

REPORT ON THE QUALITY FOR STRUCTURAL STATISTICS ON EARNINGS

UNITED KINGDOM – OFFICE FOR NATIONAL STATISTICS

PART A

Structure of earnings survey; grossed up results; tabular analyses

Band of Hourly Gross Earnings						
	Full-time			Part-time		
	Male	Female	Both	Male	Female	Both
Under £5	4.70	8.20	6.04	33.95	27.09	28.37
£5 to Under £10	42.28	50.43	45.39	44.89	55.46	53.48
£10 to under £15	26.26	23.71	25.29	8.16	10.59	10.14
£15 to under £20	13.13	10.57	12.15	4.67	3.69	3.87
£20 to under £30	8.82	5.46	7.54	4.39	2.29	2.68
£30 to under £40	2.62	1.03	2.02	1.55	0.49	0.69
£40 to under £50	1.01	0.32	0.75	0.63	0.14	0.23
£50 and over	1.18	0.27	0.84	1.76	0.26	0.54
Total	11,405,026	7,035,185	18,440,211	1,214,516	5,282,892	6,497,408
Mean (£)	13.2	10.7	12.3	10.2	7.7	8.2
Median (£)	10.4	8.9	9.8	5.8	5.9	5.9

Band of Gross Monthly Earnings						
	Full-time			Part-time		
	Male	Female	Both	Male	Female	Both
Under £500	0.27	0.31	0.29	56.06	48.02	49.52
£500 to Under £1000	9.23	20.38	13.48	28.93	37.61	35.99
£1000 to under £1500	23.91	32.18	27.07	7.60	9.41	9.07
£1500 to under £2000	21.97	19.73	21.12	2.81	3.13	3.07
£2000 to under £2500	16.65	13.39	15.41	1.98	0.95	1.14

£2500 to under £3000	10.50	6.88	9.12	0.80	0.44	0.51
£3000 to under £3500	5.91	3.11	4.84	0.46	0.18	0.23
£3500 and over	11.56	4.01	8.68	1.35	0.27	0.47
Total	11,405,026	7,035,185	18,440,211	1,214,516	5,282,892	6,497,408
Mean (£)	2,258	1,698	2,044	666	621	630
Median (£)	1,864	1,445	1,697	445	516	504

Band of Gross Annual Earnings						
(only employees in tenure for the whole year)						
	Full-time			Part-time		
	Male	Female	Both	Male	Female	Both
Under £5k	0.27	0.55	0.37	39.91	34.19	35.12
£5k to Under £10k	3.23	9.15	5.46	33.39	42.48	41.01
£10k to under £15k	14.47	28.00	19.55	12.88	14.14	13.94
£15k to under £20k	20.38	22.28	21.09	5.21	5.18	5.18
£20k to under £25k	18.60	14.77	17.16	3.15	2.17	2.33
£25k to under £30k	13.76	10.85	12.67	1.76	0.83	0.98
£30k to under £35k	9.67	6.46	8.46	0.85	0.39	0.46
£35k to under £40k	5.67	3.10	4.71	0.61	0.22	0.29
£40k to under £50k	5.94	2.47	4.63	0.83	0.23	0.33
£50k to under £75k	5.00	1.58	3.72	0.77	0.12	0.23
£75k and over	3.01	0.79	2.18	0.63	0.05	0.14
Total	10,023,965	6,029,867	16,053,831	832,381	4,297,185	5,129,566
Mean (£)	28,743	20,784	25,754	9,440	7,810	8,075
Median (£)	22,989	17,522	20,887	6,095	6,474	6,419

Band of Annual Leave Entitlement						
	Full-time			Part-time		
	Male	Female	Both	Male	Female	Both
Under 10 days	1.72	1.87	1.78	60.39	47.22	49.68
10 to under 20 days	4.99	4.10	4.65	33.97	44.93	42.88
20 to under 25 days	39.97	39.44	39.77	4.31	5.66	5.40
25 to under 30 days	41.50	39.48	40.73	0.52	0.89	0.82
30 to under 35 days	8.98	9.32	9.11	0.25	0.39	0.36
35 days and over	2.85	5.79	3.97	0.56	0.92	0.85
Total	11,405,026	7,035,185	18,440,211	1,214,516	5,282,892	6,497,408
Mean (days)	24.3	25.5	24.7	9.0	10.9	10.5
Median (days)	25.0	25.0	25.0	8.0	10.3	10.0

Band of Monthly Hours Paid						
	Full-time			Part-time		
	Male	Female	Both	Male	Female	Both
Under 130	0.75	2.49	1.41	94.80	96.06	95.82
130 to under 140	1.38	6.20	3.22	1.27	1.66	1.58
140 to under 150	0.71	3.27	1.69	1.17	0.79	0.86
150 to under 160	27.62	40.47	32.52	0.68	0.61	0.62
160 to under 170	23.74	26.67	24.86	0.56	0.30	0.35
170 to under 180	17.94	11.39	15.44	0.24	0.21	0.22
180 and over	27.86	9.50	20.86	1.27	0.38	0.55
Total	11,405,026	7,035,185	18,440,211	1,214,516	5,282,892	6,497,408
Mean (hours)	176.0	161.5	170.4	75.7	81.3	80.3
Median (hours)	167.7	159.1	161.3	73.1	86.0	83.8

NACE Rev1. Section						
	Full-time			Part-time		
	Male	Female	Both	Male	Female	Both
Section C	0.39	0.09	0.27	0.00	0.01	0.01
Section D	24.09	10.23	18.80	5.10	3.65	3.92
Section E	0.93	0.49	0.76	0.14	0.15	0.15
Section F	7.11	1.22	4.86	1.76	0.84	1.01
Section G	13.89	12.16	13.23	25.38	20.45	21.37
Section H	2.24	3.21	2.61	14.07	6.56	7.97
Section I	9.35	4.21	7.39	6.68	1.88	2.77
Section J	4.97	7.38	5.89	1.14	3.50	3.06
Section K	14.35	13.15	13.89	14.98	10.59	11.41
Section L	6.54	7.14	6.77	2.98	3.32	3.26
Section M	8.74	18.97	12.64	14.12	25.17	23.10
Section N	4.09	17.79	9.32	6.96	19.92	17.49
Section O	3.31	3.97	3.57	6.69	3.98	4.49
Total	11,405,026	7,035,185	18,440,211	1,214,516	5,282,892	6,497,408

NUTS1 by NACE Rev.1 Section					
		Frequencies Across UK		Frequencies in NUTS1 Region	
		Full-time	Part-time	Full-time	Part-time
		All	All	All	All
North East	Section C	0.02	0.00	0.5	0.0
	Section D	0.86	0.12	21.1	2.8
	Section E	0.04	0.02	1.1	0.4
	Section F	0.20	0.04	5.0	1.0
	Section G	0.50	1.02	12.4	23.8
	Section H	0.08	0.31	1.9	7.2
	Section I	0.24	0.08	5.9	1.8
	Section J	0.11	0.15	2.6	3.4
	Section K	0.40	0.27	10.0	6.2
	Section L	0.31	0.17	7.7	3.9
	Section M	0.71	1.10	17.4	25.7
	Section N	0.48	0.78	11.7	18.3
	Section O	0.11	0.23	2.7	5.4
North West	Section C	0.01	0.00	0.1	0.0
	Section D	2.32	0.45	20.9	4.1
	Section E	0.10	0.02	0.9	0.2
	Section F	0.60	0.10	5.4	0.9
	Section G	1.47	2.36	13.3	21.2
	Section H	0.27	1.03	2.5	9.2
	Section I	0.82	0.30	7.4	2.7
	Section J	0.59	0.33	5.4	2.9
	Section K	1.23	1.13	11.1	10.1
	Section L	0.78	0.28	7.0	2.6

