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Gender pay gap - 2022

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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 Surveys of Hours and Earnings have been affected by the COVID-19 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 - 2022 SPICe briefing.



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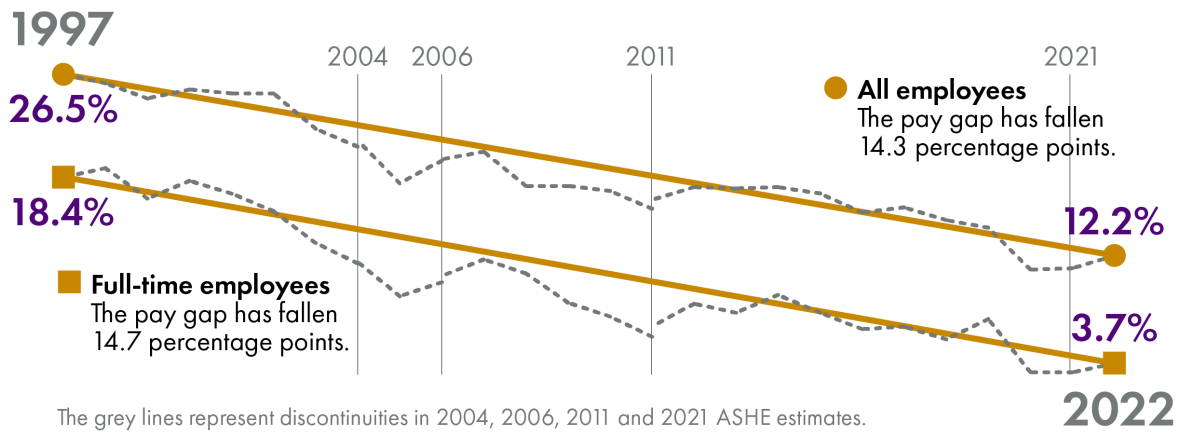
Gender pay gap - 2022

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.

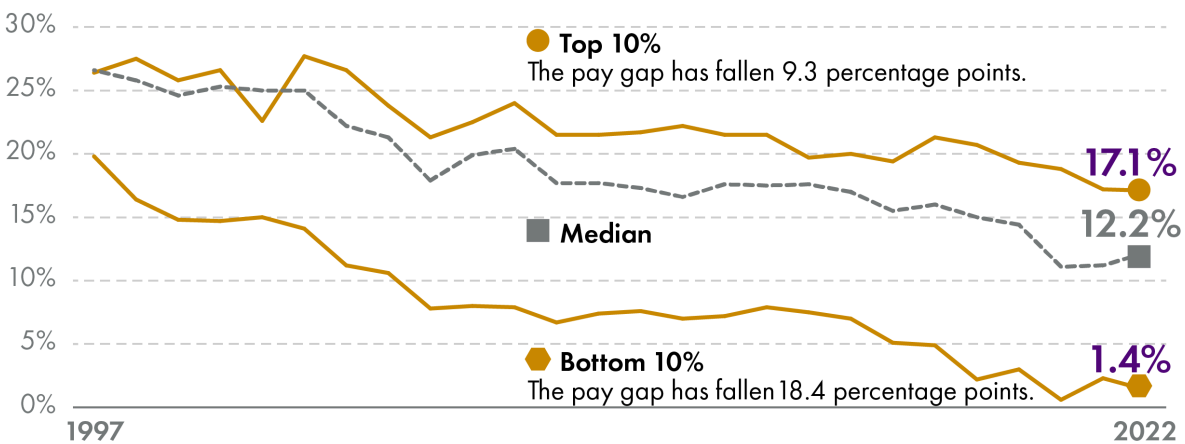
How has the gender pay gap changed over time?

This section looks at how the pay gap has changed between 1997 and 2022, 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 hourly pay?

