

A study of the UK information workforce

Mapping the Library, Archives, Records, Information Management and Knowledge Management and related professions in the United Kingdom



Prepared by:

Professor Hazel Hall, Christine Irving and Dr Bruce Ryan
Centre for Social Informatics (CSI)
Edinburgh Napier University

Professor Robert Raeside, Dr Matthew Dutton and Dr Tao Chen
Employment Research Institute (ERI)
Edinburgh Napier University

Table of Contents

| | |
|--|-----------|
| List of figures | v |
| List of tables | vi |
| Executive Summary | 1 |
| Acknowledgements | 4 |
| 1. Introduction | 5 |
| 2. Literature review: workforce mapping projects | 7 |
| 2.1 Past similar research in the LARKIM sector | 7 |
| 2.1.1 Broad UK studies of the LARKIM workforce | 7 |
| 2.1.2 Geographic-specific studies in the LARKIM domains | 8 |
| 2.1.3 Data collection in prior studies of the LARKIM workforce | 10 |
| 2.1.4 Key learning on methods from prior studies in the LARKIM domains | 11 |
| 2.2 Literature review: other sectors | 13 |
| 2.2.1 Workforce mapping in the National Health Service (NHS) | 14 |
| 2.2.2 Workforce mapping in the education sector | 16 |
| 2.2.3 Workforce mapping in the third sector | 17 |
| 2.2.4 Key learning on methods from prior studies Fof other sectors | 18 |
| 2.3 Literature review conclusion | 19 |
| 3. Methodology | 20 |
| 3.1 Links between Phase 1 and Phase 2 of the project | 20 |
| 3.2 Survey preparation and distribution | 20 |
| 3.3 Data analysis | 21 |
| 3.3.1 General approach to data analysis | 21 |
| 3.3.2 Estimation of workforce size | 21 |
| 3.4 Application of good practice from previous studies | 23 |
| 3.5 Evaluation of the research approach | 24 |
| 4. Survey findings | 28 |
| 4.1 Introduction | 28 |
| 4.1.1 Workforce size, and distribution across domains and sectors | 28 |
| 4.1.2 Workforce diversity indicator headlines | 29 |
| 4.1.3 Health and well-being indicators headlines | 29 |
| 4.1.4 Career indicator headlines | 29 |
| 4.1.5 Qualifications and professional membership indicator headlines | 29 |
| 4.1.6 Hours, contracts and earnings indicator headlines | 29 |
| 4.1.7 Regional indicator headlines | 30 |
| 4.2 Workforce size, and distribution across domains and sectors | 31 |
| 4.2.1 Workforce size | 31 |

| | | |
|-----------|---|------------|
| 4.2.2 | Numbers of LARKIM employees within respondents' organisations | 31 |
| 4.2.3 | Distribution of the workforce by domain | 33 |
| 4.2.4 | Distribution of the workforce by sector | 34 |
| 4.3 | Workforce diversity indicators | 36 |
| 4.3.1 | Gender | 36 |
| 4.3.2 | Age | 39 |
| 4.3.3 | Sexuality | 40 |
| 4.3.4 | Relationship status | 41 |
| 4.3.5 | Ethnicity | 43 |
| 4.3.6 | Religious Affiliation | 44 |
| 4.3.7 | Parenting | 45 |
| 4.3.8 | Caring | 48 |
| 4.4 | Health and wellbeing indicators | 50 |
| 4.5 | Career indicators | 54 |
| 4.5.1 | Job title keywords | 54 |
| 4.5.2 | Distribution of the workforce by job status | 56 |
| 4.5.3 | Budget and line management responsibility | 58 |
| 4.6 | Qualifications indicators and professional memberships | 63 |
| 4.6.1 | Academic qualifications | 63 |
| 4.6.2 | LARKIM academic qualifications | 72 |
| 4.6.3 | LARKIM professional qualifications | 76 |
| 4.6.4 | Professional memberships | 79 |
| 4.7 | Hours, contracts and earnings indicators | 90 |
| 4.7.1 | Usual hours worked | 90 |
| 4.7.2 | Hours worked and care giving | 93 |
| 4.7.3 | Hours worked and long-term health issues | 95 |
| 4.7.4 | Contracts | 96 |
| 4.7.5 | Earnings | 112 |
| 4.8 | Regional indicators | 136 |
| 4.8.1 | Regional distribution of the LARKIM workforce | 136 |
| 4.8.2 | Region and professional membership | 141 |
| 4.8.3 | Region and job status | 142 |
| 4.8.4 | Region, pay and domain | 145 |
| 5. | Discussion and conclusions | 153 |
| 5.1 | Meeting the project aims | 153 |
| 5.2 | Main findings | 153 |
| 5.2.1 | Workforce size, and distribution across domains and sectors | 153 |
| 5.2.2 | Workforce diversity | 153 |
| 5.2.3 | Health and well-being | 154 |
| 5.2.4 | Career status | 154 |
| 5.2.5 | Qualifications and professional memberships | 154 |
| 5.2.6 | Working hours | 154 |
| 5.2.7 | Contracts | 155 |
| 5.2.8 | Pay | 155 |

| | | |
|-----------|--|------------|
| 5.2.9 | Regions | 155 |
| 5.3 | Comparison of the findings with <i>Labour Force Survey</i> data on the Libraries and Archives domains | 155 |
| 5.4 | Recommendations: further research and advocacy priorities | 156 |
| 6. | References and bibliography | 159 |
| 7. | Appendices | 162 |
| 7.1 | Appendix 1: Terminology | 162 |
| 7.2 | Appendix 2: UK workforce characteristics (<i>Labour Force Survey</i>) | 166 |
| 7.3 | Appendix 3: Libraries and Archives workforce statistics – comparisons with <i>Labour Force Survey</i> | 168 |
| 7.4 | Appendix 4: Recommendations for future similar work | 169 |
| 7.5 | Appendix 5: Survey | 170 |
| 7.6 | Appendix 6: Hours worked by gender, sector and work domain | 183 |

List of figures

| | |
|--|-----|
| Figure 1: Volunteers' years of experience in LARKIM | 26 |
| Figure 2: Median number of LARKIM employees in UK nations | 31 |
| Figure 3: Median number of LARKIM employees in English regions | 32 |
| Figure 4: Distribution of the workforce by domain | 33 |
| Figure 5: Distribution of the workforce by sector | 34 |
| Figure 6: Percentage of respondents with children under the age of 16 by gender and work domain | 45 |
| Figure 7: Proportions of single parents by work domain | 47 |
| Figure 8: Percentages of respondents who give care and support, by gender and work domain | 49 |
| Figure 9: Percentage of respondents with long-term health issues | 51 |
| Figure 10: Proportion of respondents with long-term health issues that affect their work | 53 |
| Figure 11: Percentages of respondents holding professional memberships by work domain | 79 |
| Figure 12: Percentages of professional membership by job status | 80 |
| Figure 13: Current and lapsed memberships of LARKIM organisations | 85 |
| Figure 14: Current and lapsed memberships of LARKIM organisations (continued) | 86 |
| Figure 15: ARA members who are also members of other LARKIM organisations | 88 |
| Figure 16: CILIP members who are also members of other LARKIM organisations | 89 |
| Figure 17: Usual hours worked per week | 90 |
| Figure 18: Percentage of respondents who work more than 22 hours per week and earn more than £35,000 | 133 |
| Figure 19: Regional distribution of the workforce - England | 139 |
| Figure 20: Region and professional membership | 142 |

List of tables

| | | |
|-----------|--|----|
| Table 1: | Data collected in sector studies | 10 |
| Table 2: | Timescale and milestones in Phase 2 of the project | 20 |
| Table 3: | Applications of good practice identified in the literature review applied in the empirical study | 23 |
| Table 4: | Distribution of workforce by domain and sector | 35 |
| Table 5: | Workforce gender split | 36 |
| Table 6: | Distribution of survey respondents by gender, domain and sector | 38 |
| Table 7: | Distribution of the LARKIM workforce across age bands | 39 |
| Table 8: | Age distribution by gender and domain | 39 |
| Table 9: | Sexuality by gender and domain | 40 |
| Table 10: | Relationship status by work domain | 41 |
| Table 11: | Relationship status by gender and work domain | 42 |
| Table 12: | Stated ethnicity by work domain | 43 |
| Table 13: | Religious affiliation by gender and work domain | 44 |
| Table 14: | Type of health issue for those suffering with long-term health issues | 52 |
| Table 15: | Job title keywords by domain | 55 |
| Table 16: | Job status by work domain | 56 |
| Table 17: | Job status and gender by work domain | 57 |
| Table 18: | Proportions of direct and indirect line management responsibility by job status and work domain | 58 |
| Table 19: | Numbers of staff managed by domain | 59 |
| Table 20: | Job status and budget responsibility by domain | 60 |
| Table 21: | Median annual budgets by domain | 60 |
| Table 22: | Job status and budget level by domain | 61 |
| Table 23: | Academic qualifications and years of LARKIM experience (Libraries) | 63 |
| Table 24: | Academic qualifications and years of LARKIM experience (Archives) | 65 |
| Table 25: | Academic qualifications and years of LARKIM experience (Records) | 66 |
| Table 26: | Academic qualifications and years of LARKIM experience (Information Management) | 67 |
| Table 27: | Academic qualifications and years of LARKIM experience (Knowledge Management) | 69 |
| Table 28: | Academic qualifications and years of LARKIM experience (All domains) | 70 |
| Table 29: | Highest LARKIM academic qualification – overview | 72 |
| Table 30: | LARKIM highest academic qualification by sector | 73 |
| Table 31: | Highest academic qualification held by sector (continued) | 74 |
| Table 32: | LARKIM highest academic qualifications and job status | 75 |
| Table 33: | Professional qualifications by domain | 76 |
| Table 34: | Professional qualifications by sector | 77 |
| Table 35: | Professional qualifications by job status | 78 |
| Table 36: | Membership of ‘top’ professional bodies: ARA, CILIP, Gurteen Knowledge Community, and IRMS | 81 |
| Table 37: | Protected characteristics and professional membership | 82 |
| Table 38: | Lapsed professional memberships: ARA, BIALL, CILIP and IRMS | 84 |
| Table 39: | CILIP and ARA memberships and years of LARKIM experience | 87 |
| Table 40: | Hours worked by gender and work domain | 91 |
| Table 41: | Percentage of paid overtime by gender and work domain | 92 |
| Table 42: | Hours worked and care giving by work domain (whole sample) | 93 |
| Table 43: | Hours worked and care giving by work domain (females only) | 94 |

| | | |
|-----------|--|-----|
| Table 44: | Hours worked, long-term health issues and work domain | 95 |
| Table 45: | Contract type by gender and work domain | 96 |
| Table 46: | Contract type and job status (Libraries and Archives) | 97 |
| Table 47: | Contract type and job status (Records and Information Management) | 98 |
| Table 48: | Contract type and job status (Knowledge Management) | 99 |
| Table 49: | Contract type, job status and industry sector (senior management) | 100 |
| Table 50: | Contract type, job status and industry sector (middle management) | 101 |
| Table 51: | Contract type, job status and industry sector (first-level management) | 102 |
| Table 52: | Contract type, job status and industry sector (supervisors) | 103 |
| Table 53: | Contract type, job status and industry sector (front-line staff) | 104 |
| Table 54: | Contract type, job status and industry sector (independent consultants) | 105 |
| Table 55: | Contract type, job status and industry sector (volunteers) | 106 |
| Table 56: | Contract type, job status and industry sector (other job statuses) | 107 |
| Table 57: | Contract type and part-time working by work domain | 108 |
| Table 58: | Contract type and care/support giving overview | 109 |
| Table 59: | Contract type and care/support-giving, by work domain | 110 |
| Table 60: | Contract types and long-term health issues by work domain | 111 |
| Table 61: | Pay and job status | 113 |
| Table 62: | Pay – senior management by sector for those working 22 hours per week or more | 114 |
| Table 63: | Pay – middle management by sector for those working 22 hours per week or more | 115 |
| Table 64: | Pay – first level management by sector for those working 22 hours per week or more | 116 |
| Table 65: | Pay – supervisors by sector for those working 22 hours per week or more | 117 |
| Table 66: | Pay – front-line staff by sector for those working 22 hours per week or more | 118 |
| Table 67: | Pay and length of service by domain for respondents who work 22 hours per week or more | 119 |
| Table 68: | Pay and length of service by domain for respondents who work 22 hours per week or more (continued) | 120 |
| Table 69: | Pay and LARKIM qualifications of those who work 22 hours or more by work domain (Libraries) | 122 |
| Table 70: | Pay and LARKIM qualifications of those who work 22 hours or more by work domain (Archives) | 122 |
| Table 71: | Pay and LARKIM qualifications of those who work 22 hours or more by work domain (Records) | 124 |
| Table 72: | Pay and LARKIM qualifications of those who work 22 hours or more by work domain (Information Management) | 125 |
| Table 73: | Pay and LARKIM qualifications of those who work 22 hours or more by work domain (Knowledge Management) | 126 |
| Table 74: | Pay and LARKIM qualifications of those who work 22 hours or more by work domain (all domains) | 127 |
| Table 75: | Pay and professional qualifications of those who work 22 hours or more by work domain (Libraries) | 128 |
| Table 76: | Pay and professional qualifications of those who work 22 hours or more by work domain (Archives) | 128 |
| Table 77: | Pay and professional qualifications of those who work 22 hours or more by work domain (Records) | 129 |
| Table 78: | Pay and professional qualifications of those who work 22 hours or more by work domain (Information Management) | 129 |

| | |
|--|-----|
| Table 79: Pay and professional qualifications of those who work 22 hours or more by work domain (Knowledge Management) | 130 |
| Table 80: Pay and professional qualifications of those who work 22 hours or more by work domain (all domains) | 130 |
| Table 81: Pay by gender and domain – those who work more than 22 hours per week | 131 |
| Table 82: Pay by gender and domain – those who work fewer than 22 hours per week | 132 |
| Table 83: Pay, care and support, and work domain | 134 |
| Table 84: Pay, long-term health issues, and domain | 135 |
| Table 85: The regional distribution of LARKIM staff | 136 |
| Table 86: Regional distribution of workforce by domain: UK | 137 |
| Table 87: Regional distribution of the workforce by domain - England | 138 |
| Table 88: Regional distribution of the workforce by sector | 140 |
| Table 89: Region, job status, and domain – by country (Libraries and Archives) | 143 |
| Table 90: Region, job status, and domain – by country (Records, Information Management, Knowledge Management and all domains) | 144 |
| Table 91: Region, pay and work domain for respondents who work 22 hours per week or more (England) | 145 |
| Table 92: Region, pay and work domain for respondents who work 22 hours per week or more (Northern Ireland) | 146 |
| Table 93: Region, pay and work domain for respondents who work 22 hours per week or more (Scotland) | 146 |
| Table 94: Region, pay and work domain for respondents who work 22 hours per week or more (Wales) | 147 |
| Table 95: Region and pay - respondents who work 22 hours per week or more in the English regions | 148 |
| Table 96: Percentage of those earning more than £30,000 by region and work domain for those who work 22 hours per week or more | 152 |
| Table 97: Hours worked by gender, sector and work domain | 183 |

Executive Summary

Introduction:

This report presents the findings of a study to map the (1) Library, (2) Archives, (3) Records, (4) Information Management, and (5) Knowledge Management (LARKIM) professions in the United Kingdom. It was commissioned by the Chartered Institute of Library and Information Professionals (CILIP) and the Archives and Records Association (ARA) in 2014, and completed in 2015.

Key findings:

Estimated 86,376 people in the workforce:

- The survey estimates the size of the workforce at 86,376. Libraries employ the highest proportion of workers (59.4%). The two largest workforce sectors are higher education (21.6%) and public libraries (12.6%).

Significant gender pay gap:

- Men in the sector earn more than women. Of those working more than 22 hours a week and earning £30,000 or more annually, 47% are men but only 37.3% women.

Women dominate the workforce:

- The overall gender split of the workforce is 78.1% female, 21.9% male. The gender split of the UK workforce as a whole is 50.1% female, 49.9% male.

Women under-represented in senior management:

- Male workers more likely to occupy management roles than their female peers. The 10.2% of men in senior management roles is almost double that of female workers (5.9%).

Highly-qualified workforce:

- The workforce is academically well-qualified: 61.4% have a postgraduate qualification. The highest qualification of most of the UK general population is A-level or equivalent.

High-earners are more likely to hold professional qualifications than low-earners:

- 64.8% of the workforce earning £40,000 or more hold a professional qualification.

An ageing workforce:

- The highest proportion of the workforce falls in the 45 to 55 age band. 55.3% are over 45 years of age; the equivalent figure for the UK as a whole is 41.1%.

Low ethnic diversity:

- 96.7% of the LARKIM workforce identify as 'white' compared to 87.5% identifying as 'white' in UK *Labour Force Survey* statistics.

A significant, perhaps unparalleled, study:

This study is important for a number of reasons. It may be the first national workforce mapping study of the Library, Archives, Records, Information Management, and Knowledge Management domains ever conducted in any country. This is also the first workforce mapping study produced for

any of the individual domains since the 2011 closure of Lifelong Learning UK. The last (remotely relevant) research was the 2012 *Library, archive, records and information management services workforce survey* (produced by the Learning and Skills Improvement Service, 2012).

The findings of this report are drawn from a data set of 10,628 survey responses, a statistically significant proportion of the estimated 86,376 workforce¹ and perhaps an unprecedented survey sample. This makes the findings even more robust than those used in the national UK *Labour Force Survey* and gives CILIP and ARA (and the wider sector) a strong evidence-base for their future advocacy work.

Other notable findings:

Workforce size and distribution across domains and sectors: The mean number of employees in a single organisation is 30 in England, 35 in Scotland, and 50 in both Wales and Northern Ireland.

Workforce diversity: Over two thirds of the workforce are married or cohabit with a partner (71.6%). This is higher than the UK population as a whole (57.5%²). Most workers are either Christian (46%) or have no religion (49.6%), similar to the wider UK population (48% and 42% respectively³).

The highest proportion of the workforce with dependent children are in Information Management (23.2%) and Libraries (21.6%). Workers are more likely to combine work with caring than members of the general population: this ranges from 12.2% in the Archives domain to 15.9% in Knowledge Management. The headline UK figure is 11%⁴.

Health and well-being: 15.9% of the workforce suffers from long-term health issues (the equivalent figure for the UK population as a whole is 18%⁵), and over a third say that their illness affects their work. However, the responses suggest that health issues do not seem to affect career progression negatively.

Career status: A large proportion of the workforce holds front-line posts (38.8%). Those working in Information Management and Knowledge Management have greater responsibilities for staff and budgetary management than those in the other three domains.

Qualifications and professional memberships: 57.2% of the workforce have professional qualifications. Chartered Member of the Chartered Institute of Library and Information Professionals (MCLIP) is the most common (26.6%). Most of the workforce hold professional memberships (53.6%), but this is more prevalent amongst older, senior, and more established workers (54.5% of this category are over 45 years of age). The 'top' four professional membership bodies are ARA, CILIP, the Gurteen Knowledge Community, and the Information and Records Management Society (IRMS).

Working hours: Most (84.3%) members of the workforce work more than 22 hours a week, with part-time working more common amongst females. This contrasts with an equivalent figure of 58.4% for the UK working population as a whole. There is an association between working hours and care giving in the workforce. Care giving is more common for those working fewer hours.

¹ 9,103 usable survey returns from a total response rate of 10,628

² http://www.ons.gov.uk/ons/dcp171776_356002.pdf

³ <http://www.natcen.ac.uk/media/893167/religious-affiliation-british-social-attitudes.pdf>

⁴ <https://www.carersuk.org/for-professionals/policy/policy-library/facts-about-carers-2014>

⁵ <http://www.ons.gov.uk/ons/rel/census/2011-census/key-statistics-and-quick-statistics-for-local-authorities-in-the-united-kingdom---part-1/stb-key-statistics-for-local-authorities-in-the-uk.html>

Contracts: Most members of the workforce (86.9%) hold permanent paid posts, although permanent contracts are less common amongst part-time workers. The equivalent figure for the UK working population as a whole is 93.8%. In general, there is no association between contract type and care giving, nor is there any association between contract type and long-term health issues.

Pay: The workforce might – in one sense - be regarded as generally well-paid. Over 50% earn more than £25,001 per annum, compared to UK national figures that show average gross pay at £26,500. However, high proportions of workers who are very well-qualified, and/or have long service, are relatively low paid. For example, 23.6% of those who have worked in the Libraries domain for over 20 years, and work more than 22 hours per week, earn less than £20,000 per annum (along with 92.2% of the population at large).

The highest proportion of workers who work 22 hours a week or more, and earn over £30,000 annually, are in Information Management, Knowledge Management, and Records. The lowest proportion of workers who work 22 hours a week or more and earn over £30,000 per annum are in Libraries and Archives. There is no apparent association between pay and care-giving, nor between pay and long-term health issues. Those in commerce and business, higher education, national libraries and law are amongst the best paid workers.

Regions: In broad terms, the regional distribution of the workforce reflects that of the UK working population in general, as reported in the *Labour Force Survey*. For example, most (78.4%) of the workforce is located in England (the figure for the working population as a whole is 84%), and most members of the workforce in England are located in London (22.6%) and the South East (19.4%) (the regions with the highest figures for the population as a whole, at 13.5% in both cases).

The distribution of the workforce across the five domains is similar in England, Northern Ireland, Scotland and Wales. A higher proportion of senior roles are found in England (8%) than in Northern Ireland (3%), Scotland (7.3%) and Wales (7.5%). In London there is a greater spread of the workforce across sectors than elsewhere.

Conclusions:

This report establishes a long-needed data baseline. It is our intention to repeat this study on a regular basis so that trends may be identified, and that associated work on similar themes could be carried out by sub-groups within the domains.

Attention is drawn to particular issues raised in the consideration of some of the main findings presented in the report. These include questions related to: the professionalism of a workforce that comprises a minority of professionally qualified members; low ethnic diversity; the high proportion of female members; the underlying reasons to explain the evidence of an older workforce; and low pay amongst long-standing and/or well-qualified members of the profession. The favourable conditions of work in the LARKIM domains are also highlighted. These include job security, reasonable working hours, the possibility of pursuing a career in the LARKIM domains alongside caring duties, and continued employment for those who suffer long-term health issues.

ARA and CILIP will now consider how they will address the issues arising from this report, for example through targeted programmes and partnership working. However, if government is serious about the UK becoming a 'knowledge economy', it should match this effort and pay more attention to the trends, gaps and challenges facing the sector, in effective partnership with the main professional bodies (ARA and CILIP).

Acknowledgements

A study such as this is nothing without data. The project team would like to thank those who contributed to the study by completing the survey, especially those who did so twice – as members of the pilot population and then after the survey went live. It is also thanks to the efforts of a number of key people in work in the Library, Archives, Records, Information and Knowledge Management (LARKIM) domains that the survey enjoyed a wide reach. The team is therefore grateful for all those who promoted the survey link through their networks, whether as individuals, in their job roles, or as mailing list owners.

1. Introduction

In July 2014 CILIP and ARA commissioned a team at Edinburgh Napier University to undertake an 'ambitious'⁶ project on the UK workforce in Library, Archives, Records, Information and Knowledge Management (LARKIM), the goal of which was to address an evident lack of understanding of this professional group. For example, at the time that the project was proposed, the size and demographics of the workforce were unknown.

Without such information it is difficult for professional bodies in the sector to plan and develop a wide range of activities, including membership growth, advocacy, and policy development. Even relatively straightforward questions are difficult to answer, such as whether or not the demographics of the workforce population are representative of the workforce population as a whole. Certain characteristics of this particular workforce also make it difficult to track: the high number of volunteer workers, particularly in Archives, and the growth in employees who engage in such work, but do not recognise it as such.

Thus the work completed for this project was expected to provide:

1. Enhanced understanding of the UK workforce in Library, Archives, Records, Information and Knowledge Management.
2. Details to help CILIP and ARA support advocacy on behalf of the sector.
3. Support for CILIP and ARA's ambitions to grow and develop in response to the needs of members, and potential members.

Phase 1 of the project was completed in January 2015. The Phase 1 report comprised:

1. A review of relevant literature, including coverage of similar workforce mapping projects from both within and beyond the sectoral and geographic focus of the commissioned research.
2. Consideration of possible methods for the empirical work to be undertaken in Phase 2, taking into account lessons learnt from studies consulted in the course of the literature review, as well as drawing on the expertise and experience of the project team members. A draft data collection instrument was also proposed for implementation in Phase 2 of the project.
3. An estimation of the workforce size derived from use of statistical sources, a discussion of the desired levels of penetration for the workforce mapping census, and consideration of strategies to reach those involved in Library, Archives, Records, and Knowledge Management roles so that they would take part in the census.

Phase 2 of the project was completed between February and October 2015. This report comprises:

1. Background information in the form of a literature review on similar work in (1) the domains in question, and (2) elsewhere. (This is a synthesised version of the longer literature review presented in the Phase 1 report.)
2. An overview of the methods deployed in Phase 2 of the project, and the project timescales.
3. An evaluative presentation of the findings of the project as derived from the empirical work. In the future these can be used as a baseline for further benchmarking exercises on the profile of the LARKIM domains as a whole, and sub-domains (through the provision of detailed figures for each of the five categories of work).
4. A conclusion on the main findings of the study.

As an aid to interpretation of the project findings as presented here, the specific use of terminology in the report is explained in Appendix 1.

⁶ CILIP *Annual Review 2014*, p. 9

To allow for comparisons between the overall findings of this study and the general profile of the UK workforce, relevant statistics derived from the *Labour Force Survey* are found in Appendix 2. The *Labour Force Survey* includes specific details on two of the domains covered by this study: Libraries and Archives. These have also been provided for comparative purposes, and can be found in Appendix 3. Where appropriate other sources have been used throughout the text to illustrate how the figures presented here compare and contrast with those for the UK population as a whole.

2. Literature review: workforce mapping projects

The following questions are considered key in the sectoral review of previously documented workforce mapping projects completed in Phase 1 of the project:

- What similar research has been completed in the past?
- How have others collected data for this kind of research in the past?
- What else may be of relevance to the current study?

2.1 Past similar research in the LARKIM sector

Previous studies of the LARKIM workforce cover a range of themes. The main focus falls on understanding the existing workforce in terms of its demographics and skills sets. This body of work also makes predictions for the future in terms of, for example, how the demographics of the workforce are likely to change, future required skills, and the role of the sector as a whole in the broader economy. An overview of these studies, the focus of their findings, and the methods used to gather data to generate insight, is given below.

2.1.1 Broad UK studies of the LARKIM workforce

In the past workforce mapping work of relevance to this project was undertaken by Lifelong Learning UK (LLUK). LLUK was one of the independent Sector Skills Councils for UK employers, and amongst its responsibilities was the professional development of those working in libraries, archives and information services. Bodies such as NHS Health Libraries would provide LLUK with relevant data about the workforce in their particular domains, which would be then by used by LLUK for workforce mapping of the whole profession.

The closure of LLUK in March 2011 means that there has been no formal sector skills council for workforce mapping activity in the UK in recent years. Formal data collection about the LARKIM workforce has not been taken up by any other Sector Skills Council⁷. However, some similar work has continued. For example, the Learning and Skills Improvement Service published a study in 2012 that aimed to ‘generate demographic and qualifications data from a representative sample of the Library, Archive, Records and Information Management Services (LARIMS) sector, in order to better understand the makeup and volume of the workforce’. This work refers explicitly to the earlier work of LLUK (Learning and Skills Improvement Service, 2012, p. 7). The report highlights how full and part-time work is split across the Library and Archive domains (there are more full-time workers in Archives), the proportions of front-line paraprofessional versus professional staff (archive services employ more managers than other fields in the sector), and pay (there is a greater proportion of staff in higher pay brackets in Archives).

Other relevant activity has included two surveys of the UK and Ireland Archives domain (Williams, 2013; Williams, 2014). The first aimed to gather information about diversity from employers and managers. The second was concerned with disability in the working population. It also aimed to explore the volunteer workforce in archives in the UK and Ireland (Williams, 2014).

Another broad study was conducted by Hall and Abell in 2006. Entitled the *e-information roles project*, it was concerned with consolidating, and strengthening, understanding of the emerging information job market, with a view to indicating how those in the ‘traditional’ information profession may extend their occupational reach (p. 1). It had two broad aims: (1) to strengthen knowledge of the emerging information job market, and (2) to highlight areas for development in

⁷ NHS libraries continue to operate an annual data collection exercise on staff qualifications and salary bands. Health Libraries Northwest England, for example, holds an archive of such data back to 2007-08 (from L. Ferguson, personal communication, August 28, 2014).

academic programmes that aim to supply this market's workforce. The focus of this work, however, was less about mapping the workforce 'as is', but more concerned about where opportunities lay for library and information professionals by identifying growth areas, skills shortages, and drivers of the changes in the job market. The Australian Learning and Teaching Council (2011, June) drew on this work in the discussion paper *A profile of the Australian Information workforce as indicated by a job advertisement analysis*. This too was concerned with the job market for those with sector skills rather than a mapping exercise per se.

2.1.2 Geographic-specific studies in the LARKIM domains

2.1.2.1 The UK

There is evidence of some smaller scale workforce mapping work in LARKIM conducted at regional levels in the UK. For example, a decade ago the Museums, Libraries and Archives Council (MLA) South East of England set out to explore the museum, library and archive workforce in the South East through a quantitative survey of the workforce supplemented with a qualitative analysis of the current and future needs of employers (Marshall, Moore & Wallis, 2005). The project had three specific objectives:

1. To identify all workers in the museums, libraries and archives domains in the public, private and voluntary sectors
2. To collect and to analyse data on the workforce, the nature of the jobs they occupy and on the age, gender and, if possible, ethnic and disability profile
3. To determine employers' expectations for the future supply of, and demand for, staff, their recruitment, skills, training and development needs' (Marshall, Moore & Wallis, 2005, p. 7).

The work provides a breakdown for the 20,000 workers it identifies according to splits across full and part-time work, paid and volunteer labour, and role types (Marshall, Moore & Wallis, 2005).

2.1.2.2 Australia

Beyond the UK, the Australian Library and Information Association (ALIA) has research interests that are comparable to those of other library and information science professional bodies around the world. In its report *Future of the library and information science profession* (Australian Library and Information Association, 2014a) a number of opportunities are identified for the profession:

- Libraries have an expanded role in content creation and can help disseminate new work
- In university and special libraries there is an increased role for information professionals in research
- Information professionals are well positioned to counteract executives' information overload (p. 11).

The authors of the report identify that the 'future of Australian library and information science is wrapped up in the future success of libraries on a global scale and [that] ALIA connects through the International Federation of Library Associations (IFLA)'. They draw attention to the work of IFLA in identifying five high-level trends that will change the information environment:

1. New technologies will both expand and limit who has access to information
2. Online education will democratise and disrupt global learning
3. The boundaries of privacy and data protection will be redefined
4. Hyper-connected societies will listen to and empower new voices and groups
5. The global information economy will be transformed by new technologies (p. 14).

One of the actions to which ALIA committed in the report is to 'continue to research and report on trends to assist our members to plan for the future' (p. 40). The intention is to 'map and monitor the LIS workforce to identify the ebb and flow of job openings to new entrants ... [as] this will help identify when we have sufficient people in the workforce and when we need to run active

recruitment campaigns' (Australian Library and Information Association, 2014b, p. 24). It is argued that workers in the domain are well placed to take on roles associated with, for example, big data and online privacy⁸. Attention is also drawn to the need to ensure that workers in the domain are visible and recognised as having the requisite skills to undertake such work, and are rewarded with appropriate status and pay.

An email to the ALIA Chief Executive expressing an interest in the workforce mapping activity that the body is undertaking, and a request to share their mapping methodology and any lessons learned to date, led to the sharing of a neXus census report from 2006 (Hallam & Lee, 2007). This report derives from a collaborative project led by a team at Queensland University of Technology (QUT). The aim of the QUT project was to 'collect data that would begin to inform the profession about the issues it faced in terms of workforce planning as well as presenting snapshot of the profession in 2006. An understanding of who we are now was considered an essential first step in understanding where we want to go as a profession in the future and how we might be able to get there' (Hallam & Lee, 2007, p. 1).

Although this exercise will not be repeated in its current form, it will help ALIA scope its own further investigations. The first stage of this was the publication of the *ALIA LIS education, skills and employment report 2014* (Australian Library and Information Association, 2014c). This was launched at ALIA's education, skills and employability summit, held as part of the ALIA national conference on 18th September 2014⁹. The stated aims of the report are to 'help give educators, employers and students greater clarity about the education and employment landscape and about the qualifications that will help ensure their success. It will also be a useful addition to the information ALIA supplies to government and other agencies' (Australian Library and Information Association, 2014c, p. 10). This work also draws attention to the nature of a largely female, elderly workforce approaching retirement, the best qualified of whom earn above average wages and work fewer hours than the general population, and who will soon leave the profession. It also points to the opportunity for the workforce to become more diverse in the future, with the possibility that there will be too few professionals to fill the vacancies. It observes a small growth in paraprofessional posts (9.2%) over the past five years, when in the same period there was a 22.5% drop in librarian posts.

2.1.2.3 North America and New Zealand

At the outset of this project it was anticipated that there might be evidence of recent workforce mapping projects led by the professional bodies in the US, Canada and New Zealand. However a review of the web pages of the relevant web sites of the main players¹⁰ revealed no activity other than a reference to the American Library Association's member demographics survey which considers age, gender, ethnicity and qualifications.

⁸ This has also been noted by the UK Commission for Employment and Skills (2014).

⁹ Personal communication with S. McKerracher, September 9, 2014

¹⁰ <http://www.ala.org>, <http://www.cla.ca>, and <http://www.lianza.org.nz>

2.1.3 Data collection in prior studies of the LARKIM workforce

The data collected in previous studies of the LARKIM workforce has been both qualitative and quantitative. Examples are given with reference to specific studies in Table 1 below.

Table 1: Data collected in sector studies

| Data collected | Reference |
|---|---|
| Through online surveys completed by individuals | Hall & Abell (2006) Hallam & Lee (2006) Williams (2014) Texuna Technologies (2010) ¹¹ |
| Through online surveys completed by employers and managers | Hallam (2009) Hallam & Lee (2007) Learning and Skills Improvement Service (2012) Marshall, Moore & Wallis (2005) Williams (2013) Williams (2014) |
| By interview | Hall & Abell (2006) Marshall et al (2005) |
| Through content analysis of job adverts | Abell et al (2006) Hall & Abell (2006) Australian Learning and Teaching Council (2011) |
| In focus groups, workshops, seminars | Hall & Abell (2006) |
| From existing membership data | American Library Association (2014, September) |
| From multiple existing data sources including national statistics (e.g. related to labour force, higher education, and public libraries) collected by a variety of bodies (e.g. government departments, sector-specific organisations and professional bodies), and analysis of content of previously published reports | Australian Library and Information Association (2014c) |

The data typically collected in studies of the LARKIM workforce include those related to:

- Demographics about employing organisations and services (for example, Williams 2013; Williams, 2014)
- Worker profiles, including details such as age, qualification, ethnicity, time in post (for example, Hall & Abell, 2006; Texuna Technologies, 2010; Williams, 2014)
- How staff are managed (for example, Hallam, 2009; Hallam & Lee, 2007; Williams, 2014)
- Actual work undertaken by the employees (for example, Hall & Abell, 2006; Williams, 2014)

Where the type of data collected differs is in cases where studies have a specific focus. For example, Williams' diversity report (2013) included questions on topics such as disability, and Hall and Abell (2006) sought data on the growth of job opportunities in e-information roles.

¹¹ Data collection via an online LUK form 'auto-populated with the categories of work that exist in a learning provider's workforce data return'

Researchers in this field use a number of strategies to reach data subjects to participate in the study. Requests for calls to participate are disseminated across the target community using print media, online tools, and face-to-face¹²:

- Through channels operated directly by professional associations and groups (for example, Hallam & Lee, 2007; Hallam, 2009; Learning and Skills Improvement Service, 2012; Williams, 2013)
- Through channels operated by services providers (for example, Hallam, 2009; Learning and Skills Improvement Service, 2012)
- Through company contacts (for example, Hall & Abell, 2006)
- Using relevant mailing lists (for example, Williams, 2013)

In this type of work the expectation is that the full population will not be accessed. For this reason attempts are made to encourage responses from samples. For example, in 2012 the Learning Skills Improvement Service made an estimation of 1400 services providers in total and sought to receive responses from 165 of these. Other studies have approached this task in more targeted ways. For example, Hall and Abell (2006) invited 200 particular individuals to respond to a web-based survey and participate in follow-up interviews. Hallam and Lee (2007) determined their sample through a membership group. Some studies have taken deliberate steps to ensure that actors from beyond the 'traditional' boundaries of the sector have been included in the study in order to guard against introspective findings (for example, Hall & Abell, 2006).

2.1.4 Key learning on methods from prior studies in the LARKIM domains

The studies highlight where there are challenges in carrying out research of this nature. This is due to complexities associated with identifying and understanding the workforce across the whole economy. A common problem is the issue of establishing 'hard' numbers in an environment where:

- individuals occupy two or more roles. For example in the case where students already hold jobs, it is not possible to assume that all students will convert into new members of the workforce following graduation (Australian Library and Information Association, 2014c)
- individuals do not necessarily work at centralised service points, but are 'hidden' in embedded roles and thus hard to identify and count (Australian Library and Information Association, 2014c; Marshall et al, 2005, p. 38) or beyond the 'traditional' sector (Hallam & Lee, 2007, p. 3).

Marshall et al (2005) also caution against assuming that what is the case in one region or domain of the workforce is applicable across it as a whole. For example, at the time of their study there was a large percentage of volunteer workers within the museum workforce, whilst only a few in archives, and not many at all in libraries. It would have been incorrect in 2005 to make a generalised statement about the volunteer workforce in the three types of service by bundling them together as one. Thus a key learning point applied in Phase 2 of this project was to *pay heed to the fragmented nature of the workforce in both data collection exercises and in the reporting of results*. This encouraged 'hard to reach' communities to participate in the work, and allowed for findings to be presented at a level of granularity that makes them usable for specific communities.

Another key learning point relates to varied participation rates in the studies reviewed. For example, they were as high as 75% in ALA's voluntary, self-selected demographic survey of its membership (American Library Association, 2014, September), whereas Hall and Abell's request to 200 pre-

¹² For example, a survey is launched at a conference.

selected individuals to complete the e-information roles survey resulted in a return rate of just 21% (2006). A number of strategies recommended to maximise survey returns were thus taken into account in Phase 2 of the project:

- Make use of specialist networks when soliciting participation in a survey.
- Go beyond the 'obvious' contacts when soliciting survey responses.
- Make the benefits of participating in the survey obvious to key stakeholders. For example, highlight access to the eventual data set to be generated for purposes such as benchmarking, or encourage services' participation in the survey as a means of updating reporting processes (Learning, Skills and Improvement Service, 2012).
- Ensure data confidentiality for those invited to complete surveys. This will encourage disclosure of details (Learning, Skills and Improvement Service, 2012).
- Be prepared to target, monitor and chase survey responses. Williams (2013), for example, reports the need to offer multiple opportunities for responses to be made.

2.2 Literature review: other sectors

Other professional groups are also interested in researching their workforces and potential markets for new members. For example, the Trends Business Research report entitled *The current and future UK science workforce for the science council* published in 2011 set out to ‘explore the potential market for new registers in science to provide professional recognition for those who are not practicing at the level of Chartered Scientist. The ambition [was] for two additional registration levels to be created, broadly described as technician and intermediate, to sit alongside the CSci qualification.’ (p. 7), and to provide labour market intelligence of the current and future UK science workforce by:

- Developing comprehensive data on the UK science workforce
- Understanding the profile of employment across the skills levels
- Providing a view on the future workforce and where demand for graduates is likely to be the highest.

Of particular interest to the study reported here is that this work on the science workforce focused its attention on the *entire* economy, rather than quantifying this workforce within science-based industries. This was achieved by using industry and occupation data from the *Annual population survey*¹³ in a matrix to identify the sectors in which scientists most likely worked. The ‘innovative approach’, provided ‘an understanding of the true size and scope of the science workforce across the economy, rather than limit[ing] the research to considering scientists working in a narrow band of science sectors’ (p. 3). The authors also state that this approach has achieved success in workforce studies for other types of work, such as creative occupations. Phase 2 of the project intended to achieve the same goal – to include members of the workforce who hold positions in the wider economy as well as those who are easily identified in ‘traditional’ workplaces for members of LARKIM and related professions – and thus drew on this approach.

With reference to the wider UK labour market, elements of the UK Commission for Employment and Skills (UKCES) *Future of work* study are of relevance to the project reported here (even though its main focus is to look ahead to the labour market of 2030). It analyses stable trends that are already shaping the future of UK jobs and skills, and forecasts the most likely disruptions to those trends. It then plots four anticipated scenarios of what the UK’s work landscape might look like in 2030, and importantly, the skills that will be required under these conditions’ (UK Commission for Employment and Skills, 2014). It reports on possible future scenarios of future jobs and skills in the UK entitled: forced flexibility (p. 43); the business-as-usual scenario (p. 48); the great divide (p. 59); skills activism (p. 69); innovation adaptation (p. 82). The work deployed a number of methods that included reviewing the literature, conducting interviews, holding high level workshops, scenario planning, and horizon scanning. Again, this wide range of approaches highlights the many options for conducting work of this nature, some of which were adopted in Phase 2 of the project reported here.

As well as this broad research, there are also a number of sector-specific workforce mapping studies of interest, examples of which are discussed below.

¹³ <http://discover.ukdataservice.ac.uk/series/?sn=200002>

2.2.1 Workforce mapping in the National Health Service (NHS)

2.2.1.1 The imperative for workforce mapping in the NHS

Workforce mapping activities across the public and private health and social care sectors are well developed and mature. Long-term investment in such work stems from the recognition that effective health and social care services are built on understanding the existing skills levels, and the future training needs, of the staff who deliver them. Furthermore, there is an economic imperative that such information is known: 70% of recurrent NHS costs relate to staffing.

Current workforce mapping initiatives within the NHS have been driven by a House of Commons Health committee inquiry. This highlighted an 'insufficient focus on long-term strategic planning, too few people with the ability and skills to plan effectively, a planning system that was poorly integrated, and a lack of coordination between workforce, activity and financial planning' (Imison, Buchan & Xavier, 2009, p. 7).

A key component of workforce mapping within the NHS is the deployment of horizon scanning as a way to quantify the effects of (1) policy, (2) relationships and (3) exogenous uncertainties (Davis, 2012). The identification of these three factors, and knowledge of their interrelationships and influence on aspects of the health and social care workforce, is important.

The specific approach to horizon scanning deployed within the health and social care workforce has been informed by the *Day review of cross cutting horizon scanning* (Day, 2013). The *Day review* considers the purpose of horizon scanning within the context of a government workforce that is, like the health and social care sector, subject to considerable change over time, both through the influence of external events and changes in the workforce. The *Day review* defines horizon scanning as 'a systematic examination of information to identify potential threats, risks, emerging issues and opportunities, beyond the Parliamentary term, allowing for better preparedness and the incorporation of mitigation and exploitation into the policy making process' (Day, 2013).

2.2.1.2 Three examples of workforce mapping in the NHS

For illustration purposes overviews of three workforce mapping approaches deployed within the context of health and social care are presented here. The first two rely on interacting with members of the workforce. The results of the third derive from desk research using secondary data sources. Although there are elements of these approaches that might have been considered useful in terms of providing strategic oversight for the project reported here, they lack detail, such as the tangible steps to develop an effective workforce mapping exercise. In addition, it should be noted that the focus of these studies is less on workforce *mapping* and more on workforce *planning*. It is perhaps for this reason that the mapping element is underexplored in the published accounts of the work undertaken.

The three sample approaches are those of (1) the Centre for Workforce Intelligence; (2) Skills for Health; and (3) the University of London. Each is summarised in the three sections which follow below.

2.2.1.2.1 The Centre for Workforce Intelligence's workforce mapping approach as deployed in the NHS

In recent years several large-scale NHS workforce mapping activities have been led by the Centre for Workforce Intelligence (CfWI). The CfWI describes itself as 'a key contributor to the planning of future workforce requirements for health, public health and social care in England'¹⁴. It has outlined

¹⁴ <http://www.cfwi.org.uk>

the need for effective workforce mapping exercises as the NHS continues to face budget restraints. The Department of Health has commissioned the CfWI to 'to provide materials, tools and resources to inform workforce planning policy decisions at a national and local level'.

The approach to workforce mapping used by the CfWI involves a horizon scanning phase to inform a range of possible scenarios. This is followed by a process of scenario generation and workforce modelling to forecast demand and supply across possible outcomes. Policy analysis is also incorporated into the model. This is to determine the impact on demand and supply of given policies.

The CfWI approach acknowledges that in the context of health and social care workforce planning there are several significant factors that can inhibit effective workforce modelling. These include long professional training periods and political entrenchment. Such inhibitors can produce delays in the stage between policies coming to fruition, and the outcome of these policies being realised. Furthermore, complexity also arises from challenges associated with factors such as estimating supply and demand, the impact of technology, and the mix of skills already present in the workforce population.

