



The Gender Pay Gap Over Time

Corporate and Investment Banking

2017 - 2021

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.

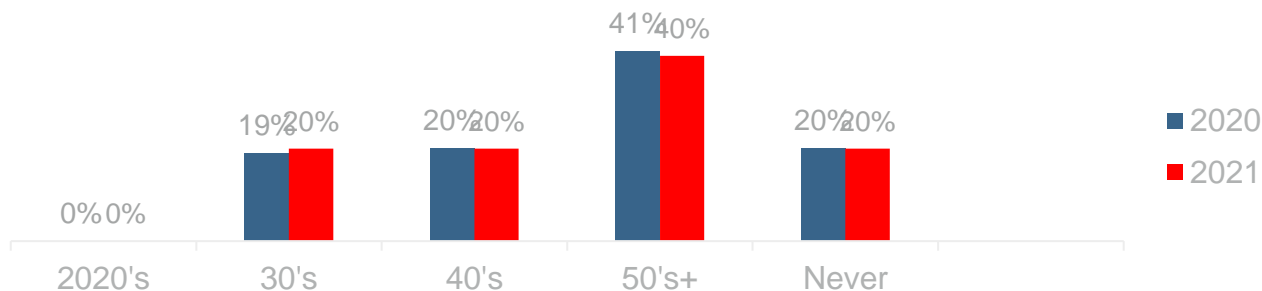
Notes:

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 13 April 2022.
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.

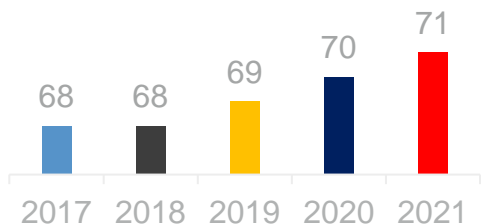


Commentary & Analysis – Corporate and Investment Banking

% of all firms predicted to be reaching gender parity by decade (equal no. of men and women in top quartile earning roles)



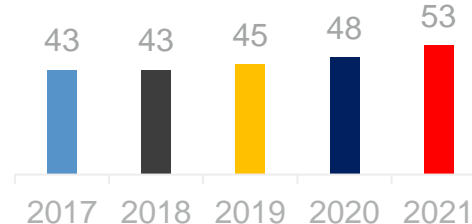
Mean Average Pay Gap



Women earnt x pence for every £1 that men earn

Pay Parity at current progress - 2060

Mean Average Bonus Gap

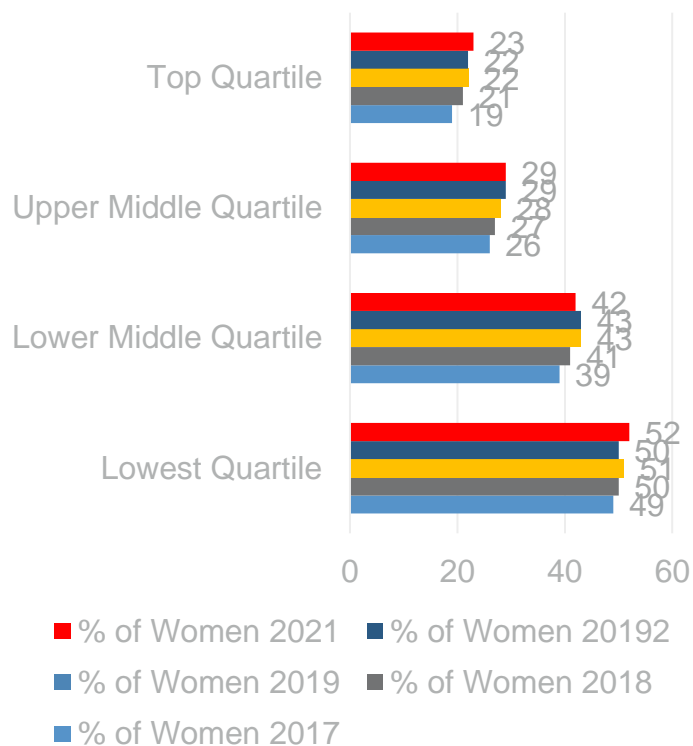


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Bonus Parity at current progress - 2040

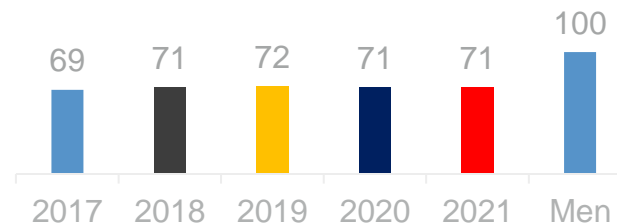


Gender Pay Gap – Gender distribution by hourly pay



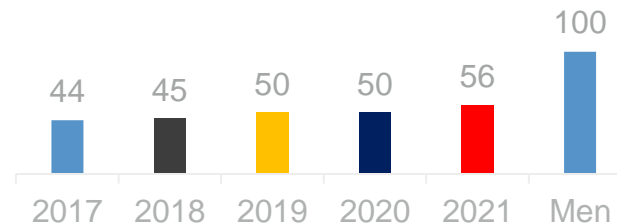
Wage Gap

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



Bonus Gap

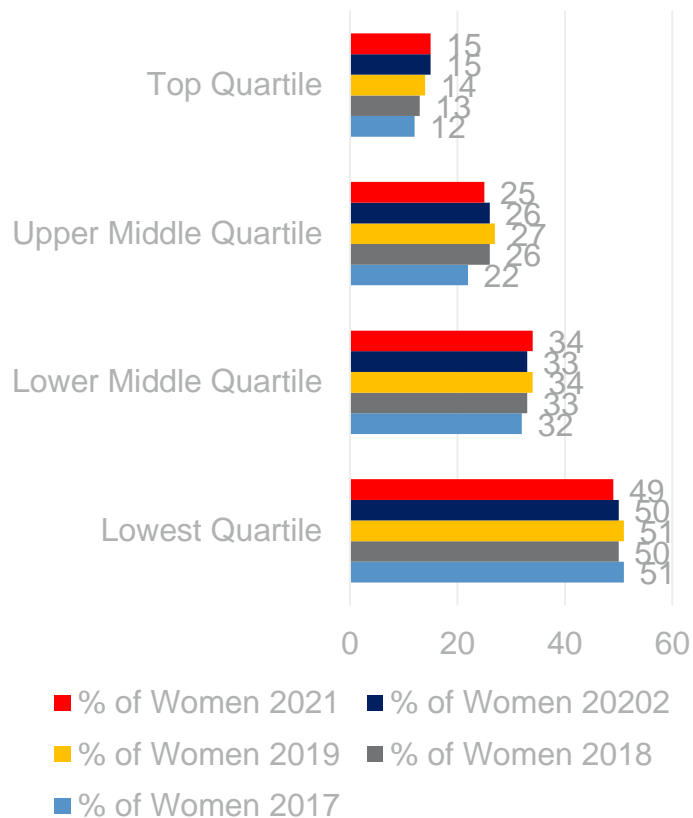
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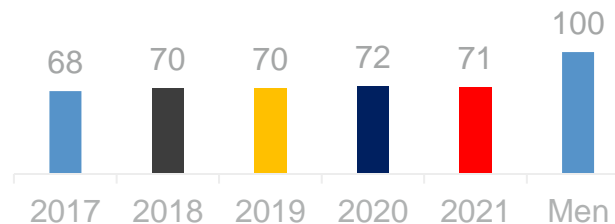


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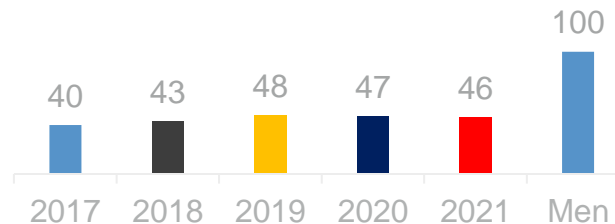
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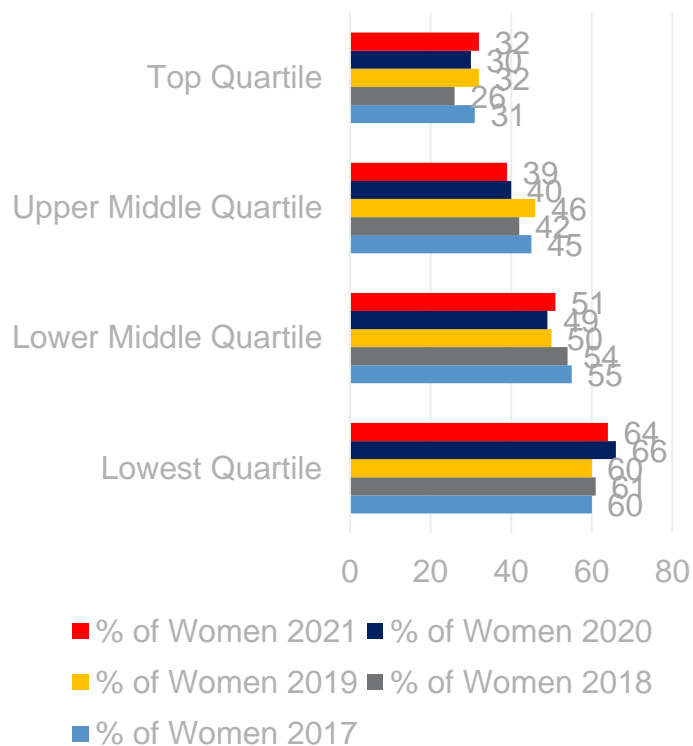
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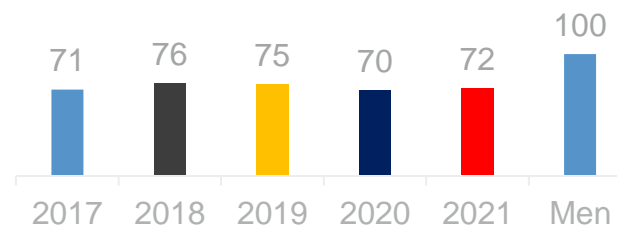


