

NORTH WEST LEICESTERSHIRE – Employment

Working Age Population:

According to the ONS Population Survey, in 2016 around 62.2% of the District's population were of working age (defined as 16 – 64 years) – slightly below the Leicestershire County average (62.5%); the East Midlands average (62.8%) and the British national average of 63.3%. These are the lowest percentages all areas in the Country have seen for many years and are a reflection of the Country's aging population.

The District ranks second in the 7 Leicestershire Districts, with only Charnwood (64.3%) having a larger percentage of their population of working age. In North West Leicestershire, a higher percentage of males (62.7%) than females (61.8%) are of working age, which reflects a national pattern and is a consequence of generally higher life expectancy of females, as seen across the UK.

There are 30,300 women of employment age in 2015 in the District compared with 30,200 men. Since 1992 (when employment statistics are measured on the same basis) the number of women of employment age has risen by 17% compared with 13% for males. This could be a result that the number of women in employment base was smaller in 1992 and hence the increase would be higher.

North West Leicestershire has a high proportion of economically active residents (80.6% - 49,700) particularly among males (26,000 84.6%), with 23,700 (76.6%) females. All proportions are higher than for Leicestershire; the East Midlands and GB, with the exception that, female economically active rate for the County is slightly higher at 77.3%.

The majority of economically active residents are employees in employment which account for 43,000 people meaning that 69.4% are employed. (See Appendix One)

Change in Employment Numbers:

The Table below shows that North West Leicestershire has seen a high level of growth between 2009 and 2015 in the number of its total employees – 12.0% - the highest of all the Leicestershire districts and far higher than the county; regional or national growth. The District has seen a number of new businesses such as Marks and Spencer and accountants, Cooper Parry, as well as many existing businesses expanding e.g. Bott; Ashfield in2Focus; and Ceva Logistics to name but a few.

Change in Total Number of Employees 2009 - 2015

District	2009	2015	Change	% Change
Blaby	48,000	53,000	5,000	10.4
Charnwood	62,000	64,000	2,000	3.2
Harborough	35,000	38,000	3,000	8.6
Hinckley & Bosworth	37,000	39,000	2,000	5.4
Melton	19,000	21,000	2,000	10.5
NWL	50,000	56,000	6,000	12.0
Oadby & Wigston	19,000	17,000	-2,000	-10.5
South Derbyshire	28,000	29,000	1,000	3.6
Leicestershire	270,000	288,000	18,000	6.7
East Midlands	1,892,000	1,979,000	87,000	4.6
Great Britain	26,466,000	28,357,000	1,891,000	7.1

Source: ONS Business Register & Employment Survey

Labour Supply

Jobs Density

North West Leicestershire has the 52nd highest Jobs Density's in the UK (out of 391 Local Authority Areas). Job density, representing the ratio of jobs to residents aged between 16 and 64 years, stood at 1.00 (60,000 jobs) – meaning, that in theory, there is a job available for all residents of working age. This is an extremely positive economic indicator and compares with figures of 0.77 for the County; 0.78 for the Region and 0.83 for GB as a whole.

Jobs Density 2015

North West Leicestershire	1.0
Blaby	0.95
GB	0.83
Melton	0.82
Harborough	0.79
East Midlands	0.78
Leicestershire	0.77
Hinckley & Bosworth	0.69
Charnwood	0.62
Oadby & Wigston	0.59

Source: ONS Jobs Density

In 2000, the Jobs density figure was 0.79 compared to 0.75 for the East Midlands and 0.79 for GB as a whole, the District has experienced a much higher rise in jobs available pro-rata. It reached its peak in 2012 at 1.05 and then fell in 2013 (0.94) and 2014 (0.93) before pulling back in 2015.

