Gender pay gap report 2019
Introduction

UK Research and Innovation (UKRI) is an independent, non-departmental public body, formally established on 1 April 2018, bringing together the seven research councils, Innovate UK and Research England.

We are a very diverse organisation, employing people as researchers, specialist support staff (e.g., mariners and engineers) and office-based employees. The analysis in this paper collates employee information from all nine of UKRI’s constituent organisations to produce the second annual consolidated gender pay statistics for UKRI.

These data have been calculated using the recommended method from The Advisory, Conciliation and Arbitration Service (ACAS) and are based on hourly earnings. In addition, we have reviewed and adopted where possible the advice of the Royal Statistical Society (RSS) to aid clarity.¹

The overall gender pay gap results can mask significant variation by council, and we therefore publish, analyse and monitor results for each of the research councils, Innovate UK and Research England.

Equality, diversity and inclusion is an integral part of our vision to deliver new knowledge and an enriched, healthier, more sustainable and resilient society and culture, and to contribute to a prosperous economy. We recognise that there is a substantial amount of work to do to understand what drives our gender pay gap and how we may best address it.

Our performance
UKRI’s gender pay gap 2019

Gender pay gap data sets out the difference in average pay of all women compared to the average pay of all men within the organisation, regardless of the level of work. A positive figure indicates a pay gap in favour of men and a negative figure indicates a pay gap in favour of women. As required, we publish both the mean and median average. The mean shows the difference between the average hourly earnings of men and women by taking the total pay of women and dividing this by the number of women, and the same for men. The median is found by lining up all employees in two lines, one for women, one for men, in order of pay from highest to lowest. The median gender pay gap then compares the pay difference between the man and the woman standing in the middle of their respective lines. If the sample is quite skewed (e.g. if a few men or a few women receive an uncharacteristically high hourly rate) the median helps provide a more generally representative figure.

<table>
<thead>
<tr>
<th></th>
<th>31 March 2019</th>
<th>31 March 2018</th>
<th>The gap has become</th>
</tr>
</thead>
<tbody>
<tr>
<td>UKRI mean gender pay gap</td>
<td>11.7%</td>
<td>11.6%</td>
<td>0.1 percentage points wider</td>
</tr>
<tr>
<td>UKRI median gender pay gap</td>
<td>13.7%</td>
<td>11.3%</td>
<td>2.4 percentage points wider</td>
</tr>
</tbody>
</table>

On 31 March 2019, UKRI had a mean gender pay gap of 11.7% and a median gender pay gap of 13.7%. In other words, for every £1 that the median man earned, the median woman earned 86p. Both indicators have become wider since the 2018 report.

“We are committed to reducing our gender pay gap by understanding and addressing its underlying drivers, so that we focus our efforts where they will be effective.”

Jennifer Rubin
Executive Chair, Economic and Social Research Council (ESRC); Executive Champion for Equality, Diversity and Inclusion, UK Research and Innovation
UKRI’s gender bonus pay gap

Comparison of bonus data between 1 April 2018 to 31 March 2019 showed that UKRI had a mean gender bonus pay gap of 9.2%, and a median gender pay gap of 0%. In other words, for every £1 that the median man earned in bonus payments, the median woman also earned £1.

Of all employees, 54% of men and 54% of women within UKRI received a bonus during this period.

Our performance

An employee receiving their normal monthly pay in the reference month (excluding those with reduced pay due to leave) regardless of whether they work full or part time.

Median hourly pay gap per quartile

Quartile distribution of employees

A third of men employed at UKRI are in the upper pay quartile of all employees, compared to a third of all the women in the lower pay quartile. As women make up 43% of the total full-pay relevant workforce at UKRI, this distribution of pay shows that women are under-represented in the upper pay quartiles.

Following the advice of the RSS we also present the median hourly pay gap per quartile for each of our constituent parts.

UKRI’s gender bonus pay gap

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Our 2018 report showed a median bonus gap of -7.5%. This new calculation removes payments to researchers that are not within UKRI’s control and not deemed a ‘bonus’ such as Clinical Excellence Award and Awards to Inventors.

