

## ECG Building Maintenance - Gender Pay Gap Report 2020

Analysing ECG Building Maintenance Ltd.'s pay gap

The average hourly pay of males is 19% higher than that of females in ECG Building Maintenance Ltd. This is primarily due to there being less female representation in the upper pay bands compared to the lower pay bands. This has reduced from 23% as the introduction of females to higher paid positions has improved.

Whilst our mean gender pay gap is above the estimate provided by the UK Office for National Statistics at 17.4%, we believe that it is, at worst, in line with and quite possibly lower than the average of businesses within the engineering sector.

In total, 4.9% of male and 4.3% of female employees received bonuses on the year to 5th April 2020 with male bonus earnings being 46.2% higher on average. This reflects the lower proportion of women in senior management positions but is significantly improved from previous years.

ECG Building Maintenance Ltd is an equal opportunities employer, therefore we believe that the pay gap disclosed in this report reflects underlying structural differences in the level and types of jobs carried out by males and females in our company. Our core operation involves the provision of mobile engineering services carried out by time-served engineers, controlled by technically qualified managers and senior managers and supported by an office-based call centre. The structural workforce challenges and resulting gender imbalance has roots in entrenched gender stereotypes associated with certain roles and the continuing predominance of females acting as primary childcare provider.

Along with the relevant engineering training bodies, ECG Building Maintenance Ltd has been at the forefront of a drive to recruit more female apprentices into our industry over the last few years; this has proven to be very difficult. Without a core engineering skill base, it is difficult to progress to managerial positions which control the field-based staff. In order to effectively carry out a management role, detailed technical knowledge, mostly gained through an apprenticeship or other technical training scheme, is required.

We seek to challenge entrenched gender stereotypes around the roles of men and women in the workplace with the aim of recruiting more females into engineering careers. We recognise that long-term lasting change is required in this area but as many of the causes lie outside of our company, a partnership comprising government, the education sector and industry will be required to create the conditions for change.



## ECG Facilities Services - Gender Pay Gap Reporting

as at 31st March 2020

Mean Gender Pay Gap	19.4%
Median Gender Pay	18.9%
Mean Bonus Pay Gap	46.2%
Median Bonus Pay Gap %	37.7%
Males Receiving Bonus %	4.9%
Females Receiving Bonus	4.3%

	Lower	Lower Middle	Upper Middle	Upper
Male	71.8%	78.2%	93.6%	96.2%
Female	28.2%	21.8%	6.4%	3.8%