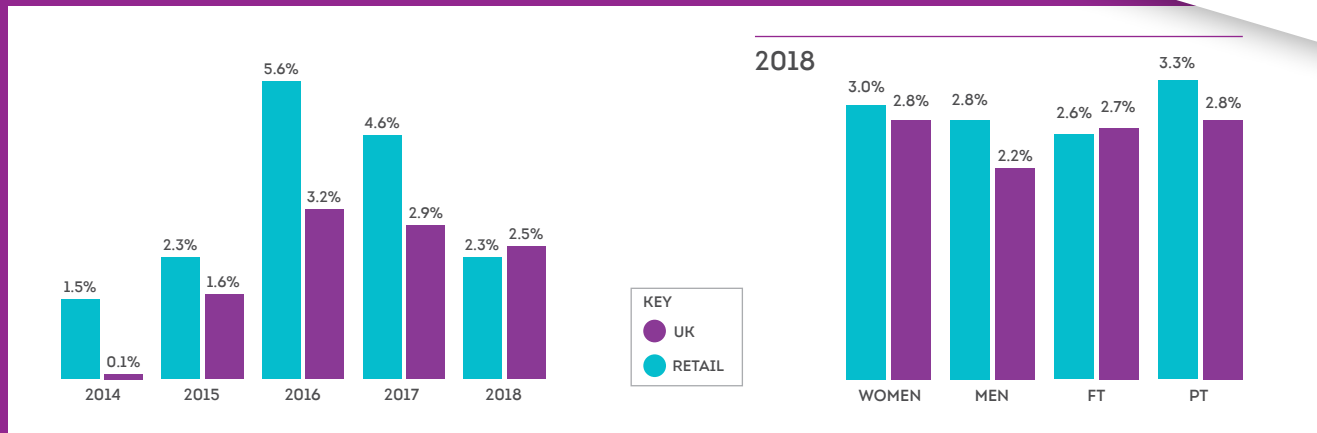


## ANNUAL GROWTH IN HOURLY PAY

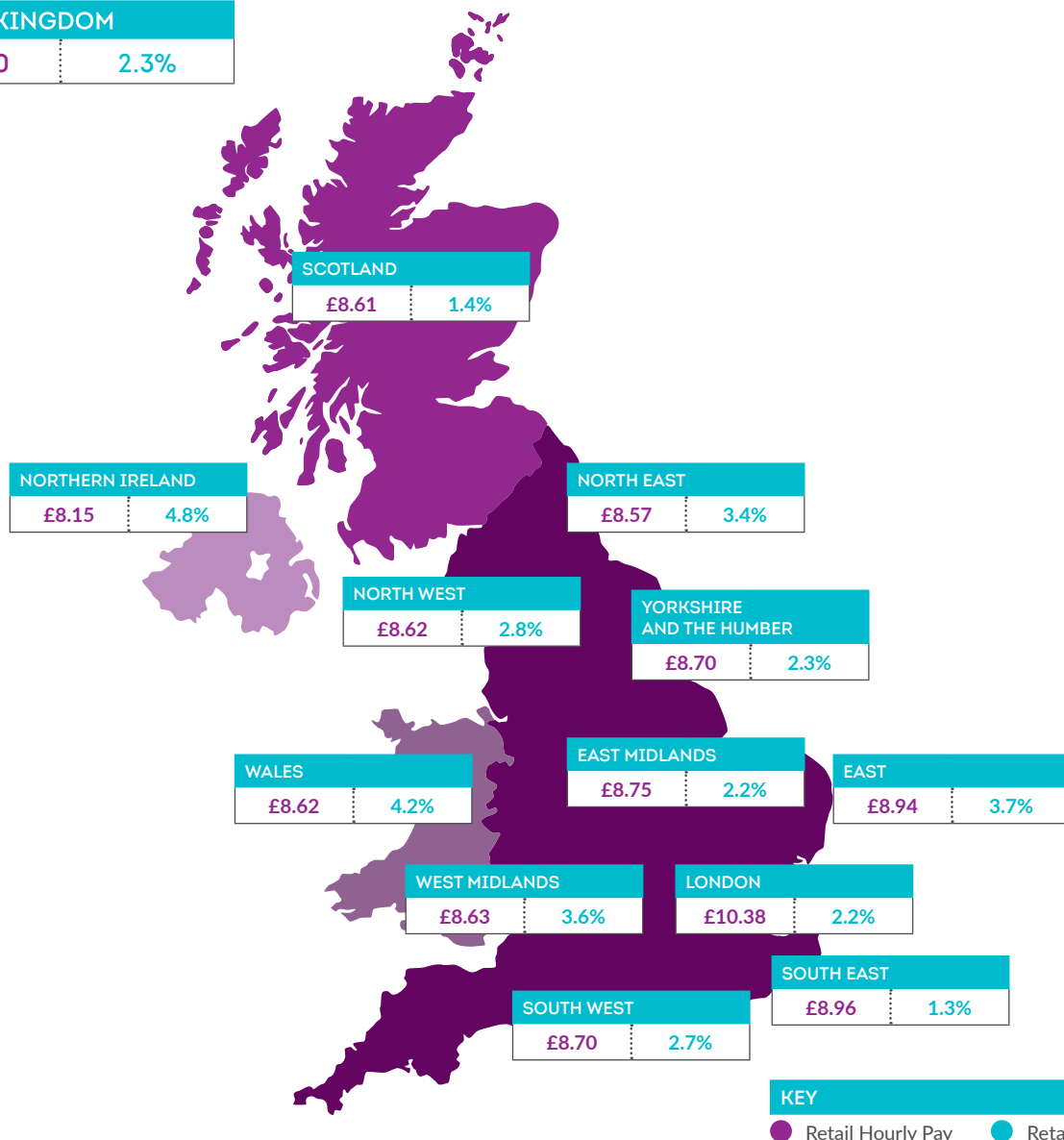


- At 2.3%, pay growth in retail stood below the UK average of 2.5%.
- However, women's pay growth in retail grew faster than women's pay growth in the UK overall, and the same is true for men.
- This apparent inconsistency comes down to the way in which medians are calculated.

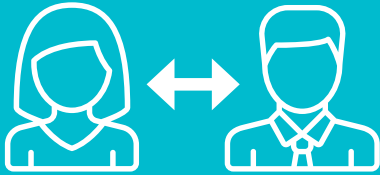
## RETAIL PAY

### UNITED KINGDOM

£8.80     2.3%



**KEY**  
● Retail Hourly Pay    ● Retail Pay Growth



THE GENDER PAY GAP IS REDUCING. AVERAGE PAY FOR WOMEN IN RETAIL IN 2018 WAS 9.1% LOWER THAN FOR MEN. THAT GAP HAS CLOSED FROM 11.0% IN 2016. THE PAY GAP FOR THE UK AS A WHOLE IS 17.9%.

IN APRIL 2018 THE AVERAGE WORKER IN RETAIL WAS PAID

**£8.80**

PER HOUR,

**69%**

OF THE UK ALL INDUSTRY AVERAGE OF

**£12.73**

PER HOUR.

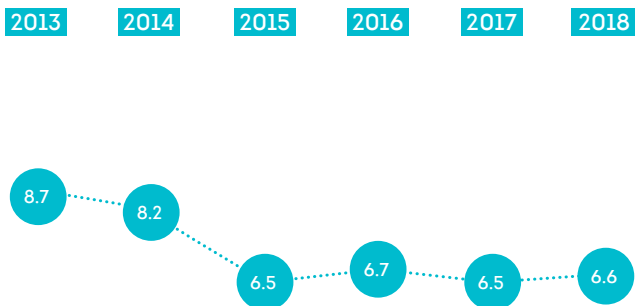
## RETAIL PAY AS % OF UK INDUSTRY AVERAGE



PAY IN RETAIL HAS BEEN CATCHING UP TO THE UK AVERAGE, PARTLY DRIVEN BY THE NATIONAL LIVING WAGE AND PARTLY BY THE INDUSTRY AMBITION TO RAISE PAY.

