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Labour Market

**Statistics Bulletin**

# Northern Ireland Annual Survey of Hours and Earnings 2011

23 November 2011



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Northern Ireland Statistics & Research Agency

# **Northern Ireland Annual Survey of Hours and Earnings 2011**

**23 November 2011**

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From 1 April 2011, the responsibility for the collection of data and production of official labour market and economic statistics transferred from the Department of Enterprise, Trade and Investment to the Northern Ireland Statistics and Research Agency (NISRA), an agency of the Department of Finance and Personnel (DFP). This transfer mirrored the position in Great Britain, where most business surveys and labour market data collection and statistical production have been transferred from the departments with policy responsibilities to the Office for National Statistics (ONS). However, it is important to note that there are no planned changes to the production of economic and labour market statistical publications and outputs as a result of the transfer.

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**NORTHERN IRELAND  
ANNUAL SURVEY of HOURS and EARNINGS  
APRIL 2011**

**Published 23/11/11**

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 2011. Headline data from the survey show that:

- In April 2011 median gross weekly earnings for **full-time** employees in NI (public and private) was £450.6, an increase of 3.0% over the year. This rate of growth was higher than in the UK (0.4%). Median earnings in the UK was £500.7 in April 2011. This narrowed the NI/UK full-time pay gap to 90.0% of the UK figure compared to 87.7% a year earlier.
- **Part-time** NI employees experienced 1.7% growth in their gross weekly earnings (£151.6) at April 2011, compared to 0.2% growth in UK earnings (£154.0 per week).
- The estimated median gross weekly earnings for **all** (i.e. both full- and part-time) employees in NI at April 2011 was £360.0, up 1.5% from £354.7 in 2010, while the UK experienced zero growth over the year. Northern Ireland earnings for **all** employees was 89.1% of the UK figure (£403.9) at April 2011.
- Median gross hourly earnings excluding overtime in NI for **all** employees were £9.96 compared to £11.15 in the UK at April 2011. Median hourly earnings excluding overtime grew by 2.7% in NI, (compared to 0.7% growth in the UK).
- Median **full-time private sector** gross weekly earnings (£394.2) grew by 3.5% over the year in NI compared to 0.8% growth in the UK. This represented a narrowing of the NI/UK private sector pay gap, from 80.6% to 82.8%. The pay gap in 2011 was similar to that reported in 2007 (82.7%).
- Growth in median **full-time** weekly earnings in NI's **public sector** (3.9%) was higher than in the UK's (0.3%). Median **full-time** weekly earnings in the **public sector** in NI (£557.9) were 41.5% higher than the **private sector** (£394.2). This was more marked than in the UK, where full-time earnings were 16.7% higher in the **public** than the **private sector**.
- There has been a narrowing of the gender pay gap for **all** employees in NI. Female median **hourly earnings** excluding overtime were some 91.9% of male earnings (compared to 91.2% a year earlier).
- The median gross **annual earnings** for **full-time** employees in NI grew by 3.5% to £23,185 in 2011, compared to 1.4% growth in the UK (to £26,244).
- The Quarterly Employment Survey indicated that employee jobs in Northern Ireland fell by 1.3% between March 2010 and March 2011.

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 ([www.deti.gov.uk](http://www.deti.gov.uk)).

This report presents provisional results from the Northern Ireland element of the 2011 ASHE, which surveyed employee earnings for the pay-week (or other pay-period if the employee was paid less frequently) which included 13<sup>th</sup> April 2011, the reference date for the latest survey.

## NI VERSUS UK

### All Employees

Results show that the median gross weekly earnings for all employees<sup>1</sup> in NI at April 2011 was £360.0, or 89.1% of the UK figure (£403.9). 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. Growth over the year to April 2011 in NI was 1.5%, compared with zero growth in the UK. This was the reverse of the annual rates of growth recorded last year, which were zero in NI and 1.7% 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 £9.96 compared to £11.15 in the UK at April 2011. Hourly earnings excluding overtime grew by 2.7% in NI, (compared to 0.7% growth in the UK) between April 2010 and April 2011.

