

# EMPLOYEE JOBS PAID BELOW THE LIVING WAGE: 2021

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# 1 ACKNOWLEDGEMENTS AND DATA SOURCES

This report has been produced by the Living Wage Foundation, using published data from the Office for National Statistics' (ONS') Annual Survey for Hours and Earnings (ASHE). The methodology section at the end of this report sets out how the data was used to produce the results presented here.

This is the tenth annual update on employee jobs paid below the Living Wage and the second produced by Living Wage Foundation. Previous reports have been produced by KPMG and IHS Markit,<sup>1</sup> and this report draws on the analysis and approaches in those reports.



# 2 SUMMARY



The real Living Wage is the only UK wage rate calculated based on what it costs to live. This report explores the number and proportion of employee jobs paid below the Living Wage according to the UK's best earnings data - the ASHE - in order to assess the incidence of low pay, and trends across groups and over time.

The latest data relates to April 2021, when the Living Wage was **£9.50** across the UK and **£10.85** in London. At this point, the UK was still only partially withdrawn from Covid-19 lockdown measures, and more than 3 million jobs were still furloughed,<sup>2</sup> and with those on furlough only guaranteed 80 per cent of their regular income without employer 'top ups'. This data

includes furloughed employees, which should be considered in the analysis.

In addition to the complications of the furlough scheme, the pandemic has resulted in 'composition affects', which drastically impact income estimates. The pandemic has resulted in many workers losing their jobs altogether, which has impacted lower paid workers disproportionately. Thus, data on employee earnings in the UK has tended to show an upward trajectory, with pay appearing to go up since Covid-19 hit. However, this is not necessarily because workers have enjoyed pay increases at scale, but rather because there are fewer low paid workers in the labour market. Therefore meaning the 'composition' of labour market

samples generally reflects a higher paid cohort.<sup>3</sup> This has, expectedly, had an impact when it comes to both the number and proportion of employees earning below the Living Wage, with both figures decreasing substantially between April 2020 and April 2021.

However, this data still provides a comprehensive and up-to-date picture of the incidence of hourly pay rates that fall below those benchmarked to the cost of living.

Our analysis finds that:

- 17.1 per cent of employee jobs in the UK (4.8 million jobs) were paid below the Living Wage in April 2021 - a significant decrease from the April 2020 figure of 20.2 per cent (5.4 million jobs).

- The region with the highest proportion of jobs paid below the Living Wage was Northern Ireland (21.3 per cent), followed by the East Midlands (20.2 per cent), the North East (19.6 per cent), the West Midlands (19.3 per cent) and Yorkshire and the Humber (18.5 per cent). The region with the lowest proportion of jobs paid below the Living Wage was the South East (12.8 per cent), followed by Scotland (14.4 per cent).

- 20.4 per cent of jobs held by women were paid below the Living Wage, compared to 13.9 per cent of jobs held by men. The gap has narrowed slightly since 2012 but has remained broadly consistent between 2020 and 2021. Jobs held by women also account for 59.7 per cent of all jobs paid below the Living Wage, 2.9 million in total.

## SUMMARY

- Part-time jobs (33.2 per cent) were much more likely to be paid below the Living Wage in April 2021 than full-time jobs were (11.0 per cent). This gap has also been narrowing over the decade, but has widened slightly between 2020-21.
- The hospitality sector ('Accommodation and food services') had the highest proportion of jobs paid below the Living Wage in April 2021 (69.7 per cent), followed by 'Arts, entertainment and recreation' (34.8 per cent), and 'Wholesale and retail trade' and 'Administrative and support services' (29.0 per cent respectively).
- Because the wholesale and retail sector is much larger than the hospitality and the arts, entertainment and recreation sectors, it accounted for the largest number of below Living Wage jobs (1.1 million).
- When it comes to occupation level, the highest rates of jobs paid below the Living Wage in April 2021 were in elementary administration and service occupations (e.g. postal workers, cleaners, waiters and waitresses, and bar staff - 53.9 per cent); textiles printing and other skilled trades (e.g. tailors, weavers and and upholsters - 47.9 per cent); sales occupations (47.4 per cent); and leisure, travel and related personal service occupations (e.g. hairdressers, caretakers and travel agents - 44.0 percent).

# 3 INTRODUCTION



The real Living Wage is independently calculated based on what it costs to live. There is a rate for the UK and a higher rate for employees working in London, reflecting the higher living costs in the capital. The Living Wage is paid voluntarily by almost 9,000 employers who go beyond the government minimum and do right by workers and their families. Over £1.6bn has gone into the pockets of low paid workers as a result of the real Living Wage movement.

The 2020-21 Living Wage rates – announced in November 2020 – are **£9.50** across the UK and **£10.85** in London. The rates are calculated annually by the Resolution Foundation based on a social consensus of what people

need for a decent standard of living and to participate fully in society.<sup>4</sup> The calculation is overseen by the Living Wage Commission. The Living Wage compares to a UK minimum wage for people aged 25 and over (introduced in 2016 and known as the ‘National Living Wage’) of **£8.91** as of April 2021, and with National Minimum Wage rates of £8.36 for those aged 21-22, £6.56 for those aged 18-20, £4.62 for those under 18 and £4.30 for an Apprentice.

This report contains analysis of the number and proportion of employee jobs paid below the Living Wage in April 2021 and each year previously back to April 2012 – the first year in which both UK and London Living Wages existed. It is based on analysis of the ASHE from

the ONS – the most comprehensive source on earnings among UK employees. We present results over time and disaggregated by region (and other geographies), gender, hours, industry and occupation. The methodology section at the end of this report provides details on the approach taken.

Like last year, the economic impact of Covid-19 makes the data more challenging to interpret. As outlined in the summary, the impact of both the furlough scheme and the ‘compositional affects’ of Covid-19 should be considered in the analysis of the data. The methodology section at the end of this report details how the ONS has handled these circumstances in its presentation of the ASHE statistics

this year. Due to the impact of the Covid-19 on the labour market, the ASHE data for the years 2020 and 2021 requires careful interpretation, and changes from pre-Covid-19 years should be assessed with a degree of caution. Nonetheless, ASHE data for April 2021 still gives an accurate and comprehensive snapshot of the incidence of pay below the Living Wage. This report, therefore, provides a detailed assessment of that data, while setting out the Covid-19 related (and other) considerations that should be borne in mind when interpreting it.

THE INCIDENCE OF  
EMPLOYEE JOBS PAID  
BELOW THE LIVING WAGE  
AND TRENDS OVER TIME

## THE INCIDENCE OF EMPLOYEE JOBS PAID BELOW THE LIVING WAGE AND TRENDS OVER TIME

### OVERALL TRENDS

17.1 per cent of all employee jobs in the UK (4.8 million jobs) were paid less than the Living Wage in April 2021, compared to 20.2 per cent (5.4 million jobs) in April 2020. Table 1 and Figure 1 show these trends and put them in the context of changes since 2012.

As outlined in Table and Figure 1, 2020-21 saw the largest drop in the proportion of jobs below the Living Wage ever recorded. This follows the last three years which have been marked by only small variances year on year in both the number and proportion of jobs paid below the Living Wage.

As discussed earlier in the report, the presence of the furlough scheme

and increased unemployment for low paid workers makes interpreting these figures more complex. For example, with large swathes of low paid workers losing their jobs, the proportion and number of employees earning below the Living Wage is reduced necessarily. This should not be confused with a shift towards a more balanced and equitable labour market, but rather an increasingly loose one with fewer low paid workers in it. That is not to say that these figures do not represent genuine pay increases in any case. Indeed, the Living Wage Foundation has experienced record levels of accreditation post-pandemic, and this is likely to be another driver of the dip in below Living Wage jobs. Similarly, the 'National Living Wage' was increased to £8.91 in April 2021,

### Table 1: Employee jobs paid below the Living Wage: UK

Year	Jobs (000s)	Median hourly wage (nominal)	UK Living Wage	London Living Wage	Number of jobs below Living Wage (000s)	Proportion of jobs below Living Wage
April 2012	24,203	£11.28	£7.20	£8.30	4,805	19.9%
April 2013	24,575	£11.59	£7.45	£8.55	5,151	21.0%
April 2014	25,036	£11.61	£7.65	£8.80	5,644	22.5%
April 2015	25,997	£11.78	£7.85	£9.15	6,162	22.8%
April 2016	25,758	£12.16	£8.25	£9.40	6,224	23.2%
April 2017	26,241	£12.47	£8.45	£9.75	6,023	22.2%
April 2018	26,424	£12.77	£8.75	£10.20	6,297	22.9%
April 2019	26,703	£13.28	£9.00	£10.55	5,540	20.0%
April 2020	25,910	£13.71	£9.30	£10.75	5,448	20.2%
April 2021	27,085	£14.10	£9.50	£10.85	4,785	17.1%

**Notes:** Data for April 2021 is provisional. The number and proportion of jobs paid below the Living Wage has been published by ONS for 2015 onwards; figures for 2012-14 are estimated from published ONS tables by the Living Wage Foundation. See the methodology section for further details.  
**Source:** Living Wage Foundation analysis of ONS, Annual Survey of Hours and Earnings.



## THE INCIDENCE OF EMPLOYEE JOBS PAID BELOW THE LIVING WAGE AND TRENDS OVER TIME

which will have had ripple effects up the earnings distribution, pushing more workers above the Living Wage threshold. The overall picture is therefore mixed, albeit other employment data suggests that increased unemployment among the nation's low paid is likely to be the key factor.<sup>5</sup>

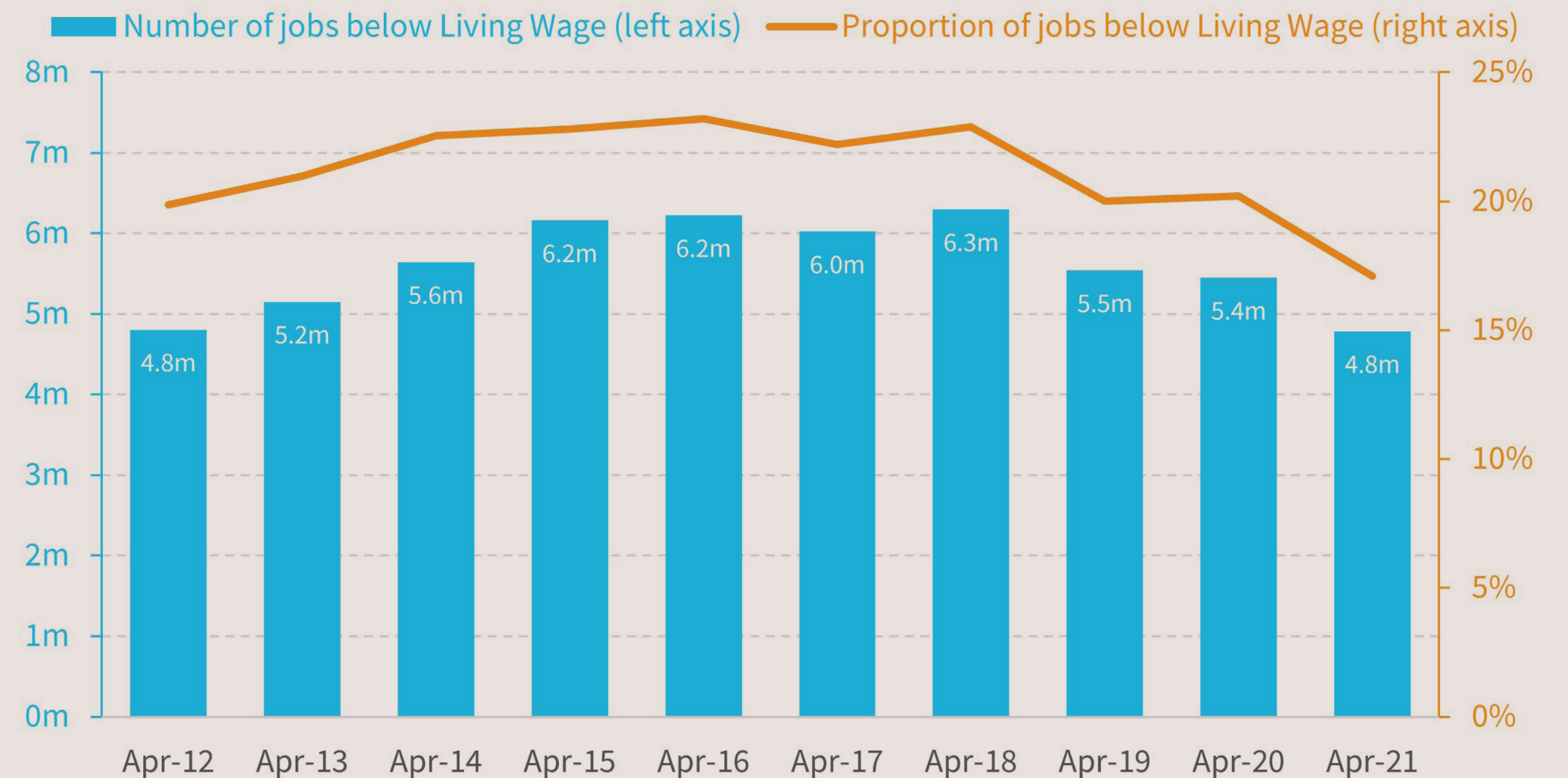
This process is tempered slightly by employees on the furlough scheme during this period who were not having their pay topped up (amplified by the fact that low paid workers are most likely to be furloughed).<sup>6</sup> This will have dragged some employees below the Living Wage threshold, and applied upward pressure on the proportion and number of workers paid below the Living Wage. That said, given the evident drop in below Living

