

Minding the Pay Gap

Analysis of Gender Pay Gap Reporting

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Overview of Data Collected

For Submission
Period Ended
April 2022

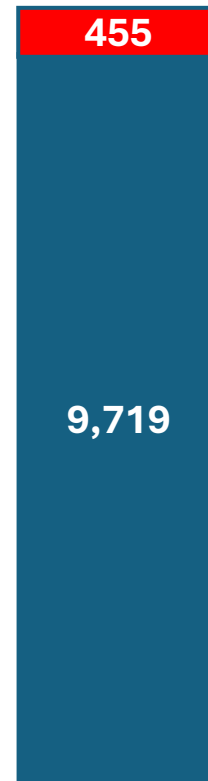
Across:
12 Regions



20 Sectors



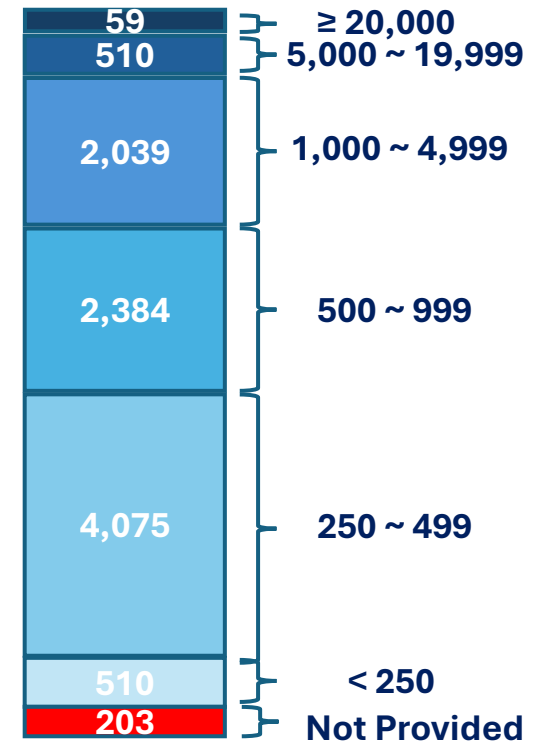
Employers
Submitted:
10,174



Missing Key Data /
Not Within UK

Employers
Analysed

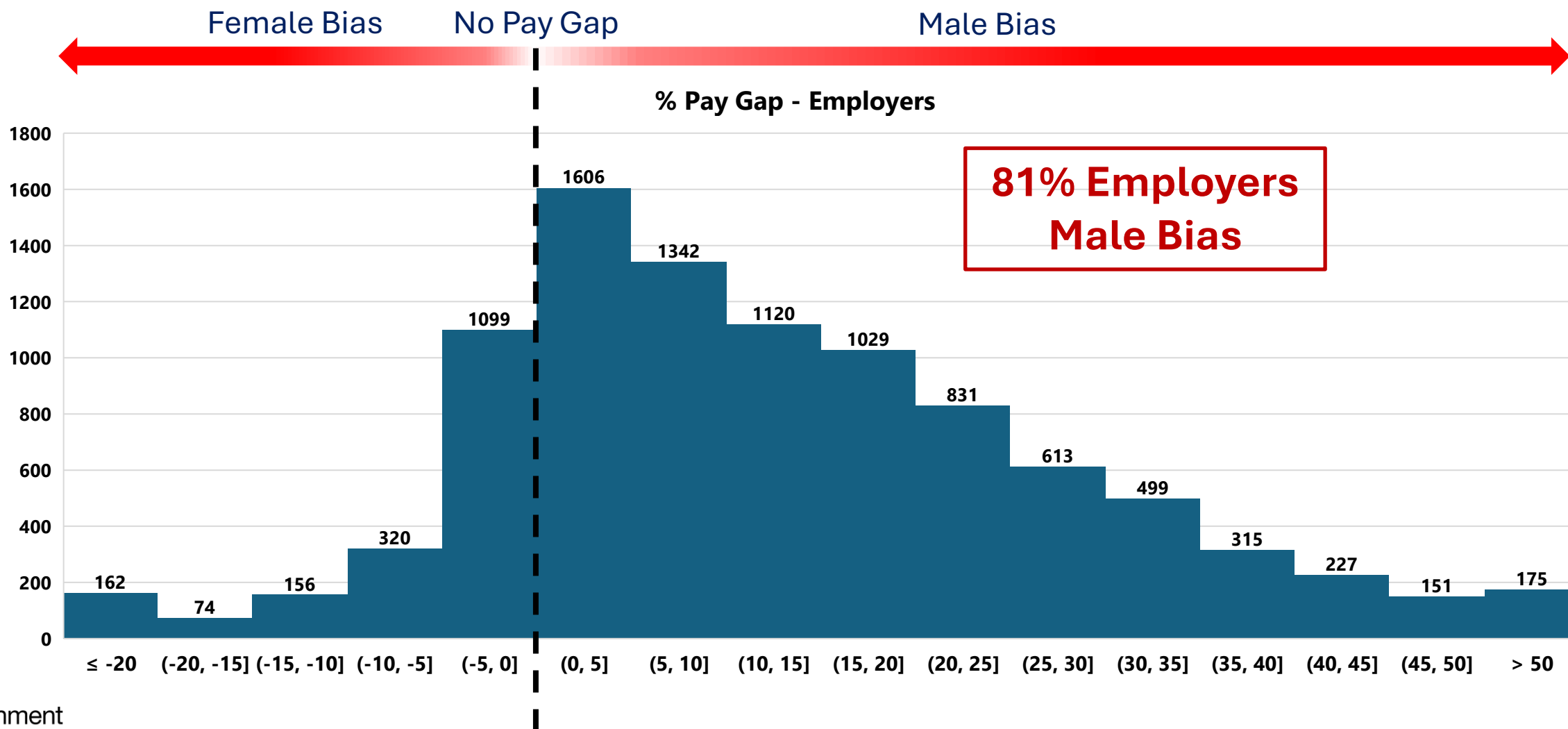
Employer
Size
(by Employees)



