

NEGOTIATE LIKE YOUR LIFE DEPENDS ON IT



Let's change the mindset about money
SHIVANGI DAS

THIS IS ME

- Software engineer in BJSS
- From India, living in Newcastle upon Tyne, UK
- Love traveling the world and eating delicious food
- Passionately empowering women in tech
- Learning and raising awareness about personal finance

Shivangi Das: “Representation matters.”



Representation matters because if you can see it, you can be it. That's why I'm so keen to do what I can to encourage more women into tech careers.

I've been part of so many women in tech communities over the 6 years I've worked in tech, and they've offered the welcoming, encouraging and supportive environment that I needed to keep loving to code.

I hope that by delivering the course with Code First Girls I've been able to inspire more women into considering a digital role.

AGENDA

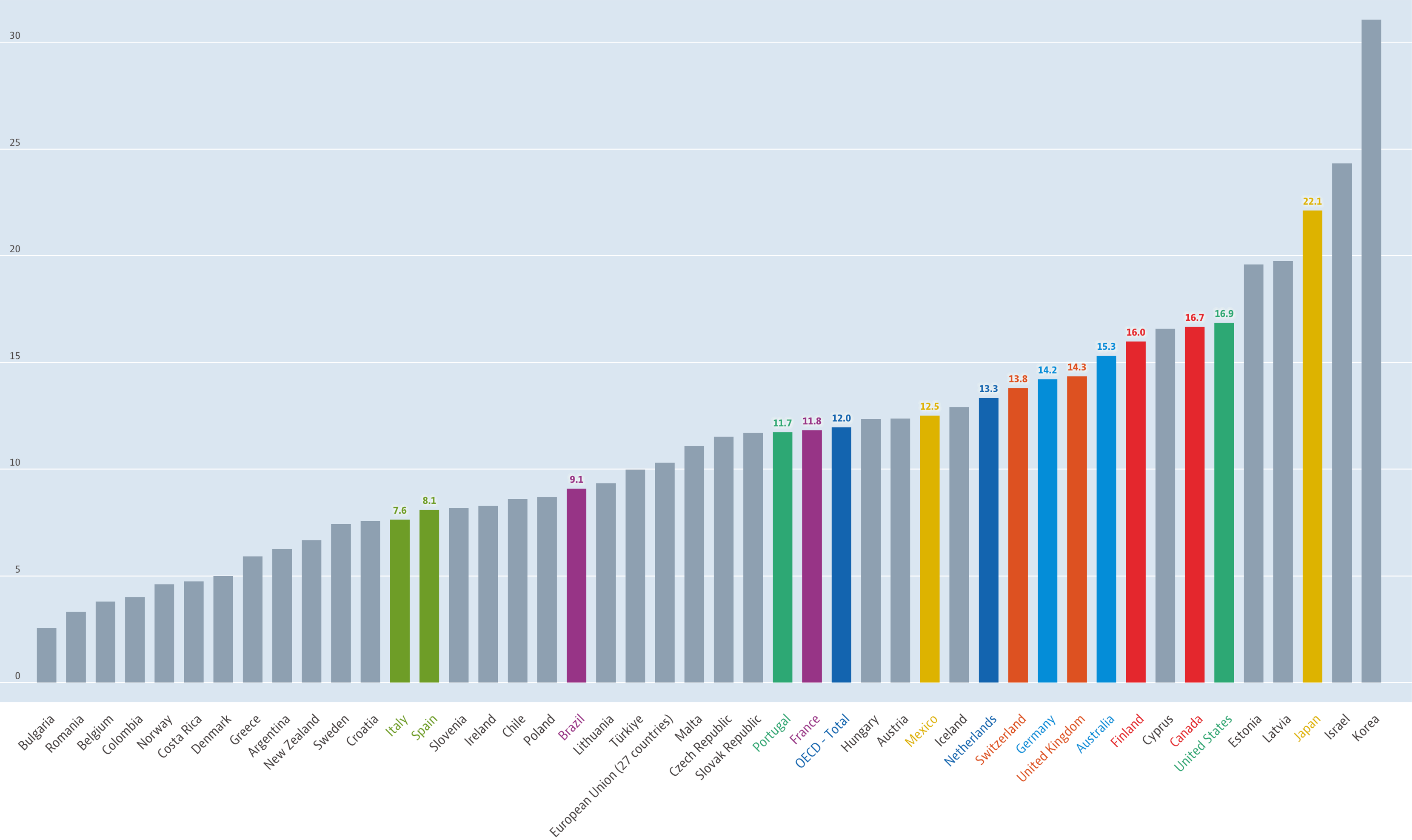
- **Why negotiate?**
- **Find your why, aligned with your values.**
- **How to begin?**
- **What else is up for discussion?**