Wage jobs, the extent to which the furlough scheme has pushed employees underneath the Living Wage threshold is clearly limited. A key driver of this is the fact that many of those still on the furlough scheme were in industries still at least partially in lockdown, such as hospitality and retail,<sup>7</sup> within which a large proportion of workers earn below the Living Wage in normal times. For such industries, the furlough scheme appears to have had a larger impact on the depth of low pay than the scale of it.

### REGION, NATION AND LOCAL AUTHORITY

Table 2, Table 3, Table 4 and Table 5 in the data tables section of this report summarise the latest data

**Figure 1: Employee jobs paid below the Living Wage: UK, 2012-2021**



**Notes:** Data for April 2020 is provisional. The number and proportion of jobs paid below the Living Wage has been published by ONS for 2015 onwards; figures for 2012-14 are estimated from published ONS tables by the Living Wage Foundation. See the methodology section for further details.  
**Source:** Living Wage Foundation analysis of ONS, Annual Survey of Hours and Earnings.

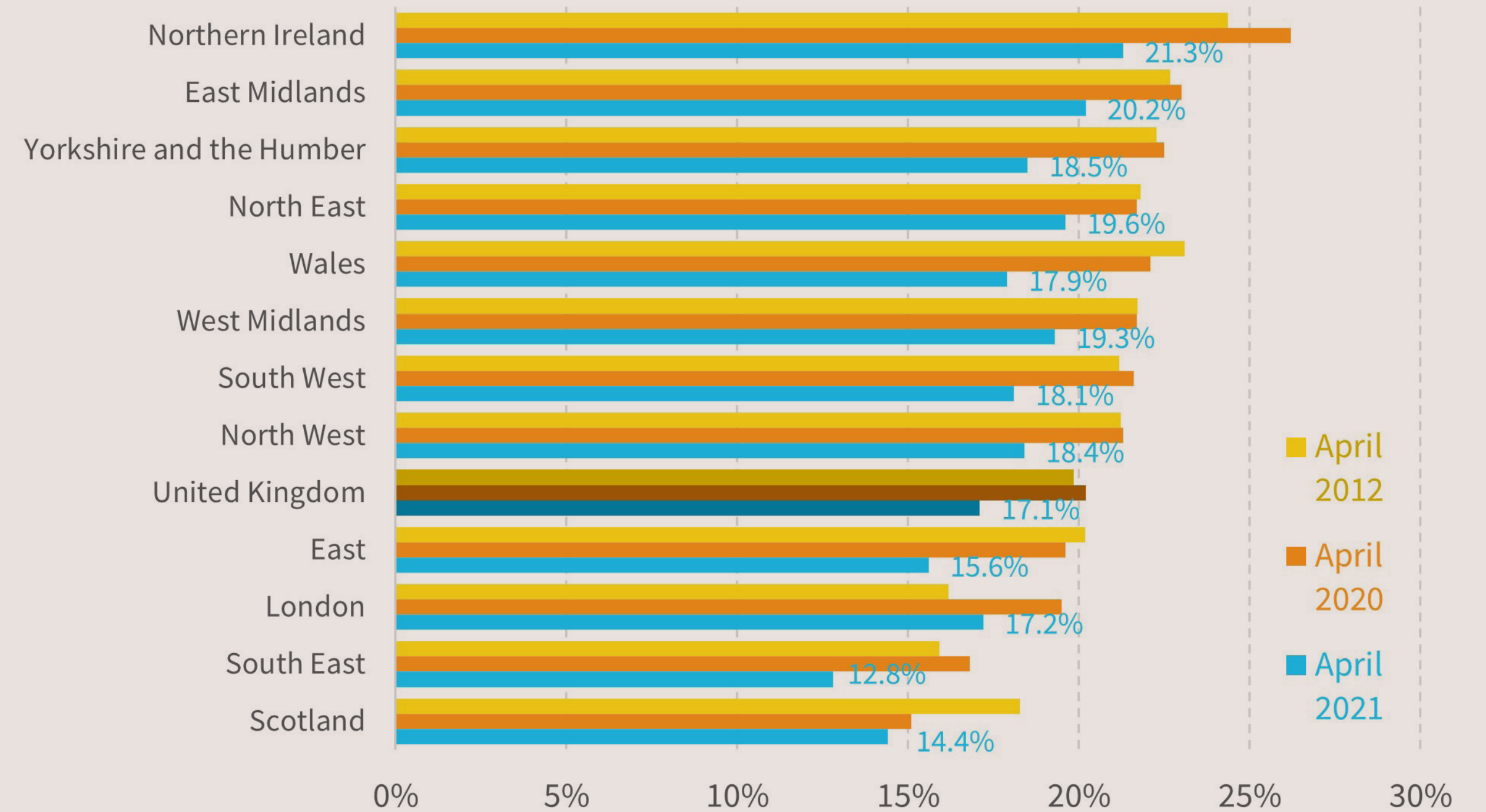
## THE INCIDENCE OF EMPLOYEE JOBS PAID BELOW THE LIVING WAGE AND TRENDS OVER TIME

and trends over time in the number and proportion of jobs paid below the Living Wage across the regions and nations of the UK. These trends are summarised in Figure 2, which shows that Northern Ireland has consistently had the highest proportion of employee jobs paid below the Living Wage. That said, the proportion of below Living Wage jobs fell to 21.3 per cent – a decrease of 4.9 percentage points – the largest of all UK regions. This is also the first time the figure in Northern Ireland has fallen below its April 2012 rate (when the figure was first measured) of 24.4 per cent. Other regions with above average proportions of below Living Wage jobs were East Midlands (20.2 per cent) and North East (19.6 per cent).

In contrast, the regions with the lowest proportion of below Living Wage jobs were South East (12.8 per cent), Scotland (14.4 per cent) and East of England (15.6 per cent). South East has therefore usurped Scotland as the area with the lowest proportion of below Living Wage jobs, with their rate dropping by 4 percentage points on last year, while the figure for Scotland only dropped by 0.7 percentage points.

London's rate of below Living Wage jobs is broadly in line with the rate for the UK as a whole (17.2 per cent compared to 17.1 per cent). That said, this is the first time the London rate has not been distinctly below the UK rate, albeit the gap has narrowed in recent years. With London having the highest average salaries in the UK,<sup>8</sup> it typically has a lower than

**Figure 2:** Employee jobs paid below the Living Wage, by region in selected years



**Notes:** Data for April 2021 is provisional. The number and proportion of jobs paid below the Living Wage has been published by ONS for 2015 onwards; figures for 2012-14 are estimated from published ONS tables by the Living Wage Foundation. See the methodology section for further details.  
**Source:** Living Wage Foundation analysis of ONS, Annual Survey of Hours and Earnings.

## THE INCIDENCE OF EMPLOYEE JOBS PAID BELOW THE LIVING WAGE AND TRENDS OVER TIME

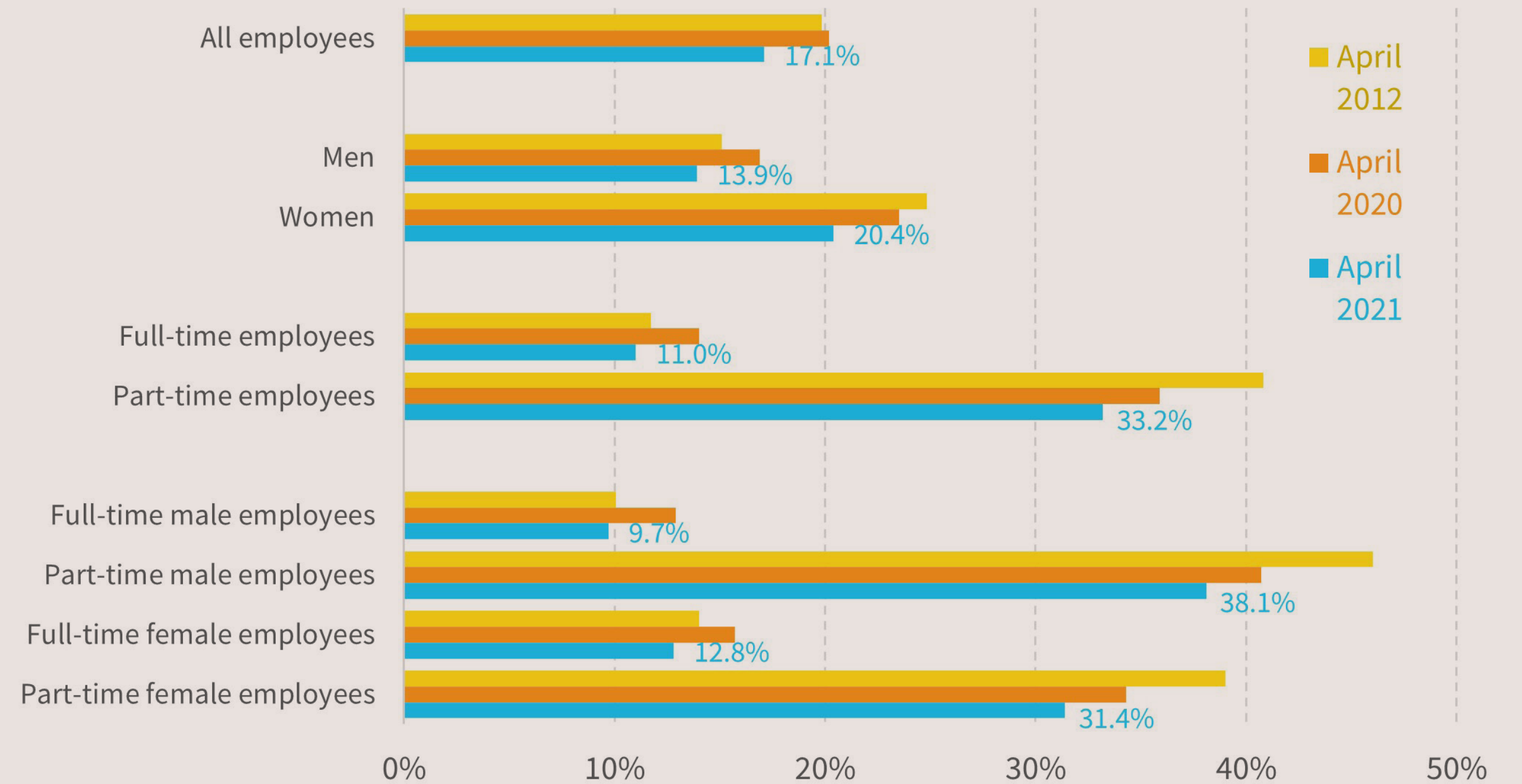
average proportion of below Living Wage jobs, despite the higher Living Wage rate in the capital to reflect the higher living costs.<sup>9</sup>

