

'HOW TO' | November 2021

Getting to Grips with the Gender Pay Gap

Local analysis and earnings gap data

Our national briefing on the Gender Pay Gap has been produced as part of the Local Data Project.

Here we want to show you how to tailor the key information in the briefing to your local area. NOTE: this explainer will work with data for all four nations of the UK.

You can find the national briefing and the template for your own local analysis on the Local Data Project website by clicking [here](#).

What to expect

The gender pay gap is already calculated for us. The calculation is based on full-time hourly pay (excluding overtime). Here we will show you how to find it. We will also show you how to calculate it for the different local areas of Northern Ireland.

To calculate the **earnings** gap, we will compare the weekly earnings of men and women. We do this because women tend to work in different jobs to men, so the gap between weekly vs hourly pay can be quite different. This time, we'll start in Northern Ireland and then move on to the other areas of the UK.

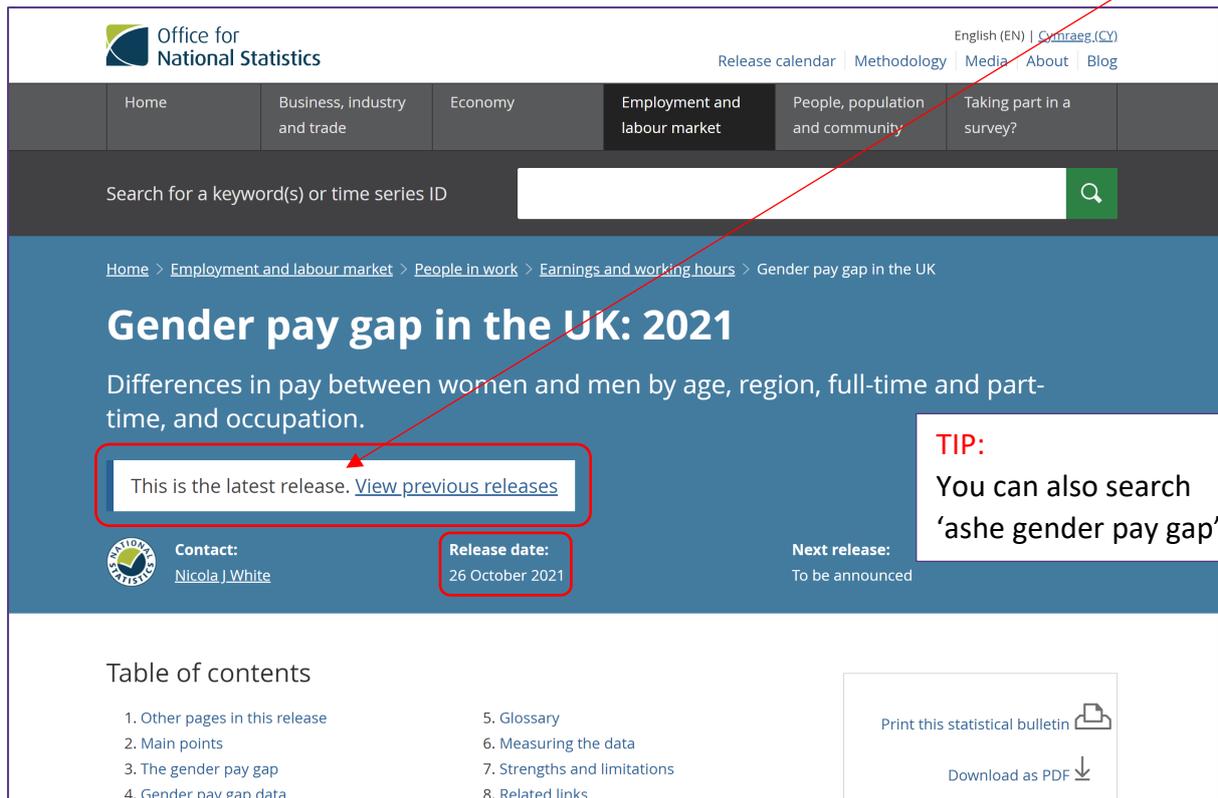
Let's work through the different parts together.

How to find the data on the gender pay gap

There are different ways in to the Office for National Statistics to get the data on the gender pay gap. [Here](#) is one option.

On this page, you will find a lot of useful information about the gender pay gap in general. This includes how the gap has changed over time, the difference in what the gap is at different ages, and what the difference is for different occupations, for example.

You can always check that you are using the most up-to-date information by checking here.



Office for National Statistics

English (EN) | Cymraeg (CY)

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Gender pay gap in the UK: 2021

Differences in pay between women and men by age, region, full-time and part-time, and occupation.

This is the latest release. [View previous releases](#)

TIP:
You can also search 'ashe gender pay gap'

Contact: Nicola J White

Release date: 26 October 2021

Next release: To be announced

Table of contents

1. Other pages in this release
2. Main points
3. The gender pay gap
4. Gender pay gap data
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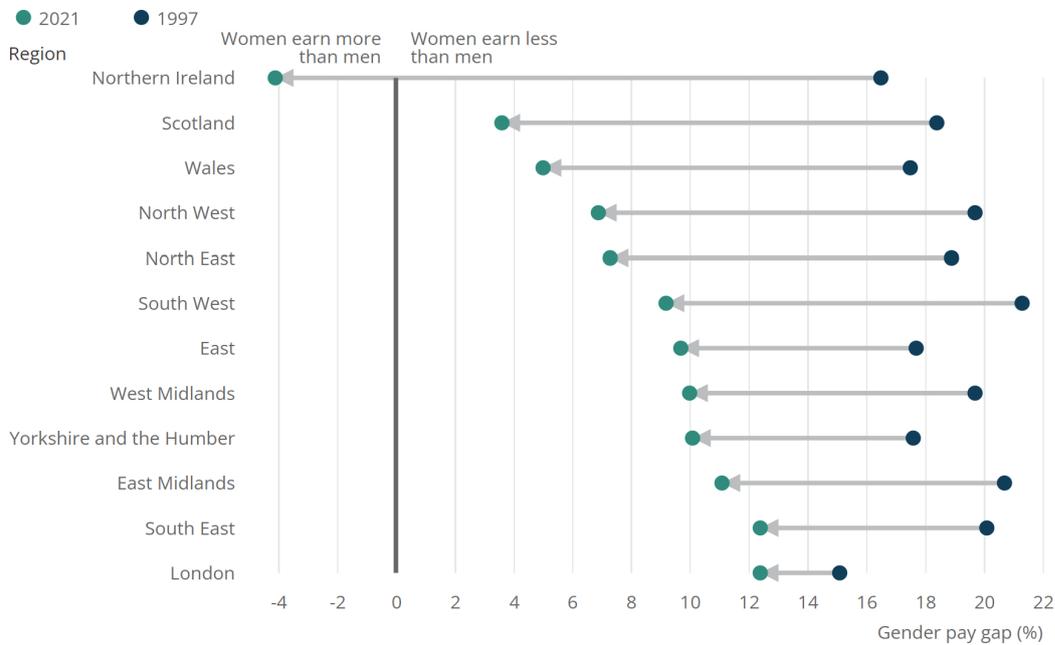
Print this statistical bulletin

Download as PDF

Down the page, there is some information on what the gap is in different regions of the UK.

