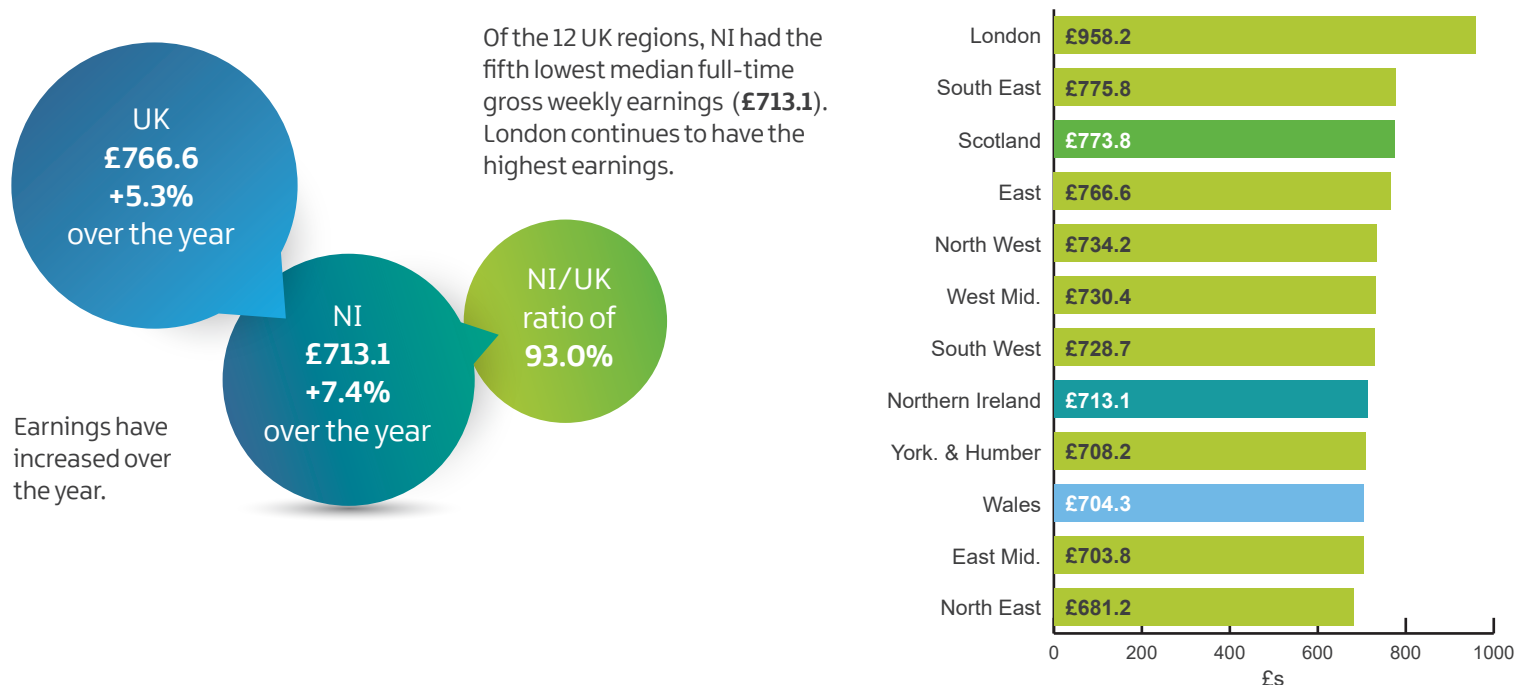


EARNINGS IN NORTHERN IRELAND 2025

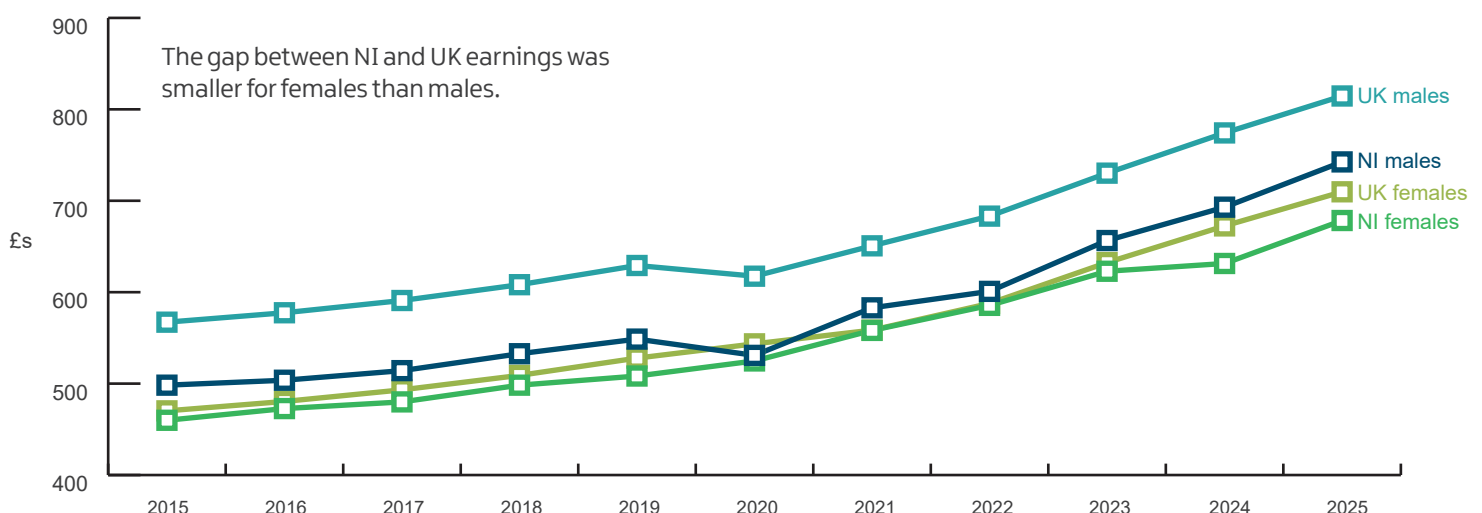
Source: Annual Survey of Hours & Earnings, NISRA & ONS (Oct 2024); Invest NI Activity Data (Jun 2025)

The Annual Survey of Hours and Earnings (ASHE) is a UK wide survey that provides information on earnings by gender, work patterns, industry and occupation, including public versus private sector pay comparisons. The following data is based on **median gross weekly earnings for full-time employees**.