We can also assess employee jobs paid below the Living Wage across local authorities, metropolitan counties and parliamentary constituencies (apart from Northern Ireland). The 25 local authorities with the highest proportions of employee jobs paid below the Living Wage are shown in Table 7 in the data tables section of this report. This data refers to the jobs located in each local authority (rather than the employees who live there). For the second year running, Bexley in London was the local authority with the highest proportion of employee jobs below the Living Wage (40.7 per cent). Bexley is followed by Boston in

the East Midlands (36.2 per cent), Enfield in London (34.8 per cent) and Harrow in London (34.2 per cent). These below Living Wage ‘hotspots’ are spread across the country, including in regions and nations where the likelihood of jobs being paid below the Living Wage is below the UK average, such as Scotland and the East of England.

London stands out as having a high number of below Living Wage ‘hotspots’, with 9 of the 25 (36 per cent) most affected areas being in the capital, including 4 of the top five most impacted areas. These London below Living Wage hotspots are mostly outer London boroughs, which have a higher Living Wage rate without necessarily having the higher-than-average wages seen in Central London.

**Figure 3:** Employee jobs paid below the Living Wage, by gender and hours in selected years: UK



**Notes:** Data for April 2021 is provisional. The number and proportion of jobs paid below the Living Wage has been published by ONS for 2015 onwards; figures for 2012-14 are estimated from published ONS tables by the Living Wage Foundation. See the methodology section for further details.  
**Source:** Living Wage Foundation analysis of ONS, Annual Survey of Hours and Earnings.

## THE INCIDENCE OF EMPLOYEE JOBS PAID BELOW THE LIVING WAGE AND TRENDS OVER TIME

### GENDER AND WORKING HOURS

Table 2, Table 3, Table 4 and Table 6 in the data tables section of this report summarise the latest data and trends over time in the number and proportion of jobs paid below the Living Wage by gender and full-time/part-time hours. These trends are summarised in Figure 3. This shows that part-time jobs were much more likely to be paid below the Living Wage than full-time jobs in April 2021 - 33.2 per cent of part-time jobs were, compared to 11.0 per cent of full-time jobs. While the gap between full-time and part-time workers remained consistent between 2020 and 2021, the longer-term data shows the gap is narrowing - in April 2012, the gulf stood at 30.7 percentage points, compared to 20.2 in April 2021.

A strikingly similar trend can be seen between jobs held by men compared to those held by women over the past decade, as also outlined in Figure 3. In April 2021, jobs held by women (20.4 per cent) were more likely to be paid below the Living Wage than those held by men (13.9 per cent). Once again, the trend is one of closer convergence over the past decade - with a percentage point difference of 9.7 in April 2012 compared to 6.5 in April 2021.

So, while part-time jobs and jobs held by women are more likely to be low paid, the gap has narrowed. This can be partially attributed to the rising wage floors over the decade disproportionately benefitting these groups. As a result of these roles being more likely to be low paid in the first place, raising the wage

floor - and its ripple effects up the earnings distribution - has nudged more of these workers above the Living Wage threshold over the last decade. The same goes for other initiatives to tackle low pay, including the Living Wage campaign itself.

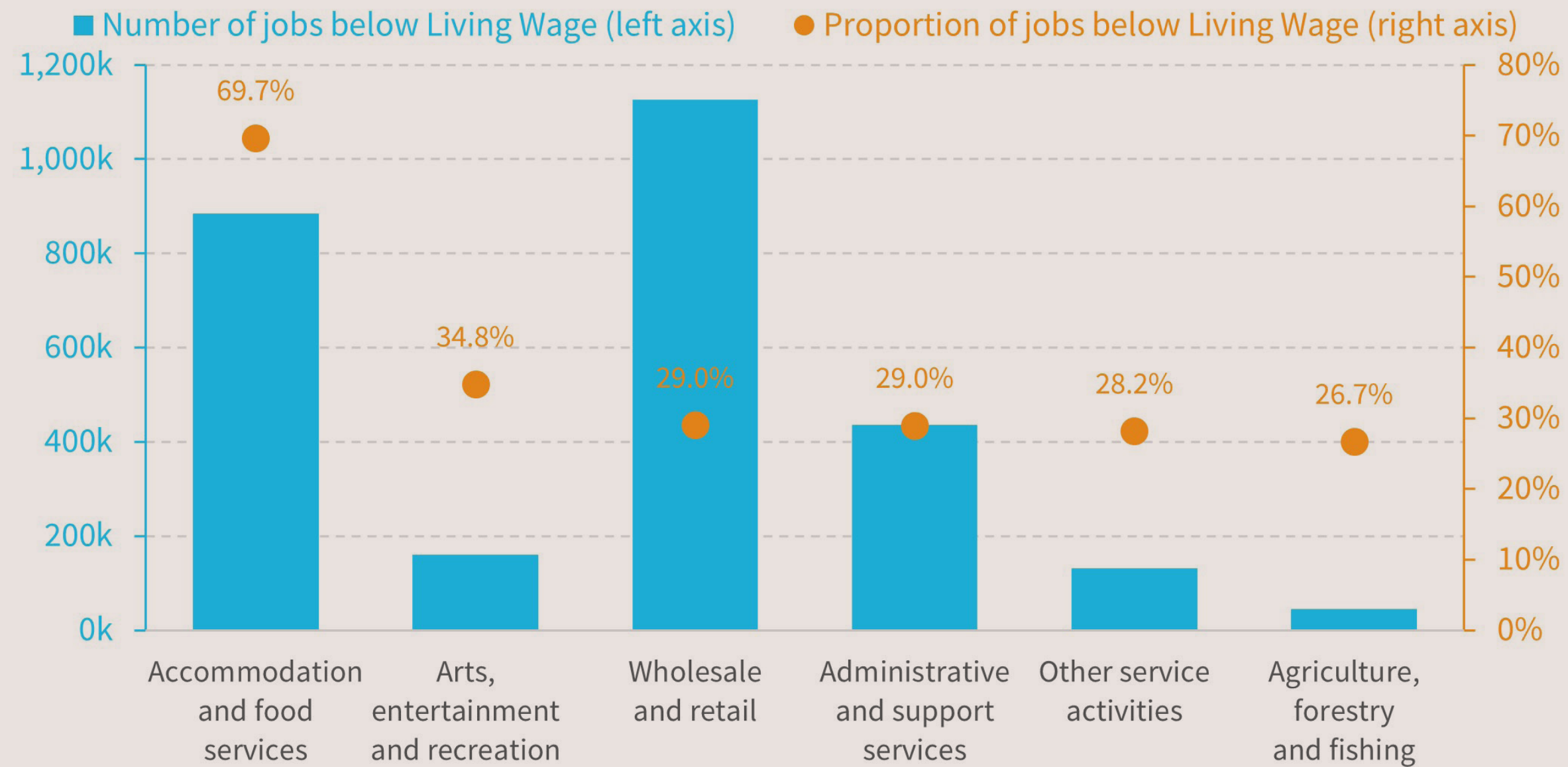
Nevertheless, 53.5 per cent of below Living Wage jobs were part-time (2.6 million jobs) and 59.7 per cent (2.9 million jobs) were held by women, showing that these workers are still over-represented when it comes to earning below the Living Wage.

A slight outlier here is that within part-time jobs, men were more likely to be paid below the Living Wage than women (38.1 per cent compared to 31.4 per cent in 2021). But this is in the context of the majority (73.4

per cent) of all part-time jobs being held by women, meaning that the number of part-time jobs paid below the Living Wage held by women (1.8 million in 2021) is more than 2 times higher than the number of part-time jobs paid below the Living Wage held by men (771,000). Over a third (37.4 per cent) of all employee jobs paid below the Living Wage in April 2021 were part-time jobs held by women.

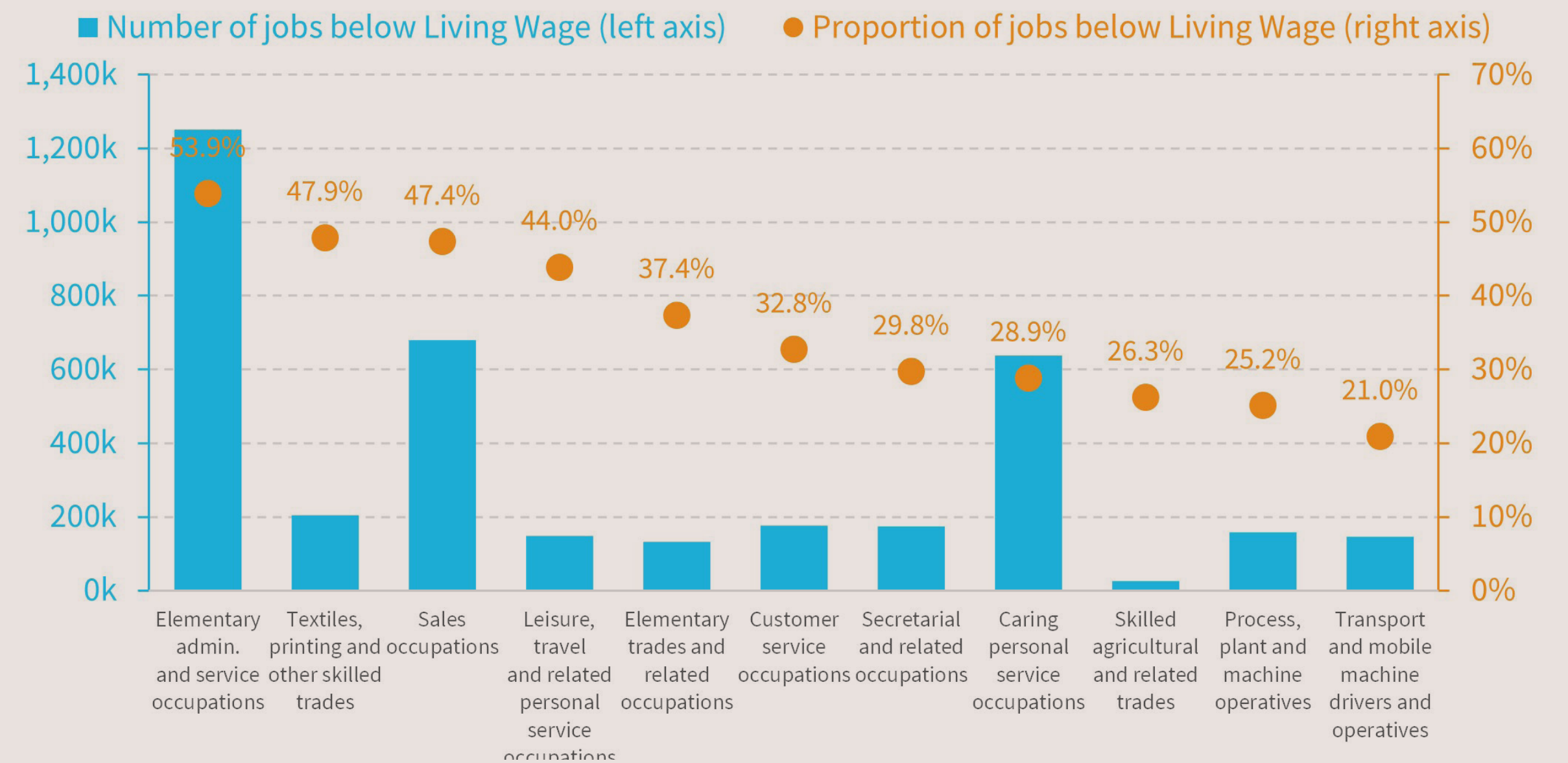
Table 2, Table 3 and Table 4 in the data tables section of this report show the latest data on below Living Wage employee jobs disaggregated by gender, hours and region or nation. Broadly speaking, when it comes to the differences between men and women and full-time and part-time workers, regions of the UK tend to mirror the picture seen

