
The Gender *Pay Gap* in the UK

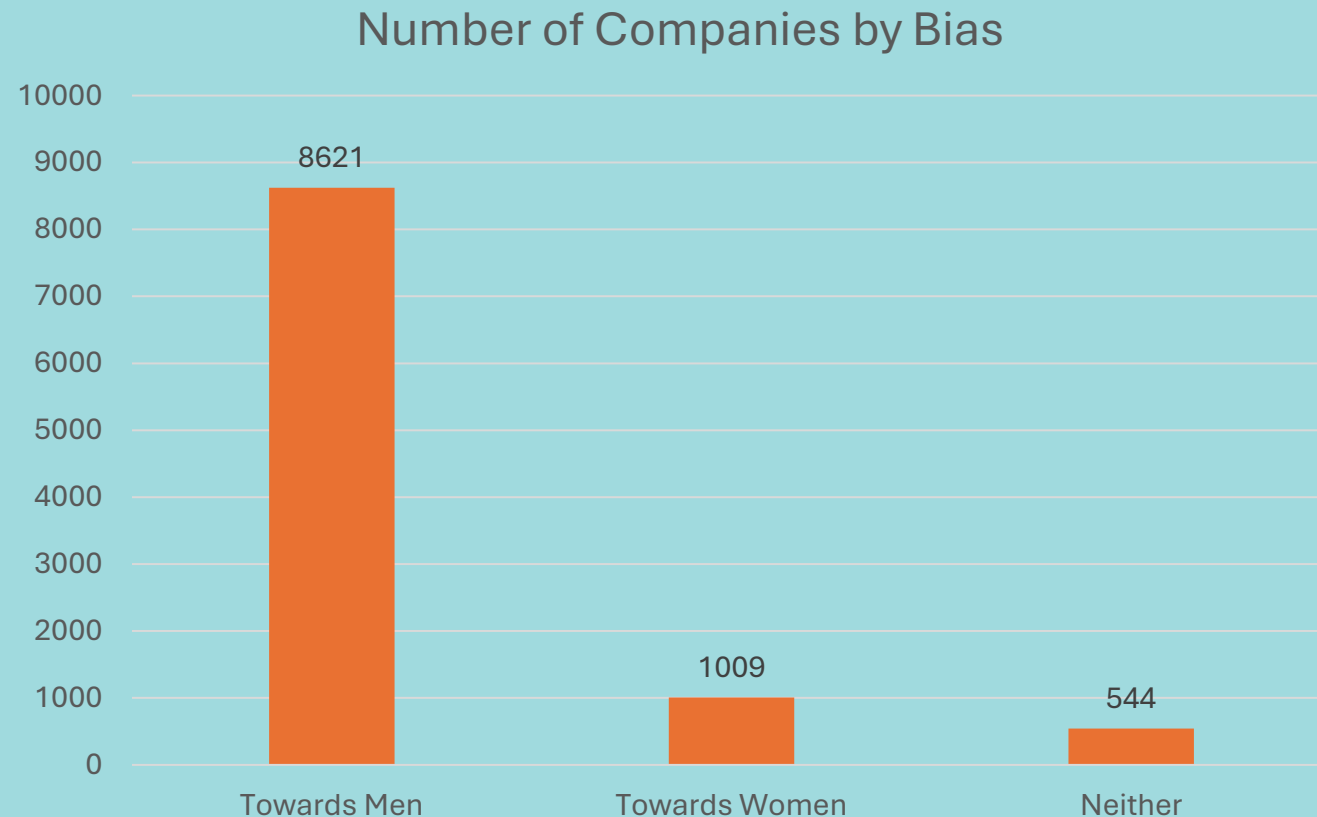


Overview

- 10,174 companies in the UK were analysed
- Each company reported the **average percentage difference in hourly pay between men and women**
 - A positive value indicates a bias towards men
 - A negative value indicates a bias towards women
- The following analyses considers differences in pay gaps across locations, industries, and companies

