TPP conduct annual salary surveys in various functional areas of the not for profit sector. Over the last four years, we have been tracking changes in the gender pay gap.

In a sector championing equality and social justice, dominated by women (73% female vs 27% male, according to Agenda Consulting’s People Count Third Sector 2016 survey) you would expect pay to be relatively equal across the sexes. However, while data from our salary surveys shows that the gap is narrowing, there is still a long way to go.

The mean gender pay gap for employees in the third sector is **12.4%**

According to the Fawcett Society, a UK charity promoting gender equality, the mean gender pay gap for all full-time UK employees currently stands at 13.9%. This means that women stop earning relative to men on the 10th November - this day is referred to as Equal Pay Day.

The gender pay gap is 26% lower than it was in 2015.
Although the fact that women are more likely to take part-time or temporary roles than men, which generally pay less than their full-time permanent equivalent, may contribute to the charity gender pay gap, the primary reason for the gap is the lack of women in senior charity roles.

At the more junior levels, there is even a positive gender pay gap in women’s favour. However, as you move up the chain of seniority, women become less well paid than their male counterparts.

Looking at the figures from Agenda Consulting’s People Count Third Sector 2016, we can see that although women dominate the sector overall, at the more senior levels, this trend reverses, with only 32% of CEOs being women.

While this is still better than the UK as a whole (32% of UK Senior Managers are women), this lack of female charity leaders has a huge impact on the mean average pay for women in the sector.

While there are many reasons that could account for the lack of female CEOs in the charity sector: difficulties in balancing work and family, cultural hangovers, imposter syndrome, the tendency towards organisational cloning, there’s no denying that it is a problem that has to be tackled.
Gender Gap in Marketing and Communications

- Total Workforce
  - Female
  - Male

Gender Gap in Fundraising

- Total Workforce
  - Female
  - Male

Assistant/Coordinator
- Gender Gap: -3%

Executive/Officer
- Gender Gap: -5%

Senior Executive/Senior Officer
- Gender Gap: 0%

Manager/Lead
- Gender Gap: 5%

Head of
- Gender Gap: 15%

Director
- Gender Gap: 22%