



WOMEN AND EQUALITY UNIT GENDER BRIEFING

April 2004

1. WOMEN IN THE UK: KEY FACTS AND FIGURES

Source: Labour Force Survey (LFS), December - February 2004 (Winter) - United Kingdom

- There are around 26.8 million women aged 16 and over in the UK and around 22.9 million men aged 16 and over (Source: Population estimates, mid-2002, Office for National Statistics).
- Age profile varies by ethnicity: women from ethnic minorities are on average younger than white women.
- Women are less likely than men to be in employment: 70% of all working age women are in work, compared with 79% of all working age men.
- The employment rate for women with children is lower: it is lowest for those with children aged under 2. Only 53% of working age women with a youngest child aged under 2 are in employment, compared with 88% of men whose youngest child is under 2. Overall, 64% of mothers with children aged under 16 work, compared with 82% of fathers.
- Of those in employment, more than two fifths (43%) of women work part-time. Part-time working is much more common for mothers: around two thirds of women with children under 5 who are in employment work part-time (65%). Overall, 60% of working mothers with children aged under 16 work part-time, compared with just 9% of working fathers.
- Women are less likely than men to work as managers or senior officials (10% of all women in employment, compared with 18% of all men in employment).
- Over two thirds (69%) of workers in the 'public administration, education and health' industry and around half in 'distribution, hotels and catering' are women. By comparison, men's employment is generally more evenly spread across the industrial sectors.
- Women's hourly earnings are lower than men's (£8.87 and £11.14 per hour respectively). Women with dependent children under 16 earn slightly less than those without children, whereas men with children under 16 earn more than men without children.

**2. WOMEN IN THE LABOUR MARKET:
Estimates from the Labour Force Survey (Winter 2004 - United Kingdom)**

	WOMEN	MEN	ALL
All people of working age (000s) (men 16-64, women 16-59)	17639	18601	36240
per cent from ethnic minorities	8	8	8
per cent with no qualifications	16	13	14
On state benefits¹ and not in work (000s)	2288	2187	4475
<i>(per cent of population)</i>	13	12	12
• would like work (000s)	1138	1245	2383
<i>(per cent of population)</i>	6	7	7
• would like work <u>and</u> available to start in a fortnight (000s)	328	529	857
<i>(per cent of population)</i>	2	3	2
• would <u>not</u> like work	1150	942	2092
<i>(per cent of population)</i>	7	5	6
In work (000s)	12343	14709	27052
per cent of population	70	79	75
<i>(per cent of all in work):</i>			
• self-employed	7	17	12
• working part-time	43	9	25
• in a permanent job	94	95	94
• in the public sector	34	16	24
• average number of years in current employment	6.7	8.7	7.8
• average gross hourly wage (£)	8.87	11.14	10.04
- <u>with</u> dependent children (0-15 years)	8.72	11.95	10.35
- <u>without</u> dependent children (0-15 years)	8.96	10.65	9.85
ILO unemployed (000s)	541	823	1364
<i>per cent of population</i>	3	4	4
ILO unemployment rate²	4	5	5
per cent of all ILO unemployed who are unemployed for a year or more	17	25	22
Inactive³ (000s)	4754	3069	7823
<i>(per cent of population)</i>	27	17	22

¹ This includes state pension, allowances or National Insurance credits, and excludes child benefit.

² The unemployment rate is the number of ILO unemployed (unemployed, ready to start work in a fortnight, having looked for work in the last four weeks) as a percentage of the total labour force (the sum of all persons in employment or ILO unemployed).

³ Not in employment and not seeking work or not available for work.

3. PROPORTION WITH NO QUALIFICATIONS BY GENDER AND AGE:
Estimates from the Labour Force Survey (Winter 2004- United Kingdom)

Proportion of age group who have no qualifications (thousands, per cent)

	All aged 16-59/64	16-24 years	25-34 years	35-49 years	50-59/ 64 years
<i>All people of working age</i>	5218 14%	744 14%	692 13%	1665 32%	2117 41%
Women	2764 16%	354 13%	374 14%	960 35%	1076 39%
Men	2453 13%	391 16%	318 13%	704 29%	1040 42%

Base: All people of working age (men 16-64, women 16-59)

4. OCCUPATION GROUP⁴ IN EMPLOYMENT BY GENDER:
Estimates from the Labour Force Survey (Winter 2004- United Kingdom)

Proportion of those in employment who work in these occupational groups
(thousands, per cent of all in employment)

	WOMEN	MEN	ALL
<i>All people of working age in employment</i>	12343	14709	27052
Managers and senior officials	1269 10%	2698 18%	3967 15%
Professional occupations	1420 12%	1968 13%	3388 13%
Associate professional and technical occupations	1796 15%	1941 13%	3737 14%
Administrative and secretarial occupations	2692 22%	710 5%	3402 13%
Skilled trades occupations	235 2%	2906 20%	3141 12%
Personal service occupations	1720 14%	326 2%	2046 8%
Sales and customer service occupations	1521 12%	649 4%	2170 8%
Process, plant and machine operatives	301 2%	1758 12%	2059 8%
Elementary occupations	1365 11%	1724 12%	3089 11%

Base: All people of working age (men 16-64, women 16-59) in employment

⁴ The numbers in this table do not add up to the total as there is a small proportion of people for whom occupation group is not known.

