

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.

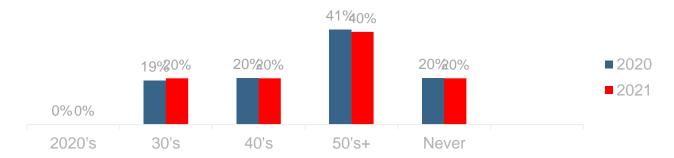


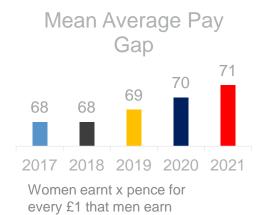
Notes:

- 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.

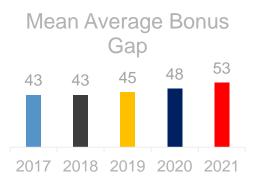
Commentary & Analysis - Corporate and Investment Banking

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





Pay Parity at current progress - 2060

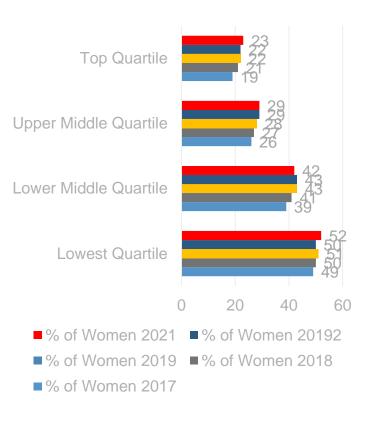


Women earnt x pence for every £1 that men earn

Bonus Parity at current progress - 2040

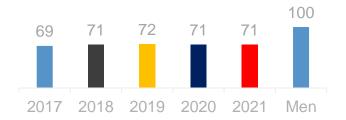
Predicted year of gender parity – 2021 = 2048 2020 = 2049

Gender Pay Gap – Gender distribution by hourly pay



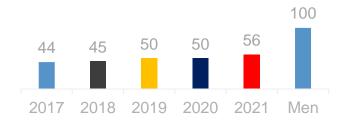
Wage Gap

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



Bonus Gap

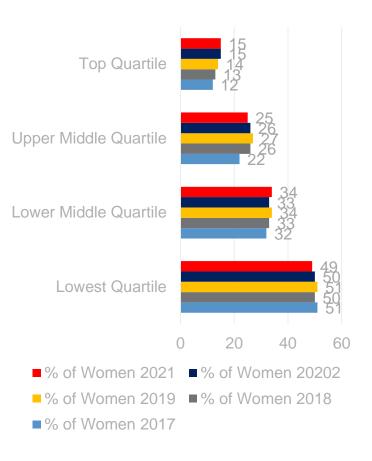
In this organisation, women earnt x pence for every £1 that men earn when comparing median bonus pay.



Data taken from group reports

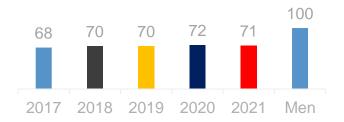
Predicted year of gender parity – 2021 = 2067 2020 = 2056

Gender Pay Gap – Gender distribution by hourly pay

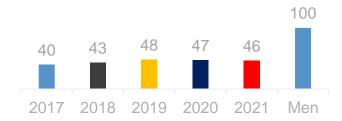


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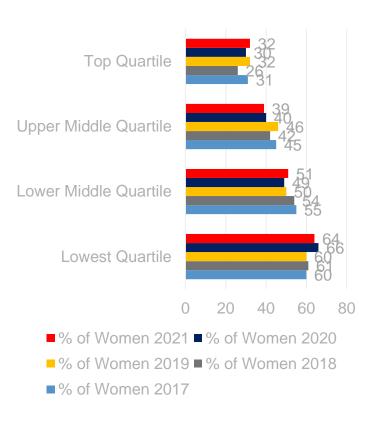
Bonus Gap





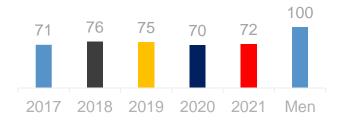
Predicted year of gender parity – 2021 = 2093 2020 = Never

