



Elizabeth Wynn

She/her

30/9/21

Equal pay

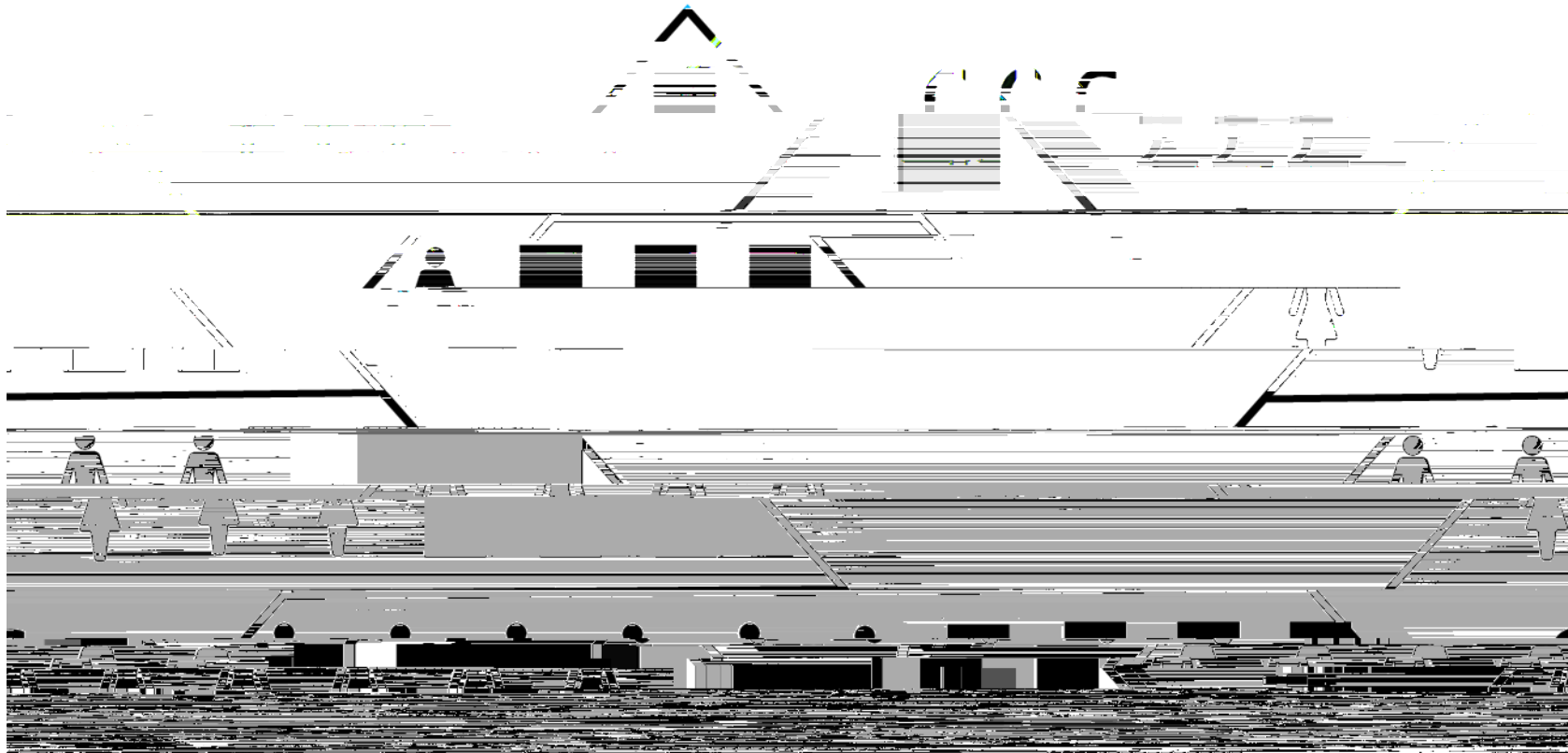
- The Equality Act 2010 states that an individual can claim equal pay when she or he, compared with a comparator of the opposite sex, is employed in:
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Equal pay

