



# The Gender Pay Gap Over Time

## Corporate and Investment Banking

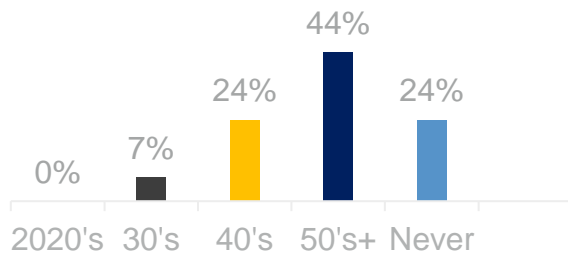
The gender pay gap is the difference in the average hourly wage of all men and women across a workforce. If women do more of the less well paid jobs within an organisation than men, the gender pay gap is usually bigger.

## Notes:

1. All data is extracted from the Governments Gender Pay Gap web pages - <https://gender-pay-gap.service.gov.uk/> and is correct as at 15 June 2021.
2. The Predicted Year of Gender Parity is the year in which the firm, at current rates of progress, will have an equal number of men and women in top quartile wage earning roles.
3. Where a firm has a number of legal entities that all report separately and consolidated data is available from the firms own reporting we have used the consolidated data.



% of firms predicted to be reaching gender parity by decade



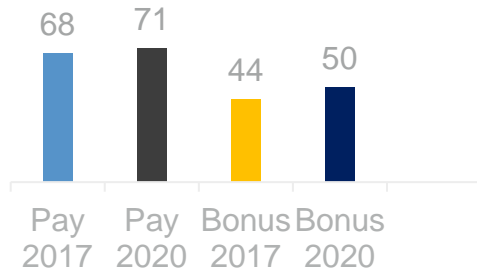
Firms predicted to reach gender parity in next ten years:

- None

Firms taking advantage of the Government delay in reporting deadlines to 5 October 2021

- CITIBANK / Group
- Credit Agricole

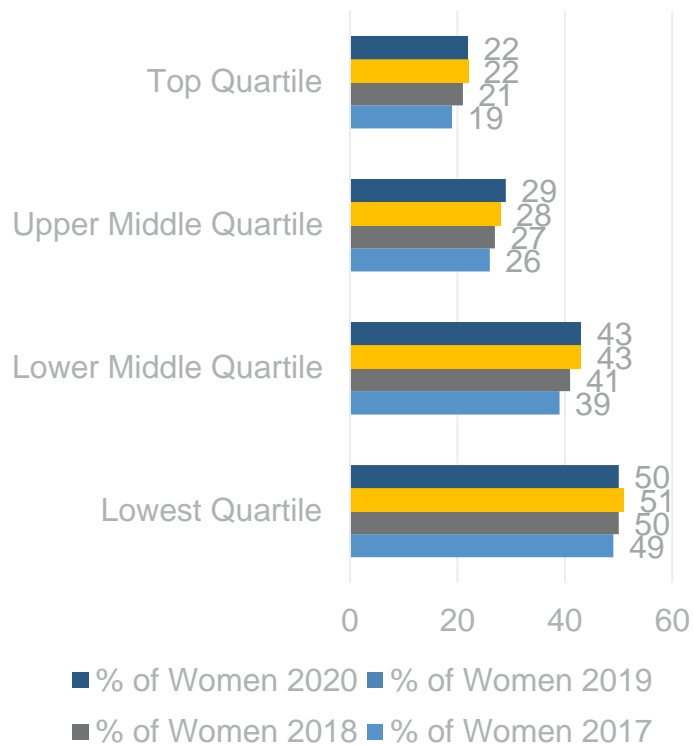
Average Pay & Bonus Gap



Women earnt x pence for every £1 that men earn

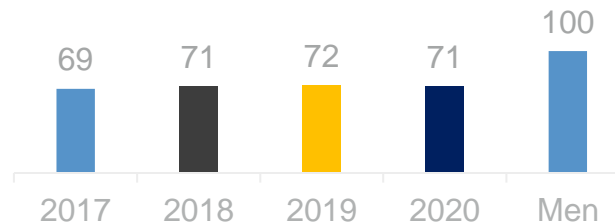


### Gender Pay Gap – Gender distribution by hourly pay



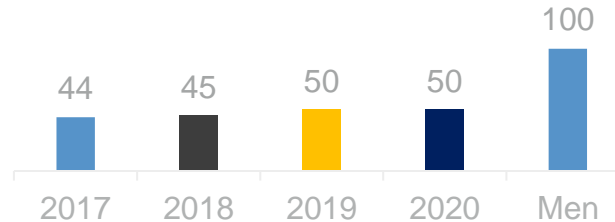
### Wage Gap

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### Bonus Gap

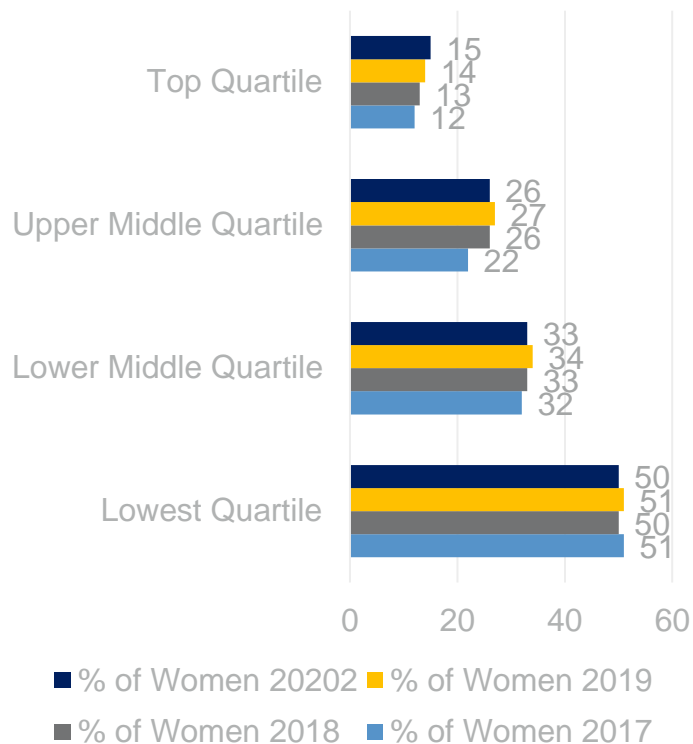
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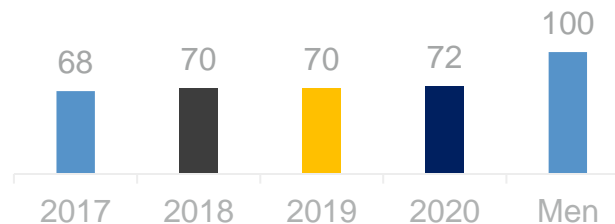


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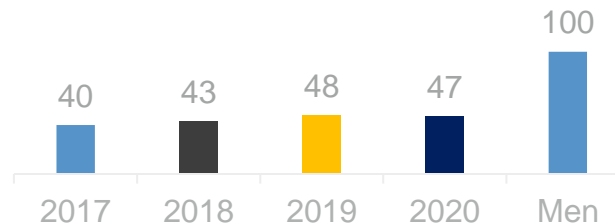
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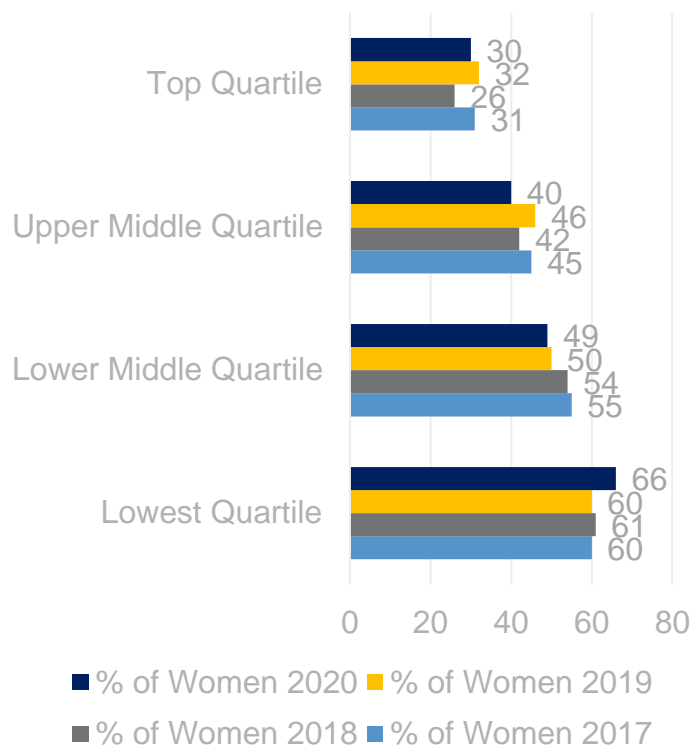


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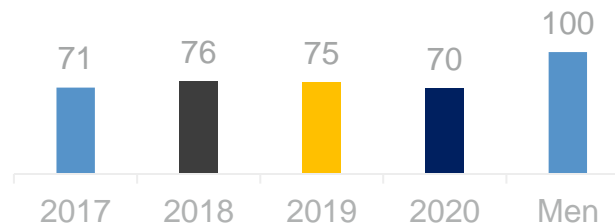


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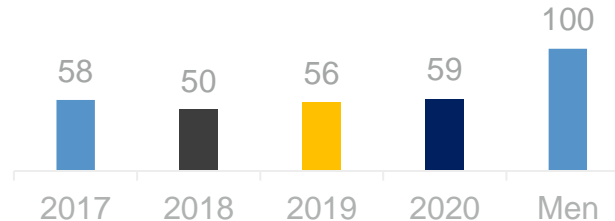
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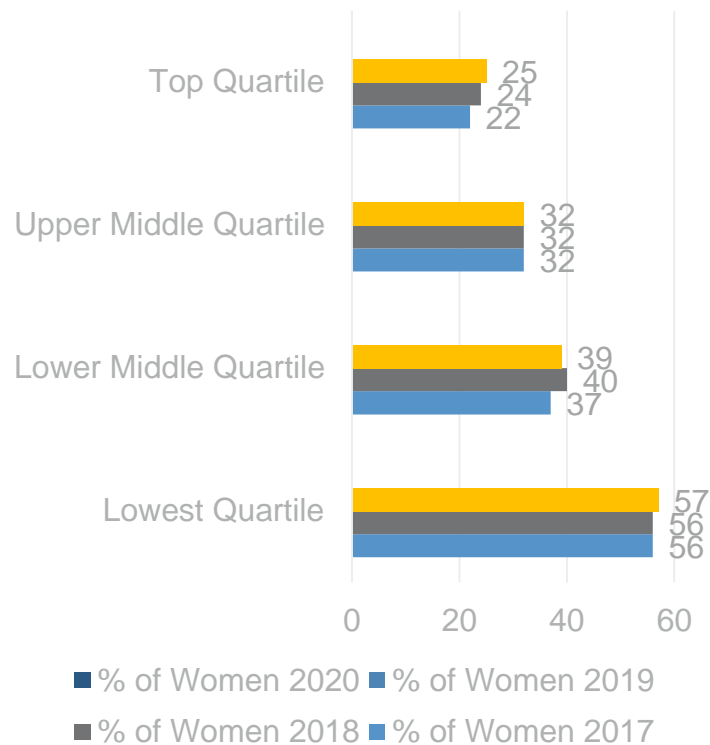


