



Average earnings and hours of work, provisional estimates for April 2019

Key findings for the Lancashire-12 and Lancashire-14 areas

www.lancashire.gov.uk

Paul Ayre, principal research and intelligence officer

Originally published 29 November 2019.

This version was published on 4 December 2019 with corrections.

Corrections

Table 7: Median gross annual earnings, all employees, by place of residence, April 2019 provisional estimates.

Chorley figure as % of UK (UK=100) corrected to 100.5.

Table 8: Median gross annual earnings, all employees, workplace-based, April 2019 provisional figures

Fylde figure as % of UK (UK=100) corrected to 118.5.

For further information on the work of Business Intelligence, please contact us at:

Business Intelligence

Lancashire County Council

2nd floor Christ Church Precinct

County Hall

Fishergate Hill

Preston

PR1 8XJ

E: BusinessIntelligence.insight@lancashire.gov.uk

W: www.lancashire.gov.uk/lancashire-insight

Contents

1	Overview	1
2	Key findings for the Lancashire-12 and Lancashire-14 areas	1
2.1	Residence-based median weekly earnings.....	1
2.2	Workplace-based median weekly earnings.....	3
2.3	Differences between residence-based full-time weekly earnings and part-time weekly earnings (for all persons, males and females)	4
	2.3.1 <i>Residence-based differences</i>	4
	2.3.2 <i>Workplace-based differences</i>	4
2.4	Median weekly earnings – gender analysis	5
	2.4.1 <i>Residence-based median weekly earnings – gender analysis</i> ..	5
	2.4.2 <i>Workplace-based median weekly earnings – gender analysis</i> ..	5
2.5	Residence-based v workplace-based median earnings.....	5
2.6	Residence-based median paid hours worked per week (provisional) ...	6
2.7	Workplace-based median paid hours worked per week (provisional) ...	6
2.8	Annual median gross annual earnings by place of residence and place of work	7
3	Background information	8
3.1	The Annual Survey of Hours and Earnings.....	8
3.2	Quality of the data, statistical robustness and interpretation of the figures.....	8
3.3	Definition of the Lancashire-12 and Lancashire-14 geographic areas used in this report	9
4	Analysis of the Lancashire-12 and Lancashire-14 average median weekly earnings, 2018.....	10
4.1	Residence-based median weekly earnings (provisional)	10
4.2	Differences between residence-based full-time weekly earnings and part-time weekly earnings (for all persons, males and females)	11
4.3	Workplace-based median weekly earnings (provisional)	13
4.4	Differences between workplace-based full-time weekly earnings and part-time weekly earnings (for all persons, males and females)	15
4.5	Residence-based median weekly earnings – gender analysis.....	16
	4.5.1 <i>Difference in residence-based median weekly earnings between all males and all females (by area)</i>	16
	4.5.2 <i>Difference in residence-based median weekly earnings between full-time males and full-time females (by area)</i>	17
	4.5.3 <i>Difference in residence-based median weekly earnings between part-time males and part-time females (by area)</i>	18
4.6	Workplace-based median weekly earnings – gender analysis.....	19
	4.6.1 <i>Difference in workplace-based median weekly earnings between all males and all females (by area)</i>	19
	4.6.2 <i>Difference in workplace-based median weekly earnings between full-time males and full-time females (by area)</i>	19
	4.6.3 <i>Difference in workplace-based median weekly earnings between part-time males and part-time females (by area)</i>	20

4.7	Residence-based v workplace-based weekly earnings for the Lancashire-12 and Lancashire-14 area	22
4.8	Median weekly earnings (for all employees) by local authority	23
	4.8.1 <i>Median weekly earnings (for all employees) by local authority – residence-based</i>	23
	4.8.2 <i>Median weekly earnings (for all employees) by local authority – workplace-based</i>	26
	4.8.3 <i>Areas where residence-based earnings are higher than workplace-based earnings</i>	28
	4.8.4 <i>Areas where workplace-based earnings are higher than residence-based earnings</i>	29
4.9	Residence-based median paid hours worked per week (provisional) .	31
	4.9.1 <i>Residence-based median paid hours worked per week - summary</i>	31
	4.9.2 <i>Residence-based median paid hours worked per week by all employees, all male employees and all female employees</i>	31
	4.9.3 <i>Residence-based median paid hours worked per week by all full-time male employees, all full-time female employees and all full-time employees</i>	32
	4.9.4 <i>Residence-based median paid hours worked per week by all part-time male employees, all part-time female employees and all part-time employees</i>	33
4.10	Workplace-based median paid hours worked per week (provisional) .	33
	4.10.1 <i>Workplace-based median paid hours worked per week - summary</i>	33
	4.10.2 <i>Workplace-based median paid hours worked per week by all employees, all male employees and all female employees</i>	34
	4.10.3 <i>Workplace-based median paid hours worked per week by all full-time male employees, all full-time female employees and all full-time employees</i>	34
	4.10.4 <i>Residence-based median paid hours worked per week by all part-time male employees, all part-time female employees and all part-time employees</i>	35
4.11	Difference between residence-based median paid hours worked per week and workplace-based median paid hours worked per week.	35
4.12	Annual gross median earnings, residence-based and workplace-based.....	36
	4.12.1 <i>Annual residence-based gross median earnings</i>	36
	4.12.2 <i>Annual workplace-based gross median earnings</i>	38

1 Overview

The Annual Survey of Hours and Earnings (ASHE), published by the Office for National Statistics (ONS), provides information about the levels, distribution and make-up of earnings and paid hours worked for employees in the United Kingdom. The data is available by local authority area, split by full-time and part-time employment, by gender, and by industry and occupation. This article focusses mainly on the residence-based median average earnings and the workplace-based median average earnings (weekly and annual figures) at the local authority level.

The Annual Survey of Hours and Earnings is based on a 1% sample of employee jobs taken from HM Revenue and Customs PAYE records. Caution is required when interpreting the data, owing to statistical variance and wide margins of error, especially at the district level. The estimated earnings and percentage change figures should be taken as a guide, rather than definitive results. They provide an idea of the relative differences between areas. Analysis of the estimates over a number of years is recommended to identify trends and any potential anomalies.

In 2019, the ONS published [three statistical bulletins relating to ASHE](#), rather than a single statistical bulletin prior to 2018. The objective of the change is to help users find the statistics they are interested in more easily. The three statistical bulletins in 2019 were 'Employee earnings in the UK: 2019', 'Low and high pay in the UK: 2019', and 'Gender pay gap in the UK: 2019'. All three statistical bulletins were published on 29 October 2019.

2 Key findings for the Lancashire-12 and Lancashire-14 areas

2.1 Residence-based median weekly earnings

The Annual Survey of Hours and Earnings (ASHE) provisional estimates for 2019 reveal that the median gross weekly earnings for residents (all employees – both full and part-time) in the Lancashire-12 area was £447.10. This was £32.00, or 6.7%, lower than the UK figure of £479.10. Residence-based gross weekly median earnings had grown provisionally by 4.8% in the Lancashire-12 area over the year. This was greater than the annual percentage increase of 4.2% in UK.

Median residence-based earnings in the Lancashire-12 area in April 2019 were higher than those in the Lancashire-14 area for all categories (all employees, full-time employees and part-time employees - and by gender for these categories), except for the part-time earnings of men. The Lancashire-14 figure for part-time males (£180.20) was £11.20 greater per week than the Lancashire-12 figure (£169.0). It is noted that the Lancashire-12 male part-time figure had reduced provisionally over the year by 2.5%, whereas the Lancashire-14 figure had increased by 6.3%.

In the Lancashire-14 area, residence-based gross median weekly earnings for all employees were estimated at £435.30, some £43.80, or 9.1% lower than the UK.

The Lancashire-14 estimate had increased provisionally by a slightly lower 4.3%. This was marginally higher than the UK annual percentage increase of 4.2%.

Only two categories in the Lancashire-12 area had median residence-based earnings that were higher than their respective UK averages. Figures were slightly higher for female part-time employees and marginally higher (by 10 pence) for all part-time employees. None of the categories in the Lancashire-14 area had median residence-based earnings that were higher than their respective UK averages.

Fylde (£535.60) and Ribble Valley (£515.40) were the only authorities in the Lancashire-14 area that had residence-based median weekly earnings above the UK figure of £479.10.

The figure for Fylde was 11.8% (£56.50) above the UK median and ranked in 74th place in Great Britain out of 370 local authority areas with residence-based estimates (please note that earnings for individual authorities within Northern Ireland are not available). The Fylde estimate was a fifth of the way down the GB rankings.

The estimate for Ribble Valley was 7.6% (£36.30) above the UK median average and ranked in the second quartile of the GB rankings.

Chorley (£478.00) had the third highest estimate in the Lancashire-14 area, and was just 0.2% (£1.10) below the UK figure, and placed in the fifth decile of the GB rankings. The estimate for West Lancashire (£468.00) fell just in the lowest 50% of the GB rankings and was 2.3% (£11.10) below the UK figure. The remaining eight Lancashire-12 authorities had weekly median earnings estimates below £455 per week and fell in the lowest 40% of the GB rankings.

Wyre (£398.90) had the lowest estimate in the Lancashire-12 area, and second lowest in the Lancashire-14 area, 16.7% (£80.20), or a sixth, below the UK median figure, falling in the lowest seven percent of the GB rankings (25th lowest). The figure for Preston (£402.50) had not changed on the 2018 estimate and was 16.0% (£76.60) below the UK median figure. Preston's median residence-based weekly earnings were the 31st lowest in GB, falling roughly in the lowest twelfth of the GB rankings.

Blackpool (£379.00) recorded the lowest residence-based median weekly estimate in the Lancashire-14 area. This was the fourth lowest estimate in Great Britain out of 370 local authority areas with residence-based estimates (please note that earnings for individual authorities within Northern Ireland are not available). The Blackpool estimate was 20.9% (£100.10), or over a fifth, below the UK median figure (£479.10).

The estimate for Blackburn with Darwen (£399.50) was the third lowest in the Lancashire-14 area and the 26th lowest in Great Britain, ranked just above Wyre (25th lowest) in the GB rankings (and in the lowest 7% of the GB rankings). The Blackburn with Darwen residence-based estimate was 16.6% (£79.60) or a sixth lower than the UK median figure.

2.2 Workplace-based median weekly earnings

The provisional workplace-based median weekly earnings estimates for all employees in the Lancashire-12 area (£428.50) and the Lancashire-14 area (£428.50) were both below the UK figure (£479.10) by 10.6% (£50.60) in April 2019.

Workplace-based gross weekly earnings for all employees had increased in the year to April 2019 by 1.6% in the Lancashire-12 area, and by 3.8% in the Lancashire-14 area, both lower than the 4.2% rise for the UK.

The provisional median workplace-based earnings in the Lancashire-12 area in April 2019 were the same as those in the Lancashire-14 area for the all employees category (£428.50). However, the Lancashire-12 workplace-based earnings were higher than the Lancashire-14 estimates for three of the nine employee categories. These were the all full-time employees category, the full-time males category and the all males category. Contrary to this, the Lancashire-12 estimates were lower than the Lancashire-14 figures five employee categories. These were the all part-time employees category, male part-time employees, female part-time employees, female full-time employees and the all females category.

The Lancashire-12 median workplace estimate for male part-time employees fell provisionally over the year by 0.8%, whereas the Lancashire-14 figure increased by 7.5%. Similarly, for the all part-time employees category, the Lancashire-12 estimate decreased by 0.7% over the year, whereas the Lancashire-14 figure increased by 1.6%. The median earnings for full-time females in the Lancashire-12 area rose only marginally over the year, by 0.1%. This compared to an increase of 4.3% for this category in the Lancashire-14 area.

None of the categories in the Lancashire-12 or Lancashire-14 areas had median workplace-based earnings estimates that were higher than their respective UK average.

Fylde (£545.90) and Ribble Valley (£516.40) were the only Lancashire-14 authorities to record estimates of median weekly workplace earnings above the UK figure of £479.10. The figure for Fylde was ahead by a considerable margin. The authority contains a major [BAE Systems site](#), and also has the [nuclear fuels site at Springfields](#) both of which provide high value jobs. The gap between the estimated workplace-based weekly earnings of Fylde and Ribble Valley was £29.50.

The figure for Fylde was 13.9% (£66.80) above the UK median, and was ranked in 38th position out of 371 local authority areas with workplace-based estimates (please note that earnings for individual authorities within Northern Ireland are not available). The Fylde workplace-based estimate fell just outside of the top 10% of the GB rankings.

Ribble Valley had the second highest workplace-based median earnings estimate in the Lancashire-14 area, at £516.40 per week. The figure was 7.8% (£37.30) above the UK median average and ranked in 56th place, or in the top sixth of the GB rankings. The [BAE Systems site at Samlesbury](#) straddles the border of Ribble Valley and South Ribble local authorities. The workplace-based earnings figures would

suggest that the site has been allocated to Ribble Valley, owing to the location of the main office on the site.

The remaining ten Lancashire-12 authorities had weekly median workplace-based earnings below £455.00 per week. The estimate for West Lancashire (£452.80) was just above the mid-point of the GB rankings in 181st position (in the fifth decile) and 5.5% below the UK median figure.

The figures for Preston (£441.20) and South Ribble (£439.10) were below the mid-point of the GB rankings in the 6th decile in the 212th and 219th positions. Their estimates were 7.9% (£37.90) and 8.3% (£40.00) below the UK median workplace-based earnings figure (£479.10).

Wyre (£385.30) had the lowest workplace-based estimate in both the Lancashire-12 and Lancashire-14 areas, some 19.6% (£93.80) below the UK median average and was the 33rd lowest in the GB rankings (in the bottom 10%).

Blackpool (£388.20) had the second lowest workplace-based estimate in the Lancashire-14 area, 19.0% (£90.90) below the UK median average and was the 37th lowest in the GB rankings (also in the bottom 10%).

Burnley (£389.40), Lancaster (£393.20) and Chorley (£398.40) also had workplace-based estimates below £400.00. Overall, eight of the Lancashire-14 areas had workplace-based weekly median earnings estimates that were more than 10% below the UK figure (£479.10), ranging from 11.2% (£53.60) lower in Pendle (£425.50), to 19.6% (£93.80) lower in Wyre (£385.30). These eight areas were in the lowest third of the GB rankings for workplace-based median earnings.

2.3 Differences between residence-based full-time weekly earnings and part-time weekly earnings (for all persons, males and females)

2.3.1 Residence-based differences

Unsurprisingly, part-time earnings are a lot lower than full-time earnings. For males, residence-based median part-time earnings were about 29-31% of the earnings of their full-time male counterparts in Lancashire (UK = 29%). For females, part-time earnings in Lancashire represented about 41.5% of the earnings of their full-time female counterparts (UK = 38%). For all persons, part-time earnings in Lancashire represented about 36% of their full-time counterparts (UK = 34%).

2.3.2 Workplace-based differences

For males, workplace-based median part-time earnings were about 29-31% of the earnings of their full-time male counterparts in Lancashire (UK = 29%). For females, part-time earnings in Lancashire represented about 43-44% of the earnings of their full-time female counterparts (UK = 38%). For all persons, workplace-based part-time earnings in Lancashire represented about 35-36% of their full-time counterparts (UK = 34%).

2.4 Median weekly earnings – gender analysis

2.4.1 Residence-based median weekly earnings – gender analysis

For all males (residence-based), median weekly earnings were greater than those for all females in the Lancashire-12 area (by +£169.20 (31.8%)), in the Lancashire-14 area (by +£154.70 (30.1%)) and in the UK (by +£187.10 (32.5%)).

Median weekly earnings for full-time males (residence-based) were greater than those for full-time females in the Lancashire-12 area (by +£97.20 (16.5%)), in the Lancashire-14 area (by +£91.20 (16.0%)) and in the UK (by +£100.60 (16.0%)).

Only the median weekly earnings for part-time females (residence-based) were greater than those for part-time males. Part-time female weekly earnings were greater than their male part-time counterparts by £34.00 (16.7%) in the Lancashire-12 area, by £19.00 (9.5%) in the Lancashire-14 area, but by a lower £12.60 (8.3%) in the UK.

2.4.2 Workplace-based median weekly earnings – gender analysis

For all males (workplace-based), median weekly earnings were greater than those for all females in the Lancashire-12 area (by +£183.20 (35.0%)), in the Lancashire-14 area (by +£165.50 (32.3%)) and in the UK (by +£187.00 (32.5%)). The Lancashire-12 and Lancashire-14 differences (for earnings and percentage) were greater than those for the residence-based earnings.

Median weekly earnings for full-time males (workplace-based) were greater than those for full-time females in the Lancashire-12 area (by +£129.50 (22.4%)), in the Lancashire-14 area (by +£108.10 (19.0%)) and in the UK (by +£100.60 (16.0%)).

