



Northern Ireland  
Assembly

## Research and Information Service Briefing Note

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Paper 95/11

1 August 2011

NIAR 373-2011

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# The Gender Pay Gap

## 1 Introduction

This paper will briefly discuss the gender pay gap. The paper begins by discussing the existing pay differences between men and women in the United Kingdom (UK) regions with a focus on graduate pay. It then discusses the main reasons behind this pay disparity including job segregation and education.

## 2 Key points

- The female participation rate in employment has steadily risen since 1971;
- Female median<sup>1</sup> hourly gross earnings are 89.9% of males;
- Female median full time hourly gross earnings are 100.09% of males;
- Female median part time hourly gross earnings are 97.55% of males;
- Northern Ireland has the lowest median hourly wage for all employees in the UK regions;
- However, it has the smallest gender pay gap of the UK regions;
- Male graduates earn more than female graduates;
- 40% of female employees work part time in comparison to 9.5% of males;

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<sup>1</sup> "median" refers to one type of average, found by arranging the values in order and then selecting the one in the middle – it is used in preference to the "mean" which can be skewed by extremely high, or low, values.

- Women are more likely to experience interruptions to their careers such as taking on caring roles in the family, which can have a negative impact on their future career prospects and earnings;
- Education once played a significant role in the gender wage gap. However, women's education levels are now at the very least comparable to men's (if not higher);
- Areas that do impact on future earnings in regards to education and earnings for graduates are higher education subject choice, with men more likely to take on subjects with high financial rewards than women;
- Labour market segregation makes a major contribution to the pay gap, with women more likely to be employed in the services sector and males employed in high income industries. This can be a result of education, job concentration and competitive advantage; and
- Discrimination can be a contributing factor to the pay gap, although there is some debate as to how much of an impact it has. Researchers have found, however, that there are issues around direct and indirect discrimination.

### 3 The gender pay gap

In Northern Ireland from 1971 to 2005, the female participation rate in employment increased from 56.8% to 70%, compared with the male participation rate which slowly fell and by 2005 was at 79%<sup>2</sup>.

However, a 2010 Office of the First and Deputy First Minister (OFMDFM) report found that much of this increase in female participation was due to the replacement of full time jobs with part time posts. The same article reports that around 50% of women are in part time jobs compared with around 16% of men.

Despite this increase in female employment, women's median weekly gross earnings in Northern Ireland (NI) are on average 29% below that of men's earnings<sup>3</sup>. This gender pay gap persists across not only the UK, but Europe and a number of OECD nations.

The gender pay gap is defined by the Equality and Human Rights Commission as:

*The difference in percentage terms between the average earnings of women and men*<sup>4</sup>.

In order to fully discuss the reasons for the pay gap, it is first necessary to assess the extent of the pay gap in NI and the other UK regions.

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<sup>2</sup> OFMDFM March 2010, McDowell P, The gender pay gap in context: - Causes, consequences and international perspectives

<sup>3</sup> Ibid

<sup>4</sup> Equality and Human Rights Commission, Spring 2011, Perfect, D Gender Pay Gaps

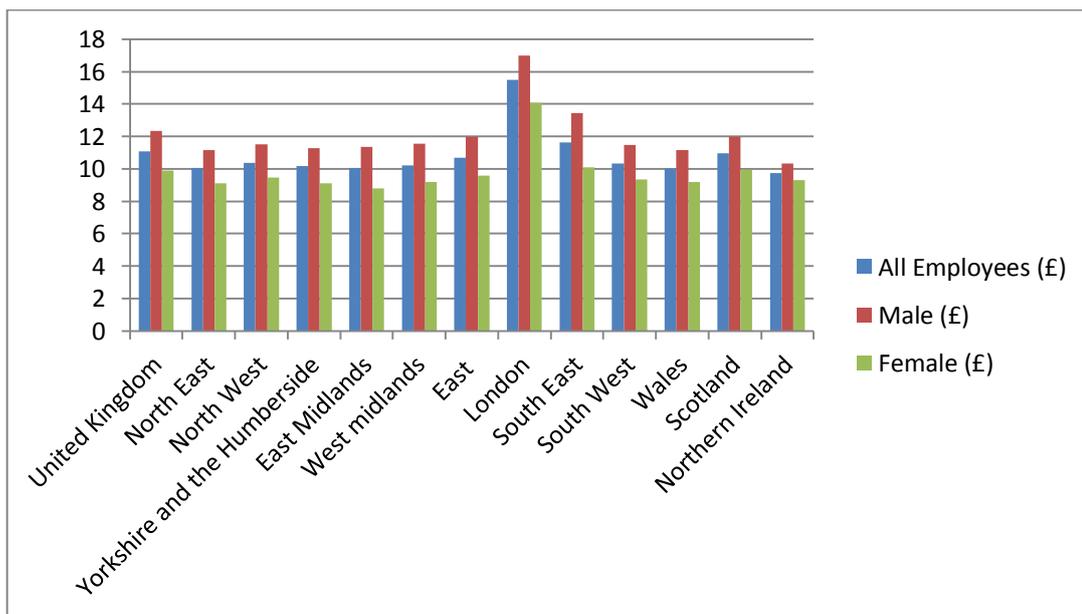
### 3.1 NI's gender pay gap and that of the UK regions

