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Women academics and their discontents.

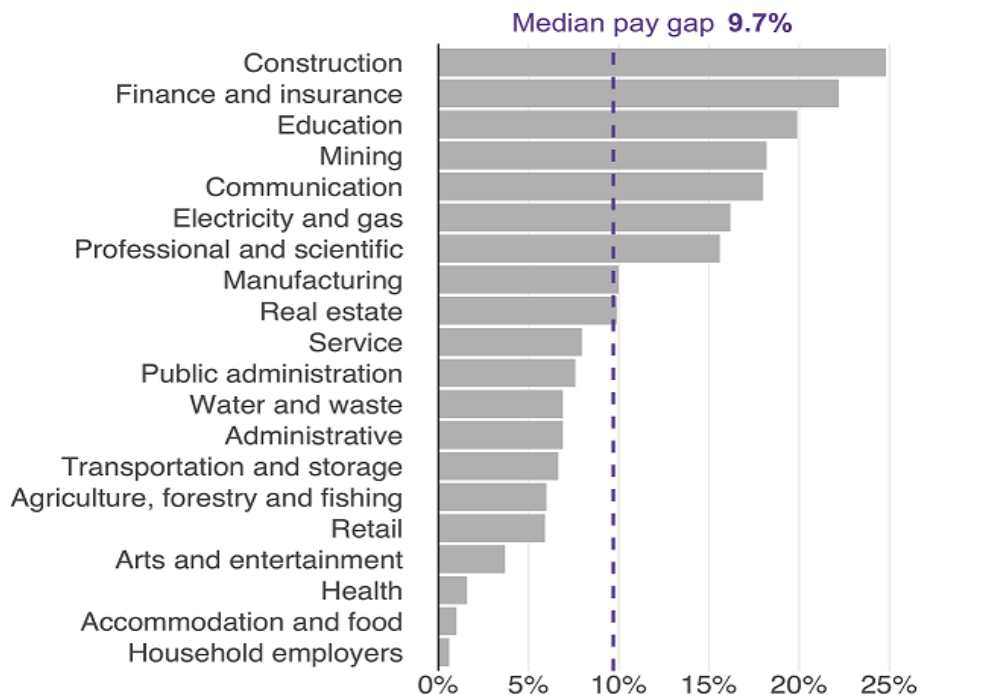
Professor Fiona Wilson
Adam Smith Business School

The Equal Pay Act (1970) prohibits any less favourable treatment between men and women in terms of pay, while under the Equality Act (2010) men and women performing equal work must receive equal pay.

Yet 50 years later than the Equal Pay Act:

