

December 2019

Northern Ireland Labour Market Report

Theme: Labour Market

Frequency: Monthly

Geographical Area: Northern Ireland

Key Points

- The latest Labour Force Survey (LFS) estimates for the period August-October 2019 indicate that, over the quarter, the unemployment rate decreased while the employment and economic inactivity rates increased.
- The LFS indicated that the NI unemployment rate (16+) decreased over the quarter (0.6pps) and over the year (1.3pps) to the lowest rate on record (2.3%) in August-October 2019. The annual change was statistically significant. The NI unemployment rate was below the UK rate (3.8%), the Republic of Ireland rate (5.3%) and the EU rate (6.3%).
- The proportion of people aged 16 to 64 in work (the employment rate) increased over the quarter (0.4pps) and the year (2.9pps) to the highest rate on record (72.4%). The annual change was statistically significant. The latest employment rate recorded for the whole of the UK was 76.2%.
- The NI economic inactivity rate (the proportion of people aged from 16 to 64 who were not working and not seeking or available to work) increased by 0.1pps over the quarter and decreased by 2.0pps over the year to one of the lowest rates on record (25.9%). Although recent changes were not statistically significant, the economic inactivity rate was significantly below rates in late 2017. The NI economic inactivity rate remained above the UK rate (20.8%).
- The total number of (seasonally adjusted) employee jobs in September 2019 was estimated at a record high of 782,670. This was an increase of 4,210 jobs over the quarter and 15,540 jobs over the year. The annual change in employee jobs was statistically significant i.e. the recorded change exceeded the variability expected from a survey of this size and was likely to reflect real change.
- There were 255 proposed redundancies and 89 confirmed redundancies notified to the Department in November 2019. The number of confirmed redundancies (3,089) in the most recent 12 months was higher than the previous 12 months (2,644).

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NATIONAL STATISTICS STATUS

National Statistics status means that our statistics meet the highest standards of trustworthiness, quality and public value, and it is our responsibility to maintain compliance with these standards.

These statistics were designated as National Statistics in August 2010 following a full [assessment](#) against the [Code of Practice](#).

Since the assessment by the UK Statistics Authority, we have continued to comply with the Code of Practice for Statistics, and have made the following improvements:

- Redesigned the Labour Market Report, providing more context to results by setting recent changes within context of longer term trends;
- Removed pre-release access to enhance trustworthiness, and brought forward the publication date as a result;
- Improved timeliness of [calendar quarter data](#) (ranging from 1 week to 3 months) by incorporating quarterly tables in the main Labour Market Report Publication
- Improved quality of the LFS data by boosting the sample size and improving precision around headline estimates

1 Summary of Labour Market Statistics

Updated December 2019

Change over quarter

Seasonally adjusted LFS estimates for Northern Ireland for the period August-October 2019 showed that, over the quarter:

- the unemployment rate decreased by 0.6pps to 2.3% Not statistically significant
- the employment rate increased by 0.4pps to 72.4% Not statistically significant
- the economic inactivity rate increased by 0.1pps to 25.9% Not statistically significant

Seasonally adjusted employee jobs totals for Northern Ireland at September 2019 showed, over the quarter:

- an increase of 0.5% (4,210) jobs (to 782,670) Not statistically significant

During November 2019 there were:

- 89 confirmed redundancies notified to the Department, similar to the previous month's total of 82.

Table 1: Labour Market Summary	Time Period	Estimate	Change over quarter	Change over year
		(Confidence interval)	(Confidence interval)	(Confidence interval)
Unemployment ¹	Aug-Oct 2019	20,000 (+/-5,000)	-5,000 (+/-5,000)	-11,000 (+/-8,000)
Employment ²	Aug-Oct 2019	878,000 (+/-19,000)	8,000 (+/-18,000)	39,000 (+/-28,000)
Economically inactive ²	Aug-Oct 2019	573,000 (+/-19,000)	-2,000 (+/-18,000)	-22,000 (+/-27,000)
Unemployment rate ¹	Aug-Oct 2019	2.3% (+/-0.6)	-0.6pps (+/-0.6)	-1.3pps (+/-0.9)
Employment rate ²	Aug-Oct 2019	72.4% (+/-1.5)	0.4pps (+/-1.4)	2.9pps (+/-2.3)
Economic inactivity rate ²	Aug-Oct 2019	25.9% (+/-1.5)	0.1pps (+/-1.3)	-2.0pps (+/-2.2)
Employee jobs	Sept 2019	782,670 (+/-7,050)	4,210	15,540
Redundancies ³	Nov 2019	89		

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LFS data are seasonally adjusted

More information on understanding confidence intervals is available on the LFS Background Information section of the NISRA website

– [Estimating and reporting uncertainty](#) paper

¹ People aged 16 and over. Unemployment rate = total unemployed as a proportion of the economically active.

² Levels for all persons aged 16 and over, rates for working age (16-64).

³ Confirmed redundancies in the calendar month, not seasonally adjusted.

NI Labour Market Structure: Change over year

Seasonally adjusted LFS estimates for Northern Ireland for the period August-October 2019 showed that over the year:

- the unemployment rate decreased by 1.3pps (to 2.3%) Statistically significant
- the employment rate increased by 2.9pps (to 72.4%) Statistically significant
- the economic inactivity rate decreased by 2.0pps (to 25.9%) Not statistically significant

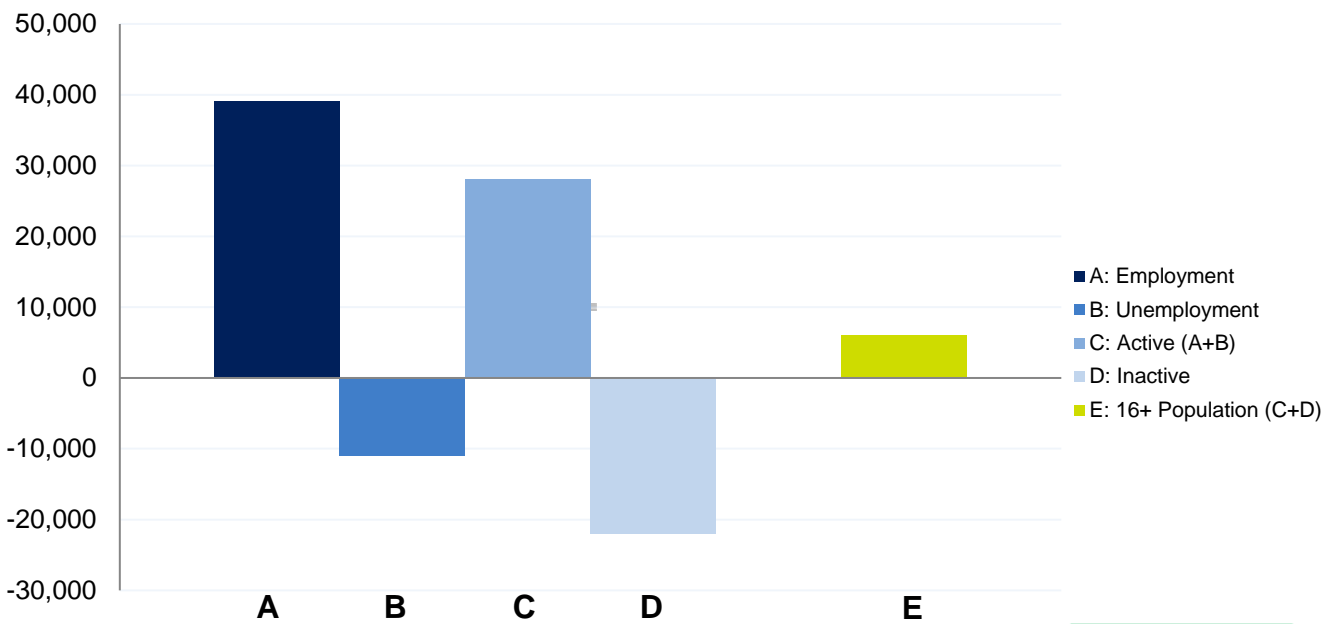
Seasonally adjusted employee jobs totals for Northern Ireland at September 2019 showed, over the year:

- an increase of 2.0% (15,540) jobs (to 782,670) Statistically significant

Over the latest twelve month period there were:

- 3,089 confirmed redundancies which was an increase of 17% from the previous year (2,644).

