

# Living Wage Research for KPMG

Structural Analysis of Hourly Wages and Current Trends in Household Finances

2015 Report

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# 1. Executive summary

## 1. Structure of hourly pay across UK jobs and regions

### i) Key findings:

- There are an estimated 5.84 million people in the UK earning less than the Living Wage
- This equates to an estimated 23 percent of all employee jobs in the UK
- Bar staff (90 percent), waiters & waitresses (85 percent) and kitchen & catering assistants (80 percent) are the occupations with the highest proportion of sub-Living Wage earners
- Sales assistants and retail cashiers is the broad category with the highest number of below-Living Wage earners (920,000)
- By region, the proportion of workers earning below the Living Wage is highest in Northern Ireland at 29 percent, followed by the East Midlands, West Midlands, Wales and Yorkshire & Humber (all 26 percent)
- The South East has the lowest proportion of workers below the Living Wage at 19 percent, followed by London and Scotland, both at 20 percent
- Part-time jobs are three times as likely to pay below the Living Wage than full-time roles (45 percent versus 15 percent)
- There are an estimated 3.21 million part-time employees earnings less than the Living Wage, compared with 2.62 million full-time workers

*Data source: Markit estimates based on ONS figures*

## 2. KPMG Living Wage Household Finance Index survey

### ii) Key findings (people earning less than the Living Wage in October 2015):

- Fastest rise in income from employment since the survey began in 2012
- Cost of living pressures were the lowest in the four-year survey history
- Pressures on household finances worsened, despite higher income and lower inflation
- Around 33% reported deteriorating finances, while only 8% noted an improvement in October
- Debt levels continued to rise and households remain pessimistic about the 12-month financial outlook
- Widest ever gap in job security between those earning less than the Living Wage and other UK employees

*Data source: Markit*

## 2. Introduction

The UK Living Wage is an hourly rate of pay set independently and updated annually. It is calculated according to the basic cost of living in the UK, and employers choose to pay the Living Wage on a voluntary basis. According to the Living Wage Foundation, since 2001 the campaign has impacted over 10,000 employees and redistributed over £96 million to some of the lowest paid workers in the UK.

The research herein is compiled by Markit for KPMG and uses the Living Wage threshold as at October 2015, which is as follows:

- Greater London Authority calculates the London Living Wage, which is currently **£9.15 per hour**.
- For the rest of the UK, the Living Wage is calculated by the Centre for Research in Social Policy at Loughborough University and is currently **£7.85 per hour**.
- By comparison, the UK minimum wage in 2014 for people aged 21 and over was £6.50. The figure for 2015 (effective 1<sup>st</sup> October 2015), is £6.70.

New Living Wage figures for 2015 will be announced in November 2015.

### i) About the research

KPMG commissioned Markit Economics to conduct an October 2015 update of its data analysis on the Living Wage, which draws together official hourly earnings figures and Markit's proprietary survey information on UK household finances. The purpose to the research is twofold and outlined below.

In the first section of the research we provide an insight into the regional and job sector distribution of hourly earnings below the Living Wage in the UK. In doing so, we highlight the 'hot spots' for the types of job below the Living Wage and estimate the total number of people whose earnings are below the Living Wage both nationally and by geographic region.

In the second section of the research, we present a unique overview of recent trends in household finances for those on either side of the Living Wage threshold. This survey information shines a light on the contrasting experiences of people earning above and below the Living Wage, and covers four broad themes; financial well-being, labour market sentiment, spending and cost of living trends.

### ii) Concept and data sources

The Office for National Statistics (ONS) Annual Survey of Hours and Earnings was used as the data source to estimate the national, regional, sub-regional and job sector distribution of hourly earnings below the Living Wage.

Markit's regular UK Household Finance Index (HFI) survey of 1,500 respondents within the UK was used to compile figures for financial conditions among those either side of the Living Wage threshold.

The methodology section outlines how Markit Economics used these data sources to produce the statistics contained in the main research (see sections 3 and 4).

### 3. Analysis of ONS hourly earnings data

This section contains results from Markit's analysis of the 2014 ONS Annual Survey of Hours and Earnings. It aims to provide an up-to-date insight into the prevalence of people earning below the Living Wage across occupations, regions and full-time versus part-time work. Please see section 5 for full methodology.

#### Key findings:

- There are an estimated 5.84 million people in the UK earning less than the Living Wage
- This equates to an estimated 23 percent of all employee jobs
- Bar staff (90 percent), waiters & waitresses (85 percent) and kitchen & catering assistants (80 percent) are the occupations with the highest proportion of sub-Living Wage earners
- Sales assistants & retail cashiers is the broad category with the highest number of below-Living Wage earners (920,000)
- By region, the proportion of workers earning below the Living Wage is highest in Northern Ireland at 29 percent, followed by the East Midlands, West Midlands, Wales and Yorkshire & Humber (all 26 percent)
- The South East has the lowest proportion of workers below the Living Wage at 19 percent, followed by London and Scotland, both at 20 percent
- Part-time jobs are three times as likely to pay below the Living Wage than full-time roles (45 percent versus 15 percent)
- There are an estimated 3.21 million part-time employees earnings less than the Living Wage, compared with 2.62 million full-time workers

#### 3.1 Headline results *(Markit calculations, based on ONS data)*

We estimate from the provisional 2014 ASHE results that there are 5.84 million people in the UK earning less than the Living Wage. This represents a rise of around 497,000 since last year, based on our revised estimate<sup>^</sup> of 5.34 million employee jobs derived from the final 2014 ASHE data. We estimate that the proportion of people earning below the Living Wage has increased from 22 percent to 23 percent.

<sup>^</sup>The ONS has revised its total UK job count for the 2014 ASHE survey (an indicative measure rather than an official estimate) to 24.58 million from an originally reported 24.47 million. Therefore, we have subsequently revised our estimate for the number of people below the Living Wage to 5.34 million from a previous figure of 5.28 million. However, the proportion of sub-Living Wage earners is unchanged, at 22 percent, when calculated to the nearest integer.

The data signal that UK median earnings rose by just 0.2 percent between the 2013 and 2014 ASHE surveys, compared with a 2.6 percent increase in the UK Living Wage (from £7.65 per hour to £7.85) and a 4.0 percent uplift in the London Living Wage (from £8.80 per hour to £9.15).

**Table 3.1.1: Overview of UK Living Wage statistics**

Report year	Total jobs (000s) <sup>1</sup>	UK Living Wage (£)	London Living Wage (£)	UK median wage (£)	No. below Living Wage*	% below Living Wage*
2013	24,203 <sup>r</sup>	7.45	8.55	11.28 <sup>r</sup>	5,128 <sup>r</sup>	<b>21%</b>
2014	24,575 <sup>r</sup>	7.65	8.80	11.59 <sup>r</sup>	5,342 <sup>r</sup>	<b>22%</b>
2015	25,010	7.85	9.15	11.61	5,839	<b>23%</b>
% chg from 2014	1.8%	2.6%	4.0%	0.2%	9.3%	

\*Markit estimates

r = Revised

<sup>1</sup>Employee jobs; excludes self-employed, government-supported trainees and HM Forces.

### 3.2 Occupational analysis *(Markit calculations, based on ONS data)*

The dataset contains a detailed breakdown of wage distribution by occupation at the 4-digit Standard Occupation Classification (SOC) level. Using these figures, we have constructed estimates for the proportion of people earning below the Living Wage for each of these occupations.

The highest proportion of people earning less than the Living Wage continues to be found among bar staff (90 percent), according to the latest Markit estimates. This is followed by waiters and waitresses at 85 percent. However, relatively low regular pay for these types of jobs partly reflects a tendency to rely on discretionary tips to top up incomes (which may not be fully reflected in the ONS data). The next-highest proportions of sub-Living Wage earners are found among kitchen and catering assistants, laundries, dry cleaners & pressers and vehicle valeters & cleaners, all at 80 percent.

**Table 3.2.1: Top 10 detailed occupations by proportion below Living Wage: UK**

Rank	Occupation	Total jobs (000s)	Median wage (£)	Annual % chg	Mean wage (£)	Annual % chg	% below Living Wage*
1	Bar staff	164	6.35	2.4	6.74	2.5	90%
2	Waiters and waitresses	174	6.32	1.8	6.75	0.8	85%
3	Kitchen and catering assistants	489	6.57	2.6	7.01	2.2	80%
4	Laundries, dry cleaners and pressers	21	6.58	1.4	7.14	1.2	80%
5	Vehicle valeters and cleaners	12	6.89	0.1	7.08	-3.3	80%
6	Other elementary services occupations n.e.c.	19	6.73	-1.2	7.30	-0.5	75%
7	Cleaners and domestics	618	6.88	2.2	7.49	0.0	75%
8	Leisure and theme park attendants	33	6.87	0.2	7.05	0.2	70%
9	Elementary administration occupations n.e.c.	41	6.94	2.3	7.79	-0.9	70%
10	Sales and retail assistants	1093	6.96	2.2	7.91	2.0	70%

\*Markit estimates. See appendix for full table of estimates by detailed occupation.

**Table 3.2.2: Top 10 broad occupations by number below Living Wage: UK**

Looking at the number of people in each occupation earning below the Living Wage, the largest category is sales assistants and retail cashiers, at an estimated 920,000. Next comes other elementary services occupations (710,000), followed by elementary cleaning occupations (480,000).

