



The Gender Pay Gap Over Time

The Investment and Savings Industry

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.

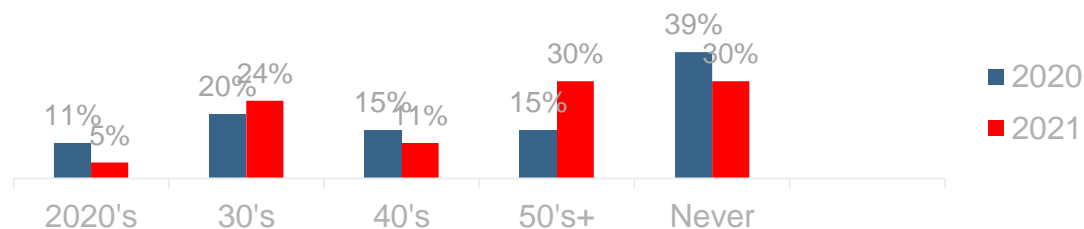
Notes:

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 11 April 2022 (E&OE).
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.

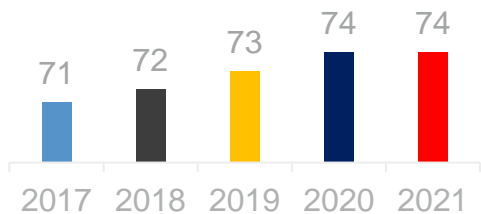


Commentary & Analysis – Investment and Savings Industry

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



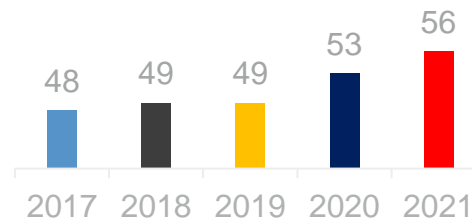
Mean Average Pay Gap



Women earnt x pence for every £1 that men earn

Pay Parity at current progress - 2056

Mean Average Bonus Gap

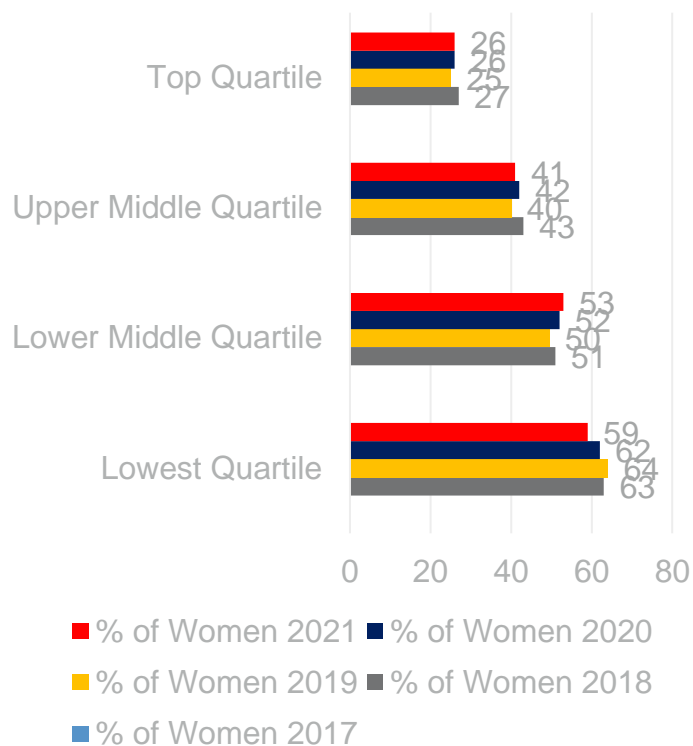


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Bonus Parity at current progress - 2043

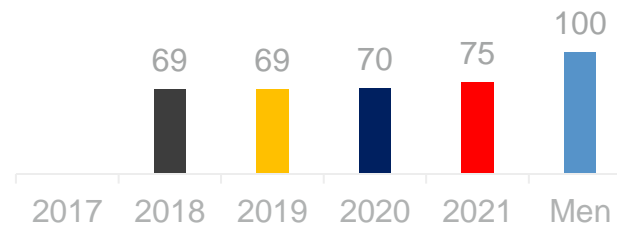


Gender Pay Gap – Gender distribution by hourly pay



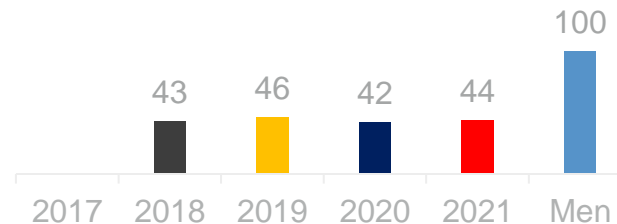
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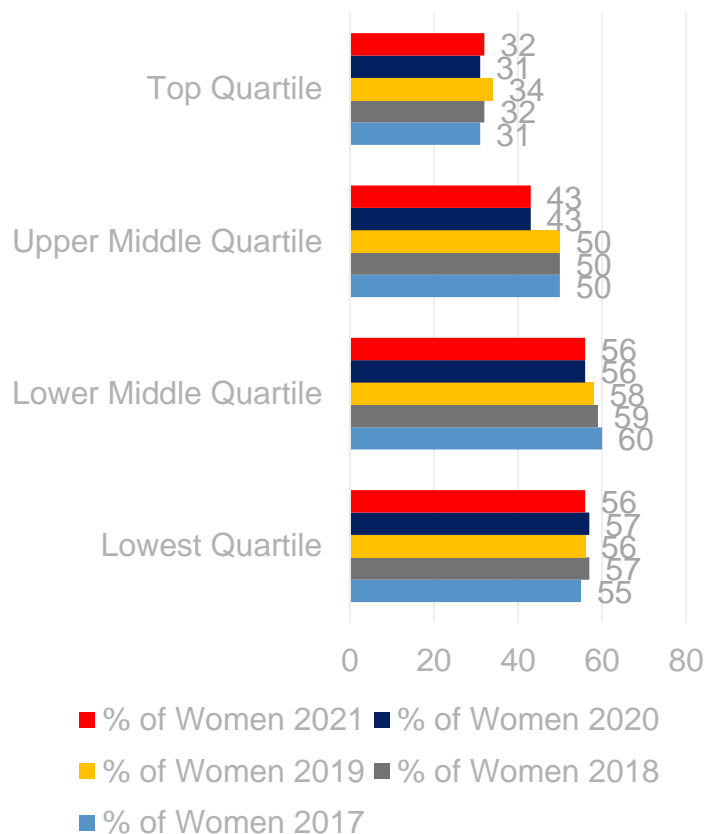
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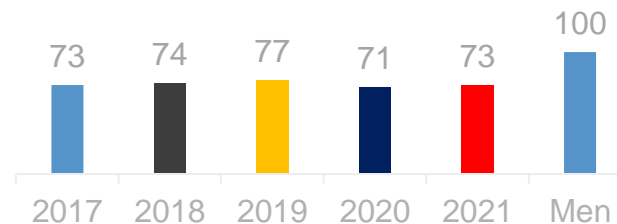


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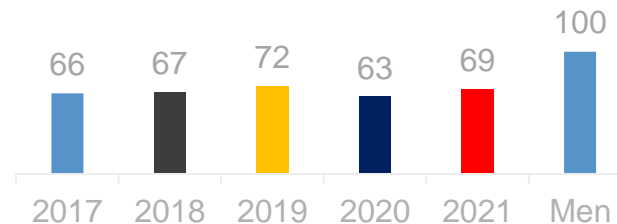
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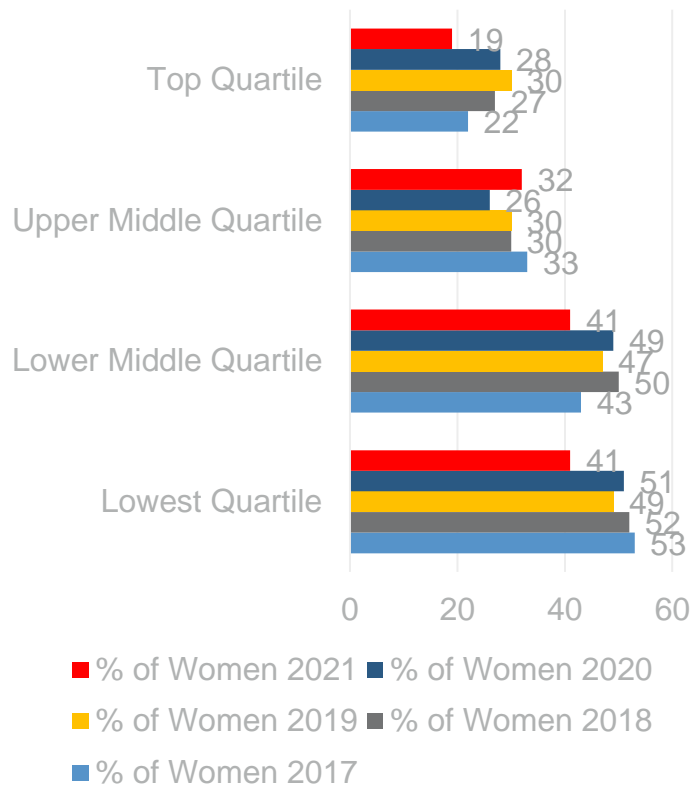
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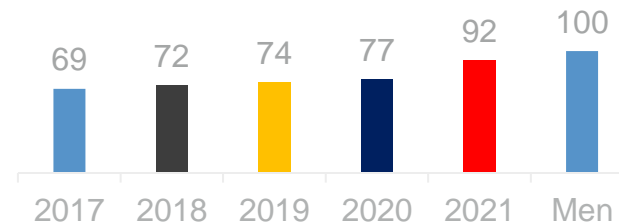


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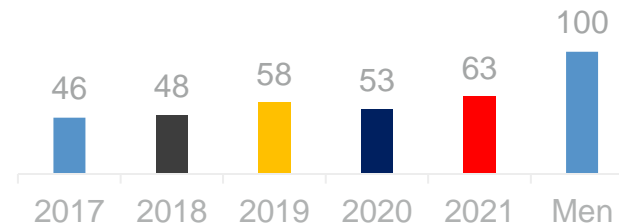
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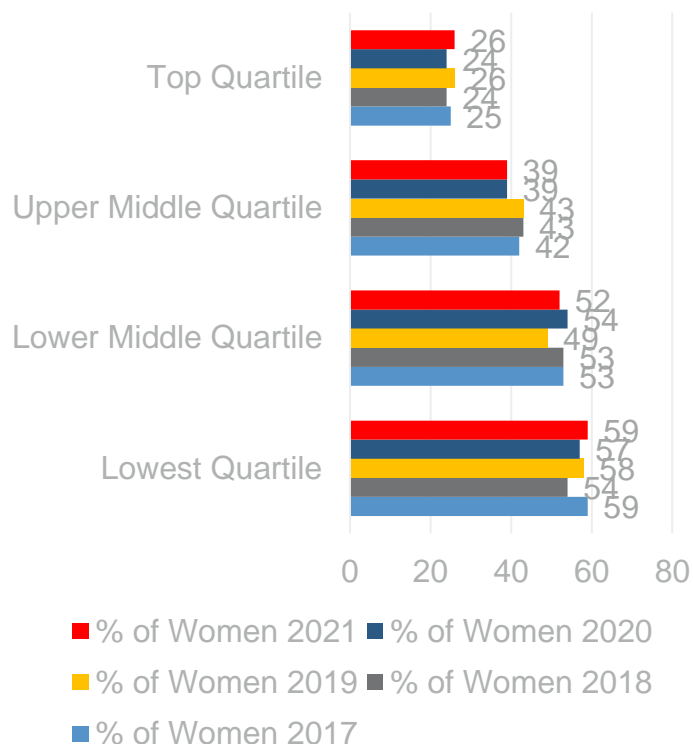
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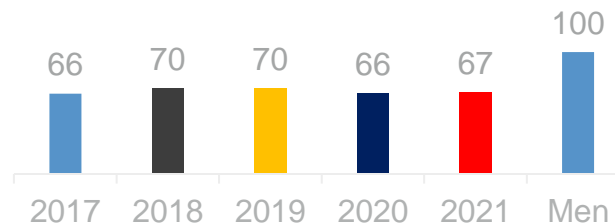


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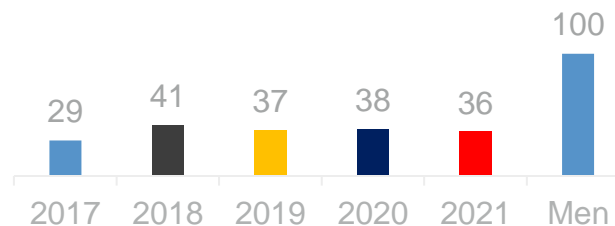
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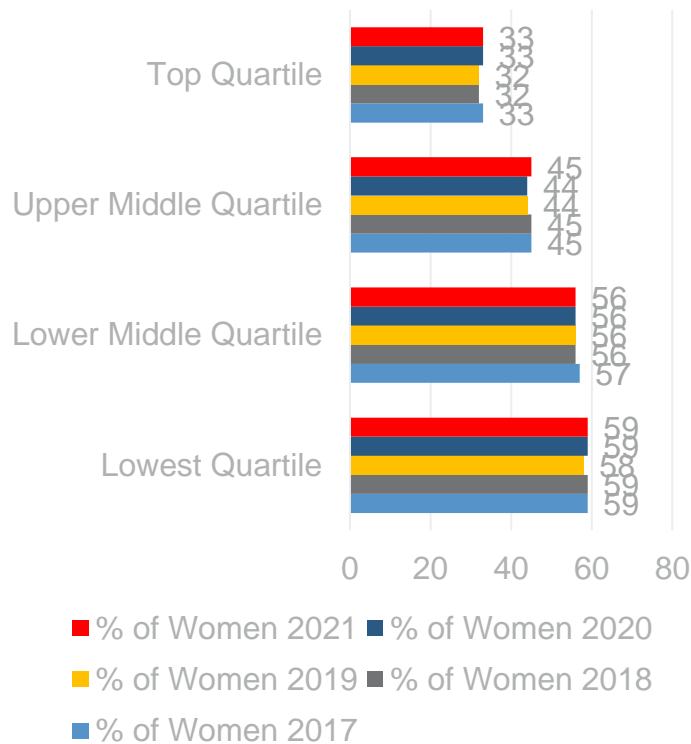
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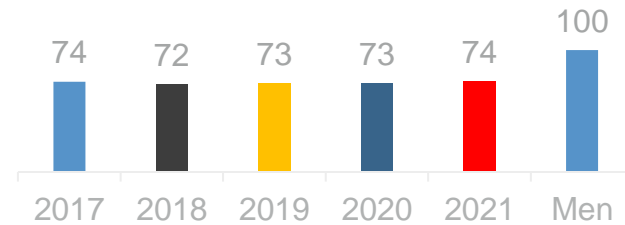


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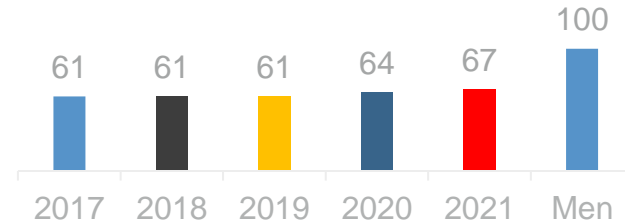
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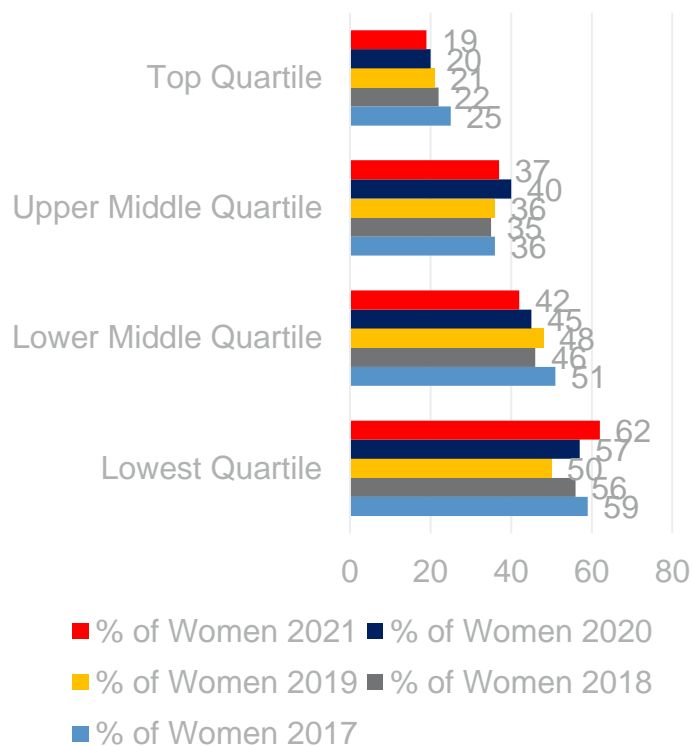
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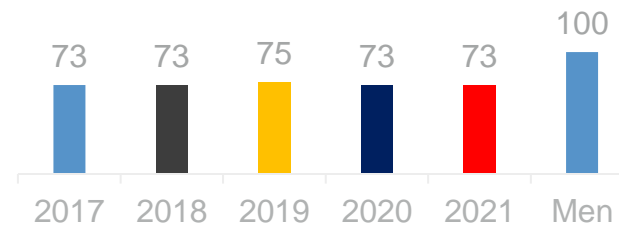


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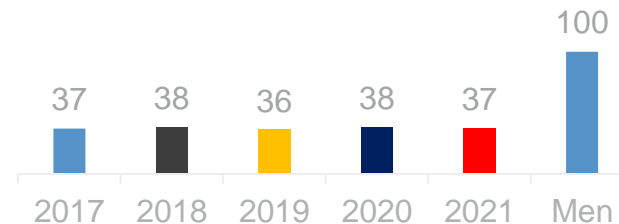
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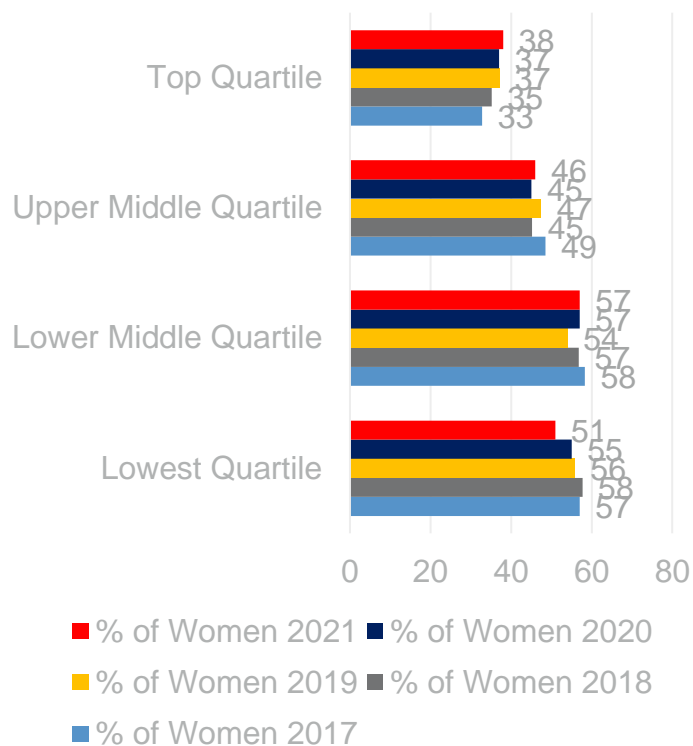
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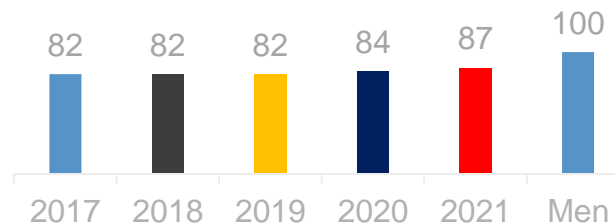


