

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.

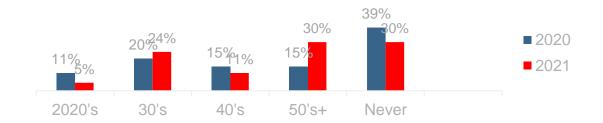


Notes:

- 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.

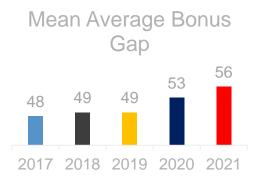
Commentary & Analysis – Investment and Savings Industry

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





Pay Parity at current progress - 2056



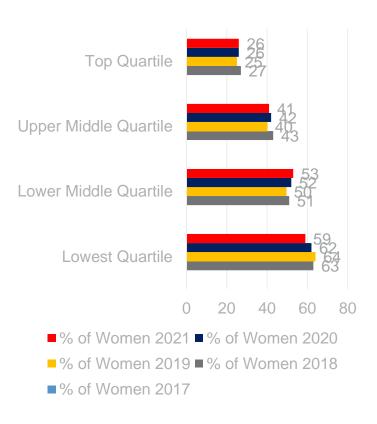
Women earnt x pence for every £1 that men earn

Bonus Parity at current progress - 2043



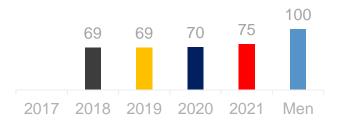
Predicted year of gender parity 2021 = Never 2020 = Never

Gender Pay Gap – Gender distribution by hourly pay

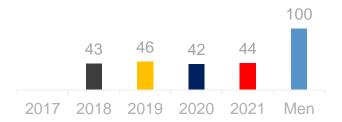


Wage Gap

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



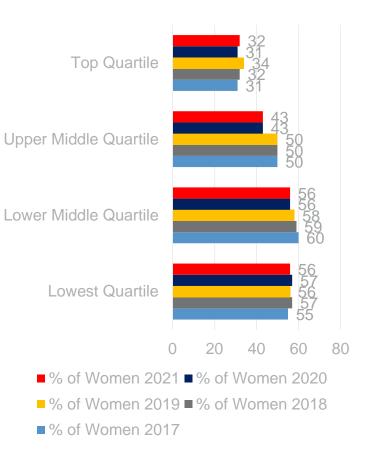
Bonus Gap





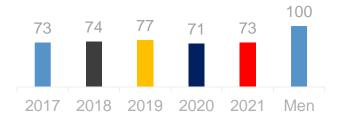
Predicted year of gender parity – 2021 = 2058 2020 = Never

Gender Pay Gap – Gender distribution by hourly pay

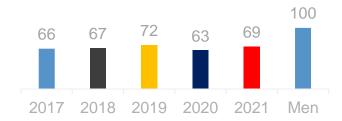


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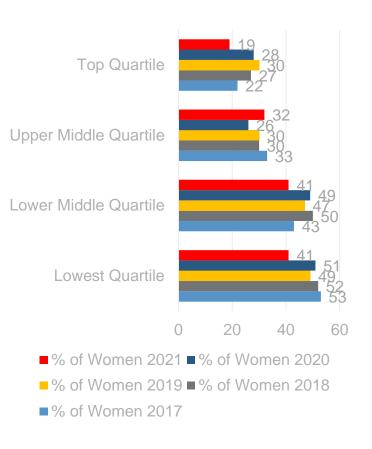
Bonus Gap





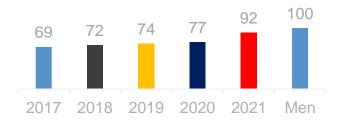
Predicted year of gender parity – 2021 = Never 2020 = 2032

Gender Pay Gap – Gender distribution by hourly pay

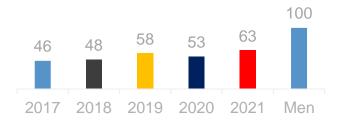


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Bonus Gap

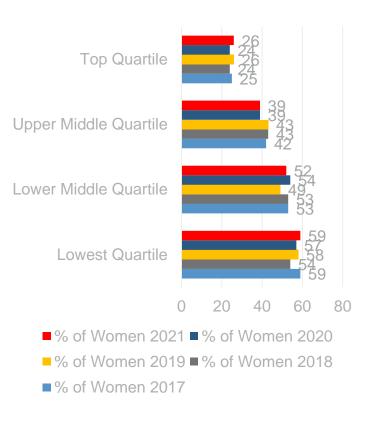




AON SOLUTIONS UK LIMITED

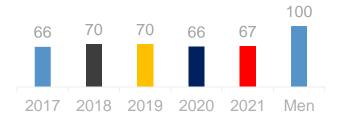
Predicted year of gender parity – 2021 = 2118 2020 = Never

Gender Pay Gap – Gender distribution by hourly pay



Wage Gap

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Bonus Gap

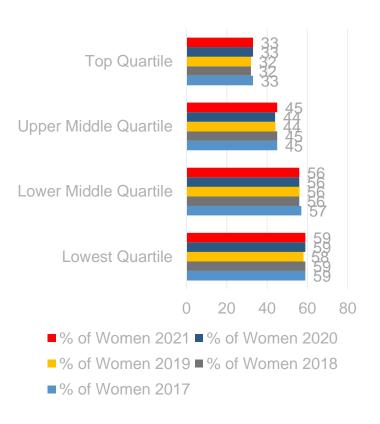




Aviva - Group

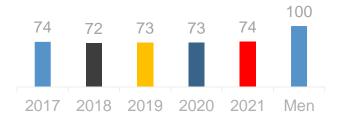
Predicted year of gender parity – 2021 = Never 2020 = Never

Gender Pay Gap – Gender distribution by hourly pay

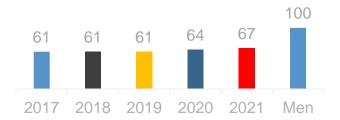


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Bonus Gap

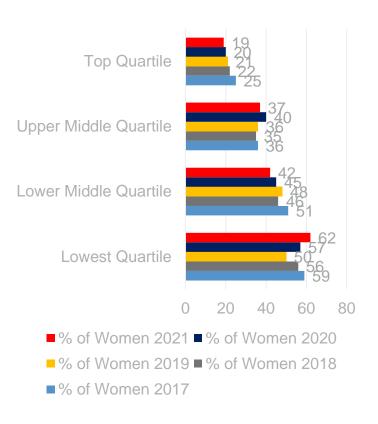




AXA Investment Managers

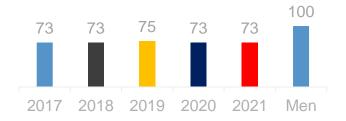
Predicted year of gender parity – 2021 = Never 2020 = Never

Gender Pay Gap – Gender distribution by hourly pay

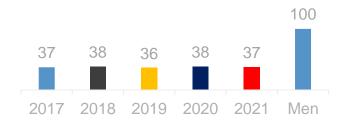


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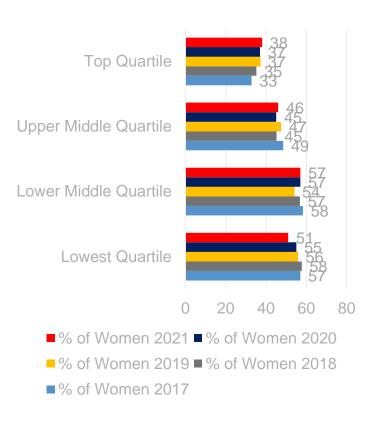
Bonus Gap





