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Gender Pay Gap - 2021

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This infographic looks at the gender pay gap in Scotland based on the latest data from the Annual Survey of Hours and Earnings from the Office for National Statistics.



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What is the gender pay gap?

Men's and women's earnings are compared by looking at the difference between their earnings as a percentage of men's earnings. This is known as the gender pay gap. To calculate the pay gap, the Office for National Statistics (ONS) uses median hourly pay excluding overtime, as it controls for men being more likely to work overtime. Using hourly pay also means it does not matter whether the individual is working full-time or part-time.

More information on the gender pay gap can be found in the SPICe briefing [The gender pay gap facts and figures 2018](#).

It is also worth noting that the 2020 and 2021 Annual Survey of Hours and Earnings have been affected by the pandemic. The Coronavirus Job Retention Scheme (CJRS) and lower response rates has meant more uncertainty around the data. This is looked at in more detail in the [Earnings in Scotland - 2021](#) SPICe blog.



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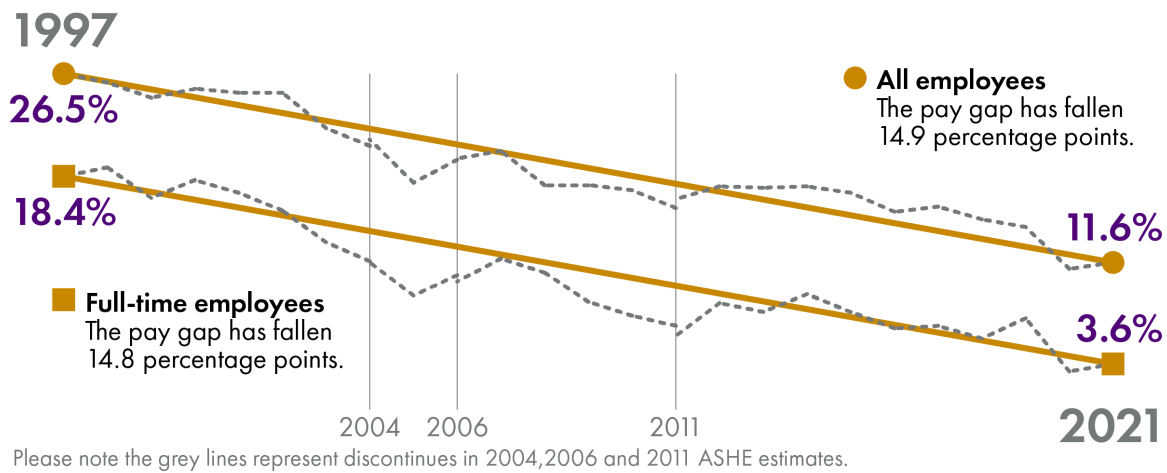
Gender Pay Gap - 2021

This publication looks at the gender pay gap in Scotland based on the latest data from the Annual Survey of Hours and Earnings from the Office for National Statistics. Earnings for men and women are compared by looking at the difference between their earnings as a percentage of men's earnings. This is called the gender pay gap. To calculate the pay gap, the ONS uses median hourly pay excluding overtime, as it controls for men being more likely to work overtime.

More information can be found in the gender pay gap facts and figures 2018 SPICe briefing.

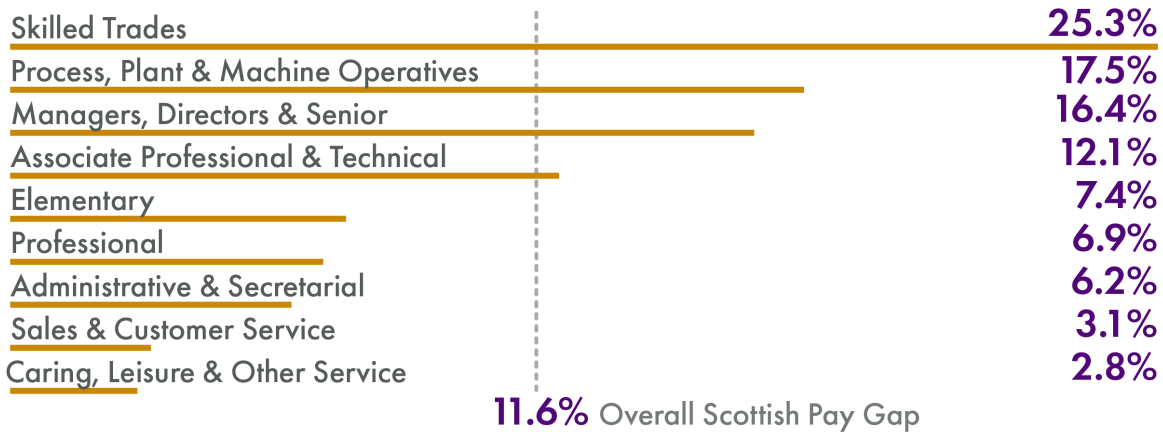
How has the gender pay gap changed over time?

