Digital Sector Economic Estimates 2018 (Provisional): Earnings

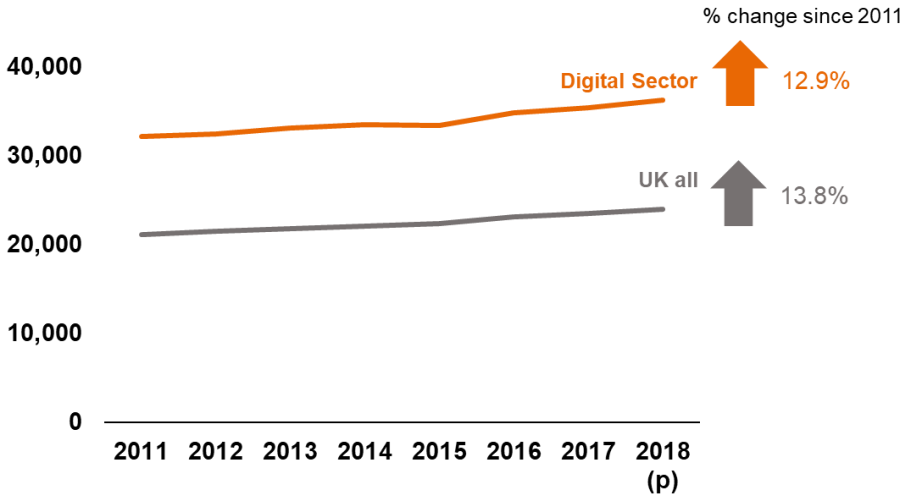
Annual earnings: £36,300

For every £1 earned by men, women earned 79p.

2.4%
Increase in earnings since 2017

- Median annual earnings for all employees in the Digital Sector was at £36,300 in 2018, 51.3% higher than the UK average, at £24,000.

Median Annual earnings (£) for all employees, 2011 to 2018



- For every £1 earned by men working in the Digital Sector, women earned 79p (equivalent to a 21.5% pay gap). The comparable figure for all UK sectors is 82p (17.9%).

- Digital Sector employees working in London earned the most, with reported median earnings of £46,500 per year: 40.9% higher than the whole economy average in London (£33,000).

This release presents analysis on **median annual earnings** for Digital Sector employees based on **the Annual Survey of Hours and Earnings** (ASHE) dataset provided by Office for National Statistics (ONS) and is the most detailed and comprehensive source of earnings information in the UK.

These statistics are classed as experimental statistics as it is the first time DCMS has introduced analysis on earnings in the Digital Sector as well as Digital Occupations. This is based on a demand from policy colleagues for information in this area. DCMS plan to widen this analysis further in the future to include all DCMS sectors, if there is sufficient interest in these statistics.

Provisional (p) results for 2018 are available and is subject to change once finalised in late 2019. Data for 2011 to 2017 are final.

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Contents

Chapter 1: Introduction

Background

Released: 4th September 2019

Geographic Coverage: United Kingdom

This release presents analyses on the Digital Sector based on data from the Annual Survey of Hours and Earnings (ASHE), provided by the Office for National Statistics (ONS) and is the most detailed and comprehensive source of earnings information in the UK. ASHE is based on a 1% sample of employee jobs, drawn from HM Revenue and Customs Pay As You Earn (PAYE) records.

Our headline measure of earnings is nominal median gross annual earnings for all employees. Using the median value (i.e. the value below which 50% of employees fall) is the ONS's preferred measure of average earnings. This is because the mean value can be disproportionately influenced by a relatively small number of high-paying jobs and the skewed distribution of earnings, with more people earning lower salaries than higher salaries. Therefore, using the median value provides a better indication of typical pay.

Analysis presented on annual earnings includes those employees who have been in the same job for more than one year. Additionally, employees who do not have a valid work region and who are less than 16 years old are excluded. This approach is consistent with the measures used in the ONS headline publication.

Figures presented on earnings are rounded to the nearest 100. Please note that when comparing these figures to the ONS ASHE published estimates, figures may vary due to the methods and calculations used, although these differences are minimal.

The following breakdowns are available within this report:

- Digital Sector earnings (by employment status and age)
- Gender pay gaps
- Annual earnings by work region
- Annual incentive pay
- Earnings by Digital Occupation (by sex, employment status, age)

DCMS have also included additional web tables showing annual earnings in the Digital Economy. We define the Digital Economy as being all those employed in the Digital Sector as well as those in Digital Occupations outside the Digital Sector.

In summary, the data presented in this report:

- Are based on official statistics data sources
- Are calculated on a consistent basis (although medians occasionally may not always match ONS-published estimates, due to minimal differences in the methodology and calculations used, all estimates within the report are calculated on a consistent basis).
- Are based on internationally-harmonised codes, meaning the estimates are:
    - Comparable at both a national and international level.
    - Comparable over time, allowing trends to be measured and monitored.
    - Subject to limitations of the underlying classifications around reflecting the current balance and make-up of the UK economy. For example, the SIC codes were developed in 2007 and have not been revised since. Emerging Sectors, such as Artificial Intelligence, are therefore hard-to-capture and may be excluded or mis-coded.

Feedback and consultation

DCMS aims to continuously improve the quality of estimates and better meet user needs. As this is the first statistical release to include analysis on earnings in the Digital Sector, DCMS would welcome your feedback on these statistics and what other breakdowns might be useful to you. Please send your feedback and comments via email at evidence@culture.gov.uk

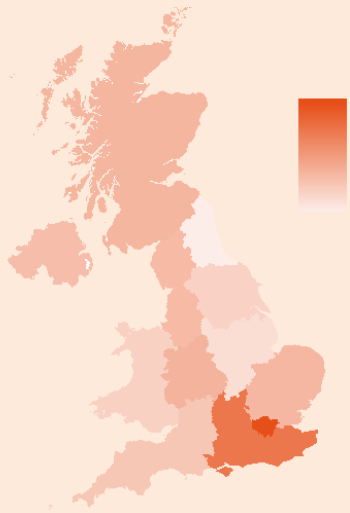
Chapter 2: Annual Earnings in the Digital Sector in 2018 - Main Results

UK: £24,000

Digital: £36,300

Digital Sector:	All UK sectors:
2.4% increase since 2017	**2.2%** increase since 2017
£39,300 full-time employees	**£29,600** full-time employees
£11,500 part-time employees	**£10,100** part-time employees

Median annual earnings in the Digital Sector by region, 2018

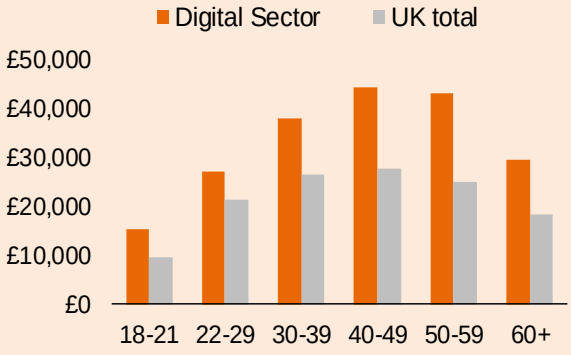


Highest earners in London, at **£46,500** per year i.e. 40.9% more than the UK average.

Gender pay gap in the Digital Sector wider than the UK economy.

On average, women earned **21.5% less** than men. This compares with a gender pay gap of 17.9% for all UK employees.