Figure 7: The gender pay gap is higher in all English regions than in Wales, Scotland and Northern Ireland

Gender pay gap for median gross hourly earnings (excluding overtime) for full-time employees, by work region, UK, April 1997 and 2021



Source: Office for National Statistics – Annual Survey of Hours and Earnings (ASHE)

It is clear from this, looking at the green dots, that each of the devolved nations has a smaller gender pay gap than the English regions. In fact, the pay gap in Northern Ireland is reversed to be in favour of women. There may be a number of reasons for this, including the relatively low number of women in the workforce overall in Northern Ireland.

Further down the page, we can then find the link to download the data.

4. Gender pay gap data

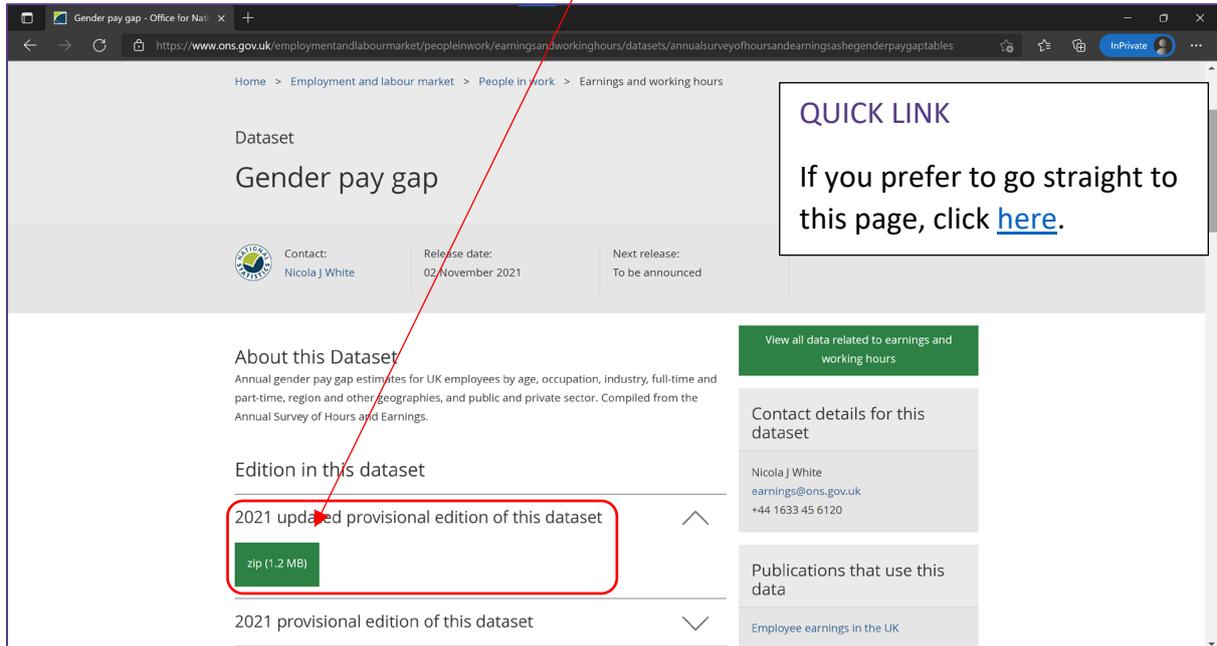
[Gender pay gap](#)

Dataset | Released 26 October 2021

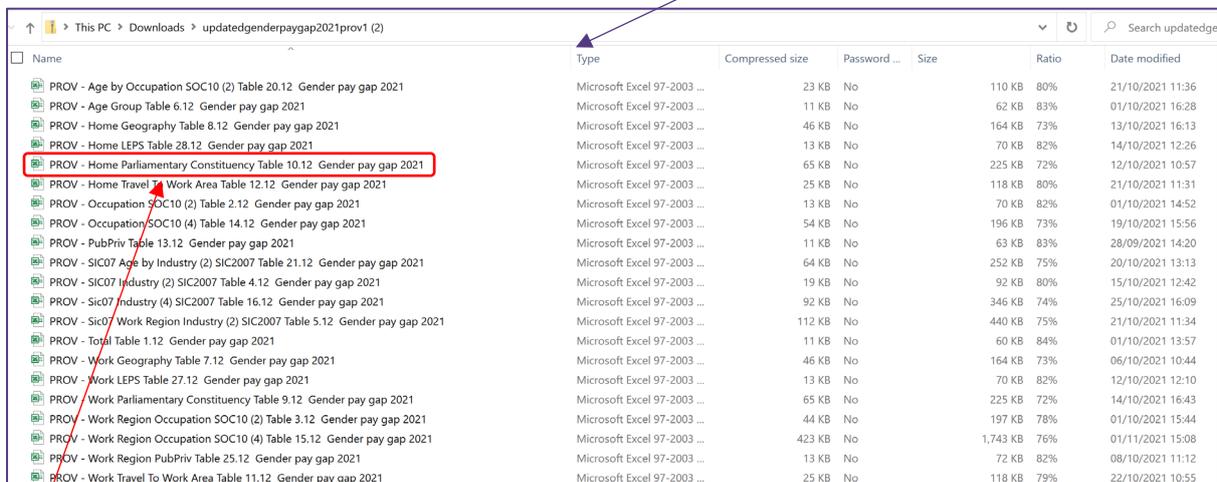
Annual gender pay gap estimates for UK employees by age, occupation, industry, full-time and part-time, region and other geographies, and public and private sector. Compiled from the Annual Survey of Hours and Earnings.

