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Statistics Bulletin

Results from the Northern Ireland Annual Survey of Hours and Earnings 2012

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A NATIONAL STATISTICS PUBLICATION

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Northern Ireland Statistics & Research Agency

Results from the Northern Ireland Annual Survey of Hours and Earnings 2012

22 November 2012

Please note that a correction has been made to this document. This bulletin was first published at 9.30am on 22nd November but an error was subsequently identified in Table 14 (Page 13) whereby estimates for 'all employees' were used instead of estimates for 'full-time employees' due to human error. This error has now been corrected and the revised bulletin was reissued at 6pm on Thursday 22nd November 2012.

NISRA seeks to minimise the need for corrections in its statistical publications. However, where material errors are detected, it undertakes to issue corrections promptly, to alert key stakeholders and to provide an explanation.

**NORTHERN IRELAND
ANNUAL SURVEY of HOURS and EARNINGS
APRIL 2012**

Published 22/11/12

The Annual Survey of Hours and Earnings provides a wide range of information on hourly, weekly and annual earnings of employees in Northern Ireland at April 2012. Headline data from the survey show that:

- In April 2012 median gross weekly earnings for **full-time** employees in NI (public and private) was £459.5, an increase of 3.3% over the year. This rate of growth was higher than in the UK (1.5%). Median earnings in the UK were £505.9 in April 2012. This narrowed the NI/UK full-time pay gap to 90.8% of the UK figure compared to 89.3% a year earlier.
- **Part-time** NI employees experienced a 1.2% contraction in their gross weekly earnings (£148.7) at April 2012, compared to 1.3% growth in UK earnings (£155.0 per week).
- The estimated median gross weekly earnings for **all** (i.e. both full- and part-time) employees in NI at April 2012 was £360.2, up 1.6% from £354.5 in 2011, while the UK experienced 1.3% growth over the year. Northern Ireland earnings for **all** employees was 88.9% of the UK figure (£405.0) at April 2012.
- Median gross hourly earnings excluding overtime in NI for **all** employees were £10.01 compared to £11.21 in the UK at April 2012. Median hourly earnings excluding overtime grew by 1.7% in NI, (compared to 1.2% growth in the UK). Since the series began in 1997, the NI figure has grown by 57.6% while the UK figure has grown by 60.1%.
- Median **full-time private sector** gross weekly earnings (£397.7) grew by 2.0% over the year in NI compared to 1.5% growth in the UK. This represented a narrowing of the NI/UK private sector pay gap, from 82.6% to 83.0%. **Full-time private sector** weekly earnings in NI have grown by 61.7% since 1997.
- Growth in median **full-time** weekly earnings in NI's **public sector** (3.9%) was higher than in the UK (1.6%). **Full-time public sector** gross weekly earnings have grown by 60.7% since 1997. Median **full-time** weekly earnings in the **public sector** in NI (£576.3) were 44.9% higher than the **private sector** (£397.7). This was more marked than in the UK, where full-time earnings were 17.8% higher in the **public** than the **private sector**.
- There has been a widening of the gender pay gap for **all** employees in NI. Female median **hourly earnings** excluding overtime were some 90.3% of male earnings (compared to 91.2% a year earlier and 77.6% in 1997).
- The median gross **annual earnings** for **full-time** employees in NI grew by 4.2% to £24,011 in 2012, compared to 1.4% growth in the UK (to £26,462).

The ASHE estimates are based on a sample and are therefore subject to an associated level of variability.

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Executive Summary

1

INTRODUCTION

The Annual Survey of Hours and Earnings (ASHE) is a UK wide survey that provides a wide range of information on hourly, weekly and annual earnings by gender, work pattern, industry and occupation including public and private sector pay comparisons. The sample used comprises approximately 1% of all employees in Northern Ireland who were covered by PAYE schemes, and therefore is subject to an associated level of sampling error. Details of the sampling error can be found in the ASHE section of the DETI website (<http://www.detini.gov.uk/deti-stats-index/stats-surveys/stats-hours-and-earnings.htm>).

This report presents provisional results from the Northern Ireland element of the 2012 ASHE, which surveyed employee earnings for the pay-week (or other pay-period if the employee was paid less frequently) which included 18th April 2012, the reference date for the latest survey.

Information on the users and common uses made of NI ASHE statistics can be accessed through the link below. Some examples of uses for NI ASHE statistics are by DETI economists to brief the DETI minister on current labour market trends for policy purposes and by Trade Unions to monitor pay levels and the differences between NI and UK earnings.

http://www.detini.gov.uk/ashe_summary_of_usage.pdf

With the aim of improving the alignment with the new International Standard Classification of Occupations (ISCO 08), from 2012 the Standard Occupational Classification 2000 (SOC 2000) used for ASHE has been replaced by the Standard Occupational Classification 2010 (SOC 2010). Since the SOC forms part of the methodology by which ASHE data are weighted to produce estimates for NI, this has caused a discontinuity in the ASHE time series. Therefore all of the estimates for 2011 and 2012 in this bulletin are not directly comparable to earlier results. For more information on this change, please refer to Section 12.

NI VERSUS UK All Employees

Results show that the median gross weekly earnings for all employees¹ in NI at April 2012 was £360.2, or

88.9% of the UK figure (£405.0). This gap partly reflects differences in the composition and changing structures of the respective workforces, by full-/part-time status, gender, industry and occupation structure etc. More information on the composition of the NI workforce can be found on the Quarterly Employment Survey (QES) web page (<http://www.detini.gov.uk/deti-stats-index/stats-surveys/stats-qes.htm>). The Quarterly Employment Survey provides employee jobs estimates by gender, working pattern (full / part-time) and by Standard Industrial Classification 2007 (SIC07) for Northern Ireland as a whole. QES has been referenced here as it provides a context in which to compare changes in earnings rates by examining changes to the number of jobs.

Growth over the year to April 2012 in NI was 1.6%, compared with growth of 1.3% in the UK. Higher growth in NI was also evident in the median hourly rate of pay excluding overtime for all employees. Median hourly earnings excluding overtime was £10.01 compared to £11.21 in the UK at April 2012. Hourly earnings excluding overtime grew by 1.7% in NI, (compared to 1.2% growth in the UK) between April 2011 and April 2012.

Full-time Employees

The median gross weekly full-time wage in NI for 2012 was £459.5, which was approximately 90.8% of the figure in the UK (£505.9). NI full-time earnings increased by 3.3% over the period, compared with an increase of 1.5% in the UK. As taken from the QES, there were 450 thousand full-time employee jobs in NI at March 2012.

