

'HOW TO' | January 2022

Finding earnings data and calculating the earnings gap

In this explainer, we'll show you how to find data from the Annual Survey of Hours and Earnings (ASHE). There is a lot of information in this dataset, so we'll just look at one small part.

An index of the data that is available in the entire dataset can be on the Office for National Statistics website (ons.gov.uk)

You can find more analysis of earnings on the Women's Budget Group website: [Womens Budget Group \(wbg.org.uk\)](https://womensbudgetgroup.org.uk)

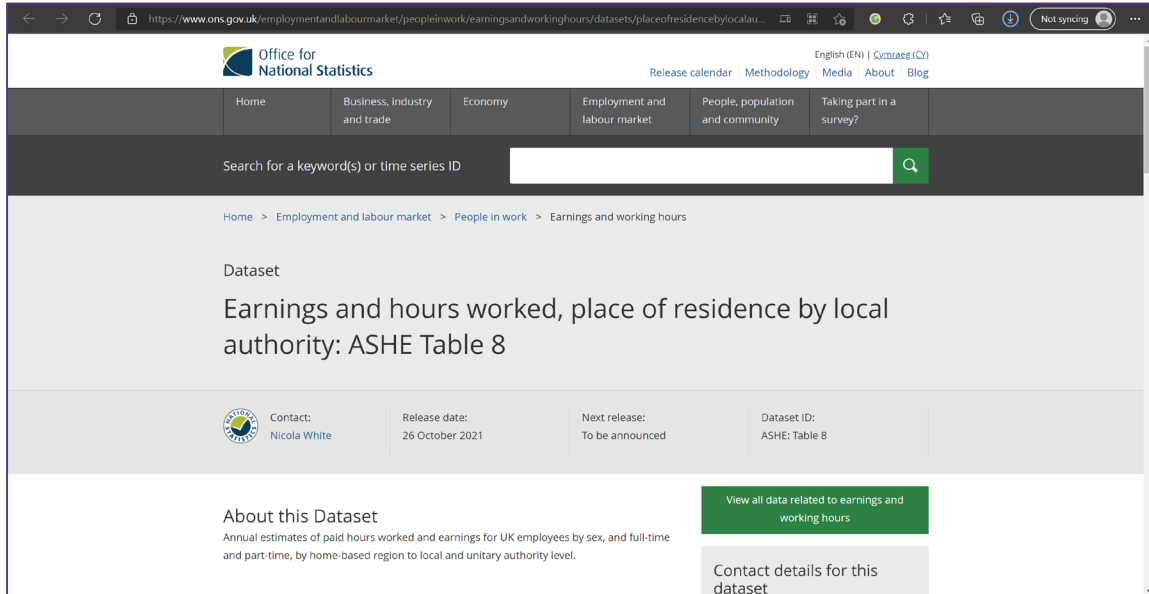
What to expect

We'll find data at the national, regional and local level as this means you can make comparisons across geographies. First we'll find the data for local authorities in Great Britain. If you'd like to skip straight to the data for Northern Ireland, [click here](#).

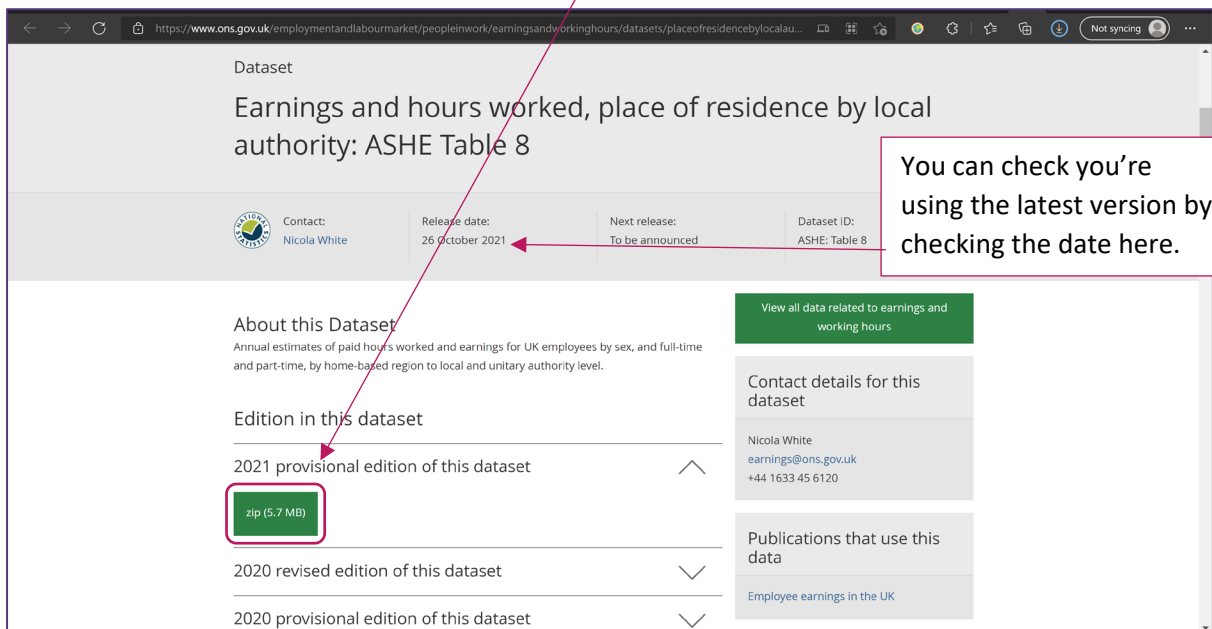
We'll also show you how to calculate the difference between women and men's annual earnings. If you'd like to skip straight to that section, [click here](#).

