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Results from the Northern Ireland Annual Survey of Hours and Earnings 2013

12 December 2013



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Northern Ireland Statistics & Research Agency

Results from the Northern Ireland Annual Survey of Hours and Earnings 2013

12 December 2013

**NORTHERN IRELAND
ANNUAL SURVEY of HOURS and EARNINGS
APRIL 2013**

Published 12/12/13

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 2013. Headline data from the survey show that:

- The estimated median gross weekly earnings for **all** (i.e. both full- and part-time) employees in NI at April 2013 was £367, up 1.7% from £361 in 2012, while the UK experienced 2.6% growth over the year. Northern Ireland earnings for **all** employees was 88.1% of the UK figure (£417) at April 2013.
- In April 2013 median gross weekly earnings for **full-time** employees in NI (public and private) was £460, an increase of 0.5% over the year. This rate of growth was lower than in the UK (2.2%). Median earnings in the UK were £518 in April 2013. This widened the NI/UK full-time pay gap to 88.9% of the UK figure compared to 90.4% a year earlier.
- **Part-time** NI employees experienced a 3.8% increase in their gross weekly earnings (£154) at April 2013, compared to 3.1% growth in UK earnings (£160 per week).
- Median gross weekly earnings for **all** (i.e. full- and part-time) NI employees in the public sector grew by 0.8% to £460 between April 2012 and 2013, while their counterparts in the private sector experienced an increase of 1.4% to £311. In NI, the median weekly earnings for **full-time** employees in the public sector (£585) was 45.3% higher than in the private sector (£403) at April 2013.
- There has been some further widening of the gender pay gap for **all** employees in NI. Female median **hourly earnings** excluding overtime were some 89.7% of male earnings (compared to 90.6% a year earlier and 77.6% in 1997).
- The median gross **annual earnings** for **full-time** employees in NI fell by 0.2% to £23,900 in 2013, compared to 2.1% growth in the UK (to £27,000) and 3.9% growth in NI in 2012.

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 Pay As You Earn (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 Department of Enterprise, Trade and Investment (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 2013 ASHE, which surveyed employee earnings for the pay-week (or other pay-period if the employee was paid less frequently) which included 17th April 2013, 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 include the DETI economists for briefing 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-2.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 (revised), 2012 and 2013 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 2013 was £367, or 88.1% of the UK figure (£417). 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 2013 in NI was 1.7% for median gross weekly earnings for all employees, compared with growth of 2.6% in the UK. A similar growth rate was also evident in the median hourly rate of pay excluding overtime for all employees in NI. Median hourly earnings excluding overtime was £10.19 compared to £11.56 in the UK at April 2013. Hourly earnings excluding overtime grew by 1.9% in NI, (compared to 2.9% growth in the UK) between April 2012 and April 2013.

Full-time Employees

The median gross weekly full-time wage in NI for 2013 was £460, which was approximately 88.9% of the figure in the UK (£518). NI full-time earnings experienced a small increase (0.5%) over the period, compared with an increase of 2.2% in the UK. The median gross annual earnings for full-time employees in NI fell by 0.2% to £23,900 in 2013, compared to 2.1% growth in the UK (to £27,000) and 3.9% growth in NI in 2012.

Part-time Employees

The median gross weekly part-time earnings in NI at April 2013 was £154, which was 3.9% lower than the figure in the UK (£160). NI experienced an increase in earnings over the year of 3.8% compared to a 3.1% increase in the UK.

¹ Data from the Annual Survey of Hours and Earnings (ASHE) relate 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.

COMPARISON WITH UK REGIONS

At April 2013, full-time employees in Northern Ireland had the lowest median gross weekly earnings (£460) across the UK regions, which is 2.2% lower than the next lowest region the North East (£470).

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

GENDER DIFFERENCES

Over the period 2012-2013 there has been further widening of the gender pay gap of all employees in NI. At April 2013, female median hourly earnings excluding overtime were 89.7% of male earnings in

NI, compared to 90.6% in 2012 and 91.2% in 2011. 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 median full-time hourly earnings excluding overtime were 100.7% of male earnings at April 2013, compared to 100.0% 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 90.0% at April 2013.