Part-time Employees

The median gross weekly part-time earnings in NI at April 2012 was £148.7, which was 4.1% lower than the figure in the UK (£155.0). NI experienced a decrease in earnings over the year of -1.2% compared to a 1.3% increase in the UK. As taken from the QES, there were 240 thousand part-time employee jobs in NI at March 2012.

COMPARISON WITH UK REGIONS

At April 2012 full-time employees in Northern Ireland had the third lowest median gross weekly earnings (£459.5) across the UK regions, although their earnings were relatively similar to such employees in the North East (£455.1) and Wales (£452.6).

¹ Data from the Annual Survey of Hours and Earnings (ASHE) relates to all employees (i.e. full- and part-time) on adult rates whose pay was unaffected by absence during the survey period, unless otherwise specified.

Full-time male earnings in NI continued to be the lowest of any UK region. However, full-time female earnings were third highest amongst the regions, with only women in London and the South East earning more.

GENDER DIFFERENCES

Over the period 2011-2012 there has been a widening of the gender pay gap of all employees in NI. At April 2012, female median hourly earnings excluding overtime were 90.3% of male earnings in NI, compared to 91.2% a year earlier. This gap continued to be narrower than in the UK (80.3%). When the series began in 1997, the gender pay gap for all NI employees was 77.6%.

Female full-time hourly earnings excluding overtime were 99.7% of male earnings at April 2012, compared to 101.0% a year earlier. The NI gender pay gap remains much less marked than in the UK, where the equivalent female to male earnings ratio was 90.4% at April 2012.

The part-time ratio has increased by 6.1% to 111.5% (UK: 105.2%), meaning that women working part-time in NI earned more than men for the fifth time in 6 years.

Median gross weekly earnings (NI/UK) by full-/part-time and gender, 2011-2012#

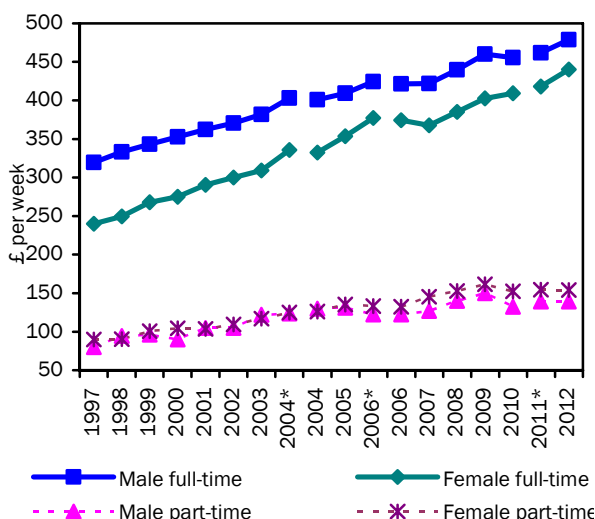
Table 1

£	NORTHERN IRELAND			UNITED KINGDOM		
	FULL-TIME	PART-TIME	ALL	FULL-TIME	PART-TIME	ALL
April 2012						
Men	478.9	139.0	420.5	545.8	145.8	497.6
Women	440.0	153.8	298.6	448.6	158.4	319.0
All	459.5	148.7	360.2	505.9	155.0	405.0
April 2011						
Men	461.8	139.2	412.7	538.2	142.5	493.0
Women	417.9	154.4	300.0	440.0	156.6	313.2
All	444.7	150.5	354.5	498.3	153.0	400.0
% change 11-12						
Men	3.7	-0.2	1.9	1.4	2.3	0.9
Women	5.3	-0.3	-0.5	1.9	1.1	1.8
All	3.3	-1.2	1.6	1.5	1.3	1.3

All estimates based on SOC 2010. Please see Section 12 for more details.

Median gross weekly earnings by full-/part-time and gender, 1997-2012

Figure 1



* The introduction of methodological changes to improve the quality of ASHE data has resulted in discontinuities in trends. More details of this can be found in the background notes.

It should be noted that all males had median annual earnings² of £21,936, 44.9% more than the equivalent female figure of £15,139. The differences between the annual and hourly gender pay gap for all employees partly reflect differences in the median amount of hours worked per week (32.5 hours per week among females compared to 38.0 hours worked among males).

In addition to the three overall gender pay gap figures in Northern Ireland, gender pay differences continue to exist for various occupational and industry groupings (see main report).

NI PRIVATE VERSUS UK PRIVATE

Growth over the year in median gross weekly earnings for full-time employees in the NI private sector was higher (2.0% to £397.7) than in the UK (1.5% to £479.1). This represented a narrowing of the NI/UK private sector pay gap, from 82.6% of the UK figure at April 2011 to 83.0% at April 2012. When the series began in 1997, the NI/UK full-time private sector pay gap was 79.6%.

² Employees on adult rates who have been in the same job for at least 12 months, including those whose pay was affected by absence.

PUBLIC VERSUS PRIVATE

In NI, the median weekly earnings for full-time employees in the public sector was 44.9% higher than in the private sector at April 2012, and this was true for both men (41.4% higher) and women (71.8% higher). This was more marked than in the UK as a whole, where public sector earnings were 17.8% higher than in the private sector.

Growth in median full-time public sector weekly earnings in NI (3.9% to £576.3) was higher than in the UK public sector (1.6% to £564.6), meaning that NI full-time public sector employees earned more than their UK equivalents in 2012.

Median gross weekly earnings for all (i.e. full- and part-time) NI employees in the public sector grew by 7.3% between April 2011 and 2012, while their counterparts in the private sector experienced an increase of 0.5%.

Some of the difference between the respective public and private sectors' earnings figures in NI and the UK may be due to differences in the composition of the respective workforces and the timing of pay settlements. For example, a pay award for teachers will tend to increase median earnings in the public sector more than in the private sector, as the majority of teachers are employed in the public sector. Equally this pay award will tend to increase female earnings more than male earnings as more teachers in NI are female. For information on recent civil service pay settlements please refer to <http://www.dfpni.gov.uk/pay>.

