DCMS Sectors Economic Estimates 2018: Employment

In 2018 there were 5.3 million jobs in DCMS sectors, accounting for 16.0% of all UK jobs.

Across the DCMS sectors, the Creative Industries has the most jobs and has seen the largest increase in the number of jobs since 2011. (NB there is some overlap between DCMS sectors, see Figure 2.2.)

The number of jobs in DCMS sectors (millions), 2011 and 2018

Of all jobs in DCMS sectors 9 in 10 were held by UK nationals, 5.8% were held by EU nationals and 5.1% were held by non-EU nationals.

Proportion of jobs in DCMS sectors (excluding Tourism) and in the UK by nationality, 2018

This release provides estimates of employment (the number of jobs) in the DCMS sectors. This is part of a series of economic measures, also encompassing GVA, trade, and business demographics. These are available in separate publications. These releases enable stakeholders to evaluate the economic contribution of DCMS sectors, which are not traditional National Account sectors, and to understand how current and future policy interventions can be most effective.

The DCMS sectors covered in this report are:
- Civil Society
- Creative Industries
- Cultural Sector
- Digital Sector
- Gambling
- Sport
- Telecoms
- Tourism

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Chapter 1: Introduction

Code of Practice for Statistics
DCMS Sector Economic Estimates is an Official Statistic and has been produced to the standards set out in the Code of Practice for Statistics.

Background

Released: 26 June 2019

Geographic Coverage: United Kingdom

This release provides estimates for the number of jobs in DCMS sectors together with the following breakdowns for all sectors excluding Tourism:

- region and devolved national administration (Scotland, Wales and Northern Ireland);
- demographics: gender, ethnicity, age, socio-economic classification and disability;
- UK national, EU national, or other (non-EU) national.

Estimates of employment are calculated from the ONS Annual Population Survey. As with other statistics in the Economic Estimates series, categorisation of DCMS sectors is based on the Standard Industrial Classification (SIC) codes.

Data are available for each DCMS sector; and also for sub-sectors within the Creative Industries, Digital Sector, and the Cultural Sector. There is significant overlap between DCMS sectors so users should be aware that the estimate for “DCMS sectors Total” is lower than the sum of the individual sectors.

In summary, the data presented in this report on employment:

- Are based on official statistics data sources
- 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.
- Are based on survey data (Annual Population Survey) and, as with all data from surveys, there will be an associated error margin surrounding these estimates.
  - This means we cannot say an estimate of, for example, 20% is totally accurate for the whole population. Our best estimates, from the survey sample, suggest that the figure is 20%, but due to the degree of error the true population figure could perhaps be 18% or 23%.
  - This is not an issue with the quality of the data or analysis, rather it is an inherent principle when using survey data to inform estimates.

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1 Tourism data are based on a different methodology to other DCMS sectors as they are taken from the Tourism Satellite Account and therefore it is not possible to produce robust demographic breakdowns for direct Tourism jobs.

2 Sampling error is the error caused by observing a sample (as in a survey) instead of the whole population (as in a census). While each sample is designed to produce the “best” estimate of the true population value, a number of equal-sized samples covering the population would generally produce varying population estimates.
Chapter 2: Employment in DCMS sectors

All DCMS sectors

- In 2018, there were an estimated 5.3 million jobs in the DCMS sectors, accounting for 16.0% of all jobs across the UK (similar to previous years). This was 0.1% lower than 2017 but was still the second highest figure recorded since 2011. In comparison, the total number of UK jobs increased by 0.8% over the last year.
- From 2011 to 2018, employment in the DCMS sectors grew at a faster rate than the UK as a whole; 13.4% versus 10.1% (see Figure 2.1).

Figure 2.1: Index of growth in jobs for DCMS sectors and for total UK: 2011 to 2018 (2011=100)

Of all the DCMS sectors, the Creative Industries employed the most people (2.0 million), followed by the Tourism sector (1.6 million) and the Digital sector (1.5 million). However it should be taken into account that there is significant overlap between DCMS sectors (as represented in Figure 2.2), so it is difficult to make comparisons between them.

