

Employment by occupation and industry

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Key points

- Employment in the UK was found to be fairly evenly spread among the different occupation groups. When the distribution was examined by industry group, public administration, education and health, and distribution, hotels and restaurants, the two largest groups, were shown to employ almost half of all people in employment.
- Sales and customer service occupations had the largest proportion of young people in employment.
- Professional occupations had the largest proportion of people educated to degree level or equivalent. People working in the elementary occupations were most likely to have no qualifications.
- Working over 45 hours a week was most common for managers and senior officials. Those in the agriculture and fishing industry were more likely to be working over 45 hours than those in other industries.
- Earnings for men were highest in the managers and senior officials occupations and female earnings were highest in the professional occupations. The highest pay rates for both men and women were in financial intermediation; the lowest rates for men and women were also both in the same sector: hotels and restaurants.

Employment distribution and other characteristics are analysed by industry and occupation group using a range of variables.

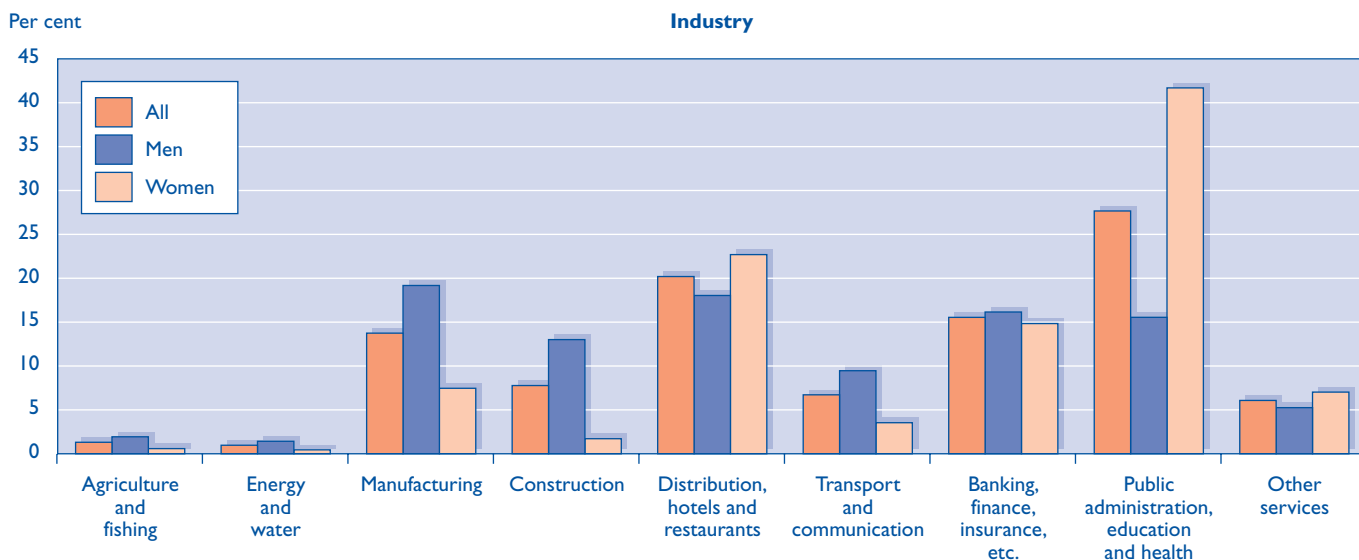
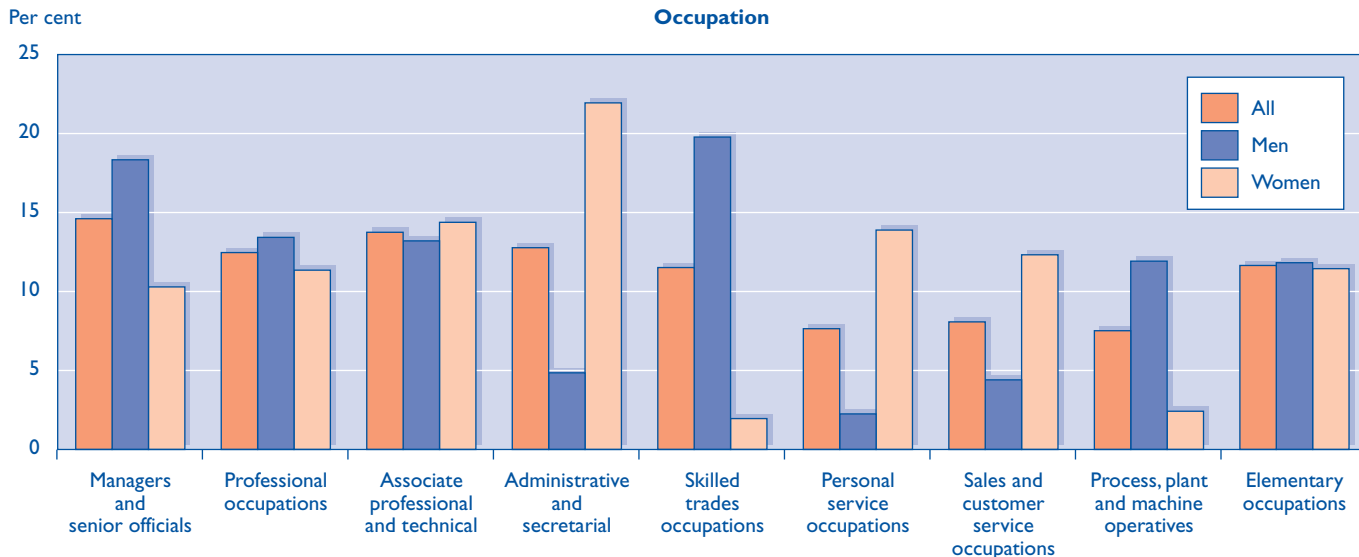
Introduction