Gender Pay Gap – Gender distribution by hourly pay

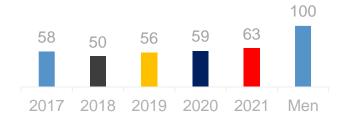


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Bonus Gap

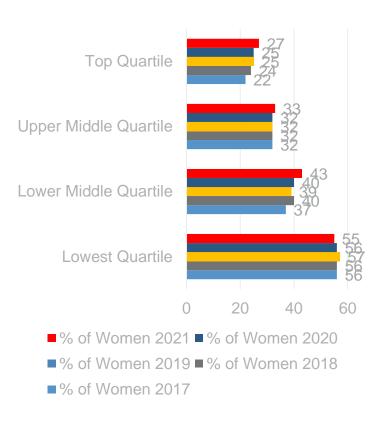




CITIBANK N.A

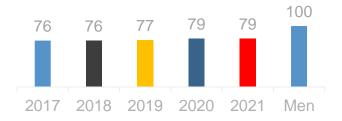
Predicted year of gender parity – 2021 = 2039 2020 = 2039

Gender Pay Gap – Gender distribution by hourly pay

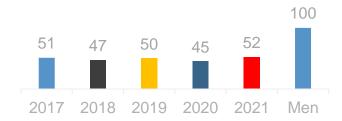


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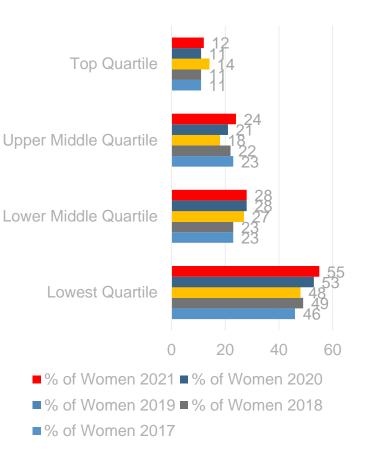
Bonus Gap





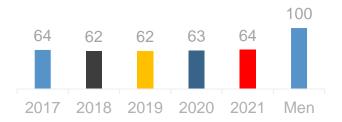
Predicted year of gender parity-2021 = 2173 2020 = Never

Gender Pay Gap – Gender distribution by hourly pay

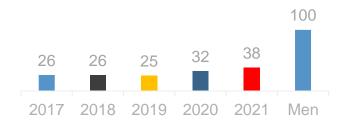


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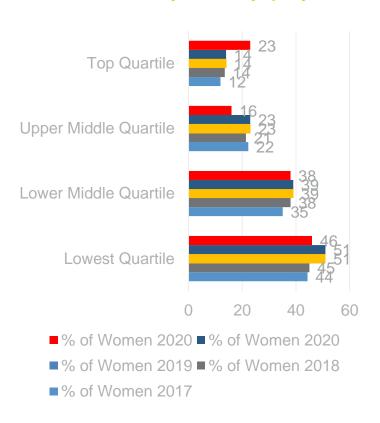
Bonus Gap



Credit Agricole CIB

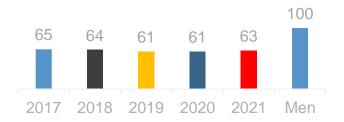
Predicted year of gender parity-2021 = 2030 2020 = 2074

Gender Pay Gap – Gender distribution by hourly pay

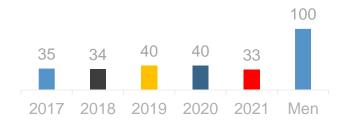


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Bonus Gap

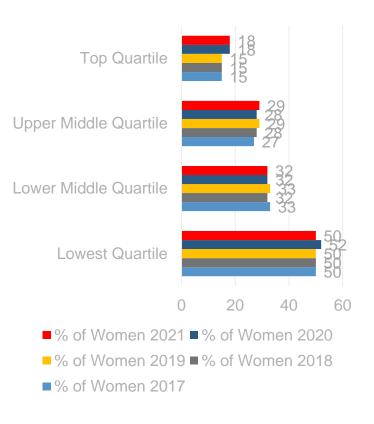




Credit Suisse - Group

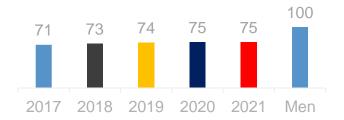
Predicted year of gender parity – 2021 = 2064 2020 = 2052