Only the median weekly earnings for part-time females (workplace-based) were greater than those for part-time males. Part-time female weekly earnings were greater than their male part-time counterparts by £29.10 (14.8%) in the Lancashire-12 area, by £24.10 (12.1%) in the Lancashire-14 area, but by a lower £16.70 (8.3%) in the UK.

2.5 Residence-based v workplace-based median earnings

Chorley, Burnley, Hyndburn and Lancaster appear to benefit the most from outward [commuter flows](#), travelling to other higher value [work locations](#), some outside of the Lancashire-14 area. In these areas, the residence-based weekly earnings are noticeably greater than the workplace-based weekly earnings, particularly in Chorley. The residence-based figure for Chorley was a substantial £79.60 per week higher than the workplace estimate. The weekly residence-based figures were £41.00 greater in Burnley, £40.40 greater in Hyndburn and £36.20 higher in Lancaster.

Conversely, for Blackburn with Darwen and Preston, median workplace-based weekly earnings are higher than their respective residence-based earnings. The workplace-based figure for Blackburn with Darwen was £54.60 per week greater

than the residence-based estimate. For Preston, the weekly workplace-based estimate was £38.70 greater than the residence-based estimate.

Pendle, Ribble Valley, Blackpool and Fylde have similar figures for both their residence and workplace-based median weekly earnings, ranging from +£7.50 to -£10.30. The similarity between residence and workplace weekly median earnings suggest either substantial self-containment of the workforce, or commuting patterns to employment that provide similar levels of earnings. However, some of the figures may reflect volatility in the data.

2.6 Residence-based median paid hours worked per week (provisional)

The residence-based median number of paid hours worked per week in the Lancashire-12 and Lancashire-14 areas are the same as, or only marginally lower than, those worked at the UK level for five of the nine employee categories. These five are the full-time male employee category (38.5 hours), full-time female employees (37.4 hours), all full-time employees (37.5 hours), plus all male employees (37.5 hours) and the all employees category (37.0 hours).

For the three part-time employee categories, the residence-based median number of paid hours worked in the Lancashire-12 and Lancashire-14 areas are slightly higher than those worked at the UK level. The estimates for male part-time employees are Lancashire-14 = 18.4 hours, Lancashire-12 = 18.0 hours and UK = 17.5 hours. For female part-time employees the estimates are Lancashire-14 = 19.9 hours, Lancashire-12 = 20.0 hours and UK = 19.4 hours. For all part-time employees the estimates are Lancashire-14 = 19.6 hours, Lancashire-12 = 19.6 hours and UK = 18.8 hours.

Contrary to the above, for the all females category, the residence-based median number of paid hours worked in the Lancashire-12 and Lancashire-14 areas are lower than those worked at the UK level (32.5 hours v 33.8 hours).

2.7 Workplace-based median paid hours worked per week (provisional)

The workplace-based median number of paid hours worked per week in the Lancashire-12 and Lancashire-14 areas are the same as those worked at the UK level for three of the nine employee categories. These three are the all full-time employees category (37.5 hours), the all males employee category (37.5 hours) and the all employees category (37.0 hours).

For the full-time female employees category, the workplace-based median number of paid hours worked per week in the Lancashire-14 area was also the same as the UK median (37.4 hours), however the Lancashire-12 median (37.1 hours) was lower.

Looking at the three part-time employee categories, the workplace-based median number of paid hours worked in the Lancashire-12 area and the Lancashire-14 area are slightly higher than those worked at the UK level. The estimates for male part-

time employees are Lancashire-14 = 18.2 hours, Lancashire-12 = 18.0 hours and UK = 17.5 hours. For female part-time employees the estimates are Lancashire-14 = 19.8 hours, Lancashire-12 = 19.5 hours and UK = 19.4 hours. For all part-time employees the estimates are Lancashire-14 = 19.5 hours, Lancashire-12 = 19.0 hours and UK = 18.8 hours.

For the full-time male employees category, the workplace-based median number of paid hours worked per week in the Lancashire-12 and Lancashire-14 areas (both 38.8 hours) were higher than the UK median (38.5 hours).

Contrary to the above, for the all females category, the workplace-based median number of paid hours worked in the Lancashire-12 and Lancashire-14 areas (both 32.4 hours) are lower than those worked at the UK level (33.8 hours).

2.8 Annual median gross annual earnings by place of residence and place of work

Median gross annual earnings for all employees by place of residence in UK in April 2019 stood at £24,897. For the Lancashire-12 area, the residence-based figure for all employees was £23,377, or 6.1% less than the UK figure. In the Lancashire-14 area, the residence-based figure for all employees was £22,661, or 9.0% less than the UK median average.

Fylde (£27,574) and Chorley (£25,020) were the only two local authority areas in the Lancashire-14 area where the residence-based median annual gross earnings exceeded the UK figure (£24,897). Please note that no estimate was available for Ribble Valley. By contrast, Blackpool had the second lowest residence-based median gross annual earnings in GB at £19,460, whilst Blackburn with Darwen (£21,152) had the 34th lowest. In the Lancashire-12 area, Rossendale (£20,806), Preston (£21,688) and Burnley (£21,771) had the lowest residence-based median earnings in the 25th, 54th and 55th lowest rankings, respectively (out of 348 local authority areas with estimated figures).

For workplace-based earnings, the gross annual figure for the Lancashire-12 area was £22,400 for all employees, or 10.0% below the UK median (£24,897). For the Lancashire-14 area, the workplace-based median gross annual earnings for all employees were slightly lower at £22,088, or 11.3% below the UK figure.

Fylde (£29,508) and Ribble Valley (£25,445) were the only Lancashire-14 areas that had median workplace-based gross annual earnings that exceeded the UK figure (£24,897) by 18.5% and 2.2%, respectively. The figure for Fylde was the 28th highest in Great Britain, whilst the estimate for Ribble Valley was ranked in 91st place (out of 348 local authority areas with estimated figures - 23 authorities did not have estimates).

The remaining twelve of the Lancashire-14 areas fell in the lower half of the GB rankings of workplace-based annual median earnings.

Wyre had the lowest workplace-based median gross annual earnings estimate within the Lancashire-14 area (and the second lowest in the North West region) at £19,392,

and was ranked in the 19th lowest position in Great Britain. Burnley (£19,962) had the second lowest estimate in the Lancashire-14 area, and was ranked in the 33rd lowest position in Great Britain.

3 Background information

3.1 The Annual Survey of Hours and Earnings

The Annual Survey of Hours and Earnings (ASHE), published by the Office for National Statistics (ONS), provides information about the levels, distribution and make-up of earnings and hours worked for employees in the United Kingdom. The data is also available by industry and occupation.

The earnings information collected relates to gross pay before tax, national insurance and other deductions, and excludes payments in kind. The figures are for employees on adult rates whose pay for the survey pay-period was not affected by absence. The results are available for full-time, part-time and all employees, and split by gender (where the sample size is sufficient). ASHE data does not cover the self-employed.

The median average figures are used in this article as the headline statistics. The median is the mid-point value in the range of earnings, with 50% of employees being below the median and 50% being above the median, and is more representative of the 'typical' wage or earned income. The median is preferred over the mean average for earnings data as it is less influenced by extreme values of very high earners, which can skew the distribution of the earnings data.

The results are presented by both place of residence and place of work. The two datasets offer interesting comparisons as the 2011 Census revealed that approximately 80,500 residents within the Lancashire-14 area commuted to areas outside of the Lancashire-14 area for work, whilst 66,800 persons who lived outside the Lancashire-14 area commuted into the Lancashire-14 area for employment. The 2011 Census therefore indicated that there was a daily net outflow of 13,700 commuters from the Lancashire-14 area. Please be aware that the number of outward and inward commuters is likely to have changed since 2011.

The figures for the number of jobs that are included in some of the tables in the report are for indicative purposes only and should not be considered as accurate estimates of employee job counts.

The ONS has published a statistical bulletin that provides an overview of the 2018 provisional figures at the UK and regional level, as well as details of the methodology used to compile the data and additional background information. The bulletin, together with links to the associated data tables, can be found via the [ONS website](#).

3.2 Quality of the data, statistical robustness and interpretation of the figures

The Annual Survey of Hours and Earnings is based on a 1% sample of employee jobs taken from HM Revenue and Customs PAYE records. Caution is required when

interpreting the data, owing to statistical variance and wide margins of error, especially at the district level.

The colour coding within the tables in this report indicate the quality of each estimate based on the coefficient of variation (CV) of that estimate. The CV is the ratio of the standard error of an estimate to the estimate itself and is expressed as a percentage. The smaller the coefficient of variation the greater the accuracy of the estimate. The true value is likely to lie within +/- twice the CV. For example, for an estimate of £400 with a CV of $\leq 5\%$ (less than or equal to 5%), it would be expected that the true population average would be within the range £360 to £440. For an estimate of £400 with a CV of $> 5\%$ and $\leq 10\%$ (greater than 5% and less than or equal to 10%), it would be expected that the true population average be within the range £320 to £480. Finally, for an estimate of £400 with a CV of $> 10\%$ and $\leq 20\%$ (greater than 10% and less than or equal to 20%), it would be expected that the true population average be within the range £240 to £560.

Box 1: Key to statistical robustness and coefficients of variation

Key	Statistical robustness
Coefficient of Variation $\leq 5\%$	Estimates are considered precise
Coefficient of Variation $> 5\%$ and $\leq 10\%$	Estimates are considered reasonably precise
Coefficient of Variation $> 10\%$ and $\leq 20\%$	Estimates are considered acceptable
Coefficient of Variation (x) $> 20\%$	Estimates are considered unreliable for practical purposes

Source: Office for National Statistics, Annual Survey of Hours and Earnings, 2018, table notes

Most of the estimates for the Lancashire-14 area (all employees) and the Lancashire-12 area (all employees) fall within the CV $\leq 5\%$ range, although this may deteriorate for the gender and part-time/full-time sub-sets. As the district and unitary authority estimates are based on smaller sample sizes, most of the coefficients of variation fall in the $> 5\%$ and $\leq 10\%$ range, with some falling in the $> 10\%$ and $\leq 20\%$ range, therefore considerable caution should be taken when interpreting and comparing data. The estimated earnings and percentage change figures should be taken as a guide, rather than definitive results. They provide an idea of the relative differences between areas. Data can also be volatile and provide unrepresentative, or anomalous estimates, for individual years, or multiple years within a series. Analysis of the estimates over a number of years is recommended to identify trends and any potential anomalies.

3.3 Definition of the Lancashire-12 and Lancashire-14 geographic areas used in this report

The Lancashire-12 area is comprised of the 12 local authorities that fall within the Lancashire County Council (LCC) administrative boundary. The Lancashire-14 area incorporates the two additional unitary authorities of [Blackburn with Darwen](#) and [Blackpool](#) and has the same geographic footprint as the [Lancashire Local Enterprise Partnership](#) (LEP) area.

The 12 local authorities within the LCC boundary are

[Burnley Borough Council](#), [Chorley Borough Council](#), [Fylde Borough Council](#), [Hyndburn Borough Council](#), [Lancaster City Council](#), [Pendle Borough Council](#), [Preston City Council](#), [Ribble Valley Borough Council](#), [Rossendale Borough Council](#), [South Ribble Borough Council](#), [West Lancashire Borough Council](#) and [Wyre Borough Council](#).

4 Analysis of the Lancashire-12 and Lancashire-14 average median weekly earnings, 2018

4.1 Residence-based median weekly earnings (provisional)

This report details the residence-based and workplace-based estimates of median earnings down to the district level. The residence-based results reflect the earnings of employees who live in Lancashire. Some of these may commute to work outside of Lancashire. The workplace-based estimates represent the earnings of employees who work for companies and organisations located in Lancashire. Some of these employees may commute into Lancashire from areas outside of Lancashire.

Table 1: Median gross weekly earnings by place of residence (employee jobs paid at adult rates and not affected by absence), April 2019 provisional figures

	Residence-based (Lancashire-14 area)			Residence-based (Lancashire-12 area)		Residence-based (North West)		Residence-based (UK)	
	Number of jobs in survey sample	Median gross weekly earnings (£)	% change 2017- 2018	Median gross weekly earnings (£)	% change 2017- 2018	Median gross weekly earnings (£)	% change 2017- 2018	Median gross weekly earnings (£)	% change 2017- 2018
Full-time males	247,000	571.2	4.0	588.5	4.1	598.0	4.0	628.4	3.3
Part-time males	48,000	180.2	6.3	169.0	-2.5	183.0	4.2	184.7	4.5
All males	295,000	514.8	3.9	536.6	4.0	544.1	4.9	574.9	3.7
Full-time females	159,000	480.0	4.9	491.3	4.7	498.0	5.4	527.8	3.7
Part-time females	122,000	199.2	2.7	203.0	2.3	201.3	6.8	201.4	6.0
All females	281,000	360.1	6.7	367.4	6.3	377.7	6.4	387.9	4.9
All full-time employees	406,000	536.5	3.7	552.1	4.1	555.8	4.9	584.9	2.9
All part-time employees	170,000	195.4	3.8	197.0	2.0	197.0	6.2	196.90	5.2
All employees	576,000	435.3	4.3	447.1	4.8	457.3	5.1	479.1	4.2

Source: [Office for National Statistics - Annual Survey of Hours and Earnings, provisional estimates, 2019](#).

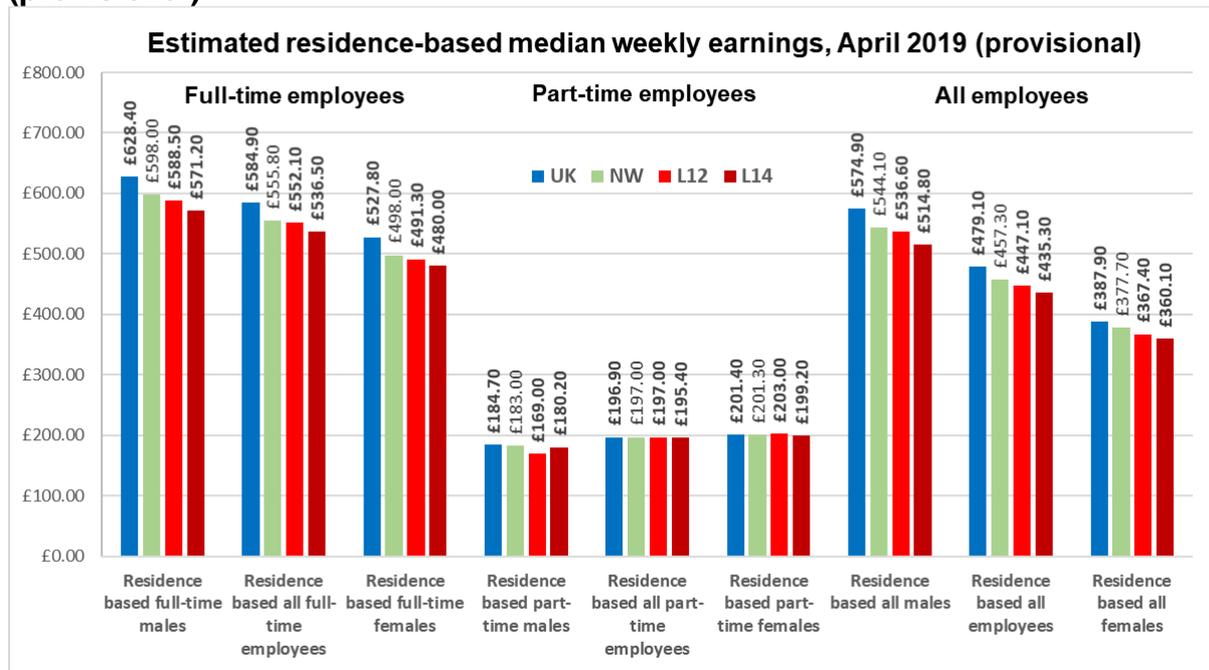
Median residence-based gross weekly earnings for all employees (both full and part-time) in the UK, whose pay was not affected by absence stood at £479.10 in April 2019. For the Lancashire-12 area, the median was £447.10. This was £32.00, or 6.7%, lower than the UK figure. In the Lancashire-14 area, which includes the unitary

authorities of Blackburn with Darwen and Blackpool, the median weekly earnings were £435.30, some £43.80, or 9.1% lower than the UK.

In April 2019, median residence-based earnings in the Lancashire-12 area were higher than those in the Lancashire-14 area for all categories (all employees, full-time employees and part-time employees - and by gender for these categories) except for the part-time earnings of men. The Lancashire-14 figure for part-time males (£180.20) was £11.20 greater per week than the Lancashire-12 figure (£169.0). It is noted that the Lancashire-12 male part-time figure had reduced provisionally over the year by 2.5%, whereas the Lancashire-14 figure had increased by 6.3%.