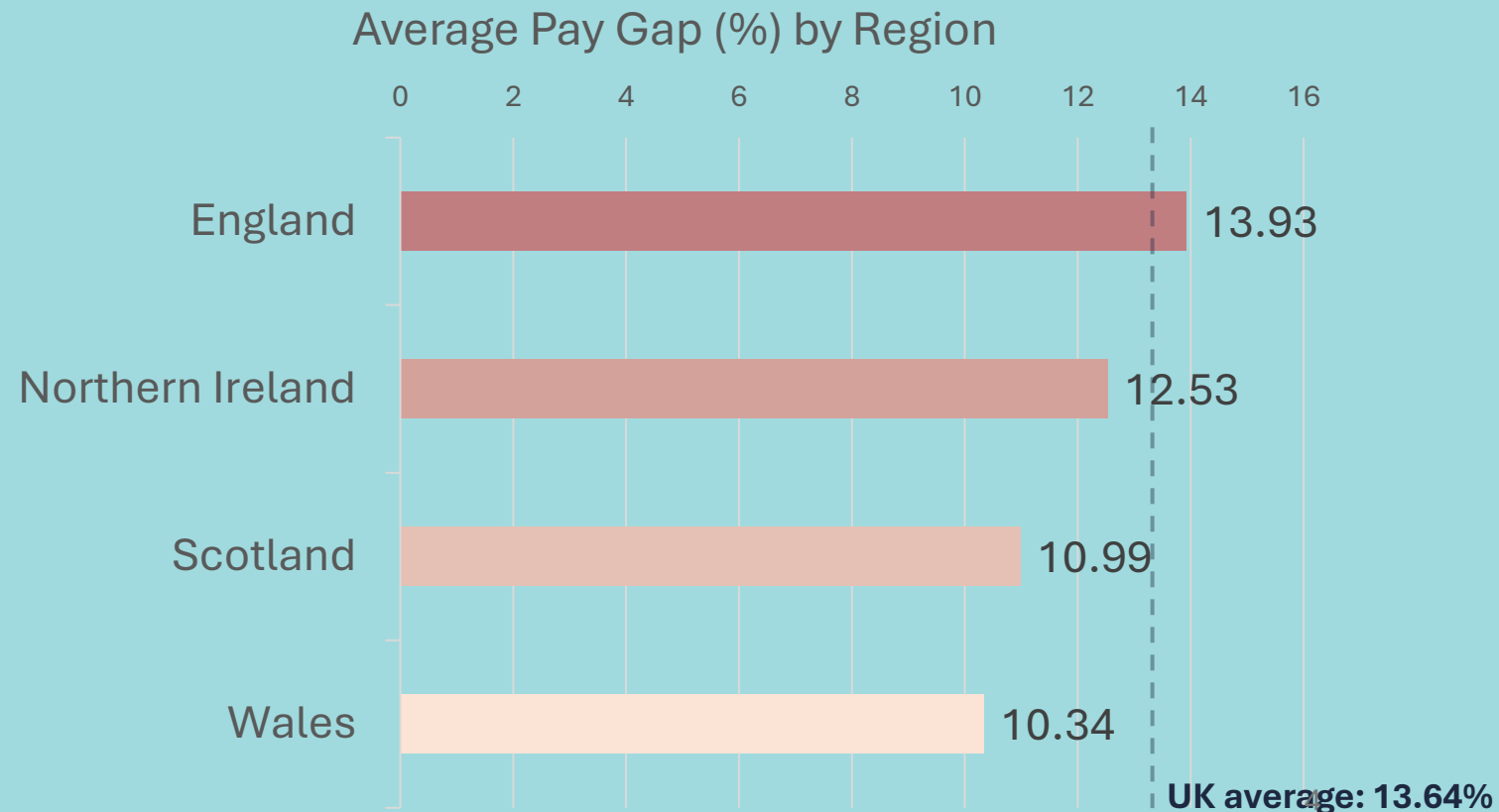
How Serious is The Pay Gap?