Gender Pay Gap – Gender distribution by hourly pay



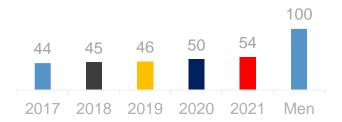
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Bonus Gap

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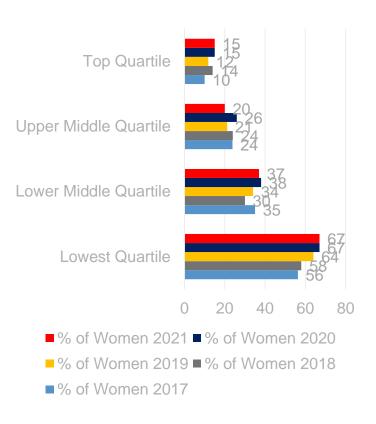
Data taken from group reports



DAIWA CAPITAL MARKETS EUROPE LIMITED

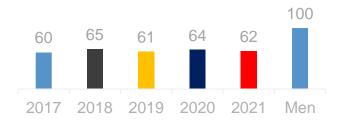
Predicted year of gender parity – 2021= 2049 2020 = 2041

Gender Pay Gap – Gender distribution by hourly pay

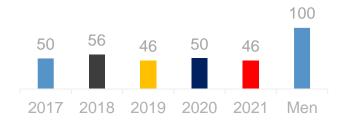


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Bonus Gap

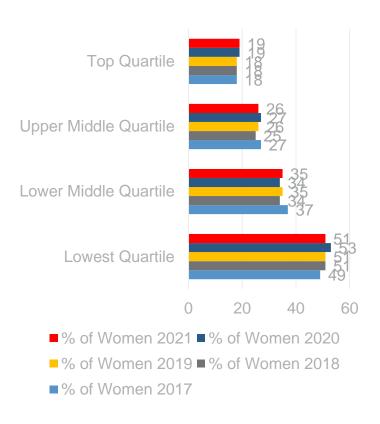




Deutsche Bank

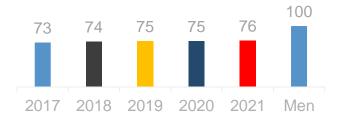
Predicted year of gender parity – 2021 = 2145 2020 = 2114

Gender Pay Gap – Gender distribution by hourly pay

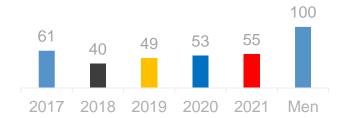


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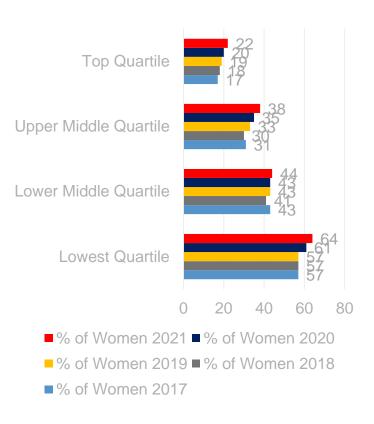


Bonus Gap



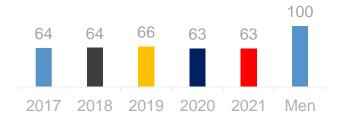
Predicted year of gender parity – 2021 = 2043 2020 = 2051

Gender Pay Gap – Gender distribution by hourly pay*

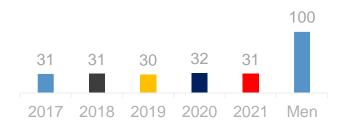


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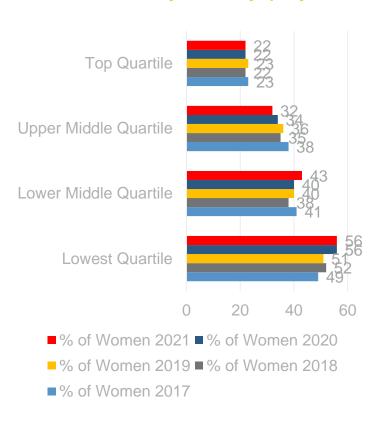


Bonus Gap



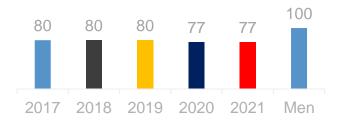
Predicted year of gender parity – 2021 = Never 2022 = Never

