





Noon Centre
for Equality and
Diversity in Business

Gender Pay Gap in Academia

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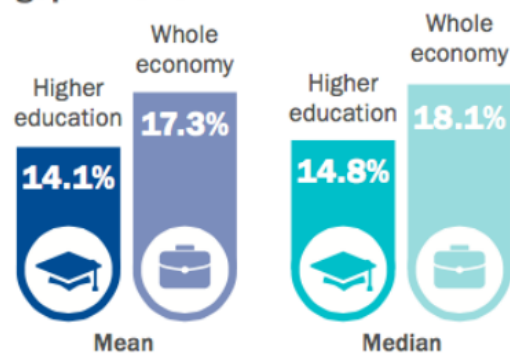
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Gender pay gap in academia will take 40 years to close

What is the HE sector pay gap in 2016?



Source: ONS, 2016. These figures are calculated in line with the new reporting requirements – hourly earnings excluding overtime for all employees (full-time and part-time).

All data: HESA 2015/16 Staff Record & ONS.

https://www.hesa.ac.uk/collection/c15025/combined_levels

The gender pay gap is calculated:

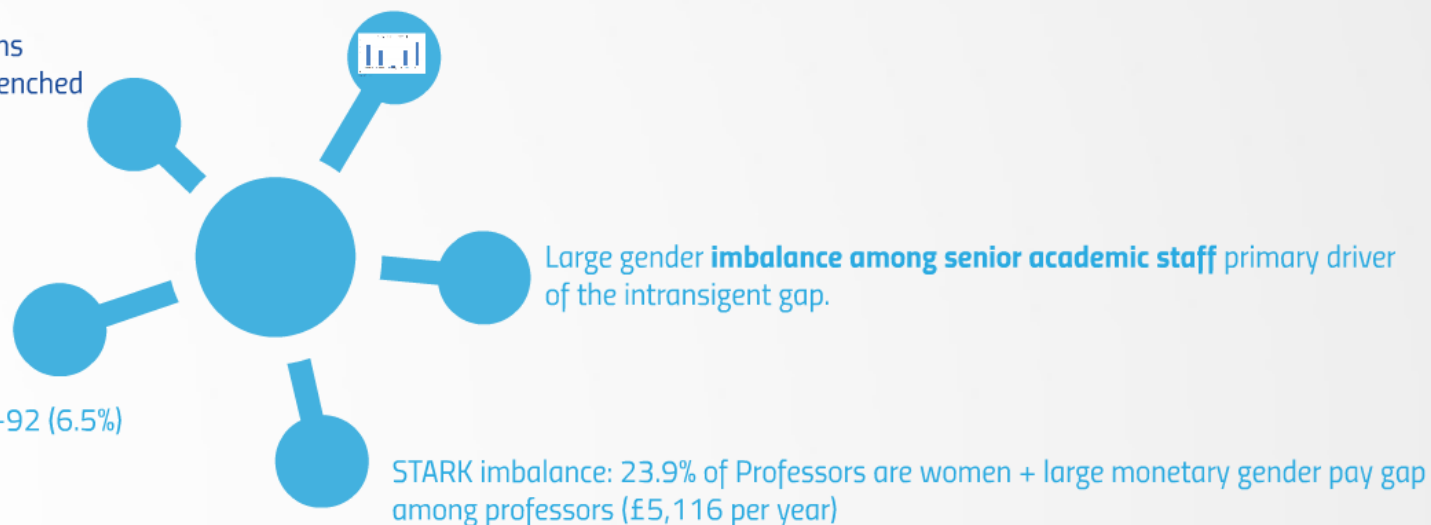
$$\frac{(\text{Male salary} - \text{Female salary})}{(\text{Male salary})} \times 100 = \% \text{ Gender Pay Gap}$$