Rank	Occupation	Total jobs (000s)	Median wage (£)	Annual % chg	Mean wage (£)	Annual % chg	No. below Living Wage (000s)*
1	Sales assistants and retail cashiers	1,311	7.05	2.3	7.97	2.1	920
2	Other elementary services occupations	886	6.50	3.0	6.95	1.9	710
3	Elementary cleaning occupations	686	6.95	2.4	7.63	0.1	480
4	Caring personal services	1,260	8.55	-0.6	9.09	-1.0	440
5	Childcare and related personal services	699	8.09	0.3	8.70	-0.7	280
6	Elementary storage occupations	531	8.29	-1.1	9.11	0.2	210
7	Other administrative occupations	975	9.56	1.9	10.67	1.7	200
8	Food preparation and hospitality trades	394	8.00	1.9	8.74	0.2	180
9	Customer service occupations	453	8.61	-1.7	9.55	-1.3	160
10	Road transport drivers	597	9.43	0.3	10.03	0.6	150

In terms of broad job categories (at the 3-digit Standard Occupation Classification level), other elementary services has the highest proportion of workers below the Living Wage, at an estimated 80 percent. This is followed by sales assistants and retail cashiers and elementary cleaning occupations, both at 70 percent.

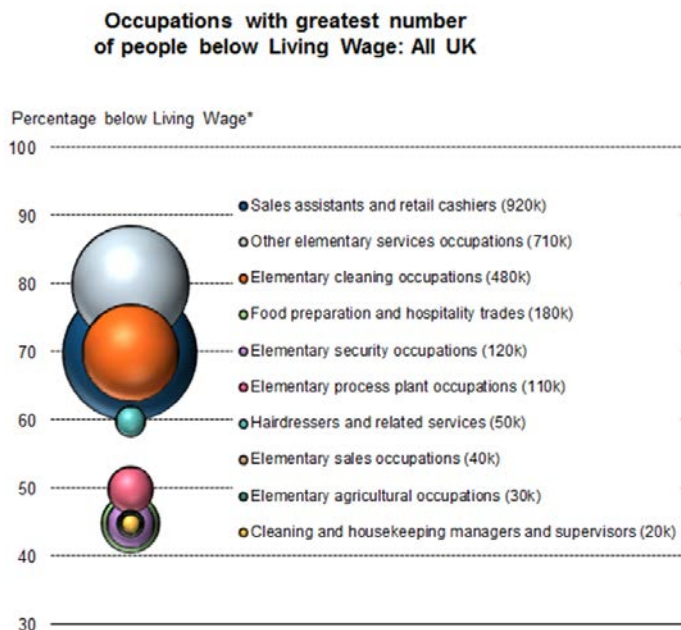
Table 3.2.3: Top 10 broad occupations by **proportion** below Living Wage: UK

Rank	Occupation	Total jobs (000s)	Median wage (£)	Annual % chg	Mean wage (£)	Annual % chg	% below Living Wage*
1	Other elementary services occupations	886	6.50	3.0	6.95	1.9	80
2	Sales assistants and retail cashiers	1311	7.05	2.3	7.97	2.1	70
3	Elementary cleaning occupations	686	6.95	2.4	7.63	0.1	70
4	Hairdressers and related services	82	7.11	0.8	7.81	0.3	60
5	Elementary process plant occupations	222	7.80	-0.9	8.84	0.5	50
6	Food preparation and hospitality trades	394	8.00	1.9	8.74	0.2	45
7	Elementary security occupations	266	7.92	2.9	9.22	1.2	45
8	Elementary sales occupations	93	8.06	-4.1	8.37	-1.8	45
9	Elementary agricultural occupations	60	8.00	0.1	8.58	0.0	45
10	Cleaning and housekeeping managers	44	7.94	-0.8	9.06	0.7	45

\*Markit estimates. See appendix for details of which occupations are included within broad groupings.

Figure 3.2.1 illustrates the top 10 occupations by number of people below the Living Wage, whereby the larger the size of the circle, the greater the number of sub-Living Wage earners in that category. The circles are distributed along the vertical axis according to the percentage of earners below the Living Wage in that occupation.

Figure 3.2.1: Top 10 broad occupations **by number** below Living Wage



### 3.3 Regional analysis (Markit calculations, based on ONS data)

Broken down by region, the data show that Northern Ireland has the highest proportion of people earning below the Living Wage, at 29 percent. This is followed by the East Midlands, Yorkshire & Humber, West Midlands and Wales, all on 26%.

The lowest proportion of employees earning less than the Living Wage is found in the South East (19 percent), followed by Scotland and London\* (both 20 percent).

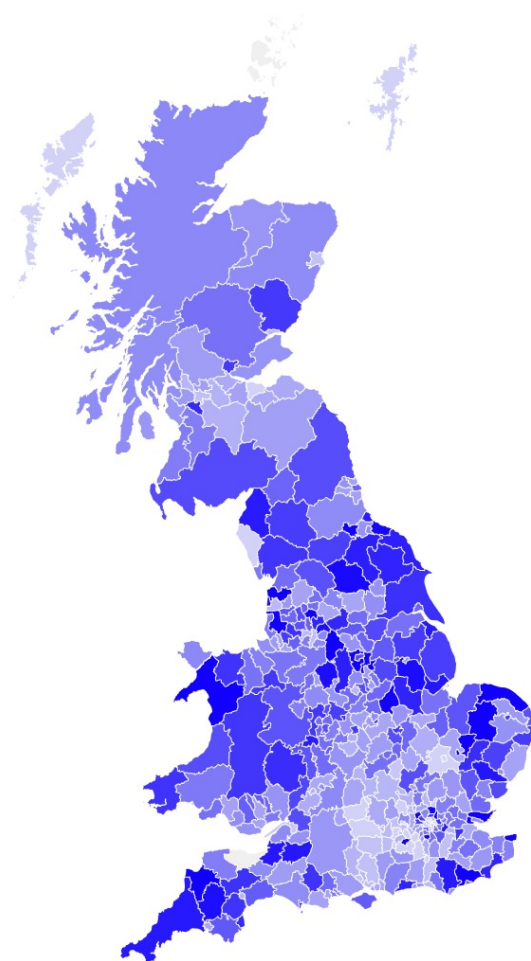
\*note this accounts for the higher London Living Wage of £9.15 as opposed to £7.85 for the rest of the UK.

Looking at the absolute number of people earning less than the Living Wage, the highest totals are in London and the North West at 758,000 and 670,000 respectively.

Table 3.3.1: Regions by **number and proportion** of earners below Living Wage

Rank	Region	Jobs (000s)	Median wage	Annual % chg	Mean wage	Annual % chg	No. below Living Wage*	% below Living Wage*
1	Northern Ireland	720	10.12	-1.8	12.87	-1.9	209	29%
2	East Midlands	1,709	10.60	1.2	13.45	0.0	451	26%
3	Yorkshire & Humber	1,973	10.57	-0.1	13.45	-0.2	519	26%
4	West Midlands	2,156	10.69	-1.5	13.71	-1.3	560	26%
5	Wales	1,109	10.66	1.6	13.22	0.1	287	26%
6	North West	2,633	10.84	0.6	13.97	0.7	670	25%
7	North East	958	10.85	2.0	13.58	0.6	238	25%
8	South West	2,104	10.80	0.4	13.81	-0.3	511	24%
9	East	2,263	11.19	-1.1	14.33	-0.7	536	24%
10	London	3,789	15.81	0.1	20.45	-0.4	758	20%
11	Scotland	2,204	11.76	1.7	14.63	0.1	441	20%
12	South East	3,392	12.32	2.3	15.76	0.6	658	19%
	<b>UK</b>	<b>25,010</b>	<b>11.61</b>	<b>0.2</b>	<b>15.11</b>	<b>-0.1</b>	<b>5,839</b>	<b>23%</b>

\*Markit estimates. Note that Markit's regional estimate for London differs from the estimate compiled by the Greater London Authority. See methodology section for full details of Markit's calculations.

Figure 3.3.2: Local authorities by **proportion** of earners below Living Wage


*Local authority heatmap: Darker shades equal higher proportion of employees paid less than the Living Wage\**

\*Markit estimates



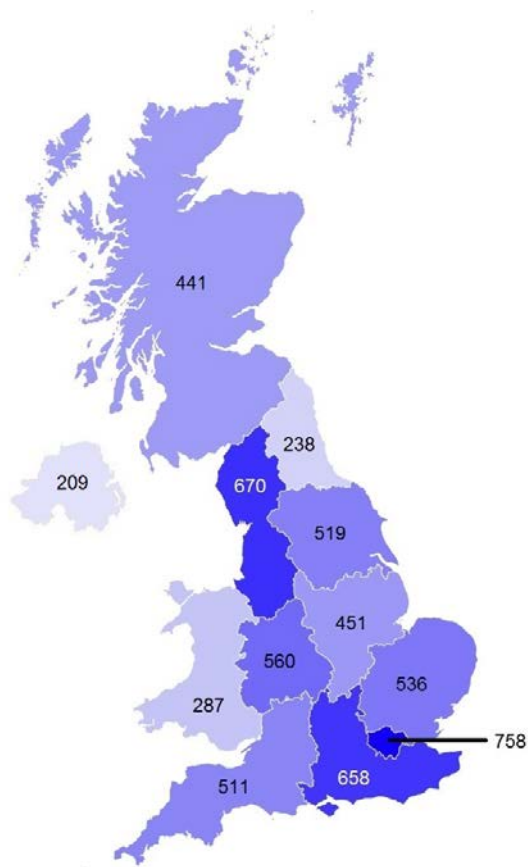
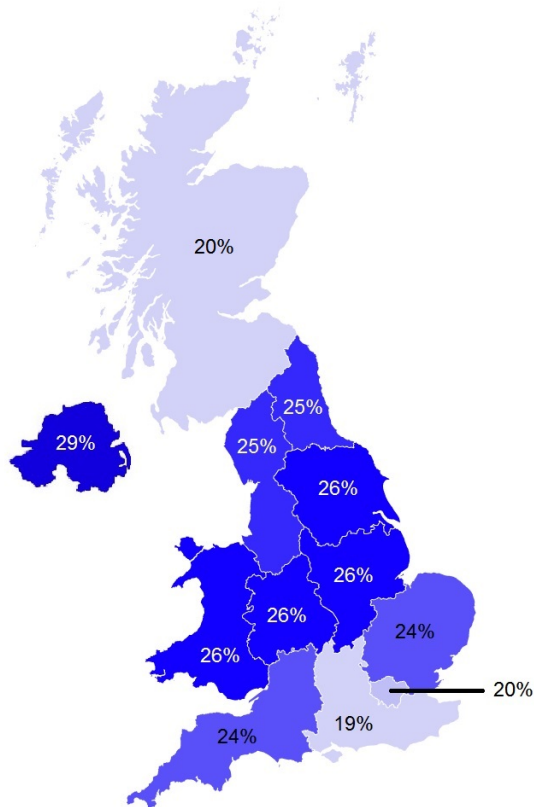


