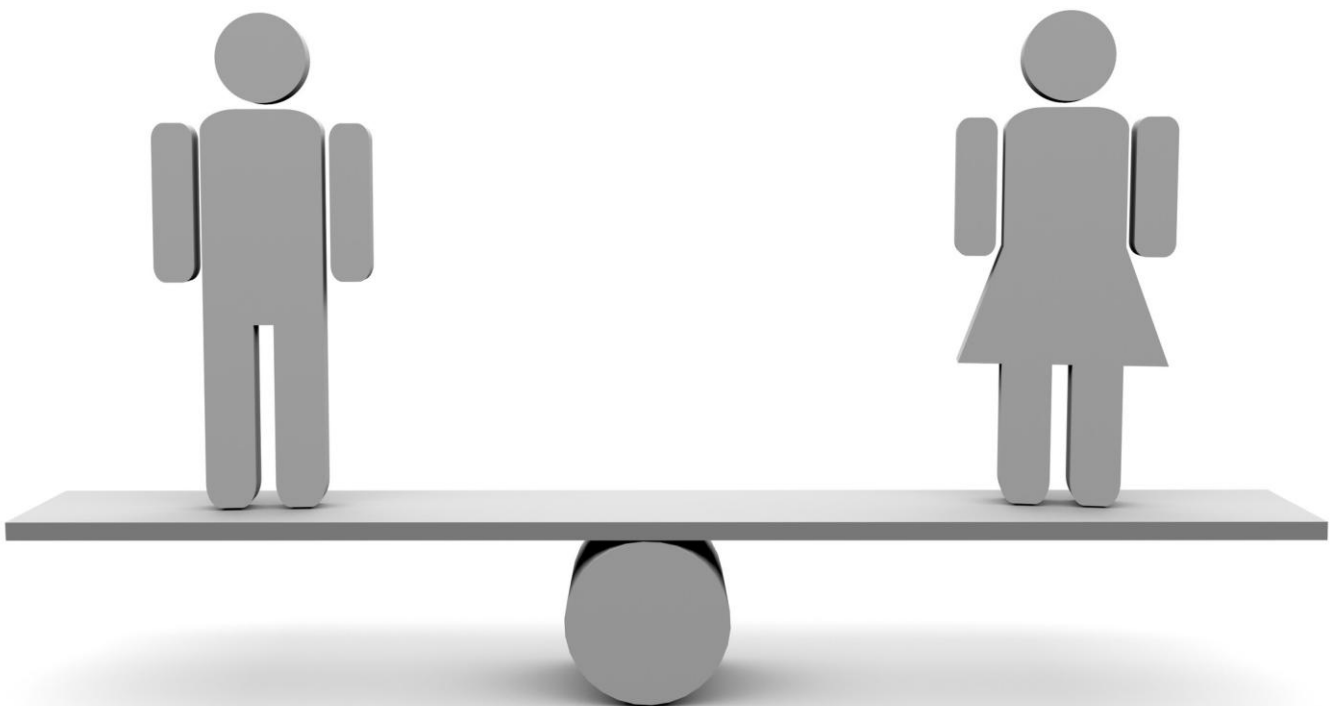


Gender and The Environmental Science Sector



Salary Guide 2011

The Institution of Environmental Sciences



Average salary guide

Whilst it is illegal for an employee's gender to affect the salary they receive, there continues to be a disparity between men and women's pay in the environmental sector. This is part of a national trend across all sectors. The defence for this is often given as being due to men more often holding senior positions attracting higher remuneration. This salary guide therefore aims to compare 'like-for-like' as much as possible by comparing men and women's average salary by sector and position.

How to use this guide

This guide enables you to compare your salary against the average and range for your gender, age, position and sector. Through enabling such comparisons, it is hoped that professionals will be able to make the case for earning a competitive salary for their sector and position.

Salary band

Respondents were asked within which £5,000 salary band their salary fell. **Figure 1** enables you to identify where your salary lies compared to other professionals working in the sector. The disparity between men and women's salaries can be seen, with women featuring more strongly at the lower end of the salary scale compared to men (up to £35,000-39,999).

Salary and age

The difference between men and women's salaries is often more pronounced amongst later career professionals though differences can be seen throughout. You can compare your salary with men and women of your age using **Figure 2** by identifying where you fall in the salary ranges.

Salary and position

Figure 3 enables you to compare your salary with others working at the same level as you in their organisation. You can compare directly with those working in your own sector to determine whether your salary is competitive for your position (see **Figure 4** (Consultancy), **Figure 5** (Government), **Figure 6** (Academia) and **Figure 7** (Industry)).

Pay gap

The pay gap across all sectors between men and women is shown clearly in **Figure 8**, and divided by sector in **Figure 9**. These graphs also demonstrate the differences in representation of men and women in each sector.

About the data

In 2010 a survey of professional members of the Institution of Environmental Sciences (IES) was undertaken to identify trends within employment in the environmental sciences sector. There are 392 respondents represented in total, although fewer are displayed for the graphs only showing specific sectors. Respondents were asked to identify their salary band, sector and position within their organisation, and age at the time of the survey. Respondents were also asked to state their gender, enabling the identification of any differences between employment for men and women. Some positions and salary bands had low sample sizes, which can make it difficult to draw firm conclusions.

Other reports on this survey can be found on the IES website: www.ies-uk.org.uk. The *Membership Employment Report Part 1: Employment* looks generally at employment in the sector, whilst *Part 2: Gender* discusses gender inequalities further, and *Part 3: Qualifications* considers the value of further education and Chartership designations in employment in the environmental sector.