This section looks at how the pay gap has changed between 1997 and 2021, for all employees and those working full-time. The Scottish Government advises that it is best to look at the change in the gender pay gap over time because of uncertainties with the statistical significance of annual changes.



What is the gender pay gap by occupation?

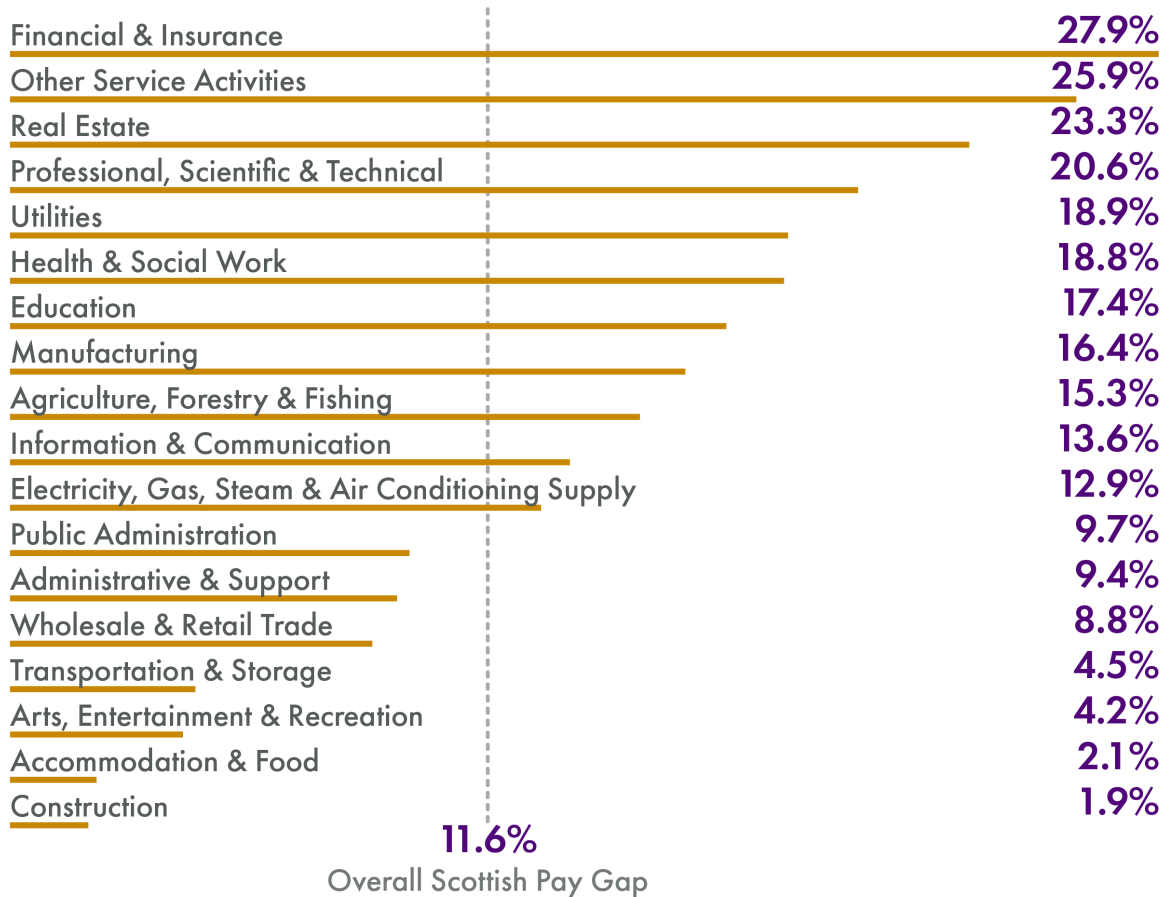
This section looks at the pay gap by occupation for all employees. When looking at the occupation data it is important to consider the gender breakdown of each occupation. For example, men are more likely to work in "Skilled Trades" while women make up the majority of "Caring, Leisure & Other Service" jobs.