The part-time ratio has decreased by 3.4 percentage points to 107.4% (UK: 105.7%), meaning that women working part-time in NI earned more than men.

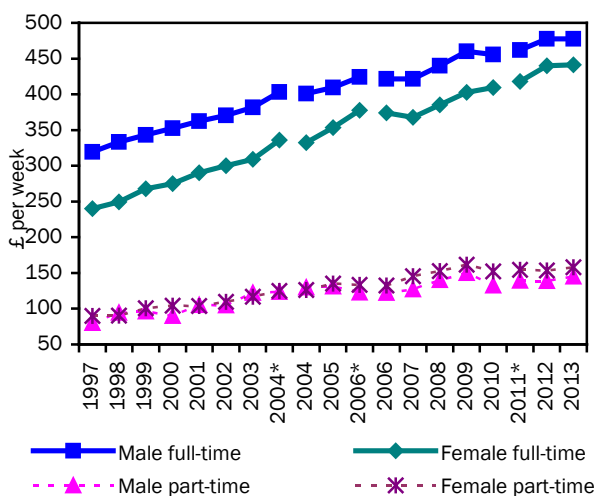
Median gross weekly earnings (NI/UK) by full-/part-time and gender, 2012-2013

Table 1

£	NORTHERN IRELAND			UNITED KINGDOM		
	FULL TIME	PART TIME	ALL	FULL TIME	PART TIME	ALL
April 2013						
Men	477.4	145.1	429.9	556.0	149.5	508.0
Women	441.5	158.0	300.0	458.8	164.3	327.5
All	460.0	153.9	366.8	517.5	160.1	416.5
April 2012						
Men	477.7	138.8	420.0	546.0	145.8	498.1
Women	440.0	153.5	298.6	448.9	158.7	319.7
All	457.6	148.3	360.8	506.1	155.2	405.8
% change 12-13						
Men	-0.1	4.5	2.4	1.8	2.5	2.0
Women	0.3	2.9	0.5	2.2	3.5	2.5
All	0.5	3.8	1.7	2.2	3.1	2.6

Median gross weekly earnings by full-/part-time and gender, 1997-2013

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 £22,000, 39.1% more than the equivalent female figure of £15,800. 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 (32.4 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.

NI PRIVATE VERSUS UK PRIVATE

Growth over the year in median gross weekly earnings for full-time employees in the NI private sector was the same (2.3% to £403) as the UK (2.3% to £490). This represented no change to the NI/UK private sector pay gap which remains at 82.1% of the UK figure. 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 45.3% higher than in the private sector at April 2013, and this was true for both men (28.0% higher) and women (78.4% higher). This was more marked than in the UK as a whole, where full-time public sector earnings were 17.0% higher than in the private sector.

Growth in median full-time public sector weekly earnings in NI (2.5% to £585) was higher than in the UK public sector (1.6% to £574).

Median gross weekly earnings for all (i.e. full- and part-time) NI employees in the public sector grew by 0.8% to £460 between April 2012 and 2013, while their counterparts in the private sector experienced an increase of 1.4% to £311.

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. For example, many of the lowest paid occupations, such as bar and restaurant staff, hairdressers, elementary sales occupations and cashiers, exist primarily in the private sector, while there are a larger proportion of graduate-level and professional occupations in the public sector.