The overall increase in median earnings has to be seen in the context of continuing job losses over the period. The QES indicated that the total number of employee jobs in Northern Ireland decreased by 9,000 from March 2010 to March 2011. This represents a decrease of 1.3% over the period.

### Full-time Employees

The median gross weekly full-time wage in NI for 2011 was £450.6, which was approximately 90.0% of the figure in the UK (£500.7). NI full-time earnings increased by 3.0% over the period, compared with an increase of 0.4% in the UK.

### Part-time Employees

The median gross weekly part-time earnings in NI at April 2011 was £151.6, which was 1.6% lower than the figure in the UK (£154.0). Growth over the year was 1.7% in NI compared to 0.2% in the UK.

## COMPARISON WITH UK REGIONS

At April 2011 full-time employees in Northern Ireland had the lowest median gross weekly earnings (£450.6) across the UK regions, although their earnings were relatively similar to such employees in the North East (£451.8).

Full-time male earnings in NI continued to be the lowest of any UK region. However, full-time female earnings were higher than those in several other regions.

## GENDER DIFFERENCES

Over the period 2010-2011 there has been a narrowing of the gender pay gap of all employees in NI. At April 2011, female median hourly earnings excluding overtime were 91.9% of male earnings in NI, compared to 91.2% a year earlier. This gap continued to be narrower than in the UK (80.5%).

Female full-time hourly earnings excluding overtime were 102.0% of male earnings at April 2011, compared to 100.5% 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 90.9% at April 2011.

The part-time ratio has increased by 7.4% to 104.8% (UK: 105.6%), meaning that women working part-time in NI earned more than men for the fourth time in 5 years.

<sup>1</sup> 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.

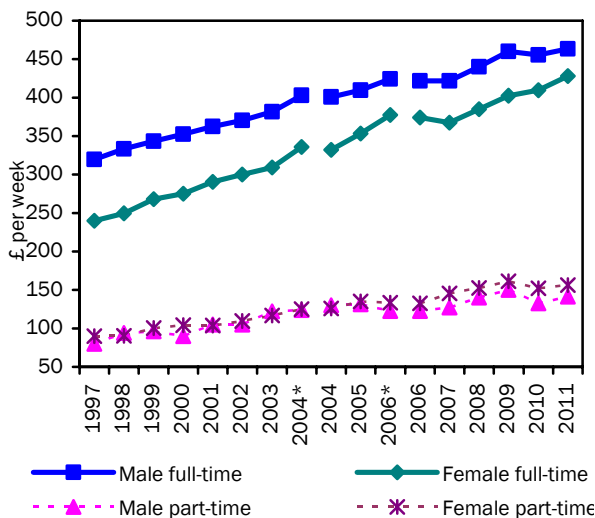
## Median gross weekly earnings (NI/UK) by full-/part-time and gender, 2009-2011

Table 1

£	NORTHERN IRELAND			UNITED KINGDOM		
	FULL-TIME	PART-TIME	ALL	FULL-TIME	PART-TIME	ALL
<b>April 2011</b>						
Men	463.5	141.4	416.4	538.5	142.6	494.9
Women	427.8	156.1	306.0	445.1	157.9	318.4
All	450.6	151.6	360.0	500.7	154.0	403.9
<b>April 2010</b>						
Men	455.6	132.4	410.8	537.6	141.9	496.5
Women	409.4	152.2	297.7	439.0	157.3	315.8
All	437.3	149.1	354.7	498.5	153.7	403.8
<b>April 2009</b>						
Men	460.0	150.0	416.6	531.0	143.1	491.0
Women	402.6	161.4	297.2	425.8	155.7	309.6
All	437.1	159.1	354.6	488.5	152.7	397.1
<b>% change 10-11</b>						
Men	1.7	6.8	1.4	0.2	0.5	-0.3
Women	4.5	2.6	2.8	1.4	0.4	0.8
All	3.0	1.7	1.5	0.4	0.2	0.0
<b>% change 09-10</b>						
Men	-0.9	-11.7	-1.4	1.2	-0.8	1.1
Women	1.7	-5.7	0.2	3.1	1.0	2.0
All	0.0	-6.2	0.0	2.1	0.6	1.7

## Median gross weekly earnings by full-/part-time and gender, 1997-2011

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 earnings<sup>2</sup> of £21,526, 40.5% more than the equivalent female figure of £15,319. 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 39.0 hours worked among males).

