Who Makes?
An Analysis of People Working in Craft Occupations

Mark Spilsbury
February, 2018

Foreword

This report describes the demographic characteristics of people working in craft occupations. The Crafts Council is keen to ensure that accurate data, supported by an analysis of the sector's characteristics, are available both to makers and policy-makers who wish to understand craft. The report complements the Crafts Council's research evidence which demonstrates that craft is a thriving sector that contributes £3.4bn to the UK economy[1].

The Crafts Council has been working closely with the Department for Digital, Culture, Media and Sport (DCMS) to improve official data on the craft sector. Prior to 2013 DCMS published no data on craft. The Crafts Council's research has contributed to a position where the Department now regularly publishes data on craft,[2] albeit a more limited set than our research proposes and with little further information about the characteristics of those working in craft occupations. These data are derived using the Standard Industrial Classification (SIC), a means of classifying businesses according to the type of economic activity that they are engaged in.

The Crafts Council last published its own data on the sector's demographics in 2012 in *Craft in an Age of Change*[3]. The report examined the place of craft in the creative economy and the working patterns of makers and other craft professionals. The mapping and impact study was based on data from interviews and a 'phone survey with over 2,000 UK makers, retailers, educators and curators, and was not directly comparable with official statistics or with analyses of other creative industries' sectors.

We therefore commissioned this analysis from economist Mark Spilsbury, using the full set of Standard Occupational Classification (SOC codes) we know are relevant to craft. The data in our analysis are now compatible and comparable with those produced by DCMS. In addition, the use of national statistics lends the analysis an immediate credibility as it is produced according to reputable standards and levels of quality.

It is important to note that this analysis is based on those using craft skills not only in craft businesses, but also in creative businesses and in the wider

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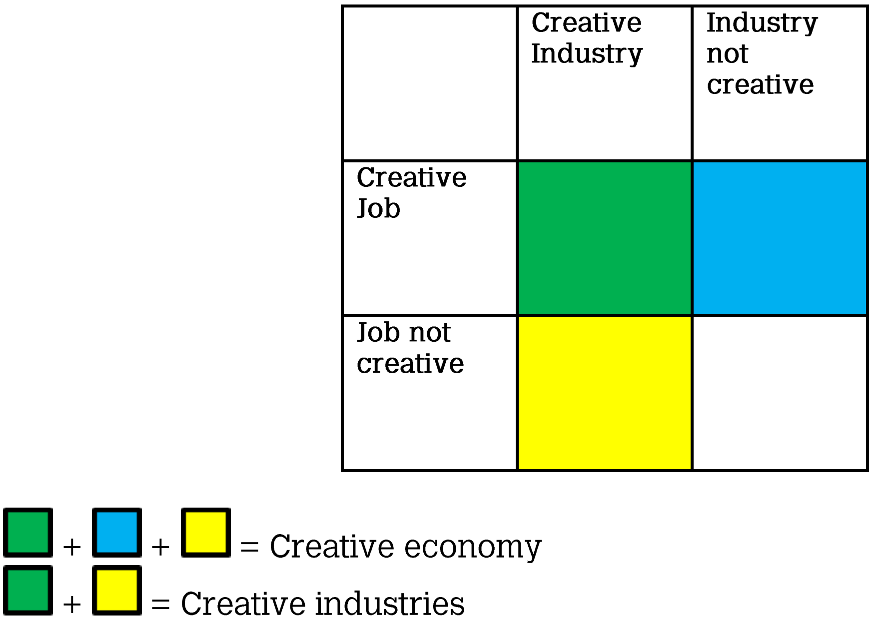
[1] See also *Measuring the Craft Economy*, Crafts Council, 2014 http://www.craftscouncil.org.uk/downloads/measuring-the-craft-economy/ and *Innovation through Craft: Opportunities for growth*, Crafts Council, 2016 http://www.craftscouncil.org.uk/what-we-do/innovation-through-craft-opportunities-for-growth and a full set of our research documents http://www.craftscouncil.org.uk/what-we-do/research-reports/

[2] See DCMS Sectors Economic Estimates 2016: Employment and Trade https://www.gov.uk/government/statistics/dcms-sectors-economic-estimates-2017-employment-and-trade

[3] See *Craft in an Age of Change*, Crafts Council, Creative Scotland, the Arts Council of Wales and Craft Northern Ireland, 2012 http://www.craftscouncil.org.uk/downloads/craft-in-an-age-of-change/

creative economy, as in figure 1 below.[4] The same model could also be applied to how craft occupations are distributed across the economy.

Figure 1: Creative Economy



This is a broader definition than we used in our 2012 report, but it also continues to reflect the importance of particular self-employment and part-time employment patterns of the women makers visible in our 2012 findings.

We hope this report will be useful in strengthening our understanding of the characteristics of craft occupations and in moving us towards a position where official data reflects more comprehensively those working in craft occupations.

Julia Bennett
Head of Research and Policy, Crafts Council

February 2018

[4] Figure 1 is derived from the DCMS definition of the 'creative economy'. This includes all those employed in the creative industries and the contribution of those who are in creative occupations outside the creative industries. The 'creative industries' are a subset of the creative economy that includes just those working in creative industries irrespective of their occupation (they may either be in creative occupations or in other roles e.g. finance). 'Creative occupations' are a subset of the creative economy which includes all those working in creative occupations, irrespective of the industry that they work in.

Summary

The findings in this report suggest that people working in craft occupations are:

- more likely to be male – around four fifths are male (compared to just over half of employment across all occupations), but more likely to be female if self-employed part-time;

- more likely to be older than those in all occupations (40 per cent are over 50);

- more likely to be from white ethnic groups than those employed across all occupational groups – 96 per cent compared to 88 per cent across all occupations;

- more likely to suffer from a work-limiting health problem or disability (17 per cent compared to 13 per cent);

- qualified at lower levels. 25 per cent are qualified to Level 4 and above, compared to 43 per cent of the overall workforce. At the other end of the scale, 33 per cent have low or no qualifications compared to 21 per cent of the overall workforce. As might be expected, those in craft occupations are more likely to have a trade apprenticeship – 13 per cent compared to four per cent of the overall workforce; and

- have a broadly similar nationality distribution to the rest of the UK, with 89 per cent being UK nationals.

In terms of the nature of those jobs, people working in craft occupations are:

- more likely to work full-time (82 per cent compared to 73 per cent of all jobs);

- more likely to be self-employed (40 per cent compared to 15 per cent of all jobs);

- likely to earn less than the national average wage.

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1 Introduction

1.1 Introduction

This report describes the demographic and job characteristics of people working in craft occupations. This report updates the Crafts Council's statistics on the demography of UK makers, last produced in 2012 in the report *Craft in an Age of Change*[5].

1.2 Research aims

The aim of the research is to provide accurate data and analysis of the craft sector's characteristics for practitioners and policy-makers.

1.3 Research approach

The analysis uses data downloaded from the Labour Force Survey (LFS) for a defined list of occupations and a series of indicators[6]. The use of the LFS has a number of advantages, in that:

- it makes our data and analysis compatible and comparable with those produced by DCMS;

- the use of national statistics lends the analysis an immediate credibility in that it is produced with well-known standards and levels of quality.

