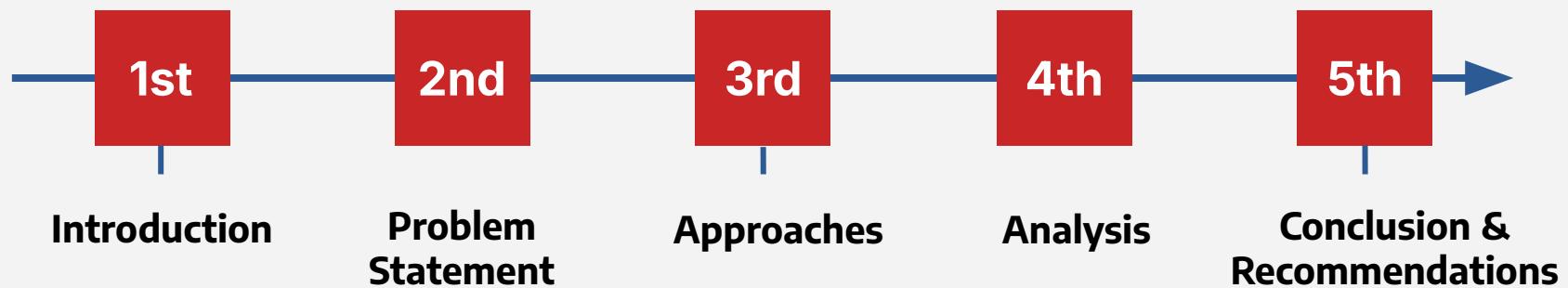


# UK GENDER PAY GAP

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# AGENDA



# INTRODUCTION

The Minister of State for Employment addresses the UK's gender pay gap, the difference in average hourly earnings between men and women, driven by factors like education, experience, and the concentration of women in lower-paying roles and men in higher-paying positions.





# PROBLEM STATEMENT

UK employers continue to have notable gender pay gaps, varying by industry, region, and company size. Late report submissions suggest reduced organizational accountability.