Only two categories in the Lancashire-12 area had median residence-based earnings that were higher than their respective UK averages. The Lancashire-12 figures were slightly higher for female part-time employees and marginally higher (by 10 pence) for all part-time employees. None of the categories in the Lancashire-14 area had median residence-based earnings that were higher than their respective UK averages.

Figure 1: Estimated residence-based median weekly earnings, April 2019 (provisional)



Source: [Office for National Statistics - Annual Survey of Hours and Earnings, provisional estimates, 2019.](https://www.gov.uk/government/statistics/annual-survey-of-hours-and-earnings-provisional-estimates-2019)

4.2 Differences between residence-based full-time weekly earnings and part-time weekly earnings (for all persons, males and females)

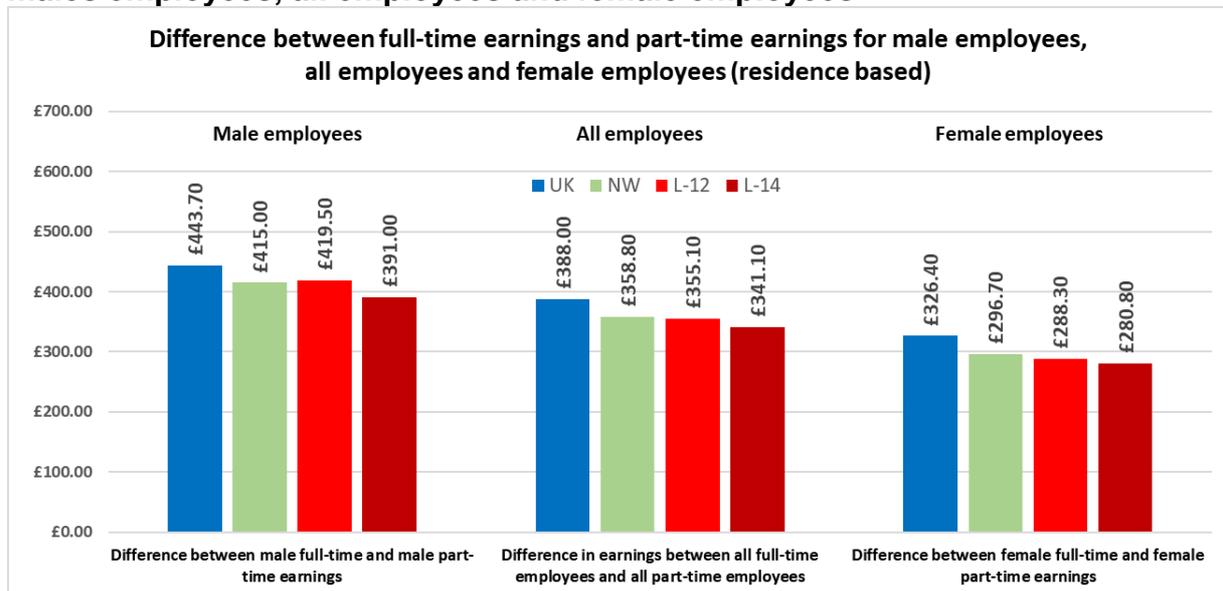
Unsurprisingly, the difference between residence-based full-time median weekly earnings and part-time median weekly earnings is substantial. The difference for males is the largest, ranging from +£391.00 per week in the Lancashire-14 area to +£443.70 per week at the UK level. UK male part-time median earnings per week (£184.70) represent just 29.4% of UK male full-time weekly earnings (£628.40). In

the Lancashire-12 area, male part-time earnings (£169.00) were 28.7% of the male full-time median earnings (£588.50). It is noted that the Lancashire-12 figure had reduced provisionally over the year by 2.5%, whereas the Lancashire-14 figure had increased by 6.3%. For the Lancashire-14 area, male part-time median weekly earnings (£180.20) were 31.5% of the male full-time earnings (£571.20).

The differences between female residence-based full-time median weekly earnings and female part-time median weekly earnings are smaller than for males but are still substantial. Female full-time median earnings are lower than their male full-time counterparts; however, female part-time median earnings are slightly greater than those for male part-time employees. See figure 1 above.

The difference between female residence-based full-time median earnings and female part-time median earnings range from +£280.80 per week in the Lancashire-14 area to +£326.40 per week in the UK. UK female part-time median earnings per week (£201.40) represent 38.2% of the UK female full-time weekly earnings (£527.80). In the Lancashire-12 area, female part-time earnings (£203.00) were 41.3% of the female full-time median earnings (£491.30). For the Lancashire-14 area, female part-time median weekly earnings (£199.20) represented 41.5% of the female full-time earnings (£480.00).

Figure 2: Estimated residence-based median weekly earnings, April 2019 (provisional) – Difference between full-time earnings and part-time earnings for males employees, all employees and female employees

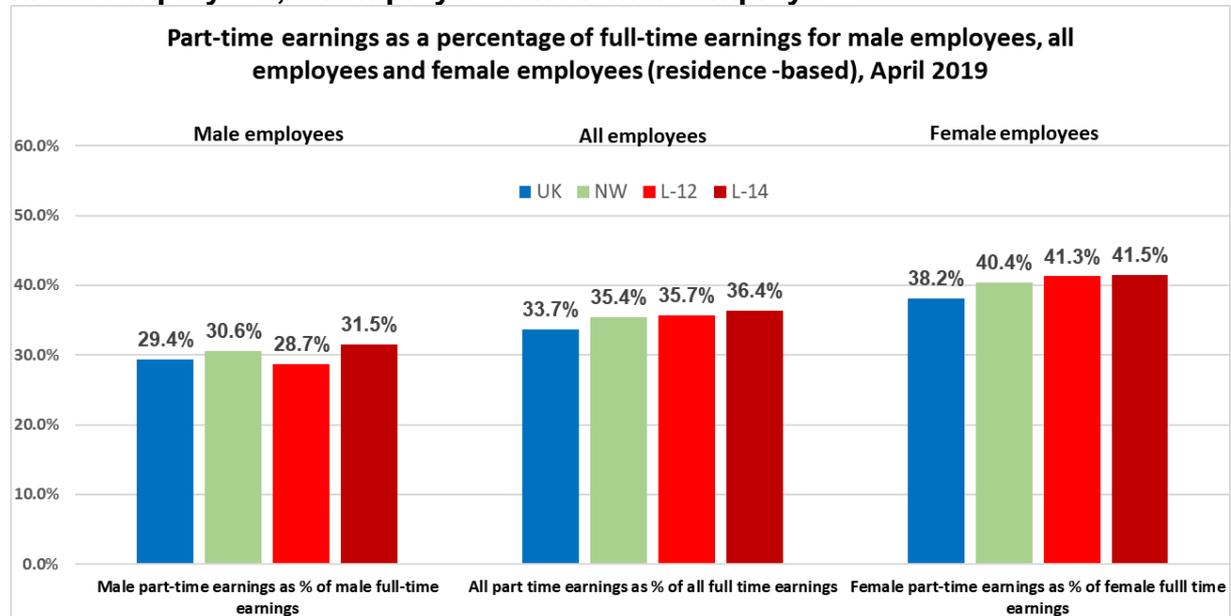


Source: [Office for National Statistics - Annual Survey of Hours and Earnings, provisional estimates, 2019.](#)

The lower part-time median weekly earnings for both males and females pull down the median estimates for all employees. The difference between the residence-based full-time median earnings for all employees and the part-time median earnings for all employees ranges from +£341.10 per week in the Lancashire-14 area to +£380.00 per week at the UK level. UK part-time median weekly earnings for all employees (£196.90) represented just 33.7% of UK full-time median weekly earnings for all persons (£584.90). In the Lancashire-12 area, part-time median weekly earnings for all employees (£197.00) were 35.7% of the full-time median earnings for

all employees (£552.10). For the Lancashire-14 area, part-time residence-based median weekly earnings for all employees (£195.40) were 36.4% of the full-time median weekly earnings for all employees (£536.50).

Figure 3: Estimated residence-based median weekly earnings, April 2019 (provisional) – part-time earnings as a percentage of full-time earnings for males employees, all employees and female employees



Source: [Office for National Statistics - Annual Survey of Hours and Earnings, provisional estimates, 2019.](#)

4.3 Workplace-based median weekly earnings (provisional)

In terms of workplace-based gross weekly earnings for all employees, whose pay was not affected by absence, the Lancashire-12 area median was provisionally estimated at £428.50, which was £50.60, or 10.6%, below the UK figure of £479.10. For the Lancashire-14 area, the workplace-based median weekly earnings were also £428.50, similarly £50.60, or 10.6% lower than the UK figure.

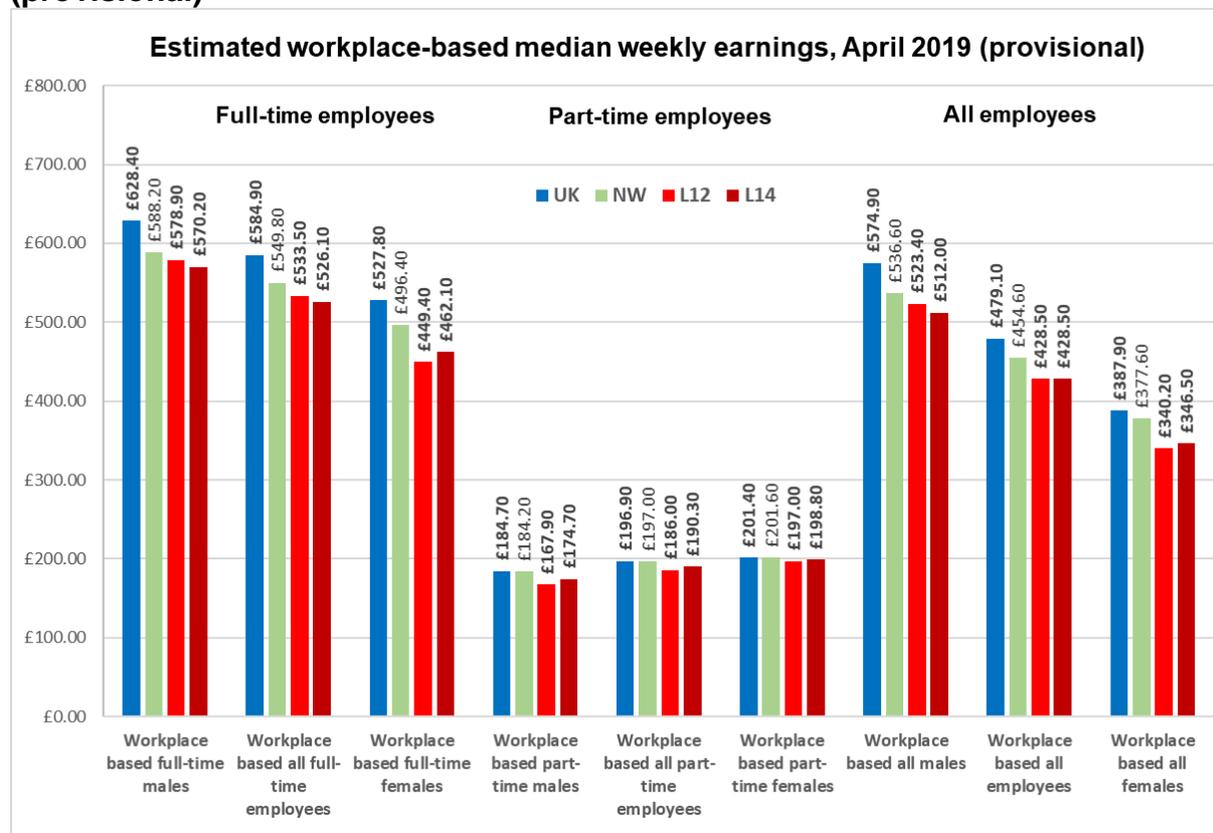
The provisional median workplace-based earnings in the Lancashire-12 area in April 2019 were the same as those in the Lancashire-14 area for the all employees category (£428.50). However, the Lancashire-12 median workplace-based earnings were higher than the Lancashire-14 estimates for the all full-time employees category, the full-time males category and the all males category. Contrary to this, the Lancashire-12 estimates were lower than the Lancashire-14 figures for the all part-time employees category, male part-time employees, female part-time employees, female full-time employees and the all females category.

The Lancashire-12 median workplace estimate for male part-time employees fell provisionally over the year by 0.8%, whereas the Lancashire-14 figure increased by 7.5%. Similarly, for the all part-time employees category, the Lancashire-12 estimate decreased by 0.7% over the year, whereas the Lancashire-14 figure increased by 1.6%. The median earnings for full-time females in the Lancashire-12 area rose only marginally over the year, by 0.1%. This compared to an increase of 4.3% for this category in the Lancashire-14 area.

Table 2: Median gross weekly earnings, workplace-based (employee jobs paid at adult rates and not affected by absence), April 2019 provisional figures

	Workplace-based (Lancashire-14 area)			Workplace-based (Lancashire-12 area)		Workplace-based (North West)		Workplace-based (UK)	
	Number of jobs in survey sample	Median gross weekly earnings (£)	% change 2017-2018	Median gross weekly earnings (£)	% change 2017-2018	Median gross weekly earnings (£)	% change 2017-2018	Median gross weekly earnings (£)	% change 2017-2018
Full-time males	231,000	570.2	2.6	578.9	2.3	588.2	3.1	628.4	3.3
Part-time males	44,000	174.7	7.5	167.9	-0.8	184.2	4.5	184.7	4.5
All males	275,000	512.0	2.0	523.4	1.0	536.6	3.7	574.9	3.7
Full-time females	144,000	462.1	4.3	449.4	0.1	496.4	4.3	527.8	3.7
Part-time females	118,000	198.8	2.6	197.0	2.0	201.6	7.1	201.4	6.0
All females	262,000	346.5	4.8	340.2	4.6	377.6	6.1	387.9	4.9
All full-time employees	375,000	526.1	2.4	533.5	2.2	549.8	3.7	584.9	2.9
All part-time employees	162,000	190.3	1.6	186.0	-0.7	197.0	5.9	196.9	5.2
All employees	537,000	428.5	3.8	428.5	1.6	454.6	4.7	479.1	4.2

Source: [Office for National Statistics - Annual Survey of Hours and Earnings, provisional estimates, 2019.](#)

Figure 4: Estimated workplace-based median weekly earnings, April 2019 (provisional)

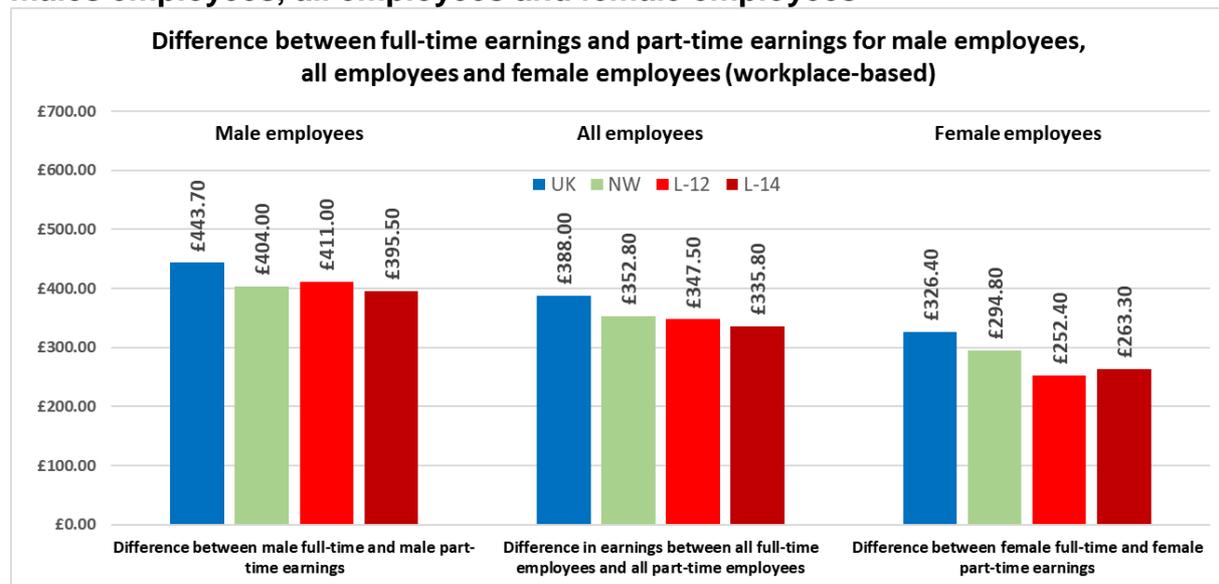
Source: [Office for National Statistics - Annual Survey of Hours and Earnings, provisional estimates, 2019.](#)

None of the categories in the Lancashire-12 or Lancashire-14 areas had median workplace-based earnings estimates that was higher than their respective UK average.

