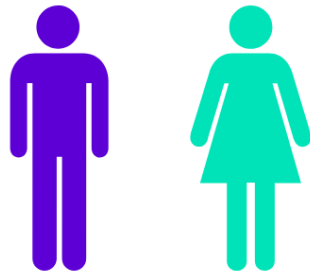


Gender Pay Gap Report

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5 December 2022

What is the gender pay gap?

- The gender pay gap is a calculation of the difference between men's and women's pay
- Metrics vary but it is good practice to analyse both the gap in median and mean (average) pay
- The pay gap is a statistical calculation that tells us nothing about discrimination or gender inequality *per se*
- The pay gap is not a measure of direct employer discrimination against women



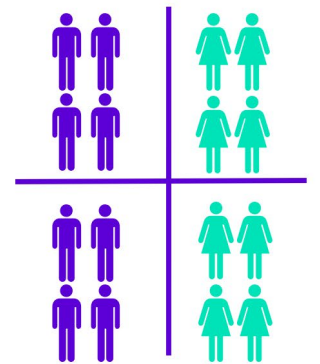
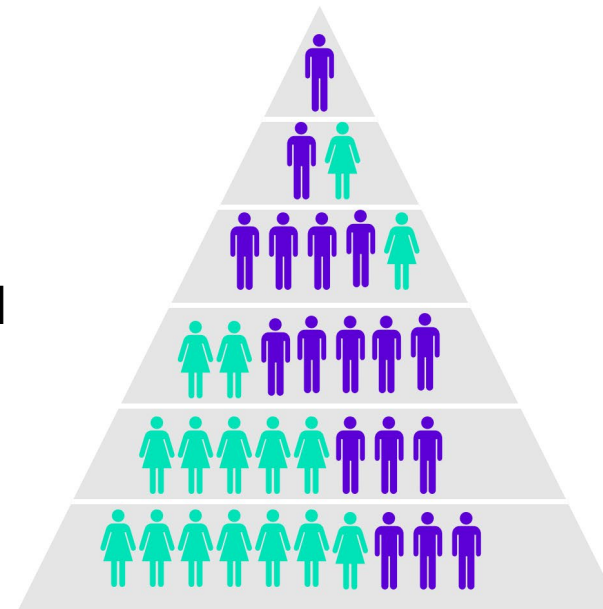
Median pay gap 5.5%

Mean pay gap 11.8%

What is occupational segregation?

