



# EARNINGS IN TYNE & WEAR AND THE CITY REGION 2010

February 2011  
Ref: EB11/1

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## KEY POINTS

**In 2010, in TWCR the earnings<sup>1</sup> gap with the UK was 12.5% (TW 11.0%). The gap was larger for men than for women.**

Average earnings (§2):

In Tyne & Wear City Region (TWCR):

- On average, men & women earn £523.80 per week (£27,240pa), 87.5% of UK earnings;
- Men earn £561.60 per week (£29,200pa), 86.0% of UK earnings;
- Women earn £470.80 per week (£24,480pa), 91.8% of UK earnings.

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

- On average, men & women earn £532.50 per week (£27,690pa), 89.0% of UK earnings;
- Men earn £567.80 per week (£29,530pa), 86.9% of UK earnings;
- Women earn £483.90 per week (£25,160pa), 94.3% of UK earnings;

### **Relative Lack of High Earners in TWCR.**

Median Earnings<sup>2</sup> (§2):

In Tyne & Wear City Region:

- Median earnings are about £4,170pa lower than average earnings.
- Median men & women earn £443.70 per week (£23,070pa), 89.0% of UK earnings;
- Men earn £481.00 per week (£25,010pa), 89.4% of UK earnings;
- Women earn £404.40 per week (£21,030pa), 92.1% 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 1.5 percentage points higher (89.0%) than the ratio of averages (87.5%). This effect applies particularly to men in TWCR (median 89.4%, average 86.0%; the average has a 3.4pp lower ratio to UK). For women in TWCR, (median 92.1%, average 91.8%), the average has a 0.3pp lower ratio to UK.

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

- Median earnings are about £4,150pa lower than average earnings;
- Median men & women earn £452.70 per week (£23,540pa), 90.8% of UK earnings;
- Men earn £493.60 per week (£25,670pa), 91.7% of UK earnings;
- Women earn £414.40 per week (£21,550pa), 92.9% of UK earnings.

**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 2010, in Tyne & Wear women's hourly pay was 92% of men's, compared to 84% for the UK [TWCR 91%; Leeds City Region (LCR) 88%, Sheffield City Region (SCR) 91% and Liverpool City Region (LPCR) 90%].

<sup>1</sup> These are full-time only.

<sup>2</sup> The median earnings are the level at which there are equal numbers of employees, above and below.

- Women's weekly earnings were also closer to men's earnings in Tyne & Wear (85.2%) than in the UK (78.5%) (TWCR 83.8%; LCR 80.8%, SCR 81.6% and LPCR 83.3%).

### **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 £101 (21%) more per week than private sector employees (TW 19%; RoCR 27%; UK 6%). Hourly earnings of the public sector are greater than in the private sector by 30% (TW 27%; RoCR 39%; UK 14%).
- 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, (38.5 hours per week) than in the private sector (40.8 hours). Women also work about 2 hours less (36.3 hours) than in the private sector (38.2 hours). [Hours include overtime.]

### **Fall in real earnings: even over the five years to 2010.**

Earnings in Real Terms (§5):

- Over the five years 2005-2010, real earnings fell, averaging around -0.4%pa; over the five years at around -1.9% in Tyne & Wear (-1.6% in TWCR, -2.4% in LCR, -2.6% in LPCR) compared to *growth* of 0.8% in SCR.
- Men's average real earnings fell in TWCR by about 3%. Women's average real earnings *grew* by 1.4% (TW men -4.0% and TW women rose 2.8%).
- As average annual compound rates, real earnings fell for men in TWCR (-0.6%) and TW (-0.8%). For women earnings growth in real terms was 0.3% pa in TWCR and 0.5% pa in TW.
- The growth rate of real earnings has halved from around 2%pa in 1980-95 in Tyne & Wear to about 0.9%pa from 1998-2010.

### **'Managers & Senior Officials' have highest average weekly earnings in TWCR.**

**TWCR earnings for 'Managers & Senior Officials' highest among all comparator City Regions.**

Earnings by Occupation (§6):

- Compared with other City Regions: in TWCR, weekly earnings for 'Managers & Senior Officials' (£767.50pw) were the highest. 'Professional Occupations' were second (£734.20pw). TWCR had the lowest earnings of the City Regions in; 'Sales & Customer Service Occupations' (£315.00), 'Personal Service Occupations' (£335.40), 'Elementary Occupations' (£340.60pw), and 'Process, Plant & Machinery Occupations' (£430.40).
- The gender pay difference was highest in TW and TWCR for 'Skilled Trade Occupations' (women earning less than men), and lowest for 'Personal Service Occupations'.
- The gender pay difference for annual earnings was highest in TW and TWCR for 'Skilled Trade 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 2010 Annual Survey of Hours and Earnings (ASHE). The report covers the Tyne & Wear City Region<sup>3</sup> (TWCR), and both higher- and lower-level geographies. It also makes comparisons with Leeds City Region<sup>4</sup> (LCR), West Yorkshire, Sheffield City Region<sup>5</sup> (SCR) and Liverpool City Region<sup>6</sup> (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 size<sup>7</sup>. 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 relate 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 variation<sup>8</sup>), 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 66% (UK 67%) of gross weekly household income from all sources. Other sources of income are:

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<sup>3</sup> 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].

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

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

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

<sup>7</sup> 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).

<sup>8</sup> 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.

	<b>NE</b>	<b>UK</b>
Social Security Benefits	17%	13%
Pensions (+ Annuities)	6%	7%
Self Employment	8%	9%
Investment Income	2%	3%
Other Sources	1%	1%

(Based on a three year average.)

(Source: ONS Family Spending 2009, © Crown Copyright 2010)

For further information on these non-earnings sources of income and overall household income, see ONS Family Spending 2009, © Crown Copyright 2010.

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 32% of all employees, about 154,600 of over 484,900 employees in Tyne & Wear<sup>9</sup>.

## 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 2010 ASHE is based on approximately 181,000 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.*

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<sup>9</sup> Source: ONS Business Register Employment Survey (BRES) 2009

## 1.1.2 ONS' Summary Quality Report

A Summary Quality Report for the 2010 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'<sup>10</sup> and age. Estimates of pay and associated standard errors for different subsets of the population of employees have been made using weighted estimation.

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

<sup>10</sup> 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.

## 1.2 The (New) ASHE Questionnaire (2005)

In 2005 ONS introduced improvements to the ASHE questionnaire. While the core data collected were essentially the same as those 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.]

### 1.3.1 Impact of the new HMRC PAYE system on ASHE in 2010

ASHE is based on a one per cent extract of employee jobs from HM Revenue and Customs (HMRC) Pay As You Earn (PAYE) records. During 2009 HMRC introduced a single national computer system which replaced the twelve regional databases that previously handled PAYE processing. The new system creates a single record of an employee's PAYE pay and tax details, unlike the previous system, which was built around and linked employees to an employer's account. The introduction of this new PAYE system has resulted in a discontinuity in the way that employments are created.

Following standard cleaning procedures, the final ASHE sample file contained around 280,000 records, 7% more than the 2009 sample. The final 2010 ASHE dataset was 2% larger than the 2009 dataset. Analyses carried out by ONS demonstrated that the 2009 and 2010 datasets are very similarly distributed across age, sex, industry and size of employer. Further details are available from

[http://www.statistics.gov.uk/downloads/theme\\_labour/ashe/hmrc-impact-ashe2010.pdf](http://www.statistics.gov.uk/downloads/theme_labour/ashe/hmrc-impact-ashe2010.pdf)

### 1.3.2 Trade Union Members' Earnings

The hourly earnings of UK union members<sup>11</sup> averaged £13.60 in 2009, 15.3% more than the earnings of non-union employees (£11.80 per hour). This is an increase from the 12.5% union wage premium in 2008.

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<sup>11</sup> Source: Trade Union Membership 2009, DBIS (April 2010). 2009 data are the latest available.



## 2. Average and Median Gross Weekly Earnings, 2010

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 East<sup>12</sup>. Section 2.2 discusses median earnings.

### 2.1 Average Earnings

In 2010, the average full-time employee in TWCR earned £523.80 per week, (£27,240 pa<sup>13</sup>). This is 12.5% (£3,870 pa) less than the UK average of £598.30 per week, (£31,110 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 £561.60 (14% below the UK average); whereas women's average weekly earnings were £470.80 (8.2% below the UK average).

**Table 2.1: Average Earnings of Full-Time Employees on Adult Rates (2010)**

	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	£523.80	1345	£443.70	1121	£561.60	1397	£481.00	1166	£470.80	1269	£404.40	1073
Tyne & Wear	£532.50	1365	£452.70	1145	£567.80	1411	£493.60	1186	£483.90	1299	£414.40	1085
Rest of City Region	£499.50	1291	£423.10	1097	£544.80	1360	£457.10	1131	£432.60	1183	£382.90	1035
Durham 4	£497.80	1286	£419.90	1059	£543.10 <sup>a</sup>	1365 <sup>a</sup>	£442.10	1081	£433.10	1168	£380.30	1005
Northumberland 4	£502.30	1300	£437.60	1120	£547.40	1352	£472.70 <sup>a</sup>	1202	£431.70	1210	£383.40 <sup>a</sup>	1046 <sup>a</sup>
North East	£520.20	1327	£442.30	1118	£561.50	1385	£484.80	1174	£461.90	1241	£400.00	1061
Leeds City Region	£544.70	1389	£465.00	1150	£589.00	1456	£499.10	1198	£475.70	1281	£411.90	1094
West Yorkshire	£546.40	1399	£466.10	1152	£592.40	1469	£498.30	1205	£477.20	1287	£412.70	1104
Rest of Leeds City Region	£538.70	1358	£461.70	1136	£577.80	1412	£504.60	1160	£469.90	1256	£404.30	1062
Sheffield City Region	£533.50	1346	£462.50	1140	£572.30	1389	£498.30	1167	£467.20	1268	£404.60	1065
Liverpool City Region	£541.30	1396	£472.30	1186	£584.00	1458	£502.70	1209	£486.70	1312	£428.00	1147
UK	£598.30	1529	£498.80	1250	£653.30	1625	£538.20	1301	£513.10	1373	£439.00	1168
TWCR % of UK	87.5%	88.0%	89.0%	89.7%	86.0%	86.0%	89.4%	89.6%	91.8%	92.4%	92.1%	91.9%
T&W % of UK	89.0%	89.3%	90.8%	91.6%	86.9%	86.8%	91.7%	91.2%	94.3%	94.6%	94.4%	92.9%
LCR % of UK	91.0%	90.8%	93.2%	92.0%	90.2%	89.6%	92.7%	92.1%	92.7%	93.3%	93.8%	93.7%
SCR % of UK	89.2%	88.0%	92.7%	91.2%	87.6%	85.5%	92.6%	89.7%	91.1%	92.4%	92.2%	91.2%
LPCR % of UK	90.5%	91.3%	94.7%	94.9%	89.4%	89.7%	93.4%	92.9%	94.9%	95.6%	97.5%	98.2%

<sup>a</sup> Reasonably precise, CV >5% and <=10%  
<sup>b</sup> Acceptable, CV >10% and <=20%  
\* Excluding overtime

Source: Annual Survey of Hours and Earnings 2010 (Tables 7.1a and 7.6a) and Special Request from ONS

In TWCR, earnings were lower in Rest of City Region (RoCR) than in Tyne & Wear, by about £33pw (£1,720pa) (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.