- The average pay gap across the UK is **13.64%**
- More than **8 in 10 companies** show a bias towards men



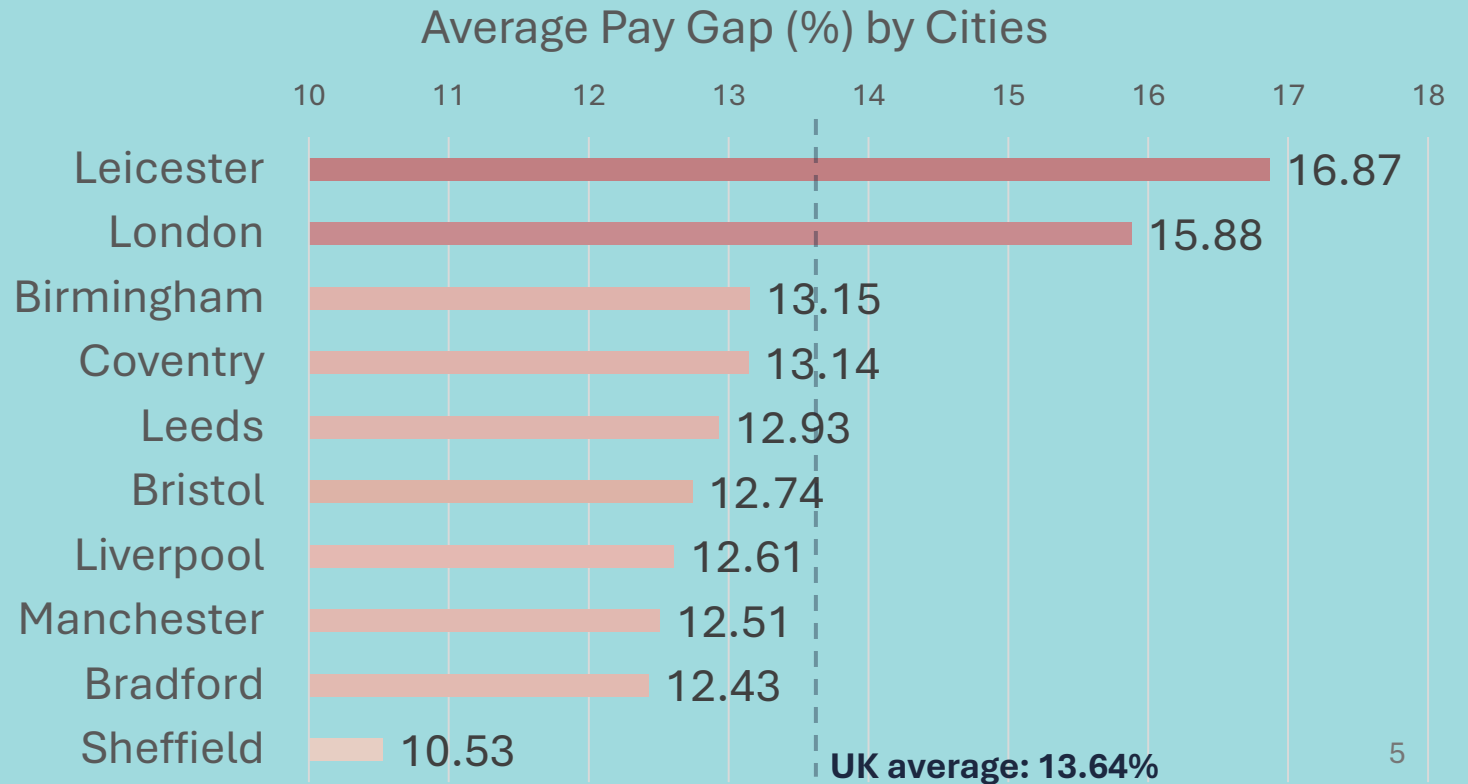
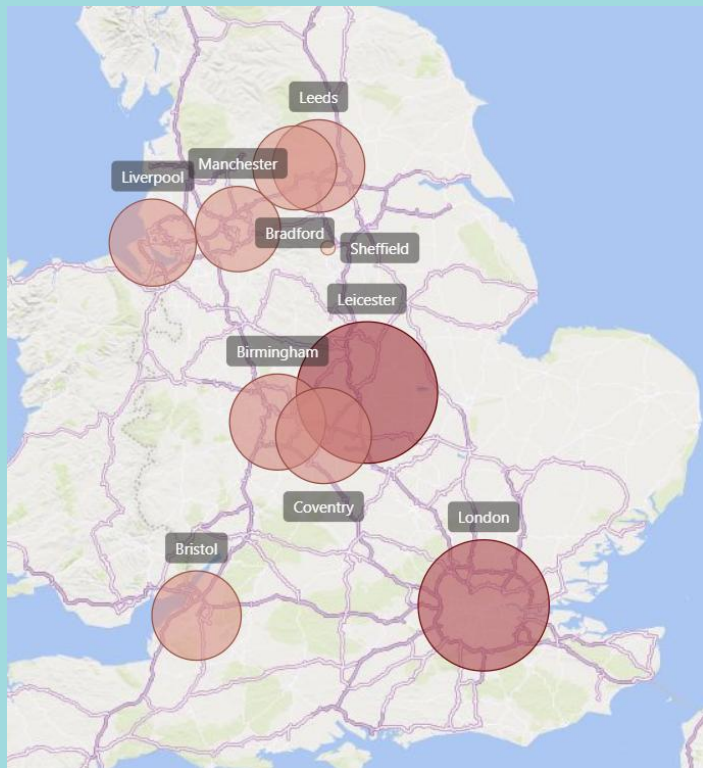
Pay Gap by Region

