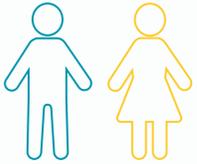


A gender pay gap is the difference in average pay between the men and women in a workforce, expressed relative to men's earnings.

For example, 'women earn 15% less than men per hour'. If the figure was -15% it would mean 'women earn 15% more than men per hour'. It is **different to equal pay**, which is a legal requirement to pay men and women the same for equal or similar work.

ABC gender pay gap in hourly pay



Mean (average):
7.5%



Median (mid-point):
9.1%

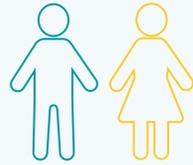
UK gender pay gap in 2025

(provisional data released in October 2025)

Employers (all sizes and all sectors)



Mean: **13.4%**



Median: **12.8%**

Public sector gap



Mean: **12.3%**



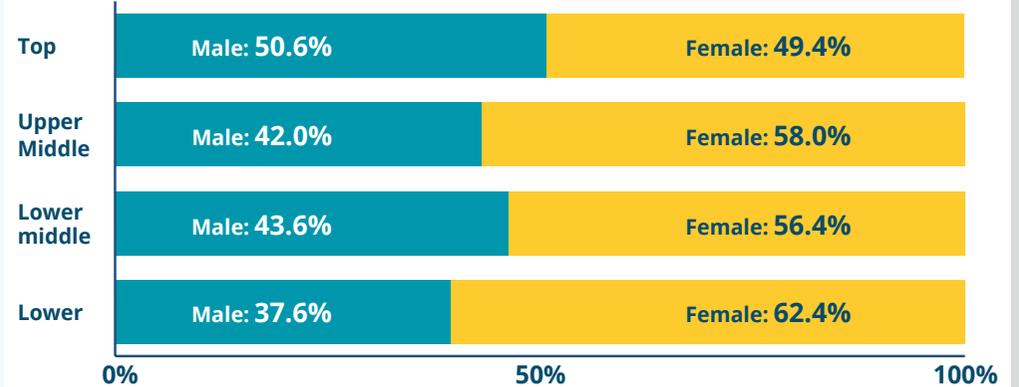
Median: **13.5%**

Males:
43%

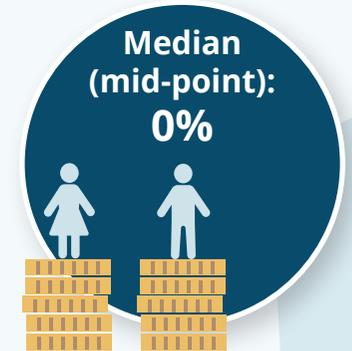
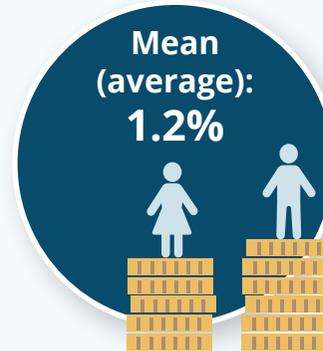


Females:
57%

Proportion of males and females in each pay quartile (%)



Bonus gender pay gap (%)



Proportion of males and females receiving a bonus payment (%)

Males:
86.5%



Females:
85.5%

