**Employee Earnings in Armagh City, Banbridge and Craigavon Borough**

The Annual Survey for Hours and Earnings (ASHE) is carried out in April of each year and provides information on employee earnings in the UK. The tables contain estimates of earnings for employees by gender and full-time or part-time status. Further breakdowns include by region / local government district (LGD), occupation, industry, age group and public or private sector.

The median, which is the value below which 50% of jobs fall, is NISRA'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 and therefore gives a better indication of typical pay than the mean[[1]](#footnote-1).

**Median Gross Weekly Pay[[2]](#footnote-2)**

* *Weekly earnings for individuals* ***working*** *full-time in Armagh City, Banbridge and Craigavon borough increased by £48.20 (8.1%) over the year to £640.20. This is the third consecutive annual increase and the second largest increase on record.*
* *Weekly earnings for individuals* ***living*** *in Armagh City, Banbridge and Craigavon borough and working full-time increased by £39.90 (6.7%) over the year to £632.10. This is the third consecutive annual increase and the third largest increase on record.*
* *2023 is the first year that the average* ***full-time*** *weekly earnings of residents in Armagh City, Banbridge and Craigavon borough were less than the average weekly earnings of those working in the borough.*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Resident of ABC (£)** | **Working in ABC (£)** | **Northern Ireland (£)** | **United Kingdom (£)** |
| **All** | 525.70 | 518.50 | 528.90 | 574.90 |
|  |  |  |  |  |
| **Male** | 580.20 | 596.60 | 596.80 | 665.60 |
| **Female** | 462.30 | 448.20 | 466.70 | 490.60 |
|  |  |  |  |  |
| **Full-time** | 632.10 | 640.20 | 641.20 | 681.70 |
| **Part-time** | 226.70 | 247.00 | 231.40 | 240.90 |
|  |  |  |  |  |
| **Male Full-time** | 632.10 | 648.70 | 662.40 | 725.00 |
| **Female Full-time** | 631.40 | 631.30 | 624.50 | 628.90 |
|  |  |  |  |  |
| **Male Part-time** | (u) | 210.80 | 209.20 | 230.00 |
| **Female Part-time** | 252.30 | 252.10 | 238.20 | 246.00 |

 *Table 1: Median gross annual pay in Armagh City, Banbridge and Craigavon Borough and Northern Ireland in 2023 by gender and employment type. Source: Annual Survey of Hours and Earnings, NISRA. Note: The colour coding within the tables indicates the quality of each estimate based on the coefficient of variation (CV) of that estimate. The reliability of these estimates is illustrated in the Key.*

***Key:***

|  |
| --- |
| Precise |
| Reasonably Precise |
| Acceptable |
| (u) Unreliable |

Median gross weekly earnings for full-time employees is the headline measure of earnings from the ASHE. As presented in Table 1, the median gross weekly earnings of full-time employees working in the borough is just £1 below the Northern Ireland average although both are more than £40 below the UK average. The median gross weekly earnings for full-time employees residing in the borough are lower again at £8.10 or 1.3% less than the earnings of those working in the borough. This is the first year that this has been the case as the gross weekly earnings of full-time employees working in the borough have always been lower than the earnings of full-time employees living in the borough with a difference of as much as £25.80 recorded in 2016. In 2022, the gross weekly earnings of full-time employees working in the borough was just 20 pence below the gross weekly earnings of residents, and now in 2023 it is £8.10 higher per week.

The median gross weekly full-time pay between 2014 and 2023 for those living and working in the borough is presented in Table 2 with the average for Northern Ireland overall. Between 2014 and 2023, the median gross weekly earnings for residents of the borough increased by approximately £20.50 each year. For those working in the borough the increase was approximately £23.40 per year. However, between 2020 and 2021, weekly earnings increased by £54.70 for those working in the borough and £49.10 for residents. While this remains the highest annual increase, it followed the only decrease of the years presented. Prior to 2020, the average annual increase was approximately £18.90 per annum. Between 2020 and 2023, the average annual increase for residents was approximately £35.50 while the average annual increase for those working in the borough was £44 per annum.

