

Welcome!

Do you think a gender pay gap is...

1. Good for an organisation
2. Bad for an organisation
3. A challenge for Society
4. Not sure

As you arrive please indicate your view under the headings using a post-it note provided. **Only use one post-it note**

Demystifying Gender Pay

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Objectives

1. Quick overview of current legislation
2. Terminology
3. The gender pay gap in HE
4. Work of JNCHES
5. Equal pay reviews
6. Occupational segregation
7. Actions being taken

The Equality Act 2010

- The Equality Act repealed Equal Pay Act 1970 and similarly requires employers to give men and women equal treatment in the terms and conditions of their employment contract if they are employed to do **equal work**.
- Also increased requirements for HEIs:
 - Principles applied to the other protected characteristics within the Act e.g. race, disability, sexual orientation.
 - Employers prohibited from using ‘gagging clauses’
 - **March 2017** Requirement to report gender pay gap with calculation method specified (**applies to England only**).

What is meant by pay?

Performance related pay

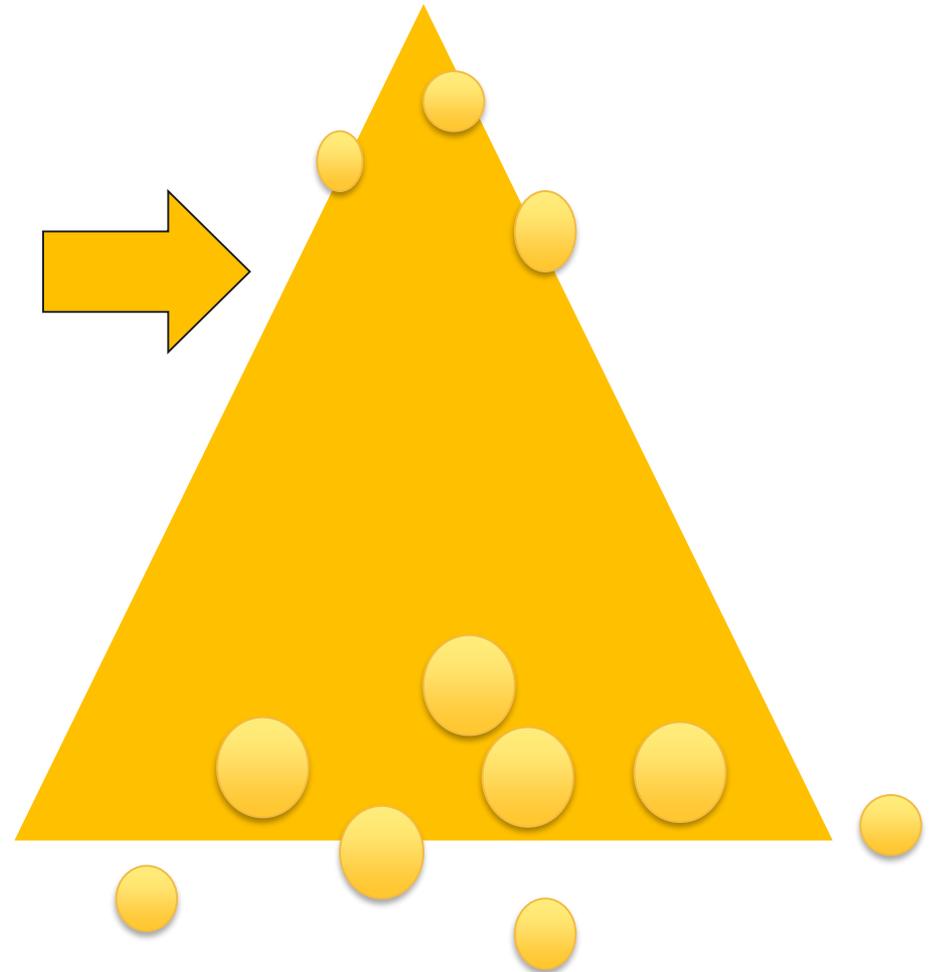
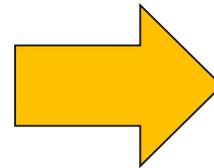
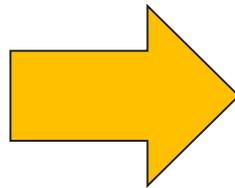
Overtime pay