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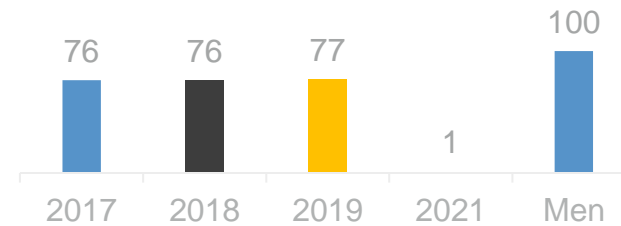


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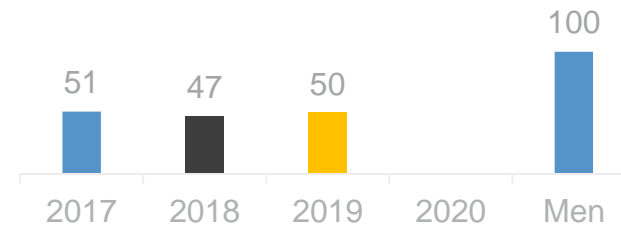
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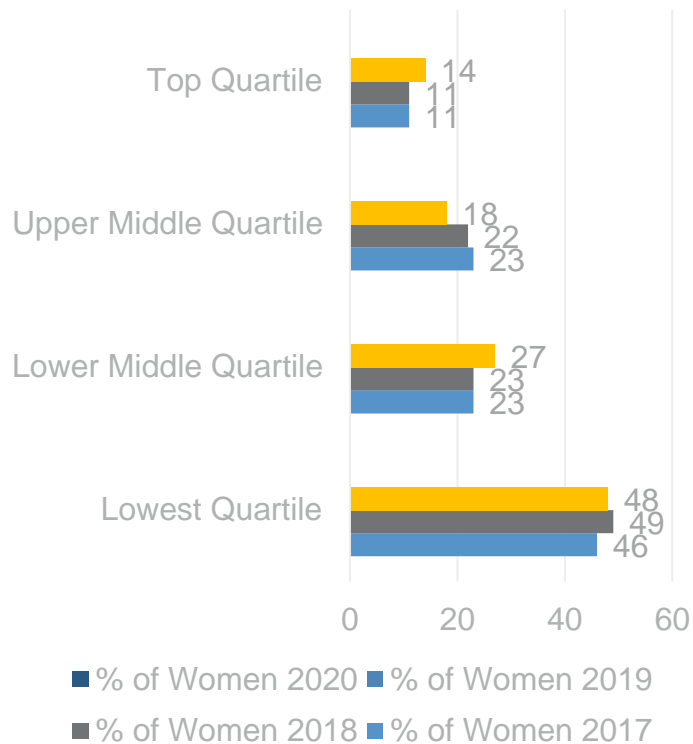


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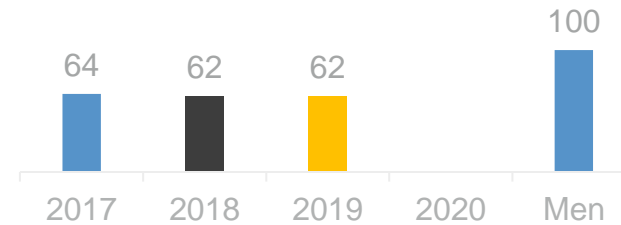


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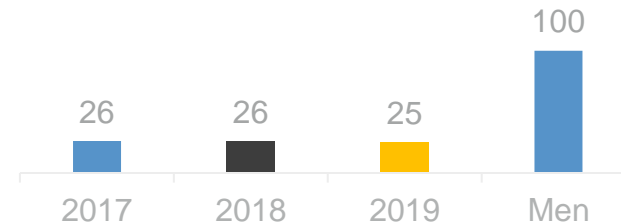
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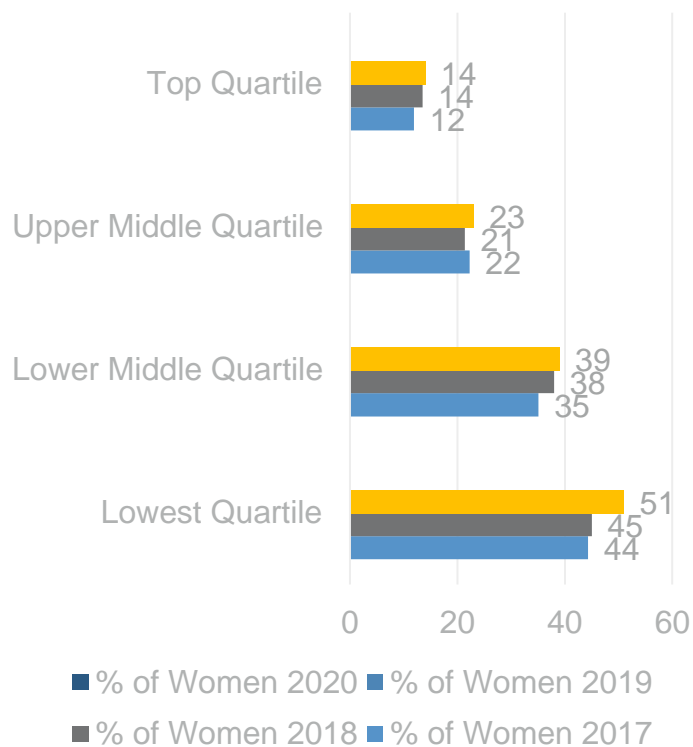
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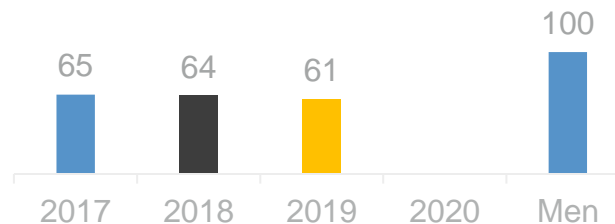


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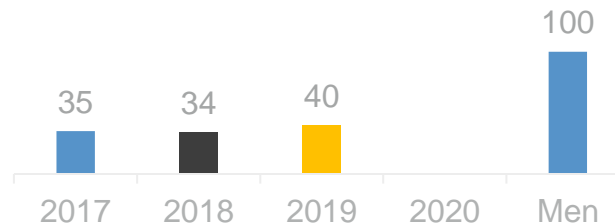
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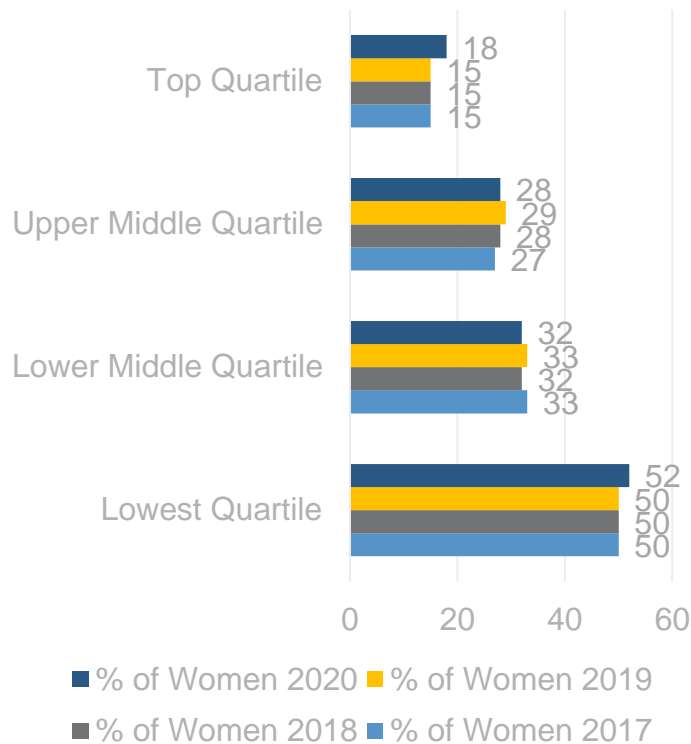


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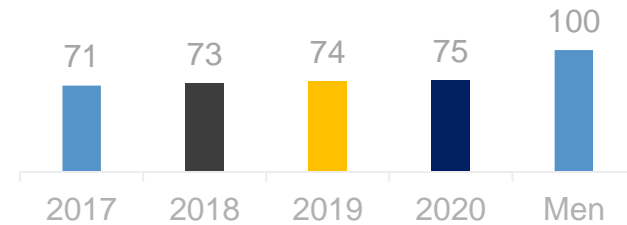


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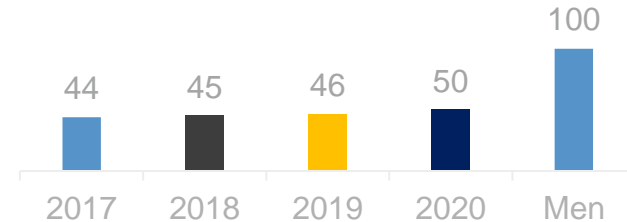
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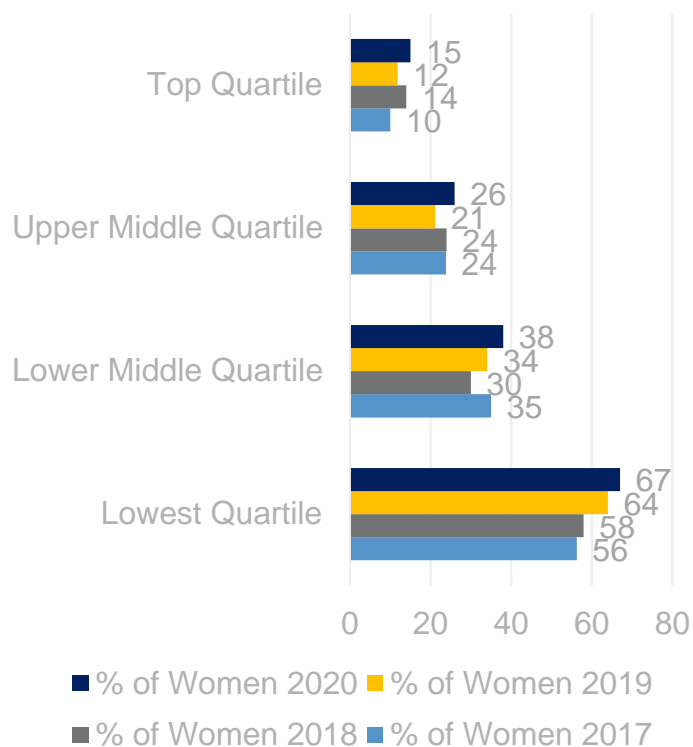
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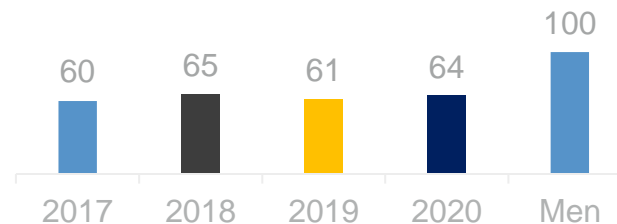
Data taken from group reports