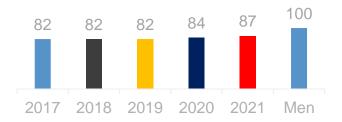
Baillie Gifford & Co

Gender Pay Gap – Gender distribution by hourly pay

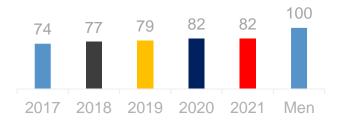


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Bonus Gap

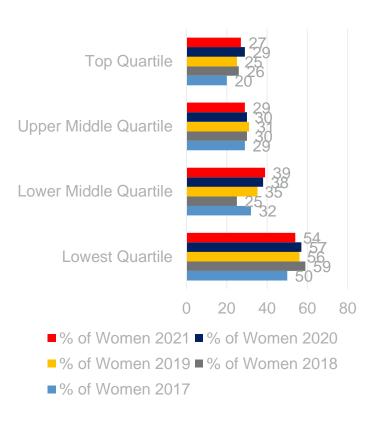




BARING INVESTMENT SERVICES LIMITED

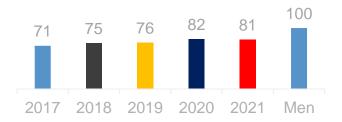
Predicted year of gender parity – 2021 = 2033 2020 = 2027

Gender Pay Gap – Gender distribution by hourly pay

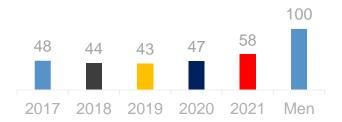


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Bonus Gap

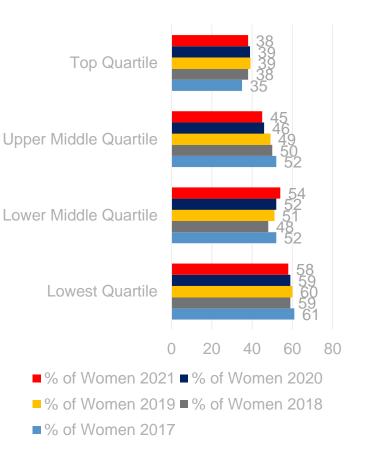




Barnett Waddingham

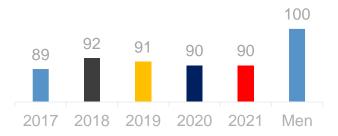
Predicted year of gender parity – 2021 = 2037 2020 = 2029

Gender Pay Gap – Gender distribution by hourly pay

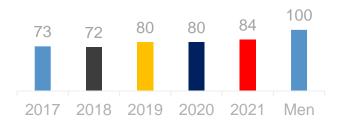


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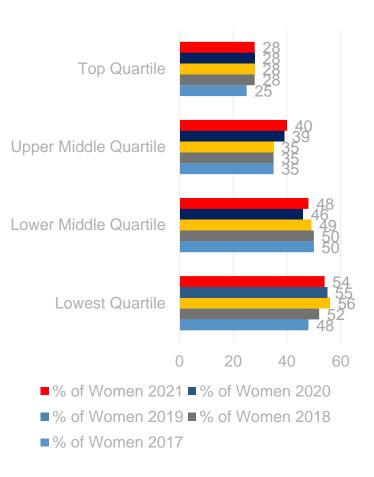


Bonus Gap



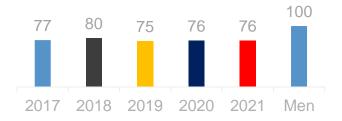
Predicted year of gender parity – 2021 = 2064 2020 = 2043

Gender Pay Gap – Gender distribution by hourly pay

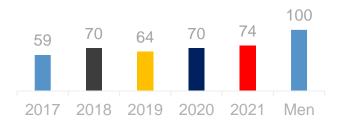


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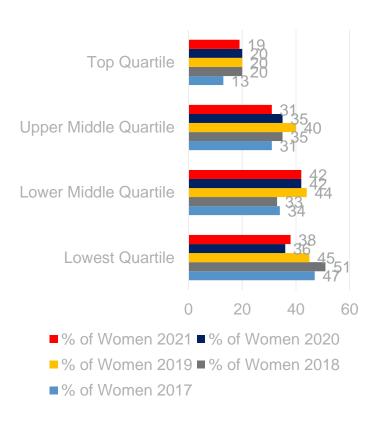
Bonus Gap





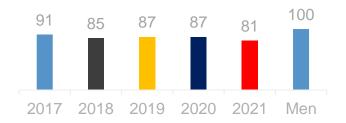
Bluebay Asset Management

Gender Pay Gap – Gender distribution by hourly pay

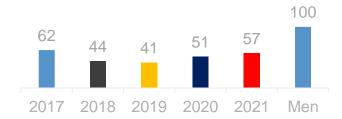


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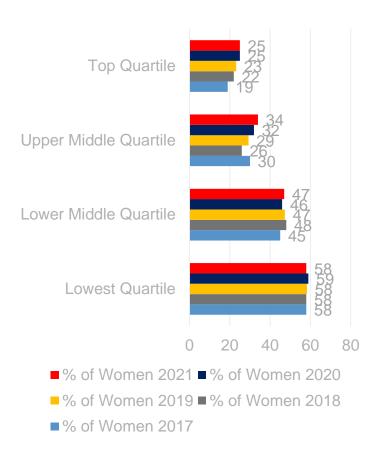


Bonus Gap



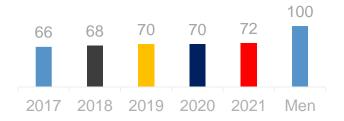
Predicted year of gender parity – 2021 = 2038 2020 = 2033

Gender Pay Gap – Gender distribution by hourly pay

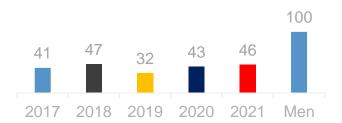


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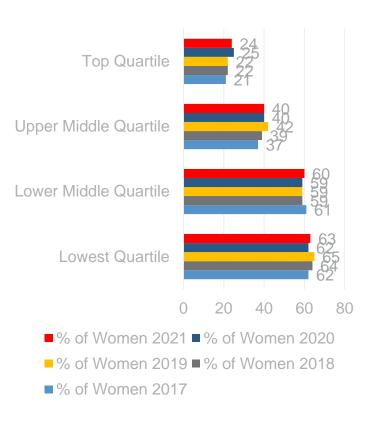


Bonus Gap



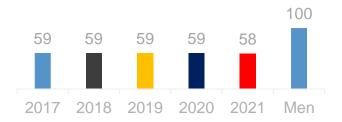
Predicted year of gender parity – 2021 = 2055 2020 = 2040

Gender Pay Gap – Gender distribution by hourly pay



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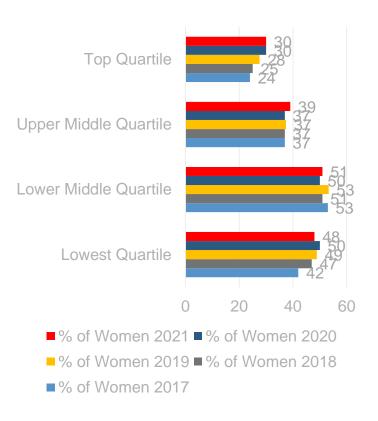
Bonus Gap





