

SUMMARY OF THE THIRD REPORT OF THE EQUAL OPPORTUNITIES TECHNICAL ADVISORY GROUP – STAFF DATA

1. INTRODUCTION

Equal Opportunities monitoring is considered good practice and is recommended in the Codes of Practice accompanying all the major pieces of equality legislation. From November 2002, it has been mandatory under the Race Relations Amendment Act for Public Authorities to conduct ethnic monitoring of their employment practices and for institutions of further and higher education to monitor admissions and outcomes for their students. The Equal Opportunities Technical Advisory group was set up by Staff Committee to examine key types of data which should be collected for both staff and students and to determine appropriate benchmarks.

This is the staff section of the third report produced by the group and examines both stock and flow data related to staff.

As in previous reports, the data on the composition of the workforce includes analyses by staff group, grade and salary. The flow data relate to current practice in recruitment, promotions and leavers. The main benchmarks used for Academic Teaching staff are the national data produced by HESA appropriately standardised to reflect our subject mix. Use is also made on data from the 2001 census and data from previous years. Flow data can be compared with current stock data as well as national data.

The student section of the report is being published separately.

This summary report highlights some key findings of the third report. For staff, it relates the findings from this report to the key findings on flow data from the previous reports and comments on progress in these areas. All the findings are explored in more detail in the full report (available at www.humanresources.ed.ac.uk/equality/docs/EOTAG3) and it is important that the more detailed analysis is examined before comment or use is made since, if they are taken out of context, misleading conclusions may be drawn.

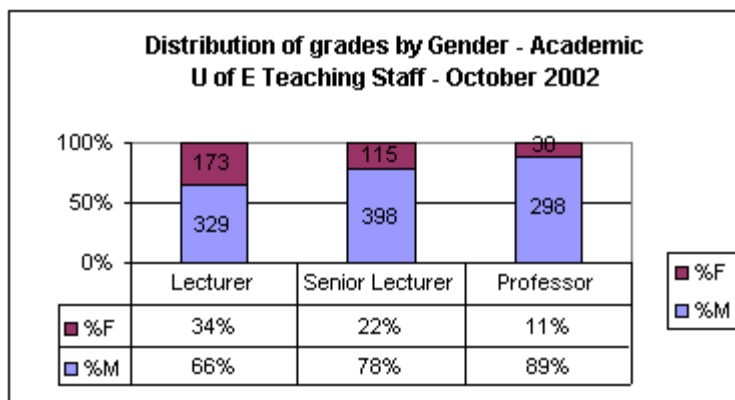
2. KEY FINDINGS – STAFF (Stock data)

2.1 Academic Teaching Staff

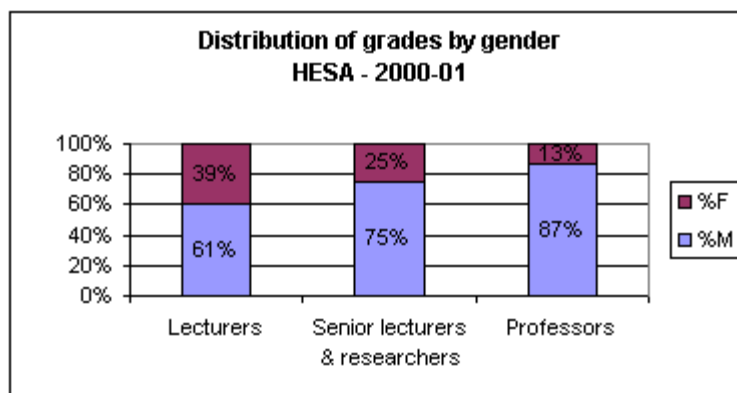
2.1.1 Comparison with Benchmarks

The percentages of women in the Academic Teaching Staff group at all levels have fallen further behind the national benchmark as determined from the HESA data appropriately factored to reflect our subject mix. This report compares University of Edinburgh data from October 2002 with 2000/2001 HESA data which are the latest available.