	Section M	1.45	2.53	13.1	22.7
	Section N	1.13	2.14	10.2	19.2
	Section O	0.31	0.46	2.8	4.1
Yorkshire & Humber	Section C	0.02	0.00	0.3	0.0
	Section D	1.87	0.46	21.8	5.0
	Section E	0.07	0.01	0.8	0.1
	Section F	0.45	0.07	5.2	0.7
	Section G	1.25	2.03	14.5	22.4
	Section H	0.17	0.77	1.9	8.5
	Section I	0.61	0.11	7.0	1.2
	Section J	0.59	0.38	6.9	4.2
	Section K	0.89	0.89	10.3	9.9
	Section L	0.45	0.25	5.2	2.7
	Section M	1.15	2.17	13.4	24.0
	Section N	0.84	1.55	9.7	17.2
	Section O	0.25	0.35	2.9	3.9
East Midlands	Section C	0.04	0.00	0.5	0.0
	Section D	1.95	0.41	27.9	5.8
	Section E	0.05	0.01	0.8	0.2
	Section F	0.38	0.08	5.5	1.2
	Section G	1.09	1.66	15.6	23.5
	Section H	0.15	0.66	2.1	9.4
	Section I	0.45	0.15	6.5	2.1
	Section J	0.24	0.18	3.4	2.5
	Section K	0.82	0.73	11.8	10.4
	Section L	0.41	0.36	5.9	5.1
	Section M	0.71	1.45	10.2	20.6
	Section N	0.50	1.03	7.1	14.5
	Section O	0.20	0.33	2.8	4.7

West Midlands	Section C	0.01	0.00	0.1	0.0
	Section D	2.46	0.43	26.5	4.7
	Section E	0.12	0.02	1.3	0.2
	Section F	0.47	0.07	5.1	0.7
	Section G	1.22	1.79	13.1	19.6
	Section H	0.25	0.88	2.6	9.6
	Section I	0.64	0.21	6.9	2.3
	Section J	0.38	0.25	4.1	2.7
	Section K	1.10	0.97	11.9	10.6
	Section L	0.50	0.34	5.4	3.8
	Section M	1.11	2.20	12.0	24.0
	Section N	0.78	1.59	8.4	17.4
	Section O	0.24	0.41	2.6	4.4
Eastern	Section C	0.02	0.00	0.2	0.0
	Section D	1.83	0.38	21.0	3.9
	Section E	0.04	0.00	0.5	0.0
	Section F	0.45	0.10	5.2	1.0
	Section G	1.20	1.84	13.8	19.2
	Section H	0.24	0.78	2.8	8.1
	Section I	0.73	0.22	8.4	2.3
	Section J	0.44	0.31	5.1	3.3
	Section K	1.38	1.45	15.8	15.1
	Section L	0.49	0.27	5.6	2.9
	Section M	0.92	2.32	10.6	24.2
	Section N	0.66	1.48	7.5	15.5
	Section O	0.31	0.43	3.5	4.5
London	Section C	0.02	0.00	0.1	0.0
	Section D	1.00	0.19	7.1	1.7
	Section E	0.03	0.00	0.2	0.0

	Section F	0.41	0.10	2.9	0.9
	Section G	1.69	3.29	12.0	29.9
	Section H	0.47	0.83	3.3	7.5
	Section I	1.35	0.79	9.6	7.1
	Section J	1.67	0.38	11.8	3.4
	Section K	2.99	1.46	21.2	13.2
	Section L	0.98	0.24	7.0	2.2
	Section M	1.50	1.95	10.6	17.7
	Section N	1.06	1.16	7.5	10.5
	Section O	0.93	0.64	6.6	5.8
South East	Section C	0.02	0.00	0.2	0.0
	Section D	1.99	0.50	15.8	3.8
	Section E	0.08	0.01	0.7	0.1
	Section F	0.64	0.17	5.1	1.3
	Section G	1.82	2.31	14.4	17.8
	Section H	0.32	0.82	2.5	6.4
	Section I	1.04	0.41	8.2	3.2
	Section J	0.69	0.42	5.5	3.3
	Section K	2.27	1.75	18.0	13.5
	Section L	0.70	0.42	5.6	3.2
	Section M	1.51	3.20	12.0	24.7
	Section N	1.06	2.29	8.4	17.7
	Section O	0.47	0.65	3.7	5.0
South West	Section C	0.05	0.00	0.6	0.0
	Section D	1.55	0.33	18.8	3.5
	Section E	0.06	0.01	0.7	0.1
	Section F	0.38	0.09	4.7	1.0
	Section G	1.14	1.88	13.9	20.0
	Section H	0.25	0.62	3.1	6.6

	Section I	0.57	0.22	6.9	2.4
	Section J	0.49	0.28	6.0	2.9
	Section K	1.01	1.14	12.2	12.1
	Section L	0.76	0.30	9.2	3.2
	Section M	1.00	2.46	12.2	26.2
	Section N	0.73	1.70	8.9	18.0
	Section O	0.24	0.37	2.9	4.0
Wales	Section C	0.00	0.00	0.1	0.0
	Section D	1.10	0.22	24.4	4.9
	Section E	0.03	0.01	0.7	0.2
	Section F	0.21	0.05	4.6	1.1
	Section G	0.49	0.81	10.8	17.8
	Section H	0.09	0.34	2.0	7.4
	Section I	0.22	0.08	4.8	1.8
	Section J	0.14	0.11	3.1	2.5
	Section K	0.51	0.54	11.3	11.8
	Section L	0.33	0.11	7.4	2.4
	Section M	0.75	1.14	16.6	25.1
	Section N	0.52	0.98	11.5	21.5
	Section O	0.13	0.17	2.8	3.7
Scotland	Section C	0.06	0.00	0.6	0.0
	Section D	1.30	0.24	14.5	2.7
	Section E	0.11	0.03	1.3	0.4
	Section F	0.46	0.09	5.2	1.1
	Section G	0.99	1.80	11.0	20.0
	Section H	0.24	0.66	2.7	7.4
	Section I	0.59	0.14	6.6	1.6
	Section J	0.48	0.23	5.3	2.6
	Section K	1.08	0.93	12.0	10.4

	Section L	0.59	0.28	6.6	3.1
	Section M	1.55	2.09	17.3	23.3
	Section N	1.21	2.11	13.5	23.5
	Section O	0.30	0.35	3.3	3.9
Northern Ireland	All Sections*	2.84	2.80	100.0	100.0
	Total	18,440,211	6,497,408	18,440,211	6,497,408
*Northern Ireland figures not split by NACE for legislative reasons					

ISCO-88						
	Full-time			Part-time		
	Male	Female	Both	Male	Female	Both
Group 1	19.43	13.69	17.24	4.98	3.01	3.38
Group 2	14.04	15.16	14.47	10.01	6.37	7.05
Group 3	11.28	15.00	12.70	7.28	10.32	9.75
Group 4	6.41	27.45	14.44	8.16	20.47	18.17
Group 5	7.34	16.92	10.99	33.71	41.44	39.99
Group 6	0.74	0.17	0.52	0.64	0.08	0.18
Group 7	15.80	1.52	10.35	3.31	0.60	1.10
Group 8	12.37	3.51	8.99	5.61	1.38	2.17
Group 9	12.59	6.57	10.29	26.30	16.34	18.21
Total	11,405,026	7,035,185	18,440,211	1,214,516	5,282,892	6,497,408

ISCED						
	Full-time			Part-time		
	Male	Female	Both	Male	Female	Both
ISCED 0 and 1	0.00	0.00	0.00	0.00	0.00	0.00
ISCED 2	24.57	31.20	27.10	30.54	45.91	43.04
ISCED 3	37.35	22.77	31.79	40.68	26.75	29.36
ISCED 4	4.54	6.62	5.33	5.03	6.22	6.00
ISCED 5B	9.85	14.07	11.46	6.64	10.79	10.01
ISCED 5A	16.27	17.12	16.59	12.46	7.70	8.59
ISCED 6	7.43	8.22	7.73	4.64	2.62	3.00
Total	11,405,026	7,035,185	18,440,211	1,214,516	5,282,892	6,497,408

