

2010 Annual Survey of Hours and Earnings



Date: 8 December 2010

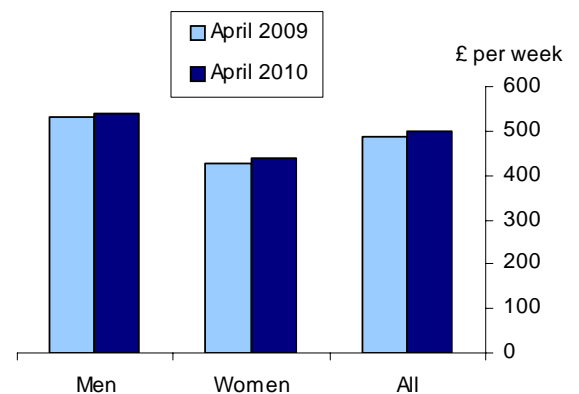
Coverage: United Kingdom **Theme:** Labour Market

The Annual Survey of Hours and Earnings (ASHE) is based on a 1 per cent sample of employee jobs. This is drawn from HM Revenue & Customs (HMRC) Pay As You Earn (PAYE) records. This bulletin contains provisional results from the 2010 survey and revised results from the 2009 survey.

Key Findings

- In April 2010 median gross weekly earnings for full-time employees were £499, up 2.1 per cent from £488 in 2009
- For men, full-time earnings were £538, up 1.3 per cent, compared with £439 for women, up 3.1 per cent
- Median gross weekly earnings for all employees were £404, up 1.8 per cent from £397 in 2009

Median full-time gross weekly earnings ¹



¹ Employees on adult rates, pay unaffected by absence

- Median gross annual earnings for full-time employees (including those whose pay was affected by absence) were £25,900, an increase of 0.3 per cent from 2009
- Median gross weekly earnings for full-time employees were highest in London at £642 and lowest in Northern Ireland at £441
- Between 2009 and 2010 the hourly earnings, excluding overtime, for full-time employees of the bottom decile grew by 1.5 per cent to £7.00 per hour, compared with growth of 1.4 per cent in the top decile to £26.25 per hour

Weekly earnings

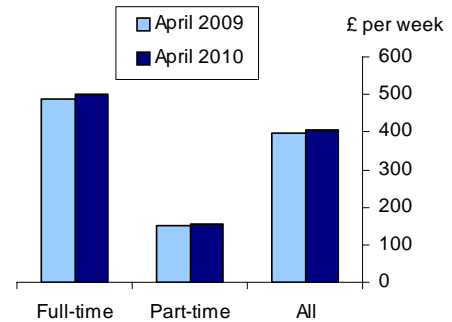
- Median gross weekly earnings for full-time employees were £499, up 2.1 per cent from £488 in 2009

- Men's median full-time weekly earnings increased by 1.3 per cent to £538 in the year to April 2010, compared with growth of 3.1 per cent for women to £439

- Part-time median weekly earnings were £154, up by 0.7 per cent. For women, part-time median weekly earnings were £157, compared with £142 for men

- The median gross weekly earnings for all employee jobs, regardless of whether the employee was full-time or part-time, were £404, an increase of 1.8 per cent compared with £397 in 2009

Median full-time gross weekly earnings ¹



¹ Employees on adult rates, pay unaffected by absence

Median gross weekly earnings¹

| | | Full-time | Part-time | All |
|-------------------|-------|-----------|-----------|-------|
| £ per week | | | | |
| April 2009 | Men | 531.0 | 143.1 | 491.0 |
| | Women | 425.8 | 155.7 | 309.6 |
| | All | 488.5 | 152.7 | 397.1 |
| April 2010 | Men | 538.2 | 142.1 | 497.1 |
| | Women | 439.0 | 157.2 | 316.2 |
| | All | 498.8 | 153.7 | 404.3 |
| Percentage change | Men | 1.3 | -0.7 | 1.2 |
| | Women | 3.1 | 1.0 | 2.1 |
| | All | 2.1 | 0.7 | 1.8 |

¹ Employees on adult rates, pay unaffected by absence.

Source: Annual Survey of Hours and Earnings, Office for National Statistics

Annual earnings

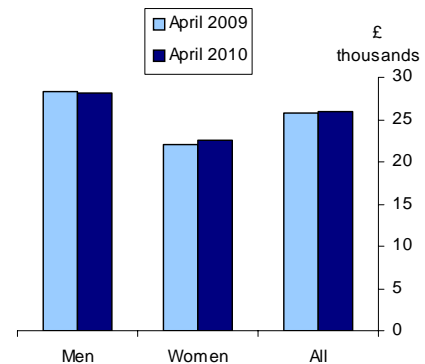
For the tax year ending 5 April 2010 the median gross annual earnings for full-time employees were £25,900, an increase of 0.3 per cent compared with £25,800 in 2009. The median gross annual earnings for men were £28,100, down 0.6 per cent from 2009 and for full-time women were £22,500, up 1.7 per cent.

| | Men | Women | All |
|-------------------|------|-------|------|
| £ thousands | | | |
| April 2009 | 28.3 | 22.1 | 25.8 |
| April 2010 | 28.1 | 22.5 | 25.9 |
| Percentage change | -0.6 | 1.7 | 0.3 |

¹ Employees on adult rates who have been in the same job for at least 12 months, including those whose pay was affected by absence.

