

UNITE THE UNION

APRIL 2021

GENDER PAY GAP REPORT

ABOUT THIS REPORT

This report has been prepared in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

Our report has been run on figures based on our 1090 employees and their pay based on the union's payroll figure on 05 April 2020.

Unite's mean gender pay gap is 17.7%

17.7%

This is down by 0.8% on 2020 and a fall of 2.1% since reporting began in 2017.

Unite's median gender pay gap is 29.0%

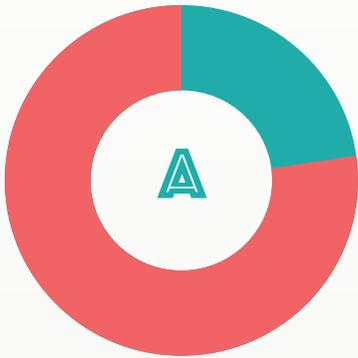
29.0%

This is down by 0.1% on 2020 and a fall of 0.6% since reporting began.



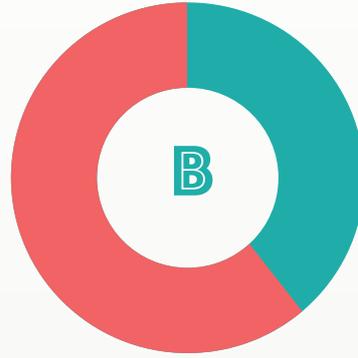
PAY DISTRIBUTION PER QUARTILE

PAY QUARTILE



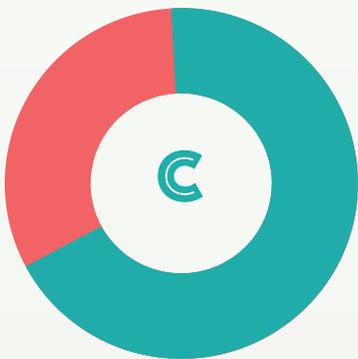
FEMALES 71.6%
MALES 28.4%

Includes all employees whose standard hourly rate places them **in the lower quartile**



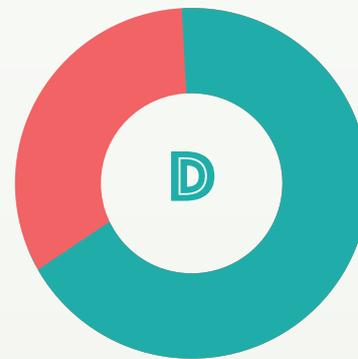
FEMALES 62.4%
MALES 37.6%

Includes all employees whose standard hourly rate places them **in the lower middle quartile**



FEMALES 28.8%
MALES 71.2%

Includes all employees whose standard hourly rate places them **in the upper middle quartile**



FEMALES 32.1%
MALES 67.9%

Includes all employees whose standard hourly rate places them **in the upper quartile**

These figures demonstrate there has been a 3.9% increase in the number of women in the highest quartile, which continues the upwards trend of the last two years.

Unite is proud of our commitment to equality in our own workplace and in society, and our determination to take steps to narrow our own gender pay gap is demonstrated through this report.

Our figures show that overall, there is a gradual year-on-year lowering of that gap, which is more sustainable than significant margins fluctuating from one year to the next, and that the number of female employees at the most senior levels of our union has increased for the second year running.

Unite is, above all, a membership organisation of working people. We recruit all our officers from

amongst our membership, of whom around 72% are male and 27% female. This primarily reflects the employment structure in the industries in which we organise.

Our work with employers and sector bodies to increase the numbers of women employed by and in them continues, alongside our campaign to increase the number and proportion of women in Unite membership and in turn in our employment.

Len McCluskey

April 2021