About the Authors

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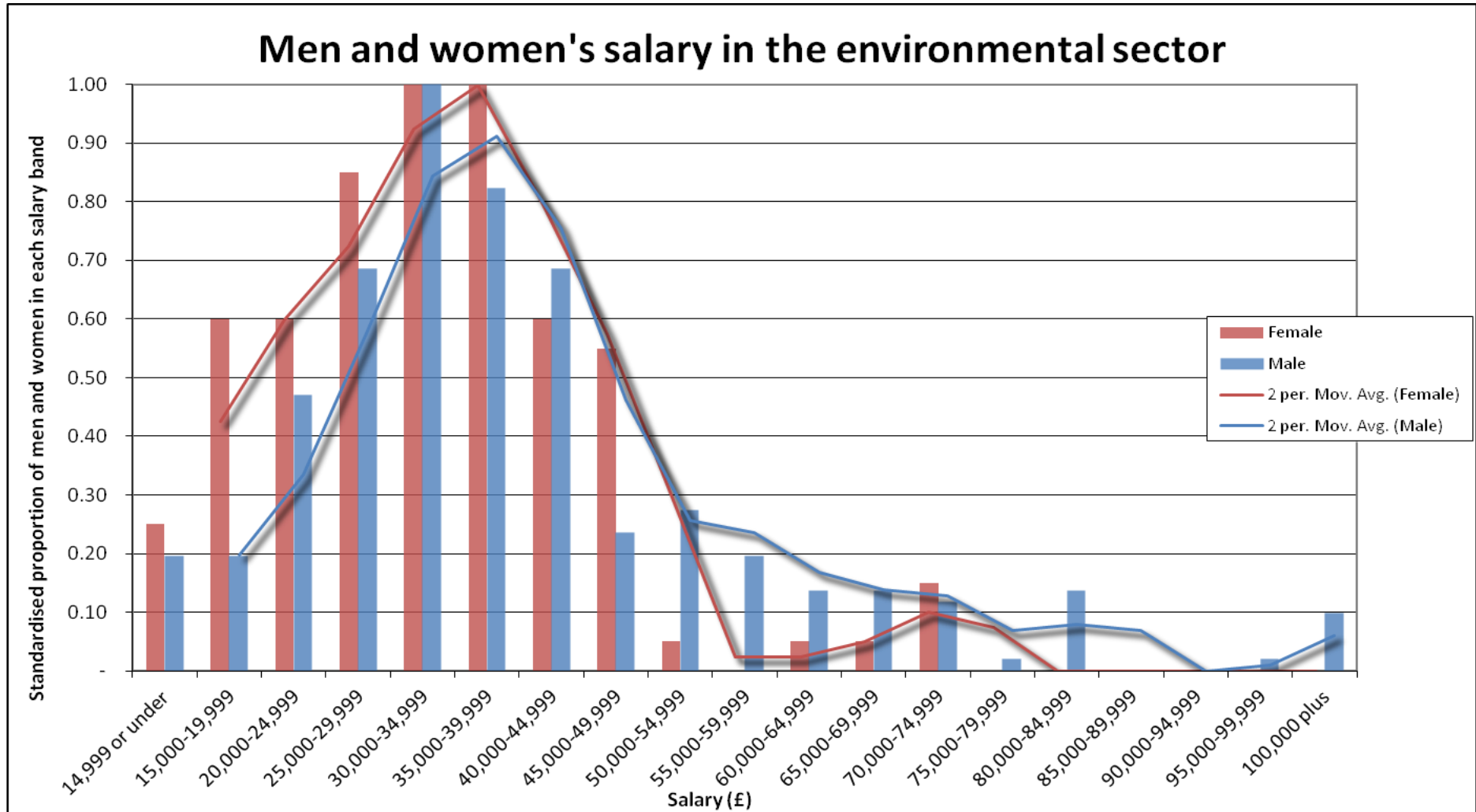
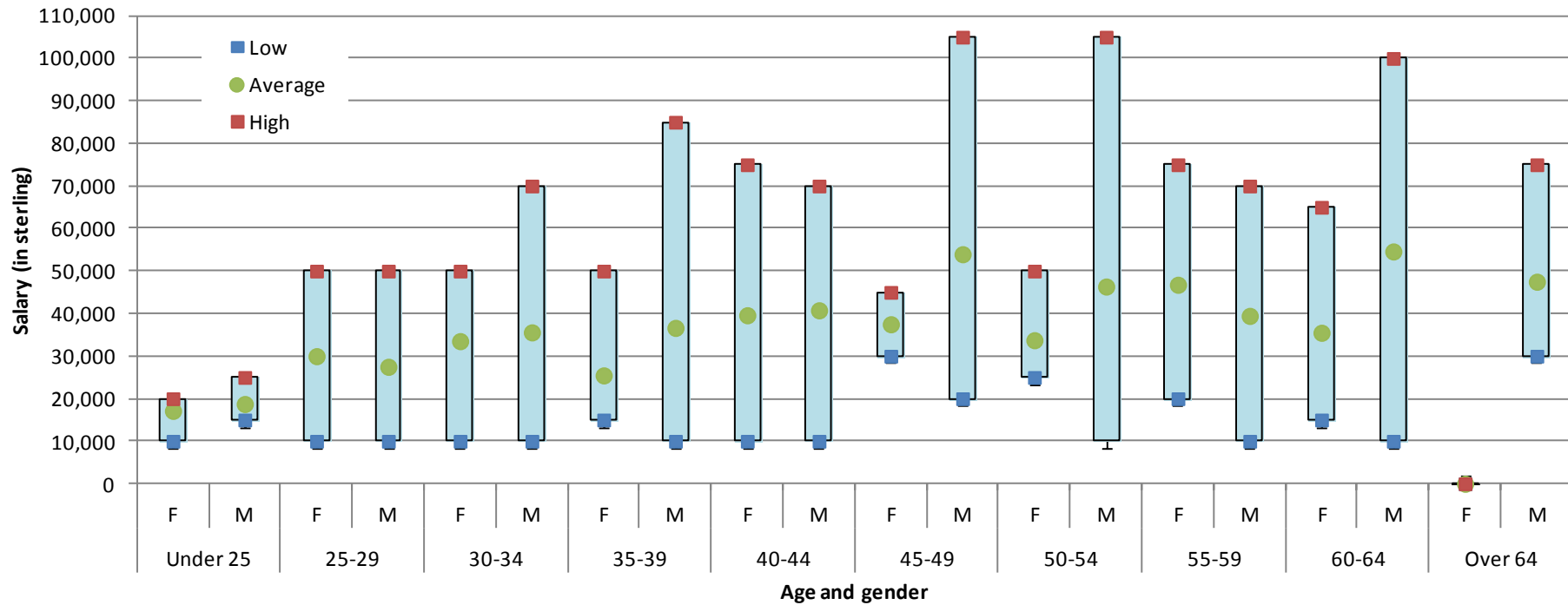


