



The Gender Pay Gap In Engineering & Construction

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Vice President of the Women's Engineering Society

@ 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...



Inter

NATIONAL WOMEN'S ENGINEERING DAY

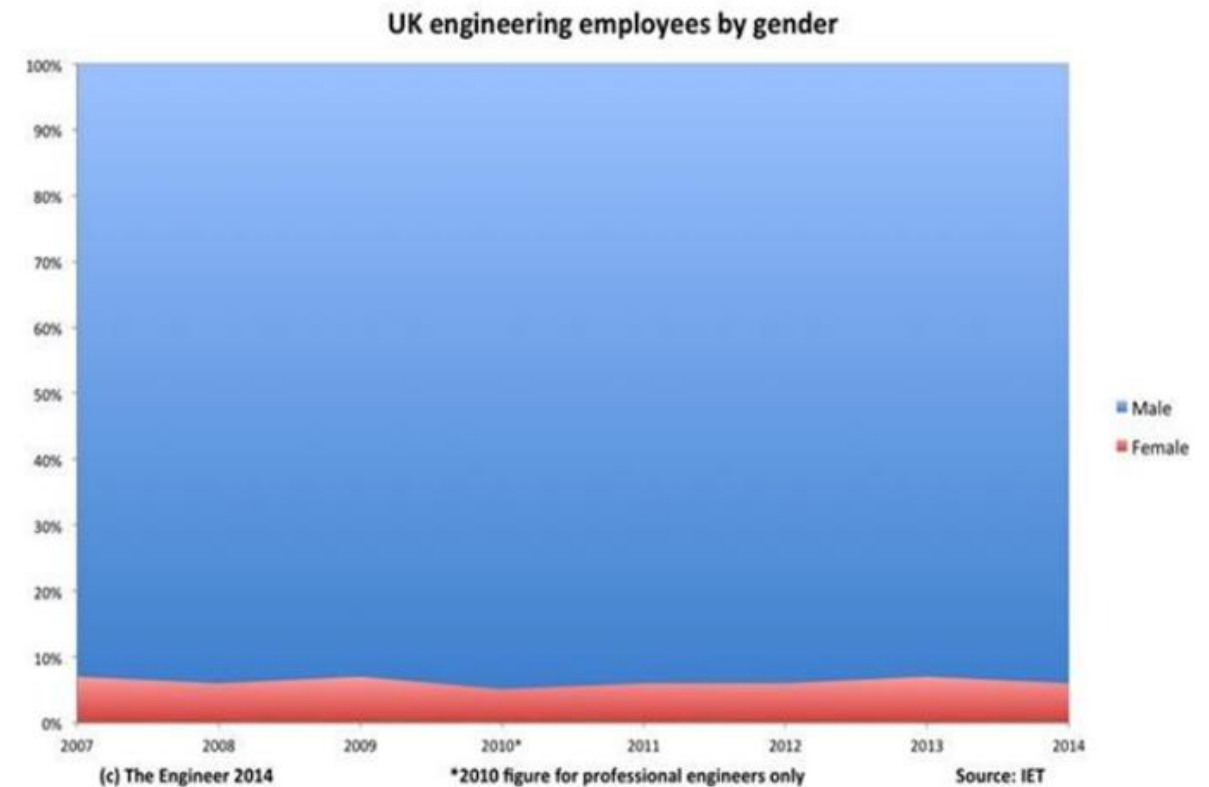
23 JUNE



- 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
 - ✓ ~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



Reasons...

- Think of the pipeline...
 - 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?