Let's work through the different parts together.

In this explainer, we're going to find the **earnings** data based on **where people live**, and we're using **local authority** as the local area.¹ The data can be found here: [Earnings and hours worked, place of residence by local authority: ASHE Table 8 - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/placeofresidencebylocalauthority/ashe-table-8)²



On the page, you need to click in the green 'zip' button to download the data.



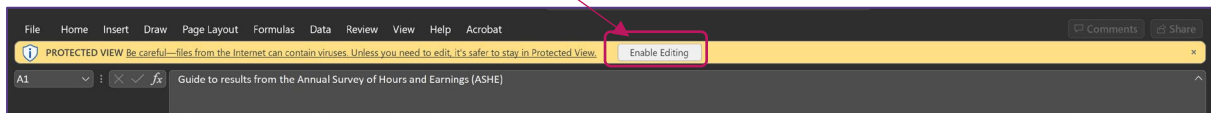
¹ Although the data for Northern Ireland comes from same survey, we need to go to a different website to download the local data. You can find that information at the end of this document.

² If you want to work with data at parliamentary constituency level so that you can contact your MP, earnings data for parliamentary constituency is here: [Earnings and hours worked, place of residence by Parliamentary constituency: ASHE Table 10 - Office for National Statistics](https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/placeofresidencebyparliamentaryconstituency/ashe-table-10). The process of finding the data is the same.

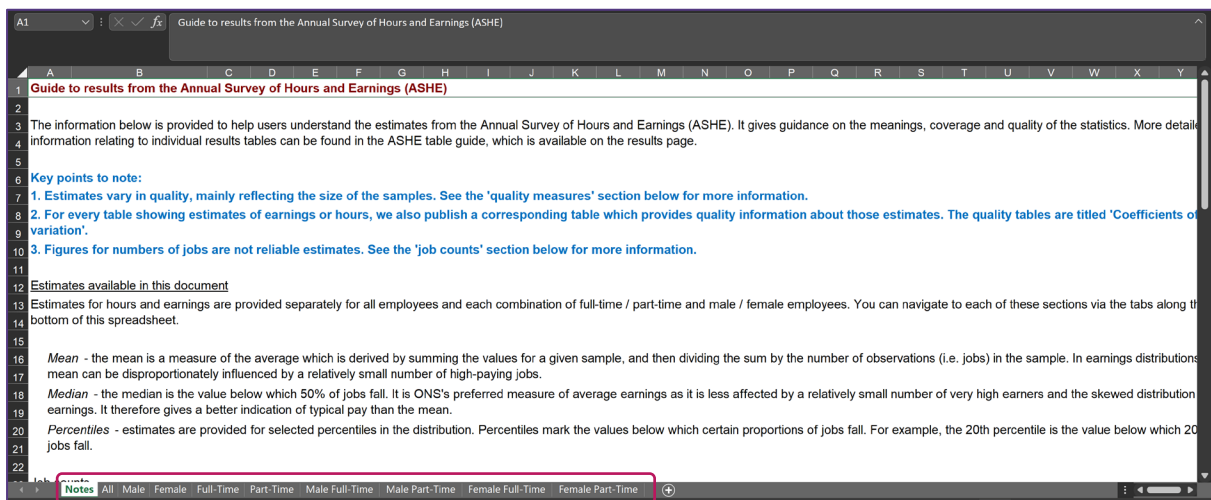
Find the file wherever you keep your downloads. Note: you will need to have software that can read Excel files. When you open the zip file, you will find lots of different options. We will use the data on **annual pay**, so we need **table 8.7a**.

