



UK Gender Pay Gap

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Project Overview

Context

The UK Government Equalities Office requires companies with more than 250 employees to report their gender pay gap.

Objective

Provide an analysis of the gender pay gap in the UK and report key findings.

Parameters

- Data is a snapshot from March/April 2023
- Analysis is based off of 10,852 companies that had reported by May 13, 2024
- Unless otherwise noted, the “average” pay gap has been determined by comparing the difference between the average hourly wage of men with the average hourly wage of women
- Employers reporting over 100% bias have been treated as outliers and removed

Two Big Caveats

1. The data has been self-calculated and self-reported by the companies.

This means the information is unverified, is prone to errors, and may be duplicative in some places.

2. Position information is not required as part of the reporting.

This, among other factors, means that we cannot conclude whether a company is paying a man and a woman different wages for the same work, which would be unlawful.

Executive Summary

12.62%

On average, companies in the UK reportedly pay male employees 12.62% more than they pay female employees



This is down slightly from last year, when the average was 13.17%

15.68%

Of companies that reported a bias towards men in their pay (86%), the average bias was 15.68%



This is also down slightly from last year, when the average was 16.14%

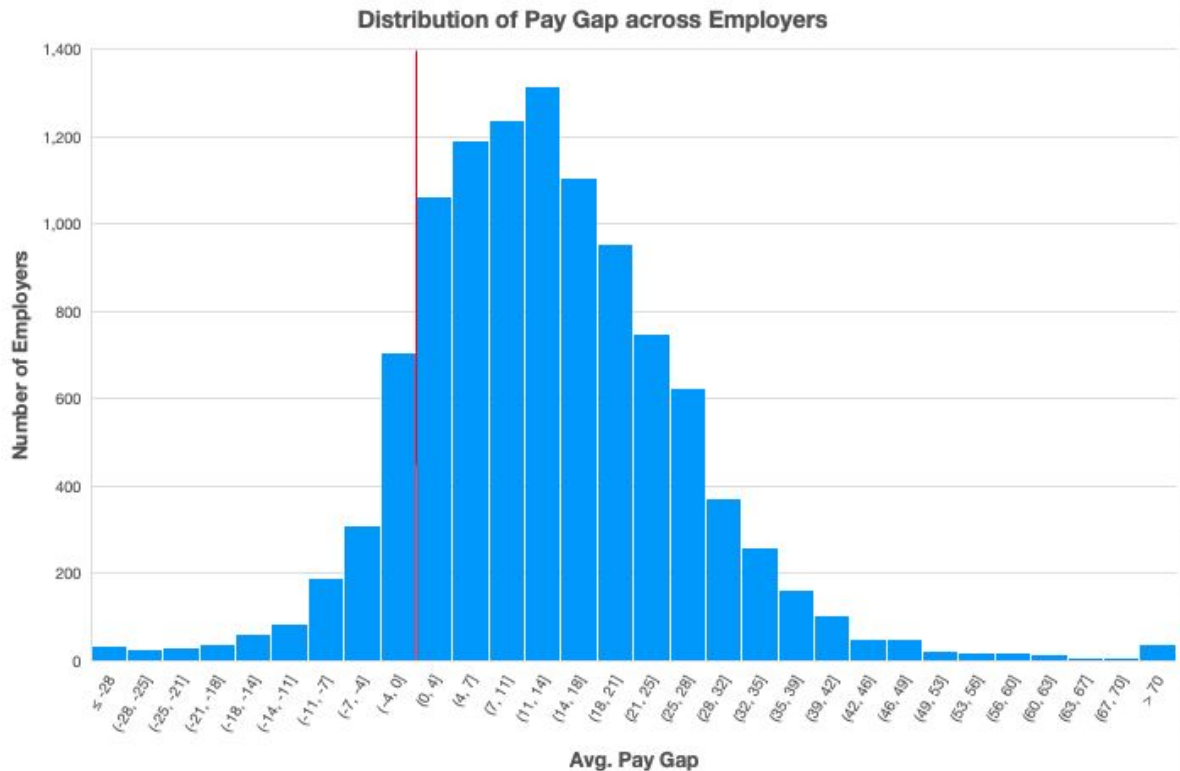
7.02%

Of companies that reported a bias towards women in their pay (13%), the average bias was only 7.02%



