



Gender Pension Gap Checklist

This checklist aims to assist employers and trustees in taking the initial steps towards addressing the Gender Pension Gap.

<input checked="" type="checkbox"/>	Key area	What to consider	How WTW can help
<input type="checkbox"/>	Educate	Awareness is an important first step to addressing the issue.	Training sessions with key stakeholders on the gender pensions gap.
<input type="checkbox"/>	Evaluate member outcomes	Organisations must understand the scale of the issue for them and, where possible, the drivers.	Member outcomes analysis and segmentation Membership analysis to ascertain any difference in behaviours between genders
<input type="checkbox"/>	Review broader HR policies and support	This issue cannot be solved by looking at pensions alone, consideration should be given to wide policies such as pay and parental leave.	Review of HR policies Broader benefit benchmarking
<input type="checkbox"/>	Review your pension plan design	Consider how Plan Design can have an impact on the gender pensions gap.	Contribution benchmarking and modelling
<input type="checkbox"/>	Communicate with members	Communication and engagement is key to ensuring you educate your members on the gender pensions gap and how they can personally improve their own financial positions.	Financial wellbeing sessions for women Employee communication and engagement surveys Implementing a communications strategy that considers diversity and inclusion through style and communication channels

Although the list provided may not be comprehensive, addressing each element can aid your organisation in lessening the Gender Pensions Gap.

If you would like more details regarding the Gender Pensions Gap, kindly get in touch with your WTW consultant or email marketing.gb@willistowerswatson.com for assistance.



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WTW_111600 06-23

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