< 250
Not Provided

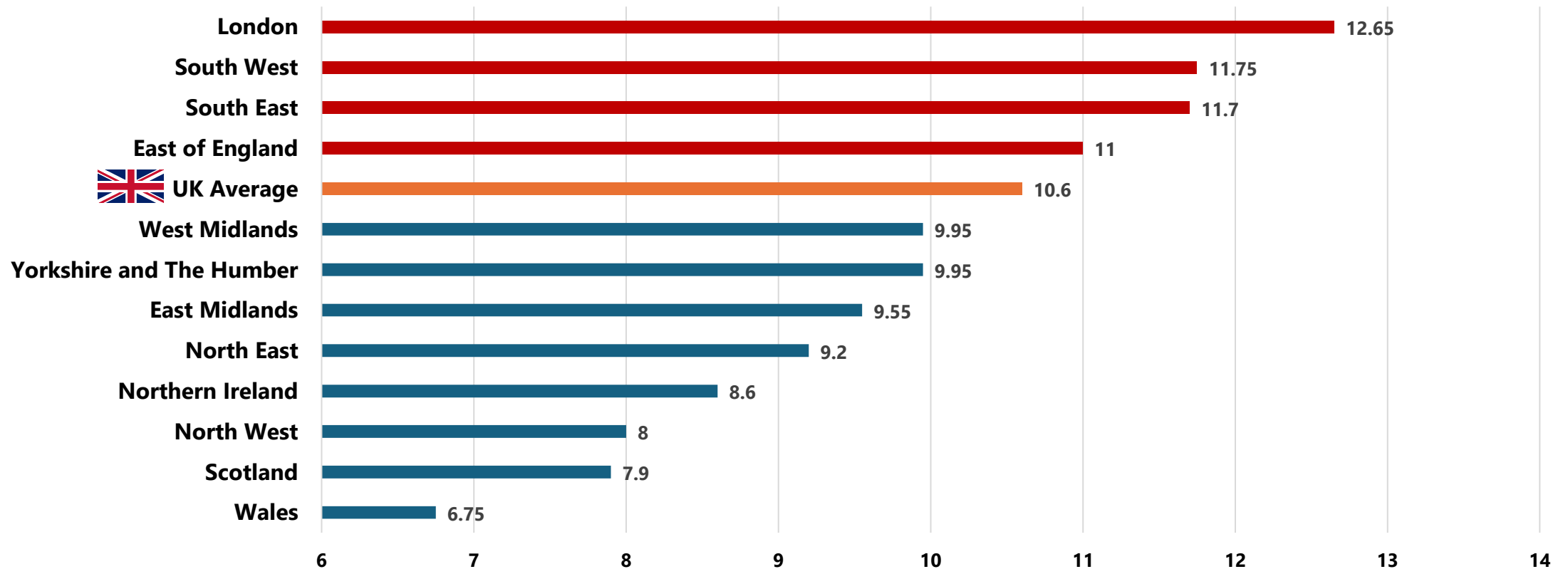


Which Side Does the Bias Lie?