It does, however, present some disadvantages:

- we have to use the national classifications systems, which do not always fit easily with the craft sector or craft occupations';
- the sample sizes can be limited. Employment in some of the craft occupations is relatively small and approaches the limits of statistical significance that the LFS operates within. To enhance this, we have gathered together two years of LFS data (ie eight quarters) over the period July 2015 to June 2017. This is averaged to give us data that we can use with smaller numbers than would otherwise be the case. Specifically, it means that we can use numbers above 4,000: numbers below 4,000 should not be

[5] See footnote 3.
[6] This is a new approach, moving from the Crafts Council's 2012 bespoke survey.

regarded as statistically significant[7]. At 4,000 the 95 per cent confidence interval[8] is +/-1,600. As a result some data in the tables presented below is suppressed and shown with a '*'.

The craft sector is not well-represented in the DCMS's Economic Estimates[9]: only a single four-digit SIC code (SIC 32.12, Manufacture of jewellery and related articles) is included which gives a total employment figure of 7,000. However, the DCMS has also identified a list of a number of craft-based occupations which it has accepted as 'creative' and employment across these occupations is in the region of 100,000. Because of this, the approach below is an occupational analysis – ie we include people on the basis of the jobs that they do, rather than the business in which they do them.

We have identified seven occupations to be included in the analysis. The DCMS definitions identify five occupations which they regard as creative, which are:

- Smiths and forge workers (SOC 5211);
- Weavers and knitters (SOC 5411)
- Glass & ceramics makers, decorators & finishers (SOC 5441);
- Furniture makers and other craft woodworkers (SOC 5442); and
- Other skilled trades not elsewhere classified (SOC 5449)

In addition, the Crafts Council include in their analysis a further two occupations:

- Upholsterers (SOC 5412); and
- Print finishing and binding workers (SOC 5423)

We include all seven of these occupations, individually (where the sample sizes allow us to do so) but also collectively. We have two collective groupings which

[7] the likelihood that a relationship between two or more variables is caused by something other than random chance.
[8] A confidence interval is a means to describe the amount of uncertainty associated with a sample estimate of a population.
[9] See footnote 4.

we have called (i) **DCMS** and (ii) **DCMS+**, as used in the Crafts Council report *Measuring the Craft Economy*[10]. All our summary findings derive from the full DCMS+ set of occupations.

It is possible that not all people working in these four digit SOCs are actually making products defined as 'craft', but they are still using craft skills.[11]

1.4 Structure of report

The remaining sections of the report are as follows:

- Section 2 looks at **overall employment levels** in craft occupations, including examining available data on forecast changes to these employment levels;
- Section 3 examines the **personal characteristics** of those working in craft occupations, including gender, age, ethnicity, health and disability, nationality and qualification levels;
- Section 4 discusses **work-related characteristics**, including employment contract and status, sector, region and income.

[10] See footnote 1.
[11] The four digit SOCs, whilst the most disaggregated level of detail in the UK, are still broad categories. As an indication, whilst there are 369 four digit SOCs, there are some 28,000 job titles which lay below it and are coded into the occupational categories. It is possible that some of the jobs within four digit SOCs are not making craft products, but we have no means with the data of going below these four digit SOCs, so have to take all of the employment in the defined occupation as being 'craft'. We can further understand the actual jobs that are being undertaken by examining the sectors in which those in craft occupations are working: eg 'Furniture makers and other craft woodworkers' are to be found working in SIC 31.09 ('Manufacture of other furniture') and SIC 43.32 ('Joinery installation') where they may using craft skills, developed as a result of craft skills training, but generating products which may not be viewed as craft products.

2 Overall employment in craft occupations

2.1 Current employment levels

Total employment in craft occupations (DCMS+) in 2017[12] is 129,000. In the occupations included in the DCMS definition it is 98,500. It should be noted that this includes all those who are working and therefore includes those working full-time and part-time, those who are employees and those that are self-employed.

Looking at individual occupations, the largest category is 'Other skilled trades' (SOC 5449) at 44,500, followed by 'Furniture makers and other craft woodworkers' (SOC 5441) at 33,000. The smallest numbers are employed as 'Smiths and forge workers' (SOC 5211) at 5,000 and 'Weavers and knitters' (SOC 5411) at 2,500.

Table 1: Employment levels in craft occupations

Craft occupations		Employment
5211	Smiths and forge workers	5,000
5411	Weavers and knitters	2,500
5441	Glass & ceramics makers, decorators & finishers	14,000
5442	Furniture makers and other craft woodworkers	33,000
5449	Other skilled trades not elsewhere classified	44,500
Total DCMS		**98,500**
5412	Upholsterers	18,000
5423	Print finishing and binding workers	13,000
Total DCMS+		**129,000**

Source of data: Labour Force Survey quarterly tables, averaged over eight quarters July/Sept 2015 to April/June 2017
Note: numbers below 4,000 should not be regarded as statistically significant. At 4,000 the 95% confidence interval is +/-1,600.

The Crafts Council's 2012 report[13] on the size of the craft economy estimated that there were almost 150,000 working in the sector. But it is important to note how this figure was reached: it includes all those working in craft occupations (both within and outside the creative industries) and those who are not engaged in a craft occupation but are working in a craft industry. If we total just

[12] The data is actually an average of data taken over the period 2015 – 2017, but we use the reference year as 2017 as shorthand.
[13] *Measuring the Craft Economy - Defining and measuring craft: report 3*, TBR for the Craft Council, 2014

those working in craft occupations, the equivalent figure from this 2012 report is 121,000, roughly comparable to the figure in this report.

2.2 Forecasts of future employment levels

The Working Futures forecasts[14] give estimates of changes to the size and make-up of the UK workforce running from 2014 to 2024. This work has suggested that whilst overall employment will increase, the occupational balance of the workforce will change, with increases in employment levels of higher level occupations ('Managers and senior officials', 'Professional occupations' and 'Associate professional and technical occupations') and decreases in those at a lower level ('Process, plant and machine operatives' and 'Elementary occupations').

Thus the data suggests that whilst employment across all occupations in the economy is forecast to increase over the period by five per cent, employment levels in craft occupations may decline by 2024, both for the DCMS and DCMS+ groups, in the region of nine per cent.

However, these forecasts should, at best, be regarded as indicative. They take past trends and extrapolate them into the future. There is a great deal of uncertainty in forecasting at the current time, with Brexit likely to have considerable impact on the size and structure of the UK economy in ways which are not yet clear.

In addition, all developed economies are undergoing significant changes which will have significant impacts on working patterns. It is possible that craft and artisanal jobs may be protected from the advances of computerisation and technology. Nesta[15] suggest that creative occupations are more future–proof to computerisation: in the UK 87 per cent of jobs which are in the highly creative category are thought to be at low or no risk of automation. They conclude that economies like the UK, where creative occupations make up a large proportion of the workforce, may be better placed than others to resist the employment fallouts from future advances in computerisation. Similarly Nesta[16] suggest that the future may see strong employment prospects for 'artisanal employment', which incorporates elements of craft-based technical skill which are higher-end – and more expensive – than in the past.