The approach advocated by the CfWI also acknowledges that there is inherent uncertainty in developing an understanding of the future labour needs of organisations. However it promotes the view that uncertainty can be managed by effective horizon scanning, scenario generation, and workforce modelling.

2.2.1.2.2 Workforce mapping as part of the Skills for Health workforce planning approach as deployed in the NHS

Skills for Health (the sector skills council for the UK healthcare sector) advocates a six-step methodology to integrated workforce *planning*. A component of this is workforce mapping. The benefit that this approach advocates is an assurance that workforce planning decisions are sustainable, realistic, and scalable from small to large workforce operations.

The six steps in the Skills for Health approach are:

1. Defining the plan
2. Mapping service change
3. Defining the required workforce
4. Understanding workforce availability
5. Planning to deliver the required workforce
6. Implementing, monitoring and refreshing.

The six steps methodology identifies 'those elements that should be in a workforce plan, taking into account the current and future demand for services, the local demographic situation and the impact on other services, whilst helping you work to the budget you can afford' (Skills for Health, n.d.). The outcome of this six steps methodology should be the knowledge necessary to contribute to workforce planning in an effective and systematic way. It should also be evident how workforce planning fits into the overall organisational plan.

2.2.1.2.3 The University of London's approach to workforce mapping in the NHS using official statistics

In 2007 University of London researchers published an account of a workforce mapping exercise in the care sector undertaken by using the *Labour Force Survey* and Standard Occupational Classifications (SOCs) (Simon & Owen, 2007).

The review was executed by mapping the characteristics and working conditions of the care workforce using the *Labour Force Survey* for 2001 and 2005. The results were compared with the equivalent data for 1997 and 1999. The researchers experienced some difficulties in making comparisons across the time periods due to changes to occupational codes from survey to survey. However, the exercise was able to draw conclusions on the changes in the workforce for the occupations represented by unchanged SOC codes over the two decades.

2.2.2 Workforce mapping in the education sector

A number of reports have been commissioned by the UK Government to study change in the workforce of those involved in the education sector. In Phase 1 of the project reported here, examples of such studies were considered for their possible contribution to the development of workforce mapping approaches within the LARKIM domains. The studies highlighted below, which show examples of practice, are the *Nutbrown review* (Nutbrown, 2012) and the Sheffield Hallam study (Johnson, Dunn & Coldron, 2005).

2.2.2.1 *The Nutbrown review*

In June 2012 Professor Cathy Nutbrown reported on government-commissioned research to review the workforce in early education and childcare (Nutbrown, 2012). It focused on several aspects of the workforce including:

- The total number of staff working across the early education and childcare sector
- The age profile of paid staff
- The gender balance of staff
- The ethnicity of staff by childcare setting
- The distribution of paid staff across group settings (for example, full day-care, nursery schools, primary schools, sessional)
- The distribution of paid staff by sector
- Hourly pay rates
- Level of qualifications.

The *Nutbrown review's* consideration of the age profile of workforce in early education and childcare demonstrates an approach to understanding the implications of the age structure of staff by sector. For example, here it was shown that there is a higher proportion of older workers (aged 50 and over) in nursery schools and working as child-minders and a lower proportion of younger workers in these sectors. This suggests that these sectors will have to consider the effects of ageing on their workforce as the older workers approach retirement. This format of presentation of statistical data later in this report can allow for conclusions on the current profile of the LARKIM workforce to be drawn in a similar way.

2.2.2.2 *Sheffield Hallam study (Johnson, Dunn & Coldron, 2005)*

Another useful example of workforce mapping in the education sector was produced by a team at Sheffield Hallam University in 2005 (Johnson, Dunn & Coldron, 2005). The then Department for Education and Skills was keen to map qualifications and training developments of the workforce that was involved in the care of children and young people. The comprehensive mapping exercise examined all (1) major relevant occupational groups, (2) nationally available and approved

qualifications, (3) detailed content of significant qualifications against the 'Common core skills and knowledge for the children's workforce' (Children's Workforce Development Council, 2010). A database was developed to capture information about job roles linked to workforce clusters, relevant qualifications at module level, and links between modules and the 'Common core'. The database was also used to identify major training pathways, gaps and variations in provision between different occupational sectors, and present an analysis of funding streams available for further training activities. The questions adopted for this workforce study focused on the workforce, their qualifications and the provision of training and development opportunities. Questions posed included:

1. What is the list of relevant subjects (from the Qualifications and Curriculum Authority framework for achievement in sectors and subjects¹⁵)?
2. How do job roles cluster?
3. What is the agreed list of job roles for each sector cluster?
4. What is the range of qualifications available in each of the clusters and occupational groups?
5. What [are] the volume of qualifications and take-up of qualifications?
6. What are the constituent elements of qualifications, their commonalities and complementarities?
7. Where are there gaps?
8. What elements of existing training provision meet the skill expectations of the proposed core competencies?
9. Where are the gaps in this 'match' and what would need to be developed to fill them?
10. To what extent are some occupational groups served better than others in respect of training provision allied to the proposed core competencies?
11. Where does good practice in planned training programme development for the children's and young people's workforce exist, and how can this be shared?

The value of the Sheffield Hallam study to the current project was how it allowed for a focus on the workforce's qualifications and training needs of the workforce, and job role clustering.

2.2.3 Workforce mapping in the third sector

In 2010 the Work Foundation undertook a major study of the third sector workforce (Hopkins, 2010). This sought to map data on the size, scope and composition of the workforce in order to present a baseline sector profile so that future trends and changes could be mapped. The approach used data from a range of sources including the Charities Commission (England and Wales), the Office of the Scottish Charity Regulator (OSCR), the *Labour Force Survey* (UK wide), and the *National Survey of third sector organisations* (England only). By using these combined sources of data, the report on the third sector workforce was able to develop organisational and workforce perspectives on the range of activities being undertaken within the third sector. The report presents the findings on:

- The geographic distribution of the UK third sector workforce
- The split of workers across the private and public sectors
- Types of employment (full-time and part-time)
- Contract types (fixed and permanent)
- Qualifications of the workforce members
- Job roles and levels (for example, professional, technical, management)
- Diversity of the workforce (ethnicity, gender)

¹⁵ <http://www.qca.org.uk/10710.html>

- Organisational profiles of employers (for example, according to the number of workers that they employ; role focus of the employing organisations)

The analysis also allowed for a consideration of factors that drive change within the environment in which third sector organisations operate. These included:

- The impact of economic conditions (for example, the deficit reduction programme and fiscal constraints)
- Societal changes (for example, growth in ageing and immigrant populations with a need for third sector services)
- Technological developments (for example, opportunities offered by social media for advocacy)
- The political context (for example, outcomes of debates on the delivery of public services by the third sector, centralised versus decentralised services, and co-production of services delivery).

Findings on change within the third sector workforce showed that the educational profile of the sector was changing rapidly as more people within the sector acquired professional qualifications. The review was also able to identify that the third sector workforce had grown by 24% since 1997 and that this compared with 9% in the private sector and 16% in the public sector. Crucially, the review of the third sector workforce learned that a quarter of organisations in the sector find it hard to fill vacancies in key areas such as fundraising and marketing. Leadership and management skills were also identified as being in short supply. On the issue of skills, there was some evidence from analysis of the *Labour Force Survey*, OSCR and Charities Commission sources that staff are not receiving sufficient training and that this may be creating skills gaps and lowering the possibility of careers advancement for those within the sector.

This study demonstrates how a variety of published sources can be used to inform workforce mapping exercises, and the value of considering the findings in the light of the wider context in which employers and individual workforce members operate. A similar approach was taken in this project in the use of secondary data alongside empirical data collected by survey by the project team.

2.2.4 Key learning on methods from prior studies of other sectors

Further to the characteristics of individual sample projects in the health, education and third sectors, here we draw attention to key learning points related to data collection techniques used in the research reviewed.

- Collect data from experts to understand subtleties of the environment under investigation
- Take care with sample sizes to ensure that a sufficient sample is used in the exercise. It is also worth noting here that not all workforce mapping studies seek to attain a high response rate from workers. For example, the *Future of work* study (UK Commission for Employment and Skills, 2014) sought to gather a wide range of evidence from credible and robust sources that would allow a response to the core research aim which was to 'enable key groups in the UK labour market to position themselves effectively by building their understanding of key emerging trends and the implications for the future of jobs and skills for the medium to the long term (up to 2030)'. This approach allowed the authors of the report to identify key trends and potential disruptive factors, and create four alternative scenarios for the UK labour market.
- Use secondary sources
- Use software for data analysis

2.3 Literature review conclusion

The findings of the literature review confirmed the value of investment in a comprehensive workforce mapping exercise of the UK LARKIM domains, especially given that no such work has been conducted in recent years. Although similar studies have been completed, their focus is narrow. For example Marshall, Moore and Wallis (2005) explored the workforce in one part of the UK (the south east of England) and the work published by Williams in 2013 and 2014 considers workers in archives only. Equally, in cases where prior work has been conducted with a particular business purpose in mind – such as Hall and Abell’s scoping of the future of the job market for TFPL in 2006, and the workforce planning studies within the NHS – opportunities for the wider application of their findings are not always evident.

As well as confirming the value of the Workforce Mapping Project, the review of the literature provided a number of pointers for the conduct of empirical work, as summarised in sections 2.1.4 and 2.2.4, and influenced the design of the survey as main instrument of data collection for the study and the conceptual structure deployed to present the findings of the study. This allows for the presentation of the results according to six categories of indicator:

1. Workforce diversity indicators
2. Health and well-being indicators
3. Career indicators
4. Qualification and professional membership indicators
5. Earning indicators
6. Regional indicators

3. Methodology

3.1 *Links between Phase 1 and Phase 2 of the project*

An analysis of the methods applied, and their execution in practice, follows below. This account outlines how the research was undertaken, and provides a critical evaluation of its implementation.

Phase 1 of the project was completed between 11 August 2014 and 26 January 2015. This earlier work focused on the production of a literature review, discussion of options for conducting the empirical work in Phase 2, and the analysis of secondary data of relevance to the project. A draft data collection instrument in the form of a survey was also prepared as part of Phase 1 of the project.

Phase 2 of the project was initiated on 11 February 2015. The main project timescale and milestones are summarised in Table 2, with detail provided in the narrative below.

Table 2: Timescale and milestones in Phase 2 of the project

| Start date | End date | Activity |
|-------------------|------------------|---|
| 11 February 2015 | 11 February 2015 | Kick-off meeting Phase 2 and ethical approval granted |
| 12 February | 20 February 2015 | Uploading of draft survey to Novi Survey and internal testing |
| 23 February 2015 | 5 March 2015 | Piloting of draft survey (33 participants: 12 face-to-face, 21 independent) |
| 06 March 2015 | 11 March 2015 | Amendments made to draft survey on basis of findings from pilot |
| 12 March 2015 | 30 April 2015 | Survey open and link distributed according to communications plan, including paid advertising on social media (10,628 survey completions) |
| 1 May 2015 | 02 July 2015 | Data preparation, data analysis, production of tables, graphs and narrative for main sections of draft Phase 2 report (9,103 usable survey completions) |
| 03 July 2015 | 09 July 2015 | Drafting of Phase 2 report |
| 19 August 2015 | 7 September 2015 | Further data analysis and drafting of Phase 2 report |
| 28 September 2015 | 12 October 2015 | Final editing and completion of the Phase 2 report |

3.2 *Survey preparation and distribution*

Ethical approval for the project was granted by Edinburgh Napier University's Research Integrity Committee on 11th February 2015. Thereafter the initial work in this phase comprised mounting the draft survey on NoviSurvey, testing it internally, and then piloting it. Thirty-three members of the LARKIM workforce took part in the pilot study as survey participants. This population was diverse. It included representation of a range of workers, for example from unpaid volunteer to head of service, from unqualified to the highly qualified (PhD in the domain). The members of the pilot population were based in different types of organisation across the UK including academia, government, professional bodies, and the public library service. The accessibility of the survey tool was an important consideration. Therefore steps were taken to ensure that it was tested on mobile devices (a range of tablet computers and mobile phones) as well as standalone PCs. A further check on accessibility was to include in the pilot population respondents whose first language is not English, and someone who is colour blind.

Twenty-one individuals completed the pilot survey independently. They provided their feedback to the project team by email or verbally. The remaining twelve undertook the pilot survey in the presence of a member of the project team. Face-to-face piloting allowed for project team members to observe the participants' progress through the survey, and for the participants to provide 'live commentary' on the process of completing the survey. Amendments were made to the pilot version of the survey on the basis of 45 elements of feedback that were aggregated from the all comments received. Thereafter the final version of the survey went live on 12th March 2015. The survey can be found in Appendix 5.

The survey link was then disseminated widely in a staged manner over six weeks according to a staged project communications plan. This plan made provision for the link to be advertised on mailing lists, social media (primarily LinkedIn, Twitter, Facebook, Google+ and blogs), and through professional bodies and personal contacts. The project board also arranged for some paid advertising of the survey link on Facebook. 10,628 individuals in total completed the survey. As soon as the survey was closed the data from the 9,103 usable surveys were downloaded into SPSS 20 and prepared for analysis.

3.3 Data analysis

3.3.1 General approach to data analysis

The first stage of the analysis was concerned with data preparation. Initially the survey data were sense checked. Processes were undertaken to ensure that codes for categories did not exceed the category ranges, and to expose any outliers amongst continuous variables (with the removal of any unfeasibly extreme values). Frequency tables and cross tabulations were then produced in SPSS 20. Where there were multiple responses – such as where respondents reported working in more than one domain, or holding multiple professional memberships – the ‘multiple response’ function and custom tables were deployed in SPSS 20. The tables produced in SPSS 20 were then exported into Excel to improve their formatting, and for the production of charts as appropriate. Totals of valid responses were used in the computation of percentages, i.e. only numbers of relevant responses were used as denominators in percentage calculations.

One-way analysis of variance¹⁶ was used to investigate whether evident differences between groups in the tables produced were significant or not. The t-test¹⁷ was applied in cases where there were only two groups. To determine any significant associations between rows and columns in tables Pearson’s Chi square¹⁸ was computed. Statistical significance was indicated if the P value¹⁹ at the 5% level (i.e. the P value was less than 0.05)²⁰.

Following the analysis, the findings were summarised in tabular and graphical format with associated commentary in this report.

3.3.2 Estimation of workforce size

The need to estimate workforce size was a key requirement of this work. A final figure of 86,376²¹ was arrived at using the technique described below.

Question 19 in the survey ‘Approximately how many members of staff in your organisation work in Libraries, Archives, Records, or Information and Knowledge Management?’ was designed to extract data to meet this need. The idea here was first to establish a ratio of the number responding to the question for each organisation, and the mean number of employees reported by the respondents for the organisations. This ratio could then be used to estimate the response rate for Question 19. For

¹⁶ One-way analysis of variance is a technique used to compare means of three or more samples.

¹⁷ The t-test assesses whether the means of two groups are statistically different from each other. This analysis is appropriate for the comparison of the means of two groups.

¹⁸ The Chi-square test is used to determine how likely it is that an observed distribution is due to chance.

¹⁹ The probability that the value is different from zero.

²⁰ This is standard practice: see <https://en.wikipedia.org/wiki/P-value>.

²¹ 95% confidence intervals around the estimates were computed: $\bar{X} \pm 1.96 * S.E.$

example, if ten people from the same organisation responded to Question 19, and the mean reported workforce size for the organisation was 60, the response rate for this organisation was 16.7%.

This technique was applied to the whole population that answered Question 19. The calculation took into account respondents' estimates of internal LARKIM workforce size for every organisation. This showed that those who answered Question 19 represented around 61,000 workers, and the overall response rate was computed at just under 36%. On this basis the UK LARKIM workforce should be around three times 61,000, i.e. around 183,000. However, this figure of 183,000 was considered too high an estimate. For small organisations (those with fewer than five workers in the LARKIM domains) the simple grossing up figure computed by the reprisal of number responding to the stated number of LARKIM colleagues was likely to yield an overestimate of the response rate. So, to estimate the response rate more accurately, the ratio of those responding to Question 19 to the number of reported LARKIM employees within their organisations was computed only in cases where the stated number of LARKIM workers was ten or more.

This approach is still, however, not very sophisticated. This is because it is likely that at least one representative of any large LARKIM organisation (taken here to be those employing 20 or more LARKIM employees) would have been captured in the survey. So the application of a simple grossing up factor for such organisations should not be applied in these circumstances. Therefore the grossing up weight was halved for organisations that employ five or more LARKIM workers. This was to reflect that there was a greater likelihood that a response to Question 19 would be provided by someone from an organisation with several LARKIM employees than it would be by someone where there are few LARKIM employees. When applied to the data set, this further adjustment produced the estimated workforce size of 86,376.

3.4 Application of good practice from previous studies

Throughout the stages of the empirical work described above attention was paid to the main messages of the literature review of workforce mapping exercises (both the domains in question, and others) with regards to good practice in the execution of such work. This adherence to good practice is summarised in Table 3.

Table 3: Applications of good practice identified in the literature review applied in the empirical study

| Activity | Good practice | Example of application in the empirical work |
|--|--|---|
| Distribution of survey link | Pay heed to fragmented nature of the workforce | The fragmented nature of the workforce was acknowledged in the communication plan implemented for advertising the survey link, and non-obvious contacts used for soliciting participation. Provision was made for targeting, monitoring and chasing survey returns. |
| | Go beyond the 'obvious' contacts when soliciting survey responses | |
| | Target, monitor and chase survey returns | |
| Encouragement of participation in the survey | Use specialist networks | Specialist networks were used to distribute the questionnaire link. |
| | Make the benefits of participating in the survey obvious to key stakeholders | The benefits of participating in the survey were articulated in the calls for participation. An incentive in the form of a prize draw for vouchers was also provided to respondents. |
| | Ensure data confidentiality for those who complete the questionnaire | All data collected from the survey was treated as confidential, and this was made explicit in the information provided to potential respondents. |
| Sampling strategies | Ensure sufficient sample sizes | A target response rate of 10,000 was surpassed ²² . |
| Use of data sets | Consult with subject experts in process of study design | Members of the Project Board advised on the design of the survey. It was also piloted extensively. |
| | Use secondary data sources | Secondary data sets – most importantly official statistics from the <i>Labour Force Survey</i> – were used in both phases of this study. |
| | Recognise the limitations of secondary data sources | Findings that are derived from secondary data sources take this into account. |
| Data analysis | Use software for data analysis | A full audit of available online survey tools was reported in the Phase 1 report and software was used in the data analysis (SPSS and Excel). |
| Dissemination of findings | Pay heed to fragmented nature of the workforce | Dissemination of the findings will be at the discretion of CILIP/ARA. |

Equally, care was taken to ensure that the data generated would be suitable to meet the overall aim of the project to map the UK LARKIM workforce so that CILIP and ARA would gain an understanding of the workforce, with access to details to support both advocacy on behalf of the sector and ambitions for their own growth and development. This resulted in the production of a large data set, the analysis of which provided six categories of indicator:

1. Workforce diversity indicators
2. Health and well-being indicators
3. Career indicators
4. Qualification and professional membership indicators
5. Earning indicators
6. Regional indicators.

²² Response rate of 10,628, of which 9,103 survey returns were usable

3.5 Evaluation of the research approach

The research approach was effective in meeting the main project aim of generating findings that can be used to deepen the understanding of the UK workforce in Library, Archives, Records, Information and Knowledge Management. Particular strengths of the research approach are outlined below, with commentary provided on aspects of the work where alternative approaches might have been appropriate. A set of recommendations for future similar work can be found in Appendix 4.

For work such as this, selection of the main data collection tool is an important consideration. In Phase 1 of the project six online survey tools (SurveyMonkey, SurveyMethods, SurveyGizmo, QuestionPro, SmartSurvey and NoviSurvey) were tested. In addition, the project team considered developing its own tool in-house. The bespoke option was, however, rejected on the basis of cost and software project management concerns. Careful consideration of the six commercial tools against a range of criteria – such as software licence and code development costs, options for question layout and logics, and customer support – led to the selection of NoviSurvey. This proved to be an excellent choice: configuring and editing questions in NoviSurvey is straightforward, as is extracting responses for analysis.

Preparation of the draft survey in Phase 1 of the project, which was completed in close consultation with the project board members, resulted in the formulation of a series of questions to be piloted in Phase 2. Although these questions (some of which were modified following piloting) generated the required data for analysis, there was perhaps a missed opportunity here to collect additional data. Answers to some questions that had been proposed at an earlier stage in the project would have furnished some insight on a number of indicators from the analysis of the quantitative data, such as the nature of professional work in the domains under scrutiny. However, it should be noted that this would have added to the burden of data analysis, which, in the event, was greater than initially anticipated.

The extensive piloting of the survey was valuable in highlighting instances where potential survey respondents might have had difficulties with the phrasing of questions and layout of the survey. However, it should be noted that this exercise was time-consuming, especially for the twelve face-to-face pilots. Much effort was devoted to identifying possible participants who would be willing to be observed, setting times for the pilots to take place, travelling to meet the participants, conducting the pilot exercises on site, recording the findings, and then travelling back to the office. The project team is indebted to those who piloted the survey, and who kindly gave up their time to offer extensive feedback on the process of completing it to help ensure that its final version was fit for purpose.

The development and implementation of the communications plan was also a significant undertaking that proved to be very worthwhile. Its staged implementation over the six week period in which the survey was open was key to the success of the project as a whole. The use of JISCMail was an efficient means of enlisting list owners and members to undertake the survey (although it is not possible to ascertain the extent to which individual email list owners independently promoted the survey on their lists). Problems encountered due to the limit on the number of requests an individual can make to the lists were addressed by sharing the task of publicising the survey on JISCMail across three project team members. The use of personal and professional networks supported by social media (for example, LinkedIn, Twitter, personal blogs, and Facebook) was also effective, particularly when the message was 'sponsored' by team members well known in the UK LARKIM workforce (including Hall and Irving, and members of the Project Board). Paid advertising of the survey on Facebook (independent of posts that individuals made to their own Facebook

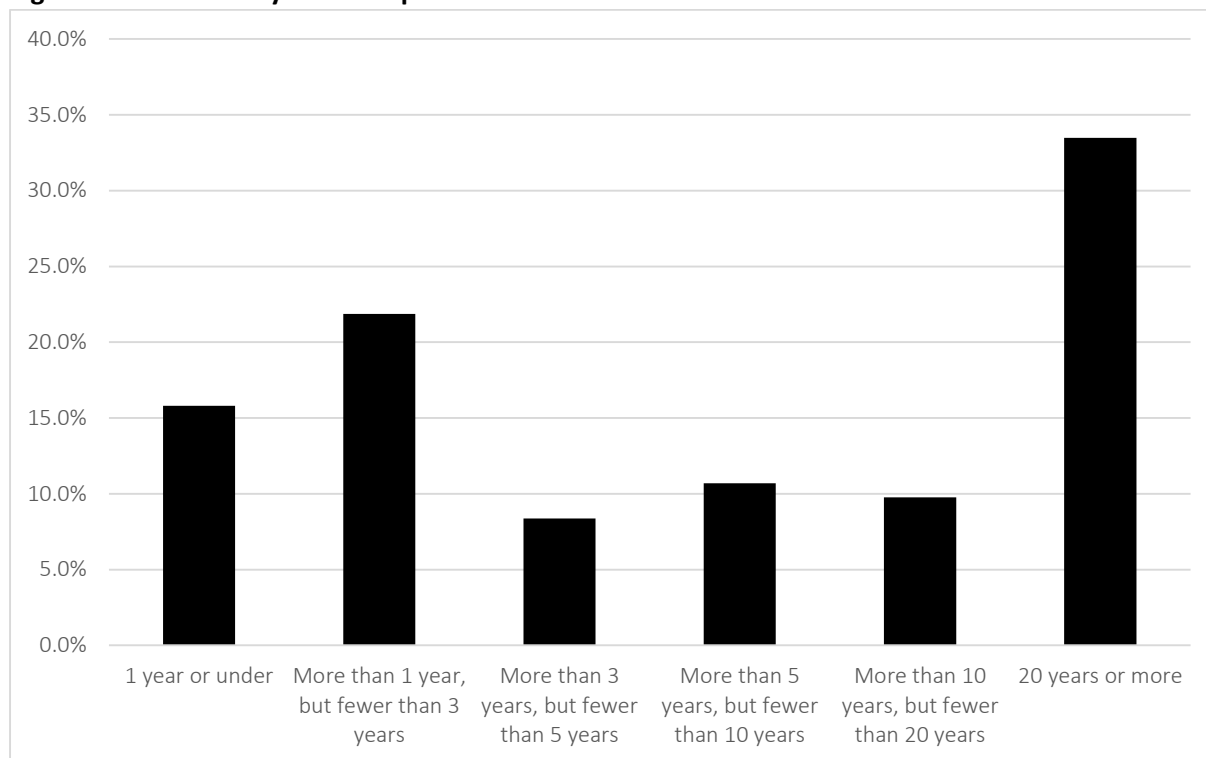
accounts) boosted interest in the survey. It is also suspected that optional entry into a prize draw for £200 worth of vouchers worked well as an incentive for some respondents who may not have been encouraged to complete the survey otherwise: 56.4% of the survey population entered the prize draw.

A consideration for the future is winning buy-in to the project *prior to* distributing requests for individuals to complete a survey. It was felt on this occasion that some organisations might have been more receptive to the request to forward the survey link had they known about the project before receiving the request. For example, one body, which could have provided access to a large number of voluntary sector staff, and possibly a large number of volunteers, was not willing to pass the survey link into its networks unless it was paid to do so.

The efforts to publicise the survey resulted in a good initial response rate of 10,628, with over a third of respondents (35.6%) noting that they could make themselves available for follow-up work, and 42.3% who stated that they would be willing to complete a similar exercise if it were repeated in the future. Of particular note is that there is diversity amongst the 9,103 respondents whose surveys were used in the analysis, and that this number includes members of private sector communities that are often hard to reach in employment research. The response rates of males and females were sufficiently high to give high confidence in comparisons between the findings related to each of the two groups. Similarly the work domains were all well represented. There is thus a high degree of confidence regarding inferences made according to work domain. In terms of geographic coverage, with the exception of Merseyside as a region, response rates are of sufficient a level of to give a high degree of confidence to the findings presented.

There are, however, some groups that may be under-represented in the data, such as the young. The proportion of those under 25 years was very low (2.1% of the population) so drawing inferences from data presented in this report regarding this part of the workforce must be treated with caution. Similar caveats apply to those 65 years and over (2.7% of the population). Similarly response rates of volunteers, and those on non-permanent or zero hours contracts, were low, and the findings on these workers should be treated in the same way. It is not possible to tell from the data collected whether there are few workers in these two categories, or that only a few responded because the reach of the survey was not extensive enough (despite calls to survey respondents to share the survey link with others). There is also high representation of management grades, and workers holding permanent paid contracts, amongst the survey respondents so this needs to be borne in mind when considering the analysis presented in the findings below. Figures for the distribution of the working population derived from the *Labour Force Survey* indicate that there may be over representation of respondents from London, the south west, and Scotland (as highlighted in section 4.8.1.1).

The profile of the 215 respondents who identified themselves as volunteers is also worthy of consideration. A large proportion of these (47.1%) stated that they were members of LARKIM professional organisations, and just over a third have over twenty years of experience in LARKIM, as can be seen in Figure 1. In addition, one noted that he/she volunteered his/her services unpaid as a senior manager in Knowledge Management (see Table 48). These factors indicate that many of the volunteers who contributed to the study are likely to have formerly been paid members of the LARKIM workforce.

Figure 1: Volunteers' years of experience in LARKIM

To give reliable estimates from the data collected according to protected characteristics is also difficult. This is due to the low representation of: those who are not white; those who are not heterosexual; and those whose religious affiliation is other than Christian or none. Similarly close consideration of responses from particular sectoral groupings, or domains in a particular region, against a full range of variables is not sensible because the numbers are so low. For example, only ten respondents to the whole survey work in prisons, and there were just fourteen survey replies from the Records Management workforce in Northern Ireland. In some cases the quantity of data is sufficient to draw general conclusions on the workforce, but insufficient to do so for sub-groups created by combining several characteristics. For example, very few males who work under 22 hours a week and earn between £25,001 and £30,000 per annum identified themselves in the data provided to the survey, and all who did work in Libraries (as shown in Table 82).

Although unequal representation of particular groups is not considered as a desirable for this type of work, for the purposes of calculating the workforce size the high number of responses from senior staff in this study was very useful. Even so, there is large margin for error in estimating workplace size²³.

The robustness of the survey tool lessened the opportunity for those who completed the survey to supply ambiguous data. However, there were instances where data supplied by one respondent was not comparable with another. For example, those working for very large organisations identified their employers at a general or specific level. This issue applies to anyone who works for bodies such as the National Health Service, or a local authority. For example, NHS workers could simply name their employing organisation as the NHS or – at the other extreme – name a particular research unit within a named teaching hospital. Allied to this, responses from people who work in the same

²³ Plus or minus 65% error in estimation of mean workforce size. The 95% confidence interval ranges from 43,600 to 141,949 with a central estimate of 86,376.

organisation to the question 'Approximately how many members of staff in your organisation work in Libraries, Archives, Records, or Information and Knowledge Management?' (Question 19) sometimes showed large variations.

Similarly, it is not possible to tell from the survey data any detailed characteristics of particular groups of workers. For example, volunteer respondents who work in libraries may be employed by local authorities or contribute to community-run services: this is not known because volunteer survey respondents were not asked to specify the nature of their roles. In other cases respondents actively chose not to answer all the questions posed in the survey. For example, gender data for the options of male or female was not provided by 6.4% of respondents, so the gender split presented in the report (78.1% female, 21.9% male) is based on a 93.6% response rate. Equally there are several questions in the survey that allowed respondents to choose more than one answer, for example they could identify multiple work domains (Question 3), LARKIM qualifications (Question 23), and/or professional memberships (Question 26). The factors should be borne in mind when considering the figures presented in the findings chapter of this report.

It is also worth noting that the project team assumed that data were supplied in good faith, and that answering some questions was easier for the respondents than others. For example, respondents know their own age, but it may be more difficult for them to distinguish between the designations of supervisory and first level management in a survey such as that used for this project.

A further issue related to data analysis is the lack of available benchmarks for the findings. Although some UK official statistics can offer some data against which comparisons can be made, these are not very detailed. However, the lack of official statistics on this workforce was part of the initial *raison d'être* for this study. The fact that these do not exist adds to the value of the findings presented here, not least because they can serve as a baseline for future comparisons.

4. Survey findings

4.1 Introduction

The findings from the study are presented in this chapter. First a series of high level headline findings are given. These are followed by an overview of workforce size and distribution across the five LARKIM domains, and sectors. The main body of the chapter then gives findings according to six categories of indicator:

1. Workforce diversity indicators
2. Health and well-being indicators
3. Career indicators
4. Qualification and professional membership indicators
5. Earning indicators
6. Regional indicators

For ease of interpretation a list of the terminology used in the report of the findings can be found in Appendix 1. The findings should be read bearing in mind (a) the extent to which the population that completed the survey represents that population as a whole, (b) that not all respondents answered all survey questions, and (c) that it was possible to give multiple answers to several survey questions (as discussed in section 3.5). The figures presented here are discussed further with reference to data from other sources in the main text of this chapter, and in Chapter 5.

4.1.1 Workforce size, and distribution across domains and sectors

- The estimated size of the UK LARKIM workforce is 86,376
- The mean number of LARKIM employees in a single organisation is 30 in England, 35 in Scotland, and 50 in both Wales and Northern Ireland
- Libraries employ the highest proportion of the workforce (59.4% of workers are employed in this domain)
- The highest proportions of the whole workforce are located in higher education (21.6%) and public libraries (12.6%)
 - In Libraries, Records, and Information Management the highest proportion of the workforce is based in higher education (38.7%, 23.9% and 26.2% respectively)
 - In Archives the highest proportion of the workforce is based in local archives (46.3%)
 - In Knowledge Management the highest proportion of the workforce is based in health and/or social care (24.5%)

4.1.2 Workforce diversity indicator headlines

- The overall gender split in the workforce is 78.1% female, 21.9% male.
- The highest proportion of the workforce falls in the 45-55 age band, with most members (55.3%) over 45 years of age
- 93.1% of the workforce is heterosexual
- Over two thirds of the workforce (71.6%) are married or cohabit with a partner
- There is little ethnic diversity in the workforce: over 85% identify as English, Welsh, Scottish, Northern Irish or British
- Most members of the workforce are either Christian (46%) or have no religion (49.6%)
- The highest proportion of the workforce with dependent children work in Information Management (23.2%) and Libraries (21.6%)
- Female members of the workforce are more likely to be engaged in unpaid caring and support roles

4.1.3 Health and well-being indicators headlines

- 15.9% of the workforce suffers from long-term health issues, and over a third of this population identifies that their illnesses affect their work

4.1.4 Career indicator headlines

- A large proportion of the workforce holds front line posts (38.8%)
- Male workers in LARKIM are more likely to occupy management roles than their female counterparts
- Those working in Information Management and Knowledge Management have greater responsibilities for staff management and budget than do those in the other three LARKIM domains

4.1.5 Qualifications and professional membership indicator headlines

- The workforce is academically well-qualified: 61.4% hold postgraduate qualifications, and 50.5% hold postgraduate LARKIM qualifications
- Members of the workforce do not commonly hold LARKIM professional qualifications (57.2%), but of those that do, MCLIP is the most commonly held professional qualification: 26.6% of the workforce hold the MCLIP qualification
- The majority of the workforce holds professional memberships (53.6%)
- Professional membership is more prevalent amongst older, senior, more established members of the workforce: 54.5% of those who hold professional memberships are over 45 years of age
- The top four LARKIM professional bodies are ARA, CILIP, the Gurteen Knowledge Community, and IRMS
- Of the top four LARKIM professional bodies CILIP has the highest incidence of lapsed membership across all five domains

4.1.6 Hours, contracts and earnings indicator headlines

- Most members of the workforce (84.3%) work more than 22 hours a week, with part-time working more common amongst its female members
- Most members of the workforce (86.9%) hold permanent paid posts, although permanent contracts are less common amongst part-time workers

- There is an association between the number of working hours that members of the workforce undertake and care giving
- The highest proportion of workers who work 22 hours a week or more and earn over £30,000 per annum are found in roles in Information Management, Knowledge Management, and Records
- The lowest proportion of workers who work 22 hours a week or more and earn over £30,000 per annum are found in roles in Libraries and Archives
- In general, there is no association between contract type and care giving, and none between pay and care giving
- There is no association between contract type and long-term health issues, nor between pay and long-term health issues
- Those who work in commerce and business, higher education, national libraries and law are amongst the best paid
- Almost half the workforce (48.9%) earns less than £25,001 per annum, and there are high proportions of workers who are highly qualified and/or have long service amongst the lowest paid
- There is a significant pay gender gap in the workforce: males are paid more than females

4.1.7 Regional indicator headlines

- In general, the regional distribution of the workforce reflects that of the UK working population
- Most of the workforce (78.4%) is located in England, and most members of the workforce in England are located in London (22.6%) and the South East (19.4%)
- The distribution of the workforce across domains is similar in England, Northern Ireland, Scotland and Wales
- A higher proportion of senior roles is found in England (8%) than in Northern Ireland (3%), Scotland (7.3%) and Wales (7.5%)
- In London there is a greater spread of the workforce across sectors than elsewhere

4.2 Workforce size, and distribution across domains and sectors

4.2.1 Workforce size

The estimated size of the LARKIM workforce is between 43,360 and 141,949, with a central estimate of 86,376. This figure was calculated using the technique described in section 3.3.2.

4.2.2 Numbers of LARKIM employees within respondents' organisations

Figure 2 shows the median number of LARKIM workers within employing organisations in England, Northern Ireland, Scotland, and Wales.

Figure 2: Median number of LARKIM employees in UK nations

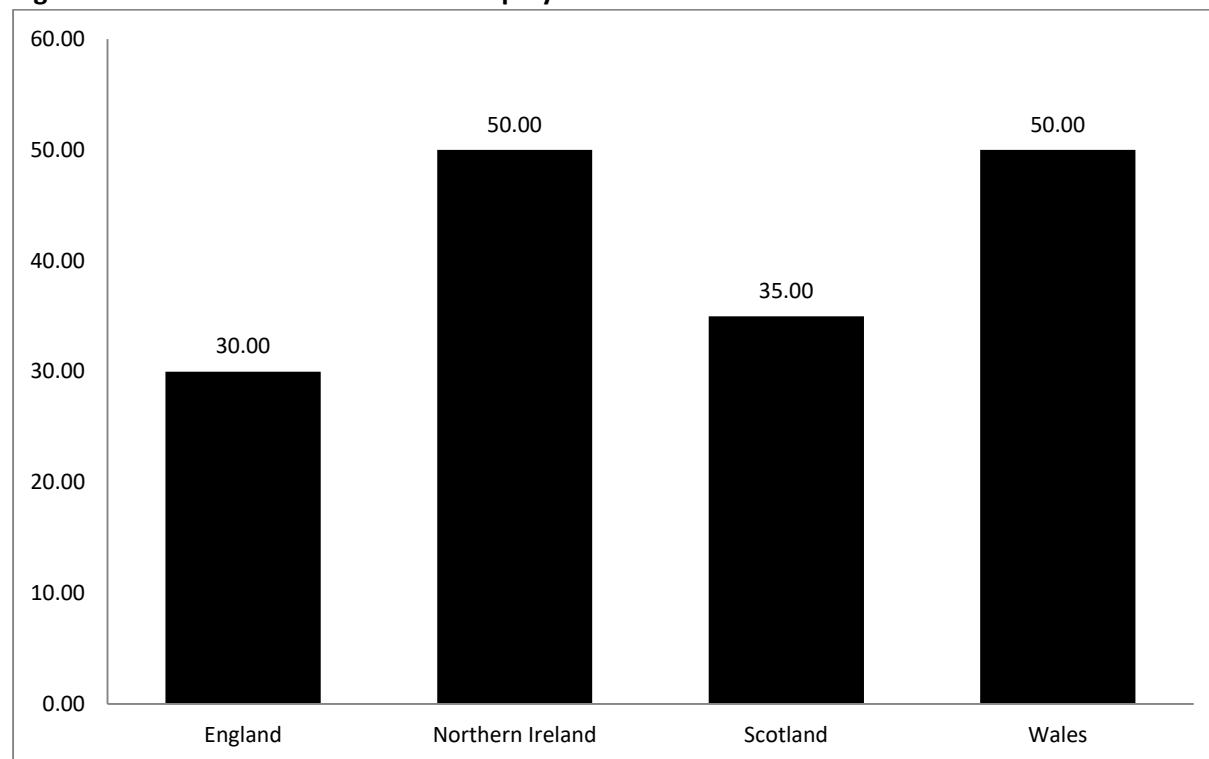
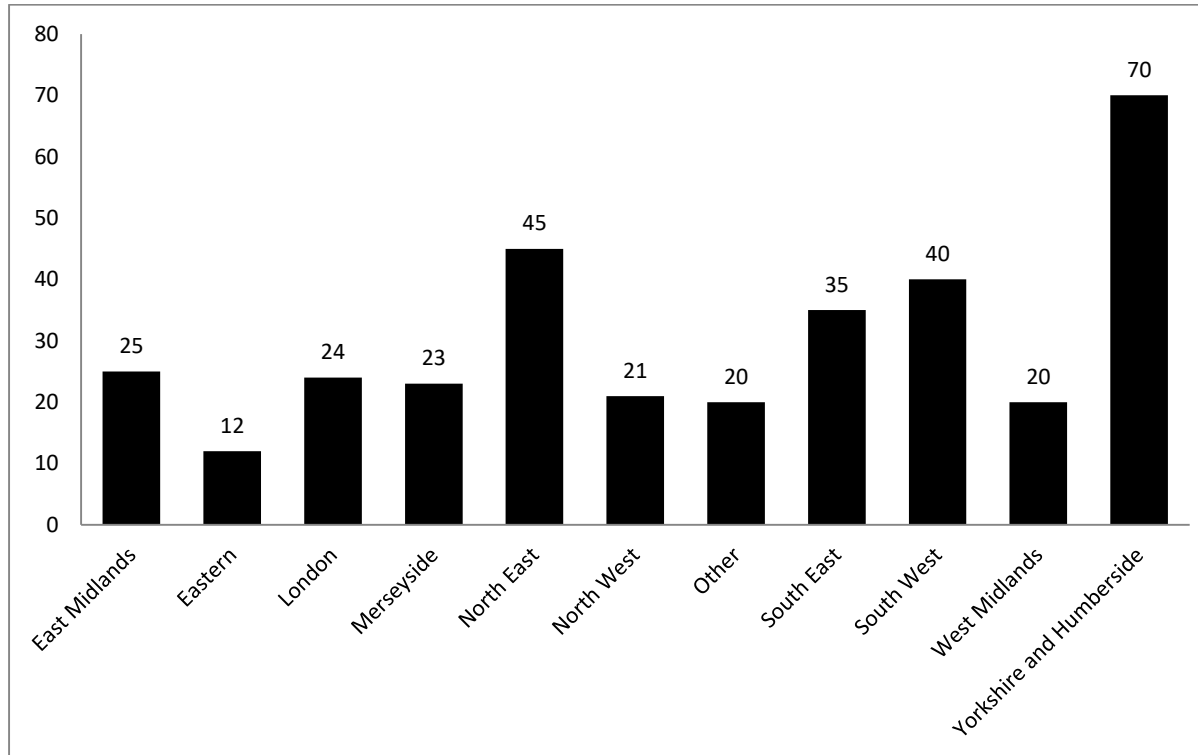


Figure 3 shows the median number of LARKIM workers within employing organisations in the English regions. It should be noted that the high median for Yorkshire and Humberside reflects that there was a low response rate from this region, and that those who did respond work in large organisations such as local authorities.

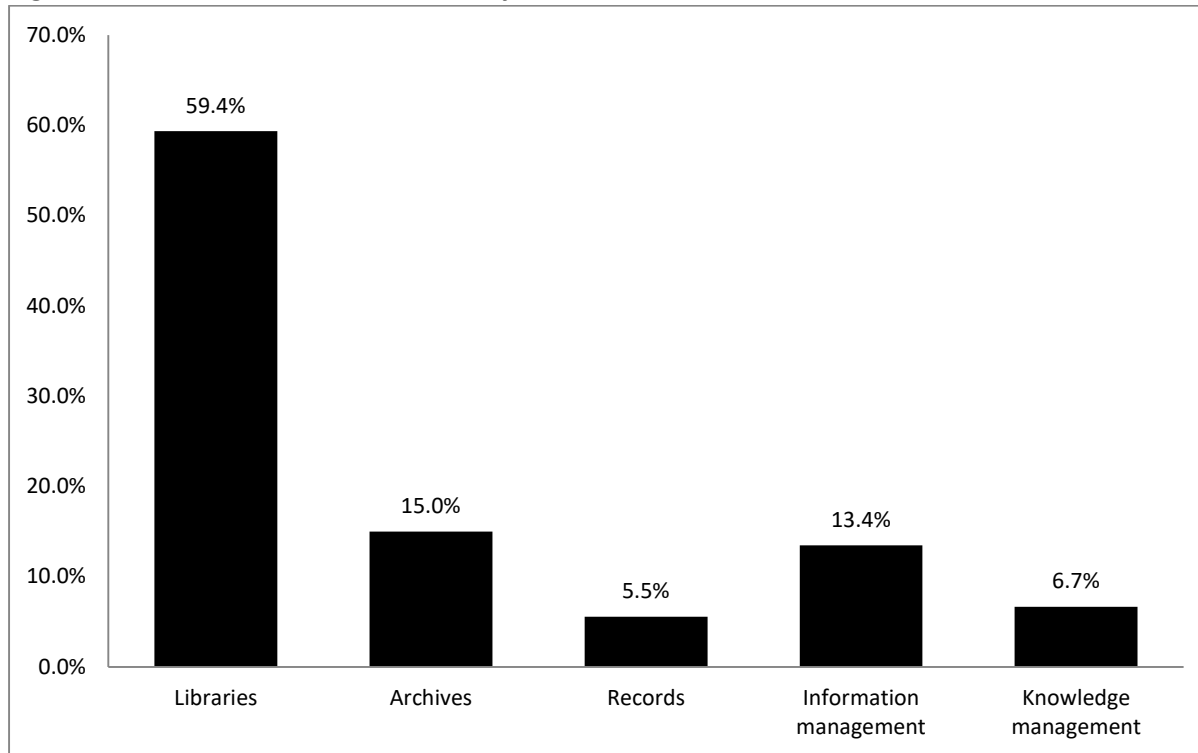
Figure 3: Median number of LARKIM employees in English regions



4.2.3 Distribution of the workforce by domain

Figure 4 shows the distribution of the workforce by domain. (It should be noted that about a fifth of the respondents to the survey indicated that they work across two or more domains.)

