



Gender Pay Gaps in Northern Ireland

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Note: To ease readability, percentages have been presented to one decimal place. However, percentages included in the charts and tables may not add up to one hundred per cent precisely due to rounding.

Introduction

Pay gaps, differences in average pay for different groups of people are a topic of considerable policy and media interest in Northern Ireland and elsewhere. Section 75 (S75) of the Northern Ireland Act¹ is underpinned by the promotion of equality and good relations. The nine equality of opportunity categories defined under S75 are age, females and males generally, marital status, people of different religion/religion of upbringing^A, racial group, people who are disabled and those who are not, people who have dependants and those without, political opinion and sexual orientation.

In 2011, the overall gender pay gap² for all employees (full-time and part-time combined) stood at 8.8% indicating that female employees earned, on average, 8.8% less than their male counterparts. There were marked differences between gender pay gaps in the private (21.7%) and public (5.6%) sectors². Over time, the overall gender pay gap has remained relatively constant and stood at 7.8% in 2023. In contrast, the overall gender pay gap for the entire UK² has narrowed from 20.2% in 2011 to 14.3% in 2023, a reduction of 5.9 percentage points. In Northern Ireland, the public sector accounts for 27% of all employee jobs in Northern Ireland compared to 18% in UK as a whole³. Although gender pay gaps are reported annually for both the public and private sectors, there's limited understanding of how various job-related and personal characteristics impact these gaps.

What we did

This study used a research dataset to explore how job-related and personal characteristics impact gender pay gaps. Key aims of our research were to provide additional insights over and above routinely published official statistics² and to generate novel information to better understand gender pay gaps in Northern Ireland. A separate report on disability pay gaps⁴ was published by the authors in February 2024.

For employees in the public and private sectors, the study:

1. compared job-related and personal characteristics;
2. quantified gender pay gaps; and
3. used statistical modelling to identify key factors associated with gender pay gaps.

Policy setting

There is no statutory requirement in Northern Ireland to report gender pay gaps^B. This report, which produces gender-disaggregated^C analysis on pay, will be useful to support the development of the Department for Communities (DFC) led Gender Equality Strategy⁵. The research will also provide insights for the Department for Economy's (DFE) New Economic Mission which includes a focus on good jobs⁶. A fundamental aspect of this strategy is ensuring inclusive growth of the economy across various dimensions including gender, disability and race. Statistics on pay gaps for different S75 equality groups are keenly sought by central and local government, academics, the third sector and the general public. Although outside the scope of this research, the median pay levels for available S75 groups (all except political opinion and sexual orientation) are provided in Annex 3 (Figure 11) for information.

^A NISRA uses the approach set out in the Fair Employment (Monitoring) Regulations (Northern Ireland) 1999⁷.

^B Since 2017, there has been a statutory requirement⁸ for companies with over 250 employees to report gender pay gaps for each financial year in Great Britain.

^C See page 5 for gender definition.

Key findings

This report analyses gender pay levels and gender pay gaps among employees aged 17 years and over. The data source was the Earnings and Employment Study (EES)⁹, a research-ready dataset which links the Annual Survey of hours and Earnings¹⁰ (ASHE) to the 2011 Census. The study is cross-sectional and focuses on all (combined full-time and part-time) employees. Self-employed workers are not included on the ASHE survey and therefore fall outside the scope of this research.

Gender pay gaps quantify the percentage difference in hourly earnings between male and female employees. In 2011, female employees earned a median hourly pay of £9.43, compared to £10.34 for male employees, resulting in a median gender pay gap of 8.8% in favour of males (Figure 4).

Gender pay gaps were highest (Figures 5 and 6) for 'Managers, directors and senior officials' (26.4%); employees born in England, Scotland and Wales (22.4%); private sector employees (21.7%); individuals aged 55 and over (21.7%); and employees working in 'Skilled trades' occupations (20.6%).

Private and public sector pay

On average, median hourly earnings were higher in the public sector compared to the private sector. In the public sector, females earned £13.05 per hour and males earned £13.82 per hour. In contrast, in the private sector, females and males were paid £7.24 and £9.25 respectively (Figure 4).

In the private sector (see Table 1 and Figures 8A and 9A):

- There was a lower proportion of female (41.6%) compared to male (58.4%) employees;
- More than half of all females were employed in either 'Caring, leisure and other service' occupations/'Sales and customer service occupations (35.0%) or in 'Administrative and secretarial' occupations (21.5%);
- Over half of all males were employees in either 'Process plant and machine operatives'/'Elementary' occupations (32.4%) or 'Skilled trades' occupations (22.4%);
- Around a quarter of employees (26.8% of females, 24.8% of males) were degree-qualified;
- Approximately, two in five employees were single (42.4% females and 42.5% males);
- The largest gender pay gaps were observed among individuals aged 55 years and over (37.4%), employees born in England, Scotland and Wales (35.0%), those who are separated/divorced or widowed (31.8%), employees who self-reported their health as 'fair' (29.4%) and managers, directors and senior officials (29.0%); and
- The overall gender pay gap for employees aged 25 and above in the private sector was 20.3%. After accounting for age, job-related factors and personal factors, the 'adjusted' gender pay gap narrowed to 9.4%.

In the public sector (see Table 2 and Figures 8B and 9B):

- There was a higher proportion of female (63.2%) compared to male (36.8%) employees.
- Over half of both females (51.8%) and males (56.9%) were employed in 'Professional' occupations or 'Associate professional' occupation roles;
- Half of females (54.7%) and males (49.7%) held a degree-level or higher qualification.
- Over three in five public sector employees were married (60.8% females, 63.1% males);
- The largest gender pay gaps were identified among individuals aged 55 years and over (31.0%), employees who self-reported their health as 'fair' (18.1%), married employees (17.3%), and employees aged 45-54 years (16.5%);
- Negative values for gender pay gaps indicate that, on average, females earn more than males. The largest negative pay gaps were identified for single employees (negative 30.4%), for employees residing (negative 27.7%) in Mid & East Antrim LGD and individuals aged 25-34 years (negative, 13.9%); and
- The overall gender pay gap for employees aged 25 years and above was 11.2%. After accounting for age, job-related and personal factors, the 'adjusted' gender pay gap narrowed to 2.8%.

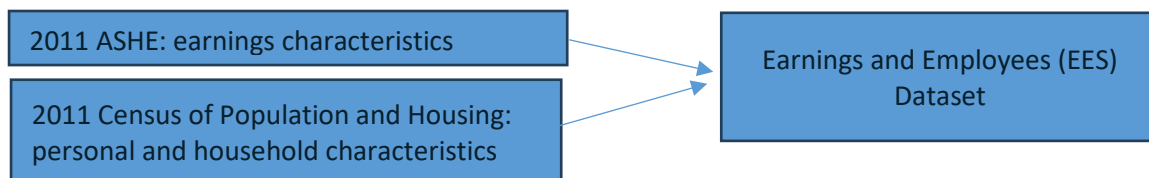
Data source

Analysis was carried out on the Earnings and Employees (EES)⁹ dataset. The de-identified EES dataset uses high-quality earnings data from the 2011 Annual Survey of Hours and Earnings (ASHE)¹⁰ linked to personal and household characteristic information from the 2011 Northern Ireland Census¹¹ of Population and Housing.

The linked EES dataset (Figure 1) therefore extends beyond the ASHE dataset, allowing the research team to uncover novel insights that are not available within the ASHE dataset alone. In particular, the availability of new information on the personal characteristics (e.g. educational qualifications, marital status, number of child dependents) of employees allowed fresh analysis on their impact on earnings and on gender pay gaps.

Access to the EES dataset is limited to researchers and research teams who are accredited under the Digital Economy Act (DEA)¹² and subject to approval by each of the data providers and the UK Statistics Authority Research Accreditation Panel (RAP)¹³.

Figure 1 Earnings and Employees dataset



After removing records relating to persons not on adult^D rates of pay and those who were categorised as loss of pay (earnings affected by absence), the study population for analyses comprised 5,194 ASHE respondents aged 17-74 years who had a corresponding Census record in 2011.

Data relate to employees paid by employers only, and do not include self-employment income or income from pensions, property rental or investments. Aligned with the most recent pay gaps data published by NISRA², this analysis was based on full-time and part-time employees combined

Gender definition

In this report, the standard term 'gender pay gap' has been used to quantify differences in earnings between females and male employees. The analysis classifies employees as female or male based on payroll data submitted to HM Revenue and Customs (HMRC)^E.

Section 1 reports on the distribution of median pay in Northern Ireland for females and males. Section 2 presents data on pay levels for females and males, providing a detailed analysis of gender pay gaps. Section 3 extends this examination by focusing on earnings and gender gaps in the private and public sectors. Regression methods are utilised to explore how job-related and personal characteristics contribute to the gender pay gap in the private and public sectors.

^D 'Employees who are not on adult rates are excluded. This includes employees paid at a reduced rate in the pay period for reasons of apprenticeship, training or age. Employees whose pay was affected by absence (e.g. maternity) are also excluded.'

^E HMRC update records with any changes including gender changes, see [HMRC information](#).

Section 1 Distribution of hourly earnings by sex

Before undertaking analyses of gender pay gaps, it is useful to examine the distribution of hourly earnings by sex. Aligned with Official Statistics derived from the ASHE survey¹⁰, the principal measure of earnings used in our analyses is **gross 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 females².

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. Using hourly pay as a metric ensures a consistent basis for comparing both part-time and full-time employees, as well as evaluating earnings across a range of job-related and personal characteristics.

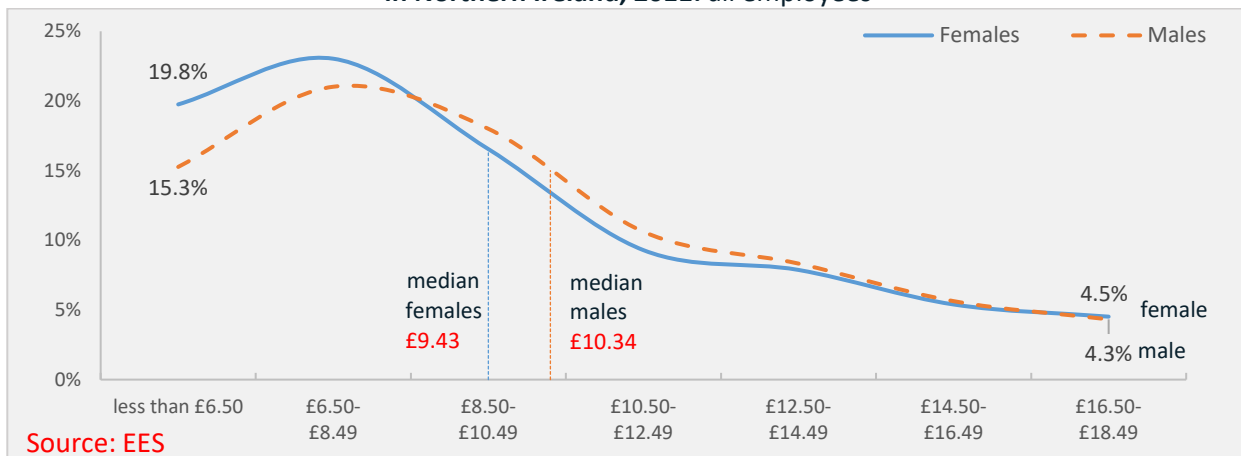
Mean versus median

The mean and the median are commonly used to describe the central position within a set of data. In a skewed distribution^F such as hourly earnings, the mean is very sensitive to small numbers of very high earners. Put differently, adding a single employee with a very high hourly pay to the dataset could increase the mean pay markedly, therefore using the mean in isolation can be misleading. The median measures the hourly pay of the 'middle' employee i.e. the level of earnings at which 50% of people earn more than this and 50% earn less. The median therefore takes account of the skewed distribution of pay better than the mean as the median is much less affected by outliers (abnormally low or high values). A percentile is a value (here hourly pay) where a certain percentage of people fall below, for example, the 75th percentile is the value of hourly pay that 75% of values lie below and 25% lie above.