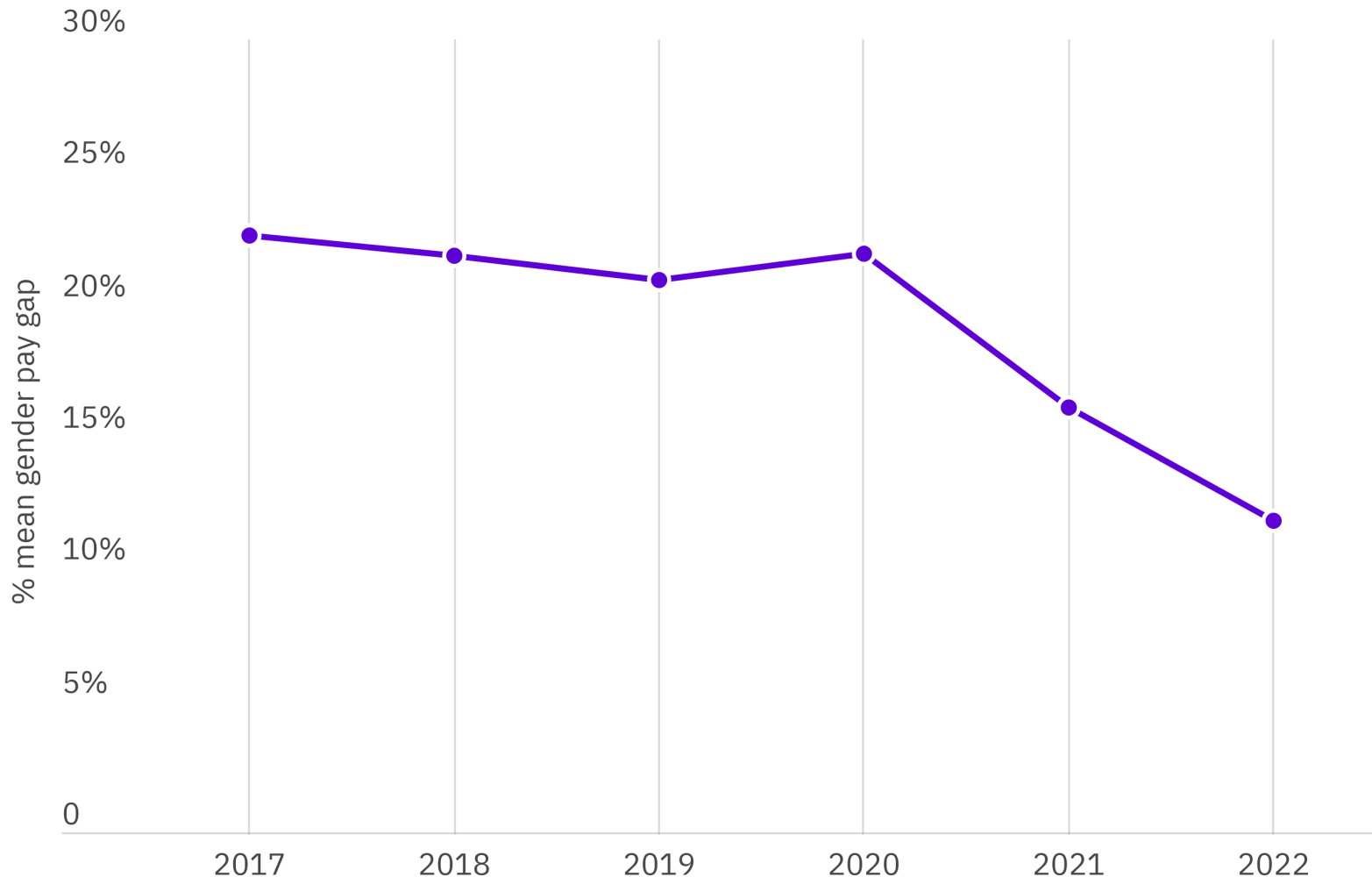
- Occupational segregation is one of the major contributors to the gender pay gap
- Two main types:
 - Vertical segregation whereby more men are in senior positions, raising their pay relative to women i.e. 'glass ceiling'
 - Horizontal segregation whereby men and women are concentrated in different jobs i.e. '5 c's of women's work'
- Both of these factors affect the gender pay gap at Public Health Wales to a certain extent