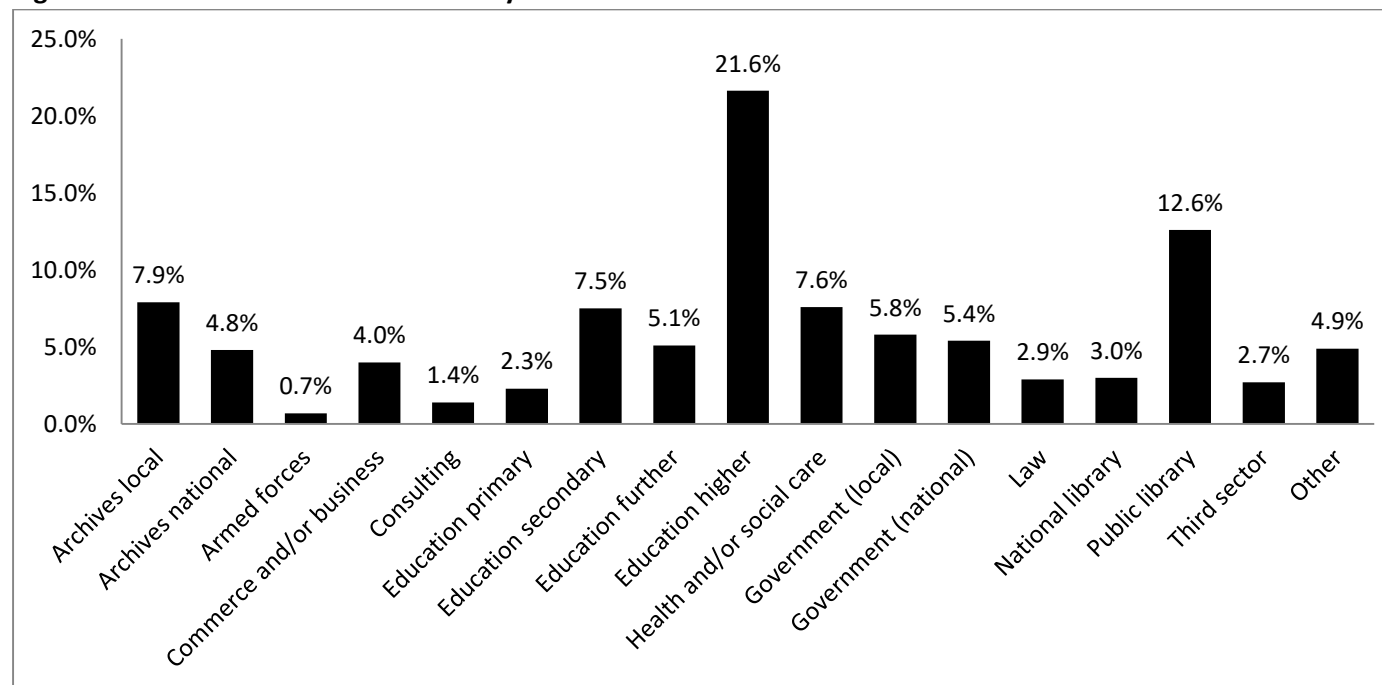
Figure 4: Distribution of the workforce by domain



4.2.4 Distribution of the workforce by sector

The survey respondents work across a large range of sectors, and many work in more than one sector: 15.9% work in two sectors; 3.7% work in three sectors and 3.6% work in more than three sectors. The sectors in which the respondents work are portrayed in Figure 5. It can be seen that a large proportion of respondents work in higher education and public libraries.

Figure 5: Distribution of the workforce by sector²⁴



²⁴ Other includes a range of sectors that include broadcasting, emergency services, the church, prisons, and publishing.

The proportion of respondents working in each sector for each domain is shown in Table 4. It can be seen that in three domains – Libraries, Records and Information Management – the highest figures relate to the higher education sector. In Archives the highest figure is for local archives, and for Knowledge Management it is health and/or social care. Relatively high proportions of those who work in Records are employed in local archives, and national and local government. Within Archives a high proportion of workers is also employed in higher education and national archives.

Table 4: Distribution of workforce by domain and sector

| Sector | Work Domain | | | | | All domains |
|---------------------------|----------------|---------------|--------------|-----------------------------|---------------------------|-------------|
| | Libraries % | Archives % | Records % | Information Management % | Knowledge Management % | |
| Archives - local | 5.9% | 46.3% | 22.7% | 8.6% | 6.2% | 7.9% |
| Archives - national | 2.6% | 22.9% | 18.0% | 7.0% | 6.1% | 4.8% |
| Armed forces | 0.4% | 1.4% | 3.1% | 1.6% | 2.4% | 0.7% |
| Commerce and/or business | 1.9% | 9.0% | 15.1% | 13.6% | 13.6% | 4.0% |
| Consulting | 1.2% | 3.7% | 7.2% | 7.4% | 7.7% | 1.4% |
| Education - primary | 4.0% | 2.8% | 2.2% | 3.4% | 3.9% | 2.3% |
| Education - secondary | 12.3% | 6.3% | 6.0% | 9.4% | 10.5% | 7.5% |
| Education - further | 8.7% | 3.8% | 5.1% | 7.4% | 7.8% | 5.1% |
| Education - higher | 38.7% | 25.0% | 23.9% | 26.2% | 19.9% | 21.6% |
| Health and/or social care | 10.2% | 4.2% | 8.2% | 15.5% | 24.5% | 7.6% |
| Government - local | 5.6% | 15.0% | 17.9% | 11.1% | 9.0% | 5.8% |
| Government - national | 2.6% | 7.9% | 20.7% | 16.1% | 17.7% | 5.4% |
| Law | 2.9% | 1.7% | 3.7% | 9.0% | 11.8% | 2.9% |
| Library - national | 3.9% | 6.5% | 5.9% | 3.8% | 3.7% | 3.0% |
| Library - public | 27.9% | 11.4% | 6.7% | 8.2% | 9.3% | 12.6% |
| Third sector | 2.3% | 6.8% | 9.4% | 7.9% | 7.6% | 2.7% |
| Other | 4.8% | 12.9% | 16.1% | 11.6% | 10.7% | 4.9% |
| Total N | 9967 | 3467 | 1309 | 2777 | 1413 | 14468 |

The grand total is higher than the number of respondents as a large proportion work in multiple roles and domains.

Column percentages total more than 100% for the same reason.

4.3 Workforce diversity indicators

4.3.1 Gender

The overall gender split in the workforce is 78.1% female, 21.9% male. The high proportion of female workers in the LARKIM domains contrasts with the gender split of the UK workforce as a whole, which is 50.1% female, 49.9% male (see Appendix 2). The breakdown of ratios by domain give the following figures for the split between female and male members of the workforce is given in Table 5. (Total N is relates to respondents who gave their gender, and is greater than the number of survey respondents because it was possible to identify more than one domain of work.)

Table 5: Workforce gender split

| Domain | Female % | N | Male % | N | Total N |
|------------------------|----------|------|--------|------|---------|
| Libraries | 79.6% | 5338 | 20.4% | 1376 | 6764 |
| Archives | 72.1% | 1204 | 27.9% | 464 | 1668 |
| Records | 68.1% | 411 | 31.9% | 192 | 603 |
| Information Management | 71.2% | 1058 | 28.8% | 426 | 1484 |
| Knowledge Management | 70.2% | 514 | 29.8% | 218 | 732 |

Table 6 shows the relative proportions of female and male members of the workforce across the LARKIM domains and sectors²⁵. Very few proportionate differences between males and females are observed other than (a) there are higher proportions of females in primary and secondary education and (b) there are higher proportions of males in consulting and national government.

²⁵ NB the table uses data from the survey returns where the respondents gave their gender as female or male, and data from questions where multiple responses were possible (domains and sectors).

Table 6: Distribution of survey respondents by gender, domain and sector

| Sector | Libraries | | Archives | | Records | | Information Management | | Knowledge Management | | All domains % | | All domains N | |
|---------------------------|-----------|-------|----------|-------|---------|-------|------------------------|-------|----------------------|-------|---------------|-------|---------------|------|
| | F % | M % | F % | M % | F % | M % | F % | M % | F % | M % | F % | M % | F % | M % |
| Archives - local | 4.0% | 5.3% | 26.2% | 22.1% | 13.2% | 10.1% | 5.4% | 4.4% | 3.8% | 2.9% | 7.6% | 9.0% | 687 | 261 |
| Archives - national | 1.5% | 3.1% | 11.3% | 14.4% | 8.8% | 11.0% | 3.5% | 5.7% | 2.6% | 5.5% | 3.1% | 5.7% | 282 | 165 |
| Armed forces | 0.3% | 0.5% | 0.4% | 1.4% | 1.1% | 2.8% | 0.7% | 1.5% | 0.9% | 2.6% | 0.3% | 0.8% | 29 | 22 |
| Commerce and/or business | 1.1% | 2.0% | 4.7% | 5.2% | 7.2% | 7.3% | 7.4% | 8.7% | 6.6% | 9.3% | 2.6% | 4.2% | 232 | 120 |
| Consulting | 0.5% | 1.3% | 1.4% | 3.0% | 2.2% | 5.4% | 3.1% | 5.9% | 2.7% | 6.0% | 1.0% | 2.8% | 91 | 82 |
| Education - primary | 3.3% | 1.4% | 1.8% | 0.7% | 1.3% | 0.9% | 2.4% | 1.5% | 2.9% | 1.7% | 2.9% | 1.3% | 263 | 37 |
| Education - secondary | 10.7% | 3.7% | 4.0% | 1.8% | 3.6% | 2.1% | 6.8% | 3.5% | 8.0% | 3.8% | 9.3% | 3.2% | 844 | 92 |
| Education - further | 6.5% | 6.0% | 1.9% | 1.8% | 3.1% | 1.6% | 4.6% | 3.9% | 4.5% | 4.5% | 5.4% | 4.7% | 493 | 137 |
| Education - higher | 28.2% | 30.5% | 14.1% | 12.6% | 13.9% | 11.5% | 16.5% | 15.7% | 12.4% | 11.5% | 24.6% | 23.6% | 2228 | 681 |
| Health and/or social care | 7.8% | 6.6% | 1.9% | 2.9% | 4.2% | 4.2% | 10.1% | 8.0% | 17.0% | 11.2% | 7.2% | 6.1% | 653 | 175 |
| Government - local | 3.9% | 5.2% | 7.8% | 8.7% | 8.8% | 10.3% | 5.8% | 7.6% | 4.3% | 6.9% | 5.0% | 6.7% | 455 | 194 |
| Government - national | 1.6% | 3.0% | 3.4% | 6.0% | 9.7% | 13.1% | 8.5% | 12.2% | 8.7% | 12.6% | 2.9% | 5.7% | 264 | 166 |
| Law | 2.1% | 2.3% | 0.5% | 1.6% | 1.3% | 2.3% | 6.2% | 3.9% | 7.7% | 5.3% | 2.2% | 2.4% | 202 | 69 |
| Library - national | 2.5% | 4.0% | 3.1% | 4.3% | 2.5% | 4.5% | 1.8% | 3.5% | 1.8% | 2.9% | 2.2% | 3.4% | 198 | 97 |
| Library - public | 21.0% | 19.7% | 6.1% | 6.2% | 3.8% | 3.5% | 4.7% | 5.1% | 5.6% | 5.0% | 17.0% | 14.4% | 1535 | 415 |
| Third sector | 1.6% | 1.7% | 4.1% | 3.0% | 5.4% | 4.5% | 5.0% | 3.9% | 4.3% | 4.1% | 2.3% | 2.1% | 204 | 61 |
| Other | 3.4% | 3.5% | 7.4% | 4.4% | 10.0% | 4.7% | 7.4% | 4.9% | 6.3% | 4.3% | 4.3% | 3.9% | 392 | 114 |
| Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | | |
| Total N | 5388 | 1376 | 1204 | 464 | 411 | 192 | 1058 | 426 | 514 | 218 | | | 6637 | 1852 |

4.3.2 Age

Table 7 shows the distribution of the LARKIM workforce across age bands for those who answered Question 29 in the survey. It can be seen that the highest proportion of workers is between the ages of 45 and 54. A majority of the workforce (55.3%) are over 45 years in age. The equivalent figure for the UK population as a whole is 41.1% (see Appendix 2).

Table 7: Distribution of the LARKIM workforce across age bands

| Age band | Percentage | N |
|-------------|------------|------|
| Under 25 | 2.1% | 183 |
| 25-34 | 18.4% | 1594 |
| 35-44 | 24.3% | 2111 |
| 45-54 | 29.9% | 2592 |
| 55-64 | 22.7% | 1867 |
| 65 and over | 2.7% | 234 |
| Total | 100% | 8691 |

Using data from those respondents who identified their age band, gender, and the domain(s) in which they work, Table 8 shows the distribution of the workforce by age, domain and gender. The overall age group profile figures are reflective of the general profile presented in Table 7, as are the profiles for each of the five domains. However, it is worth noting the higher proportion of male workers in the 65 or over category in all domains. This gives an indication that male members of the workforce retire later than their female colleagues.

Table 8: Age distribution by gender and domain

| Age | All Respondents | | | Libraries | | | Archives | | |
|------------|-----------------|-------|---------|-----------|-------|---------|----------|-------|---------|
| | F % | M % | Total % | F % | M % | Total % | F % | M % | Total % |
| 16-19 | 0.1% | 0.3% | 0.1% | 0.1% | 0.3% | 0.1% | 0.1% | 0.4% | 0.2% |
| 20-24 | 2.1% | 1.3% | 2.0% | 2.0% | 1.6% | 1.9% | 3.3% | 0.6% | 2.6% |
| 25-34 | 18.0% | 19.7% | 18.3% | 16.5% | 20.3% | 17.3% | 23.9% | 21.7% | 23.3% |
| 35-44 | 24.1% | 25.3% | 24.4% | 23.0% | 27.4% | 23.9% | 25.6% | 19.1% | 23.8% |
| 45-54 | 30.6% | 27.3% | 29.9% | 31.4% | 26.1% | 30.3% | 25.5% | 28.0% | 26.2% |
| 55-64 | 23.1% | 21.2% | 22.6% | 25.3% | 21.1% | 24.4% | 17.7% | 21.7% | 18.8% |
| 65 or over | 2.1% | 4.9% | 2.7% | 1.7% | 3.3% | 2.0% | 4.0% | 8.5% | 5.2% |
| Row % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Total N | 6706 | 1888 | 8594 | 5404 | 1382 | 6786 | 1240 | 471 | 1711 |

| Age | Records | | | Information Management | | | Knowledge Management | | |
|------------|---------|-------|---------|------------------------|-------|---------|----------------------|-------|---------|
| | F % | M % | Total % | F % | M % | Total % | F % | M % | Total % |
| 16–19 | 0.2% | 1.0% | 0.5% | -- | 0.2% | 0.1% | -- | -- | -- |
| 20–24 | 2.6% | 0.5% | 1.9% | 1.8% | 0.5% | 1.4% | 2.1% | 0.9% | 1.7% |
| 25–34 | 21.6% | 18.1% | 20.5% | 16.1% | 19.0% | 17.0% | 14.4% | 16.8% | 15.2% |
| 35–44 | 24.4% | 20.6% | 23.2% | 28.1% | 23.4% | 26.7% | 25.3% | 19.9% | 23.7% |
| 45–54 | 29.3% | 27.6% | 28.8% | 30.3% | 27.7% | 29.5% | 33.3% | 26.1% | 31.1% |
| 55–64 | 17.4% | 21.1% | 18.6% | 21.4% | 23.1% | 21.9% | 23.2% | 29.6% | 25.1% |
| 65 or over | 4.5% | 11.1% | 6.6% | 2.3% | 6.1% | 3.4% | 1.7% | 6.6% | 3.2% |
| Row % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Total N | 436 | 199 | 625 | 1073 | 441 | 1514 | 526 | 226 | 752 |

4.3.3 Sexuality

The sexuality by work domain of those who gave their gender is displayed in Table 9. 93.3% of these respondents stated that they are heterosexual. Of note here are the differences in proportions for those who identify as gay or lesbian: in all the domains apart from Knowledge Management the proportions of male respondents are at least four times greater than females in this category, and in Libraries the difference between the two figures is particularly high (1.7% female and 10.9% male).

Table 9: Sexuality by gender and domain

| Sexual identity | Libraries | | Archives | | Records | | Information Management | | Knowledge Management | | Total % |
|-----------------|-----------|-------|----------|-------|---------|-------|------------------------|-------|----------------------|-------|---------|
| | F % | M % | F % | M % | F % | M % | F % | M % | F % | M % | |
| Bisexual | 2.6% | 1.6% | 3.2% | 1.4% | 1.6% | 1.1% | 1.9% | 1.8% | 2.1% | 2.0% | 2.3% |
| Gay or lesbian | 1.7% | 10.9% | 2.1% | 9.5% | 1.0% | 9.9% | 2.1% | 9.1% | 2.6% | 8.9% | 3.8% |
| Heterosexual | 95.1% | 86.5% | 93.8% | 88.7% | 96.9% | 88.4% | 95.6% | 88.9% | 95.3% | 88.2% | 93.3% |
| Other | 0.7% | 0.9% | 0.9% | 0.5% | 0.5% | 0.6% | 0.4% | 0.3% | 0.0% | 1.0% | 0.7% |
| Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Total N | 4917 | 1276 | 1091 | 433 | 384 | 181 | 965 | 396 | 466 | 203 | 10312 |

4.3.4 Relationship status

Data on relationship status by work domain are shown in Table 10. The profiles are broadly similar across the five domains, with around two thirds of the respondents in each married or cohabiting and living with their partners. This is a higher figure than that of the population as a whole (57.7%²⁶). The next most frequent relationship type is single (never married).

Table 10: Relationship status by work domain

| Relationship Type | Libraries % | Archives % | Records % | Information Management % | Knowledge Management % | All domains % |
|---|-------------|------------|-----------|--------------------------|------------------------|---------------|
| A civil partner in a legally-recognised Civil Partnership | 0.9% | 0.8% | 0.5% | 1.1% | 0.9% | 0.9% |
| A surviving civil partner, your partner having died | 0.1% | 0.1% | 0.2% | 0.1% | 0.0% | 0.1% |
| Divorced | 5.0% | 3.8% | 4.0% | 4.4% | 4.7% | 4.7% |
| Formerly a civil partner, the Civil Partnership now legally dissolved | 0.1% | 0.1% | 0.0% | 0.0% | 0.0% | 0.0% |
| In a legally-recognised Civil Partnership and separated from partner | 0.1% | 0.0% | 0.0% | 0.1% | 0.0% | 0.1% |
| Married/cohabiting, legally separated from husband/wife/partner | 1.6% | 1.3% | 0.9% | 1.6% | 1.2% | 1.6% |
| Married/cohabiting, living with your husband/wife/partner | 69.7% | 65.8% | 68.3% | 69.1% | 68.7% | 69.1% |
| Single, i.e. never married | 21.1% | 27.2% | 24.9% | 22.3% | 23.1% | 22.1% |
| Widowed | 1.4% | 1.1% | 1.2% | 1.3% | 1.5% | 1.4% |
| Total % | 100% | 100% | 100% | 100% | 100% | 100% |
| Total N | 6487 | 1590 | 571 | 1408 | 687 | 8130 |

²⁶ http://www.ons.gov.uk/ons/dcp171776_356002.pdf

There are some notable gender differences in relationship statuses, as seen in Table 11, which provides data for individuals who revealed their gender in their survey responses. In all domains there are higher proportions of married/cohabiting, divorced and widowed females, and higher proportions of males who are single or in civil partnerships. In Libraries there are fewer married or cohabiting males than females.

Table 11: Relationship status by gender and work domain

| Relationship Type | Libraries | | Archives | | Records | | Information Management | | Knowledge Management | | All domains | | N | % |
|---|-----------|-------|----------|-------|---------|-------|------------------------|-------|----------------------|-------|-------------|-------|------|-------|
| | F % | M % | F % | M % | F % | M % | F % | M % | F % | M % | F % | M % | | |
| A civil partner in a legally-recognised Civil Partnership | 0.6% | 2.1% | 0.4% | 1.8% | 0.0% | 1.7% | 0.8% | 1.7% | 0.4% | 2.0% | 0.6% | 2.0% | 73 | 0.9% |
| A surviving civil partner, your partner having died | 0.1% | 0.2% | 0.0% | 0.2% | 0.0% | 0.6% | 0.0% | 0.2% | 0.0% | 0.0% | 0.1% | 0.2% | 7 | 0.1% |
| Divorced | 5.6% | 2.4% | 4.7% | 1.4% | 4.7% | 2.2% | 5.2% | 2.5% | 5.3% | 2.9% | 5.3% | 2.3% | 377 | 4.7% |
| Formerly a civil partner, the Civil Partnership now legally dissolved | 0.1% | 0.0% | 0.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.1% | 0.0% | 4 | 0.0% |
| In a legally-recognised Civil Partnership and separated from partner | 0.1% | 0.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.1% | 0.0% | 0.0% | 0.0% | 0.1% | 0.1% | 7 | 0.1% |
| Married or cohabiting, legally separated from husband/ wife/ partner | 1.7% | 1.4% | 1.2% | 1.4% | 1.3% | 0.0% | 1.7% | 1.5% | 1.5% | 0.5% | 1.7% | 1.2% | 129 | 1.6% |
| Married or cohabiting, living with your husband/ wife/ partner | 70.8% | 65.5% | 66.8% | 63.6% | 68.9% | 67.8% | 69.8% | 68.1% | 69.8% | 67.3% | 70.1% | 65.8% | 5568 | 69.1% |
| Single, i.e. never married | 19.4% | 28.0% | 25.7% | 31.0% | 23.8% | 27.2% | 20.9% | 25.7% | 21.6% | 27.3% | 20.5% | 28.0% | 1783 | 22.1% |
| Widowed | 1.6% | 0.3% | 1.1% | 0.7% | 1.3% | 0.6% | 1.5% | 0.2% | 1.5% | 0.0% | 1.6% | 0.4% | 106 | 1.3% |
| Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | - | 100% |
| Total N | 5108 | 1316 | 1135 | 439 | 386 | 180 | 992 | 405 | 473 | 205 | 6284 | 1770 | 8054 | - |

4.3.5 Ethnicity

The LARKIM workforce is predominately White – 96.7% – and matches UK Libraries and Archives *Labour Force Survey* statistics (see Appendix 3). However, with the population of the overall UK workforce being 87.5% White, this demonstrates a significant lack of diversity in the LARKIM profession.

Table 12 gives an indication of the breakdown of ethnicity of the workforce across the five LARKIM domains. (It should be noted that respondents could identify multiple domains so the totals here refer to instances of response, rather than individuals.)

Table 12: Stated ethnicity by work domain

| Ethnicity | Libraries | Archives | Records | Information Management | Knowledge Management | Total |
|---|-----------|----------|---------|------------------------|----------------------|-------|
| English, Welsh, Scottish, Northern Irish, British | 6002 | 1498 | 541 | 1317 | 657 | 10015 |
| Irish | 212 | 58 | 26 | 53 | 25 | 374 |
| Gypsy or Irish Traveller | 2 | 1 | 0 | 1 | 0 | 4 |
| Ethnicity white: any other white background | 421 | 129 | 49 | 110 | 52 | 761 |
| White and Black Caribbean | 15 | 3 | 1 | 2 | 0 | 21 |
| White and Black African | 5 | 1 | 0 | 1 | 0 | 7 |
| White and Asian | 27 | 6 | 1 | 6 | 3 | 43 |
| Any other mixed or multiple ethnic background | 29 | 5 | 0 | 7 | 1 | 42 |
| Indian | 47 | 7 | 3 | 11 | 5 | 73 |
| Pakistani | 10 | 2 | 1 | 2 | 1 | 16 |
| Bangladeshi | 3 | 1 | 1 | 4 | 1 | 10 |
| Chinese | 21 | 1 | 1 | 5 | 5 | 33 |
| Any other Asian background | 14 | 4 | 1 | 5 | 5 | 29 |
| African | 11 | 1 | 0 | 2 | 1 | 15 |
| Caribbean | 12 | 0 | 0 | 4 | 1 | 17 |
| Any other Black, African, Caribbean background | 7 | 0 | 0 | 1 | 1 | 9 |
| Arab | 5 | 0 | 1 | 3 | 2 | 11 |
| Any other ethnic group | 24 | 8 | 4 | 8 | 2 | 46 |
| % White (Including: 'English, Welsh, Scottish, Northern Irish, British' 'Irish' and 'Any other white background'. | 96.6% | 97.7% | 97.8% | 96% | 96.3% | 96.7% |
| Total N | 6867 | 1725 | 630 | 1542 | 762 | 11526 |

4.3.6 Religious Affiliation

When asked about religious affiliation most of the respondents to the survey reported that they have no religion (49.6%) or are Christian (46.1%). The figure for no religion is in line with that of the *British social attitudes survey* reported in 2015 (48%). The proportion of Christians is slightly higher amongst the LARKIM workforce population than it is in the population as a whole: the figure of 42% is reported in the *British social attitudes survey*²⁷.

A breakdown of religious affiliation for those who also provided details of both religious affiliation and gender is given by work domain in Table 13. It can be seen that a greater proportion of female respondents identify as Christians than males, and the opposite is the case for the 'No religion' category.

Table 13: Religious affiliation by gender and work domain

| Religious affiliation | Libraries | | Archives | | Records | | Information Management | | Knowledge Management | | All domains % |
|-----------------------|-----------|-------|----------|-------|---------|-------|------------------------|-------|----------------------|-------|---------------|
| | F % | M % | F % | M % | F % | M % | F % | M % | F % | M % | |
| Buddhist | 0.7% | 1.1% | 0.5% | 1.2% | 0.8% | 0.0% | 0.4% | 0.2% | 0.4% | 0.0% | 0.7% |
| Christian* | 50.2% | 36.9% | 43.5% | 39.2% | 47.8% | 42.0% | 47.5% | 36.8% | 50.1% | 36.9% | 46.1% |
| Hindu | 0.3% | 0.2% | 0.4% | 0.0% | 0.3% | 0.0% | 0.4% | 0.0% | 0.6% | 0.0% | 0.3% |
| Jewish | 0.5% | 0.5% | 0.9% | 0.2% | 0.3% | 0.0% | 0.5% | 0.5% | 0.2% | 1.0% | 0.5% |
| Muslim | 0.3% | 0.6% | 0.2% | 0.5% | 0.3% | 1.1% | 0.2% | 1.5% | 0.0% | 1.5% | 0.4% |
| No religion | 46.2% | 57.8% | 52.7% | 56.6% | 47.8% | 53.6% | 48.6% | 58.0% | 46.8% | 58.3% | 49.9% |
| Sikh | 0.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.4% | 0.0% | 0.2% | 0.0% | 0.1% |
| Other | 1.7% | 2.8% | 1.9% | 2.3% | 2.8% | 3.3% | 2.0% | 2.9% | 1.7% | 2.4% | 2.0% |
| Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Total N | 5029 | 1300 | 1122 | 431 | 391 | 181 | 984 | 410 | 479 | 206 | 10533 |

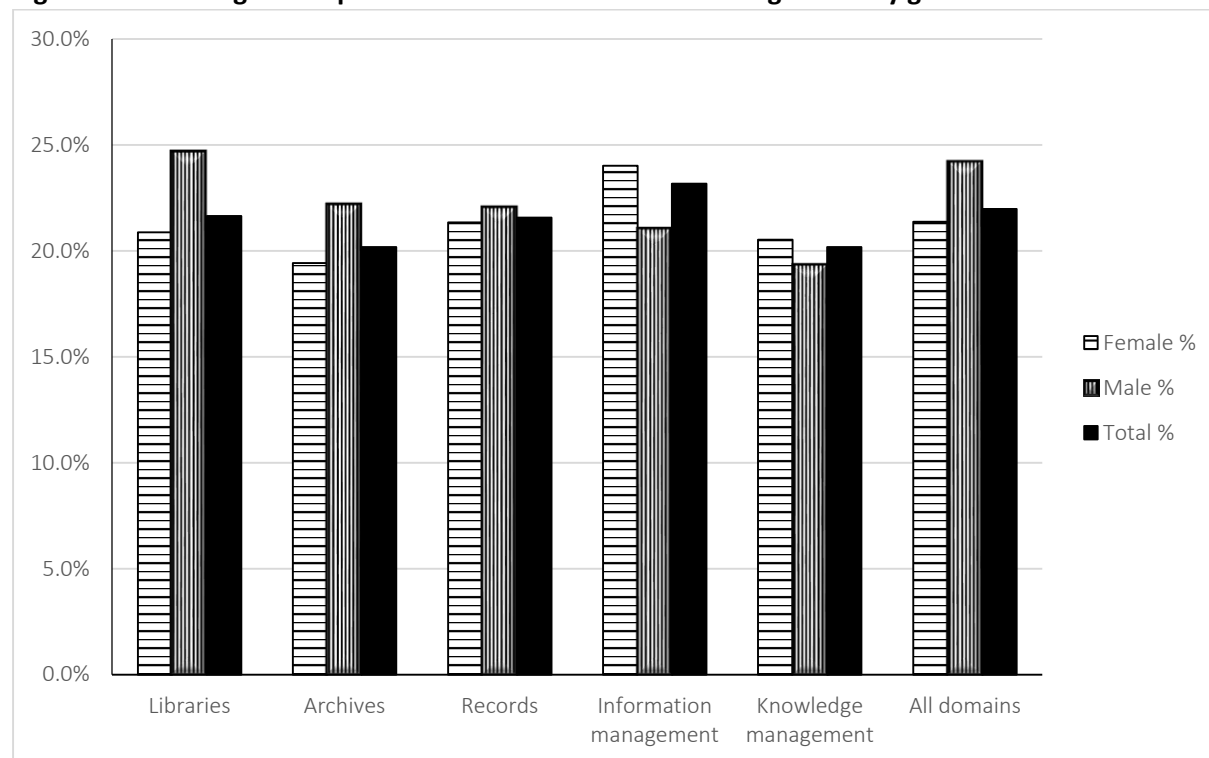
* including Church of England, Catholic, Protestant and all other Christian denominations

²⁷ <http://www.natcen.ac.uk/media/893167/religious-affiliation-british-social-attitudes.pdf>

4.3.7 Parenting

In total, 20% (1822) reported that they have children under the age of 16. The presentation of the percentage distributions of males and females with children under the age of 16 and work domains are displayed in Figure 6. This shows little variation in parenting percentages across the domains. However, it can be seen the greatest proportions of those with dependent children work in Information Management (23.2%) and Libraries (21.6%). Of those working in Information Management, proportionately more females (24.0%) have dependent children than males (21.0%), while in Libraries the ratio is in favour of males (24.7% male, 20.9% female).

Figure 6: Percentage of respondents with children under the age of 16 by gender and work domain

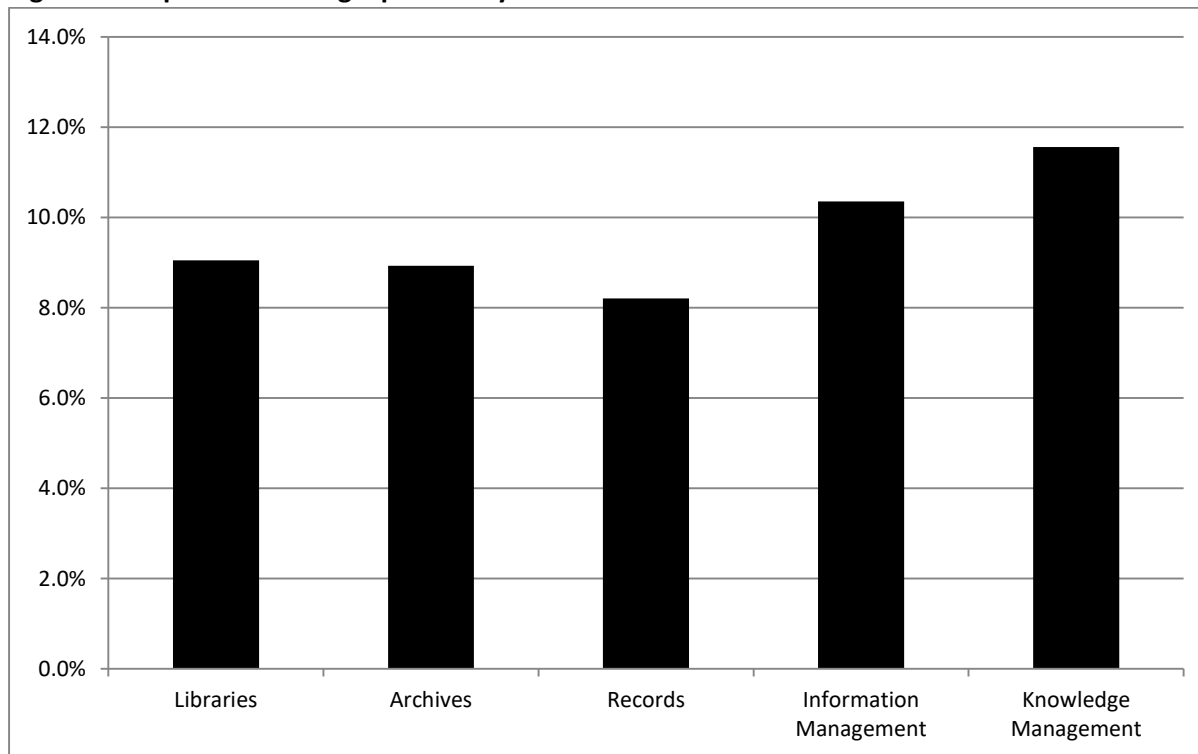


161 respondents identified themselves as single parents with children under the age of 16, i.e. 8.3% of the parent population. This figure is low when compared with that of the general population: the proportion of families with children headed by single parents is 25%, a figure that has remained steady for the past decade²⁸.

The proportions of single parents (widowed, separated, divorced or never married) for each work domain are displayed in Figure 7. Archives and Records have the lowest proportion of single parents, and the highest proportion of single parents is found in Knowledge Management. (The figures for four of the five domains are higher than the overall figure of 8.3% because respondents could identify themselves as working in more than one domain.)

²⁸ http://www.ons.gov.uk/ons/dcp171778_393133.pdf

Figure 7: Proportions of single parents by work domain



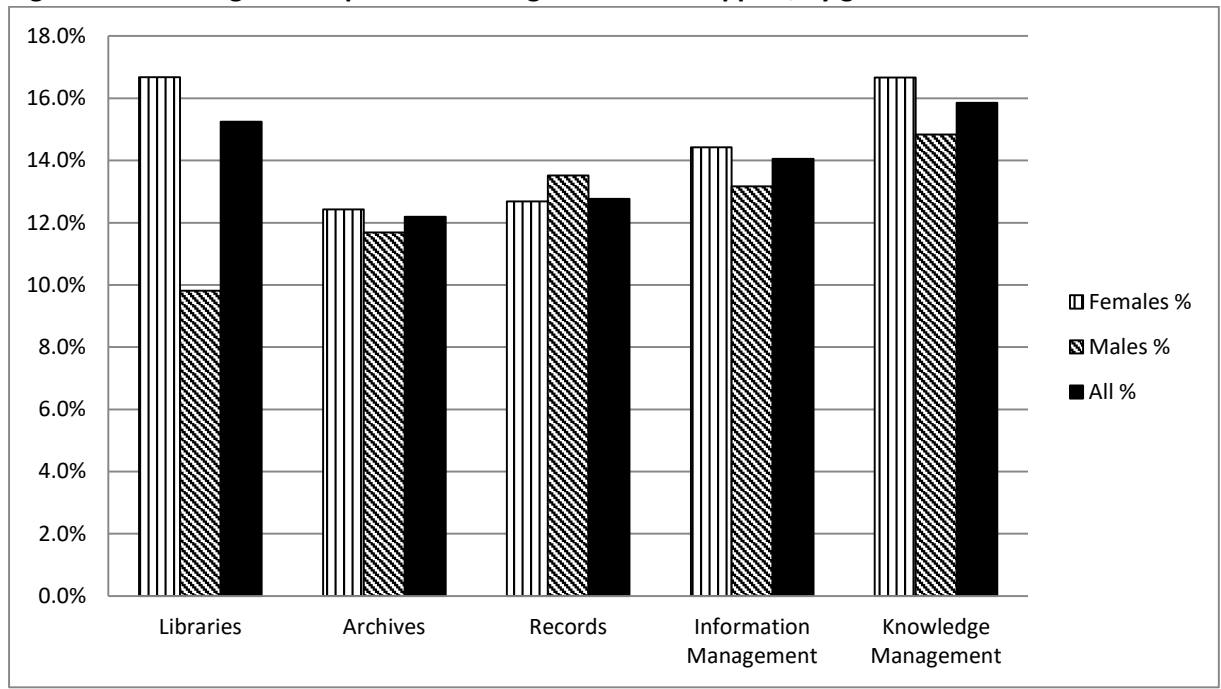
4.3.8 Caring

In total 12.8% of respondents (1163) identified that they look after, or give help or support (not as paid work) to, family members, friends, neighbours or others because of their long-term physical or mental ill-health/disability and/or problems related to old age.

Figure 8 gives the percentages of the population who give care and support by gender and work domain (in cases where this information on these variables was supplied by respondents). Those who work in Libraries and Knowledge Management provide the highest proportion of care and support. The domain with the lowest proportion of those who give care is Archives. A contributory factor here may be related to the proportion of Archives workers on long-term fixed contracts (discussed below in section 4.7.4.3). Females provide most care and support in four of the five domains (the exception is Records), with an especially high proportion female carers found in Libraries. Data derived from the 2011 census and reported by Carers UK²⁹ highlights that one in nine UK workers (11%) have caring responsibilities, and that such duties are carried out more frequently by female members of the population. The data analysed for the research presented in this report thus shows that members of the LARKIM workforce report greater engagement in caring activities than the workforce as a whole.

²⁹ <https://www.carersuk.org/for-professionals/policy/policy-library/facts-about-carers-2014>

Figure 8: Percentages of respondents who give care and support, by gender and work domain



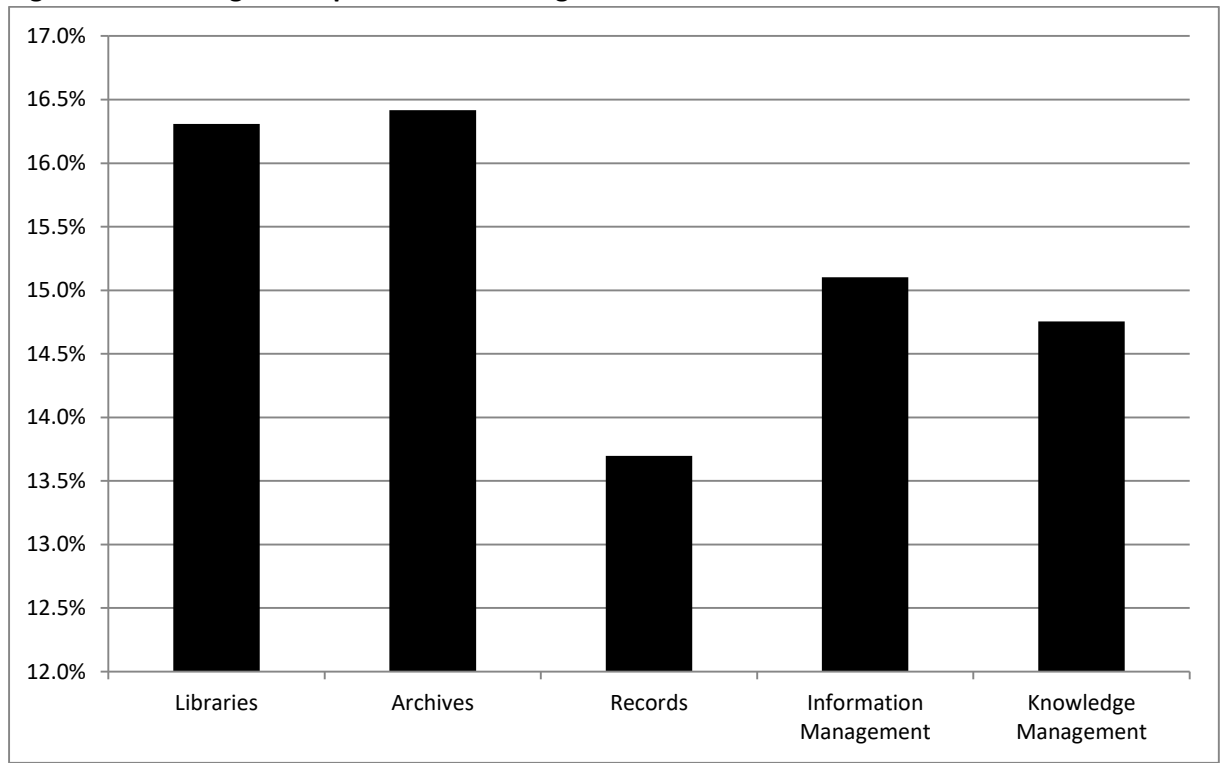
4.4 Health and wellbeing indicators

15.9% of the respondents (1447) stated that they have long term health issues.

The percentages of those who suffer from long-term health issues are shown by domain in Figure 9. (The figures for three of the five domains are higher than the overall figure of 15.9% because respondents could identify themselves as working in more than one domain.) The highest percentages are evident in Libraries and Archives (16.3% and 16.4% respectively), and the lowest in Records (13.7%). These figures are high when compared with those of the domains for which there is detailed data in the *Labour Force Survey*: for Libraries this is 9.8%, and for Archives it is 9.4% (see Appendix 3). However, the figures compare more favourably with that for the UK population as a whole at 18%, as reported in UK census returns³⁰.

³⁰ <http://www.ons.gov.uk/ons/rel/census/2011-census/key-statistics-and-quick-statistics-for-local-authorities-in-the-united-kingdom---part-1/stb-key-statistics-for-local-authorities-in-the-uk.html>

Figure 9: Percentage of respondents with long-term health issues



The types of health issue reported are shown in Table 14. The most common issues are depression, bad nerves or anxiety, problems connected with legs or feet, back or neck and arms or hands (mainly arthritis or rheumatism). Mental illness was also frequently cited: across the domains between 8.6% and 13.4% of the population that suffers from long-term health issues identified mental illness as a problem. According to the Mental Health Foundation³¹, 1 in 4 of the UK adult population will suffer a mental health problem in any year and 1 in 5 show symptoms of anxiety and depression. The 21.7% of respondents identifying as having depression, bad nerves or anxiety is similar to the national average. There was great variety in the 'other' responses. Respondents made reference to a range of conditions, illnesses and syndromes including, for example, Asperger's, chronic fatigue, stroke, neurological issues and thyroid problems.