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Resident of ABC (£)** | **Working in ABC (£)** | **Northern Ireland (£)** |
| **2014** | 447.1 | 429.7 | 460.0 |
| **2015** | 460.1 | 442.9 | 484.7 |
| **2016** | 493.2 | 467.4 | 493.6 |
| **2017** | 503.2 | 482.7 | 500.0 |
| **2018** | 518.0 | 503.5 | 517.8 |
| **2019** | 541.5 | 524.2 | 534.5 |
| **2020** | 525.7 | 508.1 | 528.7 |
| **2021** | 574.8 | 562.8 | 574.9 |
| **2022** | 592.2 | 592.0 | 596.8 |
| **2023** | 632.1 | 640.2 | 641.2 |

*Table 2: Median gross weekly full-time pay in Armagh City, Banbridge and Craigavon Borough and Northern Ireland between 2014 and 2023. Source: Annual Survey of Hours and Earnings, NISRA. Note: The colour coding within the tables indicates the quality of each estimate based on the coefficient of variation (CV) of that estimate. The reliability of these estimates is illustrated in the Key.*

***Key:***

|  |
| --- |
| Precise |
| Reasonably Precise |
| Acceptable |

Between 2014 and 2023, the median gross weekly earnings of full-time residents of the borough has increased by 41% while the earnings of those working in the borough has increased by almost 50%. In Northern Ireland overall, in the same period, median gross weekly earnings have increased by 39.4%.

*Figure 1: Median gross weekly full-time pay in Armagh City, Banbridge and Craigavon Borough and Northern Ireland between 2014 and 2023. Source: Annual Survey of Hours and Earnings, NISRA.*

Table 3 presents the median gross weekly earnings of residents and those working full-time in each LGD in Northern Ireland as at April 2023. When considering earnings by place of work, employees in Belfast had the highest weekly earnings (£700) while those working in Causeway Coast and Glens had the lowest at £528. Belfast was the only LGD with weekly earnings exceeding the NI average while Armagh City, Banbridge and Craigavon was just £1 below the NI average. When considering earnings by place of residence, the ranking changes although persons who lived in Causeway Coast and Glens still have the lowest weekly earnings at £561 per week. Persons living in Lisburn and Castlereagh have the highest weekly earnings at £698.50 while those who lived in Belfast had the sixth highest weekly earnings at £626.10 which is £6 below the average for residents in Armagh City, Banbridge and Craigavon borough.

|  |  |  |
| --- | --- | --- |
| **District Council Area** | **Residents of (£)** | **Working in (£)** |
| Antrim and Newtownabbey | 676.20 | 626.80 |
| Ards and North Down | 653.90 | 575.80 |
| Armagh City, Banbridge and Craigavon | 632.10 | 640.20 |
| Belfast | 626.10 | 699.80 |
| Causeway Coast and Glens | 561.00 | 527.80 |
| Derry City and Strabane | 616.60 | 619.70 |
| Fermanagh and Omagh | 671.00 | 617.80 |
| Lisburn and Castlereagh | 698.50 | 621.50 |
| Mid and East Antrim | 623.10 | 580.10 |
| Mid Ulster | 625.60 | 613.30 |
| Newry, Mourne and Down | 591.10 | 566.70 |
| **Northern Ireland**  | 641.20 |

*Table 3: Median gross weekly pay - full-time employees in Northern Ireland by Council in 2023. Source: Annual Survey of Hours and Earnings, NISRA. Note: The colour coding within the tables indicates the quality of each estimate based on the coefficient of variation (CV) of that estimate. The reliability of these estimates is illustrated in the Key.*

***Key:***

|  |
| --- |
| Precise |
| Reasonably Precise |
| Acceptable |

**Gender Pay Gap**

Gender pay gap is calculated as the difference between the median hourly earnings (excluding overtime) of males and females, as a proportion of the median hourly earnings (excluding overtime) of males.

male earnings – female earnings

male earnings

15.00-13.46

 15.00 = 10.3%

When considering all employees, regardless of working pattern, females working in Armagh City, Banbridge and Craigavon borough earned 10.3% less than males. In Northern Ireland overall, males earn 7.8% more than females[[3]](#footnote-3). The gender pay gap in Northern Ireland is due to the higher proportion of part-time female employees than part-time male employees (as per the LFS (2022), 32% of working age females in the borough worked part-time compared to 8% of males) and the higher proportion of part-time jobs that are low-paid[[4]](#footnote-4).

**Gender Pay Gap by working pattern[[5]](#footnote-5)**

When hourly earnings for males and females are disaggregated by working pattern, full-time earnings for females working in Armagh City, Banbridge and Craigavon borough are higher than full-time earnings for males (+£1.13) while part-time earnings for males are higher than part-time earnings for females (+£0.96).

