

# Glasgow City Council's £548m Equal Pay Settlement (2019) — Compensating Female-Dominated Care, Catering and Cleaning Jobs

Gender Equality · Good practice · United Kingdom

Quality score: 63/100

Evidence strength: Moderate

## Summary

After an October 2018 strike, Glasgow City Council agreed a £548m settlement for thousands of mainly female care, catering and cleaning staff, funded by borrowing against property assets at about £25m a year.

## Key dimensions

| Dimension                       | Score |
|---------------------------------|-------|
| Transferability / replicability | 2/3   |
| Impact on gender equality       | 1/1   |
| Effectiveness                   | 1/1   |
| Efficiency                      | 0/1   |
| Evaluated outcomes              | 0/1   |
| Sustainability                  | 0/1   |
| Achievement / evidence          | 1/1   |
| Gender-mainstreaming embedding  | 1/1   |
| Curator validation              | 1/1   |

Evaluated by C-NAPSE

## Data sources

[C-NAPSE web research](#) — accessed 2026-10-08

[Glasgow City Council; Unison, GMB, Unite, Action4Equality Scotland](#) — accessed 2026-10-08

[Scottish Financial News](#) — accessed 2026-10-08

[The Payroll Centre](#) — accessed 2026-10-08

[Glasgow Times / Evening Times](#) — accessed 2026-10-08

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