Table 14: Type of health issue for those suffering with long-term health issues³²

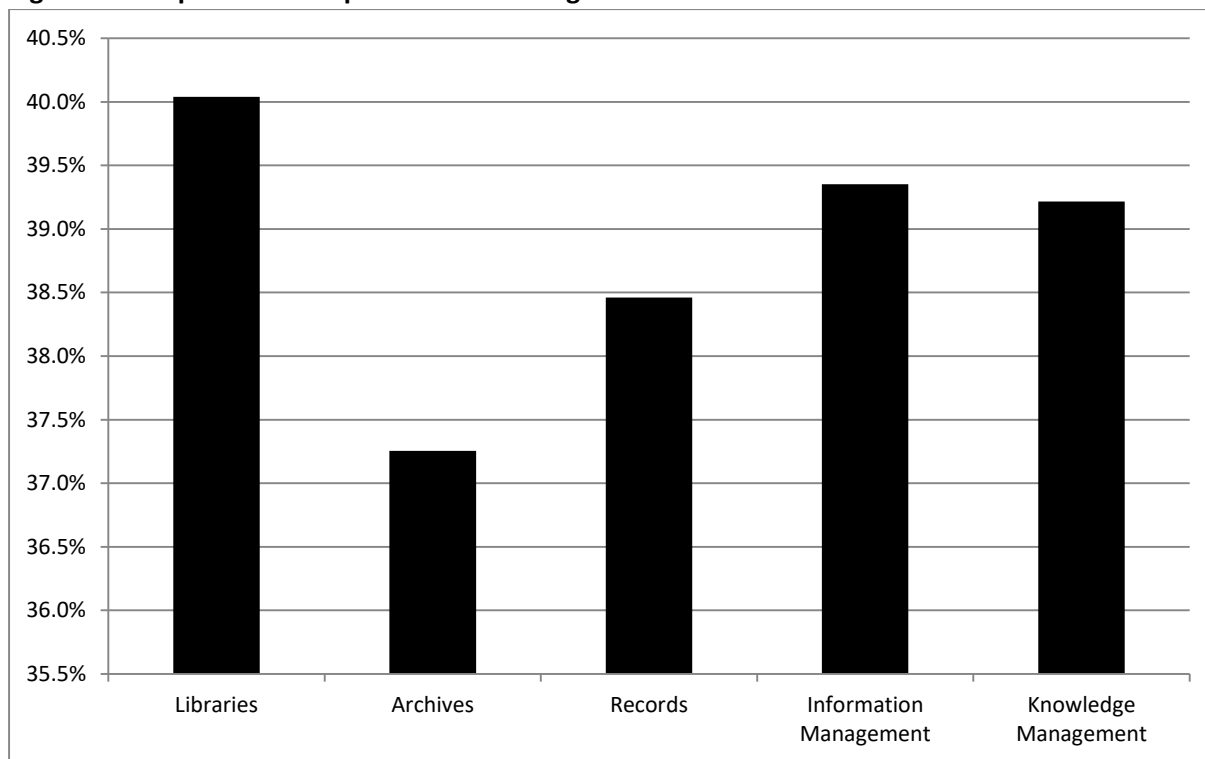
| Health issue | Libraries % | Archives % | Records % | Information Management % | Knowledge Management % | All domains % |
|--|----------------|---------------|--------------|--------------------------------|------------------------------|---------------------|
| Depression, bad nerves or anxiety | 22.6% | 20.1% | 25.4% | 24.2% | 22.6% | 21.7% |
| Problems or disabilities (including arthritis or rheumatism) connected with legs or feet | 17.9% | 19.1% | 22.4% | 20.4% | 23.7% | 18.2% |
| Problems or disabilities (including arthritis or rheumatism) connected with back or neck | 14.4% | 15.3% | 17.9% | 14.0% | 16.1% | 14.7% |
| Problems or disabilities (including arthritis or rheumatism) connected with the arms or hands | 13.7% | 13.9% | 13.4% | 15.1% | 21.5% | 13.6% |
| Mental illness or phobias/panics, or other nervous disorders | 12.0% | 13.4% | 13.4% | 9.1% | 8.6% | 11.8% |
| Chest or breathing problems, asthma, bronchitis | 11.3% | 9.6% | 10.4% | 12.9% | 10.8% | 10.8% |
| Diabetes | 9.7% | 10.5% | 9.0% | 11.3% | 12.9% | 10.0% |
| Heart, blood pressure or blood circulation problems | 9.6% | 11.0% | 7.5% | 11.3% | 8.6% | 9.9% |
| Stomach, liver, kidney or digestive problems | 8.0% | 6.2% | 6.0% | 8.1% | 6.5% | 8.0% |
| Difficulty in hearing | 7.8% | 3.8% | 6.0% | 7.5% | 12.9% | 7.1% |
| Progressive illness not included in the other options given (e.g. cancer not included above, multiple sclerosis, symptomatic HIV, Parkinson's disease, Muscular Dystrophy) | 4.6% | 6.7% | 9.0% | 5.9% | 7.5% | 5.3% |
| Epilepsy | 2.5% | 1.9% | 1.5% | 4.3% | 4.3% | 2.3% |
| Difficulty in seeing (while wearing spectacles or contact lenses) | 3.6% | 1.9% | 1.5% | 3.8% | 2.2% | 3.7% |
| Severe disfigurements, skin conditions, allergies | 2.1% | 2.9% | 1.5% | 3.2% | 3.2% | 2.0% |
| Severe or specific learning difficulties | 1.2% | 1.4% | 1.5% | 1.6% | 2.2% | 1.3% |
| A speech impediment | 0.7% | 1.0% | 0.0% | 0.0% | 1.1% | 0.8% |
| Other health problems or disabilities | 14.4% | 15.8% | 11.9% | 15.1% | 15.1% | 14.4% |
| Prefer not to say | 6.4% | 10.5% | 13.4% | 7.0% | 7.5% | 7.6% |
| N | 864 | 209 | 67 | 186 | 93 | 1065 |

³¹ <http://mentalhealth.org.uk/content/assets/PDF/publications/fundamental-facts-15.pdf>

³² In this table, Ns are the numbers of respondents reporting one or more health issues.

Of those who have long-term health issues, 37.6% reported that this affects their work. The percentage of those who suffer from long-term health issues that affect their work is shown by domain in Figure 10. (The figures for four of the five domains are higher than the overall figure of 37.6% because respondents could identify themselves as working in more than one domain.) Of those having long-term illnesses that affect their work, the biggest proportion works in Libraries, with the smallest proportion in Archives.

Figure 10: Proportion of respondents with long-term health issues that affect their work



4.5 Career indicators

4.5.1 Job title keywords

The main job title keywords cited by respondents are listed in Table 15 and associated with the domain(s) in which the respondents work. The keywords give an indication of the nature of the work undertaken. It is worth noting the higher percentages for the terms 'archivist' and 'librarian/library services' for the Libraries and Archives sector (26.8% and 29.6%). Also of interest are the high percentages for 'Librarian/Library services' in the Information Management and Knowledge Management domains (12.0% for Information Management – the second highest figure after 'Information', and 13.4% for Knowledge Management – the highest figure).

Some additional analysis was conducted on the 'other' keywords by processing them through a wordle program. While the frequency of the appearance of these words was not such that they merited inclusion in Table 15, the additional analysis showed that they could be grouped into 'families'. Significant groupings relate to: media and broadcasting; charities; membership bodies; government; religion (keywords such as 'cathedral' 'church' and 'ecclesiastical'); energy (keywords such as 'oil', 'gas' and 'exploration'); the arts and heritage (keywords such as 'estate', 'historic', 'museum' and 'trust'), and industry (keywords such as 'corporate' and 'private').

Table 15: Job title keywords by domain

| Job key words | Work Domain | | | | | All domains |
|-----------------------------|-------------|------------|-----------|------------------------|------------------------|-------------|
| | Libraries % | Archives % | Records % | Information Management | Knowledge Management % | |
| Academic | 2.0% | 0.3% | 0.1% | 0.6% | 0.8% | 1.4% |
| Archivist | 1.0% | 26.8% | 12.3% | 2.4% | 2.1% | 5.8% |
| Assistant | 5.1% | 4.2% | 2.5% | 2.2% | 2.1% | 4.2% |
| Collection | 0.9% | 2.1% | 8.0% | 0.5% | 0.5% | 1.4% |
| Community | 1.2% | 0.5% | 0.0% | 0.1% | 0.1% | 0.8% |
| Customer service/support | 1.7% | 0.3% | 0.4% | 0.4% | 0.4% | 1.2% |
| Deputy | 1.3% | 0.8% | 1.1% | 0.9% | 1.1% | 1.1% |
| Digital Service | 0.8% | 1.2% | 1.0% | 1.1% | 0.7% | 0.9% |
| Director | 0.7% | 1.2% | 2.0% | 1.8% | 2.6% | 1.1% |
| Head | 3.3% | 4.7% | 7.9% | 5.4% | 5.9% | 4.2% |
| Information | 4.6% | 2.2% | 8.5% | 16.3% | 11.8% | 6.5% |
| Knowledge | 0.6% | 0.4% | 1.6% | 3.4% | 10.7% | 1.7% |
| Learning Services | 3.3% | 0.3% | 0.3% | 2.0% | 2.1% | 2.4% |
| Librarian/Library services | 29.6% | 7.8% | 7.5% | 12.0% | 13.4% | 21.7% |
| Management role/Manager | 0.3% | 0.6% | 0.6% | 0.8% | 1.1% | 0.5% |
| Records | 0.1% | 1.9% | 9.6% | 2.7% | 0.9% | 1.3% |
| Research | 1.1% | 1.0% | 1.0% | 2.8% | 2.8% | 1.4% |
| School library | 2.7% | 5.2% | 0.4% | 1.0% | 1.2% | 2.6% |
| Senior staff | 7.1% | 5.2% | 4.2% | 5.9% | 6.7% | 6.5% |
| Subject librarian | 2.1% | 0.2% | 0.3% | 9.0% | 1.1% | 2.6% |
| Team leader/manager/officer | 1.1% | 0.3% | 0.4% | 0.5% | 0.4% | 0.8% |
| Trainee | 0.2% | 0.3% | 0.1% | 0.1% | 0.2% | 0.2% |
| Volunteer | 0.6% | 3.1% | 1.8% | 0.1% | 0.0% | 0.9% |
| Other words | 28.6% | 29.4% | 28.4% | 28.0% | 31.3% | 28.8% |
| Total % | 100% | 100% | 100% | 100% | 100% | 100% |
| Total N | 7596 | 1918 | 709 | 1721 | 853 | 12797 |

4.5.2 Distribution of the workforce by job status

Using data from those respondents who identified their job status and the domain(s) in which they work, Table 16 shows the proportionate distribution of the workforce by job status for each domain. As might be expected, many members of the LARKIM workforce are 'front-line' staff (38.8%). However, the high proportions of staff in management roles may be surprising. For Records, Information, and Knowledge Management the majority of respondents hold management posts (60.8%, 61.4% and 61.5% respectively), with a lower proportion in Libraries and Archives (49.8% and 48.0%). There are also few volunteers (2.4%). It is suspected that the proportions of managers and volunteers as calculated from the responses provided may be an artefact of survey reach, rather than represent the population as a whole (as has been discussed above in section 3.5).

Table 16: Job status by work domain

| Job status | Libraries | | Archives | | Records | | Information Management | | Knowledge Management | | All domains | |
|------------------------|-----------|-------|----------|-------|---------|-------|------------------------|-------|----------------------|-------|-------------|-------|
| | N | % | N | % | N | % | N | % | N | % | N | % |
| Senior management | 552 | 7.7% | 161 | 9.1% | 73 | 11.4% | 180 | 11.4% | 109 | 14.1% | 697 | 7.7% |
| Middle management | 1380 | 19.2% | 305 | 17.2% | 158 | 24.6% | 414 | 26.1% | 202 | 26.1% | 1740 | 19.3% |
| First level management | 1640 | 22.9% | 385 | 21.7% | 159 | 24.8% | 379 | 23.9% | 165 | 21.3% | 2082 | 23.1% |
| Supervisory | 979 | 13.7% | 258 | 14.6% | 71 | 11.1% | 193 | 12.2% | 102 | 13.2% | 1205 | 13.4% |
| Front line | 2951 | 41.1% | 639 | 36.1% | 192 | 29.9% | 466 | 29.4% | 234 | 30.2% | 3505 | 38.8% |
| Independent consultant | 82 | 1.1% | 71 | 4.0% | 40 | 6.2% | 76 | 4.8% | 40 | 5.2% | 178 | 2.0% |
| Volunteer | 122 | 1.7% | 112 | 6.3% | 31 | 4.8% | 16 | 1.0% | 7 | 0.9% | 215 | 2.4% |
| Other | 407 | 5.7% | 127 | 7.2% | 29 | 4.5% | 92 | 5.8% | 34 | 4.4% | 542 | 6.0% |
| Total | 7172 | 100% | 1772 | 100% | 642 | 100% | 1584 | 100% | 774 | 100% | 9025 | 100% |

Table 17 explores the relationship between job status in each work domain using data from respondents to the survey who both answered the questions on job status and indicated their gender as female or male (and thus the totals for each domain are lower than the totals presented in Table 16). In all domains, a higher proportion of males hold senior and middle management posts, whereas in the other three main job status levels – first level management, supervisory, and front line – there are higher proportions of female staff across all domains. It can thus be concluded that there is a gender imbalance in the LARKIM workforce as far as job status is concerned.

Table 17: Job status and gender by work domain

| Job Status | Libraries | | Archives | | Records | | Information Management | | Knowledge Management | | All domains | |
|------------------------|-----------|-------|----------|-------|---------|-------|------------------------|-------|----------------------|-------|-------------|-------|
| | F % | M % | F % | M % | F % | M % | F % | M % | F % | M % | F % | M % |
| Senior management | 6.0% | 9.8% | 6.4% | 11.2% | 8.0% | 13.6% | 8.8% | 13.6% | 11.5% | 15.0% | 5.9% | 10.2% |
| Middle management | 16.8% | 18.2% | 14.1% | 16.8% | 19.8% | 24.5% | 22.4% | 23.4% | 21.8% | 25.4% | 16.7% | 18.5% |
| First level management | 20.8% | 18.0% | 18.8% | 17.0% | 22.6% | 15.5% | 20.8% | 19.9% | 18.3% | 17.1% | 20.9% | 18.4% |
| Supervisory | 12.2% | 11.5% | 13.0% | 11.2% | 9.7% | 9.1% | 11.0% | 10.0% | 12.2% | 10.0% | 12.1% | 11.2% |
| Front line | 37.0% | 33.9% | 32.6% | 28.7% | 28.6% | 19.5% | 27.2% | 22.8% | 27.5% | 24.2% | 35.4% | 31.4% |
| Independent consultant | 0.8% | 1.6% | 3.0% | 4.8% | 3.3% | 9.5% | 3.4% | 6.1% | 3.7% | 5.4% | 1.5% | 2.8% |
| Volunteer | 1.5% | 1.9% | 5.1% | 6.2% | 3.5% | 5.5% | 0.9% | 0.8% | 0.8% | 0.4% | 2.0% | 2.6% |
| Other | 5.0% | 5.1% | 6.9% | 4.2% | 4.5% | 2.7% | 5.5% | 3.3% | 4.2% | 2.5% | 5.4% | 4.9% |
| Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Total N | 5359 | 1372 | 1197 | 462 | 409 | 189 | 1050 | 423 | 508 | 215 | 6601 | 1846 |

4.5.3 Budget and line management responsibility

4.5.3.1 Direct and indirect line management responsibility by job status and work domain

Table 18 documents the proportion of direct and indirect line management responsibility by job status for each work domain. In all sectors line management responsibility is undertaken at all five main job status roles from front line to senior management. While the proportions are broadly similar across the domains – and with middle management undertaking the highest proportion of this work – it appears that line management responsibility is spread most across the jobs statuses in Libraries and Archives, and less so in Records, Information and Knowledge Management.

Table 18: Proportions of direct and indirect line management responsibility by job status and work domain

| Job Status | Libraries | | Archives | | Records | | Information Management | | Knowledge Management | |
|------------------------|--------------|----------|--------------|----------|--------------|----------|------------------------|----------|----------------------|----------|
| | No LMR* % | LMR % | No LMR* % | LMR % | No LMR* % | LMR % | No LMR* % | LMR % | No LMR* % | LMR % |
| Senior management | 0.6% | 14.6% | 1.1% | 17.8% | 1.2% | 19.6% | 2.2% | 19.9% | 2.2% | 23.6% |
| Middle management | 5.3% | 31.1% | 4.0% | 30.1% | 7.9% | 36.0% | 10.6% | 36.2% | 11.2% | 35.7% |
| First level management | 13.6% | 27.9% | 13.0% | 26.1% | 19.5% | 22.2% | 19.1% | 22.0% | 19.3% | 17.3% |
| Supervisory | 10.4% | 13.9% | 12.0% | 12.4% | 7.9% | 10.5% | 10.3% | 10.9% | 11.4% | 10.9% |
| Front line | 56.6% | 11.5% | 46.1% | 9.8% | 41.7% | 7.9% | 40.5% | 8.1% | 40.3% | 9.2% |
| Independent consultant | 1.8% | 0.2% | 4.9% | 1.7% | 7.9% | 2.3% | 7.3% | 1.4% | 7.3% | 2.2% |
| Volunteer | 2.6% | 0.3% | 8.5% | 1.0% | 6.4% | 0.8% | 1.3% | 0.6% | 0.8% | 0.7% |
| Other | 9.1% | 0.5% | 10.4% | 1.1% | 7.4% | 0.8% | 8.8% | 0.9% | 7.3% | 0.4% |
| Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Total N | 4484 | 3812 | 1224 | 920 | 405 | 392 | 1020 | 909 | 491 | 457 |

*LMR = line management responsibility

4.5.3.2 Numbers of staff managed by domain

For those members of the LARKIM workforce who have line management responsibilities, the mean number of people directly managed is five paid staff, with a further sixteen indirectly managed. Table 19 provides additional detail of management responsibilities across the five domains. Although the mean numbers of staff managed are similar in each domain of the workforce, it can be seen that those in Knowledge Management and Information Management have more staff management responsibilities than those in the other domains, and those in Archives have the least.

Table 19: Numbers of staff managed by domain

| Work domain | Measure | Management | | | |
|------------------------|---------------------------|---|---|---|---|
| | | Overall direct line management for paid staff | Overall indirect line management for paid staff | Overall direct line management for unpaid staff | Overall indirect line management for unpaid staff |
| Libraries | Number of respondents | 3198 | 2433 | 287 | 256 |
| | Percentage of work domain | 37.21% | 28.31% | 3.34% | 2.98% |
| | Mean number managed | 5.07 (3.00) | 16.99 (3.00) | 1.18 (0.00) | 1.86 (0.00) |
| | Standard Deviation | 6.20 | 54.21 | 4.99 | 7.77 |
| Archives | Number of respondents | 753 | 527 | 604 | 467 |
| | Percentage of work domain | 11.10% | 7.77% | 8.90% | 6.88% |
| | Mean number managed | 3.70 (2.00) | 16.56 (2.00) | 2.63 (0.00) | 4.03 (0.00) |
| | Standard Deviation | 5.91 | 62.69 | 5.09 | 7.87 |
| Records | Number of respondents | 321 | 244 | 247 | 220 |
| | Percentage of work domain | 18.76% | 14.26% | 14.44% | 12.86% |
| | Mean number managed | 4.18 (3.00) | 14.32 (2.25) | 1.48 (0.00) | 2.27 (0.00) |
| | Standard Deviation | 5.91 | 62.69 | 5.09 | 7.87 |
| Information Management | Number of respondents | 745 | 569 | 586 | 523 |
| | Percentage of work domain | 49.21% | 37.58% | 38.71% | 34.54% |
| | Mean number managed | 4.21 (3.00) | 18.16 (2.00) | 0.87 (0.00) | 1.11 (0.00) |
| | Standard Deviation | 5.48 | 95.74 | 4.79 | 6.16 |
| Knowledge Management | Number of respondents | 375 | 288 | 287 | 256 |
| | Percentage of work domain | 49.87% | 38.30% | 38.16% | 34.04% |
| | Mean number managed | 4.19 (3.00) | 15.43 (2.00) | 1.01 (0.00) | 1.80 (0.00) |
| | Standard Deviation | 5.82 | 46.01 | 4.82 | 7.56 |

4.5.3.3 Job status and budget responsibility by domain

Data on budget responsibility by job status for each work domain are presented in Table 20. The content of the table derives from respondents who provided information on their job status, the domains across which they work, and whether or not they are budget holders. In all domains the majority of senior and middle managers have budget responsibility, with the burden for this falling on middle managers. In Libraries and Archives the majority of first level managers also have budget responsibility. It is notable that in all domains there are more front line than supervisory staff who handle budgets. It is not possible, however, to determine the reason(s) for this from the data collected for this study.

Table 20: Job status and budget responsibility by domain

| Job Status | Libraries | | Archives | | Records | | Information Management | | Knowledge Management | |
|------------------------|-------------|-------------|-------------|-------------|-------------|-------------|------------------------|-------------|----------------------|-------------|
| | No BR* % | Has BR % | No BR* % | Has BR % | No BR* % | Has BR % | No BR* % | Has BR % | No BR* % | Has BR % |
| Senior management | 1.3% | 15.6% | 1.6% | 22.7% | 1.6% | 23.4% | 3.1% | 21.1% | 3.2% | 23.9% |
| Middle management | 9.1% | 29.8% | 9.6% | 30.2% | 16.4% | 33.7% | 16.2% | 33.9% | 18.0% | 31.4% |
| First level management | 17.7% | 24.6% | 19.0% | 22.2% | 24.7% | 19.4% | 22.2% | 20.2% | 19.9% | 18.4% |
| Supervisory | 14.3% | 8.6% | 15.1% | 7.7% | 10.9% | 7.7% | 12.7% | 8.4% | 12.5% | 10.4% |
| Front line | 48.8% | 18.4% | 40.7% | 13.0% | 36.0% | 12.1% | 35.1% | 13.1% | 38.3% | 12.8% |
| Independent consultant | 0.6% | 0.3% | 1.4% | 2.0% | 1.8% | 1.8% | 2.7% | 1.9% | 2.1% | 2.1% |
| Volunteer | 1.6% | 0.2% | 5.2% | 0.7% | 3.7% | 0.7% | 0.8% | 0.1% | 0.0% | 0.5% |
| Other | 6.6% | 2.5% | 7.4% | 1.7% | 4.8% | 1.1% | 7.2% | 1.3% | 6.1% | 0.5% |
| Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Total N | 4785 | 3153 | 1368 | 600 | 433 | 273 | 1059 | 702 | 473 | 376 |

*BR = budget responsibility

Table 21 provides details of annual budgets held by those with management responsibilities. The data here draws on responses to Questions 5 to 8 in the survey provided by those who answered these questions. It can be seen that workers in Information Management and Knowledge Management are more likely to manage budgets than those in the other three domains, and the median budget figures for these two domains is also higher than for the others.

Table 21: Median annual budgets by domain

| | Libraries | Archives | Records | Information Management | Knowledge Management |
|-------------------------------|-----------|----------|---------|------------------------|----------------------|
| Number of budget holders | 142 | 240 | 100 | 287 | 142 |
| Percentage of the work domain | 1.7% | 3.5% | 5.8% | 19.0% | 18.9% |
| Median annual budget | £15,000 | £19,000 | £16,000 | £50,000 | £77,500 |

4.5.3.4 Job status and budget level by domain

Table 22 shows the level of budget and the proportions of members of the workforce who hold budgets according to job status across the five LARKIM domains. The data here derives from respondents who identified their job status, answered 'Yes' to Question 8 in the survey, provided a figure for budget size, and gave details of the domain(s) in which they work. (Note that this set of respondents is not identical to that which provided the data for the other tables presented here. This is an example of a case where there are not direct matches between tables because not all survey respondents answered all questions. In addition, note that respondents whose job statuses are 'independent consultant', 'volunteer' or 'other' are included in the foot of the table at 'Other', but not separated in the main body because the numbers in these categories are too low.)

For all but one of the main job status levels across the five domains, the modal figure for the budget managed is in the same broad range, and indicates a greater amount of budget held the higher the status of the worker. The exception is middle management. Here the modal budget managed in Libraries and Archives is £10,000 and under, whereas for Records, Information Management and Knowledge Management it is between £50,001 and £1,000,000. This is indicative of both greater responsibility and access to funding in these three domains. Also of note here is the modal budget range for senior managers. This is over £1,000,000. Taking this into consideration the findings on senior managers and budget presented in Table 20, it can be concluded although a low proportion of senior managers control the budgets in this workforce, those who do have responsibility for large amounts of money.

Table 22: Job status and budget level by domain

| Job Status | Budget | Libraries % | Archives % | Records % | Information Management % | Knowledge Management % | All domains % |
|-------------------|-----------------------|-------------|------------|-----------|--------------------------|------------------------|---------------|
| Senior management | £1 to £10,000 | 12.5% | 10.2% | 7.4% | 16.1% | 12.8% | 12.3% |
| | £10,001 to £100,000 | 13.1% | 8.2% | 14.8% | 11.3% | 15.4% | 13.6% |
| | £100,001 to £50,000 | 9.5% | 14.3% | 11.1% | 6.5% | 2.6% | 10.9% |
| | £50,001 to £1,000,000 | 23.8% | 22.4% | 18.5% | 21.0% | 23.1% | 24.1% |
| | > £1,000,000 | 41.1% | 44.9% | 48.1% | 45.2% | 46.2% | 39.1% |
| | Total % | 100% | 100% | 100% | 100% | 100% | 100% |
| | Total N | | 168 | 49 | 27 | 62 | 39 |
| Middle management | £1 to £10,000 | 28.9% | 32.1% | 17.9% | 20.7% | 18.0% | 28.4% |
| | £10,001 to £100,000 | 28.5% | 22.6% | 20.5% | 19.8% | 20.0% | 27.4% |
| | £100,001 to £50,000 | 8.8% | 13.1% | 12.8% | 12.1% | 16.0% | 9.4% |
| | £50,001 to £1,000,000 | 25.3% | 23.8% | 33.3% | 30.2% | 28.0% | 25.7% |
| | > £1,000,000 | 8.6% | 8.3% | 15.4% | 17.2% | 18.0% | 9.1% |
| | Total % | 100% | 100% | 100% | 100% | 100% | 100% |
| | Total N | | 478 | 84 | 39 | 116 | 50 |

| Job Status | Budget | Libraries % | Archives % | Records % | Information Management % | Knowledge Management % | All domains % |
|------------------------|------------------------------|----------------|---------------|--------------|-----------------------------|---------------------------|------------------|
| First level management | £1 to £10,000 | 53.9% | 62.5% | 54.2% | 39.7% | 36.7% | 54.1% |
| | £10,001 to £100,000 | 28.6% | 18.8% | 16.7% | 30.8% | 20.0% | 26.9% |
| | £100,001 to £50,000 | 8.9% | 11.3% | 16.7% | 12.8% | 20.0% | 9.6% |
| | £50,001 to £1,000,000 | 7.4% | 6.3% | 8.3% | 11.5% | 20.0% | 8.0% |
| | > £1,000,000 | 1.1% | 1.3% | 4.2% | 5.1% | 3.3% | 1.4% |
| | Total % | 100% | 100% | 100% | 100% | 100% | 100% |
| | Total N | 447 | 80 | 24 | 78 | 30 | 510 |
| Supervisory | £1 to £10,000 | 60.1% | 69.6% | 54.5% | 60.0% | 61.1% | 62.0% |
| | £10,001 to £100,000 | 28.9% | 26.1% | 27.3% | 20.0% | 11.1% | 26.6% |
| | £100,001 to £50,000 | 6.4% | 4.3% | 9.1% | 10.0% | 11.1% | 6.8% |
| | £50,001 to £1,000,000 | 4.0% | 0.0% | 0.0% | 6.7% | 5.6% | 3.6% |
| | > £1,000,000 | 0.6% | 0.0% | 9.1% | 3.3% | 11.1% | 1.0% |
| | Total % | 100% | 100% | 100% | 100% | 100% | 100% |
| | Total N | 173 | 23 | 11 | 30 | 18 | 192 |
| Front line | £1 to £10,000 | 66.7% | 74.4% | 53.3% | 56.1% | 58.8% | 67.6% |
| | £10,001 to £100,000 | 21.8% | 18.6% | 33.3% | 26.8% | 11.8% | 21.0% |
| | £100,001 to £50,000 | 6.3% | 7.0% | 6.7% | 9.8% | 11.8% | 6.6% |
| | £50,001 to £1,000,000 | 4.6% | 0.0% | 0.0% | 4.9% | 5.9% | 4.3% |
| | > £1,000,000 | 0.6% | 0.0% | 6.7% | 2.4% | 11.8% | 0.5% |
| | Total % | 100% | 100% | 100% | 100% | 100% | 100% |
| | Total N | 348 | 43 | 15 | 41 | 17 | 376 |
| Other | £1 to £10,000 | 44.5% | 44.2% | 26.5% | 29.2% | 28.3% | 43.5% |
| | £10,001 to £100,000 | 24.8% | 17.7% | 20.4% | 20.8% | 18.1% | 23.7% |
| | £100,001 to £50,000 | 8.5% | 11.6% | 12.2% | 11.3% | 12.3% | 9.1% |
| | £50,001 to £1,000,000 | 14.2% | 14.5% | 20.4% | 20.4% | 21.0% | 15.0% |
| | > £1,000,000 | 8.1% | 12.0% | 20.4% | 18.3% | 20.3% | 8.7% |
| | Total % | 100% | 100% | 100% | 100% | 100% | 100% |
| | Total N | 1428 | 249 | 98 | 284 | 138 | 1643 |
| | % with budget responsibility | 18.8% | 13.0% | 13.8% | 16.5% | 16.2% | 17.1% |

4.6 Qualifications indicators and professional memberships

4.6.1 Academic qualifications

Question 22 in the survey asked respondents to note their highest academic/vocational qualification. The responses are summarised in Table 23, Table 24, Table 25, Table 26, Table 27 and Table 28 with reference to years of service³³. It can be seen here that the workforce is highly qualified, and more highly qualified than the majority of the UK population whose highest qualification is A-level or equivalent (see Appendix 2). In all domains the majority of respondents hold postgraduate qualifications: 61.4% reported that their highest qualification is a postgraduate certificate, a postgraduate diploma, a Masters degree, or a PhD. The highest proportion of well-qualified LARKIM workers are in Archives (75.3% with postgraduate qualifications), Records (66.0%) and Information Management (65.2%). 63.0% of those in Knowledge Management hold postgraduate qualifications, and 58.6% in Libraries. (The category 'other academic qualifications' in this table, and the other tables related to qualifications below, includes qualifications not provided in the survey such as BTEC and City and Guilds.)

In general, those with over 20 years' experience have lower level qualifications. In Libraries, Information Management and Knowledge Management the postgraduate diploma is the most frequently cited highest qualification by individuals in this category of service length. In contrast, in three of the five domains (Libraries, Archives and Records) the experience band with the highest proportion of those holding Masters degrees is '1 year or under'. For the other two domains (Information Management and Knowledge Management) it is the next most experienced group ('more than 3 years but fewer than 5 years') that shows the highest proportions. This is likely to be a reflection of the general changes in higher education in the past two decades, as well as the greater availability of Masters education in the LARKIM domains since the mid-1990s.

Table 23: Academic qualifications and years of LARKIM experience (Libraries)

| Qualification | Length of service | | | | | | | Numbers holding each qualification |
|--------------------------|-------------------|--|---|--|---|--------------------|--------------------------|------------------------------------|
| | 1 year or under % | More than 1 year, but fewer than 3 years % | More than 3 years, but fewer than 5 years % | More than 5 years, but fewer than 10 years % | More than 10 years, but fewer than 20 years % | 20 years or more % | All lengths of service % | |
| PhD | 3.0% | 2.5% | 2.8% | 2.3% | 1.6% | 1.1% | 2.2% | 155 |
| Masters degree | 44.6% | 43.0% | 40.8% | 39.1% | 30.4% | 18.2% | 37.4% | 2579 |
| Postgraduate diploma | 11.9% | 16.1% | 15.8% | 15.5% | 19.5% | 21.9% | 16.4% | 1133 |
| Postgraduate certificate | 2.4% | 1.5% | 3.1% | 3.7% | 2.8% | 2.1% | 2.6% | 182 |

³³ Qualifications are only shown if their frequency is 5% or more.

| Qualification | Length of service | | | | | | | Numbers holding each qualification |
|---|-------------------|--|---|--|---|--------------------|--------------------------|------------------------------------|
| | 1 year or under % | More than 1 year, but fewer than 3 years % | More than 3 years, but fewer than 5 years % | More than 5 years, but fewer than 10 years % | More than 10 years, but fewer than 20 years % | 20 years or more % | All lengths of service % | |
| Bachelors degree with honours | 24.3% | 20.6% | 18.7% | 18.6% | 20.8% | 16.0% | 20.2% | 1394 |
| Bachelors degree (ordinary) | 3.2% | 4.1% | 3.9% | 5.9% | 4.6% | 9.5% | 4.8% | 333 |
| Foundation degree | 0.7% | 0.6% | 0.6% | 0.6% | 0.3% | 0.5% | 0.5% | 37 |
| Scottish Professional Apprenticeship (SVQ level 5) | 0.0% | 0.0% | 0.0% | 0.0% | 0.1% | 0.0% | 0.0% | 1 |
| Higher National Diploma/ Diploma of Higher Education | 1.0% | 1.7% | 1.0% | 2.1% | 2.7% | 2.3% | 1.8% | 127 |
| Higher National Certificate/ Certificate of Higher Education | 1.1% | 0.8% | 0.9% | 1.2% | 1.6% | 3.5% | 1.3% | 93 |
| Scottish Modern Apprenticeship (SVQ level 2-3) | 0.3% | 0.0% | 0.0% | 0.1% | 0.2% | 0.2% | 0.1% | 8 |
| Advanced Higher Scottish Baccalaureate/ Vocational programme level 4 or 5 (England/ Wales/ NI) | 0.2% | 0.1% | 0.4% | 0.1% | 0.2% | 0.2% | 0.2% | 13 |
| A levels or equivalent/ Scottish Highers (SQA level 6)/ Vocational programme level 3 (England/ Wales/ NI) | 3.4% | 4.7% | 6.3% | 4.4% | 6.6% | 10.2% | 5.5% | 379 |
| GCSEs or equivalent/ Scottish National (SQA level 5)/ Vocational programme level 2 (England/ Wales/ NI) | 2.6% | 1.9% | 2.8% | 3.2% | 4.2% | 8.5% | 3.4% | 236 |
| Other academic qualifications | 0.6% | 1.8% | 2.4% | 2.3% | 3.6% | 3.2% | 2.3% | 157 |
| No academic qualifications | 0.8% | 0.6% | 0.6% | 0.9% | 0.8% | 2.6% | 0.9% | 63 |
| Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | |
| Total N | 1139 | 1399 | 903 | 1416 | 1466 | 567 | 6890 | |

Table 24: Academic qualifications and years of LARKIM experience (Archives)

| Qualification | Length of service | | | | | | | Numbers holding each qualification |
|---|-------------------|--|---|--|---|--------------------|--------------------------|------------------------------------|
| | 1 year or under % | More than 1 year, but fewer than 3 years % | More than 3 years, but fewer than 5 years % | More than 5 years, but fewer than 10 years % | More than 10 years, but fewer than 20 years % | 20 years or more % | All lengths of service % | |
| PhD | 7.2% | 8.9% | 5.6% | 7.3% | 7.6% | 3.1% | 7.1% | 122 |
| Masters degree | 60.1% | 51.4% | 45.9% | 52.0% | 41.5% | 33.9% | 49.2% | 839 |
| Postgraduate diploma | 8.8% | 14.9% | 19.0% | 13.0% | 26.1% | 33.1% | 17.5% | 298 |
| Postgraduate certificate | 1.6% | 1.1% | 1.7% | 2.1% | 1.5% | 0.8% | 1.5% | 26 |
| Bachelors degree with honours | 15.1% | 13.8% | 12.6% | 11.2% | 10.6% | 7.1% | 12.2% | 209 |
| Bachelors degree (ordinary) | 1.6% | 2.7% | 3.0% | 3.6% | 2.4% | 2.4% | 2.6% | 45 |
| Foundation degree | 0.0% | 0.3% | 0.4% | 0.0% | 0.0% | 2.4% | 0.3% | 5 |
| Scottish Professional Apprenticeship (SVQ level 5) | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0 |
| Higher National Diploma/ Diploma of Higher Education | 0.0% | 1.1% | 1.7% | 0.9% | 2.1% | 1.6% | 1.2% | 20 |
| Higher National Certificate/ Certificate of Higher Education | 0.0% | 0.5% | 0.4% | 0.9% | 0.6% | 0.0% | 0.5% | 8 |
| Scottish Modern Apprenticeship (SVQ level 2-3) | 0.0% | 0.0% | 0.0% | 0.3% | 0.0% | 0.0% | 0.1% | 1 |
| Advanced Higher Scottish Baccalaureate/ Vocational programme level 4 or 5 (England/ Wales/ NI) | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0 |
| A levels or equivalent/ Scottish Highers (SQA level 6)/ Vocational programme level 3 (England/Wales/NI) | 2.2% | 3.5% | 3.9% | 2.1% | 3.0% | 7.1% | 3.2% | 55 |
| GCSEs or equivalent/ Scottish National (SQA level 5)/ Vocational programme level 2 (England/ Wales/ NI) | 1.6% | 0.5% | 3.0% | 3.0% | 3.0% | 3.1% | 2.2% | 38 |

| Qualification | Length of service | | | | | | | Numbers holding each qualification |
|-------------------------------|-------------------|--|---|--|---|--------------------|--------------------------|------------------------------------|
| | 1 year or under % | More than 1 year, but fewer than 3 years % | More than 3 years, but fewer than 5 years % | More than 5 years, but fewer than 10 years % | More than 10 years, but fewer than 20 years % | 20 years or more % | All lengths of service % | |
| Other academic qualifications | 1.6% | 0.8% | 2.2% | 2.1% | 1.2% | 3.1% | 1.6% | 28 |
| No academic qualifications | 0.3% | 0.5% | 0.4% | 1.5% | 0.3% | 2.4% | 0.8% | 13 |
| Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | |
| Total N | 318 | 370 | 231 | 331 | 330 | 127 | 1707 | |

Table 25: Academic qualifications and years of LARKIM experience (Records)

| Qualification | Length of service | | | | | | | Numbers holding each qualification |
|--|-------------------|--|---|--|---|--------------------|--------------------------|------------------------------------|
| | 1 year or under % | More than 1 year, but fewer than 3 years % | More than 3 years, but fewer than 5 years % | More than 5 years, but fewer than 10 years % | More than 10 years, but fewer than 20 years % | 20 years or more % | All lengths of service % | |
| PhD | 4.3% | 4.7% | 3.5% | 8.6% | 6.0% | 7.5% | 5.7% | 35 |
| Masters degree | 61.5% | 52.0% | 44.2% | 44.5% | 37.6% | 27.5% | 46.8% | 288 |
| Postgraduate diploma | 4.3% | 15.7% | 15.1% | 10.2% | 18.8% | 25.0% | 13.5% | 83 |
| Postgraduate certificate | 0.9% | 0.0% | 4.7% | 2.3% | 2.6% | 0.0% | 1.8% | 11 |
| Bachelors degree with honours | 17.9% | 15.7% | 9.3% | 17.2% | 16.2% | 10.0% | 15.3% | 94 |
| Bachelors degree (ordinary) | 2.6% | 3.1% | 5.8% | 1.6% | 0.9% | 0.0% | 2.4% | 15 |
| Foundation degree | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 2.5% | 0.2% | 1 |
| Scottish Professional Apprenticeship (SVQ level 5) | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0 |
| Higher National Diploma/ Diploma of Higher Education | 0.0% | 0.8% | 1.2% | 0.8% | 2.6% | 2.5% | 1.1% | 7 |
| Higher National Certificate/ Certificate of Higher Education | 0.9% | 0.8% | 0.0% | 0.0% | 0.0% | 5.0% | 0.7% | 4 |
| Scottish Modern Apprenticeship (SVQ level 2-3) | 0.0% | 1.6% | 0.0% | 0.0% | 0.0% | 0.0% | 0.3% | 2 |

| Qualification | Length of service | | | | | | | Numbers holding each qualification |
|---|-------------------|--|---|--|---|--------------------|--------------------------|------------------------------------|
| | 1 year or under % | More than 1 year, but fewer than 3 years % | More than 3 years, but fewer than 5 years % | More than 5 years, but fewer than 10 years % | More than 10 years, but fewer than 20 years % | 20 years or more % | All lengths of service % | |
| Advanced Higher Scottish Baccalaureate/ Vocational programme level 4 or 5 (England/ Wales/ NI) | 0.9% | 0.0% | 0.0% | 0.8% | 0.0% | 0.0% | 0.3% | 2 |
| A levels or equivalent/ Scottish Highers (SQA level 6)/ Vocational programme level 3 (England/ Wales/ NI) | 2.6% | 3.1% | 4.7% | 5.5% | 2.6% | 5.0% | 3.7% | 23 |
| GCSEs or equivalent/ Scottish National (SQA level 5)/ Vocational programme level 2 (England/ Wales/ NI) | 0.9% | 0.0% | 4.7% | 3.9% | 7.7% | 7.5% | 3.6% | 22 |
| Other academic qualifications | 3.4% | 0.8% | 3.5% | 2.3% | 4.3% | 2.5% | 2.8% | 17 |
| No academic qualifications | 0.0% | 1.6% | 3.5% | 2.3% | 0.9% | 5.0% | 1.8% | 11 |
| Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | |
| Total N | 117 | 127 | 86 | 128 | 117 | 40 | 615 | |

Table 26: Academic qualifications and years of LARKIM experience (Information Management)

| Qualification | Length of service | | | | | | | Numbers holding each qualification |
|--------------------------|-------------------|--|---|--|---|--------------------|--------------------------|------------------------------------|
| | 1 year or under % | More than 1 year, but fewer than 3 years % | More than 3 years, but fewer than 5 years % | More than 5 years, but fewer than 10 years % | More than 10 years, but fewer than 20 years % | 20 years or more % | All lengths of service % | |
| PhD | 5.9% | 3.8% | 4.3% | 5.0% | 4.2% | 2.8% | 4.5% | 68 |
| Masters degree | 46.1% | 53.1% | 43.5% | 41.1% | 36.5% | 20.6% | 42.4% | 644 |
| Postgraduate diploma | 11.0% | 15.0% | 14.8% | 14.1% | 21.3% | 26.2% | 16.2% | 246 |
| Postgraduate certificate | 2.4% | 2.2% | 2.4% | 2.5% | 1.3% | 1.9% | 2.1% | 32 |

| Qualification | Length of service | | | | | | | Numbers holding each qualification |
|---|-------------------|--|---|--|---|--------------------|--------------------------|------------------------------------|
| | 1 year or under % | More than 1 year, but fewer than 3 years % | More than 3 years, but fewer than 5 years % | More than 5 years, but fewer than 10 years % | More than 10 years, but fewer than 20 years % | 20 years or more % | All lengths of service % | |
| Bachelors degree with honours | 23.6% | 18.1% | 16.7% | 18.2% | 19.4% | 20.6% | 19.3% | 293 |
| Bachelors degree (ordinary) | 3.5% | 1.9% | 2.4% | 5.6% | 2.9% | 8.4% | 3.7% | 56 |
| Foundation degree | 0.4% | 0.0% | 0.5% | 0.0% | 0.3% | 0.9% | 0.3% | 4 |
| Scottish Professional Apprenticeship (SVQ level 5) | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0 |
| Higher National Diploma/ Diploma of Higher Education | 0.4% | 0.6% | 1.4% | 1.9% | 2.3% | 1.9% | 1.4% | 21 |
| Higher National Certificate/ Certificate of Higher Education | 1.6% | 0.0% | 1.0% | 0.3% | 1.0% | 2.8% | 0.9% | 13 |
| Scottish Modern Apprenticeship (SVQ level 2-3) | 0.4% | 0.6% | 0.0% | 0.3% | 0.0% | 0.0% | 0.3% | 4 |
| Advanced Higher Scottish Baccalaureate/ Vocational programme level 4 or 5 (England/ Wales/ NI) | 0.4% | 0.0% | 1.4% | 0.6% | 0.0% | 0.9% | 0.5% | 7 |
| A levels or equivalent/ Scottish Highers (SQA level 6)/ Vocational programme level 3 (England/ Wales/ NI) | 2.8% | 1.9% | 5.7% | 4.1% | 3.5% | 5.6% | 3.6% | 55 |
| GCSEs or equivalent/ Scottish National (SQA level 5)/ Vocational programme level 2 (England/ Wales/ NI) | 0.8% | 0.6% | 1.9% | 2.5% | 4.2% | 3.7% | 2.2% | 33 |
| Other academic qualifications | 0.0% | 1.3% | 3.3% | 2.8% | 2.9% | 0.9% | 2.0% | 30 |
| No academic qualifications | 0.8% | 0.9% | 0.5% | 0.9% | 0.3% | 2.8% | 0.9% | 13 |
| Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | |
| Total N | 254 | 320 | 209 | 319 | 310 | 107 | 1519 | |

Table 27: Academic qualifications and years of LARKIM experience (Knowledge Management)

| Qualification | Length of service | | | | | | | Numbers holding each qualification |
|---|-------------------|--|---|--|---|--------------------|--------------------------|------------------------------------|
| | 1 year or under % | More than 1 year, but fewer than 3 years % | More than 3 years, but fewer than 5 years % | More than 5 years, but fewer than 10 years % | More than 10 years, but fewer than 20 years % | 20 years or more % | All lengths of service % | |
| PhD | 3.1% | 4.2% | 7.1% | 7.4% | 1.9% | 1.6% | 4.4% | 33 |
| Masters degree | 42.0% | 43.8% | 38.9% | 37.2% | 37.7% | 19.7% | 38.2% | 289 |
| Postgraduate diploma | 13.0% | 15.3% | 16.8% | 16.9% | 21.4% | 26.2% | 17.6% | 133 |
| Postgraduate certificate | 3.8% | 1.4% | 1.8% | 4.1% | 3.1% | 1.6% | 2.8% | 21 |
| Bachelors degree with honours | 26.0% | 25.0% | 18.6% | 16.2% | 19.5% | 24.6% | 21.3% | 161 |
| Bachelors degree (ordinary) | 3.1% | 2.8% | 2.7% | 7.4% | 3.8% | 9.8% | 4.5% | 34 |
| Foundation degree | 0.8% | 1.4% | 0.9% | 0.0% | 0.0% | 0.0% | 0.5% | 4 |
| Scottish Professional Apprenticeship (SVQ level 5) | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0 |
| Higher National Diploma/ Diploma of Higher Education | 0.8% | 0.0% | 1.8% | 2.7% | 1.9% | 1.6% | 1.5% | 11 |
| Higher National Certificate/ Certificate of Higher Education | 1.5% | 0.7% | 0.9% | 1.4% | 1.3% | 3.3% | 1.3% | 10 |
| Scottish Modern Apprenticeship (SVQ level 2-3) | 0.0% | 0.7% | 0.0% | 0.7% | 0.0% | 0.0% | 0.3% | 2 |
| Advanced Higher Scottish Baccalaureate/ Vocational programme level 4 or 5 (England/ Wales/ NI) | 0.0% | 0.0% | 2.7% | 0.0% | 0.0% | 1.6% | 0.5% | 4 |
| A levels or equivalent/ Scottish Highers (SQA level 6)/ Vocational programme level 3 (England/ Wales/ NI) | 3.1% | 2.8% | 6.2% | 2.7% | 1.9% | 4.9% | 3.3% | 25 |
| GCSEs or equivalent/ Scottish National (SQA level 5)/ Vocational programme level 2 (England/ Wales/ NI) | 2.3% | 0.7% | 1.8% | 0.0% | 3.8% | 1.6% | 1.7% | 13 |
| Other academic qualifications | 0.0% | 0.7% | 0.0% | 2.0% | 3.1% | 0.0% | 1.2% | 9 |

| Qualification | Length of service | | | | | | | Numbers holding each qualification |
|----------------------------|-------------------|--|---|--|---|--------------------|--------------------------|------------------------------------|
| | 1 year or under % | More than 1 year, but fewer than 3 years % | More than 3 years, but fewer than 5 years % | More than 5 years, but fewer than 10 years % | More than 10 years, but fewer than 20 years % | 20 years or more % | All lengths of service % | |
| No academic qualifications | 0.8% | 0.7% | 0.0% | 1.4% | 0.6% | 3.3% | 0.9% | 7 |
| Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | |
| Total N | 131 | 144 | 113 | 148 | 159 | 61 | 756 | |

Table 28: Academic qualifications and years of LARKIM experience (All domains)

| Qualification | Length of service | | | | | | | Numbers holding each qualification |
|--|-------------------|--|---|--|---|--------------------|--------------------------|------------------------------------|
| | 1 year or under % | More than 1 year, but fewer than 3 years % | More than 3 years, but fewer than 5 years % | More than 5 years, but fewer than 10 years % | More than 10 years, but fewer than 20 years % | 20 years or more % | All lengths of service % | |
| PhD | 3.8% | 3.6% | 3.5% | 2.9% | 2.8% | 2.0% | 3.2% | 276 |
| Masters degree | 46.9% | 45.0% | 41.0% | 41.0% | 31.9% | 20.0% | 39.4% | 3412 |
| Postgraduate diploma | 11.1% | 15.9% | 15.7% | 15.4% | 20.4% | 23.0% | 16.4% | 1422 |
| Postgraduate certificate | 2.2% | 1.6% | 2.7% | 3.5% | 2.5% | 2.0% | 2.4% | 212 |
| Bachelors degree with honours | 23.2% | 19.1% | 17.5% | 17.7% | 19.5% | 15.5% | 19.1% | 1656 |
| Bachelors degree (ordinary) | 3.1% | 3.7% | 4.0% | 5.3% | 4.4% | 8.3% | 4.5% | 386 |
| Foundation degree | 0.5% | 0.4% | 0.5% | 0.5% | 0.3% | 0.6% | 0.5% | 40 |
| Scottish Professional Apprenticeship (SVQ level 5) | 0.0% | 0.0% | 0.0% | 0.0% | 0.1% | 0.0% | 0.0% | 1 |
| Higher National Diploma/ Diploma of Higher Education | 0.8% | 1.5% | 1.2% | 1.9% | 2.4% | 2.1% | 1.7% | 144 |
| Higher National Certificate/ Certificate of Higher Education | 1.0% | 0.8% | 0.9% | 1.0% | 1.4% | 3.3% | 1.2% | 104 |
| Scottish Modern Apprenticeship (SVQ level 2-3) | 0.2% | 0.1% | 0.0% | 0.1% | 0.2% | 0.2% | 0.1% | 10 |

| Qualification | Length of service | | | | | | | Numbers holding each qualification |
|---|-------------------|--|---|--|---|--------------------|--------------------------|------------------------------------|
| | 1 year or under % | More than 1 year, but fewer than 3 years % | More than 3 years, but fewer than 5 years % | More than 5 years, but fewer than 10 years % | More than 10 years, but fewer than 20 years % | 20 years or more % | All lengths of service % | |
| Advanced Higher Scottish Baccalaureate/ Vocational programme level 4 or 5 (England/ Wales/ NI) | 0.2% | 0.1% | 0.4% | 0.2% | 0.2% | 0.2% | 0.2% | 16 |
| A levels or equivalent/ Scottish Highers (SQA level 6)/ Vocational programme level 3 (England/ Wales/ NI) | 3.1% | 4.4% | 5.9% | 4.3% | 6.1% | 9.6% | 5.1% | 442 |
| GCSEs or equivalent/ Scottish National (SQA level 5)/ Vocational programme level 2 (England/ Wales/ NI) | 2.3% | 1.5% | 3.3% | 3.3% | 4.2% | 7.5% | 3.3% | 282 |
| Other academic qualifications | 0.9% | 1.6% | 2.6% | 2.0% | 3.1% | 3.5% | 2.2% | 187 |
| No academic qualifications | 0.6% | 0.7% | 0.7% | 1.0% | 0.8% | 2.6% | 0.9% | 77 |
| Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | |
| Total N | 1502 | 1822 | 1138 | 1762 | 1777 | 666 | 8667 | |

4.6.2 LARKIM academic qualifications

Table 29 provides a ranking of the highest LARKIM qualifications held by respondents who answered question 23 in the survey. Although the modal response was 'No academic qualification in LARKIM' it can be seen that over 50% hold postgraduate academic qualifications in a LARKIM subject.