Gender Pay Gap – Gender distribution by hourly pay

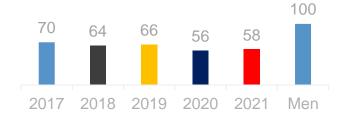


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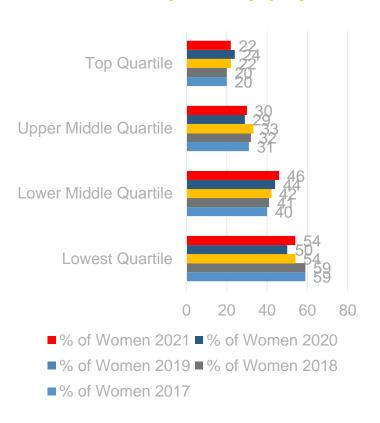


Bonus Gap



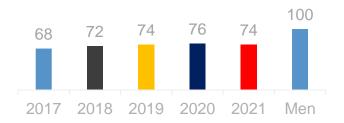
Predicted year of gender parity – 2021 = 2077 2020 = 2040

Gender Pay Gap – Gender distribution by hourly pay

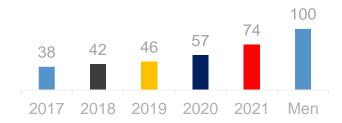


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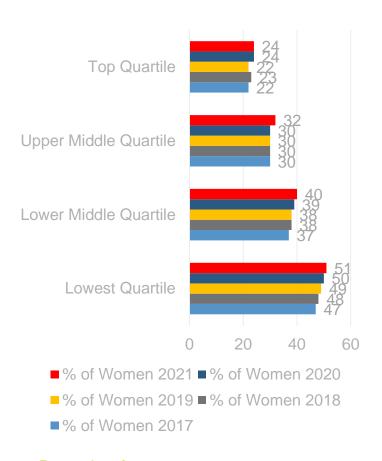


Bonus Gap



Predicted year of gender parity – 2021 = 2073 2020 = 2060

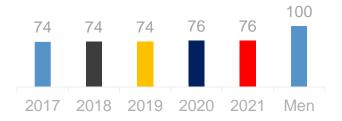
Gender Pay Gap – Gender distribution by hourly pay



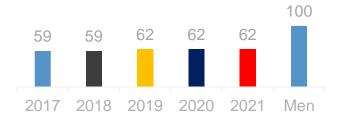
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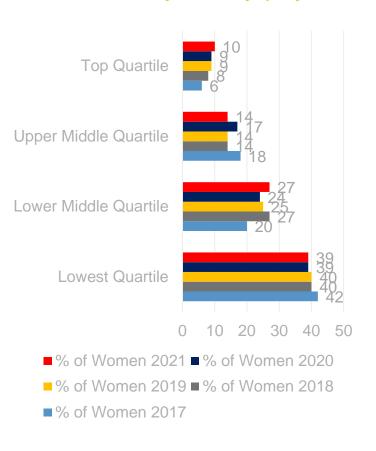


Bonus Gap



Predicted year of gender parity – 2021 = 2061 2020 = 2061

Gender Pay Gap – Gender distribution by hourly pay

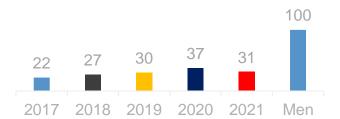


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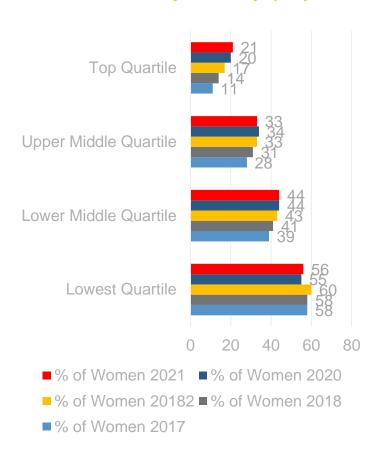


Bonus Gap



Predicted year of gender parity – 2021 = 2032 2020 = 2031

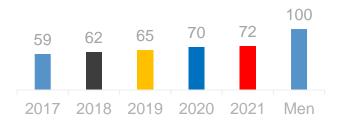
Gender Pay Gap – Gender distribution by hourly pay