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

<sup>13</sup> 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. [ASHE gross annual data is based on matched samples, meaning the person has to be in the same job for over 12 months, whilst gross weekly pay is based on the full ASHE sample and will include people who have only just come onto the job market.] For the figures presented here, the ASHE annual figure for TWCR (M&W) is £429pa higher than the weekly average multiplied by 52 weeks, whilst for the UK, it is £1,066pa.

Earnings in TWCR are the lowest of all the comparator City Region areas. Average full-time employees in TWCR earn £17.50pw less than those in LPCR, £20.90pw less than those in LCR and £9.70pw less than those in SCR.

TWCR men earn 4.7% less than men in LCR, 1.9% less than in Sheffield City Region (SCR) and 3.8% less than in Liverpool City Region (LPCR). TWCR women earn 0.8% more than women in SCR, but approximately 1% less than women in LCR and 3.3% less than women in LPCR. For men within TWCR, earnings were lowest within the Durham 4 LADs, at £543.10 and for women were lowest within the Northumberland 4 LADs, at £431.70.

In Tyne & Wear, on average men earn 4.2% less than men in West Yorkshire. However women in Tyne & Wear earn 1.4% more than women in West Yorkshire.

In Tyne & Wear, the earnings gap (from the UK) was very similar to TWCR's for all full-time employees (11.0%) and for men (13.1%), but was much smaller for women at 5.7%. In LCR, the earnings gaps were smaller for all categories, but particularly men; at 9.0% for all FT employees, 9.8% for men (4.2pp smaller than in TWCR) and 7.3% for women.

In TWCR, average annual<sup>14</sup> earnings were £29,200 for men and £24,480 for women. TWCR is marginally lower than TW (£29,530 for men, £25,160 for women). TWCR men and women (separately) earn less than in LCR (£30,630pa for men and £24,740pa for women), West Yorkshire (£30,800 for men, £24,810 for women) and LPCR (£30,370 for men, £25,310 for women). However, whilst men in TWCR earned less than men in SCR (£29,760), TWCR women earned about £190 pa more than SCR women (£24,290).

In the North East, average weekly earnings were lower than in the UK; men's earnings were £91.80 lower, and women's earnings were £51.20 lower. Tyne & Wear women's weekly earnings were £22.00 higher than in the North East. Tyne & Wear men's were £6.30 higher than in the North East. In TWCR, men's earnings were just £0.10 higher, while women's were £8.90 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.

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 2010, the median full-time employee in TWCR earned £443.70 per week (£23,070pa) [£4,170 less than the average] (Table 2.1). Men's median earnings were £481.00 per week (£25,010pa) [£4,190 less than the average]. Women's median earnings were £404.40 per week (£21,030pa) [£3,450 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.

<sup>14</sup> These annual earnings figures are simply 52 times the weekly 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 1.5 percentage points higher (89.0%) than the ratio of averages (87.5%). This effect applies particularly to men in TWCR (median 89.4%, average 86.0%; the average has a 3.4pp lower ratio to UK). For women in TWCR, (median 92.1%, average 91.8%), the average has a 0.3pp lower ratio to UK.

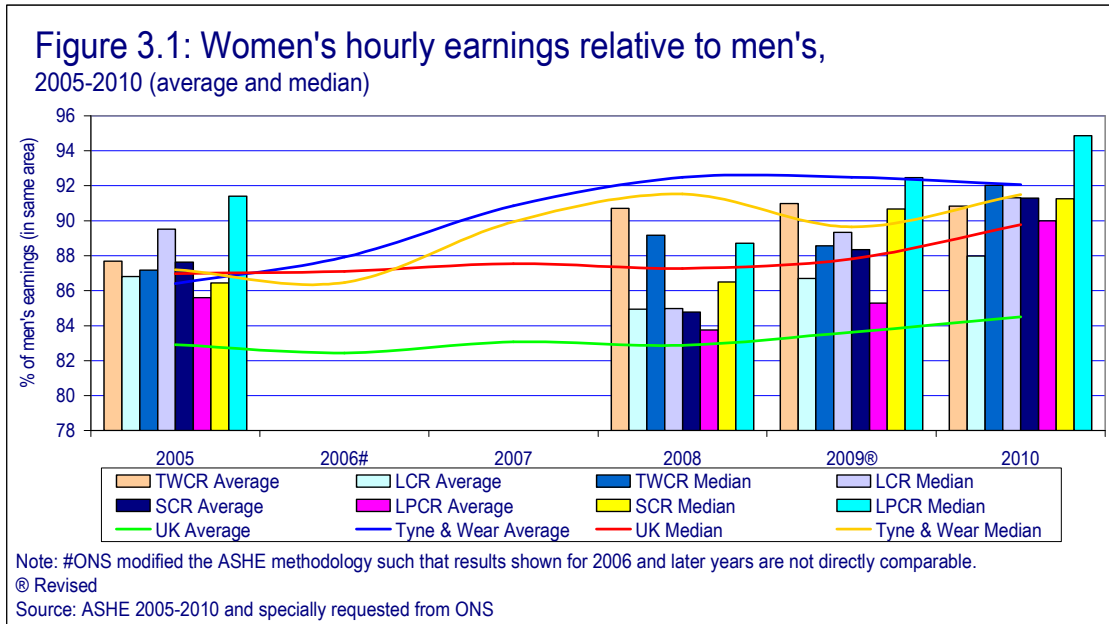
Median earnings were higher in all comparator City Regions. Compared to LCR, median earnings in TWCR were 4.6% (over £1,110pa) lower; 3.6% for men and 1.8% for women. In SCR median earnings were 4.1% (£980) higher, 3.5% for men and 0.05% for women than in TWCR. Similarly in LPCR median earnings were 6.1% (£1,490) higher, 4.3% for men and 5.5% 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 rose relative to men’s, at over 3.5-times the rate of the UK (Fig. 3.1); in 2005-2010 the ratio of women’s average hourly earnings compared to men’s rose just 1.6pp for the UK, but 5.7pp in Tyne & Wear. Between 2005-2010 average and median women’s earnings have continued to grow slowly but steadily in the UK, despite slight falls in 2006 and 2008. Similarly, in Tyne & Wear, women’s average hourly earnings grew steadily over the period. In 2005, Tyne & Wear women’s [average] hourly earnings were 86.4% of men’s. However, women’s earnings relative to men’s recovered considerably to peak at 92.5% in 2008 and again in 2009. There was a slight fall in 2010, to 92.1%.



In 2005-2010, in TWCR, the ratio of women’s average earnings relative to men’s rose by 3.1pp (median rose 4.8pp), whereas for LCR the rise was much slower, at only 1.2pp (however, LCR’s median rose by 1.8pp). Over the same period, in SCR the ratio of women’s average earnings relative to men’s rose by 3.7pp (the median rose 4.8pp). In LPCR, the ratio of women’s average earnings relative to men’s rose by 4.4pp, with the median up by 3.5pp.

In Tyne & Wear, relative to men’s earnings, the *median* women’s earnings in Tyne & Wear in 2005-2006 fell slightly (by 0.7pp) (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 1.9pp to 89.7% of men’s before rising again in 2010 by 1.8pp, back to the 2008 level of 91.5%. For the same period (2005-2010) the UK’s median women’s earnings rose 2.8pp.

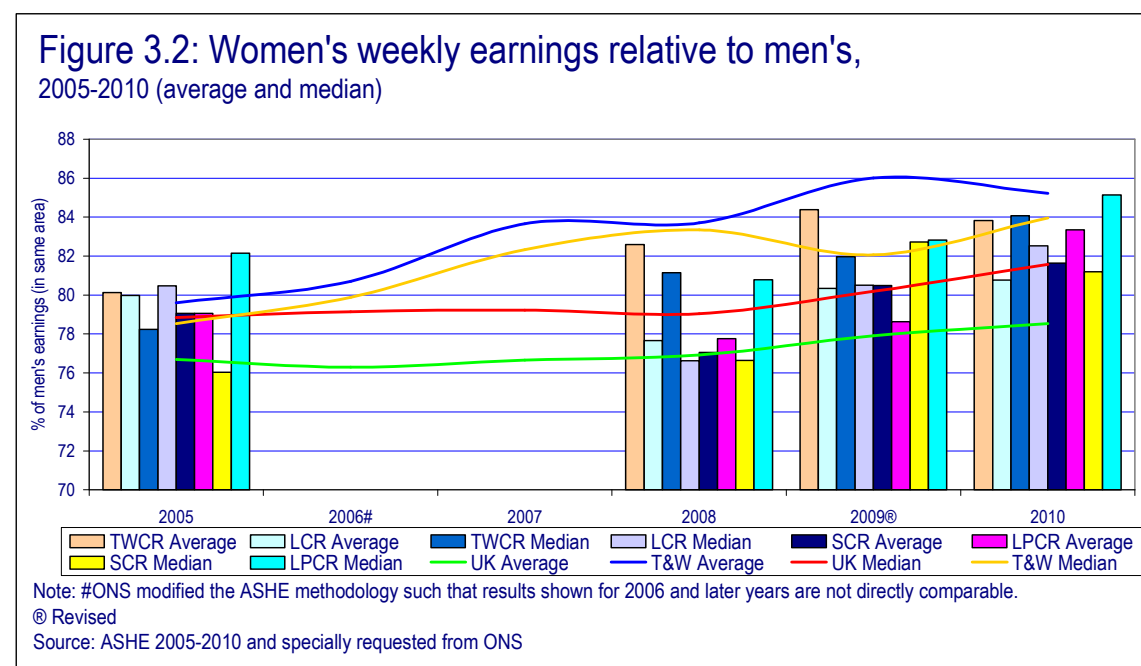
- Amongst women, in Tyne & Wear, unusually, it is high earners who have been relative ‘gainers’. In the UK, conversely, the bulk of women, shown by the *median*, are relatively closer (89.8%) to men’s earnings; the *average* women’s earnings are lower (84.5%) in relation to men’s.

- In Tyne & Wear, the percentage rise in earnings of women relative to men's from 2005-2010 is much larger for the average (up 5.7pp) than for the median (up 4.3pp). This pattern is the same for LPCR. The reverse<sup>15</sup> is evident in the UK, TWCR, LCR and SCR.
- In the UK, both (mean and median) ratios had similar increases of 1-3pp over the 5 years (average up 1.6pp, median 2.8pp). LCR had similar increases in ratios over the same period (up 1.2pp, median 1.8pp). Differences between the rises in the mean ratio and median ratio were greatest in TWCR (at 3.0pp difference) and LPCR (at 2.8pp difference).

In 2010, women's weekly average earnings in Tyne & Wear were very much closer to men's average earnings than in the UK, by 6.7pp (Fig. 3.2). In 2010, average weekly earnings for women in Tyne & Wear were 85.2% of men's (UK 78.5%). The gap between women's *median* weekly earnings and men's in Tyne & Wear was also smaller than in the UK (Tyne & Wear 84.0%, UK 81.6%).

Over the five years to 2010, the ratio of women's weekly earnings to men's, in Tyne & Wear has been on a positive trend; up 5.6pp in Tyne & Wear, whilst in the UK it has remained relatively flat; up just 1.8pp in the UK (Fig. 3.2).

In TWCR, over the period 2005-2010, the ratio of women's weekly earnings to men's rose 3.7pp, whereas in LCR, at 0.8pp, the increase was smaller than the UK average (1.8pp). The ratio of women's earnings to men's in SCR rose 2.6pp, while in LPCR the rise was 4.3pp.



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.*

<sup>15</sup> 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.

## 4. Public & Private Sector Earnings, 2010

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, on average, 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.