WHY NEGOTIATE?

UNLEARN - MONEY
CORRUPTS

ON AVERAGE, WOMEN
GLOBALLY ARE PAID ABOUT
20 PERCENT LESS THAN MEN

- INTERNATIONAL LABOUR ORGANIZATION (ILO)

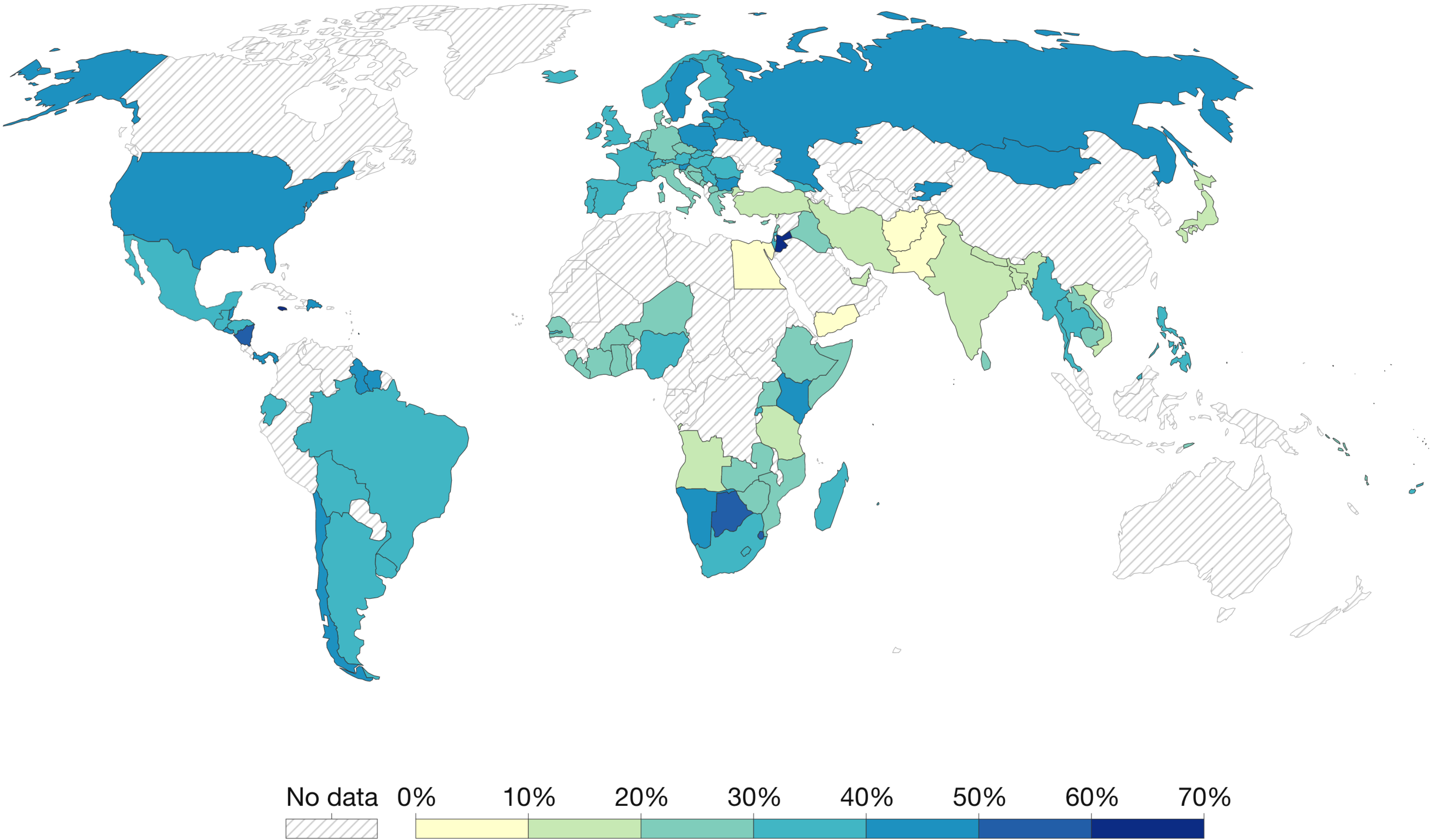


GENDER PAY GAP

- <https://gender-pay-gap.service.gov.uk/>
- The gap comes from the low ratio of women in high paying leadership roles.

Proportion of women in senior and middle management positions, 2021

Estimates based on employment by occupation. 'Senior and middle management' correspond to those employed as "legislators, senior officials and managers " under the International Standard Classification of Occupations.