In and Out Commuting

According to the 2011 Census, the District saw a net inflow of 7,453 commuters to access work with 19,246 of the residents travelling outside the District for employment, whereas 26,699 commuted into North West Leicestershire to access employment. This shows the District has a wide array of employers, which attract workers from a wide area. Most of the neighbouring authorities see a net out-flow as illustrated in the table below:

Net Inflow/Outflow of Working Residents

North West Leicestershire	+7,453
South Derbyshire	-13,931
Rushcliffe	-9,409
Blaby	+3,698
Charnwood	-11,739
Harborough	-1,914
Hinckley & Bosworth	-11,241
Melton	-4,082
Oadby & Wigston	-5,284

Source 2011 Census – Neighbourhood Statistics

The data also shows that the District had 5,069 home workers and 3,327 with no fixed workplace (trades people/sales persons et al). Of the Home workers, 59.3% were Male and 40.7% Female. The largest industrial grouping of Home Workers in the District was Financial, Real Estate, Professional and Administrative Activities, with a 21% share.

The District accounted for 14% of the 36,303 County's Home Workers. The District ranks 4th of the County's seven districts in terms of absolute numbers.

Self Employed

According to the ONS Annual Population survey, in 2016 there were 4,700 self-employed in the District, of which 3,800 (81%) were male. No figure is given by ONS for the number of self-employed females due to small sample size but by deducting the male figure from the total number of self-employed it is assumed that 900 are female. This split of Males/Females is also found in other Leicestershire Districts.

Self-Employment (Jan 2016 – Dec 2016)

Area	Numbers	% of Leics	Males	%	Females	%
Blaby	8,500	17.7	7,200	85	300	15
Charnwood	12,100	25.2	8,400	69	3,800	31
Harborough	4,000	8.3	#	#	#	#
Hinckley & Bosworth	10,600	22.1	8,200	77	2,400	23
Melton	4,800	10.0	#	#	#	#
North West Leicestershire	4,700	9.8	3,800	81	900	19
Oadby & Wigston	3,100	6.5	#	#	#	#
Leicestershire	48,000	100.0	36,900	77	11,100	23

Source: ONS Annual Population survey

- sample size too small to disclose

Figures will not total 100 due to rounding, for the % of Leicestershire column.

Self-Employment in the District (and regionally and nationally) has fluctuated greatly since statistics were produced in 2004 – often a sign of the improvement or decline in the economy. At its height in 2012, self-employment in NWL stood at 9,200 representing 14.2% of those economically active but this is often a sign that people take on additional part time self-employed positions when jobs are under threat and money tight. However if the economy is strengthening it can see an increase in entrepreneurship as people see business opportunities in a growing economy.

The number of self-employed people aged over 65 has more than doubled in GB in the past five years to reach almost half a million in 2014. In general, Self-employed people tend to be older, with an average age of 47, compared with an average of 40 among employees.

Older people are using self-employment to stay working and earning as they approach and even pass their state pension age, possibly because they can't afford to retire.

Self-employed are those people who regard themselves as self-employed, that is, who in their main employment work on their own account, whether or not they have employees.

Full and part time employment

Of the 56,000 employee jobs in North West Leicestershire, 75% (42,000) were Full-time and 23.2% (13,000) were Part-time (figures don't total correctly due to rounding and exclusion of self-employed; government-supported trainees and HM Forces and Farm-based agriculture).

More people are in Full-time employment in the District than the County; Regional or National average.

Employment by sector 2015

Sector	NWL Employee Jobs	NWL %	EM %	GB %
Mining and Quarrying (B)	1,750	3.1	0.3	0.2
Manufacturing (C)	7,000	12.5	13.5	8.3
Energy & Water (D & E)	800	1.4	1.6	1.1
Construction (F)	3,500	6.2	5.1	4.6
Wholesale & Retail (G)	9,000	16.1	17.1	15.8
Transportation & Storage (H)	8,000	14.3	5.1	4.7
Accommodation & Food Service (I)	3,000	5.4	5.7	7.2
Information & Communication (J)	1,250	2.2	2.3	4.2
Financial & Business Services (K-N)	12,300	24.1	19.5	22.6
Public Admin; Education & Health (O-Q)	6,800	12.1	26.0	26.9
Arts & other Services (R & S)	1,900	3.4	3.9	4.4
Total	56,000	100	100	100

