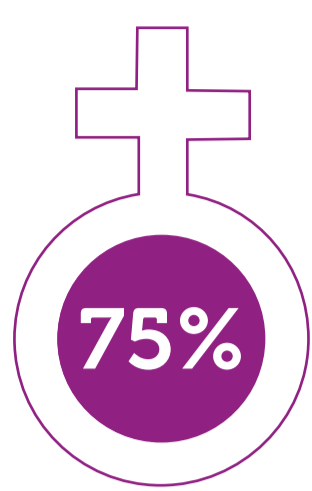


CHALLENGES FOR WOMEN IN ACADEMIA

Research shows that in academia, women face significant challenges when it comes to gender equality.

HERE ARE THE FACTS.

HOW MANY?

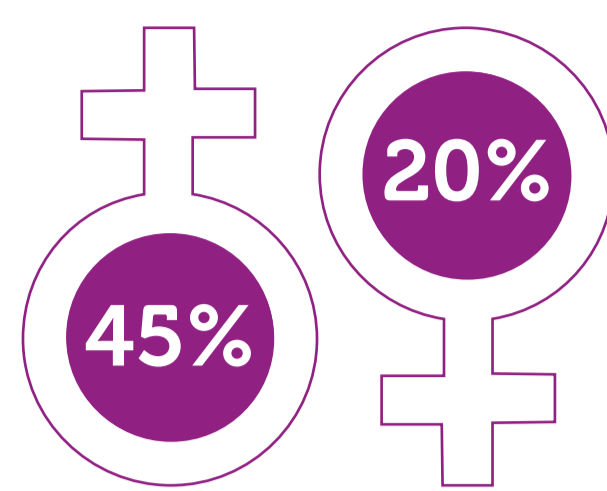


Women account for 75% of people working in academia....



However...

the amount of men in senior positions is nearly double the amount of women



Women account for 45% of the academic workforce in universities, but only hold 20% of professorships

THE PAY GAP £££



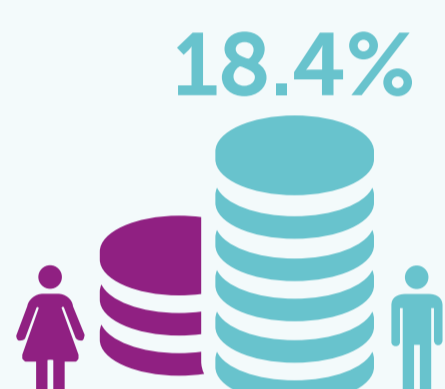
Percentage of academics earning over \$100k



Average gender pay gap at universities [men earn 15% more than women]



In some institutions there is a pay gap of up to 37%



Across all universities in England, the average gender pay gap is 18.4%



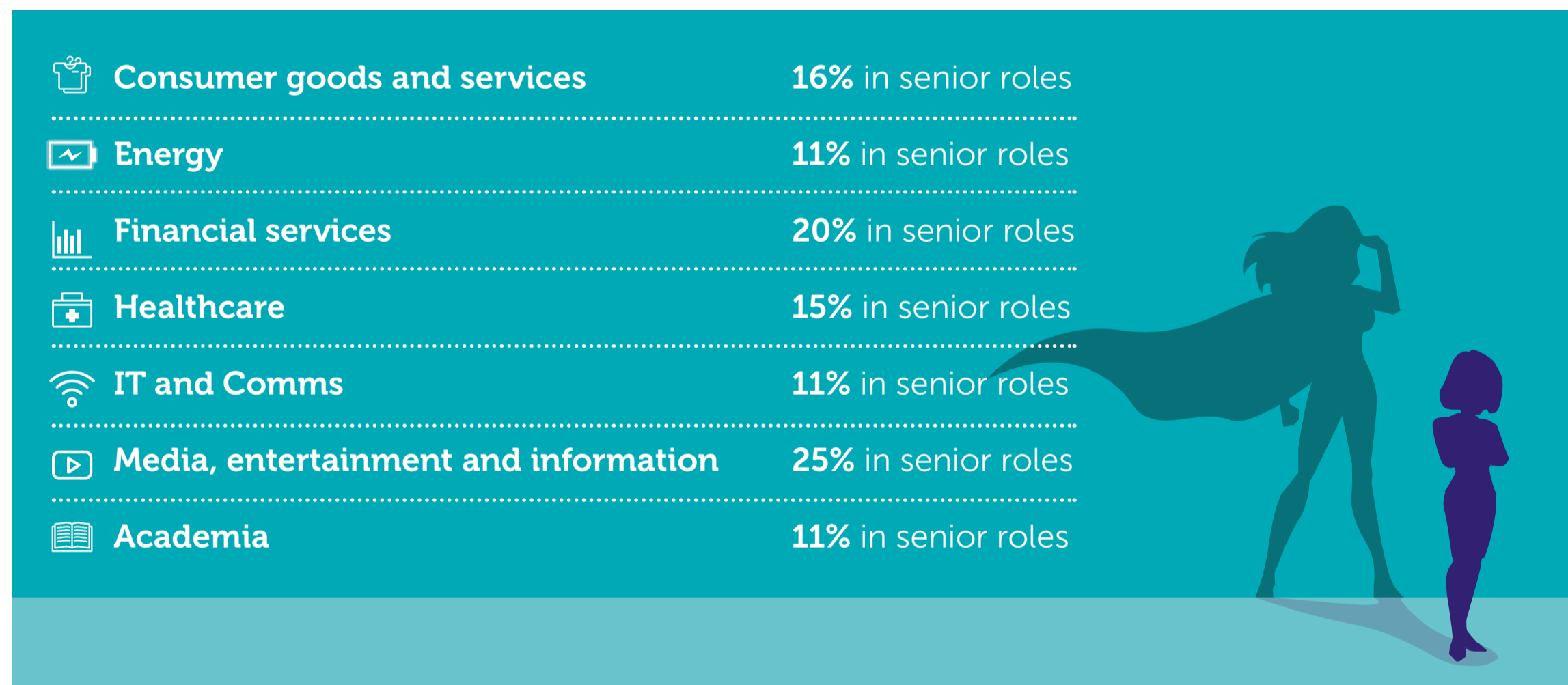
For every £1 men earn per hour, women earn 81.6p



