

Gender pay gaps in Northern Ireland

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This report provides an analysis of gender pay gaps in Northern Ireland, examining differences in both the private and public sectors.

Background

In the development of the gender equality strategy¹ for Northern Ireland, there is a strong focus on promoting workplace equality, particularly in relation to wages and salaries. The Department for Economy's (DFE) New Economic Mission² includes a focus on good jobs. A fundamental aspect of this strategy is inclusive growth of the economy across various dimensions including gender, disability and race. 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.

In 2011, the overall gender pay gap⁴ 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%) sectors⁴. 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 UK⁴ has narrowed from 20.2% in 2011 to 14.3% in 2023, a reduction of 5.9 percentage points.

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 statistics⁴ and to generate novel information to better understand gender pay gaps in Northern Ireland.

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

- (i) compared job-related and personal characteristics;
- (i) quantified gender pay gaps; and
- (ii) used statistical modelling to identify key factors associated with gender pay gaps.

This report highlights key research findings, with full tabular results provided at the end of the document.

A more detailed research report is published on the [NISRA-led research](#) website.

Gender pay gap 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)^A.

The gender pay gap is calculated as the difference between median hourly earnings of male and female employees, expressed as a proportion of male employee earnings.

$$\text{Gender pay gap} = \frac{\text{hourly earnings (males)} - \text{hourly earnings (females)}}{\text{hourly earnings (males)}} \times 100$$

The **median** measures the hourly pay of the 'middle' employee, i.e. the level of earnings at which 50% of employees earn more and 50% earn less.

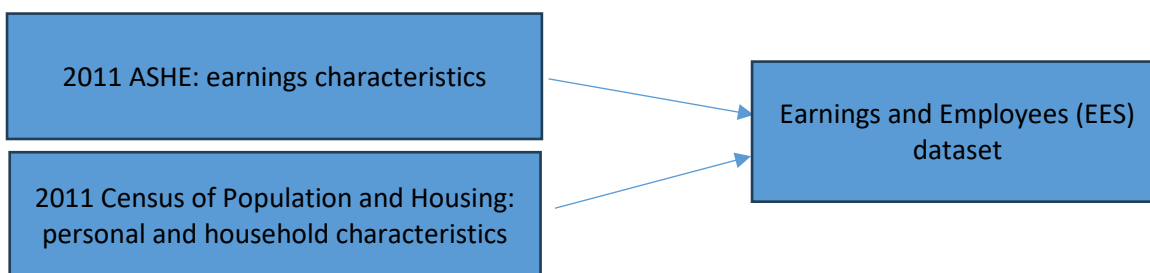
Data source

Analysis was carried out on the Earnings and Employees (EES)⁵ dataset. The de-identified EES dataset uses high-quality earnings data from the 2011 Annual Survey of Hours and Earnings (ASHE)⁶ linked to personal and household characteristic information from the 2011 Northern Ireland Census⁷ 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)⁸ and subject to approval by each of the data providers and the UK Statistics Authority Research Accreditation Panel (RAP)⁹.

Figure 1 Earnings and Employees dataset



Aligned with the most recent pay gaps data⁴ published by the Northern Ireland Statistics and Research Agency (NISRA), this analysis was based on full-time and part-time employees combined.

The research dataset included employees paid by employers only and did not include self-employment income, or income from pensions, property rentals or investments.

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

What we found

(i) Comparing characteristics of private and public sector employees

Characteristics of males and female employees in the public and private sectors are provided in Table 1^B. Overall, the private sector had a lower share of female employees (41.6% females, 58.4% males), while the public sector had a higher share of female employees (63.2% females, 36.8% males). A greater proportion of females worked part-time in both private (46.4% females, 17.0% males) and public sectors (39.2% females, 12.7% males).

In the private sector, certain occupations were female-dominated while others were male-dominated:

- 'Administrative and secretarial' occupations^C (21.5% of females, 3.4% of males);
- 'Caring services'/ 'Sales and customer services' (35.0% of females, 11.8% of males);
- 'Skilled trades' occupations (2.1% of females, 22.4% of males); and
- Process, plant and machine operatives / Elementary occupations' (18.3% of females, 32.4% of males).