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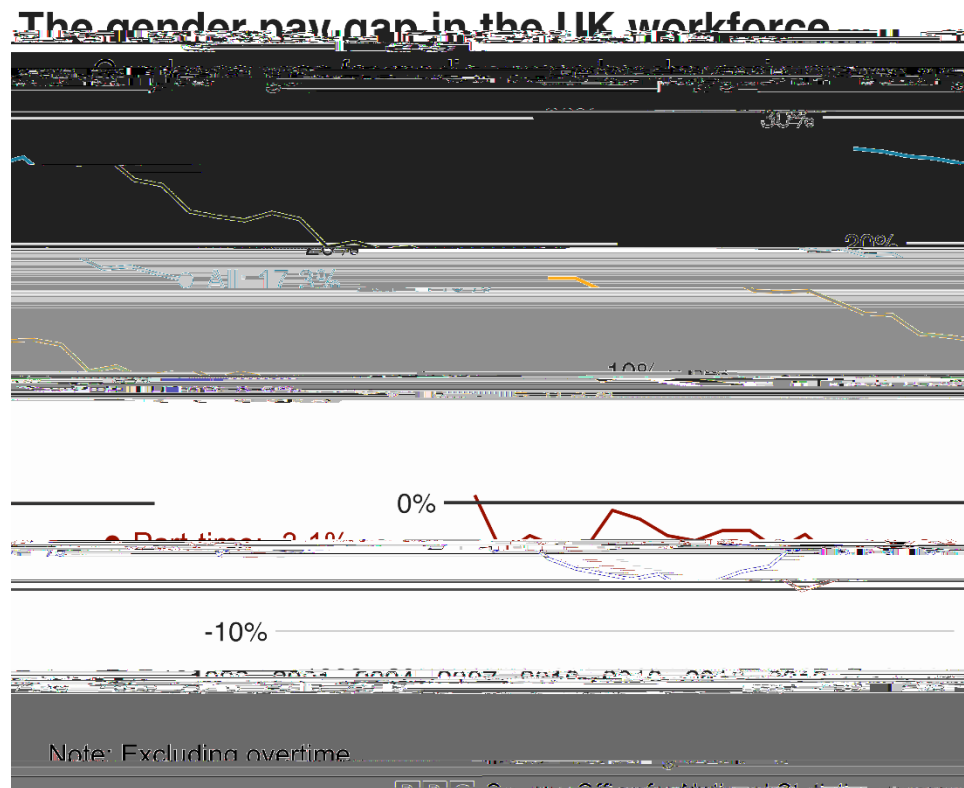
Pay gap

