

Isle of Man's Equality Act Equal Pay Code and Earnings Survey Gender Pay Gap Tracking

Gender Equality · Good practice · Isle of Man

Quality score: 74/100

Evidence strength: Observational / pre–post

Summary

The Isle of Man's Equality Act 2017 created a statutory Equal Pay Code covering equal pay for equal, similar and equal-value work. Annual government Earnings Surveys tracking the gap show it narrowing from around 25% in 2019 to 9.7% (average weekly pay) and 4.6% (median weekly pa

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	1/1
Effectiveness	0/1
Efficiency	0/1
Evaluated outcomes	1/1
Sustainability	1/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-09-15

[Isle of Man Government \(Cabinet Office\)](#) — accessed 2026-09-15

[Isle of Man Government — Equal pay](#) — accessed 2026-09-15

[Isle of Man Gender Pay Gap Figures 2025 — Manx.News](#) — accessed 2026-09-15

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