A more detailed analysis of the composition of the public and private sector workforce in 2012 is available at the following link:

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

In addition to the composition of the workforce there may also be differences due to 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 2013				
Men	562.7	439.5	623.0	536.1
Women	590.6	331.1	536.0	400.7
All	584.7	402.5	573.6	490.1
April 2012				
Men	584.9	429.5	613.7	522.2
Women	558.6	323.3	527.4	391.0
All	570.4	393.3	564.3	479.1
% change				
Men	-3.8	2.3	1.5	2.7
Women	5.7	2.4	1.6	2.5
All	2.5	2.3	1.6	2.3

CONTEXT

Other official statistics sources indicate that in the period March 2012 to March 2013, the number of employee jobs in NI increased by 0.5%, compared to a 0.3% increase in GB. Over the same period NI full-time jobs decreased by 0.4% and NI part-time jobs increased by 2.1%. This compares to an increase of 0.7% in GB full-time jobs and a decrease of 0.4% in GB part-time jobs.

The NI unemployment rate, as measured by the Labour Force Survey, showed an increase between March - May 2012 and March - May 2013, from 6.9% to 7.8%. The NI claimant count rate increased from 6.9% to 7.1% of the workforce between April 2012 and April 2013.

The Consumer Price Index – the headline UK measure of inflation – grew by 2.4% in the year to April 2013.

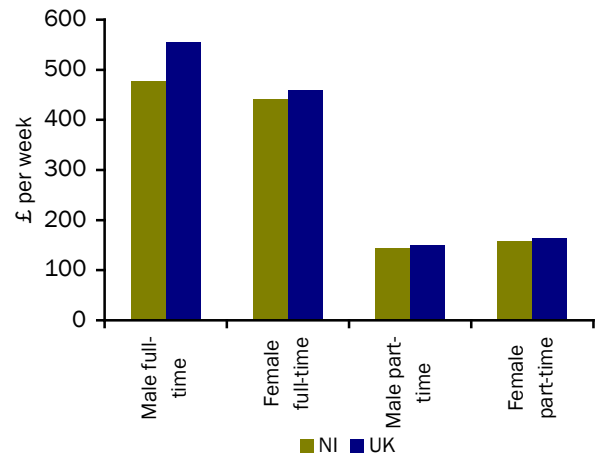
Median Weekly Earnings

2

- The median gross weekly earnings for all employees in NI in 2013 was £367, compared with a figure of £417 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 1.7% over the year to April 2013, compared to growth of 2.6% in UK earnings.
- The median gross weekly earnings for full-time employees in NI (£460) was 11.1% lower than the UK (£518).
- Full-time weekly earnings increased by 0.5% over the year compared with 2.2% in the UK.
- Part-time weekly earnings were £154, up 3.8% over the year compared with an increase of 3.1% in the UK (to £160).
- Full-time male weekly earnings were 16.5% higher in the UK compared to NI, while women's earnings were 3.9% higher in the UK than in NI.
- Men's median full-time earnings at April 2013 contracted by 0.1% over the year, compared with growth for women's earnings of 0.3%.

Median gross weekly earnings by full-/part-time and gender, April 2013

Figure 2



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

Table 3

£	FULL TIME	PART TIME	ALL
April 2013			
Men	477.4	145.1	429.9
Women	441.5	158.0	300.0
All	460.0	153.9	366.8
April 2012			
Men	477.7	138.8	420.0
Women	440.0	153.5	298.6
All	457.6	148.3	360.8
% change			
Men	-0.1	4.5	2.4
Women	0.3	2.9	0.5
All	0.5	3.8	1.7

Median Annual Earnings

3

- The median gross annual earnings for full-time employees³ declined slightly (0.2%) to £23,900 in 2013, 11.5% lower than the equivalent figure in the UK, which rose 2.1% to £27,000.
- Males working full-time had median annual earnings of £24,300, 6.2% more than the equivalent female figure of £22,800.
- 20% of full-time employees earned more than £36,600 per year, while 20% earned less than £15,900.
- 10% of full-time employees earned more than £43,400 per year, while 10% earned less than £13,000.
- Further information on annual earnings can be found on Her Majesty's Revenue and Customs (HMRC) website (<http://www.hmrc.gov.uk/statistics/income-by-year.htm>).

