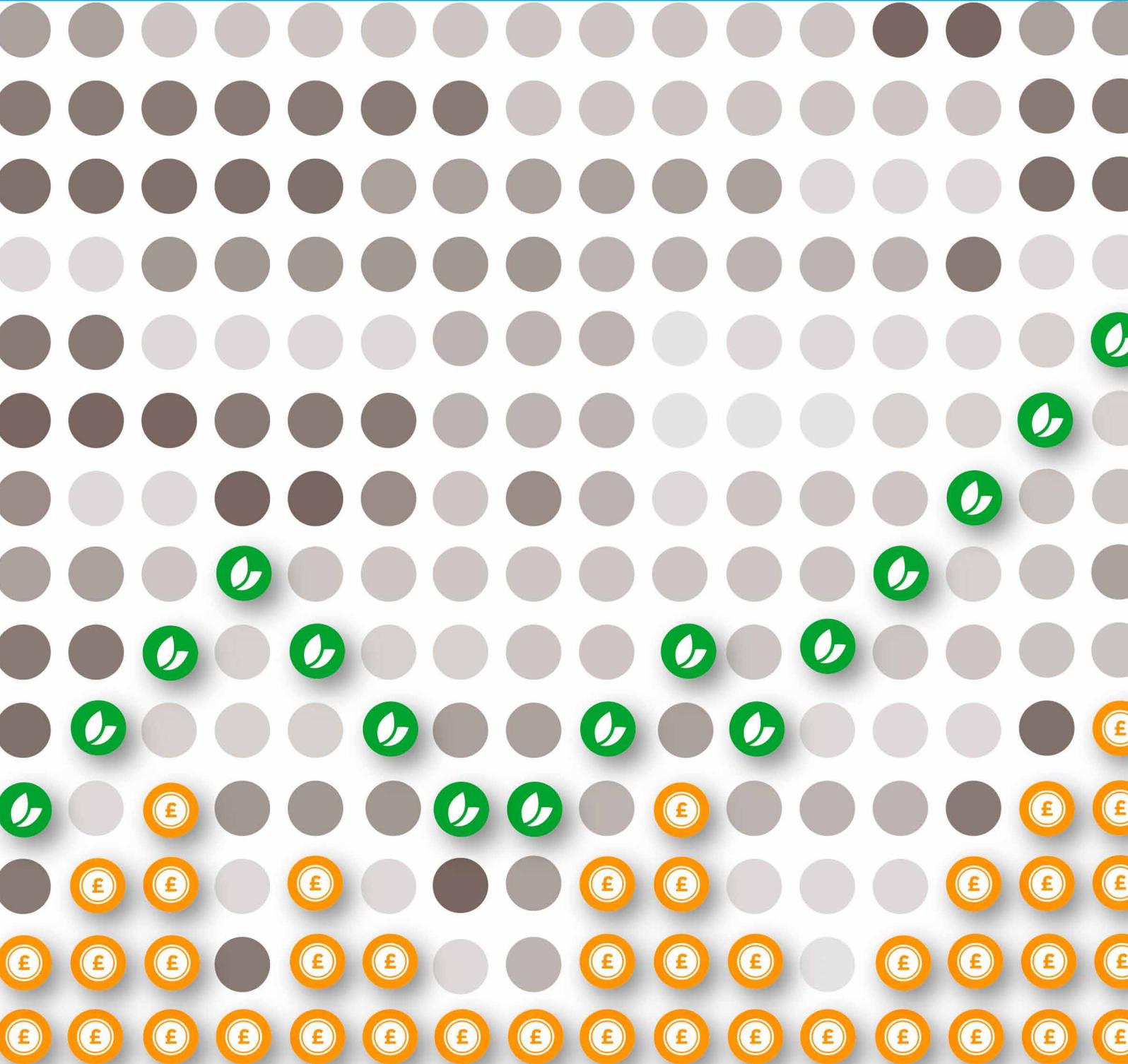


Environmental Sciences Salary Guide 2012



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Acknowledgments

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About the Institution of Environmental Sciences (IES):

The IES is a visionary organisation leading debate, dissemination and promotion of environmental science and sustainability. We promote an evidence-based approach to decision and policy making.

We are devoted to championing the crucial role of environmental science in ensuring the well-being of humanity now and in the future.

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Executive summary

IES Membership data

The 2012 survey results show that, among IES members, the best represented field, sector and organisational position are: Air quality management, consultancy and project/middle manager.

Across the Environmental Sciences

The general profile across the environmental sciences suggest that the average professional is Male, between 35 and 39 years old, and earning approximately £37,000.

The sector with the highest average salary is 'Industry' and the field with the highest average salary is 'Health and Safety'.

2010 vs 2012

Since 2010 the pay gap between men and women has widened from £6,089 per year to £7,747 per annum but because average yearly salaries have increased overall, this difference represents a smaller proportion of gross annual salary (the indicator used by Government to examine the pay gap between men and women).

Views of the IES

This survey was intended to illustrate the range of professions within the environmental sciences and to provide a benchmark for individuals pursuing careers in these professions in terms of organisational progress and salary.

In purely monetary terms it appears as though average salaries across the environmental sciences have increased, however if inflation is taken into account this actually represents a small decrease in gross annual salary. While the pay gap between men and women has decreased as a proportion of gross annual salary it is hugely disappointing that the actual monetary gap has increased. It is the IES position that salary should be based on merit and should not be influenced by gender.

Despite these clearer observations, caution is advised when viewing some of the figures as the sample size of some datasets is very small; it is therefore difficult to establish strong trends within the data.

These brief conclusions are the interpretation of the author, but this report is intended as a discussion paper provoking dialogue amongst the membership and the IES Council.

Comments should be addressed to Emma Fenton at the IES Project Office (enquiries@ies-uk.org.uk).

Introduction

This report looks at the 'health' of the environmental sciences sector through examining a range of categories for those working in the environmental sciences. These factors include: age, salary, sector, position and gender of professionals working in the environmental sciences. The aim of this report is to allow IES members and professionals working in the environmental sciences to see how their position compares to that of their peers when analysing the factors outlined above.

In 2010 the IES invited its membership with the professional grades (Fellows, Full and Associate) to take part in an employment survey, which focused on questions around their current employment. This survey follows up on the 2010 survey in order to establish whether findings from the original survey still hold true and examine any changes in the state of employment field. The 2010 survey was presented as three separate reports focused on qualifications, gender and salaries within environmental professions. This year the report provides a temperature check of those professions

Survey Method

A questionnaire was prepared using the Survey Monkey online survey tool. Affiliate and Student Members were not invited to complete the survey as they are generally not currently employed in the environmental sciences.

Members were asked their membership grade and Chartered status and were then asked to complete different sections depending on their current employment status. All respondents were asked about their education, age and gender.

About the data

The survey was made available online throughout July and August 2012. In total 392 members responded to the survey, of these 15 were retired/unemployed and therefore were not included in the statistics for salary range. In total 368 respondents completed the survey and were included in the results.

Table 1 provides a comparison between the member profile of the IES as a whole and the profile of the survey respondents. As can be seen from the table, the profile of the survey respondents as compared to the profile of the entire membership suggests that the sample is representative of the wider IES membership.

	Associate (%)	Member (%)	Fellow (%)
Proportion of survey respondents	19	77	0.03
Proportion of IES membership	18	76	2

Table 1: Profile of survey respondents and membership grade compared to the values for the actual IES membership.