The University of Edinburgh distribution by grade and gender is shown below. This includes both clinical and non-clinical teaching posts



The equivalent distribution from the HESA data standardised to reflect the subject mix of the University of Edinburgh is:



The last comparisons with HESA were with the figures from 1997 which showed a gap of 1 percentage point at Professorial level, 4 at Senior Lecturer/Reader and at that time the University of Edinburgh figure for women in lecturing posts was slightly higher than HESA (32% compared to 30%). As can be seen from the table below the percentages of women at all levels for the University of Edinburgh have increased but not as significantly as the figures at national level so the gaps between our figures and the HESA figures are now as follows:

- Lecturer 5 percentage points
- Senior Lecturer/Reader 3 percentage points
- Professor 3 percentage points

The table below shows the percentages for the University of Edinburgh from 1994 to 2002.

	Lecturer (%F)	Lecturer (%M)	Senior Lecturer (%F)	Senior Lecturer (%M)	Professor (%F)	Professor (%M)
1994	28%	72%	13%	87%	6%	94%
1997	32%	68%	14%	86%	7%	93%
1999	33%	67%	16%	84%	8%	92%
2002	34%	66%	22%	78%	11%	89%

2.1.2 Salary

At the time of the publication of the first EOTAG report, there were readily available benchmark data on gender differences in salaries. At the time of the last report the average salary for men on Academic Teaching Grades was £33,975 and for women it was £29,276. Subsequent work done by Brian Main and included in the second EOTAG report found that within grades there was no evidence of gender being significant in relation to salary level once age, length of service and qualifications were taken into account.

If we examine current salary levels within grades we find that the averages are as shown below:

	Average Salary (M)	Average Salary (F)	F salary as % of M
AT2A	23577	22736	96.4%
AT2B	32172	32085	99.7%
AT3	40073	39089	98.3%
AT4	54002	53446	99%

It can be seen that women do earn slightly less than men on average at all the grades of Academic Teaching staff but that these differences are small.

2.2. Academic Research Staff

2.2.1 Comparison with benchmarks

It is possible to make comparisons with HESA data for research staff on the same basis as Academic teaching staff. In October 2002, the figures for male and female researchers across the University compared with the figures from the last report as a whole were as shown below:

	Research Asst (M)	Research Asst (F)	Research fellow (M)	Research fellow (F)	Sen res (M)	Sen res (F)	Prof (M)	Prof (F)
1999	55	45	57	43	68	32	89	11
2002	50	50	59	41	69	31	89	11

Comparisons with HESA data are only possible at more junior researcher level as at more senior levels no separate data are reported. If we compare the 2002 University of Edinburgh data with HESA data from 2000-01 we can see that women continue to be more numerous in research posts at this University than would be expected from the national figures. At the University of Edinburgh, some 50% of researchers at a junior level are women compared with an overall figure from HESA of 41%.

2.3 Academic Related Staff

2.3.1 Academic Computing posts

It was highlighted in the previous EOTAG reports that there were small numbers of women in this Staff Category and that these numbers were decreasing. This continues to be a cause for concern although there has been an increase from the 1999 figure. The data reported in previous years are shown in the table below:

	% F	% M
1994	23%	77%
1997	23%	77%
1999	20%	80%
2002	21%	79%

2.3.2 Salary

In the first EOTAG report, when salaries of men and women in Academic-related grades were examined, it was found that men earned slightly more than women within grades at all levels, even where the staff group was predominantly women.

In the chart below, where the various Academic-related staff groups have been aggregated, it can be seen that, women earn the same or slightly more than men at the lower grades (up to grade 3) but men earn more at the higher grades. There is little difference between the staff groups in this regard. The most significant difference is at Grade 6 where the average salary for women is 91% of the average male salary. This covers some 38 members of staff, (32 men and 6 women). This pattern may indicate that women remain in lower grades longer before achieving promotion and therefore are more likely to be at the top of the scale but this requires some further investigation.

2.4 Technical Staff

2.4.1 Comparisons with Previous reports

The Technical staff group as a whole is made up of 51% women and 49% men. This has changed slightly from the previous report where it was 49% women and 51% men. There are however significant differences at the various levels with women predominating in the more junior grades and men predominating at the more senior ones.

