

Research Bulletin

Issue 16, July 2016

Welcome to the July 2016 edition of
Elevation Networks Research Bulletin.

EMPLOYMENT

Overall unemployment has fallen to its lowest level since July 2005, according to figures released this month. The unemployment rate fell to 4.9% for the three months March to May to 1.65 million people, a fall of 54,000 on the previous quarter.

The number of people in work also increased by 176,000 to 31.7 million; the highest rate of employment since records began in 1971.

The rate of economic inactivity – those not in employment seeking work or available for work – also fell to 21.6%, the lowest rate since 1971. There were 8.87 million people who were economically inactive March to May, 46,000 fewer than the previous period.

Youth Employment

Youth unemployment fell by 0.01 percentage points to 13.5% in Q2 2016, down from 15.7% in May 2015.

There are now 617,000 young people aged 16-24 who are unemployed, including 215,000 full-time students looking for part-time work.

3.96 million young people are now in work, including 931,000 full-time students with part-time jobs.

→ ONS UK Labour Market July 2016:
<http://ow.ly/6AwD302qiw3>

GOVERNMENT ANNOUNCEMENTS

New Review into Women on Boards

The government has announced a review into the number of women on executive boards. Currently, women account for 26% of FTSE 100 executives. The government is aiming to increase representation across the entire FTSE 350 group of companies to reach a target of 33% female representation by the year 2020.

The review which is to be chaired by Sir Philip Hampton, Chair of GlaxoSmithKline, and Dame Helen Alexander, Chair of UBM aims to remove barriers for female talent in the executive pipeline.

The announcement follows the publication of the Cranfield University 2016 Female FTSE Index. The report found that the number of female executives on FTSE 100 boards has increased to 26.1%; up from 23.5% in 2015.

- Government Announcement:
<http://ow.ly/flvR3021ooZ>
- The Female FTSE Board Report 2016:
<http://ow.ly/d7Fz3021oI4>

Elevation Networks is conducting a study of the top 1,000 UK accounting and professional services firms. Of 3,468 executives, board members and partners identified 651 (18.82%) were female and just 58 (1.68%) were BAME women.

Diversity of New Cabinet

Prime Minister Theresa May has appointed her new Cabinet, however only a third of posts were given to women, with just two posts given to people from ethnic backgrounds.

Eight cabinet positions (34.8%) are held by women, up from 28.6% under David Cameron. Sajid Javid and Priti Patel are the only 2 BME members, equivalent to 8.7%, up from 4.7% previously.

Five cabinet members (21.7%) attended public schools, down from 45% in the previous cabinet, compared to around 7% of the population who were privately educated.

A report conducted by Elevation Networks previously found that the Cabinet Office was the least ethnically diverse ministerial department - <http://ow.ly/lcsG302GCxX>

→ Guardian Article:
<http://ow.ly/K0ZT302GCDY>

EQUALITY

Millennials Likely to Earn Less than their Parents

New research published by the think tank [Resolution Foundation](#) has estimated that Millennials – the term used for people born in the 1990's and 2000's – are likely to be the first generation to earn less than their predecessors over the course of their working lives.

The study found that today's 27 year olds are earning the same amount as 27 year olds did 25 years ago, whilst workers currently in their twenties have earned £8,000 less than those from the previous generation – generation X.

The squeeze on young people's earnings is compounded by additional pressures in the housing market, with the millennial generation spending £25,000 more on rent than those from their predecessors.

→ Resolution Foundation Report:
<http://ow.ly/bQ99302li6T>

Female Graduates Urged to Apply for Top Graduate Schemes

A survey conducted by the Association of Graduate Recruiters (AGR) has found that female students are less likely to apply to top graduate schemes. While 54% of students are female, women make up just 47% of graduate scheme applicants.

Despite there being fewer female applicants women were recruited for 49% of graduate positions. Women were also more likely to be successful in traditionally male-dominated industries such as IT and engineering. The study found that women make up 17% of IT students and 15% of engineering students but were successful in gaining 27% and 25% of the graduate posts in each profession.

Construction and engineering firms have increased the proportion of female graduate hires by 3% and 4% respectively during 2015/16. However, female graduates were less likely to succeed in the law profession – 63% of law students are female but only 58% of graduate scheme positions went to women.

→ AGR Article: <http://ow.ly/Rfya302GOt9>

EDUCATION

A new study by the university admissions service UCAS has found that children who are certain that they want to go to university by the age of 10 are 2.6 times more likely to attend a higher tariff university.

The report suggests that the earlier young people are made aware about the opportunities available in higher education the more likely they are to apply. Around a fifth of applicants said that they were certain they would apply to attend university by the age of ten. However, 18% of disadvantaged groups were certain about applying from a young age compared to 25% of the most advantaged.

A quarter of the most disadvantaged pupils were deterred from applying to top universities because they thought that the cost of living would be too high.

→ UCAS Report:
<http://ow.ly/l72g302GFKd>