Vertical segregation



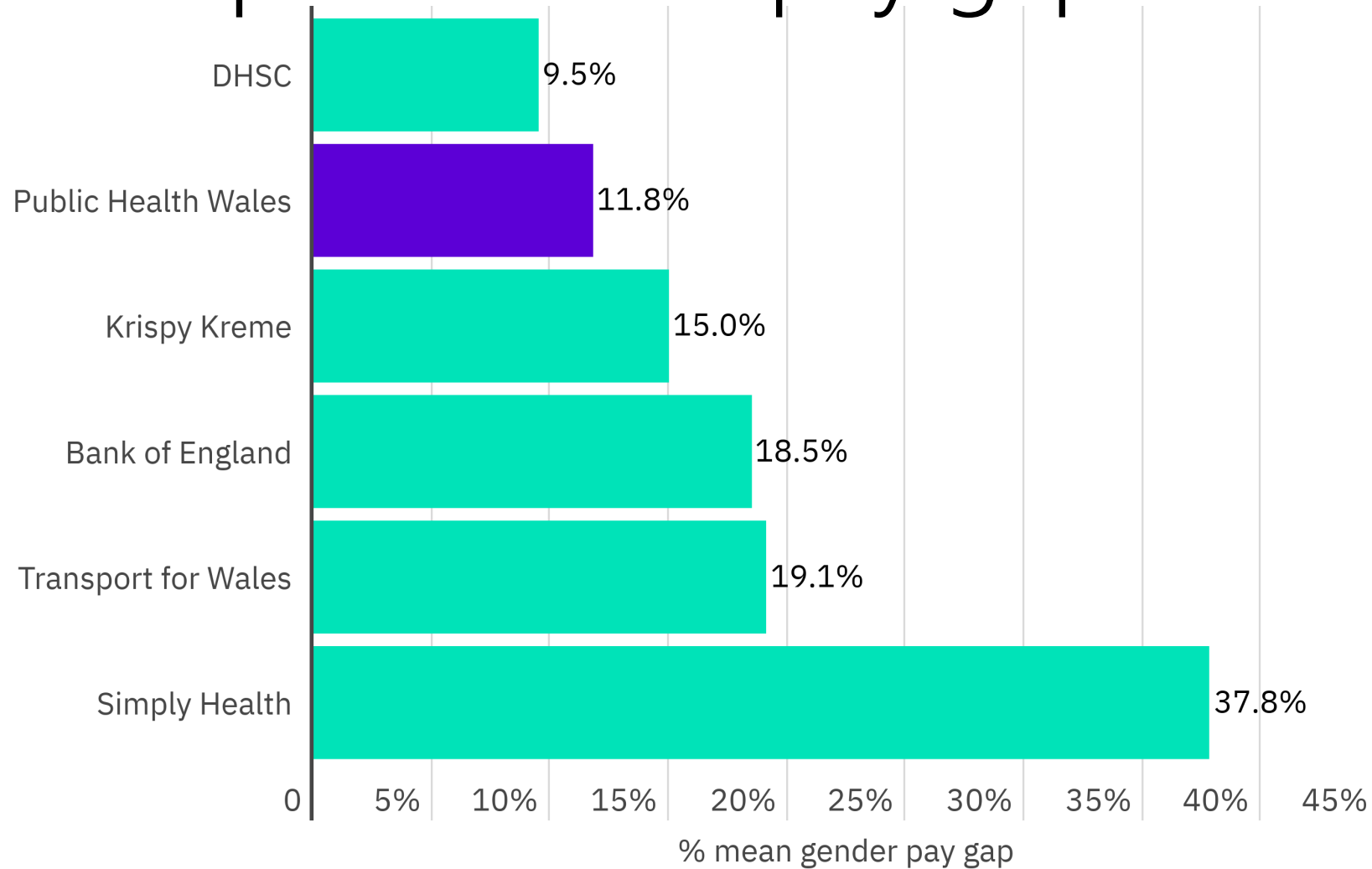
Horizontal segregation

Positive progress on narrowing the gap



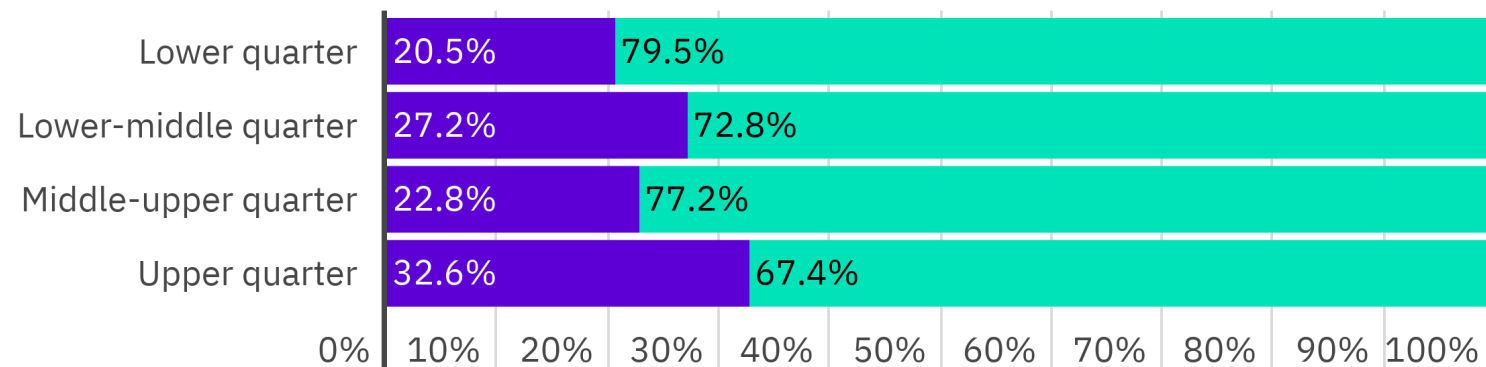
- The mean gender pay gap at Public Health Wales has halved since reporting regulations came into effect in 2017
- Gap narrowed by 5pp over the last year, from 16.1% in 2021 to 11.8% in 2022

