

2 Gender pay gap

Key findings

- 2019 was the tenth year where full-time females in NI earned at least as much as full-time males on average
- Full-time females earned 37p more per hour than full-time males (£13.13 compared to £12.76)
- NI is the only region in the UK where full-time females earned more than full-time males
- Considering all employees, regardless of working pattern, female hourly pay is below male pay on average due to the higher proportion of female part-time employees

Various methods can be used to measure the earnings of females relative to males. The majority of this section is based on full-time median hourly earnings excluding overtime; including overtime can distort the picture as males work relatively more overtime than females, and using hourly earnings better accounts for the fact that males work, on average, more hours per week than females (see Figure 16).

Although median hourly pay excluding overtime provides useful comparisons of males and females earnings, it does not reveal differences in rates of pay for comparable jobs. This is because such measures do not allow for the different employment characteristics of males and females, such as the proportion in different occupations and their length of time in jobs. For example, a higher proportion of females work in professional occupations, which tend to offer higher salaries.

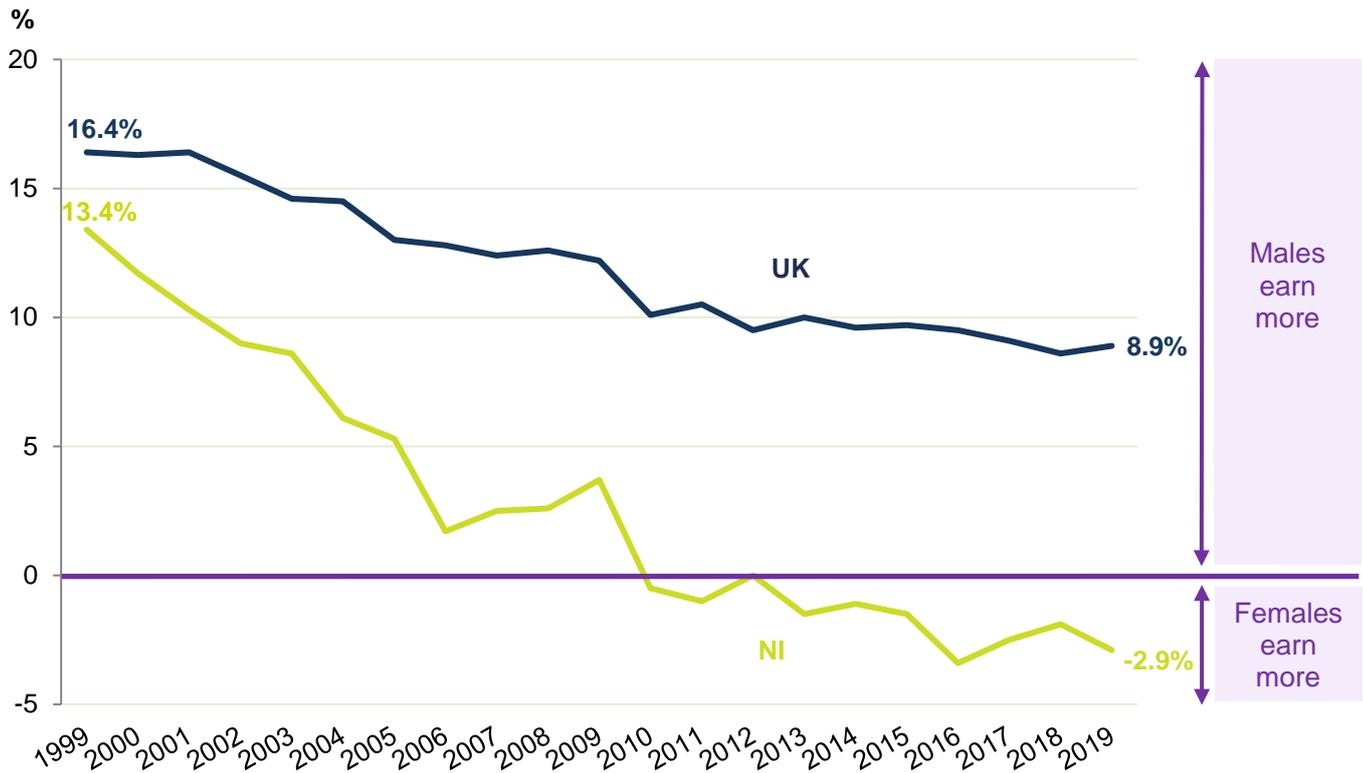
Gross hourly earnings (excluding overtime) includes basic pay, commissions, shift premium pay, bonus or incentive pay and allowances, and is before deductions for PAYE, National Insurance, pension schemes, student loan repayments and voluntary deductions

