

# Key Insights From The Survey

## Sue Hill / TFPL Recruitment Knowledge & Information Management Survey 2019

### Gender Pay Gap

Women make up 73% of the Knowledge and Information Management workforce (based on our sample) and earn on average 20% less than men. The exception is women employed full time in the private sector who earn fractionally more than their male counterparts.

The difference in salary appears to start early in careers and applies to both full time (17.5% difference) and part time employees (36% difference). We tried removing the top 10% and bottom 10% of male and female salaries to see if that significantly reduced the gap – it didn't, suggesting that the issue is not the result of a small number of outliers. There appears to be a gap in lifestyle choices – 17% of female respondents work part-time compared with 6% of male respondents but as mentioned above, women are still paid almost a fifth less on average when working full time.

We don't believe this is right and, over the next year, will be looking to bring together employers who share our commitment to equal pay so we can better understand the causes of the problem and work together to address it.

#### GPG Overview

	Average	Full Time Average Salary	Part-time FTE Average Salary	Private Sector	Public Sector
<b>Women</b>	£37,799	£38,697	£31,455	£47,202	£34,262
<b>Men</b>	£45,531	£45,831	£42,819	£45,819	£44,249

### The Impact Of GDPR

Although a growing awareness of the value of data in a "knowledge economy" has increased the profile of Knowledge and Information Management over the last five years, it is the General Data Protection Regulation (GDPR) and associated fines that has pushed Knowledge and Information Management onto the board room agenda for many organisations.

Over the last three years organisations of all types and sizes have been grappling with what the Regulation means for them and how they should implement it. Consequently, demand for people with the knowledge and skills to help organisations transition has been high and the average salary for Data Protection Officers in some sectors leaping an incredible 148% to £75,000 since our 2017 survey. With GDPR bedding in and companies increasingly comfortable about their responsibilities, we expect this hyper-wage inflation will stabilise.

“ One of the most significant pieces of legislation to hit the profession in years with significant rises in salaries associated in delivering results ”

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The full survey results, together with a number of blogs looking at key trends from the data collected will be available on [www.suehill.com](http://www.suehill.com) and [www.tfpl.com](http://www.tfpl.com)