Median annual earnings by age group, 2018



Earnings for Digital Sector employees are higher than the UK average for all age groups. Earnings **rise with age** from £27,200 per year for those aged 22-29 to a peak of £44,200 per year for those aged 40-49 years before declining slightly for those aged 50+.

Chapter 3: Earnings in the Digital Sector

This chapter provides information on earnings data for the Digital Sector, drawing upon published data provided by the Office for National Statistics. Unless stated otherwise, analysis presented here is based on median annual earnings in 2018. This section includes breakdowns by subsector, employment status, sex and age.

How is the Digital Sector defined?

The definition of the Digital Sector used in this release was developed by the OECD using the UN Standard Industrial Classifications (SICs). This gives it the advantage of international comparability.

The definition includes the following sub-sectors:

- Manufacturing of electronics and computers;
- Wholesale of computers and electronics;
- Publishing (excluding translation and interpretation activities;
- Software publishing;
- Film, TV, video, radio and music;
- Telecommunications;
- Computer programming, consultancy and related activities;
- Information service activities;
- Repair of computers and communication equipment.

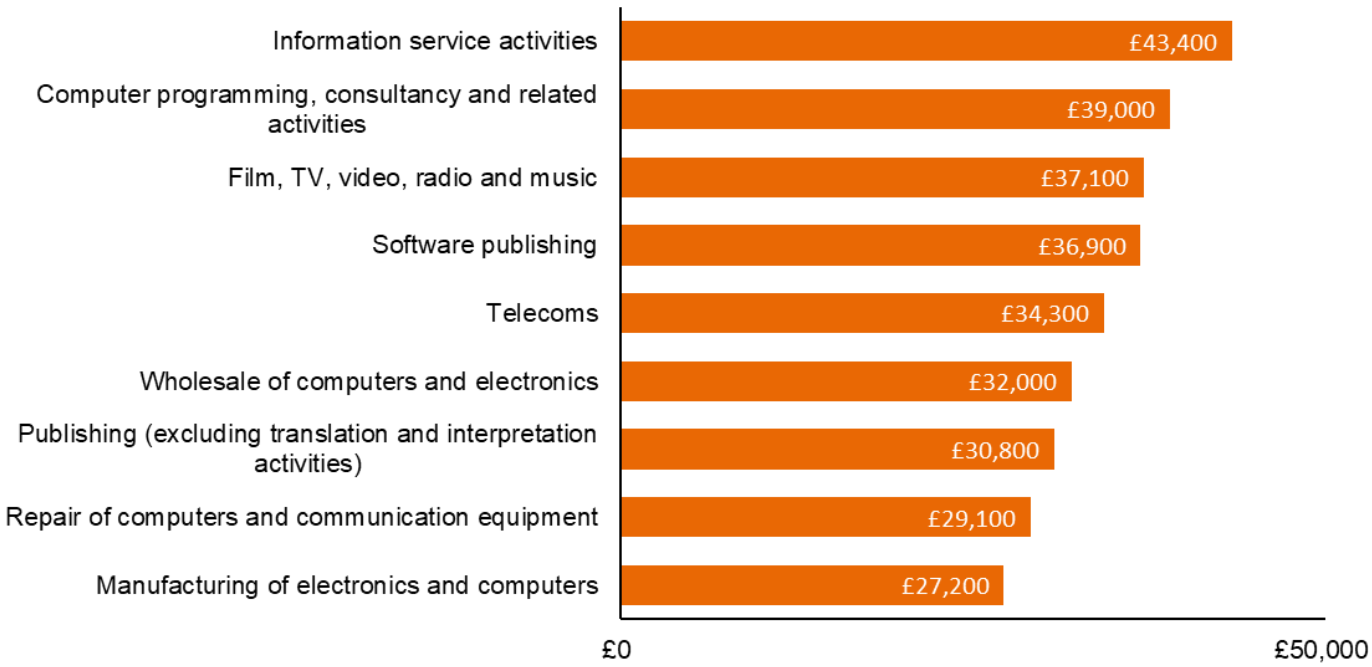
Earnings for all employees

Median annual gross pay for all employees in the Digital Sector was £36,300 in 2018, 51.3% more compared to all UK employees at £24,000. Earnings growth in this sector has outpaced the UK average since 2017 (2.4% increase compared to 2.2% for all UK sectors).

Employees working in the 'Information service activities' and 'Computer programming, consultancy and related activities' sub-sectors earned the most at £43,400 and £39,000 respectively in 2018. These sub-sectors include employees who work within services such as data processing, web portals and computer programming and consultancy.

Employees working in the "Manufacturing of electronics and computers" subsector earned the least at £27,200 in 2018.

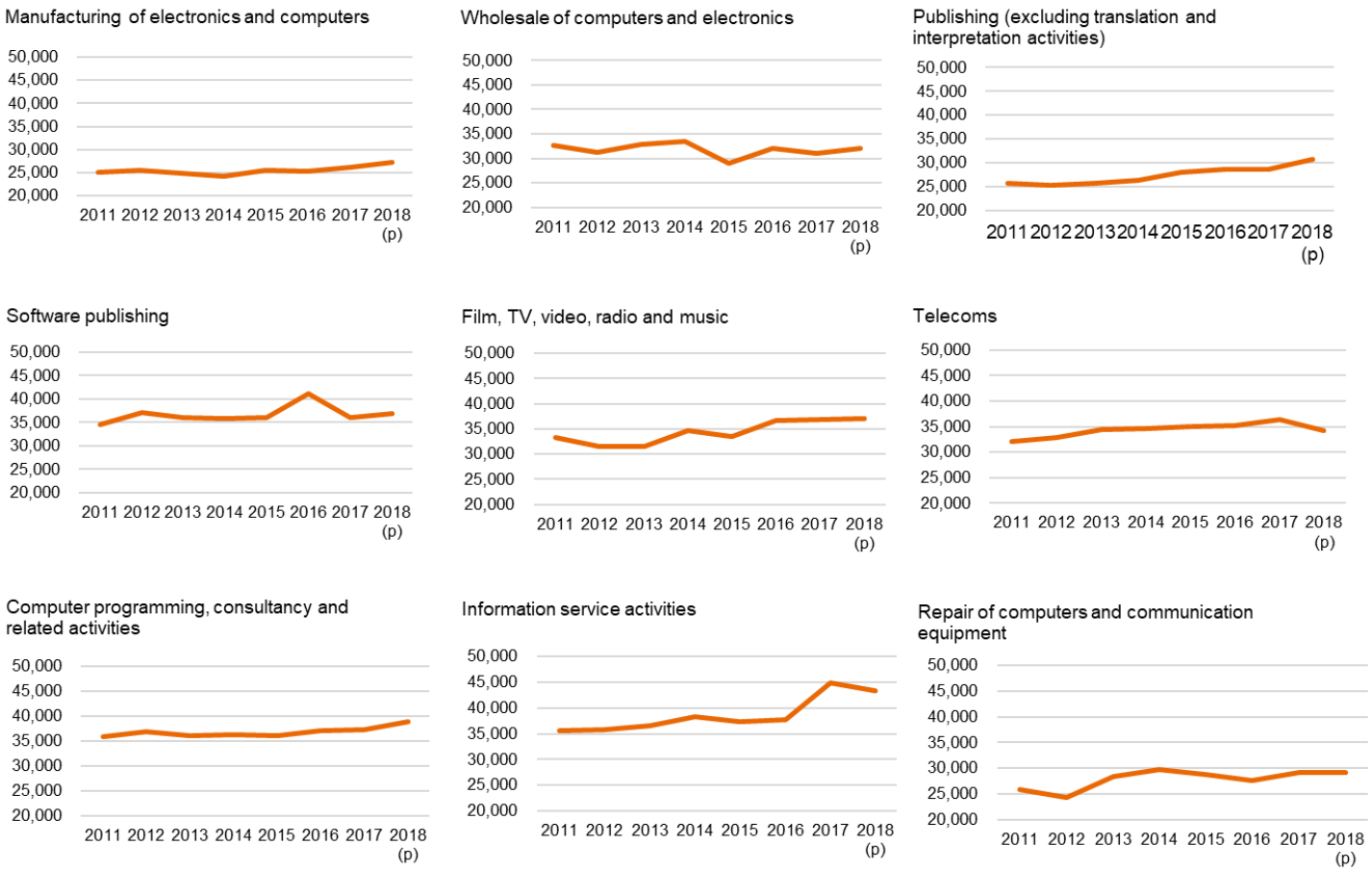
Figure 2.1 Median annual earnings (£) by Digital sub-sector, 2018 (p)