Figure 1: NI labour market structure: change over year



Note: figures rounded so may not sum

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UK summary

Seasonally adjusted LFS estimates for the UK for the period August-October 2019 showed:

- the unemployment rate (3.8%) was unchanged over the quarter and decreased by 0.3pps over the year to the joint lowest on record
- the employment rate (76.2%) was unchanged over the quarter and increased by 0.4pps over the year to the highest on record
- the economic inactivity rate (20.8%) was unchanged over the quarter and decreased over the year by 0.2pps.

Commentary

Businesses reported via the Quarterly Employment Survey that employee jobs increased over the quarter and year to a record high of 782,670 jobs. This continues a period of quarter on quarter growth from December 2015. Although increases were seen in all broad industry sectors over the year, the services sector continues to account for the majority of growth. Increases were seen over the year in both full-time and part-time jobs, with full-time jobs accounting for 75% of the growth in all employee jobs over the year.

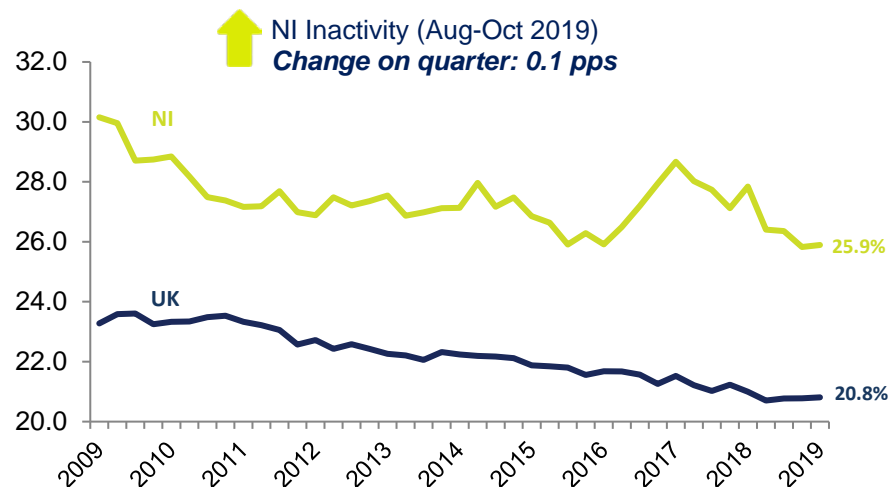
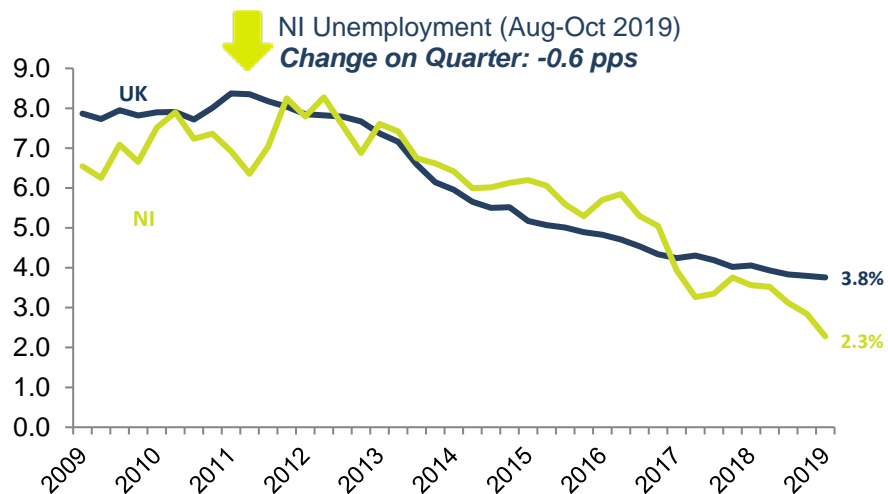
The Labour Force Survey shows that the employment rate increased over the quarter and the year to the highest on record (72.4%) while the unemployment rate decreased to a record low of 2.3% and inactivity increased over the quarter and decreased over the year to 25.9%.

The continued improvements in the NI labour market are consistent with the UK experience, where employment is the highest on record, the number of jobs is at a record high, unemployment is joint lowest on record and inactivity is one of the lowest on record. It is worth noting, while the NI unemployment rate is the lowest of all the UK regions, NI has the second lowest employment rate and highest inactivity rate.

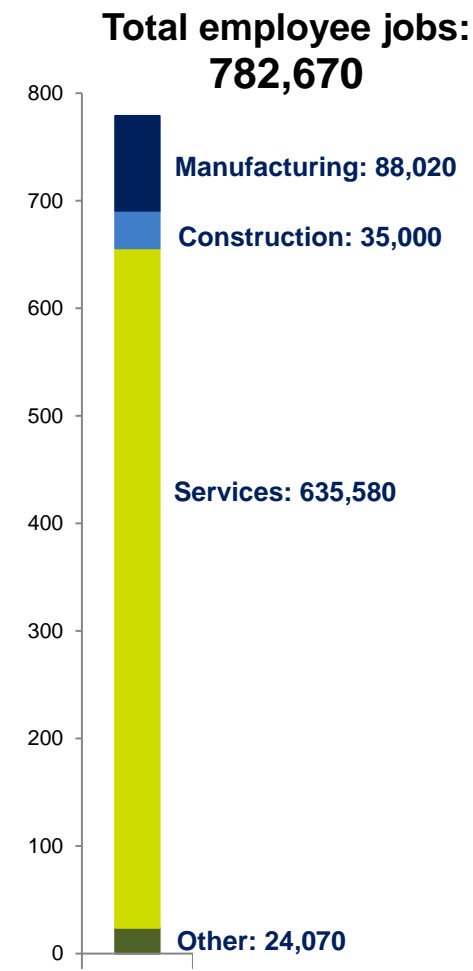
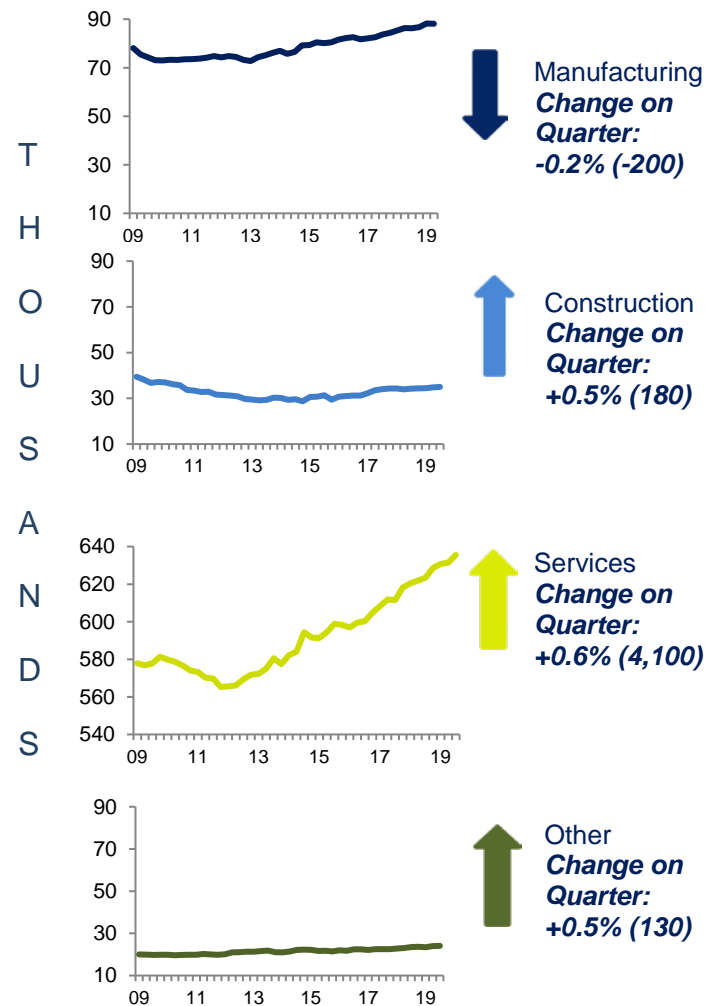
Further information is available on the NISRA - Economic and Labour Market Statistics website: [LMR Headline Tables](#).

