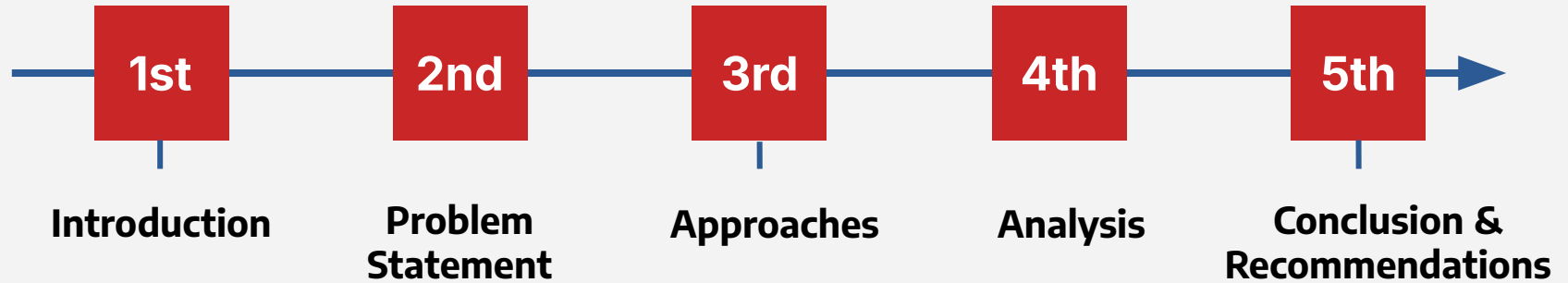


UK GENDER PAY GAP

Capstone - Nora Faqeeh - DAB#16



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

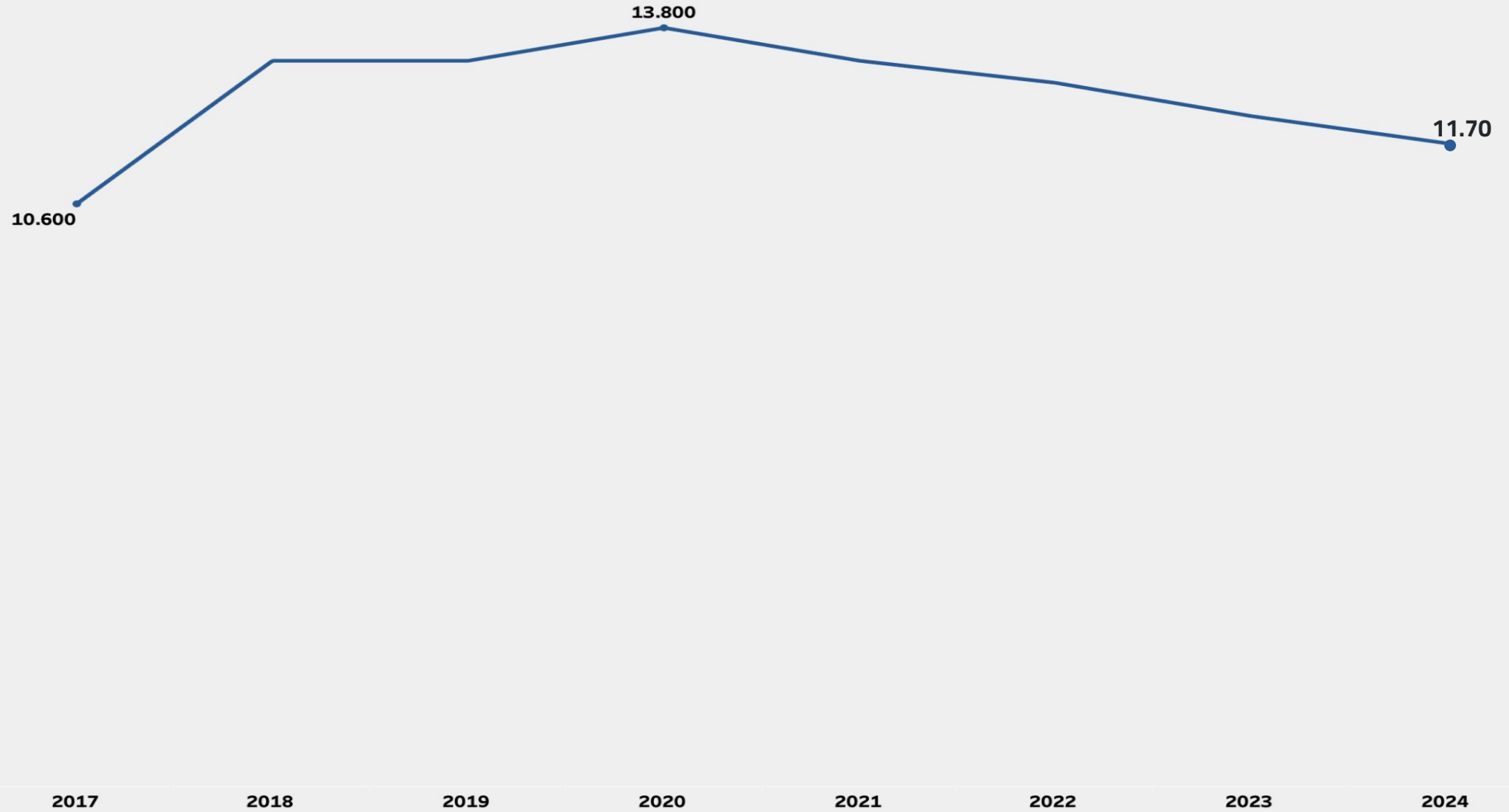