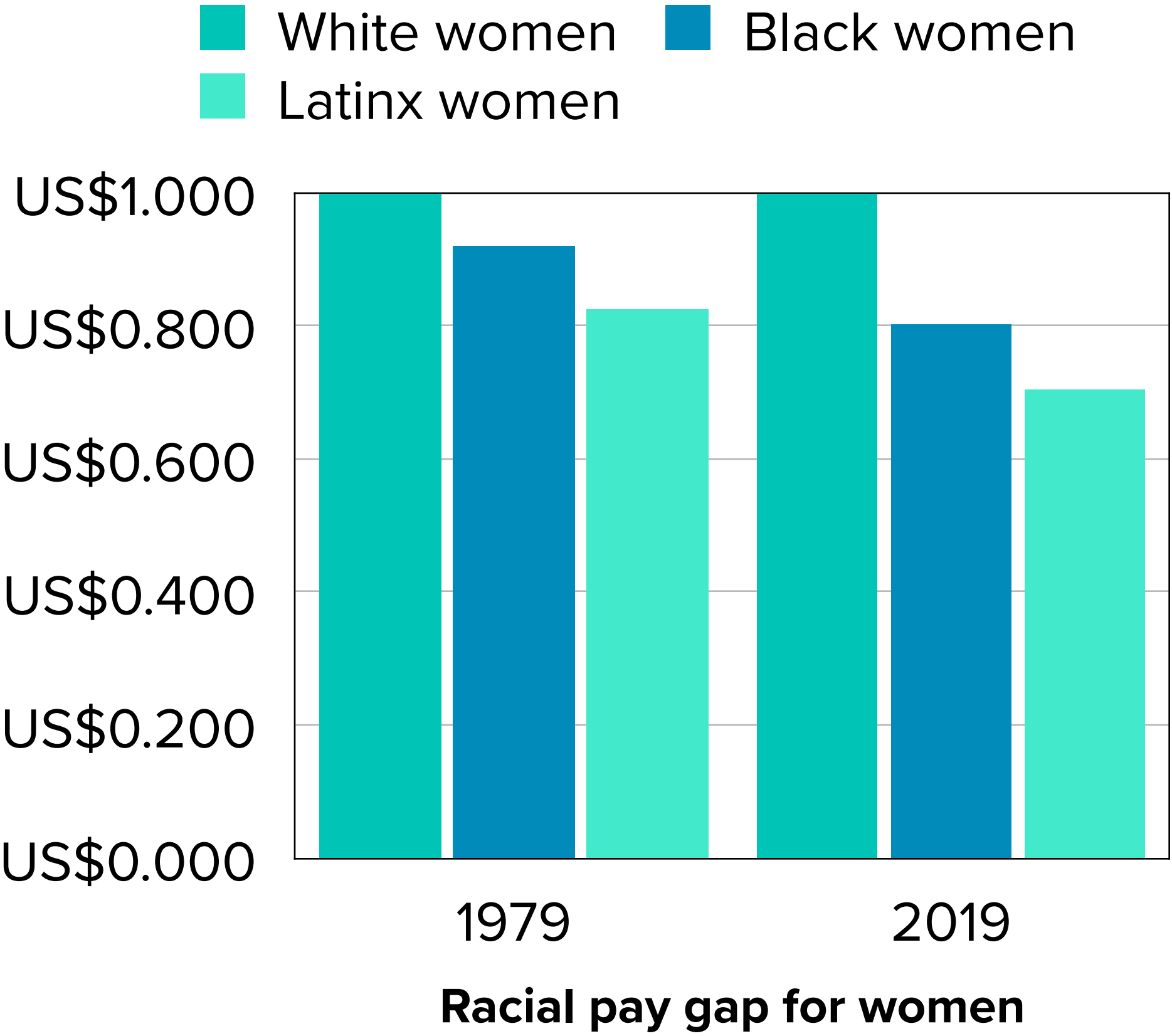