THIS ARTICLE looks at the distribution of employment by occupation and industry and the characteristics of people in the main industry/occupation groups. Enquirers frequently request these topics and the subject area was popular among responses to the recent consultation with readers.

Occupations are coded according to the 2000 Standard Occupational Classification where the nine major occupations are used. Industries are coded according to the 1992 Standard Industrial Classification. The type of work done by the employee defines the occupation group, and what an organisation makes or does defines the industry. It should be noted that Labour Force Survey (LFS) results are based

on respondents' answers. The estimates produced may differ from those based on surveys of employers (see *technical note*). For industry groupings, mainly the LFS has been used rather than employer surveys, as it allows analysis to be undertaken for more variables not included on the employer surveys. For example, the LFS can be used to look at breakdowns according to highest qualification and hours worked. However, the New Earnings Survey has been used to look at earnings by occupation and industry. The LFS analysis includes all in employment unless stated otherwise. This group consists of employees, self-employed, unpaid family workers and government-supported trainees.

Figure 1 Proportions of people in employment by occupation and industry; United Kingdom; winter 2003, not seasonally adjusted



Source: Labour Force Survey

Employment by occupation

In the UK, there is a fairly even distribution of people in employment across occupational groups (see *Figure 1*). In winter 2003 six occupation groups each employed between 12 and 15 per cent of those in employment, while the remaining three occupation groups employed 8 per cent

each. However, when looked at by sex the distribution was more uneven. There were more than twice as many women as men in the following groups: administrative and secretarial, personal service occupations and sales and customer service occupations. The reverse was true in skilled trades occupations and process plant and machine operatives.