Name	Date modified	Type	Size
PROV - Home Geography Table 8.1a	Weekly pay - Gross 2021	24/11/2021 09:18	Microsoft Excel 97... 855 KB
PROV - Home Geography Table 8.1b	Weekly pay - Gross 2021 CV	24/11/2021 09:18	Microsoft Excel 97... 865 KB
PROV - Home Geography Table 8.2a	Weekly pay - Excluding overtim...	24/11/2021 09:18	Microsoft Excel 97... 864 KB
PROV - Home Geography Table 8.2b	Weekly pay - Excluding overtim...	24/11/2021 09:18	Microsoft Excel 97... 865 KB
PROV - Home Geography Table 8.3a	Basic Pay - Including other pay ...	24/11/2021 09:18	Microsoft Excel 97... 845 KB
PROV - Home Geography Table 8.3b	Basic Pay - Including other pay ...	24/11/2021 09:18	Microsoft Excel 97... 867 KB
PROV - Home Geography Table 8.4a	Overtime pay 2021	24/11/2021 09:18	Microsoft Excel 97... 1,011 KB
PROV - Home Geography Table 8.4b	Overtime pay 2021 CV	24/11/2021 09:18	Microsoft Excel 97... 955 KB
PROV - Home Geography Table 8.5a	Hourly pay - Gross 2021	24/11/2021 09:18	Microsoft Excel 97... 830 KB
PROV - Home Geography Table 8.5b	Hourly pay - Gross 2021 CV	24/11/2021 09:18	Microsoft Excel 97... 895 KB
PROV - Home Geography Table 8.6a	Hourly pay - Excluding overtim...	24/11/2021 09:18	Microsoft Excel 97... 852 KB
PROV - Home Geography Table 8.6b	Hourly pay - Excluding overtim...	24/11/2021 09:18	Microsoft Excel 97... 874 KB
PROV - Home Geography Table 8.7a	Annual pay - Gross 2021	24/11/2021 09:18	Microsoft Excel 97... 822 KB
PROV - Home Geography Table 8.7b	Annual pay - Gross 2021 CV	24/11/2021 09:18	Microsoft Excel 97... 880 KB
PROV - Home Geography Table 8.8a	Annual pay - Incentive 2021	24/11/2021 09:18	Microsoft Excel 97... 1,005 KB
PROV - Home Geography Table 8.8b	Annual pay - Incentive 2021 CV	24/11/2021 09:18	Microsoft Excel 97... 949 KB
PROV - Home Geography Table 8.9a	Paid hours worked - Total 2021	24/11/2021 09:18	Microsoft Excel 97... 838 KB
PROV - Home Geography Table 8.9b	Paid hours worked - Total 2021 ...	24/11/2021 09:18	Microsoft Excel 97... 878 KB
PROV - Home Geography Table 8.10a	Paid hours worked - Basic 2021	24/11/2021 09:18	Microsoft Excel 97... 846 KB
PROV - Home Geography Table 8.10b	Paid hours worked - Basic 202...	24/11/2021 09:18	Microsoft Excel 97... 868 KB
PROV - Home Geography Table 8.11a	Paid hours worked - Overtime ...	24/11/2021 09:18	Microsoft Excel 97... 1,009 KB
PROV - Home Geography Table 8.11b	Paid hours worked - Overtime...	24/11/2021 09:18	Microsoft Excel 97... 956 KB
PROV - Home Geography Table 8.12	Gender pay gap 2021	24/11/2021 09:18	Microsoft Excel 97... 164 KB

Open table 8.7a, and click on 'Enable Editing' if this appears. This just means that navigating the table will be easier.



Then, you might want to read the notes that appear on the first page.



You should also notice that the spreadsheet has lots of different tabs.

In this explainer, we're just going to use the three tabs that include data on combined earnings for full-time and part-time: 'All', 'Male', Female'.

Let's start with 'All'. This is the combined earnings data for all men and women who are in full-time and part-time employment.

At the top of the table, we can find the data at national level. We only need to work with the first few columns so here is an enlarged image. We'll use the figure for the median earnings. Let's use England as the example.

	A	B	C	D	E	F	G
1	Table 8.7a Annual pay - Gross (£) - For all employee jobs^a: United Kingdom, 2021						
2							
3			Number of jobs^b		Annual percentage change		Annual percentage change
4	Description	Code	(thousand)	Median		Mean	
5	United Kingdom	K02000001	23,865	25,971	0.3	31,447	-0.6
6	Great Britain	K03000001	22,785	26,049	0.2	31,620	-0.7
7	England and Wales	K04000001	20,754	26,039	0.2	31,785	-0.7
8	England	E92000001	19,659	26,192	0.1	32,049	-0.8
9	North East	E12000001	862	23,414	-1.4	26,822	-1.9
10	Darlington UA	E06000005	36	24,280	0.6	27,843	0.1

Here's a table we can use to record the data:

MEDIAN ALL EARNINGS 2021	
REGION	ALL (£)
England	26,192
Region	
Local authority	

Explainer: Median vs mean

Both of these are averages, but the way you work them out is different.