NISRA Labour Market Statistics

Labour Force Survey August-October 2019



Quarterly Employment Survey – September 2019



pps¹ = percentage points

Labour Force Survey, seasonally adjusted and subject to future revisions.

Data published – 17th December 2019

Things users need to know

Estimates derived from the **Labour Force Survey** (including estimates of employment, unemployment and economic inactivity) are calculated using 2016 based population projections and the 2017 mid-year population estimates. In February 2019, estimates from June - August 2011 to September – November 2018 were revised as a result of the reweighting process (using the latest population estimates) and from a review of the seasonal adjustment process.

Additionally, estimates from November-January 2018 include a boost to the Northern Ireland Labour Force Survey sample. More information on the impact of the reweighting and increased sample size is available in a [separate paper](#).

More information on the production of LFS outputs can be found in the NISRA website:

- [LFS Summary Process Diagram](#)
- [Background to the Labour Force Survey](#)
- [Background Quality Report](#)

The experimental Claimant Count data are no longer included in the Labour Market Report. The data tables are published on the [NISRA](#) website and [NOMIS](#).

Context

The Labour Market Report (LMR) is a monthly overview of Northern Ireland key labour market statistics. It includes figures from the Labour Force Survey (LFS), the Quarterly Employment Survey, the Annual Survey of Hours and Earnings, redundancies counts and vacancies data. More information about the data sources can be found in Section 6. Where available, comparative UK data (produced by the ONS) have been included. The latest labour market statistics are available on the [ONS website](#).

A recent Labour Market Outputs consultation, ([Labour Market Statistics User Engagement page](#)) showed labour market statistics are used for policy monitoring and research, academic and private sector research, service planning and delivery. Key users of Northern Ireland labour market statistics include government departments, in particular the Department for the Economy (DfE), which uses the statistics to design and monitor the impact of economic and labour market policy. Other Government departments such as the Executive Office, the Department of Finance (DoF) and the Department of Agriculture, Environment and Rural Affairs (DAERA), as well as bodies such as Invest NI and Belfast City Council, regularly require specific ad hoc labour market analysis in order to monitor policies for example, equality and employment. In addition, significant 'non-governmental' users of labour market statistics (including the media, banks, academics, private consultants and the general public) use the data primarily for reporting or researching the performance of the economy in general. Labour market statistics attract widespread media coverage, with a number of broadcasters publishing articles on the labour market on a monthly basis, generally on the day of publication of the Labour Market Report.

Labour market statistics feature in the [DfE Economic Commentary](#), which provides an overview of the state of the Northern Ireland economy, setting it in context with the UK and Republic of Ireland. The most up-to-date official statistics on the economy and labour market are available on the [Economic Overview section](#) of the NISRA website.

Further information on using labour market statistics can be found on the Office for National Statistics (ONS) website:

- [Interpreting Labour Market statistics](#)
- [Guide to Labour Market Statistics](#)
- [Glossary](#)

Labour Force Survey

The Labour Force Survey (LFS) is a household sample survey carried out by interviewing individuals about their personal circumstances and work. It provides a rich source of information on the labour force using internationally agreed definitions. Estimates are subject to sampling error and care should be taken when making inferences (see section 6 and the [Estimating and Reporting Uncertainty](#) paper for details).

LFS unemployment: The International Labour Organisation (ILO) defines unemployed as those aged 16+ without a job who were able to start work in the two weeks following their LFS interview and had either looked for work in the four weeks prior to interview or were waiting to start a job they had already obtained.

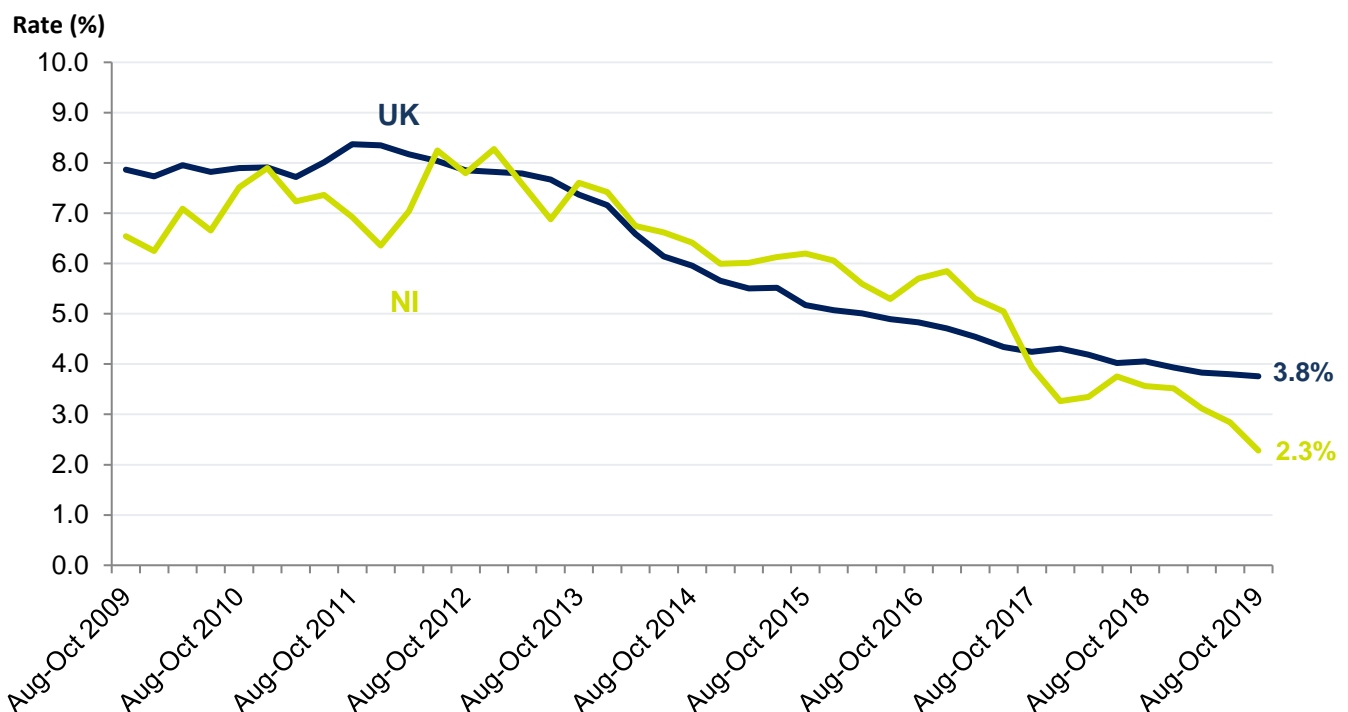
Long-Term Unemployment: those who have been unemployed for 12 months or more.

Youth Unemployment: unemployed people aged 16-24 years.

Key Findings

- LFS unemployment rate in NI decreased over the quarter and over the year to 2.3% (lowest on record)
- The NI unemployment rate has remained below the UK rate since mid-2017
- The UK unemployment rate is at 3.8% (this is the joint lowest on record)

Figure 2: Seasonally adjusted unemployment rate, Aug-Oct 2009 to Aug-Oct 2019



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Figure 2 shows unemployment rates on the current 3 month rolling average for NI and the UK over the last decade. The unemployment rate in NI peaked at over 8% in 2012 and is now at a record low at 2.3% in August-October 2019. This is in line with the recent trends in the UK unemployment, where the rate is at a joint record low of 3.8% in August-October 2019. The NI unemployment rate has been below the UK rate since mid-2017.

LFS unemployment

The unemployment rate (16+) for the period August-October 2019 was estimated at 2.3%, this was:

- a decrease of 0.6pps over the quarter
- a decrease of 1.3pps over the year

The number of unemployed persons aged 16+ was estimated at 20,000, which was:

- down 5,000 from last quarter
- down 11,000 from the same period last year

UK regional and international LFS comparisons

The most recent NI unemployment rate (2.3%) was:

- below the overall UK average rate (3.8%)
- the lowest rate among the twelve UK regions
- below the European Union (6.3%) rate and Republic of Ireland (5.3%) rate for September 2019

Long-term and youth unemployment

Please note that the number of long-term unemployed and youth unemployment are below the normal statistical quality threshold for release.

