



Department of  
**Enterprise, Trade  
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Labour Market

**Statistics Bulletin**

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# Northern Ireland Annual Survey of Hours and Earnings 2009

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12 November 2009

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Department of Enterprise,  
Trade and Investment

# **Northern Ireland Annual Survey of Hours and Earnings 2009**

**12 November 2009**

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## Labour Market

## Statistics Bulletin

# NORTHERN IRELAND ANNUAL SURVEY of HOURS and EARNINGS APRIL 2009

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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 2009. 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 2009 was £356.7, some 90% of the UK figure (£397.3). Growth in NI median earnings for **all** employees was 3.4% over the year to April 2009, compared to growth in the UK of 2.2%. This was slower than the annual rate of growth reported last year (NI growth: 4.6%, UK growth: 3.4%).
- NI **full-time** employees experienced higher growth in their gross weekly earnings over the year to April 2009 (NI growth: 5.1%; UK growth: 2.0%). This narrowed the NI/UK full-time pay gap to 90% of the UK figure compared to 87% a year earlier.
- **Part-time** NI employees experienced 6.3% growth in their gross weekly earnings at April 2009, compared to 4.0% growth in UK earnings.
- Median **full-time private sector** gross weekly earnings grew by 1.6% over the year in NI compared to 1.0% in the UK. NI private sector pay remained at 82% of the UK figure over the year.
- Growth in median **full-time** weekly earnings in NI's **public sector**<sup>3</sup> (8.1%) was higher than in the UK's (3.1%). The mean gross full-time weekly earnings for the public administration sub-sector increased by 3.9% over the year.
- Median **full-time** weekly earnings in the **public sector** in NI (£535.4) were almost 40% higher than the **private sector** (£383.0). This was more marked than in the UK (where full-time earnings were 16% 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 87.3% of male earnings (compared to 90.4% a year earlier). The NI gender pay gap remained less marked than in the UK, where the equivalent female to male earnings ratio was 78.0% at April 2009, up from 77.5% a year earlier.
- The median gross **annual earnings** for **full-time** employees in NI grew by 4.7% to £23,152 in 2009, compared to 2.6% growth in the UK (to £25,816).

The ASHE estimates are based on a sample and are therefore subject to an associated level of variability. Differences between the NI and UK public and private sectors can be influenced by the timing of pay settlements and the composition of the workforces.



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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 versus private sector pay comparisons. The sample used covers 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)).

ASHE replaced the New Earnings Survey (NES) from 2004 and ASHE comparisons are therefore only available on a consistent basis from that year onwards. 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 report presents provisional results from the Northern Ireland element of the 2009 ASHE, which surveyed employee earnings for the pay period including 22nd April 2009.

## NI VERSUS UK All Employees

Results show that the median gross weekly earnings for all employees<sup>1</sup> in NI at April 2009 was £356.7, or approximately 90% of the UK figure (£397.3). 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 2009 in NI was 3.4%, compared with growth in the UK of 2.2%. This was slower than the annual rates of growth recorded last year, which were 4.6% in NI and 3.4% in the UK. Faster growth in NI was also evident in the median hourly rate of pay excluding overtime for all employees in NI. Hourly earnings excluding overtime grew by 5.6% in NI, (compared to 4.2% in the UK) between April 2008 and 2009.

## Full-time Employees

The median gross weekly full-time wage in NI in 2009 was £439.1, which was approximately 90% of the

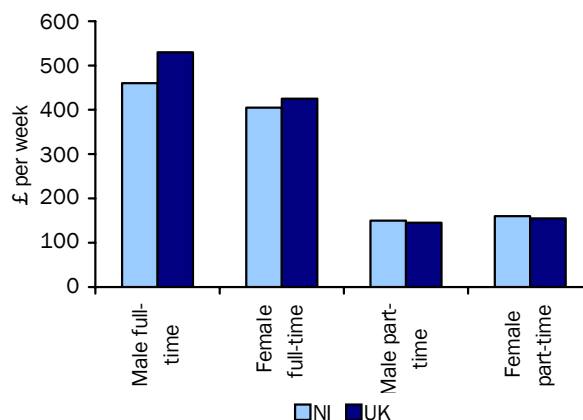
figure in the UK (£488.7). NI full-time earnings increased by 5.1% over the period, compared with an increase of 2.0% in the UK.