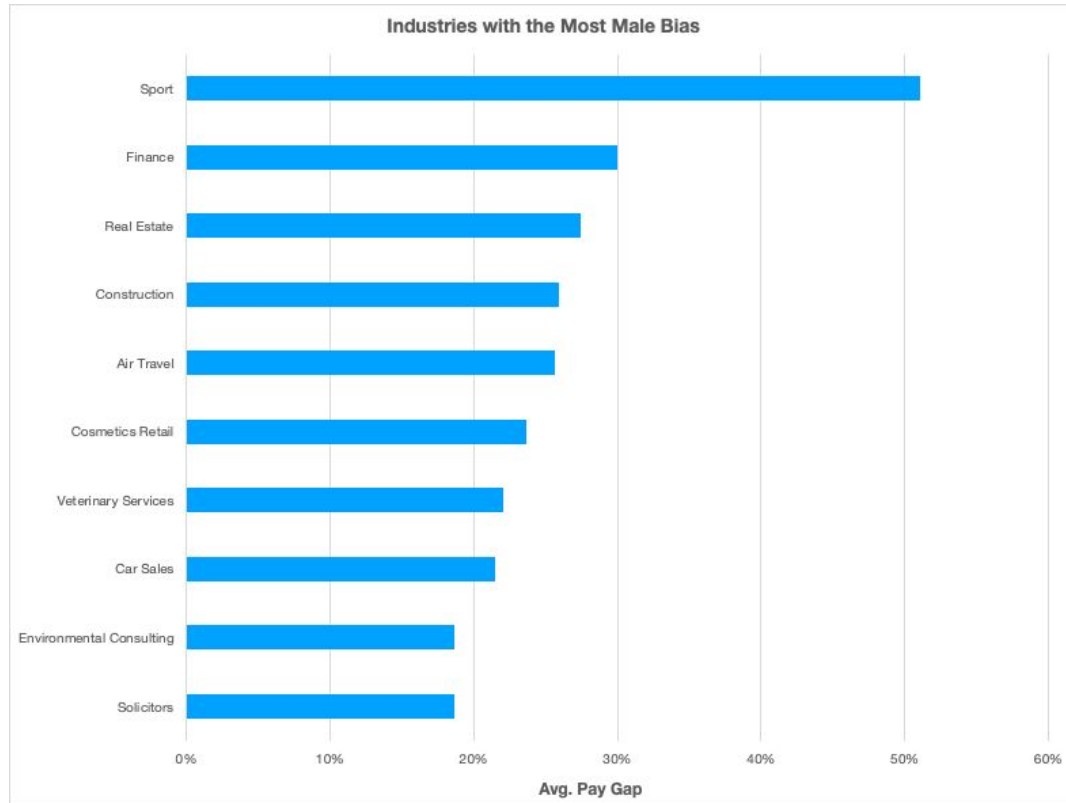
Even when a company does pay women more than men, women don't benefit as greatly as men do when they are paid more

Only 5.6% of employers reported having less than a 1% pay gap



- 9,361 (86%) of employers who reported their pay gap have a bias towards male employees
- 69 employers reported no bias
- 1,416 (13%) of employers who reported their pay gap have a bias towards female employees

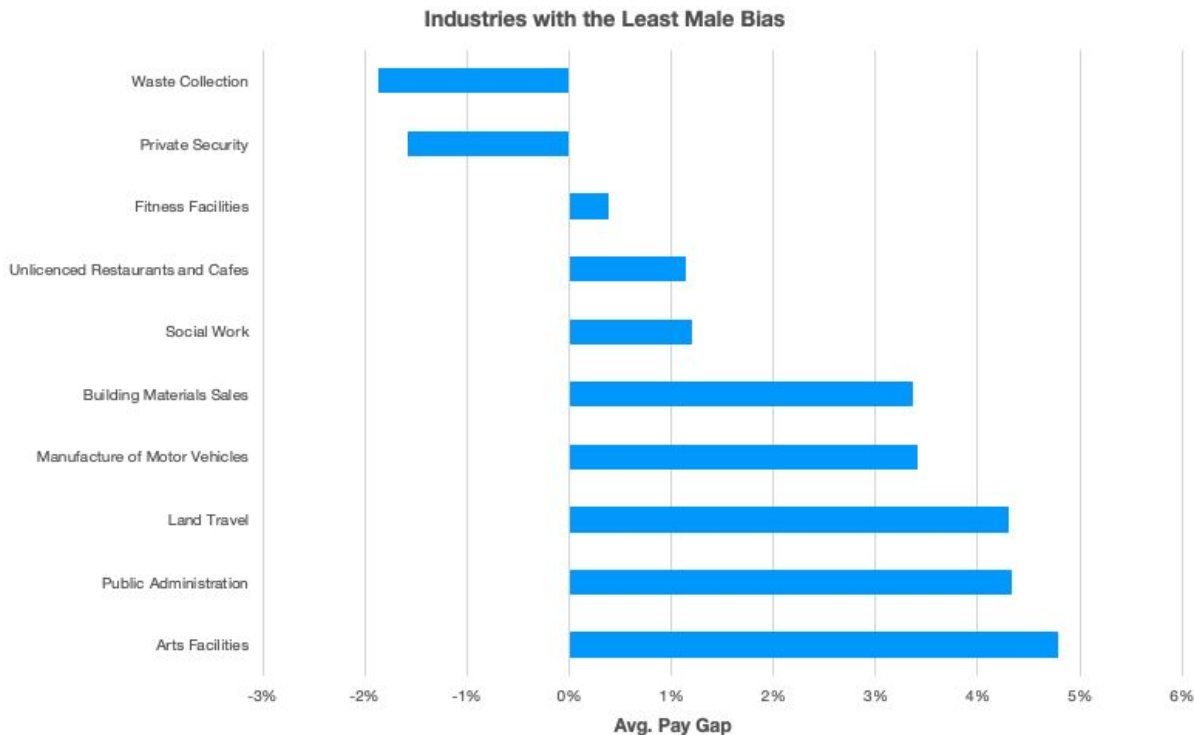
Sport has by far the most male bias of all industries*