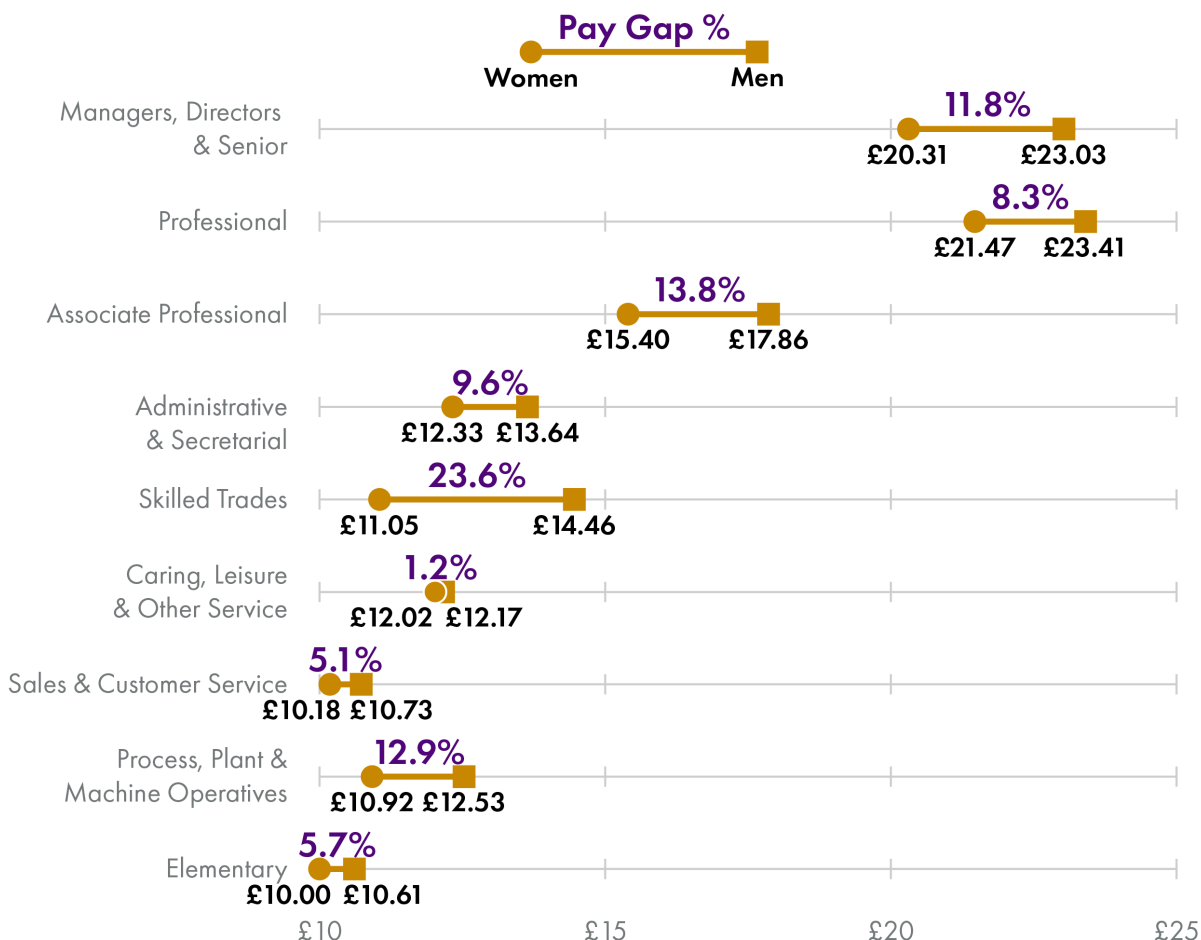
This section looks at how the pay gap for all employees has changed between 1997 and 2022, broken down by the top 10% and the bottom 10% of earners. This is based on data from ASHE which shows the points at which 10% of employees earn more and 10% of employees earn less. More information on this can be found in the latest Earnings in Scotland briefing.