Median gross weekly earnings for full-time employees in the public and private sectors# Table 2

£	NORTHERN IRELAND		UNITED KINGDOM	
	PUBLIC	PRIVATE	PUBLIC	PRIVATE
April 2012				
Men	610.2	431.5	614.4	522.2
Women	560.4	326.2	527.4	390.7
All	576.3	397.7	564.6	479.1
April 2011				
Men	591.0	421.1	605.3	517.5
Women	537.3	327.3	518.9	381.5
All	554.8	389.9	555.6	471.9
% change				
Men	3.3	2.5	1.5	0.9
Women	4.3	-0.3	1.6	2.4
All	3.9	2.0	1.6	1.5

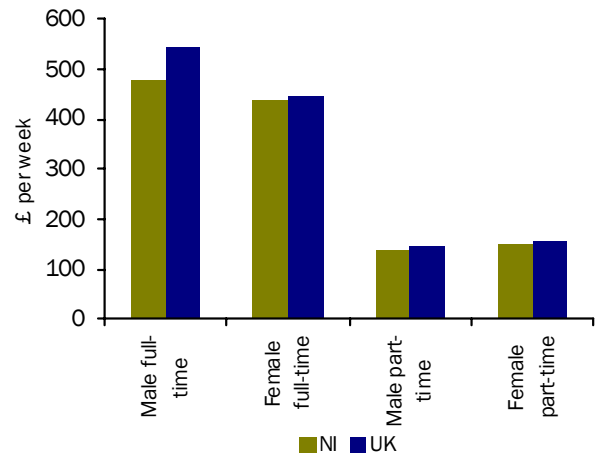
All estimates based on SOC 2010. Please see Section 12 for more details.

Median Weekly Earnings

2

- The median gross weekly earnings for all employees in NI in 2012 was £360.2, compared with a figure of £405.0 in the UK.
- The coefficient of variation of the NI estimate is 1.7. For further information on the coefficient of variation, please refer to Section 12.
- Growth in NI median earnings for all employees was 1.6% over the year to April 2012, compared to growth of 1.3% in UK earnings.
- The median gross weekly earnings for full-time employees in NI (£459.5) was 9.2% lower than the UK (£505.9), an improvement on the deficit of last year (10.7%).
- Full-time weekly earnings increased by 3.3% over the year compared with 1.5% in the UK.
- Part-time weekly earnings were £148.7, down 1.2% over the year compared with an increase of 1.3% in the UK (to £155.0).
- Full-time male weekly earnings were 14% higher in the UK compared to NI, while women's earnings were 2% higher in the UK than in NI.
- Men's median full-time earnings at April 2012 grew by 3.7% over the year, compared with growth for women's earnings of 5.3%.

Median gross weekly earnings by full-/part-time and gender, April 2012
Figure 2



Median gross weekly earnings (NI) by full-/part-time and gender
Table 3

£	FULL-TIME	PART-TIME	ALL
April 2012			
Men	478.9	139.0	420.5
Women	440.0	153.8	298.6
All	459.5	148.7	360.2
April 2011			
Men	461.8	139.2	412.7
Women	417.9	154.4	300.0
All	444.7	150.5	354.5
% change			
Men	3.7	-0.2	1.9
Women	5.3	-0.3	-0.5
All	3.3	-1.2	1.6

Median Annual Earnings

3

- The median gross annual earnings for full-time employees³ was £24,011 in 2012, 9.3% lower than the equivalent figure in the UK (£26,462).
- Males working full-time had median annual earnings of £25,000, 10.6% more than the equivalent female figure of £22,611.
- 20% of full-time employees earned more than £36,777 per year, while 20% earned less than £16,029.
- 10% of full-time employees earned more than £45,057 per year, while 10% earned less than £13,229.
- Further information on annual earnings can be found on Her Majesty's Revenue and Customs (HMRC) website (http://www.hmrc.gov.uk/stats/income_distribution/menu-by-year.htm).

Median gross annual earnings for full-time employees by gender

Table 4

£	MALE	FEMALE	ALL
April 2012	25,000	22,611	24,011
April 2011	23,551	21,723	23,034
% change	6.2	4.1	4.2

³ Employees on adult rates who have been in the same job for at least 12 months, including those whose pay was affected by absence.

Median Hourly Earnings (excluding overtime)

4

- The median gross hourly rate of pay, excluding overtime⁴, for all employees in NI rose by 1.7% between April 2011 and 2012, compared to growth of 1.2% in the UK.
- Median gross hourly earnings, excluding overtime, for full-time employees was £11.39 per hour in April 2012, up by 3.0%.
- The increase over the year in full-time male hourly earnings, excluding overtime, was 3.6%, compared to 2.3% for females.
- Since 1997, full-time male hourly earnings have increased by 52.8% while female earnings have increased by 82.5%.

Median gross hourly earnings excluding overtime by full-/part-time and gender

Table 5

£	FULL-TIME	PART-TIME	ALL
April 2012			
Men	11.40	7.14	10.59
Women	11.37	7.96	9.57
All	11.39	7.81	10.01
April 2011			
Men	11.00	7.45	10.34
Women	11.11	7.85	9.43
All	11.06	7.69	9.85
% change			
Men	3.6	-4.1	2.5
Women	2.3	1.4	1.5
All	3.0	1.5	1.7

⁴ Excludes overtime pay, but includes basic pay, shift premium pay, bonus or incentive pay, and allowances.

Gender Pay Gap

5

- The ratio of female to male median hourly earnings excluding overtime for all (i.e. full-time and part-time) employees has decreased to 90.3% (UK: 80.3%), from 91.2% (UK: 79.8%) in 2011.
- Over the year to April 2012, the full-time ratio of female to male earnings has also decreased, from 101.0% to 99.7% (UK: 90.4% in 2012).
- The part-time ratio has increased by 6.1% to 111.5% (UK: 105.2%), meaning that women working part-time in NI earned more than men for the fifth time in 6 years.
- As shown above therefore, female and male earnings were more closely aligned in NI than in the UK as a whole for both the full-time and all employee gender pay gaps.
- Since 1997 both full-time and all female employee earnings in NI have generally continued towards parity with males, while part-time females have traditionally had higher earnings than males, apart from a period in the mid 2000s.
- This information may be used by equality groups to monitor gender pay differences. The media have also historically given high priority to these results.

