

# The UK's low pay recovery

## **Introduction**

The Government frequently boasts about current employment levels, and we regularly hear complimentary references to the supposed strength of the labour market recovery. For example:

**‘Since this government took office, over one million new jobs have been created in the private sector.’<sup>1</sup>**

**‘These are difficult economic times, but thanks to the tough decisions we have taken, our economy is now healing’<sup>2</sup>**

But the TUC believes the Government tends to overstate the strength of the labour market. By focusing only on the headline level of employment and on the creation of the new private sector jobs the Government is presenting a misleading picture which does not accurately reflect our jobs market’s health.

The labour market has been more resilient compared to previous recessions and considering the depth of the 2008 recession, employment has held up relatively well (although as forthcoming TUC research will show,<sup>3</sup> the UK’s performance has been no better than average compared to our international competitors).

But despite rising employment levels there are still more people out of work than when the Government came to power.

While we are constantly reminded that employment levels are rising it is also important to remember that measuring labour market strength by the number of people in work, rather than by the employment rate, fails to take account of the impacts that rising state pension ages and population increases have had on the number of economically active adults. As the latest data show despite record levels of employment, the employment rate actually fell by 0.1 percentage points on the quarter. The employment rate of 71.5% is still 1.5 percentage points below pre-recession level; we still need around a million new jobs to get back to pre-recession levels.

In addition the composition of employment has changed since 2008. Between April –June 2010 to February – April 2013 there was a net employment increase of 781,000. But only 463,000 of these positions were employee roles, with the rest self-employed, unpaid family workers or on government schemes. Part-time work accounts for 29.7% of the increase and according to the Labour Force Survey the number of full time employees has only grown by 403,000 (52% of

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<sup>1</sup> [http://www.conservativepartyconference.org.uk/Speeches/2012\\_David\\_Cameron.aspx](http://www.conservativepartyconference.org.uk/Speeches/2012_David_Cameron.aspx)

<sup>2</sup> [http://www.conervatives.com/Policy/Where\\_we\\_stand/Economy.aspx](http://www.conervatives.com/Policy/Where_we_stand/Economy.aspx)

<sup>3</sup> Job Creation: Lessons from Abroad, Touchstone Extra.

total jobs growth). Employee jobs as a whole are below their pre-recession levels.

Youth unemployment levels still remain high at just under one million. Long term unemployment continues to increase. And in work poverty has been rising with over six million people in poverty who are in working households.<sup>4</sup>

Real wages have been falling; the March pay data shows that total pay (including bonuses) grew at an annual rate of just 0.6 per cent in March, well below inflation. Regular weekly earnings (excluding bonuses) grew at a rate of just 0.8 percent. TUC analysis<sup>5</sup> shows that we are now in our fourth year of falling real wages, something which hasn't happened since the 1870s. This is further evidence of the weakness of our labour market.

Underemployment is high, in addition to part-time workers seeking full-time jobs there is also an increasing number of people who would like to work additional hours in their current job (although they may not want to work full-time, and may not be in part-time employment). TUC analysis<sup>6</sup> has shown that the number under-employed has risen by around one million since the start of the recession, with 2.3 million people under-employed in early 2008 compared to 3.3 million today. The under-employment rate has risen from 8 per cent to 11 per cent nationally which means that more than one in ten workers in employment are now in this position.

#### **Summary of the current labour market**

- The employment rate is still 1.5% below its pre-recession level of 73%.
- There are more people out of work since the 2010 election. And underemployment continues to remain high.
- Youth unemployment levels remains stubbornly high at just under one million.
- We are now in our fourth year of falling real wages.

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<sup>4</sup> <http://www.jrf.org.uk/media-centre/low-pay-no-pay-snare-millions-poverty>

<sup>5</sup> <http://touchstoneblog.org.uk/2013/06/real-wages-back-to-the-70s>

<sup>6</sup> <http://www.tuc.org.uk/tucfiles/367/Underemployment%20report.pdf>

## **A low paid jobs recovery**

While there has been much recent discussion on the extent to which demand deficiencies in the labour market are leading to high under-employment and increasing rates of atypical and insecure work, there has been less focus on how jobs growth has varied across different industries. This report focuses on these changes, and shows that the vast majority of jobs growth that we have seen has been in low-paid industries.

### **Net employee job levels in the UK, June 2010–December 2012 (000s)**

	June 2010	December 2012	Change
Low-paid industries	5,950	6,411	+461
Middle-paid industries	20,496	20,496	0
High-paid industries	783	920	+137
Unclassified	55	43	-11
Total	27,283	27,870	+587

This analysis uses ONS's employee jobs by industry series<sup>7</sup> to look at how jobs growth has changed across different sectors. As well as looking at how jobs levels have changed in different parts of the economy, we have also separated the industries by median pay rates (as identified in ASHE 2012 data<sup>8</sup>), classifying them as low, medium or high paid. The employee jobs series combines data from employer and employees and in our assessment is the best source of information on change in employment by detailed industrial classification.