No. of Employers
17K +

APPROACHES

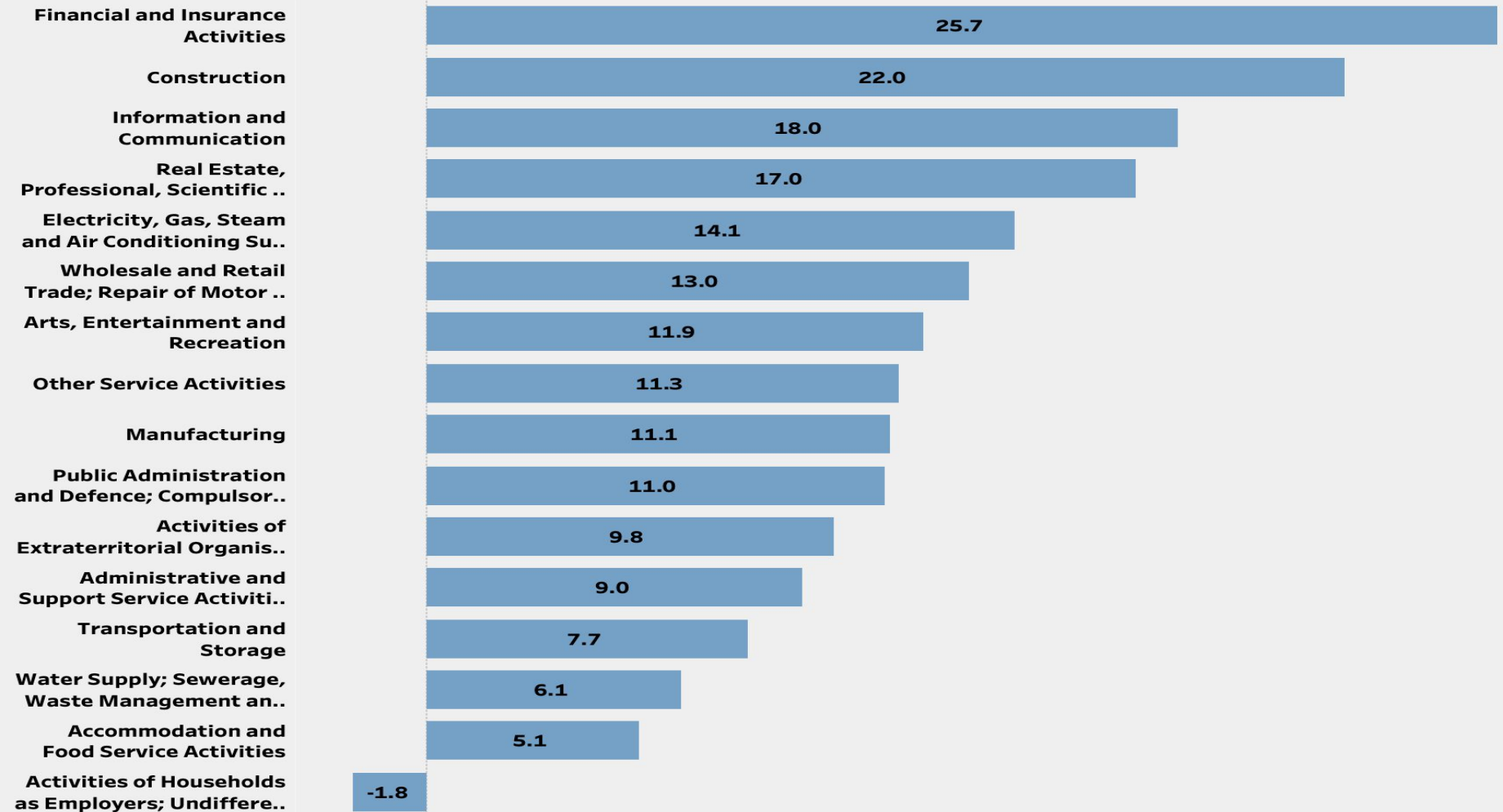
- GPG over years
- Industry
- Employer Category
- Job Level
- Submission
- Employer
- Location