Overall distribution of hourly earnings by sex

Figure 2A shows the proportion of female and male employees across different bands of the hourly earnings distribution, beginning with earnings less than £6.50 per hour^G, and moving up in £2 intervals of hourly earnings. A higher proportion of female employees (19.8%) earned less than £6.50 per hour, in contrast to their male (15.3%) counterparts. Both female and male employees exhibit a clear positive skew in their earnings distribution, where the majority of employees earn lower incomes, and there are relatively few with higher earnings. The median hourly pay for female employees was £9.43, while for male employees, it was £10.34.

Figure 2A Proportion of female and male hourly earnings (excluding overtime) in Northern Ireland, 2011: all employees

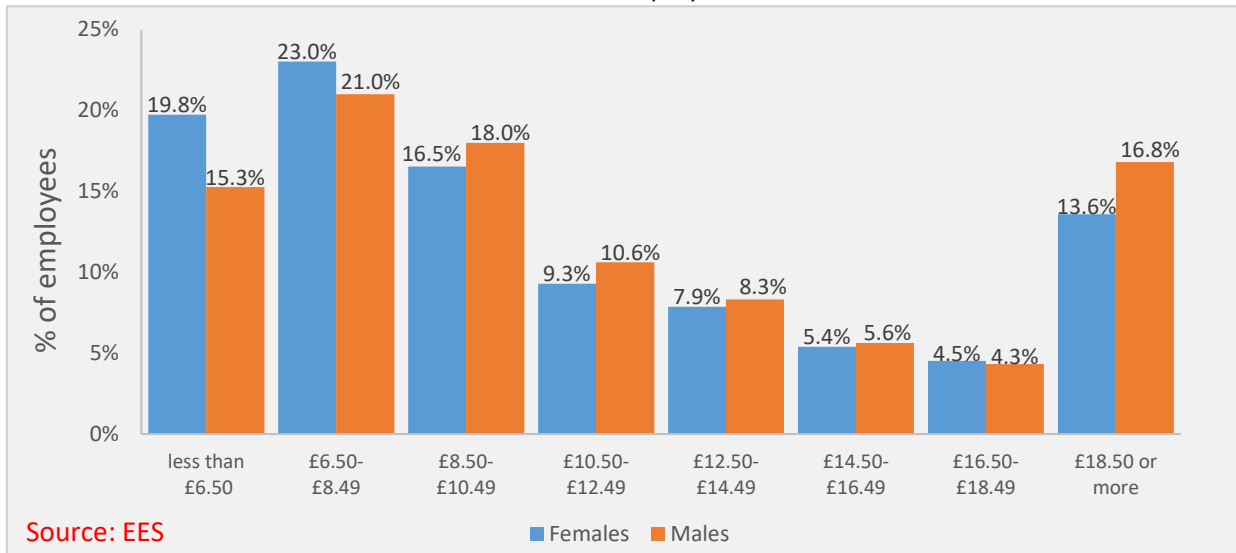


^F Hourly earnings from ASHE is an example of a positively skewed distribution with more jobs at the lower end earnings end, tailing off towards higher earnings. This positive skew is illustrated in Figure 13 on the 2023 [Employee earnings in Northern Ireland](#)².

^G The national minimum wage, for employees aged 21 and over, was £5.93 in 2010 and £6.08 in 2011. See [Table 4](#), ASHE 2017 report.

Figure 2B further captures how hourly earnings vary between female and male employees across the hourly earnings distribution. At the bottom of the earnings distribution, less than £8.50 per hour, there was a greater proportion of female compared to male employees. For hourly earnings between £8.50 and £16.49 per hour, there were marginally greater proportions of male compared to female employees. Among employees earnings £18.50 or more per hour, there was a greater proportion of male (16.8%) compared to female (13.6%) employees.

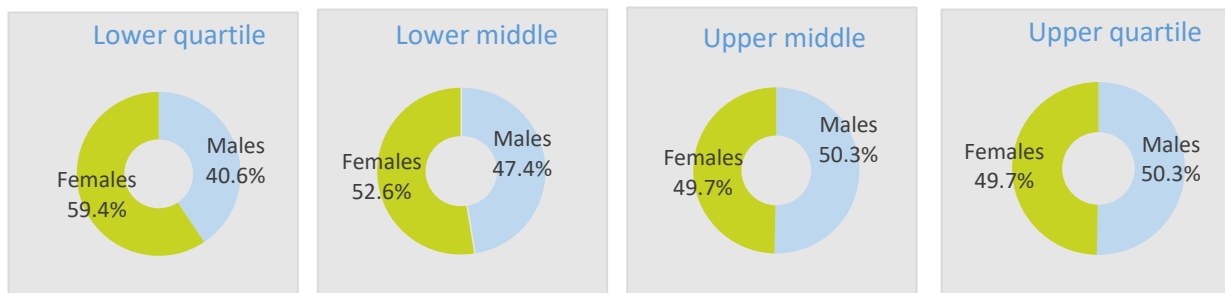
Figure 2B Proportion of male and female hourly earnings (excluding overtime) in Northern Ireland, 2011: all employees



Male and female pay by quartiles

Quartiles are often used to rank hourly pay, or other earnings' metrics from lowest to highest, dividing employees into four evenly sized groups. For all employees, Figure 3 shows the study sample divided into four quartile pay bands from lowest to highest, illustrating the proportion of females and males in each quartile. There were similar proportions of females (49.7%) and males (50.3%) in the upper quartile, while in the lowest quartile, there was a higher proportion of females (59.4%) compared to males (40.6%).

Figure 3: Male and female employees by pay quartile: all employees



Section 2 Gender pay gaps

This section shows how gender pay gaps are calculated and quantifies gender pay gaps at different points of the pay distribution. The focus of this section is to examine pay levels for females and males and for associated gender pay gaps for a range of characteristics based on median values. Analysis is based on all employees regardless of working pattern. Unless otherwise indicated, any differences highlighted in this section are statistically significant.

Calculating pay gaps

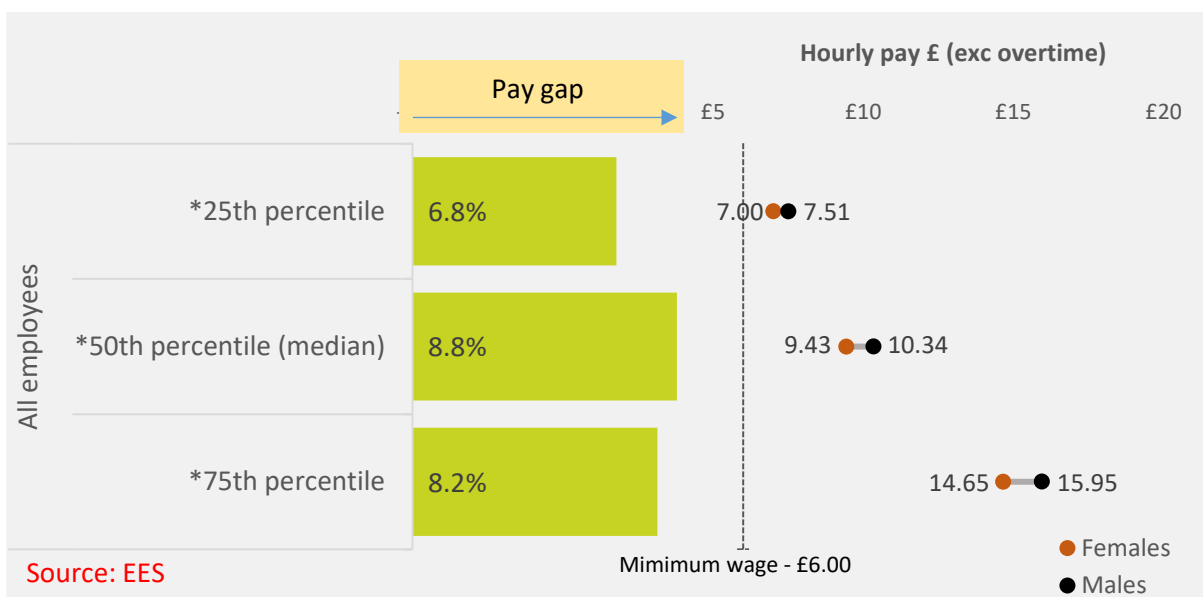
A pay gap is calculated as the difference between median hourly earnings of a group of interest (e.g. females) and a reference group (e.g. males) as a proportion of the hourly earnings of the reference group (e.g. males). This is the standard way of expressing pay gaps to quantify the extent of any differences in hourly pay. See Annex 2 for further information.

$$\text{Median pay gap} = \frac{\text{median (male)} - \text{median (females)}}{\text{median (males)}} \times 100$$

Summary Statistics for gender pay gaps

In 2011, median hourly pay (Figure 4) was lower for females (£9.43) than for male employees (£10.34). The median gender pay gap stood at 8.8%^H and this was wider than the gap for lower earning employees at the 25th percentile^I (6.8%) and for higher earning employees at the 75th percentile (8.2%).

Figure 4 Summary statistic for gender pay gaps: all employees



* Difference in median hourly pay between male and females employees is statistically significant (Mood's median test¹⁴)

^H In 2023, the gender pay gap for Northern Ireland stood at 7.8%².

^I For example, the 25 percentile for males is one who earns more than 25% of other male employees, but less than the other 75%.

Earnings potential is influenced by various factors. Figure 5 shows gender pay gaps by age and job-related characteristics, while Figure 6 shows gender pay gaps by personal characteristics.

Age

- There was considerable variation in pay levels by age. For females, hourly earnings increased with age, peaking for employees aged 35-44 years (£10.96), then decreased for employees aged 45-54 years (£10.19) and 55+ years (£9.37). For males, hourly earnings increased with age, peaking for employees aged 45-54 years (£12.49), then decreased for employees aged 55 years and over (£11.96). In relative terms, the gender pay gap was highest for persons aged 55+ years (21.7%).

Job-related characteristics

- In 2011, on average, female employees earned 8.8% less than male employees. However, (non-statistically significant) negative gender pay gaps were observed for both full-time (negative 1.0%) and part-time (negative 5.4%) employees. This is an example of Simpson's paradox¹⁵ where trends emerge in data subgroups but not when combined. The presence of negative pay gaps in both full-time and part-time employees is attributed to a greater proportion of females working part-time, where earnings are generally lower across most occupation groups¹⁶.
- In Northern Ireland in 2011, median pay levels were lower in the private sector (females: £7.24, males £9.25) compared to public sector (females: £13.05, males: £13.82). The resulting gender pay gaps were higher in the private (21.7%) than the public (5.6%) sector.
- Gender pay gaps vary by occupational groups^J. The largest pay gaps, in favour of males, were found for 'Managers, directors and senior officials' (26.4%), 'Skilled trades' (20.6%), 'Process, plant and machine operatives' (19.9%) and 'Associate professional and technical' occupations (15.0%).
- Gender pay gaps varied by place of residence^K and the largest statistically significant gaps, in favour of males, were found in Ards and North Down LGD (19.3%) and Antrim and Newtownabbey LGD (15.7%).

