

## Female Execs Progress Earlier but Paid Less than Male Colleagues

### *Seven per cent earnings gap and glass ceiling thwart ambitious female executives*

**London, July 27 2009:** Figures, released today by leading executive jobs website [Experteer](http://www.experteer.co.uk/) ( <http://www.experteer.co.uk/>), paint a stark picture of sexual equality in the UK executive jobs market. According to the research whilst women attain senior positions at a younger age they are far less likely to hold such positions than their male colleagues and are likely to be paid less.

The figures, compiled from Experteer's UK database of 18,000 UK-based executive job seekers, show that there are ten times fewer female Managing Directors than there are male and they are paid on average a sixth less, missing out on a potential £13,000 a year each.

Level	Female Ave. Age	Male Ave. Age	Age difference – Female to Male	Salary difference – Female to Male	Ratio – Female:Male
Executive	29	30	- 1.3 years	+ 2%	1:1
Specialist	34	39	- 4.5 years	- 4%	1:2
Senior Specialist	38	42	- 4.1 years	- 4%	1:3
Manager	38	41	- 3.2 years	- 8%	1:3
Senior Manager	41	44	- 2.5 years	- 10%	1:4
Business Unit Lead	42	46	- 3.9 years	- 8%	1:6
MD Mid Size Company	41	47	- 5.9 years	- 15%	1:10

The research reveals that female executives can expect to hold senior roles at an earlier age than their male peers, between three and four years younger. However, only in their first executive post can women expect to be paid on a par with their male colleagues. Across all executive roles the UK pay gap average is seven per cent. This compares favourably to Experteer's research across other Western European markets, such as Germany, France and Italy, where an overall average salary gap of 12% in favour of men exists.

Torsten Muth, Managing Director, Experteer.co.uk, said: "These figures raise some serious questions about sexual equality in the workplace. Whilst the UK is ahead of the rest of Europe, it is clear that talent is not the only factor in determining salaries and career progression."

"Our research does suggest a brighter future, as today's female executives become tomorrow's managers there is hope that the situation will improve. However a generation on from the 1975 sex discrimination act there is still clearly a long way to go."

## Age / Wage Gaps Across The Sectors

Across all industries female executives can on average expect to earn seven per cent less, yet secure senior positions three to four years earlier in their lives than male colleagues. The industry with the greatest age / wage gap is the media sector, here female execs are paid a massive 34% less, despite reaching top executive roles three years earlier. Other industries with significant disparity between the earning power of male and female executives include [medicine](#) (27% less), transport and tourism (17% less), [finance](#) (13% less), and surprisingly the [public sector](#) (four years younger / 11% less).

The list of industries where women earn more than their male colleagues is far smaller and the amounts involved are less significant. The IT sector is the most female friendly, with women paid two per cent more than men, and progressing to the top roles a year younger. Other sectors showing positive signs include; real estate (two per cent more), logistics (one per cent more), and retail (equal salaries).

## Industry Inequality

Key industry job roles where sexual discrimination appears to peak include:

**Public Sector** – female executives are two to three years younger than their male counterparts, but are paid £10,000 less per year.

**Retail** – female managers are five years younger, but are paid over £7,500 less per year.

**Finance** – female senior managers are two years younger, but are paid almost £9,500 less per year.

**IT** – female specialists are five years younger, but are paid £6,000 less per year.

**Medicine** – female senior specialists are two years younger, but are paid over £10,000 less per year

**Media** – female business unit leads are five years younger, but are paid over £10,000 less per year.

**Consulting** – female business unit leads are four years younger, but are paid £12,000 less per year.

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## About Experteer

Experteer, the leading online executive jobs website in the UK and across Europe, features more than 50,000 job opportunities at salaries above £50,000 and a network of 4,500 approved headhunters. This premium service is aimed at experienced executives who are either planning their next career move, or simply wanting to monitor the job market and their own market value. Job opportunities available to subscribed members have been selected by a team of independent analysts, who constantly research the market, then classify each job and apply a salary benchmark. Experteer's proprietary Career Matching System alerts each of the current 650,000 European members to positions that correspond to their qualifications, experience and career goals, including relevant opportunities in new industries, functions, or at new management levels. The online career service also provides free job advertising and valuable networking opportunities for headhunters.

Experteer was founded in July 2005 by Holtzbrinck Ventures GmbH, a subsidiary of the Georg von Holtzbrinck publishing group, and is headquartered in Munich. The UK office is based in London. Further information can be found at [www.experteer.co.uk](http://www.experteer.co.uk) or at the service's domain name for each country in which it operates: .de/.ch/.at/.fr/.it/.be/.com.