

2018 Gender Pay Gap at the large pharmacy chains

		Boots	Lloydspharmacy	Well	Rowlands	Day Lewis	Superdrug**	Cohens	Paydens
Proportion of female employees		79.0%	*	75.0%	79.1%	>70.0%	80.0% in branches	70.0%	*
Pay gap	Mean	19.5%	26.1%	20.5%	18.2%	18.4%	22.4%	15.6%	19.6%
	Median	5.4%	13.6%	4.2%	0.0%	0.4%	16.2%	5.0%	0.9%
Proportion of male and female employees receiving bonus payments	Male	79.4%	54.4%	6.0%	76.0%	84.0%	54.0%	22.7%	44.6%
	Female	85.3%	77.4%	5.5%	86.0%	76.0%	37.0%	16.9%	54.1%
Bonus gap	Mean	65.7%	65.9%	35.4%	58.1%	28.8%	62.2%	56.9%	83.9%
	Median	45.4%	40.0%	0.0%	0.0%	27.5%	27.4%	8.3%	18.0%

* Lloydspharmacy and Paydens have not given the percentage for the total number of female employees. Lloydspharmacy said 80% of its pharmacy staff and 55% of its head office staff are female. Paydens said there were “significantly more female than male staff” at the chain.

** Superdrug published joint gender pay gap data with UK discount chain Savers, both part of the A.S. Watson Group.

Gap in favour of females

2017 Gender Pay Gap at the large pharmacy chains

		Boots	Lloydspharmacy	Well	Rowlands	Day Lewis	Superdrug	Cohens	Paydens
Proportion of female employees		78.0%	79.0%	75.0%	80.0%	>70%	80.0%	71.0%	*
Pay gap	Mean	21.0%	24.0%	19.7%	17.2%	22.3%	26.1%	15.8%	20.3%
	Median	5.0%	3.0%	1.2%	3.2%	5.2%	16.1%	7.5%	4.0%
Proportion of male and female employees receiving bonus payment	Male	49.0%	35.0%	10.6%	80.4%	80.9%	52.0%	56.6%	47.9%
	Female	69.0%	53.0%	6.9%	90.1%	79.6%	33.0%	58.6%	55.7%
Bonus gap	Mean	81.0%	228.0%	66.5%	49.1%	40.3%	42.7%	53.3%	84.2%
	Median	19.0%	101.0%	66.1%	47.0%	29.7%	16.0%	0.1%	18.8%

* Paydens has not published the percentage of female employees, but said there are "significantly more female than male staff" at the chain

Gap in favour of females