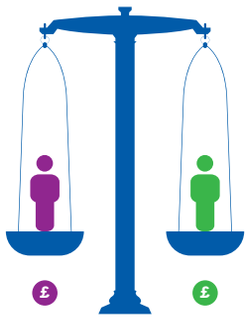
Examining the gender pay gap in Higher Education

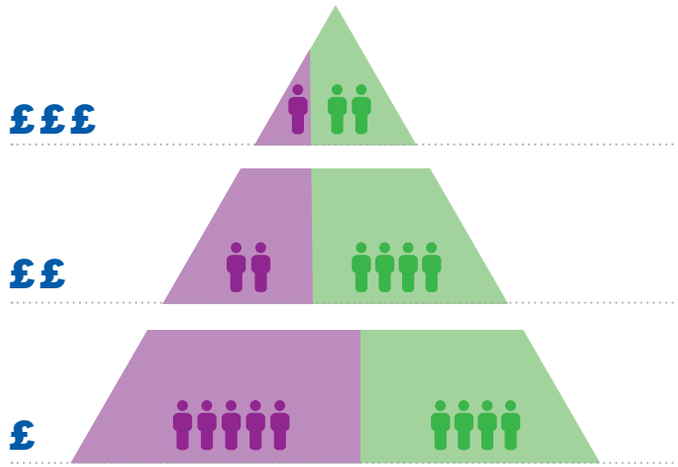
What is the difference between equal pay and the gender pay gap?

Equal pay is the right for **women** and **men** to be paid the same for like work, equivalent work or work of equal value.

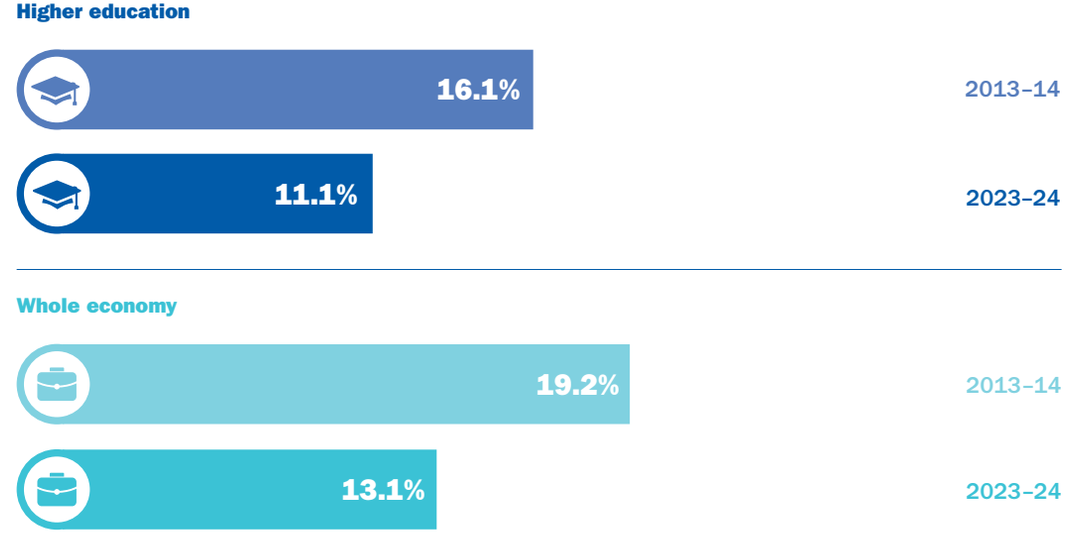


The gender pay gap is the percentage difference between the average pay of **women** and **men** across the whole workforce.

There may be different average rates of pay for women and men across an organisation.



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



Source: ONS ASHE, 2014, 2024 Based on median gross hourly earnings excluding overtime for all employees (full-time and part-time).

How are HEIs advancing gender equality?

Advance HE's Athena SWAN Charter recognises HEIs for demonstrating their broad commitment, not pay related alone, to promoting gender equality.

Number of Athena SWAN Charter institutional awards



Source: Advance HE.

What is the gender balance in the HE workforce?

Whole HE workforce



46% male **54%** female

Source: HESA, 2023–24.

Professional services staff



38% male 62% female

Academic staff



52% male 48% female



37% of female employees work part-time

24% of male employees work part-time