How Big is the Gap? – Region

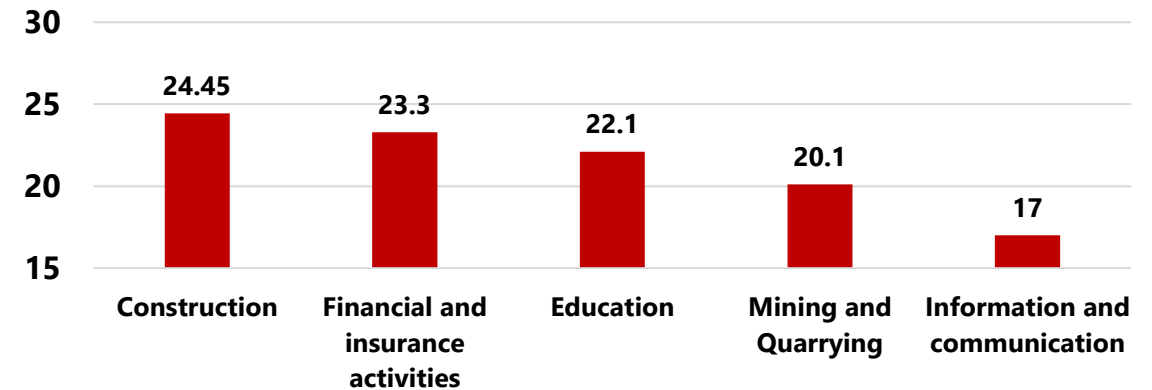
Regional Average % Pay Gap (In Favor of Male Employees)



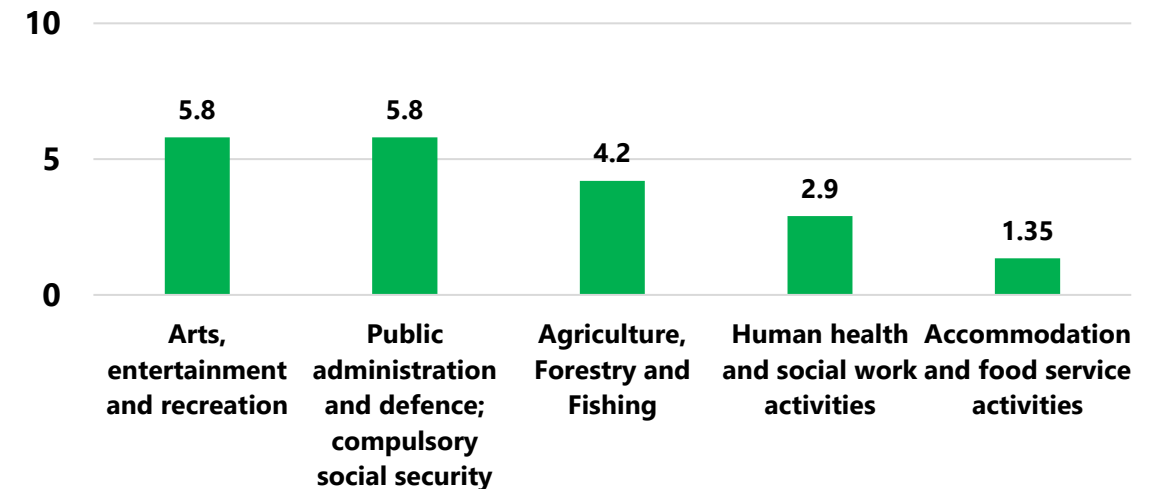
How Big is the Gap? – Sector

- Largest: Physical Labour, Finance, Education, IT
- Smallest: Arts, Public, Agriculture, Social work, Hospitality