Measuring the gender pay gap is not a straightforward process. The Office for National Statistics (ONS) has proposed that rather than a single measure for monitoring the pay gap, three should be used<sup>5</sup>:

- The median hourly pay of all female compared to male employees;
- The median hourly pay of full time females compared to full time male employees; and
- The median hourly pay of part time female compared to part time male employees.

In order to provide a snap shot of the current pay gap in the UK regions, the section below provides basic statistics on the gender pay gap using the above measures. All figures were sourced through the Annual Survey of Household Earnings (ASHE) for 2010 and use the median hourly earnings excluding overtime (as per ONS guidelines).

Figure 1 below details the average median hourly earnings for all employees in the UK regions and then compares this average figure to the earnings of men and women<sup>6</sup>. Data tables for each of the Figures can be found in Appendix 1.



**Figure 1:** Median hourly gross pay for all employees

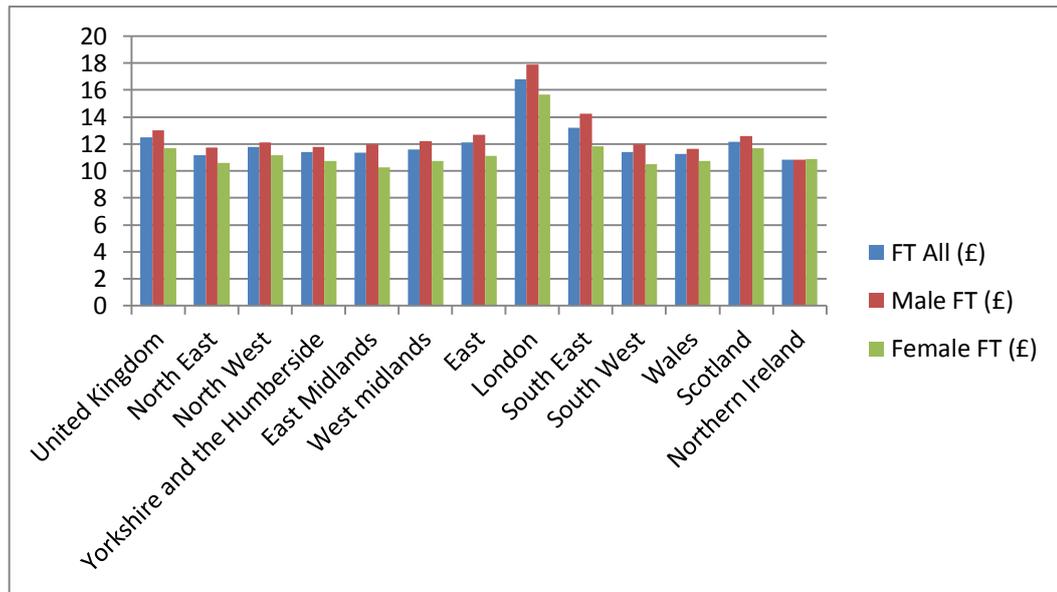
NI has the lowest all employee wages figure at £9.73 per hour in comparison to the UK wide figure of £11.09. Male wages in Northern Ireland are the lowest for all UK regions (at £10.34), and indeed are £0.81 lower than the next lowest region (Wales - £11.15) and £2.01 lower than the UK average (£12.35).

<sup>5</sup> OFMDFM March 2010, McDowell P, The gender pay gap in context: - Causes, consequences and international perspectives

<sup>6</sup> Office for National Statistics, ASHE 2010 <http://www.statistics.gov.uk/statbase/Product.asp?vlnk=1951>

As can be seen above, female wages are lower than the average for men. The UK median for females (£9.90) is £2.45 lower than males (£12.35). In NI the median women’s hourly wage (£9.30) is £1.04 lower than NI men’s. However, the East Midlands have the lowest median figure for a woman’s hourly wage at (£8.80).

NI women’s hourly wages (based on the median) are 89.9% of men’s, the highest in the UK regions, with the South East having the largest pay gap between men and women<sup>7</sup> (75.1%).