Figure 1: Men and women's salary. The male and female average trendlines indicate the common distribution of salary for men and women. (This is shown as a moving average trendline to smooth over anomalies). A higher proportion of men work in the environmental sector; the proportion of men and women in each salary band has been standardised to allow for this. The vertical axis of the graph goes up to 1. For men, 1 = 51. For women, 1 = 20. (i.e. the highest number of men and women in one salary band category is 51 and 20, so this is shown as the highest point in the graph).

Range and average salary by age and gender



Age (years)	Under 25		25 - 29		30 - 34		35 - 39		40 - 44		45 - 49		50 - 54		55 - 59		60 - 64		Over 64	
Gender	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M
Average salary difference	£	1,607	2,500		2,058		11,171		1,162		16,465		107,539		7,321		19,115		N/A	
	%	8.5	9.0		5.8		30.4		2.8		30.5		76.1		18.5		35.0		N/A	
Number of respondents	7	8	21	32	34	51	21	44	13	45	3	29	4	38	7	14	5	13	0	3

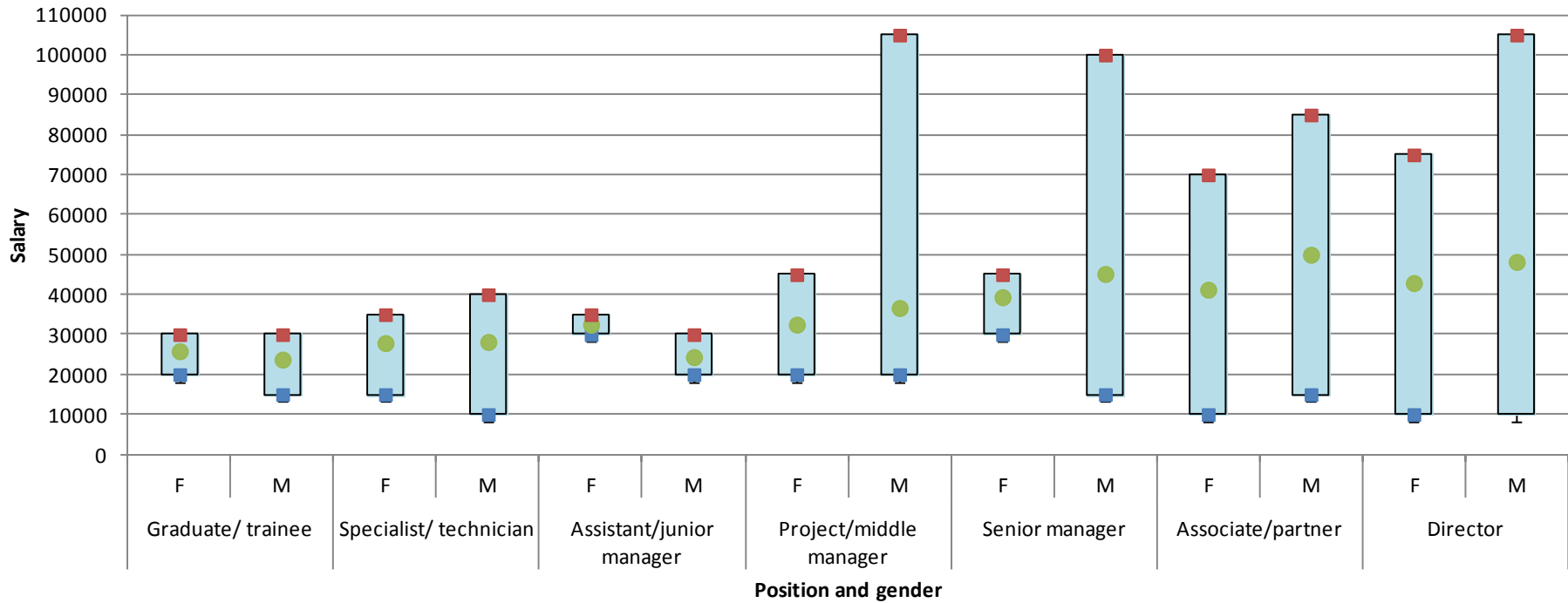
Figure 2: Graph showing the average and the total range of salary across all respondents, divided by gender and age. The graph shows the average salary (green) and the top (red) and bottom (blue) ranges. The salary band is represented by the lowest end of the band range i.e. between £15,000-£20,000 is shown as £15,000. Those earning under £14,999 are shown as earning £10,000. Those earning over £100,000 are shown as earning £105,000. The average difference in total amount and in percentage is shown in red where women earn less, blue where men earn less and black if there is no difference or it is not applicable. The total number of respondents is shown.