Figure 3.3.3: Regional heatmap by **number** of earners below Living Wage ('000s)\*

\*Markit estimates

Figure 3.3.4: Regional heatmap by **proportion** of earners below Living Wage\*



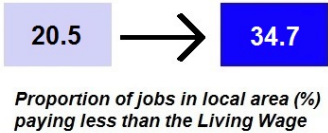
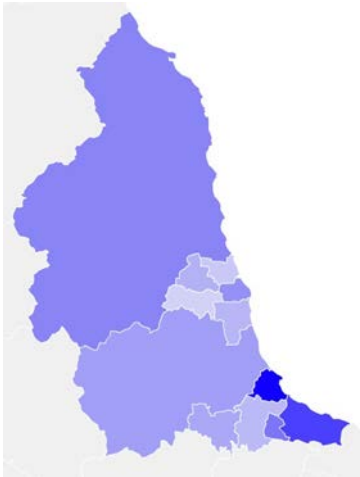
\*Markit estimates

3.3 (cont.) Breakdown by local/unitary authority *(Markit calculations, based on ONS data)*

This section contains a regional breakdown of the Living Wage data. The three sub-regions (local authorities or unitary authorities) with the highest prevalence of jobs paying below the Living Wage are highlighted in the tables for each area.

North East: key statistics

- Total number in employment: 958,000
- Median wage: £10.85 (UK = £11.61)
- Estimated number below Living Wage: 238,000
- Estimated proportion below Living Wage: 25% (UK = 23%)

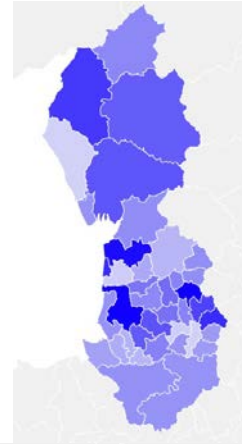


North East: top 3 sub-regions below Living Wage

Rank	Sub-region	Total Jobs (000s)	Median wage	% below LW*
1	Hartlepool	27	9.99	35%
2	Redcar and Cleveland	37	10.43	32%
3	Middlesbrough	61	10.41	29%
	<b>North East</b>	<b>958</b>	<b>10.85</b>	<b>25%</b>

### North West: key statistics

- Total number in employment: 2,633,000
- Median wage: £10.84 (UK = £11.61)
- Estimated number below Living Wage: 670,000
- Estimated proportion below Living Wage: 25% (UK = 23%)



11.3



39.9

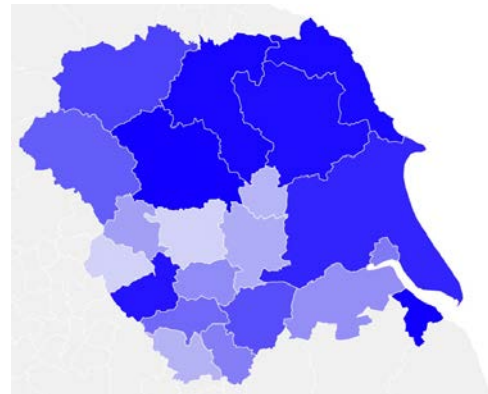
Proportion of jobs in local area (%)  
paying less than the Living Wage

### North West: top 3 sub-regions below Living Wage

Rank	Sub-region	Total Jobs (000s)	Median wage	% below LW*
1	West Lancashire	51	8.99	40%
2	Rossendale	17	8.85	37%
3	Wyre	20	9.06	36%
	<b>North West</b>	<b>2,633</b>	<b>10.84</b>	<b>25%</b>

### Yorkshire & The Humber: key statistics

- Total number in employment: 1,973,000
- Median wage: £10.57 (UK = £11.61)
- Estimated number below Living Wage: 519,000
- Estimated proportion below Living Wage: 26% (UK = 23%)



20.5



34.4

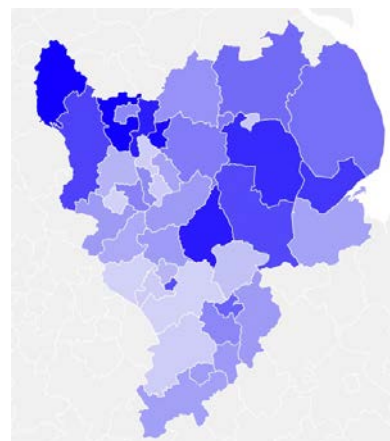
Proportion of jobs in local area (%)  
paying less than the Living Wage

### Yorkshire & The Humber: top 3 sub-regions below Living Wage

Rank	Sub-region	Total Jobs (000s)	Median wage	% below LW*
1	Harrogate	63	9.36	34%
2	North East Lincolnshire	54	9.57	33%
3	Hambleton	29	9.31	33%
	<b>Yorkshire &amp; Humber</b>	<b>1,973</b>	<b>10.57</b>	<b>26%</b>

### East Midlands: key statistics

- Total number in employment: 1,709,000
- Median wage: £10.60 (UK = £11.61)
- Estimated number below Living Wage: 451,000
- Estimated proportion below Living Wage: 26% (UK = 23%)



18.1 → 36.9

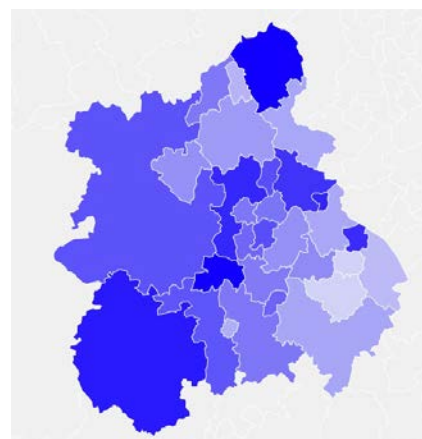
Proportion of jobs in local area (%) paying less than the Living Wage

### East Midlands: top 3 sub-regions below Living Wage

Rank	Sub-region	Total Jobs (000s)	Median wage	% below LW*
1	North East Derbyshire	19	8.89	37%
2	High Peak	22	9.26	36%
3	Mansfield	30	9.06	36%
	<b>East Midlands</b>	<b>1,709</b>	<b>10.60</b>	<b>26%</b>

### West Midlands: key statistics

- Total number in employment: 2,156,000
- Median wage: £10.69 (UK = £11.61)
- Estimated number below Living Wage: 560,000
- Estimated proportion below Living Wage: 26% (UK = 23%)



19.0 → 34.0

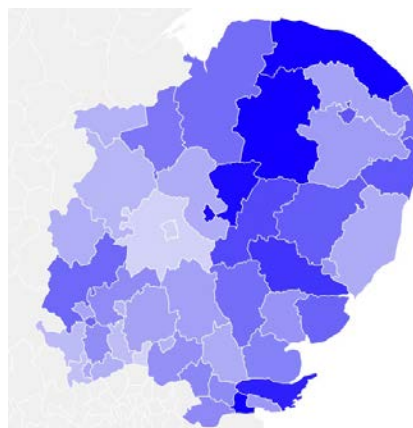
Proportion of jobs in local area (%) paying less than the Living Wage

### West Midlands: top 3 sub-regions below Living Wage

Rank	Sub-region	Total Jobs (000s)	Median wage	% below LW*
1	Staffordshire Moorlands	21	9.72	34%
2	Wyre Forest	25	9.02	33%
3	Herefordshire	60	9.46	32%
	<b>West Midlands</b>	<b>2,156</b>	<b>10.69</b>	<b>26%</b>

### East of England: key statistics

- Total number in employment: 2,263,000
- Median wage: £11.19 (UK = £11.61)
- Estimated number below Living Wage: 536,000
- Estimated proportion below Living Wage: 24% (UK = 23%)



10.1



39.4

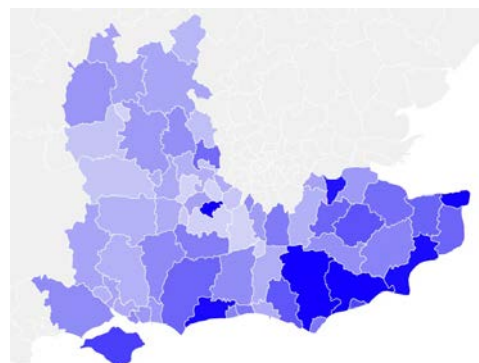
Proportion of jobs in local area (%)  
paying less than the Living Wage