	£'s per week			Pence per hour		
	All	Men	Women	All	Men	Women
	Employees			Employees		
<b>Public Sector Employees</b>						
Tyne & Wear City Region	577.30	643.00	527.00	1548	1669	1450
Tyne & Wear	584.20	650.80	535.50	1560	1682	1466
Rest of City Region	556.10	621.30 <sup>a</sup>	498.40	1511	1633 <sup>a</sup>	1396
Durham 4	555.50 <sup>a</sup>	630.70 <sup>b</sup>	486.60	1463 <sup>a</sup>	1629 <sup>b</sup>	1306
Northumberland 4	556.90	606.60 <sup>a</sup>	515.20	1587 <sup>a</sup>	1640 <sup>a</sup>	1538 <sup>a</sup>
North East	567.90	633.80	520.50	1523	1646	1430
Leeds City Region	590.00	665.00	532.50	1608	1775	1475
West Yorkshire	586.00	661.00	530.70	1601	1766	1474
Rest of Leeds City Region	608.50	682.00 <sup>a</sup>	541.70	1641	1811 <sup>a</sup>	1482
Sheffield City Region	595.00	667.50	541.40	1605	1726	1509
Liverpool City Region	597.10	664.50	552.00	1617	1747	1526
UK	622.30	693.60	565.50	1670	1803	1558
TWCR as a % of UK	92.8%	92.7%	93.2%	92.7%	92.6%	93.1%
TW as a % of UK	93.9%	93.8%	94.7%	93.4%	93.3%	94.1%
SCR % of UK	95.6%	96.2%	95.7%	96.1%	95.7%	96.9%
LPCR % of UK	96.0%	95.8%	97.6%	96.8%	96.9%	97.9%
<b>Private Sector Employees</b>						
Tyne & Wear City Region	476.40	512.10	395.40	1190	1254	1035
Tyne & Wear	490.00	524.00	412.70	1227	1289	1078
Rest of City Region	438.40	478.60	346.90	1089	1159	914
Durham 4	411.70	438.90	355.50 <sup>a</sup>	1031	1070	943 <sup>a</sup>
Northumberland 4	481.80	538.30	330.00 <sup>a</sup>	1180	1290 <sup>a</sup>	859 <sup>a</sup>
North East	483.80	525.80	386.50	1199	1274	1011
Leeds City Region	523.50	567.40	418.60	1293	1369	1095
West Yorkshire	525.70	571.10	417.60	1300	1381	1092
Rest of Leeds City Region	516.40	555.60	421.70	1269	1331	1106
Sheffield City Region	506.80	547.50	393.20	1238	1305	1032
Liverpool City Region	501.90	548.00	401.90	1241	1327	1043
UK	589.30	642.10	470.80	1464	1563	1225
TWCR as a % of UK	80.8%	79.8%	84.0%	81.3%	80.2%	84.5%
TW as a % of UK	83.1%	81.6%	87.7%	83.8%	82.5%	88.0%
SCR % of UK	86.0%	85.3%	83.5%	84.6%	83.5%	84.2%
LPCR % of UK	85.2%	85.3%	85.4%	84.8%	84.9%	85.1%

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

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

Source: Annual Survey of Hours and Earnings 2010 (Tables 13.1a and 13.6a) and Special Request from ONS

In TWCR, on average, public employees earn about £101pw more than private. In the UK the differential is just £33pw. In the private sector, earnings were about £36pw lower in Tyne & Wear than in West Yorkshire; this was primarily due to men's earnings, which were significantly lower (by over £47pw). Tyne & Wear private sector *women's* earnings were only slightly lower than in West Yorkshire (by about £5pw).

*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 by ONS from the private sector to the public sector.*

In the public sector, earnings are higher in the metropolitan area than in the RoCR in TWCR. Conversely, in LCR, earnings in RoLCR are higher than in WY. Private sector earnings in the RoCR [the 'weak tail'] are significantly lower (by £52pw) than in Tyne & Wear. In RoLCR private sector earnings for men & women are [only] £9pw below West Yorkshire. For women, earnings are slightly higher in RoLCR than in the metropolitan area (by £4pw).

Compared with Tyne & Wear, West Yorkshire's private sector earnings are about £36pw higher. West Yorkshire's public sector earnings are only around £2pw higher (than in Tyne & Wear). In the private sector, West Yorkshire men earn around £47pw (around £2,400pa) more than in Tyne & Wear. In the public sector the difference is much smaller, at around £10pw.

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 RoLCR men'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 LCR than in West Yorkshire but this is reversed in the private sector for men & women and men separately.

TWCR's public sector weekly earnings are higher than in the North East for all groups. Hourly earnings reflect the same pattern. In the private sector, on average, women's earnings are higher in TWCR than in the North East, while men's earnings are lower in TWCR than in the North East.

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 £81pw (over £4,200pa) 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 £22pw. Public sector top earnings are almost identical in West Yorkshire and in LCR (at about £900pw).

**Table 4.2: Distribution of Full-time Public and Private Sector Gross Weekly Earnings (£) (2010)**

		Public Sector			Private Sector		
		All	Men	Women	All	Men	Women
		Employees			Employees		
Tyne & Wear City Region	Top Decile	869.20 <sup>a</sup>	x	779.40 <sup>a</sup>	768.70 <sup>a</sup>	814.50 <sup>a</sup>	x
	Bottom Decile	307.70	322.50	299.20	242.20	266.90	219.30
Tyne & Wear	Top Decile	891.20 <sup>a</sup>	x	804.80 <sup>b</sup>	812.20 <sup>a</sup>	854.70 <sup>b</sup>	x
	Bottom Decile	311.60	322.50	300.50	243.20	266.80	220.20
Rest of City Region	Top Decile	x	x	x	x	x	x
	Bottom Decile	301.50	322.50 <sup>a</sup>	295.00	240.20	266.70	219.00
North East	Top Decile	851.70 <sup>a</sup>	x	778.70 <sup>a</sup>	804.80 <sup>a</sup>	858.60 <sup>a</sup>	593.20 <sup>b</sup>
	Bottom Decile	304.40	322.50	298.40	245.70	269.70	222.10
Leeds City Region	Top Decile	903.00 <sup>a</sup>	x	825.80 <sup>a</sup>	865.80 <sup>a</sup>	930.50 <sup>a</sup>	689.60 <sup>a</sup>
	Bottom Decile	302.80	322.80	293.90	255.20	270.00	231.10
West Yorkshire	Top Decile	897.00 <sup>a</sup>	x	832.80 <sup>a</sup>	863.30 <sup>a</sup>	935.30 <sup>a</sup>	686.70 <sup>b</sup>
	Bottom Decile	301.40	319.20	291.20	256.70	271.40	231.90
Rest of Leeds City Region	Top Decile	x	x	x	875.40 <sup>b</sup>	923.80 <sup>b</sup>	x
	Bottom Decile	308.30	351.50 <sup>a</sup>	299.20	249.10	268.10	225.10
Sheffield City Region	Top Decile	874.70 <sup>b</sup>	x	798.50 <sup>b</sup>	828.40 <sup>a</sup>	886.20 <sup>a</sup>	638.20 <sup>b</sup>
	Bottom Decile	310.80	334.30	298.50	250.00	280.00	217.10
Liverpool City Region	Top Decile	906.60 <sup>b</sup>	x	844.20 <sup>b</sup>	809.60 <sup>a</sup>	877.30 <sup>b</sup>	x
	Bottom Decile	321.10	357.00	309.40	249.20	275.90	223.20
UK	Top Decile	951.00	1,081.70	854.10	1,011.70	1,100.00	792.40
	Bottom Decile	321.10	347.60	305.30	260.60	283.60	236.10

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

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

Source: Annual Survey of Hours and Earnings 2010 (Tables 13.1a) and Special Request from ONS

In all areas, public sector employees work between 2-4 hours fewer per week (including overtime) than in the private sector (Table 4.3). In TWCR, men public sector employees work 38.5 hours per week (including 1.2 hours overtime) compared to 40.8 hours (including 2.0 hours overtime) in the private sector.

Women public sector employees in TWCR work 36.3 hours per week (including 0.5 hours overtime) compared to 38.2 hours 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, while in the public sector they are highest in TW.



**Table 4.3: Average Hours Worked and Overtime of Public and Private Sector Employees (2010)**

		Public Sector			Private Sector		
		All	Men	Women	All	Men	Women
Tyne & Wear City Region	Average hrs worked (inc. overtime)	37.30	38.50	36.30	40.00	40.80	38.20
	Average overtime (hrs)	0.8 <sup>a</sup>	1.2 <sup>b</sup>	0.5 <sup>b</sup>	1.6 <sup>a</sup>	2.0 <sup>a</sup>	x
Tyne & Wear	Average hrs worked (inc. overtime)	37.40	38.70	36.50	39.90	40.70	38.30
	Average overtime (hrs)	0.9 <sup>b</sup>	1.4 <sup>b</sup>	0.5 <sup>b</sup>	1.6 <sup>a</sup>	2.0 <sup>a</sup>	x
Rest of City Region	Average hrs worked (inc. overtime)	36.80	38.00	35.70	40.30	41.30	37.90
	Average overtime (hrs)	x	x	x	1.5 <sup>b</sup>	2.0 <sup>b</sup>	x
North East	Average hrs worked (inc. overtime)	37.30	38.50	36.40	40.40	41.30	38.20
	Average overtime (hrs)	0.8 <sup>a</sup>	1.2 <sup>b</sup>	0.5 <sup>b</sup>	1.7 <sup>a</sup>	2.2 <sup>a</sup>	0.6 <sup>b</sup>
Leeds City Region	Average hrs worked (inc. overtime)	36.70	37.50	36.10	40.50	41.40	38.20
	Average overtime (hrs)	0.5 <sup>b</sup>	0.6 <sup>b</sup>	x	1.7	2.1 <sup>a</sup>	0.7 <sup>b</sup>
West Yorkshire	Average hrs worked (inc. overtime)	36.60	37.40	36.00	40.40	41.40	38.20
	Average overtime (hrs)	0.5 <sup>b</sup>	0.6 <sup>b</sup>	x	1.6 <sup>a</sup>	2.0 <sup>a</sup>	0.7 <sup>b</sup>
Rest of Leeds City Region	Average hrs worked (inc. overtime)	37.10	37.70	36.60	40.70	41.70	38.10
	Average overtime (hrs)	x	x	x	1.8 <sup>a</sup>	2.3 <sup>b</sup>	x
Sheffield City Region	Average hrs worked (inc. overtime)	37.10	38.70	35.90	40.90	41.90	38.10
	Average overtime (hrs)	0.9 <sup>b</sup>	1.3 <sup>b</sup>	x	2.1 <sup>a</sup>	2.6 <sup>a</sup>	0.9 <sup>b</sup>
Liverpool City Region	Average hrs worked (inc. overtime)	36.90	38.00	36.20	40.40	41.30	38.60
	Average overtime (hrs)	0.7 <sup>b</sup>	1.1 <sup>b</sup>	0.4 <sup>b</sup>	1.6 <sup>a</sup>	2.0 <sup>a</sup>	0.6 <sup>b</sup>
UK	Average hrs worked (inc. overtime)	37.30	38.50	36.30	40.30	41.10	38.40
	Average overtime (hrs)	0.8	1.2	0.5	1.5	1.8	0.7

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

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

Source: Annual Survey of Hours and Earnings 2010 (Tables 13.9a and 13.11a) and Special Request from ONS

## 5. Earnings in Real Terms, Since 2005

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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 the higher rates of tax<sup>16</sup>. 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.*

In the UK, over the period 2005 to 2010, real earnings fell by 0.4%. Falls were larger in TWCR (-1.6%), TW (-1.9%), LCR (-2.4%), and LPCR (-2.6%). However, in SCR real earnings grew by 0.8%. Average real earnings in Tyne & Wear dipped in 2006, 2007 and 2010, rising only in 2008 and 2009 (Fig. 5.1);

- For TW men, over the 5 years, average real earnings fell by 4.0% (UK -1.1%). Men's average real earnings reportedly fell markedly in 2007 (-6.2%), followed by a 2.6% rebound in 2008. Men's average real earnings fell again in 2010 (-1.3%).
- For TW women, over the 5 years, average real earnings rose by 2.8% (UK +1.3%). Similar to men's real earnings, women's real earnings reportedly fell in 2007 (-2.8%), before rebounding in 2008 (up 2.7%). Women's average real earnings also fell in 2010 (-2.2%).