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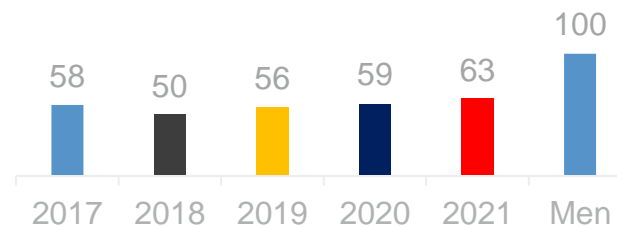
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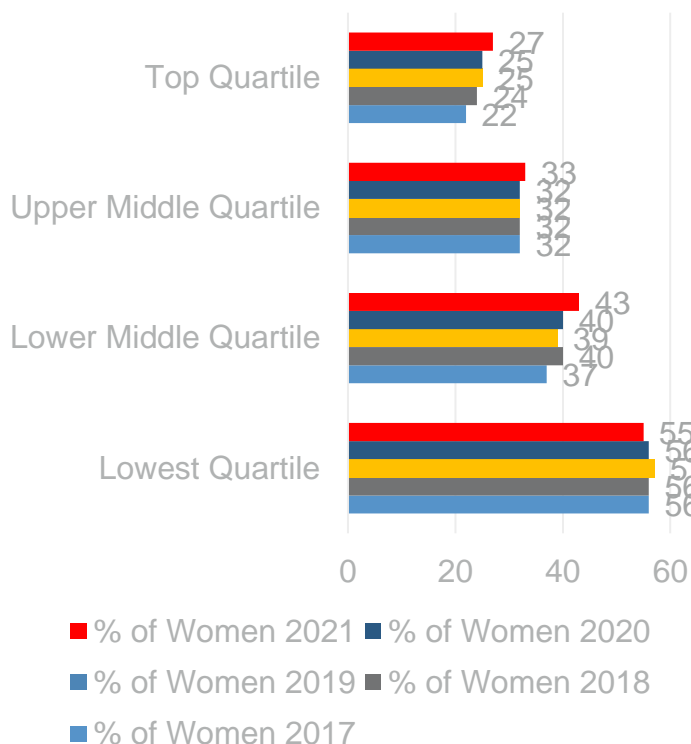
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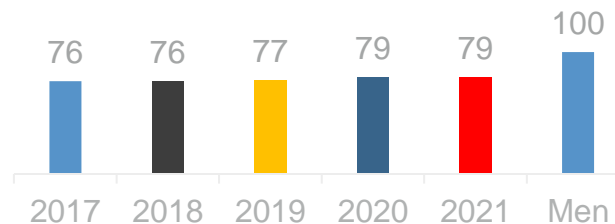


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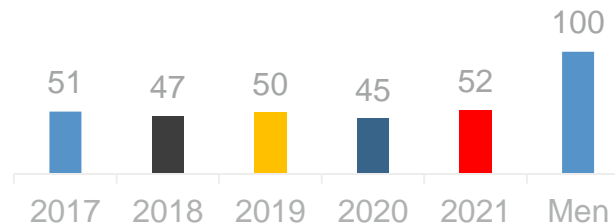
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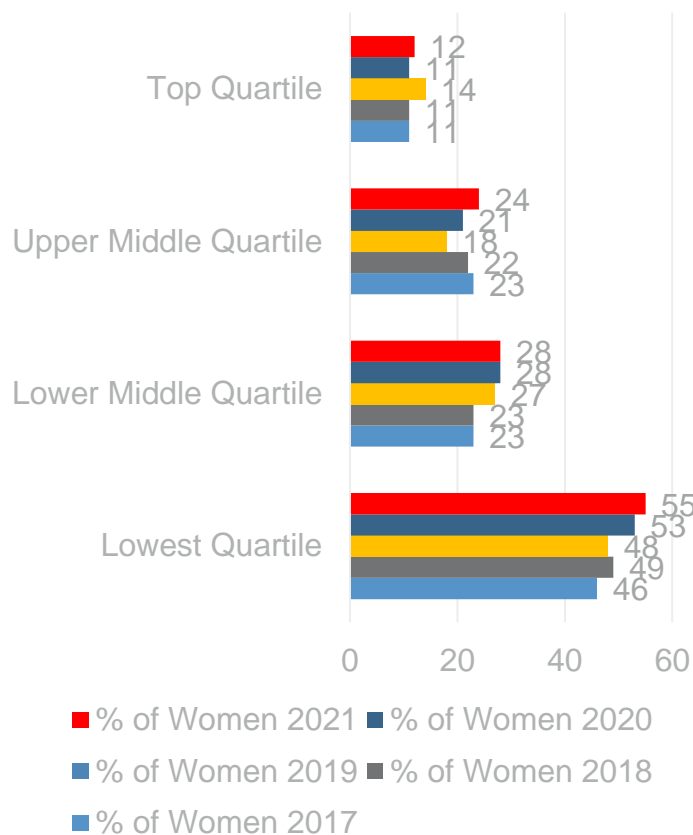
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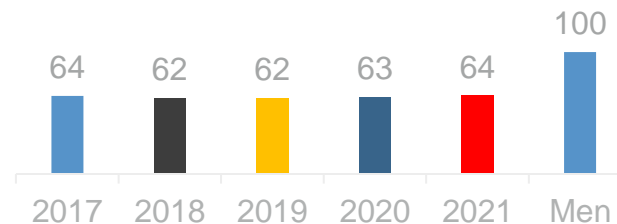


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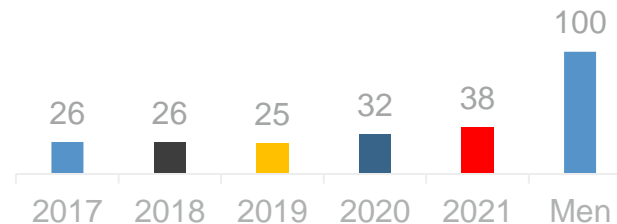
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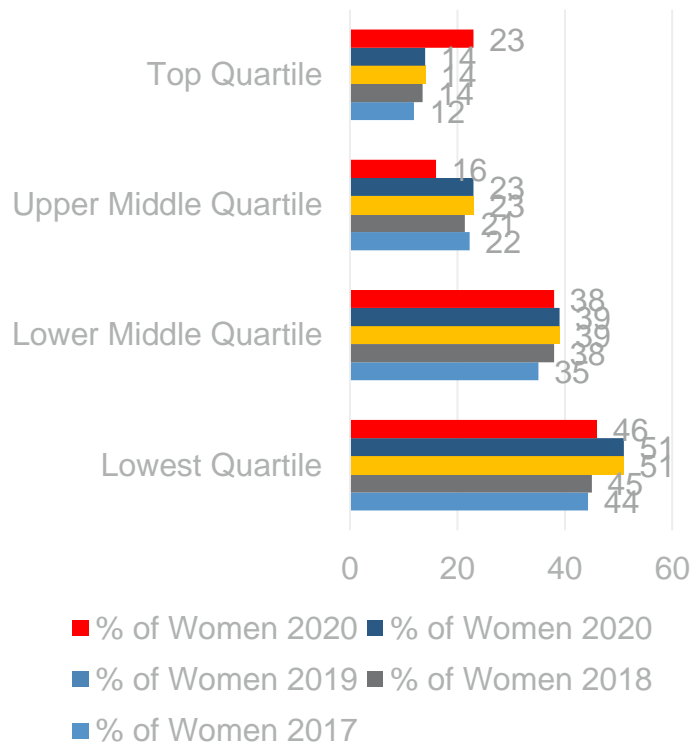
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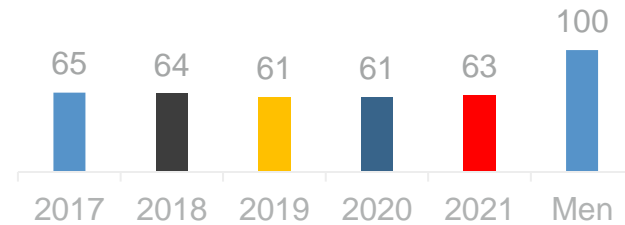


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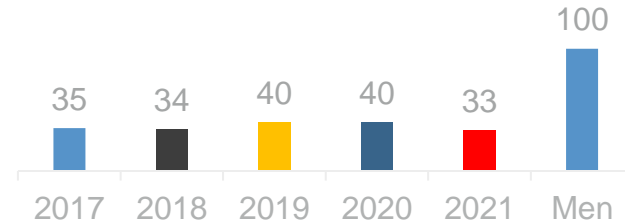
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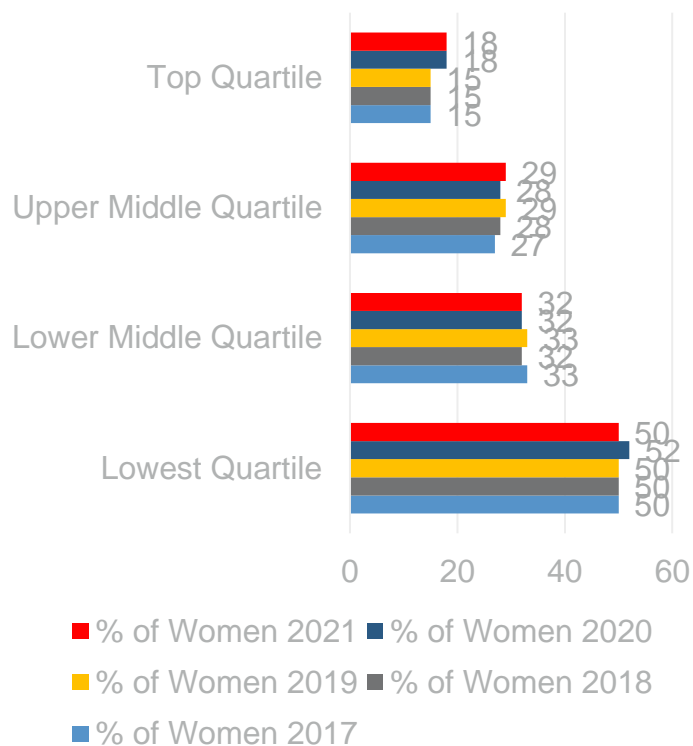
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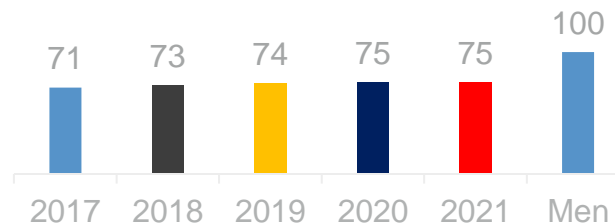


