



EARNINGS IN TYNE & WEAR AND THE CITY REGION

2009

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KEY POINTS

In 2009, in TWCR the earnings' gap with the UK was 13.3% (TW 12.4%). The gap was larger for men than for women.

Average earnings (§2):

In Tyne & Wear City Region (TWCR):

- On average, men & women earn £509.30 per week (£26,480pa), 86.7% of UK earnings;
- Men earn £545.50 per week (£28,370pa), 84.8% of UK earnings;
- Women earn £458.90 per week (£23,860pa), 91.6% of UK earnings.

In Tyne & Wear average earnings are slightly higher than in TWCR:

- On average, men & women earn £514.70 per week (£26,760pa), 87.6% of UK earnings;
- Men earn £547.10 per week (£28,450pa), 85.1% of UK earnings;
- Women earn £469.80 per week (£24,430pa), 93.7% of UK earnings;

Relative Lack of High Earners in TWCR.

Median Earnings² (§2):

In Tyne & Wear City Region:

- Median earnings are about £3,920pa lower than average earnings.
- Median men & women earn £434.00 per week (£22,570pa), 88.8% of UK earnings;
- Men earn £471.60 per week (£24,520pa), 88.8% of UK earnings;
- Women earn £385.20 per week (£20,030pa), 90.3% of UK earnings;
- TWCR has a relative lack of high earners. Compared with the UK, TWCR's median (as a % ratio of UK) for men & women is 2.1 percentage points higher (88.8%) than the ratio of averages (86.7%). For men, the median (as a ratio of the UK) is 4pp higher than the ratio of averages. Conversely, for women in TWCR, there are [proportionately] *more high-paid women* than in the UK (median 90.3%, average 91.6%, average 1.3pp higher).

In Tyne & Wear median earnings are slightly higher than in TWCR:

- Median earnings are about £3,840pa lower than average earnings;
- Median men & women earn £440.80 per week (£22,920pa), 90.2% of UK earnings;
- Men earn £479.10 per week (£24,910pa), 90.2% of UK earnings;
- Women earn £392.90 per week (£20,430pa), 92.1% of UK earnings.

¹ These are full-time only.

² The median earnings are the level at which there are equal numbers of employees, above and below for that category of earners.

The gap between men's and women's earnings in TW and TWCR remains much narrower than in the UK.

Men & Women's earnings compared (§3):

- In 2009, in Tyne & Wear women's hourly pay was 92% of men's, compared to 84% for the UK [TWCR 91%; Leeds City Region (LCR) 87%, Sheffield City Region (SCR) 88% and Liverpool City Region (LPCR) 86%].
- Women's weekly earnings were also closer to men's earnings in Tyne & Wear (85.9%) than in the UK (77.9%) (TWCR 84.1%; LCR 80.7%, SCR 80.8% and LPCR 78.8%).

Higher public sector earnings than private sector in TWCR and TW.

Public and Private sectors compared (§4):

- Public sector employees in TWCR, on average, earn £71 (15%) more per week than private sector employees (TW 13%; RoCR 22%; UK 4%). Hourly earnings of the public sector are greater than in the private sector by 22% (TW 21%; RoCR 31%; UK 11%).
- Hours worked per week (and overtime worked), are shorter in the public sector than the private sector. Public sector men work in TWCR, on average about 2 hours less, (38.7 hours per week) than in the private sector (40.5 hours). Women work about 1½ hours less (36.3 hours) than in the private sector (38.0 hours). [Hours include overtime.]

Weak real earnings growth: Further slowdown in the growth rate of living standards.

Earnings in Real Terms (§5):

- Over the five years 2004-2009, growth of earnings in real terms (i.e. after RPI inflation) has been weak averaging around ½%pa; over the five years at around 2.5% in Tyne & Wear and 2.6% in Leeds CR.
- Men's average real earnings rose in TWCR by about 2% and women's 5.5% (TW 0.7% and 6.4% respectively).
- As average annual compound rates, earnings growth in real terms in TWCR was 0.4% pa for men and 1.1% pa for women (TW 0.1% and 1.3% respectively).
- The growth rate of real earnings has halved from around 2%pa in 1980-95 in Tyne & Wear to about 1.1%pa from 1998-2008.

**'Professional Occupations' have highest average weekly earnings in TWCR.
TWCR earnings for 'Professional Occupations' highest among all comparator City Regions.**

Earnings by Occupation (§6):

- Compared with other City Regions: in TWCR, weekly earnings for 'Professional Occupations' (£754.80pw) were the highest. 'Managers & Senior Officials' (£734.30pw) and 'Admin & Secretarial Occupations' (£371.80pw) were the lowest.
- The gender pay difference was highest in TW and TWCR for 'Skilled Trade Occupations' (women earning less than men), and lowest for 'Associate Professional & Technical Occupations'.
- Annual earnings were highest for 'Managers & Senior Officials' in TWCR and TW, whilst the lowest were in 'Sales and Customer Service Occupations'.
- The gender pay difference for annual earnings was highest in TW and TWCR for 'Process, Plant & Machinery Occupations' and lowest for 'Associate Professional & Technical Occupations'.

1. Introduction

This report presents information on average and median earnings, women's versus men's earnings, occupations and public and private sector earnings as recorded by the 2009 Annual Survey of Hours and Earnings (ASHE). The report covers the Tyne & Wear City Region³ (TWCR), and both higher- and lower-level geographies. It also makes comparisons with Leeds City Region⁴ (LCR), West Yorkshire, Sheffield City Region⁵ (SCR) and Liverpool City Region⁶ (LPCR).

Earnings are a good quality local economic indicator. This is because earnings data are very timely, have a decent length of consistent time series and have a good sample size⁷. However, the sample size of the 2007 and 2008 ASHE was reduced by almost 20 per cent. The results for Tyne & Wear showed extremely weak earnings in 2007.

The areas presented primarily focus on City Region-level but Tyne & Wear (and TW districts), the North East and UK are also presented. Leeds City Region, West Yorkshire, Sheffield City Region and Liverpool City Region are the major comparator areas. For this report, TWRI made a special request to ONS' ASHE team for data for non-standard geographies and also for data which is not made publicly available [i.e. at a lower geographical level]. ONS now commonly produces data at the UK level and for consistency with other sources, this report presents data for the UK only, in keeping with ONS' decision.

The analyses cover total employees and men and women employees separately. Earnings by occupation for the City Region are given in Section 6, along with United Kingdom, North East region and Tyne & Wear-level data.

The ASHE dataset was first produced in 2004. Its back series, (pre-2004), is based upon the New Earnings Survey (NES) dataset, which has a long, consistent time series.

The ASHE is the most comprehensive source of earnings data. It collects information on hours of work and earnings for a 1% sample of employees. The data in this report relates to gross pay for full-time employees excluding over-time and payments in kind. The ASHE provides information for Government Office Regions (including the North East).

The ASHE provides results with given 'error boundaries.' If these boundaries are over 20% C.V. (coefficient of variation⁸), the results are omitted, by ONS, as not being statistically robust. Thus all the results presented in this report are statistically sound to this minimum level. Estimates for the larger groups are very much more precise.

In the North East, wages & salaries account for 68% (UK 67%) of gross weekly household income from all sources. Other sources of income are:

	NE	UK
Social Security Benefits	17%	13%
Pensions (+ Annuities)	6%	7%
Self Employment	6%	9%
Investment Income	2%	4%
Other Sources	1%	1%

(Based on a three year average.)

(Source: ONS Family Spending 2008, © Crown Copyright 2009)

³ TWCR is an aggregate of thirteen local authorities: Blyth Valley, Castle Morpeth, Tynedale, Wansbeck [in Northumberland], Chester le Street, Derwentside, Durham City, Easington [in Co. Durham], Gateshead, Newcastle, North Tyneside, South Tyneside and Sunderland [in Tyne & Wear].

⁴ LCR is an aggregate of ten local authorities: Bradford, Calderdale, Kirklees, Leeds, Wakefield, Craven, Harrogate, Selby, York and Barnsley.

⁵ SCR is an aggregate of nine local authorities: Barnsley, Bassetlaw, Bolsover, Chesterfield, Derbyshire Dales, Doncaster, North East Derbyshire, Rotherham and Sheffield.

⁶ LPCR is an aggregate of six local authorities: Halton, Knowsley, Liverpool, Sefton, St Helens and Wirral.

⁷ TWRI rates ASHE at 7/10 for quality before the 2007 results. This quality rating does NOT apply to annual changes or for areas or groups smaller than Tyne & Wear overall (as in Appendices).

⁸ The coefficient of variation (CV) is the ratio of the standard deviation of an estimate to the estimate. It is a unit-less ratio that can be used to compare variables that are expressed in different units.

For further information on these non-earnings sources of income and overall household income, please refer to TWRI's report 'Household Income in Tyne & Wear 2007'.

This report on earnings covers full-time employees only. It does not include the earnings of those who did not work a full week, and whose earnings were reduced for other reasons, such as sickness. Also, it does not include the earnings of employees not on adult rates of pay, most of whom will be young people. Full-time employees are defined as those who work more than 30 paid hours per week or those in teaching professions working 25 paid hours or more per week. Part-timers account for 30% of all employees, about 149,800 of over 497,700 employees in Tyne & Wear⁹.

1.1 Summary of ASHE Methodology

1.1.1 Survey Details

The ASHE is based on a one per cent sample of employee jobs taken from HM Revenue & Customs (HMRC) PAYE records. Information on earnings and hours is obtained from employers. ASHE does not cover the self-employed nor does it cover employees not paid during the reference period.

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.

In 2009 the 1 per cent sample of employees whose employers had registered PAYE schemes was restored, following two years in which the sample size was reduced by 20 per cent. The 2009 ASHE is based on approximately 177,000 returns. [TWRI expects the sample size was about 3,000 from Tyne & Wear.]

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 and HBOS plc were reclassified from the private sector to the public sector. Interpretation of public / private sector movements is therefore more difficult between 2008 and 2009.

Note from TWRI: the ASHE-based data are always likely to over-estimate average levels of pay and could potentially miss an important group of employees at the bottom of the pay distribution. This is because ASHE excludes employees of businesses not included on the interdepartmental business register (IDBR). This type of business will usually have a turnover lower than the VAT threshold, or have employees earning below the PAYE threshold.

1.1.2 ONS' Summary Quality Report

A Summary Quality Report for the 2009 survey can be found at <http://www.ons.gov.uk/about-statistics/methodology-and-quality/quality/qual-info-economic-social-and-bus-stats/quality-reports-for-business-statistics/index.html>

1.1.3 ASHE weighting and calibration

ASHE methodology weights the estimates of earnings; the weights are calculated by calibrating the survey responses to totals from the LFS by occupation, gender, [super] 'region'¹⁰ and age. Estimates of pay and associated standard errors for different subsets of the population of employees have been made using weighted estimation.

⁹ Source: ONS Annual Business Inquiry (ABI) 2008

¹⁰ Workplace region is based upon government office region (GOR), but aggregated into two areas comprising (i) London and the South East and (ii) elsewhere in the United Kingdom. TWRI notes that this may not give the most accurate depiction of Tyne & Wear, due to its often different characteristics from the rest of the UK. However, the possible errors associated with this weighting method are probably minor and difficult to estimate.

The weighted estimates are higher than unweighted ones, because the weights compensate for under-representation of high-paid jobs. With weighting, different results can be obtained by using different LFS totals for calibration, (but these are very small). The higher estimates generated by weighting may seem counter-intuitive since the main exclusion from the NES (New Earnings Survey, the ASHE predecessor) were those individuals outside the PAYE system. However, a poorer response rate from employees in high-paying occupations more than offset the bias from the PAYE exclusion. Thus, high-earning employees are under-represented in the unweighted sample, and weighting corrects for this.

The weighted estimates of the median and the upper and lower deciles have been acknowledged by ONS to have larger standard errors than the unweighted estimates. The distribution of weekly pay is skewed with a relative sparsity of high pay records making reliable estimation of upper deciles more difficult than the lower ones.

1.1.4 Publication of the Median

ONS' publication of the median in ASHE is a major advance. Thus one can assess the nature of the distribution, by the differences between the average and median for each category. The median is a useful guide in skewed distributions. It is beneficial because it is not affected by extreme values and it always exists as a value. This report uses both the average (mean) and median as a complementary guide to assess the findings of the ASHE.