4.4 Differences between workplace-based full-time weekly earnings and part-time weekly earnings (for all persons, males and females)

Again, similar to the residence-based figures, the difference between workplace-based full-time median weekly earnings and part-time median weekly earnings is substantial. The difference for males is the largest, ranging from +£395.50 per week in the Lancashire-14 area to +£443.70 per week at the UK level. UK male part-time median earnings per week (£184.70) represent just 29.4% of UK male full-time weekly earnings (£628.40). In the Lancashire-12 area, male part-time earnings (£167.90) were 29.0% of the male full-time median earnings (£578.90). Workplace-based male part-time weekly earnings fell by 0.8% over the previous year. For the Lancashire-14 area, male part-time median weekly earnings (£174.70) were 30.6% of the male full-time earnings (£570.20).

Figure 5: Estimated workplace-based median weekly earnings, April 2019 (provisional) – Difference between full-time earnings and part-time earnings for males employees, all employees and female employees



Source: [Office for National Statistics - Annual Survey of Hours and Earnings, provisional estimates, 2019.](#)

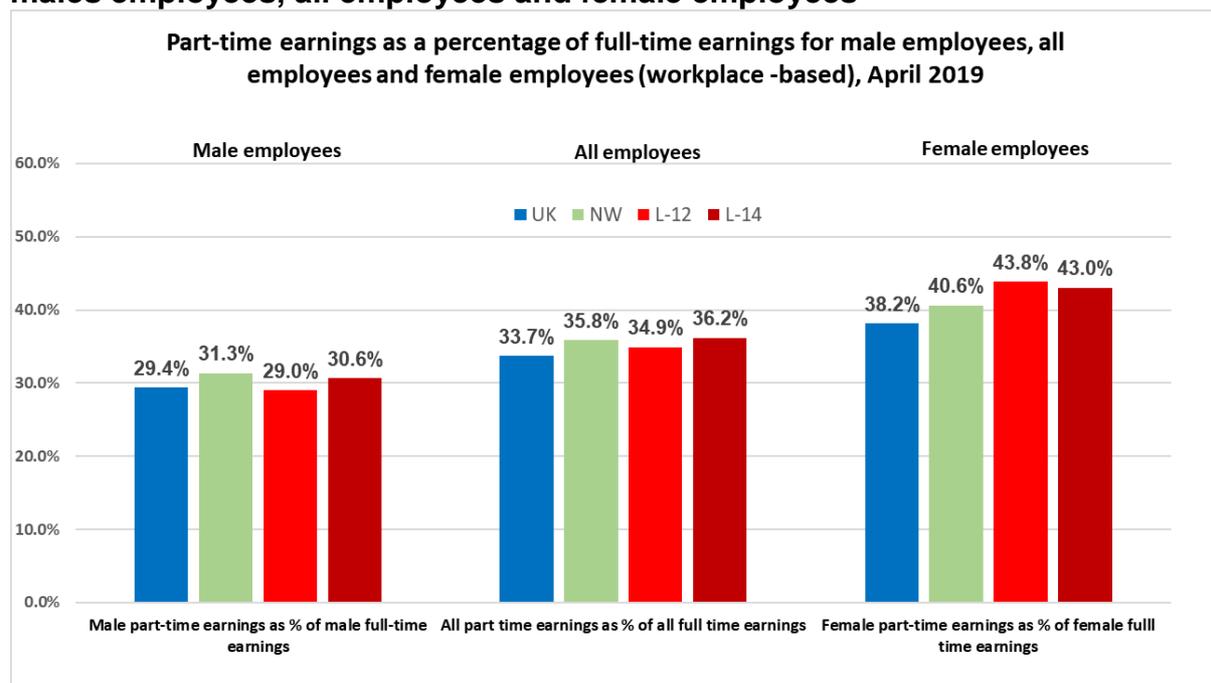
The differences between female workplace-based full-time median weekly earnings and female part-time median weekly earnings are smaller than for males but are also substantial. Female full-time median earnings are lower than their male full-time counterparts; however, female part-time median earnings are slightly greater than those for male workplace-based part-time employees.

The difference between female workplace-based full-time median earnings and female part-time median earnings range from +£252.40 per week in the Lancashire-12 area to +£326.40 per week in the UK. UK female part-time median earnings per week (£201.40) represent 38.2% of the UK female full-time weekly earnings

(£527.80). In the Lancashire-12 area, female part-time earnings (£197.00) were 43.8% of the female full-time median earnings (£449.40). For the Lancashire-14 area, female part-time median weekly earnings (£198.80) represented 43.0% of the female workplace-based full-time earnings (£462.10).

The lower part-time median weekly earnings for both males and females pull down the median estimates for all employees. The difference between the workplace-based full-time median earnings for all employees and the part-time median earnings for all employees ranges from +£335.80 per week in the Lancashire-14 area to +£388.00 per week at the UK level. UK part-time median weekly earnings for all employees (£196.90) represented just 33.7% of UK full-time median weekly earnings for all persons (£584.90). In the Lancashire-12 area, part-time median weekly earnings for all employees (£186.00) were 34.9% of the full-time median earnings for all employees (£533.50). For the Lancashire-14 area, part-time residence-based median weekly earnings for all employees (£190.30) were 36.2% of the full-time median weekly earnings for all employees (£526.10).

Figure 6: Estimated workplace-based median weekly earnings, April 2019 (provisional) – part-time earnings as a percentage of full-time earnings for males employees, all employees and female employees



Source: [Office for National Statistics - Annual Survey of Hours and Earnings, provisional estimates, 2019.](#)

4.5 Residence-based median weekly earnings – gender analysis

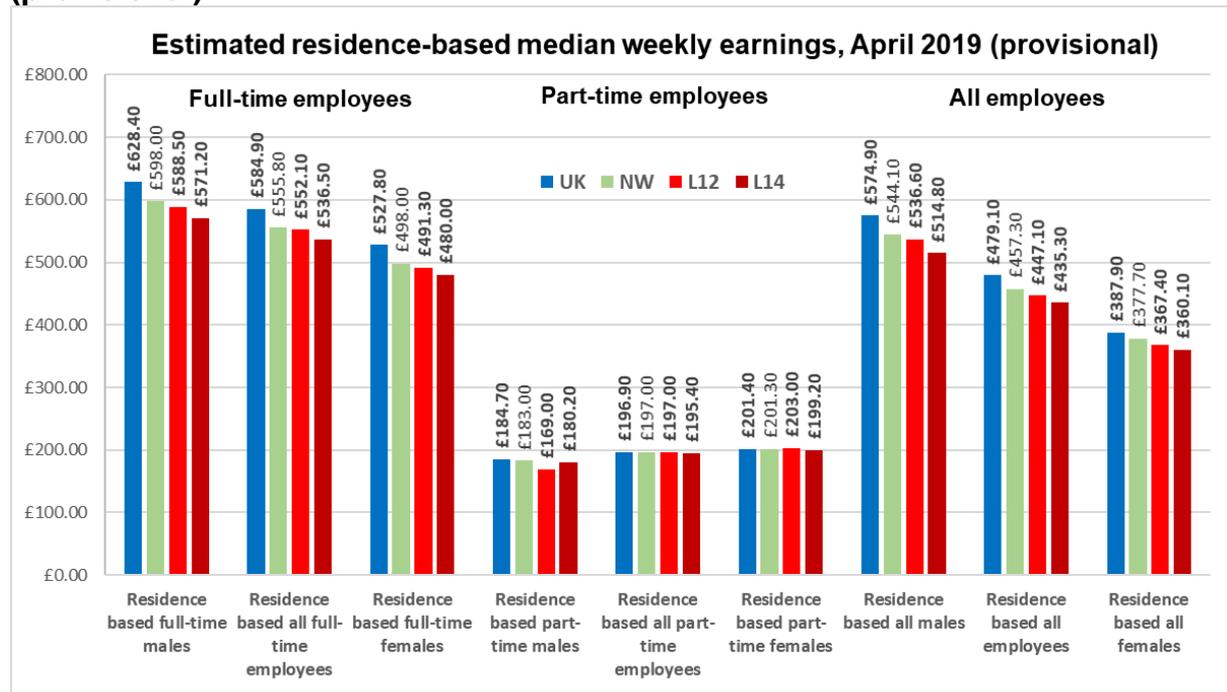
4.5.1 Difference in residence-based median weekly earnings between all males and all females (by area)

Looking at the estimates for residence-based median earnings in the Lancashire-12 area, there remains a sizeable gap between the earnings for all male employees (£536.60) and the earnings for all female employees (£367.40), the difference being £169.20 (all males 31.5% higher). The levels and the gap are slightly lower in the

Lancashire-14 area, with the earnings for all males (£514.80) being £154.70 (or 30.1%) higher than those for all females (£360.10).

At the UK level, the median estimates of earnings for all males (£574.90), and all females (£387.90), and the gap between the two, at £187.00, were greater than those in the Lancashire-12 and Lancashire-14 areas. The percentage difference between the UK all male and all females figures at 32.5%, was slightly higher than for those for the Lancashire-12 and Lancashire-14 areas.

Figure 7: Estimated residence-based median weekly earnings, April 2019 (provisional)



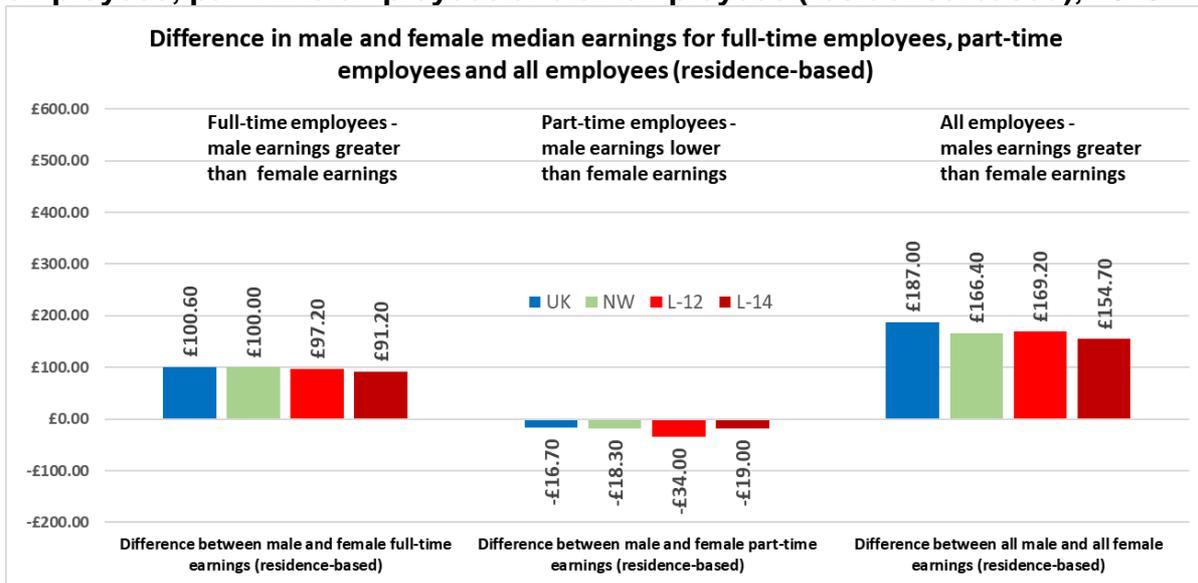
Source: [Office for National Statistics - Annual Survey of Hours and Earnings, provisional estimates, 2019.](https://www.ons.gov.uk/employment-and-labour-market/earnings-and-hours-of-work)

4.5.2 Difference in residence-based median weekly earnings between full-time males and full-time females (by area)

For full-time earnings, the residence-based median estimates for males (£588.50) in the Lancashire-12 area were £97.20 (16.5%) higher than those for full-time females (£491.30). Again, the levels and the gap are slightly lower in the Lancashire-14 area with earnings for male full-time employees (£571.20) being £91.20 (16.0%) higher than those for female full-time employees (£480.00).

At the UK level, for male full-time employees (£628.40) and female full-time employees (£527.80), residence-based earnings and the gap between the two, at £100.60, were greater than those for the Lancashire-12 and Lancashire-14 areas. The UK full-time male earnings were 16.0% higher than the UK full-time female earnings. This was similar to the percentage differences for those in the Lancashire-12 and Lancashire-14 areas.

Figure 8: Difference in male and female median earnings for full-time employees, part-time employees and all employees (residence-based), 2019

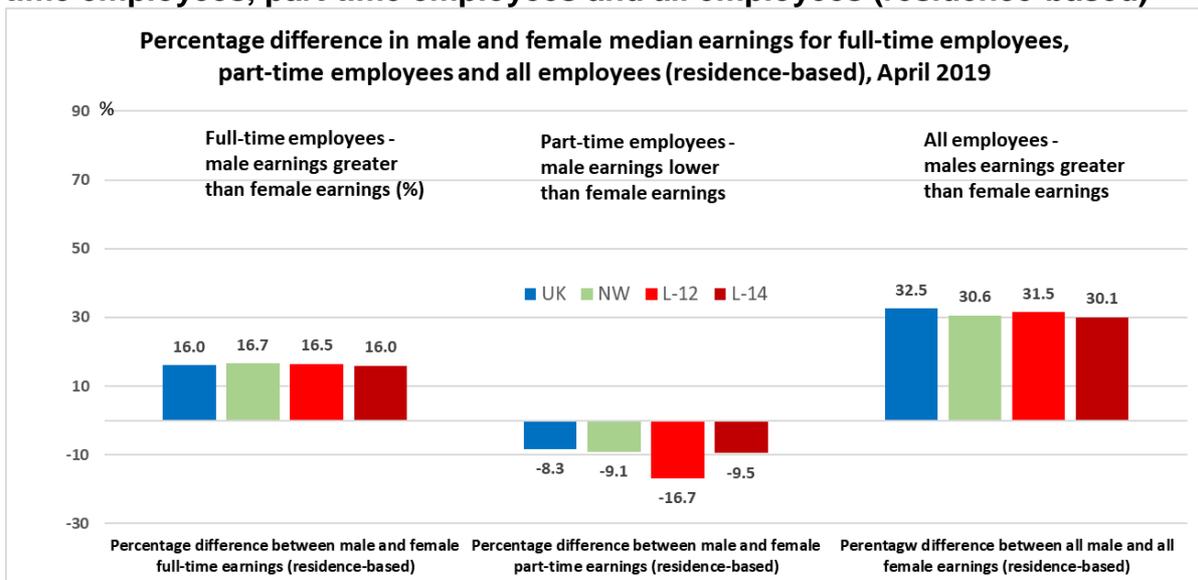


Source: [Office for National Statistics - Annual Survey of Hours and Earnings, provisional estimates, 2019.](https://www.gov.uk/government/statistics/office-for-national-statistics-annual-survey-of-hours-and-earnings-provisional-estimates-2019)

4.5.3 Difference in residence-based median weekly earnings between part-time males and part-time females (by area)

Residence-based median part-time earnings for female employees are greater than their male counterparts in the UK, the North West and both the Lancashire-12 and Lancashire-14 areas. However, the differences in part-time male and part-time female earnings are a lot less than those found between full-time male and full-time female employees and between all male and all female employees.

Figure 9: Percentage difference in male and female median earnings for full-time employees, part-time employees and all employees (residence-based)



Source: [Office for National Statistics - Annual Survey of Hours and Earnings, provisional estimates, 2019.](https://www.gov.uk/government/statistics/office-for-national-statistics-annual-survey-of-hours-and-earnings-provisional-estimates-2019)

For part-time earnings, residence-based median estimates for males in the Lancashire-12 area at £169.00 were £34.00 (16.7%) lower than the part-time

earnings of females at £203.00. The Lancashire-12 figure had reduced provisionally over the year by 2.5%.

For the Lancashire-14 area, the residence-based median part-time estimates for males, at £180.20, were £19.00 (9.5%) lower than the part-time earnings for females, at £199.20. The difference (£19.00) was smaller than the difference for the Lancashire-12 area (£34.00).

At the UK level, the residence-based median earnings for part-time males, at £184.70, were £16.70 (8.3%) lower than the part-time earnings for females, at £201.40.

4.6 Workplace-based median weekly earnings – gender analysis

4.6.1 Difference in workplace-based median weekly earnings between all males and all females (by area)

For workplace-based estimates of median earnings, in the Lancashire-12 area there is also a sizeable gap between those for all male employees (£523.40) and those for all female employees (£340.20), the difference being £183.20 (males 35.0% higher).