Gender pay gap: The headline measure is calculated as the difference between the median full-time hourly earnings (excluding overtime) of males and females, as a proportion of median full-time hourly earnings (excluding overtime) of males earnings.

$$\frac{\text{male earnings} - \text{female earnings}}{\text{male earnings}}$$

Tenth year where full-time females earned at least as much as full-time males

Figure 9: Gender Pay Gap for full-time employees in NI and the UK, April 1999 to April 2019



Note: there were a number of methodological changes during the series in 2004, 2006 and 2011. See Section 4 Further information for full details

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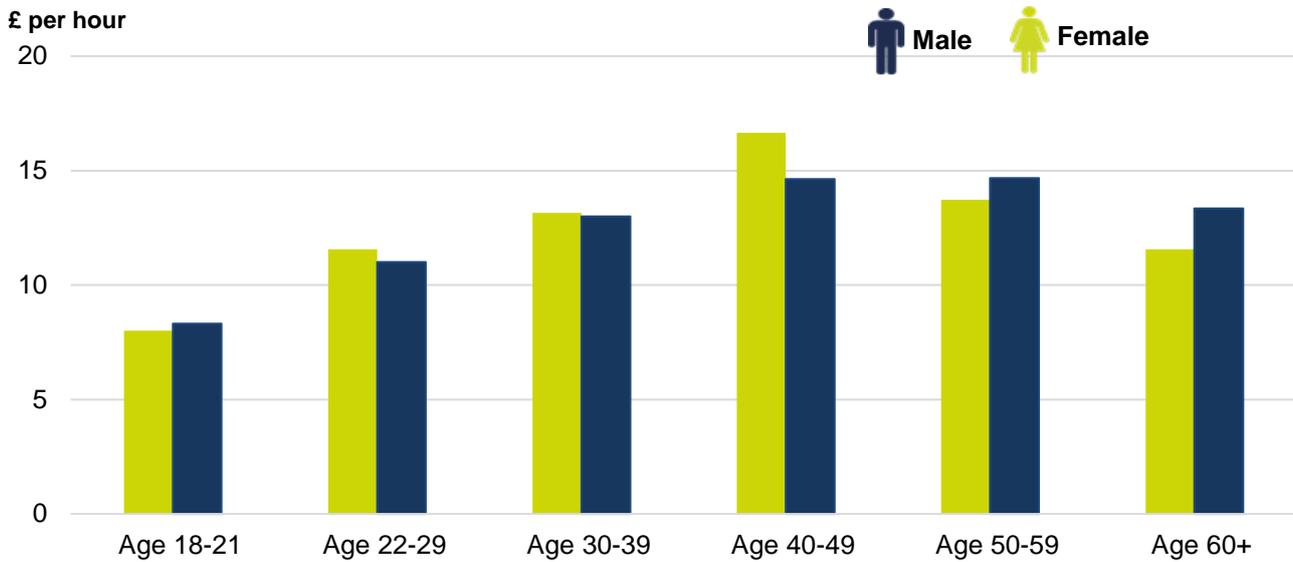
The results from the 2019 ASHE show that the gender pay gap for full-time employees in NI is negative, with females who work full-time earning 37p per hour more on average than males (£13.13 per hour compared to £12.76 per hour for males). This is equivalent to a 2.9% gender pay gap in favour of females; larger than the 1.9% gender pay gap in favour of females (equivalent to 24p per hour) recorded in 2018.