[Back to table of contents](#)

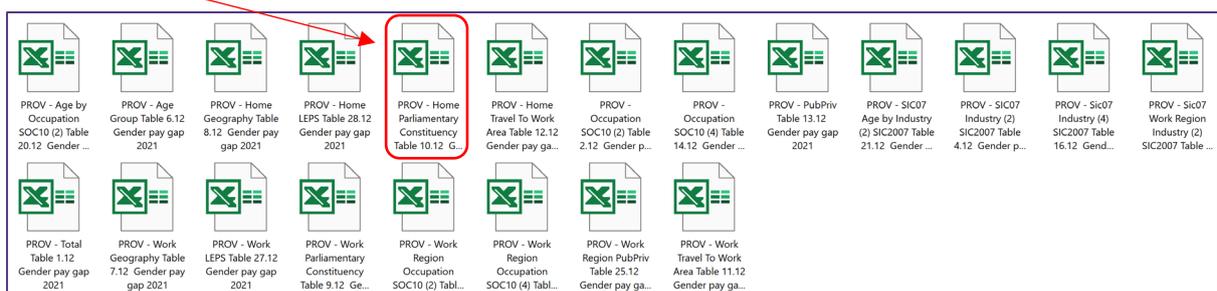
When you click this link, you will be taken to another part of the ONS website. The latest data will appear at the top of the list. Click on the green 'zip' button.



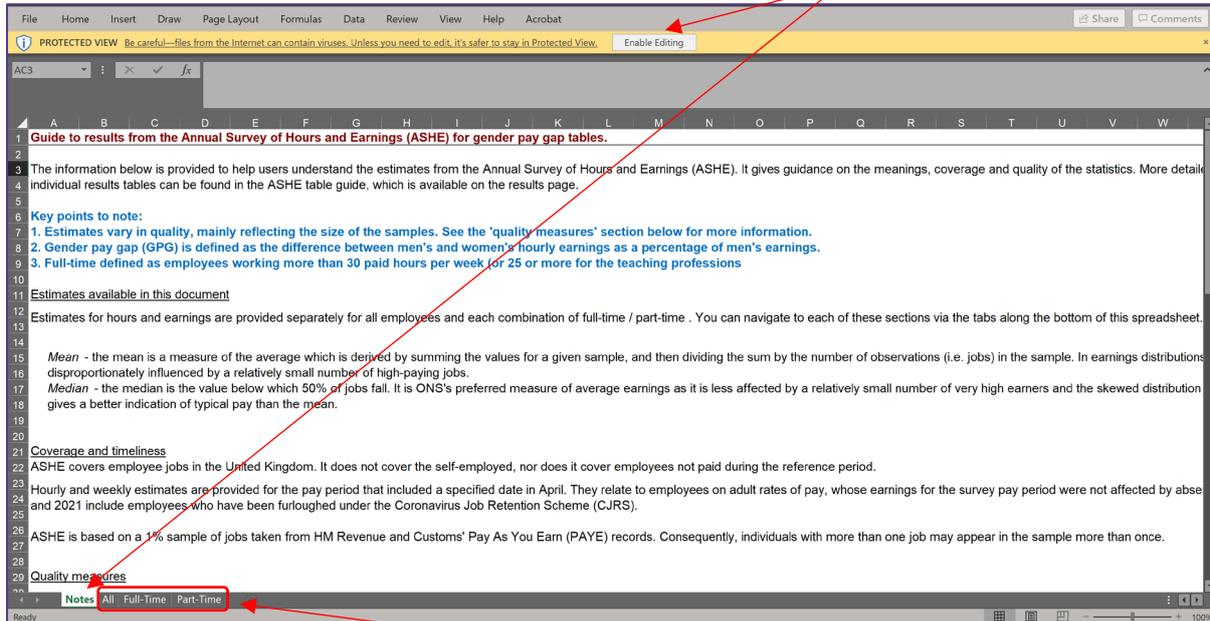
Open the zip file from your downloads folder. You should find about twenty different tables in the folder. (Depending on your settings, you may need to expand the view to see the details of the file names.)



I am going to use information from parliamentary constituency as where you live. This is table 10.12.

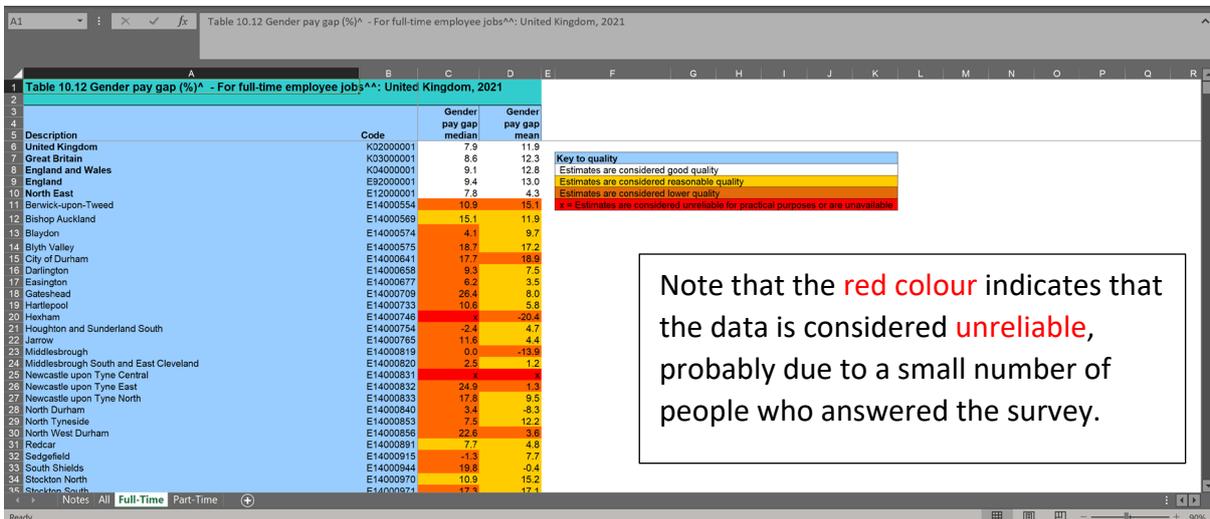


As with all ONS datasets, the first page will be a contents or notes page. Click Enable Editing if this appears as it will make working with the data easier.



Then we can see the gender pay gap for each parliamentary constituency for all employees, full-time tables employees, and part-time employees by clicking on the different tabs at the bottom.

Here is the information on full-time employees, for example. We'll use full-time as that is what the ONS uses.



