

## Annual Survey of Hours and Earnings (ASHE) 2021<sup>1</sup>

Please note, the Office for National Statistics (ONS) have reported that interpreting average earnings data is difficult at the moment; in July ONS published a blog: [How COVID-19 has impacted the Average Weekly Earnings data](#), which explains the complexities of interpreting earnings data in the current climate; compositional and base effects are likely to affect the growth rates, as the data for April 2020 was affected by both the coronavirus pandemic, in terms of wages and hours worked in the economy, and also disruption to the collection of data from businesses; this means **that comparisons with 2020 need to be treated with caution**, and we would encourage users to focus on long-term trends rather than year on year changes.

Resident and workplace figures for the Midlands Engine are based on an average of the local authorities' earnings within the set geography.

### In Summary:

- **Average full-time annual earnings for Midlands Engine residents have decreased by £256 (-0.9%) since April 2020 to £29,754 in April 2021**, the UK decreased by 0.6%. The Midlands Engine resident earnings are at 95.1% of the UK average, with the average resident earning £1,531 less than the UK average of £31,285.
- **Average full-time workplace annual earnings for the Midlands Engine increased by £121 (+0.4%) since April 2020 to reach £28,491 in April 2021**, the UK decreased by 0.6%. The Midlands Engine workplace earnings are at 91.1% of the UK average, with the average earnings £2,794 less than the UK average of £31,285.
- In April 2021, for the West Midlands region, there were approximately 99,000 employee jobs with employees aged 16 years and over who were paid below the National Minimum Wage (NMW) or National Living Wage (NLW). For the East Midlands region, there were approximately 82,000 employee jobs with employees aged 16 years and over who were paid below the NMW or NLW. For both the East Midlands and West Midlands regions this accounts for 4.3% of employee jobs, while the UK rate was 3.8% of employee jobs.
- Gender pay gap is defined as the difference between men's and women's hourly earnings as a percentage of men's earnings. **Across the Midlands Engine 9 LEAs the median gender pay gap for home-based varies from 12.4% in the Black Country LEA to 25.2% in Coventry and Warwickshire LEA and the median gender pay gap for work-based varies from 7.7% in Worcestershire LEA to 23.8% in the Coventry and Warwickshire LEA.**

### Full Brief:

Full data tables for Midlands Engine local authorities, LEAs, regions and for the United Kingdom can be found in the appendix.

### Resident Based

Please note, figures for Staffordshire Moorlands and North East Derbyshire in 2020 and Bassetlaw in 2021 were suppressed as they were statistically unreliable.

- Average full-time annual earnings for Midlands Engine residents decreased by £256 (-0.9%) since April 2020 to £29,754 in April 2021, the UK decreased by 0.6%. The Midlands Engine resident

<sup>1</sup> Sources: Office for National Statistics - Annual Survey of Hours and Earnings- Employee earnings in the UK: 2021, low and high pay in the UK: 2021 and gender pay gap in the UK: 2021; released October 2021

earnings are at 95.1% of the UK average, with the average resident earning £1,531 less than the UK average of £31,285.

- Of the Midlands Engine 9 LEPs, resident full-time resident annual earnings decreased in 3 LEPs between April 2020 and April 2021, these were; Stoke-on-Trent and Staffordshire LEP at -0.1% (-£37 to £29,615), Derby, Derbyshire, Nottingham and Nottinghamshire LEP at -0.7% (-£208 to £29,168) and Leicester and Leicestershire LEP at -3.9% (-£1,164 to £28,556). Worcestershire LEP had the highest increase at 3.6% (+1,037 to £29,636). Coventry and Warwickshire was the only LEP within the Midlands Engine to be above the UK (£32,189 compared to £31,285).
- At local authority level within the Midlands Engine, resident full-time earnings vary from £24,017 in Melton to £36,862 in Warwick in April 2021. Where data is available, 29 local authorities within the Midlands Engine decreased over the period.
- Due to data availability, Midlands Engine has been excluded from analysis for resident part-time annual earnings analysis. Of the Midlands Engine 9 LEPs, resident part-time annual earnings decreased in 3 LEPs between April 2020 and April 2021, these were; Black Country LEP at -5.2% (-£612 to £11,142), Leicester and Leicestershire LEP at -1.8% (-£208 to £10,041) and Derby, Derbyshire, Nottingham and Nottinghamshire LEP at -2.6% (-£294 to £10,968). While notably, Coventry and Warwickshire LEP (£12,269) and Stoke-on-Trent and Staffordshire (£11,971) were above the UK earnings (£11,310).