**Figure 4:** Employee jobs paid below the Living Wage in industries with above-average below Living Wage rates (one-digit SIC): April 2021, UK



Notes: Data for April 2021 is provisional. See the methodology section for further details.  
Source: Living Wage Foundation analysis of ONS, Annual Survey of Hours and Earnings.

**Figure 5:** Employee jobs paid below the Living Wage in occupations with above-average below-Living-Wage rates (two-digit SOC): April 2021, UK



Notes: Data for April 2021 is provisional. See the methodology section for further details.  
Source: Living Wage Foundation analysis of ONS, Annual Survey of Hours and Earnings.

## THE INCIDENCE OF EMPLOYEE JOBS PAID BELOW THE LIVING WAGE AND TRENDS OVER TIME

across the UK as a whole. That said, London does stand out when it comes to hours. While jobs in London faced the same likelihood of being paid below the Living Wage as jobs across the UK (17.2 and 17.1 per cent respectively), London had by far the highest proportion of part-time jobs paid below the Living Wage of any region or nation (42.8 per cent, compared to 33.2 per cent across the UK). This is a gap that has grown since 2012 – standing at 2.3 percentage points then compared to 9.6 percentage points in April 2021. A key reason for this is that unlike for the rest of the UK, increases to the UK Minimum/Living Wage have not been as impactful in nudging London’s part-time workers above the London Living Wage threshold, with the UK Minimum/Living Wage not

accounting for the higher cost of living in the capital, unlike the real Living Wage.

### INDUSTRY

Table 8 in the data tables section of this report summarises the latest data on the number and proportion of jobs paid below the Living Wage by industry; for industries with above-average rates of below Living Wage pay, this is also summarised in Figure 4. This shows that the hospitality (accommodation and food services) sector had by far the highest proportion of jobs paid below the Living Wage in April 2021 (69.7 per cent), with the next highest being the arts (arts, entertainment and recreation) at 34.8 per cent. However, because the wholesale and retail sector is much larger in terms

of the number of jobs, it accounts for the largest number of below Living Wage jobs (1.1 million), despite having a lower percentage (29.0 per cent).

Compared to last year, all sectors experienced a decrease in the proportion of jobs being paid below the Living Wage, perhaps unsurprisingly given the scale of the drop seen across the wider economy. Nonetheless, this has been shared unevenly among industries. For example, the wholesale and retail sector experienced a decrease of 7.4 percentage points, the largest drop across all UK sectors, while agriculture and manufacturing have also experienced significant falls (5.3 and 5.1 percentage points respectively). As previously mentioned, the depreciation in the rate of below Living Wage jobs will be

shaped by increased unemployment among the nation’s low paid, particularly in those hard hit by the pandemic, such as wholesale and retail. With that in mind, reductions in the proportion of below Living Wage jobs are not necessarily indications of labour market gains for the nations low paid, and may, in fact, mean the opposite.

Drilling down to a more specific industry definition, we find high proportions of jobs paid below the Living Wage in April 2021; 73.5 per cent in food and beverage services, 52.9 per cent in accommodation; 47.8 per cent in building services (e.g. cleaning and facilities management); and 43.2 per cent in other personal service activities (hairdressing and beauty therapy).

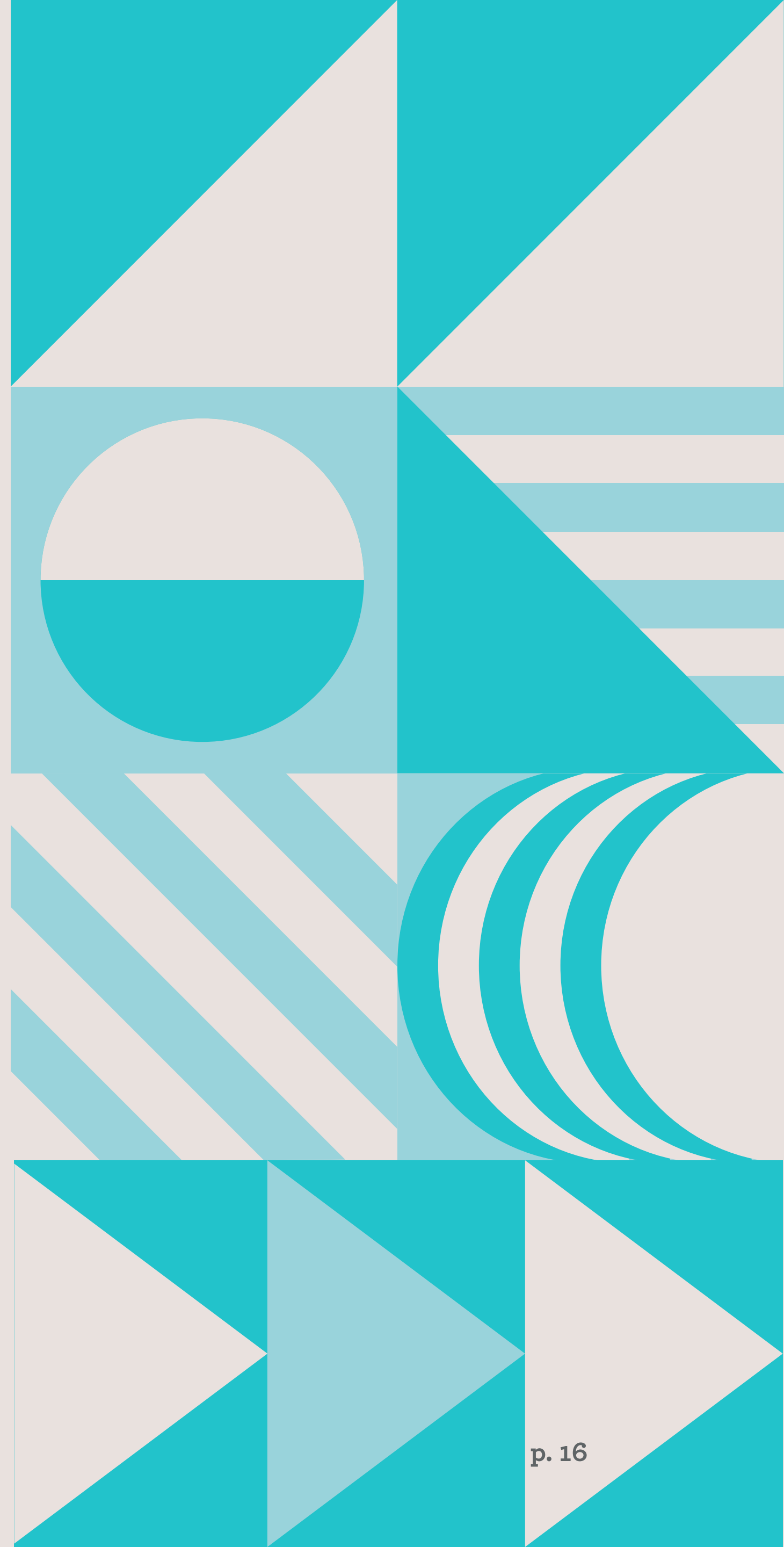
## THE INCIDENCE OF EMPLOYEE JOBS PAID BELOW THE LIVING WAGE AND TRENDS OVER TIME

### OCCUPATION

Table 9 in the data tables section of this report summarises the latest data on the number and proportion of jobs paid below the Living Wage by occupation, which is also shown for occupations with above-average rates of below Living Wage pay in Figure 5. This shows that the highest rates of jobs paid below the Living Wage in April 2021 were in elementary administration and service occupations (e.g. postal workers, cleaners, waiters and waitresses, and bar staff – 53.9 per cent); textiles printing and other skilled trades (e.g. tailors, weavers and and upholsters – 47.9 per cent); sales occupations (47.4 per cent); and leisure, travel and related personal service occupations (e.g. hairdressers, caretakers and travel agents – 44.0 percent).

The occupations that accounted for the largest number of employee jobs paid below the Living Wage in April 2021 were elementary administration and service occupations (1.25 million); sales occupations (680,000); and caring personal service occupations (e.g. childminders, teaching assistants, nursing auxiliaries and care workers – 637,000).

# DATA TABLES





**Table 2:**  
Employee jobs paid below the Living Wage, by region and gender: April 2021 (unless otherwise stated)

Notes: Data for April 2021 is provisional. See the methodology section for further details.  
Source: Living Wage Foundation analysis of ONS, Annual Survey of Hours and Earnings.

All employees	Employee Jobs (000s)	Median Wage	Mean Wage	Number of employee jobs below Living Wage (000s)			Proportion of employee jobs below Living Wage		
				April 2021	April 2020	2020-2021 change	April 2021	April 2020	2020-2021 change
North East	929	£12.71	£15.76	189	202	-13	19.6%	21.7%	-2.1ppts
North West	2,803	£13.24	£16.64	534	588	-54	18.4%	21.3%	-2.9ppts
Yorkshire and the Humber	2,143	£12.89	£16.15	410	481	-71	18.5%	22.5%	-4.0ppts
East Midlands	1,807	£12.78	£15.87	378	414	-36	20.2%	23.0%	-2.8ppts
West Midlands	2,170	£13.31	£17.07	434	472	-38	19.3%	21.7%	-2.4ppts
East	2,433	£13.74	£17.32	392	463	-71	15.6%	19.6%	-4.0ppts
London	3,958	£18.67	£24.07	700	790	-90	17.2%	19.5%	-2.3ppts
South East	4,053	£14.86	£18.49	533	678	-145	12.8%	16.8%	-4.0ppts
South West	2,281	£13.17	£16.36	424	480	-56	18.1%	21.6%	-3.5ppts
Wales	1,200	£12.82	£15.62	233	263	-40	17.9%	22.1%	-4.2ppts
Scotland	2,236	£14.37	£17.46	333	342	-9	14.4%	15.1%	-0.7ppts
Northern Ireland	1,074	£12.78	£16.01	236	276	-40	21.3%	26.2%	-4.9ppts
United Kingdom	27,085	£14.10	£17.97	4,785	5,448	-663	17.1%	20.2%	-3.1ppts
Men	Employee Jobs (000s)	Median Wage	Mean Wage	April 2021	April 2020	2020-2021 change	April 2020	April 2019	2019-2020 change
North East	455	£13.88	£16.36	76	81	-5	16.3%	18.1%	-1.8ppts
North West	1,386	£14.27	£17.64	217	239	-22	15.2%	17.9%	-2.7ppts
Yorkshire and the Humber	1,078	£14.19	£17.25	155	202	-47	14.0%	18.6%	-4.6ppts
East Midlands	937	£14.18	£16.88	147	168	-21	15.3%	18.0%	-2.7ppts
West Midlands	1,135	£14.61	£18.33	178	205	-27	15.2%	18.5%	-3.3ppts
East	1,199	£15.05	£18.63	159	188	-29	12.9%	16.1%	-3.2ppts
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**Table 2:**  
Employee jobs paid below the Living Wage, by region and gender: April 2021 (unless otherwise stated)

**Notes:** Data for April 2021 is provisional. See the methodology section for further details.  
**Source:** Living Wage Foundation analysis of ONS, Annual Survey of Hours and Earnings.