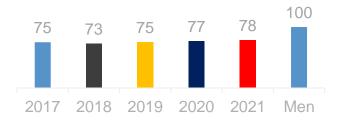
Fidelity International

Gender Pay Gap – Gender distribution by hourly pay

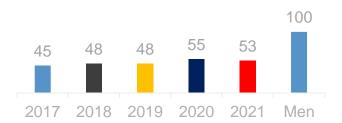


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Bonus Gap

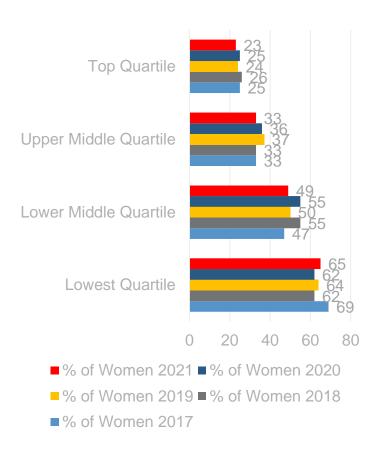




Franklin Templeton - Group

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

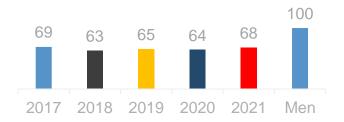
Gender Pay Gap – Gender distribution by hourly pay*



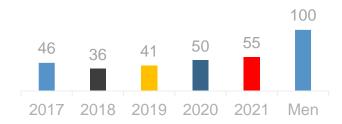
Group Figures

Wage Gap

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Bonus Gap

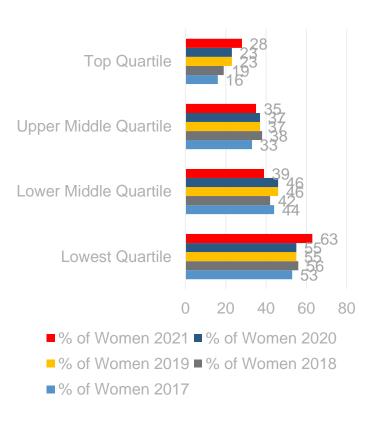




HERMES FUND MANAGERS LIMITED

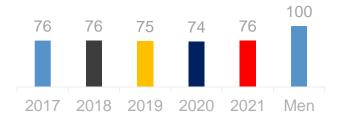
Predicted year of gender parity – 2021= 2030 2020 = 2048

Gender Pay Gap – Gender distribution by hourly pay

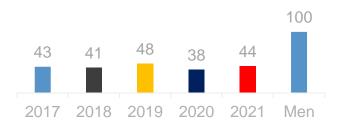


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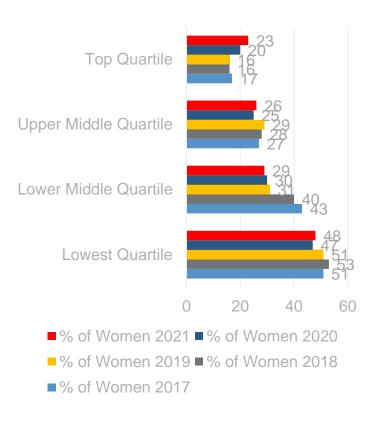


Bonus Gap



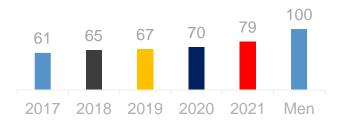
Predicted year of gender parity – 2021 = 2039 2020 = 2050

Gender Pay Gap – Gender distribution by hourly pay

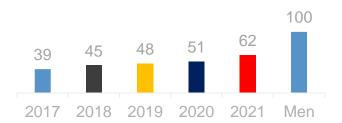


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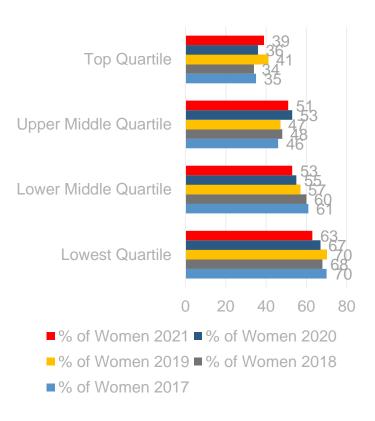


Bonus Gap



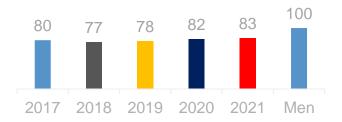
Predicted year of gender parity – 2021 = 2032 2020 = 2062

Gender Pay Gap – Gender distribution by hourly pay

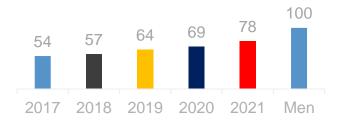


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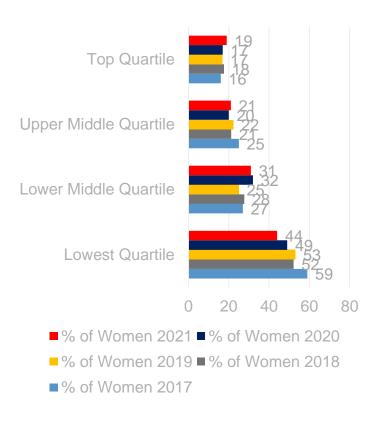
Bonus Gap





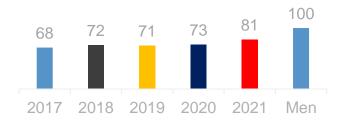
Predicted year of gender parity – 2021 = 2062 2020 = 2121

Gender Pay Gap – Gender distribution by hourly pay

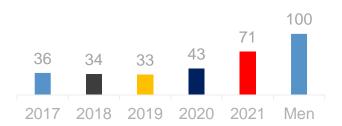


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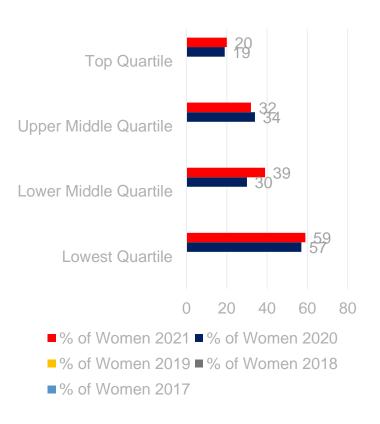
Bonus Gap





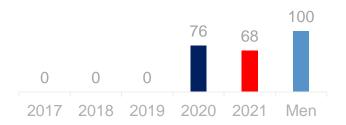
Predicted year of gender parity – 2021 = 2052

Gender Pay Gap – Gender distribution by hourly pay

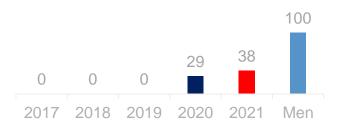


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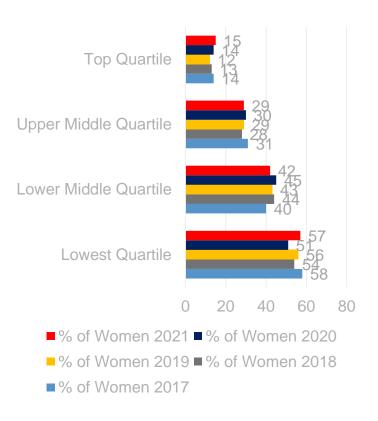


Bonus Gap



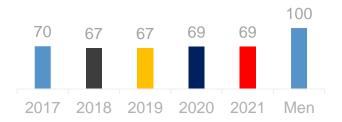
Predicted year of gender parity – 2021 = 2161 2020 = Never

