

THE GREAT BUSINESS DEBATE

FACTSHEET: SUPPORTING JOBS

Business is about people. In every corner of Britain, companies of all shapes and sizes are creating and supporting jobs. But business is coming under increasing pressure – attitudes towards working life are changing and when people are still feeling the pinch, many are asking what more business can do to make sure that everyone benefits from the economic recovery.

KEY FACTS

82%

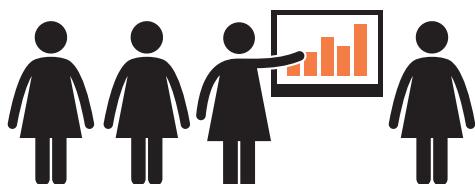
of UK employment is in the private sector¹

1.3m

more people employed in the private sector since the start of the recession²

Only 4

female CEOs in the FTSE 100³



£42.9bn

spent on training by business in 2013⁴

1 in 5

One in five people (18%) say they are struggling to make ends meet⁵

44%

Only a minority (44%) of people living in working households in Britain feel that they are living⁶ comfortably on their current income

10%

pay gap between men and women in the workforce⁷

In every corner of the UK, companies are creating and supporting jobs

- The private sector makes an enormous contribution to employment in the UK. In March 2014, the private sector employed 25 million people – that's 82% of all employment.
- In the three months to April 2014, the private sector accounted for all of the jobs created.⁸
- This continues the strong growth in private sector employment since the recession – over 1.3m more people are employed in the private sector compared to early 2008.⁹
- The profit businesses make from being successful enables them to do things like employ more people, contribute to our pensions and invest in training. For example in 2013, businesses spent an estimated £42.9bn on training.¹⁰

Private sector employment since the start of the recession¹¹



SUPPORTING JOBS

FACTSHEET



SOME QUESTIONS TO CONSIDER

- Is business doing enough to help people get into and get on in work?
- Is business providing enough opportunities for the next generation?
- As people's lifestyles change should business be doing more to reflect this in the workplace?

But attitudes towards working life are changing and people are asking whether workplaces are happy and inclusive enough

- Demand for employers to be more flexible is on the up – globalisation, changes in technology and shifting attitudes towards for example raising a family or caring responsibilities mean people want and need to work in different ways.
- Flexible working has also helped protect jobs. Compared to many other countries, the UK had a better track record for keeping people in work during the recession.¹²
- But questions are raised about whether this always offers a good deal for employees. For example, some people worry about what zero hours contracts might mean for them. Fear of redundancy (cited by 34%), lack of permanent posts (29%) and inadequate or unreliable hours (16%) are among the big worries about working life.¹³
- And while real progress has been made on workplace diversity, there is still lots to do. A quick snap shot shows that at the top, there are still only four female CEOs among the UK's biggest 100 companies and on average, men still earn 10% more than women.¹⁴ Availability of affordable childcare is a major drag on workplace diversity – costs are skyrocketing, up by 27% since 2009 alone.¹⁵

As the UK emerges from a long squeeze on living standards, some are getting left behind

- Over the last 25 years, living standards have increased faster in the UK than in other advanced economies.¹⁶ UK workers take home a higher share of total business income in their pay packets than most other developed countries.¹⁷
- But some people are getting left behind, and that's a big issue. Low-paid, low-skilled workers are most at risk of unemployment¹⁸ and at the moment there aren't enough opportunities for them to progress up the career ladder to higher-paid work. Business leaders know it is in their interest to help tackle this problem – chronic skills mismatches mean that some areas of business don't have the skilled employees they need to succeed and grow.
- Although we have seen the economic recovery strengthen, many are still feeling the pinch. Only a minority (44%) of people living in working households in Britain feel that they are living comfortably on their current income and one in five people (18%) are struggling to make ends meet.¹⁹

SOURCES

¹ONS, 2014, June labour market statistics | ²ibid | ³Lord Davies, Women on boards: third annual review, March 2014 | ⁴UKCES, UK Commission's Employer Skills Survey 2013: UK Results, Jan 2014 (includes staff costs of trainers and those being trained) | ⁵British Social Attitudes Survey, June 2014 | ⁶ibid | ⁷Annual Survey of Hourly Earnings, Office of National Statistics, December 2013 | ⁸ONS 2014, June labour market statistics | ⁹ibid | ¹⁰UKCES, UK Commission's Employer Skills Survey 2013, Jan 2014 | ¹¹ONS - excluding effects of major reclassifications | ¹²CBI, Making Britain work for everyone, June 2014 | ¹³Guardian/ICM Poll, June 2014 | ¹⁴ONS, Annual survey of hours and earnings, 2013 | ¹⁵Family and Childcare Trust, Annual Childcare Costs Survey 2014, March 2014 | ¹⁶CBI, Making Britain work for everyone, June 2014 | ¹⁷ibid | ¹⁸ibid | ¹⁹British Social Attitudes Survey, 2014