

GMB Union Gender Pay Gap Reporting 2021/22

The data presented is a snapshot taken on 5 April 2021. On this date, GMB Union's Gender Pay Gap Median Average was 30.5%, Mean Average 23.2%. GMB Union at that time employed 342 women (59.8%) and 230 men (40.2%).

The Senior Leadership of GMB are disappointed that at this time the Gender Pay Gap increased by 0.5% from the previous reporting date of April 2020.

GMB Union has since undertaken significant changes in our organisation, particularly at senior levels, and we are pleased that this action is resulting in a significant reduction in our Gender Pay Gap for 2022.

We recognise there is still a significant amount of work to do to bring our organisation's pay gap in line with the national average and to reach the goal of closing the gap completely.

GMB General Secretary Gary Smith made clear his commitment to ensuring our union is working for women members and staff. Following his election in June 2021, Gary established GMB's ground-breaking Women's Campaign Unit, which focuses on delivering pay justice with and for women workers and creating a meaningful pipeline for women members to occupy leadership positions in the union.

2020/2021 was a difficult time for GMB. A poor internal culture impacted on all staff, but especially women. The work to improve this culture is ongoing and we acknowledge that the changes we are driving may take some time to embed.

We continue to work to implement the recommendations of the [Monaghan Report](#).

Current Organisational Structure

We recognise that our pay gap is enshrined by our current employee structure where women are overrepresented in lower paid secretarial and administrative roles, and underrepresented in more senior management roles, especially our 'Senior Organiser' positions. In the coming year we will be reviewing our current staff structures and looking at new ways of working across our organisation.

Women in Leadership Coaching and Mentoring

We are now in our third year of our Women in Leadership coaching and mentoring scheme, and we are seeing participants taking on some of the most senior roles in our organisation. This programme is going from strength to strength, and we are exploring how best to support participants in order to ensure more reach their goals in the organisation.

Equal Pay and Job Evaluation

Whilst Gender Pay Gap Reporting does not require us to consider equal pay within our organisation, GMB continues to be mindful of our obligations under the Equality Act 2010. We will complete an equal pay audit in 2022 and we intend to undergo a process of considering our current job evaluation scheme, to verify that it is robust in ensuring all employees are in receipt of equal pay for work of equal value.