The **mean** of 1 + 1 + 1 + 2 + 20 = 5. This is what most people think of as the average. Add up all the numbers and divide by however many numbers there are.

The **median** of 1 + 1 + 1 + 2 + 20 = 1. This is when we line up the numbers in order, and then take the middle number as the average.

Why do we use the median rather than mean?

If you have a few big numbers, your average can seem much higher if you use mean. The median tends to provide a more accurate reflection.

Next, we need to scroll down the page to find the region...

Table 8.7a Annual pay - Gross (£) - For all employee jobs ^a : United Kingdom, 2021						
Description	Code	Number of jobs ^b (thousand)	Median	Annual percentage change	Mean	Annual percentage change
Sefton	E08000014	94	23,877	-0.2	27,239	1.8
Wirral	E08000015	122	24,946	2.6	28,289	-0.7
Yorkshire and The Humber	E12000003	1,887	24,065	0.3	27,985	-0.3
East Riding of Yorkshire UA	E06000011	136	25,584	-0.2	28,988	-1.9
Kingston upon Hull UA	E06000010	100	21,677	4.4	23,193	3.6
North East Lincolnshire UA	E06000012	48	22,980	0.2	27,260	0.5
North Lincolnshire UA	E06000013	56	24,062	4.3	28,491	7.1
York UA	E06000014	80	24,041	-1.9	29,899	-5.7
North Yorkshire	E10000023	225	24,338	1.8	29,579	0.6

...and the local authority. We're using York as our example.

Again, we can add the figures from these places to the table.

MEDIAN ALL EARNINGS 2021	
REGION	ALL (£)
England	26,192
Yorkshire and The Humber	24,065
York	24,041

Now that we have the figures for 'all' employees, we can start to add the figures for women & men.

The next tab on the spreadsheet is 'male', so we'll start there.

Notes	All	Male	Female	Full-Time	Part-Time	Male Full-Time	Male Part-Time	Female Full-Time	Female Part-Time
Ready									

Again, let's start with the figures for England.

	A	B	C	D	E	F	G
1	Table 8.7a Annual pay - Gross (£) - For male employee jobs^a: United Kingdom, 2021						
2							
3			Number of jobs ^b		Annual percentage change		Annual percentage change
4			(thousand)	Median		Mean	
5	Description	Code					
6	United Kingdom	K02000001	11,942	30,831	-1.8	37,817	-1.6
7	Great Britain	K03000001	11,416	30,990	-1.9	38,061	-1.6
8	England and Wales	K04000001	10,462	30,997	-1.8	38,327	-1.5
9	England	E92000001	9,937	31,153	-1.9	38,658	-1.6
10	North East	E12000001	431	27,500	-2.4	31,187	-4.0
11	North East Lincolnshire UA	E06000005	10	28,056	5.0	33,384	5.4

And, again, we can add this to the table.

MEDIAN ALL EARNINGS 2021		
REGION	ALL (£)	MEN (£)
England	26,192	31,153
Yorkshire and The Humber	24,065	
York	24,041	

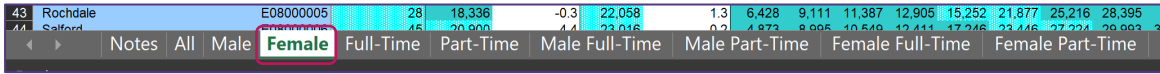
Then we scroll to find the correct region and local authority.

	A	B	C	D	E	F	G
1	Table 8.7a Annual pay - Gross (£) - For male employee jobs^a: United Kingdom, 2021						
2							
3			Number of jobs ^b		Annual percentage change		Annual percentage change
4			(thousand)	Median		Mean	
5	Description	Code					
66	Sefton	E08000014	40	28,072	0.6	31,644	0.3
67	Wirral	E08000015	60	29,492	0.3	33,829	-2.8
68	Yorkshire and The Humber	E12000003	962	29,111	0.4	33,632	-0.7
69	East Riding of Yorkshire UA	E06000011	68	32,333	0.5	36,210	0.1
70	Kingston upon Hull UA	E06000010	50	27,242	5.2	27,392	1.3
71	North East Lincolnshire UA	E06000012	25	31,513	-2.5	34,999	0.2
72	North Lincolnshire UA	E06000013	30	30,007	2.3	33,732	4.2
73	York UA	E06000014	4	28,711	0.4	34,710	-8.8
74	North Yorkshire	E10000023	113	29,384	-0.1	35,356	-1.4

MEDIAN ALL EARNINGS 2021		
REGION	ALL (£)	MEN (£)
England	26,192	31,153
Yorkshire and The Humber	24,065	29,111
York	24,041	28,711

Let's finish completing the table with the figures for women's earnings.

Again, click on the relevant tab...



...to find the figure for England.