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

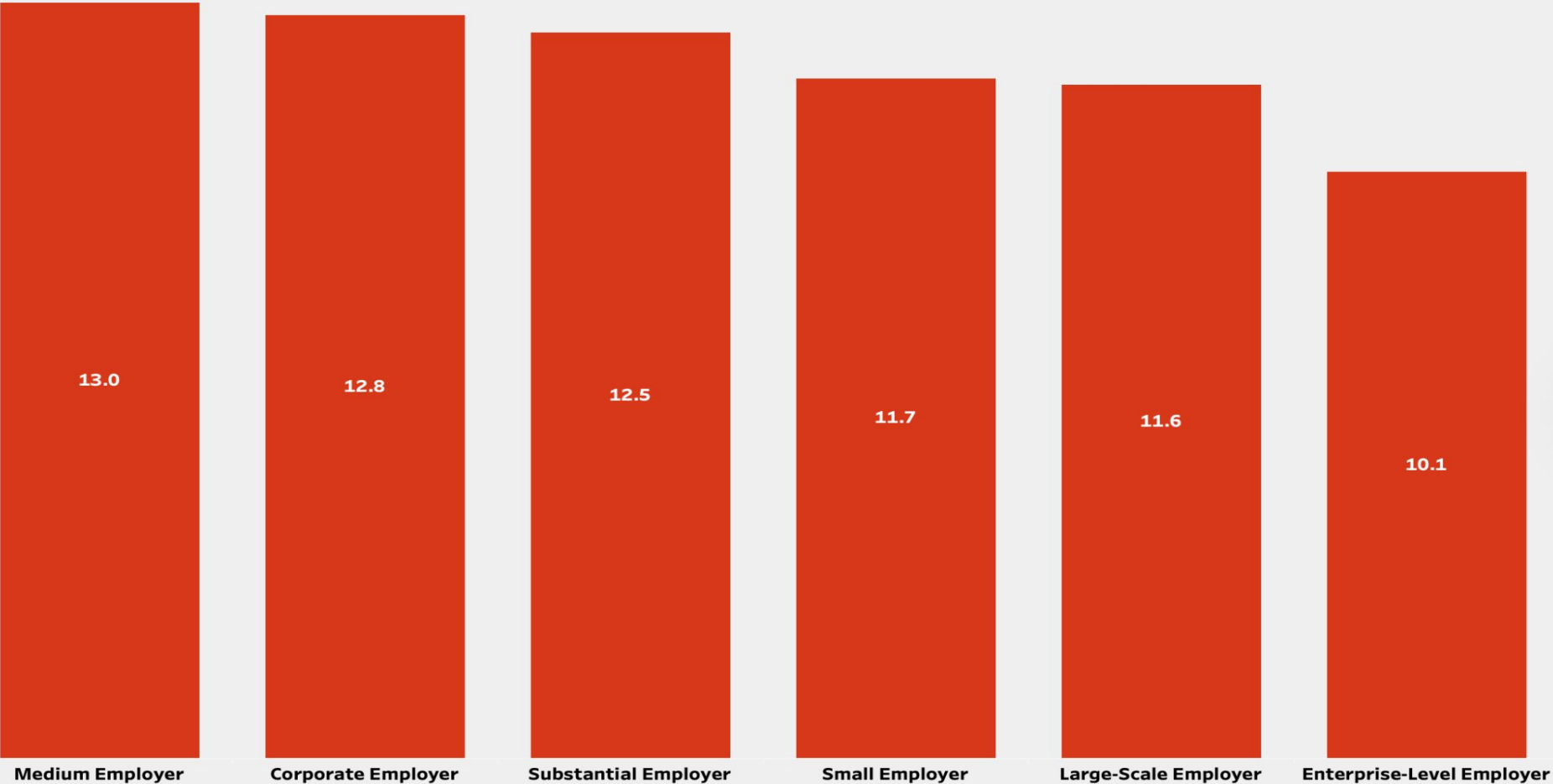
500 to 999 - Substantial Employer

1,000 to 4,999 - Large-Scale Employer