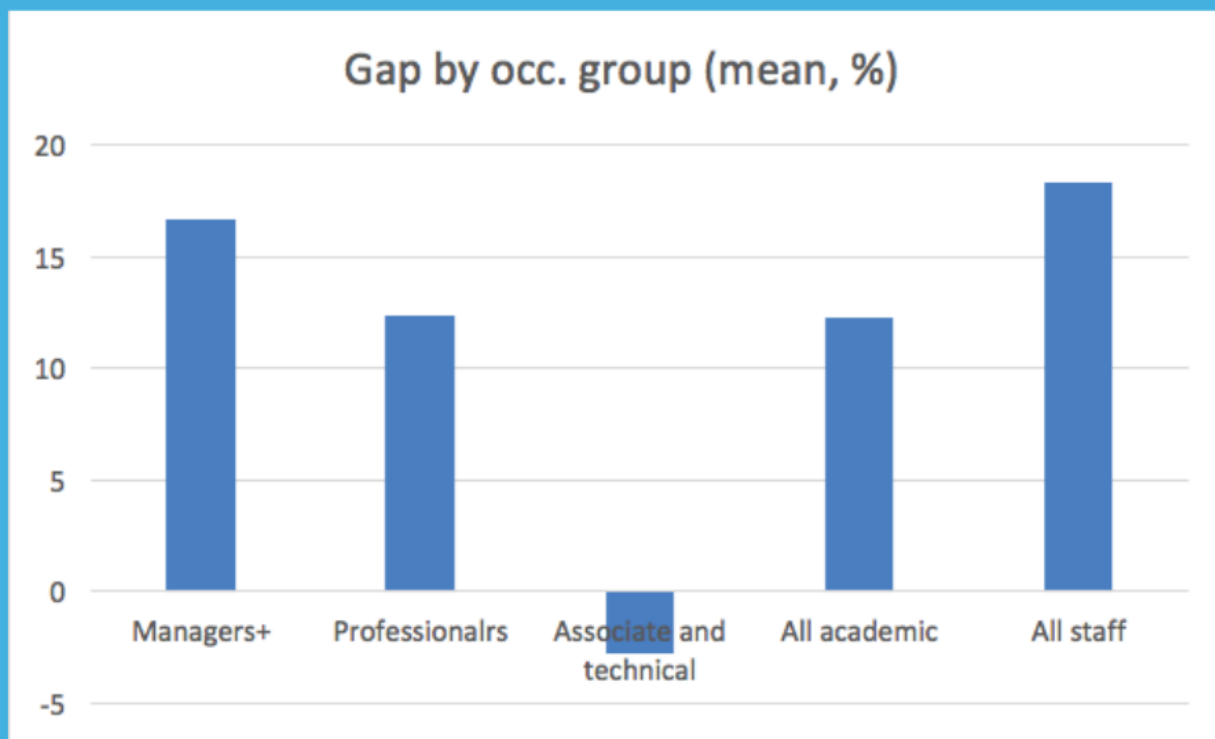
Gap academics 12.3% v. 18% national

Primary drivers: Gap expressed in terms of average salary and gender balance/imbalance for academic and non-academic staff (both increase with seniority).

Stratification across the pay scale begins at the early career stage & further entrenched as careers progress

Gap for Russell Group Profs (5.9%) & Other Pre-92 (6.5%)
> Post-92 institutions (2.4%).



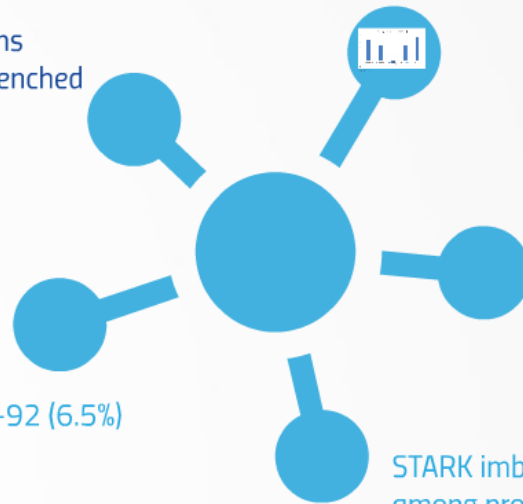


Source: ECU, 2016

Gap academics 12.3% v. 18% national

Primary drivers: Gap expressed in terms of average salary and gender balance/imbalance for academic and non-academic staff (both increase with seniority).

Stratification across the pay scale begins at the early career stage & further entrenched as careers progress



Large gender **imbalance among senior academic staff** primary driver of the intransigent gap.

STARK imbalance: 23.9% of Professors are women + large monetary gender pay gap among professors (£5,116 per year)

Gap for Russell Group Profs (5.9%) & Other Pre-92 (6.5%)
> Post-92 institutions (2.4%).