[14] *Working Futures 2014 – 2024*, UKCES Evidence Report 100, April 2016.
[15] *Creativity vs robots: the creative Economy and the Future of Employment*, Bakhshi H, Benedikt Frey C and Osborne M, Nesta, 2015
[16] *The Future of Skills: Employment in 2030*, Bakhshi H, Downing J, Osborne M and Schneider P, Nesta, 2017

Table2: Forecasts of employment change in creative occupations, 2014 – 2024

	2014	2024	Change	
	n	*n*	*n*	%
All occupations	33,167,000	34,992,000	1,825,000	5.5
Total DCMS	111,000	101,000	-10,000	-9.0
Total DCMS+	147,000	134,000	-13,000	-9.0

Source: Working Futures, 2016

3 Personal characteristics

3.1 Gender

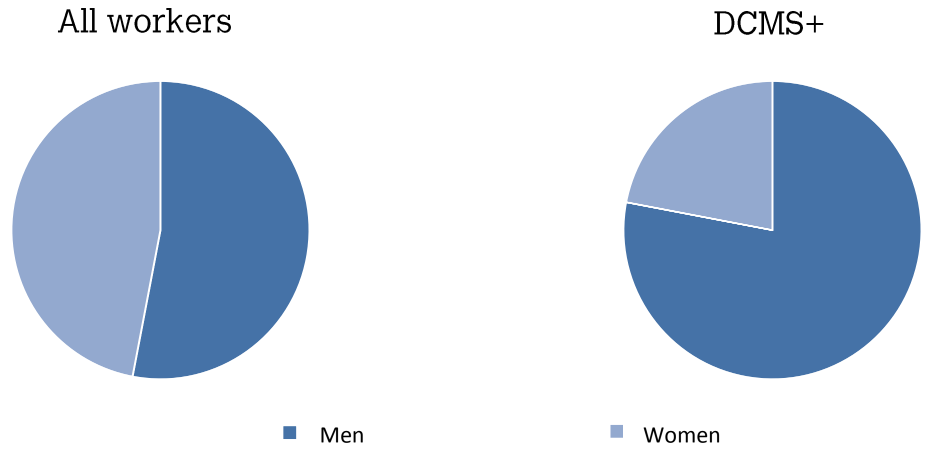
Across all workers, 53 per cent are men and 47 per cent women. Craft occupations are more likely to be occupied by men: 80 per cent of those in the DCMS occupations, 78 per cent across all of the DCMS+ seven occupations. This male bias is present in each of the occupations apart from 'Glass and ceramic makers', where the proportion of males is 59 per cent, still in excess of, though closer to, the overall UK average.

Table 3: Gender in craft occupations

	Gender		Base
	Male	Female	
	%	%	n
All workers	**53**	**47**	**31,491,000**
Total DCMS	**80**	**20**	**98,500**
Smiths and forge workers	*	*	5,000
Weavers and knitters	*	*	2,500
Glass & ceramics makers, decorators & finishers	59	41	14,000
Furniture makers and other craft woodworkers	90	10	33,000
Other skilled trades nec	78	22	44,500
Total DCMS+	**78**	**22**	**129,000**
Upholsterers	65	35	18,000
Print finishing and binding workers	72	28	13,000

Source of data: Labour Force Survey quarterly tables, averaged over eight quarters July/Sept 2015 to April/June 2017
Note: numbers below 4,000 should not be regarded as statistically significant. At 4,000 the 95% confidence interval is +/-1,600. '' indicates where data has been suppressed due to sample size issues. All numbers are rounded to the nearest 500.*

Chart 1: Gender in craft occupations



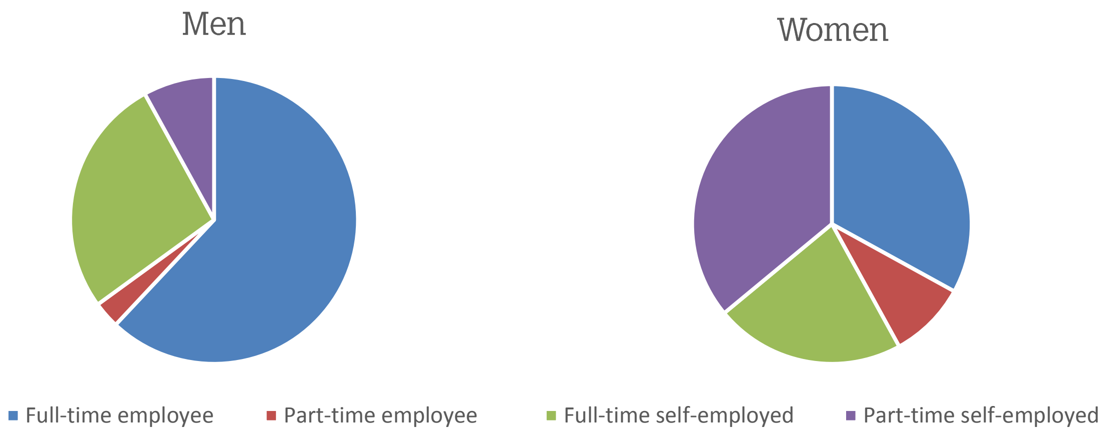
However, it should be noted that the structure of male and female employment varies substantially. Whilst the primary employment form for men is as a full-time employee (at 62 per cent) or full-time self-employed (27 per cent), women are more likely to be self-employed and much more likely to be self-employed and part-time (36 per cent).

Table 4: Gender of craft employment and employment status

	Employee		Self-employed		Base
	Full-time	Part-time	Full-time	Part-time	
	%	%	%	%	*n*
Male	65		35		
	62	3	27	8	100,000
Female	42		58		
	33	9	22	36	29,000

Source of data: Labour Force Survey quarterly tables, averaged over eight quarters July/Sept 2015 to April/June 2017
Note: numbers below 4,000 should not be regarded as statistically significant. At 4,000 the 95% confidence interval is +/-1,600.
Base is all employed in DCMS+ craft occupations

Chart 2: Employment status by gender



3.2 Age

Workers in craft occupations are older than all workers across the UK economy. 38 per cent of the DCMS occupations are aged 50 and over (as are 40 per cent of the DCMS+ occupations) compared to 31 per cent of all workers.

Some of the individual occupations are particularly skewed to these older age groups – 'Weavers and knitters' at 70 per cent aged 50 and over (though this is based on a very small sample size) and 'Print finishing and binding workers' at 51 per cent aged 50 and over.

