



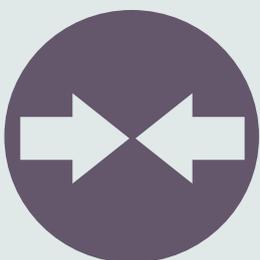
THE GREAT ESCAPE?

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

Find out more: www.westyorkshirecolleges.co.uk