## **Key Factors**

**Time Period**  
2017 - 2025

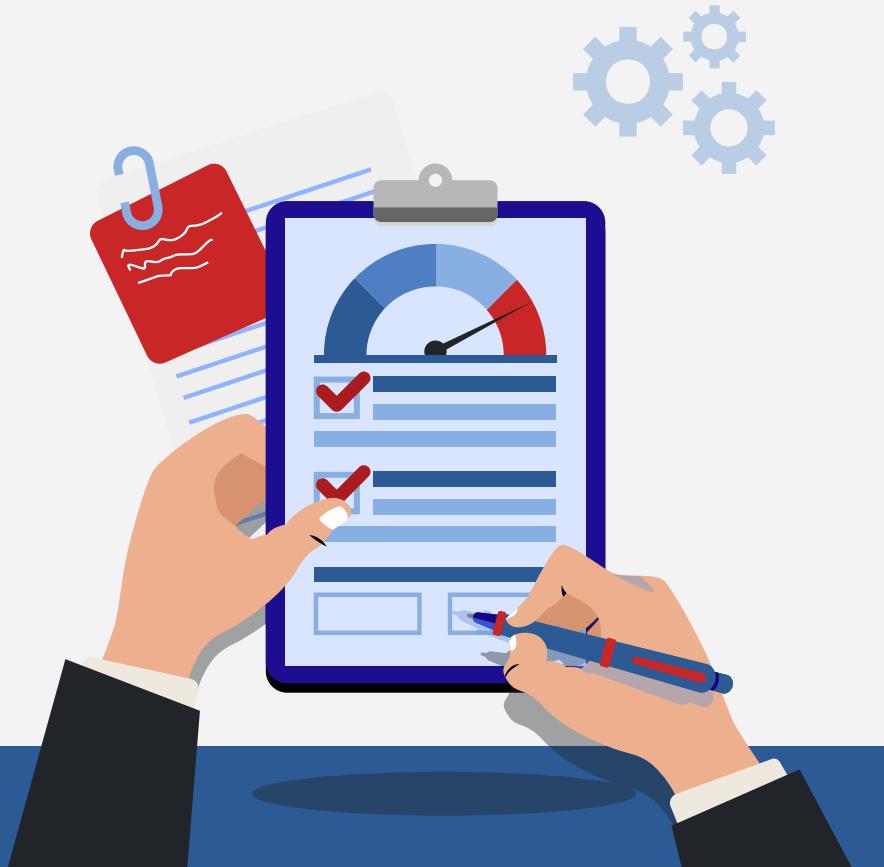
**Industry Category**  
17

**No. of Industries**  
540

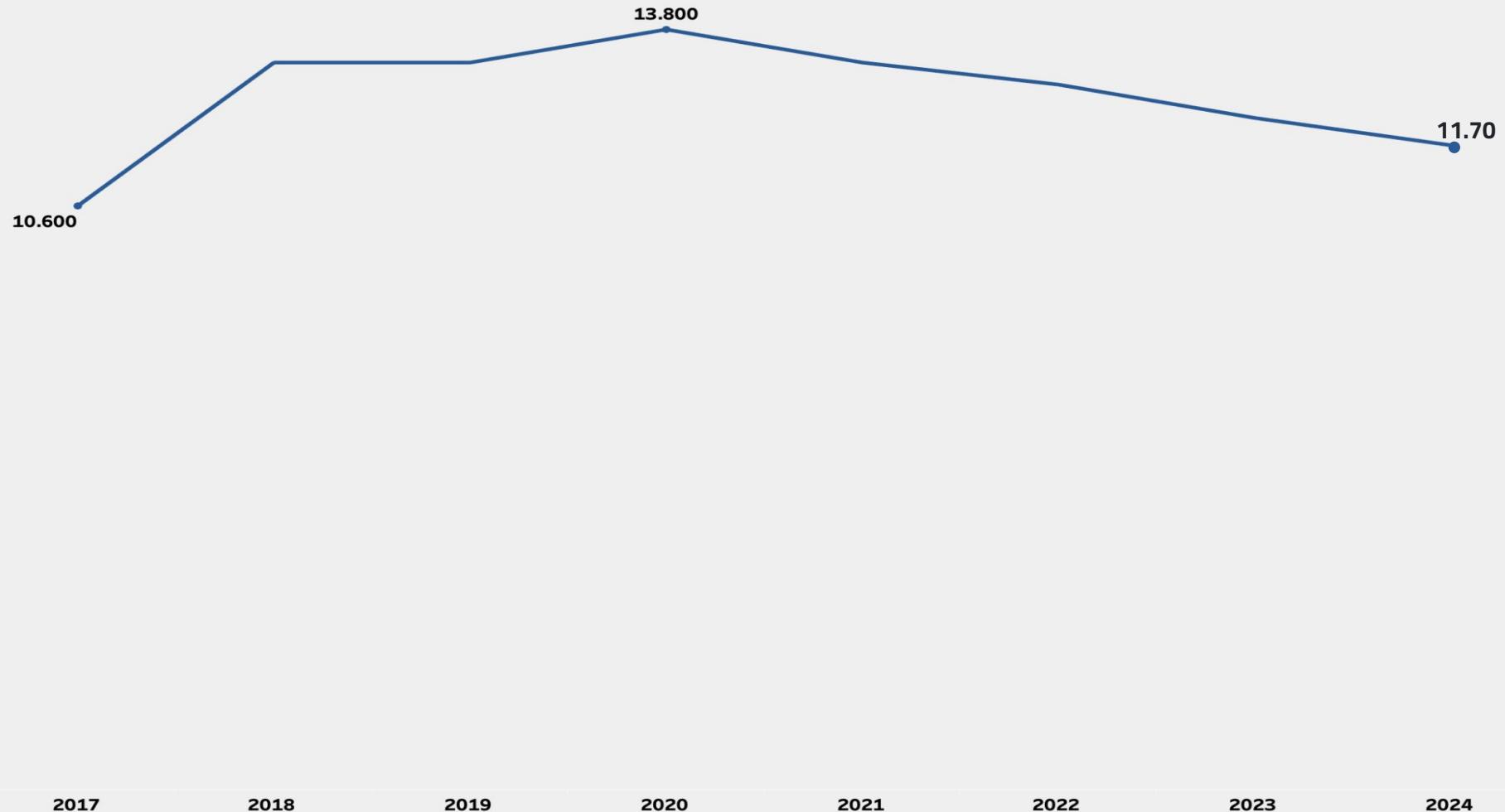