Source: Annual Survey of Hours and Earnings, Office for National Statistics

Median full-time gross annual earnings ¹



Hourly earnings, excluding overtime

Excluding overtime, median hourly earnings of full-time employees on adult rates of pay whose earnings were not affected by absence were £12.50 per hour in April 2010, up 1.4 per cent on 2009. The median hourly earnings of men increased by 0.3 per cent compared with an increase of 2.6 per cent for women.

¹ Employees on adult rates who have been in the same job for at least 12 months, including those whose pay was affected by absence.

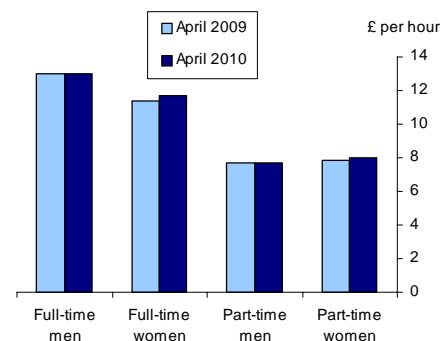
Median gross hourly earnings, excluding overtime¹

| £ per hour | | Full-time | Part-time | All |
|-------------------|-------|-----------|-----------|-------|
| April 2009 | Men | 12.97 | 7.66 | 12.40 |
| | Women | 11.39 | 7.86 | 9.67 |
| | All | 12.33 | 7.81 | 10.97 |
| April 2010 | Men | 13.01 | 7.69 | 12.35 |
| | Women | 11.68 | 8.00 | 9.90 |
| | All | 12.50 | 7.97 | 11.09 |
| Percentage change | Men | 0.3 | 0.3 | -0.4 |
| | Women | 2.6 | 1.8 | 2.3 |
| | All | 1.4 | 2.1 | 1.1 |

¹ Employees on adult rates, pay unaffected by absence.

Source: Annual Survey of Hours and Earnings, Office for National Statistics

Median hourly earnings, excluding overtime¹

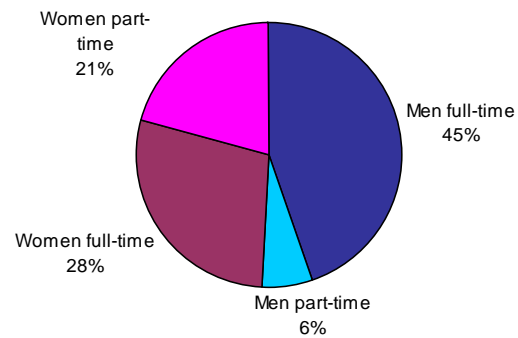


¹ Employees on adult rates, pay unaffected by absence

Gender pay differences

The earnings of women relative to men vary according to whether an employee is full-time or part-time. Median hourly earnings, excluding overtime, of part-time employees were 36.2 per cent less than the earnings of full-time employees in April 2010. At the same time the UK workforce consisted of approximately 12.7 million males (51 per cent of workforce) and 12.3 million females (49 per cent of workforce).

Total workforce composition - 24.9 million



Source: Labour Force Survey, Office for National Statistics

There is a difference in the proportion of male and female employees who worked full- and part-time. For male employees, 88 per cent worked full-time and 12 per cent worked part-time, while the comparable figures for female employees were 58 per cent and 42 per cent respectively. This highlights the fact that women work part-time more than men and consequently are more likely to receive lower hourly rates of pay.

| | Men | | Women | | All | |
|-----------|--------|------|--------|------|--------|------|
| | 000's | % | 000's | % | 000's | % |
| Full-time | 11,158 | 88.3 | 7,071 | 57.7 | 18,229 | 73.2 |
| Part-time | 1,478 | 11.7 | 5,184 | 42.3 | 6,662 | 26.8 |
| Workforce | 12,636 | | 12,255 | | 24,891 | |

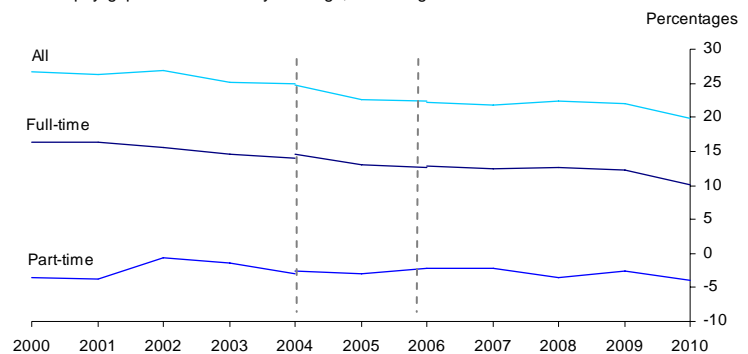
1 Estimates of the composition of the workforce have been taken from the Labour Force Survey results for Quarter 2 2010
Source: Annual Survey of Hours and Earnings, Office for National Statistics

Median hourly earnings, excluding overtime

Full-time

In 2010 men's median hourly earnings grew by 0.3 per cent to £13.01, up from £12.97 in 2009, while women's hourly earnings were £11.68, a 2.6 per cent increase compared with £11.39. The gender pay gap has therefore decreased to 10.2 per cent from 12.2 per cent in 2009.

Gender pay gap for median hourly earnings, excluding overtime¹



Vertical line represents discontinuities in 2004 and 2006 ASHE results

1 Employees on adult rates, pay unaffected by absence

Part-time

For part-time employees, men’s median hourly earnings excluding overtime were £7.69, up 0.3 per cent from £7.66 in 2009, compared with women’s hourly earnings of £8.00, an increase of 1.8 per cent from £7.86. The negative gender pay difference for part-time employees has therefore widened to -4.0 per cent, compared with -2.5 per cent in 2009.