Average Pay Gap - Top 5

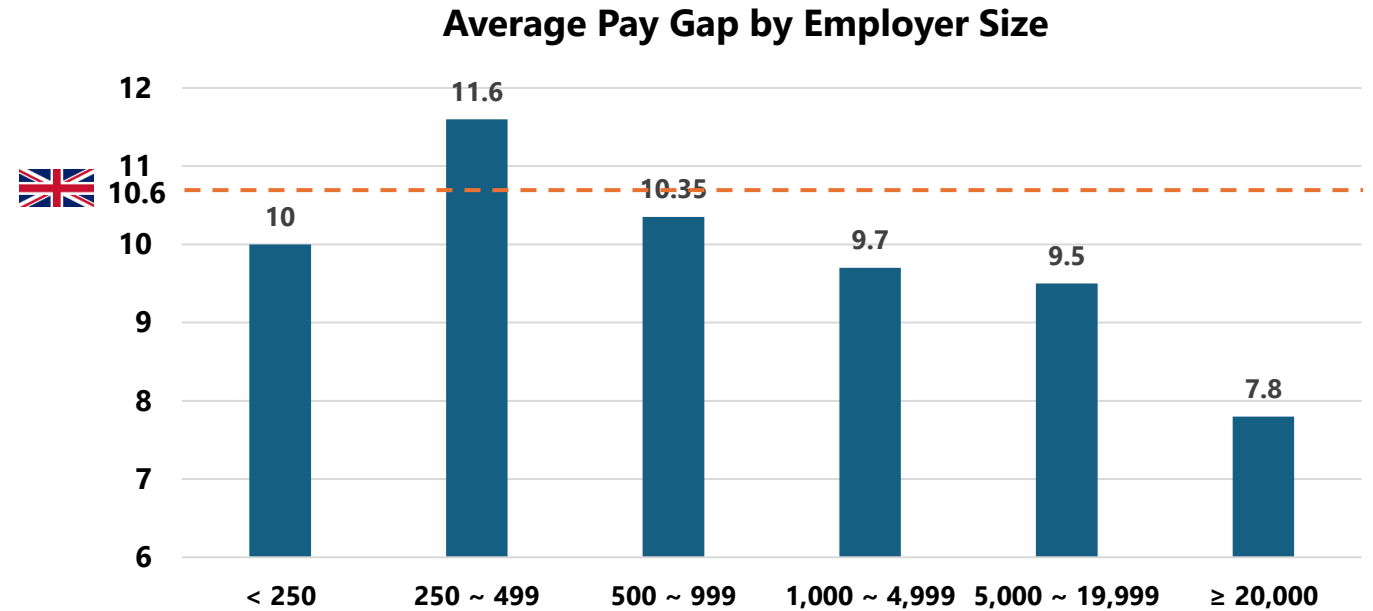


Average Pay Gap – Bottom 5

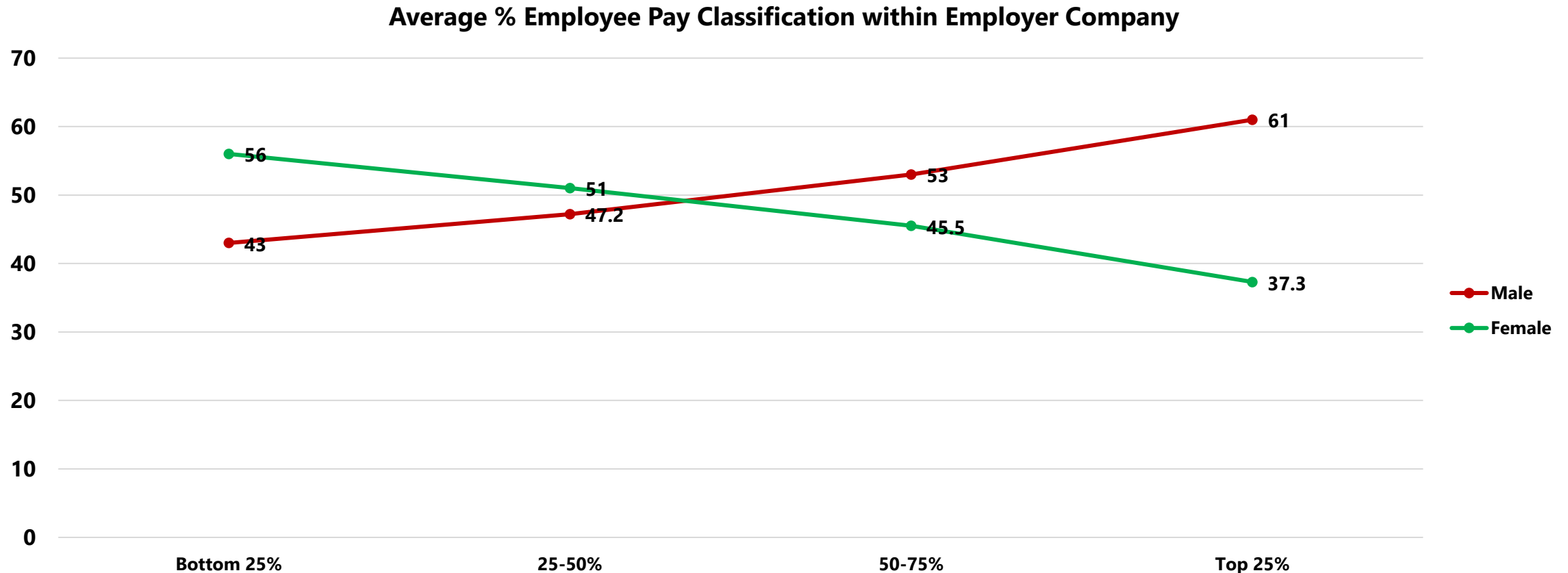


How Big is the Gap? – Employer Size

- Smaller Employers (< 1,000 employees) tend to have higher average pay gap.



How Big is the Gap? – Pay Classification



Limitations

Comparing % Pay Gap across employers of varying sizes is not a fair comparison.

