

Compendium

Participation Rates in the UK Labour Market: 2014

Those who are participating with the labour market by being either in employment or unemployed and searching for work. It will look at specific groups, including women and the elderly to analysis the recent trends in participation rates.



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Participation rates in the UK - 2014 - 1.

Overview

Those who are participating with the labour market by being either in employment or unemployed and searching for work. It will look at specific groups, including women and the elderly to analysis the recent trends in participation rates.



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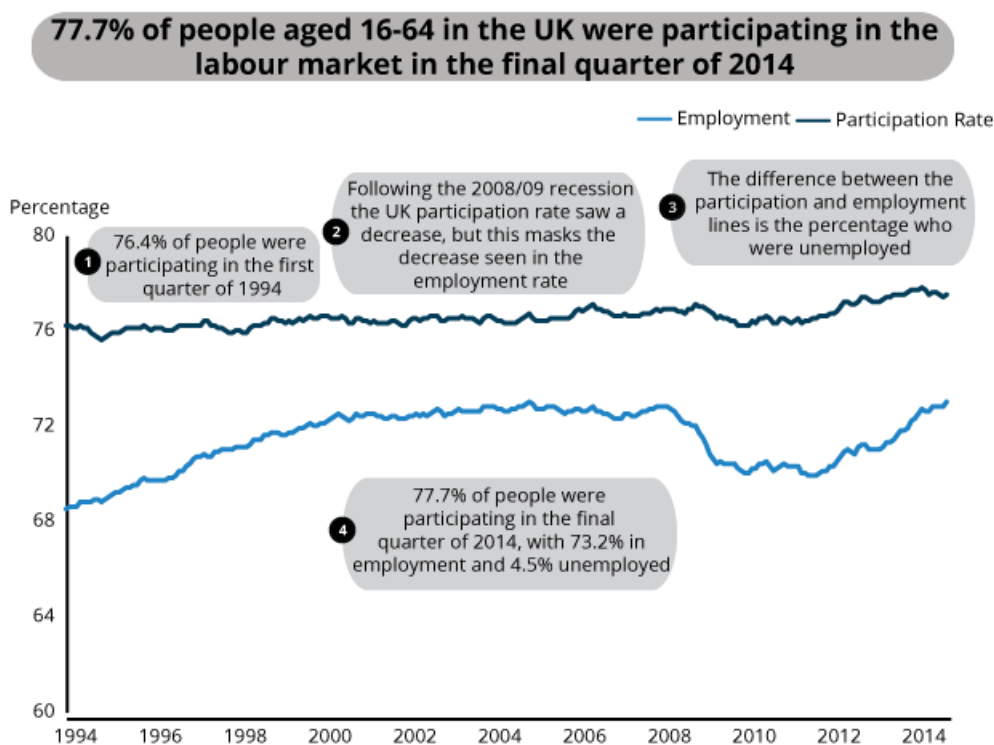
1 . Abstract

Provides information on changes in labour market participation rates over the last two decades in the UK. Movements in participation rates may reflect changes in individuals' propensity to participate, due to factors such as the surrounding economic conditions, and changes in the composition of the working age population.

2 . Introduction

The UK has seen an increase of 1.3 percentage points in labour market participation in the 16-64 age group since the beginning of 1994, with much of this increase seen since 2010. The long-term increase in participation has been driven mainly by large increases for women and older people participating in the labour market partly offset by falls in younger people participating in the labour market. This is mostly due to increased attendance, of the 16-24 age group, in further or higher education throughout the period. Analysis is also presented to adjust relevant age groups to account for changes to the State Pension Age for women since 2010.

Labour market status of all people aged 16-64, Jan-Mar 1994 to Oct-Dec 2014, UK



Source: Labour Force Survey - Office for National Statistics

This release provides information on changes in labour market participation rates over the last two decades in the UK. Movements in participation rates may reflect changes in individuals' propensity to participate, due to factors such as the surrounding economic conditions, and changes in the composition of the working age population. The composition is particularly affected if the definition of the group under consideration changes over time – such as those at or below State Pension Age from 2010 onwards. For example, it's possible to see a change in participation due to changing underlying demographics alongside changes within groups due to changes in definition.

The majority of this analysis adjusts the age range categories to reflect the changing State Pension Age rather than use a fixed upper age range. This allows for the gradual increase in State Pension Age for women in the UK which began in 2010 and better defines those people who may be expected to be working.

3 . Economic Context

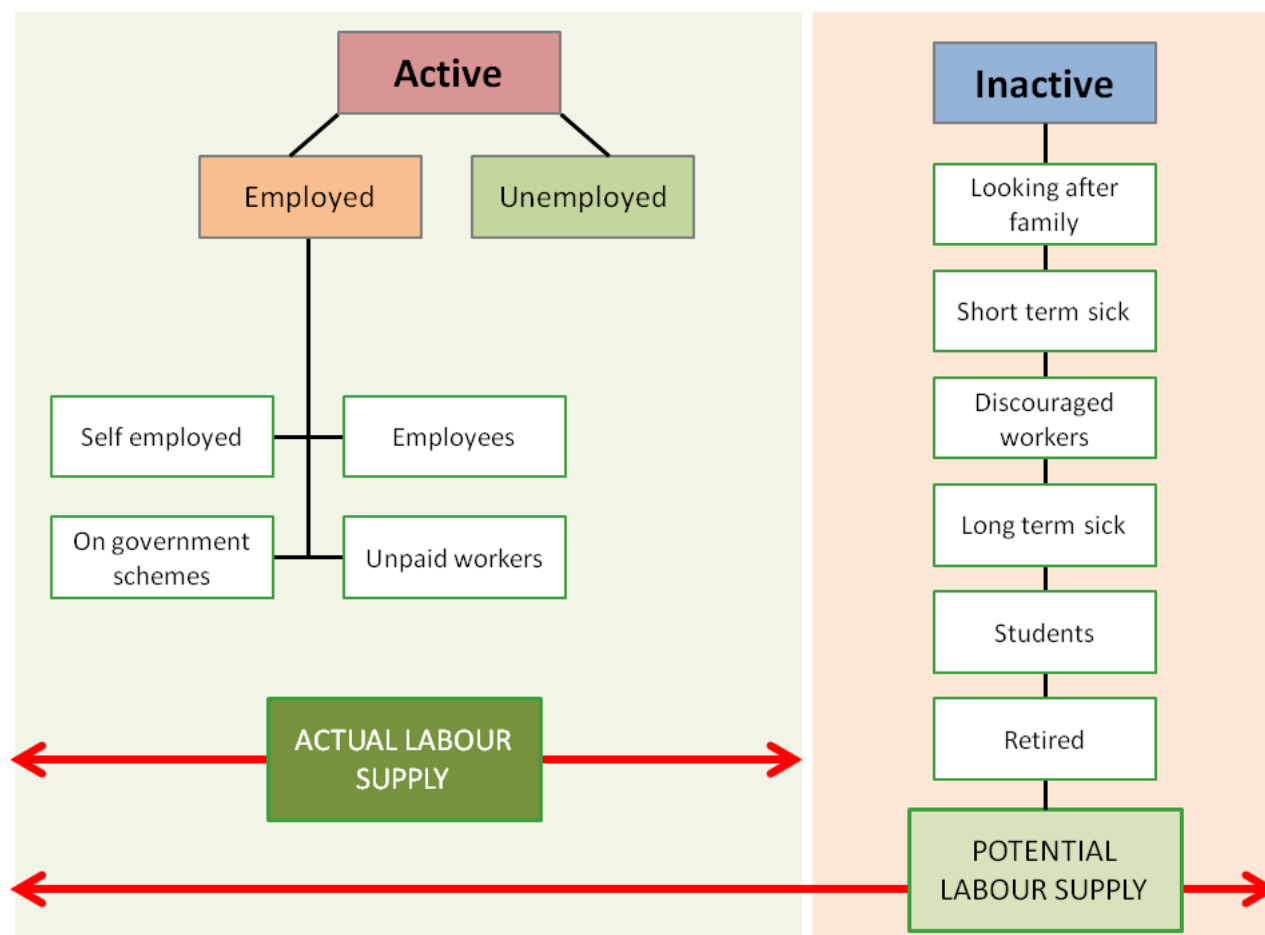
The degree of participation in the labour market is an important determinant of labour supply alongside overall population size and average hours worked. Labour supply in turn has an important effect on output growth, productivity and real wages.

Participation rates are influenced by a range of factors such as age, gender, availability of jobs and wages, work incentives, whether households are supporting dependent children, costs of childcare and other financial considerations. Many of these factors are affected by government policies on State Pension Age eligibility, work programmes and incentives for those with child-care responsibilities, changes to the school-leaving age, adult skills and training programmes, and policies towards those with disabilities. Some of these issues are discussed in more detail in the sections on women and older people.

On aggregate, participation rates increase when a greater proportion of the population engages in the labour market than previously. An increase in participation will usually arise when there is a greater net inflow to the labour market from previously inactive groups such as students, those looking after the home, those having already retired, and those with short-term illnesses or longer-term sickness and disability. In addition, demographic factors, including the pattern of migration, which can alter the age and skill profile of the population will also influence aggregate participation rates.

The diagram shows how the inactive groups can represent a source of potential labour supply, some of which may act as a source of spare capacity in the economy to add to the actual labour supply. ONS has discussed the flows from inactivity to employment in the November Economic Review (2014) and finds for example that students are more likely to leave inactivity but have found it harder than in the past to find employment straight away.

Labour market status breakdown



4 . Key points

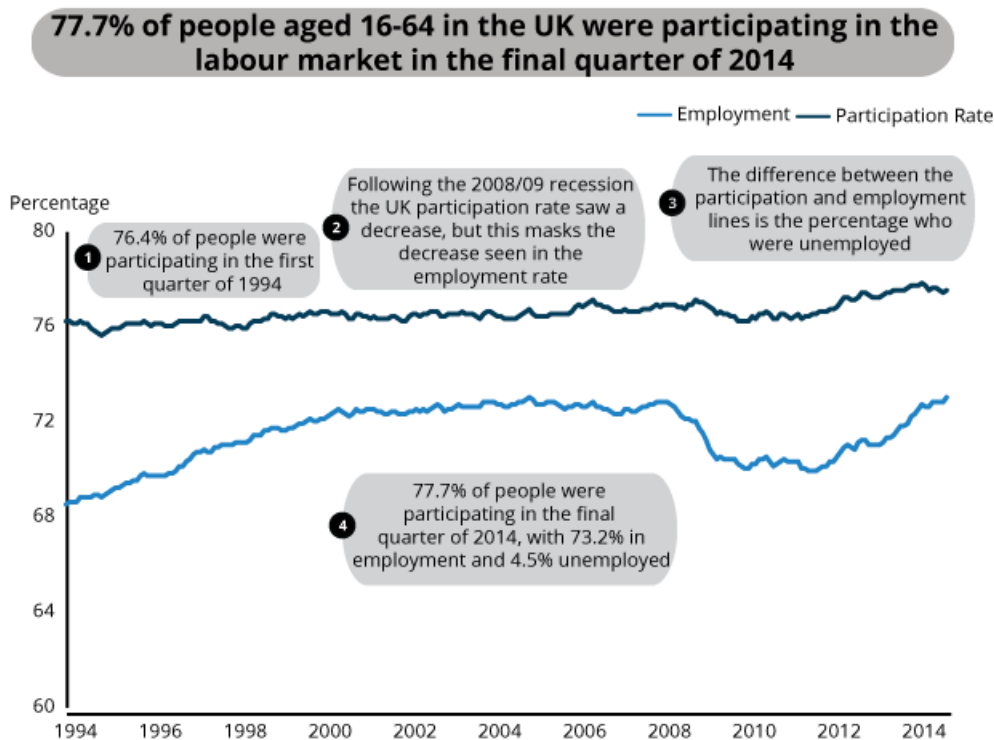
- The participation rate of those aged 16-64 was 77.7% in the final quarter of 2014 and has remained broadly flat over the last two years. Within this total, there has been a move from unemployment to employment as the economic recovery has taken hold
- Adjusting the age group to account for the changing State Pension Age (16 to State Pension Age), the participation rate for the final quarter of 2014 was 79.0%. This is higher than the rate for the population up to age 64 years as the 16-64 age group will include women who are already inactive and retired which brings down the average participation rate
- Over the last two decades, the participation rate of men aged 16 to State Pension Age has been decreasing while the rate for women has been rising. As a result, the difference between the two has shrunk considerably – although the rate for men remains higher relative to the rate for women
- Broken down by age, the rate of participation was highest amongst those aged 25 to 49, at 86.3% in the final quarter of 2014. The rate was lowest for those aged over the State Pension Age. However, along with that of those aged 50 to State Pension Age, this age group's participation rate has increased over the last two decades
- Conversely, the participation rate for the youngest age group of 16-24 has been decreasing, due in part to the increased number of young people continuing into further education
- Of the regions of England and devolved nations of Great Britain, the South West had the highest labour market participation rate, of 81.7%. It was closely followed by the East of England and the South East. Participation was lowest in the North West and Wales
- Amongst the EU28, the average participation rate of those aged 15 to 64 was 72.2% in the second quarter 2014. This was 4.3 percentage points lower than the UK's estimate of 76.5% for the same quarter.

Notes for Key points

1. State Pension Age here, takes into account the incremental increases in female State Pension Age since 2010.

5 . Overall Participation

Labour market status of all people aged 16-64, Jan-Mar 1994 to Oct-Dec 2014, UK



Source: Labour Force Survey - Office for National Statistics

In the final quarter of 2014, 77.7% of people aged 16-64 in the UK were participating in the labour market. In order to participate, also known as being economically active, an individual must be either in work ([in employment](#)) or actively looking for work ([unemployed](#)). Therefore, an unchanged participation rate may not reflect the flows between employment and unemployment. The participation rate of those aged 16-64 is the main headline rate published within the [ONS' Labour Market Statistical Bulletin](#).

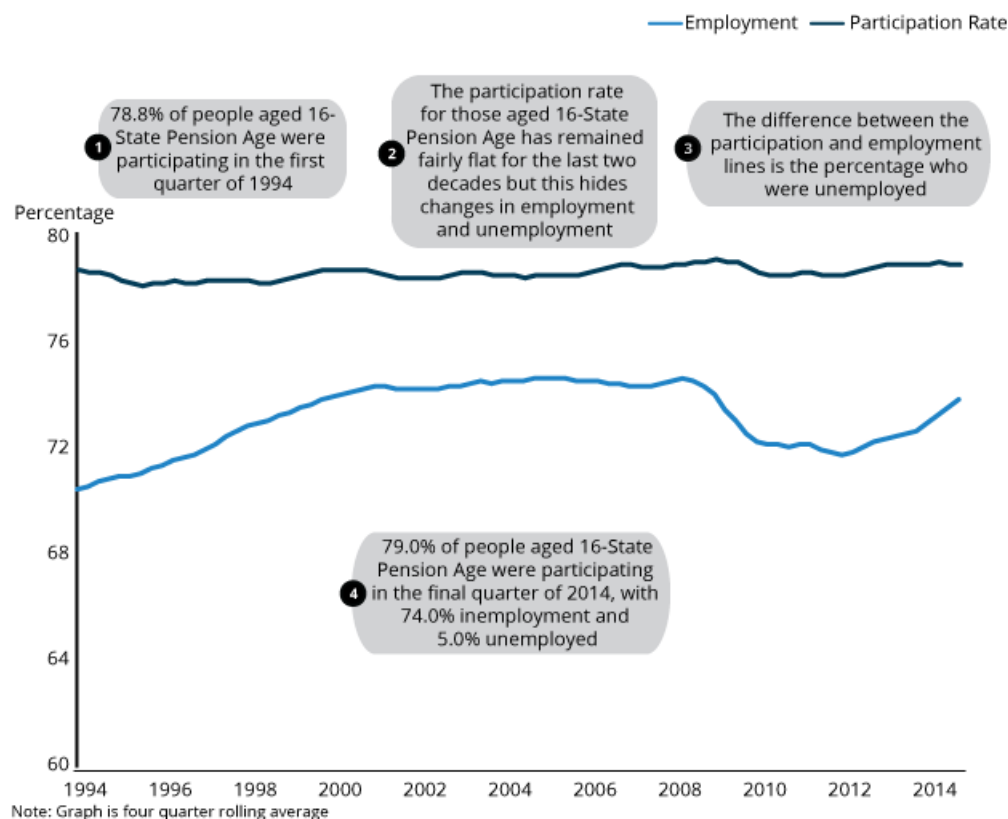
Prior to the 2008-09 economic downturn, the participation rate of those aged 16-64 had been on a general upwards trend, increasing from 76.4% in first quarter 1994 to 77.0% in the first quarter of 2008. Then, with the onset of the recent downturn, the total participation rate began to fall as individuals left the labour market and became [inactive](#).