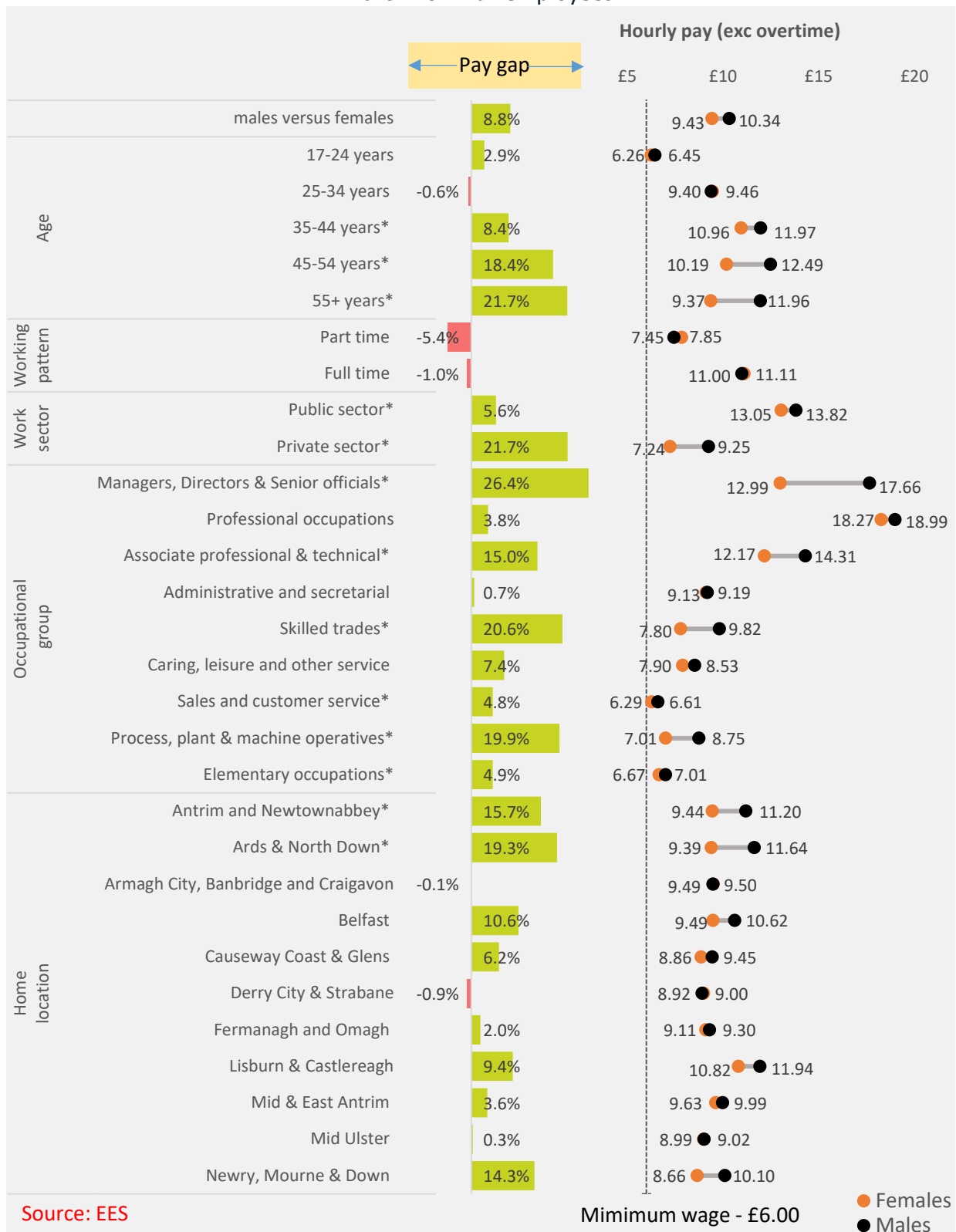
Personal characteristics

- When considering marital status, married employees had the highest hourly earnings among both female (£10.53) and male (£12.44) employees. Gender pay gaps were highest among separated/divorced or widowed (18.8%) and married (15.4%) employees.
- For religion/religion of upbringing, pay gaps were highest among employees with other or no religion (16.5%), followed by Protestant and other Christians (13.5%).
- Among employees self-reporting white ethnicity the gender pay gap stood at 8.9%, while there was a negative pay gap of 7.9% (non-significant) for those self-reporting non-white ethnicity.
- The gender pay gap stood at 14.1% for employees with one child dependant and 15.1% for those with two or more child dependants.
- There were notable gender pay gaps among employees with no qualifications (17.3%) or those holding intermediate-level qualifications (12.5%) as their highest educational attainment.
- The gender pay gap was narrower among employees born in Northern Ireland (9.2%) than among those born in other countries in the UK (22.4%).
- The gender pay gap was 16.8% among employees who self-reported their health as fair. By contrast, the pay gaps were narrower for those reporting very good (8.1%) or good (8.4%) health.
- The gender pay gap was larger for employees providing 20 or more hours of unpaid care per week (14.9%) compared to employees providing fewer than 20 hours per week (6.6%, non-significant).
- Gender pay gaps were more pronounced among social renters (13.4%) compared to both owner occupiers (8.8%) and private renters (8.4%).

^J Occupational groups were defined using the nine major groups of the Standards Occupational Classification 2010 (SOC 2010)¹⁷.

^K Home location based on large geographical areas known as Local Government Districts (LGD's). Northern Ireland is divided up into 11 LGD's¹⁸.

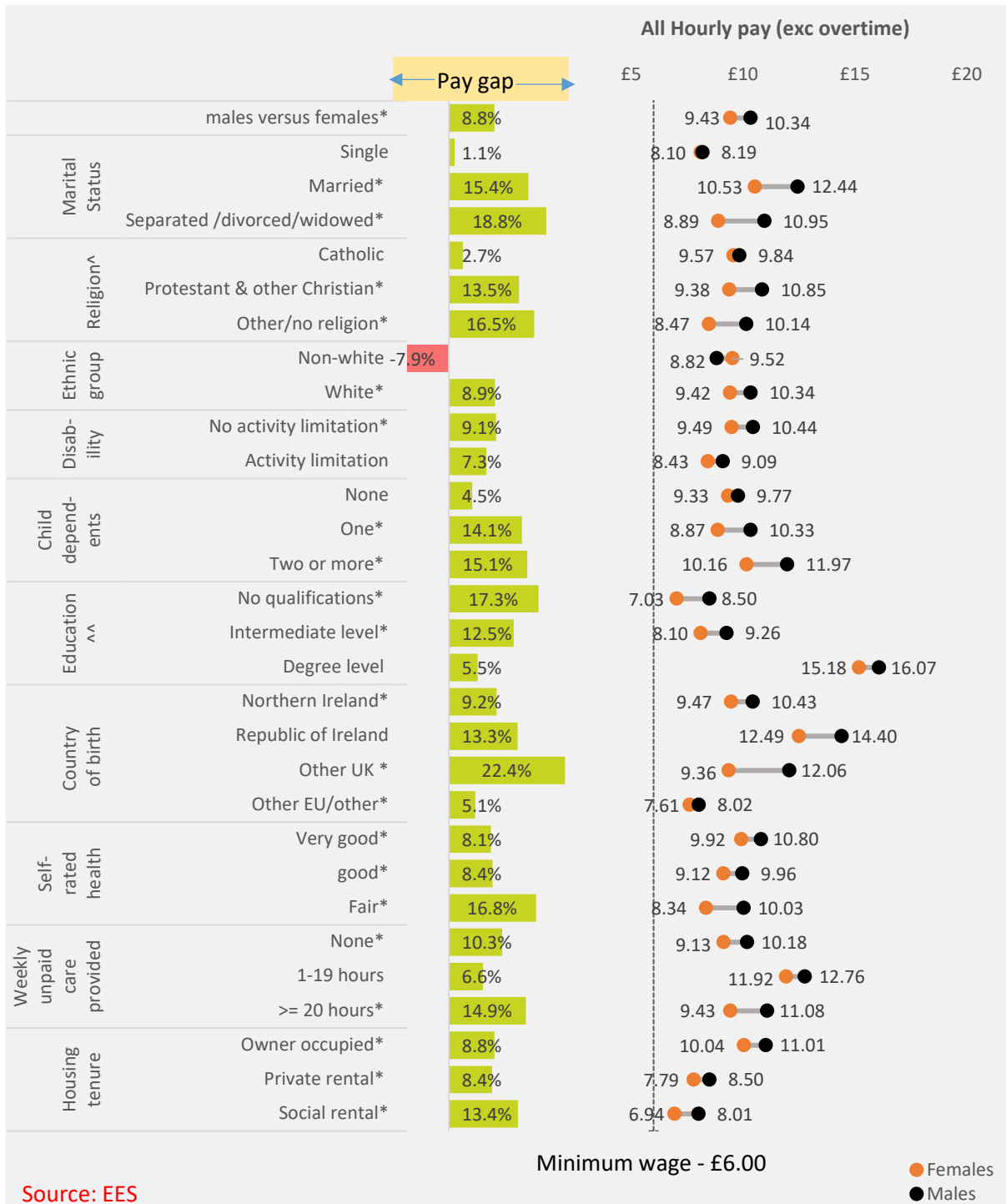
Figure 5 Gender pay gaps and pay levels by age and job-related characteristics, March 2011: all employees:



* Difference in median hourly pay between male and females employees is statistically significant (Mood's median test¹⁴)

Interpretation Figure 5 shows, for example, that in 2011 for employees aged 35-44 years, median hourly earnings for a female employee was £10.96 compared to the median male employee of £11.97. The resulting gender pay gap for employees aged 35-44 years was **8.4%**: (£11.97 - £10.96)

Figure 6 Gender pay gaps by personal characteristics^L March 2011: all employees



Source: EES

* Difference in median hourly pay between female and male employees is statistically significant (Mood's median test¹⁴)
[^] Religion /religion of upbringing. ^{^^} highest educational attainment.