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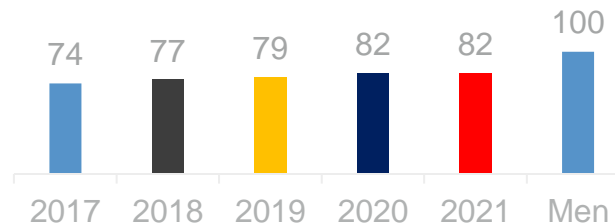
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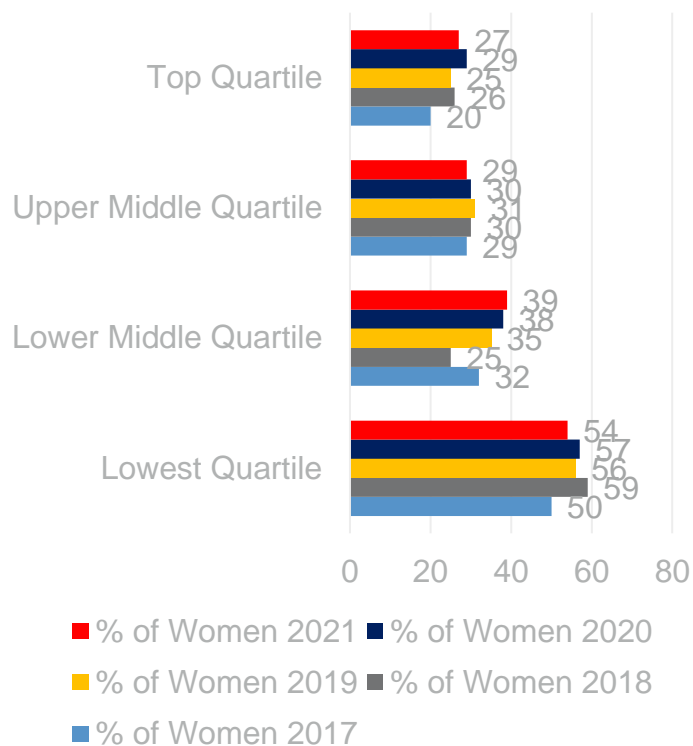
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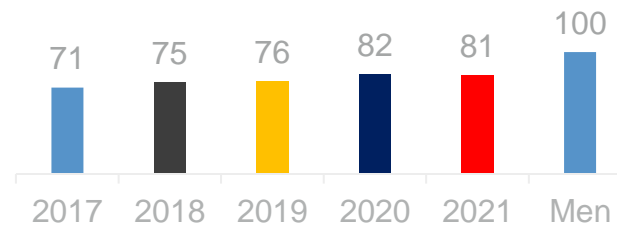


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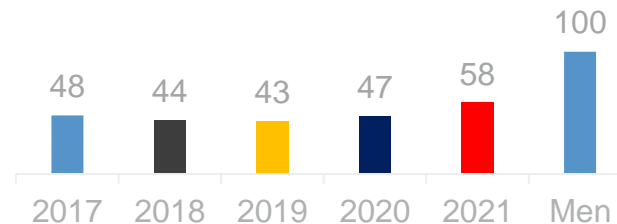
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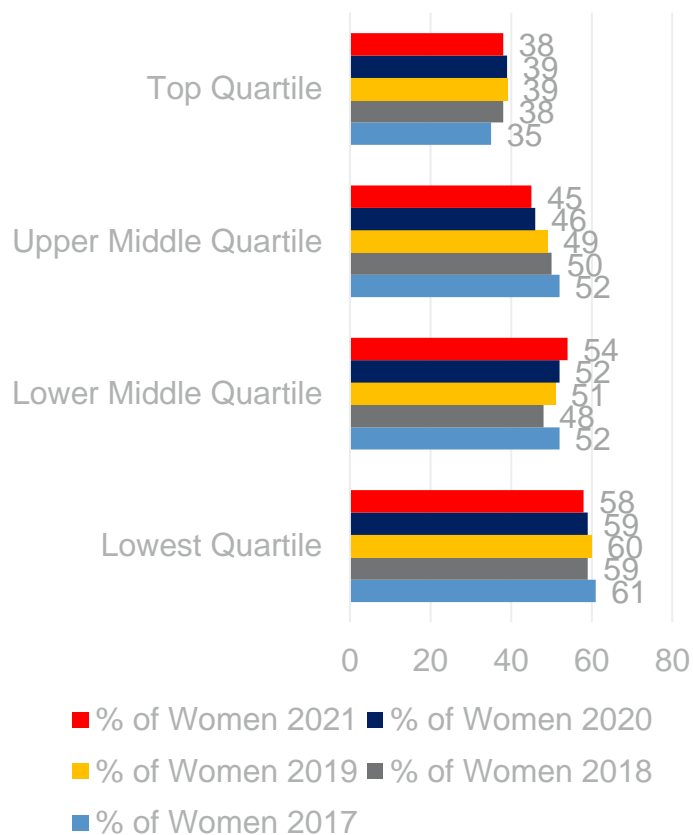
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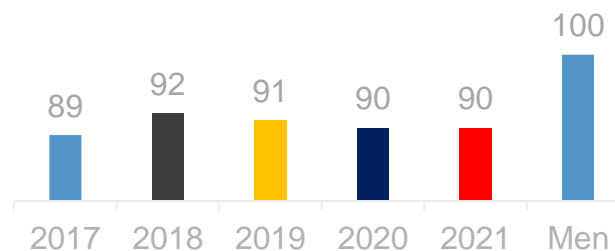


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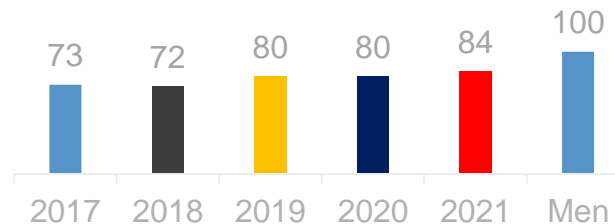
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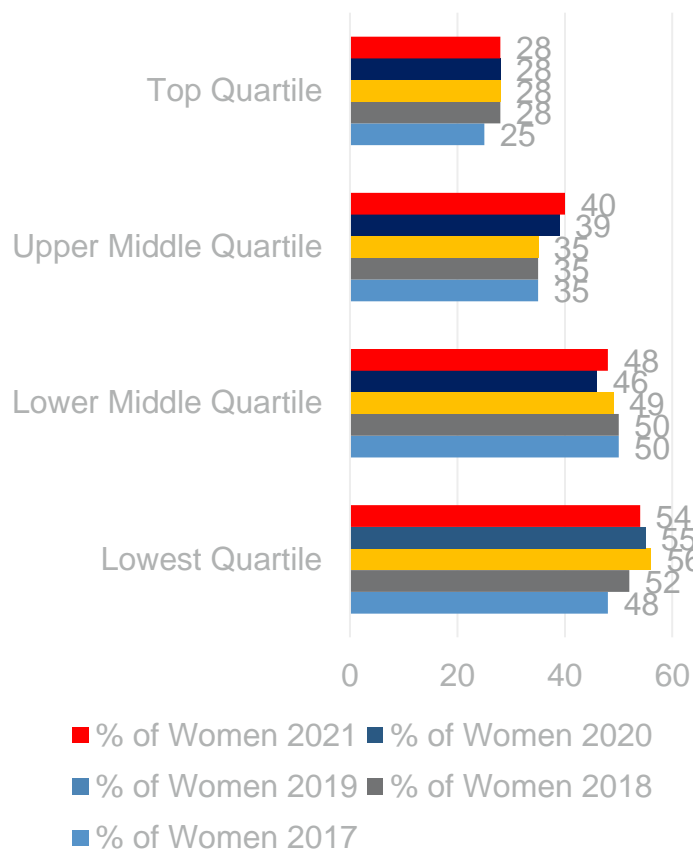
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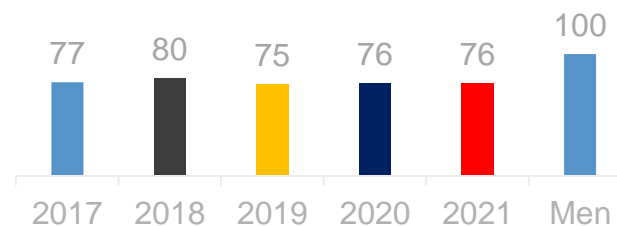


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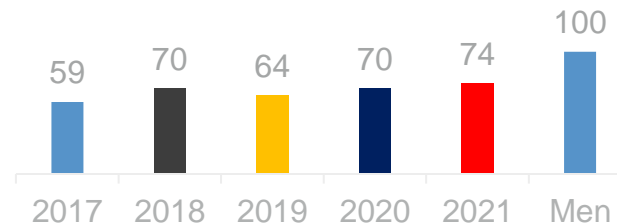
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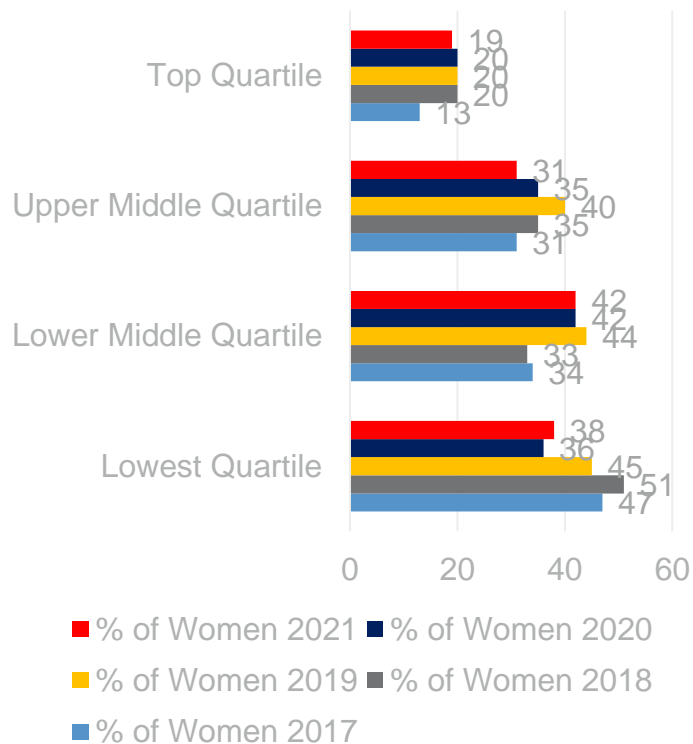
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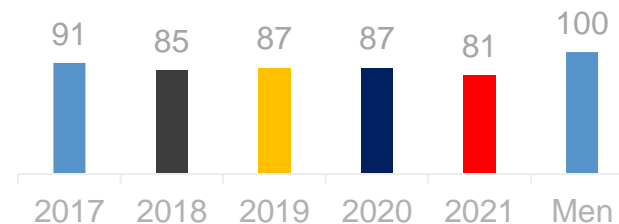


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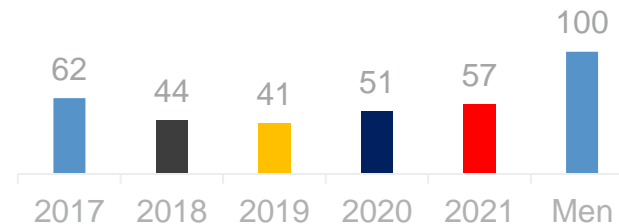
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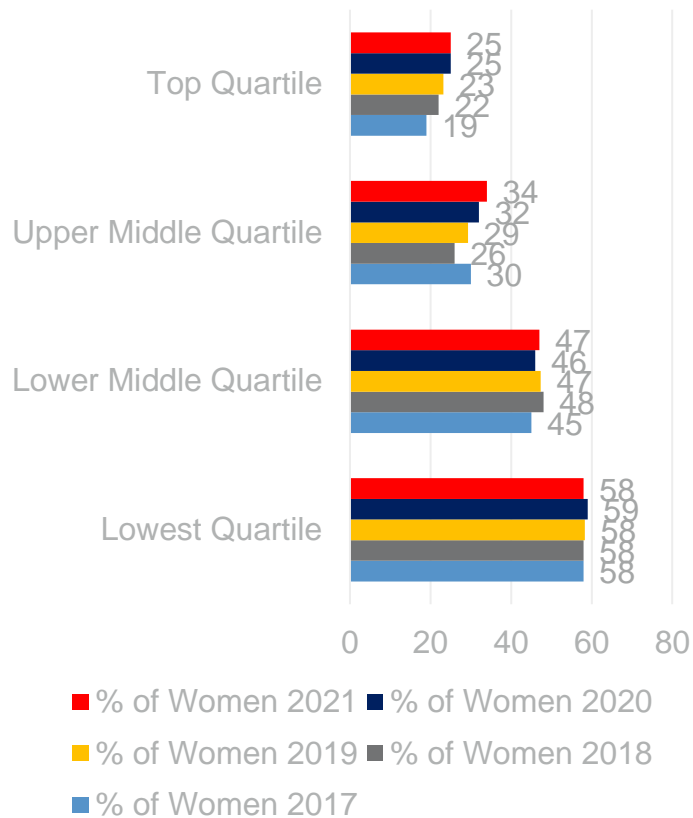
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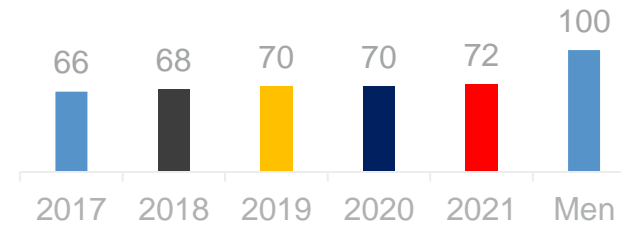


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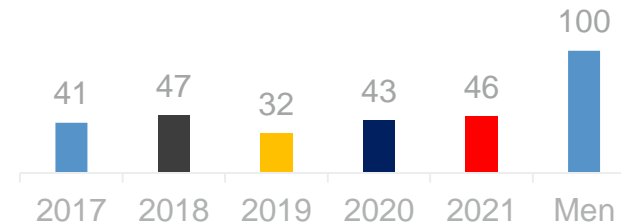
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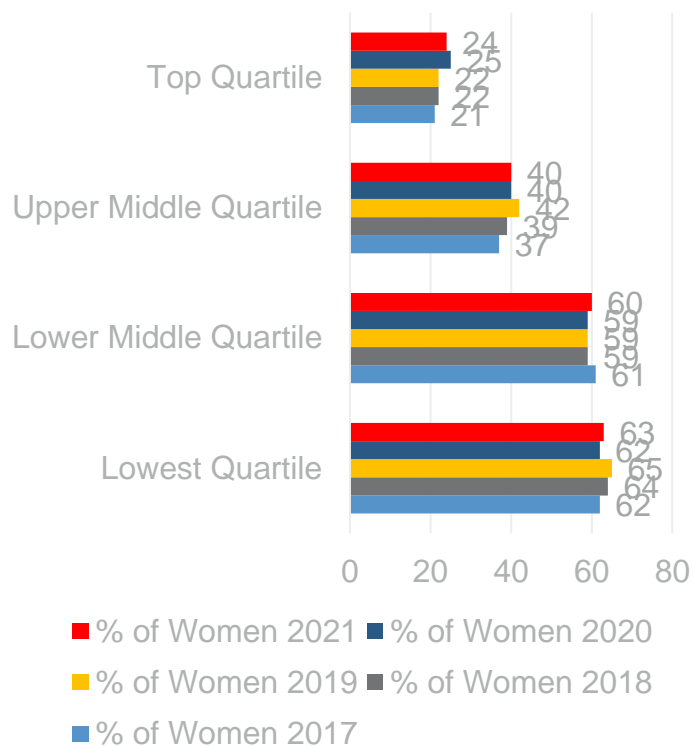
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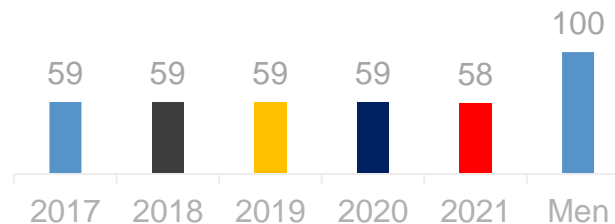


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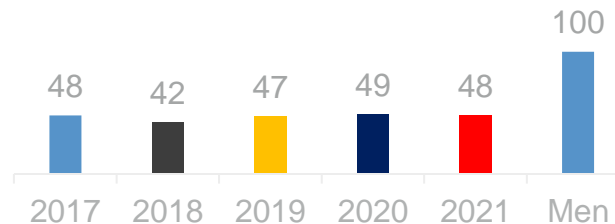
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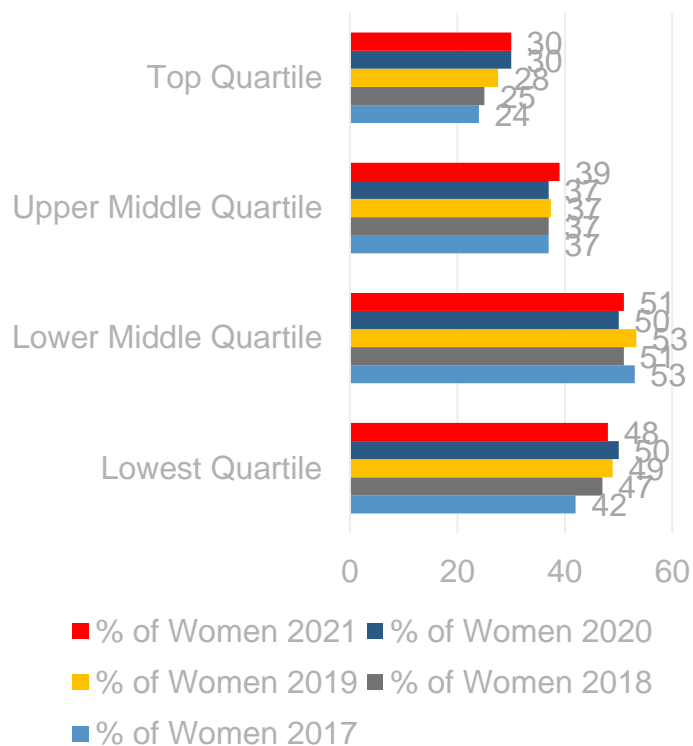
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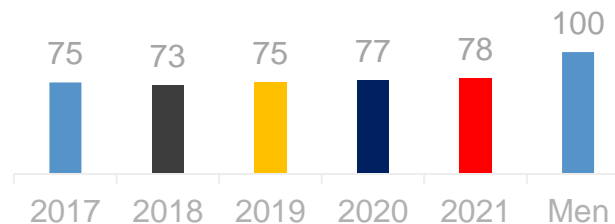