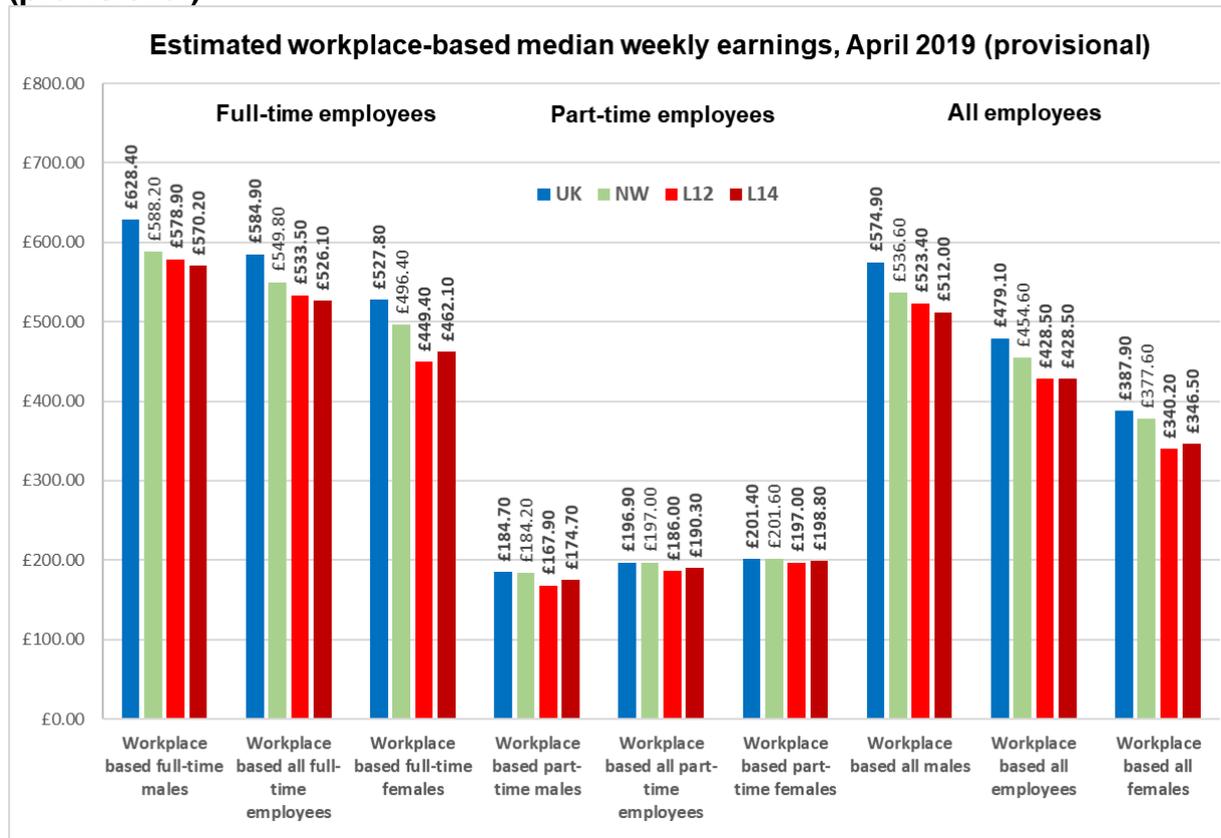
In the Lancashire-14 area, the estimated level of workplace-based median earnings for all males (£512.00) is lower than that in the Lancashire-12 area (£523.40). However, for all females, the estimate for the Lancashire-14 area (£346.50) is higher than that in the Lancashire-12 area (£340.20).

For the Lancashire-14 area, the estimated level of workplace-based median earnings for all males (£512.00) is greater than those for all females (£346.50) by £165.50 (32.3%).

At the UK level, the median workplace-based estimates of earnings for all males (£574.90) and all females (£387.90), and the gap between the two, at £187.00, were greater than those in the Lancashire-12 and Lancashire-14 areas. The percentage difference between the workplace-based UK all male and all females figures at 32.5%, was similar to the Lancashire-14 difference (32.3%) but lower than that in the Lancashire-12 area (35.0%).

4.6.2 Difference in workplace-based median weekly earnings between full-time males and full-time females (by area)

For full-time employees, the workplace-based median earnings for males (£578.90) in the Lancashire-12 area were £129.50 (22.4%) higher than those for full-time females (£449.40). The workplace-based earnings for male full-time employees in the Lancashire-14 area (£570.20) was slightly lower than for those in the Lancashire-12 area (£578.90). However, the workplace-based estimates for female full-time employees in the Lancashire-14 area (£462.10) was higher than those in the Lancashire-12 area (£449.40). The result was a smaller gap in the Lancashire-14 area between the workplace-based earnings of male (£570.20) and female (£462.10) full time employees of £108.10 (males 19.0% higher).

Figure 10: Estimated workplace-based median weekly earnings, April 2019 (provisional)

Source: [Office for National Statistics - Annual Survey of Hours and Earnings, provisional estimates, 2019.](https://www.gov.uk/government/statistics/annual-survey-of-hours-and-earnings-provisional-estimates-2019)

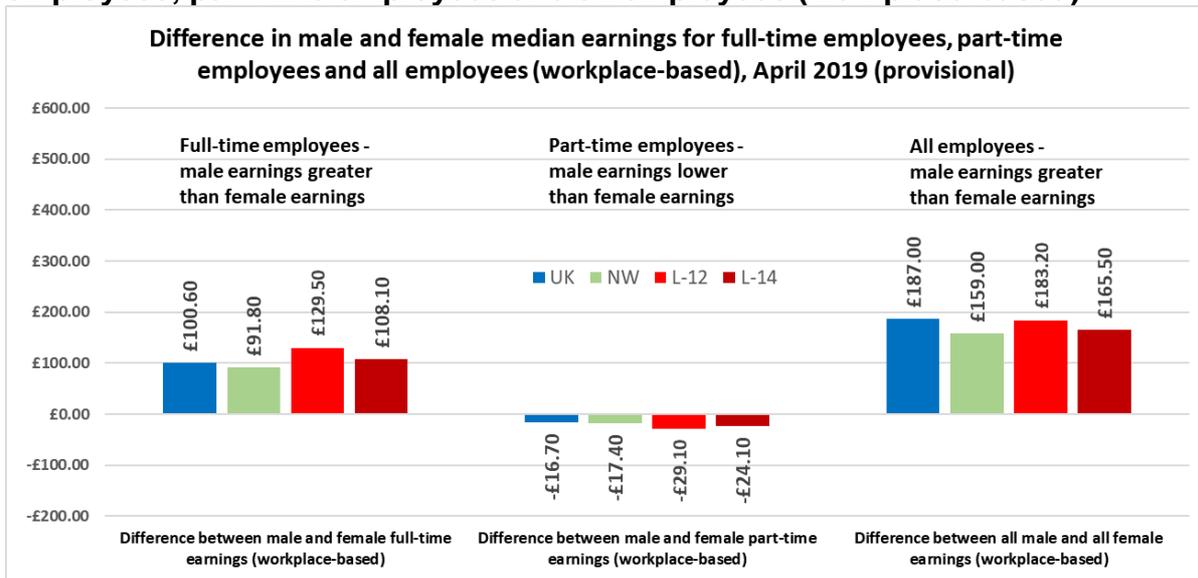
The estimates of median workplace-based earnings at the UK level for full-time male employees (£628.40) and full-time female employees (£527.80) were greater than those in the Lancashire-12 and Lancashire-14 areas. However, the estimated gap at UK level, of £100.60, was smaller than those estimated for the Lancashire-12 area (£129.59) and the Lancashire-14 area (£108.10). The percentage difference between the UK workplace-based full-time male and UK full-time female figures, at 16.0%, was lower than the Lancashire-14 difference (19.0%) and the Lancashire-12 difference (22.4%).

4.6.3 Difference in workplace-based median weekly earnings between part-time males and part-time females (by area)

For male employees, the part-time median workplace-based earnings are lower than their female counterparts in the UK, the North West and both the Lancashire-12 and Lancashire-14 areas. However, the differences in part-time male and part-time female earnings are a lot less than those found between full-time male and full-time female employees and between all male and all female employees.

For males in the Lancashire-12 area, the estimated workplace-based median earnings for part-time employees, at £167.90 were £29.10 (14.8%) lower than the part-time earnings for females at £197.00. Median earnings for part-time males in the Lancashire-12 area fell provisionally by 0.8% over the year, whilst the estimates for part-time females in the area increased provisionally by 2.0%.

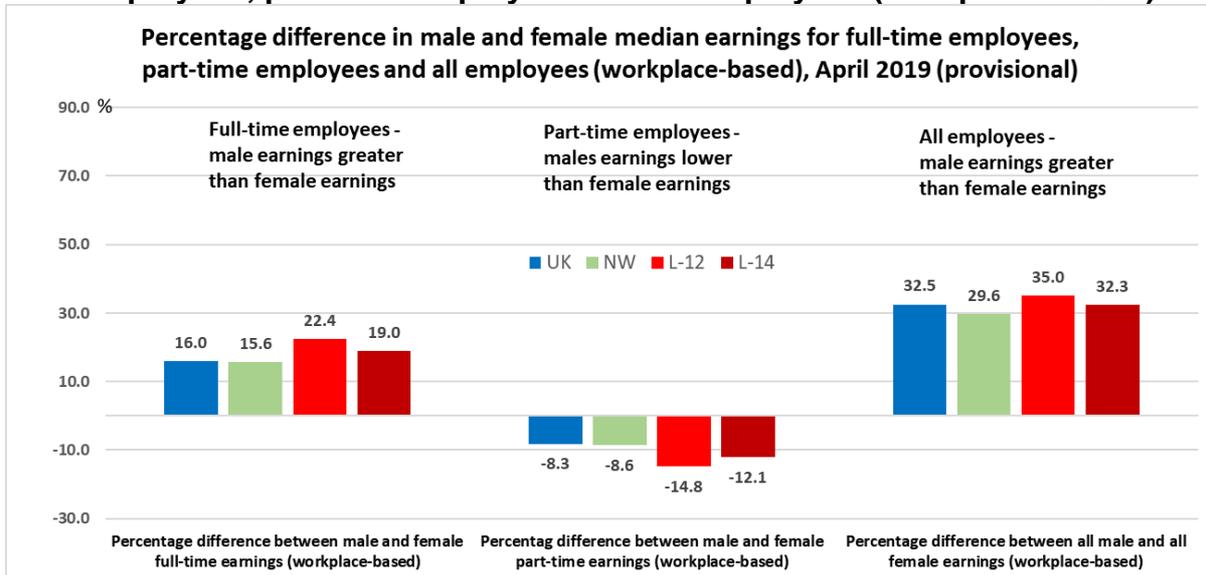
Figure 11: Difference in male and female median earnings for full-time employees, part-time employees and all employees (workplace-based)



Source: [Office for National Statistics - Annual Survey of Hours and Earnings, provisional estimates, 2019.](#)

In the Lancashire-14 area, for males, the workplace-based median part-time estimates at £174.70 were £24.10 (12.1%) lower than the part-time earnings for females, at £198.80. The difference was lower than for the Lancashire-12 area (£29.10).

Figure 12: Percentage difference in male and female median earnings for full-time employees, part-time employees and all employees (workplace-based)



Source: [Office for National Statistics - Annual Survey of Hours and Earnings, provisional estimates, 2019.](#)

In the Lancashire-14 area, the female part-time median earnings (£198.80) were slightly higher than their female counterparts in the Lancashire-12 area (£197.00) by £1.80 a week, but lower than those at the UK level (£201.40) by £2.60 per week. Male part-time median earnings in the Lancashire-14 area (£174.70) were again higher than their male counterparts in the Lancashire-12 area at £167.90 (by £6.80 a week) but lower than those at the UK level (£184.70), by £10.00 per week.

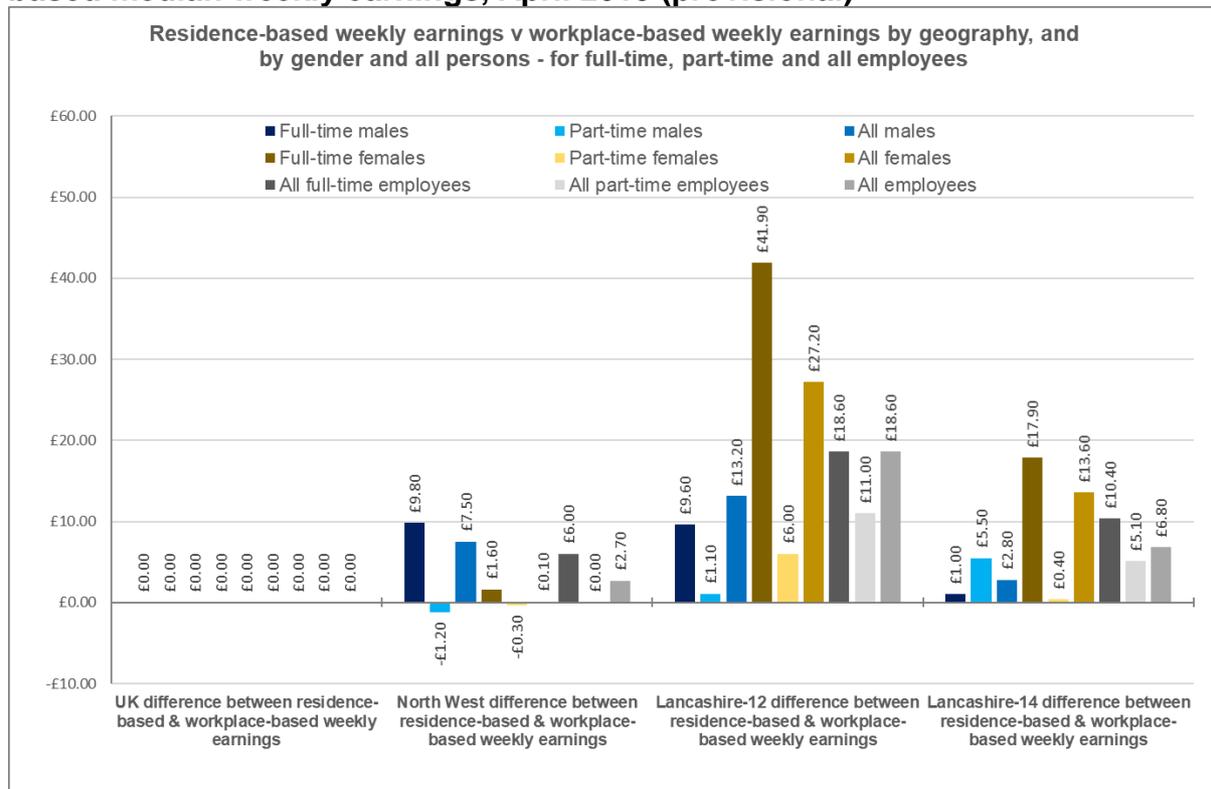
At the UK level, the median work-place based estimate of earnings for part-time males (£184.70) was lower than that of part-time females (£201.40) by £16.70 (8.3%) per week. The gap and the percentage difference at the UK level were smaller than those in the Lancashire-12 and Lancashire-14 areas.

4.7 Residence-based v workplace-based weekly earnings for the Lancashire-12 and Lancashire-14 area

When comparing tables 1 and 2 for differences between the values of earnings attributed by place of residence, or by place of work, we see varied patterns depending which geography is considered. At the UK level, the residence-based weekly earnings are the same as the workplace-based weekly earnings. For the North West region, relatively few people will work outside of the region, so the differentials between residence-based weekly earnings and the workplace-based weekly earnings are small.

For the Lancashire-12 area, the estimates suggest that the residence-based weekly earnings are greater than the workplace-based estimates for all nine of the categories.

Figure 13: Estimated residence-based median weekly earnings v workplace-based median weekly earnings, April 2019 (provisional)



Source: [Office for National Statistics - Annual Survey of Hours and Earnings, provisional estimates, 2019.](https://www.ons.gov.uk/employment-and-labour-markets/earnings-and-wages/bulletins/annualsurveyofhoursandearnings)

The largest differentials in the Lancashire-12 area are found amongst female employees, with the residence-based full-time female earnings (£491.30) exceeding the workplace-based full-time female average (£449.40) by £41.90. Similarly, for all

females, the residence-based weekly earnings (£367.40) exceed the workplace-based average (£340.20) by £27.20. This suggests that a proportion of female employees are finding higher paying earnings outside of the Lancashire-12 area.

The situation in the Lancashire-14 is similar to that in the Lancashire-12 area. Again, the figures suggest that the residence-based weekly earnings in the Lancashire-14 area are greater than the workplace-based estimates for all of the nine categories.

The largest differential in the Lancashire-14 area is also evident amongst female employees, with the residence-based full-time female earnings (£480.00) exceeding the workplace-based full-time female median (£462.10) by £17.90. This suggests that a proportion of female employees are finding higher paid earnings outside of the Lancashire-14 area. Commuting outside of the Lancashire-14 area from Blackpool may not be as attractive, easy, or as financially rewarding, as commuting outside of the area from Blackburn with Darwen. This may impact the Lancashire-14 figures.