Participant Profile

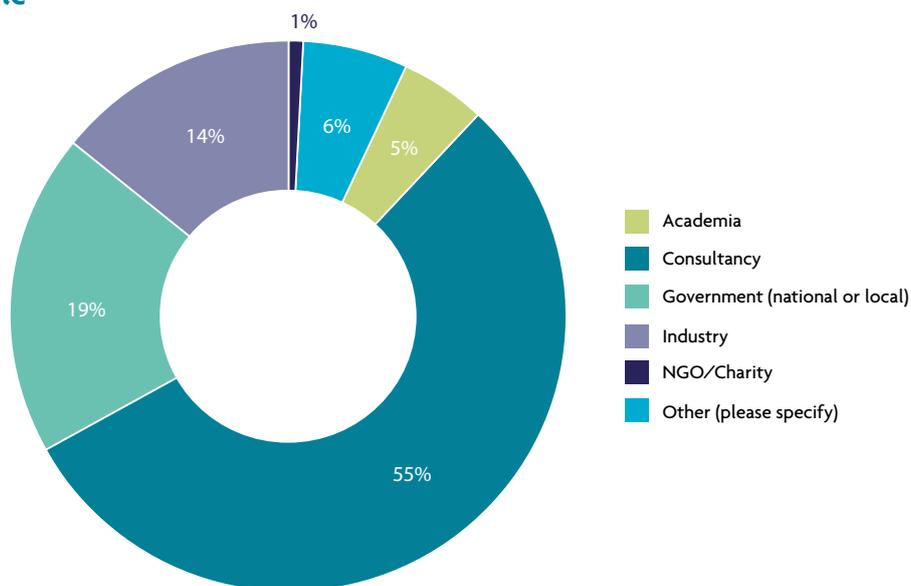
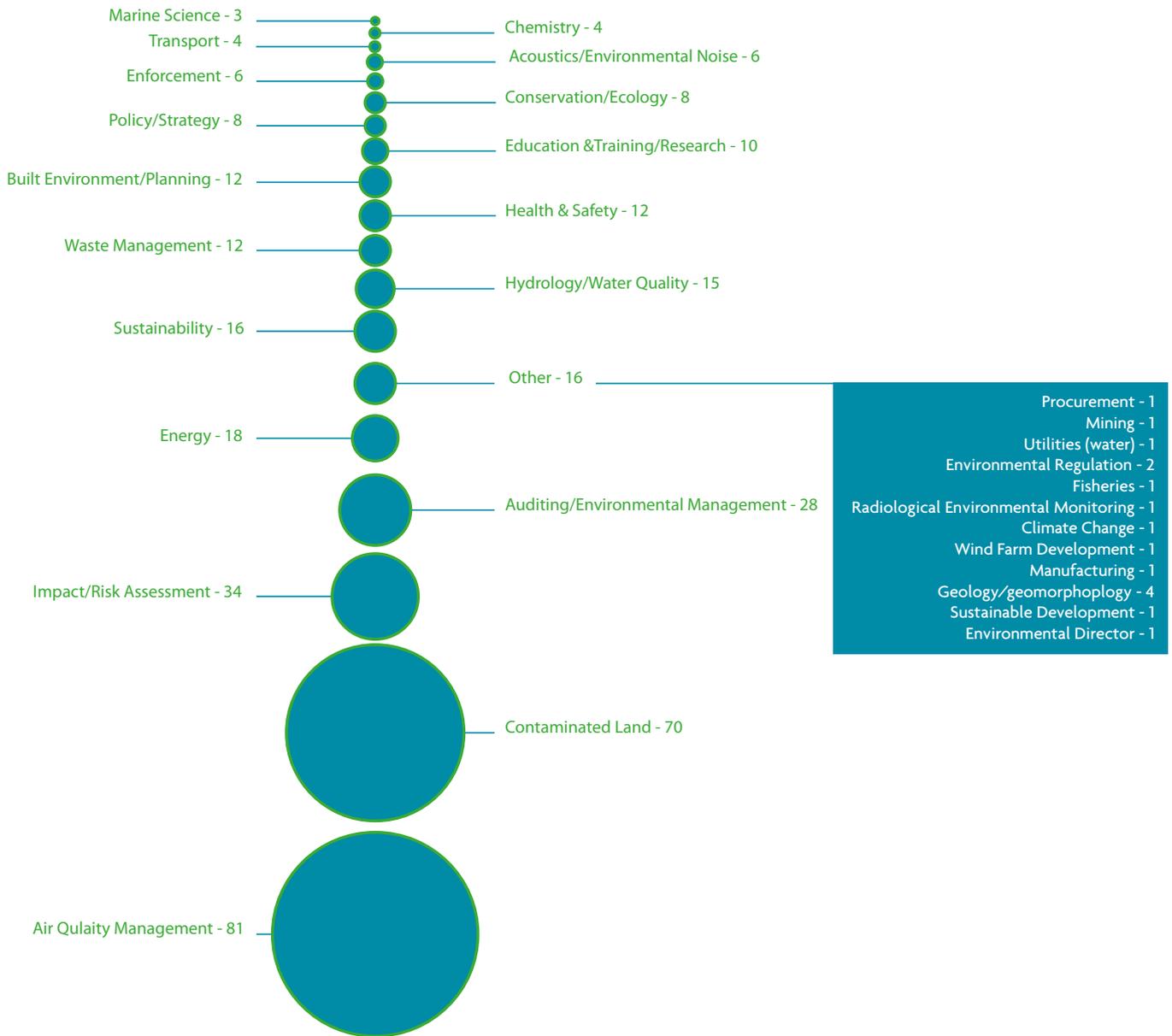


Figure 1: A chart showing the profile of participants by sector. As can be seen, over 50% of respondents work in or for Consultancy firms.

Fields represented within the environmental sciences



Values may not sum to 100% due to rounding.

Three respondents named professions outside of the environmental sciences, so these have been disregarded from this graphic.

Membership and Salary

Membership grades across the salary bands

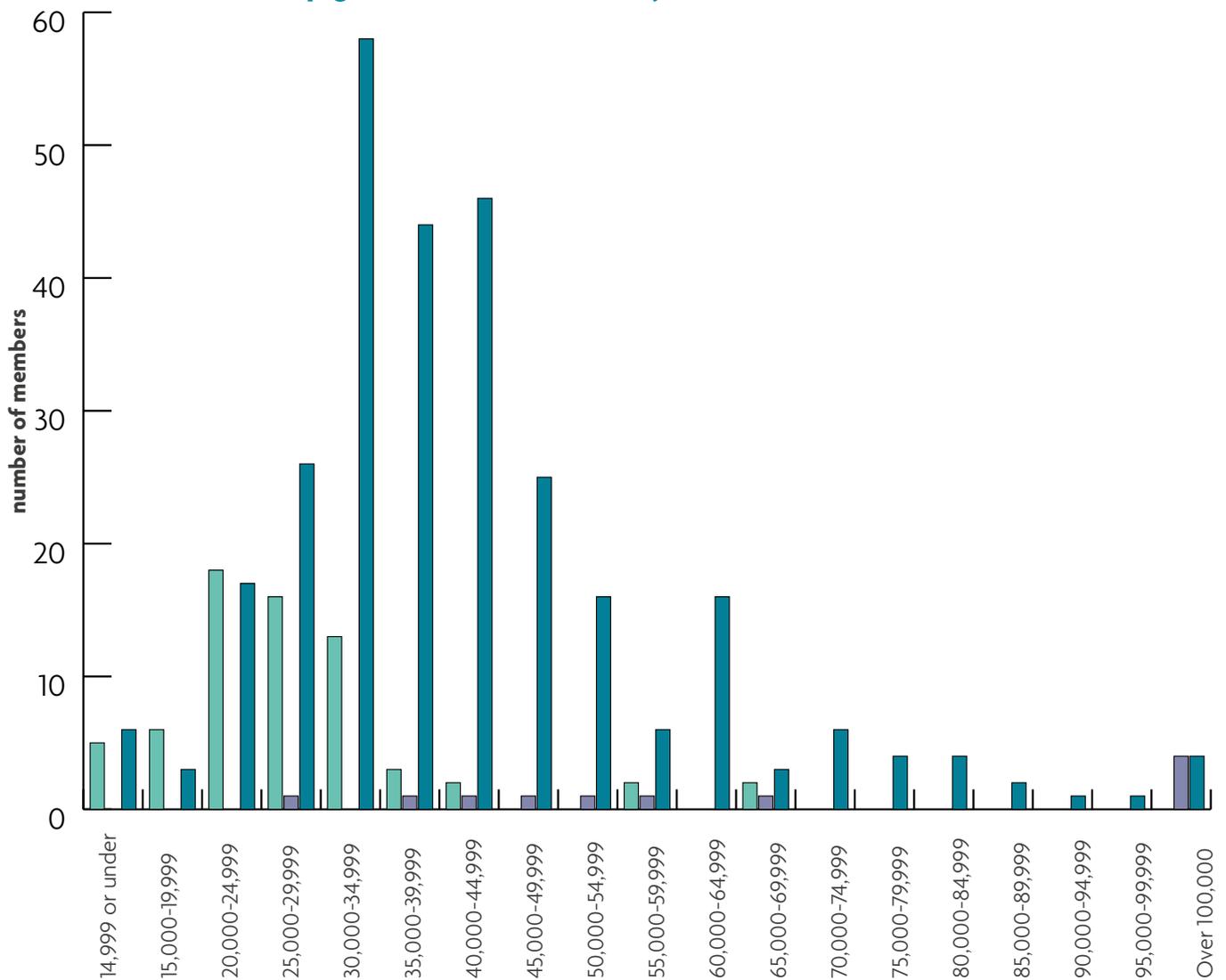


Figure 2: The distribution of IES membership grades among the salary bands. The most common Associate salary band is £20,000-24,999. The most common Full Member salary band is £30,000-34,999. The most common Fellow salary band is Over £100,000. The distribution of membership grades for Associates and Members is as expected with Associate members normally distributed among the lower salary bands, Full Members normally distributed among the middle salary bands. The Fellows do not show a normal distribution but this is likely to be a result of the small number of Fellows that answered the survey.