### Workplace Based

Please note, figures for Staffordshire Moorlands and Harborough in 2020 were suppressed as they were statistically unreliable.

- Average full-time workplace annual earnings for the Midlands Engine increased by £121 (+0.4%) since April 2020 to reach £28,491 in April 2021, the UK decreased by 0.6%. The Midlands Engine workplace earnings are at 91.1% of the UK average, with the average earnings £2,794 less than the UK average of £31,285.
- Of the Midlands Engine 9 LEPs, resident full-time work-place annual earnings decreased in 4 LEPs between April 2020 and April 2021, these were; Greater Lincolnshire LEP at -0.3% (-£86 to £27,914), Leicester and Leicestershire LEP at -1.1% (-£317 to £28,218), The Marches at -2.6% (-£741 to £27,944) and Derby, Derbyshire, Nottingham and Nottinghamshire LEP at -2.6% (-£776 to £28,705). Stoke-on-Trent and Staffordshire LEP had the highest increase at 2.5% (+£702 to £29,203). Coventry and Warwickshire was the only LEP within the Midlands Engine to be above the UK (£32,086 compared to £31,285).
- At local authority level within the Midlands Engine, workplace full-time earnings vary from £21,358 in Melton to £36,422 in Derby in April 2021. Where data is available, 32 local authorities within the Midlands Engine decreased over the period.
- Due to data availability, Midlands Engine has been excluded from analysis for workplace part-time annual earnings analysis. Of the Midlands Engine 9 LEPs, resident part-time work place annual earnings decreased in 3 LEPs between April 2020 and April 2021, these were; Black Country LEP at -7.0% (-£842 to £11,121), Leicester and Leicestershire LEP at -3.5% (-£392 to £10,795) and Derby, Derbyshire, Nottingham and Nottinghamshire LEP at -1.9% (-£213 to £11,004). While notably, Coventry and Warwickshire LEP (£12,269) and Stoke-on-Trent and Staffordshire (£11,971) were above the UK earnings (£11,310).

### Regional National Minimum Wage and National Living Wage

- In April 2021, for the West Midlands region, there were approximately 99,000 employee jobs with employees aged 16 years and over who were paid below the National Minimum Wage (NMW) or

National Living Wage (NLW). For the East Midlands region, there were approximately 82,000 employee jobs with employees aged 16 years and over who were paid below the NMW or NLW.

- In April 2021, for both the East Midlands and West Midlands regions this accounts for 4.3% of employee jobs, the UK rate was 3.8%.
- For context in the West Midlands region, this compares with 188,000 (8.3% of employee jobs) in 2020 and 38,000 (1.6% of employee jobs) in 2019, reflecting the decrease in furloughed employees with reduced pay between 2020 and 2021 and approximately the 290,000 employees furloughed in April 2021. In the East Midlands region, this compares with 168,000 (8.9% of employee jobs) in 2020 and 35,000 (1.8% of employee jobs) in 2019, reflecting the decrease in furloughed employees with reduced pay between 2020 and 2021 and approximately the 232,000 employees furloughed in April 2021.

### Gender pay gap

Gender pay gap is defined as the difference between men's and women's hourly earnings as a percentage of men's earnings.

- Within the Midlands Engine, the largest median gender pay gap for work-based pay was Redditch at 36.8%, this drops to 13.6% for home-based pay. The largest median gender pay gap for home based was South Staffordshire at 35.3%, this drops to 28.8% for work based. Notably at local authority level within the Midlands Engine, Tamworth had a negative work based median gender pay gap at -9.1% (women being paid higher than men on average) while for home based it was positive 6.8% (men being paid higher than women on average) and North East Derbyshire had negative work based median gender pay gap at 5.2% while for home based it was positive 16.4%.

## Appendix

The following table shows full-time resident and workplace earnings and change for 2020 and 2021 and also gender pay gap for 2021:

	Resident			Workplace			Home Based	Work Based
	2020	2021	Num. Change	2020	2021	Num. Change	Gender Pay Gap Median	Gender Pay Gap Median
Amber Valley	£33,614	£31,174	−£2,440	£29,375	£30,102	£727	16.1%	24.6%
Ashfield	£26,446	£27,366	£920	£27,486	£27,335	−£151	22.6%	21.6%
Bassetlaw	£28,975	#		£26,435	£26,156	−£279	3.4%	5.4%
Birmingham	£29,341	£28,998	−£343	£33,023	£31,909	−£1,114	11.2%	20.0%
Blaby	£35,234	£29,137	−£6,097	£31,200	£30,592	−£608	8.3%	14.4%
Bolsover	£27,576	£26,718	−£858	£27,655	£25,119	−£2,536	10.7%	14.9%
Boston	£24,275	£24,655	£380	£24,364	£24,221	−£143	10.4%	2.9%
Bromsgrove	£34,047	£34,490	£443	£28,625	£28,103	−£522	22.4%	16.5%
Broxtowe	£31,847	£32,458	£611	£25,100	£26,957	£1,857	32.4%	21.4%
Cannock Chase	£27,352	£29,308	£1,956	£26,197	£28,095	£1,898	14.1%	13.7%
Charnwood	£30,232	£29,279	−£953	£29,278	£29,615	£337	20.7%	31.5%
Chesterfield	£27,590	£26,646	−£944	£27,521	£27,425	−£96	11.3%	8.0%
Coventry	£29,589	£30,763	£1,174	£32,524	£33,566	£1,042	28.4%	25.8%
Derby UA	£31,465	£30,739	−£726	£40,431	£36,422	−£4,009	20.8%	31.3%
Derbyshire Dales	£35,011	£28,282	−£6,729	£25,940	£27,910	£1,970	7.0%	16.1%
Dudley	£31,091	£29,438	−£1,653	£29,083	£30,000	£917	11.1%	18.3%
East Lindsey	£26,304	£25,737	−£567	£26,744	£25,620	−£1,124	13.6%	13.8%
East Staffordshire	£29,485	£28,232	−£1,253	£29,367	£28,153	−£1,214	21.3%	19.3%
Erewash	£29,529	£30,255	£726	£27,342	£29,439	£2,097	25.4%	31.1%
Gedling	£30,042	£30,372	£330	£29,176	£26,571	−£2,605	13.0%	15.3%
Harborough	£36,747	£36,004	−£743	#	£29,922		24.1%	19.4%
Herefordshire UA	£28,463	£29,258	£795	£27,110	£26,769	−£341	11.2%	10.1%
High Peak	£29,357	£28,665	−£692	£26,750	£26,954	£204	27.8%	14.1%
Hinckley and Bosworth	£29,174	£30,866	£1,692	£28,433	£27,438	−£995	19.3%	30.2%
Leicester UA	£24,711	£25,355	£644	£28,507	£27,741	−£766	13.5%	5.2%
Lichfield	£36,396	£35,714	−£682	£27,329	£26,406	−£923	9.3%	16.2%
Lincoln	£28,777	£25,632	−£3,145	£28,786	£28,493	−£293	23.7%	17.2%
Malvern Hills	£29,550	£31,181	£1,631	£22,879	£26,891	£4,012	22.9%	21.8%
Mansfield	£25,173	£27,099	£1,926	£25,540	£25,817	£277	5.5%	4.1%
Melton	£27,673	£24,017	−£3,656	£24,793	£21,358	−£3,435	12.3%	8.7%
Newark and Sherwood	£30,703	£30,437	−£266	£25,391	£27,660	£2,269	23.4%	23.0%
Newcastle-under-Lyme	£29,040	£29,615	£575	£25,601	£25,949	£348	23.5%	21.6%
North East Derbyshire	#	£29,595		£26,676	£26,838	£162	16.4%	−5.2%
North East Lincolnshire UA	£28,583	£28,110	−£473	£26,213	£26,639	£426	31.4%	26.7%
North Kesteven	£31,089	£31,291	£202	£29,328	£28,176	−£1,152	24.4%	14.6%
North Lincolnshire UA	£29,204	£29,530	£326	£30,567	£29,996	−£571	15.6%	14.3%
North Warwickshire	£31,388	£31,332	−£56	£29,439	£28,863	−£576	21.6%	12.1%
North West Leicestershire	£30,209	£31,381	£1,172	£28,996	£30,020	£1,024	28.2%	15.0%
Nottingham UA	£25,216	£25,196	−£20	£28,385	£28,040	−£345	13.9%	8.9%
Nuneaton and Bedworth	£28,734	£28,928	£194	£24,951	£25,372	£421	18.7%	13.8%
Oadby and Wigston	£34,204	£26,346	−£7,858	£24,412	£24,159	−£253	12.9%	22.9%
Redditch	£26,202	£25,960	−£242	£26,984	£31,693	£4,709	13.6%	36.8%
Rugby	£32,429	£33,364	£935	£34,048	£35,732	£1,684	24.6%	34.6%
Rushcliffe	£35,262	£34,425	−£837	£30,376	£29,863	−£513	19.4%	21.6%
Rutland UA	£32,489	£32,597	£108	£30,314	£28,064	−£2,250	31.8%	25.7%