This is the tenth year where the gender pay gap has been zero or has been in favour of females and NI continues to be the only region in the UK where this is the case. Currently in the UK full-time females (£13.97) earned less than full-time males (£15.34) on average; a gender pay gap of 8.9% in favour of males.

The following section explores beyond the headline gender pay gap measure (full-time hourly earnings excluding overtime) and considers the experience across different age groups, occupations and sectors.

Largest gender pay gap among 40-49 year olds

Figure 10: Median gross hourly earnings excluding overtime for full-time employees in NI by age and gender, April 2019

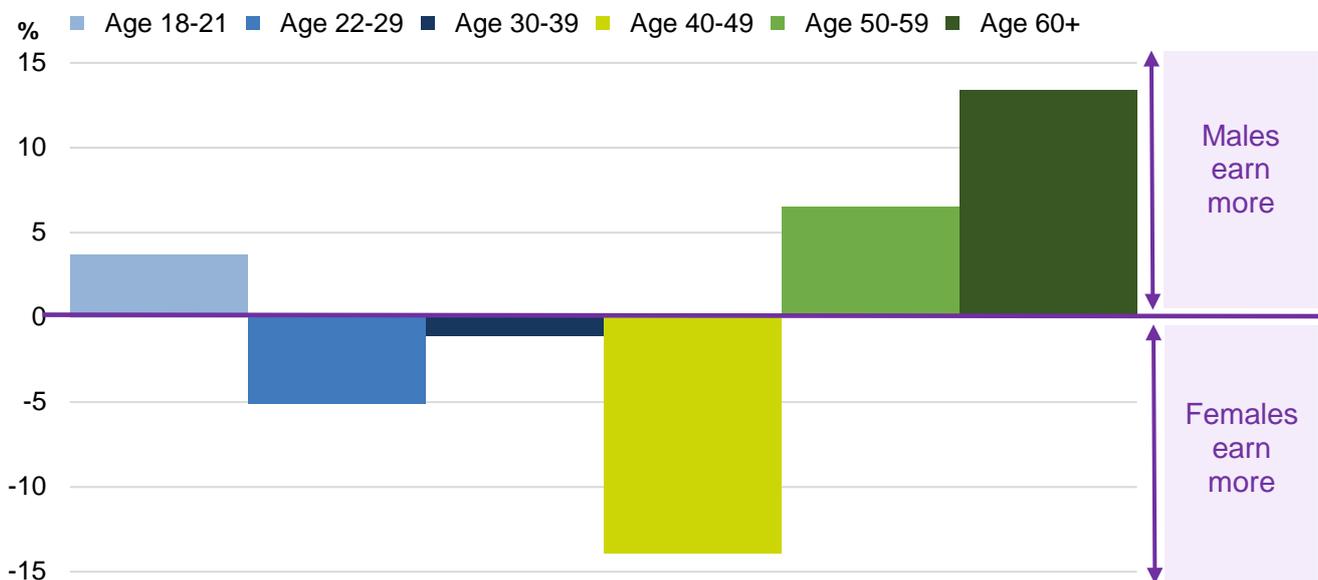


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The ASHE 2019 data shows that female earnings increase with age up to the 40-49 age group and decrease thereafter. Earnings for males increase with age until the 50-59 age group and decline at age 60+. Whilst the median full-time hourly pay for males reaches a high of £14.68, full-time female hourly earnings peak at £16.66, almost £2.00 higher.

Full-time male employees aged 18 to 21 and 50 and over earned more than full-time females in 2019, while full-time females aged 22 to 49 earned more than males on average. The largest difference in full-time male and female earnings was recorded in the 40-49 age group where females earned 13.9% or £2.03 per hour more than males. This age group accounted for approximately a quarter of all full-time female employees and full-time male employees.