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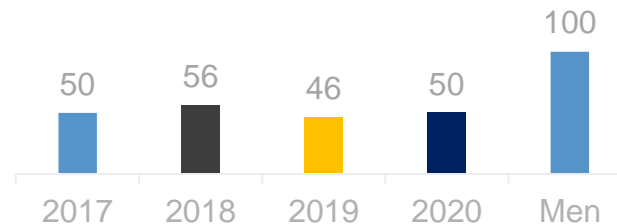
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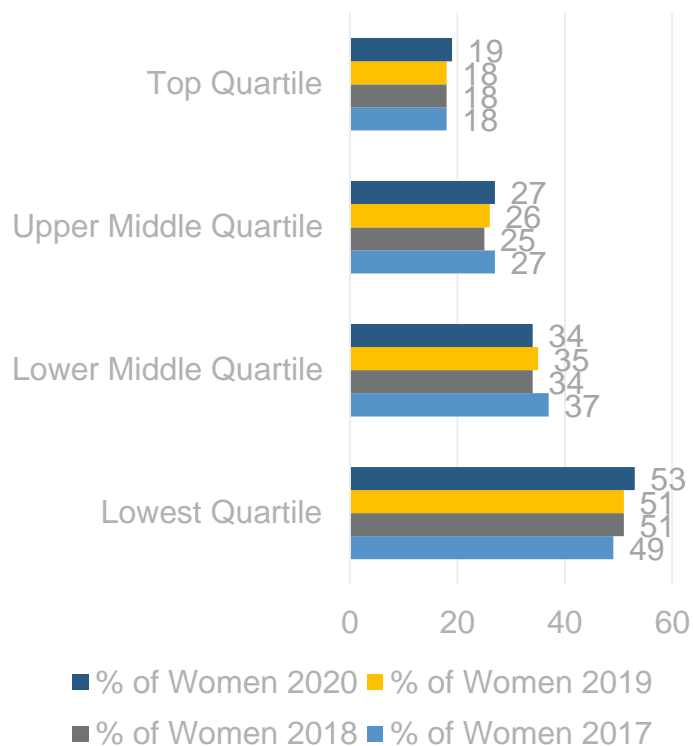


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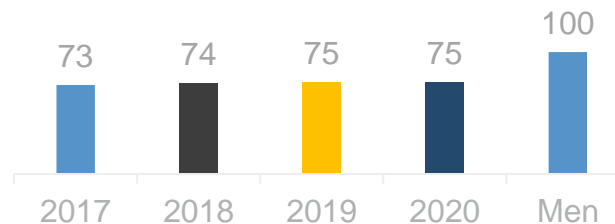


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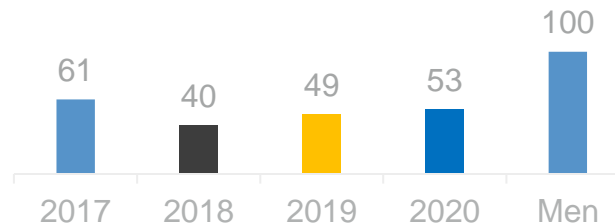
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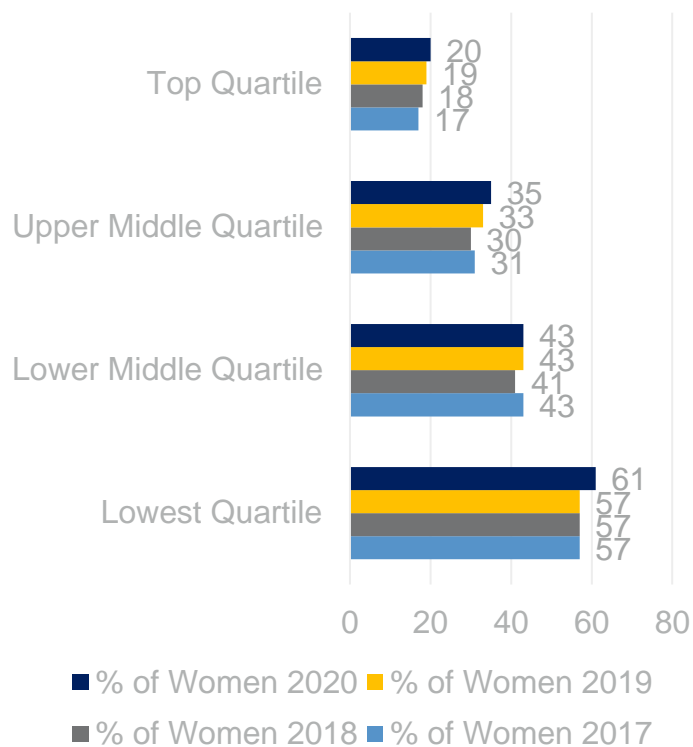
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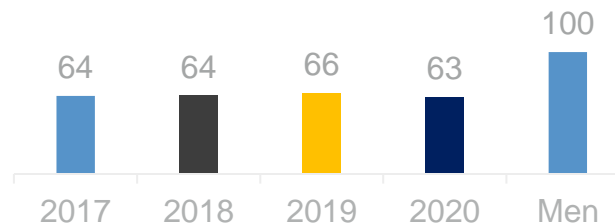


### Gender Pay Gap – Gender distribution by hourly pay\*



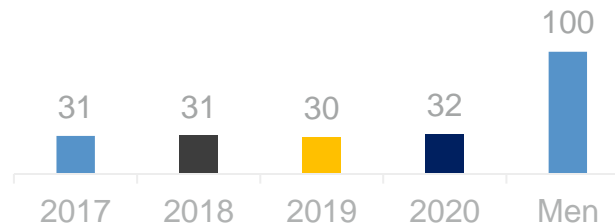
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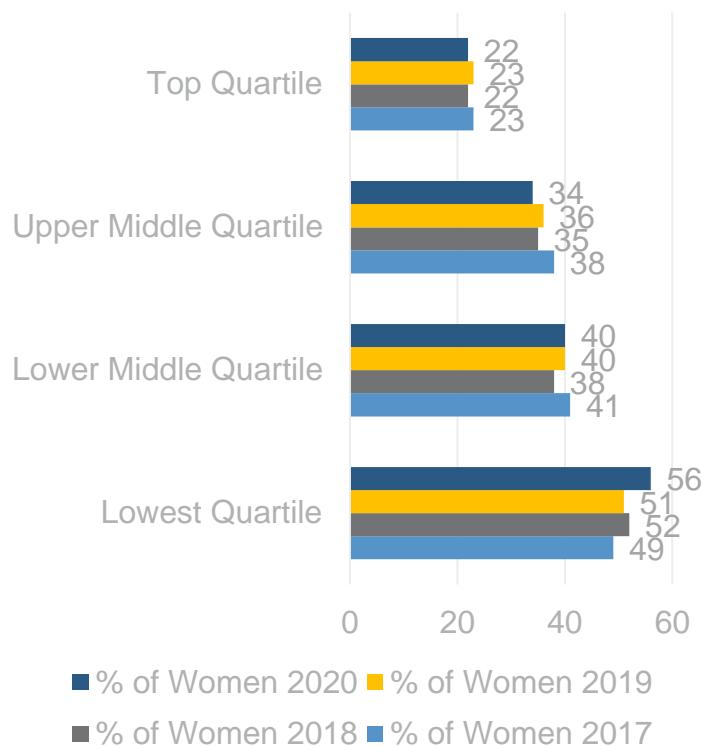
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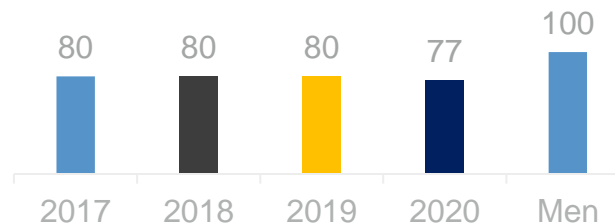


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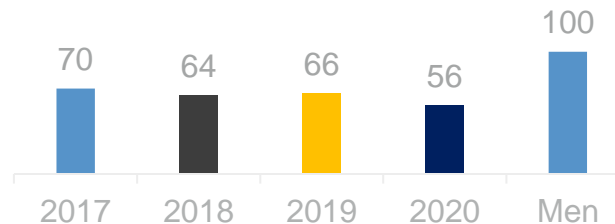
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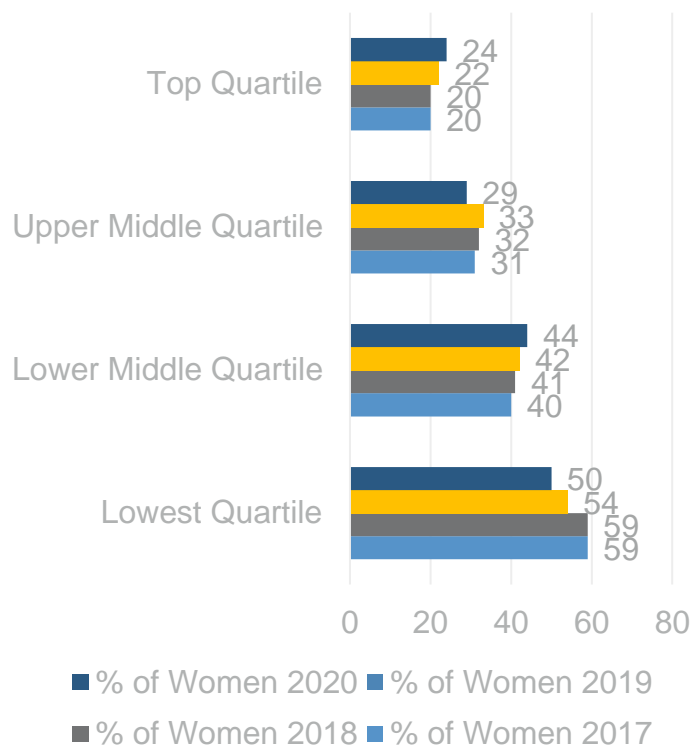
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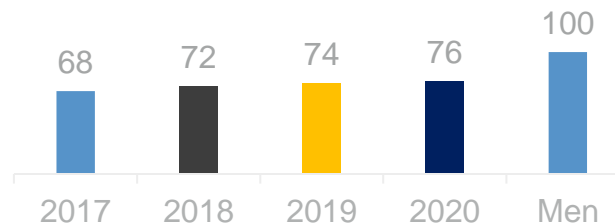