1.1.5 Publication of Standard Error (SE) of each estimate

Each estimate generated within ASHE has an associated level of standard error (SE) related with it. The standard error of each estimate is presented (by ONS) as its coefficient of variation (CV). The CV measures the quality of an estimate, relative to the (size of) the estimate itself [in percentage terms]. ASHE gives four levels:

- CV \leq 5% 'Precise'
- CV >5% and \leq 10% 'Reasonably Precise'
- CV >10% and \leq 20% 'Acceptable'
- CV >20% or unavailable 'Unreliable'

Referenced throughout §1a from Bird, D. 2004. *'Methodology for the 2004 ASHE'*, Office for National Statistics, *Labour Market Trends*, December: No.12 (Vol.112), 457 – 464

1.2 The (New) ASHE Questionnaire (2005)

In 2005 ONS introduced improvements to the ASHE questionnaire. While the core data collected was essentially the same as that collected in 2004, some questions were added or changed:

- The basic hours question was changed from asking for average weekly hours to asking for hours worked in the pay period. This gives consistency between the pay and hours information to give better hourly pay estimates.
- The definition of bonus pay was changed to enable the estimation of more consistent results by only collecting bonus pay for the April pay period.
- Questions on pensions have been updated and extended. New questions have been included asking for the pension contributions of both employer and employee.

Referenced throughout from Daffin, C. *'The new ASHE Questionnaire'*, Oct. 2005

1.3 Context – Recent Developments

ASHE data, starting in 2007, take account of a small number of methodological changes to improve the quality of results. These include changes to the sample design itself, as well as the introduction of an automatic occupation coding tool. Therefore, results for 2007 onwards are only comparable with the 2006 results that

have been produced using this methodology and are not comparable with results from previous years. [Note also the reduction in sample size in 2007 and 2008.]

Trade Union Members' Earnings

The hourly earnings of UK union members¹¹ averaged £13.07 in 2008, 12.5% more than the earnings of non-union employees (£11.62 per hour). This is a decrease from the 15.6% union wage premium in 2007.

2. Average and Median Gross Weekly Earnings, 2009

Section 2.1 presents information on average weekly earnings in Tyne & Wear City Region (TWCR). The analyses cover men, women and all employees and compares TWCR to Leeds City Region (LCR), Sheffield City Region (SCR), Liverpool City Region (LPCR), the UK and the North East¹². Section 2.2 discusses median earnings.

2.1 Average Earnings

In 2009, the average full-time employee in TWCR earned £509.30 per week, (£26,480 pa¹³). This is 13.3% (£4,060 pa) less than the UK average of £587.30 per week, (£30,540 pa) (Table 2.1). The earnings gap between TWCR and the UK is much larger for men, in percentage terms, than women. Men's average weekly earnings were £545.50 (15.2% below the UK average); whereas women's average weekly earnings were £458.90 (8.4% below the UK average).

In TWCR, earnings were lower in Rest of City Region (RoCR) than in Tyne & Wear, by about £20pw (£1,060pa) (for both average and median). In contrast, in Leeds City Region (LCR), earnings were about the same in Rest of Leeds City Region (RoLCR) and in West Yorkshire. This indicates that in TWCR, RoCR is a 'weak tail' for Tyne & Wear.

Earnings in TWCR are the lowest of all the comparator City Region areas. Average full-time employees in TWCR earn £33.50pw less than those in LPCR, £27.20pw less than those in LCR and £13.50pw less than those in SCR.

¹¹ Source: Trade Union Membership 2007, BERR (April 2009).

¹² Note: Earnings by Occupation are given in section 6 for TWCR, LCR, SCR, LPCR, UK, North East region, Tyne & Wear, West Yorkshire, plus others.

¹³ Annual average earnings given here are calculated by multiplying weekly average earnings by 52 weeks. In some instances this can result in sizeable differences from the annual figures provided in ASHE. For the figures presented here, the ASHE annual figure for TWCR (M&W) is £444pa higher than the weekly average multiplied by 52 weeks, whilst for the UK, it is £1,377pa.

Table 2.1: Average Earnings of Full-Time Employees on Adult Rates (2009)

	Men & Women				Men				Women			
	Average		Median		Average		Median		Average		Median	
	£'s per week	Pence /hr*	£'s per week	Pence /hr*	£'s per week	Pence /hr*	£'s per week	Pence /hr*	£'s per week	Pence /hr*	£'s per week	Pence /hr*
Tyne & Wear City Region	£509.30	1314	£434.00	1104	£545.50	1367	£471.60	1170	£458.90	1238	£385.20	1030
Tyne & Wear	£514.70	1329	£440.80	1124	£547.10	1372	£479.10	1182	£469.80	1266	£392.90	1057
Rest of City	£494.30	1275	£416.90	1058	£541.10	1351	£460.00	1128	£428.70	1161	£359.40	964
Durham 4	£481.10	1234	£403.60	1018	£525.20	1313	£450.90	1086	£421.00	1121	£354.70	929
Northumberland 4	£515.40	1340	£438.20	1119 ^a	£565.60	1410	£481.00 ^a	1215 ^a	£441.40	1229	^a 1026 ^a	
North East	£509.70	1304	£435.90	1104	£551.10	1364	£478.80	1175	£451.10	1214	£384.10	1026
Leeds City Region	£536.50	1375	£452.60	1141	£581.60	1449	£491.80	1197	£469.10	1260	£397.60	1072
West Yorkshire	£536.40	1378	£450.50	1134	£581.20	1451	£490.00	1191	£470.90	1267	£398.80	1075
Rest of Leeds City Region	£536.90	1364	£460.00	1151	£583.10	1441	£495.70	1202	£461.80	1232	£395.70	1059
Sheffield City Region	£522.80	1331	£447.20	1124	£564.50	1391	£476.50	1158	£455.90	1229	£395.30	1059
Liverpool City Region	£542.80	1398	£462.90	1178	£598.80	1488	£498.80	1206	£472.10	1277	£413.30	1119
UK	£587.30	1506	£488.70	1234	£643.00	1607	£531.10	1297	£501.20	1343	£426.40	1139
TWCR % of UK	86.7%	87.3%	88.8%	89.5%	84.8%	85.1%	88.8%	90.2%	91.6%	92.2%	90.3%	90.4%
T&W % of UK	87.6%	88.2%	90.2%	91.1%	85.1%	85.4%	90.2%	91.1%	93.7%	94.3%	92.1%	92.8%
LCR % of UK	91.4%	91.3%	92.6%	92.5%	90.5%	90.2%	92.6%	92.3%	93.6%	93.8%	93.2%	94.1%
SCR % of UK	89.0%	88.4%	91.5%	91.1%	87.8%	86.6%	89.7%	89.3%	91.0%	91.5%	92.7%	93.0%
LPCR % of UK	92.4%	92.8%	94.7%	95.5%	93.1%	92.6%	93.9%	93.0%	94.2%	95.1%	96.9%	98.2%

^a Reasonably precise, CV >5% and <=10%

^b Acceptable, CV >10% and <=20%

* Excluding overtime

Source: Annual Survey of Hours and Earnings 2009 (Tables 7.1a and 7.6a) and Special Request from ONS

TWCR men earn 6.2% less than men in LCR, 3.4% less than in Sheffield City Region (SCR) and 8.9% less than in Liverpool City Region (LPCR). In Tyne & Wear, men earn 5.9% less than men in West Yorkshire. TWCR women earn 0.7% more than women in SCR, but approximately 2% less than women in LCR and LPCR. For both men and women separately within TWCR, earnings were lowest within the Durham 4 LADs, at £525.20 for men and £421.00 for women.

In Tyne & Wear, the earnings gap (from the UK) was very similar to TWCR's for all full-time employees (12.4%) and for men (14.9%), but was much lower for women at 6.3%. In LCR, the earnings gaps were lower for all categories, but particularly men; at 8.6% for all FT employees, 9.5% for men (over 5.4pp smaller than in TWCR) and 6.4% for women.

In TWCR, average annual earnings¹⁴ were £28,370 for men and £23,860 for women. TWCR is marginally lower than TW (£28,450 for men, £24,430 for women). TWCR men and women (separately) earn less than in LCR (£30,240pa for men and £24,390pa for women), West Yorkshire (£30,220 for men, £24,490 for women) and LPCR (£31,140 for men, £24,550 for women). However, whilst men in TWCR earned less than men in SCR (£29,350), TWCR women earned about £150 pa more than SCR women (£23,700).

In the North East, average weekly earnings were lower than in the UK; men's earnings were £91.90 lower, and women's earnings were £50.10 lower. Tyne & Wear women's weekly earnings were £18.70 higher than in the North East. Tyne & Wear men's were £4.00 lower. In TWCR, men's earnings were £5.60 lower and women's were £7.80 higher than regional earnings.

2.2 Median Earnings

Median earnings are those of the 'middle person' in a distribution. They can be said to give a better measure of 'typical' earnings than the average. Median earnings at District level can be found in Table A2.4 in Appendix 2.

¹⁴ Annual average earnings given here are calculated by multiplying weekly average earnings by 52 weeks. In some instances this can result in sizeable differences from the annual figures provided in ASHE.

Distributions of earnings are nearly always asymmetric. They have many low earners (bunched below the peak) and a much longer 'tail' of high earners on the other side of the distribution. It is this distribution shape, technically 'skewed to the right', which causes median earnings to be much lower than the average – about £4,000pa lower than the average in both TWCR and Tyne & Wear.

In 2009, the median full-time employee in TWCR earned £434.00 per week (£22,570pa) [£3,920 less than the average] (Table 2.1). Men's median earnings were £471.60 per week (£24,520pa) [£3,840 less than the average]. Women's median earnings were £385.20 per week (£20,030pa) [£3,830 less than the average].

In TWCR, men and women earn more in the conurbation than in the RoCR. In contrast, in LCR men's median earnings were slightly higher in the RoLCR than in West Yorkshire. Women's, however, were lower.

TWCR has a relative lack of high earners. Compared with the UK, TWCR's median (as a % ratio of UK) for men & women is 2.1 percentage points higher (88.8%) than the ratio of averages (86.7%). This effect applies particularly to men in TWCR (median 88.8%, average 84.8%; the average has a 4pp lower ratio to UK). Conversely, for women in TWCR, there are [proportionately] more high-paid women than in the UK (median 90.3%, average 91.6%, average 1.3pp higher).

Median earnings were higher in all comparator City Regions. Compared to LCR, median earnings in TWCR were 4.1% (over £960) lower; 4.1% for men and 3.1% for women. In SCR median earnings were 3.0% (£680) higher, 1.0% for men and 2.6% for women than in TWCR. Similarly in LPCR median earnings were 6.2% (£1,500) higher, 5.5% for men and 6.8% for women than in TWCR.

3. Women's Earnings Compared to Men's

Section 3 considers the extent to which women's earnings have been closing the gap with men's earnings. The term "weekly ratio" refers to the ratio of women's weekly earnings to men's weekly earnings and the "hourly ratio", excluding overtime, is the ratio of women's to men's hourly earnings.

Women's earnings are more meaningfully compared to men's using hourly earnings rather than weekly earnings as hourly figures exclude differences due to the number of hours worked and overtime payments.

In Tyne & Wear, women's earnings have risen relative to men's, at over three-times the rate of the UK (Fig. 3.1). In 2004-2009 the ratio of women's average hourly earnings compared to men's rose just 1.3pp for the UK, but 4.6pp in Tyne & Wear. Between 2004-2009 average and median women's earnings have continued to grow slowly but steadily in the UK, despite a slight fall in 2008. However, in Tyne & Wear, women's average hourly earnings have fluctuated significantly. In 2005, Tyne & Wear women's [average] hourly earnings fell to 86.4% of men's. However, between 2006 and 2008 especially, women's earnings relative to men's have recovered considerably to peak at 92.5% in 2008 before falling only slightly to 92.3% in 2009.