Table 29: Highest LARKIM academic qualification – overview

| Highest LARKIM qualification | % |
|---|-------|
| No academic qualification in LARKIM | 30.6% |
| Masters degree in LARKIM | 29.3% |
| Postgraduate diploma in LARKIM | 19.3% |
| Bachelors degree with honours in LARKIM | 9.2% |
| Other academic qualifications in LARKIM | 3.5% |
| Bachelors (ordinary) degree in LARKIM | 2.5% |
| A levels or equivalent/Scottish Highers (SQA level 6)/Vocational programme level 3 (England/Wales/NI) in LARKIM | 1.4% |
| Postgraduate certificate in LARKIM | 1.4% |
| GCSEs or equivalent/Scottish National (SQA level 5)/Vocational programme level 2 (England/Wales/NI) in LARKIM | 0.8% |
| Higher National Certificate/Certificate of Higher Education in LARKIM | 0.6% |
| PhD in LARKIM | 0.5% |
| Higher National Diploma/Diploma of Higher Education in LARKIM | 0.5% |
| Foundation degree in LARKIM | 0.1% |
| Scottish Modern Apprenticeship (SVQ level 2-3) in LARKIM | 0.1% |
| Advanced Higher Scottish Baccalaureate/Vocational programme level 4 or 5 (England/Wales/NI) in LARKIM | 0.1% |
| Total | 100% |
| N | 8737 |

Table 30 and Table 31 show a breakdown of the data on highest academic LARKIM qualification by sector. In the majority of cases the highest proportion in each sector comprises respondents who hold Masters degrees. However, as has already been noted at level of the whole survey population, the lack of an academic qualification in LARKIM is common. The proportion of those with no academic LARKIM qualifications is particularly high in national and public libraries (over 40%).

Table 30: LARKIM highest academic qualification by sector

| Academic LARKIM qualification | Archives local % | Archives national % | Armed forces % | Commerce and/or business % | Consulting % | Education primary % | Education secondary % | Education further % | Education higher % |
|---|------------------|---------------------|----------------|----------------------------|--------------|---------------------|-----------------------|---------------------|--------------------|
| No academic qualifications in LARKIM | 35.2% | 38.9% | 24.0% | 23.3% | 24.6% | 37.9% | 29.5% | 33.2% | 27.1% |
| PhD in LARKIM | 1.2% | 1.3% | 0.0% | 1.3% | 2.1% | 1.0% | 0.4% | 0.8% | 1.0% |
| Master's degree in LARKIM | 27.6% | 28.6% | 36.0% | 41.0% | 30.4% | 16.8% | 20.7% | 22.6% | 37.8% |
| Postgraduate diploma in LARKIM | 21.7% | 20.9% | 22.0% | 17.7% | 25.7% | 17.2% | 18.6% | 15.8% | 19.9% |
| Postgraduate certificate in LARKIM | 1.6% | 1.5% | 0.0% | 0.5% | 0.5% | 1.3% | 1.4% | 1.7% | 1.5% |
| Bachelor's degree with honours in LARKIM | 5.8% | 3.0% | 10.0% | 10.2% | 9.4% | 13.9% | 14.9% | 12.1% | 6.8% |
| Bachelor's degree (ordinary) in LARKIM | 1.1% | 0.6% | 0.0% | 1.9% | 1.0% | 2.3% | 3.8% | 2.4% | 1.6% |
| Foundation degree in LARKIM | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.3% | 0.2% | 0.6% | 0.0% |
| Scottish Professional Apprenticeship (SVQ level 5) in LARKIM | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.2% | 0.0% |
| Higher National Diploma/Diploma of Higher Education in LARKIM | 0.1% | 0.9% | 0.0% | 0.5% | 0.5% | 0.6% | 0.8% | 1.2% | 0.4% |
| Higher National Certificate/Certificate of Higher Education in LARKIM | 0.3% | 0.2% | 0.0% | 0.5% | 0.5% | 0.6% | 0.8% | 1.5% | 0.2% |
| Scottish Modern Apprenticeship (SVQ level 2-3) in LARKIM | 0.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.1% | 0.0% | 0.1% |
| Advanced Higher Scottish Baccalaureate/Vocational programme level 4 or 5 (England/Wales/NI) in LARKIM | 0.0% | 0.0% | 2.0% | 0.3% | 0.0% | 0.3% | 0.4% | 0.2% | 0.2% |
| A levels or equivalent/Scottish Highers (SQA level 6)/Vocational programme level 3 (England/Wales/NI) in LARKIM | 1.2% | 0.9% | 4.0% | 0.3% | 0.0% | 1.9% | 1.4% | 2.7% | 0.9% |
| GCSEs or equivalent/Scottish National (SQA level 5)/Vocational programme level 2 (England/Wales/NI) in LARKIM | 0.8% | 0.2% | 0.0% | 0.5% | 0.5% | 1.3% | 1.2% | 0.8% | 0.5% |
| Other academic qualifications in LARKIM | 3.3% | 3.0% | 2.0% | 1.9% | 4.7% | 4.5% | 5.9% | 4.2% | 2.2% |
| Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Total N | 983 | 465 | 50 | 373 | 191 | 309 | 953 | 659 | 3043 |

Table 31: Highest academic qualification held by sector (continued)

| Academic qualification | Health and/or social care % | Government (local) % | Government (national) % | Law % | National library % | Public library % | Third sector % |
|---|-----------------------------|----------------------|-------------------------|-------|--------------------|------------------|----------------|
| No academic qualifications in LARKIM | 17.7% | 30.2% | 26.2% | 17.3% | 41.2% | 42.7% | 17.7% |
| PhD in LARKIM | 0.4% | 0.9% | 0.9% | 1.1% | 1.3% | 0.3% | 1.0% |
| Master's degree in LARKIM | 38.0% | 24.5% | 31.3% | 39.6% | 25.2% | 15.3% | 40.6% |
| Postgraduate diploma in LARKIM | 18.4% | 21.1% | 21.6% | 21.6% | 18.5% | 15.9% | 22.5% |
| Postgraduate certificate in LARKIM | 1.1% | 1.5% | 1.1% | 0.7% | 1.3% | 1.1% | 0.3% |
| Bachelor's degree with honours in LARKIM | 12.5% | 8.5% | 9.8% | 12.4% | 4.5% | 10.3% | 10.2% |
| Bachelor's degree (ordinary) in LARKIM | 3.6% | 3.1% | 1.3% | 4.2% | 2.2% | 3.5% | 1.0% |
| Foundation degree in LARKIM | 0.0% | 0.3% | 0.0% | 0.0% | 0.0% | 0.3% | 0.3% |
| Scottish Professional Apprenticeship (SVQ level 5) in LARKIM | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.1% | 0.0% |
| Higher National Diploma/Diploma of Higher Education in LARKIM | 0.7% | 0.1% | 0.9% | 0.0% | 1.0% | 0.5% | 1.0% |
| Higher National Certificate/Certificate of Higher Education in LARKIM | 0.6% | 1.2% | 1.1% | 1.1% | 0.6% | 1.0% | 0.7% |
| Scottish Modern Apprenticeship (SVQ level 2-3) in LARKIM | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.1% | 0.0% |
| Advanced Higher Scottish Baccalaureate/Vocational programme level 4 or 5 (England/Wales/NI) in LARKIM | 0.3% | 0.1% | 0.2% | 0.0% | 0.3% | 0.1% | 0.3% |
| A levels or equivalent/Scottish Highers (SQA level 6)/Vocational programme level 3 (England/Wales/NI) in LARKIM | 1.8% | 2.5% | 1.6% | 0.7% | 1.3% | 2.3% | 0.3% |
| GCSEs or equivalent/Scottish National (SQA level 5)/ Vocational programme level 2 (England/Wales/NI) in LARKIM | 1.3% | 1.5% | 0.9% | 0.0% | 0.3% | 1.6% | 0.3% |
| Other academic qualifications in LARKIM | 3.5% | 4.3% | 3.1% | 1.4% | 2.2% | 5.2% | 3.4% |
| Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Total N | 889 | 669 | 450 | 283 | 313 | 1929 | 293 |

Data on respondents' highest academic qualifications and job levels are given in Table 32. As might be expected, for the five main levels of job status (senior management to front line staff) the more senior the job status, the higher the proportion of qualifications. Also worth noting here is that 62% of volunteers hold no LARKIM qualifications, and that the highest proportion of PhDs is found within the independent consultants who completed the survey and responded to the question on LARKIM qualifications.

Table 32: LARKIM highest academic qualifications and job status

| Academic qualification | Senior management % | Middle management % | First level management % | Supervisory % | Front line % | Independent consultant % | Volunteer % | Other % | All % | All N |
|--|---------------------|---------------------|--------------------------|---------------|--------------|--------------------------|-------------|---------|-------|-------|
| No academic qualifications in LARKIM | 12.1% | 15.7% | 23.8% | 33.1% | 45.1% | 27.9% | 62.0% | 36.0% | 32.0% | 2677 |
| PhD in LARKIM | 1.3% | 0.8% | 0.3% | 0.1% | 0.2% | 2.3% | 0.0% | 1.8% | 0.5% | 45 |
| Master's degree in LARKIM | 38.4% | 35.1% | 35.5% | 34.4% | 24.3% | 32.6% | 12.0% | 35.4% | 30.5% | 2556 |
| Postgraduate diploma in LARKIM | 30.6% | 29.0% | 21.0% | 15.3% | 15.3% | 27.9% | 12.0% | 18.0% | 20.2% | 1689 |
| Postgraduate certificate in LARKIM | 1.3% | 1.4% | 1.2% | 1.6% | 1.4% | 1.2% | 2.0% | 1.8% | 1.4% | 121 |
| Bachelor's degree with honours in LARKIM | 14.2% | 14.3% | 12.0% | 7.4% | 6.4% | 9.3% | 5.5% | 4.7% | 9.7% | 808 |
| Bachelor's degree (ordinary) in LARKIM | 5.5% | 3.4% | 3.4% | 1.8% | 1.7% | 1.7% | 2.0% | 2.0% | 2.7% | 223 |
| Foundation degree in LARKIM | 0.4% | 0.1% | 0.2% | 0.2% | 0.1% | 0.0% | 0.0% | 0.2% | 0.2% | 13 |
| Scottish Professional Apprenticeship (SVQ level 5) in LARKIM | 0.0% | 0.0% | 0.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 2 |
| Higher National Diploma/Diploma of Higher Education in LARKIM | 0.3% | 0.4% | 0.7% | 0.5% | 0.7% | 1.2% | 0.0% | 0.2% | 0.5% | 44 |
| Higher National Certificate/Certificate of Higher Education in LARKIM | 0.0% | 0.2% | 0.9% | 0.6% | 0.9% | 0.6% | 0.5% | 0.4% | 0.6% | 50 |
| Scottish Modern Apprenticeship (SVQ level 2-3) in LARKIM | 0.0% | 0.1% | 0.0% | 0.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.1% | 5 |
| Advanced Higher Scottish Baccalaureate/Vocational programme level 4 or 5 (England/Wales/NI) in LARKIM | 0.1% | 0.1% | 0.3% | 0.3% | 0.1% | 0.6% | 0.0% | 0.0% | 0.1% | 12 |
| A levels or equivalent/Scottish Highers (SQA level 6)/ Vocational programme level 3 (England/Wales/NI) in LARKIM | 0.1% | 0.9% | 1.2% | 3.0% | 1.7% | 0.6% | 1.0% | 0.6% | 1.4% | 119 |
| GCSEs or equivalent/Scottish National (SQA level 5)/ Vocational programme level 2 (England/Wales/NI) in LARKIM | 0.1% | 0.6% | 0.8% | 0.7% | 1.3% | 1.2% | 1.0% | 0.6% | 0.9% | 73 |
| Other academic qualifications in LARKIM | 2.7% | 3.8% | 3.2% | 4.3% | 4.0% | 3.5% | 6.5% | 3.6% | 3.6% | 303 |
| Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | |
| Total N | 667 | 1626 | 1929 | 1108 | 3242 | 172 | 200 | 506 | | 8367 |

4.6.3 LARKIM professional qualifications

Table 33 shows professional qualifications by domain. The majority of the LARKIM workforce does not hold professional qualifications. With the exception of Archives, the most commonly held professional qualification across the LARKIM domains is MCLIP with the highest proportions of those holding this qualification being in Libraries and Knowledge Management. For Archives it is Registered Member of the Archives and Records Association (RMARA). (Other professional qualifications noted by respondents include post-nominals awarded by non-UK professional bodies, and qualifications that may be classed as practitioner-oriented such as PRINCE2.)

Table 33: Professional qualifications by domain

| Qualification | Libraries % | Archives % | Records % | Information Management % | Knowledge Management % | All domains % |
|--|----------------|---------------|--------------|--------------------------------|------------------------------|------------------|
| No professional qualifications related to LARKIM | 55.8% | 61.5% | 60.6% | 55.6% | 51.2% | 57.2% |
| ACLIP | 7.5% | 2.7% | 3.5% | 5.3% | 6.0% | 6.4% |
| FCLIP | 1.0% | 0.8% | 1.2% | 2.7% | 3.2% | 1.1% |
| MCLIP | 30.5% | 10.5% | 14.3% | 26.7% | 30.5% | 26.6% |
| AMIRMS | 0.0% | 0.2% | 0.8% | 0.2% | 0.1% | 0.1% |
| FBCS | 0.0% | 0.1% | 0.0% | 0.0% | 0.0% | 0.0% |
| MBCS | 0.1% | 0.3% | 1.0% | 0.6% | 0.8% | 0.2% |
| PACR | 0.1% | 0.7% | 0.0% | 0.0% | 0.0% | 0.2% |
| RMARA | 0.7% | 14.9% | 9.3% | 2.3% | 1.4% | 3.1% |
| UKCHIP | 0.1% | 0.0% | 0.2% | 0.3% | 0.7% | 0.2% |
| Other professional LARKIM qualification | 4.2% | 8.2% | 9.1% | 6.2% | 6.1% | 5.1% |
| Total % | 100% | 100% | 100% | 100% | 100% | 100% |
| Total N | 6544 | 1597 | 575 | 1421 | 700 | 8195 |

The distribution of professional qualifications by sector is presented in Table 34. In all sectors apart from local and national archives, MCLIP is the most commonly held professional qualification. Those in national libraries and national archives are least likely to hold professional qualifications. (Note that since respondents may work in more than one sector the total N is a lower number than that which would be calculated by adding the Ns for each sector.)

Table 34: Professional qualifications by sector

| Professional qualification | Archives local | Archives national | Armed forces | Commerce and/or business | Consulting | Education primary | Education secondary | Education further | Education higher |
|--|----------------|-------------------|--------------|--------------------------|------------|-------------------|---------------------|-------------------|------------------|
| No professional qualifications related to LARKIM | 61.1% | 69.1% | 39.6% | 57.6% | 38.1% | 48.7% | 47.4% | 60.1% | 60.1% |
| ACLIP | 3.4% | 2.3% | 14.6% | 3.3% | 4.5% | 10.4% | 10.9% | 9.0% | 4.8% |
| FCLIP | 0.9% | 1.6% | 0.0% | 3.6% | 10.8% | 1.3% | 1.4% | 1.3% | 1.4% |
| MCLIP | 13.4% | 9.3% | 37.5% | 24.9% | 27.3% | 35.2% | 34.9% | 24.9% | 28.2% |
| AMIRMS | 0.2% | 0.2% | 2.1% | 0.0% | 0.6% | 0.0% | 0.0% | 0.0% | 0.0% |
| FBCS | 0.0% | 0.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| MBCS | 0.3% | 0.5% | 4.2% | 1.2% | 4.0% | 0.0% | 0.1% | 0.2% | 0.2% |
| PACR | 1.0% | 0.5% | 0.0% | 0.0% | 0.0% | 0.0% | 0.1% | 0.0% | 0.1% |
| RMARA | 13.6% | 12.1% | 0.0% | 6.5% | 10.8% | 2.0% | 1.4% | 1.1% | 2.4% |
| UKCHIP | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Other professional LARKIM qualification | 8.7% | 6.7% | 6.3% | 5.3% | 11.9% | 4.7% | 5.7% | 4.7% | 4.7% |
| Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Total N | 904 | 431 | 48 | 337 | 176 | 298 | 905 | 614 | 2844 |

| Professional qualification | Health and/or social care | Government (local) | Government (national) | Law | National library | Public library | Third sector | Other | Total % | Total N |
|--|---------------------------|--------------------|-----------------------|-------|------------------|----------------|--------------|-------|---------|---------|
| No professional qualifications related to LARKIM | 48.6% | 56.6% | 56.7% | 58.5% | 70.6% | 60.0% | 51.9% | 50.9% | 58.1% | 4789 |
| ACLIP | 6.7% | 5.1% | 5.0% | 3.7% | 3.3% | 8.1% | 3.9% | 3.7% | 6.5% | 533 |
| FCLIP | 2.1% | 1.0% | 2.6% | 1.9% | 2.0% | 0.9% | 1.9% | 2.4% | 1.1% | 90 |
| MCLIP | 37.4% | 20.4% | 26.2% | 33.7% | 18.4% | 27.1% | 30.6% | 29.4% | 27.3% | 2249 |
| AMIRMS | 0.1% | 0.3% | 0.7% | 0.0% | 0.7% | 0.0% | 0.4% | 0.0% | 0.1% | 6 |
| FBCS | 0.0% | 0.0% | 0.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 1 |
| MBCS | 0.2% | 0.6% | 1.2% | 0.0% | 0.3% | 0.2% | 0.8% | 0.4% | 0.2% | 15 |
| PACR | 0.1% | 0.8% | 0.0% | 0.0% | 0.0% | 0.2% | 0.0% | 0.2% | 0.2% | 13 |
| RMARA | 1.0% | 9.5% | 3.6% | 0.4% | 2.3% | 0.8% | 8.9% | 7.7% | 3.1% | 257 |
| UKCHIP | 1.5% | 0.0% | 0.0% | 0.0% | 0.0% | 0.1% | 0.0% | 0.2% | 0.2% | 14 |
| Other professional LARKIM qualification | 5.3% | 9.3% | 6.5% | 3.7% | 4.3% | 4.3% | 5.0% | 7.7% | 5.2% | 430 |
| Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | |
| Total N | 808 | 624 | 416 | 270 | 299 | 1859 | 258 | 507 | | 8247 |

Table 35 gives a breakdown of LARKIM professional qualifications by job status. The top line of the table shows that for the five main categories of job status (senior management to front line staff) the higher the status of the role, the more likely the holding of a professional qualification. Over 30% of respondents in managerial roles hold the MCLIP qualification.

Table 35: Professional qualifications by job status³⁴

| Professional qualification | Senior management | Middle management | First level management | Supervisory | Front line | Independent consultant | Volunteer | Other | All % | All N |
|--|-------------------|-------------------|------------------------|-------------|------------|------------------------|-----------|-------|-------|-------|
| No professional qualifications related to LARKIM | 29.2% | 37.1% | 54.3% | 65.7% | 73.2% | 39.2% | 70.3% | 66.3% | 58.1% | 4779 |
| ACLIP | 7.8% | 8.2% | 7.4% | 8.1% | 5.3% | 4.8% | 5.0% | 3.4% | 6.5% | 532 |
| FCLIP | 6.0% | 1.5% | 0.3% | 0.5% | 0.1% | 7.8% | 2.5% | 0.6% | 1.1% | 90 |
| MCLIP | 47.2% | 44.5% | 30.7% | 18.5% | 16.0% | 30.7% | 17.3% | 22.2% | 27.2% | 2239 |
| AMIRMS | 0.0% | 0.2% | 0.0% | 0.1% | 0.1% | 0.6% | 0.5% | 0.0% | 0.1% | 6 |
| FBCS | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 1 |
| MBCS | 0.2% | 0.3% | 0.1% | 0.1% | 0.1% | 3.0% | 0.0% | 0.2% | 0.2% | 15 |
| PACR | 0.3% | 0.2% | 0.2% | 0.1% | 0.1% | 0.0% | 0.0% | 0.0% | 0.2% | 13 |
| RMARA | 5.7% | 5.4% | 3.5% | 3.1% | 1.6% | 11.4% | 1.5% | 2.0% | 3.1% | 257 |
| UKCHIP | 0.5% | 0.1% | 0.2% | 0.1% | 0.0% | 0.6% | 0.5% | 0.2% | 0.2% | 14 |
| Other professional LARKIM qualification | 6.6% | 5.2% | 4.6% | 5.9% | 4.6% | 9.0% | 5.0% | 6.5% | 5.2% | 430 |
| Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | |
| Total N | 651 | 1601 | 1882 | 1089 | 3185 | 166 | 202 | 495 | | |

³⁴ Because people hold multiple professional qualifications, the total number of instance of professional qualification is greater than the number of respondents.

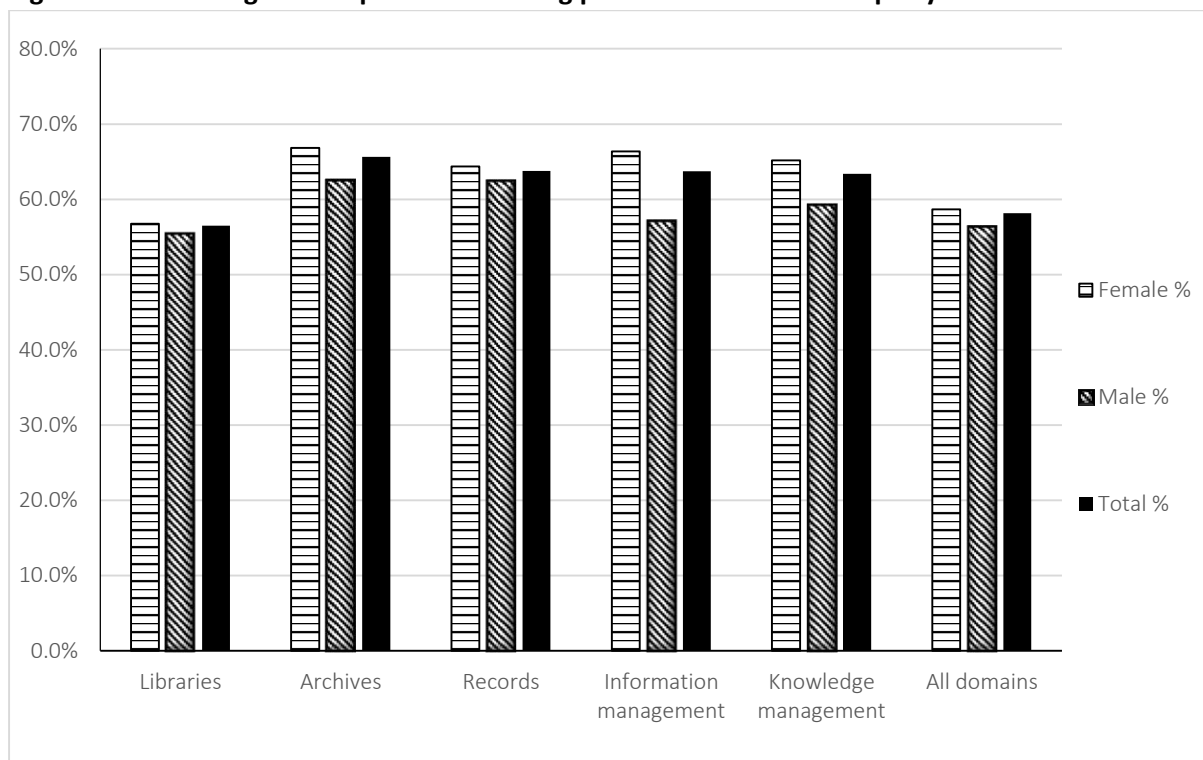
4.6.4 Professional memberships

For a full list of the professional membership listed in the survey, please see question 26 in Appendix 5.

4.6.4.1 Professional memberships overview

Overall, 4876 respondents (53.6%) reported that they are members of one or more professional LARKIM organisations. An overview of professional membership by domain is shown in Figure 11 with gender splits given for female and male (according to gender data as provided by respondents).

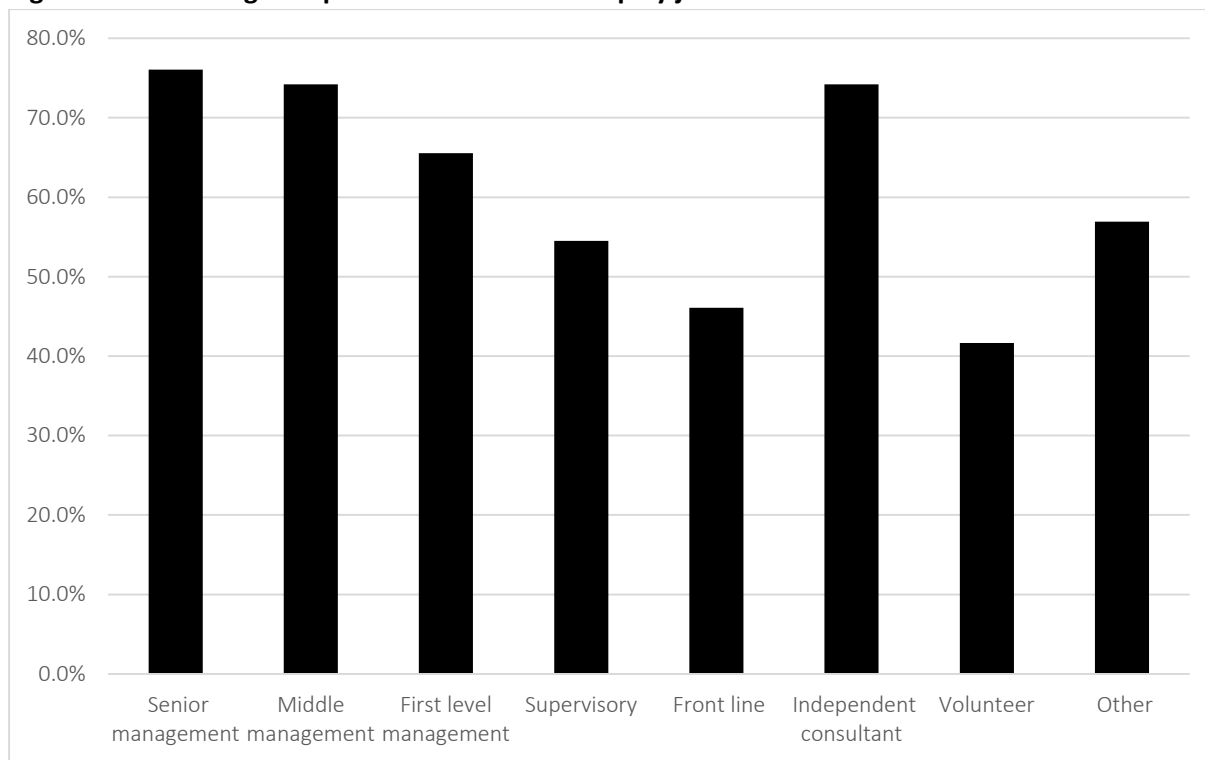
Figure 11: Percentages of respondents holding professional memberships by work domain



4.6.4.2 Professional membership and job status

The percentage of respondents who are members of professional LARKIM organisations, classified by job status, is illustrated in Figure 12. Professional membership is most common among those who work as senior managers and as independent consultants. The pattern of declining percentage of professional membership across the five main job status levels reflects that for professional qualifications, as summarised in Table 35. ('Other' in this figure represents those who did not define themselves according to one of the main categories in answer to question 4 in the survey.)

Figure 12: Percentages of professional membership by job status



4.6.4.3 Top professional membership bodies

The current top four organisational affiliations for LARKIM workers by domain are given in Table 36. The top four bodies are ARA, CILIP, the Gurteen Knowledge Community, and IRMS. The table shows the percentages of respondents who are members by domain for each body. The table also gives the percentages of respondents who did not list any membership. 4641 respondents hold membership of one or more of the four bodies identified, and 678 respondents are members of organisations that were not listed in the survey. (These included, for example, the American Library Association, the Chartered Management Institute, and the Worshipful Company of Information Technologists.) It can be seen that the top professional body for Libraries, Information Management and Knowledge Management is CILIP, and the equivalent for Archives and Records is ARA. There were very few responses for the other professional bodies listed in the survey: the next most 'popular' were BIALl, the HEA and SLA, but none of these have more than 2% penetration of the LARKIM workforce population.

Table 36: Membership of 'top' professional bodies: ARA, CILIP, Gurteen Knowledge Community, and IRMS

| Organisations | Libraries | | Archives | | Records | | Information Management | | Knowledge Management | |
|-----------------------------|-----------|------|----------|-----|---------|-----|------------------------|-----|----------------------|-----|
| | % | N | % | N | % | N | % | N | % | N |
| ARA | 2.2% | 158 | 41.8% | 742 | 28.1% | 181 | 7.3% | 116 | 13.1% | 102 |
| CILIP | 45.9% | 3297 | 15.5% | 275 | 20.0% | 129 | 40.4% | 641 | 43.5% | 338 |
| Gurteen Knowledge Community | -- | -- | -- | -- | -- | -- | -- | -- | 7.4% | 57 |
| IRMS | -- | -- | -- | -- | 13.8% | 89 | -- | -- | -- | -- |
| Unlisted organisations | 6.6% | 474 | 13.8% | 245 | -- | -- | 11.5% | 183 | -- | -- |
| No membership | 35.0% | 2514 | 23.3% | 413 | 10.2% | 66 | 11.5% | 183 | 3.5% | 27 |

Note that '--' means that an organisation was not in the top three for the relevant domain, **not** that no respondents were members of this domain. 'Unlisted organisations' are those that were entered in the relevant 'other' field in the survey.

4.6.4.4 Professional memberships and demographics (including protected characteristics)

Statistical testing can show whether or not there are significant associations between membership of professional bodies and sample demographics (including protected characteristics). The membership proportions and numbers of respondents are shown in Table 37. (It was not possible to run statistical tests on ethnicity because of low sample sizes.)

It can be seen that professional membership is not influenced by relationship status, religion, health status, sexuality, being a parent of children under 16 years old, or gender. There does, however, appear to be a significant association between age group and professional membership in that older respondents, especially in the 35 to 44 year age group, are more likely to be members of a LARKIM professional body.

Table 37: Protected characteristics and professional membership

| Protected characteristic | Category | Not a professional member | | Professional Member | | Statistically significant |
|--------------------------|------------|---------------------------|-------|---------------------|-------|--------------------------------|
| | | N | % | N | % | |
| Gender | Female | 2735 | 77.2% | 3885 | 78.8% | Not significant (P = 0.096) |
| | Male | 806 | 22.8% | 1048 | 21.2% | |
| | Totals | 3541 | 100% | 4933 | 100% | |
| Age | 16-19 | 9 | 0.3% | 1 | 0.0% | Significant (P < 0.001) |
| | 20-24 | 92 | 2.6% | 74 | 1.5% | |
| | 25-34 | 644 | 18.2% | 914 | 18.5% | |
| | 35-44 | 804 | 22.7% | 1259 | 25.5% | |
| | 45-54 | 1051 | 29.7% | 1479 | 29.9% | |
| | 55-64 | 824 | 23.3% | 1102 | 22.3% | |
| | 65 or over | 113 | 3.2% | 114 | 2.3% | |
| Totals | 3537 | 100% | 4943 | 100% | | |
| Children under 16 | No | 2751 | 78.4% | 3792 | 77.8% | Not significant (P = 0.344) |
| | Yes | 758 | 21.6% | 1079 | 22.2% | |
| | Totals | 3509 | 100% | 4871 | 100% | |
| Long-term health issues | No | 2844 | 83.7% | 3996 | 84.2% | Not significant (P = 0.558) |
| | Yes | 554 | 16.3% | 751 | 15.8% | |
| | Totals | 3398 | 100% | 4747 | 100% | |
| Health affects work | No | 297 | 57.2% | 447 | 62.4% | Not significant (P = 0.065) |
| | Yes | 222 | 42.8% | 269 | 37.6% | |
| | Totals | 519 | 100% | 716 | 100% | |

| Protected characteristic | Category | Not a professional member | | Professional Member | | Statistically significant |
|--------------------------|---|---------------------------|-------|---------------------|-------|---|
| | | N | % | N | % | |
| Relationship status | A civil partner in a legally-recognised Civil Partnership | 24 | 0.7% | 49 | 1.0% | NA: Not appropriate to conduct statistical tests using this data |
| | A surviving civil partner, your partner having died | 4 | 0.1% | 3 | 0.1% | |
| | Divorced | 198 | 5.8% | 183 | 3.9% | |
| | Formerly a civil partner, the Civil Partnership now legally dissolved | 3 | 0.1% | 1 | 0.0% | |
| | In a legally-recognised Civil Partnership and separated from partner | 5 | 0.1% | 2 | 0.0% | |
| | Married/cohabiting, legally separated from husband/wife/ partner | 68 | 2.0% | 61 | 1.3% | |
| | Married/cohabiting, living with your husband/wife/partner | 2348 | 68.8% | 3275 | 69.3% | |
| | Single, i.e. never married | 706 | 20.7% | 1100 | 23.3% | |
| | Widowed | 59 | 1.7% | 51 | 1.1% | |
| Totals | 3415 | 100% | 4725 | 100% | | |
| Sexuality | Bisexual | 87 | 2.7% | 99 | 2.2% | Not significant (P = 0.372) |
| | Gay or Lesbian | 112 | 3.5% | 176 | 3.9% | |
| | Heterosexual/straight | 3001 | 93.0% | 4166 | 93.1% | |
| | Other | 27 | 0.8% | 33 | 0.7% | |
| | Totals | 3227 | 100% | 4474 | 100% | |
| Religion | Buddhist | 23 | 0.7% | 35 | 0.8% | NA: Not appropriate to conduct statistical tests using this data |
| | Christian | 1438 | 43.6% | 2204 | 47.9% | |
| | Hindu | 11 | 0.3% | 10 | 0.2% | |
| | Jewish | 9 | 0.3% | 32 | 0.7% | |
| | Muslim | 17 | 0.5% | 8 | 0.2% | |
| | No religion | 1709 | 51.8% | 2234 | 48.5% | |
| | Other | 85 | 2.6% | 76 | 1.7% | |
| | Sikh | 5 | 0.2% | 4 | 0.1% | |
| Totals | 3297 | 100% | 4603 | 100% | | |

Patterns of professional membership were also considered according to region. This analysis is presented with other regional indicators in section 4.8.2.

4.6.4.5 Lapsed professional memberships

Details of lapsed memberships are presented in Table 38. This shows how many respondents identified a lapsed membership for each of the domains, the total number of lapsed memberships for each body by domain, and the figure for the number of lapsed memberships within the domain as a percentage. It can be seen that of the four bodies here CILIP has the highest percentage of lapsed members in all the domains, with the highest percentages in Libraries, Information Management, and Knowledge Management.

Table 38: Lapsed professional memberships: ARA, BIALL, CILIP and IRMS

| Organisations | Libraries % and number of respondents | Archives % and number of respondents | Records % and number of respondents | Information Management % and number of respondents | Knowledge Management % and number of respondents |
|------------------------------------|---|--|---|---|--|
| ARA | -- | 5.1% (98) | 6.3% (45) | -- | -- |
| BIALL | 1.2% (89) | -- | -- | 2.3% (40) | 3.0% (26) |
| CILIP | 14.2% (1077) | 6.3% (120) | 7.5% (53) | 13.2% (227) | 13.6% (116) |
| IRMS | -- | -- | 5.9% (42) | -- | -- |
| Unlisted organisations | 4.3% (323) | 4.0% (77) | -- | 6.5% (112) | 6.4% (55) |
| Number of respondents answering | 1807 | 448 | 239 | 615 | 318 |

Note that '--' means that an organisation was not in the top three for the relevant domain, **not** that no respondents were members of this domain. 'Unlisted organisations' are those that were entered in the relevant 'other' field in the survey.

Figure 13 and Figure 14 show current versus lapsed membership as graphs for the major and minor professional bodies respectively.

Figure 13: Current and lapsed memberships of LARKIM organisations

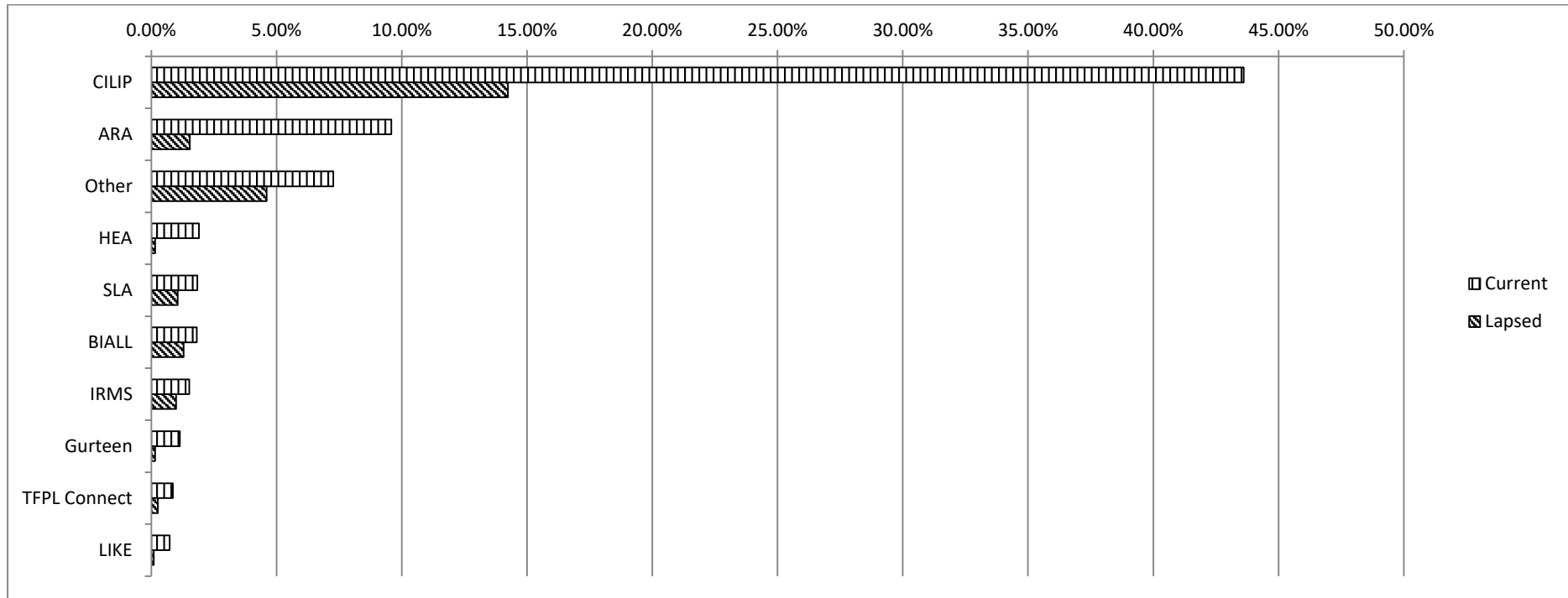
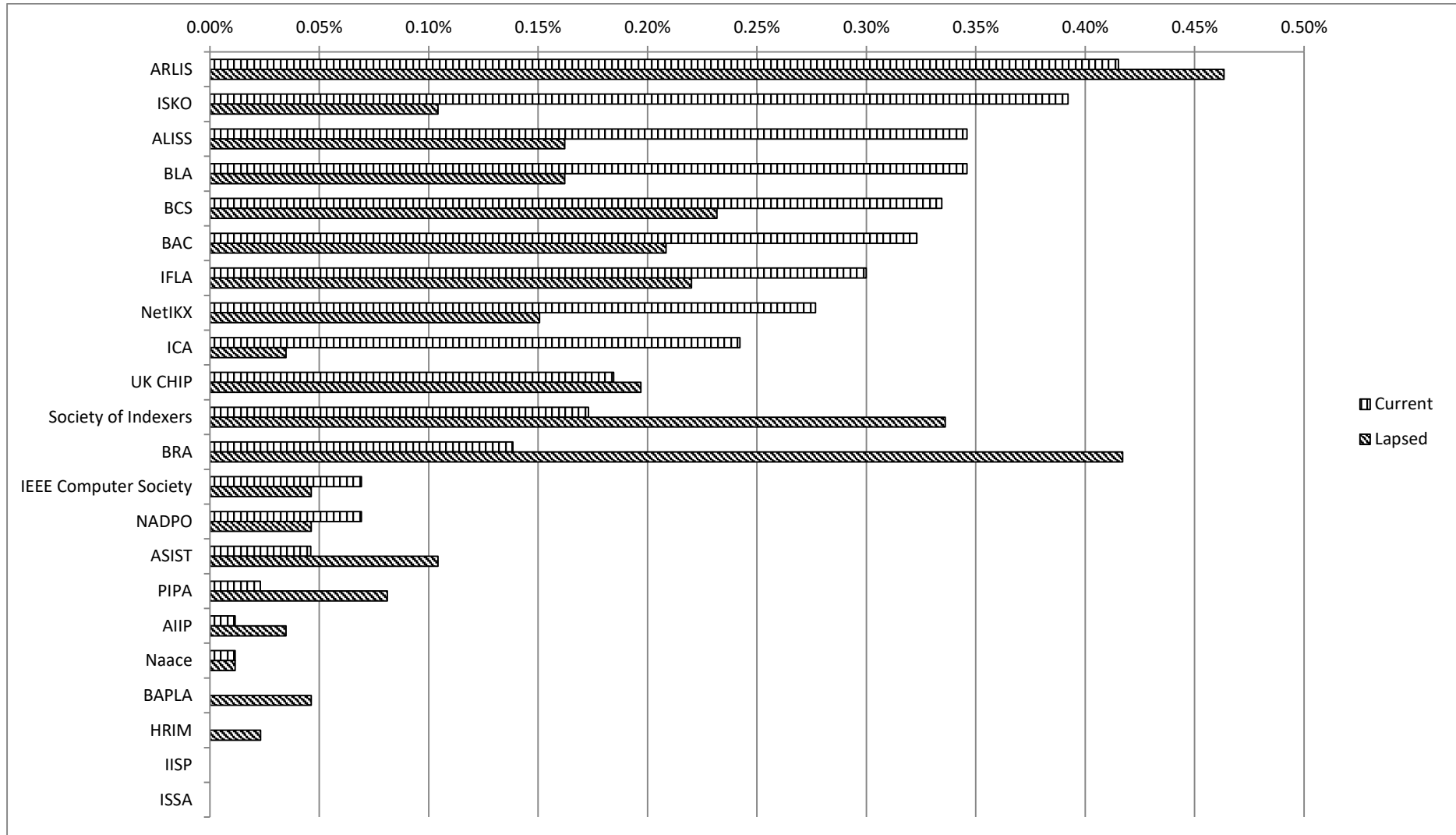


Figure 14: Current and lapsed memberships of LARKIM organisations (continued)



4.6.4.6 Membership of CILIP and ARA

Tests were applied to the data collected on membership of CILIP and ARA to determine the proportion of membership according to length of time working in the LARKIM domains – see Table 39. It is clear that the membership levels of each body depend heavily on members of the workforce who have 10 or more years of experience.