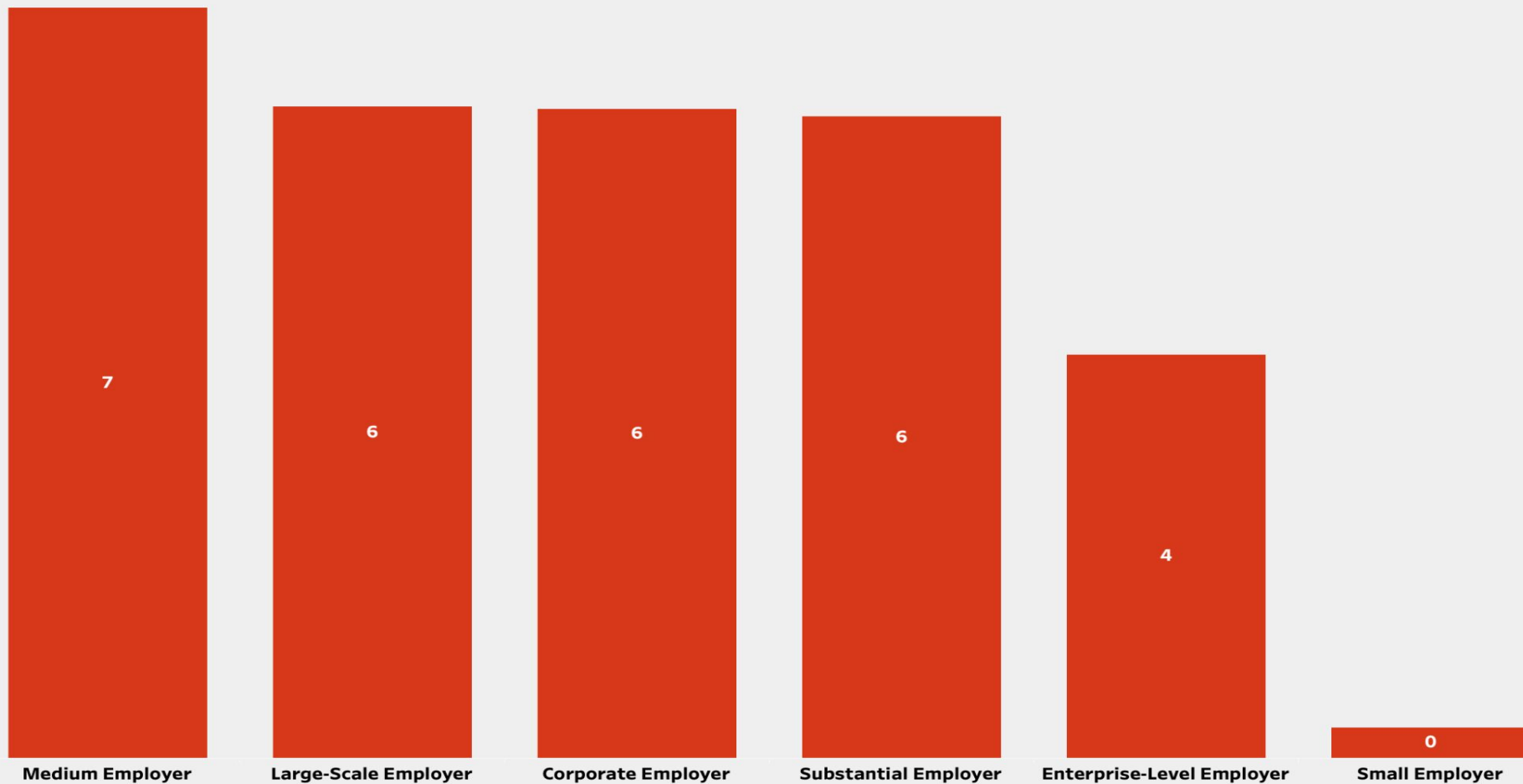
5,000 to 19,999 - Corporate Employer

20,000 or more - Enterprise-Level Employer

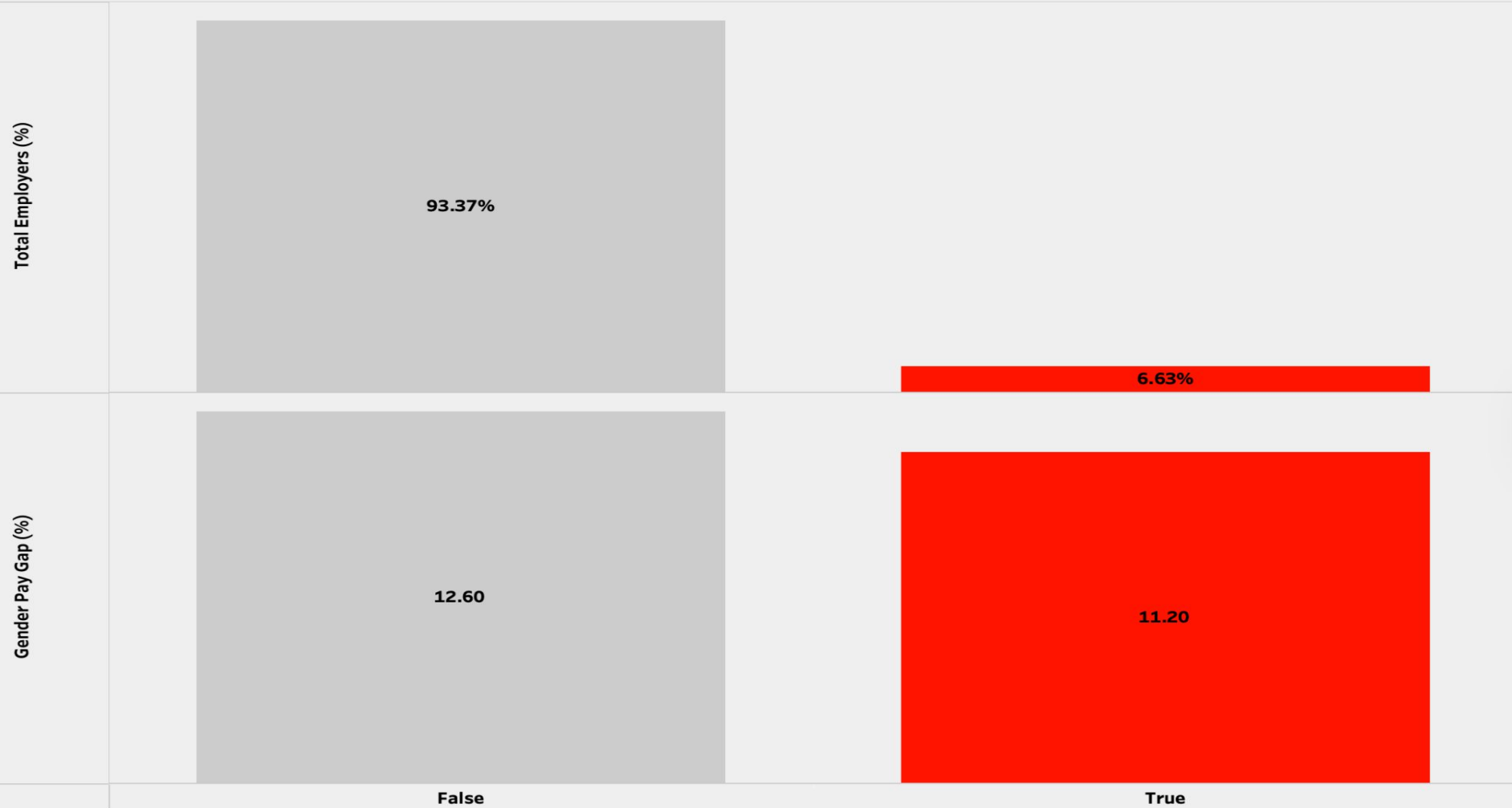
Gender Pay Gap per Employer Category



