

# THE GENDER PAY GAP

The gender pay gap is concerned with differences in the **average earnings** of men and women over a standard time period, **regardless of their role or seniority**.

It is a measure which therefore captures not only **historic and structural equal pay issues** within an organisation but also any **pay inequalities resulting from differences in the types of jobs performed by men and women**.

Although average earnings data provides a useful comparisons of men's and women's earnings, they do not reveal differences in rates of pay for comparable jobs, and it is rates of pay for comparable jobs which are the focus of the equal pay legislation.

The **gender pay gap is therefore not about equal pay for equal work**. GMB is committed to the principle of equal pay for equal work and has long taken on pay discrimination cases to win tens of millions in compensation for our members who have faced such discrimination at work.

GMB is committed to transparency on gender pay gap reporting as part of our commitment to equality. We are publishing data in advance of the Government's submission deadline. This data was collected on 5 April 2019, when our workforce consisted of a total of 600 staff – 356 women (59%) and 244 men (41%)

The data shows that on 5 April 2019, GMB had a median gender pay gap of 30.5% and a mean of 25.1%.

Various methods can be used to measure the earnings of women relative to men. The ONS uses median, rather than mean, earnings because the median is not affected by extreme values, such as changes in the earnings of small numbers of high earners.

GMB's headline median gender pay gap was reduced slightly from 32.4% in 2018 to 30.5% in 2019 – and mean gender pay gap was reduced from 25.5% to 25.1%

## Equal Pay for Equal Work

GMB undertook a job evaluation exercise in 2015 and conducted subsequent equal pay audits in 2016 and 2017. We take this issue seriously and are committed to continuing to monitor our pay structures to ensure the principle of equal pay for equal work is being applied in our organisation.

Equality and Human Rights Commission (EHRC) advice for equal pay reviews is that gender grade pay gaps of 5% or more should be treated as significant, requiring further investigation to identify the cause. Gaps of 3 to 5% could also be indicative of gender pay discrimination if they are part of a pattern.

Our most recent internal equal pay audit confirms that grade-by-grade, across a staff team of more than 600, there is no statistically significant gender pay grade gap in favour of men at any pay grade, nor is there a pattern of disparity across different grades indicative of gender pay discrimination against women.

## Organisation Population and Roles

GMB's workforce consisted of a total of 600 staff - 356 women (59%) and 244 men (41%)

There are quite significant variations in the number of men and women employed at different grades across GMB. The organisation employs significantly higher numbers of women than men in the lower and lower middle quartiles – typical roles in this quartile include secretary (grade 4), administrative assistant (grade 3) and receptionist (grade 2). GMB employs significantly higher numbers of men in the upper middle and upper quartiles – typical jobs in this quartile include organiser (grade 7) and senior organiser (grade 8).

Proportion of men and women when divided into four groups from lowest to highest

	Men	Women
Lower Quartile	12.2%	87.8%
Lower Middle Quartile	27.7%	72.3%
Upper Middle Quartile	57.4%	42.6%
Top Quartile	62.6%	37.4%

## Bonus Payments

GMB does not operate a performance-related bonus system; annual bonuses or 'Christmas payments' are awarded to staff on a region-by-region basis, either uniformly or in line with pay grades. The proportion of men receiving a bonus is 83% from the proportion of women receiving a bonus is 90%. The gap between median bonus was 9.3% and the mean was 4.8%.

## Steps to improve our Gender Pay Gap

Although we narrowed both our median and median gender pay gap, GMB is working to further closing the gender pay gap. Here are a few steps we are taking.

## **Officer Development Programme**

GMB's Officer Development programme enables staff on junior and lower pay grades to gain experience at officer grade, breaking down segregation between roles, and building the experience needed to access jobs that were in the past all too often out of reach. Moving from an administrative to officer role does not happen overnight, but it is happening. Women who have participated in that programme are now permanently promoted as organisers – and making a huge contribution to building our union. We will continue to encourage women and support to progress through GMB's staffing structures through this programme.

## **Women's Taskforce**

For a number of years a Women's Task Force worked to strategically address the place of women in our unions, and cemented policies and practices to address this issue. Women's conferences will now take place not only nationally but in all GMB regions. A women's network has been formed.

## **Women in Leadership**

We have more women senior organisers than ever in our history. Three senior directors are now women. Two of our three National Secretaries are women too. Whilst this will not make a significant difference to the headline gender pay gap, supporting women into leadership positions in GMB is vital and we will shortly be launching a groundbreaking Women in leadership scheme of coaching and mentoring to encourage more women into senior positions.

## **Training and Recruitment**

We are currently reviewing how we provide training to make it more accessible – the first step on the ladder to become an employee is often being a workplace rep, and women are still under-represented in those structures too. We recruit externally as well as internally on all positions. Organisational policies have been introduced such as flexible working to facilitate women returning to work following maternity leave and to remove access barriers for working mothers and those with caring responsibilities.

## **Job Evaluation and Equal Pay Audit**

GMB undertook a job evaluation exercise in 2015 and conducted subsequent equal pay audits in 2016, 2017 and 2019. We will conduct our next Equal Pay Audit in 2022 to ensure the principle of equal pay for equal work continues to be upheld throughout our organisation.