

GREATER LONDON

CITY REGION EMPLOYMENT PROFILE | NOVEMBER 2023

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SUMMARY

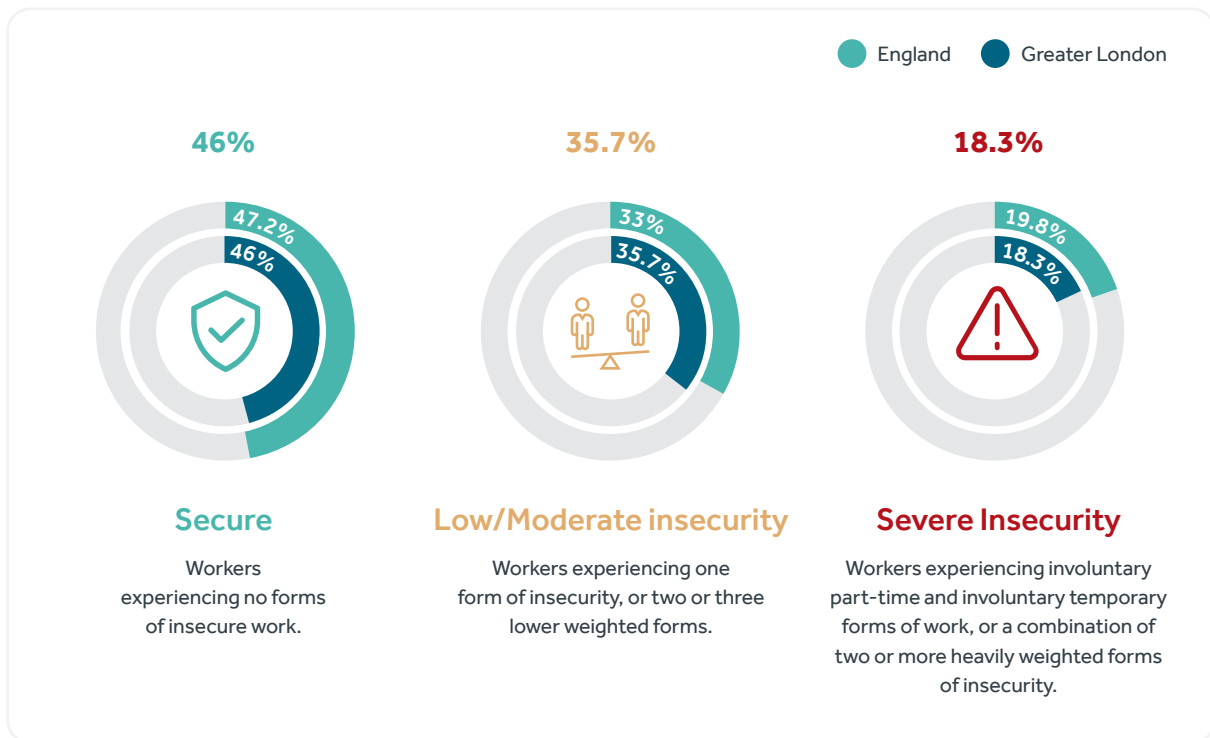
Greater London has a higher employment rate (76.2%) and a higher unemployment rate (4.5%) relative to England, while one in five people of working age are economically inactive (20.2%).¹ Workers in the region earn a weekly wage of £847.5, which is £217 above the national average. Nearly one in five (18.3%) workers in Greater London are in severely insecure work, which is slightly lower than the English average of 19.8%.

The Work Foundation defines insecure work through a single holistic measure which combines:

- contractual insecurity, where people are not guaranteed future hours or future work - such as jobs in the gig economy, zero contract work or part-time work
- financial insecurity, where people have unpredictable pay or their pay is simply too low to get by
- lack of access to employment rights and protections.

There is significant variation in the incidence of severely insecure work across the Greater London region. Barnet is the hotspot, with 24.3% of its workers in severely insecure work. Haringey has the lowest proportion of severely insecure workers at 14.5%, which is five percentage points lower than the national average.