Median gross annual earnings for full-time employees by gender

Table 4

£	MALE	FEMALE	ALL
April 2013	24,255	22,842	23,904
April 2012	24,957	22,590	23,944
% change	-2.8	1.1	-0.2

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 1.9% between April 2012 and 2013, compared to growth of 2.9% in the UK.
- Median gross hourly earnings, excluding overtime, for full-time employees was £11.39 per hour in April 2013, increasing slightly (0.3%) on the April 2012 figure (£11.36).
- There was a small rise of 0.1% over the year in full-time male hourly earnings, compared to a rise of 0.8% for females.
- The increase over the year in part-time male hourly earnings, excluding overtime, was 4.6%, compared to 1.3% for females.
- Since 1997, full-time male hourly earnings have increased by 52.4% while female earnings have increased by 83.8%.

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

Table 5

£	FULL TIME	PART TIME	ALL
April 2013			
Men	11.37	7.47	10.82
Women	11.45	8.02	9.71
All	11.39	7.90	10.19
April 2012			
Men	11.36	7.14	10.55
Women	11.36	7.91	9.56
All	11.36	7.78	10.00
% change			
Men	0.1	4.6	2.6
Women	0.8	1.3	1.5
All	0.3	1.6	1.9

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 89.7% (UK: 80.3%), from 90.6% (UK: 80.4%) in 2012.
- Over the year to April 2013, the full-time ratio of female to male earnings has increased, from 100.0% to 100.7% (UK: 90.0% in 2013, 90.5% in 2012).
- Although the part-time ratio in NI has decreased to 107.4% from 110.8% in 2012 (while the UK ratio increased slightly from 105.4% to 105.7%), women working part-time continued to earn more than men.
- 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, 1997-2013

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			
2013	11.37	7.47	10.82	11.45	8.02	9.71	100.7	107.4	89.7
2012	11.36	7.14	10.55	11.36	7.91	9.56	100.0	110.8	90.6
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 2012:									
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

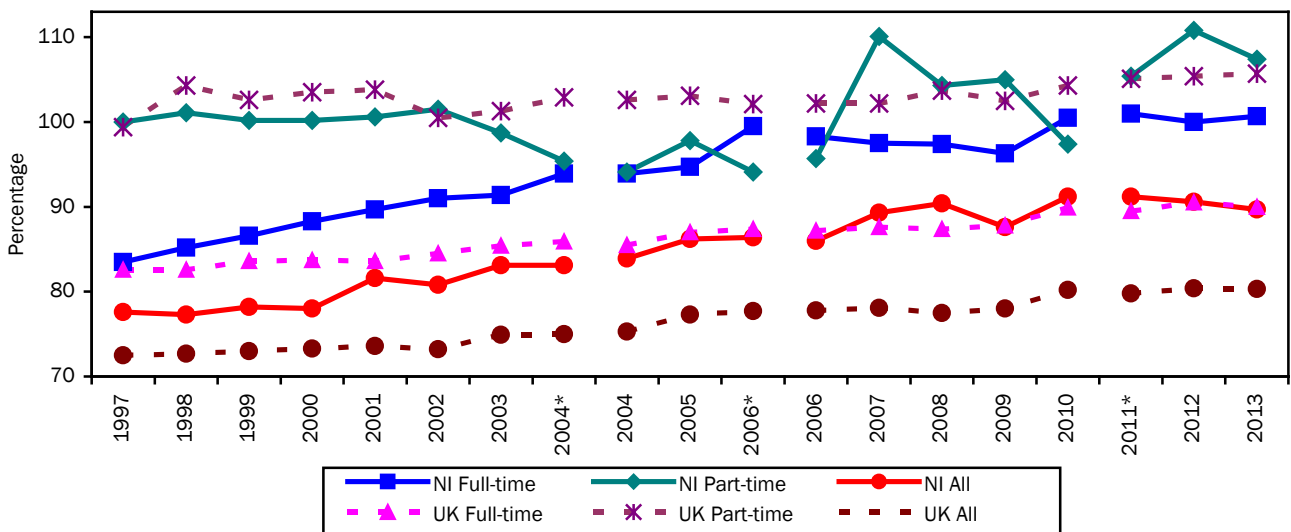
Mean female hourly earnings excluding overtime as a percentage of male earnings, 1997-2013