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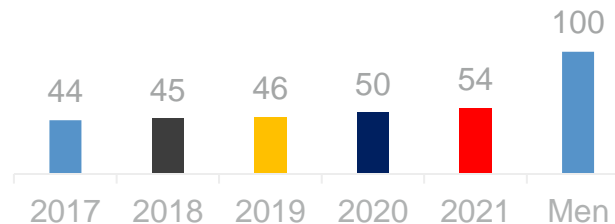
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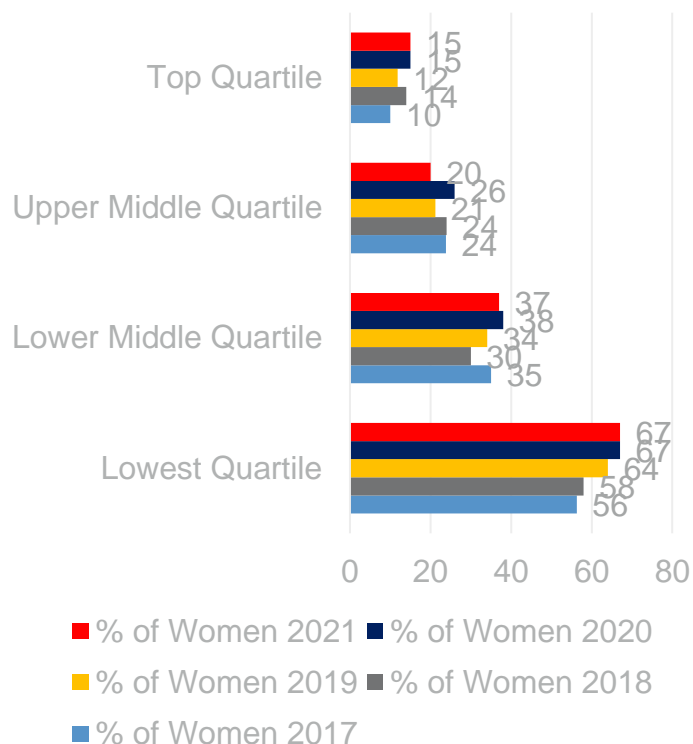
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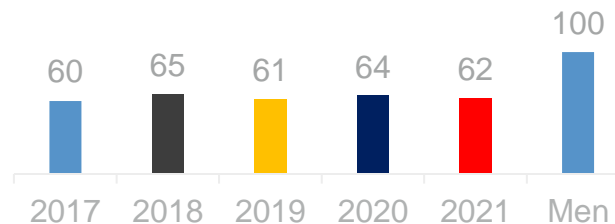
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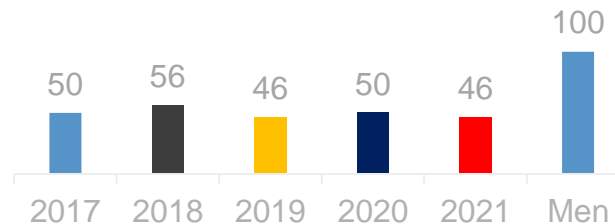
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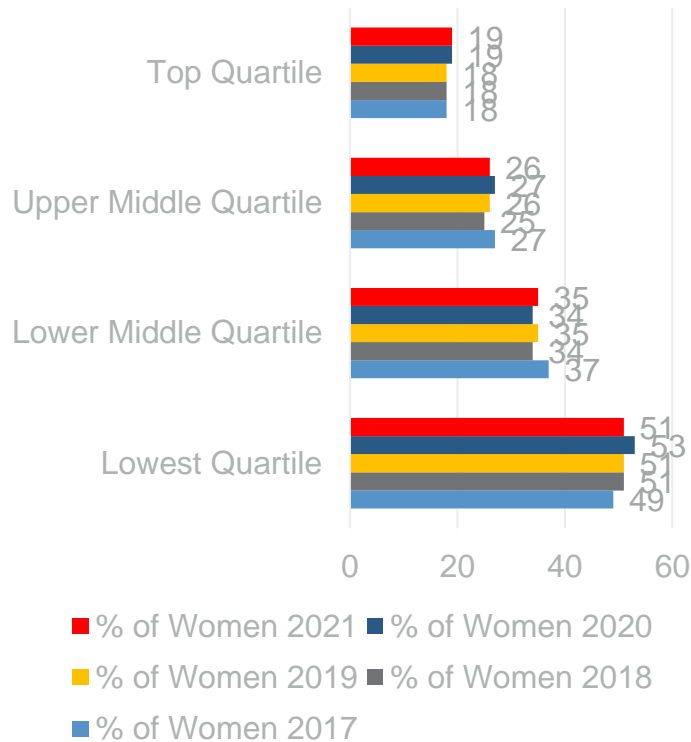
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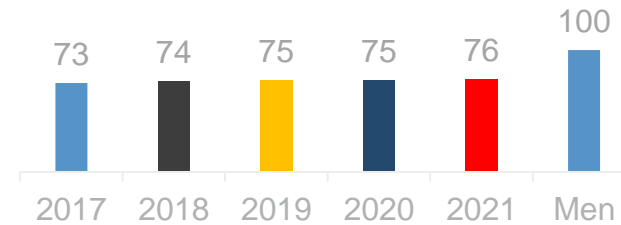


Gender Pay Gap – Gender distribution by hourly pay



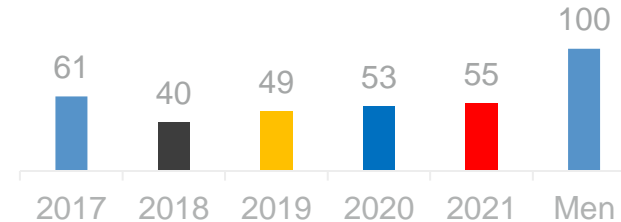
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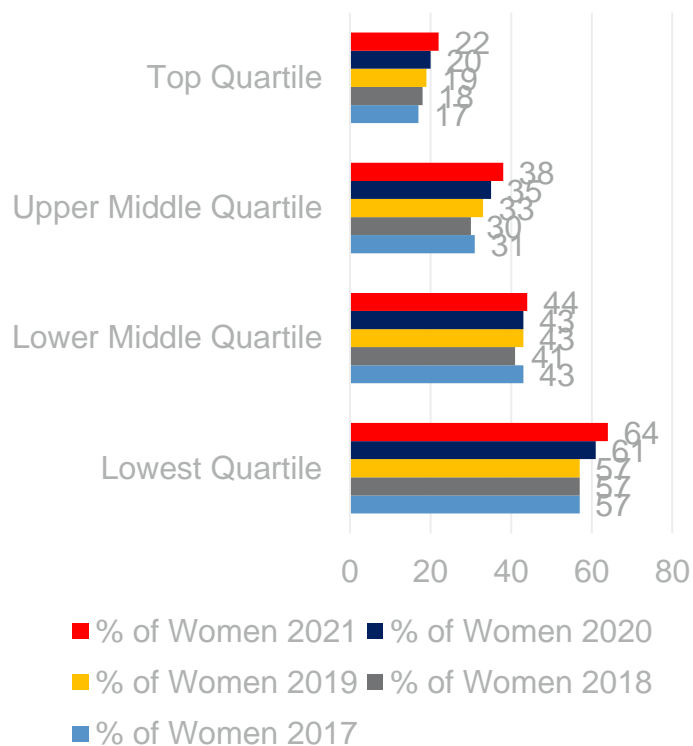
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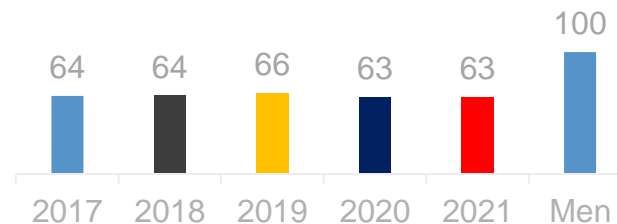


Gender Pay Gap – Gender distribution by hourly pay*



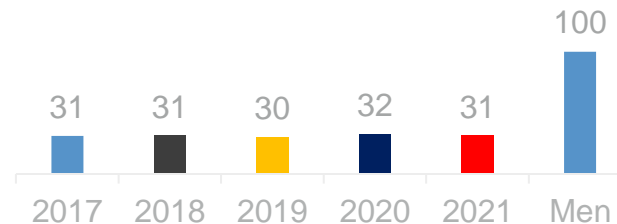
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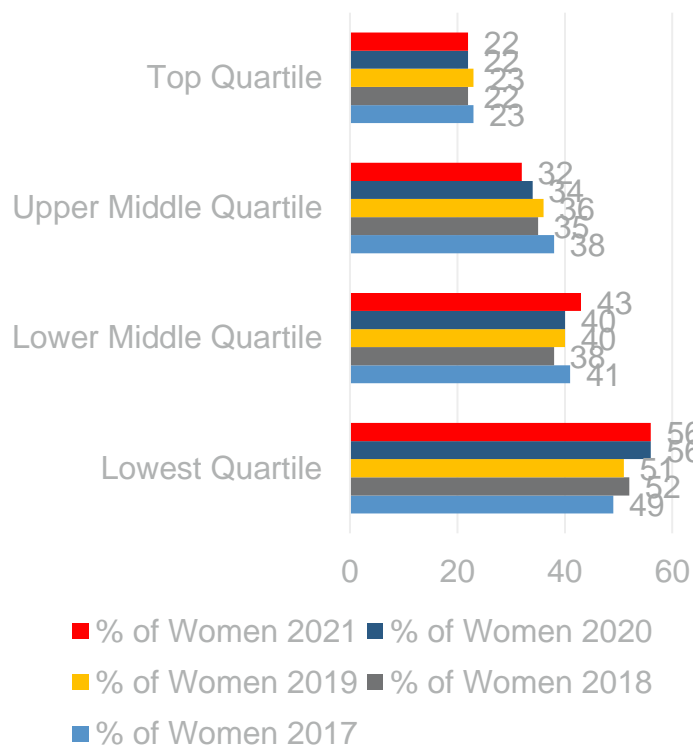
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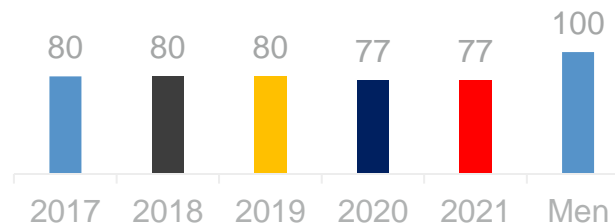