**Working Pattern Pay Gap**

**Working pattern pay gap is calculated as the difference between the median hourly earnings (excluding overtime) of full-time and part-time employees, as a proportion of the median hourly earnings (excluding overtime) of full-time employees.**

**Full-time earnings – part-time earnings**

**Full-time earnings**

For those **working** in Armagh City, Banbridge and Craigavon in 2023

*16.02 – 11.85*

 *16.02 = 26% in favour of full-time workers*

When considering the difference between hourly pay (excluding overtime) of full-time and part-time employees in the Armagh City, Banbridge and Craigavon borough, full-time employees earn 26% more than part time employees in 2023. The working pattern pay gap in 2023 in Northern Ireland is 27% which is almost 4% below the 2023 UK rate (30.6%). For residents of the borough, the working pattern pay gap is slightly lower at 25% in favour of full-time workers.

The working pattern pay gap has fallen slightly since 2014 for both residents (-2%) and those working in the borough (-3%). In Northern Ireland overall, the gap has also fallen by 3 percentage points since 2014. However, considering there is still a gap of 25% or more between the hourly earnings of full-time and part-time workers, it is not surprising that it is more difficult for those entering part-time employment to move out of poverty[[6]](#footnote-6), especially in current times when the cost of living is so high.

**Hours worked by working pattern and gender**

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.

Figure 2 below presents median weekly hours worked by gender and work pattern for those working in the borough in 2021. Part-time females worked more hours than part-time males while full-time males worked more hours than full-time females. Overall, males worked an average of 5.9 hours more than females.

|  |  |  |  |
| --- | --- | --- | --- |
|   | Male | Female | Total |
| Part-time | 14.8 | 20.7 | 19.4 |
| Full-time | 39.5 | 37.5 | 37.6 |
| All Employees | 37.9 | 32.0 | 36.9 |

*Figure 2: Median weekly paid hours by place of work, working pattern and gender in Armagh City, Banbridge and Craigavon Borough 2023. Source: Annual Survey of Hours and Earnings, NISRA. Note: The colour coding within the tables indicates the quality of each estimate based on the coefficient of variation (CV) of that estimate. The reliability of these estimates is illustrated in the Key.*

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|  |
| --- |
| Precise |
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| Acceptable |

When we look at total hours worked by place of residence, the median weekly hours worked for males working both part time and full-time increases slightly while for females the total hours worked remains much the same.

|  |  |  |  |
| --- | --- | --- | --- |
|   | Male | Female | Total |
| Part-time | 15.1 | 20.7 | 19.2 |
| Full-time | 39.9 | 37.5 | 38.0 |
| All Employees | 39.0 | 32.4 | 37.0 |

*Table 4: Median weekly paid hours by place of residence, working pattern and gender in Armagh City, Banbridge and Craigavon Borough 2023. Source: Annual Survey of Hours and Earnings, NISRA. Note: The colour coding within the tables indicates the quality of each estimate based on the coefficient of variation (CV) of that estimate. The reliability of these estimates is illustrated in the Key above.*

Further information on earnings can be found via the following link:

<https://www.nisra.gov.uk/statistics/labour-market-and-social-welfare/annual-survey-hours-and-earnings>

1. [Employee earnings in Northern Ireland (nisra.gov.uk)](https://datavis.nisra.gov.uk/economy-and-labour-market/employee-earnings-NI-2022.html) [↑](#footnote-ref-1)
2. ***Gross weekly pay includes basic pay, overtime 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.*** [↑](#footnote-ref-2)
3. It is important to note that, although median hourly pay excluding overtime provides a useful comparison of male and female earnings, it is a measure across all jobs and not a measure of the difference in pay between men and women doing the same job (Employee earnings in Northern Ireland, NISRA). [↑](#footnote-ref-3)
4. [Employee earnings in Northern Ireland (nisra.gov.uk)](https://datavis.nisra.gov.uk/economy-and-labour-market/Employee-earnings-NI-2023.html) [↑](#footnote-ref-4)
5. 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 hours per week (or less than 25 for the teaching professions). [↑](#footnote-ref-5)
6. The ONS have published some research on poverty and employment transitions in the UK and EU ([Poverty and employment transitions in the UK and EU - Office for National Statistics](https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/articles/povertyandemploymenttransitionsintheukandeu/2015-03-10)) which found that those persons taking up full-time jobs (30+ hours per week) are more likely to move out of poverty when entering employment than those who move into part-time employment. [↑](#footnote-ref-6)