Source: ONS Business Register & Employment Survey

All figures rounded and exclude some occupations so total does not come to 100%

As the above table shows key employment sectors in 2015 in North West Leicestershire were Financial & Business Services – employing nearly 1 in 4 employees; along with Wholesale & Retail (17%); Transport & Storage - 14.3% and Manufacturing (12.5%) being the Top 4 sectors. The Public Sector (12% of all jobs) represented a substantially lower percentage of District jobs than is the case regionally or nationally. In 2009, employment in the Transportation & Storage Sector stood at 8,000, which represented 16.0% of the total employee jobs. By 2015 (the latest data) the Sector still employed around 8,000 but its share of total employment had fallen to 14.3%, as some other sectors saw a higher percentage share. This sector is still a key employment sector and its importance is significantly higher than in the Region (5.1% share of total employment) and nationally (4.7%) but with East Midlands Airport and many related Distribution companies around the Airport and the District's central position this is hardly surprising.

Civil Service Jobs as a proportion of employees jobs 2016

One indicator which can show a reliance on public sector jobs, particularly in light of public sector financial cut-back is the amount of people employed in the Public Sector, is the proportion of Civil Service and Public Administration and Defence jobs as a proportion of total employees' jobs. In 2016, the District had a much lower number of people employed within the Civil Service than in the County; Region or nationally. This does not include Local Authority Jobs but a District such as Blaby also has a large number of jobs at the District & County Council with 5,000 jobs in the Public Administration and Defence and Compulsory Social Security sector, which represents over 9% of Blaby' employment. In comparison, North West Leicestershire only had around 800 (1.4%) in this sector.

Civil Service Jobs

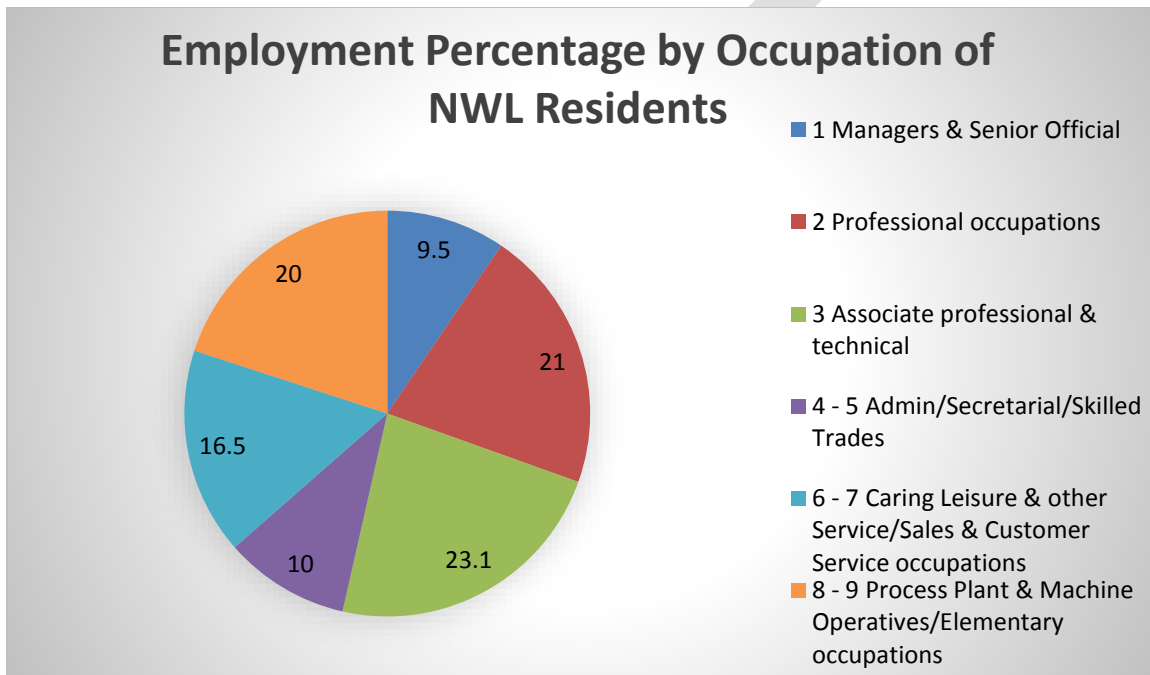
	NWL (Headcount)	NWL (%)	Leics (Headcount)	Leics (%)	East Midlands	Great Britain
Total civil service jobs	190	0.3	1,500	0.5	1.0	1.4
Full-time	14	0.2	1,170	0.4	0.7	1.1
Part -time	50	0.1	330	0.1	0.3	0.4