Chart 3: Age of makers

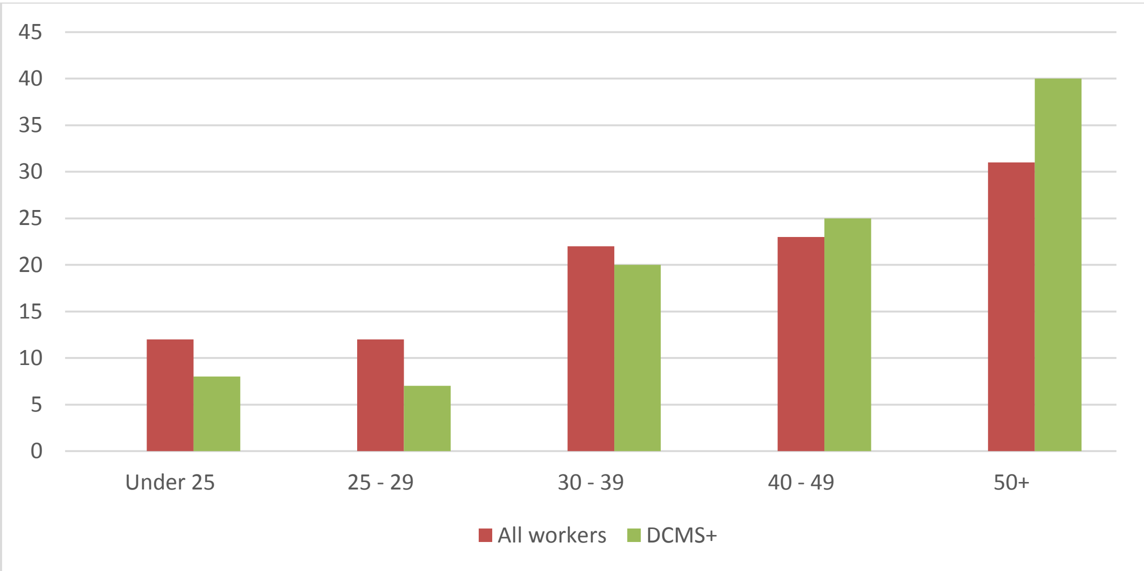


Table 5: Age of makers

	Age					Base
	<25	25-29	30-39	40-49	50+	
	%	%	%	%	%	n
All workers	**12**	**12**	**22**	**23**	**31**	**31,491,000**
Total DCMS	**8**	**7**	**21**	**26**	**38**	**98,500**
Smiths and forge workers	*	*	*	*	*	5,000
Weavers and knitters	*	*	*	*	*	2,500
Glass & ceramics makers, decorators & finishers	4	6	22	23	45	14,000
Furniture makers and other craft woodworkers	7	6	21	25	40	33,000
Other skilled trades nec	8	9	23	28	33	44,500
Total DCMS+	**8**	**7**	**20**	**25**	**40**	**129,000**
Upholsterers	2	6	20	26	45	18,000
Print finishing and binding workers	11	4	16	17	51	13,000

Source of data: Labour Force Survey quarterly tables, averaged over eight quarters July/Sept 2015 to April/June 2017
Note: numbers below 4,000 should not be regarded as statistically significant. At 4,000 the 95% confidence interval is +/-1,600. '' indicates where data has been suppressed due to sample size issues. All numbers are rounded to the nearest 500.*

3.3 Ethnicity

In approaching ethnicity, we have merged categories into 'White' and 'Black and Minority Ethnic (BAME)' as sample sizes for the individual BAME groups are all too small to report.

Those in craft occupations are more likely to be from White ethnic groups than the overall workforce: whilst 12 per cent of all workers are from BAME groups, this falls to four per cent of the DCMS + occupations. It is in only one occupation ('Print finishing and binding workers') that the proportion from BAME groups approaches the national average.

It is interesting to set these figures against BAME participation in craft between 14/15 and 16/17, which has increased by 5.2 percentage points to 15.3 per cent, as against white participants who have increased by 1.7 percentage points to 22.6 per cent[17]. It is likely that this increase in participation is not yet

[17] See DCMS Adult participation in craft figures 2016/17 in Ad-hoc statistical analysis: 2017/18 Quarter 3 https://www.gov.uk/government/statistical-data-sets/ad-hoc-statistical-analysis-201718-quarter-

reflected in the older age profile of the craft sector workforce, compared to all workers.

Chart 4: Ethnicity of craft occupations

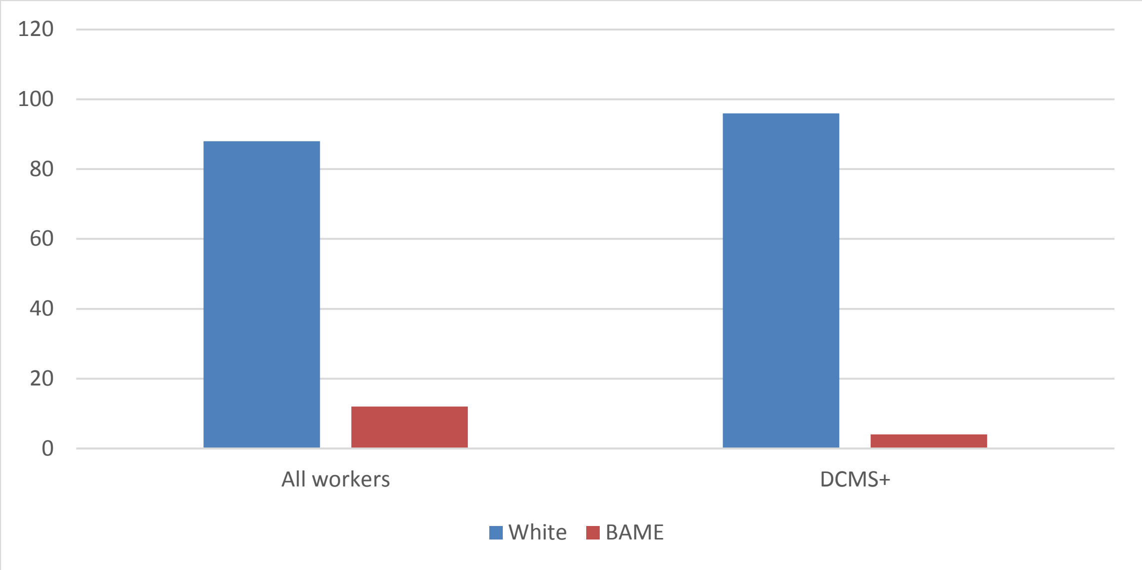


Table 6: Ethnicity of craft occupations

	Ethnicity		Base
	White	BAME	
	%	%	n
All workers	**88**	**12**	**31,491,000**
Total DCMS	**97**	**3**	**98,500**
Smiths and forge workers	*	*	5,000
Weavers and knitters	*	*	2,500
Glass & ceramics makers, decorators & finishers	99	1	14,000
Furniture makers and other craft woodworkers	96	4	33,000
Other skilled trades nec	98	2	44,500
Total DCMS+	**96**	**4**	**129,000**
Upholsterers	96	4	18,000
Print finishing and binding workers	91	9	13,000

Source of data: Labour Force Survey quarterly tables, averaged over eight quarters July/Sept 2015 to April/June 2017. Note: numbers below 4,000 should not be regarded as statistically significant. At 4,000 the 95% confidence interval is +/-1,600. '' indicates where data has been suppressed due to sample size issues. All numbers are rounded to the nearest 500.*

3#november-2017---adult-16-participation-in-craft-activities-201617 and Adult craft participation by key demographics area level variables and education, 2014/15 and 2015/16 https://www.gov.uk/government/statistical-data-sets/ad-hoc-statistical-analysis-201617-quarter-4

3.4 Health/disability

13 per cent of all workers have a work-limiting health problem or disability: this is higher amongst craft occupations (at 17 per cent).

