



**University and College Union**

**‘Further, higher, better’**

**Submission to the government’s  
second Comprehensive Spending  
Review**

**Section 29**

## 29 Pay gaps

### Gender

In 2005, the average pay of women in the public sector was 81% of average pay for men in the public sector – a gender pay gap of 19% in men's favour. For higher education teaching professionals, the gender pay gap was 17.5% and for further education teaching professionals, the gap was 12.8%.

Over the period 1998-2001 the public sector gender pay gap marginally narrowed, from 20% to 19%. For university and polytechnic teaching professionals and for higher and further education teaching professionals, the pay gap fluctuated, but was considerably wider in 2001 than in 1998.

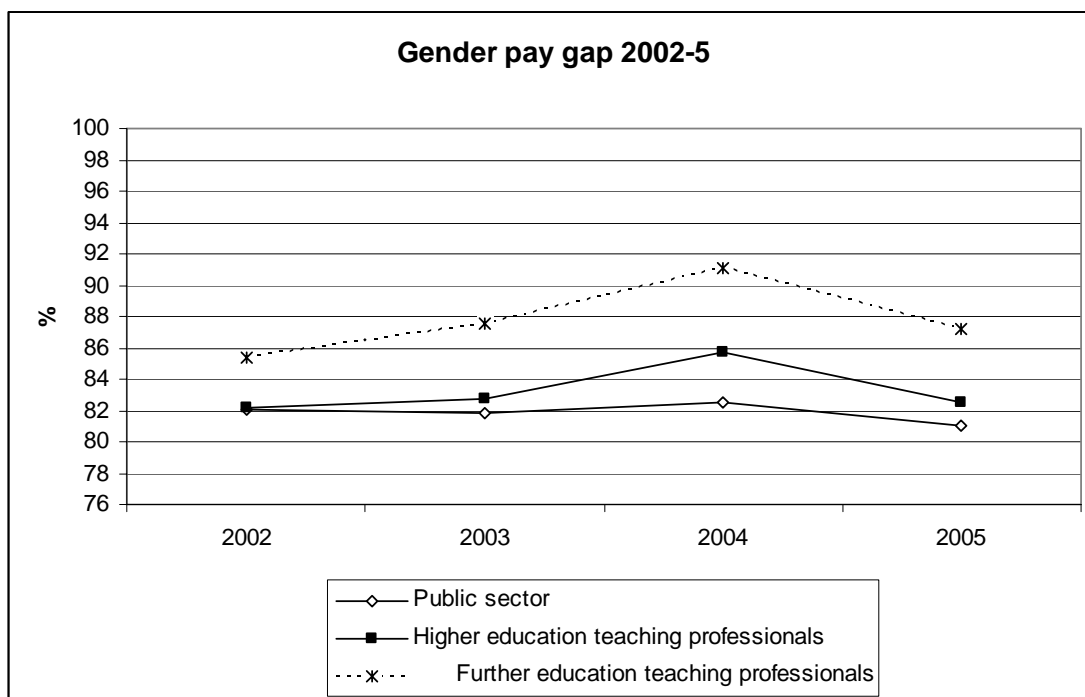
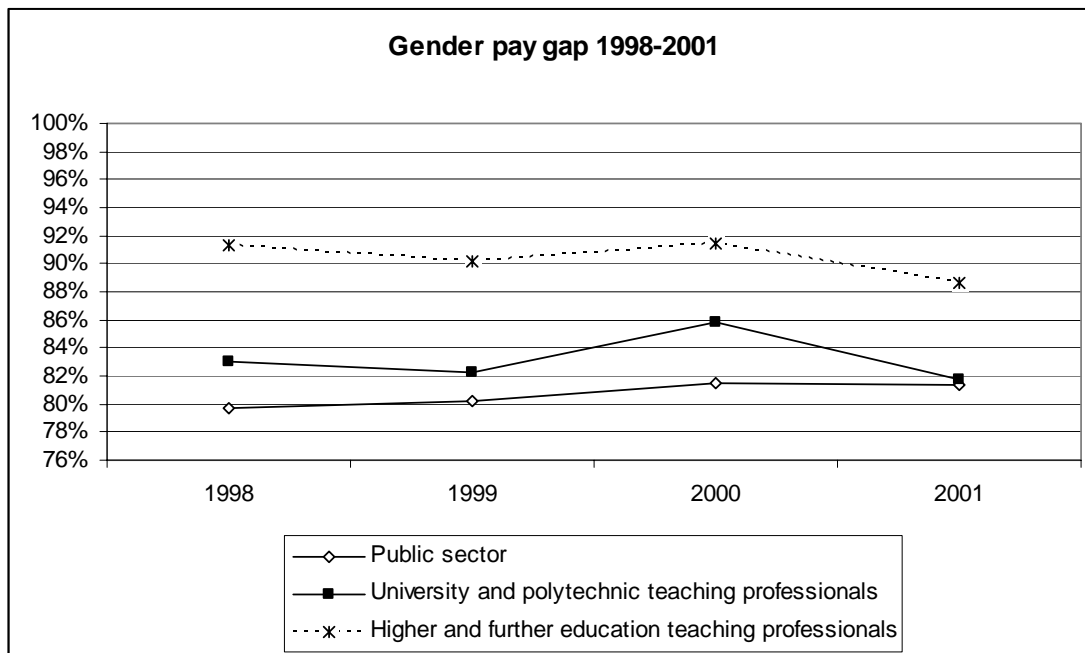
Over the period 2002-5, the gender pay gap fluctuated around the 18% mark for public sector employees. For both higher and further education teaching professionals, the gap narrowed between 2002 and 2004, but then widened in 2005.