In addition to the three overall gender pay gap figures in Northern Ireland, gender pay differences continue

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

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 (3.5% to £394.2) than in the UK (0.8% to £476.2). This represented a narrowing of the NI/UK private sector pay gap, from 80.6% of the UK figure at April 2010 to 82.8% at April 2011.

### PUBLIC VERSUS PRIVATE

In NI, the median weekly earnings for full-time employees in the public sector was 41.5% higher than in the private sector at April 2011, and this was true for both men (39.6% higher) and women (64.7% higher). This was more marked than in the UK as a whole, where public sector earnings were 16.7% higher than in the private sector.

Growth in median full-time public sector weekly earnings in NI (3.9% to £557.9) was higher than in the UK public sector (0.3% to £555.9), meaning that NI full-time public sector employees earned slightly more than their UK equivalents in 2011).

Median gross weekly earnings for all (i.e. full- and part-time) NI employees in the public sector grew by 3.7% between April 2010 and 2011, while their counterparts in the private sector experienced an increase of 0.4%.

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.

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

£	NORTHERN IRELAND		UNITED KINGDOM	
	PUBLIC	PRIVATE	PUBLIC	PRIVATE
<b>April 2011</b>				
Men	590.2	422.9	602.8	518.8
Women	549.5	333.6	522.6	383.5
All	557.9	394.2	555.9	476.2
<b>April 2010</b>				
Men	581.4	411.9	606.0	517.0
Women	509.9	320.1	516.2	378.8
All	537.1	380.9	554.4	472.6
<b>% change</b>				
Men	1.5	2.7	-0.5	0.3
Women	7.8	4.2	1.2	1.2
All	3.9	3.5	0.3	0.8

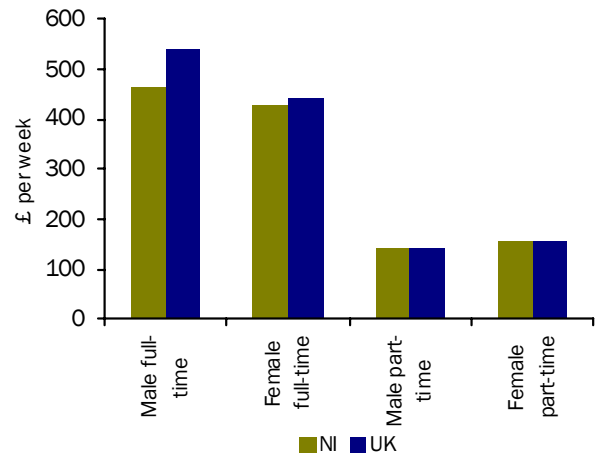
# Median Weekly Earnings

## 2

- The median gross weekly earnings for all employees in NI in 2011 was £360.0, compared with a figure of £403.9 in the UK.
- Growth in NI median earnings for all employees was 1.5% over the year to April 2011, compared to zero growth in UK earnings.
- The median gross weekly earnings for full-time employees in NI (£450.6) was 10.0% lower than the UK (£500.7), an improvement on the deficit of last year (12.3%).
- Full-time weekly earnings increased by 3.0% over the year compared with 0.4% in the UK.
- Part-time weekly earnings were £151.6, up 1.7% over the year compared with 0.2% in the UK (to £154.0).
- Full-time male weekly earnings were 16% higher in the UK compared to NI, while women's earnings were 4% higher in the UK than in NI.
- Men's median full-time earnings at April 2011 grew by 1.7% over the year, compared with growth for women's earnings of 4.5%.
- The overall increase in median earnings has to be seen in the context of continuing job losses over the period. The QES indicated that the total number of employee jobs in Northern Ireland decreased by 9,000 from March 2010 to March 2011. This represents a decrease of 1.3% over the period.