Source: ONS Annual Civil Employment Survey

Percentages based on % of total jobs that are civil service jobs.

Employment by Occupation

According to the ONS Annual Population Survey, in 2016 North West Leicestershire had a higher percentage of its working population in the first three major occupation groups than the county, region and country (NWL 53.6% to Leicestershire's 48.9% to East Midlands 41.1% to GB's 45.5%). These groups encompass Managers, Directors & Senior Officials; Professional Occupations and Associate Professional & Technical Occupations. This could also be partly due to many people residing in NWL, whilst commuting to other Cities such as Leicester; Birmingham; Nottingham; Derby et al as the excellent road links make commuting easy and the District offers good reasonably priced housing compared to some other areas.



Source: ONS Annual Population Survey

It also compares well with other Leicestershire Districts, coming second to Charnwood (55.5% of its persons in all employment), which has a high proportion of residents employed in the University of Loughborough and companies such as 3M Health Care Ltd.

Percentage of Persons employed in Groups 1 – 3 (Managers/Professional/Technical) 2016

District	%
Charnwood	55.5
North West Leicestershire	53.6
Harborough	53.2
Hinckley & Bosworth	49.2
Blaby	42.6
Oadby & Wigston	37.8
Melton	35.5
Leicestershire	48.9
East Midlands	41.1
Great Britain	45.5

Source: ONS Annual population Survey

Compared with the most senior roles, the Process Plant & Machine Operatives and the Elementary Occupations tend to earn less and be more likely to be on temporary contracts. The District picture is somewhat different with NWL the third highest level

District	%
Melton	25.5
Oadby & Wigston	21.9
North West Leicestershire	20.0
Hinckley & Bosworth	15.9
Blaby	13.7
Harborough	12.8
Charnwood	11.5
Leicestershire	15.8
East Midlands	23.3
Great Britain	17.2

Source: ONS Annual population Survey

Between 2004 and 2016 the number of residents in Group 1-3 rose by 43% to stand at 25,500; whereas according to ONS annual population Survey data the number of Skilled Trades/Administration & Secretarial fell by 108%.

Qualifications

According to the latest figures from the ONS Annual Population Survey, educational attainment for North West Leicestershire residents is above average when compared to the County; Regional and National averages, with only a very small percentage of the District's population attaining no or low qualification levels (the sample size too small for a reliable estimate). 23,500 have an NVQ4 or above in 2016, representing 39.9% of the resident population aged 16 – 64 in the District. This places the District second highest of the 7 Leicestershire Districts.

<u>Qualifications</u>	<u>North West Leicestershire</u>	<u>North West Leicestershire</u>	<u>Leicestershire</u>	<u>East Midlands</u>	<u>Great Britain</u>
	Actual	%	%	%	%
NVQ4 & Above	23,500	39.9	35.3	31.3	38.2
NVQ3	33,400	56.6	61.4	52.8	56.9
NVQ2	46,700	79.1	79.9	72.4	74.3
NVQ1	52,300	88.7	90.6	85.0	85.3
Other Qualifications	-	-	5.6	7.5	6.6
No Qualifications	-	-	3.8	7.5	8.0

Table shows the level of educational qualifications of working age residents on NWL, with a comparison of the proportions at each level with those of Leicestershire; the East Midlands & GB