Gender Pay Gap – Gender distribution by hourly pay



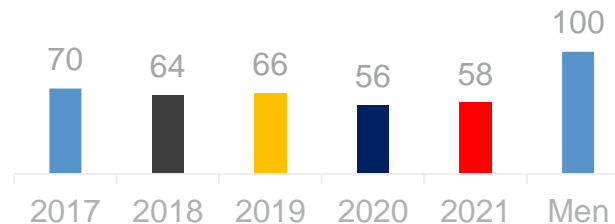
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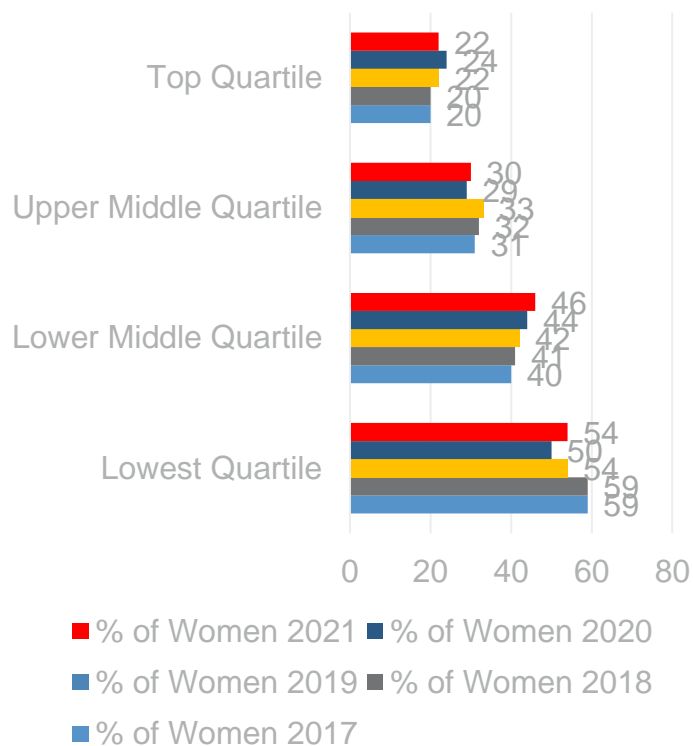
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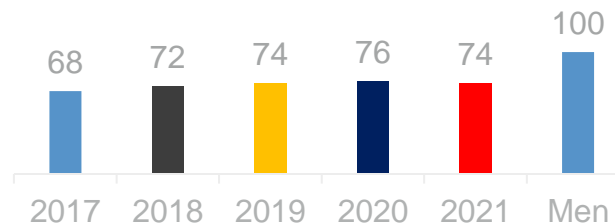


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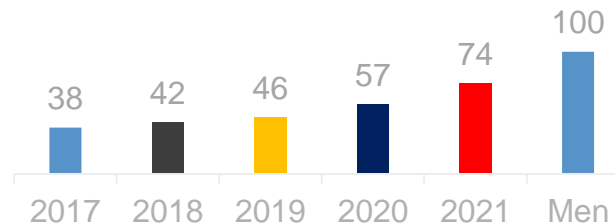
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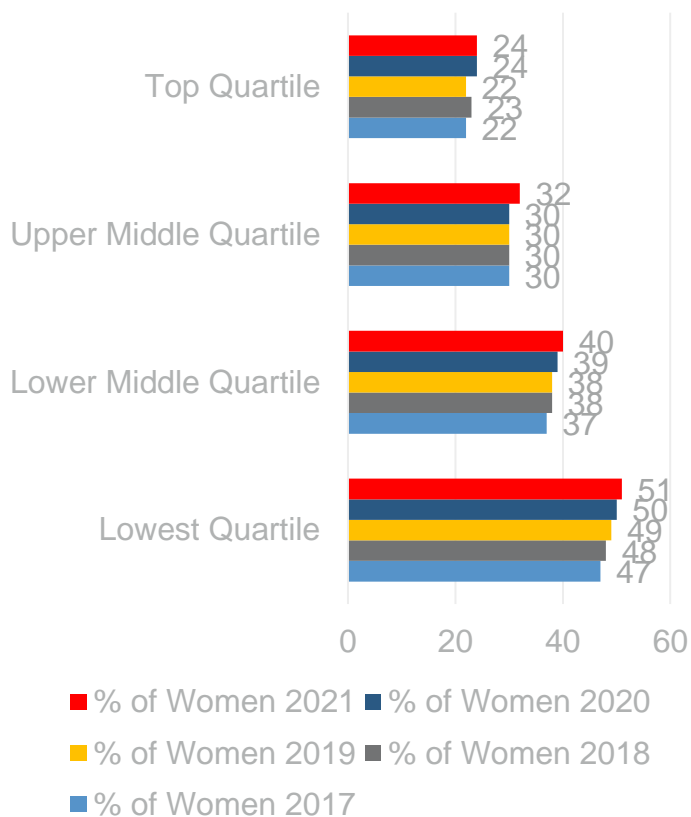
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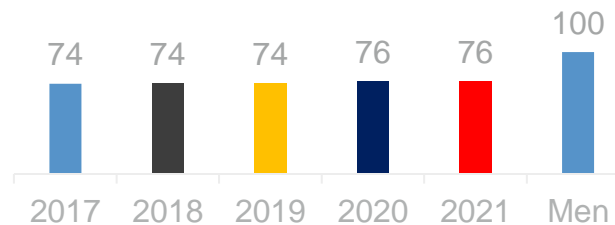


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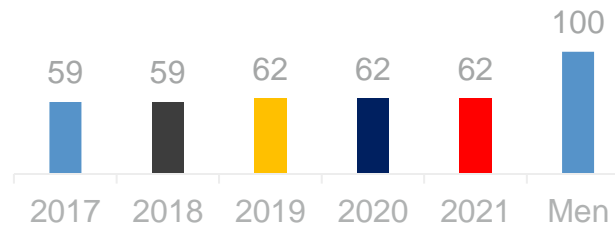
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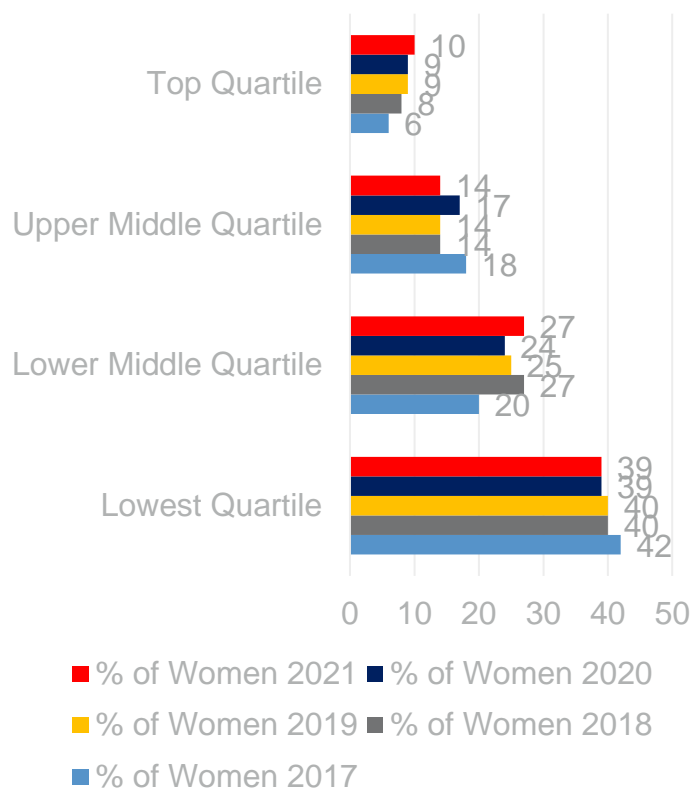
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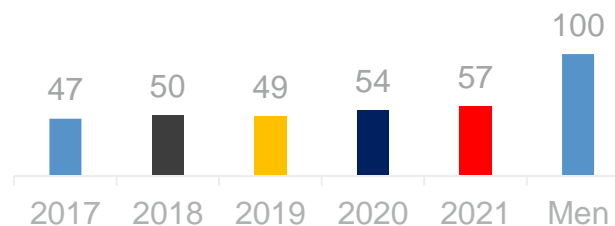


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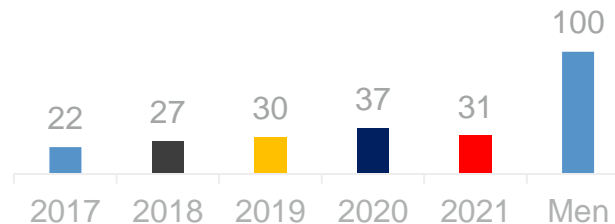
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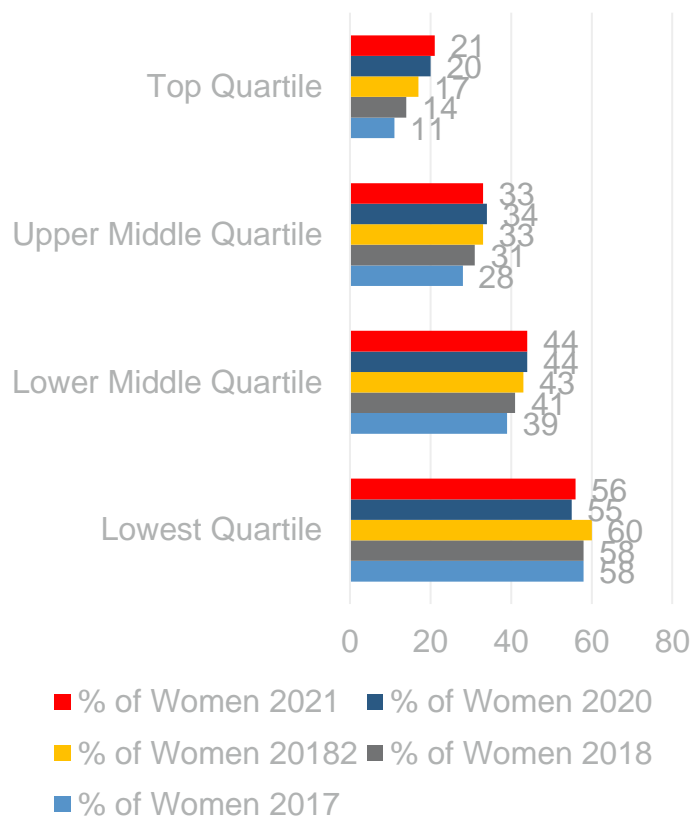
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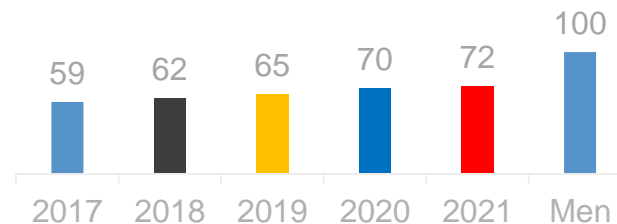
Gender Pay Gap – Gender distribution by hourly pay