For the purposes of the analysis we have defined low pay as gross hourly pay below the 25th percentile of £7.95. The research shows that since the Government came to power in June 2010 of total net job creation<sup>9</sup> 77% has been in low paid industries. The chart below reflects the employee jobs growth in low pay industries since June 2010.

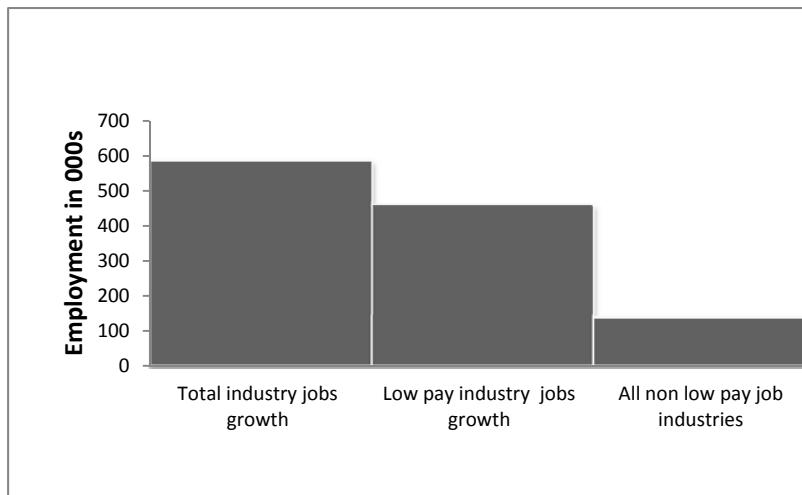
<sup>7</sup> JOBS03 Employee jobs by industry (UK totals)

<http://www.ons.gov.uk/ons/search/index.html?newquery=employee+jobs+by+industry>

<sup>8</sup> <http://www.ons.gov.uk/ons/rel/ashe/annual-survey-of-hours-and-earnings-pension-tables/2012-provisional-results/index.html> For all analysis on low pay, middle pay and high pay classifications this is done on the basis of ASHE 2012 data.

<sup>9</sup> The unclassified row reflects jobs in the ‘fishing and aquaculture’ and ‘people employed by households’ industrial classifications, for which no pay data are available. When referring to *net job creation* we have used the total net increase from the low and high paid industries as the base (598,000 jobs).

Chart 1 – Change in employee jobs growth across the economy and in low paid industries, June 2010 -Dec 2012



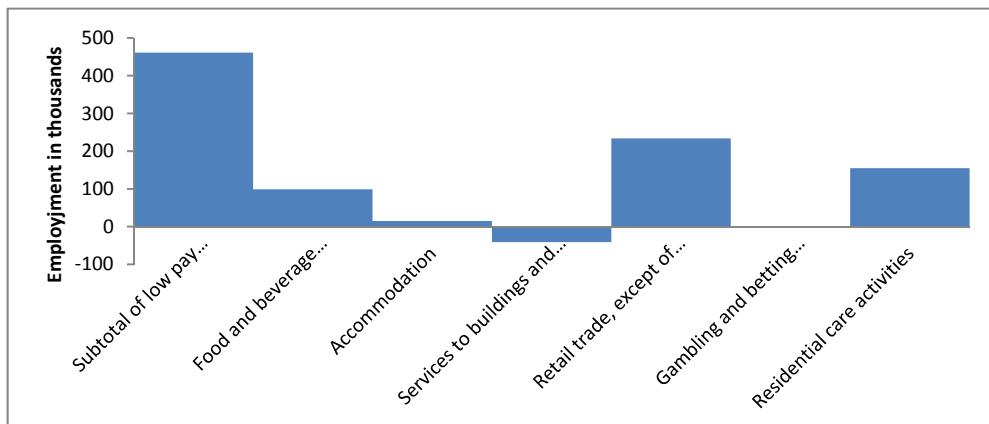
This shift towards a labour market which is characterised by increasing levels of lower wage jobs is worrying, and risks damaging our economic prospects in the long run. While job creation may be better than unemployment this still leaves households struggling with little money to spend in order to aid the recovery.

Our analysis finds that during the period June 2010 to December 2012, there was a net rise of 461,000 in employment in low paying industries. That means that of total net job creation, 77% was in low paid industries, although employment in these industries represents less than a quarter of all employment across the economy.