Can't check for Pay Inequity - Unequal pay for the same work

Data only Captures relevant Full-Pay Employees

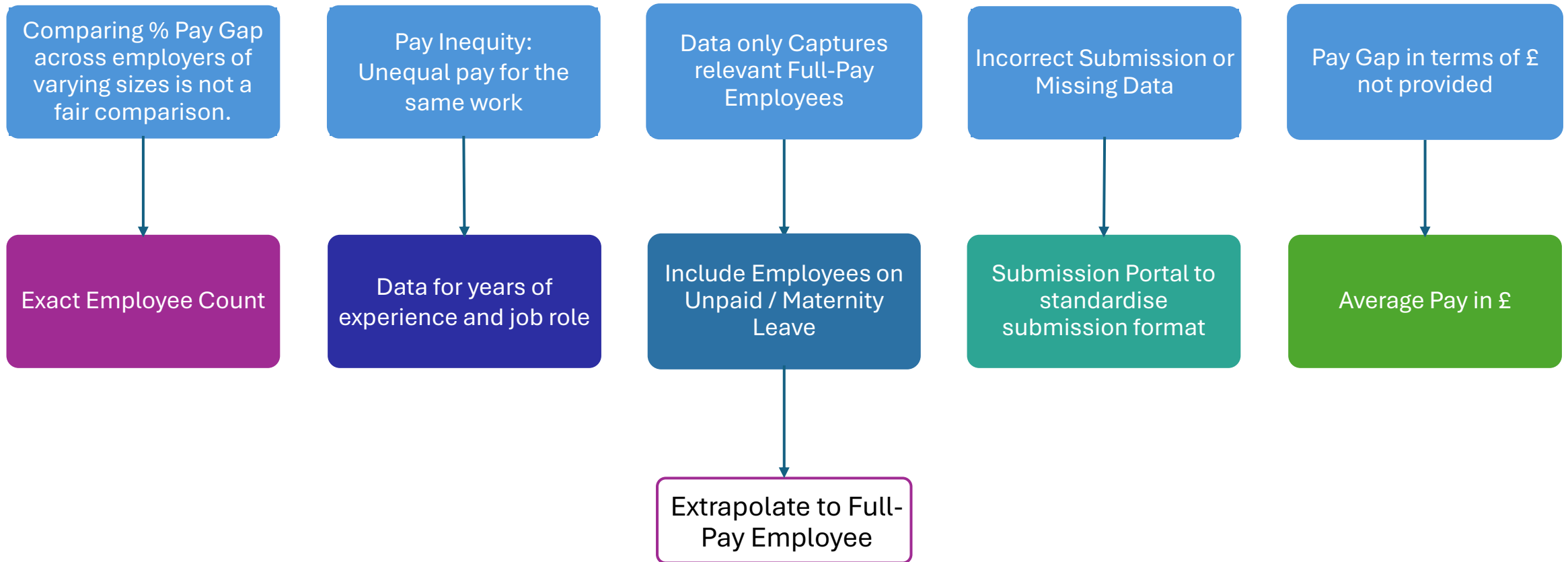
Unpaid Leave or Maternity Leave are excluded

Incorrect Submission or Missing Data

Pay Gap in terms of £ not provided



Recommendations – Data Collection



Thank You