Age Bands						
	Full-time			Part-time		
	Male	Female	Both	Male	Female	Both
15-24 year olds	10.91	14.28	12.19	41.22	15.45	20.27
25-54 year olds	76.26	76.00	76.16	36.78	68.61	62.66
55-64 year olds	12.34	9.45	11.24	14.58	13.91	14.04
65 years old and older	0.50	0.27	0.41	7.42	2.03	3.03
Total	11,405,026	7,035,185	18,440,211	1,214,516	5,282,892	6,497,408
Mean (years)	39.8	38.3	39.3	36.4	40.3	39.6
Median (years)	39.0	38.0	39.0	32.0	40.0	40.0

Tenure						
	Full-time			Part-time		
	Male	Female	Both	Male	Female	Both
Under 10 years	67.20	72.93	69.39	88.75	78.97	80.80
10 to under 20 years	19.68	19.17	19.48	7.58	16.20	14.59
20 to under 30 years	9.78	6.62	8.58	2.53	4.34	4.00
30 to under 40 years	2.96	1.22	2.29	0.76	0.44	0.50
40 years and over	0.38	0.07	0.26	0.39	0.05	0.11
Total	11,405,026	7,035,185	18,440,211	1,214,516	5,282,892	6,497,408
Mean (years)	8.3	6.7	7.7	3.7	5.5	5.1
Median (years)	5.0	4.0	4.0	1.0	3.0	2.0

Enterprise Employment						
	Full-time			Part-time		
	Male	Female	Both	Male	Female	Both
Under 10 employees	7.85	5.51	6.95	9.63	7.73	8.08
10-49 employees	14.70	11.25	13.38	10.55	10.84	10.79
50-249 employees	48.76	60.44	53.21	62.09	66.93	66.02
250-499 employees	6.53	5.39	6.09	4.10	3.15	3.33
500-999 employees	15.05	11.40	13.66	8.92	7.23	7.55
1000 or more employees	7.13	6.03	6.71	4.71	4.12	4.23
Total	11,405,026	7,035,185	18,440,211	1,214,516	5,282,892	6,497,408

PART B

1. Relevance

The data for the UK Structural Statistics on Earnings is taken from the Annual Survey of Hours and Earnings. This is considered as the official source of earnings data within the UK.

Results of the survey are used throughout government for policy purposes, such as setting the National Minimum Wage, looking at gender pay issues, pension's policy, transport policy, allocation of local government grants and estimating effects of tax changes.

It is also used in the wider community for wage negotiations, compensation claims and research projects involving pay and hours, recruitment and a wide variety of other purposes.

2. Accuracy

2.1 Sampling errors

2.1.1 Probability sampling

2.1.1.1 Bias (optional item)

2.1.1.2 Variance

NACE Rev1. Section	Male Full-time							
	Hourly Earnings		Monthly Earnings		Annual Earnings*		Monthly Hours	
	Mean	CV %	Mean	CV %	Mean	CV %	Mean	CV %
Section C	15.26	0.4	2835.4	0.3	34552	0.4	201.1	0.1
Section D	12.08	0.0	2114.8	0.0	26116	0.1	179.1	0.0
Section E	14.81	0.2	2515.4	0.2	30988	0.1	171.6	0.0

Section F	10.82	0.1	2020.2	0.1	25008	0.1	189.6	0.0
Section G	11.07	0.1	1942.6	0.1	24676	0.1	179.4	0.0
Section H	8.32	0.2	1468.5	0.1	20332	0.5	179.7	0.0
Section I	11.29	0.1	2065.5	0.1	25425	0.1	189.4	0.0
Section J	22.63	0.1	3507.1	0.1	54646	0.2	155.9	0.0
Section K	15.74	0.1	2644.7	0.1	35165	0.1	173.6	0.0
Section L	13.21	0.0	2218.8	0.1	26889	0.1	168.3	0.0
Section M	14.67	0.1	2250.2	0.1	26622	0.1	158.6	0.0
Section N	14.58	0.1	2464.9	0.1	30139	0.2	170.5	0.0
Section O	14.10	0.4	2352.5	0.3	28588	0.4	175.2	0.0
Female Full-time								
	Hourly Earnings		Monthly Earnings		Annual Earnings*		Monthly Hours	
	Mean	CV %	Mean	CV %	Mean	CV %	Mean	CV %
Section C	14.97	0.9	2370.4	0.9	28243	0.9	162.3	0.1
Section D	9.43	0.1	1557.2	0.1	18562	0.1	167.2	0.0
Section E	10.82	0.2	1763.6	0.2	21811	0.3	163.6	0.1
Section F	9.60	0.2	1576.5	0.2	19370	0.2	165.0	0.0
Section G	8.18	0.1	1347.8	0.1	16421	0.1	165.5	0.0
Section H	6.51	0.1	1099.3	0.1	13432	0.2	169.1	0.0
Section I	10.51	0.1	1775.1	0.1	22277	0.2	170.6	0.0
Section J	12.97	0.1	1998.2	0.1	26213	0.2	154.7	0.0
Section K	11.59	0.1	1875.1	0.1	23441	0.1	163.1	0.0
Section L	10.46	0.1	1683.9	0.1	20313	0.1	161.7	0.0
Section M	13.08	0.0	1909.9	0.0	22268	0.0	150.1	0.0
Section N	10.12	0.0	1658.9	0.0	20580	0.4	164.7	0.0
Section O	9.92	0.1	1604.2	0.1	19582	0.2	164.1	0.0
All Full-time								

	Hourly Earnings		Monthly Earnings		Annual Earnings*		Monthly Hours	
	Mean	CV %	Mean	CV %	Mean	CV %	Mean	CV %
Section C	15.23	0.4	2777.3	0.3	33784	0.4	196.2	0.1
Section D	11.53	0.0	1999.1	0.0	24577	0.1	176.6	0.0
Section E	13.84	0.2	2332.4	0.2	28868	0.1	169.7	0.0
Section F	10.70	0.1	1977.8	0.1	24475	0.1	187.2	0.0
Section G	10.05	0.1	1734.0	0.1	21809	0.1	174.5	0.0
Section H	7.47	0.1	1295.3	0.1	17130	0.4	174.7	0.0
Section I	11.12	0.1	2002.4	0.1	24749	0.1	185.3	0.0
Section J	18.01	0.1	2786.0	0.1	41212	0.2	155.3	0.0
Section K	14.24	0.1	2366.8	0.1	31020	0.1	169.8	0.0
Section L	12.10	0.0	2003.5	0.0	24292	0.0	165.7	0.0
Section M	13.76	0.0	2055.4	0.0	24155	0.0	153.8	0.0
Section N	11.33	0.0	1877.8	0.1	23180	0.2	166.3	0.0
Section O	12.32	0.3	2034.3	0.2	24807	0.2	170.5	0.0
	Male Part-time							
	Hourly Earnings		Monthly Earnings		Annual Earnings*		Monthly Hours	
	Mean	CV %	Mean	CV %	Mean	CV %	Mean	CV %
Section C	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Section D	10.40	0.4	12475.2	0.3	24577	0.1	94.9	0.2
Section E	8.15	1.6	37098.8	5.4	28868	0.1	90.6	0.9
Section F	29.81	2.5	12803.9	0.5	24475	0.1	91.0	0.4
Section G	6.52	0.3	6545.0	0.5	21809	0.1	74.5	0.1
Section H	5.68	0.2	6900.0	2.0	17130	0.4	66.8	0.1
Section I	11.81	0.4	17425.6	0.5	24749	0.1	110.8	0.1
Section J	17.38	1.2	22826.5	1.4	41212	0.2	80.9	0.3
Section K	8.67	0.3	9462.6	0.4	31020	0.1	80.7	0.1
Section L	18.81	0.8	8171.0	0.5	24292	0.0	62.5	0.4

