



# GENDER PAY GAP 2016

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director at totaljobs



# INTRODUCTION

Totaljobs is one of the UK's leading jobs boards, attracting around 6 million jobseekers every month. One of totaljobs' key areas of focus is on raising awareness of the challenges facing employers and employees across society.

Totaljobs has compiled this report in line with Equal Pay Day – a day which shines a light on the gender pay gap. The aim of the research is not just to identify the current difference between men and women's salaries, but also to discover whether women expect to be paid less than men and whether their salaries truly reflect those expectations.

Previous research carried out by totaljobs, conducted by Dr Hugh Barnes in 2015, revealed that the average salary for roles that female graduates typically apply for is up to £2,000 lower than their male peers<sup>1</sup>.

The research by Dr Barnes highlighted that young women entering the workforce today are not immune from the pitfalls of the gender pay gap, highlighting that it begins at the start of the career ladder.

The 2016 totaljobs Gender Pay Gap report set out to discover if female employees in general had lower salary expectations and what can be done to overcome this.

Within this report, which surveyed 4,700 jobseekers and 145 employers, we take a closer look at where the crux of the problem lies. We have analysed workplace concerns such as discrimination, salary expectations, pay rises and bonuses, and the overall confidence of candidates when it comes to negotiating financial rewards.

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AVERAGE SALARY FOR ROLES THAT FEMALE GRADUATES TYPICALLY APPLY FOR IS UP TO £2,000 LOWER THAN THEIR MALE PEERS

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1. Men's Pay Aspirations 2k Higher Than Women's; Dr Hugh Barnes, Total Jobs Group Research, 23rd June 2015. [www.totaljobs.com/insidejob/gender-pay-gap-2015](http://www.totaljobs.com/insidejob/gender-pay-gap-2015)

# ACKNOWLEDGEMENTS

Many thanks to the participants who gave up their time to complete the survey and to those individuals and organisations who supported the project by sharing information about the study.

## SPECIAL THANKS GO TO:

Women in Film & Television UK WFTV

BCS The Chartered Institute for IT

Mums in Technology

City Parents

Family Friendly Working

Talented Ladies Club

Channel Mum

DevelopHer

Women1st

TransWorkersUK

Career Geek

Milkround Online

STEMettes

JobcenterPlus Bilston

ScienceGrrl

Appologies to anyone we have missed off the list

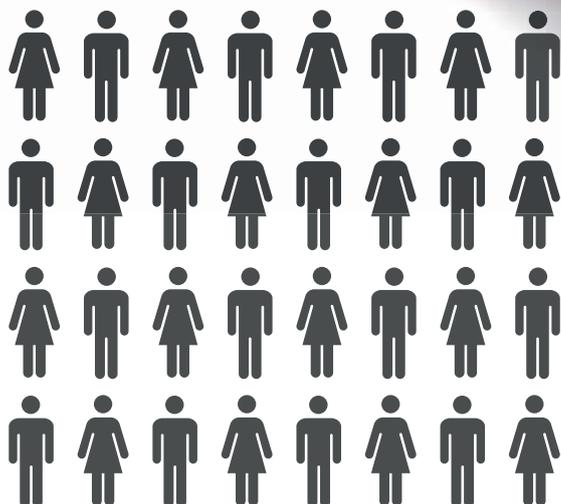
# METHODOLOGY

## SURVEY DESIGN

Existing national and international research on the gender pay gap was consulted to inform the creation of the survey questions, with one set of questions designed for employees and one for employers. Once finalised, the employee survey questions were sent to totaljobs subscribers on 28 September 2016 and shared by organisations. The employer survey questions were sent to the totaljobs employer database on 5 October 2016.

## THE REPORT

More than 4,700 employees and 145 employers responded to the survey. The aim of this report is to summarise the data, provide wider context to the gender pay gap and spur discussion and debate. Complete data tables for each question were not included in the text due to their size and complexity but are [available on demand](#).