Table 39: CILIP and ARA memberships and years of LARKIM experience

| Length of time working in LARKIM | CILIP membership (%) | ARA membership (%) |
|---|----------------------|--------------------|
| 1 year or under | 0.9% | 2.7% |
| More than 1 year, but fewer than 3 years | 3.8% | 9.9% |
| More than 3 years, but fewer than 5 years | 5.0% | 8.2% |
| More than 5 years, but fewer than 10 years | 13.7% | 19.6% |
| More than 10 years, but fewer than 20 years | 29.5% | 27.7% |
| 20 years or more | 47.1% | 31.9% |
| Total % | 100% | 100% |
| Total N | 3753 | 830 |

Figure 15 and Figure 16 show the overlap of membership for ARA and CILIP members with membership of other professional bodies. In both cases there is a wide spread of ‘competitor’ bodies. The highest percentage for ARA is ‘other’, indicating that the competitors are not fellow LARKM bodies. This is also the case for CILIP.

Figure 15: ARA members who are also members of other LARKIM organisations

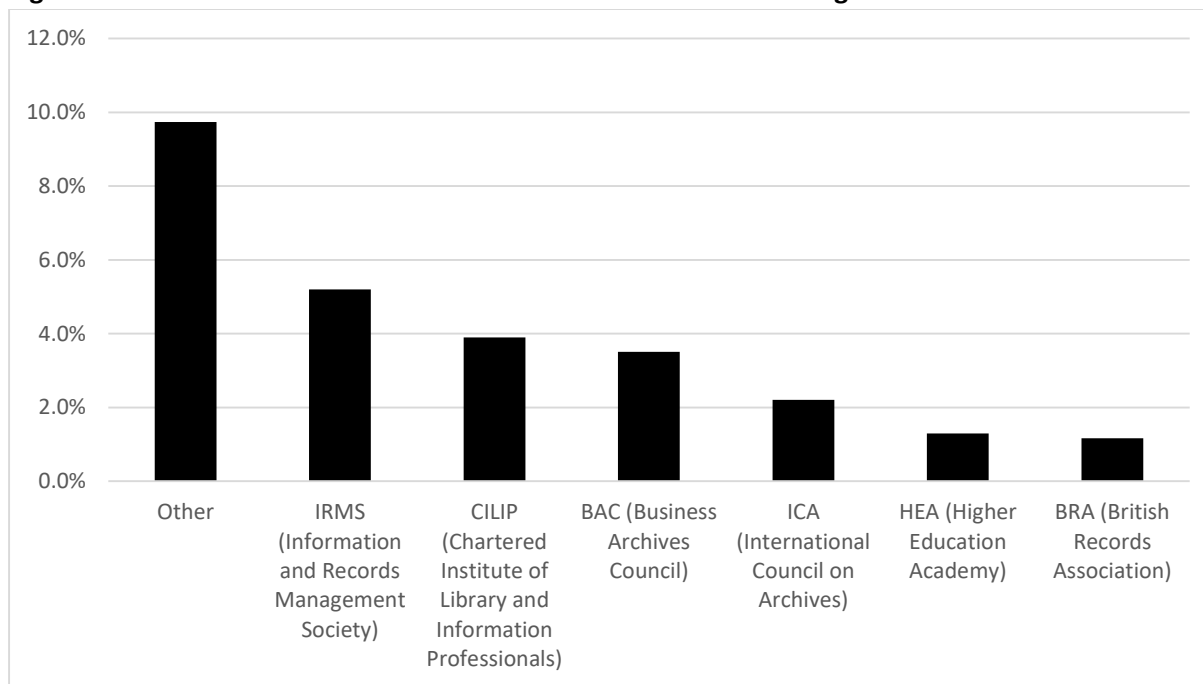
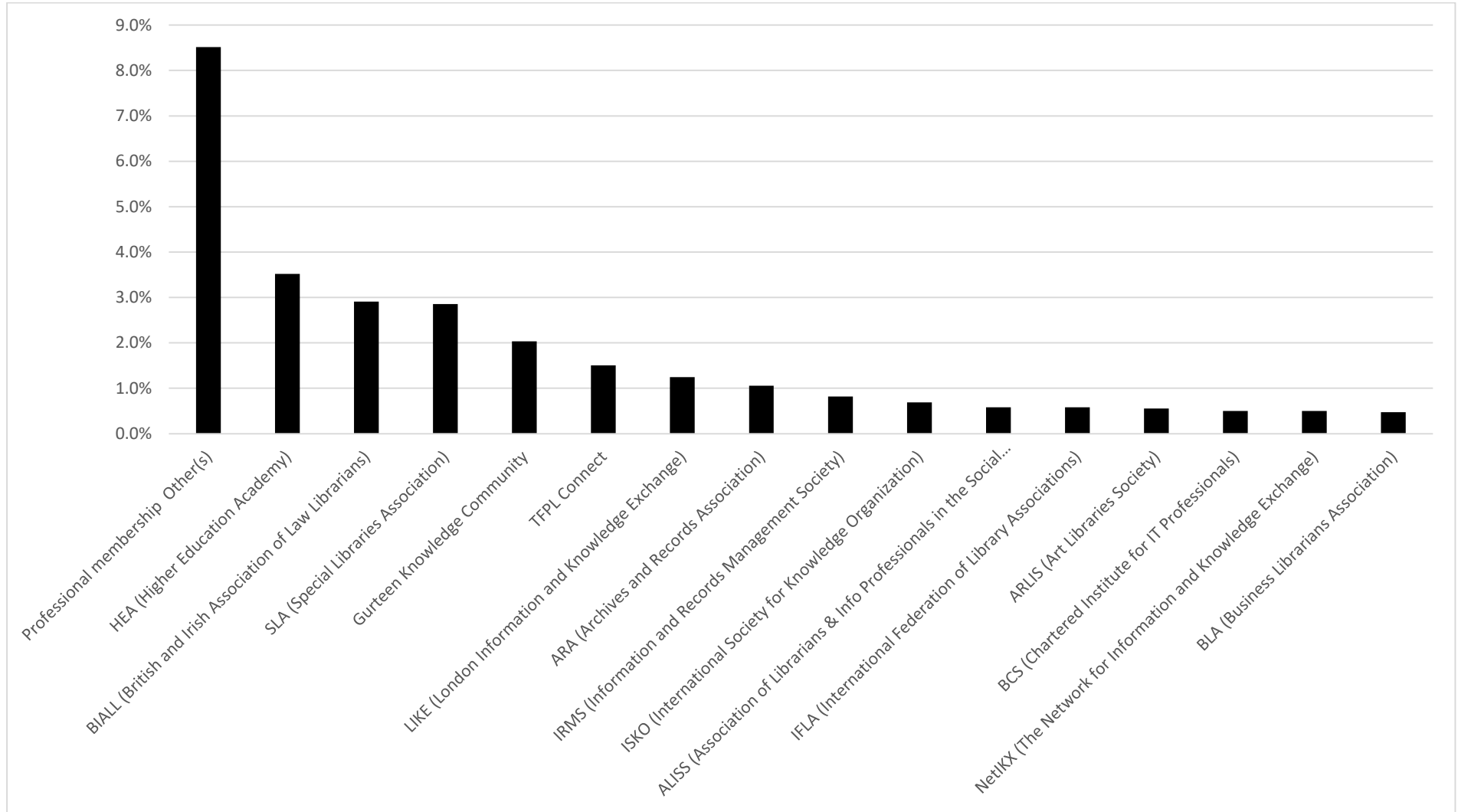


Figure 16: CILIP members who are also members of other LARKIM organisations

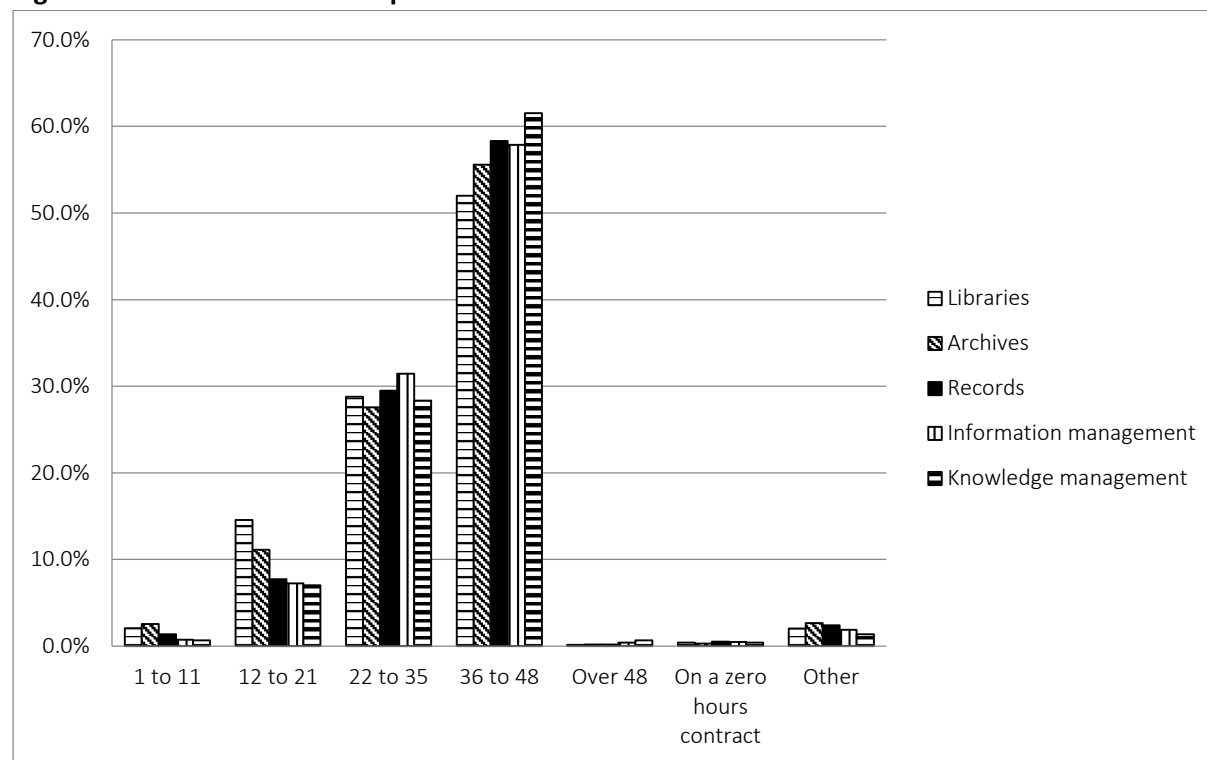


4.7 Hours, contracts and earnings indicators

4.7.1 Usual hours worked

The data collected from the survey for usual working hours are plotted by domain in Figure 17. Most of the members of the LARKIM workforce (84.3%) work 22 hours or more per week (i.e. are not part-time: under 22 hours per week is the UK discriminator for part-time work), with the modal group for all domains as 36 to 48 hours per week. This figure is higher than that for the working population as a whole (58.4%, as noted in Appendix 2). The proportions for respondents in Records, Information Management and Knowledge Management who work 36 to 48 hours are larger than the proportions in Libraries and Archives. It appears that zero-hours contracts, and working over 48 hours a week, are uncommon in the LARKIM workforce.

Figure 17: Usual hours worked per week



The percentages of those who work in the different hour ranges are presented by gender and domain in Table 40. This analysis is based on data from respondents who gave their gender, identified the domain(s) in which they work, and provided details of their working hours. It can be seen here that the proportions of female respondents who work under 22 hours per week are much higher than they are for male respondents, and that higher proportions of male workers work full time hours, in each of the domains. (For details of the sectoral breakdown of hours worked by gender and domain please see Appendix 6.)

Table 40: Hours worked by gender and work domain

| Hours worked per week | Libraries | | Archives | | Records | | Information Management | | Knowledge Management | | All domains | |
|--------------------------|-----------|-------|----------|-------|---------|-------|------------------------|-------|----------------------|-------|-------------|-------|
| | F % | M % | F % | M % | F % | M % | F % | M % | F % | M % | F % | M % |
| 1 – 11 | 2.1% | 2.0% | 2.6% | 2.6% | 1.3% | 1.8% | 0.8% | 0.8% | 0.6% | 1.0% | 2.1% | 2.0% |
| 12 – 21 | 16.0% | 8.2% | 12.8% | 6.9% | 9.9% | 4.1% | 8.7% | 3.0% | 8.3% | 3.0% | 15.0% | 7.0% |
| 22 – 35 | 29.5% | 24.8% | 29.8% | 21.1% | 35.0% | 18.8% | 34.0% | 24.6% | 29.4% | 23.9% | 29.5% | 23.7% |
| 36 – 48 | 49.8% | 62.6% | 51.2% | 67.2% | 50.7% | 72.9% | 53.6% | 69.7% | 58.9% | 70.6% | 50.7% | 65.1% |
| Over 48 | 0.1% | 0.2% | 0.3% | 0.0% | 0.3% | 0.0% | 0.1% | 1.0% | 0.6% | 1.0% | 0.2% | 0.3% |
| Other | 0.3% | 0.5% | 0.4% | 0.2% | 0.8% | 0.0% | 0.6% | 0.3% | 0.4% | 0.5% | 0.4% | 0.5% |
| On a zero hours contract | 2.1% | 1.6% | 2.9% | 1.9% | 2.1% | 2.4% | 2.3% | 0.8% | 1.8% | 0.0% | 2.1% | 1.5% |
| Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Total N | 5242 | 1320 | 1107 | 421 | 383 | 170 | 1019 | 399 | 496 | 201 | 6398 | 1754 |

The overall percentage of those paid overtime analysed by gender is given in Table 41: 18.4% of female staff are paid overtime, as are 19.0% of males. The proportions for the domains show that more paid overtime is available to those who work in Libraries.

Table 41: Percentage of paid overtime by gender and work domain

| Work Domain | F % | M % | All respondents |
|--------------------------------|------------|------------|------------------------|
| Libraries | 5.4% | 4.9% | 5.2% |
| Archives | 3.8% | 3.6% | 3.7% |
| Records | 3.1% | 3.9% | 3.4% |
| Information Management | 3.1% | 3.4% | 3.2% |
| Knowledge Management | 3.1% | 3.1% | 3.1% |
| Total percentage paid overtime | 18.4% | 19.0% | 18.5% |
| N | 1175 | 333 | 1508 |
| Total reporting hours worked | 6398 | 1754 | 8152 |

4.7.2 Hours worked and care giving

Table 42 provides details of hours worked and care giving by work domain. Of interest in this table are the figures for those who work in the 36 to 48 hours a week band in Libraries and Information Management. For each of the domains there is a significant difference between the proportions of the working population who give care and support and those who do not. In addition, 50.0% of the care giving population works fewer than 36 hours in Libraries, with 44.6% as the equivalent figure for Information Management (whereas in the other domains it ranges between 36.6% and 38.5%). This may indicate that it is more difficult to fit caring around a full-time role in Libraries, and in Information Management to a lesser extent, than it is in the other domains.

Table 42: Hours worked and care giving by work domain (whole sample)

| Hours worked | Libraries | | Archives | | Records | | Information Management | | Knowledge Management | |
|--------------------------|----------------------|-------------|---------------------|-------------|---------------------|-------------|------------------------|-------------|----------------------|-------------|
| | Does not give C&S* % | Gives C&S % | Does not give C&S % | Gives C&S % | Does not give C&S % | Gives C&S % | Does not give C %&S | Gives C&S % | Does not give C&S % | Gives C %&S |
| 1 to 11 | 2.0% | 2.2% | 2.4% | 3.9% | 1.4% | 1.4% | 0.8% | 0.5% | 0.7% | 0.9% |
| 12 to 21 | 13.5% | 20.2% | 11.2% | 11.7% | 7.6% | 7.0% | 6.7% | 8.7% | 7.1% | 5.4% |
| 22 to 35 | 28.7% | 27.6% | 27.3% | 22.9% | 29.0% | 28.2% | 30.4% | 35.4% | 26.2% | 31.3% |
| 36 to 48 | 53.1% | 47.8% | 55.9% | 58.7% | 58.7% | 60.6% | 59.2% | 51.8% | 62.9% | 60.7% |
| Over 48 | 0.2% | 0.2% | 0.2% | 0.0% | 0.6% | 0.0% | 0.7% | 0.0% | 1.2% | 0.0% |
| On a zero hours contract | 0.4% | 0.5% | 0.3% | 0.6% | 0.2% | 1.4% | 0.6% | 0.0% | 0.5% | 0.0% |
| Other | 2.2% | 1.6% | 2.7% | 2.2% | 2.5% | 1.4% | 1.7% | 3.6% | 1.4% | 1.8% |
| Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Total N | 5425 | 961 | 1341 | 179 | 487 | 71 | 1196 | 195 | 577 | 112 |

* care and support

When females only are considered (see Table 43) in the analysis of hours worked and care giving the pattern noted above is confirmed, albeit that the difference in proportions between carers and non-carers in the 36-48 hour category for Libraries is smaller, and for Information Management it is greater.

Table 43: Hours worked and care giving by work domain (females only)

| Hours worked | Libraries | | Archives | | Records | | Information Management | | Knowledge Management | |
|--------------------------|-------------------------|----------------|------------------------|----------------|------------------------|----------------|----------------------------|----------------|------------------------|----------------|
| | Does not give C&S* % | Gives C&S % | Does not give C&S % | Gives C&S % | Does not give C&S % | Gives C&S % | Does not give C &S % | Gives C&S % | Does not give C&S % | Gives C&S % |
| 1 to 11 | 2.0% | 2.1% | 2.3% | 4.0% | 1.3% | 2.0% | 0.7% | 0.7% | 0.5% | 1.3% |
| 12 to 21 | 14.9% | 21.8% | 12.8% | 15.1% | 9.9% | 10.0% | 8.1% | 11.8% | 8.3% | 7.7% |
| 22 to 35 | 30.3% | 27.8% | 30.5% | 24.6% | 35.3% | 34.0% | 33.9% | 39.0% | 29.2% | 32.1% |
| 36 to 48 | 50.0% | 46.3% | 50.9% | 53.2% | 50.3% | 52.0% | 54.6% | 43.4% | 58.9% | 57.7% |
| Over 48 | 0.1% | 0.1% | 0.3% | 0.0% | 0.3% | 0.0% | 0.1% | 0.0% | 0.8% | 0.0% |
| On a zero hours contract | 0.3% | 0.5% | 0.3% | 0.8% | 0.3% | 2.0% | 0.7% | 0.0% | 0.5% | 0.0% |
| Other | 2.3% | 1.5% | 2.9% | 2.4% | 2.6% | 0.0% | 1.8% | 5.1% | 1.8% | 1.3% |
| Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Total N | 4152 | 818 | 925 | 126 | 312 | 50 | 823 | 136 | 384 | 78 |

* care and support

4.7.3 Hours worked and long-term health issues

Hours worked and long-term health issues, analysed by gender and work domain, are portrayed in Table 44. The proportion of females who work in Libraries 36-48 hours per week, and have long-term health issues (48.5%), is significantly lower than that of males (55.2%). For the other work domains, the proportion of females with long-term health issues who work 36 to 48 hours per week is greater than that for males. A further point to note from this table is that in the 12 to 21 hours category there is a higher proportion of females than males with long term health issues in all the domains, with the biggest difference in Knowledge Management. The underlying reasons for these observed characteristics of the workforce are not evident from the data collected for this study.

Table 44: Hours worked, long-term health issues and work domain

| Hours worked per week | Libraries | | | | Archives | | | | Records | | | |
|--------------------------|----------------------------|-------|-------------------------|-------|----------------------------|-------|-------------------------|-------|----------------------------|-------|-------------------------|-------|
| | No long-term health issues | | Long-term health issues | | No long-term health issues | | Long-term health issues | | No long-term health issues | | Long-term health issues | |
| | F % | M % | F % | M % | F % | M % | F % | M % | F % | M % | F % | M % |
| 1 to 11 | 2.1% | 1.9% | 1.6% | 1.9% | 2.4% | 2.4% | 3.6% | 4.2% | 1.3% | 2.0% | 1.8% | 0.0% |
| 12 to 21 | 15.6% | 7.9% | 18.9% | 8.5% | 13.2% | 6.7% | 12.6% | 9.9% | 10.3% | 4.0% | 12.3% | 7.7% |
| 22 to 35 | 30.0% | 24.1% | 27.7% | 30.7% | 31.3% | 19.2% | 22.8% | 23.9% | 36.0% | 18.1% | 31.6% | 30.8% |
| 36 to 48 | 49.9% | 64.0% | 48.5% | 55.2% | 49.5% | 70.1% | 58.1% | 57.7% | 49.3% | 75.2% | 52.6% | 46.2% |
| Over 48 | 0.1% | 0.2% | 0.1% | 0.5% | 0.3% | 0.0% | 0.0% | 0.0% | 0.3% | 0.0% | 0.0% | 0.0% |
| On a zero hours contract | 0.3% | 0.4% | 0.5% | 1.4% | 0.5% | 0.3% | 0.0% | 0.0% | 0.7% | 0.0% | 0.0% | 0.0% |
| Other | 1.9% | 1.5% | 2.7% | 1.9% | 2.8% | 1.2% | 3.0% | 4.2% | 2.0% | 7% | 1.8% | 15.4% |
| Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Total N | 4165 | 1038 | 813 | 212 | 888 | 328 | 167 | 71 | 300 | 149 | 57 | 13 |
| Hours worked per week | Information Management | | | | Knowledge Management | | | | All domains | | | |
| | No long-term health issues | | Long-term health issues | | No long-term health issues | | Long-term health issues | | No long-term health issues | | Long-term health issues | |
| | F % | M % | F % | M % | F % | M % | F % | M % | F % | M % | F % | M % |
| 1 to 11 | 0.9% | 3% | 0.0% | 2.1% | 0.8% | 0.6% | 0.0% | 3.3% | 2.1% | 1.9% | 1.9% | 2.2% |
| 12 to 21 | 8.5% | 2.4% | 11.2% | 6.3% | 8.3% | 2.5% | 10.1% | 3.3% | 14.7% | 6.7% | 17.4% | 8.1% |
| 22 to 35 | 35.5% | 22.9% | 30.3% | 37.5% | 30.0% | 21.4% | 27.5% | 36.7% | 30.1% | 22.4% | 27.0% | 28.7% |
| 36 to 48 | 52.5% | 72.6% | 54.6% | 52.1% | 57.9% | 73.6% | 60.9% | 56.7% | 50.5% | 67.1% | 50.6% | 57.4% |
| Over 48 | 0.1% | 1.2% | 0.0% | 0.0% | 0.8% | 1.3% | 0.0% | 0.0% | 0.2% | 0.4% | 0.1% | 0.4% |
| On a zero hours contract | 0.6% | 0.3% | 0.0% | 0.0% | 0.5% | 0.6% | 0.0% | 0.0% | 0.4% | 0.4% | 0.4% | 1.1% |
| Other | 1.8% | 0.3% | 3.9% | 2.1% | 1.8% | 0.0% | 1.4% | 0.0% | 2.0% | 1.2% | 2.7% | 2.2% |
| Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Total N | 813 | 332 | 152 | 48 | 397 | 159 | 69 | 30 | 5111 | 1392 | 967 | 272 |

4.7.4 Contracts

4.7.4.1 Contracts overview: by domain, gender, job status and sector

The vast majority of all respondents who gave details of their contracts are in permanent paid jobs: 86.9% reported this to be the case. This figure for permanent contract holders is lower than that for the working population as a whole (93.8%, as noted in Appendix 2). In Archives and (to a lesser extent) Records, long-term fixed paid contracts are more evident than elsewhere. The distribution of contract types for those who identified their domain(s) of work and gender is displayed in Table 45.

Table 45: Contract type by gender and work domain

| Hours worked per week | Libraries | | Archives | | Records | | Information Management | | Knowledge Management | | All domains | |
|--|-----------|-------|----------|-------|---------|-------|------------------------|-------|----------------------|-------|-------------|-------|
| | F % | M % | F % | M % | F % | M % | F % | M % | F % | M % | F % | M % |
| A long-term fixed period paid job (more than 6 months) | 4.3% | 4.4% | 13.3% | 9.3% | 7.3% | 5.5% | 5.9% | 5.1% | 5.4% | 2.4% | 5.9% | 5.5% |
| A permanent paid job | 90.3% | 87.4% | 76.1% | 75.9% | 81.9% | 78.0% | 87.5% | 85.5% | 87.8% | 87.7% | 87.8% | 84.6% |
| A permanent paid job in probation period | 2.2% | 2.8% | 1.8% | 2.5% | 2.3% | 2.2% | 1.9% | 1.9% | 2.0% | .9% | 2.1% | 2.7% |
| A short-term fixed period paid job (6 months or under) | 1.0% | 1.7% | 2.7% | 2.5% | 1.8% | 1.1% | 1.3% | 1.4% | 1.2% | 1.4% | 1.2% | 1.9% |
| A volunteer post with honorarium/ expenses | 0.2% | 0.5% | 0.9% | 1.6% | 0.5% | 2.7% | 0.3% | 0.7% | 0.2% | 0.5% | 0.3% | 0.7% |
| Ad hoc paid work, i.e. you are given work when your labour is required | 0.5% | 0.8% | 0.4% | 1.1% | 1.0% | 0.5% | 0.4% | 0.7% | 0.2% | 0.5% | 0.5% | 0.7% |
| An unpaid volunteer post | 0.7% | 0.7% | 2.4% | 3.9% | 2.0% | 2.7% | 0.3% | 0.5% | 0.2% | 0.9% | 1.0% | 1.3% |
| Independent consultant | 0.3% | 0.7% | 1.5% | 2.3% | 2.0% | 5.5% | 1.8% | 3.4% | 2.4% | 4.3% | 0.7% | 1.7% |
| Other | 0.5% | 1.0% | 0.9% | 0.9% | 1.3% | 1.6% | 0.6% | 0.7% | 0.6% | 1.4% | 0.5% | 0.9% |
| Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Total N | 5299 | 1339 | 1148 | 439 | 398 | 182 | 1034 | 414 | 498 | 211 | 6497 | 1801 |

The relationships between job statuses and contract types for each work domain are displayed in Table 46 (Libraries and Archives), Table 47 (Records and Information Management) and Table 48 (Knowledge Management). These tables show that the proportion of staff on particular contracts is highest in most domains for front line staff. This reflects the high proportion of front line staff who completed the survey (38.8%), as noted in section 4.5.2.

NB when reading the percentages in these tables the total number of respondents (N) for each category of contract should be noted, especially where N is very small. For example, only three respondents are volunteer workers in Knowledge Management. One of these noted in his/her survey responses that he/she works as a senior manager. On the basis of such small numbers it should not be concluded that 33.3% of volunteers in Knowledge Management work at a senior level.

Table 46: Contract type and job status (Libraries and Archives)

| Work Domain | Job Status | Long-term fixed-period paid job % | Permanent paid job % | Permanent paid job in probation period % | Short-term fixed-period paid job % | Volunteer post with honorarium/ expenses % | Ad hoc paid work % | Unpaid volunteer post % | Independent consultant % | Other % |
|-------------|------------------------|-----------------------------------|----------------------|--|------------------------------------|--|--------------------|-------------------------|--------------------------|---------|
| Libraries | Senior management | 1.7% | 7.3% | 4.6% | 1.0% | 4.8% | 0.0% | 1.9% | 12.1% | 1.8% |
| | Middle management | 7.4% | 18.4% | 13.3% | 8.3% | 0.0% | 2.1% | 1.9% | 6.1% | 1.8% |
| | First level management | 13.4% | 21.3% | 21.9% | 7.3% | 4.8% | 2.1% | 3.7% | 0.0% | 10.9% |
| | Supervisory | 8.6% | 12.5% | 14.8% | 11.5% | 0.0% | 6.3% | 0.0% | 3.0% | 14.5% |
| | Front line | 50.9% | 35.9% | 33.7% | 56.3% | 9.5% | 66.7% | 5.6% | 0.0% | 47.3% |
| | Independent consultant | 1.4% | 0.3% | 1.0% | 4.2% | 14.3% | 12.5% | 3.7% | 72.7% | 3.6% |
| | Volunteer | 0.6% | 0.1% | 0.5% | 1.0% | 66.7% | 2.1% | 81.5% | 3.0% | 5.5% |
| | Other | 16.0% | 4.3% | 10.2% | 10.4% | 0.0% | 8.3% | 1.9% | 3.0% | 14.5% |
| | Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Total N | 350 | 7125 | 196 | 96 | 21 | 48 | 54 | 33 | 55 | |
| Archives | Senior management | 1.7% | 9.2% | 11.1% | 0.0% | 7.4% | 0.0% | 3.9% | 13.9% | 7.7% |
| | Middle management | 6.3% | 19.3% | 13.9% | 0.0% | 0.0% | 7.1% | 2.0% | 2.8% | 0.0% |
| | First level management | 16.0% | 21.8% | 16.7% | 16.0% | 0.0% | 0.0% | 2.0% | 5.6% | 7.7% |
| | Supervisory | 13.5% | 13.9% | 11.1% | 6.0% | 3.7% | 14.3% | 0.0% | 2.8% | 11.5% |
| | Front line | 41.8% | 31.1% | 38.9% | 58.0% | 11.1% | 35.7% | 3.9% | 2.8% | 26.9% |
| | Independent consultant | 3.8% | 0.3% | 2.8% | 10.0% | 14.8% | 21.4% | 2.0% | 66.7% | 15.4% |
| | Volunteer | 0.4% | 0.1% | 0.0% | 4.0% | 63.0% | 0.0% | 86.3% | 2.8% | 7.7% |
| | Other | 16.5% | 4.3% | 5.6% | 6.0% | 0.0% | 21.4% | 0.0% | 2.8% | 23.1% |
| | Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Total N | 237 | 1530 | 36 | 50 | 27 | 14 | 51 | 36 | 26 | |

Table 47: Contract type and job status (Records and Information Management)

| Work Domain | Job Status | Long-term fixed-period paid job % | Permanent paid job % | Permanent paid job in probation period % | Short-term fixed-period paid job % | Volunteer post with honorarium/ expenses % | Ad hoc paid work % | Unpaid volunteer post % | Independent consultant % | Other % | |
|------------------------|------------------------|-----------------------------------|----------------------|--|------------------------------------|--|--------------------|-------------------------|--------------------------|---------|------|
| Records | Senior management | 1.9% | 10.4% | 6.7% | 0.0% | 0.0% | 0.0% | 11.8% | 17.4% | 0.0% | |
| | Middle management | 11.5% | 26.8% | 0.0% | 8.3% | 0.0% | 14.3% | 5.9% | 4.3% | 0.0% | |
| | First level management | 17.3% | 24.5% | 20.0% | 16.7% | 0.0% | 0.0% | 0.0% | 0.0% | 10.0% | |
| | Supervisory | 11.5% | 10.2% | 13.3% | 0.0% | 0.0% | 14.3% | 0.0% | 4.3% | 0.0% | |
| | Front line | 50.0% | 23.0% | 53.3% | 66.7% | 9.1% | 42.9% | 5.9% | 4.3% | 40.0% | |
| | Independent consultant | 5.8% | 0.8% | 6.7% | 0.0% | 27.3% | 28.6% | 5.9% | 60.9% | 20.0% | |
| | Volunteer | 0.0% | 0.0% | 0.0% | 8.3% | 63.6% | 0.0% | 70.6% | 4.3% | 10.0% | |
| | Other | 1.9% | 4.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 4.3% | 20.0% | |
| | Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| | Total N | 52 | 596 | 15 | 12 | 11 | 7 | 17 | 23 | 10 | |
| Information Management | Senior management | 4.8% | 10.6% | 2.9% | 0.0% | 27.3% | 10.0% | 14.3% | 17.1% | 15.4% | |
| | Middle management | 12.5% | 25.1% | 14.3% | 6.1% | 0.0% | 10.0% | 14.3% | 9.8% | 0.0% | |
| | First level management | 12.5% | 22.4% | 20.0% | 15.2% | 0.0% | 0.0% | 0.0% | 2.4% | 7.7% | |
| | Supervisory | 15.4% | 11.0% | 11.4% | 6.1% | 9.1% | 10.0% | 0.0% | 4.9% | 0.0% | |
| | Front line | 31.7% | 25.9% | 25.7% | 54.5% | 9.1% | 20.0% | 14.3% | 2.4% | 38.5% | |
| | Independent consultant | 8.7% | 1.0% | 5.7% | 12.1% | 36.4% | 40.0% | 0.0% | 63.4% | 23.1% | |
| | Volunteer | 1.0% | 0.1% | 2.9% | 0.0% | 18.2% | 0.0% | 57.1% | 0.0% | 7.7% | |
| | Other | 13.5% | 3.9% | 17.1% | 6.1% | 0.0% | 10.0% | 0.0% | 0.0% | 7.7% | |
| | Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| | Total N | 104 | 1552 | 35 | 33 | 11 | 10 | 7 | 41 | 13 | |

Table 48: Contract type and job status (Knowledge Management)

| Work Domain | Job Status | Long-term fixed-period paid job % | Permanent paid job % | Permanent paid job in probation period % | Short-term fixed-period paid job % | Volunteer post with honorarium/ expenses % | Ad hoc paid work % | Unpaid volunteer post % | Independent consultant % | Other % | |
|----------------------|------------------------|-----------------------------------|----------------------|--|------------------------------------|--|--------------------|-------------------------|--------------------------|---------|------|
| Knowledge Management | Senior management | 0.0% | 12.5% | 6.7% | 0.0% | 28.6% | 0.0% | 33.3% | 20.7% | 12.5% | |
| | Middle management | 10.3% | 26.2% | 6.7% | 0.0% | 0.0% | 0.0% | 0.0% | 6.9% | 0.0% | |
| | First level management | 25.6% | 19.2% | 26.7% | 15.4% | 0.0% | 0.0% | 0.0% | 0.0% | 12.5% | |
| | Supervisory | 15.4% | 11.6% | 13.3% | 0.0% | 14.3% | 0.0% | 0.0% | 3.4% | 12.5% | |
| | Front line | 38.5% | 25.8% | 33.3% | 69.2% | 14.3% | 50.0% | 0.0% | 3.4% | 50.0% | |
| | Independent consultant | 5.1% | 1.1% | 0.0% | 15.4% | 14.3% | 50.0% | 0.0% | 62.1% | 12.5% | |
| | Volunteer | 0.0% | 0.0% | 0.0% | 0.0% | 28.6% | 0.0% | 66.7% | 0.0% | 0.0% | |
| | Other | 5.1% | 3.6% | 13.3% | 0.0% | 0.0% | 0.0% | 0.0% | 3.4% | 0.0% | |
| | Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| | Total N | | 39 | 786 | 15 | 13 | 7 | 2 | 3 | 29 | 8 |

Relationships between contract types and industry sector for different job statuses are explored in Table 49 (senior management), Table 50 (middle management), Table 51 (first level management), Table 52 (supervisors), Table 53 (front-line staff), Table 54 (independent consultants), Table 55 (volunteers) and Table 56 (other job statuses). There are no significant variations in contract type for different job statuses across the sectors according to the responses to the survey questions available to generate these tables. (Again it should be noted that some of the numbers within each sector at each job status level are small. Hence it would not be advisable to generalise from some of the data presented in these tables.)

Table 49: Contract type, job status and industry sector (senior management)

| Job Status | Contract Type | Long-term fixed period paid job % | Permanent paid job % | Permanent paid job in probation period % | Short-term fixed period paid job % | Volunteer post with honorarium /expenses % | Ad hoc paid work % | Unpaid volunteer post % | Independent consultant % | Other % | Total % | Total N |
|-------------------|---------------------------|-----------------------------------|----------------------|--|------------------------------------|--|--------------------|-------------------------|--------------------------|---------|---------|---------|
| Senior management | Archives local | 1.2% | 90.6% | 0.0% | 0.0% | 1.2% | 0.0% | 0.0% | 4.7% | 2.4% | 100% | 85 |
| | Archives national | 7.0% | 79.1% | 0.0% | 0.0% | 0.0% | 0.0% | 2.3% | 7.0% | 4.7% | 100% | 43 |
| | Armed forces | 0.0% | 50.0% | 0.0% | 0.0% | 25.0% | 0.0% | 0.0% | 0.0% | 25.0% | 100% | 4 |
| | Commerce and/or business | 0.0% | 84.4% | 0.0% | 0.0% | 3.1% | 0.0% | 0.0% | 9.4% | 3.1% | 100% | 32 |
| | Consulting | 10.3% | 51.7% | 0.0% | 0.0% | 0.0% | 3.4% | 3.4% | 27.6% | 3.4% | 100% | 29 |
| | Education primary | 3.2% | 90.3% | 0.0% | 0.0% | 3.2% | 0.0% | 0.0% | 0.0% | 3.2% | 100% | 31 |
| | Education secondary | 2.1% | 89.6% | 0.0% | 0.0% | 2.1% | 0.0% | 0.0% | 4.2% | 2.1% | 100% | 48 |
| | Education further | 7.7% | 69.2% | 7.7% | 0.0% | 3.8% | 0.0% | 0.0% | 7.7% | 3.8% | 100% | 26 |
| | Education higher | 1.1% | 92.9% | 2.6% | 0.0% | 0.4% | 0.0% | 0.4% | 1.5% | 1.1% | 100% | 266 |
| | Health and/or social care | 5.3% | 87.2% | 1.1% | 0.0% | 1.1% | 0.0% | 0.0% | 3.2% | 2.1% | 100% | 94 |
| | Government (local) | 1.5% | 88.2% | 0.0% | 0.0% | 1.5% | 0.0% | 0.0% | 7.4% | 1.5% | 100% | 68 |
| | Government (national) | 2.1% | 83.3% | 0.0% | 0.0% | 2.1% | 0.0% | 0.0% | 10.4% | 2.1% | 100% | 48 |
| | Law | 0.0% | 88.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 8.0% | 4.0% | 100% | 25 |
| | National library | 0.0% | 86.4% | 0.0% | 0.0% | 4.5% | 0.0% | 0.0% | 4.5% | 4.5% | 100% | 22 |
| | Public library | 0.0% | 97.6% | 0.0% | 0.6% | 0.6% | 0.0% | 0.0% | 0.6% | 0.6% | 100% | 167 |
| Third sector | 3.3% | 66.7% | 0.0% | 3.3% | 3.3% | 3.3% | 0.0% | 13.3% | 6.7% | 100% | 30 | |
| Other | 1.9% | 84.9% | 1.9% | 0.0% | 1.9% | 0.0% | 0.0% | 7.5% | 1.9% | 100% | 53 | |

Table 50: Contract type, job status and industry sector (middle management)

| Job Status | Contract Type | Long-term fixed period paid job % | Permanent paid job % | Permanent paid job in probation period % | Short-term fixed period paid job % | Volunteer post with honorarium /expenses % | Ad hoc paid work % | Unpaid volunteer post % | Independent consultant % | Other % | Total % | Total N | |
|-------------------|---------------------------|-----------------------------------|----------------------|--|------------------------------------|--|--------------------|-------------------------|--------------------------|---------|---------|---------|-----|
| Middle management | Archives local | 6.2% | 91.8% | 1.4% | 0.0% | 0.0% | 0.0% | 0.7% | 0.0% | 0.0% | 100% | 146 | |
| | Archives national | 7.2% | 88.7% | 1.0% | 0.0% | 0.0% | 1.0% | 1.0% | 1.0% | 0.0% | 100% | 97 | |
| | Armed forces | 0.0% | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100% | 16 | |
| | Commerce and/or business | 1.6% | 90.2% | 0.0% | 3.3% | 0.0% | 1.6% | 0.0% | 3.3% | 0.0% | 100% | 61 | |
| | Consulting | 7.1% | 82.1% | 0.0% | 0.0% | 0.0% | 3.6% | 0.0% | 7.1% | 0.0% | 100% | 28 | |
| | Education primary | 6.8% | 86.4% | 3.4% | 1.7% | 0.0% | 0.0% | 0.0% | 1.7% | 0.0% | 100% | 59 | |
| | Education secondary | 1.9% | 95.1% | 1.9% | 0.5% | 0.0% | 0.0% | 0.0% | 0.5% | 0.0% | 100% | 206 | |
| | Education further | 3.0% | 89.6% | 6.0% | 0.0% | 0.0% | 0.0% | 0.0% | 1.5% | 0.0% | 100% | 134 | |
| | Education higher | 3.7% | 91.7% | 3.4% | 0.8% | 0.0% | 0.2% | 0.0% | 0.2% | 0.0% | 100% | 593 | |
| | Health and/or social care | 2.1% | 97.4% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.5% | 0.0% | 100% | 195 |
| | Government (local) | 2.9% | 93.5% | 0.0% | 1.4% | 0.0% | 0.7% | 0.0% | 0.7% | 0.7% | 100% | 138 | |
| | Government (national) | 3.4% | 93.8% | 1.4% | 0.7% | 0.0% | 0.7% | 0.0% | 0.0% | 0.0% | 100% | 145 | |
| | Law | 0.0% | 96.5% | 3.5% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100% | 57 |
| | National library | 5.8% | 92.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 1.9% | 0.0% | 100% | 52 |
| | Public library | 1.2% | 97.3% | 0.3% | 0.3% | 0.0% | 0.3% | 0.0% | 0.3% | 0.3% | 100% | 335 | |
| | Third sector | 7.0% | 86.0% | 1.8% | 1.8% | 0.0% | 1.8% | 0.0% | 1.8% | 0.0% | 100% | 57 | |
| Other | 1.9% | 95.2% | 1.0% | 1.0% | 0.0% | 0.0% | 1.0% | 0.0% | 0.0% | 100% | 105 | | |