Table 8.7a Annual pay - Gross (£) - For female employee jobs ^a : United Kingdom, 2021						
Description	Code	Number of jobs ^b (thousand)	Median	Annual percentage change	Mean	Annual percentage change
United Kingdom	K02000001	11,923	21,186	2.8	25,066	0.8
Great Britain	K03000001	11,370	21,228	2.6	25,154	0.7
England and Wales	K04000001	10,292	21,138	2.8	25,135	0.5
England	E92000001	9,718	21,175	2.7	25,291	0.5
North East	E12000001	431	19,380	1.0	22,452	0.2

Now to fill in the last column of earnings.

REGION	MEDIAN ALL EARNINGS 2021		
	ALL (£)	MEN (£)	WOMEN (£)
England	26,192	31,153	21,175
Yorkshire and The Humber	24,065	29,111	
York	24,041	28,711	

And find the regional and local numbers...

Table 8.7a Annual pay - Gross (£) - For female employee jobs ^a : United Kingdom, 2021						
Description	Code	Number of jobs ^b (thousand)	Median	Annual percentage change	Mean	Annual percentage change
Sefton	E08000014	54	20,835	4.2	24,023	5.0
Wirral	E08000015	62	20,832	3.3	22,939	4.5
Yorkshire and The Humber	E12000003	925	19,281	2.5	22,111	0.1
East Riding of Yorkshire UA	E06000011	69	18,654	-5.2	21,894	-2.8
Kingston upon Hull UA	E06000010	50	18,047	6.9	18,996	5.9
North East Lincolnshire UA	E06000012	23	17,573	3.8	19,001	5.8
North Lincolnshire UA	E06000013	26	19,803	9.6	22,329	9.0
York UA	E06000014	31	20,507	0.3	24,733	1.0
North Yorkshire	E10000023	113	19,655	5.2	23,812	4.5

	MEDIAN ALL EARNINGS 2021		
REGION	ALL (£)	MEN (£)	WOMEN (£)
England	26,192	31,153	21,175
Yorkshire and The Humber	24,065	29,111	19,281
York	24,041	28,711	20,507

Source: ONS (2021) Annual Survey of Hours and Earnings, Table 8.7a

Now that we have a complete table, we can notice how the regional figures are lower than the national figures. We can also see that women's earnings are lower than men's across all three geographical areas. However, while men's earnings are slightly lower in York compared to Yorkshire and the Humber region, the opposite is true for women.

Try and find the data for your local area.

Complete the table:

	MEDIAN ALL EARNINGS 2021		
REGION	ALL (£)	MEN (£)	WOMEN (£)
Country			
Region			
Local authority			

What patterns do you notice?

Now, we'll work through how to do the calculations to find out the gap between men's and women's earnings.

Calculating the gender gap

Using the data from our previous table, let's calculate what the difference is between men's and women's earnings.

We can use an equation to do this:

$$\frac{\text{men's earnings} - \text{women's earnings}}{\text{men's earnings}} \times 100$$

Let's try an example with the data from England.

$$\frac{31153 - 21175}{31153} \times 100$$

Your calculator may do this for you, but just in case, it's important to do it in stages:

1. Do the subtraction: $31153 - 21175 = 9978$
2. Do the division: $\frac{9978}{31153} = 0.32029018$
3. Do the multiplication: $0.32029018 \times 100 = 32\%$

Women earn 32% less than men.

Remember to make the number negative!

REGION	MEDIAN ALL EARNINGS 2021			
	ALL (£)	MEN (£)	WOMEN (£)	Difference (W to M)
England	26,192	31,153	21,175	-32%
Yorkshire and The Humber	24,065	29,111	19,281	%
York	24,041	28,711	20,507	%

Let's do the same for the region and the local authority. You can check your answers on the next page!

Top tip

You can also use an online percentage calculator to do the hard work for you!

Try one like [Percentage Calculator](#) and use the increase/decrease option.

Here's the completed table.

	MEDIAN ALL EARNINGS 2021			
REGION	ALL (£)	MEN (£)	WOMEN (£)	Difference (W to M)
England	26,192	31,153	21,175	-32%
Yorkshire and The Humber	24,065	29,111	19,281	-34%
York	24,041	28,711	20,507	-29%