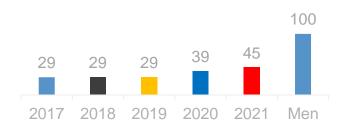
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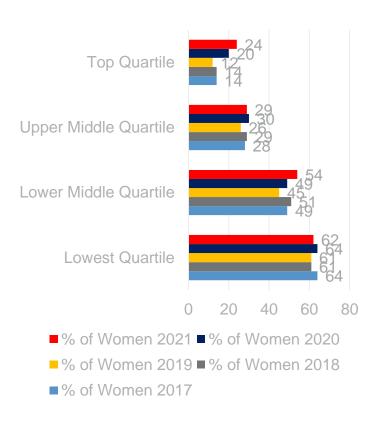
Bonus Gap





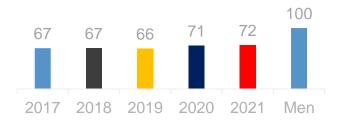
Predicted year of gender parity – 2031 = Never 2020 = 2035

Gender Pay Gap – Gender distribution by hourly pay

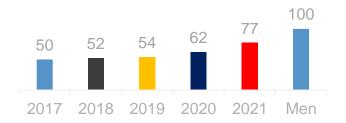


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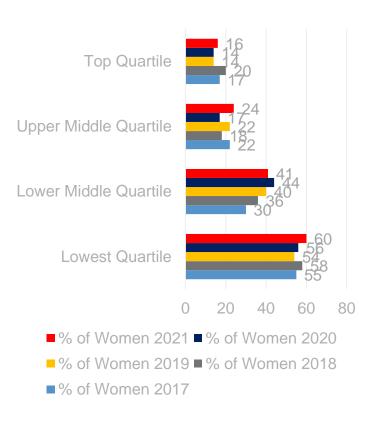


Bonus Gap



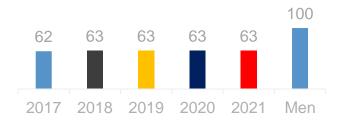
Predicted year of gender parity – 2021 = Never 2020 = Never

Gender Pay Gap – Gender distribution by hourly pay

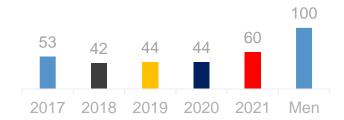


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Bonus Gap

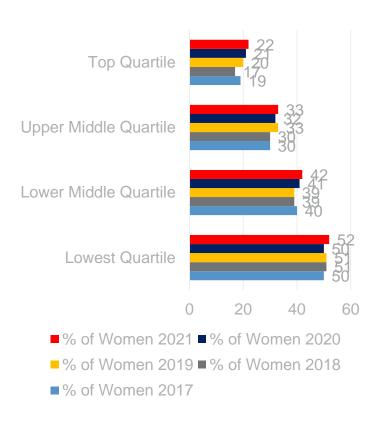




Morgan Stanley - Group

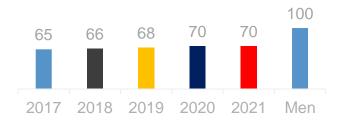
Predicted year of gender parity – 2020 = 2058 2020 = 2064

Gender Pay Gap – Gender distribution by hourly pay



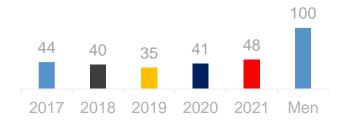
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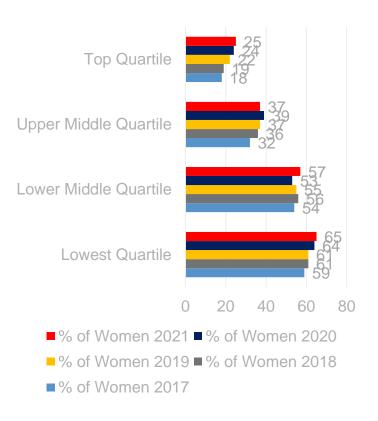


Data taken from group reports



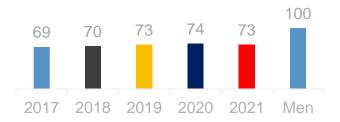
Predicted year of gender parity – 2021 = 2035 2020 = 2033