Salary and Gender

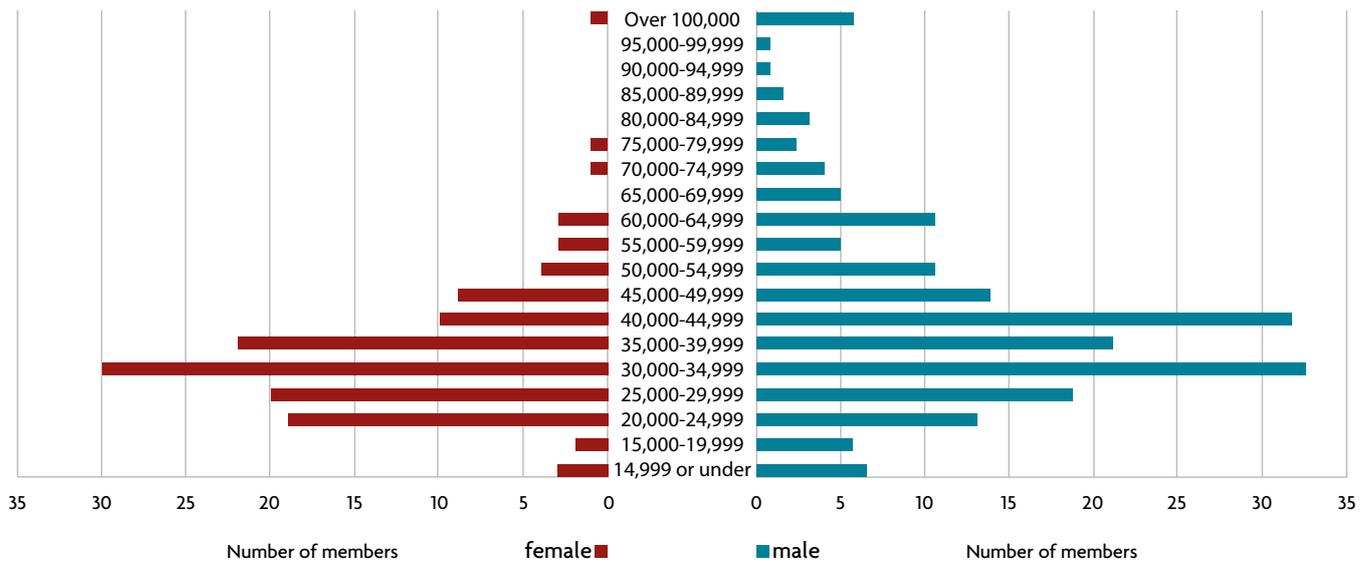


Figure 3: Bar graphs showing the distribution of male and female members within the different salary bands. The most commonly earned salary band among men and women is £30,000-34,999. However the average salary for men is £43,058 whereas for women it is £35,312.

Average salaries for men and women working in the environmental sciences

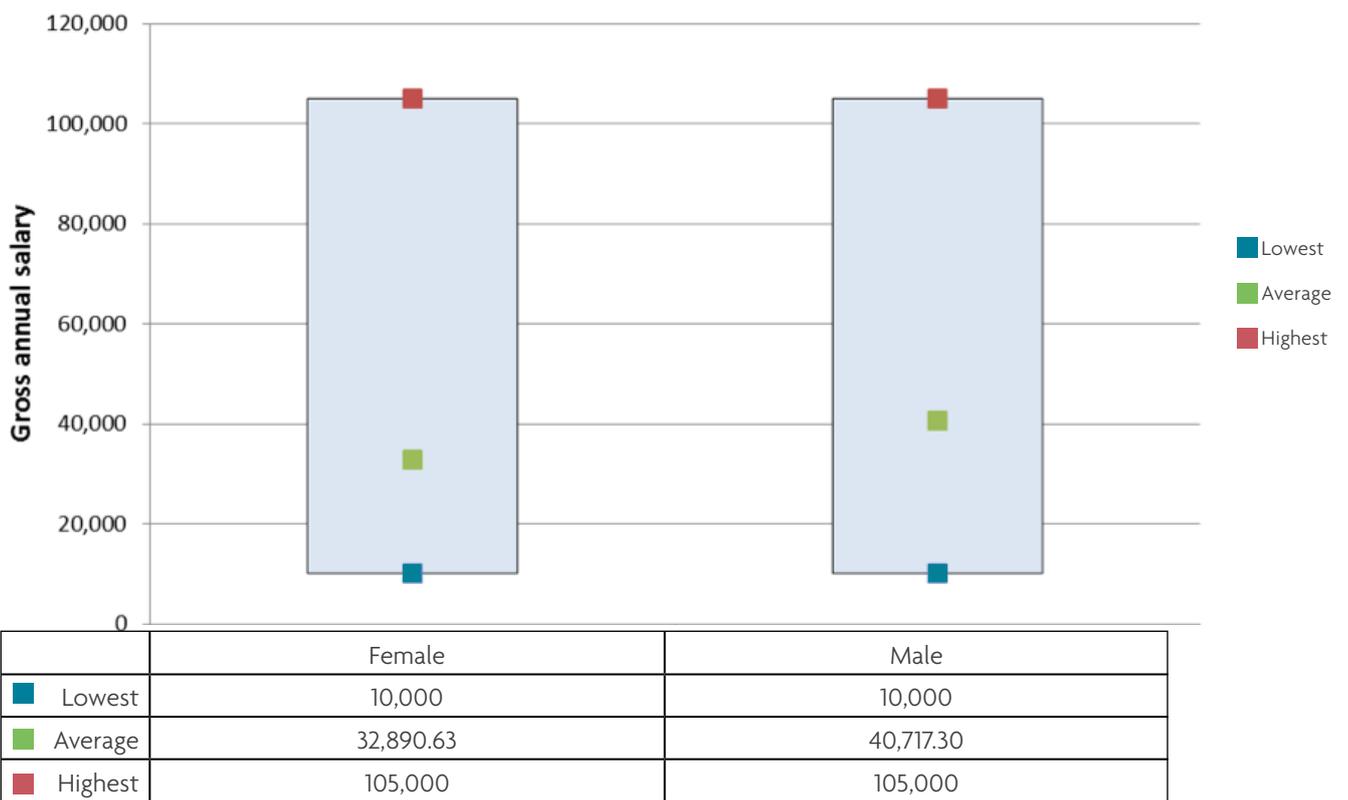


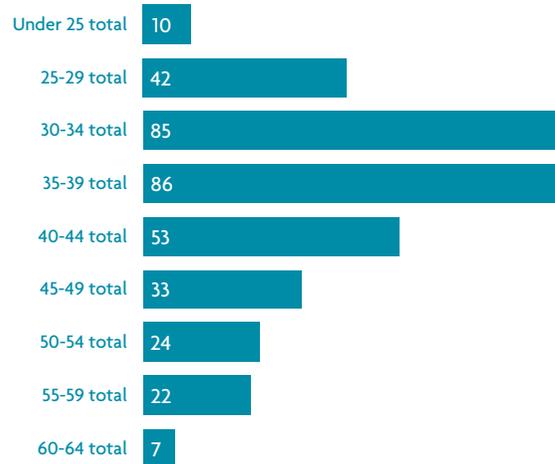
Figure 4: Comparison of salaries within the environmental sciences according to gender.

Salary and Age



Figure 5: Chart showing salaries within environmental professionals ranked by age. This enables you to see how your salary compares to that of other environmental professionals of a similar age.