**4700**  
EMPLOYEES

**145**  
EMPLOYERS

# KEY INSIGHTS

## BUILDING DIVISIONS

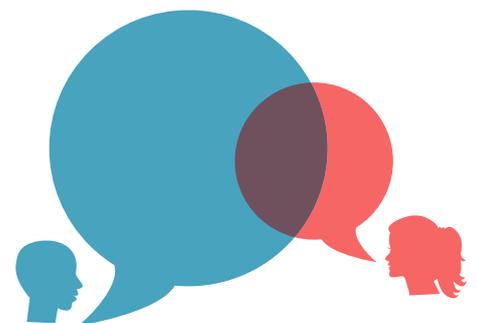
Unfortunately, workplace discrimination is something most women have encountered or witnessed, no matter what industry or rung of the career ladder. Apart from the obvious implications this presents, such as unhappy employees and a disconnect between management and staff, it seems the ongoing gender pay dispute is also fuelling tensions in the workplace.

Totaljobs' research shows nearly a quarter (23%) of women believe men are paid more for carrying out the same job. 58% of men say that men and women receive equal pay compared to 44% of women who agree. These findings suggest that a majority of working women feel salaries aren't fair, resulting in a division between male and female co-workers.

In particular, taking time out for parental leave was called out as a career killer, with one in 10 women attributing their absence from the workplace as the reason behind a missed pay rise or promotion and 16% feeling their pay has never recovered. Further to this, female respondents stated that they are constantly trying to catch up financially on returning to work.

24% of men and 29% of women admit they don't believe their company actively promotes equality in the workplace regardless of age, gender and ethnicity. This is a problem that the Government has long been trying to tackle through legislation and incentives<sup>2</sup>.

58% OF MEN SAY THAT  
MEN AND WOMEN  
RECEIVE EQUAL PAY  
COMPARED TO 44% OF  
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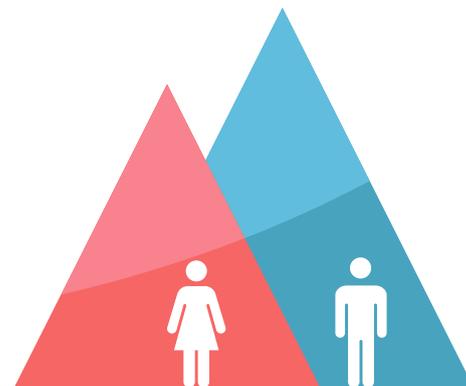
2. <https://www.equalityhumanrights.com/en/equality-act-2010/what-equality-act>

## A SALARY EXPECTATION GAP

Looking at a UK average across all roles, levels, industries and regions, totaljobs' research found women have typically lower expectations than men when it comes to salary, anticipating £25,468 per annum compared to £32,030 for men - **a difference of £6,562.**

Similarly, women continue to under-sell themselves to potential employers when applying for new roles, typically expecting a pay rise of just £3,241 on average compared to £4,107 for men - **a difference of £866.**

These findings echo the research of Dr Hugh Barnes<sup>1</sup> conducted in 2015, which found that the problem was starting much earlier than originally anticipated. The body of work discovered that female graduates are leaving university and actively applying for jobs that pay up to **£2,000 less than** their male counterparts.



WHEN APPLYING FOR A NEW JOB WOMEN EXPECT A PAYRISE OF **£3,241** ON AVERAGE COMPARED TO **£4,107** FOR MEN

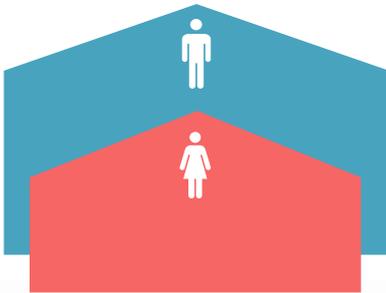
## BUT HOW DO EMPLOYEES FEEL ABOUT THEIR SALARIES?

The totaljobs' research shows that UK employees have greater expectations of their salaries - and these high hopes are not constrained by gender. More than a third (36%) of British workers are disappointed with their current salary, with 58% saying they feel they fall short financially in their current role.