**Median gross weekly earnings by full-/part-time and gender, April 2011**

**Figure 2**



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

**Table 3**

£	FULL-TIME	PART-TIME	ALL
<b>April 2011</b>			
Men	463.5	141.4	416.4
Women	427.8	156.1	306.0
All	450.6	151.6	360.0
<b>April 2010</b>			
Men	455.6	132.4	410.8
Women	409.4	152.2	297.7
All	437.3	149.1	354.7
<b>% change</b>			
Men	1.7	6.8	1.4
Women	4.5	2.6	2.8
All	3.0	1.7	1.5

# Median Annual Earnings

## 3

- The median gross annual earnings for full-time employees<sup>3</sup> was £23,185 in 2011, 11.7% lower than the equivalent figure in the UK (£26,244).
- Males working full-time had median annual earnings of £23,627, 5.9% more than the equivalent female figure of £22,311.
- 20% of full-time employees earned more than £36,411 per year, while 20% earned less than £15,674.
- 10% of full-time employees earned more than £44,601 per year, while 10% earned less than £13,053.

### Median gross annual earnings for full-time employees by gender

Table 4

£	MALE	FEMALE	ALL
April 2011	23,627	22,311	23,185
April 2010	23,364	20,710	22,394
% change	1.1	7.7	3.5

<sup>3</sup> 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 overtime<sup>4</sup>, for all employees in NI rose by 2.7% between April 2010 and 2011, compared to growth of 0.7% in the UK.
- Median gross hourly earnings, excluding overtime, for full-time employees was £11.14 per hour in April 2011, up by 3.2%.
- The increase over the year in full-time female hourly earnings, excluding overtime, was 3.8%, compared to 2.2% for males.

**Median gross hourly earnings excluding overtime by full-/part-time and gender**  
Table 5

£	FULL-TIME	PART-TIME	ALL
<b>April 2011</b>			
Men	11.02	7.50	10.35
Women	11.24	7.86	9.51
All	11.14	7.80	9.96
<b>April 2010</b>			
Men	10.79	8.20	10.19
Women	10.84	7.98	9.30
All	10.79	8.00	9.70
<b>% change</b>			
Men	2.2	-8.5	1.6
Women	3.8	-1.6	2.3
All	3.2	-2.5	2.7

<sup>4</sup> 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 increased to 91.9% (UK: 80.5%), from 91.2% (UK: 80.2%) in 2010.
- Over the year to April 2011, the full-time ratio of female to male earnings has also increased, from 100.5% to 102.0% (UK: 90.9% in 2011).
- The part-time ratio has increased by 7.4% to 104.8% (UK: 105.6%), meaning that women working part-time in NI earned more than men for the fourth time in 5 years.
- As shown above therefore, female and male earnings were more closely aligned in NI than in the UK as a whole for all three measures of the gender pay gap.

## Median female hourly earnings excluding overtime as a percentage of male earnings, 1997-2011

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			
2011	11.02	7.50	10.35	11.24	7.86	9.51	102.0	104.8	91.9
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
<b>Excluding methodological changes introduced in 2007:</b>									
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
<b>Excluding supplementary information:</b>									
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