Further information is available on the NISRA - Economic and Labour Market Statistics website:

[LFS unemployment](#)

Redundancies

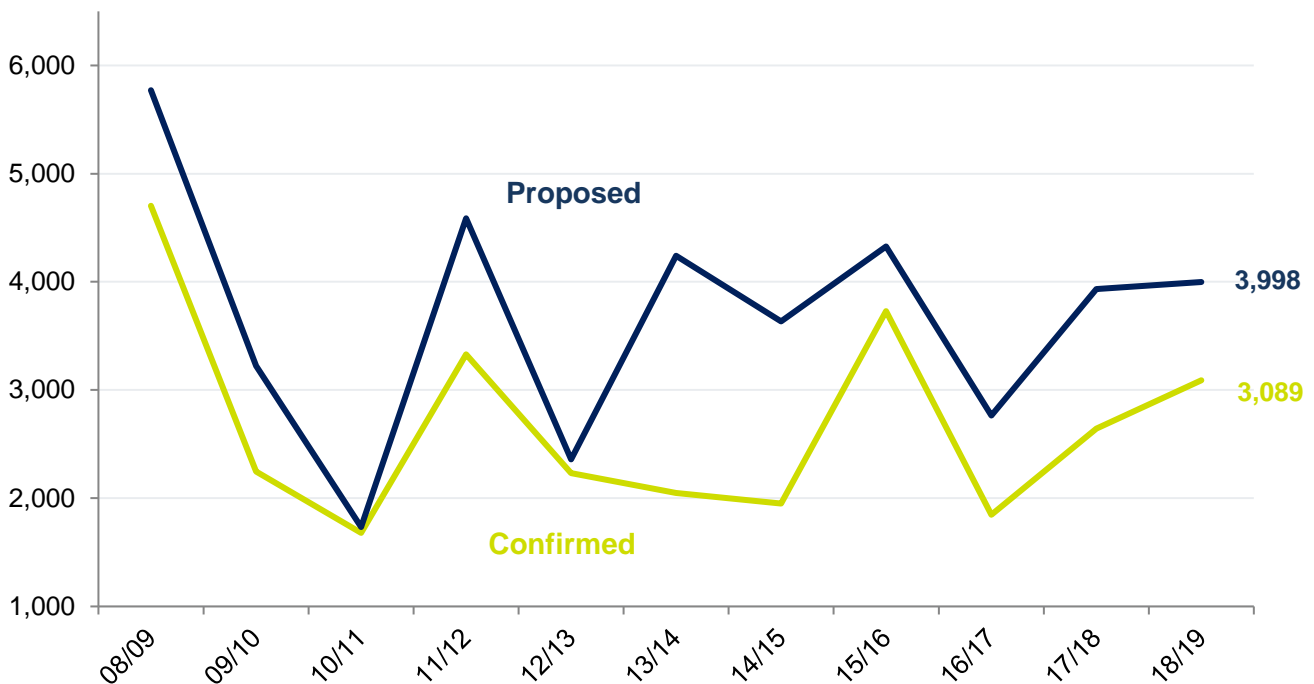
Under the Employment Rights (Northern Ireland) Order 1996 (Amended 8 October 2006) companies are only legally required to notify the Department of impending redundancies of 20 or more employees. Companies who propose less than 20 redundancies are not included in the statistics. As a result, the figures provided are likely to be an underestimate of total job losses, however, it is not possible to quantify the extent of the shortfall.

Redundancies: Subject to the criteria mentioned above, employers must notify the Department of (a) redundancies proposed and (b) redundancies confirmed. Since all proposed redundancies do not actually take place, the confirmed total provides a better indication of real job losses.

Key Findings

- 89 confirmed redundancies in November 2019
- 54% of redundancies confirmed in the Manufacturing sector in the last year
- 255 redundancies were proposed in November 2019

Figure 3: Confirmed and proposed redundancies – Annual totals, Dec-Nov 08/09 to Dec-Nov 18/19 (non-zero axis)



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Confirmed redundancies

During November 2019, the Department was notified of:

- 89 confirmed redundancies, similar to the previous monthly total of 82.

Over the latest twelve month period there were:

- 3,089 confirmed redundancies, which was an increase of 17% from the previous year (2,644)
- 1,677 (or 54%) confirmed in manufacturing, which was higher than the previous year (1,172 or 44%)
- 571 (18% of all confirmed redundancies) in the wholesale and retail trade; repair of motor vehicles and motorcycles
- a further 311 (10% of all confirmed redundancies) in administrative and support service activities.

Proposed redundancies

In November 2019, there were:

- 255 proposed redundancies, compared with the previous month's revised total of 85 proposed redundancies.

Over the latest twelve month period there were:

- 3,998 proposed redundancies, which was an increase from the previous year (3,934)
- 1,716 (43%) proposed in manufacturing, which was higher than one year ago (1,072 or 27%)
- 1,280 (32% of all proposed redundancies) in the wholesale and retail trade; repair of motor vehicles and motorcycles
- a further 274 (7% of all proposed redundancies) in administrative and support service activities

It should be noted that since not all proposed redundancies actually take place, the confirmed total provides a better indication of real job losses.

Further information is available on the NISRA - Economic and Labour Market Statistics website:
[Redundancies](#)

LFS employment

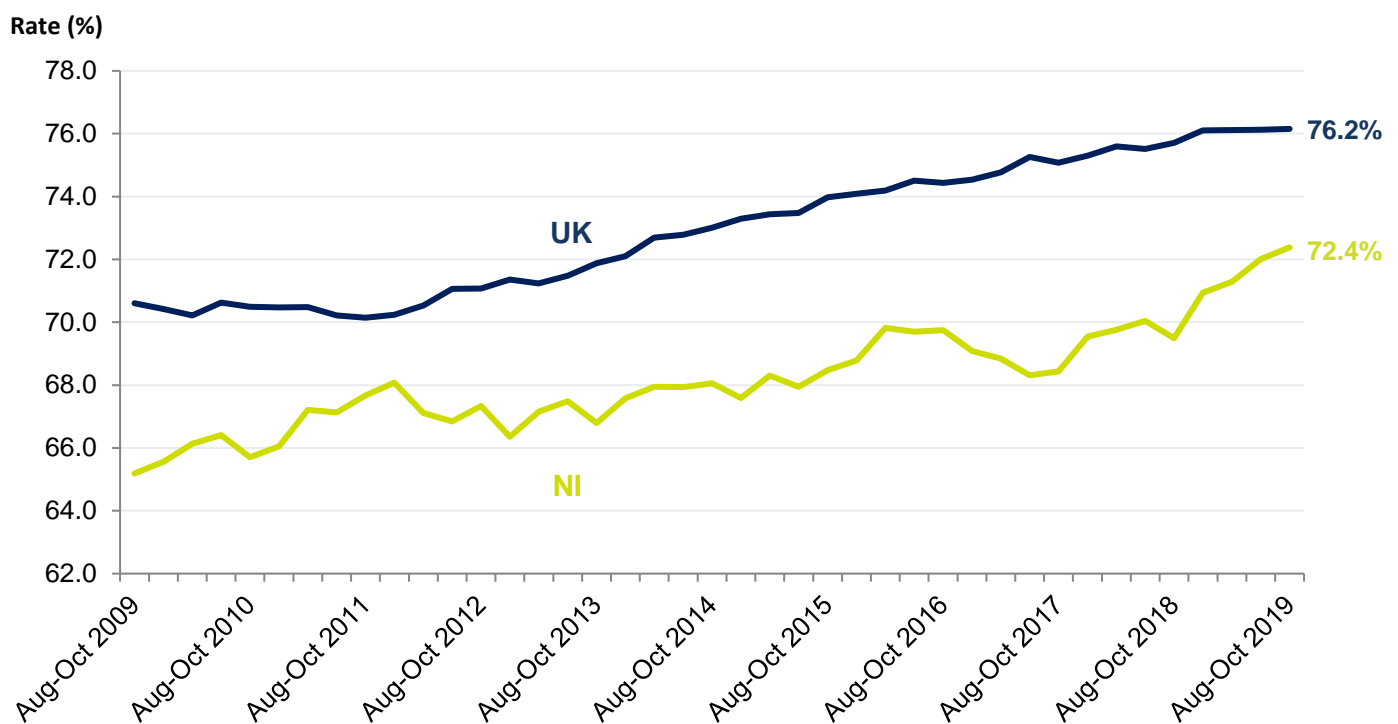
LFS employed: people aged 16 or over who did at least one hour of paid work in the reference week (whether as an employee or self-employed); those who had a paid job that they were temporarily away from; those on government-supported training and employee programmes and those doing unpaid family work.