	Employee Jobs (000s)	Median Wage	Mean Wage	Number of employee jobs below Living Wage (000s)			Proportion of employee jobs below Living Wage		
				April 2021	April 2020	2020-2021 change	April 2021	April 2020	2020-2021 change
<b>Men (cont.)</b>									
London	2,045	£20.32	£26.60	301	329	-28	14.4%	15.9%	-1.5ppts
South East	2,047	£16.51	£19.92	199	268	-69	9.5%	13.2%	-3.7ppts
South West	1,126	£14.45	£17.41	171	204	-33	14.8%	18.4%	-3.6ppts
Wales	571	£13.82	£16.34	87	105	-18	14.8%	18.8%	-4.0ppts
Scotland	1,038	£15.36	£18.37	133	141	-8	12.5%	13.7%	-1.2ppts
Northern Ireland	525	£13.23	£16.50	100	128	-28	18.6%	24.9%	-6.3ppts
United Kingdom	13,540	£15.33	£19.26	1,924	2,257	-333	13.9%	16.9%	-3.0ppts
<b>Women</b>									
North East	474	£11.54	£15.05	112	121	-9	22.7%	25.0%	-2.3ppts
North West	1,418	£12.32	£15.44	317	350	-33	21.6%	24.4%	-2.8ppts
Yorkshire and the Humber	1,065	£11.76	£14.75	255	279	-24	23.0%	26.3%	-3.3ppts
East Midlands	870	£11.63	£14.50	230	246	-16	25.5%	28.3%	-2.8ppts
West Midlands	1,035	£12.23	£15.38	256	267	-11	23.8%	25.1%	-1.3ppts
East	1,234	£12.59	£15.69	233	275	-42	18.2%	23.0%	-4.8ppts
London	1,913	£16.96	£21.02	399	461	-62	20.2%	23.3%	-3.1ppts
South East	2,006	£13.33	£16.70	333	410	-77	16.1%	20.4%	-4.3ppts
South West	1,155	£12.00	£15.06	253	276	-23	21.2%	24.7%	-3.5ppts
Wales	629	£12.03	£14.81	136	157	-21	20.8%	25.0%	-4.2ppts
Scotland	1,198	£13.52	£16.48	200	201	-1	16.0%	16.4%	-0.4ppts
Northern Ireland	548	£12.37	£15.44	136	147	-11	23.8%	27.4%	-3.6ppts
United Kingdom	13,545	£12.92	£16.39	2,860	3,191	-331	20.4%	23.5%	-3.1ppts

**Table 3:**

## Employee jobs paid below the Living Wage, by region and hours: April 2021 (unless otherwise stated)

**Notes:** Data for April 2021 is provisional. See the methodology section for further details.  
**Source:** Living Wage Foundation analysis of ONS, Annual Survey of Hours and Earnings.

All employees	Employee Jobs (000s)	Median Wage	Mean Wage	Number of employee jobs below Living Wage (000s)			Proportion of employee jobs below Living Wage		
				April 2021	April 2020	2020-2021 change	April 2021	April 2020	2020-2021 change
North East	929	£12.71	£15.76	189	202	-13	19.6%	21.7%	-2.1ppts
North West	2,803	£13.24	£16.64	534	588	-54	18.4%	21.3%	-2.9ppts
Yorkshire and the Humber	2,143	£12.89	£16.15	410	481	-71	18.5%	22.5%	-4.0ppts
East Midlands	1,807	£12.78	£15.87	378	414	-36	20.2%	23.0%	-2.8ppts
West Midlands	2,170	£13.31	£17.07	434	472	-38	19.3%	21.7%	-2.4ppts
East	2,433	£13.74	£17.32	392	463	-71	15.6%	19.6%	-4.0ppts
London	3,958	£18.67	£24.07	700	790	-90	17.2%	19.5%	-2.3ppts
South East	4,053	£14.86	£18.49	533	678	-145	12.8%	16.8%	-4.0ppts
South West	2,281	£13.17	£16.36	424	480	-56	18.1%	21.6%	-3.5ppts
Wales	1,200	£12.82	£15.62	223	263	-40	17.9%	22.1%	-4.2ppts
Scotland	2,236	£14.37	£17.46	333	342	-9	14.4%	15.1%	-0.7ppts
Northern Ireland	1,074	£12.78	£16.01	236	276	-40	21.3%	26.2%	-4.9ppts
United Kingdom	27,085	£14.10	£17.97	4,785	5,448	-663	17.1%	20.2%	-3.1ppts
Full-time employees	Employee Jobs (000s)	Median Wage	Mean Wage	April 2021	April 2020	2020-2021 change	April 2021	April 2020	2020-2021 change
North East	658	£14.02	£16.24	88	103	-15	13.0%	15.5%	-2.5ppts
North West	2,013	£14.74	£17.29	240	292	-52	11.5%	14.7%	-3.2ppts
Yorkshire and the Humber	1,523	£14.18	£16.71	191	236	-45	12.1%	15.5%	-3.4ppts
East Midlands	1,301	£14.06	£16.43	189	218	-29	14.0%	16.8%	-2.8ppts
West Midlands	1,590	£14.82	£17.78	215	250	-35	13.1%	16.0%	-2.9ppts
East	1,675	£15.18	£18.01	175	223	-48	10.1%	13.8%	-3.7ppts
Continues v	v	v	v	v	v	v	v	v	v

**Table 3:**  
Employee jobs paid below the Living Wage, by region and hours: April 2021 (unless otherwise stated)

Notes: Data for April 2021 is provisional. See the methodology section for further details.  
Source: Living Wage Foundation analysis of ONS, Annual Survey of Hours and Earnings.

Full-time employees (cont.)	Employee Jobs (000s)	Median Wage	Mean Wage	Number of employee jobs below Living Wage (000s)			Proportion of employee jobs below Living Wage		
				April 2021	April 2020	2020-2021 change	April 2021	April 2020	2020-2021 change
London	3,125	£20.44	£25.08	333	389	-56	10.4%	12.2%	-1.8ppts
South East	2,928	£16.40	£19.21	240	341	-101	8.0%	11.8%	-3.8ppts
South West	1,548	£14.49	£16.93	194	237	-43	12.1%	15.7%	-3.6ppts
Wales	836	£14.19	£16.22	100	132	-32	11.5%	15.6%	-4.1ppts
Scotland	1,585	£16.07	£18.24	147	163	-16	8.9%	10.2%	-1.3ppts
Northern Ireland	759	£14.37	£16.67	111	143	-32	14.1%	19.3%	-5.2ppts
United Kingdom	19,541	£15.65	£18.74	2,223	2,728	-505	11.0%	14.0%	-3.0ppts
Part-time employees	Employee Jobs (000s)	Median Wage	Mean Wage	April 2021	April 2020	2020-2021 change	April 2021	April 2020	2020-2021 change
North East	271	£10.21	£13.38	100	100	0	36.0%	36.5%	-0.5ppts
North West	791	£10.11	£13.20	294	297	-3	36.5%	38.0%	-1.5ppts
Yorkshire and the Humber	620	£10.20	£13.29	219	245	-26	34.5%	39.4%	-4.9ppts
East Midlands	506	£10.07	£12.86	188	196	-8	36.4%	38.5%	-2.1ppts
West Midlands	581	£10.16	£13.08	219	221	-2	36.6%	36.8%	-0.2ppts
East	758	£10.76	£13.96	217	240	-23	28.1%	32.4%	-4.3ppts
London	832	£11.84	£16.02	367	401	-34	42.8%	46.3%	-3.5ppts
South East	1,125	£11.07	£14.45	293	336	-43	25.5%	29.5%	-4.0ppts
South West	733	£10.78	£13.83	230	243	-13	30.9%	33.9%	-3.0ppts
Wales	364	£10.32	£12.85	123	131	-8	33.1%	37.9%	-4.8ppts
Scotland	650	£10.93	£13.63	186	179	+7	27.9%	26.9%	+1.0ppts
Northern Ireland	315	£10.08	£12.75	125	132	-7	38.7%	42.6%	-3.9ppts
United Kingdom	7,544	£10.64	£13.80	2,561	2,720	-159	33.2%	35.9%	-2.7ppts

## Table 4:

### Employee jobs paid below the Living Wage, by region, gender and hours: April 2021 (unless otherwise stated)

Notes: Data for April 2021 is provisional. See the methodology section for further details.  
Source: Living Wage Foundation analysis of ONS, Annual Survey of Hours and Earnings.

	Employee Jobs (000s)	Median Wage	Mean Wage	Number of employee jobs below Living Wage (000s)			Proportion of employee jobs below Living Wage		
				April 2021	April 2020	2020-2021 change	April 2021	April 2020	2020-2021 change
<b>Full-time male employees</b>									
North East	388	£14.38	£16.51	48	57	-9	12.0%	14.7%	-2.7ppts
North West	1,172	£15.33	£18.00	125	160	-35	10.3%	14.0%	-3.7ppts
Yorkshire and the Humber	917	£14.88	£17.48	97	130	-33	10.2%	14.2%	-4.0ppts
East Midlands	812	£14.59	£17.13	96	119	-23	11.5%	14.6%	-3.1ppts
West Midlands	977	£15.50	£18.75	110	144	-34	11.0%	15.0%	-4.0ppts
East	1,008	£15.82	£18.99	94	124	-30	9.1%	12.5%	-3.4ppts
London	1,766	£21.83	£27.41	162	190	-28	9.0%	10.5%	-1.5ppts
South East	1,747	£17.30	£20.26	115	174	-59	6.4%	10.0%	-3.6ppts
South West	940	£15.05	£17.66	104	134	-30	10.8%	14.5%	-3.7ppts
Wales	481	£14.65	£16.61	54	75	-21	11.0%	15.6%	-4.6ppts
Scotland	888	£16.36	£18.76	85	87	-2	9.3%	9.9%	-0.6ppts
Northern Ireland	443	£14.21	£16.86	61	87	-26	13.5%	20.0%	-6.5ppts
United Kingdom	11,537	£16.25	£19.66	1,153	1,482	-329	9.7%	12.9%	-3.2ppts
<b>Part-time male employees</b>									
North East	66	£10.20	£14.42	29	24	+5	42.1%	39.2%	+2.9ppts
North West	214	£10.00	£13.38	92	78	+14	42.7%	40.9%	+1.8ppts
Yorkshire and the Humber	160	£10.11	£14.44	58	71	-13	35.7%	44.2%	-8.5ppts
East Midlands	125	£10.00	£13.00	51	50	+1	40.1%	39.9%	+0.2ppts
West Midlands	158	£10.00	£12.82	67	61	+6	41.7%	40.6%	+1.1ppts
East	192	£10.53	£14.29	65	64	+1	33.9%	37.2%	-3.3ppts
Continues ▾	▾	▾	▾	▾	▾	▾	▾	▾	▾

**Table 4:**  
Employee jobs paid below the Living Wage, by region, gender and hours:  
April 2021 (unless otherwise stated)

**Notes:** Data for April 2021 is provisional. See the methodology section for further details.  
**Source:** Living Wage Foundation analysis of ONS, Annual Survey of Hours and Earnings.