The participation rate in the UK fell to a trough of 76.4% at the start of 2010 then has increased in recent years, exceeding its pre-downturn peak and standing at 77.7% in the final quarter 2014.

The recent improvement in the UK labour market participation rate is likely to reflect a wide range of different factors, including changes to benefits, pensions and work incentives, broader economic conditions, and education participation rates. We can also alter our initial analysis to look at those aged between 16 and their State Pension Age and this will also take into account the gradual increases in the State Pension Age for women since 2010.

Labour market status of all people aged 16-State Pension Age, Jan-Mar 1994 to Oct-Dec 2014, UK

79.0% of people aged between 16 and State Pension Age in the UK were participating in the labour market in the final quarter of 2014



Source: Labour Force Survey - Office for National Statistics

Notes:

1. The use of 16-State Pension Age, takes into account the incremental increases in female State Pension Age since 2010

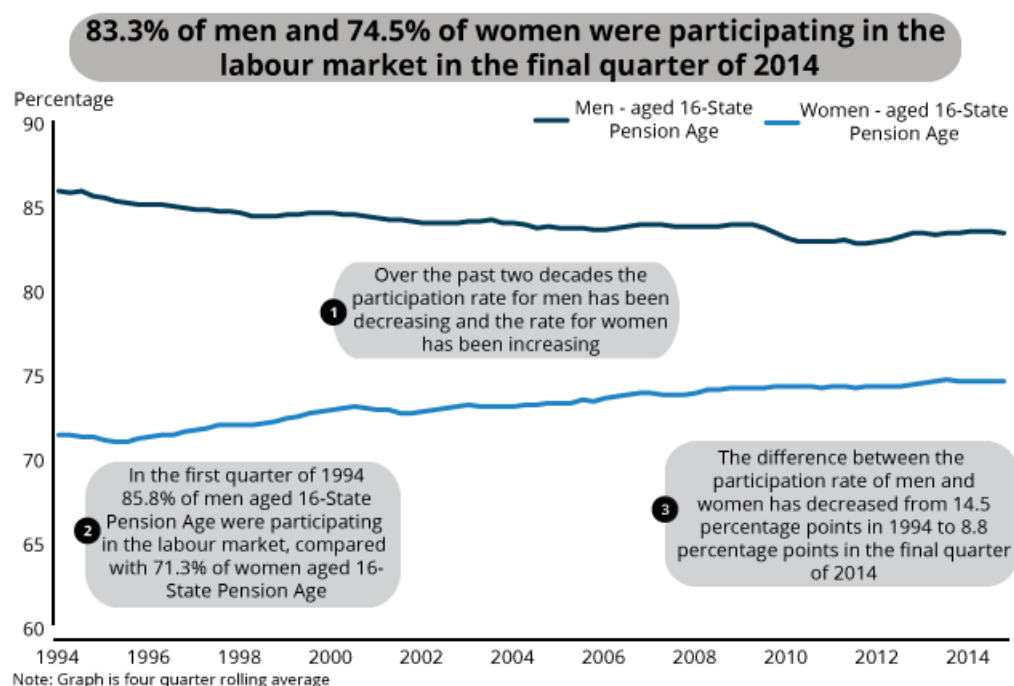
In the final quarter of 2014, 79.0% of people in the UK aged 16 and over but below their [State Pension Age](#) were participating in the UK labour market. This is unchanged from the participation rate in the previous quarter and, similarly, unchanged from a year previous. Despite this there have been considerable improvements within the UK labour market with increases in the employment and decreases in the unemployment.

Up until the early 2000s, there was a steady improvement in the labour market as employment experienced consistent increases while unemployment fell. Then with the onset of the 2008/09 economic downturn, the relationship reversed as the unemployment rate increased to a high of 6.7% and employment fell to a trough of 71.9% in the first quarter of 2012.

Since the start of 2012, the slight improvement in participation has been as a result of large falls in unemployment, which have been more than matched by increases in the number of those in employment.

6 . Characteristic breakdown of overall participation

Participation rates for people aged 16-State Pension Age by gender, Jan-Mar 1994 to Oct-Dec 2014, UK



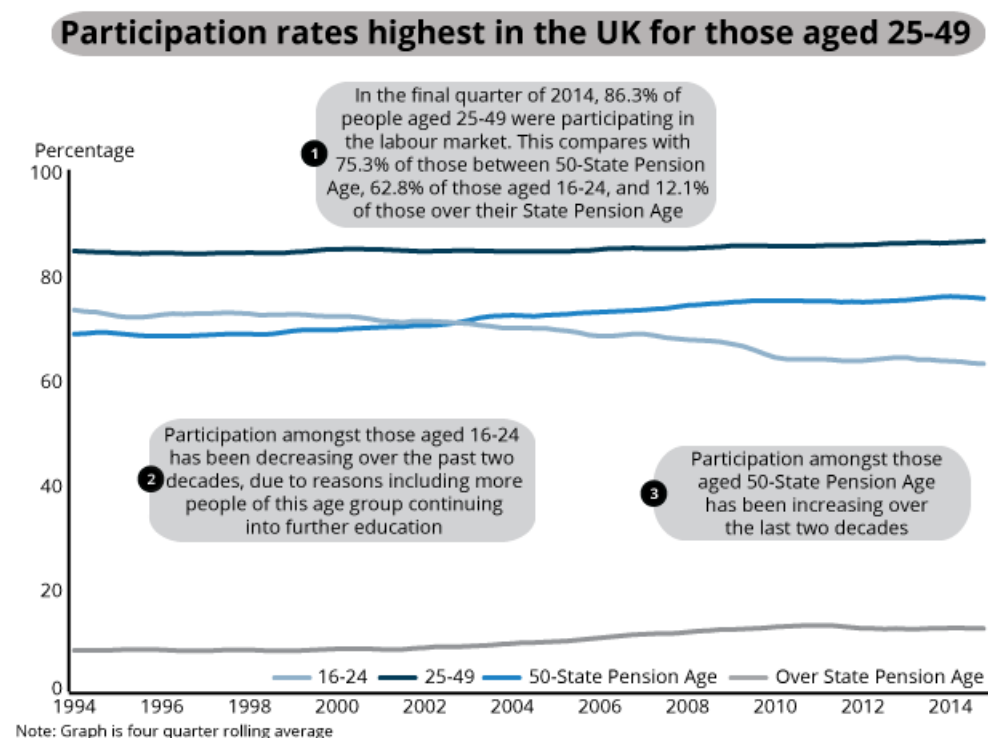
Source: Labour Force Survey - Office for National Statistics

Notes:

1. The use of 16-State Pension Age, takes into account the incremental increases in female State Pension Age since 2010

Breaking down participation by gender, in the final quarter of 2014, 83.3% of men and 74.5% of women were either in employment or actively seeking it and therefore participating in the labour market. Looking back over the last twenty years, the participation rate for men has been gradually decreasing from 85.8% at the beginning of 1994, a fall of 2.5 percentage points. This is in contrast to the participation rate of women – taking into account the incremental increases in female State Pension Age since 2010 – which has been increasing gradually over the same period, from around 71.3% in 1994 to 74.5% in 2014. As a result, while the participation rate for men is around 8.8 percentage points higher than that of women, the difference has shrunk considerably from 14.5 percentage points seen in 1994.

Participation rates for people aged 16-State Pension Age by age groups, Jan-Mar 1994 to Oct-Dec 2014, UK



Source: Labour Force Survey - Office for National Statistics

Notes:

1. The use of 50-State Pension Age, takes into account the incremental increases in female State Pension Age since 2010

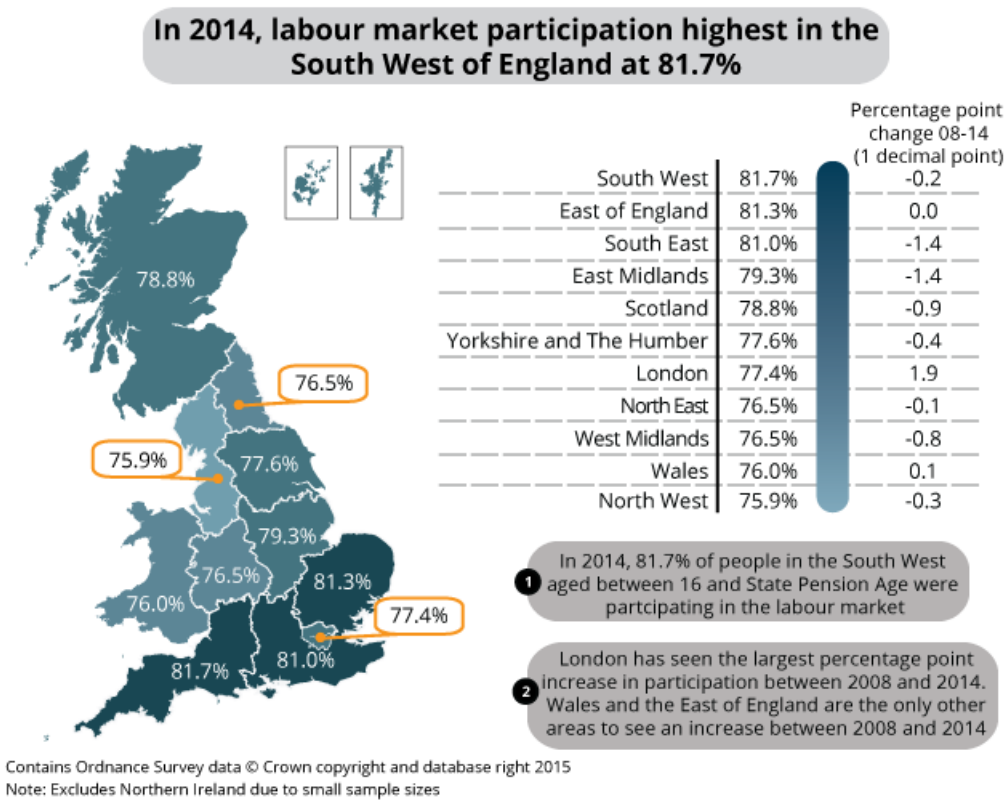
In the final quarter of 2014, 86.3% of people aged between 25 and 49 in the UK were participating in the labour market. This compares with 75.3% of those aged between 50 and State Pension Age and 62.8% of those aged 16-24. Looking at those individuals who are over their State Pension Age 12.1% of people were participating in the labour market.

Overall, participation for those aged 25-49 has remained fairly constant over the last two decades, increasing by 1.9 percentage points since the start of 1994. The largest increase in participation rates over the last two decades, has been seen by those aged 50-State Pension Age. The rate for this group has increased from 68.5% to 75.3% between 1994 and 2014. Conversely, there has been a large decrease in the participation rate for the youngest age group of 16-24 falling from 73.1% to 62.8%. It is worth noting that the increased number of young people continuing into further education will have had an effect on the participation rate for this age group. While not a focus in this release, ONS publish regular statistics on the participation of 16-24 year olds in or not in full-time education (FTE) . [These provide additional context to recent changes](#).

While low when compared to their younger counterparts, participation of those over their State Pension Age has seen noticeable change in the last 20 years. Between 2000 and 2011, participation increased by 4.5 percentage points to a peak of 12.7% in the first quarter of 2011, having been relatively flat and stable beforehand. While this increase has lessened somewhat, it remains elevated relative to its historic average with 12.1% of those aged State Pension Age or over participating in the labour market in the final quarter of 2014.

7 . Regional and international comparisons

Participation rates for people aged 16-State Pension Age by regions of England and devolved nations of Great Britain



Source: Annual Population Survey (APS) - Office for National Statistics

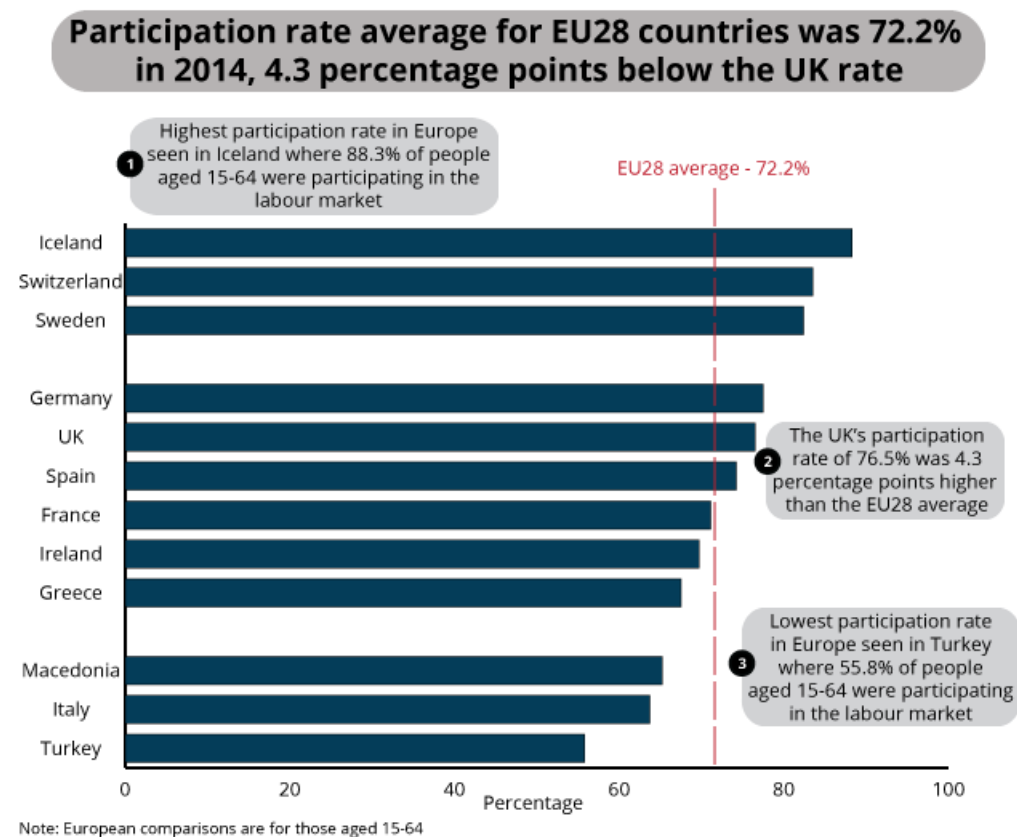
Notes:

1. The use of 16-State Pension Age, takes into account the incremental increases in female State Pension Age since 2010

Looking at participation by regions of England and devolved nations of Great Britain, the South West of England had the highest labour market participation rate, of 81.7%. The South West was closely followed by the East of England and the South East which saw participation rates of 81.3% and 81.0% respectively, while participation was lowest within the North West (75.9%) and Wales (76.0%).

London, however, has seen the largest rise in participation rate, increasing by 1.9 percentage points between 2008 and 2014. Wales and the East of England were the only other regions to see an increase over the period. The largest decrease was seen in the East Midlands and the South East, both decreasing by 1.4 percentage points.

