



More labour market facts since we first began publishing them in the 1990s



More facts about Special Educational Needs or Disabilities (SEND) and work:

- in total, there were 8.1m working age people with SEND in 2019 (Source: Labour Force Survey and Annual Population Survey from ONS, 24/03/20).
- 38% of people with SEND aged 16 to 64 in work in 1998, compared with 54% in 2019. This compares with a rate of 82% non-SEND people in work in 2019. The rate of increase in people with SEND's employment seems to have been faster since 2013, in line with the employment rate for all 16 to 64s (Source: Labour Force Survey and Annual Population Survey from ONS, 24/03/20).
- the gap is narrowing between people with SEND in employed compared with non-SEND people, down from 40 percentage points in 1998 to 28 percentage points in 2019. However, people with SEND are twice as likely to 'move out of work' (Source: Labour Force Survey and Annual Population Survey from ONS, 24/03/20).

More facts about women and work:

- working-age mothers in paid work went up from 50% in 1975 to 72% in 2015. The rise has been particularly large among lone mothers and mothers of pre-school and primary school-age children (Source: Institute for Fiscal Studies).
- the employment rate for women was at a record high of 72.4% or 15.6m women in 2019 (9.3m full-time, 6.3m part-time), up from 63% in 1995 (Source: Labour force Survey ONS).
- around 44% of women worked part-time in 2015, the rate has stayed about the same since 1992. Men working part-time is on the rise, up from 7% in the early 1990s to 12.5% in 2020, down slightly on 13% in 2015 (Source: Labour force Survey ONS, Resolution Foundation).
- the government target of 25% female board members on FTSE100 boards was surpassed in October 2015, when it was 26%, rising to 29% in June 2019. There are now no all-male boards in the FTSE100, down from 21 all-male boards in 2011 (House of Commons CBP0683804/03/2020).



Equality and diversity facts:

- 1990** - already in place were:
the Race Relations Act 1965, Equal Pay Act 1970, Sex Discrimination Act 1975,
Race Relations Act 1976.
- 1995** - Disability Discrimination Act
- 2002** - Employment Act - new rules on maternity, paternity and adoption leave and pay
- 2003** - Employment Equality (Sexual Orientation) Regulations, Employment Equality (Religion or Belief) Regulations, right to request flexible working arrangement for parents/carers of children under 6 and disabled children under 18
- 2006** - Employment Equality (Age) Regulations - prevented discrimination on the grounds of age
- 2007**- right to request flexible working also applies to carers of adults
- 2010** - Equality Act - consolidated previous laws to protect people from discrimination, harassment or victimisation based on nine protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation



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