Employment by industry

Two industry groups, public administration, education and health and distribution, hotels and restaurants, accounted for almost half of people in employment (28 per cent and 20 per cent respectively). Women were more than twice as likely to be working in public administration, education and health as men (42 per cent of women

Figure 2a Proportions of people in employment by occupation; United Kingdom; winter 2001 and winter 2003, not seasonally adjusted

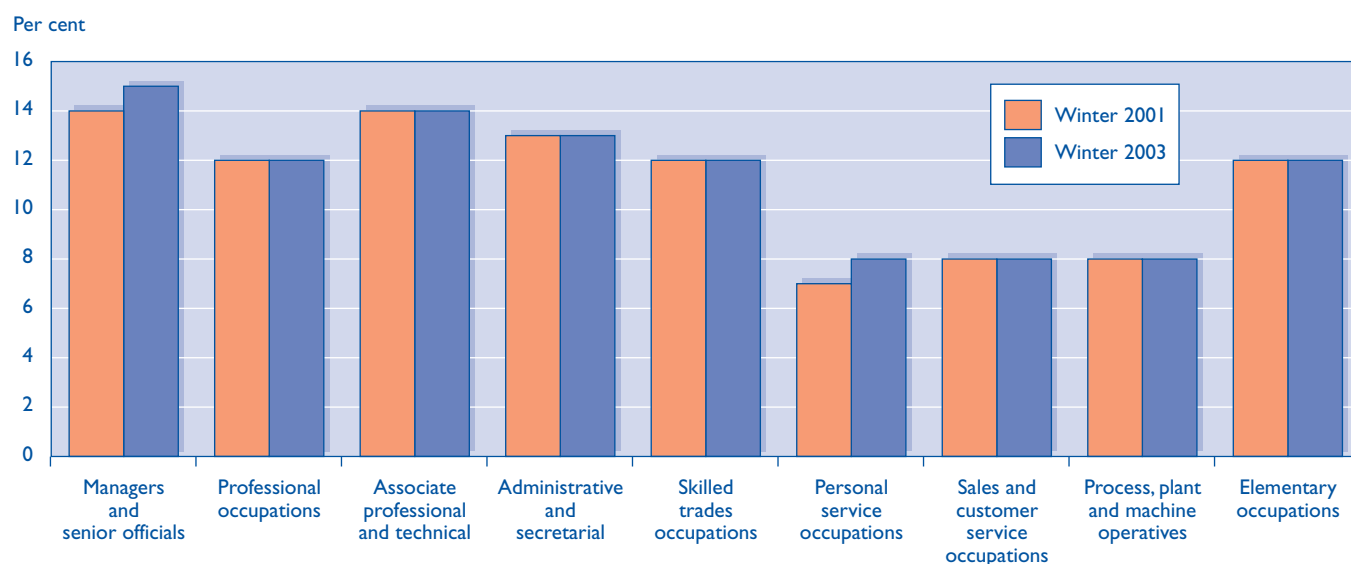
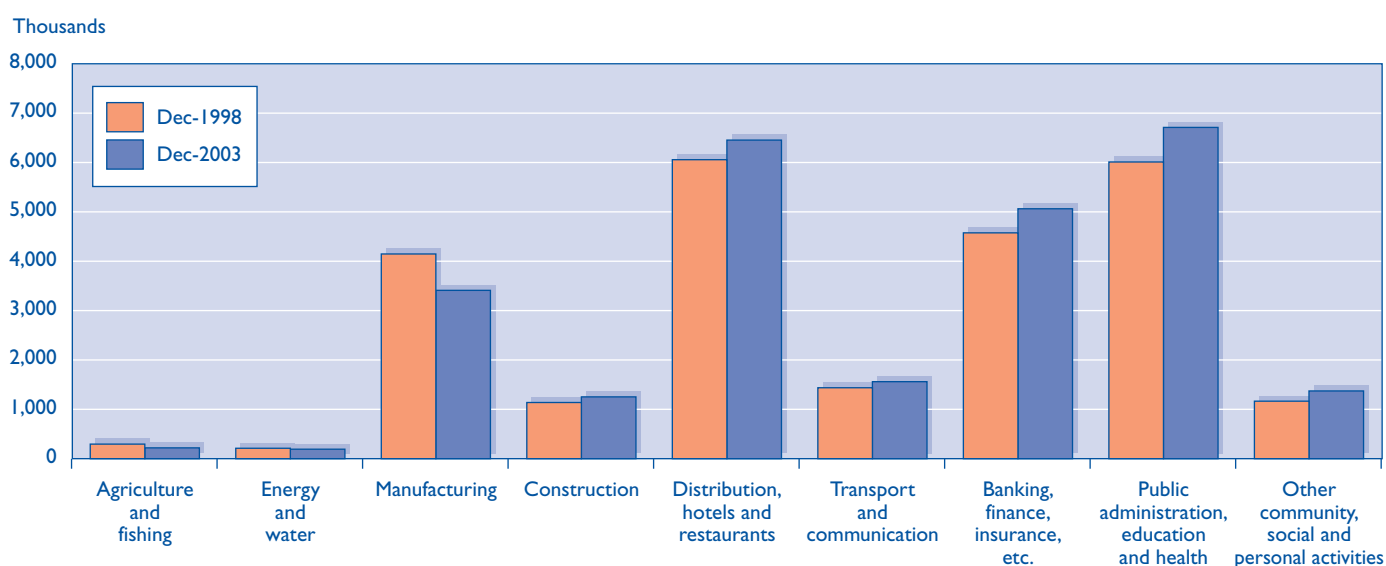