Examples of 2022 pay gaps

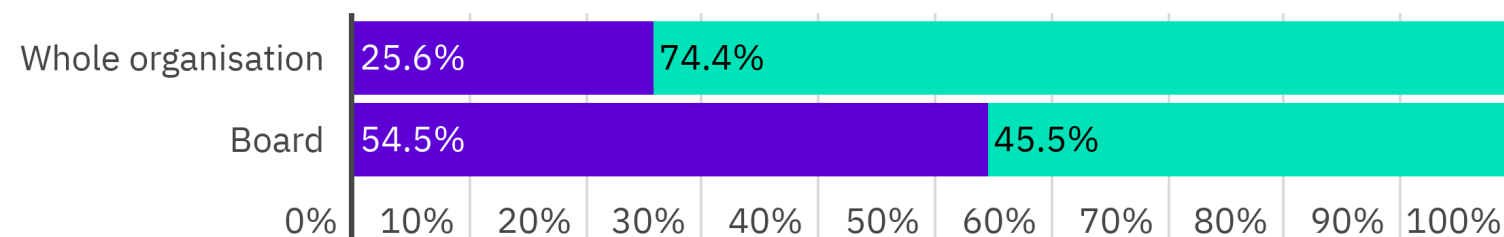


Source: gender-pay-gap.service.gov.uk

Gender balance contributes to the gap



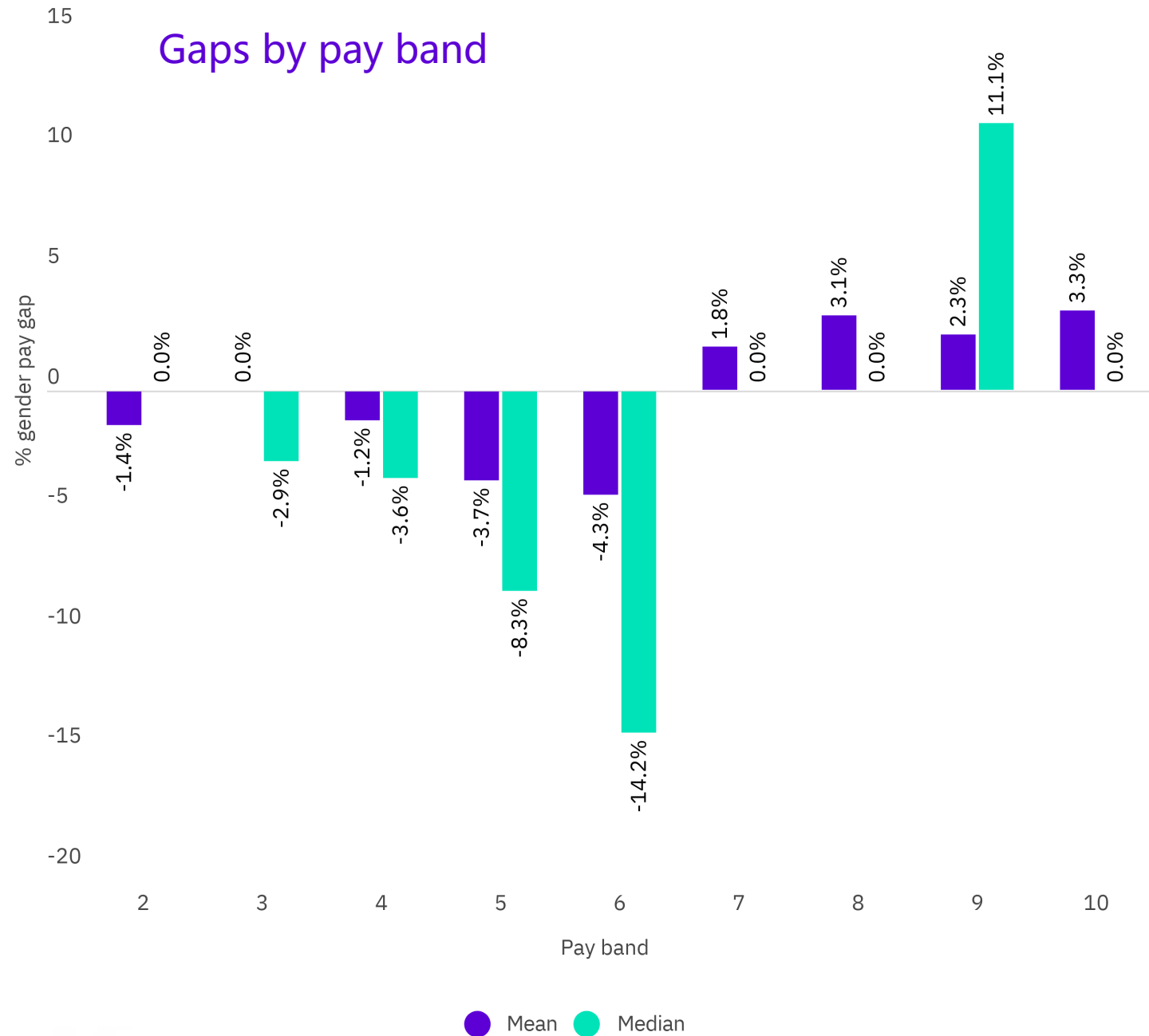
● Men ● Women



● Men ● Women

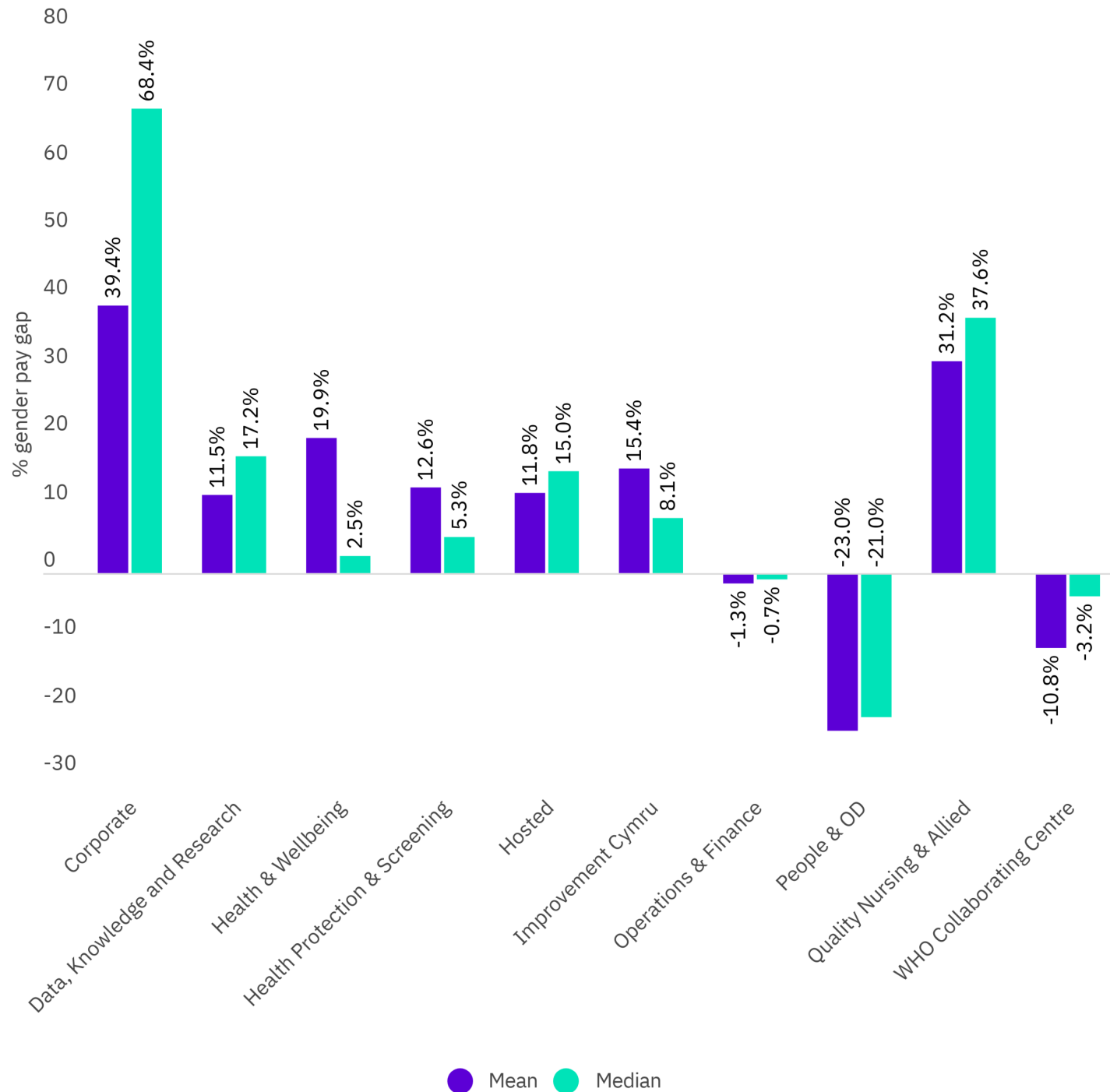
- Although currently women make up the majority in each quarter and a woman holds the highest-paying job, the representation of women is largest in the lowest pay quarter and smallest in the highest pay quarter
- Women are also a minority on the Board and together these factors contribute to the overall gender gap in favour of men

