



INTRODUCTION



What is the gender pay gap?

GENDER PAY

Gender pay gap is the difference between the average pay of men and women in an organization. It is calculated as a percentage of the average pay of men. The gender pay gap is a measure of the extent to which men and women receive equal pay for equal work. It is a key indicator of gender equality in the workplace. The gender pay gap can be calculated in several ways, including by job level, by profession, and by industry. The gender pay gap is a complex issue that is influenced by a variety of factors, including discrimination, unequal opportunities, and societal norms. It is a global issue that affects organizations of all sizes and in all industries. The gender pay gap is a significant barrier to gender equality and economic growth. It is a challenge that organizations must address to create a more inclusive and equitable workplace. The gender pay gap is a complex issue that is influenced by a variety of factors, including discrimination, unequal opportunities, and societal norms. It is a global issue that affects organizations of all sizes and in all industries. The gender pay gap is a significant barrier to gender equality and economic growth. It is a challenge that organizations must address to create a more inclusive and equitable workplace.

EQUAL PAY

Equal pay is the principle that men and women should receive equal pay for equal work. It is a fundamental right that is enshrined in international labor law and many national laws. The principle of equal pay is based on the idea that men and women should be paid the same for performing the same or similar work. This means that pay should be based on the value of the work, not on the gender of the worker. The principle of equal pay is a key component of gender equality and is essential for creating a fair and equitable workplace. It is a challenge that organizations must address to ensure that all workers are paid fairly and equitably. The principle of equal pay is a complex issue that is influenced by a variety of factors, including discrimination, unequal opportunities, and societal norms. It is a global issue that affects organizations of all sizes and in all industries. The principle of equal pay is a significant barrier to gender equality and economic growth. It is a challenge that organizations must address to create a more inclusive and equitable workplace.

Our reported figures

GENDER SPLIT

Percentage of employees by gender split: 44% Male, 56% Female. Total employees: 5,964.



MALE



FEMALE

44%
MALE
2,633



56%
FEMALE
3,331

Summary

GENDER PAY GAP

2020 2019 2018 2017

TABLE 1: NUMBER 1: GENDER PAY GAP

YEAR	MEAN (AVERAGE) hourly rate pay gap	MEDIAN (MIDDLE) hourly rate pay gap
2020	19.1%	18.6%
2019	18.9%	16.0%
2018	17.6%	16.3%
2017	19.3%	17.7%

Understanding the changes to our gender pay gap



CHART 1: DISTRIBUTION OF HOURLY RATES – 2020 (casual sta only)





CHART 4: PROPORTION OF MALES AND FEMALES BY GRADE – PROFESSIONAL AND SUPPORT (excluding casual sta)



OTHER KEY FACTS ARISING IN OUR REPORT:

Academic sta : ...

TABLE PA. GAP B. PROFE ORIAL BAND

BAND LEVEL	2020	2019	2018	2017
PROFESSORIAL BAND 1	-0.3%	-0.3%	-4.4%	0.8%
PROFESSORIAL BAND 2	1.8%	4.2%	4.4%	7.5%
PROFESSORIAL BAND 3	4.2%	5.4%	6.2%	8.6%

FUTURE ACTIONS

1. Achieve 50:50 gender balance in Professorial Bands 2 and 3. In order to do this we will:

- R
- E



Definitions

A	...	M	...
M	...	M	...
M	...	M	...
M	...	M	...
P	...	M	...
P	...	B	...

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