- sample size too small for reliable estimate

Proportion of Resident Population aged 16 – 64 with an NVQ4 or Above by District

District	%
Harborough	42.4
North West Leicestershire	39.9
Charnwood	37.5
Hinckley & Bosworth	33.5
Blaby	31.5
Oadby & Wigston	26.9
Melton	25.2
Leicestershire	35.3
East Midlands	31.3
Great Britain	38.2

Source: ONS Annual population Survey

Wage rates

Earnings by place of work (2016)

NWL ranks 1st of the 7 Leicestershire Districts, with regard the highest gross weekly wages measured by place of work, for the Average Full-time wage and for Male Full Time Wages and second for Females. These figures are above both the County and regional average but lower than for GB (wages affected by higher salaries in London & the South East). It is notable that pay for females working by place of work is above the County and Regional averages but that median pay for females is 78% of the average male's earnings, compared to 83% nationally.

Wages are measured by both the "place of work" and the "place of residence" and give different figures as a local company may employ both local employees and those from further afield and for "place of residence" – this will include those who work and live in the District and those who commute outside but live in North West Leicestershire.

Earnings by Place of Work 2016

District	£ per week Full time workers	Rank	£ per week Male F/T workers	Rank	£ per week Female F/T workers	Rank
Blaby	482.8	4	544.4	3	424.6	5
Charnwood	498.1	3	554.4	2	426.5	4
Harborough	519.2	2	528.3	4	478.6	1
Hinckley & Bosworth	476.1	5	519.5	5	426.8	3
Melton	457.0	6	500.4	6	375.2	7
NWL	523.7	1	563.6	1	440.8	2
Oadby & Wigston	444.1	7	493.8	7	382.4	6
Leicestershire	496.6	-	537.8	-	426.3	-
East Midlands	483.2	-	529.3	-	421.6	-
Great Britain	540.2	-	580.6	-	480.8	-

Source: ONS Annual survey of hours and earnings – Workplace analysis.

Median earnings in pounds for employees in the area

The table below shows gross weekly wages by residence area – and, interestingly, this shows that within North West Leicestershire there is a difference to both the wages and the ranking compared with gross weekly wages by place of work. The District only ranks 4th out of the 7 Leicestershire Districts in terms of average wages; 3rd in terms of Male averages and 6th in terms of females. Median pay for females is

72% of the average male's earnings, compared to 83% nationally. Males who live in NWL earn more than those who work in the District, whereas Females earn substantially less. This could be that female residents are less likely than their male counterparts to commute to higher paid jobs outside the District, perhaps due to family commitments or the type of jobs on offer outside the district.

The difference between NWL wage rates by residence and by workforce for NWL indicate that businesses in our District tend to pay above the East Midlands average for both males and females but some of these jobs are filled by the in-commuters.

Earnings by place of Residence (2016)

District	£ per week Full time workers	Rank	£ per week Male F/T workers	Rank	£ per week Female F/T workers	Rank
Blaby	566.0	2	654.4	1	466.4	3
Charnwood	535.1	3	555.3	5	476.7	2
Harborough	607.2	1	632.5	2	484.8	1
Hinckley & Bosworth	505.7	5	579.5	4	455.3	5
Melton	468.7	6	523.6	6	371.3	7
NWL	510.9	4	581.7	3	421.6	6
Oadby & Wigston	460.0	7	460.0	7	456.2	4
Leicestershire	533.2	-	581.4	-	459.1	-
East Midlands	501.7	-	549.1	-	433.1	-
Great Britain	541.0	-	581.2	-	481.1	-

Source: ONS Annual survey of hours and earnings – Resident analysis.

Median earnings in pounds for employees living in the area

The District has seen the average gross weekly wage increase from £363.7 in 2002 to £510.9 in 2016 – a rise of 41%- this increase compares favourably with the regional and national average, but there is a much varied picture across the Leicestershire districts.