## Part-time Employees

The median gross weekly part-time earnings in NI at April 2009 was £159.5, over 4% higher than the figure in the UK (£152.9). As such, growth over the year was substantially higher in NI (6.3%) than in the UK (4.0%) for part-time employees.

## Median gross weekly earnings by full-/part-time and gender, April 2009

Figure 1



See also Table 1 overleaf.

## COMPARISON WITH UK REGIONS

At April 2009 full-time employees in Northern Ireland had the second lowest median gross weekly earnings of the UK regions. Only employees in the North East (£435.9) had median weekly earnings lower than employees in NI (£439.1).

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

<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, 2007-2009

**Table 1**

£	NORTHERN IRELAND			UNITED KINGDOM		
	FULL-TIME	PART-TIME	ALL	FULL-TIME	PART-TIME	ALL
<b>April 2009</b>						
Men	460.9	150.0	418.8	531.1	143.6	491.0
Women	406.5	161.4	297.8	426.4	155.6	309.8
All	439.1	159.5	356.7	488.7	152.9	397.3
<b>April 2008</b>						
Men	439.8	139.9	404.3	522.0	136.6	484.5
Women	385.2	152.6	287.0	412.4	149.9	299.4
All	417.7	150.0	345.0	479.1	147.0	388.8
<b>April 2007</b>						
Men	421.7	126.9	394.2	498.3	136.5	464.7
Women	367.7	145.3	272.6	394.8	145.4	287.5
All	400.3	140.8	329.9	457.6	143.6	376.0
<b>% change 08-09</b>						
Men	4.8	7.3	3.6	1.8	5.1	1.4
Women	5.5	5.8	3.8	3.4	3.8	3.5
All	5.1	6.3	3.4	2.0	4.0	2.2
<b>% change 07-08</b>						
Men	4.3	10.2	2.5	4.8	0.0	4.2
Women	4.8	5.0	5.3	4.4	3.1	4.2
All	4.3	6.5	4.6	4.7	2.3	3.4

### GENDER DIFFERENCES

Over the period 2008-2009 there has been a widening of the gender pay gap of all employees in NI by approximately 3 percentage points. At April 2009 female median hourly earnings excluding overtime were 87.3% of male earnings in NI, compared to 90.4% a year earlier. However, this gap continued to be narrower than in the UK (78.0%).

Female full-time hourly earnings were 96.5% of male earnings at April 2009, compared to 97.4% a year earlier. The NI gender pay gap remains less marked than in the UK, where the equivalent female to male earnings ratio was 87.8% at April 2009.

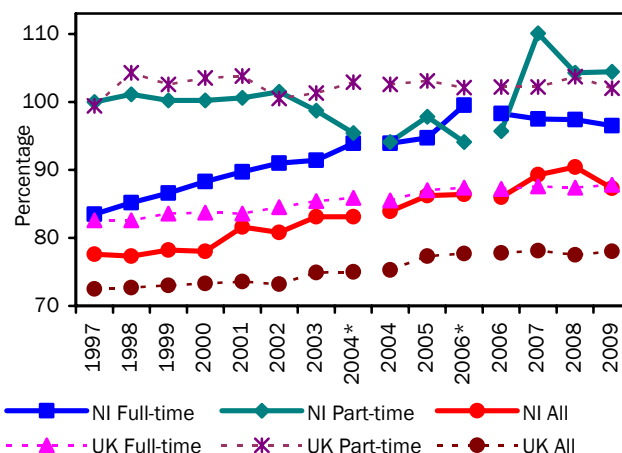
The part-time ratio has however remained relatively unchanged, increasing by 0.1% to 104.4% (UK: 102.0%), meaning that women working part-time in NI earned more than men for the third year running.

It should be noted that all males had median annual earnings<sup>2</sup> of £22,322, 48.7% more than the equivalent female figure of £15,007. 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 (33.6 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).