An employee receiving their normal monthly pay in the reference month (excluding those with reduced pay due to leave) regardless of whether they work full or part time.

Median hourly pay gap per quartile

UKRI mean gender bonus pay gap

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Following the advice of the RSS we also present the median hourly pay gap per quartile for each of our constituent parts.
Our next steps
UKRI is a relatively new organisation composed of nine constituent parts. Bringing these individual organisations together under one umbrella presents both significant challenges and great opportunity.

We employ people in a large variety of roles and professions, from scientists through to office staff. Each council leads on its own recruitment and promotion processes and these vary from location to location. For instance, in addition to a core group of employees employed on open-ended contracts, we hire people on fixed term contracts for specific projects with a defined end date, and use secondments as a way of rapidly increasing our knowledge base.

Across UKRI there are an array of legacy terms and conditions of employment. The creation of UKRI presents an opportunity to address legacy differences in approaches to pay and reward. The harmonisation of these approaches is a significant task that started in 2018 and is still ongoing. As part of this work, we will also be considering the equality of bonus opportunity across UKRI, which is likely to impact our future gender pay gap.

Increasing our understanding
To better understand the drivers behind our gender pay gap we will conduct more detailed analysis of the data, which will also seek to understand ethnicity and intersectional pay gaps.

In our 2018 report, we listed pan-UKRI activities that are still underway, including the planned introduction of a new recruitment system which will give us better data on those who apply for UKRI roles. An equal pay audit will be undertaken at an appropriate point.

Creating tools and interventions
We will develop a plan of action to address the gender pay gap across the whole organisation and in our 2020 report we will detail the approach being taken across our councils and our Central Services. We will centrally provide the necessary tools to support the changes we need to make and in our next report will illustrate how we will evaluate the impact of these interventions.

Declaration
These data have been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Professor Sir Mark Walport
Chief Executive of UKRI

Professor Jennifer Rubin
Executive Chair, ESRC and UKRI
Executive Champion for Equality, Diversity and Inclusion

Sue Donaldson
Chief People Officer
Our councils’ data
The gap has become 3.2 percentage points narrower*. AHRC median gender pay gap 14.0 percentage points wider.

* Rounding has been applied to these figures.

Men's median pay
Women's median pay

Median hourly pay gap per quartile

<table>
<thead>
<tr>
<th>Quartile</th>
<th>Men's Median Pay</th>
<th>Women's Median Pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lower quartile</td>
<td>£15.00</td>
<td>£13.43</td>
</tr>
<tr>
<td>Lower middle quartile</td>
<td>£16.48</td>
<td>£16.48</td>
</tr>
<tr>
<td>Upper middle quartile</td>
<td>£20.51</td>
<td>£19.74</td>
</tr>
<tr>
<td>Upper quartile</td>
<td>£29.47</td>
<td>£24.86</td>
</tr>
</tbody>
</table>

Women 68%
Men 32%

Women 62%
Men 38%

Women 59%
Men 41%

Women 62%
Men 38%
### Median hourly pay gap per quartile

<table>
<thead>
<tr>
<th>Quartile</th>
<th>Men’s median pay</th>
<th>Women’s median pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lower quartile</td>
<td>£13.44</td>
<td>£13.60</td>
</tr>
<tr>
<td>Lower middle quartile</td>
<td>£16.69</td>
<td>£16.75</td>
</tr>
<tr>
<td>Upper middle quartile</td>
<td>£20.81</td>
<td>£20.86</td>
</tr>
<tr>
<td>Upper quartile</td>
<td>£32.06</td>
<td>£31.51</td>
</tr>
</tbody>
</table>

**The gap has become:**
- **BBSRC mean gender pay gap:** 3.3 percentage points narrower
- **BBSRC median gender pay gap:** 2.0 percentage points narrower

**Gender distribution:**
- **Women:** 79% in Lower quartile, 74% in Lower middle quartile, 70% in Upper middle quartile, 49% in Upper quartile
- **Men:** 21% in Lower quartile, 26% in Lower middle quartile, 30% in Upper middle quartile, 51% in Upper quartile
### Median hourly pay gap per quartile