Table 51: Contract type, job status and industry sector (first-level management)

| Job Status | Contract Type | Long-term fixed period paid job % | Permanent paid job % | Permanent paid job in probation period % | Short-term fixed period paid job % | Volunteer post with honorarium /expenses % | Ad hoc paid work % | An unpaid volunteer post % | Independent consultant % | Other % | Total % | Total N |
|------------------------|---------------------------|-----------------------------------|----------------------|--|------------------------------------|--|--------------------|----------------------------|--------------------------|---------|---------|---------|
| First level management | Archives local | 4.4% | 92.6% | 1.5% | 0.5% | 0.0% | 0.0% | 0.0% | 0.5% | 0.5% | 100% | 204 |
| | Archives national | 12.1% | 82.8% | 2.0% | 2.0% | 0.0% | 0.0% | 0.0% | 0.0% | 1.0% | 100% | 99 |
| | Armed forces | 0.0% | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100% | 15 |
| | Commerce and/or business | 4.3% | 89.4% | 2.1% | 3.2% | 0.0% | 0.0% | 0.0% | 1.1% | 0.0% | 100% | 94 |
| | Consulting | 4.0% | 84.0% | 4.0% | 0.0% | 0.0% | 0.0% | 0.0% | 8.0% | 0.0% | 100% | 25 |
| | Education primary | 2.4% | 96.5% | 1.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100% | 85 |
| | Education secondary | 1.3% | 94.9% | 2.5% | 0.0% | 0.0% | 0.3% | 0.0% | 0.3% | 0.6% | 100% | 316 |
| | Education further | 2.9% | 93.5% | 2.9% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.7% | 100% | 138 |
| | Education higher | 5.0% | 88.7% | 4.7% | 1.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.5% | 100% | 635 |
| | Health and/or social care | 7.5% | 90.2% | 2.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100% | 174 |
| | Government (local) | 2.5% | 94.9% | 0.6% | 0.6% | 0.0% | 0.0% | 0.0% | 0.6% | 0.6% | 100% | 158 |
| | Government (national) | 5.4% | 92.8% | 0.0% | 0.9% | 0.0% | 0.0% | 0.0% | 0.0% | 0.9% | 100% | 111 |
| | Law | 2.9% | 92.6% | 4.4% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100% | 68 |
| | National library | 17.5% | 80.7% | 0.0% | 0.0% | 0.0% | 0.0% | 1.8% | 0.0% | 0.0% | 100% | 57 |
| | Public library | 2.5% | 95.5% | 0.7% | 0.4% | 0.2% | 0.0% | 0.0% | 0.0% | 0.7% | 100% | 447 |
| | Third sector | 9.1% | 81.8% | 3.6% | 0.0% | 0.0% | 0.0% | 3.6% | 1.8% | 0.0% | 100% | 55 |
| Other | 5.0% | 88.4% | 2.5% | 1.7% | 0.0% | 0.0% | 0.0% | 1.7% | 0.8% | 100% | 121 | |

Table 52: Contract type, job status and industry sector (supervisors)

| Job Status | Contract Type | Long-term fixed period paid job % | Permanent paid job % | Permanent paid job in probation period % | Short-term fixed period paid job % | Volunteer post with honorarium /expenses % | Ad hoc paid work % | An unpaid volunteer post % | Independent consultant % | Other % | Total % | Total N |
|--------------|---------------------------|-----------------------------------|----------------------|--|------------------------------------|--|--------------------|----------------------------|--------------------------|---------|---------|---------|
| Supervisors | Archives local | 8.8% | 85.8% | 2.7% | 1.4% | 0.0% | 0.0% | 0.0% | 0.7% | 0.7% | 100% | 148 |
| | Archives national | 11.9% | 86.4% | 1.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100% | 59 |
| | Armed forces | 0.0% | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100% | 7 |
| | Commerce and/or business | 11.1% | 84.4% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 2.2% | 2.2% | 100% | 45 |
| | Consulting | 6.7% | 80.0% | 6.7% | 0.0% | 0.0% | 6.7% | 0.0% | 0.0% | 0.0% | 100% | 15 |
| | Education primary | 0.0% | 97.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 2.9% | 100% | 34 |
| | Education secondary | 0.7% | 95.6% | 2.2% | 0.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.7% | 100% | 136 |
| | Education further | 0.0% | 90.7% | 8.4% | 0.9% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100% | 107 |
| | Education higher | 6.0% | 87.2% | 4.2% | 1.1% | 0.0% | 0.7% | 0.0% | 0.0% | 0.9% | 100% | 452 |
| | Health and/or social care | 5.0% | 92.0% | 1.0% | 1.0% | 0.0% | 1.0% | 0.0% | 0.0% | 0.0% | 100% | 100 |
| | Government (local) | 9.7% | 86.4% | 0.0% | 2.9% | 0.0% | 0.0% | 0.0% | 0.0% | 1.0% | 100% | 103 |
| | Government (national) | 11.5% | 86.5% | 0.0% | 1.9% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100% | 52 |
| | Law | 3.2% | 90.3% | 6.5% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100% | 31 |
| | National library | 15.6% | 81.3% | 3.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100% | 32 |
| | Public library | 2.6% | 93.3% | 1.1% | 1.1% | 0.0% | 0.4% | 0.0% | 0.0% | 1.5% | 100% | 269 |
| Third sector | 16.7% | 80.6% | 2.8% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100% | 36 | |
| Other | 3.5% | 89.5% | 1.8% | 1.8% | 1.8% | 0.0% | 0.0% | 0.0% | 1.8% | 100% | 57 | |

Table 53: Contract type, job status and industry sector (front-line staff)

| Job Status | Contract Type | Long-term fixed period paid job % | Permanent paid job % | Permanent paid job in probation period % | Short-term fixed period paid job % | Volunteer post with honorarium /expenses % | Ad hoc paid work % | An unpaid volunteer post % | Independent consultant % | Other % | Total % | Total N |
|--------------|---------------------------|-----------------------------------|----------------------|--|------------------------------------|--|--------------------|----------------------------|--------------------------|---------|---------|---------|
| Front-line | Archives local | 9.9% | 78.5% | 2.0% | 4.8% | 0.5% | 1.8% | 0.5% | 0.3% | 1.8% | 100% | 395 |
| | Archives national | 21.2% | 61.5% | 4.5% | 8.3% | 1.3% | 1.9% | 0.6% | 0.0% | 0.6% | 100% | 156 |
| | Armed forces | 10.5% | 78.9% | 5.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 5.3% | 100% | 19 |
| | Commerce and/or business | 14.5% | 78.6% | 0.8% | 3.8% | 0.8% | 0.8% | 0.0% | 0.0% | 0.8% | 100% | 131 |
| | Consulting | 8.7% | 87.0% | 0.0% | 0.0% | 0.0% | 4.3% | 0.0% | 0.0% | 0.0% | 100% | 23 |
| | Education primary | 5.2% | 88.8% | 3.0% | 0.7% | 0.0% | 0.7% | 0.0% | 0.0% | 1.5% | 100% | 134 |
| | Education secondary | 4.1% | 90.7% | 1.8% | 1.6% | 0.0% | 0.3% | 0.0% | 0.0% | 1.6% | 100% | 387 |
| | Education further | 7.7% | 82.5% | 6.4% | 1.3% | 0.0% | 1.0% | 0.0% | 0.0% | 1.0% | 100% | 297 |
| | Education higher | 9.1% | 83.8% | 4.1% | 1.8% | 0.1% | 0.4% | 0.0% | 0.0% | 0.7% | 100% | 1191 |
| | Health and/or social care | 7.3% | 87.4% | 0.9% | 2.5% | 0.0% | 1.3% | 0.0% | 0.0% | 0.6% | 100% | 317 |
| | Government (local) | 5.1% | 88.6% | 1.6% | 2.4% | 0.4% | 1.2% | 0.0% | 0.0% | 0.8% | 100% | 254 |
| | Government (national) | 8.1% | 83.8% | 4.0% | 3.0% | 0.0% | 0.0% | 0.0% | 0.0% | 1.0% | 100% | 99 |
| | Law | 9.6% | 88.5% | 1.9% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100% | 104 |
| | National library | 18.2% | 73.6% | 1.8% | 4.5% | 0.9% | 0.9% | 0.0% | 0.0% | 0.0% | 100% | 110 |
| | Public library | 4.8% | 88.4% | 0.6% | 2.3% | 0.1% | 2.7% | 0.1% | 0.0% | 1.0% | 100% | 940 |
| Third sector | 11.1% | 86.4% | 0.0% | 1.2% | 0.0% | 0.0% | 0.0% | 0.0% | 1.2% | 100% | 81 | |
| Other | 14.4% | 76.7% | 1.7% | 2.8% | 0.6% | 0.6% | 0.6% | 0.0% | 2.8% | 100% | 180 | |

Table 54: Contract type, job status and industry sector (independent consultants)

| Job Status | Contract Type | Long-term fixed period paid job % | Permanent paid job % | Permanent paid job in probation period % | Short-term fixed period paid job % | Volunteer post with honorarium /expenses % | Ad hoc paid work % | An unpaid volunteer post % | Independent consultant % | Other % | Total % | Total N |
|------------------------|---------------------------|-----------------------------------|----------------------|--|------------------------------------|--|--------------------|----------------------------|--------------------------|---------|---------|---------|
| Independent consultant | Archives local | 10.3% | 3.4% | 0.0% | 6.9% | 6.9% | 3.4% | 3.4% | 58.6% | 6.9% | 100% | 29 |
| | Archives national | 9.1% | 13.6% | 4.5% | 4.5% | 9.1% | 9.1% | 0.0% | 40.9% | 9.1% | 100% | 22 |
| | Armed forces | 0.0% | 25.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 25.0% | 50.0% | 100% | 4 |
| | Commerce and/or business | 5.3% | 18.4% | 0.0% | 5.3% | 2.6% | 2.6% | 0.0% | 63.2% | 2.6% | 100% | 38 |
| | Consulting | 7.4% | 10.3% | 0.0% | 2.9% | 5.9% | 5.9% | 1.5% | 60.3% | 5.9% | 100% | 68 |
| | Education primary | 0.0% | 27.3% | 0.0% | 9.1% | 0.0% | 9.1% | 0.0% | 54.5% | 0.0% | 100% | 11 |
| | Education secondary | 5.9% | 35.3% | 0.0% | 5.9% | 5.9% | 11.8% | 0.0% | 35.3% | 0.0% | 100% | 17 |
| | Education further | 0.0% | 31.3% | 0.0% | 6.3% | 12.5% | 18.8% | 0.0% | 25.0% | 6.3% | 100% | 16 |
| | Education higher | 7.5% | 28.3% | 3.8% | 5.7% | 5.7% | 9.4% | 1.9% | 32.1% | 5.7% | 100% | 53 |
| | Health and/or social care | 11.1% | 25.9% | 0.0% | 3.7% | 3.7% | 3.7% | 0.0% | 51.9% | 0.0% | 100% | 27 |
| | Government (local) | 12.0% | 8.0% | 0.0% | 8.0% | 4.0% | 4.0% | 0.0% | 60.0% | 4.0% | 100% | 25 |
| | Government (national) | 10.7% | 17.9% | 0.0% | 3.6% | 0.0% | 10.7% | 0.0% | 53.6% | 3.6% | 100% | 28 |
| | Law | 0.0% | 20.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 80.0% | 0.0% | 100% | 5 |
| | National library | 6.3% | 31.3% | 0.0% | 0.0% | 12.5% | 6.3% | 0.0% | 37.5% | 6.3% | 100% | 16 |
| | Public library | 7.7% | 26.9% | 3.8% | 3.8% | 7.7% | 7.7% | 0.0% | 38.5% | 3.8% | 100% | 26 |
| Third sector | 6.7% | 6.7% | 0.0% | 0.0% | 6.7% | 10.0% | 0.0% | 60.0% | 10.0% | 100% | 30 | |
| Other | 20.0% | 11.4% | 0.0% | 2.9% | 2.9% | 2.9% | 0.0% | 54.3% | 5.7% | 100% | 35 | |

Table 55: Contract type, job status and industry sector (volunteers)

| Job Status | Contract Type | Long-term fixed period paid job % | Permanent paid job % | Permanent paid job in probation period % | Short-term fixed period paid job % | Volunteer post with honorarium /expenses % | Ad hoc paid work % | An unpaid volunteer post % | Independent consultant % | Other % | Total % | Total N |
|------------|---------------------------|-----------------------------------|----------------------|--|------------------------------------|--|--------------------|----------------------------|--------------------------|---------|---------|---------|
| Volunteer | Archives local | 1.8% | 0.0% | 0.0% | 1.8% | 21.1% | 1.8% | 68.4% | 1.8% | 3.5% | 100% | 57 |
| | Archives national | 0.0% | 0.0% | 0.0% | 6.7% | 40.0% | 0.0% | 53.3% | 0.0% | 0.0% | 100% | 15 |
| | Armed forces | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 50.0% | 50.0% | 100% | 2 |
| | Commerce and/or business | 0.0% | 0.0% | 0.0% | 0.0% | 66.7% | 0.0% | 33.3% | 0.0% | 0.0% | 100% | 3 |
| | Consulting | 14.3% | 0.0% | 0.0% | 0.0% | 28.6% | 0.0% | 0.0% | 28.6% | 28.6% | 100% | 7 |
| | Education primary | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% | 0.0% | 100% | 1 |
| | Education secondary | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% | 0.0% | 100% | 1 |
| | Education further | 16.7% | 16.7% | 0.0% | 0.0% | 16.7% | 0.0% | 50.0% | 0.0% | 0.0% | 100% | 6 |
| | Education higher | 0.0% | 15.4% | 0.0% | 7.7% | 23.1% | 0.0% | 53.8% | 0.0% | 0.0% | 100% | 13 |
| | Health and/or social care | 25.0% | 25.0% | 0.0% | 0.0% | 0.0% | 0.0% | 25.0% | 25.0% | 0.0% | 100% | 4 |
| | Government (local) | 0.0% | 0.0% | 0.0% | 0.0% | 42.9% | 0.0% | 28.6% | 14.3% | 14.3% | 100% | 7 |
| | Government (national) | 0.0% | 0.0% | 0.0% | 0.0% | 33.3% | 0.0% | 0.0% | 33.3% | 33.3% | 100% | 3 |
| | Law | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100% | 0 |
| | National library | 0.0% | 0.0% | 0.0% | 0.0% | 50.0% | 0.0% | 50.0% | 0.0% | 0.0% | 100% | 2 |
| | Public library | 0.0% | 8.8% | 2.9% | 0.0% | 29.4% | 2.9% | 50.0% | 0.0% | 5.9% | 100% | 34 |
| | Third sector | 9.1% | 0.0% | 0.0% | 0.0% | 18.2% | 0.0% | 45.5% | 9.1% | 18.2% | 100% | 11 |
| Other | 4.2% | 8.3% | 0.0% | 0.0% | 12.5% | 0.0% | 66.7% | 4.2% | 4.2% | 100% | 24 | |

Table 56: Contract type, job status and industry sector (other job statuses)

| Job Status | Contract Type | Long-term fixed period paid job % | Permanent paid job % | Permanent paid job in probation period % | Short-term fixed period paid job % | Volunteer post with honorarium /expenses % | Ad hoc paid work % | An unpaid volunteer post % | Independent consultant % | Other % | Total % | Total N |
|--------------|---------------------------|-----------------------------------|----------------------|--|------------------------------------|--|--------------------|----------------------------|--------------------------|---------|---------|---------|
| Other | Archives local | 35.6% | 54.2% | 1.7% | 0.0% | 0.0% | 5.1% | 0.0% | 0.0% | 3.4% | 100% | 59 |
| | Archives national | 41.9% | 41.9% | 3.2% | 6.5% | 0.0% | 0.0% | 3.2% | 0.0% | 3.2% | 100% | 31 |
| | Armed forces | 0.0% | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100% | 2 |
| | Commerce and/or business | 0.0% | 84.2% | 5.3% | 0.0% | 0.0% | 0.0% | 0.0% | 10.5% | 0.0% | 100% | 19 |
| | Consulting | 0.0% | 70.0% | 10.0% | 0.0% | 0.0% | 0.0% | 0.0% | 10.0% | 10.0% | 100% | 10 |
| | Education primary | 6.7% | 80.0% | 0.0% | 0.0% | 0.0% | 6.7% | 0.0% | 0.0% | 6.7% | 100% | 15 |
| | Education secondary | 6.1% | 90.9% | 0.0% | 3.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100% | 33 |
| | Education further | 19.2% | 69.2% | 3.8% | 7.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100% | 26 |
| | Education higher | 19.4% | 69.0% | 5.6% | 2.4% | 0.0% | 1.2% | 0.0% | 0.4% | 2.0% | 100% | 252 |
| | Health and/or social care | 19.1% | 66.0% | 10.6% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 4.3% | 100% | 47 |
| | Government (local) | 8.8% | 88.2% | 2.9% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100% | 34 |
| | Government (national) | 18.8% | 81.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100% | 16 |
| | Law | 5.3% | 84.2% | 5.3% | 0.0% | 0.0% | 5.3% | 0.0% | 0.0% | 0.0% | 100% | 19 |
| | National library | 27.9% | 60.5% | 7.0% | 2.3% | 0.0% | 0.0% | 0.0% | 0.0% | 2.3% | 100% | 43 |
| | Public library | 9.9% | 76.5% | 4.9% | 1.2% | 0.0% | 3.7% | 0.0% | 1.2% | 2.5% | 100% | 81 |
| Third sector | 15.8% | 68.4% | 0.0% | 0.0% | 0.0% | 0.0% | 5.3% | 0.0% | 10.5% | 100% | 19 | |
| Other | 35.6% | 54.2% | 1.7% | 0.0% | 0.0% | 0.0% | 5.1% | 0.0% | 0.0% | 3.4% | 100% | 59 |

4.7.4.2 Contracts and part-time working

The relationships between contract types and full- and part-time working (fewer than 22 hours a week) are presented in Table 57, with shading to indicate the percentages for part-time work. Permanent contracts are less common amongst those who work part-time. The difference here is in the region of ten percentage points in each domain. For example, respondents in Libraries who work fewer than 22 hours per week have a proportionately higher representation of long-term fixed-period paid jobs than those who work 22 hours or more per week. For those working part-time in Archives, short term fixed-period paid jobs and unpaid volunteer roles are significant. For Knowledge Management, short-term fixed-period paid jobs are significant for part-timers, as is working as an independent consultant.

Table 57: Contract type and part-time working by work domain

| Contract Type | Libraries | | Archives | | Records | | Information Management | | Knowledge Management | |
|---|-----------------------|--------------------|-----------------------|--------------------|-----------------------|--------------------|------------------------|--------------------|-----------------------|--------------------|
| | Fewer than 22 hours % | 22 hours or more % | Fewer than 22 hours % | 22 hours or more % | Fewer than 22 hours % | 22 hours or more % | Fewer than 22 hours % | 22 hours or more % | Fewer than 22 hours % | 22 hours or more % |
| A long-term fixed period paid job | 6.6% | 3.9% | 11.9% | 13.0% | 9.8% | 7.1% | 8.4% | 5.2% | 3.7% | 4.6% |
| A permanent paid job | 84.8% | 91.7% | 71.1% | 81.0% | 70.6% | 87.4% | 78.2% | 89.7% | 81.5% | 89.9% |
| A permanent paid job in probation period | 2.5% | 2.3% | 1.4% | 2.0% | 3.9% | 2.0% | 1.7% | 1.8% | 0.0% | 1.6% |
| A short-term fixed period paid job | 2.3% | 1.0% | 4.6% | 2.4% | 3.9% | 1.3% | 3.4% | 1.5% | 5.6% | 1.4% |
| A volunteer post with honorarium/expenses | 0.2% | 0.0% | 1.8% | 0.1% | 2.0% | 0.0% | 0.8% | 0.0% | 0.0% | 0.0% |
| Ad hoc paid work | 0.8% | 0.4% | 0.9% | 0.3% | 0.0% | 0.4% | 2.5% | 0.1% | 3.7% | 0.0% |
| An unpaid volunteer post | 2.0% | 0.0% | 4.6% | 0.1% | 2.0% | 0.0% | 0.8% | 0.0% | 0.0% | 0.0% |
| Independent consultant | 0.3% | 0.1% | 3.2% | 0.5% | 7.8% | 1.3% | 4.2% | 1.1% | 5.6% | 1.6% |
| Other | 0.5% | 0.5% | 0.5% | 0.6% | 0.0% | 0.6% | 0.0% | 0.5% | 0.0% | 0.9% |
| Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Total N | 1148 | 5622 | 218 | 1390 | 51 | 538 | 119 | 1375 | 54 | 690 |

4.7.4.3 Contracts and care-giving

Table 58 provides an overview of contract types and whether or not respondents provide care and support, drawing on the data provided by respondents in responses to questions 4 and 32 in the survey. This shows that – at the level of the workforce as a whole – those who hold volunteer posts are more likely to combine these with caring and support roles.

Table 58: Contract type and care/support giving overview

| Contract type | Number of respondents who do not give care and support | Number of respondents who give care and support | Percentage of respondents on this contract who give care and support |
|--|--|---|--|
| Long-term fixed period paid job | 434 | 40 | 8.4% |
| Permanent paid job | 5879 | 1031 | 14.9% |
| Permanent paid job in probation period | 170 | 12 | 6.6% |
| Short-term fixed period paid job | 99 | 14 | 12.4% |
| Volunteer post with honorarium or expenses | 20 | 7 | 25.9% |
| Ad hoc paid work | 43 | 6 | 12.2% |
| Unpaid volunteer post | 63 | 19 | 23.2% |
| Independent consultant | 62 | 10 | 13.9% |
| Other | 37 | 5 | 11.9% |
| Total N | 6807 | 1144 | |

Table 59 shows the breakdown of contract type for those who give care and support, and those who do not, in each work domain. With the exception of the figures for those on long-term fixed period paid posts, the proportions of care givers and non-care givers on each type of contract are similar. So, although the number of working hours in a particular domain may have an influence on the feasibility of maintaining a caring role while working (see the comments on Libraries and Information Management on page 93), in general, there is not an association between contract types and care giving. The exception noted may explain the lower incidence of care giving amongst the Archives population (as noted in section 4.3.8), especially since this is the domain in which long-term fixed period paid posts are most prevalent. (See section 4.7.4.1.)

Table 59: Contract type and care/support-giving, by work domain

| Contract Type | Libraries | | Archives | | Records | | Information Management | | Knowledge Management | | All domains | |
|--|-------------------------------------|----------------|------------------------|----------------|------------------------|----------------|------------------------|--------------------|------------------------|----------------|------------------------|----------------|
| | Does not give C&S ¹ % | Gives C&S % | Does not give C&S % | Gives C&S % | Does not give C&S % | Gives C&S % | Does not give C&S % | Gives C &S % | Does not give C&S % | Gives C&S % | Does not give C&S % | Gives C&S % |
| Long-term fixed period paid job | 5.0% | 2.4% | 13.2% | 7.6% | 7.8% | 2.7% | 6.4% | 3.7% | 5.4% | 3.7% | 6.4% | 3.5% |
| Permanent paid job | 89.9% | 92.1% | 75.5% | 79.3% | 80.4% | 81.3% | 86.3% | 89.0% | 86.9% | 88.0% | 86.4% | 90.1% |
| Permanent paid job in probation period | 2.6% | 1.1% | 2.2% | 1.6% | 2.3% | 2.7% | 2.0% | 1.0% | 1.8% | 0.9% | 2.5% | 1.0% |
| Short-term fixed period paid job | 1.2% | 1.1% | 2.8% | 1.6% | 1.7% | 2.7% | 1.4% | 1.6% | 1.6% | 0.9% | 1.5% | 1.2% |
| Volunteer post with honorarium or expenses | 0.2% | 0.5% | 0.8% | 2.2% | 1.1% | 1.3% | 0.4% | 0.0% | 0.4% | 0.0% | 0.3% | 0.6% |
| Ad hoc paid work | 0.6% | 0.6% | 0.7% | 0.5% | 0.8% | 1.3% | 0.5% | 0.5% | 0.4% | 0.0% | 0.6% | 0.5% |
| Unpaid volunteer post | 0.6% | 1.3% | 2.4% | 4.3% | 2.3% | 1.3% | 0.3% | 0.5% | 0.5% | 0.0% | 0.9% | 1.7% |
| Independent consultant | 0.4% | 0.2% | 1.7% | 2.2% | 2.7% | 4.0% | 2.3% | 2.1% | 2.9% | 4.6% | 0.9% | 0.9% |
| Other | 0.6% | 0.4% | 0.7% | 0.5% | 0.8% | 2.7% | 0.3% | 1.6% | 0.2% | 1.9% | 0.5% | 0.4% |
| Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Total N | 5479 | 979 | 1380 | 191 | 506 | 75 | 1221 | 198 | 586 | 113 | 6807 | 1144 |

¹ care and support

4.7.4.4 Contracts and long-term health issues

There is no association between contract type and whether or not respondents have long-term health issues. This can be observed from the data presented in Table 60.

Table 60: Contract types and long-term health issues by work domain

| Contract Type | Libraries | | Archives | | Records | | Information Management | | Knowledge Management | |
|--|---------------|-----------|--------------|-----------|--------------|-----------|------------------------|-----------|----------------------|-----------|
| | No LTHI* % | LTHI % | No LTHI % | LTHI % | No LTHI % | LTHI % | No LTHI % | LTHI % | No LTHI % | LTHI % |
| Long-term fixed period paid job | 4.5% | 4.7% | 12.2% | 13.6% | 7.3% | 7.7% | 5.5% | 6.1% | 4.8% | 2.8% |
| Permanent paid job | 89.7% | 89.5% | 76.3% | 73.6% | 80.0% | 84.6% | 87.1% | 87.3% | 86.8% | 89.6% |
| Permanent paid job in probation period | 2.4% | 1.2% | 2.0% | 1.6% | 2.4% | 1.3% | 2.0% | 0.5% | 1.8% | 0.9% |
| Short-term fixed period paid job | 1.1% | 1.1% | 2.4% | 4.3% | 2.0% | 0.0% | 1.6% | 0.9% | 1.8% | 0.9% |
| Volunteer post with honorarium or expenses | 0.3% | 0.1% | 1.0% | 1.6% | 0.8% | 2.6% | 0.2% | 0.5% | 0.3% | 0.0% |
| Ad hoc paid work | 0.5% | 1.1% | 0.7% | 0.4% | 1.0% | 0.0% | 0.4% | 0.9% | 0.2% | 0.9% |
| Unpaid volunteer post | 0.7% | 0.9% | 2.8% | 2.7% | 2.2% | 1.3% | 0.4% | 0.0% | 0.5% | 0.0% |
| Independent consultant | 0.3% | 0.7% | 1.7% | 1.9% | 3.4% | 2.6% | 2.3% | 2.8% | 3.3% | 3.8% |
| Other | 0.6% | 0.7% | 1.1% | 0.4% | 1.0% | 0.0% | 0.4% | 0.9% | 0.5% | 0.9% |
| Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Total N | 5421 | 1051 | 1329 | 258 | 506 | 78 | 1224 | 213 | 606 | 106 |

* long-term health issue

4.7.5 Earnings

This section is concerned with earnings. Please note that regional variations in pay are considered with other regional indicators in section 4.8.4 below, where data and commentary on pay across domains is also provided.

4.7.5.1 Pay and job status

The gross pay levels of LARKIM staff who responded to the survey are given according to job status in Table 61. As would be expected, the higher the job status, the higher the pay:

- The majority of *senior managers* (68·8%) earn over £40,001.
- Just under half of *middle managers* (49·6%) earn over £35,001.
- The majority of those in *first level management* (67·4%) earn under £30,001.
- The majority of those in *supervisory roles* (58·1%) earn under £25,001.
- The majority of *front line staff* (54·2%) earn under £20,001.

When data on earnings across all grades are considered, indications are that just over half the workforce (51·1%) earns more than £25,001 per annum. This workforce might be regarded as one that is generally well-paid when national figures for annual gross pay show that 92·2% of the population at large earns less than £20,000 per annum (see Appendix 2). However, please see the discussion below of pay and qualifications.

Table 61: Pay and job status

| Gross Annual Pay | Senior management % | Middle management % | First level management % | Supervisory % | Front line % | Independent consultant % | Volunteer % | Other % | All grades N | All grades % |
|--------------------|---------------------|---------------------|--------------------------|---------------|--------------|--------------------------|-------------|---------|--------------|--------------|
| £0 | 1.7% | 0.2% | 0.2% | 0.3% | 0.4% | 8.2% | 92.6% | 2.8% | 221 | 2.6% |
| £10,000 or less | 0.9% | 0.4% | 1.6% | 3.8% | 13.0% | 23.1% | 3.5% | 7.3% | 548 | 6.4% |
| £10,001 to £12,500 | 0.1% | 0.9% | 3.2% | 4.1% | 7.4% | 3.4% | 1.0% | 3.9% | 357 | 4.1% |
| £12,501 to £15,000 | 0.3% | 1.4% | 4.2% | 5.0% | 7.4% | 4.1% | 0.0% | 9.3% | 408 | 4.7% |
| £15,001 to £17,500 | 0.3% | 1.1% | 3.4% | 4.9% | 13.1% | 1.4% | 1.0% | 8.3% | 577 | 6.7% |
| £17,501 to £20,000 | 1.2% | 2.2% | 5.5% | 10.6% | 12.9% | 6.8% | 0.0% | 9.4% | 681 | 7.9% |
| £20,001 to £22,500 | 0.6% | 2.6% | 8.1% | 13.6% | 10.3% | 4.8% | 0.0% | 10.2% | 648 | 7.5% |
| £22,501 to £25,000 | 1.5% | 5.2% | 12.7% | 15.8% | 9.7% | 1.4% | 0.0% | 9.3% | 775 | 9.0% |
| £25,001 to £30,000 | 4.4% | 15.2% | 28.5% | 24.2% | 14.3% | 12.9% | 1.0% | 16.1% | 1478 | 17.1% |
| £30,001 to £35,000 | 9.2% | 21.3% | 18.5% | 10.1% | 6.9% | 8.8% | 0.0% | 12.0% | 1071 | 12.4% |
| £35,001 to £40,000 | 11.2% | 20.9% | 9.4% | 5.0% | 2.9% | 6.1% | .5% | 6.5% | 738 | 8.6% |
| £40,001 to £50,000 | 27.7% | 23.4% | 4.3% | 2.2% | 1.3% | 6.8% | .5% | 3.5% | 721 | 8.4% |
| £50,001 to £80,000 | 36.7% | 4.8% | 0.4% | 0.3% | 0.3% | 8.8% | 0.0% | 1.2% | 358 | 4.2% |
| £80,001 or more | 4.4% | 0.5% | 0.0% | 0.1% | 0.0% | 3.4% | 0.0% | 0.2% | 44 | 0.5% |
| Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | - | 100% |
| Total N | 687 | 1701 | 2024 | 1169 | 3319 | 147 | 202 | 508 | 8625 | Total N |

4.7.5.2 Pay, job status and sector (full time)

The tables which follow explore pay according to job status and sector for those who work 22 hours per week or more in job levels from senior management to front-line staff.

Table 62 shows that the modal pay for senior managers is £40,000 or more. The best paid sectors are law, national libraries, higher education and national government. Secondary education has the lowest proportion of senior managers who earn £40,000 or more.

Table 62: Pay – senior management by sector for those working 22 hours per week or more

| Job Status | Sector | Less than £20,000 % | £20,000 to £29,999 % | £30,000 to £39,999 % | £40,000 or more % | Total % | Total N |
|-------------------|---------------------------|------------------------|-------------------------|-------------------------|----------------------|---------|---------|
| Senior management | Archives local | 2.7% | 9.5% | 20.3% | 67.6% | 100% | 74 |
| | Archives national | 2.9% | 5.9% | 14.7% | 76.5% | 100% | 34 |
| | Armed forces | - | - | - | - | 0.0% | 1 |
| | Commerce and/or business | 0.0% | 9.1% | 22.7% | 68.2% | 100% | 22 |
| | Consulting | 0.0% | 13.3% | 20.0% | 66.7% | 100% | 15 |
| | Education primary | 0.0% | 11.5% | 23.1% | 65.4% | 100% | 26 |
| | Education secondary | 4.9% | 22.0% | 24.4% | 48.8% | 100% | 41 |
| | Education further | 0.0% | 0.0% | 31.8% | 68.2% | 100% | 22 |
| | Education higher | 0.5% | 1.9% | 10.8% | 86.9% | 100% | 213 |
| | Health and/or social care | 0.0% | 2.4% | 28.9% | 68.7% | 100% | 83 |
| | Government (local) | 0.0% | 5.2% | 29.3% | 65.5% | 100% | 58 |
| | Government (national) | 0.0% | 0.0% | 15.0% | 85.0% | 100% | 40 |
| | Law | 0.0% | 0.0% | 9.1% | 90.9% | 100% | 22 |
| | National library | 0.0% | 0.0% | 10.5% | 89.5% | 100% | 19 |
| | Public library | 0.7% | 3.3% | 35.3% | 60.7% | 100% | 150 |
| | Third sector | 5.0% | 20.0% | 10.0% | 65.0% | 100% | 20 |
| Other | 2.2% | 15.6% | 13.3% | 68.9% | 100% | 45 | |

Table 63 shows that modal pay for middle managers for most sectors is between £30,000 and £39,999. Exceptions are found in commerce and/or business, consulting and law (where modal pay is higher – £40,000 or more), and primary and secondary education (where modal pay is lower – £20,000 to £29,999).

Table 63: Pay – middle management by sector for those working 22 hours per week or more

| Job Status | Sector | Less than £20,000 % | £20,000 to £29,999 % | £30,000 to £39,999 % | £40,000 or more % | Total % | Total N |
|-------------------|---------------------------|------------------------|-------------------------|-------------------------|----------------------|---------|---------|
| Middle management | Archives local | 3.8% | 23.1% | 53.8% | 19.2% | 100% | 130 |
| | Archives national | 3.5% | 5.9% | 57.6% | 32.9% | 100% | 85 |
| | Armed forces | 7.1% | 21.4% | 57.1% | 14.3% | 100% | 14 |
| | Commerce and/or business | 0.0% | 11.1% | 35.2% | 53.7% | 100% | 54 |
| | Consulting | 4.2% | 12.5% | 25.0% | 58.3% | 100% | 24 |
| | Education primary | 3.7% | 50.0% | 35.2% | 11.1% | 100% | 54 |
| | Education secondary | 12.2% | 51.9% | 27.0% | 9.0% | 100% | 189 |
| | Education further | 5.4% | 29.5% | 45.7% | 19.4% | 100% | 129 |
| | Education higher | 1.7% | 11.4% | 47.1% | 39.7% | 100% | 516 |
| | Health and/or social care | 1.6% | 11.5% | 44.5% | 42.3% | 100% | 182 |
| | Government (local) | 2.3% | 29.7% | 39.8% | 28.1% | 100% | 128 |
| | Government (national) | 0.0% | 10.1% | 54.3% | 35.5% | 100% | 138 |
| | Law | 1.8% | 12.5% | 41.1% | 44.6% | 100% | 56 |
| | National library | 2.0% | 10.0% | 60.0% | 28.0% | 100% | 50 |
| | Public library | 3.8% | 39.2% | 48.8% | 8.2% | 100% | 293 |
| | Third sector | 3.9% | 21.6% | 45.1% | 29.4% | 100% | 51 |
| Other | 1.1% | 18.4% | 41.4% | 39.1% | 100% | 87 | |

Table 64 shows that modal pay for first level managers in most sectors is between £20,000 and £29,999. Exceptions are found in commerce and/or business, higher education, and national libraries (£30,000-£39,999), and in consulting (where the mode for the small number of respondents is split across the top three pay bands).

Table 64: Pay – first level management by sector for those working 22 hours per week or more

| Job Status | Sector | Less than £20,000 % | £20,000 to £29,999 % | £30,000 to £39,999 % | £40,000 or more % | Total % | Total N |
|------------------------|---------------------------|------------------------|-------------------------|-------------------------|----------------------|---------|---------|
| First-level management | Archives local | 10.4% | 52.0% | 32.9% | 4.6% | 100% | 173 |
| | Archives national | 2.2% | 53.3% | 39.1% | 5.4% | 100% | 92 |
| | Armed forces | 0.0% | 92.3% | 7.7% | 0.0% | 100% | 13 |
| | Commerce and/or business | 5.0% | 32.5% | 38.8% | 23.8% | 100% | 80 |
| | Consulting | 10.5% | 31.6% | 26.3% | 31.6% | 100% | 19 |
| | Education primary | 17.1% | 57.1% | 24.3% | 1.4% | 100% | 70 |
| | Education secondary | 24.7% | 59.7% | 14.2% | 1.4% | 100% | 288 |
| | Education further | 11.7% | 64.2% | 22.5% | 1.7% | 100% | 120 |
| | Education higher | 6.3% | 42.1% | 45.6% | 6.0% | 100% | 520 |
| | Health and/or social care | 6.0% | 51.3% | 36.7% | 6.0% | 100% | 150 |
| | Government (local) | 9.9% | 61.1% | 23.7% | 5.3% | 100% | 131 |
| | Government (national) | 2.8% | 54.7% | 37.7% | 4.7% | 100% | 106 |
| | Law | 3.6% | 42.9% | 39.3% | 14.3% | 100% | 56 |
| | National library | 10.4% | 39.6% | 43.8% | 6.3% | 100% | 48 |
| | Public library | 13.8% | 70.3% | 15.0% | 0.8% | 100% | 354 |
| | Third sector | 6.8% | 45.5% | 36.4% | 11.4% | 100% | 44 |
| | Other | 9.7% | 50.5% | 32.0% | 7.8% | 100% | 103 |

Table 65 shows that modal pay for supervisors in all but two sectors is between £20,000 and £29,999. (For armed forces and consulting it is £30,000 to £39,999 and £40,000 or more respectively, but note the small numbers here.)

Table 65: Pay – supervisors by sector for those working 22 hours per week or more

| Job Status | Sector | Less than £20,000 % | £20,000 to £29,999 % | £30,000 to £39,999 % | £40,000 or more % | Total % | Total N |
|-------------|---------------------------|------------------------|-------------------------|-------------------------|----------------------|---------|---------|
| Supervisory | Archives local | 19.0% | 62.7% | 14.3% | 4.0% | 100% | 126 |
| | Archives national | 12.1% | 69.0% | 15.5% | 3.4% | 100% | 58 |
| | Armed forces | 0.0% | 28.6% | 71.4% | 0.0% | 100% | 7 |
| | Commerce and/or business | 7.1% | 42.9% | 33.3% | 16.7% | 100% | 42 |
| | Consulting | 0.0% | 23.1% | 30.8% | 46.2% | 100% | 13 |
| | Education primary | 19.2% | 57.7% | 23.1% | 0.0% | 100% | 26 |
| | Education secondary | 40.0% | 50.8% | 8.3% | 0.8% | 100% | 120 |
| | Education further | 25.3% | 64.8% | 9.9% | 0.0% | 100% | 91 |
| | Education higher | 14.3% | 58.4% | 25.1% | 2.2% | 100% | 363 |
| | Health and/or social care | 18.7% | 56.0% | 25.3% | 0.0% | 100% | 91 |
| | Government (local) | 23.0% | 60.9% | 12.6% | 3.4% | 100% | 87 |
| | Government (national) | 2.0% | 64.0% | 28.0% | 6.0% | 100% | 50 |
| | Law | 0.0% | 44.4% | 29.6% | 25.9% | 100% | 27 |
| | National library | 16.7% | 73.3% | 6.7% | 3.3% | 100% | 30 |
| | Public library | 33.8% | 56.0% | 9.3% | 0.9% | 100% | 216 |
| | Third sector | 3.1% | 65.6% | 28.1% | 3.1% | 100% | 32 |
| Other | 16.0% | 54.0% | 20.0% | 10.0% | 100% | 50 | |

Table 66 shows that modal pay for front-line staff ranges across the sectors from less than £20,000 to £39,999. However, in the majority of sectors it falls in the £20,000-£29,999 band, and in six it is less than £20,000. (As is the case for supervisors, the higher figures relate to the armed forces and consulting, but the number of responses for these two sectors is low.)

Table 66: Pay – front-line staff by sector for those working 22 hours per week or more

| Job Status | Sector | Less than £20,000 % | £20,000 to £29,999 % | £30,000 to £39,999 % | £40,000 or more % | Total % | Total N |
|------------|---------------------------|------------------------|-------------------------|-------------------------|----------------------|---------|---------|
| Front-line | Archives local | 52.1% | 39.7% | 7.5% | 0.7% | 100% | 267 |
| | Archives national | 28.9% | 53.7% | 15.7% | 1.7% | 100% | 121 |
| | Armed forces | 37.5% | 12.5% | 37.5% | 12.5% | 100% | 16 |
| | Commerce and/or business | 22.7% | 41.8% | 23.6% | 11.8% | 100% | 110 |
| | Consulting | 5.9% | 5.9% | 52.9% | 35.3% | 100% | 17 |
| | Education primary | 47.1% | 37.9% | 13.8% | 1.1% | 100% | 87 |
| | Education secondary | 43.2% | 46.8% | 8.4% | 1.6% | 100% | 310 |
| | Education further | 60.8% | 32.9% | 5.9% | 0.5% | 100% | 222 |
| | Education higher | 36.6% | 43.2% | 18.4% | 1.8% | 100% | 852 |
| | Health and/or social care | 34.7% | 43.8% | 19.1% | 2.4% | 100% | 251 |
| | Government (local) | 51.9% | 38.1% | 7.2% | 2.8% | 100% | 181 |
| | Government (national) | 18.3% | 48.4% | 26.9% | 6.5% | 100% | 93 |
| | Law | 17.6% | 49.4% | 25.9% | 7.1% | 100% | 85 |
| | National library | 37.2% | 58.1% | 4.7% | 0.0% | 100% | 86 |
| | Public library | 65.9% | 29.1% | 4.3% | 0.7% | 100% | 581 |
| | Third sector | 13.4% | 58.2% | 20.9% | 7.5% | 100% | 67 |
| | Other | 26.6% | 50.3% | 17.5% | 5.6% | 100% | 143 |

4.7.5.3 Pay and length of service

The relationship between pay and length of service for those who work 22 hours a week or more is presented with reference to the five LARKIM domains in Table 67 and Table 68. As would be expected, gross pay rates rise with years of working in this sector. However, it is worth noting that in all domains a high proportion of those earning less than £20,000 have worked in the LARKIM domains for 20 years or more. This ranges from 17.9% in Records to 23.6% in Libraries.

Table 67: Pay and length of service by domain for respondents who work 22 hours per week or more

| Length of time working in LARKIM | Libraries | | | | Archives | | | | Records | | | |
|---|---------------------|--------------------------------|--------------------------------|-------------------|---------------------|--------------------------------|--------------------------------|-------------------|---------------------|--------------------------------|--------------------------------|-------------------|
| | Less than £20,000 % | £20,000 to less than £30,000 % | £30,000 to less than £40,000 % | £40,000 or more % | Less than £20,000 % | £20,000 to less than £30,000 % | £30,000 to less than £40,000 % | £40,000 or more % | Less than £20,000 % | £20,000 to less than £30,000 % | £30,000 to less than £40,000 % | £40,000 or more % |
| 1 year or under | 4.6% | 1.0% | 0.4% | 0.6% | 8.0% | 2.9% | 1.1% | 0.9% | 10.4% | 1.8% | 1.5% | 1.2% |
| More than 1 year, but fewer than 3 years | 11.6% | 4.7% | 0.6% | 0.6% | 21.0% | 10.3% | 1.1% | 0.9% | 22.4% | 9.8% | 2.3% | 1.9% |
| More than 3 years, but fewer than 5 years | 9.9% | 7.0% | 2.5% | 0.4% | 9.2% | 12.6% | 4.3% | 1.3% | 6.0% | 12.3% | 8.3% | 2.5% |
| More than 5 years, but fewer than 10 years | 22.6% | 19.1% | 11.1% | 3.4% | 17.2% | 26.5% | 20.1% | 8.5% | 14.9% | 24.5% | 25.8% | 12.4% |
| More than 10 years, but fewer than 20 years | 27.6% | 32.8% | 34.4% | 23.0% | 25.6% | 24.6% | 37.2% | 22.2% | 28.4% | 28.8% | 35.6% | 26.7% |
| 20 years or more | 23.6% | 35.3% | 51.0% | 72.1% | 18.9% | 23.1% | 36.1% | 66.2% | 17.9% | 22.7% | 26.5% | 55.3% |
| Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Total N | 1277 | 2115 | 1290 | 727 | 238 | 524 | 349 | 234 | 67 | 163 | 132 | 161 |

Table 68: Pay and length of service by domain for respondents who work 22 hours per week or more (continued)

| Length of time working in LARKIM | Information Management | | | | Knowledge Management | | | |
|---|------------------------|--------------------------------|--------------------------------|-------------------|----------------------|--------------------------------|--------------------------------|-------------------|
| | Less than £20,000 % | £20,000 to less than £30,000 % | £30,000 to less than £40,000 % | £40,000 or more % | Less than £20,000 % | £20,000 to less than £30,000 % | £30,000 to less than £40,000 % | £40,000 or more % |
| 1 year or under | 5.1% | 3.0% | 1.3% | 1.5% | 9.5% | 3.3% | 1.8% | 0.5% |
| More than 1 year, but fewer than 3 years | 17.1% | 6.2% | 2.6% | 2.1% | 17.9% | 9.5% | 3.5% | 1.5% |
| More than 3 years, but fewer than 5 years | 7.0% | 10.4% | 5.5% | 1.5% | 9.5% | 9.0% | 2.9% | 2.0% |
| More than 5 years, but fewer than 10 years | 18.4% | 22.8% | 16.3% | 9.7% | 16.7% | 16.2% | 13.5% | 8.1% |
| More than 10 years, but fewer than 20 years | 24.7% | 31.3% | 32.0% | 27.4% | 23.8% | 28.6% | 32.7% | 26.3% |
| 20 years or more | 27.8% | 26.3% | 42.3% | 57.8% | 22.6% | 33.3% | 45.6% | 61.6% |
| Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Total N | 158 | 434 | 381 | 339 | 84 | 210 | 171 | 198 |

4.7.5.4 Pay and LARKIM qualifications

Data on academic LARKIM qualifications and gross annual pay for those working 22 hours or more are shown in Table 69, Table 70, Table 71, Table 72,

Table 73 and Table 74. The only evidence of a direct link between qualification and pay is that those who are paid less than £20,000 have lower qualifications, and the lack of an academic qualification in a LARKIM subject is also most frequently reported by the same group. There is thus little evidence of a *direct* relationship between qualifications and gross annual pay. There is, however, an *indirect* relationship between qualifications and pay in that those in higher status jobs (which are better paid, as demonstrated in Table 61) are highly qualified. (See Table 32.) A key finding here is that there are individuals in the workforce who hold low paid positions which probably do not necessarily require the post-holders to offer the level of qualifications that they hold: between 20% (Knowledge Management) and 30% (Archives) of those who earn under £20,000 in each domain are qualified to postgraduate level.