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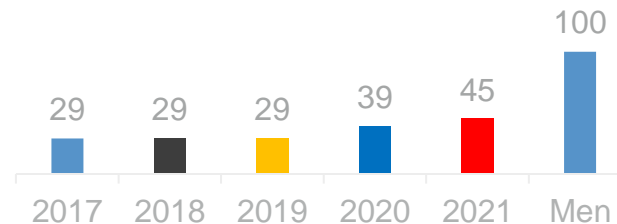
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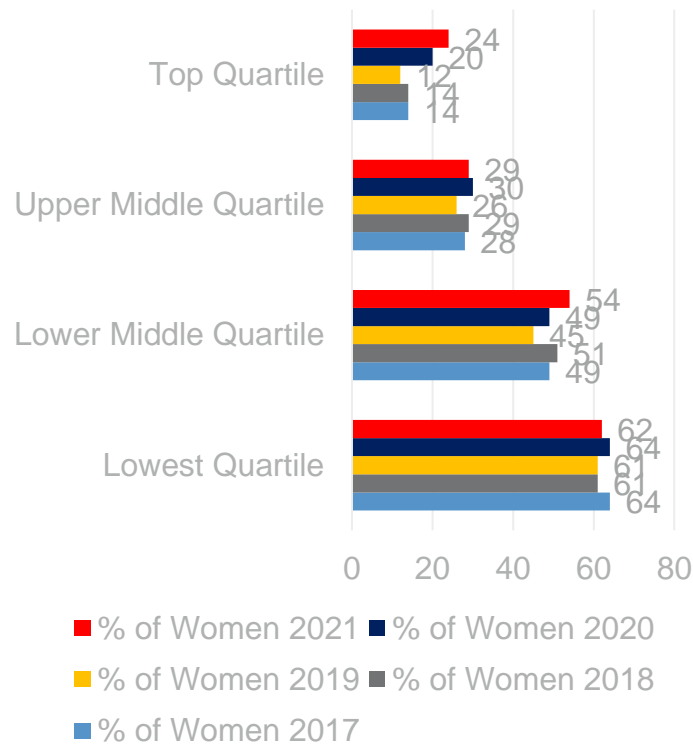
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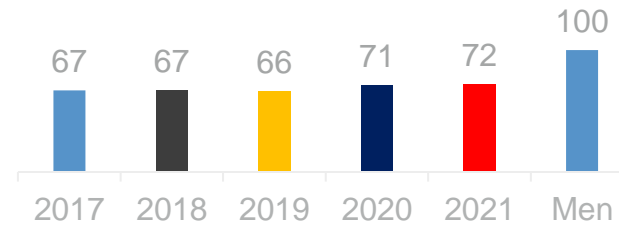


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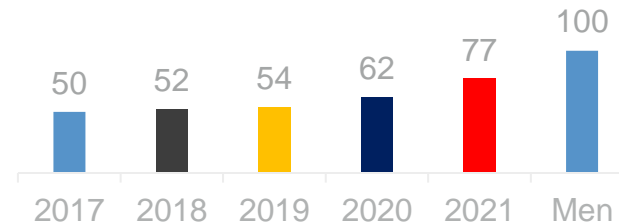
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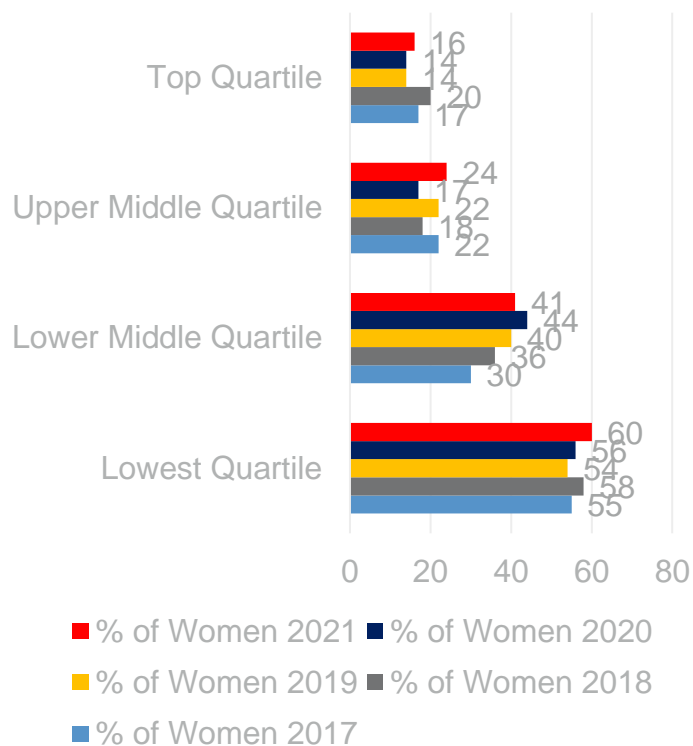
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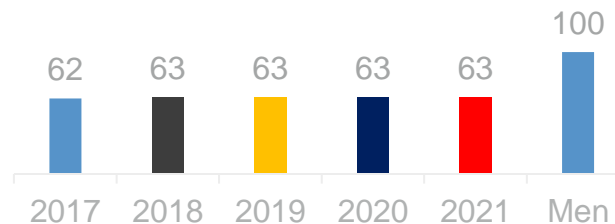


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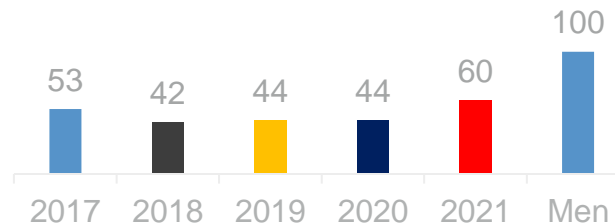
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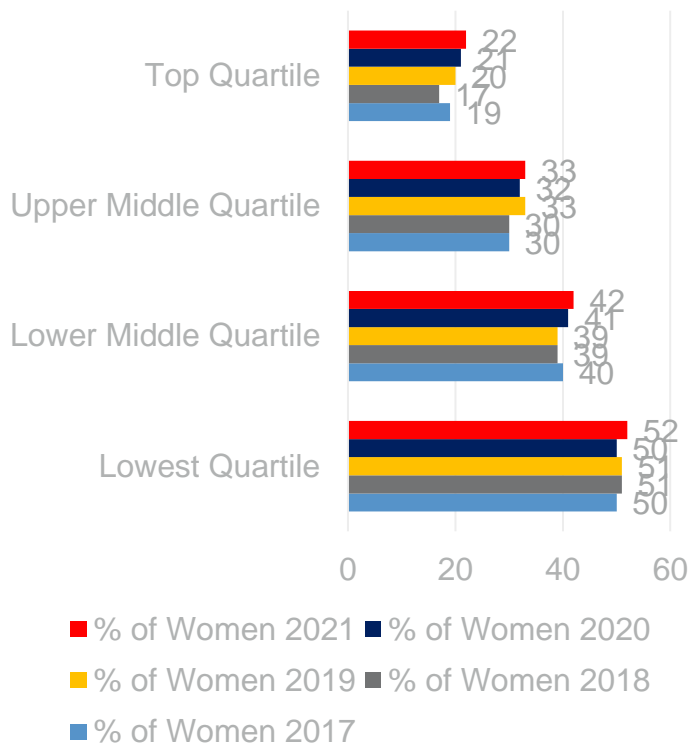
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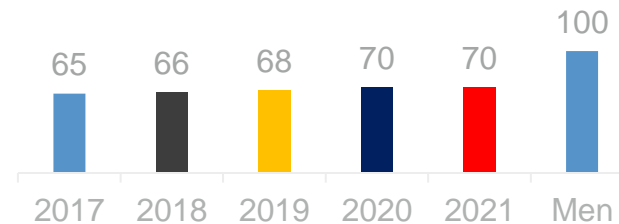


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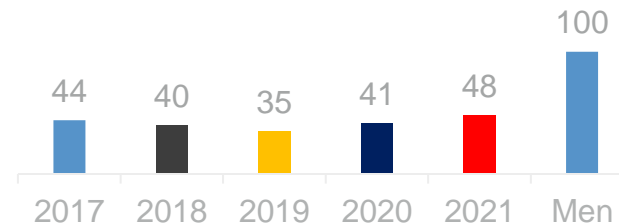
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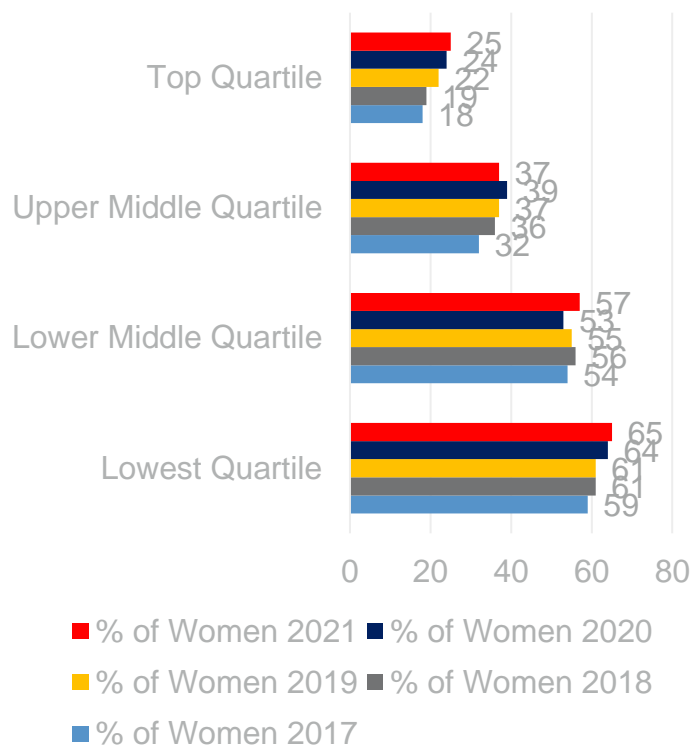
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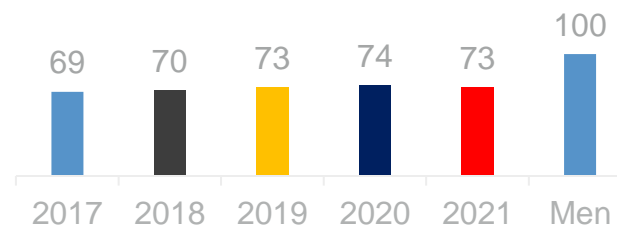