Employees working in the 'Information service activities' sub-sector has seen the strongest growth in annual earnings: a 21.6% rise since 2011 (from £35,700 in 2011 to £43,400 in 2018). It is interesting to note that this sub-sector experienced a 3.5% decline in earnings between 2017 and 2018 – one of only two sub-sectors to see a drop. The only sub-sector to have experienced a drop in earnings between 2011 and 2018 was the 'wholesale of computers and electronics' sub-sector: earnings declined by 2.2% over the period.

There has been a steady increase in earnings for employees in the 'Telecoms' and the 'Computer programming, consultancy and related activities' sub-sectors since 2011 (7.0% and 8.3% respectively), although earnings in the 'Telecoms' sub-sector has declined by 5.7% since 2017 (from £36,400 in 2017 to £34,300 in 2018).

Figure 2.2 Median annual earnings (£) by Digital sub-sector, 2011 – 2018 (p)



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DCMS Employment Statistics, 2018

Estimates on number of jobs in the Digital sector and sub-sector are available and are broken down by gender, disability, region etc. These can be found on the DCMS statistics web page and uses data from the ONS Annual Population Survey (APS).

Of those working in the Digital sector, around half of jobs (49.7%) were in the "Computer programming, consultancy and related activities" sub-sector. These statistics show that there are more men (54.8%) working in the "Computer programming, consultancy and related activities" sub-sector compared to women (36.9%). Whereas, sub-sectors like "Publishing" and "Film, TV, video, radio and music" had a higher proportion of women employees (16.6%) compared to men (11.6%).

Earnings for full-time and part-time employees

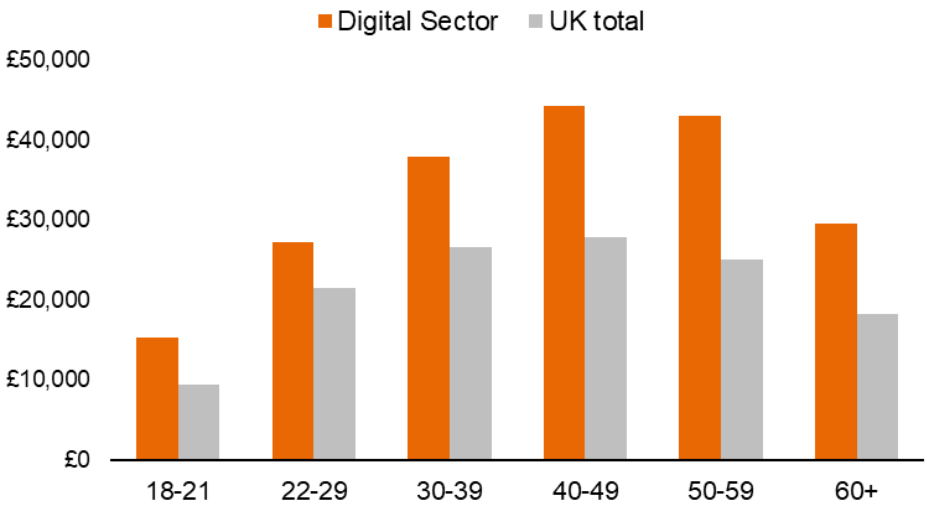
Digital Sector employees working full-time earned an average of £39,300 per year in 2018, a third (32.8%) more than the UK average (£29,600).

Part-time employees in the Digital Sector earned a median annual salary of £11,500 in 2018. This is 13.9% higher than the average for all part time employees in the UK (£10,100).

Earnings by age

Earnings for Digital Sector employees are higher than the UK average across all age groups. As is the case for the employed population as a whole, earnings rise with age: in the Digital Sector, annual earnings rise from £27,200 for those aged 22-29 to a peak of £44,200 for those aged 40-49 years before declining for those aged 50+. The biggest difference between the Digital Sector and the UK average occurs amongst the 50-59 year group, where Digital sector employees earned over two-thirds more (71.7%) than the UK average.

Figure 2.3: Median annual earnings (£) by age, 2018 (p)



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Average weekly earnings (AWE) in Great Britain:

AWE is published on a monthly basis, as part of the labour market statistical bulletin. This data is a measure of average weekly earnings per employee. It is calculated using information based on the Monthly Wages and Salaries Survey (MWSS), which samples around 9,000 employers in Great Britain. Figures are available with industrial breakdowns, and public and private sector splits. No information is available on occupation, hours worked and other characteristics of the workforce.

The AWE and ASHE are not directly comparable on all measures of earnings. The closest measure that can be derived and compared for these surveys is for mean gross weekly pay in Great Britain. In the year to April 2017, the ASHE estimate of mean gross weekly pay for all employees (full-time or part-time) was £539, up 2.6% on the previous year. The corresponding estimate from the AWE was £503, up 1.3% from April 2016.

A main strength of using this data is its frequency and timeliness with results being produced on a monthly basis and hence a lead indicator of short-term changes in earnings. Although, this does not cover the self-employed and excludes businesses with fewer than 20 employees to limit costs and respondent burden. Furthermore, it does not collect any information on individual employees' characteristics and as such does not allow analysis beyond sector and industry.

Chapter 3: Gender Pay Gap

This chapter looks at the percentage difference between men's and women's median hourly earnings. Please note that the analysis reported here is based on hourly earnings rather than annual earnings, which have been reported on in the rest of this report. Using hourly earnings better accounts for the fact that men work on average more hours per week than women. More information on how this is calculated can be found in the guide to interpreting ASHE estimates.

Gender Pay Gap

The gender pay gap is the percentage difference between men's and women's median hourly earnings (excluding overtime), across all jobs in the UK. it is not a measure of the difference in pay between men and women for doing the same job.

Using hourly earnings better accounts for the fact that men work on average more hours per week than women. For example, a 4.0% gender pay gap denotes that women earn 4.0% less, on average, than men.

