

# *City HR Association*

## *Gender pay reporting – the story so far*

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# Gender pay reporting 2017/18 - the key facts (1 of 2)

## Mean pay gap disclosure

Over 85% of companies disclosed have a pay gap in favour of men.



Around 40% of companies disclosed have a mean pay gap above the ONS national average (17.4%).



## Mean bonus pay gap disclosure

Bonus gaps are generally twice as high as pay gaps.



Over 80% of companies disclosed have a bonus gap in favour of men.



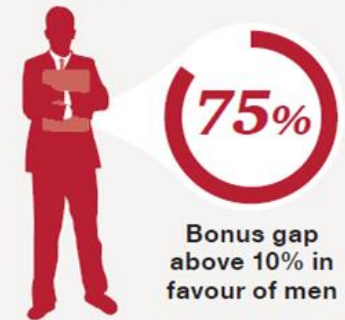
Three red silhouettes of men standing side-by-side. Below them is the text "Bonus gap in favour of men".

## Gender pay reporting 2017/18 - the key facts (2 of 2)

Around 40% of companies disclosed have a mean pay gap above the ONS national average (17.4%).



75% of companies disclosed have a bonus gap above 10% in favour of men.



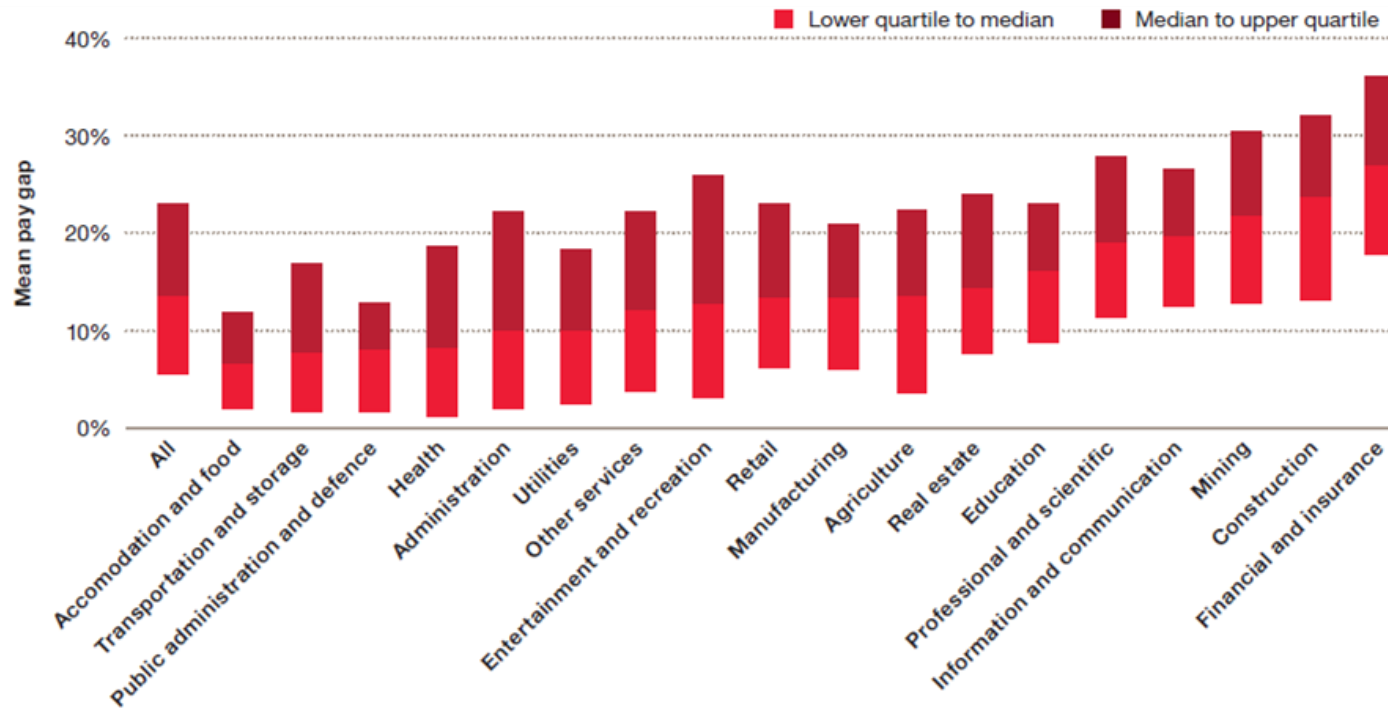
Around 10% of companies disclosed have a pay gap above 30%.



Around 55% of companies disclosed have a bonus gap above 30%.



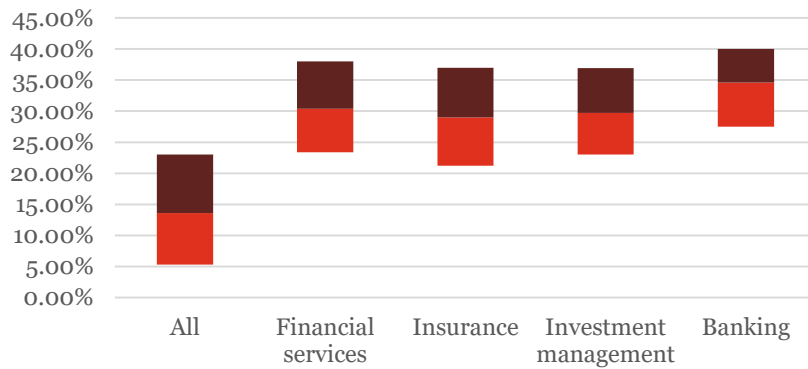
# Mean gender pay gap by sector



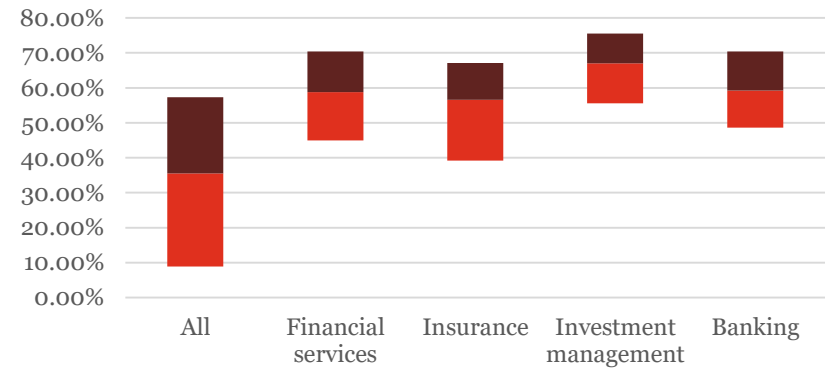
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## Gender pay gap – Financial services

### Mean pay gaps



### Mean bonus pay gaps



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