Chart 5: Health/disability of craft occupational workers

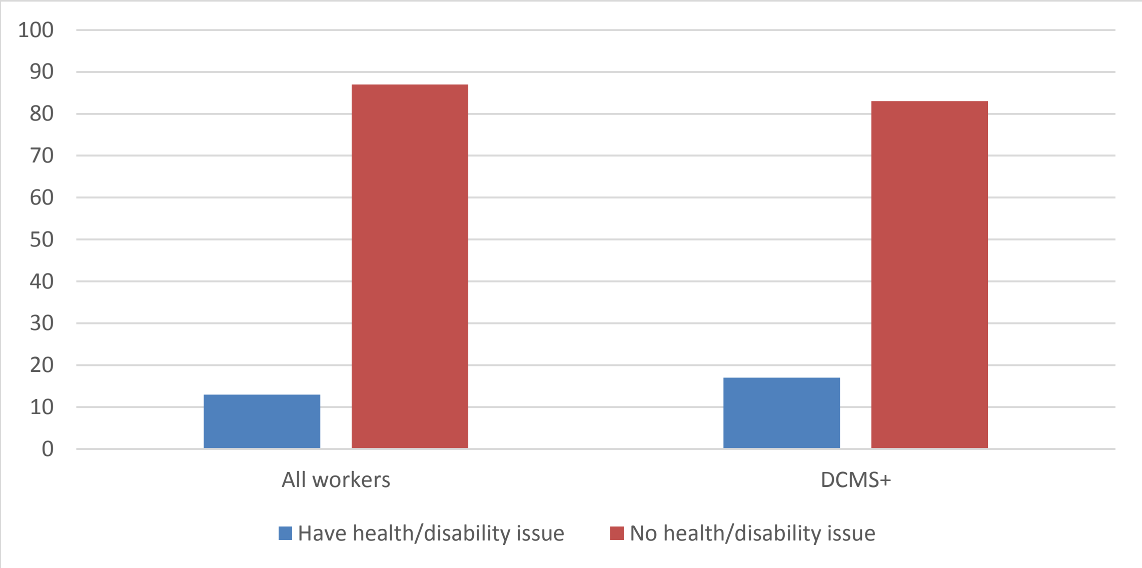


Table 7: Health/disability of craft occupational workers

	Disability		Base
	Have work limiting health problem/disability	No work limiting health problem/disability	
	%	%	n
All workers	**13**	**87**	**31,491,000**
Total DCMS	**17**	**83**	**98,500**
Smiths and forge workers	*	*	5,000
Weavers and knitters	*	*	2,500
Glass & ceramics makers, decorators & finishers	15	85	14,000
Furniture makers and other craft woodworkers	18	82	33,000
Other skilled trades nec	18	82	44,500
Total DCMS+	**17**	**83**	**129,000**
Upholsterers	17	83	18,000
Print finishing and binding workers	14	86	13,000

Source of data: Labour Force Survey quarterly tables, averaged over eight quarters July/Sept 2015 to April/June 2017. Note: numbers below 4,000 should not be regarded as statistically significant. At 4,000 the 95% confidence interval is +/-1,600.

3.5 Nationality

The proportion of workers in craft occupations that are UK nationals is the same as for the UK as a whole. Craft occupations have a slightly higher proportion of workers with EU 27 nationality than the UK as a whole, but the difference is relatively small.

There are wider variations for individual occupational groups, but sample sizes are small and care needs to be taken with this data.

Chart 6: Nationality

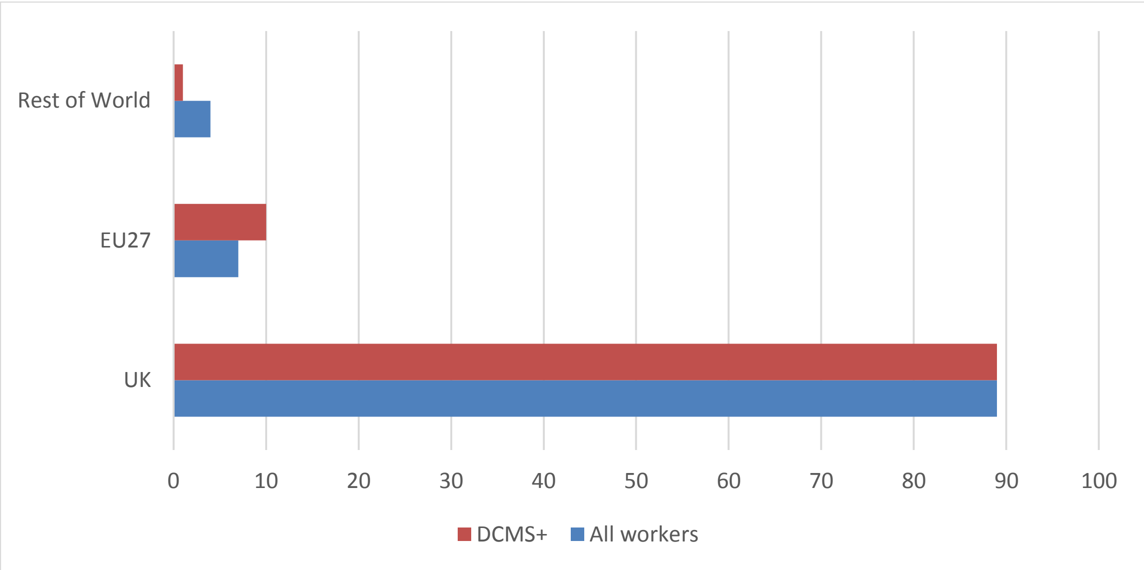


Table 8: Nationality

	Nationality			Base
	UK	EU 27	Rest of world	
	%	%	%	n
All workers	**89**	**7**	**4**	**31,491,000**
Total DCMS	**89**	**9**	**1**	**98,500**
Smiths and forge workers	*	*	*	5,000
Weavers and knitters	*	*	*	2,500
Glass & ceramics makers, decorators & finishers	87	3	0	14,000
Furniture makers and other craft woodworkers	88	12	1	33,000
Other skilled trades nec	89	10	1	44,500
Total DCMS+	**89**	**10**	**1**	**129,000**
Upholsterers	86	14	0	18,000
Print finishing and binding workers	86	10	4	13,000

Source of data: Labour Force Survey quarterly tables, averaged over eight quarters July/Sept 2015 to April/June 2017
Note: numbers below 4,000 should not be regarded as statistically significant. At 4,000 the 95% confidence interval is +/-1,600.