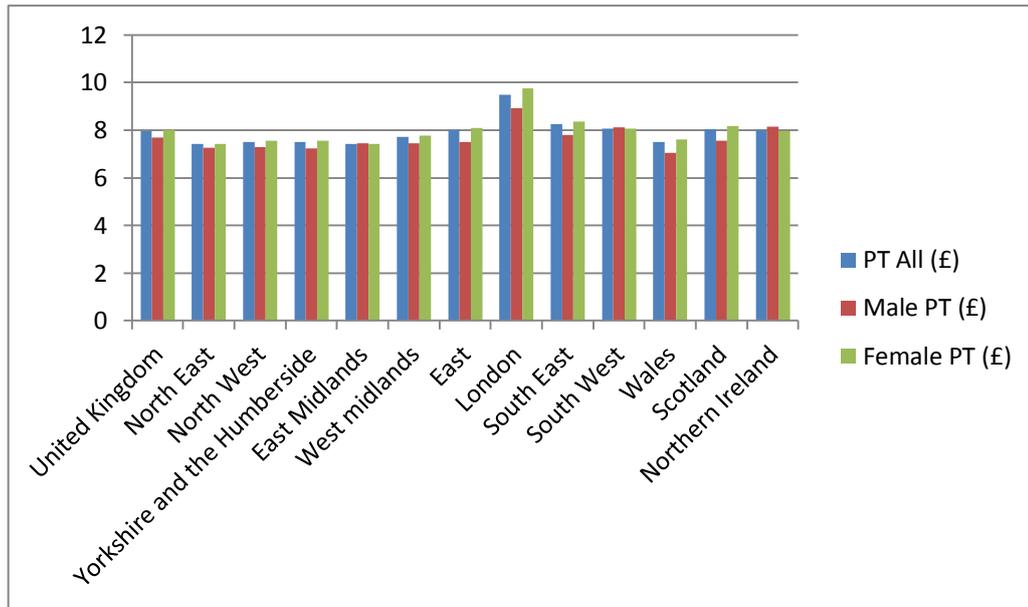


**Figure 2:** Median hourly gross earnings for full time employees

Figure 2 above provides details on the hourly gross earnings for full time employees. As can be seen, it mirrors figure 1 in a number of ways, with female earnings below the figure for all full time employees and male earnings.

Northern Ireland has the lowest gross hourly income of the UK regions for all employees and males. The East Midlands region has the lowest female full time hourly earnings. In a comparison of male and female full time earnings in NI, men earn £0.01 less than women.

<sup>7</sup> Based upon calculations by the paper’s author



**Figure 3:** Median hourly gross earnings for part time employees

In Figure 3, female earnings in NI are less than male earnings and the figure for all part time employees. The difference between male and female part time earnings in NI is £0.20. Female part time earnings in NI are 97.55% of males. It should be noted that in nine of the twelve UK regions, female part time earnings are higher than males.

The gender pay gap in Northern Ireland is smaller than the other UK regions, as can be seen in Table 1 below. The table shows female wages as a percentage of male wages.

**Table 1:** The gender pay disparity - median gross hourly earnings

Region	All Employees	Full Time Employees	Part Time Employees
United Kingdom	80.16	89.78	104.03
North East	81.65	90.37	102.34
North West	82.26	91.92	103.71
Yorkshire and the Humber	80.59	91.34	104.42
East Midlands	77.53	85.88	99.33
West Midlands	79.65	88.01	104.02
East	79.75	87.77	108.00
London	82.86	87.48	109.29
South East	75.11	83.15	107.32
South West	81.29	87.65	99.38
Wales	82.42	92.02	107.65
Scotland	82.83	92.83	108.34
<b>Northern Ireland</b>	<b>89.94</b>	<b>100.09</b>	<b>97.55</b>

As can be seen above, the gender pay disparity is lowest in Northern Ireland for all employees and full time employees. NI has the largest pay disparity for female part

time workers at 97.5%. Indeed, for full time workers, female employees earn slightly more than males.

For all employees, female median hourly earnings are 89.9% of males. It should be noted that this is based on the Median figure for both full time and part time employees. As such the "All Employees" figure is skewed by the number of female part time employees (and the subsequent large number of lower hourly wages) lowering the median wage figure for all employees (please see table 2, page 7 for further information on the full time/part time split in employment). The large number therefore skews the results of the all employees column.

