

Gibraltar's Gender Pay Gap Survey

Gender Equality · Good practice · Gibraltar

Quality score: 48/100

Evidence strength: Moderate

Summary

Since 2018 Gibraltar has run a voluntary Gender Pay Gap Survey alongside its annual Employment Survey. 2023 data show a ~19.3% gap (£45,480 men vs £36,684 women per year) - useful baseline data, but with no mandatory reporting or enforcement mechanism.

Key dimensions

Dimension	Score
Efficiency	1/1
Transferability / replicability	1/3
Impact on gender equality	0/1
Effectiveness	0/1
Evaluated outcomes	1/1
Sustainability	1/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	0/1
Curator validation	0/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-07-17

[Ministry for Equality, HM Government of Gibraltar](#) — accessed 2026-07-17

[Employment Survey Report 2023 \(HM Government of Gibraltar\)](#) — accessed 2026-07-17

[GBC News: Gender Pay Gap Survey to accompany Employment Survey \(2018\)](#) — accessed 2026-07-17

[GBC News: Together Gibraltar vows to tackle Gibraltar's gender pay gap \(2019\)](#) — accessed 2026-07-17

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