IMBALANCE FACTS

PAY scale: Proportions of men and women shift as the pay spine progresses. At every spine point up to 43 women > men but at the most senior points men > women.

AGE: Female academics aged 30-39 years > males at every single point of the scale below point 38, 38+ men > women.

HEI group: Post-92 universities: stratification not entrenched at the early or mid-career stages + similar share of men and women at all points *up to point 48*.



Stratification varies across HEIs

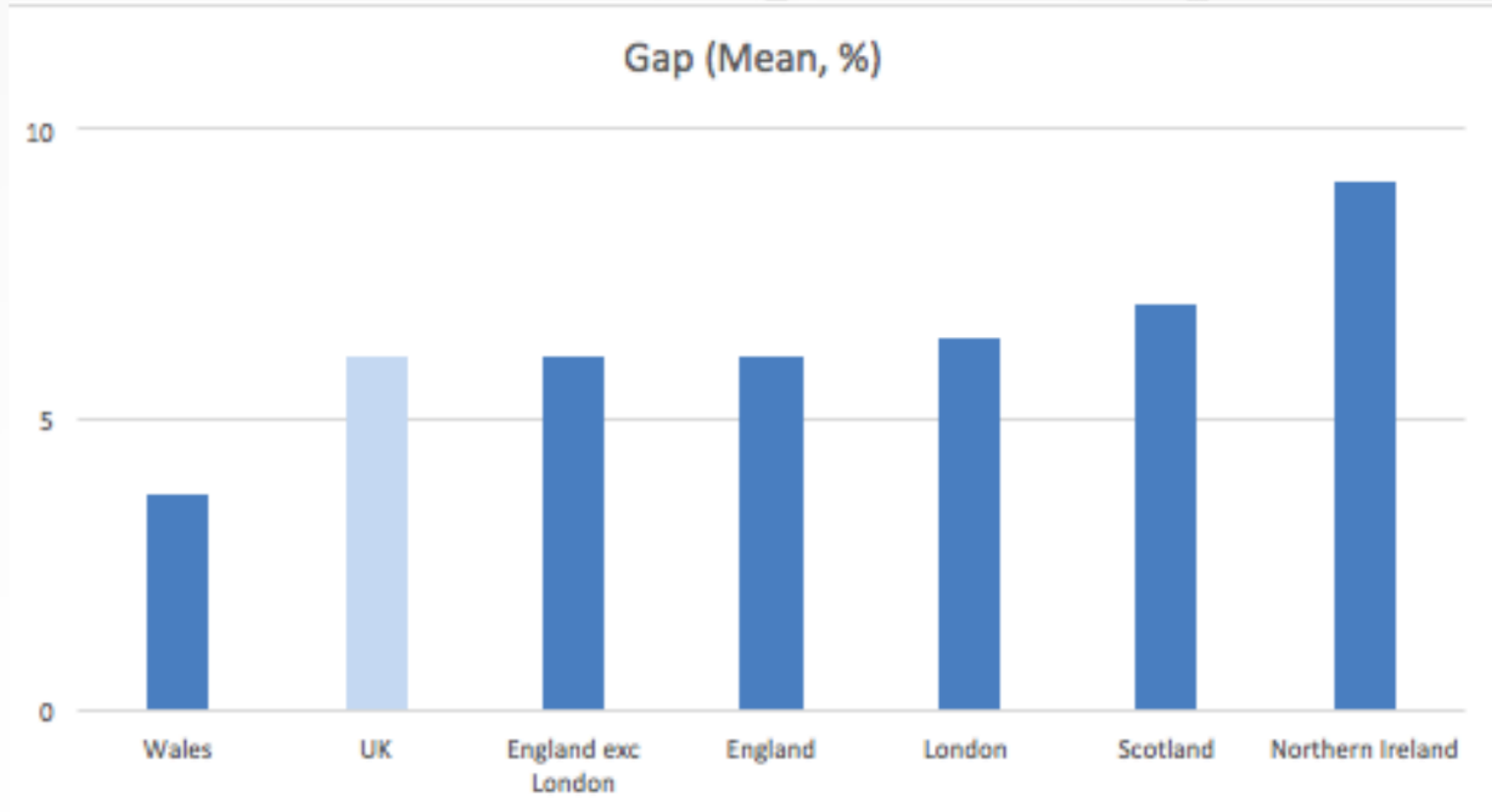
(1) By GROUP

Russell Group universities highest imbalance

NON-Russell Group Pre-92 universities

Post-92 universities the lowest

But also by country of HEI (data for Professors, 2014/15)



Source: ECU benchmark staff data, 2016

LACK OF ACTION

Some HE employers produce thorough equal pay audits with clear plans for action. BUT

- Many not carrying out equal pay reviews.
- Producing unsatisfactory documents (cherry-picking data; no detail to identify the causes) & failing to commit to concrete action.

