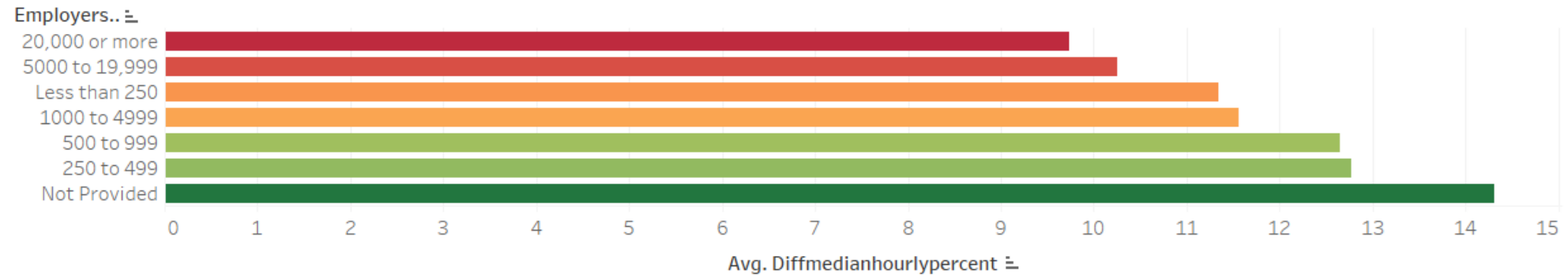# Gender pay gap

Zainab Faisal

Summarize the main findings of your analysis of the gender pay gap in the UK

I analyzed data from 10,174 companies. The gender pay gap in the UK is 12.3%. This means that women earn 12.3% less than men on average 3.5% of them submitted their data after the reporting deadline. We used the median instead of the mean in our analysis to avoid any outliers in our visualizations. We found that 10 companies have the largest gender pay gaps. Some of these companies are small. We can say that the gender pay gap exists because there is a difference between the types of jobs that men and women do. Men are more likely to hold higher-paying positions than women. This is also true when we look at pay per hour. Some women work part-time, which can lead to lower earnings. Some sectors have larger gender pay gaps than others. For example, the school sector has a pay gap of 23.9%, the banking sector has a pay gap of 25.6%, and the hospital sector has a pay gap of 12.69%. These are just some examples of why there is a large gender pay gap.

gender pay gap per company size

We can see from this visualization that the biggest gender pay gap is in the "Not Provided" companies, which are very small companies with fewer than 250 employees. The next biggest gap is in companies with 250 to 499 employees. This is likely because these companies tend to offer more part-time positions, and men are more likely to hold higher-paying positions than women.

In year 2021 the average of median hourly percentage is 13.13% and female to quartile average 41.58% and male top quartile is 56.56%
In year 2022 the average of median hourly percentage is 13.70% and female to quartile average is 39.64% and male to quartile is 58.56
So, we have a variance of 0.57% in the average pay gap, with decrease of 1.94% for female and decrease of 2% for men