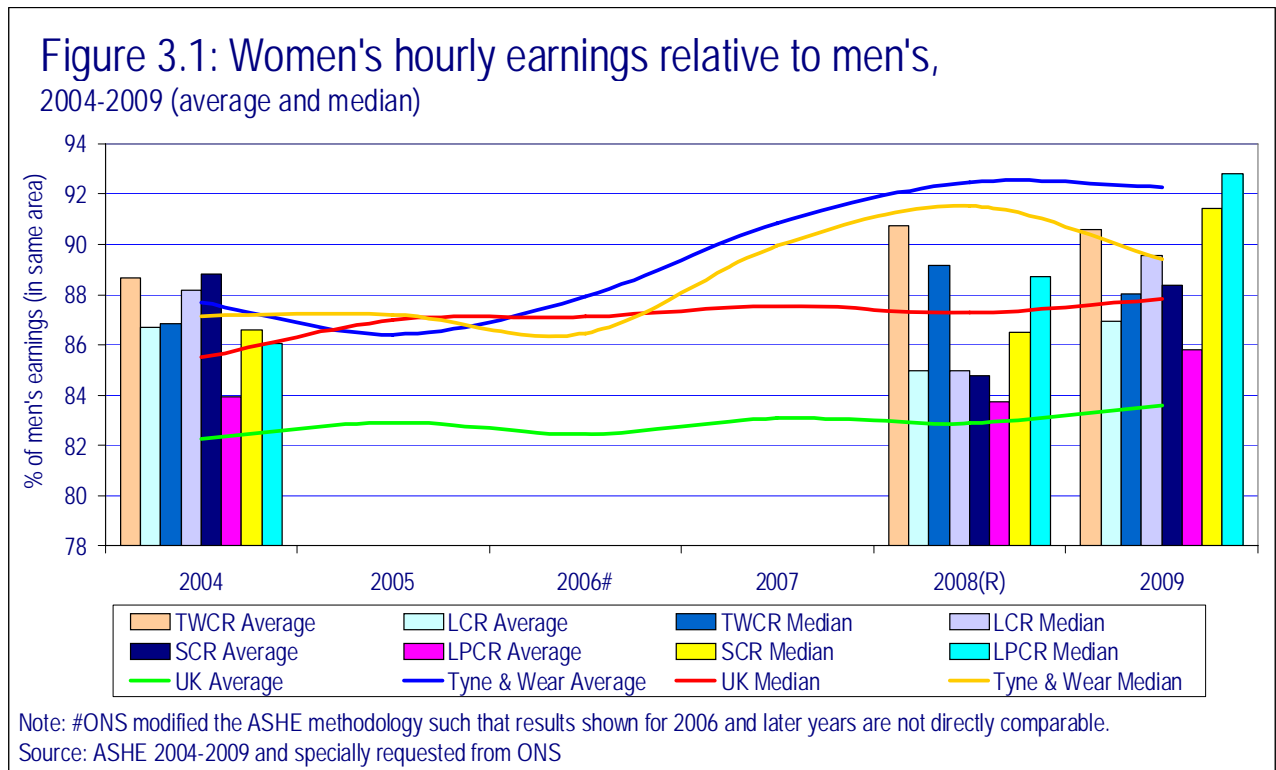
In 2004-2009, in TWCR, the ratio of women's average earnings relative to men's rose by 1.9pp (median rose 1.2pp), whereas for LCR the rise was much slower, at only 0.3pp (however, the median rose by 1.4pp). Over the same period, in SCR the ratio of women's average earnings relative to men's fell by 0.5pp (however, the median rose 4.9pp). In LPCR, the ratio of women's average earnings relative to men's rose by 1.9pp, with the median up by 6.7pp.

In Tyne & Wear, relative to men's earnings, the *median* women's earnings in Tyne & Wear in 2005-2006 fell slightly (by 0.7pp) (yellow line in Fig. 3.1). Women's median earnings rose in 2007 to 89.9% of men's and continued to rise in 2008 to 91.5%. In 2009, women's median earnings fell by 2.1pp to 89.4% of men's. For the same period (2004-2009) the UK's median women's earnings rose 2.3pp (red line in Fig. 3.1).

- Amongst women, in Tyne & Wear, unusually, it is high earners who have been relative 'gainers'. In the UK, conversely, the bulk of women, shown by the *median*, are relatively closer (87.8%) to men's earnings; the *average* women's earnings are lower (83.6%) in relation to men's.
- In Tyne & Wear, the percentage rise in earnings of women relative to men's from 2004-2009 is much larger for the average (up 4.6pp) than for the median (up 2.3pp). This pattern is the same for TWCR. The

reverse¹⁵ is evident in the UK, LCR and LPCR. Exceptionally, over the same time period, in SCR the average earnings of women relative to men's actually fell (marginally), from 88.8% in 2004 to 88.4% in 2009.

- In the UK, both (mean and median) ratios had similar increases of 1-2pp over the 6 years (average up 1.3pp, median 2.3pp). TWCR had similar increases in ratios over the same period (up 1.9pp, median 1.2pp). Differences between the rises in the mean ratio and median ratio were greatest in SCR (at 5.3pp difference) and LPCR (at 4.8pp difference).



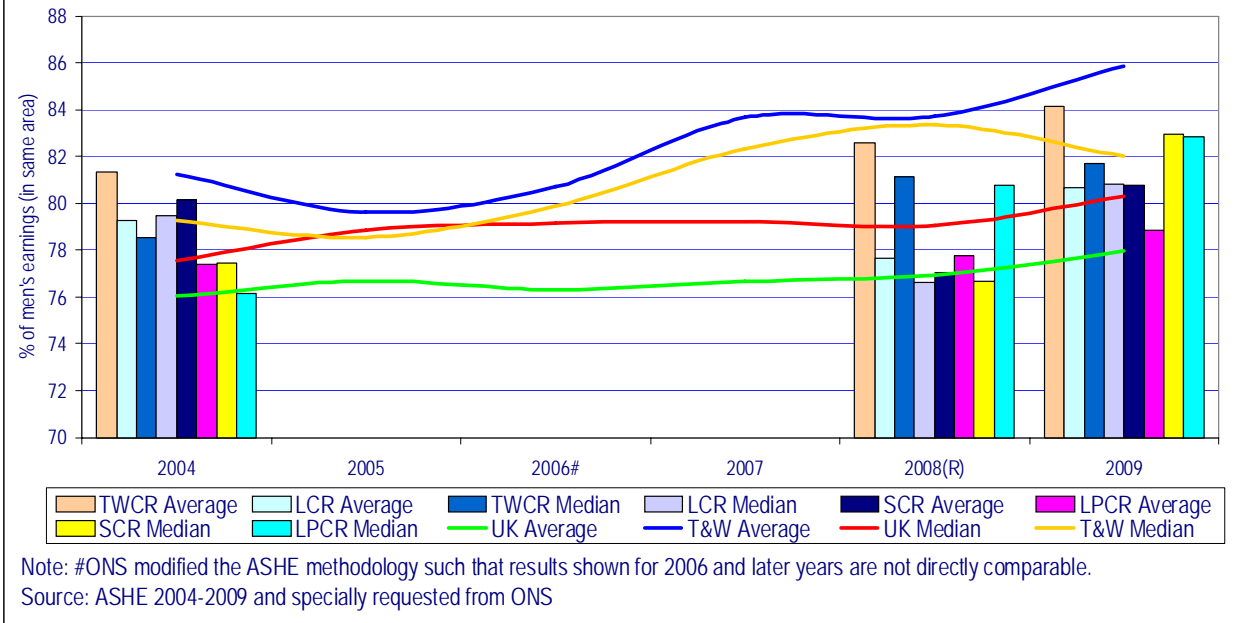
In 2009, women's weekly average earnings in Tyne & Wear were very much closer to men's average earnings than in the UK, by 7.9pp (Fig. 3.2). In 2009, average weekly earnings for women in Tyne & Wear were 85.9% of men's (UK 77.9%). The gap between women's *median* weekly earnings and men's in Tyne & Wear was also smaller than in the UK (Tyne & Wear 82.0%, UK 80.3%).

Over the five years to 2009, the ratio of women's weekly earnings to men's, in Tyne & Wear has been on a positive trend; up 4.6pp in Tyne & Wear, (blue line in Fig. 3.2) whilst in the UK it has remained relatively flat; up just 1.9pp in the UK (green line in Fig. 3.2).

In TWCR, over the period 2004-2009, the ratio of women's weekly earnings to men's rose 2.8pp, whereas in LCR and LPCR, at 1.4pp, the increase was below the UK average (1.9pp). The ratio of women's earnings to men's in SCR rose just 0.6pp.

¹⁵ I.e. The median woman's earnings rose by more percentage points, relative to median men's, than the mean woman's earnings rose relative to the men's mean earnings.

Figure 3.2: Women's weekly earnings relative to men's, 2004-2009 (average and median)



One reason for the narrowing trend of the pay gap between men and women over the last 10-15 years is that women are returning to work more quickly after maternity. More years of work can be expected to lead to more women reaching higher-paid jobs. Secondly, women are now a majority of the entrants into higher-paid professions such as law and medicine.

Note: In TW, however, the weakness of men's earnings has boosted and flattered the ratio of women's earnings to men's.

Caution: These averages do not reveal the differences in rates of pay for comparable jobs, as they 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.

4. Public & Private Sector Earnings, 2009

This section considers the differences between public sector earnings and private sector earnings. Data on the two sectors was obtained from ONS by special request. Weekly and hourly rates of pay are compared, as well as the distribution of gross weekly earnings. The difference in hours worked and average overtime worked are also considered. The data presented are for men and women employees at Tyne & Wear City Region-level as well as for the UK, North East, Tyne & Wear, West Yorkshire, LCR, SCR and LPCR.

In TWCR, LCR, SCR and LPCR, employees working in the public sector (all employees, male employees and female employees) earn more per week [and per hour] than those employed in the private sector (Table 4.1). This was also the case for both Tyne & Wear and West Yorkshire.

In TWCR, public employees earn about £71pw more than private. In the UK the differential is just £24pw. In the private sector, earnings for men & women (by about £26pw) and men (by over £43pw) were significantly lower in Tyne & Wear than in West Yorkshire. Conversely, Tyne & Wear (private sector) women's earnings were slightly higher than in West Yorkshire (by about £18pw).

Note: Between 2008 and 2009, the legal status of Lloyds Banking Group, the Royal Bank of Scotland Group and HBOS plc changed, resulting in reclassification from the private sector to the public sector.

Table 4.1: Average Full-Time Earnings of Public and Private Sector Employees on Adult Rates (2009)

	£'s per week			Pence per hour		
	All Employees	Men	Women	All Employees	Men	Women
Public Sector Employees						
Tyne & Wear City Region	547.80	608.90	497.90	1465	1574	1371
Tyne & Wear	554.00	610.00	509.50	1480	1581	1394
Rest of City Region	550.20	625.60 ^a	474.50	1474	1601 ^a	1333
Durham 4	532.90 ^a	624.00 ^a	442.00	1387 ^a	1560 ^a	1199
Northumberland 4	573.10 ^a	627.60 ^a	517.90 ^a	1597 ^a	1658 ^a	1528 ^a
North East	550.80	616.30	500.30	1470	1588	1372
Leeds City Region	578.80	643.60	530.80	1566	1699	1464
West Yorkshire	580.20	645.20	532.50	1574	1706	1472
Rest of Leeds City Region	572.10	636.30 ^a	522.60	1531	1663	1425
Sheffield City Region	561.00	623.80	514.70	1500	1596	1424
Liverpool City Region	573.10	647.90	521.90	1543	1685	1439
UK	604.80	678.90	545.40	1620	1761	1500
TWCR as a % of UK	90.6%	89.7%	91.3%	90.4%	89.4%	91.4%
TW as a % of UK	91.6%	89.9%	93.4%	91.4%	89.8%	92.9%
SCR % of UK	92.8%	91.9%	94.4%	92.6%	90.6%	94.9%
LPCR % of UK	94.8%	95.4%	95.7%	95.2%	95.7%	95.9%
Private Sector Employees						
Tyne & Wear City Region	476.60	509.60	405.10	1201	1259	1067
Tyne & Wear	489.20	519.00	425.10	1228	1277	1117
Rest of City Region	450.40	494.00	367.40	1126	1205	963
Durham 4	428.20	460.00 ^a	370.90 ^a	1073	1128 ^a	967 ^a
Northumberland 4	489.70 ^a	550.90 ^a	360.60 ^a	1219 ^a	1333 ^a	957 ^a
North East	481.80	522.40	391.30	1204	1277	1029
Leeds City Region	517.10	563.60	410.80	1291	1376	1080
West Yorkshire	514.80	562.20	407.20	1285	1373	1071
Rest of Leeds City Region	525.20	568.10	423.50	1308	1387	1108
Sheffield City Region	503.60	546.30	388.20	1247	1325	1018
Liverpool City Region	524.40	578.30	415.10	1300	1396	1088
UK	581.20	633.20	466.30	1454	1554	1220
TWCR as a % of UK	82.0%	80.5%	86.9%	82.6%	81.0%	87.5%
TW as a % of UK	84.2%	82.0%	91.2%	84.5%	82.2%	91.6%
SCR % of UK	86.6%	86.3%	83.3%	85.8%	85.3%	83.4%
LPCR % of UK	90.2%	91.3%	89.0%	89.4%	89.8%	89.2%

^a Reasonably precise, CV >5% and <=10%

^b Acceptable, CV >10% and <=20%

Source: Annual Survey of Hours and Earnings 2009 (Tables 13.1a and 13.6a) and Special Request from ONS

In the public sector, earnings are higher in the metropolitan area than in the RoCR in both TWCR and LCR. Private sector earnings in the RoCR [the 'weak tail'] are significantly lower (by £39) than in Tyne & Wear. Conversely, in RoLCR private sector earnings are £10 above West Yorkshire.

Compared with Tyne & Wear, West Yorkshire's private sector earnings are about £26pw higher. Similarly, West Yorkshire's public sector earnings are also £26pw higher (than in Tyne & Wear). In both the private and public sector, West Yorkshire men earn between £35-43pw (around £2,000pa) more than in Tyne & Wear. [Perhaps this is partly due to the NHS Executive based in Leeds, and civil service activities being more highly-skilled and/or senior activities than in Tyne & Wear. There must also be a big private sector element too; possibly partly due to bigger Finance & Business Service sectors.]