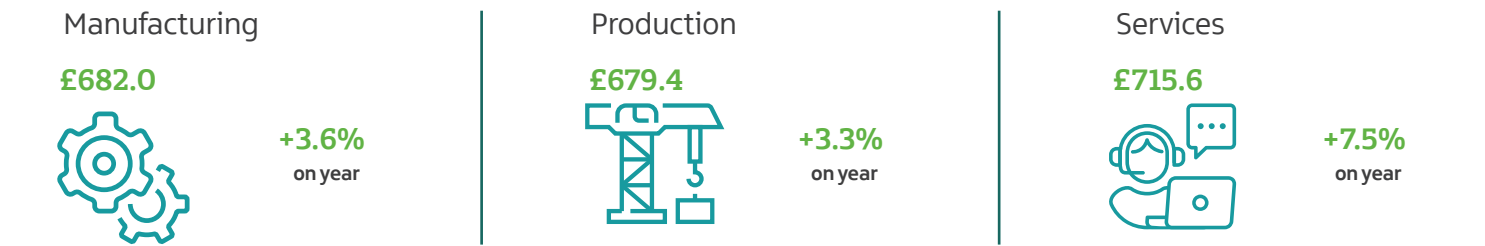
NI vs UK Earnings



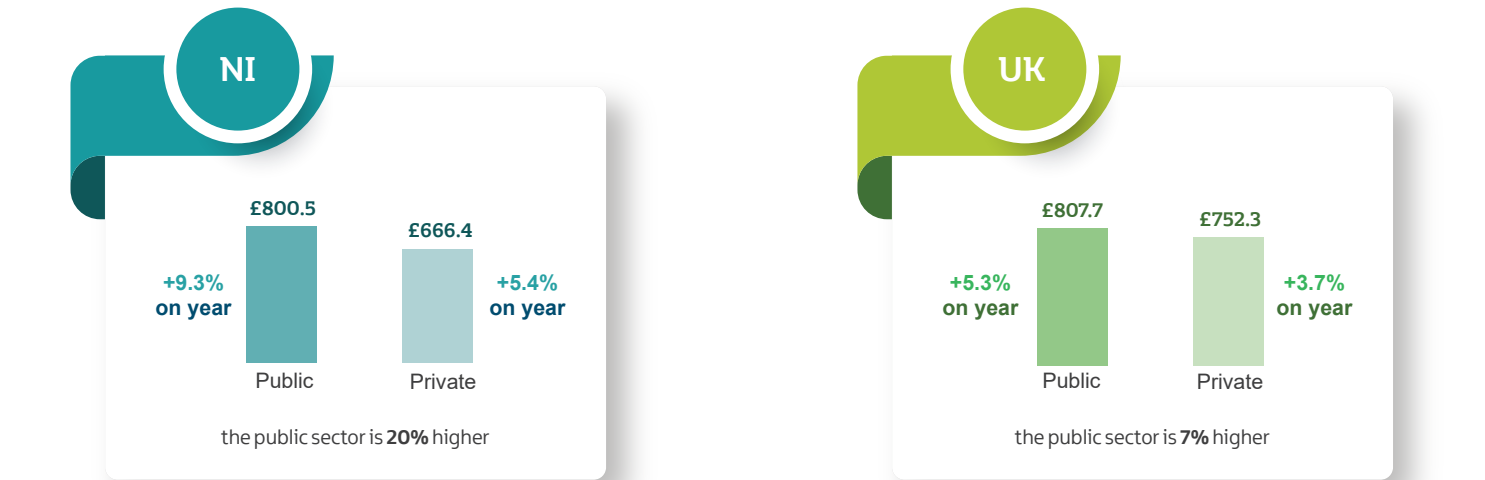
Earnings by Gender



Earnings by Industry

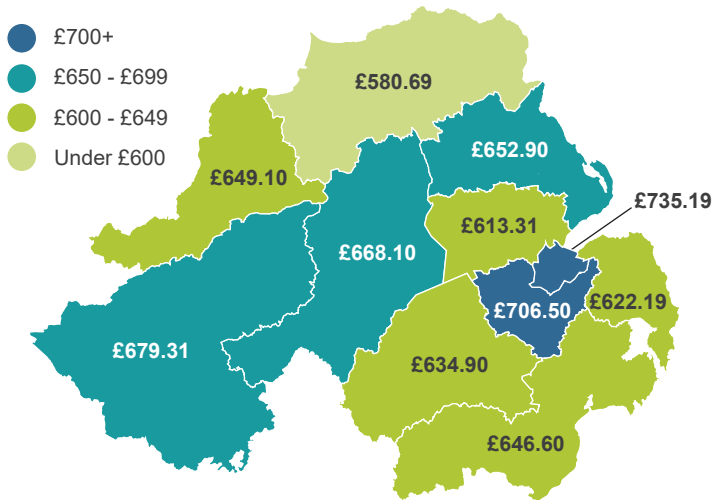


Public Earnings vs Private Earnings

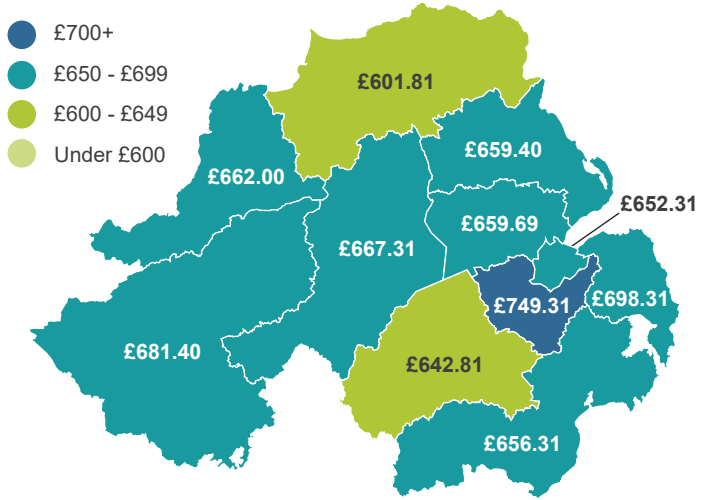


The gap between public and private earnings was more pronounced in NI compared to the UK.