### Women's pay as a percentage of men's, UK

	Public sector	University and polytechnic teaching professionals	Higher and further education teaching professionals
1998	79.7%	83.0%	91.3%
1999	80.2%	82.3%	90.2%
2000	81.5%	85.8%	91.4%
2001	81.4%	81.8%	88.6%

	Public sector	Higher education teaching professionals	Further education teaching professionals
2002	82.1%	82.2%	85.4%
2003	81.8%	82.8%	87.6%
2004	82.5%	85.7%	91.1%
2005	81.0%	82.5%	87.2%

Full-time employees on adult rates whose pay for the survey pay-period was not affected by absence. Data indicate female pay as a percentage of male pay. Data for 2004 excluding ASHE supplementary information. Data based on the mean average.  
Source: Annual Survey of Hours and Earnings; percentage calculations by AUT



Full-time employees on adult rates whose pay for the survey pay-period was not affected by absence. Data indicate female pay as a percentage of male pay. Data for 2004 excluding supplementary information. Data based on the mean average.  
 Source: Annual Survey of Hours and Earnings; percentage calculations by AUT

## Comment

It is a matter of concern that the gender pay gap for teaching professionals in further and higher education is so wide. In higher education, the gap is nearly as wide as for all public sector employees; the gap has not narrowed despite the allocation of £880m of public funding to higher education institutions in England between 2001 and 2006 under the Rewarding and Developing Staff initiative to address pay modernisation, including equal pay. While the gap is

somewhat narrower in further education, urgent action is needed over the decade from 2008 to bring average pay for women much closer to average pay for men. We particularly urge that all employers in further and higher education undertake equal pay audits, together with trade unions, involving analysis, diagnosis and action (see section on equal opportunities).

## Ethnicity

### Higher education<sup>162</sup>

In higher education in the UK, the average pay of black and minority ethnic academics tends to be lower than the average pay of their white colleagues, particularly for staff of all nationalities. In 1995-6, BME academics of UK nationality earned 93.3% of the pay of their white colleagues – in other words, there was a 7% ethnicity pay gap. Northern Ireland was the only UK country where there was a pay gap in favour of BME staff.<sup>163</sup> In the same year, BME academics of all nationalities earned 89.1% of the pay of their white colleagues – ie an 11% pay gap. In 1998-9, the respective proportions were virtually unchanged, ie 93.4% and 89.0%. In 2003-4, the gap was slightly narrower for UK nationals, at 94.1%, but wider for all nationalities, at 87.5%.

#### Academics: BME staff average pay as a proportion of white's average pay

	1995-6			1995-6		
	UK Nationality			All nationalities		
	White	BME	Pay gap	White	BME	Pay gap
	£	£	%	£	£	%
England	£26,894	£25,007	93.0%	£26,515	£23,730	89.5%
Wales	£26,362	£24,109	91.5%	£25,929	£22,335	86.1%
Scotland	£26,658	£25,732	96.5%	£26,278	£22,575	85.9%
Northern Ireland	£25,366	£25,945	102.3%	£25,526	£21,741	85.2%
UK	£26,818	£25,026	93.3%	£26,431	£23,558	89.1%