Interpretation Figure 5 shows, for example, that in 2011 for married persons, median hourly earnings for a female employee was £10.53 compared to median male employee of £12.44. The resulting gender pay gap for married employees was **15.4%**: $(£12.44 - £10.53) / £12.44 * 100$

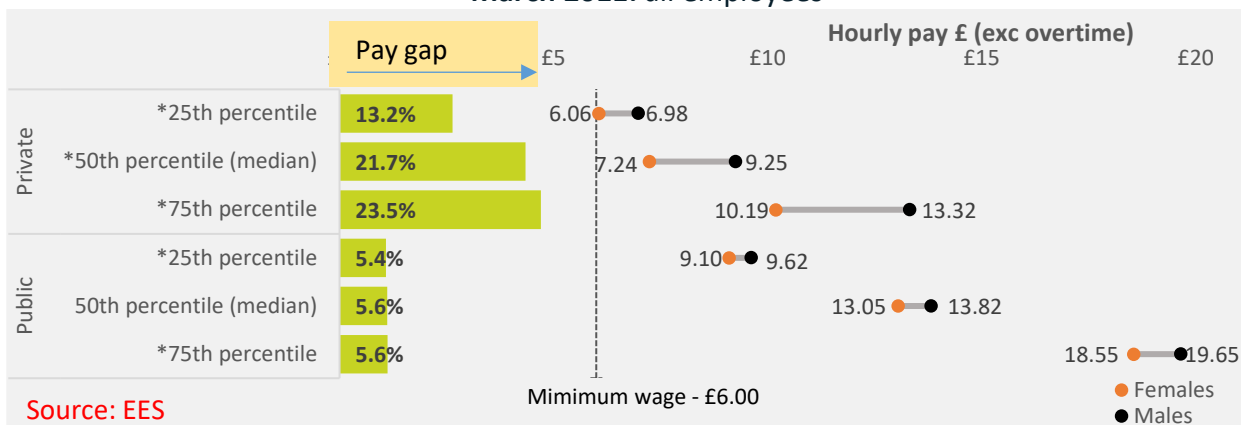
^L Because of smaller sample sizes and adherence to disclosure protocols¹⁹, only a binary (white/non-white) ethnicity category could be presented, and results for employees self-reporting their health to be bad or very bad could not be provided.

Section 3 Private and public sector pay

The previous section highlighted disparities in pay levels and presented ‘unadjusted’ gender pay gaps across a range of job-related and personal characteristics. Notable difference in gender pay gaps, in favour of males, for both the private (21.7%) and public sectors (5.6%) were also observed. This section further explores the factors affecting earnings in both the private and public sectors to provide a more comprehensive understanding of these disparities. It begins by examining pay levels at different parts of the earnings distribution. Differences in study characteristics between females and males are then highlighted followed by a summary of notable gender pay gaps within each sector. Finally, statistical models are employed, to incrementally assess the impact of differences in characteristics (e.g. working pattern or type of occupation) between female and male employees on the gender pay gap.

Figure 7 illustrates pay levels and associated pay gaps for both females and males in both the private and public sectors. In the private sector, the gender pay gap widened as earnings increased, with middle and higher earners having pay gaps of 21.7% and 23.5% respectively, compared to 13.2% for lower earners (at the 25th percentile). Although higher earnings were evident in the public compared to the private sector, gender pay gaps remained narrower across the earnings spectrum, with pay gaps of 5.4%, 5.6% and 5.6% at the 25th percentile, median and 75th percentiles respectively.

Figure 7 Gender pay gaps in the private and public sectors
March 2011: all employees



Study characteristics: private versus public sector

Study characteristics of female and male employees in the private and public sectors are summarised in Table 1 and are provided in full in Annex 4, Tables 3 and 4.

Age group

- In the private sector, there was a lower prevalence of females (41.6%) compared to males (58.4%), while in the public sector, there was a higher proportion of females (63.2%) compared to males (36.8%). The private sector had a higher proportion of employees aged under 45 years (f- 69.9%, m - 69.6%) compared to the public sector (f- 54.8%, m -51.9%).

Job-related characteristics

- There were higher proportions of females compared to males working part-time in both the private (f- 46.4%, m – 17.0%) and public (f- 39.2%, m -12.7%) sectors. In the public sector, there was a lower proportion of females (31.4%) working in Greater Belfast compared to males (42.9%).
- In the private sector, there were higher proportions of females compared to males in ‘Administrative and secretarial’ roles (f-21.5%, m-3.4%), as well as in ‘Caring and other service’ occupations (f-35.0%, m- 11.8%). Conversely, there were notably lower proportions of females compared to males in ‘Process, plant and machine operatives’/ ‘Elementary’ occupations (private: f-18.3%, m-32.4%), as well as in ‘Skilled trades’ (f-2.1%, m-22.4%).

- In the public sector, there were higher proportions of females compared to males in 'Professional' occupations (f-41.2%, m-31.6%), 'Administrative and secretarial' roles (f-18.3%, m-10.0%), as well as in 'Caring and other service' occupations (f-16.9%, m-7.0%). Conversely, there were notably lower proportions of females compared to males in 'Associate professional and technical' occupations (f-10.6%, m-25.3%), as well as in 'Process, plant and machine operatives' / 'Elementary' occupations (f-9.4%, m-14.5%).

Personal characteristics

- In the public sector (f-54.7%, m-49.7%), a greater percentage of females and males held a degree compared to the private sector (f-26.8%, m-24.8%), and a larger proportion of both sexes were married in the public (f-60.8%, m-63.1%) compared to the private (f-46.5%, m-51.9%) sector. Females in both the private (f-15.0%, m-9.9%) and public (f-20.2%, m-15.9%) sectors were more likely than males to provide unpaid care.

Table 1 Distribution of characteristics among females and males broken down by sector of employment

| ↓ Characteristics | Females private sector (%) | Males private sector (%) | Females public sector (%) | Males public sector (%) |
|--|----------------------------|--------------------------|---------------------------|-------------------------|
| Sex | 41.6 | 58.4 | 63.2 | 36.8 |
| Ages 17-44 | 69.9 | 69.6 | 54.8 | 51.9 |
| Ages 45+ | 30.1 | 30.4 | 45.2 | 48.1 |
| Part-time | 46.4 | 17.0 | 39.2 | 12.7 |
| Full-time | 53.6 | 83.0 | 60.8 | 87.3 |
| Managers, directors and senior officials | 7.9 | 11.4 | 2.2 | 6.1 |
| Professional occupations | 7.7 | 10.2 | 41.2 | 31.6 |
| Associate professional and technical occupations | 7.4 | 8.4 | 10.6 | 25.3 |
| Administrative and secretarial occupations | 21.5 | 3.4 | 18.3 | 10.0 |
| Skilled trades occupations | 2.1 | 22.4 | 1.3 | 5.5 |
| Caring, leisure and other service occupations / Sales and customer service occupations | 35.0 | 11.8 | 16.9 | 7.0 |
| Process, plant and machine operatives / Elementary occupations | 18.3 | 32.4 | 9.4 | 14.5 |
| Live in Greater Belfast ^M | 15.5 | 16.8 | 16.8 | 21.5 |
| live in rest of Northern Ireland | 84.5 | 83.2 | 83.2 | 78.5 |
| Work in Greater Belfast ^M | 26.4 | 27.6 | 31.4 | 42.9 |
| Work in rest of Northern Ireland | 73.6 | 72.4 | 68.6 | 57.1 |
| Single | 42.4 | 42.5 | 26.5 | 25.5 |
| Married | 46.5 | 51.9 | 60.8 | 63.1 |
| Separated/divorced/widowed | 11.1 | 5.6 | 12.7 | 11.3 |
| No qualifications | 11.5 | 16.3 | 7.4 | 9.9 |
| Intermediate qualifications | 61.6 | 58.9 | 37.9 | 40.3 |
| Degree-level qualification | 26.8 | 24.8 | 54.7 | 49.7 |
| Provides unpaid care: no | 85.0 | 90.1 | 79.8 | 84.0 |
| Provides unpaid care: yes | 15.0 | 9.9 | 20.2 | 15.9 |

^M Northern Ireland is divided up into 11 LGD's and due to smaller numbers and in line with disclosure protocols¹⁹ it was not possible to report results for each LGD. In this analysis, LGDs were combined, and Greater Belfast encompasses Belfast, Antrim & Newtownabbey and Lisburn & Castlereagh Local Government Districts.

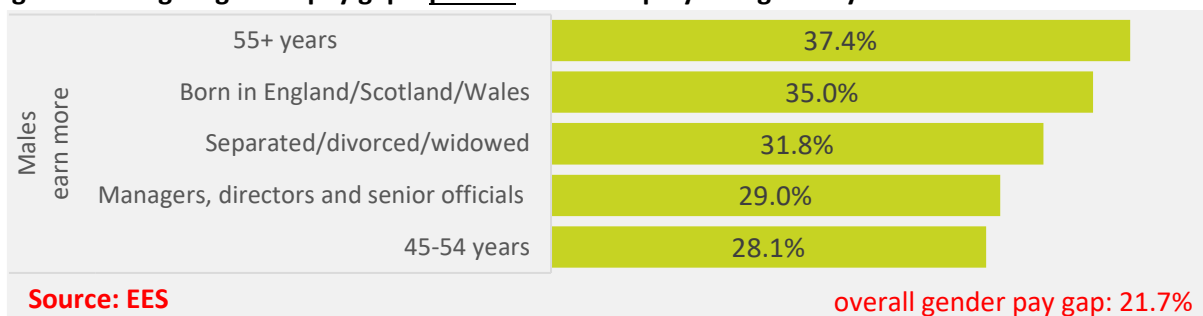
Gender pay gaps: public versus private sectors

While the overall gender pay gap stood at 8.8%, there was considerable variation between gender pay gaps in the private (21.7%) and public (5.6%) sectors. A summary of the largest pay gaps based on job-related and personal characteristics are outlined for private (Figure 7A) and public sector (Figure 8B) employees. Sector-specific pay gaps for all job-related and personal characteristics are detailed in Annex 5 (Tables 6 and 8).

In the private sector, large gender pay gaps were evident

- Among older employees (55+ years: 37.4% and 45-54 years: 28.1%);
- For employees born in England/Scotland and Wales (35.0%); and
- For employees who were separated, divorced or widowed (31.8%), as well as for employees self-reporting 'fair' health (29.4%) and for managers, directors and senior officials (29.0%).

Figure 8A: Largest gender pay gaps: private sector employees aged 17 years+

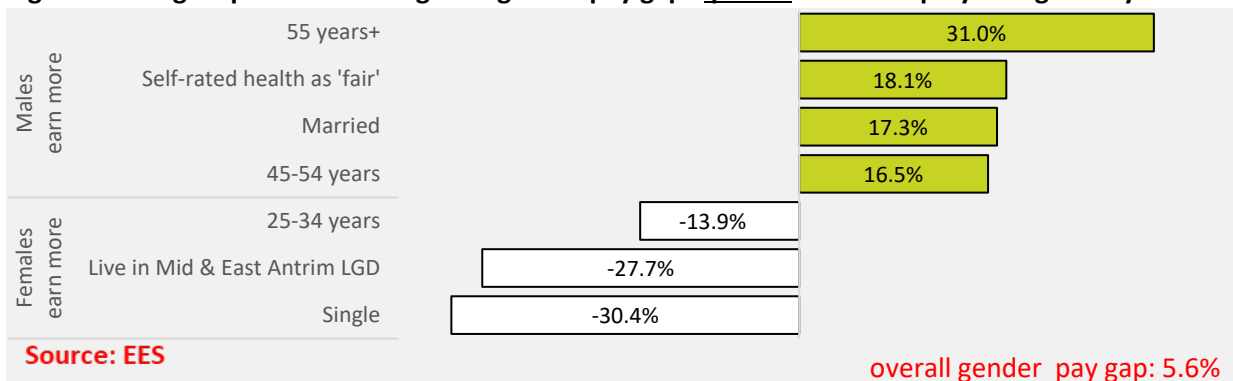


Interpretation Figure 8A illustrates that, for example, on average, among employees aged 55 years and over, male employees earned 37.4% more than female employees. This gender pay gap was calculated using median hourly pay levels (Annex 3, Table 5). Specifically, for those aged 55+ years in the private sector, the median pay for males was £10.83 and for females was £6.78, resulting in a gender pay gap of 37.4%: $(£10.83 - £6.78) / £10.83 * 100$.