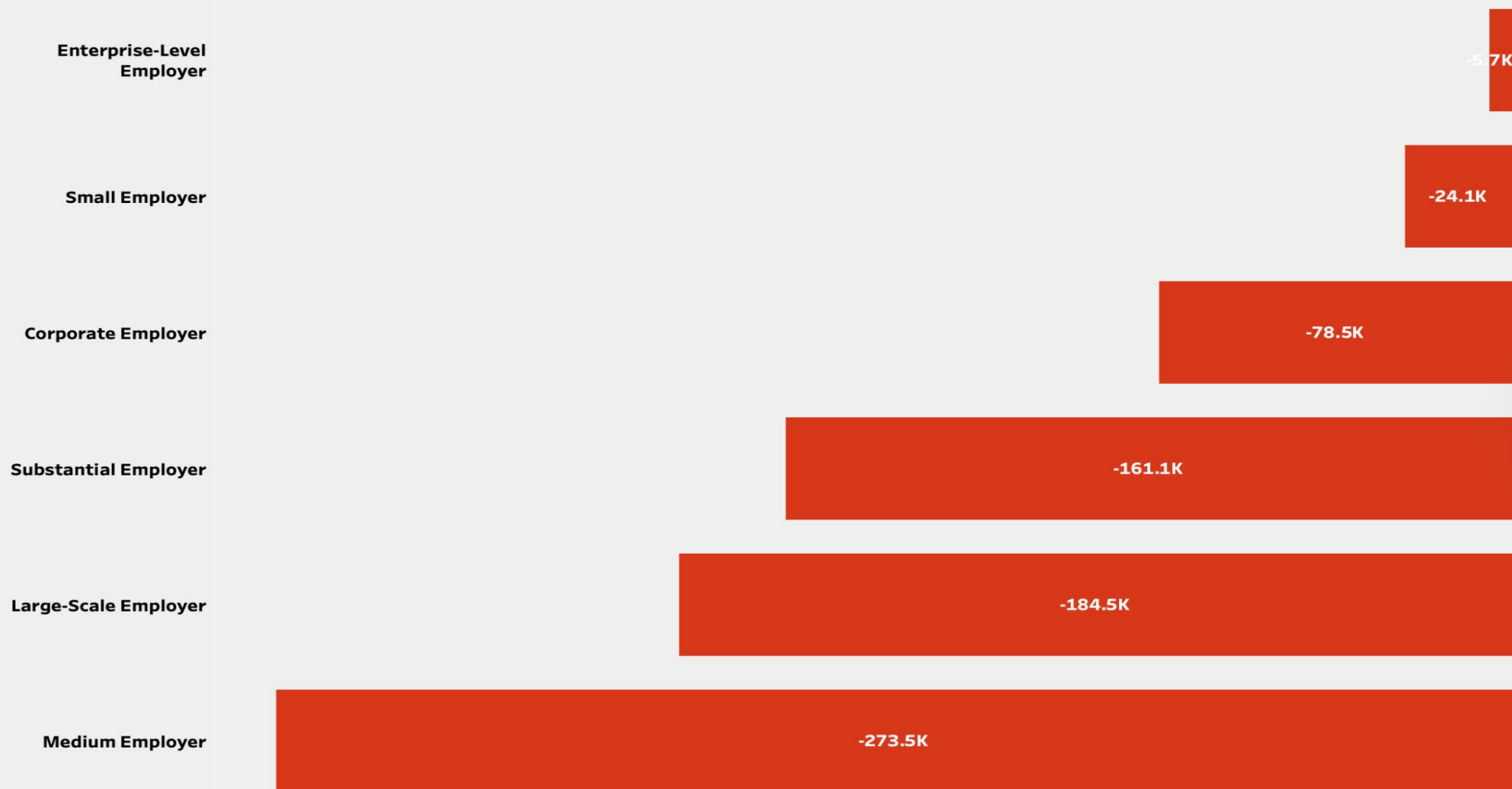
Average Late Days per Employer Category



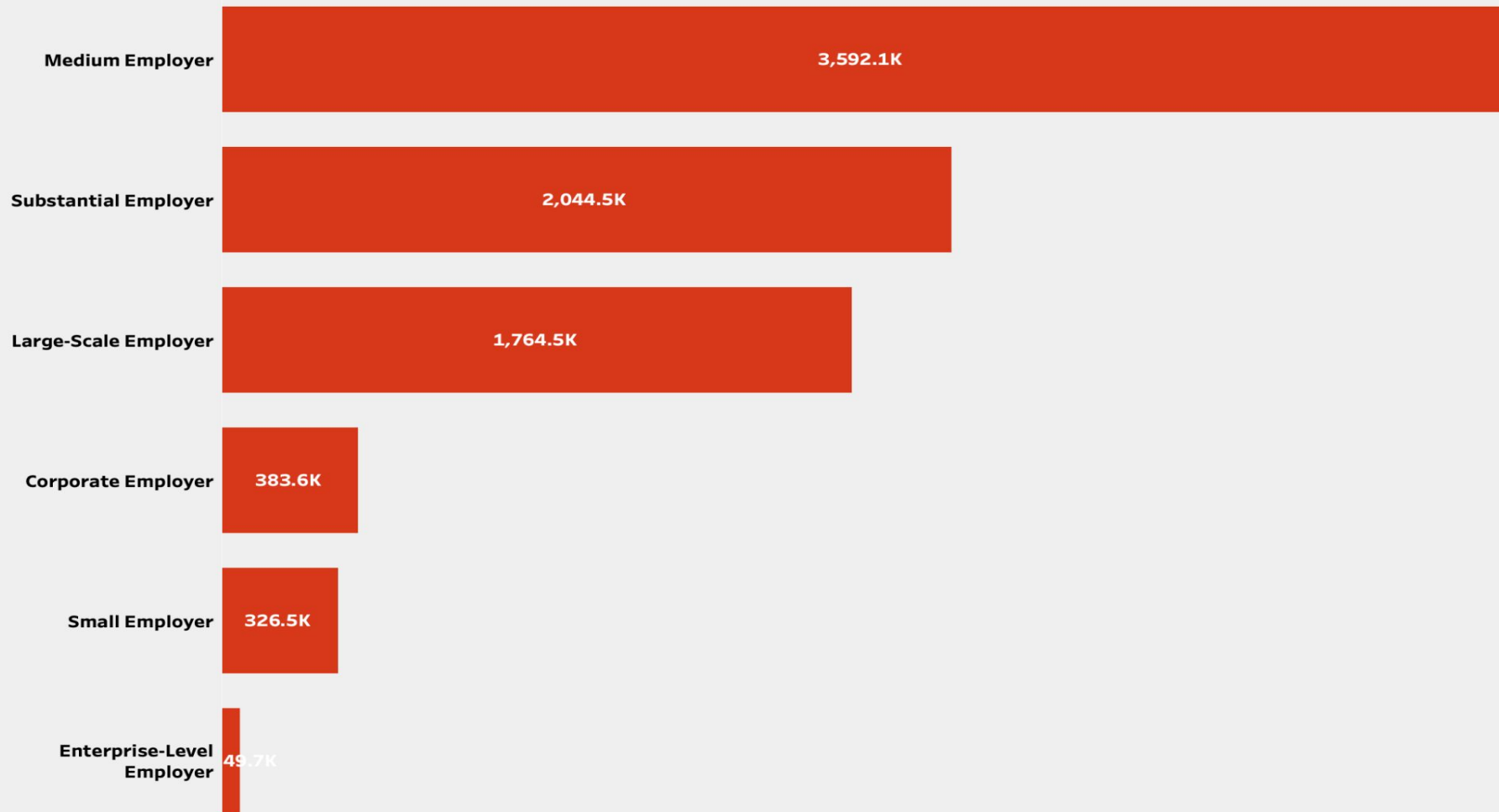
Does Submission Timeline Affect GPG