Section M	14.77	0.5	8732.3	0.3	24155	0.0	62.9	0.2
Section N	14.07	0.5	10858.4	0.5	23180	0.2	73.5	0.2
Section O	11.30	1.8	7388.1	0.5	24807	0.2	67.5	0.2
	Female Part-time							
	Hourly Earnings		Monthly Earnings		Annual Earnings*		Monthly Hours	
	Mean	CV %	Mean	CV %	Mean	CV %	Mean	CV %
Section C	8.94	2.3	848.3	2.8	10233	2.8	85.8	1.1
Section D	7.70	0.2	701.9	0.2	8666	0.2	90.3	0.1
Section E	8.18	0.4	793.0	0.5	9792	0.5	96.9	0.2
Section F	8.11	0.3	698.3	0.3	8837	0.4	85.0	0.2
Section G	5.76	0.1	454.7	0.1	5945	0.1	79.2	0.0
Section H	5.20	0.1	367.1	0.1	4621	0.1	71.8	0.1
Section I	10.31	0.2	1022.9	0.2	12947	0.2	98.0	0.1
Section J	9.79	0.1	881.6	0.2	11192	0.2	88.3	0.1
Section K	7.79	0.1	644.0	0.1	8428	0.2	80.9	0.1
Section L	8.44	0.1	759.7	0.1	9289	0.2	90.1	0.1
Section M	8.64	0.1	607.5	0.1	7091	0.1	74.4	0.0
Section N	8.86	0.1	776.3	0.1	9506	0.1	90.6	0.0
Section O	7.05	0.2	521.8	0.2	6540	0.2	75.7	0.1
	All Part-time							
	Hourly Earnings		Monthly Earnings		Annual Earnings*		Monthly Hours	
	Mean	CV %	Mean	CV %	Mean	CV %	Mean	CV %
Section C	8.94	2.3	848.3	2.8	10233	2.8	85.8	1.1
Section D	8.36	0.2	762.2	0.2	9551	0.2	91.4	0.1
Section E	8.18	0.4	782.6	0.5	14704	2.6	95.7	0.2
Section F	15.18	1.7	914.8	0.7	10046	0.3	86.9	0.2
Section G	5.93	0.1	456.0	0.1	6061	0.1	78.2	0.0

Section H	5.36	0.1	368.2	0.1	5245	0.7	70.2	0.1
Section I	10.99	0.2	1157.2	0.3	14885	0.3	103.7	0.1
Section J	10.32	0.2	913.5	0.2	11837	0.2	87.7	0.1
Section K	8.00	0.1	651.4	0.1	8647	0.1	80.8	0.1
Section L	10.21	0.3	741.1	0.1	9112	0.2	85.4	0.1
Section M	9.34	0.1	619.8	0.1	7268	0.1	73.1	0.0
Section N	9.25	0.1	780.3	0.1	9603	0.1	89.4	0.0
Section O	8.24	0.7	547.8	0.4	6754	0.2	73.4	0.1
* Annual earnings relates to only those employees employed for the full 52 weeks.								

ISCO-88 Major Group								
Male Full-time								
	Hourly Earnings		Monthly Earnings		Annual Earnings*		Monthly Hours	
	Mean	CV %	Mean	CV %	Mean	CV %	Mean	CV %
Group 1	20.86	0.1	3449.2	0.1	46258	0.1	169.7	0.0
Group 2	18.48	0.0	2940.1	0.0	35769	0.1	161.2	0.0
Group 3	14.59	0.1	2402.3	0.1	30562	0.2	167.0	0.0
Group 4	9.76	0.1	1599.9	0.1	19575	0.1	165.4	0.0
Group 5	9.83	0.1	1721.4	0.1	21890	0.2	175.8	0.0
Group 6	7.37	0.1	1294.9	0.1	15496	0.1	175.4	0.0
Group 7	9.68	0.0	1784.2	0.0	21418	0.0	184.8	0.0
Group 8	8.55	0.0	1646.1	0.0	19830	0.0	194.5	0.0
Group 9	7.69	0.1	1428.2	0.1	17363	0.1	186.4	0.0
Female Full-time								
	Hourly Earnings		Monthly Earnings		Annual Earnings*		Monthly Hours	
	Mean	CV %	Mean	CV %	Mean	CV %	Mean	CV %

Group 1	15.06	0.1	2430.6	0.1	30094	0.1	163.6	0.0
Group 2	16.66	0.0	2455.2	0.0	29243	0.0	149.5	0.0
Group 3	11.92	0.0	1923.0	0.0	24486	0.4	162.1	0.0
Group 4	8.53	0.0	1361.6	0.0	16541	0.0	160.2	0.0
Group 5	6.88	0.0	1135.6	0.0	13423	0.1	165.5	0.0
Group 6	6.91	0.3	1144.5	0.3	14102	0.3	168.1	0.1
Group 7	8.05	0.1	1344.6	0.1	15662	0.1	168.4	0.0
Group 8	6.80	0.1	1181.5	0.1	13983	0.1	173.5	0.0
Group 9	6.71	0.1	1142.4	0.1	13609	0.1	170.2	0.0
	All Full-time							
	Hourly Earnings		Monthly Earnings		Annual Earnings*		Monthly Hours	
	Mean	CV %	Mean	CV %	Mean	CV %	Mean	CV %
Group 1	19.10	0.0	3140.6	0.0	41438	0.1	167.8	0.0
Group 2	17.75	0.0	2746.2	0.0	33233	0.0	156.5	0.0
Group 3	13.39	0.1	2186.3	0.1	27870	0.2	164.8	0.0
Group 4	8.87	0.0	1427.0	0.0	17349	0.0	161.6	0.0
Group 5	8.10	0.0	1377.5	0.0	16930	0.1	169.7	0.0
Group 6	7.32	0.1	1276.5	0.1	15329	0.1	174.5	0.0
Group 7	9.59	0.0	1759.6	0.0	21093	0.0	183.8	0.0
Group 8	8.29	0.0	1576.9	0.0	18952	0.0	191.4	0.0
Group 9	7.45	0.1	1358.6	0.0	16459	0.1	182.4	0.0
	Male Part-time							
	Hourly Earnings		Monthly Earnings		Annual Earnings*		Monthly Hours	
	Mean	CV %	Mean	CV %	Mean	CV %	Mean	CV %
Group 1	24.40	1.2	1556.6	0.7	20832	0.6	82.3	0.2
Group 2	21.36	0.3	1126.4	0.3	14162	0.4	60.4	0.2
Group 3	16.96	0.9	1140.1	0.5	15253	0.5	73.4	0.2

Group 4	7.34	0.3	545.1	0.3	9167	1.9	77.0	0.1
Group 5	7.00	0.2	442.0	0.1	6118	0.2	72.2	0.1
Group 6	6.24	0.5	457.6	0.9	5168	1.2	73.4	0.7
Group 7	10.66	0.5	886.0	0.4	10993	0.4	96.0	0.2
Group 8	7.17	0.4	629.3	0.3	7974	0.3	91.9	0.2
Group 9	7.02	0.7	502.5	0.2	6444	0.1	78.9	0.1
	Female Part-time							
	Hourly Earnings		Monthly Earnings		Annual Earnings*		Monthly Hours	
	Mean	CV %	Mean	CV %	Mean	CV %	Mean	CV %
Group 1	13.02	0.2	1259.0	0.2	16179	0.2	96.8	0.1
Group 2	17.01	0.1	1107.0	0.1	13239	0.1	68.8	0.1
Group 3	11.18	0.1	955.9	0.1	11832	0.1	87.8	0.1
Group 4	7.64	0.1	674.2	0.1	8395	0.1	89.4	0.0
Group 5	6.05	0.0	477.1	0.0	5954	0.1	79.0	0.0
Group 6	7.49	0.8	626.4	0.8	7023	0.9	90.3	0.5
Group 7	7.24	0.6	654.7	0.7	7160	0.3	88.1	0.2
Group 8	6.16	0.2	563.7	0.2	6978	0.2	94.7	0.1
Group 9	5.55	0.0	407.3	0.1	4988	0.1	73.6	0.1
	All Part-time							
	Hourly Earnings		Monthly Earnings		Annual Earnings*		Monthly Hours	
	Mean	CV %	Mean	CV %	Mean	CV %	Mean	CV %
Group 1	16.15	0.5	1340.9	0.3	17486	0.3	92.8	0.1
Group 2	18.17	0.1	1112.2	0.1	13485	0.1	66.6	0.1
Group 3	11.99	0.2	981.6	0.1	12270	0.1	85.8	0.1
Group 4	7.61	0.1	663.4	0.1	8446	0.2	88.3	0.0
Group 5	6.20	0.1	471.6	0.0	5975	0.1	78.0	0.0
Group 6	6.67	0.4	516.1	0.7	5835	0.8	79.3	0.5

Group 7	9.16	0.4	784.5	0.4	9223	0.3	92.6	0.2
Group 8	6.65	0.2	595.4	0.2	7416	0.2	93.3	0.1
Group 9	5.95	0.2	433.0	0.1	5325	0.1	75.1	0.0
* Annual earnings relates to only those employees employed for the full 52 weeks.								

