

UK CONSTRUCTION SECTOR GENDER-PAY GAPS -A COMPANY SNAPSHOT	% GAP IN MEDIAN HOURLY RATE BETWEEN WOMEN AND MEN	% OF WOMEN IN PAY QUARTILE			
		TOP	UPPER MID	LOWER MID	BOTTOM
Vinci Construction Ltd.	48.5	7	18.4	43.3	55.1
Canary Wharf Contractors Ltd.	45.3	7	8	24	43
Bouygues U.K. Ltd.	40.9	11.6	14.5	30.6	54.5
Pell Frischman Consultants Ltd.	40.4	10.7	18.2	34	68.9
Bilfinger UK Ltd.	39.9	3	1	2	21
Mace Ltd.	39.6	7	11	31	48
Hochtief UK Construction Ltd.	36.6	7	10	22	42
Ch2M Hill United Kingdom	33.5	9.2	24	25.3	52.6
Balfour Beatty Group Employment Ltd.	33	7	10	18	31
LendLease Construction Europe Ltd.	33	6	9	29	33
Morgan Sindall Group Plc	33	8	15	29	31
AMEC FosterWheeler Nuclear UK Ltd.	31.3	16.8	18.3	26.5	52.7
Bechtel Ltd.	31.3	12	15	31	42
Sir Robert McAlpine Ltd.	30	7.4	13.2	20.3	27.5
Morgan Sindall Construction & Infrastructure Ltd.	28.5	6	13	23	27
Jacobs U.K. Ltd.	27.9	9.9	19.7	33.8	39.1
Bam Nuttall Ltd.	27.7	7	9	15	33
WSP UK Ltd.	27.1	8.5	18	26.3	33.6
Costain Engineering & Construction Ltd.	27	9.9	18.8	24.4	43.6
Sweco Service UK Ltd.	25.6	14	19	26	46
Sinclair Knight Merz (Europe) Ltd.	25	6.2	29.2	40	53.8
Black & Veatch Ltd.	24	8	16	31	40
J. Murphy & Sons Ltd.	23.8	7	6	12	24
AECOM Ltd.	21.9	15	25	36	36
Buro Happold Engineers Ltf.	21.1	16	29	35	50
Atkins Ltd.	20	16	21	34	41
Mott MacDonald Group	20	14	26	35	44
Halcrow Group Ltd.	18.6	12.5	24	33.1	37.7
Arup	16.7	22.4	30.5	39.3	46.2
Skanska Construction UK Ltd.	12.3	11.8	15.7	25.1	18.7
Kier Integrated Services Ltd.	11.9	11	11	10	22
Bachy Soletanche Ltd.	11.5	9	12.8	3.8	21.8
Mouchel Ltd.	11.1	17.9	22.4	32	28.5
Network Rail Infrastructure Ltd.	11	13	12	16	23
Laing O'Rourke Services	8.8	9.8	7.4	9.2	13.4
Colas Ltd.	0.2	13.2	17.6	15.4	16

DATA REPORTED WAS AS OF APRIL 5, 2017. THE MEDIAN HOURLY RATE IS CALCULATED BY RANKING ALL EMPLOYEES FROM THE HIGHEST PAID TO THE LOWEST PAID, AND TAKING THE HOURLY WAGE OF THE PERSON IN THE MIDDLE. DATA COVERS ALL STAFF IN SELECTED FIRMS WITH MORE THAN 250 EMPLOYEES

SOURCE: UK GOVERNMENT AND STAFFMETRIX