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Key findings

Men working full-time continue to have higher median hourly and weekly earnings than women. Across the United Kingdom, the median *full-time gender pay gap* (the difference in percentage terms between the median earnings of women and men working full-time) in 2012 was 9.6 per cent for hourly earnings excluding overtime and 17.8 per cent for gross weekly earnings (including overtime). The gap was wider in weekly than hourly earnings, since men working full-time tend to work longer total paid weekly hours than women who do so (a median figure of 38.8 hours per week, compared with 37.3) and also receive higher overtime payments (£64.20 for median earnings, compared with £33.50).

The full-time gender pay gap is wider for mean hourly (14.8 per cent) and weekly (20.6 per cent) earnings than for their median equivalents. This reflects the impact on the pay gap of the very high earnings of some male employees; men still predominate in many of the highest paid occupations, while women predominate in the lowest paid occupations. These factors impact on the mean more than the median.

The full-time gender pay gap has narrowed in recent years and was lower in 2012 for both median and mean earnings than in any previous year. The difference between the median hourly earnings of men who work full-time and women who work part-time (the *part-time women's pay gap*) was much higher than the full-time gender pay gap at 38.8 per cent and has not narrowed in recent years.

Full-time gender pay gaps are much wider in some occupations than in others. Among broad occupational groups, the gap in median hourly earnings was widest for skilled trades and for process, plant and machine operatives in 2012, both at 22 per cent. However, for mean hourly earnings, the gap was widest for managers, directors and senior officials. Among major industrial groups, the median full-time gender pay gap was widest for financial and insurance activities at 37 per cent.

The full-time median gender pay gap in hourly earnings is narrower in Northern Ireland than in England, Scotland and Wales. Within England, the widest gender pay gap is in the South East for median full-time earnings and in London and the South East for mean full-time earnings.

Full-time gender pay gaps widen considerably for those aged 40-49 and 50-59, before narrowing in the older age group. Conversely, the gap has largely disappeared for those in their twenties and thirties for median earnings, with the earnings of women and men aged 22-29 being similar.

Introduction

This Equality and Human Rights Commission (EHRC) briefing paper presents the latest statistical data on gender pay gaps in the United Kingdom (UK). It does so to provide the background context for equalities work in this area both by the EHRC and by other individuals and organisations. This paper updates an earlier EHRC briefing paper which was based on 2010 data.¹ It also explores particular factors, such as variations in the size of the gender pay gap within occupations, industries and regions, in more detail. A further difference is that here the emphasis is on the median rather than the mean, although mean data are presented in an Appendix to assist the reader.

Pay data in this briefing are drawn almost entirely from the Annual Survey of Hours and Earnings (ASHE), which is carried out by the Office for National Statistics (ONS).² The most recent ASHE data are for 2012 and were published in November; currently the published data are provisional and revised information is likely to be published later in 2013. The briefing does not seek to analyse alternative sources of pay data, such as the Labour Force Survey (LFS). In view of this, the briefing does not include information on gender pay gaps by ethnicity, religion or disability, or by such characteristics as presence of dependent children or educational qualifications, since such an analysis is not possible using the ASHE alone.³

The paper looks at two gender pay gaps in particular:

- The *full-time gender pay gap* is calculated by dividing the median hourly earnings of female full-time employees by the median hourly earnings of male full-time employees, showing this as a percentage and subtracting the figure from 100 per cent. Thus a 0 per cent figure would indicate that for a particular category, there is no gender pay gap. Where women have higher median hourly earnings than men, the data are shown as a minus figure in the tables. The same approach can be followed using the mean rather than the median.
- The *part-time women's pay gap* is calculated by dividing the median hourly earnings of female part-time employees by the median hourly earnings of male full-time employees, showing this as a percentage and again subtracting the figure from 100 per cent. The same approach can be followed using the mean rather than the median.

The *part-time men's pay gap* is also shown in some tables. This is calculated by dividing the median hourly earnings of male part-time employees by the median

hourly earnings of male full-time employees, showing this as a percentage and again subtracting the figure from 100 per cent. The same approach can be followed using the mean rather than the median.

As noted, this paper focuses on median, rather than mean, earnings. The former measure is preferred by the ONS because the median is not affected by extreme values, such as the changes to earnings of small numbers of very high earners.⁴ However, unlike the median, the mean captures the pay gap across the full earnings distribution including those on very high earnings. Eurostat also collects and publishes gender pay gap data that use the mean and not the median. Since the pattern of gender pay gaps is not identical for the median and the mean, as demonstrated below, it remains a sensible approach to examine both and to highlight important differences in the results.

Overall gender pay gaps

Female employees working full-time in the UK in 2012 earned 90.4 per cent of the median hourly earnings of men (excluding overtime) who worked full-time. This meant that the full-time gender pay gap in hourly earnings was 9.6 per cent (Table 1).

The full-time gender pay gap in weekly earnings was 17.8 per cent. On average, men working full-time worked slightly longer paid basic hours per week than women (a median of 37.5 hours for men compared with 37.0 hours for women). They also worked more paid overtime hours (a median of 4.5 hours for men and 2.8 hours for women). Thus the total paid hours of men working full-time (38.8 hours) was higher than that of women who did so (37.3 hours).⁵ In addition, median weekly overtime payments were almost twice as high for male (£64.20) as female full-timers (£33.50). The full-time gender pay gap in annual earnings was 19.6 per cent.⁶

Women working part-time in the UK in 2010 earned 61.2 per cent of the median hourly earnings of men who worked full-time. This meant that the part-time women's pay gap was 38.8 per cent.

Full-time gender pay gaps were wider for the mean than for the median. In 2012, the mean-based full-time gender pay gaps for hourly, weekly and annual earnings were 14.8, 20.6 and 24.5 per cent respectively. In contrast, the part-time gender pay gap was 38.8 per cent for median earnings, but only 34.6 per cent for mean earnings.

Table 1: Median earnings of UK employees, 2012			
	Hourly £	Weekly £	Annual £
Women: full-time	12.00	448.6	23,074
Men: full-time	13.27	545.8	28,713
Women: part-time	8.12	158.4	8,666
Men: part-time	7.72	145.8	8,320
Women: all	10.04	319.0	16,596
Men: all	12.50	497.6	26,560
Full-time gender pay gap: women F/T as % of men F/T	9.6%	17.8%	19.6%
Part-time women's pay gap: women P/T as % of men F/T	38.8%	71.0%	69.8%
Part-time men's pay gap: men P/T as % of men F/T	41.8%	73.3%	71.0%
Women (all) as % of men (all)	19.7%	35.9%	37.5%
<i>Notes:</i>	Hourly earnings excluding overtime; gross weekly and annual earnings (that is, including overtime and any additional payments). ⁷		
<i>Source:</i>	Office for National Statistics (ONS), Annual Survey for Hours and Earnings (ASHE) 2012, Tables 1.1a, 1.6a and 1.7a.		

Overall pay gap trends (1997-2012)⁸

It is possible, using ASHE, to examine gender pay gaps for median hourly earnings only between 1997 and 2012, whereas longer-term trends for mean earnings can be traced back to 1970 (although not on a consistent basis due to changes in methodology). During this 15-year period, the full-time gender pay gap in the UK fell from 17 per cent to 10 per cent (Table 2). The overall trend was thus for a narrowing gender pay gap. In 2011, the 2010 Standard Occupational Classification (SOC) was used in ASHE for the first time; this appears to have had the effect of slightly widening the gender pay gap.⁹ Median hourly earnings for male full-time employees were £13.12 under SOC 2010 and £13.11 under the previous SOC (2000), whereas median hourly earnings for female full-time employees were £11.91 under SOC 2000 and only £11.75 under SOC 2010. The 2012 data shown above were based on SOC 2010, which would appear to depress female earnings when compared with SOC 2000.

The part-time women's pay gap, also shown in Table 2, fell between 1997 and 2012, but by a smaller amount (43 to 39 per cent) than for the full-time gender pay gap. Table 2 also shows that the full-time gender pay gap in median weekly earnings fell by eight percentage points between 1997 and 2012, a similar amount to the fall in the full-time gender pay gap in hourly earnings. Despite the reduction in the gender pay

gap over the years, women working full-time in 2012 had lower median earnings (£449) than men had had as long ago as 2004 (£460).¹⁰

	Per cent:		
	Hourly:		Weekly
	Full-time gender pay gap	Part-time women's pay gap	Full-time gender pay gap
1997	17.4	43.5	25.7
1998	17.4	44.1	25.8
1999	16.4	43.8	24.9
2000	16.3	43.7	25.0
2001	16.4	44.1	24.4
2002	15.5	44.3	23.1
2003	14.6	43.5	22.9
2004	14.5	42.3	22.5
2005	13.0	40.4	21.1
<i>2006</i>	<i>(12.6)</i>	<i>(40.1)</i>	<i>(20.8)</i>
2006	12.9	39.8	20.9
2007	12.4	39.2	20.8
2008	12.6	39.9	21.0
2009	12.2	39.4	19.8
2010	10.1	38.5	18.3
<i>2011</i>	<i>(9.2)p</i>	<i>(38.2)p</i>	<i>(17.3)p</i>
2011	10.4	38.8	18.2
2012	9.6p	38.8p	17.8p
Notes:	Data are for employees on adult rates and revised data shown as appropriate. 2004 data include supplementary information. 2006 and subsequent data are based on a new methodology adopted in 2007. 2006 data based on methodology used between 1997 and 2005 are in parentheses and italics, showing that the gender pay gap fall between 2005 and 2006 would have been greater had it not been for this methodological change. 2010 and 2011 data are revised, whereas 2012 data are provisional. 2011 data based on SOC 2000 are in parentheses and italics, showing that the apparent increase in the gender pay gap between 2010 and 2011 was due to this methodological change.		
	p = provisional results.		
Source:	ONS, ASHE 1997-2012, Table 1.1a and 1.6a.		

Gender pay gaps across occupations

SOC 2010 is a hierarchical four digit classification, consisting of nine major occupational groups and a larger number of sub-major occupational groups, minor occupational groups and unit occupations. This analysis covers the first three of these in some detail (and the fourth very briefly).