Age Band								
Male Full-time								
	Hourly Earnings		Monthly Earnings		Annual Earnings*		Monthly Hours	
	Mean	CV %	Mean	CV %	Mean	CV %	Mean	CV %
15-24 year olds	7.30	0.1	1274.2	0.1	15178	0.1	176.3	0.0
25-54 year olds	14.20	0.0	2411.5	0.0	30496	0.0	175.5	0.0
55-64 year olds	12.68	0.1	2183.9	0.1	26889	0.1	178.4	0.0
65 years +	11.95	0.6	2078.6	0.6	25810	0.8	178.4	0.1
Female Full-time								
	Hourly Earnings		Monthly Earnings		Annual Earnings*		Monthly Hours	
	Mean	CV %	Mean	CV %	Mean	CV %	Mean	CV %
15-24 year olds	7.15	0.1	1165.9	0.0	13593	0.1	164.6	0.0
25-54 year olds	11.44	0.0	1812.0	0.0	22008	0.1	161.0	0.0
55-64 year olds	10.14	0.1	1598.7	0.1	19107	0.1	160.4	0.0
65 years +	8.35	0.5	1370.2	0.5	15707	0.5	167.2	0.2
All Full-time								
	Hourly Earnings		Monthly Earnings		Annual Earnings*		Monthly Hours	
	Mean	CV %	Mean	CV %	Mean	CV %	Mean	CV %
15-24 year olds	7.23	0.0	1225.8	0.0	14480	0.1	171.0	0.0
25-54 year olds	13.15	0.0	2183.3	0.0	27297	0.0	170.0	0.0

55-64 year olds	11.86	0.1	1996.1	0.1	24366	0.1	172.6	0.0
65 years +	11.06	0.5	1902.9	0.5	23268	0.7	175.6	0.1
Male Part-time								
	Hourly Earnings		Monthly Earnings		Annual Earnings*		Monthly Hours	
	Mean	CV %	Mean	CV %	Mean	CV %	Mean	CV %
15-24 year olds	6.53	0.5	389.6	0.2	4952	0.1	67.7	0.1
25-54 year olds	13.73	0.4	935.8	0.2	12644	0.3	83.4	0.1
55-64 year olds	12.02	0.3	812.5	0.2	10588	0.3	81.5	0.1
65 years +	9.30	0.4	582.5	0.4	7404	0.4	69.8	0.2
Female Part-time								
	Hourly Earnings		Monthly Earnings		Annual Earnings*		Monthly Hours	
	Mean	CV %	Mean	CV %	Mean	CV %	Mean	CV %
15-24 year olds	5.59	0.1	362.4	0.1	4735	0.1	66.5	0.1
25-54 year olds	8.28	0.0	691.6	0.0	8442	0.1	85.2	0.0
55-64 year olds	7.54	0.1	592.7	0.1	7261	0.1	81.8	0.1
65 years +	7.21	0.3	419.9	0.3	4819	0.4	61.8	0.2
All Part-time								
	Hourly Earnings		Monthly Earnings		Annual Earnings*		Monthly Hours	
	Mean	CV %	Mean	CV %	Mean	CV %	Mean	CV %
15-24 year olds	5.95	0.2	372.8	0.1	4816	0.1	67.0	0.0
25-54 year olds	8.88	0.1	718.4	0.0	8867	0.1	85.0	0.0
55-64 year olds	8.41	0.1	635.4	0.1	7868	0.1	81.8	0.0
65 years +	8.16	0.2	494.2	0.2	5976	0.3	65.4	0.1
* Annual earnings relates to only those employees employed for the full 52 weeks.								

ISCED level								
	Male Full-time							
	Hourly Earnings		Monthly Earnings		Annual Earnings*		Monthly Hours	
	Mean	CV %	Mean	CV %	Mean	CV %	Mean	CV %
ISCED 0 and 1	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
ISCED 2	10.58	0.0	1858.3	0.0	23870	0.1	180.3	0.0
ISCED 3	11.08	0.0	1952.5	0.0	24778	0.1	180.0	0.0
ISCED 4	10.22	0.1	1807.8	0.1	22225	0.1	179.5	0.0
ISCED 5B	15.38	0.1	2578.4	0.1	32765	0.1	172.3	0.0
ISCED 5A	18.64	0.1	3050.8	0.1	38283	0.1	167.4	0.0
ISCED 6	20.20	0.1	3226.1	0.1	41045	0.2	162.4	0.0
	Female Full-time							
	Hourly Earnings		Monthly Earnings		Annual Earnings*		Monthly Hours	
	Mean	CV %	Mean	CV %	Mean	CV %	Mean	CV %
ISCED 0 and 1	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
ISCED 2	8.52	0.0	1381.1	0.0	16778	0.0	163.4	0.0
ISCED 3	8.79	0.0	1428.4	0.0	17434	0.1	164.0	0.0
ISCED 4	8.37	0.1	1356.0	0.1	16275	0.1	163.7	0.0
ISCED 5B	11.92	0.1	1870.4	0.1	23776	0.4	159.6	0.0
ISCED 5A	14.24	0.1	2222.9	0.1	26973	0.1	158.7	0.0
ISCED 6	16.68	0.1	2539.1	0.1	30064	0.1	154.2	0.0
	All Full-time							
	Hourly Earnings		Monthly Earnings		Annual Earnings*		Monthly Hours	
	Mean	CV %	Mean	CV %	Mean	CV %	Mean	CV %
ISCED 0 and 1	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
ISCED 2	9.67	0.0	1648.7	0.0	20758	0.1	172.9	0.0

ISCED 3	10.45	0.0	1809.2	0.0	22829	0.1	175.7	0.0
ISCED 4	9.34	0.1	1593.8	0.1	19474	0.1	172.0	0.0
ISCED 5B	13.76	0.1	2246.7	0.1	28616	0.2	166.3	0.0
ISCED 5A	16.91	0.1	2724.9	0.1	33919	0.1	164.0	0.0
ISCED 6	18.77	0.1	2947.5	0.1	36678	0.1	159.1	0.0
	Male Part-time							
	Hourly Earnings		Monthly Earnings		Annual Earnings*		Monthly Hours	
	Mean	CV %	Mean	CV %	Mean	CV %	Mean	CV %
ISCED 0 and 1	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
ISCED 2	6.88	0.2	501.3	0.2	7023	0.2	74.2	0.1
ISCED 3	8.11	0.4	581.3	0.2	8296	0.4	78.6	0.1
ISCED 4	12.66	2.0	724.3	0.8	9029	0.8	81.5	0.2
ISCED 5B	12.86	0.5	862.4	0.4	12005	0.6	79.2	0.2
ISCED 5A	17.16	0.3	946.4	0.3	12469	0.4	67.9	0.2
ISCED 6	24.86	1.0	1404.3	0.6	18056	0.8	69.4	0.3
	Female Part-time							
	Hourly Earnings		Monthly Earnings		Annual Earnings*		Monthly Hours	
	Mean	CV %	Mean	CV %	Mean	CV %	Mean	CV %
ISCED 0 and 1	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
ISCED 2	6.53	0.0	519.0	0.0	6544	0.1	79.7	0.0
ISCED 3	6.84	0.1	546.1	0.1	6995	0.1	80.2	0.0
ISCED 4	7.26	0.1	612.0	0.1	7561	0.1	85.3	0.1
ISCED 5B	10.34	0.1	840.9	0.1	10230	0.1	86.1	0.1
ISCED 5A	12.24	0.1	1032.0	0.1	12254	0.1	87.6	0.1
ISCED 6	15.39	0.2	1097.2	0.2	13182	0.2	74.4	0.1
	All Part-time							

