

	Women's hourly rate is		Top quartile	Upper middle quartile	Lower middle quartile	Lower quartile	Women's bonus pay is		Who received bonus pay	
	% Lower (Mean)	% Lower (Median)	% Women	% Women	% Women	% Women	% Lower (Mean)	% Lower (Median)	% Women	% Men
Bloomsbury Publishing	-23.3%	-17.2%	58.1%	67.8%	70.1%	83.1%	-51.0%	-46.0%	8.6%	16.0%
Elsevier Limited	-29.1%	-40.4%	25.6%	30.8%	60.9%	72.5%	-30.0%	-47.5%	45.7%	56.5%
Emerald Publishing	-20.0%	-24.0%	44.0%	52.0%	67.0%	73.0%	-29.0%	-11.0%	88.0%	88.0%
Hachette UK Limited	-29.7%	-24.7%	56.6%	69.8%	78.3%	82.5%	-79.6%	-62.6%	87.3%	91.5%
Harpercollins Publishers Limited	-16.1%	-10.4%	57.0%	66.0%	71.0%	64.0%	-47.0%	-14.1%	79.0%	87.0%
Informa PLC	-34.8%	-22.4%	35.5%	50.6%	63.0%	68.6%	-62.2%	-18.9%	59.1%	71.3%
IOP Publishing	-23.2%	-14.3%	34.0%	57.0%	65.0%	60.0%	-55.0%	-28.0%	85.0%	83.0%
John Wiley & Sons Limited	-21.1%	-21.5%	44.2%	66.8%	70.0%	66.1%	-42.3%	-50.7%	79.3%	84.5%
LexisNexis Risk Solutions UK Limited	-28.5%	-24.4%	17.5%	27.5%	22.2%	42.0%	-83.3%	-34.0%	72.0%	72.6%
Macmillan Publishers International Limited	2.0%	34.0%	65.0%	81.0%	62.0%	46.0%	-57.0%	515.0%	82.0%	82.0%
Macmillan Publishers Limited	-18.0%	-12.9%	48.4%	60.9%	66.0%	70.8%	-29.6%	-45.2%	19.6%	12.9%
Pearson Education Limited	-8.0%	-3.0%	51.0%	60.0%	64.0%	61.0%	-45.0%	-4.0%	86.0%	88.0%
Penguin Books Limited	-6.1%	9.5%	61.1%	75.3%	73.6%	48.8%	-35.8%	-30.4%	88.7%	93.6%
Sage Publications Limited	-22.0%	-14.5%	47.0%	63.0%	75.0%	69.0%	-43.9%	-20.7%	91.5%	94.4%
Taylor & Francis Group (from Informa report)	-24.2%	-8.0%	51.7%	68.6%	69.5%	71.1%	-57.6%	-21.7%	35.0%	45.6%
The Random House Group Limited	-16.4%	-13.9%	45.4%	60.9%	68.5%	52.9%	-45.2%	-5.3%	74.8%	73.7%

Data collected from: <https://gender-pay-gap.service.gov.uk/>