Gender Pay Gap – Gender distribution by hourly pay

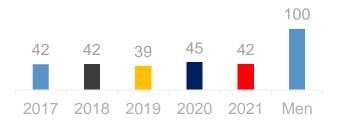


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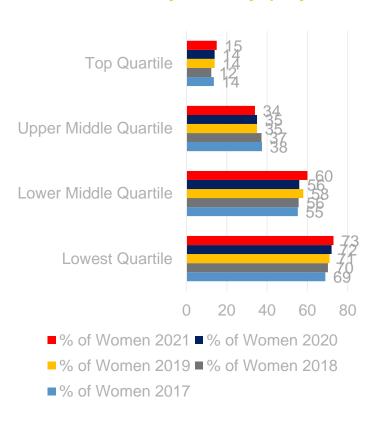


Bonus Gap



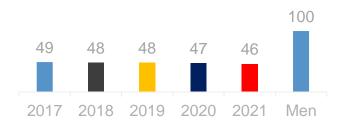
Predicted year of gender parity – 2021 = 2161 2020 = Never

Gender Pay Gap – Gender distribution by hourly pay

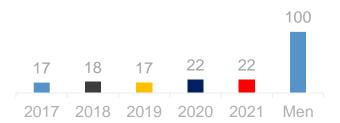


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Bonus Gap

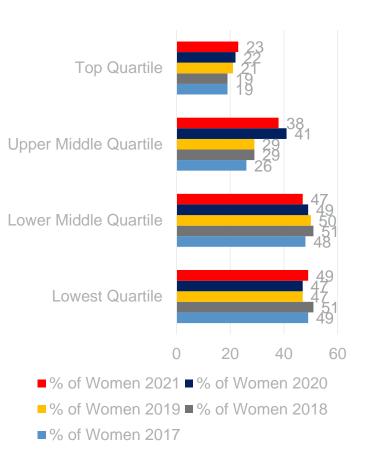




JANUS HENDERSON

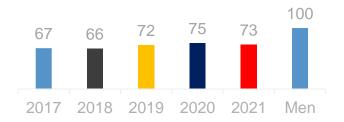
Predicted year of gender parity – 2021 = 2048 2020 = 2048

Gender Pay Gap – Gender distribution by hourly pay

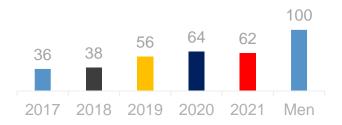


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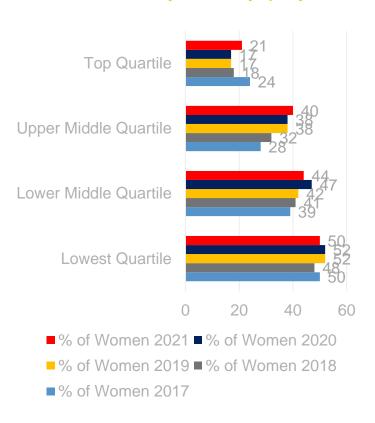


Bonus Gap



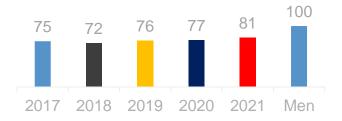
Predicted year of gender parity – 2021 = Never 2020 = Never

Gender Pay Gap – Gender distribution by hourly pay

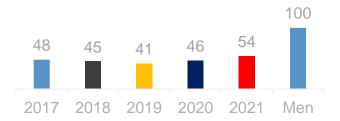


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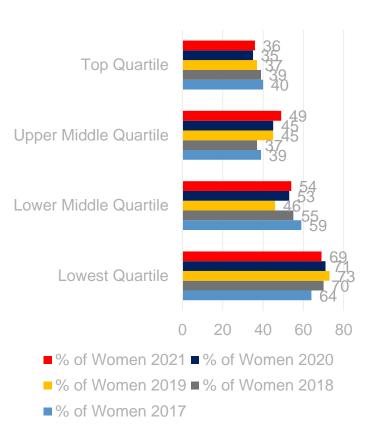


Bonus Gap



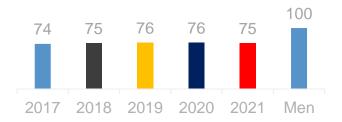
Predicted year of gender parity – 2021 = Never 2020 = Never

Gender Pay Gap – Gender distribution by hourly pay

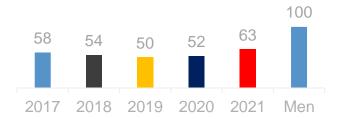


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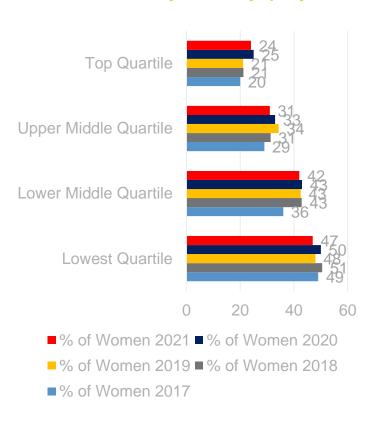


Bonus Gap



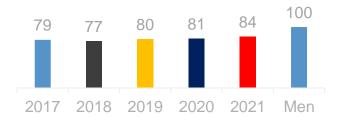
Predicted year of gender parity – 2021 = 2047 2020 = 2036

Gender Pay Gap – Gender distribution by hourly pay



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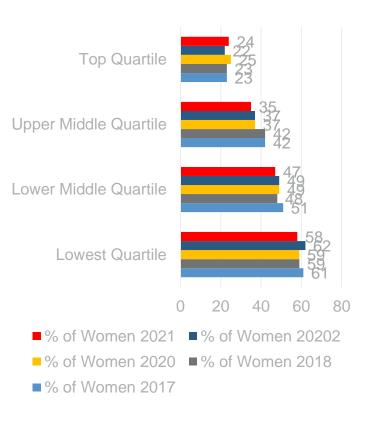
Bonus Gap





Predicted year of gender parity – 2021 = 2117 2020 = Never

Gender Pay Gap – Gender distribution by hourly pay

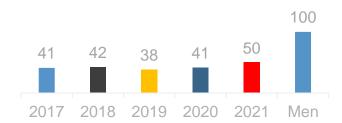


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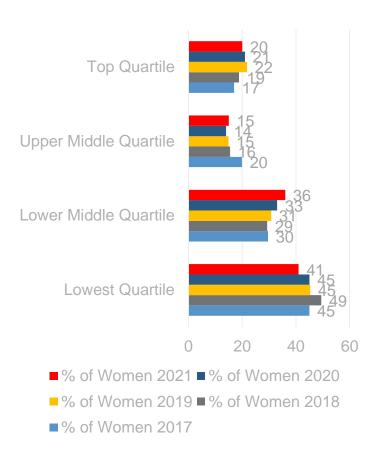
Bonus Gap





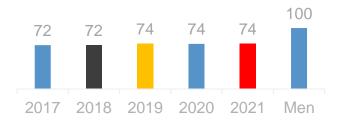
Predicted year of gender parity – 2021 = 2061 2020 = 2032

Gender Pay Gap – Gender distribution by hourly pay

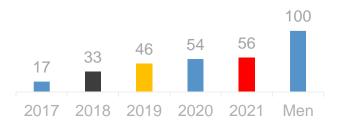


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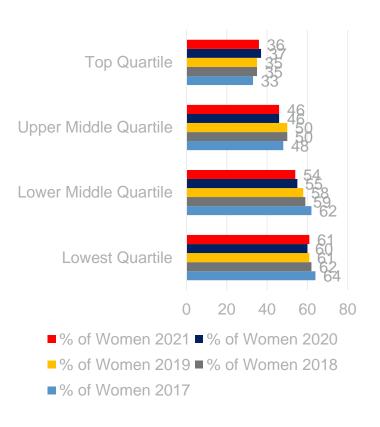
Bonus Gap