Participation of all people aged 15 to 64 by European country, 2014



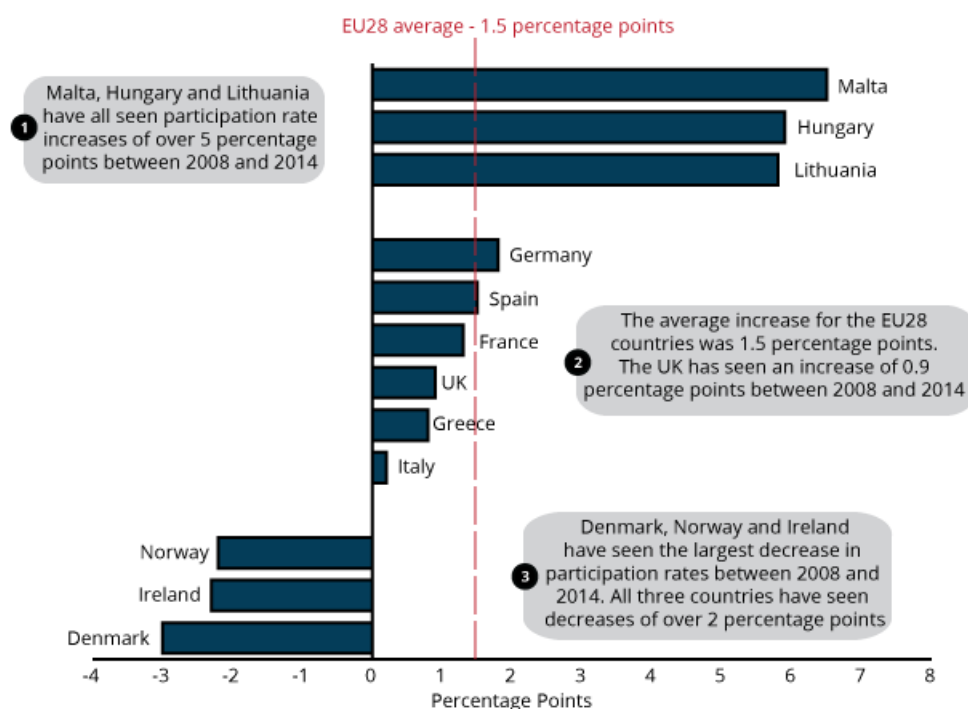
Source: Eurostat

Looking beyond the UK's borders, we can do similar analysis to see how the UK participation fares when compared with other European countries. It is worth noting however that analysis here is not comparable with that in other parts of this report, as this covers those aged 15-64.

Iceland had the highest participation rate at 88.3%. For the UK, this percentage was 76.5%, a similar percentage to Germany, at 77.5%. The average for the European Union was 72.2%.

Participation rate change between 2008 and 2014 for European countries, 2008 & 2014

Malta has seen the largest percentage point participation rate increase between 2008 and 2014



Note: European comparisons are for those aged 15-64

Source: Eurostat

However, looking at the changes in the participation rate since the second quarter of 2008, the UK has seen a 0.9 percentage point increase, which compares with the European Union average of 1.5 percentage points. The highest increase has been seen in Malta where there has been an increase of 6.5 percentage points, and the largest decrease was seen in Denmark where there was a decrease of 3.0 percentage points. These changes, however, should be taken into context with their respective participation rates in 2008, as the initial rate will undoubtedly influence their scope for improvement.

8. Background notes

1. All single period UK analysis (such as occupation, full time/part time breakdowns) use the quarterly Labour Force Survey person datasets for April to June 2014 (except for information on why workers are working past their State Pension Age which uses the Annual Population Survey Jan-Dec 2014).

The analysis of flows in and out of retirement uses the 2 Quarter Longitudinal Labour Force Survey 2003-2014 and are four quarter rolling averages.

All UK time series analysis uses the quarterly Labour Force Survey person datasets and are four quarter rolling averages.

Further information about the Labour Force Survey (LFS) is available from: [The LFS User Guide](#) and analysis of women with and without dependent children utilises the LFS Household datasets April-June quarters 1996-2014.

The Labour Force Survey household datasets are to be used for analysis at a household or at family level. Household datasets are weighted differently to person datasets, in that each person in a household is given the same weight. This ensures that weighted estimates at the household level are consistent. When using the household datasets to give estimates of the total number of people, the different weighting procedure will give marginally different estimates to those from the person datasets.

All regional analysis uses the Annual Population Survey datasets for January to December 2014.

All European analysis uses the European Labour Force Survey datasets for Quarter 2 for 2008 and 2014.

2. Labour Market Participation includes all those who are employed or unemployed and activity seeking work. The participation rate, also known as the activity rate, shows the percentage of a given population that are engaging with the UK labour market.
3. State Pension Age change information: State Pension Age for women was originally set to be equalised with men's by the Pensions Act 1995, with it proposed to increase gradually from 60 to 65 between 2010 and 2020. Subsequent Pensions Acts (2007, 2011 and 2014) and the Chancellor's Autumn statement in 2013 then sped up this process and raised State Pension Age even further, with SPA now scheduled to increase to 65 for women by 2018. State Pension Age will then be raised for both men and women to 66 by 2020 and 67 by 2028. The government has indicated SPA will continue to be reviewed every 5 years (2017 first review).

To illustrate what the changes mean, for women born in 1950 or before, State Pension Age remained 60, for women born after 1950 their State Pension Age gradually increases depending on exactly when they were born, for example, for women born in late 1951, State Pension Age is likely to be 61, if born in 1952, State Pension Age likely to be 62.

4. The following link provides details of [what qualifications classify an individual as a graduate](#).
5. Occupation group is based on the Standard Occupation Classification (SOC) 2010 major and minor groups.
6. For European comparisons of participation between Q2 2008 and Q2 2014. Note for analysis of the participation rate for those aged 65 and over no information was available for Malta in Q2 2008.
7. Details of the policy governing the release of new data are available by visiting www.statisticsauthority.gov.uk/assessment/code-of-practice/index.html or from the Media Relations Office email: media.relations@ons.gsi.gov.uk

Participation rates in the UK - 2014 - 2. Women

Those who are participating with the labour market by being either in employment or unemployed and searching for work. It will look at specific groups, including women and the elderly to analysis the recent trends in participation rates.



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1 . Abstract

The participation rates of women, focusing on the participation of those with or without children, by qualification and occupation as well as nationality.

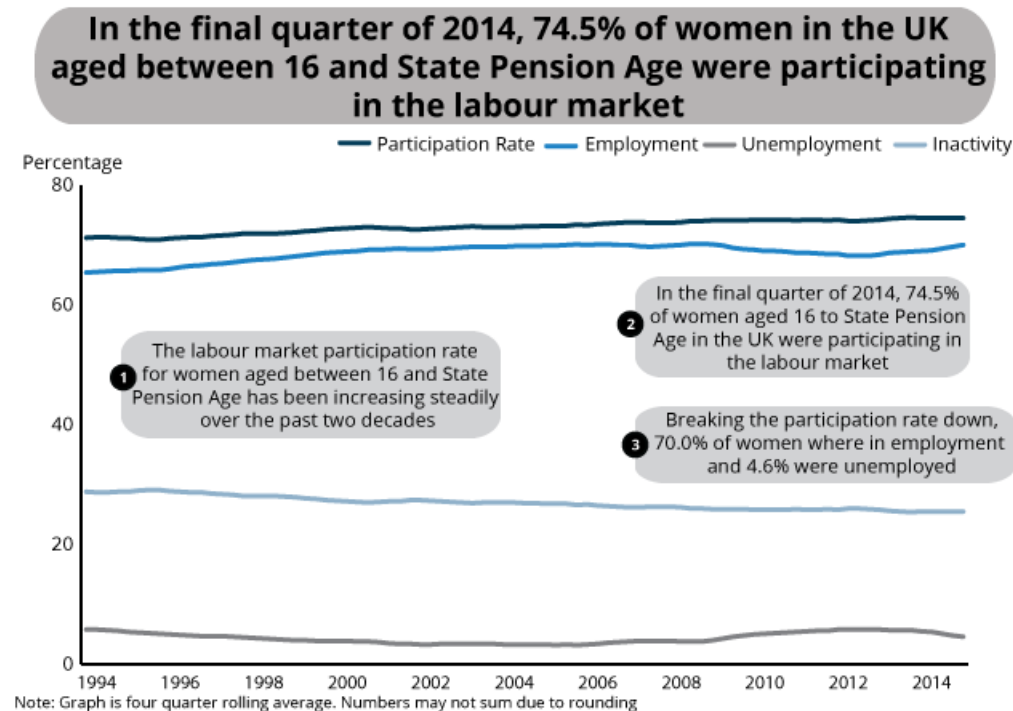
2 . Key Points

- In the final quarter of 2014, 74.5% of women in the UK aged between 16 and State Pension Age were participating in the labour market
- Labour market participation is higher for women aged 25-49 than any other age group, although the largest increase has been seen for those aged 50-State Pension Age
- In 2014, 2 in 5 women who were not participating in the labour market gave “looking after the family/home” as their reason
- In 2014, participation rates for women with and without dependent children were at very similar rates
- 89.5% of women classified as a graduate and have no dependent children were participating in the labour market in 2014
- In 2014, 21.1% of women were working in the UK work in Professional Occupations with teaching and educational professionals the top job role with over one million female workers
- In 2014, 78.3% of women in the South West were participating in the labour market, the highest percentage of any region of England or devolved countries of Great Britain

This section of the report focuses on the labour market participation of women in the UK. Participation in the labour market, also known as economically active, includes all individuals who are either in work ([in employment](#)) or actively looking for work ([unemployed](#)). Those who are not participating are referred to as inactive

3 . Participation of women

Labour market status of women, Jan-Mar 1994 to Oct-Dec 2014, UK



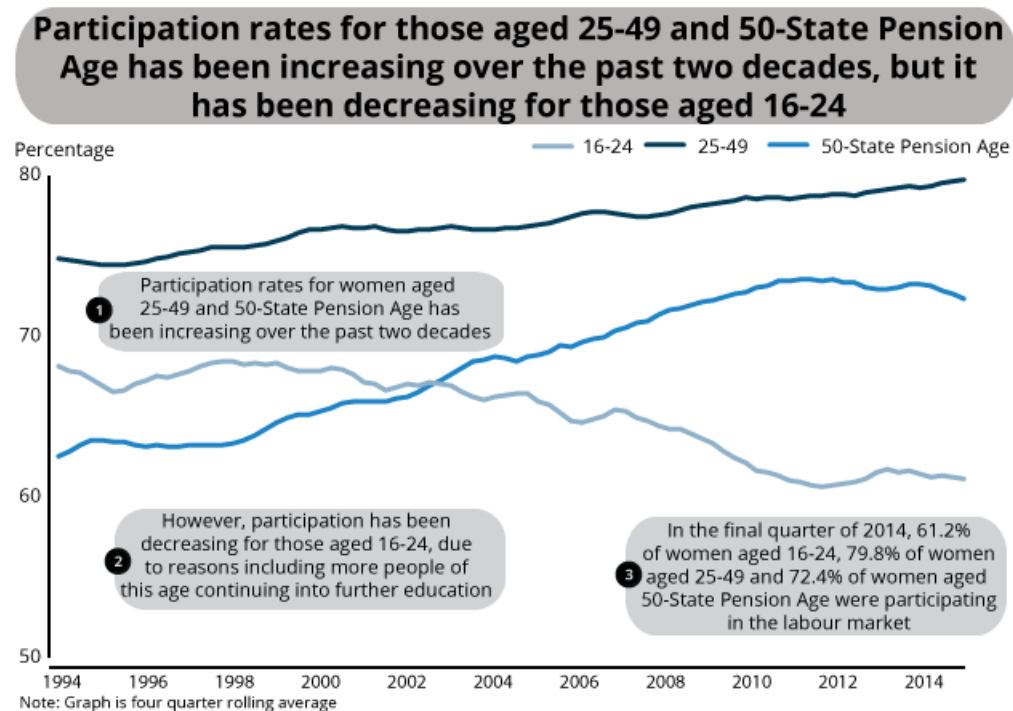
Source: Labour Force Survey - Office for National Statistics

In the final quarter of 2014 participation in the labour market amongst UK women, aged between 16 and State Pension Age, was 74.5%. Breaking this down into those in employment or unemployed, we see that 70.0% of women were in employment and 4.6% were unemployed. The remaining 25.5% were inactive and not participating in the labour market.

The participation rate for all women has been increasing steadily over the past two decades. This section will look at this in more detail to understand the causes of this increase and whether there are sub-groups that are engaging more with the UK labour market than others.

Having risen from a rate of 71.3% in 1994 to a rate of 74.5% at the end of 2014, the steady increase in participation of women aged between 16 and State Pension Age has coincided with a steady upward trend in employment. Unemployment, conversely, has been on a downwards trend for most of the last two decades with the exception of the impact by the 2008/09 downturn, where unemployment was increasing for most of 2006 to 2012.

Participation of women by age group, Jan-Mar 1994 to Oct-Dec 2014, UK



Source: Labour Force Survey - Office for National Statistics

Notes:

1. The use of 50-State Pension Age, takes into account the incremental increases in female State Pension Age since 2010

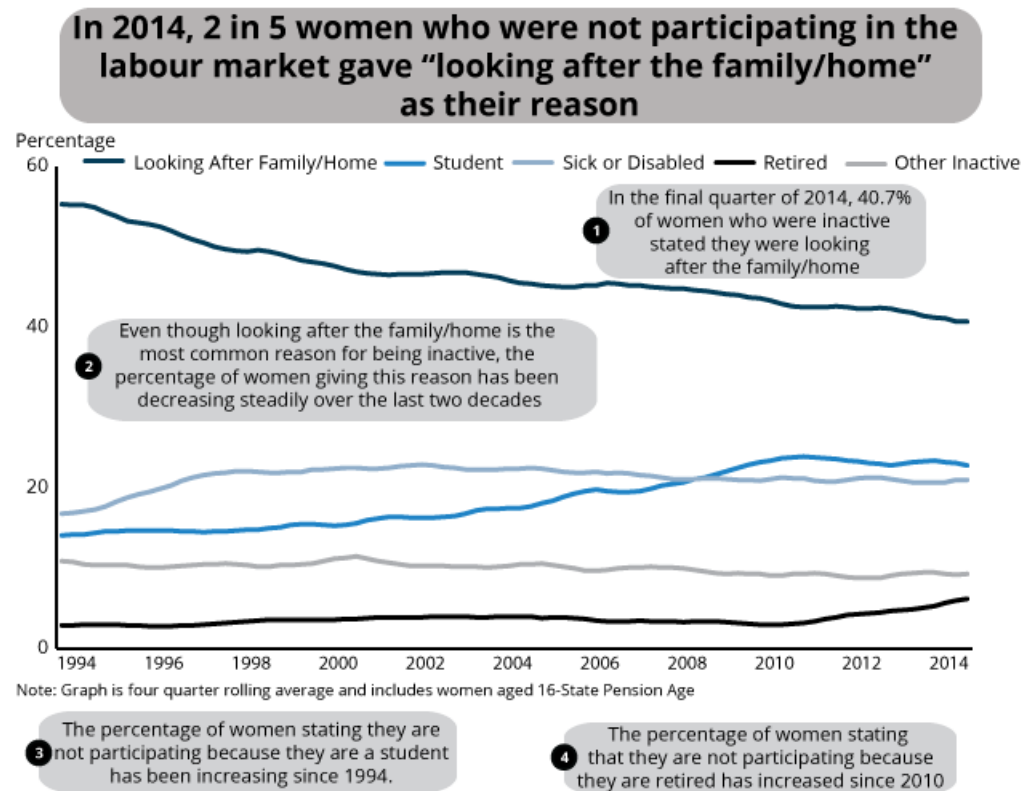
Focusing on a breakdown by age, in the final quarter of 2014, 79.8% of women aged between 25 and 49 were participating in the labour market. This compares with 61.2% of women aged 16-24, 72.4% of women aged between 50 and State Pension Age and 11.0% of women over State Pension Age.

Experiencing the highest participation rate of all age groups, the rate for women aged 25 to 49 has been on a steady upwards trend since 1994, rising from 74.9% in 1994 to 79.8% in 2014. Participation for women aged 50-State Pension Age has also seen an increase, rising by 9.8 percentage points since the beginning of 1994, when their participation rate stood at 62.6%.

Participation for women aged 50-State Pension Age has seen a decrease since 2010, which coincides with the gradual increases in State Pension Age for women. This change means that the group will have seen an increase in the top end of the age range composing of women who are more likely to be retired and hence not participating in the labour market.