Major occupational groups

In all major occupational groups, median hourly earnings for men working full-time in 2012 were higher than for women who did so (Table 3).

	SOC 2010	Women F/T £	Women P/T £	Men F/T £	Men P/T £	Full-time gender pay gap (%)	Part-time women's pay gap (%)
Managers, directors and senior officials	1	16.74	12.42	20.46	(15.58)	18.2	39.3
Professional occupations	2	18.05	18.66	19.90	21.36	9.3	6.2
Associate professional and technical	3	13.82	11.68	15.78	11.79	12.4	26.0
Administrative and secretarial	4	10.23	9.05	11.16	8.79	8.3	18.9
Skilled trades	5	8.81	7.38	11.25	7.50	21.7	34.4
Caring, leisure and other service	6	8.45	8.00	9.22	7.97	8.4	13.2
Sales and customer service	7	8.12	6.66	8.54	6.72	4.9	22.0
Process, plant and machine operatives	8	7.59	6.93	9.72	7.26	21.9	28.7
Elementary	9	7.00	6.45	8.30	6.43	15.7	22.3
All		12.00	8.12	13.27	7.72	9.6	38.8
<i>Notes:</i>	Figures in parentheses are where the published coefficients of variation of the earnings estimates are greater than 5% and less than 10%.						
<i>Source:</i>	ONS, ASHE 2012, Table 14.6a.						

However, as Table 3 shows, the size of the full-time gender pay gap varied considerably between occupations. Among the nine major occupational groups, the gap was particularly wide for process, plant and machine operatives and skilled trades, both at 22 per cent; the gap was particularly narrow for sales and customer service occupations (5 per cent). Full-time gender pay gaps were also relatively

narrow in administrative and secretarial and caring, leisure and other service occupations, where pay rates of both women and men are both relatively low, as well as in professional occupations, which had the highest female median earnings. The gap was particularly wide for managers, directors and senior officials, who had the highest male median earnings.

The extent of the part-time women's pay gap also varies considerably between occupations. It is particularly narrow in professional occupations and especially wide for managers, directors and senior officials. There is still relatively low part-time employment in the latter occupational group (only 10 per cent of managers, directors and senior officials were employed part-time in April-June 2012) and there is also a substantial difference between the median earnings of women who work part-time (£12.42 per hour) and women who work full-time (£16.74).

Table 4 shows median weekly earnings by major occupational group. A comparison of Tables 3 and 4 reveals that the overall gender pay gap was eight percentage points higher in median weekly than in hourly earnings. The difference between the hourly and weekly full-time gender pay gaps was particularly large for process, plant and machine operatives. In this occupational group, the difference between total hours worked by male and female full-time employees was greater than usual (42.0 for men and 39.1 for women) and median overtime pay for male full-timers was above average at £77.80 (compared with an overall average of £64.20).

	SOC 2010	Women F/T £	Men F/T £	Full-time gender pay gap (%)
Managers, directors and senior officials	1	625.4	797.9	21.6
Professional occupations	2	653.3	739.8	11.7
Associate professional and technical	3	516.5	617.5	16.4
Administrative and secretarial	4	381.5	431.0	11.5
Skilled trades	5	346.4	476.6	27.3
Caring, leisure and other services	6	322.5	371.5	13.2
Sales and customer service	7	309.1	338.0	8.6
Process, plant and machine operatives	8	310.9	441.3	29.5
Elementary	9	279.0	354.0	21.2
All		448.6	545.8	17.8
<i>Source:</i> ONS, ASHE 2012, Table 14.1a.				

Sub-major occupational groups

Each of the nine major occupational groups contains a varying number of sub-major, minor and unit occupational groups. Further analysis at sub-major group level shows that the size of the full-time gender pay gap within individual occupations can vary considerably from the overall major occupational group gap.

This issue is explored further in Table 5, which shows that the median full-time gender pay gap for selected sub-major occupational groups often differs from the gap for the equivalent major occupational group. For example, where the full-time gender pay gap for managers, directors and senior officials was 18 per cent (and that for corporate managers and directors was similar at 17 per cent), the gap for other managers and proprietors was not significant. The gap for caring, leisure and other services was 8 per cent, but while it was 15 per cent in leisure, travel and related personal service occupations, it was only 5 per cent in caring personal service occupations.

In three of the four sub-major occupational groups within professional occupations, median full-time gender pay gaps were all similar (between 7 and 9 per cent), but it was 19 per cent for health professionals.

Table 5: Median hourly earnings (£) of UK employees by selected sub-major occupational group, 2012				
	SOC 2010	Women F/T £	Men F/T £	Full-time gender pay gap (%)
Corporate managers and directors	11	18.06	21.81	17.2
Other managers and proprietors	12	13.46	14.15	{4.9}
Science, research, engineering and technology professionals	21	17.59	19.21	8.4
Health professionals	22	16.89	20.86	19.0
Teaching and educational professionals	23	20.46	22.09	7.4
Business, media and public service professionals	24	17.36	19.02	8.7
Science, engineering and technology associate	31	11.93	13.73	13.1
Health and social care associate professionals	32	12.59	14.01	10.1
Protective service occupations	33	15.67	16.92	7.4
Culture, media and sports occupations	34	12.02	13.34	9.9
Business and public service associate professionals	35	14.25	17.28	17.5
Administrative occupations	41	10.22	11.24	9.1
Secretarial and related occupations	42	10.27	9.87	{-4.1}
Skilled agricultural and related trades	51	---	8.74	n/a
Skilled metal, electrical and electronic trades	52	(12.04)	12.22	{1.5}
Skilled construction and building trades	53	(10.30)	11.32	{9.0}
Textiles, printing and other skilled trades	54	8.21	8.75	6.2
Caring personal service occupations	61	8.48	8.96	5.4
Leisure, travel and related personal service occupations	62	8.24	9.72	15.2
Sales occupations	71	7.41	8.03	7.7
Customer service occupations	72	9.55	9.63	{0.8}
Process, plant and machine operatives	81	7.41	9.94	25.5
Transport and mobile machine drivers and operatives	82	(8.97)	9.60	{6.6}
Elementary trades and related occupations	91	7.15	8.33	14.2
Elementary administration and service occupations	92	7.00	8.30	15.7
<i>Notes:</i>	Figures in parentheses are where the published coefficients of variation of the earnings estimates (CVs) are greater than 5% and less than 10%. --- = CVs are 10% or more. Gender pay gaps shown in curly brackets are not statistically significant.			
<i>Source:</i>	ONS, ASHE 2012, Table 14.6a.			

Minor occupational groups and unit occupations

Analysis of professional occupations at minor occupational level reveals further differences from the overall pattern at sub-major group level. As shown in Table 6, even when full-time gender pay gaps are narrow for sub-major occupational groups, they start to emerge at minor occupational group level. Thus the gap was as wide as 26 per cent for the more narrowly defined health professionals occupation (i.e. SOC 221, which consists mainly of medical practitioners) and 13 per cent for business, research and administrative professionals. In contrast, the gender pay gap for nursing and midwifery professionals was not significant, while median hourly earnings were higher for female than male welfare professionals. As Table 6 also shows, there is no clear relationship between women's share of employment in a particular professional occupation and the full-time gender pay gap. For example, the female shares of employment as full-time health professionals and as welfare professionals are similar, yet the gender pay gap in these two occupations is very different.

In most cases, small sample sizes and high coefficient of variations of the earnings estimates mean that it is not possible to compare median earnings of male and female full-time employees at unit occupation level. Where this can be done, variations do emerge. For example, male median earnings for teaching and educational professionals in 2012 were £22.09 per hour (Table 5). But whereas higher education teaching professionals (SOC 2311) earned £25.09 per hour, further education teaching professionals (SOC 2312) earned only £18.60 per hour. Similarly, female median earnings were £22.45 for higher education teaching professionals, but only £18.02 for further education teaching professionals.

Table 6: Median hourly earnings of full-time employees in professional occupations minor groups, UK, 2012

	SOC 2010	Women F/T £	Men F/T £	Full-time gender pay gap (%)	Total number of full-time employees (thousands)	Female share of full-time employees (%)
Natural and social science professionals	211	17.46	18.54	{5.8}	136	33
Engineering professionals	212	(16.30)	18.63	12.5	362	5
Information technology and telecommunications professionals	213	18.19	20.18	9.9	661	14
Conservation and environment professionals	214	(14.96)	15.55	{3.8}	36	29
Research and development managers	215	(19.12)	(24.00)	[20.3]	30	24
Health professionals	221	20.53	27.85	26.3	288	53
Therapy professionals	222	16.20	(15.10)	{-7.3}	55	77
Nursing and midwifery professionals	223	16.25	16.58	{2.0}	414	84
Teaching and educational professionals	231	20.46	22.09	7.4	1,011	64
Legal professionals	241	21.60	(23.82)	{9.3}	112	58
Business, research and administrative professionals	242	17.89	20.58	13.1	505	34
Architects, town planners and surveyors	243	(15.10)	17.57	[14.1]	167	11
Welfare professionals	244	16.48	14.56	[-13.2]	122	57
Librarians and related professionals	245	13.53	----	n/a	21	76
Quality and regulatory professionals	246	17.61	17.85	{1.3}	101	30
Media professionals	247	(15.93)	16.61	{4.1}	91	40
All professional occupations	2	18.05	19.90	9.3	4,110	43

Notes: Employment data are from the Labour Force Survey (LFS) and are for full-time employees for April-June 2012. As these are estimates, the difference between the number of male and female employees in an occupation may not always be statistically significant. Figures in parentheses are where the published coefficients of variation of the earnings estimates (CVs) are greater than 5% and less than 10%. --- = CVs are 10% or more. Gender pay gaps shown in curly brackets are not statistically significant. Those shown in square brackets are statistically significant, but have standard errors greater or equal to five percentage points.

Source: ONS, ASHE 2012, Table 14.6a; Labour Force Survey: all in employment by status, occupation and sex, April - June 2012 (EMP 16), available at: <http://www.ons.gov.uk/ons/search/index.html?newquery=Standard+occupational+classification> (accessed June 2013).