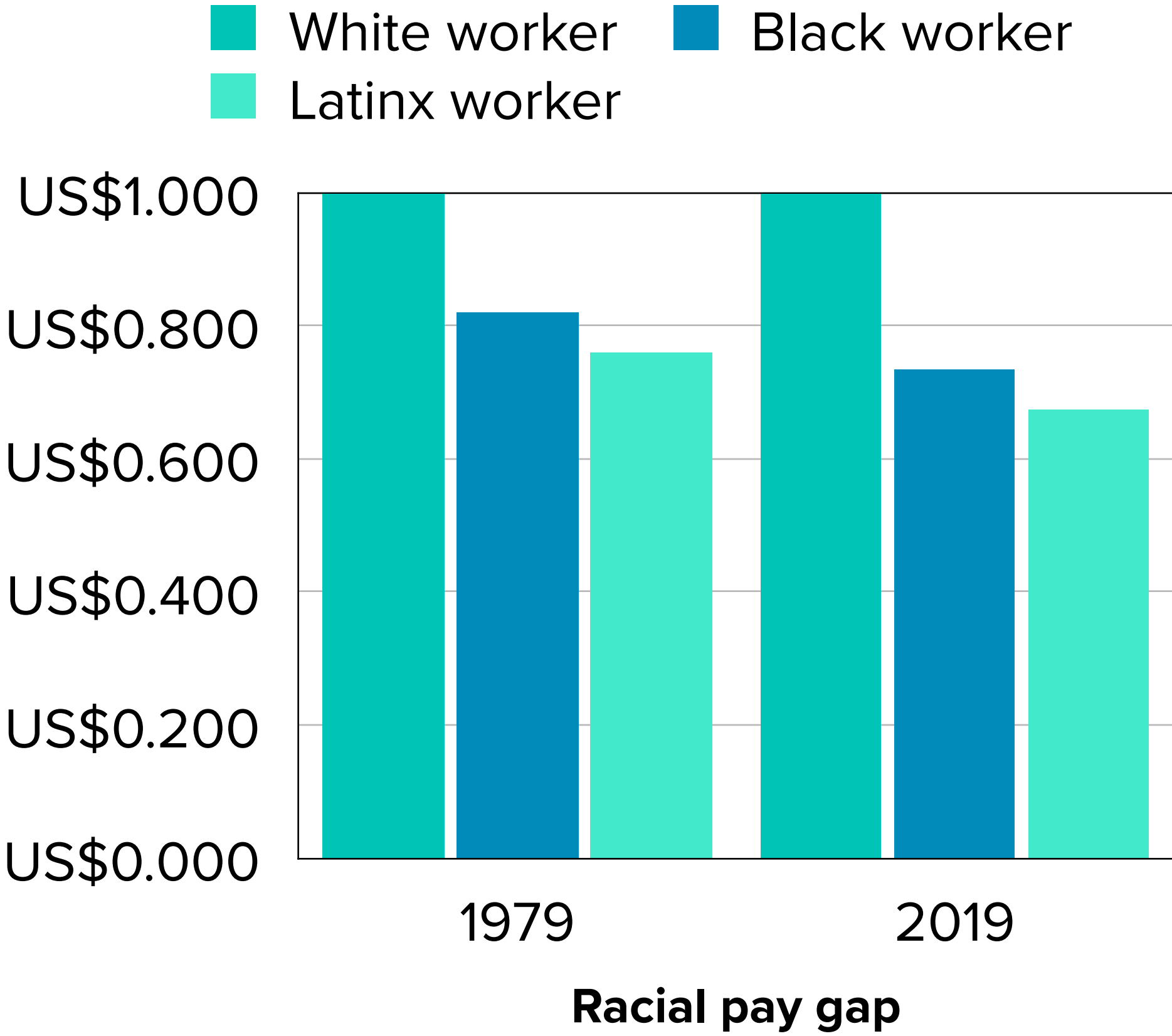
GENDER PAY GAP

