

Gender Pay Gap Report 2020/21

Exela Technologies Ltd (Data Summary UK)

Pay reporting includes the following calculations:

The Mean gender pay gap in hourly pay is the difference between the average of men's and women's pay. When comparing mean (average) hourly pay, women's mean hourly pay was lower than men's. The Mean gender gap was 39.65% during 2020/21, no real change from previous year.

The Median gender pay gap in hourly pay is the difference between the midpoints in the ranges of men's and women's pay. The Median gender gap was 28.26% during 2020/21, showing no significant changes from previous year. This indicates that Females earn 72p for every £1 that a Male earn when comparing median hourly pay.

Gender pay gap quartile figures are calculated by the hourly pay rate of relevant employees in the pay period, which is then divided into 4 quartiles, with an equal number of employees in each section, from highest paid to lowest paid. These quartiles are known as:

- lower quartile
- lower middle quartile
- upper middle quartile
- upper quartile

During the period 2020/21 the % of Male and Female in each quartile is as follows:

	Female %	Male %
lower quartile	72.84	27.16
lower middle quartile	70.00	30.00
upper middle quartile	52.50	47.50
upper quartile	25.00	75.00

In our organisation, females occupy 25% of the highest paid jobs and 72.8% of the lowest paid jobs. This analysis was compared to previous year data and indicated a positive increase movement of female pay in lower-middle, upper-middle and upper quartile sections.

Bonus pay reporting includes the following calculations:

Proportion of males and females who received bonus payments. This equated to 16.53% Males being paid bonus and 85.81% Females being paid bonus during 2020/21. Again showing more females than males being paid a bonus.

The Mean gender pay gap in bonus pay is a positive outcome for female employees who on average earned 68.41% more bonus pay than a male colleague. The Median gender pay gap in bonus pay is a positive outcome for female employees, with a Median of 3.83% higher than the male colleague Median. In this organisation, females earn £1.04 for every £1 that males earn when comparing median bonus pay.

Data Narrative

We are an equal opportunity employer and generally advertise using internal company systems, online job boards and recruitment professionals, as well as an internal referral system.

A gender pay gap is mainly identified in respect of technology solution roles and senior executive management (top 2 tier levels). The company is a technology company and male % difference in the top quartile includes specialist technology positions which are recruited nationally.

The current national recruitment picture indicates that there is a 30,000 shortage of heads in *other services*, that there were significant increases in job vacancies, the Office for National Statistics said the number of payroll employees increased by 241,000 to 29.1 million in August, lifting employment in all regions of the UK. Although the UK unemployment rate rises, tech jobs showed resilience. As companies have adapted to accommodate COVID pandemic impacts, there has been a rise in the number of IT-related job postings, where most companies have accelerated their digital transformation projects and/or have turned to tech to ensure business continuity.

In July it was reported that the demand for web designers and developers jumped by 15% compared to the previous month and between June and August, the number of UK tech vacancies rose by 36%, according to data from job website Adzuna.

It is not uncommon for businesses to seek ways to innovate, improve efficiency and ultimately reduce cost, most of which will be achieved through tech innovations. Therefore, it is more likely that within the IT sector, we would not only be in high competition to attract someone but that the candidates would also be more than likely to be already employed. Additionally, the Tech sector still has significantly more male gender available workers within it. The current national picture for this sector therefore presents a challenge to recruit females into any type of technology role. We expect that the active national educational move to positively attract females into technology will start working its way through to the workforce more over the next few years and so our focus will be on building positive partnerships and relations with such higher education establishments, as well as the Government initiatives that are in place.

Senior executive management retention figures are high with no vacancies available for past 5 years. The Company commenced a succession planning and career framework globally, which included the training of our existing staff and an internal referral scheme for vacancies and promotions. More internal promotions have included females taking on roles and this has commenced a positive impact in management levels and pay, which we expect to continue over the next few years.

Report External Sources:

<https://www.bbc.co.uk/news/explainers-53685650>

<https://www.ons.gov.uk/employmentandlabourmarket/>

<https://www.verdict.co.uk/uk-unemployment-tech-jobs/>