1. Men's Pay Aspirations 2k Higher Than Women's, Dr Hugh Barnes, Total Jobs Group Research, 23rd June 2015. [www.totaljobs.com/insidejob/gender-pay-gap-2015](http://www.totaljobs.com/insidejob/gender-pay-gap-2015)

## WOMEN ARE JUST AS LIKELY AS MEN TO ASK FOR PAY RISES

OF THOSE THAT RECEIVED A PAY RISE, MEN RECEIVE **£1,764** COMPARED TO **£1,377** FOR WOMEN



Despite the fact that equal numbers of men and women received pay rises in their current role (44% of men and 43% of women), totaljobs' research found men received an average pay rise of £1,764 compared to just £1,377 for women in the past twelve months, **a difference of £387.**

On the question of whether they asked for a pay rise, 9% of men and 8% of women said they asked for it directly and were given it, showing that women are just as likely to ask, yet are likely to receive less.

Across all employees, the majority were granted a salary increase because everyone was given a pay rise (31%), while the least popular response was in recognition of work (18%).

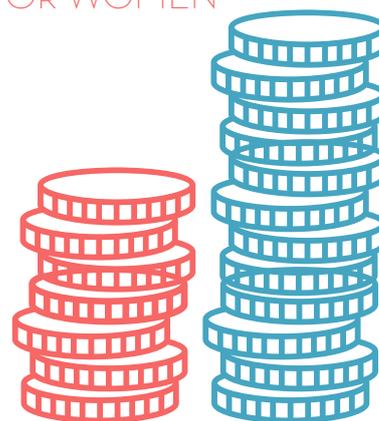


## BONUS SCHEMES

Not only do men reap the financial rewards in terms of salary, they also get the sweeter deal when it comes to annual bonuses.

Of those awarded a bonus in the last 12 months, men received an average of £2,059 compared to £1,128 for women - **a substantial difference of £931**. Further to this, 42% of candidates revealed there is no bonus scheme in place at their organisation and, as a result, no financial incentive to drive performance across the business.

MEN RECEIVED AN AVERAGE OF **£2,059** COMPARED TO **£1,128** FOR WOMEN



## MANY LACK THE CONFIDENCE TO TALK ABOUT MONEY

Totaljobs' research showed three quarters (75%) of women don't feel comfortable asking for a pay rise in the first place, whereas 59% of men do.

Women were asked what holds them back from asking for more money, revealing:

- 37% admit that they lack the **confidence** to ask for more money
- 30% said they don't want to risk damaging their **relationship with their manager**
- 28% say it's not part of the **company culture**
- 25% said they don't like **talking about money**

75% OF WOMEN DON'T FEEL COMFORTABLE ASKING FOR A PAY RISE IN THE FIRST PLACE, VERSUS 59% OF MEN



Participants were asked whether they would feel more comfortable approaching a male or female boss to ask for a payrise:

“ It can be difficult for some male managers to understand the obstacles that women face within the professional world. I feel like a female manager would be more empathetic. ”

“ I've only ever worked for women - so I find them easier to talk to. ”

“ It's relatable, with a woman you feel immediately safer, maybe also if they have children they understand on the flexibility you can give and also needing more to support the family too. ”

“ I believe that my manager is always looking out for my best interests no matter of gender. ”

“ Female managers are less compassionate and more likely to play hard ball because they think it's the way to manage people. ”



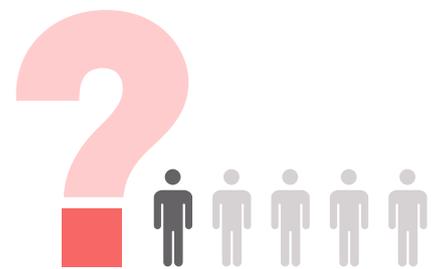
AT PRESENT 20% OF EMPLOYERS ARE EITHER UNSURE OR UNCONFIDENT THAT SALARIES ARE EQUAL ACROSS THE GENDERS

## ONE IN FIVE (20%) OF EMPLOYERS CAN'T BE SURE THEIR SALARIES ARE EQUAL

With new legislation expected to come into force in April 2018<sup>3</sup>, many UK businesses will be forced to reveal their gender pay inequality statistics.

Naturally this will be cause for companies to take stock of how prevalent the gender pay gap is within their organisation. At present, one in five employers (20%) are either unsure or unconfident that salaries are equal across the genders. Surprisingly, over half (51%) of the employers questioned were unaware that this legislation is even coming. This could be a big wake-up call for a number of organisations.