### Median female hourly earnings excluding overtime (NI versus UK) as a percentage of male earnings, 1997-2009

**Figure 2**



\* 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 PRIVATE VERSUS UK PRIVATE

Median gross weekly earnings for full-time employees in the NI private sector increased at a marginally faster rate (1.6% to £383.0) than in the UK, where growth was 1.0% over the year (to £464.7). This represented little change in the NI/UK private sector pay gap, from 82.0% of the UK figure at April 2008 to 82.4% at April 2009.

<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.

### PUBLIC VERSUS PRIVATE<sup>3</sup>

In NI, the median weekly earnings for full-time employees in the public sector was almost 40% higher than in the private sector at April 2009, and this was true for both men (40% higher) and women (57% higher). This was more marked than in the UK as a whole, where public sector earnings were 16% higher than in the private sector.

Growth in median full-time public sector weekly earnings in NI (8.1% to £535.4) was markedly higher than in the UK public sector (3.1% to £538.9), meaning that the NI/UK public sector pay gap narrowed to 99.3% (from 94.8% in 2008). The mean gross full-time weekly earnings for the public administration sub-sector increased by 3.9% over the year.

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 2008 and 2009 (6.8%) was higher than for their counterparts in the private sector, who experienced a decrease of 1.1%.

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 2009</b>				
Men	580.2	415.5	591.2	508.7
Women	498.6	317.2	496.3	373.2
All	535.4	383.0	538.9	464.7
<b>April 2008</b>				
Men	550.4	410.4	574.5	504.9
Women	472.1	313.4	481.3	367.7
All	495.2	377.0	522.6	460.0
<b>% change</b>				
Men	5.4	1.3	2.9	0.8
Women	5.6	1.2	3.1	1.5
All	8.1	1.6	3.1	1.0

<sup>3</sup> ASHE includes breakdowns by public and private sector according to the legal status of the employers. Between 2008 and 2009 Lloyds Banking Group, the Royal Bank of Scotland Group, HBOS PLC and Northern Rock PLC were reclassified from the private sector to the public sector. Interpretation of public/private sector movements for NI and the UK are therefore more difficult between 2008 and 2009.

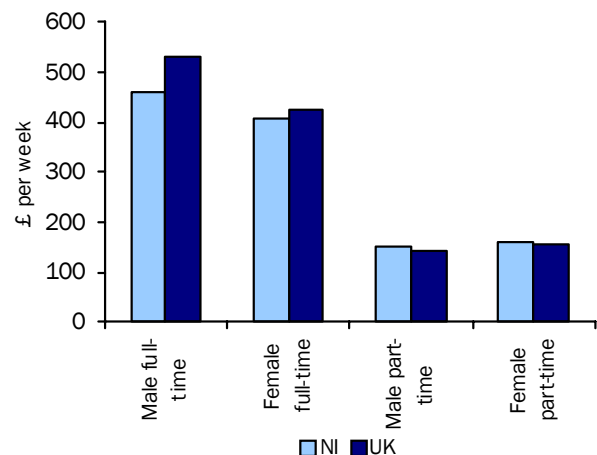
# Median Weekly Earnings

## 2

- The median gross weekly earnings for all employees in NI in 2009 was £356.7, compared with a figure of £397.3 in the UK.
- Growth in NI median earnings for all employees was 3.4% over the year to April 2009. The growth in UK earnings was 2.2%.
- The median gross weekly earnings for full-time employees in NI (£439.1) was 10.2% lower than the UK (£488.7), a decrease from the deficit of last year (12.8%).
- Full-time weekly earnings increased by 5.1% over the year compared with an increase of 2.0% in the UK.
- Part-time weekly earnings were £159.5, up 6.3% over the year compared with an increase of 4.0% in the UK (to £152.9).
- Full-time male weekly earnings were 15.2% higher in the UK compared to NI, while women's earnings were 4.9% higher in the UK than in NI.
- Men's median full-time earnings increased by 4.8% in the year to April 2009, compared with slightly higher growth for women's earnings of 5.5%.