Gender Pay Gap – Gender distribution by hourly pay

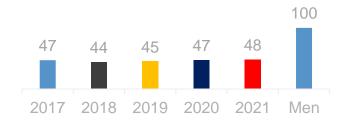


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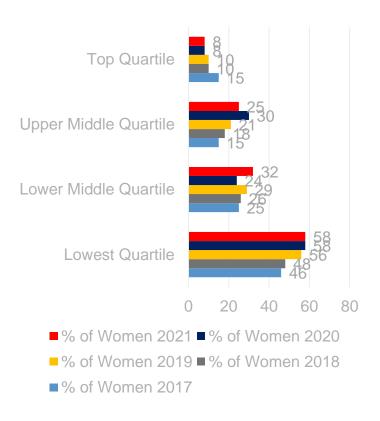
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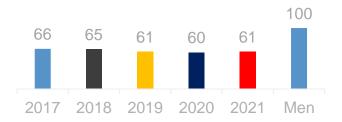


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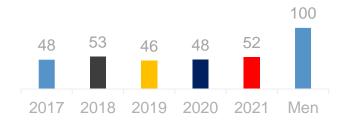


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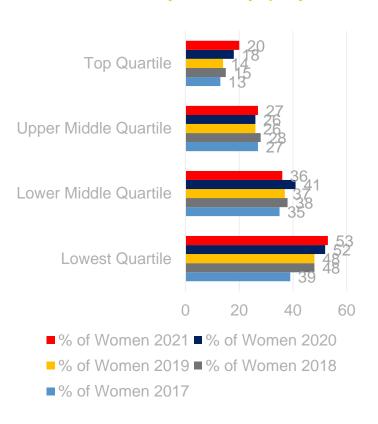


Bonus Gap



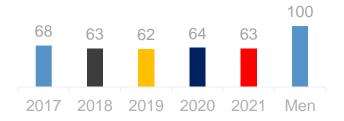
Predicted year of gender parity – 2021 = 2038 2020 = 2040

Gender Pay Gap – Gender distribution by hourly pay

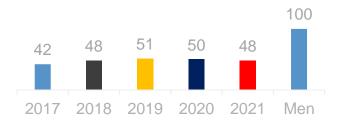


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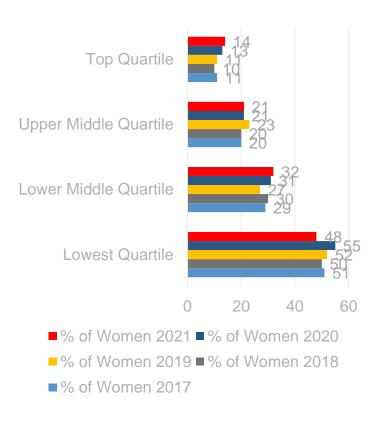




NOMURA INTERNATIONAL PLC

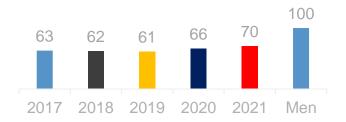
Predicted year of gender parity – 2021 = 2069 2020 = 2075

Gender Pay Gap – Gender distribution by hourly pay

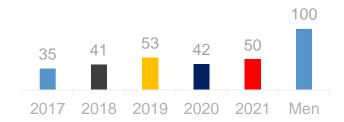


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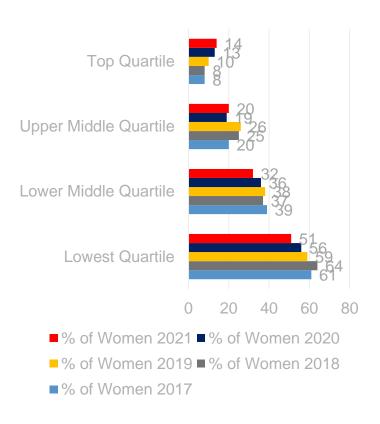
Bonus Gap



RBC Europe

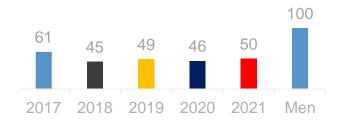
Predicted year of gender parity – 2021 = 2042 2020 = 2042

