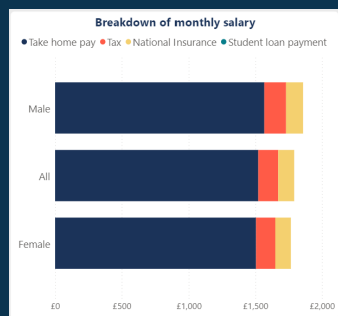
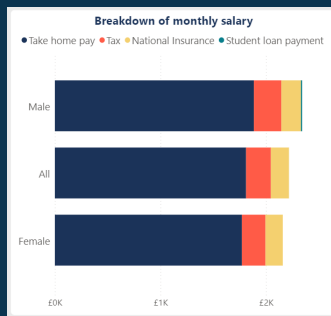




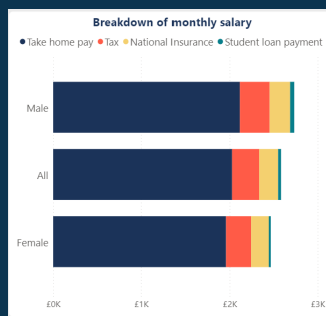
Is there a gender pay gap in your role?



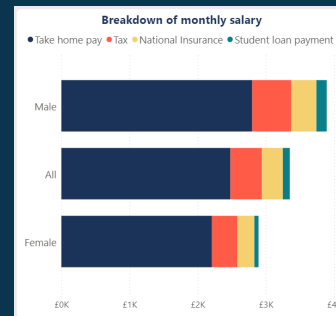
1 year after graduation



3 years after graduation



5 years after graduation



10 years after graduation

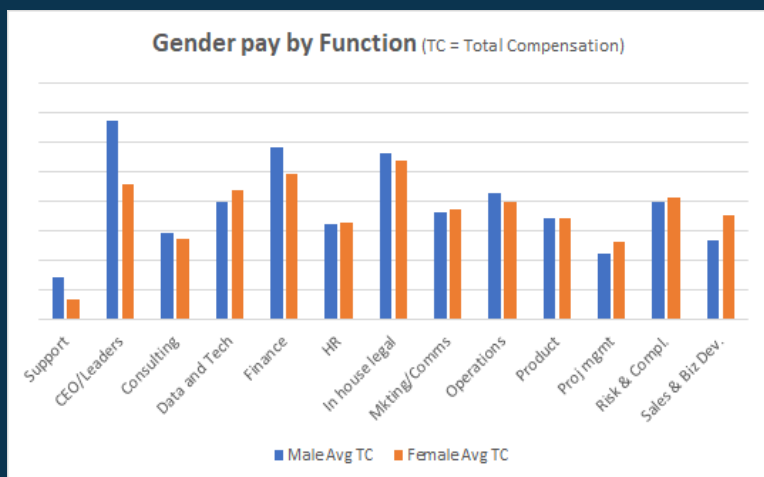
The existence of the gender pay gap is a widely acknowledged cross-industry issue, and evidence gathered by The Pay Index reveals one lesser known trend in the gender pay gap in the UK.

Looking from left to right, and focusing specifically on business graduates from all UK universities*, we can see a clear growth in the average salary gap between genders the further graduates get from leaving university.

The big question is why is this still happening?

Know your numbers: The difficulty lies in understanding the numbers. As you can see on the chart on the right, across The Pay Index's whole data set there is quite a difference between average annual total compensation, and its median.

Gender	Average	Median
Female	144,081	84,999
Male	210,189	121,834



Using The Pay Index's data reporting we have been able to breakdown average total compensation by function.

It's important to know where you stand in all this.

Are you being affected by the gender pay gap within your sector?

That is where The Pay Index and London Business School's transparency tool comes in.

*data compiled by Office for Students

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How is the gender pay gap affecting you?

In the previous graph, we could see that some functions, on average, pay less to women than men. Technology roles and leadership roles are particularly prone to be male-dominated but in other functions, women are prevalent, such as human resources, marketing and communications.

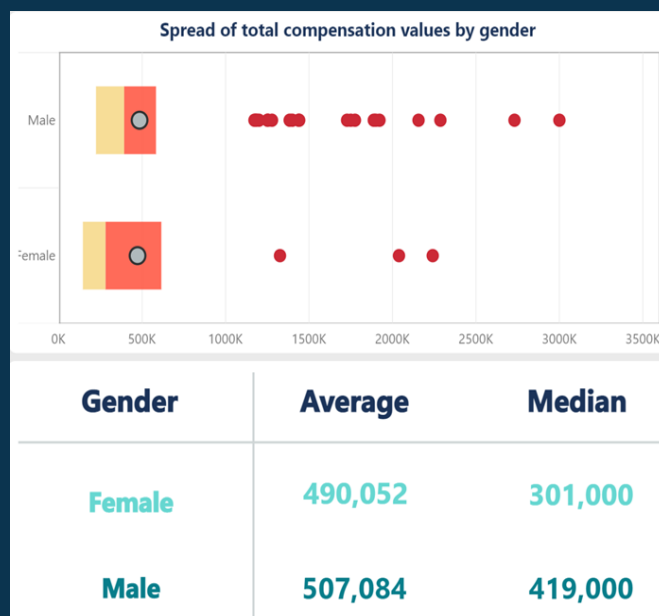
What is key to understand, is that average salaries across a function is not the same as a gender pay gap, it doesn't quite give you the whole picture. For that, we need to compare the same role at the same level, not average salaries across a function.

With that in mind, we have pulled out a specific case study examining the gender pay gap for a specific role, using The Pay Index's reporting tool.

The data in on the right compares the average and median compensation values of a CFO in the UK.

There's a **gap of £118,000 between men and women's median compensation**, in the same role.

Do you know what the median compensation is within your sector?



What can you do about it?

- Do your research first of all and know where you stand. By registering and completing [your profile on The Pay Index](#) you will be able to analyse the market and compare yourself to your peers.
- Use the information that you have been able to take from The Pay Index's reports to empower yourself. You will now have real-world data to challenge the status quo, and request fair compensation, with those in the most senior roles.

Who are The Pay Index?

In collaboration with The London Business School, The Pay Index enables you to accurately assess current global compensation data through a variety of interactive reports where you can compare your compensation against different job titles, functions, industries and geographies.

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