Figure 11: Gender pay gap for full-time employees in NI by age bands, April 2019

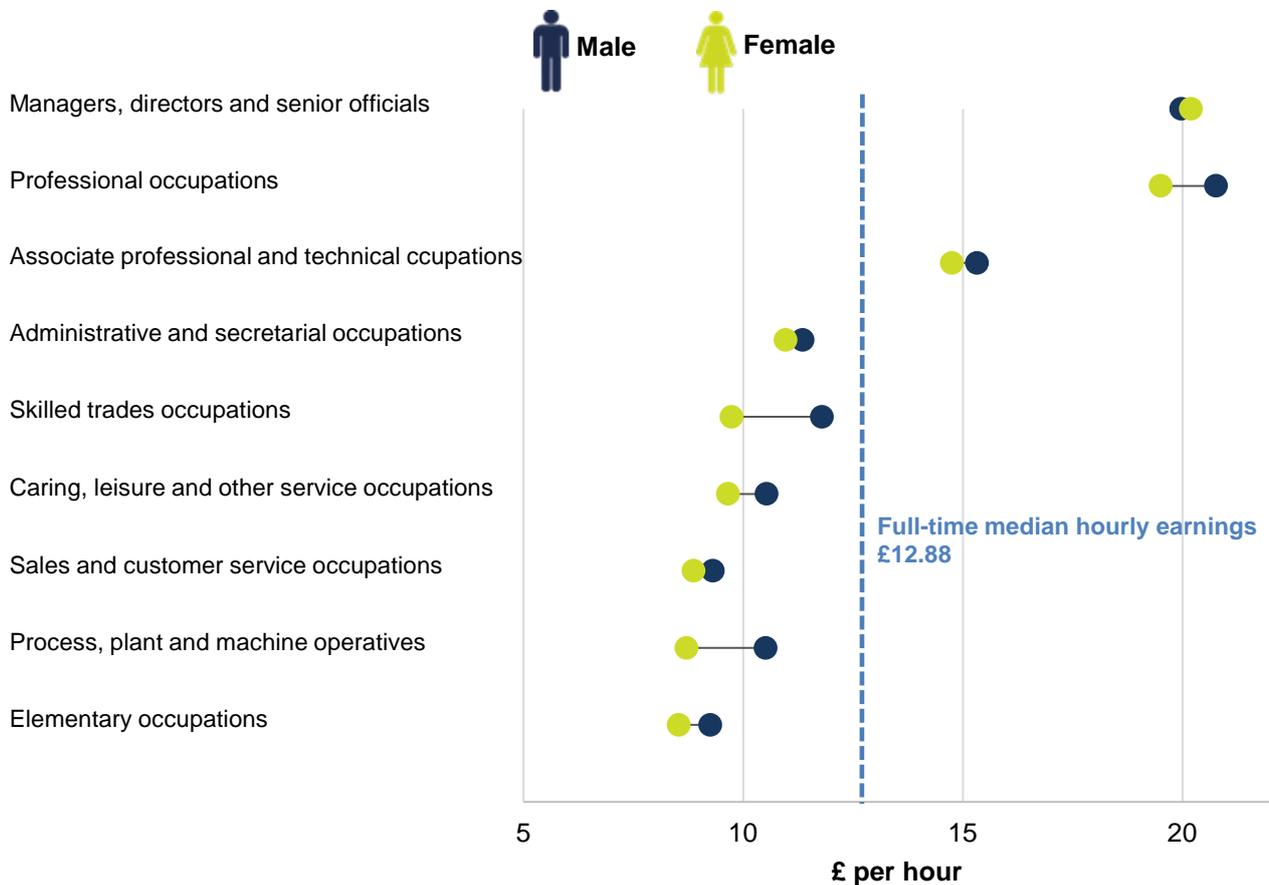


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Females earned less than males in eight of the nine occupation groups

Occupation: Results are collated using the 2010 Standard Occupation Classification (SOC10).

