

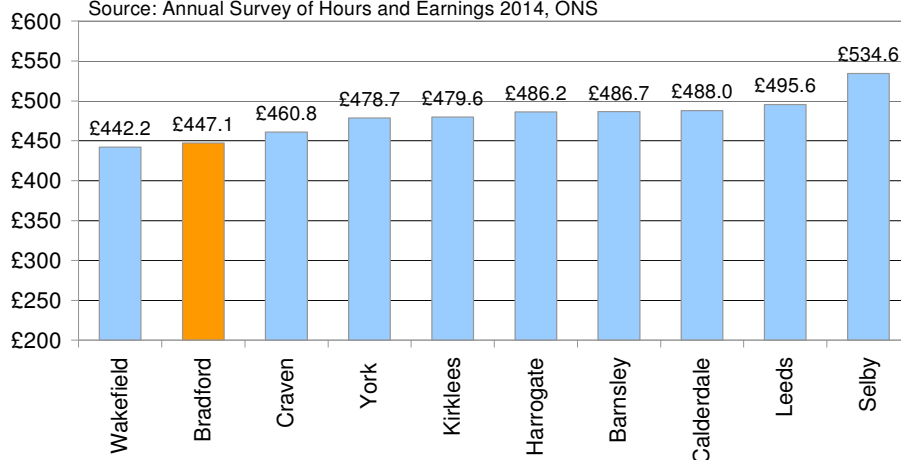
This note presents the latest earnings data available for employees in Bradford district at April 2014 released by the Office for National Statistics in the Annual Survey of Hours and Earnings (ASHE) on 19 November 2014. The survey results show that median weekly earnings in Bradford rose slowly over the year but remain relatively low compared to Yorkshire and Humber (Y&H) and UK average earnings.

### Key findings

- In April 2014 median full-time weekly earnings for employees resident in Bradford were £447.10.
- Bradford's earnings are lower than the Yorkshire & Humber median earnings (£479.00) and far lower than national median earnings (£518.00).
- Bradford has the second lowest earnings of all Leeds City Region (LCR) districts, behind Wakefield.

#### Median weekly full-time earnings of residents 2014

Source: Annual Survey of Hours and Earnings 2014, ONS



### Gender

- Weekly full-time earnings for women are less than male earnings – this is the case in Bradford and across the UK.
- The gender pay gap (the difference between men's and women's earnings as a percentage of men's earnings) is greater in Bradford than the UK. In Bradford, on average women's median full-time earnings are 80.7% of male median full-time earnings; the UK average is 82.8%.

#### Gross weekly earnings of men and women (residence based) 2014

Area	Men (£)	Women (£)	All (£)
Bradford	487.3	393.1	447.1
Yorkshire and Humber	517.7	417.7	479.0
UK	557.8	461.9	518.0

Source: Annual Survey of Hours and Earnings, 2013, 2014, ONS

### Low earners and high earners

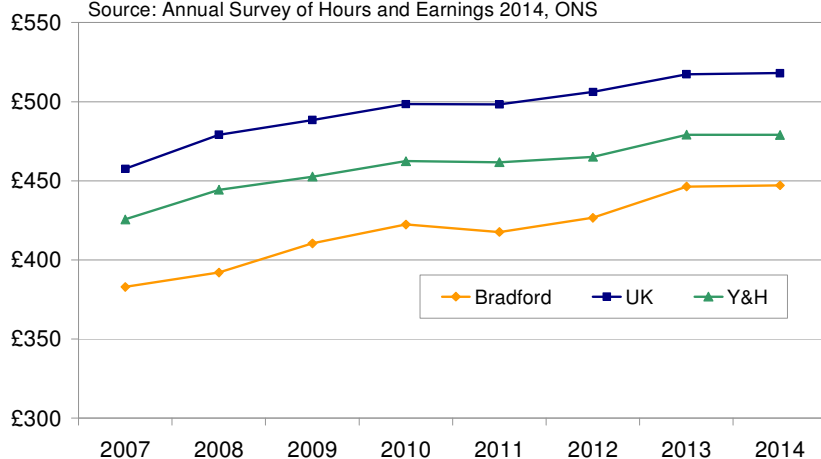
- In April 2014 the bottom 10% of full-time employees resident in Bradford earned less than £265 per week. Across the UK the lowest 10% earned less than £288 per week, therefore, low earnings are lower in Bradford than the UK average.
- At the other end of the distribution, the top 10% of full-time employees in Bradford earned more than £822.5 which was considerably lower than the UK average where the top 10% earned more than £1,024 per week. Since 1997 in the UK, earnings at the 90th percentile have remained consistently at around 3.5 times earnings at the 10th percentile.

## Trends

- Over the year to April 2014 full-time median weekly earnings rose by 60p per week, or 0.1%, - the same as the rate of increase seen nationally.
- Bradford's average earnings in 2014 are 86% of the national average – the same as in 2013. This is an improvement since 2008 when Bradford earnings were just 82% of national earnings.
- The chart below shows that the earnings gap between Bradford and the UK and Bradford and Yorkshire and Humber trends has reduced slightly over the longer term between 2007 and 2014.

