

# The Gender Pay Gap in Professional Services

## Participation Information

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### Project Aims

The professional services sector, including finance and law, remains one of the largest employers within the UK's economy and has spearheaded its transformation into a modern economy contributing £190bn in gross value added (Barry, 2019). Innovative strategies, transformative cultures and positive community-based initiatives position the sector as one of the most popular for recent graduates. This has attracted an increasing amount of workers, and the increase of women into the sector has challenged what was once traditionally seen as "men's work".

Reducing, if not eliminating, the gender pay gap remains a large aspiration for many companies. Recent amendments to the Equality Act (2010) requiring mandatory gender pay gap reporting has highlighted both positive and negative aspects of gender equality within the professional services sector. Internal strategies employed by companies, supported by governmental policies and research, has taken positive steps towards this. This doctoral research aims to understand those existing policies that assist in achieving equal pay. Furthermore, it hopes to explore social barriers within organisations that contribute towards the gender pay gap and beliefs on how these can be removed.

### What is required from yourself?

An interview will be conducted with yourself through video communication or a phone call. Whilst there is no strict structure to the interview, it aims to provide insight into your career including how you achieved your current role, difficulties you overcame and any future goals you may have. Additionally, it hopes to understand your opinions on strategies that address the gender pay gap. Finally, the interview will explore the nature of social interactions and how these may have affected your career. Any interviews will be conducted at a time that suits you.

### How will my data be used?

Collected data will primarily contribute to the researchers' doctoral thesis. All interviews, will be digitally recorded and transcribed by the researcher. Once transcribed, digital recordings will be deleted and the transcription will be made available to the participant for approval before analysis. All interviews will then be analysed to understand any factors that may contribute to, or assist in reducing the gender pay gap. This analysis will contribute to the doctoral thesis and may be used in conference or journal publications; this may include anonymised quotes from interviews. Any information relating to yourself will be accessible only to the researcher and will be provided pseudonyms to ensure you are not identifiable.

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#### Confidentiality and Data Protection

All data collected will be held following the internal University of Leeds data protection policies. Data collected and required informed consent will be stored on the University of Leeds secure drive and will only be accessible to the lead researcher.

#### Who is organising and funding the research

This is an independent research project undertaken by Jack Daly in fulfilment of the requirements for his PhD. The doctoral project is being supervised by Dr Ioulia Bessa, Dr Vera Trappmann and Professor Jennifer Tomlinson. The doctoral programme is funded by Leeds Doctoral College.

#### Ethical Review

All research is subject to internal ethical approval from the University of Leeds. The anonymity of participants and participation of organisations will be ensured. Data will be held following all data protection regulation and internal university policies.

For any further information, please contact:

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