	Employee Jobs (000s)	Median Wage	Mean Wage	Number of employee jobs below Living Wage (000s)			Proportion of employee jobs below Living Wage		
				April 2021	April 2020	2020-2021 change	April 2021	April 2020	2020-2021 change
<b>Part-time male employees (cont.)</b>									
London	279	£11.15	£15.68	139	139	0	48.6%	51.1%	-2.5ppts
South East	300	£11.16	£15.34	84	93	-9	27.9%	32.2%	-4.3ppts
South West	186	£10.50	£14.62	66	70	-4	36.0%	39.2%	-3.2ppts
Wales	90	£10.32	£13.30	33	30	+3	35.8%	40.0%	-4.2ppts
Scotland	150	£10.53	£13.57	48	53	-5	32.0%	36.0%	-4.0ppts
Northern Ireland	83	£9.89	£12.16	39	42	-3	46.9%	50.5%	-3.6ppts
United Kingdom	2,003	£10.45	£14.19	771	775	-4	38.1%	40.7%	-2.6ppts
<b>Full-time female employees</b>									
North East	270	£13.25	£15.82	41	46	-5	14.4%	16.7%	-2.3ppts
North West	841	£14.13	£16.23	115	132	-17	13.0%	15.6%	-2.6ppts
Yorkshire and the Humber	606	£13.21	£15.47	94	106	-12	14.8%	17.6%	-2.8ppts
East Midlands	489	£12.93	£15.16	93	99	-6	18.1%	20.6%	-2.5ppts
West Midlands	613	£13.83	£16.15	105	106	-1	16.3%	17.4%	-1.1ppts
East	668	£14.26	£16.43	81	99	-18	11.6%	15.8%	-4.2ppts
London	1,360	£19.09	£21.97	171	200	-29	12.1%	14.4%	-2.3ppts
South East	1,181	£15.14	£17.57	125	167	-42	10.2%	14.4%	-4.2ppts
South West	609	£13.60	£15.72	90	102	-12	14.1%	17.8%	-3.7ppts
Wales	355	£13.83	£15.65	45	56	-11	12.1%	15.7%	-3.6ppts
Scotland	697	£15.64	£17.53	62	76	-14	8.5%	10.6%	-2.1ppts
Northern Ireland	316	£14.75	£16.38	50	57	-7	15.1%	18.3%	-3.2ppts
United Kingdom	8,004	£14.87	£17.33	1,070	1,246	-176	12.8%	15.7%	-2.9ppts
Continues ▾	▾	▾	▾	▾	▾	▾	▾	▾	▾

**Table 4:**  
Employee jobs paid below the Living Wage, by region, gender and hours:  
April 2021 (unless otherwise stated)

**Notes:** Data for April 2021 is provisional. See the methodology section for further details.  
**Source:** Living Wage Foundation analysis of ONS, Annual Survey of Hours and Earnings.

Part-time female employees	Employee Jobs (000s)	Median Wage	Mean Wage	Number of employee jobs below Living Wage (000s)			Proportion of employee jobs below Living Wage		
				April 2021	April 2020	2020-2021 change	April 2021	April 2020	2020-2021 change
North East	205	£10.21	£13.06	72	75	-3	34.0%	35.7%	-1.7ppts
North West	577	£10.20	£13.14	202	218	-16	34.2%	37.1%	-2.9ppts
Yorkshire and the Humber	459	£10.20	£12.89	161	174	-13	34.1%	37.7%	-3.6ppts
East Midlands	381	£10.16	£12.82	138	147	-9	35.2%	38.0%	-2.8ppts
West Midlands	422	£10.24	£13.18	151	161	-10	34.7%	35.5%	-0.8ppts
East	566	£10.81	£13.85	152	176	-24	26.1%	30.9%	-4.8ppts
London	553	£12.15	£16.19	228	262	-34	40.0%	44.1%	-4.1ppts
South East	825	£11.05	£14.15	209	243	-34	24.7%	28.6%	-3.9ppts
South West	547	£10.81	£13.57	163	173	-10	29.2%	32.1%	-2.9ppts
Wales	274	£10.31	£12.71	90	101	-11	32.2%	37.4%	-5.2ppts
Scotland	501	£10.97	£13.65	138	125	+13	26.7%	24.3%	+2.4ppts
Northern Ireland	233	£10.21	£12.95	86	91	-5	35.9%	39.7%	-3.8ppts
United Kingdom	5,541	£10.71	£13.66	1,790	1,945	-155	31.4%	34.3%	-2.9ppts

**Table 5:**  
Employee jobs paid below the  
Living Wage over time, by region

**Notes:** Data for April 2021 is provisional. The number and proportion of jobs paid below the Living Wage has been published by ONS for 2015 onwards; figures for 2012-14 are estimated from published ONS tables by the Living Wage Foundation. See the methodology section for further details.  
**Source:** Living Wage Foundation analysis of ONS, Annual Survey of Hours and Earnings.

Number of employee jobs paid below the Living Wage (000s)	April 2012	April 2013	April 2014	April 2015	April 2016	April 2017	April 2018	April 2019	April 2020	April 2021
North East	202	233	228	252	255	249	263	227	202	189
North West	545	595	652	717	710	689	715	626	588	534
Yorkshire and the Humber	438	468	506	544	563	546	564	487	481	410
East Midlands	378	408	443	507	511	468	509	430	414	378
West Midlands	456	480	549	583	580	570	573	486	472	434
East	444	457	522	566	574	528	549	470	463	392
London	572	636	727	798	802	814	871	838	790	700
South East	515	576	621	667	686	695	712	603	678	533
South West	435	460	491	543	532	501	532	479	480	424
Wales	245	253	277	300	286	289	305	268	263	223
Scotland	390	404	422	460	468	433	473	398	342	333
Northern Ireland	183	183	205	226	258	240	232	229	276	236
United Kingdom	4,805	5,151	5,644	6,162	6,224	6,023	6,297	5,540	5,448	4,785
Proportion of employee jobs paid below the Living Wage	April 2012	April 2013	April 2014	April 2015	April 2016	April 2017	April 2018	April 2019	April 2020	April 2021
North East	21.8%	24.6%	23.7%	24.5%	25.5%	24.3%	25.2%	22.4%	21.7%	19.6%
North West	21.2%	23.0%	24.7%	24.8%	25.2%	23.9%	24.3%	21.0%	21.3%	18.4%
Yorkshire and the Humber	22.3%	23.8%	25.6%	25.3%	26.5%	25.3%	25.7%	21.9%	22.5%	18.5%
East Midlands	22.7%	24.1%	26.0%	26.9%	27.7%	25.7%	27.0%	22.7%	23.0%	20.2%
West Midlands	21.7%	22.9%	25.4%	25.1%	25.8%	25.2%	24.8%	21.7%	21.7%	19.3%
East	20.2%	20.5%	22.9%	22.7%	23.8%	22.0%	22.7%	18.8%	19.6%	15.6%
London	16.2%	17.2%	19.2%	20.0%	19.5%	19.4%	20.5%	19.7%	19.5%	17.2%
South East	15.9%	17.1%	18.3%	18.4%	18.7%	18.2%	18.8%	15.8%	16.8%	12.8%
South West	21.2%	22.4%	23.4%	23.9%	23.8%	22.3%	23.4%	20.3%	21.6%	18.1%
Wales	23.1%	23.6%	25.0%	25.3%	25.1%	24.9%	26.1%	22.5%	22.1%	17.9%
Scotland	18.3%	18.6%	19.2%	19.6%	20.1%	18.4%	19.4%	16.8%	15.1%	14.4%
Northern Ireland	24.4%	25.8%	28.3%	27.3%	29.6%	27.9%	28.0%	25.1%	26.2%	21.3%
United Kingdom	19.9%	21.0%	22.5%	22.8%	23.2%	22.2%	22.9%	20.0%	20.2%	17.1%



**Table 6:**  
Employee jobs paid below the Living Wage  
over time, by gender and hours: UK

**Notes:** Data for April 2021 is provisional. The number and proportion of jobs paid below the Living Wage has been published by ONS for 2015 onwards. Figures for 2012-14 are estimated from published ONS tables by the Living Wage Foundation – sub-groups do not exactly sum to ‘all employee’ totals due to the estimation method used. See the methodology section for further details.  
**Source:** Living Wage Foundation analysis of ONS, Annual Survey of Hours and Earnings.

Number of employee jobs paid below the Living Wage (000s)	April 2012	April 2013	April 2014	April 2015	April 2016	April 2017	April 2018	April 2019	April 2020	April 2021
All employees	4,805	5,151	5,644	6,162	6,224	6,023	6,297	5,540	5,448	4,785
Men	1,852	1,958	2,184	2,367	2,430	2,341	2,474	2,140	2,257	1,924
Women	2,961	3,181	3,426	3,795	3,795	3,682	3,823	3,400	3,191	2,860
Full-time employees	2,028	2,240	2,570	2,805	2,939	2,807	2,923	2,582	2,728	2,223
Part-time employees	2,809	2,928	3,096	3,357	3,285	3,216	3,374	2,958	2,720	2,561
Full-time male employees	1,064	1,164	1,346	1,445	1,534	1,452	1,528	1,313	1,482	1,153
Part-time male employees	787	809	876	921	895	889	946	827	775	771
Full-time female employees	946	1,067	1,205	1,359	1,405	1,355	1,395	1,269	1,246	1,070
Part-time female employees	2,017	2,121	2,220	2,436	2,389	2,327	2,428	2,131	1,945	1,790
Proportion of employee jobs paid below the Living Wage	April 2012	April 2013	April 2014	April 2015	April 2016	April 2017	April 2018	April 2019	April 2020	April 2021
All employees	19.9%	21.0%	22.5%	22.8%	23.2%	22.2%	22.9%	20.0%	20.2%	17.1%
Men	15.1%	15.9%	17.3%	17.6%	18.1%	17.2%	17.9%	15.6%	16.9%	13.9%
Women	24.8%	26.0%	27.6%	28.1%	28.3%	27.1%	27.9%	24.3%	23.5%	20.4%
Full-time employees	11.7%	12.7%	14.4%	14.4%	15.2%	14.3%	14.7%	12.9%	14.0%	11.0%
Part-time employees	40.8%	41.9%	43.2%	44.4%	44.4%	42.8%	43.8%	38.1%	35.9%	33.2%
Full-time male employees	10.1%	10.9%	12.4%	12.4%	13.2%	12.3%	12.9%	11.1%	12.9%	9.7%
Part-time male employees	46.0%	47.6%	48.4%	50.1%	49.9%	48.4%	48.3%	42.7%	40.7%	38.1%
Full-time female employees	14.0%	15.4%	17.1%	17.4%	18.1%	17.2%	17.5%	15.5%	15.7%	12.8%
Part-time female employees	39.0%	40.1%	41.5%	42.6%	42.6%	41.0%	42.2%	36.6%	34.3%	31.4%

## Table 7:

### Employee jobs paid below the Living Wage in the top 25 below Living Wage local authorities: April 2021 (in percentage order)

**Notes:** Data for April 2021 is provisional. No local authority (or equivalent) data is available for Northern Ireland. Data refers to jobs in workplaces located in the local authority, not employees who live in the local authority. See the methodology section for further details.