4.8 Median weekly earnings (for all employees) by local authority

The median earnings by residence and by workplace for all employees in each of the 12 authorities within the Lancashire County Council administrative boundary, and the two unitary authorities of Blackburn with Darwen and Blackpool, are shown in table 3 and also in figures 14 and 15.

It is important to emphasise that data volatility as a result of sampling errors greatly increases at the district level. Comparisons with previous district results over recent years show some very marked variations. This occurs owing to small sample sizes and the resultant wide margins of error. Most of the district areas have margins of error greater than 5% and up to or equal to 10%, either way. In some areas, the margin of error is greater than 10% and up to or equal to 20%, either way.

4.8.1 Median weekly earnings (for all employees) by local authority – residence-based

The residence-based median weekly earnings estimates for the Lancashire-12 area (£447.10) and the Lancashire-14 area (£435.30) were below the UK figure (£479.10) by 6.7% (£32.00) and 9.1% (£43.80), respectively.

For residence-based figures at the district level, only Fylde (£535.60) and Ribble Valley (£515.40) had provisional estimates that were above the UK weekly median earnings figure of £479.10 in the Lancashire-14 area.

Within Great Britain, 23 local authority areas (6.2%) had residence-based median earnings that were estimated to be above £600.00 per week. The majority of the areas were in London, or the south, or east of England. Only East Renfrewshire (£672.30), ranked 9th in GB, in the Glasgow City Region, Scotland, was outside of the area. Of these 23 areas, Kensington and Chelsea (£772.10), Richmond upon Thames (£734.40), Hammersmith and Fulham (£725.80), Wandsworth (£719.50) and Westminster (£702.60) had figures above £700.00 per week. These five estimates were above the UK median figure, ranging from 61.2% above, down to 46.6% above the UK median estimate.

The figure for Fylde was 11.8% (£56.50) above the UK median and ranked in 74th place in Great Britain out of 370 local authority areas with residence-based estimates (please note that earnings for individual authorities within Northern Ireland are not available). The Fylde estimate was a fifth of the way down the GB rankings.

Table 3: Median gross weekly earnings (all employees on adult rates of pay) by place of residence and workplace, April 2019 provisional figures

Area	Residence-based (£)	Workplace-based (£)	Difference between workplace-based and residence-based gross weekly earnings, all employees (£)	Residence-based as % of Lancashire-14 area	Workplace-based as % of Lancashire-14 area	Residence-based as % of United Kingdom	Workplace-based as % of United Kingdom
Burnley	430.4	389.4	41.00	98.9	90.9	89.8	81.3
Chorley	478.0	398.4	79.60	109.8	93.0	99.8	83.2
Fylde	535.6	545.9	-10.30	123.0	127.4	111.8	113.9
Hyndburn	452.1	411.7	40.40	103.9	96.1	94.4	85.9
Lancaster	429.4	393.2	36.20	98.6	91.8	89.6	82.1
Pendle	432.7	425.5	7.20	99.4	99.3	90.3	88.8
Preston	402.5	441.2	-38.70	92.5	103.0	84.0	92.1
Ribble Valley	515.4	516.4	-1.00	118.4	120.5	107.6	107.8
Rossendale	417.6	402.9	14.70	95.9	94.0	87.2	84.1
South Ribble	454.6	439.1	15.50	104.4	102.5	94.9	91.7
West Lancashire	468.0	452.8	15.20	107.5	105.7	97.7	94.5
Wyre	398.9	385.3	13.60	91.6	89.9	83.3	80.4
Lancashire-12	447.1	428.5	18.60	102.7	100.0	93.3	89.4
Blackburn with Darwen	399.5	454.1	-54.60	91.8	106.0	83.4	94.8
Blackpool	379.0	388.2	-9.20	87.1	90.6	79.1	81.0
Lancashire-14	435.3	428.5	6.80	100.0	100.0	90.9	89.4
North West	457.3	454.6	2.70	105.1	106.1	95.4	94.9
United Kingdom	479.1	479.1	0.00	110.1	111.8	100.0	100.0

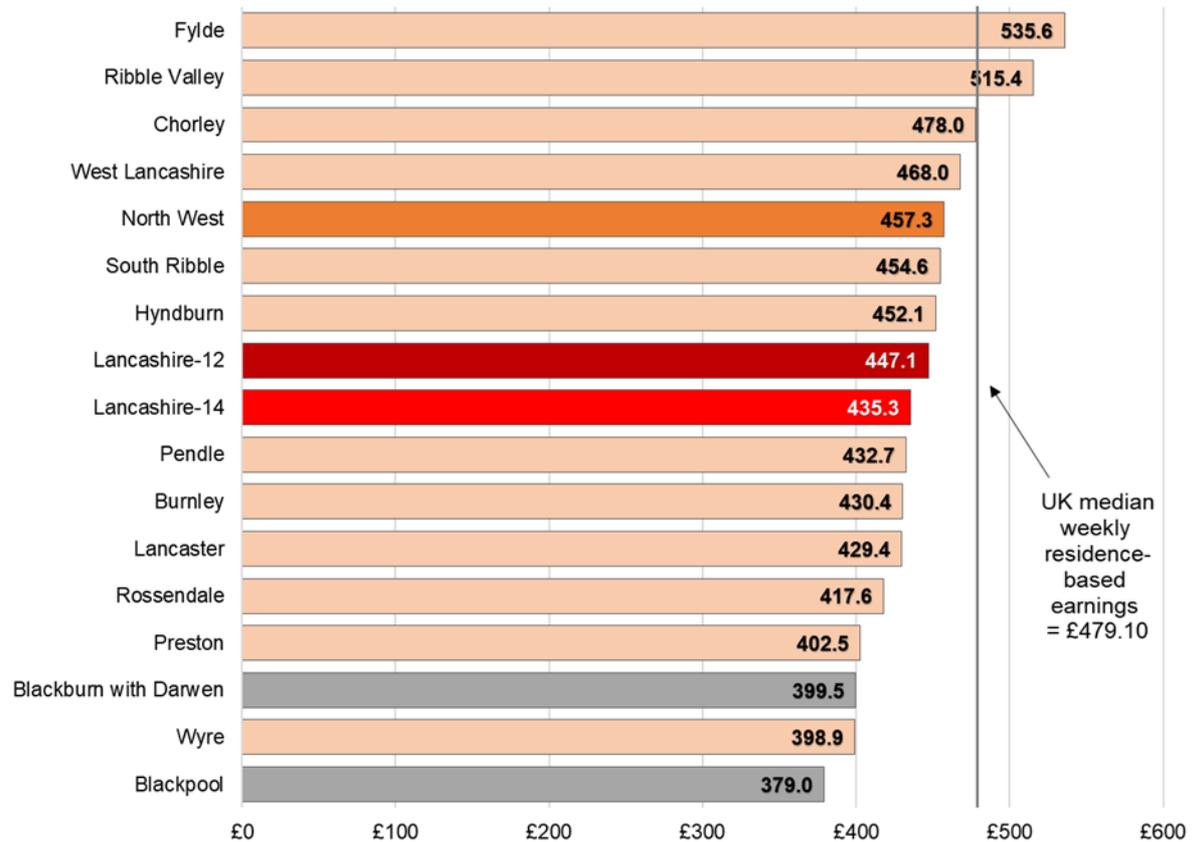
Source: [Office for National Statistics - Annual Survey of Hours and Earnings, provisional estimates, 2019.](#)

The estimate for Ribble Valley was 7.6% (£36.30) above the UK median average and ranked in the second quartile of the GB rankings.

Chorley (£478.00) had the third highest estimate in the Lancashire-14 area, and was just 0.2% (£1.10) below the UK figure, and placed in the fifth decile of the GB rankings. The estimate for West Lancashire (£468.00) fell just in the lowest 50% of the GB rankings and was 2.3% (£11.10) below the UK figure. The remaining eight

Lancashire-12 authorities had weekly median earnings estimates below £455 per week and fell in the lowest 40% of the GB rankings.

Figure 14: Median gross weekly pay, all employees on adult rates of pay, residence-based, April 2019



Source: [Office for National Statistics - Annual Survey of Hours and Earnings, provisional estimates, 2019.](https://www.ons.gov.uk/employment-and-hours-of-work/datasets/annual-survey-of-hours-and-earnings)

Wyre (£398.90) had the lowest estimate in the Lancashire-12 area, 16.7% (£80.20), or a sixth, below the UK median figure, falling in the lowest seven percent of the GB rankings (25th lowest). The figure for Preston (£402.50) had not changed on the 2018 estimate and was 16.0% (£76.60) below the UK median figure. Preston's median residence-based weekly earnings were the 31st lowest in GB, falling roughly in the lowest twelfth of the GB rankings.

Blackpool (£379.00) recorded the lowest residence-based median weekly estimate in the Lancashire-14 area. This was the fourth lowest estimate in Great Britain out of 370 local authority areas with residence-based estimates (please note that earnings for individual authorities within Northern Ireland are not available). The Blackpool estimate was 20.9% (£100.10), or over a fifth, below the UK median figure (£479.10).

The estimate for Blackburn with Darwen (£399.50) was the third lowest in the Lancashire-14 area and the 26th lowest in Great Britain, ranked just above Wyre (25th lowest) in the GB rankings (and in the lowest 7% of the GB rankings). The Blackburn with Darwen residence-based estimate was 16.6% (£79.60) or a sixth lower than the UK median figure.

The relatively low earnings potential for some Lancashire residents has obvious consequences with regard to levels of disposable income, mortgage/house purchasing capacity, savings, investment and wealth generation.

4.8.2 Median weekly earnings (for all employees) by local authority – workplace-based

The provisional workplace-based median weekly earnings estimates for the Lancashire-12 area (£428.50) and the Lancashire-14 area (£428.50) in April 2019 were both below the UK figure (£479.10) by 10.6% (£50.60).

For workplace-based figures at the district level, only Fylde (£545.90) and Ribble Valley (£516.40) in the Lancashire-14 area had estimates that were above the UK figure of £479.10.

Within Great Britain, 14 local authority areas (3.8%) had workplace-based median earnings that were provisionally estimated to be above £600.00 per week. Of these, the City of London figure (£986.50) was by far the greatest, being 105.9% above, or more than double, the UK median estimate of £479.10. The estimates for Tower Hamlets (£787.10) and Westminster (£728.30) were above £700.00 per week, and some 64.3% and 52.0% above the UK weekly workplace-based figure. Three of the 14 areas with high median workplace-based earnings were outside of London and the south of England. These were Copeland (£671.30), ranked 7th highest in GB and Barrow-in-Furness (£606.80), both in Cumbria (ranked 11th) and Derby (£603.80) in the East Midlands (ranked 13th). Their workplace-based median earnings were 40.1%, 26.7% and 26.0% above the UK figure, respectively. These three areas are home to high value jobs related to ship/submarine building, the nuclear industry and aerospace activity.

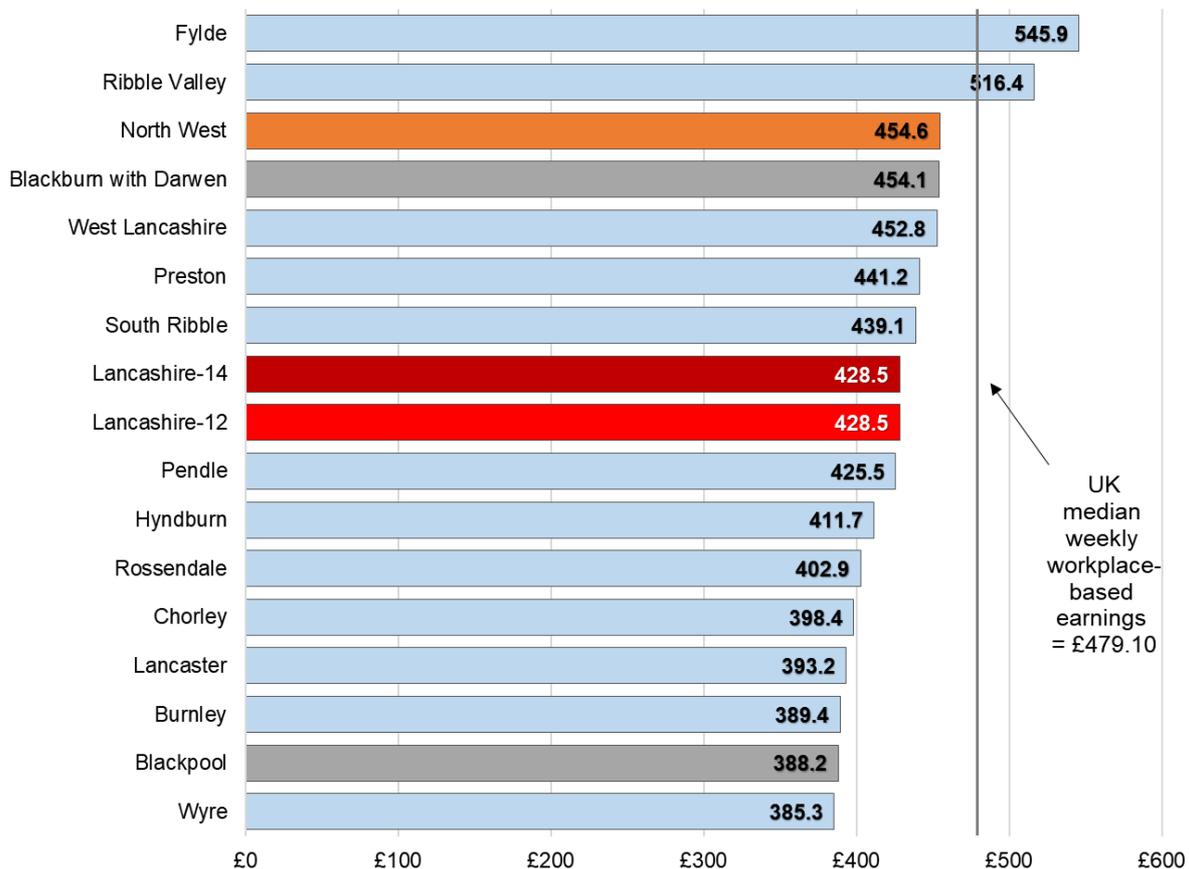
Fylde district (£545.90) had the greatest workplace-based median earnings figure in the Lancashire-14 area for all employees by a considerable margin. The authority contains a major BAE Systems site, and also has the nuclear fuels site at Springfields both of which provide high value jobs. The gap between the estimated workplace-based weekly earnings of Fylde district and Ribble Valley was £29.50.

The figure for Fylde was 13.9% (£66.80) above the UK median, and was ranked in 38th position out of 371 local authority areas with workplace-based estimates (please note that earnings for individual authorities within Northern Ireland are not available). The Fylde workplace-based estimate fell just outside of the top 10% of the GB rankings.

Ribble Valley had the second highest workplace-based median earnings estimate in the Lancashire-14 area, at £516.40 per week. The figure was 7.8% (£37.30) above the UK median average and ranked in 56th place, or in the top sixth of the GB rankings. The BAE Systems site at Samlesbury straddles the border of Ribble Valley and South Ribble local authorities. The workplace-based earnings figures would indicate that the site has been allocated to Ribble Valley, the location of the main office.

The remaining ten Lancashire-12 authorities had weekly median workplace-based earnings below £455.00 per week. The estimate for West Lancashire (£452.80) was just above the mid-point of the GB rankings in 181st position (in the fifth decile) and 5.5% below the UK median figure.

Figure 15: Median gross weekly pay, employees on adult rates of pay, workplace-based, April 2019



Source: [Office for National Statistics - Annual Survey of Hours and Earnings, provisional estimates, 2019.](#)

The figures Preston (£441.20) and South Ribble (£439.10) were below the mid-point of the GB rankings in the 6th decile in the 212th and 219th positions. Their estimates were 7.9% (£37.90) and 8.3% (£40.00) below the UK weekly median workplace-based earnings figure (£479.10).

Wyre (£385.30) had the lowest workplace-based estimate in both the Lancashire-12 and Lancashire-14 areas, some 19.6% (£93.80) below the UK median average and was the 33rd lowest in the GB rankings (in the bottom 10%). Blackpool (£388.20) had the second lowest workplace-based estimate in the Lancashire-14 area, 19.0% (£90.90) below the UK median average and was the 37th lowest in the GB rankings (also in the bottom 10%).