Calculations based on ONS (2021) Annual Survey of Hours and Earnings, Table 8.7a

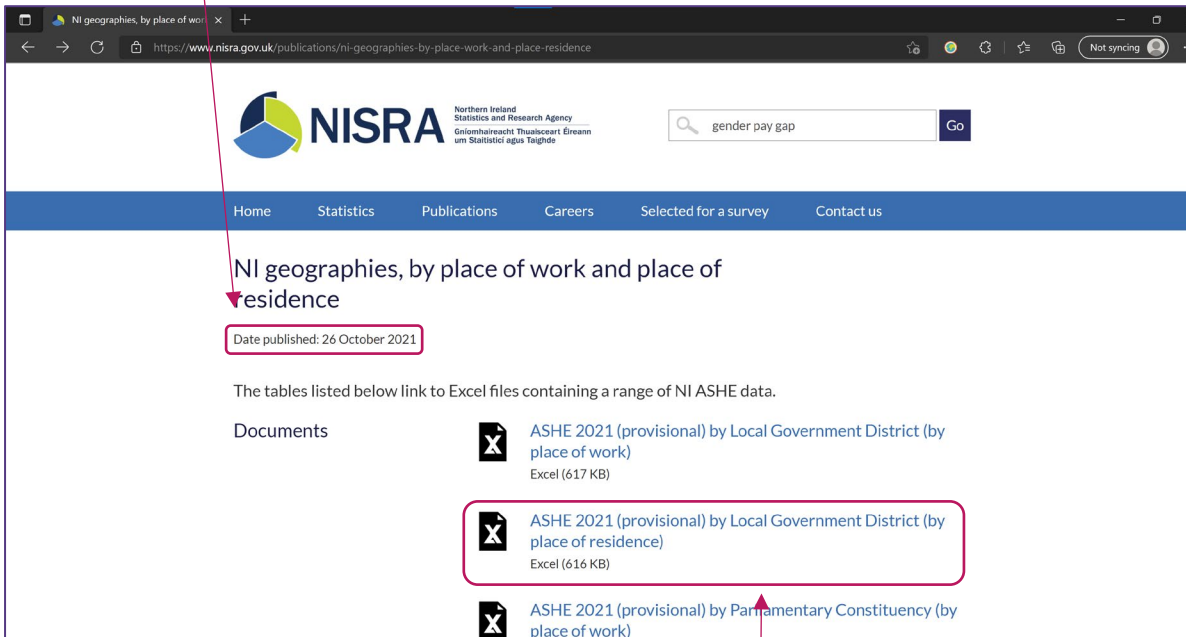
Now you can complete the table for your local area. If you don't want all three areas, feel free to adapt the table.

	MEDIAN ALL EARNINGS 2021			
REGION	ALL (£)	MEN (£)	WOMEN (£)	Difference (W to M)
Country				%
Region				%
Local authority				%

Calculations based on ONS (2021) Annual Survey of Hours and Earnings, Table 8.7a

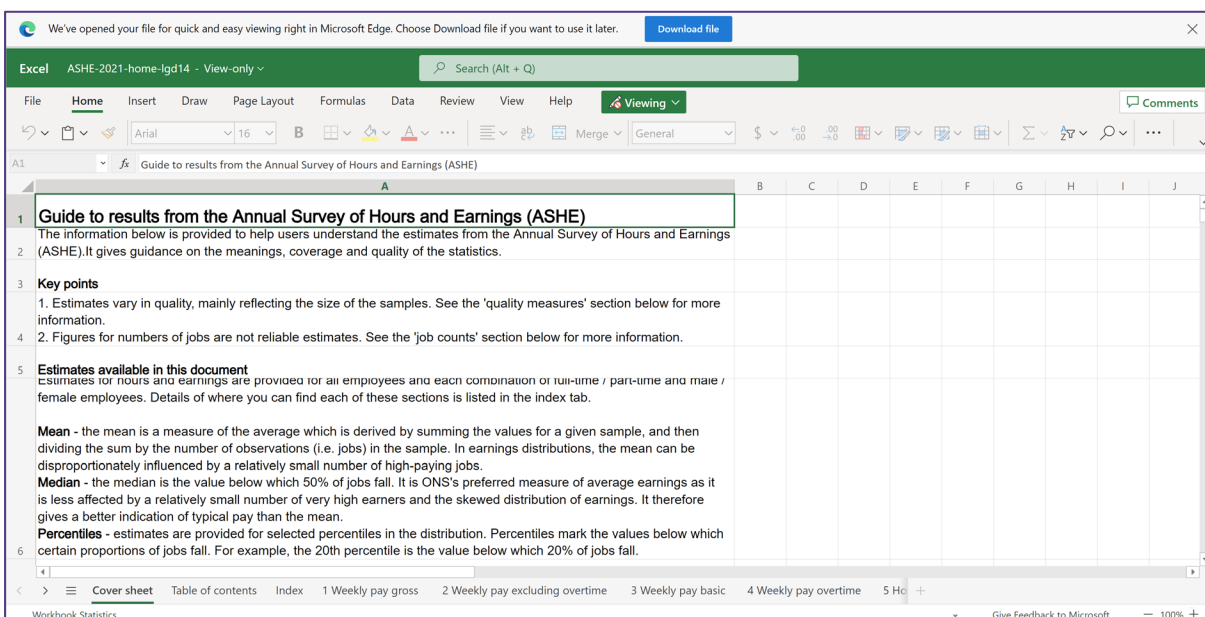
Northern Ireland

To get the earnings data for Northern Ireland, first you'll need to go to the NISRA website here: [NI geographies, by place of work and place of residence | Northern Ireland Statistics and Research Agency \(nisra.gov.uk\)](https://www.nisra.gov.uk/publications/ni-geographies-by-place-of-work-and-place-of-residence). This will take you directly to the page with the results of the Annual Survey of Hours and Earnings for Northern Ireland. Remember to check that you are looking at the most up-to-date information.