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			
2013	13.92	10.78	13.67	13.16	10.56	12.43	94.5	98.0	90.9
2012	13.81	9.59	13.45	13.23	10.05	12.36	95.8	104.8	91.9
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 2012:									
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, 1997-2013

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 2013 was 37.8 hours, slightly lower than the 38.0 hours in April 2012. The median part-time hours for the same period was 18.8 hours, an increase from 18.5 hours in 2012. 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 2013			
Men	39.8	17.7	38.0
Women	37.5	18.9	32.4
All	37.8	18.8	36.8
April 2012			
Men	39.6	18.0	38.0
Women	37.5	18.8	32.5
All	38.0	18.5	37.0

- The proportion of full-time employees working overtime in April 2013 was 19.0%. For those full-time employees who worked overtime, the median number of paid overtime hours was 4.5 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 2013				
Men	24.3	4.9	11.1	x
Women	11.3	3.5	11.3	x
All	19.0	4.5	11.3	3.2
April 2012				
Men	24.3	4.9	11.9	x
Women	11.4	3.2	10.0	3.4
All	18.9	4.1	10.6	4.0

x Coefficient of variation too large to provide a reliable estimate

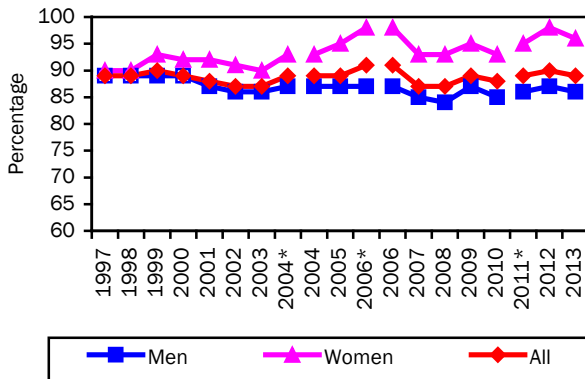
Comparison with the UK

7

- Over the period 2012–2013 the ratio of NI to UK gross weekly earnings for full-time employees fell from 90.4% to 88.9%.
- Since the series began in 1997, the ratio of NI to UK full-time gross weekly earnings for all employees has remained relatively static, while the ratio for women has increased from 90.5% in 1997 to 96.2% in 2013.
- Full-time males and females experienced decreases in the NI/UK ratio (1.6 percentage points for men and 1.8 percentage points for women) over the year to April 2013.
- The ratio of earnings for all NI employees (i.e. full- and part-time) compared to the UK decreased by 0.8 percentage points to 88.1%.
- Gross weekly earnings for part-time NI employees increased by 3.8% over the year to April 2013, compared to an increase of 3.1% in the UK with part-time earnings among NI employees (£154) remaining lower than UK counterparts (£160).

NI full-time median gross weekly earnings as a percentage of UK earnings, 1997-2013

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, 1997-2013

Table 10

	MEN	WOMEN	ALL
2013	86	96	89
2012	87	98	90
2011	86	95	89
Before change to SOC 2010 introduced in 2012:			
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 lowest median gross weekly earnings (£460) across the UK regions at April 2013.
- While full-time male earnings in NI continue to be the lowest of any of the 12 UK regions, full-time female earnings were fourth highest amongst the regions, with only women in London, the South East and Scotland earning more.
- Northern Ireland experienced the second lowest growth (0.5%) in full-time earnings and was the only UK region to record a decline (0.1%) in male full-time earnings in the period.