All

The gender pay comparison based on median hourly earnings for all employees decreased to 19.8 per cent from 22.0 per cent in 2009.

Median hourly earnings excluding overtime with gender pay differences¹

| Year | Men’s hourly earnings | | | Women’s hourly earnings | | | Percentage pay difference (Men/Women) | | |
|------|-----------------------|-----------|-------|-------------------------|-----------|------|---------------------------------------|-----------|------|
| | Full-time | Part-time | All | Full-time | Part-time | All | Full-time | Part-time | All |
| 2009 | 12.97 | 7.66 | 12.40 | 11.39 | 7.86 | 9.67 | 12.2 | -2.5 | 22.0 |
| 2010 | 13.01 | 7.69 | 12.35 | 11.68 | 8.00 | 9.90 | 10.2 | -4.0 | 19.8 |

¹ Employees on adult rates, pay unaffected by absence.
Source: Annual Survey of Hours and Earnings, Office for National Statistics

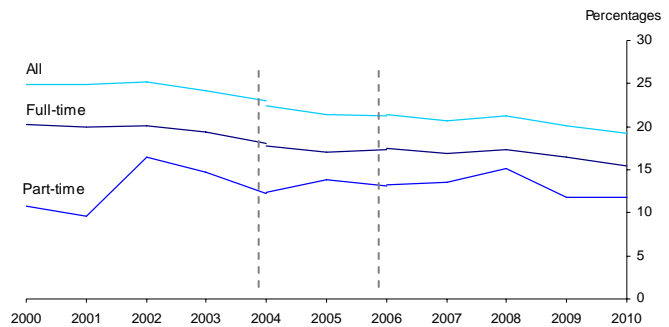
Mean hourly earnings, excluding overtime

Although ONS’s headline estimates of gender pay differences are based on median hourly earnings (excluding overtime), mean hourly earnings provide a useful supplementary measure.

Full-time

Men’s mean hourly earnings were £16.25, up 1.1 per cent from £16.07 in 2009. Women’s mean hourly earnings increased by 2.2 per cent to £13.73 compared with £13.44 in 2009. This means that the gender pay difference narrowed to 15.5 per cent from 16.4 per cent in 2009.

Gender pay gap for mean hourly earnings, excluding overtime¹



Vertical line represents discontinuities in 2004 and 2006 ASHE result

¹ Employees on adult rates, pay unaffected by absence

Part-time

For part-time employees, men’s mean hourly earnings excluding overtime were £12.06, up from £11.78 in 2009, compared with women’s hourly earnings of £10.64, up from £10.39. The gender pay comparison for part-time employees has therefore narrowed to 11.7 per cent, from 11.8 per cent in 2009.

All

The gender pay difference based on the mean for all employees has decreased to 19.3 per cent from 20.1 per cent in 2009.

Mean hourly earnings excluding overtime with gender pay differences¹

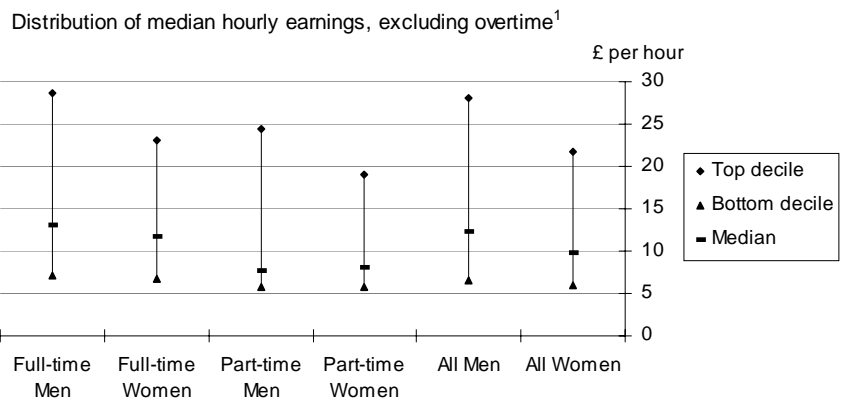
| Year | Men's hourly earnings | | | Women's hourly earnings | | | Percentage pay difference (Men/Women) | | |
|------|-----------------------|-----------|-------|-------------------------|-----------|-------|---------------------------------------|-----------|------|
| | Full-time | Part-time | All | Full-time | Part-time | All | Full-time | Part-time | All |
| 2009 | 16.07 | 11.78 | 15.83 | 13.44 | 10.39 | 12.64 | 16.4 | 11.8 | 20.1 |
| 2010 | 16.25 | 12.06 | 16.00 | 13.73 | 10.64 | 12.92 | 15.5 | 11.7 | 19.3 |

¹ Employees on adult rates, pay unaffected by absence.

Source: Annual Survey of Hours and Earnings, Office for National Statistics

Distribution of hourly earnings, excluding overtime

Between 2009 and 2010 the hourly earnings for full-time employees of the bottom decile grew by 1.5 per cent, compared with growth of 1.4 per cent for the top decile. The comparable figures for part-time employees were 1.2 per cent and 2.7 per cent respectively.



¹ Employees on adult rates, pay unaffected by absence

In 2010 10 per cent of full-time employees earned less than £7.00 per hour, while 10 per cent earned more than £26.25 per hour.

The hourly earnings of the top decile of full-time employees were 210 per cent of the median while the hourly earnings of the bottom decile were 56 per cent of the median.