Private Sector Earnings by Council Area
Workplace Based



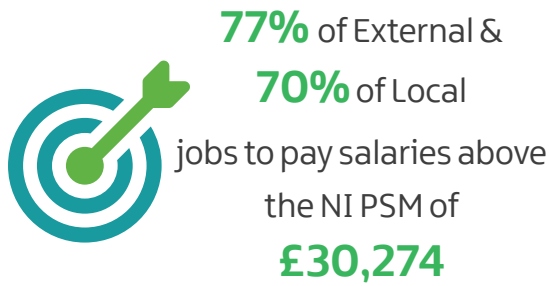
Private Sector Earnings by Council Area
Residence Based



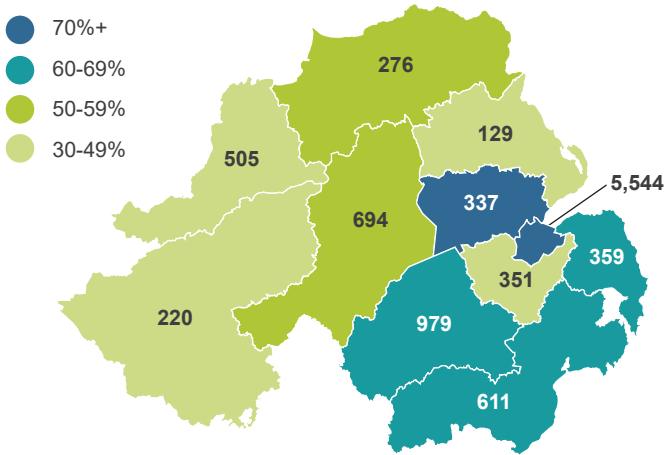
Although the highest paid jobs are based in Belfast, the people that live there are not paid as well as people that reside in some other council areas. The people that live in Lisburn and Castlereagh are paid the highest of all the DCAs.

Invest NI Activity Data - this is based on median, annual, basic earnings for full-time employees in the private sector (NI PSM), which is the benchmark against which Invest NI measures job performance.

