



UNITE THE UNION

4 APRIL 2018

GENDER PAY GAP REPORT

All employers with 250 or more employees are now 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 2018.

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 2017.

UNITE, PROUD TO BE AN EQUAL PAY EMPLOYER

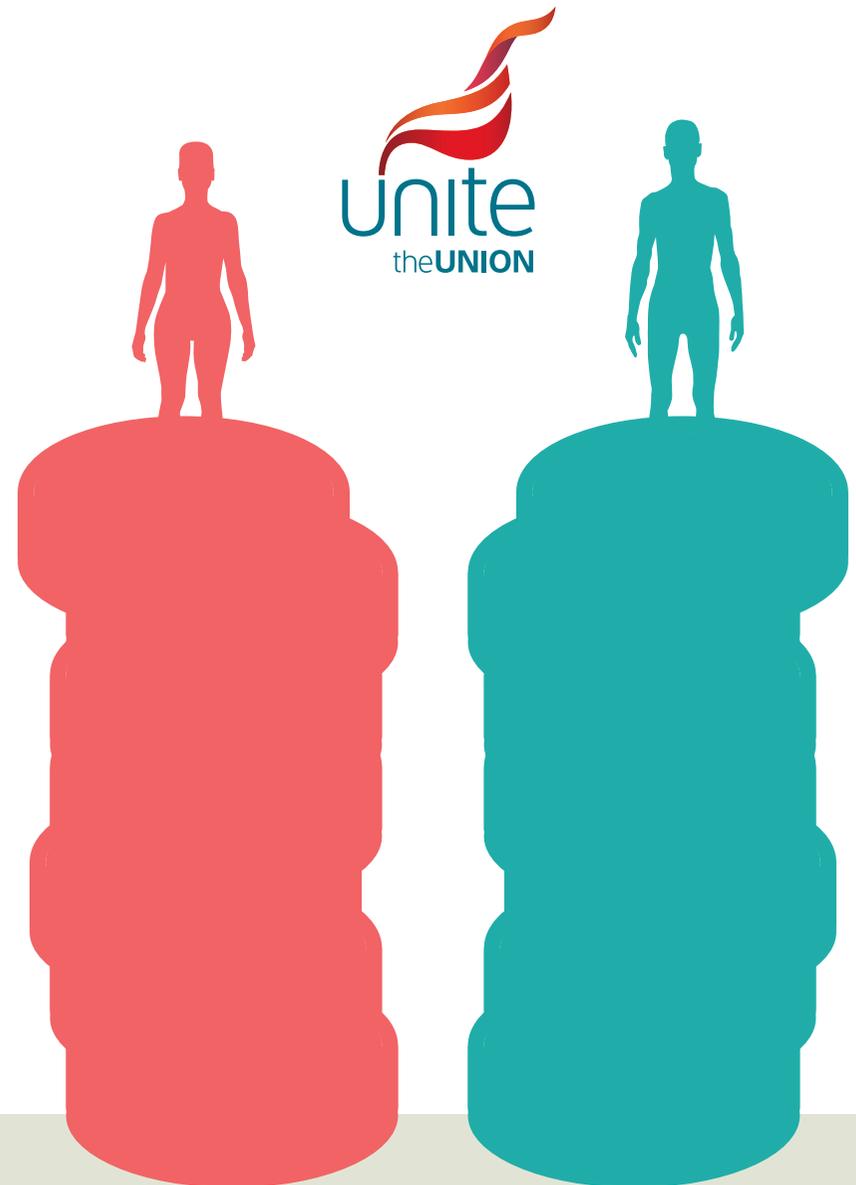
By law, Unite is required to publish an annual gender pay gap report. We have complied with this requirement but have regarded this as an opportunity to review our commitments to equality overall.

We are the biggest union in Britain and Ireland, and a determined force for working people.

We have a positive story to tell about our commitment to equality. As an employer we lead the way in the trade union movement: we employ women in half the posts at Assistant General Secretary/Executive Officer level, half at Departmental Director level, and 30% of our Regional Secretaries who run our 10 regions are women.

Our political department is an all-female team. The union pays its employees equally using a transparent grading / salary structure.