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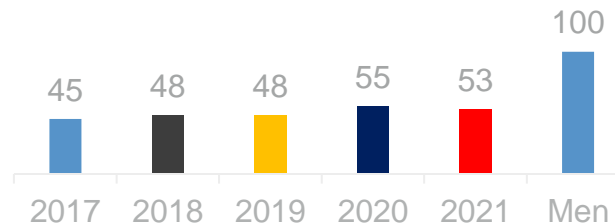
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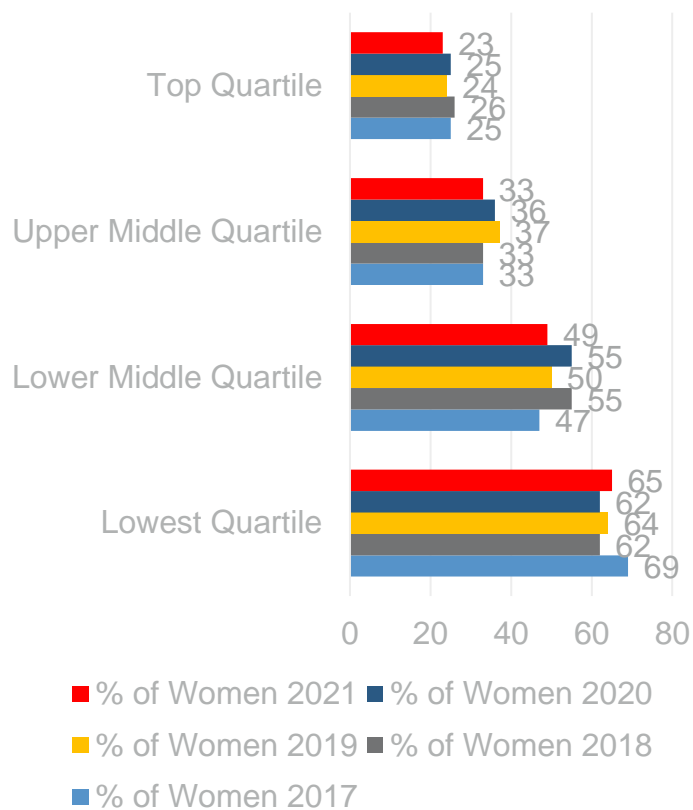
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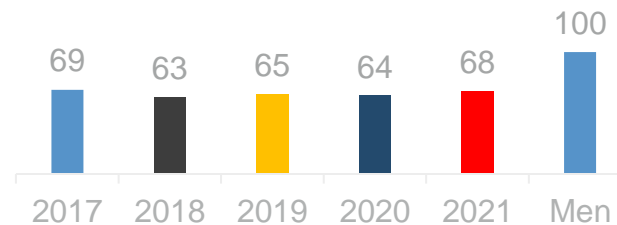
Gender Pay Gap – Gender distribution by hourly pay*



Group Figures

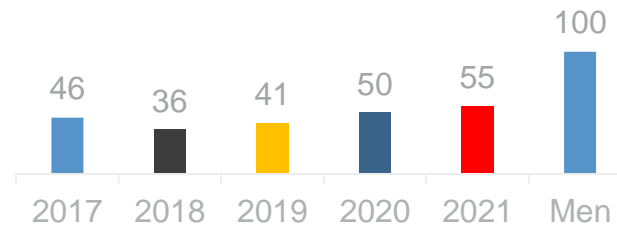
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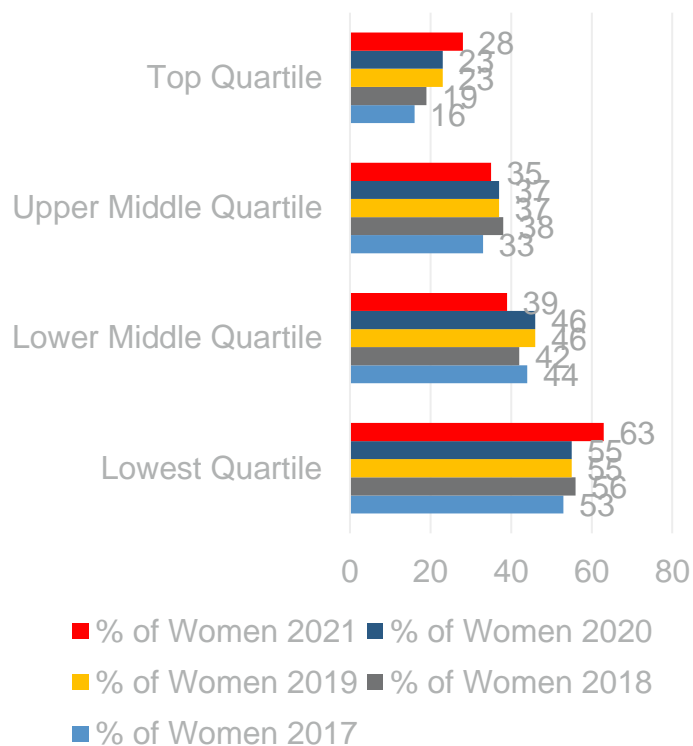
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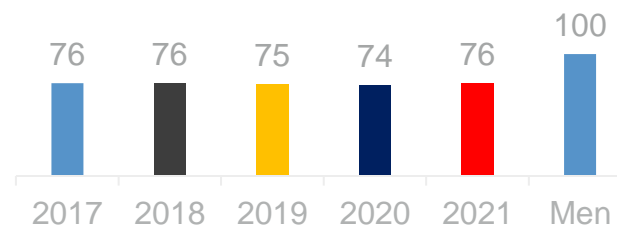


Gender Pay Gap – Gender distribution by hourly pay



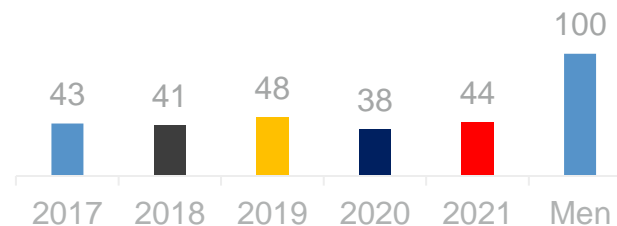
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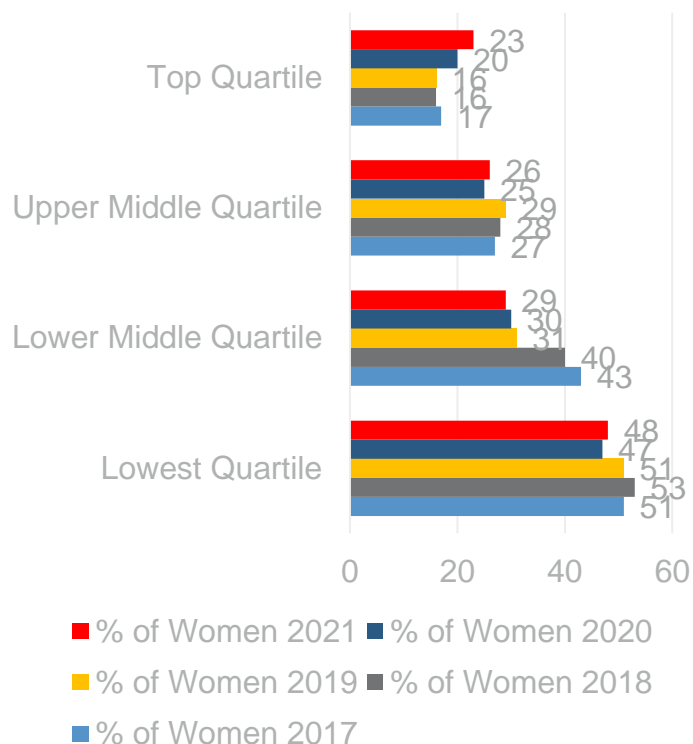
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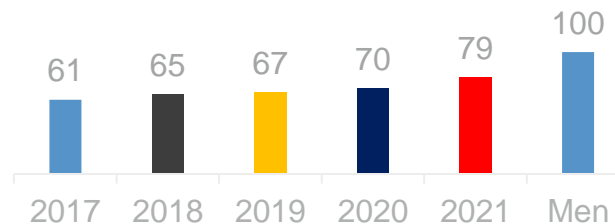


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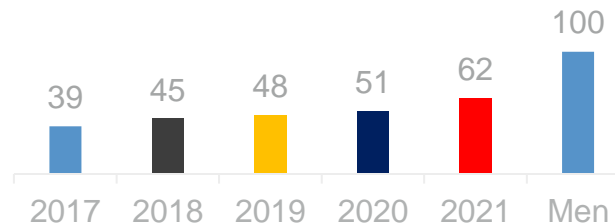
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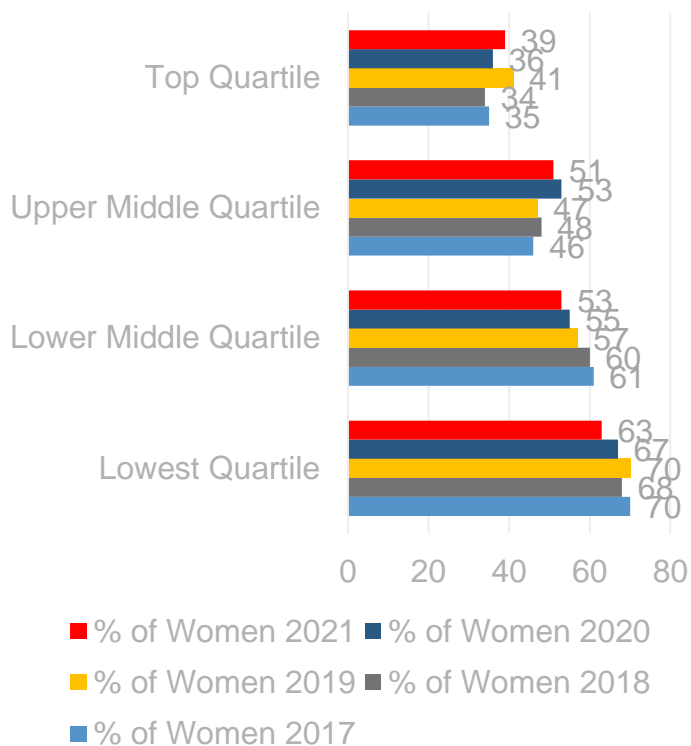
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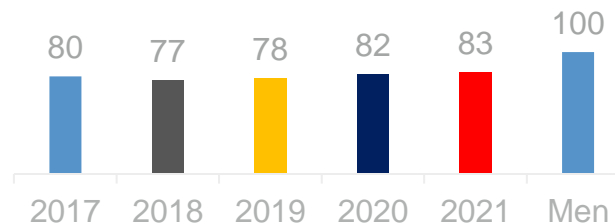


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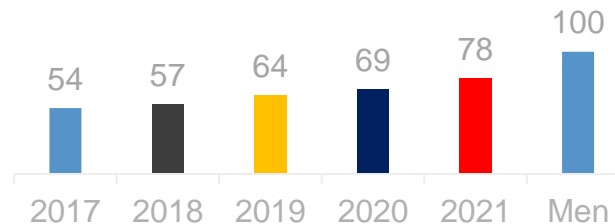
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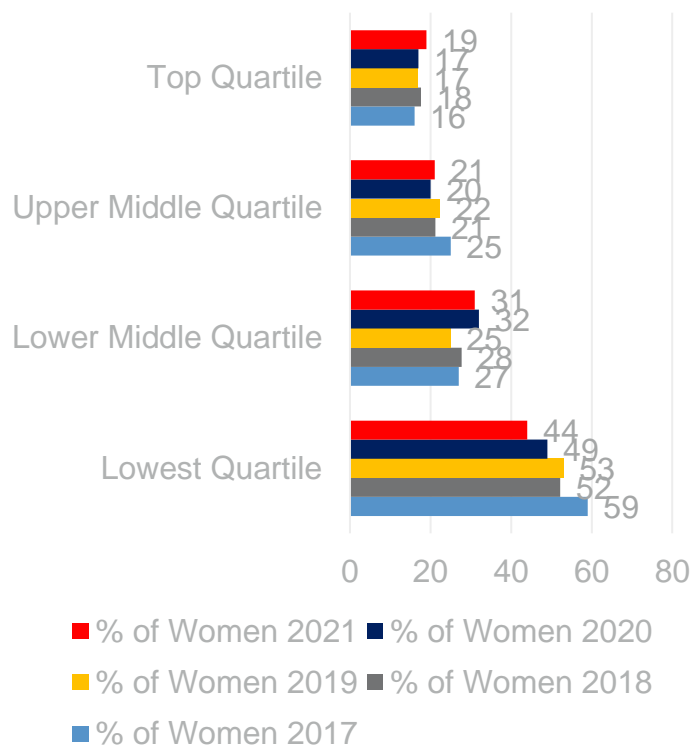
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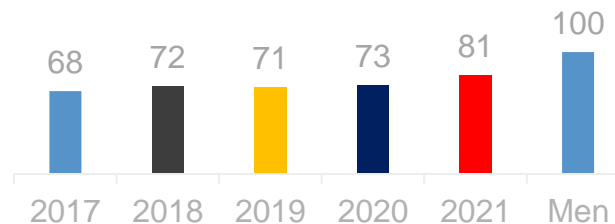


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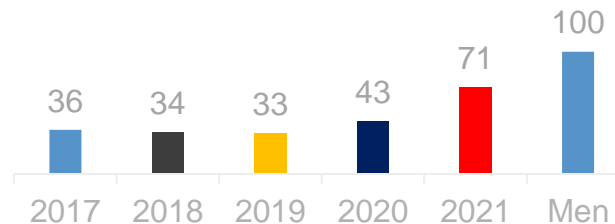
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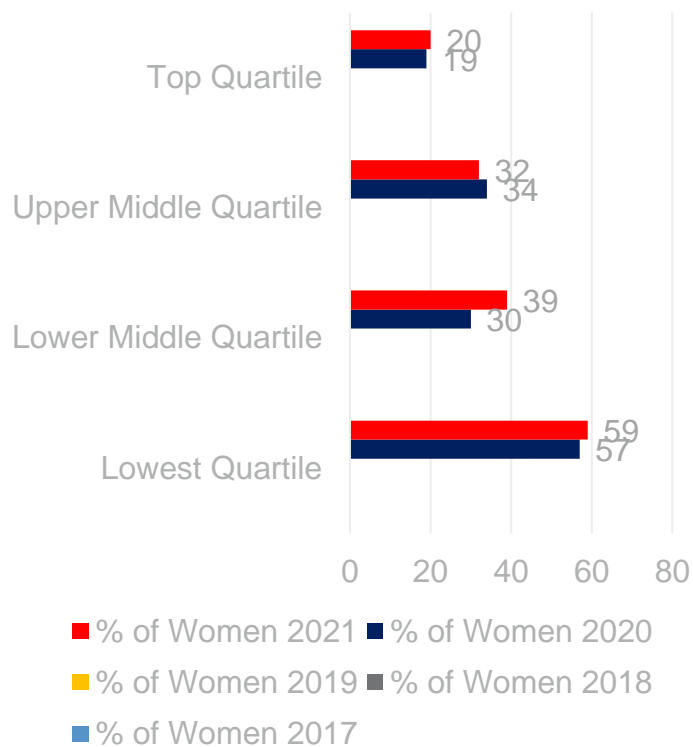
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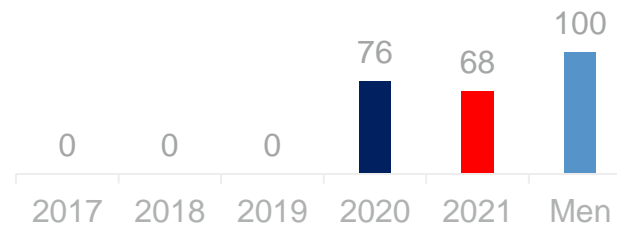


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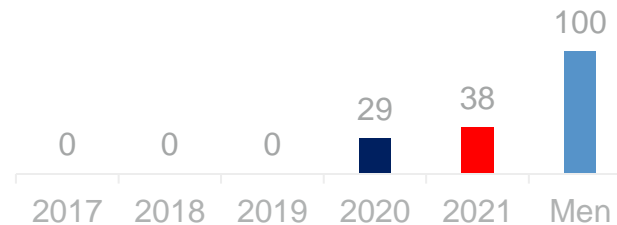
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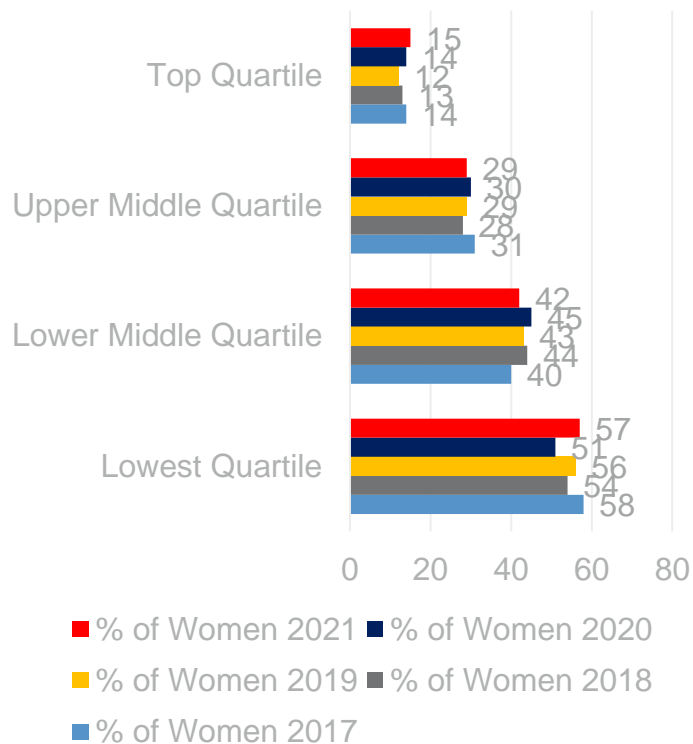
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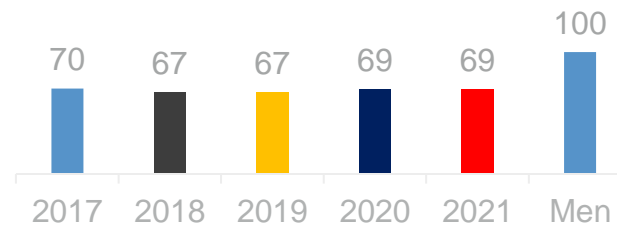