Gender pay differences

The gender pay gap for full-time employees in the top decile, at 19.3 per cent, was larger than those for the median and bottom decile.

For part-time employees, there were negative gender pay differences for the bottom decile and the median, and a difference of 22.5 per cent for the top decile.

Distribution of median hourly earnings excluding overtime¹

| £ per hour | Full-time | Part-time | All |
|------------------------------|-----------|-----------|-------|
| Men | | | |
| 10 per cent earned less than | 7.20 | 5.80 | 6.59 |
| 50 per cent earned less than | 13.01 | 7.69 | 12.35 |
| 10 per cent earned more than | 28.61 | 24.50 | 28.11 |
| Women | | | |
| 10 per cent earned less than | 6.72 | 5.80 | 6.05 |
| 50 per cent earned less than | 11.68 | 8.00 | 9.90 |
| 10 per cent earned more than | 23.10 | 18.98 | 21.73 |
| Men and women | | | |
| 10 per cent earned less than | 7.00 | 5.80 | 6.25 |
| 50 per cent earned less than | 12.50 | 7.97 | 11.09 |
| 10 per cent earned more than | 26.25 | 20.00 | 24.85 |

¹ Employees on adult rates, pay unaffected by absence.

Source: Annual Survey of Hours and Earnings, Office for National Statistics

2010 gender pay difference by distribution of hourly earnings, excluding overtime¹

| | Percentages ^s | | |
|---------------|--------------------------|-----------|------|
| | Full-time | Part-time | All |
| Bottom decile | 6.7 | -0.1 | 8.3 |
| Median | 10.2 | -4.0 | 19.8 |
| Top decile | 19.3 | 22.5 | 22.7 |

¹ Employees on adult rates, pay unaffected by absence

Source: Annual Survey of Hours and Earnings, ONS

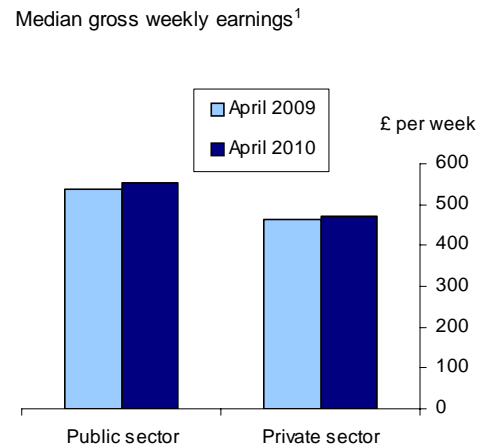
For all employees, the gender pay difference was smallest in the bottom decile at 8.3 per cent and largest in the top decile at 22.7 per cent.

Public and private sector pay

The median gross weekly pay of full-time employees in the public sector was £554 in 2010, up 3.0 per cent from £538 in 2009. For the private sector the comparable figure was £473, up 2.0 per cent from £464 in 2009.

| Median gross weekly earnings for full-time employees | | |
|---|---------------|----------------|
| | Public sector | Private sector |
| £ per week | | |
| April 2009 | 538.4 | 464.0 |
| April 2010 | 554.4 | 473.1 |
| Percentage change | 3.0 | 2.0 |

¹ Employees on adult rates, pay unaffected by absence.
 Source: Annual Survey of Hours and Earnings, Office for National Statistics



Gender pay differences

For full-time employees the median gender pay difference in the public sector was 10.0 per cent, down from 11.5 per cent in 2009. In the private sector, the pay gap was 19.8 per cent, down from 20.9 per cent in 2009.

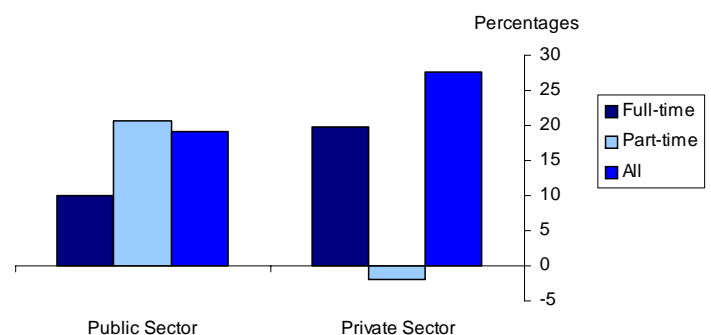
For part-time employees, the gender pay difference in the public sector was 20.6 per cent, an increase from the 2009 figure of 20.2, while the private sector pay gap was -2.0 per cent, compared to -0.1 per cent in 2009.

For all employees, the public sector saw a decrease in the gender pay difference to 19.2 per cent from 20.7 per cent in 2009, while the gender pay comparison for the private sector narrowed to 27.5 per cent, from 28.7 per cent in the previous year.

| | Percentage pay difference (Men/Women) | | |
|----------------|---------------------------------------|-----------|------|
| | Full-time | Part-time | All |
| Public Sector | 10.0 | 20.6 | 19.2 |
| Private Sector | 19.8 | -2.0 | 27.5 |

¹ Employees on adult rates, pay unaffected by absence.
 Source: Annual Survey of Hours and Earnings, ONS

Gender pay gap for median hourly earnings, excluding overtime for the public and private sectors¹