	Resident			Workplace			Home Based	Work Based
	2020	2021	Num. Change	2020	2021	Num. Change	Gender Pay Gap Median	Gender Pay Gap Median
Sandwell	£25,938	£26,630	£692	£27,645	£27,547	-£98	6.9%	0.7%
Shropshire UA	£30,105	£29,558	-£547	£28,659	£27,837	-£822	16.8%	12.8%
Solihull	£34,671	£35,516	£845	£31,065	£35,500	£4,435	25.0%	29.9%
South Derbyshire	£35,269	£32,744	-£2,525	£29,507	£29,937	£430	18.8%	30.7%
South Holland	£30,182	£30,880	£698	£26,340	£25,551	-£789	11.5%	15.1%
South Kesteven	£27,416	£28,411	£995	£27,186	£26,634	-£552	24.2%	25.1%
South Staffordshire	£36,519	£33,075	-£3,444	£30,899	£31,426	£527	35.3%	28.8%
Stafford	£31,066	£31,356	£290	£28,840	£29,193	£353	10.9%	17.7%
Staffordshire Moorlands	#	£31,220		#	£30,420	-	11.0%	23.8%
Stoke-on-Trent UA	£26,995	£26,766	-£229	£28,178	£28,374	£196	10.2%	5.5%
Stratford-on-Avon	£33,371	£33,923	£552	£32,069	£32,483	£414	30.8%	22.9%
Tamworth	£25,604	£27,879	£2,275	£24,926	£25,614	£688	6.8%	-9.1%
Telford and Wrekin UA	£27,902	£28,450	£548	£30,328	£29,863	-£465	20.8%	21.1%
Walsall	£27,755	£28,515	£760	£28,559	£29,152	£593	17.1%	15.4%
Warwick	£35,675	£36,862	£1,187	£33,992	£30,755	-£3,237	30.7%	16.6%
West Lindsey	£30,286	£31,829	£1,543	£28,815	£30,660	£1,845	11.3%	21.1%
Wolverhampton	£25,609	£27,503	£1,894	£28,042	£28,408	£366	17.7%	13.4%
Worcester	£27,598	£29,984	£2,386	£28,771	£27,858	-£913	7.5%	3.3%
Wychavon	£28,601	£28,189	-£412	£28,046	£28,865	£819	19.1%	14.4%
Wyre Forest	£30,212	£29,010	-£1,202	£26,756	£27,646	£890	12.9%	16.3%
<b>Midlands Engine</b>	<b>£30,009</b>	<b>£29,754</b>	<b>-£256</b>	<b>£28,370</b>	<b>£28,491</b>	<b>£121</b>	<b>-</b>	<b>-</b>
Black Country	£27,764	£28,169	£405	£28,417	£28,887	£470	12.4%	13.3%
Coventry and Warwickshire	£31,369	£32,189	£820	£31,827	£32,086	£259	25.2%	23.8%
Derby, Derbyshire, Nottingham and Nottinghamshire	£29,376	£29,168	-£208	£29,481	£28,705	-£776	15.7%	16.7%
Greater Birmingham and Solihull	£29,981	£30,244	£263	£30,026	£30,638	£612	14.2%	19.1%
Greater Lincolnshire	£28,828	£29,095	£267	£28,000	£27,914	-£86	20.2%	17.3%
Leicester and Leicestershire	£29,720	£28,556	-£1,164	£28,535	£28,218	-£317	17.7%	16.4%
Stoke-on-Trent and Staffordshire	£29,652	£29,615	-£37	£28,501	£29,203	£702	16.6%	13.4%
The Marches	£29,079	£29,425	£346	£28,685	£27,944	-£741	17.0%	13.0%
Worcestershire	£28,599	£29,636	£1,037	£27,487	£27,991	£504	15.8%	7.7%
<b>East Midlands Region</b>	<b>£29,417</b>	<b>£29,212</b>	<b>-£205</b>	<b>£29,043</b>	<b>£28,416</b>	<b>-£627</b>	<b>17.0%</b>	<b>16.8%</b>
<b>West Midlands Region</b>	<b>£29,485</b>	<b>£29,799</b>	<b>£314</b>	<b>£29,628</b>	<b>£30,000</b>	<b>£372</b>	<b>15.4%</b>	<b>15.9%</b>
<b>United Kingdom</b>	<b>£31,487</b>	<b>£31,285</b>	<b>-£202</b>	<b>£31,487</b>	<b>£31,285</b>	<b>-£202</b>	<b>15.4%</b>	<b>15.4%</b>

# Statistically unreliable