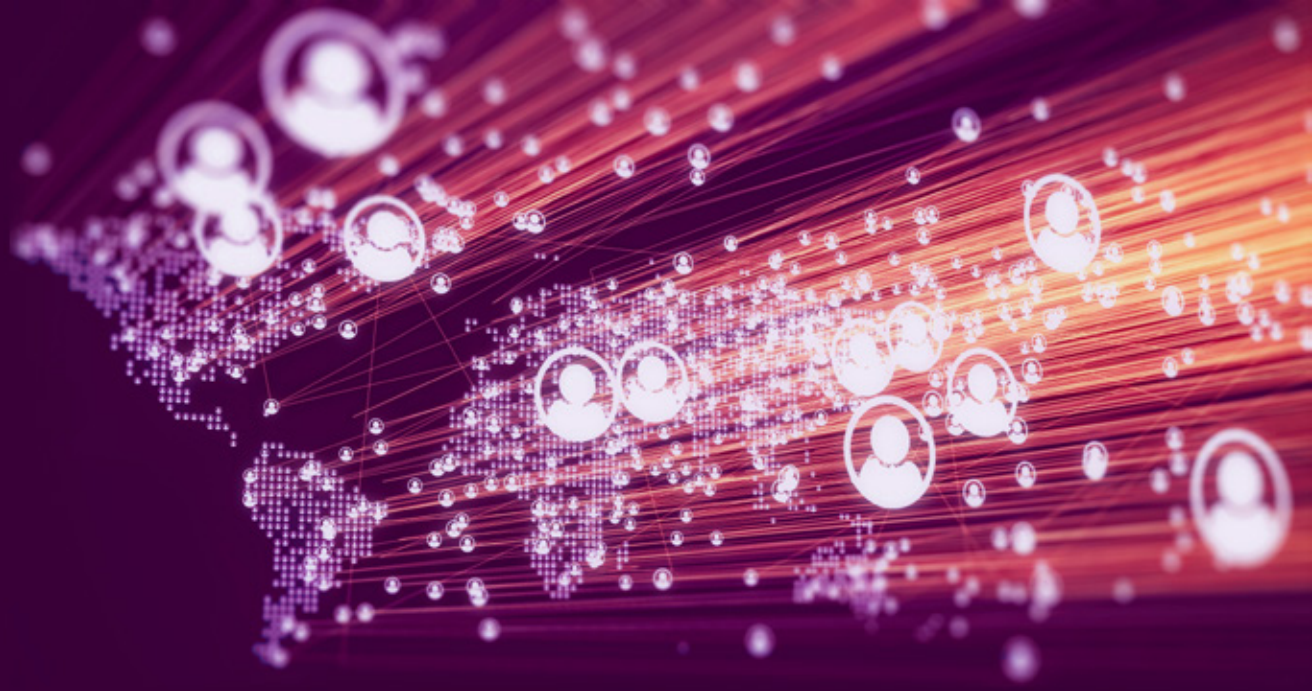


srg

2022 Global Science Salary Guide

Information based on 2022 Global Science Employment Report, surveying 4,300+ respondents across the UK, US and EU

In association with

NewScientist Jobs

www.srgtalent.com

RESPONDENTS

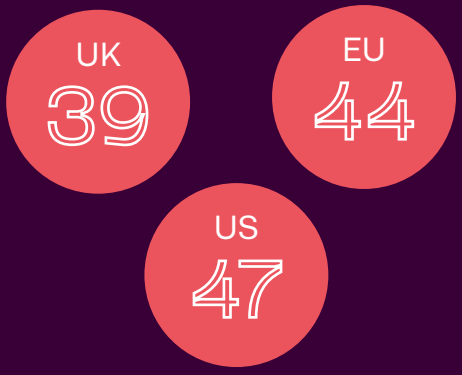
This is the first in a three-part series, delving into the popular subject of salary, following SRG's annual 2022 Global Science Employment Report, produced in association with New Scientist Jobs.

We surveyed participants to discover how the scientific and clinical industry had changed and developed across 2021, recording the highest level of participation in our survey's history, reaching more than 4,300 people currently working in STEM.