¹ Employees on adult rates, pay unaffected by absence

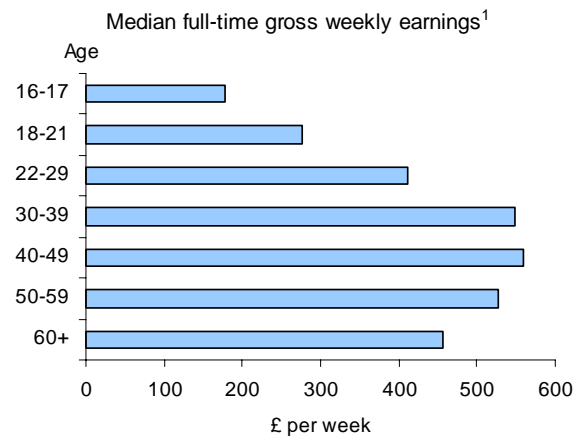
Earnings by age group

In April 2010 the distribution of median gross weekly earnings for full-time employees showed that earnings for 40 to 49-year-olds were highest at £560. Median gross weekly earnings increased until employees reached this age band and steadily decreased thereafter.

| April 2010 | Full-time | | |
|------------|-----------|-------|-------|
| | Men | Women | All |
| £ per week | | | |
| 16–17 | 181.6 | 158.3 | 178.7 |
| 18–21 | 285.9 | 268.3 | 277.4 |
| 22–29 | 421.2 | 401.3 | 411.2 |
| 30–39 | 573.7 | 507.9 | 547.8 |
| 40–49 | 613.7 | 472.2 | 559.6 |
| 50–59 | 582.7 | 440.9 | 528.2 |
| 60+ | 483.0 | 389.0 | 457.3 |

¹ All employees aged 16–17 and employees on adult rates, whose pay was unaffected by absence.

Source: Annual Survey of Hours and Earnings, Office for National Statistics



¹ Employees on adult rates, pay unaffected by absence

Gender pay differences

In 2010 the largest gender pay difference for full-time employees was for 50 to 59-year-olds at 17.0 per cent. The only negative pay gap was in the 22–29 age group where earnings for men were 2.1 per cent lower than earnings for women.

For part-time employees, the gender pay difference was largest for 50 to 59-year-olds at 17.4 per cent. The age group with the largest pay gap in 2009, 40 to 49-year-olds, saw a drop from 23.9 per cent to 14.1 per cent.

The largest pay gap for all employees, 27.4 per cent, was seen in both the 40–49 and 50–59 age groups. In 2009, the largest difference was in the 40–49 group at 29.5 per cent. The smallest pay gap in 2010 was in the 16–17 age group at 0.5 per cent, a swing of 1.6 per cent from the negative pay gap of -1.1 per cent in 2009.

Gender pay difference for median hourly earnings excluding overtime by age¹

| | Percentage pay difference (Men/Women) | | |
|----------------------|---------------------------------------|-------------|-------------|
| | Full-time | Part-time | All |
| All employees | 10.2 | -4.0 | 19.8 |
| 16–17 ² | 3.0 | 2.9 | 0.5 |
| 18–21 | 2.1 | 1.3 | 3.4 |
| 22–29 | -2.1 | -1.7 | 3.7 |
| 30–39 | 2.9 | 3.3 | 14.6 |
| 40–49 | 16.1 | 14.1 | 27.4 |
| 50–59 | 17.0 | 17.4 | 27.4 |
| 60+ | 9.6 | 7.9 | 19.5 |

¹ All employees aged 16-17 and employees on adult rates, whose pay was unaffected by absence.

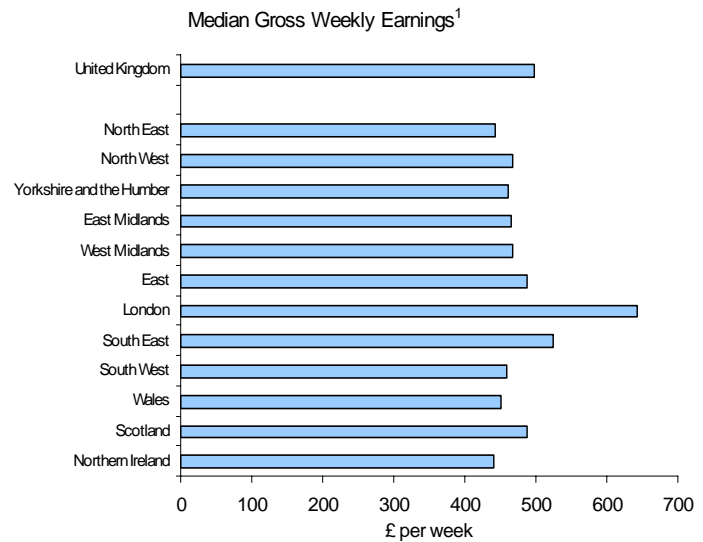
Source: Annual Survey of Hours and Earnings, ONS

Regional earnings

In April 2010 median gross weekly earnings for full-time employees were highest in London at £642 (29 per cent higher than the national median) and lowest in the Northern Ireland at £441 (12 per cent lower than the national median).

Median gross weekly earnings¹ by Government Office Region

| April 2010 | Full-time | | |
|--------------------------|--------------|--------------|--------------|
| | Men | Women | All |
| £ per week | | | |
| United Kingdom | 538.2 | 439.0 | 498.8 |
| North East | 484.8 | 400.0 | 442.3 |
| North West | 500.0 | 417.8 | 467.1 |
| Yorkshire and The Humber | 496.9 | 404.9 | 460.2 |
| East Midlands | 507.7 | 393.5 | 465.2 |
| West Midlands | 502.8 | 400.0 | 467.5 |
| East | 535.0 | 424.4 | 488.7 |
| London | 698.6 | 582.3 | 642.3 |
| South East | 574.9 | 444.1 | 523.7 |
| South West | 503.4 | 399.7 | 460.0 |
| Wales | 483.0 | 401.3 | 451.1 |
| Scotland | 521.5 | 431.2 | 488.2 |
| Northern Ireland | 460.0 | 412.2 | 440.8 |



¹ Employees on adult rates, pay unaffected by absence

¹ Employees on adult rates, pay unaffected by absence.