Figure 2b Employee jobs by industry; United Kingdom; December 1998 and December 2003, not seasonally adjusted



compared with 16 per cent of men). Banking, finance, insurance, etc. and manufacturing employed 16 per cent and 14 per cent of those in employment respectively. Other services, transport and communications and construction employed between 6 and 8 per cent of those in employment each. Energy and water and agriculture and fishing employed the lowest proportion of people at 1 per cent each.

Occupation and industry – a comparison between two periods

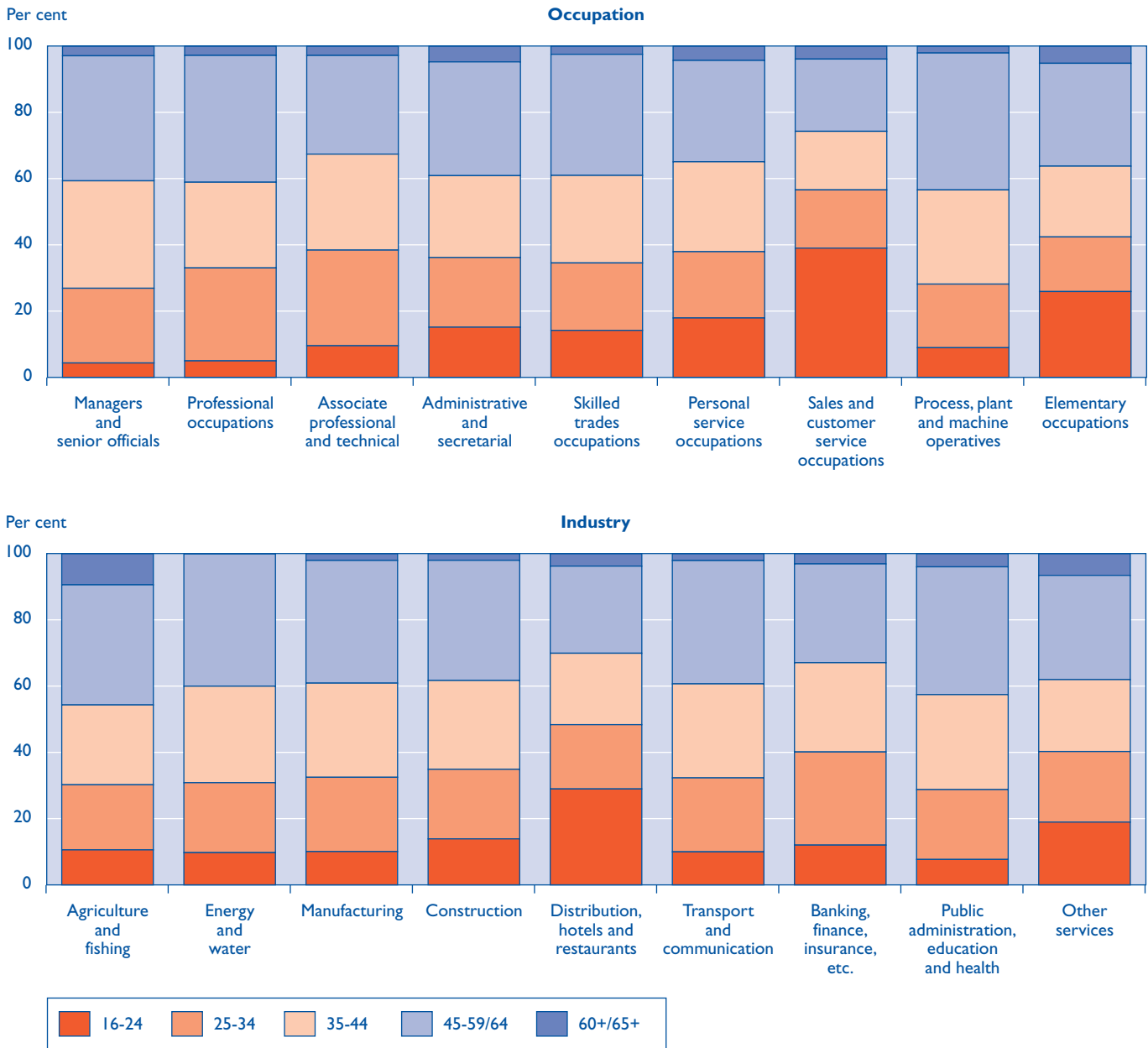
Occupation

Figure 2a shows that there was little change in the distribution of employment by occupation between winter 2001 and winter 2003.

Industry

As well as the LFS employment estimates there are also estimates of jobs from the employer surveys. Figure 2b compares the number of employee jobs in December 1998 and December 2003. There was an increase in jobs from 25 million to 26 million over this period. The following industries experienced a decrease in jobs: agriculture and fishing, energy

Figure 3 Proportions of people in employment by occupation, industry and age; United Kingdom; winter 2003, not seasonally adjusted



Source: Labour Force Survey

and water, and manufacturing. The remaining industry groups experienced an increase in their workforces. The largest proportional increase was in other community, social and personal activities, which grew by 18 per cent.