More than half of employers (58%) said that their salary information across roles and gender is not readily available to employees on request. Only 49% of hiring managers receive training on gender equality and equal pay, and a third of employers (34%) actively carry out a salary review.

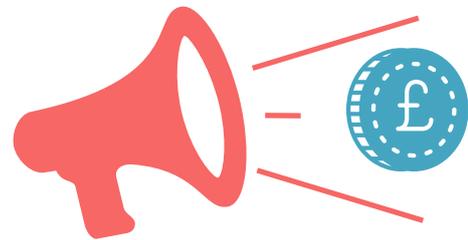


3. <http://www.lexology.com/library/detail.aspx?q=906269c2-9f12-4b9b-a867-59f42a9cfa40>

## EMPLOYEES DON'T ALWAYS KNOW HOW COMPANIES REWARD EMPLOYEES

Almost a third (31%) of women claim they don't know how their current company makes decisions with regards to its bonus scheme.

31% OF FEMALE WORKERS ARE UNAWARE ABOUT SALARIES AND PAY RISES, COMPARED TO 26% OF THEIR MALE COUNTERPARTS



Employees were asked if they had ever raised a concern with an employer about equal pay:

“ When I tried to gently raise the question I was met with quite an aggressive response and told I would be considered a trouble maker if I continued to query it or raise it as a concern in anyway. ”

“ On one occasion, one gender was promoted to ensure the same amount of both sexes in management roles. The company agreed gender discrimination was acceptable in this case. ”

“ My company is prepared to pay women less, even when they have the same skills and experience as men. ”

# ADVICE TO EMPLOYEES

## BY THE GUARDIAN COLUMNIST LUCY MANGAN

Many women admitted that they are unsure as to how bonuses and payrises are awarded within their organisations, uncovering this information will put them in a much stronger position to ensure they are securing the same rewards as their male colleagues.



Lucy Mangan, columnist at The Guardian offers her advice to female employees:

“

Totaljobs' research showed that 26% of women (31% of men, so even they've still room for improvement in this matter) are unaware of how their company makes decisions about salary and payrises. This is an entirely alterable state of affairs for anyone and first of all we must inform ourselves.

Secondly, we must inform others. 58% of men believe men and women receive equal pay. They could be gently disabused of this notion. Some will chortle up their sleeves in delight at still being on the right side of the equation, but the majority hopefully will not.

You can seek out dissatisfied peers. Nearly a quarter of women believe that their male equivalents are being paid more. That's a lot of workplace tension. Offer your employer – you are so kind, so thoughtful! – a simple way of defusing it.

Ah yes – employers. 68% of them have a gender pay equality policy. Whether all of these are the sturdy bulwarks against inequality you'd hope for or more of a sop towards current concerns, I leave it to your own conscience and experience to decide. Only 34% of employers carry out salary reviews across gender to make sure no discrepancies are arising. Again, not all of these may be foolproof systems.

On both sides of the boss/worker divide we, and they, can and should do more. My fellow female employees can take the figures above as a useful set of starting points. The next time you look for a new job, add another £6,500 to your ambitions. Sit with that new number until it starts to feel natural. Because it is. Because you're worth it. ”

READ MORE FROM LUCY  
MANGAN ON [TOTALJOBS](#)

# ADVICE TO EMPLOYERS

BY TOTALJOBS DIRECTOR,  
JOHN SALT

In April 2018 when the mandatory gender pay gap reporting comes into force<sup>3</sup>, many businesses will be expected to publically report on internal gender pay gap findings. These new regulations will force employers to investigate gender equality across their business even if they believe that they are operating a fair policy.

by John Salt, director at totaljobs

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I would strongly encourage employers to actively monitor for salary differences between male and female employees to ensure gender equality across their organisation. By regularly reviewing salaries, bonuses and pay rises across genders, they will safeguard against any unintentional discrimination and ensure that there are no nasty surprises when it comes to having to publically report their practices in early 2018. ”



3. <http://www.lexology.com/library/detail.aspx?g=906269c2-9f12-4b9b-a867-59f42a9cfa40>

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This report and other related documents can be downloaded from [totaljobs.com](https://totaljobs.com)

If you require the survey raw data, please contact:  
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[www.totaljobs.com](https://www.totaljobs.com)