Table 1 – Change in the number of low paid jobs June 2010- Dec 2012

Employee jobs by Industry (UK totals in 000s) data not seasonally adjusted Standard Industrial Classification (2007)	June 2010	Dec 2012	Change in net employee job levels June 10 – Dec 12	Median Hourly Pay Gross (£) -all employee jobs 2012
Food and beverage service activities	1,415	1,514	99	6.47
Accommodation	374	389	15	6.90
Services to buildings and landscape activities	632	591	-41	7.01
Retail trade, except of motor vehicles & motorcycles	2,800	3,034	234	7.35
Gambling and betting activities	96	95	-1	7.77
Residential care activities	633	788	155	7.78
<i>Subtotal of low pay industries</i>	<i>5,950</i>	<i>6,411</i>	<i>+461</i>	

**Chart 2 – Change in employee jobs growth in low paid industries, June 2010 2007-Dec 2012**



### **High paid industries**

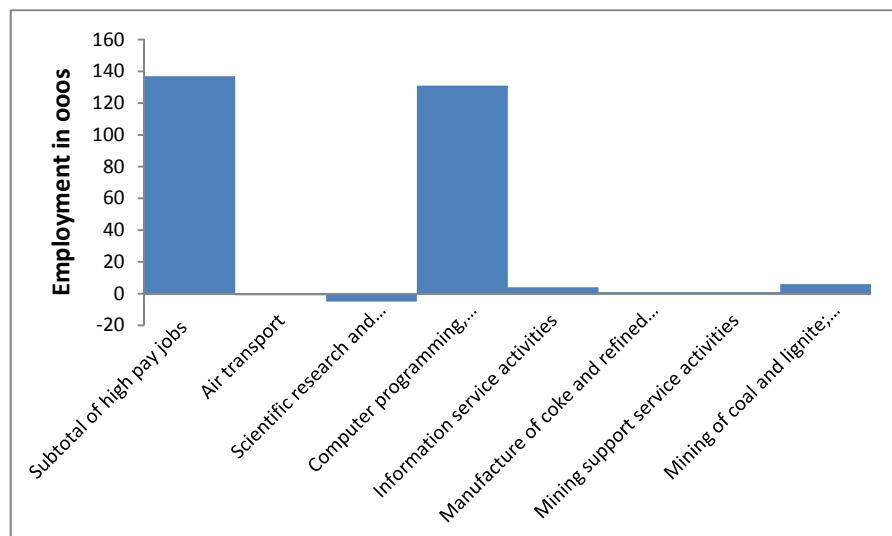
At the high paid end of industries 23% (137,000) net new employee jobs have been created since june 2010 , although employment in these industries only represents 3% of all employment across the UK. The highest and also the main increase in employment has been in computer programming, consultancy and related services of 131,000.

In this analysis high paid industry jobs are classified as jobs which are above the 75th percentile of median gross hourly pay of £17.40.

**Table 2 – Change in the number of high paid jobs June 2010- Dec 2012**

Employee jobs by Industry (UK totals in 000s) data not seasonally adjusted Standard Industrial Classification (2007)	June 2010	Dec 2012	Change in net employee job levels- June 10 – Dec 12	Median Hourly Pay Gross (£) all employee jobs 2012
<b>Upper Quartile – jobs which fall in to top 75% percentile of earnings</b>				
Air transport	69	68	-1	17.45
Scientific research and development	124	119	-5	18.16
Computer programming, consultancy and related services	490	621	131	18.40
Information service activities	54	58	4	18.49
Manufacture of coke and refined petroleum products	10	11	1	18.98
Mining support service activities	20	21	1	19.14
Mining of coal and lignite; Extraction of crude petrol/gas	16	22	6	21.80
<b><i>Subtotal of high pay jobs</i></b>	<b><i>783</i></b>	<b><i>920</i></b>	<b><i>+137</i></b>	

Chart 3 – Change in employee jobs growth in high paid industries, June 2010 - Dec 2012



### **Middle paid industries**

Some of the most alarming data in our analysis looks at what has happened in middle paid industry jobs. This group accounts for three quarters of all employment in the economy but the growth in net jobs since June 2010 has been zero. While there have been some increases in employee jobs in some industries in this group, these have been offset by employment falls in other middle paid occupations. The middle paid industry jobs are defined as those between the 25th and 75th percentile gross hourly median wage of £7.99 to £17.30.

There has, for example, been growth of 128,000 in employee jobs in warehousing and support activities for transportation and growth of 135,000 employee jobs in legal and accounting activities, but these increases have been accompanied by a decline in employee jobs of 160,000 in public administration, defence and compulsory social security.<sup>10</sup>

<sup>10</sup> This category is not exclusively a public sector series as it includes some private sector jobs  
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**Table 3 – Change in the number of jobs in middle paid industries overall and for those industries with highest employee job gains and losses June 2010- Dec 2012 (for full breakdown of employee jobs change in all industries see Annex table 1)**

Employee jobs by Industry (UK totals) data not seasonally adjusted ( in 000's ) Standard Industrial Classification (2007)	June 2010	Dec 2012	Change in net employee job levels- June 10 – Dec 12	Median Hourly Pay Gross (£) all employee jobs 2012
Middle Quartiles – jobs which fall in between 25 and 75% percentile of jobs				
Public administration and defence; compulsory social security	1,521	1,361	-160	14.41
Social work activities without accommodation	917	849	-68	8.84
Specialised construction activities	716	653	-63	12.02
Postal and courier services	287	243	-44	10.34
Washing and (dry)-cleaning of textile and fur products	299	261	-38	8.00
Office administrative, office support and other business support	336	378	42	10.50
Activities auxilliary to financial services and insurance activities	387	452	65	17.10
Employment activities	743	816	73	8.62
Warehousing and support activities for transportation	348	476	128	12.48
Legal and accounting activities	515	650	135	15.28
<i><b>Sub total</b></i>	<i><b>20,496</b></i>	<i><b>20,496</b></i>	<i><b>0</b></i>	

The number of employee jobs in the low and high paid industries now exceed their pre-recession levels, and the largest jobs growth by far has been in low paying industries. Employee job levels in middle paid industries are still below their pre-recession level. Total Labour Force Survey employee job levels as a whole are also below their pre-recession levels.