### East of England: top 3 sub-regions below Living Wage

Rank	Sub-region	Total Jobs (000s)	Median wage	% below LW*
1	Breckland	34	8.74	39%
2	Castle Point	15	8.81	39%
3	North Norfolk	26	9.10	38%
	<b>East of England</b>	<b>2,263</b>	<b>11.19</b>	<b>24%</b>

### South East: key statistics

- Total number in employment: 3,392,000
- Median wage: £12.32 (UK = £11.61)
- Estimated number below Living Wage: 658,000
- Estimated proportion below Living Wage: 19% (UK = 23%)



10.0



37.8

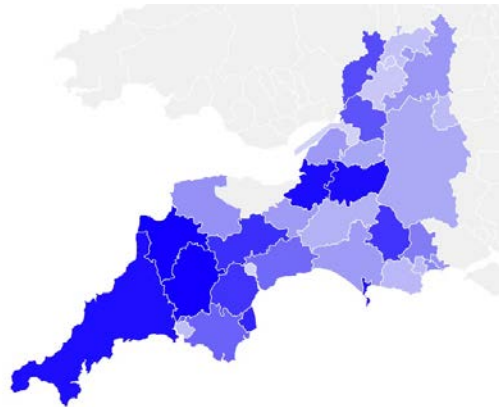
Proportion of jobs in local area (%)  
paying less than the Living Wage

### South East: top 3 sub-regions below Living Wage

Rank	Sub-region	Total Jobs (000s)	Median wage	% below LW*
1	Woking	59	9.16	38%
2	Rother	19	9.01	37%
3	Thanet	36	8.99	36%
	<b>South East</b>	<b>3,392</b>	<b>12.32</b>	<b>19%</b>

### South West: key statistics

- Total number in employment: 2,104,000
- Median wage: £10.80 (UK = £11.61)
- Estimated number below Living Wage: 511,000
- Estimated proportion below Living Wage: 24% (UK = 23%)



15.4



41.3

Proportion of jobs in local area (%)  
paying less than the Living Wage

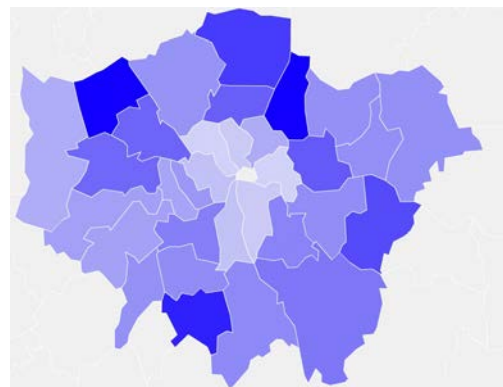
### South West: top 3 sub-regions below Living Wage\*

\*excludes West Somerset (insufficient data available)

Rank	Sub-region	Total Jobs (000s)	Median wage	% below LW*
1	Torridge	16	8.67	41%
2	West Devon	14	9.14	34%
3	Mendip	33	9.85	33%
	<b>South West</b>	<b>2,104</b>	<b>10.80</b>	<b>24%</b>

### London: key statistics

- Total number in employment: 3,789,000
- Median wage: £15.81 (UK = £11.61)
- Estimated number below Living Wage: 758,000
- Estimated proportion below Living Wage: 20% (UK = 23%)



10.1



42.7

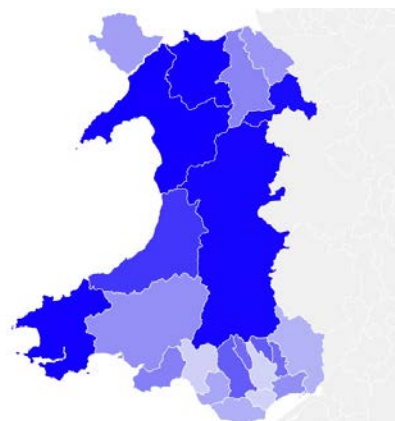
Proportion of jobs in local area (%)  
paying less than the Living Wage

### London: top 3 sub-regions below Living Wage

Rank	Sub-region	Total Jobs (000s)	Median wage	% below LW*
1	Harrow	60	10.17	43%
2	Waltham Forest	41	10.22	41%
3	Sutton	75	10.99	38%
	<b>London</b>	<b>3,789</b>	<b>15.81</b>	<b>20%</b>

### Wales: key statistics

- Total number in employment: 1,109,000
- Median wage: £10.66 (UK = £11.61)
- Estimated number below Living Wage: 287,000
- Estimated proportion below Living Wage: 26% (UK = 23%)



21.0



35.1

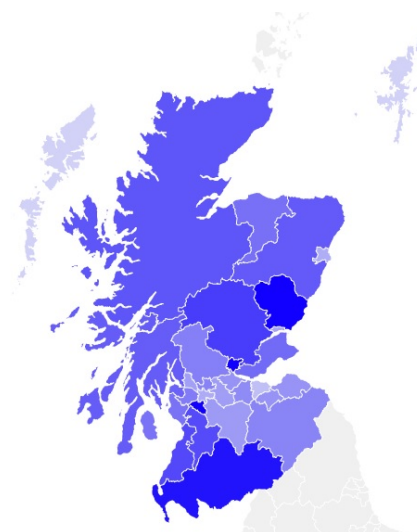
Proportion of jobs in local area (%)  
paying less than the Living Wage

### Wales: top 3 sub-regions below Living Wage

Rank	Sub-region	Total Jobs (000s)	Median wage	% below LW*
1	Gwynedd	43	9.25	35%
2	Conwy	39	10.15	31%
3	Pembrokeshire	37	9.79	31%
	<b>Wales</b>	<b>1,109</b>	<b>10.66</b>	<b>26%</b>

### Scotland: key statistics

- Total number in employment: 2,204,000
- Median wage: £11.76 (UK = £11.61)
- Estimated number below Living Wage: 441,000
- Estimated proportion below Living Wage: 20% (UK = 23%)



11.4



32.0

Proportion of jobs in local area (%)  
paying less than the Living Wage

### Scotland: top 3 sub-regions below Living Wage

Rank	Sub-region	Total Jobs (000s)	Median wage	% below LW*
1	East Renfrewshire	15	10.05	32%
2	Angus	29	10.17	31%
3	Clackmannanshire	14	10.00	31%
	<b>Scotland</b>	<b>2,204</b>	<b>11.76</b>	<b>20%</b>



### 3.4 Full-time / part-time analysis *(Markit calculations, based on ONS data)*

The proportion of sub-Living Wage workers remains much higher among part-time than full-time workers, at 45 percent versus 15 percent. Despite accounting for less than one-third of all UK jobs, there are more part-time roles paying less than the Living Wage (3.205 million) than full-time jobs (2.623 million).

This reflects the relatively large size of low-paid sectors such as retail and hospitality, which tend to employ high numbers of part-time workers.

**Table 3.4.1: Full-time / part-time jobs by number and proportion below Living Wage**

Type of work	Total jobs (000s)	Median wage (£)	Annual % chg	Mean wage (£)	Annual % chg	% below Living Wage*	No. below LW (000s)*
Full-time	17,845	13.15	0.2	15.84	-0.3	15%	2,623
Part-time	7,165	8.35	1.1	11.24	1.3	45%	3,205

\*Markit estimates

### 3.5 Private / public sector analysis *(Markit calculations, based on ONS data)*

The prevalence of sub-Living Wage earners remains substantially higher in the private sector than in the public sector, unsurprisingly given the differing composition of job types. An estimated 28 percent of private sector employees are below the threshold, compared with less than 10 percent of public sector workers<sup>1</sup>.

**Table 3.5.1: Private / public sector jobs by proportion below Living Wage**

Sector	Total jobs (000s)	Median wage (£)	Annual % chg	Mean wage (£)	Annual % chg	% below Living Wage*
Private	16,767	10.55	0.7	14.53	-0.2	28%
Public	6,130	14.27	0.9	16.71	0.6	less than 10
Not classified	2,113	n/a	n/a	n/a	n/a	n/a

\*Markit estimates; calculation excludes Northern Ireland

<sup>1</sup> the distribution of earnings provided in the ASHE dataset is insufficient to calculate a more precise estimate



### 3.6 Gender analysis *(Markit calculations, based on ONS data)*

The proportion of females earning less than the Living Wage remains considerably higher than among males. An estimated 29 percent of females earn less than the benchmark, compared with 18 percent of males. This partially reflects the greater tendency of females to be employed in part-time jobs which, as section 3.4 highlights, are more likely to pay less than the Living Wage than full-time roles.

**Table 3.6.1: Gender jobs by proportion below Living Wage**

Gender	Total jobs (000s)	Median wage (£)	Annual % chg	Mean wage (£)	Annual % chg	% below Living Wage*
Male	12,622	12.92	-0.3	16.38	-0.8	18%
Female	12,388	10.37	0.5	13.48	0.9	29%

\*Markit estimates

### 3.7 Age group analysis *(Markit calculations, based on ONS data)*

By age group, by far the highest proportion of sub-Living Wage employees is in the 18-21 year old category. An estimated 72 percent of people in this category are below the threshold. This falls to 30 percent for those aged 22-29. For employees aged 30-39 the figure drops to 17 percent, falling slightly to 16 percent for those aged 40-49. The proportion then rises to 18 percent for those aged 50-59, and to 24 percent for those aged 60 and above.