Figure 2.2: Employment of DCMS sectors as a percentage of total UK employment (%): 2018

Note: There is a very small (less than 0.1%) overlap between Civil Society and each of the Digital Sector, Telecoms and Gambling which cannot visually be identified in Figure 2.2.

To complement our statistical releases and to make the DCMS Economics Estimates data more accessible, we have created a data tool to show trends over time and regional distributions. This tool is still under development and there is potential to add more data or other breakdowns. We encourage users to send any feedback or ideas for future development to evidence@culture.gov.uk.
Chapter 3: Employment in individual DCMS sectors

Figure 3.1: Percentage change in the number of jobs in DCMS sectors and total UK employment: 2011 to 2018

- All DCMS sectors experienced employment growth between 2011 and 2018, except for the Gambling sector, which declined by 2.4%.
- The employment growth over this period (from 2011 to 2018) ranged from 1.9% in the Telecoms sector to 30.6% in the Creative Industries. In addition to the Creative Industries, three other DCMS sectors experienced faster job growth than the UK-wide average (10.1%): the Cultural sector (21.0%), the Digital sector (16.5%) and Sport sector (15.9%).

Civil Society

- In 2018, there were around 903,000 jobs in the Civil Society sector, a fall of 2.0% from a record number in 2017 but an increase of 9.5% from 2011.
- The Civil Society sector represented 2.7% of total UK employment in 2018. This proportion has remained broadly stable since 2011.
- The number of jobs in the Civil Society sector has fluctuated in past years, e.g. a 9.0% fall from 2012 to 2013 followed by a 14.5% increase the following year, although in recent years there has been a steady growth.

How is Civil Society defined?

The Civil Society estimates included in this report attempt to measure jobs for this sector for people who work in a charity, voluntary organisation or trust. This is an underestimate for the wider voluntary, community and social enterprise sector and does not include volunteers as a whole, social enterprises and mutualls.
Creative Industries

- In 2018, the number of jobs in the Creative Industries sector stood at just over 2 million, an increase of 1.6% from 2017. The sector accounted for 6.2% of UK jobs in 2018.
- The number of jobs in the Creative Industries increased by 30.6% from 2011: three times the growth rate of employment in the UK overall (10.1%).

Sub-sector analysis

Figure 3.2: Employment (number of jobs) in the Creative Industries sub-sectors: 2017 to 2018

- The ‘IT, software and computer services’ sub-sector has been a key driver of job growth in the Creative Industries. It employed 733,000 people in 2018, accounting for 35.9% of all jobs in the Creative Industries that year – an increase of 2.9% from 2017 and 51.7% from 2011.
- Six of the nine Creative Industries sub-sectors grew their workforces between 2017 and 2018. The ‘Architecture’ subsector experienced the fastest employment growth (7.5%).

How are the Creative Industries defined?

The Creative Industries were defined in the Government’s 2001 Creative Industries Mapping Document as “those industries which have their origin in individual creativity, skill and talent and which have a potential for wealth and job creation through the generation and exploitation of intellectual property”. A more detailed definition is available in the methodology document.

The DCMS definition is a UK definition based on international industrial codes.
Cultural Sector

- In 2018, the Cultural sector had a workforce of 659,000, a fall of 2.1% from 674,000 in 2017 (a record number). The sector accounted for 2.0% of all UK jobs in 2018.
- Since 2011, the Cultural sector workforce has grown by 21.0%.

Sub-sector analysis

Figure 3.3: Employment (number of jobs) by Cultural sub-sectors: 2017 and 2018

- The ‘Arts’ and the ‘Film, TV and Music’ sub-sectors are the largest in the Cultural sector, accounting for 37.2% and 29.3% of jobs in the sector, respectively.
- With the exception of the ‘Arts’ sub-sector, employment fell in all Cultural sub-sectors between 2017 and 2018. The largest decreases were seen in the photography (-13.3%) and library and archives (-13.0%) sub-sectors.