Gaps by pay band



- Evidence of the gender balance's impact can be seen when we analyse pay gaps by pay band and directorate
- Analysis of the gender pay gaps by pay band shows that pay gaps are in favour of women until we reach band 7
- Evidence of vertical segregation

Gaps by directorate



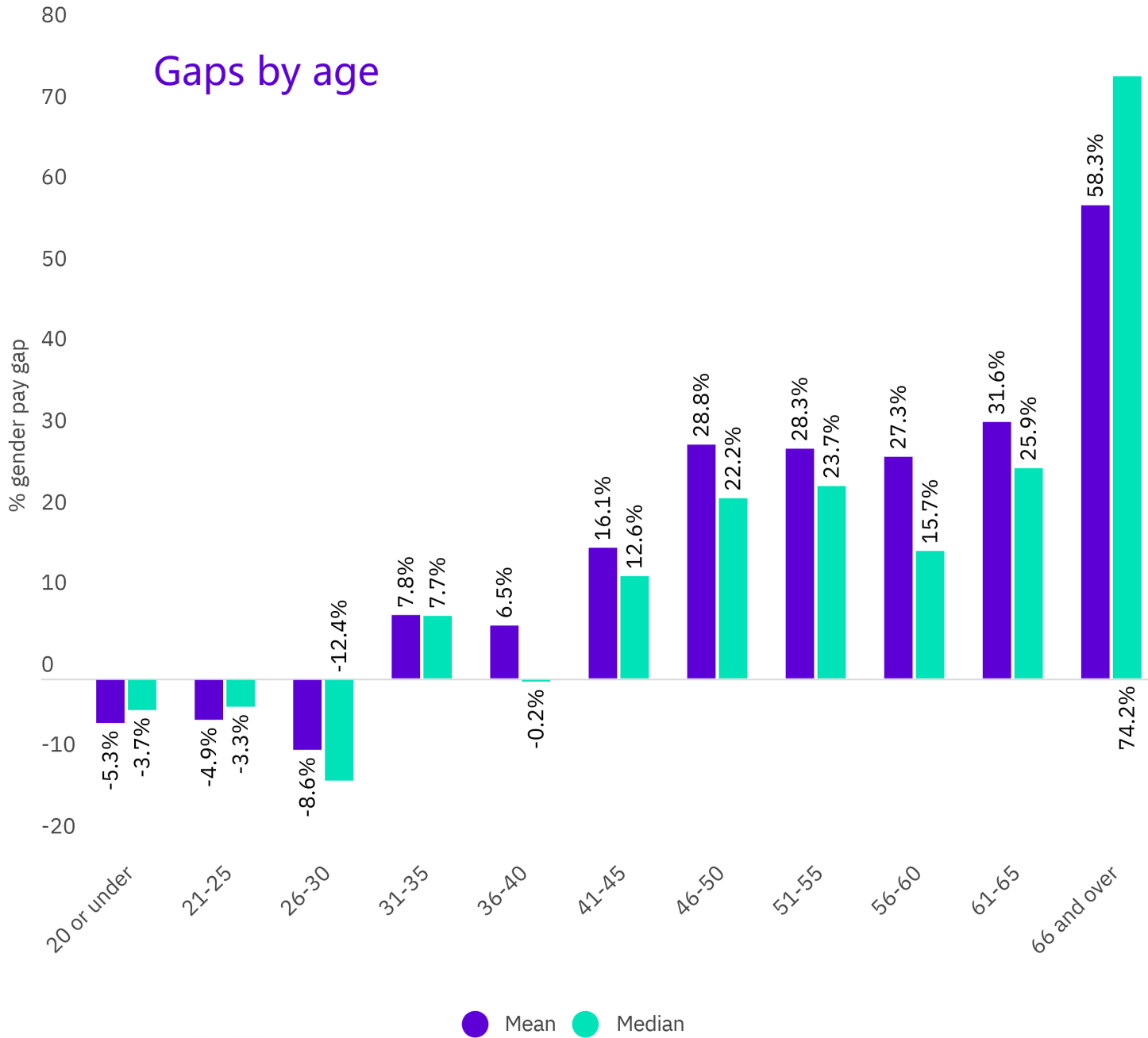
- Evidence of both vertical and horizontal segregation

