



UNITE THE UNION

4 APRIL 2019

GENDER PAY GAP REPORT

Employers with 250 or more employees are required by law to publish their gender pay gap each year on their own and on the Government's website.

This is Unite the union's gender pay gap report for 2019 based on 2018 pay.

ABOUT THIS REPORT

The report was 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 1216 employees and their pay based on the payroll figure of the union's payroll at 05 April 2018.

UNITE, PROUD TO BE AN EQUAL PAY EMPLOYER

We have a positive story to tell about our commitment to equality.

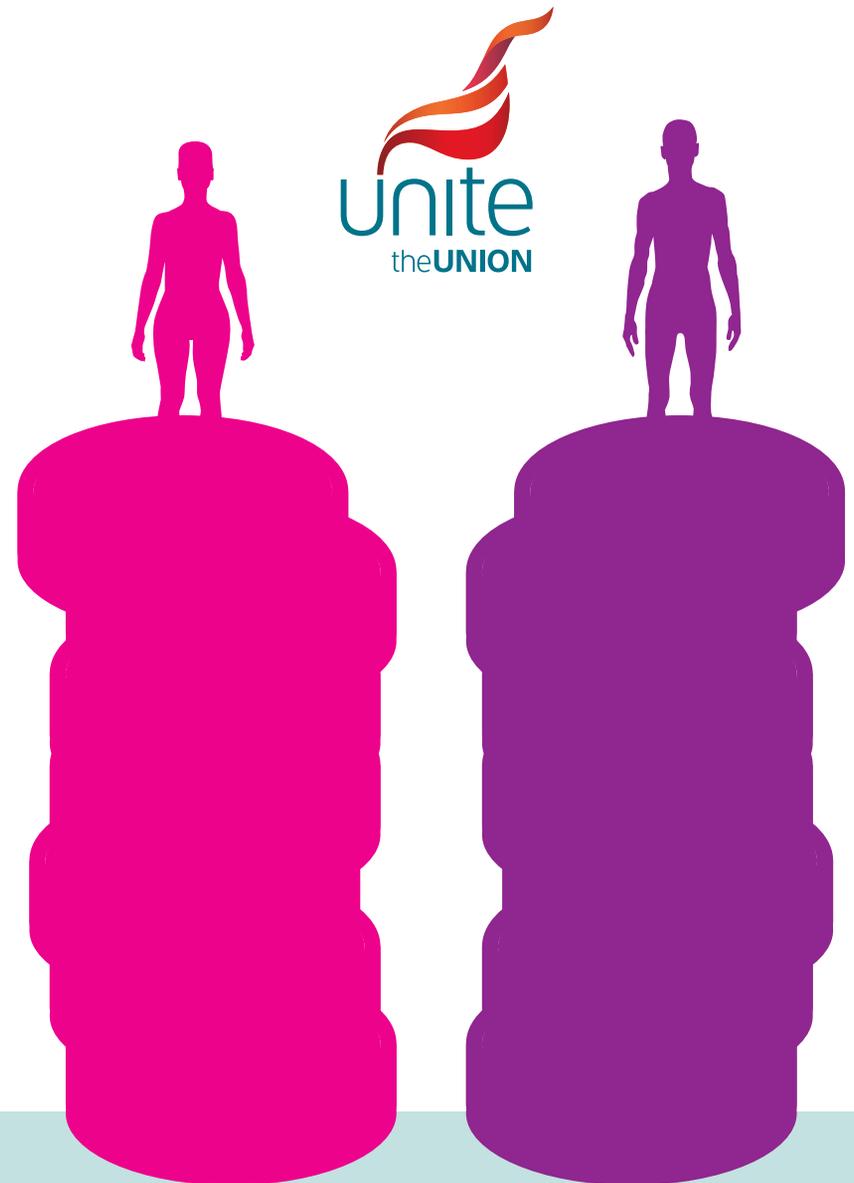
One third of the posts at Assistant General Secretary/Executive Officer level are held by women.

40% of women hold posts at departmental Director level, 30% of our Regional Secretaries, who run our 10 regions, are women.

Both our political and HR departments are all-female teams.

Of our 22 National Officers responsible for industrial sectors, 5 are women, an increase of 3 on last year.

The union pays its employees equally using a transparent grading/salary structure.



OUR RESULTS

Our figures show that we have a gender pay gap between men and women of, on average, 18.5%. This is a reduction on the previous year of 1.3%.

Unite's median gender pay gap is 28.5%. This is a reduction on the previous year's figures of 1.1%. We are working towards further reducing this gap by employing various learning and development initiatives and opportunities to improve the skill base of our employees in our staff jobs.

As reported last year, there are historical reasons for the gap being higher than we would like. The only pool from which we recruit officers into the union is from our membership. This year our membership is still made up of 72% men and 28% women.

It is widely accepted that the most common explanation for both positive and negative gender pay gaps, therefore, is not that men and women are paid differently, but that women are often absent either completely or in insignificant numbers from certain areas of the workforce.

Additionally, our workforce turnover rates are very low which is another factor in sustaining occupational segregation.

These are the principal reasons why we have a gender distribution of employees with significantly more women in the administrative jobs than we do men. Our rates of pay for these jobs, however, are significantly above market rate. The changes required to address the gap will be slow but steady.

Unite's mean gender pay gap is 18.5 percent.