How is the Cultural Sector defined?

DCMS have defined the Cultural Sector as those industries with a cultural object at the centre of the industry.

The DCMS definition is a UK definition based on international industrial codes.

As indicated in Figure 2.2, there is substantial overlap between the Creative Industries and the Cultural Sector and also between the Cultural and Digital Sector, with some SIC codes appearing in all three sector definitions. The Film, TV or music sub-sector is an example of a sub-sector included within multiple DCMS sectors. This has a tendency to drive trends in these sectors in the same direction. Please note that the Cultural Sector is almost entirely within the definition of the Creative Industries.

You may be interested in...

Eurostat Cultural Employment statistics: Eurostat provides a value of Cultural employment in the EU which is derived from the European Union Labour Force Survey (EU-LFS). The value of Cultural Employment provided by Eurostat is calculated on a different basis to the figures provided by the Annual Population Survey (APS). Eurostat defines ‘Cultural employment’ as all persons working in an economic sector defined as ‘cultural’, irrespective of whether they are employed in a cultural occupation and all persons with occupations relating to culture are included, even if the people concerned are employed in non-cultural sectors. EU-LFS uses a broader definition the Cultural sector, i.e. by using a variety of other SIC Codes in addition to those used in the APS which is the main data source for this release.

Eurostat states that in 2017, there were around 8.7 million people employed in the Cultural sector across the EU (3.8 % of total employment) and around 1.5 million people employed in the Cultural sector in the UK.

Further information on these statistics can be found on the Culture statistics - cultural employment Eurostat website.
Digital Sector

- In 2018, the Digital Sector comprised of 1.5 million jobs, unchanged from 2017, but an increase of 16.5% from 2011.
- The Digital sector accounted for 4.5% of all jobs in the UK in 2018.

Sub-sector analysis

**Figure 3.4: Employment (number of jobs) by Digital sub-sector: 2017 and 2018**

- The ‘Computer programming, consultancy and related activities’ sub-sector accounted for almost half of the jobs in the Digital sector (49.7%) in 2018.
- Four out of the nine subsectors had an increase in the number of jobs from 2017. The largest changes in absolute terms was in ‘Repairs of computers and communication equipment’ (up 3.3%) and ‘Software publishing’ (down 10.6%) (although the latter is very small in employment terms).

Gambling

- In 2018, there were approximately 87,000 jobs in the Gambling sector, an increase of 6.0% from 2017 but a 2.4% decrease from 2011. The Gambling sector has the smallest workforce of all the DCMS sectors, and it is worth noting that small absolute changes from year to year can translate into relatively large percentage changes.
- The Gambling sector accounted for 0.3% of all UK employment in 2018, a similar proportion to previous years.
Sport

- In 2018, the Sport sector had a workforce of 570,000 people, a fall of 2.0% from 2017 but an increase of 15.9% from 2011.
- The Sport sector accounted for 1.7% of all UK jobs in 2018.

Telecoms

- In 2018, the Telecoms sector comprised of 177,000 jobs, a 2.2% decrease on 2017 (181,000 jobs) but an increase of 1.9% since 2011 (174,000 jobs).
- The Telecoms Sector accounted for around 0.5% of all UK employment in 2018.

Tourism

- In 2018, provisional estimates suggest that there were 1.6 million jobs in the Tourism sector, an increase of 1.5% since 2017 and a 7.6% increase since 2011.
- The Tourism sector accounted for 4.7% of all UK employment in 2018, the second highest of all DCMS sectors (the highest being the Creative Industries sector).

How is Sport defined?

For the purposes of this publication the statistical definition of sport has been used, which incorporates only those activities which are predominately sport-related.