In terms of average annual compound rates of growth;

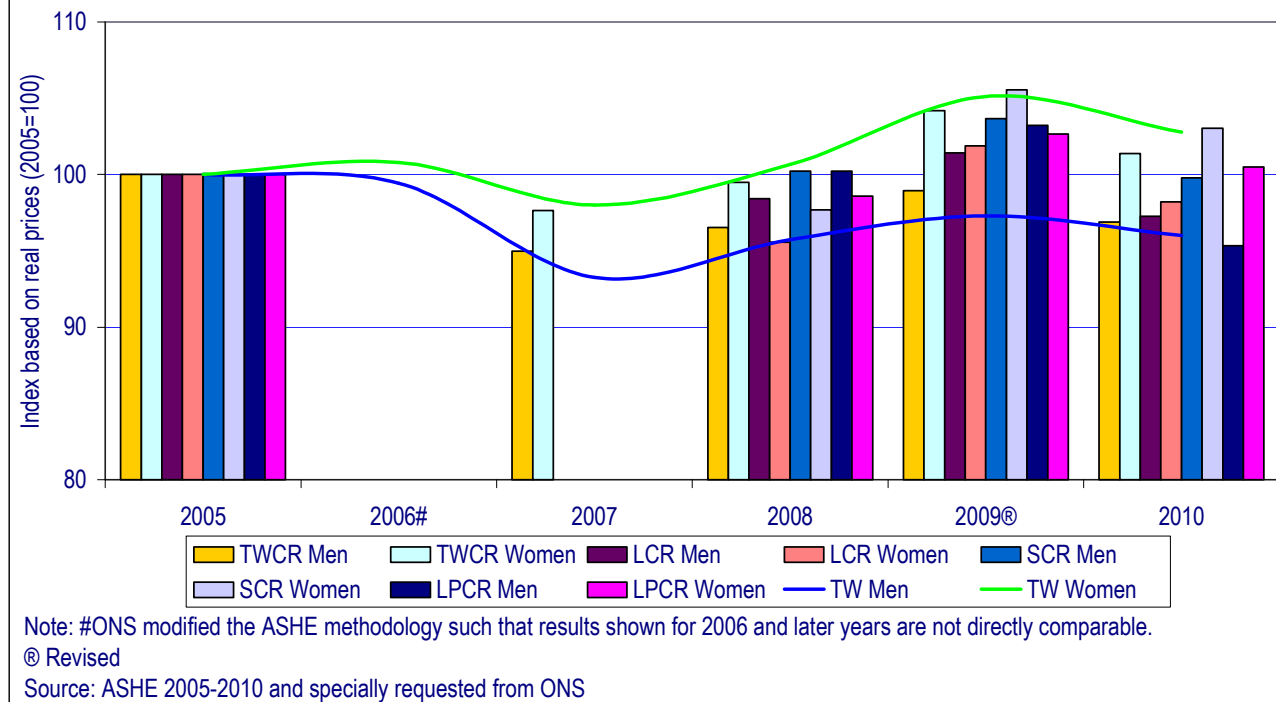
- Liverpool CR men's real earnings fell 1.0%pa while women's grew 0.1%pa.
- Sheffield CR men's real earnings remained static and women's grew 0.6%pa.
- Leeds CR men's real earnings fell 0.6%pa and women's also fell 0.4%pa.
- TWCR men's real earnings fell 0.6%pa, but women's grew by 0.3%.

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 0.9%pa from 1998-2010.

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<sup>16</sup> 40% on incomes between £37,401-£150,000 p.a in 2009/10, 50% on incomes over £150,000.

Figure 5.1: Real earnings for all employees, 2005-2010

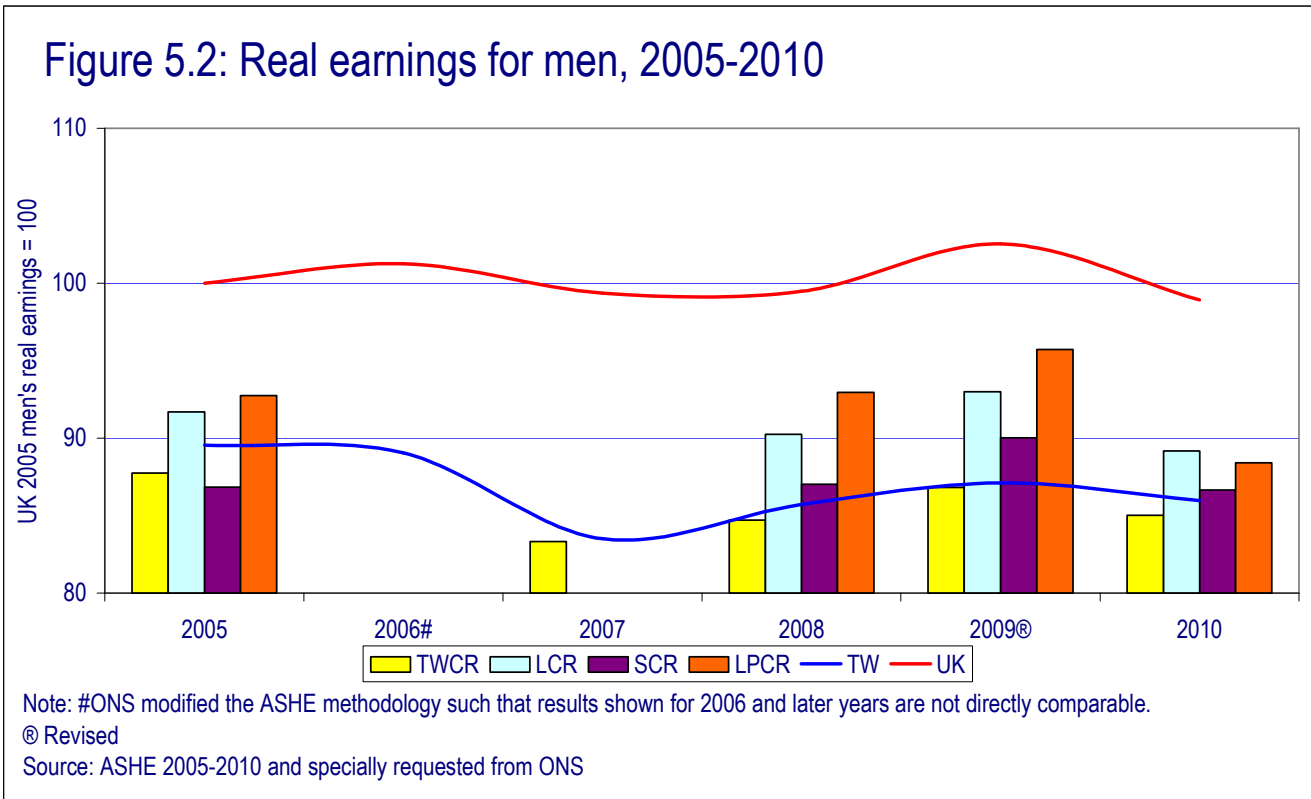


In the latest year, to April 2010, RPI rose by 5.3%:

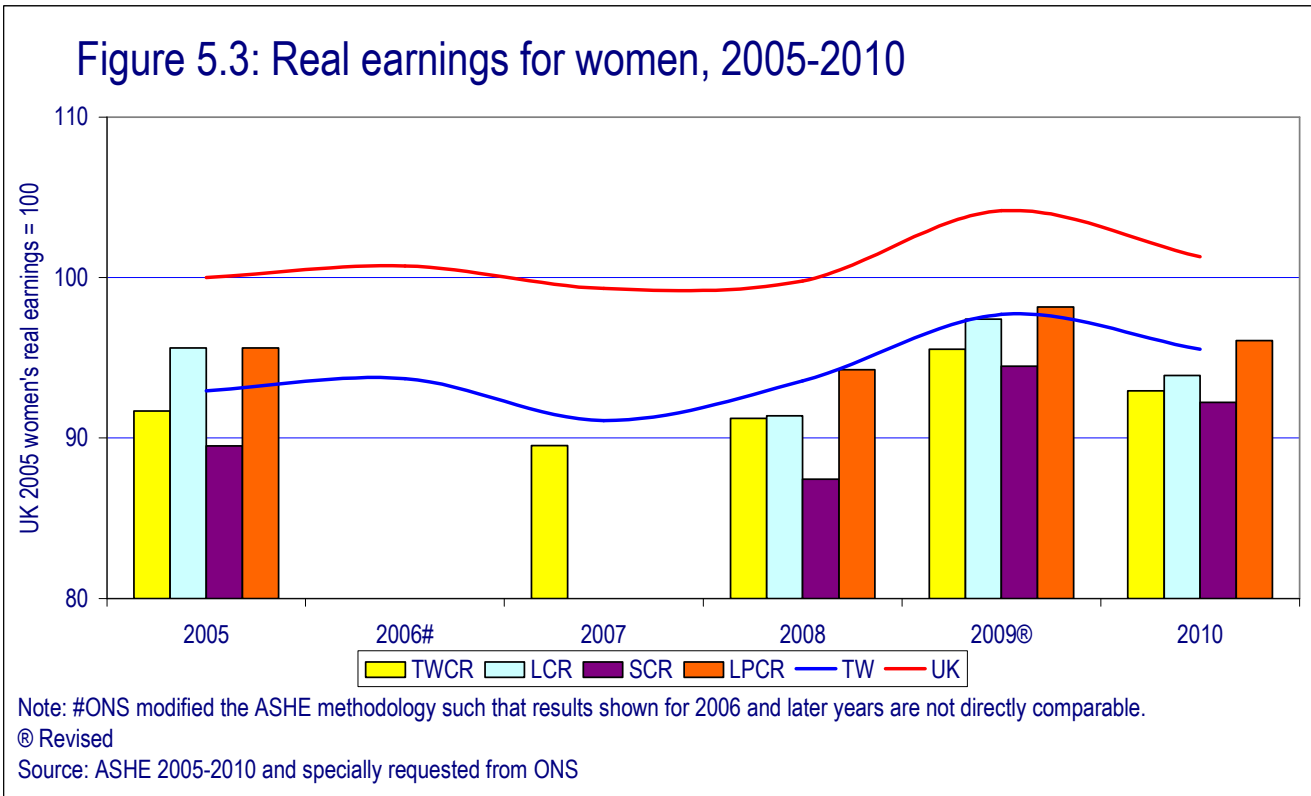
- Men's real earnings in TW fell 1.3%
- UK men's real earnings fell by 3.5% (Fig. 5.2).
- Women's real earnings fell 2.2% in TW and 2.8% in the UK (Fig. 5.3).