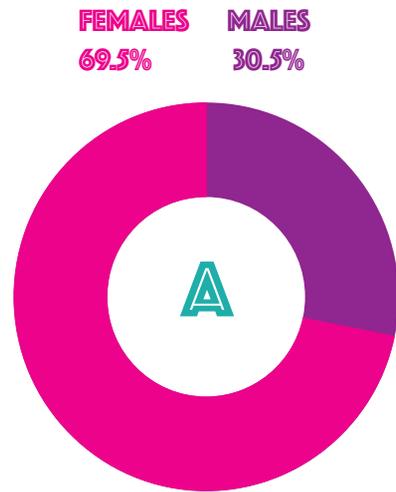
18.5%

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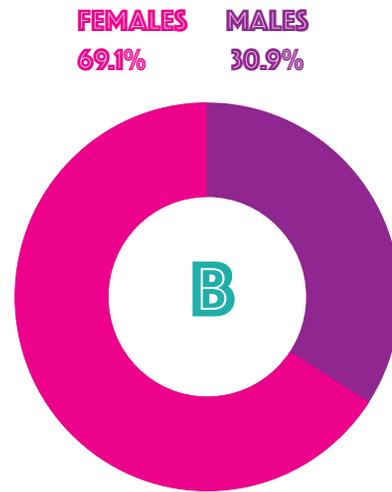
28.5%

PAY DISTRIBUTION PER QUARTILE

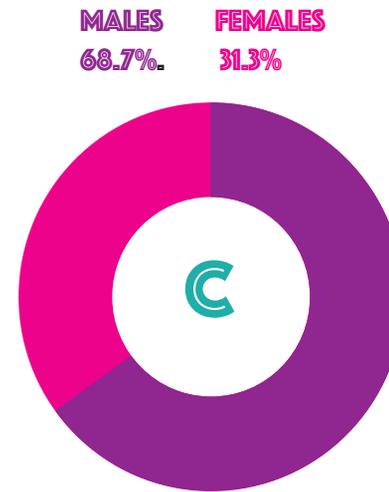
PAY QUARTILE



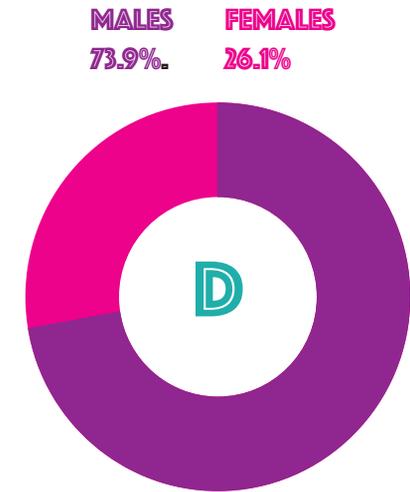
Includes all employees whose standard hourly rate places them at or below the lower quartile



Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median



Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile



Includes all employees whose standard rate places them above the upper quartile

However, the gender pay gap measurement can never tell the whole story of our union as an employer committed to equality:

- Our job evaluation programme is equality proofed;
- We recognise two unions which negotiate pay and conditions on behalf of their members who work for the union: our employees;
- We offer much above the statutory minimum for maternity and paternity leave, and assistance with childcare costs;
- We do not pay bonuses or increments which can have the effect of widening gender pay gaps;
- We are continuing with our programme of union-wide digital and skills training to open new doors to staff;
 - We are developing apprenticeships using our apprenticeship levy which we hope will have the effect of encouraging more women into non-administrative roles including data analysis, business analysis and digital development roles.
 - A new Trade Union Official apprenticeship is due for launch in January 2020 which is also intended to encourage more women and BAEM applicants into officer roles via a structured development programme, which will build knowledge and confidence over a period of 18 months.
- Our officer recruitment policy is adapted to positively encourage more women and BAEM members to apply for our officer posts.

TAKING POSITIVE ACTION

The journey to workplace equality is a continuous one.

At Unite, we are taking all proportionate steps to tackle gender occupational segregation. For example, we encourage women to work and take up apprenticeships in currently male-dominated sectors such as manufacturing, transport and construction. We support the election of union equality representatives and union equality education courses for all representatives.

This in turn helps to support Unite women members to become representatives and officers of the union. Women members are further supported to do so through a major Unite National Women's Week which includes our Women in Leadership course.

Through the structures of Unite Regional and National Women's committees and conferences, specialist Regional and National Women's officers, and through positive action, Unite ensures that as a minimum women and BAEM members are represented on all committees and at all conferences of the union in proportion to their membership of the union.



SUPPORTING OUR WORKFORCE

We will only achieve full equality in the workplace if we all work together to tackle the barriers that hold women back.

Our action plan includes the following measures:

- As part of our workforce planning and resourcing strategy, using the digital development of the union to enhance staff skills and open up new opportunities;
- Encouraging women across our union to seek promotion or to become officers;
- Encouraging men into staff jobs;
- Training managers and Executive Council members in non-discriminatory recruitment practices, including understanding unconscious bias;
- Familiarisation days to be run in our 10 Regions with an emphasis on equalities to encourage more women to apply to work for the union;
- Running forums for women across the union to discuss work-related issues and any challenges they may be experiencing, encouraging open dialogue and engagement to promote further changes in the workplace.

Unite believes that ensuring women can achieve their full potential is not only the right thing to do but it makes good economic sense, and is good for the union and our members.

We are proud of our commitment to equality in our own workplace, in society and in the wider world, and committed to taking all proportionate steps to narrowing our own gender pay gap.

I, Len McCluskey, General Secretary of Unite, confirm that the information contained within this report is accurate.



4 April 2019