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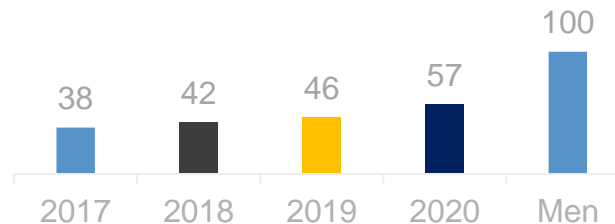
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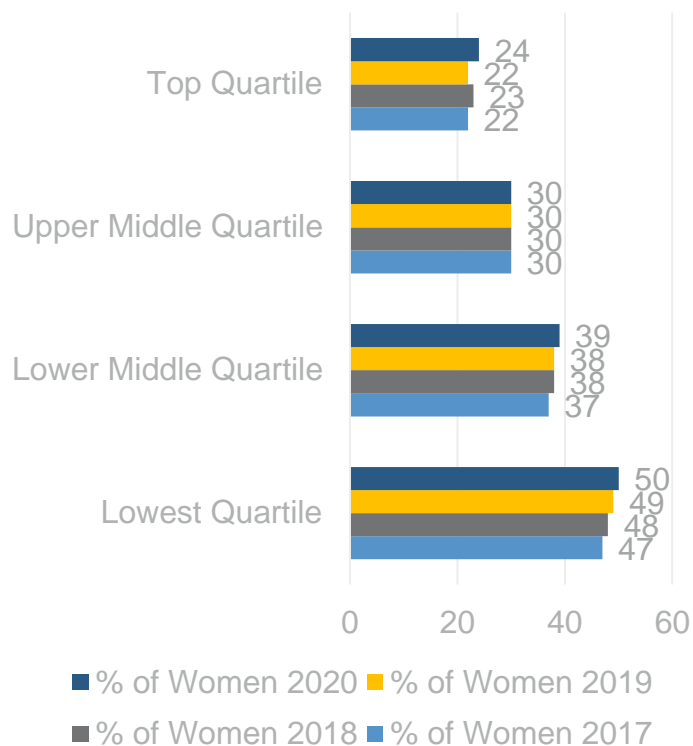
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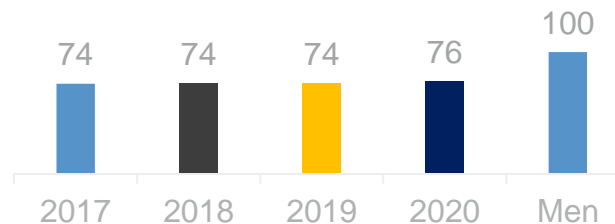


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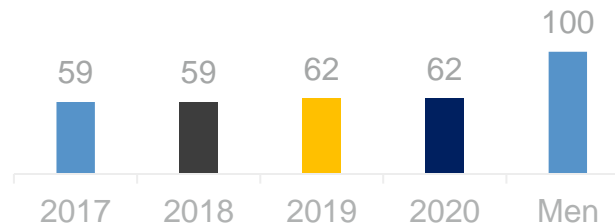
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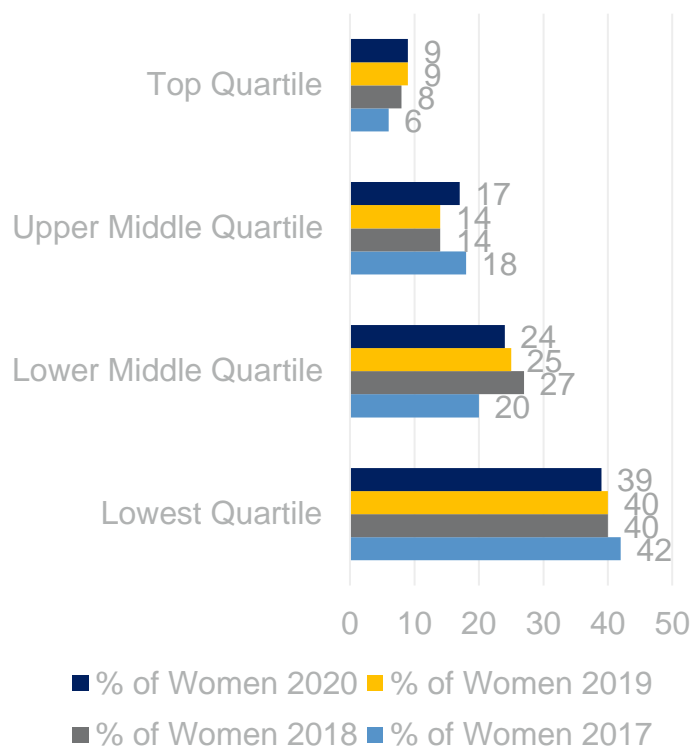


Data taken from group reports



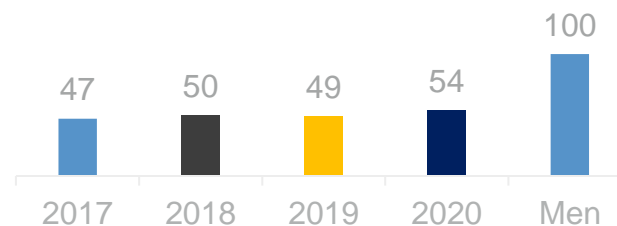


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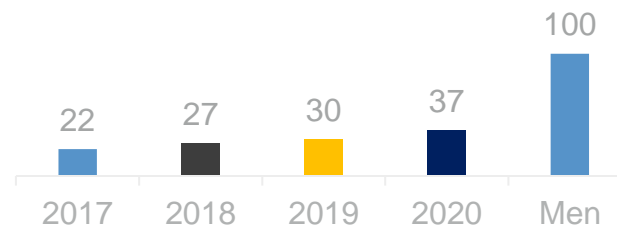
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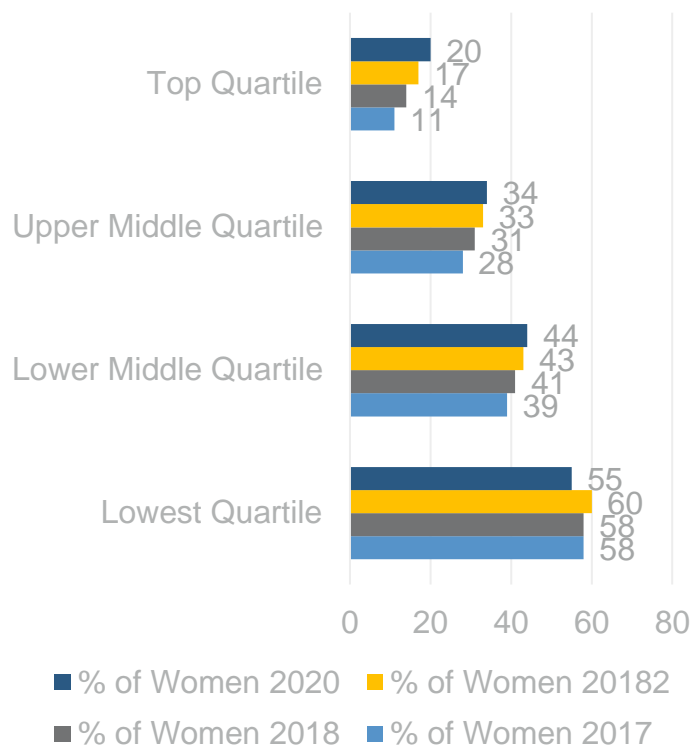
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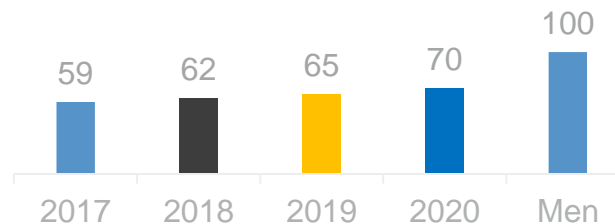


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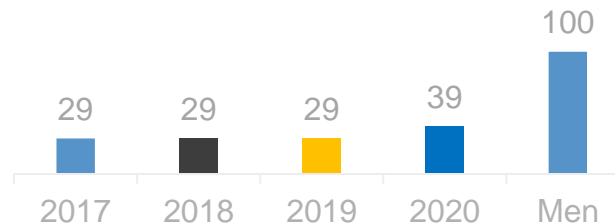
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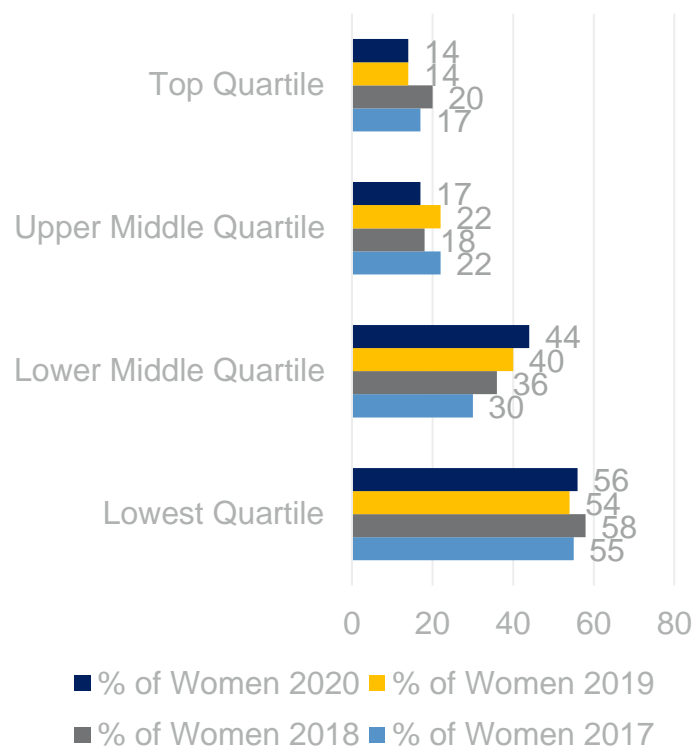
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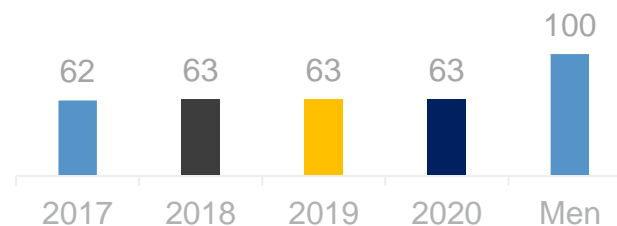


