

## Gender Pay Gap 2020

### Hourly Pay Gap

In Linc, women earn 83p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 17.3% lower than men's.

When comparing mean (average) hourly pay, women's mean hourly pay is 20.8% lower than men's.

### The Percentage of Women in Each Pay Quarter

In Linc, women occupy 63.4% of the highest paid jobs and 85.6% of the lowest paid jobs.

#### Upper hourly pay quarter (highest paid)

63.4% of the upper hourly pay quarter (highest paid) are women

36.6% of the upper hourly pay quarter (highest paid) are men

#### Upper middle hourly pay quarter

81.1% of the upper middle hourly pay quarter are women

18.9% of the upper middle hourly pay quarter are men

#### Lower middle hourly pay quarter

78% of the lower middle hourly pay quarter are women

22% of the lower middle hourly pay quarter are men

#### Lower hourly pay quarter (lowest paid)

85.6% of the lower hourly pay quarter (lowest paid) are women

16.4% of the lower hourly pay quarter (lowest paid) are men

## **Bonus Pay Gap**

Linc women earn 73p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 26.8% lower than men's.

When comparing mean (average) bonus pay, men's mean bonus pay is 25.2% higher than women's.

## **Who received bonus pay?**

9.3% of women

10.5% of men

As Head of HR for Linc Cymru Housing Association, I, Liz Parry can confirm that the information contained herein is accurate. Liz Parry, Head of HR - Linc Cymru Housing Association Full Detailed Report to Follow