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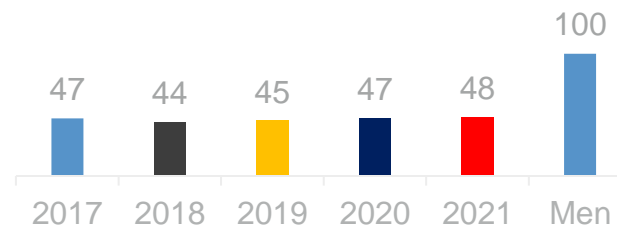
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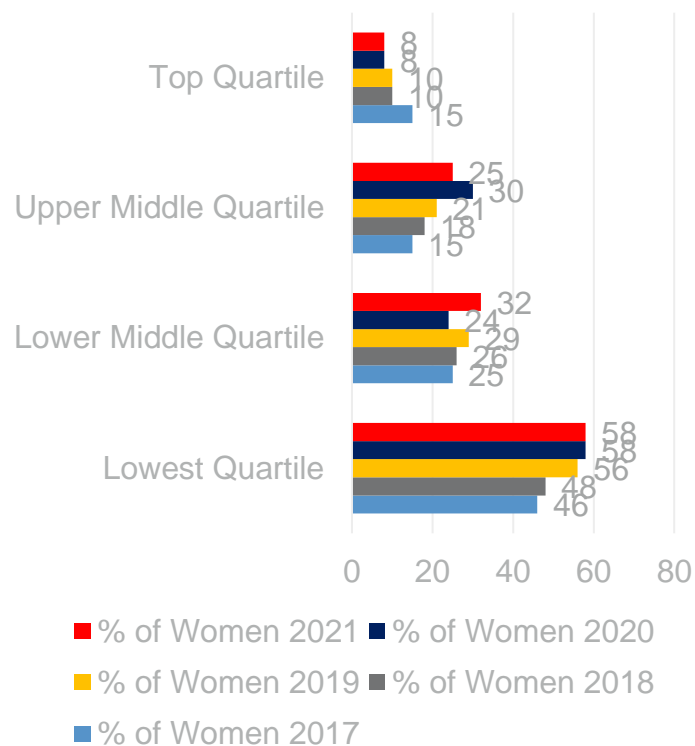
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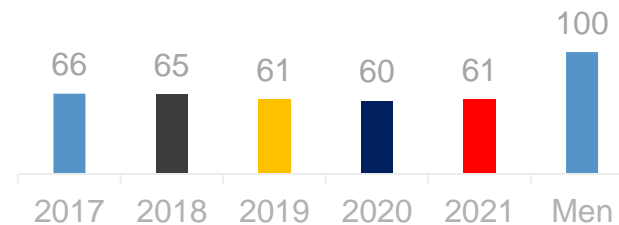


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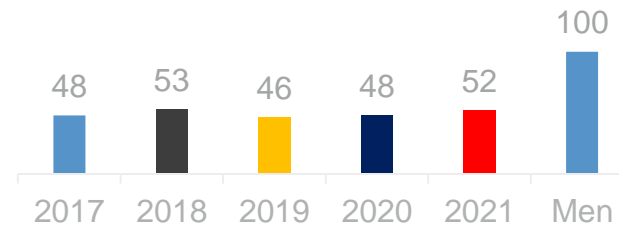
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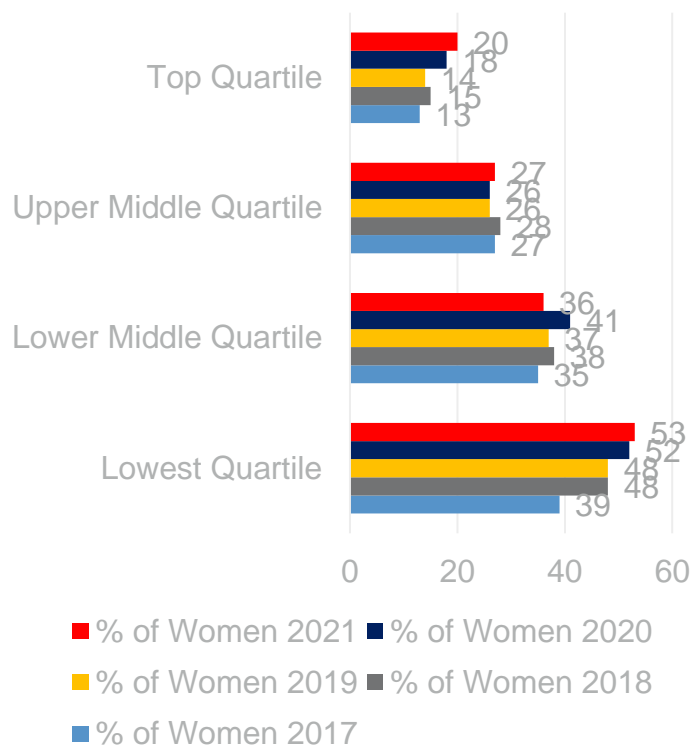
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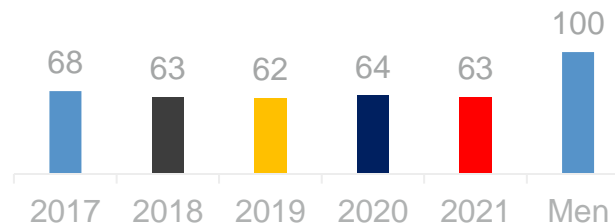


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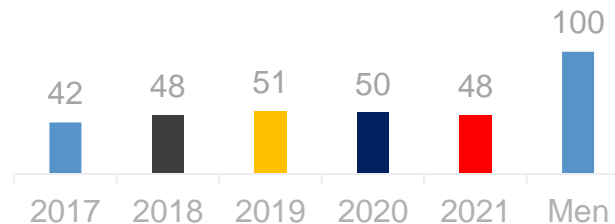
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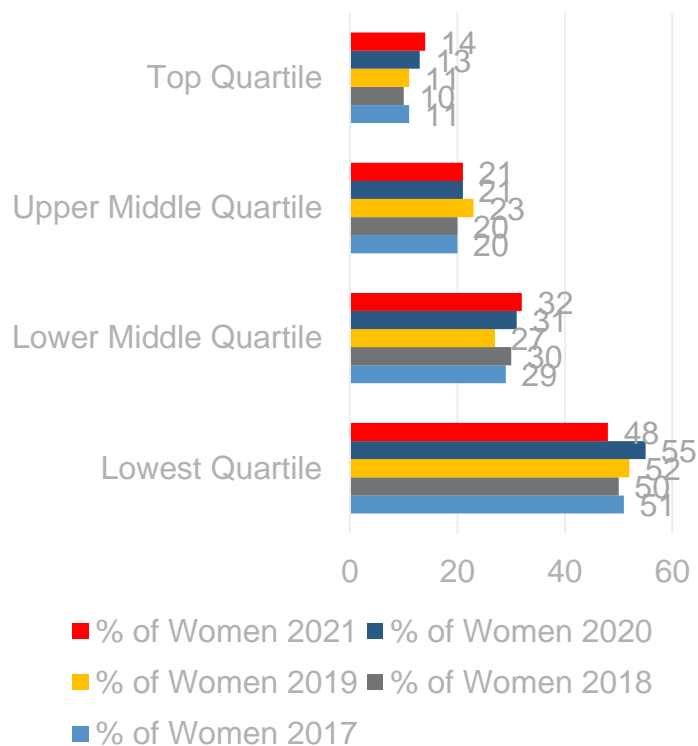
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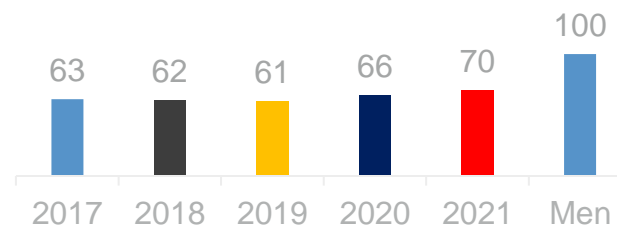


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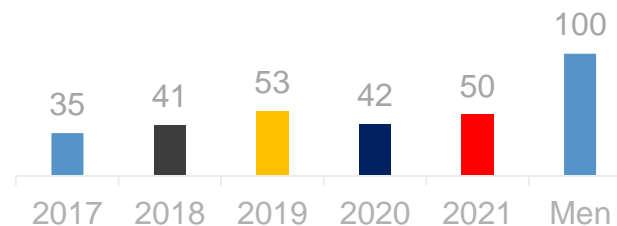
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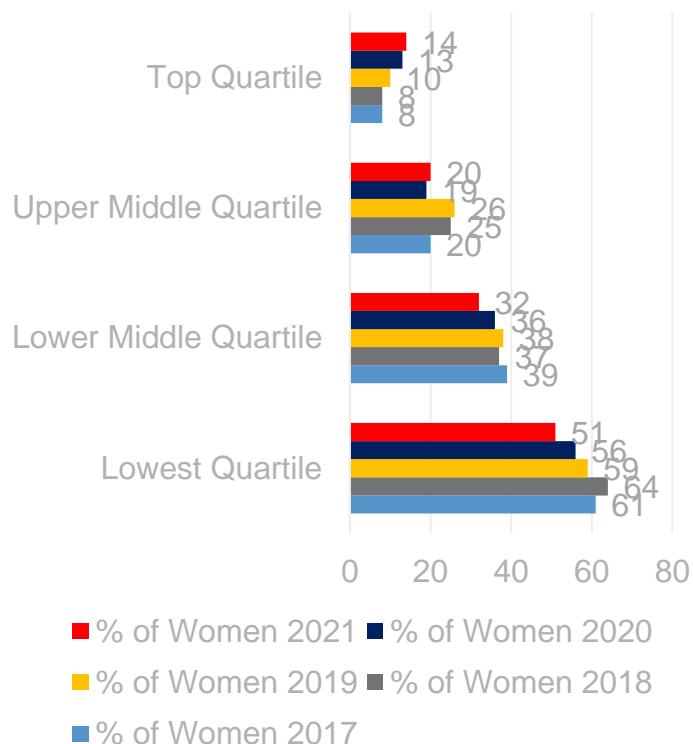
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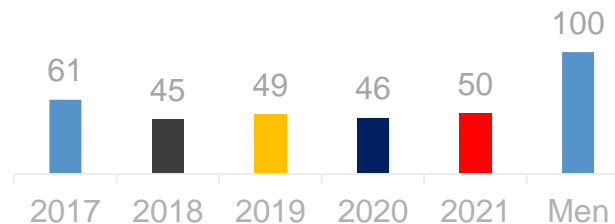