Since 2005, men's real earnings have been especially weak in Tyne & Wear (Fig. 5.2), having fallen by 4% over five years (UK men fell 1.1%). 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.*



From 2005 to 2010, women’s real earnings rose by 2.8% in Tyne & Wear, whilst in the UK they rose 1.3% (Fig. 5.3). In TWCR, real earnings (to 2010) fell by 3.1% for men and rose 1.4% 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 2010, average gross weekly earnings for full-time employees were highest for 'Managers & Senior Officials' in the UK (£876.50), TWCR (£767.50pw) and TW (£763.90pw and almost 50% higher than weekly earnings for all employees) (Table 6.1). However, in LCR, SCR and LPCR the highest-paid occupational group was 'Professional Occupations'. The lowest paid in all geographical areas was 'Sales & Customer Service Occupations' (except in Durham 4 where 'Personal Service' employees were lowest paid. In Tyne & Wear, 'Sales & Customer Service' employees earned £314.10 (41% lower than average weekly earnings for all employees).

Compared with other City Regions, in TWCR, earnings for 'Managers & Senior Officials' (£767.50pw) were the highest. Earnings were £50.60pw higher than those for 'Managers & Senior Officials' in LPCR, the lowest comparator City Region. Among the comparator City Regions, average weekly earnings were the lowest in TWCR for 'Professional Occupations' (£734.20pw), 'Personal Service Occupations' (£335.40), 'Sales & Customer Service Occupations' (£315.00), 'Process, Plant & Machinery Occupations' (£430.40), and 'Elementary Occupations' (£340.60pw). Earnings for these occupational groups were highest in LCR ('Professional Occupations' £767.50pw), LPCR ('Personal Service Occupations' £347.60pw, 'Elementary Occupations' £358.90pw) and SCR ('Sales & Customer Service Occupations' £328.60pw, 'Process, Plant & Machinery Occupations' £463.50pw).

In the Northumberland 4, average weekly earnings were above the UK average in 'Process, Plant & Machinery Occupations' (£474.60pw, UK £454.30pw) and in 'Elementary Occupations' (£359.60pw, UK £353.30pw), as were 'Sales & Customer Service Occupations' in the Durham 4 (£335.20pw, UK £330.90pw). (Caution: 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) (£) (2010)**

		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	767.50	734.20	559.90	390.20	475.70	335.40	315.00	430.40	340.60
Tyne & Wear	M&W	763.90	752.40	572.00	392.90	478.70	341.80	314.10	432.00	342.70
Rest of City Region	M&W	778.50 <sup>b</sup>	678.20	523.90	381.70	466.70	319.00	317.90	427.40	336.40
Durham 4	M&W	814.70 <sup>b</sup>	685.10	537.30	388.20	445.80 <sup>a</sup>	313.50	335.20 <sup>a</sup>	398.00	325.70
Northumberland 4	M&W	712.20 <sup>a</sup>	670.50 <sup>a</sup>	504.50	363.20	490.30 <sup>a</sup>	325.70 <sup>a</sup>	272.70 <sup>a</sup>	474.60 <sup>a</sup>	359.60 <sup>a</sup>
North East	M&W	740.60	724.20	560.10	386.70	473.20	333.50	314.90	455.80	350.50
Leeds City Region	M&W	765.10	767.50	550.60	378.70	478.70	341.50	322.30	446.90	344.60
West Yorkshire	M&W	774.50	781.70	552.60	378.50	482.90	342.80	322.70	435.20	346.30
Rest of Leeds City Region	M&W	734.10	719.40	543.40	379.40	465.40	335.80	320.90	485.10 <sup>a</sup>	338.60
Sheffield City Region	M&W	730.90	754.40	570.30	391.00	470.80	343.10	328.60	463.50	342.70
Liverpool City Region	M&W	716.90	755.20	579.60	400.90	459.90	347.60	324.00	461.50	358.90
UK	M&W	876.50	793.90	616.50	419.40	494.00	355.00	330.90	454.30	353.30

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

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

.. Disclosive

: Not applicable

Source: Annual Survey of Hours and Earnings 2010 (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 38.2%, with women employees earning £185.60pw less than men (Table 6.2). The gender pay difference was lowest for 'Personal Service' occupations at 4.4%, with women earning on average £15.70 less than men.

In all the comparator CRs, the gender pay difference was highest for 'Skilled Trade Occupations'. The lowest gender pay difference in all the comparator CRs (except LPCR) was for 'Personal Service' occupations. In LPCR the lowest difference was in 'Sales & Customer Service Occupations'.

Compared with other City Regions, in TWCR, average weekly earnings for women 'Managers & Senior Officials' (£671.10pw), were the highest. Earnings for women in 'Professional Occupations', were the lowest (£661.50pw). LPCR had the highest weekly earnings for this occupational group.

In TWCR, average weekly earnings for men were the lowest among the comparator City Regions for 'Professional Occupations' (£793.00pw), 'Associate Professional & Technical Occupations' (£579.40pw), 'Personal Service Occupations' (£345.20pw), 'Sales & Customer Service Occupations' (£333.70pw), and 'Process, Plant & Machinery Occupations' (£439.00pw). LCR had the highest men's weekly average earnings for 'Professional Occupations'. LPCR had the highest men's weekly average earnings for 'Associate Professional & Technical Occupations' and 'Personal Service Occupations'. SCR had the highest men's weekly average earnings for 'Sales & Customer Service Occupations' and 'Process, Plant & Machinery Occupations'.

**Table 6.2: Gross Weekly Average Earnings by Occupational Group (SOC 2000) (£) (2010)**

		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	823.30 <sup>a</sup>	793.00	579.40	432.30	482.40	345.20	333.70	439.00	360.80
	Women	671.10	661.50	539.20	370.70	294.10 <sup>b</sup>	332.30	301.30	329.70 <sup>a</sup>	283.90
Tyne & Wear	Men	798.20	812.10	595.20	434.30	485.80	353.90	325.30	438.40	359.50
	Women	708.50 <sup>a</sup>	672.20	547.70	374.20	300.20 <sup>b</sup>	338.20	305.70	341.20 <sup>a</sup>	293.80
Rest of City Region	Men	891.60 <sup>b</sup>	724.30 <sup>a</sup>	533.70	426.60 <sup>a</sup>	472.40	327.00 <sup>a</sup>	361.10 <sup>a</sup>	440.30	363.50
	Women	536.30 <sup>a</sup>	633.70	513.10	359.30	..	315.90	287.90	316.10 <sup>a</sup>	265.60 <sup>a</sup>
Durham 4	Men	x	720.60 <sup>a</sup>	536.40 <sup>a</sup>	434.30 <sup>a</sup>	455.60	299.80 <sup>a</sup>	371.90 <sup>a</sup>	409.30	352.70
	Women	547.30 <sup>b</sup>	646.60	538.20 <sup>a</sup>	361.60	..	317.90 <sup>a</sup>	304.50 <sup>a</sup>	282.70 <sup>a</sup>	259.70 <sup>a</sup>
Northumberland 4	Men	780.70 <sup>a</sup>	729.00 <sup>b</sup>	530.10 <sup>a</sup>	392.90 <sup>a</sup>	490.30 <sup>a</sup>	352.10 <sup>a</sup>	317.00 <sup>b</sup>	492.20 <sup>a</sup>	385.70 <sup>a</sup>
	Women	507.90 <sup>b</sup>	620.80 <sup>a</sup>	473.60 <sup>a</sup>	353.90 <sup>a</sup>	:	313.10 <sup>a</sup>	254.40	353.70 <sup>b</sup>	280.50 <sup>a</sup>
North East	Men	809.40	783.90	581.40	430.40	481.10	350.80	334.20	464.50	368.20
	Women	620.00	653.00	537.10	368.60	289.80 <sup>b</sup>	328.00	300.60	348.30 <sup>a</sup>	296.50
Leeds City Region	Men	833.80	814.70	589.30	399.70	488.50	355.70	333.70	462.20	358.10
	Women	628.20	700.10	508.40	370.70	322.60 <sup>b</sup>	337.90	311.50	310.70	303.80
West Yorkshire	Men	847.20	832.60	589.00	402.90	494.40	352.60	329.20	451.30	359.60
	Women	631.60	709.10	515.20	369.70	323.00 <sup>a</sup>	340.40	316.10	299.20	303.00
Rest of Leeds City Region	Men	790.50	754.00 <sup>a</sup>	590.00	389.10	470.50	367.50 <sup>a</sup>	354.30 <sup>a</sup>	497.40 <sup>a</sup>	352.40
	Women	616.50 <sup>a</sup>	669.60	478.50	374.90	320.30 <sup>b</sup>	326.10 <sup>a</sup>	295.80 <sup>b</sup>	356.60 <sup>a</sup>	305.80 <sup>a</sup>
Sheffield City Region	Men	776.00	810.00	593.90	445.70	473.50	367.70	375.40	477.90	364.40
	Women	619.50	681.20	539.90	366.50	275.00 <sup>b</sup>	334.30	293.30	309.40	283.60
Liverpool City Region	Men	770.40	806.50	620.90	441.40	477.70	404.10	349.90 <sup>a</sup>	468.80	381.40
	Women	622.20	701.90	536.70	381.00	316.20 <sup>b</sup>	323.50	305.40	366.20 <sup>a</sup>	297.10
UK	Men	960.00	846.70	663.30	465.60	502.40	395.10	351.20	467.40	372.00
	Women	704.00	715.90	559.20	401.60	353.00	341.40	313.60	340.30	302.00

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

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

.. Disclosive

: Not applicable

Source: Annual Survey of Hours and Earnings 2010 (Table 3.1a) and Special Request from ONS.

In 2010, average gross annual earnings for full-time employees were highest for 'Managers & Senior Officials' in all comparator areas. For TWCR (£43,520pa) and TW (£43,113pa) this was around 55-60% higher than annual earnings for all employees (Table 6.3). The lowest-paid in all geographical areas was 'Sales & Customer Service Occupations', with the exception of Durham 4 ('Elementary Occupations'). In Tyne & Wear, 'Sales & Customer Service' employees earned £16,104pa (42% lower than annual earnings for all employees).

Table 6.3: Gross Annual Average Earnings by Occupational Group (SOC 2000) (£) (2010)

		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	43,520 <sup>a</sup>	38,819	29,025	19,800	24,270	17,244	15,885	21,958	17,285
Tyne & Wear	M&W	43,113 <sup>b</sup>	40,008	29,508	19,996	24,531	17,480	16,104	22,452	17,380
Rest of City Region	M&W	44,743 <sup>b</sup>	34,699 <sup>a</sup>	27,455	19,125	23,447	16,636	15,106 <sup>a</sup>	21,097 <sup>a</sup>	17,078
Durham 4	M&W	45,537 <sup>b</sup>	33,721 <sup>a</sup>	27,761 <sup>a</sup>	19,311	21,969	16,781 <sup>a</sup>	16,701 <sup>a</sup>	18,882	16,181
Northumberland 4	M&W	43,501 <sup>b</sup>	35,689 <sup>a</sup>	26,975 <sup>a</sup>	18,620 <sup>a</sup>	25,541 <sup>a</sup>	16,479 <sup>a</sup>	11,423 <sup>b</sup>	25,101 <sup>a</sup>	19,282 <sup>a</sup>
North East	M&W	41,449 <sup>a</sup>	37,995	28,643	19,749	24,130	16,948	15,727	22,567	17,673
Leeds City Region	M&W	42,334	38,857	28,587	19,782	24,983	17,195	16,772	22,504	17,203
West Yorkshire	M&W	42,883	39,478	28,556	19,741	25,150	17,429	16,959	22,246 <sup>a</sup>	17,184
Rest of Leeds City Region	M&W	40,535 <sup>a</sup>	36,710	28,703	19,961 <sup>a</sup>	24,445 <sup>a</sup>	16,100 <sup>b</sup>	15,954 <sup>a</sup>	23,337 <sup>a</sup>	17,281
Sheffield City Region	M&W	42,082 <sup>a</sup>	39,682	29,237	20,452	23,497	17,007	16,037	22,333	17,211
Liverpool City Region	M&W	40,095 <sup>a</sup>	39,604	29,690	20,751	23,618 <sup>a</sup>	17,790	16,489	22,920	18,264
UK	M&W	50,895	41,727	32,787	21,633	25,071	17,810	16,805	22,944	18,055

a Reasonably precise, CV&gt;5% and &lt;=10%

b Acceptable, CV&gt;10% and &lt;=20%

.. Disclosive

: Not applicable

x Unreliable

Source: Annual Survey of Hours and Earnings 2010 (Table 3.7a) and Special Request from ONS.

