



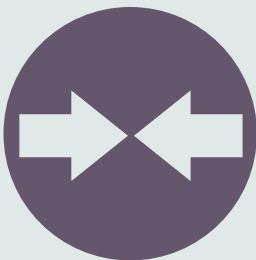
# THE GREAT ESCAPE?

## LOW PAY AND PROGRESSION IN THE UK LABOUR MARKET

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THIS REPORT LOOKS AT THE EFFECT OF CERTAIN FACTORS ON JOB PROGRESSION FOR THE LOW-PAID. THERE ARE THREE MAIN CATEGORIES THAT LOW PAID EMPLOYEES TEND TO FALL INTO:

### 1. STUCK



Employees who were in low-paid work in every year they appear in data.

### 2. ESCAPERS



Those who earn above the low pay threshold in each of the final three years of the decade.

### 3. CYCLERS



People who fall between the above categories, moving onto higher wages but not sustaining that progress.

## KEY FINDINGS



- Characteristics of 'stuck' employees are usually part time workers, women, often older and most work in sales or retail and are more likely to be in the private sector.
- Analysis shows that women in low pay are significantly less likely to progress than men.
- Employees in their late 30s are 33% less likely to progress than a 16-20 year old.
- People switching from part-time to full-time work were more likely to have escaped.
- The longer someone has been in work the more likely they are to escape.



## FACT FILE

### NATIONALLY

IN THE HEALTH AND CARE INDUSTRIES

**78.9%**  
OF THE WORKFORCE IS FEMALE



Source EMSI (Analyst)

### LEEDS CITY REGION



52,188 PEOPLE ARE CURRENTLY EMPLOYED AS SALES AND RETAIL ASSISTANTS

Source EMSI (Analyst)

Full report: [www.gov.uk/government/publications/low-pay-and-labour-progression-the-great-escape](http://www.gov.uk/government/publications/low-pay-and-labour-progression-the-great-escape)

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