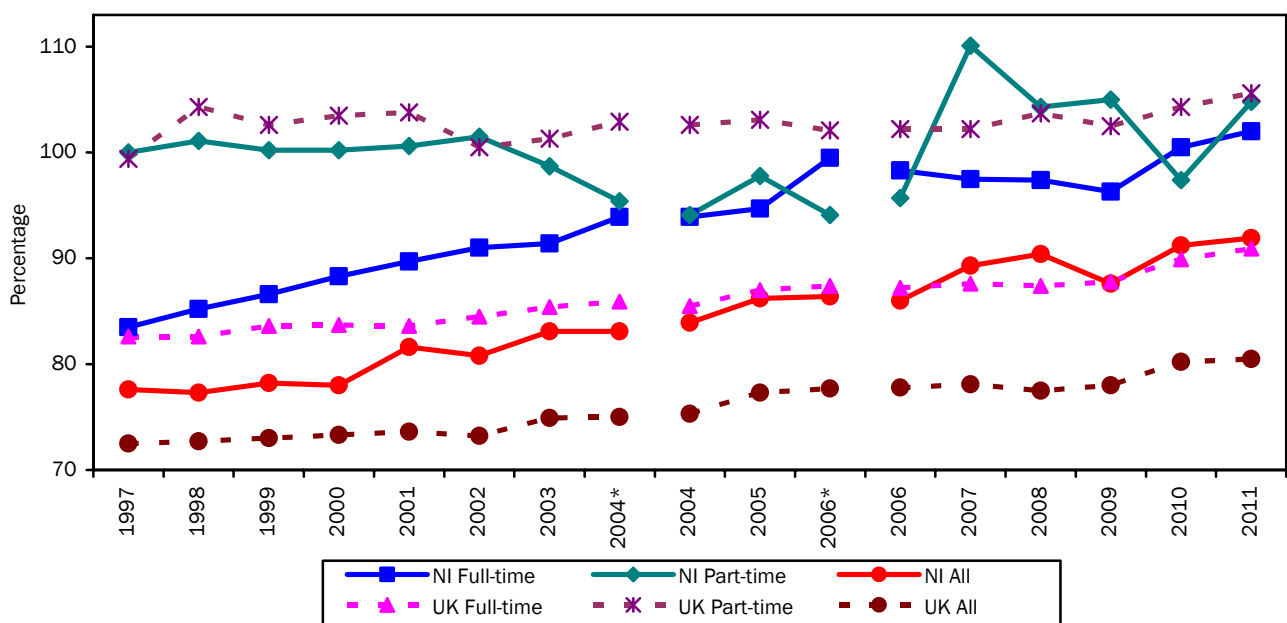
**Mean female hourly earnings excluding overtime as a percentage of male earnings, 1997-2011**

**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			
2011	13.55	10.13	13.28	12.94	10.07	12.18	95.5	99.4	91.7
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
<b>Excluding methodological changes introduced in 2007:</b>									
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
<b>Excluding supplementary information:</b>									
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, 1997-2011**

**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 2011 was 38.0 hours, a slight decrease from 38.1 hours in April 2010. The median part-time hours for the same period was 19.3 hours, an increase from 18.5 hours in 2010.

**Median total weekly hours worked by full-/part-time and gender**  
**Table 8**

	FULL-TIME	PART-TIME	ALL
<b>April 2011</b>			
Men	40.0	18.0	39.0
Women	37.5	19.5	32.5
All	38.0	19.3	37.0
<b>April 2010</b>			
Men	40.0	16.6	39.0
Women	37.5	18.8	32.5
All	38.1	18.5	37.0

- The proportion of full-time employees working overtime in April 2011 was 19.7%. For those full-time employees who worked overtime, the median number of paid overtime hours was 4.3 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
<b>April 2011</b>				
Men	26.0	5.0	11.5	x
Women	10.6	2.8	9.8	x
All	19.7	4.3	10.3	x
<b>April 2010</b>				
Men	25.1	5.3	10.8	x
Women	10.8	4.0	9.4	3.0
All	19.3	4.8	9.7	3.7

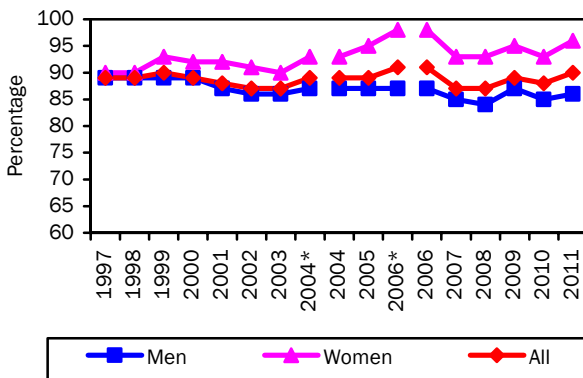
x Coefficient of variation too large to provide a reliable estimate

# Comparison with the UK

## 7

- Over the period 2010–2011 the ratio of NI to UK gross weekly earnings for full-time employees increased by 2.3%, from 87.7% to 90.0%.
- Full-time males and females experienced increases in the NI/UK ratio (1.3% for men and 2.8% for women) over the year to April 2011.
- The ratio of earnings for all NI employees (i.e. full- and part-time) compared to the UK increased by 1.3 percentage points to 89.1%.
- Gross weekly earnings for part-time NI employees increased by 1.7% over the year to April 2011, compared to 0.2% in the UK, however part-time earnings among NI employees (£151.6) remained lower compared to UK counterparts (£154.0) for the second consecutive year.

