

Equal Pay Survey

This equal pay survey was first carried out in 2010 to identify the scale of the gender pay gap across the public services. It also asked affiliates to provide details of the kinds of initiatives they had taken to close the gap.

A summary report of the survey is available here: www.epsu.org/article/epsu-publishes-full-gender-pay-gap-survey-still-long-way-go-gender-equality

All the responses to the survey are also available to read here. They have been collated according to the subject areas listed below and can be found by clicking on the links below or on the right.

The survey first asked **two questions about data** and then asked about action by EPSU affiliates in **nine key areas**.

Data

[Do you have data on women's and men's pay for your sector, workplace, occupation or relevant bargaining group? If you don't have these figures, can you explain why not?](#)

[What is the gender pay gap in your sector/workplace now and do you have figures to show the trend over the last five years?](#)

Areas of action to help close the pay gap

Have you had negotiations with the employer to address any of the factors that contribute to the gender pay gap, for example:

- [Concentration of women in low-paid jobs](#)
- [Extent to which women are stuck in part-time jobs but want full-time employment / an increase in hours](#)

- [Transparency of pay systems and elements of the pay structure \(bonuses and performance-related pay, for example\) that might lead to discrimination against women](#)
- [Higher pay increases for the lowest paid and/or occupations that are female-dominated](#)
- [Training and promotion opportunities for women](#)
- [Impact of maternity and parental leave on women's pay and prospects](#)
- [Availability of childcare or help with costs of caring for children or dependant adults](#)
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