### Median weekly full-time earnings of residents 2007 to 2014

Source: Annual Survey of Hours and Earnings 2014, ONS



### Gross weekly earnings of full-time employees

	2008 (£)	2013 (£)	2014 (£)	Change 2013 to 2014		Change 2008 to 2014	
				£	%	£	%
Bradford	392	446.5	447.1	0.6	0.1	55.1	14.1
Yorkshire and Humber	444.3	479.1	479.0	-0.1	0.0	34.7	7.8
UK	479.1	517.5	518.0	0.5	0.1	38.9	8.1

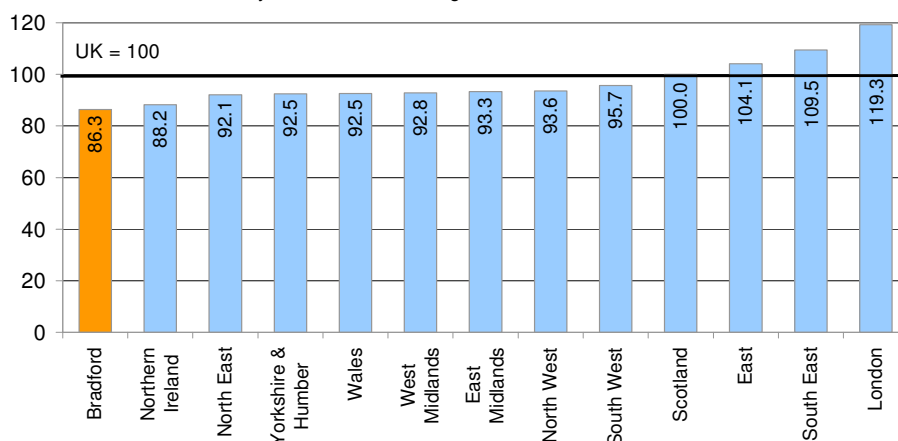
Source: Annual Survey of Hours and Earnings, 2008, 2013, 2014, ONS

## Earnings gaps in the regions

- Earnings in the South East, East and London exceed the UK national average earnings. In the case of London, weekly median full-time earnings at £617.80 are 19.3% of UK average earnings.
- Average earnings in Yorkshire and the Humber are significantly lower than UK average earnings and at £479.00 represent just 92.5% of UK average earnings.
- As can be seen in the chart below, Northern Ireland and the North East both have lower average earnings than Yorkshire and Humber and Bradford average earnings are below these levels.

### Median weekly full-time earnings in regions & Bradford as % of UK earnings

Source: Annual Survey of Hours and Earnings 2014, NOMIS



## Workplace-based earnings

- At £456.60, weekly median earnings for those employees working full-time in Bradford District are £9.50 higher than for residents. This difference between residence-based and workplace-based earnings reflects the lower skills and occupational profile of residents, with a significant proportion of higher level (and higher paid) jobs in the district taken by people who commute in from outside the district.
- Workplace-based earnings remain well below regional and national levels, but the gap is smaller than for residence-based earnings. Earnings for Bradford are 88% of the national average.
- Workplace-based weekly earnings fell by £4 per week or 0.9% between April 2013 and April 2014.

Workplace-based weekly median earnings for full-time workers				
Area	2013 (£)	2014 (£)	Change 2013 to 2014	
			£	%
Bradford	460.6	456.6	-4.0	-0.9
Yorkshire and Humber	479.1	479.1	0.0	0.0
United Kingdom	517.4	518.0	0.6	0.1

*Source: Annual Survey of Hours and Earnings, 2013 and 2014 ONS*

## The Living wage

- The living wage is an informal benchmark, not a legally enforceable minimum level of pay, like the national minimum wage. The national minimum wage is set by the business secretary each year on the advice of the Low Pay Commission. It is enforced by HM Revenue and Customs (HMRC). The living wage is currently calculated by the Centre for Research in Social Policy at Loughborough University, while the London living wage has been calculated by the GLA since 2005. The basic idea is that these are the minimum pay rates needed to let workers lead a decent life.
- The living wage is currently (2014) set at £9.15 an hour in London and £7.85 an hour in the rest of the UK. By comparison, the national minimum wage is significantly lower. Since October 2014, the national minimum wage has been £6.50 an hour for adults aged 21 and over and £5.13 for those aged 18 to 20 years.
- Data isn't available to show exactly how many employees in Bradford district earn less than the living wage but data from the Annual Survey of Hours and Earnings indicates the earnings levels of employees in ten bands.
- In April 2014 10% of full-time employees resident in Bradford earned less than £265 per week. At the other end of the distribution, the top 10% of full-time employees in Bradford earned more than £822.5.

## Data source:

<http://www.ons.gov.uk/ons/publications/re-reference-tables.html?edition=tcm%3A77-337425>

The Annual Survey of Hours and Earnings data used in this report can be found in Table 8 (Place of Residence by Local Authority) of the above website – this relates to employees resident in Bradford. Data for employees who work in the district can be found in Table 7 (Place of Work by Local Authority).

## Contact:

Mary Johnston  
Strategic Support, Office of the Chief Executive  
Phone: 01274 434035  
Email: [mary.johnston@bradford.gov.uk](mailto:mary.johnston@bradford.gov.uk)

For more information about the Bradford economy, visit  
[http://www.bradford.gov.uk/bmdc/business\\_and\\_industry/bradford\\_economy/economic\\_intelligence](http://www.bradford.gov.uk/bmdc/business_and_industry/bradford_economy/economic_intelligence)