



FINANCIAL  
TIMES

# GENDER PAY GAP REPORT 2019

---

## PAY AND BONUS GAP

	Difference in aggregate levels of total pay for men and women					
	Median			Mean		
	2017	2018	2019	2017	2018	2019
Hourly pay*	19.4%	18.4%	<b>18.4%</b>	24.4%	22%	<b>20.7%</b>
Bonus**	28.3%	26.1%	<b>13.4%</b>	37.9%	37.4%	<b>22.6%</b>

## PROPORTION OF COLLEAGUES WHO RECEIVED BONUS PAY:

**89%**  
of men

**84%**  
of women

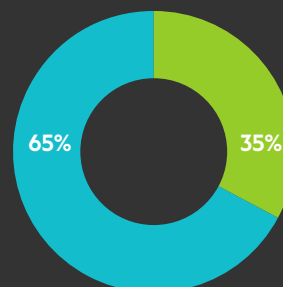
I confirm the data in this report is accurate.



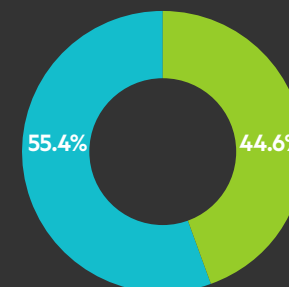
John Ridding  
CEO, Financial Times

## PAY QUARTILES

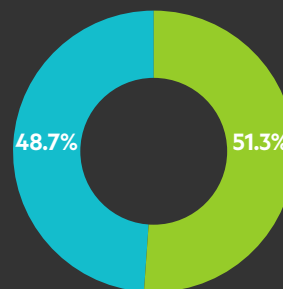
How many men and women are in each quarter of the FT's payroll.



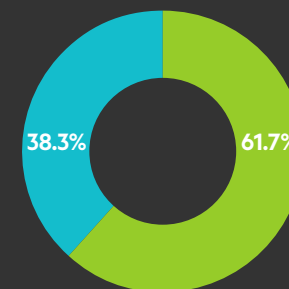
Top quartile:  
65% men 35% women



Upper middle quartile:  
55.4% men 44.6% women



Lower middle quartile:  
48.7% men 51.3% women



Lower quartile:  
38.3% men 61.7% women

\*The FT used payroll data from 5 April 2018 - 5 April 2019 to calculate the gender pay gap. Only full or part-time employees in receipt of full pay on this date were included. Anyone on statutory maternity pay or unpaid leave, for instance, was excluded from the data in line with the regulations.

\*\*The bonus pay gap was calculated using payroll data for qualifying bonus payments from 5 April 2018 - 5 April 2019. This figure does not take into account pro rata payments.