The gender pay gap in high-paid and low-paid occupations

Table 7 shows the 15 occupations where median earnings were the highest in 2012, excluding those which had less than 10,000 full-time employees. As Table 7 shows, men comprised the majority of employees in 11 of these occupations, with women comprising the majority in only four.

	SOC 2010	Median hourly earnings of F/T employees £	Number of female employees (thousands)	Number of male employees (thousands)
Chief executives and senior officials	1115	43.12	13	47
Marketing and sales directors	1132	33.50	37	113
Legal professionals not elsewhere classified	2419	(32.94)	24	16
Information technology and telecommunications directors	1136	(32.79)	xxx	33
Senior professionals of educational establishments	2317	28.71	72	31
Medical practitioners	2211	28.65	83	89
Financial managers and directors	1131	28.39	78	109
Senior police officers	1172	27.78	xxx	11
IT project and programme managers	2134	(25.48)	10	41
Financial institution managers and directors	1150	25.07	31	55
Functional managers and directors not elsewhere classified	1139	24.84	30	55
Higher education teaching professionals	2311	23.72	55	71
Human resource managers and directors	1135	23.69	81	46
Health services and public health managers and directors	1181	23.60	30	16
Train and tram drivers	8231	23.40	xxx	29
<i>Notes:</i>	Employment data are from the Labour Force Survey and are for all employees for April-June 2012. As these are estimates, the difference between the number of male and female employees in an occupation may not always be statistically significant. Figures in parentheses are where the published coefficients of variation of the earnings estimates are greater than 5% and less than 10%. xxx = less than 10,000 full-time employees.			
<i>Source:</i>	ONS, ASHE 2012, Table 14.6a; Labour Force Survey: all in employment by status, occupation and sex, April - June 2012 (EMP 16), available at: http://www.ons.gov.uk/ons/search/index.html?newquery=Standard+occupational+classification (accessed June 2013).			

Conversely, women formed the majority of employees in 11 out of the 15 occupations where median earnings of full-time employees were lower than £7.50 (and there

were at least 10,000 employees in total) (Table 8). Thus men continue to predominate in most high-paid occupations and women to do so in most low-paid ones.

Table 8: Lowest paid occupations of full-time employees, UK, 2012				
	SOC 2010	Median hourly earnings of F/T employees £	Number of female employees (thousands)	Number of male employees (thousands)
Launderers, dry cleaners and pressers	9234	6.35	23	xxx
Bar staff	9274	6.40	108	80
Waiters and waitresses	9273	6.47	181	68
Kitchen and catering assistants	9272	6.49	278	145
Vehicle valeters and cleaners	9236	6.56	xxx	22
Leisure and theme park attendants	9275	6.57	10	13
Hairdressers and barbers	6221	6.64	92	12
Other elementary services occupations not elsewhere classified	9279	6.69	xxx	25
Nursery nurses and assistants	6121	7.05	182	xxx
Cleaners and domestics	9233	7.10	374	101
Retail cashiers and check-out operators	7112	7.17	159	66
Sales and retail assistants	7111	7.21	708	396
Sewing machinists	8137	7.22	23	xxx
Elementary administration occupations not elsewhere classified	9219	7.44	22	20
Packers, bottlers, canners and fillers	9134	7.45	66	74
<i>Notes:</i>	Employment data are from the Labour Force Survey and for all employees for April-June 2012. As these are estimates, the difference between the number of male and female employees in an occupation may not always be statistically significant. Some occupations which will have low median earnings are not shown here because of low sample sizes in ASHE. xxx = less than 10,000 employees.			
<i>Source:</i>	ONS, ASHE 2012, Table 14.6a; Labour Force Survey: all in employment by status, occupation and sex, April - June 2012 (EMP 16), available at: http://www.ons.gov.uk/ons/search/index.html?newquery=Standard+occupational+classification (accessed June 2013).			

In addition, in at least 13 out of the 15 highest paid occupations shown in Table 7, the majority of both male and female employees worked full-time, and in most cases, part-time work was a rarity;¹¹ in only one of these occupations (higher education teaching professionals) did more than one-fifth of all employees work part-time (the

average across all occupations was 27 per cent). Conversely, part-time work was more prevalent in low-paid occupations; in seven out of the 15 lowest paid occupations in Table 8, part-time workers comprised more than 50 per cent of all employees.

Gender pay gaps across sectors

For both full-time and part-time workers, median hourly and weekly earnings are higher for both women and men in the public than in the private sector; moreover, both the full-time gender pay gap and the part-time women’s pay gap are narrower in the public sector than in the private sector (Tables 9 and 10). The gap in the private sector reduced from 23.7 per cent in 1997 to 18.4 per cent in 2012, while the gap in the public sector fell from 13.5 per cent to 9.8 per cent in the same period.

	Private sector	Public sector
	£	£
Women: full-time	10.10	14.41
Men: full-time	12.37	15.98
Women: part-time	7.11	10.11
Men: part-time	7.00	(12.32)
Full-time gender pay gap: women F/T as % of men F/T	18.4%	9.8%
Part-time women’s pay gap: women P/T as % of men F/T	42.5%	36.7%
Part-time men’s pay gap: men P/T as % of men F/T	43.4%	22.9%
<i>Notes:</i>	Hourly earnings excluding overtime. Figures in parentheses are where the published coefficients of variation of the earnings estimates are greater than 5% and less than 10%.	
<i>Source:</i>	ONS, ASHE 2012, Table 13.6a.	

There is a greater difference in the full-time gender pay gap between median hourly earnings and median weekly earnings in the private sector than in the public sector (Tables 9 and 10). Median basic hours for women and men working full-time are the same in the public sector, but slightly higher for men than women in the private sector. More importantly, whereas median overtime pay is similar for men working full-time in both the public and the private sectors (£64.10 and £65.30 respectively), it is higher for women in the public than in the private sector (£40.90, compared with £29.60).

Table 10: Median weekly earnings of public and private sector employees, UK, 2012		
	Private sector	Public sector
	£	£
Women: full-time	390.7	527.4
Men: full-time	522.2	614.4
Women: part-time	136.8	209.6
Men: part-time	138.2	225.3
Full-time gender pay gap: women F/T as % of men F/T	25.2%	14.2%
Part-time women's pay gap: women P/T as % of men F/T	73.8%	65.9%
Part-time men's pay gap: men P/T as % of men F/T	73.5%	63.3%
<i>Notes:</i> Weekly earnings include overtime.		
<i>Source:</i> ONS, ASHE 2012, Table 13.1a.		

Gender pay gaps across industries

The Standard Industrial Classification (SIC) 2007 is a hierarchical five digit classification, consisting of sections, divisions, groups, classes and sub-classes. The analysis here covers the first three of these.

Industrial sections

The size of the full-time gender pay gap also varies between industrial sections. As Table 11 reveals, the median hourly full-time gender pay gap in 2012 was particularly wide in financial and insurance activities; electricity, gas, steam and air conditioning; manufacturing; and professional, scientific and technical activities. Easily the widest gender pay gap was in finance and insurance activities. The gender pay gap was not significant in several industries, including transportation and storage and in administrative and support service activities.

As in the case of major occupational groups, there is a relationship between high average male earnings and wide full-time gender pay gaps in industry sections. Thus, for example, in the 19 industry sections for which median male full-time earnings are shown, the gap was widest in financial and insurance activities (which had the highest male median hourly earnings). In two of the three other industries where the full-time gender pay gap was around 20 per cent or higher, men's median earnings were also above the overall median, the exception being manufacturing.

Table 11: Median hourly earnings of full-time employees by industry section, UK, 2012				
	SIC 2007	Women F/T £	Men F/T £	Full-time gender pay gap (%)
Agriculture, forestry and fishing	A	(7.63)	8.50	{10.2}
Mining and quarrying	B	----	(15.48)	n/a
Manufacturing	C	10.08	12.71	20.7
Electricity, gas, steam and air conditioning	D	(12.55)	17.04	26.3
Water supply; sewerage, waste management and remediation activities	E	(11.83)	11.94	{0.9}
Construction	F	11.35	12.78	11.2
Wholesale and retail trade; repair of motor vehicles and motorcycles	G	8.82	10.16	13.2
Transportation and storage	H	11.77	11.54	{-2.0}
Accommodation and food service activities	I	7.07	7.62	7.2
Information and communication	J	15.26	18.71	18.4
Financial and insurance activities	K	13.84	21.86	36.7
Real estate activities	L	11.89	13.61	12.6
Professional, scientific and technical activities	M	14.17	17.83	20.5
Administrative and support service activities	N	9.44	9.63	{2.0}
Public administration and defence; compulsory social security	O	13.44	15.71	14.4
Education	P	14.85	16.84	11.8
Human health and social work activities	Q	12.17	14.86	18.1
Arts, entertainment and recreation	R	9.89	10.33	{4.3}
Other service activities	S	10.10	12.20	17.2
All		12.00	13.27	9.6
<i>Notes:</i>	Figures in parentheses are where the published coefficients of variation of the earnings estimates (CVs) are greater than 5% and less than 10%. Gender pay gaps shown in curly brackets are not statistically significant. --- = CVs are 10% or more. ----			
<i>Source:</i>	ONS, ASHE 2012, Table 4.6a.			

In some industry sections, such as financial and insurance activities, the size of the gender pay gap is similar for both mean and median hourly earnings. Elsewhere the two figures are very different; the full-time gender pay gap in human health and social work activities was 28 per cent for mean, and 18 per cent for median, earnings.

Table 12 shows the gender pay gap in the median weekly earnings of full-time employees in 2012.