You can scroll down the table until you find your parliamentary constituency. Let's look at Norwich as an example.

Table 10.12 Gender pay gap (%)^ - For full-time employee jobs^^: United Kingdom, 2021			
Description	Code	Gender pay gap median	Gender pay gap mean
Norwich North	E14000863	-5.6	4.5
Norwich South	E14000864	21.6	21.5
Peterborough	E14000878	8.5	15.6
Rayleigh and Wickford	E14000888	8.4	17.5
Rochford and Southend East	E14000899	3.2	18.4

There are two constituencies, and the gaps are very different. We can see that the gap in Norwich North is -5.6%, which means that this is in favour of women. In contrast, the gap in Norwich South is 21.6%. This is much higher than the national average of 7.9%.

Task

Can you find the pay gap in your parliamentary constituency? How does it compare to the national average?

If you're not sure which parliamentary constituency you live in, you can check [here](#).

Explainer

Median vs mean

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

Mean is when you add up all the numbers, then divide by the number of numbers.

Median is when you line up all the numbers in a row and take the middle one as the average.

Why do we use the median rather than mean?

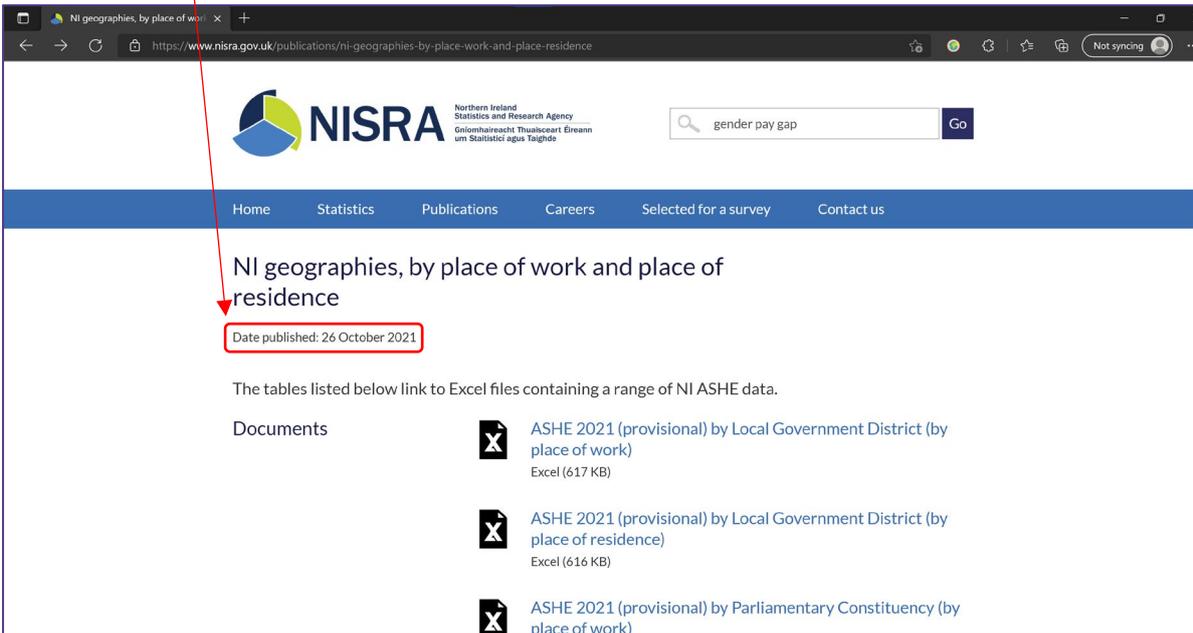
If you have some big numbers at the higher levels, your average can seem much higher if you use mean. The median tends to give a more accurate number.

[Here](#) is a simple video explainer on this topic.

Gender Pay Gap – Northern Ireland

There is some useful information about the gender pay gap in Northern Ireland as a whole [here](#), but it doesn't include information at the more local level. You have to do a bit more work to calculate the gender pay gap at the local level.

To get that information, first you'll need to go to the NISRA website by clicking [here](#). 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.



NI geographies, by place of work and place of residence

Date published: 26 October 2021

The tables listed below link to Excel files containing a range of NI ASHE data.

Documents

- 
[ASHE 2021 \(provisional\) by Local Government District \(by place of work\)](#)
Excel (617 KB)
- 
[ASHE 2021 \(provisional\) by Local Government District \(by place of residence\)](#)
Excel (616 KB)
- 
[ASHE 2021 \(provisional\) by Parliamentary Constituency \(by place of work\)](#)

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.



Date published: 26 October 2021

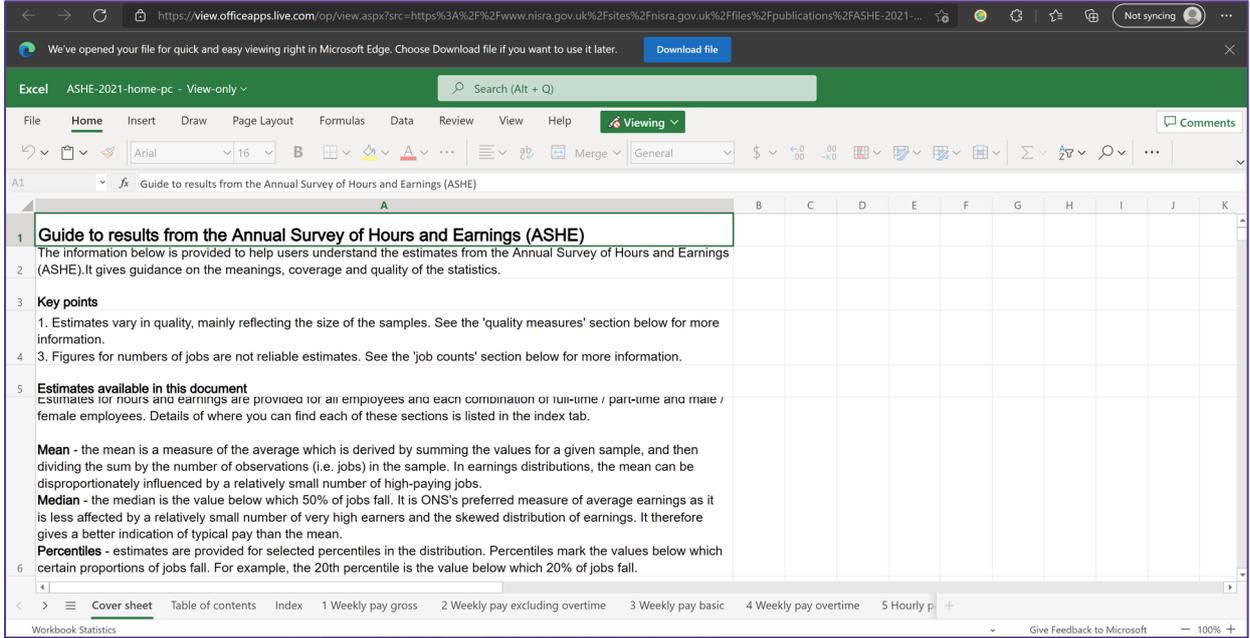
The tables listed below link to Excel files containing a range of NI ASHE data.

