



Closing the Gender Pay Gap: an update report

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Meeting The
Challenge

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The Pay Gap in 2007

Gender pay gaps, 2007ⁱ

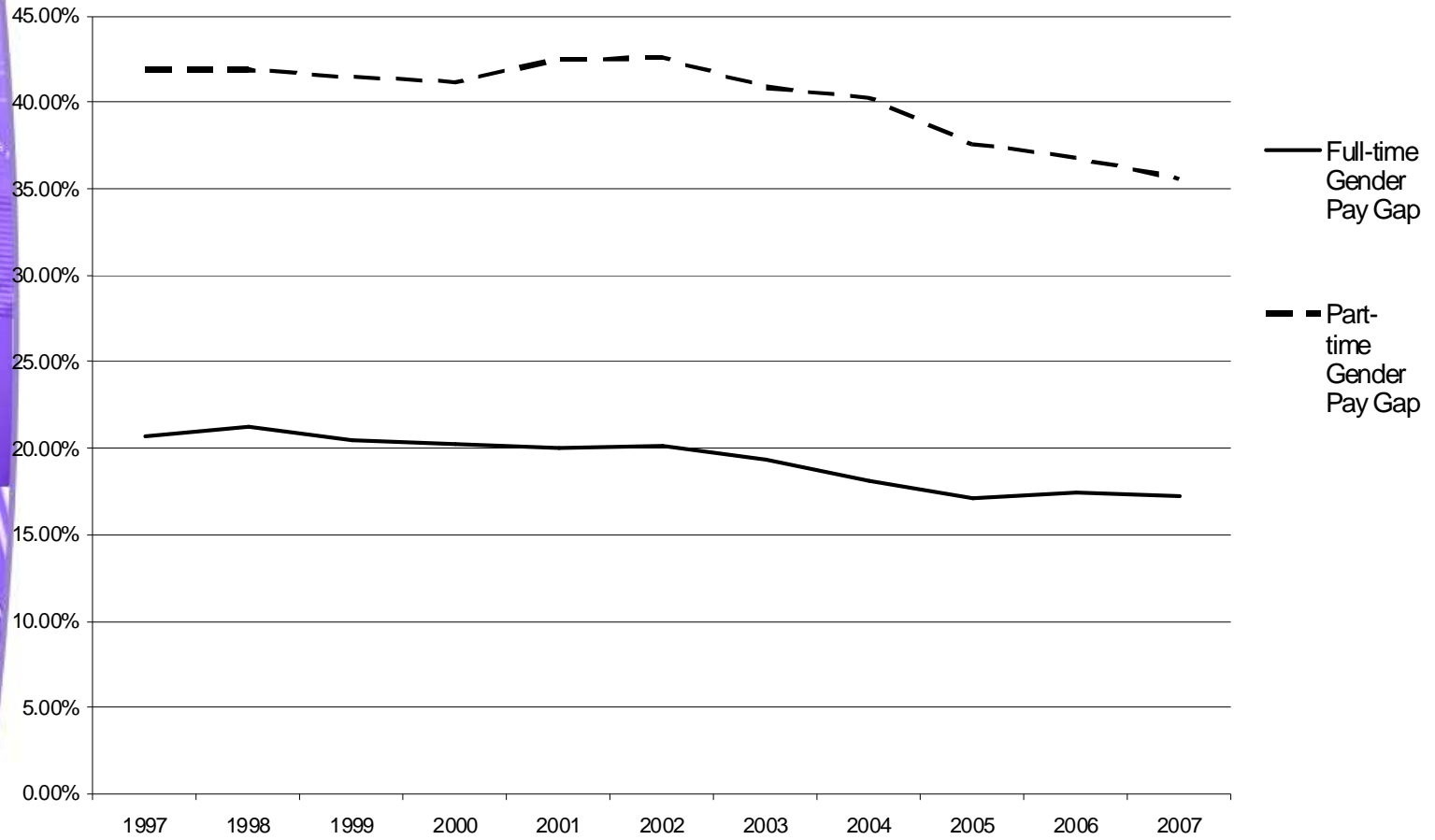
Full-time pay for men	Full-time pay for women	Part-time pay for women	Full-time Gender Pay Gap	Part-time Gender Pay Gap
£14.98	£12.40	£9.65	17.2%	35.6%

ⁱ Calculated from *Annual Survey of Hours and Earnings*, ONS, 2007, table 1.6a.



Slow progress

Slow Progress



Occupational Gender Segregation

Women's top ten occupations, second quarter 2007ⁱ

	Standard Occupational Classification	Total in employment (000s)
1	Sales Assistants and Retail Cashiers	1,094
2	Teaching Professionals	873
3	Healthcare & Related Personal Services	801
4	Secretarial and Related Occupations	793
5	Childcare & Related Personal Services	721
6	Administrative Occupations: Finance	600
7	Health Associate Professionals	586
8	Elementary Personal Service Occupations	567
9	Administrative Occupations: General	556
10	Elementary Cleaning Occupations	483
	Total of these 10 occupations	7,074
	Total women in employment	13,196

ⁱ Calculated from LFS data on Statbase, (SOC 2000 3-digit occupations).



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Women in full-time and part-time employment (2007)

Women in part-time and full-time employment, end of 2007

	Full-time jobs	Part-time jobs	Part-time jobs as a percentage of all men's/women's jobs
Women in employment	7,796,000	5,727,000	42.4%
Men in employment	14,089,000	1,786,000	11.3%
Women's jobs as a percentage of all full-time/part-time jobs	35.6%	76.2%	



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Country	Proportion of part-time jobs filled by women
Denmark	66.2%
France	79.4%
Germany	81.1%
Ireland	78.7%
Netherlands	75.5%
Sweden	67.3%
UK	77.6%
USA	67.8%
OECD average	72.1%
G7 average	72.7%
EU15 average	78.1%



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Personal Employment Penalties

Personal employment penalties in the early 2000sⁱ

Disabled	29%
Single man	13%
Single woman	14%
Women as a group	23%
Partnered woman	18%
Partnered mother (children >11)	25%
Lone parent (children >11)	29%
Partnered mother (children <11)	45%
Lone parent (children <11)	49%
Pakistani and Bangladeshi men	12%
Pakistani and Bangladeshi women	30%

ⁱ *Persistent Employment Disadvantage*, R Berthoud & M Blekesaune, DWP research report 416, 2007, p 35. The figures are the disadvantage of each group when compared with partnered men.



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Mean gender pay gaps in the public and private sectors, 2007

	Full-time pay for men	Full-time pay for women	Part-time pay for women	Full-time Gender Pay Gap	Part-time Gender Pay Gap
Public sector	£16.06	£13.87	£11.30	13.6%	29.6%
Private sector	£14.65	£11.39	£8.37	22.3%	42.9%

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Recommendations

- Mandatory equal pay audits;
- Extension of the Gender Equality Duty;
- Right to work flexibly;
- Increased investment in childcare provision by the State;
- Increased availability of high quality, well paid part-time work;
- Equality Reps to be placed on a statutory footing.