**Median gross weekly earnings by full-/part-time and gender, April 2009**

**Figure 3**



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

**Table 3**

£	FULL-TIME	PART-TIME	ALL
<b>April 2009</b>			
Men	460.9	150.0	418.8
Women	406.5	161.4	297.8
All	439.1	159.5	356.7
<b>April 2008</b>			
Men	439.8	139.9	404.3
Women	385.2	152.6	287.0
All	417.7	150.0	345.0
<b>% change</b>			
Men	4.8	7.3	3.6
Women	5.5	5.8	3.8
All	5.1	6.3	3.4

# Median Annual Earnings

## 3

- The median gross annual earnings for full-time employees<sup>4</sup> was £23,152 in 2009, 10.3% lower than the equivalent figure in the UK (£25,816).
- Males working full-time had median annual earnings of £24,325, 13.6% more than the equivalent female figure of £21,417.
- 20% of full-time employees earned more than £35,409 per year, while 20% earned less than £15,233.
- 10% of full-time employees earned more than £43,113 per year, while 10% earned less than £12,737.

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

Table 4

£	MALE	FEMALE	ALL
April 2009	24,325	21,417	23,152
April 2008	23,366	20,210	22,122
% change	4.1	6.0	4.7

<sup>4</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>5</sup> for all employees in NI grew by 5.6% between April 2008 and 2009, compared to 4.2% in the UK.
- Median gross hourly earnings excluding overtime for full-time employees was £10.91 per hour in April 2009, up by 7.6%.
- The increase over the year in full-time female hourly earnings excluding overtime was 6.3%, slightly less than the equivalent increase for males (7.3%).

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

Table 5

£	FULL-TIME	PART-TIME	ALL
<b>April 2009</b>			
Men	11.00	7.72	10.63
Women	10.61	8.06	9.29
All	10.91	8.00	10.00
<b>April 2008</b>			
Men	10.25	7.57	9.91
Women	9.98	7.89	8.96
All	10.14	7.85	9.47
<b>% change</b>			
Men	7.3	2.0	7.3
Women	6.3	2.0	3.6
All	7.6	1.9	5.6

<sup>5</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 decreased to 87.3% (UK: 78.0%), from 90.4% in 2008.
- Over the year to April 2009, the full-time ratio has also decreased, from 97.4% to 96.5% (UK: 87.8%).
- The part-time ratio has however remained relatively unchanged, increasing by 0.1% to 104.4% (UK: 102.0%), meaning that women working part-time in NI earned more than men for the third year running.
- As shown above, female earnings as a percentage of male earnings continue to be higher 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, 1997-2009**

**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
2009	11.00	7.72	10.63	10.61	8.06	9.29	96.5	104.4	87.3
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

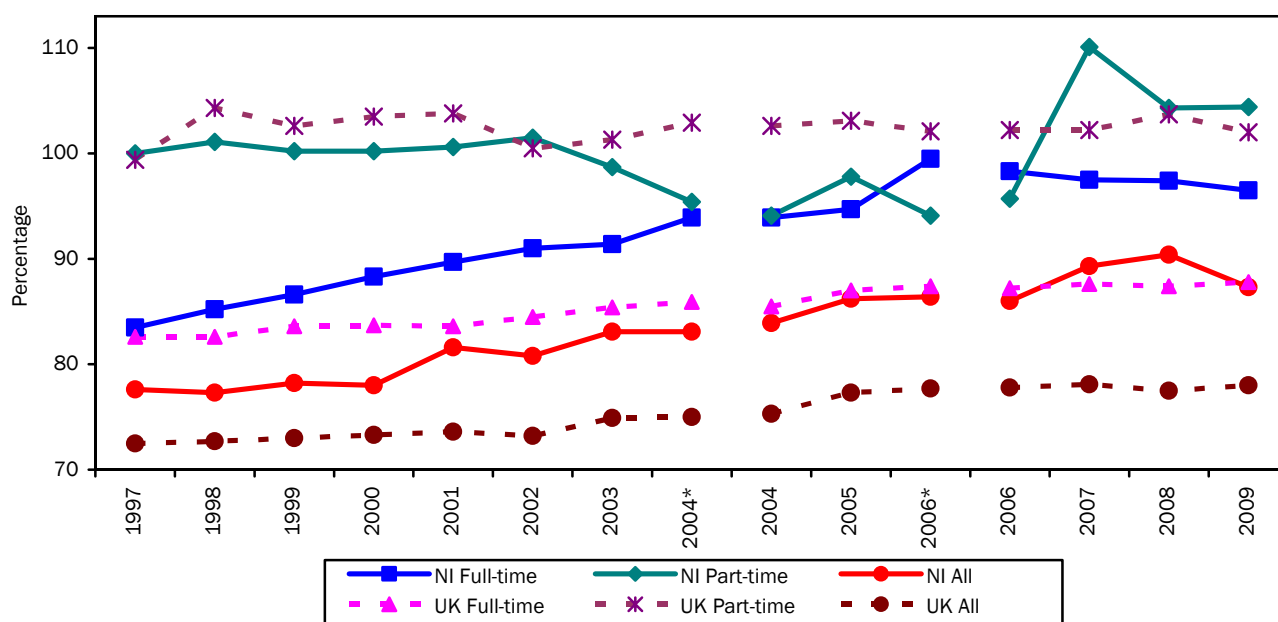
# Mean female hourly earnings excluding overtime as a percentage of male earnings, 1997-2009