	Hourly Earnings		Monthly Earnings		Annual Earnings*		Monthly Hours	
	Mean	CV %	Mean	CV %	Mean	CV %	Mean	CV %
ISCED 0 and 1	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
ISCED 2	6.58	0.0	516.7	0.0	6593	0.1	79.0	0.0
ISCED 3	7.17	0.1	555.2	0.1	7299	0.1	79.8	0.0
ISCED 4	8.10	0.5	629.6	0.2	7760	0.2	84.7	0.1
ISCED 5B	10.65	0.1	843.5	0.1	10428	0.1	85.3	0.1
ISCED 5A	13.58	0.1	1008.8	0.1	12309	0.1	82.3	0.1
ISCED 6	18.13	0.4	1186.0	0.2	14566	0.3	73.0	0.1
* Annual earnings relates to only those employees employed for the full 52 weeks.								

2.1.2 Non-probability sampling

2.2 Non-sampling errors

2.2.1 Coverage errors

The data for the UK Structural Statistics on Earnings is taken from the 2003 Annual Survey of Hours and Earnings. This survey is based on a 1% sample of employees from the UK PAYE (Pay As You Earn) tax register, based on selecting all employees whose National Insurance number ends with a specific pair of digits.

The use of this sampling frame results in two specific areas of under coverage. First, there are employees who are not on the PAYE register. These are generally employees working in small businesses, paid cash-in-hand. Second, because the tax register extract used for selection relates to January, but the survey reference date relates to April, people who start new jobs between January and April will be missed. Generally these people are likely to be at the lower end of the earnings scales for their occupations, having just started their jobs.

For the 2004 Annual Survey of Hours and Earnings new supplementary surveys were introduced to address these two areas of under coverage. Results were produced on the basis of including and excluding the supplementary surveys to assess the overall impact of the under coverage. These results show, as expected that the under coverage results in a small overestimation of the pay levels.

All Full-time Employees – 2004 Annual Survey of Hours and Earnings				
	Excluding supplementary surveys		Including supplementary surveys	
	Mean	Median	Mean	Median
Gross weekly pay (£)	506.9	423.0	504.9	422.1

The Annual Survey of Hours and Earnings also selects people outside of the scope of the Structural Statistics on Earnings regulations, but these have been removed from the dataset for SES purposes.

The data collected for the survey was initially coded for occupation using the UK Standard Occupational Classification 2000. This data was later recoded to an ISCO-88 basis using a recoding matrix. This approach would not give the same answer for occupational coding as would have been achieved if the initial classification was based on ISCO-88 coding.

2.2.2 Measurement errors

The Annual Survey of Hours and Earnings employs a range of validation checks to identify potential errors in the collected data. The system employed in the UK is based on selective editing. This system ranks all potential errors based on the level of impact that the form would have on aggregate statistics for key variables, if that data item was found to be in error. The data with the highest selective editing scores, i.e. with the highest potential impact on aggregate statistics, is queried with the respondent.

A selective editing approach to data editing does not seek to achieve accuracy throughout the dataset at microdata level, because it does not flag data that is clearly in error, but would have little impact on aggregate statistics. Instead it allows resources to be focused on the cases that really matter.

2.2.3 Processing errors

As 2.2.2 Measurement errors

2.2.4 Non-response errors

For the Annual Survey of Hours and Earnings, the unit considered for response purposes is the individual employee, therefore response rates are expressed in terms of employee records.

	Questionnaires	%
Despatched	242,852	100.0
Received	206,188	84.9
Valid for ASHE (excluding exemptions etc)	161,637	66.6
Valid for SES (excluding loss of pay, NACE section A, B etc)	146,449	60.3
Excludes Northern Ireland data		

Item non-response for SES is dealt with differently for variables relating to hours and pay than other variables.

For hours and pay variables imputation is done for the full Annual Survey of Hours and Earnings from which SES is derived. The imputation used is donor imputation performed by the BANFF imputation tool written in SAS. Imputation classes are defined with relationship to occupation, region, sex, adult rate marker and age band to define donor sets. Donors are then selected from another record within the appropriate donor set with similar responses for other pay and hours variables.

Level of item non-response for key pay and hours variables (for ASHE)					
Variable	Component* of Gross Pay		Component* of Total Hours		AGP
	Basic pay	Overtime pay	Basic hours	Overtime hours	
% non-response	1.8	0.6	2.2	1.1	0.9

*Cases will occur where either or both components are imputed

Other variables, e.g. classification variables, have not been imputed for within the Annual Survey of Hours and Earnings. These variables have however been imputed within SES. These variables have been imputed by calculating frequencies of responses within the dataset from groups of data with similar relevant properties, then imputing from these frequencies based on the location of a random number within the frequency distribution.

For the highest level of educational attainment, this variable is not actually collected within the Annual Survey of Hours and Earnings. The values for this variable have been entirely imputed based on frequencies of responses to the Labour Force Survey for groups of data with similar relevant properties, then imputing from these frequencies based on the location of a random number within a frequency distribution.

2.2.5 Model assumption errors

The Annual Survey of Hours and Earnings is not selected via the two stage sampling method suggested in the SES Arrangements for Implementation. Instead it samples employees directly from the UK tax records. All employees with National Insurance Numbers ending in a particular pair of digits are selected and forms sent to their employers to obtain the survey data. This method allows a 1% random sample of all employees to be selected, across businesses in all industries and all sizes.

Investigations have shown that not all respondents are equally likely to reply to the survey. For example, respondents in higher earning occupations are less likely to respond than those for lower earning occupations. Therefore a weighting system is used which takes account of the factors that have been shown to most govern the likelihood of response and relative earning levels. This weighting system uses 108 weighting classes based on occupation (9 classes), age (3 classes), gender (2 classes) and geographic location (2 classes). Responses within these classes are weighted to population totals taken from the Labour Force Survey, which in turn is benchmarked against the Census.

The reference month used for the Annual Survey of Hours and Earnings that the SES 2002 is based on is April 2003. The Annual Survey of Hours and Earnings and its predecessor the New Earnings Survey have been conducted in April of each year since

1975. The April 2003 survey was chosen, rather than April 2002, since both are 6 months removed from the suggested date of October 2002, but data collected for the tax year ending in April 2003 would result in annual data with 9 months of coverage relating to 2002.

Data reported for SES 2002 relate to April 2003 and the tax year ending in April 2003. No adjustment is made to relate this data to the calendar year for 2002.

3. Timeliness and punctuality

Timetable for 2003 Annual Survey of Hours and Earnings	
Main Despatch	8 April 2003
Survey Reference Date (for the pay period including)	9 April 2003
Despatch of Reminder	21 May 2003
End of Collection/Validation phase	19 August 2003
First Release of 2003 Results	16 October 2003
Publication of 2003 Results Reworked with Weighting (similar to SES version of results)	15 October 2004

4. Accesibility and clarity

Full results of the Annual Survey of Hours and Earnings are published on the Office for National Statistics website (<http://www.statistics.gov.uk/StatBase/Product.asp?vlnk=13101>). These results are not wholly consistent with the SES data, since the requirements of the regulation differ from the normal survey practices.

This link also provides access to a range of methodological articles relating to the survey.