Position	Graduate/ Trainee		Officer (government bodies)		Specialist/ Technician		Assistant/ Junior Manager		Project/ Middle Manager		Senior Manager		Associate/ Partner		Director	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M
Average salary difference	£	1,012	3,979	513	3,143	3,034	3,592	8,750	5,238							
	%	5	12.1	1.8	10.6	8	7.6	17.5	10							
Number of respondents	6	7	13	29	20	37	7	10	32	79	15	49	6	12	7	46

Figure 3: Graph showing the average and the total range of salary across all sectors, divided by gender and position. The graph shows the average salary (green) and the top (red) and bottom (blue) ranges. The salary band is represented by the lowest end of the band range i.e. between £15,000-£20,000 is shown as £15,000. Those earning under £14,999 are shown as earning £10,000. Those earning over £100,000 are shown as earning £105,000. The average difference in total amount and in percentage is shown in red where women earn less, blue where men earn less and black if there is no difference or it is not applicable. The total number of respondents is shown.

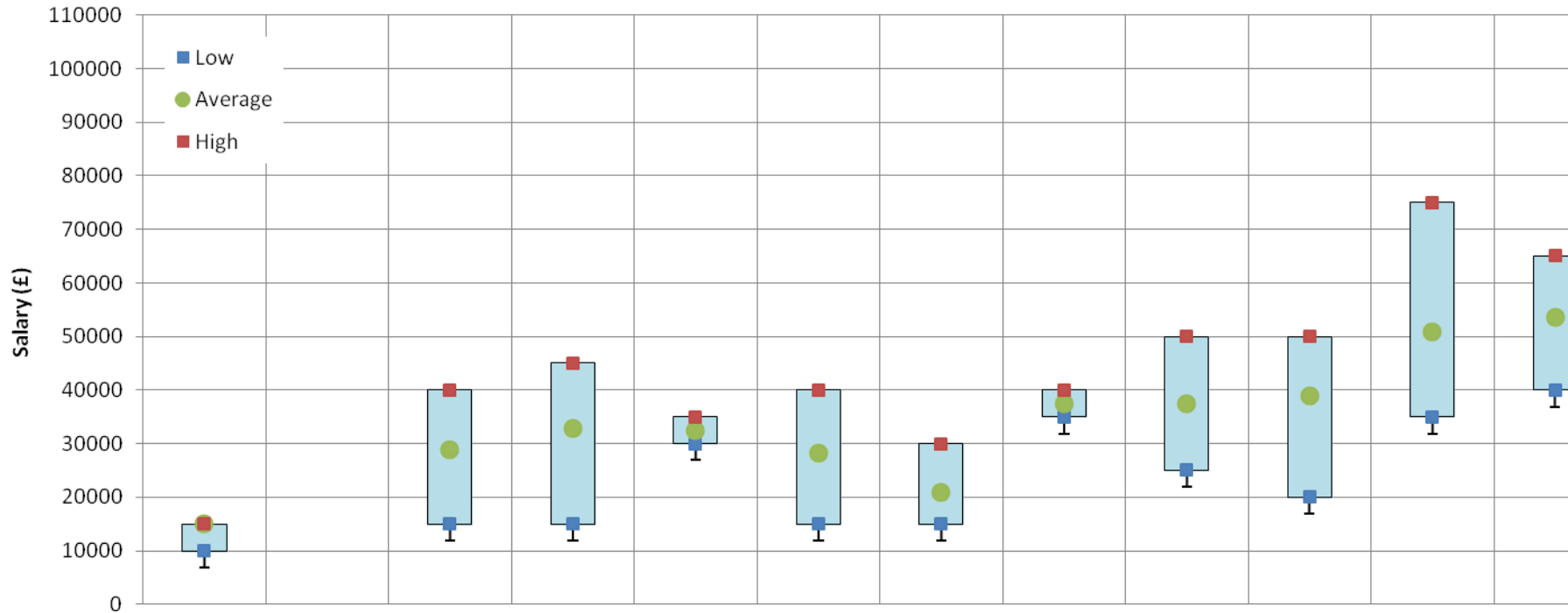
Salary by position - Consultancy



Position	Graduate/ Trainee		Specialist/ Technician		Assistant/ Junior Manager		Project/ Middle Manager		Senior Manager		Associate/ Partner		Director		
Gender	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Average salary difference	£	2,083		282		8,125		4,167		5,817		8,750		5,298	
	%	8.1		1		25		11.4		12.9		17.5		11	
Number of respondents	3	4	13	15	1	8	21	45	8	26	6	12	6	35	

Figure 4: Graph showing the average and the total range of salary of professionals working in consultancy, divided by gender and position. The graph shows the average salary (green) and the top (red) and bottom (blue) ranges. The salary band is represented by the lowest end of the band range i.e. between £15,000-£20,000 is shown as £15,000. Those earning under £14,999 are shown as earning £10,000. Those earning over £100,000 are shown as earning £105,000. The average difference in total amount and in percentage is shown in red where women earn less, blue where men earn less and black if there is no difference or it is not applicable. The total number of respondents is shown.