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
2009	13.45	10.76	13.29	12.31	10.20	11.78	91.5	94.8	88.7
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, 1997-2009

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.



# Median Weekly Hours Worked in NI

## 6

- The median total paid weekly hours worked by full-time employees in April 2009 was 37.6 hours. Median part-time hours for the same period was 18.9 hours, an increase from 18.4 hours in April 2008.

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

	FULL-TIME	PART-TIME	ALL
<b>April 2009</b>			
Men	39.0	18.1	38.0
Women	37.5	19.0	33.6
All	37.6	18.9	37.0
<b>April 2008</b>			
Men	40.0	16.5	39.0
Women	37.5	18.7	32.5
All	38.9	18.4	37.1

- The proportion of full-time employees working overtime in April 2009 was 18.4%. For those full-time employees who worked overtime, the median number of paid overtime hours was 4.1 hours.

**Median weekly overtime hours by full-/part-time and gender**  
**Table 9**

	FULL-TIME		PART-TIME	
	%	HOURS	%	HOURS
<b>April 2009</b>				
Men	22.5	5.0	14.6	x
Women	12.6	3.0	11.9	3.0
All	18.4	4.1	12.5	3.4
<b>April 2008</b>				
Men	28.7	5.6	14.0	x
Women	15.8	3.1	11.5	x
All	23.4	5.0	12.1	3.7

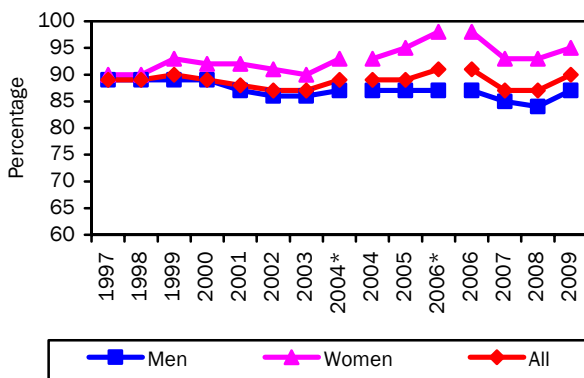
x Coefficient of variation too large to provide a reliable estimate

# Comparison with the UK

## 7

- Over the period 2008–2009 the ratio of NI to UK gross weekly earnings for full-time employees increased from 87% to 90%, the highest figure reported since 2006.
- This was true for both full-time males and females, where the ratios increased by more than 2.5% for men and almost 2% for women over the year to April 2009.
- The ratio of earnings for all NI employees (i.e. full- and part-time) compared to the UK increased by one percentage point to 90%.
- As shown in section 2, gross weekly earnings for part-time NI employees increased by 6.3%, resulting in higher part-time earnings among NI employees (£159.5) compared to UK counterparts (£152.9) for the second year running.

**NI full-time median gross weekly earnings as a percentage of UK earnings, 1997-2009**  
**Figure 5**



\* 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, 1997-2009**  
**Table 10**

	MEN	WOMEN	ALL
2009	87	95	90
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

- Largely due to the comparative earnings of women, full-time employees in Northern Ireland did not have the lowest median gross weekly earnings (£439.1) across the UK regions at April 2009, although their earnings were relatively similar to such employees in the North East (£435.9) and Wales (£440.8).
- 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 in NI attained the highest growth in earnings of any UK region (4.8%) while the full-time female growth rate of 5.5% placed them second among the UK regions, with only female full-time earnings in Yorkshire and The Humber (6.1%) growing more.

