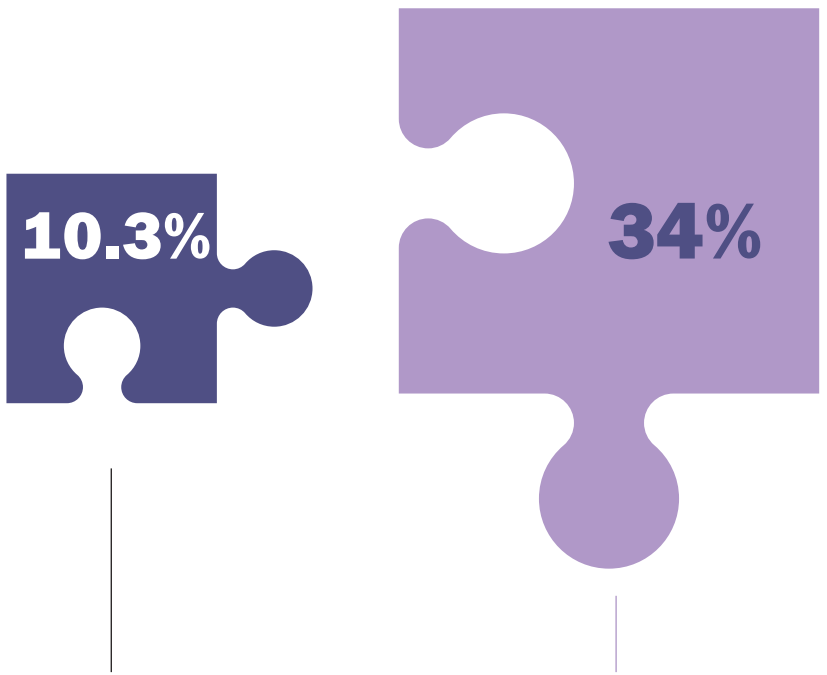
Examining the gender pension gap in Higher Education

The gender pension gap and its causes



- The gender pension gap (GPeG) is the **difference**, or **inequality** in retirement outcomes between **women and men**.
- The principal driver for the GPeG is the **gender pay gap** (GPG).
- Other drivers include differences in **working patterns**, such as part-time working and unpaid leave, and **pension scheme participation**, for example, employees opting-out.

How does the gender pay gap compare to the gender pension gap?



Gender pay gap
UK HE
(2025, ONS)

Example gender pension gap in HE
2025, LGPS*
(England and Wales)

*Local Government Pension Scheme (LGPS) is used by Professional Services staff in many HE Institutions.