Similar results were found by the Low Pay Commission,<sup>11</sup> who report that between September 2010 and September 2012 the number of jobs in the low paying industries increased by 4.8 per cent, compared with just 1.7 per cent in the whole economy. Over the year to September 2012, the number of employee jobs in low-paying industries increased by 304,000, or 3.8 percent, more than twice the figure for the whole economy of 1.8%. The LPC found that growth in low paid employment accounted for around 64 percent of the increase in all employee jobs in the whole economy.

Recent empirical work has shown evidence of growing employment polarisation in the US, the UK and other European economies. Goos, Manning and Salomons

<sup>11</sup> April 2013: National Minimum Wage. Low Pay Commission Report 2013  
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use cross-European data to illustrate the hollowing-out of middle-wage occupations (in manufacturing and clerical posts) alongside growth in the numbers employed in both the highest and the lowest paying occupations. This hollowing-out of the labour market, with declines in the middle but growth at the top and bottom, has lead many commentators to talk of the labour market as being increasingly structured<sup>12</sup> like an hourglass.

More recent research<sup>13</sup> has also shown that occupational change has played a significant role in the changing distribution of national wealth in the UK. As the number of middle income jobs has declined, and those at the bottom and the top have increased, incomes for many have failed to rise.

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<sup>12</sup>

[http://www.theworkfoundation.com/DownloadPublication/Report/292\\_hourglass\\_escalator120711%20\(2\)%20\(3\).pdf](http://www.theworkfoundation.com/DownloadPublication/Report/292_hourglass_escalator120711%20(2)%20(3).pdf)

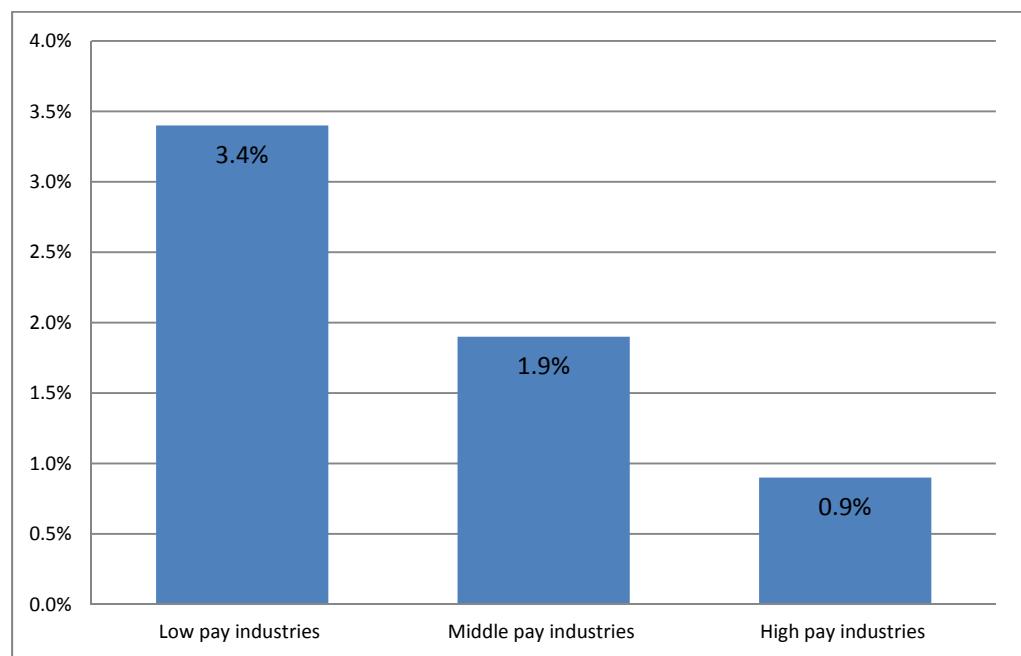
<sup>13</sup> For example see: <http://www.livingstandards.org/wp-content/uploads/2012/03/The-Changing-Shape-of-the-UK-Job-Market.pdf>

## **Employment change over the longer-term**

So far we have looked at data since 2010, but if we take a longer term perspective and look at changes in these three groups of industries during the recession, it becomes evident that over this time period employee jobs in low-paid industries were affected more deeply than positions in other industries.

To consider change over the recession we have used December 2007 as our pre-recession starting level. Between December 2007 and June 2009, the number of employee jobs in low paying industries fell by 3.4% from 6,260,000 to 6,060,000. During the same period jobs in middle paid industries saw a decline of 1.9%; however in high paid industries the decline was only 0.9% meaning these industries were only very marginally affected during the recession. (A full table is available in the Annex).