5. Comparability

5.1 Geographical comparability

Geographic information in the form of postcodes are collected as part of the survey collection. These postcodes are used to aggregate to higher level geographic information, including NUTS geography levels.

5.2 Comparability over time

The most significant changes to the collection of classification information since the last SES survey have been the movement of collection of variables relating to the Length of service, Type of contract and Number of paid annual holidays from the Labour Force Survey to the Annual Survey of Hours and Earnings. This means that the reported data for these variables are the data that has been collected for those respondents rather than imputed from another source. Highest level of educational attainment, however, continues to be imputed based on Labour Force Survey frequencies.

The other significant change has been a revision to the UK Standard Occupational Classification. For both this and the last SES the ISCO-88 codes have been recoded from the UK's own classifications, but this survey was originally coded to a different UK classification system than the previous SES.

6. Coherence

6.1 Coherence with the structure employees in the labour force survey for the same reference period

		Structure of Earnings Survey									Labour Force Survey								
		Male FT				Female FT				Total	Male FT				Female FT				Total
NACE		15-24	25-54	55-64	65+	15-24	25-54	55-64	65+	Total	15-24	25-54	55-64	65+	15-24	25-54	55-64	65+	Total
C		0.01	0.19	0.03	0.00	0.00	0.03	0.00	0.00	0.27	0.19	0.25	0.01	0.02	0.02	0.02	0.00	0.00	0.50
D		1.31	11.45	2.08	0.05	0.41	3.06	0.42	0.01	18.80	5.87	7.81	0.06	0.82	1.62	2.12	0.13	0.33	18.76
E		0.04	0.48	0.05	0.00	0.03	0.14	0.01	0.00	0.76	0.27	0.35	0.00	0.04	0.09	0.12	0.00	0.02	0.90
F		0.78	3.02	0.56	0.03	0.06	0.35	0.05	0.00	4.86	2.17	3.13	0.01	0.55	0.20	0.28	0.04	0.06	6.44
G		1.32	6.22	0.99	0.06	0.91	3.31	0.41	0.02	13.23	2.84	3.97	0.11	1.43	1.65	2.32	0.45	1.54	14.32
H		0.43	0.85	0.10	0.01	0.41	0.70	0.11	0.01	2.61	0.50	0.77	0.02	0.57	0.41	0.69	0.10	0.67	3.73
I		0.44	4.53	0.79	0.02	0.29	1.23	0.08	0.00	7.39	2.54	3.28	0.04	0.31	0.64	0.86	0.05	0.21	7.92

	J	0.40	2.52	0.14	0.00	0.55	2.15	0.11	0.00	5.89	1.23	1.51	0.02	0.22	0.91	1.23	0.04	0.30	5.47	
	K	1.06	6.79	0.94	0.08	0.81	3.82	0.37	0.02	13.89	2.64	3.42	0.08	0.45	1.51	2.03	0.19	0.43	10.74	
	L	0.25	3.37	0.43	0.00	0.28	2.16	0.28	0.00	6.77	2.05	2.55	0.04	0.22	1.45	1.83	0.13	0.22	8.48	
	M	0.29	4.24	0.86	0.02	0.58	5.76	0.89	0.01	12.64	1.09	1.41	0.09	0.10	2.09	2.49	0.37	0.24	7.87	
	N	0.15	2.03	0.35	0.01	0.76	5.26	0.75	0.02	9.32	1.08	1.38	0.06	0.13	2.80	3.68	0.53	0.61	10.26	
	O	0.25	1.47	0.30	0.02	0.34	1.03	0.13	0.01	3.57	0.93	1.28	0.05	0.32	0.60	0.88	0.14	0.42	4.62	
	All	6.75	47.16	7.63	0.31	5.45	29.00	3.61	0.10	100.0	23.39	31.11	0.58	5.18	13.98	18.56	2.15	5.05	100.0	
ISCED		Male FT				Female FT				Total	Male FT				Female FT				Total	
		15-24	25-54	55-64	65+	15-24	25-54	55-64	65+		15-24	25-54	55-64	65+	15-24	25-54	55-64	65+		
	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	1	2.60	10.59	1.92	0.09	1.93	8.70	1.23	0.04	27.10	4.93	6.74	0.10	2.05	4.22	5.62	0.57	1.80	26.02	
	2	2.69	17.36	2.93	0.12	1.78	6.08	0.80	0.03	31.79	8.44	11.48	0.18	2.16	2.77	4.12	0.31	2.21	31.66	
	3	0.39	2.03	0.36	0.02	0.55	1.74	0.23	0.00	5.33	0.83	1.33	0.01	0.52	0.86	1.33	0.04	0.57	5.48	
	4	0.44	4.91	0.70	0.03	0.49	4.38	0.49	0.02	11.46	2.52	3.15	0.06	0.26	2.18	2.63	0.28	0.29	11.35	
	5	0.47	8.41	1.15	0.03	0.53	5.44	0.56	0.01	16.59	4.63	5.43	0.10	0.45	2.88	3.58	0.08	0.62	17.77	
6	0.14	3.87	0.57	0.01	0.17	2.66	0.30	0.00	7.73	2.06	2.40	0.07	0.10	1.41	1.55	0.07	0.06	7.72		
	All	6.75	47.16	7.63	0.31	5.45	29.00	3.61	0.10	100.0	23.40	30.51	0.52	5.54	14.32	18.82	1.35	5.55	100.0	
ISCO-88		Male FT				Female FT				Total	Male FT				Female FT				Total	
		15-24	25-54	55-64	65+	15-24	25-54	55-64	65+		15-24	25-54	55-64	65+	15-24	25-54	55-64	65+		
	1	0.34	10.18	1.41	0.08	0.30	4.46	0.44	0.02	17.24	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
	2	0.46	7.23	0.97	0.02	0.41	4.87	0.50	0.01	14.47	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
	3	0.66	5.58	0.73	0.02	0.70	4.63	0.38	0.01	12.70	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
	4	0.87	2.68	0.39	0.02	1.82	7.50	1.13	0.02	14.44	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
	5	0.92	3.32	0.28	0.02	1.51	4.32	0.60	0.03	10.99	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
	6	0.05	0.32	0.08	0.00	0.01	0.05	0.00	0.00	0.52	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
	7	1.49	7.10	1.16	0.03	0.08	0.44	0.07	0.00	10.35	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
	8	0.59	5.68	1.33	0.05	0.12	1.04	0.18	0.01	8.99	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
9	1.36	5.07	1.28	0.07	0.49	1.70	0.30	0.01	10.29	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a		
	All	6.75	47.16	7.63	0.31	5.45	29.00	3.61	0.10	100.0	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a		

		Structure of Earnings Survey									Labour Force Survey								
		Male PT				Female PT				Total	Male PT				Female PT				Total
		15-24	25-54	55-64	65+	15-24	25-54	55-64	65+		15-24	25-54	55-64	65+	15-24	25-54	55-64	65+	
NACE	C	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.01	0.05	0.00	0.00	0.02	0.00	0.00	0.02	0.02	0.11
	D	0.17	0.39	0.19	0.19	0.21	2.13	0.50	0.13	3.92	2.10	0.15	0.20	0.59	0.76	0.17	1.29	1.80	7.05
	E	0.01	0.01	0.00	0.00	0.01	0.10	0.01	0.00	0.15	0.09	0.01	0.00	0.04	0.06	0.00	0.05	0.06	0.30
	F	0.07	0.17	0.05	0.03	0.03	0.47	0.16	0.01	1.01	1.45	0.15	0.07	0.18	0.13	0.10	0.41	0.54	3.01
	G	3.16	0.87	0.45	0.27	5.26	9.01	2.09	0.27	21.37	2.08	0.20	0.48	2.83	1.45	0.32	5.12	9.35	21.83
	H	1.95	0.54	0.06	0.08	2.51	2.27	0.44	0.12	7.97	0.70	0.15	0.27	1.29	0.75	0.28	1.34	2.83	7.61
	I	0.09	0.86	0.21	0.08	0.16	1.22	0.13	0.02	2.77	0.75	0.14	0.25	0.53	0.43	0.04	0.75	1.04	3.92
	J	0.08	0.07	0.05	0.02	0.26	2.36	0.22	0.01	3.06	0.55	0.03	0.04	0.16	0.70	0.03	1.13	1.34	3.98
	K	1.03	1.05	0.46	0.26	1.28	5.83	1.21	0.29	11.41	1.03	0.28	0.35	0.84	0.92	0.38	2.14	2.89	8.83
	L	0.07	0.32	0.13	0.03	0.15	2.15	0.37	0.03	3.26	0.54	0.25	0.15	0.39	0.52	0.19	1.57	2.01	5.62