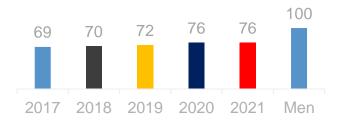
Predicted year of gender parity – 2021 = 2040 2020 = 2032

Gender Pay Gap – Gender distribution by hourly pay

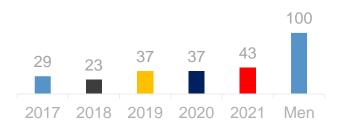


Wage Gap

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



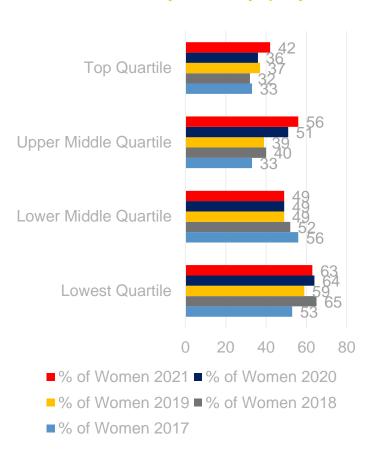
Bonus Gap





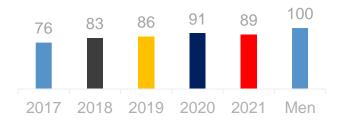
Predicted year of gender parity – 2021 = 2024 | 2020 = 2035

Gender Pay Gap – Gender distribution by hourly pay

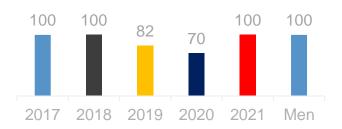


Wage Gap

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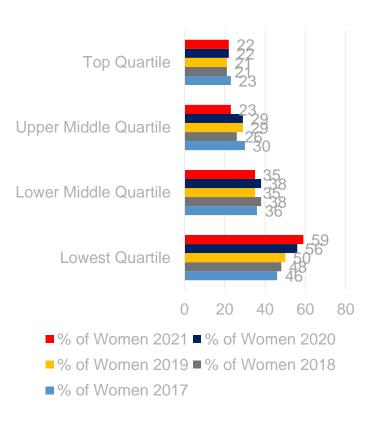


Bonus Gap



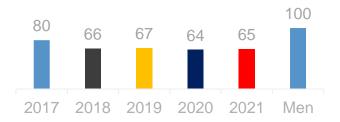
Predicted year of gender parity – 2021 = Never 2020 = Never

Gender Pay Gap – Gender distribution by hourly pay

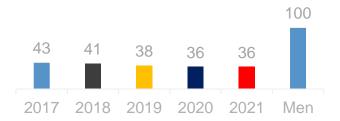


Wage Gap

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

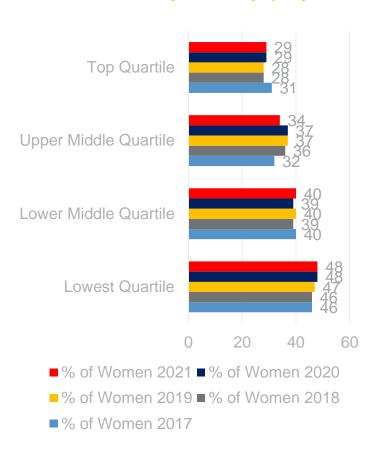


Bonus Gap



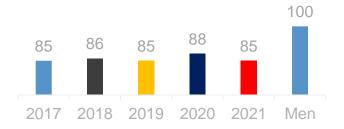
Predicted year of gender parity – 2021 = Never 2020 = Never

Gender Pay Gap – Gender distribution by hourly pay

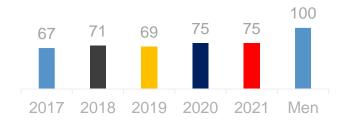


Wage Gap

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



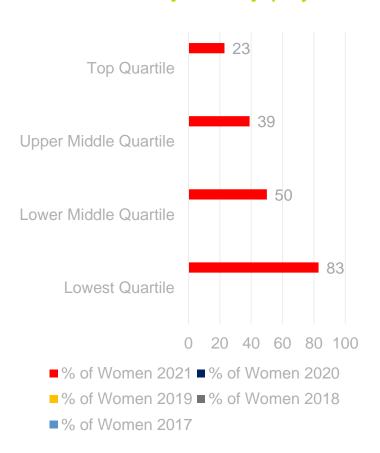
Bonus Gap





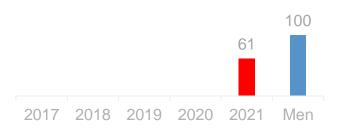
Predicted year of gender parity -

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.

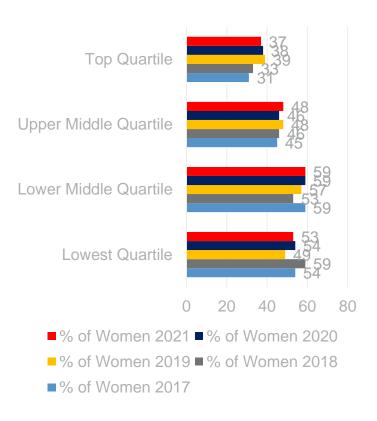


Bonus Gap



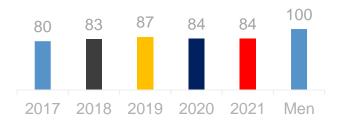
Predicted year of gender parity – 2021 = 2030 2020 = 2025

Gender Pay Gap – Gender distribution by hourly pay

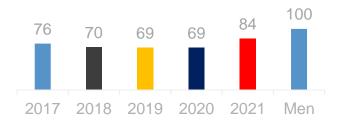


Wage Gap

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



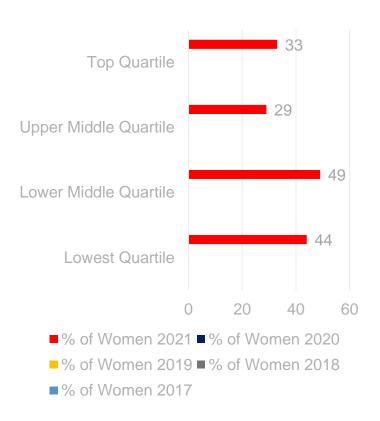
Bonus Gap



Pantheon Ventures

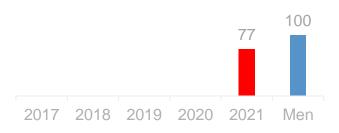
Predicted year of gender parity –

Gender Pay Gap – Gender distribution by hourly pay

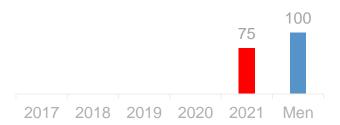


Wage Gap

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

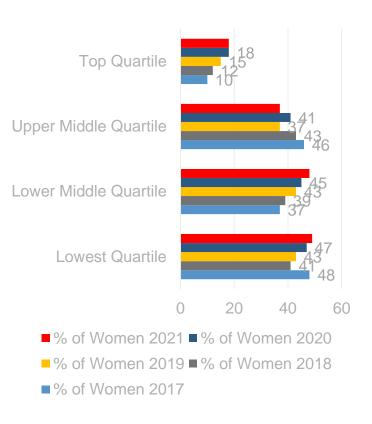


Bonus Gap



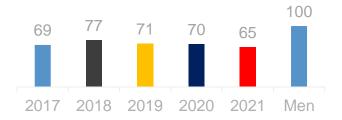
Predicted year of gender parity – 2021 = 2037 2020 = 2032

