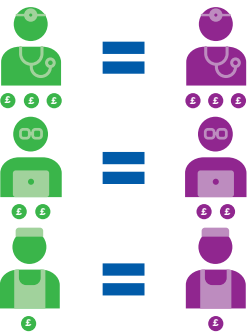


Examining the gender pay gap in Higher Education

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

Equal pay is **men** and **women** being paid the same for the same work within the workforce.



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

While there may be different average pay figures for women and men across an organisation, there may also be differences between the average pay of women and men within specific roles in an organisation.



What is the gender balance in the HE workforce?

Whole HE workforce



45%
male
55%
female

Professional services staff



37% male **63% female**

Academic staff



52% male **48% female**

39%
of female
employees
work part-time

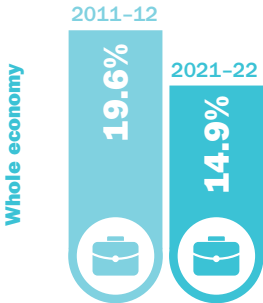
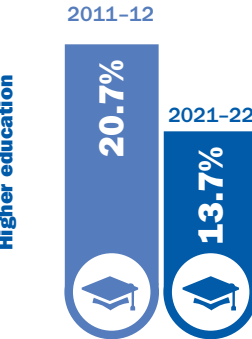


24%
of male
employees
work part-time



Source: HESA, 2021–22.

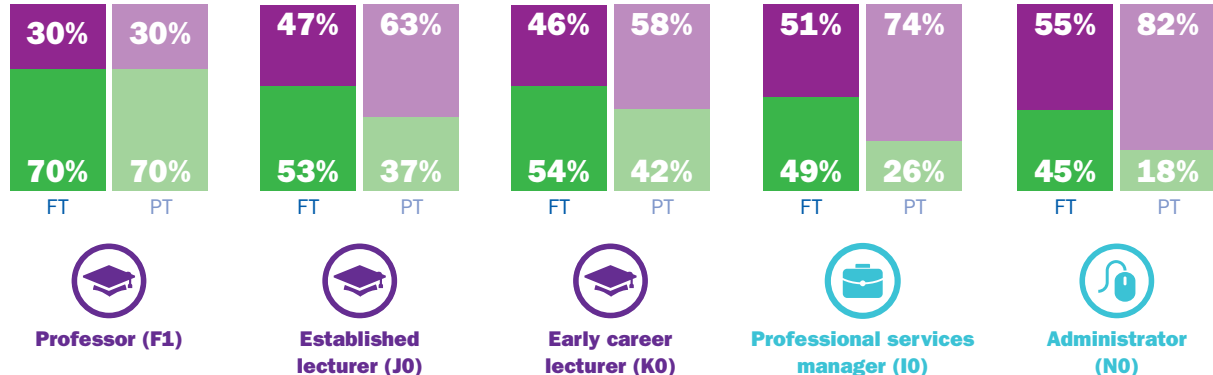
Gender pay gap over the decade: how is HE doing?



Source: ONS ASHE, 2012, 2022 (provisional). Based on median gross 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 between full-time (FT) and part-time (PT) work, for example:



Source: HESA, 2021–22. Selected job levels. HESA contract level shown in brackets.

What is horizontal segregation?

Gender pay gaps can spotlight areas that require investigation by employers. Differential distribution of women and men in the workforce is often referred to as 'occupational segregation'. Horizontal segregation is the tendency for women and men to be concentrated in different occupations.