**No. of Employers**  
17K +

# APPROACHES

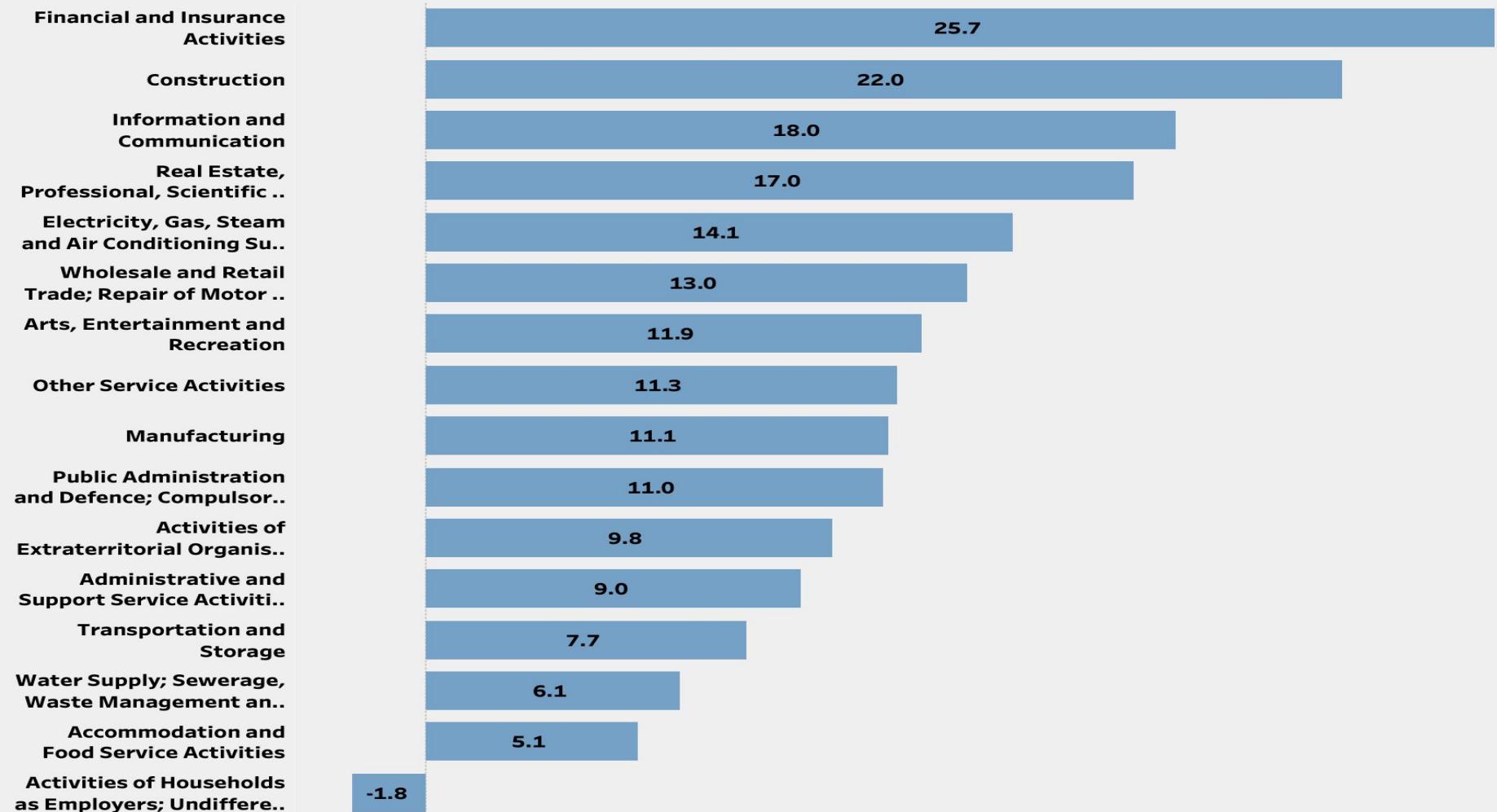
- GPG over years
- Industry
- Employer Category
- Job Level
- Submission
- Employer
- Location