Access to pension schemes

Non monetary terms

Annual leave entitlement

Basic pay



Gender pay gap

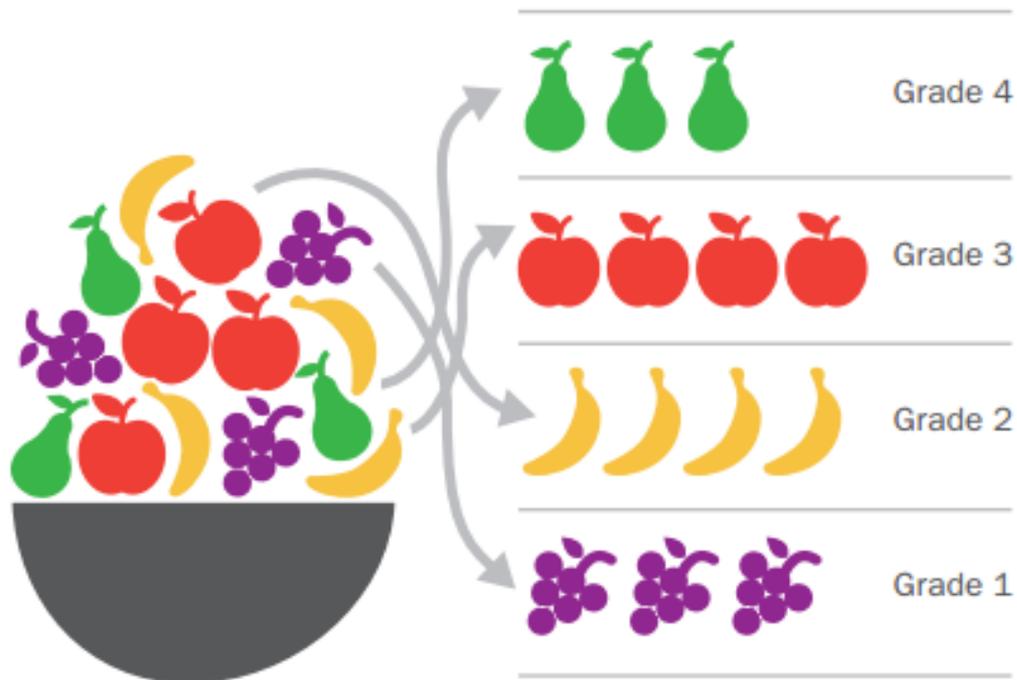
A gender pay gap is the percentage difference between the average pay of male employees and female employees for a given group. A gender pay gap above zero will show that, on average, men earn more while a pay gap below zero shows that women, on average, earn more.

What is meant by equal work?

- **like work** – where employees are doing work that is the same or broadly similar
- **work rated as equivalent under a job evaluation system** – where jobs have been rated under an analytical job evaluation scheme as being equivalent; that is, they have been rated as having the same number of points, or falling within the same job evaluation grade range of points
- **work of equal value** – where the work done is different but considered to be of equal value or worth; this can be measured by comparing the jobs under headings such as effort, skill and decision-making

