



The Gender Pay Gap Report 2021

(Analysing data from March 2020)

1. Introduction

The current gender pay gap at the University of London has closed to a reasonably significant degree from the previous year and is much reduced from the 2018 figure. The progress that has been made is welcomed albeit that it is recognised that there is no room for complacency and that work remains to be done.

The data shows that female members of staff continue to make up the majority of the

3. Gender pay gap quartiles

Table 2. Gender quartiles from last three years						
Employee Quartiles	Male %			Female %		
	2018	2019	2020	2018	2019	2020
Lower Quartile	36	36	44	64	64	56
Lower Middle Quartile	36	34	35			



5. The difference between the gender pay gap and equal pay calculations

Equal pay calculations identify differentials in the rates paid to women and men for the same or comparable work.

Gender pay gap reporting is a comparison of the average male and female salaries in the institution and takes no account of the roles or work involved.

Analysis of senior roles at the University reveals that the cause of the gender pay gap remains the relative under-representation of women specifically in the more senior and more highly paid roles.