Academic staff



Technicians



Administrative occupations



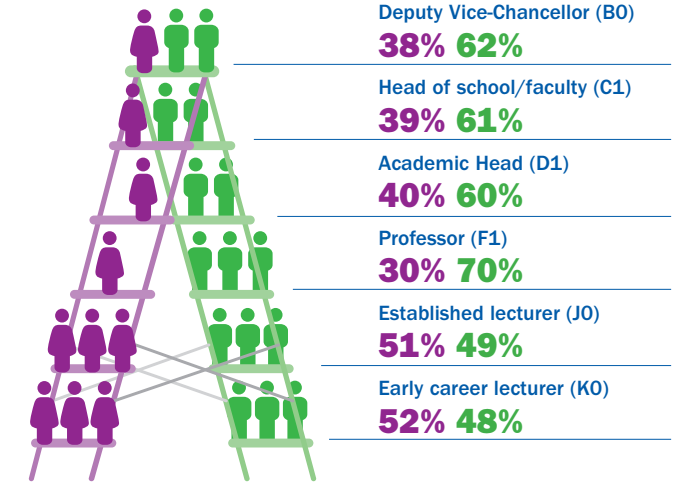
Cleaning and catering assistants



Source: HESA, 2021–22. Hourly rate based on median earnings for full and part-time staff and 36 hour working week.

What is vertical segregation?

Vertical segregation is identified as an issue by many employers. It is the tendency for women and men to be concentrated differently in different job levels within an occupation. This is not about equal pay – as men and women should be paid equally on the ranges for each job level – but typically, including in HE, women are underrepresented in the senior levels and may be overrepresented in the lower levels.

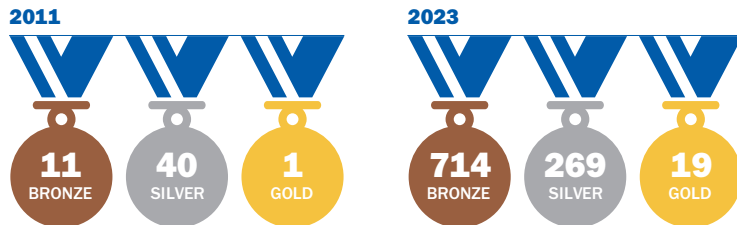


Source: HESA, 2021–22. Based on head count for all staff (full-time and part-time).

How are HEIs advancing women's careers?

Advance HE's Athena SWAN Charter recognises HEIs and their departments that demonstrate evidence addressing gender equality more broadly, and not just barriers to progression that affect women.

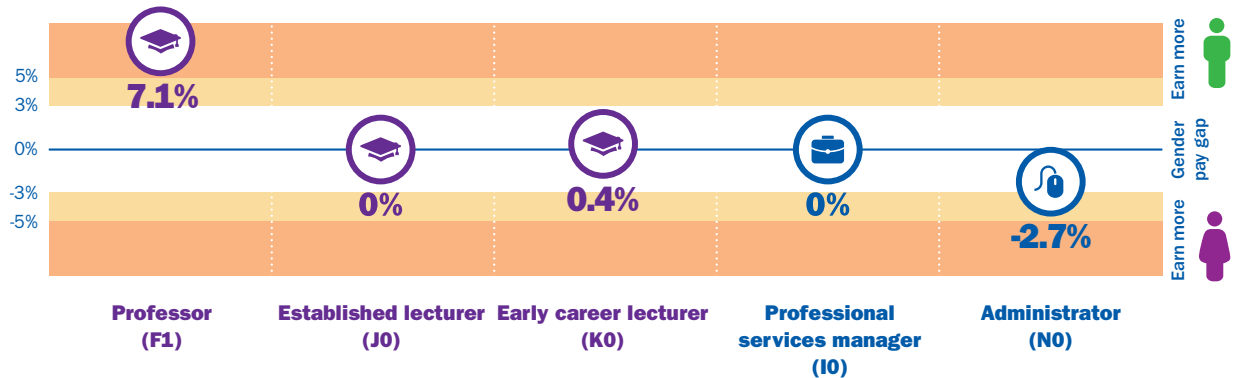
Number of Athena SWAN Charter departmental awards



Source: Advance HE (formerly Equality Challenge Unit).

Where do we see gender pay gaps within the HE workforce?

The Equality and Human Rights Commission defines a significant gap as a GPG of 5% while recurring differences of 3% or more merit further investigation with examples below showing how gaps exist within job roles as well as within an organisation. This could be due to the pay offered in different subjects or roles within the same responsibility level and the gender split between the different subjects/roles. Many roles covered by the HE pay spine have no GPG. The larger gender gap across the sector reflects the horizontal and vertical segregation.



Source: HESA, 2021–22. Based on median basic salary for all staff (full-time and part-time). Selected job levels. HESA contract level shown in brackets.