Employment by occupation and age

Figure 3 shows the distribution of workers in each occupation and

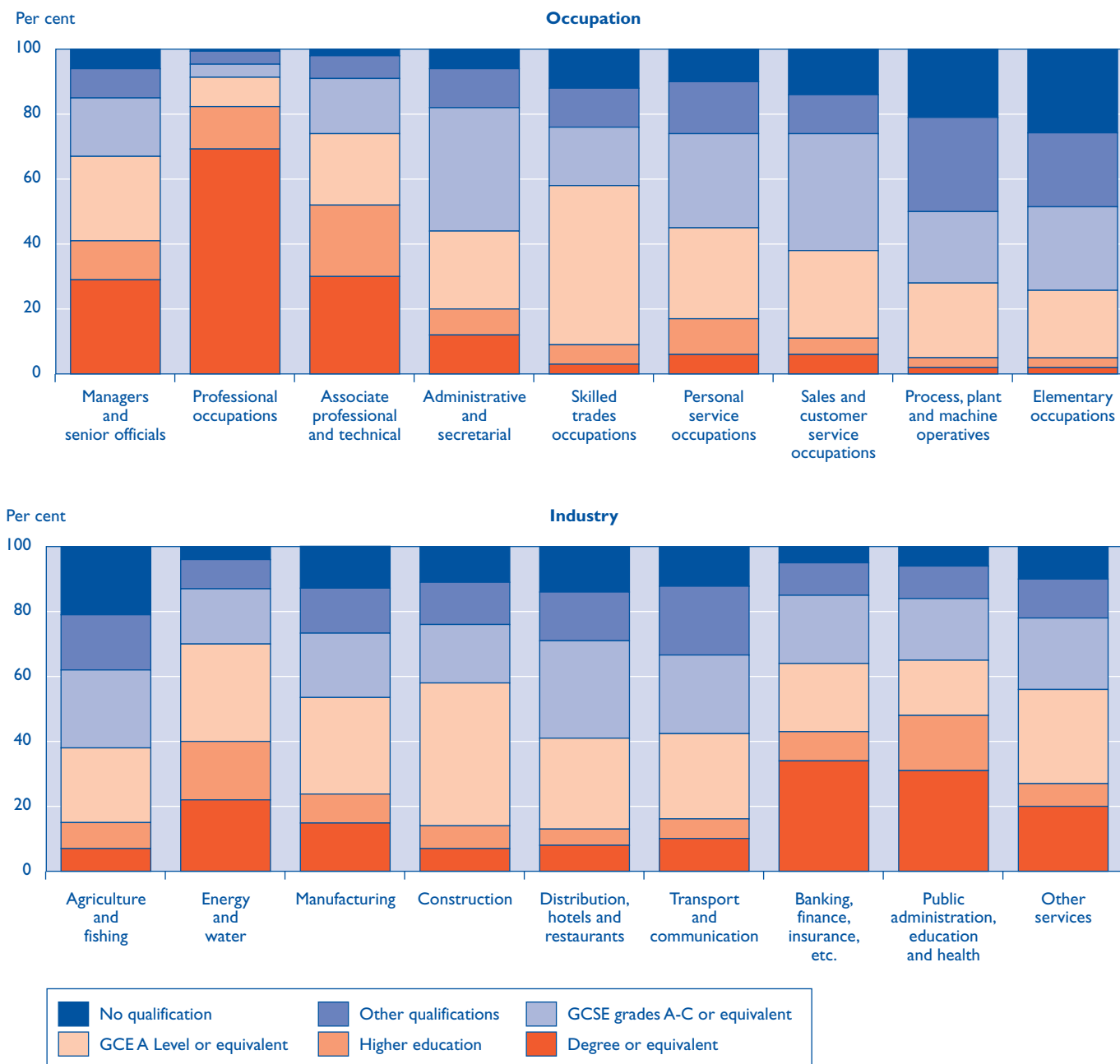
industry according to age. Occupations with the youngest workforce (16 to 34-year-olds) were in sales and customer services and elementary occupations. In addition, the sales and customer service occupations had the highest proportion of 16 to 24-year-olds at 39 per cent. Occupations with the oldest workforces (45 to state pension age) were the process, plant and machine operatives (41 per cent), managers and senior officials (38 per cent) and professional occupations (38 per cent).

Elementary and administrative and secretarial occupations had the highest proportions of people working over pension age. In the case of 35 to 44-year-olds, the distribution was fairly even spread.

Employment by industry and age

Industries with the youngest workforces were distribution, hotels

Figure 4 Proportions of working-age people in employment by highest qualification and occupation and industry; United Kingdom; winter 2003, not seasonally adjusted



Source: Labour Force Survey

and restaurants, banking, finance, insurance, etc., and other services, where at least 40 per cent of those in employment were 16 to 34-year-olds. Industries with the largest proportion of older workers (45 to state pension age) were energy and water (39 per cent) and public administration, education and health (39 per cent). Agriculture and fishing also had the largest proportion of workers above pension age at 9 per cent.

Occupation by highest qualification

People's qualifications will have an impact on the work they do, and therefore on the occupation and industry they work in. *Figure 4* shows the proportion of people employed in each occupation and industry by highest qualification. People employed in the professional occupations were most likely to have a degree or

equivalent as their highest qualification (69 per cent). Some 73 per cent of women employed in the professional occupations had a degree or equivalent compared with 66 per cent for men. After this, associate professional and technical occupations (30 per cent) and managers and senior officials (29 per cent) were most likely to be educated to degree level or equivalent followed by administrative and secretarial (12 per cent). For all remaining

Table 1 Proportions of people in employment by usual hours worked, occupation and industry; winter 2003; United Kingdom, not seasonally adjusted