Source: Annual Survey of Hours and Earnings, Office for National Statistics

Gender pay differences

For full-time employees the gender pay difference was highest for the South East at 16.8 per cent. In Northern Ireland there was a negative gender pay gap of -0.1 per cent.

The gender pay comparison for part-time employees was negative in nine of the twelve Government Office Regions. The widest pay gap for part-time workers, minus 9.2 per cent, was in London, while there was a positive pay gap of 2.5 per cent in Northern Ireland.

Gender pay difference for median hourly earnings excluding overtime by Government Office Region¹

| | Percentages (Men/Women) | | |
|--------------------------|-------------------------|-------------|-------------|
| | Full-time | Part-time | All |
| United Kingdom | 10.2 | -4.0 | 19.8 |
| North East | 9.6 | -2.4 | 18.4 |
| North West | 8.1 | -3.7 | 17.7 |
| Yorkshire and The Humber | 8.7 | -4.5 | 19.5 |
| East Midlands | 14.1 | 0.8 | 22.5 |
| West Midlands | 12.0 | -4.0 | 20.4 |
| East | 12.2 | -8.0 | 20.2 |
| London | 12.5 | -9.2 | 17.2 |
| South East | 16.8 | -7.3 | 24.9 |
| South West | 12.4 | 0.6 | 18.7 |
| Wales / Cymru | 7.9 | -7.6 | 17.6 |
| Scotland | 7.2 | -8.4 | 17.2 |
| Northern Ireland | -0.1 | 2.5 | 10.1 |

¹ Employees on adult rates, pay unaffected by absence.

Source: Annual Survey of Hours and Earnings, Office for National Statistics

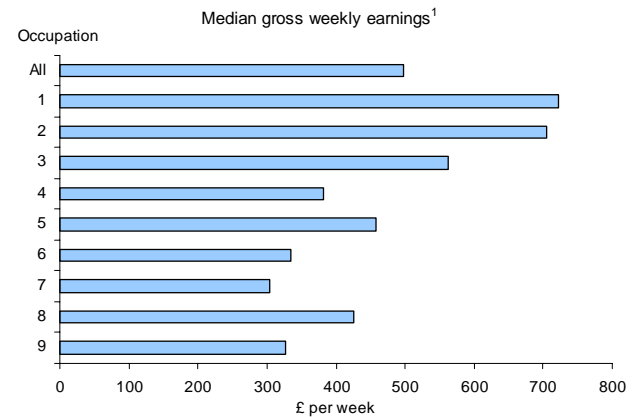
For all employees, the gender pay difference was largest in the South East, as it was in 2009. The gap has widened marginally from 24.8 per cent to 24.9 per cent.

Earnings by occupation

In April 2010 median gross weekly earnings for full-time employees were highest for Managers and Senior Officials at £722 (45 per cent higher than the figure for all employees) and lowest for Sales and Customer Service occupations at £303 (39 per cent lower than median weekly earnings for all employees).

Median gross weekly earnings by occupation¹

| April 2010 | Full-time | | |
|---|--------------|--------------|--------------|
| | Men | Women | All |
| £ per week | | | |
| All - All employees | 538.2 | 439.0 | 498.8 |
| 1 - Managers and Senior Officials | 782.0 | 609.0 | 721.7 |
| 2 - Professional | 744.5 | 669.2 | 704.1 |
| 3 - Associate Professional and Technical | 592.2 | 530.1 | 562.6 |
| 4 - Administrative and Secretarial | 417.8 | 369.3 | 381.9 |
| 5 - Skilled Trades | 468.3 | 319.1 | 458.4 |
| 6 - Personal Service | 366.5 | 322.8 | 334.2 |
| 7 - Sales and Customer Service | 318.1 | 290.0 | 303.3 |
| 8 - Process, Plant and Machine Operatives | 442.1 | 311.3 | 425.0 |
| 9 - Elementary occupations | 347.4 | 278.0 | 326.6 |



¹ Employees on adult rates, pay unaffected by absence

¹ Employees on adult rates, pay unaffected by absence.

Source: Annual Survey of Hours and Earnings, Office for National Statistics

Gender pay differences

For full-time employees the gender pay difference was highest for Skilled Trades occupations at 26.0 per cent and lowest for Professional occupations at 4.2 per cent.

The largest gender pay gap for part-time employees was for Managers and Senior Officials at 18.7 per cent.

The widest negative pay gap, -12.5 per cent, was in Associate Professional and Technical occupations.

Gender pay difference for median hourly earnings excluding overtime by occupation¹

| | Percentage pay difference (Men /Women) | | |
|---|--|-------------|-------------|
| | Full-time | Part-time | All |
| All - All employees | 10.2 | -4.0 | 19.8 |
| 1 - Managers and Senior Officials | 20.4 | 18.7 | 22.3 |
| 2 - Professional | 4.2 | 8.3 | 1.6 |
| 3 - Associate Professional and Technical | 6.0 | -12.5 | 4.9 |
| 4 - Administrative and Secretarial | 7.9 | -3.0 | 8.7 |
| 5 - Skilled Trades | 26.0 | 7.6 | 31.4 |
| 6 - Personal Service | 7.5 | -2.3 | 6.5 |
| 7 - Sales and Customer Service | 6.4 | 1.2 | 8.4 |
| 8 - Process, Plant and Machine Operatives | 22.3 | 8.0 | 22.2 |
| 9 - Elementary occupations | 13.8 | -0.8 | 14.9 |

¹ Employees on adult rates, pay unaffected by absence.