All sectors have a pay gap that favours men

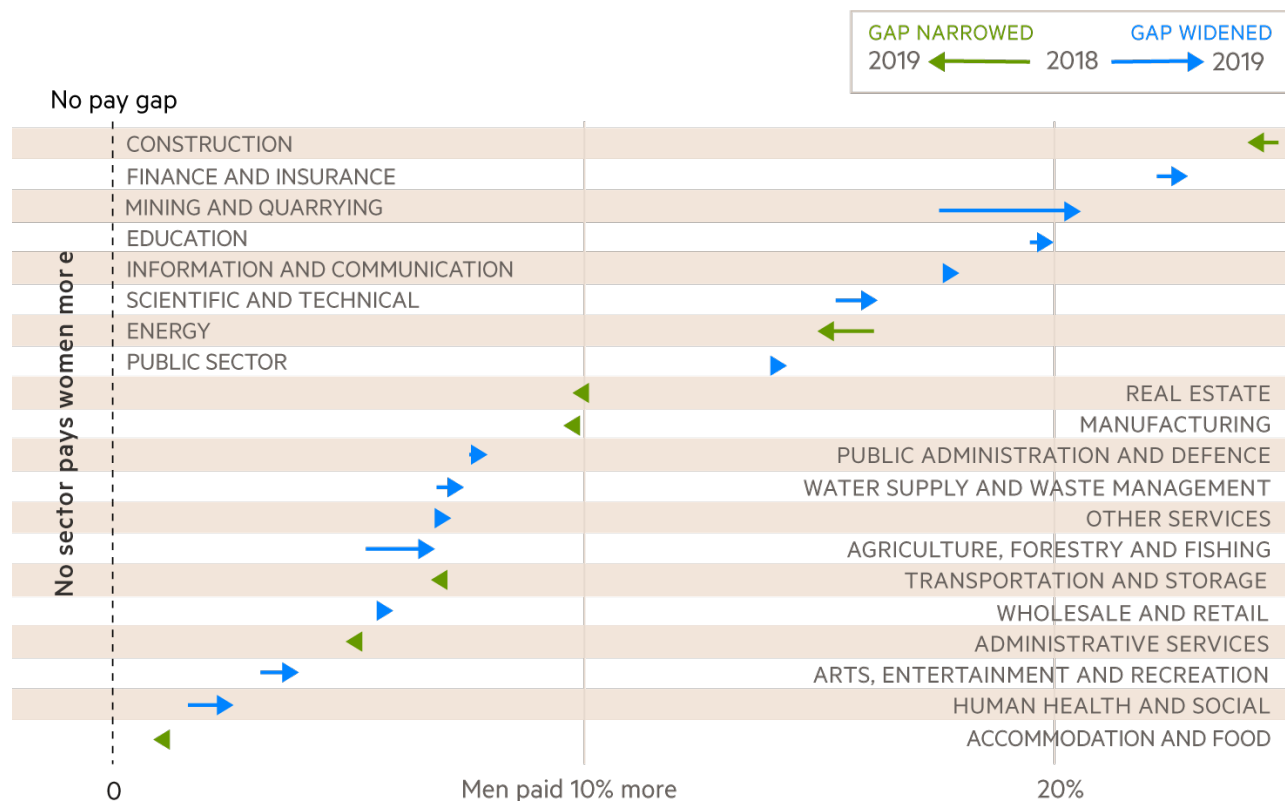
Median hourly pay gap by sector



10,016 companies that reported their pay data

All sectors pay men more and in most the gap has grown

Gender pay gap by sector*, 2018 v 2019



*Data as of 22:00 April 4 2019.

Only employers reporting in both years included

**Sectors with fewer than 25 reporting companies excluded

FT graphic and analysis Aleksandra
Wisniewska; Billy Ehrenberg-Shannon
Source: Gov.uk

Some more facts on equal pay

UK has the fourth highest pay gap in European Union, at 21%.

Mean average pay gap across UK higher education sector stands at 15.1 per cent (Times Higher Education) with 30 institutions reporting gaps in excess of 20 per cent.

Of the 228 higher education institutions to have published data for 2018, 46 were shown to have widened their gap since the first reporting exercise.

Facts about female professors

Just over one quarter (26%) of Professors are women in the UK (HESA, 2019).

At the elite research intensive Russell Group universities the imbalance is even greater – just over a third (35.3%) of senior lecturers are women, and only 22.7% of professors are women.

Study by Amery et al (2019) shows:

Having a medical school and a more highly paid VC are associated with a larger pay gap

Being a pre-1992 university, having a triple accredited business school and more highly paid VC were all associated with having a smaller proportion of women in the top pay quartile.

Gender of the VC, Athena Swan membership/ award , or higher proportion of female members on executive board/council do not make a difference.

What universities are doing

Following a study that found women at London School of Economics earned 10.5% less than men with similar experience and output, female academics are set to be given salary increases aimed at redressing the gender pay gap at the institution.

This follows University of Essex's decision to move its female professors up three pay points to bring average salaries in line with male counterparts.

Another possible way forward

Joint legal action (see case at Birkbeck).



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Thank you.

Questions and Discussion

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