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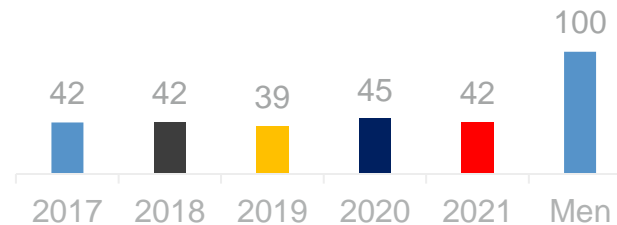
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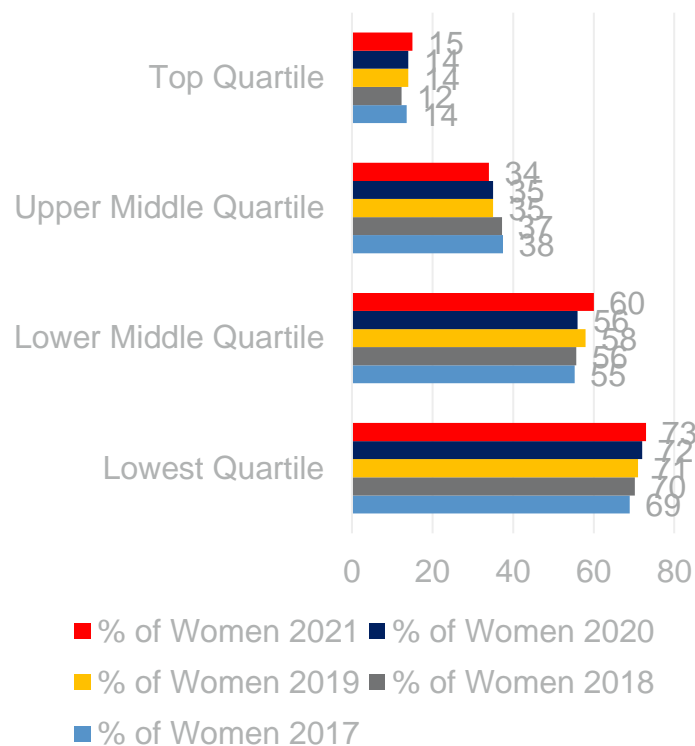
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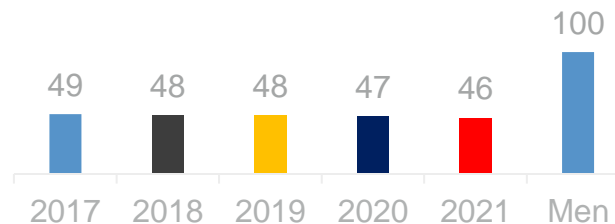


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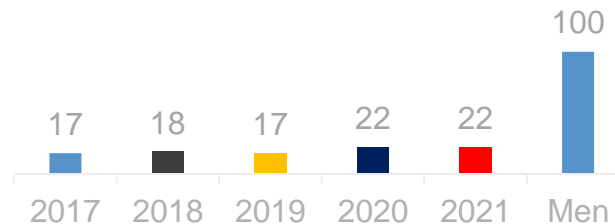
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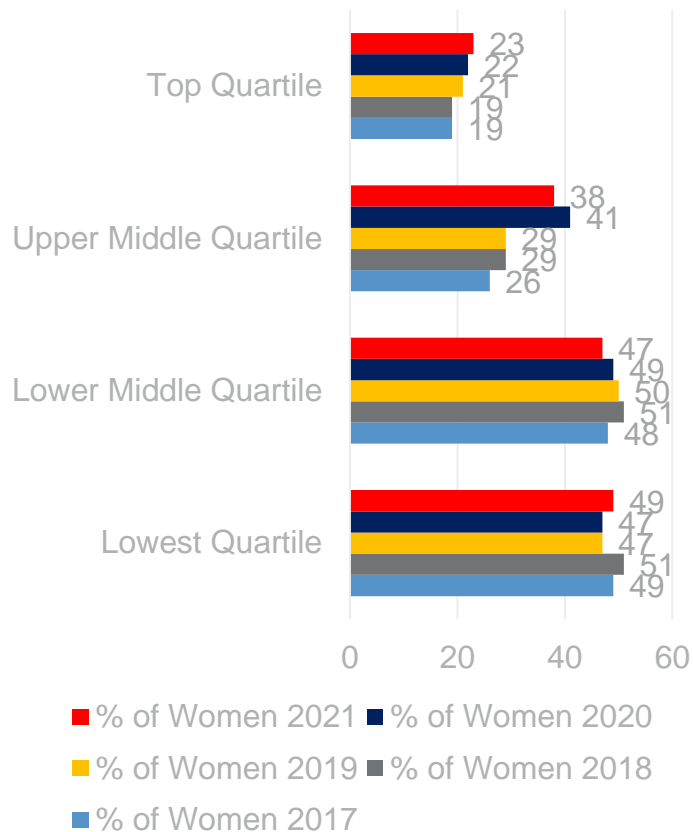




JANUS HENDERSON

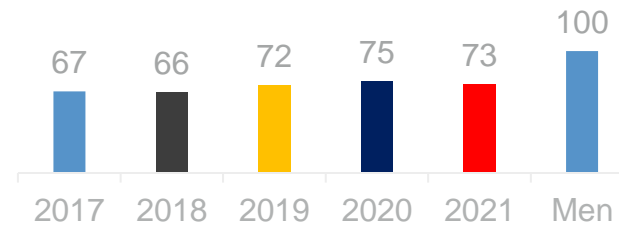
Predicted year of gender parity –
2021 = 2048 2020 = 2048

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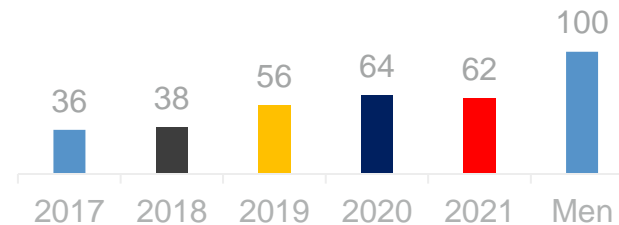
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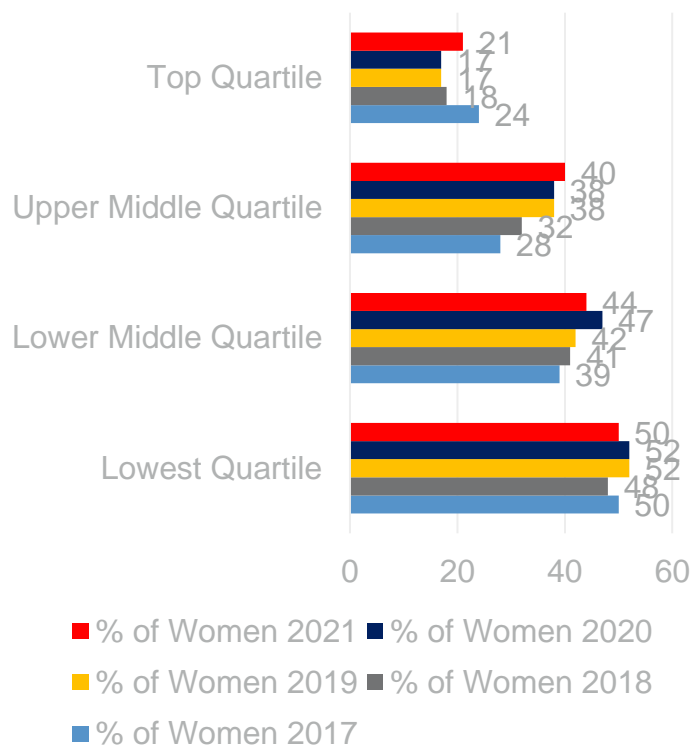
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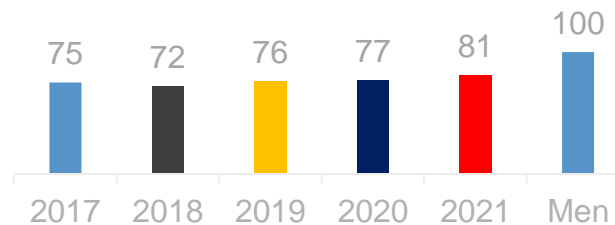


Gender Pay Gap – Gender distribution by hourly pay



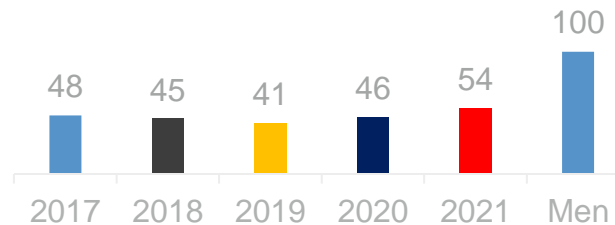
Wage Gap

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



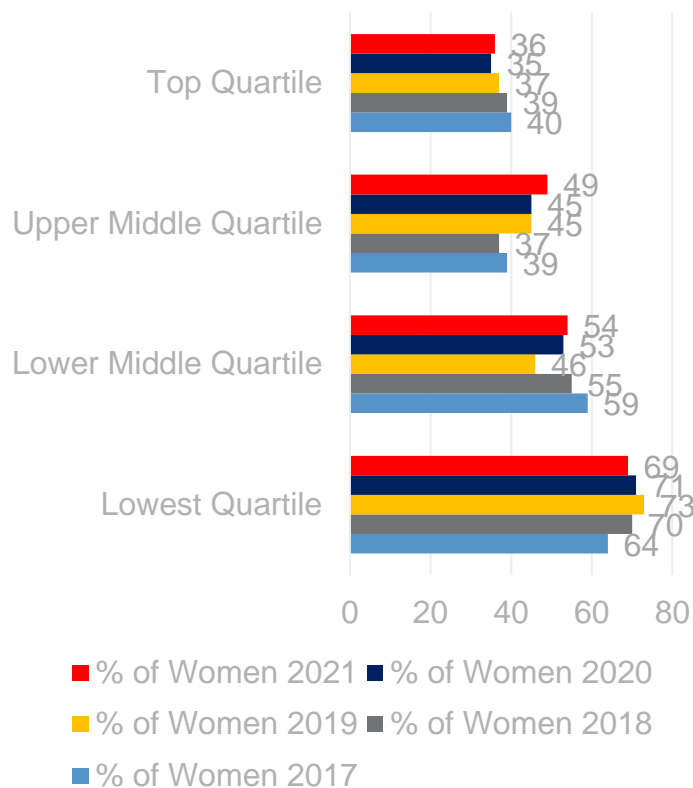
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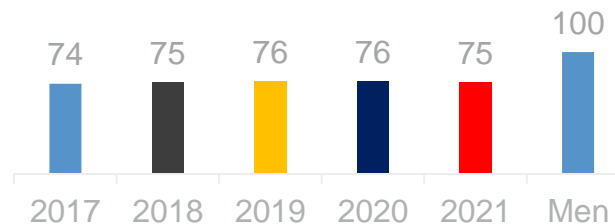


Gender Pay Gap – Gender distribution by hourly pay



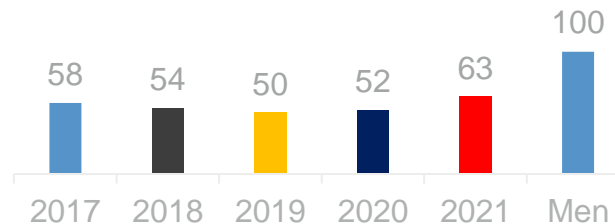
Wage Gap

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



Bonus Gap

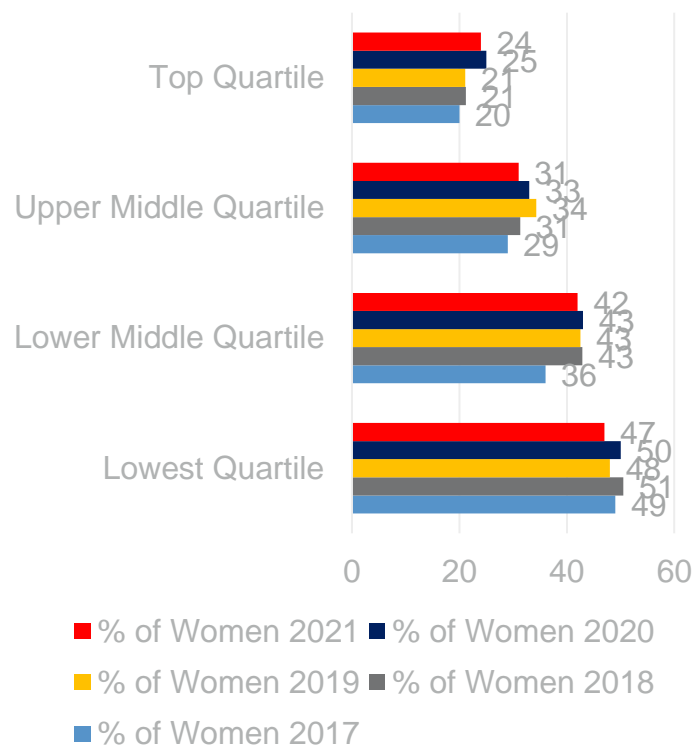
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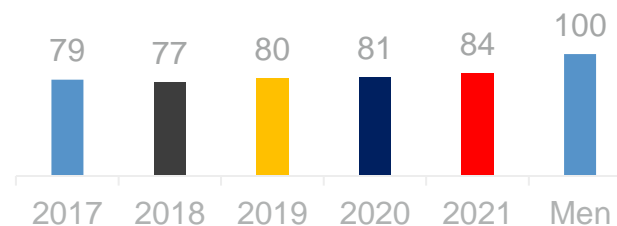
Predicted year of gender parity –
2021 = 2047 2020 = 2036

Gender Pay Gap – Gender distribution by hourly pay



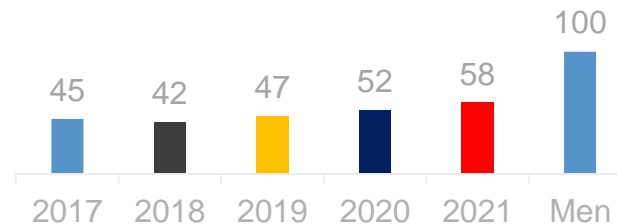
Wage Gap

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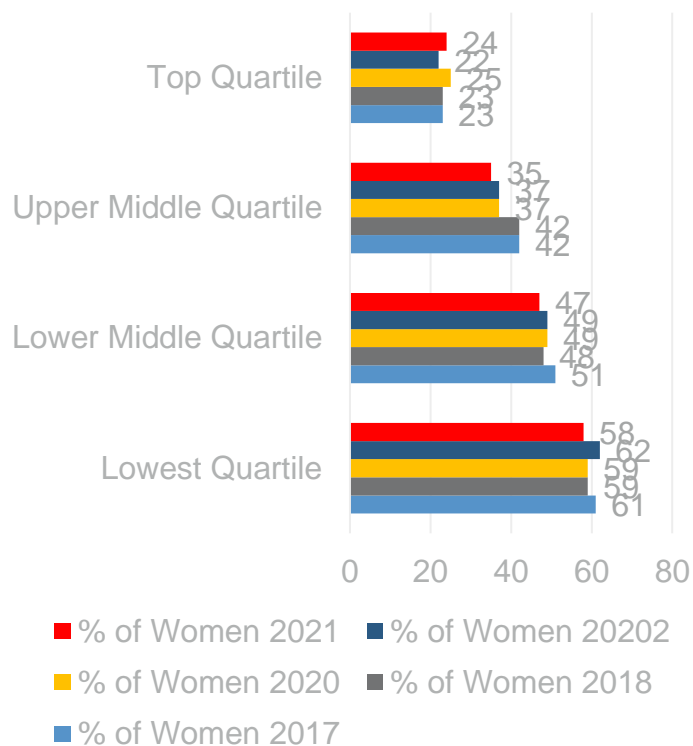


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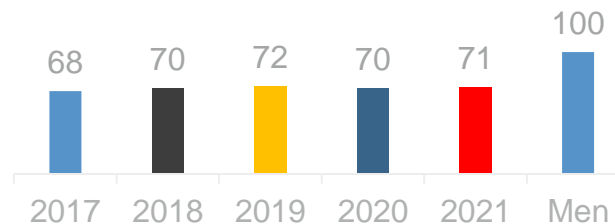


Gender Pay Gap – Gender distribution by hourly pay



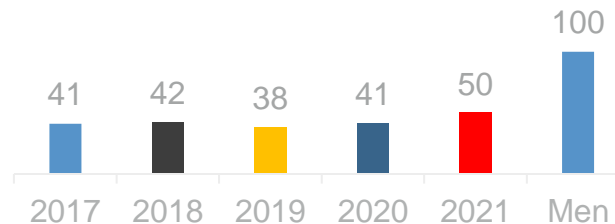
Wage Gap

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Bonus Gap

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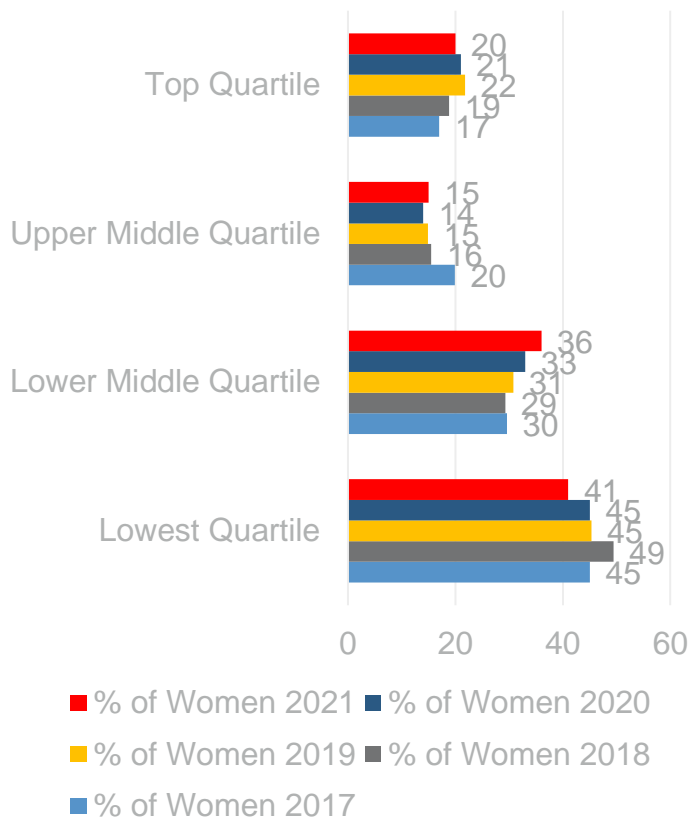




Man Group

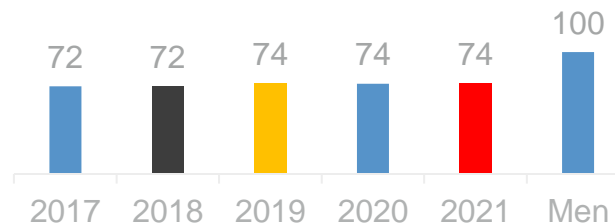
Predicted year of gender parity –
2021 = 2061 2020 = 2032

Gender Pay Gap – Gender distribution by hourly pay



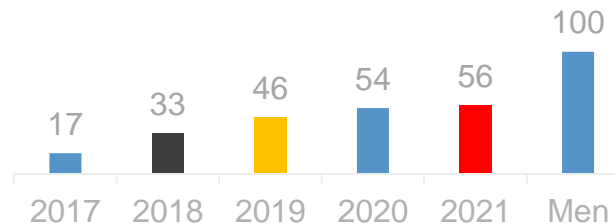
Wage Gap

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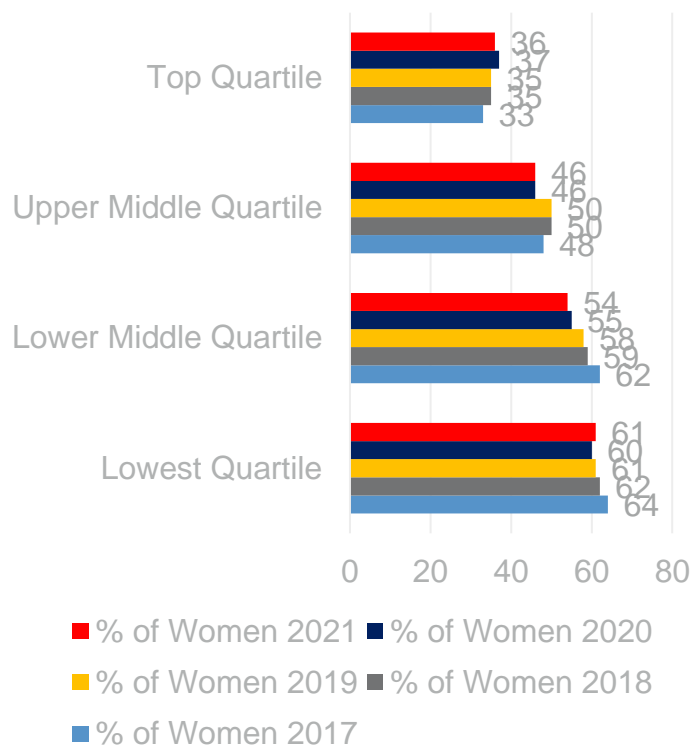
Bonus Gap