While in the public sector, female-dominated and male-dominated occupations were also evident:

- 'Professional' occupations (41.2% of females, 31.6% of males);
- 'Associate professional and technical' occupations (10.6% of females, 25.3% of males);
- 'Administrative and secretarial' occupations (18.3% of females, 10.0% of males); and
- 'Caring services'/ 'Sales and customer services' (16.9% of females, 7.0% of males).

A greater proportion of public sector employees were degree-qualified, and females were more likely to hold a degree in both the private (26.8% females, 24.8% males) and public sectors (54.7% females, 49.7% males). Employees were less likely to be married in the private sector (46.5% females, 51.9% males) than in the public sector (60.8% females, 63.1% males).

Table 1: Comparing characteristics among female and male employees: private and public sectors

↓ Characteristics	Females: private sector (%)	Males: private sector (%)	Females: public sector (%)	Males: public sector (%)
Overall	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
Single	42.4	42.5	26.5	25.5
Married	46.5	51.9	60.8	63.1
Separated/divorced/widowed	11.0	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

^B More detailed results in Annex 2, Tables 2 & 3.

^C Occupational groups were defined using the nine major groups of the Standards Occupational Classification 2010 (SOC 2010)¹⁰.

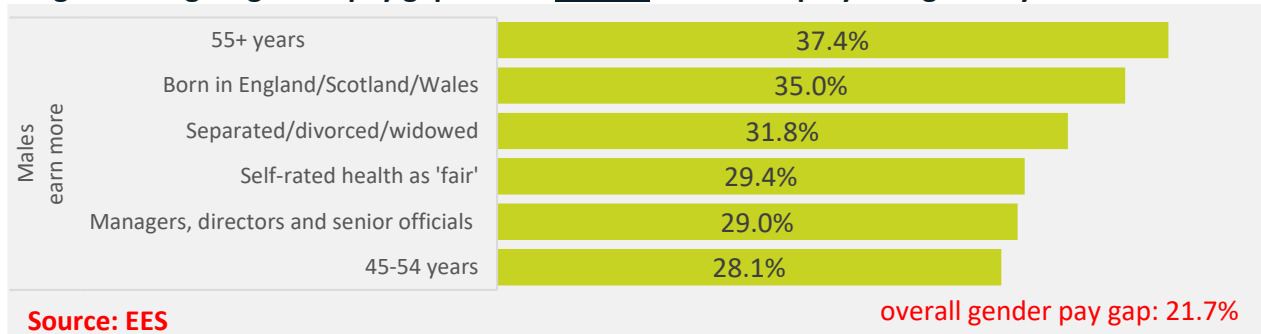
(ii) Quantifying gender pay gaps

There are a range of characteristics related to wage earning potential. A summary^D of the largest pay gaps based on job-related and personal characteristics are outlined for private (Figure 2) and public sector (Figure 3) employees.

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 2 Largest gender pay gaps in the private sector: employees aged 17 years+



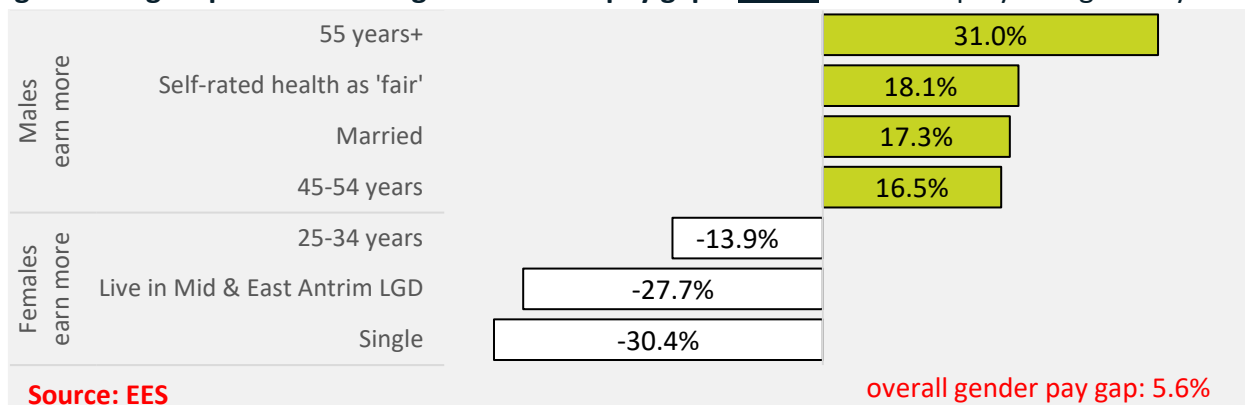
Interpretation Figure 2 illustrates that, for example, on average, among employees aged 55 years and over, male employees earned 37.4% more than female employees. This gender pay gap was calculated using median hourly pay levels (Annex 3, Table 5). Specifically, for those aged 55+ years in the private 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 3) 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^E, and employees aged 25-34 years (negative 13.9%).