## How Has UK GPG Shifted From 2017 - 2024



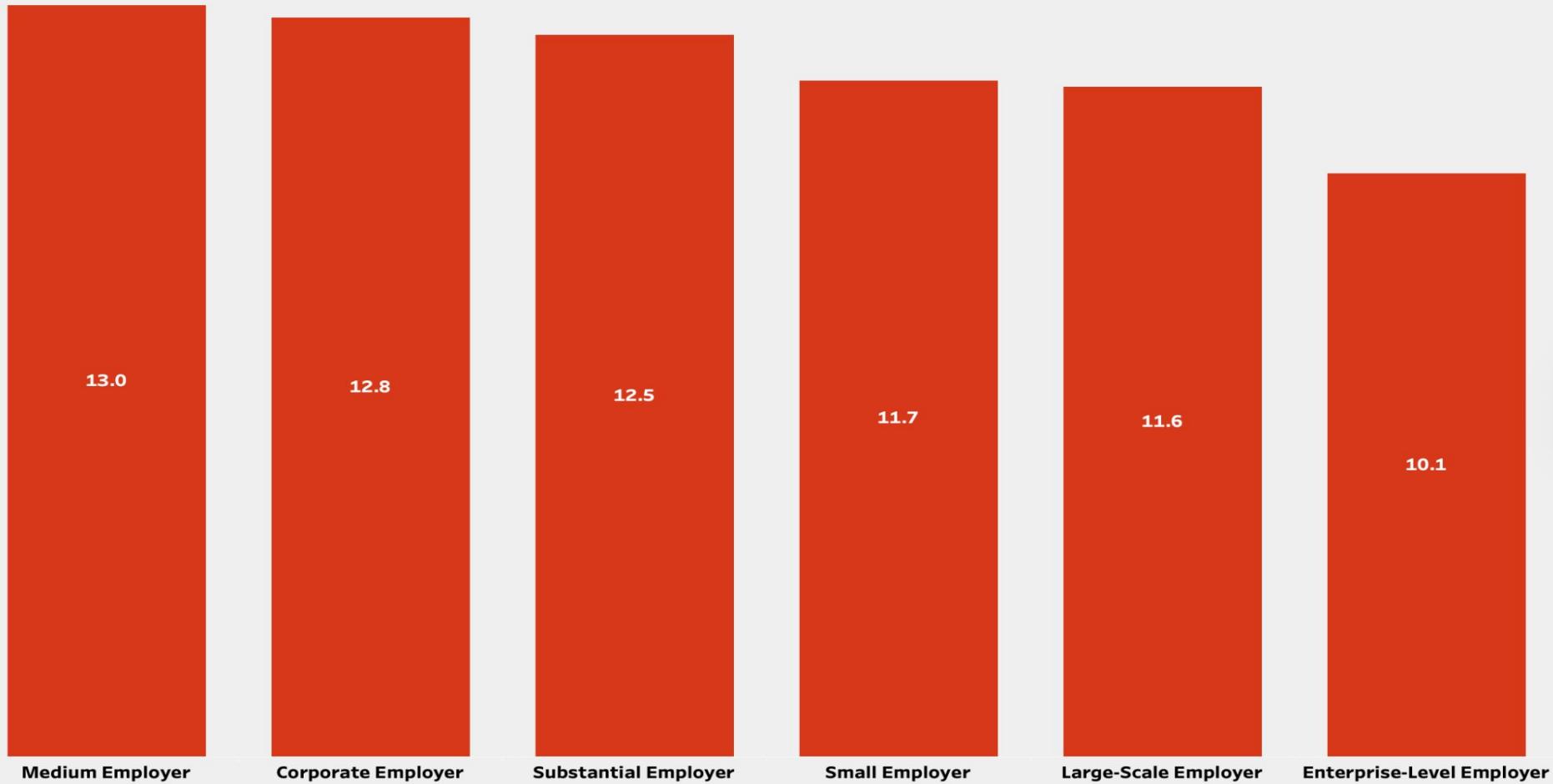
## Gender Pay Gap per Industry



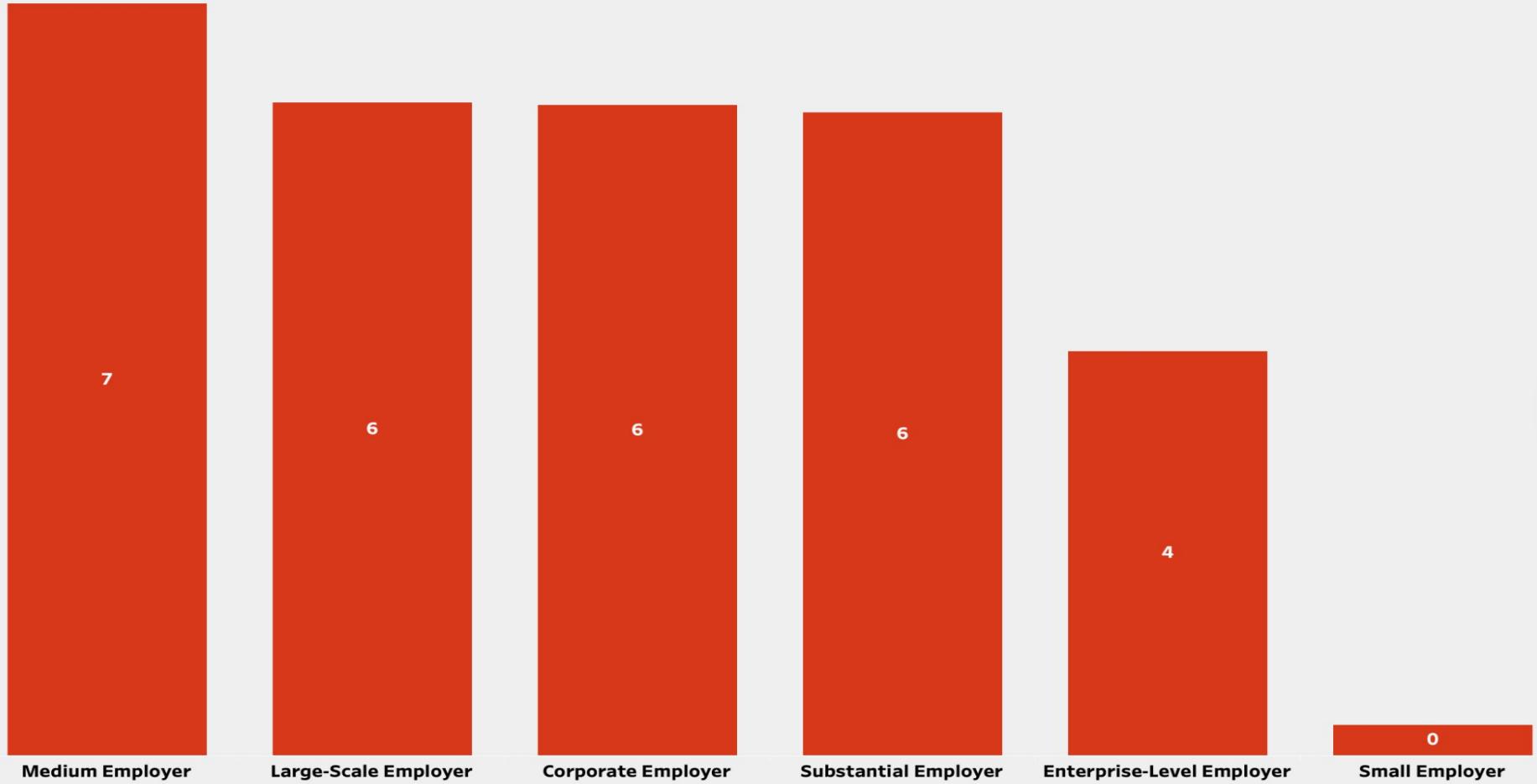
**Employer  
Category**

**less than 250 - Small Employer**  
**250 to 499 - Medium Employer**  
**500 to 999 - Substantial Employer**  
**1,000 to 4,999 - Large-Scale Employer**  
**5,000 to 19,999 - Corporate Employer**  
**20,000 or more - Enterprise-Level Employer**

