The Gender Pay Gap and what is needed to eliminate it. Appendix 3: Summary Data on Place of Residence[[1]](#endnote-1)

The very wide variation in pay gaps across the South West of England is illustrated in figure A3.1, which shows the gaps in Median Gross Hourly Pay between full time men and both full time and part time women resident in different Local Authorities. In some of the more rural areas, where populations and the number of people in full time work are relatively small the statistics are less reliable and the apparent variations even wider. Even in the Unitary Authority and City authority areas, however, there are large variations; for example, the gap in median gross hourly pay for full time women resident in Bristol UA is around 5%, whereas in the nearby Bath and North East Somerset UA it is nearer 15%.

This variation is exhibited also at the more local geography and to begin to understand the reasons it is necessary to examine the data at this level, preferably with some knowledge of the characteristics of the area. As an example, figure A3.2 shows the variation of the pay gaps for residents of different Parliamentary Constituencies within the West of England Local Enterprise Partnership (LEP) area. Figure A3.3 shows the numbers of residents in full or part time work in each of the constituencies. This area comprises the Unitary Authorities of Bristol, Bath and North East Somerset, North Somerset and South Gloucestershire. It is characterised by an uneven distribution of high paying jobs and relatively poor public transport between some parts of the area and those jobs.

 The data bear more analysis than within the scope of this analysis, but a few points of note include:

* Bristol West and Bristol South are neighbouring constituencies within the city, yet their residents experience quite different pay gaps.
	+ Bristol West encompases the City Centre with good access to high paid jobs in several sectors including Finance and Health. Here the number of women working full time is unusually high, almost equalling that of men. The proportion of women working part time is relatively low. Yet there is still a full time pay gap of around 15% and the part time pay gap is the highest in the LEP area; why is that?
	+ Bristol South is a known area of deprivation with few sectors with high paid jobs located in the constituency. However, the number of male residents working full time is relatively high, more even than those resident in Bristol West. By contrast, the number of women working full time is much less but the pay gap between them is very small. This might suggest that transport to the higher paid jobs in the centre of Bristol might be difficult for both men and women?
	+ Figure A3.4 supports the hypothesis that transport (i.e.commuting time?) is a crucial factor in geographical variations. Residents in Bristol West tend to be in higher paid occupations (men and women, though men more than women), whereas those in Bristol South are in less well paid occupations, men and women to the same extent.
* A different picture emerges on the northern and western outskirts of the LEP area, where the high paid jobs in the engineering and manufacturing sectors in Filton and Bradley Stoke constituency result in much fewer such jobs taken by women than men, not just in that constituency but also in those with good access by car. This results in a higher pay gap for residents further from the jobs. The pay gap will be due to a combination of segregation away from engineering occupations and inadequate public transport options for those without access to a car. Notably, those full time women resident in the area where the jobs are have a lower pay gap than those resident in nearby constituencies.

The main conclusion from this summary analysis isthat public transport plays a crucial role in whether residents of a constituency can access well paid jobs in nearby constituencies and that this affects women more than men.

1. [ASHE 2014 (provisional) Table 10 - Place of Residence by Parliamentary Constituency (ZIP 8407Kb)](http://www.ons.gov.uk/ons/rel/ashe/annual-survey-of-hours-and-earnings/2014-provisional-results/2014-provisional-table-10.zip) [↑](#endnote-ref-1)