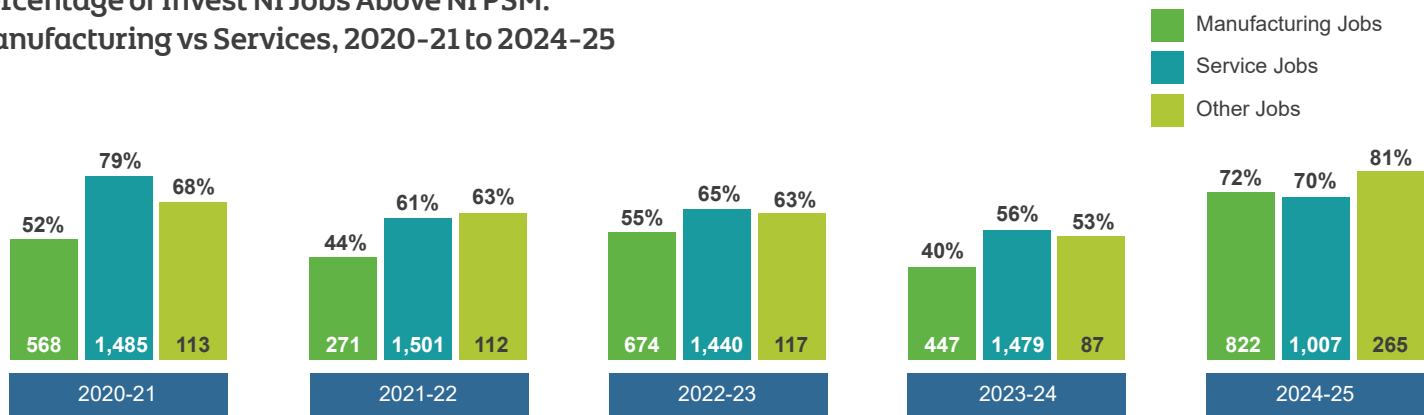
Invest NI Job Quality Target 2024-25



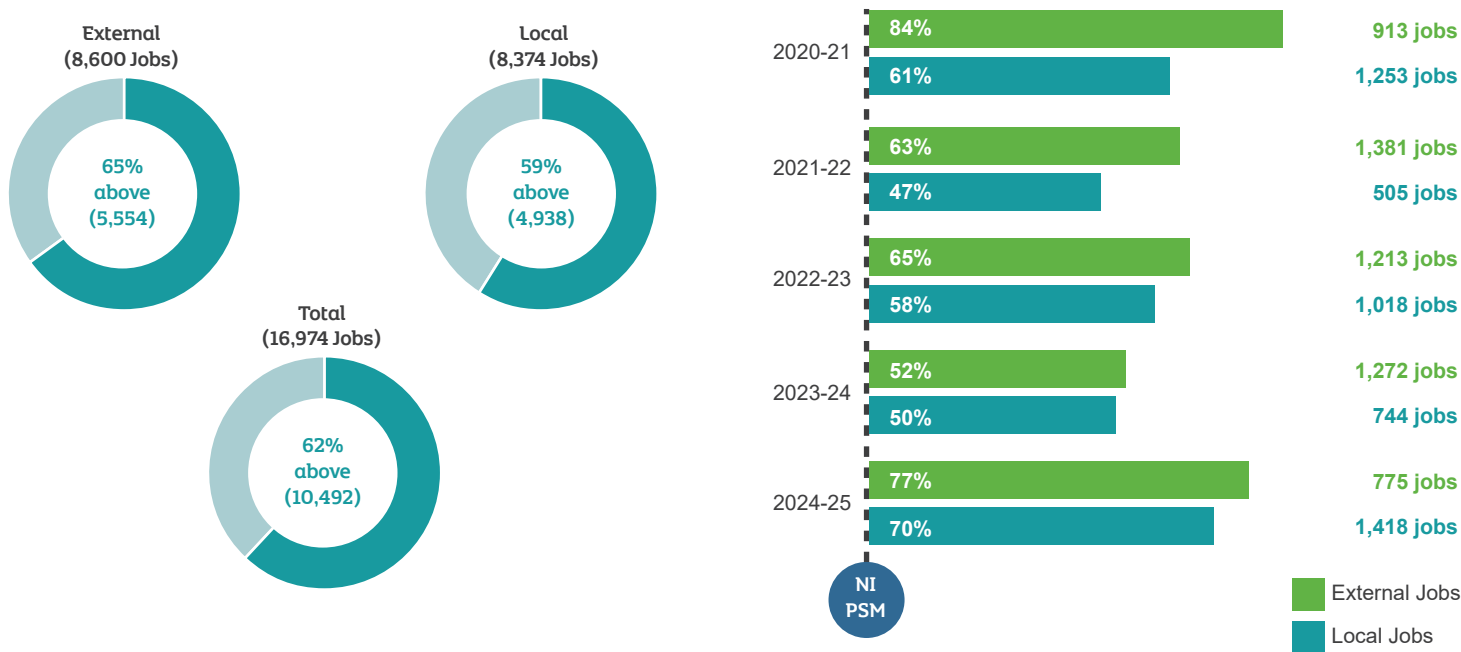
Invest NI Jobs Above NI PSM:
DCA, 2020-21 to 2024-25



Percentage of Invest NI Jobs Above NI PSM:
Manufacturing vs Services, 2020-21 to 2024-25



Percentage of Invest NI Jobs Above NI PSM: External vs Local, 2020-21 to 2024-25



The Living Wage

The Living Wage Foundation developed the concept of the 'Real Living Wage' based on the amount an individual needs to earn to cover the basic costs of living. This is calculated as an hourly rate of £12.60 for the UK, and a separate rate of £13.85 for London. Although an annual living wage figure is not published, this can be derived based on the assumption of a 37.5 hour week for 52 weeks, which equates to £24,570.

Whilst not exactly equivalent, this living wage can reasonably be compared to the NI median basic wage figure recorded for supported projects. For 2024-25 the median basic wage for all Invest NI projects was £38,336, 56% higher than the Real Living Wage.

Definitions

Basic Pay

Include: All basic pay relating to the pay period, before deductions for PAYE, National Insurance, pension schemes and voluntary deductions. Include paid leave, maternity pay and sick pay.

Exclude: Pay that relates to a different pay period, shift premium pay, bonus or incentive pay, any overtime pay, travel and subsistence expenses, employer National Insurance contributions.

Gross Pay

Include: Basic pay, overtime pay, commissions, shift premium pay, bonus or incentive pay and allowances, and is before deductions for PAYE, National Insurance, pension schemes, student loan repayments and voluntary deductions.

Exclude: Employer National Insurance contributions.