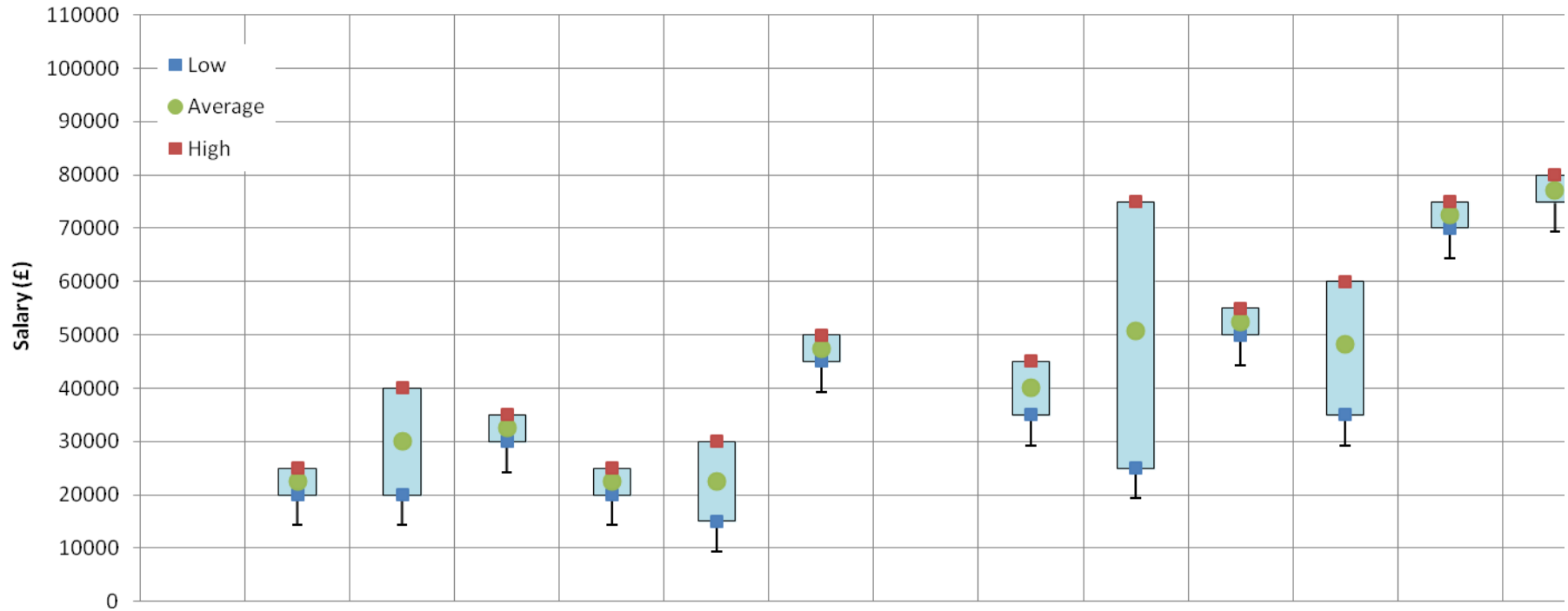
Salary by position - Government



Position	Graduate/ Trainee		Officer (government bodies)		Specialist/ Technician		Assistant/ Junior Manager		Project/ Middle Manager		Senior Manager		
	F	M	F	M	F	M	F	M	F	M	F	M	
Average salary difference	£	N/A		4,036		4,286		16,667		1,471		2,667	
	%	N/A		12.3		13.2		44.4		3.8		5	
Number of respondents	1	0	11	25	1	7	3	1	8	17	3	5	

Figure 5: Graph showing the average and the total range of salary of professionals working in government, divided i.e. by gender and position. The graph shows the average salary (green) and the top (red) and bottom (blue) ranges. The salary band is represented by the lowest end of the band range i.e. between £15,000-£20,000 is shown as £15,000. Those earning under £14,999 are shown as earning £10,000. Those earning over £100,000 are shown as earning £105,000. The average difference in total amount and in percentage is shown in red where women earn less, blue where men earn less and black if there is no difference or it is not applicable. The total number of respondents is shown.