- All 4 regions in the UK show a bias towards men
- **England** has an above-average pay gap of **13.93%**



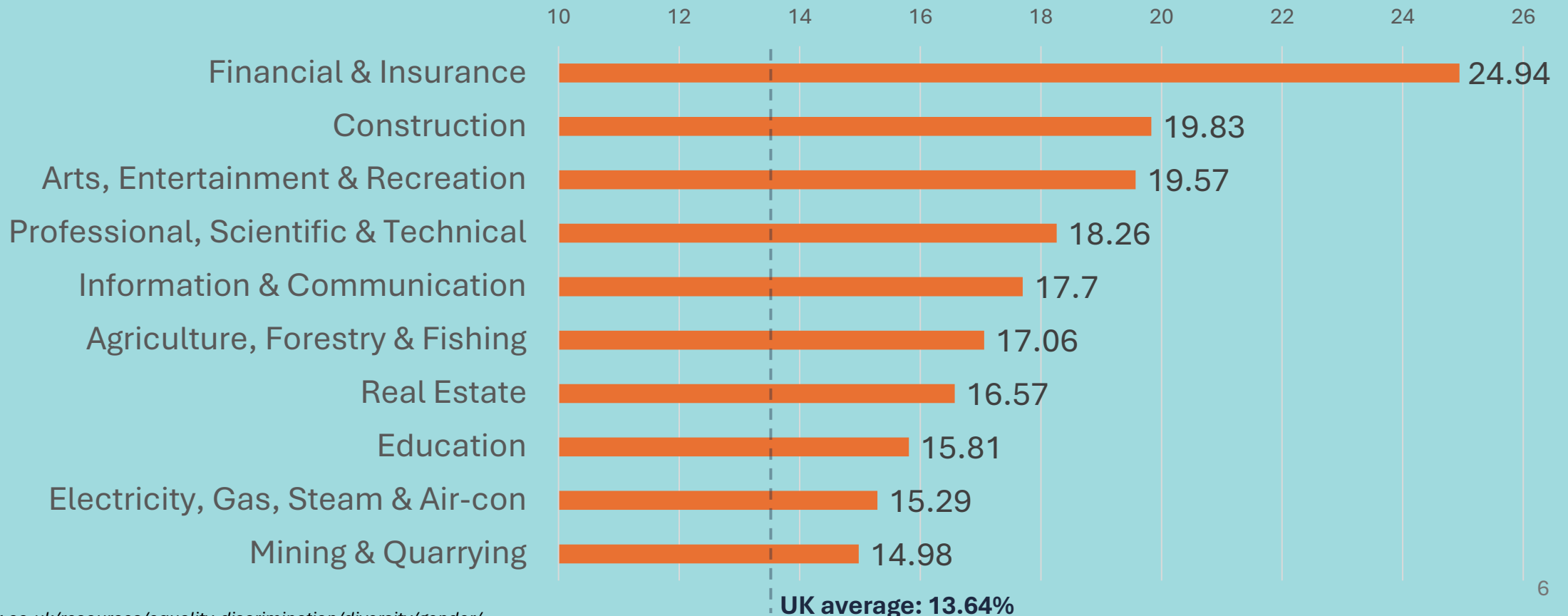
Pay Gap in England

- The top 10 major cities in England all show a bias towards men
- **Leicester** and **London** have an above-average pay gap of **16.87%** and **15.88%** respectively