Source: Annual Survey of Hours and Earnings, Office for National Statistics

For all employees, the gender pay comparison was largest for Skilled Trades occupations at 31.4 per cent, and lowest for Professional occupations at 1.6 per cent.

The make-up of earnings

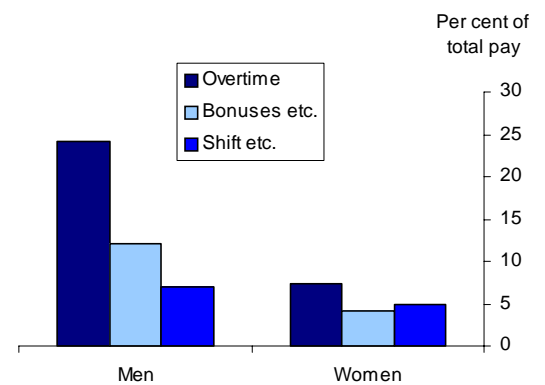
Additional payments accounted for 5.5 per cent of mean full-time gross weekly earnings in April 2010. For male employees additional earnings accounted for 6.6 per cent of mean total weekly earnings compared with 3.2 per cent for women.

Components of full-time mean weekly earnings¹

| | Mean (including zero responses) | | | | Sub total |
|-------------------|---------------------------------|----------|---------------------|-----------|-----------|
| | Gross Pay | Overtime | Bonuses/ Commission | Shift etc | |
| £ per week | | | | | |
| April 2010 | | | | | |
| Men | 653.3 | 24.2 | 12.1 | 7.0 | 43.3 |
| Women | 513.1 | 7.3 | 4.1 | 4.9 | 16.3 |
| All | 598.3 | 17.5 | 9.0 | 6.2 | 32.7 |

¹ Employees on adult rates, pay unaffected by absence.
Source: Annual Survey of Hours and Earnings, Office for National Statistics

Components of full-time mean gross weekly pay¹



Total weekly and overtime paid hours

¹ Employees on adult rates, pay unaffected by absence

Mean weekly paid hours of full-time employees were 39.2 hours in April 2010. Mean part-time paid hours were 18.2.

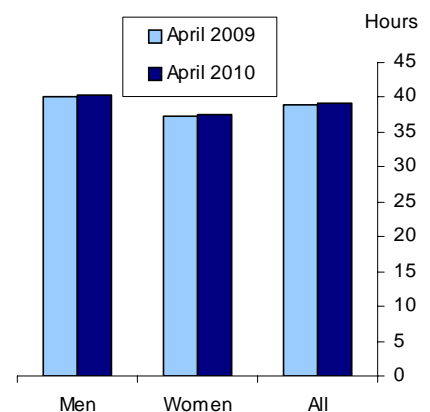
For full-timers, men's paid hours have increased by 0.3 hours since April 2009 and women's paid hours have increased by 0.1 hours. For part-time men and women, there were small decreases in mean paid hours since April 2009.

Mean weekly paid hours of work¹

| | | Full-time | Part-time | All |
|-------------------|--|-----------|-----------|------|
| Hours per week | | | | |
| April 2009 | | | | |
| Men | | 40.1 | 17.7 | 37.4 |
| Women | | 37.3 | 18.5 | 29.4 |
| All | | 39.0 | 18.3 | 33.4 |
| April 2010 | | | | |
| Men | | 40.4 | 17.6 | 37.4 |
| Women | | 37.4 | 18.4 | 29.3 |
| All | | 39.2 | 18.2 | 33.4 |

¹ Employees on adult rates, pay unaffected by absence.
Source: Annual Survey of Hours and Earnings, Office for National Statistics

Full-time mean weekly paid hours¹



¹ Employees on adult rates, pay unaffected by absence

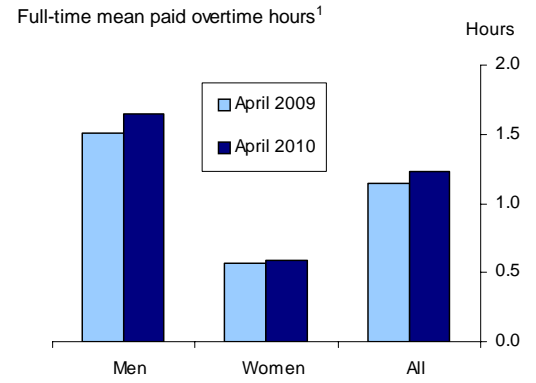
The proportion of full-time employees working paid overtime in 2010 was 19.6 per cent, up 0.9 percentage points compared with 18.7 percent in 2009. The mean number of paid overtime hours for full time employees was 1.2 in 2010. The percentage of men working full-time who were paid overtime has risen from 22.5 per cent to 24.1 per cent, while 12.7 per cent of full-time women worked paid overtime compared with 12.9 per cent in 2009.

