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

**HERE ARE THE FACTS.**

**HOW MANY?**

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

However, the amount of men in senior positions is nearly double the amount of women.

Women account for 75% of people working in academia.

**THE PAY GAP £££**

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

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

For every £1 men earn per hour, women earn £1.69.

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

20.7% Percentage of academics earning over £100k.

15% Average gender pay gap at universities (men earn 15% more than women).

81.6p £1

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

**HOW DOES ACADEMIA FARE AGAINST OTHER INDUSTRIES?**

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

- Consumer goods and services: 16% in senior roles (4:1)
- Energy: 11% in senior roles (2:1)
- Financial services: 20% in senior roles (2:1)
- Healthcare: 15% in senior roles (2:1)
- IT and Comms: 11% in senior roles (2:1)
- Media, entertainment and information: 25% in senior roles (2:1)
- Academia: 11% in senior roles (7:1)

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

- Consumer goods and services: 65% WOMEN 16% in senior roles (4:1)
- Energy: 20% WOMEN 11% in senior role (2:1)
- Financial services: 42% WOMEN 20% in senior roles (2:1)
- Healthcare: 75% WOMEN 15% in senior roles (5:1)
- IT and Comms: 17% WOMEN 11% in senior roles (2:1)
- Media, entertainment and information: 48% WOMEN 25% in senior roles (2:1)
- Academia: 75% WOMEN 11% in senior roles (7:1)


#balanceforbetter

IT’S TIME FOR CHANGE.

Let’s make better balance.