Craft occupations have a higher percentage of EU workers (10% in the DCMS+ compared to 7% of all workers) and a lower percentage from the rest of the world (1% compared to 4%). It is possible that visa entry requires higher qualification levels and higher salaries than many of those in craft occupations. The impact on craft occupations of Britain leaving the EU could therefore be proportionately higher than in many other occupations.

3.6 Qualifications

Those working in craft occupations are less well qualified than all workers across the economy. 25 per cent of craft workers are qualified to Level 4 (L4)[18] and above, compared to 43 per cent of all workers. At the other end of the qualifications scale, a third of craft workers have qualifications below Level 2[19] compared to 21 per cent of all workers. Those in craft occupations are more likely to have a recognised trade apprenticeship (four per cent across all

[18] Level 4 includes a certificate of higher education (CertHE) or a higher apprenticeship. See 'What qualification levels mean' for more information https://www.gov.uk/what-different-qualification-levels-mean/list-of-qualification-levels
[19] This includes those with other qualifications and no qualifications.

workers, compared to 14 per cent of the DCMS craft occupations or 13 per cent of the DCMS+ craft occupations).

These patterns vary widely across individual craft occupations. The proportion with high level qualifications varies from 21 per cent ('Upholsterers') to 34 per cent ('Glass and ceramic makers'), although in all cases this is below the 'All workers' level. The proportion with no, or very low levels of qualifications varies, from 11 per cent ('Smiths and forge workers') to 59 per cent ('Weavers and knitters'). The proportion with a trade apprenticeship varies from a low of four per cent ('Glass and ceramic workers') to 28 per cent ('Smith and forge workers').

Chart 7: Qualification level

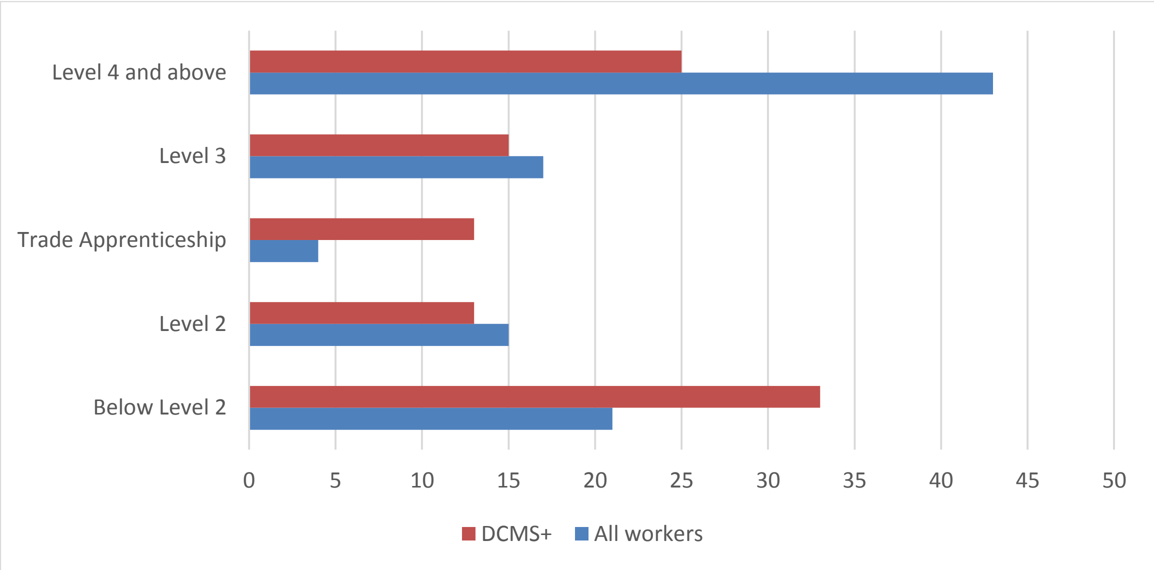


Table 9: Qualification level

	Level of qualifications					Base
	L4 +	L3	Apps	L2	<L2	
	%	%	%	%	%	n
All workers	**43**	**17**	**4**	**15**	**21**	**31,491,000**
Total DCMS	**25**	**17**	**14**	**13**	**32**	**98,500**
Smiths and forge workers	*	*	*	*	*	5,000
Weavers and knitters	*	*	*	*	*	2,500
Glass & ceramics makers, decorators & finishers	34	13	4	20	28	14,000
Furniture makers and other craft woodworkers	22	20	17	9	32	33,000
Other skilled trades nec	26	15	12	14	32	44,500
Total DCMS+	**25**	**15**	**13**	**13**	**33**	**129,000**
Upholsterers	21	11	13	17	37	18,000
Print finishing and binding workers	23	13	9	13	41	13,000

Source of data: Labour Force Survey quarterly tables, averaged over eight quarters July/Sept 2015 to April/June 2017
Note: numbers below 4,000 should not be regarded as statistically significant. At 4,000 the 95% confidence interval is +/-1,600. '' indicates where data has been suppressed due to sample size issues. All numbers are rounded to the nearest 500.*

4 Work-related characteristics

4.1 Nation and region of work

The sample sizes for individual occupations are not sufficient to show the regional distribution for each, so we have shown below the distribution for all workers, and the two craft occupational distributions. It shows that the national and regional distribution for craft occupational workers is broadly similar to that for the UK as a whole. There are relatively fewer based in London (eight per cent of DCMS occupations and 10 per cent of DCMS+ compared to 16 per cent of all workers) and more in the West Midlands (13 per cent for DCMS occupations and 12 per cent of DCMS+ occupations compared to eight per cent of all workers) and Yorkshire & Humberside (11 and 12 per cent respectively compared to eight per cent for all workers).

Table 10: Region of work

	All workers	Total DCMS	Total DCMS+
	%	%	%
North East	4	4	4
North West	11	8	9
Yorkshire & Humberside	8	11	12
East Midlands	7	8	8
West Midlands	8	13	12
East of England	9	8	8
London	16	8	10
South East	13	11	13
South West	9	11	10
Wales	4	5	5
Scotland	8	8	8
Northern Ireland	3	3	3
Outside UK	*	*	*
Base	**31,491,000**	**98,000**	**129,000**

Source of data: Labour Force Survey quarterly tables, averaged over eight quarters July/Sept 2015 to April/June 2017
Note: numbers below 4,000 should not be regarded as statistically significant. At 4,000 the 95% confidence interval is +/-1,600. '' indicates where data has been suppressed due to sample size issues. All numbers are rounded to the nearest 500.*

4.2 Employment contract and status

73 per cent of those working in the economy work full-time and 27 per cent part-time. Those working in craft occupations (in both the DCMS and DCMS+ definition) are more likely to be full-time.

Over all workers in the economy, 85 per cent of working people are employees and 15 per cent self-employed. Self-employment rates in the creative occupations are generally much higher than this: in the DCMS definition 44 per cent of those working are self-employed, in the DCMS+ definition, 40 per cent.