The situation in October 2002 and comparative figures from previous reports are shown in the following table.

	1995 %F	1997 %F	1999 %F	2002 %F
TGA	77.5	74	62	53
TGB	71	66	63	51
TGC	64	66	70	67
TGD	58	57	57	60
TGE	30	35	40	45
TGF	23	23	20	33

TGG	7	7	13	23
TGH	0	0	0	0
TGI	0	0	0	0

While we see that the two top grades are still exclusively male it is important to note that there are very small numbers here and little staff turnover. The most junior levels are becoming less predominantly female and at TGE, TGF and TGG the percentages of women are increasing steadily

2.4.2 Fixed-term Contracts

In the previous report it was noted that women made up 49% of the staff group but 68% of those on temporary contracts. At October 2002, the situation is similar with women still making up 49% of the workforce but 70% of those on fixed-term contracts. Overall 52% of women are on fixed-term contracts compared to 21% of men. This may be linked to the length of time in post and may require further investigation.

2.5 Clerical Staff

2.5.1. Comparison with previous reports

The overall percentage of men in clerical posts has been increasing slowly. The figures from the previous report are shown below for comparison.

	1995 - %M	1997 - %M	1999 - %M	2002 - %M
CN1	33%	13%	56%	48%
CN2	10%	10%	13%	14%
CN3	7%	7%	9%	10%
CN4	7%	8%	9%	12%
CN5	15%	12%	11%	12%
CN6	23%	20%	37%	31%
Total	9%	9%	11%	12%

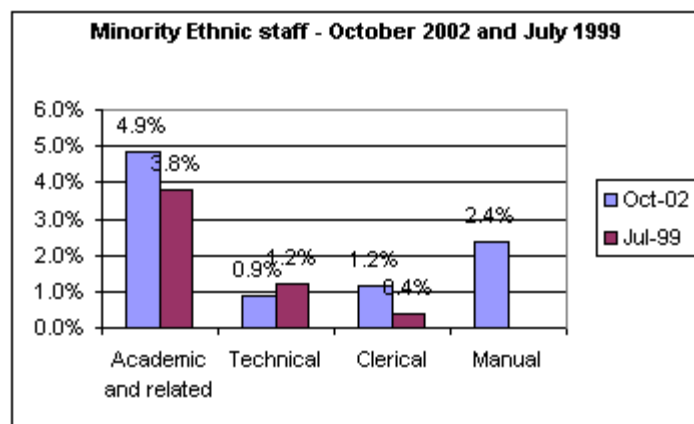
Considering that over this period, the percentage of applications from men for clerical posts has been over 30% of all applications, it is concerning that there is so little change in the stock figures and this requires continued monitoring.

2.6 Ethnicity

2.6.1 Overall staff profile

The University's staffing profile at October 2002 shows that overall 3.3% of staff identify themselves as coming from a minority ethnic background. This is higher than would be expected compared to Scottish figures in the 2001 census. If this is split by staff category we see the percentages as shown below.

In all staff categories except Technical, there has been an increase since the previous report which are also shown on the chart below.



2.6.2. HESA Comparison

For the first time, in this report, it is possible to compare our figures for ethnic minority staff with data from HESA. For these purposes, the HESA data have not been factored to reflect our subject mix because this would not necessarily be appropriate in the way that it is for gender comparisons.

For teaching staff, nationally, including both UK and non-UK nationals, the overall proportion of ethnic minority staff in UK Universities is 6.7%. If research staff are included, this percentage increases to some 9% of staff. Since Edinburgh and Scotland are less multi-cultural in character than many parts of the UK, it is not perhaps surprising that the University of Edinburgh figure at 4.9% is somewhat less than the HESA average. Some further comparison with other Scottish Universities would be most helpful here to determine what would be an appropriate benchmark.

