

## **IDS Gender Pay Gap Report 2022/23**

### **Overview**

The Institute of Development Studies (IDS) is committed to creating a sustainable, resilient, and equitable institution. We seek to be excellent, inclusive, resourceful and respectful across all of our work and to contribute to the changes we want to see, not just through our research, learning and teaching activities, but also in the way that our organisation operates and in how we support and nurture our people.

We strive for gender equality, including equal pay for men and women, and reducing our pay gap. A core part of our work is promoting and advocating gender equality in everything we do. As such we have committed to reporting on and addressing our gender pay gap.

### **Tackling the Pay Gap**

During 2022/3, IDS commissioned external providers to undertake both an Equity and Inclusion Audit, and a detailed review of our pay gap target. We are committed to further analysis of the causes of the IDS pay gap and to setting an achievable target for reduction.

IDS has recently reviewed our reward practices as part of our commitment to reducing the pay gap. The review focused on five areas: our bonus and incentive scheme, our salaries and grades, career development, workload equity and transparency. IDS carried out an equal pay review in 2019, addressing all highlighted areas, and will carry out a further equal pay review when new salary structures are introduced in 2024.

The IDS Equalities Champions Group continues to implement our equalities action plan, and this is being revised in the light of the recommendations from the Equality and Inclusion audit.

### **IDS Gender Pay Gap**

The charts below show the gender pay gap at IDS since 2019 and the distribution of males and females across pay quartiles.

The analysis shows a disappointing increase in the mean gender pay gap from 10% in 2020, to 14% in 2021 and then a decrease to 13% in 2022. There is an overall trend though of reducing the IDS pay gap from an initial starting point of 18 percent in 2017.

The IDS median pay gap is driven by the distribution of males and females across the 4 pay quartiles, and given that IDS has 266 workers, a small shift in this distribution can have a significant impact on the overall pay gap results. The results for 2021 and 2022 show an increase in females in the upper quartile and the upper middle quartile, but this is outweighed by the increase in females in the lower and middle quartile.

IDS has successfully increased the % of females in the upper quartile, reflecting success in promoting females into the professorial grades and in senior professional roles on SLG. We have also opened new routes to the fellowship and are developing future leaders through our

post-doctoral researcher programme and progression routes to the Fellowship. Alongside this we have focused attention on increasing participation by males in the lower and middle quartiles through unconscious bias training, using gender decoders on job descriptions, changing the focus of project administration to project support and project management. The figures, however, continue to show a preponderance of females in the lower and middle quartiles reflecting both social trends and our success in offering excellent flexible working arrangements.

**Table 1 – Gender Pay Gap**

	<b>22/23</b>	<b>21/22</b>	<b>20/21</b>	<b>19/20</b>
Mean gender pay gap ave hourly pay	13%	14%	10%	17%
Median gender pay gap ave hourly pay	15%	10%	8%	13%
Mean gender pay gap bonus	30%	23%	-28%	-29%
Median gender pay gap bonus	0%	0%	0%	18%

**Table 2 – Pay Quartiles**

%age of males and females	22/23		21/22		20/21		19/20	
	Male	Female	Male	Female	Male	Female	Male	Female
Upper quartile	47%	53%	48%	52%	52%	48%	60%	40%
Upper middle quartile	33%	67%	33%	67%	38%	62%	36%	64%
Lower middle quartile	26%	74%	22%	78%	26%	74%	20%	80%
Lower quartile	27%	73%	35%	65%	31%	69%	32%	68%