Salary by Age and Gender



Range and average salary by age and gender

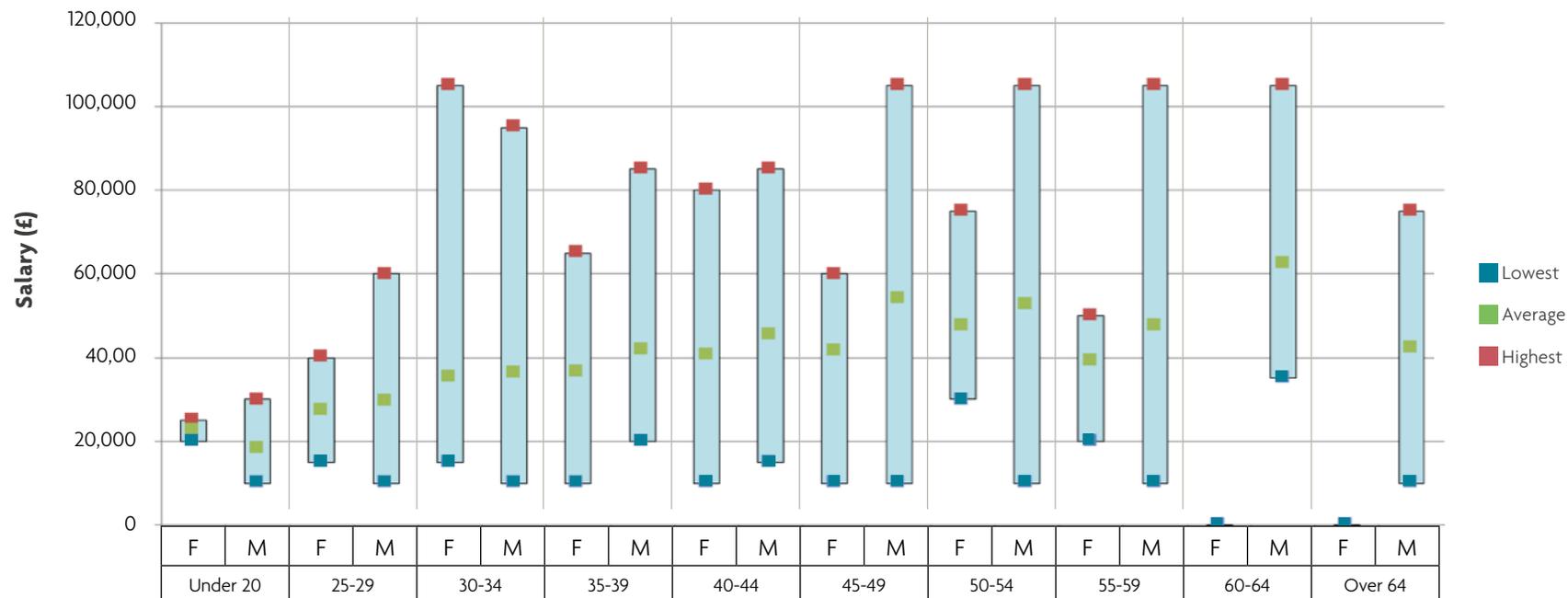


Figure 6: Graph showing the average salary and range of salaries across respondents, divided by gender and age. The graph shows the average salary (green) and the top (red) and bottom (blue) of the salary ranges. The salary band is represented by the lowest end of the band range i.e. the salary band of £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.

Male and Female average salaries by age group

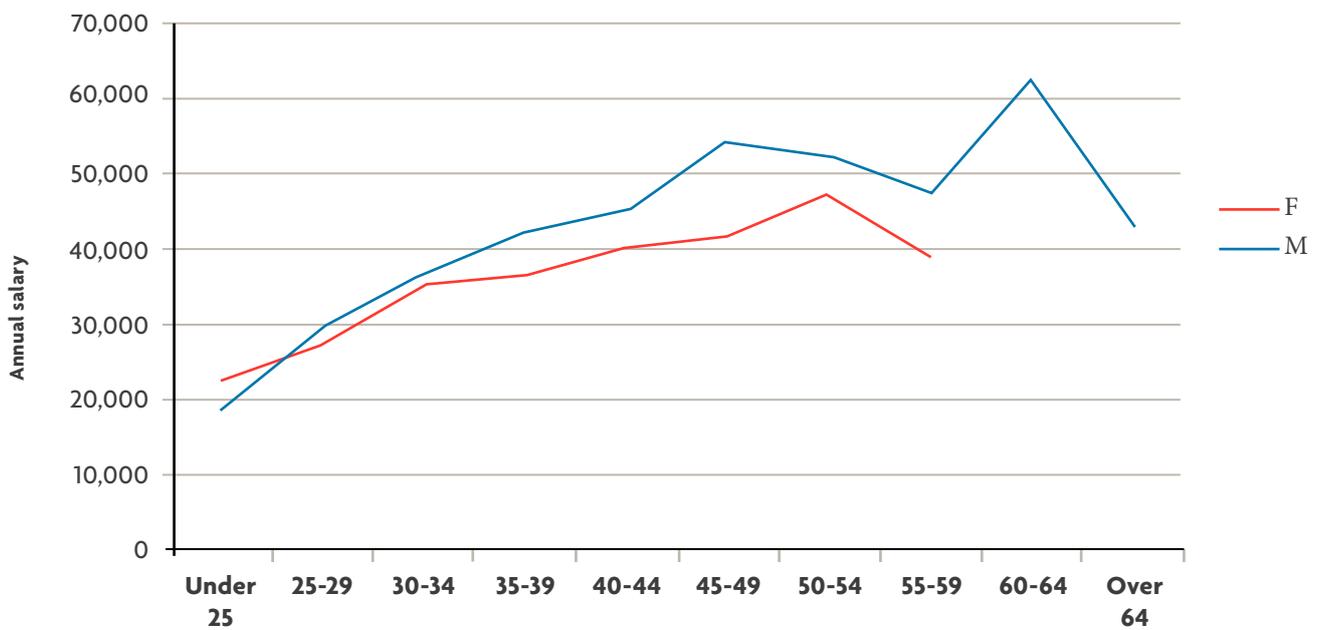
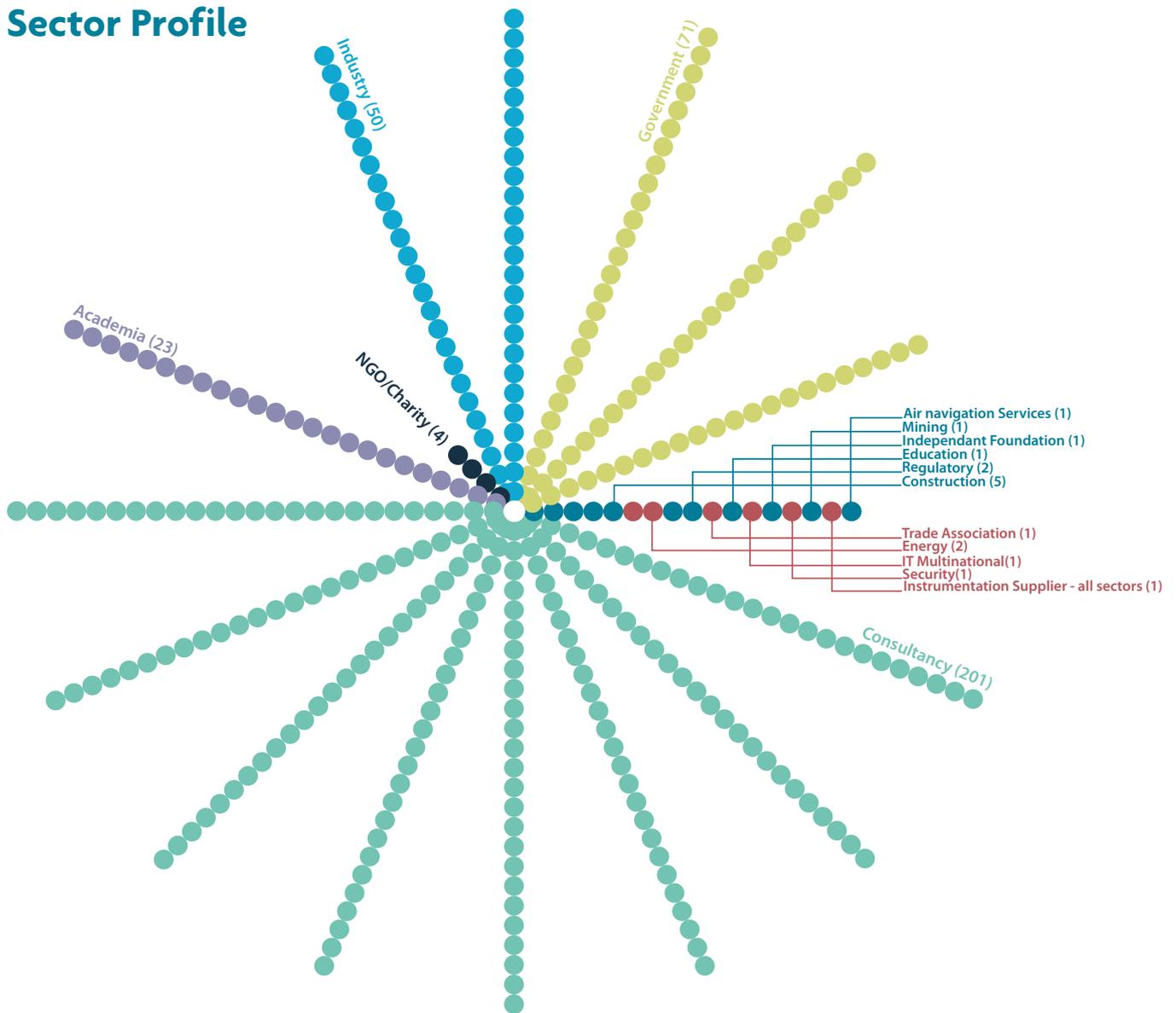


Figure 7: Male and Female average salaries by age group. As can be seen from the graph, across almost all age groups men earn more than women. There are no data points for women in age groups '60-64' and 'Over 64' as no female respondents fell into these categories.

As can be seen, men earn more than women in every age bracket apart from 'Under 25'. Generally the range of salaries earned is greater among men than women.

Salary by Sector

Sector Profile



Graph showing no. of respondents within each professional sector.

