

2.4 Employment Trends: What's changing in employment?

Source: ONS Statistical Bulletin - Labour Market Statistics – Nov12 & Dec12

Pre-amble – this section will undertake to extract selective trends in the array of data produced in the ONS which we feel is relevant to the Barnham & Eastergate Parish.

All the trends collected will be commensurate with the proceeding sections. As practitioners the trends and comparative ratios etc are more important than the numbers.

Note. Headline Labour Force Statistic indicators don't all strictly use the recognised computation formulae to calculate the stats and are therefore viewed as less meaningful however they are useful as they are familiar in the public domain.

Household Populations

- 1) There is a rising household population trend (for aged 16 and over)
- 2) Within this the household population of working age group (aged 16 -64) is increasing however at a lesser rate.
- 3) There are fewer men than women in the overall population & within the working age group.

Headline indicators for Employment:

- 1) A greater number of people than ever, aged 16 & over, are classed as being in employment. A rise in the working age group employment level is also apparent but this does not account for the full gain in overall numbers. The difference appears to be amongst the total number of women in employment.
- 2) The headline number of people unemployed is falling. Male unemployment is falling fastest in numbers & rate but from a higher datum. Unemployment amongst women is falling more slowly but does so from a lower datum.
- 3) Inactivity (people withdrawn from the labour market) among the working age population is showing a short-term downward path but is currently flat

Labour market status by age group:

- 1) For the group Aged 16 and over & the group Aged 16 – 64 the trends follow the Headline indicators.
- 2) Data is available for the group Aged 16-17 but because of the pending rise in the school leaving age to 18 this group will disappear in 2014. Suffice to say that this group experiences the highest double digit rate of unemployment (especially males) on only a shallow improving trend. The danger is a migration of poor statistics to the next analysis group.

- 3) The unemployment rate for the group Aged 18-24 is over twice the total working population rate, skewed disproportionately by the male rate at 2.5 times the TWP rate and subject to only a shallow improving trend. The female unemployment rate though less severe than the male rate at two times the TWP rate is also a slow improver.
 - 4) Increasing numbers of the group Age 65+ are remaining economically active past retirement age. Although more men work on past 65 years, the rate of increase of women in employment is almost twice that of men making the physical increase by both genders broadly similar.
- Note. The preceding group Aged 50-64 has seen the change in women retirement age impact on their employment & inactivity levels.

Employment & Jobs -: Full time, Part-time & temporary workers.

This section takes the gloss off the overall improving employment trend to reveal the robustness (or lack of it) under-pinning the headline statistics.

- 1) Out of the total growth in employment there are a significant proportion of part-time and temporary positions. These two job types give a distortion to the reported market because they can represent considerable levels of under-employment (especially part-time workers e.g. zero hours contracts) and short-life full time employment (particularly temporary workers). The total growth split is erratic, i.e. when reviewing periodic ONS publications but it gravitates around 50%.
- 2) As part of its Labour Market Bulletin the ONS analysis the reasons for Temporary and part-time working and significantly and consistently one of the main reasons given is “that could not find permanent job”. Similarly the number of the self-employed workers can be attributed to this reason and although the numbers are small the year on year growth rate is twice that of employees.

Employment & Jobs -: Actual weekly hours worked

This section shows pattern of hours worked in employment and the distribution of those hours.

- 1) For ease and simplicity Full Time workers do an average 5 day week. Men typically do a long 5 day week (39Hrs) & women a short 5 day week (34Hrs).
- 2) Part-Time worker do an average long 2 day week. Women typically work slightly longer than men.
- 3) For Second Job workers they typically do another day a week. Men typically work longer than women.
- 4) Overall for all in employment 71% work 31hrs or longer a week. By gender 85% of men work 31 hours or longer and 55% of women work 31 hours or longer.

Unemployment: - Unemployment by age & duration.

- 1) Very worryingly, for the long term unemployed (greater than one year) it is becoming increasingly difficult to find employment. This adverse trend affects men greater than women and also for both genders the older you are the less hope there is from escaping from long term unemployment.