The only age group to experience a decrease over the last two decades, has been those aged 16-24, falling from 68.2% to 61.2%. Over the same period, inactivity for this age group has been increasing; this can be partly explained by the increases in the number of female students. Once again, while not a focus in this release, ONS publish regular statistics on the participation of 16-24 year olds in or not in full-time education (FTE). [These may provide additional context to recent changes.](#)

Breakdown of inactivity for women aged 16 to State Pension Age by reason, Jan-Mar 1994 to Oct-Dec 2014, UK



Source: Labour Force Survey - Office for National Statistics

Notes:

1. The use of 16-State Pension Age, takes into account the incremental increases in female State Pension Age since 2010

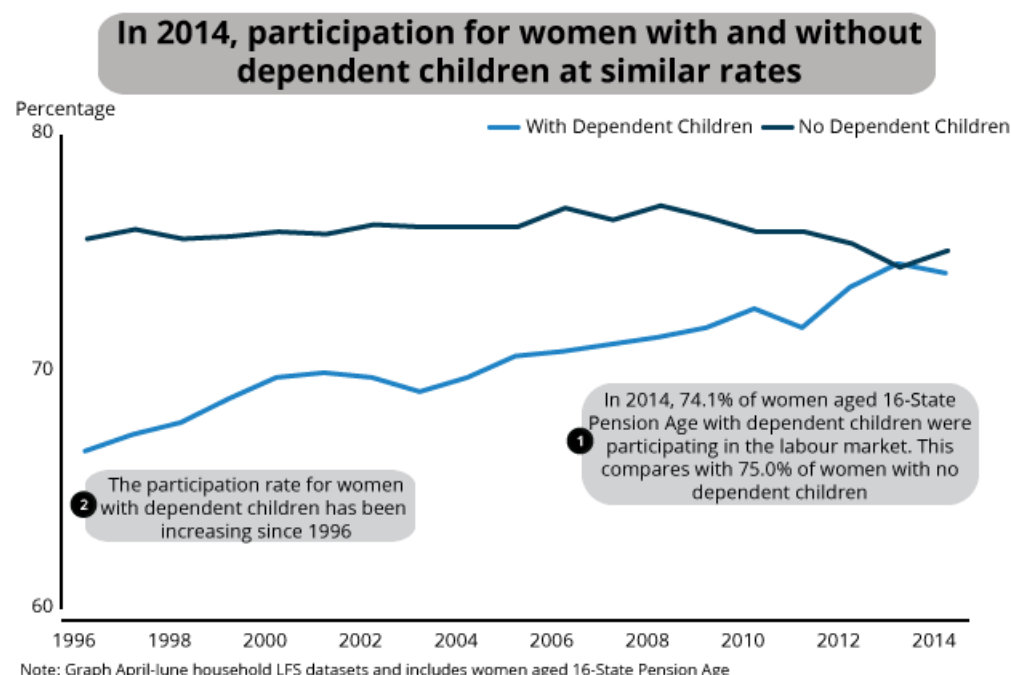
Looking at inactivity for women as a whole, the trend has generally been downwards, and in the final quarter of 2014, 25.5% of women were inactive, 3.2 percentage points lower than in the first quarter of 1994.

Of the main reasons given for being inactive, in the final quarter of 2014, 40.7% of women gave “looking after the family/home” as their main reason. This is by far the most common reason given but has made-up an ever decreasing percentage of inactive women, falling from 55.3% in 1994. While not explaining the entirety of this decrease, changes in Lone Parent Income Support – determining the automatic entitlement to benefit– will likely have impacted on some women’s choice to participate in the labour market.

On the other hand, the percentage of women that gave being a student as their reason for inactivity has been increasing over the past two decades, rising from 14.1% in 1994 to 22.8% in 2014. As mentioned earlier, this is to be expected as there has been an increased number of women (and men) who are continuing into further education after the age of 16. As a result it is now the second most common reason for female inactivity.

4 . Participation rates of women, with or without dependent children

Participation rate of women aged 16 to State Pension Age with and without dependent children, 1996 to 2014, UK



Source: Labour Force Survey - Office for National Statistics

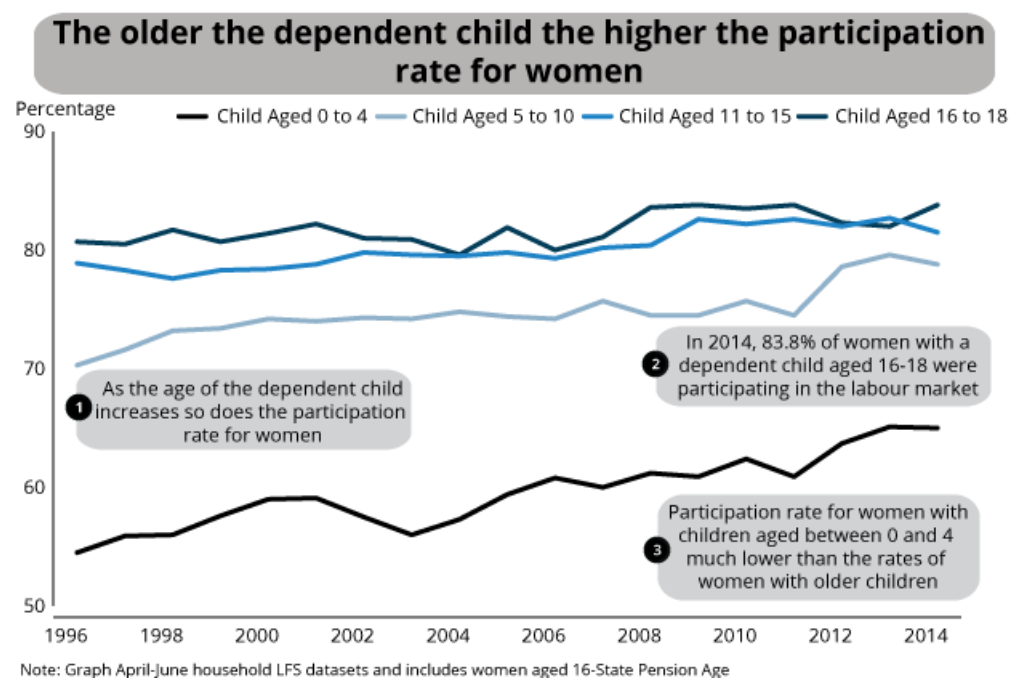
Notes:

1. The use of 16-State Pension Age, takes into account the incremental increases in female State Pension Age since 2010
2. Dependent children are children aged under 16 and those aged 16-18 who have never married and are in full-time education
3. Datasets used are for April to June 1996 to 2014

In 2014, 74.1% of women with dependent children were participating in the UK labour market, which compares to 75.0% for women with no dependent children. The percentage point gap in the participation rates for women with and without dependent children has been steadily decreasing since 1996 and there has been less than 1 percentage point difference between the two rates for each of the last two years. In 2013 the participation rate for women with dependent children was higher than that of women without dependent children. We can break this analysis down further by looking at the participation rate of women by age of their dependent child.

Unsurprisingly, we can see that as the age of the dependent child increase so does the participation rate for women, as 83.8% of women with dependent children aged between 16 and 18 in 2014 were participating in the labour market. The rate for those with dependent children aged 5-10 and 11-15 were similar, at 78.8% and 81.5% respectively in the final quarter of 2014.

Participation of women aged 16 to State Pension Age by the age of youngest dependent child, 1996 to 2014, UK



Source: Labour Force Survey - Office for National Statistics

Notes:

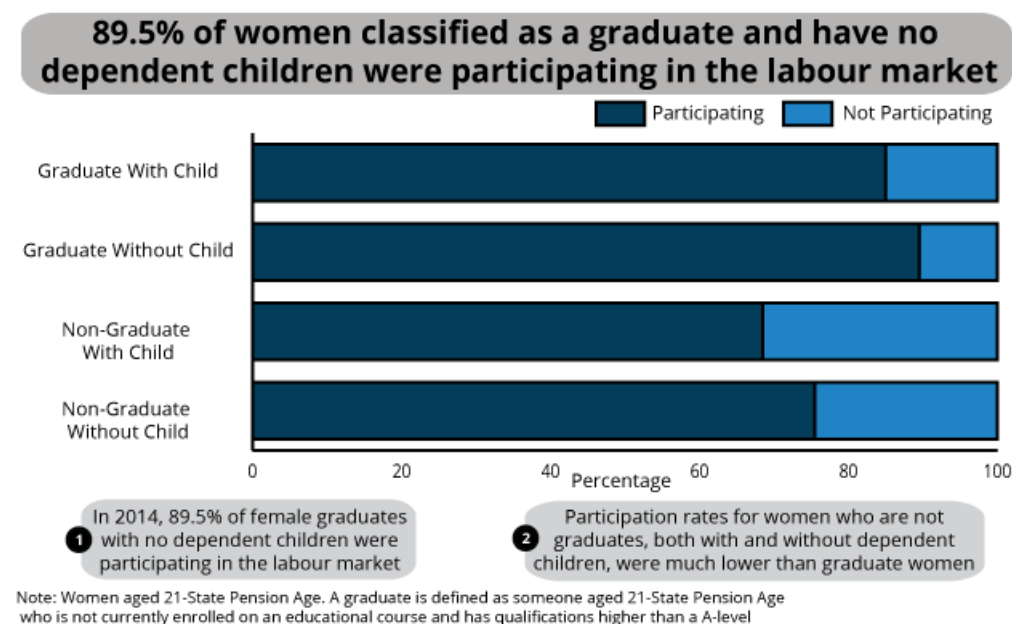
1. The use of 16-State Pension Age, takes into account the incremental increases in female State Pension Age since 2010
2. Dependent children are children aged under 16 and those aged 16-18 who have never married and are in full-time education
3. Datasets used are for April to June 1996 to 2014

The participation rate for women with young dependent children, aged between 0 and 4, has been much lower than the other three dependent child age groups, with 65.0% participating in 2014. The trend for this group, however, has been increasing steadily.

Overall, the rate for women with dependent children has been increasing in recent years and, as previously mentioned, some of this is likely due to changes in Lone Parent Income Support. Entitling un-partnered parents, who are over the age of 16 and have a child under the age of 5, it was previously available to those with a child under the age of 15 but from 2008 the age was reduced in 4 distinct phases over 4 years. Further information and background can be found [here](#).

Other government policies for example, to fund 570 hours of [free early education childcare](#) a year in England for all 3-4 year olds will have provided additional incentives to engage with the labour market.

Participation rate of women aged 16 to State Pension Age with or without children who are or are not graduates



Source: Labour Force Survey - Office for National Statistics

Notes:

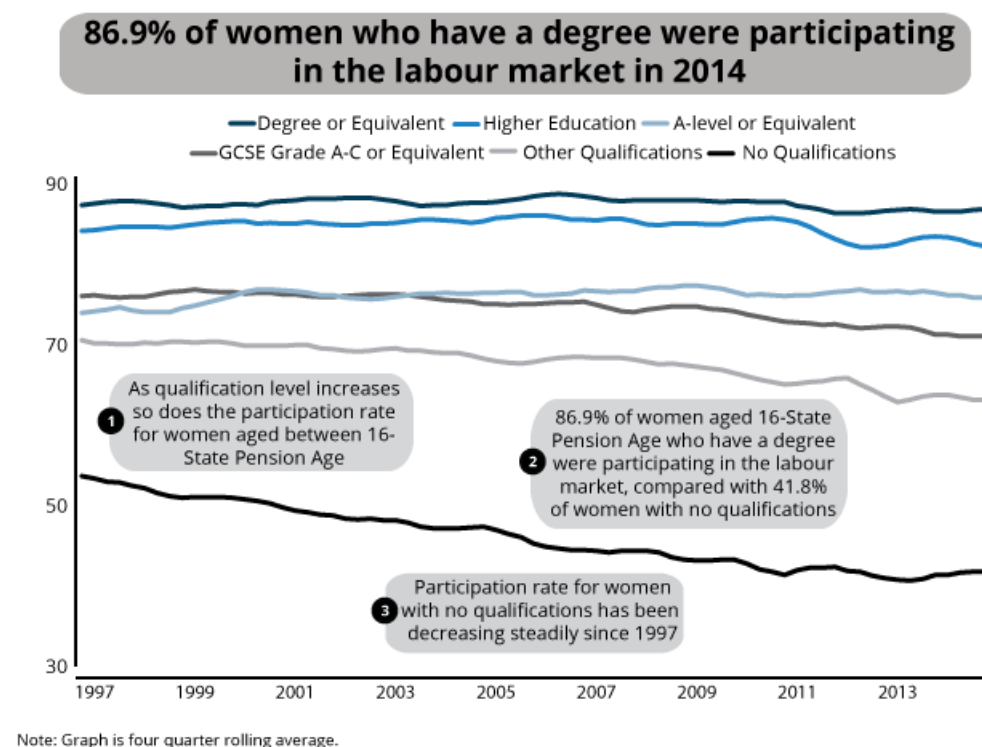
1. The use of 16-State Pension Age, takes into account the incremental increases in female State Pension Age since 2010
2. Dependent children are children aged under 16 and those aged 16-18 who have never married and are in full-time education
3. A graduate is defined as a person who is aged over 20, not enrolled on any educational course and who has a level of higher education above A level standard
4. Datasets used are for April to June 2014.

89.5% of women classified as a graduate and have no dependent children were participating in the UK labour market in 2014. The definition of a graduate here includes all women aged between 21 and State Pension Age who are not currently enrolled in an educational course and have at least an A-Level qualification. This will include women with higher education qualifications as well as degrees.

This compares with 85.0% of women who are graduates but have a dependent child. When looking at women who aren't graduates by whether they have dependent children or not their participation rates are much lower. 75.9% of non-graduates who have no children were participating in the labour market and 68.1% of non-graduates with a dependent child were participating.

5 . Participation of women by qualification and job

Participation of women aged 16 to State Pension Age by highest qualification, Jan-Mar 1997 to Oct-Dec 2014, UK



Source: Labour Force Survey - Office for National Statistics

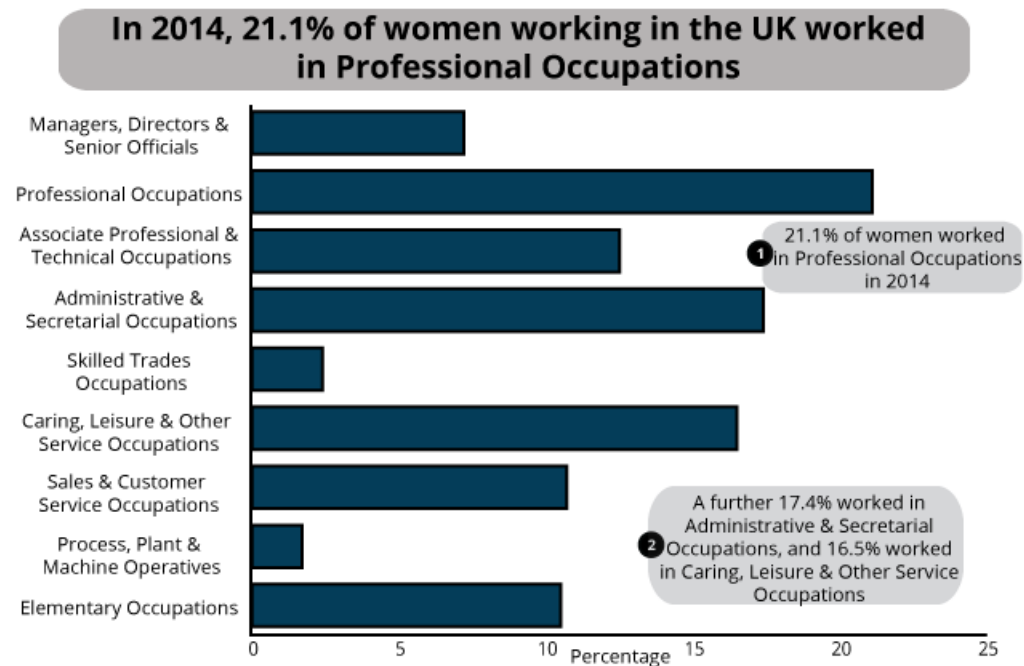
Notes:

1. The use of 16-State Pension Age, takes into account the incremental increases in female State Pension Age since 2010
2. To see a list of all qualifications included in each category please see the background notes to the report

In the final quarter of 2014, 86.9% of women who have a degree were participating in the labour market. The lowest participation rate, of 41.8%, was seen for those women with no qualifications. This has been steadily decreasing since 1996 when 53.4% of women with no qualifications were participating in the labour market. This may reflect the increase in skills and qualification level that is required for entry-level jobs over the last 15 years, making it much more difficult for those without basic qualifications to engage with the labour market. At the same time, the slight increase in recent years of those with no qualifications could be as a result of increased participation amongst women aged 50 and over – with older women being more likely to hold no qualifications.

