

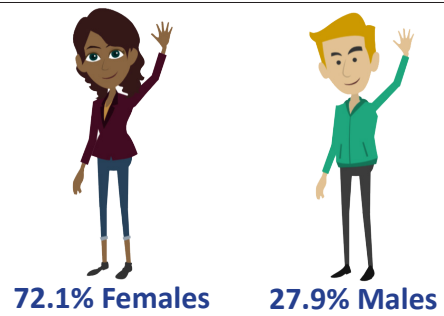
Gender Pay Gap Analysis 2019



Pay Gap

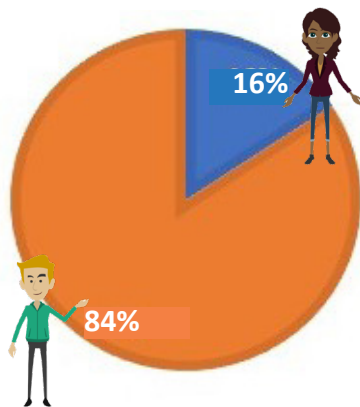


Workforce Profile Overall

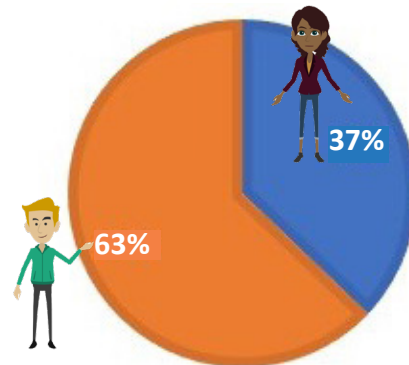


Hourly Pay Quartiles

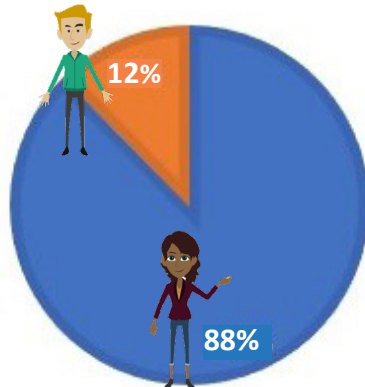
Upper



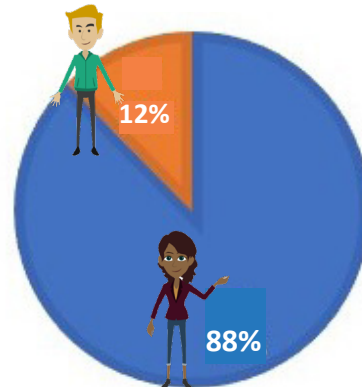
Upper Middle



Lower Middle



Lower



Workforce Distribution

The distribution of the workforce features a number of highly populated roles in Grade 1 that are traditionally undertaken by women.

Gender Pay

The Gender Pay gap should not be confused with Equal Pay – all Tayside Contracts employees are paid equally for work of equal value. Therefore, the Gender Pay gap is not an indicator of discrimination but is a useful measure for analysing pay by gender across the workforce.

Actions

Further consideration will be given to what actions Tayside Contracts could take to encourage more women into non-traditional roles.