Note: For analysis purposes, numbers refer to people aged 16 and over while rates relate to people aged between 16 and 64 years

Key Findings

- Employment rate increased over the quarter and over the year to 72.4% (the highest on record)
- NI employment rate remained below the UK average and was the second lowest of the twelve UK regions
- UK employment rate is at 76.2% (the highest on record)

Figure 4: Seasonally adjusted employment rate, Aug-Oct 2009 to Aug-Oct 2019



[Download in excel](#)

Figure 4 shows that, over the last 10 years, the NI employment rate has consistently been below the UK average, but showing a similar upward trend. The most recent NI employment rate for those aged 16-64 for the period August-October 2019 was estimated at 72.4%, the highest on record. Similarly, the UK employment rate for those aged 16-64 was at a record high of 76.2%. Increases were experienced in both male and female employment rates over the year.

Employment 16-64

The most recent NI employment rate for those aged 16-64 for the period August-October 2019 was estimated at 72.4%. This represents:

- an increase of 0.4pps over the quarter
- an increase of 2.9pps over the year.

Annual changes by gender included:

- the male (16-64) employment rate (76.4%) increased by 3.3pps over the year
- the female (16-64) employment rate (68.5%) increased by 2.5pps over the year

Regional comparison

The employment rate in NI (72.4%) was:

- below the UK average (76.2%)
- the second lowest rate among the twelve UK regions (higher than the employment rate for North East, 70.9%)
- This is only the seventh time in the past five years that Northern Ireland has not had the lowest employment rate of the 12 UK regions.

Employment 16+

The number of persons in employment (16+) during the period August-October 2019 was estimated at 878,000, which was:

- an increase of 8,000 over the quarter
- an increase of 39,000 over the year.

Employment by gender

Of those aged 16+ in employment, 52% (461,000) were male and 48% (417,000) were female. Annual changes by gender included:

- the number of males who were employed increased over the year by 21,000 to 461,000
- the number of females who were employed increased over the year by 17,000 to 417,000

Self-Employment

Of those aged 16+ in employment, 15.7% (137,000) were self-employed. Annual changes by gender included:

- the number of males who were self-employed increased over the year by 15,000 to 102,000
- the number of females who were self-employed did not change over the year (remaining at 35,000)

Further information is available on the NISRA - Economic and Labour Market Statistics website:

[LFS employment](#)

Quarterly Employment Survey (QES) – First published December 2019

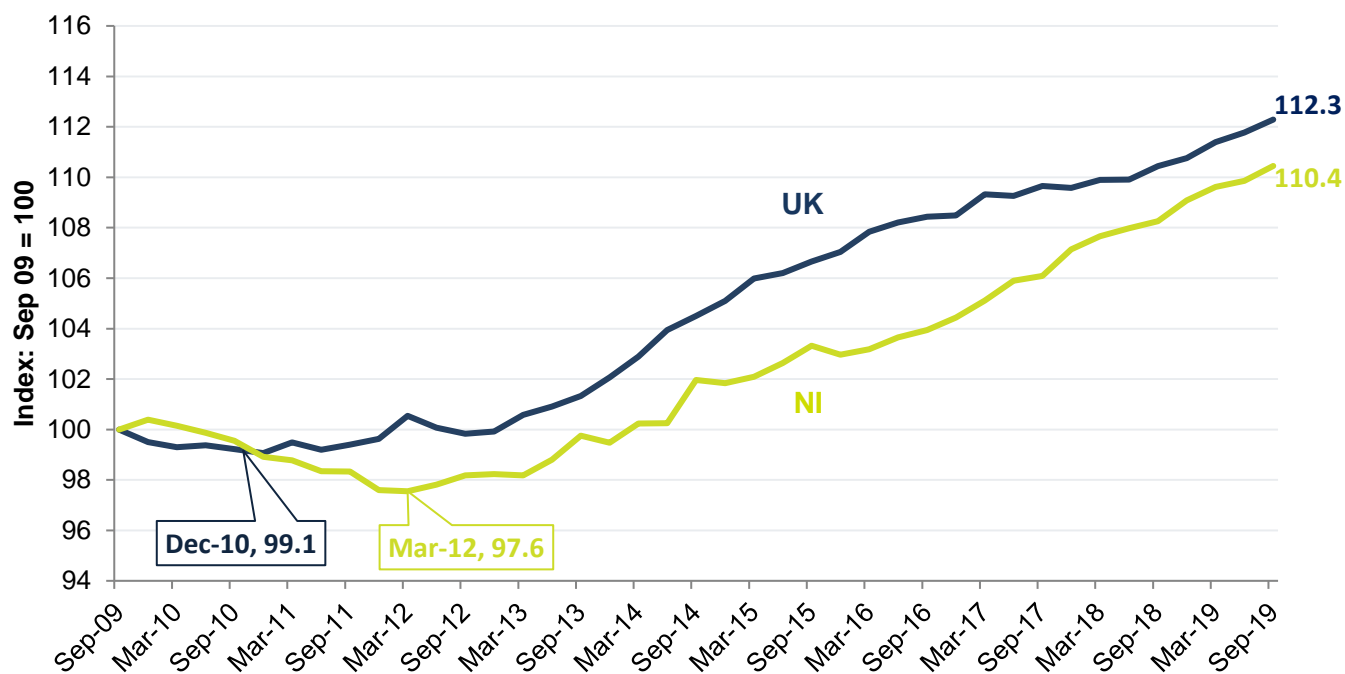
The QES is a business survey of approximately 6,000 companies that are asked to provide employment data for each of their business activities.

QES employee: An employee is defined as anyone aged 16 years or over that is directly paid from a business's payroll for carrying out a full-time or part-time job or being on a training scheme in Northern Ireland.

Key Findings

- Employee jobs increased over the quarter and year to a record high in September 2019
- Private sector employee jobs increased over the quarter and year to a record high
- Public sector employee jobs increased over both the quarter and the year

Figure 5: Index of Employee Jobs, September 2009 to September 2019



Figures are indexed to September 2009

[Download in excel](#)

Figure 5 shows the estimated seasonally adjusted employee jobs, indexed to allow comparison between NI and the UK.

The UK reached its lowest point in December 2010, more than a year before the NI low in March 2012. There are now 91,390 more employee jobs in NI since March 2012, and 3,645,000 more jobs in the UK since December 2010.

Employee Jobs

The seasonally adjusted employee jobs total in Northern Ireland at September 2019 was 782,670, which was:

- an increase of 0.5% (4,210 jobs) from the revised June 2019 estimate of 778,460.
- an increase of 2.0% (15,540 jobs) over the year from the revised September 2018 estimate of 767,130. The annual increase in employee jobs was statistically significant.

Employee jobs by sector

The seasonally adjusted quarterly change consisted of:

- increases in the construction (0.5% or 180 jobs), services (0.6% or 4,100 jobs) and other industries sectors (0.5% or 130 jobs).
- a decrease in the manufacturing sector (-0.2% or -200 jobs).
- an increase of 0.7% (4,170 jobs) in the private sector.
- an increase of 0.4% (800 jobs) in the public sector.

Over the year to September 2019:

- increases were seen in the manufacturing (2.4% or 2,070 jobs), construction (2.3% or 780 jobs), services (1.9% or 12,110 jobs) and other industries sectors (2.5% or 580 jobs).
- the private sector increased by 2.3% (12,900 jobs).
- the public sector increased by 1.4% (2,920 jobs).