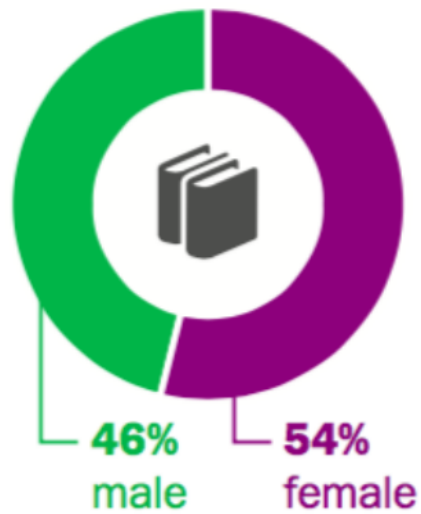
UCU submitting local equal pay claims at individual universities as the first step towards identifying and rectifying the intransigent problem of unequal pay.



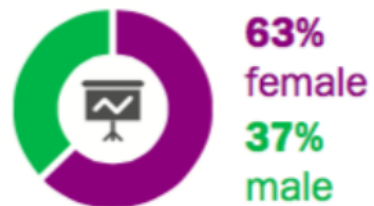
GENDER PAY GAP IN PICTURES

What is the gender balance in the HE workforce?

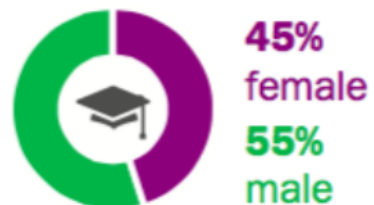
Whole HE workforce



Professional services staff



Academic staff



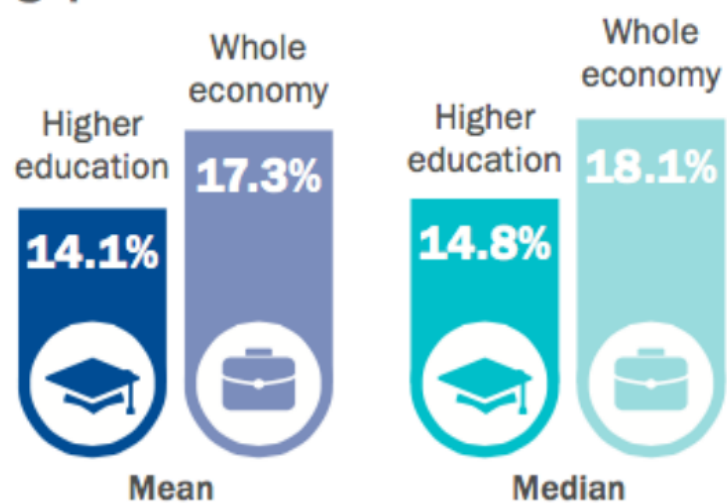
41%
of female
employees
work
part-time



23%
of male
employees
work
part-time

Source: HESA, 2014–15. For more information:
New JNCHES – Higher Education gender pay gap data, 2016
www.ucea.ac.uk/en/publications/index.cfm/hegenderpaygap