**Table 3.7.1: Age group jobs by proportion below Living Wage**

Age group	Total jobs (000s)	Median wage (£)	Annual % chg	Mean wage (£)	Annual % chg	% below Living Wage*
18-21	1,217	6.92	2.9	7.68	0.8	72%
22-29	4,200	9.90	0.8	11.66	0.7	30%
30-39	5,536	13.29	-0.3	15.95	-0.4	17%
40-49	6,271	13.27	0.7	17.11	0.8	16%
50-59	5,032	12.50	0.1	16.39	-0.3	18%
60+	1,819	10.73	0.6	14.49	-0.6	24%

\*Markit estimates; calculation excludes Northern Ireland

### 3.8 National Living Wage analysis *(Markit calculations, based on ONS data)*

From April 2016, the national living wage will be £7.20 an hour for workers aged 25 and older. The minimum wage will still apply for workers aged 24 and under.

While it should be noted that the 2014 ONS Annual Survey of Hours and Earnings survey was compiled in April 2014, well in advance of the July 2015 announcement regarding the national living wage, the dataset is still the most-up-to-date official source for determining the proportion of employee jobs (aged 25+) that are paid below the £7.20 threshold.

In this section, we apply our own analysis to the 2014 ASHE survey and, where appropriate, incorporate additional 'ad hoc' data splits published by ONS into our estimates. Additionally, we use 'hourly pay excluding overtime' as the hourly pay measure in this section, since this definition has been the most widely used in the ONS ad hoc data splits for employees aged 25 and over (standard ASHE datasets only provide information for those aged 22-29).

In line with the methodology used in the preceding sections, all estimates relate to gross hourly pay and therefore do not account for the impact of tax and benefits on take-home pay.

#### 3.8.1: National Living Wage analysis by age group *(Markit calculations, based on ONS data)*

We estimate that around 13% of all employee jobs held by those aged 25 and over are paid less than £7.20 per hour (excluding overtime). This is broadly consistent with that published by the ONS in July 2015 (see Table 3.8.3), and equates to around 3 million employee jobs. People aged over 25 and employed in part-time jobs are the most likely to earn below £7.20 per hour (an estimated 26% of all part-time staff aged 25 and above).

**Table 3.8.1: Age group analysis** *(Markit calculations, based on ONS data)*

Age	% below National Living Wage*	Full-Time	Part-Time
All	16	less than 10	33
18-21	58	49	67
22-29	21	13	44
30-39	11	less than 10	26
40-49	11	less than 10	24
50-59	11	less than 10	24
60+	16	less than 10	25
<b>UK employees aged over 25s (est)*</b>	<b>13</b>	less than 10	<b>26</b>

\*Markit estimates, proportion earning less than £7.20/hour ex. overtime by age group (based on ASHE 2014).

We estimate that there are 1,440,000 people aged 18-24 earning less than the National Living Wage:

Age	Number (1000's) earning below NLW
18-20	730
21-24	710
<b>18-24</b>	<b>1,440</b>

Source: Markit calculations, based on 2014 ONS low pay estimates and ad hoc data.

### 3.8.2: National Living Wage analysis by industry sector

By broad industry sector, by far the highest proportion of sub-National Living Wage earners were those employed in the Accommodation and Food Services industry (an estimated 50% of UK employees aged over 25 in this industry were earning less than £7.20 per hour in April 2014).

**Table 3.8.2: Broad industry sector analysis** (*Markit calculations, based on ONS data*)

Rank	Occupation	% below National Living Wage*
1	Accommodation and Food Service activities	50
2	Administrative and Support Service activities	25
3	Wholesale & Retail Trade; Repair of Motor Vehicles & Motorcycles	25
4	Arts, Entertainment and Recreation	20
5	Other service activities	20
6	Human Health and Social Work activities	10
7	Construction	< 10
8	Manufacturing	< 10
9	Real Estate	< 10
10	Education	< 5
11	Professional, Scientific and Technical activities	< 5

\*Proportion of **employee jobs aged 25 and over earning less than £7.20/hour ex. overtime** (Markit estimates, to nearest 5%).

### 3.8.3: National Living Wage analysis by region

By region, the highest proportion of sub-National Living Wage earners are in Northern Ireland (an estimated 17% of employees aged over 25 were earning less than £7.20 per hour in April 2014). The lowest proportion is in London, where an estimated 7% of employees aged over 25 were earning less than £7.20 per hour in April 2014.

**Table 3.8.3: Regional analysis** (*ONS 'ad hoc' data<sup>1</sup>*)

Rank	Region	% below National Living Wage*	Full-Time	Part-Time
1	Northern Ireland	17	12	30
2	East Midlands	15	9	32
3	Yorkshire and The Humber	15	8	31
4	West Midlands	15	9	30
5	North East	15	8	33
6	Wales	15	9	30
7	North West	14	8	31
8	East	13	7	25
9	South West	13	6	26
10	Scotland	11	6	22
11	South East	10	5	21
12	London	7	4	19
	<b>UK</b>	<b>12</b>	<b>7</b>	<b>26</b>

\*ONS ad hoc data: proportion earning less than £7.20/hour ex. overtime (based on ASHE 2014).

<sup>1</sup> Ad hoc ONS regional labour market figures are published here: <http://www.ons.gov.uk/ons/about-ons/business-transparency/freedom-of-information/what-can-i-request/published-ad-hoc-data/labour/july-2015/proportion-of-employees-aged-25-and-over-with-hourly-earnings.zip?format=contrast>

### 3.8.4: National Living Wage analysis **by gender**

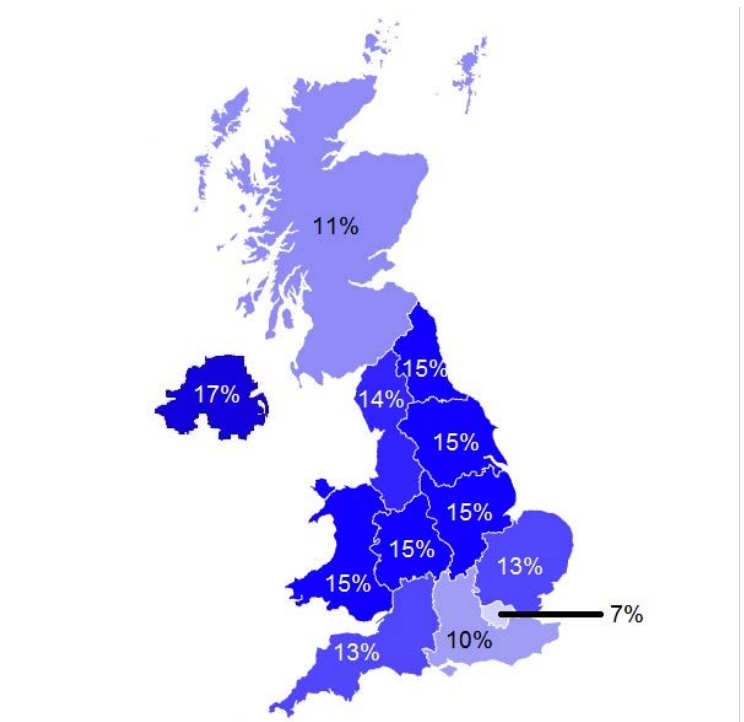
There were an estimated 9% of men and 17% of women aged 25 and over earning less than £7.20 per hour in April 2014.

#### Table 3.8.4: Gender analysis (ONS 'ad hoc' data)

Gender	% below NLW*	Number (1000s) earning below NLW*
Men	9	1,087
Women	17	1,937

\*ONS ad hoc data: proportion earning less than £7.20/hour ex. overtime (based on ASHE 2014).

Figure 3.8.3: Regional heatmap by **proportion** of employee jobs aged 25 and over earning below National Living Wage (all jobs)



## 4. KPMG Living Wage Household Finance Index Survey

People earning below the living wage report worsening financial pressures in 2015, despite support from rising income levels and falling inflation

### Key findings: (people earning less than the Living Wage)

- Fastest rise in income from employment since the survey began in 2012
- Cost of living pressures were the lowest in the four-year survey history
- Pressures on household finances worsened, despite higher income and lower inflation
- Around 33% reported deteriorating finances, while only 8% noted an improvement in October
- Debt levels continued to rise and households remain pessimistic about the 12-month financial outlook
- Widest ever gap in job security between those earning less than the Living Wage and other UK employees

### Summary

Latest survey data from UK households highlighted a mixed picture in terms of financial wellbeing among those earning less than the Living Wage in October 2015 (see section 5 for methodology notes). On the one hand, **income from employment** was reported to have increased at the fastest pace since the survey began in 2012, with around 21% indicating a rise in October and only 12% suggesting a decline. Moreover, perceptions of rising **living costs** were at their lowest ever recorded by the survey, which in turn boosted spending power and contributed to the slowest increase in **demand for unsecured credit** in the four-year survey history.

However, at the same time, people earning less than the Living Wage were more downbeat about their **household finances** than in October 2014, continued to experience a rise in **debt levels**, and indicated the greatest degree of pessimism regarding their **job security** since the survey began in 2012. By contrast, people earning the Living Wage or above indicated the lowest ever squeeze on their finances over this period (only 16% reported a decline, while 9% noted an improvement in October).

As a result, for the second year running, there was a **split in the expected direction of travel for household finances over the coming 12 months**. Those earning more than the Living Wage<sup>1</sup> anticipate an outright improvement in their financial wellbeing during the year ahead, while those earning below the Living Wage are the most downbeat about their household's financial outlook since 2013.