Figure 1: Insecurity amongst the Greater London workforce, 2021-2022



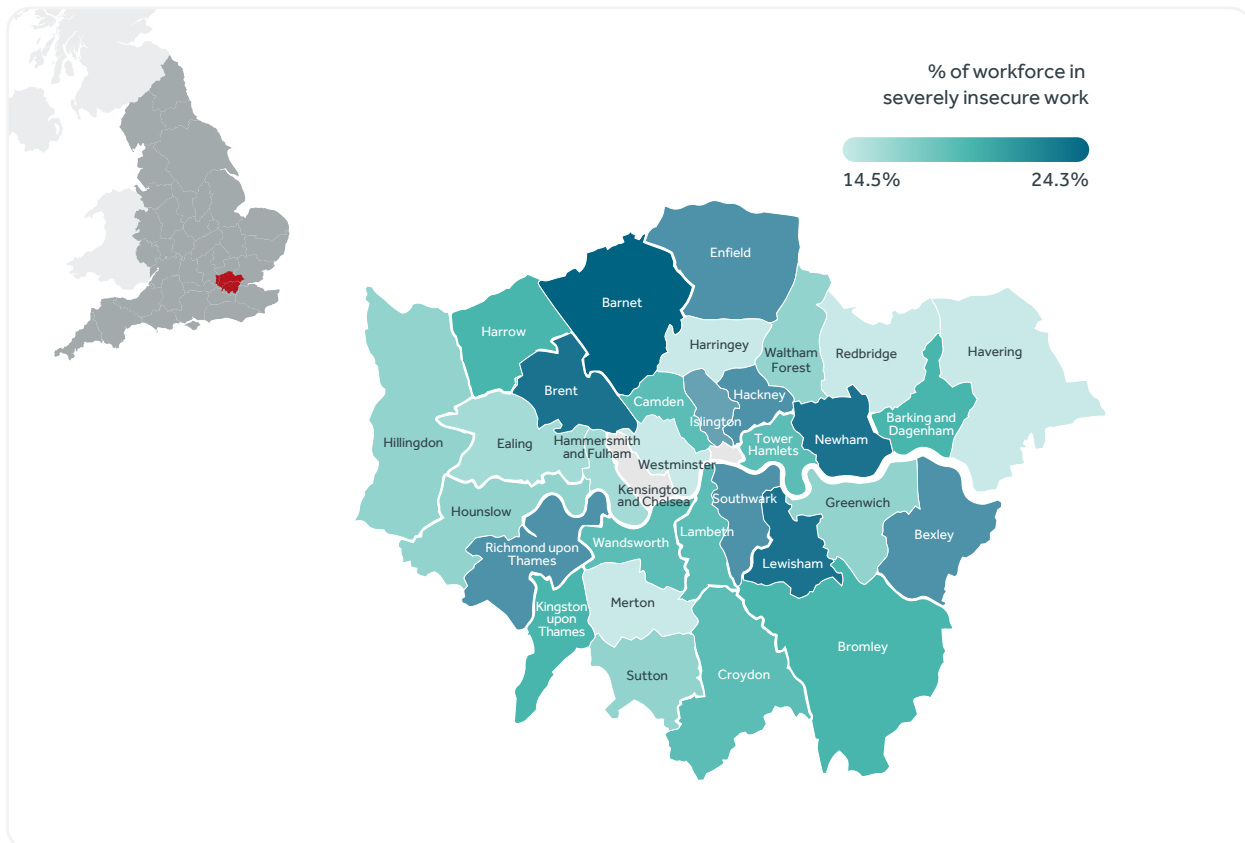
Source: Work Foundation calculations of the Office for National Statistics Labour Force Survey; 2021- 2022.

1. ONS 2023, Annual Population Survey, January-December 2022

1. GREATER LONDON OVERVIEW

Greater London has a population of 8,796,600 and a working age population of 6,055,700.² The elected mayor, Sadiq Khan, came to office in 2016, and was re-elected in 2021. During his time in office, he has introduced the Ultra Low Emissions Zone, increased the number of Low Traffic Neighbourhoods, and introduced a Good Work Charter for London³ where fair pay and conditions at work is identified as a key pillar of good work. A third of the workforce works in the professional and scientific, health and social care, and education sectors. The economy has an average annual economic growth rate (2001-2021) of 4.3% and its unemployment rate is 4.5% which is higher than the English average.