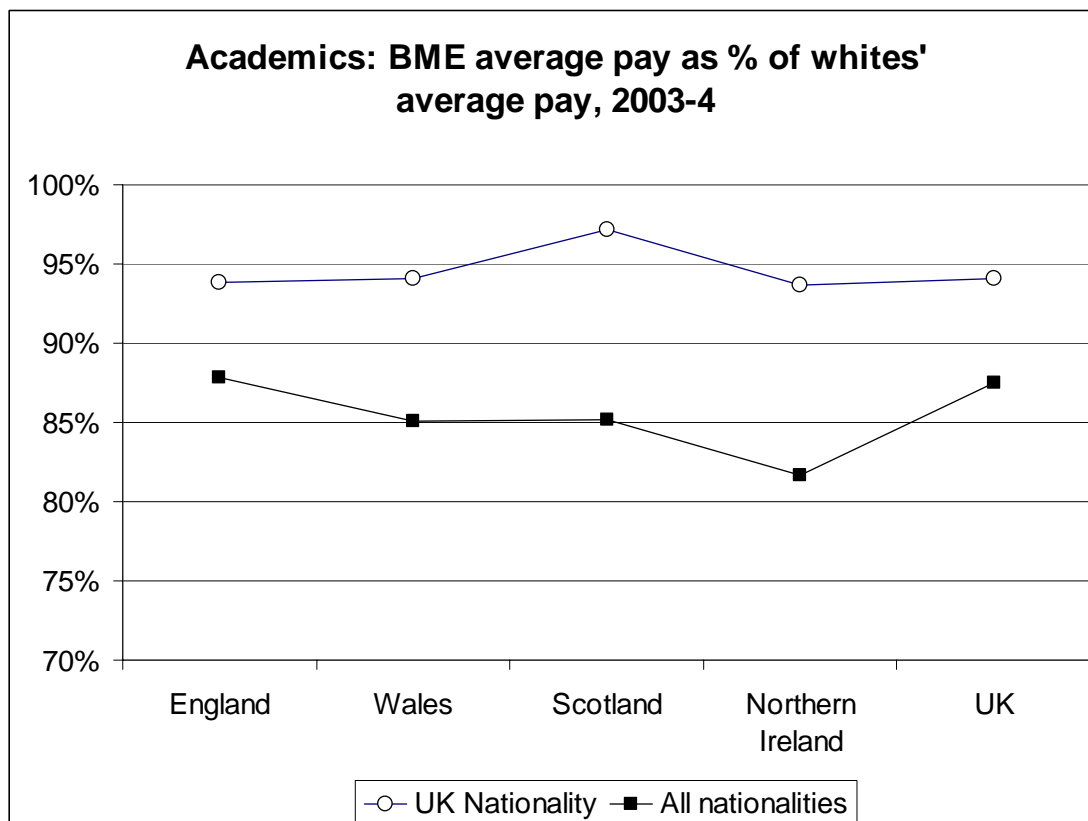
BME = black and minority ethnic  
Average salary of full-time academic staff.  
Source: HESA; percentage calculations by UCU

	1998-9			1998-9		
	UK Nationality			All nationalities		
	White	BME	Pay gap	White	BME	Pay gap
	£	£	%	£	£	%
England	£30,561	£28,460	93.1%	£30,006	£26,815	89.4%
Wales	£29,517	£27,637	93.6%	£29,245	£25,780	88.2%
Scotland	£30,887	£29,503	95.5%	£30,357	£26,060	85.8%
Northern Ireland	£31,415	£30,844	98.2%	£29,136	£24,431	83.9%
UK	£30,554	£28,522	93.4%	£29,990	£26,680	89.0%

BME = black and minority ethnic  
Average salary of full-time academic staff  
Source: HESA; percentage calculations by UCU

	2003-4			2003-4		
	UK Nationality			All nationalities		
	White	BME	Pay gap	White	BME	Pay gap
	£	£	%	£	£	%
<b>England</b>	£37,398	£35,080	93.8%	£36,565	£32,109	87.8%
<b>Wales</b>	£36,250	£34,096	94.1%	£35,717	£30,381	85.1%
<b>Scotland</b>	£37,301	£36,263	97.2%	£36,533	£31,140	85.2%
<b>Northern Ireland</b>	£37,458	£35,101	93.7%	£36,225	£29,604	81.7%
<b>UK</b>	£37,322	£35,119	94.1%	£36,507	£31,931	87.5%

BME = black and minority ethnic  
Average salary of full-time academic staff  
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One reason for the ethnicity pay gap being wider for BME academics of all nationalities than for BME academics of UK nationality may be the higher proportion of BME academics of all nationalities who are research-only academics.<sup>164</sup> Most research-only academics are employed relatively junior, and therefore lower paid, grades; by contrast, average pay for teaching-and-research academics – who form the majority of academic staff – tends to be higher than for research-only staff. An increase in the proportion of research-only academics in the group for whom average pay is calculated will tend to decrease the size of the average. In 2003-4, 92% of research-only academics of UK nationality were white, compared with 82% of research-only academics of all nationalities. Put the other way round, 8% of research-only academics of UK nationality were BME, compared with 18% of research-only academics of all nationalities. The higher proportion of BME research-only academics

among academics of all nationalities is likely to reduce the average pay of these academics.

### **Comment**

The continuing pay gap in favour of white academics – particularly for academics of all nationalities – in UK higher education is another matter of concern. We urge that equal pay audits, when conducted by higher education institutions in conjunction with trade unions, investigate ethnicity pay gaps as well as gender pay gaps. We hope that the implementation of the Framework Agreement will enable institutions to tackle the ethnicity pay gap, through the use of job evaluation and role analysis to ensure equal pay for work of equal value.