Salary comparison between different environmental sectors

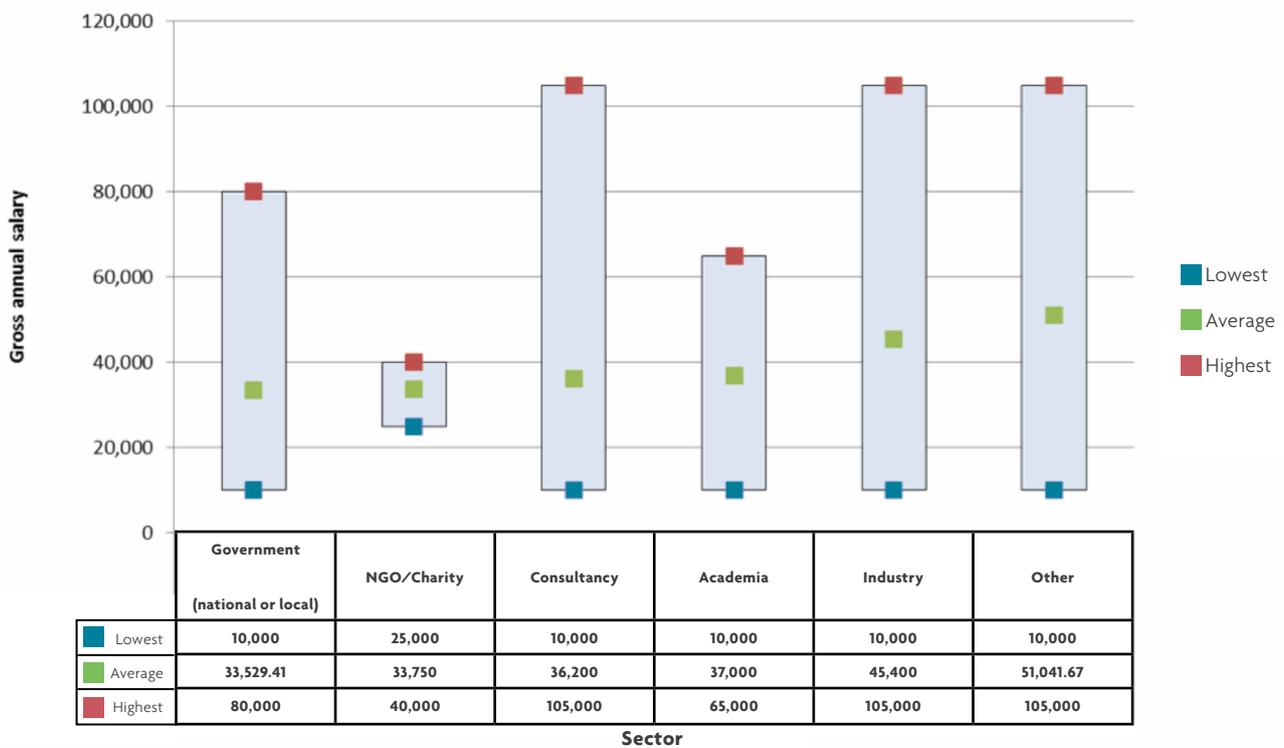


Figure 8: How salaries are distributed within the different sectors arranged in ascending order with respect to average salary. As can be seen from the graph, the sectors are fairly evenly distributed within the salary bands. This graph allows you to see how your salary compares to professionals working in the same sector as you.

Salaries within different environmental fields

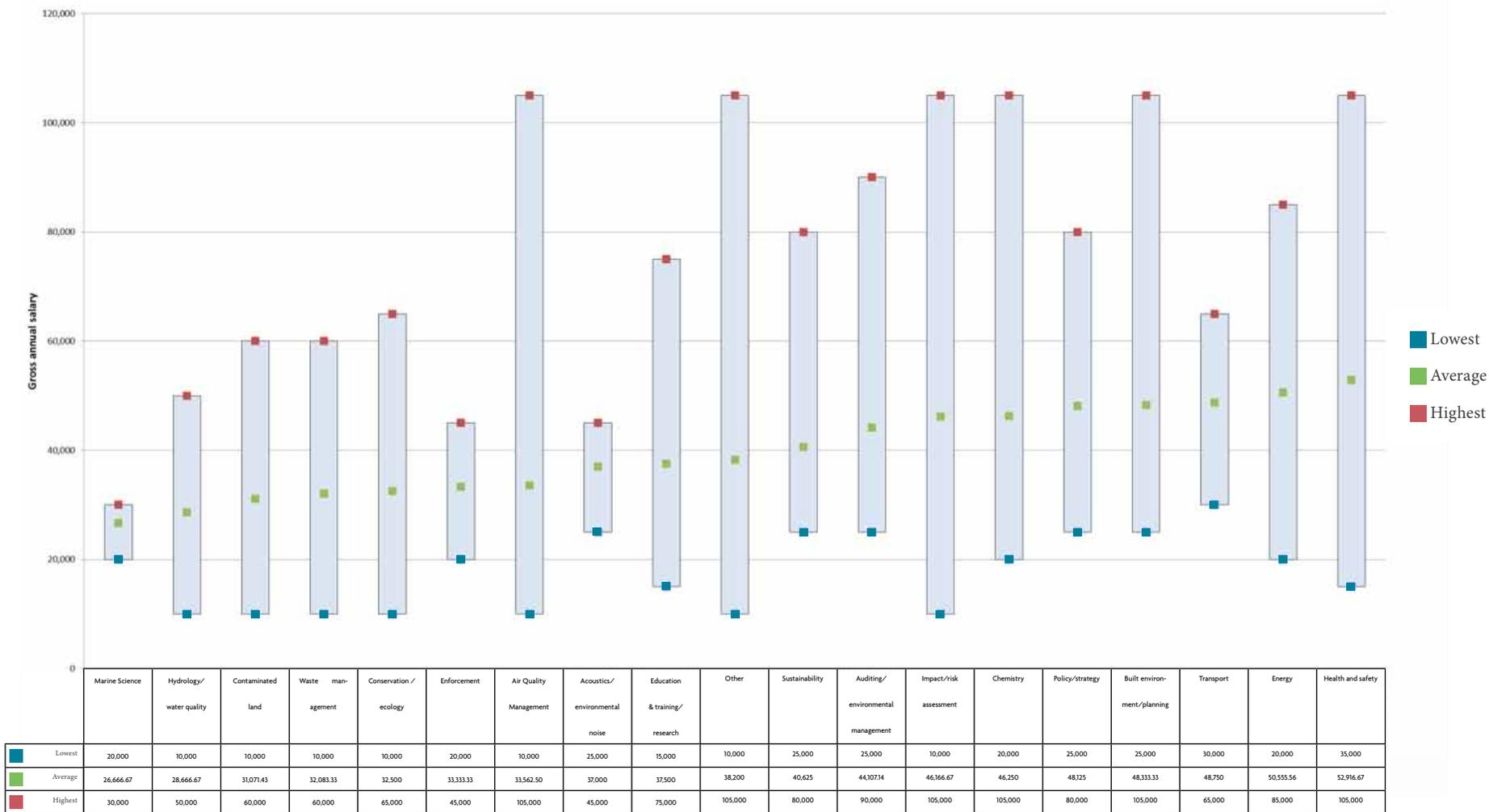


Figure 9: Chart showing the salary ranges across different environmental fields. The fields are ranked in ascending order with respect to average salary. This enables you to compare your situation to others working in a similar environmental field.

Salary by position within an organisation



The organisational position of the respondents.

