

# 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 1072 employees and their pay based on the union's payroll figure on 05 April 2021.

Unite's mean gender pay gap is 18.3%

# 18.3%

This is up on the last reporting year by 0.6%

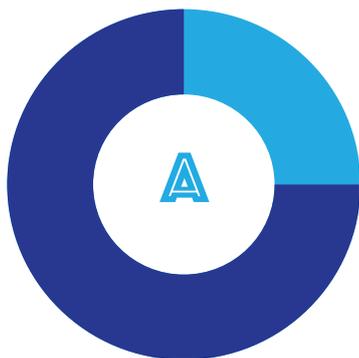
Unite's median gender pay gap is 28.4%

# 28.4%

this is down on the last reporting year by 0.6%

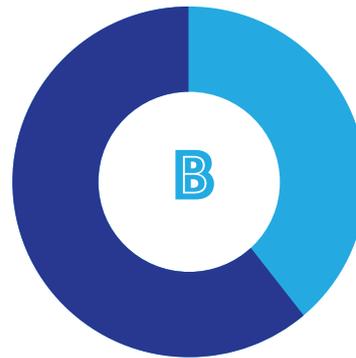
## PAY DISTRIBUTION PER QUARTILE

PAY QUARTILE



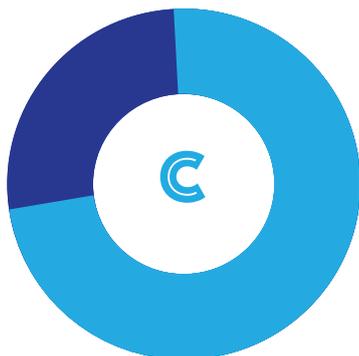
FEMALES 75%  
MALES 25%

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



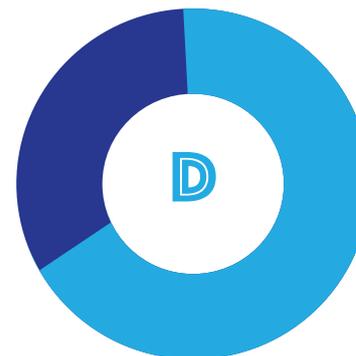
FEMALES 61.9%  
MALES 38.1%

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



FEMALES 29.5%  
MALES 70.5%

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



FEMALES 31.3%  
MALES 68.7%

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

These figures demonstrate that in pay band D, the highest quartile, there has been a 6.3% shift in favour of women. In band C there has been an increase of women from 28.8% in 2020 to 29.5% in 2021.

# GENDER PAY GAP REPORT

## SUMMARY

I was elected in 2021 to do what it says on the trade union tin – to fight for jobs, pay and conditions and to take equalities into the heart of our members' workplaces. That applies to Unite as an employer, as much as to any other.

Unite has a gender pay gap. While this report demonstrates that, before my election, there was a continued shift in the gender distribution per quartile, and in particular in the highest pay band, it has been no more than a slow move in the right direction.

The Covid-19 pandemic has of course had an effect on Unite's staffing. It delayed the retirements of a significant number of predominantly male officers, while recruitment remained frozen. The lifting of restrictions means that those retirements are now happening and that we have thawed recruitment. However, I have witnessed too much handwringing from union negotiators over the years when it comes to delivering at the bargaining table for women, and too much handwringing about Unite's own gender pay gap. As Unite's first female general secretary I now have an opportunity to make a real change.

I'm actively working to professionalise the union and appointing a number of women to senior positions that will have an impact on narrowing the gap. And I've set up development centres aimed at talking to our women members about what it is to be an officer, an organiser, a staff member – to encourage and enable them into those roles.

I'm determined to win over young workers and women workers to our movement and that Unite will unionise key and growing sectors of the economy, such as the service industries.

The days of explaining away our gender pay gap as a reflection of our predominantly male membership, because of the industries and sectors we traditionally organise in, are over – our union structures must reflect society and the wider world of work.

Under my leadership, that is exactly what they will do.



General Secretary, Unite the union