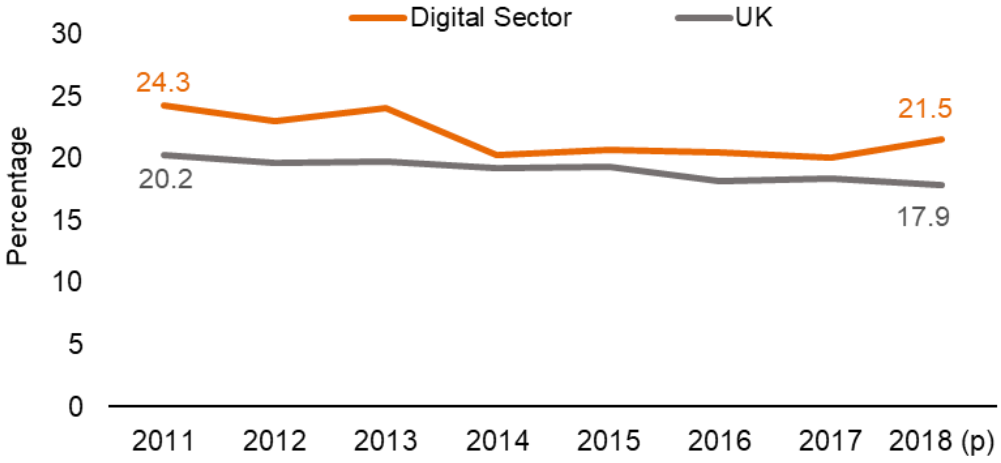
Figures represent the difference between men's and women's hourly earnings as a percentage of men's earnings.

The gender pay gap in the Digital Sector was larger than that for the UK overall, with women earning 21.5% less per hour, on average, than men in 2018. In other words, for every £1 that the median man earned in the Digital Sector, the median woman earned 79p. The comparable figure for all UK sectors is 82p (17.9%).

The Digital Sector gender pay gap widened from 20.0% to 21.5% between 2017 and 2018. However, over the longer-term, the sector's pay gap has narrowed: it fell by almost 3 percentage points between 2011 and 2018. This compares to a decline of over 2 percentage points for the overall UK economy in that same period.

Looking at only full time employees, women earned 16.7% less than men in the Digital Sector in 2018 i.e. for every £1 that the median men earned, woman earned 83p. For the overall UK economy, the gender pay gap was much lower, standing at 8.6% among full-time employees.

Figure 3.1: Gender pay gap (%) for Digital Sector and all UK employees, 2011 to 2018 (p)



Whilst the gender pay gap in the Digital Sector is greater than that for UK employees overall, women working in the Digital Sector earned 49.2% more annually than the average pay for all female employees in 2018. Men working in the Digital Sector earned 36.1% more than the average for all male employees.

Chapter 4: Earnings by place of work

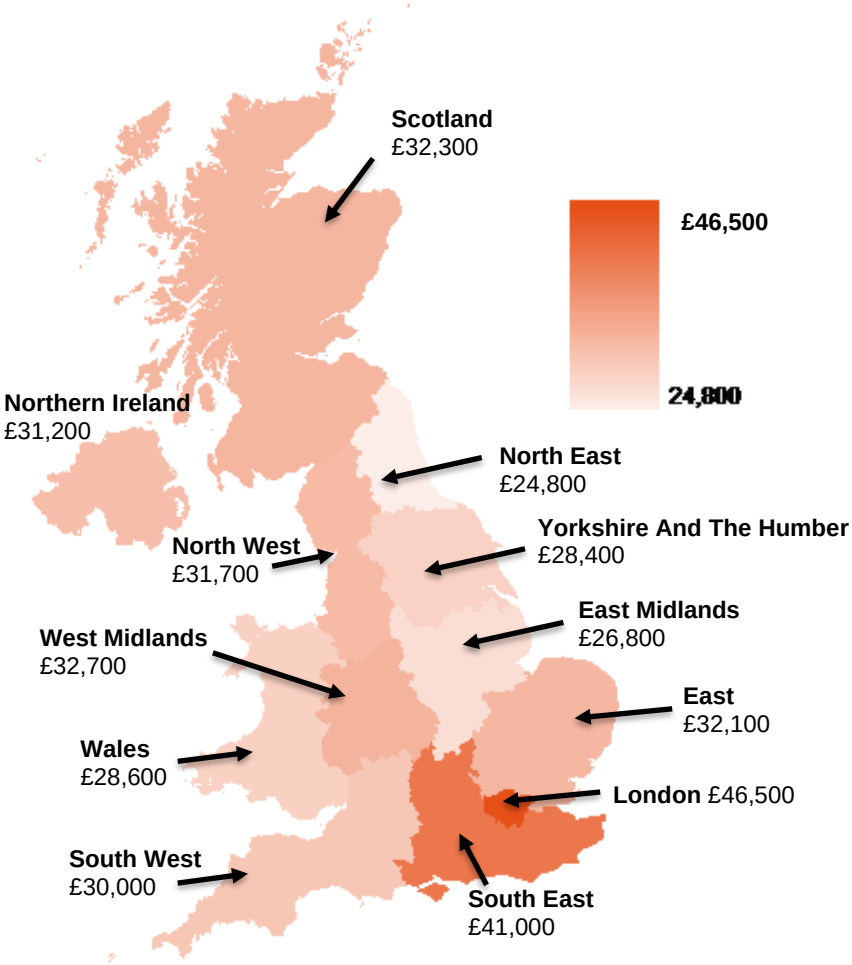
This chapter presents analysis based on earnings by place of work.

In 2018, earnings within the Digital Sector outstripped the UK economy average for each UK nation and region. Digital Sector employees working in London earned the most of any region, with reported median earnings of £46,500: 40.9% higher than the whole economy average in London (£33,000). Digital Sector employees working in the South East of England earned £41,000. This is around two thirds higher (63.8%) than the overall South East average (£25,000).

Employees working in the Digital Sector in the North East and East Midlands earned the least of the UK nations and regions (£24,800 and £26,800 respectively). This is 46.7% and 42.4%, respectively less compared to Digital Sector employees working in London, but 14.8% and 22.9% more respectively than for overall employees in the region.

The biggest increase in Digital Sector earnings between 2017 and 2018 was in Northern Ireland from £29,400 in 2017 to £31,200 in 2018 (up 6.1%). On the other hand, Digital Sector earnings in the North East has declined by 11.4% from £28,000 in 2017 to £24,800 in 2018.