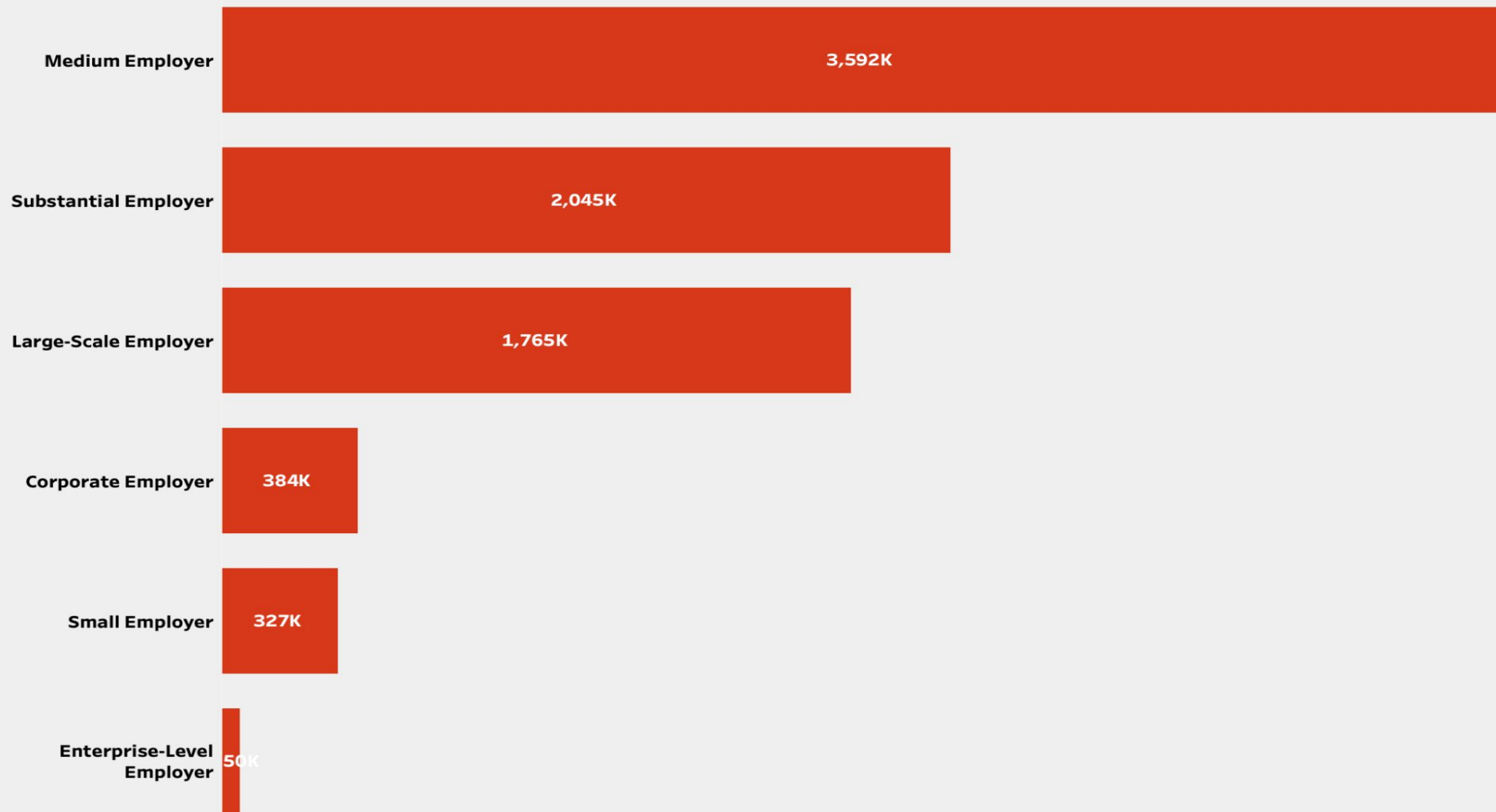
Lower Paid Jobs



Lower-Middle Paid Jobs



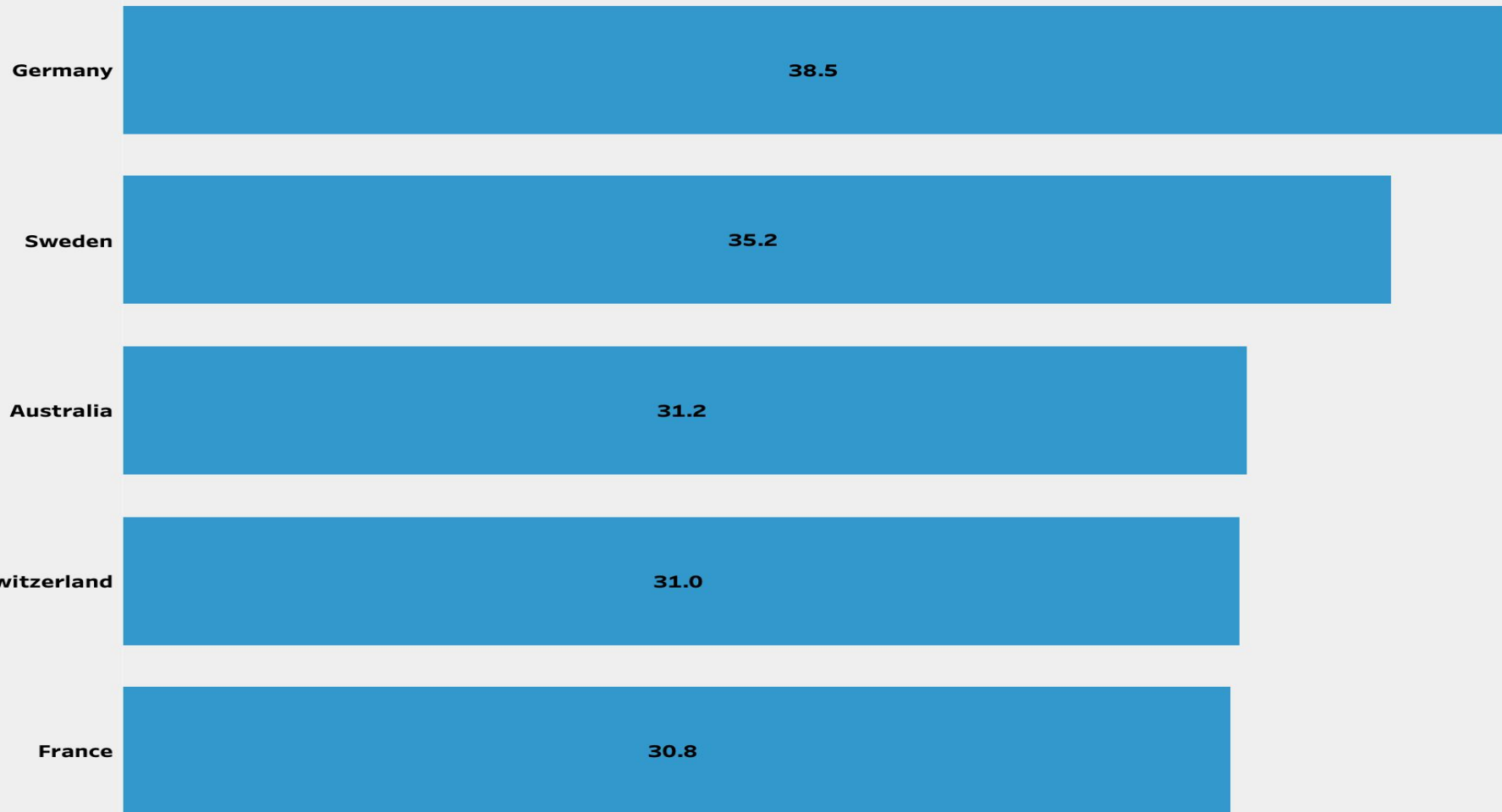
Upper-Middle Paid Jobs



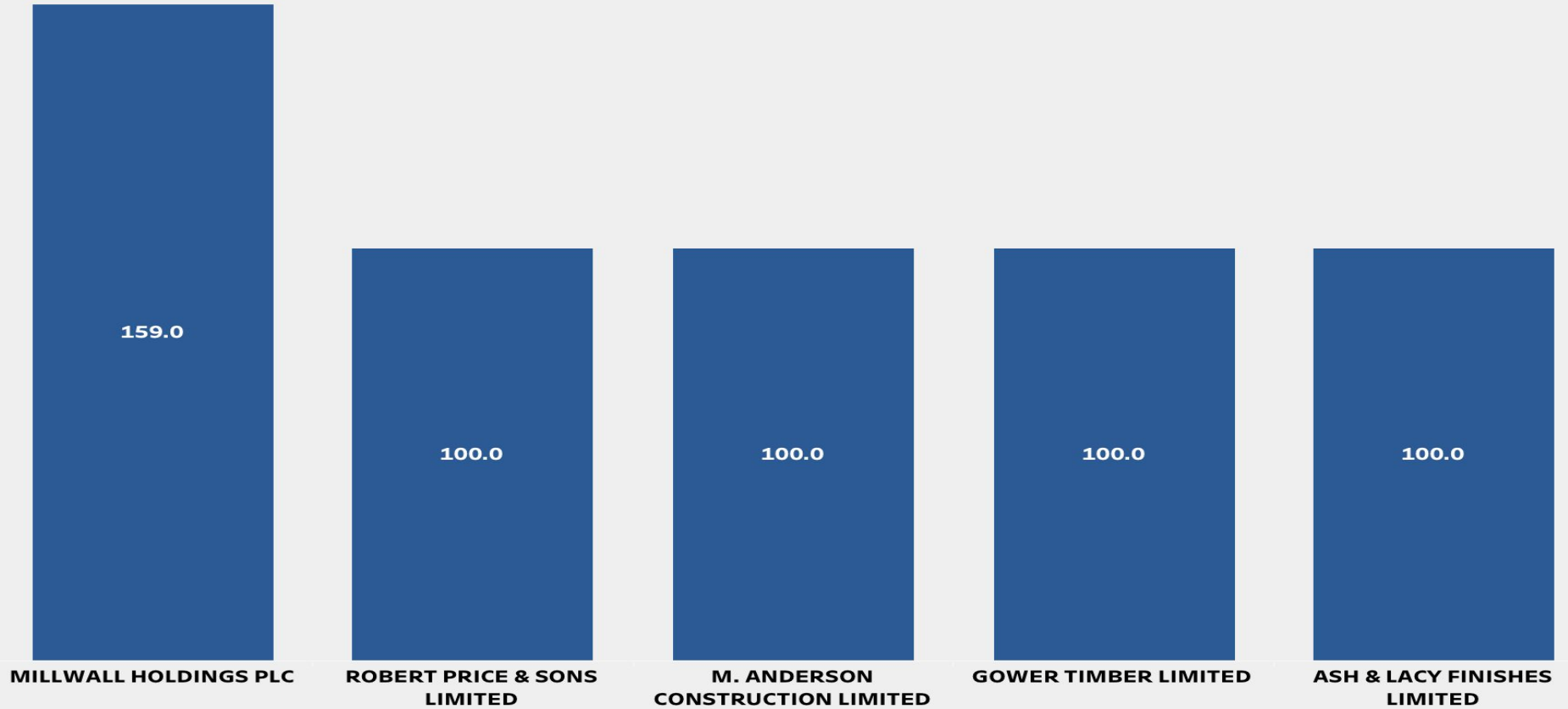