Gender Pay Gap – Gender distribution by hourly pay

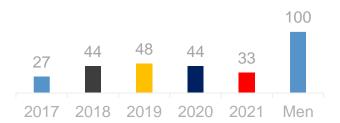


Wage Gap

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



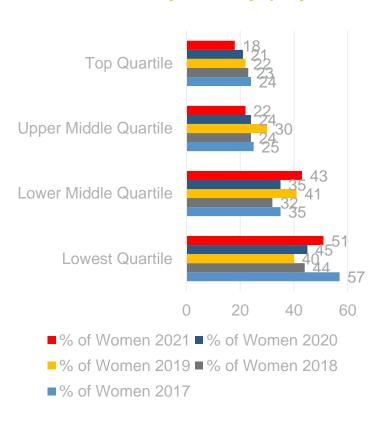
Bonus Gap





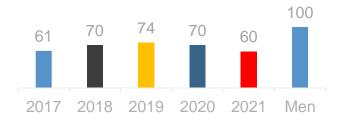
Predicted year of gender parity – 2021 = Never 2020 = Never

Gender Pay Gap – Gender distribution by hourly pay

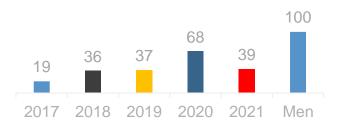


Wage Gap

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



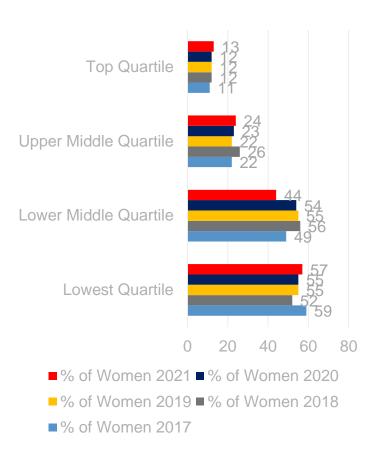
Bonus Gap





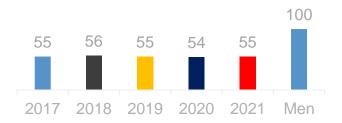
Predicted year of gender parity – 2021 = 2095 | 2020 = 2135

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

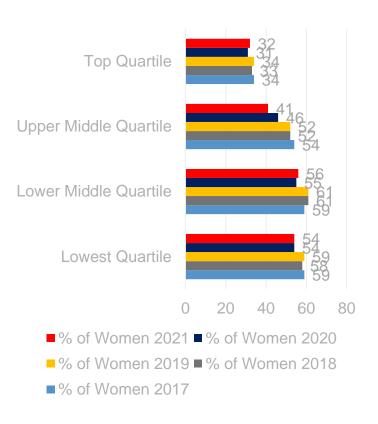




QUILTER BUSINESS SERVICES LIMITED

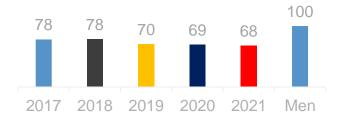
Predicted year of gender parity – 2021 = Never 2020 = Never

Gender Pay Gap – Gender distribution by hourly pay

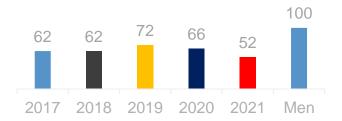


Wage Gap

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



Bonus Gap

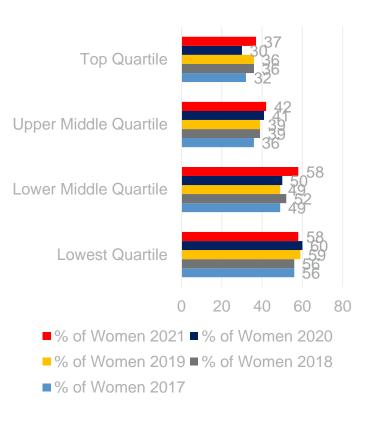




QUILTER FINANCIAL PLANNING LIMITED

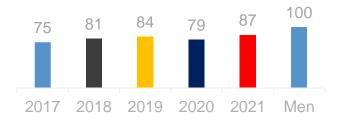
Predicted year of gender parity – 2021 = 2031 2020 = Never

Gender Pay Gap – Gender distribution by hourly pay

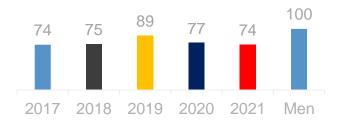


Wage Gap

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



Bonus Gap

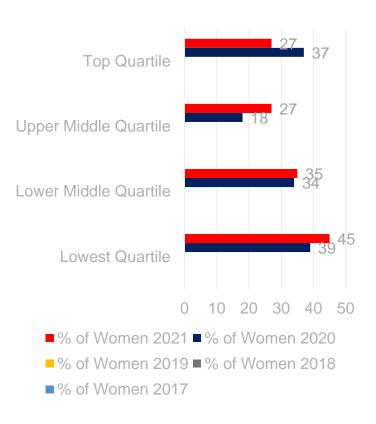




Redington Limited Voluntary Report

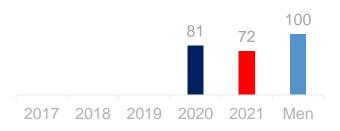
Predicted year of gender parity – 2021 = Never 2020 =

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

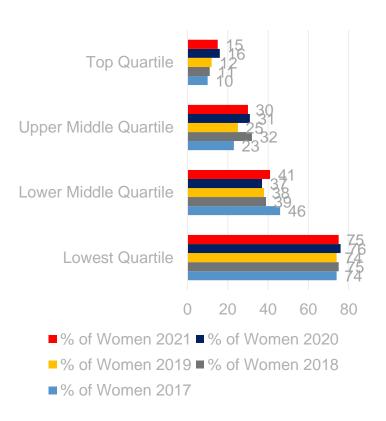




N. M. ROTHSCHILD & SONS

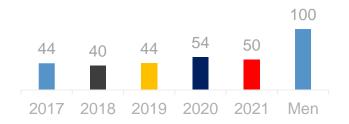
Predicted year of gender parity – 2021 = 2049 2020 = 2036

Gender Pay Gap – Gender distribution by hourly pay

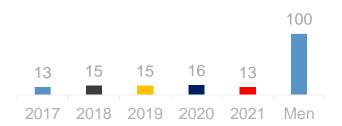


Wage Gap

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



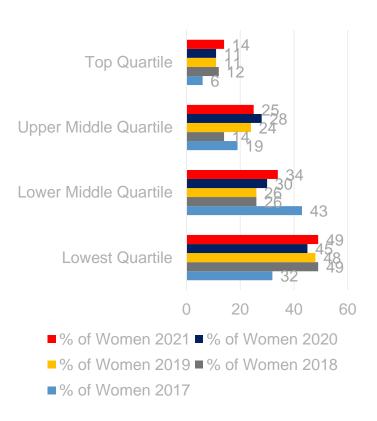
Bonus Gap



Royal London AM

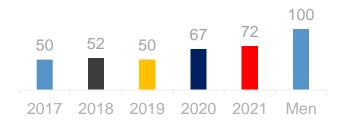
Predicted year of gender parity – 2021 = 2039 2020 = 2050

Gender Pay Gap – Gender distribution by hourly pay



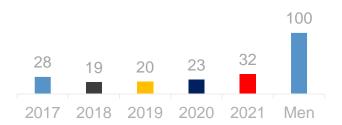
Wage Gap

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



Bonus Gap

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

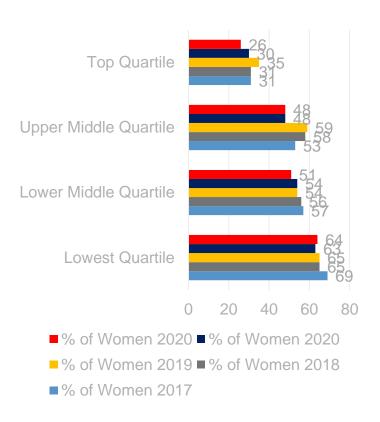


Taken from Royal London Group Report..