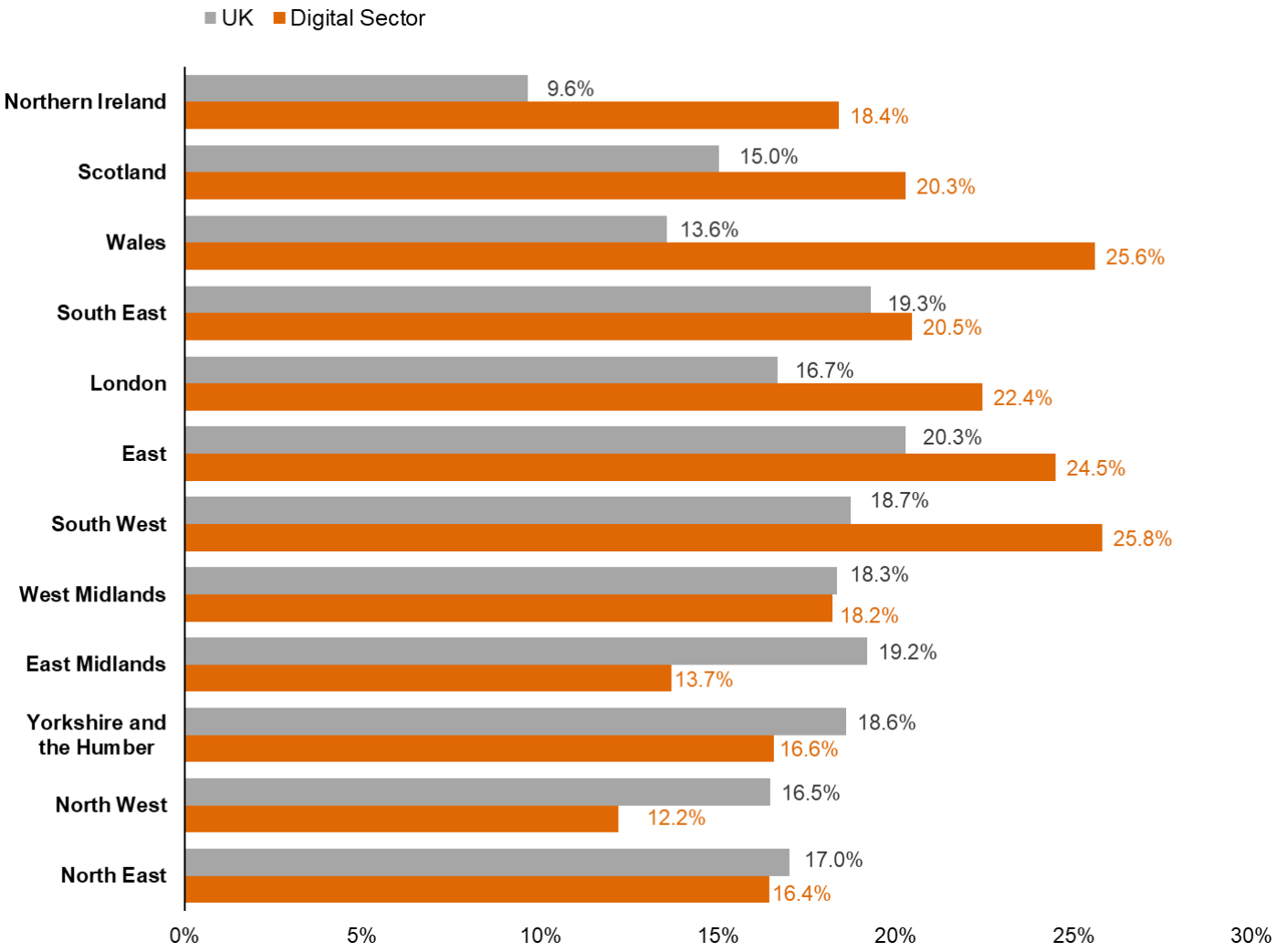
Figure 4.1: Median annual earnings for employees working in the Digital Sector, by region in 2018 (p)



Gender pay gap by place of work

The Digital Sector gender pay gap is much wider in Wales and the South West, at 25.6% and 25.8% respectively, than it is in better-paying regions such as London (where it is 22.4%). On the other hand, the Digital Sector gender pay gap for employees working in the North of England i.e. North East (16.4%), North West (12.2%) and Yorkshire and The Humber (16.6%) was much smaller than the pay gap for the wider UK economy in those regions (i.e. 17.0%, 16.5% and 18.6% respectively).

Figure 4.2: Gender pay gap (%) in the Digital Sector and for all UK employees by region, 2018 (p)



You might also be interested in...

DCMS Employment Statistics, 2018

When we look at the distribution of employment, these statistics show the Digital Sector had the highest proportion of their employment in London (29.0%) and the South East (18.8%). This compares to 18.5% of the overall UK jobs in London and 13.9% of overall UK jobs in the South East region.

The North East and Northern Ireland conversely had the lowest proportions of their employment in the Digital Sector (2.2% and 1.6% respectively). This compares to 9.2% of overall UK jobs in the North East and 7.9% in Northern Ireland.

Chapter 5: Annual Incentive Pay

This chapter looks at annual incentive pay received by employees in the Digital Sector. It is important to note that there are known coverage issues with data on bonus and incentive payments, primarily because the information is often not available to respondents at the time when they are required to provide the information to the ONS.

In 2018, employees working in the Digital Sector received a median annual incentive pay of £2,600, an increase of 3.4% since 2017 and around double the UK average, at £1,300.

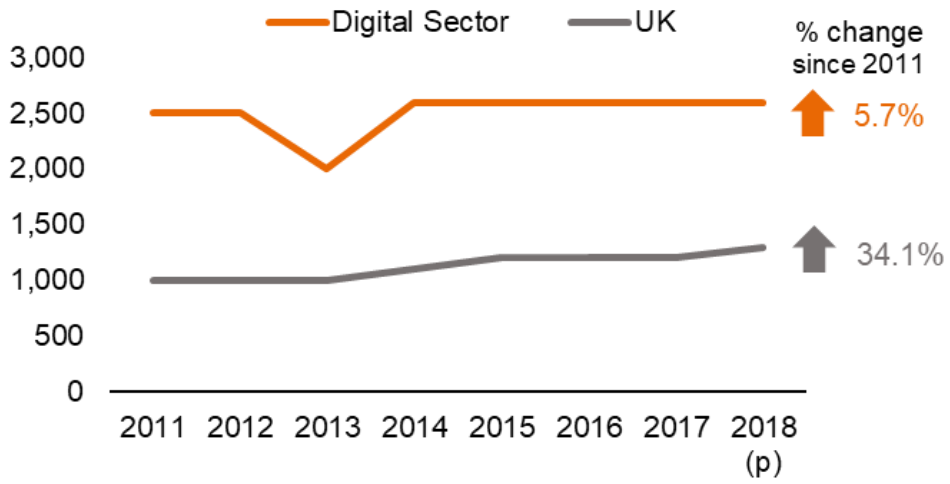
Employees working full time in the Digital Sector received an annual incentive pay of £2,800 in 2018, compared to a UK average of £1,700 for full-time employees.

Annual Incentives Pay

Incentive pay is the amount paid to an employee as a result of meeting a performance or productivity objective, including profit sharing, bonus, piecework and commission payments.

It is worth noting that estimates of the median exclude zero responses.

Figure 5.1: Median annual incentive pay (£) for all employees working in the Digital Sector and UK, 2011 to 2018 (p)