Gender Pay Gap – Gender distribution by hourly pay

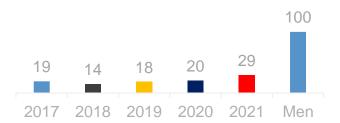


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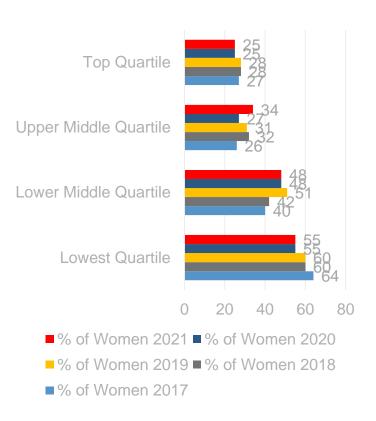


Bonus Gap



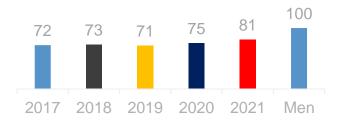
Predicted year of gender parity – 2021 = Never 2020 = Never

Gender Pay Gap – Gender distribution by hourly pay

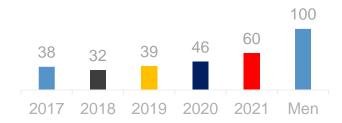


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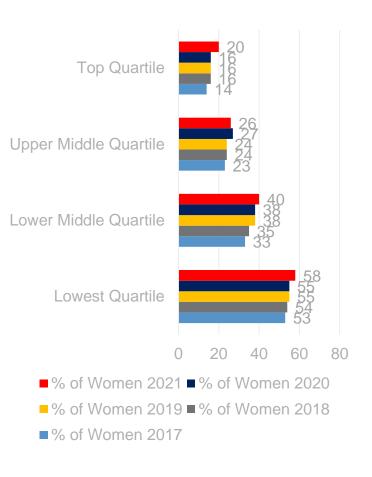




ROYAL BANK OF CANADA

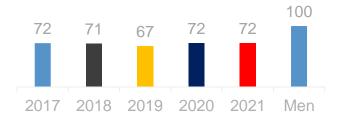
Predicted year of gender parity – 2021 = 2041 2020 = 2071

Gender Pay Gap – Gender distribution by hourly pay

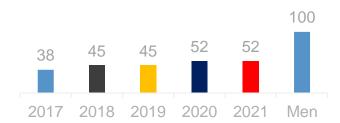


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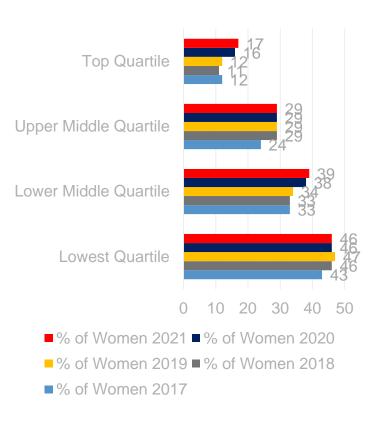




Societe Generale (London Branch)

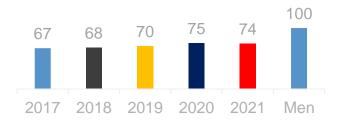
Predicted year of gender parity – 2021 = 2047 2020 = 2046

Gender Pay Gap – Gender distribution by hourly pay

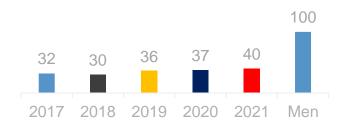


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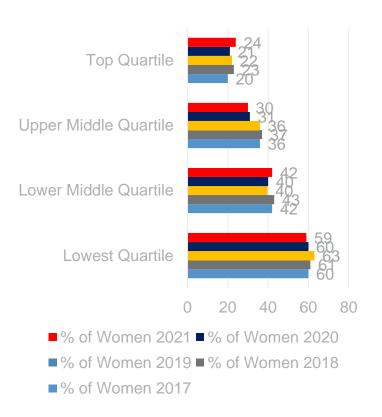




Standard Chartered – Group

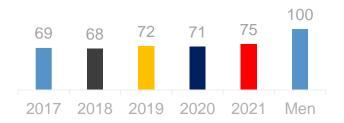
Predicted year of gender parity – 2021 = 2047 2020 = 2108

Gender Pay Gap – Gender distribution by hourly pay



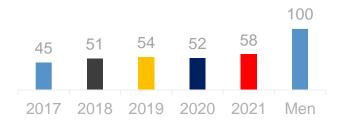
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Bonus Gap

