"Intersectionality and Persistent Inequalities"
Making Diversity Interventions Count Conference Programme

Tuesday June 16th 2015, University of Bradford

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- Dept. of Organisation Studies Exeter Business School
Is wage inequality growing as technological advances lead to workforce de-skilling?

Links to historic privilege and detriment in employment

Multiple/ combinations of profile characteristics
Context - Business

Diversity is more than gender
Public and Organisation Equality Policy

- Additive understanding of contained in Equality Act 2010
- Organisation policy follows suit
- Advice on best practice also “Workforce monitoring data used to ‘profile’ staff, ‘appropriately disaggregated’ (EHRC, 2011 p.9), to uncover patterns of potential discrimination.
UK Parliamentary Debate

• “We have evidence of people experiencing discrimination because of a combination of two protected characteristics, but there is insufficient evidence of cases involving more than two for us to feel that further regulation is warranted…” Hansard (2009)

• Current findings do not investigate beyond the dual discriminatory level.
How does multiple detriment operate?

- “Insufficient evidence”. Why?
- Need samples that are large enough to provide robust findings at intersections
- But also findings need to be controlled for (protected from influence of) intervening effects.
Identity and Pay

- **2014: Gender** pay gap (UK) widening again
- People from most **ethnic minorities** paid less on average that those in “white British” category (Longhi and Platt, 2008)
- Pay varies with **age**, highest in 40-49 age group (Metcalf, 2009)
- **Disability** and lower pay (Metcalf, 2009)
Dual/Multiple identities & Pay

• Some work on gender paired with other identities – mostly US, and mostly gender and ethnicity only
• Indicates that pay differences arising from gender are larger than those arising from other identities
• Almost nothing on other pairs or multiple disadvantage
Project 1: methods of Analysis

- Step 1: Simple regression additive method – isolates a single variable from the effects of all others.
- Step 2: Multiplicative regression techniques look at the impact of combinations of variables.
Research questions

• How does people’s pay differ in relation to (in turn) gender, ethnicity, disability and age?

• What are the pay penalties associated with membership of two or more of these?

• What is the nature of the interaction between combined sources of disadvantage?
Data Collection

- Very large private sector organisation.
- Occupational profile: managerial, technical, professional, skilled and non-skilled.
- International presence, data is UK based
- Multiple years of data collection gives \( n = \text{over 1,100,000} \)
- Data pertains to personal characteristics and employment history
Variables in the study

- Ethnicity
- Disability status
- Length of service
- Age
- Sex
- Geographic location
- Grade
- Mode of work (Full time/ Part time)
- Year of data collection
- Pay
- Sex
- Race
- Disability
- Age

- Grade / Seniority
- Length of Service
- Geographic Region
- Education / Qualifications
- Part-time / Full-time
- Race
- Disability
- Age
Project 1: methods of Analysis

- Step 1: Simple regression additive method – isolates a single variable from the effects of all others.
- Step 2: Multiplicative regression techniques look at the impact of combinations of variables.
Findings: Unadjusted Headline Salary Comparisons

<table>
<thead>
<tr>
<th>SEX</th>
<th>AGE</th>
<th>RACE</th>
<th>DISABILITY STATUS</th>
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<td>31-46</td>
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**Anticipated vs Actual Pay Penalty**

**White Male Non-dis**
31 – 45  
£26,746

**11.6% Pay Gap Advantage**

**2.9% Additive Pay Gap**

**1% Additive Pay Gap**

**7.3% Reduction in Pay Gap**

**8.8% Multiplicatively Increasing Pay Gap**

**7.7% Multiplicatively Increasing Pay Gap**

**9.4% Multiplicatively Increasing Pay Gap**
Academic Conclusions

• Organisation in high-technology sector is exemplar of inequality/unequal pay
• “Gender plus” model is not linear—there is interactional effect.
• Women suffer greatest detriment, particularly age-related.
• ‘Other’ men also suffer intersectional detriment
UK policy conclusions

• Best practice equality initiatives that take an additive approach are insufficient.
• Organisations should monitor at a deeper level.
• Individuals seeking pay redress need to choose their comparators very carefully.
• Equalities Act (2010) dual/multiple discrimination provisions dropped by Coalition Government should be reinstated.
Conclusions for Business.

• The business case for diversity – as previously demonstrated, but on what grounds?
• Our conclusion - the more diverse you are, the better value you offer because the less you are paid.
• Diverse groups – like white, nondisabled, older men, only much much much cheaper!