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- 
[ASHE 2021 \(provisional\) by Local Government District \(by place of work\)](#)
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[ASHE 2021 \(provisional\) by Local Government District \(by place of residence\)](#)
Excel (616 KB)
- 
[ASHE 2021 \(provisional\) by Parliamentary Constituency \(by place of work\)](#)
Excel (683 KB)
- 
[ASHE 2021 \(provisional\) by Parliamentary Constituency \(by place of residence\)](#)
Excel (683 KB)

As before, we'll use the parliamentary constituency data for the place where you live.

If you click on the link on the page, the dataset may automatically open in your browser. If so, you can then download the file if you prefer.



We will use the information on **hourly pay excluding overtime** as this is what the ONS uses to calculate the gender pay gap. For this we need **tab 6**, which is (confusingly) called table 10.

To calculate the gender pay gap, we need two numbers: men's full-time pay and women's full-time pay. You'll need to scroll down to find these.

104	Male Full-time		443	14.07	10.1	16.82	8.4	9.25
105	Belfast East	N06000001	22	15.47	7.7	18.62	10.8	9.10
142	Female Full-time		316	14.64	6.6	16.36	5.7	9.13
143	Belfast East	N06000001	20	15.81	1.5	18.19	6.9	9.46

Let's use the figures from North Antrim as an example.

Table 10 (NI).6a Hourly pay - Excluding overtime (£) - For all employee jobs: Northern Ireland, 2021							
Description	Code	Number of jobs (thousand)	Median	Annual percentage change (median)	Mean	Annual percentage change (mean)	10th percentile
Male Full-time		443	14.07	10.1	16.82	8.4	9.25
Belfast East	N06000001	22	15.47	7.7	18.62	10.8	9.10
Belfast North	N06000002	22	13.90	10.3	15.45	11.0	9.31
Belfast South	N06000003	26	18.36	22.6	22.53	4.4	9.97
Belfast West	N06000004	18	14.30	12.2	15.13	7.7	9.04
East Antrim	N06000005	20	12.60	7.5	14.69	5.3	9.49
East Londonderry	N06000006	21	11.84	2.9	15.22	10.7	8.91
Fermanagh and South Tyrone	N06000007	24	12.65	4.2	14.91	8.6	9.15
Foyle	N06000008	18	12.38	-4.9	14.58	2.0	8.91
Lagan Valley	N06000009	28	15.14	21.0	17.78	12.5	9.77
Mid Ulster	N06000010	22	12.50	13.6	15.02	13.1	9.57
Newry and Armagh	N06000011	25	14.35	21.3	16.77	10.9	9.36
North Antrim	N06000012	2	12.24	6.4	16.18	16.2	8.91
North Down	N06000013	19	16.28	19.2	19.80	3.7	9.07
South Antrim	N06000014	23	15.01	7.3	18.04	3.3	10.20
South Down	N06000015	24	13.05	6.0	17.08	18.3	8.91
Strangford	N06000016	22	14.35	6.0	16.84	0.2	9.06
Upper Bann	N06000017	36	14.03	17.2	16.01	11.1	9.00
West Tyrone	N06000018	20	13.01	6.1	14.53	3.7	9.18

Men's full-time hourly pay (excluding overtime) is £12.24.

Table 10 (NI).6a Hourly pay - Excluding overtime (£) - For all employee jobs: Northern Ireland, 2021							
Description	Code	Number of jobs (thousand)	Median	Annual percentage change (median)	Mean	Annual percentage change (mean)	10th percentile
Female Full-time		316	14.64	6.6	16.36	5.7	9.13
Belfast East	N06000001	20	15.81	1.5	18.19	6.9	9.46
Belfast North	N06000002	14	12.92	8.5	14.45	4.9	8.91
Belfast South	N06000003	20	16.53	9.8	18.01	-3.2	9.17
Belfast West	N06000004	15	12.87	1.1	15.11	4.1	9.02
East Antrim	N06000005	20	16.03	14.9	17.04	10.5	9.52
East Londonderry	N06000006	15	12.69	4.0	15.60	6.5	8.91
Fermanagh and South Tyrone	N06000007	17	14.20	14.7	15.78	8.8	8.92
Foyle	N06000008	15	15.17	9.1	15.82	1.0	9.00
Lagan Valley	N06000009	18	16.00	3.8	17.19	6.8	9.40
Mid Ulster	N06000010	14	13.17	7.6	15.53	11.8	8.91
Newry and Armagh	N06000011	21	14.41	2.7	15.86	4.4	8.99
North Antrim	N06000012	2	15.60	18.7	16.31	6.4	9.04
North Down	N06000013	14	15.24	17.3	16.70	16.4	x
South Antrim	N06000014	18	14.86	-5.9	16.90	4.1	9.81
South Down	N06000015	16	12.02	5.9	15.88	3.0	8.91
Strangford	N06000016	15	14.24	14.8	15.78	9.3	9.27
Upper Bann	N06000017	22	14.58	4.8	16.03	5.5	8.99
West Tyrone	N06000018	14	11.94	-3.1	14.40	2.6	x

Women's full-time hourly pay (excluding overtime) is £15.60.

Now we have the figures for men's pay [£12.24] and women's pay [£15.60], we can calculate the pay gap.

We use this equation to calculate the gender pay gap:

$$\frac{\text{male pay} - \text{female pay}}{\text{male pay}}$$

We can break this down into these steps:

1. male pay – female pay
2. divide step 1 by male pay
3. multiply step 2 by 100 to get the number as a percentage

So, in North Antrim the maths is:

1. $12.24 - 15.60 = -3.36$
2. $-3.36 \div 12.24 = -0.2745$
3. $-0.27 \times 100 = -27.45\%$

TIP Don't worry if you get a negative number; this just means that the pay gap will be in favour of women.