Figure 2: Greater London Labour Market



2. ONS 2022, Population Estimates by five year age band, 2021 data.

3. The Good Work Standard (GWS) | London City Hall

<https://www.london.gov.uk/programmes-strategies/business-and-economy/supporting-business/good-work-standard-gws>

	Population ⁴	Employment rate (16-64) ⁵	Unemployment rate (16-64) ⁶	Economic Inactivity (16-64) ⁷	Average Weekly Wage ⁸	Claimant Count ⁹	Severely Insecure Work ¹⁰	Low / moderately insecure work ¹¹	Secure Work ¹²
England	56,536,400	75.70%	3.7%	21.4%	£630.20	3.80%	19.8%	33%	47.2%
Greater London	8,796,600	76.20%	4.5%	20.2%	£847.50	4.8%	18.3%	35.7%	46%
Barking and Dagenham	218,500	71.9%	4.4%	24.8%	£591.80	6.3%	17.9%	44.3%	37.9%
Barnet	388,600	70.9%	6.3%	24.3%	£597.50	4.5%	24.3%	33.7%	42%
Bexley	246,500	83.4%	2.3%	14.7%	£531.40	3%	19.8%	36.7%	43.5%
Brent	338,900	69.3%	9.8%	23.2%	£750.40	6.1%	23.4%	32.1%	44.6%
Bromley	329,800	81.8%	2.8%	15.8%	£629.30	2.8%	17.8%	32.8%	49.5%
Camden	210,400	70.2%	5.9%	25.4%	£839	4.5%	18%	34.6%	47.4%
Croydon	390,500	76.0%	3.2%	21.5%	£686.50	5.5%	17.5%	34.6%	47.9%
Ealing	366,100	74.7%	6%	20.5%	£614.50	5.4%	16.7%	37.8%	45.5%
Enfield	329,600	70.2%	6.8%	24.7%	£615.90	6.1%	20.7%	30.2%	49.1%
Greenwich	289,300	76.2%	3.6%	20.9%	£582.40	4.9%	15.6%	37.6%	46.8%
Hackney	260,000	73.2%	9.6%	19%	£759.30	6%	21.1%	35.4%	43.5%
Hammersmith & Fulham	183,300	76.6%	2.1%	21.8%	£770.80	4.6%	16.8%	40.4%	42.8%
Haringey	264,100	78.0%	3.2%	19.5%	£528.80	6.8%	14.5%	33.1%	52%
Harrow	261,000	76.8%	5.3%	18.9%	£550.40	3.6%	17.4%	38.9%	43.8%
Havering	262,000	85.4%	1.4%	13.4%	£593.80	3.5%	14.7%	37.9%	47.4%
Hillingdon	304,800	70.3%	6.3%	25%	£642.60	3.9%	16.4%	36.7%	47%
Hounslow	287,900	73.5%	4.1%	23.3%	£740.20	4.8%	16.2%	29.2%	54.6%
Islington	216,800	77.6%	3.7%	19.4%	£856.40	5.1%	18.8%	37%	44.2%
Kensington & Chelsea	143,900	69.8%	2.7%	28.2%	£813	3.6%	**	**	**
Kingston-upon-Thames	167,800	82.3%	1.9%	16.1%	£639.90	2.6%	18%	36.3%	45.7%
Lambeth	317,500	83.5%	3.9%	13%	£716	5.3%	17.3%	34.5%	48.2%
Lewisham	299,800	83.0%	2.7%	14.7%	£647	5.8%	23.1%	31.2%	45.7%
Merton	215,300	83.8%	###	15.8%	£606.30	3.8%	14.6%	33.5%	51.9%
Newham	350,600	76.1%	5.3%	19.6%	£688.10	6.3%	23.4%	35.4%	45.7%
Redbridge	309,800	72.3%	5.3%	23.7%	£698.40	4.6%	14.9%	40%	45.2%
Richmond-upon-Thames	195,200	75.1%	3.8%	21.9%	£665.30	2.4%	19.6%	27.7%	52.7%
Southwark	306,400	75.2%	5%	20.9%	£868.90	5.1%	20.5%	40.3%	39.2%
Sutton	209,500	79.2%	4.9%	16.8%	£640.40	2.8%	16%	39%	44.5%
Tower Hamlets	312,300	72.8%	5%	23.4%	£1,181.70	5.3%	17.8%	37.6%	44.6%
Waltham Forest	278,100	69.6%	6.8%	25.2%	£559.80	5.3%	16%	34%	50%
Wandsworth	328,400	89.2%	2.1%	8.8%	£655.30	3.3%	17.4%	35.1%	47.5%
Westminster	205,100	70.4%	3.3%	27.2%	£951	4.3%	515	34.6%	50.4%