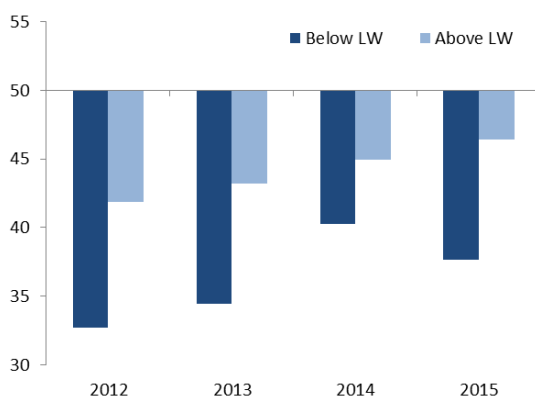
### Financial wellbeing

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<sup>1</sup> In this section, the phrase 'earning above the Living Wage' refers to those paid exactly the Living Wage as well as those earning more than the Living Wage, since the survey results have been grouped into two pay categories – 'below the Living Wage', and 'all other employees'.

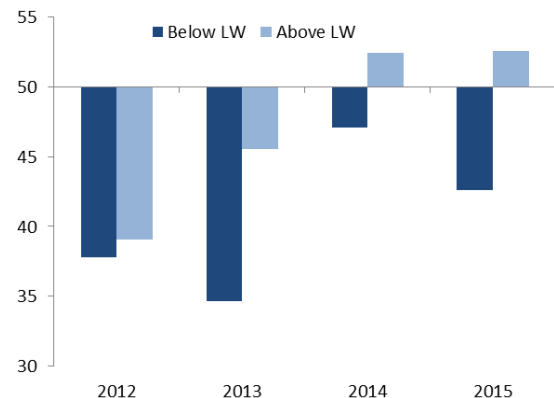
In October 2015, around four times as many respondents earning less than the Living Wage (33%) indicated that their **household finances** worsened over the month as those that experienced an improvement (8%). This highlighted a greater squeeze on household finances than at the same time in 2014 (29% noted a decline, while 10% signalled an improvement), but still compared favourably with the situation in 2012 and 2013. Nonetheless, **the overall squeeze on household finances remained much more acute than for those earning the Living Wage and above**. Only 16% of respondents earning above the Living Wage experienced deteriorating household finances during October 2015, while 9% suggested an improvement, which pointed to the lowest overall squeeze on finances since the survey began.

**Current Household Finance Index**  
(50 = no-change)



Sources: KPMG, Markit

**Future Household Finances Index**  
(50 = no-change)



Sources: KPMG, Markit

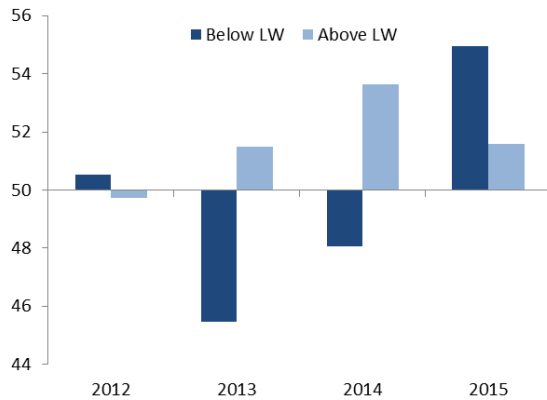
The latest survey also pointed to divergent trends in terms of **household debt levels**; those earning less than the Living Wage signalled another overall increase in household debt in October 2015, while those earning above the threshold signalled the sharpest reduction since the survey began in 2012.

Meanwhile, around 36% of those earning below the Living Wage anticipate worsening household finances over the year ahead and only 21% forecast an improvement. The **negative outlook contrasts with upbeat expectations indicated by those earning above the Living Wage**. Around 30% of people earning above the Living Wage anticipate an improvement in their household finances during the next 12 months, which exceeds the proportion expecting a decline in their financial wellbeing (25%).

## Labour market

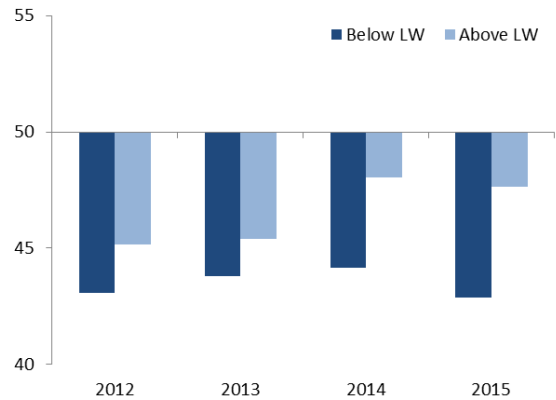
For the first time in three years, people earning less than the Living Wage reported an upturn in their **income from employment** during October. Moreover, with 21% of respondents indicating a rise in income and only 12% pointing to a fall, the rate of pay inflation outpaced that recorded for other UK employees. It was also the fastest increase since the survey began in 2012, which contrasted with slightly slower pay inflation than one year earlier for those earning the Living Wage and above.

### Income From Employment Index (50 = no-change)



Sources: KPMG, Markit

### Job Security Index (50 = no-change)



Sources: KPMG, Markit

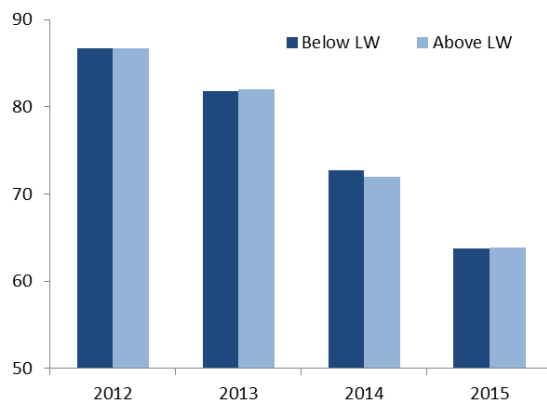
However, those earning less than the Living Wage were far more likely to report a reduction in **job security** during October 2015 (24% noted a fall) than those earning above the threshold (13%). The sentiment gap between the two pay cohorts widened to its greatest since the survey began in 2012.

### Spending sentiment and cost of living

Latest data indicated that sharply reduced pressures on **living costs** were a major factor supporting financial wellbeing for all UK households, with current inflation perceptions falling for the third successive year to the lowest since the survey began. Moreover, **expectations for living costs over the next 12 months** were at a survey-record low in October 2015.

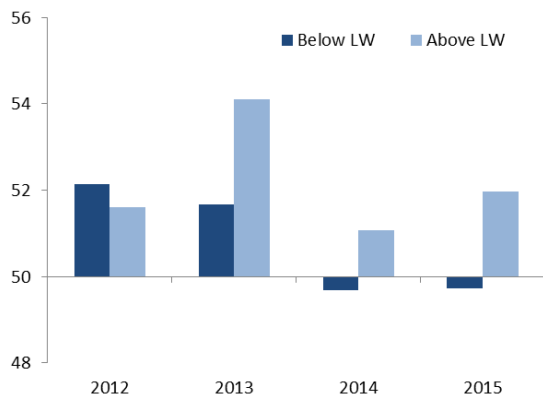
Nonetheless, those earning below the Living Wage remained much more downbeat about their **cash available to spend** and **appetite for major purchases** during the latest survey period. Around 31% reported a decline in cash available to spend, compared to 17% of those earning more than the Living Wage.

### Living Costs Index (50 = no-change)



Sources: KPMG, Markit

### Household Spending Index (50 = no-change)



Sources: KPMG, Markit

Meanwhile, despite faring better in terms of income from employment in October 2015, the latest survey indicated another slight reduction in actual **spending levels** among people earning below the Living Wage. By contrast, those with earnings above the Living Wage pointed to a moderate rise in household spending, and the rate of increase accelerated since 2014.

**Table 4.1: Summary of data findings in October 2015**

Indices vary between 0 and 100 with readings of exactly 50.0 signalling no change on the previous month. Readings above 50.0 signal an increase; readings below 50.0 signal a decline. The higher the index is above 50 the faster the rate of growth, the further below 50 the faster the pace of decline. Percentages rounded in the table.

Question (vs. one month ago unless specified)	People earning below the Living Wage						People earning the Living Wage and above					
	October 2015			Index	vs. 2014	Oct-14 Index	October 2015			Index	vs. 2014	Oct-14 Index
	% Higher	% Same	% Lower				% Higher	% Same	% Lower			
<b>Financial Wellbeing</b>												
Household Finances	8%	59%	33%	37.6	↓	40.3	9%	75%	16%	46.4	↑	44.9
Household finances in 12 months' time	21%	42%	36%	42.6	↓	47.1	30%	45%	25%	52.6	↑	52.4
Savings	12%	63%	26%	42.9	↓	45.5	16%	66%	19%	48.4	↓	49.4
Cash availability	7%	63%	31%	37.9	↓	39.3	9%	74%	17%	46.2	↑	44.6
Debt	17%	71%	12%	52.5	↓	53.2	12%	68%	20%	45.8	↓	47.9
Need for unsecured credit	13%	77%	10%	51.6	↓	54.2	9%	81%	10%	49.9	↓	53.3
<b>Labour Market</b>												
Job security	10%	66%	24%	42.9	↓	44.2	9%	78%	13%	47.6	↓	48.0
Workplace activity	17%	62%	21%	48.1	↓	49.7	23%	65%	12%	55.7	↓	59.4
Income from employment	21%	67%	12%	54.9	↑	48.1	11%	82%	8%	51.6	↓	53.6
<b>Spending Sentiment</b>												
Spending	18%	64%	18%	49.7	--	49.7	19%	67%	15%	52.0	↑	51.1
Appetite for major purchases	8%	58%	34%	37.4	↑	35.4	7%	71%	22%	42.3	↑	39.6
Ease of obtaining unsecured credit	7%	84%	9%	49.2	↓	49.7	9%	85%	6%	51.1	↑	49.5
<b>Cost of Living</b>												
Cost of living	36%	56%	8%	63.7	↓	72.7	34%	60%	6%	63.8	↓	72.0
Cost of living in 12 months' time	62%	34%	4%	79.1	↓	87.0	64%	32%	4%	80.0	↓	88.5

**Table 4.2: Summary of data findings in October 2014**

Indices vary between 0 and 100 with readings of exactly 50.0 signalling no change on the previous month. Readings above 50.0 signal an increase; readings below 50.0 signal a decline. The higher the index is above 50 the faster the rate of growth, the further below 50 the faster the pace of decline. Percentages rounded in the table.