Table 12: Median weekly earnings of full-time employees by industry section, UK, 2012				
	SIC 2007	Women F/T £	Men F/T £	Full-time gender pay gap (%)
Agriculture, forestry and fishing	A	(330.0)	402.5	[18.0]
Mining and quarrying	B	----	739.2	n/a
Manufacturing	C	395.2	543.6	27.3
Electricity, gas, steam and air conditioning	D	(464.8)	678.6	31.5
Water supply; sewerage, waste management and remediation activities	E	(453.6)	535.1	[15.2]
Construction	F	434.5	554.5	21.6
Wholesale and retail trade; repair of motor vehicles and motorcycles	G	344.8	431.2	20.0
Transportation and storage	H	462.9	522.4	11.4
Accommodation and food service activities	I	288.2	328.3	12.2
Information and communication	J	571.9	717.3	20.3
Financial and insurance activities	K	498.3	786.6	36.7
Real estate activities	L	440.0	529.1	16.8
Professional, scientific and technical activities	M	527.7	684.2	22.9
Administrative and support service activities	N	378.3	418.8	9.7
Public administration and defence; compulsory social security	O	507.6	631.2	19.6
Education	P	519.4	608.8	14.7
Human health and social work activities	Q	460.5	575.2	19.9
Arts, entertainment and recreation	R	383.4	416.3	7.9
Other service activities	S	383.3	479.1	20.0
All		448.6	545.8	17.8
<i>Notes:</i>	Figures in parentheses are where the published coefficients of variation of the earnings estimates are greater than 5% and less than 10%. Gender pay gaps shown in curly brackets are not statistically significant. Those shown in square brackets are statistically significant, but have standard errors greater or equal to five percentage points. --- = Coefficients of variation of the earnings estimates (CVs) are 10% or more.			
<i>Source:</i>	ONS, ASHE 2012, Table 4.1a.			

Once again the gender pay gap was particularly wide in financial and insurance activities, as well as electricity, gas, steam and air conditioning and in manufacturing.

Industrial divisions and classes

As for occupational groups, there are variations in the size of the full-time gender pay gap for industrial divisions and classes. In many cases, small sample sizes prevent the data being shown. Tables 13 and 14 look at two industry sections, one predominantly in the private sector and one predominantly in the public sector: accommodation and food service activities (SIC I) and education (SIC P).

Table 13 shows that the width of the gap varies across the three industrial classes within food and beverage service activities. Table 14 shows that both male earnings and the size of the gender pay gap increase with the age of the children being educated; thus the gender pay gap was much wider in secondary and higher education, compared with primary education.

Table 13: Median hourly earnings of full-time employees in accommodation and food service industries, UK, 2012				
	SIC	Women F/T £	Men F/T £	Full-time gender pay gap (%)
Accommodation	55	7.14	7.92	9.8
Hotels and similar accommodation	551	7.15	8.00	10.6
Camping grounds, recreational vehicle parks and trailer parks	553	(6.52)	(6.97)	{6.5}
Food and beverage service activities	56	7.01	7.55	7.2
Restaurants and mobile food service activities	561	7.00	7.21	{2.9}
Event catering and other food service activities	562	7.88	9.08	13.2
Beverage serving activities	563	6.82	7.44	8.3
Accommodation and food service activities	I	7.07	7.62	7.2
<i>Notes:</i>	Figures in parentheses are where the published coefficients of variation of the earnings estimates are greater than 5% and less than 10%. Gender pay gaps shown in curly brackets are not statistically significant. Those shown in square brackets are statistically significant, but have standard errors greater or equal to five percentage points.			
<i>Source:</i>	ONS, ASHE 2012, Table 16.6a.			

	SIC	Women F/T £	Men F/T £	Full-time gender pay gap (%)
Education	85	14.85	16.84	11.8
Pre-primary education	851	(7.53)	---	n/a
Primary education	852	14.82	15.44	4.0
Secondary education	853	14.87	17.23	13.7
Higher education	854	16.53	19.80	16.5
Other education	855	12.04	(13.56)	{11.2}
Education	P	14.85	16.84	11.8
<i>Notes:</i>	Figures in parentheses are where the published coefficients of variation of the earnings estimates (CVs) are greater than 5% and less than 10%. --- = CVs are 10% or more. Gender pay gaps shown in curly brackets are not statistically significant.			
<i>Source:</i>	ONS, ASHE 2012, Table 16.6a.			

Gender pay gaps across nations and regions

England, Wales, Scotland and Northern Ireland

In 2012, median hourly earnings for full-time employees were highest in England for both women and men. They were lowest for women in Wales and for men in Northern Ireland (Table 15).

	England £	Scotland £	Wales £	Northern Ireland £
Women: full-time	12.09	11.88	10.80	11.37
Men: full-time	13.46	12.97	11.94	11.40
Women: part-time	8.14	8.34	7.58	7.96
Men: part-time	7.77	7.63	7.50	7.14
Full-time gender pay gap: women F/T as % of men F/T	10.2%	8.4%	9.5%	{0.3%}
Part-time women's pay gap: women P/T as % of men F/T	39.5%	35.7%	36.5%	30.2%
Part-time men's pay gap: men P/T as % of men F/T	42.3%	41.2%	37.2%	37.4%
<i>Notes:</i>	Hourly earnings excluding overtime; gross weekly and annual earnings. Gender pay gaps shown in curly brackets are not statistically significant.			
<i>Source:</i>	ONS, ASHE 2012, Table 7.6a.			

The full-time gender pay gap was not significant in Northern Ireland in 2012 and has not been significant for median earnings since 2004 (although the mean full-time gender pay gap remains significant). The part-time women's pay gap in median earnings was narrowest in Northern Ireland and widest in England, again reflecting the wide difference in median male full-time earnings between the two UK nations.

The pattern for weekly earnings was similar, with the full-time gender pay gaps again being widest in England and narrowest in Northern Ireland (Table 16).

Table 16: Median weekly earnings of employees, UK nations, 2012				
	England £	Scotland £	Wales £	Northern Ireland £
Women: full-time	452.3	438.1	403.9	440.0
Men: full-time	553.0	533.1	482.4	478.9
Women: part-time	157.9	168.4	152.0	153.8
Men: part-time	146.0	141.7	143.3	(139.0)
Full-time gender pay gap: women F/T as % of men F/T	18.2%	17.8%	16.3%	8.1%
Part-time women's pay gap: women P/T as % of men F/T	71.4%	68.4%	68.5%	67.9%
Part-time men's pay gap: men P/T as % of men F/T	73.6%	73.4%	70.3%	71.0%
<i>Notes:</i>	Weekly earnings include overtime. Figures in parentheses are where the published coefficients of variation of the earnings estimates are greater than 5% and less than 10%. Gender pay gaps shown in square brackets are statistically significant, but have standard errors greater or equal to five percentage points.			
<i>Source:</i>	ONS, ASHE 2012, Table 7.1a.			

As shown in Table 17, the full-time gender pay gap in median hourly earnings has declined in all four nations since 1997, although as noted earlier, there have been some discontinuities in data. The extent of the reduction in the gap has varied considerably; whereas in England, it fell by only seven percentage points between 1997 and 2012, the equivalent figure for Northern Ireland was 16 percentage points.

Table 17: Full-time gender pay gaps in median hourly earnings, UK nations, 1997-2012				
	Per cent:			
	England	Scotland	Wales	Northern Ireland
1997	17.2	18.4	17.5	16.5
1998	17.3	19.1	17.7	14.8
1999	16.0	16.7	17.2	13.4
2000	16.3	18.0	15.9	11.7
2001	16.1	17.0	15.9	10.3
2002	15.8	15.8	16.3	9.0
2003	15.0	13.2	15.1	8.6
2004	14.6	11.6	14.9	{6.1}
2005	13.5	9.0	12.2	{5.3}
2006	<i>(13.0)</i>	<i>(10.1)</i>	<i>(12.6)</i>	<i>{(0.5)}</i>
2006	13.3	10.7	12.5	{1.7}
2007	12.7	11.9	9.3	{2.5}
2008	12.8	10.8	13.7	{2.6}
2009	12.7	8.6	12.6	{3.6}
2010	10.7	7.4	7.9	{-0.5}
2011	<i>(9.8)p</i>	<i>(5.8)p</i>	<i>(8.8)p</i>	<i>{(-2.0)}p</i>
2011	11.1	6.7	9.3	{-1.0}
2012	10.2p	8.4p	9.5p	{0.3}p
Notes:	<p>Data are for employees on adult rates and revised data shown as appropriate. 2004 data include supplementary information. 2006 and subsequent data are based on a new methodology adopted in 2007. 2006 data based on methodology used between 1997 and 2005 are in parentheses and italics, showing that the gender pay gap fall between 2005 and 2006 would have been greater had it not been for this methodological change. 2010 and 2011 data are revised, whereas 2012 data are provisional. 2011 data based on SOC 2000 are in parentheses and italics, showing that the apparent increase in the gender pay gap between 2010 and 2011 in England was due to this methodological change.</p> <p>Gender pay gaps shown in curly brackets are not statistically significant.</p> <p>p = provisional results.</p>			
Source:	ONS, ASHE 1997-2012, Table 7.6a.			

English regions

The full-time gender pay gap in median hourly earnings in English regions in 2012 (Table 18) was particularly wide in the South East at 15 per cent, followed by the East, London and the East Midlands, all at 12 per cent. The gap was particularly narrow in the North East, the North West and Yorkshire and the Humber.

The part-time women's pay gap was widest in London in 2012, even though median earnings of women working part-time were highest there. One other notable feature of median part-time hourly earnings was that they were higher in England as a whole for women (£8.14) than for men (£7.77) and higher for women than for men in six out of nine English regions. In three regions, the North East, North West and East Midlands, the differences were not statistically significant.

Table 18: Median hourly earnings of employees in English regions, by place of work, 2012

	Women F/T £	Women P/T £	Men F/T £	Men P/T £	Full-time gender pay gap (%)	Part-time women's pay gap (%)
North East	10.94	7.67	11.95	7.70	8.5	35.8
North West	11.27	7.81	12.34	7.61	8.7	36.7
Yorkshire and the Humber	10.94	7.75	12.03	7.33	9.1	35.6
East Midlands	10.54	7.66	11.95	7.59	11.8	35.9
West Midlands	10.93	7.89	12.26	7.46	10.8	35.6
East	11.30	8.06	12.90	7.56	12.4	37.5
London	15.98	9.79	18.16	8.67	12.0	46.1
South East	12.33	8.57	14.50	8.07	15.0	40.9
South West	10.93	8.20	12.21	7.60	10.5	32.8
England (all)	12.09	8.14	13.46	7.77	10.2	39.5
<i>Notes:</i> Hourly earnings excluding overtime. Data are for Government Office regions.						
<i>Source:</i> ONS, ASHE 2012, Table 7.6a.						

