

HIE'S EQUAL PAY REVIEW 2014 – AT A GLANCE

Equal pay reviews traditionally explore differences in average pay for men and women. The gender pay gap is presented as women's average pay¹ as a percentage of men's average pay. The gender pay gap in Scotland in 2014 was 15.4%².

Gender and pay

Figure 1 shows that HIE's gender pay gap in 2014 was 15.94%; - women on average earned 15.94% less than men. The pay gap has narrowed significantly from 26.5% in 2007.

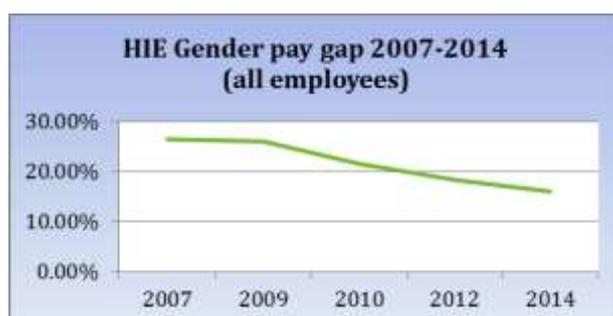


Figure 1: HIEs gender pay gap narrows from 2007 to 2014

HIEs gender pay gap is caused by a pattern of occupational segregation³, whereby women are disproportionately represented in lower and middle grades. Whilst around two thirds of HIE's workforce is female 85% of women and 66% of men work in grade E or below. Narrowing of the gender pay gap since 2007 reflects an increase in the proportion of women at Director Grade, although the pipeline of female employees at Executive Grade reduced.

The gender pay gap for full time women only is slightly lower at 14.72% (11.5% across Scotland) and for part time women is significantly higher at 23.73% (33.5% across Scotland). Women represent 90% of all part time workers in HIE, with most part time roles at grade D and no part time working beyond grade F, accounting for the wider part time pay gap.

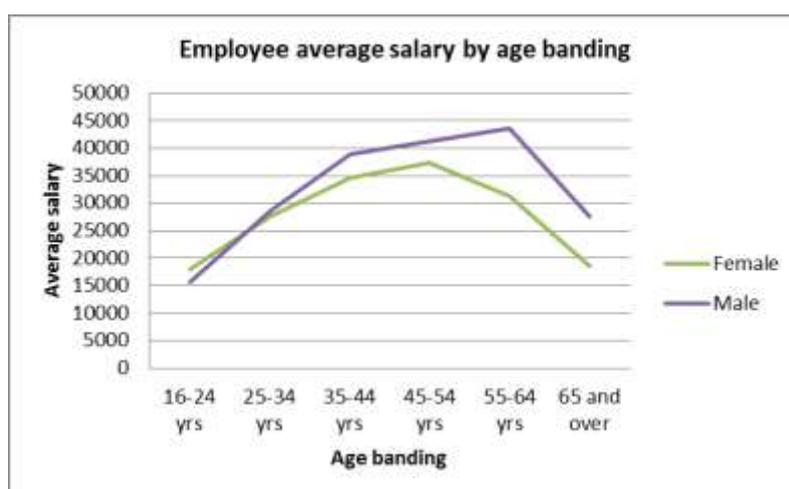


Figure 2: patterns of earning by age band

¹ Based on the "mean" average

² Based on data by [Close the Gap](#)

³ The clustering of men and women in different levels of work (vertical occupational segregation ("glass ceiling")) and types of work (horizontal occupational segregation)

The gender pay gap also varies by age. Young women in HIE, in line with national trends, earn slightly more than young men, however this reverses in age band 25-34 years, with men consistently earning more than women thereafter, as set out on Figure 2. The gender pay gap is greatest for women in the age band 55-64 years.

