



Department  
for Work &  
Pensions

# Statistics on older workers by sector

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# Background

This ad-hoc analysis contains some labour market statistics relating to the employment of older workers in a number of different sectors. The analysis will be used to support the Fuller Working Lives Employer Toolkit. Further information about the Employer Toolkit is included in Annex A.

This ad-hoc release presents the following;

Tables 1 & 2: Numbers and proportions of all those currently employed across the nine sectors considered by the Toolkit for people aged 50 and over, compared to other age groups (18-24 and 25-49).

Table 3 & 4: Numbers and proportions of workers (full-time/part-time) aged between 40 and 69 across the nine sectors, by 5 year age bands.

Table 5: Proportion of workers who would prefer shorter hours than at present in their current job, across the nine sectors, split by age group (18-24, 25-49, 50-64 and 65+).

Table 6: Proportion of workers across the nine sectors that have a long term health condition or disability by age group.

Table 7: Routes into employment taken by workers aged 50 to 64 for each of the nine sectors.

Overall, for all age groups, 'other sectors' is the largest sector category when compared against any single sector.

For tables 5, 6 and 7, base numbers can be obtained from table 1.

For each table we highlight some statistics that are helpful to understand. Also note that these descriptive statistics, in general, cannot be used to justify whether there is age discrimination between sectors or not, because there will be other factors, not controlled for in this statistical analysis, which may influence statistical differences.

All figures are from the Annual Population Survey (October 2013 – September 2014).

# Technical Overview

## Sector Breakdowns

The Employer Toolkit will aim to provide information on nine sectors:

- Construction
- Retail
- Hospitality
- Public administration
- Manufacturing
- Transport
- Health and Care
- Finance
- Education

These do not necessarily correspond to standard definitions used for National Statistics.

Detailed definitions of the Standard Industrial Classifications used for each category are shown in Annexe B. For completeness figures are also presented for “other” sectors, and all workers.

## Annual Population Survey

All figures quoted are derived from the Annual Population Survey (APS), a sample boosted version of the Labour Force Survey (LFS). The APS is a representative sample survey of around 300,000 people in private households in Great Britain and Northern Ireland. As it is a household survey, people in communal establishments (e.g. hostels or medical and care institutions) are not included in results, other than students living in halls of residence.

Estimates from the APS are based on samples of the population, and where sample sizes are small for a particular area or group, the estimate will be less precise and therefore subject to sampling variability.

Data is self reported – meaning answers may be subject to respondents’ bias (some may display a willingness to respond in a way they believe would be viewed favourably by others) and ability to recall information correctly. For more detailed information on the APS and LFS please refer to ONS Labour Force Survey guidance (<http://www.ons.gov.uk/ons/guide-method/method-quality/specific/labour-market/labour-market-statistics/index.html>).

# Results

**Table 1: Numbers and proportions of workers by age group across the nine sectors**

On comparing across the sectors, 50-64 year olds make up the largest proportion in Education (31%) and Transport (31%) and are least strongly represented in Hospitality (17%) and Finance (20%).

	Number of People (000s)					Percentages				
	18-24	25-49	50-64	65-69	18-69	18-24	25-49	50-64	65-69	18-69
<b>Total Population</b>	5,737	21,624	11,570	3,469	42,400	14%	51%	27%	8%	100%
<b>All Employed</b>	3,343	17,661	7,869	713	29,586	11%	60%	27%	2%	100%
<b>Finance</b>	143	979	291	24	1,438	10%	68%	20%	2%	100%
<b>Construction</b>	213	1,312	568	53	2,146	10%	61%	26%	2%	100%
<b>Manufacturing</b>	244	1,690	822	61	2,816	9%	60%	29%	2%	100%
<b>Public Admin</b>	59	919	437	23	1,437	4%	64%	30%	2%	100%
<b>Health and Care</b>	338	2,338	1,214	89	3,979	8%	59%	30%	2%	100%
<b>Hospitality</b>	485	797	263	26	1,571	31%	51%	17%	2%	100%
<b>Retail</b>	770	2,105	902	96	3,873	20%	54%	23%	2%	100%
<b>Education</b>	199	1,870	945	73	3,087	6%	61%	31%	2%	100%
<b>Transport</b>	85	809	418	34	1,346	6%	60%	31%	3%	100%
<b>Other Sectors</b>	756	4,727	1,981	233	7,697	10%	61%	26%	3%	100%

Source: October 2013 – September 2014, APS

## Table 2: Proportion of workers across the nine sectors by age group

50-64 year olds are most likely to be employed in the 'Health & Care' sector (15% of the age group), as are 25-49 year olds (13% of the age group).

Across the nine sectors 50-64 year olds are least likely to be employed in the Hospitality sector (3% of the age group), in fact, they are only one fifth as likely as 18-24 year olds. As noted in the background, these results should not be used to suggest that there might be age discrimination as there are numerous other factors which determine the age profile in certain sectors, such as qualification requirements or unsociable hours.