The participation rate for those with A-level or equivalent qualifications has remained fairly flat since 1996, and in the last quarter of 2014 the rate stood at 75.9%. The participation rate for those with GCSE grades A-C or equivalent have seen a slight decrease over the past two decades and in the final quarter of 2014 this group had a participation rate of 71.1%.

Participation rates of women aged 16 and over by occupation group, 2014, UK



The top 3 job roles for women,

Teaching & Educational Professionals



1.08 million workers

Caring Personal Services



1.07 million workers

Sales Assistants & Retail Cashiers



998,000 workers

Source: Labour Force Survey - Office for National Statistics

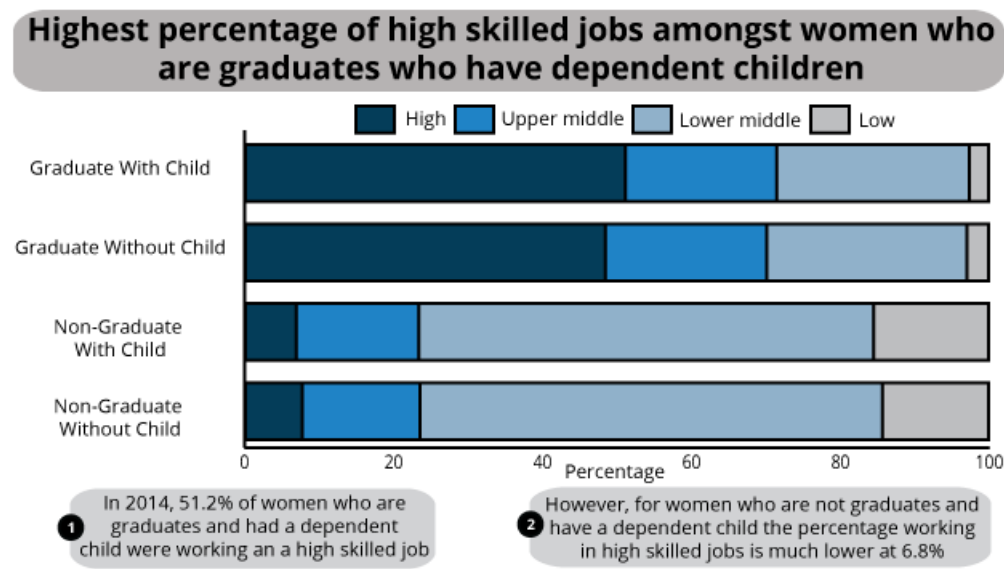
Notes:

1. Occupation group is based on the Standard Occupation Classification (SOC) 2010 major groups
2. Occupation group is based on the Standard Occupation Classification (SOC) 2010 minor groups
3. Datasets used are for April to June 2014

In 2014, 21.1% of women working in the UK were working in Professional Occupations. A further 17.4% worked in Administrative and Secretarial Occupations and 16.5% worked in Caring, Leisure and Other Service Occupations.

Breaking this down further into minor occupational groups, the top three occupational groups for women were; Teaching and Educational Professionals with 1.08 million workers, Caring Personal Services with 1.07 million workers and Sales Assistants and Retail Cashiers with 998,000 workers.

Participation of women aged 16 and over by skill level, whether or not they have a dependent child and whether or not they are graduates



Source: Labour Force Survey - Office for National Statistics

Notes:

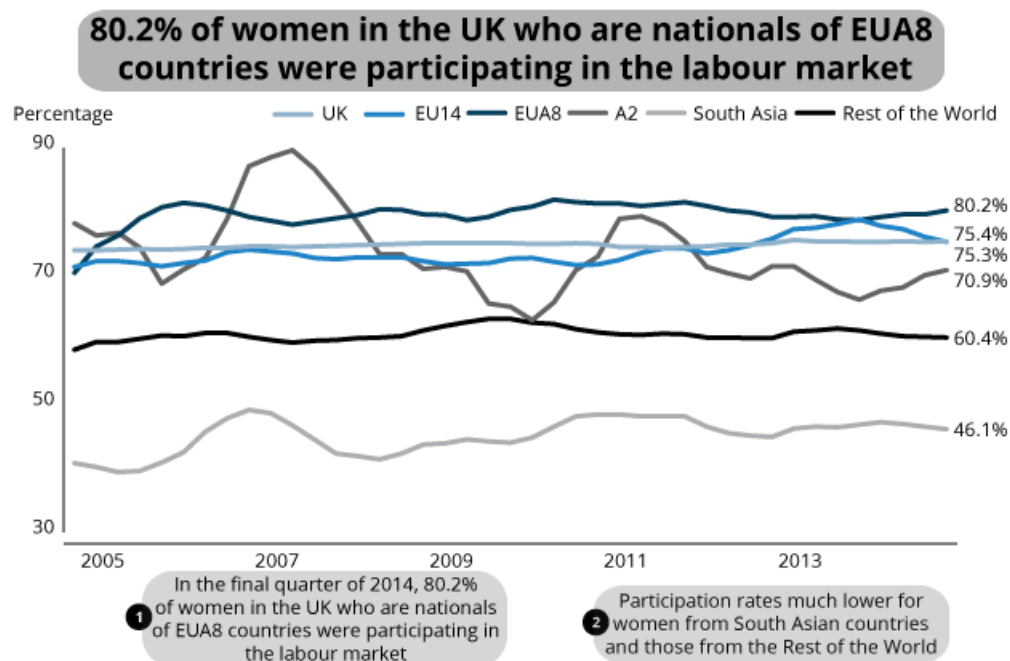
1. The use of 16-State Pension Age, takes into account the incremental increases in female State Pension Age since 2010
2. The skill level groups are created by grouping jobs together based on their occupation according to the Standard Occupation Classification (SOC) 2010 lower level groups. The occupation group is not available for some workers, these have been excluded from the total
3. High – This skill level is normally acquired through a degree or an equivalent period of work experience. Occupations at this level are generally termed ‘professional’ or managerial positions, and are found in corporate enterprises or governments. Examples include senior government officials, financial managers, scientists, engineers, medical doctors, teachers and accountants
4. Upper-middle – This skill level equates to competence acquired through post-compulsory education but not to degree level. Occupations found at this level include a variety of technical and trades occupations, and proprietors of small business. For the latter, significant work experience may be typical. Examples of occupations at this level include catering managers, building inspectors, nurses, police officers (sergeant and below), electricians and plumbers
5. Lower-middle – This skill level covers occupations that require the same competence acquired through compulsory education, but involve a longer period of work-related training and experience. Examples of occupations at this level include machine operation, driving, caring occupations, retailing, and clerical and secretarial occupations
6. Low – This skill level equates to the competence acquired through compulsory education. Job-related competence involves knowledge of relevant health and safety regulations and may be acquired through a short period of training. Examples of occupations at this level include postal workers, hotel porters, cleaners and catering assistants
7. Dependent children are children aged under 16 and those aged 16-18 who have never married and are in full-time education
8. A graduate is defined as a person who is aged over 20, not enrolled on any educational course and who has a level of higher education above A level standard

In 2014, 51.2% of working women who were graduates and had a dependent child were working in a high skilled job. Women who are graduates but don’t have a dependent child saw a slightly lower percentage working in high skilled jobs, at 48.1%.

However, for women who are not graduates and have a dependent child, 6.8% are in high skilled jobs. For this group, 61.2% work in lower middle skilled jobs. The percentage working in high skilled jobs is similar to those women who are not graduates and have no dependent children (7.6%).

6 . Participation of women by nationality

Participation of women aged 16 to State Pension Age by nationality, Jan-Mar 2005 to Oct-Dec 2014, UK



Note: Graph is four quarter rolling average.

EU14 includes Austria, Belgium, Denmark, Finland, France, Germany, Greece, Ireland, Italy, Luxembourg, Netherlands, Portugal, Spain and Sweden.

EUA8 includes Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovenia and Slovakia.

A2 includes Bulgaria and Romania.

South Asia includes China, India, Pakistan and Bangladesh

Source: Labour Force Survey - Office for National Statistics

Notes:

1. The use of 16-State Pension Age, takes into account the incremental increases in female State Pension Age since 2010
2. EU14 includes Austria, Belgium, Denmark, Finland, France, Germany, Greece, Ireland, Italy, Luxembourg, Netherlands, Portugal, Spain & Sweden
3. EUA8 includes Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovenia & Slovakia
4. A2 includes Bulgaria & Romania
5. South Asia includes China, India, Pakistan & Bangladesh

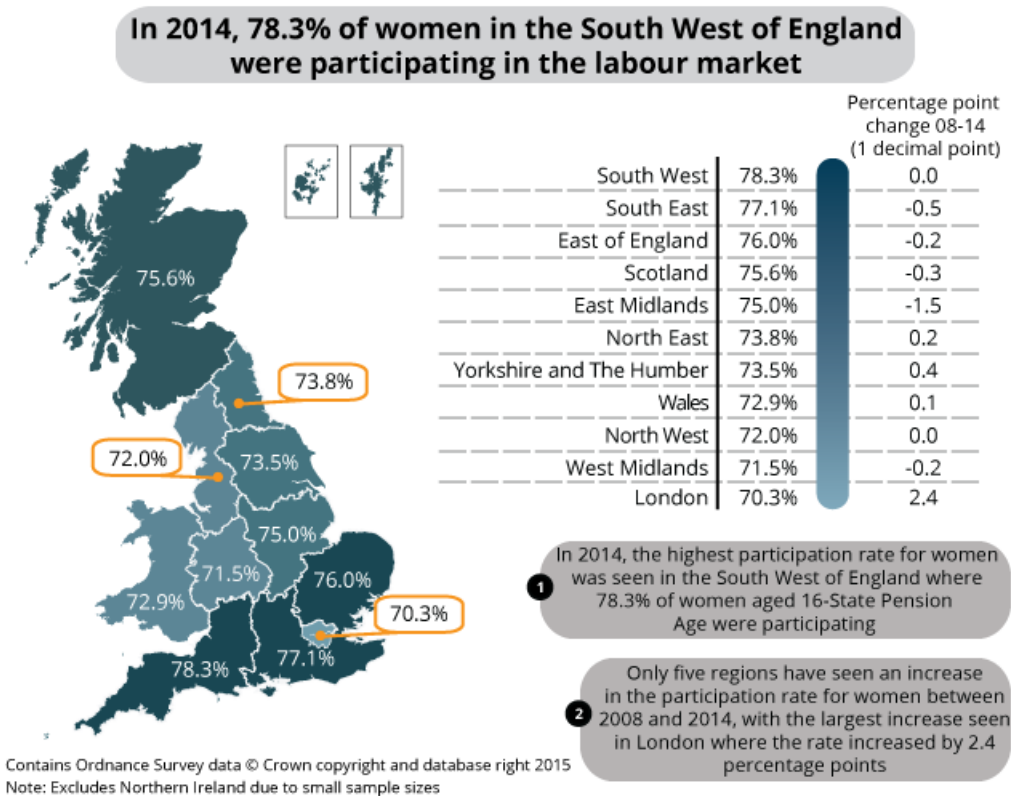
In the final quarter of 2014, 80.2% of women in the UK who are nationals of EUA8 countries were participating in the labour market. This compares with 75.4% for UK nationals, 75.3% of EU14 nationals and 70.9% of A2 nationals.

Women from the South Asian countries of China, India, Pakistan and Bangladesh have the lowest participation rate, of 46.1% in the final quarter of 2014. The participation rate for this group has not been above 50% at any point since 2005. Women from the Rest of the World also saw a lower participation rate than women from other country groups. Their participation rate in the final quarter of 2014 was 60.4%.

These differences are partly explained by differences in the group’s demographics. For example, countries newly ascended into the European Union tend to have a younger age-profile and are therefore likely to have a higher participation rate. At the same time, another possible reason for differences in participation could be cultural. While this paper does not look into this, [other releases](#) from ONS provides some context.

7 . Regional and international comparisons

Participation of women aged 16 to State Pension Age by regions of England and devolved nations of Great Britain



Source: Annual Population Survey (APS) - Office for National Statistics

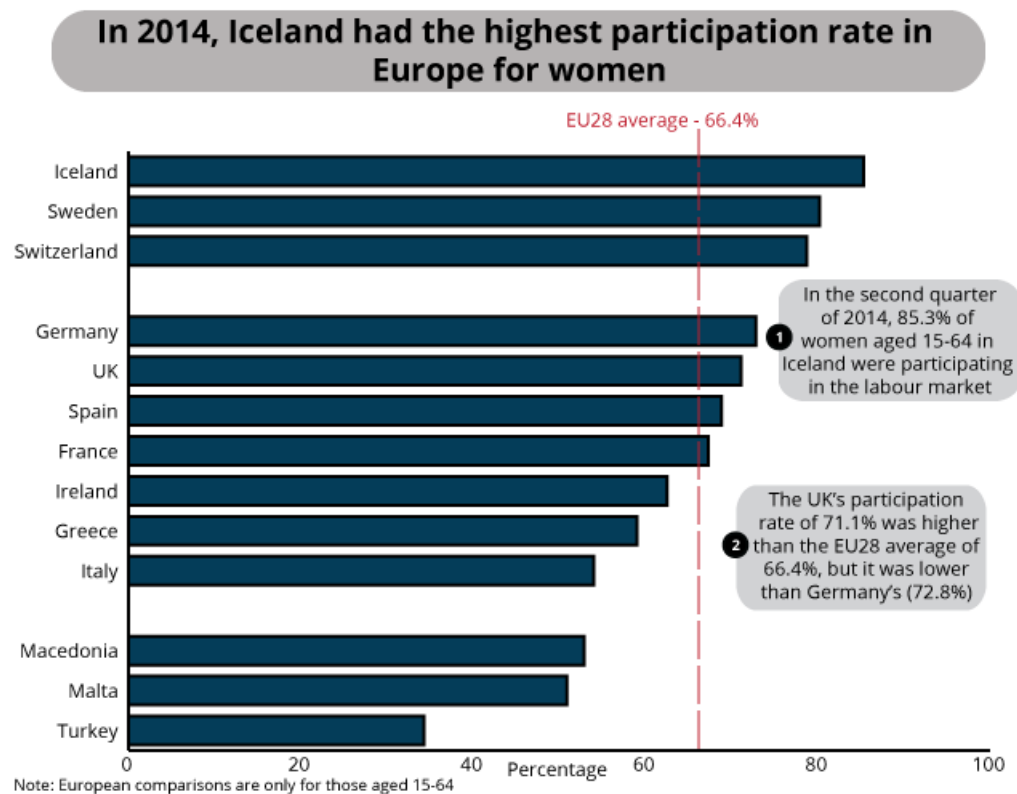
Notes:

1. The use of 16-State Pension Age, takes into account the incremental increases in female State Pension Age since 2010

In 2014, the highest participation rates of women was seen in the South West standing at 78.3%, closely followed by a rate of 77.1% in the South East. Participation was lowest in London (70.3%) and the West Midlands (71.5%). Assessing the changes across regions between 2008 and 2014, five regions have seen an increase in the participation rate of women during this time.

The largest increase can be found in London, where the participation rate increased by 2.4 percentage points from 67.8% in 2008, to 70.3% in 2014. This was followed by Yorkshire and The Humber, where the participation rate of women increased by 0.4 percentage points between 2008 and 2014. The largest decrease can be found in the East Midlands, where the participation rate fell from 76.5% in 2008 to 75.0% in 2014, a fall of 1.5 percentage points.