Question (vs. one month ago unless specified)	People earning below the Living Wage						People earning the Living Wage and above					
	October 2014			Index	Change vs. 2013	Oct-13 Index	October 2014			Index	Change vs. 2013	Oct-13 Index
	% Higher	% Same	% Lower				% Higher	% Same	% Lower			
<b>Financial Wellbeing</b>												
Household Finances	10%	61%	29%	40.3	↑	34.4	12%	65%	23%	44.9	↑	43.2
Household finances in 12 months' time	29%	36%	35%	47.1	↑	34.7	35%	34%	30%	52.4	↑	45.5
Savings	17%	57%	26%	45.5	↑	39.5	22%	55%	23%	49.4	↑	45.3
Cash availability	11%	56%	32%	39.3	↑	31.8	13%	64%	24%	44.6	↓	40.5
Debt	23%	61%	16%	53.2	↓	54.5	18%	60%	22%	47.9	↑	47.8
Need for unsecured credit	18%	73%	9%	54.2	↑	51.7	16%	74%	10%	53.3	↓	53.6
<b>Labour Market</b>												
Job security	10%	68%	22%	44.2	↑	43.8	10%	76%	14%	48.0	↑	45.4
Workplace activity	23%	53%	24%	49.7	↑	45.9	32%	55%	13%	59.4	↑	56.3
Income from employment	16%	65%	19%	48.1	↑	45.5	14%	80%	6%	53.6	↑	51.5
<b>Spending Sentiment</b>												
Spending	20%	59%	21%	49.7	↓	51.7	20%	62%	18%	51.1	↓	54.1
Appetite for major purchases	12%	47%	41%	35.4	↑	31.8	10%	60%	31%	39.6	↑	37.6
Ease of obtaining unsecured credit	12%	76%	12%	49.7	↑	45.2	10%	80%	11%	49.5	↑	48.8
<b>Cost of Living</b>												
Cost of living	54%	38%	8%	72.7	↓	81.8	49%	47%	5%	72.0	↓	82.0
Cost of living in 12 months' time	79%	16%	5%	87.0	↓	91.4	80%	18%	3%	88.5	↓	92.6



## 5. Methodology

### i) ONS hourly earnings data analysis

The structural information on Living Wages, analysed in section 3, is based on data from the provisional 2014 Annual Survey of Hours and Earnings (ASHE) conducted by the Office for National Statistics (ONS). This survey provides a detailed breakdown of hourly earnings across occupations, with results published on both a national and UK regional basis. ASHE does not cover the self-employed nor does it cover employees not paid during the reference period (April 2014).

#### **Office for National Statistics: Annual Survey of Hours and Earnings**

The Annual Survey of Hours and Earnings (ASHE) is based on a 1 per cent sample of employee jobs taken from HM Revenue & Customs (HMRC) PAYE records. Information on earnings and hours is obtained from employers and treated confidentially. ASHE does not cover the self-employed nor does it cover employees not paid during the reference period.

The ASHE includes percentile wage bands for each occupation, to illustrate the broad distribution of earnings within a particular grouping. This highlights patterns of hourly earnings below the Living Wage for a given occupation (and within a particular UK region).

However, the limitation of the data set is a lack of more detailed information on the distribution of wages *within* percentile bands (and the width of each band is at least five percentage points). Therefore, no official figure is published for either the *exact* percentage or number of jobs that are below the Living Wage within each occupation type and region. We have sought to overcome this limitation by generating our own estimates, thereby providing greater detail around the structure of hourly pay patterns across the UK.

The estimates are derived from a simple calculation, and give our best assessment of the exact number and percentage of workers in each occupational category that are earning below the Living Wage. The first step for estimating these proportions was an assumption that the distribution of earnings follows a linear trend between the percentile bands that are published by the ONS. This assumption is both intuitively appealing, and a casual inspection of the dataset gives little evidence to the contrary. For example, there does not seem to be clustering around particular wage points or erratic hourly earning spreads across the percentile bands.

We then identify the percentile band within which the Living Wage falls for each occupation in the dataset, and interpolate the exact percentage of employees that fall either side of the threshold (assuming a linear trend in the distribution). Because the ONS publish the total number of jobs within each occupational category, it is then a simple calculation to obtain an estimate of the actual number of workers above and below the Living Wage threshold.

Having run this analysis over the dataset, lists of 'hotspots' by sector, region and sub-region were created detailing where the highest or lowest proportions of people are earning less than the Living Wage. Estimates have been rounded where appropriate.

Due to the difference in the Living Wage between London and the rest of the UK, the estimate for the number of people below the Living Wage at the overall UK level is derived from aggregating the regional estimates (i.e. a 'bottom up' approach).

### ii) KPMG Living Wage Household Finance Index survey

In October 2015, an additional question was added to the Markit Household Finance Index (HFI) survey (see information box below) which enabled a comparison of key trends in household finances between those earning

below the Living Wage and those earning the Living Wage and above. The aim was to benchmark the trends in financial wellbeing across the Living Wage threshold, thereby highlighting key areas of pressure on household finances such as debt, savings and living costs.

### Markit Household Finance Index™

The Markit Household Finance Index™ (HFI™) survey was first conducted in February 2009 and is designed to accurately anticipate changing consumer behaviour each month. The HFI tracks objective “hard data” on actual month-on-month changes in financial wellbeing, focusing on household spending, savings and debt levels, and also includes several forward-looking opinion questions to help anticipate future trends.

The survey is based on monthly responses from approximately 1,500 individuals in Great Britain, with data collected by Ipsos MORI from its panel of respondents aged 18-64. The survey sample is structured according to gender, region and age to ensure the survey results accurately reflect the true composition of the population. Results are also weighted to further improve representativeness.

Index numbers are calculated from the percentages of respondents reporting an improvement, no change or decline. These indices vary between 0 and 100 with readings of exactly 50.0 signalling no change on the previous month. Readings above 50.0 signal an increase or improvement; readings below 50.0 signal a decline or deterioration. Due to the limited history of data, indices are not adjusted for seasonal influences.

The new question was placed into the regular HFI questionnaire as shown in the information box below. This formed a ‘Living Wage filter’ for all responses to the individual questions on the HFI survey, such as those on debt, savings and the cost of living. In order to make the figures consistent on a residence basis, a code was also introduced so that respondents living in London were asked whether their hourly wage was higher/same/lower than £9.15, while for respondents in the rest of the UK the figure was £7.85.

### KPMG Living Wage survey filter

Q. ASK ALL WHO ARE EMPLOYED

*“How does your hourly wage compare to [£9.15] IF REGION IS LONDON / [£7.85 ] IF REGION IS NOT LONDON. Is it:”*

SELECT ONE

1. Higher
2. Equal
3. Lower
4. Don't know
5. Prefer not to say

The fieldwork was conducted between the 7<sup>th</sup> and 12<sup>th</sup> October 2015. Additional background data analysis was also undertaken to ensure that these respondents were representative of the true national population (i.e. in terms of UK region, age and gender).

The exact questions asked by the monthly Household Finance Index survey are in the information box below. For each question, results have been split between those earning above (or the same as) the Living Wage, and below the Living Wage.

## KPMG Living Wage Household Finance Index

Survey questions (higher/same/lower than one month ago, unless otherwise stated)

1. How has the amount of **cash your household has available to spend** changed?
2. How has the amount of **cash your household actually spent** this month changed?
3. How has your household's **financial situation** changed?
4. How do you think your household's **financial situation will have changed 12 months from now?**
5. Is now generally a worse time or a better **time to make major purchases** (such as a car, holiday booking, large household appliance, etc)?
6. How has your household's level of **savings** changed?
7. How **secure do you think your job** is?
8. How has the level of business **activity at your place of work** changed?
9. How has the level of **income from your employment** changed?
10. How has your household's existing level of **debt** changed?
11. How has your **need for additional borrowing** changed in respect of the following?(credit cards/overdrafts/other)
12. How easy is it for you to get **access to credit** in respect of the following?(credit cards/overdrafts/other unsecured loans)
13. How do you think **prices generally for goods and services** that you buy have changed?
14. How do you think **prices generally for goods and services that you buy will have changed 12 months from now?**

## 6. Appendix

Table 6.1: Top 10 broad occupation groups below Living Wage: Standard Occupation Classification codes breakdown