Here we can see that the gender pay gap in North Antrim is in favour of women. It is also much higher than the average for the nation, which is -4.1%

Task

Can you calculate the pay gap in your parliamentary constituency? How does it compare to the national average?

TOP TIP

You can also use a percentage calculator like [this one](#).

Percentage Calculator

Percentage Calculator is a free online tool to calculate percentages.

What is % of ?

is what percent of ? %

Put male pay here Put female pay here And here is the %

What is the percentage increase/decrease from to ? %

Tips: Use tab to move to the next field. Use shift-tab to move to the previous field. Press enter to calculate.

Gender Earnings Gap – Northern Ireland

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.

Let's look at how to calculate the gender earnings gap.

Previously, we have been working with the figures for hourly pay. Now we need to find the figures for weekly pay. This time we'll start with **Northern Ireland**.

Using the same spreadsheet we downloaded previously, we can now use tab 2. This is the information on weekly pay excluding overtime. We've chosen this to compare like for like with the ONS' own calculations. Because they use hourly pay excluding overtime, we use weekly pay excluding overtime. We'll use the full-time pay figures for the same reason.

Description	Code	Number of jobs (thousand)	Median	Annual percentage change (median)	Mean	Annual percentage change (mean)	10th percentile	20th percentile	25th percentile	30th percentile	40th percentile
All		1,074	454.2	8.4	518.7	7.5	150.2	257.2	301.1	343.9	400.0
Belfast East	N06000001	57	501.2	13.3	575.5	9.8	178.0	255.0	302.7	355.0	421.2
Belfast North	N06000002	53	442.7	12.4	464.1	8.0	139.6	229.0	270.8	331.1	379.1
Belfast South	N06000003	63	540.9	14.4	661.2	4.0	186.8	310.3	357.2	394.8	463.7
Belfast West	N06000004	47	419.7	9.5	474.7	13.1	158.2	267.3	293.7	331.2	374.0
East Antrim	N06000005	53	447.6	8.6	507.7	8.3	145.2	274.9	326.5	370.9	410.3
East Londonderry	N06000006	52	412.2	4.4	466.3	4.5	x	223.0	267.4	308.7	362.4
Fermanagh and South Tyrone	N06000007	61	425.6	10.1	469.4	10.4	111.5	230.4	282.2	315.4	385.0
Foyle	N06000008	50	400.0	6.1	448.2	5.0	134.1	209.2	242.4	292.5	359.8
Lagan Valley	N06000009	62	494.5	15.7	560.0	13.7	183.1	282.8	329.9	375.0	429.0
Mid Ulster	N06000010	51	432.7	12.6	472.7	11.0	116.8	216.7	272.8	316.2	389.3
Newry and Armagh	N06000011	68	448.8	12.6	503.8	8.4	156.3	250.6	310.7	340.4	388.1
North Antrim	N06000012	67	410.6	2.0	466.9	6.4	125.0	227.6	270.5	316.4	367.4
North Down	N06000013	49	466.9	3.4	549.8	5.6	145.0	240.3	279.1	307.7	374.6

To calculate the gender earnings gap, we use the same calculation as before.

$$\frac{\text{male pay} - \text{female pay}}{\text{male pay}}$$

Let's work out what the gender earnings gap is for Northern Ireland as a whole.

Here are the figures for male full-time pay: **£555.90**

Description	Code	Number of jobs (thousand)	Median	Annual percentage change (median)	Mean
Male Full-time		44	555.9	10.1	655.8
Belfast East	N06000001	22	601.0	11.5	726.1

and female full-time pay: **£549.50**

	A	B	C	D	E	F
1	Table 10 (NI).2a Weekly pay - Excluding overtime (£) - For all employee jobs:					
			Number of jobs (thousand)	Median	Annual percentage change (median)	Mean
8	Description	Code				
142	Female Full-time		316	549.5	6.4	608.4
143	Male Full-time	N00000004	22	555.9	0.0	671.0

To calculate the earnings gap:

1. $555.90 - 549.50 = 6.40$
2. $6.40 \div 555.90 = 0.0115$
3. $0.0115 \times 100 = 1.15\%$

So, while the gender **pay** gap is in favour of women, the gender **earnings** gap in Northern Ireland is actually 1.15%.

Task

Can you calculate the gender **earnings** gap in your parliamentary constituency of Northern Ireland? How does it compare to the gender pay gap?

Gender earnings gap – Great Britain

The process for calculating the gender earnings gap is the same for Great Britain, but we need to find the correct spreadsheets. Let's go back to the ONS website and the Annual Survey of Hours and Earnings. Because there is so much data in this survey here are the direct links to the different datasets you might need:

[Local authority where you work](#). (ASHE table 7)