While the overall gender pay gap (5.6%) among public sector employees was narrower compared to the private sector (21.7%), notable gender pay gaps (Figure 7B) were found in the public sector: Among employees aged 55 years and over (31.0%) and 45-54 years (16.5%); and for employees self-reporting 'fair' health (18.1%), as well as for married employees (17.3%).

Where negative values for gender pay gaps are reported, these indicate that, on average, females earn more than males. The largest negative pay gaps in the public sector were identified for single employees (negative 30.4%), employees residing (negative 27.7%) in Mid & East Antrim LGD^N, and employees aged 25-34 years (negative 13.9%).

Figure 8B: Largest positive and negative gender pay gaps: public sector: employees aged 17 years+



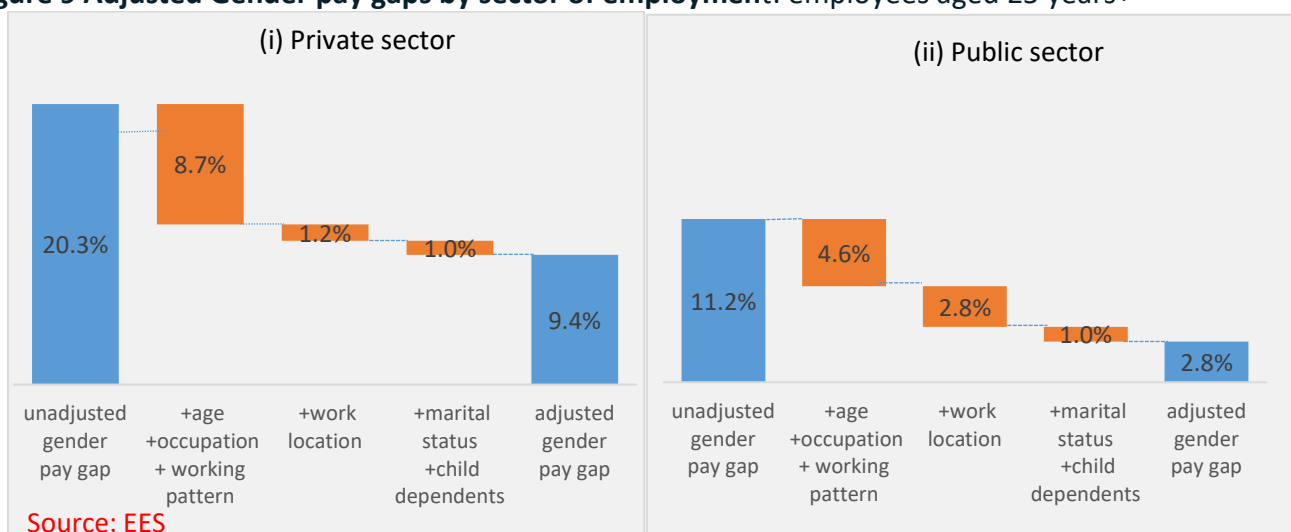
^N Northern Ireland is divided up into 11 large geographical areas known as Local Government Districts (LGD's)¹⁸

Modelling gender pay gaps

For employees aged 25 years and above^O, modelling was undertaken to better understand factors influencing gender pay gaps in the private and public sectors. The modelling^P takes accounts of the differences in characteristics (e.g. working pattern or occupation) between females and males and incrementally adjusted the gender gap after removing the effect of:

1. Age, occupation and working pattern
2. Work location
3. Marital status and number of dependent children

Figure 9 Adjusted Gender pay gaps by sector of employment: employees aged 25 years+



In the private sector, female employees, aged 25 years and over, earned 20.3% less than male employees (the 'unadjusted' pay gap). When factors such as age, occupation, working pattern, work location, marital status, and the number of dependent children were considered, the gender pay gap reduced to 9.4% (the 'adjusted' pay gap). The regression model used helps compare the impact of being male or female on hourly earnings fairly by ensuring all males and female employees have the same characteristic for each factor. For instance, since more females work part-time compared to males, the model adjusts for working pattern by giving female employees the same mix of part-time and full-time employment as male employees.

In the public sector, female employees, aged 25 years and over, earned 11.2% less than male employees (the 'unadjusted' pay gap). After accounting for the same factors, the gender pay gap narrowed to 2.8% (the 'adjusted' pay gap). In both sectors, the majority of the pay gap was attributed to differences in age, occupation and working pattern.

Findings offer a general insight into factors influencing gender pay gaps. A different order of adding variables may have led to different contributions to those shown in Figure 9. The modelling analyses were based on employees aged 25 years and over as key pay-determining factors such as home ownership and marital status are generally not applicable to younger adults aged under 25 years.

^O Analysis was based on employees aged 25 years and over as key pay-determining factors such as marital status are generally not applicable to younger adults aged under 25 years.

^P Analysis can identify statistical relationships between factors; however, it cannot imply causation.

Summary

Official statistics on the Northern Ireland gender pay gap, derived from the ASHE survey, have been essential for central and local government, academics, the third sector and the public. This research study, using data from the linked EES study, examines gender pay gaps separately for the private and public sectors in Northern Ireland. This analysis is especially relevant due to the higher proportion of Northern Ireland employees working in the public sector compared to other UK regions.

Similarities and differences in gender pay gaps were found when comparing the private and public sectors. Large gender pay gaps were identified for older age groups (45 years and older) in both sectors. In the public sector, large gender pay gaps were identified in favour of married males and favouring single females. In the private sector, large gender pay gaps were found among separated, divorced or widowed employees, as well as among employees born in other UK countries outside of Northern Ireland. Examining the interplay between earnings, country of birth and factors such as qualifications and occupation would make an interesting focus for future research. Large gender pay gaps were also observed in the private sector for managers, directors and senior officials where males heavily outnumber females. While this may partly result from males in a household being in a position to commit to longer and unpredictable hours¹² often demanded by these roles, workplace progression for females can be hindered by barriers¹³ such as pay and promotion biases, the challenge of balancing work with caregiving responsibilities, and a lack of well-paying, part-time positions.

Exploratory statistical modelling on employees aged 25 years and older showed that after adjusting for age, job-related and personal characteristics, the gender pay gap narrowed from 20.3% to 9.4% in the private sector and from 11.2% to 2.8% in the public sector. While individual occupational choices partially explain the gender pay gap, these choices are influenced by educational, societal, and workplace factors, many of which involve forms of overt or implicit discrimination. For instance, biases in the education system or societal expectations¹⁴ may result in females not being encouraged to pursue maths and science subjects, which often lead to higher paying STEM jobs. In the workplace, overt discrimination can result in women not being given the same opportunities as men, including being passed over for promotion¹⁴. Furthermore, there is no economic rationale for 'marital status' affecting pay levels. However, married women, in particular, are more likely to assume caregiving responsibilities, impacting their availability for work and ability to work overtime, which can influence earnings¹⁵. In our study, it was not possible to capture time taken out of the labour market, such as maternity leave, which is known to disproportionately affect females^{16,17}. Additionally, other pay-determining characteristics, not measured in our study, are associated with gender pay gaps, for example, length of time in a particular job and the grade or seniority level of employees. Therefore, while our analysis extends understanding of factors associated with gender pay gaps, the analyses only provides a partial explanation.

Limitations

While the findings offer valuable insights for stakeholders enhancing understanding of gender inequalities in the Northern Ireland workforce and for organisations seeking to monitor gender pay gaps, there are limitations to consider. The exclusion of self-employed individuals from the ASHE survey and the use of data from 2011 represent notable limitations. The dataset captures individual earnings, and analysing combined household earnings and the relative earnings of females and males living in the same household would be an interesting focus for future research. Despite these constraints, the study expands knowledge of gender pay gaps in Northern Ireland and sets the stage for future research using more recent data.

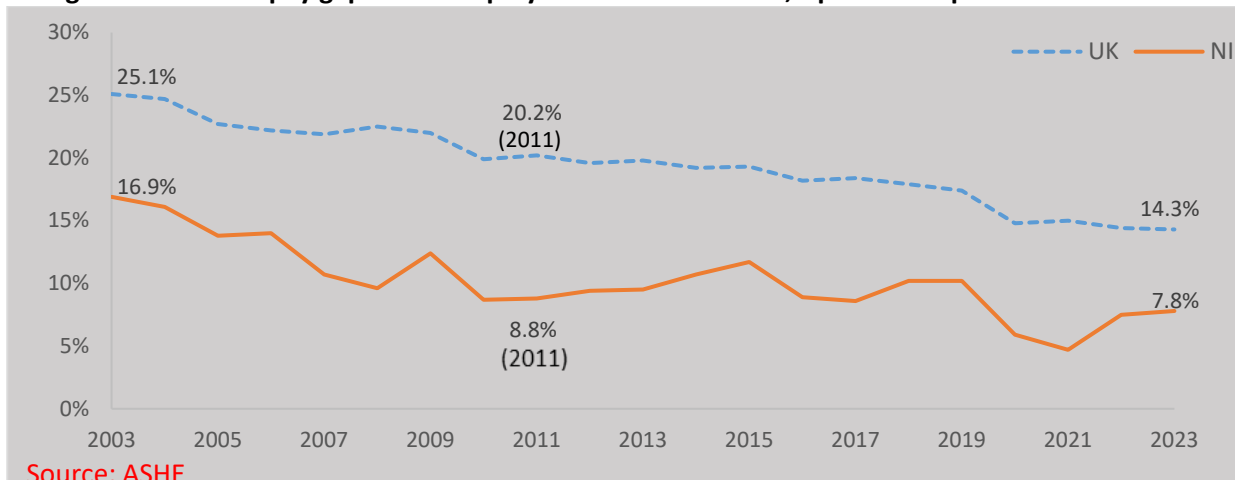
What next?

A separate report on disability pay gaps¹⁸ was published by the authors in February 2024. The research team are working with stakeholders in Northern Ireland, including in the Department for the Economy and in the Department for Communities, to extend analysis on disability pay gaps and gender pay gaps. Future analyses using the planned 2021 EES dataset would provide updated insights.

Latest published gender pay gaps and UK comparison

The most recent findings on gender pay gaps (Figure 10) from the 2023 Annual survey of Hours and Earnings² show that in Northern Ireland, the gender pay gap for all employees (combining full-time and part-time) was 7.8%. Over the period from 2011 to 2021, this gender pay gap decreased by one percentage point. In comparison, the overall gender pay gap for the entire UK was 14.3% in 2023, reflecting a decrease of 5.9 percentage points from 2011, when the gender pay gap was 20.2%.

Figure 10: Gender pay gap for all employees in NI and the UK, April 2003-April 2023



Source: ASHE

Note: there were a number of methodological changes² during the series in 2004, 2006 and 2011.

About ADR UK²⁶ and ADR-NI

ADR UK (Administrative Data Research UK) is a partnership transforming the way researchers access the UK's wealth of public sector data, to enable better informed policy decisions that improve people's lives. ADR UK is made up of three national partnerships (ADR Scotland, ADR Wales, and ADR NI) and the ONS. It is funded by the Economic & Social Research Council²⁷ which is part of the UK Research and Innovation²⁸. Administrative Data Research Northern Ireland (ADR NI) is a partnership between the Administrative Data Research Centre Northern Ireland (ADRC NI, comprising Queen's University Belfast and Ulster University), and the Northern Ireland Statistics and Research Agency (NISRA). Together they support the acquisition, linking and analysis of administrative data sets, developing cutting-edge research to improve knowledge, policy making and public service delivery.