UK Regions – Median gross weekly earnings for full-time employees by gender, April 2013

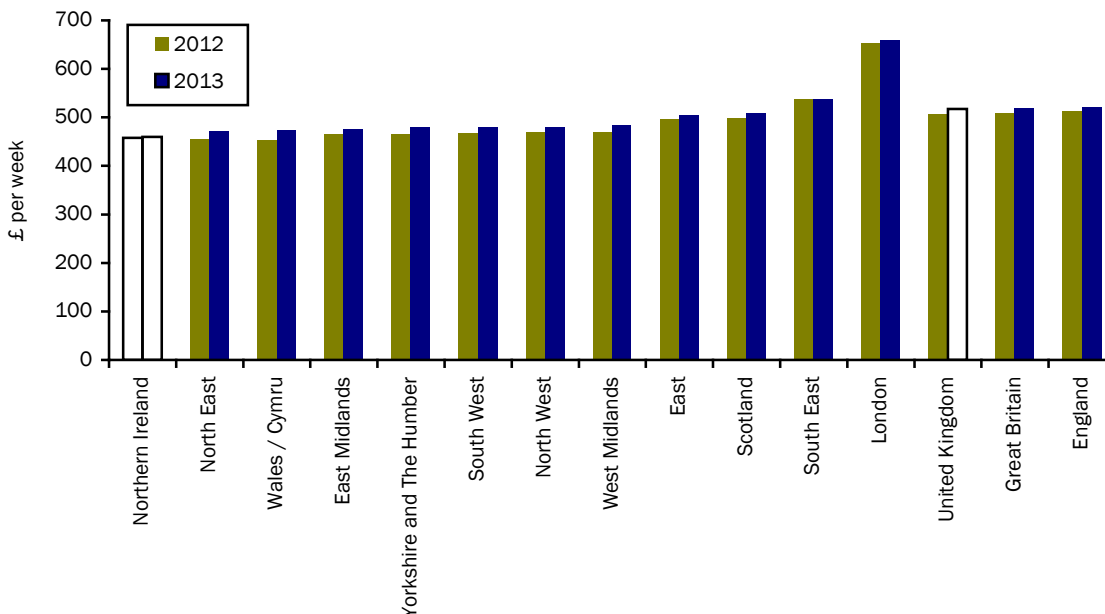
Table 11

	FULL TIME MEN	FULL TIME WOMEN	ALL FULL TIME
North East	507.8	*416.1	470.2
North West	516.9	*432.2	480.5
Yorkshire and The Humber	517.5	*416.3	479.1
East Midlands	515.8	*408.9	474.6
West Midlands	527.0	*417.1	484.6
East	550.6	*440.8	505.0
London	717.3	593.2	657.7
South East	589.3	465.6	536.6
South West	519.9	*421.4	480.0
Wales	502.4	*421.9	472.3
Scotland	544.3	454.0	508.3
Northern Ireland	477.4	441.5	460.0
United Kingdom	556.0	458.8	517.5
Great Britain	558.3	459.6	517.8
England	563.5	460.0	520.5

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

UK Regions – Median gross weekly earnings for full-time employees, April 2012-2013