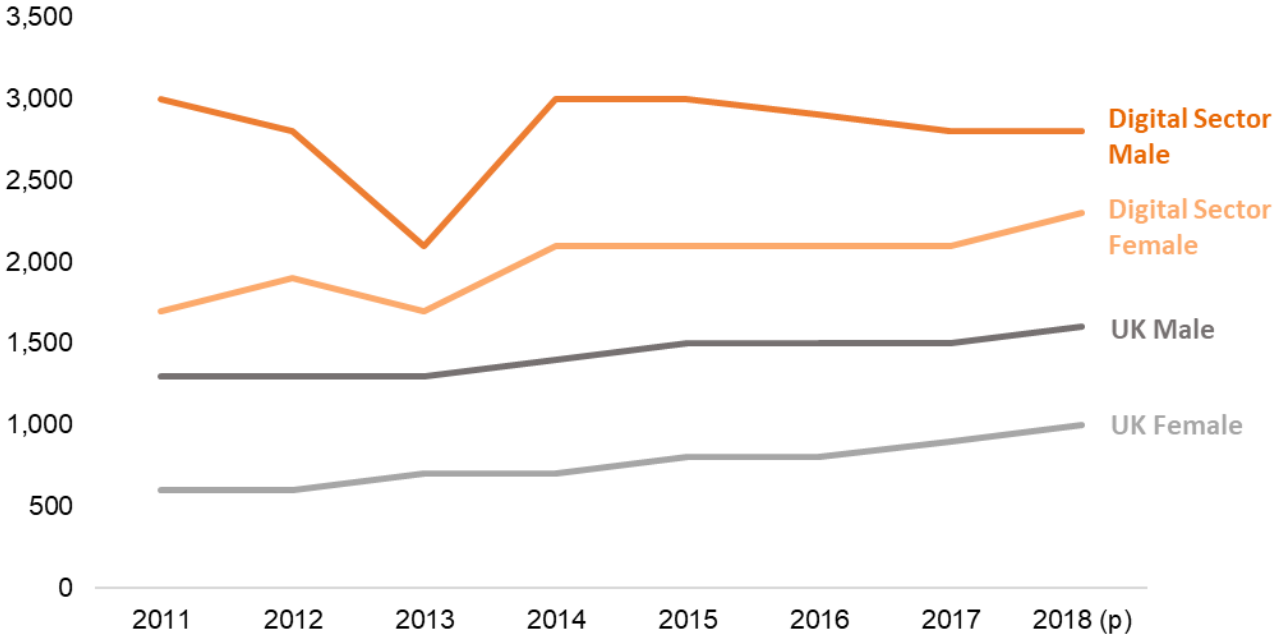


Incentive pay varies greatly with gender. As in previous years, median annual incentive pay in 2018 for those employed in the Digital Sector was greater for men (£2,800) than for women (£2,300). This is a much smaller gap compared to the overall UK economy, where men received a median annual incentive pay of £1,600 - nearly two-thirds (64.2%) more compared to overall female employees (at £1,000).

Since 2011, incentive pay for women working in the Digital Sector has increased by 34.1% (from £1,700 per year in 2011 to £2,300 per year in 2018) whilst incentive pay for men has fallen by 5.2% (from £3,000 in 2011 to £2,800 in 2018). Incentive pay for men is in general much more volatile than that for women (see Figure 5.2).

Incentive pay has evolved differently for the UK economy as a whole over the same period. It has risen for both men and women, but the rise in incentive pay for female employees (59.6%) has been larger than for male employees (23.6%) since 2011.

Figure 5.2: Median annual incentive pay (£) for all employees, by sex, 2011 to 2018 (p)



Chapter 6: Earnings in Digital Occupations

There are many people working in digital jobs (Digital Occupations) which are not part of the Digital Sector. Therefore, this chapter provides further information on earnings data for those employed in Digital Occupations i.e. **employees working in digital-related jobs across all UK economic sectors, not just within the Digital Sector itself.**

Unless stated otherwise, analysis presented here is on median annual earnings in 2018. This section includes breakdowns by sub-group, sex, employment status and age.

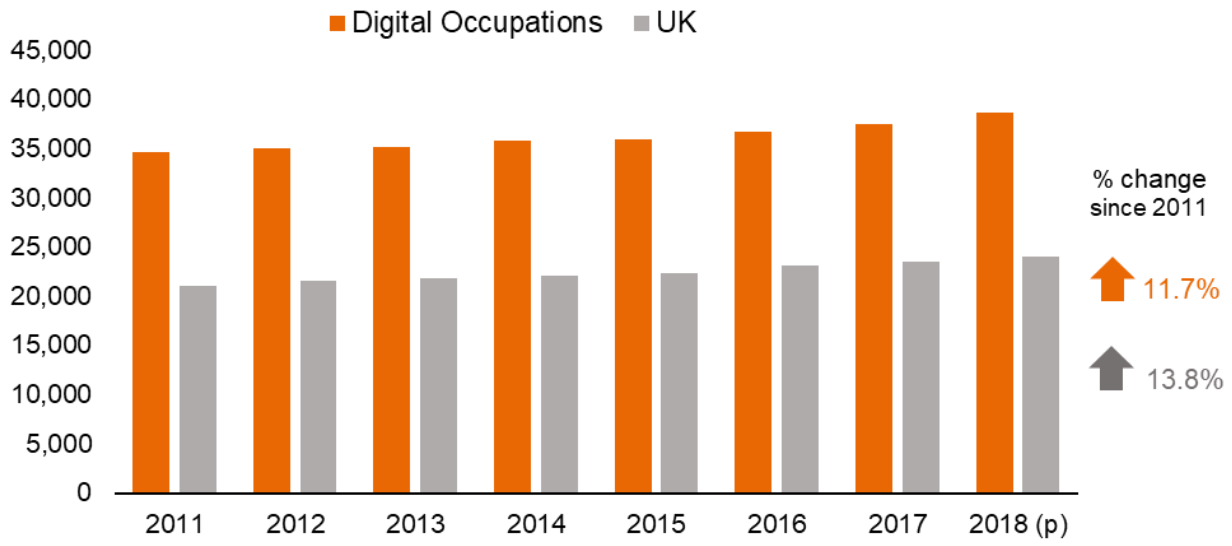
Since 2011, earnings for those working in Digital Occupations has increased steadily from £34,600 in 2011 to £38,700 in 2018 – an increase of 11.7%. This compares to an increase of 13.8% for the overall UK economy. Earnings in 2018 were 61% above the average for all occupations (£24,000).

How is the Digital Occupations defined?

The definition of Digital Occupations used in this release are based on work that has been undertaken by Nesta and techUK. These include employees in the following occupations:

- IT and telecommunications directors
- IT specialist managers
- IT project and programme managers
- IT business analysts, architects & systems designers
- Programmers and software development professionals
- Web design & development professionals
- IT & telecommunications professionals not elsewhere classified
- IT operations technicians
- IT user support technicians
- Telecommunications engineers
- IT Engineers

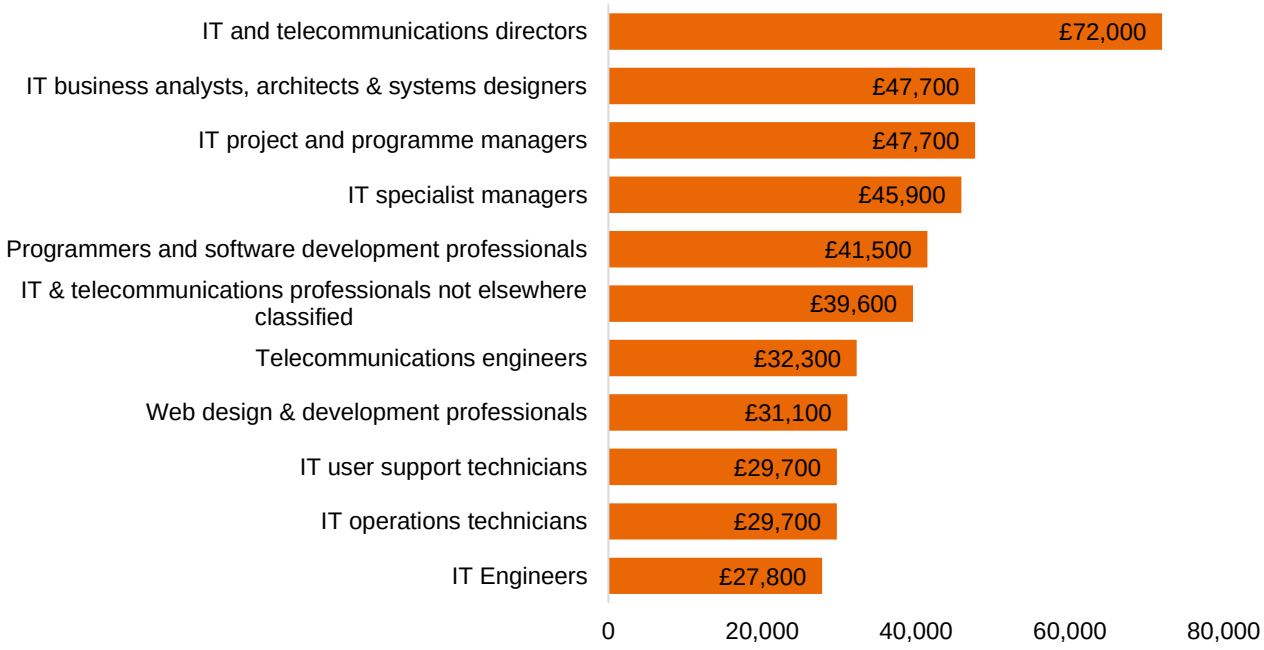
Figure 6.1: Median annual earnings (£) for all employees in Digital Occupations and the UK, 2011 to 2018 (p)



Earnings by occupation group

People employed in the “IT and telecommunications directors” occupation earned the most at £72,000 per year compared to “IT Engineers” who earned a median annual salary of £27,800.

