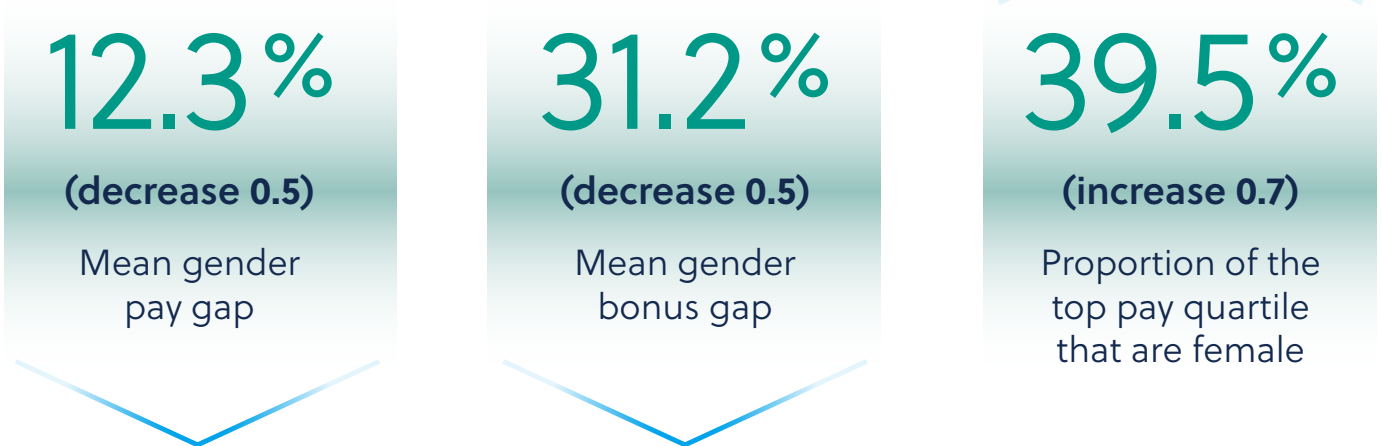




Gender pay gap 2022-23: latest metrics

Latest figures from Gapsquare™ analysis of the UK gender pay gap has found that both the gender pay and bonus gaps have decreased slightly in 2022, compared with 2021. Across the board, progress has been made as organisations steadily work to decrease the gap for both hourly pay and bonuses.

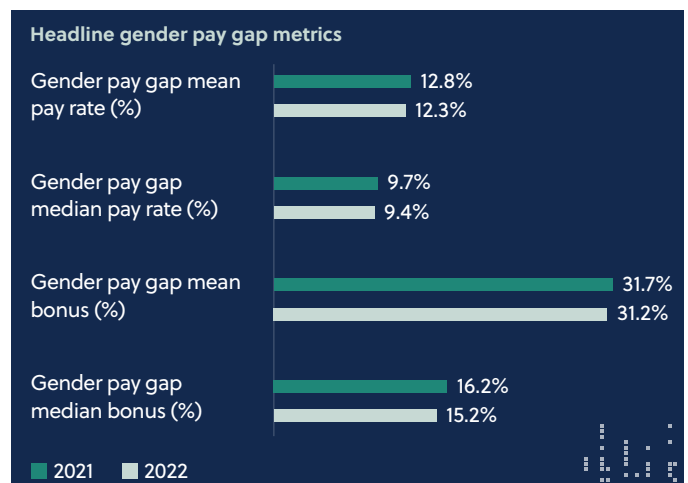
KEY FINDINGS



Year-on-year median change for gender pay gap metrics (n=10,218).

Whilst the gender pay gap has decreased, there is still a high proportion of organisations who pay males more, with around nine in 10 organisations reporting a mean hourly pay gap in favour of males.

Improvements were made by around half of organisations, having reduced their mean hourly gender pay gap since last year, and around one-third of organisations reduced the bonus gap. In 2022, we have seen the highest recorded proportion of employees receiving a bonus, regardless of gender, since gender pay gap reporting became mandatory in 2017.



Gender pay gap metrics by industry

Employers in construction, finance and public education continue to have the largest pay gap at over 20%, as seen in the table below. Figures in parenthesis show headline percentage point change against previous year.