- Difference between median hourly earnings between categories

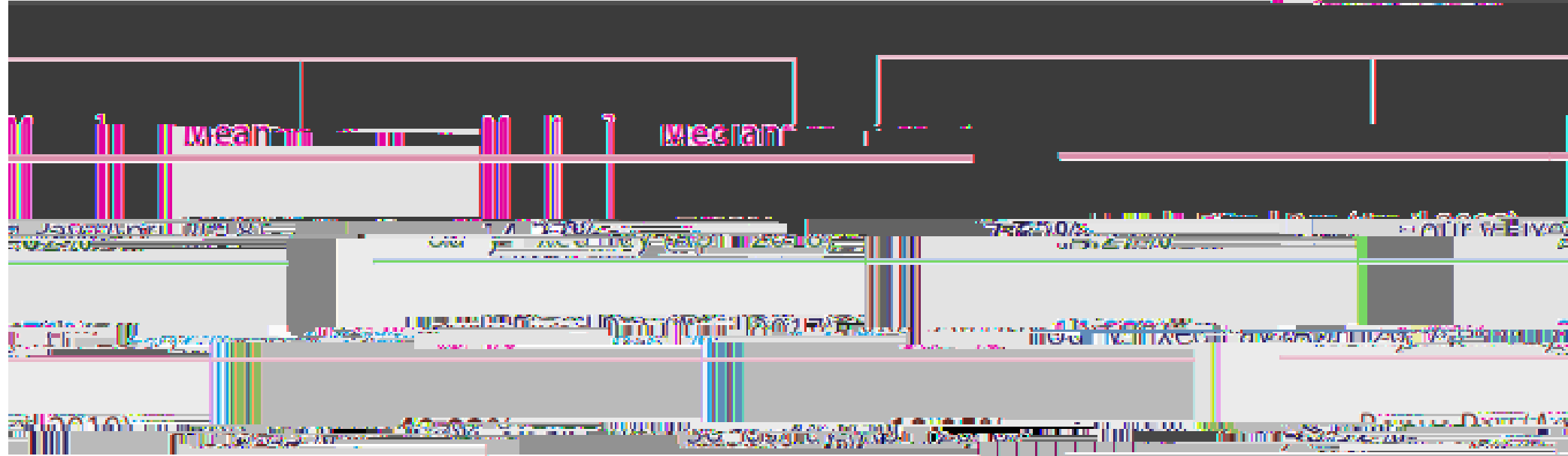


Pay gap

- Difference between the median hourly earnings



Difference between pay and bonuses for men and women at the Polkema Institute



for male and female employees

¹ Mean: the percentage difference in average pay between

male and female employees

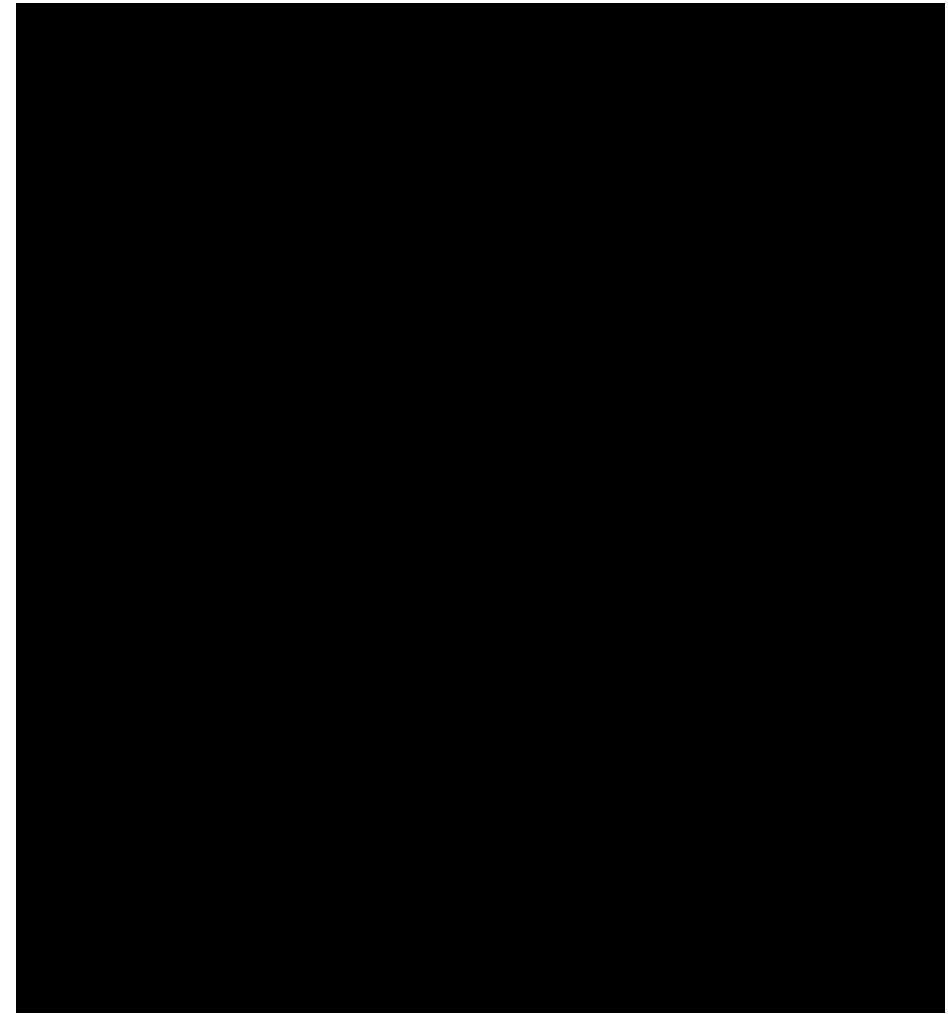
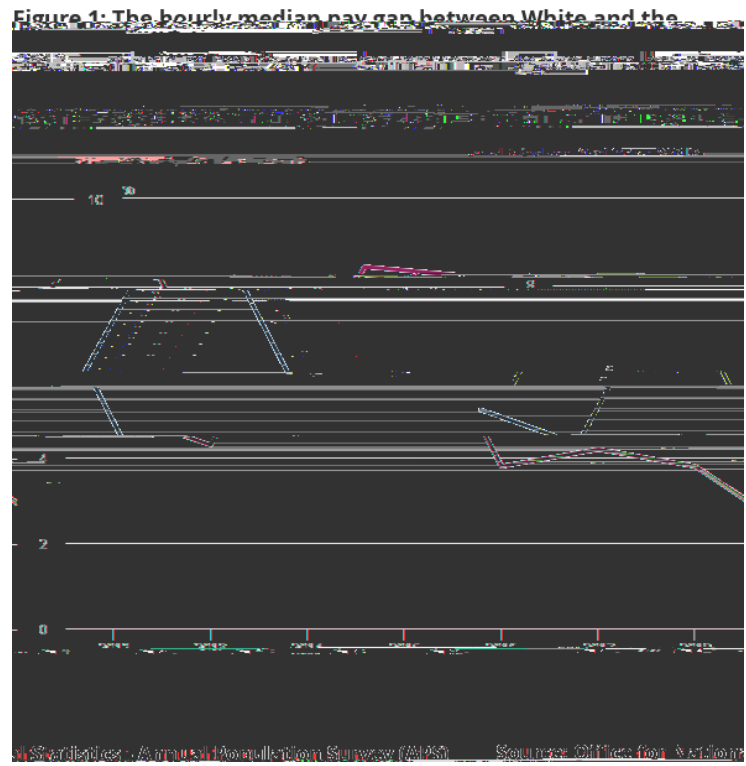
² Median: the percentage difference in average pay between