<b>Food preparation and hospitality trades</b>	<b>543</b>	<b>Hairdressers and related services</b>	<b>622</b>
Butchers	5431	Hairdressers and barbers	6221
Bakers and flour confectioners	5432	Beauticians and related occupations	6222
Fishmongers and poultry dressers	5433		
Chefs	5434		
Cooks	5435		
Catering and bar managers	5436		
<b>Cleaning and housekeeping managers</b>	<b>624</b>	<b>Sales assistants and retail cashiers</b>	<b>711</b>
Cleaning and housekeeping managers	6240	Sales and retail assistants	7111
		Retail cashiers and check-out operators	7112
		Telephone salespersons	7113
		Pharmacy and other dispensing assistants	7114
		Vehicle and parts salespersons and advisers	7115
<b>Elementary agricultural occupations</b>	<b>911</b>	<b>Elementary process plant occupations</b>	<b>913</b>
Farm workers	9111	Industrial cleaning process occupations	9132
Forestry workers	9112	Packers, bottlers, canners and fillers	9134
Fishing and other elementary agriculture n.e.c.	9119	Elementary process plant occupations n.e.c.	9139
<b>Elementary cleaning occupations</b>	<b>923</b>	<b>Elementary security occupations</b>	<b>924</b>
Window cleaners	9231	Security guards and related occupations	9241
Street cleaners	9232	Parking and civil enforcement occupations	9242
Cleaners and domestics	9233	School midday and crossing patrol occupations	9244
Launderers, dry cleaners and pressers	9234	Elementary security occupations n.e.c.	9249
Refuse and salvage occupations	9235		
Vehicle valeters and cleaners	9236		
Elementary cleaning occupations n.e.c.	9239		
<b>Elementary sales occupations</b>	<b>925</b>	<b>Other elementary services occupations</b>	<b>927</b>
Shelf fillers	9251	Hospital porters	9271
Elementary sales occupations n.e.c.	9259	Kitchen and catering assistants	9272
		Waiters and waitresses	9273
		Bar staff	9274
		Leisure and theme park attendants	9275
		Other elementary services occupations n.e.c.	9279

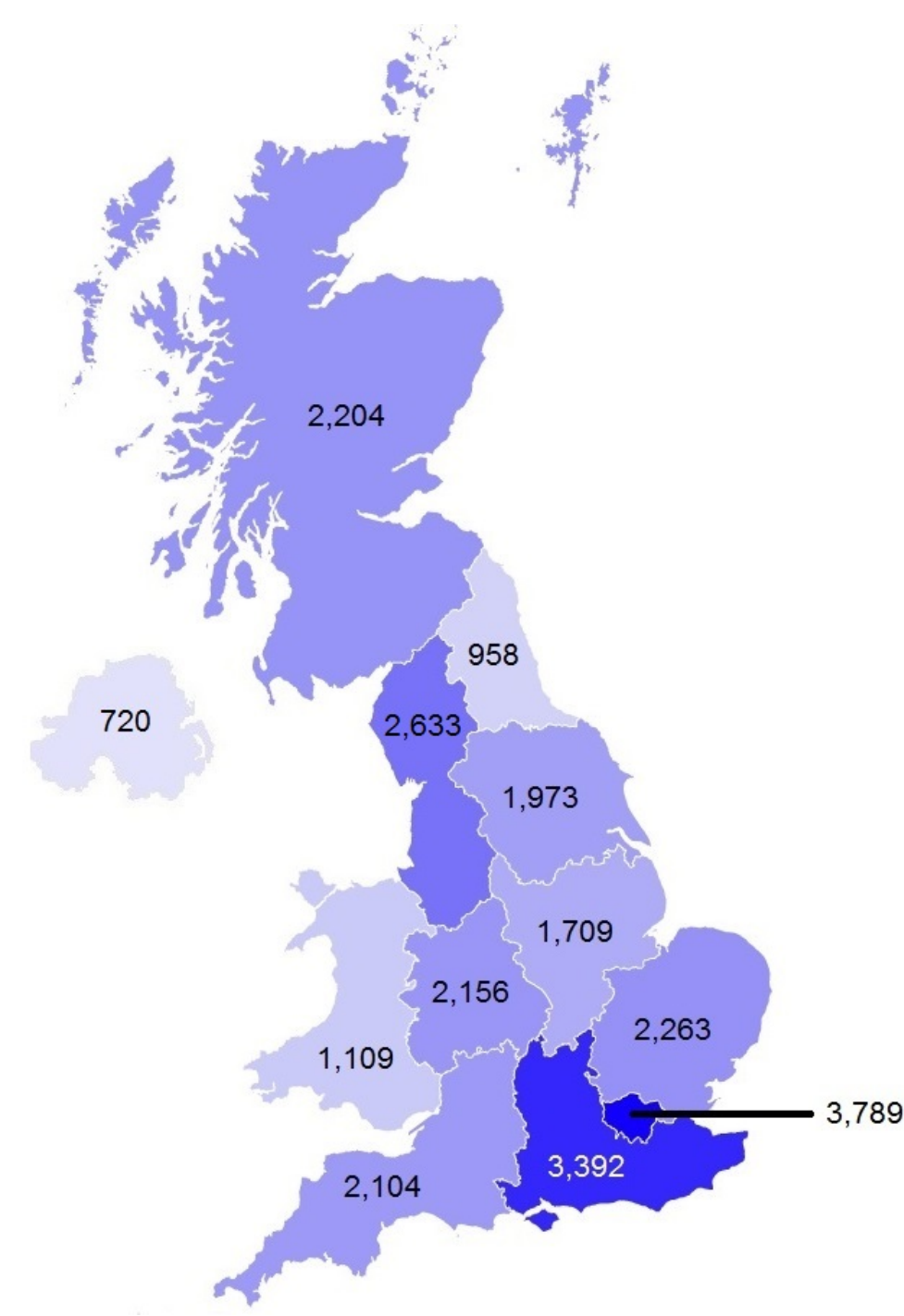
Table 6.2: Summary of occupations – proportion below Living Wage: UK

% below Living Wage (est)	Occupations	
90+	Bar staff	
80-89	Waiters and waitresses Kitchen and catering assistants	Vehicle valeters and cleaners Launderers, dry cleaners and pressers
70-79	Leisure and theme park attendants Other elementary services occupations n.e.c. Elementary administration occupations n.e.c. Sales and retail assistants	Retail cashiers and check-out operators Elementary sales occupations n.e.c. Cleaners and domestics
60-69	School midday and crossing patrol occupations Hairdressers and barbers Florists Fishing and other elementary agriculture n.e.c. Sewing machinists	Playworkers Cooks Nursery nurses and assistants Care escorts Housekeepers and related occupations
50-59	Packers, bottlers, canners and fillers Fishmongers and poultry dressers Sports and leisure assistants Horticultural trades Taxi and cab drivers and chauffeurs Industrial cleaning process occupations	Merchandisers and window dressers Animal care services occupations n.e.c. Beauticians and related occupations Pharmacy and other dispensing assistants Weighers, graders and sorters Window cleaners
40-49	Chefs Cleaning and housekeeping managers and supervisors Childminders and related occupations Care workers and home carers Leisure and travel service occupations n.e.c. Farm workers Food, drink and tobacco process operatives Receptionists Tyre, exhaust and windscreen fitters	Shelf fillers Senior care workers Elementary storage occupations Educational support assistants Van drivers Telephonists Market research interviewers Elementary process plant occupations n.e.c. Customer service occupations n.e.c.
30-39	Butchers Bakers and flour confectioners Groundsmen and greenkeepers Security guards and related occupations Tailors and dressmakers Sales related occupations n.e.c. Glass and ceramics process operatives Plastics process operatives Upholsterers Teaching assistants Telephone salespersons Travel agents	Call and contact centre occupations Debt, rent and other cash collectors Sales supervisors Catering and bar managers Assemblers and routine operatives n.e.c. Hospital porters Glass and ceramics makers, decorators and finishers Paper and wood machine operatives Metal working machine operatives Textile process operatives Publicans and managers of licensed premises Elected officers and representatives
20-29	Fork-lift truck drivers Vehicle and parts salespersons and advisers Elementary construction occupations Parking and civil enforcement occupations Gardeners and landscape gardeners Fitness instructors Agricultural and fishing trades n.e.c. Shopkeepers and proprietors – wholesale and retail Caretakers Typists and related keyboard occupations Print finishing and binding workers Footwear and leather working trades Veterinary nurses	Nursing auxiliaries and assistants Other administrative occupations n.e.c. Furniture makers and other craft woodworkers Electroplaters Assemblers (electrical and electronic products) Restaurant and catering managers and proprietors Financial administrative occupations n.e.c. Construction operatives n.e.c. Process operatives n.e.c. Other skilled trades n.e.c. Plant and machine operatives n.e.c. Houseparents and residential wardens

Table 6.2: Summary of occupations – proportion below Living Wage: UK (cont.)

10-19	<p>Refuse and salvage occupations</p> <p>Library clerks and assistants</p> <p>Dental nurses</p> <p>Glaziers, window fabricators and fitters</p> <p>Stock control clerks and assistants</p> <p>Printing machine assistants</p> <p>School secretaries</p> <p>Elementary security occupations n.e.c.</p> <p>Sales administrators</p> <p>Undertakers, mortuary and crematorium assistants</p> <p>Chemical and related process operatives</p> <p>Routine inspectors and testers</p> <p>Company secretaries</p> <p>Conference and exhibition managers and organisers</p> <p>Air travel assistants</p> <p>Laboratory technicians</p> <p>Estate agents and auctioneers</p>	<p>Bus and coach drivers</p> <p>Mobile machine drivers and operatives n.e.c.</p> <p>Postal workers, mail sorters, messengers and couriers</p> <p>Ambulance staff (excluding paramedics)</p> <p>Vehicle technicians, mechanics and electricians</p> <p>Metal making and treating process operatives</p> <p>Book-keepers, payroll managers and wages clerks</p> <p>Personal assistants and other secretaries</p> <p>Officers of non-governmental organisations</p> <p>Managers and directors in retail and wholesale</p> <p>Hotel and accommodation managers and proprietors</p> <p>Sports coaches, instructors and officials</p> <p>IT engineers</p> <p>Photographers, AV and broadcasting equip. operators</p> <p>Managers and proprietors in agriculture and horticulture</p> <p>Business sales executives</p>
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Figure 6.2: Regional heatmap by **total number of jobs** ('000s)



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