- <https://gender-pay-gap.service.gov.uk/>
- The gap comes from the low ratio of women in high paying leadership roles.
- <https://gender-pay-gap.service.gov.uk/EmployerReport/NEbsNNV5/2022>

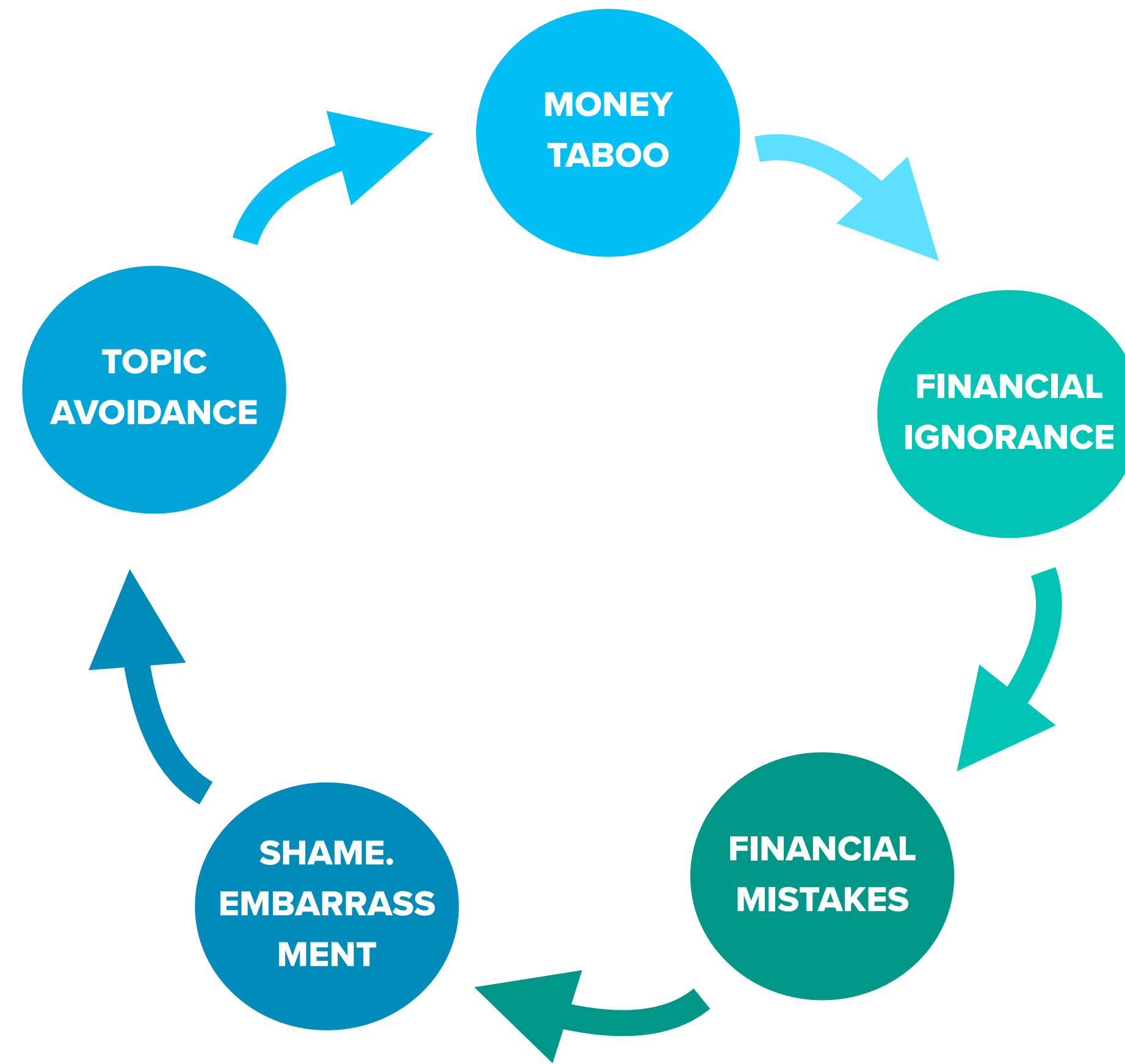
GENDER PARITY IS NOT
RECOVERING. IT WILL TAKE
ANOTHER 132 YEARS TO CLOSE
THE GLOBAL GENDER GAP.

