



UK Gender Pay Gap Analysis

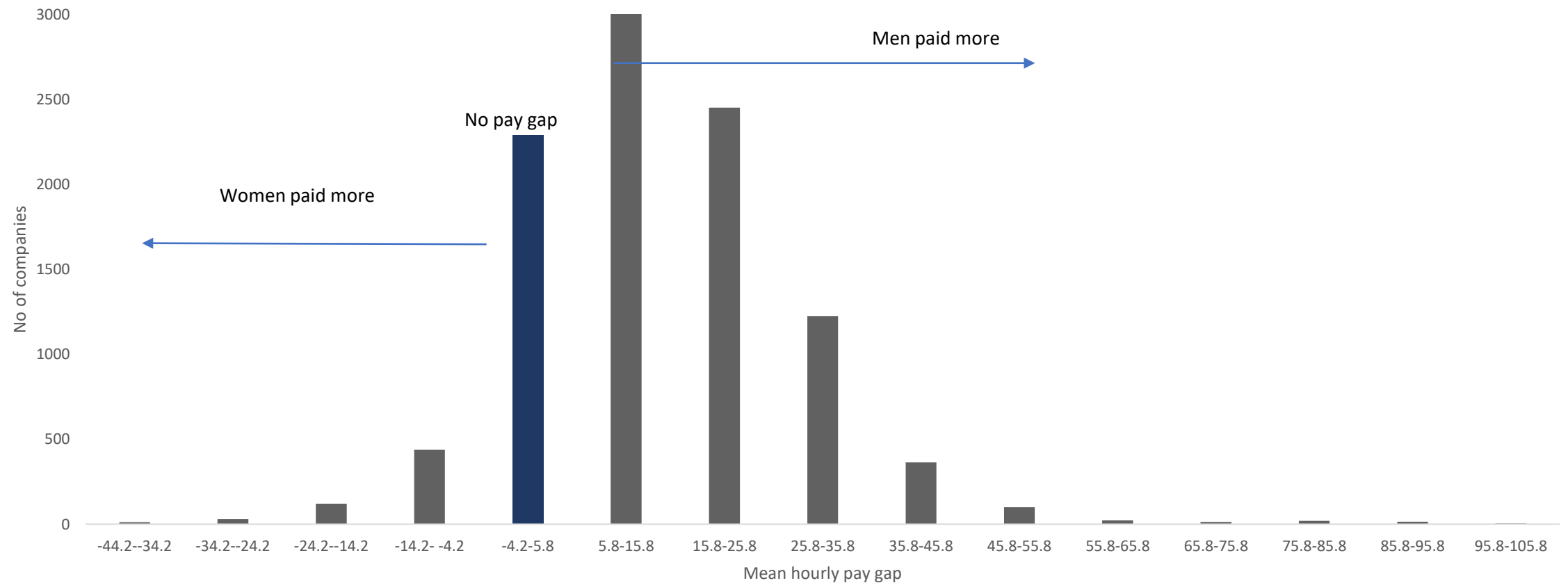
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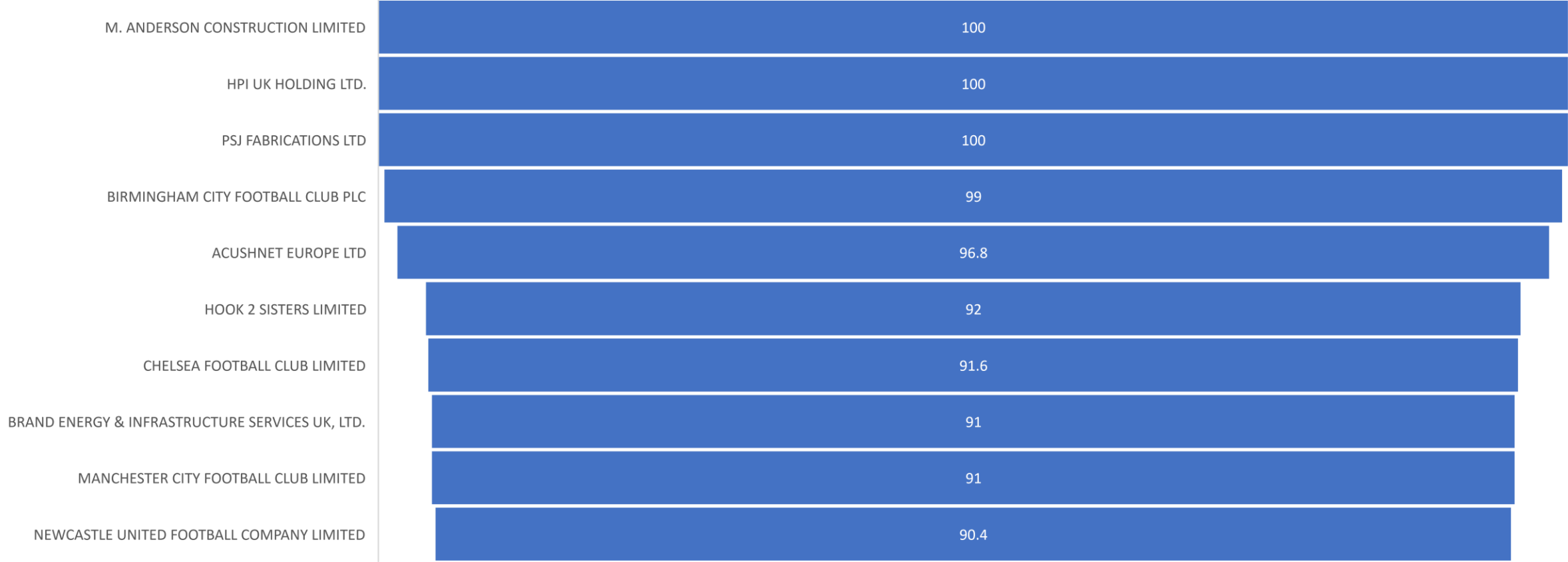


