

16 October 2003

Coverage
Great Britain
Theme
Labour Market

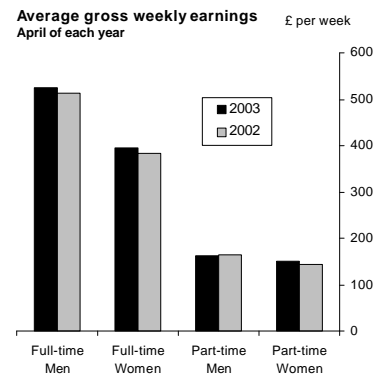
New Earnings Survey 2003

Average weekly earnings

Average gross weekly earnings for all employees stood at £381 in April 2003. This represents a 2.8 per cent increase since April 2002.

Weekly earnings for full-time adults, whose pay was not affected by absence stood at £476, an increase of 2.4 per cent since April 2002. Part-time weekly earnings rose more quickly, by 3.2 per cent to stand at £152.

Men's full-time earnings increased by 2.2 per cent in the year to April 2003, compared with higher growth for women's earnings of 3.3 per cent.



Average gross weekly earnings

	Adults whose pay was not affected by absence			All Employees
	Full-time	Part-time	All	
<i>£ per week</i>				
April 2003				
Men	525.0	163.5	492.6	476.6
Women	396.0	150.0	293.3	283.7
All	475.8	152.4	394.7	381.1
April 2002				
Men	513.8	165.0	483.8	465.5
Women	383.2	143.9	283.4	272.1
All	464.6	147.7	386.3	370.7
Per cent increase				
Men	2.2	-0.9	1.8	2.4
Women	3.3	4.2	3.5	4.3
All	2.4	3.2	2.2	2.8

Issued by
National Statistics
1 Drummond Gate
London SW1V 2QQ

Telephone
Press Office 020 7533 5725
Public Enquiries 0845 601 3034

Statistician
Chris Daffin 01633 819023
E-mail earnings@ons.gov.uk

Internet
www.statistics.gov.uk

Next publication date
October 2004

Average Annual Earnings

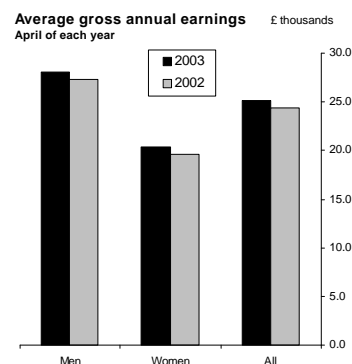
Average gross earnings for full-time employees on adult rates were £25,170 in the year to April 2003.

For men the annual earnings total was £28,065, 38 per cent greater than the annual total for women of £20,314.

Average gross annual earnings for full-time employees

(Adults who have been in the same job for at least 12 months, including those whose pay was affected by absence)

	April 2002	April 2003	Per cent increase
<i>£ thousands</i>			
Men	27.2	28.1	3.0
Women	19.6	20.3	3.5
All	24.4	25.2	3.1

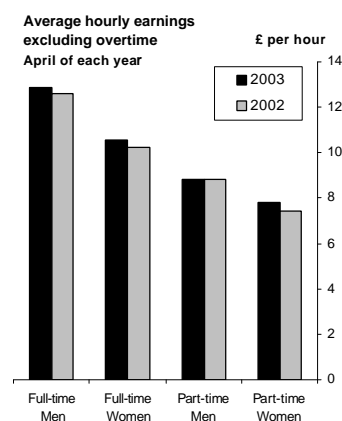


Average hourly earnings

Excluding overtime, average gross hourly earnings of full-time adults whose pay was not affected by absence was £12.03 per hour in April 2003, up 2.5 per cent on 2002.

Average hourly earnings, excluding overtime, of full-time women increased by 3.4 per cent, compared to 2.2 per cent for men's earnings.

Part-timers' hourly earnings (excluding overtime) rose more quickly, up by 4.0 per cent to £ 7.95.