The definition encompasses (among other activities): the manufacture and retail sale of sports goods and other goods relating to physical activities; the renting and leasing of sports and recreational goods; the operation of sports and fitness facilities; and activities of sports clubs.

How is Telecoms defined?

The definition of telecoms used in the DCMS sectors Economic Estimates is consistent with the internationally agreed definition; SIC 61 - Telecommunications.

Note that as well as appearing as a sector on its own, Telecoms is also entirely included within the Digital Sector as one of the sub-sectors.

How is Tourism defined?

Tourism is defined in this publication as the number of jobs that are directly supported by tourism consumption across the defined tourism industries. These are called “Tourism direct employment” figures and involve using ratios of the total employment figures for the relevant industries.

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3 The Tourism figures for 2016 and 2017 have been updated since publication last year to take into account the updated UK-Tourism Satellite Account for 2016 and 2017 which was produced in November 2018. The 2017 and 2018 figures are currently provisional, and will be finalised when the full UK-Tourism Satellite Account is published in November 2019.
Chapter 4: Demographic splits for DCMS sectors (excluding Tourism)


Please note that this chapter does not cover breakdowns for the Tourism sector. Direct Tourism estimates are based on the Tourism Satellite Account which uses a different methodology to the other DCMS sectors, and robust estimates are not available by demographic groups.

**Socio-economic status**

- In 2018, of all jobs in DCMS sectors, around two-thirds (62.0%) were held by those who were ‘more advantaged’. This is a similar proportion to that for UK employment as a whole, where in 2018 67.8% of jobs were held by those who were more advantaged.
- In the Creative Industries, Digital and Telecoms sectors, fewer than 10% of jobs were held by those considered ‘less advantaged’, compared to the UK average of (32.3%)

![Figure 4.1 Proportion of jobs in DCMS sectors and the UK by socio-economic status of job holder, 2018](image)

**Gender**

- In 2018, of all jobs in DCMS sectors, 55.8% were held by men and 44.2% by women.
- The gender balance varied across the sectors, with the Digital and Telecoms sectors having the highest proportions of male employees.
- The Civil Society sector is the only DCMS sector with a larger proportion of jobs held by women (68.3%) than men (31.7%).

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4 The National Statistics Socio-economic Classification (NS-SeC) provides an indication of socio-economic position based on occupation. Definitions of socio-economic groups and their classifications are available on the [ONS website](http://www.ons.gov.uk).
Ethnicity

- The majority of DCMS sector employees were from the White ethnic group (87.6%) in 2018, the same as that for all UK employment (87.6%).
- The Creative Industries, Digital and Telecoms sectors have a higher proportion of jobs held by people from BAME groups than is the case for the UK economy as a whole. Whilst Civil Society, Cultural, Gambling and Sport sector have less.
Age
- Nearly 80% of the jobs in DCMS sectors were held by people aged 25 to 59 years, similar to the UK-wide average.
- This age group was particularly dominant in the two biggest sectors; Creative Industries (83.6%) and Digital sector (86.3%).
- In contrast, nearly a third of the jobs in the Sport sector were held by the 16-24 age group – a much higher proportion that other sectors, and the UK average.

Figure 4.4 Proportion of jobs in DCMS sectors and the UK by age of job holder, 2018

Disability
- Nearly 9 in 10 jobs in the DCMS sectors were held by people who classified themselves as not disabled, a similar proportion to that for all UK jobs.
- The Civil Society sector had a greater proportion of jobs held by people who classified themselves as disabled (16.4%) compared to other sectors.

