**Gender Pay Gap in Norwich**

What is the gender pay gap?

The gender pay gap is one measure of the position of women in the economy in comparison to men. It compares the difference in average hourly pay for women and men in the labour market. The gender pay gap is *not* simply the result of women being paid less than men for the same job. It is the result of a combination of economic and social factors that come together to reduce the earning capacity of women across their lifetime. For example, the unequal division of caring responsibilities within the household means that more women than men work part time.

Women also fill more part-time jobs, which tend to be lower paid per hour in comparison to full-time jobs. This combination of working fewer hours in jobs which pay less per hour, is why women are more likely than men to be living in poverty. Part-time employees in the East of England region have median hourly earnings of £10.76 compared with £15.88 for full-time staff. This “part-time pay penalty” is one of the biggest contributors to the gender pay gap. Other contributing factors are occupational and sectoral segregation.

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| **Median hourly pay (full-time)** | | | |
| **Norwich North** | | **Norwich South** | |
| Men  **£13.30** | Women  **£14.05** | Men  **£17.53** | Women  **£13.75** |
| **Gender Pay Gap** | | | |
| **-5.6%** | | **~22%**  **(this figure is approximate due to sample size)** | |

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This year, the ONS reported that the gender pay gap among full-time employees in the East of England in April 2021 was 10.5%, higher than the national pay gap of 7.9%. However, within the region, there are significant differences. In Norwich North, for example, the pay gap was in favour of women at -5.6%, which is a significant change from the previous five (non-pandemic) years where the pay gap has been between 9-15%. In Norwich South, on the other hand, the pay gap was 22%. This appears to be closer to the pay gap that has been reported over the last few years.

Gender earnings gap Norwich

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| **Median weekly earnings (full-time)** | | | |
| **Norwich North** | | **Norwich South** | |
| Men  **£531** | Women  **£494** | Men  **£646** | Women  **£512** |
| **Gender earnings gap** | | | |
| **7%** | | **21%** | |

The gender pay gap is only one way of measuring the difference between women and men in the economy. Another useful measure is the gender earnings gap, which compares the difference between the amount of money women and men take home at the end of the week. This depends heavily on the number of hours worked as well as the type of work being carried out. Local Data Project calculations show that in April 2021, the gender earnings gap for full-time employees in Norwich North was 7% compared to a gap of 21% in Norwich South.

**[Contact details of your organisation]**

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