Average gross hourly earnings, excluding overtime

(Adults whose pay was not affected by absence)

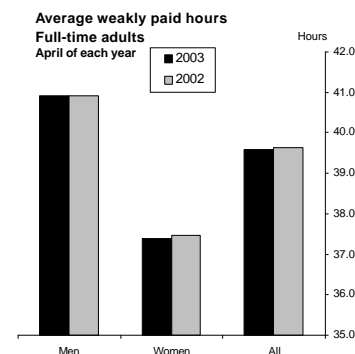
	Full-time	Part-time	All
<i>£ per hour</i>			
April 2003			
Men	12.88	8.82	12.72
Women	10.56	7.78	9.84
All	12.03	7.95	11.47
April 2002			
Men	12.60	8.82	12.46
Women	10.21	7.43	9.48
All	11.74	7.65	11.19
Per cent increase			
Men	2.2	0.0	2.1
Women	3.4	4.8	3.8
All	2.5	4.0	2.5

Average weekly hours

Average total weekly hours of full-timers was unchanged at 39.6 hours in the year to April 2003 compared to 2002. Average part-time hours decreased slightly to 19.4 hours from 19.6 in 2002.

Average weekly paid hours of work (Adults whose pay was not affected by absence)

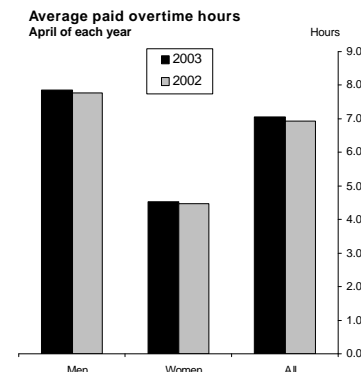
	Full-time	Part-time	All
<i>Hours per week</i>			
April 2003			
Men	40.9	18.8	39.1
Women	37.4	19.5	30.1
All	39.6	19.4	34.7
April 2002			
Men	40.9	19.2	39.3
Women	37.5	19.7	30.1
All	39.6	19.6	34.8



The proportion of full-time employees working overtime fell by 1.3 percentage points in the year to April 2003 to 23.4 per cent. For those full-time employees who worked overtime, the average number of paid overtime hours changed little over the year to April 2003, to 6.8 hours from an average of 6.9 hours in 2002.

Paid overtime hours: percentage who worked overtime and the average hours

	Full-time		Part-time	
	Per cent	Hours	Per cent	Hours
April 2003				
Men	28.5	7.6	18.0	7.2
Women	15.1	4.3	18.9	4.6
All	23.4	6.8	18.8	5.0
April 2002				
Men	29.8	7.8	19.6	7.2
Women	16.2	4.5	20.4	4.6
All	24.7	6.9	20.2	5.1

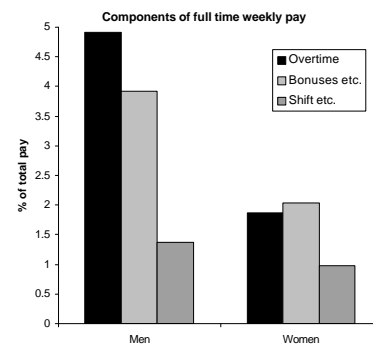


Make-up of pay

Additional payments accounted for 8.5 per cent of full-time gross weekly earnings in April 2003. For male employees additional pay accounted for 10.2 per cent of total weekly pay compared with 4.9 per cent for women.

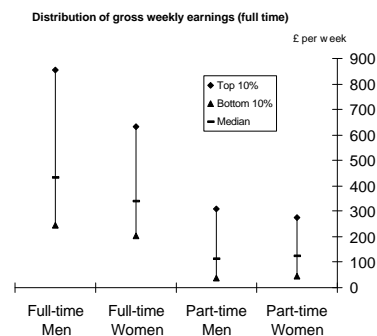
Components of full-time weekly earnings
(Adults whose pay was not affected by absence)

	Total	Overtime	Bonuses/ Commission	Shift etc
<i>£ per week</i>				
Men	525.0	25.8	20.6	7.2
Women	396.0	7.4	8.1	3.9
All	475.8	18.8	15.8	5.9
<i>Percentage</i>				
Men	100.0	4.9	3.9	1.4
Women	100.0	1.9	2.0	1.0
All	100.0	3.9	3.3	1.2



Distribution of weekly earnings

Between 2002 and 2003 there was a 1.2 percentage points difference in the growth rates of weekly earnings of the bottom ten per cent and the top ten per cent (3.2 per cent compared with 2.2 per cent respectively), for full-time adults. The top decile weekly earnings of full-time adults was 195 per cent of the median while the bottom decile was 56 per cent.