In both the public and private sector, weekly and hourly earnings are lower than in the UK in all the areas considered (with the exception of Northumberland 4 women's public sector hourly earnings) (Table 4.1). Also, earnings are lower in both sectors in TWCR than in LCR, SCR and LPCR (with the exception of private sector women's weekly and hourly earnings in SCR).

Public and private sector earnings are higher in Tyne & Wear than in TWCR. In LCR, public sector earnings are higher in West Yorkshire than in LCR but this is reversed in the private sector.

TWCR's public sector weekly earnings are lower than in the North East for all groups. Hourly earnings reflect the same pattern. In the private sector, both weekly and hourly earnings are lower in TWCR than the NE, except for women (Table 4.1).

Top private sector earnings are higher in Tyne & Wear than in TWCR, unlike in West Yorkshire where top private earnings are lower in West Yorkshire than in LCR (Table 4.2). Top-earning private sector men earn £79pw (over £4,100pa) more in West Yorkshire than in Tyne & Wear. [This might reflect a) a higher proportion of them working in high-value activities in Finance & Business Services and b) senior managers with a larger responsibility (e.g. for NE and Yorkshire).]

Top public sector earnings are higher in Tyne & Wear than in TWCR, by over £30pw. Public sector top earnings are almost identical in West Yorkshire and in LCR (at about £900pw) (Table 4.2).

		Public Sector			Private Sector		
		All			All		
		Employees	Men	Women	Employees	Men	Women
Tyne & Wear City Region	Top Decile	841.50 ^a	x	764.50 ^a	763.90 ^a	801.20 ^b	x
	Bottom Decile	295.70	309.30	294.40	240.00	264.40	220.80
Tyne & Wear	Top Decile	873.80 ^b	x	x	794.90 ^b	832.10 ^b	x
	Bottom Decile	296.60	299.10	295.50	240.00	265.40	219.80
Rest of City Region	Top Decile	x	x	x	x	x	x
	Bottom Decile	298.40	334.80	292.60	236.40	257.70	224.60
North East	Top Decile	833.00 ^a	931.60 ^b	769.00 ^a	784.00 ^a	851.00 ^a	638.20 ^b
	Bottom Decile	295.70	312.00	291.50	241.60	267.90	221.90
Leeds City Region	Top Decile	899.20 ^a	x	824.50 ^a	855.40 ^a	925.70 ^a	666.50 ^a
	Bottom Decile	297.50	311.20	291.10	250.40	265.90	230.00
West Yorkshire	Top Decile	903.30 ^a	x	830.30 ^b	837.70 ^a	911.50 ^a	656.30 ^b
	Bottom Decile	293.20	305.00	288.80	250.70	268.10	230.00
Rest of Leeds City Region	Top Decile	x	x	x	892.10 ^b	x	x
	Bottom Decile	309.00	336.40	298.60	249.10	259.50	233.10
Sheffield City Region	Top Decile	872.90 ^b	x	780.30 ^b	829.30 ^a	876.80 ^a	x
	Bottom Decile	293.10	319.30	283.80	242.70	269.50	218.40
Liverpool City Region	Top Decile	873.80 ^b	x	793.00 ^b	861.50 ^a	939.00 ^b	x
	Bottom Decile	304.80	330.70	298.90	247.20	273.40	223.00
UK	Top Decile	929.90	1,059.90	833.00	1,004.80	1,094.30	783.80
	Bottom Decile	309.20	337.80	294.60	257.90	280.50	231.90

^a Reasonably precise, CV >5% and <=10%
^b Acceptable, CV >10% and <=20%

Source: Annual Survey of Hours and Earnings 2009 (Tables 13.1a) and Special Request from ONS

In all areas, public sector employees work about 2 hours fewer per week (including overtime) than in the private sector (Table 4.3). In TWCR, men public sector employees work 38.7 hours per week (including 1.5 hours overtime) compared to 40.5 hours (including 1.6 hours overtime) in the private sector.

Women public sector employees in TWCR work 36.3 hours per week (including 0.4 hours overtime) compared to 38.0 hours (including 0.5 hours overtime) in the private sector.

Differences between TWCR, LCR, SCR and LPCR are small; hours worked are highest in the private sector for men & women in SCR, as well as in the public sector along with TWCR (Table 4.3).

		Public Sector			Private Sector		
		All	Men	Women	All	Men	Women
Tyne & Wear City	Average hrs worked (inc. overtime)	37.40	38.70	36.30	39.70	40.50	38.00
Region	Average overtime (hrs)	0.9 ^a	1.5 ^b	0.4 ^b	1.3 ^a	1.6 ^a	0.5 ^b
Tyne & Wear	Average hrs worked (inc. overtime)	37.40	38.60	36.50	39.80	40.70	38.00
	Average overtime (hrs)	1.0 ^b	1.6 ^b	x	1.4 ^a	1.8 ^a	x
Rest of City	Average hrs worked (inc. overtime)	37.30	39.10	35.60	40.00	41.00	38.10
Region	Average overtime (hrs)	x	x	x	1.4 ^b	1.8 ^b	x
North East	Average hrs worked (inc. overtime)	37.50	38.80	36.50	40.00	40.90	38.00
	Average overtime (hrs)	1.0 ^a	1.6 ^a	0.6 ^b	1.5 ^a	2.0 ^a	0.6 ^b
Leeds City	Average hrs worked (inc. overtime)	37.00	37.90	36.30	40.10	41.00	38.00
Region	Average overtime (hrs)	0.7 ^a	0.9 ^b	0.5 ^b	1.4 ^a	1.8 ^a	0.6 ^b
West Yorkshire	Average hrs worked (inc. overtime)	36.90	37.80	36.20	40.00	41.00	38.00
	Average overtime (hrs)	0.6 ^b	0.8 ^b	0.4 ^b	1.4 ^a	1.8 ^a	0.5 ^b
Rest of Leeds City	Average hrs worked (inc. overtime)	37.40	38.30	36.70	40.10	41.00	38.20
Region	Average overtime (hrs)	1.1 ^b	x	x	1.5 ^b	1.8 ^b	0.8 ^b
Sheffield City	Average hrs worked (inc. overtime)	37.40	39.10	36.20	40.40	41.20	38.10
Region	Average overtime (hrs)	1.1 ^b	1.7 ^b	x	1.5 ^a	1.8 ^a	0.5 ^b
Liverpool City	Average hrs worked (inc. overtime)	37.20	38.40	36.30	40.30	41.40	38.10
Region	Average overtime (hrs)	0.9 ^b	1.4 ^b	x	1.4 ^a	1.8 ^a	0.7 ^b
UK	Average hrs worked (inc. overtime)	37.30	38.60	36.40	40.00	40.70	38.20
	Average overtime (hrs)	0.9	1.4	0.5	1.3	1.6	0.6

^a Reasonably precise, CV >5% and <=10%
^b Acceptable, CV >10% and <=20%

Source: Annual Survey of Hours and Earnings 2009 (Tables 13.9a and 13.11a) and Special Request from ONS

5. Earnings in Real Terms, Since 2004

This section analyses earnings in real terms, i.e. after adjusting for price inflation, as measured by the Retail Prices Index (RPI). Effectively they estimate the rise in average living standards for the vast majority of the people in work (employees, full-time). The figures still relate to gross earnings. They therefore make no allowance for changes to direct taxation (income tax and National Insurance). For example, a rising proportion of earners now pay top rate tax (at 40%¹⁶). More recently, the 10% tax rate for lower earners was abolished in April 2008, placing more than five million workers in the 20% tax bracket.

Caution: Given the size of the sampling errors (i.e. range around each estimate), the figures for single years (and hence changes) are more indicative than exact. It is the broad slope of a trajectory which counts here.

Over the five years 2004 to 2009, real earnings growth has been weak, averaging around ½%pa; over the five years at around 2.5% in Tyne & Wear and 2.6% in LCR. These are about a third of the over 8% real growth of the UK economy to 2008¹⁷. Average real earnings in Tyne & Wear dipped in 2007 but over the five years have risen (Fig. 5.1);

- For TW men, over the 5 years, average real earnings rose by just 0.7%. Men's real earnings fell markedly in 2007 (-6.4pp), followed by 2.5pp growth to 2008, and by a further 1.8pp growth in 2009.
- For TW women, average real earnings rose by 6.4%. They rose steadily to 2006 (+2.1%) before falling in 2007 (by 2.8pp). There was 2.7% growth to 2008, followed by a further 4.5% rise in 2009.
- Liverpool CR (LPCR) and Sheffield CR (SCR) have had the fastest 5-year average real earnings growth since 2004. Their men's earnings grew 5.2%, over twice (2-3pp) as fast as Leeds CR (2.5%) and TWCR (2.0%).

¹⁶ On incomes above about £37,400 p.a in 2009/10.

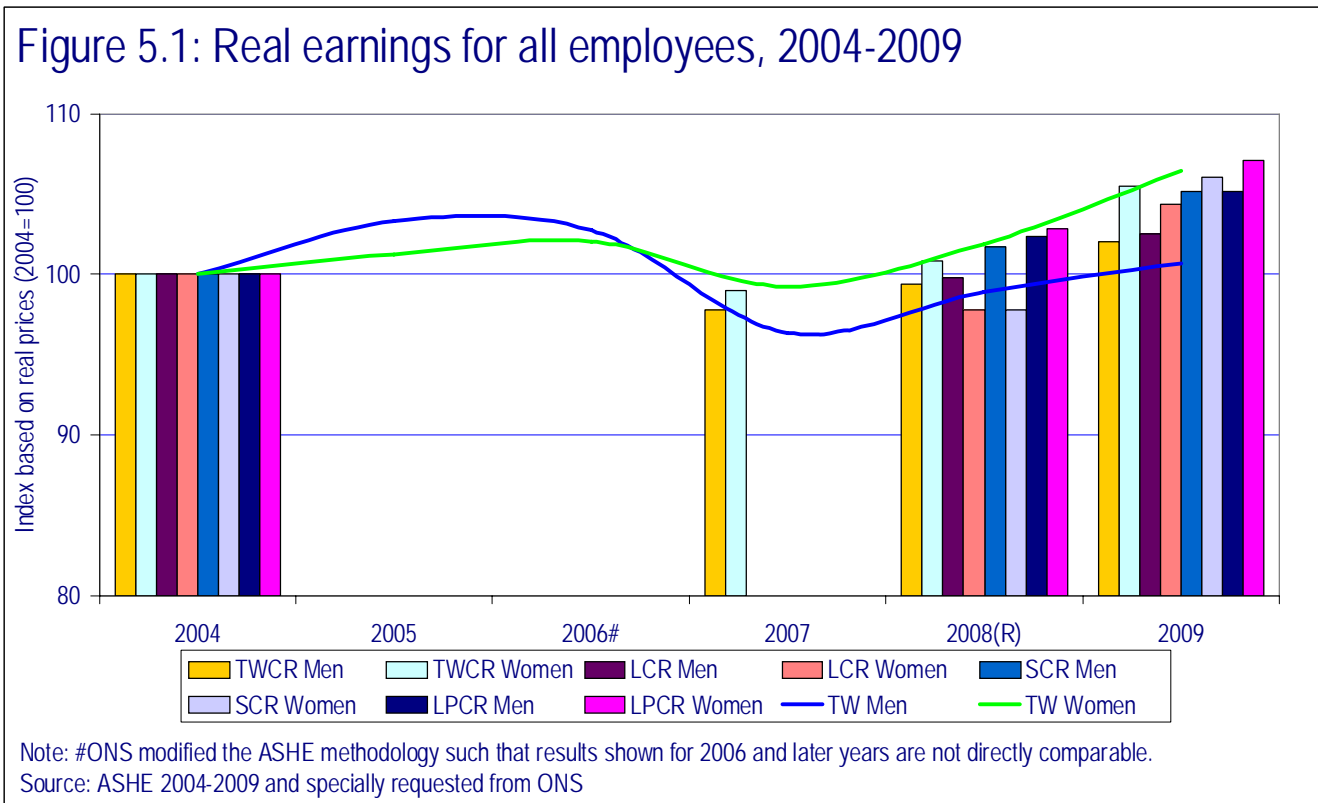
¹⁷ The UK entered a deep recession starting in 2008, with fall in output of about 6% from peak to trough.

- Their women’s average real earnings grew about 1pp faster in Sheffield CR (6.0%) and 2pp faster in Liverpool CR (7.1%) than in TWCR (5.5%) and Leeds CR (4.4%)

In terms of average annual compound rates of growth;

- Liverpool CR men’s real earnings grew 1.0%pa and women’s 1.4%pa.
- Sheffield CR men’s real earnings also grew 1.0%pa and women’s 1.2%pa.
- Leeds CR men’s real earnings managed 0.5%pa and women’s 0.9%pa.
- TWCR men’s real earnings grew only 0.4%pa, but women’s by 1.1%.