Figure 3 Largest positive and negative Gender pay gaps: public sector employees aged 17 years+



^D More detailed results in Annex 3, Table 5

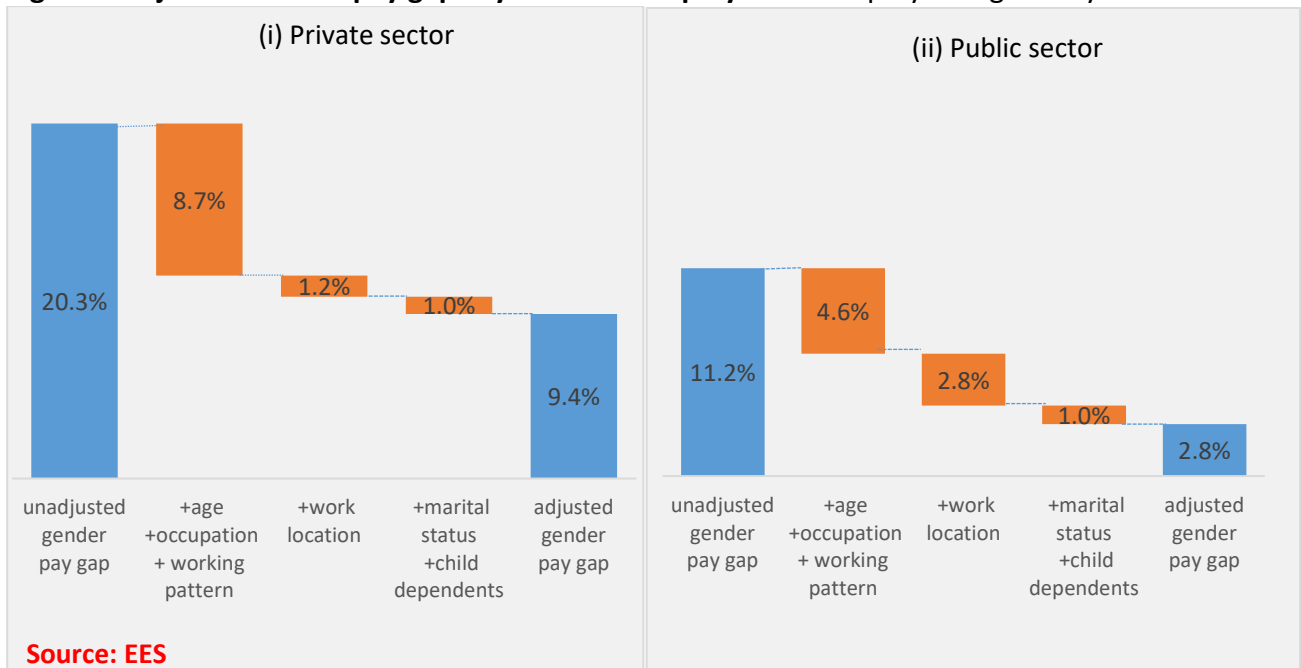
^E Northern Ireland is divided up into 11 large geographical areas known as Local Government Districts (LGD's)¹¹

(iii) Modelling gender pay gaps

For employees aged 25 years and above^F, modelling^G was undertaken to better understand factors influencing gender pay gaps in the private and public sectors. The modelling^H 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 4 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 4.

^F 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.

^G More detailed information on statistical methods used are available in the [full research report](#).

^H 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, there are other pay-determining characteristics, not measured in our study, which 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 characteristics 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.