The District performs well in terms of the increase in Male Full-time Gross Wages between 2002 and 2016 – seeing a 49% rise and ranking 2nd behind Blaby. However it is a very different picture for females, where the rise only stood at 34% making it lowest of the 7 Leicestershire Districts and substantially lower than the rise seen in the Region and Nationally.

District	% increase 2002 – 2016 in Total gross wages per week Full time workers	Rank	% increase 2002 – 2016 in Total gross wages per week F/T Male workers	Rank	% increase 2002 – 2016 in Total gross wages per week F/T Females workers	Rank
Blaby	47	1	55	1	58	1
Charnwood	44	2	39	4	53	3
Harborough	42	3	38	5	49	5
Hinckley & Bosworth	40	5	44	3	56	2
Melton	15	7	17	7	38	6
NWL	41	4	49	2	34	7
Oadby & Wigston	29	6	23	6	51	4
Leicestershir e	-	-	-	-	-	-
East Midlands	36	-	34	-	46	-
Great Britain	38	-	35	-	45	-

Source: ONS Annual survey of hours and earnings – Resident analysis.

Unemployed

In March 2017, Unemployment measured as Job Seekers Allowance Claimants stood at 505 or 0.8% of the resident population aged 16 – 64 years. This compares favourably with the regional average rate of 1.6% and nationally 2.0%. Of the 505 claimants, 315 (62%) are male and 190 (38%) are female.

Unemployment – Claimant Count March 2017

District	Males %	Females %	Total %
Blaby	0.9	0.6	0.7
Charnwood	1.0	0.6	0.8
Harborough	0.7	0.4	0.5
Hinckley & Bosworth	1.2	0.9	1.0
Melton	1.5	1.0	1.3
North West Leicestershire	1.0	0.6	0.8
Oadby & Wigston	1.1	0.8	0.9
Leicestershire	1.0	0.7	0.8
East Midlands	2.1	1.1	1.6
Great Britain	2.5	1.4	2.0

Source: ONS Claimant Count – not seasonally adjusted

% is the number of claimants as a proportion of resident population of area aged 16 -64 years

Unemployment – Time Duration

Unemployment (measured by claimants) has fallen by 70% between March 2013 and March 2017 – this is the highest fall of all of the Leicestershire Districts and far greater than the regional & national average. In the past year, the figure has fallen by 21% to stand at 505 people. This fall over the past twelve months was, by far, the highest in the County and far higher than regional & national averages.

Districts	2017	2017 %	2016	2016 %	2013	2013 %	% change 2013 - 17	% change 2016 – 17
Blaby	430	0.7	465	0.8	1,200	2.0	-64	-8

Charnwood	905	0.8	970	0.8	2,525	2.3	-64	-7
Harborough	290	0.5	280	0.5	780	1.5	-63	+4
Hinckley & Bosworth	695	1.0	720	1.1	1,655	2.5	-58	-4
Melton	395	1.3	325	1.0	755	2.4	-48	+22
North West Leicestershire	505	0.8	635	1.1	1,660	2.8	-70	-21
Oadby & Wigston	315	0.8	345	1.0	935	2.7	-66	-9
Leicestershire	3,535	0.8	3745	0.9	9,510	2.3	-63	=6
East Midlands	47,165	2.0	48,035	2.0	108,405	4.7	-57	-2
Great Britain	789,470	2.3	766,760	2.3	1,519,235	4.6	-48	+3

Source: ONS Claimant Count by sex & Age April 2016 not seasonally adjusted

In terms of age-structure of those unemployed, the District has seen declines in each of the three main age groups. With the younger age groups seeing the highest percentage fall over both the past 4 years and in the past twelve months.