	All Employed				
	18-24	25-49	50-64	65-69	18-69
<b>Number of People (000s)</b>	3343	17661	7869	713	29586
<b>Finance</b>	4%	6%	4%	3%	5%
<b>Construction</b>	6%	7%	7%	7%	7%
<b>Manufacturing</b>	7%	10%	10%	8%	10%
<b>Public Admin</b>	2%	5%	6%	3%	5%
<b>Health and Care</b>	10%	13%	15%	12%	13%
<b>Hospitality</b>	15%	5%	3%	4%	5%
<b>Retail</b>	23%	12%	11%	14%	13%
<b>Education</b>	6%	11%	12%	10%	10%
<b>Transport</b>	3%	5%	5%	5%	5%
<b>Other Sectors</b>	23%	27%	25%	33%	26%
<b>ALL</b>	100%	100%	100%	100%	100%

Source: October 2013 – September 2014, APS

## Table 3: Number of workers (000s) aged between 40 and 69 (full time/part time) by age group across the nine sectors

In the Health and social care sector, the number of those who are employed full time decreases from 325,000 at the age of 40-44 to only 24,000 at the age of 65-69. This fall is less pronounced for part time work, where the number of those employed decreases from 175,000 to 72,000 from ages 40-44 to ages 65-69.

By contrast, the number of those in part time employment increases in the construction sector from 22,000 at the ages of 40-44 to 28,000 at the ages of 65-69. It also increases slightly in the transport sector.

Age	Construction		Education		Finance		Health & Social Care		Hospitality		Manufacturing		Public Administration		Retail		Transport		Other Services	
	Full Time	Part time	Full Time	Part time	Full Time	Part time	Full Time	Part time	Full Time	Part time	Full Time	Part time	Full Time	Part time	Full Time	Part time	Full Time	Part time	Full Time	Part time
40-44	246	22	250	161	155	36	325	175	83	47	323	29	160	42	280	123	150	19	737	197
45-49	284	24	296	182	148	32	371	187	78	42	361	25	200	40	299	127	181	23	760	192
50-54	224	22	265	153	111	26	355	186	73	45	343	25	179	45	264	130	162	18	705	181
55-59	173	23	205	138	80	21	266	176	58	31	255	19	107	37	197	106	128	21	492	167
60-64	98	27	84	100	35	18	104	126	28	27	152	27	38	30	112	93	70	20	272	161
65-69	32	28	16	62	9	17	24	72	8	21	40	26	7	18	31	75	19	20	97	161

Source: October 2013 – September 2014, APS

## Table 4: Proportion of workers across the nine sectors working part time/full time by age group

Across all sectors, the prevalence of working part time increases with age. The largest increase from the ages of 40-44 to the ages of 65-69 is in the Public Administration sector (from 21% to 72%), and the smallest increase is in the Manufacturing sector (from 8% to 39%).

Age	Construction		Education		Finance		Health & Social Care		Hospitality		Manufacturing		Public Administration		Retail		Transport		Other Services	
	Full Time	Part time	Full Time	Part time	Full Time	Part time	Full Time	Part time	Full Time	Part time	Full Time	Part time	Full Time	Part time	Full Time	Part time	Full Time	Part time	Full Time	Part time
40-44	92%	8%	61%	39%	81%	19%	65%	35%	64%	36%	92%	8%	79%	21%	69%	31%	89%	11%	79%	21%
45-49	92%	8%	62%	38%	82%	18%	67%	33%	65%	35%	94%	6%	83%	17%	70%	30%	89%	11%	80%	20%
50-54	91%	9%	63%	37%	81%	19%	66%	34%	62%	38%	93%	7%	80%	20%	67%	33%	90%	10%	80%	20%
55-59	88%	12%	60%	40%	80%	20%	60%	40%	65%	35%	93%	7%	74%	26%	65%	35%	86%	14%	75%	25%
60-64	78%	22%	46%	54%	66%	34%	45%	55%	51%	49%	85%	15%	56%	44%	55%	45%	78%	22%	63%	37%
65-69	54%	46%	20%	80%	35%	65%	25%	75%	26%	74%	61%	39%	28%	72%	29%	71%	49%	51%	38%	62%

Source: October 2013 – September 2014, APS



## Table 5: Proportion of workers who say they would prefer shorter hours than at present in their current job across the nine sectors by age group

As workers approach State Pension age, the proportions of workers, across all sectors, wanting to reduce their working hours increase consistently.

The proportions who wish to reduce their working hours decrease largely in the 65+ age group, as the prevalence of part-time work increases. However, it remains relatively high in some sectors, particularly in Construction and Manufacturing.

Note: This analysis differs from the official definition of underemployment used by ONS. This does not include those currently looking for another job and wanting to reduce their working hours in their next job.

	18-24	25-49	50-64	65+
Construction	21%	39%	48%	31%
Education	20%	37%	39%	13%
Finance	24%	45%	50%	20%
Health & Social Care	20%	32%	38%	22%
Hospitality	17%	27%	33%	10%
Manufacturing	20%	38%	50%	27%
Public Administration	11%	36%	44%	16%
Retail	18%	33%	41%	19%
Transport	18%	37%	46%	23%
Other Sectors	22%	38%	44%	23%
ALL	19%	36%	43%	21%

Source: October 2013 – September 2014, APS

## Table 6: Proportion of workers with a long term health condition or disability across the nine sectors by age group

Across all ages, Health & Care sector has the largest proportion of workers with a long term health condition (where long term is defined as lasting for a period of 12 months or more).