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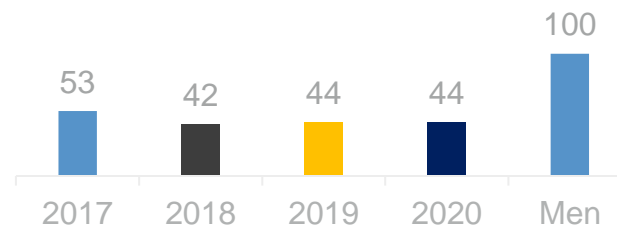
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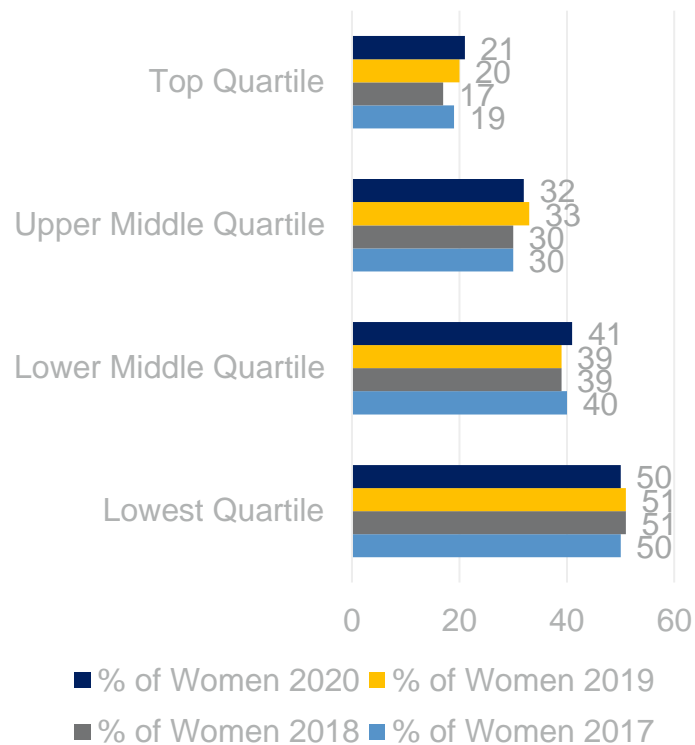
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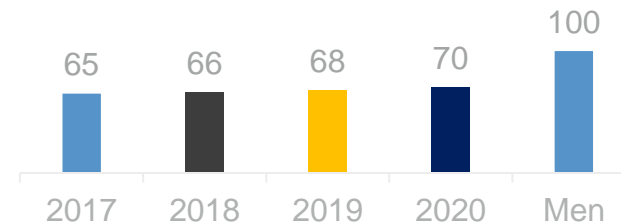


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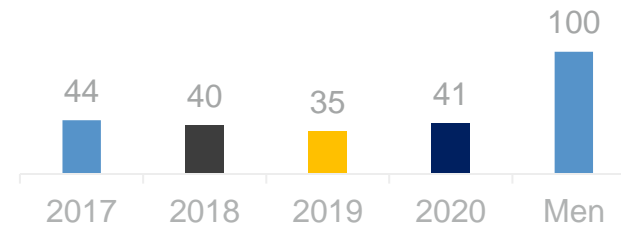
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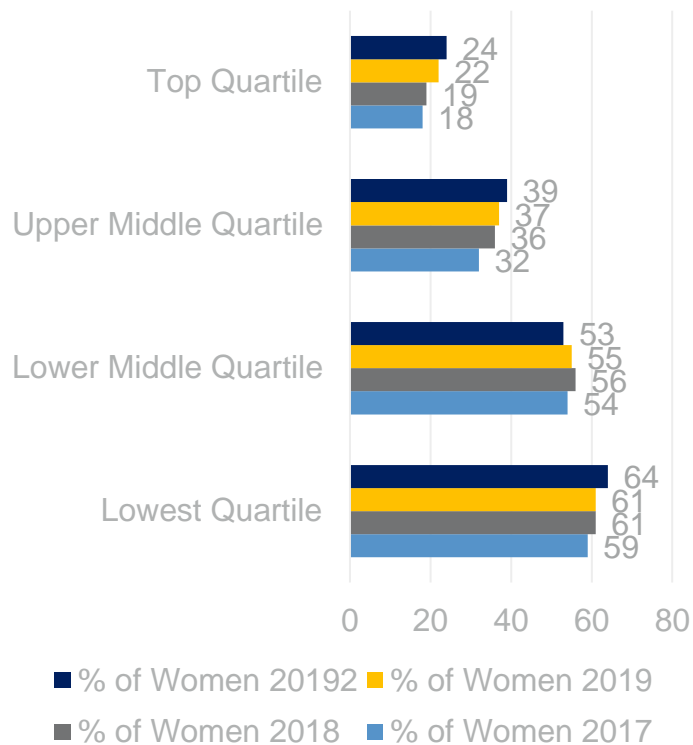
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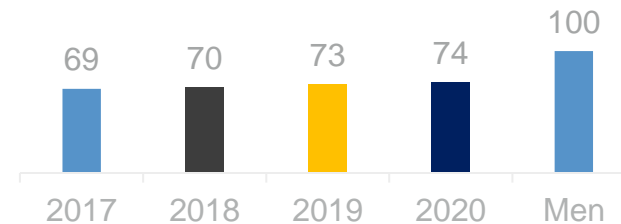


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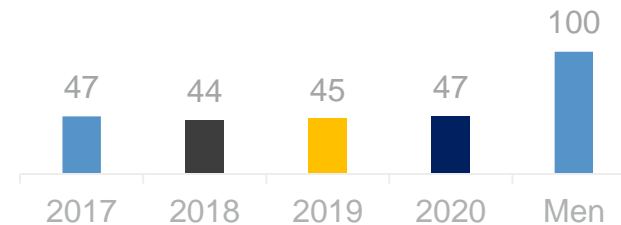
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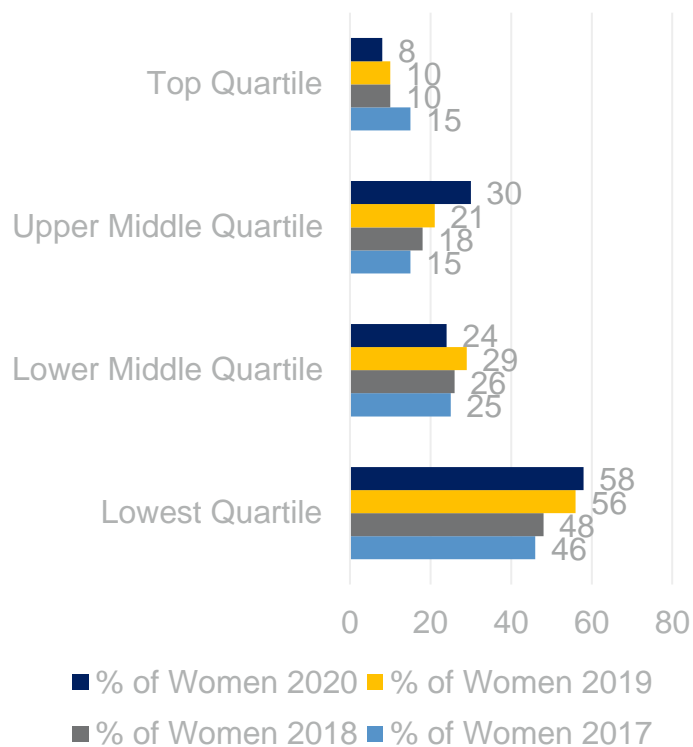
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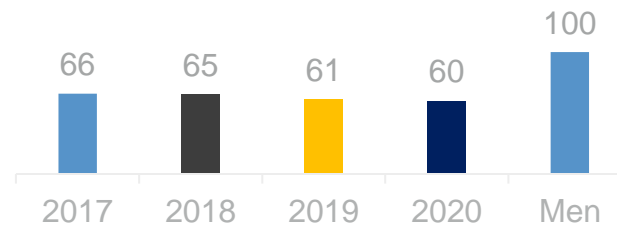


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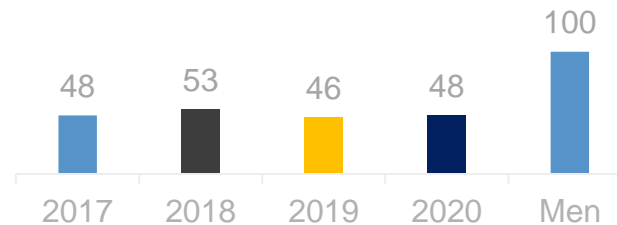
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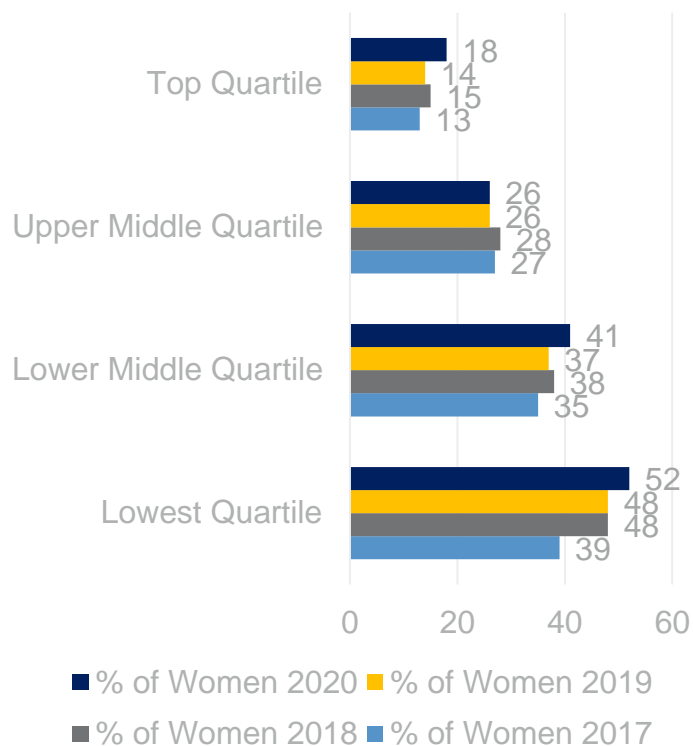
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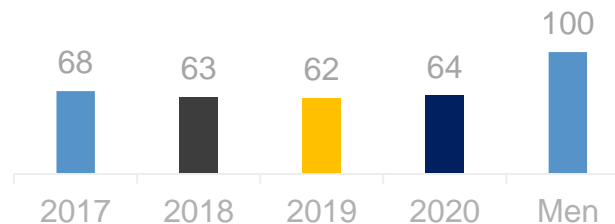
## Predicted year of gender parity – 2040