In a 2011 study for the Equality and Human Rights Commission, it was found that<sup>8</sup>:

*The full time mean gender pay gap in Great Britain was widest in England and narrowest in Wales and wider in England than in Scotland in every year between 1998 and 2010. The full time gender pay gap has been narrower in Northern Ireland than in the other three nations of the UK since 2002.*

The gender pay gap is decreasing; however, this does not necessarily mean there is greater equality. An OFMDFM report states that<sup>9</sup>:

*The low [pay] gap in Northern Ireland appears to be due to a large extent to the public sector premium, and perhaps, to a lesser degree, to a slightly more even income distribution and lower female employment levels than in Britain.*

### 3.2 Graduate gender pay gap

A 2007 study by Garcia-Aracail found that the average annual gross income of graduates of eleven European countries was around €24,000. For the UK, this figure was €26,800.

In all the countries examined, women earned less than men. Overall, the annual gross income of female graduates was around 5 points lower than male graduates. The difference was greatest in Sweden, Germany and the Netherlands.

Figure 4 below shows the salary bands of NI graduates in full time employment<sup>10</sup>. As can be seen up to the £20,000 - £24,999 salary band, women earn either roughly the same as men or more. However, once the salary band rises above this level men earn higher incomes than women.

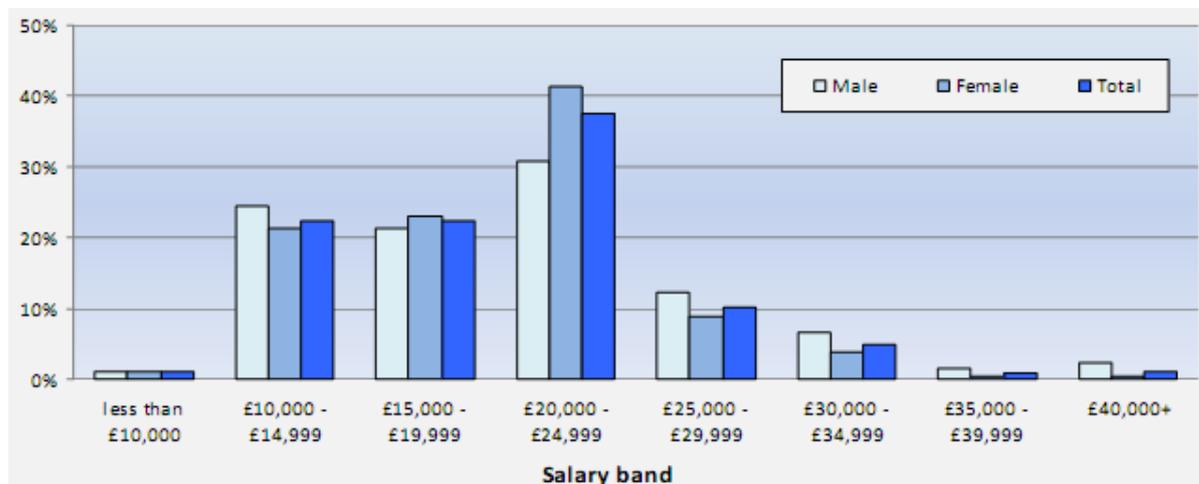
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<sup>8</sup> Equality and Human Rights Commission, Spring 2011 Gender Pay Gaps, David Perfect

<sup>9</sup> OFMDFM March 2010, McDowell P, The gender pay gap in context: Causes, consequences and international perspectives

<sup>10</sup> Department for Employment and Learning, Destination of Leavers from UK Higher Education Institutions: Northern Ireland Analysis 2008/09 [www.delni.gov.uk/he\\_destinations\\_0809.pdf](http://www.delni.gov.uk/he_destinations_0809.pdf)

As per the chart, in five of the eight salary bands for Higher Education Institution qualified people, men earn more than women.



**Figure 4:** Salary band of NI domiciled full-time qualifiers from UK HEIs in full-time employment by gender – 2008/09

There are a number of potential reasons for the pay disparity between female and male graduates, including occupational segregation and educational differences. These will be discussed in Section 4 of the paper.

## 4 Reasons for gender pay disparity

A number of reasons have been identified as playing a role in gender pay disparity. These generally fall under two types categories – human capital and discrimination. Both of these general explanations have individual components. These include:

- Human Capital:
  - The part-time and full-time split;
  - Educational differences;
- Discrimination:
  - Occupational segregation.

### 4.1 Human Capital

The human capital hypothesis is concerned primarily with the development of knowledge and skills (such as education, employment experience, etc.) and has been seen as a legitimate source of earning differences as it is made up of skills, qualifications and experiences that are related to employers. Importantly, the attainment of human capital is seen as being determined by the individual.

#### 4.1.1 The Part-time and Full-Time Split

As discussed in Section 3, women are more likely to be employed part time than men.

Table 2 shows the split between the genders in terms of full and part time employment<sup>11</sup>.