Top Paid Jobs



Gender Pay Gap per Employer Location

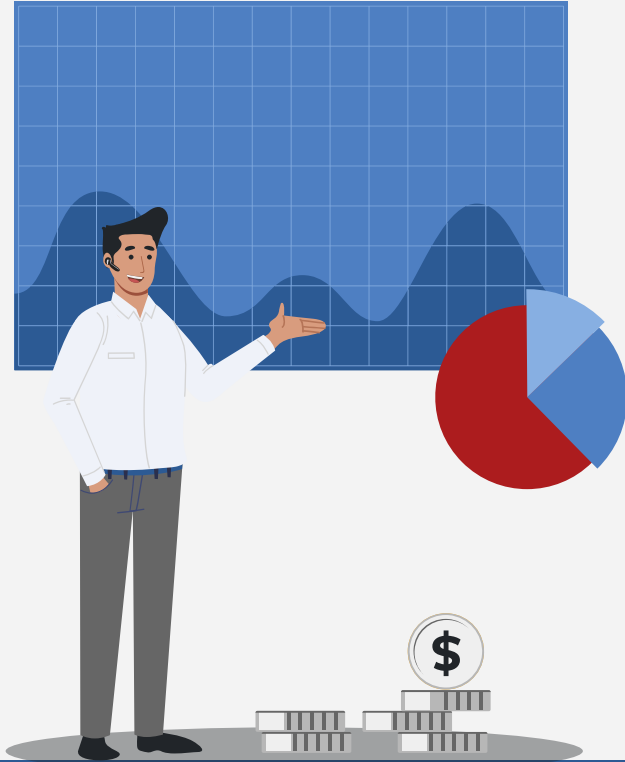


Employers with Extreme Gender Pay Gap 'Male'



Employers with Extreme Gender Pay Gap 'Female'