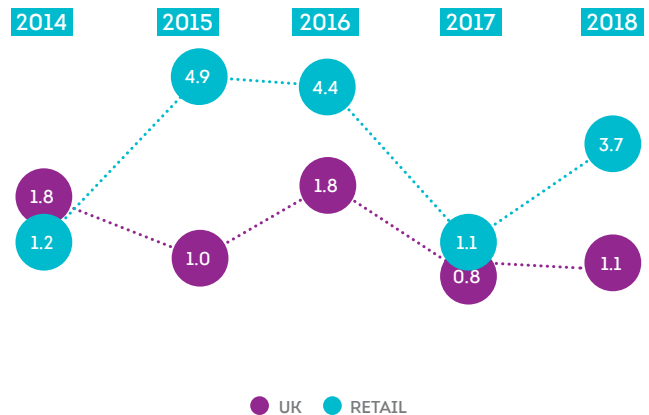
Source: ONS ASHE 2018

## RETAIL INDUSTRY AVERAGE PROFIT MARGINS (EBITDA/SALES %)



Retailers have paid for these wage increases through a reduction in profits. Average profit margins (EBITDA / sales) have fallen from 8.7% in 2013 to 6.6% today.

## PRODUCTIVITY GROWTH (GVA PER HOUR % ANNUAL CHANGE)



However, retailers have also been able to raise wages as productivity is improving. Retail productivity has been growing much faster than the national average.

These productivity increases are happening because retailers are rapidly adopting new technology, rethinking how they deploy and engage workers, actively trying to restructure employment to meet the differing needs of a diverse workforce, seeking to engage their employees in driving forward the business.

However, the job is not yet done, the industry is only at the beginning of a journey to better and more productive jobs.

THE BRC WILL CONTINUE TO MONITOR PROGRESS THROUGH THE BETTER JOBS DASHBOARD.