2.7 Disability

2.7.1. Overall Staff profile

A data gathering exercise was conducted which has resulted in 88 of our employees declaring that they have a disability. This represents some 1.3% of our workforce and the breakdown by staff category is as shown below. Disabled people are least well represented in the Academic staff category and most numerous among Manual staff but we would expect to see increasing numbers in the Academic staff group as our numbers of disabled students increase.

	Disabled	Non-Disabled	Total	%Disabled	%Non-disabled
A	29	3477	3506	0.8%	99.2%
T	8	681	689	1.2%	98.8%
C	22	1218	1240	1.8%	98.2%
M	28	1017	1045	2.7%	97.3%
	87	6393	6480	1.3%	98.7%

3. KEY FINDINGS STAFF (Flow data)

3.1 Academic Teaching Staff

3.1.1. Recruitment

In the previous reports it was observed that there was a lower level of application for Academic teaching posts at all levels than might have been expected from the numbers in post both at the University of Edinburgh and nationally. In this report, we find that there has been a steady increase in the proportion of applications at Lecturer and Professorial level but a decrease from the previous report in the application rate for Senior Lecturer/Reader posts. There are however small numbers of these posts. Results from 2001-02 compared with figures from previous reports are shown below:

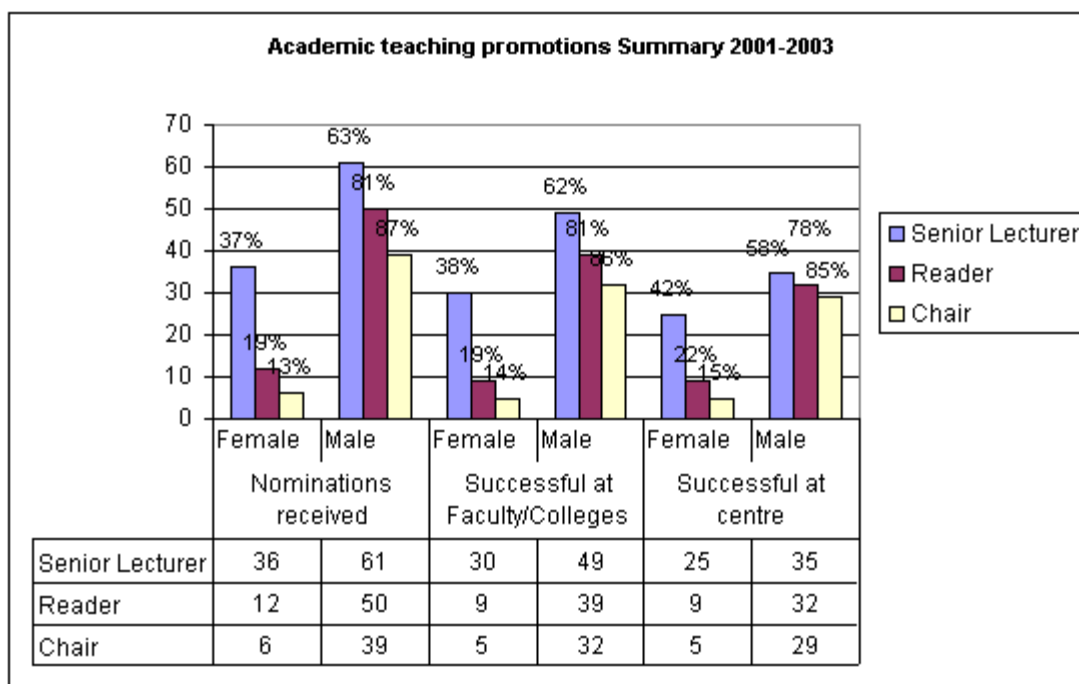
	Lecturer	Senior Lecturer/Reader	Professor
1997-98	24%	21%	10%
1999-2000	29%	28%	14%
2001-2002	35%	22%	17%

If the application figures are compared with the percentages in post, we see that the rate of application for Lecturer and Senior Lecturer/Reader posts is similar to the proportion in post at that grade. At professorial level, the percentage of applications is higher than the percentage in post but lower than we would expect given the proportions of women at Senior Lecturer/Reader level both in Edinburgh and nationally.