Paid overtime hours: percentage who worked overtime and mean hours worked¹

| | | Full-time | | Part time | |
|------------|-------|-----------|-------|-----------|-------|
| | | Per cent | Hours | Per cent | Hours |
| April 2009 | Men | 22.5 | 1.5 | 17.2 | 1.1 |
| | Women | 12.9 | 0.6 | 16.9 | 0.7 |
| | All | 18.7 | 1.1 | 17.0 | 0.8 |
| April 2010 | Men | 24.1 | 1.6 | 17.0 | 1.2 |
| | Women | 12.7 | 0.6 | 16.3 | 0.7 |
| | All | 19.6 | 1.2 | 16.5 | 0.8 |

¹ Employees on adult rates, pay unaffected by absence.

Source: Annual Survey of Hours and Earnings, Office for National Statistics



¹ Employees on adult rates, pay unaffected by absence

BACKGROUND NOTES

1. This bulletin contains provisional results from the 2010 survey and revised results from the 2009 survey. More detailed information is available on the National Statistics web site at: www.statistics.gov.uk/StatBase/Product.asp?vlnk=13101

Survey details

2. The Annual Survey of Hours and Earnings (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 and treated confidentially. ASHE does not cover the self-employed nor does it cover employees not paid during the reference period. In 2010 information related to the pay period which included 21 April.

Basic Quality Information

Key issues specific to this release

3. The re-platforming of the PAYE system by HMRC led to a change in the way that employments were created and recorded. This affected the 2010 ASHE sample of employee jobs. Information about the steps taken to produce and quality-assure the 2010 ASHE sample is available at: http://www.statistics.gov.uk/downloads/theme_labour/ashe/hmrc-impact-ashe2010.pdf

Link to Summary Quality Report

4. A Summary Quality Report for the 2010 survey can be found at www.ons.gov.uk/about-statistics/methodology-and-quality/quality/qual-info-economic-social-and-bus-stats/quality-reports-for-business-statistics/index.html
This report describes, in detail, the intended uses of the statistics presented in this publication, their general quality and the methods used to produce them.

Common pitfalls in interpreting the series

5. The headline statistics for ASHE are based on the median rather than the mean. The median is the value below which 50 per cent of employees fall. It is ONS's preferred measure of average earnings as it is less affected by a relatively small number of very high

earners and the skewed distribution of earnings. It therefore gives a better indication of typical pay than the mean.

6. Various methods can be used to measure the earnings of women relative to men. ONS's headline estimates of the gender pay gap are for hourly earnings excluding overtime. Including overtime can distort the picture as men work relatively more overtime than women. Although median and mean hourly pay excluding overtime provide useful comparisons of men's and women's earnings, they do not reveal differences in rates of pay for comparable jobs. This is because such measures do not allow for the different employment characteristics of men and women, such as the proportion in different occupations and their length of time in jobs.

Relevance

7. 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.
8. For particular groups of employees, changes in median earnings between successive surveys may be affected by changes in the timing of pay settlements, in some cases reflecting more than one settlement and in others no settlement at all.
9. Most of the published ASHE analyses (that is excluding annual earnings) relate to full-time employees on adult rates whose earnings for the survey pay period were not affected by absence. They do 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, they do not include the earnings of employees not on adult rates of pay, most of whom will be young people. More information on the earnings of young people and part-time employees is available in the main survey results. 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.

Accuracy

Revisions

10. In line with normal practice this release contains revised estimates from the 2009 survey results which were published on 12 November 2009. These results take account of some corrections to the original 2009 data that were identified during the validation of the results for 2010, as well as late returns. Both the 2010 ASHE results and the revised estimates for 2009 ASHE will be made available from 08 December 2010.

Coefficient of Variation

11. The coefficient of variation (cv) is the ratio of the standard error of an estimate to the estimate, expressed as a percentage. The smaller the cv, the higher the quality of the estimate. The cvs for 2010 ASHE estimates are shown in the table below:

Coefficients of variation for estimates of median gross weekly earnings and hourly earnings excluding overtime, of men and women

| | Full-time | Part-time |
|--|-----------|-----------|
| Median gross weekly earnings | | |
| Men | 0.2 | 1.1 |
| Women | 0.3 | 0.5 |
| All | 0.2 | 0.5 |
| Median hourly earnings, excluding overtime | | |
| Men | 0.3 | 0.9 |
| Women | 0.4 | 0.2 |
| All | 0.2 | 0.3 |

Response

12. The 2010 ASHE is based on approximately 181,000 returns.

Coherence

13. The Average Weekly Earnings (AWE) statistic, based on the Monthly Wages and Salaries Survey of about 9,000 employers, is the lead measure of short-term changes in average earnings in Great Britain. Figures are available with industrial breakdowns and public/private sector splits. No information is available on occupation, hours worked, and other characteristics of the workforce.

14. The Labour Force Survey (LFS) collects information on the earnings and normal and actual hours worked of about 15,000 people aged 16 and over each quarter. In addition it collects data on a wide range of personal characteristics, including education level and ethnic origin. This enables the preparation of statistics on levels and distribution of earnings similar to the ASHE but with lower precision due to the much smaller sample size.

Notes on tables

15. The percentage changes of constituent items in tables may not always agree exactly with the values shown due to rounding.

ONS Consultation

16. ONS is currently consulting on its work programme for the next four years; the consultation is available at:
<http://www.ons.gov.uk/about/consultations/work-programme-consultation/index.html>

Publication policy

17. Details of the policy governing the release of new data are available from the media office. Also available is a list of the names of those given pre-publication access to the contents of this release.
18. National Statistics are produced to high professional standards set out in the Code of Practice for Official Statistics. They undergo regular quality assurance reviews to ensure that they meet customer needs. They are produced free from political interference.
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Next publication: December 2011

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