Source: [Gender pay gap](#)

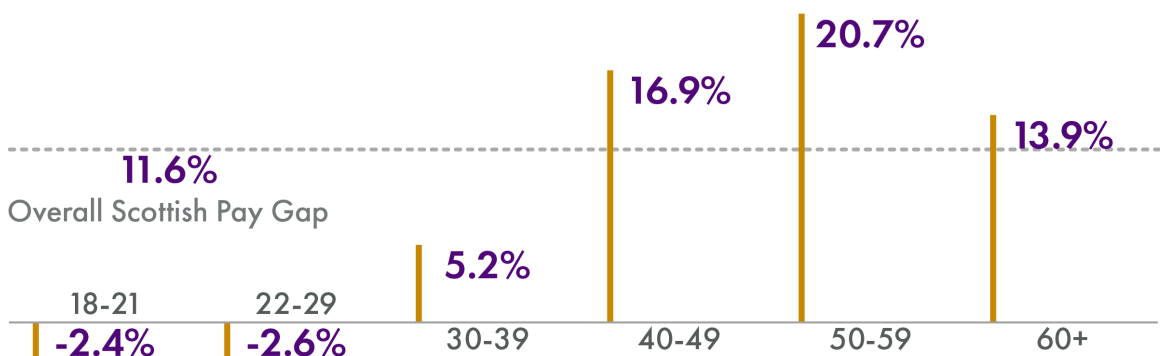
What is the gender pay gap by industry?

This section looks at the pay gap by industry for all employees. As with the occupation data we need to think about the gender breakdown of the industry. For example, in "Finance & Insurance" 51% of employees are women. However, men make up the majority of the higher paid managerial and professional jobs while women dominate the lower paid administrative jobs.



What is the gender pay gap by age group?

This section looks at the pay gap by age for all employees. When looking at the gender pay gap by age the main point to consider is the 'motherhood pay penalty'. This refers to the period where women tend to either take time out of work or switch to part-time employment due to care commitments for children and/or elderly relatives. This results in a fall in women's full-time earnings.



Source: [Gender pay gap](#)

Data

Table 1: Gender pay gap over time (%)

Year	All employees	Full-time employees
1997	26.5	18.4
1998	25.8	19.1
1999	24.6	16.7
2000	25.3	18.1
2001	25.0	17.1
2002	25.0	15.7
2003	22.2	13.2
2004	20.8 / 21.3	11.7 / 11.6
2005	17.9	9.0
2006	19.7 / 19.8	10.6 / 10.1
2007	20.4	11.9
2008	17.7	10.8
2009	17.7	8.5
2010	17.3	7.4
2011	15.9 / 16.6	6.6 / 5.8
2012	17.6	8.4
2013	17.5	7.7
2014	17.6	9.1
2015	17.1	7.7
2016	15.6	6.4
2017	16.0	6.6
2018	15.0	5.6
2019	14.4	7.2
2020	11.1	3.0
2021	11.6	3.6

Source: [Gender pay gap](#)

Please note there are discontinuities in 2004, 2006 and 2011 ASHE estimates due to changes in the way the data was captured.

Table 2: Gender pay gap by occupation (%)

Occupation	Pay gap
Skilled Trades	25.3
Process, Plant & Machine Operatives	17.5
Managers, Directors & Senior	16.4
Associate Professional & Technical	12.1
Elementary	7.4
Professional	6.9
Administrative & Secretarial	6.2
Sales & Customer Service	3.1
Caring, Leisure & Other Service	2.8

Source: [Gender pay gap](#)

Table 3: Gender pay gap by industry (%)

Industry	Pay gap
Financial & Insurance	27.9
Other Service Activities	25.9
Real Estate	23.3
Professional, Scientific & Technical	20.6
Utilities	18.9
Health & Social Work	18.8
Education	17.4
Manufacturing	16.4
Agriculture, Forestry & Fishing	15.3
Information & Communication	13.6
Electricity, Gas, Steam & Air Conditioning Supply	12.9
Public Administration	9.7
Administrative & Support	9.4
Wholesale & Retail Trade	8.8
Transportation & Storage	4.5
Arts, Entertainment & Recreation	4.2
Accommodation & Food	2.1
Construction	1.9

Source: [Gender pay gap](#)**Table 4: Gender pay gap by age group (%)**

Age group	Pay gap
18-21	-2.4
22-29	-2.6
30-39	5.2
40-49	16.9
50-59	20.7
60+	13.9

Source: [Gender pay gap](#)

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