Counties

There are differences in the size of the gender pay gap in individual counties within the same region. This is shown by the example of the South East (Table 19 and, for mean data, in Table A19), although small samples limit the extent of the possible analysis. Small samples also mean that while a similar analysis can be carried out at local authority level, the full-time gender pay gaps that are often found are not statistically significant, so these data are not shown here. Given the importance of

these data for local authorities, an improvement in the precision of estimates is desirable.

Table 19: Median hourly earnings of full-time employees, by place of work in selected South East counties, 2012			
	Women F/T £	Men F/T £	Full-time gender pay gap (%)
Buckinghamshire	(12.31)	15.24	[19.2]
East Sussex	(11.54)	(11.92)	{3.2}
Hampshire	12.00	14.25	15.8
Kent	10.96	13.24	17.2
Oxfordshire	13.14	14.26	{7.9}
Surrey	13.45	16.43	18.1
West Sussex	11.47	13.04	12.0
South East	12.33	14.50	15.0
<i>Notes:</i> Figures in parentheses are where the published coefficients of variation of the earnings estimates are greater than 5% and less than 10%. Gender pay gaps shown in curly brackets are not statistically significant. Gender pay gaps shown in square brackets are statistically significant, but have standard errors greater or equal to five percentage points.			
<i>Sources:</i> ONS, ASHE 2012, Table 7.6a.			

The gender pay gap across age bands

As shown in Table 20, female full-time employees aged 22-29 had higher median earnings than men of the same age in 2012. The median gender pay gap for those aged 30-39 was also smaller than in any previous year, but then widened considerably for those aged 40-49 and 50-59, before narrowing in the oldest age group.

There are some differences between mean and median earnings of full-timers by age. Mean male and female earnings of those aged 22-29 were very similar at £11.69 and £11.65 respectively (see Table A20), but thus far there has been no year in which female mean earnings in this age group have been higher than men's. The gender pay gap in mean earnings for those aged 30-39 (6.4 per cent) was also much higher than the equivalent median gap for this age group (0.7 per cent) which was not significant.

Table 20: Median hourly earnings of full-time employees by age, UK, 2012			
	Women F/T £	Men F/T £	Full-time gender pay gap (%)
18-21	6.82	7.23	5.7
22-29	10.52	10.22	-2.9
30-39	14.17	14.27	{0.7}
40-49	12.93	15.26	15.3
50-59	11.99	14.69	18.4
60+	11.00	12.18	9.7
All	12.00	13.27	9.6
<i>Notes:</i> Data for 16-17 year olds are not shown as they include some people not on adult rates. Gender pay gaps shown in curly brackets are not statistically significant.			
<i>Source:</i> ONS, ASHE 2012, Table 6.6a.			

Distributions in earnings

As shown in Table 21, the full-time gender pay gap widens with each decile of the earnings distribution. Thus at the 10th percentile, this gap was only 6.2 per cent in 2012, whereas at the 90th percentile, it was as high as 19.0 per cent. A particularly striking feature of the data was that the gap at the 90th percentile was five percentage points wider than that at the 80th percentile, a clear indication of how much impact the highest male earnings has on the overall (mean) full-time gender pay gap.

Table 22 shows that the distributions of the hourly earnings of male and female part-time employees follow different patterns. At the 10th percentile, women and men working part-time had the same hourly earnings. Women's hourly pay then exceeded men's at each level up to the 60th percentile. But for the 80th and 90th percentiles, men had the higher earnings. The implications of these results are that a higher proportion of men than women have very low part-time earnings, but also that the relatively small number of part-time employees with above average hourly earnings are predominantly male.

	Women F/T £	Men F/T £	Full-time gender pay gap (%)
10th percentile	6.92	7.38	6.2
20th percentile	8.06	8.71	7.5
25th percentile (first quartile)	8.64	9.38	7.9
30th percentile	9.20	10.02	8.2
40th percentile	10.47	11.51	9.0
50th percentile (median)	12.00	13.27	9.6
60th percentile	13.82	15.36	10.0
70th percentile	15.98	18.08	11.6
75th percentile (third quartile)	17.38	19.72	11.9
80th percentile	18.78	21.80	13.9
90th percentile	23.37	28.85	19.0
<i>Source:</i> ONS, ASHE 2012, Table 1.6a.			

	Women P/T £	Men P/T £	Men F/T £	Part-time women's pay gap (%)
10th percentile	6.08	6.08	7.38	17.6
20th percentile	6.38	6.14	8.71	26.8
25th percentile (first quartile)	6.59	6.28	9.38	29.7
30th percentile	6.82	6.50	10.02	31.9
40th percentile	7.40	7.00	11.51	35.7
50th percentile (median)	8.12	7.72	13.27	38.8
60th percentile	9.11	8.81	15.36	40.7
70th percentile	10.58	10.50	18.08	41.5
75th percentile (third quartile)	11.78	12.19	19.72	40.3
80th percentile	13.54	14.67	21.80	37.9
90th percentile	18.81	22.83	28.85	34.8
<i>Source:</i> ONS, ASHE 2012, Table 1.6a.				

Mean/median differences

As noted earlier, the mean full-time gender pay gap is wider than the median full-time gender pay gap for hourly, weekly and annual earnings. Moreover, the mean hourly gap has been wider than the median hourly gap in every year since 1997 when it became possible to compare the results. In 2012, there was a 5.2 percentage point difference between the two sets of figures (9.6 per cent and 14.8 per cent)

In most occupations, industries, UK nations and regions, counties and authorities, it is also the case that the mean gender pay gap is wider than the median gap. However, in particular occupations, the difference between the mean and median pay gaps is sometimes much larger than the overall difference of five percentage points. This is the case, for example, for other managers and proprietors (SOC 12), where the mean full-time gender pay gap was 11 percentage points wider than the median equivalent in 2012, or for health professionals (SOC 22) where the mean gap was 12 percentage points wider than the median gap. This pattern also occurs in some industries; for example, the median full-time gender pay gap in human health and social work activities (SIC Q) was 18.1 per cent, while the equivalent mean gap was 27.5 per cent.

It is likely that very high earnings of some male employees, which as noted have a greater impact on the mean than the median, are particularly important in these occupations and industries, thus reinforcing the need to examine both the mean and median when assessing gender pay gaps.

Conclusions

This paper has presented a detailed picture of the gender pay gap, as shown in the Annual Survey of Hours and Earnings. It has revealed that while the long-term trend is for a narrowing of the overall gender pay gap, it has certainly not been eliminated and that it remains particularly significant in some occupations, industries, regions and UK nations.

Appendix A: Mean earnings

(Note that the tables in Appendix A are numbered to correspond with the equivalent numbers of the tables for median earnings in the main text)

Table A1: Mean earnings of UK employees, 2012			
	Hourly £	Weekly £	Annual £
Women: full-time	14.05	524.4	27,291
Men: full-time	16.50	660.1	36,156
Women: part-time	10.79	195.7	10,718
Men: part-time	11.71	204.4	12,567
Women: all	13.17	381.7	20,065
Men: all	16.19	596.2	33,168
Full-time gender pay gap: women F/T as % of men F/T	14.8%	20.6%	24.5%
Part-time women's pay gap: women P/T as % of men F/T	34.6%	70.4%	70.4%
Part-time men's pay gap: men P/T as % of men F/T	29.0%	69.0%	65.2%
Women (all) as % of men (all)	18.7%	36.0%	39.5%
<i>Notes:</i>	Hourly earnings excluding overtime; gross weekly and annual earnings (that is, including overtime and any additional payments).		
<i>Source:</i>	ONS, ASHE 2012, Tables 1.1a, 1.6a and 1.7a.		

Table A2: Gender pay gaps in mean earnings, UK, 1997-2012			
	Per cent:		
	Hourly:		Weekly
	Full-time gender pay gap	Part-time women's pay gap	Full-time gender pay gap
1997	20.7	41.9	27.6
1998	21.2	41.9	28.1
1999	20.5	41.5	27.0
2000	20.2	41.2	26.9
2001	20.0	42.5	26.4
2002	20.1	42.6	26.1
2003	19.4	40.9	25.7
2004	17.8	39.6	24.0
2005	17.1	37.6	23.3
2006	<i>(17.3)</i>	<i>(36.9)</i>	<i>(23.5)</i>
2006	17.6	36.8	23.7
2007	16.9	35.8	23.3
2008	17.3	36.9	23.6
2009	16.4	35.3	22.1
2010	15.5	34.8	21.5
2011	<i>(14.8)p</i>	<i>(34.5)p</i>	<i>(20.9)p</i>
2011	15.9	34.9	21.7
2012	14.8p	34.6p	20.6p
Notes:	Data are for employees on adult rates and revised data shown as appropriate. 2004 data include supplementary information. 2006 and subsequent data are based on a new methodology adopted in 2007. 2006 data based on methodology used between 1997 and 2005 are in parentheses and italics, showing that the gender pay gap fall between 2005 and 2006 would have been greater had it not been for this methodological change. 2010 and 2011 data are revised, whereas 2012 data are provisional. 2011 data based on SOC 2000 are in brackets and italics, showing that the apparent increase in the gender pay gap between 2010 and 2011 was due to this methodological change.		
	p = provisional results.		
Source:	ONS, ASHE 1997-2012, Tables 1.1a and 1.6.a.		