### UK Regions – Median gross weekly earnings for full-time employees by gender, April 2009

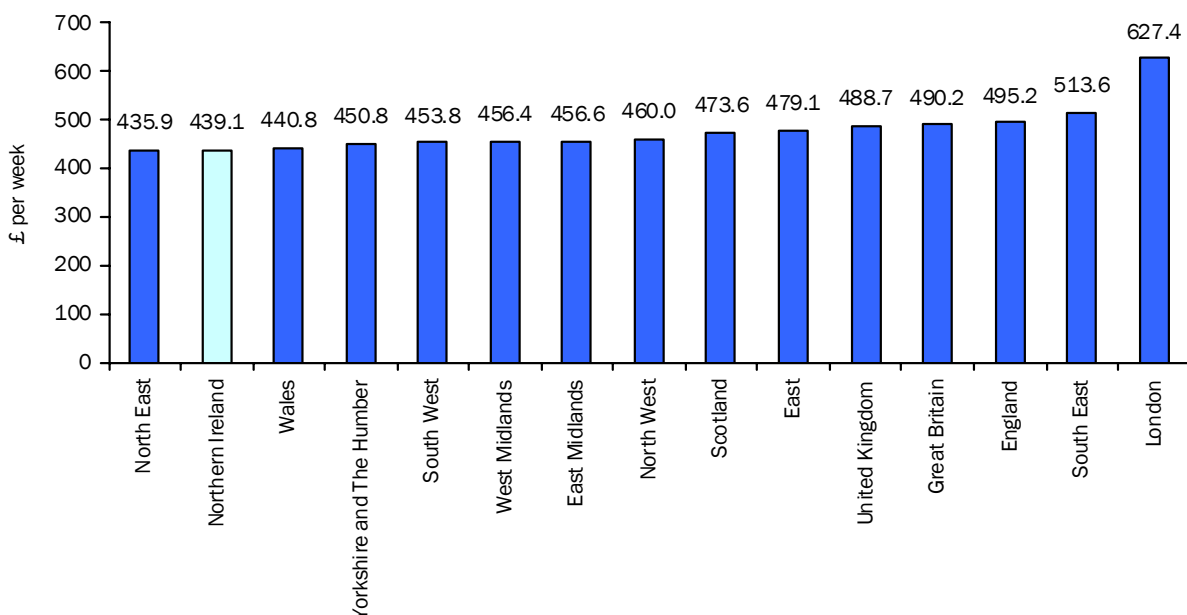
Table 11

	FULL-TIME MEN	FULL-TIME WOMEN	ALL FULL-TIME
North East	478.8	**384.1	**435.9
North West	497.7	407.5	460.0
Yorkshire and The Humber	487.9	**395.6	450.8
East Midlands	500.0	**388.7	456.6
West Midlands	493.9	**393.1	456.4
East	524.3	409.4	479.1
London	689.9	565.1	627.4
South East	566.8	439.8	513.6
South West	498.3	**386.5	453.8
England	538.2	431.2	495.2
Wales	478.7	**383.3	440.8
Scotland	510.3	421.5	473.6
Great Britain	533.8	426.6	490.2
<b>Northern Ireland</b>	<b>460.9</b>	<b>406.5</b>	<b>439.1</b>
United Kingdom	531.1	426.4	488.7