### Gender Pay Gap – Gender distribution by hourly pay



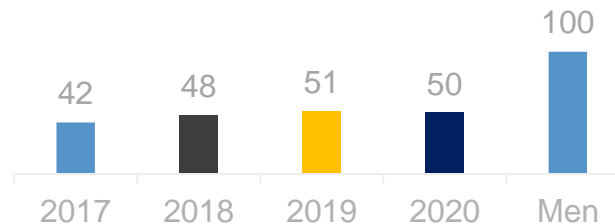
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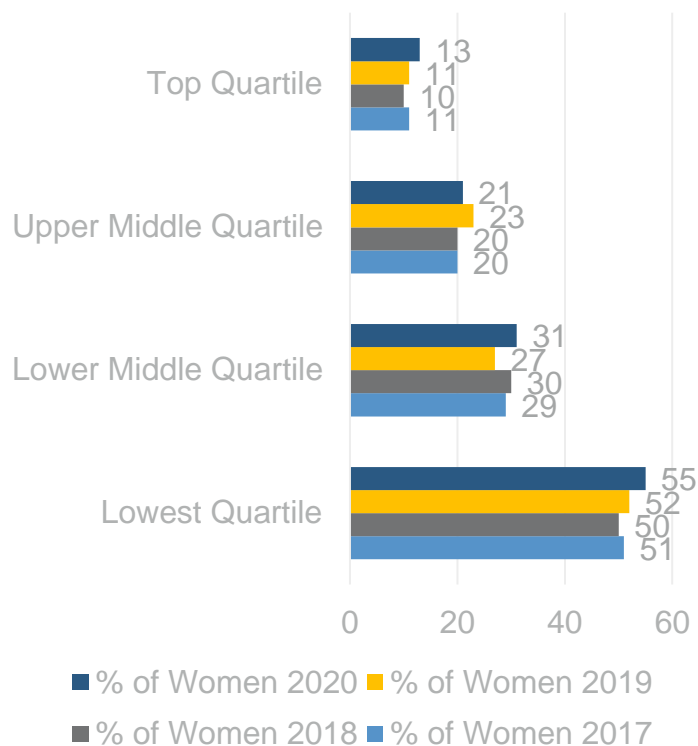
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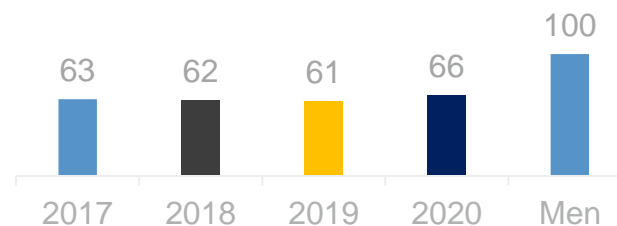


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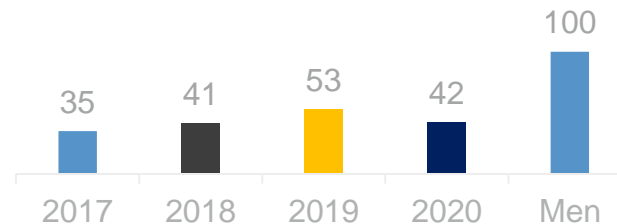
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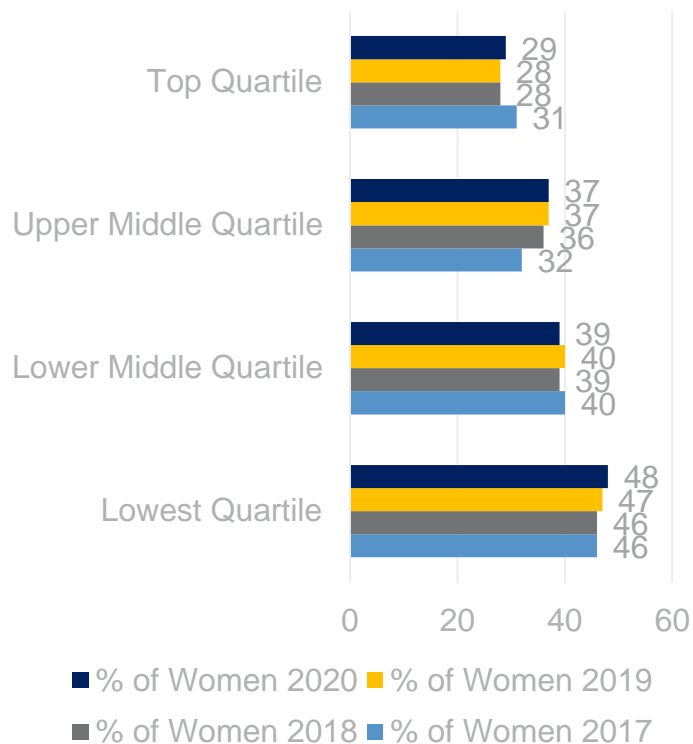
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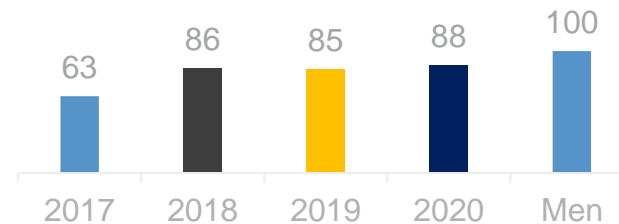


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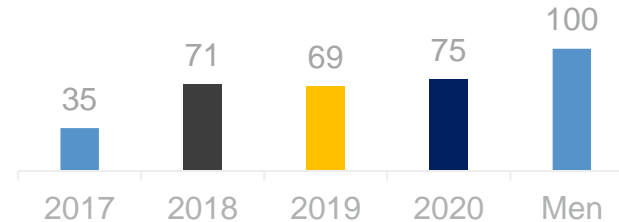
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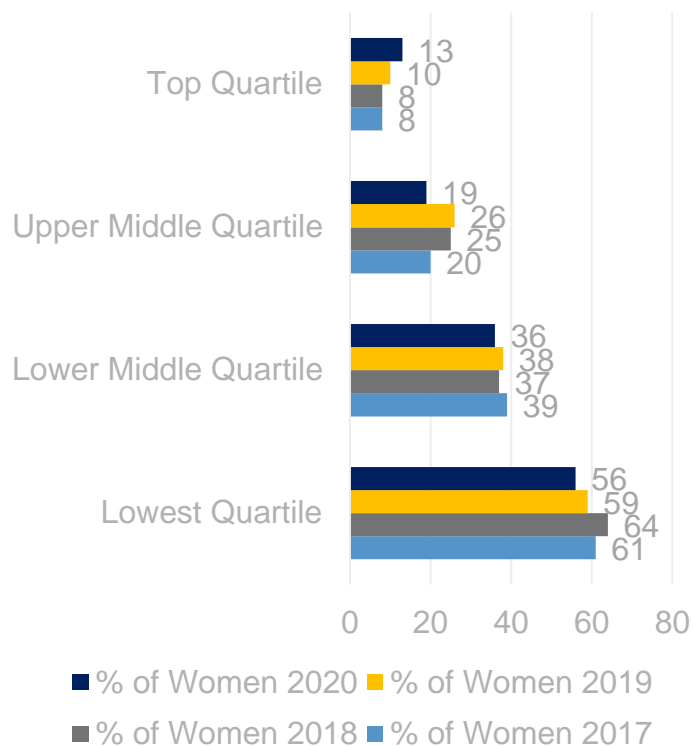


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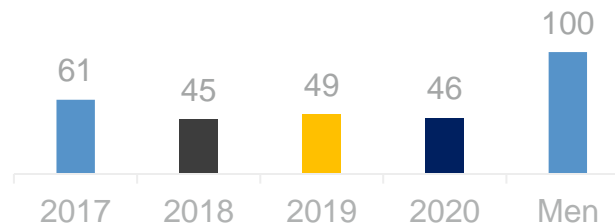


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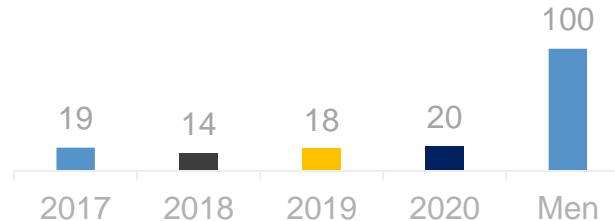
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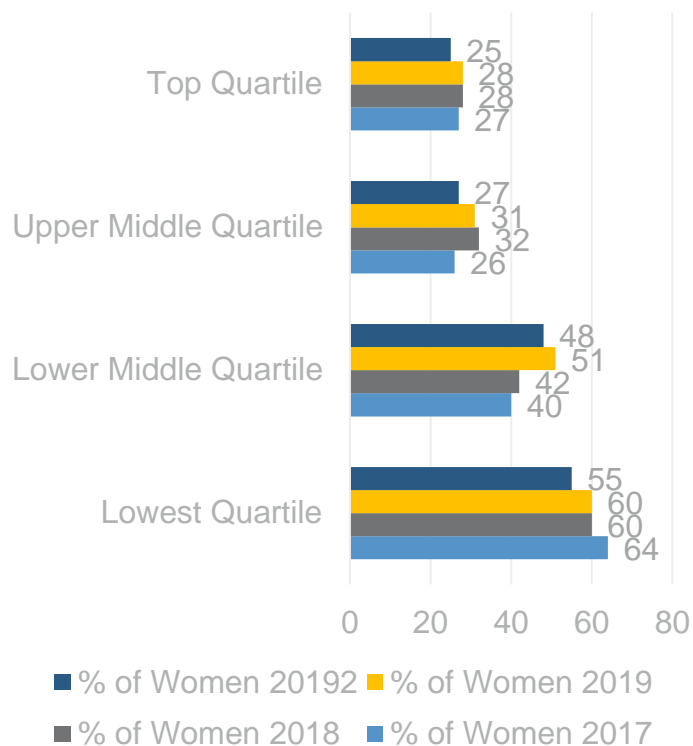


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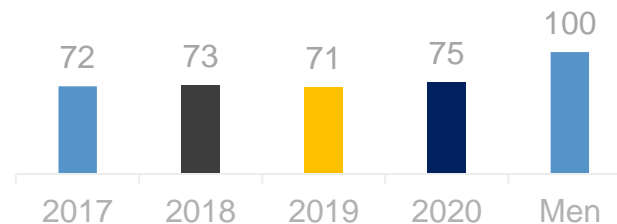