Private sector employee jobs have grown to a series high in September 2019 (573,430 jobs), and are now 11.9% above the pre-downturn peak which occurred in June 2008. Public sector jobs showed an increase over the quarter and the year to September 2019 to 210,580 jobs. There are now 17,600 fewer public sector jobs than the public sector series peak in September 2009 (-7.7%).

Further information is available on the NISRA - Economic and Labour Market Statistics [website](#) and further breakdowns of employee jobs by geography and industry are available from the [Business Register and Employment Survey](#).

Comparisons between LFS Employment and QES Employee Jobs

The concept of employment (measured by the LFS as the number of people in work) differs from the concept of jobs, since a person can have more than one job, and some jobs may be shared by more than one person.

The LFS and QES measure employment in different ways. The LFS is a sample survey carried out by interviewing individuals about their personal circumstances and work. The QES is a quarterly survey of businesses which provides short term employee jobs estimates for Northern Ireland. It surveys all public sector jobs, all private sector firms with 25 or more employees, all businesses with more than one industry activity and a representative sample of smaller firms. LFS employment figures are based on a rolling three month period and QES measures the number of jobs on a particular day.

LFS employment includes those who are employed, self-employed, unpaid family workers and those on Government supported training programmes. QES employee jobs include full-time and part-time jobs and those on a training scheme and excludes self-employed.

Vacancies – First published November 2019

Headline figures are presented for vacancies notified to the Department for Communities (DfC). A small proportion of vacancies notified are based in the UK mainland or in the Republic of Ireland. The statistics do not represent the total unsatisfied demand for staff by employers. This provides a partial picture of the true number of vacancies, as employers may advertise by other means and do not have to notify DfC of their vacancies.

Vacancies in a given month relate to those on the count date, are not seasonally adjusted and are subject to revision in the following periods.

Full-time vacancies: Full-time vacancies include any vacancy 30 hours or over per week.

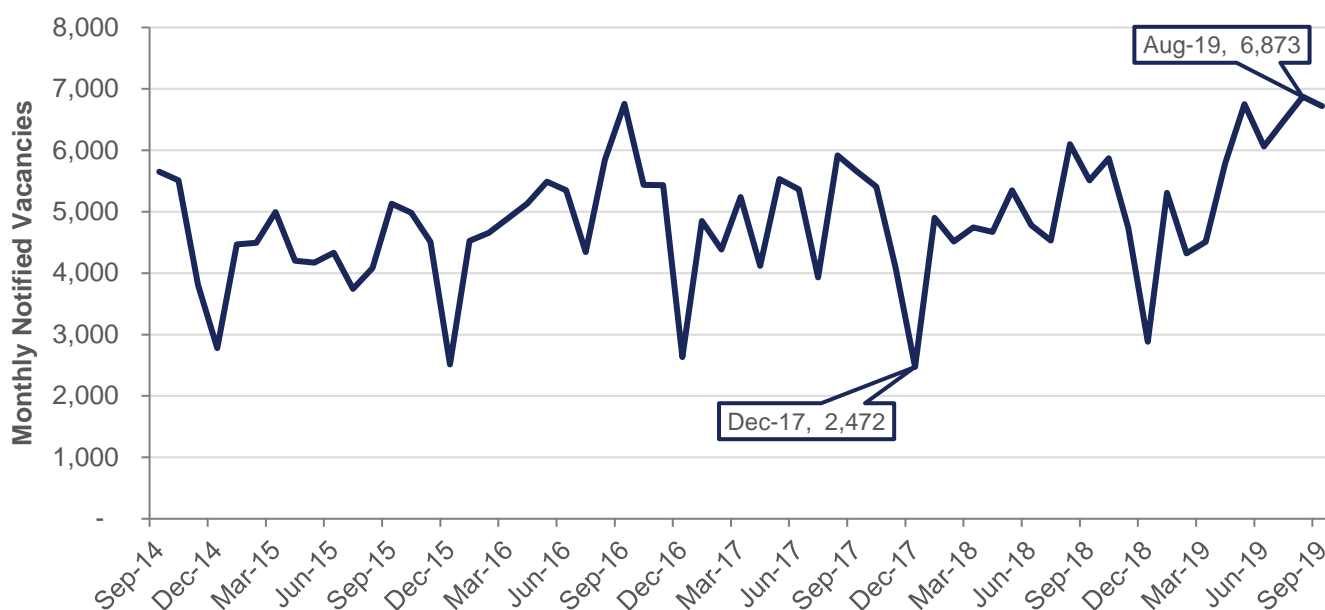
Part-time vacancies: Part-time vacancies include any vacancy between 1 and 29 hours per week.

Casual vacancies: Casual vacancies are vacancies where no regular hours are guaranteed.

Key Findings

- There were 20,061 vacancies notified during July-September 2019. This includes full-time, part-time and casual vacancies.
- 66% of vacancies were full-time

Figure 6: Monthly Notified Vacancies, September 2014 to September 2019



[Download in excel](#)

Figures in the above graph are not National Statistics.

(1) Monthly notified vacancies are all new vacancy positions notified to Department for Communities. All statistics are derived from data extracted from the Department for Communities Client Management System (CMS).

(2) Vacancies data is published quarterly and reported by financial year. Data for July-September 2019 was published in October 2019.

The number of vacancies notified to Jobs and Benefits Offices/ Job Centres/ DfC display a seasonal trend, with peaks in the months preceding December and troughs in December each year. Despite these seasonal fluctuations, the number of vacancies between 2014 and 2018 centred around 5,000 per month.

An upward trend is evident in the number of vacancies notified during 2019. Caution should be taken when comparing these figures to the previous year due to centralisation of the vacancy management process which began on 1st January 2019.

Further breakdowns and background notes are available on the DfC website: [DfC Statistics](#)

UK-wide Vacancy Statistics

UK-level statistics are available on the ONS website: [ONS Statistics](#) and [ONS Vacancy Survey Methodology](#).

Vacancy statistics at the UK level are based on a business survey. Estimates show the number of vacancies had been generally increasing in the UK since 2012, however, the number has been falling since early 2019.

The most recent figures (for the August-October period) were released on the 17th of December 2019 and are available from the [ONS website](#).