Other pay has a small impact on the gap

- Allowances are likely to be a contributory factor, since gaps are marginally wider when we compare 'ordinary pay'

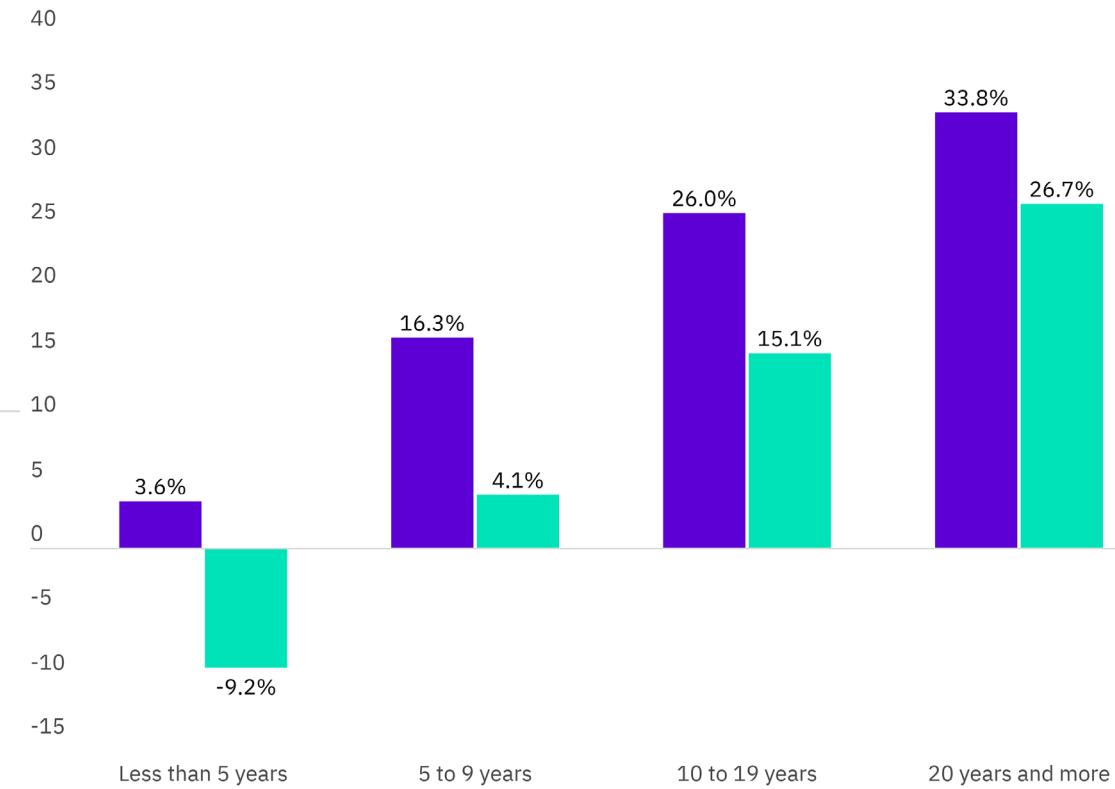
Pay band	Ordinary pay		Spinal point salary	
	Mean pay gap	Median pay gap	Mean pay gap	Median pay gap
2	-1.4%	0.0%	-0.8%	0.0%
3	0.0%	-2.9%	-2.2%	-7.1%
4	-1.2%	-3.6%	-1.0%	-10.3%
5	-3.7%	-8.3%	-2.3%	0.0%
6	-4.3%	-14.2%	-3.0%	-14.2%
7	1.8%	0.0%	0.4%	0.0%
8	3.1%	0.0%	2.3%	0.0%
9	2.3%	11.1%	3.3%	11.2%
10	3.3%	0.0%	-22.4%	-15.3%
Pay Gap	11.8%	5.5%	9.2%	5.5%