	SOC 2010	Women F/T £	Women P/T £	Men F/T £	Men P/T £	Full-time gender pay gap (%)	Part-time women's pay gap (%)
Managers, directors and senior officials	1	20.21	15.43	26.14	20.88	22.7	41.0
Professional occupations	2	19.34	20.28	22.22	25.90	13.0	8.7
Associate professional and technical	3	15.20	13.35	18.12	(16.07)	16.1	26.3
Administrative and secretarial	4	11.26	9.93	13.22	10.09	14.8	24.9
Skilled trades	5	10.00	8.07	12.03	9.52	16.9	32.9
Caring, leisure and other service	6	9.04	8.87	10.09	9.04	10.4	12.1
Sales and customer service	7	9.16	7.34	9.83	7.34	6.8	25.3
Process, plant and machine operatives	8	8.56	7.75	10.53	8.62	18.7	26.4
Elementary	9	7.70	6.94	8.87	7.25	13.2	21.8
All		14.05	10.79	16.50	11.71	14.8	34.6
<i>Notes:</i> Figures in parentheses are where the published coefficients of variation of the earnings estimates are greater than 5% and less than 10%.							
<i>Source:</i> ONS, ASHE 2012, Table 14.6a.							

	SOC 2010	Women F/T £	Men F/T £	Full-time gender pay gap (%)
Managers, directors and senior officials	1	762.9	1020.5	25.2
Professional occupations	2	697.0	838.4	16.9
Associate professional and technical	3	569.0	710.9	20.0
Administrative and secretarial	4	418.8	507.4	17.5
Skilled trades	5	394.8	517.3	23.7
Caring, leisure and other services	6	345.9	404.8	14.6
Sales and customer service	7	347.0	388.5	10.7
Process, plant and machine operatives	8	354.2	476.6	25.7
Elementary	9	303.7	379.8	20.0
All		524.4	660.1	20.6
<i>Sources:</i> ONS, ASHE 2012, Table 14.1a.				

Table A5: Mean hourly earnings (£) of UK employees by selected sub-major occupational group, 2012				
	SOC 2010	Women F/T £	Men F/T £	Full-time gender pay gap (%)
Corporate managers and directors	11	21.78	27.51	20.8
Other managers and proprietors	12	15.09	17.91	15.7
Science, research, engineering and technology professionals	21	19.19	20.88	8.1
Health professionals	22	18.32	26.54	31.0
Teaching and educational professionals	23	20.70	23.02	10.1
Business, media and public service professionals	24	19.28	21.82	11.6
Science, engineering and technology associate	31	12.96	14.69	11.8
Health and social care associate professionals	32	13.24	14.14	6.4
Protective service occupations	33	16.05	17.10	6.1
Culture, media and sports occupations	34	13.50	(18.62)	27.5
Business and public service associate professionals	35	16.05	20.39	21.3
Administrative occupations	41	11.28	13.27	15.0
Secretarial and related occupations	42	11.20	12.35	9.3
Skilled agricultural and related trades	51	(9.75)	9.27	{-5.2}
Skilled metal, electrical and electronic trades	52	13.18	12.99	{-1.5}
Skilled construction and building trades	53	(11.20)	12.06	{7.1}
Textiles, printing and other skilled trades	54	8.99	9.71	7.4
Caring personal service occupations	61	8.98	9.63	6.7
Leisure, travel and related personal service occupations	62	9.37	10.88	13.9
Sales occupations	71	8.31	9.20	9.7
Customer service occupations	72	10.56	11.13	5.1
Process, plant and machine operatives	81	8.23	10.79	23.7
Transport and mobile machine drivers and operatives	82	10.39	10.32	{-0.7}
Elementary trades and related occupations	91	7.66	9.03	15.2
Elementary administration and service occupations	92	7.70	8.82	12.7
<i>Notes:</i>	Figures in parentheses are where the published coefficients of variation of the earnings estimates are greater than 5% and less than 10%. Gender pay gaps shown in curly brackets are not statistically significant.			
<i>Source:</i>	ONS, ASHE 2012, Table 14.6a.			

Table A6: Mean hourly earnings of full-time employees in professional occupations minor groups, UK, 2012

	SOC 2010	Women F/T £	Men F/T £	Full-time gender pay gap (%)	Total number of full-time employees (thousands)	Female share of full-time employees (%)
Natural and social science professionals	211	19.10	21.01	9.1	136	33
Engineering professionals	212	18.08	19.56	7.6	362	5
Information technology and telecommunications professionals	213	19.72	21.75	9.3	661	14
Conservation and environment professionals	214	15.62	16.68	{6.4}	36	29
Research and development managers	215	22.34	25.98	[14.0]	30	24
Health professionals	221	23.53	32.47	27.5	288	53
Therapy professionals	222	16.62	16.62	{0.0}	55	77
Nursing and midwifery professionals	223	16.69	16.80	{0.7}	414	84
Teaching and educational professionals	231	20.70	23.02	10.1	1,011	64
Legal professionals	241	24.94	30.47	18.1	112	58
Business, research and administrative professionals	242	19.75	23.11	14.5	505	34
Architects, town planners and surveyors	243	16.99	19.39	12.4	167	11
Welfare professionals	244	16.23	14.70	-10.4	122	57
Librarians and related professionals	245	14.18	(17.11)	[17.1]	21	76
Quality and regulatory professionals	246	18.71	19.94	{6.2}	101	30
Media professionals	247	17.51	20.03	[12.6]	91	40
All professional occupations	2	19.34	22.22	13.0	4,110	43

Notes: Employment data are from the Labour Force Survey (LFS) and are for full-time employees for April-June 2012. As these are estimates, the difference between the number of male and female employees in an occupation may not always be statistically significant. Figures in parentheses are where the published coefficients of variation of the earnings estimates (CVs) are greater than 5% and less than 10%. --- = CVs are 10% or more. Gender pay gaps shown in curly brackets are not statistically significant. Those shown in square brackets are statistically significant, but have standard errors greater or equal to five percentage points.

Source: ONS, ASHE 2012, Table 14.6a; Labour Force Survey: all in employment by status, occupation and sex, April - June 2012 (EMP 16), available at: <http://www.ons.gov.uk/ons/search/index.html?newquery=Standard+occupational+classification> (accessed June 2013).

	SOC 2010	Mean hourly earnings of F/T employees £	Number of female employees (thousands)	Number of male employees (thousands)
Chief executives and senior officials	1115	53.74	13	47
Aircraft pilots and flight engineers	3512	(44.78)	xxx	14
Marketing and sales directors	1132	37.76	37	113
Legal professionals not elsewhere classified	2419	35.86	24	16
Financial managers and directors	1131	34.88	78	109
Advertising and public relations directors	1134	(34.65)	xxx	13
Information technology and telecommunications directors	1136	34.33	xxx	33
Medical practitioners	2211	33.12	83	89
Financial institution managers and directors	1150	32.02	31	55
Senior police officers	1172	29.92	xxx	11
Brokers	3532	(29.75)	12	29
Functional managers and directors not elsewhere classified	1139	29.44	30	55
Dental practitioners	2215	(29.04)	xxx	xxx
Senior professionals of educational establishments	2317	28.28	72	31
Actuaries, economists and statisticians	2425	(27.53)	14	18
<i>Notes:</i>	Employment data are from the Labour Force Survey (LFS) and are for all employees for April-June 2012. As these are estimates, the difference between the number of male and female employees in an occupation may not always be statistically significant. Some occupations which will have high median earnings are not shown here because of low sample sizes in ASHE. Figures in parentheses are where the published coefficients of variation of the earnings estimates are greater than 5% and less than 10%. xxx - less than 10,000 full-time employees.			
<i>Source:</i>	ONS, ASHE 2012, Table 14.6a; Labour Force Survey: all in employment by status, occupation and sex, April - June 2012 (EMP 16), available at: http://www.ons.gov.uk/ons/search/index.html?newquery=Standard+occupational+classification (accessed June 2013).			

Table A8: Lowest paid occupations of full-time employees, UK, 2012

	SOC 2010	Mean hourly earnings £	Number of female employees (thousands)	Number of male employees (thousands)
Bar staff	9274	6.79	108	80
Leisure and theme park attendants	9275	6.83	10	13
Kitchen and catering assistants	9272	6.89	278	145
Waiters and waitresses	9273	6.92	181	68
Other elementary services occupations not elsewhere classified	9279	6.99	xxx	25
Vehicle valeters and cleaners	9236	6.99	xxx	22
Launderers, dry cleaners and pressers	9234	7.03	23	xxx
Hairdressers and barbers	6221	7.42	92	12
Retail cashiers and check-out operators	7112	7.55	159	66
Cleaners and domestics	9233	7.59	374	101
Farm workers	9111	7.97	xxx	33
Nursery nurses and assistants	6121	8.01	182	xxx
Sewing machinists	8137	8.05	23	xxx
Packers, bottlers, canners and fillers	9134	8.16	66	74
Elementary sales occupations not elsewhere classified	9259	(8.19)	14	10

Notes: Employment data are from the Labour Force Survey (LFS) and are for all employees for April-June 2012. As these are estimates, the difference between the number of male and female employees in an occupation may not always be statistically significant. Some occupations which will have low median earnings are not shown here because of low sample sizes in ASHE. Figures in parentheses are where the published coefficients of variation of the earnings estimates are greater than 5% and less than 10%. xxx - less than 10,000 full-time employees.

Source: ONS, ASHE 2012, Table 14.6a; Labour Force Survey: all in employment by status, occupation and sex, April - June 2012 (EMP 16), available at: <http://www.statistics.gov.uk/statbase/product.asp?vlnk=14248> (accessed June 2013).

Table A9: Mean hourly earnings of public and private sector employees, UK, 2012		
	Private sector	Public sector
	£	£
Women: full-time	12.79	15.89
Men: full-time	15.97	18.39
Women: part-time	9.12	13.17
Men: part-time	9.67	18.47
Full-time gender pay gap: women F/T as % of men F/T	19.9%	13.6%
Part-time women's pay gap: women P/T as % of men F/T	42.9%	28.4%
Part-time men's pay gap: men P/T as % of men F/T	39.4%	{-0.4%}
<i>Notes:</i>	Hourly earnings excluding overtime. Pay gaps shown in curly brackets are not statistically significant.	
<i>Source:</i>	ONS, ASHE 2012, Table 13.6a.	