Burnley (£389.40), Lancaster (£393.20) and Chorley (£398.40) also had workplace-based estimates below £400.00. Overall, eight of the Lancashire-14 areas had workplace-based weekly median earnings estimates that were more than 10% below the UK figure (£479.10), ranging from 11.2% (£53.60) lower in Pendle (£425.50), to

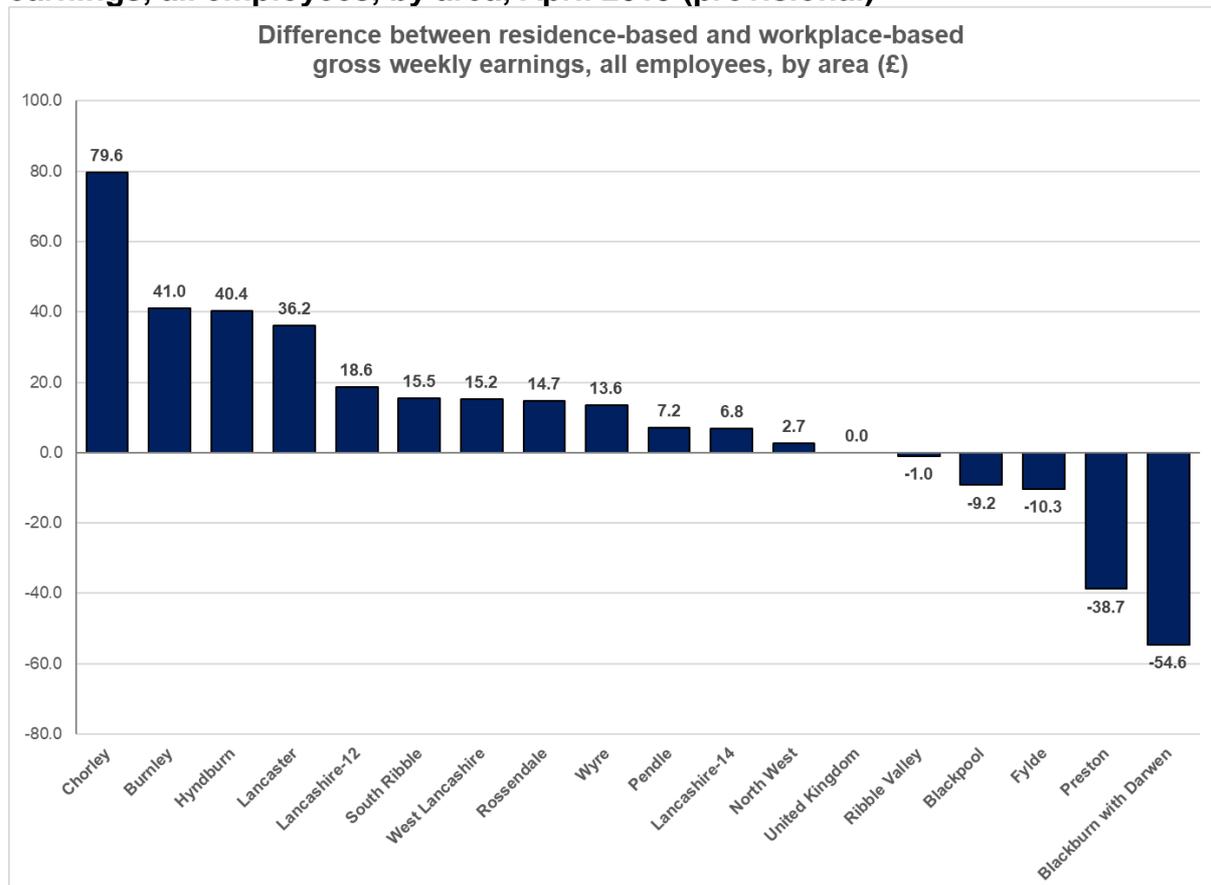
19.6% (£93.80) lower in Wyre (£385.30). These eight areas were in the lowest third of the GB rankings workplace-based weekly median earnings.

4.8.3 Areas where residence-based earnings are higher than workplace-based earnings

There are differences between the residence-based and workplace-based figures which reveal the effect of cross-border commuting. Table 3 shows the weekly residence-based figure for all employees in the Lancashire-12 area of £447.10 was £18.60 per week higher than the workplace figure of £428.50. For the Lancashire-14 area, the residence-based figure (£435.30) was £6.80 higher than the corresponding workplace-based figure in the area of £428.50. The proximity of Manchester and Liverpool act as an influence on a number of the residents in the Lancashire-14 area to take advantage of higher value work opportunities in these large conurbations.

In general terms, the Lancashire-12 and Lancashire-14 areas benefits from outward commuter flows. Nine of the Lancashire-12 areas recorded higher residence-based weekly earnings figures. By making use of the various transport networks a number of the residents in the Lancashire-14 area, and notably full-time females, are able to travel to higher value work locations outside the Lancashire-14 sub-region.

Figure 16: Difference between residence-based and workplace-based weekly earnings, all employees, by area, April 2019 (provisional)



Source: [Office for National Statistics - Annual Survey of Hours and Earnings, provisional estimates, 2019.](#)

Table 3 and figure 16 above show that the residence-based figure for Chorley was a substantial £79.60 per week higher than the workplace estimate. Together with Burnley (+£41.00), Hyndburn (+£40.40) and Lancaster (+£36.20), the residents of these four authorities appear to gain the most from commuter outflows.

Although Chorley has the third highest residence-based weekly median earnings figure for all employees in the Lancashire-14 area at £478.00, which is just 0.2% (£1.10) below the UK figure (£479.10), its workplace-based estimate, of £398.40, is the fifth lowest in the area and 16.8% (£80.70) below the UK figure.

Burnley has the seventh lowest residence-based weekly median earnings estimate in the Lancashire-14 area, of £430.90, which is 10.2% (£48.70) below the UK figure (£479.10). However, its workplace-based estimate, of £389.40, is the third lowest in the Lancashire-14 area and is 18.7% (£89.70) below the UK figure.

For Hyndburn, its residence-based weekly median earnings estimate of £452.10 is the sixth highest in the Lancashire-14 area and is 5.6% (£27.00) below the UK figure (£479.10). However, its workplace-based estimate, of £411.70, is only the eighth highest in the Lancashire-14 area and is 14.1% (£67.40) below the UK figure.

In Lancaster, the residence-based weekly median earnings estimate of £429.40 is the sixth lowest in the Lancashire-14 area and is 10.4% (£49.70) below the UK figure (£479.10). However, its workplace-based estimate, of £393.20, is the fourth lowest in the Lancashire-14 area and is 17.9% (£85.90) below the UK figure.

4.8.4 Areas where workplace-based earnings are higher than residence-based earnings

Looking at the opposite situation, where areas have higher workplace-based earnings compared to their residence-based earnings, tables 3 and 4 show that the workplace-based estimate for Blackburn with Darwen was £54.60 higher than the residence-based estimate. The workplace-based estimate for Preston was £38.70 greater than its residence-based figure. This means that for a number of people, these are places where they work, but not the localities where they live.

Table 4 shows the residence-based and workplace-based median weekly hours worked, median earnings and the number of jobs in the associated sample survey. Please note that the figures for the number of jobs in the survey sample are for indicative purposes only and should not be considered an accurate estimate of employee job counts.

Although both Blackburn with Darwen and Preston fare relatively well in terms of workplace-based earnings, they fare less well in terms of their residence-based median weekly earnings.

In April 2019, Blackburn with Darwen had the third highest workplace-based weekly median earnings estimate in the Lancashire-14 area, of £454.10, which was 5.2% (£24.50) below the UK figure (£479.10). However, Blackburn with Darwen's residence-based estimate, of £399.50, was the third lowest (ranked 12th) in the Lancashire-14 area, with its figure 16.6% (£79.60) below the UK figure.

Table 4: Median gross weekly earnings and hours of work (all employees on adult rates of pay) by place of residence and workplace, April 2019 provisional figures

Area	Number of jobs in survey sample, residence-based (thousands)	Residence-based (£)	Residence-based Median total hours worked (all employees)	Number of jobs in survey sample, workplace-based (thousands)	Workplace-based (£)	Workplace-based Median total hours worked (all employees)
Burnley	36	430.40	37.3	32	389.40	37.0
Chorley	50	478.00	36.9	35	398.40	35.0
Fylde	32	535.60	37.0	35	545.90	36.9
Hyndburn	31	452.10	37.5	28	411.70	36.0
Lancaster	55	429.40	36.9	53	393.20	36.0
Pendle	34	432.70	37.0	25	425.50	37.5
Preston	53	402.50	37.0	77	441.20	37.0
Ribble Valley	28	515.40	37.0	23	516.40	37.5
Rossendale	26	417.60	37.0	17	402.90	37.0
South Ribble	50	454.60	37.0	39	439.10	37.0
West Lancashire	42	468.00	36.4	38	452.80	37.4
Wyre	38	398.90	37.0	24	385.30	37.0
Lancashire-12	474	447.10	37.0	425	428.50	37.0
Blackburn with Darwen	51	399.50	37.4	57	454.10	37.4
Blackpool	51	379.00	37.0	54	388.20	37.0
Lancashire-14	576	435.30	37.0	537	428.50	37.0
North West	2,862	457.30	37.0	2,864	454.60	37.0
United Kingdom	26,704	479.10	37.0	26,704	479.10	37.0

Source: [Office for National Statistics - Annual Survey of Hours and Earnings, provisional estimates, 2019.](#)

Preston had the fifth highest workplace-based weekly median earnings estimate in the Lancashire-14 area, of £441.20, which was 7.9% (£37.90) below the UK figure (£479.10). However, Preston's residence-based estimate, of £402.50, was the fourth lowest (ranked 11th) in the Lancashire-14 area, with its figure 16.0% (£76.60) below the UK figure in April 2019.

Fylde district had the highest workplace-based estimate in the Lancashire-14 area of £545.90. This was 13.9% (£66.80) above the UK figure (£479.10). The residence-based earnings for Fylde (£535.60) were also the highest in the Lancashire-14 area, and 11.8% (£56.50) above the UK figure. This indicates that Fylde benefits from both high workplace-based earnings and residence-based earnings. The Fylde workplace-based earnings were £10.30 per week greater than the residence-based earnings for the area.

The situation was similar in Ribble Valley. Here the workplace-based estimate of £516.40 was the second highest in the Lancashire-14 area and 7.8% (£37.30) above the UK figure. The residence-based earnings for Ribble Valley (£515.40) were also the second highest in the Lancashire-14 area, and 7.6% (£36.30) above the UK figure. This indicates that Ribble Valley also benefits from both high workplace-based earnings and residence-based earnings. The Ribble Valley workplace-based

earnings were just £1.00 per week greater than the residence-based earnings for the area.

4.9 Residence-based median paid hours worked per week (provisional)

4.9.1 Residence-based median paid hours worked per week - summary

The residence-based median number of paid hours worked per week in the Lancashire-12 and Lancashire-14 areas are the same as, or only marginally lower than, those worked at the UK level for five of the nine employee categories. These five are the full-time male employee category (38.5 hours), full-time female employees (37.4 hours), all full-time employees (37.5 hours), plus all male employees (37.5 hours) and the all employees category (37.0 hours).

For the three part-time employee categories, the residence-based median number of paid hours worked in the Lancashire-12 and Lancashire-14 areas are slightly higher than those worked at the UK level. The estimates for male part-time employees are Lancashire-14 = 18.4 hours, Lancashire-12 = 18.0 hours and UK = 17.5 hours. For female part-time employees the estimates are Lancashire-14 = 19.9 hours, Lancashire-12 = 20.0 hours and UK = 19.4 hours. For all part-time employees the estimates are Lancashire-14 = 19.6 hours, Lancashire-12 = 19.6 hours and UK = 18.8 hours.

Contrary to the above, for the all females category, the residence-based median number of paid hours worked in the Lancashire-12 and Lancashire-14 areas are lower than those worked at the UK level (32.5 hours v 33.8 hours).

4.9.2 Residence-based median paid hours worked per week by all employees, all male employees and all female employees

In April 2019, for all residence-based employees, the median number of paid hours worked per week in the UK was 37.0 hours. The same number of hours (37.0) were worked in the Lancashire-12 and Lancashire-14 areas by all residence-based employees.

For all male residence-based employees in the UK, the median number of paid hours worked was slightly higher at 37.5 hours. Again, the same number of hours (37.5) were worked in the Lancashire-12 and Lancashire-14 areas by all male employees.

For all residence-based female employees in the UK, the median number of paid hours worked was lower at 33.8 hours. In both the Lancashire-12 area (32.5 hours) and Lancashire-14 area (32.5 hours) the median number of paid hours worked by all female employees was lower than the UK.

Table 5: Median paid hours worked per week by place of residence (employee jobs paid at adult rates and not affected by absence), April 2019 provisional figures

	Residence-based (Lancashire-14 area)			Residence-based (Lancashire-12 area)		Residence-based (North West)		Residence-based (UK)	
	Number of jobs in survey sample	Median paid hours worked	% change 2017- 2018	Median paid hours worked	% change 2017- 2018	Median paid hours worked	% change 2017- 2018	Median paid hours worked	% change 2017- 2018
Full-time males	247,000	38.5	-1.3	38.4	-1.2	38.5	-0.8	38.5	-0.9
Part-time males	48,000	18.4	1.3	18.0	-2.6	17.9	-3.0	17.5	-2.8
All males	295,000	37.5	0.0	37.5	0.0	37.5	0.0	37.5	0.0
Full-time females	159,000	37.4	-0.2	37.4	-0.2	37.4	0.1	37.4	0.2
Part-time females	122,000	19.9	-0.3	20.0	-0.1	20.0	1.6	19.4	1.6
All females	281,000	32.5	0.0	32.5	0.0	33.9	1.3	33.8	1.0
All full-time employees	406,000	37.5	0.0	37.5	0.0	37.5	0.0	37.5	0.0
All part-time employees	170,000	19.6	-2.1	19.6	-2.0	19.5	0.0	18.8	0.5
All employees	576,000	37.0	0.0	37.0	0.0	37.0	0.0	37.0	0.0

Source: [Office for National Statistics - Annual Survey of Hours and Earnings, provisional estimates, 2019.](#)

4.9.3 Residence-based median paid hours worked per week by all full-time male employees, all full-time female employees and all full-time employees

For male full-time residence-based employees in the UK, the number of median hours worked per week was 38.5 hours. The same number of hours (38.5) were worked by male full-time employees in the Lancashire-14 area, but were marginally lower in the Lancashire-12 area (38.4 hours).

For female full-time residence-based employees in the UK, the number of median hours worked was slightly lower than for men at 37.4 hours. Again, the same number of hours (37.4) were worked by female full-time employees in the Lancashire-12 and Lancashire-14 areas.

Overall, for all full-time residence-based employees in the UK, the number of median hours worked was 37.5 hours. This was marginally greater than for residence-based UK full-time females (37.4 hours), but lower than those worked by UK residence-based full-time men (38.5 hours). The same number of hours (37.5) were worked by all full-time residence-based employees in the Lancashire-12 and Lancashire-14 areas.

4.9.4 Residence-based median paid hours worked per week by all part-time male employees, all part-time female employees and all part-time employees

For male part-time residence-based employees in the UK, the number of median hours worked per week was 17.5 hours. The median number of hours worked by male part-time employees in the Lancashire-12 area were slightly higher than at the UK level at 18.0 hours, and greater still in the Lancashire-14 area at 18.4 hours.

For female part-time residence-based employees in the UK, the number of median hours worked was 19.4 hours. The median number of hours worked by female part-time employees in the Lancashire-14 area were slightly higher than the UK at 19.9 hours, and marginally greater again in the Lancashire-12 area at 20.0 hours.

For all part-time residence-based employees in the UK, the median number of paid hours worked was 18.8 hours. This figure was higher than those worked by male residence-based UK part-time employees (17.5 hours), but lower than those worked by female residence-based UK part-time employees (19.4 hours). The median number of hours worked by all part-time employees in the Lancashire-12 area and the Lancashire-14 area (both 19.6 hours) were slightly higher than those worked in the UK.

4.10 Workplace-based median paid hours worked per week (provisional)

4.10.1 Workplace-based median paid hours worked per week - summary

The workplace-based median number of paid hours worked per week in the Lancashire-12 and Lancashire-14 areas are the same as those worked at the UK level for three of the nine employee categories. These three are the all full-time employees category (37.5 hours), the all males employee category (37.5 hours) and the all employees category (37.0 hours).

For the full-time female employees category, the workplace-based median number of paid hours worked per week in the Lancashire-14 area was also the same as the UK median (37.4 hours), however the Lancashire-12 median (37.1 hours) was lower.

Looking at the three part-time employee categories, the workplace-based median number of paid hours worked in the Lancashire-12 area and the Lancashire-14 area are slightly higher than those worked at the UK level.

For the full-time male employees category, the workplace-based median number of paid hours worked per week in the Lancashire-12 and Lancashire-14 areas (both 38.8 hours) were higher than the UK median (38.5 hours).

Contrary to the above, for the all females category, the workplace-based median number of paid hours worked in the Lancashire-12 and Lancashire-14 areas (both 32.4 hours) are lower than those worked at the UK level (33.8 hours).

