



INTRODUCTION



What is the gender pay gap?

GENDER PAY
The 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 women are paid less than men for similar work. It is a key indicator of gender equality in the workplace.

EQUAL PAY
Equal pay is the principle that men and women should receive equal pay for equal work. This means that men and women should be paid the same for the same job, with the same qualifications, experience and skills. Equal pay is a fundamental principle of fairness and justice in the workplace.

Our reported figures

GENDER SPLIT

Percentage of employees by gender split: 5,964



MALE



FEMALE

44%
MALE
2,633



56%
FEMALE
3,331

Summary

GENDER PAY GAP

Our gender pay gap is 19.1% (mean) and 18.6% (median) for 2020.

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 μ -measure on a measurable space (X, \mathcal{A}) is a function $\mu: \mathcal{A} \rightarrow [0, \infty]$ satisfying:

M1. $\mu(\emptyset) = 0$

M2. μ is σ -additive: If $\{A_n\}_{n \in \mathbb{N}}$ is a sequence of disjoint measurable sets, then $\mu(\bigcup_{n \in \mathbb{N}} A_n) = \sum_{n \in \mathbb{N}} \mu(A_n)$.

M3. μ is finite: $\mu(X) < \infty$

M4. μ is σ -finite: There exists a sequence of measurable sets $\{A_n\}_{n \in \mathbb{N}}$ such that $X = \bigcup_{n \in \mathbb{N}} A_n$ and $\mu(A_n) < \infty$ for all n .

P1. μ is a probability measure: $\mu(X) = 1$

P2. μ is a signed measure: μ is σ -additive and $\mu(A) \in \mathbb{R}$ for all $A \in \mathcal{A}$.
B1. μ is a Borel measure: $\mathcal{A} = \mathcal{B}(X)$

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