Salaries within environmental professions ranked displayed by position

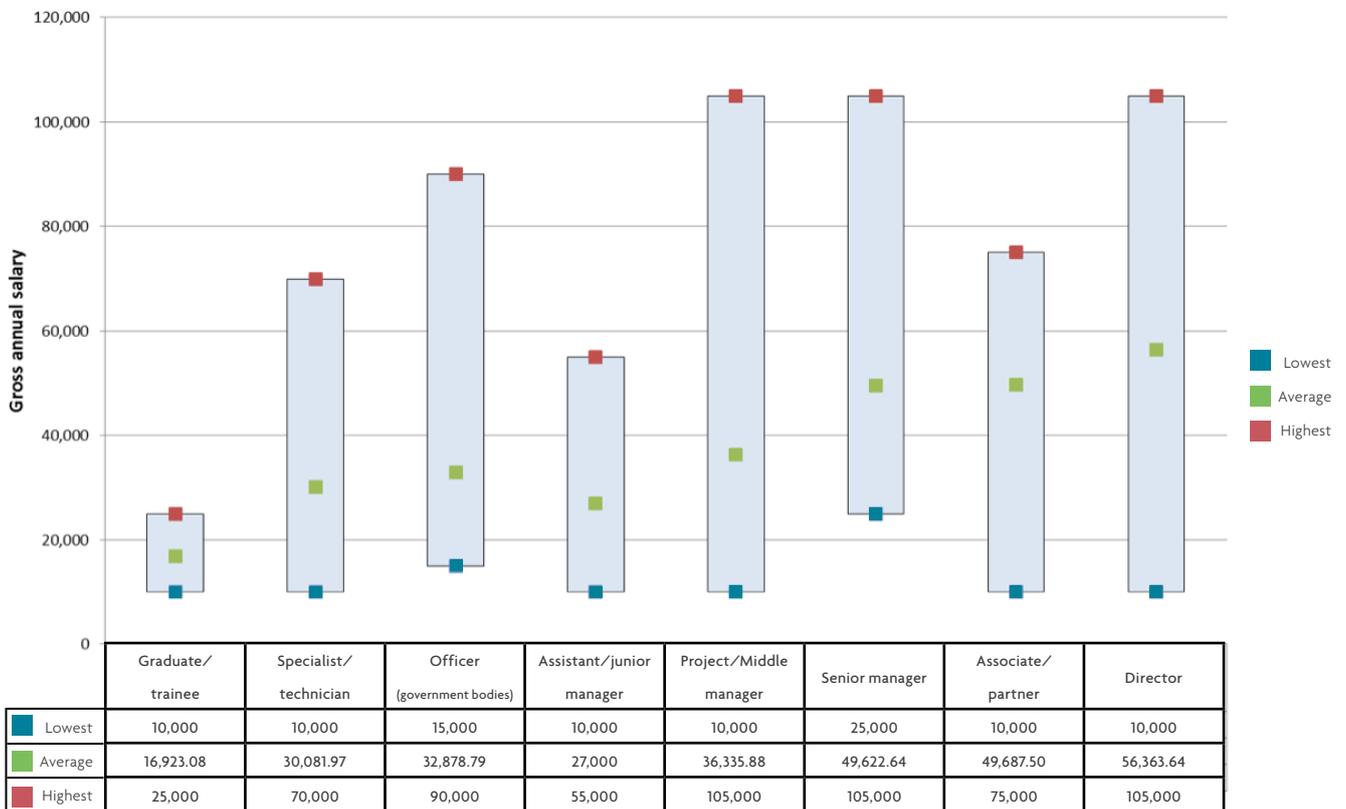


Figure 10: Chart showing salaries within the environmental sciences according to position. This allows you to compare your salary to those working in similar positions within an organisation to you.

The position that is most well-represented among men and women is ‘Project/middle manager’, this is likely to be because the majority of respondents are full IES members and therefore the position reflects the corresponding amount of work experience required to qualify as a full Member of the IES rather than Associate or Fellow.

Highest qualification and salary

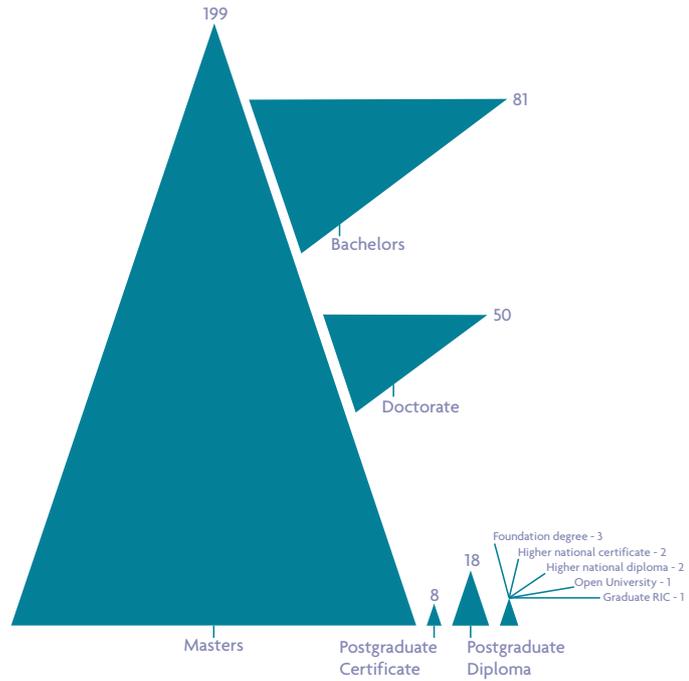


Figure 12: Chart showing the highest academic qualification of IES members. For the significant majority, the highest academic qualification is a Masters.

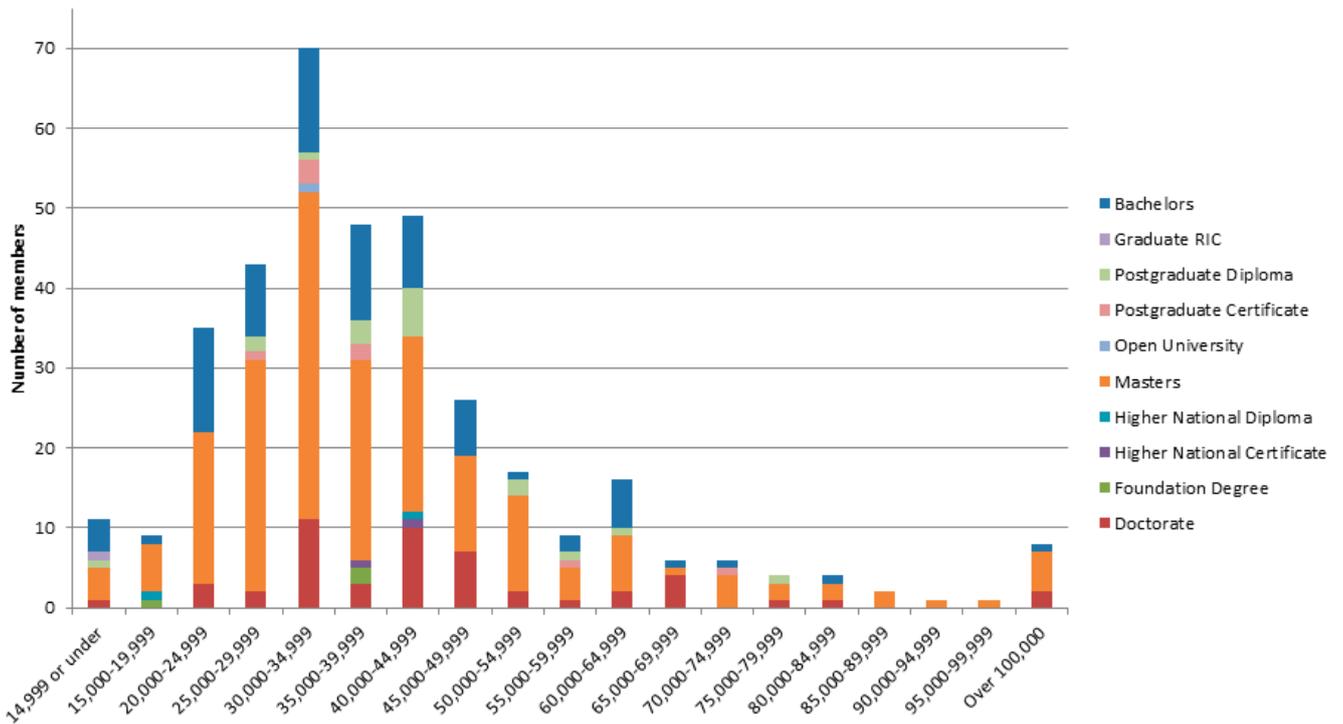


Figure 13: The distribution of members by highest academic qualification within the salary bands.