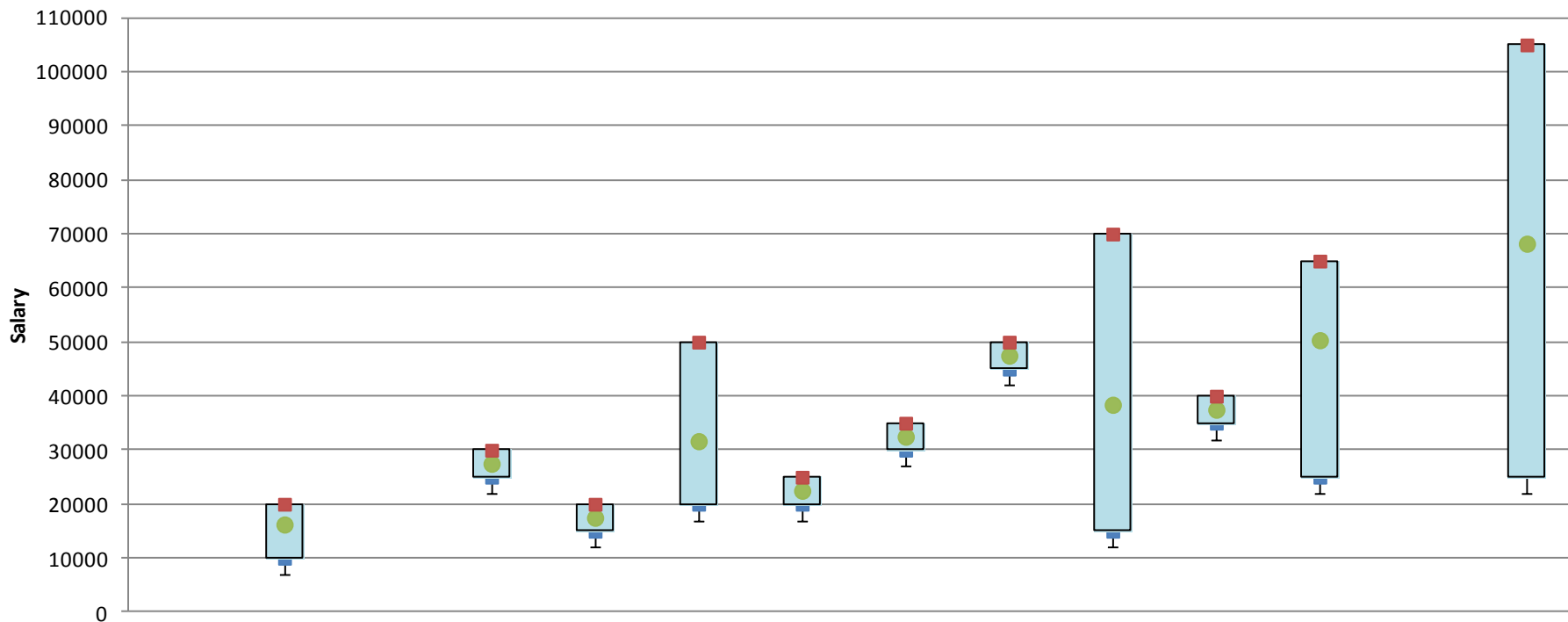
Salary by position - Academia



Position	Graduate/ Trainee		Specialist/ Technician		Assistant/ Junior Manager		Project/ Middle Manager		Senior Manager		Associate/ Partner		Director		
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Average salary difference	£	N/A		2,500		0		N/A		10,833		4,167		4,500	
	%	N/A		7.7		0		N/A		21.3		7.9		5.8	
Number of respondents	0	1	2	1	2	3	1	0	2	3	1	6	1	1	

Figure 6: Graph showing the average and the total range of salary of professionals working in academia, divided by gender and position. The graph shows the average salary (green) and the top (red) and bottom (blue) ranges. The salary band is represented by the lowest end of the band range i.e. between £15,000-£20,000 is shown as £15,000. Those earning under £14,999 are shown as earning £10,000. Those earning over £100,000 are shown as earning £105,000. The average difference in total amount and in percentage is shown in red where women earn less, blue where men earn less and black if there is no difference or it is not applicable. The total number of respondents is shown.

Salary by position - Industry



Position	Graduate/ Trainee		Specialist/ Technician		Assistant/ Junior Manager		Project/ Middle Manager		Senior Manager		Associate/ Partner		Director		
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Average salary difference	£	N/A		N/A		14,167		10,000		9,091		12,857		N/A	
	%	N/A		N/A		44.7		30.8		19.1		12.5		N/A	
Number of respondents	0	2	0	1	1	6	1	1	1	11	1	7	0	7	

Figure 7: Graph showing the average and the total range of salary of professionals working in industry, divided by gender and position. The graph shows the average salary (green) and the top (red) and bottom (blue) ranges. The salary band is represented by the lowest end of the band range i.e. between £15,000-£20,000 is shown as £15,000. Those earning under £14,999 are shown as earning £10,000. Those earning over £100,000 are shown as earning £105,000. The average difference in total amount and in percentage is shown in red where women earn less, blue where men earn less and black if there is no difference or it is not applicable. The total number of respondents is shown.