Pay Gap by Industry

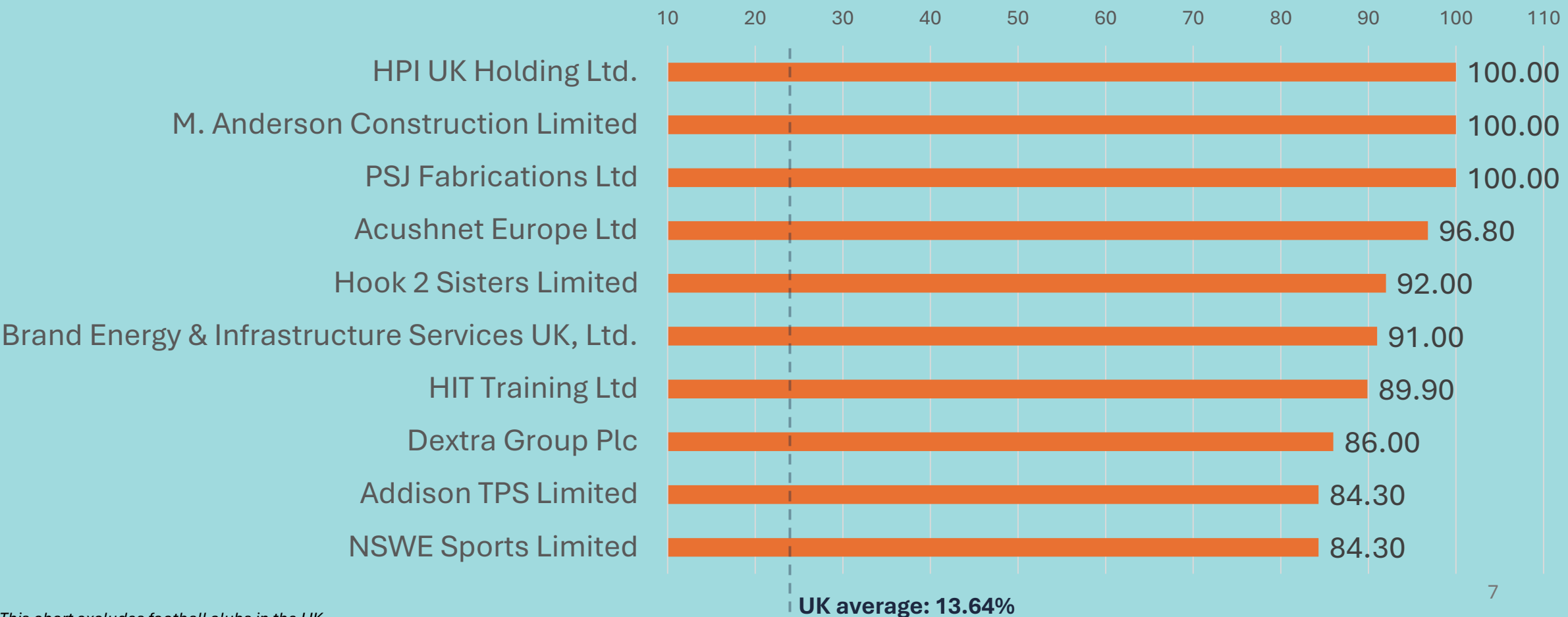
- These are the top 10 industries by average pay gap (%)
 - These industries tend to be male-dominated in the UK¹