Again, you can choose whether you want to work with where you work or live, and if you prefer to look at data for your local elections or for your parliamentary constituency. As with the previous section, we'll use data for the **local authority where you live**.

This time the spreadsheet may open directly in your browser window.



Scroll across the tabs until you find table 7.

Table 7 (NI).7a Annual pay - Gross (£) - For all employee jobs: Northern Ireland, 2021							
This worksheet contains one table. Some cells refer to notes where the explanation can be found on the Notes worksheet.							
Full explanation of notes, shading, rounding and disclosive data is available in the Cover sheet.							
These data relate to employees on adult rates who have been in the same job for more than a year. Estimates for 2020 and							
Figures for Number of Jobs are for indicative purposes only and should not be considered an accurate estimate of employees							
The colour coding indicates the quality of each estimate; see Cover sheet for more information							
Source: Annual Survey of Hours and Earnings, Office for National Statistics.							
Description	Code	Number of jobs (thousand)	Median	Annual percentage change (median)	Mean	Annual percentage change (mean)	
All		894	24,000	3.1	27,618	2.1	
Antrim and Newtownabbey	N09000001	68	25,388	5.9	28,308	4.8	
Ards and North Down	N09000011	74	24,123	1.3	28,601	-3.3	
Armagh City, Banbridge and Craigavon	N09000002	112	23,752	1.3	27,099	2.8	
Belfast	N09000003	143	23,898	3.0	28,231	-0.7	
Causeway Coast and Glens	N09000004	57	21,477	2.2	25,544	2.9	
Derry City and Strabane	N09000005	61	20,751	4.4	23,042	2.5	
Fermanagh and Omagh	N09000006	50	23,209	8.0	24,374	1.9	
Lisburn and Castlereagh	N09000007	73	26,289	3.4	32,083	3.6	
Mid and East Antrim	N09000008	x	x		25,599	1.3	
Mid Ulster	N09000009	61	23,315	2.5	25,543	4.5	
Newry, Mourne and Down	N09000010	81	22,589	2.9	26,445	3.9	
Male		435	27,277	0.3	31,932	0.0	
Antrim and Newtownabbey	N09000001	32	28,455	0.6	32,578	-1.1	
Ards and North Down	N09000011	35	26,603	-3.5	34,733	-7.7	
Armagh City, Banbridge and Craigavon	N09000002	54	28,082	6.1	30,452	3.8	

This time the data on all; full-time; part-time; male; female is all together, so you can find everything you need on one tab. The top 'All' in each section refers to Northern Ireland overall.

Table 7 (NI).7a Annual pay - Gross (£) - For all employee jobs: Northern Ireland, 2021							
Source: Annual Survey of Hours and Earnings, Office for National Statistics.							
Description	Code	Number of jobs (thousand)	Median	Annual percentage change (median)	Mean	Annual percentage change (mean)	
All		894	24,000	3.1	27,618	2.1	
Antrim and Newtownabbey	N09000001	68	25,388	5.9	28,308	4.8	
Ards and North Down	N09000011	74	24,123	1.3	28,601	-3.3	
Armagh City, Banbridge and Craigavon	N09000002	112	23,752	1.3	27,099	2.8	
Belfast	N09000003	143	23,898	3.0	28,231	-0.7	
Causeway Coast and Glens	N09000004	57	21,477	2.2	25,544	2.9	
Derry City and Strabane	N09000005	61	20,751	4.4	23,042	2.5	
Fermanagh and Omagh	N09000006	50	23,209	8.0	24,374	1.9	
Lisburn and Castlereagh	N09000007	73	26,289	3.4	32,083	3.6	
Mid and East Antrim	N09000008	x	x		25,599	1.3	
Mid Ulster	N09000009	61	23,315	2.5	25,543	4.5	
Newry, Mourne and Down	N09000010	81	22,589	2.9	26,445	3.9	
Female		459	24,000	0.3	27,618	0.0	
Antrim and Newtownabbey	N09000001	36	25,388	0.6	28,308	-1.1	
Ards and North Down	N09000011	39	24,123	-3.8	28,601	-7.7	
Armagh City, Banbridge and Craigavon	N09000002	58	23,752	1.3	27,099	2.8	
Belfast	N09000003	70	23,898	3.0	28,231	-0.7	
Causeway Coast and Glens	N09000004	29	21,477	2.2	25,544	2.9	
Derry City and Strabane	N09000005	30	20,751	4.4	23,042	2.5	
Fermanagh and Omagh	N09000006	25	23,209	8.0	24,374	1.9	
Lisburn and Castlereagh	N09000007	36	26,289	3.4	32,083	3.6	
Mid and East Antrim	N09000008	x	x		25,599	1.3	
Mid Ulster	N09000009	30	23,315	2.5	25,543	4.5	
Newry, Mourne and Down	N09000010	51	22,589	2.9	26,445	3.9	
Male		435	27,277	0.3	31,932	0.0	
Antrim and Newtownabbey	N09000001	32	28,455	0.6	32,578	-1.1	
Ards and North Down	N09000011	35	26,603	-3.5	34,733	-7.7	
Armagh City, Banbridge and Craigavon	N09000002	54	28,082	6.1	30,452	3.8	