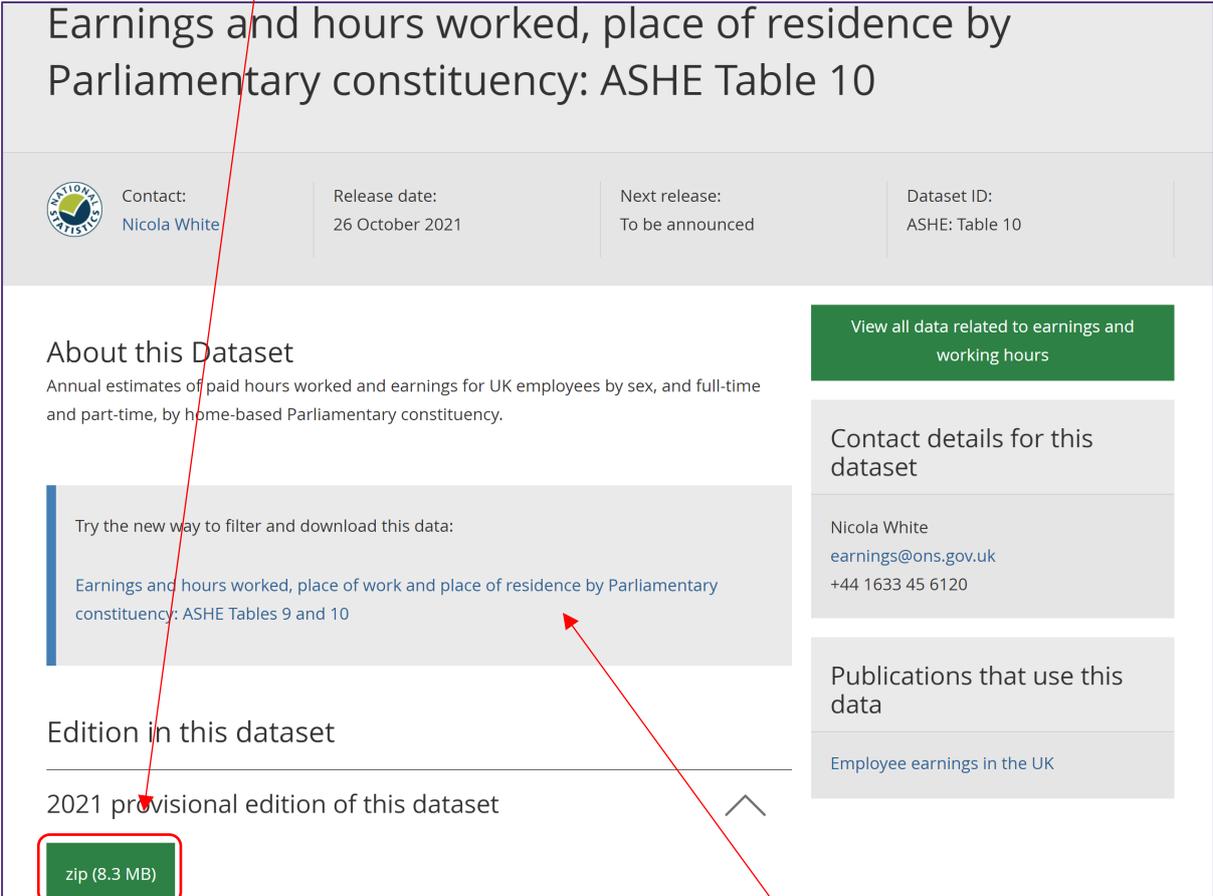
[Local authority where you live](#). (ASHE table 8)

[Parliamentary constituency where you work](#). (ASHE table 9)

[Parliamentary constituency where you live](#). (ASHE table 10)

The process to find the relevant data is the same for each of these, and for any other tables you might want to use (by age (table 6), etc). We're going to use ASHE table 10, like before, to consider what the position is in the parliamentary constituency where you live.

Click on the green 'zip' button to get the data.



Earnings and hours worked, place of residence by Parliamentary constituency: ASHE Table 10

Contact: Nicola White | Release date: 26 October 2021 | Next release: To be announced | Dataset ID: ASHE: Table 10

About this Dataset
Annual estimates of paid hours worked and earnings for UK employees by sex, and full-time and part-time, by home-based Parliamentary constituency.

Try the new way to filter and download this data:
Earnings and hours worked, place of work and place of residence by Parliamentary constituency: ASHE Tables 9 and 10

Edition in this dataset
2021 provisional edition of this dataset

zip (8.3 MB)

View all data related to earnings and working hours

Contact details for this dataset
Nicola White
earnings@ons.gov.uk
+44 1633 45 6120

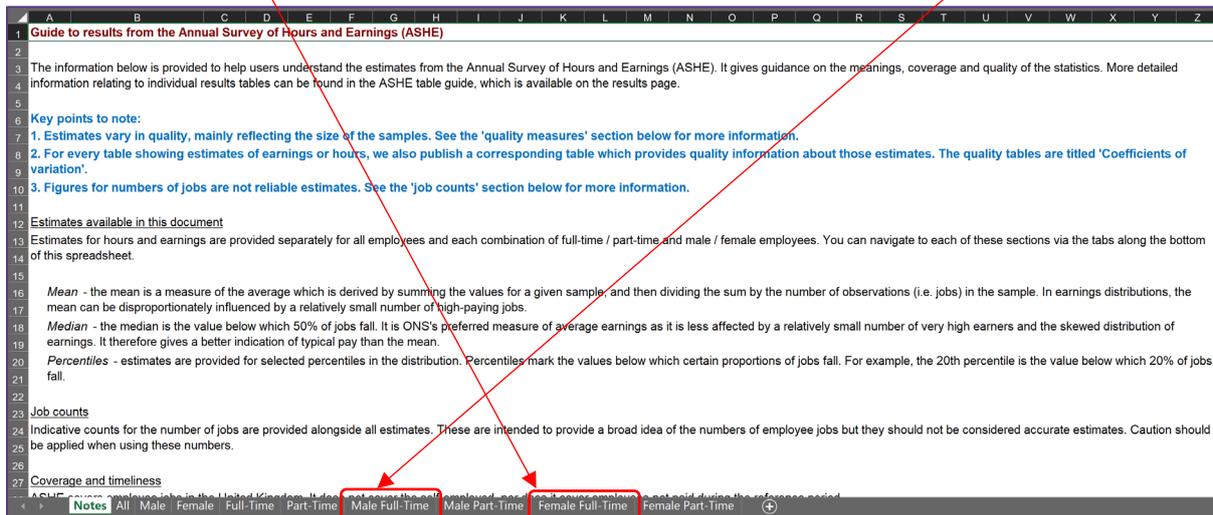
Publications that use this data
Employee earnings in the UK

[Note: The ONS is trialling a new feature whereby you can filter the information to just get a small piece of data. At time of writing (November 2021), this feature was not always functioning correctly, so here we show you how to work with the full dataset.]

When you open the zip file, we want to find table 10.2a.