**NI full-time median gross weekly earnings as a percentage of UK earnings, 1997-2011**  
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, 1997-2011**  
Table 10

	MEN	WOMEN	ALL
2011	86	96	90
2010	85	93	88
2009	87	95	89
2008	84	93	87
2007	85	93	87
2006	87	98	91
<b>Excluding methodological changes introduced in 2007</b>			
2006	87	98	91
2005	87	95	89
2004	87	93	89
<b>Excluding supplementary information</b>			
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 (£450.6) across the UK regions at April 2011, although their earnings were relatively similar to such employees in the North East (£451.8).
- While full-time male earnings in NI continue to be the lowest of any UK region, full-time female earnings are higher than in several of the UK regions.
- Full-time males (1.7%) and females (4.5%) 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 2011

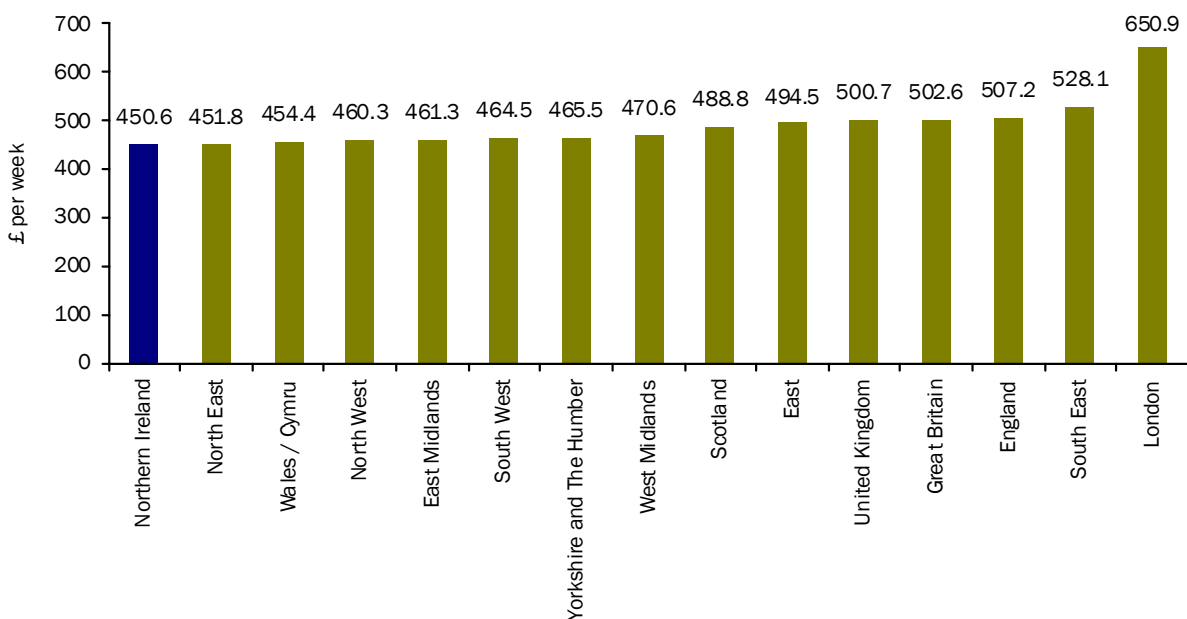
Table 11

	FULL-TIME MEN	FULL-TIME WOMEN	ALL FULL-TIME
North East	486.2	**412.4	451.8
North West	498.5	**417.0	460.3
Yorkshire and The Humber	499.8	**410.2	465.5
East Midlands	498.3	**401.3	461.3
West Midlands	505.4	**407.3	470.6
East	535.5	432.1	494.5
London	706.4	585.2	650.9
South East	578.5	454.0	528.1
South West	509.8	**405.8	464.5
England	547.8	448.5	507.2
Wales	485.9	**402.6	454.4
Scotland	517.5	440.8	488.8
Great Britain	540.9	445.7	502.6
<b>Northern Ireland</b>	<b>463.5</b>	<b>427.8</b>	<b>450.6</b>
United Kingdom	538.5	445.1	500.7