Almost 70 per cent of respondents were from the UK, 14 per cent were from the rest of Europe, and the remaining 17 per cent from the US.

AGE

Average age of respondents



GENDER

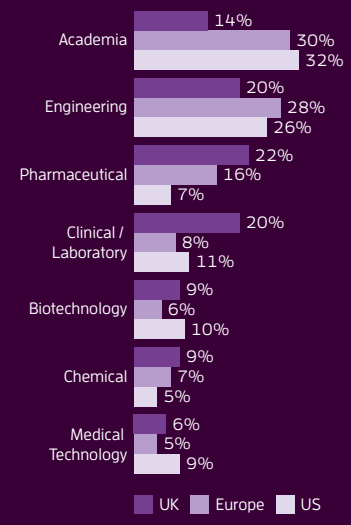
UK gender split was an equal 49% split of women and men, 2% preferred not to say

EU gender split was 36% split of women to 61% men, 3% preferred not to say

US gender split was 40% split of women to 56% men, 4% preferred not to say

SECTOR

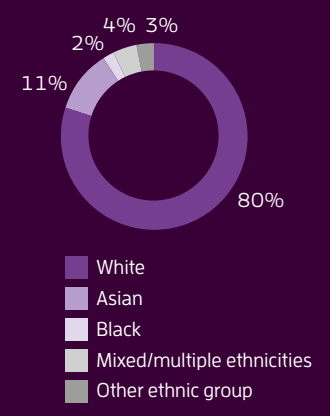
Rspondents working in STEM by sector



Based on the survey of UK, Europe, and US respondents

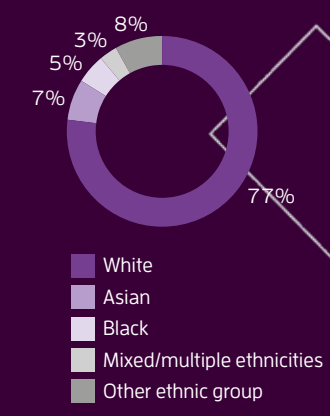
ETHNIC GROUP

ETHNIC GROUP (UK)



Based on the survey of UK respondents

ETHNIC GROUP (US)



Based on the survey of US respondents

SALARY

Salary is often one of the first aspects of a job that people are interested in and proves to be a key player in attracting potential employees – though in today's competitive market, it takes more than earnings alone to competitively differentiate companies. Trends in salary are important for establishing the pay prospects of the industry, as well as comparing them across different sectors and companies, and highlighting where there may be discrepancies.

We compared the salaries of respondents from our 2021 survey to our 2020 survey, with respondents varying from entry level through to the most senior leaders in STEM.

AVERAGE SALARY BY REGION

UK

The average salary for the UK was £45,935 – the highest ever value, up 6 per cent from last year.

Most respondents were earning between £20,000 and £29,000, making up a quarter of the total cohort, while the smallest proportions were earning at the higher salary bands: 4 per cent earned £70,000 or more, 5 per cent earned £80,000 or more, and 6 per cent earned over £100,000.

UK wages were up more than 5 per cent between 2020 and 2021, according to the Office for National Statistics, although they note that wages may be inflated since Covid-19 has made it more difficult to interpret data on average earnings.

EU

The average salary for the EU was €52,972.

US

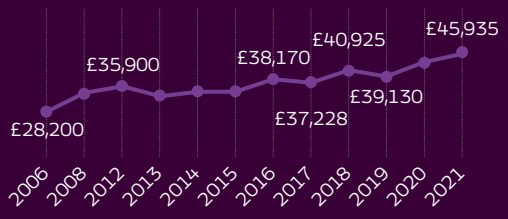
The average salary for the US was $80,156.

Although it may seem, at a glance, that salaries have decreased in the US, this year we received a record number of younger respondents, generally in more junior roles. This has altered the average salary compared to last year, which had less respondents at a more senior level. Organisation size might also have skewed the amount – with more respondents working in smaller companies this year, where earnings are lower, on the whole.