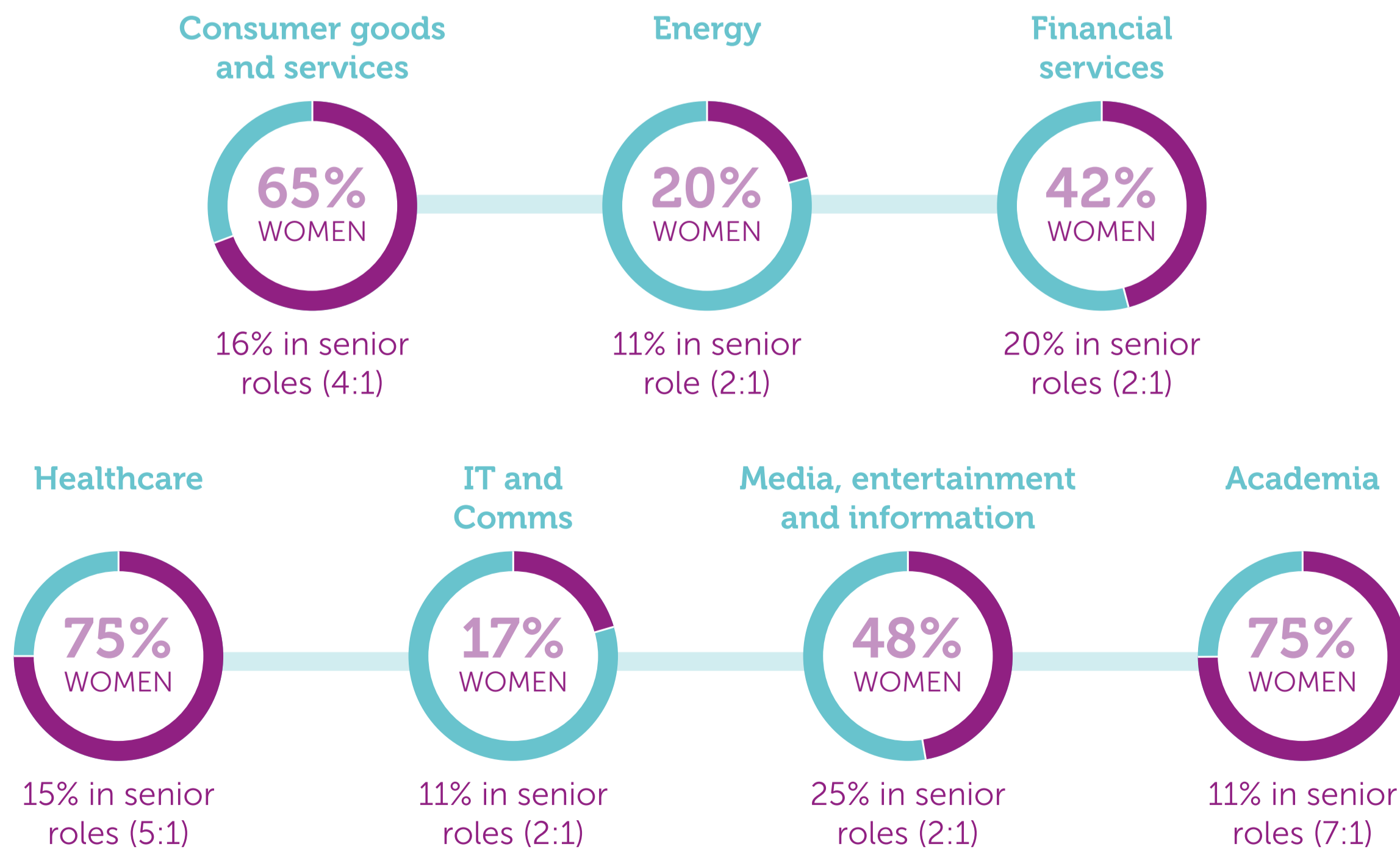
Male faculty members earn on average 20.7% more than comparable female colleagues

HOW DOES ACADEMIA FARE AGAINST OTHER INDUSTRIES?

When compared with other sectors, women rank fairly low when it comes to senior roles:



When it comes to proportion of women in the profession as a whole versus women making it to senior positions, academia ranks bottom:



Sources: Workplace Equity Project. The Guardian. BBC News. JSTOR Report – Salary Structure Effects and the Gender Pay Gap in Academia. Wonkhe Report – Women, Professors, Pay, Promotion and Academic Housekeeping.



#balanceforbetter

IT'S TIME FOR CHANGE.

Let's better the balance.