	Less than	6 up to	16 up to	31 up to	Per cent
	6 hours	15 hours	30 hours	45 hours	Over 45 hours
Occupation					
Managers and senior officials	1	2	7	71	19
Professional occupations	2	5	15	67	12
Associate professional and technical	1	5	16	71	8
Administrative and secretarial	2	9	26	62	1
Skilled trades occupations	*	2	8	74	17
Personal service occupations	2	13	38	43	4
Sales and customer service occupations	3	23	35	36	3
Process, plant and machine operatives	*	2	9	74	15
Elementary occupations	4	21	26	44	6
Industry					
Agriculture and fishing	3	7	13	44	34
Energy and water	*	*	7	78	13
Manufacturing	1	2	7	82	8
Construction	1	2	6	73	18
Distribution, hotels and restaurants	2	16	25	46	10
Transport and communication	1	3	12	70	15
Banking, finance, insurance, etc.	1	6	15	68	10
Public administration, education and health	2	9	27	57	5
Other services	5	14	22	49	10

Source: Labour Force Survey

* Sample size too small for a reliable estimate.

occupations 6 per cent or less were educated to degree level.

The proportion of people with no qualifications was greatest in the elementary occupations at 26 per cent. Women were more likely to have no qualifications in this occupation compared with men (29 per cent and 23 per cent respectively). In the elementary occupations, people were most likely to be educated to GCSE grades A-C level or equivalent (26 per cent). The occupations where people were likely to be most qualified also had the smallest proportions with no qualifications.

Industry by highest qualification

The banking, finance, insurance, etc. industry had the highest proportion of people with a degree or equivalent at

34 per cent. This was followed by public administration, education and health at 31 per cent. Manufacturing, other services, and energy and water employed between 15 per cent and 22 per cent each of those with a degree or equivalent. Those least likely to be educated to degree level or equivalent were in the industry groups transport and communication, agriculture and fishing, construction, and distribution, hotels and restaurants.

Men and women were most likely to be educated to degree level in different industry groups. Public administration, education and health and banking, finance, insurance, etc. had the highest proportion of men with degrees or equivalent at 41 per cent each. Public administration, education and health had the highest proportion of women with a degree or equivalent at 27 per cent. The agriculture and fishing industry had the largest proportion of

people with no qualifications at 21 per cent. This was the case for both men and women. In the agriculture and fishing industry, people were most likely to be educated to GCE A level or equivalent at 23 per cent and GCSE grade A-C or equivalent at 24 per cent.

Occupation by usual hours worked

Working hours by occupation/industry is illustrated in *Table 1*. People in the managers and senior officials occupations were most likely to be working more than 45 hours a week (19 per cent). Of those working over 45 hours per week in this occupation group, 85 per cent were men. Long working hours were also prevalent in the skilled trades occupations (17 per cent), process plant and machine operatives (15 per

Table 2 Average gross weekly earnings^a by occupation and industry; Great Britain; April 2003

	All	Men	Women
Occupation			
Managers and senior officials	747.5	816.1	577.7
Professional occupations	650.7	695.2	582.9
Associate professional and technical	527.9	577.6	460.0
Administrative and secretarial	338.4	376.4	322.8
Skilled trades occupations	412.4	420.5	287.3
Personal service occupations	282.9	320.7	267.9
Sales and customer service occupations	288.9	324.4	259.9
Process, plant and machine operatives	373.8	388.8	272.5
Elementary occupations	306.0	322.6	248.7
Industry			
Agriculture, hunting and forestry	335.7	350.4	272.0
Manufacturing	469.3	496.4	365.2
Electricity, gas and water supply	524.4	568.9	399.0
Construction	484.1	498.5	367.3
Wholesale and retail trade	406.7	453.7	316.8
Hotels and restaurants	307.6	343.0	262.5
Transport, storage and communication	460.3	474.9	404.6
Financial intermediation	625.3	788.1	451.6
Real estate, renting and business activities	548.1	614.3	432.9
Public administration and defence	451.2	499.2	384.2
Education	475.0	520.1	442.2
Health and social work	439.6	565.8	390.2
Other community, social and personal service activities	490.3	564.9	385.7