Median female hourly earnings excluding overtime as a percentage of male earnings, 1997-2012

Table 6

	GROSS HOURLY EARNINGS EXCLUDING OVERTIME (£)						RATIO WOMEN TO MEN (%)		
	MEN			WOMEN			FULL-TIME	PART-TIME	ALL
	FULL-TIME	PART-TIME	ALL	FULL-TIME	PART-TIME	ALL			
2012	11.40	7.14	10.59	11.37	7.96	9.57	99.7	111.5	90.3
2011	11.00	7.45	10.34	11.11	7.85	9.43	101.0	105.4	91.2
Before change to SOC 2010 introduced in 2011									
2010	10.79	8.20	10.19	10.84	7.98	9.30	100.5	97.4	91.2
2009	10.98	7.66	10.59	10.58	8.04	9.28	96.3	105.0	87.6
2008	10.25	7.57	9.91	9.98	7.89	8.96	97.4	104.3	90.4
2007	9.84	6.80	9.50	9.59	7.49	8.48	97.5	110.1	89.3
2006	10.00	7.33	9.71	9.83	7.02	8.35	98.3	95.7	86.0
Excluding methodological changes introduced in 2007:									
2006	10.02	7.51	9.77	9.97	7.07	8.44	99.5	94.1	86.4
2005	9.70	7.22	9.44	9.19	7.06	8.14	94.7	97.8	86.2
2004	9.37	6.61	9.00	8.80	6.22	7.55	93.9	94.1	83.9
Excluding supplementary information:									
2004	9.44	6.36	9.06	8.86	6.07	7.53	93.9	95.4	83.1
2003	8.88	5.95	8.66	8.12	5.87	7.20	91.4	98.7	83.1
2002	8.70	5.33	8.42	7.92	5.41	6.80	91.0	101.5	80.8
2001	8.35	5.25	8.01	7.49	5.28	6.54	89.7	100.6	81.6
2000	8.15	4.99	8.00	7.20	5.00	6.24	88.3	100.2	78.0
1999	8.00	4.85	7.69	6.93	4.86	6.01	86.6	100.2	78.2
1998	7.76	4.70	7.57	6.61	4.75	5.85	85.2	101.1	77.3
1997	7.46	4.55	7.20	6.23	4.55	5.59	83.5	100.0	77.6

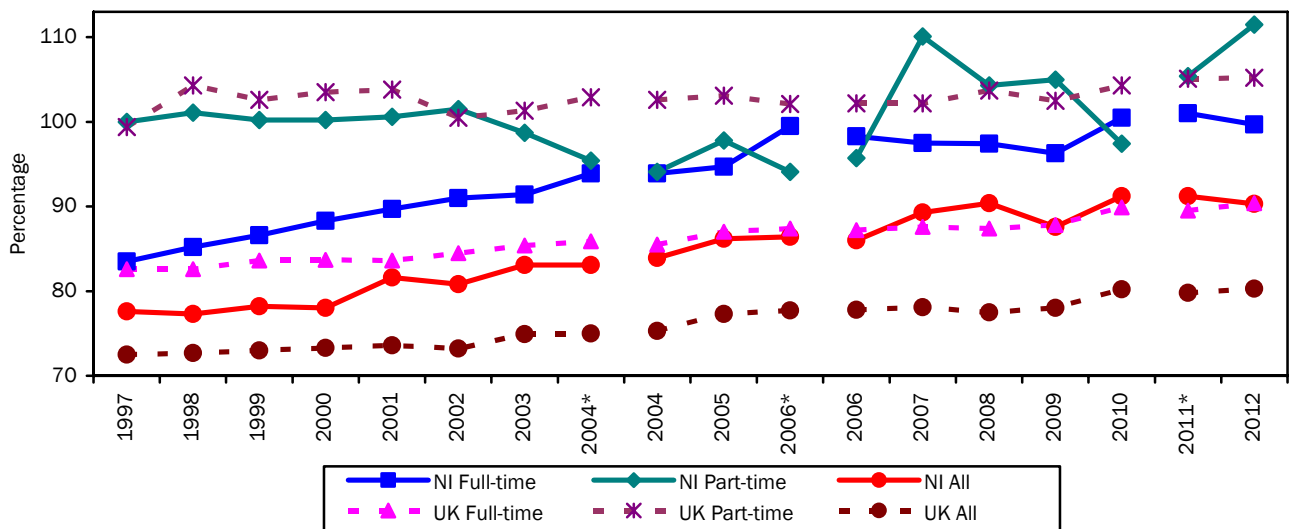
Mean female hourly earnings excluding overtime as a percentage of male earnings, 1997-2012

Table 7

	GROSS HOURLY EARNINGS EXCLUDING OVERTIME (£)						RATIO WOMEN TO MEN (%)		
	MEN			WOMEN			FULL-TIME	PART-TIME	ALL
	FULL-TIME	PART-TIME	ALL	FULL-TIME	PART-TIME	ALL			
2012	13.84	9.52	13.47	13.22	10.09	12.37	95.6	106.0	91.8
2011	13.56	10.08	13.29	12.78	10.00	12.03	94.2	99.2	90.6
Before change to SOC 2010 introduced in 2011									
2010	13.05	11.18	12.93	12.47	9.97	11.82	95.5	89.2	91.4
2009	13.40	10.66	13.24	12.26	10.14	11.73	91.5	95.1	88.6
2008	12.57	12.68	12.57	11.60	10.59	11.35	92.3	83.5	90.3
2007	12.17	9.87	12.04	11.33	9.48	10.85	93.1	96.0	90.1
2006	12.15	10.08	12.03	11.23	9.16	10.67	92.4	90.9	88.7
Excluding methodological changes introduced in 2007:									
2006	12.20	10.35	12.09	11.32	9.26	10.76	92.8	89.5	89.0
2005	11.75	9.94	11.65	10.59	8.61	10.10	90.1	86.6	86.7
2004	11.16	7.87	11.01	10.11	7.79	9.53	90.6	99.0	86.6
Excluding supplementary information:									
2004	11.21	7.79	11.06	10.15	7.81	9.56	90.5	100.3	86.4
2003	10.91	7.52	10.77	9.52	7.41	8.99	87.3	98.5	83.5
2002	10.44	7.17	10.31	9.16	6.91	8.60	87.7	96.4	83.4
2001	10.13	6.69	9.97	8.59	6.60	8.09	84.8	98.7	81.1
2000	9.70	6.17	9.57	8.29	6.37	7.80	85.5	103.2	81.5
1999	9.37	6.68	9.26	7.99	5.99	7.49	85.3	89.7	80.9
1998	9.06	8.49	9.04	7.52	5.82	7.13	83.0	68.6	78.9
1997	8.76	6.82	8.69	7.22	5.70	6.87	82.4	83.6	79.1

Median female hourly earnings excluding overtime (NI versus UK) as a percentage of male earnings, 1997-2012

Figure 3



* The introduction of methodological changes to improve the quality of ASHE data has resulted in discontinuities in trends. More details of this can be found in the background notes.

Median Weekly Hours Worked in NI

6

- The median total paid weekly hours worked by full-time NI employees in April 2012 was 38.0 hours, which was the same as the figure in April 2011. The median part-time hours for the same period was 18.7 hours, a decrease from 19.0 hours in 2011. Further information on hours worked in NI, broken into three month periods, is available from the Labour Force Survey (<http://www.detini.gov.uk/deti-stats-index/stats-surveys.htm>).

