What is horizontal segregation?

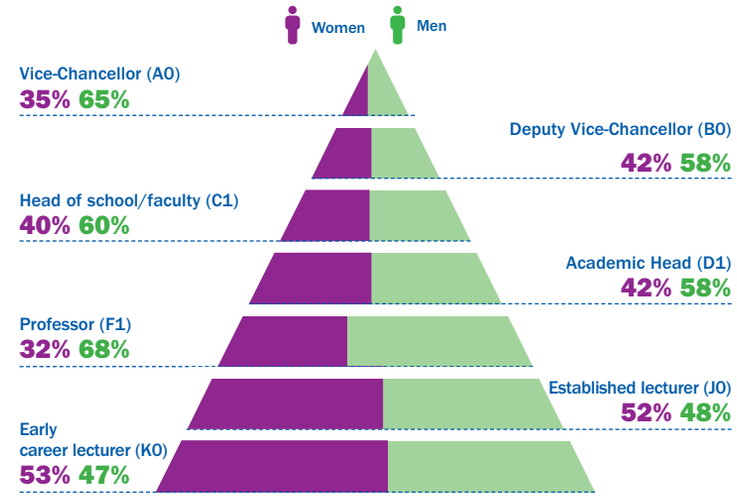
Gender pay gaps highlight areas that require investigation by employers. Differences in the distribution of women and men in the workforce is often referred to as 'occupational segregation'. Horizontal segregation is when women and men work in different occupations, such as job functions or subject areas.



Source: HESA, 2023-24. Hourly rate based on median earnings for full and part-time staff and 35 hour working week.

What is vertical segregation?

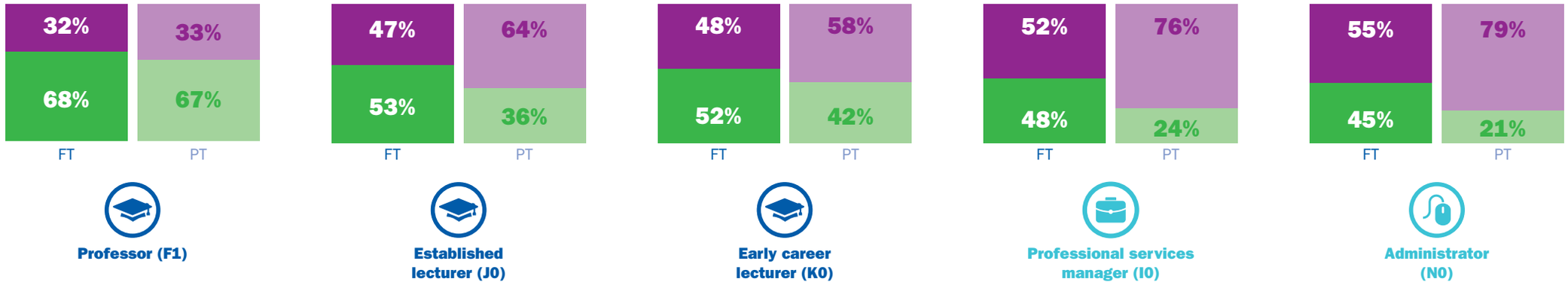
Vertical segregation is when **men** and **women** work at different seniority levels. This is not about equal pay – as men and women should be paid equally on the ranges for each job level – but typically, including in HE, women are underrepresented in the senior levels and may be overrepresented in the lower levels.



Source: HESA, 2023–24. Based on head count for all staff (full-time and part-time).

How does the gender balance differ by roles?

The balance between **male** and **female** employees varies across roles between full-time (FT) and part-time (PT) work, for example:



Source: HESA, 2023 –24. Selected job levels. HESA contract level shown in brackets.