¹ <https://croner.co.uk/resources/equality-discrimination/diversity/gender/>

Pay Gap by Company

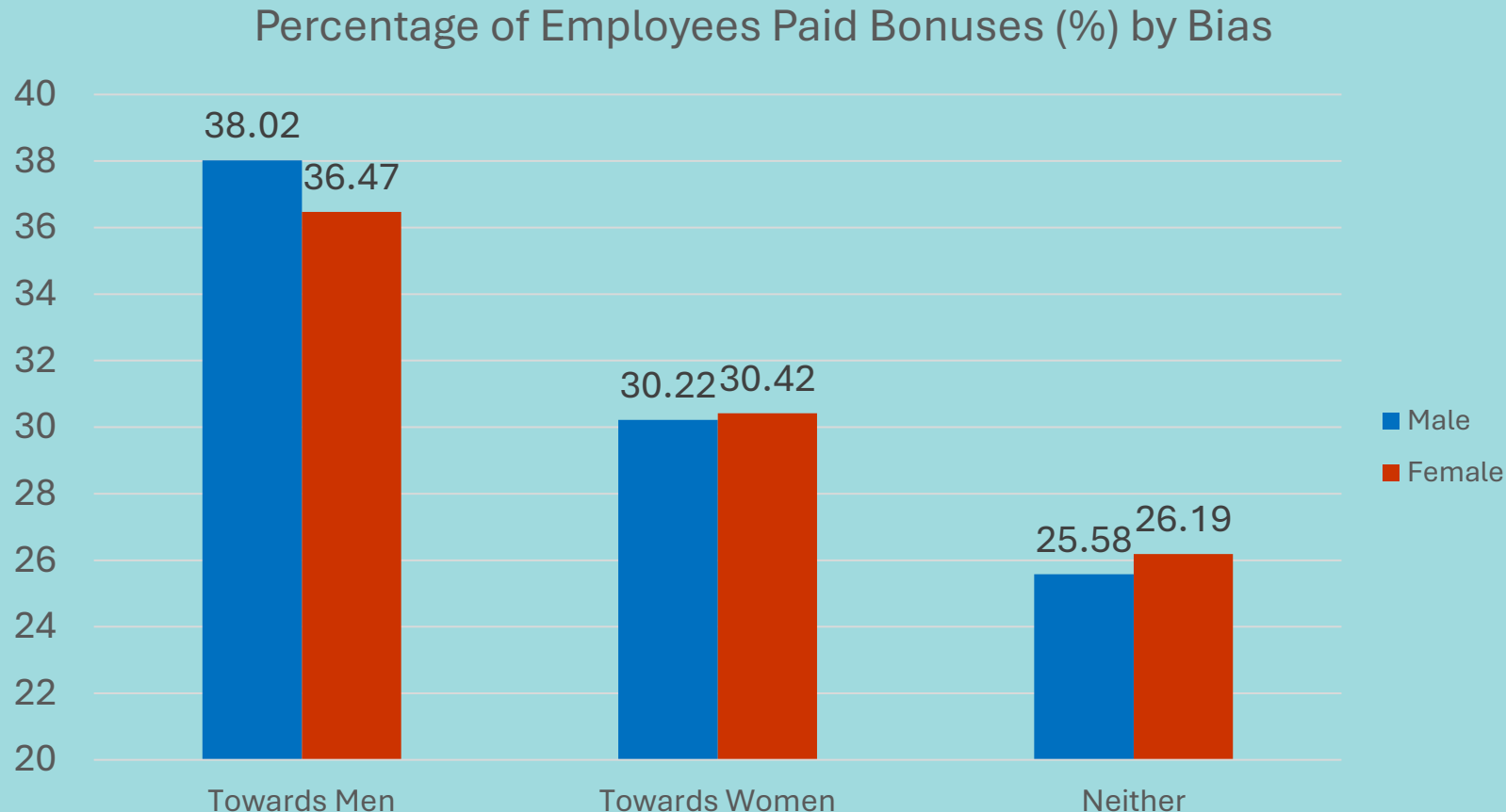
- These are the top 10 companies by pay gap (%)



Note: This chart excludes football clubs in the UK.