Figure 12: Median gross hourly earnings excluding overtime for full-time employees in NI by occupation and gender, April 2019



Note: Non-zero axis

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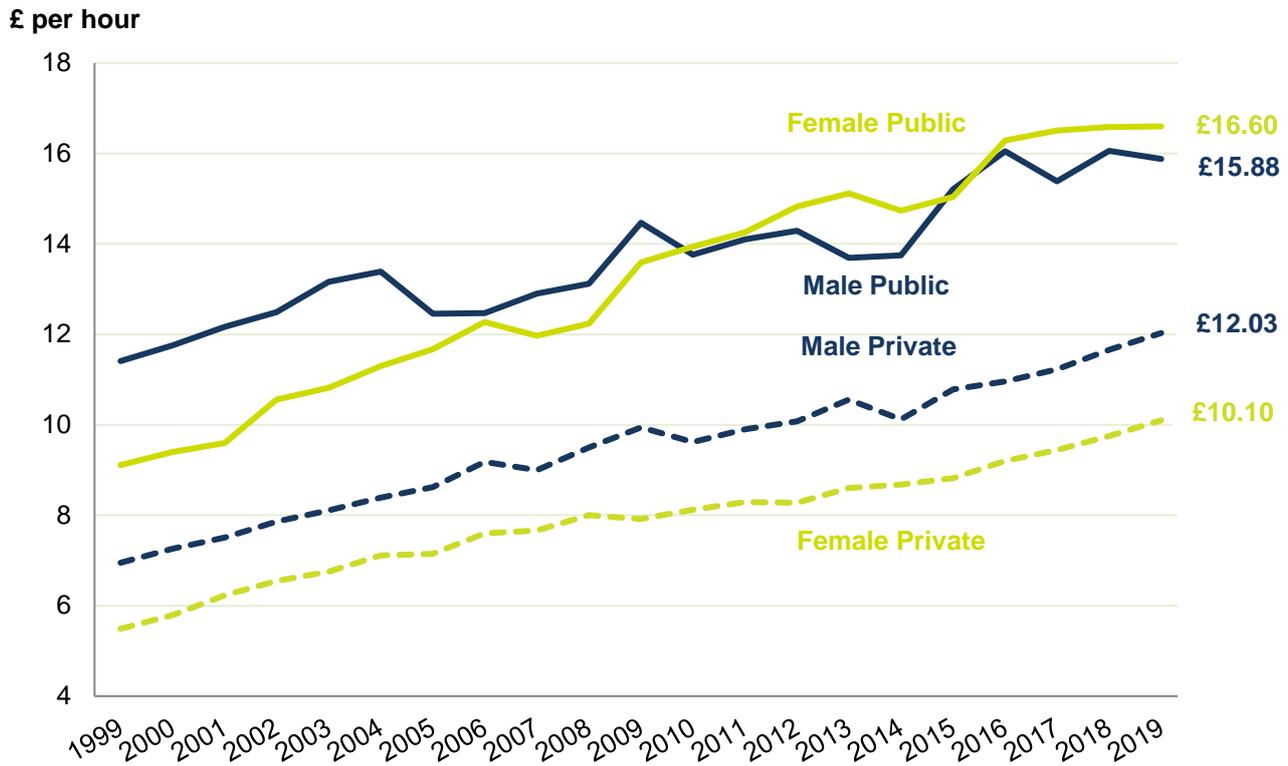
Although the gender pay gap is in favour of females when looking at all full-time employees, overall this is not the case within occupations. Disaggregating the data into occupation groups shows that on average, females earned less than males in eight of the nine occupation groups. The occupation group in which females earned more on average was the highest paying group; 'Managers, directors and senior officials'. However, females made up less than a third (31%) of employees within this occupational group, less than the proportion of all full-time employees who are female (40%).

The largest difference between male and female average pay was in the 'Skilled trades occupations' where on average for every pound earned by males, females earned 83p (£11.79 compared to £9.73 per hour). In 'Skilled trades occupations', 94% of employees were male.

There was a larger proportion of full-time females (40%) than full-time males (30%) employed in the top two earning occupation groups ('Managers, directors and senior officials' and 'Professional occupations'), both paying around £20 per hour on average. This greater proportion of females working in higher paying occupations has led to a higher average pay for females than males despite the differences in average pay within occupations.