Median total weekly hours worked by full-/part-time and gender

Table 8

	FULL-TIME	PART-TIME	ALL
April 2012			
Men	39.6	18.0	38.0
Women	37.5	18.8	32.5
All	38.0	18.7	37.0
April 2011			
Men	39.9	17.5	38.8
Women	37.5	19.4	32.5
All	38.0	19.0	37.0

- The proportion of full-time employees working overtime in April 2012 was 18.9%. For those full-time employees who worked overtime, the median number of paid overtime hours was 4.1 hours.

Percentage of employees working overtime and median weekly overtime hours by full-/part-time and gender

Table 9

	FULL-TIME		PART-TIME	
	%	HOURS	%	HOURS
April 2012				
Men	24.3	4.9	11.9	x
Women	11.4	3.2	10.0	3.4
All	18.9	4.1	10.5	4.0
April 2011				
Men	25.8	5.0	11.7	x
Women	10.8	2.8	10.1	x
All	19.6	4.3	10.5	x

x Coefficient of variation too large to provide a reliable estimate

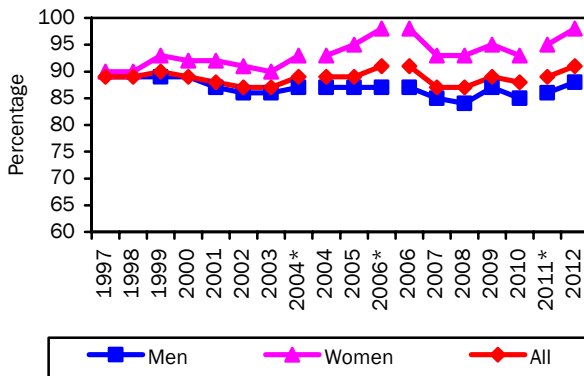
Comparison with the UK

7

- Over the period 2011–2012 the ratio of NI to UK gross weekly earnings for full-time employees increased by 1.5%, from 89.3% to 90.8%.
- Since the series began in 1997, the ratio of NI to UK gross weekly earnings for full-time men and for all employees has remained relatively static, while the ratio for women has increased from 90% in 1997 to 98% in 2012.
- Full-time males and females experienced increases in the NI/UK ratio (1.9% for men and 3.1% for women) over the year to April 2012.
- The ratio of earnings for all NI employees (i.e. full- and part-time) compared to the UK increased by 0.3 percentage points to 88.9%.
- Gross weekly earnings for part-time NI employees decreased by 1.2% over the year to April 2012, compared to an increase of 1.3% in the UK, and part-time earnings among NI employees (£148.7) remained lower compared to UK counterparts (£155.0) for the third consecutive year.

NI full-time median gross weekly earnings as a percentage of UK earnings, 1997-2012

Figure 4



* The introduction of methodological changes to improve the quality of ASHE data has resulted in discontinuities in trends. More details of this can be found in the background notes.

NI full-time median gross weekly earnings as a percentage of UK earnings, 1997-2012

Table 10

	MEN	WOMEN	ALL
2012	88	98	91
2011	86	95	89
Before change to SOC 2010 introduced in 2011			
2010	85	93	88
2009	87	95	89
2008	84	93	87
2007	85	93	87
2006	87	98	91
Excluding methodological changes introduced in 2007			
2006	87	98	91
2005	87	95	89
2004	87	93	89
Excluding supplementary information			
2004	87	93	89
2003	86	90	87
2002	86	91	87
2001	87	92	88
2000	89	92	89
1999	89	93	90
1998	89	90	89
1997	89	90	89

Comparison with UK Regions

8

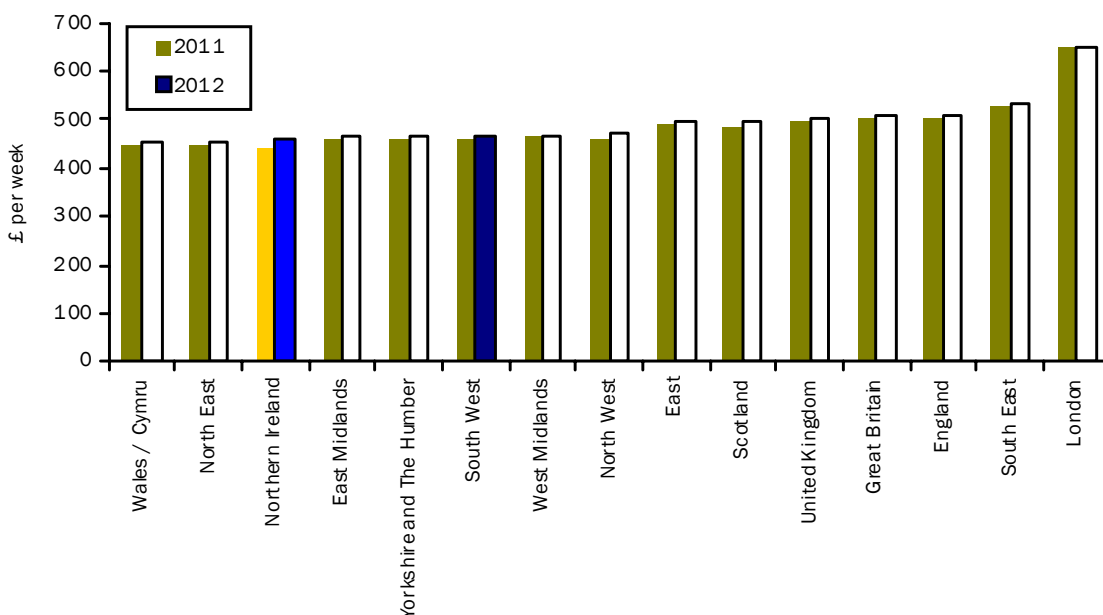
- Full-time employees in Northern Ireland had the third lowest median gross weekly earnings (£459.5) across the UK regions at April 2012, although, similar to 2011, their earnings were relatively similar to such employees in the North East (£455.1) and Wales (£452.6).
- While full-time male earnings in NI continue to be the lowest of any UK region, full-time female earnings were third highest amongst the regions, with only women in London and the South East earning more.
- Full-time males (3.7%) and females (5.3%) in NI both recorded the highest growth in earnings among the UK regions.