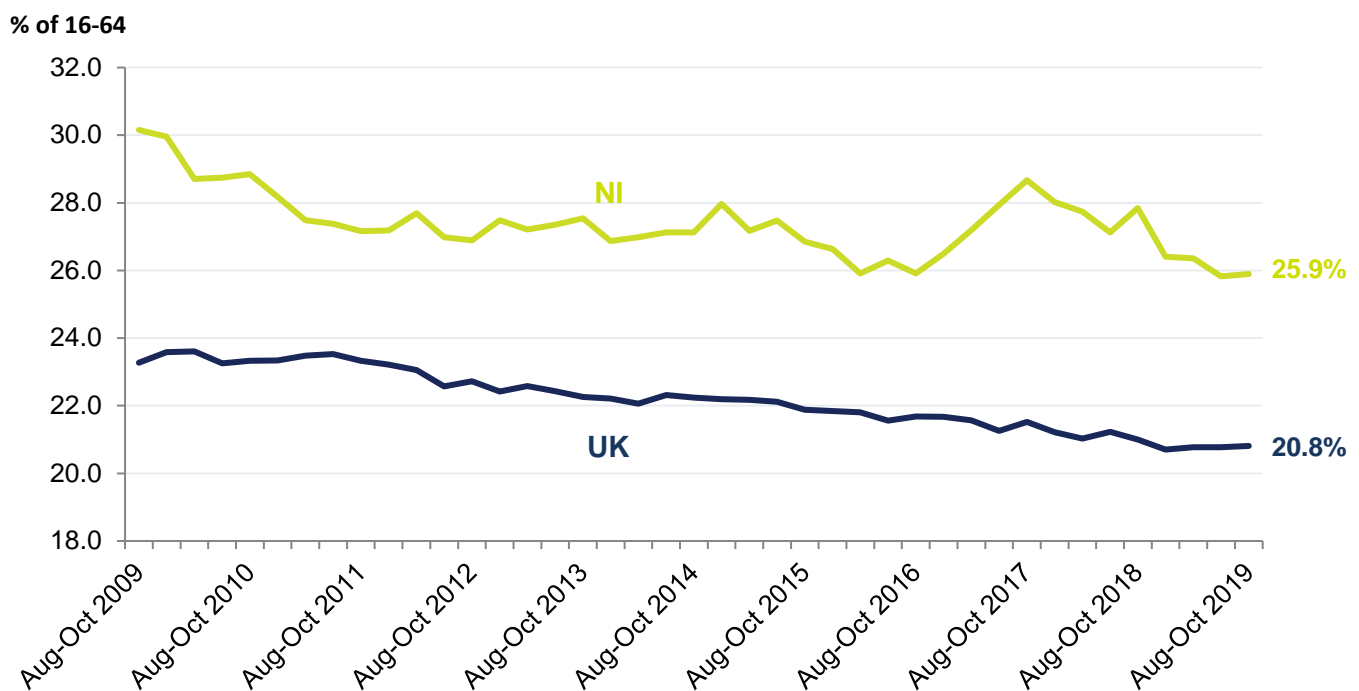
LFS economic inactivity

Economically inactive: people who are neither in employment nor unemployed on the ILO measure. This group includes all those who are looking after a home, long term sick or disabled, students and retired.

Key Findings

- The economic inactivity rate increased over the quarter and decreased over the year to 25.9%
- NI economic inactivity remains the highest of the twelve UK regions

Figure 7: Seasonally adjusted economic inactivity rates (16-64), Aug-Oct 2009 to Aug-Oct 2019



[Download in excel](#)

Figure 7 shows that, over the last 10 years, economic inactivity in NI has been consistently higher than the UK average. During the past 10 years, the UK inactivity rate has mostly been on a downward trend. Though the latest quarter shows a slight uptick in economic inactivity, economic inactivity in NI has mostly been decreasing from 2017, following a period of increasing inactivity between 2016 and 2017.

Economically inactive

The seasonally adjusted economic inactivity rate (aged 16-64) for August-October 2019 was estimated at 25.9%, which represented:

- an increase of 0.1pps over the quarter
- a decrease of 2.0pps over the year.

The number of economically inactive persons (aged 16-64) was estimated at 302,000, which was:

- an increase of 1,000 over the quarter
- a decrease of 23,000 over the year.

Regional comparison

The NI economic inactivity rate for those aged 16-64 stood at 25.9%. This was:

- higher than the UK average rate (20.8%)
- the highest of the twelve UK regions.

Further information is available on the NISRA - Economic and Labour Market Statistics website:

[LFS Economic Inactivity](#)

[Economic Inactivity in Northern Ireland topic paper](#)

[Women in Northern Ireland](#)

Annual Survey of Hours and Earnings (ASHE)

ASHE is a UK wide survey that provides a wide range of information on hourly, weekly and annual earnings by age, gender, work pattern, industry and occupation including public and private sector pay comparisons. The sample used comprises approximately 1% of all employees in NI who were covered by Pay As You Earn (PAYE) schemes.

Gross weekly pay includes 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.

Median measures the amount earned by the average individual, i.e. the level of earnings at which half the population are above and half the population are below.

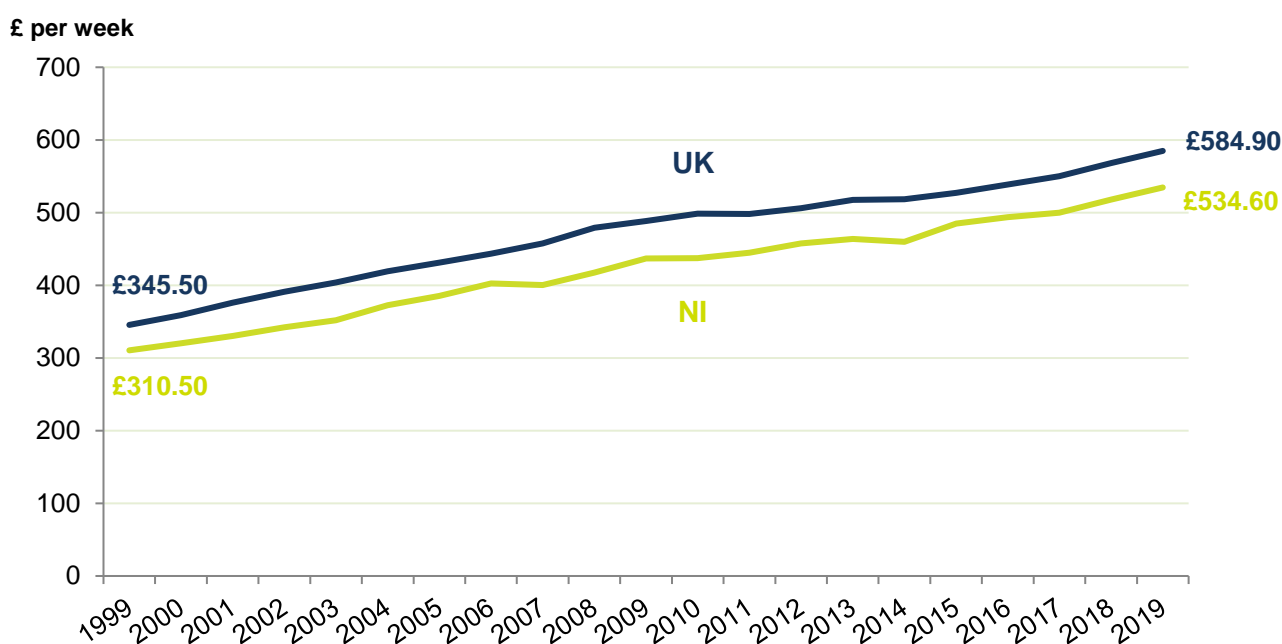
Full-time employee is defined as anyone aged 16 years or over that is directly paid from a business's payroll for carrying out more than 30 paid hours per week (or 25 or more for the teaching professions).

Gender pay gap: The headline measure is calculated as the difference between the median full-time hourly earnings (excluding overtime) of males and females, as a proportion of median full-time hourly earnings (excluding overtime) of males earnings.

Key Findings

- Weekly earnings in NI increased by £16.80 (3.3%) over the year and by £16.60 (2.9%) in the UK
- Real earnings increased over the year (1.2%) and have almost returned to 2009 levels
- Median public sector earnings were almost a third higher than private sector earnings
- 2019 was the tenth year where full-time females in NI earned at least as much as full-time males on average

Figure 8: Median gross weekly earnings for full-time employees in NI and the UK, April 1999-April 2019



Note: there were a number of methodological changes during the series in 2004, 2006 and 2011 – see Section 4 of the [Annual Survey of Hours and Earnings](#) publication for further information

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Over the last 20 years, the median gross weekly earnings for full-time employees has increased by an average of £11 each year in NI. At April 2019, weekly earnings:

- were £535, £50 (8.6%) lower than the UK median (£585)
- were the second lowest of the 12 UK regions
- increased by more (3.3%) than the equivalent UK median (2.9%), however, had the joint third smallest increase of the UK regions over the year.
- when adjusted for inflation, increased by 1.2%, similar to the increase of 1.3% recorded the previous year and larger than the increase in the UK (0.9%)
- in the private sector increased by 3.4% over the year, while public sector weekly earnings increased by 0.7%
- in the public sector (£625) were 31% higher than in the private sector (£479).

Hourly earnings (excluding overtime) from the 2019 ASHE show that:

- the gender pay gap for full-time employees in NI is negative (2.9% in favour of females)
- females who work full-time earned 37p per hour more on average than males (£13.13 per hour compared to £12.76 per hour for males)
- in the UK full-time females (£13.97) earned less than full-time males (£15.34) on average; a gender pay gap of 8.9% in favour of males.

Further information is available on the NISRA - Economic and Labour Market Statistics website:
[Annual Survey of Hours and Earnings](#)

LFS unemployment

The definition of unemployment used in the Labour Force Survey (LFS) is in accordance with that of the International Labour Organisation (ILO). The ILO unemployed includes those without a job who were able to start work in the two weeks following their LFS interview and had either looked for work in the four weeks prior to interview or were waiting to start a job they had already obtained.