**Table 2:** Full time and part time split of employees (%)

	Male (%)		Female (%)	
	Full time	Part time	Full time	Part time
<b>2005</b>	92.3	7.7	63	37
<b>2006</b>	94.2	5.8	63	37
<b>2007</b>	93.8	6.2	62.5	37.5
<b>2008</b>	92.3	7.7	61.5	38.5
<b>2009</b>	90.5	9.5	59.8	40.2

As can be clearly seen, over 90% of males are in full time employment since 2005, with 9.5% of males in part time employment in 2009.

Women have a lower percentage of full time employment (for example in 2009 59.8% of females were in full time employment and 40.2% in part time employment).

The ASHE 2010 study shows that part time employed women earn slightly less than their male counterparts (£0.20). However, when considering median hourly earnings and the full time/part time split, the gender pay gap becomes significant:

- 40.2% of women work part time and earn a median figure of £7.95 per hour;
- 59.8% of women work full time and earn a median figure of £10.86 per hour;
- 9.5% of men work part time and earn a median figure of £8.15 per hour; and
- 90.5% of men work full time and earn a median figure of £10.85 per hour.

Women take on the majority of part time posts and as such, more women earn less than men in total, as highlighted by the £1.04 difference in pay for male and females when considering all employees.

A number of explanations have been put forward for this concentration of women within part time posts. An OFMDFM study on the gender pay gap found that women who work part time have, on average, lower educational qualifications than their full time counterparts, are more likely to be married or co-habiting and have more and younger children. The paper goes on to say that research suggests that these differences account for around half (22%) of the disparity in part and full time employed women's earnings. Differences in occupational profile (please see section 4.2 for more discussion on occupational segregation) is responsible for around a third of the remaining gender gap.

In a Northern Ireland context, Dignan (2006) found that two thirds of the differences in earnings was due to occupation and education with 28% of the remaining gap a result of the specific effects of part-time working. Dignan also found that<sup>12</sup>:

<sup>11</sup> OFMDFM Gender Equality Strategy Statistics 2011 update

*The available research evidence would suggest that there can be a lack of flexibility in hours within jobs so that women who want to work fewer hours will often have to change employers and/or occupation in order to do so. Such changes tend to be associated with downward occupational mobility, which would suggest an under-utilisation of the skills of women working part-time.*

An additional factor regarding women's concentration within the part-time sector is that of the woman's traditional role as "carer".

A 2005 study for INSEE<sup>13</sup> stated that...:

*...measures relating to systems of childcare and parental leave can also either encourage or penalise the participation of women in employment, particularly in relation to full-time work.*

The study pointed out that women are more likely to experience interruptions in their careers than men, having to take time out in order to have and rear children. It went on to identify that family characteristics, such as having a partner, having children and the number of children will impact on the employment state (i.e. whether they are full time or part time employed), and therefore the gender pay gap. The report states that:

*Family characteristics can affect the presence of women in employment. For women who do work, they also have an influence on the number of hours they work. Combined with the characteristics of the jobs occupied, they contribute to a shorter average working week than that of men, and to a greater disparity in working hours for women.*

#### **4.1.2 Educational differences**

Educational differences once played a major role in the gender pay gap. However, it is not as significant as it once was, with more women accessing further and higher education. In the UK, Blundell et al (2002) showed that gender wage differentials fell for younger highly educated workers between 1978 and 1998.

The INSEE report<sup>14</sup>, which looked at a number of European nations, including the UK, found that...:

*...in most countries, women's education levels are at least comparable to men's, and tend even to be higher among the youngest generations. But, and our data didn't allow to control for this, it is likely that differences in*

<sup>12</sup> Equality Commission, 2006 Dignan, T Gender and pay in the hotel and manufacturing sectors in Northern Ireland [http://www.equalityni.org/archive/pdf/GenderPayFull\(FE\)220606.pdf](http://www.equalityni.org/archive/pdf/GenderPayFull(FE)220606.pdf)

<sup>13</sup> Institut National de la Statistique et des Etudes Economiques (INSEE) February 2005, Pothieux, S and Meurs, D The gender wage gap in Europe: Women, Men and the Public Sector

<sup>14</sup> Institut National de la Statistique et des Etudes Economiques (INSEE) February 2005, Pothieux, S and Meurs, D The gender wage gap in Europe: Women, Men and the Public Sector

*specialities taken by male and female students, related to habits and stereotypes, play a role. This is to be related in turn to differences in the sectors and in the professions, which remain significantly segregated by gender.*

A 2007 study by Chevalier included a review of existing literature on the graduate pay gap. The review found that men are more likely to choose subjects with high financial returns whilst women select subjects that are less risky, increasing their chances of graduating and selecting HE courses that they have the highest affinity for.