Figure 4.5 Proportion of jobs in DCMS sectors and the UK by disability status of job holder, 2018
Nationality

Figure 4.6: The number of jobs in the DCMS sectors (excluding Tourism) by nationality of job holder, 2011 to 2018\(^5\)

- In 2018, nearly 9 in 10 jobs in the DCMS sectors (excluding Tourism) and the UK as a whole were held by UK nationals. A smaller proportion were held by EU nationals (5.8% in the DCMS sectors and 7.1% in UK jobs) and non-EU nationals (5.1% in the DCMS sectors and 4.0% in UK jobs). These proportions have remained broadly unchanged since 2011.
- The Civil Society and Sport sectors had the smallest proportions of international workers (around 3%) whereas the Creative Industries and Digital sector had the highest proportion of EU and Non-EU nationals (around 7%).
- The DCMS sector workforce, and the UK workforce as a whole, are similar internationally. However, the DCMS sectors employ a larger proportion of non-EU nationals, and a smaller proportion of EU workers, than the economy as a whole.

\(^5\) Breakdowns by nationality for the Civil Society are not available prior to 2016, caution is therefore advised when making comparisons with historic data.

You may be interested in

Analysis of tourism workers by nationality, UK, 2017 and 2018

As with other demographic breakdowns, Tourism data for direct tourism are not available. However, nationality breakdowns are available for the broader tourism industries, which ONS produce. The latest data shows that in 2018, 85% of jobs in the tourism industries were filled by UK nationals and 9% were filled by EU nationals.
Region

- Both the London and the South East regions remain the fastest growing UK regions for jobs in DCMS sectors. In 2018, 4 in 10 jobs (40.6%) in the DCMS sectors (excluding Tourism) were based in London and the South East.
- The Creative Industries and the Digital sector had the highest proportion of their employment in London (around 30%) and the South East (nearly 20%).
- By contrast, the Sports sector had the highest proportion of jobs in the South East (16.1%) and the North West (12.4%). The Gambling sector had the highest proportion of jobs in the London (24.1%) and the North West (12.7%).
Figure 4.8: Employment (number of jobs) distribution (%) of the DCMS sectors (excluding Tourism), by region: 2018

Scotland: 7.3%
Northern Ireland: 1.7%
North East: 2.8%
North West: 9.0%
Yorkshire and The Humber: 6.1%
East Midlands: 5.5%
East: 7.8%
South West: 9.1%
London: 25.1%
South East: 15.5%
Wales: 3.3%
West Midlands: 6.2%
Wales: 3.3%
Northern Ireland: 1.7%

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Chapter 5: 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 employment estimates in the release are expected to be used by customers both within and outside the government. In combination with other economic indicators, employment estimates help build a comprehensive picture of the UK economy, and of the DCMS sectors’ importance within it.

The next set of publications of DCMS sectors Economic Estimates are outlined below:

- DCMS sectors Economic Estimates 2017: Trade scheduled for July 2019
- Digital Sector Economic Estimates 2018: Earnings scheduled for Summer 2019
- DCMS sectors Economic Estimate 2018: GVA scheduled for November 2019

The final dates will be announced via the DCMS statistical release calendar nearer the time.

Views on this publication are welcomed from users. Responses should be provided to evidence@culture.gov.uk.
Annex A: Definitions and Limitations

This annex outlines the limitations of the data used within DCMS sectors Economic Estimates: Employment. Further information is available in the methodology note.

The estimates set out in this report are robust but there are some limitations which users should be aware of:

Sport - For the purposes of this publication the statistical definition of sport has been used. This incorporates only those 4 digit Standard Industrial Classification (SIC) codes which are predominately sport (see methodology note Table 2.1). DCMS also publishes estimates of sport based on the EU agreed Vilnius definition. The Vilnius definition is a more comprehensive measure of sport which considers the contribution of sport across a range of industries, for example sport advertising, and sport related construction. The DCMS Sport Satellite Account, which would cover the Vilnius definition of sport, is currently being developed and therefore has not been used in these estimates.