Acknowledgements

Northern Ireland (ADR-NI) takes privacy protection very seriously. All information that directly identifies individuals/organisations will be removed from the datasets by trusted third parties before researchers access them. All researchers using ADR-NI are trained and accredited to use sensitive data safely and ethically, they will only access the data via a secure environment and all their findings will be vetted to ensure they comply with strict confidentiality requirements. The help provided by the staff of the Administrative Data Research Centre - Northern Ireland (ADRC-NI) and the ADR-NI support officers within NISRA Research Support Unit (RSU) is acknowledged. ADR-NI is funded by the Economic and Social Research Council (ESRC). The authors alone are responsible for the interpretation of the data and any views or opinions presented are solely those of the author and do not necessarily represent those of ADR-NI. The NISRA Census and ELMS data have been supplied for the sole purpose of this project. The Research team would like to thank colleagues in the Northern Ireland Statistics & Research Agency, Department for Communities, the Department for the Economy who contributed with comments and knowledge to earlier versions of the report. The authors would also like to thank Mr Brian Grogan (NISRA) for providing expert guidance relating to ASHE data.

Feedback:

Your comments and suggestions are welcome and will assist the research team and ADR NI in continuously developing research outputs. Please send your comments to: John.Hughes@nisra.gov.uk

Annexes

Annex 1 References

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27. [Economic and Social Research Council](#)
28. [UK Research and Innovation](#)
29. [Interpolation of medians](#)
30. [Ethnic diversity in Northern Ireland](#)
31. [Quantile Regression](#)

Annex 2 Data and Definitions

In this report, the standard term '**gender pay gap**' has been used to quantify differences in earnings between females and male employees. The analysis classifies employees as female or male based on payroll data submitted to HM Revenue and Customs (HMRC)^Q.

Interpolated medians

The median measures the hourly pay of the 'middle' employee i.e. the level of earnings at which 50% of people earn more than and 50% earn less than. Interpolated medians²⁹ were used in this report, which usually adjust the median slightly upwards or downwards (depending on where the centre of the data is) and take into account where the data is weighted most heavily. More details available from authors on request.

Religion/religion of upbringing

The NISRA religion/religion of upbringing category combines information from two questions, as collected in the 2011 Census in Northern Ireland¹² (i) What religion, religious denomination or body do you belong to?, and of those with no current religion (ii) What religion, religious denomination or body were you brought up in? The 'Protestant and other Christian' category included persons brought up in or belonging to the Presbyterian Church in Ireland, Church of Ireland, Methodist Church in Ireland and other (non-Catholic) Christian related denominations.

Activity limitation / disability

To define disability in this publication, we refer to the self-reported answers to the 2011 Census question, "Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months? - Include problems related to old age" ("Yes, limited a lot" or "yes, limited a little" or "no").

Ethnicity

As Northern Ireland is not as ethnically diverse as other UK countries³⁰ and in line with standard disclosure procedures¹⁹, calculating gender pay gaps for only feasible for a binary white and non-white ethnic category.

Quantile regression

Quantile regression³¹ is an extension of Ordinary Least Squares (OLS) regression and is used when the conditions of linear regression are not met. While OLS regression estimates the mean of the response variable across values of the independent variables, quantile regression estimates the conditional median of the dependent variable (log hourly earnings^R).

- Used with non-normal data including skewed distributions such as hourly earnings.
- Typically, median^S values are modelled e.g. estimating differences in median earnings between female and male employees.
- Other percentiles can also be modelled to examine differences in earnings at selected percentiles, for example, the 25th or 75th percentiles. This is useful as it indicates changes in the pay gap at different points of the pay distribution.
- Like all regression techniques, quantifies the unique effect that a particular characteristic (e.g. being married) has on earnings for a particular group (e.g. female employees), while accounting for all other characteristics included in the model.

^Q HMRC update records with any changes including gender changes, see [HMRC information](#).

^R The dependent variable is the log of hourly pay as the distribution of pay is positively skewed. Taking the log of hourly pay makes the distribution more symmetric and the data approximate a normal distribution, so the assumptions used in regression are more valid.

^S Median not as impacted as the mean on the influence of extreme values (outliers).

Model specification

Both age and age squared are used in the model to approximate for a non-linear relationship between age and log (earnings). A linear relationship between age and earnings would infer that, for each year old a person is, their earnings would on average increase by the same amount. Apart from age, the remainder of variables in the modelling analysis were categorical, which means that one category had to be selected as a reference category, to compare the impact of other categories within the same variable against the outcome. Some of the independent variables might interact with each other. Interaction means that effect of one variable is dependent on the values of a second variable. When this happens, we add a term to the model, where the two variables of interest are multiplied. For example, if variable x1 interacts with variable x2 then the model is as follows. In the regression models, interactions were added for (i) occupation group and age and (ii) marital status and the number of dependant children.

Weighting

ASHE weighting adjustments were used in Tables 3 & 4 to remove any bias caused by non-response or coverage issues with the sample. The weighting adjustment takes account of both design and population weights. The design weight takes account of different response rates for different groups e.g., those who joined the workforce after the original sample selection and those who moved jobs between sample selection and questionnaire despatch. The population weight takes account of differing response rates by age, sex, occupation and workplace region.

Statistically significant differences in median hourly pay

Mood's median test was used to test if there were statistically significant differences in median hourly pay between female and male employees (see Figures 4-6 and Tables 6-9). Statistical significance is used to decide whether we think a difference between median hourly pay for female and male employees might reflect a true difference rather than being attributable to random variation in the ASHE sample selection. The observed change is statistically significant at the 5% level if there is less than a 1 in 20 chance of the observed change being calculated by chance if there is actually no underlying change.

How the Mood's test¹⁴ works

This example shows steps to test difference in medians between female and male disabled employees.

Step 1 – calculate the median *m* of the combination of the two samples = £9.85

Step 2 – calculate the total of observed values in each sample that are greater than the overall median 9.85 and whose second row consists of the total of observed values in each sample that are less than or equal to the median.

Table 2 Mood's test to test for significant differences in hourly pay for disabled employees

| | Observed values | | | Expected values =(Column total* row total)/ Overall total | |
|--------------|-----------------|-------|-------|--|-----------------------------|
| | Females | Males | Total | Females | Males |
| > 9.85 | 58 | 61 | 119 | (175*119)/333 = 62.5 | (158*119)/333 = 56.5 |
| <= 9.85 | 117 | 97 | 214 | (175*214)/333 = 112.5 | 158*214)/333 = 101.5 |
| Total | 175 | 158 | 333 | | |

Step 3 - perform a chi-square test of independence. If test statistic > critical value (**3.84** for a 2*2 table), there is a statistically significant difference.

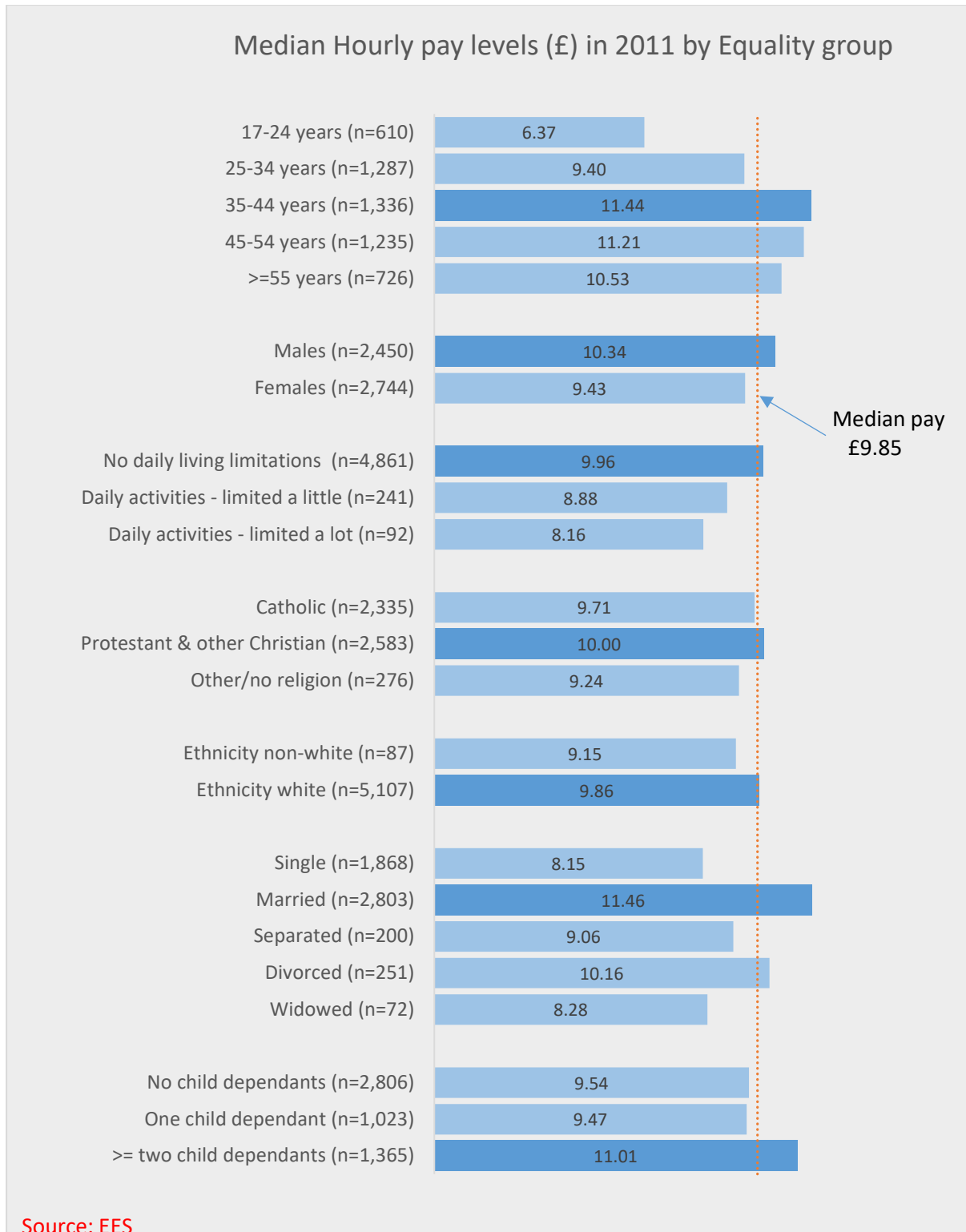
$$\text{Test statistic} = \text{sum of } (\text{observed frequencies} - \text{expected frequencies})^2 / \text{expected frequencies} = \frac{(58-62.5)^2}{62.5} + \frac{(117-112.5)^2}{112.5} + \frac{(61-56.5)^2}{56.5} + \frac{(97-101.5)^2}{101.5} = 1.06$$

1.06 < 3.84 - there is no significant difference between medians of female and male disabled employees.

Annex 3 Median pay by Equality Groups: all employees

Figure 11 shows median pay levels for available section 75 equality groups in Northern Ireland. It was not possible to report on political opinion or sexual orientation. Only child dependants can be deduced from the Census; having adult dependants, such as elderly relatives or adult children with disabilities, is not recorded in the ASHE survey or on the 2011 Census.