Participation of women aged 15 to 64 by European country, 2014



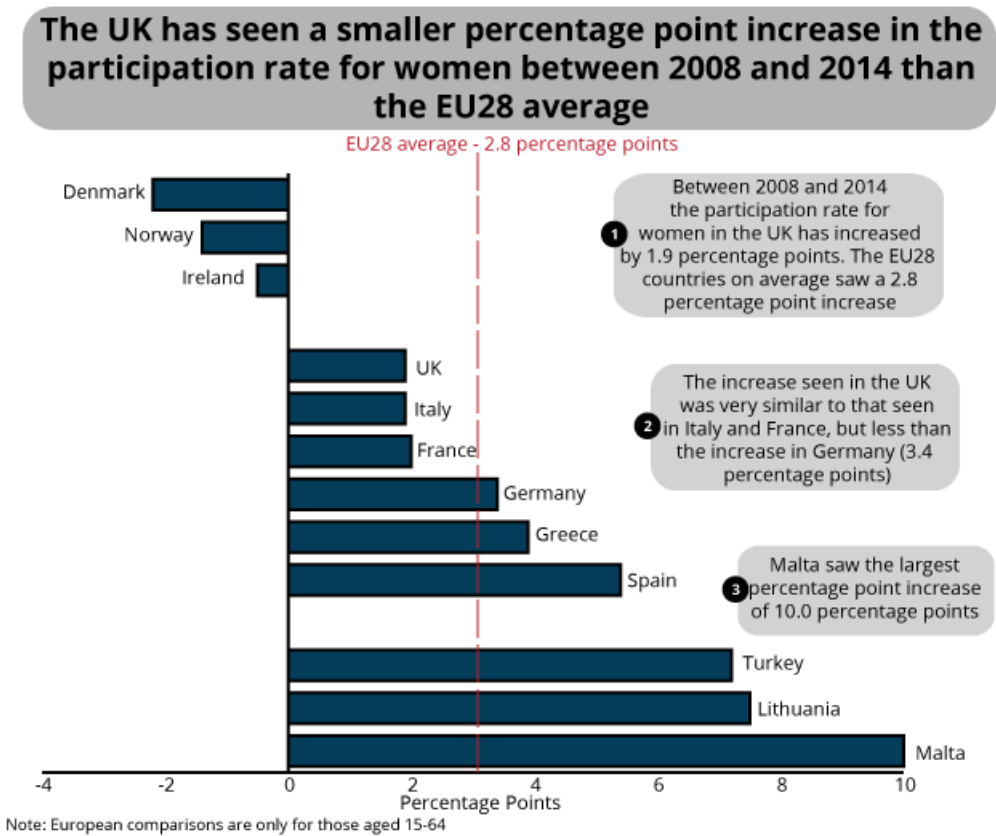
Source: Eurostat

Notes:

1. Datasets used are for Q2/April-June 2014

In the second quarter of 2014, 85.3% of women aged 15-64 in Iceland were participating in their labour market. Sweden and Switzerland had the second and third highest percentage with 80.2% and 78.7% respectively. The UK rate of 71.1% was above the EU28 average of 66.4% but it was lower than the rate in Germany (72.8%).

Change in participation of women aged 15 to 64 by European country between 2008 and 2014



Source: Eurostat

Notes:

- 1. Datasets used are for Q2/April-June 2008 and 2014

Looking at the change since the start of the recession, Malta has seen the largest increase, of 10.0 percentage points, in the participation rate of women aged 15-64. The UK's increase over the period of 1.9 percentage points was the same as seen in Italy, but was lower than the EU28 average (2.8pp) and Germany (3.4pp). These changes, however, should be taken into context with their respective participation rates in 2008, as the initial rate will undoubtedly influence their scope for improvement, as demonstrated by the large percentage point increases seen in Turkey and Malta.

8. Background notes

1. All single period UK analysis (such as occupation, full time/part time breakdowns) use the quarterly Labour Force Survey person datasets for April to June 2014 (except for information on why workers are working past their State Pension Age which uses the Annual Population Survey Jan-Dec 2014).

The analysis of flows in and out of retirement uses the 2 Quarter Longitudinal Labour Force Survey 2003-2014 and are four quarter rolling averages.

All UK time series analysis uses the quarterly Labour Force Survey person datasets and are four quarter rolling averages.

Further information about the Labour Force Survey (LFS) is available from:

[The LFS User Guide](#) and analysis of women with and without dependent children utilises the LFS Household datasets April-June quarters 1996-2014.

The Labour Force Survey household datasets are to be used for analysis at a household or at family level. Household datasets are weighted differently to person datasets, in that each person in a household is given the same weight. This ensures that weighted estimates at the household level are consistent. When using the household datasets to give estimates of the total number of people, the different weighting procedure will give marginally different estimates to those from the person datasets.

All regional analysis uses the Annual Population Survey datasets for January to December 2014.

All European analysis uses the European Labour Force Survey datasets for Quarter 2 for 2008 and 2014.

2. Labour Market Participation includes all those who are employed or unemployed and activity seeking work. The participation rate, also known as the activity rate, shows the percentage of a given population that are engaging with the UK labour market.
3. State Pension Age change information: State Pension Age for women was originally set to be equalised with men's by the Pensions Act 1995, with it proposed to increase gradually from 60 to 65 between 2010 and 2020. Subsequent Pensions Acts (2007, 2011 and 2014) and the Chancellor's Autumn statement in 2013 then sped up this process and raised State Pension Age even further, with SPA now scheduled to increase to 65 for women by 2018. State Pension Age will then be raised for both men and women to 66 by 2020 and 67 by 2028. The government has indicated SPA will continue to be reviewed every 5 years (2017 first review).

To illustrate what the changes mean, for women born in 1950 or before, State Pension Age remained 60, for women born after 1950 their State Pension Age gradually increases depending on exactly when they were born, for example, for women born in late 1951, State Pension Age is likely to be 61, if born in 1952, State Pension Age likely to be 62.

4. The following link provides details of [what qualifications classify an individual as a graduate](#).
5. Occupation group is based on the Standard Occupation Classification (SOC) 2010 major and minor groups.
6. For European comparisons of participation between Q2 2008 and Q2 2014. Note for analysis of the participation rate for those aged 65 and over no information was available for Malta in Q2 2008.
7. Details of the policy governing the release of new data are available by visiting www.statisticsauthority.gov.uk/assessment/code-of-practice/index.html or from the Media Relations Office email: media.relations@ons.gsi.gov.uk

Participation rates in the UK - 2014 - 3. Older people

Those who are participating with the labour market by being either in employment or unemployed and searching for work. It will look at specific groups, including women and the elderly to analysis the recent trends in participation rates.



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To be announced

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1 . Abstract

The participation rates of older people, focusing on the participation of all individuals aged 50 and over. With 2010 marking the start of incremental increases in women's State Pension Age to 65 by 2018, those aged 50 and over are divided into two groups – those aged 50 to State Pension Age and those over State Pension Age - so as to account for this change.

2 . Key points

- 75.3% of people aged between 50 and State Pension Age were participating in the labour market in the final quarter of 2014, along with 12.1% of people beyond State Pension Age
- Almost half of all those working past their State Pension Age were doing so because they were not ready to stop work
- Breaking down by types of work, over two thirds of people working past their State Pension Age were working part-time and 36.2% were self-employed
- 17.3% of people working past their State Pension Age were working in Professional Occupations
- Over 4 In 5 employees working past their State Pension Age started work with their current employer before 2010.
- In 2014, the highest participation rate for those aged 50 to State Pension Age was seen in the East of England and those beyond State Pension Age it was the South East

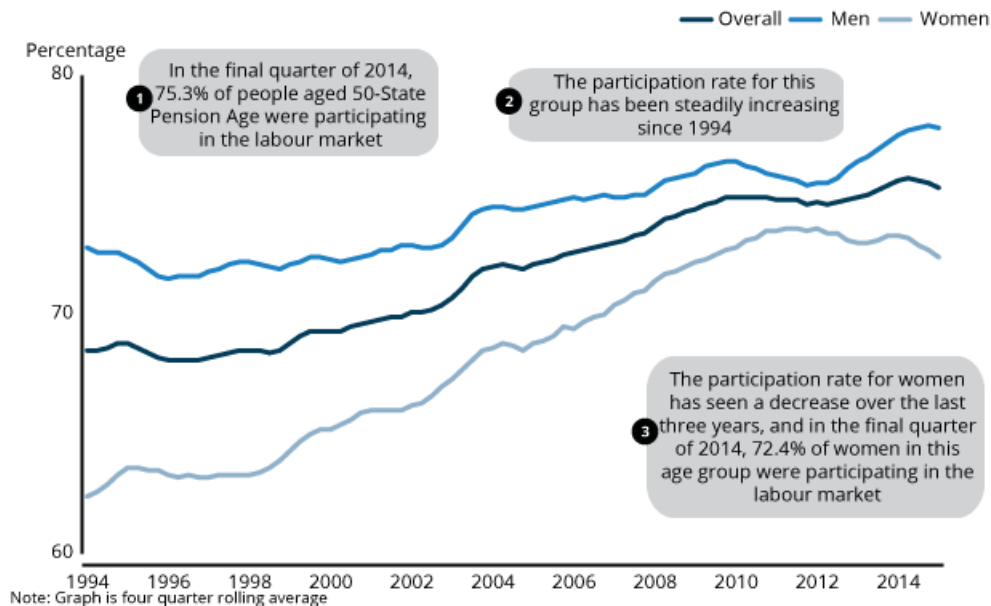
This section will look at the participation rates of older people, focusing on the participation of all individuals aged 50 and over. With 2010 marking the start of incremental increases in women's State Pension Age to 65 by 2018, those aged 50 and over are divided into two groups – those aged 50 to State Pension Age and those over State Pension Age - so as to account for this change, as being retired is a predominant reason not to participate in the labour market. Further information on this policy change can be [found here](#).

Participation in the labour market, also known as economically active, includes all individuals who are either in work ([in employment](#)) or actively looking for work ([unemployed](#)). Those who are not participating are referred to as [inactive](#).

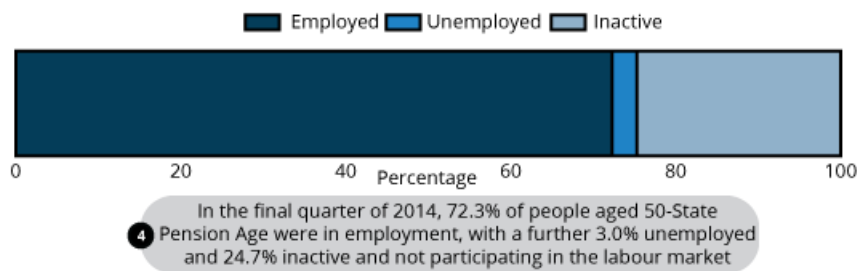
3 . Participation rates for those aged 50 and over

Labour market status of those aged 50-State Pension Age, Jan-Mar 1994 to Oct-Dec 2014, UK

75.3% of people aged between 50 and State Pension Age were participating in the labour market



Labour market status breakdown for all people aged 50-State Pension Age



Source: Labour Force Survey - Office for National Statistics

Notes:

1. 50-State Pension Age here, takes into account the incremental increases in female State Pension Age since 2010

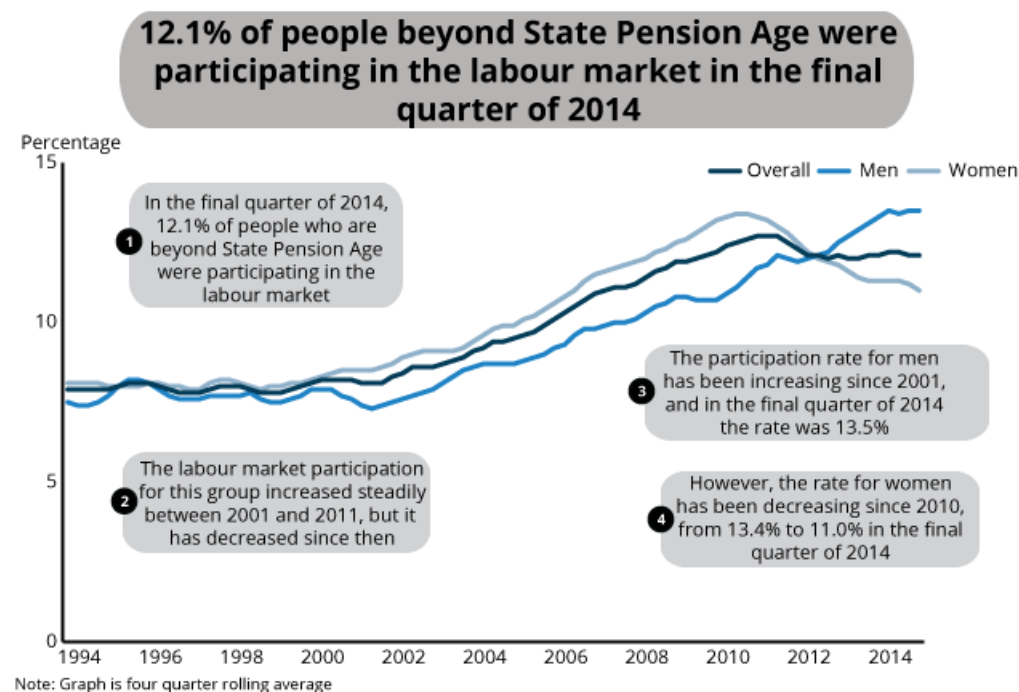
In the final quarter of 2014, 75.3% of people aged between 50 and State Pension Age were participating in the UK labour market. The participation rate for this age group has been increasing steadily since 1994 when the participation rate was 68.5%, although it is worth noting that the rate was relatively flat between 2009 and 2010 following the economic downturn in 2008/09.

Looking at the final quarter of 2014 and breaking the participation rate down, 72.3% of people of this age group were in employment, 3.0% were unemployed, with the remaining 24.7% being inactive for reasons including looking after the family or home, being sick or disabled or because they have retired.

Breaking down by gender, the participation rate for women had been on a strong upwards trend since 1994, although participation has lessened over the last three years, from a peak of 73.6% in the final quarter of 2011 to 72.4% in the final quarter of 2014. This is likely to have been influenced by the increased State Pension Age coming into force as it will result in the inclusion of more older females who are more likely to be inactive.

Similarly, the rate for men has been increasing steadily since 1994, although at a slower rate than that for women. While participation fell during the worst of the 2008/09 downturn, 2012 saw a renewal in participation of males between 50 and State Pension Age, and in the final quarter of 2014 the rate reached 77.8%.

Labour market status of those aged over State Pension Age, Jan-Mar 1994 to Oct-Dec 2014, UK



Source: Labour Force Survey - Office for National Statistics

Notes:

1. The use of State Pension Age, takes into account the incremental increases in female State Pension Age since 2010

For those beyond State Pension Age, 12.1% of people who were beyond State Pension Age were participating in the labour market in the final quarter of 2014, of which 11.8% were employed and 0.3% were unemployed. The labour market participation rate for this group increased steadily between 2001 and 2011, increasing from 8.1% to 12.7% over the period. Since then the participation rate has decreased to 12.1% in the final quarter of 2014. However, this overall picture masks the gender differences in participation rates in recent years. Since 2011, the participation rate for men who are beyond their State Pension Age has continued increasing, to stand at 13.5% in the final quarter of 2014. For women, in the same age group, participation rate has been on a downwards trend since 2010, from 13.4% to 11.0% in the final quarter of 2014.

This is unsurprising, as it coincides with increases in the State Pension Age for women, thereby raising the lower limit of this age range. It may mean women are less likely to continue working past their new higher State Pension Age as a result. Further information on this policy change can be found [Policy change information](#).