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

### UK Regions – Median gross weekly earnings for full-time employees, April 2011

Figure 5



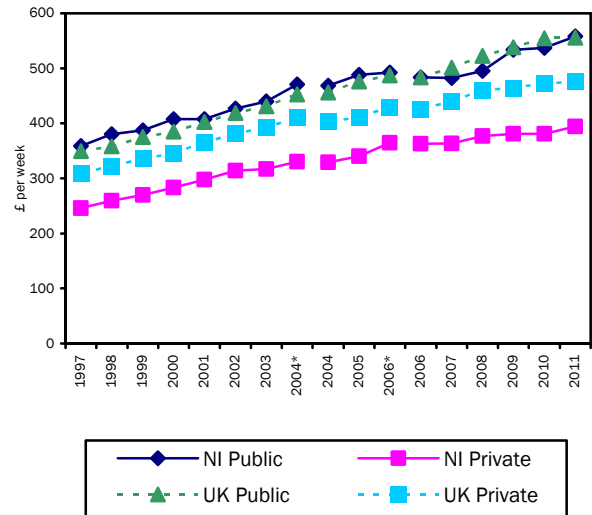
# Comparison of Public/Private Sector Earnings (NI/UK)

## 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 2010 and April 2011 (3.7%) was higher than for their counterparts in the private sector, who experienced an increase of 0.4%.
- Public sector earnings for all employees in NI were 2.2% lower than those in the UK.
- Private sector earnings for all employees in NI were 17.8% lower than in the UK.
- For full-time NI employees, median weekly earnings in the public sector were 41.5% higher than in the private sector at April 2011, and this was true for both men (39.6% higher) and women (64.7% higher). In the UK, the equivalent median full-time earnings was 16.7% higher in the public sector than in the private sector.
- Growth in median full-time public (3.9%) and private (3.5%) sector weekly earnings in NI was higher than in the UK public (0.3%) and private sector (0.8%).
- 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.

**Median gross weekly earnings (NI versus UK) for full-time employees in the public and private sectors, 1997-2011**

**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
<b>April 2011</b>				
Men	590.2	422.9	602.8	518.8
Women	549.5	333.6	522.6	383.5
All	557.9	394.2	555.9	476.2
<b>April 2010</b>				
Men	581.4	411.9	606.0	517.0
Women	509.9	320.1	516.2	378.8
All	537.1	380.9	554.4	472.6
<b>% change</b>				
Men	1.5	2.7	-0.5	0.3
Women	7.8	4.2	1.2	1.2
All	3.9	3.5	0.3	0.8

# Average Earnings by Occupation

# 10

- Elementary Occupations (£294.8) and Associate Professional and Technical Occupations (£559.4) were the only major occupational groups to experience a decrease in median full-time gross weekly earnings between April 2010 and April 2011 (1.3% and 0.4% respectively).
- Managers and Senior Officials experienced the largest increase (6.6%) in median full-time gross weekly wages (to £639.2) across the occupational groupings.
- Sales and Customer Services continued to be the lowest paid full-time occupational group.

## Average full-time earnings by occupation, April 2011

**Table 13**

	COUNT* (THOUSANDS)	MEDIAN GROSS WEEKLY PAY (£)	MEAN GROSS WEEKLY PAY (£)	MEDIAN TOTAL WEEKLY HOURS	MEAN TOTAL WEEKLY HOURS
Managers and Senior Officials	73	639.2	733.8	38.0	39.0
Professional Occupations	84	704.4	761.5	37.0	37.0
Associate Professional and Technical Occupations	81	559.4	603.1	37.6	39.6
Administrative and Secretarial Occupations	64	366.9	382.6	37.5	38.5
Skilled Trades Occupations	58	412.0	442.8	40.0	41.4
Personal Service Occupations	31	319.9	344.6	37.5	39.2
Sales and Customer Service Occupations	24	263.6	291.7	38.6	38.6
Process, Plant and Machine Operatives	51	384.0	403.0	40.7	43.8
Elementary Occupations	39	294.8	311.1	40.0	40.3