Figure 11 Median hourly pay levels (£) in 2011 by equality group: all employees



Annex 4 Employee Characteristics

Table 3 Distribution of age and job-related characteristics by sex and sector: March 2011

| Characteristics | Value | All females | All males | Females private sector | Males private sector | Females public sector | Males public sector |
|----------------------|--------------------------------------|----------------|----------------|------------------------|----------------------|-----------------------|---------------------|
| | | (%) n=2,744 | (%) n=2,450 | (%) n=1,334 | (%) n=1,672 | (%) n=1,214 | (%) n=665 |
| Sex | Sex | 50.6 | 49.4 | 41.6 | 58.4 | 63.2 | 36.8 |
| Age | 17-24 | 11.9 | 12.1 | 19.9 | 15.2 | 4.2 | 4.8 |
| Age | 25-34 | 23.9 | 25.4 | 26.7 | 27.1 | 21.7 | 22.3 |
| Age | 35-44 | 26.2 | 26.1 | 23.3 | 27.3 | 28.9 | 24.8 |
| Age | 45-54 | 24.6 | 22.6 | 19.3 | 18.5 | 30.0 | 32.1 |
| Age | 55+ | 13.4 | 13.8 | 10.8 | 11.9 | 15.2 | 16.1 |
| Working | Part-time | 43.1 | 16.3 | 46.4 | 17.0 | 39.2 | 12.7 |
| Working | Full-time | 56.9 | 83.7 | 53.6 | 83.0 | 60.8 | 87.3 |
| Work sector | Public | 48.9 | 28.5 | | | | |
| Work sector | Private | 51.1 | 71.5 | | | | |
| Occupational | Managers, directors and senior | 5.4 | 9.7 | 7.9 | 11.4 | 2.2 | 6.1 |
| Occupational | Professional occupations | 23.6 | 17.0 | 7.7 | 10.2 | 41.2 | 31.6 |
| Occupational | Associate professional and technical | 9.5 | 13.4 | 7.4 | 8.4 | 10.6 | 25.3 |
| Occupational | Administrative and secretarial | 19.8 | 5.3 | 21.5 | 3.4 | 18.3 | 10.0 |
| Occupational | Skilled trades occupations | 1.6 | 17.2 | 2.1 | 22.4 | 1.3 | 5.5 |
| Occupational | Caring, leisure and other service | 15.4 | 3.5 | 35.0 | 11.8 | 16.9 | 7.0 |
| Occupational | Sales and customer service | 11.1 | 7.1 | | | | |
| Occupational | Process, plant and machine | 1.8 | 13.8 | 18.3 | 32.4 | 9.4 | 14.5 |
| Occupational | Elementary occupations | 11.8 | 13.0 | | | | |
| Home location | Antrim and Newtownabbey | 8.6 | 7.6 | 8.6 | 7.6 | 8.0 | 7.8 |
| Home location | Ards and North Down | 8.8 | 8.1 | 9.7 | 7.4 | 8.7 | 9.5 |
| Home location | Armagh City, Banbridge and | 12.3 | 12.4 | 12.9 | 13.5 | 12.6 | 10.4 |
| Home location | Belfast | 17.4 | 18.8 | 15.5 | 16.8 | 16.8 | 21.5 |
| Home location | Causeway Coast and Glens | 7.8 | 6.8 | 7.6 | 6.5 | 8.3 | 7.1 |
| Home location | Derry City and Strabane | 8.0 | 7.0 | 7.1 | 6.5 | 8.9 | 9.1 |
| Home location | Fermanagh and Omagh | 5.4 | 5.3 | 5.2 | 4.9 | 5.9 | 7.0 |
| Home location | Lisburn and Castlereagh | 8.7 | 7.7 | 9.3 | 7.5 | 8.1 | 8.1 |
| Home location | Mid and East Antrim | 7.2 | 8.8 | 6.8 | 9.6 | 8.0 | 7.1 |
| Home location | Mid Ulster | 6.6 | 7.6 | 7.4 | 9.1 | 6.4 | 3.9 |
| Home location | Newry, Mourne and Down | 9.1 | 9.9 | 10.0 | 10.5 | 8.3 | 8.4 |

Table 4 Distribution of personal characteristics by sex and sector: March 2011

| Characteristics | Value | All females (%) n=2,744 | All males (%) n=2,450 | Females private sector (%) n=1,334 | Males private sector (%) n=1,672 | Females public sector (%) n=1,214 | Males public sector (%) n=665 |
|--|---------------------------------|-------------------------------|-----------------------------|--|--|---|-------------------------------------|
| Marital status | Single | 34.5 | 37.3 | 42.4 | 42.5 | 26.5 | 25.5 |
| Marital status | Married | 53.3 | 55.4 | 46.5 | 51.9 | 60.8 | 63.1 |
| Marital status | Separated/divorced ^T | 12.3 | 7.3 | 11.1 | 5.6 | 12.7 | 2.0 |
| Religion/religion of upbringing | Catholic | 47.0 | 42.8 | 45.5 | 42.3 | 48.9 | 44.4 |
| Religion/religion of upbringing | Protestant ^U | 48.7 | 50.8 | 49.1 | 51.4 | 48.3 | 48.7 |
| Religion/religion of upbringing | Other/no religion | 4.3 | 6.5 | 5.3 | 6.3 | 2.8 | 6.9 |
| ^VEthnicity | White | 98.2 | 98.3 | 98.0 | 98.4 | 98.6 | 98.1 |
| Ethnicity | Other | 1.8 | 1.7 | 2.0 | 1.6 | 1.4 | 1.9 |
| Disability | No activity limitation | 93.8 | 93.9 | 93.8 | 94.8 | 94.3 | 91.8 |
| Disability | Activity limitation | 6.2 | 6.1 | 6.2 | 5.2 | 5.7 | 8.2 |
| Child dependants | None | 52.5 | 54.5 | 53.0 | 54.7 | 51.3 | 53.0 |
| Child dependants | One | 21.0 | 18.3 | 22.6 | 18.8 | 19.9 | 17.6 |
| Child dependants | Two or more | 26.5 | 27.2 | 24.4 | 26.5 | 28.7 | 29.4 |
| Educational attainment | No qualifications | 9.6 | 14.2 | 11.5 | 16.3 | 7.4 | 9.9 |
| Educational attainment | Intermediate level ^W | 49.6 | 52.9 | 61.6 | 58.9 | 37.9 | 40.3 |
| Education attainment | Degree level | 40.8 | 32.9 | 26.8 | 24.8 | 54.7 | 49.7 |
| Country of birth | Northern Ireland | 86.8 | 86.5 | 84.2 | 85.4 | 89.7 | 89.5 |
| Country of birth | Republic of Ireland | 2.3 | 1.7 | 2.3 | 1.4 | 2.5 | 2.5 |
| Country of birth | Other UK | 4.9 | 4.3 | 4.6 | 4.1 | 4.9 | 4.5 |
| Country of birth | Other EU/other | 5.9 | 7.5 | 8.9 | 9.2 | 2.9 | 3.5 |
| ^VSelf-rated health | Very good | 55.3 | 54.7 | 54.4 | 54.6 | 57.6 | 55.4 |
| Self-rated health | Good | 36.8 | 37.5 | 38.3 | 38.4 | 35.0 | 35.7 |
| Self-rated health | Fair | 7.8 | 7.8 | 7.3 | 7.0 | 7.4 | 8.9 |
| Unpaid care | Provides none | 82.0 | 87.8 | 85.0 | 90.1 | 79.8 | 84.0 |
| Unpaid care | Provides 1-19 hours | 13.2 | 8.3 | | | | |
| Unpaid care | Provides >=20 hours | 4.8 | 3.9 | 15.0 | 9.9 | 20.2 | 15.9 |
| Housing tenure | Owner occupied | 81.0 | 80.2 | 73.8 | 78.3 | 88.1 | 85.8 |
| Housing tenure | Private rental | 12.7 | 14.3 | 17.9 | 15.7 | 8.1 | 10.1 |
| Housing tenure | Social rental | 6.3 | 5.5 | 8.3 | 6.0 | 3.8 | 4.1 |

^T Category included separated, divorced and widowed employees.

^U Protestant and other Christian groups.

^V Because of smaller sample sizes and adherence to disclosure protocols¹⁹, only a binary (white/non-white) ethnicity category could be presented, and results for employees self-reporting their health to be bad or very bad could not be provided.

^W School level qualification, other vocational qualification or apprenticeship.

Annex 5 Hourly earnings

Table 5 Hourly pay levels and gender pay gaps: job-related characteristics, March 2011:
all employees

| Characteristics | Value | Female | Male | Pay gap |
|---------------------------|--------------------------------------|--------|-------|---------|
| | | £ | £ | (%) |
| All persons | | 9.43 | 10.34 | 8.8* |
| Age | 17-24 | 6.26 | 6.45 | 2.9 |
| Age | 25-34 | 9.46 | 9.40 | -0.6 |
| Age | 35-44 | 10.96 | 11.97 | 8.4* |
| Age | 45-54 | 10.19 | 12.49 | 18.4* |
| Age | 55+ | 9.37 | 11.96 | 21.7* |
| Working pattern | Part-time | 7.85 | 7.45 | -5.4 |
| Working pattern | Full-time | 11.11 | 11.00 | -1.0 |
| Work sector | Public | 13.05 | 13.82 | 5.6* |
| Work sector | Private | 7.24 | 9.25 | 21.7* |
| Occupational group | Managers, directors and senior | 12.99 | 17.66 | 26.4* |
| Occupational group | Professional occupations | 18.27 | 18.99 | 3.8 |
| Occupational group | Associate professional and technical | 12.17 | 14.31 | 15.0* |
| Occupational group | Administrative and secretarial | 9.13 | 9.19 | 0.7 |
| Occupational group | Skilled trades occupations | 7.80 | 9.82 | 20.6* |
| Occupational group | Caring, leisure and other service | 7.90 | 8.53 | 7.4 |
| Occupational group | Sales and customer service | 6.29 | 6.61 | 4.8* |
| Occupational group | Process, plant and machine | 7.01 | 8.75 | 19.9 |
| Occupational group | Elementary occupations | 6.67 | 7.01 | 4.9* |
| Home location | Antrim and Newtownabbey | 9.44 | 11.20 | 15.7* |
| Home location | Ards and North Down | 9.39 | 11.64 | 19.3* |
| Home location | Armagh City, Banbridge and | 9.50 | 9.49 | -0.1 |
| Home location | Belfast | 9.49 | 10.62 | 10.6 |
| Home location | Causeway Coast and Glens | 8.86 | 9.45 | 6.2 |
| Home location | Derry City and Strabane | 9.00 | 8.92 | -0.9 |
| Home location | Fermanagh and Omagh | 9.11 | 9.30 | 2.0 |
| Home location | Lisburn and Castlereagh | 10.82 | 11.94 | 9.4 |
| Home location | Mid and East Antrim | 9.63 | 9.99 | 3.6 |
| Home location | Mid Ulster | 8.99 | 9.02 | 0.3 |
| Home location | Newry, Mourne and Down | 8.66 | 10.10 | 14.3 |

* Difference in median hourly pay between male and females employees is statistically significant (Mood's median test¹⁴)