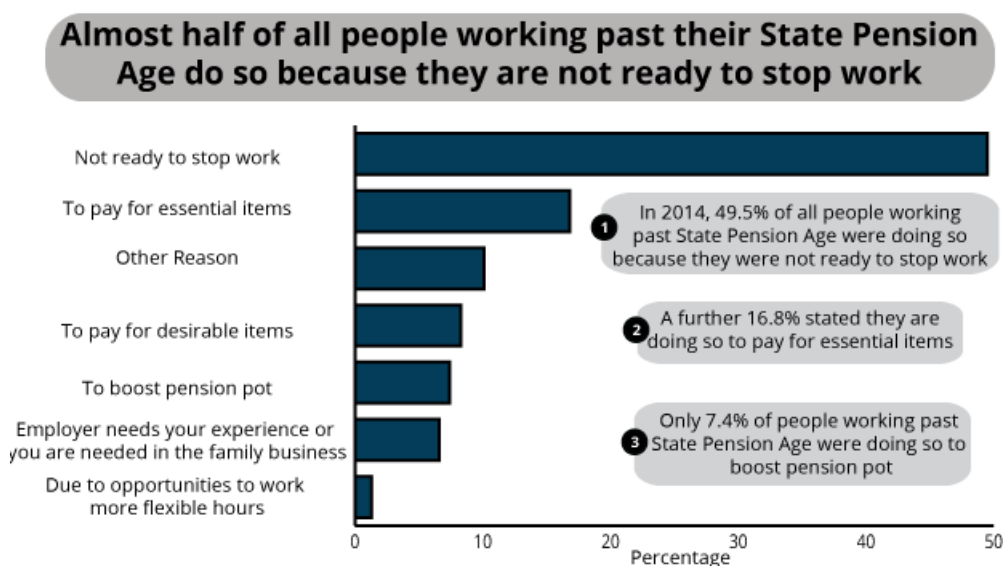
To focus on this age group, we can look at the reasons why they are still in work.

Notes for Participation rates for those aged 50 and over

1. 50-State Pension Age here, takes into account the incremental increases in female State Pension Age since 2010

4 . Why people are working past their State Pension Age

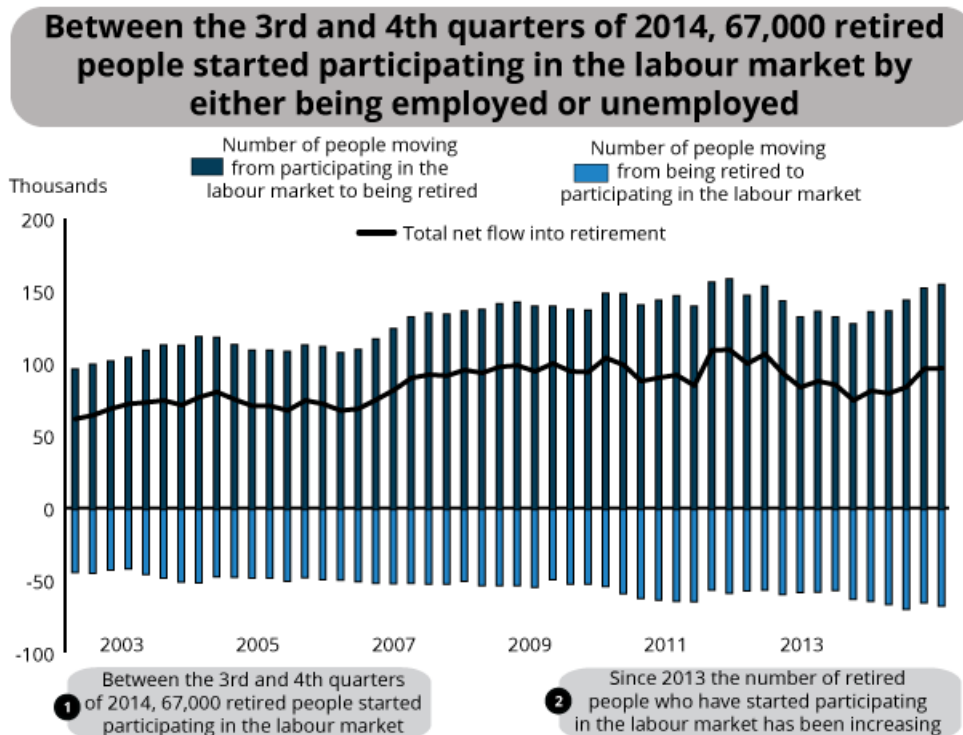
Reason why people are working past their State Pension Age, 2014, UK



Source: Labour Force Survey - Office for National Statistics

In 2014, 49.5% of all people working past State Pension Age were doing so because they were not ready to stop work. The second most common reason given for continuing to work was that they had to pay for essential items (16.8%). Only 7.4% of people working past State Pension Age said they were doing so because they had to boost their pension pot. This is based upon the first answer given and will not necessarily reflect if an individual gave more than one reason.

Contributions to the net flow into retirement, Jan-Mar 2003 to Oct-Dec 2014, UK



Source: Labour Force Survey - Office for National Statistics

Notes:

1. Aged 16 and over
2. Retirement is determined by individual's reason for being inactive on the Labour Force Survey

Assuming that participation of older people would be impacted by policy changes (such as increases in State Pension Age) and changes in domestic economic conditions, it could prove useful to look at the movements of people into and out of retirement.

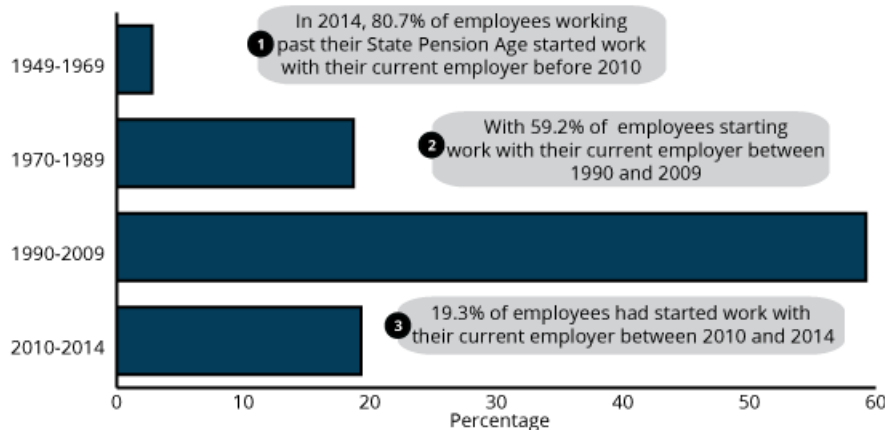
Taking a four quarter rolling average – so as to remove any seasonal affect – of flows in and out of retirement – classified by reason for inactivity – for those aged 16 and over we can observe the changes in those participating becoming retired and those retired, participating in the labour market.

Initially, the net flow into retirement – which is made up of flows from active to retired minus flows from retired into active for all ages – remained fairly constant with the onset of the 2008/09 downturn. This is despite flows out of retirement increasing from around 54,000 to 64,000 between the start of 2009 and mid-2011, suggesting previously retired people were re-entering the labour market. The larger impact appears to come around the start of 2012, as flows into retirement began to contract – possibly as individuals postpone their retirement - slowing the net flow into retirement overall up to the end of 2013.

Since late 2013, there has been renewed growth in the number of those leaving the labour market and entering retirement, and while on average 67,000 in 2014 chose to flow in to the labour market, the net flow into retirement has returned to levels not dissimilar to 2008.

Longevity of employment for those working past State Pension Age

Over 4 in 5 employees working past their State Pension Age started work with their current employer before 2010



Note: This only includes employees and does not include self-employed workers

Source: Labour Force Survey - Office for National Statistics

Notes:

1. State Pension Age here, takes into account the incremental increases in female State Pension Age since 2010
2. This only includes employees
3. Datasets used are for April to June 2014

While it does not appear that the poor economic climate drove people out of retirement nor that the flows into retirement have been stemmed in recent years, we could look at whether this increase in participation is as a result of workers remaining in the labour market past State Pension Age but changing jobs.

Looking at employees working past their State Pension Age by longevity of employment, in 2014, 80.7% had started work with their current employer before 2010, note that these figures do not include those workers who are self-employed.

2.8% of employees working past their State Pension Age started work with their current employers between 1949 and 1969, 18.7% started between 1970 and 1989 and 59.2% started between 1990 and 2009. Only 19.3% of people working past their State Pension Age started work with their current employer since 2010.

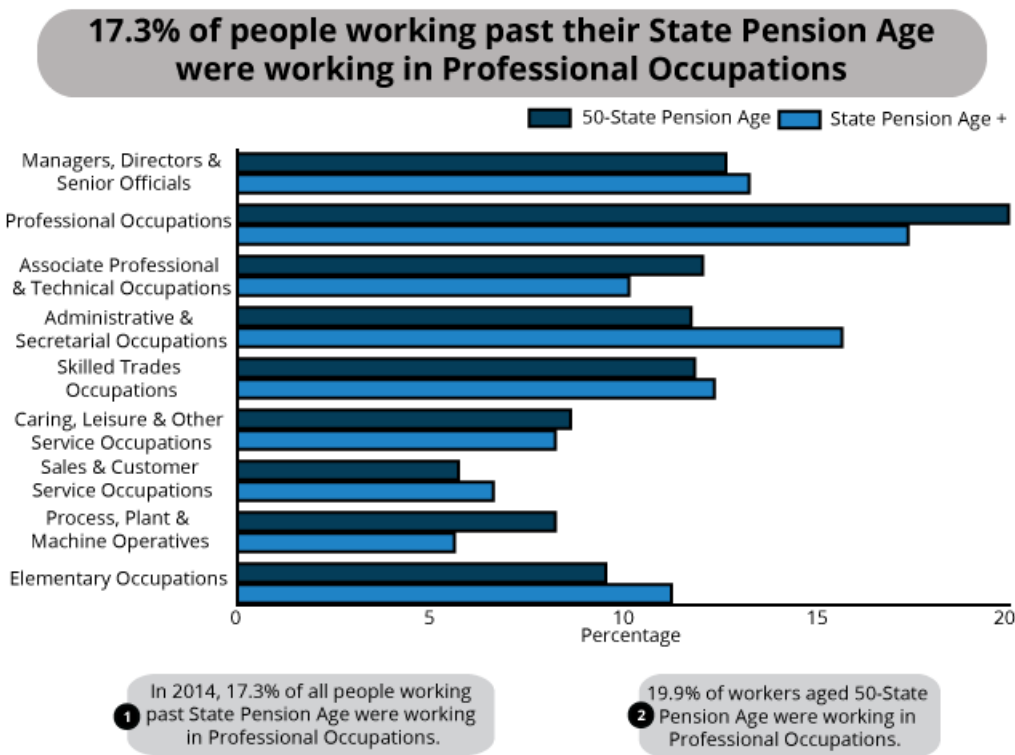
Notes for Why people are working past their State Pension Age

1. State Pension Age here, takes into account the incremental increases in female State Pension Age since 2010

5 . Job characteristics of those age 50 and over

Taking a snapshot for 2014 – using data from the second quarter – we are able to see a breakdown in job types held by those aged 50 and over.

Participation rates of older people aged 50 and over by occupation group, 2014, UK



The top 3 job roles for those working past State Pension Age;



Source: Labour Force Survey - Office for National Statistics

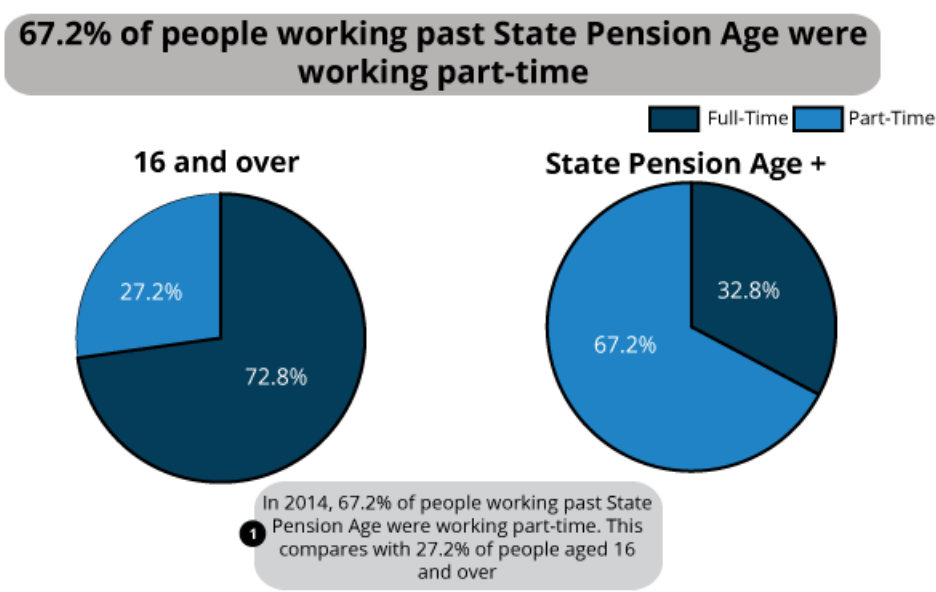
Notes:

1. Occupation group is based on the Standard Occupation Classification (SOC) 2010 major groups
2. Occupation group is based on the Standard Occupation Classification (SOC) 2010 minor groups
3. Datasets used are for April to June 2014

Looking firstly at a breakdown by major occupation groups, 19.9% of those aged between 50 and State Pension Age were working in Professional Occupations in 2014. A further 12.6% working in Manager, Director & Senior Officials Occupations, and 12.0% working in Associate Professional & Technical Occupations. Breaking this down further by minor occupation groups, the top three job roles for these workers were Teaching and Education Professionals (428,000), Caring Personal Service Occupations (349,000) and Road Transport Drivers (317,000).

Doing the same for people working past their State Pension Age, the breakdown is relatively similar. Professional Occupations is the top major occupation accounting for 17.3%, while a further 15.6% worked in Administrative and Secretarial Occupations, and 13.2% worked in Manager, Director and Senior Officials Occupations. For job roles, the top three were Teaching and Educational Professionals (77,000), Secretarial and Related Occupations (77,000) and Agricultural and Related Trades (69,000).

Full-time/part-time split of those working past State Pension Age, 2014, UK



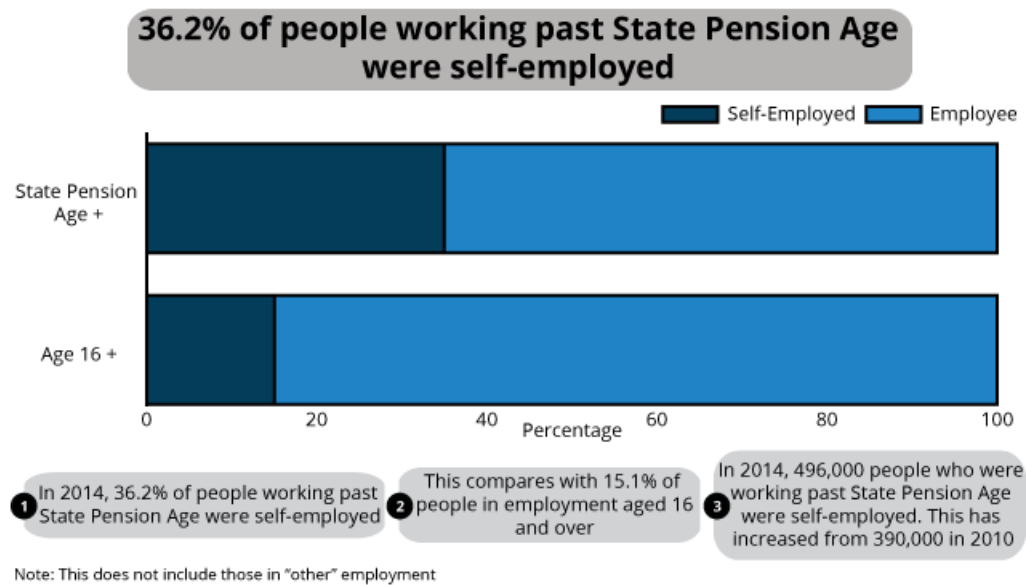
Source: Labour Force Survey - Office for National Statistics

Notes:

- 1. State Pension Age here, takes into account the incremental increases in female State Pension Age since 2010
- 2. Datasets used are for April to June 2014

Looking at the split by type of employment, around one quarter (26.4%) of workers between the age of 50 and State Pension Age were working part-time which is not dissimilar to those aged 16 and over. For those working past their State Pension Age on the other hand, part-time workers make up a much larger proportion, accounting for 67.2% of workers in 2014.