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

### UK Regions – Median gross weekly earnings for full-time employees, April 2009

Figure 6



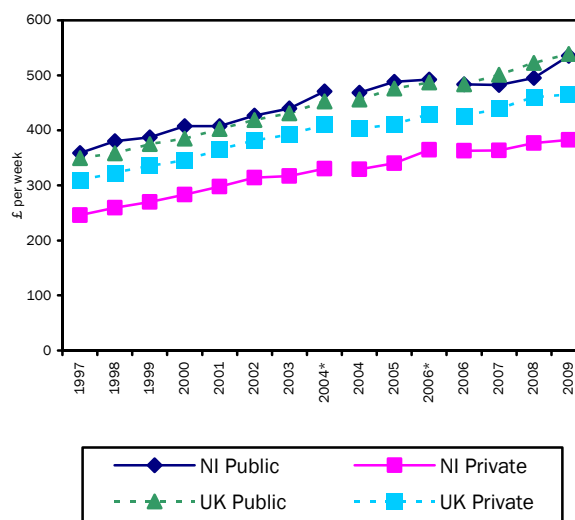
# Comparison of Public/Private Sector Earnings (NI/UK)

## 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 2008 and 2009 (6.8%) was higher than for their counterparts in the private sector<sup>6</sup>, who experienced a decrease of 1.1%.
- Public sector earnings for all employees in NI were 1.5% lower than those in the UK.
- Private sector earnings for all employees in NI were 18% lower than in the UK.
- The mean gross full-time weekly earnings for the public administration sub-sector increased by 3.9% over the year.
- For full-time NI employees, median weekly earnings in the public sector were almost 40% higher than in the private sector at April 2009, and this was true for both men (40% higher) and women (57% higher). In the UK, the equivalent median full-time earnings was 16% higher in the public sector than in the private sector.
- Growth in median full-time public (8.1%) and private (1.6%) sector weekly earnings in NI was higher than in the UK public (3.1%) and private sector (1.0%).
- 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, 1997-2009**

**Figure 7**



\* 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 2009</b>				
Men	580.2	415.5	591.2	508.7
Women	498.6	317.2	496.3	373.2
All	535.4	383.0	538.9	464.7
<b>April 2008</b>				
Men	550.4	410.4	574.5	504.9
Women	472.1	313.4	481.3	367.7
All	495.2	377.0	522.6	460.0
<b>% change</b>				
Men	5.4	1.3	2.9	0.8
Women	5.6	1.2	3.1	1.5
All	8.1	1.6	3.1	1.0

<sup>6</sup> ASHE includes breakdowns by public and private sector according to the legal status of the employers. Between 2008 and 2009 Lloyds Banking Group, the Royal Bank of Scotland Group, HBOS PLC and Northern Rock PLC were reclassified from the private sector to the public sector. Interpretation of public/private sector movements for NI and the UK are therefore more difficult between 2008 and 2009.

# Average Earnings by Occupation

# 10

- Process, Plant and Machine Operatives (£357.9) and Elementary occupations (£301.0) were the only major occupational groups to experience a decrease in median full-time gross weekly earnings between 2008 and 2009 (0.6% and 1.8% respectively).
- As in 2007-08, the relatively low-paid Personal Service occupations again experienced the largest increase (7.5%) in median full-time gross weekly wages (to £318.7) across the occupational groupings.
- Sales and Customer Services continued to be the lowest paid full-time occupational group (£260.0), experiencing growth of 2.6% in median wages between April 2008 and 2009.

## Average full-time earnings by occupation, April 2009

**Table 13**

	COUNT* (THOUSANDS)	MEDIAN GROSS WEEKLY PAY (£)	MEAN GROSS WEEKLY PAY (£)	MEDIAN TOTAL WEEKLY HOURS	MEAN TOTAL WEEKLY HOURS
Managers and Senior Officials	70	593.3	689.0	37.8	38.6
Professional Occupations	87	673.1	710.9	37.0	36.2
Associate Professional and Technical Occupations	84	564.2	595.1	37.6	39.6
Administrative and Secretarial Occupations	67	338.6	368.4	37.0	37.6
Skilled Trades Occupations	48	401.0	441.8	40.0	41.5
Personal Service Occupations	30	318.7	337.2	37.6	39.5
Sales and Customer Service Occupations	18	260.0	285.7	39.0	39.1
Process, Plant and Machine Operatives	51	357.9	383.9	40.0	42.9
Elementary Occupations	44	301.0	324.9	40.0	40.6

\* 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 2009 (£648.1), with growth of 3.7% over the course of the year.
- The largest increases in median earnings were reported among Human Health and Social Work Activities (11.0%) and Financial and Insurance Activities (9.3%).
- Full-time employees working in Accommodation and Food Services Activities received the lowest median gross weekly pay across the industries (£260.8), and earnings for this group decreased by 2.8% over the year.