Job evaluation and grading

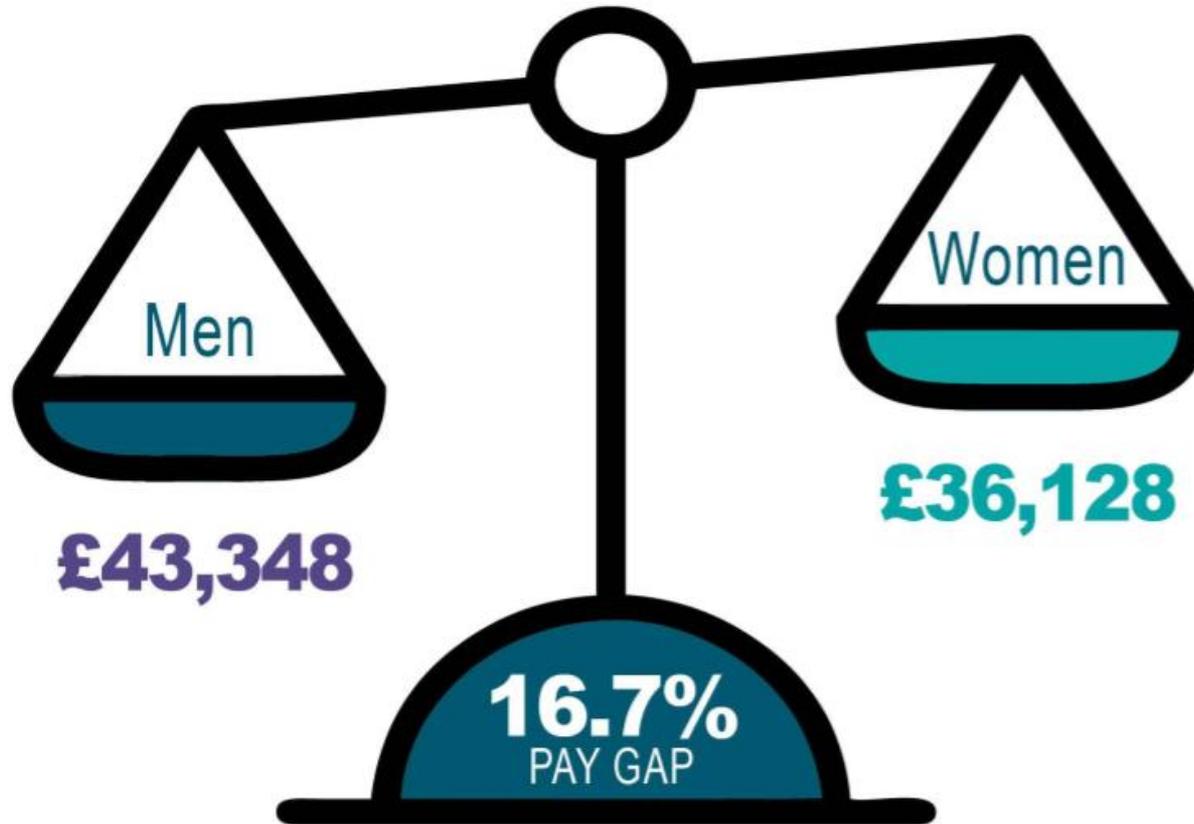
Organisation → Job evaluation → Pay grades