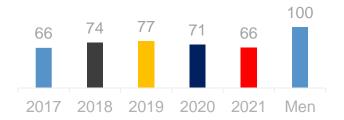
Predicted year of gender parity – 2021 = Never 2020 = Never

Gender Pay Gap – Gender distribution by hourly pay

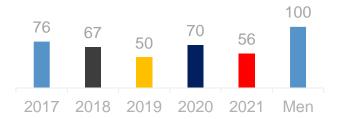


Wage Gap

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



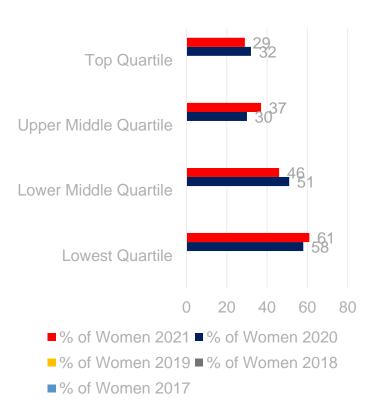
Bonus Gap





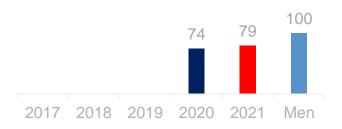
Predicted year of gender parity – Never

Gender Pay Gap – Gender distribution by hourly pay

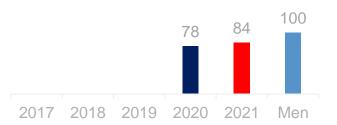


Wage Gap

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



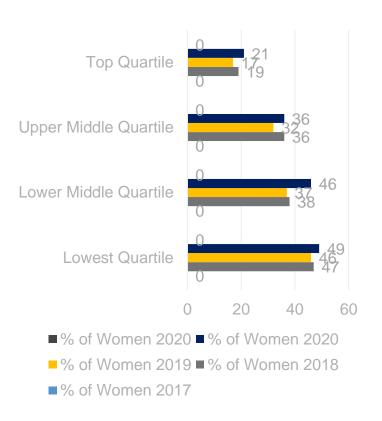
Bonus Gap



Voluntary Report

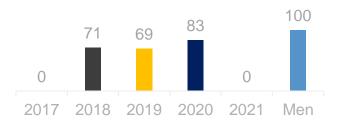
Predicted year of gender parity –

Gender Pay Gap – Gender distribution by hourly pay

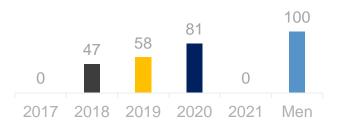


Wage Gap

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



Bonus Gap

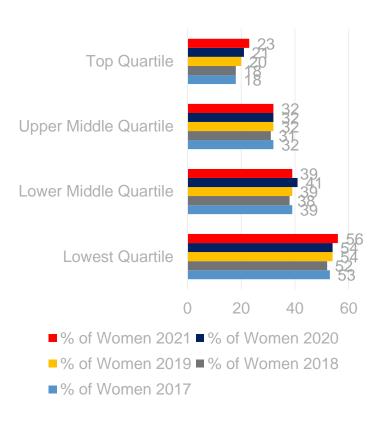




Schroder Investment Management

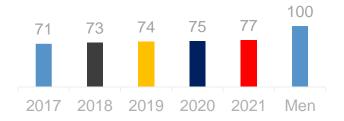
Predicted year of gender parity – 2021 = 2042 | 2020 = 2049

Gender Pay Gap – Gender distribution by hourly pay

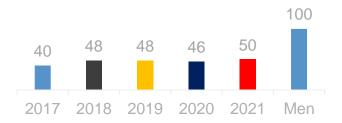


Wage Gap

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



Bonus Gap

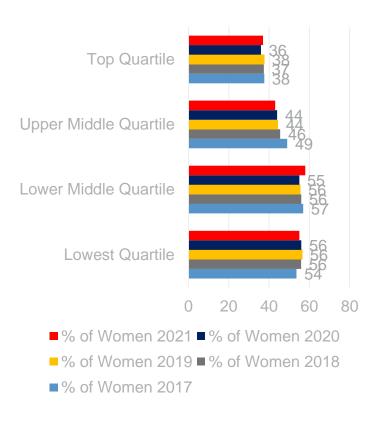




Scottish Widows

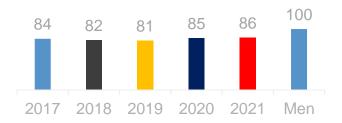
Predicted year of gender parity – 2021 = Never 2020 = Never

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

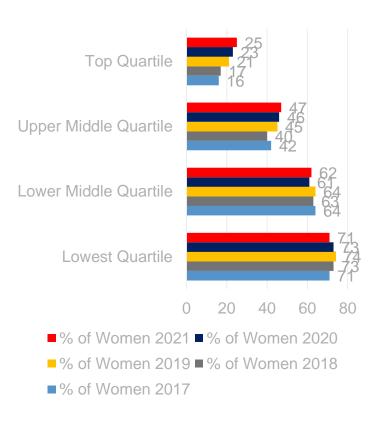




ST.JAMES'S PLACE MANAGEMENT SERVICES LIMITED

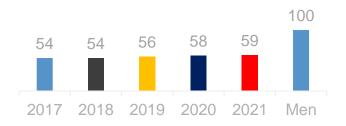
Predicted year of gender parity – 2021 = 2032 | 2020 = 2031

Gender Pay Gap – Gender distribution by hourly pay

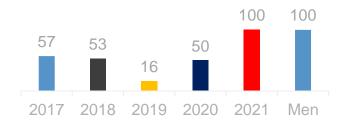


Wage Gap

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



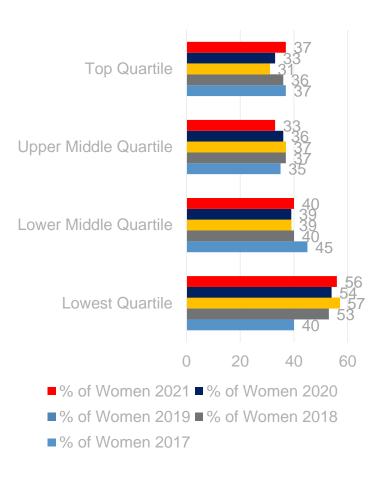
Bonus Gap





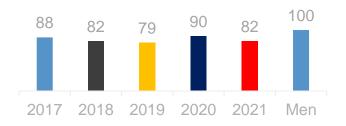
Predicted year of gender parity – 2021 = Never 2020 = Never

Gender Pay Gap – Gender distribution by hourly pay

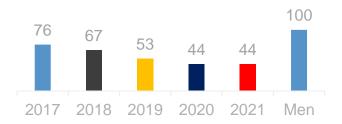


Wage Gap

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



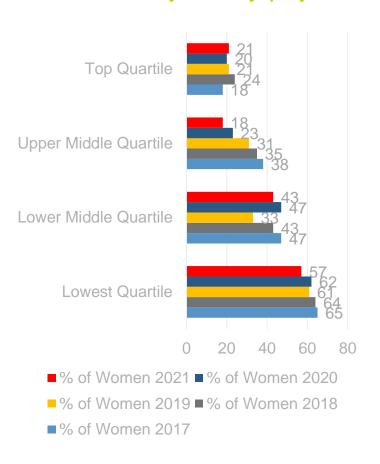
Bonus Gap





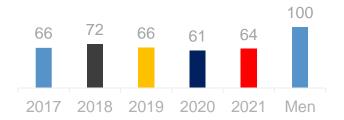
Predicted year of gender parity – 2021 = 2060 2020 = 2065

