**Gender Pay Gap in [the UK]**

What is the gender pay gap?

The gender pay gap is one measure of the position of women in the economy in comparison to men. It compares the difference in average hourly pay for women and men in the labour market. The gender pay gap is *not* simply the result of women being paid less than men for the same job. It is the result of a combination of economic and social factors that come together to reduce the earning capacity of women across their lifetime. For example, the unequal division of caring responsibilities within the household means that more women than men work part time.

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| --- | --- | --- | --- |
| **Median hourly pay** | | | |
| **Full time** | | **All employees** | |
| Men  **[£16.13]** | Women  **[£14.85]** | Men  **[£15.27]** | Women  **[£12.92]** |
| **Gender Pay Gap** | | | |
| **[7.9%]** | | **[15.4%]** | |

Gender pay gap in [the UK]

This year, the ONS reported that the gender pay gap among all employees in [the UK] was [15.4%], [down from 17.4% in 2019]. Among full-time employees the gender pay gap in April 2021 was [7.9%], [down from 9.0% in April 2019]. The gender pay gap is higher among all employees than full-time employees because women fill more part-time jobs, which tend to be lower paid per hour in comparison to full-time jobs. This combination of working fewer hours in jobs which pay less per hour, is why women are more likely than men to be living in poverty. [In the UK, overall, 37% of women in employment were working part-time in 2021, compared with 13% of men.] Part-time employees [in xxx] have median hourly earnings of [£10.65] compared with [£15.59] for full-time staff. This “part-time pay penalty” is one of the biggest contributors to the gender pay gap. Other contributing factors are occupational and sectoral segregation.

Gender earnings gap [in xxx]

|  |  |  |  |
| --- | --- | --- | --- |
| **Median weekly earnings** | | | |
| **Full time** | | **All employees** | |
| Men  **[£625]** | Women  **[£550]** | Men  **[£574]** | Women  **[£412]** |
| **Gender earnings gap** | | | |
| **[12.1%]** | | **[28.2%]** | |

The gender pay gap is only one way of measuring the difference between women and men in the economy. Another useful measure is the gender earnings gap, which compares the difference between the amount of money women and men take home at the end of the week. This depends heavily on the number of hours worked as well as the type of work being carried out. Local Data Project calculations show that in April 2021, the gender earnings gap for [all employees] was [28.2%].

**[Contact details of your organisation]**

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