- This gap is driven by Football Clubs, which pay their male athletes huge amounts
- The inclusion of Cosmetics Retail suggests that even in female-dominated industries, men are still paid more

*out of industries with more than 23 employers reported in it

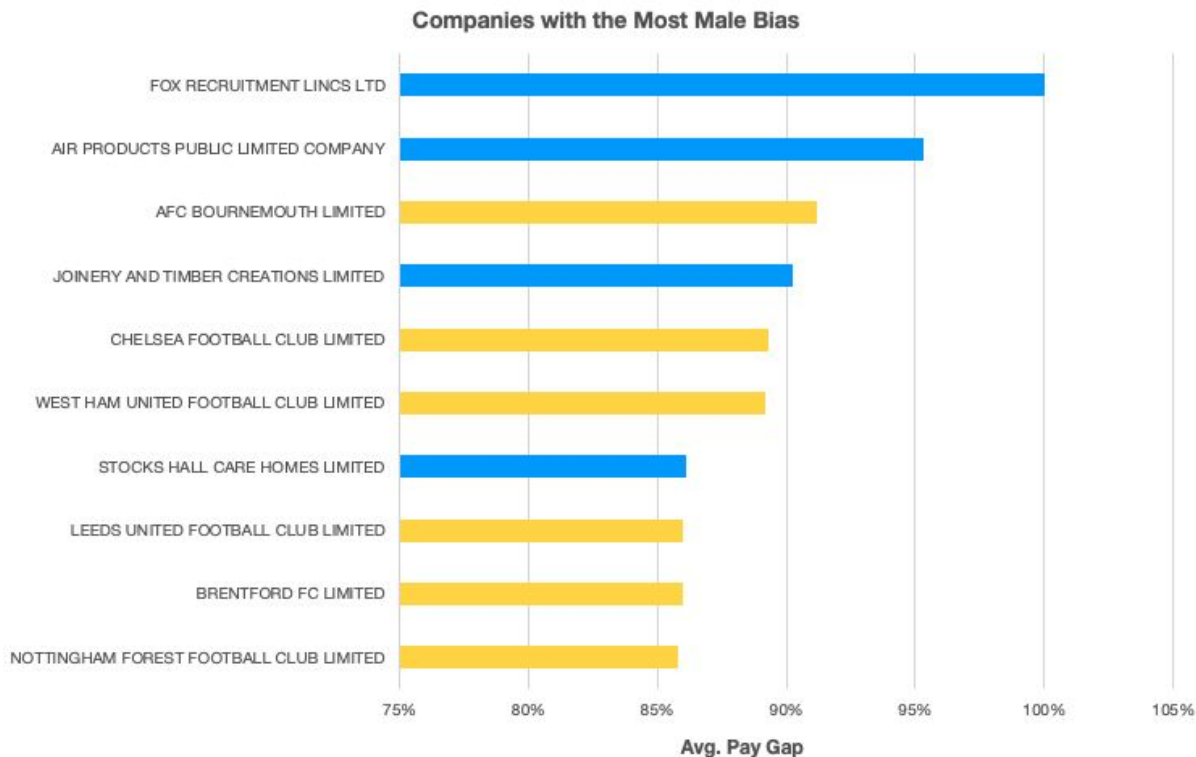
Waste Collection and Private Security have the least male bias of all industries*