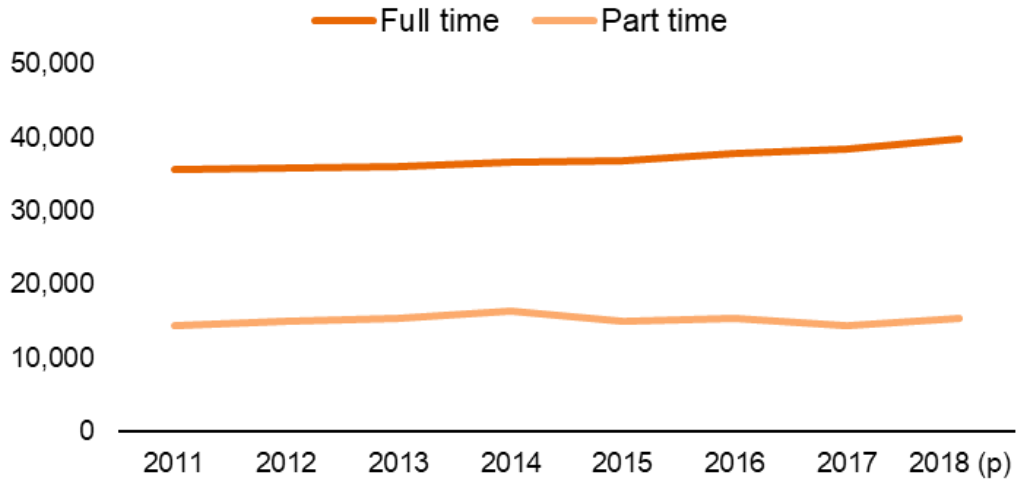
Figure 6.2: Median annual earnings for all employees in Digital Occupations, by subsector in 2018(p)



Earnings by full-time and part-time employees

Full-time employees in Digital Occupations earned £39,800 per year compared to part time employees who earned £15,400 in 2018. Earnings for full time employees has increased by 11.8% since 2011 compared to an 8.0% increase for part time employees in Digital Occupations in the same period.

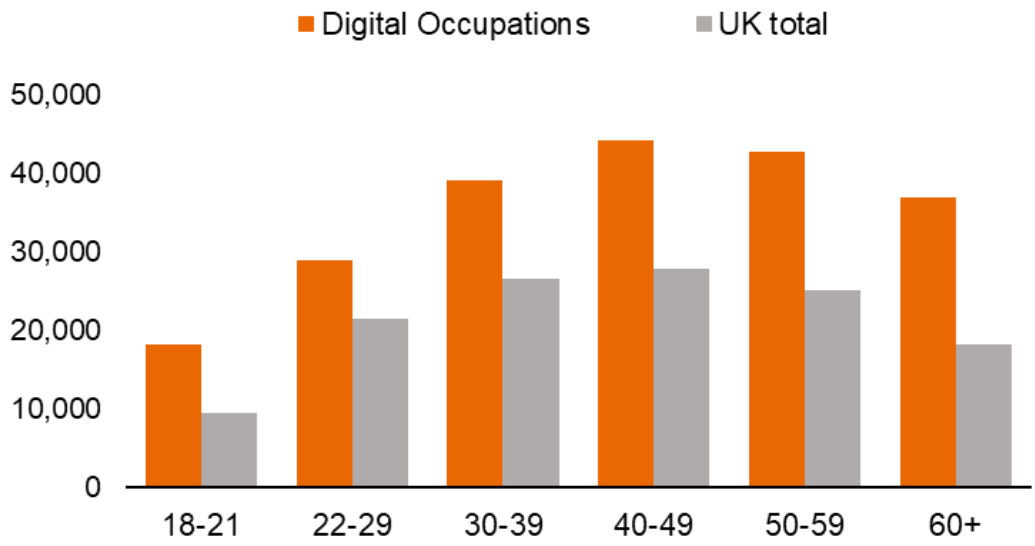
Figure 6.3: Median annual earnings (£) for all employees in Digital Occupations, by status



Earnings by age

Earnings for employees working in Digital Occupations rise with age from £29,000 per year for those aged 22 to 29 to a peak of £44,100 per year for those aged 40 to 49 years before declining slightly for those aged 50+. Employees aged between 40 to 49 years and who work in Digital Occupations earned around three fifths more (58.8%) than the average across all occupations.

Figure 6.4: Median annual earnings (£) for all employees in Digital Occupations by age in 2018 (p)



Gender pay gap by Digital Occupation

For every £1 earned by men working in Digital Occupations in 2018, women earned 86p (i.e. 13.7% less than men). This was much lower than the UK gender pay gap for the UK economy as a whole (17.9%).

The pay gap for employees working in Digital Occupations has slightly narrowed since 2017 (when woman earned 14.0% less than men) and since 2011 (when women earned 16.0% less than men).

The gender pay gap varies by seniority, although there is some degree of pay gap for all roles: women earned 11.7% less than men in IT managerial and director roles; 12.8% less in computer professional roles; and 5.9% less in technician and engineering roles.

The gender pay gap for employees working in IT managerial and director roles has improved since 2016 (in 2016, women earned 16.5% less in these roles – this was the widest pay gap on record since 2011.)

On the other hand, the gender pay gap in computer professional roles (these include roles such as programmers, web designers and IT business analysts) has risen from women earning 10.4% less than men in 2017 to women now earning 12.8% less than men in 2018 in these roles.