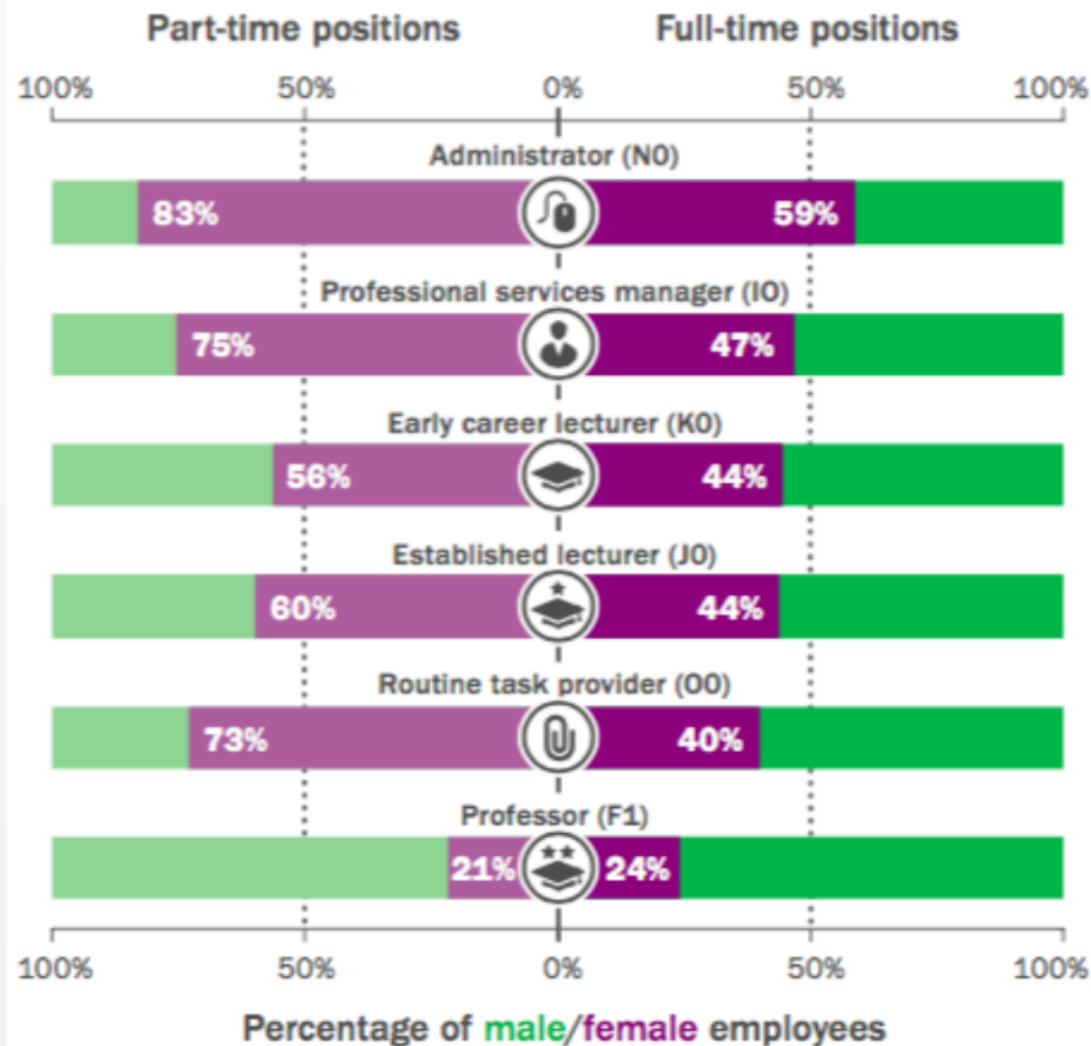
What is the HE sector pay gap in 2016?



Source: ONS, 2016. These figures are calculated in line with the new reporting requirements – 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 and between full-time and part-time work.



Source: HESA, 2014–15. HESA contract level shown in brackets. Selected job levels. For more information: *New JNCHES – Higher Education gender pay gap data*, 2016 www.ucea.ac.uk/en/publications/index.cfm/hegenderpaygap