Source
UCEA:
2017

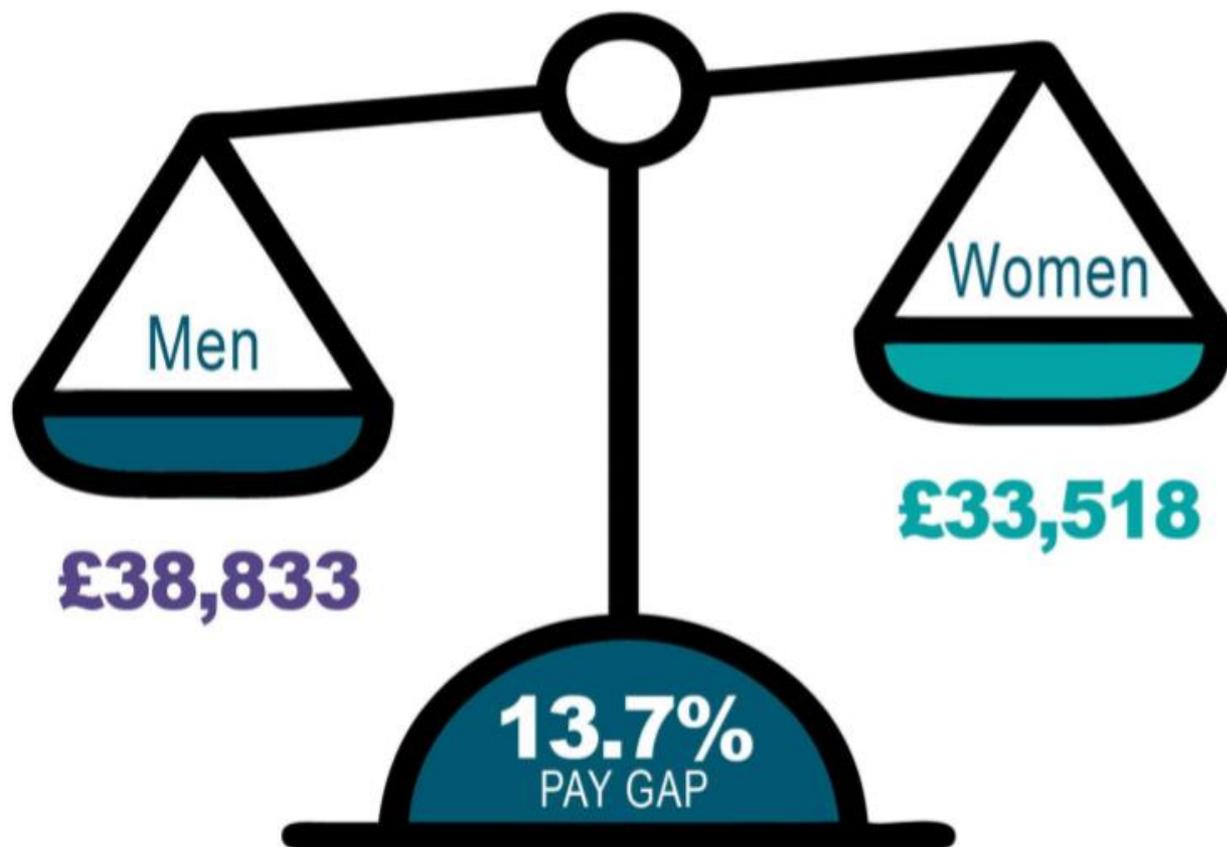
What is the gender pay gap in
HE?

MEAN **GENDER** PAY GAP



}: Mean pay gap by gender for all university staff, 2017-18

MEDIAN **GENDER** PAY GAP



24: Median pay gap by gender for all university staff, 2017-18

Professor Elizabeth Schafer Vs Royal Holloway and Bedford New College 2011

- Case on equal pay for like work
- Schaffer is a professor within the Drama Department and claimed she had been consistently under rewarded in comparison to male peers.
- Her comparators were not from within the Drama Department. Comparators were within English.
- Settled in favour of Schafer
 - There was no pay structure for professors
 - Process of promotion lacked transparency
 - Retention payments favoured male colleagues who were perceived to be more mobile
 - Head of department payment continuing when the person had left the role.

Is a gender pay gap a sign of bad practice?

Not necessarily as **there is a difference between a pay gap and unequal pay**

- Unequal pay can be caused by:
 - Policies, practices and procedures for determining pay e.g. starting salary
 - Discrimination
- Pay gaps caused by:
 - unequal pay
 - occupational segregation

Joint Negotiating Committee for Higher Education Staff (JNCHES)

- Central committee for multi-employer negotiations and dialogue on pay and pay-related issues in HE.
- Supported by a number of forums and working groups
- **Framework agreement for the modernisation of pay in HE 2003:**
 - Agreed set of principles
 - Introduction of pay spine, grading arrangements - job evaluation
 - Commitment to staff development, progression transparency between and within grades, harmonising working hours, equality and transparency in relation to market supplements
 - Encouragement to undertake equal pay reviews

