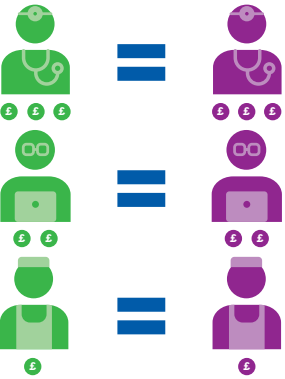


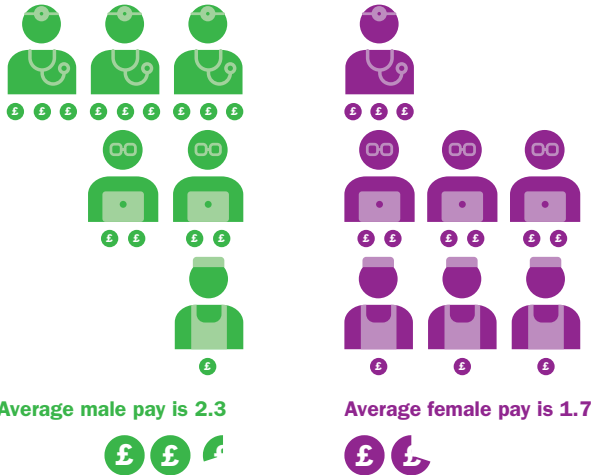
Examining the gender pay gap in Higher Education

What is the difference between equal pay and the gender pay gap?

Equal pay is **men** and **women** being paid the same for the same work within the workforce.



The **gender pay gap** is the percentage difference between the average pay of **men** and **women** across the whole workforce.



What is the gender balance in the HE workforce?

Whole HE workforce



46% male
54% female

Source: HESA, 2016-17.

Professional services staff



37% male 63% female

Academic staff



54% male 46% female

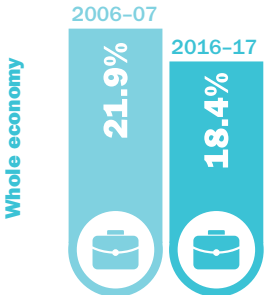
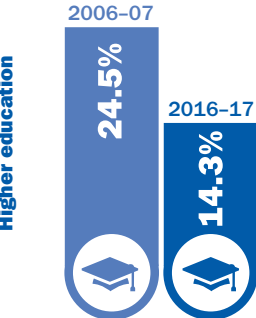
40% of female employees work part-time



23% of male employees work part-time



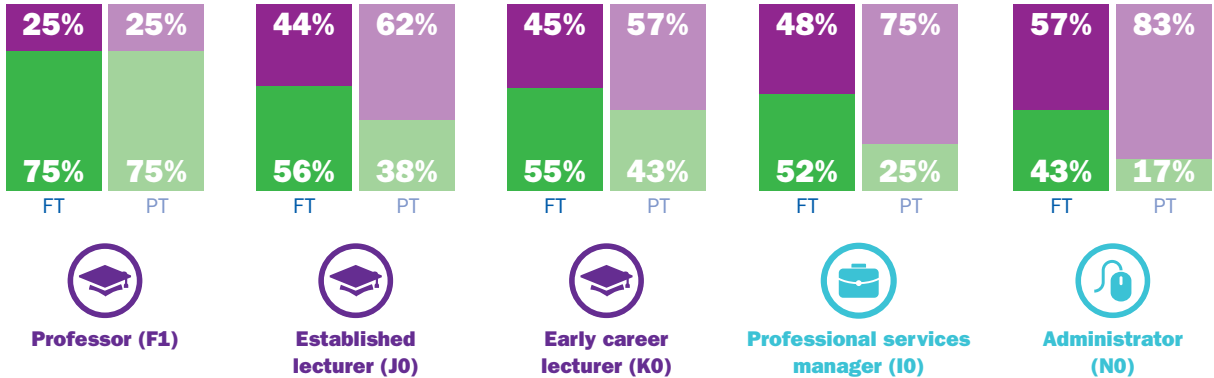
Gender pay gap over the decade: how is HE doing?



Source: ONS, ASHE, 2017. Based on median gross hourly earnings excluding overtime for all employees (full-time and part-time).

How does the gender balance differ by job?

The balance between **male** and **female** employees varies across jobs between full-time (FT) and part-time (PT) work.



Source: HESA, 2016-17. Selected job levels. HESA contract level shown in brackets.

