

Gender Pay Gap

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Background Information

- Mandatory report (since 2017) for companies with +250 employees
 - All employees (part-time/full-time)
- Median Pay Gap: difference between the median pay of a man and the median pay of a woman
 - 'Typical' employee
 - Steadily decreasing, widened slightly during COVID

Data

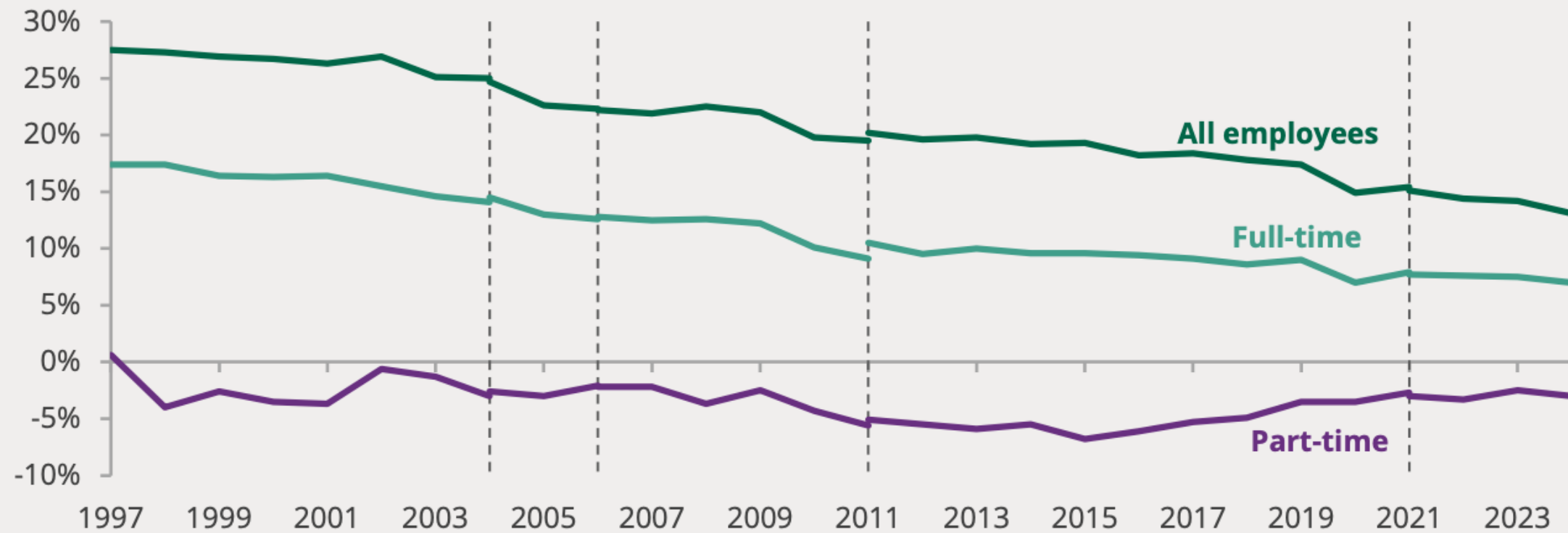
- Post Codes Table
- Siccodes Table



6,014 companies

The gender pay gap has decreased over the past twenty years

% difference in median hourly pay excluding overtime for men and women employees



Source: Office for National Statistics, [Annual Survey of Hours and Earnings time series of selected estimates](#) – Table 6

