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Abstract to the following stream

‘Borders and the professions: getting in and getting on – the experience of ethnic minority and migrant workers’

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**Intersectional Representation and Pay Gaps in the UK Financial Services Sector**

The paper explores intersectional representation and pay in the UK Financial Services sector, a sector which has one of the highest gender pay gap (GPG) and significant horizontal and vertical segregation.  It is part of the EU funded ‘Close the Deal, Fill the Gap project’ (see <http://www.fillthegap.eu/news>). The research method draws mainly on the Labour Force Survey (LFS): 2003q1-2015q3 and includes some scoping interviews mainly with unions. Findings expose intersectional effects of multiple factors on segregation and pay. Intersectional effects are explored through the lens of gender and the gender pay gap. Ethnicity is an  important factor in the analysis but gender and its intersections (ethnicity, age, marriage, children, level, etc) are all significant in understanding the sector’s 'borders' in constraining women's and minority ethnic groups’ careers. The paper casts light on the impact of personal factors such as age, the difference dependent children make, the effect of marriage on hetrosexuals and lesbian and gays, education and structural issues such as organisational size, bonuses and local discretion. Moreover the data also indicates that union membership and union agreements may reduce the GPG. Moreover, an understanding that the GPG would be reduced if women received bonuses similar to their male counterparts. The paper will also attempt to understand the impact of the GPG before and after the recession and argues that the intersection of vertical segregation with other characteristics exposes grade walls that need to be dismantled.

The paper has significant policy implications in the light of the requirement for organisations to publicly report their GPG by 2018. It concludes by arguing that that intersectional factors are important contributors to understanding the gender pay gap and makes the case for regulations requiring the publication of the ethnic pay gap.