3.1.2. Promotions

For Academic Teaching staff it is possible to examine promotions data from 2001/02 and 2002/03. These data

have been aggregated to give an overall picture of the two promotions rounds but comment is made on the individual years where appropriate. In the chart below, we see in these two sets of data that the previously observed pattern of women being slightly more likely to succeed once they have got into the promotion process continues at all three levels.



The proportion of nominations of women for promotion to Senior Lecturer has increased slightly from the previous report (34% in 1999-2001) but is lower for both Reader (21% down to 19%) and Chair nominations (19% down to 13%). This latter figure is partly due to the fact that there were no women at all nominated for Personal Chairs from any of the Colleges in the 2002-03 round. This is very much out of step with what has been observed in previous years and may require further investigation and action in the light of the new University structure. Recommendations made in the recently conducted research into promotions may be particularly helpful in addressing this.

3.2 Academic Research Staff

3.2.1. Recruitment

This report examines data from the calendar years 2001 and 2002. In summary, for the University as a whole, percentages of male and female applicants and comparisons with previous reports are shown below.

	AR1B	AR1A	AR2	AR3	AR4
1997-98	60%	39%	47%	60%	5%
1999-2000	59%	36%	41%	17%	N/A
2001-2002	62%	38%	50%	N/A	N/A

So we see that the proportions of application at the most junior research grades remain fairly stable and we see a continuing increase in applications from women at grades AR2 and AR3. Compared to the proportions in post at the University of Edinburgh, percentages of applications for posts at AR2 and AR3 from women are higher than might be expected compared to the percentages in post at the grade below

The HESA figures for junior researchers who might be expected to be applying for posts at AR2 show that 41% of researchers are women. This is again lower than the percentage of applications from women for AR2 posts which is 50% indicating that women are not deterred from applying for research posts at the University.

3.3. Academic related staff

3.3.1. Recruitment and Selection

The proportions of men and women applying for posts in the Academic related staff group remain similar to the proportions in post as has been noted in the previous reports. There is considerable variation between the different types of staff. The proportions of men and women applying for the different types of Academic related posts in this report and the previous two reports are shown in the table below:

	1997/98		1999-2000		2001-2002	
	%F	%M	%F	%M	%F	%M
AA (Admin)	54%	46%	55%	45%	66%	34%
AD (Computing)	25%	75%	22%	78%	19%	81%
AL (Library)	88%	12%	58%	42%	52%	48%
AS (Others)	45%	55%	45%	55%	50%	50%

There has been a significant increase in the percentage of women applying for Academic Administration posts and a further drop in the numbers of women applying for Academic Computing posts. Comparing the application rates to the proportions in post we see that the application rate from women for AD posts is lower at 19% than the proportion in post at 21%. By contrast the application rate from men for Library posts is higher at 48% than the percentage in post (41%).

Women were significantly more likely to be appointed to Academic Administrative posts than men and women also continue to be slightly more likely than to be appointed to Academic Computing posts.

3.3.2 Promotions

Examination of the 2001-02 round shows that although 47% of nominations for promotion were from women in this group, only 38% of those successful were women. This shows a change from the previous reports where women were slightly more likely than men to be successful except in the AD (Academic Computing) group. This may require further investigation.

3.3.3 Leavers

For AA (Academic Administrative) staff, some 68% of leavers were women compared to 58% in post. For Academic Computing staff, we again see women leaving in higher percentages than would be expected from the numbers in post (27% of leavers compared to 21% in post). This pattern for Academic computing posts has been observed in each of the three EOTAG reports and may be linked to length of service but may merit some further investigation.

3.4 Clerical staff

3.4.1 Recruitment and Selection

The level of applications from men for Clerical posts has remained fairly steady at 32% of applications compared to 33% in the last report and the pattern observed in the previous two reports of men being less likely to be short-listed and appointed continues in this report. There is an increase in the percentage being short-listed from the previous report (21% compared with 19%) but a slight decrease in the percentage being appointed (15% compared with 17%).