Females in the public sector have highest average earnings

Figure 13: Median gross hourly earnings excluding overtime for full-time employees in NI by sector and gender, April 1999 to April 2019



Note: there were a number of methodological changes during the series in 2004, 2006 and 2011. See Section 4 Further information for full details
Non-zero axis

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Overall, public sector employees earned more on average than private sector employees. Within this, females earned more in the public sector on average than males, whilst they earned less in the private sector on average than males. This has been the broad trend since 2010.

The increase in female earnings in the public sector, compared to both males in the public sector and males and females in the private sector over the past 20 years, stands out. Whilst male and female private sector earnings have increased at similar rates since 1999, the increase in public sector earnings for females has surpassed the increase for males in the public sector (increase of £7.49 per hour compared to an increase of £4.47 per hour).

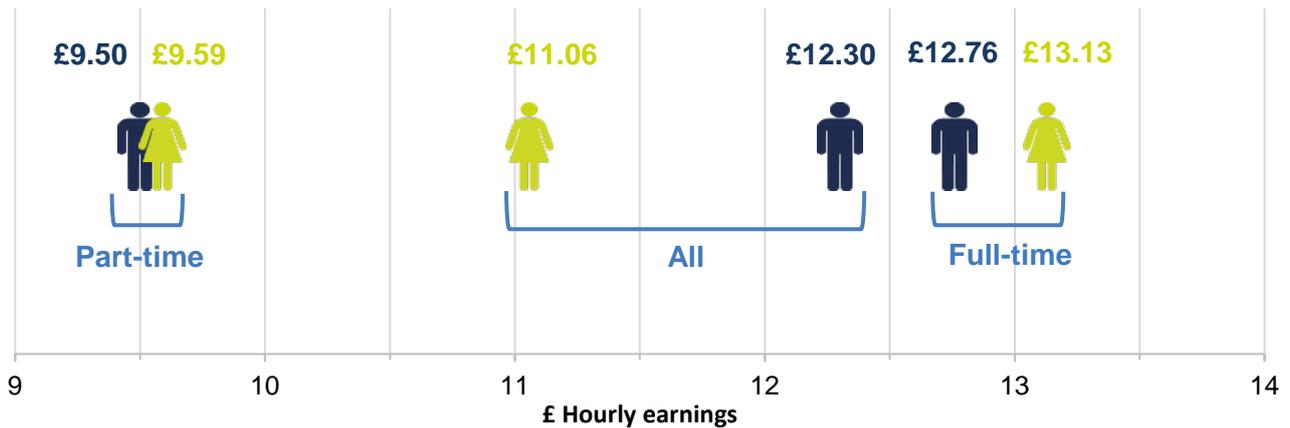
Close to half of full-time females worked in the public sector compared to approximately a quarter of full-time males. Therefore, due to the composition effect of a higher relative proportion of females than males (48% compared with 24% respectively) working in the public sector, where earnings were higher on average, median earnings for full-time females were higher than males.

Full-time and part-time females earn more than males, but overall males earn more

Full-time employee is defined as anyone aged 16 years or over that is directly paid from a business's payroll for carrying out more than 30 paid hours per week (or 25 or more for the teaching professions).

Part-time employee is defined as anyone aged 16 years or over working 30 or less paid hours a week (or less than 25 for the teaching professions).

Figure 14: Median gross hourly earnings excluding overtime by gender in NI, April 2019



Note: Non-zero axis

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Figure 14 and [Gender Pay Gap slideshow](#) present hourly earnings for males and females disaggregated by working pattern and show that part-time earnings for females (£9.59) were greater than part-time earnings for males (£9.50) and full-time earnings for females (£13.13) were greater than full-time earnings for males (£12.76). However, hourly earnings for males (£12.30), regardless of working pattern, were £1.24 higher than for females (£11.06).

The higher earnings for 'all' males regardless of working pattern is primarily due to a higher proportion of males (85% compared with 56% of females) in full-time work, which has higher hourly rates of pay on average than part-time employment and fewer low paid jobs. Figure 15 highlights the greater proportion of low paid part-time (37.5%) employee jobs, compared with full-time (14.1%). (See section 3 for more information on low paid employee jobs).

