

Gender pay gap analysis

Key information

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Overview

- London's gender pay gap was 11.9% in 2023. However, progress in the narrowing of the pay gap in London slowed since the early 2010s and is now 4.2 percentage points higher than the UK level.
- Industries in which women are paid substantially less than men tend to be some of the highest paying and highest skilled in London, while traditionally less well-paid sectors see smaller gender pay gaps (such as Retail). The highest gender pay gaps in London are in Finance, Education, and Professional Services, which together account for a third of the 1.5 million full-time employee jobs in London held by women.
- Women in London are comparatively high skilled and as such subject choice may go some way in explaining an earnings differential after studying. Analysis by the Institute for Fiscal Studies shows that subjects with the highest earning differentials tend to often have the lowest share of women studying the qualification.
- The drivers of the gender pay gap include men employed in higher paying and higher skilled occupations, part-time roles and caring responsibilities being shared unequally between men and women, work traditionally undertaken by women are in low paid roles and sectors such as caring, teaching and hospitality and women being paid less than men for the same role.
- Gender pay gaps have a number of consequences. For example, women spending more time in part-time work and less time in paid work miss out on the earnings growth associated with more experience and longer job tenure. Gender discrimination also creates economic losses for society through misallocation of talent and lower productivity.

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