Definitions

The study population for analyses comprised 5,194 ASHE respondents aged 17-74 years who had a corresponding Census record in 2011. Records categorised as loss of pay (earnings affected by absence) and employees not on adult rates of pay were 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) were also excluded.

Aligned with Official Statistics on gender pay gaps derived from the ASHE survey⁶, the measure of earnings used in our analyses was **gross hourly earnings (excluding overtime)** which includes basic pay, commissions, shift premium pay, bonus or incentive pay and allowances, but 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.

The **public sector** can be broken down into five areas: NI central government; Bodies under aegis of NI central government; UK central government employees based in Northern Ireland; Local government; Public corporations. The **private sector** encompasses all for-profit businesses (that are not owned or operated by the government). This does not include any non-profit body or mutual association.

Further definition and additional details on the methodology can be found in the accompanying research report on the [NISRA website](#).

Acknowledgements

Administrative Data Research - 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 Economic and Labour Market Statistics (ELMS) data have been supplied for the sole purpose of this project.

Feedback

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

Annex 1 References

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19. [Mood's median test](#)
20. [RSU Disclosure Protocols](#)

Annex 2 Comparing characteristics of private and public sector employees

Table 2: job-related characteristics for females and males: by sector

Characteristics	Value	All females (%) n=2,744	All males (%) n=2,450	Females private sector (%) n=1,334	Males private sector (%) n=1,672	Female spublic sector (%) n=1,214	Males public sector (%) 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 pattern	Part-time	43.1	16.3	46.4	17.0	39.2	12.7
Working pattern	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 group	Managers, directors and senior officials	5.4	9.7	7.9	11.4	2.2	6.1
Occupational group	Professional occupations	23.6	17.0	7.7	10.2	41.2	31.6
Occupational group	Associate professional and technical	9.5	13.4	7.4	8.4	10.6	25.3
Occupational group	Administrative and secretarial	19.8	5.3	21.5	3.4	18.3	10.0
Occupational group	Skilled trades	1.6	17.2	2.1	22.4	1.3	5.5
Occupational group	Caring, leisure and other service	15.4	3.5	35.0	11.8	16.9	7.0
Occupational group	Sales and customer service	11.1	7.1				
Occupational group	Process, plant and machine operatives	1.8	13.8	18.3	32.4	9.4	14.5
Occupational group	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 Craigavon	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 3: personal characteristics for females and males: by sector

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 ^I	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 ^J	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
Ethnicity	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 ^K	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
Self-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

^I Category included separated, divorced and widowed employees.

^J Protestant and other Christian groups.

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

Annex 3 Hourly earnings

Table 4 Hourly pay levels and gender pay gaps: job-related characteristics, March 2011

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 test¹⁹)

Table 5 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 group¹	Managers, directors and senior officials	11.38	16.03	29.0*	20.82	23.84	12.7
Occupational group	Professional occupations	14.42	15.99	9.8	18.79	20.65	9.0
Occupational group	Associate professional and technical	11.16	12.78	12.7	12.99	15.19	14.5*
Occupational group	Administrative and secretarial	8.75	8.74	-0.1	9.45	9.26	-2.1
Occupational group	Skilled trades occupations	7.50	9.74	23.0*	8.22	10.27	20
Occupational group	Caring, leisure and other services & Sales and customer service	6.34	6.61	4.1*	9.79	8.96	-9.3
Occupational group	Process, plant and machine & Elementary occupations	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 test¹⁹)

**** Due to smaller numbers and in line with disclosure protocols²⁰, it was not possible to present results.

¹ Because of smaller sample sizes and adherence to disclosure protocols¹⁸, some occupational groups were combined for private and public sector breakdowns.

Table 6 Hourly pay levels and gender pay gaps: personal characteristics, March 2011

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*
^M 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*
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 ^N	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*
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 test¹⁹)

^M Religion or religion of upbringing.

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

Table 7 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 ^o	6.83	10.02	31.8*	11.49	13.80	16.7
^pReligion	Catholic	7.09	8.62	17.7*	13.56	13.57	0.1
Religion	Protestant ^q	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
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 ^r	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
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 test¹⁹)

**** Due to smaller numbers and in line with disclosure protocols²⁰, it was not possible to present results.

^o Category included separated, divorced and widowed employees.

^p Religion or religion of upbringing.

^q Protestant and other Christian groups.

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