

Women in the workplace

To Note: All UK labour force statistics are from the ONS' Labour Force Survey. International comparisons are taken from the OECD.

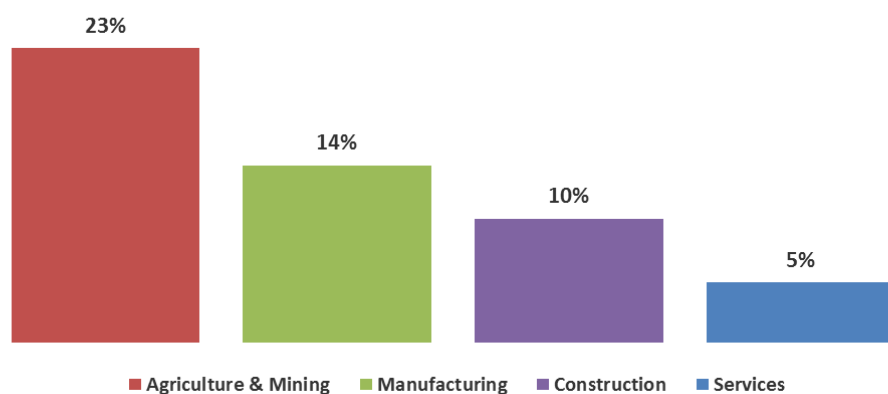
Female employment under the government:

- There are more women in work than ever before and the female employment rate is at a record highⁱ.
- Since 2010 the number of women in employment has increased by 771,000 (+5.7%), and by 368,000 (+2.6%) over the year, to a record high of 14.4 millionⁱⁱ.
- Total employment has increased by 1.7 million since 2010 and by 736,000 over the year.

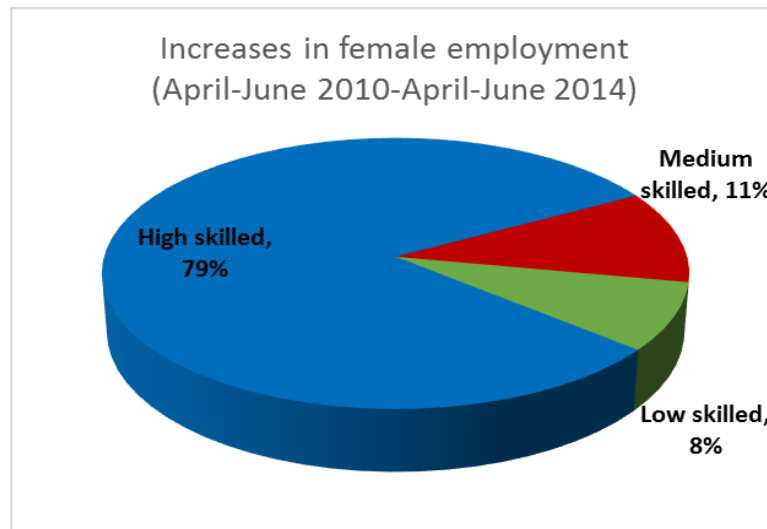
But aren't female jobs concentrated in low skills services?

- No. The increase in women's employment has been broad based; rising in each of the four main sectors of the economy, agriculture and mining, manufacturing, construction and servicesⁱⁱⁱ.
- And nearly 80 per cent of the increase in women's employment over the last four years has been in high skilled occupations^{iv}, managers and senior officials, professional occupations and associate professional occupations, compared to 55 per cent for men.

Increases in female employment (April-June 2010 to April-June 2014)



Source: ONS Labour Force Survey – data presented in Annex



Source: ONS Labour Force Survey – data presented in Annex

- Over the last year nearly two-thirds of the increase in female employment has been full-time and over 70 per cent since 2010.
- The number of females with jobs in agriculture, manufacturing and construction has increased faster over the last four years than for men.
- Over the last four years women’s employment as Managers and Senior Officials has increased by 227,000 (equal to the increase for men), Professional Occupations by 147,000 (more than the increase for men of 92,000) and Associate Professionals and Technical by 211,000 (more than the change for men of 173,000).
- Over the last year women’s employment in high skilled occupations has increased by 122,000 (more than the increase for men of 100,000).
- The share of female employment in the high skilled occupations in the economy is increasing – to 44 from 43 in 2010.

So, have you met your ambition on female employment?