Growth of real earnings (and hence living standards) has slowed very markedly since the mid-1990s; slowing from around 2.0%pa in 1980-95 to about 1.1% from 1998-2008.



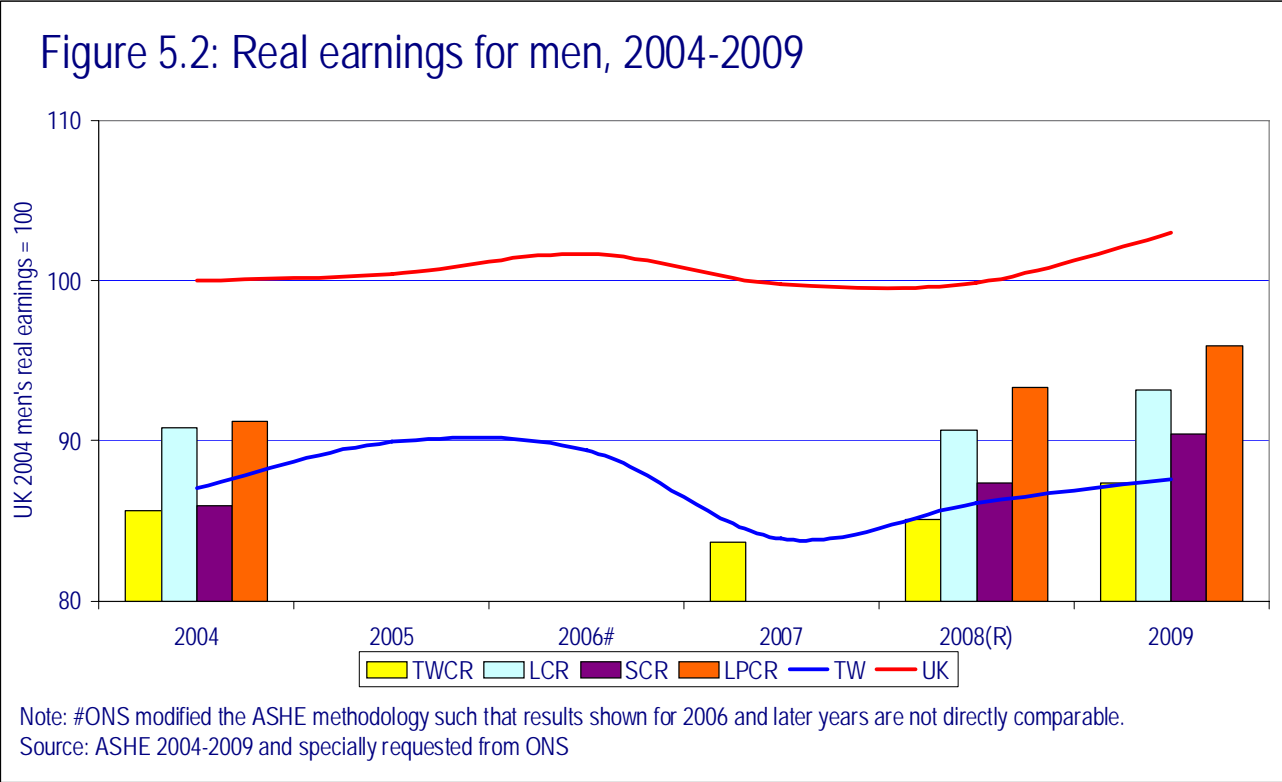
In the latest year, to April 2009, unusually price deflation occurred (RPI fell by -1.2%)¹⁸ which gave an additional lift to living standards:

- Men’s real earnings in TW grew 1.5% (despite only a 0.2% nominal rise)
- UK men’s real earnings grew by 3.1% (the price deflation making up almost four-tenths of the real rise) (Fig. 5.2).
- Women’s real earnings rises were lifted above 4% for TW (4.2% real growth) and the UK (4.5%) (Fig. 5.3).

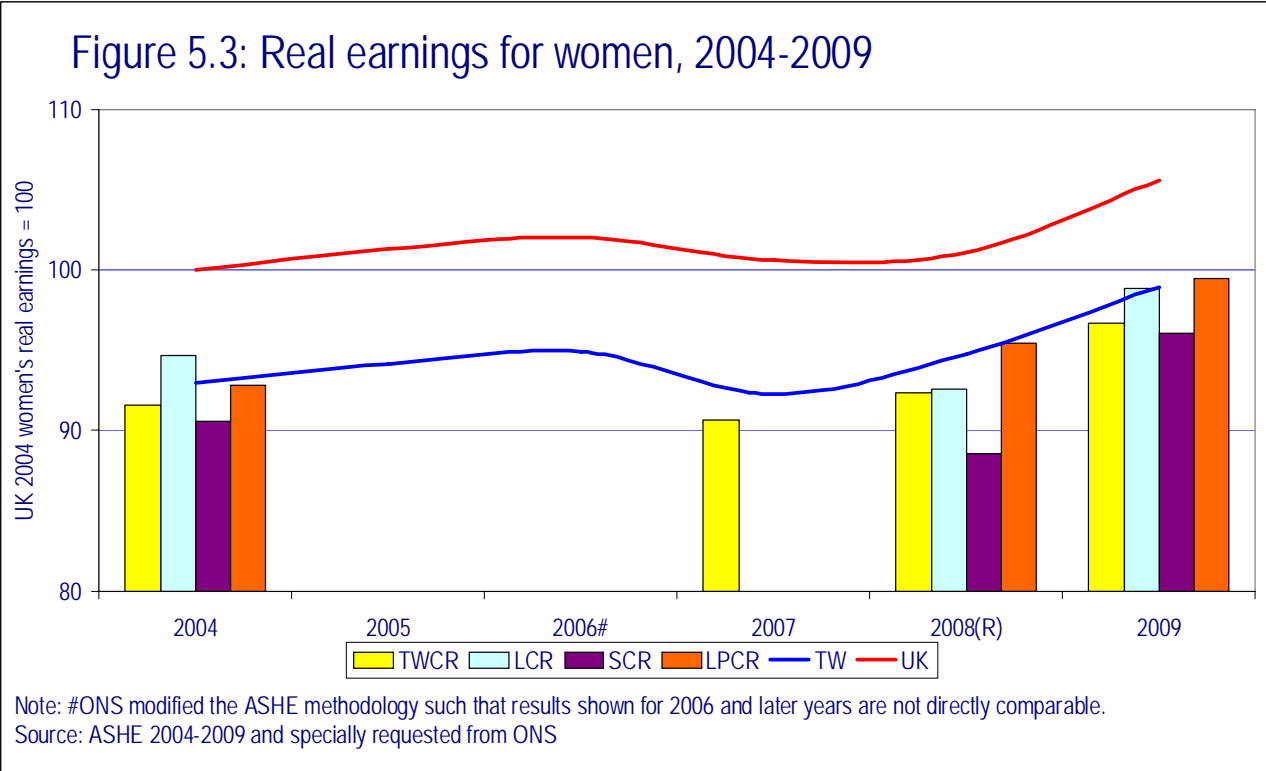
Since 2004, men’s real earnings have been especially weak in Tyne & Wear (Fig. 5.2), having risen by under 1% after five years (up 0.7%, whereas UK men managed 3.0%). The TW trajectory shows a marked fall in 2007, with the estimate down an unlikely 6.2% that year.

Note: # ONS’ revised methodology (effectively from 2006) slightly reduced the estimates of average earnings but by fractions of 1% in both TW and the UK. The effects ranged from about -0.3% for TW men to about -0.8% for TW women. The effect on totals (men & women) was about -0.5% in both TW and the UK.

¹⁸ Helped by the huge cuts in base rate, and hence mortgage rates, in response to the banking crisis of autumn 2008.



From 2004 to 2009, women’s real earnings rose by 6.4% in Tyne & Wear, whilst in the UK they rose 5.6% (Fig. 5.3). In TWCR, real earnings (to 2009) rose by 2% for men and 5.5% for women.



6. Earnings by Occupation

This section considers earnings according to occupational group (SOC 2000). Weekly and annual rates of pay are presented for men & women, men, and women employees at Tyne & Wear City Region-level as well as for the UK, North East, Tyne & Wear, West Yorkshire, LCR, SCR and LPCR.

In 2009, average gross weekly earnings for full-time employees were highest for 'Professional Occupations' in TWCR (£754.80pw) and TW (£771.30pw and almost 50% higher than weekly earnings for all employees) (Table 6.1). However, in the UK, LCR, SCR and LPCR the highest paid occupational group was 'Managers & Senior Officials'. The lowest paid in all geographical areas was 'Sales & Customer Service Occupations'. In Tyne & Wear, 'Sales & Customer Service' employees earned £319.70 (38% lower than average weekly earnings for all employees).

Compared with other City Regions, in TWCR, earnings for 'Professional Occupations' (£754.80pw) were the highest (Table 6.1). Earnings were £48.80pw higher than those in 'Professional Occupations' in SCR, the lowest comparator City Region. Among the comparator City Regions, average weekly earnings of 'Managers & Senior Officials' (£734.30pw) and 'Admin & Secretarial Occupations' (£371.80pw) in TWCR were the lowest. Earnings for these occupational groups were highest in LPCR ('Managers & Senior Officials' £782.80pw and 'Admin & Secretarial Occupations' £390.00pw). In addition, average weekly earnings of 'Elementary Occupations' (£324.00pw) in TWCR, were the lowest among the comparator City Region areas, and highest in SCR (£344.60pw).

In the Northumberland 4, average weekly earnings in 'Skilled Trade Occupations' (£493.80pw, UK £484.50pw) and 'Process, Plant & Machinery Occupations' (£454.10pw, UK £444.00pw) were above the UK average, as were 'Personal Service Occupations' in the Durham 4 (£350.90pw, UK £349.20pw). (However, note the coefficient of variation for these estimates is 'reasonably precise' rather than 'precise'.)

Table 6.1: Gross Weekly Average Earnings by Occupational Group (SOC 2000) (£) (2009)

		Managers & Senior Officials	Professional Occupations	Associate Professional & Technical	Admin & Secretarial Occupations	Skilled Trade Occupations	Personal Service Occupations	Sales & Customer Service Occupations	Process, Plant & Machinery Occupations	Elementary Occupations
Tyne & Wear City Region	M&W	734.30	754.80	556.00	371.80	467.50	333.40	309.50	417.10	324.00
Tyne & Wear	M&W	724.70	771.30	549.20	378.20	474.70	329.50	319.70	434.90	327.60
Rest of City Region	M&W	737.40 ^a	746.30 ^a	547.00	370.10	465.20	334.20	283.50	406.20	319.40
Durham 4	M&W	734.90 ^a	745.10 ^a	544.20	372.70	441.70	350.90 ^a	282.30	379.80	308.50
Northumberland 4	M&W	741.10 ^a	747.70 ^a	551.80	363.70	493.80 ^a	317.10	286.50 ^a	454.10 ^a	337.40 ^a
North East	M&W	720.40	745.00	555.80	371.70	459.10	326.40	310.50	448.10	330.30
Leeds City Region	M&W	768.10	738.90	547.10	374.00	479.70	341.70	322.10	415.90	331.60
West Yorkshire	M&W	772.30	756.90	543.60	372.60	478.80	340.50	327.50	405.90	330.10
Rest of Leeds City Region	M&W	752.90	679.20	560.50	379.90	482.40	346.80	294.10	451.00	337.20
Sheffield City Region	M&W	764.90 ^a	706.00	567.70	378.40	454.80	332.70	298.70	435.50	344.60
Liverpool City Region	M&W	782.80	740.20	555.80	390.00	460.10	346.00	336.90	439.80	342.10
UK	M&W	863.00	783.90	606.60	411.70	484.50	349.20	324.50	444.00	346.70

a Reasonably precise, CV>5% and <=10%
b Acceptable, CV>10% and <=20%
... Disclosive
: Not applicable

Source: Annual Survey of Hours and Earnings 2009 (Table 3.1a) and Special Request from ONS.

In Tyne & Wear, for full-time employees, the gender pay difference was highest for 'Skilled Trade Occupations' at 26.2%, with women employees earning £128.60pw less than men (Table 6.2). The gender pay difference was lowest for 'Associate Professional & Technical' occupations at 4.4%, with women earning on average £24.50 less than men.

In TWCR and LCR the gender pay difference was highest for 'Skilled Trade Occupations', whilst in SCR and LPCR it was highest for 'Managers & Senior Officials' (Table 6.2). The lowest gender pay difference was for 'Associate Professional & Technical' occupations in TWCR and SCR, whilst in LCR the lowest difference was for 'Personal Service Occupations'. In LPCR the lowest difference was in 'Admin & Secretarial Occupations'.

Compared with other City Regions, in TWCR, average weekly earnings for women 'Managers & Senior Officials' (£652.60pw), 'Professional Occupations' (£677.90pw) and 'Associate Professional & Technical Occupations' (£543.00pw) were the highest (Table 6.2). Earnings for women in 'Process, Plant & Machinery Occupations', were the lowest (£330.90pw). SCR had the highest weekly earnings for this occupational group.