Gender and length of service

Analysing workforce demographics helps us understand the gender pay gap. It highlights different patterns of employment by men and women, as illustrated in Figure 3. Men have longer average service with HIE than women, particularly those at higher grades. Women currently employed across the grades average between 10 and 14 years' service (with the exception of grades A and Exec 2). Men currently average between 5 and 10 years' service at grade D and below and between 12 and 21 years' service at grades E and above.

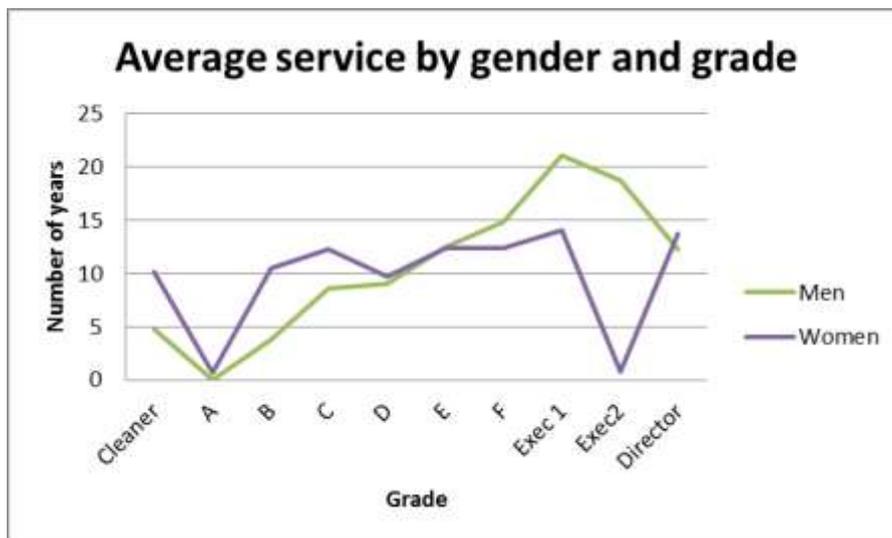


Figure 3: differing patterns of service for men and women

This is further illustrated in Figure 4, showing that there is a steady decrease in the number of men in the workforce as employee service increases. The employment pattern for women differs in that there is a sharp decrease in the number of women in the workforce beyond 14 years' service.

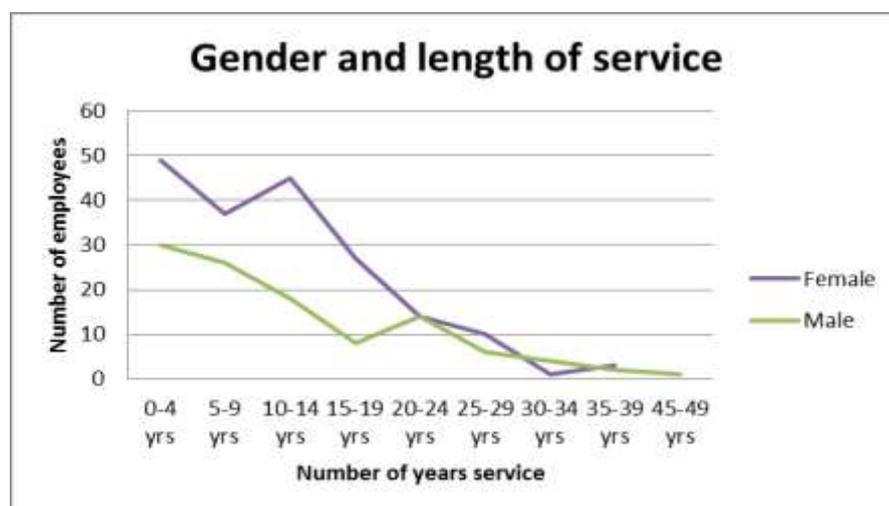


Figure 4: gendered patterns of employment by length of service

Gender and age

The age profile of men and women also varies across HIE. Women have a younger age profile, with both a greater proportion of young women than young men in HIE and a smaller proportion of older women than men, as set out in Figure 5.