M	0.39	1.38	0.67	0.20	1.04	15.91	3.21	0.31	23.10	0.16	0.19	0.35	0.71	0.43	0.70	4.62	5.85	13.02	
N	0.18	0.76	0.26	0.10	1.03	12.24	2.58	0.35	17.49	0.27	0.23	0.27	0.52	1.20	0.78	6.28	8.33	17.87	
O	0.51	0.43	0.19	0.13	0.64	2.08	0.41	0.10	4.49	0.48	0.44	0.27	0.89	0.70	0.40	1.37	2.30	6.84	
All	7.71	6.88	2.73	1.39	12.56	55.79	11.31	1.65	100.0	10.25	2.20	2.70	8.98	8.06	3.38	26.07	38.35	100.0	
ISCED		Male PT				Female PT				Total	Male PT				Female PT				Total
		15-24	25-54	55-64	65+	15-24	25-54	55-64	65+		15-24	25-54	55-64	65+	15-24	25-54	55-64	65+	
	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	1	3.60	1.28	0.55	0.28	5.89	25.06	5.57	0.80	43.04	4.04	0.42	0.52	2.68	2.57	1.26	11.27	15.54	38.30
	2	3.28	2.66	1.03	0.64	5.16	13.43	2.73	0.43	29.36	4.13	0.73	0.73	3.55	3.28	0.61	5.96	9.98	28.99
	3	0.32	0.39	0.13	0.09	0.87	3.43	0.66	0.10	6.00	1.23	0.04	0.06	0.34	1.14	0.22	1.14	1.74	5.92
	4	0.22	0.63	0.27	0.12	0.41	6.97	1.23	0.16	10.01	0.63	0.32	0.26	0.61	0.63	0.58	3.57	4.63	11.22
5	0.23	1.44	0.48	0.19	0.19	5.14	0.82	0.12	8.59	1.14	0.47	0.46	0.96	1.55	0.57	2.83	3.32	11.30	
6	0.06	0.48	0.27	0.06	0.04	1.76	0.30	0.04	3.00	0.24	0.38	0.39	0.56	0.16	0.35	1.01	1.19	4.28	
	7.71	6.88	2.73	1.39	12.56	55.79	11.31	1.65	100.0	11.40	2.36	2.43	8.71	9.33	3.58	25.79	36.40	100.0	
ISCO-88		Male PT				Female PT				Total	Male PT				Female PT				Total
		15-24	25-54	55-64	65+	15-24	25-54	55-64	65+		15-24	25-54	55-64	65+	15-24	25-54	55-64	65+	
	1	0.08	0.45	0.27	0.13	0.11	1.88	0.38	0.07	3.38	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	2	0.10	1.09	0.52	0.15	0.18	4.17	0.75	0.08	7.05	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	3	0.32	0.78	0.20	0.06	0.50	6.89	0.93	0.08	9.75	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	4	0.72	0.42	0.25	0.13	1.46	12.27	2.58	0.34	18.17	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	5	4.19	1.61	0.35	0.15	7.83	21.47	3.87	0.51	39.99	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	6	0.03	0.04	0.02	0.03	0.00	0.06	0.00	0.00	0.18	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	7	0.15	0.29	0.10	0.08	0.03	0.34	0.09	0.02	1.10	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	8	0.13	0.47	0.28	0.17	0.10	0.77	0.19	0.05	2.17	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
9	1.99	1.71	0.73	0.49	2.34	7.94	2.52	0.50	18.21	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
	7.71	6.88	2.73	1.39	12.56	55.79	11.31	1.65	100.0	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	

6.2 Coherence with absolute figures from the labour force survey data for the same reference period (optional)

6.3 Coherence with structural business statistics for the same year (optional)

6.4 Coherence with structural business statistics (optional)

6.5 Coherence with national accounts for the same year: national data (optional)

7. Completeness

Variable	Description	Optional	Source	Comments
1.1	Region (NUTS 1)		Collected on survey	Workplace postcode collected on survey and used to derive various levels of geographic classification.
1.2	Size of Enterprise		Business Register	Sample file from tax register, matched against business register to obtain business classification information.
1.3	Economic activity (NACE rev.1)		Business Register	
1.4	Form of economic and financial control		Business Register	
1.5	Collective pay agreement		Collected on survey	
1.6	Number of employees in local unit	Optional	n/a	
1.7	Principal market	Optional	n/a	
1.8	Size of the group of enterprises	Optional	n/a	
1.9	Country of residence of controlling entity	Optional	n/a	
2.1	Sex		Tax Register	Variable included on sample file from tax register
2.2	Age		Tax Register	
2.3	Occupation		Collected on survey	Coded on UK Standard Occupational Classification 2000 basis. Recoded to ISCO-88 via reclassification matrix.
2.4	Management/supervisory position	Optional	Collected on survey	
2.5	Highest completed level of education		Imputed from LFS	Not collected on survey. All values for this variable have been imputed from a frequency distribution taken from the Labour Force Survey, with classes defined in terms of payband, ageband, sex and occupation.
2.6	Length of service		Collected on survey	Derived from an employee start date collected on the survey.
2.7	Whether full-time or part-time		Collected on survey	Derived from normal basic hours collected on the survey.
2.8	Type of employment contract		Collected on survey	
2.9	Citizenship	Optional	n/a	
2.10	Covered by a government scheme	Optional	n/a	
2.11	Years of career break	Optional	n/a	
3.1	Total gross earnings for month		Collected on survey	
3.1.1	Earnings related to overtime		Collected on survey	
3.1.2	Special payments for shift work		Collected on survey	

Variable	Description	Optional	Source	Comments
3.2	Total gross annual earnings		Collected on survey	
3.2.1	Proportion of year for annual earnings		Collected on survey	Derived from an employee start date collected on the survey.
3.2.2	Total annual bonuses		Collected on survey	
3.2.2.1	Regular bonuses paid not in every period	Optional	n/a	
3.2.2.2	Annual bonuses based on productivity	Optional	n/a	
3.2.2.3	Annual premiums related to profit sharing	Optional	n/a	
3.3	Compulsory social contributions	Optional	n/a	
3.3.1	Compulsory social security	Optional	n/a	
3.3.2	Taxes	Optional	n/a	
3.4	Number of hours paid for month		Collected on survey	
3.4.1	Number of overtime hours paid		Collected on survey	
3.5	Annual days of absence		Collected on survey	
3.5.1	Annual days of holiday leave		Collected on survey	
3.5.2	Annual days of sick leave	Optional	n/a	
3.5.2.1	Annual days of sick leave paid by employer	Optional	n/a	
3.5.2.2	Annual days of sick leave not paid by employer	Optional	n/a	
3.5.3	Annual days of vocational training	Optional	n/a	
3.6	Annual estimation for payment in kind	Optional	n/a	
4.1	Grossing up factor for the local unit		Calculated	The sample unit for the survey was individual employee jobs. Grossing factors were calculated based on population totals of employee jobs within categories defined by occupation, ageband, region and gender, taken from the Labour Force Survey. Therefore there are only one set of weighting factors which weight from the employee jobs direct to population estimates. There is no intermediate stage of weighting to local unit.
4.2	Grossing up factor for the employee		Calculated	