Figure 5



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

9

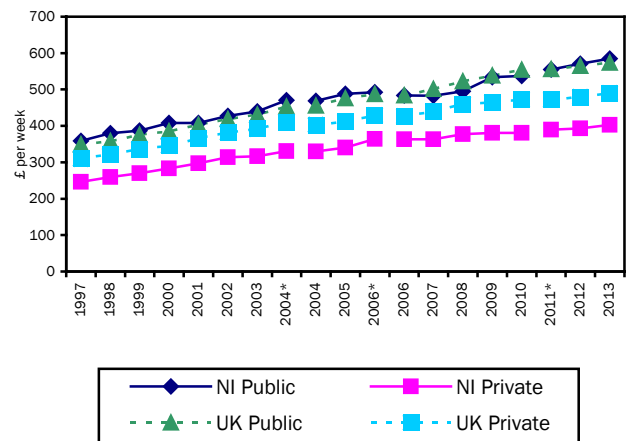
- The rate of growth of median gross weekly earnings for all (i.e. full and part-time) NI employees in the public sector between April 2012 and April 2013 (0.8%) was lower than for their counterparts in the private sector, who experienced an increase of 1.4%.
- While the earnings of all public sector employees in NI were 1.4% lower compared to the UK, those of full-time NI public sector employees were 1.9% higher.
- Private sector earnings in NI were 17.9% lower for full-time employees, and 22.0% lower for all employees, than those in the UK.
- For full-time NI employees, median weekly earnings in the public sector were 45.3% higher than in the private sector at April 2013, and this was true for both men (28.0% higher) and women (78.4% higher). In the UK, the equivalent median full-time earnings was 17.0% higher in the public sector than in the private sector.
- Growth in NI median full-time gross weekly earnings in the public sector (2.5%) was higher than in the UK (1.6%), whilst private sector growth in NI (2.3%) was the same as the UK private sector.
- Since the series began in 1997, the full-time public sector figure has increased by 63.0% while the full-time private sector figure has increased by 63.6%.
- 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. For example, many of the lowest paid occupations, such as bar and restaurant staff, hairdressers, elementary sales occupations and cashiers, exist primarily in the private sector, while there are a larger proportion of graduate-level and professional occupations in the public sector.
- Further detail on differences in the composition of the respective workforces (in 2012) can be found at: http://www.detini.gov.uk/public_and_private_sector_analysis.pdf. This information will be updated using 2013 figures once they become available.
- In addition to the composition of the workforce there may also be differences due to 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>.

- 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, 1997-2013

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 2013				
Men	562.7	439.5	623.0	536.1
Women	590.6	331.1	536.0	400.7
All	584.7	402.5	573.6	490.1
April 2012				
Men	584.9	429.5	613.7	522.2
Women	558.6	323.3	527.4	391.0
All	570.4	393.3	564.3	479.1
% change				
Men	-3.8	2.3	1.5	2.7
Women	5.7	2.4	1.6	2.5
All	2.5	2.3	1.6	2.3

Average Earnings by Occupation

10

- 'Associate Professional and Technical Occupations' (£535) was the only major occupational group to experience a decrease (6.9%) in median full-time gross weekly earnings between April 2012 and April 2013.
- 'Sales and Customer Service Occupations' (£286) and 'Skilled Trades Occupations' (£431) experienced the largest increases (5.8% and 5.7% respectively) in median full-time gross weekly wages across the occupational groupings.
- Despite the growth discussed above, 'Sales and Customer Service Occupations' 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 gross weekly earnings by occupation, April 2013

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	47	686.0	795.8	38.2	38.9
Professional Occupations	115	697.9	721.7	37.5	37.3
Associate Professional and Technical Occupations	55	535.2	566.8	38.8	40.0
Administrative and Secretarial Occupations	62	388.9	414.7	37.5	38.7
Skilled Trades Occupations	50	431.2	470.6	40.0	42.2
Caring, Leisure and Other Service Occupations	27	309.3	336.4	37.5	39.5
Sales and Customer Service Occupations	26	286.1	314.6	38.8	39.1
Process, Plant and Machine Operatives	49	388.0	416.3	40.5	43.1
Elementary Occupations	33	316.2	340.3	39.8	40.6

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

Average full-time gross weekly earnings by occupation, April 2012

Table 14

	COUNT* (THOUSANDS)	MEDIAN GROSS WEEKLY PAY (£)	MEAN GROSS WEEKLY PAY (£)	MEDIAN TOTAL WEEKLY HOURS	MEAN TOTAL WEEKLY HOURS
Managers, Directors and Senior Officials	52	660.5	745.1	38.0	38.6
Professional Occupations	125	696.6	743.8	37.5	37.1
Associate Professional and Technical Occupations	69	574.9	603.5	39.1	40.0
Administrative and Secretarial Occupations	66	372.2	394.3	37.5	38.6
Skilled Trades Occupations	56	407.9	447.1	40.0	41.2
Caring, Leisure and Other Service Occupations	35	307.6	341.8	37.5	39.6
Sales and Customer Service Occupations	26	270.4	312.7	38.6	39.2
Process, Plant and Machine Operatives	52	374.7	400.8	40.5	42.8
Elementary Occupations	37	312.4	331.2	40.0	40.4