ONS GPG breakdowns

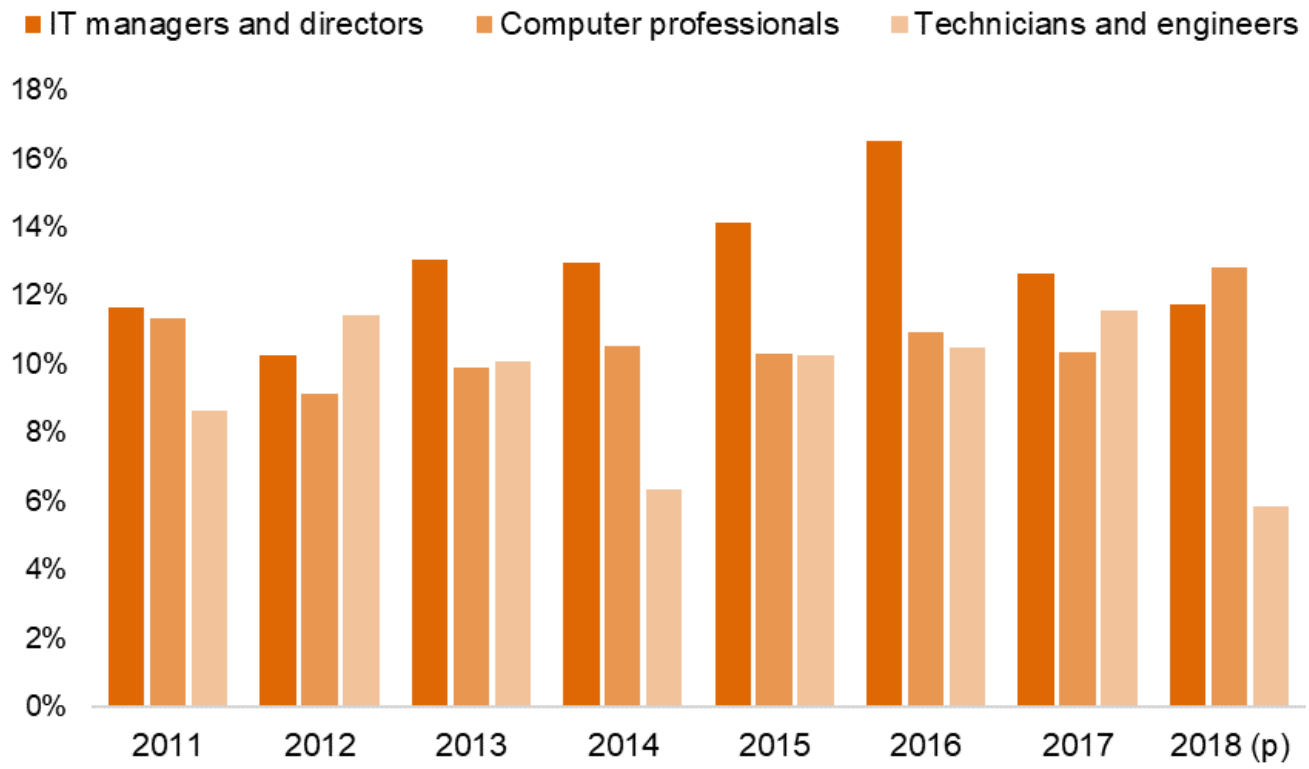
ONS publish gender pay gap estimates for all, full-time and part-time employees, by four-digit SOC level available in Table 14.12.

Users should be aware that some estimates by individual occupations are suppressed due to the quality of the data, in which the sample size is low. This carries a risk of disclosure of individual employees or employers if published.

For this reason, DCMS have provided gender pay gap analysis for Digital Occupations in three groupings i.e. by:

- IT managers and directors
- Computer professionals
- Technicians and engineers

Figure 6.5: Gender pay gap (%) for median gross hourly earnings for all employees in Digital occupations, 2011 to 2018 (p)



Annex A: Notes on Data

This annex outlines the strengths and limitations of the data used within this release. Further information is also available in the methodology note.

The ASHE data used for this analysis are robust and has a number of strengths:

- Size and coverage - the ASHE dataset contains information on approximately 180,000 jobs in all industries, occupations and regions, making it the most comprehensive source of earnings information in the UK and enabling a vast range of analyses.
- Quality - alternative sources of earnings information such as the Labour Force Survey (LFS) rely on self-report or proxy data, which are known to be less reliable than information from employers' administrative systems.
- Uniqueness - for many uses, ASHE is the main data source and for some uses it is the only data source.

but there are some limitations which users should be aware of:

- Analysis presented here have been calculated on a consistent basis in DCMS, although, due to minimal differences in the methodology and analysis used to calculate the median, results in this report may not match the ONS published results, in particular when looking at further breakdowns to some data e.g. by region or age. These differences are minimal but should be treated with caution.
- Lack of personal demographic information such as ethnicity, religion, education, disability and pregnancy are not available from the ASHE dataset.
- The quality of estimates at low levels of disaggregation can be poor.
- The dataset does not cover those who are self-employed.

More details of the dataset are available in the ONS methodology guide and DCMS methodology note

The table below sets out the Standard Industrial Classification 2007 (SIC) codes used to define the Digital Sector in this release.

Digital Sector Group	SIC	Description
Manufacturing of Electronics and Computers	26.11	Manufacture of electronic components
	26.12	Manufacture of loaded electronic boards
	26.20	Manufacture of computers and peripheral equipment
	26.30	Manufacture of communication equipment
	26.40	Manufacture of consumer electronics
	26.80	Manufacture of magnetic and optical media
Wholesale of computers and electronics	46.51	Wholesale of computers, computer peripheral equipment and software
	46.52	Wholesale of electronic and telecommunications equipment and parts
Publishing (excluding translation and interpretation activities)	58.11	Book publishing
	58.12	Publishing of directories and mailing lists
	58.13	Publishing of newspapers
	58.14	Publishing of journals and periodicals
	58.19	Other publishing activities
Software publishing	58.21	Publishing of computer games
	58.29	Other software publishing
Computer programming, consultancy and related activities	62.01	Computer programming activities
	62.02	Computer consultancy activities
	62.03	Computer facilities management activities
	62.09	Other information technology and computer service activities
Information service activities	63.11	Data processing, hosting and related activities
	63.12	Web portals
	63.91	News agency activities
	63.99	Other information service activities n.e.c.
Film, TV, video, radio and music	59.11	Motion picture, video and television programme production activities
	59.12	Motion picture, video and television programme post-production activities
	59.13	Motion picture, video and television programme distribution activities
	59.14	Motion picture projection activities

	59.20	Sound recording and music publishing activities
	60.10	Radio broadcasting
	60.20	Television programming and broadcasting activities
Telecommunications	61.10	Wired telecommunications activities
	61.20	Wireless telecommunications activities
	61.30	Satellite telecommunications activities
	61.90	Other telecommunications activities
Repair of computers and communication equipment	95.11	Repair of computers and peripheral equipment
	95.12	Repair of communication equipment

The table below shows the list of occupations used in this report based on 4 digit Standard Occupational Classification 2010 (SOC) codes. These SOC codes have been used based on by work that has been undertaken by Nesta and techUK (2015).

Table: Digital Occupations

SOC	**Description**
1136	IT and telecommunications directors
2133	IT specialist managers
2134	IT project and programme managers
2135	IT business analysts, architects & systems designers
2136	Programmers and software development professionals
2137	Web design & development professionals
2139	IT & telecommunications professionals not elsewhere classified
3131	IT operations technicians
3132	IT user support technicians
5242	Telecommunications engineers
5245	IT Engineers

Annex B: Next Steps

DCMS have developed a suite of economic estimates which help support policy and understand the economic impact our sectors have on the UK economy. The earnings estimates presented in this release is expected to be used by customers both within and outside the government.

Upcoming work in the DCMS Economic Estimates series includes:

- GVA - In November 2019, DCMS will publish 2018 estimates of the Gross Value Added of DCMS Sectors to the UK economy.
- Business demography – In early 2020, DCMS will publish 2019 estimates on the number of businesses in DCMS Sectors.

The date for these publications will be announced via the DCMS statistical release calendar nearer the time.

Annex C: Further Information

1. The responsible statistician for this release is Davita Patel. For enquiries on this release, please contact evidence@culture.gov.uk.

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3. DCMS statisticians can be followed on Twitter via @DCMSInsight.

4. The Economic Estimates of DCMS Sectors release is an Official Statistics publication and has been produced to the standards set out in the Code of Practice for Statistics. For more information, see https://www.statisticsauthority.gov.uk/code-of-practice/. Details of the pre-release access arrangements for this dataset have been published alongside this release.

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