Amongst the individual occupations, the highest self-employment rates are amongst 'Smiths and forge workers' at 64 per cent (though care must be taken here with the low sample size with this occupational group) and the lowest in 'Print finishing and binding workers', where only five per cent class themselves as self-employed.

Table 11: Employment contract and status

	Contract status		**Employment status**		**Base**
	Full-time	Part-time	Employee	Self-employed	
					n
All workers	**73**	**27**	**85**	**15**	**31,491,000**
Total DCMS	**80**	**20**	**56**	**44**	**98,500**
Smiths and forge workers	*	*	*	*	5,000
Weavers and knitters	*	*	*	*	2,500
Glass & ceramics makers, decorators & finishers	81	19	63	37	14,000
Furniture makers and other craft woodworkers	81	19	50	50	33,000
Other skilled trades nec	80	20	60	40	44,500
Total DCMS+	**82**	**18**	**56**	**40**	**129,000**
Upholsterers	83	17	57	43	18,000
Print finishing and binding workers	95	5	95	5	13,000

Source of data: Labour Force Survey quarterly tables, averaged over eight quarters July/Sept 2015 to April/June 2017
Note: numbers below 4,000 should not be regarded as statistically significant. At 4,000 the 95% confidence interval is +/-1,600. '' indicates where data has been suppressed due to sample size issues. All numbers are rounded to the nearest 500.*

Part-time employment

The part-time workers were asked why they were employed part-time. In the craft occupations four-fifths (81 per cent of the DCMS occupations, 80 per cent of the DCMS+ craft occupations) did not want a full-time job, with smaller proportions working part-time because they could not find a job (about one in ten of those in craft occupations), because they were ill or disabled (six per cent of the DCMS occupations and seven per cent of the DCMS+). Four per cent were part-time because they were also still in education – being a student or at school.

Those in craft occupations were more likely than all workers to be in a part-time job because they did not want a full-time job and less likely because they were still in education.

Table 12: Reasons for part-time employment

	All workers	Total DCMS	Total DCMS+
	%	%	%
Student or at school	13	3	4
Ill or disabled	3	6	7
Could not find full-time job	14	10	9
Did not want full-time job	70	81	80
Base	8,305,000	20,000	23,000

Source of data: Labour Force Survey quarterly tables, averaged over eight quarters July/Sept 2015 to April/June 2017
Base: all workers working part-time
Note: numbers below 4,000 should not be regarded as statistically significant. At 4,000 the 95% confidence interval is +/-1,600.

Those who were employed part-time were asked if they would like additional hours if they were available. Overall, the majority of part-time workers wanted to keep the status quo, and this applies to all workers and those in craft occupations. Those in the DCMS craft occupations are more likely to want more hours: those in craft occupations are also much less likely to want a new job.

Table 13: Desire of part-time workers for new or additional work

					Base
	New job	Additional job	More hours	No change	n
All workers	7	2	17	74	8,363,000
Total DCMS	1	6	27	67	23,000
Total DCMS+	0	4	18	77	14,000

Source of data: Labour Force Survey quarterly tables, averaged over eight quarters July/Sept 2015 to April/June 2017
Note: numbers below 4,000 should not be regarded as statistically significant. At 4,000 the 95% confidence interval is +/-1,600.
Note: part-time workers only

Nature of employment contract

Of those that are in employment (*ie* not the self-employed), the data suggests that the majority (94 per cent) have a permanent contract, with six per cent having a temporary job or being on a fixed term contract. The levels in craft occupations are similar to this, with 97 per cent of these also having a permanent contract.

Table 14: Permanent or temporary contract

	Nature of contract		Base
	Permanent	temporary	
	%	%	n
All workers	**94**	**6**	26,727,000
Total DCMS	**97**	**3**	**55,000**
Smiths and forge workers	*	*	2,000
Weavers and knitters	*	*	2,000
Glass & ceramics makers, decorators & finishers	99	1	8,000
Furniture makers and other craft woodworkers	99	1	17,000
Other skilled trades nec	96	4	27,000
Total DCMS+	**97**	**3**	**77,000**
Upholsterers	99	1	10,000
Print finishing and binding workers	97	3	12,000

Source of data: Labour Force Survey quarterly tables, averaged over eight quarters July/Sept 2015 to April/June 2017.
Note: numbers below 4,000 should not be regarded as statistically significant. At 4,000 the 95% confidence interval is +/-1,600. '' indicates where data has been suppressed due to sample size issues. All numbers are rounded to the nearest 500.*

4.3 Sector

The sectors in which those in craft occupations work are shown in the table below. We have shown these for each of the seven craft occupations separately: sectoral employment tends to be very occupationally specific (as can be seen) and gathering together occupations often conceals more than it reveals. We have shown each sector in which at least five per cent of each craft occupation category works. The findings show that:

- **'Smith and forge workers'** mainly work in SIC 01.62 ('Support activities for animal products');

- **'Weavers and knitters'** are spread across a range of sectors. The majority work in sectors relating to the 'Manufacture of textiles', with the biggest concentration working in SIC 13.20 ('Weaving of textiles'). Outside of this sector, smaller proportions work in SIC 22.29 ('Manufacture of other plastic products') and SIC 33.19 ('Repair of other equipment');

- 30 per cent of '**Upholsterers'** work in SIC 31.09 ('Manufacture of other furniture') with 25 per cent in SIC 13.92 ('Manufacture of made-up textile articles');

- **'Print finishing and binding workers'** are clustered in SIC 18.12 ('Other printing') and SIC 18.14 ('Binding and related services');

- **'Glass and ceramic makers'** are clustered in the glass making sectors (SICs 23.11, 23.12, 23.13 and 23.19), with additional clusters relating to ceramics;

- **'Furniture makers and other craft woodworkers'** are spread across a wide range of sectors, with relatively low levels of clustering. Where they do exceed five per cent it is in SIC 31.09 ('Manufacture of other furniture') and SIC 43.32 ('Joinery installation'); and

- **'Other skill trades occupations'** are spread thinly across the economy. The only clusters are in SICs 32.12 ('Manufacture of jewellery and related articles') and SIC 74.10 ('Specialised design activities').