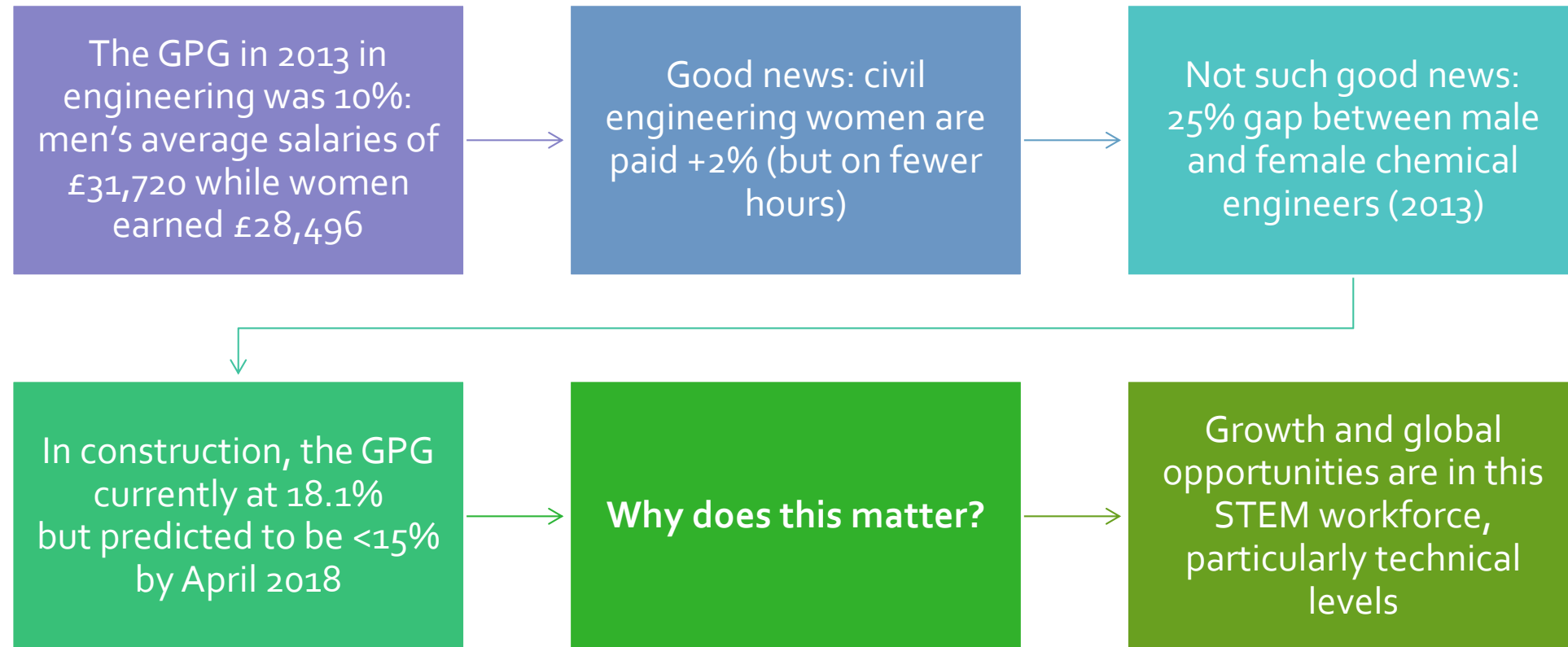
The gender pay gap

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

■ Men ■ Women



The GPG in engineering & construction



The effect of STEM on overall GPG

“The STEM subjects (science, technology, engineering and maths) dominate the highest graduate earnings....”

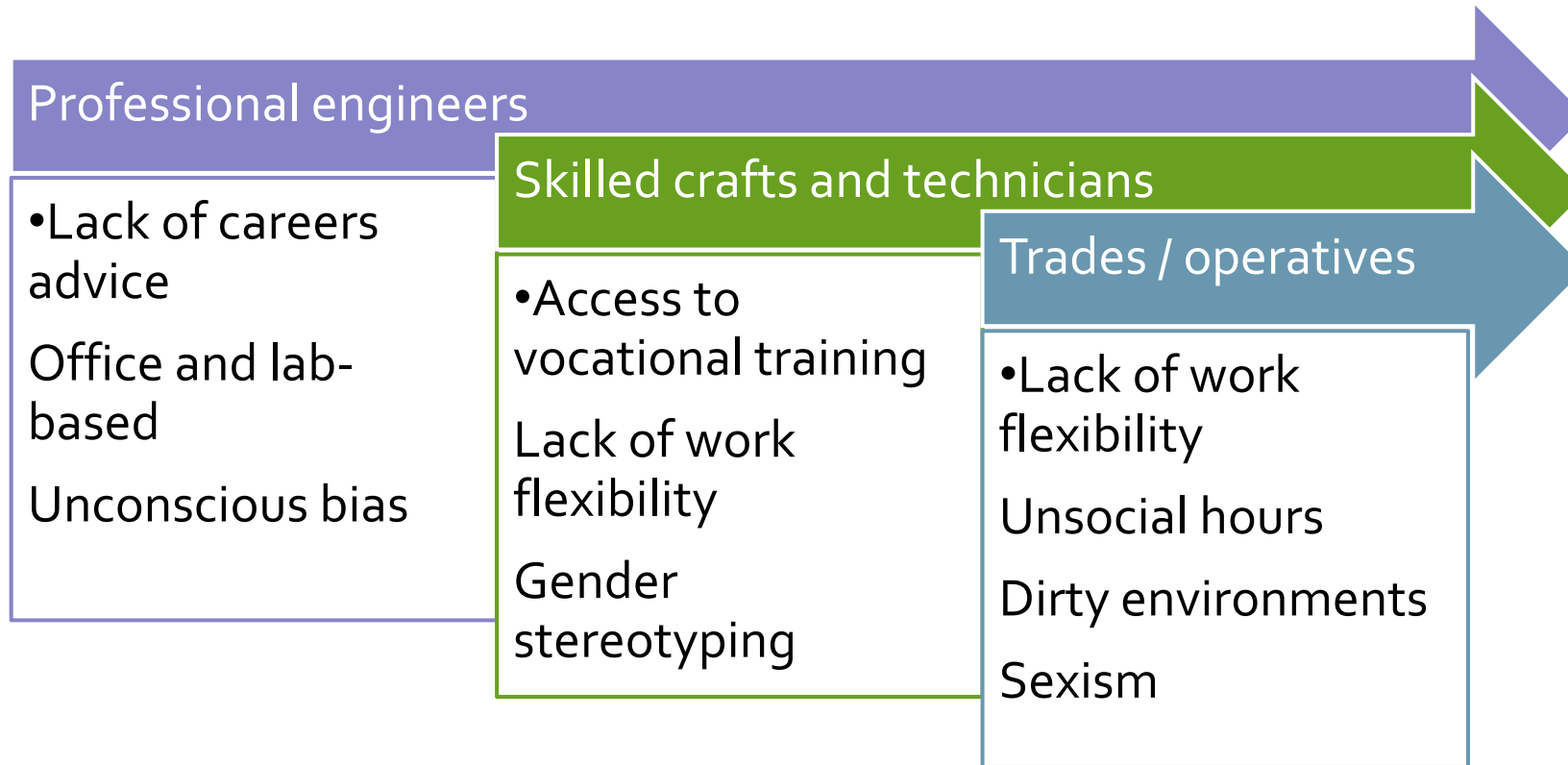
Women’s Business Council Progress Report 2016