Distribution of gross weekly earnings

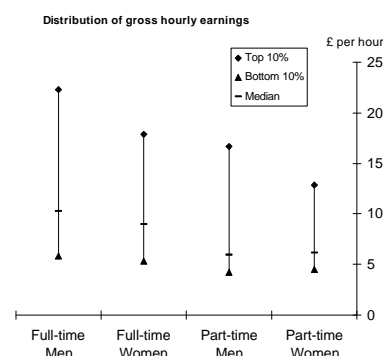
(Adults whose pay was not affected by absence)

	Full-time	Part-time	All
<i>£ per week</i>			
Men			
10 per cent earned less than	243.8	39.0	199.6
25 per cent earned less than	314.1	67.7	287.2
50 per cent earned less than	431.9	113.6	409.6
25 per cent earned more than	604.6	184.1	583.9
10 per cent earned more than	854.9	307.1	828.7
Women			
10 per cent earned less than	202.0	44.6	77.4
25 per cent earned less than	252.7	79.8	142.5
50 per cent earned less than	338.6	126.0	248.8
25 per cent earned more than	480.0	185.7	383.9
10 per cent earned more than	634.2	276.7	556.6
Men and women			
10 per cent earned less than	222.7	43.2	104.4
25 per cent earned less than	285.8	77.2	205.9
50 per cent earned less than	394.3	124.0	327.4
25 per cent earned more than	557.9	185.3	498.9
10 per cent earned more than	770.0	280.8	700.2

Distribution of hourly earnings

Hourly earnings of the top ten per cent were 3.7 times those of the bottom ten per cent for full-timers and 3.0 times those of the bottom ten per cent for part-timers.

Full-time male median earnings at £10.24 were 1.1 per cent higher than in 2002 (£10.13); for women full-time median earnings were £8.92, up 3.5 per cent from £8.61 in 2002.



Distribution of gross hourly earnings excluding overtime

(Adults whose pay was not affected by absence)

	Full-time	Part-time	All
<i>£ per hour</i>			
Men			
10 per cent earned less than	5.83	4.26	5.50
25 per cent earned less than	7.38	4.78	7.01
50 per cent earned less than	10.24	5.89	9.87
25 per cent earned more than	15.27	8.59	14.92
10 per cent earned more than	22.32	16.70	22.02
Women			
10 per cent earned less than	5.30	4.47	4.74
25 per cent earned less than	6.63	5.01	5.66
50 per cent earned less than	8.92	6.09	7.64
25 per cent earned more than	12.92	8.44	11.31
10 per cent earned more than	17.90	12.85	16.28
Men and women			
10 per cent earned less than	5.60	4.42	5.00
25 per cent earned less than	7.06	5.00	6.22
50 per cent earned less than	9.68	6.06	8.67
25 per cent earned more than	14.31	8.46	13.19
10 per cent earned more than	20.61	13.35	19.26

Earnings by region

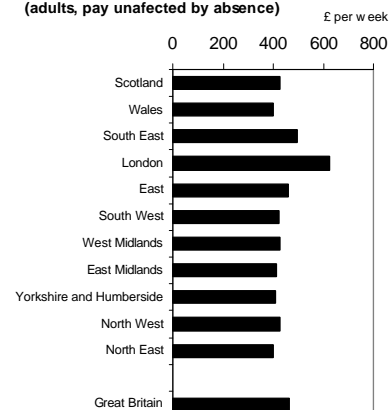
In April 2003, gross weekly earnings were highest in London at £637 (34 per cent higher than the national average) and lowest in the North East at £402 (15 per cent lower than the national average).

Gross weekly earnings by government office region

(Adults whose pay was unaffected by absence)

	Full-time		
	Men	Women	All
<i>£ per week</i>			
Great Britain	525.0	396.0	475.8
North East	437.8	347.3	402.1
North West	483.1	367.9	437.6
Yorkshire and Humberside	463.8	360.4	425.5
East Midlands	467.3	357.4	428.7
West Midlands	477.1	363.7	435.8
South West	485.1	364.7	440.6
East	528.5	382.7	475.9
London	716.5	516.5	636.9
South East	560.9	415.7	505.6
Wales	448.3	357.3	414.5
Scotland	483.7	372.4	436.8

Gross weekly earnings by government office region (adults, pay unaffected by absence)





BACKGROUND NOTES

1. This release contains summary results from the 2003 survey. More detailed information will be published according to the publication arrangements set out below.