- Government has already taken action to incentivise as many women as possible to remain in the labour market. Childcare has been a major priority for this Government – for example we’re introducing Tax-Free Childcare, which will help families who want to go out to work by supporting them with up to 20% of their childcare costs up to £2,000 for each child.
- Further, raising the personal allowance to £10,500, means that by April 2015, more than 3.2 million low income individuals under 65 will have been lifted out of income tax altogether - a majority of whom (56%) will be women.
- But even though female employment is now at its highest ever level we still have more to do to increase female employment.
- The female employment rate in Germany is higher than in the UK (69% vs. 67%). To match the current female employment rate in Germany we’d need 450,000 more women in work.

- Matching the female employment rate in Germany would mean the UK would move up from 4th highest overall employment rate in the G7 to the 2nd highest on current rates. Only 0.2 percentage points behind Germany.
- At the latest annual pace of female employment growth, taking into account population projections, the female employment rate in the UK would be expected to overtake the current German rate at the start of 2016.
- Assuming both male and female employment continued to increase at the current annual pace, taking into account population projections, would mean the UK would surpass the current overall employment rate in Germany at the start of 2015 - to have the highest employment rate in the G7.

Childcare Business Grant

- So far the Childcare Business Grant scheme has supported around 4,000 new child minders, which between them offered up to 29,000 new childcare places.
- The Government Equalities Office Childcare Business Grant scheme provides grants of £250 to prospective child minders or £500 to those looking to start up nurseries in England.
- The grants help with start-up costs and are intended to help get businesses off the ground.
- So far the scheme has supported around 4,000 new child minders, which between them offered up to 29,000 new childcare places. However, it will close at the end of 2014/15
- The government will be exploring an extension ahead of the Autumn Statement.

Annex

Table A: Employment rates by gender in the G7, 2014 Q2

% of population aged 15-64	Male	Female	Total
Canada	75.1	69.3	72.2
France	67.7	61.0	64.3
Germany	77.5	69.2	73.4
Italy	64.7	46.5	55.6
Japan	81.6	63.4	72.6
United Kingdom	77.1	67.0	72.1
United States	73.3	63.0	68.0
G7	74.4	62.9	68.6

Source: OECD

Table B: Employment by sectorⁱ

United Kingdom (thousands) not seasonally adjusted (All data April-June)

	Agriculture & Mining	Manufacturing	Construction	Services
2010	165	660	244	12,268
2014	203	751	268	12,840
Change over 4 years				
(000s)	38	91	24	571
(%)	23%	14%	10%	5%

Source: Labour Force Survey

i) Individual industries do not add up to headline total as some individuals do not state their industry or may have workplaces outside the UK

Table C: Employment by occupation

United Kingdom (thousands) not seasonally adjusted (All data April-June)				
Standard Occupational Classification (SOC) 2000				
	2010	2014	Change over 4 years	Proportion of overall change
Allⁱ	13,446	14,190	744	
High skilled	5,494	6,078	584	79%
<i>Managers & senior officials</i>	1,572	1,799	227	31%
<i>Professional occupations</i>	1,791	1,938	147	20%
<i>Associate professional & technical</i>	2,131	2,342	211	28%
Medium skilled	4,856	4,936	80	11%
<i>Admin & secretarial</i>	2,501	2,357	-145	-19%
<i>Skilled trades</i>	252	298	46	6%
<i>Personal services</i>	2,103	2,282	179	24%
Low skilled	3,060	3,118	59	8%
<i>Sales & customer services</i>	1,374	1,354	-20	-3%
<i>Process, plant & machine operatives</i>	221	245	23	3%
<i>Elementary occupations</i>	1,465	1,520	55	7%

Source: Labour Force Survey

i) Includes people who did not state their occupation.

ⁱ Latest Labour Force Survey data for the three months to August 2014

<http://www.ons.gov.uk/ons/rel/lms/labour-market-statistics/october-2014/statistical-bulletin.html>.

ⁱⁱ References to 2010 refer to comparisons between the period February-April 2010, the last full period available before the 2010 election, and the latest data available for the three months to August 2014.

ⁱⁱⁱ Labour Force Survey data on employment by industry is available quarterly. Data is non-seasonally adjusted, comparisons 'over the last four years' refer to the change between the latest period available, April-June 2014 and April-June 2010.

^{iv} Labour Force Survey data on employment by occupation is available quarterly. Data is non-seasonally adjusted, comparisons 'over the last four years' refer to the change between the latest period available, April-June 2014 and April-June 2010. High skilled occupations are defined as those classified as managers and senior officials, professional occupations and associate professional occupations. This is in line with the definitions used by the ONS, such as in the October Economic Review (http://www.ons.gov.uk/ons/dcp171766_380044.pdf) and the Bank of England in their latest inflation report

(<http://www.bankofengland.co.uk/publications/Documents/inflationreport/2014/ir14aug.pdf>).