<table>
<thead>
<tr>
<th>Quartile</th>
<th>£0</th>
<th>£10</th>
<th>£20</th>
<th>£30</th>
<th>£40</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lower quartile</td>
<td>14.22</td>
<td>13.44</td>
<td>16.59</td>
<td>21.11</td>
<td>29.60</td>
</tr>
<tr>
<td>Lower middle quartile</td>
<td>16.69</td>
<td>16.69</td>
<td>20.90</td>
<td>29.00</td>
<td>31.17</td>
</tr>
<tr>
<td>Upper middle quartile</td>
<td>21.11</td>
<td>20.90</td>
<td>29.00</td>
<td>30.17</td>
<td>30.17</td>
</tr>
<tr>
<td>Upper quartile</td>
<td>30.17</td>
<td>30.17</td>
<td>31.17</td>
<td>30.17</td>
<td>29.60</td>
</tr>
</tbody>
</table>

#### EPSRC mean gender pay gap

<table>
<thead>
<tr>
<th>Year</th>
<th>Gender Pay Gap</th>
</tr>
</thead>
<tbody>
<tr>
<td>31 March 2019</td>
<td>11.2%</td>
</tr>
<tr>
<td>31 March 2018</td>
<td>8.2%</td>
</tr>
<tr>
<td>Difference</td>
<td>3.0 percentage points wider</td>
</tr>
</tbody>
</table>

#### EPSRC median gender pay gap

<table>
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<tr>
<th>Year</th>
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<tbody>
<tr>
<td>31 March 2019</td>
<td>17.6%</td>
</tr>
<tr>
<td>31 March 2018</td>
<td>3.4%</td>
</tr>
<tr>
<td>Difference</td>
<td>14.2 percentage points wider</td>
</tr>
</tbody>
</table>

The EPSRC mean gender pay gap has become 14.2 percentage points wider than in the previous year. The EPSRC median gender pay gap has become 3.0 percentage points wider than in the previous year.

- **Women**
  - Lower quartile: 76%
  - Lower middle quartile: 78%
  - Upper middle quartile: 64%
  - Upper quartile: 60%

- **Men**
  - Lower quartile: 24%
  - Lower middle quartile: 22%
  - Upper middle quartile: 36%
  - Upper quartile: 40%

The EPSRC mean gender pay gap is 11.2% and the EPSRC median gender pay gap is 17.6%, with a gender split of 76% women and 24% men.
The gap has become 1.9 percentage points wider

The gap has become 10.2 percentage points wider

Due to rounding, numbers presented in this report may not precisely add to up 100%.
The gap has become 1.2 percentage points wider
The gap has become 6.8 percentage points narrower

Median hourly pay gap per quartile

<table>
<thead>
<tr>
<th>Quartile</th>
<th>Men’s median pay</th>
<th>Women’s median pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lower quartile</td>
<td>£10</td>
<td>£13.23</td>
</tr>
<tr>
<td>Lower middle quartile</td>
<td>£20</td>
<td>£21.87</td>
</tr>
<tr>
<td>Upper middle quartile</td>
<td>£30</td>
<td>£27.38</td>
</tr>
<tr>
<td>Upper quartile</td>
<td>£40</td>
<td>£39.04</td>
</tr>
</tbody>
</table>

Women 69%  n 13.23
Men 31%  n 14.21

Women 59%  n 21.87
Men 41%  n 19.66

Women 36%  n 27.38
Men 64%  n 26.45

Women 23%  n 39.04
Men 77%  n 37.88
### Median hourly pay gap per quartile

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<th>31 March 2019</th>
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<tbody>
<tr>
<td>MRC mean gender pay gap</td>
<td>12.8%</td>
<td>12.8%</td>
<td>0.1 percentage points wider*</td>
</tr>
<tr>
<td>MRC median gender pay gap</td>
<td>2.4%</td>
<td>1.5%</td>
<td>0.9 percentage points wider</td>
</tr>
</tbody>
</table>

* Rounding has been applied to these figures.

