

# GENDER PAY ANALYSIS AND REPORT

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Gender pay analysis calculates the difference between the average earnings of men and women in a workforce. The analysis determines which employees are eligible for inclusion, and uses data on their ordinary pay, bonuses, and hours worked.

The gender pay gap is a key statistic and reports the difference in average women's earnings as a percentage of men's earnings. It was estimated the gender pay gap in the Channel Islands is 21% (i.e. on average women earn 21% less than men).\*

We report on mean gender pay gap, median gender pay gap, mean bonus gender pay gap, proportion of males and females receiving a bonus payment, and proportion of males and females in each quartile band. Optional enhanced analysis is available to improve understanding of the causes of any gender pay gap.

## WHY HAVE A GENDER PAY ANALYSIS?

Measuring the gender pay gap demonstrates an organisation's commitment to having a diverse and inclusive workforce.

Diverse and inclusive businesses often attract the best talent and these values can be important for customers and investors.

Gender pay analysis can help organisations to identify issues and opportunities. An organisation's calculations can also be used to establish a baseline and monitor progress.

Many employers annually report on and publish their gender pay gap. In the UK reporting is mandatory for employers with a headcount of 250 or more employees.

## WHO WOULD FIND THIS SERVICE USEFUL?

Medium and larger sized employers in the Channel Islands. It can be conducted for organisations with a headcount of 25 or more.

## CHARGES & TIMESCALE

£2,500-£4,000 depending on size of firm and scope of analysis. Please contact us for a quote.

A gender pay report can usually be provided within a few weeks. At the time of an enquiry a timescale will be mutually agreed between us and the client.

## BWCI GROUP

Established in 1979 the BWCI Group is the largest group of actuaries and consultants in the Channel Islands with over 100 staff encompassing a wide range of disciplines. The BWCI Group is a member of Abelica Global, the international network of leading independent actuarial firms.

This service would be provided in conjunction with Island Global Research, a research and consulting company that is part of the BWCI Group.

\* PWC, CI Women in Work Index 2021

## FURTHER INFORMATION

For further information on this and other consulting services provided by the BWCI Group please contact [mail@bwcigroup.com](mailto:mail@bwcigroup.com), or visit our website at [www.bwcigroup.com](http://www.bwcigroup.com).