Table 6 Hourly pay levels and gender pay gaps: job-related characteristics by sector, March 2011

| Characteristics | Value | Females private sector £ | Males private sector £ | Pay gap (%) | Females public sector £ | Males public sector £ | Pay gap (%) |
|---------------------------|---|-----------------------------|---------------------------|----------------|----------------------------|--------------------------|----------------|
| All persons | | 7.24 | 9.25 | 21.7* | 13.05 | 13.82 | 5.6* |
| Age | 17-24 | 6.05 | 6.25 | 3.2* | 8.63 | 7.68 | -12.4 |
| Age | 25-34 | 7.78 | 8.98 | 13.4* | 13.14 | 11.54 | -13.9* |
| Age | 35-44 | 8.55 | 10.87 | 21.3* | 14.01 | 15.52 | 9.7 |
| Age | 45-54 | 7.75 | 10.78 | 28.1* | 13.46 | 16.12 | 16.5* |
| Age | 55+ | 6.78 | 10.83 | 37.4* | 11.43 | 16.57 | 31.0* |
| Working pattern | Part-time | 6.42 | 6.53 | 1.7* | 10.17 | 11.08 | 8.2 |
| Working pattern | Full-time | 8.29 | 9.90 | 16.3* | 14.27 | 14.10 | -1.2 |
| Occupational group | Managers, directors and senior professional occupations | 11.38 | 16.03 | 29.0* | 20.82 | 23.84 | 12.7 |
| Occupational group | Associate professional and technical | 14.42 | 15.99 | 9.8 | 18.79 | 20.65 | 9.0 |
| Occupational group | Administrative and secretarial | 11.16 | 12.78 | 12.7 | 12.99 | 15.19 | 14.5* |
| Occupational group | Skilled trades occupations | 8.75 | 8.74 | -0.1 | 9.45 | 9.26 | -2.1 |
| Occupational group | Caring, leisure and other services & sales and customer service | 7.50 | 9.74 | 23.0* | 8.22 | 10.27 | 20 |
| Occupational group | Process, plant and machine & elementary occupations | 6.34 | 6.61 | 4.1* | 9.79 | 8.96 | -9.3 |
| Occupational group | | 6.07 | 7.55 | 19.6* | 7.50 | 9.39 | 20.1 |
| Home location | Antrim and Newtownabbey | 7.80 | 10.84 | 28.0* | 14.42 | 12.44 | -15.9 |
| Home location | Ards and North Down | 7.93 | 10.88 | 27.1* | 11.43 | 13.61 | 16.0 |
| Home location | Armagh City, Banbridge and Craigavon | 7.41 | 8.75 | 15.3* | 13.97 | 13.08 | -6.8 |
| Home location | Belfast | 7.34 | 9.26 | 20.7* | 11.47 | 12.41 | 7.6 |
| Home location | Causeway Coast and Glens | 6.81 | 8.44 | 19.3* | 10.86 | 12.19 | 10.9 |
| Home location | Derry City and Strabane | 6.84 | 8.25 | 17.1 | 11.21 | 12.36 | 9.3 |
| Home location | Fermanagh and Omagh | 6.50 | 8.06 | 19.4* | 14.11 | 13.61 | -3.7 |
| Home location | Lisburn and Castlereagh | 8.09 | 10.37 | 22.0 | 15.72 | 16.37 | 4.0 |
| Home location | Mid and East Antrim | 7.08 | 9.71 | 27.1* | 13.43 | 10.52 | -27.7* |
| Home location | Mid Ulster | 6.94 | 8.72 | 20.4* | 12.89 | 10.97 | -17.5 |
| Home location | Newry, Mourne and Down | 6.79 | 9.27 | 26.8* | 12.64 | 12.43 | -1.7 |

* Difference in median hourly pay between male and females employees is statistically significant (Mood's median test¹⁴)

**** Due to smaller numbers and in line with disclosure protocols¹⁹, it was not possible to present results.

^x Because of smaller sample sizes and adherence to disclosure protocols¹⁹, some occupational groups were combined for private and public sector breakdowns.

Table 7 Hourly pay levels and gender pay gaps: personal characteristics, March 2011:
all employees

| Characteristics | Value | Female £ | Male £ | Pay gap (%) |
|---------------------------------------|----------------------------------|-------------|-----------|----------------|
| All persons | | 9.43 | 10.34 | 8.8* |
| Marital status | Single | 8.10 | 8.19 | 1.1 |
| Marital status | Married | 10.53 | 12.44 | 15.4* |
| Marital status | Separated/divorced/widowed | 8.89 | 10.95 | 18.8* |
| ^Y Religion | Catholic | 9.57 | 9.84 | 2.7 |
| Religion | Protestant & other Christian | 9.38 | 10.85 | 13.5* |
| Religion | Other/no religion | 8.47 | 10.14 | 16.5* |
| ^Z Ethnicity | White | 9.42 | 10.34 | 8.9* |
| Ethnicity | Non-white | 9.52 | 8.82 | -7.9 |
| Disability | No activity limitation | 9.49 | 10.44 | 9.1* |
| Disability | Activity limitation | 8.43 | 9.09 | 7.3 |
| Child dependants | None | 9.33 | 9.77 | 4.5 |
| Child dependants | One | 8.87 | 10.33 | 14.1* |
| Child dependants | Two or more | 10.16 | 11.97 | 15.1* |
| Educational | No qualifications | 7.03 | 8.50 | 17.3* |
| Educational | Intermediate level ^{AA} | 8.10 | 9.26 | 12.5* |
| Educational | Degree level | 15.18 | 16.07 | 5.5 |
| Country of birth | Northern Ireland | 9.47 | 10.43 | 9.2* |
| Country of birth | Republic of Ireland | 12.49 | 14.40 | 13.3 |
| Country of birth | Other UK | 9.36 | 12.06 | 22.4* |
| Country of birth | Other EU/other | 7.61 | 8.02 | 5.1* |
| ^Z Self-rated health | Very good | 9.92 | 10.80 | 8.1* |
| Self-rated health | Good | 9.12 | 9.96 | 8.4* |
| Self-rated health | Fair | 8.34 | 10.03 | 16.8* |
| Unpaid care | Provides none | 9.13 | 10.18 | 10.3* |
| Unpaid care | Provides 1-19 hours | 11.92 | 12.76 | 6.6 |
| Unpaid care | Provides >=20 hours | 9.43 | 11.08 | 14.9* |
| Housing tenure | Owner occupied | 10.04 | 11.01 | 8.8* |
| Housing tenure | Private rental | 7.79 | 8.50 | 8.4* |
| Housing tenure | Social rental | 6.94 | 8.01 | 13.4* |

* Difference in median hourly pay between male and female employees is statistically significant (Mood's median test¹⁴)

^Y Religion or religion of upbringing.

^Z Because of smaller sample sizes and adherence to disclosure protocols¹⁹, only a binary (white/non-white) ethnicity category could be presented, and results for employees self-reporting their health to be bad or very bad could not be provided.

^{AA} School level qualification, other vocational qualification or apprenticeship.

Table 8 Hourly pay levels and gender pay gaps: personal characteristics by sector, March 2011

| Characteristics | Value | Females private sector £ | Males private sector £ | Pay gap (%) | Females public sector £ | Males public sector £ | Pay gap (%) |
|--|----------------------------------|-----------------------------|---------------------------|-------------|----------------------------|--------------------------|-------------|
| All persons | | 7.24 | 9.25 | 21.7* | 13.05 | 13.82 | 5.6 |
| Marital status | Single | 6.58 | 7.73 | 14.9* | 12.71 | 9.75 | -30.4* |
| Marital status | Married | 8.20 | 10.87 | 24.6* | 13.44 | 16.26 | 17.3* |
| Marital status | Separated/divorced | 6.83 | 10.02 | 31.8* | 11.49 | 13.80 | 16.7 |
| ^{CC} Religion | Catholic | 7.09 | 8.62 | 17.7* | 13.56 | 13.57 | 0.1 |
| Religion | Protestant ^{DD} | 7.43 | 9.73 | 23.6* | 12.04 | 13.93 | 13.6* |
| Religion | Other/no religion | 6.71 | 9.11 | 26.3* | 9.60 | 13.31 | 27.9 |
| ^{EE} Ethnicity | White | 7.24 | 9.27 | 21.9* | 13.01 | 13.78 | 5.6 |
| Ethnicity | Non-white | 7.09 | 7.29 | 2.7 | 14.16 | 15.88 | 10.8 |
| Disability | No activity limitation | 7.27 | 9.31 | 21.9* | 13.11 | 13.82 | 5.1 |
| Disability | Activity limitation | 6.84 | 8.11 | 15.7* | 10.17 | 12.45 | 18.3 |
| Child dependants | None | 7.26 | 8.81 | 17.6* | 12.36 | 12.67 | 2.4 |
| Child dependants | One | 6.80 | 9.07 | 25.0* | 12.89 | 15.45 | 16.6 |
| Child dependants | Two or more | 7.59 | 10.30 | 26.3* | 13.60 | 15.43 | 11.9 |
| Educational attainment | No qualifications | 6.30 | 8.21 | 23.3* | 7.85 | 9.72 | 19.2 |
| Educational attainment | Intermediate level ^{FF} | 6.85 | 8.75 | 21.7* | 9.62 | 11.06 | 13.0* |
| Educational attainment | Degree level | 10.84 | 13.53 | 19.9* | 17.40 | 18.58 | 6.4 |
| Country of birth | Northern Ireland | 7.30 | 9.43 | 22.6* | 12.95 | 13.65 | 5.1 |
| Country of birth | Republic of Ireland | 9.66 | 13.00 | 25.7 | 15.84 | 17.01 | 6.9 |
| Country of birth | Other UK | 6.84 | 10.52 | 35.0* | 13.13 | 15.31 | 14.2 |
| Country of birth | Other EU/other | 6.54 | 7.43 | 12.0 | 10.75 | 15.57 | 31.0 |
| ^{EE} Self-rated health | Very good | 7.26 | 9.48 | 23.4* | 13.94 | 14.55 | 4.2 |
| Self-rated health | Good | 7.30 | 8.97 | 18.6* | 11.81 | 13.33 | 10.1 |
| Self-rated health | Fair | 6.75 | 9.56 | 29.4* | 9.43 | 11.51 | 18.1* |
| Unpaid care | No | 7.15 | 9.16 | 21.9* | 12.23 | 13.82 | 11.5 |
| Unpaid care | Yes | 8.00 | 9.90 | 19.2* | 14.08 | 13.90 | -1.3 |
| Housing tenure | Owner occupied | 7.65 | 9.89 | 22.6* | 13.54 | 14.33 | 5.5 |
| Housing tenure | Private rental | 6.49 | 7.85 | 17.3* | 11.11 | 11.64 | 4.6 |
| Housing tenure | Social rental | 6.30 | 7.22 | 12.7* | 8.64 | 9.95 | 13.2 |

* Difference in median hourly pay between male and female employees is statistically significant (Mood's median test¹⁴)

**** Due to smaller numbers and in line with disclosure protocols¹⁹, it was not possible to present results.

^{BB} Category included separated, divorced and widowed employees.

^{CC} Religion or religion of upbringing.

^{DD} Protestant and other Christian groups.

^{EE} Because of smaller sample sizes and adherence to disclosure protocols¹⁹, only a binary (white/non-white) ethnicity category could be presented, and results for employees self-reporting their health to be bad or very bad could not be provided.

^{FF} School level qualification, other vocational qualification or apprenticeship.