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

# Average Earnings by Industry

# 11

- Employees in Education had the highest full-time median earnings at April 2011 (£690.5), with growth of 2.5% over the course of the year.
- The largest increases in median earnings were reported among Water supply; sewerage, waste management and remediation activities (14.2%) and Information and communication (12.8%).
- Full-time employees working in Accommodation and food service activities received the lowest median gross weekly pay across the industries (£252.5), while earnings for this group decreased by 3.1% over the year.

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 2011

Table 14

	COUNT* (THOUSANDS)	MEDIAN GROSS WEEKLY PAY (£)	MEAN GROSS WEEKLY PAY (£)	MEDIAN TOTAL WEEKLY HOURS	MEAN TOTAL WEEKLY HOURS
Agriculture, forestry and fishing	x	289.2	313.9	39.9	42.1
Mining and quarrying	x	x	x	40.0	43.2
Manufacturing	76	432.6	491.1	40.0	41.5
Electricity, gas, steam, and air conditioning supply	5	628.2	734.4	37.0	38.1
Water supply; sewerage, waste management and remediation activities	x	451.3	452.9	40.8	42.9
Construction	27	446.4	536.5	40.0	42.5
Wholesale and retail trade; repair of motor vehicles and motorcycles	72	341.0	429.0	39.2	39.5
Transportation and storage	16	451.5	509.7	40.0	43.6
Accommodation and food service activities	15	252.5	312.2	37.5	38.2
Information and communication	16	564.6	591.0	37.6	38.4
Financial and insurance activities	14	574.8	653.1	35.0	35.7
Real estate activities	6	440.0	485.8	37.1	38.0
Professional, scientific and technical activities	19	462.8	531.0	37.5	37.4
Administrative and support service activities	19	329.8	377.9	40.0	41.1
Public administration and defence; compulsory social security	64	550.5	618.4	42.0	42.8
Education	55	690.5	651.2	32.5	34.4
Human health and social work activities	80	481.4	552.8	37.5	38.2
Arts, entertainment and recreation	8	374.8	449.6	37.5	39.3
Other service activities	7	465.1	509.0	37.4	38.2
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	:				

\* 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) 2011

## 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 2011 survey.

### **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.

In March 2007, ONS released information on its statistical work priorities over the period 2008-2011. ONS announced that the ASHE sample size was to be reduced by twenty per cent. The impact of this change was minimised by reducing the sample in an optimal way, with the largest sample reductions occurring in industries where earnings are least variable. The sample cut excluded returns for Northern Ireland. Following the negative reaction to the ASHE sample cut, in January 2009 it was agreed that the sample size would be restored to the full one per cent for the years 2009-2011, therefore ASHE 2011 is based on a one per cent sample of employees whose employers have registered PAYE schemes.

The survey information related to the pay-week (or other pay-period if the employee was paid less frequently) which included 13<sup>th</sup> April 2011, 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>

The earnings information presented 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 6,669 returns were received by the Department (97.8% 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 February 2010 the LFS was re-weighted to the latest (2008 based) population projections. Previously LFS results were based on 2006 based projections. ASHE uses LFS to calculate aggregation weights. The revised LFS figures have been used for 2010 (revised) and 2011 ASHE results.

#### **REVISIONS**

In line with normal practice, this release contains revised estimates from the 2010 survey results published on 8<sup>th</sup> December 2010. These results take account of some corrections to the original 2010 data that were identified during the validation of the results for 2011, 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 4<sup>th</sup> 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.

#### **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).

#### **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](mailto:mark.mcfetridge@dfpni.gov.uk)**

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

# Additional Tables

# 13

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:

## **2011**

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

## **2010 (revised)**

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

In addition, further data for 2011 and 2010 (revised) will be published from 7th December 2011. Please note that provisional 2010 results released from December 2010 will remain on the website until revised 2010 results are released.

This data – along with Headline Statistics for the years 1997 to 2009 – 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>