**Chart 4 – Percentage change in employee jobs by industry type, Dec 2007-June 2009**



We have also looked at change over the longer-term. The next few graphs look at the industries we have defined as low paid, middle paid and high paid since 2005.

Chart 5 – Employee jobs in low paid industries Dec 2005 – Dec 2012

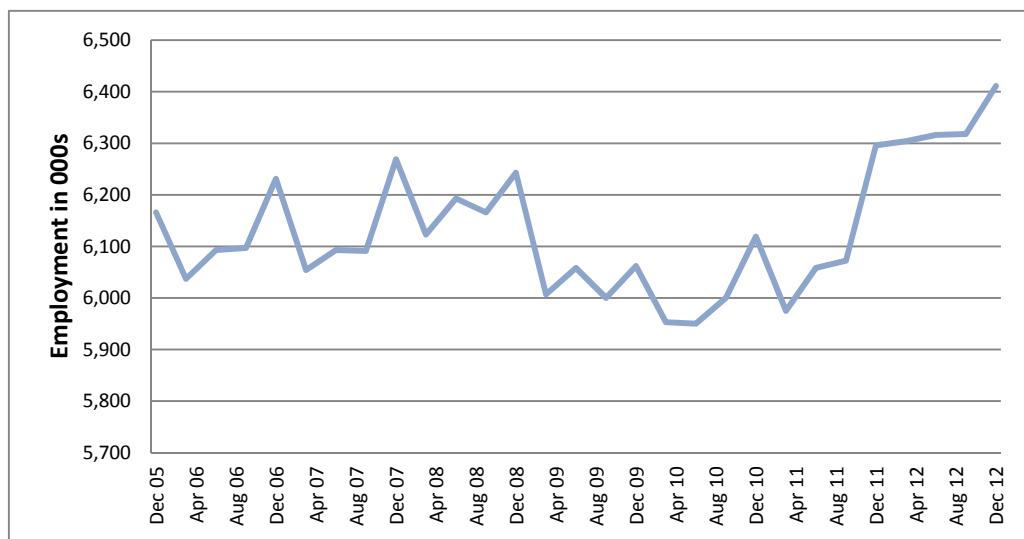


Chart 6 – Employee jobs in middle paid industries December 2005 – December 2012

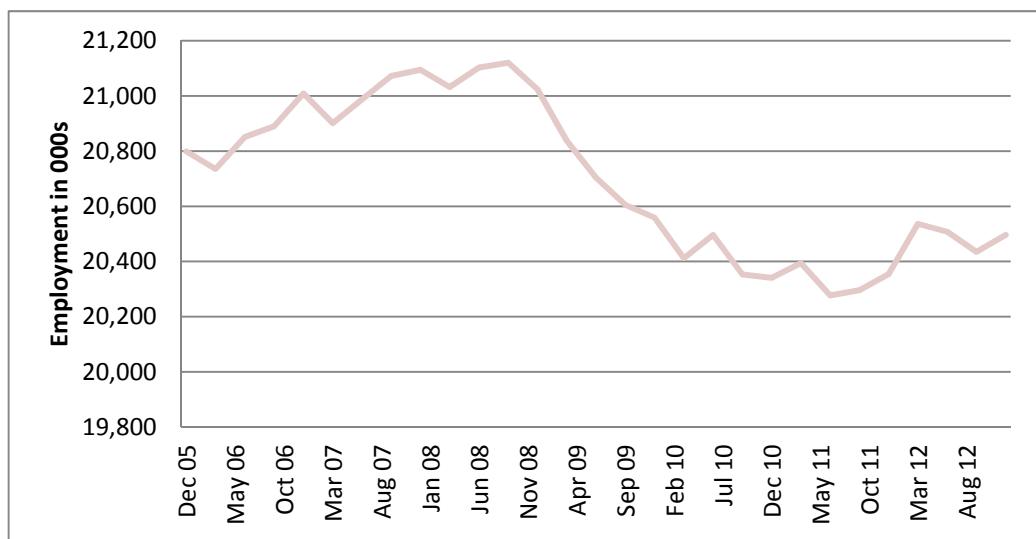
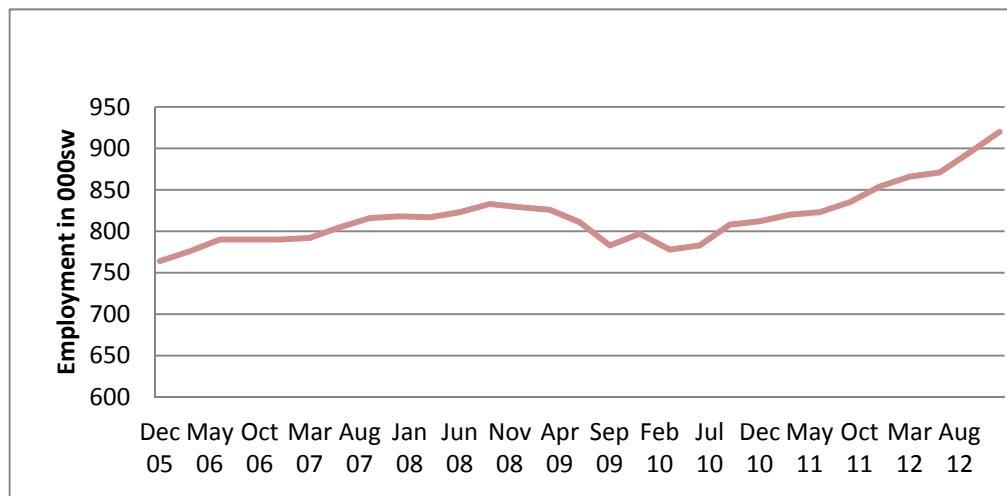