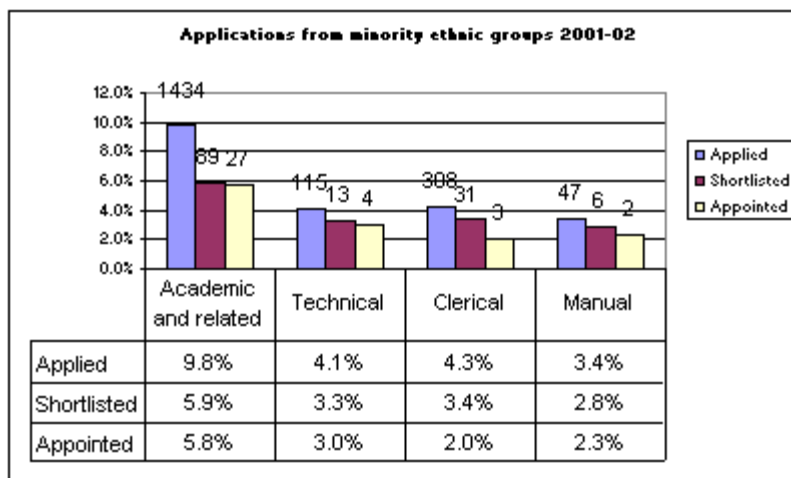
3.5 Ethnicity

3.5.1. Recruitment and Selection

Overall the percentage of applications for posts from people who describe their ethnic origin as other than white during 2001 and 2002 was 7.2% representing a slight increase on the previous report. This represents over 2000 applicants. Broken down over the staff groups and summarising the results from the three EOTAG reports we see an increase in applications for Clerical and Manual posts with the other staff groups remaining relatively stable.

	1997-98	1999-2000	2001-02
Academic and related	10.7%	9.7%	9.8%
Technical	4.4%	3.6%	4.1%
Clerical	2.7%	2.4%	4.3%
Manual		1.6%	3.5%

In previous reports it has been noted that the percentages of applicants from minority ethnic groups short-listed and appointed were lower than the percentages applying and this is again observed in this report. Some of this may be explained by an increase in applications through the web from people who would need work permits and who therefore cannot be appointed unless it is not possible to appoint an EU citizen to the post.

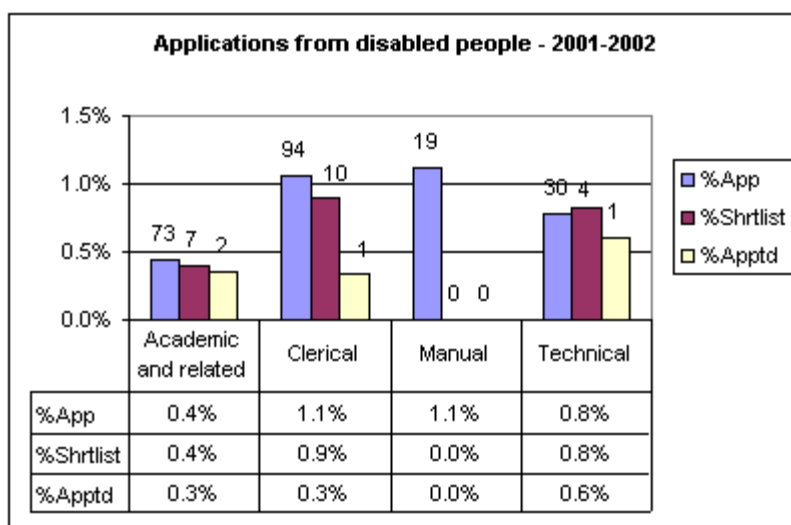


3.6 Disability

3.6.1. Recruitment and Selection

As discussed in previous reports, where disabled people apply for posts, they are less likely to be short-listed and appointed than non-disabled people. This is true of all staff groups. In 2001 and 2002, the situation was as shown in the chart below.

The chart represents applications from over 200 people.



For Academic and related and Technical posts, the percentages short-listed and appointed are only slightly lower than the percentage of applications. For manual and clerical posts, the differences are more pronounced and may indicate a need for further training for managers recruiting for these categories of staff.

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