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

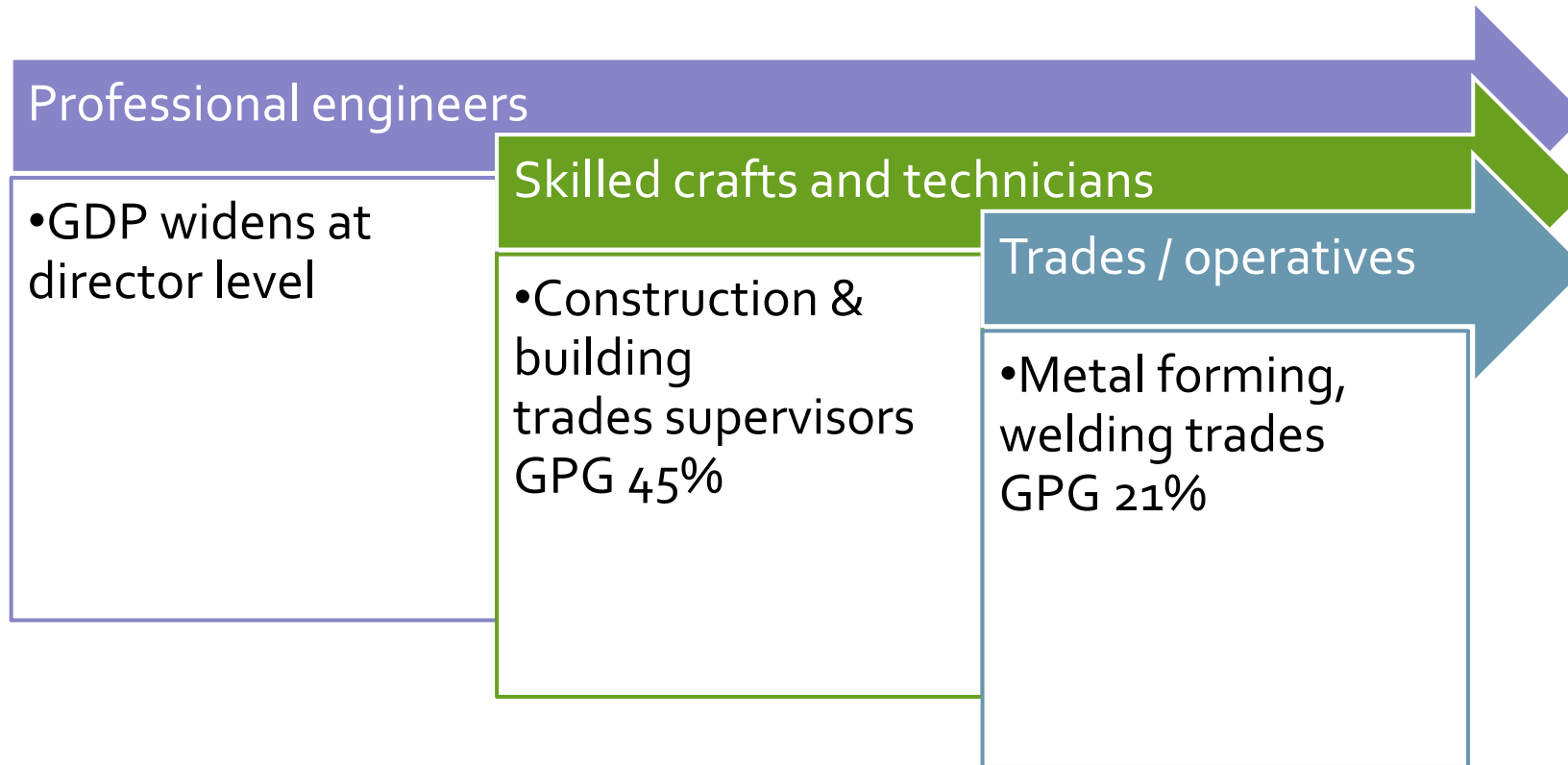
- In London: GPG is 19.2% in TfL and 35% in the post Olympics London Legacy Development Corporation
- The biggest gap – 34% – the east Midlands, where 25% of the economy is based on manufacturing and is home to Rolls-Royce, Toyota, and great deal of construction materials.