Chart 7 – Employee jobs in high paid industries December 2005 – December 2012



The graphs very clearly summarise the trends in each industry groups.

There was a reduction in the net number of low paid industry employee jobs during the recession particularly during December 2008 to March 2009; but there was then a jobs recovery with a real sharp increase in employee jobs towards the end of 2011 which has continued to beyond pre-recession levels.

The net number of jobs in middle paid industries fell dramatically from December 2008 to 2009, and has stagnated at around that level ever since. Jobs in middle paid industries have never recovered from the recession and a significant jobs gap of 599,000 remains.

In contrast jobs in higher paid industries never really felt the impact of the recession. There was a very small fall in net numbers from December 2008 but employee jobs levels in higher pay industries then continued to grow to above pre-recession levels.

This suggests that a ‘hollowing out’ of the labour market may be continuing. While it remains too early to determine the extent to which this shift represents a structural change, without strong economic growth it is likely to characterise our jobs market for at least several years to come.

The trends also demonstrate the importance of securing strong jobs growth in middle paid industries if household incomes are to see a significant rise over the medium term. While it is important that policy debate focuses on mechanisms which will increase rates of pay for workers across low and middle paid industries this analysis demonstrates why it is equally important to focus on measures which

will seek to reduce the share of low paid jobs across the UK economy. In the current context it is also clear that tax credits and other benefits will need to continue to play an important role in boosting the household incomes of those who can only find work in low paid sectors.

**Annex**
**Table 1- June 2010-Dec 2012**

**Employee jobs by Industry (UK totals) data not seasonally adjusted  
Standard Industrial Classification (2007) (2 digit data)<sup>14</sup>**

	June 2010	Dec 2012	Change June 2010 – Dec 2012	Median Hourly Pay Gross (£) all employee jobs 2012
<b>Lower Quartile – jobs which fall in to bottom 25% percentile of earnings</b>				
Food and beverage service activities	1,415	1,514	99	6.47
Accommodation	374	389	15	6.90
Services to buildings and landscape activities	632	591	-41	7.01
Retail trade, except of motor vehicles and motorcycles	2,800	3,034	234	7.35
Gambling and betting activities	96	95	-1	7.77
Residential care activities	633	788	155	7.78
<b><i>Sub total</i></b>	<b><i>5,950</i></b>	<b><i>6,411</i></b>	<b><i>+461</i></b>	
<b>Middle Quartiles – jobs which fall in between 25 and 75% percentile of jobs</b>				
Manufacture of wearing apparel	37	30	-7	7.99
Washing and (dry)-cleaning of textile and fur products	299	261	-38	8.00
Crop & animal production, hunting and related service activities	207	185	-22	8.25
Sports activities and amusement and recreation activities	401	381	-20	8.50
Security and investigation activities	196	192	-4	8.53
Employment activities	743	816	73	8.62
Social work activities without accommodation	917	849	-68	8.84
Manufacture of textiles	61	53	-8	9.05
Manufacture of leather and related products	8	8	0	9.13
Manufacture of food products	358	364	6	9.17
Manufacture of wood and wood and cork products	73	51	-22	9.27
Wholesale and retail trade & repair of motorvehicles & motorcycles	476	467	-9	9.52

<sup>14</sup> There was no available income data for Fishing and Agriculture or for People Employed by Households although employment levels in these industries are included in the total figure for total in industries. Fishing and agriculture stood at 7,000 in June 2010 and declined to 6,000 by December 2012. People employed by households stood at 48,000 in June 2010 and declined to 37,000 in December 2012.