Table A10: Mean weekly earnings of public and private sector employees, UK, 2012		
	Private sector	Public sector
	£	£
Women: full-time	488.6	576.1
Men: full-time	649.0	706.0
Women: part-time	163.5	248.4
Men: part-time	175.0	323.1
Full-time gender pay gap: women F/T as % of men F/T	24.7%	18.4%
Part-time women's pay gap: women P/T as % of men F/T	74.8%	64.8%
Part-time men's pay gap: men P/T as % of men F/T	73.0%	54.2%
<i>Notes:</i>	Weekly earnings excluding overtime.	
<i>Source:</i>	ONS, ASHE 2012, Table 13.1a.	

Table A11: Mean hourly earnings of full-time employees by industry section, UK, 2012				
	SIC 2007	Women F/T £	Men F/T £	Full-time gender pay gap (%)
Agriculture, forestry and fishing	A	9.17	10.15	9.7
Mining and quarrying	B	(21.10)	20.14	{-4.8}
Manufacturing	C	12.22	15.09	19.0
Electricity, gas, steam and air conditioning	D	14.85	19.61	24.3
Water supply; sewerage, waste management and remediation activities	E	(14.70)	13.91	{-5.7}
Construction	F	13.37	15.16	11.8
Wholesale and retail trade; repair of motor vehicles and motorcycles	G	11.20	13.30	15.8
Transportation and storage	H	13.69	13.98	{2.1}
Accommodation and food service activities	I	8.52	9.55	10.8
Information and communication	J	17.97	21.95	18.1
Financial and insurance activities	K	18.20	28.41	35.9
Real estate activities	L	13.11	16.70	21.5
Professional, scientific and technical activities	M	16.90	22.21	23.9
Administrative and support service activities	N	11.48	12.23	6.1
Public administration and defence; compulsory social security	O	14.69	16.85	12.8
Education	P	15.97	18.15	12.0
Human health and social work activities	Q	13.77	19.00	27.5
Arts, entertainment and recreation	R	11.52	(15.72)	[26.7]
Other service activities	S	12.32	15.04	18.1
All		14.05	16.50	14.8
<i>Notes:</i>	Figures in parentheses are where the published coefficients of variation of the earnings estimates are greater than 5% and less than 10%. Gender pay gaps shown in curly brackets are not statistically significant. Those shown in square brackets are statistically significant, but have standard errors greater or equal to five percentage points.			
<i>Source:</i>	ONS, ASHE 2012, Table 4.6a.			

Table A12: Mean weekly earnings of full-time employees by industry section, UK, 2012				
	SIC 2007	Women F/T £	Men F/T £	Full-time gender pay gap (%)
Agriculture, forestry and fishing	A	371.4	457.5	18.8
Mining and quarrying	B	(785.5)	855.5	{8.2}
Manufacturing	C	474.0	622.0	23.8
Electricity, gas, steam and air conditioning	D	551.2	765.6	28.0
Water supply; sewerage, waste management and remediation activities	E	(565.1)	599.8	{5.8}
Construction	F	511.7	646.6	20.9
Wholesale and retail trade; repair of motor vehicles and motorcycles	G	427.8	541.8	21.0
Transportation and storage	H	530.4	600.7	11.7
Accommodation and food service activities	I	337.0	395.6	14.8
Information and communication	J	674.9	842.1	19.9
Financial and insurance activities	K	652.1	1028.2	36.6
Real estate activities	L	488.7	644.0	24.1
Professional, scientific and technical activities	M	625.3	850.6	26.5
Administrative and support service activities	N	450.6	514.2	12.4
Public administration and defence; compulsory social security	O	557.8	676.9	17.6
Education	P	556.9	656.3	15.1
Human health and social work activities	Q	522.1	748.8	30.3
Arts, entertainment and recreation	R	440.4	(618.8)	[28.8]
Other service activities	S	457.4	587.0	22.1
All		524.4	660.1	20.6
<i>Notes:</i>	Figures in parentheses are where the published coefficients of variation of the earnings estimates are greater than 5% and less than 10%. Gender pay gaps shown in curly brackets are not statistically significant. Those shown in square brackets are statistically significant, but have standard errors greater or equal to five percentage points.			
<i>Source:</i>	ONS, ASHE 2012, Table 4.1a.			

Table A13: Mean hourly earnings of full-time employees in accommodation and food service industries, UK, 2012				
	SIC	Women F/T £	Men F/T £	Full-time gender pay gap (%)
Accommodation	55	8.56	10.47	18.2
Hotels and similar accommodation	551	8.61	10.62	18.9
Camping grounds, recreational vehicle parks and trailer parks	553	(7.89)	(8.91)	{11.4}
Food and beverage service activities	56	8.50	9.21	7.7
Restaurants and mobile food service activities	561	8.18	8.57	{4.6}
Event catering and other food service activities	562	9.30	11.05	15.8
Beverage serving activities	563	8.18	9.07	9.8
Accommodation and food service activities	I	8.52	9.55	10.8
<i>Notes:</i> Figures in parentheses are where the published coefficients of variation of the earnings estimates are greater than 5% and less than 10%. Gender pay gaps shown in curly brackets are not statistically significant.				
<i>Source:</i> ONS, ASHE 2012, Table 16.6a.				

Table A14: Mean hourly earnings of full-time employees in education, UK, 2012				
	SIC	Women F/T £	Men F/T £	Full-time gender pay gap (%)
Education	85	15.97	18.15	12.0
Pre-primary education	851	(8.68)	---	n/a
Primary education	852	15.79	16.84	6.2
Secondary education	853	15.88	17.86	11.1
Higher education	854	17.73	21.53	17.6
Other education	855	14.18	(16.08)	[11.8]
Education	P	15.97	18.15	12.0
<i>Notes:</i> Figures in parentheses are where the published coefficients of variation of the earnings estimates are greater than 5% and less than 10%. Gender pay gaps shown in square brackets are statistically significant, but have standard errors greater or equal to five percentage points. --- = Published coefficients of variation of the earnings estimates (CVs) are 10% or more.				
<i>Source:</i> ONS, ASHE 2012, Table 16.6a.				

Table A15: Mean hourly earnings of employees, UK nations, 2012				
	England £	Scotland £	Wales £	Northern Ireland £
Women: full-time	14.19	13.69	12.72	13.22
Men: full-time	16.79	15.90	13.81	13.84
Women: part-time	10.93	10.27	9.85	10.09
Men: part-time	12.10	10.08	9.41	9.52
Full-time gender pay gap: women F/T as % of men F/T	15.5%	13.9%	7.9%	4.5%
Part-time women's pay gap: women P/T as % of men F/T	34.9%	35.4%	28.7%	27.1%
Part-time men's pay gap: men P/T as % of men F/T	27.9%	36.6%	31.9%	31.2%
<i>Notes:</i> Hourly earnings excluding overtime; gross weekly and annual earnings.				
<i>Source:</i> ONS, ASHE 2012, Table 7.6a.				

Table A16: Mean weekly earnings of employees, UK nations, 2012				
	England £	Scotland £	Wales £	Northern Ireland £
Women: full-time	530.0	508.1	470.3	502.2
Men: full-time	670.9	638.9	555.1	560.1
Women: part-time	197.2	195.1	180.4	182.0
Men: part-time	210.5	175.9	171.4	171.3
Full-time gender pay gap: women F/T as % of men F/T	21.0%	20.5%	15.3%	10.3%
Part-time women's pay gap: women P/T as % of men F/T	70.6%	69.5%	67.5%	67.5%
Part-time men's pay gap: men P/T as % of men F/T	68.6%	72.5%	69.1%	69.4%
<i>Notes:</i> Hourly earnings excluding overtime; gross weekly and annual earnings.				
<i>Source:</i> ONS, ASHE 2012, Table 7.1a.				

Table A17: Full-time gender pay gaps in mean hourly earnings, UK nations, 1997-2012

	Per cent:			
	England	Scotland	Wales	Northern Ireland
1997	20.8	20.9	17.4	17.6
1998	21.5	20.8	16.8	17.0
1999	20.5	18.8	14.8	14.7
2000	20.6	19.1	14.4	14.5
2001	20.5	17.2	13.1	15.2
2002	20.5	19.4	15.2	12.3
2003	19.8	17.8	13.5	12.7
2004	18.4	14.0	13.5	9.4
2005	17.9	12.0	11.4	9.9
2006	<i>(18.1)</i>	<i>(13.6)</i>	<i>(11.8)</i>	<i>(7.2)</i>
2006	18.3	13.7	12.0	7.6
2007	17.6	14.8	10.7	6.9
2008	18.1	13.1	12.6	7.7
2009	17.2	12.4	8.9	8.5
2010	16.4	12.0	6.4	4.4
2011	<i>(15.8)p</i>	<i>(10.7)p</i>	<i>(6.8)p</i>	<i>(4.5)p</i>
2011	16.8	11.6	8.1	5.8
2012	15.5p	13.9p	7.9p	4.5p

Notes: Data are for employees on adult rates and revised data shown as appropriate. 2004 data include supplementary information. 2006 and subsequent data are based on a new methodology adopted in 2007. 2006 data based on methodology used between 1997 and 2005 are in parentheses and italics, showing that the gender pay gap fall between 2005 and 2006 would have been greater had it not been for this methodological change. 2010 and 2011 data are revised, whereas 2012 data are provisional. 2011 data based on SOC 2000 are in parentheses and italics, showing that the apparent increase in the gender pay gap between 2010 and 2011 in England was due to this methodological change.

p = provisional results.

Source: ONS, ASHE 1997-2012, Table 7.6a.

Table A18: Mean hourly earnings of employees in English regions, by place of work, 2012						
	Women F/T £	Women P/T £	Men F/T £	Men P/T £	Full-time gender pay gap (%)	Part-time women's pay gap (%)
North East	12.85	10.24	14.19	(11.71)	9.4	27.8
North West	13.14	10.37	14.86	11.36	11.6	30.2
Yorkshire and the Humber	12.76	10.47	14.45	12.44	11.7	27.5
East Midlands	12.39	9.85	14.63	10.85	15.3	32.7
West Midlands	12.75	10.39	14.79	11.05	13.8	29.7
East	13.12	10.54	15.55	11.52	15.6	32.2
London	18.48	13.66	23.11	(14.54)	20.0	40.9
South East	14.25	11.50	17.74	12.61	19.7	35.2
South West	12.75	10.63	14.76	11.04	13.6	28.0
England (all)	14.19	10.93	16.79	12.10	15.5	34.9
<i>Notes:</i> Hourly earnings excluding overtime. Data are for Government Office regions.						
<i>Source:</i> ONS, ASHE 2012, Table 7.6a.						