For full-time employees the gender pay difference was highest in Tyne & Wear for 'Skilled Trade Occupations' at 35.1%, with women employees earning £8,741pa less than men (Table 6.4). It was lowest for 'Associate Professional & Technical' occupations at 6.5%, with women earning on average £1,988pa less than men.

In all the CRs, the gender pay difference was highest for 'Skilled Trade Occupations'; at 35.6% in TWCR, 33.6% in LCR, 27.3% in LPCR, and 41.9% in SCR. The lowest gender pay difference was for 'Associate Professional & Technical Occupations' in TWCR (6.5%) and SCR (13.4%). In LCR the lowest difference was for 'Personal Service Occupations' (5.0%), and in LPCR it was 'Admin & Secretarial Occupations' (12.5%).

Table 6.4: Gross Annual Average Earnings by Occupational Group (SOC 2000) (£) (2010)

		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	48,933 <sup>b</sup>	43,333 <sup>a</sup>	29,982	21,704	24,637	18,427 <sup>a</sup>	17,313 <sup>a</sup>	22,398	18,447
	Women	34,669 <sup>a</sup>	33,335 <sup>a</sup>	28,025	18,948	15,858 <sup>b</sup>	16,906	14,941 <sup>a</sup>	16,758 <sup>a</sup>	14,071
Tyne & Wear	Men	48,031 <sup>b</sup>	44,509 <sup>a</sup>	30,476	21,817 <sup>a</sup>	24,884	18,477 <sup>b</sup>	17,696 <sup>a</sup>	22,758	18,408
	Women	35,892 <sup>a</sup>	34,105 <sup>a</sup>	28,488	19,177 <sup>a</sup>	16,143 <sup>b</sup>	17,205	15,025 <sup>a</sup>	17,389 <sup>b</sup>	14,449 <sup>a</sup>
Rest of City Region	Men	51,243 <sup>b</sup>	38,549 <sup>a</sup>	28,351 <sup>a</sup>	21,309 <sup>a</sup>	23,852	18,309 <sup>a</sup>	15,851 <sup>a</sup>	21,730 <sup>a</sup>	18,533
	Women	29,750 <sup>b</sup>	31,099 <sup>a</sup>	26,537 <sup>a</sup>	18,164	x	16,112	14,657 <sup>a</sup>	16,210 <sup>a</sup>	13,305 <sup>a</sup>
Durham 4	Men	x	36,246 <sup>a</sup>	28,010 <sup>a</sup>	21,444 <sup>a</sup>	22,558	18,006 <sup>b</sup>	17,351 <sup>a</sup>	19,303	17,747
	Women	30,808 <sup>b</sup>	31,298 <sup>a</sup>	27,501 <sup>a</sup>	18,256 <sup>a</sup>	x	16,472 <sup>a</sup>	16,223 <sup>a</sup>	14,910 <sup>a</sup>	12,952 <sup>a</sup>
Northumberland 4	Men	48,847 <sup>b</sup>	40,945 <sup>b</sup>	28,900 <sup>a</sup>	20,797 <sup>b</sup>	25,541 <sup>a</sup>	18,546 <sup>b</sup>	x	26,386 <sup>a</sup>	20,079 <sup>a</sup>
	Women	27,535 <sup>b</sup>	30,903 <sup>a</sup>	25,068 <sup>a</sup>	17,948 <sup>a</sup>	:	15,682 <sup>a</sup>	11,821 <sup>a</sup>	17,728 <sup>b</sup>	15,082 <sup>a</sup>
North East	Men	46,951 <sup>a</sup>	42,212	30,234	21,843	24,523	18,647 <sup>a</sup>	17,000	23,000	18,603
	Women	31,966 <sup>a</sup>	32,935	26,908	18,914	15,537 <sup>a</sup>	16,430	14,856 <sup>a</sup>	17,569 <sup>a</sup>	14,883
Leeds City Region	Men	47,189	41,403	30,910	21,455	25,466	17,898	17,965	23,222 <sup>a</sup>	18,003
	Women	32,923	35,468	26,047	19,144	16,901 <sup>a</sup>	17,002	15,653	16,014 <sup>b</sup>	14,919
West Yorkshire	Men	48,029	42,193	30,796	21,647	25,739	17,751	17,929	23,015 <sup>a</sup>	17,978
	Women	33,061	35,831	26,241	19,042	16,774 <sup>a</sup>	17,344	15,969	15,554	14,805
Rest of Leeds City Region	Men	44,495 <sup>a</sup>	38,623 <sup>a</sup>	31,284	20,734 <sup>a</sup>	24,621 <sup>a</sup>	18,489 <sup>a</sup>	18,167 <sup>b</sup>	23,883 <sup>a</sup>	18,110
	Women	32,446 <sup>b</sup>	34,242	25,213 <sup>a</sup>	19,612 <sup>a</sup>	17,931 <sup>b</sup>	15,331 <sup>b</sup>	14,531 <sup>a</sup>	x	15,294 <sup>a</sup>
Sheffield City Region	Men	45,846 <sup>a</sup>	43,144	31,096	23,676	23,699	19,171	18,383 <sup>a</sup>	23,006	18,243 <sup>a</sup>
	Women	32,604 <sup>a</sup>	35,305	26,918	19,103	13,781 <sup>a</sup>	16,273	14,249	x	14,179
Liverpool City Region	Men	44,306 <sup>a</sup>	42,851 <sup>a</sup>	32,098	22,650	24,285	20,679	18,767 <sup>a</sup>	23,272	19,727
	Women	32,356 <sup>b</sup>	36,062	27,167	19,824	17,645 <sup>a</sup>	16,549	15,026	18,596 <sup>a</sup>	14,419 <sup>a</sup>
UK	Men	57,232	45,060	36,145	24,171	25,481	20,302	18,210	23,645	19,114
	Women	37,663	36,749	28,597	20,679	17,937	16,969	15,659	16,805	15,051

a Reasonably precise, CV&gt;5% and &lt;=10%

b Acceptable, CV&gt;10% and &lt;=20%

.. Disclosive

: Not applicable

x Unreliable

Source: Annual Survey of Hours and Earnings 2010 (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 LFS<sup>17</sup>. 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 (12-13%) 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 respectively<sup>18</sup>.

	UK			North East		
	All	Men	Women	All	Men	Women
LFS	£534.00	£577.00	£465.00	£456.00	£491.00	£402.00
ASHE	£598.30	£653.30	£513.10	£520.20	£561.50	£461.90
%difference (as % of ASHE)	-10.7%	-11.7%	-9.4%	-12.3%	-12.6%	-13.0%

Source: Annual Survey of Hours and Earnings 2010 (Table 7.1a) and Labour Force Survey (Table 16, Q3 2010 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.

<sup>17</sup> 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.

<sup>18</sup> 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.

**Table A2.1: Average Earnings by District (All FT employees) (2010)**

	<b>Gross Weekly Earnings (£)</b>	<b>10% earned under (£)</b>	<b>10% earned over (£)</b>	<b>Average hourly earnings (£) (excl. overtime)</b>	<b>Average weekly hours (including overtime)</b>	<b>Overtime (hours)</b>
Gateshead	539.30	276.40	x	13.88	38.8	1.1 <sup>b</sup>
Newcastle	544.10	262.50	881.30 <sup>b</sup>	14.32	38.0	0.8 <sup>b</sup>
North Tyneside	545.40	260.00	x	13.89	39.0	1.4 <sup>b</sup>
South Tyneside	500.40	258.40	x	12.56	39.6	1.9 <sup>b</sup>
Sunderland	509.20	267.30	x	12.59	39.7	1.7 <sup>b</sup>
Darlington UA	498.30	274.50	x	12.62	39.3	x
Hartlepool UA	495.20 <sup>a</sup>	248.90 <sup>a</sup>	x	12.25	39.8	x
Middlesbrough UA	517.70	274.10	x	12.86	40.1	1.9 <sup>b</sup>
Redcar & Cleveland UA	549.60	272.70 <sup>a</sup>	x	13.61	40.1	x
Stockton-on-Tees UA	534.10	269.50	x	13.88	38.5	x
Chester-le-Street	436.60 <sup>a</sup>	x	x	11.06 <sup>a</sup>	39.5	x
Derwentside	432.50 <sup>a</sup>	233.70 <sup>a</sup>	x	10.90 <sup>a</sup>	39.6	x
Durham	560.20 <sup>a</sup>	265.30	x	14.65 <sup>a</sup>	38.3	x
Easington	424.60	236.40 <sup>a</sup>	x	10.88	38.6	x
Sedgefield	499.70	264.30	x	12.53	39.7	x
Teesdale	515.20 <sup>a</sup>	x	x	11.91 <sup>a</sup>	42.1	x
Wear Valley	479.80 <sup>a</sup>	x	x	12.05 <sup>a</sup>	39.9	x
Alnwick	407.40 <sup>a</sup>	x	x	9.72 <sup>a</sup>	41.2	x
Berwick	453.10 <sup>b</sup>	x	x	10.82 <sup>b</sup>	41.7	x
Blyth Valley	453.10 <sup>a</sup>	237.70 <sup>a</sup>	x	11.52 <sup>a</sup>	39.2	x
Castle Morpeth	549.80	309.50 <sup>a</sup>	x	14.93	37.0	x
Tynedale	464.50 <sup>a</sup>	x	x	11.38 <sup>a</sup>	41.1	x
Wansbeck	512.40 <sup>a</sup>	x	x	12.87 <sup>a</sup>	39.3	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 2010 (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) (2010)**