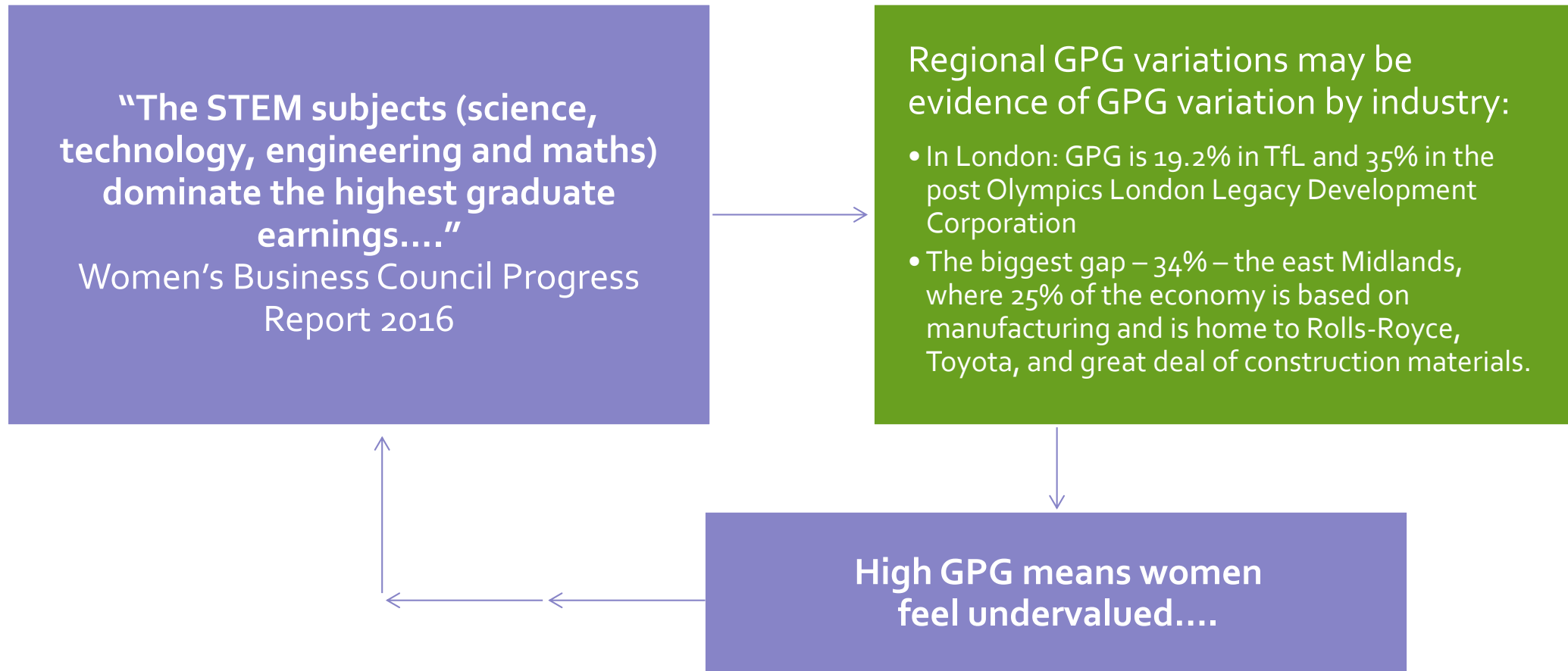
Several roles, several issues...



...but all undervalue women's work



The effect of STEM on overall GPG





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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THANK YOU

Sarah Peers