Over the years

Pay Gap =/ Pay Discrimination



Equal Pay Act of 1970



2010 Equality Act

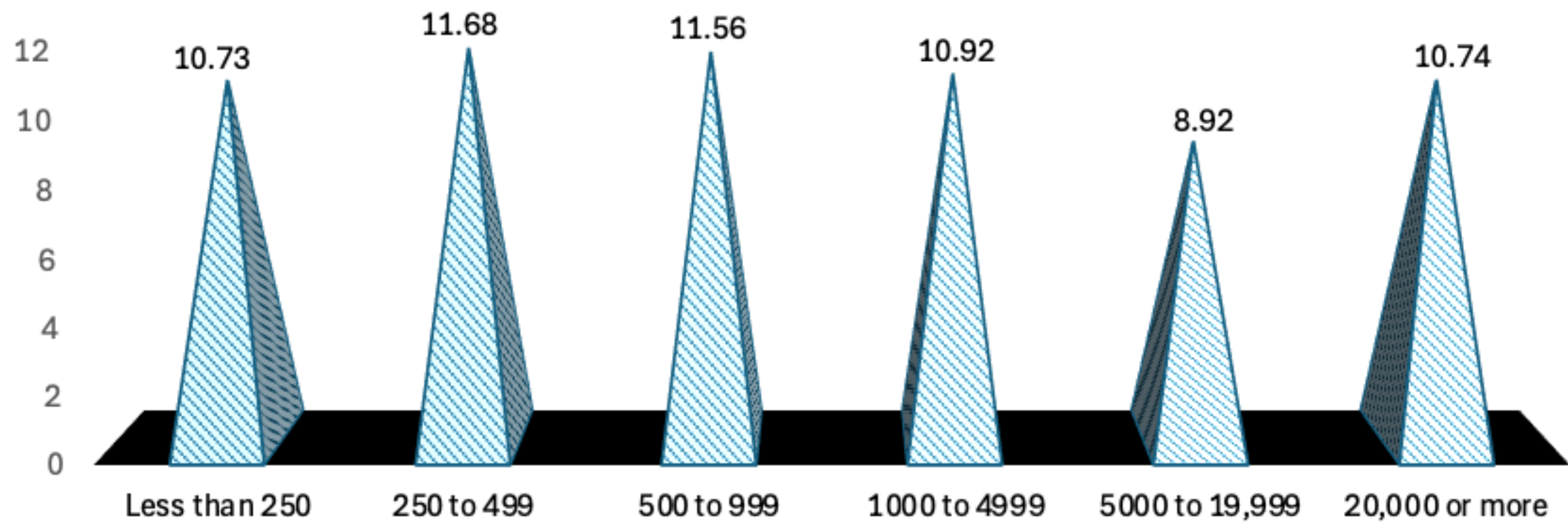


Factors: part-time, seniority

Median Pay Gap in the UK

(2021-2022)