Humanities and language courses are the most popular choice for women but are associated with lower grades, high risk of unemployment, over education and lower average pay in general<sup>15</sup>.

Importantly, Chevalier finds that:

*For all subjects, the returns are higher for women than for men and the differences are the largest for arts and education graduates. This does not indicate that female graduates earn more than their male counterparts, but rather indicates that higher education reduces the gender wage gap.*

Whilst education differences have reduced significantly over the last few decades and there has been some level of reduction in the gender pay gap, Purcell (2002), found that...:

*...although women and men are concentrated in different subjects in higher education and often enter different occupations... women earn less on average even when they have studied the same subjects, achieved the same class of degree or entered the same industry or occupation.*

The gender pay gap in these circumstances can be attributed to a number of factors, including the part-time pay gap and women taking the main responsibility for caring “leading to less economic activity, higher rates of part-time working and less flexibility at work.”<sup>16</sup>

## 4.2 Discrimination

Discrimination, unlike the human capital hypothesis discussed above, is seen as a failure of the labour market itself, rather than as a result of an individual. Discrimination can be a contributing factor to the pay gap and has an impact upon factors such as occupational segregation<sup>17</sup>.

<sup>15</sup> Oxford Bulletin of Economics and Statistics 69, 6 (2007) Chevalier, A, Education, occupation and career expectations: Determinants of the Gender Pay Gap for UK Graduates

<sup>16</sup> Equality and Human Rights Commission, Research Report 14, Spring 2009 Metcalf H Pay gaps across the equality strands: a review

<sup>17</sup> Equality Commission, Research Report 9, Winter 2008 Longhi, S and Platt, L Pay gaps across equality areas

It is held by many researchers, as discussed by Alonji and Blank (1999), that the “unexplained gap” i.e. the difference in wages after controlling for personal and job characteristics is evidence of discrimination.

Alonji and Blank place the emphasis of discrimination in the wage gap on two types of discrimination: prejudice; and statistical discrimination (as a result of imperfect information about the skills or behaviours of members from a minority group).

In a 2007 study<sup>18</sup>, Chevalier found that discrimination was limited, and that 84% of the gender wage gap could be explained through education, occupation and observed characteristics. Chevalier did conclude, however:

*These results should not be interpreted as proof that women are not discriminated against since the choices made could themselves reflect discrimination or strategies to avoid it.*

Garcia-Arcail found that there remains a high degree of subtle (access to training and support for development and promotion) and not so subtle discrimination (gender segregation in terms of both the type and level of work undertaken).

One of the main areas in which discrimination can operate is labour market segregation, which is discussed in detail below.

#### 4.2.1 Labour Market Segregation

An OFMDFM report on the gender pay gap states that:

*Occupational segregation is a major contribution to the gender pay gap.*<sup>19</sup>

Women are more likely to be employed in the service sector (in Northern Ireland 88% of females, compared to 57% of males<sup>20</sup>). In contrast, 17% of males were employed within the manufacturing sector compared to only 5% of females. Table 3 below shows the composition of employees in Northern Ireland by Standard Occupational Classification<sup>21</sup> (SOC).

**Table 3:** Composition of employees in Northern Ireland by Standard Occupational Classification

	2005 (%)	2006 (%)	2007 (%)	2008 (%)	2009 (%)
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<sup>18</sup> Oxford Bulletin of Economics and Statistics 69, 6 (2007) Chevalier, A, Education, occupation and career expectations: Determinants of the Gender Pay Gap for UK Graduates

<sup>19</sup> OFMDFM March 2010, McDowell P, The gender pay gap in context: Causes, consequences and international perspectives

<sup>20</sup> OFMDFM Gender Equality Strategy Statistics 2011 update

<sup>21</sup> Ibid

SOC	Male	Female								
1. Managers and senior officials	59.3	40.7	63.3	36.7	65.2	34.8	62.2	37.8	64.6	35.4
2. Professional occupations	54	46	50.5	49.5	51.7	48.3	51.2	48.8	47.6	52.4
3. Associated professionals and technicians	49	51	47.6	52.4	45.3	54.7	45.2	54.8	44.7	55.3
4. Administrative and secretarial	23.9	76.1	23.5	76.5	21.1	78.9	24.6	75.4	25.7	74.3
5. Skilled trades occupations	93.5	6.5	93.7	6.3	94	6	93.6	6.4	93	7
6. Personal service occupations	15	85	13.3	86.7	15.8	84.2	14.5	85.5	10.2	89.8
7. Sales and customer service occupations	25.8	74.2	29.9	70.1	36.4	63.6	39.5	60.5	33.6	66.4
8. Process, plant and machine operatives	89.2	10.8	85.9	14.1	86.3	13.7	88.8	11.2	90.5	9.5
9. Elementary occupations	53.7	46.3	56.2	43.8	52.7	47.3	52.7	47.3	56.3	43.7
<b>Total</b>	<b>54.9</b>	<b>45.1</b>	<b>54.9</b>	<b>45.1</b>	<b>54.8</b>	<b>45.2</b>	<b>54.4</b>	<b>45.6</b>	<b>53.7</b>	<b>46.3</b>