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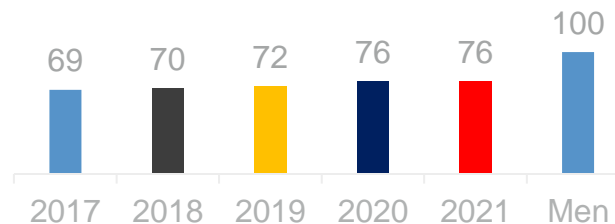


Gender Pay Gap – Gender distribution by hourly pay



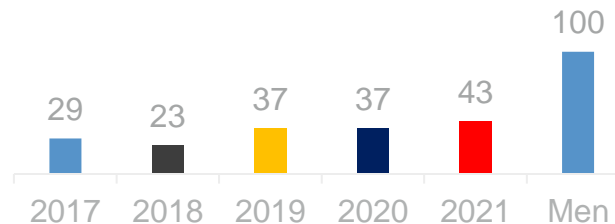
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Bonus Gap

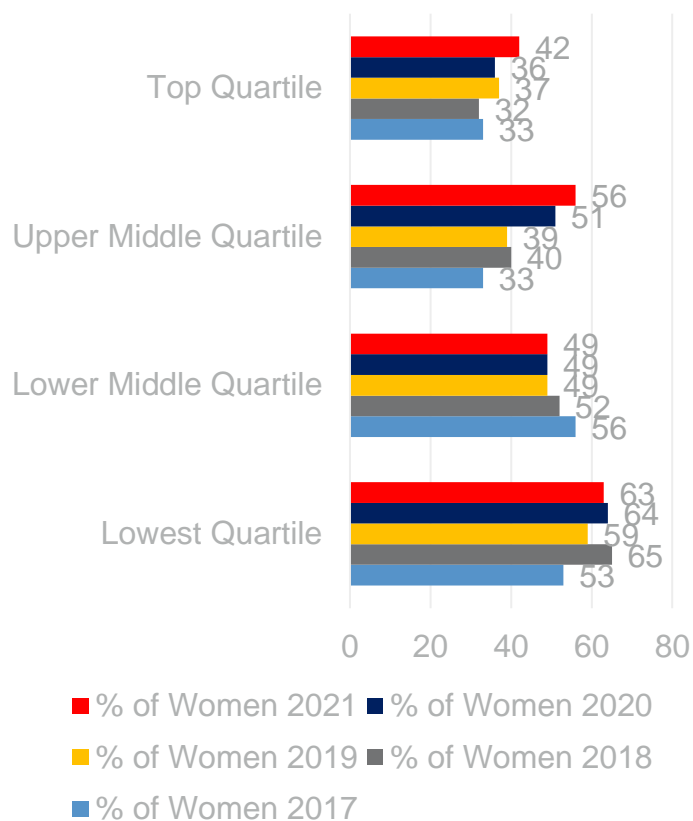
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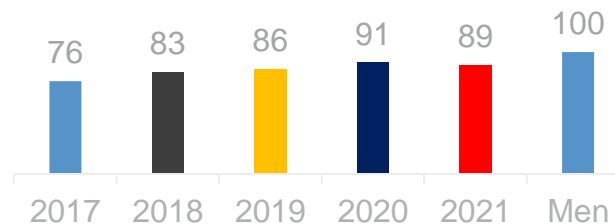
Predicted year of gender parity –
2021 = 2024 2020 = 2035

Gender Pay Gap – Gender distribution by hourly pay



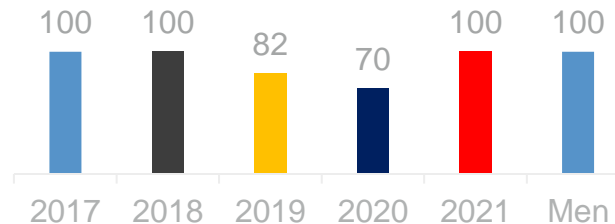
Wage Gap

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Bonus Gap

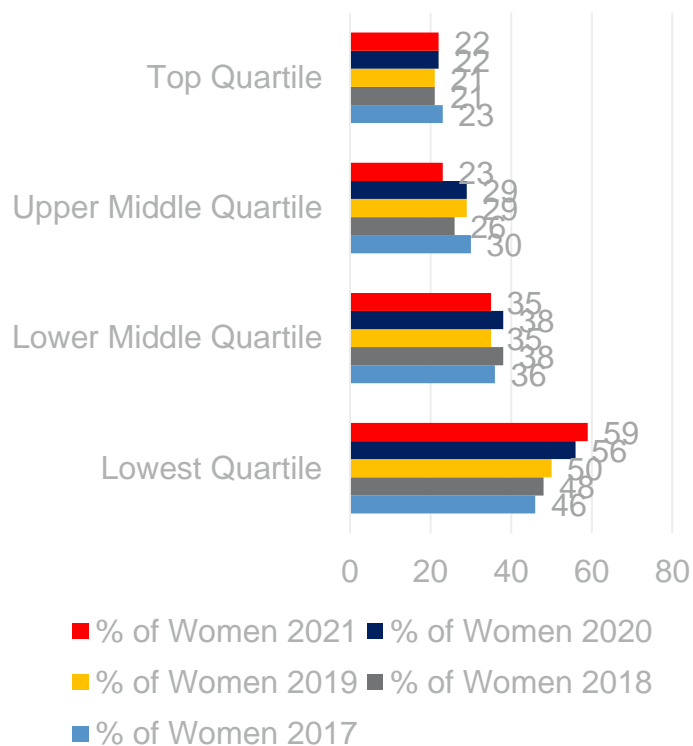
In this organisation, women earnt x pence for every £1 that men earn when comparing median bonus pay.





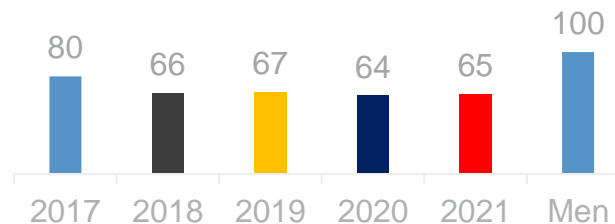
Predicted year of gender parity – 2021 = Never 2020 = Never

Gender Pay Gap – Gender distribution by hourly pay



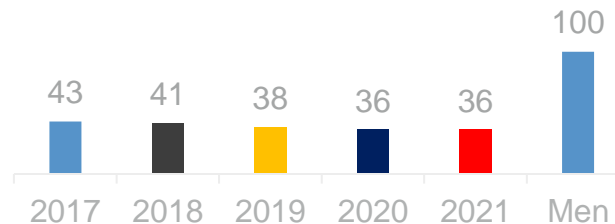
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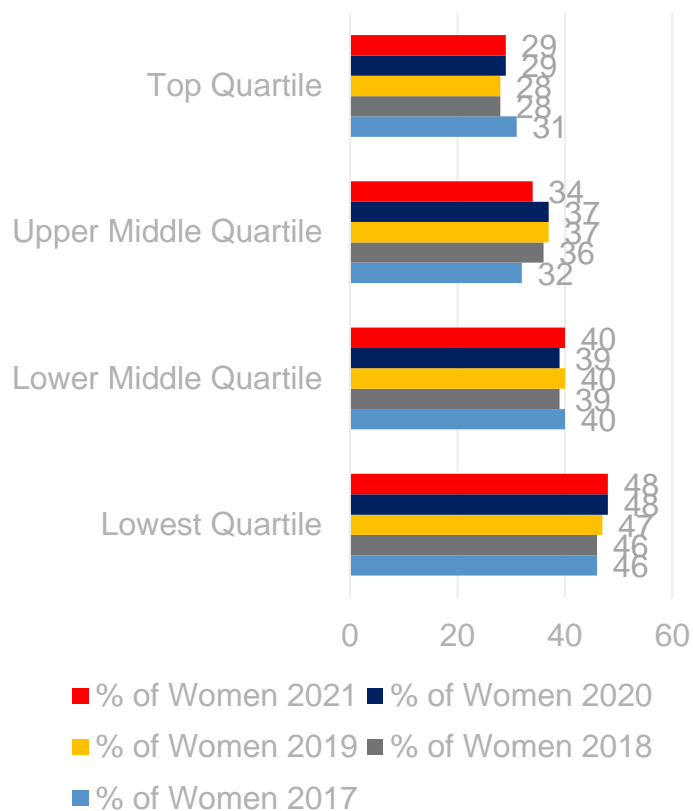
Bonus Gap

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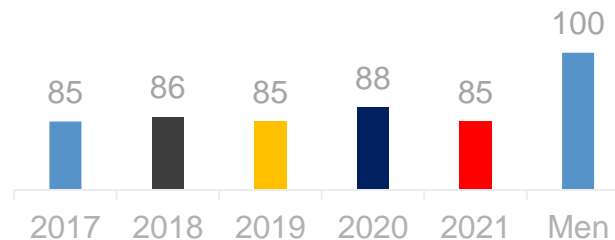


Gender Pay Gap – Gender distribution by hourly pay



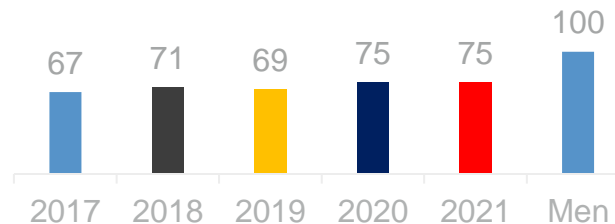
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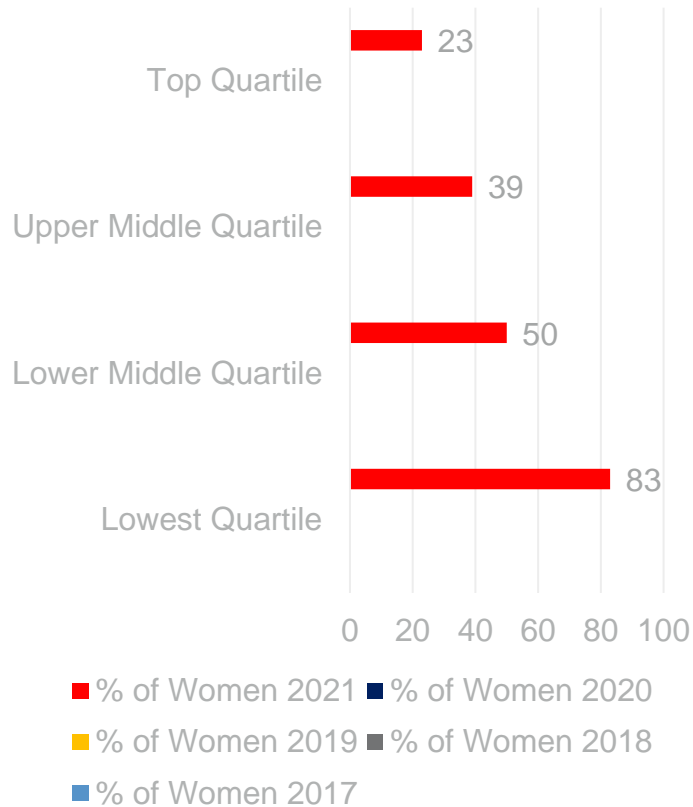


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Gender Pay Gap – Gender distribution by hourly pay



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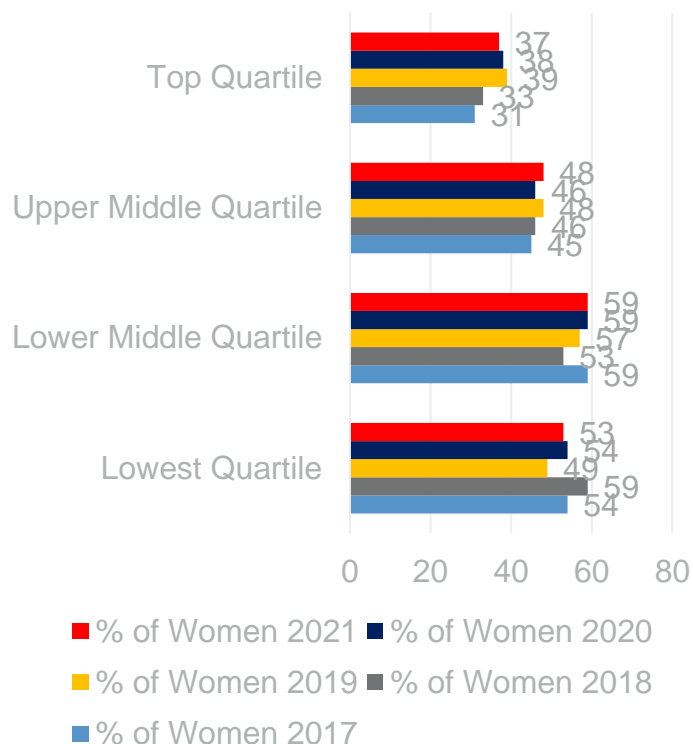
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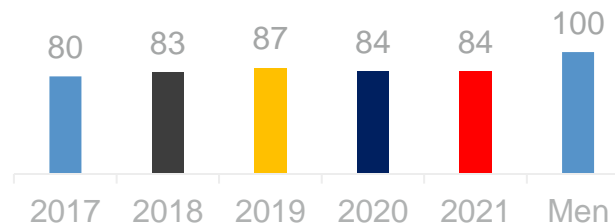


Gender Pay Gap – Gender distribution by hourly pay



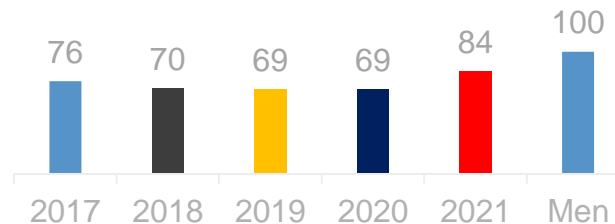
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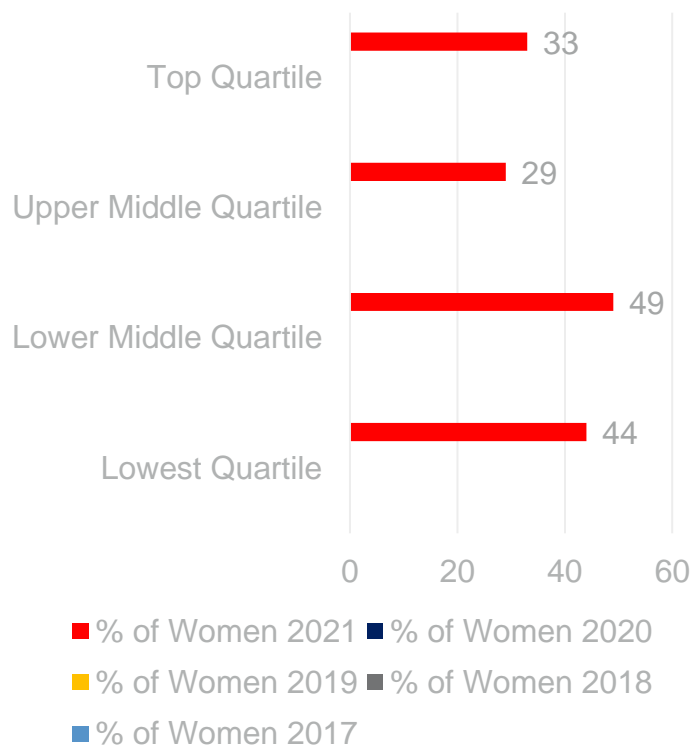
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Gender Pay Gap – Gender distribution by hourly pay



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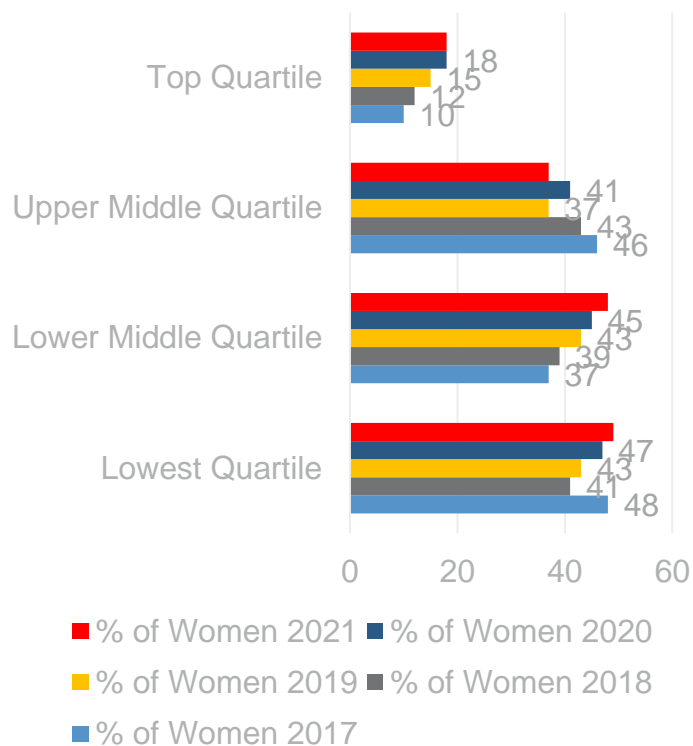
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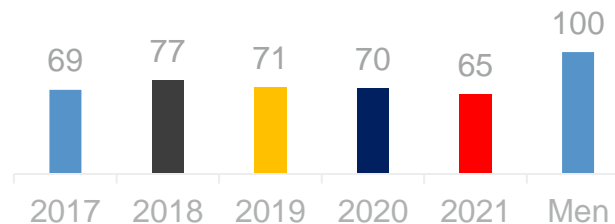