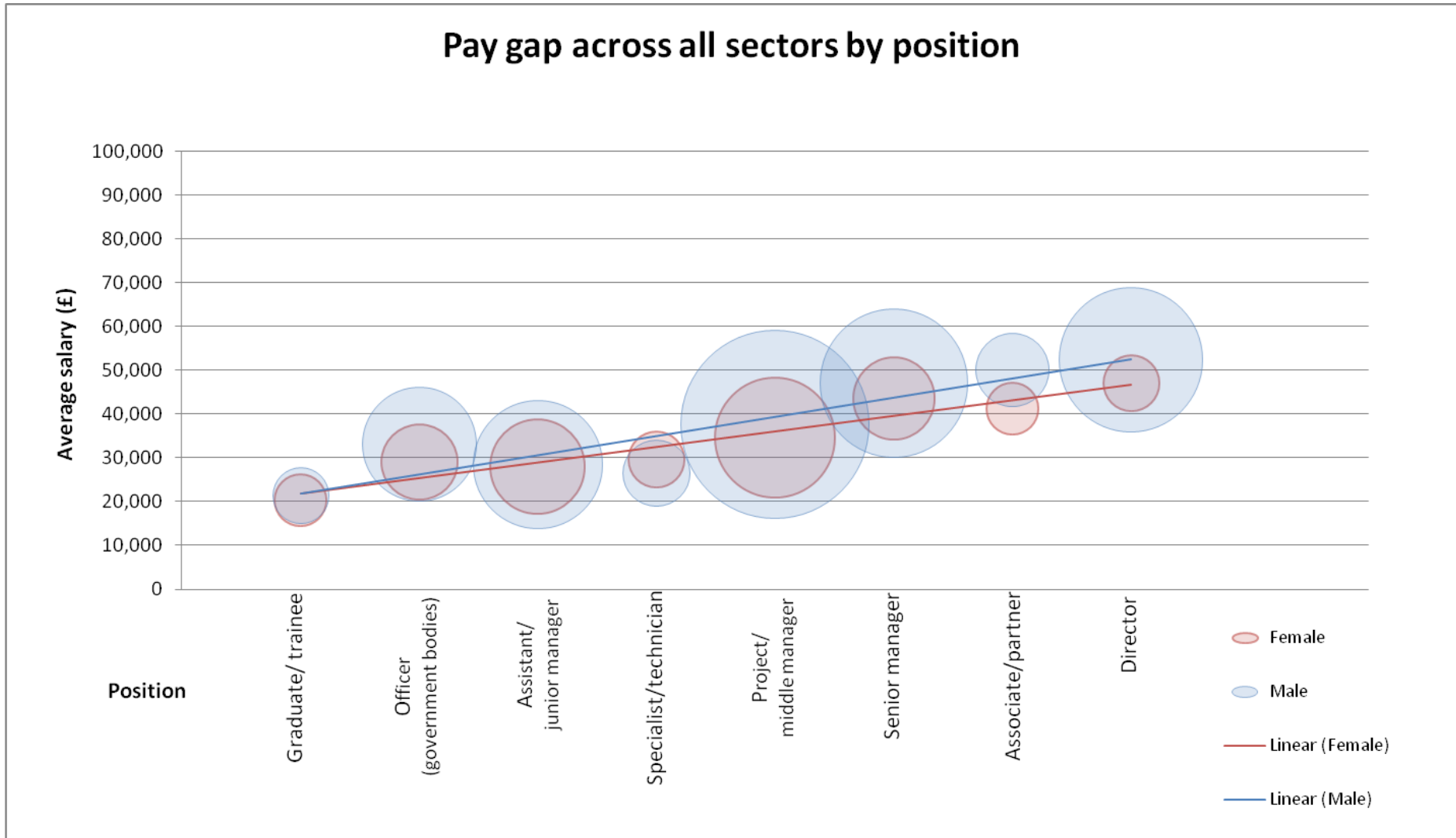


Figure 8: Pay gap across all sectors by position. The size of the bubble indicates the number of respondents. The linear trendlines show the average salary divided by gender. Mid ranges were drawn from the salary bands to calculate averages, e.g. £17,500 was used for 15,000-19,999.