● Male staff ● Female staff

Pay/hour

Academic staff

£22



Pay/hour

Technicians

£15



Pay/hour

Library and administrative assistants

£12



Pay/hour

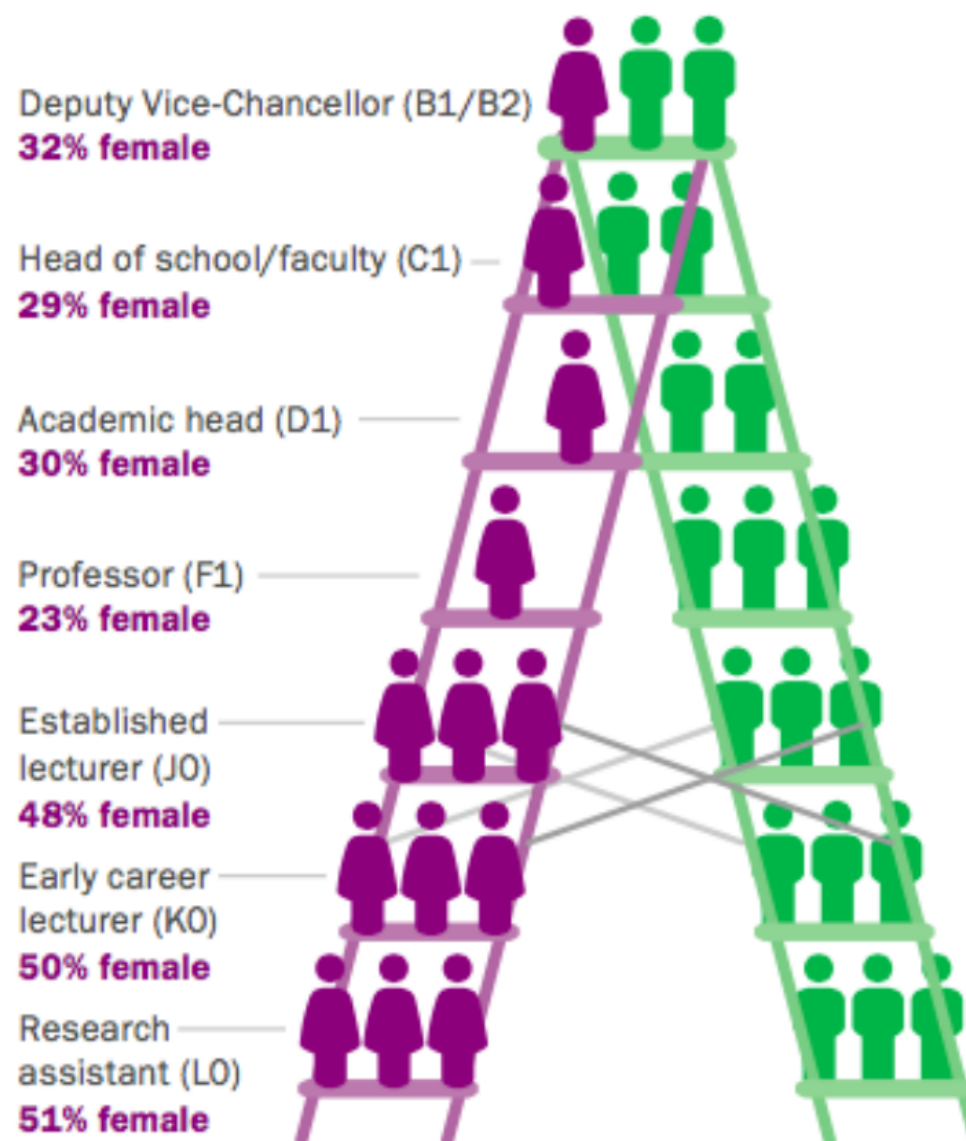
Cleaning and catering staff

£8



Source: HESA, 2014–15. Hourly rate based on median earnings for full and part-time staff and a 36 hour working week. Gender distribution rounded to nearest 5%.





For more information: *Results of the 2013 survey of equal pay reviews, New JNCHES, 2014* www.ucea.ac.uk/en/publications/index.cfm/jnchesep2013

New JNCHES – The Gender Pay Gap – A Literature Review
www.ucea.ac.uk/en/publications/index.cfm/njgpygap

Source: HESA, 2014–15.

How are HEIs advancing women's careers?

ECU's Athena SWAN Charter recognises HEIs and their departments that demonstrate evidence addressing gender equality, including barriers to progression that affect women.

Number of Athena SWAN Charter departmental awards

2011



2016



In 2015, UCEA and the HE trade unions jointly published a report including seven in-depth case studies investigating actions to improve gender balance and reduce gender pay gaps. The report highlights 68 distinct initiatives including setting university-level targets.

www.ucea.ac.uk/en/publications/index.cfm/njgender

Visit the ECU's website to find out more about Athena SWAN.
www.ecu.ac.uk/equality-charters/athena-swan

Source: ECU. Excludes research institutes.



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