## Gender Pay Gap per Employer Category



## Average Late Days per Employer Category



## Does Submission Timeline Affect GPG

Total Employers (%)

**93.37%**

Gender Pay Gap (%)

**12.60**

**6.63%**

**11.20**

**False**

**True**

## Lower Paid Jobs

Enterprise-Level  
Employer

-5.7K

Small Employer

-24.1K

Corporate Employer

-78.5K

Substantial Employer

-161.1K

Large-Scale Employer

-184.5K

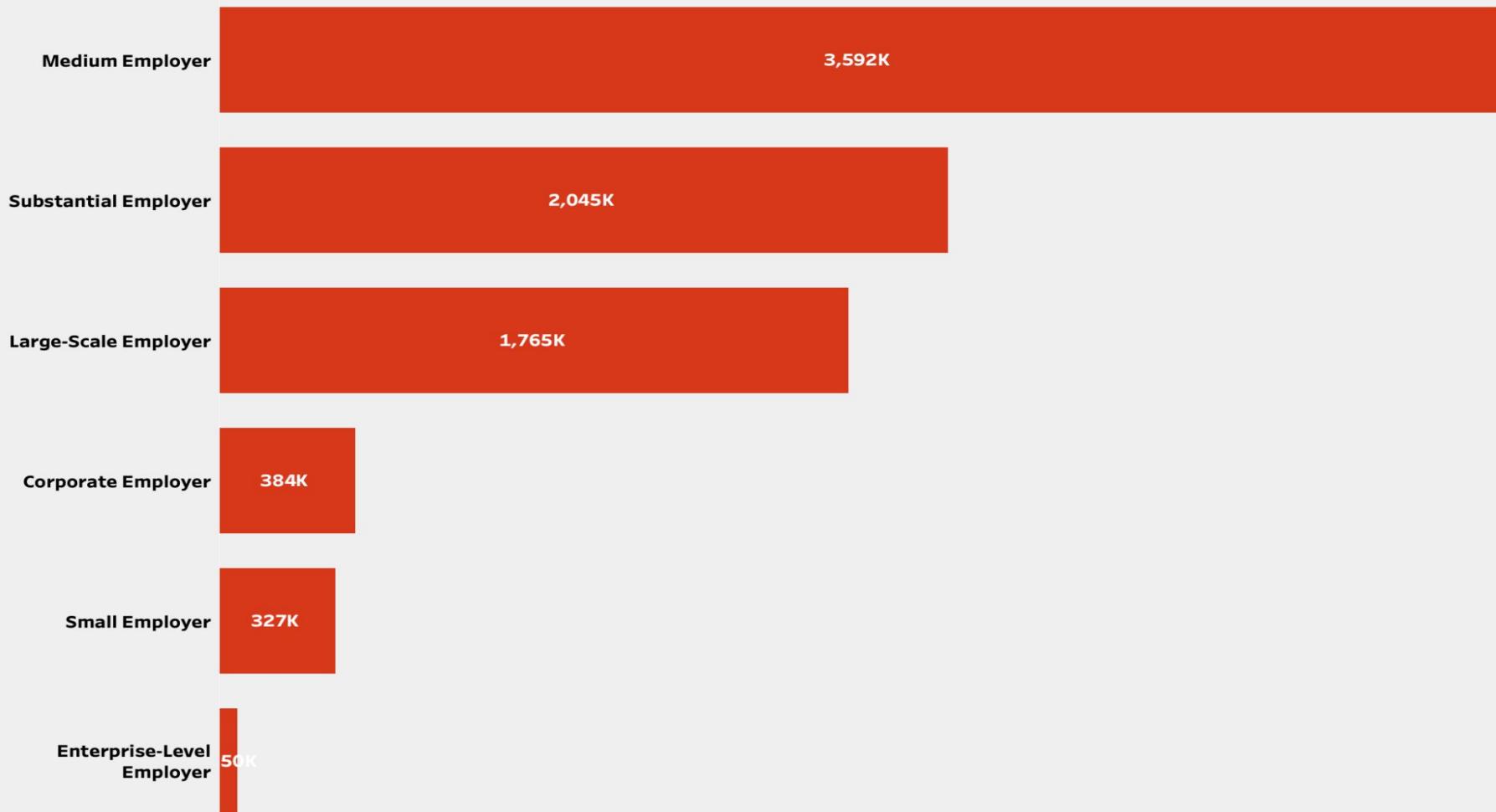
Medium Employer

-273.5K

## Lower-Middle Paid Jobs



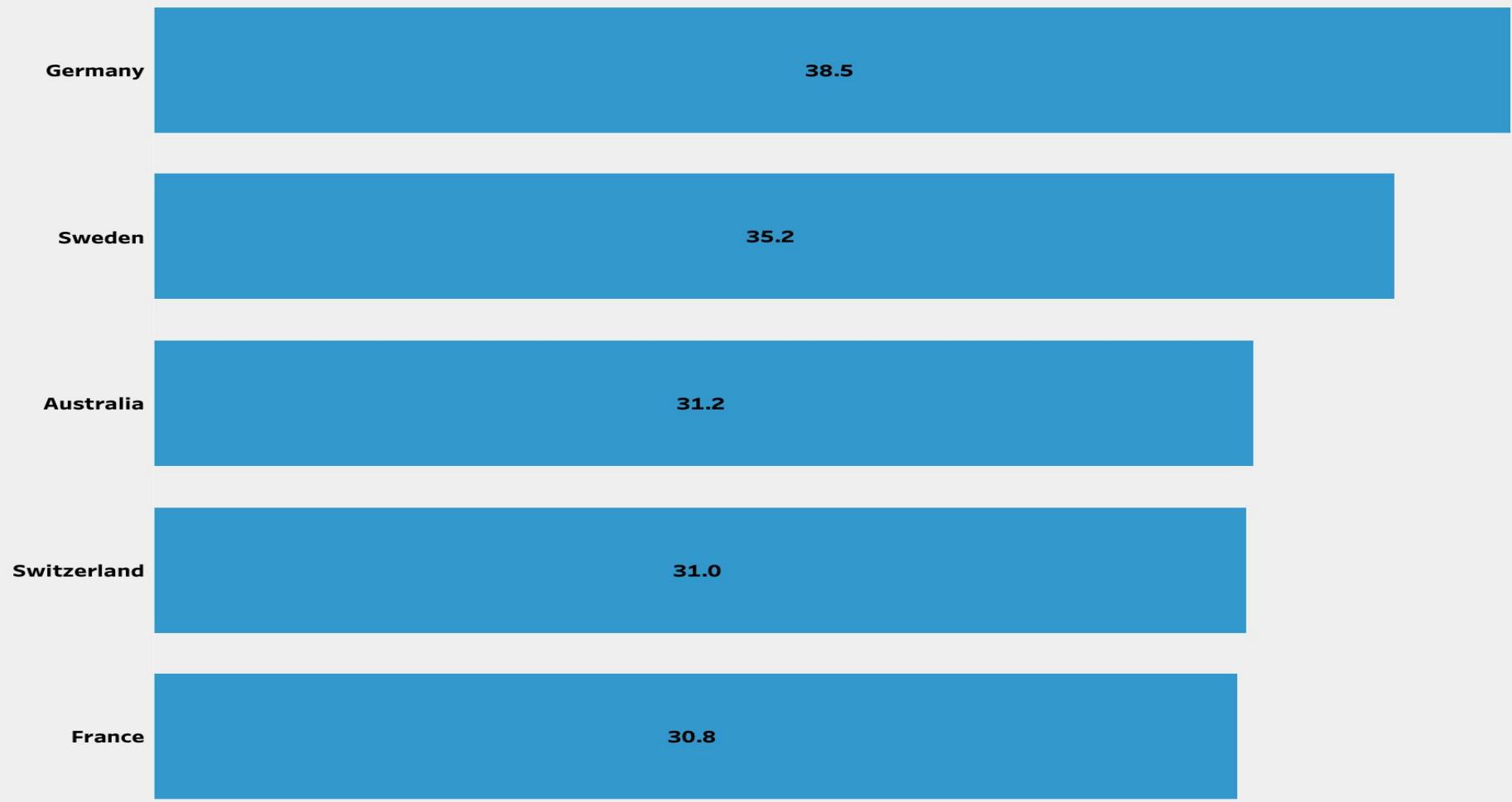
## Upper-Middle Paid Jobs



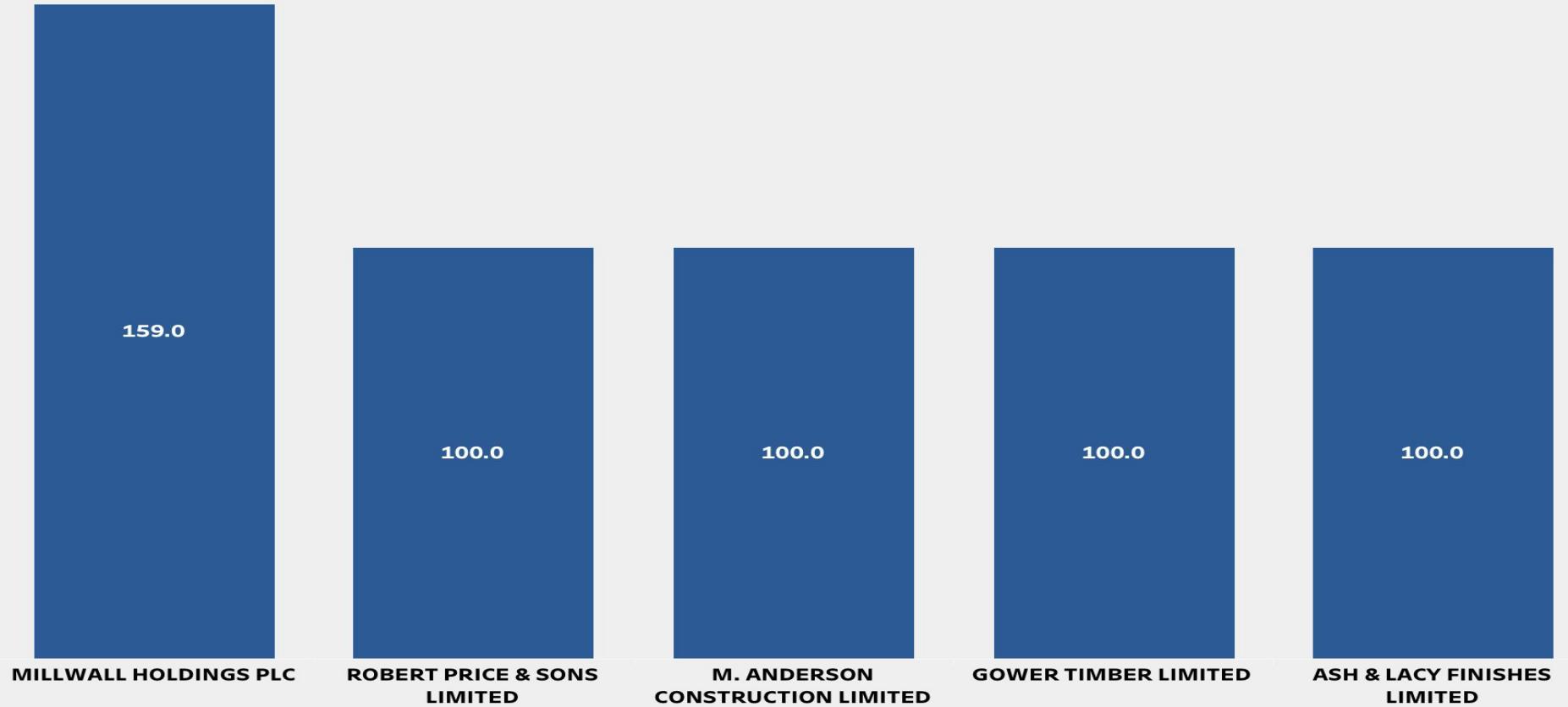
## Top Paid Jobs



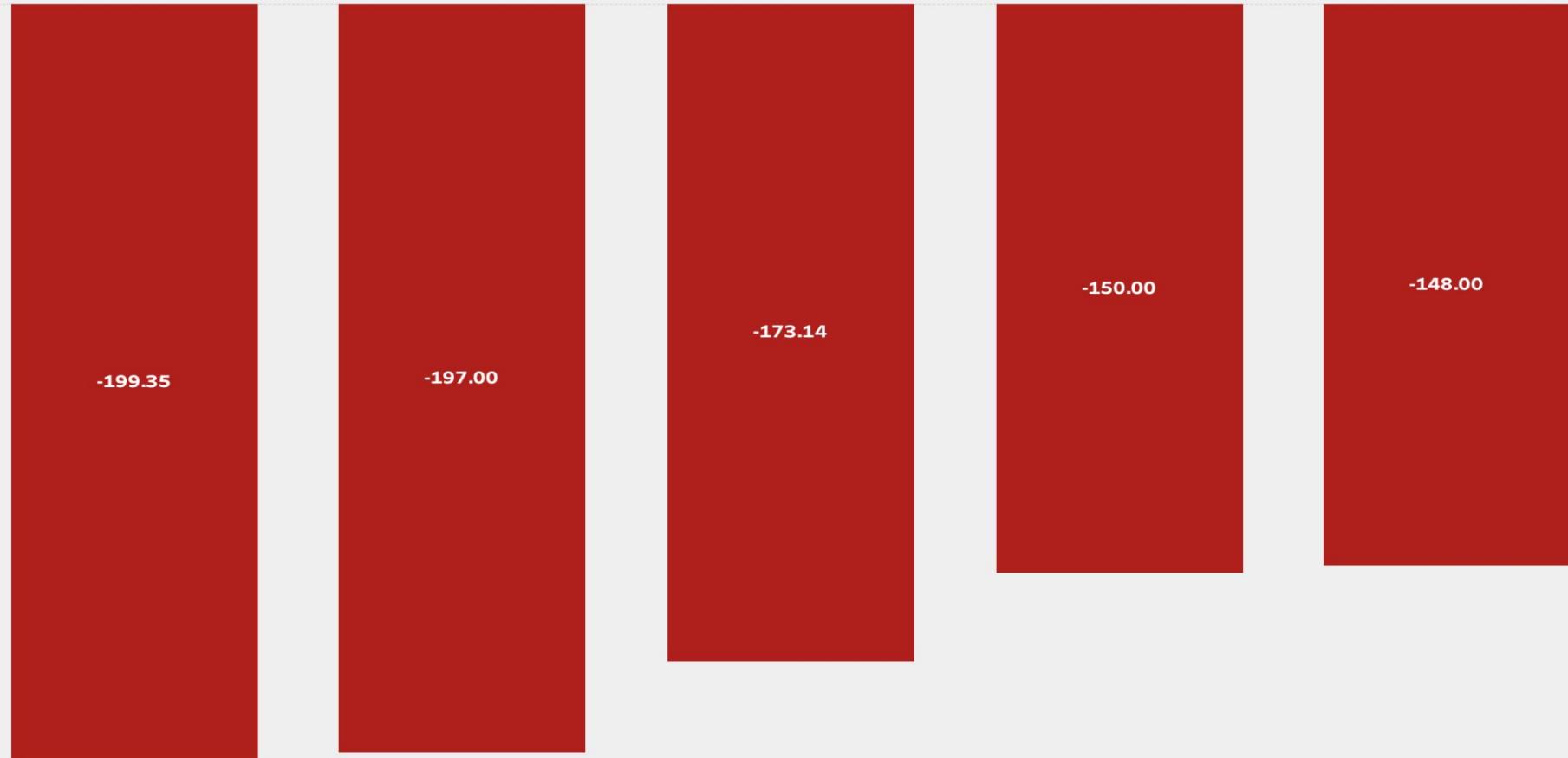
## Gender Pay Gap per Employer Location



## **Employers with Extreme Gender Pay Gap 'Male'**



## Employers