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



From:
UCEA
2019
www.ucea.ac.uk/library/infographics/gender-pay/

Source: ONS ASHE, 2018. Based on median gross hourly earnings excluding overtime for all employees (full-time and part-time)

Equal pay reviews

- An analysis of an organisation's pay and human resources data to identify and explain pay differences of that arise because of gender and other protected characteristics – age, disability and race data usually available.
- The Equality and Human Rights Commission recommends advices differences in pay of more than 5% or patterns of 3% within grades for people doing equal work require investigation.
- Identification of actions required to redress pay inequalities
- Ideally undertaken every 3 years or following restructure

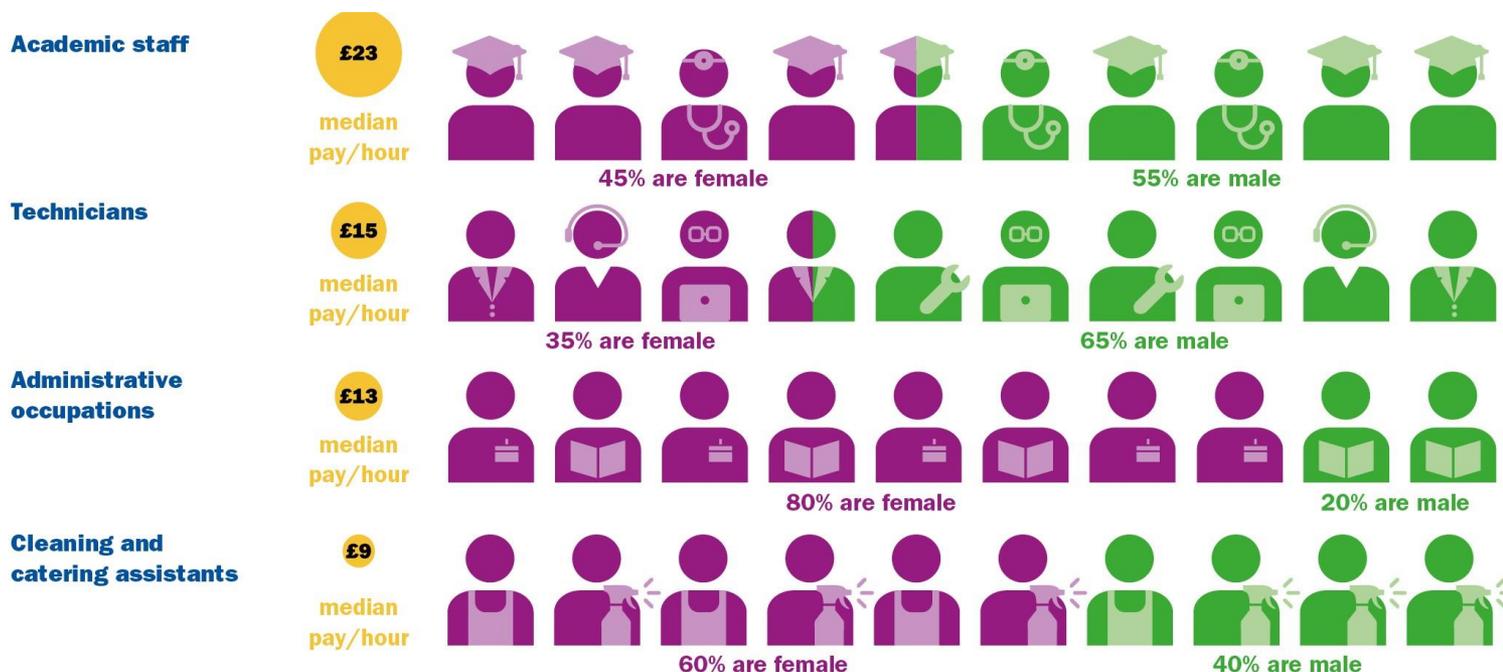
Occupational segregation

- Where institutions have in place pay and grading arrangements underpinned by the principles of the Framework Agreement and undertake regular equal pay reviews. Gender pay gap is likely to be caused by occupational segregation.