Conversely, the Finance sector has the lowest proportion of workers with a long term health condition across all ages.

	<b>18-24</b>	<b>25-49</b>	<b>50-64</b>	<b>65-69</b>	<b>18-69</b>
<b>Finance</b>	12%	16%	34%	35%	20%
<b>Construction</b>	12%	16%	34%	32%	21%
<b>Manufacturing</b>	12%	18%	34%	36%	23%
<b>Public Administration</b>	13%	20%	36%	35%	25%
<b>Health &amp; Social Care</b>	17%	24%	37%	34%	27%
<b>Hospitality</b>	14%	20%	36%	36%	21%
<b>Retail</b>	16%	21%	35%	36%	24%
<b>Education</b>	15%	21%	34%	36%	25%
<b>Transport</b>	18%	20%	36%	32%	25%
<b>Other Sectors</b>	16%	19%	33%	38%	23%
<b>ALL</b>	15%	20%	35%	36%	24%

Source: October 2013 – September 2014, APS

## Table 7: Proportion of workers aged 50-64 across the nine sectors that obtained their current job<sup>1</sup> by type of route into employment

In general, the two most common routes into employment are 'Reply to job advertisement' and 'Hearing from someone who worked there'.

Only 8% of those who entered employment in the Construction sector said their route was to 'Reply to job advertisement' and 43% said 'Some other way'.

	Reply to job advertisement	Job Centre, Careers Office or Jobclub	Private employment agency or business	Hearing from someone who worked there	Direct application	Some other way	All
<b>Finance</b>	30%	8%	13%	15%	24%	11%	100%
<b>Construction</b>	8%	7%	16%	15%	11%	43%	100%
<b>Manufacturing</b>	21%	10%	18%	21%	8%	22%	100%
<b>Public Administration</b>	37%	4%	13%	14%	11%	21%	100%
<b>Health &amp; Social Care</b>	35%	4%	5%	18%	14%	24%	100%
<b>Hospitality</b>	18%	2%	4%	31%	17%	29%	100%
<b>Retail</b>	22%	9%	9%	21%	19%	21%	100%
<b>Education</b>	34%	3%	9%	18%	12%	24%	100%
<b>Transport</b>	19%	10%	6%	28%	14%	23%	100%
<b>Other Sectors</b>	20%	5%	8%	20%	9%	37%	100%
<b>ALL</b>	24%	6%	9%	20%	12%	29%	100%

Source: October 2013 – September 2014, APS

<sup>1</sup> This only applies to those who started their current job less than a year ago

# Annex

## A: The Fuller Working Lives Employer Toolkit

The Fuller Working Lives Employer Toolkit is guidance created by the Department for Work and Pensions. It is aimed at managers of older workers across different sectors, and it has been drafted in partnership with employer and sector organisations.

## B: Details of Sectors included

The following list shows details of the Standard Industrial Classification (2007) codes used to identify each sector.

### **Transport**

- 49 Land Transport (including via pipelines)
- 52 Warehousing and support for transport
- 53 Postal and Courier Activities

### **Construction**

- 41 Construction of buildings
- 42 Civil Engineering
- 43 Specialised Construction Activities

### **Manufacturing**

- 10 Manufacture of food products
- 11 Manufacture of beverages
- 13 Manufacture of textiles
- 16 Manufacture of wood and wood products
- 17 Manufacture of paper & paper products
- 18 Printing and recorded media
- 20 Manufacture of chemicals
- 21 Manufacture of pharmaceuticals
- 22 Manufacture rubber plastic products
- 23 Manufacture non-metallic mineral products
- 24 Manufacture of basic metals
- 25 Manufacture fabricated metal prods, ex machinery

- 26 Manufacture computers, electronic & optical
- 27 Manufacture of electrical equipment
- 28 Manufacture of machinery and equipment n.e.c.
- 29 Manufacture vehicles and trailers
- 30 Manufacture of other transport
- 31 Manufacture of furniture
- 32 Other manufacturing
- 33 Repair and installation of machinery

### **Finance**

- 64 Financial ex insurance and pension
- 65 Insurance, reinsurance and pension
- 66 Auxiliary to financial and insurance
- 69.2 Accounting and auditing activities

### **Public Administration**

- 84.11 General public admin activities
- 84.12 Regulations of activities of providing health care, education, cultural services and other social services, excluding social security
- 84.13 Regulation of and contribution to more efficient operation of businesses
- 84.24 Public order and safety activities
- 84.25 Fire service activities
- 84.30 Compulsory social security activities

### **Retail**

- 45 Wholesale retail trade repair vehicles
- 46 Wholesale trades, except vehicles
- 47 Retail trade, except vehicles

### **Health & Care**

- 86 Human health activities
- 87 Residential cares activates
- 88 Social work activities without accommodation

### **Education**

- 85 Education

### **Hospitality**

- 55 Accommodation

56 Food and beverage service activities

79 Travel, tour operator, reservation

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