The table shows that female employment is centred in SOCs 4, 6 and 7, service and administrative occupations. Males dominate a number of industries such as SOC 8 and 5, although a more even distribution of genders can be found in SOCs 2, 3 and 9. It should be noted that in the highest earning SOC (Managers and senior officials) males make up 64.6% of those employed in the sector in 2009.

Occupational segregation is believed to be a result of a number of factors:

- Education: Studies have identified that the “traditional” education paths of men and women lead to far fewer women working in scientific and technical jobs and partly explains the female preponderance in the lower valued and lower aid sectors of health, education, social work and public administration<sup>22</sup>;
- Job concentration: A number of researchers found that men’s concentration in high paying industries and women’s in the public sector contributes strongly to the gender pay gap for graduates in their early careers – this can have additional implications in Northern Ireland with its large public sector and the on-going cuts within the sector as a result of the comprehensive spending review<sup>23</sup>;
- Competitive advantage: Altonji and Blank (1999) argue that investment in human capital (i.e. skills development for individuals, investing in higher education, etc.) will be lower among those who expect to spend less time in the marketplace. The researchers argue that as a result of this, women who expect to spend multiple years child bearing and child rearing will be less likely to train in law, medicine,

<sup>22</sup> OFMDFM March 2010, McDowell P, The gender pay gap in context: Causes, consequences and international perspectives

<sup>23</sup> OFMDFM March 2010, McDowell P, The gender pay gap in context: Causes, consequences and international perspectives

accounting, engineering and other areas that primarily have value in the labour market. This suggestion reflects previous assumptions in the labour market such as the importance of physical strength. However, the ever growing importance of cognitive and interpersonal skills have reduced the gender differences seen in comparative advantage, with education and career paths of women merging with men's.

Although occupational segregation has a significant impact on the gender pay disparity, it is not the only factor involved. Education also has its part to play.

### 4.3 Other Factors

A number of additional barriers exist to equal pay being achieved<sup>24</sup>:

- Starting pay is frequently individually negotiated: As men usually have higher previous earnings this means they can negotiate a higher starting rate;
- Length of service: men generally have longer service and fewer career breaks and while this may result in greater experience early in a career it is less of a performance-influencing factor as general length of service increase;
- Broadbanding: there is a lack of transparency in such systems and there is a lack of structured progression. Managers are likely to have high levels of discretion and may be unaware of biases;
- Lack of equal access to bonus payments: there is evidence that appraisal ratings and assessments discriminate unfairly against minority groups;
- Market allowances<sup>25</sup> not evenly distributed: such allowances are more likely to be given to men;
- Different pay structures and negotiating bodies: as some jobs are done primarily by women and some primarily by men, direct comparisons are harder to make;
- Job evaluations: Some schemes often perpetuate old values and may be subject to managerial manipulation;
- Character traits<sup>26</sup>: Leadership, motivation, self-esteem, aggression, beauty and cleanliness are among the traits positively correlated with wages – Osborne (2005) estimated that a one standard deviation change in aggression increases the earnings for men by 20% but reduces those of females by 14%.

## 5 Conclusion

There are a number of significant reasons behind the gender pay gap and it must be stated that none of these work in isolation. The combination of factors such as

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<sup>24</sup> Torrington, D, Taylor, S, Hall, L "Human Resource Management", Pearson Education UK, 2008

<sup>25</sup> Market allowances provide managers with the basis against which an employee may be remunerated above the level prescribed in the applicable industrial instrument

<sup>26</sup> Torrington, D, Taylor, S, Hall, L "Human Resource Management", Pearson Education UK, 2008

“traditional” educational pathways, the crowding of women into certain occupations and the concept of women as “carer”, limits and restricts their employment and earning potential.

Whilst the gender pay gap has reduced in Northern Ireland over recent years, there is potential for it to widen again. As stated by Pontieux, S and Meurs, D when commenting on their 2005 study<sup>27</sup>:

*The results...suggest that the general trend to downsize the public sectors could contribute to the widening of the gender pay gap.*

The Government’s downsizing of the public sector comes after the financial crisis and the resulting recession. A study by the Women’s Resource and Development Agency (WRDA) has examined the impact of the financial crisis on women. The study found that the recession has had a significant impact on women across Northern Ireland, especially those employed part time, with cuts to hours further reducing income<sup>28</sup>.

