

What is a gender pay gap?

- It is the difference in pay between men and women employees in an organisation
- Gender pay gap and equal pay are different
- Its purpose is to show women's experiences in workplaces, not pay



Local government gap 2024

Mean gender pay gap

On average, women were paid 3.5% less than men (6.1% in 2018/19)

Median gender pay gap

On average, women were paid 1.7% less than men (4% in 2018/19)

UK figures: mean 12.5% and median 11.6%

What causes a pay gap?

- More men in senior roles
- Caring responsibilities and part-time roles are shared unequally
- Women 'choosing' to work in low-paid and part-time roles because they want more flexible working arrangements
- The Parent Penalty
- Compounded by ethnicity and disability

A lower pay gap is good news, right?

- Yes – it shows the experiences of women in our workplaces have changed
- Some of that is related to how our society is changing
- Local government remains one of the most progressive employers of any sector
- More work still to do

Ways to close the gap

- Examine your data and use it to drive change
- Challenge occupational AND vertical segregation
- Support more flexible working across job types for men AND women, particularly professional and senior roles
- Rethink job design (what needs done, where and how) and what ‘good’ in a job looks like
- Understand what makes your workplace work for women (and men)

LGA resources

Diverse by design

This Diverse by Design guide captures 15 key steps that we believe are fundamental in helping local government employers to embed fair values, systems and behaviours throughout their organisation.



Our local government workplaces vary hugely across the country. This guide to understand and prioritise which of the 15 steps will help you to achieve and sustainable change needed to be fairer and perform better. Acting on those steps that are meaningful to your organisation will help

Managing the menopause at work

The menopause and the local government workforce