- Negative bias means females are paid more than males
 - Waste Collection and Private Security industries pay women 1.5-2% more than men
- 0 represents no bias
- The rest of the industries have a male bias of less than 5%

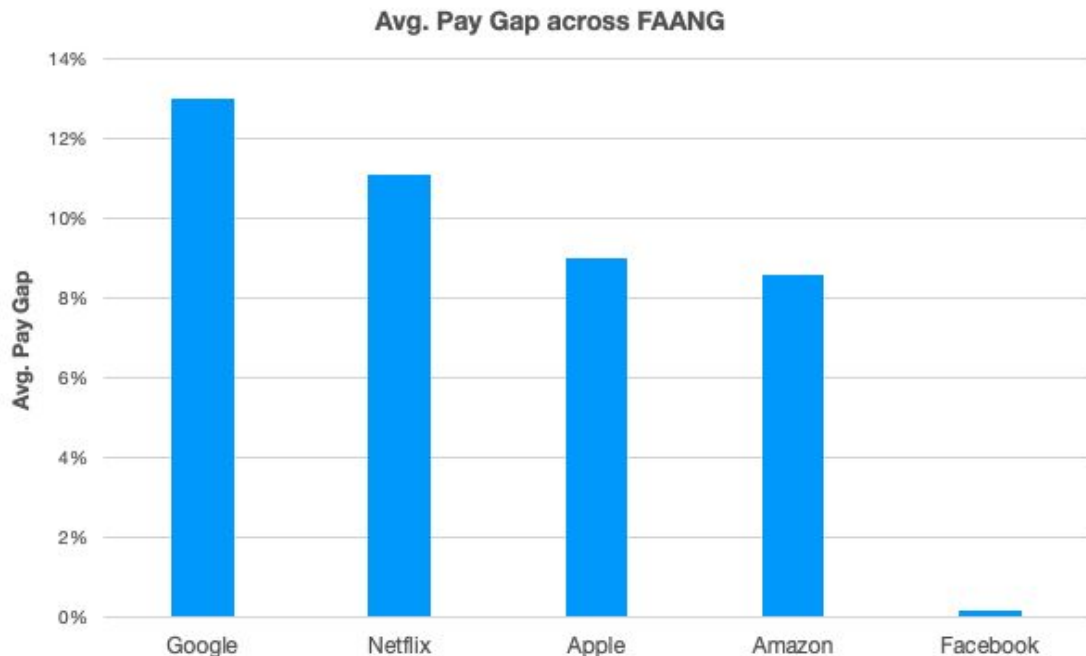
*out of industries with more than 23 employers reported in it

60% of the top 10 companies with the worst male bias are Football Clubs



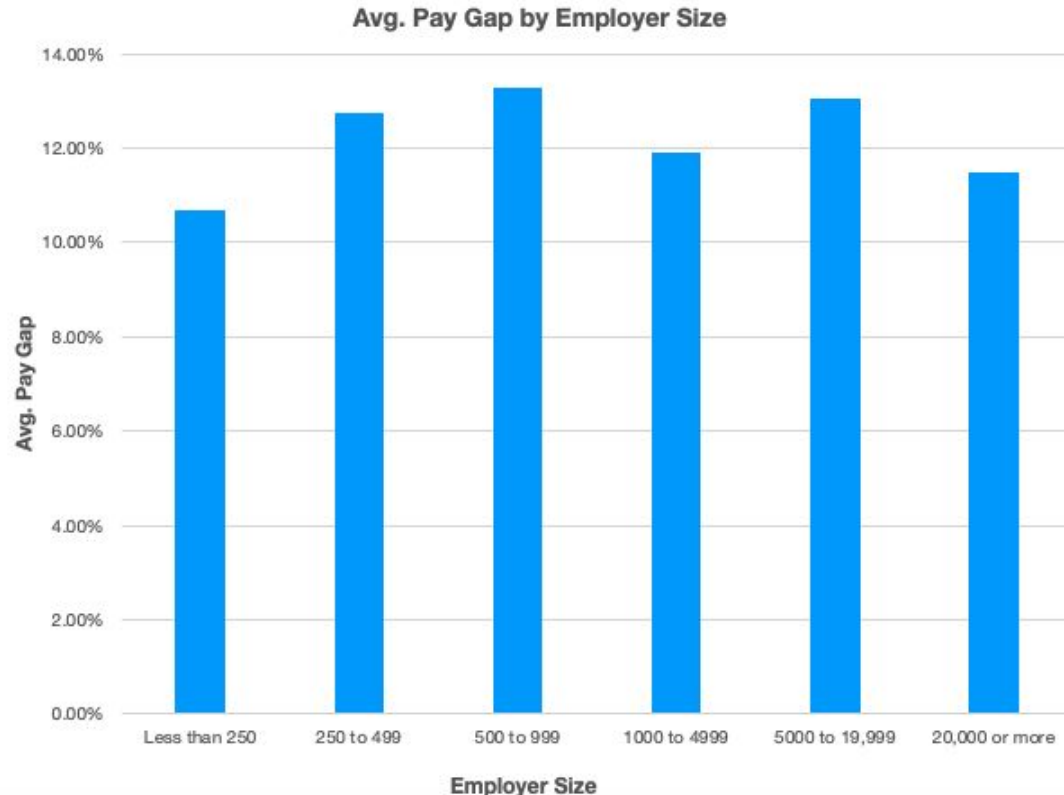
- Premier League average wage is £3M a year
- Fox Recruitment reports that it pays its male employees double what it pays its female employees
- Air Products is an industrial gas company and Joinery and Timber is a furniture supplier