North West Leicestershire

Age	2017	2017 %	2016	2016 %	2013	2013 %	% change 2013 - 17	% change 2016- 17
16-17	0	0	0	0	5	0.2	-100	0
18-24	110	1.5	160	2.2	470	6.5	-77	-31
25-49	275	0.9	345	1.1	885	2.9	-69	-20
50+	115	0.6	130	0.7	300	1.6	-62	-12
All	505	0.8	635	1.1	1,660	2.8	70	-21

Source: ONS Claimant Count by sex & Age March 2016 not seasonally adjusted

Leicestershire

Age	2017	2017 %	2016	2016 %	2013	2013 %	% change 2013 - 17	% change 2016- 17
16-17	5	0.0	5	0.0	20	0.1	-100	0
18-24	805	1.5	815	1.3	2,640	4.3	-70	-1
25-49	1,775	0.9	1,950	0.9	5,060	2.4	-65	-9
50+	950	0.6	970	0.7	1,785	1.4	-47	-2
All	3,535	0.8	3,745	0.9	9,510	2.3	-63	-6

Source: ONS Claimant Count by sex & Age March 2016 not seasonally adjusted

Looking into the duration of those unemployed there are 40 people in the District who have been unemployed for more than 2 years as in March 2017.

Appendix One

Employment and Unemployment (January 2016 – December 2016)

Labour Supply	NWL	NWL	Leicestershire	East Midlands	Great Britain
	Actual	%	%	%	%
All economically active (+)	49,700	80.6	79.9	78.1	77.8
- in Employment (+)	47,700	77.2	77.1	74.7	74.0
- Employees (+)	43,000	69.4	67.0	64.5	63.1
- Self Employment (+)	4,700	7.9	9.9	9.8	10.6
- Unemployment (model-based *)	1,700	3.5	3.4	4.3	4.8
Economically active Males (+)	26,000	84.6	82.7	83.0	83.2
- in employment (+)	25,300	82.3	78.8	79.4	79.0
- Employees (+)	21,500	69.6	63.1	65.8	64.4
- Self Employed (+)	3,800	12.7	15.4	13.2	14.2
- Unemployed (*)	!	!	4.3	4.2	4.9
Economically active Females (+)	23,700	76.6	77.3	73.3	72.6
- In Employment (+)	22,400	72.0	75.4	70.1	69.1
- Employees (+)	21,500	69.1	70.8	63.2	61.7
- Self Employed (+)	!	!	4.6	6.5	7.0
- Unemployed (*)	#	#	2.4	4.3	4.7
Source: ONS Annual Population survey					
# Sample size too small for reliable estimate					
! Estimate is not available since sample size is disclosive					

+ Numbers are for those aged 16 and over, % are for those aged 16-64

- Numbers and % are for those aged 16 and over. % is a proportion of economically active.

NB: Economically Active: People who are either in employment or unemployed

Economic Activity Rate:

People, who are economically active, expressed as a percentage of all people.

In Employment:

People who did some paid work in the reference week (whether as employed or self-employed); those who had a job that they were temporarily away from (e.g. On holiday); those on government-supported training and employment programmes; and those doing unpaid family work.

Employment rate:

The number of people in employment expressed as a percentage of all people aged 16-64.

Employees and Self Employed

The division between employees and self-employed is based on survey respondents' own assessment of their employment status. The percentage show the number in each category as a percentage of all people aged 16-64. The sum of employees and self-employed will not equal the **in employment** figure due to the inclusion of those on government-supported training and employment programmes, and those doing unpaid family work in the latter.

Unemployed

Refers to people without a job who were available to start work in the two weeks following their interview and who had either looked for work in the four weeks prior to interview or were waiting to start a job they had already obtained.

Model-Based Unemployed

As unemployed form a small percentage of the population, the APS unemployed estimates within local authorities are based on very small samples so for many areas would be unreliable. To overcome this ONS has developed a statistical model that provides better estimates of total unemployed for unitary authorities and local authority districts (unemployment estimates for counties are direct survey estimates). Model-based estimates are not produced for male or female unemployed.

The model-based estimate improves on the APS estimate by *borrowing strength* from the measure of those claiming Jobseeker's Allowance to produce an estimate that is more precise (i.e. has a smaller confidence interval). The amount of people claiming Jobseeker's Allowance is not itself a measure of unemployment but is strongly correlated with unemployment, and, as it is an administrative count, is known without sampling error. The gain in precision is greatest for areas with smaller sample sizes.

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