Manufacture of furniture	64	77	13	9.87
Rental and leasing activities	133	143	10	10.01
Manufacture of rubber and plastic products	149	152	3	10.19
Travel agency, tour operator, reservation services & related activities	94	92	-2	10.26
Postal and courier services	287	243	-44	10.34
Office administrative, office support and other business support	336	378	42	10.50
Veterinary activities	42	45	3	10.60
Sewerage	19	17	-2	10.82
Wholesale trade, except of motor vehicles and motorcycles	1,119	1,113	-6	10.82
Land transport and transport via pipelines	502	537	35	10.87
Other manufacturing	85	87	2	10.91
Printing and reproduction of recorded media	135	117	-18	11.22
Manufacture of fabricated metal products	279	314	35	11.29
Manufacture of other non-metallic mineral products	83	87	4	11.35
Repair of computers and personal and household goods	50	49	-1	11.44
Libraries, archives, museums and other cultural activities	108	96	-12	11.49
Waste collection, treatment and disposal; Remediation <sup>15</sup>	122	146	24	11.50
Manufacture of electrical equipment	78	97	19	11.66
Mining of metal ores; Other mining and quarrying <sup>16</sup>	17	17	0	11.75
Activities of membership organisations	235	229	-6	11.82
Real estate activities	422	434	12	11.87
Specialised construction activities	716	653	-63	12.02
Civil engineering	214	187	-27	12.22
Manufacture of paper and paper products	51	51	0	12.27
Forestry and logging	10	9	-1	12.32
Creative, arts and entertainment activities	74	66	-8	12.47
<i>Warehousing and support activities for transportation</i>	348	476	128	12.48
Other professional, scientific and technical activities	126	150	24	13.01
Water transport	17	12	-5	13.20
Education	2,562	2,541	-21	13.36
Manufacture of machinery and equipment	166	201	35	13.37

<sup>15</sup> In the industry data ‘waste collection, treatment and disposal activities, materials recovery’ and ‘remediation activities and other waste management services’ have been added together. ASHE data treats them separately so the average of the two median wages is used.

<sup>16</sup> In the industry data ‘mining of metal ores; and other mining quarrying’ have been added together. ASHE data treats them separately however only has median wages for other mining and quarrying, so this data have been used.

n.e.c.				
Construction of buildings	374	337	-37	13.38
Advertising and market research	146	153	7	13.42
Human health activities	2,118	2,131	13	14.13
Publishing activities	154	122	-32	14.23
Manufacture of motor vehicles, trailers and semi-trailers	131	134	3	14.28
Repair and installation of machinery and equipment	110	94	-16	14.37
Manufacture of chemicals and chemical products	104	105	1	14.40
<i>Public administration and defence; compulsory social security</i>	1,521	1,361	-160	14.41
Water collection, treatment and supply	29	29	0	14.54
Manufacture of computer, electronic & optical products	130	110	-20	14.98
Manufacture of basic metals	70	72	2	15.14
<i>Legal and accounting activities</i>	515	650	135	15.28
Architectural & engineering activities; technical testing & analysis	423	445	22	15.74
Insurance, reinsurance and pension funding	104	108	4	15.75
Motion picture, video and television; sound and music recording	87	100	13	15.93
Activities of head offices; management consultancy	555	538	-17	16.08
Financial service activities, except insurance and pension funding	554	519	-35	16.11
Manufacture of basic pharmaceutical products	35	43	8	16.20
Programming and broadcasting activities	19	29	10	16.26
Electricity, gas, steam and air conditioning supply	124	109	-15	16.38
Manufacture of other transport equipment	128	141	13	16.90
Activities auxiliary to financial services and insurance activities	387	452	65	17.10
Tele-communications	220	201	-19	17.26
Manufacture of beverages and tobacco <sup>17</sup>	39	40	1	17.30
<i>Sub total</i>	<b>20,496</b>	<b>20,496</b>	<b>0</b>	
Upper Quartile – jobs which fall in to top 75% percentile of earnings				
Air transport	69	68	-1	17.45
Scientific research and development	124	119	-5	18.16
Computer programming, consultancy and related services	490	621	131	18.40
Information service activities	54	58	4	18.49
Manufacture of coke and refined petroleum products	10	11	1	18.98
Mining support service activities	20	21	1	19.14

<sup>17</sup> In the industry data ‘manufacture of beverages’ and ‘manufacture of tobacco products’ have been added together. ASHE data treats them separately so the average of the two median wages is used.

Mining of coal and lignite; Extraction of crude petrol/gas <sup>18</sup>	16	22	6	21.80
<b><i>Sub total</i></b>	<b>783</b>	<b>920</b>	<b>137</b>	
<b>Total Industries</b>	<b>27,283</b>	<b>27,870</b>	<b>587</b>	

Table 2 – Dec 07 – June 2009  
 Employee jobs by Industry (UK totals) data not seasonally adjusted