Worst performing local authority



Best performing local authority

4. ONS 2022, Population estimates-local authority based by five-year age band, 2021 data. 5. ONS 2023, Annual Population Survey, resident analysis, January-December 2022. 6. ONS 2023, Annual Population Survey, resident analysis, January-December 2022. 7. ONS 2023, Annual Population Survey, resident analysis, January-December 2022. 8. ONS 2022, Annual Survey of Hours and Earnings (ASHE), average gross weekly workplace-based earnings, 2022 data. 9. ONS 2023, Claimant Count, June 2022 data. 10. Work Foundation calculations of the ONS Labour Force Survey; 2021-2022. 11. Work Foundation calculations of the ONS Labour Force Survey; 2021-2022. 12. Work Foundation calculations of the ONS Labour Force Survey; 2021-2022.

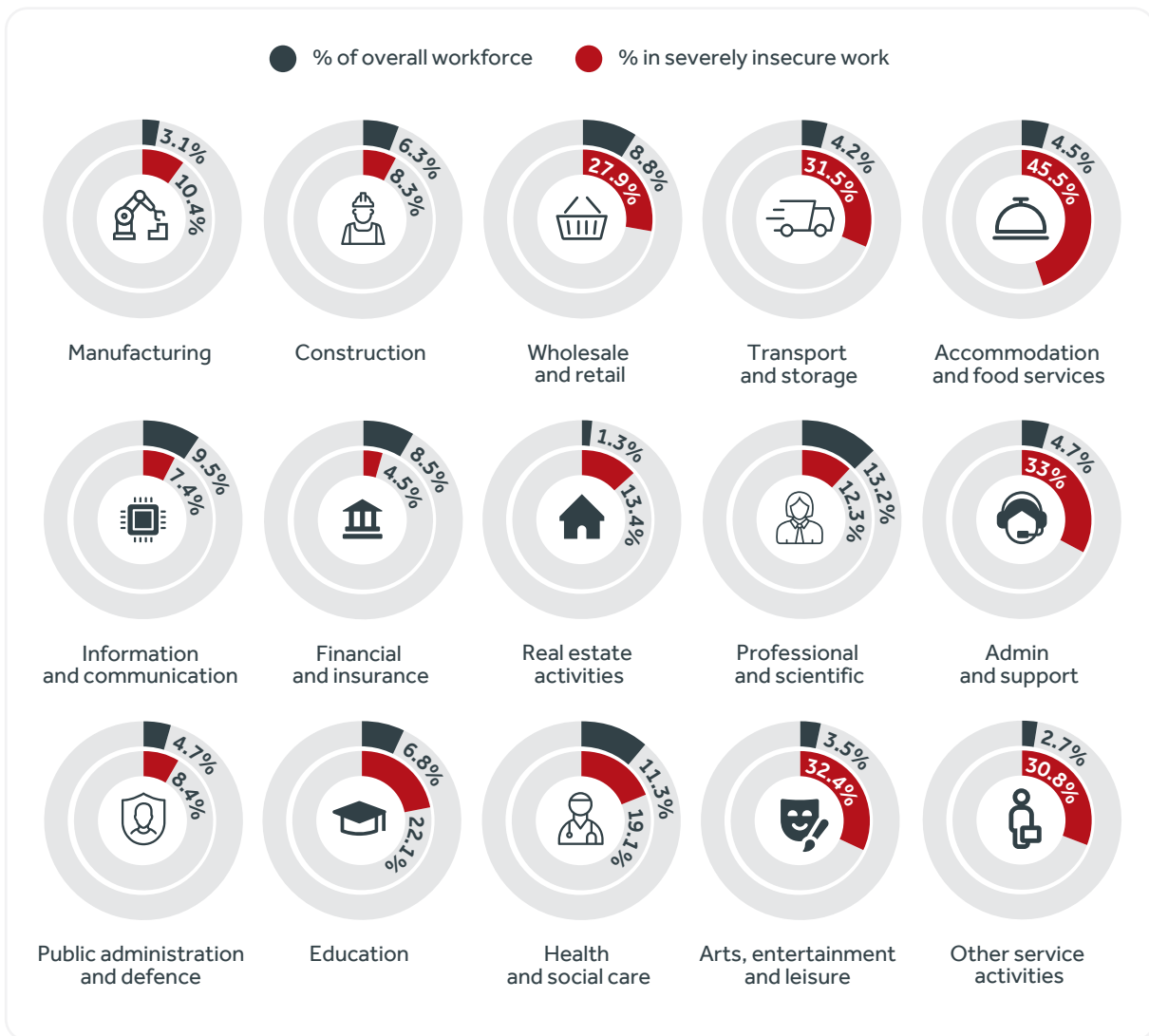
2. INSECURE WORK IN THE GREATER LONDON REGION

There is some variation in the incidence of severely insecure work within the local authorities of the Greater London region. Nearly a quarter of Barnet’s workers (24.3%) are in severely insecure work while the same proportion of people are economically inactive. Lewisham, Newham and Brent are also hotspots for severely insecure work with 23% of workers in these boroughs in severely insecure employment. On the other end of spectrum, over half of the workforce in Merton, Haringey, Richmond-upon-Thames and Hounslow are in secure employment. Only 14.5% of workers in Haringey are in severely insecure work which is the lowest incidence of severe insecurity of any borough in London.

Sectors

Insecure work in the Greater London region is driven by the wholesale and retail sector. It is one of the largest sectors in Greater London with nearly one in ten workers in the region employed in the sector. Out of these workers, 27% are in severely insecure work. Although the accommodation and food, and transport and storage sector each make up only 4% of the workforce, 31.5% and 45.5% of workers are in severely insecure work respectively. The professional and scientific sector employs 13.1% of workers in the region and is also one of the most secure sectors. Only 12.3% of workers in this sector are in severely insecure work which is 6 percentage points below the English average.