Gender Pay Gap – Gender distribution by hourly pay

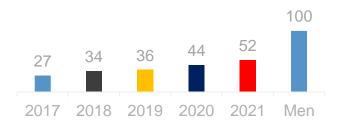


Wage Gap

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



Bonus Gap

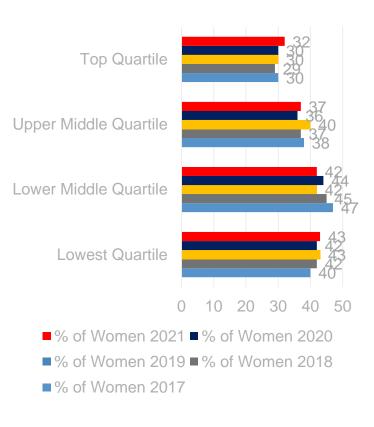




THE BANK OF NEW YORK MELLON

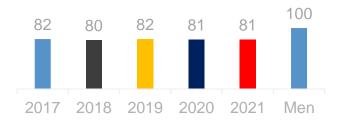
Predicted year of gender parity – 2021 = 2057 2020 = Never

Gender Pay Gap – Gender distribution by hourly pay

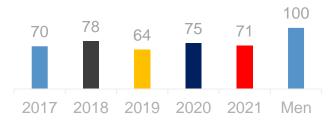


Wage Gap

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

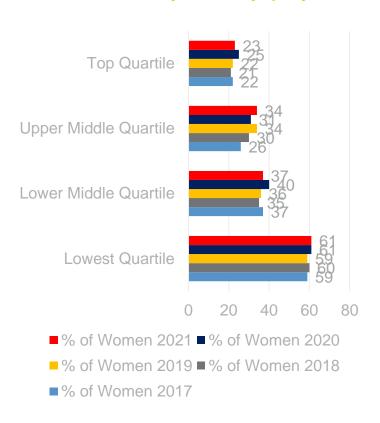


Bonus Gap



Predicted year of gender parity – 2021 = 2129 2020 = 2045

Gender Pay Gap – Gender distribution by hourly pay

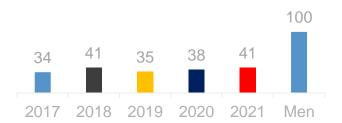


Wage Gap

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



Bonus Gap

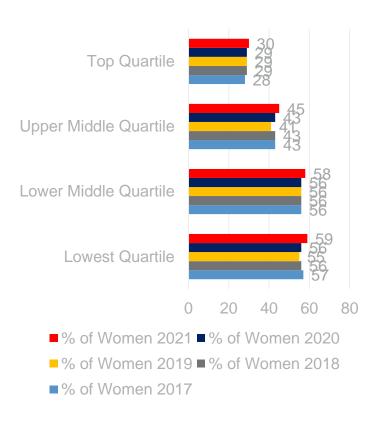




Towers Watson

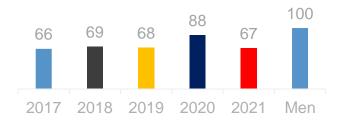
Predicted year of gender parity – 2021 = 2061 2020 = 2083

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.



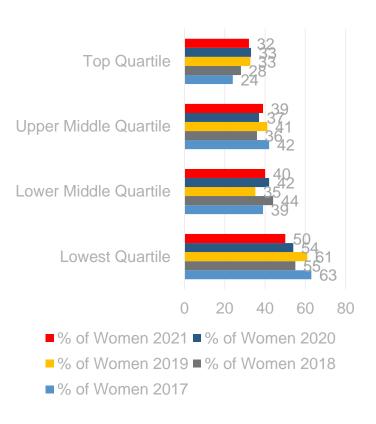
Bonus Gap





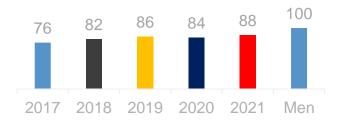
Predicted year of gender parity – 2021 = 2030 2020 = 2026

Gender Pay Gap – Gender distribution by hourly pay*

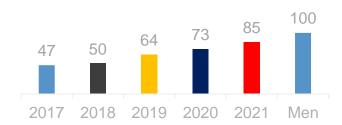


Wage Gap

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



Bonus Gap

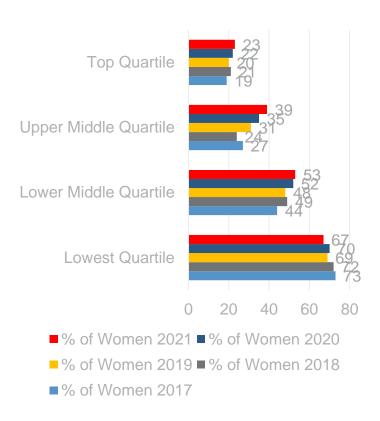




Wellington Asset Management

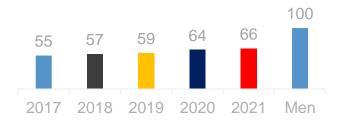
Predicted year of gender parity – 2021 = 2048 2020 = 2048

Gender Pay Gap – Gender distribution by hourly pay

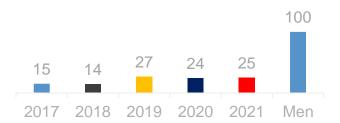


Wage Gap

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



Bonus Gap

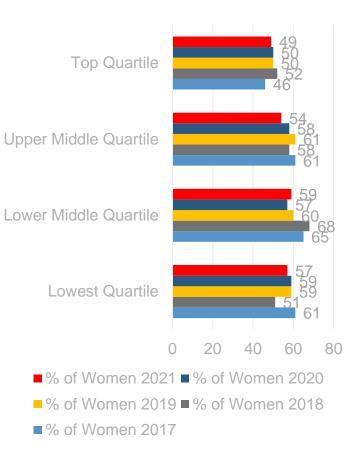




XPS Administration

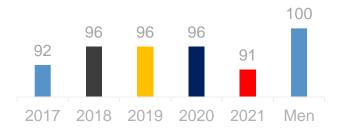
Predicted year of gender parity – Reached Gender Parity in 2018

Gender Pay Gap – Gender distribution by hourly pay

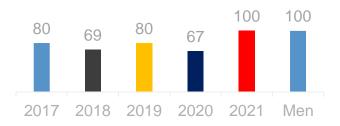


Wage Gap

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



Bonus Gap

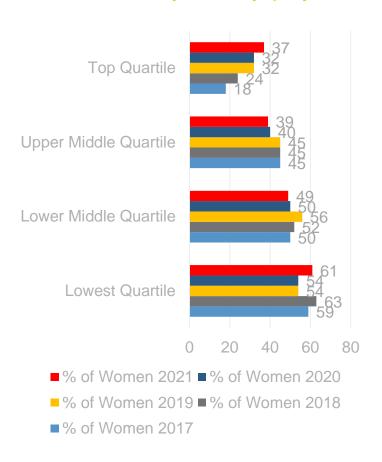




XPS Administration

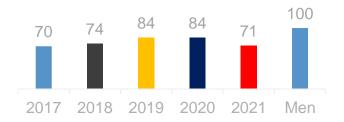
Predicted year of gender parity – 2021 = 2024 2020 = 2024

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