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

Average Earnings by Industry

11

- Employees in 'Electricity, gas, steam, and air conditioning supply' had the highest full-time median gross weekly earnings at April 2013 (£859), and also saw the largest growth in median gross weekly earnings (26.6%) over the course of the year.
- Employees in 'Education' had the next highest full-time median gross weekly earnings at April 2013 (£697), with growth of 0.9% over the course of the year.
- The second largest increase in median gross weekly earnings was reported among 'Financial and insurance activities' (23.3% to £557).
- Full-time employees working in 'Accommodation and food services activities' received the lowest median gross weekly pay across the industries (£269), following a decline of 2.6% since April 2012.
- Median full-time earnings for employees in 'Information and communication' experienced the largest decline (9.2%) to £558, followed by employees in 'Public administration and defence' which contracted by 7.8% to £519.

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.

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>).

Average full-time earnings by industry, April 2013

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	x	x	40.0	43.6
Mining and quarrying	x	x	x	40.5	45.9
Manufacturing	69	460.1	536.5	40.0	41.1
Electricity, gas, steam, and air conditioning supply	x	858.8	881.3	37.0	39.6
Water supply; sewerage, waste management and remediation activities	5	452.7	527.2	42.0	43.6
Construction	18	447.9	509.5	40.0	41.4
Wholesale and retail trade; repair of motor vehicles and motorcycles	57	344.3	428.3	39.3	39.3
Transportation and storage	17	441.3	531.9	40.2	43.6
Accommodation and food service activities	14	268.5	322.8	37.3	38.5
Information and communication	15	558.4	626.9	37.5	39.9
Financial and insurance activities	11	557.0	669.1	35.0	36.1
Real estate activities	6	434.4	457.3	37.0	38.2
Professional, scientific and technical activities	19	479.2	533.3	37.5	38.4
Administrative and support service activities	19	374.5	427.3	40.0	42.3
Public administration and defence; compulsory social security	41	519.2	573.0	42.0	42.3
Education	51	696.6	657.6	32.4	34.2
Human health and social work activities	75	501.0	569.2	37.5	38.8
Arts, entertainment and recreation	7	380.8	453.7	37.5	39.1
Other service activities	7	x	493.8	37.0	37.5
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	x	x	x	x	x

* 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) 2013

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 2013 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/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/labour-market/summary-quality-report-for-annual-survey-of-hours-and-earnings--ashe-.pdf>

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 17th April 2013, 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 2013 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 (revised), 2012 and 2013 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/economic-labour-market-review.pdf>

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 6343 returns were received by the Department (93.2% 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. The revised LFS figures have been used for 2012 (revised) and 2013 ASHE results.

REVISIONS

In line with normal practice, this release contains revised estimates from the 2012 survey results published on 22nd November 2012. These results take account of some corrections to the original 2012 data that were identified during the validation of the results for 2013, 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-2.pdf

DEFINITIONS

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

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
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: phillip.billsborough@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:

2013 (provisional)

- Headline Statistics
- Headline Coefficients of Variation
- Industry (SIC07)
- Occupation
- Age
- Public/Private Sector
- Local Government District by Place of Work and Residence
- Parliamentary Constituency by Place of Work and Residence

2012 (revised)

- Headline Statistics
- Headline Coefficients of Variation
- Industry (SIC07)
- Occupation
- Age
- Public/Private Sector
- Local Government District by Place of Work and Residence
- Parliamentary Constituency by Place of Work and Residence

In addition, further data for 2013 (provisional) and 2012 (revised) will be published in January 2014. Please note that provisional 2012 results released from November 2012 will remain on the website until revised 2012 results are released.

These data – along with Headline Statistics for the years 1997 to 2011 – 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>