4.10.2 Workplace-based median paid hours worked per week by all employees, all male employees and all female employees

In April 2019, for all workplace-based employees, the median number of paid hours worked in the UK was 37.0 hours. The same number of hours (37.0) were worked in the Lancashire-12 and Lancashire-14 areas by all workplace-based employees.

For all male workplace-based employees in the UK, the median number of paid hours worked per week was slightly higher at 37.5 hours. Again, the same number of hours (37.5) were worked in the Lancashire-12 and Lancashire-14 areas by all male workplace based employees.

For all workplace-based female employees in the UK, the median number of paid hours worked per week was lower than for men at 33.8 hours. In both the Lancashire-12 area (32.4 hours) and Lancashire-14 area (32.4 hours) the median number of paid hours worked by all female workplace-based employees was lower than the UK.

Table 6: Workplace-based median paid hours worked per week (employee jobs paid at adult rates and not affected by absence), April 2019 provisional figures

	Workplace-based (Lancashire-14 area)			Workplace-based (Lancashire-12 area)		Workplace-based (North West)		Workplace-based (UK)	
	Number of jobs in survey sample	Median paid hours worked	% change 2017- 2018	Median paid hours worked	% change 2017- 2018	Median paid hours worked	% change 2017- 2018	Median paid hours worked	% change 2017- 2018
Full-time males	231,000	38.8	-0.5	38.8	-0.4	38.5	-0.6	38.5	-0.9
Part-time males	44,000	18.2	0.7	18.0	-4.2	17.6	-7.7	17.5	-2.8
All males	275,000	37.5	0.0	37.5	-1.0	37.5	0.0	37.5	0.0
Full-time females	144,000	37.4	-0.2	37.1	-0.3	37.4	0.5	37.4	0.2
Part-time females	118,000	19.8	-1.2	19.5	-2.5	20.0	2.2	19.4	1.6
All females	262,000	32.4	0.0	32.4	0.0	34.0	1.3	33.8	1.0
All full-time employees	375,000	37.5	0.0	37.5	0.0	37.5	0.0	37.5	0.0
All part-time employees	162,000	19.5	-2.1	19.0	-4.8	19.5	0.2	18.8	0.5
All employees	537,000	37.0	0.0	37.0	0.0	37.0	0.0	37.0	0.0

Source: [Office for National Statistics - Annual Survey of Hours and Earnings, provisional estimates, 2019.](#)

4.10.3 Workplace-based median paid hours worked per week by all full-time male employees, all full-time female employees and all full-time employees

For male full-time workplace-based employees in the UK, the median number of paid hours worked per week was 38.5 hours. The median number of hours worked by male full-time workplace-based employees in the Lancashire-12 area and the

Lancashire-14 area (both 38.8 hours) were slightly higher than worked those in the UK.

For female full-time workplace-based employees in the UK, the median number of paid hours worked (37.4 hours) was lower than those worked by UK males. The same number of hours (37.4) were worked by female full-time workplace-based employees in the Lancashire-14 area, but were slightly lower in the Lancashire-12 area at 37.1 hours.

Overall, for all full-time workplace-based employees in the UK, the median number of paid hours worked per week was 37.5 hours. This was marginally greater than for workplace-based UK full-time females (37.4 hours), but lower than those worked by UK workplace-based full-time men (38.5 hours). The same number of hours (37.5) were worked by all full-time workplace-based employees in the Lancashire-12 area and the Lancashire-14 area.

4.10.4 Residence-based median paid hours worked per week by all part-time male employees, all part-time female employees and all part-time employees

For male part-time workplace-based employees in the UK, the number of median hours worked per week was 17.5 hours. The median number of hours worked by male workplace-based part-time employees in the Lancashire-12 area were slightly higher than at the UK level at 18.0 hours, and greater still in the Lancashire-14 area at 18.2 hours.

For female part-time workplace-based employees in the UK, the number of median hours worked was 19.4 hours. The median number of hours worked by female part-time workplace-based employees in the Lancashire-12 area were marginally higher than the UK at 19.5 hours, and slightly greater again in the Lancashire-14 area at 19.8 hours.

For all part-time workplace-based employees in the UK, the median number of paid hours worked per week was 18.8 hours. This figure was higher than those worked by male workplace-based UK part-time employees (17.5 hours), but lower than those worked by female residence-based UK part-time employees (19.4 hours). The median number of hours worked by all part-time workplace-based employees in the Lancashire-12 area (19.0) was slightly higher than those worked in the UK, and was higher again in the Lancashire-14 area (19.5 hours).

4.11 Difference between residence-based median paid hours worked per week and workplace-based median paid hours worked per week.

At the UK level, the residence-based median number of paid hours worked per week is the same as the workplace-based median number of paid hours worked, as the workforce is largely contained with the United Kingdom.

In the Lancashire-14 area, the residence-based median number of paid hours worked per week are the same as, or just marginally higher than, the workplace-based median number of paid hours worked for the majority of employee categories. The exception was for residence-based male full-time employees in the Lancashire-14 area, who worked 0.3 hours less than their workplace-based male full-time counterparts (38.5 hours v 38.8 hours).

In the Lancashire-12 area, the residence-based median number of paid hours worked per week are the same as, or just marginally higher than, the workplace-based median number of paid hours worked for the all males, all females, all employees, all full-time employees and male part-time employee categories.

The residence-based median number of paid hours worked per week in the Lancashire-12 area are greater than their workplace-based counterparts for female full-time employees (37.4 hours v 37.1 hours), female part-time employees (20.0 hours v 19.5 hours) and all part-time employees (19.6 hours v 19.0 hours).

Contrary to the above, for male full-time residence-based employees in the Lancashire-12 area, the median number of paid hours worked per week are lower than their workplace-based counterparts (38.4 hours v 38.8 hours).

4.12 Annual gross median earnings, residence-based and workplace-based.

As well as providing data on average gross weekly earnings, the ASHE also provides information on average gross annual earnings. The figures are available down to the district level, however when split by gender, some of the data are suppressed owing to the unreliability of the figures, which arise in some instances as a result of the small and insufficient sample sizes at that level.

4.12.1 Annual residence-based gross median earnings

The residence-based gross median annual earnings figures highlight the middle value for each area. This means they are not influenced by very large salaries earned by a relatively small number of high fliers at the top of their professions. Please note that there are methodological differences between how the weekly and annual figures are derived. This leads to the annual figures being higher pro rata than the weekly results.

Table 7 shows that the median gross annual earnings for all employees by place of residence in the UK for April 2019 stood at £24,897.

For the Lancashire-12 area, the residence-based estimate was £23,377, or 6.1% less than the UK figure (£24,897). The gender split reveals that for the Lancashire-12 area, residence-based female median earnings were provisionally £18,748, or £9,722 (34.1%) below the male average of £28,470.

The yearly increase in residence-based annual earnings for all employees in the Lancashire-12 area to April 2019 was provisionally estimated at 5.3%. This was higher than the UK increase of 3.7%. The yearly percentage increase for Ribble

Valley was not available. Of the remaining 11 Lancashire-12 areas, ten saw yearly increases ranging from 0.5% in South Ribble, to 11.3% in Hyndburn. In addition to Hyndburn, Wyre (9.0%), West Lancashire (6.4%), Burnley (4.7%), Fylde (4.3%) and Lancaster (4.2%) saw yearly percentage rises above the UK estimate (3.7%). Rossendale provisionally recorded a yearly decrease in residence-based annual earnings of 2.9%.

The median residence-based annual earnings estimate for the Lancashire-14 area was £22,661, or £2,236 (9.0%) less than the UK figure of £24,897. The gender split reveals that for the Lancashire-14 area, residence-based female median earnings were £18,371, or £9,148 (33.2%) below the male average of £27,519.

Table 7: Median gross annual earnings, all employees, by place of residence, April 2019 provisional estimates

Area	Thousands of jobs in survey sample (all employees)	All males	All females	All employees		
		£	£	£	as % of UK (UK=100)	% change 2018-2019
Burnley	31	28,171	16,197	21,771	87.4	4.7
Chorley	44	30,197	20,606	25,020	100.5	2.8
Fylde	27	30,923	22,160	27,574	110.8	4.3
Hyndburn	27	25,972	18,189	22,849	91.8	11.3
Lancaster	47	27,396	15,720	22,756	91.4	4.2
Pendle	30	x	18,749	22,186	89.1	1.2
Preston	45	25,115	17,592	21,688	87.1	1.6
Ribble Valley	25	x	19,601	x	no data	no data
Rossendale	22	23,369	20,000	20,806	83.6	-2.9
South Ribble	43	28,166	20,151	22,824	91.7	0.5
West Lancashire	39	28,123	20,586	24,120	96.9	6.4
Wyre	32	26,324	17,194	22,314	89.6	9.0
Lancashire-12	414	28,470	18,748	23,377	93.9	5.3
Blackburn with Darwen	44	24,845	17,529	21,152	85.0	6.4
Blackpool	41	x	16,396	19,460	78.2	6.9
Lancashire-14	498	27,519	18,371	22,661	91.0	4.4
North West	2,460	28,843	19,004	23,686	95.1	4.4
United Kingdom	22,441	30,369	19,563	24,897	100.0	3.7

Source: [Office for National Statistics - Annual Survey of Hours and Earnings, provisional estimates, 2019.](#)

For all employees residing in the Lancashire-14 area, the average rate of change for the year to April 2019 was 4.4%. This was the same as the UK rise of 4.4%. The yearly increase in Blackpool was 6.9%, which was higher than the 6.4% estimated for Blackburn with Darwen.

Fylde (£27,574) and Chorley (£25,020) were the only two local authority areas in the Lancashire-14 area where the residence-based median annual gross earnings exceeded the UK figure (£24,897), by 10.8% and 0.5%, respectively. Please note

that no estimate was available for Ribble Valley. However, these two districts were some way down the GB rankings in 78th and 147th place, respectively (out of 348 local authority areas with estimated figures - 23 authorities did not have estimates). Of the 348 local authorities with available estimates, Wandsworth had the highest annual residence-based median earnings at £39,077, followed by Hammersmith and Fulham (£38,661) and Tower Hamlets (£38,000).

By contrast, Blackpool had the second lowest residence-based median gross annual earnings in GB, at £19,460, it was 21.8% below the UK figure. Craven (£18,532) in North Yorkshire had the lowest. Blackburn with Darwen (£21,152) had the 34th lowest.

In the Lancashire-12 area, Rossendale (£20,806), Preston (£21,688) and Burnley (£21,771) had the lowest residence-based median earnings in the 25th, 54th and 55th lowest rankings, respectively.

4.12.2 Annual workplace-based gross median earnings

Table 8 shows that the workplace-based median gross annual earnings for all employees in the Lancashire-12 area were £22,400 in April 2019, or 10.0% (£2,497) less than the UK figure of £24,897. For the Lancashire-14 area, the workplace-based median estimate for all employees was slightly lower at £22,088, or 11.3% (£2,800) below the UK figure.

Fylde (£29,508) and Ribble Valley (£25,445) were the only Lancashire-14 areas which had median workplace-based gross annual earnings that exceeded the UK figure (£24,897) by 18.5% and 2.2%, respectively. The figure for Fylde was the 28th highest in Great Britain, whilst the estimate for Ribble Valley was ranked in 91st place (out of 348 local authority areas with estimated figures - 23 authorities did not have estimates).

Of the 348 local authorities in Great Britain with workplace-based annual median estimates of earnings, the City of London had the highest figure at £58,168, followed by Tower Hamlets (£41,916) and Westminster (£40,054). These estimates were 133.6%, 68.4% and 60.9% above the UK median figure of £24,897. At the other end of the rankings, West Devon had the lowest estimate, at £15,758, or 36.7% below the UK median.

In total, 25 local authority areas in GB had workplace-based median annual earnings that were provisionally estimated to be above £30,000 per year in April 2019. Three of the 25 areas with high median workplace-based annual earnings were outside of London and the south of England. These were Copeland (£37,022) in Cumbria, ranked 6th highest in GB, Derby (£33,156) in the East Midlands (ranked 10th) and Barrow-in-Furness (£31,618), again in Cumbria (ranked 18th). Their workplace-based median annual earnings were 48.7%, 33.2% and 27.0% above the UK figure, respectively. These three areas are home to high value jobs related to ship/submarine building, the nuclear industry and aerospace activity.

Twelve of the Lancashire-14 areas fell in the lower half of the rankings for estimates of workplace-based annual median earnings. Only Fylde and Ribble Valley were ranked in the upper half of the rankings.

Wyre had the lowest workplace-based median gross annual earnings estimate within the Lancashire-14 area (and the second lowest in the North West region). At £19,392, the estimate was 22.1% below the UK figure, and was ranked in the 19th lowest position in Great Britain. Burnley (£19,962) had the second lowest estimate in the Lancashire-14 area, and was ranked in the 33rd lowest position in Great Britain.

Table 8: Median gross annual earnings, all employees, workplace-based, April 2019 provisional figures

Area	Thousands of jobs in survey sample (all employees)	All males	All females	All employees		
		£	£	£	as % of UK (UK=100)	% change 2017-2018
Burnley	28	22,396	17,345	19,962	80.2	-0.8
Chorley	30	23,914	16,986	20,474	82.2	-1.3
Fylde	31	40,313	19,532	29,508	118.5	8.1
Hyndburn	26	26,241	16,214	21,913	88.0	11.9
Lancaster	43	x	16,359	21,737	87.3	2.5
Pendle	23	24,106	15,817	21,567	86.6	-4.7
Preston	69	27,035	19,964	23,367	93.9	-2.0
Ribble Valley	19	38,261	14,940	25,445	102.2	no data
Rossendale	15	21,969	x	20,793	83.5	5.2
South Ribble	34	27,406	16,926	23,309	93.6	6.0
West Lancashire	34	29,192	17,152	22,983	92.3	2.0
Wyre	18	25,640	13,873	19,392	77.9	8.3
Lancashire-12	368	27,583	17,384	22,400	90.0	2.3
Blackburn with Darwen	50	24,800	19,752	21,904	88.0	6.7
Blackpool	45	x	18,169	21,165	85.0	13.5
Lancashire-14	463	26,980	17,753	22,088	88.7	2.9
North West	2,451	28,317	19,008	23,422	94.1	3.5
United Kingdom	22,441	30,369	19,563	24,897	100.0	3.7

Source: [Office for National Statistics - Annual Survey of Hours and Earnings, provisional estimates, 2019.](#)

The estimates for Chorley (£20,474), Rossendale (£20,793) and Blackpool (£21,165), ranked in the 56th, 63rd and 79th lowest positions, respectively, fell in the bottom quarter of the GB rankings (out of 348 local authority areas with estimates).

The figures for Pendle (£21,567), Lancaster (£21,737), Blackburn with Darwen (£21,904) and Hyndburn (£21,913), were clustered around the 98th, 104th, 108th and 110th lowest positions, respectively, placing them in the lowest third of GB rankings.

The median gross annual workplace-based earnings for West Lancashire (£22,983), ranked in 196th place, South Ribble (£23,309), ranked in 185th position, and Preston (£23,367), ranked in the 180th place, put them in the sixth decile of the GB rankings.

The gender split reveals that for the Lancashire-14 area, the female workplace-based median annual gross earnings were £17,753. This female estimate was £9,227 (34.2%) below the male annual median average of £26,980. For all workplace-based employees in the Lancashire-14 area, the yearly percentage change in earnings for the year to April 2019 of 2.9% (unadjusted for inflation) indicates a modest rise in annual earnings that was below the UK increase (3.7%).

In the Lancashire-12 area, the female workplace-based median annual gross earnings, at £17,384, were slightly lower than in the Lancashire-14 area (£17,753), but the all male workplace-based median annual gross earnings, at £27,583, were slightly higher than in the Lancashire-14 area (£26,980).

The estimate for all females in the Lancashire-12 area (£17,384) was £10,199 (37.0%) below the all males median annual average of £27,583. For all workplace-based employees in the Lancashire-12 area, the yearly percentage increase to April 2019 of 2.3% (unadjusted for inflation) was lower than the percentage rise in the Lancashire-14 area (2.9%), and the UK rise of 3.7%.

At the UK level, the female workplace-based median annual gross earnings of £19,563 were £10,806, or 35.6% lower than the annual median average figure for all males of £30,369.

The estimated change in annual workplace-based earnings for the year to April 2019 for all employees shows a provisional fall in Pendle of -4.7%. Annual workplace-based earnings also fell provisionally in Preston (-2.0%), Chorley (-1.3%) and Burnley (-0.8%). However, annual workplace-based earnings rose in nine of the Lancashire-14 areas over the year. Blackpool (+13.5%), Hyndburn (+11.9%), Wyre (+8.3%) and Fylde (+8.1%) saw the largest provisional yearly increases, whilst Lancaster (+2.5%) and West Lancashire (2.0%) saw the lowest. Yearly change figures were not available for Ribble Valley.