	Dec 07	Jun 09	Change Dec 07 – June 2009	Median Hourly Pay Gross (£) all employee jobs 2012
<b>Lower Quartile – jobs which fall in to bottom 25% percentile of earnings</b>				
Food and beverage service activities	1,487	1,468	-19	6.47
Accommodation	385	378	-7	6.90
Services to buildings and landscape activities	577	617	40	7.01
Retail trade, except of motor vehicles and motorcycles	3,067	2,897	-170	7.35
Gambling and betting activities	101	88	-13	7.77
Residential care activities	652	610	-42	7.78
subtotal	6,269	6,058	-211	
<b>Middle Quartiles – jobs which fall in between 25 and 75% percentile of jobs</b>				
Manufacture of wearing apparel	39	29	-10	7.99
Washing and (dry)-cleaning of textile and fur products	343	313	-30	8.00
Crop and animal production, hunting and related service activities	201	196	-5	8.25
Sports activities and amusement and recreation activities	363	396	33	8.50
Security and investigation activities	183	190	7	8.53
Employment activities	886	750	-136	8.62
Social work activities without accommodation	793	867	74	8.84
Manufacture of textiles	61	54	-7	9.05
Manufacture of leather and related products	9	8	-1	9.13
Manufacture of food products	371	344	-27	9.17
Manufacture of wood and wood and cork products	77	63	-14	9.27
Wholesale and retail trade and repair of motor vehicles and motorcycles	508	462	-46	9.52
Manufacture of furniture	92	89	-3	9.87

<sup>18</sup> In the industry data ‘mining of coal and lignite’ and ‘extraction of crude petroleum and natural gas’ have been combined. ASHE data treats them separately so the average of the two median wages is used.

Rental and leasing activities	167	143	-24	10.01
Manufacture of rubber and plastic products	182	159	-23	10.19
Travel agency, tour operator, reservation services and related activities	113	95	-18	10.26
Postal and courier services	291	283	-8	10.34
Office administrative, office support and other business support	427	312	-115	10.50
Veterinary activities	42	44	2	10.60
Sewerage	18	17	-1	10.82
Wholesale trade, except of motor vehicles and motorcycles	1,178	1,142	-36	10.82
Land transport and transport via pipelines	557	527	-30	10.87
Other manufacturing	92	94	2	10.91
Printing and reproduction of recorded media	159	137	-22	11.22
Manufacture of fabricated metal products	324	324	0	11.29
Manufacture of other non-metallic mineral products	106	96	-10	11.35
Repair of computers and personal and household goods	42	41	-1	11.44
Libraries, archives, museums and other cultural activities	112	111	-1	11.49
Waste collection, treatment and disposal; Remediation	103	109	6	11.50
Manufacture of electrical equipment	92	74	-18	11.66
Mining of metal ores; Other mining and quarrying	24	20	-4	11.75
Activities of membership organisations	218	227	9	11.82
Real estate activities	401	435	34	11.87
Specialised construction activities	789	772	-17	12.02
Civil engineering	263	238	-25	12.22
Manufacture of paper and paper products	62	52	-10	12.27
Forestry and logging	13	10	-3	12.32
Creative, arts and entertainment activities	87	73	-14	12.47
Warehousing and support activities for transportation	365	353	-12	12.48
Other professional, scientific and technical activities	159	145	-14	13.01
Water transport	17	16	-1	13.20
Education	2,462	2,512	50	13.36
Manufacture of machinery and equipment n.e.c.	215	165	-50	13.37
Construction of buildings	419	450	31	13.38
Advertising and market research	151	143	-8	13.42
Human health activities	1,955	2,086	131	14.13
Publishing activities	159	160	1	14.23
Manufacture of motor vehicles, trailers and semi-trailers	166	141	-25	14.28
Repair and installation of machinery and equipment	102	108	6	14.37

Manufacture of chemicals and chemical products	119	108	-11	14.40
Public administration and defence; compulsory social security <sup>1</sup>	1,544	1,535	-9	14.41
Water collection, treatment and supply	34	32	-2	14.54
Manufacture of computer, electronic & optical products	156	126	-30	14.98
Manufacture of basic metals	83	81	-2	15.14
Legal and accounting activities	554	515	-39	15.28
Architectural and engineering activities; technical testing and analysis	409	434	25	15.74
Insurance, reinsurance and pension funding	153	121	-32	15.75
Motion picture, video and television; sound and music recording	96	89	-7	15.93
Activities of head offices; management consultancy	472	517	45	16.08
Financial service activities, except insurance and pension funding	631	606	-25	16.11
Manufacture of basic pharmaceutical products	46	35	-11	16.20
Programming and broadcasting activities	29	23	-6	16.26
Electricity, gas, steam and air conditioning supply	82	107	25	16.38
Manufacture of other transport equipment	120	131	11	16.90
Activities auxiliary to financial services and insurance activities	350	403	53	17.10
Tele-communications	214	224	10	17.26
Manufacture of beverages and tobacco	45	42	-3	17.30
subtotal	21,095	20,704	-391	
<b>Upper Quartile – jobs which fall in to top 75% percentile of earnings</b>				
Air transport	89	75	-14	17.45
Scientific research and development	116	124	8	18.16
Computer programming, consultancy and related services	509	505	-4	18.40
Information service activities	60	61	1	18.49
Manufacture of coke and refined petroleum products	9	9	0	18.98
Mining support service activities	17	19	2	19.14
Mining of coal and lignite; Extraction of crude petrol/gas	18	18	0	21.89
subtotal	818	811	-7	

Standard Industrial Classification (2007) (2 digit data)<sup>19</sup>

<sup>19</sup> Same footnotes as table 1 apply