In TWCR, average weekly earnings for men 'Managers & Senior Officials' (£788.10pw), 'Associate Professional & Technical Occupations' (£567.20pw), 'Personal Service Occupations' (£352.50pw), 'Process, Plant &

Machinery Occupations' (£425.00pw) and 'Elementary Occupations' (£341.20pw) were the lowest among the comparator City Regions. LPCR had the highest weekly earnings for men in these occupational groups, with the exception of 'Associate Professional & Technical Occupations', where weekly earnings were highest for men in SCR.

		Managers & Senior Officials	Professional Occupations	Associate Professional & Technical	Admin & Secretarial Occupations	Skilled Trade Occupations	Personal Service Occupations	Sales & Customer Service Occupations	Process, Plant & Machinery Occupations	Elementary Occupations
Tyne & Wear City Region	Men	788.10	807.10	567.20	411.00	470.90	352.50	326.20	425.00	341.20
	Women	652.60	677.90	543.00	354.50	347.30 ^b	327.90	299.80	330.90 ^a	270.50
Tyne & Wear	Men	763.30	825.20	561.10	419.30	478.10	352.60 ^a	333.80	440.50	342.50
	Women	671.70 ^a	686.70	536.60	360.00	349.50 ^b	322.40	309.90 ^a	363.00 ^a	276.40
Rest of City Region	Men	816.50 ^a	834.30 ^a	562.50	417.40	471.20	342.30 ^a	289.90 ^a	419.80	342.40
	Women	590.30 ^a	646.60 ^a	526.50	350.80	343.50	331.60 ^a	281.00	301.50 ^a	263.30
Durham 4	Men	825.70 ^b	820.40 ^b	558.60	411.50 ^a	450.90	357.50 ^a	290.30 ^a	391.90	331.70
	Women	575.60 ^b	658.20 ^a	522.90 ^a	356.00	343.50	349.10 ^a	278.80 ^a	289.30	259.00
Northumberland 4	Men	803.00 ^a	849.20 ^b	569.80	433.80 ^a	493.80 ^a	329.90 ^a	288.20 ^b	470.10	358.30
	Women	615.30 ^b	634.60 ^a	531.50 ^a	338.60	:	312.30 ^a	286.10 ^a	325.10 ^b	272.50 ^b
North East	Men	791.20	799.00	569.30	411.90	464.40	347.50	330.20	455.80	346.30
	Women	605.20	667.40	540.10	355.30	324.20 ^a	320.40	299.80	348.10	281.60
Leeds City Region	Men	843.60	788.90	583.80	405.90	488.00	357.90	334.90	425.70	345.60
	Women	627.70	669.50	505.50	361.90	318.60 ^a	337.40	311.60	333.90	293.40
West Yorkshire	Men	849.00	807.30	575.30	404.40	489.70	353.90	336.30	415.90	343.50
	Women	631.80	686.70	508.90	360.50	306.40 ^a	337.00	319.70	323.60	293.10
Rest of Leeds City Region	Men	824.50 ^a	727.30 ^a	613.70	411.50	483.00	371.70 ^a	324.60 ^a	459.30	353.70
	Women	612.20 ^a	613.00	491.70	367.80	..	339.00	278.80	374.70 ^a	294.50 ^a
Sheffield City Region	Men	837.10 ^a	759.30	597.00	439.20	459.10	374.40	320.20	442.20	364.70
	Women	605.30	641.80	535.30	354.40	339.60 ^a	318.20	283.90	350.60 ^a	277.00
Liverpool City Region	Men	876.10 ^a	793.80	596.60	414.80	466.70	387.20	377.90 ^a	451.60	369.10
	Women	628.90	674.50	509.70	379.30	368.10 ^a	329.90	313.70 ^a	341.60 ^a	269.00
UK	Men	944.20	835.70	653.30	456.10	492.30	394.50	346.20	456.30	365.90
	Women	696.60	703.60	547.40	394.90	355.00	335.00	308.50	334.20	294.70

a Reasonably precise, CV>5% and <=10%
b Acceptable, CV>10% and <=20%
.. Disclosive
: Not applicable

Source: Annual Survey of Hours and Earnings 2009 (Table 3.1a) and Special Request from ONS.

In 2009, average gross annual earnings for full-time employees were highest for 'Managers & Senior Officials' in TWCR (£40,172pa) and TW (£40,808pa and around 50% higher than annual earnings for all employees) (Table 6.3). In the UK, LCR, SCR and LPCR the highest paid occupational group was also 'Managers & Senior Officials'. However, in the North East and RoTWCR the highest paid occupational group was 'Professionals'. The lowest paid in all geographical areas was 'Sales & Customer Service Occupations', with the exception of Durham 4 ('Elementary Occupations') and West Yorkshire ('Personal Service Occupations'). In Tyne & Wear, 'Sales & Customer Service' employees earned £16,370pa (40% lower than annual earnings for all employees).

		Managers & Senior Officials	Professional Occupations	Associate Professional & Technical	Admin & Secretarial Occupations	Skilled Trade Occupations	Personal Service Occupations	Sales & Customer Service Occupations	Process, Plant & Machinery Occupations	Elementary Occupations
Tyne & Wear City Region	M&W	40,172 ^a	39,787 ^a	28,849	19,431	24,575	16,466	16,183	21,740 ^a	17,595
Tyne & Wear	M&W	40,808 ^a	40,492	28,978	20,028	24,853	16,627	16,370	22,552	17,905
Rest of City Region	M&W	38,881 ^b	39,616 ^b	28,122	18,860	24,776 ^a	15,857 ^a	15,653 ^a	20,794 ^b	16,586
Durham 4	M&W	36,664 ^b	33,552 ^a	28,377	18,836 ^a	23,118 ^a	16,058 ^b	15,891 ^a	19,308 ^a	15,407 ^a
Northumberland 4	M&W	42,293 ^b	x	27,767 ^a	18,910 ^a	26,900 ^b	15,781 ^a	14,858 ^b	x	18,896 ^a
North East	M&W	38,942	39,003	28,533	19,395	23,960	16,277	15,877	23,179	17,896
Leeds City Region	M&W	43,025	38,003	29,193	19,361	25,289	16,532	16,261	22,251	17,446
West Yorkshire	M&W	42,716 ^a	38,626	28,874	19,340	24,987	16,386 ^a	16,573	21,659	17,417
Rest of Leeds City Region	M&W	44,199 ^a	36,087 ^a	30,472 ^a	19,435 ^a	26,170	17,182	14,530 ^a	24,167	17,563
Sheffield City Region	M&W	44,708 ^a	37,799	29,371	19,446	24,218	16,589	15,604	23,157	17,554
Liverpool City Region	M&W	44,529 ^a	38,377	27,787	20,429	24,193	16,757	16,723	23,707	18,083
UK	M&W	49,877	41,354	32,998	21,424	25,246	17,535	16,613	23,159	18,381

a Reasonably precise, CV>5% and <=10%
b Acceptable, CV>10% and <=20%
.. Disclosive
: Not applicable
x Unreliable

Source: Annual Survey of Hours and Earnings 2009 (Table 3.7a) and Special Request from ONS.

For full-time employees the gender pay difference was highest in Tyne & Wear for 'Process, Plant & Machinery Occupations' at 28.2%, with women employees earning £6,468pa less than men (Table 6.4). It was lowest for 'Associate Professional & Technical' occupations at 7.3%, with women earning on average £2,207pa less than men.

In TWCR, the gender pay difference was highest for 'Process, Plant & Machinery Occupations' at 22.1%, whilst in SCR (27.7%) and LPCR (28.2%) it was highest for 'Managers & Senior Officials' (Table 6.4). The pay difference was highest for 'Skilled Trade Occupations' in LCR at 34.7%. The lowest gender pay difference was for 'Associate Professional & Technical Occupations' in TWCR (4.3%) and SCR (10.3%). In LCR the lowest difference was for 'Personal Service Occupations' (5.7%), and in LPCR it was 'Admin & Secretarial Occupations' (8.6%).

Table 6.4: Gross Annual Average Earnings by Occupational Group (SOC 2000) (£) (2009)

		Managers & Senior Officials	Professional Occupations	Associate Professional & Technical	Admin & Secretarial Occupations	Skilled Trade Occupations	Personal Service Occupations	Sales & Customer Service Occupations	Process, Plant & Machinery Occupations	Elementary Occupations
Tyne & Wear City Region	Men	43,919 ^a	42,492 ^a	29,568	20,925	24,699	17,771 ^a	17,568	22,234 ^a	18,696
	Women	34,413 ^a	35,204	28,019 ^a	18,791	20,158 ^b	16,110	15,363	16,117 ^a	14,134 ^a
Tyne & Wear	Men	44,339 ^a	43,238 ^a	30,065	21,369 ^a	24,917	17,699 ^a	17,558 ^a	22,970	18,694
	Women	35,577 ^a	35,894 ^a	27,858 ^a	19,379	x	16,312	15,566	16,502 ^b	15,142 ^a
Rest of City Region	Men	43,885 ^b	x	28,913	21,472 ^a	25,251 ^a	17,402 ^b	16,826 ^a	21,477 ^b	17,790 ^a
	Women	30,046 ^b	30,741 ^a	26,838 ^a	18,189	17,315 ^b	15,269 ^a	15,087 ^a	15,569 ^a	13,515 ^a
Durham 4	Men	x	35,939 ^a	29,143 ^a	19,616 ^b	23,809 ^a	21,771 ^b	17,182 ^a	20,031 ^a	16,362 ^a
	Women	29,063 ^b	28,698 ^a	26,766 ^a	18,628 ^a	17,315 ^b	14,371 ^a	15,184 ^a	14,375 ^a	13,185 ^a
Northumberland 4	Men	47,892 ^b	x	28,510 ^a	25,878 ^b	26,900 ^b	16,118 ^b	15,004 ^a	x	20,380 ^a
	Women	31,676 ^b	32,111 ^a	26,907 ^a	17,268 ^a	:	15,641 ^a	14,813 ^b	18,287 ^b	14,311 ^b
North East	Men	43,165 ^a	42,289 ^a	29,819	21,057	24,207	17,732	17,373	23,643	18,928
	Women	31,740 ^a	33,855	27,062	18,747	18,201 ^b	15,875	15,087	16,672 ^a	14,639 ^a
Leeds City Region	Men	48,493 ^a	39,898	32,119	21,281	25,763	17,171 ^b	17,373	22,861	18,421
	Women	32,539 ^a	35,034	25,907	18,635	15,626 ^a	16,364	15,397	17,128 ^a	14,674
West Yorkshire	Men	48,313 ^a	40,663	31,598	21,233	25,571	x	17,662	22,201	18,343
	Women	31,940 ^a	35,529	25,956	18,623	15,236 ^a	16,201	15,688	16,906 ^a	14,601
Rest of Leeds City Region	Men	49,179 ^a	37,654 ^a	34,001 ^a	21,457 ^a	26,304	17,178 ^a	15,453 ^a	25,039 ^a	18,764 ^a
	Women	34,786 ^b	33,393 ^a	25,686	18,676 ^a	..	17,184 ^a	13,977 ^a	17,742 ^a	14,908 ^a
Sheffield City Region	Men	50,321 ^b	41,254 ^a	31,567	22,802	24,566	18,877 ^a	18,578 ^a	23,726	18,773
	Women	32,475 ^a	33,437	27,014	18,157 ^a	16,955 ^b	15,746	13,739	16,298 ^a	13,600 ^a
Liverpool City Region	Men	52,214 ^a	42,552 ^a	31,139	21,519	24,535	19,256 ^a	18,590 ^a	24,243	19,439
	Women	32,792 ^a	33,307	24,201	19,966	19,135 ^b	15,754 ^a	15,559 ^a	18,977 ^b	13,825 ^a
UK	Men	56,070	44,569	36,826	24,106	25,622	20,534	18,036	23,836	19,538
	Women	37,134	36,259	28,097	20,433	18,530	16,598	15,603	17,014	15,055

a Reasonably precise, CV>5% and <=10%

b Acceptable, CV>10% and <=20%

.. Disclosive

: Not applicable

x Unreliable

Source: Annual Survey of Hours and Earnings 2009 (Table 3.7a) and Special Request from ONS.

Appendix 1: (Other) Sources of Earnings Data

Earnings Data from Labour Force Survey (LFS)

Estimates of weekly gross earnings for full-time employees are also published from the LFS¹⁹. They are quarterly and cover all full-time employees, including those below the income tax threshold.

Average earnings are lower in the LFS than in the ASHE, and this difference is greater in the North East (11-13%) than in the UK (10-11%) (Table A1.1). The LFS may under-record earnings because it is based on responses by households. They may confuse gross earnings with net earnings. In addition many responses are on behalf of other household members.