Spread of Pay gaps across reporting companies

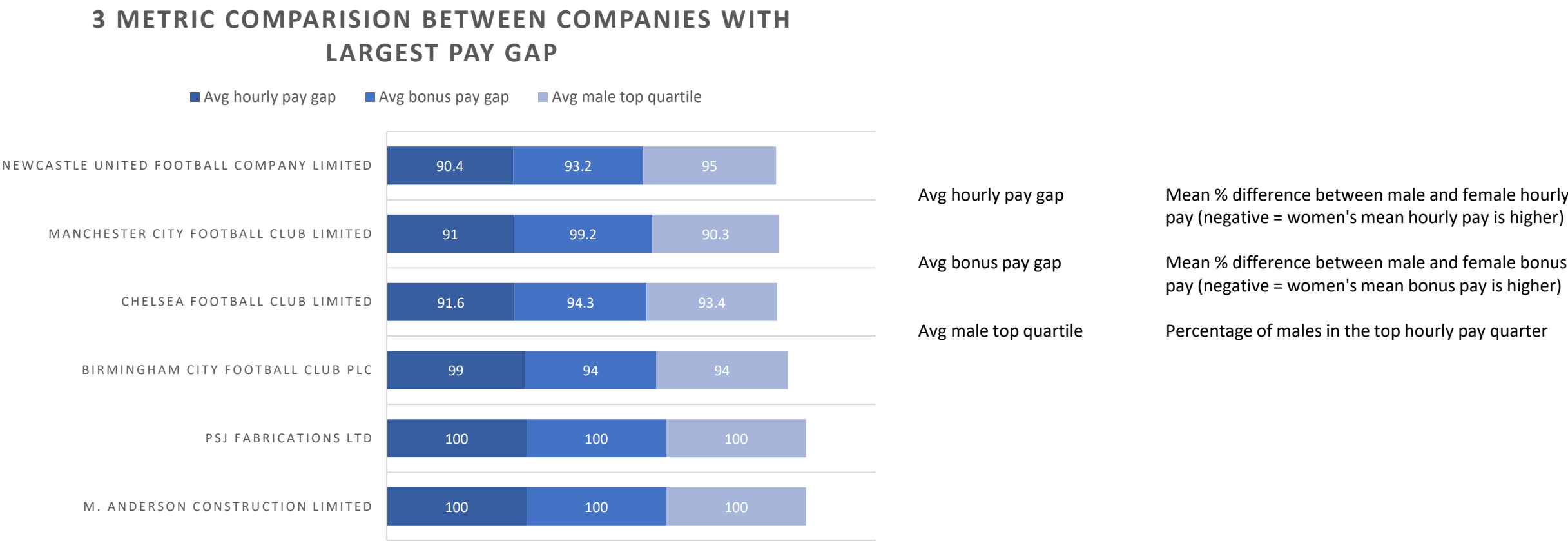


Top 10 companies with largest pay gaps skewed towards men

























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Average pay gap by employer size

employersize	Avg hourly pay gap	Avg bonus pay gap	Avg male top quartile	Avg female lower quartile
20,000 or more		12.5 	28.7 	58.7 
5000 to 19,999		14.1 	23.7 	52.9 
1000 to 4999		12.9 	16.4 	57.9 
500 to 999		13.7 	13.3 	58.6 
250 to 499		13.9 	13.1 	59.3 
Less than 250		14.1 	12.9 	59.0 

Conclusion

- The average across all companies in UK 13.63 %
- Most companies with larger pay gaps in favour of men belong to football or construction industries
- small size companies with 250-500 employees have a bigger pay gap considering male top quartile.



Limitations and Recommendations

Data Limitations

- Average pay gap across regions, industries not readily available ut highly relevant to analysis.
- other ways of calculating the gender pay gap not considered.
- The gender pay gap is not the same as unequal pay.
- Public and private sector information not available.
- The siccodes need to be cleaned to better define the broad industry type.
- data is biased since it doesn't include gender diversity.
- Data assumes everyone is at same level of seniority

Data collection improvements

- Broader industry type data required by users to fill, instead of siccodes.
- Relevant fields to be marked as mandatory which cannot be left blank.
- Male vs. Female ratio to be included as a column-useful for measuring the overall ratio in an industry/ region/ company.
- Another gender category required to include gender diversity.
- Providing standard templates in the form of excel sheets or templates that can be copied easily.
- Including management level – lower, middle or senior.
- Age of company in years
- Including regions within states information