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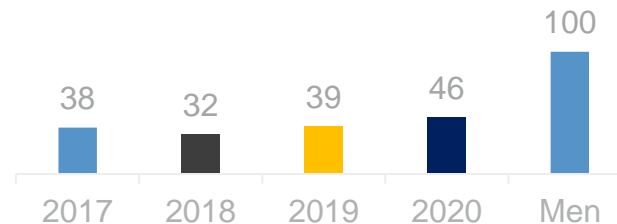
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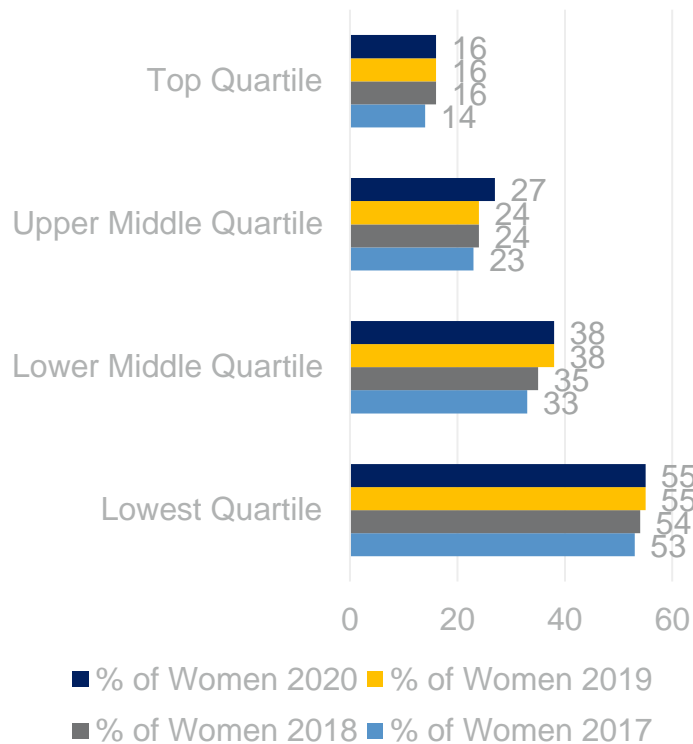


## Bonus Gap

In this organisation, women earnt x pence for every £1 that men earn when comparing median bonus pay.

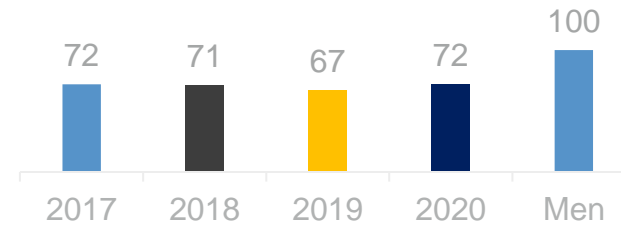


## Gender Pay Gap – Gender distribution by hourly pay



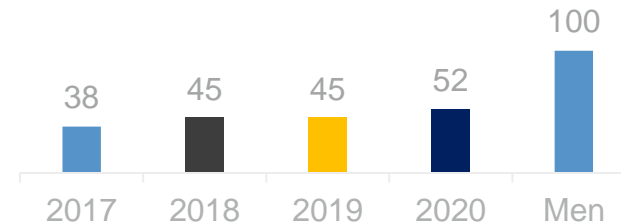
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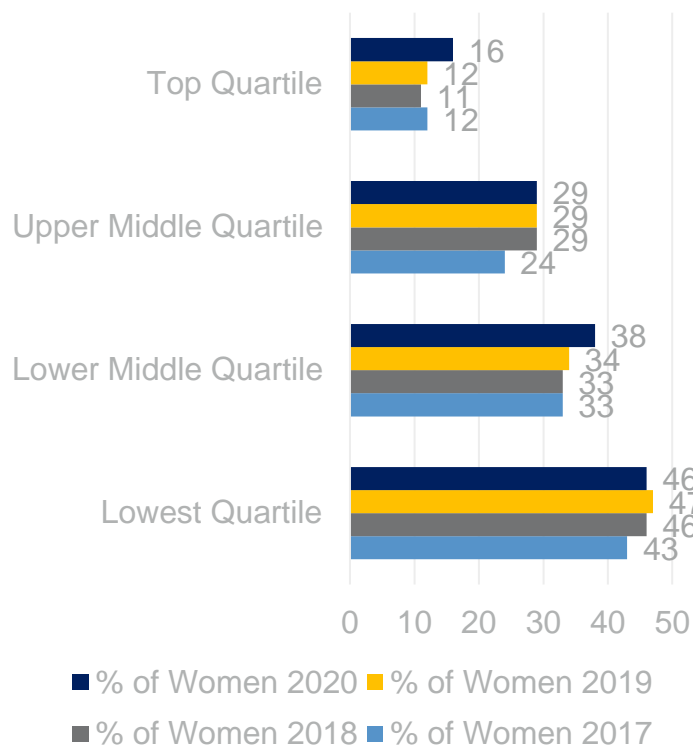
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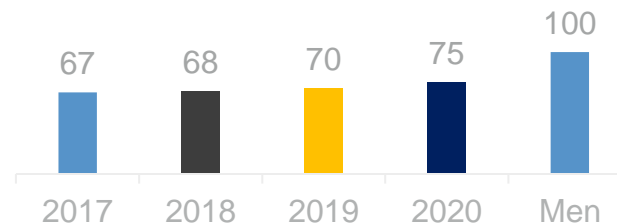


## Gender Pay Gap – Gender distribution by hourly pay



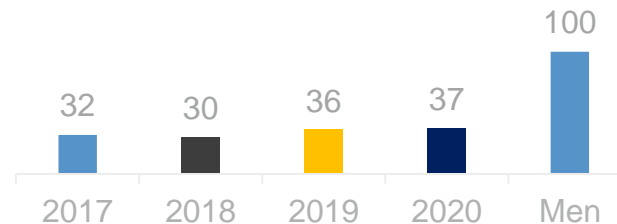
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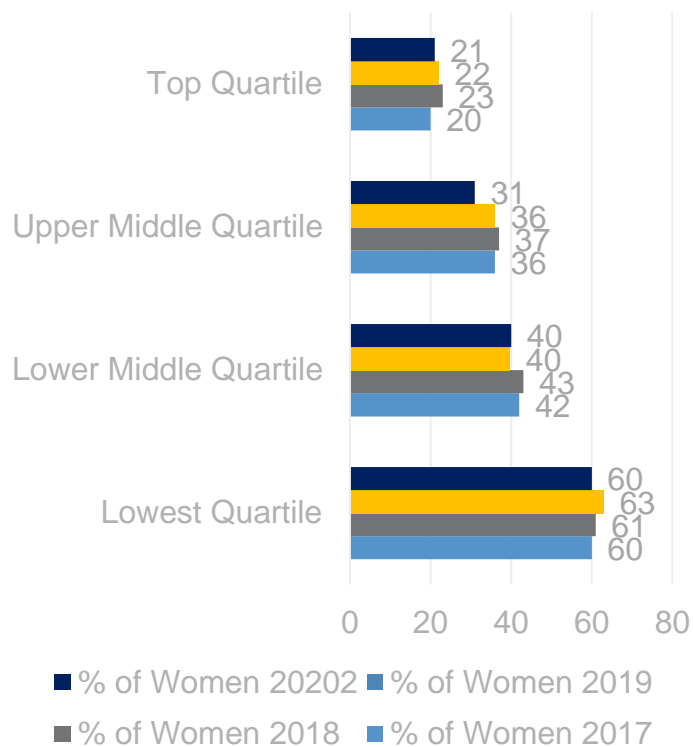
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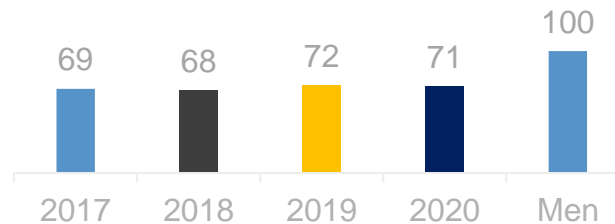


### Gender Pay Gap – Gender distribution by hourly pay



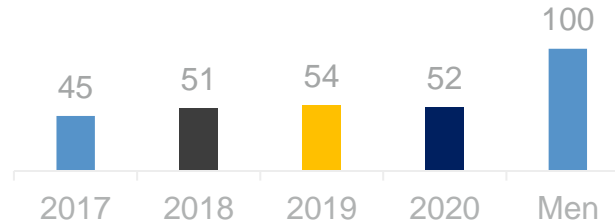
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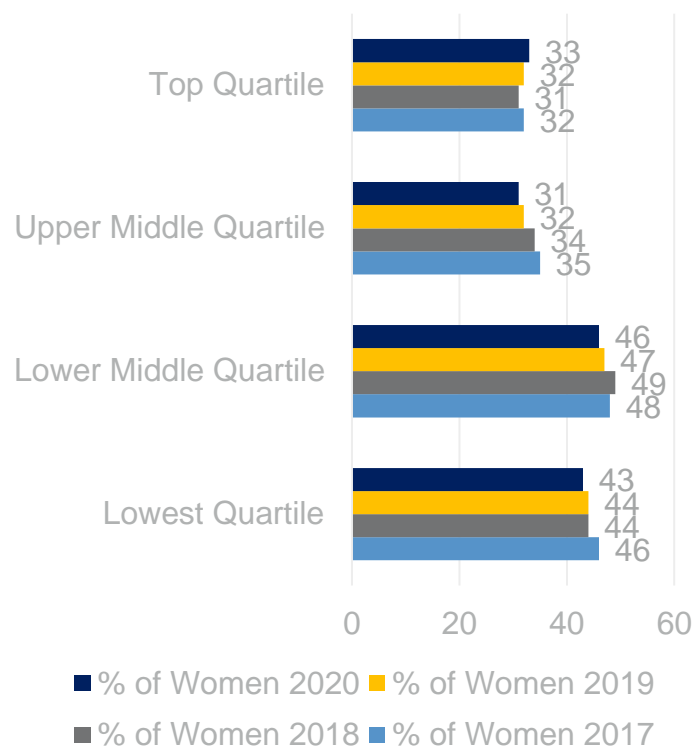
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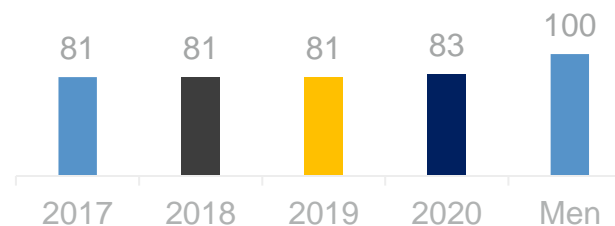
Taken from consolidated group reports. .