Tourism – Tourism is defined in the Employment publication as the number of jobs that are directly supported by tourism consumption across the defined tourism industries. The Tourism figures for 2016 and 2017 have been updated since last year’s publication to take into account the latest UK-Tourism Satellite Account, which was published in November 2018. The 2017 and 2018 figures are provisional, though the final 2017 figure will be available when the full UK-Tourism Satellite Account is published in November 2019. Due to the methodology behind this data, no demographic breakdown are available for the Tourism sector, and an aggregate figure for the DCMS Sector as a whole is published only.

The employment estimates for tourism used in this publication are based on a different methodology to other DCMS sectors as they are taken from the Tourism Satellite Account (TSA). This methodology uses survey data to allocate spend by industry which is used to produce robust measures of Gross Value Added (GVA). These data are then used to produce “tourism ratios”, which estimate the proportion of different industries that are supported by the tourism industry. The tourism ratios are then applied to employment in the relevant industries to produce estimates of direct tourism employment in these industries. Jobs data are taken from the Annual Population Survey (APS), the same source as the other DCMS sectors, but are then pro-rated to Workforce Job estimates. The TSA only provides headline estimates, since the tourism ratios cannot be used to produce robust demographic breakdowns for Tourism direct jobs. Therefore tourism is only included in the headline figures in this report.

Industry breakdowns – The employment estimates in this report are based on survey data from the Annual Population Survey (APS). This is a household survey with industry self-reported by the individual completing the survey. This provides good information on demographics, but leads to some inaccuracies on the industry breakdown. This should be borne in mind when using these estimates.

Office for Civil Society – Responsibility for the Office for Civil Society was transferred from Cabinet Office to DCMS in July 2016. The Office for Civil Society leads cross-government work in support of the voluntary, community and social enterprise sector (VCSE). The estimates included in this report attempt to measure jobs for this sector for people who work in a charity, voluntary organisation or trust. This is an underestimate for the wider sector and
does not include volunteers as a whole, social enterprises and mutuals. External data sources have been provided where appropriate to give an approximation of the size for these elements not captured in the DCMS sectors. Employment estimates have been produced from 2011, including for the Office for Civil Society-led VCSE sector (called “the Civil Society sector” in this document for brevity), to aid comparisons over time.

**Operation of historical sites and similar visitor attractions** – It is recognised that, due to the limitations associated with SIC codes, the SIC code used as a proxy for the Heritage sector (91.03 - Operation of historical sites and building and similar visitor attractions) is likely to be an underestimate of this sector’s value. As such, we have altered the name of the Heritage sector to ‘Operation for historical sites and similar visitor attractions’ to reflect this.

**Estimates** – The employment figures published in this report represent best estimates of employment in DCMS sectors. Whilst they are based on robust Official Statistics data sources, they are gathered by means of surveys and therefore are vulnerable to the inherent issues associated with observing a sample of the population rather than the whole population. The estimates are therefore our best estimates of employment and will have an associated margin of error surrounding them.

**Feedback and consultation**
DCMS aims to continuously improve the quality of estimates and better meet user needs. In response to user requests, this release includes additional web tables showing employment in DCMS sectors by disability, employment in the Creative Economy and employment in the Digital Economy. Feedback on this release should be sent to DCMS via email at evidence@culture.gov.uk.
Annex B: Further information

1. The next update to these statistics is scheduled to be published in June 2020.

2. The responsible statistician for this release is Wilmah Deda. For enquiries on this release, please contact Wilmah on 0207 211 6376 or evidence@culture.gov.uk.

3. For general enquiries contact:
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4. DCMS statisticians can be followed on Twitter via @DCMSInsight.

5. The DCMS-Sector Economic Estimates were designed as National Statistics on 26th June 2019. This followed a report by the Office for Statistics Regulation in December 2018 which stated that the series could be designated as National Statistics, subject to meeting certain requirements.

6. Since the report we have striven to improve our publications by providing summaries of other notable sources of data, more detail on the nature and extent of the overlap between the sectors, and further information on the quality and limitations of the data. We will continue to improve the series in the future, in line with the recommendations of the report.