	<b>Gross Weekly Earnings (£)</b>	<b>10% earned under (£)</b>	<b>10% earned over (£)</b>	<b>Average hourly earnings (£) (excl. overtime)</b>	<b>Average weekly hours (including overtime)</b>	<b>Overtime (hours)</b>
Gateshead	565.80	299.70	x	14.15	39.9	1.5 <sup>b</sup>
Newcastle	593.90	279.70	x	15.34	38.8	1.1 <sup>b</sup>
North Tyneside	569.10	246.10	x	13.97	40.2	1.9 <sup>b</sup>
South Tyneside	536.10	280.00 <sup>a</sup>	x	12.85 <sup>a</sup>	41.4	x
Sunderland	543.20	286.40	x	12.92	40.9	2.4 <sup>b</sup>
Darlington UA	511.00 <sup>a</sup>	276.70 <sup>a</sup>	x	12.41 <sup>a</sup>	41.0	x
Hartlepool UA	566.20 <sup>a</sup>	283.80 <sup>a</sup>	x	13.25 <sup>a</sup>	41.8	x
Middlesbrough UA	569.70	297.20	x	13.64	41.6	x
Redcar & Cleveland UA	614.20 <sup>a</sup>	299.10 <sup>b</sup>	x	14.63 <sup>a</sup>	41.8	x
Stockton-on-Tees UA	603.00	298.90	x	15.23	39.6	x
Chester-le-Street	437.80 <sup>a</sup>	x	x	10.64 <sup>a</sup>	41.0	x
Derwentside	444.20 <sup>a</sup>	x	x	10.66 <sup>a</sup>	41.4	x
Durham	623.40 <sup>b</sup>	285.10	x	16.03 <sup>b</sup>	39.1	x
Easington	463.00 <sup>a</sup>	x	x	11.38 <sup>a</sup>	40.0	x
Sedgefield	526.90 <sup>a</sup>	262.10 <sup>a</sup>	x	12.96 <sup>a</sup>	40.6	x
Teesdale	501.70 <sup>a</sup>	x	x	11.30 <sup>b</sup>	44.8 <sup>a</sup>	x
Wear Valley	502.90 <sup>b</sup>	x	x	12.20 <sup>b</sup>	41.1	x
Alnwick	473.70 <sup>a</sup>	x	x	10.81 <sup>a</sup>	43.0	x
Berwick	516.20 <sup>b</sup>	x	x	11.68 <sup>b</sup>	44.2 <sup>a</sup>	x
Blyth Valley	499.30 <sup>a</sup>	252.40 <sup>a</sup>	x	12.43 <sup>a</sup>	40.1	x
Castle Morpeth	576.40 <sup>a</sup>	x	x	14.46 <sup>a</sup>	40.2	x
Tynedale	514.50 <sup>a</sup>	x	x	12.29 <sup>a</sup>	42.5	x
Wansbeck	615.30 <sup>b</sup>	x	x	14.90 <sup>b</sup>	40.8	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 2010 (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) (2010)

	Gross Weekly Earnings (£)	10% earned under (£)	10% earned over (£)	Average hourly earnings (£) (excl. overtime)	Average weekly hours (including overtime)	Overtime (hours)
Gateshead	502.60	249.70	x	13.50 <sup>a</sup>	37.2	0.6 <sup>b</sup>
Newcastle	481.00	245.40	x	12.99	37.0	x
North Tyneside	518.00	276.80	x	13.80	37.7	x
South Tyneside	442.50 <sup>a</sup>	237.70 <sup>b</sup>	x	12.05 <sup>a</sup>	36.6	x
Sunderland	452.20	238.50 <sup>a</sup>	x	12.00	37.6	x
Darlington UA	481.20	258.80 <sup>a</sup>	x	12.92	37.1	x
Hartlepool UA	393.70 <sup>a</sup>	x	x	10.73 <sup>a</sup>	36.8	x
Middlesbrough UA	457.60	255.80 <sup>a</sup>	x	11.94	38.3	x
Redcar & Cleveland UA	430.90 <sup>a</sup>	x	x	11.61 <sup>a</sup>	37.0	x
Stockton-on-Tees UA	434.90	237.90	x	11.83	36.9	x
Chester-le-Street	434.50 <sup>a</sup>	x	x	11.85 <sup>a</sup>	36.8	x
Derwentside	417.40 <sup>a</sup>	x	x	11.22 <sup>a</sup>	37.3	x
Durham	465.70	241.00 <sup>a</sup>	x	12.49	37.3	x
Easington	373.40 <sup>a</sup>	x	x	10.18 <sup>a</sup>	36.7	x
Sedgefield	447.80 <sup>a</sup>	x	x	11.68 <sup>a</sup>	37.9	x
Teesdale	537.20 <sup>b</sup>	x	x	12.97 <sup>b</sup>	37.8	x
Wear Valley	449.80 <sup>a</sup>	x	x	11.85 <sup>b</sup>	38.2	x
Alnwick	317.20 <sup>a</sup>	x	x	8.20 <sup>a</sup>	38.8	x
Berwick	339.30 <sup>a</sup>	x	x	9.15 <sup>b</sup>	37.1	x
Blyth Valley	336.50 <sup>a</sup>	x	x	9.09 <sup>a</sup>	37.1	x
Castle Morpeth	517.10 <sup>a</sup>	x	x	15.60 <sup>a</sup>	33.1	x
Tynedale	391.50 <sup>a</sup>	x	x	10.00 <sup>a</sup>	39.2a	x
Wansbeck	372.90 <sup>a</sup>	x	x	10.00 <sup>a</sup>	37.2	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 2010 (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	£443.60	£11.48	£472.90 <sup>a</sup>	£11.83 <sup>a</sup>	£416.30 <sup>a</sup>	£11.05 <sup>a</sup>
Newcastle	£477.20	£12.06	£523.30	£13.43 <sup>a</sup>	£412.40 <sup>a</sup>	£10.98
North Tyneside	£467.80 <sup>a</sup>	£11.90	£495.30 <sup>a</sup>	£11.83 <sup>a</sup>	£455.90 <sup>a</sup>	£12.27 <sup>a</sup>
South Tyneside	£411.20 <sup>a</sup>	£10.16 <sup>a</sup>	£469.80 <sup>a</sup>	£11.25 <sup>a</sup>	£356.40 <sup>a</sup>	£9.50 <sup>a</sup>
Sunderland	£436.00	£10.64	£459.50	£11.12 <sup>a</sup>	£386.50 <sup>a</sup>	£10.40 <sup>a</sup>
Darlington UA	£440.00 <sup>a</sup>	£10.89 <sup>a</sup>	£439.20 <sup>a</sup>	£10.34 <sup>a</sup>	£443.60 <sup>a</sup>	£11.83 <sup>a</sup>
Hartlepool UA	£413.70 <sup>a</sup>	£10.76 <sup>a</sup>	£497.00 <sup>b</sup>	£12.58 <sup>b</sup>	£346.70 <sup>a</sup>	£9.83 <sup>a</sup>
Middlesbrough UA	£439.20 <sup>a</sup>	£11.06	£490.70 <sup>a</sup>	£11.65 <sup>a</sup>	£402.60 <sup>a</sup>	£10.67 <sup>a</sup>
Redcar & Cleveland UA	£492.30 <sup>a</sup>	£12.27 <sup>a</sup>	£540.30 <sup>a</sup>	£13.05 <sup>a</sup>	£368.40 <sup>b</sup>	£9.29 <sup>b</sup>
Stockton-on-Tees UA	£449.60	£11.74	£527.40 <sup>a</sup>	£13.08 <sup>a</sup>	£381.30 <sup>a</sup>	£10.25 <sup>a</sup>
Chester-le-Street	£389.70 <sup>b</sup>	£9.93 <sup>b</sup>	£381.60 <sup>b</sup>	£9.33 <sup>b</sup>	£391.60 <sup>b</sup>	£10.71 <sup>b</sup>
Derwentside	£379.00 <sup>a</sup>	£9.55 <sup>a</sup>	£389.60 <sup>a</sup>	£9.57 <sup>a</sup>	£347.00 <sup>b</sup>	£9.25 <sup>b</sup>
Durham	£450.30 <sup>a</sup>	£11.82 <sup>a</sup>	£495.40 <sup>a</sup>	£12.18 <sup>a</sup>	£420.70 <sup>a</sup>	£11.15 <sup>a</sup>
Easington	£387.50	£9.69 <sup>a</sup>	£428.30 <sup>a</sup>	£10.74 <sup>a</sup>	£345.50 <sup>a</sup>	£8.95 <sup>a</sup>
Sedgefield	£412.70 <sup>a</sup>	£10.25 <sup>a</sup>	£436.80 <sup>a</sup>	£10.76 <sup>b</sup>	£369.40 <sup>b</sup>	£9.65 <sup>b</sup>
Teesdale	£449.60 <sup>b</sup>	£10.37 <sup>b</sup>	£482.40 <sup>b</sup>	x	x	£10.56 <sup>b</sup>
Wear Valley	£404.60 <sup>b</sup>	£9.59 <sup>b</sup>	£412.00 <sup>b</sup>	£9.86 <sup>b</sup>	x	x
Alnwick	£382.90 <sup>b</sup>	£8.72 <sup>b</sup>	£461.40 <sup>b</sup>	£10.43 <sup>b</sup>	£294.50 <sup>b</sup>	£6.92 <sup>b</sup>
Berwick	£377.90 <sup>b</sup>	£8.81 <sup>b</sup>	£462.80 <sup>b</sup>	£9.40 <sup>b</sup>	£312.70 <sup>b</sup>	£8.20 <sup>b</sup>
Blyth Valley	£408.70 <sup>a</sup>	£9.70 <sup>a</sup>	£449.10 <sup>a</sup>	£11.22 <sup>b</sup>	£293.70 <sup>b</sup>	£7.95 <sup>a</sup>
Castle Morpeth	£475.50 <sup>a</sup>	£12.97 <sup>a</sup>	£486.70 <sup>a</sup>	£12.75 <sup>a</sup>	£454.10 <sup>b</sup>	£13.57 <sup>b</sup>
Tynedale	£426.20 <sup>b</sup>	£9.20 <sup>b</sup>	£498.50 <sup>b</sup>	£11.17 <sup>b</sup>	£323.60 <sup>b</sup>	£8.16 <sup>b</sup>
Wansbeck	£420.80 <sup>a</sup>	£10.89 <sup>b</sup>	£496.20 <sup>b</sup>	£12.38 <sup>b</sup>	£353.00 <sup>a</sup>	£9.74 <sup>b</sup>

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

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

X Sample size too small for reliable estimates

\* Excluding overtime

Source: Annual Survey of Hours and Earnings 2010 (Tables 7.1a and 7.6a) and Special Request from ONS

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

**Table A2.5: Average Earnings by Travel-to-Work Area (2010)**

	Sunderland			Newcastle & Durham			Leeds		
	All	Men	Women	All	Men	Women	All	Men	Women
Gross Weekly Earnings (£)	492.00	529.00	432.60	533.90	572.60	482.70	565.80	614.90	485.20
% earning under £250	8.8 <sup>b</sup>	x	14.1 <sup>b</sup>	7.7 <sup>a</sup>	5.6 <sup>b</sup>	10.5 <sup>a</sup>	6.3 <sup>a</sup>	4.4 <sup>b</sup>	9.3 <sup>b</sup>
10% earned under (£)	258.80	278.10	233.80	264.90	277.50	247.90	273.40	280.60	255.40
10% earned over (£)	793.30 <sup>b</sup>	x	x	853.00 <sup>a</sup>	913.70 <sup>a</sup>	770.90 <sup>a</sup>	906.90 <sup>a</sup>	1,011.00 <sup>b</sup>	795.60 <sup>b</sup>
Average hourly earnings (£) (excl. overtime)	12.22	12.63	11.52	13.80	14.40	12.98	14.53	15.34	13.13
Average weekly hours (including overtime)	39.6	40.8	37.5	38.6	39.7	37.2	39.0	40.2	37.1
Overtime (hours)	1.7 <sup>b</sup>	2.4 <sup>b</sup>	x	1.1 <sup>a</sup>	1.5 <sup>a</sup>	0.5 <sup>b</sup>	1.2 <sup>a</sup>	1.7 <sup>a</sup>	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 2010 (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) (2010)**