## Gender Pay Gap – Gender distribution by hourly pay



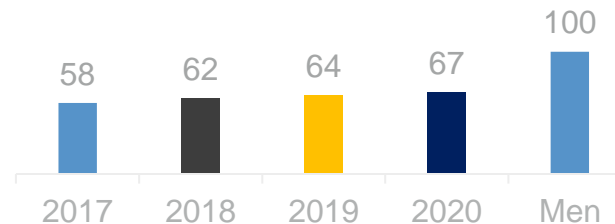
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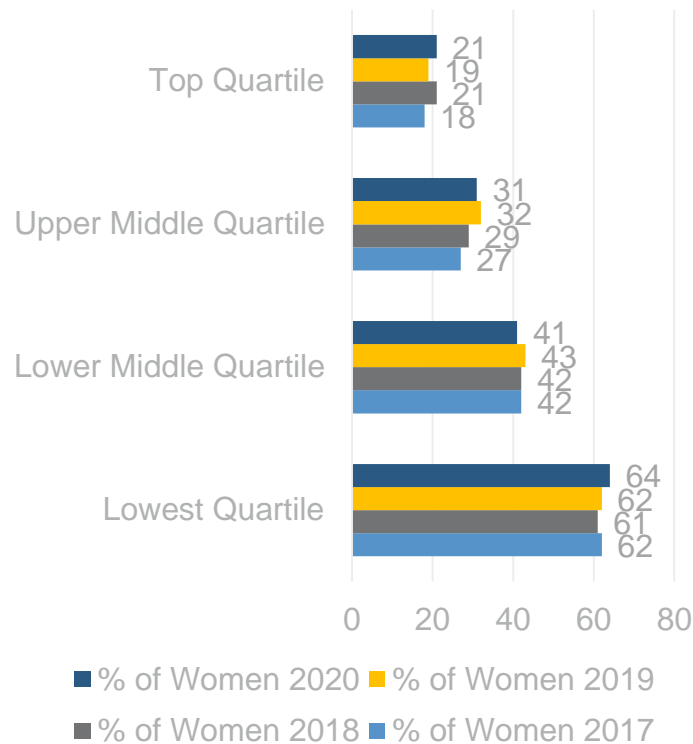
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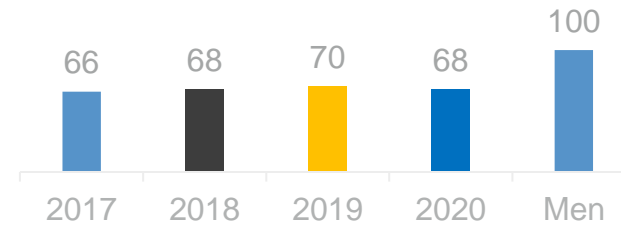


## Gender Pay Gap – Gender distribution by hourly pay



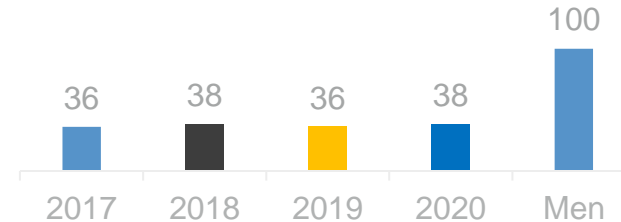
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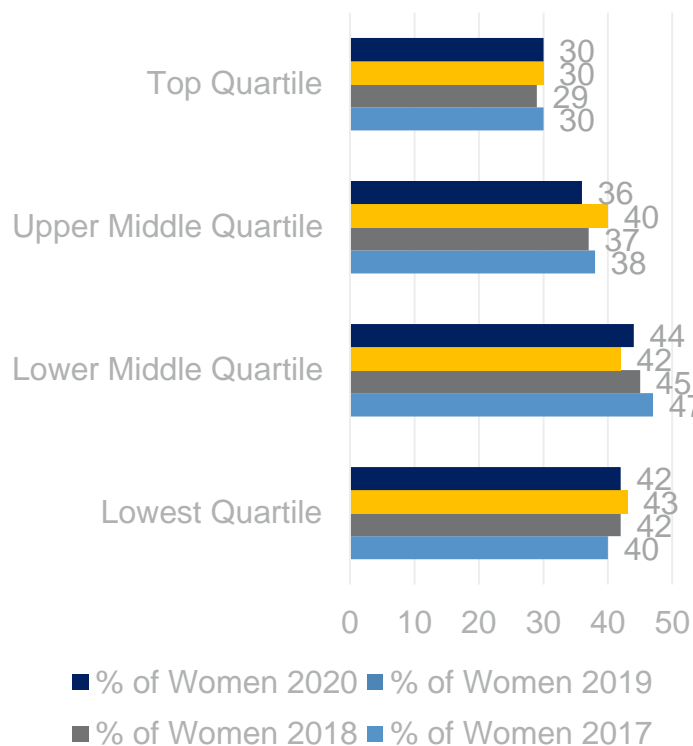
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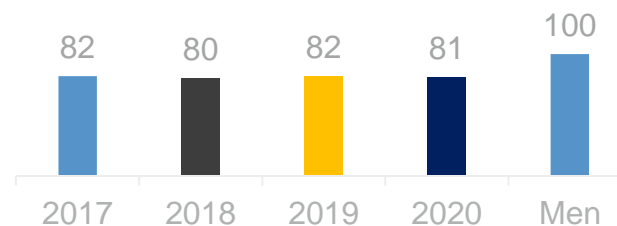


## Gender Pay Gap – Gender distribution by hourly pay



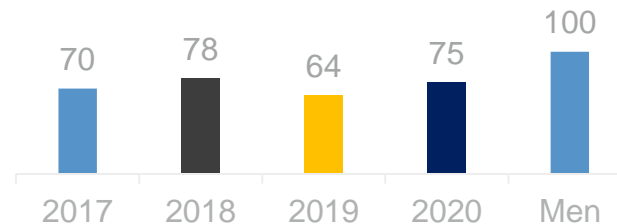
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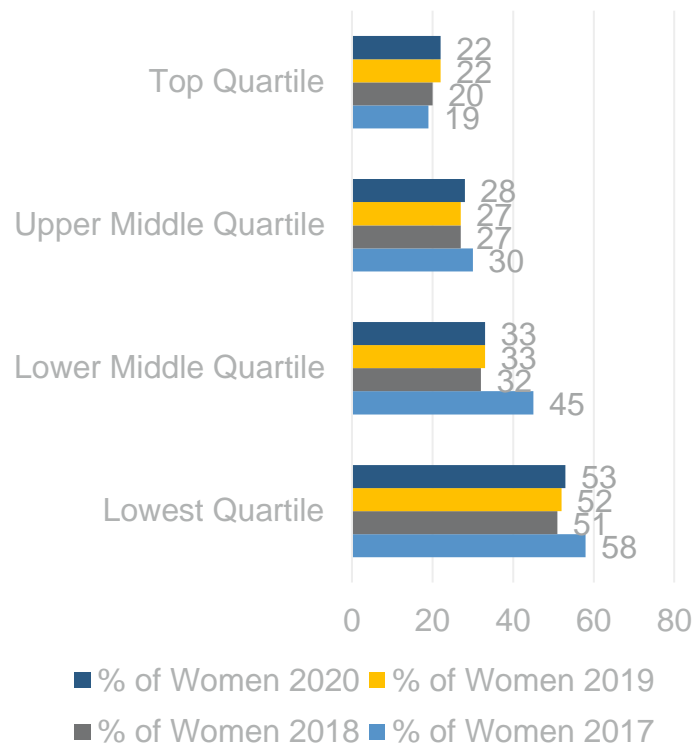


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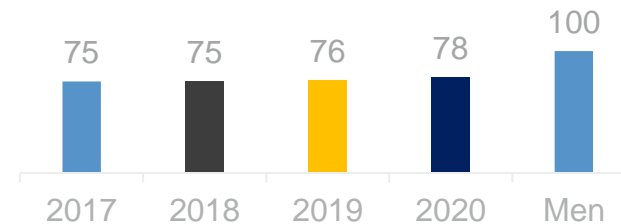


## Gender Pay Gap – Gender distribution by hourly pay



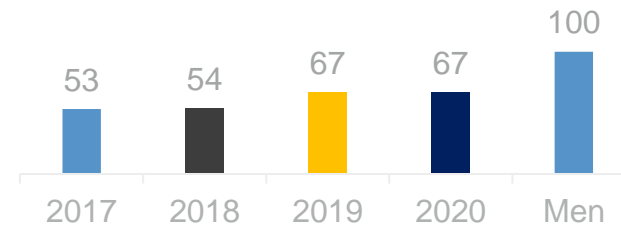
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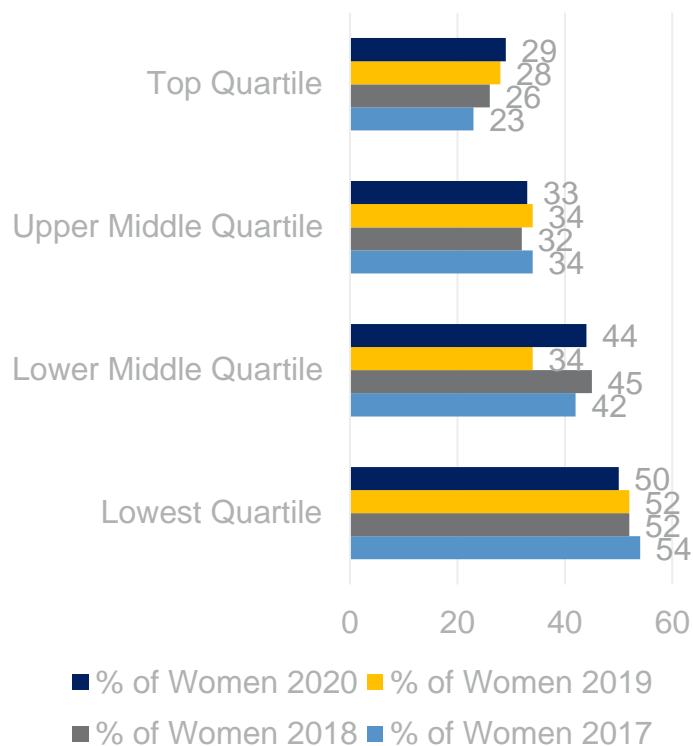
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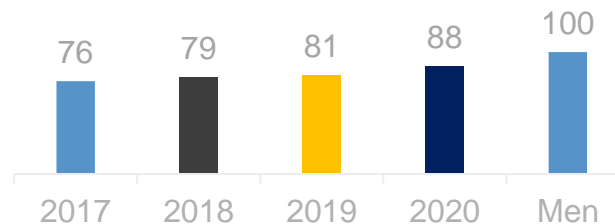
Consolidated data from firms gender pay gap report.

### Gender Pay Gap – Gender distribution by hourly pay



### Wage Gap

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### Bonus Gap

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