pay gap for 2021 and 2022
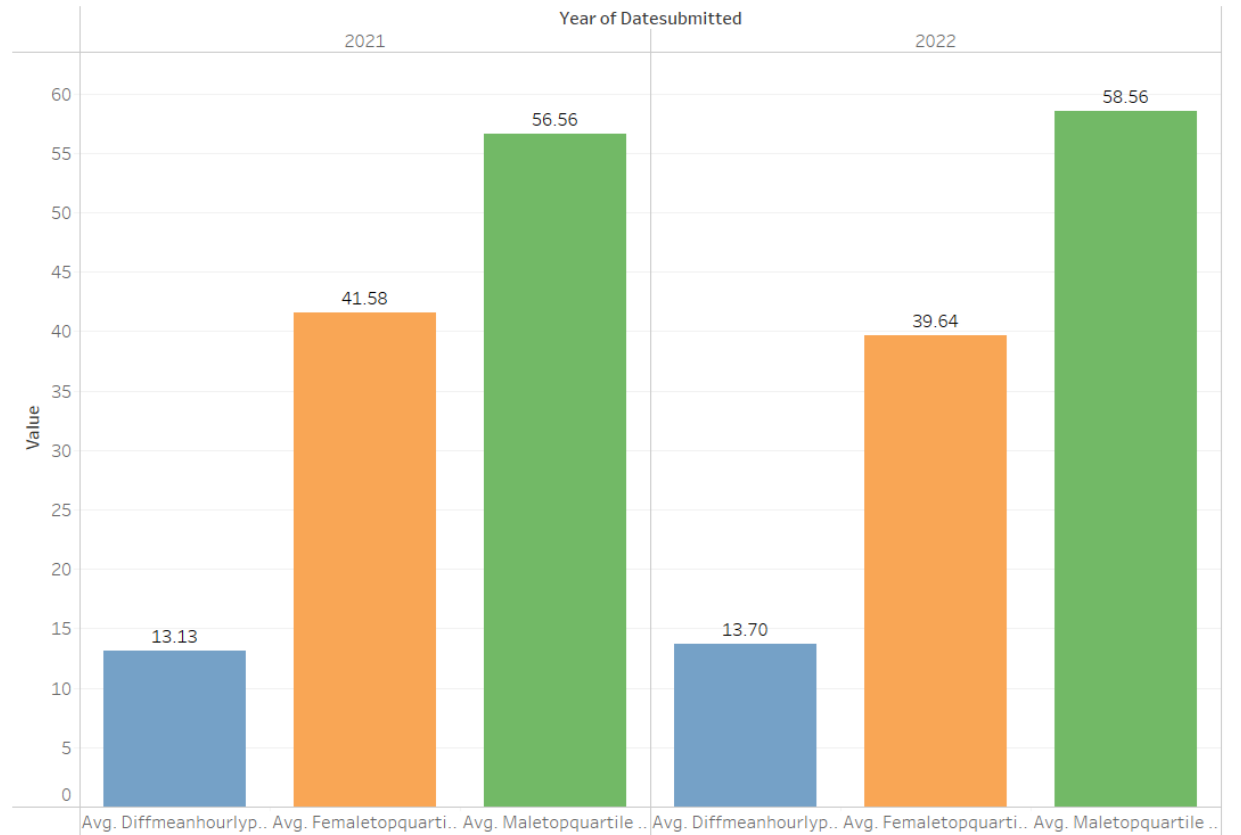
Gender pay gap foe top 10 schools

For the top 10 schools, the results are positive, which again means that men have the highest pay salaries.

Address	Avg. ..	Avg. F..	Avg. ..	Avg. ..
40 C/O Pathways Sc..	18.90	78.00	22.00	13.00
Abingdon School, Pa..	32.00	25.60	74.40	37.60
Acklam Grange Scho..	42.40	81.80	18.20	13.00
Admiral Lord Nelson..	21.00	64.00	36.00	38.00
Aldenham School Al..	24.60	50.00	50.00	35.00
Allenbourn Middle S..	55.80	60.30	39.70	18.40
Alleyn's School, Tow..	4.00	55.20	44.80	29.60
Alpha Trust, Colches..	47.90	72.00	28.00	56.40
Archbishop Holgate'..	56.00	70.00	30.00	20.00
Ashfield School, Sut..	32.50	58.00	42.00	35.00