Table A19: Mean hourly earnings of full-time employees, by place of work in selected South East counties, 2012			
	Women F/T £	Men F/T £	Full-time gender pay gap (%)
Buckinghamshire	15.31	18.79	18.5
East Sussex	12.77	14.37	11.1
Hampshire	13.75	17.64	22.1
Kent	12.97	15.36	15.6
Oxfordshire	14.11	16.82	16.1
Surrey	15.44	20.33	24.1
West Sussex	13.97	15.50	9.9
South East	14.25	17.74	19.7
<i>Notes:</i> Figures in parentheses are where the published coefficients of variation of the earnings estimates are greater than 5% and less than 10%.			
<i>Sources:</i> ONS, ASHE 2012, Table 7.6a.			

Table A20: Mean hourly earnings of full-time employees by age, UK, 2012			
	Women F/T £	Men F/T £	Full-time gender pay gap (%)
18-21	7.28	8.16	10.8
22-29	11.65	11.69	{0.3}
30-39	15.62	16.68	6.4
40-49	15.35	18.70	17.9
50-59	14.49	18.70	22.5
60+	13.23	15.92	16.9
All	14.05	16.50	14.8
<i>Notes:</i>	Data for 16-17 year olds are not shown as they include some people not on adult rates. Gender pay gaps shown in curly brackets are not statistically significant.		
<i>Source:</i>	ONS, ASHE 2012, Table 6.6a.		

Appendix B: Gender pay gaps in Europe

Gender pay gap data in gross hourly earnings in European Union (EU) countries are collected and published by Eurostat. One important difference between the Eurostat and ONS approaches is that the former collects gender pay gap data by mean only and no median data are available. Thus the data set out in Table B1 are best considered with the equivalent year's data from Table A2.

If this is done, it will be immediately apparent that the UK data from ASHE differ from the UK data from Eurostat for the same year. As a comparison of these data with those in Table A2 shows, the Eurostat figures for the UK differ from those shown in ASHE for several reasons; the Eurostat data exclude public administration and defence, as well as agriculture and some other sectors, but include overtime and other additional payments. Of particular importance for the UK, but by no means for all other countries, is the fact that the gender pay gap figures combine full-time and part-time employees; thus the closest equivalent to the UK figure in Table B1 is provided by the 'all' figure for the mean gender pay gap shown in Table A1 (but for 2012).¹²

As shown in Table B1, the size of the gender pay gap varies considerably between European countries. In 2011, the provisional estimate overall gender pay gap for the EU-27 countries was 16.2 per cent. While in some EU countries (such as Poland), the gender pay gap fluctuates considerably, in Italy and Slovenia, the gap was less than 10.0 per cent in all years between 2006 and 2011. In contrast, it was more than 20.0 per cent in each year in the Czech Republic, Estonia, Germany and Austria. The gender pay gap was above 20.0 per cent in five out of six years in the UK, the exception being in 2010.

Among 28 European countries (the EU-27, together with Norway and Switzerland which are not in the EU, but excluding Greece and Ireland for which data are not available), the UK had the 22nd widest gap in 2011 (some data remain provisional and some estimated). Slovenia has had the narrowest gender pay gap since 2007 and Estonia the widest gap since 2006 amongst the countries for which data are available.

Table B1: Gender pay gaps in European countries, 2006-11						
	Per cent:					
	2006	2007	2008	2009	2010	2011
EU (27)	17.7	n/a	17.3	16.6	16.1p	16.2p
Belgium	9.5	10.1	10.2	10.1	10.2	10.2
Bulgaria	12.4	12.1	12.3	13.3	13.0	13.0
Czech Republic	23.4	23.6	26.2	25.9	21.6	21.0
Denmark	17.6	17.7	17.1	16.8	16.0	16.4
Germany	22.7	22.8	22.8	22.6	22.3	22.2p
Estonia	29.8	30.9	27.6	26.6	27.7	27.3
Ireland	17.2	17.3	12.6	12.6	13.9	n/a
Greece	20.7	n/a	22i	n/a	n/a	n/a
Spain	17.9	18.1	16.1	16.7	16.2	16.2p
France	15.4	17.3	16.9	15.2	15.6	14.7p
Italy	4.4	5.1	4.9	5.5	5.3	5.8
Cyprus	21.8	22.0	19.5	17.8	16.8	16.4p
Latvia	15.1	13.6	11.8	13.1	15.5	13.6
Lithuania	17.1	22.6	21.6	15.3	14.6	11.9
Luxembourg	10.7	10.2	9.7	9.2	8.7	8.7p
Hungary	14.4	16.3	17.5	17.1	17.6	18.0
Malta	5.2	7.8	9.2	13.8	13.4	12.9
Netherlands	23.6	19.3	18.9	18.5	17.8	17.9
Austria	25.5	25.5e	25.1e	24.3	24.0	23.7e
Poland	7.5	14.9	11.4	8.0	4.5	4.5
Portugal	8.4	8.5	9.2	10.0	12.8	12.5
Romania	7.8	12.5i	8.5i	7.4i	8.8	12.1
Slovenia	8.0	5.0	4.1	-0.9	0.9	2.3
Slovakia	25.8	23.6	20.9	21.9	19.6	20.5
Finland	21.3	20.2	20.5	20.8	20.3	18.2p
Sweden	16.5	17.8	16.9	15.7	15.4	15.8
UK	24.3	20.8	21.4	20.6	19.5	20.1
<i>Non-EU countries</i>						
Norway	16.0	15.6	17.0	16.5	16.1	15.9
Switzerland	18.6	n/a	18.4i	18.4i	17.8	17.9
<i>Notes:</i>	Data are for the unadjusted gender pay gap; p = provisional data; e= estimated data; i = Eurostat advises that the metadata are consulted.					
<i>Source:</i>	Eurostat. Available at: http://epp.eurostat.ec.europa.eu/tgm/table.do?tab=table&init=1&plugin=1&language=en&pcode=tsdsc340 (accessed June 2013)					

Endnotes

- ¹ D. Perfect, *Gender Pay Gaps*. EHRC Briefing Paper, no. 1, 2011. Available at: <http://www.equalityhumanrights.com/publications/our-research/briefing-papers/>
- ² The ASHE is carried out by the Office for National Statistics (ONS) annually. ASHE replaced the New Earnings Survey (in use since 1970) in 2004, although ONS recalculated earnings data using the ASHE methodology back to 1997. An analysis of the 2012 data by ONS can be found at: '2012 Annual Survey of Hours and Earnings', *Statistical Bulletin*, 22 November 2012. Available at: http://www.ons.gov.uk/ons/dcp171778_286243.pdf
- ³ The LFS is also conducted by ONS, but on a quarterly basis. There are several important differences between the ASHE and the LFS as sources of earnings data. The ASHE is a survey of employers and as such is a particularly rich source of data on earnings by occupation, industry, UK nation and English region. The gender pay gap is also usually calculated using the ASHE. The LFS allows analysis of pay gaps by other equality strands, including disability, ethnicity and religion or belief, as well as by presence of children and marital status, which cannot be calculated from the ASHE. For an analysis of the differences between ASHE and LFS earnings data, see C. Ormerod and F. Ritchie, 'Linking ASHE and LFS: Can the main earnings sources be reconciled?', *Economic & Labour Market Review*, 1, 3 (2007): 24-31.
- ⁴ For the ONS view on what data should be shown on the gender pay gap, see S. Hicks and J. Thomas, 'Presentation of the gender pay gap', *ONS Position Paper*, November 2009. Available at: <http://www.statistics.gov.uk/articles/nojournal/PresentationoftheGenderPayGap.pdf>
- ⁵ Median data on paid overtime hours and paid overtime exclude zero responses. Mean data include zero responses; in 2012, men working full-time worked 1.5 hours of paid overtime and women working full-time worked 0.5 hours (mean data). Data on total, basic and overtime hours and overtime pay are from ONS, ASHE, Tables 1.4, 1.9, 1.10 and 1.11.
- ⁶ Gender pay gaps in annual earnings are rarely examined in the literature. One important difference between the figures is that annual earnings are based on all earnings, including those affected by absence - unlike weekly or hourly earnings. Another is that annual earnings are only analysed for employees working for an employer for at least a year.
- ⁷ Except as indicated in some tables, all earnings estimates in this briefing from the ASHE have a coefficient of variation (the ratio of the standard error of an estimate to the estimate) of less than or equal to 5 per cent. This indicates the quality of an estimate, with lower percentages indicating higher quality. Coefficients of variation are not published for

the pay gaps. Unless indicated in the tables, the level of statistical significance in each case is approximately 95 per cent and the null hypothesis is a zero pay gap.

- ⁸ See also D. Bovill, 'Patterns of Pay: Results from the Annual Survey of Hours and Earnings, 1997 to 2012'. 28 February 2013. Available at: http://www.ons.gov.uk/ons/dcp171766_300035.pdf
- ⁹ ONS, '2011 Annual Survey of Hours and Earnings (based on SOC 2010)', *Statistical Bulletin*, 21 March 2012. Available at: http://www.ons.gov.uk/ons/dcp171778_256900.pdf
- ¹⁰ As noted, there have been discontinuities in the data collection since 2004, some of which seem particularly to affect women's earnings.
- ¹¹ Data are not available on the full-time/part-time split of female information technology and telecommunications directors or senior police officers.
- ¹² In 2011, the gender pay gap comparing all male full-time and part-time employees with all female full-time and part-time employees was 19.6 per cent for mean hourly earnings; the respective figures were £16.14 per hour (men) and £12.98 per hour (women). The difference from the Eurostat figure for the UK for 2011 of 20.1 per cent is probably mainly due to the exclusion of the public sector and the inclusion of overtime in the Eurostat data. The Eurostat data may also be based on SOC 2000, rather than SOC 2010, but this is not known.

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