Source: [Gender pay gap](#)

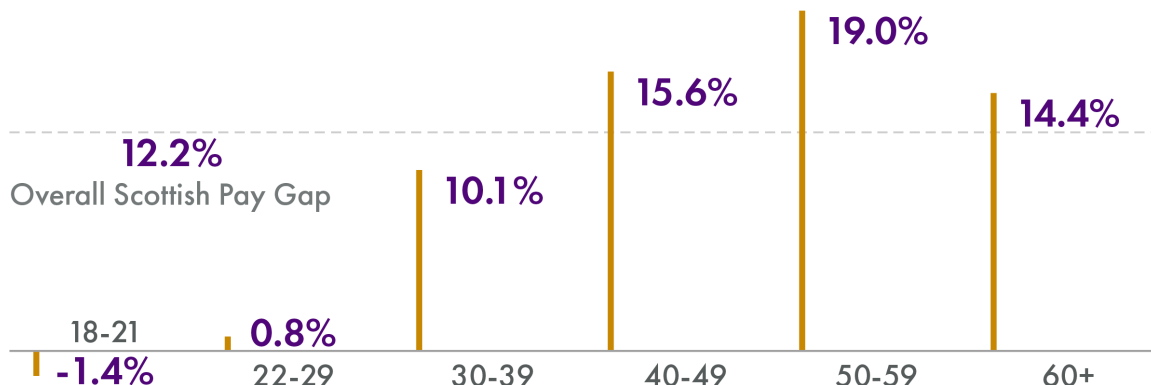
What is the gender pay gap by occupation?

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.



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	11.6 / 11.7
2005	17.9	9.0
*2006	19.7 / 19.8	10.1 / 10.6
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	5.8 / 6.6
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	11.2	3.0
2022	12.2	3.7

Source: [Gender pay gap](#)

*Please note there are discontinuities in 2004, 2006, 2011 and 2021 ASHE estimates due to changes in the way the data was captured.

Table 2: Gender pay gap by hourly pay (%)

Year	Top 10	Median	Bottom 10
1997	26.4	26.6	19.8
1998	27.5	25.8	16.4
1999	25.8	24.6	14.8
2000	26.6	25.3	14.7
2001	22.6	25.0	15.0
2002	27.7	25.0	14.1
2003	26.6	22.2	11.2
2004	23.8	21.3	10.6
2005	21.3	17.9	7.8
2006	22.5	19.9	8.0
2007	24.0	20.4	7.9
2008	21.5	17.7	6.7
2009	21.5	17.7	7.4
2010	21.7	17.3	7.6
2011	22.2	16.6	7.0
2012	21.5	17.6	7.2
2013	21.5	17.5	7.9
2014	19.7	17.6	7.5
2015	20.0	17.0	7.0
2016	19.4	15.5	5.1
2017	21.3	16.0	4.9
2018	20.7	15.0	2.2
2019	19.3	14.4	3.0
2020	18.8	11.1	0.6
2021	17.2	11.2	2.3
2022	17.1	12.2	1.4

Source: [Gender pay gap](#)**Table 3: Gender pay gap by occupation**

Industry	Women (£)	Men (£)	Pay gap (%)
Managers, Directors & Senior	20.31	23.03	11.8
Professional	21.47	23.41	8.3
Associate Professional	15.40	17.86	13.8
Administrative & Secretarial	12.33	13.64	9.6
Skilled Trades	11.05	14.46	23.6
Caring, Leisure & Other Service	12.02	12.17	1.2
Sales & Customer Service	10.18	10.73	5.1
Process, Plant & Machine Operatives	10.92	12.53	12.9
Elementary	10.00	10.61	5.7

Source: [Gender pay gap](#)

Table 4: Gender pay gap by age group (%)

Age group	Pay gap
18-21	-1.4
22-29	0.8
30-39	10.1
40-49	15.6
50-59	19.0
60+	14.4

Source: [Gender pay gap](#)

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