**Source:** Living Wage Foundation analysis of ONS, Annual Survey of Hours and Earnings.

Local authority	Employee Jobs (000s)	Median Wage	Mean Wage	Number of employee jobs below Living Wage (000s)			Proportion of employee jobs below Living Wage		
				April 2021	April 2020	2020-2021 change	April 2021	April 2020	2020-2021 change
Bexley (London)	56	£12.78	£16.41	23	28	-5	40.7%	41.2%	-0.5ppts
Boston (East Midlands)	25	£11.02	£12.75	9	11	-2	36.2%	39.7%	-3.5ppts
Enfield (London)	78	£13.26	£17.37	28	27	+1	34.8%	33.4%	+1.4ppts
Harrow (London)	50	£13.30	£17.51	18	17	+1	34.2%	39.6%	-5.4ppts
Sutton (London)	63	£13.58	£16.60	22	18	+4	33.5%	33.6%	-0.1ppts
East Dunbartonshire (Scotland)	15	£12.87	£14.35	5	5	-	32.6%	27.6%	+5.0ppts
Havering (London)	65	£13.89	£17.26	22	17	+5	32.3%	28.3%	+4.0ppts
Redbridge (London)	44	£11.97	£15.55	14	21	-7	31.9%	39.3%	-7.4ppts
West Devon (South West)	13	£10.59	£12.85	4	4	-	30.3%	33.9%	-3.6ppts
Fenland (East)	29	£10.97	£14.40	9	7	+2	30.0%	24.4%	+5.6ppts
Hyndburn (North West)	25	£10.71	£15.24	8	7	+1	29.8%	27.6%	+2.2ppts
Rossendale (North West)	19	£10.68	£14.81	6	5	+1	28.9%	27.1%	+1.8ppts
East Lindsey (East Midlands)	45	£10.94	£13.93	13	11	+2	28.8%	28.4%	+0.4ppts
Wyre (North West)	26	£10.79	£15.20	7	8	-1	28.6%	38.1%	-9.5ppts
Tameside (North West)	44	£11.09	£16.09	13	14	-1	28.5%	32.1%	-3.6ppts
Maldon (East)	16	£10.82	£13.83	5	5	-	28.5%	35.0%	-6.5ppts
Ryedale (Yorkshire and the Humber)	24	£11.22	£13.45	7	9	-2	28.4%	35.5%	-7.1ppts
Northumberland (North East)	84	£11.68	£14.80	25	24	+1	28.3%	30.6%	-2.3ppts
Haringey (London)	61	£14.56	£17.31	18	17	+1	28.1%	26.9%	+1.2ppts
Southend-on-Sea (East)	49	£12.34	£15.08	14	15	-1	28.0%	28.4%	-0.4ppts
Waltham Forest (London)	50	£13.67	£16.98	14	16	-2	28.0%	35.6%	-7.6ppts
Middlesbrough (North East)	45	£11.49	£13.91	13	12	+1	27.7%	24.7%	+3.0ppts
Bromley (London)	90	£15.07	£18.83	26	27	-1	27.7%	32.7%	-5.0ppts
Newark and Sherwood (East Midlands)	38	£11.93	£14.97	11	16	-5	27.6%	37.1%	-9.5ppts
Nuneaton and Bedworth (West Midlands)	34	£11.69	£15.03	10	10	-	27.6%	33.9%	-6.3ppts
United Kingdom	27,085	£14.10	£17.97	4,785	5,448	-663	17.1%	20.2%	-3.1ppts

**Table 8:**  
Employee jobs paid below the Living Wage, by industry (one-digit SIC):  
April 2021 (unless otherwise stated), UK

**Notes:** Data for April 2021 is provisional. See the methodology section for further details.  
**Source:** Living Wage Foundation analysis of ONS, Annual Survey of Hours and Earnings.

	Employee Jobs (000s)	Median Wage	Mean Wage	Number of employee jobs below Living Wage (000s)			Proportion of employee jobs below Living Wage		
				April 2021	April 2020	2020-2021 change	April 2021	April 2020	2020-2021 change
Agriculture, forestry and fishing	170	£11.02	£12.69	45	55	-10	26.7%	32.0%	-5.3ppts
Mining and quarrying	34	£17.74	£20.11	-	-	-	-	-	-
Manufacturing	2,465	£15.00	£17.61	273	404	-131	11.1%	16.2%	-5.1ppts
Electricity and gas	154	£20.62	£23.98	-	-	-	<10%	<10%	-
Water supply and sewerage	173	£14.40	£16.90	-	24	-	<10%	12.3%	-
Construction	1,052	£15.53	£18.57	-	153	-	<10%	15.8%	-
Wholesale and retail	3,881	£11.17	£14.61	1,127	1,336	-209	29.0%	36.5%	-7.4ppts
Transportation and storage	1,092	£14.24	£17.14	-	146	-	<10%	15.8%	-
Accommodation and food services	1,269	£8.91	£10.55	885	766	+119	69.7%	71.1%	-1.4ppts
Information and communication	973	£20.30	£24.34	-	-	-	<10%	<10%	-
Financial and insurance activities	978	£20.98	£28.90	-	-	-	<10%	<10%	-
Real estate activities	401	£14.57	£18.29	51	55	-4	12.8%	14.5%	-1.7ppts
Professional, scientific and technical	1,982	£18.01	£22.65	-	189	-	<10%	10.1%	-
Administrative and support services	1,505	£11.45	£14.88	436	467	-31	29.0%	31.8%	-2.8ppts
Public administration and defence	1,649	£16.24	£17.88	-	-	-	<10%	<10%	-
Education	4,138	£16.83	£19.25	-	432	-	<10%	10.9%	-
Human health and social work	4,160	£13.71	£16.70	645	663	-18	15.5%	16.6%	-1.0ppts
Arts, entertainment and recreation	461	£11.24	£20.23	161	189	-28	34.8%	36.6%	-1.7ppts
Other service activities	464	£12.37	£15.81	131	154	-23	28.2%	31.8%	-3.6ppts
<b>All industries</b>	<b>27,085</b>	<b>£14.10</b>	<b>£17.97</b>	<b>4,785</b>	<b>5,448</b>	<b>-663</b>	<b>17.1%</b>	<b>20.2%</b>	<b>-3.1ppts</b>

**Table 9:**  
Employee jobs paid below the Living Wage, by occupation (two-digit SOC):  
April 2021 (unless otherwise stated), UK

**Notes:** Data for April 2021 is provisional. See the methodology section for further details.  
**Source:** Living Wage Foundation analysis of ONS, Annual Survey of Hours and Earnings.

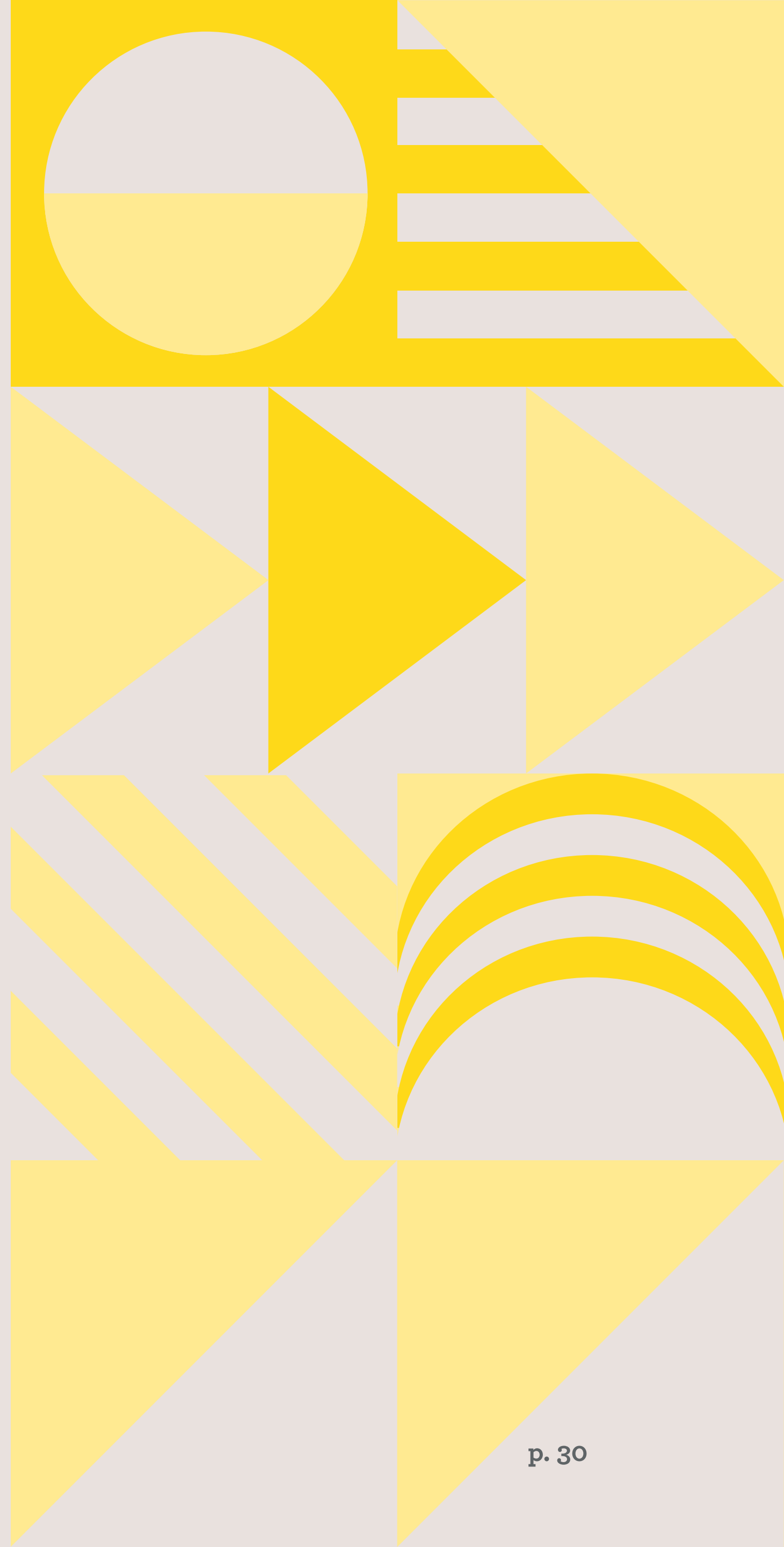
	Employee Jobs (000s)	Median Wage	Mean Wage	Number of employee jobs below Living Wage (000s)			Proportion of employee jobs below Living Wage		
				April 2021	April 2020	2020-2021 change	April 2021	April 2020	2020-2021 change
Corporate managers and directors	2,333	£22.82	£28.33	-	-	-	<10%	<10%	-
Other managers and proprietors (e.g. of bars and service venues)	477	£14.96	£17.92	52	53	-1	10.9%	11.7%	-0.8ppts
Science, research, engineering and technology professionals	1,589	£21.99	£23.65	-	-	-	<10%	<10%	-
Health professionals (e.g. doctors and nurses)	1,651	£20.03	£22.47	-	-	-	<10%	<10%	-
Teaching and educational professionals (e.g. teachers and lecturers)	1,728	£24.17	£24.95	-	-	-	<10%	<10%	-
Business, media and public service professionals (e.g. lawyers, journalists)	1,668	£21.63	£24.53	-	-	-	<10%	<10%	-
Science and technology associate professionals (e.g. IT technicians)	775	£14.37	£15.82	-	-	-	<10%	<10%	-
Health and social care associate professionals (e.g. paramedics, youth workers)	474	£13.50	£14.60	-	-	-	<10%	<10%	-
Protective service occupations (e.g. police and prison officers)	366	£19.67	£18.81	-	-	-	<10%	<10%	-
Culture, media and sports occupations (e.g. designers, fitness instructors)	260	£13.29	-	42	52	-10	16.2%	19.0%	-2.8ppts
Business and public service associate professionals (e.g. paralegals, brokers)	2,379	£17.17	£20.47	-	-	-	<10%	<10%	-
Administrative occupations (e.g. bank clerks, office managers)	2,576	£12.30	£14.08	361	389	-28	14.0%	17.0%	-3.0ppts
Secretarial and related occupations	587	£10.78	£12.39	175	191	-16	29.8%	34.2%	-4.4ppts
<a href="#">Continues</a> ▾	▾	▾	▾	▾	▾	▾	▾	▾	▾

**Table 9:**  
Employee jobs paid below the Living Wage, by occupation (two-digit SOC):  
April 2021 (unless otherwise stated), UK

Notes: Data for April 2021 is provisional. See the methodology section for further details.  
Source: Living Wage Foundation analysis of ONS, Annual Survey of Hours and Earnings.