The ASHE and the Labour Force Survey (LFS) are the best sources to use when measuring the levels of average earnings for full-time and part-time employees respectively²⁰.

	UK			North East		
	All	Men	Women	All	Men	Women
LFS	£524.00	£570.00	£451.00	£450.00	£491.00	£392.00
ASHE	£587.30	£643.00	£501.20	£509.70	£551.10	£451.10
%difference (as % of ASHE)	-10.8%	-11.4%	-10.0%	-11.7%	-10.9%	-13.1%

Source: Annual Survey of Hours and Earnings 2009 (Table 7.1a) and Labour Force Survey (Table 16, Q3 2009 and TWRI calculations)

Average Earnings Index (AEI)

ONS' preferred measure of earnings growth in the whole economy is the Average Earnings Index (AEI) headline rate. The AEI is a monthly index of earnings growth in Great Britain based on the Monthly Wages & Salaries Survey (MWSS). Average earnings are obtained by dividing the total number of employees by the total pay. Monthly chain-linking ensures that the vast majority of firms sampled are the same from one month to the next. The index may be used to estimate earnings between each ASHE.

Latest data on Earnings

Projections are normally published in ONS' Labour Market Trends each quarter using the AEI. Total remuneration of all employees in the UK (by employers) can be best determined using the National Accounts wages and salaries component. Wages & Salaries estimates also include non-cash earnings, for example wages in kind.

¹⁹ As of August 2005 the Labour Force Survey has been included in the new Annual Population Survey. The APS supersedes the Local Area LFS and the quarterly (four quarter averages) LFS.

²⁰ Please refer to: Daffin, C. 2004. "An analysis of historical ASHE data 1998-2003", in Labour Market Trends, Vol. 112 (12), pp493-504.

Appendix 2: Earnings by Small Areas

These data series are subject to much bigger margins of error than for Tyne & Wear. Those estimates labelled with no data (X) have errors too large to be statistically sound.

	Gross Weekly Earnings (£)	10% earned under (£)	10% earned over (£)	Average hourly earnings (£) (excl. overtime)	Average weekly hours (including overtime)	Overtime (hours)
Gateshead	497.20	261.20	x	12.82	38.8	1.2 ^b
Newcastle	538.80	268.30	887.20 ^a	14.15	38.1	0.9 ^b
North Tyneside	530.40	257.30	x	13.61	38.6	1.1 ^b
South Tyneside	492.70	235.20 ^a	x	12.80	38.6	x
Sunderland	487.00	263.80	x	12.25	39.4	1.4 ^b
Darlington UA	508.00	273.80	x	12.81	39.5	x
Hartlepool UA	517.50 ^a	254.10 ^a	x	13.02	38.9	x
Middlesbrough UA	505.90	250.40	x	12.78	39.3	1.6 ^b
Redcar & Cleveland UA	507.00	267.90 ^a	x	12.46	40.7	2.3 ^b
Stockton-on-Tees UA	558.60	265.80	x	14.12	39.3	1.7 ^b
Chester-le-Street	433.40 ^a	x	x	11.06 ^a	39.2	x
Derwentside	409.40	239.30	x	10.26 ^a	39.8	x
Durham	551.60 ^a	261.00	x	14.33 ^a	38.7	x
Easington	411.30	252.00 ^a	x	10.48	39.0	x
Sedgefield	492.10	240.40 ^a	x	12.31	40.1	x
Teesdale	427.10 ^a	x	x	9.53 ^b	44.7 ^b	x
Wear Valley	461.00 ^a	x	x	11.66 ^a	39.7	x
Alnwick	414.20 ^a	x	x	10.86 ^a	37.9	x
Berwick	428.90 ^a	x	x	10.78 ^b	39.7	x
Blyth Valley	484.20 ^a	244.40 ^a	x	12.56 ^a	38.7	x
Castle Morpeth	550.30 ^a	301.70 ^a	x	14.51 ^a	38.1	x
Tynedale	482.40 ^a	x	x	12.48 ^a	38.9	x
Wansbeck	533.40 ^a	x	x	13.72 ^a	38.3	x

a Reasonably precise, CV>5% and <=10%
b Acceptable, CV>10% and <=20%
X Sample size too small for reliable estimate

Source: Annual Survey of Hours and Earnings 2009 (Tables 7.1a, 7.6a, 7.9a and 7.11a).

Note: These data are for employees at *workplaces* in these small areas.

Table A2.2: Average Earnings by District (Men) (2009)

	Gross Weekly Earnings (£)	10% earned under (£)	10% earned over (£)	Average hourly earnings (£) (excl. overtime)	Average weekly hours (including overtime)	Overtime (hours)
Gateshead	523.70	277.30	x	13.12	39.9	1.6 ^b
Newcastle	589.20	293.90	x	15.14	38.9	1.3 ^b
North Tyneside	542.50	254.60	x	13.34	39.9	1.6 ^b
South Tyneside	543.80 ^a	299.20 ^a	x	13.8 ^a	39.3	x
Sunderland	512.90	274.70	x	12.52	40.3	1.8 ^b
Darlington UA	533.10	276.70	x	13.06	40.3	x
Hartlepool UA	587.30 ^a	x	x	14.19 ^a	40.1	x
Middlesbrough UA	566.60 ^a	284.80 ^a	x	13.72 ^a	40.9	x
Redcar & Cleveland UA	562.90	305.20 ^a	x	13.2 ^a	42.9	3.4 ^b
Stockton-on-Tees UA	625.60	300.10	x	15.26	40.7	2.3 ^b
Chester-le-Street	438.70 ^a	x	x	10.85 ^a	40.6	x
Derwentside	404.60 ^a	x	x	9.82 ^a	40.9	x
Durham	612.30 ^a	283.80	x	15.65 ^a	39.5	x
Easington	462.60 ^a	272.60 ^a	x	11.29 ^a	40.8	x
Sedgefield	534.00 ^a	258.20 ^b	x	13.04 ^a	41.4	x
Teesdale	433.70 ^a	x	x	8.71 ^b	48.9 ^b	x
Wear Valley	491.10 ^b	x	x	11.9 ^b	41.5	x
Alnwick	472.60 ^a	x	x	12.21 ^b	38.6	x
Berwick	473.90 ^b	x	x	11.44 ^b	41.4	x
Blyth Valley	536.10 ^a	x	x	13.45 ^a	40.1	x
Castle Morpeth	575.30 ^a	x	x	14.57 ^a	39.9	x
Tynedale	512.10 ^a	x	x	12.58 ^a	41.1	x
Wansbeck	637.60 ^b	x	x	15.61 ^b	40.2	x

a Reasonably precise, CV>5% and <=10%
b Acceptable, CV>10% and <=20%
X Sample size too small for reliable estimate

Source: Annual Survey of Hours and Earnings 2009 (Tables 7.1a, 7.6a, 7.9a and 7.11a).

Note: These data are for employees at *workplaces* in these small areas.

Table A2.3: Average Earnings by District (Women) (2009)

	Gross Weekly Earnings (£)	10% earned under (£)	10% earned over (£)	Average hourly earnings (£) (excl. overtime)	Average weekly hours (including overtime)	Overtime (hours)
Gateshead	457.20	241.50	x	12.34	37.1	x
Newcastle	479.20	256.60	x	12.94	37.1	x
North Tyneside	515.40 ^a	257.40	x	13.96 ^a	36.9	x
South Tyneside	420.20 ^a	205.00 ^b	x	11.28 ^a	37.5	x
Sunderland	439.90	237.00	x	11.74	37.7	x
Darlington UA	472.80	266.70 ^a	x	12.44	38.3	x
Hartlepool UA	426.40 ^a	250.00 ^a	x	11.45 ^a	37.3	x
Middlesbrough UA	442.20	239.00 ^a	x	11.75	37.6	x
Redcar & Cleveland UA	406.80 ^a	x	x	11.03 ^a	36.8	x
Stockton-on-Tees UA	441.80	243.00	x	11.99	36.8	x
Chester-le-Street	425.40 ^a	x	x	11.38 ^a	37.1	x
Derwentside	417.30 ^a	x	x	11.02 ^a	38.0	x
Durham	458.10 ^a	234.40 ^a	x	12.24 ^a	37.4	x
Easington	365.30 ^a	x	x	9.71 ^a	37.4	x
Sedgefield	413.70 ^a	x	x	10.85 ^a	37.5	x
Teesdale	416.50 ^b	x	x	11.14 ^b	38.0	x
Wear Valley	416.20 ^b	x	x	11.28 ^b	36.9	x
Alnwick	330.40 ^b	x	x	8.93 ^b	36.9	x
Berwick	343.20 ^a	x	x	9.41 ^b	36.5	x
Blyth Valley	404.30 ^a	x	x	11.08 ^a	36.6	x
Castle Morpeth	506.60 ^a	x	x	14.38 ^a	35.1	x
Tynedale	445.90 ^a	x	x	12.34 ^a	36.2	x
Wansbeck	395.50 ^a	x	x	11.02 ^a	35.9	x

a Reasonably precise, CV>5% and <=10%
b Acceptable, CV>10% and <=20%
X Sample size too small for reliable estimate

Source: Annual Survey of Hours and Earnings 2009 (Tables 7.1a, 7.6a, 7.9a and 7.11a).

Note: These data are for employees at *workplaces* in these small areas.

	Men & Women		Men		Women	
	£'s per week	Pence/hr*	£'s per week	Pence/hr*	£'s per week	Pence/hr*
Gateshead	£427.30	£10.72	£449.90 ^a	£10.99 ^a	£385.30 ^a	£10.60 ^a
Newcastle	£470.40	£12.05	£521.20	£13.26	£406.20	£10.90
North Tyneside	£450.00	£11.76	£465.40 ^a	£11.67 ^a	£425.30 ^a	£11.77 ^a
South Tyneside	£405.30 ^a	£10.76 ^a	£457.90 ^a	£12.04 ^a	£352.00 ^a	£9.22 ^b
Sunderland	£406.60	£10.47	£445.80 ^a	£11.08 ^a	£358.40 ^a	£9.71
Darlington UA	£432.90 ^a	£11.13 ^a	£449.50 ^a	£10.96 ^a	£424.00 ^a	£11.27 ^a
Hartlepool UA	£445.80 ^a	£11.77 ^a	£516.90 ^b	£12.87 ^b	£367.40 ^b	£9.77 ^b
Middlesbrough UA	£448.40	£11.18	£473.00 ^a	£11.85 ^a	£394.60 ^a	£10.48 ^a
Redcar & Cleveland UA	£479.60 ^a	£10.87 ^a	£531.90 ^a	£11.52 ^a	£366.40 ^b	£9.41 ^b
Stockton-on-Tees UA	£478.10 ^a	£12.16 ^a	£559.30 ^a	£13.30 ^a	£380.30 ^a	£10.60 ^a
Chester-le-Street	£408.70 ^a	£10.89 ^a	£415.80 ^b	£10.70 ^a	£387.10 ^b	£11.03 ^b
Derwentside	£346.80 ^a	£8.69 ^a	£352.60 ^a	£8.52 ^a	£329.20 ^b	£8.93 ^b
Durham	£473.20 ^a	£11.74 ^a	£529.10 ^a	£13.36 ^a	£362.90 ^b	£9.69 ^a
Easington	£358.50	£9.18 ^a	£418.60 ^a	£10.17 ^a	£341.70 ^a	£8.85 ^a
Sedgefield	£421.20 ^b	£10.26 ^a	£481.70 ^b	£11.48 ^a	£347.80 ^b	£9.35 ^b
Teesdale	£400.80 ^b	x	x	x	x	x
Wear Valley	£391.80 ^a	£9.11 ^b	£411.70 ^b	£8.83 ^b	x	x
Alnwick	x	x	£450.40 ^b	x	£280.50 ^b	£7.15 ^b
Berwick	£357.30 ^a	£8.77 ^a	£402.70 ^b	£10.06 ^b	£303.10	£8.19 ^a
Blyth Valley	£399.40 ^b	£10.23 ^b	£481.10 ^b	£11.82 ^b	£323.50 ^b	£8.85 ^b
Castle Morpeth	£475.10 ^a	£12.26 ^a	£502.60 ^a	£12.29 ^a	£444.00 ^b	x
Tynedale	£443.60 ^b	£10.11 ^b	£462.70 ^b	£10.11 ^b	x	x
Wansbeck	£425.50 ^a	£11.19 ^a	£502.60 ^b	£12.34 ^b	£382.20 ^b	£10.28 ^b

^a Reasonably precise, CV >5% and <=10%
^b Acceptable, CV >10% and <=20%
X Sample size too small for reliable estimates
* Excluding overtime

Source: Annual Survey of Hours and Earnings 2009 (Tables 7.1a and 7.6a) and Special Request from ONS

Note: These data are for employees at *workplaces* in these small areas.