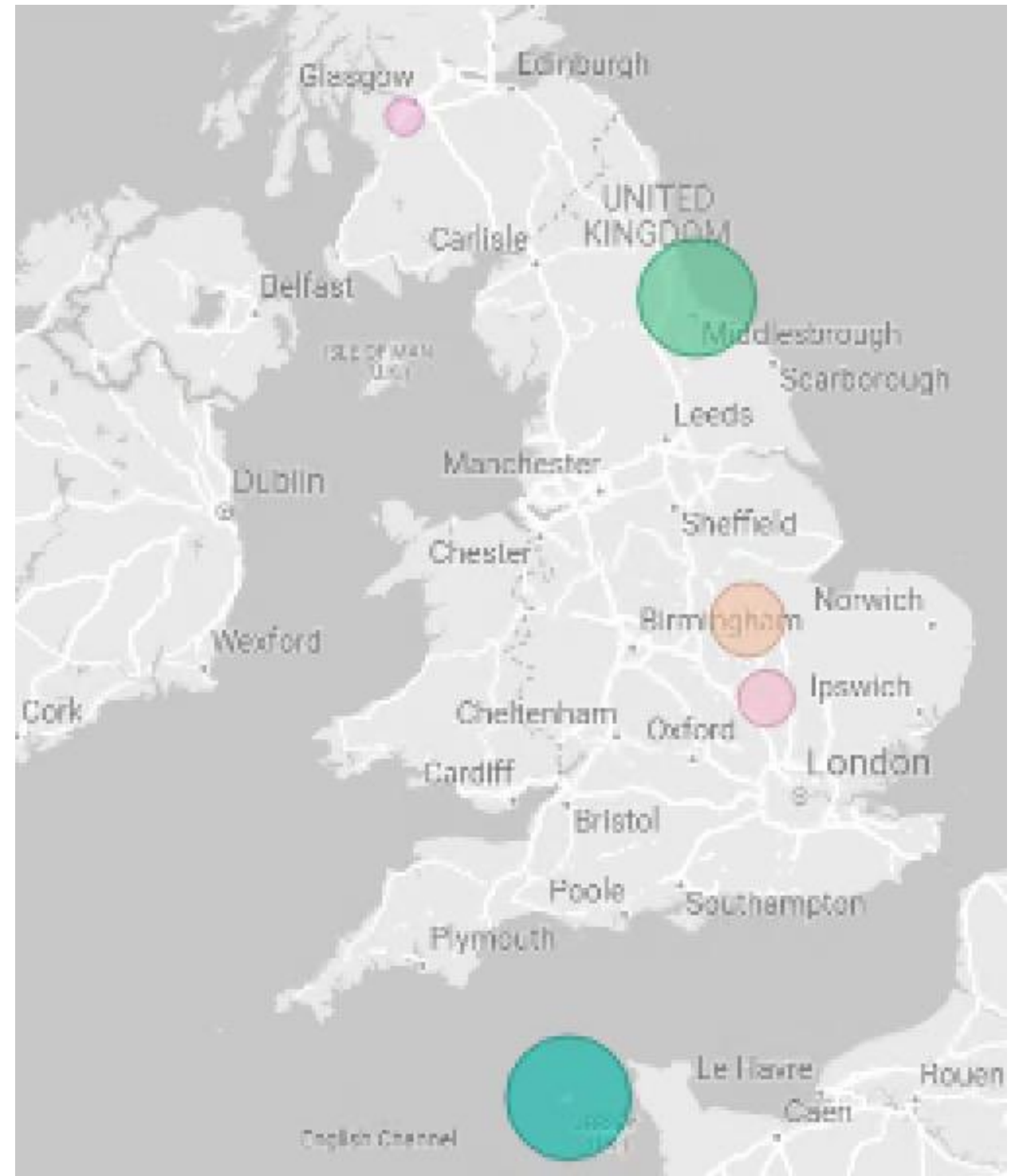
11.37%



Median Pay Gap by Employer Size

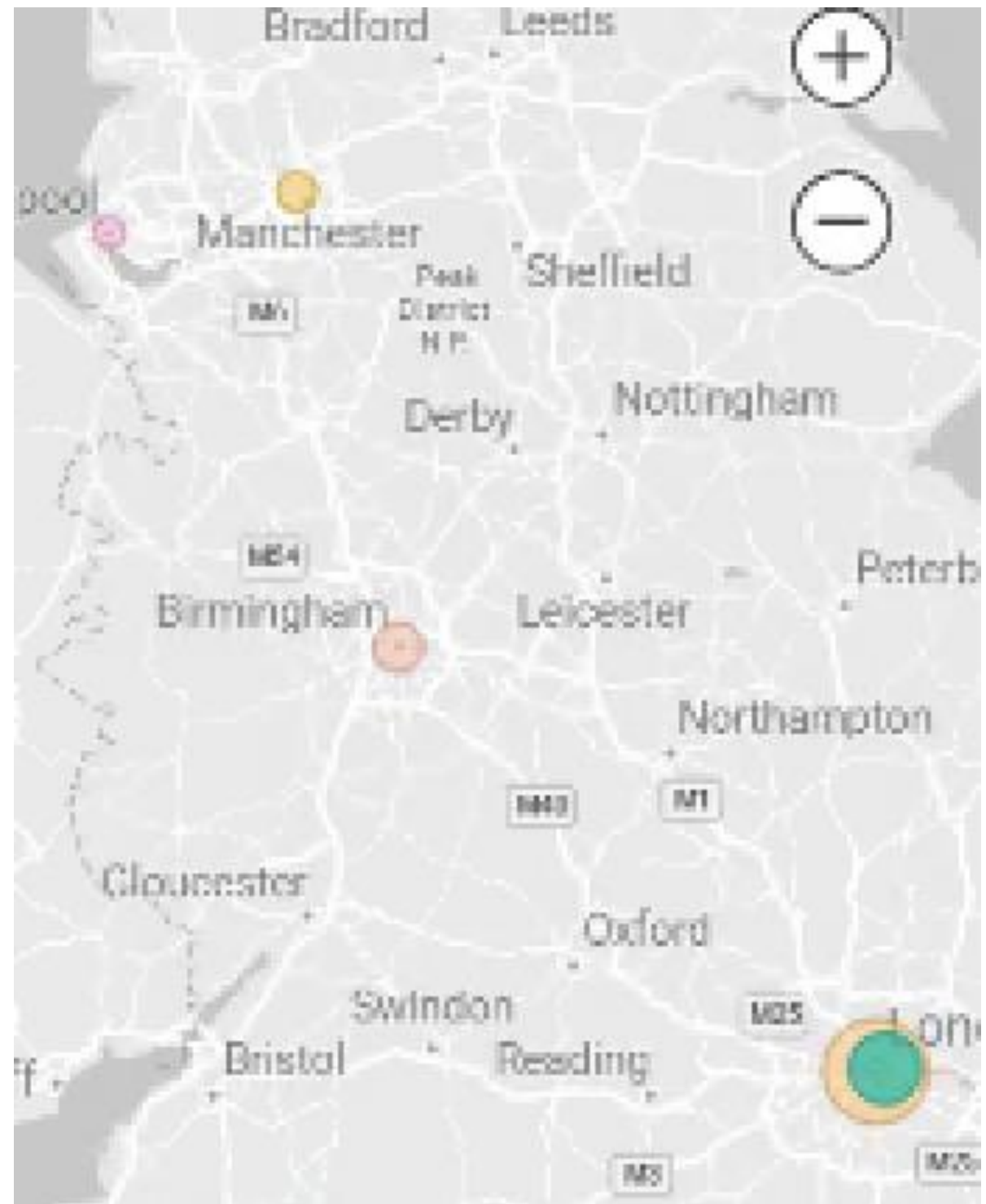
Cities with Highest Median Gap

- Guernsey, Guernsey (42.8%)
- Hartlepool, England (39.9%)
- Rutland, England (26.40%)
- Bedford Borough, England (23.75%)
- East Renfrewshire, England (22.85%)



Median Pay Gap of Largest Cities

- London (13.10 %)
- Birmingham - (8.78%)
- Manchester - (11.91 %)
- Liverpool - (6.66%)



Median Pay Gap, by Industry

Skewed towards men

**Primary
Education (112
companies)**
32.26%

**Banks (33
companies)**
31.83%

**Development of
building projects
(17 companies) -**
28.22%

Median Pay Gap, by Industry

Skewed towards women

**Private security
activities (29
companies) -9.37%**

**Agents involved in the
sale of timber and
building materials (16
companies) -0.59%**

**Residential care
activities for learning
difficulties, mental
health and substance
abuse (26 companies)
-0.00%**

Further Research...

- Creation of more-encompassing industry categories
- Comparison between different years

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PowerBI Dashboard