UK Regions – Median gross weekly earnings for full-time employees by gender, April 2012
Table 11

	FULL-TIME MEN	FULL-TIME WOMEN	ALL FULL-TIME
North East	490.3	**407.0	**455.1
North West	505.8	**420.3	469.9
Yorkshire and The Humber	501.7	**412.0	464.7
East Midlands	508.3	**402.5	464.4
West Midlands	508.1	**409.0	469.2
East	538.7	**425.9	495.2
London	707.4	591.6	652.8
South East	588.6	461.8	536.6
South West	506.8	**411.8	467.0
England	553.0	452.3	512.1
Wales	482.4	**403.9	**452.6
Scotland	533.1	**438.1	497.6
Great Britain	548.1	449.0	507.6
Northern Ireland	478.9	440.0	459.5
United Kingdom	545.8	448.6	505.9

** Indicates those regions where median earnings were lower than in Northern Ireland

UK Regions – Median gross weekly earnings for full-time employees, April 2011-2012
Figure 5



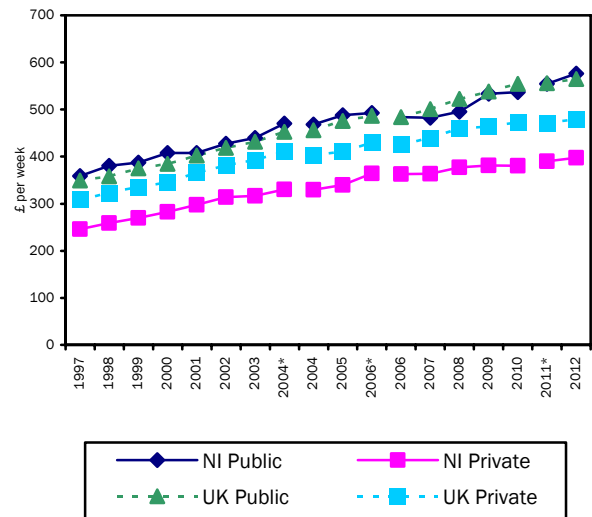
Comparison of Public/Private Sector Earnings (NI/UK)

9

- The rate of growth of median gross weekly earnings for all (i.e. full- and part-time) NI employees in the public sector between April 2011 and April 2012 (7.3%) was higher than for their counterparts in the private sector, who experienced an increase of 0.5%.
- Public sector earnings for all employees in NI were 2.2% higher than those in the UK.
- Private sector earnings for all employees in NI were 18.3% lower than in the UK.
- For full-time NI employees, median weekly earnings in the public sector were 44.9% higher than in the private sector at April 2012, and this was true for both men (41.4% higher) and women (71.8% higher). In the UK, the equivalent median full-time earnings was 17.8% higher in the public sector than in the private sector.
- Growth in median full-time public (3.9%) and private (2.0%) sector weekly earnings in NI was higher than in the UK public (1.6%) and private sector (1.5%).
- Since the series began in 1997, the full-time public sector figure has increased by 60.7% while the full-time private sector figure has increased by 61.7%.
- Some of the difference between the public and private sectors in NI and the UK may be due to differences in the composition of the respective workforces and the timing of pay settlements.
- Due to the composition of the NI workforce, public/private sector earnings comparisons have historically attracted interest from a number of stakeholder groups, including equality groups and the media.

Median gross weekly earnings (NI versus UK) for full-time employees in the public and private sectors, 1997-2012

Figure 6



* The introduction of methodological changes to improve the quality of ASHE data has resulted in discontinuities in trends. More details of this can be found in the background notes.

Median gross weekly earnings for full-time employees in the public and private sectors

Table 12

£	NORTHERN IRELAND		UNITED KINGDOM	
	PUBLIC	PRIVATE	PUBLIC	PRIVATE
April 2012				
Men	610.2	431.5	614.4	522.2
Women	560.4	326.2	527.4	390.7
All	576.3	397.7	564.6	479.1
April 2011				
Men	591.0	421.1	605.3	517.5
Women	537.3	327.3	518.9	381.5
All	554.8	389.9	555.6	471.9
% change				
Men	3.3	2.5	1.5	0.9
Women	4.3	-0.3	1.6	2.4
All	3.9	2.0	1.6	1.5

Average Earnings by Occupation

10

- Caring, Leisure and Other Service Occupations (£307.9), Process, Plant and Machine Operatives (£374.7) and Skilled Trades Occupations (£409.8) were the only major occupational groups to experience a decrease in median full-time gross weekly earnings between April 2011 and April 2012 (4.4%, 2.4% and 0.7% respectively).
- Elementary Occupations experienced the largest increase (5.8%) in median full-time gross weekly wages (to £312.1) across the occupational groupings.
- Sales and Customer Services continued to be the lowest paid full-time occupational group.
- These results may be useful to Human Resources professionals when setting pay scales and also to legal professionals in loss of earnings calculations, when dealing with industrial injuries claims.

Average full-time earnings by occupation, April 2012

Table 13

	COUNT* (THOUSANDS)	MEDIAN GROSS WEEKLY PAY (£)	MEAN GROSS WEEKLY PAY (£)	MEDIAN TOTAL WEEKLY HOURS	MEAN TOTAL WEEKLY HOURS
Managers, Directors and Senior Officials	54	658.8	745.4	38.0	38.6
Professional Occupations	127	696.6	743.2	37.5	37.1
Associate Professional and Technical Occupations	71	573.3	602.1	39.1	40.0
Administrative and Secretarial Occupations	67	371.9	394.0	37.5	38.6
Skilled Trades Occupations	57	409.8	448.1	40.0	41.3
Caring, Leisure and Other Service Occupations	36	307.9	342.5	37.5	39.6
Sales and Customer Service Occupations	27	271.0	313.5	38.6	39.3
Process, Plant and Machine Operatives	53	374.7	400.8	40.5	42.8
Elementary Occupations	38	312.1	330.9	40.0	40.3

* For indicative purposes only and should not be considered an accurate estimate of employee job counts.

Average full-time earnings by occupation, April 2011

Table 14 Please note, this table has been revised

	COUNT* (THOUSANDS)	MEDIAN GROSS WEEKLY PAY (£)	MEAN GROSS WEEKLY PAY (£)	MEDIAN TOTAL WEEKLY HOURS	MEAN TOTAL WEEKLY HOURS
Managers, Directors and Senior Officials	c48	c646.2	c767.9	38.6	39.3
Professional Occupations	c115	c681.9	c726.5	37.5	37.3
Associate Professional and Technical Occupations	c67	c542.8	c599.5	39.8	40.2
Administrative and Secretarial Occupations	c63	c365.0	c391.0	37.5	38.2
Skilled Trades Occupations	c58	c412.6	c449.7	40.0	41.4
Caring, Leisure and Other Service Occupations	c33	c322.1	c353.4	37.5	39.0
Sales and Customer Service Occupations	c28	c270.4	c309.9	38.6	38.7
Process, Plant and Machine Operatives	c49	c384.0	c403.9	40.8	43.9
Elementary Occupations	c41	c294.9	c310.8	40.0	40.2

* For indicative purposes only and should not be considered an accurate estimate of employee job counts.

c Estimate corrected on 22nd November. Please see introduction page for more details.