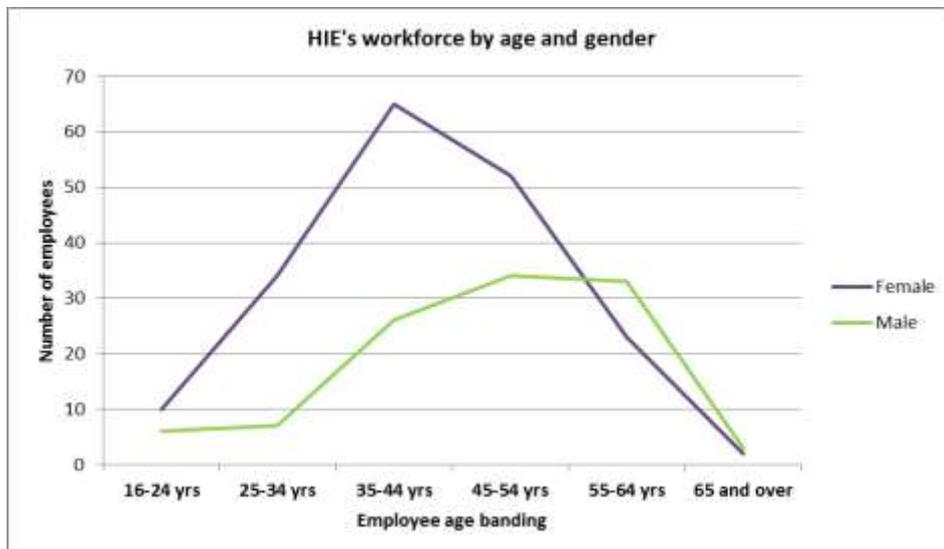


Figure 5: HIE's workforce by age and gender

How do we use pay gap information?

HIE's equal pay review informs the development of the pay remit which in turn determines HIE's pay and grading structure. It supports HIE's equal pay policy and an equal pay action plan which explores and addresses issues identified in the review.

HIE is required to report our gender pay gap in the [Equality Mainstreaming Report](#), which is published alongside our equal pay policy on the HIE website. From 2017 HIE will also be required to consider whether there are patterns of occupational segregation for employees who have a disability or by race, extending our pay analysis beyond gender.

How do HIE employees contribute to the equal pay review?

HIE's equal pay review is based on employee monitoring data which each employee updates via HR online. Analysis shows an improvement in voluntary data disclosure rates between 2014 and 2015, as set out in Figure 6.

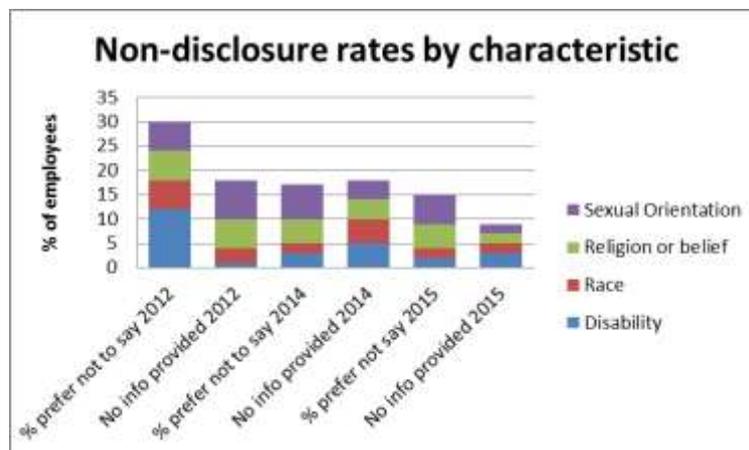


Figure 6: Non-disclosure rates 2014-2015

This ensures that analysis of employee information is based on increasingly complete and accurate data. Consequently we have a high degree of confidence in the data used to develop policies and practices which accurately reflect the demographics and needs of our workforce.

HIE's next equal pay review will be carried out in 2016.