Gender pay gap for top 10 schools
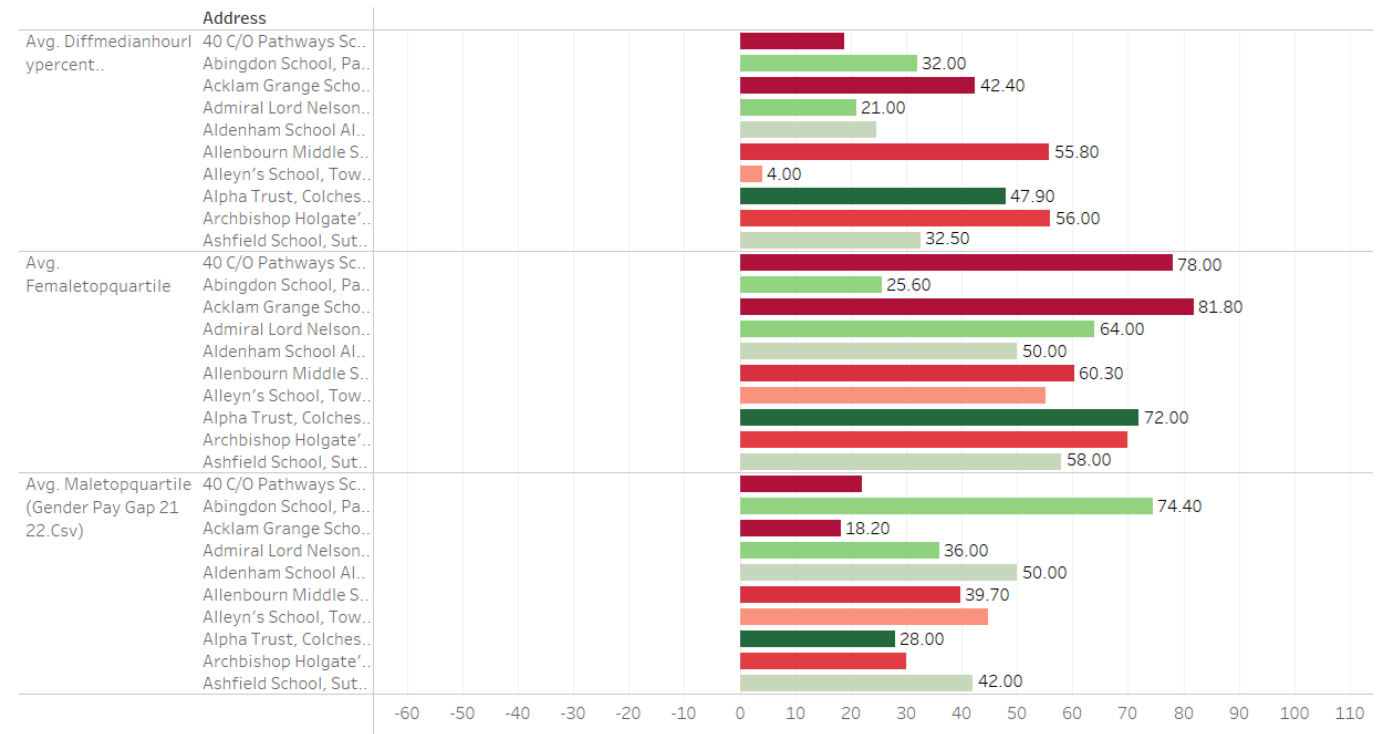
Gender pay gap for male and female
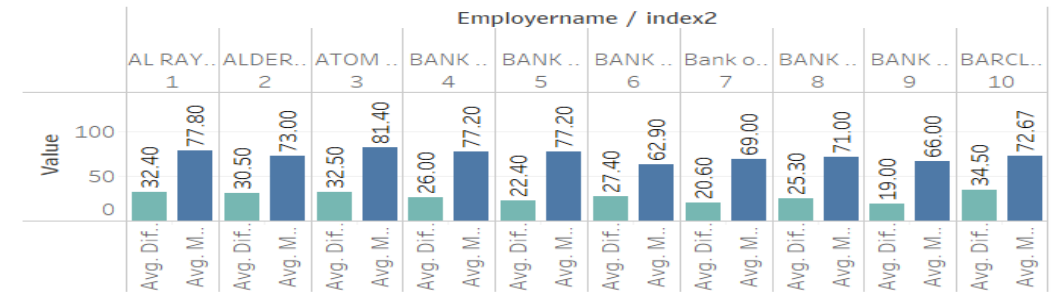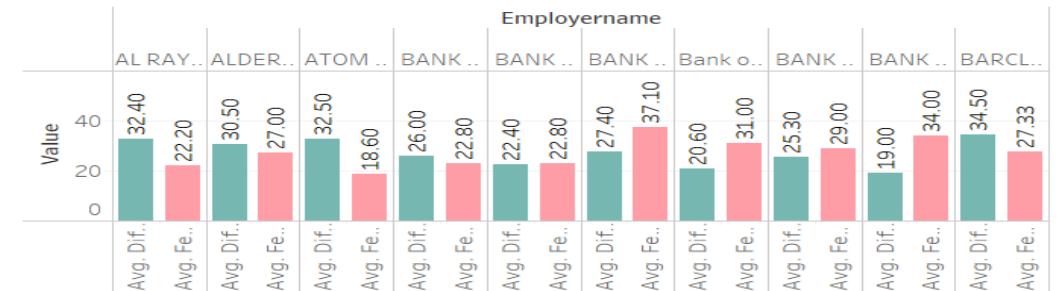
For the top 10 banks, we have a significant gender pay gap. This year, the pay gap is less than last year by 1.680%, which is good news. For men, it increased by 4.41%, and for women, it decreased by 4.42%.

Describe any limitations of your analysis, and caveats around how your findings should be used or interpreted.

There are a few limitations to my analysis of the gender pay gap in the UK. First, the data only includes employers with 250 or more employees. This means that the findings may not be representative of all businesses in the UK. Second, the data does not take into account factors such as experience, qualifications, and job type. This means that some of the gap may be due to factors other than gender discrimination.

It is important to note that my findings should not be used to make generalizations about individual women and men. The gender pay gap is a complex issue with many contributing factors. It is important to consider all of these factors when interpreting the data.

Recommend how the data collection process might be improved.

I recommend that the data collection process for the gender pay gap be improved in a number of ways. First, the data should be collected from all businesses, regardless of size. This would provide a more accurate picture of the gender pay gap in the UK. Second, the data should be collected on a wider range of factors, such as experience, qualifications, and job type. This would help to identify the specific factors that contribute to the gender pay gap