It should be noted that this paper focuses on a very specific area regarding gender equality, with areas such as access to childcare, pensions, housing and welfare benefits all having an effect on income for women.

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<sup>27</sup> Institut National de la Statistique et des Etudes Economiques (INSEE) February 2005, Pothieux, S and Meurs, D The gender wage gap in Europe: Women, Men and the Public Sector

<sup>28</sup> Women’s Resource and Development Agency, July 2011, Hinds, B The Northern Ireland Economy: Women on the Edge?

## Appendix 1: ASHE 2010 Data Tables

**Table 4:** Median hourly gross pay for all employees

Region	All Employees (£)	Male (£)	Female (£)	Difference in earnings (£)	Female earnings as % of male earnings
United Kingdom	11.09	12.35	9.90	2.45	<b>80.2</b>
North East	10.05	11.17	9.12	2.05	<b>81.6</b>
North West	10.37	11.50	9.46	2.04	<b>82.3</b>
Yorkshire and the Humber	10.18	11.28	9.09	2.19	<b>80.6</b>
East Midlands	10.07	11.35	8.80	2.55	<b>77.5</b>
West Midlands	10.23	11.55	9.20	2.35	<b>79.7</b>
East	10.67	12.00	9.57	2.43	<b>79.8</b>
London	15.49	16.98	14.07	2.91	<b>82.9</b>
South East	11.64	13.46	10.11	3.35	<b>75.1</b>
South West	10.32	11.49	9.34	2.15	<b>81.3</b>
Wales	10.00	11.15	9.19	1.96	<b>82.4</b>
Scotland	10.95	12.00	9.94	2.06	<b>82.8</b>
<b>Northern Ireland</b>	<b>9.73</b>	<b>10.34</b>	<b>9.30</b>	<b>1.04</b>	<b>89.9</b>

**Table 5:** Median hourly gross pay for full time employees

<b>Region</b>	<b>FT All (£)</b>	<b>Male FT (£)</b>	<b>Female FT (£)</b>	<b>Difference in earnings (£)</b>	<b>Female earnings as % of male earnings</b>
United Kingdom	12.50	13.01	11.68	1.33	<b>89.78</b>
North East	11.18	11.74	10.61	1.13	<b>90.37</b>
North West	11.76	12.13	11.15	0.98	<b>91.92</b>
Yorkshire and the Humberside	11.39	11.78	10.76	1.02	<b>91.34</b>
East Midlands	11.33	11.97	10.28	1.69	<b>85.88</b>
West Midlands	11.57	12.18	10.72	1.46	<b>88.01</b>
East	12.09	12.67	11.12	1.55	<b>87.77</b>
London	16.78	17.89	15.65	2.24	<b>87.48</b>
South East	13.18	14.24	11.84	2.40	<b>83.15</b>
South West	11.38	11.98	10.50	1.48	<b>87.65</b>
Wales	11.28	11.65	10.72	0.93	<b>92.02</b>
Scotland	12.16	12.56	11.66	0.90	<b>92.83</b>
<b>Northern Ireland</b>	<b>10.85</b>	<b>10.85</b>	<b>10.86</b>	<b>-0.01</b>	<b>100.09</b>

**Table 6:** Median hourly gross pay for part time employees

<b>Region</b>	<b>PT All (£)</b>	<b>Male PT (£)</b>	<b>Female PT (£)</b>	<b>Difference in earnings (£)</b>	<b>Female earnings as % of male earnings</b>
United Kingdom	7.97	7.69	8.00	-0.31	<b>104.03</b>
North East	7.42	7.26	7.43	-0.17	<b>102.34</b>
North West	7.50	7.28	7.55	-0.27	<b>103.71</b>
Yorkshire and the Humberside	7.50	7.24	7.56	-0.32	<b>104.42</b>
East Midlands	7.41	7.46	7.41	0.05	<b>99.33</b>
West midlands	7.71	7.46	7.76	-0.30	<b>104.02</b>
East	8.00	7.50	8.10	-0.60	<b>108.00</b>
London	9.50	8.93	9.76	-0.83	<b>109.29</b>
South East	8.25	7.79	8.36	-0.57	<b>107.32</b>
South West	8.06	8.11	8.06	0.05	<b>99.38</b>
Wales	7.49	7.06	7.60	-0.54	<b>107.65</b>
Scotland	8.03	7.55	8.18	-0.63	<b>108.34</b>
<b>Northern Ireland</b>	<b>8.00</b>	<b>8.15</b>	<b>7.95</b>	<b>0.20</b>	<b>97.55</b>