Industry	Mean gender pay gap	Median gender pay gap	Mean gender bonus gap	Median gender bonus gap	n
Agriculture and forestry	11.4 (▲ 2.2)	4.3 (▲ 1.1)	33.9 (▲ 1.8)	11.1 (▲ 2.7)	53
Central government	7.4 (■ -0.7)	7.7 (0.0)	7.4 (▲ 0.7)	0.0 (0.0)	87
Chemicals, pharmaceuticals and oil	10.4 (■ -1.1)	6.1 (■ -1.8)	23.4 (■ -1.3)	7.5 (▲ 3.9)	213
Construction	21.5 (■ -1.3)	22.8 (■ -1.1)	41.7 (■ -2.2)	30.0 (0.0)	304
Electricity, gas and water	10.4 (■ -0.2)	11.0 (▲ 0.3)	24.4 (▲ 1.2)	10.9 (▲ 3.3)	145
Engineering and metals	11.9 (■ -2.0)	11.0 (■ -0.8)	29.9 (▲ 1.8)	5.2 (■ -4.0)	481
Facilities, security and support services	3.6 (▲ 0.3)	0.4 (■ -0.2)	15.6 (■ -4.4)	0.0 (■ -7.7)	523
Finance	25.3 (■ -1.4)	22.8 (■ -1.1)	51.7 (▲ 0.7)	35.5 (■ -0.3)	485
Food, drink and tobacco	8.7 (■ -0.2)	5.1 (■ -0.2)	25.2 (▲ 2.3)	1.8 (■ -0.2)	282
General manufacturing	10.9 (■ -0.1)	8.7 (■ -0.6)	24.4 (■ -2.1)	9.1 (▲ 1.3)	269
Hotels, catering and leisure	6.8 (▲ 0.3)	1.5 (▲ 0.3)	31.5 (▲ 1.4)	16.0 (▲ 0.2)	766
Information and communication	17.0 (■ -1.4)	16.1 (0.0)	36.8 (■ -1.4)	21.3 (■ -4.0)	548
Local government	4.0 (■ -1.0)	2.6 (■ -0.6)	6.3 (▲ 3.5)	0.0 (0.0)	324
Not for profit	7.2 (▲ 0.2)	3.5 (▲ 0.5)	7.7 (▲ 0.1)	0.0 (0.0)	415
Paper and printing	10.0 (▲ 1.3)	9.7 (▲ 0.6)	20.5 (■ -1.8)	0.0 (■ -8.0)	65
Professional and business services	14.6 (■ -0.3)	12.8 (▲ 0.8)	34.9 (■ -1.3)	21.1 (■ -1.7)	1687
Public education	15.3 (■ -0.8)	20.6 (■ -0.7)	16.7 (▲ 0.6)	4.0 (■ -0.6)	1397
Public health	14.2 (■ -1.0)	6.9 (■ -0.1)	25.3 (■ -1.3)	18.2 (■ -4.3)	400
Public safety	9.7 (■ -0.2)	12.8 (■ -0.5)	8.9 (▲ 3.2)	0.0 (0.0)	86
Retail and wholesale	12.9 (■ -0.7)	6.3 (▲ 0.1)	39.9 (▲ 2.9)	21.4 (▲ 2.9)	1181
Transport and storage	8.0 (▲ 0.3)	6.6 (▲ 0.9)	17.1 (■ -3.2)	0.6 (■ -7.0)	379

About the data

The data used in this analysis was extracted from the Government gender pay gap service on 5 April 2023. Industries have been assigned based on the standard XpertHR® industry classification system.

About the Gapsquare gender pay gap reporting service

Every year the Gapsquare gender pay gap reporting service guides hundreds of employers through the process of gender pay gap data collection, reporting and analysis. Our reports help employers meet their legal obligations and to understand the scope and source of gender pay disparities within their organisation.

Find out more about the [Gapsquare gender pay gap reporting service](#)

Gender Pay Gap Reporting software tailored to your needs and designed for your workplace

Gapsquare™ provides pay analytics for inclusive employers and intuitive insights for closing wage gaps, achieving equal pay and embracing diverse talent ecosystems.

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