Let's use Fermanagh and Omagh as the local authority example this time.

REGION	MEDIAN ALL EARNINGS 2021		
	ALL (£)	MEN (£)	WOMEN (£)
Northern Ireland	24,000		
Fermanagh and Omagh	23,209		

In fact, it's now easy to fill in the rest of the table as we can see both male and female earnings on one screen.

A1 fx Table 7 (NI).7a Annual pay - Gross (£) - For all employee jobs: Northern Ireland, 2021

Description	Code	Number of jobs	Median	Annual percentag	Mean	Annual percentag
Male		485	27,277			
Antrim and Newtownabbey	N09000001	32	28,455	0.6	32,578	-1.1
Ards and North Down	N09000011	35	26,603	-3.5	34,733	-7.7
Armagh City, Banbridge and Craigavon	N09000002	54	28,082	6.1	30,452	3.8
Belfast	N09000003	70	26,847	3.1	33,151	-0.5
Causeway Coast and Glens	N09000004	24	23,693	0.9	30,422	3.9
Derry City and Strabane	N09000005	29	24,041	-0.1	26,664	0.9
Fermanagh and Omagh	N09000006	25	26,414		27,304	-2.7
Lisburn and Castlereagh	N09000007	35	29,964	-0.2	38,988	1.5
Mid and East Antrim	N09000008	x	x		x	
Mid Ulster	N09000009	31	25,424	-1.1	28,894	4.2
Newry, Mourne and Down	N09000010	41	25,594	-4.4	30,369	0.3
Female		459	20,620			
Antrim and Newtownabbey	N09000001	36	22,285	14.8	24,595	10.4
Ards and North Down	N09000011	39	20,728	12.0	23,043	5.6
Armagh City, Banbridge and Craigavon	N09000002	57	19,795	-0.7	23,904	2.5
Belfast	N09000003	73	20,175	3.3	23,549	-1.3
Causeway Coast and Glens	N09000004	33	19,477	9.7	21,905	3.0
Derry City and Strabane	N09000005	32	x		19,666	2.0
Fermanagh and Omagh	N09000006	25	19,671	11.5	21,418	7.9
Lisburn and Castlereagh	N09000007	39	22,948	8.1	25,856	2.6

REGION	MEDIAN ALL EARNINGS 2021		
	ALL (£)	MEN (£)	WOMEN (£)
Northern Ireland	24,000	27,277	20,620
Fermanagh and Omagh	23,209	26,414	19,671

Now you can find the data on your local area. You'll find a template on the next page.

Here's a template you can use to record earnings data

	MEDIAN ALL EARNINGS 2021		
REGION	ALL (£)	MEN (£)	WOMEN (£)
Country			
Region			
Local authority			

What patterns do you notice?

And here's one you can use to record the difference between men's and women's earnings.

	MEDIAN ALL EARNINGS 2021			
REGION	ALL (£)	MEN (£)	WOMEN (£)	Difference (W to M)
Country				%
Region				%
Local authority				%

A note on the calculations and how they relate to power.

We have used the same calculations that the Office for National Statistics uses to calculate the official gender pay gap. This means that we have used male earnings as the benchmark.

If we change the calculation to use women's earnings as the benchmark, we can change the focus **from how much women lose, to how much men gain.**

$$\frac{\text{men's earnings} - \text{women's earnings}}{\text{women's earnings}} \times 100$$

Take a look at the new percentages. These represent the percentage of a woman's salary that a man earns **extra** in each geographical area.

REGION	MEDIAN ALL EARNINGS 2021			
	ALL (£)	MEN (£)	WOMEN (£)	Difference (M to W)
England	26,192	31,153	21,175	47%
Yorkshire and The Humber	24,065	29,111	19,281	51%
York	24,041	28,711	20,507	40%

We note also that this data is not disaggregated by other protected characteristics, e.g., ethnicity, age, disability.