PROV - Home Parliamentary Constituency Table 10.1a	Weekly pay - Gross 2021	Microsoft Excel 97-2003 ...	462 KB	No	1,320 KB	65%	12/10/2021 11:22
PROV - Home Parliamentary Constituency Table 10.1b	Weekly pay - Gross 2021 CV	Microsoft Excel 97-2003 ...	362 KB	No	1,344 KB	74%	12/10/2021 11:30
PROV - Home Parliamentary Constituency Table 10.2a	Weekly pay - Excluding overtime 2021	Microsoft Excel 97-2003 ...	461 KB	No	1,317 KB	66%	12/10/2021 11:32
PROV - Home Parliamentary Constituency Table 10.2b	Weekly pay - Excluding overtime 2021 CV	Microsoft Excel 97-2003 ...	362 KB	No	1,333 KB	73%	12/10/2021 11:29
PROV - Home Parliamentary Constituency Table 10.3a	Basic Pay - Including other pay 2021	Microsoft Excel 97-2003 ...	464 KB	No	1,419 KB	68%	12/10/2021 11:24
PROV - Home Parliamentary Constituency Table 10.3b	Basic Pay - Including other pay 2021 CV	Microsoft Excel 97-2003 ...	362 KB	No	1,334 KB	73%	12/10/2021 11:34
PROV - Home Parliamentary Constituency Table 10.4a	Overtime pay 2021	Microsoft Excel 97-2003 ...	335 KB	No	1,554 KB	79%	12/10/2021 11:26
PROV - Home Parliamentary Constituency Table 10.4b	Overtime pay 2021 CV	Microsoft Excel 97-2003 ...	362 KB	No	1,539 KB	77%	12/10/2021 11:28
PROV - Home Parliamentary Constituency Table 10.5a	Hourly pay - Gross 2021	Microsoft Excel 97-2003 ...	433 KB	No	1,305 KB	73%	12/10/2021 11:41
PROV - Home Parliamentary Constituency Table 10.5b	Hourly pay - Gross 2021 CV	Microsoft Excel 97-2003 ...	381 KB	No	1,357 KB	72%	12/10/2021 11:37
PROV - Home Parliamentary Constituency Table 10.6a	Hourly pay - Excluding overtime 2021	Microsoft Excel 97-2003 ...	432 KB	No	1,302 KB	67%	12/10/2021 11:39
PROV - Home Parliamentary Constituency Table 10.6b	Hourly pay - Excluding overtime 2021 CV	Microsoft Excel 97-2003 ...	381 KB	No	1,355 KB	72%	12/10/2021 11:42
PROV - Home Parliamentary Constituency Table 10.7a	Annual pay - Gross 2021	Microsoft Excel 97-2003 ...	420 KB	No	1,320 KB	69%	12/10/2021 10:38
PROV - Home Parliamentary Constituency Table 10.7b	Annual pay - Gross 2021 CV	Microsoft Excel 97-2003 ...	366 KB	No	1,378 KB	74%	07/10/2021 14:11
PROV - Home Parliamentary Constituency Table 10.8a	Annual pay - Incentive 2021	Microsoft Excel 97-2003 ...	335 KB	No	1,541 KB	79%	12/10/2021 10:39
PROV - Home Parliamentary Constituency Table 10.8b	Annual pay - Incentive 2021 CV	Microsoft Excel 97-2003 ...	368 KB	No	1,520 KB	76%	07/10/2021 15:11
PROV - Home Parliamentary Constituency Table 10.9a	Paid hours worked - Total 2021	Microsoft Excel 97-2003 ...	387 KB	No	1,339 KB	72%	12/10/2021 11:53
PROV - Home Parliamentary Constituency Table 10.9b	Paid hours worked - Total 2021 CV	Microsoft Excel 97-2003 ...	372 KB	No	1,360 KB	73%	12/10/2021 11:56
PROV - Home Parliamentary Constituency Table 10.10a	Paid hours worked - Basic 2021	Microsoft Excel 97-2003 ...	381 KB	No	1,327 KB	72%	12/10/2021 11:55
PROV - Home Parliamentary Constituency Table 10.10b	Paid hours worked - Basic 2021 CV	Microsoft Excel 97-2003 ...	367 KB	No	1,366 KB	74%	12/10/2021 11:51
PROV - Home Parliamentary Constituency Table 10.11a	Paid hours worked - Overtime 2021	Microsoft Excel 97-2003 ...	336 KB	No	1,544 KB	79%	12/10/2021 11:58
PROV - Home Parliamentary Constituency Table 10.11b	Paid hours worked - Overtime 2021 CV	Microsoft Excel 97-2003 ...	362 KB	No	1,541 KB	77%	12/10/2021 11:49
PROV - Home Parliamentary Constituency Table 10.12	Gender pay gap 2021	Microsoft Excel 97-2003 ...	65 KB	No	225 KB	72%	12/10/2021 11:57

When you open the spreadsheet, you will need to find figures on two tabs: male full-time and female full-time.



The screenshot shows the ASHE spreadsheet interface. The 'Male Full-Time' and 'Female Full-Time' tabs are highlighted in red. The spreadsheet content includes a guide to results from the Annual Survey of Hours and Earnings (ASHE), key points to note, and estimates available in the document.

Since the earnings gap for the UK overall has already been calculated for us in the [briefing](#),

Median weekly earnings			
Full time		All employees	
Men	Women	Men	Women
£625	£550	£574	£412
Gender earnings gap			
12.1%		28.2%	

Source: Women's Budget Group calculations using the Annual Survey of Hours and Earnings (ASHE), tables 1.2a

let's work with the figures from Norwich again.

First, the weekly pay for male full-time employees...

Table 10.2a Weekly pay - Excluding overtime (£) - For male full-time employee jobs ^a : United							
Description	Code	Number of jobs ^b (thousand)	Median	Annual percentage change	Mean	Annual percentage change	
313 Norwich North	E14000863	17	530.9	5.5	629.9	2.5	
314 Norwich South	E14000864	21	645.5	21.5	791.0	15.7	
315 Peterborough	E14000878	22	530.4	-1.4	644.9	1.0	

...and then the pay for female full-time employees.

Table 10.2a Weekly pay - Excluding overtime (£) - For female full-time employee jobs ^a : United							
Description	Code	Number of jobs ^b (thousand)	Median	Annual percentage change	Mean	Annual percentage change	
313 Norwich North	E14000863	10	493.5	-7.7	567.5	4.3	
314 Norwich South	E14000864	10	512.0	1.1	613.6	6.5	
315 Peterborough	E14000878	15	473.0	6.9	512.6	-2.2	

We'll use the same calculation as before to get the earnings gap:

$$\frac{\text{male pay} - \text{female pay}}{\text{male pay}}$$

For Norwich North:

1. $530.9 - 493.5 = 37.4$
2. $37.4 \div 530.9 = 0.70$
3. $0.70 \times 100 = 7\%$

This is **slightly lower** than the national gap of 12.1%.

For Norwich South:

1. $645.5 - 512.0 = 133.5$
2. $133.5 \div 645.5 = 0.207$
3. $0.207 \times 100 = 20.7\%$

This is **much higher** than the national gap of 12.1%.

Clearly the gender earnings gap is much higher in Norwich South compared to Norwich North. This is partly due to the higher median earnings for men in this parliamentary constituency. Knowledge of the local area will help you understand what else might be contributing to this difference.

Task

Can you calculate the gender **earnings** gap in your parliamentary constituency? How does it compare to neighbouring constituencies?