Table 15: Permanent or temporary contact

Sector			% of occupation
SIC		Code	
Smith and forge workers			
	Raising horses and other equines	01.43	*
	Support activities for animal products	01.62	*
	Forging, pressing, stamping & roll-forming metal	25.50	*
	Machining	25.62	*
Base (n)			**5,000**
Weavers and knitters			
	Weaving of textiles	13.20	*
	Manufacture knitted & crocheted fabrics	13.91	*
	Manufacture of carpets and rugs	13.93	*
	Manufacture cordage, rope, twine & netting	13.94	*
	Manufacture of other technical & industrial textiles	13.96	*
	Manufacture other textiles nec.	13.99	*
	Manufacture of other plastic products	22.29	*
	Repair of other equipment	33.19	*
Base (n)			**2,500**

Sector			% of occupation
SIC		Code	
Upholsterers			
	Manufacture made-up textile articles, except apparel	13.92	25
	Manufacture of office and shop furniture	31.01	10
	Manufacture of other furniture	31.09	30
	Retail sale of fixtures and fittings in specialised stores	47.59	5
	Repair of furniture & home furnishings	95.24	14
Base (n)			**18,000**
Print finishing and binding workers			
	Other printing	18.12	36
	Binding and related services	18.14	23
	Retail sale via mail order houses or via internet	47.91	9
	Other publishing activities	58.19	8
Base (n)			**13,000**
Glass and ceramics makers, decorators and finishers			
	Manufacture of flat glass	23.11	8
	Shaping and processing of flat glass	23.12	5
	Manufacture of hollow glass	23.13	7
	Manufacture & processing of other glass, including technical glassware	23.19	10
	Manufacture of ceramic tiles and flags	23.31	6
	Manufacture of ceramic household & ornamental articles	23.41	22
	Manufacture of other ceramic products	23.49	6
Base (n)			**14,000**
Furniture makers and other craft woodworkers			
	Manufacture of other furniture	31.09	19
	Joinery installation	43.32	17
	Other retail sale of new goods in specialised stores	47.78	7
Base (n)			**33,000**
Other skilled trades nec			
	Manufacture jewellery & related articles	32.12	7
	Specialised design activities	74.10	9
Base (n)			**44,500**

Source of data: Labour Force Survey quarterly tables, averaged over eight quarters July/Sept 2015 to April/June 2017
Note: numbers below 4,000 should not be regarded as statistically significant. At 4,000 the 95% confidence interval is +/-1,600. '' indicates where data has been suppressed due to sample size issues. All numbers are rounded to the nearest 500.*

4.4 Income

We can obtain data for the incomes of craft occupational workers from the Annual Survey of Hours and Earnings (ASHE). This data is for employed individuals only – there is no equivalent data series for self-employed or freelance workers. Income data is available for two measures of average – median and mean: when considering income statistics the median value is usually considered the better measure as it avoids the distortion caused by a long tail of high income earners.

Across all workers in the UK the median gross income level is estimated at £23,474, with full-time workers earning £28,758 per year and part-time workers £9,867. Data is only available for individual craft occupational workers and sample sizes are not available for all occupations because of issues with sample sizes. However, we can see that the median wage of all craft occupations lies substantially below that of all workers (table 16).

We can use this occupational data to calculate weekly and yearly median gross level incomes for the combined DCMS and DCMS+ occupations: this shows that the DCMS occupations earn a median gross weekly income of £426 and the DCMS+ occupations £418 – below the UK average of £449. The DCMS occupations earn a median gross annual income of £22,261and the DCMS+ occupations earn £21,882, again below the UK median of £23,474.

Table 16: Gross pay of craft occupational workers

	All		Full-time		Part-time	
	Median	**Mean**	**Median**	**Mean**	**Median**	**Mean**
	£	**£**	**£**	**£**	**£**	**£**
Yearly						
All workers	**23,474**	**29,009**	**28,758**	**35,423**	**9,867**	**12,083**
DCMS						
Smiths and forge workers	*	*	*	*	*	*
Weavers and knitters	19,830	20,640	20,419	21,953	14,350	17,426
Glass & ceramics makers, decorators & finishers	19,499	19,802	19,499	19,802	*	*
Furniture makers and other craft woodworkers	22,108	22,351	22,534	23,400	*	*
Other skilled trades nec	*	24,812	23,752	26,333	*	*
DCMS +						
Upholsterers	19,191	20,030	22,022	22,063	*	13,156
Print finishing and binding workers	19,958	20,391	20,805	21,561		
Weekly						
All workers	**448.6**	**538.7**	**550.4**	**662.5**	**182.2**	**220.2**
DCMS						
Smiths and forge workers	*	351.8	391.4	443.4	*	*
Weavers and knitters	377.0	397.7	391.6	418.5	*	*
Glass & ceramics makers, decorators & finishers	390.5	412.9	431.7	470.3	*	*
Furniture makers and other craft woodworkers	424.6	424.5	426.0	452.4	*	*
Other skilled trades nec	440.2	464.1	450.6	513.4	*	*
DCMS +						
Upholsterers	389.8	439.3	417.7	471.1	221.1	245.5
Print finishing and binding workers	373.4	382.6	399.3	419.0	*	171.7*

Source: Annual Survey of Hours and Earnings, 2017
Note: '' indicates that data has been suppressed by the ONS*

In spite of the evidence that the median wage of craft occupations lies substantially below that of all workers, the proportion in receipt of state benefits is the same as for all workers.

Table 17: Whether in receipt of state benefits

	No	Yes	Base
	%	%	n
All workers	76	24	31,447,000
Total DCMS	**76**	**24**	**98,000**
Smiths and forge workers	*	*	5,000
Weavers and knitters	*	*	2,500
Glass & ceramics makers, decorators & finishers	73	27	13,000
Furniture makers and other craft woodworkers	80	20	33,000
Other skilled trades nec	76	24	45,000
DCMS +	**77**	**23**	**129,000**
Upholsterers	72	28	18,000
Print finishing and binding workers	92	8	13,000

Source of data: Labour Force Survey quarterly tables, averaged over eight quarters July/Sept 2015 to April/June 2017
Note: numbers below 4,000 should not be regarded as statistically significant. At 4,000 the 95% confidence interval is +/-1,600. '' indicates where data has been suppressed due to sample size issues. All numbers are rounded to the nearest 500.*

5 Summary

Employment in occupations defined as 'craft occupations' lies at around 129,000, if we use the definition of craft occupations proposed by the Crafts Council in this report.

The data suggests that people working in craft occupations are:

- more likely to be male – around four fifths are male (compared to just over half of employment across all occupations), but more likely to be female if self-employed part-time;
- more likely to be older than those in all occupations;

- more likely to be from white ethnic groups than those employed across all occupational groups – 97 per cent compared to 88 per cent across all occupations;

- more likely to suffer from a work-limiting health problem or disability (17 per cent compared to 13 per cent);

- qualified at lower levels. 25 per cent are qualified to Level 4 and above, compared to 43 per cent of the overall workforce. At the other end of the scale, 33 per cent have low or no qualifications compared to 21 per cent of the overall workforce. As might be expected, those in craft occupations are more likely to have a trade apprenticeship – 13 per cent compared to four per cent of the overall workforce; and

- have a broadly similar nationality distribution to the rest of the UK, with 89 per cent being UK nationals.

In terms of the nature of those jobs, people working in craft occupations are:

- more likely to work full-time (around 80 per cent compared to 73 per cent of all jobs);

- more likely to be self-employed (over 40 per cent compared to 15 per cent of all jobs);

- likely to earn less than the national average wage.

There are interactions between these factors. In particular, the structure of male and female employment varies substantially. Whilst the primary employment form for men is as a full-time employee (at 62 per cent) or full-time self-employed (27 per cent), women are more likely to be self-employed (58 per cent) and within that much more likely to be self-employed and part-time (36 per cent).

There are some variations in individual craft occupations within these broad trends, but the extent to which we can analyse these is restricted by sample issues within the Labour Force Survey.