Gender Pay Gap – Gender distribution by hourly pay



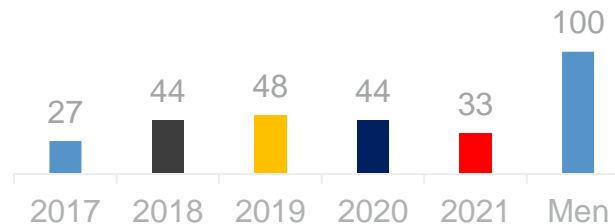
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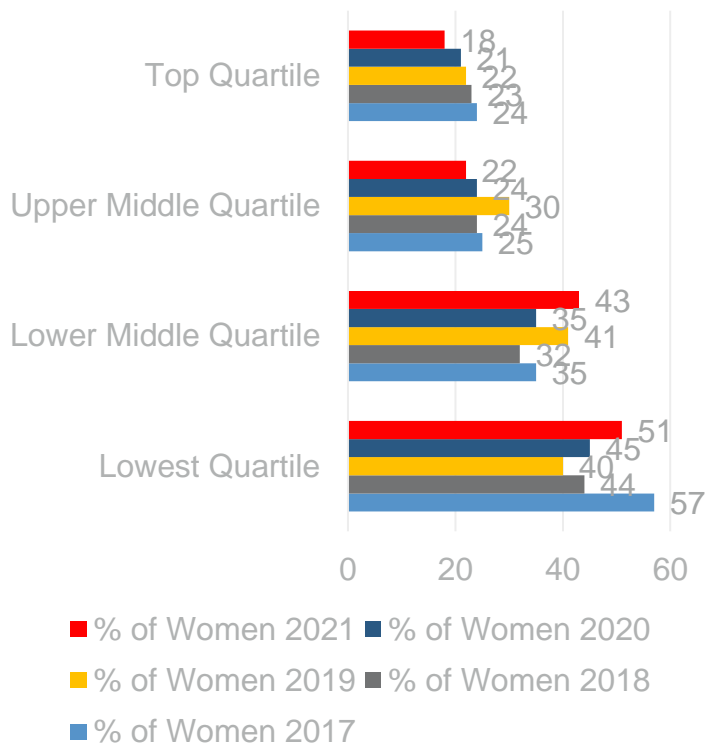
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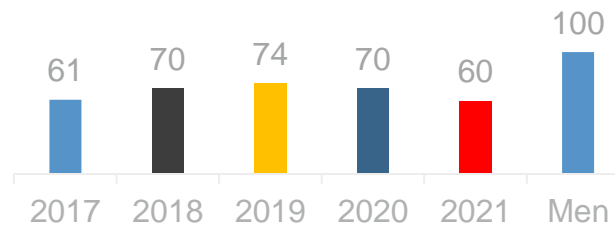


Gender Pay Gap – Gender distribution by hourly pay



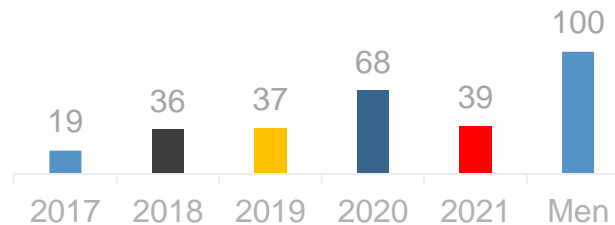
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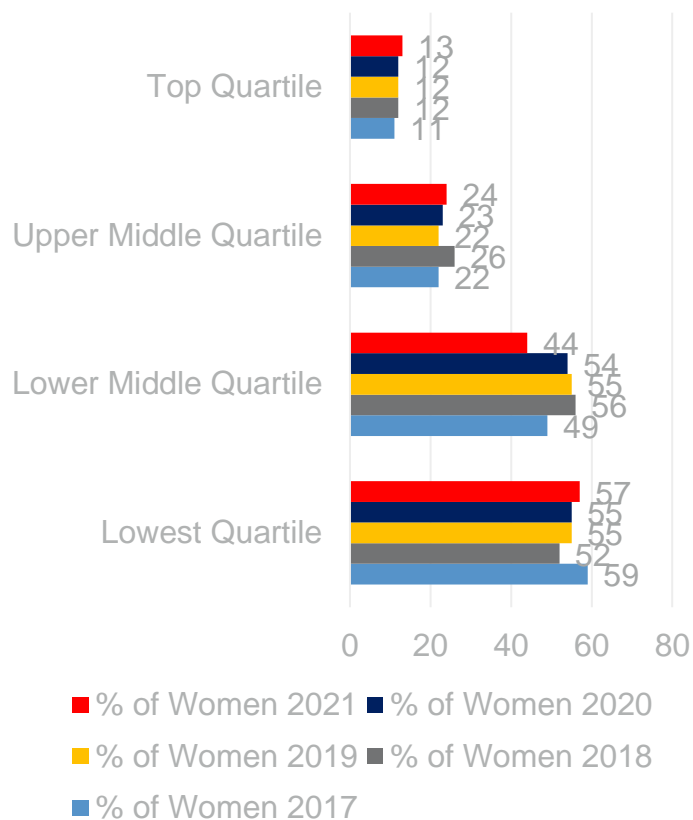
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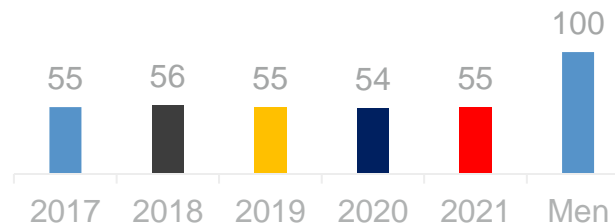


Gender Pay Gap – Gender distribution by hourly pay



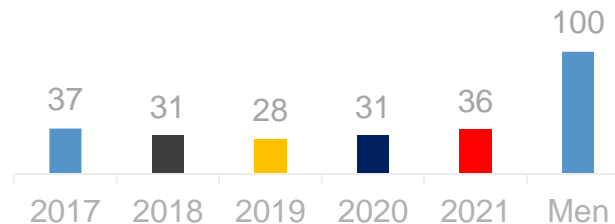
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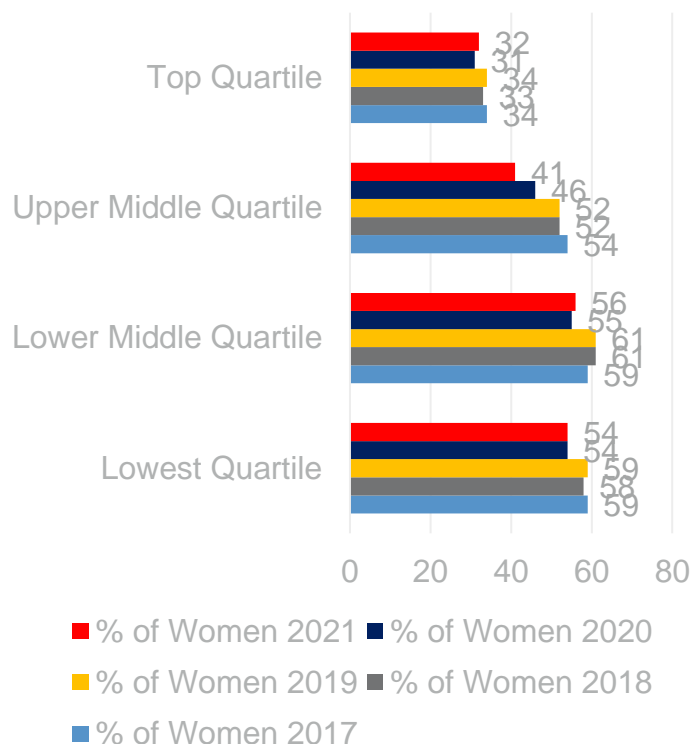
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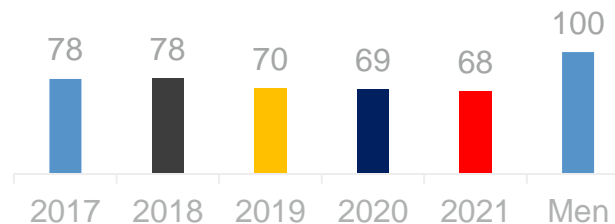


Gender Pay Gap – Gender distribution by hourly pay



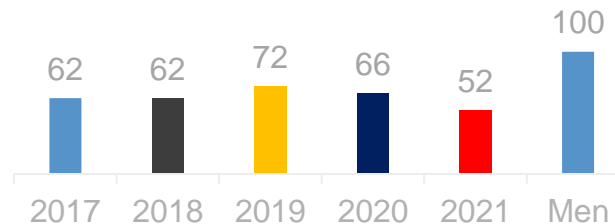
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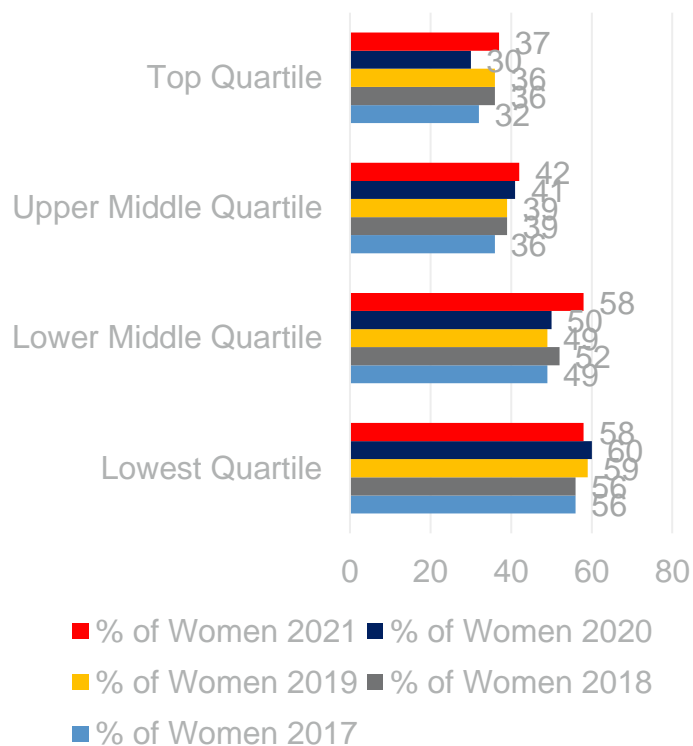
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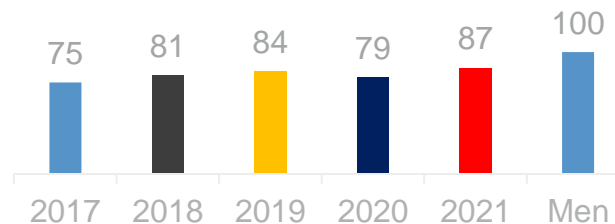


Gender Pay Gap – Gender distribution by hourly pay



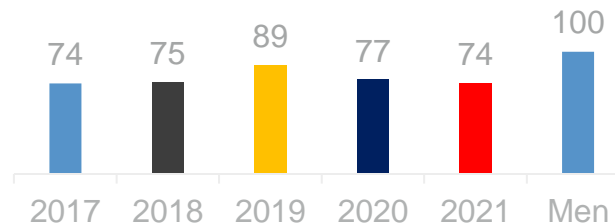
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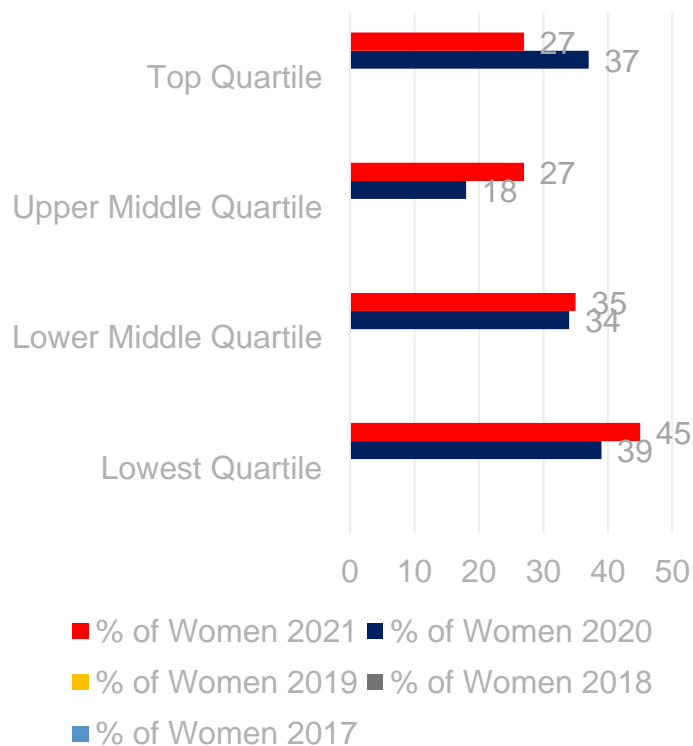
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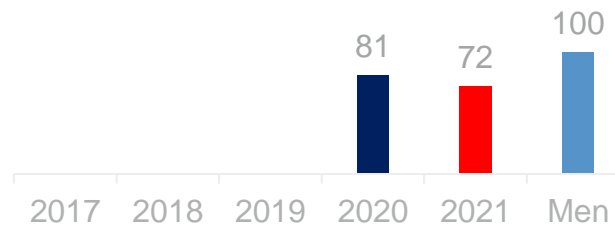


Gender Pay Gap – Gender distribution by hourly pay



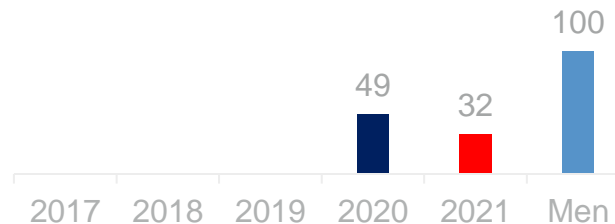
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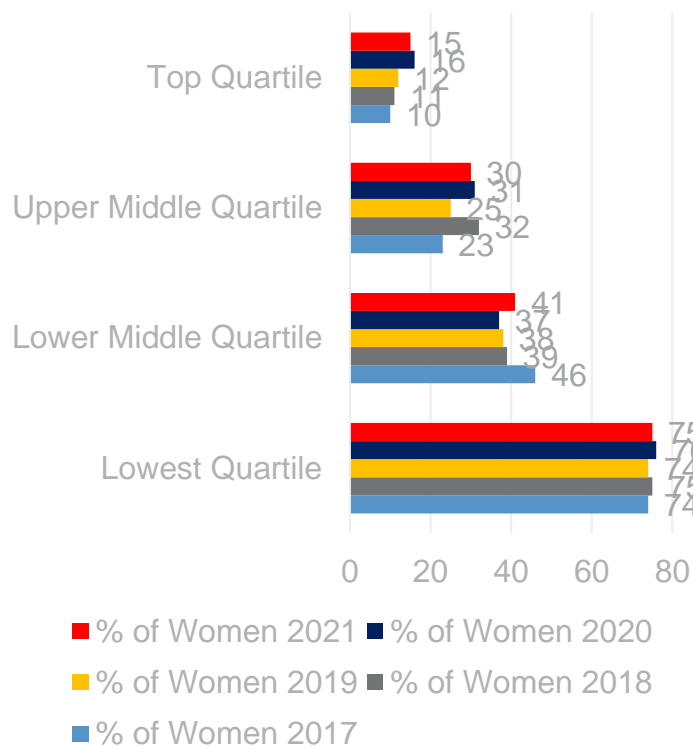
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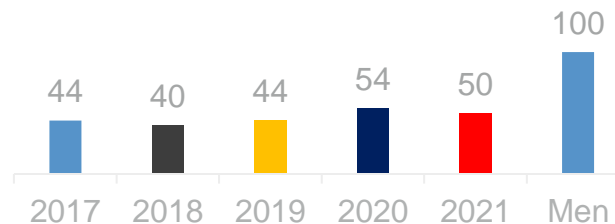
Predicted year of gender parity –
2021 = 2049 2020 = 2036

Gender Pay Gap – Gender distribution by hourly pay



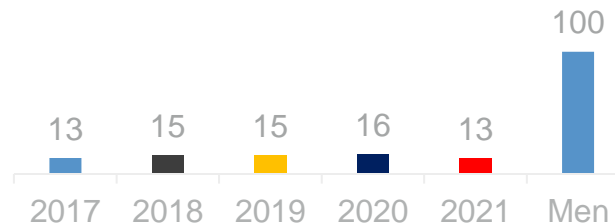
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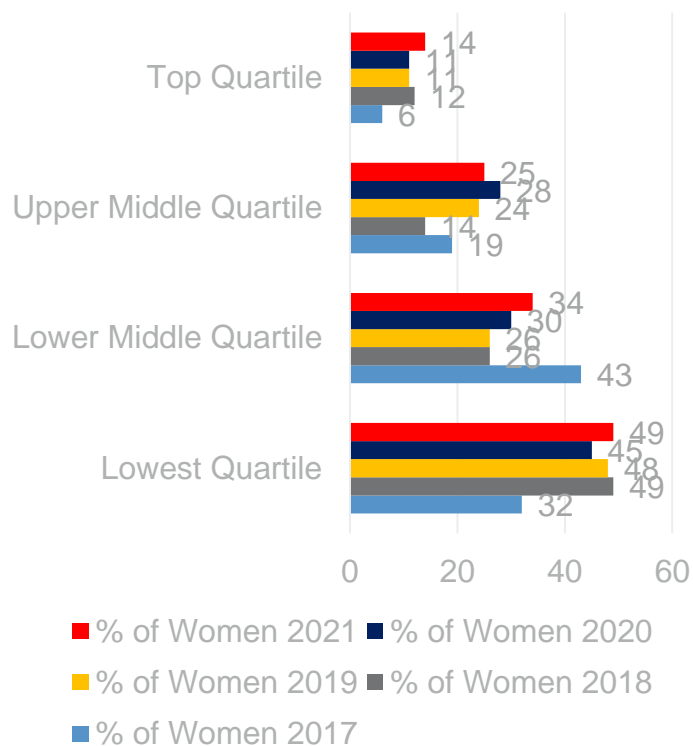
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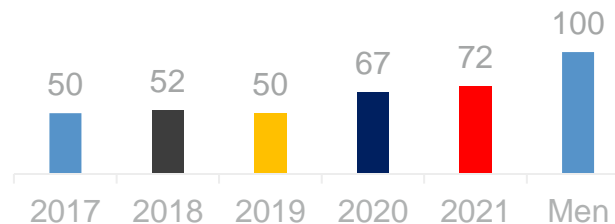


Gender Pay Gap – Gender distribution by hourly pay



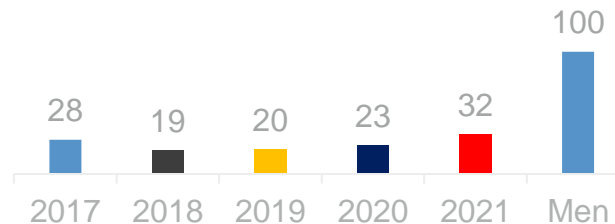
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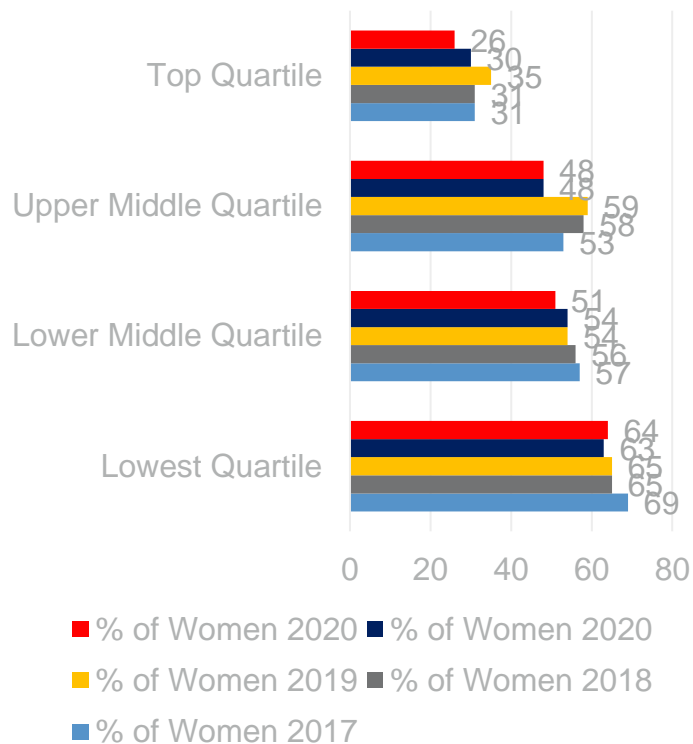


Taken from Royal London Group Report..