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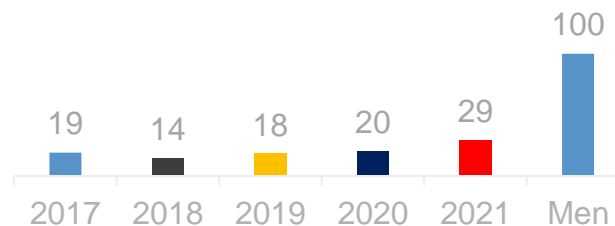
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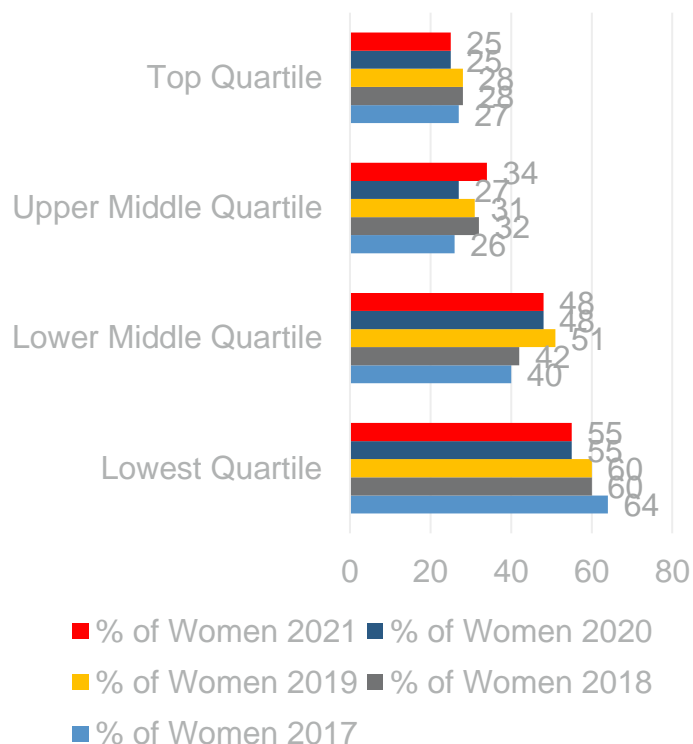
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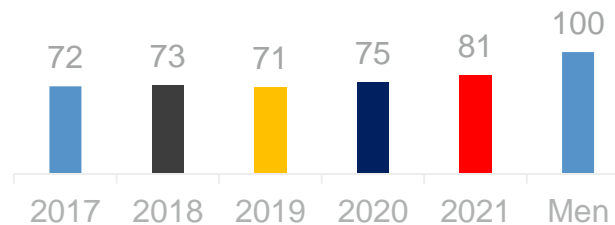


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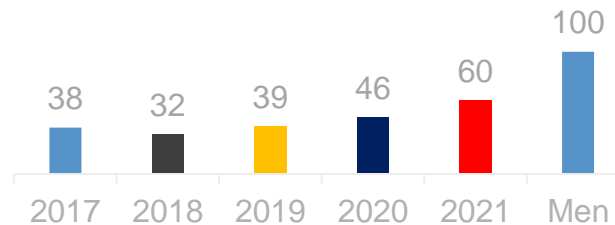
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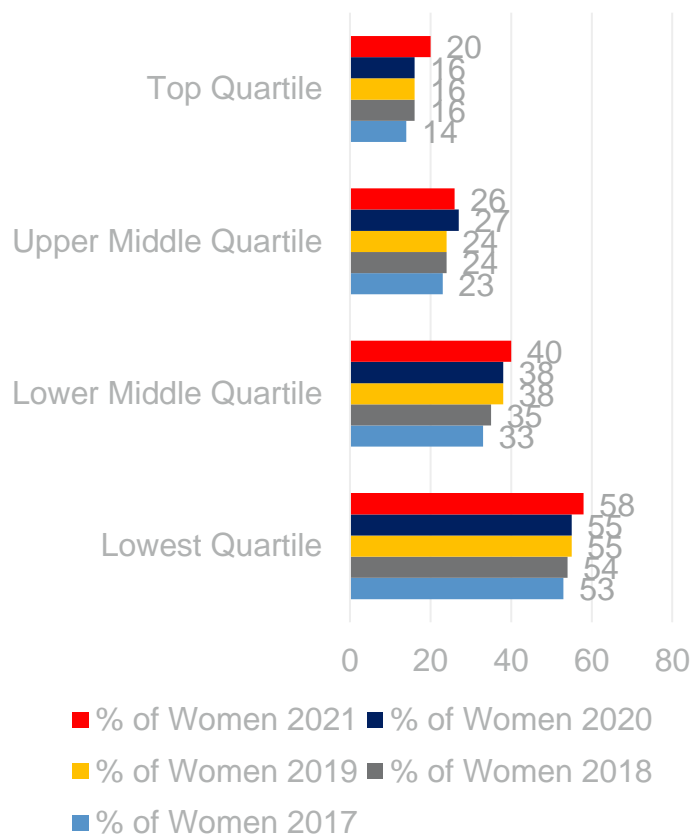
Bonus Gap

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



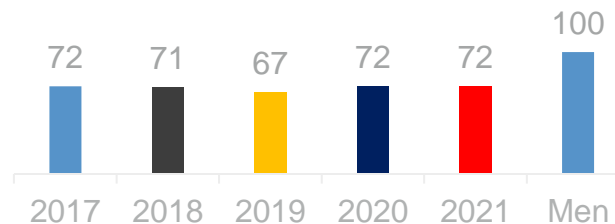


Gender Pay Gap – Gender distribution by hourly pay



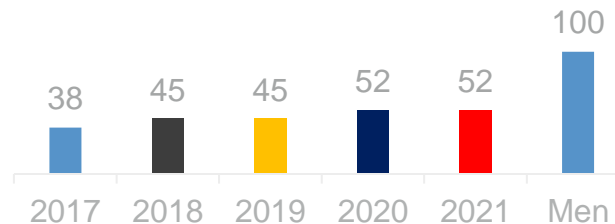
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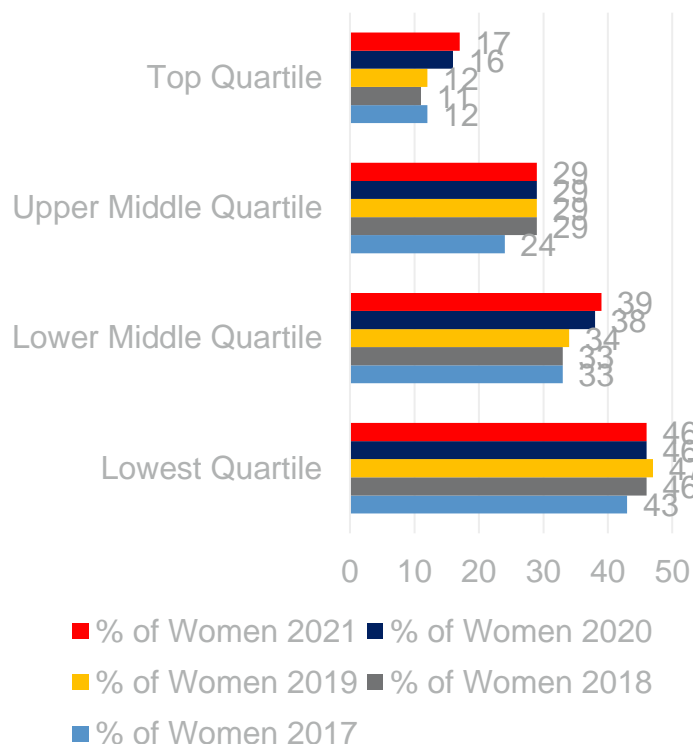
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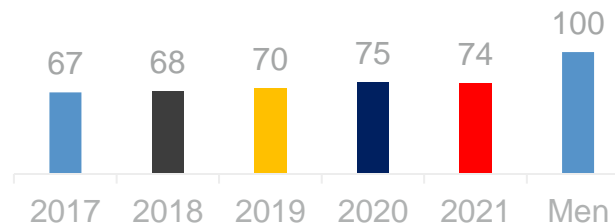


Gender Pay Gap – Gender distribution by hourly pay



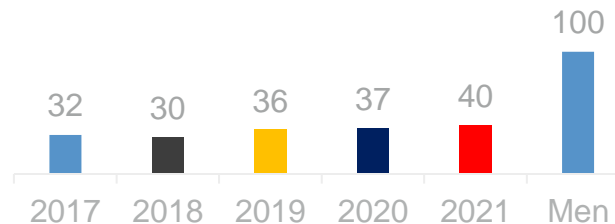
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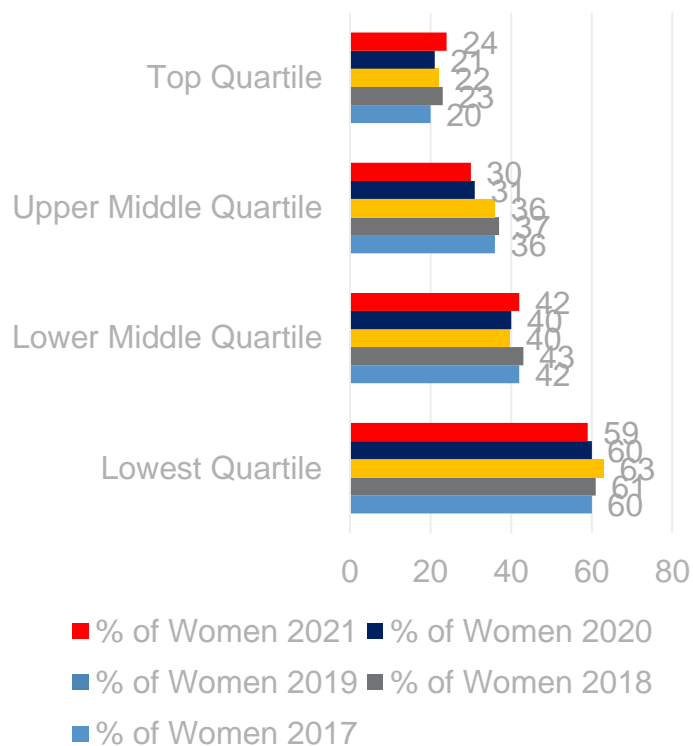
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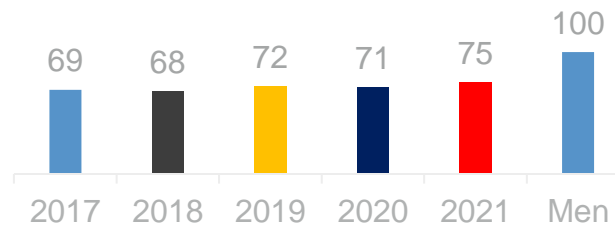


Gender Pay Gap – Gender distribution by hourly pay



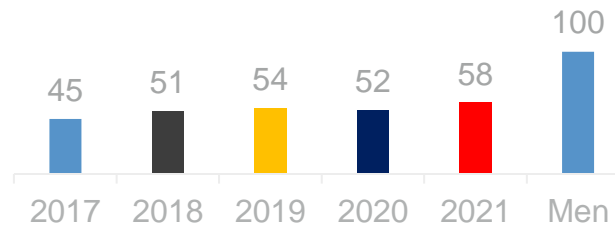
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Bonus Gap