Employee/self-employed split of those working past State Pension Age, 2014, UK



Source: Labour Force Survey - Office for National Statistics

Notes:

1. Based on a person's main job
2. State Pension Age here, takes into account the incremental increases in female State Pension Age since 2010
3. Datasets used are for April to June 2014

Looking at those either in employment or self employed – not including those classified as in “other employment”² – the breakdown for those aged 50 to State Pension Age is similar to that for all aged 16 and over, as 80.6% of workers were employees in 2014. Of all those working past their State Pension Age, 63.8% of workers were employees, while 36.2% - over one third – were self-employed.

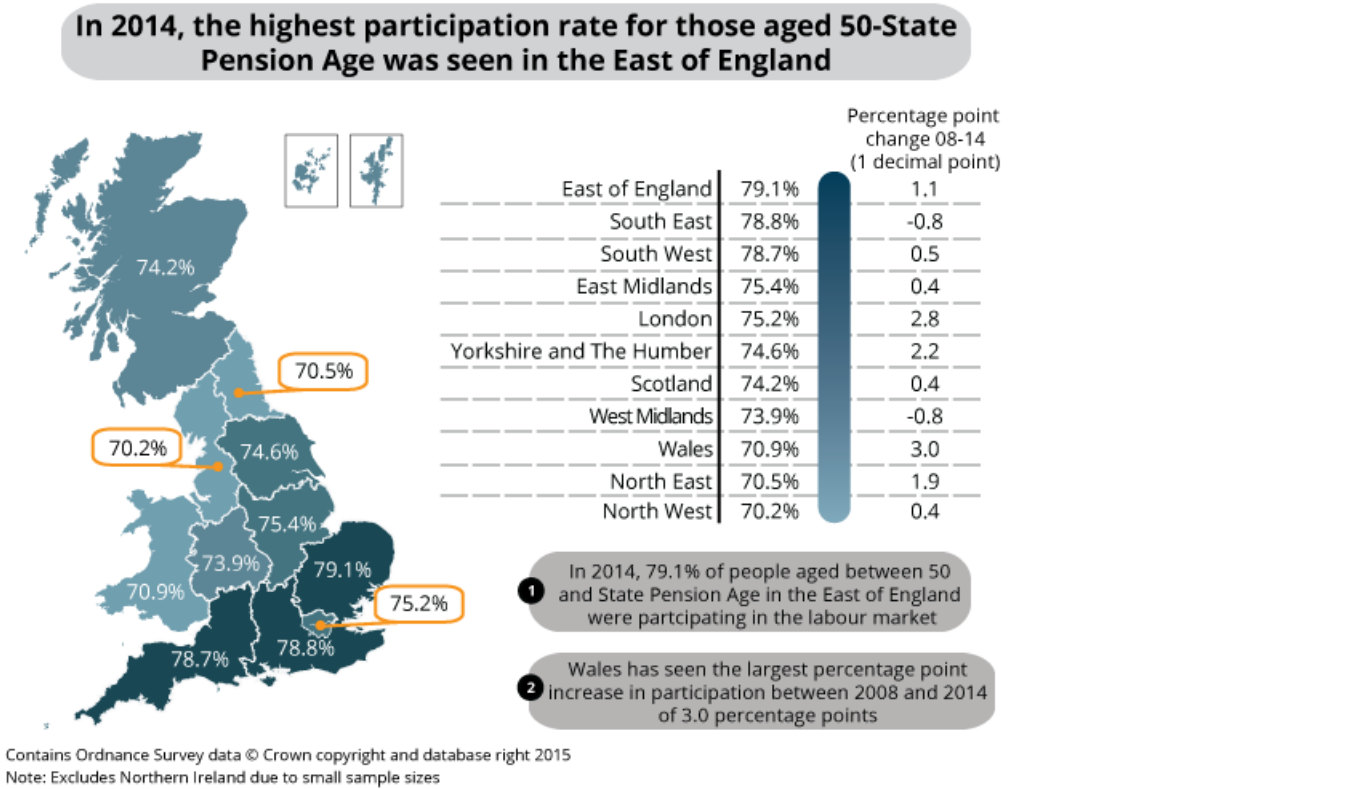
Comparing this with the same breakdown in 2010 – when changes to the State Pension Age began to be implemented - the number of people who are self-employed working past their State Pension Age has increased by over 100,000, from 390,000 to 496,000 in 2014. At the same time, the number of employees working past their State Pension Age has fallen, dropping from over 1 million to 874,000 by 2014.

Notes for Job characteristics of those age 50 and over

1. State Pension Age here, takes into account the incremental increases in female State Pension Age since 2010
2. "Other employment" includes government employment & training programmes, and unpaid family workers

6 . Regional and international comparisons

Participation rate of older people aged 50-State Pension Age by regions of England and devolved nations of Great Britain

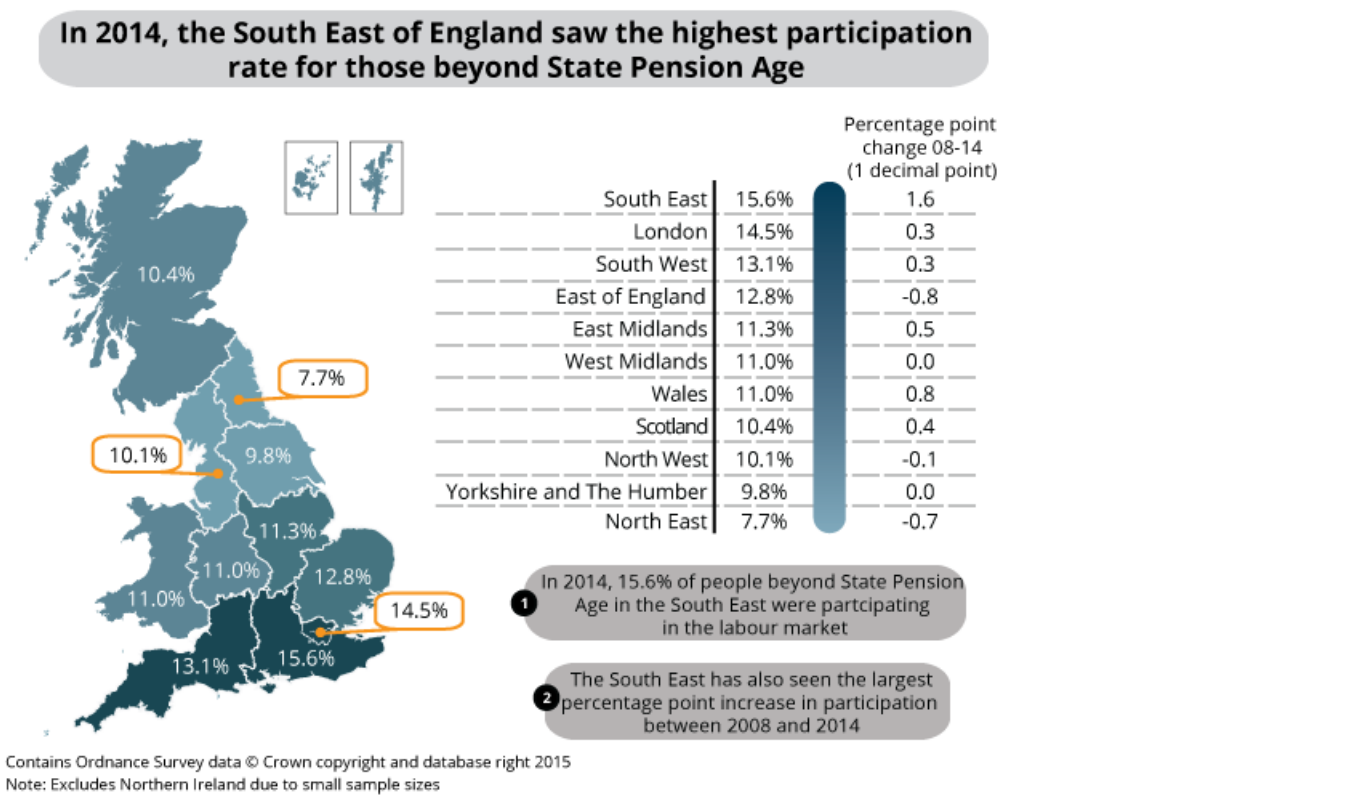


Source: Annual Population Survey (APS) - Office for National Statistics

Notes:

1. 50-State Pension Age, takes into account the incremental increases in female State Pension Age since 2010
- 79.1% of all those aged between 50 and State Pension Age in the East of England were participating in the labour market in 2014. This was the highest percentage of any region of England and devolved countries of Great Britain. The second and third highest percentages were seen in the South East and South West where the participation rate was 78.8% and 78.7% respectively.
- For those aged between 50 and State Pension Age Wales has seen the largest percentage point increase (3.0pp) in participation rate between 2008 and 2014. Wales was followed by London which saw a 2.8 percentage point increase. The South East and the West Midlands both saw decreases of 0.8 percentage points between 2008 and 2014.

Participation rate of older people aged over State Pension Age by regions of England and devolved nations of Great Britain



Source: Annual Population Survey (APS) - Office for National Statistics

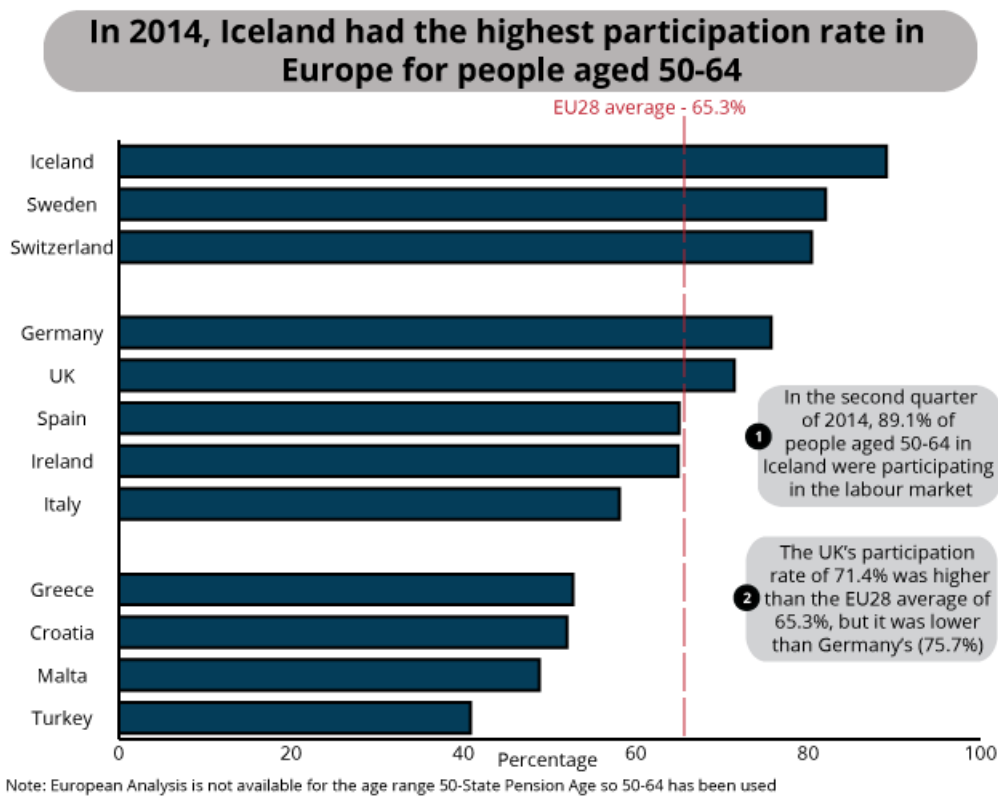
Notes:

1. Over State Pension Age, takes into account the incremental increases in female State Pension Age since 2010

In 2014, 15.6% of people beyond their State Pension Age in the South East of England were participating in the labour market. London saw the second highest percentage (14.5%) of people beyond their State Pension Age participating in the labour market, followed by the South West (13.1%).

Between 2008 and 2014, the South East has seen the largest percentage point increase (1.6pp) in the participation rate of people beyond their State Pension Age. Wales saw the second largest increase, 0.8 percentage points, over the period. The largest decrease, of -0.8 percentage points, was seen in the East of England. The North East, North West and Yorkshire and The Humber have also seen decreases in the participation rate of people beyond their State Pension Age between 2008 and 2014.

Participation of people aged 50 to 64 by European country, 2014



Source: Eurostat

Notes:

- 1. Datasets used are for Q2/April-June 2014

89.1% of people aged 50-64 in Iceland were participating in the labour market in 2014, which was the highest percentage of any European country. Eurostat data is only available for 50-64 so it is not possible to look at those aged 50 to State Pension Age. The lowest percentage, of 40.8% was seen in Turkey. The UK, with a participation rate of 71.4% is above the EU28 average of 65.3% but it is below the participation rate of Germany where 75.7% of people in this age group are participating with the labour market.

Participation of those aged 65 and over by European country, 2014



Source: Eurostat

Notes:

1. Datasets used are for Q2/April-June 2014

In 2014, 33.6% of people aged 65 and over in Iceland are participating with the labour market, which is the highest percentage of any European country. Eurostat data is only available for those aged 65 and over so it is not possible to look at those over State Pension Age. The lowest percentage of people aged 65 and over participating in the labour market was seen in Spain where 1.7% of people of this age group were participating.

10.2% of people aged 65 and over in the UK were participating with the labour market. This is a higher percentage than the EU28 average (5.4%) and other major European nations such as Germany (5.6%) and France (2.4%).

7. Background notes

1. All single period UK analysis (such as occupation, full time/part time breakdowns) use the quarterly Labour Force Survey person datasets for April to June 2014 (except for information on why workers are working past their State Pension Age which uses the Annual Population Survey Jan-Dec 2014).

The analysis of flows in and out of retirement uses the 2 Quarter Longitudinal Labour Force Survey 2003-2014 and are four quarter rolling averages.

All UK time series analysis uses the quarterly Labour Force Survey person datasets and are four quarter rolling averages.

Further information about the Labour Force Survey (LFS) is available from:

[The LFS User Guide](#) and analysis of women with and without dependent children utilises the LFS Household datasets April-June quarters 1996-2014.

The Labour Force Survey household datasets are to be used for analysis at a household or at family level. Household datasets are weighted differently to person datasets, in that each person in a household is given the same weight. This ensures that weighted estimates at the household level are consistent. When using the household datasets to give estimates of the total number of people, the different weighting procedure will give marginally different estimates to those from the person datasets.

All regional analysis uses the Annual Population Survey datasets for January to December 2014.

All European analysis uses the European Labour Force Survey datasets for Quarter 2 for 2008 and 2014.

2. Labour Market Participation includes all those who are employed or unemployed and activity seeking work. The participation rate, also known as the activity rate, shows the percentage of a given population that are engaging with the UK labour market.
3. State Pension Age change information: State Pension Age for women was originally set to be equalised with men's by the Pensions Act 1995, with it proposed to increase gradually from 60 to 65 between 2010 and 2020. Subsequent Pensions Acts (2007, 2011 and 2014) and the Chancellor's Autumn statement in 2013 then sped up this process and raised State Pension Age even further, with SPA now scheduled to increase to 65 for women by 2018. State Pension Age will then be raised for both men and women to 66 by 2020 and 67 by 2028. The government has indicated SPA will continue to be reviewed every 5 years (2017 first review).

To illustrate what the changes mean, for women born in 1950 or before, State Pension Age remained 60, for women born after 1950 their State Pension Age gradually increases depending on exactly when they were born, for example, for women born in late 1951, State Pension Age is likely to be 61, if born in 1952, State Pension Age likely to be 62.

4. **The following link provides details of [what qualifications classify an individual as a graduate](#).**
5. Occupation group is based on the Standard Occupation Classification (SOC) 2010 major and minor groups.
6. For European comparisons of participation between Q2 2008 and Q2 2014. Note for analysis of the participation rate for those aged 65 and over no information was available for Malta in Q2 2008.
7. Details of the policy governing the release of new data are available by visiting www.statisticsauthority.gov.uk/assessment/code-of-practice/index.html or from the Media Relations Office email: media.relations@ons.gsi.gov.uk