	Gross Weekly Earnings (£)	10% earned under (£)	10% earned over (£)	Average hourly earnings (£) (excl. overtime)	Average weekly hours (including overtime)	Overtime (hours)
Blaydon	461.70	253.90 <sup>a</sup>	x	11.89	38.9	x
Gateshead	561.80	281.70	x	14.45	38.8	1.1 <sup>b</sup>
Houghton & Sunderland South	462.60 <sup>a</sup>	255.00	x	11.79 <sup>a</sup>	39.1	x
Jarrow	508.60 <sup>a</sup>	256.60 <sup>a</sup>	x	12.19 <sup>a</sup>	41.3	x
Newcastle Central	572.80	258.20	x	15.19	37.7	0.7 <sup>b</sup>
Newcastle East	504.70	274.90	x	13.15	38.4	x
Newcastle North	524.80	259.90 <sup>a</sup>	x	13.74	38.2	x
North Tyneside	525.70	269.20	x	13.53	38.8	x
South Shields	495.90 <sup>a</sup>	252.40 <sup>a</sup>	x	13.23 <sup>a</sup>	37.4	x
Sunderland Central	518.90 <sup>a</sup>	257.30 <sup>a</sup>	x	13.13	38.4	x
Tynemouth	560.30	256.10 <sup>a</sup>	x	14.17	39.2	x
Washington & Sunderland West	523.00	275.20 <sup>a</sup>	x	12.49	41.2	2.8 <sup>b</sup>

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 2010 (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) (2010)**

	<b>Gross Weekly Earnings (£)</b>	<b>10% earned under (£)</b>	<b>10% earned over (£)</b>	<b>Average hourly earnings (£) (excl. overtime)</b>	<b>Average weekly hours (including overtime)</b>	<b>Overtime (hours)</b>
Blaydon	464.50	x	x	11.76	39.5	x
Gateshead	600.30	300.70 <sup>a</sup>	x	14.93	40.1	1.5 <sup>b</sup>
Houghton & Sunderland South	471.10 <sup>a</sup>	x	x	11.98 <sup>a</sup>	39.1	x
Jarrow	546.80 <sup>a</sup>	x	x	12.45 <sup>a</sup>	43.5	x
Newcastle Central	626.40	288.40	x	16.28	38.5	x
Newcastle East	578.40	285.80 <sup>a</sup>	x	14.74	39.3	x
Newcastle North	539.30 <sup>a</sup>	260.80 <sup>a</sup>	x	14.01 <sup>a</sup>	38.5	x
North Tyneside	550.40 <sup>a</sup>	253.70	x	13.71 <sup>a</sup>	39.9	x
South Shields	532.90 <sup>a</sup>	x	x	13.84 <sup>a</sup>	38.3	x
Sunderland Central	574.20 <sup>a</sup>	279.40 <sup>a</sup>	x	13.73 <sup>a</sup>	39.8	x
Tynemouth	585.70 <sup>a</sup>	232.40 <sup>a</sup>	x	14.20 <sup>a</sup>	40.4	x
Washington & Sunderland West	548.60	289.20 <sup>a</sup>	x	12.76	42.2	3.4 <sup>b</sup>

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 2010 (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) (2010)**

	<b>Gross Weekly Earnings (£)</b>	<b>10% earned under (£)</b>	<b>10% earned over (£)</b>	<b>Average hourly earnings (£) (excl. overtime)</b>	<b>Average weekly hours (including overtime)</b>	<b>Overtime (hours)</b>
Blaydon	456.10 <sup>a</sup>	x	x	12.15 <sup>a</sup>	37.7	x
Gateshead	514.30 <sup>a</sup>	260.20 <sup>a</sup>	x	13.84 <sup>a</sup>	37.1	x
Houghton & Sunderland South	452.80 <sup>a</sup>	x	x	11.57 <sup>b</sup>	39.2a	x
Jarrow	435.30 <sup>b</sup>	x	x	11.65 <sup>b</sup>	37.1	x
Newcastle Central	516.20	244.80	x	14.01	36.8	x
Newcastle East	398.40	245.40 <sup>a</sup>	x	10.74	37.0	x
Newcastle North	499.00 <sup>a</sup>	x	x	13.26 <sup>a</sup>	37.7	x
North Tyneside	491.00 <sup>a</sup>	255.00 <sup>a</sup>	x	13.25 <sup>a</sup>	37.1	x
South Shields	444.70 <sup>a</sup>	x	x	12.33 <sup>b</sup>	36.1	x
Sunderland Central	463.60	246.50 <sup>a</sup>	x	12.50	37.0	x
Tynemouth	535.10 <sup>a</sup>	284.80 <sup>a</sup>	x	14.14 <sup>a</sup>	38.0	x
Washington & Sunderland West	425.30 <sup>a</sup>	x	x	11.39 <sup>a</sup>	37.4	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 2010 (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) (2010)**

	Gross Weekly Earnings (£)	10% earned under (£)	10% earned over (£)	Average hourly earnings (£) (excl. overtime)	Average weekly hours (including overtime)	Overtime (hours)
Berwick-upon-Tweed	468.10 <sup>a</sup>	269.60 <sup>a</sup>	x	11.06 <sup>a</sup>	41.8	x
Bishop Auckland	487.20 <sup>a</sup>	245.20 <sup>a</sup>	x	11.96 <sup>a</sup>	40.2	x
Blyth Valley	453.10 <sup>a</sup>	237.70 <sup>a</sup>	x	11.52 <sup>a</sup>	39.2	x
City of Durham	560.20 <sup>a</sup>	265.30	x	14.65 <sup>a</sup>	38.3	x
Darlington	510.50	275.20	x	13.01	39.1	x
Easington	420.60	238.20 <sup>a</sup>	x	10.72	38.8	x
Hartlepool	495.20 <sup>a</sup>	248.90 <sup>a</sup>	x	12.25	39.8	x
Hexham	449.60 <sup>a</sup>	254.40 <sup>a</sup>	x	11.05 <sup>a</sup>	41.3	x
Middlesbrough	513.80	274.40	x	12.77	40.1	x
M'bro South & East Cleveland	587.60 <sup>a</sup>	289.50 <sup>a</sup>	x	14.62 <sup>a</sup>	40.2	x
North Durham	447.40 <sup>a</sup>	x	x	11.50 <sup>a</sup>	38.8	x
North West Durham	434.10 <sup>a</sup>	242.00 <sup>a</sup>	x	10.68 <sup>a</sup>	40.7	x
Redcar	523.40 <sup>a</sup>	250.40 <sup>a</sup>	x	12.92 <sup>a</sup>	40.1	x
Sedgefield	490.50	264.60 <sup>a</sup>	x	12.34	39.6	x
Stockton North	542.50	257.40 <sup>a</sup>	x	14.20	38.1	x
Stockton South	525.60	272.00	x	13.56	38.9	x
Wansbeck	546.90	267.00 <sup>a</sup>	x	14.94	36.6	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 2010 (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) (2010)**

	Gross Weekly Earnings (£)	10% earned under (£)	10% earned over (£)	Average hourly earnings (£) (excl. overtime)	Average weekly hours (including overtime)	Overtime (hours)
Berwick-upon-Tweed	538.80 <sup>a</sup>	x	x	12.21 <sup>a</sup>	43.6	x
Bishop Auckland	507.00 <sup>a</sup>	241.40 <sup>b</sup>	x	12.16 <sup>a</sup>	41.7	x
Blyth Valley	499.30 <sup>a</sup>	252.40 <sup>a</sup>	x	12.43 <sup>a</sup>	40.1	x
City of Durham	623.40 <sup>b</sup>	285.10	x	16.03 <sup>b</sup>	39.1	x
Darlington	523.90 <sup>a</sup>	278.20 <sup>a</sup>	x	12.72 <sup>a</sup>	41.1	x
Easington	464.90 <sup>a</sup>	x	x	11.42 <sup>a</sup>	40.0	x
Hartlepool	566.20 <sup>a</sup>	283.80 <sup>a</sup>	x	13.25 <sup>a</sup>	41.8	x
Hexham	484.10 <sup>a</sup>	x	x	11.48 <sup>a</sup>	43.1	x
Middlesbrough	564.70 <sup>a</sup>	294.60	x	13.50 <sup>a</sup>	41.6	x
M'bro South & East Cleveland	682.40 <sup>a</sup>	x	x	16.22 <sup>a</sup>	42.4	x
North Durham	443.40 <sup>a</sup>	x	x	10.84 <sup>a</sup>	40.6	x
North West Durham	448.90 <sup>a</sup>	x	x	10.59 <sup>a</sup>	42.3	x
Redcar	577.60 <sup>a</sup>	283.20 <sup>b</sup>	x	13.82 <sup>a</sup>	41.4	x
Sedgefield	512.10 <sup>a</sup>	264.80 <sup>a</sup>	x	12.59 <sup>a</sup>	40.6	x
Stockton North	629.70 <sup>a</sup>	310.20 <sup>a</sup>	x	16.01 <sup>a</sup>	39.3	x
Stockton South	581.10	294.30	x	14.60 <sup>a</sup>	39.9	x
Wansbeck	610.30 <sup>a</sup>	335.70 <sup>b</sup>	x	15.66 <sup>a</sup>	39.0	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 2010 (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) (2010)**

	Gross Weekly Earnings (£)	10% earned under (£)	10% earned over (£)	Average hourly earnings (£) (excl. overtime)	Average weekly hours (including overtime)	Overtime (hours)
Berwick-upon-Tweed	338.30 <sup>a</sup>	x	x	8.86 <sup>a</sup>	38.3	x
Bishop Auckland	458.30 <sup>a</sup>	x	x	11.67 <sup>a</sup>	38.1	x
Blyth Valley	336.50 <sup>a</sup>	x	x	9.09 <sup>a</sup>	37.1	x
City of Durham	465.70	241.00 <sup>a</sup>	x	12.49	37.3	x
Darlington	494.70	250.70 <sup>b</sup>	x	13.37 <sup>a</sup>	36.8	x
Easington	359.00 <sup>a</sup>	x	x	9.70 <sup>a</sup>	37.0	x
Hartlepool	393.70 <sup>a</sup>	x	x	10.73 <sup>a</sup>	36.8	x
Hexham	389.20 <sup>a</sup>	x	x	10.23 <sup>a</sup>	38.1	x
Middlesbrough	452.70	257.50 <sup>a</sup>	x	11.86	38.2	x
M'bro South & East Cleveland	477.40 <sup>a</sup>	x	x	12.65 <sup>a</sup>	37.7	x
North Durham	452.70 <sup>a</sup>	x	x	12.45 <sup>a</sup>	36.5	x
North West Durham	412.90 <sup>a</sup>	x	x	10.82 <sup>a</sup>	38.4	x
Redcar	415.50 <sup>a</sup>	x	x	11.05 <sup>a</sup>	37.4	x
Sedgefield	445.20 <sup>a</sup>	x	x	10.78 <sup>a</sup>	37.5	x
Stockton North	445.30 <sup>a</sup>	232.30 <sup>a</sup>	x	12.09 <sup>a</sup>	36.9	x
Stockton South	420.60 <sup>a</sup>	x	x	11.46 <sup>a</sup>	37.0	x
Wansbeck	482.20 <sup>a</sup>	252.60 <sup>a</sup>	x	14.13 <sup>a</sup>	34.1	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 2010 (Tables 9.1a, 9.6a, 9.9a and 9.11a).

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