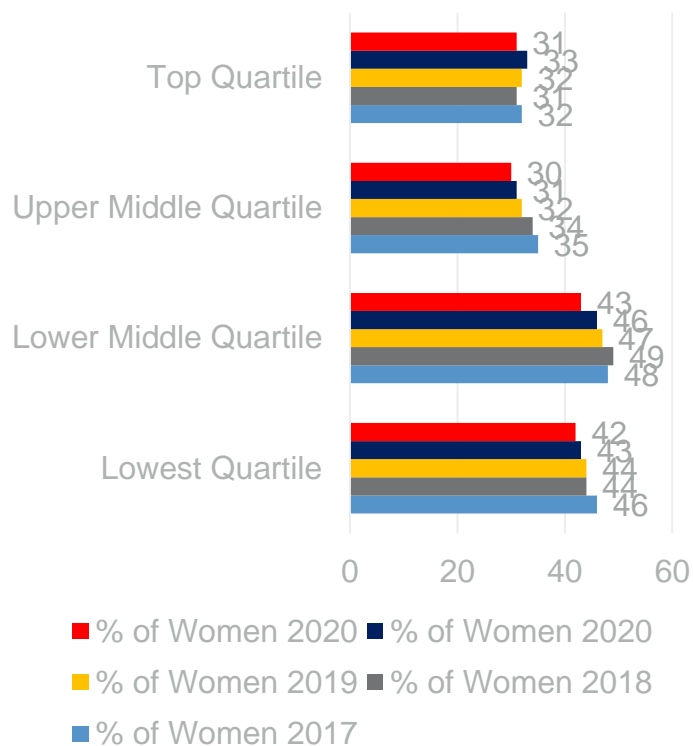
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Taken from consolidated group reports. .

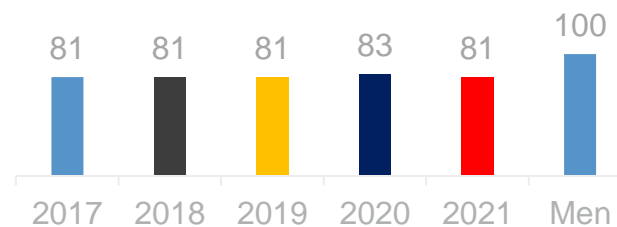


Gender Pay Gap – Gender distribution by hourly pay



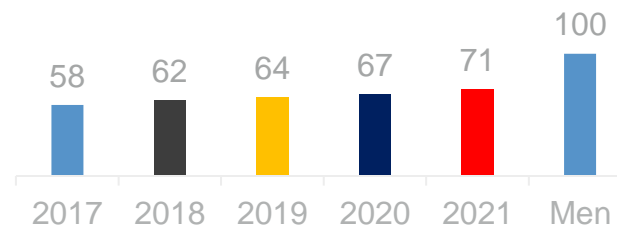
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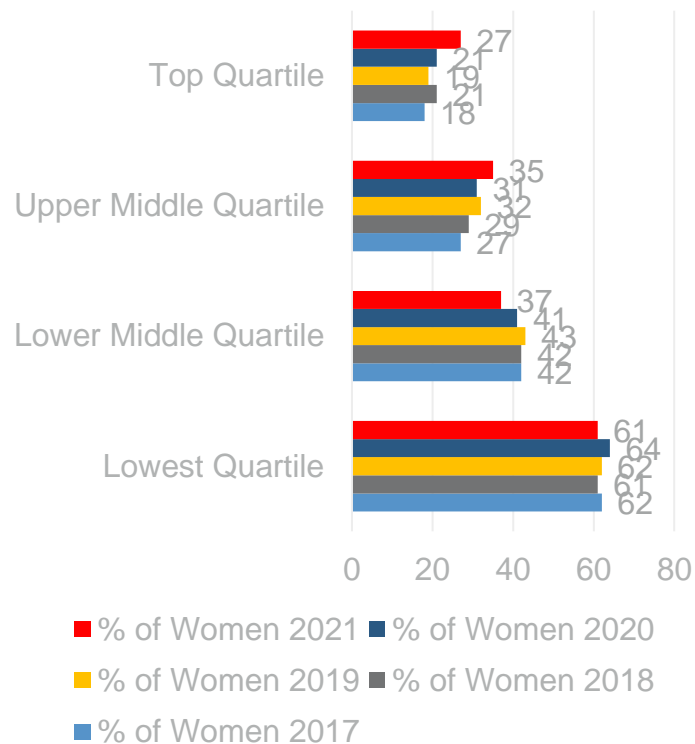
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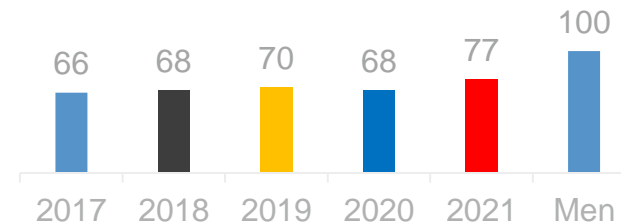


Gender Pay Gap – Gender distribution by hourly pay



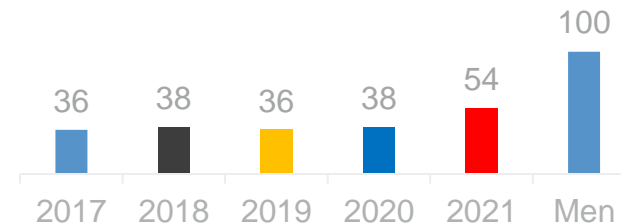
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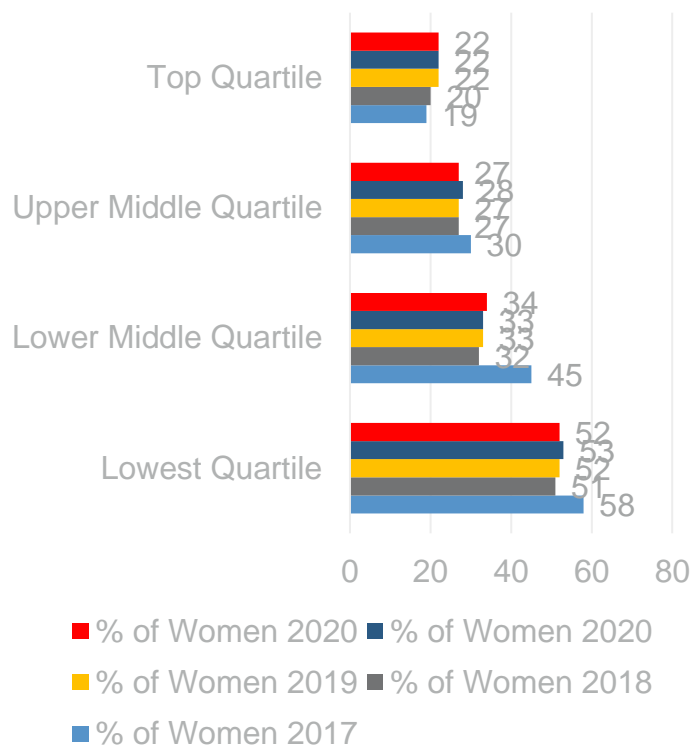
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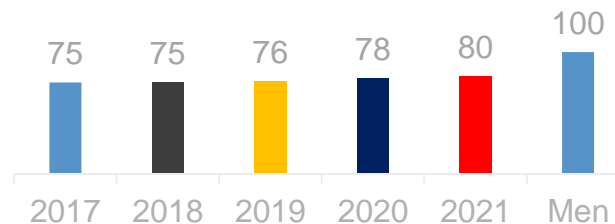


Gender Pay Gap – Gender distribution by hourly pay



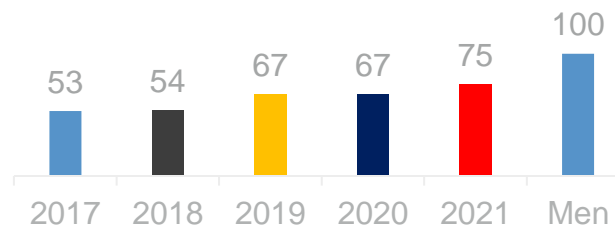
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Bonus Gap

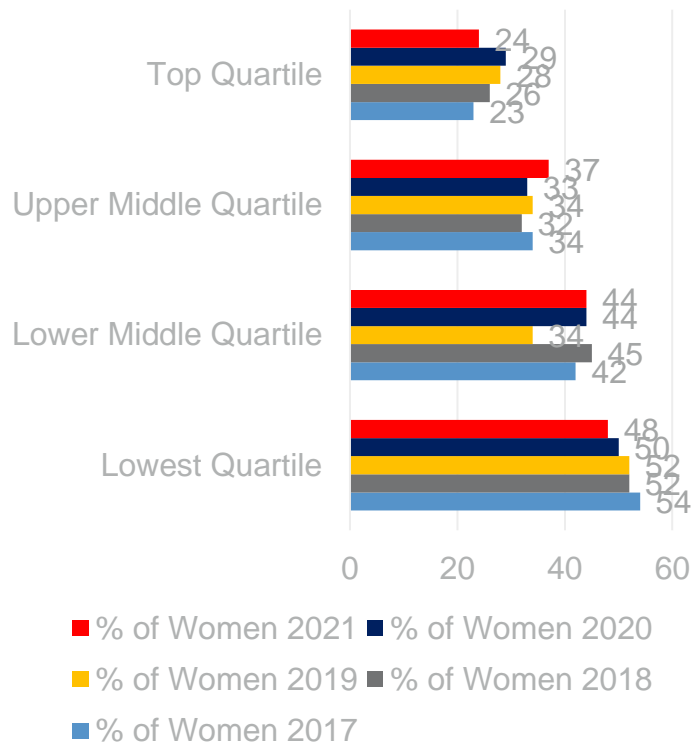
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Consolidated data from firms gender pay gap report.

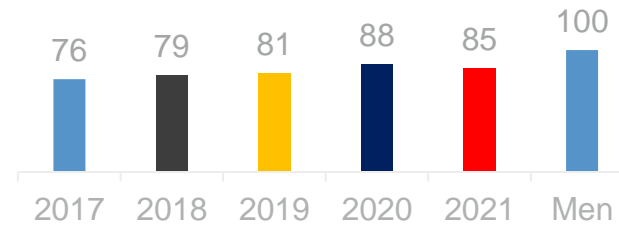


Gender Pay Gap – Gender distribution by hourly pay



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