What is horizontal segregation?

Gender pay gaps can spotlight areas that require investigation by employers. Differential distribution of women and men in the workforce is often referred to as 'occupational segregation'. Horizontal segregation is the tendency for women and men to be concentrated in different occupations.

Academic staff



Technicians



Administrative occupations



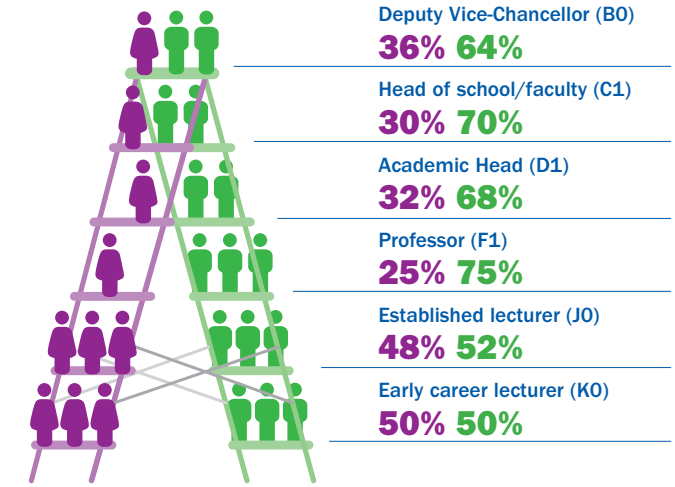
Cleaning and catering assistants



Source: HESA, 2016–17. Hourly rate based on median earnings for full and part-time staff and 36 hour working week. Gender distribution rounded to 5%.

What is vertical segregation?

Vertical segregation is identified as an issue by many employers. It is the tendency for women and men to be concentrated differently in different job levels within an occupation. This is not about equal pay – as men and women should be paid equally on the ranges for each job level – but typically, including in HE, women are underrepresented in the senior levels and may be overrepresented in the lower levels.



Source: HESA, 2016–17. Based on head count for all staff (full-time and part-time).

How are HEIs advancing women's careers?

Advance HE's Athena SWAN Charter recognises HEIs and their departments that demonstrate evidence addressing gender equality more broadly, and not just barriers to progression that affect women.

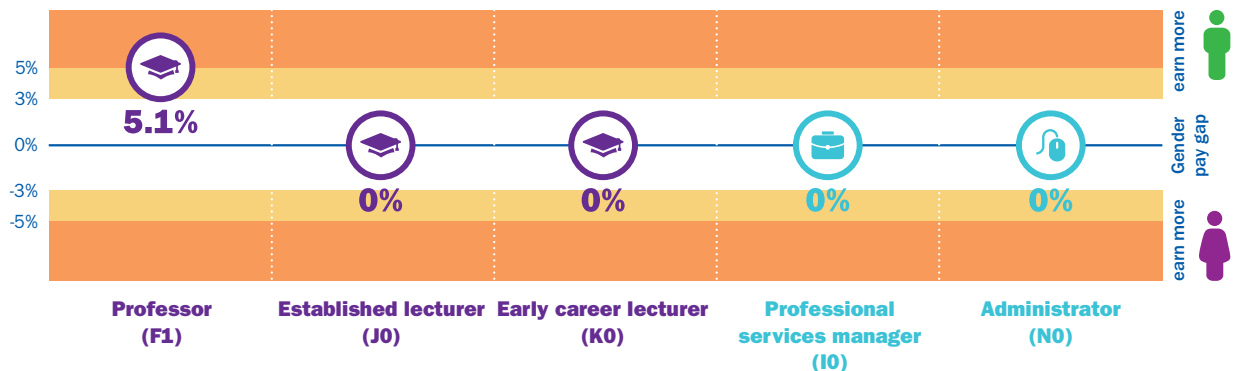
Number of Athena SWAN Charter departmental awards



Source: Advance HE (formerly Equality Challenge Unit).

Where do we see gender pay gaps within the HE workforce?

A sector-level analysis conducted by UCEA and the five HE trade unions (EIS, GMB, UCU, UNISON and Unite) found that gender pay gaps by job level were in most cases zero. The Equality and Human Rights Commission defines a significant gap as a gender paygap of 5% while recurring differences of 3% or more merit further investigation.



Source: HESA, 2016–17. Based on median basic salary for all staff (full-time and part-time). Selected job levels. HESA contract level shown in brackets.