Figure 3: Insecurity across sectors in Greater London

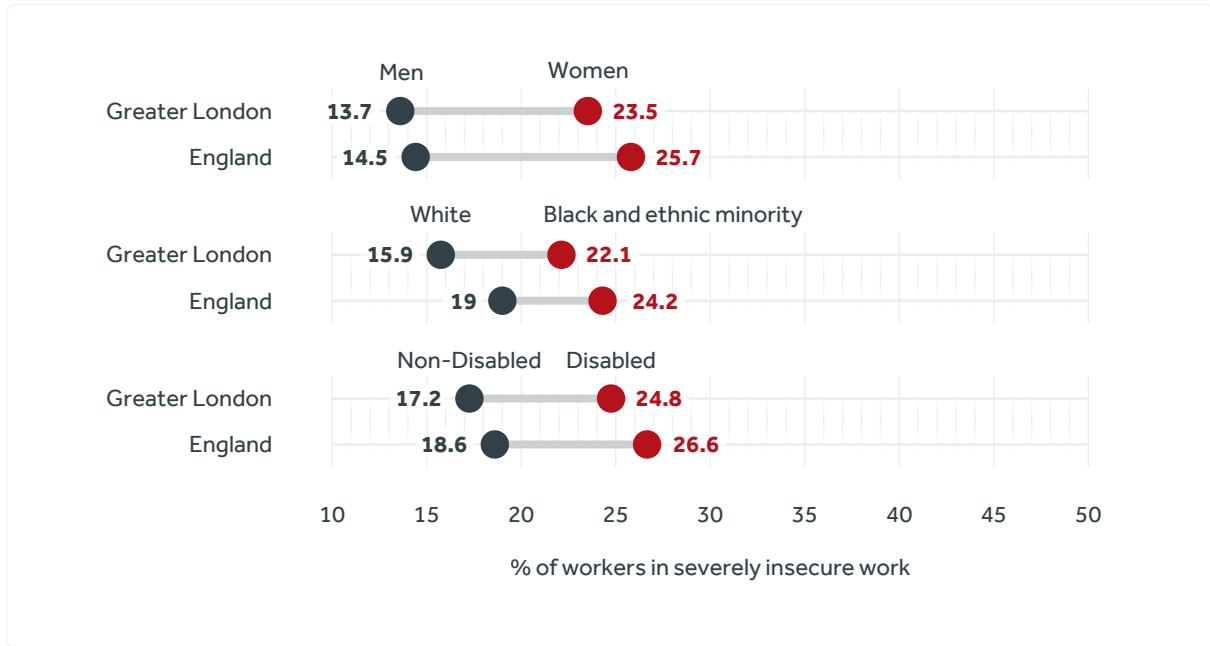


Source: Work Foundation calculations of the Office for National Statistics Labour Force Survey; 2021-2022.

The insecurity gap

One million women in the Greater London region are in severely insecure work. They are 1.7 times more likely to be in severely insecure work relative to men in the region. Just over one in five (22.4%) of Black and ethnic minority workers find themselves in severely insecure work. They are as likely to be in severely insecure work as Black and ethnic minority workers in the rest of England. Disabled workers are also 1.4 times more likely to be in severely insecure work than non-disabled workers in the Greater London region.

Figure 4: The gender, ethnicity and disability insecurity gaps



Source: Work Foundation calculations of the Office for National Statistics Labour Force Survey; 2021-2022.

41.7% workers aged 16-24 find themselves in severely insecure work. They are twice as likely to be in severely insecure work relative to workers aged 50-65. This is on par with the English average. One in five workers in the 25-34 age group are in severely insecure work which is five percentage points higher than the national average. Those aged between 25-49 are more likely to be in severely insecure work relative to their cohort in the rest of the country.

Figure 5: The age insecurity gap



Source: Work Foundation calculations of the Office for National Statistics Labour Force Survey; 2021-2022.

3. HOW SECURE WORK CAN REDUCE REGIONAL INEQUALITY

Insecure work is a national issue, but the consequences are felt locally. In order to reduce regional inequalities and limit the impacts of severely insecure work on individuals in the Greater London Authority, the UK Government and Combined Authority Mayors must focus on two complementary ambitions over the next five years:

1. to significantly reduce levels of severely insecure jobs across the UK by 2030
2. to ensure that neither the Greater London Authority nor the English Mayoral Combined Authorities are home to higher levels of severely insecure work than the national average.

Recommendations

- **Recognise insecure work in economic development and skills strategies** based on the sectors and roles within where it is concentrated, and the worker groups who are primarily impacted
- **Include the regular tracking of insecure work indicators** as part of existing labour market analysis
- **Explore partnerships and engagement with employment charters** to share lessons and best practice
- **Harness procurement and investment incentives** by building clear employment standards requirements into the commissioning and procuring goods and services
- **Support national enforcement bodies** by helping to build relationships with local employers and reporting non-compliance or violations of rights in your area.

For further research and recommendations on insecure work across England's Mayoral Combined Authorities, please see: [Delivering Levelling up? How secure work can reduce regional inequality \(2023\)](#).

For further information on our methodology, please see our [Technical Annex for the UK Insecure Work Index](#).

Please note: our insecurity measure counts people where they live as opposed to where they work. Household composition and demographic traits can therefore affect results meaning that insecurity at a local level will not always correlate with the level of economic deprivation in that area.

ACKNOWLEDGEMENTS

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CITATION

If you are using this document in your own writing, our preferred citation is: Navani, A. & Florisson, R. (2023). Greater London city region employment profile. The Work Foundation at Lancaster University.

MORE INFORMATION

For further information, please contact the Work Foundation at Lancaster University at: info@theworkfoundation.com.