	Employee Jobs (000s)	Median Wage	Mean Wage	Number of employee jobs below Living Wage (000s)			Proportion of employee jobs below Living Wage		
				April 2021	April 2020	2020-2021 change	April 2021	April 2020	2020-2021 change
Skilled agricultural and related trades (e.g. farmers)	100	£10.80	£11.46	26	34	-8	26.3%	33.1%	-6.9ppts
Skilled metal, electrical and electronic trades (e.g. electricians)	879	£14.62	£15.46	-	136	-	<10%	14.6%	-
Skilled construction and building trades (e.g. builders, decorators)	300	£13.70	£14.38	33	60	-27	11.0%	20.3%	-9.4ppts
Textiles, printing and other skilled trades (e.g. tailors)	425	£9.84	£10.67	204	203	+1	47.9%	47.2%	+0.7ppts
Caring personal service occupations (e.g. childminders, care workers)	2,205	£10.43	£11.24	637	688	-51	28.9%	33.4%	-4.6ppts
Leisure, travel and related personal service occupations (e.g. hairdressers, caretakers)	338	£10.00	£11.41	149	182	-33	44.0%	49.7%	-5.7ppts
Sales occupations (e.g. retail assistants)	1,435	£9.81	£10.92	680	790	-110	47.4%	55.8%	-8.4ppts
Customer service occupations (e.g. call centre workers)	538	£10.62	£12.38	176	190	-14	32.8%	33.6%	-0.8ppts
Process, plant and machine operatives (e.g. factory workers)	632	£11.27	£12.47	159	200	-41	25.2%	30.9%	-5.7ppts
Transport and mobile machine drivers and operatives (e.g. bus, train and delivery drivers)	695	£11.69	£13.28	146	192	-47	21.0%	27.8%	-6.8ppts
Elementary trades and related occupations (e.g. forestry workers)	356	£10.07	£11.08	133	143	-9	37.4%	43.8%	-6.4ppts
Elementary administration and service occupations (e.g. bar and waiting staff, cleaners)	2,321	£9.50	£10.76	1,251	1,257	-6	53.9%	60.4%	-6.5ppts
All occupations	27,085	£14.10	£17.97	4,785	5,448	-663	17.1%	20.2%	-3.1ppts

# METHODOLOGY



## METHODOLOGY

The analysis in this report is based on the Annual Survey of Hours and Earnings (ASHE) conducted by the Office for National Statistics (ONS).<sup>10</sup> Carried out in April each year, ASHE is the most comprehensive source of information on the structure and distribution of earnings and hours worked among employees in the UK. ASHE is based on a 1 per cent sample of employee jobs taken from HM Revenue & Customs (HMRC) Pay As You Earn (PAYE) records. Consequently, individuals with more than one job may appear in the sample more than once. Information on earnings and paid hours worked is obtained from employers and treated confidentially. ASHE does not cover the self-employed or employees not paid during the reference period.

The following definitions apply to the analysis throughout this report:

- Data is available up to April 2021; however, estimates for 2021 are provisional and will be subject to small revisions next year.
- Following the ONS convention, we focus on gross hourly pay for all employees whose pay was not affected by absence (with a slightly tweaked definition for 2020 and 2021 due to the Covid-19 pandemic and furlough scheme – see below).
- We use a workplace-based (as opposed to residence-based) definition for regional and other geographical figures. That is, data for each geographical area

relates to the employee jobs at workplaces located in that area, not the employees who live in that area. This approach is necessary for accurately identifying the jobs subject to the London and UK Living Wages.

- Full-time jobs refer to jobs in which employees work more than 30 paid hours per week (or 25 or more for the teaching professions).
- Data for industries classified according to the Standard Industrial Classification (SIC) 2007.<sup>11</sup> Data for occupation is classified according to the Standard Occupational Classification (SOC) 2010 coding frames.<sup>12</sup>

Since 2015, the ONS has published data tables detailing the number and proportion of UK jobs paid below the Living Wage by region and nation, local authority/metropolitan county, parliamentary constituency, and disaggregated by gender and full-time/part-time hours. In these instances, we present the published ONS statistics.

For estimates relating to industries and occupations in all years and for all estimates prior to 2015, the ONS does not publish data on jobs below the Living Wage. In these instances, we estimate the proportion of jobs paid below the Living Wage using other data tables which detail the percentile distribution of earnings (the 10th, 20th, 25th, 30th, 40th, 50th (median), 60th, 70th, 75th, 80th

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and 90th percentiles are published). For each region and nation of the UK separately, we identify the percentile band within which the applicable Living Wage rate (London or UK) falls. We then interpolate the exact proportion of jobs that fall below this threshold, assuming that the distribution of earnings follows a linear trend between percentile points. We apply this proportion to the total number of jobs in each category to estimate the number of employee jobs paid below the Living Wage. This method does not allow us to estimate the number or proportion of jobs paid below the Living Wage in categories where the proportion is below 10 per cent.

We then sum results for each region and nation to derive UK-wide figures

(the implied total number of jobs paid below the Living Wage, when summed across sub-groups, can vary slightly across categories due to the nature of the estimation method used). Data disaggregated by industry and occupation is not available for Northern Ireland, so in these instances we estimate the proportion of jobs paid below the Living Wage across Great Britain, and then apply this proportion to the number of jobs in each category across the UK to derive a UK-wide estimate for the number of employee jobs paid below the Living Wage.

This 'linear interpolation' approach follows that taken by KPMG and IHS Markit in previous reports on the proportion of employee jobs paid below the Living Wage.<sup>13</sup>

Compared to the published estimates of employee jobs paid below the Living Wage for 2015 onwards, this linear interpolation estimation approach produces very similar (but consistently slightly lower) results. To ensure that our results are consistent across different disaggregations and over time, we adjust the estimates from our linear interpolations using 'scale factors' based on the proportional difference between estimated and published results. This is seen as an appropriate approach because these scale factors are relatively consistent from year to year, and scale factors across regions and nations (and other geographies) in adjacent years are positively correlated. For years prior to 2015, we use the 2015 scale factors

specific to each geography and gender and full-time/part-time hours grouping. For industries and occupations, we use the overall scale factor estimated for each region or nation in that year.

Finally, we note that data for April 2021 is challenging to interpret, much like the year prior. The pandemic has created significant 'compositional affects' when it comes to employee pay.<sup>14</sup> The pandemic has resulted in many workers losing their jobs altogether, and this has impacted lower paid workers disproportionately. Thus, data on employee earnings in the UK has tended to show an upward trajectory, with pay appearing to go up since Covid-19 hit. However, this is not necessarily because workers



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have enjoyed pay increases at scale, but rather because there are fewer low paid workers in the labour market. Therefore the ‘composition’ of labour market samples generally reflect a higher paid cohort. This has had a significant impact on the proportion and number of below Living Wage jobs.

As outlined in Table 6, typically, neither the proportion or number of below Living Wage experience significant movements either way from year to year, but this year each figure experienced large movements – the highest ever in percentage point terms, and the second-highest in the absolute number. In normal times, each of these developments would be unambiguously positive. However, given what we know

about Covid-19 and the labour market, we understand that much of this drop will have been shaped by the pandemic squeezing low paid workers out of work disproportionately. That is not to say that these figures do not represent genuine pay increases in any case. Indeed, the Living Wage Foundation has experienced record levels of accreditation post-pandemic, and this is likely to be another driver of the dip in below Living Wage jobs. Moreover, the ‘National Living Wage’ was increased to £8.91 in April 2021, which will have had ripple effects up the earnings distribution, pushing more workers above the Living Wage threshold. Rather, we encourage that these figures be treated with caution and that conclusions account for

the multifaceted labour market developments over the last 18 months.

The picture is further complicated by the presence of the furlough scheme. This is because the data collection period (April 2021) covers a period in which economic activity was partially constrained by the Covid-19 lockdown, and the Coronavirus Job Retention Scheme (or furlough scheme) was still in use, with over 3 million jobs enrolled onto the scheme at the time.

This means that, like in 2020, the ASHE sample was somewhat smaller in April 2021 than before Covid-19, in part due to a drop in response rates which has tended to impact all ONS business surveys since the pandemic

hit. While a smaller sample and lower response rate reduces the accuracy of estimates made using the survey, the ONS is confident it has produced robust data for interpretation.<sup>15</sup>

As a result of the particularities of the furlough scheme, ONS data tables are also based on some slightly different assumptions since the pandemic hit. Before Covid-19, the ONS would exclude employees whose pay had been reduced by absence, for example, because they were on holiday or off sick. However, excluding furloughed employees whose pay wasn’t topped up by their employers would produce a rosy picture of overall pay growth, because furloughed employees have been

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much more likely to be in lower-paid occupations. Therefore, for 2020 and 2021, the ONS's data tables exclude only those employees who had a loss of pay and were not furloughed. As in normal years, this excludes approximately 5 per cent of employees.<sup>16</sup> The data therefore includes furloughed employees.

# REFERENCES

1. For example, see: IHS Markit (2019), [Living Wage Research for KPMG: 2019 Report](#).
2. ONS (2021) CJRS statistics to July 2021.
3. ONS (2021) Average weekly earnings in Great Britain: October 2021 and Athlow, J. (2021) Far from average: How COVID-19 has impacted the Average Weekly Earnings data.
4. For details on the methodology, see: N Cominetti (2019), [Calculating a Living Wage for London and the rest of the UK: 2019-20](#), Resolution Foundation.
5. See reference 3.
6. For more details on the furlough scheme's impact on low paid workers, see: L Gardiner & H Slaughter (2020), [The effects of the coronavirus crisis on workers: Flash findings from the Resolution Foundation's coronavirus survey](#), Resolution Foundation.
7. ONS (2021) [An overview of workers who were furloughed in the UK: October 2021](#).
8. House of Commons Library (2020) [Average earnings by age and region](#).
9. The 2019-2020 London Living Wage rate was £10.85, compared to £9.50 for the rest of the UK. This is to reflect higher living costs in the capital.
10. ONS (2021). [Employee earnings in the UK: 2021](#).
11. ONS (2016). [UK SIC 2007](#).
12. ONS (2016). [SOC 2010](#).
13. See reference 1.
14. See reference 3.
15. See reference 10.
16. See reference 10.





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