The definition of unemployment rate is the percentage of economically active people who are unemployed.

Please note that it is possible for the number of unemployed to increase and the unemployment rate to fall during the same period, as the latter measure is a ratio e.g. if the number of economically active has increased at a faster rate than the number unemployed, the unemployment rate will fall.

LFS employment

The definition of ILO employed applies to anyone (aged 16 or over) who has carried out at least one hour's paid work in the week prior to interview, or has a job they are temporarily away from (e.g. on holiday). Also included are people who do unpaid work in a family business and people on Government-supported employment training schemes.

The definition of employment rate is the percentage of all working age (16-64) people who are employed.

The ILO measures are particularly useful for examining short term and long term trends over time and key LFS time series data are available both seasonally adjusted and unadjusted.

LFS economic inactivity

Economic inactivity is defined as those individuals who are neither in employment nor unemployed as determined by the ILO measure. This economic status includes all those who are looking after a home, are long term sick or disabled, are students or are retired.

Reporting Change and Sampling variability

Reported change is calculated using unrounded data and is presented to 1 decimal place. When a change is less than 0.05pps, it is rounded to 0.0pps and the data is reported as unchanged.

The LFS is a sample survey and, as such, estimates obtained from it are subject to sampling variability. If we drew many samples, each would give a different result. Table 2 shows the sampling variability of the estimates, and quarterly and annual changes using 95% confidence intervals. We would expect that in 95% of samples the range would contain the true value. The final column contains the confidence interval that can be used when assessing change between two independent samples. Due to the LFS five wave structure, this means it can be used to assess changes over six quarters or more. The confidence intervals have been calculated using data that are not seasonally adjusted, with the relevant sampling errors produced then applied to the seasonally adjusted data.

If the 'quarterly or annual change' of an estimate is larger than the 'confidence interval around the change', the change is statistically significant. If none of the reported changes over the year or the quarter were statistically significant, then the recorded changes did not exceed the variability expected from a sample survey of this size.

Table 2: Sampling variability of labour market estimates

August-October 2019	Estimate	Confidence interval around estimate	Change over quarter	Confidence interval around quarterly change	Change over year	Confidence interval around annual change	Confidence interval around change
Unemployment ¹	20,000	+/-5,000	-5,000	+/-5,000	-11,000	+/-8,000	+/-9,000
Employment ²	878,000	+/-19,000	8,000	+/-18,000	39,000	+/-28,000	+/-29,000
Economically inactive ²	573,000	+/-19,000	-2,000	+/-18,000	-22,000	+/-27,000	+/-28,000
Unemployment rate ¹	2.3%	+/-0.6pps	-0.6pps	+/-0.6pps	-1.3pps	+/-0.9pps	+/-1.0pps
Employment rate ²	72.4%	+/-1.5pps	0.4pps	+/-1.4pps	2.9pps	+/-2.3pps	+/-2.4pps
Economic inactivity rate ²	25.9%	+/-1.5pps	0.1pps	+/-1.3pps	-2.0pps	+/-2.2pps	+/-2.3pps

¹ People aged 16 and over. Unemployment rate = total unemployed as a proportion of the economically active.

² Levels for all persons aged 16 and over, rates for working age (16-64).

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Please see link for further LFS notes and definitions: [LFS Background Information](#)

Response Rates – Updated quarterly (last updated 12/11/2019)

The total eligible sample for the July-September 2019 LFS consisted of 3,765 addresses (1,185 chosen at random from the Valuation & Lands Agency list of domestic properties and 2,580 carried forward from the previous quarter). A random start, fixed interval sampling technique of the addresses, which are ordered by Council Area and Ward, is used. This ensures a proportional representation across the Council Areas in Northern Ireland.

Only private household addresses were eligible, since the LFS is a survey of the private household population. Every selected address is interviewed on five successive occasions, such that in any one quarter, a fifth of the sample will be receiving their first interview, one fifth their second and so on, with one fifth receiving their fifth and final interview. This results in an 80% sample overlap between quarters.

Table 3: Response rates, July-September 2019

Fully and partially responding	2,663
Eligible sample	3,765
Response rate (%)	70.7%

*Of the addresses sampled, a small number contained more than one household and some contained households which moved during the quarter. Residents in NHS hospital accommodation (formerly called nurses' homes) and students living in halls of residence or boarding schools are included to improve the coverage of young people.

LFS Comparisons

Estimates of employment, unemployment, and economic inactivity are derived from the LFS. The most robust estimates of short-term movements in these estimates are obtained by comparing the estimates over separate three month periods. For example, estimates relating to August-October 2019 should be compared with the estimates for May-July 2019. This provides a more robust estimate than comparing with the estimates for July-September 2019, as the August and September data are included within both estimates. Effectively, observed differences are those between the individual months of July 2019 and October 2019. The LFS is sampled such that it is representative of the NI population over a three month period, not for single month periods.

Seasonal adjustment

All estimates discussed in this Statistical Bulletin are seasonally adjusted unless otherwise stated. Like many economic indicators, the labour market is affected by factors that tend to occur at around the same time every year, for example, school leavers entering the labour market in July and whether Easter falls in March or April. To compare over months or quarters, the data are seasonally adjusted to remove the effects of seasonal factors and the arrangement of the calendar.

Thresholds

Thresholds are used to determine whether LFS data are suitably robust for publication. The threshold used for the quarterly LFS datasets is 8,000. As such, data below 8,000 are suppressed.

LFS revisions

LFS microdata are routinely revised to incorporate the latest population estimates. The latest revisions were published in February 2019 and affect LFS data from the period June-August 2011 onwards. In addition, data from November-January 2018 onwards also reflects a boost to the LFS sample that has been rolled out from January 2018 beginning with wave 1 and will be fully implemented through all 5 waves by April-June 2019. A review of seasonal adjustment methodology has also taken place and affects seasonally adjusted data from June-August 2011 onwards. The majority of revisions to the unemployment rate fell within +/-0.1 percentage points and the largest revision was -0.3pps; the working age employment rate mostly fell within +/- 0.1 percentage points and the largest revision was 1.0pps. More information on the revision policy concerning labour market statistics can be found through the following link: [Labour market statistics revisions policy](#)

Experimental Claimant Count (Jobseekers Allowance claimants plus some out-of-work Universal Credit claimants)

In March 2018, the NI JSA-only claimant count was replaced by an experimental measure based on JSA claimants plus out-of-work UC claimants who were claiming principally for the reason of being unemployed.

The new claimant count is categorised as experimental as the statistics are in the testing phase and not yet fully developed. The ONS have produced a useful '[Guide to Experimental Statistics](#)' and an FAQ document explaining the difference between the two measures is available on the [NISRA website](#).

The experimental Claimant Count data are **no longer** included in the Labour Market Report. The data tables are published on the [NISRA](#) website and counts are available from [NOMIS](#).

Redundancy Legal Requirements

Under the Employment Rights (Northern Ireland) Order 1996 (amended 8 October 2006), companies are only legally required to notify the Department of impending redundancies of 20 or more employees. Companies who propose less than 20 redundancies are not included in the statistics, so there is likely to be an undercount.

Annual Survey of Hours and Earnings (ASHE)

Please note, changes in NI earnings over the year and relative to the UK can be influenced by a range of factors including the timing of pay settlements, the extent of overtime and differences in the composition of the workforce. As ASHE is a sample survey, results are also subject to an associated level of sampling variability. Further information is available at: [Northern Ireland Annual Survey of Hours and Earnings](#)

Quarterly Employment Survey (QES)

All QES data contained in the LMR are adjusted for seasonality. The seasonally adjusted series started in 2005. Public sector and private sector series are seasonally adjusted separately to the industry breakdowns. As such, the two series may differ at the NI level.

Revisions

QES estimates are revised quarterly to reflect the latest information provided to the Department by employers. The June 2019 seasonally adjusted estimate first published in September 2019 has subsequently been revised down 0.1%. For further details of QES revisions please see the following link: [QES Revisions](#)

The Northern Ireland Statistics and Research Agency wishes to thank the participating households for their co-operation in agreeing to take part in the survey and for facilitating the collection of the relevant data.

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