Figure 15: Proportion of low and high paid employee jobs by working pattern in NI, 2019



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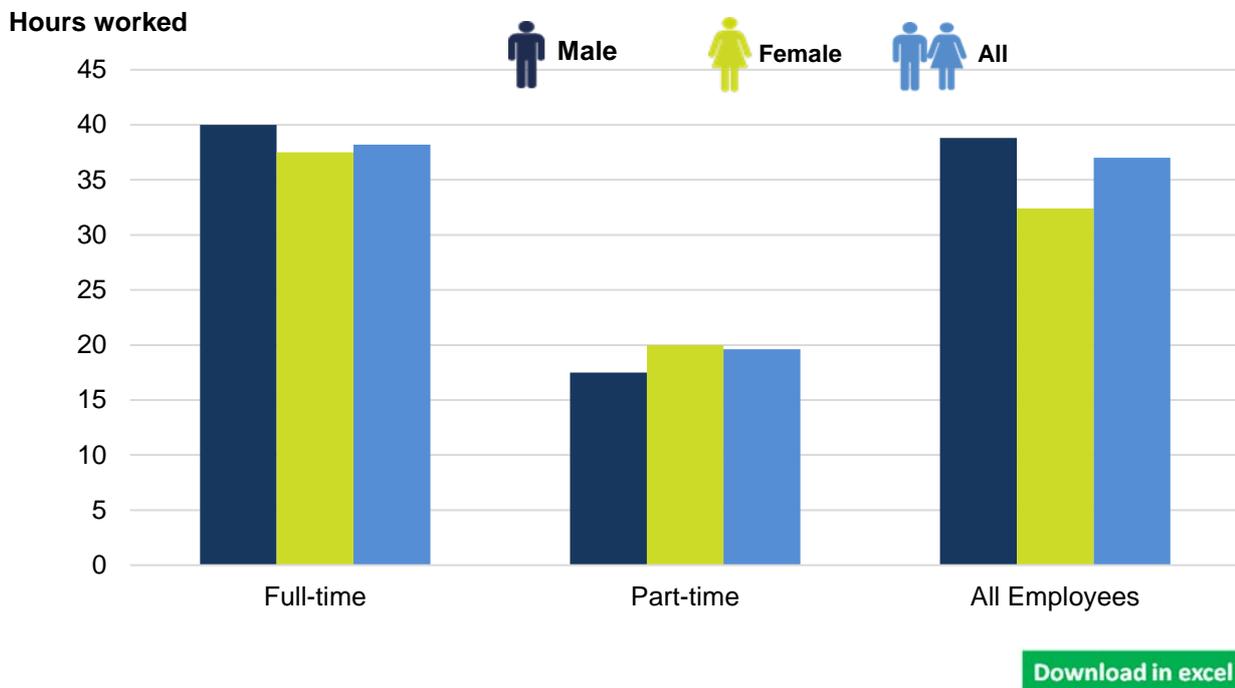
Annual pay higher for males due to longer working hours and higher bonuses

Total paid hours worked is made up of paid basic hours and paid overtime hours. It is calculated using employees on adult rates whose pay was unaffected by absence.

Median gross annual earnings for full-time employees in NI in 2019 was £27,434; £25,606 for females and £28,843 for males. This was a decrease of 0.1% for females over the year, and a 2.9% increase for males.

The gender pay gap for full-time employees is in favour of males when calculated on annual earnings. The difference between the annual and hourly earnings pay gap measure can be attributed to males working more hours on average and receiving higher bonuses than females.

Figure 16: Median weekly paid hours worked by working pattern and gender, NI, April 2019



In April 2019 males in full-time employment worked 2.5 more paid hours per week than females (40 hours compared with 37.5 hours). For those in part-time employment, females worked 2.5 more paid hours per week (20 hours) than males (17.5 hours).

Overall, males (38.8 hours) worked 6.4 hours more than females (32.4 hours), highlighting that a greater proportion of males (85%) work full-time compared with females (56%).