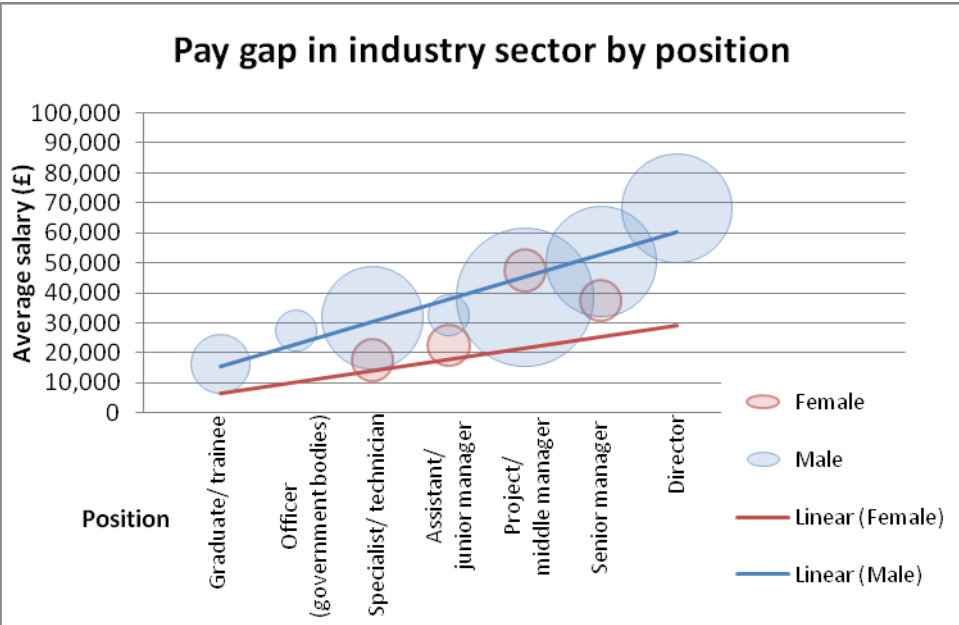
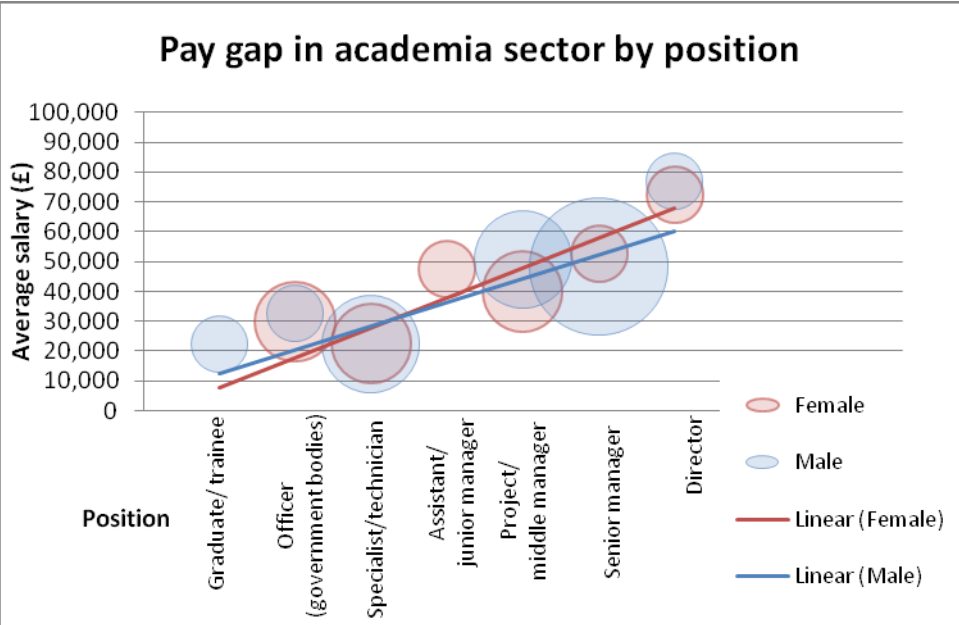
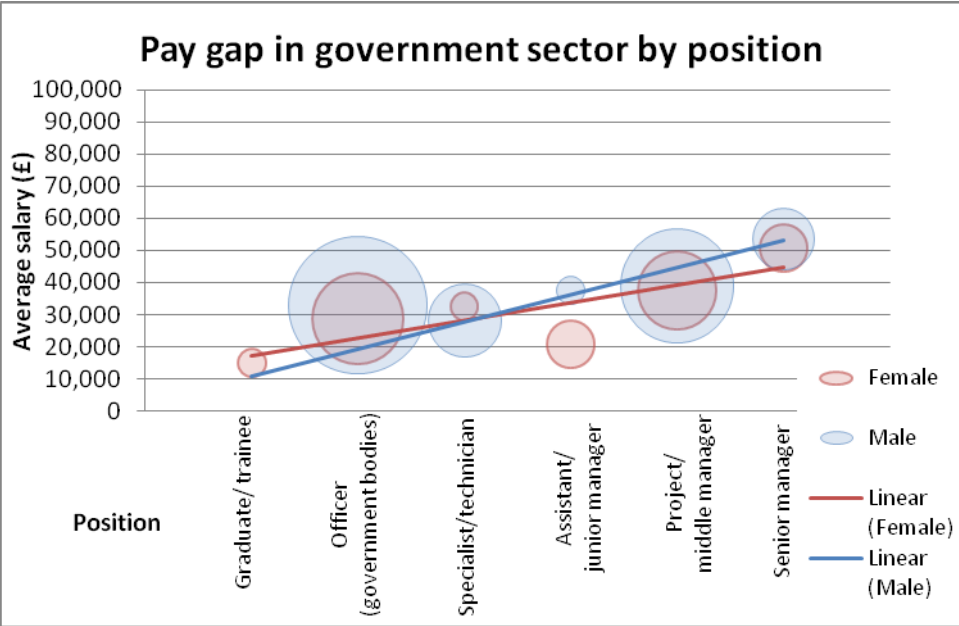
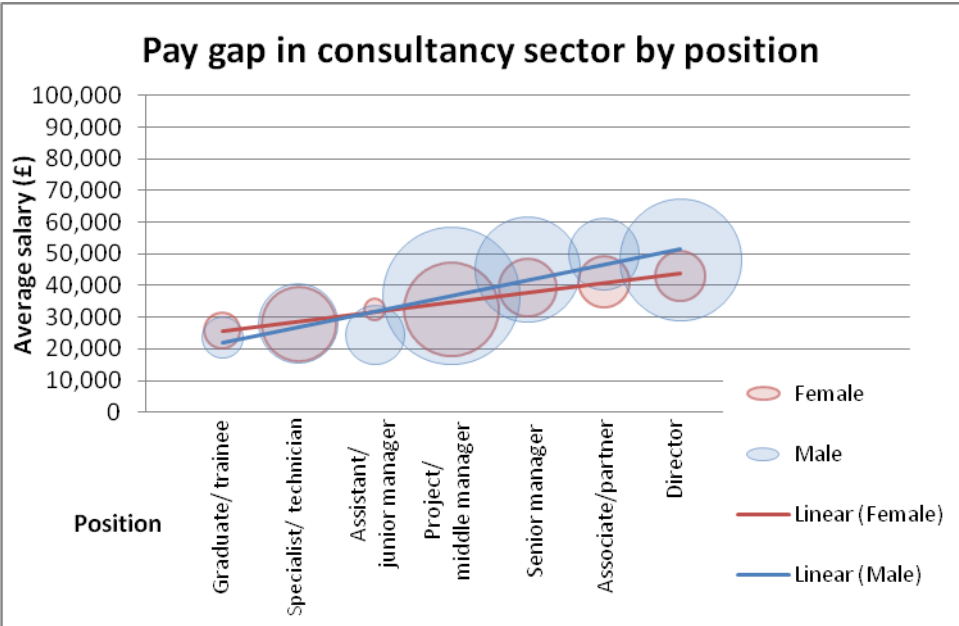


Figure 9: Pay gap across by position shown by the different sectors: consultancy; government; academia; and industry. The size of the bubble indicates the number of respondents. The linear trendlines show the average salary divided by gender. Mid ranges were drawn from the salary bands to calculate averages, e.g. £17,500 was used for 15,000-19,999.