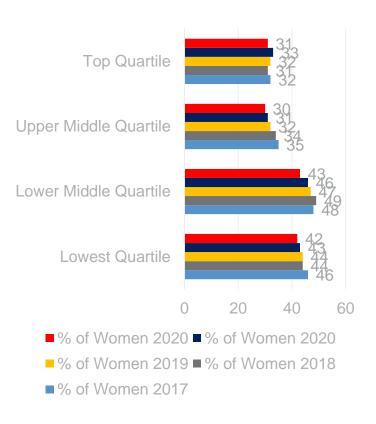
In this organisation, women earnt x pence for every £1 that men earn when comparing median bonus pay.



Taken from consolidated group reports. .

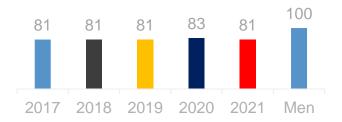
Predicted year of gender parity – 2021 = Never 2020 = 2071

Gender Pay Gap – Gender distribution by hourly pay

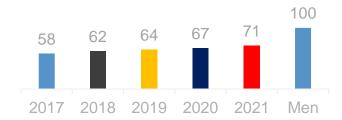


Wage Gap

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

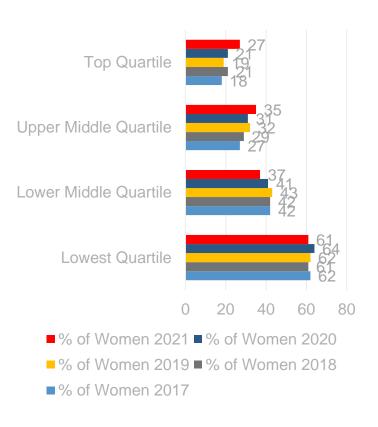


Bonus Gap



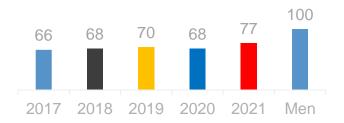
Predicted year of gender parity – 2021 = 2031 2020 = 2050

Gender Pay Gap – Gender distribution by hourly pay

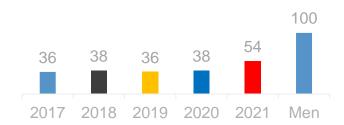


Wage Gap

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

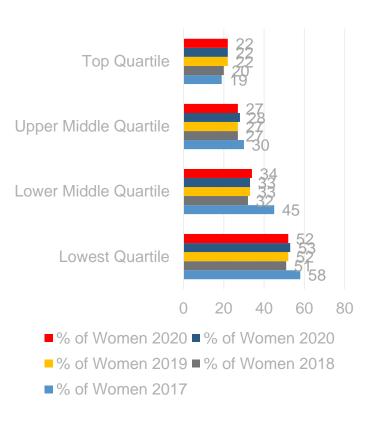


Bonus Gap



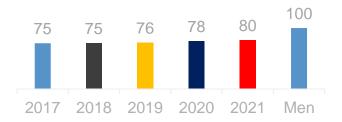
Predicted year of gender parity – 2021 = 2058 2020 = 2048

Gender Pay Gap – Gender distribution by hourly pay



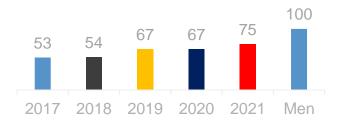
Wage Gap

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



Bonus Gap

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



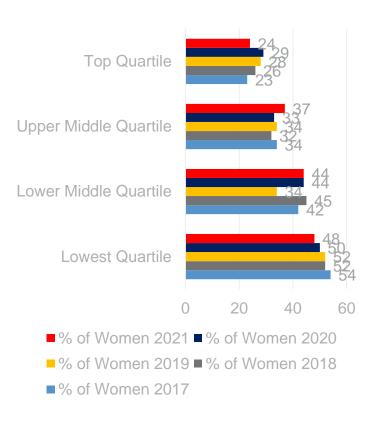
Consolidated data from firms gender pay gap report.



Wells Fargo

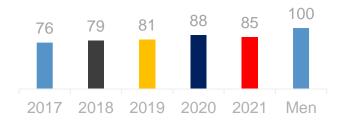
Predicted year of gender parity – 2021 = 2125 2020 = 2030

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