2010 vs 2012

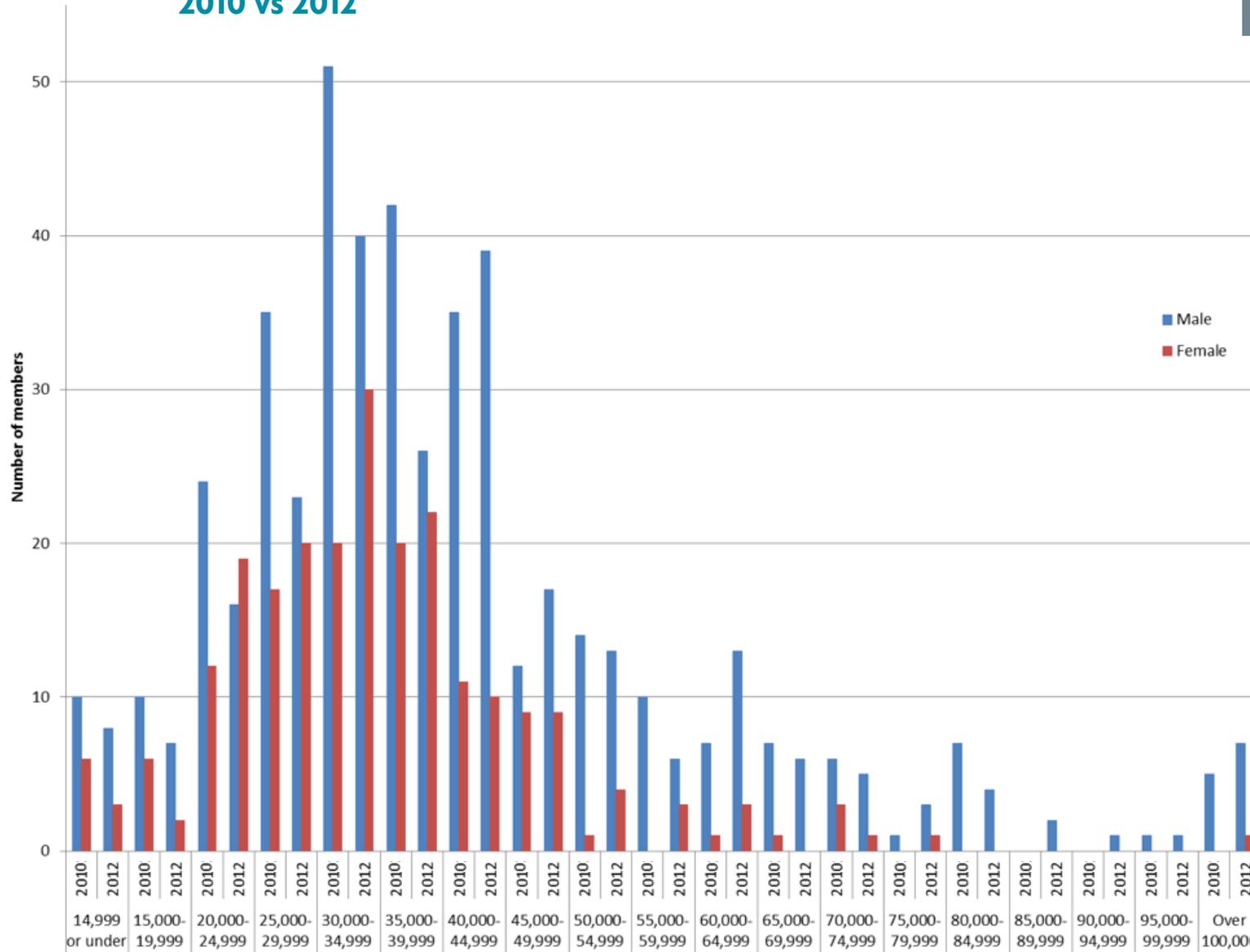


Figure 14: The number of male and female members in each salary band in 2012 compared to the 2010 report.

Average salary within the environmental sciences by gender, 2010 report vs 2012

Average member salary 2010 vs 2012

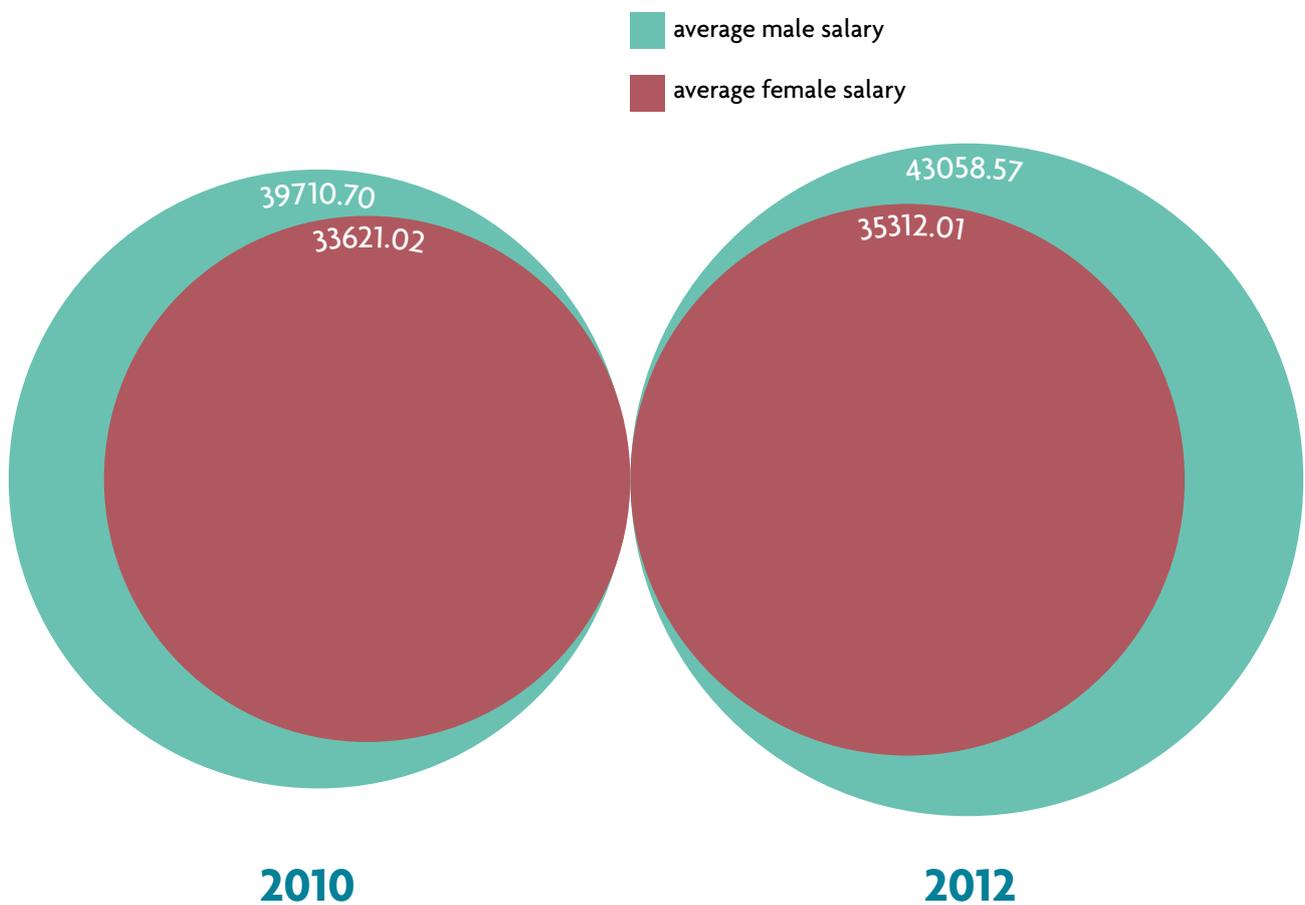


Figure 15: Chart showing the average member salaries between 2010 and 2012. On average both men and women are earning more in 2012 than in 2010. Men are still earning more on average than women and the pay gap between men and women is greater although as a percentage of total salary it is smaller than in 2010 as salaries have increased.

