

Gender Pay Gap Report

ETEL published its gender pay gap report on XXth April 2021, which contains the following data:

Item	Percentage
Mean gender pay gap	39.31%
Median gender pay gap	38.50%
Mean bonus gender pay gap	64.48%
Median bonus gender pay gap	89.87%
Proportion of males receiving bonus	86.21%
Proportion of females receiving bonus	75.00%

Proportion of males in each quartile band

Quartile	Percentage
Lower quartile	33.33%
Lower middle quartile	56.14%
Upper middle quartile	79.31%
Upper quartile	84.21%

Proportion of females in each quartile band

Quartile	Percentage
Lower quartile	66.67%
Lower middle quartile	43.86%
Upper middle quartile	20.69%
Upper quartile	15.79%