Gaps by age



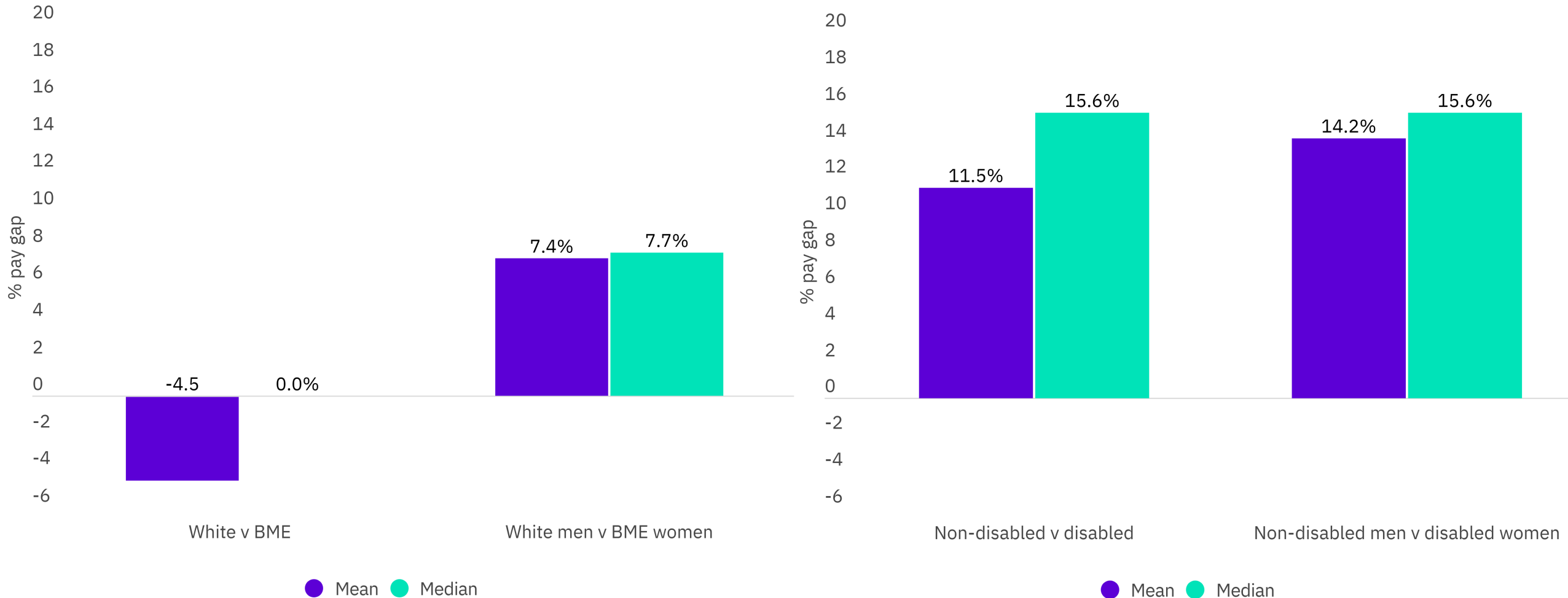
● Mean ● Median

Gaps by length of service



● Mean ● Median

Other protected characteristics



How to narrow the gap further?

- Take steps to actively attract women to senior and managerial positions (and men to a broader mix of positions, including non-managerial)
- Line managers should be discussing the skills needed to apply for promotion and the factors that may prevent staff from doing so as part of capacity-building, if not doing so already
- Undertake analysis to obtain a detailed understanding of allowances and other additional payments by gender
- Continue monitoring recruitment and progression, as well as progress of initiatives in these areas
- Promote shared parental leave and flexible working arrangements and identify key return to work trends among new parents
- Monitoring efforts in respect of recruitment, selection and promotion should involve a particular spotlight on disabled people
- Improve declaration rates in respect of protected characteristics, particularly from older staff

Thank you – questions welcome

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