	Sunderland			Newcastle & Durham			Leeds		
	All	Men	Women	All	Men	Women	All	Men	Women
Gross Weekly Earnings (£)	470.50	503.20	418.60	518.00	553.80	470.90	560.30	603.70	493.10
% earning under £250	8.6 ^b	x	14.2 ^b	8.0 ^a	5.9 ^b	10.6 ^a	6.2 ^a	5.6 ^b	7.0 ^b
10% earned under (£)	258.00	272.60	234.30	260.00	274.60	245.10	273.30	281.10	264.20
10% earned over (£)	743.40 ^b	x	x	834.40 ^a	892.10 ^b	750.40 ^a	908.70 ^a	995.80 ^b	798.00 ^b
Average hourly earnings (£) (excl. overtime)	11.87	12.29	11.17	13.44	13.98	12.71	14.39	15.07	13.29
Average weekly hours (including overtime)	39.3	40.4	37.6	38.5	39.6	37.1	39.0	40.2	37.1
Overtime (hours)	1.4	1.8	x	1.0	1.4	0.5	1.1	1.6	0.4

a Reasonably precise, CV>5% and <=10%
b Acceptable, CV>10% and <=20%
X Sample size too small for reliable estimate

Source: Annual Survey of Hours and Earnings 2009 (Tables 11.1a, 11.6a, 11.9a and 11.11a) and special request from ONS.

Note: These data are for employees at *workplaces* in these small areas.

Table A2.6: Average Earnings by Tyne & Wear Parliamentary Constituency (All FT employees) (2009)

	Gross Weekly Earnings (£)	10% earned under (£)	10% earned over (£)	Average hourly earnings (£) (excl. overtime)	Average weekly hours (including overtime)	Overtime (hours)
Blaydon (L)	442.50	254.40 ^a	x	11.33	39.1	x
Gateshead E. & Washington W.	503.40 ^a	244.90 ^a	x	12.78 ^a	39.1	x
Houghton & Washington East	504.10	286.90	x	12.31	40.5	1.8 ^b
Jarrow	460.50 ^a	215.20 ^b	x	11.61 ^a	39.4	x
Newcastle Central	599.70	259.20 ^a	x	15.75	38.2	x
Newcastle East & Wallsend	471.80	274.30 ^a	x	12.08	39.0	x
Newcastle North	530.90	287.50 ^a	x	13.58	38.8	x
North Tyneside	524.40	259.70	x	13.64	38.2	0.8 ^b
South Shields	523.20 ^a	257.90 ^a	x	13.98 ^a	37.8	x
Sunderland North	493.70 ^a	249.10	x	12.58	38.9	x
Sunderland South	455.50 ^a	237.30 ^a	x	11.98 ^a	38.1	x
Tyne Bridge	522.80	269.00	811.90 ^b	13.76	38.0	0.8 ^b
Tynemouth	553.90 ^a	239.30 ^a	x	13.77 ^a	39.3	x

a Reasonably precise, CV>5% and <=10%
b Acceptable, CV>10% and <=20%
X Unreliable
(L) means low earnings: under £450.00pw and under £11.50/hr
Source: Annual Survey of Hours and Earnings 2009 (Tables 9.1a, 9.6a, 9.9a and 9.11a).

Note: These data are for employees at *workplaces* in these small areas.

Table A2.7: Average Earnings by Tyne & Wear Parliamentary Constituency (Men) (2009)

	Gross Weekly Earnings (£)	10% earned under (£)	10% earned over (£)	Average hourly earnings (£) (excl. overtime)	Average weekly hours (including overtime)	Overtime (hours)
Blaydon (L)	449.80	275.50 ^a	x	11.21	40.1	x
Gateshead E. & Washington W.	518.60 ^a	x	x	12.52 ^a	40.9	x
Houghton & Washington East	520.80	297.00	x	12.41	41.4	2.2 ^b
Jarrow	502.10 ^a	x	x	12.38 ^a	40.3	x
Newcastle Central	660.90	295.90 ^b	x	17.19	38.6	x
Newcastle East & Wallsend	530.40 ^a	295.70 ^a	x	12.99 ^a	40.7	x
Newcastle North	565.80 ^a	x	x	14.24 ^a	39.4	x
North Tyneside	525.60 ^a	260.80	x	13.16 ^a	39.5	x
South Shields	591.40 ^a	x	x	15.48 ^a	38.2	x
Sunderland North	536.10 ^a	251.80 ^a	x	13.22 ^a	39.6	x
Sunderland South	493.80 ^a	x	x	12.84 ^a	38.5	x
Tyne Bridge	556.90	280.90	x	14.31	38.9	1.2 ^b
Tynemouth	582.80 ^b	x	x	13.91 ^a	40.6	x

a Reasonably precise, CV>5% and <=10%
b Acceptable, CV>10% and <=20%
X Unreliable
(L) means low earnings: under £450.00pw and under £11.50/hr
Source: Annual Survey of Hours and Earnings 2009 (Tables 9.1a, 9.6a, 9.9a and 9.11a).

Note: These data are for employees at *workplaces* in these small areas.

Table A2.8: Average Earnings by Tyne & Wear Parliamentary Constituency (Women) (2009)

	Gross Weekly Earnings (£)	10% earned under (£)	10% earned over (£)	Average hourly earnings (£) (excl. overtime)	Average weekly hours (including overtime)	Overtime (hours)
Blaydon	427.10 ^a	x	x	11.60 ^a	36.9	x
Gateshead E. & Washington W.	485.20 ^a	x	x	13.11 ^a	36.9	x
Houghton & Washington East	443.40 ^b	x	x	11.96 ^b	37.1	x
Jarrow (L)	393.50 ^a	x	x	10.31 ^a	37.8	x
Newcastle Central	517.10 ^a	242.80 ^a	x	13.77 ^a	37.8	x
Newcastle East & Wallsend	407.10	246.50 ^a	x	11.02	37.0	x
Newcastle North	473.70 ^a	x	x	12.49 ^a	37.9	x
North Tyneside	523.10 ^a	257.90 ^a	x	14.16 ^a	36.9	x
South Shields	440.90 ^a	x	x	12.07 ^a	37.4	x
Sunderland North	440.50	243.40 ^a	x	11.74	37.9	x
Sunderland South	417.10 ^b	x	x	11.09 ^b	37.7	x
Tyne Bridge	480.90	262.20	x	13.06	36.8	x
Tynemouth	495.30 ^a	x	x	13.47 ^a	36.7	x

a Reasonably precise, CV>5% and <=10%

b Acceptable, CV>10% and <=20%

X Unreliable

(L) means low earnings: under £400.00pw and under £11/hr

Source: Annual Survey of Hours and Earnings 2009 (Tables 9.1a, 9.6a, 9.9a and 9.11a).

Note: These data are for employees at *workplaces* in these small areas.

Table A2.9: Average Earnings by Parliamentary Constituency in rest of NE (All FT employees) (2009)

	Gross Weekly Earnings (£)	10% earned under (£)	10% earned over (£)	Average hourly earnings (£) (excl. overtime)	Average weekly hours (including overtime)	Overtime (hours)
Berwick-upon-Tweed	450.50 ^a	255.40	x	11.36 ^a	39.4	x
Bishop Auckland	458.90 ^a	227.00 ^b	x	11.14 ^a	41.1	x
Blyth Valley	484.20 ^a	244.40 ^a	x	12.56 ^a	38.7	x
City of Durham	551.60 ^a	261.00	x	14.33 ^a	38.7	x
Darlington	522.50	281.50	x	13.26	39.3	x
Easington (L)	411.90	254.20 ^a	x	10.46	39.1	x
Hartlepool	517.50 ^a	254.10 ^a	x	13.02	38.9	x
Hexham	481.80 ^a	252.50 ^a	x	12.45 ^a	39.1	x
Middlesbrough	499.30	249.80	x	12.69	39.0	x
M'bro South & East Cleveland	536.20	291.50 ^a	x	13.36	40.3	x
North Durham	450.80 ^a	252.00 ^a	x	11.46 ^a	39.2	x
North West Durham (L)	374.80	234.50 ^a	x	9.40	39.8	x
Redcar	503.40	256.50 ^a	x	12.22	41.2	x
Sedgefield	488.40	245.90	x	12.19	40.1	x
Stockton North	584.80 ^a	266.10 ^a	x	14.70	39.5	2 ^b
Stockton South	533.20	265.20	x	13.55	39.0	x
Wansbeck	551.30 ^a	266.20 ^a	x	14.59 ^a	37.6	x

a Reasonably precise, CV>5% and <=10%

b Acceptable, CV>10% and <=20%

X Unreliable

(L) means low earnings: under £450.00pw and under £11.50/hr

Source: Annual Survey of Hours and Earnings 2009 (Tables 9.1a, 9.6a, 9.9a and 9.11a).

Note: These data are for employees at *workplaces* in these small areas.

Table A2.10: Average Earnings by Parliamentary Constituency in rest of NE (Men) (2009)

	Gross Weekly Earnings (£)	10% earned under (£)	10% earned over (£)	Average hourly earnings (£) (excl. overtime)	Average weekly hours (including overtime)	Overtime (hours)
Berwick-upon-Tweed	511.70 ^a	x	x	12.57 ^a	40.5	x
Bishop Auckland	473.80 ^a	x	x	10.96 ^a	43.1	x
Blyth Valley	536.10 ^a	x	x	13.45 ^a	40.1	x
City of Durham	612.30 ^a	283.80	x	15.65 ^a	39.5	x
Darlington	555.20 ^a	288.30 ^a	x	13.62 ^a	40.3	x
Easington	459.80 ^a	272.00 ^a	x	11.19 ^a	40.9	x
Hartlepool	587.30 ^a	x	x	14.19 ^a	40.1	x
Hexham	504.60 ^a	x	x	12.52 ^a	41.0	x
Middlesbrough	554.80 ^a	270.40 ^a	x	13.46 ^a	40.7	x
M'bro South & East Cleveland	610.20 ^a	x	x	14.84 ^a	41.5	x
North Durham	450.70 ^a	x	x	11.01 ^a	40.8	x
North West Durham (L)	372.10 ^a	x	x	9.10 ^a	40.7	x
Redcar	561.50 ^a	303.70 ^a	x	12.99 ^a	43.4	x
Sedgefield	534.40 ^a	269.60 ^a	x	13.02 ^a	41.3	x
Stockton North	655.80 ^a	324.10 ^a	x	16.05 ^a	40.7	x
Stockton South	599.10 ^a	287.30	x	14.57 ^a	40.7	x
Wansbeck	617.80 ^a	333.10 ^b	x	15.52 ^a	39.6	x

a Reasonably precise, CV>5% and <=10%
b Acceptable, CV>10% and <=20%
X Unreliable
(L) means low earnings: under £450.00pw and under £11.50/hr
Source: Annual Survey of Hours and Earnings 2009 (Tables 9.1a, 9.6a, 9.9a and 9.11a).

Note: These data are for employees at *workplaces* in these small areas.

Table A2.11: Average Earnings by Parliamentary Constituency in rest of NE (Women) (2009)

	Gross Weekly Earnings (£)	10% earned under (£)	10% earned over (£)	Average hourly earnings (£) (excl. overtime)	Average weekly hours (including overtime)	Overtime (hours)
Berwick-upon-Tweed (L)	337.00 ^a	x	x	9.03 ^a	37.3	x
Bishop Auckland	433.60 ^a	x	x	11.47 ^a	37.6	x
Blyth Valley	404.30 ^a	x	x	11.08 ^a	36.6	x
City of Durham	458.10 ^a	234.40 ^a	x	12.24 ^a	37.4	x
Darlington	483.50	270.10 ^a	x	12.80	38.1	x
Easington (L)	368.20 ^a	x	x	9.76 ^a	37.4	x
Hartlepool	426.40 ^a	250.00 ^a	x	11.45 ^a	37.3	x
Hexham	447.10 ^a	x	x	12.35 ^a	36.2	x
Middlesbrough	439.10	229.20 ^a	x	11.81	37.1	x
M'bro South & East Cleveland	457.20 ^a	x	x	11.71 ^a	38.9	x
North Durham	451.00 ^a	x	x	12.22 ^a	36.8	x
North West Durham (L)	379.30 ^a	x	x	9.91 ^a	38.3	x
Redcar (L)	391.20 ^a	x	x	10.60 ^a	36.8	x
Sedgefield (L)	398.30 ^a	x	x	10.47 ^a	37.8	x
Stockton North	476.60 ^a	246.50	x	12.54 ^a	37.7	x
Stockton South	401.90 ^a	x	x	11.32 ^a	35.6	x
Wansbeck	465.00 ^a	x	x	13.29 ^a	34.9	x

a Reasonably precise, CV>5% and <=10%
b Acceptable, CV>10% and <=20%
X Unreliable
(L) means low earnings: under £400.00pw and under £11/hr
Source: Annual Survey of Hours and Earnings 2009 (Tables 9.1a, 9.6a, 9.9a and 9.11a).

Note: These data are for employees at *workplaces* in these small areas.