5. EMPLOYMENT RATES BY AGE OF YOUNGEST CHILD:
Estimates from the Labour Force Survey (Winter 2004 - United Kingdom)

Proportion of people in employment by age of youngest child
(thousands, per cent)

	WOMEN	MEN	ALL
<i>All people of working age (% in employment)</i>	12343 70%	14709 79%	27052 75%
Under 2 years	750 53%	1081 88%	1831 69%
2-4 years	874 54%	1158 88%	2032 69%
Under 5 years	1624 53%	2239 88%	3863 69%
5-9 years	1519 68%	1515 85%	3034 76%
10-15 years	1838 72%	1788 79%	3626 75%
16-18 years in full-time education	675 65%	655 66%	1330 66%
All <u>with</u> dependent children (0-15 years)	5657 64%	6197 82%	11854 72%
All <u>without</u> dependent children (0-15 years)	6647 76%	8455 77%	15102 77%

Base: All people of working age (men 16-64, women 16-59)

6. PART-TIME WORK RATES BY AGE OF YOUNGEST CHILD:
Estimates from the Labour Force Survey (Winter 2004 - United Kingdom)

Proportion of those in employment who work parttime by age of youngest child (thousands, per cent of all in employment)

	WOMEN	MEN	ALL
<i>All people of working age in employment (% working part-time)</i>	12343 43%	14709 9%	27052 25%
Under 2 years	450 60%	55 5%	505 28%
2-4 years	604 69%	63 5%	667 33%
Under 5 years	1054 65%	118 5%	1172 35%
5-9 years	995 65%	92 6%	1087 36%
10-15 years	1008 55%	213 12%	1221 34%
16-18 years in full-time education	363 54%	160 24%	523 39%
All <u>with</u> dependent children (0-15 years)	3420 60%	585 9%	4005 34%
All <u>without</u> dependent children (0-15 years)	1888 28%	760 9%	2648 18%

Base: All people of working age (men 16-64, women 16-59) in employment

7. INDUSTRY⁵ BY GENDER:

Estimates from the Labour Force Survey (Winter 2004- United Kingdom)

Proportion of those in employment who work in these industries and gender breakdown within industries (thousands, per cent)

	WOMEN	MEN	ALL
<i>All people of working age in employment</i>	12343	14709	27052
Agriculture and fishing	63	269	332
• per cent of all in employment	1%	2%	1%
• per cent of all in this industry	19%	81%	100%
Energy and water	57	210	267
• per cent of all in employment	~	1%	1%
• per cent of all in this industry	21%	79%	100%
Manufacturing	924	2840	3764
• per cent of all in employment	8%	19%	14%
• per cent of all in this industry	25%	75%	100%
Construction	208	1923	2131
• per cent of all in employment	2%	13%	8%
• per cent of all in this industry	10%	90%	100%
Distribution, hotels and catering	2792	2641	5433
• per cent of all in employment	23%	18%	20%
• per cent of all in this industry	51%	49%	100%
Transport and communication	445	1394	1839
• per cent of all in employment	4%	10%	7%
• per cent of all in this industry	24%	76%	100%
Banking, finance and insurance	1853	2360	4212
• per cent of all in employment	15%	16%	16%
• per cent of all in this industry	44%	56%	100%
Public administration, education and health	5138	2289	7427
• per cent of all in employment	42%	16%	28%
• per cent of all in this industry	69%	31%	100%
Other services	837	750	1587
• per cent of all in employment	7%	5%	6%
• per cent of all in this industry	53%	47%	100%

Base: All people of working age (men 16-64, women 16-59) in employment
~ = less than 0.5%.

⁵ The numbers in this table do not add up to the total as there are a small proportion of people for whom industry is not known.

8. ETHNICITY⁶ OF WOMEN BY AGE:
Estimates from the Labour Force Survey (Winter 2004- United Kingdom)

Proportion of women in each ethnic group who are in the age group
(thousands, per cent)

	All aged 16-59	16-24 years	25-34 years	35-49 years	50-59 years
<i>All women of working age</i>	19145	3305 17%	3990 21%	6530 34%	5320 28%
White	17522	2932 17%	3506 20%	5999 34%	5085 29%
Mixed	142	57 40%	40 28%	35 25%	* *
Asian/Asian British	778	179 23%	242 31%	231 30%	126 16%
Black/Black British	420	82 20%	104 25%	178 42%	56 13%
Chinese	76	22 29%	24 31%	20 26%	10 14%
Other ethnic group	206	33 16%	75 36%	65 32%	32 16%

Base: All women of working age (16-59)

***= fewer than 10,000; estimate not shown.**

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⁶ The numbers in this table do not add up to the total, as there are a small proportion of people for whom ethnic group is not known.