with Extreme Gender Pay Gap 'Female'



MARUBENI - KOMATSU LIMITED

TEAM FGH SECURITY LTD

TOTAL RECRUIT LTD

INBRELLA LIMITED

BAR 2010 LIMITED

# CONCLUSION

- Biggest gaps occur in medium and large employers.
- Women cluster in low-paid roles; men in high-paid roles.
- Highest gaps in financial services, construction, and ICT.
- Clear regional differences.
- Late submissions relate to higher pay gaps.



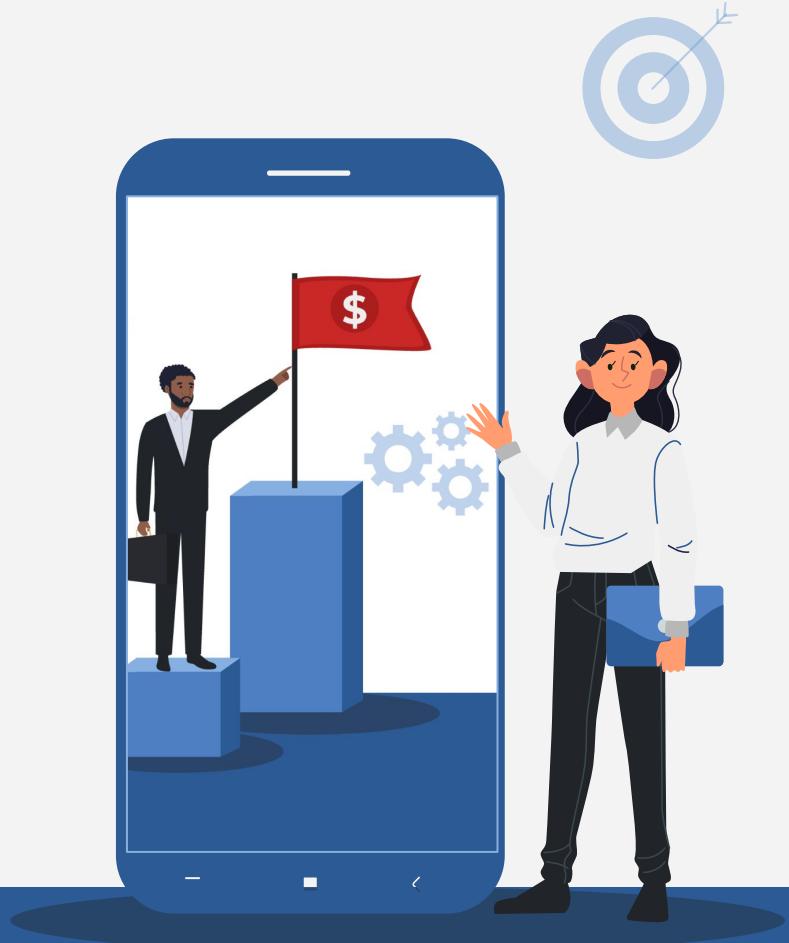
# RECOMMENDATIONS

- Ensure fair, transparent hiring and promotion
- Boost women in leadership and high-paying roles
- Support flexible and return-to-work options
- Implement region-specific equality measures
- Adopt employer best practices



# LIMITATIONS

- Years of experience
- Education Level
- Age
- Gender





# THANK YOU

