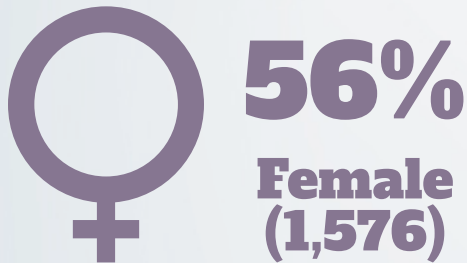
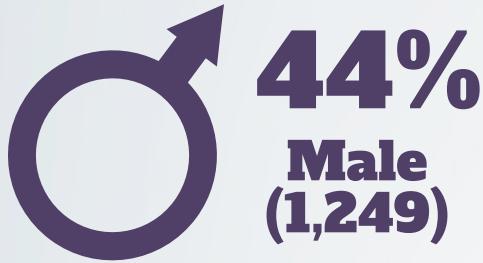


Gender Pay Gap as at 5th April 2020

On 5 April 2020 there were **2,825** pay relevant employees*

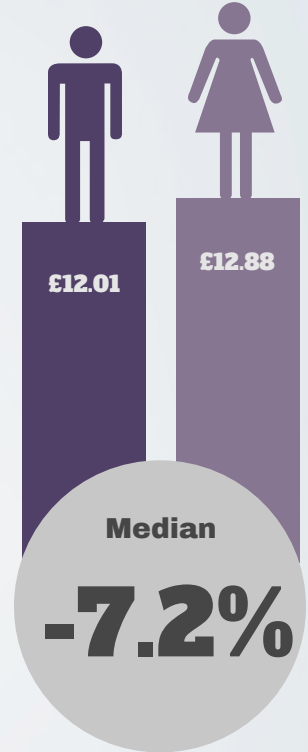


***2,544** contracted employees and **281** self-employed/freelance employees

148 employees were not included in calculations as they did not receive a 'normal' pay during the snapshot period



When using the average hourly pay, women at Glasgow Life are paid 9.6% more than men



When using the median hourly pay, women at Glasgow Life are paid 7.2% more than men**

**The median indicates what the 'typical' situation is and is not distorted by very high or low hourly pay