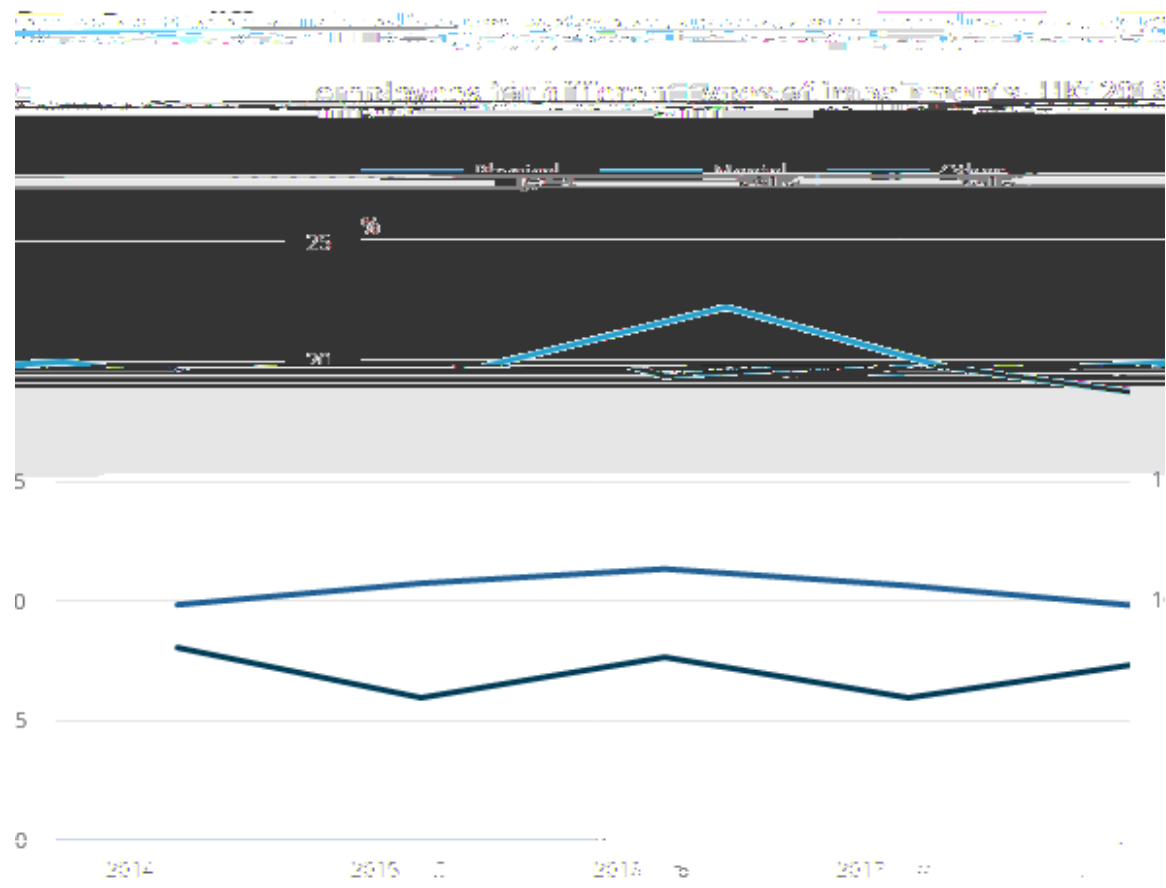
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- Age: for under-40s, the gender pay gap for full-time employees is now close to zero
 - Working patterns: women are much more likely to work part-time
 - Occupation: men and women tend to be employed in different fields
 - 5 Cs

Figure 13: The overall explained part and its components



Source: Office for National Statistics





Source: Ministry of Health, National Health Survey, 2014-2017

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- More men are in senior roles
 - The occupation with the largest gender gap is manager with women earning 23% less than men
 - Occupational segregation and how work is valued
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- Be transparent about pay
 - Don't disclose your current salary at interviews
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Discussion time

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- [Understanding the difference between 'equal pay' and 'gender pay gaps'](#)
 - [UK gender pay gap datasets from ONS](#)
 - [Understanding the gender pay gap: definition and causes](#)
 - [Causes of gender, disability, and ethnic pay gaps](#)
 - [Closing Gender Pay Gaps: 12 Solutions for Pay Equality](#)
 - [Fair Pay Campaign](#)