Survey details

2. The New Earnings Survey is based on a 1 per cent sample of employees in employment, information on earnings and hours is obtained in confidence from employers. It does not cover the self-employed. In 2003 information related to the pay period which included 9 April.
3. The earnings information collected relates to gross pay before tax, national insurance or other deductions, and excludes payments in kind. It is restricted to earnings relating to the survey pay period and so excludes payments of arrears from another period made during the survey period; any payments due as a result of a pay settlement but not yet paid at the time of the survey will also be excluded.
4. For particular groups of employees, changes in average earnings between successive surveys may be affected by changes in the timing of pay settlements, in some cases reflecting more than one settlement and in some others no settlement at all.
5. Most of the published NES analyses relate to full-time employees on adult rates whose earnings for the survey pay period were not affected by absence. They do not include the earnings of those who did not work a full week, and whose earnings were reduced because of sickness, short-time working, etc. Also they do not include the earnings of employees not on adult rates of pay, most of whom will be young people. Some more information on the earnings of young people and part-time employees is available in the published survey reports. However, the NES has incomplete coverage of these groups, because it is largely limited to people earning above the income tax threshold.

Revisions to 2002 results

6. In line with normal practice this release contains revised estimates from the 2002 survey results published on 17th October 2002. These take account of a small number of corrections to the original 2002 data that were identified during the validation of the results for 2003. The impact on the whole economy estimate of growth in average gross weekly pay for full time employees was around 0.1 per cent (or around 17 pence).



Other earnings information

7. The monthly Average Earnings Index, based on the Wages and Salaries Survey of 8,300 employers, provides information on changes in average earnings for broad industrial sectors. No information is available on occupation, hours worked, and other characteristics of the workforce.
8. The Labour Force Survey collects information on the earnings and hours worked of about 20,000 people aged 16 and over each quarter. In addition it collects data on a wide range of personal characteristics, including education level and ethnic origin. This enables the preparation of statistics on levels and dispersion of earnings similar to the NES but with lower precision due to the much smaller sample size.
9. These tables do not include estimates for manual and non-manual employees separately. This is because the data have been coded on the Standard Occupational Classification 2000 which does not differentiate between manual and non-manual employees. An alternative to the manual and non-manual split can be derived from the NES, based on the National Statistics Socio-economic Classification (NS-SEC). However, the two classification methods do produce different results and to avoid misunderstanding tables based on the NS-SEC have not been used to substitute for manual and non-manual employees in this publication.

Publication arrangements

10. An article containing summary data and commentary is available on the National Statistics web site. The data are also available on NOMIS at www.nomisweb.co.uk.
11. Beneath national averages of earnings there are wide variations between different collective agreements, industries, occupations, regions and age-groups. The six reports containing the detailed GB results of the New Earnings Survey includes analyses of each of these. These are all made available free of charge on the ONS web site and are described below.
12. Streamlined analyses that give the principal results by major collective agreements, by industry, by occupation, by age group and by region; distributions and summary analyses for broad categories of employees; and a description of the Survey are published today (16th October).

Regions, counties and small areas	31st October
Occupation	13th November
Industry	27th November
Wage negotiating groups and pension categories	12th December
Age-group, hours and for part-time employees	12th December
Report including results for the UK	19th December



13. This New Earnings Survey (NES) will be the last to be published in an unweighted form. Following recommendations made in the National Statistics Quality Review of the Distribution of Earnings Statistics, published on 10 October 2002 (see http://www.statistics.gov.uk/methods_quality/quality_review/downloads/D_OER_Final_Report.doc), the survey results for 2004 will be produced using a different methodology. While the data variables and analyses available next year will be broadly the same, the change in methodology will mean that statistics on pay and hours, including the NES data used in the calculation of ONS' low pay statistics, will be discontinuous with previous surveys. The ONS will attempt to give guidance on the relative size of the methodological break by presenting figures for 2004 on both old and new bases. The ONS will keep users informed of developments through articles to be published on the National Statistics website and in Labour Market Trends.
14. Details of the policy governing the release of new data are available from the press office. Also available is a list of the names of those given pre-publication access to the contents of this release.
15. **National Statistics** are produced to high professional standards set out in the National Statistics Code of Practice. They undergo regular quality assurance reviews to ensure that they meet customer needs. They are produced free from political interference. © Crown copyright 2003.