The Gender Pay Gap In Engineering & Construction

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(a) The Fawcett Society's Gender Pay Gap Conference, Thursday 12 October 2017 in Kensington, London



Women's Engineering Society

- Started in 1919, WES is a membership society...
- We are a diverse group of people, with only two things in common...



NATIONAL WOMEN'S ENGINEERING DAY 23 JUNE

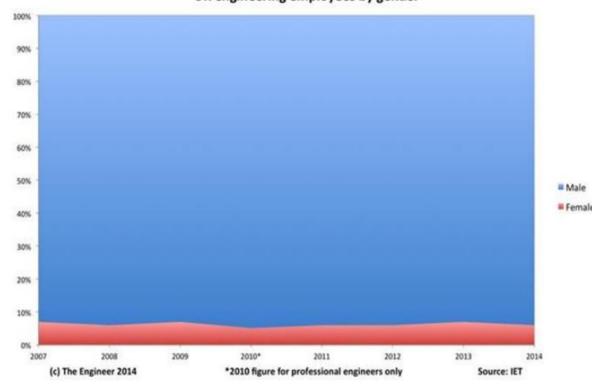


- 350 School events
- 200 Company & Institution events
- 2000 Resource Packs sent out to schools and organizations
- Social media campaign reaching more than 1 million people
- Coverage in 150 national and local news outlets



A bit of background...

- Women make up
 - ≻ 6-9% of professional engineers
 - > <1% of workers on construction sites
 - ≻ 4% engineering apprentices
 - ▶ 1-2% construction apprentices
- Comparisons
 - ✓ 15-17% of digital tech workforce
 - ✓ 46% of doctors
 - \checkmark ~50% of chemistry students in the UK
 - ✓ 30% of engineering students in India
 - ✓ The UK is bottom of the EU league in terms of diversity in engineering



UK engineering employees by gender



Reasons...

- Think of the pipeline...
 - \succ Education
 - ≻Entry
 - ≻ Mid-career
 - ➤ Leadership
- Barriers and culture
 - > "Jobs for the boys" & unconscious bias
 - Different roles





So what about pay?

Is the gender pay gap different in engineering & construction?

- Are the issues different?
- Are there age related differences?
- What other sectors show similar patterns?

Are the **solutions** to the gender pay gap different in engineering & construction?

- What about job conditions?
- Performance related pay?
- Bias and stereotypes?



The gender pay gap

Gender equality at work

Men Women

How much men and women get paid for selected jobs — Gaps in full-time median hourly pay*

Profession		1		ပ္ဖ	÷.	* 0	P	\$	5 DAYS	ð	*	•	
n	Financial institution managers and directors	Construction and building trades supervisors	Chief executives and senior officials	Health professionals	Managers and directors in retail and wholesale	Science, engineering and production technicians	Media professionals	Legal associate professionals	Average UK economy	Teaching and educational professionals	Hairdressers and related services	Nursing and midwifery professionals	Secretarial and related occupations
Hourly pay	£34.78 £20.75	£14.29 £10.18	£44.15 £31.99	£27.37 £20.74	£13.53 £10.34	£13.86 £11.34	£17.88 £15.63	£15.31 £13.43	£13.59 £12.31	£22.75 £20.94	£7.85 £7.33	£16.81 £16.39	£10.59 £9.58
Pay gap	40.3%	28.8%	27.5%	24.2%	23.6%	18.2%	12.6%	12.3%	9.4%	8.0%	6.6%	2.5%	-10.5%

Source: ONS Annual Survey of Hours and Earnings (Oct 2014) *Excluding Overtime



The GPG in engineering & construction

The GPG in 2013 in engineering was 10%: men's average salaries of £31,720 while women earned £28,496

Good news: civil engineering women are paid +2% (but on fewer hours) Not such good news: 25% gap between male and female chemical engineers (2013)

In construction, the GPG currently at 18.1% but predicted to be <15% by April 2018

Why does this matter?

Growth and global opportunities are in this STEM workforce, particularly technical levels



The effect of STEM on overall GPG

"The STEM subjects (science, technology, engineering and maths) dominate the highest graduate earnings...." Women's Business Council Progress Report 2016



Regional GPG variations may be evidence of GPG variation by industry:

- In London: GPG is 19.2% in TfL and 35% in the post Olympics London Legacy Development Corporation
- The biggest gap 34% the east Midlands, where 25% of the economy is based on manufacturing and is home to Rolls-Royce, Toyota, and great deal of construction materials.



Several roles, several issues...

Professional engine	ers		
•Lack of careers	Skilled crafts and teo		
advice	•Access to	Trades / operatives	
Office and lab- based Unconscious bias	vocational training Lack of work flexibility Gender stereotyping	•Lack of work flexibility Unsocial hours Dirty environments Sexism	



...but all undervalue women's work

Professional enginee	rs		
•GDP widens at	Skilled crafts and tec		
director level	•Construction & building trades supervisors GPG 45%	•Metal forming, welding trades GPG 21%	



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High GPG means women feel undervalued....



Over to one of our partners...



Open Discussion

What do you think are the real reasons for the GPG in engineering & construction?

Your views, experiences, research, data...



Open Discussion

What practical actions can employers take?

- At entry into the sector
- Recruitment points
- Reviews and promotion
- Bonuses & performance related pay
- Leadership

What should UK policy makers and government be doing?

- Is GPG reporting enough?
- Regulations
- Role of PEIs, sector skills councils, and other bodies...
- Public procurement
- The Industrial Strategy



Final thoughts...

It really matters...

What can we each do?

One action... One pledge...





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1000 THANKYOU Sarah Peers