Occupational segregation in HE

Two types of occupational segregation:

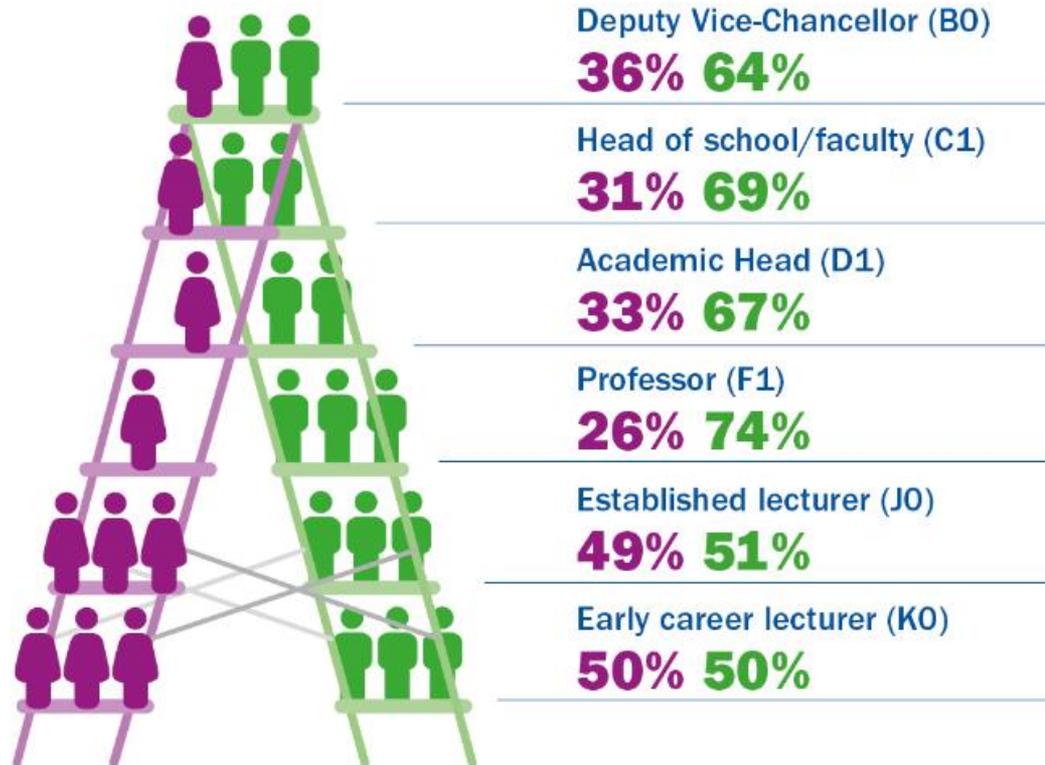
- 1. Horizontal** – workers with certain characteristics are clustered in certain types of jobs across an organisation. Relates to gender stereotypes in society.



Source: HESA, 2017–18. Hourly rate based on median earnings for full and part-time staff and 36 hour working week. Gender distribution rounded to 5%.