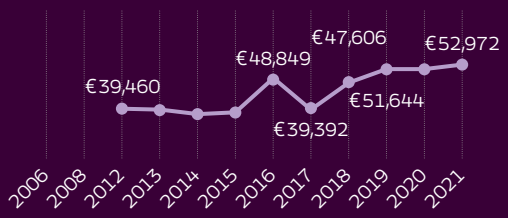
The US Bureau of Labor Statistics (BLS) found that jobs in STEM tended to pay 61 per cent more than non-STEM jobs – $95,350 compared to $50,600 in 2019.

For all regions, salaries – as expected – generally increased with age and job level. Interestingly, in the US, the average earnings of those aged 34 years and over was more even and consistent compared to the UK and rest of Europe, where wages tended to increase more incrementally as people got older.

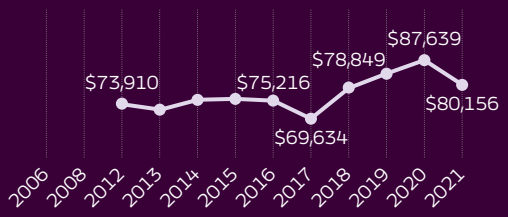
Average salary - UK



Average salary - Europe



Average salary - US

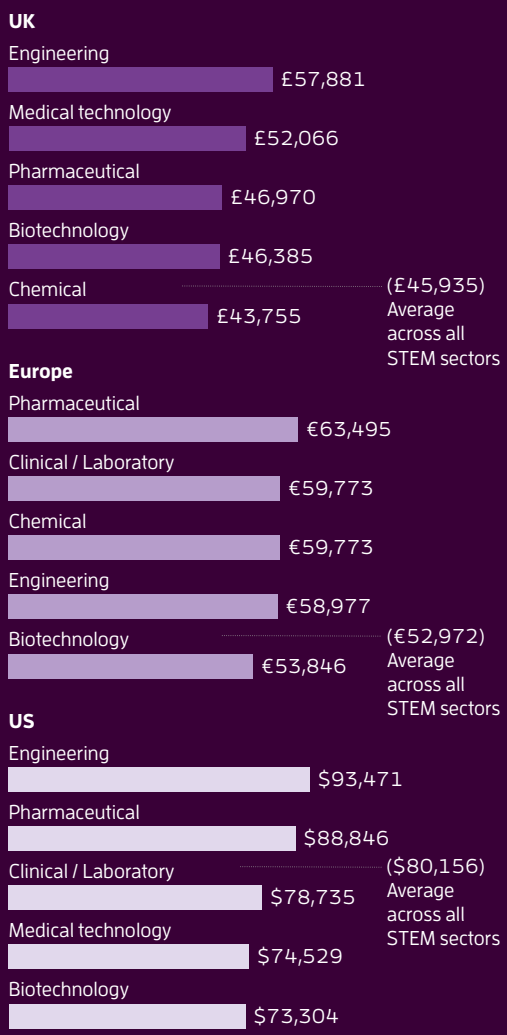


Based on the survey of UK, Europe, and US respondents

SALARY

AVERAGE SALARY BY SECTOR

Breaking it down by sector, our survey reveals that salaries vary considerably depending on the industry respondents work in, with each region showing a distinct pattern. Engineering jobs average the highest salaries in both the UK and the US, with pharmaceutical averaging highest in the EU.



Based on the survey of UK, Europe, and US respondents

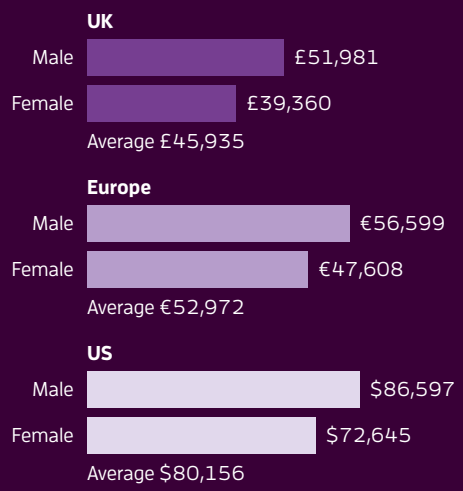
GENDER PAY GAP

The gender pay gap remains a well-established disparity in men's and women's wages for workforces across the board. UK companies with 250 or more employees have been required to publish their gender pay gaps since 2017, highlighting a growing recognition of the gap's significance and that employers should have more accountability in addressing this issue.