Average Earnings by Industry

11

- Employees in Education had the highest full-time median earnings at April 2012 (£694.4), with growth of 0.7% over the course of the year.
- The largest increases in median earnings were reported among Administrative and support services activities (12.3%) and Information and communication (10.1%).
- Full-time employees working in Activities of households as employers received the lowest median gross weekly pay across the industries (£263.3). No comparison with 2011 is available for this industrial grouping.
- For further information on the output of different NI industries, users may be interested in referring to results from the Index of Production (<http://www.detini.gov.uk/deti-stats-index/stats-surveys/stats-index-of-production.htm>) and the Index of Services (<http://www.detini.gov.uk/deti-stats-index/stats-surveys/stats-ios.htm>).
- Although the classifications have changed in the intervening years making direct comparisons impossible, the industry with the largest growth since 1997 is Electricity, gas, steam and air conditioning supply (92.5%), while Financial and insurance activities experienced the lowest growth (28.2%).

Please note that the table below is based on the 2007 UK Standard Industrial Classification (SIC 2007). ASHE results by industry previous to 2009 were published according to SIC 2003, therefore these results are not directly comparable with 2008 and earlier results.

Average full-time earnings by industry, April 2012

Table 15

	COUNT* (THOUSANDS)	MEDIAN GROSS WEEKLY PAY (£)	MEAN GROSS WEEKLY PAY (£)	MEDIAN TOTAL WEEKLY HOURS	MEAN TOTAL WEEKLY HOURS
Agriculture, forestry and fishing	x	313.5	375.9	39.9	42.1
Mining and quarrying	x	x	x	39.9	41.2
Manufacturing	81	443.7	513.2	40.0	41.1
Electricity, gas, steam, and air conditioning supply	6	679.5	707.5	37.0	38.6
Water supply; sewerage, waste management and remediation activities	x	354.4	395.4	40.0	43.0
Construction	24	445.1	530.8	40.0	42.1
Wholesale and retail trade; repair of motor vehicles and motorcycles	58	345.0	408.2	39.1	39.4
Transportation and storage	15	440.7	499.9	40.3	43.7
Accommodation and food service activities	15	274.8	328.8	37.8	39.3
Information and communication	19	622.0	646.5	37.6	38.1
Financial and insurance activities	12	543.1	636.1	35.0	35.9
Real estate activities	6	440.0	469.2	37.0	37.8
Professional, scientific and technical activities	20	448.5	535.2	37.5	37.8
Administrative and support service activities	18	360.0	406.7	39.0	39.4
Public administration and defence; compulsory social security	68	561.8	619.1	42.0	42.1
Education	57	694.4	661.3	32.5	34.6
Human health and social work activities	94	491.2	570.6	37.5	38.5
Arts, entertainment and recreation	7	390.3	431.6	37.4	38.4
Other service activities	7	x	459.7	37.4	37.7
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	x	263.3	290.3	39.1	43.9

* For indicative purposes only and should not be considered an accurate estimate of employee job counts.

x Coefficient of variation too large to provide a reliable estimate

Background Notes for Northern Ireland Annual Survey of Hours and Earnings (ASHE) 2012

12

METHODOLOGY

The Annual Survey of Hours and Earnings (ASHE) is a UK wide survey that provides a wide range of information on earnings and hours worked. The Office for National Statistics (ONS) carries out ASHE in Great Britain and it is carried out by the Northern Ireland Statistics and Research Agency (NISRA) in Northern Ireland.

ASHE replaced the New Earnings Survey (NES) from 2004 and ASHE comparisons are therefore only available on a consistent basis from that year onwards. ASHE is the first survey to be designed as part of the ONS statistical modernisation programme and benefits from improved methodologies and statistical tools. The development of the survey follows the recommendations made in the National Statistics Quality Review of the Distribution of Earnings Statistics for improving the collection of earnings statistics, with ASHE results satisfying a variety of different user-needs identified in that document (e.g. low pay issues). This release contains summary statistics from the 2012 survey.

In order to allow NI ASHE results to be appended to the GB results produced by ONS to create estimates for the whole of the UK, NI ASHE follows exactly the methods adopted by ONS. A summary of the methods adopted throughout the lifecycle of ASHE, including explanations of why particular choices were made, can be accessed via the link below:

<http://www.ons.gov.uk/ons/guide-method/method-quality/specific/labour-market/annual-survey-of-hours-and-earnings/index.html>

An information paper, issued by the Office for National Statistics, outlining the quality and reliability of ASHE statistics can be accessed via the link below. Issues highlighted in this document include accuracy, comparability, weighting and statistical disclosure:

<http://www.ons.gov.uk/ons/guide-method/method-quality/quality-information/business-statistics/index.html>

COVERAGE AND SAMPLING

As in previous years, the sample used for the survey included approximately 1% of all employees in Northern Ireland who were covered by PAYE schemes.

Someone who is in more than one PAYE scheme may appear more than once. Information on earnings and hours is obtained in confidence from employers under the authority of the Statistics of Trade and Employment (Northern Ireland) Order 1988. Information collected is treated as strictly confidential and is used only for statistical purposes.

The survey information related to the pay-week (or other pay-period if the employee was paid less frequently) which included 18th April 2012, the reference date for the latest survey. The results are therefore not necessarily representative of pay over a longer period. They do not take account of subsequent changes in rates of pay which have become effective since April or changes which have been introduced with retrospective effect since the survey returns were completed.

The resulting analyses do not show information about identifiable people or private businesses.

Since the 2004 survey, supplementary information has been collected in order to improve coverage and hence make the survey more representative. This includes employees who have either moved jobs or entered the labour market between February, when the main ASHE sample is identified from Her Majesty's Revenue and Customs (HMRC) records, and April, when the survey is conducted. In 2007, ONS also introduced a small number of methodological changes (to the sample design) to improve the quality of the results.

The ASHE results since 2004 are therefore discontinuous with earlier results, as are those since 2007. However, for 2004 two sets of results are available (the first include supplementary information and the second exclude this information), and similarly for 2006 (the first set not reflecting the methodological changes to the sample design and the second set consistent with the new methodological changes).

In 2009, in line with the major revision to the European Union's industrial classification system, NACE, ASHE moved from using the SIC 2003 categorisation of business activities to the new SIC 2007 activity codes. The UK is required by European legislation to revise the SIC in parallel with NACE so that both systems remain identical down to and including the 4 digit class level.