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.**

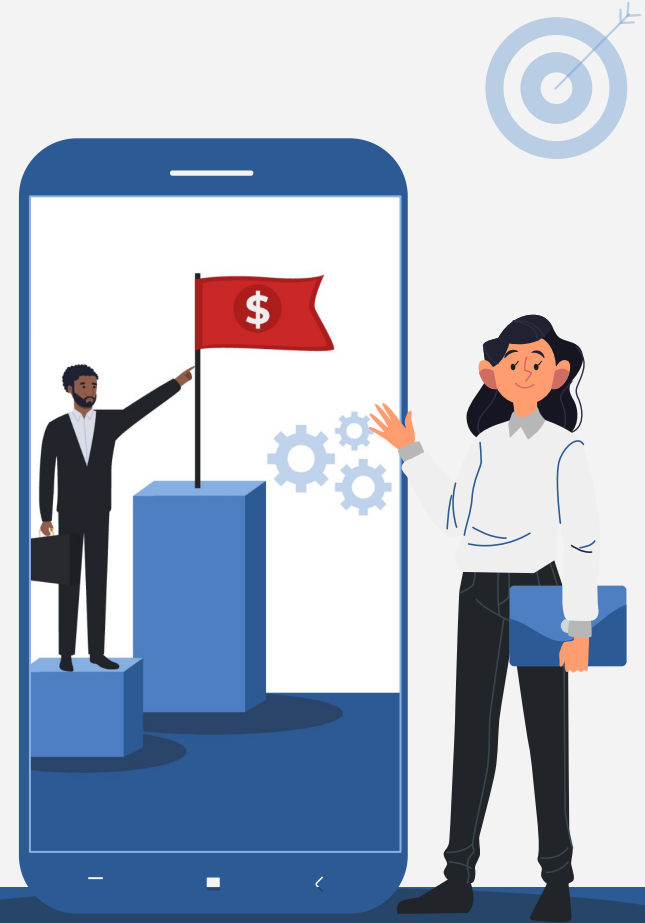
RECOMMENDATIONS

- **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