#### Lower quartile
- Women: 57%
- Men: 43%

#### Lower middle quartile
- Women: 53%
- Men: 48%

#### Upper middle quartile
- Women: 59%
- Men: 41%

#### Upper quartile
- Women: 43%
- Men: 57%

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### Median hourly pay gap per quartile

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<td>NERC mean gender pay gap</td>
<td>14.4%</td>
<td>15.8%</td>
<td>1.4 percentage points narrower</td>
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<td>12.6%</td>
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#### Lower quartile
- **Women:** 56%
- **Men:** 44%

#### Lower middle quartile
- **Women:** 47%
- **Men:** 53%

#### Upper middle quartile
- **Women:** 36%
- **Men:** 64%

#### Upper quartile
- **Women:** 27%
- **Men:** 73%

- **NERC mean gender pay gap:**
  - **2019:** 14.4%
  - **2018:** 15.8%
  - **Difference:** 1.4 percentage points narrower

- **NERC median gender pay gap:**
  - **2019:** 12.6%
  - **2018:** 10.2%
  - **Difference:** 2.4 percentage points wider

**The gap has become 1.4 percentage points narrower.**

**NERC mean gender pay gap**

**2019:** 14.4%

**2018:** 15.8%

**NERC median gender pay gap**

**2019:** 12.6%

**2018:** 10.2%

**The gap has become 2.4 percentage points wider.**

**UKRI Gender pay gap report 2019**

**Section:**

- **Women:** 56%
- **Men:** 44%

- **Women:** 36%
- **Men:** 64%

- **Women:** 27%
- **Men:** 73%

**UKRI Gender pay gap report 2019**

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Median hourly pay gap per quartile

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<tr>
<td>RE mean gender pay gap</td>
<td>16.1%</td>
<td>31.1%</td>
<td>15.1 percentage points narrower*</td>
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<tr>
<td>RE median gender pay gap</td>
<td>8.8%</td>
<td>23.9%</td>
<td>15.1 percentage points narrower</td>
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* Rounding has been applied to these figures.

Lower quartile
- Women 73%
- Men 27%

Lower middle quartile
- Women 79%
- Men 21%

Upper middle quartile
- Women 67%
- Men 33%

Upper quartile
- Women 50%
- Men 50%
The gap has become 0.5 percentage points wider for the STFC mean gender pay gap, and 1.1 percentage points narrower for the STFC median gender pay gap.

**Median hourly pay gap per quartile**

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<tr>
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<th>Women's median pay</th>
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<tbody>
<tr>
<td>Lower quartile</td>
<td>£12.97</td>
<td>£13.24</td>
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<tr>
<td>Lower middle quartile</td>
<td>£17.79</td>
<td>£17.80</td>
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<tr>
<td>Upper middle quartile</td>
<td>£21.70</td>
<td>£22.01</td>
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<tr>
<td>Upper quartile</td>
<td>£28.28</td>
<td>£29.84</td>
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- **Women**: 36% (Lower quartile), 23% (Lower middle quartile), 23% (Upper middle quartile), 15% (Upper quartile)
- **Men**: 64% (Lower quartile), 77% (Lower middle quartile), 77% (Upper middle quartile), 85% (Upper quartile)
The gap has become 6.6 percentage points narrower for Central Services mean gender pay gap and 30.3 percentage points wider for Central Services median gender pay gap.

### Median hourly pay gap per quartile

- **Lower quartile**
  - Women: 69%
  - Men: 31%
  - Median hourly pay gap: £11.25

- **Lower middle quartile**
  - Women: 74%
  - Men: 26%
  - Median hourly pay gap: £12.05

- **Upper middle quartile**
  - Women: 62%
  - Men: 38%
  - Median hourly pay gap: £15.65

- **Upper quartile**
  - Women: 56%
  - Men: 44%
  - Median hourly pay gap: £16.20

Men's median pay: £20.81
Women's median pay: £20.81
To request copies of this report in large print or in a different format, please contact the Equality, Diversity and Inclusion team at UKRI:

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