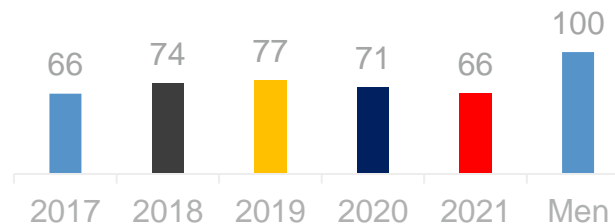
Predicted year of gender parity –
2021 = Never 2020 = Never

Gender Pay Gap – Gender distribution by hourly pay



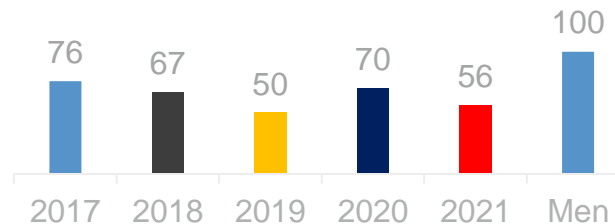
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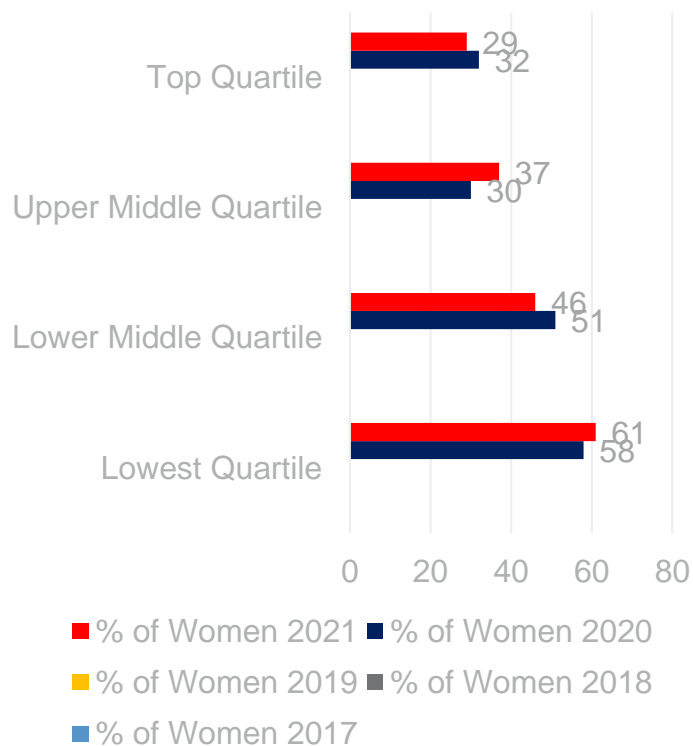


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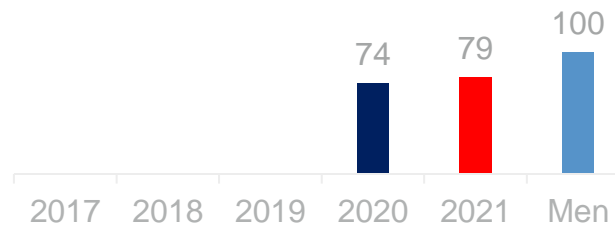


Gender Pay Gap – Gender distribution by hourly pay



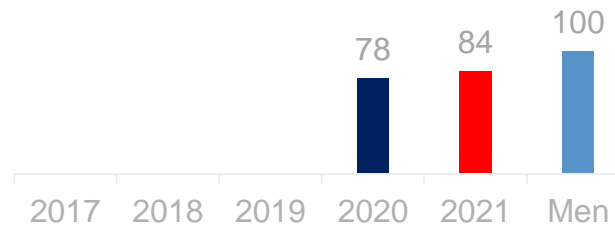
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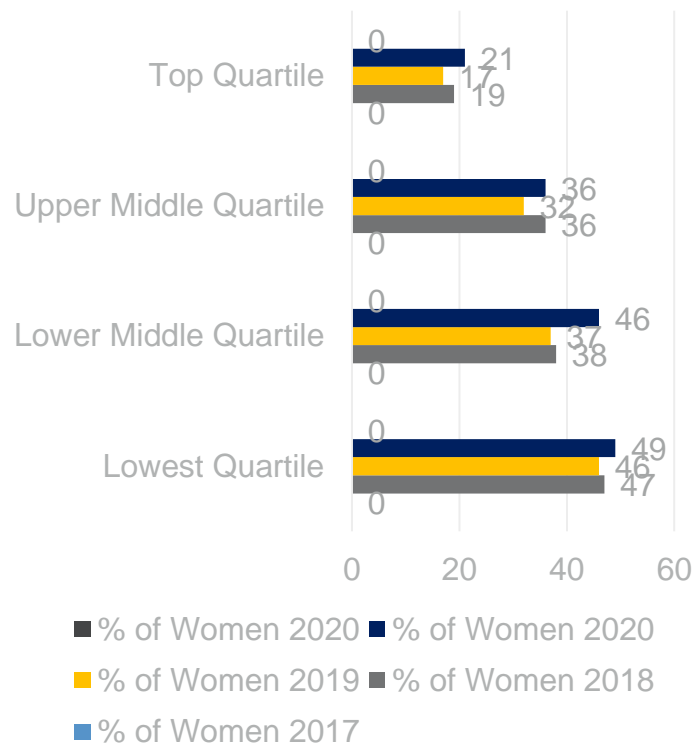
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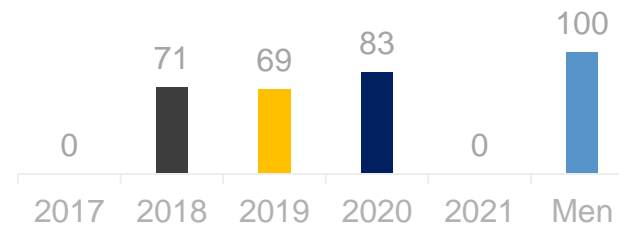


Gender Pay Gap – Gender distribution by hourly pay



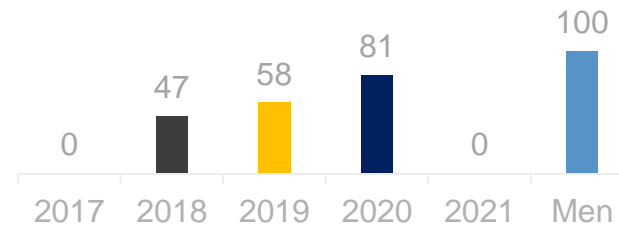
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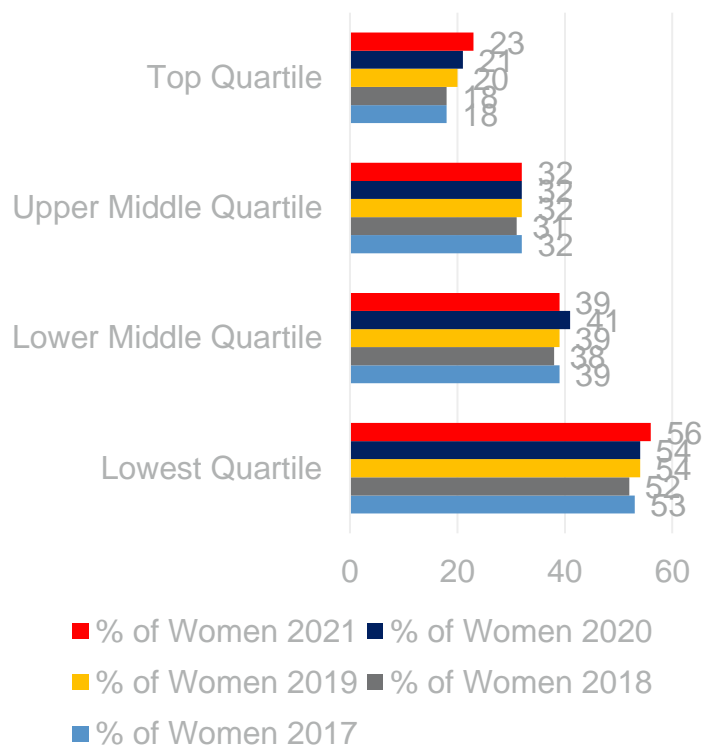
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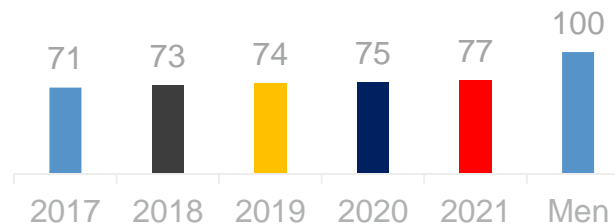


Gender Pay Gap – Gender distribution by hourly pay



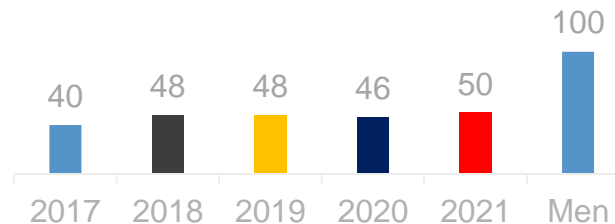
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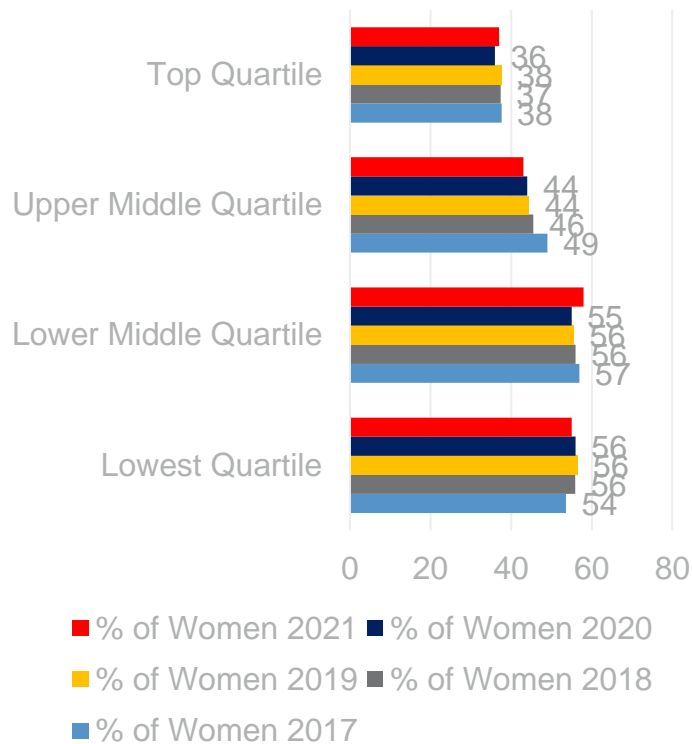
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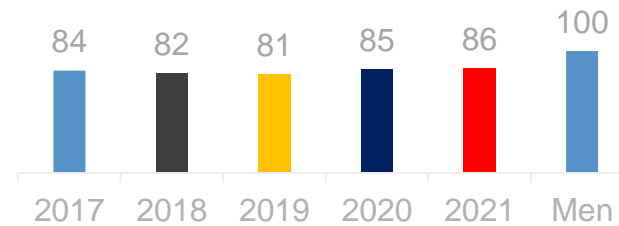


Gender Pay Gap – Gender distribution by hourly pay



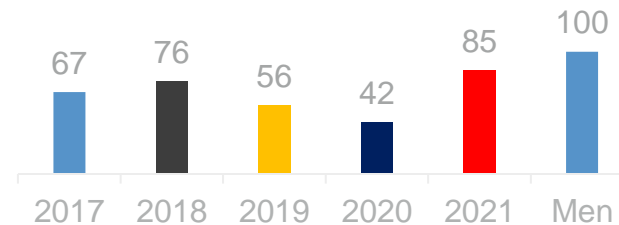
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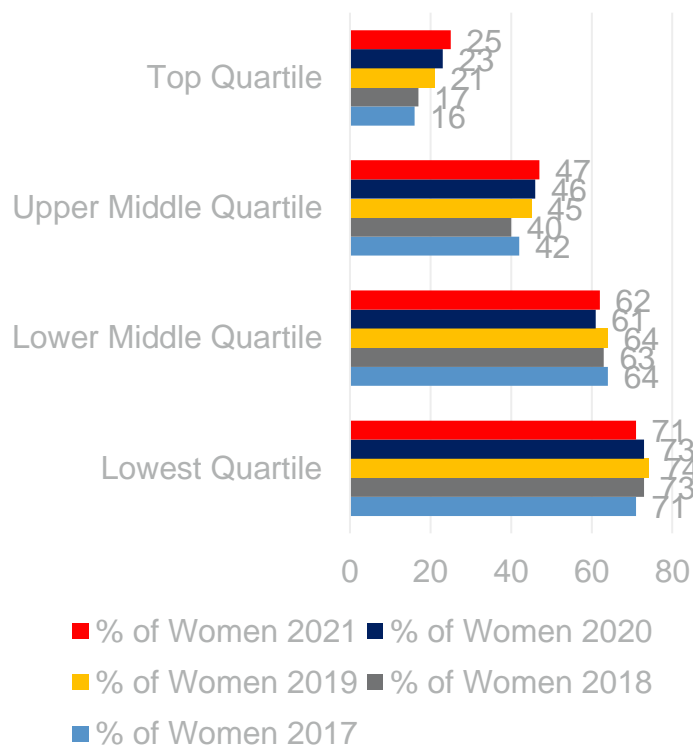
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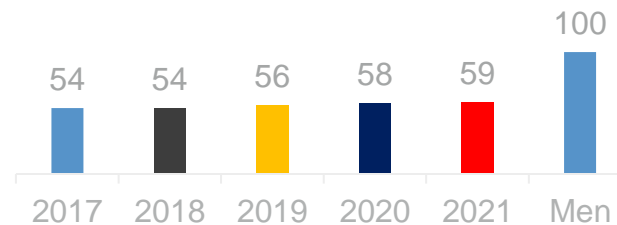


Gender Pay Gap – Gender distribution by hourly pay



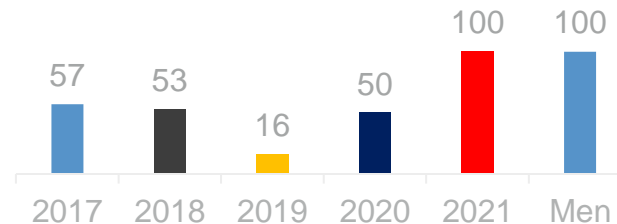
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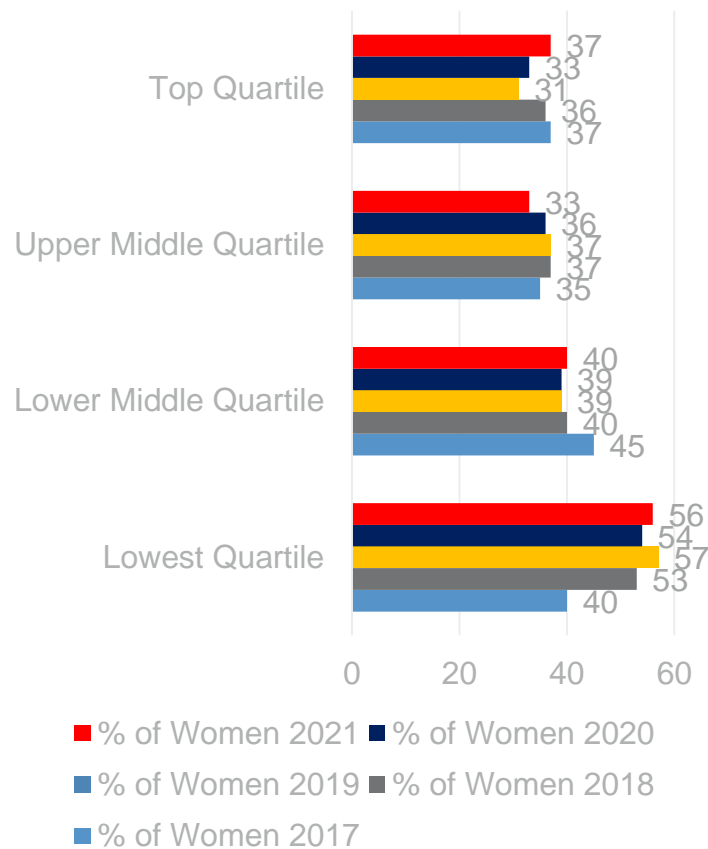
Bonus Gap

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



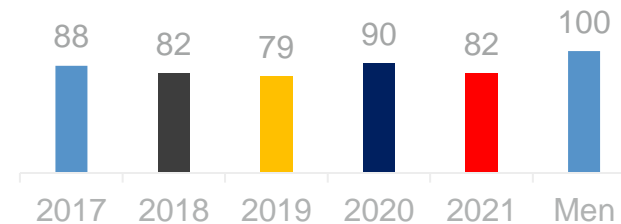


Gender Pay Gap – Gender distribution by hourly pay



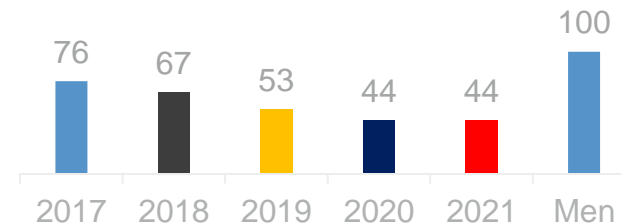
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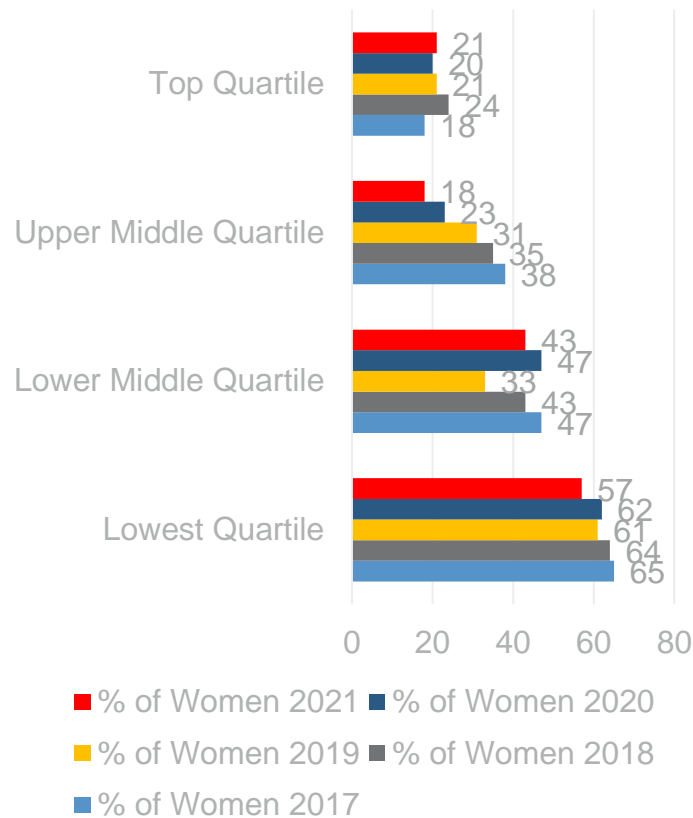
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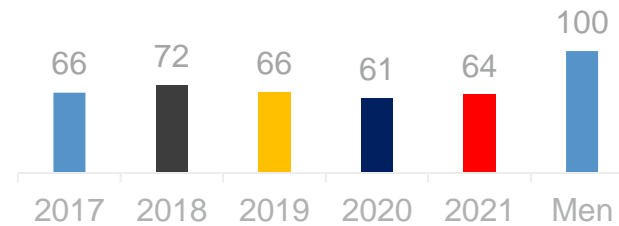


