

Defra Gender Pay Gap 2013

March 2014

Summary of the difference between the average salary of women and men in Defra. The difference is expressed as a percentage of the average male earnings and calculated for each grade and for all grades combined.

This information is a summary of work undertaken by the [Office for National Statistics \(ONS\) for 2013](#) covering the Civil Service.

The overall gender pay gap position in Defra and its agencies generally reflects that of the Civil Service as a whole. This is largely driven by the distribution of male and female employees by grade and by full time / part time status. Men tend to account for higher proportions of the more senior positions. Women are much more likely to be working part-time. Small organisations are likely to see larger fluctuations in their pay gaps.

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Median

Grade	SCS	G6/G7	SEO/HEO	EO	AO/AA	All grades
Defra (excluding Agencies)	1.4%	1.8%	5.3%	4.5%	8.2%	10.6%
Animal Health and Veterinary Laboratories Agency (AHVLA)	9.1%	3.3%	2.3%	1.1%	-2.7%	14.3%
Centre for Environment, Fisheries and Aquaculture Science (CEFAS)	-	-3.8%	12.7%	0.0%	-5.2%	13.9%
Food and Environment Research Agency (FERA)	-	5.7%	3.1%	1.3%	-3.1%	17.3%
Rural Payments Agency (RPA)	-0.9%	3.8%	3.9%	3.1%	-2.1%	5.4%
Veterinary Medicines Directorate (VMD)	24.9%	6.0%	5.7%	4.0%	5.9%	19.1%

Mean

Grade	SCS	G6/G7	SEO/HEO	EO	AO/AA	All grades
Defra (excluding Agencies)	1.0%	2.5%	2.8%	2.1%	0.5%	11.4%
Animal Health and Veterinary Laboratories Agency (AHVLA)	..	3.2%	4.1%	0.4%	-0.8%	15.9%
Centre for Environment, Fisheries and Aquaculture Science (CEFAS)	..	0.2%	4.4%	0.2%	-3.0%	19.9%
Food and Environment Research Agency (FERA)	-	5.7%	3.1%	1.3%	-3.1%	17.3%
Rural Payments Agency (RPA)	-0.8%	2.9%	4.0%	0.6%	-0.7%	9.0%
Veterinary Medicines Directorate (VMD)	..	0.2%	7.2%	2.9%	2.6%	17.5%

Notes:

1. Positive values indicate that male salaries are higher than female; negative values indicate that female salaries are higher than male.
2. Percentages based on between one and five employees are replaced by “..”.
3. Not Applicable values are represented by “-”.
4. This information has been taken from the Office for National Statistics Civil Service Statistics 2013:

<http://www.ons.gov.uk/ons/publications/re-reference-tables.html?edition=tcm%3A77-319802>

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