Please note that the table below is based on the 2007 UK Standard Industrial Classification (SIC 2007). Previous ASHE results by industry were published according to SIC 2003, therefore these results are not directly comparable with earlier results. However, ASHE 2009 and revised 2008 industry results based on SIC 2003 will be published alongside SIC 2007 results on the Department's website, to enable direct comparisons to be made.

## Average full-time earnings by industry, April 2009

**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	283.5	329.3	40.0	40.6
Mining and quarrying	x	x	446.7	41.6	43.1
Manufacturing	74	417.6	476.8	39.3	40.6
Electricity, gas, steam, and air conditioning supply	4	636.3	704.3	37.0	37.9
Water supply; sewerage, waste management and remediation activities	x	357.4	368.1	42.5	42.5
Construction	29	406.9	498.3	40.0	41.9
Wholesale and retail trade; repair of motor vehicles and motorcycles	64	338.6	416.8	39.9	39.7
Transportation and storage	17	398.9	461.6	40.0	42.3
Accommodation and food services activities	14	260.8	313.5	38.2	39.1
Information and communication	15	522.6	560.7	37.6	38.2
Financial and insurance activities	15	480.5	556.7	35.0	35.6
Real estate activities	7	434.8	506.1	37.0	37.8
Professional, scientific and technical activities	21	463.6	527.3	37.5	37.7
Administrative and support service activities	16	338.0	379.3	40.0	42.0
Public administration and defence; compulsory social security	64	548.2	596.6	39.0	40.8
Education	57	648.1	624.0	32.7	34.5
Human health and social work activities	80	461.3	535.1	37.5	38.4
Arts, entertainment and recreation	7	364.8	443.3	39.0	39.8
Other service activities	7	424.9	486.2	37.7	38.9
Activities of households as employers; undifferentiated goods and services-producing activities of households for own use	x	x	318.0	34.4	37.1

\* 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) 2009

# 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 Department of Enterprise, Trade & Investment (DETI) in Northern Ireland.

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. This release contains summary statistics from the 2009 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 2009 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 22<sup>nd</sup> April 2009. 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).

For 2009, in line with the major revision to the European Union's industrial classification system, NACE, ASHE has 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/about-statistics/classifications/future-developments/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 6,499 returns were received by the Department (96% 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 May 2008 the LFS was re-weighted to the latest (2007/08) population estimates. Previously LFS results were based on population totals published in 2003. ASHE uses LFS to calculate aggregation weights. The revised LFS figures have been used for 2008 (revised) and 2009 ASHE results.

### REVISIONS

In line with normal practice this release contains revised estimates from the 2008 survey results published on 14th November 2008. These results take account of some corrections to the original 2008 data that were identified during the validation of the results for 2009, as well as late returns. 2009 ASHE results will be made available from 12 November 2009. Full details of the revised estimates for 2008 ASHE will be available from 26 November 2009.

### 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 DETI 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 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:

**Department of Enterprise, Trade and Investment  
Statistics Research Branch  
ASHE Section  
Room 110  
Netherleigh  
Massey Avenue  
Belfast BT4 2JP**

**Telephone: (028) 9052 9385 or 9052 9897**

**Fax: (028) 9052 9459**

**Textphone: (028) 9052 9304**

**E-mail: [mark.mcfetridge@detini.gov.uk](mailto:mark.mcfetridge@detini.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:

## **2009**

- Headline Statistics
- Industry (SIC07)
- Industry (SIC03)
- Occupation
- Age
- Public/Private Sector

## **2008 (revised)**

- Headline Statistics
- Industry (SIC07)
- Industry (SIC03)
- Occupation
- Age
- Public/Private Sector

In addition, further data for 2009 and 2008 (revised) will be published from 26<sup>th</sup> November 2009. Please note that provisional 2008 results released from November 2008 will remain on the website until revised 2008 results are released.

This data – along with Headline Statistics for the years 1997 to 2007 – can be found on the Department's website at: <http://www.detini.gov.uk/deti-stats-index/stats-surveys/stats-hours-and-earnings.htm>