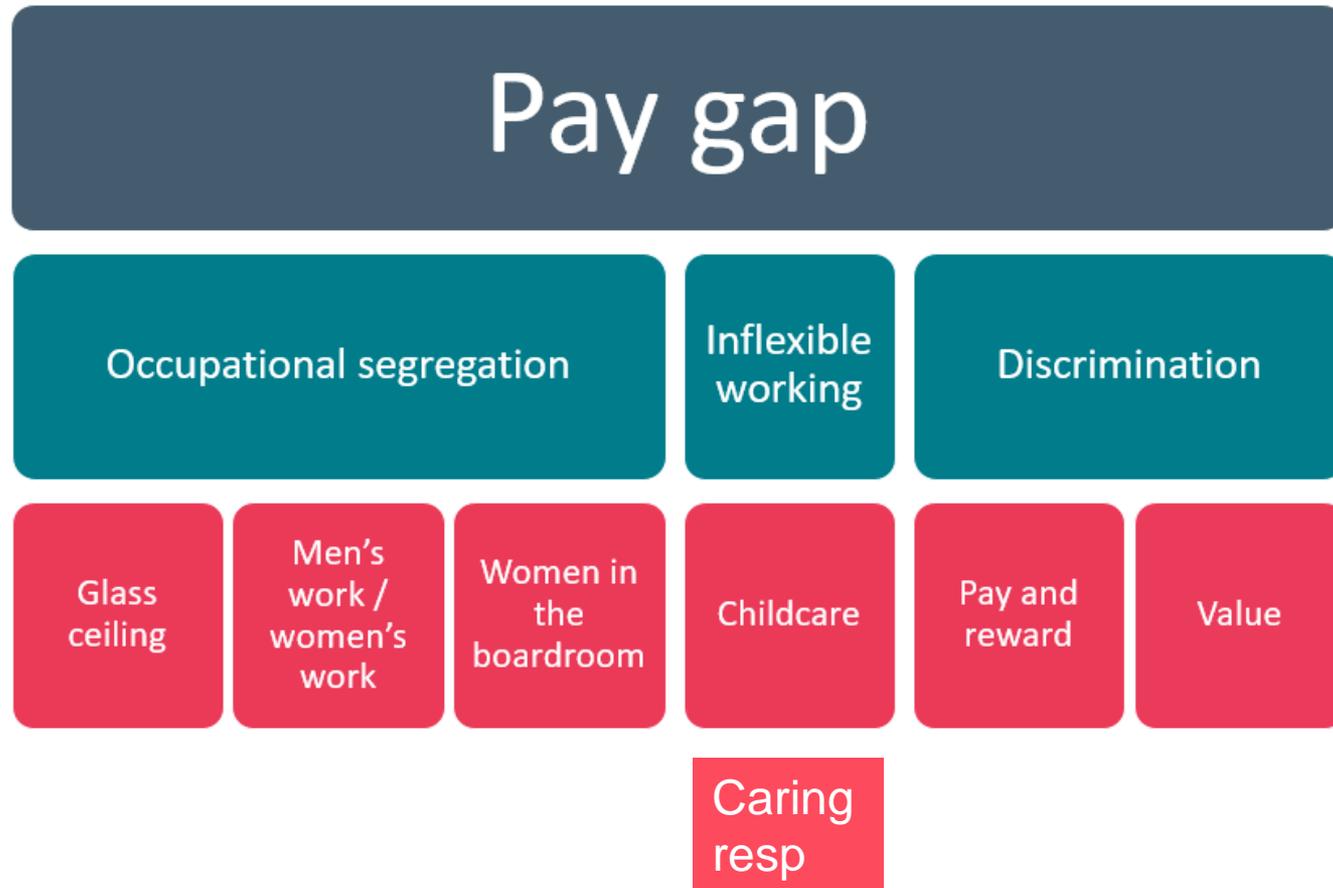
Occupational segregation in HE

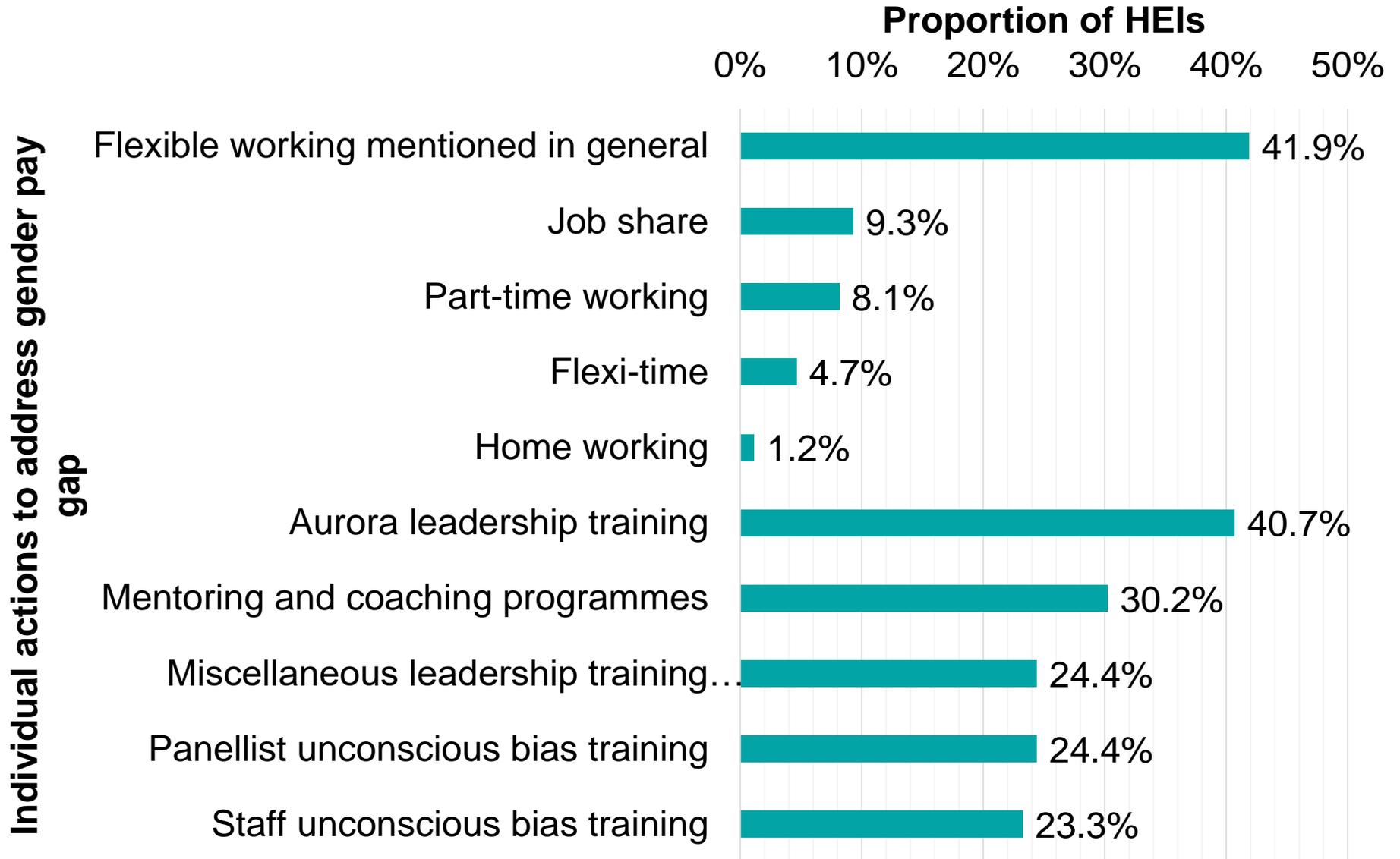
2. Vertical segregation: workers with certain characteristics are clustered at certain levels of jobs within an organisation's hierarchy



Source: HESA, 2017–18. Based on head count for all staff (full-time and part-time).

Causes of the gender pay gap





What actions would you take to improve pay equality in HE?

1. Think about your role or from a personal perspective
2. Nominate a note taker
3. Prepare to feedback 2 key points discussed.

Advance HE and JNCHES resources

- Equality in HE statistical report 2019
www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2019
- Statistics on pay equality in HE and links to former ECU resources on equal pay reviews and occupational segregation www.advance-he.ac.uk/guidance/equality-diversity-and-inclusion/employment-and-careers/equal-pay
- UCEA and **new JNCHES** have a range of resources on the gender pay gap and pay equality in the HE sector including www.ucea.ac.uk/library/publications/Taking-action-Tackling-the-gender-pay-gap-in-higher-education-institutions/

Thank you!

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Thank you and questions



For more information
www.advance-he.ac.uk
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