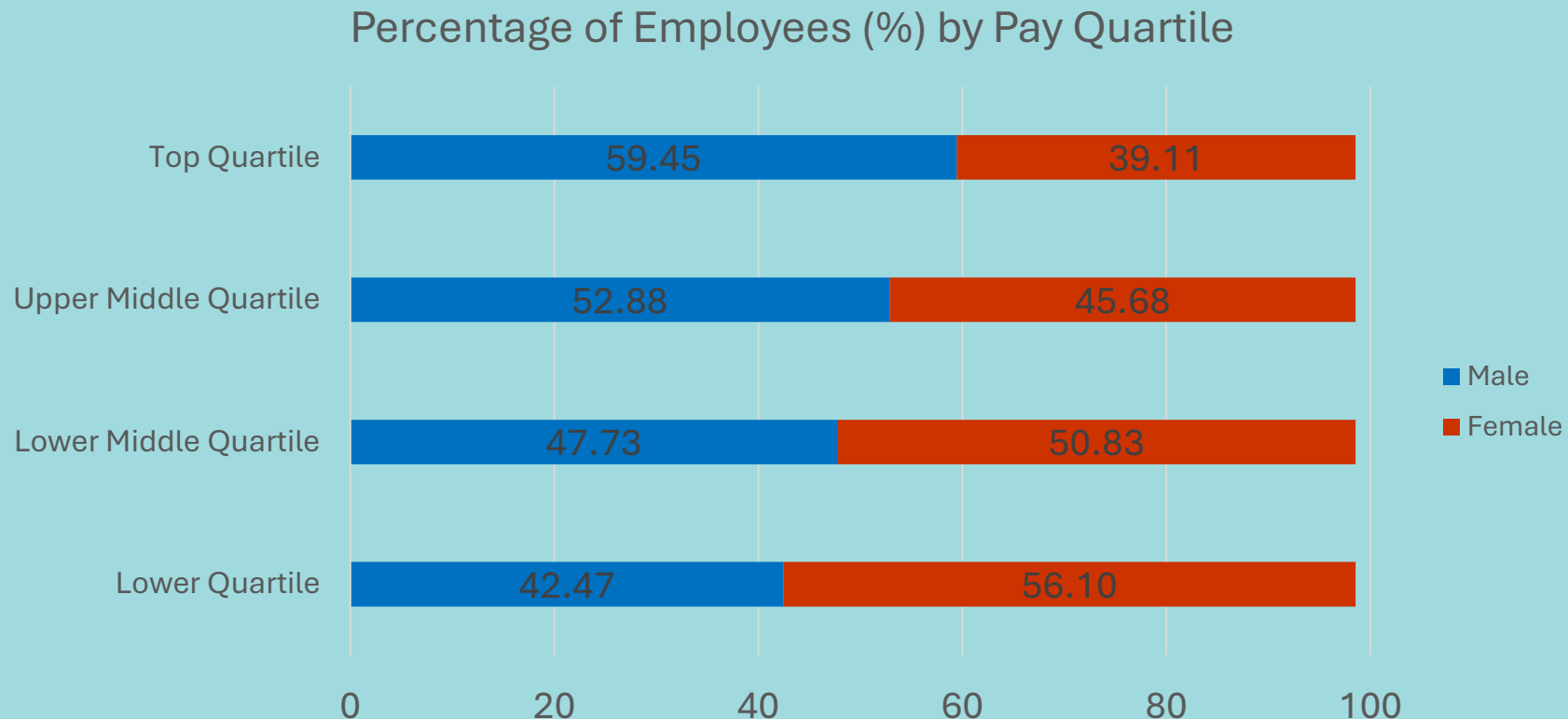
What is Driving The Pay Gap?

- Companies that showed a bias towards men paid bonuses to a slightly higher percentage of male employees than female employees



What is Driving The Pay Gap?

- Companies that showed a bias towards men had:
 - Majority of male employees in the top pay quartile
 - Majority of female employees in the lowest pay quartile



Limitations

- These analyses gauge the typical pay gap by averaging values
 - However, the average is sensitive to extreme values (outliers)
 - Thus, the average may not be an accurate gauge of the typical pay gap
 - Nonetheless, it has been assessed that this is not of significant concern in this dataset
- The above analyses also assumes that '0' values reflect a true zero difference in pay, instead of a missing value

Recommendations

- A pay gap does not mean unlawful pay discrimination!
- To determine whether unlawful pay discrimination exists, more information needs to be collected:
 - ✓ Employee roles, responsibilities, and qualifications
 - ✓ Rate of employee promotion
 - ✓ Gender diversity in high-level positions

Thank You