All of the FAANG companies are below the average male bias of 15.7%, but have room to improve



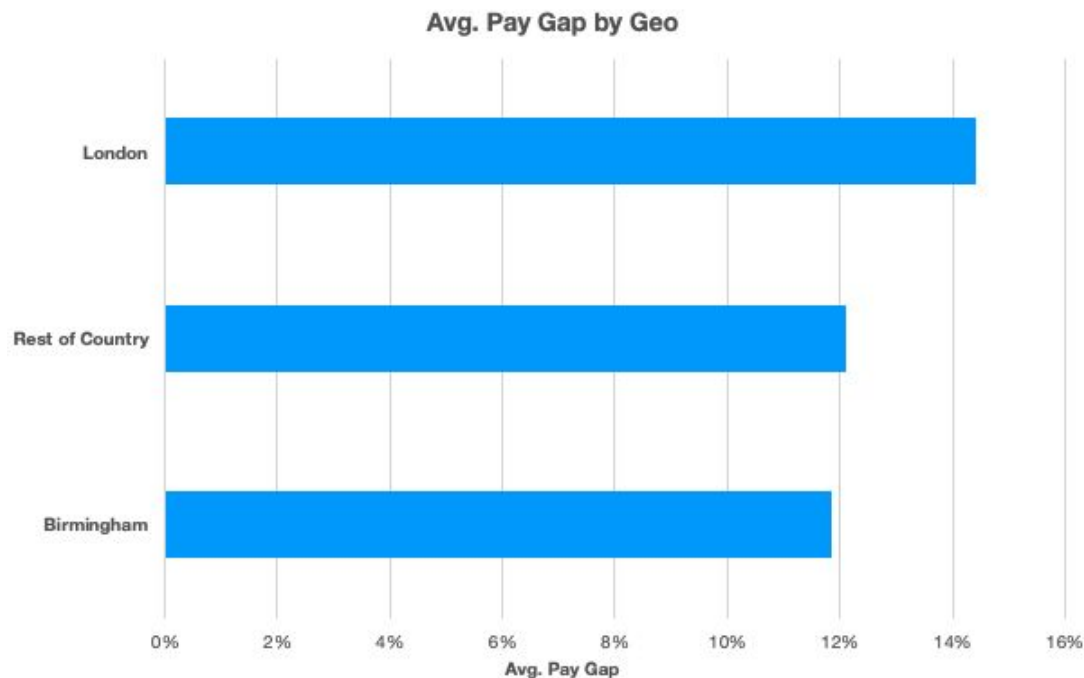
- Facebook leads the industry with an average bias of 0.2%, and a median bias of 3.8%
- Netflix's studio arm has a -0.7% bias, but its business arm has a 22.9% bias

Employer size does not seem to have an effect on the organization's pay gap



- There is no clear linear relationship between employer size and its pay gap
- Employers with 500-999 and 5000-19,999 have over a 13% male bias
- Employers with less than 250 employees have the lowest male bias at 10.7%

London has a bigger wage gap issue than the rest of the country



- London is the largest and capital city of the UK and has the most significant pay gap of geo cuts made
- More geo data available upon request

Suggestions for future data collection

- Include position level (i.e. Entry, Associate, Manager, Director, C-level)
- Standardize address fields
- Provide a computing tool for the companies to input their employee counts that will standardize how the calculations are taken

Thank you!

Questions?