Despite an overall trend where the gender pay gap has been shrinking in recent years, one of the biggest finds from our survey is that in the scientific industry it has in fact grown, and substantially at that.

Last year in the UK, our survey revealed an overall gender pay gap of 19.4 per cent. This year, that has been bumped all the way up to almost 28 per cent, with men's salaries around £6,000 above the average and women's earnings falling almost £6,600 below. This is despite the balance of gender remaining largely unchanged from previous years of this survey. Wider data from the UK's Office for National Statistics also found the gender pay gap to have increased in 2021 – though much more modestly – from 14.9 per cent to 15.4 per cent.

Worryingly, a wider gender pay gap was mirrored in Europe, with a difference of 17 per cent in favour of men compared to 7 per cent last year, as well in the US, shifting from 12 per cent to 17.5 per cent.



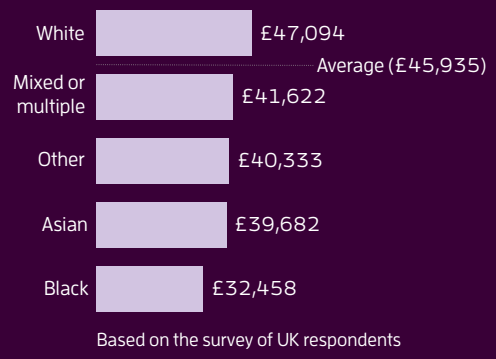
Based on the survey of UK, Europe, and US respondents

SALARY

ETHNICITY AND PAY IN THE UK

For the second year, our survey provides insight into the difference in salaries for different ethnicities in the UK. As yet, unlike the gender pay gap, there is no requirement for organisations and businesses to publish data on their ethnicity pay gap. A 2021 report into ethnic disparities in the UK commissioned by the UK government concluded that such reporting should remain voluntary, although calls for it to become mandatory to increase transparency and awareness have been mounting in recent years.

Our data show that there is still a difference in how much those working in science earn depending on their ethnic background. White respondents and those with a mixed or multiple ethnicities were the only groups who earned above the average, with white respondents having the highest salaries at £47,094. We see the same patterns as last year when we move to the other end of the scale – Black respondents earned the least of all ethnic groups surveyed at £32,458 (34 per cent below the average), while the salaries of Asian respondents and those of an ethnic group other than those listed fell 15 per cent and 13 per cent below the average, respectively, at £39,682 and £40,333.



Based on the survey of UK respondents

SUMMARY

The 2022 Global Science Employment Report in association with New Scientist Jobs reveals that the scientific industry, and STEM overall, tends to be a dynamic and fulfilling industry in which to work, and has adapted well to changes in the last year. Salaries tend to be either on the increase or are remaining stable, as our 2021 survey also indicated, and across regions our respondents are satisfied in their roles.

But there are still elements of significant concern. Our finding that the gender pay gap has widened since last year, shows there is a considerable amount of catching up to do within STEM. Though part of this solution may be linked to wider changes concerning the pandemic, which has played a likely role in increasing the pay gap, the bigger disparities we see across age groups and regions are nonetheless cause for action.

As well as this, our survey also highlighted an ethnicity pay gap in the UK, all of which flag the need for employers be more stringent about fair recruitment and employment. However, this means more than simply increasing the numbers. Employers should also make it their priority that marginalised groups receive the same opportunities for development and progression as the wider workforce. The lack of these prospects for marginalised groups, starting from school-level education through to full-time employment, is currently a barrier to roles that reflect individual skill and capability, as well as more senior positions.

Setting out the employment landscape of the scientific industry helps to identify its standout areas (both positive and negative) and inform strategies and goals for future development. We see our report as an opportunity to lead thought and connect scientific organisations for building a global future of work within science.

Read the full 2022 Global Science Employment Report and discover:

- Changes to what attracts candidates to a company
- Changes to our ways of working in light of the pandemic
- Long-standing concerns over discrimination and harassment

DOWNLOAD FULL REPORT