As a trade union working hard for our membership we continue to support our members in the fight for equal pay for work of equal value, and we continue to work to end gender segregation in a number of the industrial sectors where Unite organises such as transport, manufacturing and construction.



OUR RESULTS

Our figures show that we have a gender pay gap between men and women of, on average, 19.8%.

There are historical reasons for this: we grew out of male-dominated workplaces such as those in manufacturing, transport and energy; and, the only pool from which we recruit officers into the union is from our membership. Our membership is currently made up of 72% men and 28% women.

Additionally, our workforce turnover rates are very low which is an indication of a workforce that feels rewarded, but 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.

Unite's mean gender pay gap is 19.8 percent.

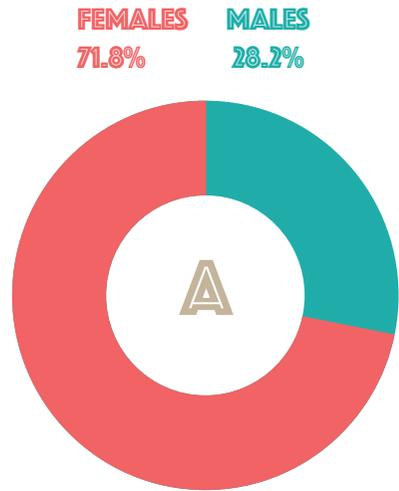
19.8%

Unite's median gender pay gap is 29.6 percent.

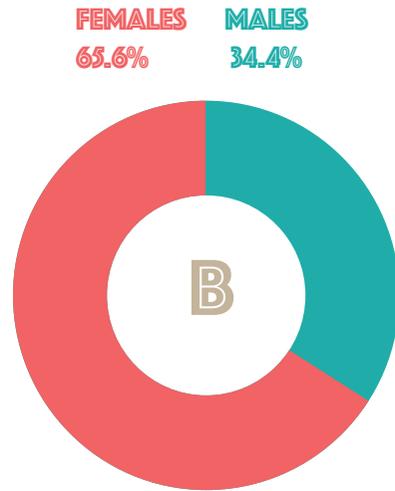
29.6%

PAY DISTRIBUTION PER QUARTILE

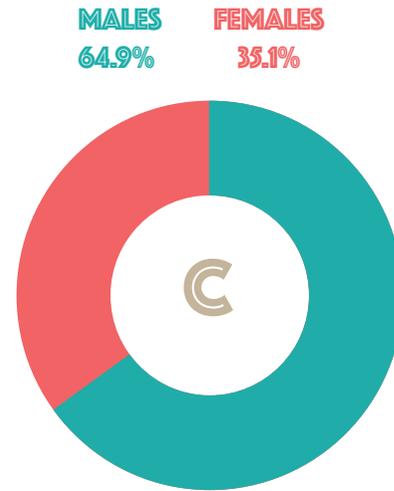
PAY QUARTILE



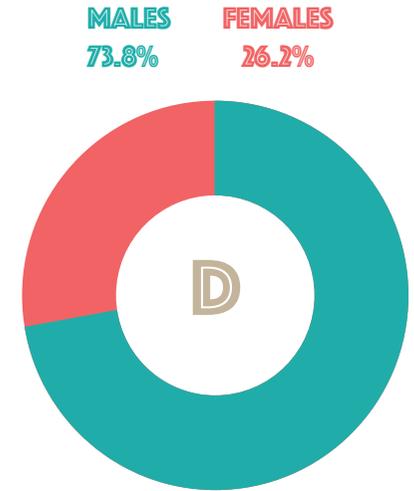
Includes all employees whose standard hourly rate places them at or below the lower quartile



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

TAKING POSITIVE ACTION

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 was equality proofed;
- We recognise two unions who 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 have the effect of widening the pay gap;
- We are embarking on a programme of union-wide digital and skills training to open new doors to staff;
- Our officer recruitment policy has been adapted to positively encourage more women and BAEM members to apply, and succeed.

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.

That is why Unite is undertaking a range of measures in how we recruit and train our union's workforce including:

- 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;

- Establishing forums for women to come together 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;
- Introducing 'name blind' processing to our recruitment practices.

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 2018