Gender Pay Gap – Gender distribution by hourly pay



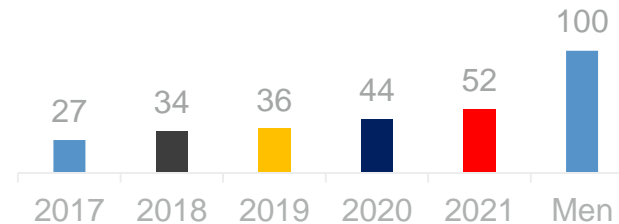
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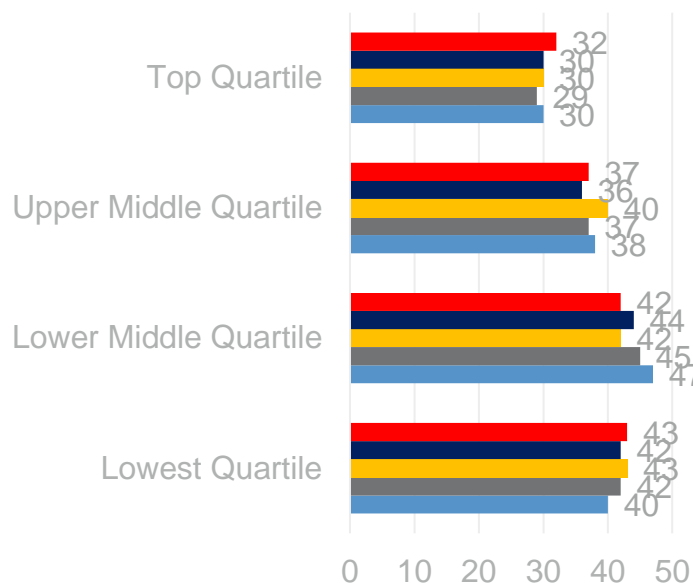
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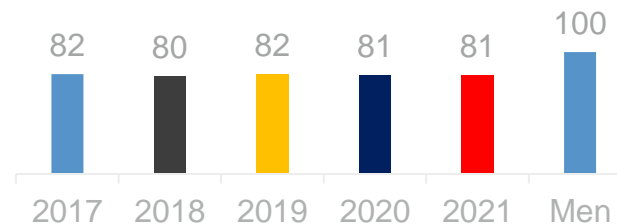
Gender Pay Gap – Gender distribution by hourly pay



- % of Women 2021
- % of Women 2020
- % of Women 2019
- % of Women 2018
- % of Women 2017

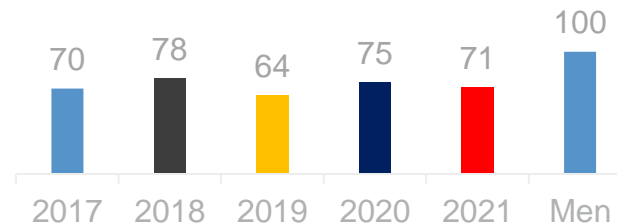
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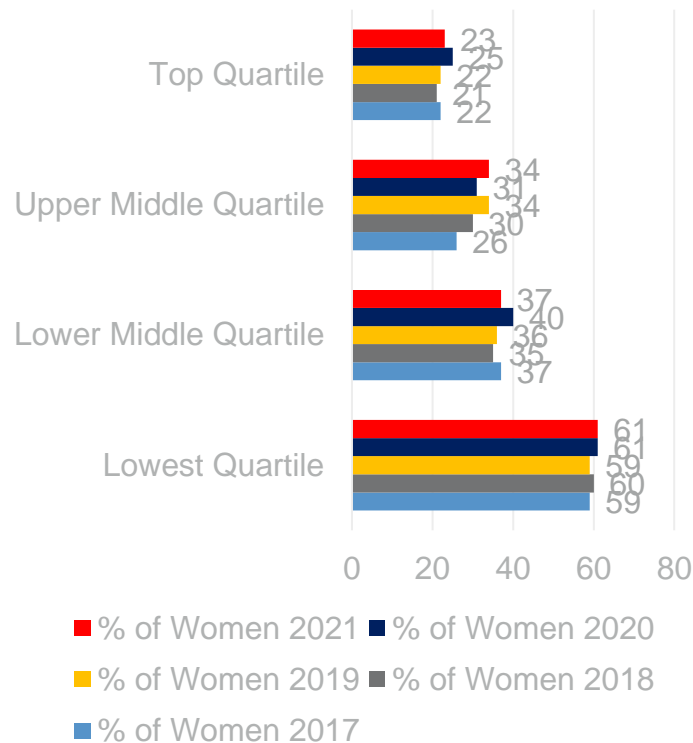
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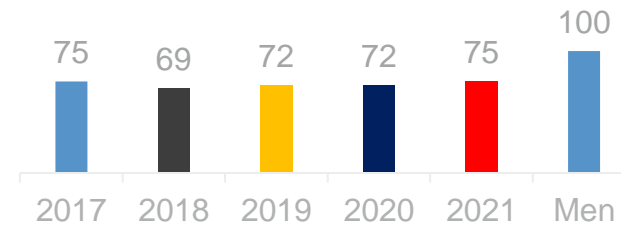


Gender Pay Gap – Gender distribution by hourly pay



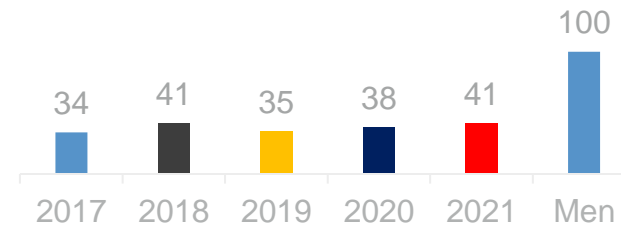
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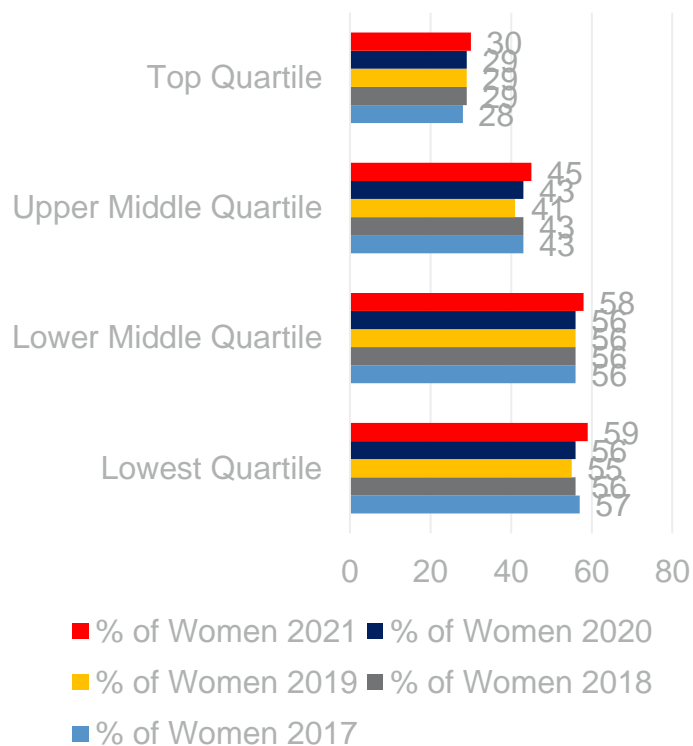
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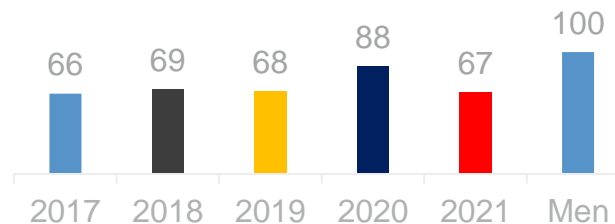


Gender Pay Gap – Gender distribution by hourly pay



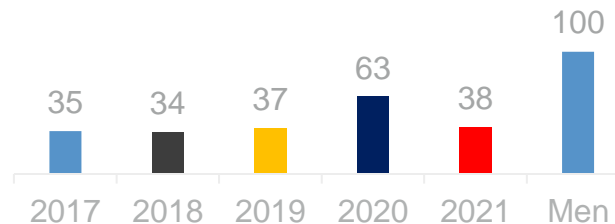
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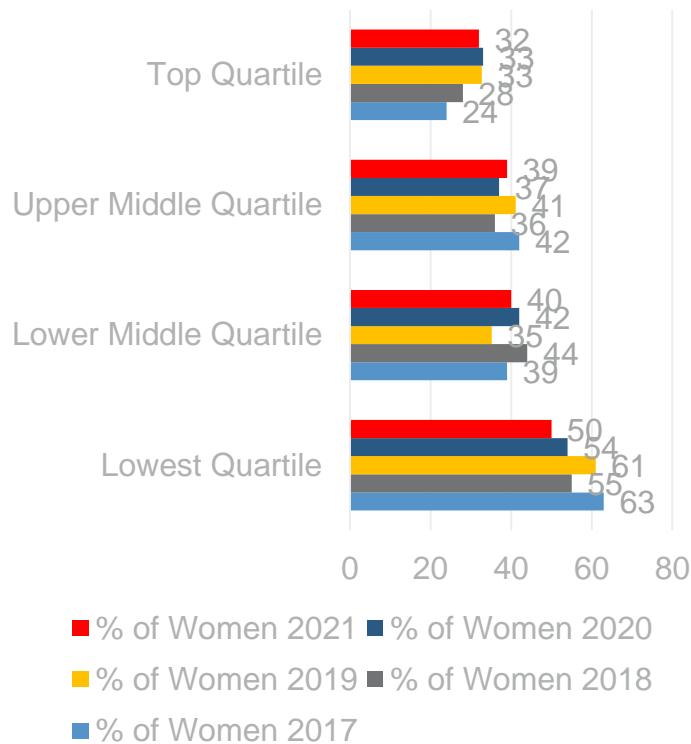
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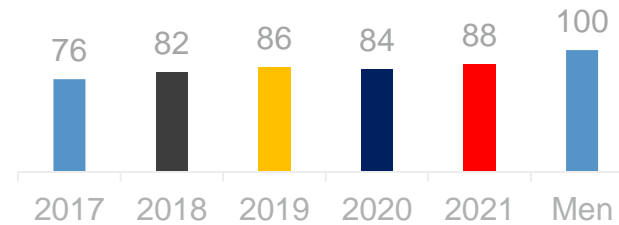


Gender Pay Gap – Gender distribution by hourly pay*



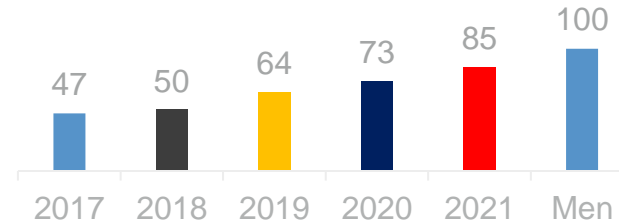
Wage Gap

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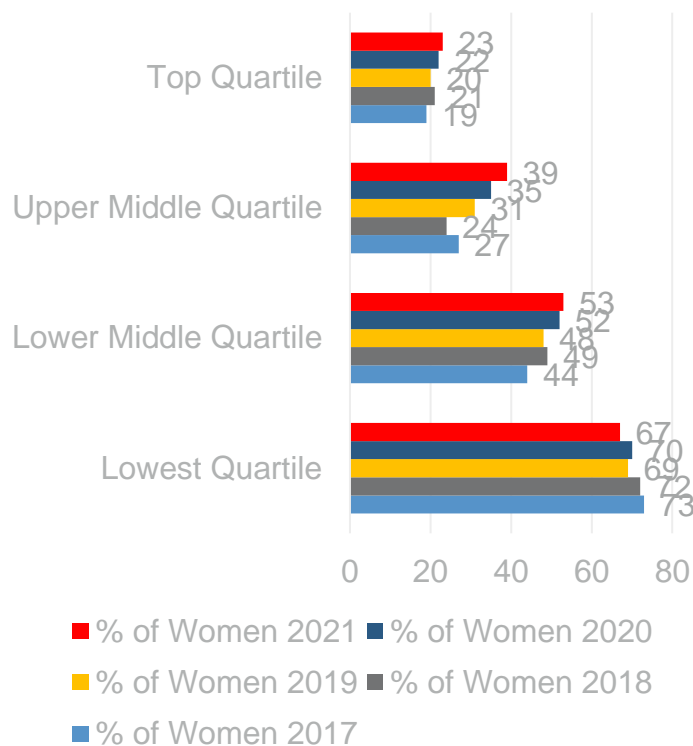
Bonus Gap

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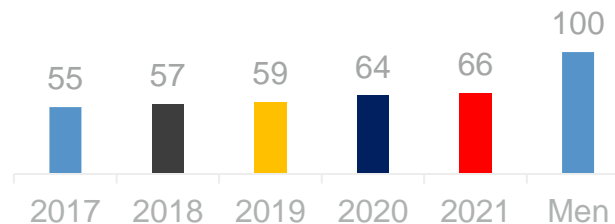


Gender Pay Gap – Gender distribution by hourly pay



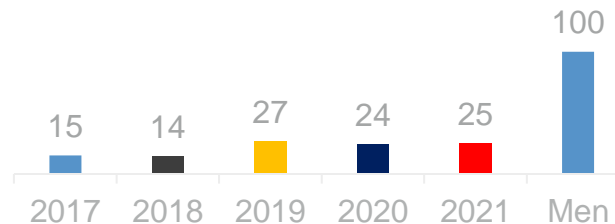
Wage Gap

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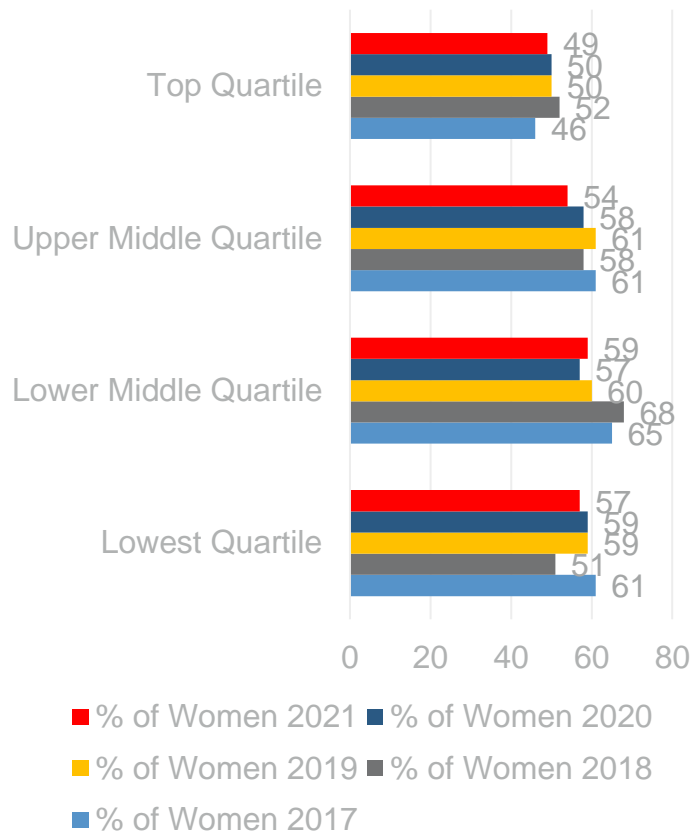
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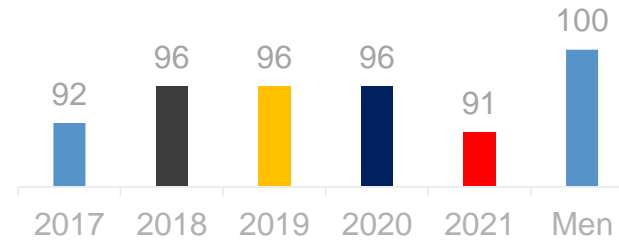


Gender Pay Gap – Gender distribution by hourly pay



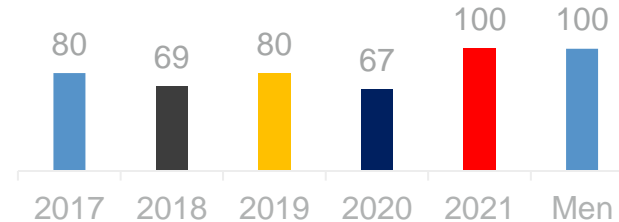
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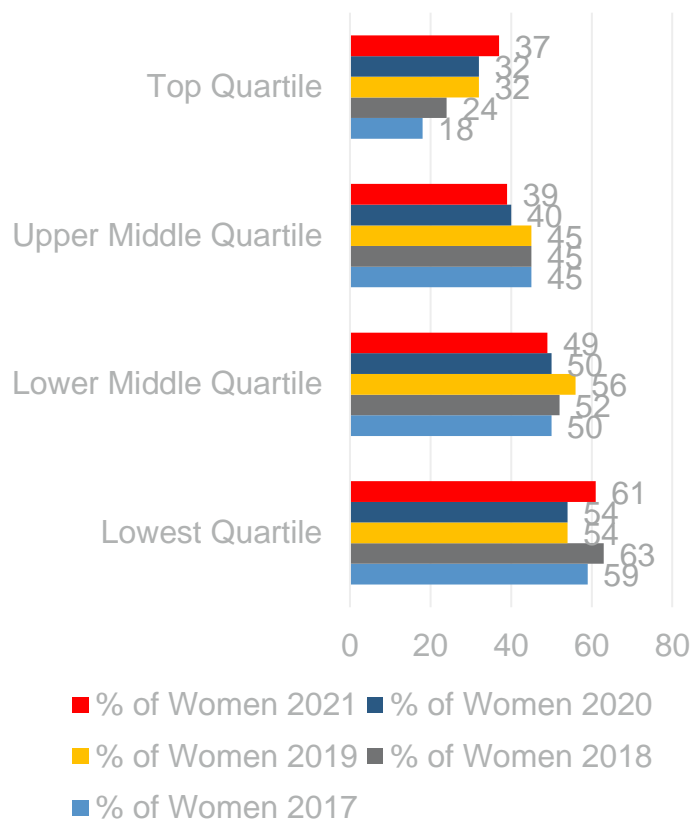
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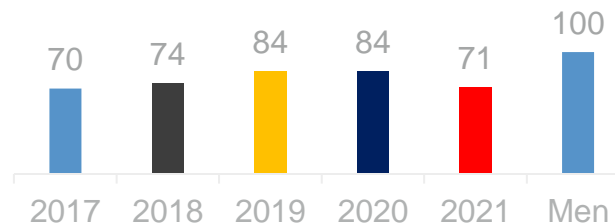


Gender Pay Gap – Gender distribution by hourly pay



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