Pay gap by position 2010 report vs 2012

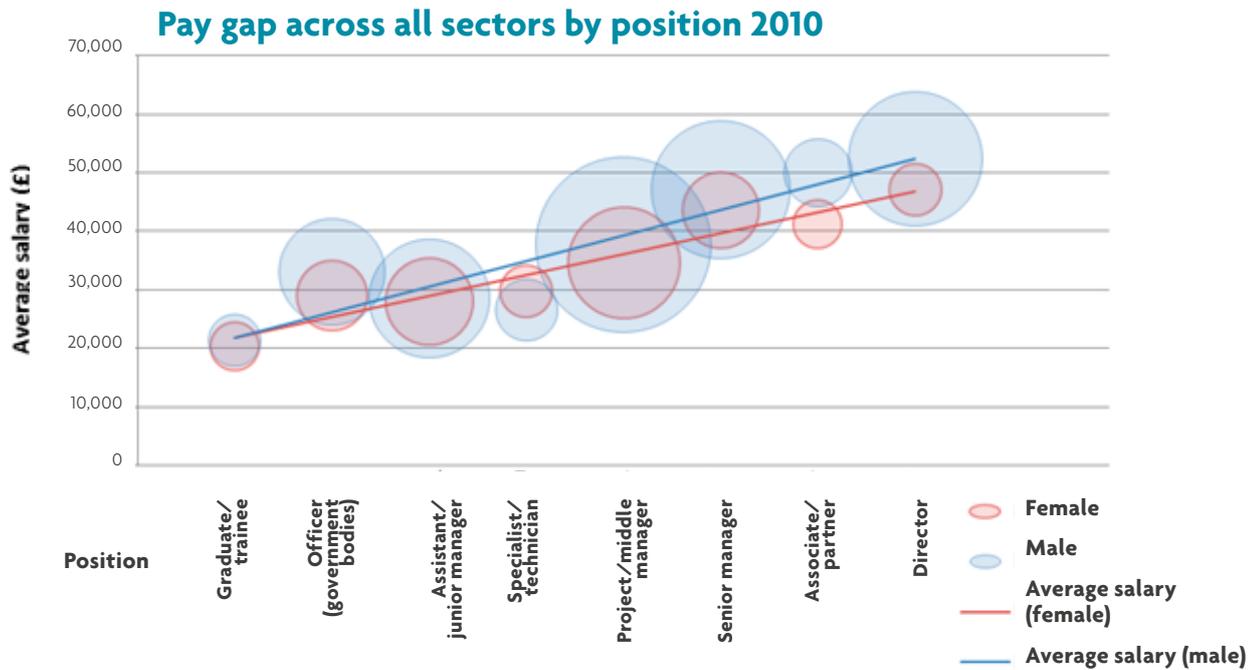
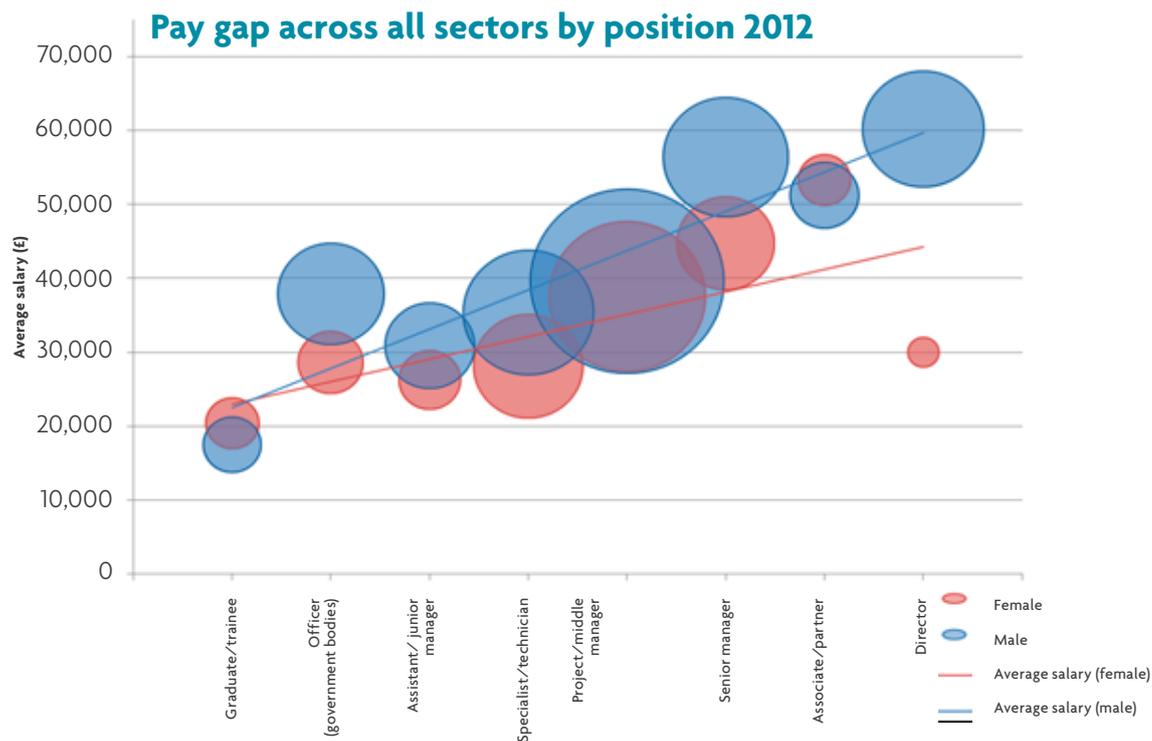


Figure 16: Graphs showing the pay gap between male and female members in the 2010 and 2012 surveys. As can be seen when compared with the 2010 report figures, the pay gap between average male and female salaries has widened in 2012.



Salary by age and gender, 2010 vs 2012

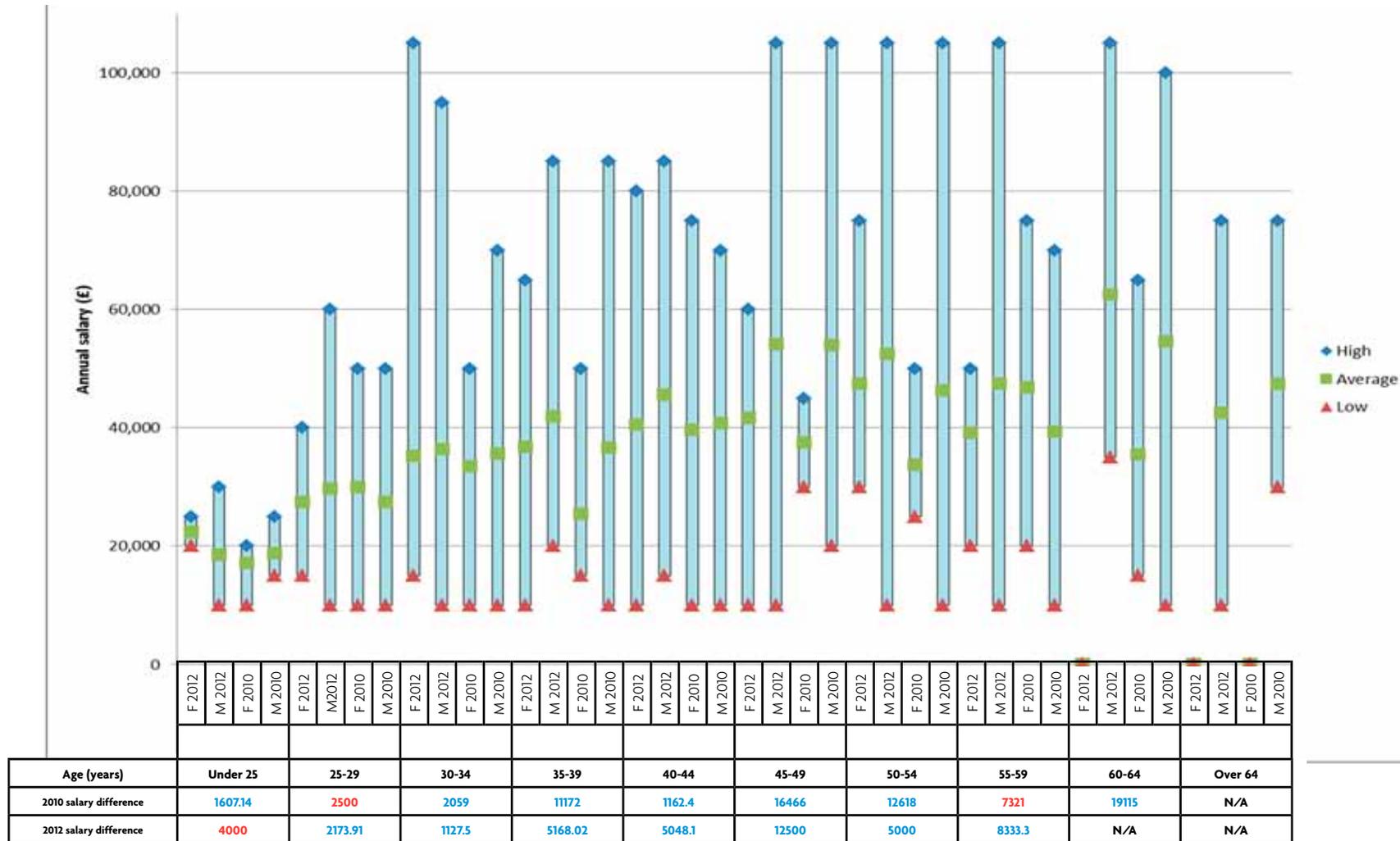


Figure 17: Graph showing Male and Female salary ranges for the 2011 and 2012 reports. The graph shows the average salary (green) and the top (red) and bottom (blue) of the salary ranges. The salary band is represented by the lowest end of the band range i.e. the salary band of £15,000-£20,000 is shown 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 more, blue where men earn more, and black if there is no difference or if it is not applicable. In the 2011 report there were two out of 10 age categories where women earned more than men: '25-29', and '55-59'. In 2012 there is only one age category where women earn more than men: 'under 25'.

Conclusions

As can be seen from the survey data although environmental salaries have increased in monetary terms, if you account for inflation actual salary value has decreased since the previous survey.

Sector

Majority of respondents within consultancy. Employers in public sector have the lowest salary of the different sectors

Gender

There is still a gap in salaries between the genders which is greater in monetary terms but, because salaries have increased overall, is a smaller percentage of overall salary.

Age

As you would expect, average salary increases with age until you reach retirement age. There is only one age bracket where women out-earn men: under 25.

Position

As expected salaries increase with increasing organisational seniority.

Highest Qualification

A masters degree is the highest qualification of the sign majority of respondents. There is seemingly no correlation between highest qualification and salary.

2010 v 2012

The pay gap findings over the last two surveys suggest that the situation in the environmental sciences is marginally worse than a UK-wide average. The Annual Survey of Hours and Earnings (ASHE) undertaken by the Government in 2010 shows that the percentage pay difference between men and women is 10.2%. Figures from the IES 2010 surveysalar show that the percentage pay difference is 9.22%, decreasing to 7.94% in 2012.

This survey was intended to illustrate the range of professions within the environmental sciences and to provide a benchmark for individuals pursuing careers in these professions in terms of organisational progress and salary.

In purely monetary terms it appears as though average salaries across the environmental sciences have increased, however if inflation is taken into account this actually represents a small decrease in gross annual salary. While the pay gap between men and women has decreased as a proportion of gross annual salary it is hugely disappointing that the actual monetary gap has increased. It is the IES position that salary should be based on merit and should not be influenced by gender.

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