The Gender Pay Gap and what is needed to eliminate it. Appendix 1: Detailed Data on occupational segregation.

The ONS ASHE data[[1]](#endnote-1) for pay rates in different occupations are detailed and allow many conclusions about pay gaps to be drawn when studied in depth. Here only a small part of the information analysed is presented.

Firstly, the top employment occupations (by numbers employed) differ significantly for male and female employees, and to a lesser extent between full time and part time women, as shown in these tables.

|  |  |  |
| --- | --- | --- |
| **Seven Most Common Occupations** | **Median Gross  Hourly Pay** | **Number employed (thousands)** |
|  |  |  |
| **Full Time Men** |  |  |
| **Managers, directors and senior officials** | 21.15 | 1,420 |
| Skilled metal, electrical and electronic trades | 13.02 | 943 |
| Science, research, engineering and technology professionals | 19.92 | 937 |
| Business, media and public service professionals | 19.85 | 713 |
| Transport and mobile machine drivers and operatives | 10.13 | 602 |
| Sales, marketing and related associate professionals | 18.04 | 550 |
| Process, plant and machine operatives | 10.34 | 544 |
|  |  |  |
| Totals | 112.45 | 5,709.00 |
| **Weighted mean** | **16.95** |  |
|  |  |  |
| **Full Time Women** |  |  |
| Caring personal service occupations | 8.43 | 764 |
| Health professionals | 17.05 | 666 |
| **Managers, directors and senior officials** | 17.73 | 630 |
| Teaching and educational professionals | 20.94 | 568 |
| Business, media and public service professionals | 17.88 | 443 |
| Other administrative occupations | 9.78 | 414 |
| Sales, marketing and related associate professionals | 15.33 | 326 |
|  |  |  |
| Totals | 107.14 | 3,811.00 |
| **Weighted mean** | **15.17** |  |
|  |  |  |
| **Part Time Women** |  |  |
| Caring personal service occupations | 8.23 | 943 |
| Sales occupations | 6.87 | 679 |
| Health professionals | 17.26 | 404 |
| Cleaners and domestics | 6.80 | 374 |
| Other administrative occupations | 9.10 | 346 |
| Teaching and educational professionals | 22.35 | 310 |
| Secretarial and related occupations | 8.84 | 277 |
|  |  |  |
| Totals | 79.45 | 3,333.00 |
| **Weighted Mean** | **10.34** |  |

Of particular note is that only three of the top seven occupational groups employing men are also included in the list of top seven for women. All three are very largely full time men and women, employing between 6% and 9% part time women. For “Managers, Directors and Senior Officials” the median gross hourly pay gaps are 16.2% for full time women and 33.9% for part time, compared with full time men (figure A1.1). The median pay gaps are similar for “Sales, Marketing and Related Associate Professionals” at 15% and 39.5% respectively. For full time “Business, Media and Public Service Professionals” the median gross hourly pay gap is lower at 10%.

None of the top seven occupations for part time women are in the top seven for full time men. The small number of opportunities for flexible working in senior jobs is a well-established contributor to the gender pay gap.

Also of note is the divide between what are called “professions” (higher paid) and “occupations” (lower paid) of full time and part time women respectively. Both lists are topped by the caring personal service occupations which are low paid for both full time employees and part time women and this is one of only a few occupational groups which has more part time women than full time (50% part time women, 40% full time women and 10% full time men). Pay and pay gaps are low across the whole distribution.

On the other hand, in sales, very few women who work part time are in jobs classed as ‘associate professionals’, whereas part time women predominate in jobs classed as ‘occupations’ (Figure A1.2).

This matters because the pay gaps between these occupational groups are much higher than the pay gaps within them, particularly the full time pay gap (Figure A1.3).

However, the pay distributions confirm that pay gaps widen as pay increases for both (figure A1.4).

This job segregation between occupational groups is not a surprise, but there are exceptions; these are the Health and Teaching Professionals groups, both of which offer high paid jobs to part time women, indeed in some cases even higher paid than full time women though the differences are generally small. The distributions for these two professions however paint rather different pictures (see figures A1.5 and A1.6).

In the teaching profession, there is only a small gap across the whole distribution.

Amongst health professionals there is a very marked trend for there to be more men at the higher pay end of the distribution; at the 75% level the pay gap is 35% for both full time and part time women and at the 90% level it is over 47%.

Closer inspection of the details reveals that this is largely due to job segregation WITHIN the occupational group, with more men in the higher paid medical professions and more women in the lower paid nursing professions. Figure A1.7 shows that pay gaps amongst nurses are small, that pay gaps amongst medical professions are large and that the pay gap between nurses and medical staff is even bigger.

Conclusions from the detailed analysis are:

1. Pay gaps between occupations tend to be significantly higher than those within them, particularly when the higher level occupational groups in the ASHE classification are broken down into sub-classifications;
2. For full time workers there is a strong trend for men to be in the higher paid occupations and women in the lower paid;
3. Within occupations there is usually a trend for pay gaps to be higher at the higher end of pay distributions and the median pay gap gives an incomplete picture.

1. <http://www.ons.gov.uk/ons/rel/ashe/annual-survey-of-hours-and-earnings/2014-provisional-results/2014-provisional-table-14.zip>; Table 14.5a giving Gross Hourly Pay for example [↑](#endnote-ref-1)