Source: New Earnings Survey

^a Full-time employees on adult rates whose pay for the survey period was not affected by absence.

cent) and professional occupations (12 per cent). For all other occupation groups, less than 10 per cent of those in employment worked over 45 hours per week. People were least likely to be working over 45 hours in the administrative and secretarial occupation group. For nearly all occupation groups, over half of people employed in each were likely to be working between 31 and up to 45 hours. The exceptions were personal services occupations (43 per cent), sales and customer service occupations (36 per cent) and elementary occupations (44 per cent). The distribution of hours among these three occupation groups was more even compared with the other groups. In these occupation groups people were more likely to be working 16 up to 30 hours rather than over 45 hours.

Industry by usual hours worked

The agriculture and fishing industry had the highest proportion of people working over 45 hours per week. Of those people in this industry group and working over 45 hours, 79 per cent were self-employed and 19 per cent were employees. People were least likely to be working over 45 hours per week in the public administration, education and health industry. In most industry groups the majority of people were working between 31 and up to 45 hours.

Occupation by earnings

Table 2 shows average gross weekly earnings for full-time employees (excluding pay affected by absence) by

occupation and industry. The highest earnings were in managers and senior officials (£748) and professional occupations (£651). Skilled trades occupations and associate professional and technical occupations were in the middle occupation groups at £412 and £528 respectively. The remaining occupation groups had weekly earnings between £280 and £380. The lowest average weekly earnings were in personal service occupations at £283. Men's earnings in this occupation were higher at £321 and women's earnings were lower at £268.

In the highest paid occupation group, managers and senior officials, average weekly earnings for men were £816 and for women £578. Furthermore, for each occupation group men had higher average weekly earnings than women. Men's weekly earnings did not fall below £300 for

any occupation group, whereas women's weekly earnings were below £300 in skilled trades, personal services, sales and customer services, process, plant and machine operatives, and elementary occupations.

Industry by earnings

The majority of industry groups had weekly earnings between £400 and £500. Hotels and restaurants, and agriculture, hunting and fishing earned below this at £308 and £336 respectively. Earnings were above £500 in electricity, gas and water supply (£524), real estate, renting and business activities (£548) and financial intermediation (£625). Men's average gross weekly earnings were highest in the financial intermediation sector at £788 and lowest in the hotels and restaurants sector at £343 a week. Women's highest and lowest pay was also in the same industries but the pay was at a different level. Women's pay was £452 in the financial intermediation sector and £263 in hotels and restaurants.

Technical note

An earlier article discussed the differences between employer survey estimates of jobs and the LFS (see pp355-65, *Labour Market Trends*, July 2002). This identified the four largest differences by industry as:

- the LFS measures fewer jobs in real estate, renting and business activities;
- the LFS measures fewer jobs in the wholesale, retail and motor trade;
- the LFS measures more jobs in manufacturing; and
- the LFS measures fewer jobs in hotels and restaurants.

These findings are supported by the data shown in *Table 3*. This shows the difference between LFS and employer survey estimates of the proportion of employees by industry.

Table 3 Differences between LFS employee estimates and employee jobs

	Percentage points		
	All	Men	Women
Agriculture, forestry and fishing	0	0	0
Energy and water	0	1	0
Manufacturing	2	3	1
Construction	1	1	0
Wholesale, retail and motor trade	-2	-2	-1
Hotels and restaurants	-2	-2	-2
Transport, storage and communication	1	1	0
Financial intermediation	1	0	1
Real estate, renting and business activities	-5	-5	-5
Public administration and defence	2	2	2
Education	1	0	2
Health and social work	2	1	2
Other community, social and personal	0	-1	0

Source: Labour Force Survey, Employer Surveys

Note: negative numbers indicate that the estimates from the Labour Force Survey are lower than the estimates of employee jobs. Positive numbers indicate that the reverse is true.

Further information

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