These revisions are motivated by the need to adapt the classifications to changes in the world economy. The revised classifications reflect the growing importance of service activities in the economy over the last fifteen years, mainly due to the developments in information and communication technologies (ICT).

More information on the extent of the revisions and correspondence between SIC 2007 and the former SIC 2003 can be accessed via the following link:

<http://www.ons.gov.uk/ons/guide-method/classifications/development-projects/operation-2007/index.html>

With the aim of improving the alignment with the new International Standard Classification of Occupations (ISCO 08), from 2012 the Standard Occupational Classification 2000 (SOC 2000) used for ASHE has been replaced by the Standard Occupational Classification 2010 (SOC 2010). Since the SOC forms part of the methodology by which ASHE data are weighted to produce estimates for NI, this has caused a discontinuity in the ASHE time series. Therefore all of the estimates for 2011 and 2012 in this bulletin are not directly comparable to earlier results. The major differences between the SOC 2000 and SOC 2010 classifications are summarised in the following document, starting at page 62:

<http://www.ons.gov.uk/ons/rel/elmr/economic-and-labour-market-review/no-3-march-2011/index.html>

The earnings information presented in this bulletin relates to gross pay before tax, National Insurance or other deductions, and excludes payments in kind. With the exception of annual earnings, the results are restricted to earnings relating to the survey pay period and so exclude payments of arrears from another period made during the survey period; any payments due as a result of a pay settlement but not yet paid at the time of the survey will also be excluded.

For particular groups of employees, changes in median earnings between successive surveys may be affected by changes in the timing of pay settlements, in some cases reflecting more than one settlement and in some others no settlement at all.

RESPONSE AND WEIGHTING

A total of 6,649 returns were received by the Department (94.6% of those sampled).

ASHE responses are weighted to the number of jobs measured by the Labour Force Survey (LFS) and this weighting is carried out by ONS. The weighting factors include age, sex, occupation and workplace and take account of differing response rates.

From 2006, the LFS moved from using seasonal quarters to calendar quarters. As ASHE uses LFS data in the calculation of aggregation weights, it was

necessary to move from using data taken from LFS Spring to LFS Quarter 2.

In July 2012 the LFS was re-weighted to the latest (2011 based) population projections. Previously LFS results were based on 2010 based projections. ASHE uses LFS to calculate aggregation weights. The revised LFS figures have been used for 2011 (revised) and 2012 ASHE results.

REVISIONS

In line with normal practice, this release contains revised estimates from the 2011 survey results published on 23rd November 2011. These results take account of some corrections to the original 2011 data that were identified during the validation of the results for 2012, as well as late returns.

MEDIAN

The mean and the median measure different things and either can be appropriate depending on what the user is trying to measure. The mean measures the average amount earned by individuals, but in a skew distribution such as earnings this measure is susceptible to small numbers of very high earners. The median measures the amount earned by the average individual, i.e. the level of earnings above which half the population fall.

GENDER PAY GAP

Various methods can be used to measure the earnings of women relative to men. ONS and NISRA prefer to use hourly earnings excluding overtime; including overtime can distort the picture as men work relatively more overtime than women. Although median and mean hourly pay excluding overtime provide useful comparisons of men's and women's earnings, they do not reveal differences in rates of pay for comparable jobs. This is because such measures do not allow for the different employment characteristics of men and women, such as the proportion in different occupations and their length of time in jobs.

To better capture the composition of today's labour market and the complexity of this issue, the ONS Position Paper 'Presentation of the Gender Pay Gap', released on 4th November 2009, recommended that all future ASHE bulletins, starting with ASHE 2009, headline on a set of measures rather than focussing on a single headline measure when presenting the gender pay gap.

Therefore, estimates of the gender pay gap for full-time, part-time and all employees have been included in this bulletin.

USERS AND USAGE OF ASHE STATISTICS

Information on the users and common uses made of NI ASHE statistics can be accessed through the link below:

http://www.detini.gov.uk/ashe_summary_of_usage.pdf

DEFINITIONS

Gross weekly pay includes basic pay, overtime pay, shift premium pay, bonus or incentive pay and allowances, and is before deductions for PAYE, National Insurance, pension schemes, voluntary deductions and Income Tax.

Full-time employees are those working more than 30 hours each week excluding overtime and main meal breaks (25 hours for teachers and academics).

The **Coefficient of Variation** (cv) is the ratio of the standard error of an estimate to the estimate, expressed as a percentage. The smaller the cv, the higher the quality of the estimate. Therefore, the smaller the cv, the smaller the confidence interval around the estimate will be.

A spreadsheet showing the cv of the headline NI ASHE estimates can be found on the ASHE webpage (<http://www.detini.gov.uk/deti-stats-index/stats-surveys/stats-hours-and-earnings.htm>). In addition, cv spreadsheets for each of the tables on the website are available on request.

FURTHER INFORMATION

Further information is available on request from:

**Northern Ireland Statistics and Research Agency
Economic and Labour Market Statistics Branch
ASHE Section
Room 110
Netherleigh
Massey Avenue
Belfast BT4 2JP**

Telephone: (028) 9052 9385 or 9052 9897

Fax: (028) 9052 9459 or 9052 9658

Textphone: (028) 9052 9304

E-mail: mark.mcfetridge@dfpni.gov.uk

Web: <http://www.detini.gov.uk/deti-stats-index.htm>

Additional Tables

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Data on the following:

- Weekly pay – Gross (£)
- Weekly pay – Excluding overtime (£)
- Weekly pay – Basic including other (£)
- Weekly pay – Overtime (£)
- Hourly pay – Gross (£)
- Hourly pay – Excluding overtime (£)
- Annual pay – Gross (£)
- Annual pay – Incentive (£)
- Hours worked – Total
- Hours worked – Basic
- Hours worked – Overtime

is currently available for:

2012

- Headline Statistics
- Headline Coefficient of Variation
- Industry (SIC07)
- Occupation
- Age
- Public/Private Sector

2011 (revised)

- Headline Statistics
- Headline Coefficient of Variation
- Industry (SIC07)
- Occupation
- Age
- Public/Private Sector

In addition, further data for 2012 and 2011 (revised) will be published from 6th December 2012. Please note that provisional 2011 results released from November 2011 will remain on the website until revised 2011 results are released.

These data – along with Headline Statistics for the years 1997 to 2010 – can be found on the Department of Enterprise, Trade & Investment's website at: <http://www.detini.gov.uk/deti-stats-index/stats-surveys/stats-hours-and-earnings.htm>