- GLOBAL GENDER GAP REPORT 2022

RACIAL PAY GAP



TABOO ON TALKING
ABOUT SALARIES



Forbes - The Money Taboo vicious cycle

WHY NEGOTIATE

- **Unlearn - money corrupts**
- **Gender pay gap**
- **Racial pay gap**
- **Taboo on talking about salary**

Plus ...

- **Inflation, higher cost of living**

FIND YOUR WHY

ALIGNED WITH YOUR VALUES

WHAT DO YOU VALUE

- Health - physical, mental and emotional
- Relationships - friends and family
- Education - higher education, personal growth and development
- Retirement - FIRE movement (Financial Independence Retire Early)
- Buying a house
- Children - give them a nice life and set them up for the future
- Travel - cultures, food, people
- Social causes - sponsor artists, sponsor a child's education, animal welfare
- A more accessible world
- ...

MONEY PROVIDES A MEANS TO DO
GOOD
FOR YOURSELF
AND
EVERYONE AROUND YOU

HOW TO BEGIN?

FIRST THINGS FIRST

- Research the market rate for your responsibilities
 - Levels.fyi
 - Glassdoor
 - Payscale
 - LadiesGetPaid
- Talk about salaries and perks
 - Partner
 - Colleagues and friends
 - LinkedIn connections
- Keep a list of your accomplishments and brag about them

NUMBERS GAME

- Walk-away offer
- Happy offer
- Hell yes offer

BE KIND, OPTIMISTIC AND
HONEST

WHAT TO SAY WHEN

- In between Hell Yes and Happy offer - “I appreciate the offer and look forward to discuss the benefits” (pick 1 or 2 from list in next section)
- Close to Happy number - “We’re in the same ballpark. For an average candidate that salary would be a great place to start however, I fully intend to make an above average contribution and have a demonstrated track record for doing so. Can we discuss getting a little close to <your happy number>”
- Close to Walk-away offer - “I am thrilled to be considered, but we are very far apart on salary. Could we discuss getting closer to the X to<your happy number> range”

THERE'S MORE

ON THE TABLE

PERKS OTHER THAN PAY

- Better job title
- Flexi time
- Remote work
- 4 day work week
- Holidays
- Paternity and maternity leaves
- Upskilling and training budget - Conferences, workshops, certificates
- Leadership training, coaching
- Volunteering days

READING RECOMMENDATIONS

- **Never split the difference - Chris Voss (book)**
- **My ten rules for negotiating a job offer - Haseeb Qureshi**
(blog <https://haseebq.com/my-ten-rules-for-negotiating-a-job-offer/>)
- **Girls That Invest - Simran and Sonya (book and podcast)**

REFERENCES

- <https://gender-pay-gap.service.gov.uk/>
- <https://github.com/Ads2020Group6/gender-pay-gap-modelling>
- <https://ourworldindata.org/economic-inequality-by-gender>
- <https://vanderbiltlawreview.org/lawreview/2022/10/confronting-the-racial-pay-gap/>
- <https://www.weforum.org/reports/global-gender-gap-report-2022/>
- <https://www.forbes.com/sites/brettwhysel/2020/02/18/the-money-taboo-what-can-we-do-about-it-talk/?sh=149ad4ed64af>
- <https://www.thefinishingschool.co/> Get your money honey by Alison Taffel Rabinowitz

THANK YOU