Table 69: Pay and LARKIM qualifications of those who work 22 hours or more by work domain (Libraries)

| Domain | Qualification | Less than 20,000 % | £20,000 to less than £30,000 % | £30,000 to less than £40,000 % | £40,000 or more % | All pay bands % |
|-----------|---|--------------------|--------------------------------|--------------------------------|-------------------|-----------------|
| Libraries | No academic qualifications in LARKIM | 57.8% | 27.0% | 11.4% | 9.0% | 27.9% |
| | PhD in LARKIM | 0.1% | 0.1% | 0.3% | 1.1% | 0.3% |
| | Masters degree in LARKIM | 12.5% | 29.7% | 41.6% | 36.8% | 29.5% |
| | Postgraduate diploma in LARKIM | 8.0% | 18.3% | 25.1% | 29.8% | 19.1% |
| | Postgraduate certificate in LARKIM | 1.4% | 1.8% | 1.5% | 0.7% | 1.5% |
| | Bachelors degree with honours in LARKIM | 5.5% | 11.6% | 12.9% | 15.7% | 11.1% |
| | Bachelors degree (ordinary) in LARKIM | 2.3% | 2.9% | 3.4% | 5.0% | 3.2% |
| | Foundation degree in LARKIM | 0.4% | 0.2% | 0.2% | 0.0% | 0.2% |
| | Scottish Professional Apprenticeship (SVQ level 5) in LARKIM | 0.1% | 0.0% | 0.1% | 0.0% | 0.0% |
| | Higher National Diploma/Diploma of Higher Education in LARKIM | 0.8% | 0.7% | 0.2% | 0.1% | 0.5% |
| | Higher National Certificate/Certificate of Higher Education in LARKIM | 1.1% | 0.9% | 0.2% | 0.1% | 0.7% |
| | Scottish Modern Apprenticeship (SVQ level 2-3) in LARKIM | 0.0% | 0.1% | 0.1% | 0.0% | 0.1% |
| | Advanced Higher Scottish Baccalaureate/Vocational programme level 4 or 5 (England/Wales/NI) in LARKIM | 0.0% | 0.3% | 0.1% | 0.1% | 0.1% |
| | A levels or equivalent/Scottish Highers (SQA level 6)/Vocational programme level 3 (England/Wales/NI) in LARKIM | 2.7% | 1.5% | 0.6% | 0.1% | 1.4% |
| | GCSEs or equivalent/Scottish National (SQA level 5)/Vocational programme level 2 (England/Wales/NI) in LARKIM | 1.9% | 0.9% | 0.4% | 0.1% | 0.9% |
| | Other academic qualifications in LARKIM | 5.6% | 4.0% | 2.1% | 1.3% | 3.5% |
| | Total % | 100% | 100% | 100% | 100% | 100% |
| Total N | | 1205 | 2024 | 1244 | 691 | 5164 |

Table 70: Pay and LARKIM qualifications of those who work 22 hours or more by work domain (Archives)

| Domain | Qualification | Less than 20,000 % | £20,000 to less than £30,000 % | £30,000 to less than £40,000 % | £40,000 or more % | All pay bands % |
|--------|---------------|--------------------|--------------------------------|--------------------------------|-------------------|-----------------|
|--------|---------------|--------------------|--------------------------------|--------------------------------|-------------------|-----------------|

| | | | | | | |
|----------|---|-------|-------|-------|-------|-------|
| Archives | No academic qualifications in LARKIM | 58.3% | 27.5% | 12.6% | 14.4% | 26.5% |
| | PhD in LARKIM | 0.9% | 0.0% | 1.1% | 1.7% | 0.8% |
| | Masters degree in LARKIM | 12.1% | 41.1% | 48.6% | 38.0% | 37.6% |
| | Postgraduate diploma in LARKIM | 14.8% | 21.4% | 27.1% | 32.3% | 23.7% |
| | Postgraduate certificate in LARKIM | 2.2% | 1.4% | 2.6% | 0.4% | 1.7% |
| | Bachelors degree with honours in LARKIM | 2.2% | 3.3% | 2.6% | 7.4% | 3.7% |
| | Bachelors degree (ordinary) in LARKIM | 0.4% | 1.2% | 1.7% | 1.7% | 1.3% |
| | Foundation degree in LARKIM | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| | Scottish Professional Apprenticeship (SVQ level 5) in LARKIM | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| | Higher National Diploma/Diploma of Higher Education in LARKIM | 0.4% | 0.2% | 1.4% | 0.4% | 0.6% |
| | Higher National Certificate/Certificate of Higher Education in LARKIM | 0.4% | 0.6% | 0.3% | 0.0% | 0.4% |
| | Scottish Modern Apprenticeship (SVQ level 2-3) in LARKIM | 0.0% | 0.2% | 0.0% | 0.0% | 0.1% |
| | Advanced Higher Scottish Baccalaureate/Vocational programme level 4 or 5 (England/Wales/NI) in LARKIM | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| | A levels or equivalent/Scottish Highers (SQA level 6)/Vocational programme level 3 (England/Wales/NI) in LARKIM | 1.3% | 0.4% | 0.3% | 0.0% | 0.5% |
| | GCSEs or equivalent/Scottish National (SQA level 5)/Vocational programme level 2 (England/Wales/NI) in LARKIM | 1.8% | 0.2% | 0.0% | 0.0% | 0.4% |
| | Other academic qualifications in LARKIM | 4.9% | 2.5% | 1.7% | 3.5% | 2.9% |
| | Total % | 100% | 100% | 100% | 100% | 100% |
| Total N | 216 | 494 | 331 | 211 | 1252 | |

Table 71: Pay and LARKIM qualifications of those who work 22 hours or more by work domain (Records)

| Domain | Qualification | Less than 20,000 % | £20,000 to less than £30,000 % | £30,000 to less than £40,000 % | £40,000 or more % | All pay bands % |
|---------|---|-----------------------|-----------------------------------|-----------------------------------|----------------------|--------------------|
| Records | No academic qualifications in LARKIM | 65.1% | 35.6% | 20.9% | 18.1% | 30.0% |
| | PhD in LARKIM | 1.6% | 0.0% | 0.8% | 1.9% | 1.0% |
| | Masters degree in LARKIM | 9.5% | 38.4% | 44.2% | 38.7% | 36.3% |
| | Postgraduate diploma in LARKIM | 9.5% | 18.5% | 19.4% | 23.2% | 19.1% |
| | Postgraduate certificate in LARKIM | 3.2% | 0.0% | 0.8% | 0.6% | 0.8% |
| | Bachelors degree with honours in LARKIM | 0.0% | 2.7% | 5.4% | 9.7% | 5.3% |
| | Bachelors degree (ordinary) in LARKIM | 0.0% | 0.0% | 1.6% | 0.6% | 0.6% |
| | Foundation degree in LARKIM | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| | Scottish Professional Apprenticeship (SVQ level 5) in LARKIM | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| | Higher National Diploma/Diploma of Higher Education in LARKIM | 1.6% | 0.0% | 0.8% | 0.0% | 0.4% |
| | Higher National Certificate/Certificate of Higher Education in LARKIM | 0.0% | 2.1% | 0.8% | 0.6% | 1.0% |
| | Scottish Modern Apprenticeship (SVQ level 2-3) in LARKIM | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| | Advanced Higher Scottish Baccalaureate/Vocational programme level 4 or 5 (England/Wales/NI) in LARKIM | 1.6% | 0.0% | 0.0% | 0.0% | 0.2% |
| | A levels or equivalent/Scottish Highers (SQA level 6)/Vocational programme level 3 (England/Wales/NI) in LARKIM | 1.6% | 0.7% | 0.8% | 0.6% | 0.8% |
| | GCSEs or equivalent/Scottish National (SQA level 5)/Vocational programme level 2 (England/Wales/NI) in LARKIM | 1.6% | 0.0% | 0.8% | 0.6% | 0.6% |
| | Other academic qualifications in LARKIM | 4.8% | 2.1% | 3.9% | 5.2% | 3.9% |
| | Total % | 100% | 100% | 100% | 100% | 100% |
| | Total N | 57 | 143 | 122 | 138 | 460 |

Table 72: Pay and LARKIM qualifications of those who work 22 hours or more by work domain (Information Management)

| Domain | Qualification | Less than 20,000 % | £20,000 to less than £30,000 % | £30,000 to less than £40,000 % | £40,000 or more % | All pay bands % |
|------------------------|---|-----------------------|-----------------------------------|-----------------------------------|----------------------|--------------------|
| Information Management | No academic qualifications in LARKIM | 52.8% | 32.1% | 21.5% | 21.0% | 28.6% |
| | PhD in LARKIM | 0.0% | 0.0% | 1.0% | 2.4% | 0.9% |
| | Masters degree in LARKIM | 14.5% | 31.7% | 41.1% | 32.8% | 32.6% |
| | Postgraduate diploma in LARKIM | 10.7% | 17.1% | 18.3% | 21.6% | 17.9% |
| | Postgraduate certificate in LARKIM | 1.9% | 1.4% | 1.3% | 0.3% | 1.2% |
| | Bachelors degree with honours in LARKIM | 4.4% | 8.6% | 9.4% | 14.8% | 9.9% |
| | Bachelors degree (ordinary) in LARKIM | 3.1% | 2.4% | 2.1% | 3.8% | 2.8% |
| | Foundation degree in LARKIM | 0.6% | 0.0% | 0.3% | 0.0% | 0.2% |
| | Scottish Professional Apprenticeship (SVQ level 5) in LARKIM | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| | Higher National Diploma/Diploma of Higher Education in LARKIM | 3.1% | 1.0% | 0.8% | 0.0% | 0.9% |
| | Higher National Certificate/Certificate of Higher Education in LARKIM | 0.6% | 1.4% | 0.0% | 0.6% | 0.7% |
| | Scottish Modern Apprenticeship (SVQ level 2-3) in LARKIM | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| | Advanced Higher Scottish Baccalaureate/Vocational programme level 4 or 5 (England/Wales/NI) in LARKIM | 0.6% | 0.2% | 0.0% | 0.3% | 0.2% |
| | A levels or equivalent/Scottish Highers (SQA level 6)/Vocational programme level 3 (England/Wales/NI) in LARKIM | 1.3% | 1.0% | 0.8% | 0.0% | 0.7% |
| | GCSEs or equivalent/Scottish National (SQA level 5)/Vocational programme level 2 (England/Wales/NI) in LARKIM | 1.9% | 0.2% | 0.5% | 0.0% | 0.5% |
| | Other academic qualifications in LARKIM | 4.4% | 2.9% | 2.9% | 2.4% | 2.9% |
| | Total % | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| | Total N | 147 | 403 | 361 | 311 | 1222 |

Table 73: Pay and LARKIM qualifications of those who work 22 hours or more by work domain (Knowledge Management)

| Domain | Qualification | Less than 20,000 % | £20,000 to less than £30,000 % | £30,000 to less than £40,000 % | £40,000 or more % | All pay bands % |
|----------------------|---|-----------------------|-----------------------------------|-----------------------------------|----------------------|--------------------|
| Knowledge Management | PhD in LARKIM | 0.0% | 0.0% | 1.2% | 2.6% | 1.1% |
| | Masters degree in LARKIM | 11.8% | 24.0% | 41.0% | 29.5% | 28.6% |
| | Postgraduate diploma in LARKIM | 7.1% | 17.0% | 23.1% | 24.9% | 19.7% |
| | Postgraduate certificate in LARKIM | 1.2% | 2.5% | 0.6% | 0.0% | 1.1% |
| | Bachelors degree with honours in LARKIM | 5.9% | 12.0% | 8.1% | 16.6% | 11.5% |
| | Bachelors degree (ordinary) in LARKIM | 2.4% | 3.5% | 2.9% | 4.7% | 3.5% |
| | Foundation degree in LARKIM | 1.2% | 0.0% | 0.0% | 0.0% | 0.2% |
| | Scottish Professional Apprenticeship (SVQ level 5) in LARKIM | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| | Higher National Diploma/Diploma of Higher Education in LARKIM | 4.7% | 1.0% | 0.0% | 0.0% | 0.9% |
| | Higher National Certificate/Certificate of Higher Education in LARKIM | 1.2% | 3.0% | 0.0% | 0.5% | 1.2% |
| | Scottish Modern Apprenticeship (SVQ level 2-3) in LARKIM | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| | Advanced Higher Scottish Baccalaureate/Vocational programme level 4 or 5 (England/Wales/NI) in LARKIM | 0.0% | 0.5% | 0.0% | 0.0% | 0.2% |
| | A levels or equivalent/Scottish Highers (SQA level 6)/Vocational programme level 3 (England/Wales/NI) in LARKIM | 1.2% | 1.0% | 0.6% | 0.0% | 0.6% |
| | GCSEs or equivalent/Scottish National (SQA level 5)/Vocational programme level 2 (England/Wales/NI) in LARKIM | 2.4% | 0.5% | 1.2% | 0.0% | 0.8% |
| | Other academic qualifications in LARKIM | 4.7% | 4.0% | 2.3% | 1.0% | 2.8% |
| | Total % | 100% | 100% | 100% | 100% | 100% |
| Total N | 79 | 192 | 162 | 176 | 609 | |

Table 74: Pay and LARKIM qualifications of those who work 22 hours or more by work domain (all domains)

| Domain | Qualification | Less than 20,000 % | £20,000 to less than £30,000 % | £30,000 to less than £40,000 % | £40,000 or more % | All pay bands % |
|-------------|---|-----------------------|-----------------------------------|-----------------------------------|----------------------|--------------------|
| All domains | No academic qualifications in LARKIM | 57.9% | 27.5% | 13.5% | 13.0% | 28.1% |
| | PhD in LARKIM | 0.3% | 0.1% | 0.5% | 1.5% | 0.5% |
| | Masters degree in LARKIM | 13.0% | 31.9% | 42.2% | 35.8% | 31.1% |
| | Postgraduate diploma in LARKIM | 8.6% | 18.9% | 24.6% | 28.1% | 19.6% |
| | Postgraduate certificate in LARKIM | 1.5% | 1.7% | 1.4% | 0.8% | 1.4% |
| | Bachelors degree with honours in LARKIM | 5.1% | 9.9% | 10.9% | 14.3% | 9.8% |
| | Bachelors degree (ordinary) in LARKIM | 2.0% | 2.6% | 2.9% | 3.9% | 2.7% |
| | Foundation degree in LARKIM | 0.4% | 0.2% | 0.2% | 0.0% | 0.2% |
| | Scottish Professional Apprenticeship (SVQ level 5) in LARKIM | 0.1% | 0.0% | 0.1% | 0.0% | 0.0% |
| | Higher National Diploma/Diploma of Higher Education in LARKIM | 0.8% | 0.6% | 0.5% | 0.1% | 0.5% |
| | Higher National Certificate/Certificate of Higher Education in LARKIM | 1.0% | 0.8% | 0.2% | 0.2% | 0.6% |
| | Scottish Modern Apprenticeship (SVQ level 2-3) in LARKIM | 0.0% | 0.1% | 0.1% | 0.0% | 0.1% |
| | Advanced Higher Scottish Baccalaureate/Vocational programme level 4 or 5 (England/Wales/NI) in LARKIM | 0.1% | 0.2% | 0.1% | 0.1% | 0.1% |
| | A levels or equivalent/Scottish Highers (SQA level 6)/Vocational programme level 3 (England/Wales/NI) in LARKIM | 2.5% | 1.3% | 0.6% | 0.1% | 1.2% |
| | GCSEs or equivalent/Scottish National (SQA level 5)/Vocational programme level 2 (England/Wales/NI) in LARKIM | 1.8% | 0.7% | 0.4% | 0.1% | 0.8% |
| | Other academic qualifications in LARKIM | 5.1% | 3.6% | 2.1% | 1.9% | 3.3% |
| | Total % | 100% | 100% | 100% | 100% | 100% |
| Total N | 1374 | 2537 | 1640 | 959 | 6510 | |

Data on professional LARKIM qualifications and gross annual pay for those working 22 hours or more are shown in Table 75,

Table 76, Table 77, Table 78, Table 79 and Table 80 show professional qualifications. Here it can be seen that there is a link between the level of professional qualification and pay. High earners are more likely to hold professional qualifications than the low earners.

Table 75: Pay and professional qualifications of those who work 22 hours or more by work domain (Libraries)

| Work Domain | Professional qualification | Less than 20,000 % | £20,000 to less than £30,000 % | £30,000 to less than £40,000 % | £40,000 or more % | All pay bands % |
|-------------|---|--------------------|--------------------------------|--------------------------------|-------------------|-----------------|
| Libraries | No professional qualifications related to LARKIM | 77.2% | 58.8% | 38.8% | 28.9% | 54.3% |
| | ACLIP (awarded by the Chartered Institute of Library and Information Professionals) | 6.8% | 9.1% | 6.8% | 8.5% | 7.9% |
| | FCLIP (awarded by the Chartered Institute of Library and Information Professionals) | 0.2% | 0.1% | 1.0% | 3.9% | 0.9% |
| | MCLIP (awarded by the Chartered Institute of Library and Information Professionals) | 10.2% | 27.9% | 47.5% | 51.9% | 31.7% |
| | RMARA (awarded by the Archives and Records Association) | 0.0% | 0.3% | 1.5% | 2.0% | 0.8% |
| | Other professional LARKIM qualification Other | 5.7% | 3.7% | 4.3% | 4.8% | 4.5% |
| | Total % | 100.0% | 100% | 100% | 100% | 100% |
| | Total N | | 1211 | 2033 | 1233 | 709 |

Table 76: Pay and professional qualifications of those who work 22 hours or more by work domain (Archives)

| Work Domain | Professional qualification | Less than 20,000 % | £20,000 to less than £30,000 % | £30,000 to less than £40,000 % | £40,000 or more % | All pay bands % |
|-------------|--|--------------------|--------------------------------|--------------------------------|-------------------|-----------------|
| Archives | No professional qualifications related to librarianship, archives, and/or records/information/knowledge management | 83.8% | 68.1% | 52.4% | 36.0% | 61.2% |
| | ACLIP (awarded by the Chartered Institute of Library and Information Professionals) | 1.4% | 2.9% | 2.5% | 4.2% | 2.8% |
| | FCLIP (awarded by the Chartered Institute of Library and Information Professionals) | 0.5% | 0.0% | 0.3% | 3.3% | 0.7% |
| | MCLIP (awarded by the Chartered Institute of Library and Information Professionals) | 3.7% | 9.0% | 8.8% | 20.6% | 10.0% |
| | RMARA (awarded by the Archives and Records Association) | 2.3% | 10.0% | 25.6% | 28.0% | 15.8% |
| | Other professional LARKIM qualification | 8.3% | 10.1% | 10.4% | 7.9% | 9.5% |
| | Total % | 100.0% | 100% | 100% | 100% | 100% |
| | Total N | | 216 | 479 | 317 | 214 |

Table 77: Pay and professional qualifications of those who work 22 hours or more by work domain (Records)

| Work Domain | Professional qualification | Less than 20,000 % | £20,000 to less than £30,000 % | £30,000 to less than £40,000 % | £40,000 or more % | All pay bands % |
|-------------|---|--------------------|--------------------------------|--------------------------------|-------------------|-----------------|
| Records | No professional qualifications related to LARKIM | 89.8% | 70.3% | 60.0% | 40.8% | 61.2% |
| | ACLIP (awarded by the Chartered Institute of Library and Information Professionals) | 5.1% | 1.4% | 4.0% | 5.6% | 3.8% |
| | FCLIP (awarded by the Chartered Institute of Library and Information Professionals) | 1.7% | 0.0% | 0.0% | 2.8% | 1.1% |
| | MCLIP (awarded by the Chartered Institute of Library and Information Professionals) | 1.7% | 14.2% | 12.0% | 23.2% | 14.8% |
| | RMARA (awarded by the Archives and Records Association) | 0.0% | 4.1% | 12.0% | 14.1% | 8.6% |
| | Other professional LARKIM qualification | 1.7% | 10.2% | 12.0% | 13.4% | 10.5% |
| | Total % | 100.0% | 100% | 100% | 100% | 100% |
| Total N | | 59 | 148 | 125 | 142 | 474 |

Table 78: Pay and professional qualifications of those who work 22 hours or more by work domain (Information Management)

| Work Domain | Professional qualification | Less than 20,000 % | £20,000 to less than £30,000 % | £30,000 to less than £40,000 % | £40,000 or more % | All pay bands % |
|------------------------|---|--------------------|--------------------------------|--------------------------------|-------------------|-----------------|
| Information Management | No professional qualifications related to LARKIM | 70.9% | 67.2% | 53.9% | 45.3% | 58.0% |
| | ACLIP (awarded by the Chartered Institute of Library and Information Professionals) | 6.1% | 5.5% | 4.7% | 6.0% | 5.4% |
| | FCLIP (awarded by the Chartered Institute of Library and Information Professionals) | 0.7% | 0.2% | 0.3% | 5.3% | 1.6% |
| | MCLIP (awarded by the Chartered Institute of Library and Information Professionals) | 12.2% | 19.4% | 30.1% | 33.0% | 25.2% |
| | RMARA (awarded by the Archives and Records Association) | 0.0% | 1.0% | 3.3% | 3.1% | 2.1% |
| | Other professional LARKIM qualification | 10.2% | 6.7% | 7.7% | 7.2% | 7.5% |
| | Total % | 100.0% | 100% | 100% | 100% | 100% |
| Total N | | 148 | 402 | 362 | 318 | 1230 |

Table 79: Pay and professional qualifications of those who work 22 hours or more by work domain (Knowledge Management)

| Work Domain | Professional qualification | Less than 20,000 % | £20,000 to less than £30,000 % | £30,000 to less than £40,000 % | £40,000 or more % | All pay bands % |
|----------------------|---|--------------------|--------------------------------|--------------------------------|-------------------|-----------------|
| Knowledge Management | No professional qualifications related to LARKIM | 75.0% | 61.3% | 51.6% | 38.5% | 53.7% |
| | ACLIP (awarded by the Chartered Institute of Library and Information Professionals) | 3.8% | 7.5% | 5.7% | 5.5% | 5.9% |
| | FCLIP (awarded by the Chartered Institute of Library and Information Professionals) | 1.3% | 0.5% | 0.6% | 7.1% | 2.6% |
| | MCLIP (awarded by the Chartered Institute of Library and Information Professionals) | 10.0% | 23.1% | 34.0% | 36.8% | 28.3% |
| | RMARA (awarded by the Archives and Records Association) | 0.0% | 0.0% | 1.9% | 2.7% | 1.3% |
| | Other professional LARKIM qualification | 10.1% | 7.5% | 6.3% | 9.3% | 8.0% |
| | Total % | 100.0% | 100% | 100% | 100% | 100% |
| | Total N | | 80 | 186 | 159 | 182 |

Table 80: Pay and professional qualifications of those who work 22 hours or more by work domain (all domains)

| Work Domain | Professional qualification | Less than 20,000 % | £20,000 to less than £30,000 % | £30,000 to less than £40,000 % | £40,000 or more % | All pay bands % |
|-------------|---|--------------------|--------------------------------|--------------------------------|-------------------|-----------------|
| All domains | No professional qualifications related to LARKIM | 78.5% | 60.8% | 43.3% | 35.2% | 56.3% |
| | ACLIP (awarded by the Chartered Institute of Library and Information Professionals) | 6.2% | 7.6% | 5.6% | 6.7% | 6.7% |
| | FCLIP (awarded by the Chartered Institute of Library and Information Professionals) | 0.2% | 0.2% | 0.7% | 3.6% | 0.8% |
| | MCLIP (awarded by the Chartered Institute of Library and Information Professionals) | 9.3% | 24.1% | 39.3% | 41.8% | 27.4% |
| | RMARA (awarded by the Archives and Records Association) | 0.4% | 2.0% | 5.3% | 6.5% | 3.1% |
| | Other professional LARKIM qualification | 5.5% | 5.4% | 5.7% | 6.2% | 5.6% |
| | Total % | 100.0% | 100% | 100% | 100% | 100% |
| | Total N | | 1379 | 2536 | 1623 | 976 |

4.7.5.5 Pay and gender

The gross annual pay of the respondents who work more than 22 hours per week is displayed according to gender in Table 81. The figures for those who work fewer than 22 hours a week are shown in Table 82. Pay is higher in Records, Information Management and Knowledge Management than it is in Archives and Libraries.

Table 81: Pay by gender and domain – those who work more than 22 hours per week

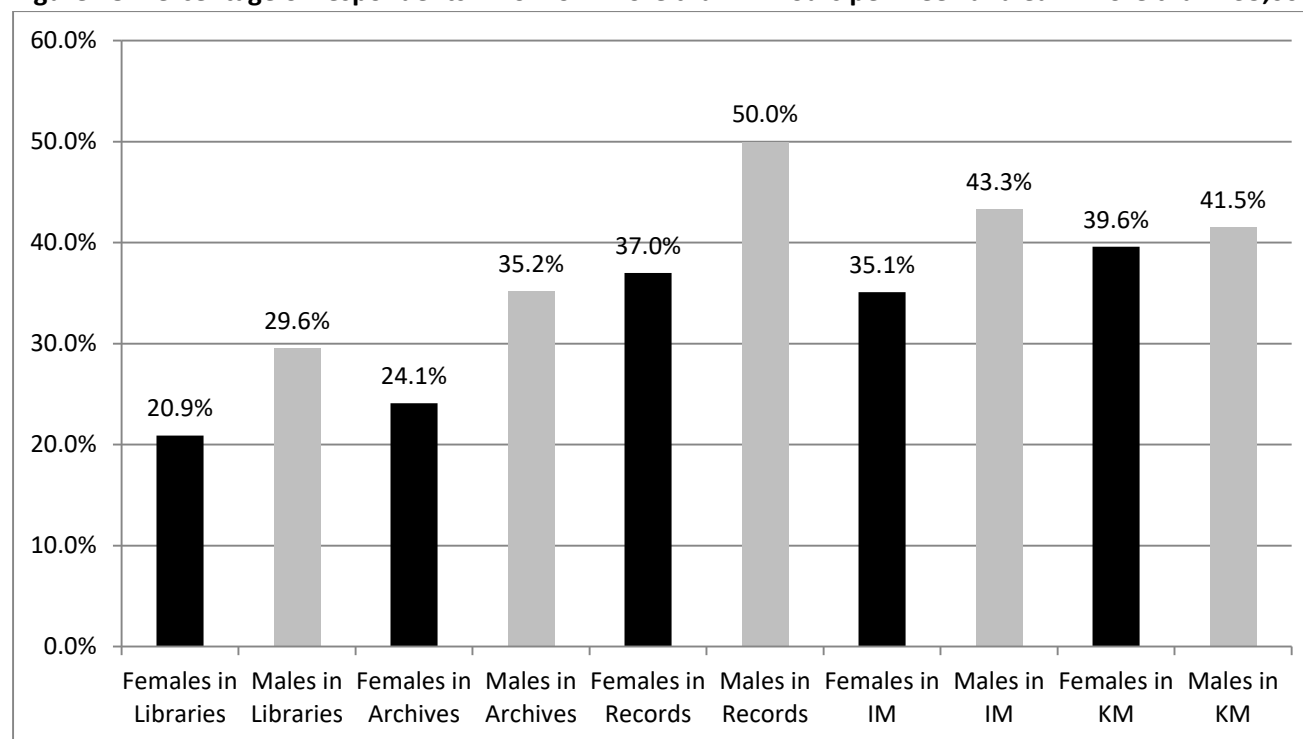
| Gross pay | Those who work 22 hours per week or more | | | | | | | | | | | | | | |
|--------------------|--|-------|----------|-------|---------|-------|------------------------|-------|----------------------|-------|---------------|-------|---------------|-----|---|
| | Libraries | | Archives | | Records | | Information Management | | Knowledge Management | | All domains % | | All domains N | | |
| | F % | M % | F % | M % | F % | M % | F % | M % | F % | M % | F% | M% | F | M | |
| £0 | 0.1% | 0.1% | 0.0% | 0.5% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.1% | 0.2% | 4 | 3 |
| £10,000 or less | 1.1% | 0.5% | 0.4% | 0.0% | 0.3% | 0.0% | 0.5% | 0.3% | 0.5% | 0.0% | 1.0% | 0.4% | 49 | 6 | |
| £10,001 to £12,500 | 2.9% | 1.3% | 1.0% | 0.5% | 0.9% | 0.0% | 1.9% | 0.3% | 2.1% | 0.5% | 2.5% | 1.1% | 126 | 17 | |
| £12,501 to £15,000 | 3.8% | 2.6% | 4.0% | 1.4% | 2.1% | 0.6% | 1.5% | 1.1% | 2.1% | 1.6% | 3.7% | 2.0% | 188 | 31 | |
| £15,001 to £17,500 | 7.2% | 7.0% | 6.6% | 6.3% | 4.3% | 3.2% | 2.5% | 3.5% | 4.0% | 1.6% | 6.7% | 6.6% | 339 | 101 | |
| £17,501 to £20,000 | 9.7% | 8.5% | 7.1% | 6.0% | 6.4% | 6.5% | 6.2% | 4.6% | 6.5% | 4.3% | 8.7% | 7.4% | 442 | 113 | |
| £20,001 to £22,500 | 9.7% | 7.1% | 6.6% | 3.5% | 5.5% | 0.6% | 7.4% | 4.1% | 7.4% | 6.5% | 9.0% | 6.4% | 456 | 99 | |
| £22,501 to £25,000 | 11.1% | 10.1% | 10.4% | 10.1% | 7.1% | 8.4% | 7.1% | 9.0% | 6.3% | 8.6% | 10.6% | 9.6% | 535 | 147 | |
| £25,001 to £30,000 | 19.4% | 18.6% | 23.1% | 22.6% | 20.2% | 18.8% | 20.4% | 18.0% | 16.3% | 21.0% | 20.5% | 19.5% | 1038 | 299 | |
| £30,001 to £35,000 | 14.2% | 14.6% | 16.5% | 13.9% | 16.0% | 11.7% | 17.4% | 15.8% | 15.3% | 14.5% | 14.8% | 14.9% | 749 | 228 | |
| £35,001 to £40,000 | 9.2% | 10.6% | 9.7% | 13.1% | 10.7% | 14.3% | 12.3% | 12.3% | 11.2% | 10.8% | 9.7% | 11.5% | 489 | 176 | |
| £40,001 to £50,000 | 8.3% | 12.2% | 9.2% | 12.3% | 15.3% | 18.2% | 13.2% | 15.8% | 17.0% | 12.4% | 8.8% | 12.2% | 447 | 187 | |
| £50,001 to £80,000 | 3.1% | 6.3% | 4.6% | 9.3% | 8.9% | 16.9% | 8.3% | 14.4% | 9.1% | 17.2% | 3.6% | 7.8% | 183 | 119 | |
| £80,001 or more | 0.3% | 0.5% | 0.6% | 0.5% | 2.1% | 0.6% | 1.3% | 0.8% | 2.3% | 1.1% | 0.4% | 0.6% | 20 | 9 | |
| Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | | | |
| Total N | 4106 | 1142 | 890 | 367 | 326 | 154 | 877 | 367 | 430 | 186 | 5065 | 1535 | | | |

Table 82: Pay by gender and domain – those who work fewer than 22 hours per week

| Those who work fewer than 22 hours per week | | | | | | | | | | | | | | |
|---|-----------|-------|----------|-------|---------|-------|------------------------|-------|----------------------|-------|---------------|-------|---------------|----|
| Gross pay | Libraries | | Archives | | Records | | Information Management | | Knowledge Management | | All domains % | | All domains N | |
| | F % | M % | F % | M % | F % | M % | F % | M % | F % | M % | F % | M % | F | M |
| £0 | 2.3% | 5.8% | 3.8% | 15.8% | 2.6% | 11.1% | 2.2% | 0.0% | 2.4% | 0.0% | 2.4% | 8.5% | 25 | 12 |
| £10,000 or less | 37.1% | 41.7% | 30.0% | 44.7% | 13.2% | 33.3% | 21.7% | 57.1% | 22.0% | 71.4% | 36.2% | 41.1% | 370 | 58 |
| £10,001 to £12,500 | 17.0% | 11.7% | 13.8% | 2.6% | 21.1% | 11.1% | 13.0% | 14.3% | 9.8% | 14.3% | 16.3% | 9.9% | 167 | 14 |
| £12,501 to £15,000 | 13.3% | 10.0% | 11.3% | 10.5% | 10.5% | 0.0% | 14.1% | 7.1% | 19.5% | 0.0% | 13.0% | 9.9% | 133 | 14 |
| £15,001 to £17,500 | 9.5% | 10.0% | 8.1% | 5.3% | 7.9% | 22.2% | 9.8% | 0.0% | 4.9% | 0.0% | 9.1% | 8.5% | 93 | 12 |
| £17,501 to £20,000 | 6.7% | 6.7% | 6.9% | 5.3% | 10.5% | 0.0% | 9.8% | 0.0% | 12.2% | 14.3% | 6.6% | 6.4% | 67 | 9 |
| £20,001 to £22,500 | 3.5% | 5.8% | 5.6% | 7.9% | 7.9% | 11.1% | 7.6% | 7.1% | 7.3% | 0.0% | 3.8% | 7.1% | 39 | 10 |
| £22,501 to £25,000 | 4.0% | 2.5% | 6.3% | 5.3% | 2.6% | 0.0% | 7.6% | 0.0% | 4.9% | 0.0% | 4.4% | 2.8% | 45 | 4 |
| £25,001 to £30,000 | 3.5% | 3.3% | 6.9% | 0.0% | 7.9% | 0.0% | 5.4% | 0.0% | 7.3% | 0.0% | 4.2% | 2.8% | 43 | 4 |
| £30,001 to £35,000 | 1.5% | 1.7% | 5.0% | 0.0% | 7.9% | 0.0% | 4.3% | 0.0% | 4.9% | 0.0% | 2.1% | 1.4% | 21 | 2 |
| £35,001 to £40,000 | 1.6% | 0.0% | 1.3% | 0.0% | 2.6% | 0.0% | 3.3% | 0.0% | 4.9% | 0.0% | 1.5% | 0.0% | 15 | 0 |
| £40,001 to £50,000 | 0.1% | 0.0% | 1.3% | 0.0% | 5.3% | 0.0% | 1.1% | 0.0% | 0.0% | 0.0% | 0.4% | 0.0% | 4 | 0 |
| £50,001 to £80,000 | 0.0% | 0.8% | 0.0% | 2.6% | 0.0% | 11.1% | 0.0% | 14.3% | 0.0% | 0.0% | 0.0% | 1.4% | 0 | 2 |
| £80,001 or more | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0 | 0 |
| Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | | |
| Total N | 886 | 120 | 160 | 38 | 38 | 9 | 92 | 14 | 41 | 7 | 1022 | 141 | | |

This data reveals that a high proportion of the female population of the workforce considered as full-time (i.e. who work more than 22 hours per week) earns under £25,001 (42.3%). The highest proportion earning this low salary are female staff in Libraries (45.6%), and the lowest proportion is found amongst male staff in Records (19.3%). The gender gap in pay is made more evident in Figure 18 where percentages of females and males who work more than 22 hours per week and earn £35,000 or more are displayed side by side for each of the five LARKIM domains. This gender pay gap is greatest in Records, and it is also wide in Archives.

Figure 18: Percentage of respondents who work more than 22 hours per week and earn more than £35,000



4.7.5.6 Pay and caring

Data on numbers of respondents who work 22 hours or more per week, and provide care and support, and pay, are presented in Table 83. No significant relationship is found between pay and whether or not respondents provide care and support: the proportions for those who give care and support and those who do not are broadly similar at the all domain level. This reflects the general finding on the contract types held by those who give care and support, as noted in section 4.7.4.3. Indeed the high proportions of those who give care and support and earn £40,001 to £50,000 in Records, Information Management and Knowledge Management show that it is possible to combine a well-paid LARKIM job with caring responsibilities.

Table 83: Pay, care and support, and work domain

| Gross pay | Libraries | | Archives | | Records | | Information Management | | Knowledge Management | | All domains | |
|--------------------|--------------------------|-----------------------|-------------|----------|-------------|----------|------------------------|----------|----------------------|----------|-------------|----------|
| | No C&S ¹ % | C&S ² % | No C&S % | C&S % | No C&S % | C&S % | No C&S % | C&S % | No C&S % | C&S % | No C&S % | C&S % |
| £0 | 0.1% | 0.1% | 0.3% | 0.0% | 0.3% | 0.0% | 0.1% | 0.0% | 0.2% | 0.0% | 0.1% | 0.1% |
| £10,000 or less | 1.0% | 1.1% | 0.3% | 0.7% | 0.3% | 0.0% | 0.4% | 0.6% | 0.4% | 0.0% | 0.9% | 1.0% |
| £10,001 to £12,500 | 2.6% | 2.7% | 0.8% | 2.2% | 0.3% | 1.6% | 1.6% | 1.9% | 1.7% | 2.1% | 2.2% | 2.4% |
| £12,501 to £15,000 | 3.4% | 5.4% | 3.4% | 2.2% | 1.8% | 1.6% | 1.3% | 3.2% | 2.1% | 2.1% | 3.2% | 4.6% |
| £15,001 to £17,500 | 7.0% | 8.0% | 6.4% | 9.0% | 4.1% | 4.9% | 2.6% | 5.1% | 2.9% | 6.2% | 6.5% | 7.6% |
| £17,501 to £20,000 | 9.7% | 7.7% | 6.7% | 5.2% | 5.6% | 9.8% | 5.6% | 7.0% | 5.6% | 6.2% | 8.6% | 7.2% |
| £20,001 to £22,500 | 9.2% | 8.5% | 6.2% | 1.5% | 5.1% | 0.0% | 6.8% | 3.2% | 7.3% | 5.2% | 8.5% | 7.6% |
| £22,501 to £25,000 | 10.7% | 12.7% | 10.1% | 10.4% | 6.6% | 8.2% | 7.4% | 8.3% | 6.0% | 10.3% | 10.2% | 11.5% |
| £25,001 to £30,000 | 19.5% | 17.6% | 24.0% | 20.1% | 21.8% | 14.8% | 21.1% | 12.1% | 18.9% | 16.5% | 20.7% | 18.2% |
| £30,001 to £35,000 | 14.6% | 12.2% | 16.0% | 16.4% | 15.2% | 13.1% | 17.5% | 15.3% | 17.0% | 8.2% | 15.2% | 13.3% |
| £35,001 to £40,000 | 9.6% | 8.5% | 10.6% | 6.0% | 12.2% | 6.6% | 12.2% | 10.2% | 11.0% | 6.2% | 10.1% | 8.7% |
| £40,001 to £50,000 | 8.6% | 11.7% | 9.1% | 16.4% | 14.2% | 26.2% | 11.9% | 23.6% | 13.5% | 25.8% | 9.0% | 13.2% |
| £50,001 to £80,000 | 3.7% | 3.3% | 5.7% | 8.2% | 11.6% | 8.2% | 10.4% | 7.6% | 11.2% | 9.3% | 4.5% | 4.2% |
| £80,001 or more | 0.3% | 0.4% | 0.5% | 1.5% | 1.3% | 4.9% | 1.1% | 1.9% | 2.1% | 2.1% | 0.5% | 0.5% |
| Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Total N | 4316 | 703 | 1065 | 134 | 395 | 61 | 1021 | 157 | 481 | 97 | 5476 | 842 |

¹ Does not give care and support

² Does give care and support

4.7.5.7 Pay and long-term health issues

The relationships between pay and long-term health issues for those employed 22 or more hours per week are presented in Table 84. As is the case with contract type (as noted in 4.7.4.4) there is no significant relationship between pay and long-term health issues.

Table 84: Pay, long-term health issues, and domain

| Gross pay | Libraries | | Archives | | Records | | Information Management | | Knowledge Management | | All domains | |
|--------------------|---------------------------|-----------|--------------|-----------|--------------|-----------|------------------------|-----------|----------------------|-----------|--------------|-----------|
| | No LTHI ¹ % | LTHI % | No LTHI % | LTHI % | No LTHI % | LTHI % | No LTHI % | LTHI % | No LTHI % | LTHI % | No LTHI % | LTHI % |
| £0 | 0.1% | 0.3% | 0.1% | 0.5% | 0.3% | 0.0% | 0.1% | 0.0% | 0.2% | 0.0% | 0.1% | 0.3% |
| £10,000 or less | 1.2% | 0.4% | 0.4% | 0.0% | 0.3% | 0.0% | 0.5% | 0.0% | 0.4% | 0.0% | 1.0% | 0.3% |
| £10,001 to £12,500 | 2.4% | 3.4% | 0.9% | 0.0% | 0.8% | 0.0% | 1.3% | 2.9% | 1.2% | 4.6% | 2.0% | 2.9% |
| £12,501 to £15,000 | 3.5% | 4.3% | 2.9% | 5.8% | 1.5% | 3.3% | 1.3% | 2.9% | 1.6% | 4.6% | 3.2% | 4.1% |
| £15,001 to £17,500 | 6.9% | 8.5% | 6.3% | 8.9% | 4.0% | 3.3% | 2.8% | 3.5% | 3.0% | 5.7% | 6.5% | 8.1% |
| £17,501 to £20,000 | 9.2% | 10.1% | 6.1% | 8.4% | 5.0% | 10.0% | 5.5% | 6.4% | 5.4% | 5.7% | 8.2% | 9.2% |
| £20,001 to £22,500 | 8.9% | 9.9% | 6.1% | 4.7% | 4.5% | 6.7% | 6.5% | 5.8% | 7.6% | 4.6% | 8.3% | 9.2% |
| £22,501 to £25,000 | 10.9% | 10.9% | 10.7% | 7.9% | 7.6% | 8.3% | 7.6% | 7.6% | 7.4% | 6.9% | 10.4% | 10.0% |
| £25,001 to £30,000 | 19.2% | 18.9% | 23.5% | 20.4% | 20.2% | 20.0% | 20.6% | 15.7% | 17.9% | 19.5% | 20.4% | 19.2% |
| £30,001 to £35,000 | 14.4% | 12.9% | 15.0% | 18.8% | 13.6% | 18.3% | 15.9% | 19.2% | 15.3% | 10.3% | 14.7% | 14.3% |
| £35,001 to £40,000 | 9.5% | 9.3% | 10.8% | 8.9% | 11.8% | 8.3% | 12.4% | 11.0% | 10.8% | 10.3% | 10.2% | 9.4% |
| £40,001 to £50,000 | 9.3% | 8.0% | 10.3% | 8.9% | 16.4% | 10.0% | 13.6% | 15.1% | 15.5% | 13.8% | 9.9% | 8.5% |
| £50,001 to £80,000 | 3.9% | 3.3% | 6.1% | 6.8% | 12.1% | 11.7% | 10.6% | 9.3% | 11.6% | 12.6% | 4.7% | 4.6% |
| £80,001 or more | 0.4% | 0.0% | 0.8% | 0.0% | 2.0% | 0.0% | 1.3% | 0.6% | 2.2% | 1.1% | 0.5% | 0.1% |
| Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Total N | 4241 | 799 | 1014 | 191 | 397 | 60 | 1024 | 172 | 502 | 87 | 5367 | 982 |

¹ long-term health issue

4.8 Regional indicators

4.8.1 Regional distribution of the LARKIM workforce

4.8.1.1 Regional distribution overview

The regional distribution of the LARKIM workforce is displayed in Table 85. In the majority of cases this distribution reflects the size of the working populations of the UK nations and regions (see Appendix 2). In three cases, however, the figures are different: in this study the figure for London, Scotland and the south west are higher than might be expected, and for Merseyside it is lower. Whether this is a true reflection of the regional location of the workforce, or an artefact of survey reach, has already been discussed in section 3.5. Taking this into account, it can nevertheless be concluded from the data presented in the table that most LARKIM staff are employed in England, and that a large proportion of those in England work in London and the South East³⁵. This may be explained with reference to factors such as the centralisation of UK government and the location of many UK organisation headquarters in this part of the country.

Table 85: The regional distribution of LARKIM staff

| Across the UK | Percentage | English Region | Percentage |
|--------------------------------|------------|--------------------------|------------|
| England | 78.4% | East Midlands | 7.7% |
| Scotland | 12.5% | Eastern | 6.8% |
| Wales | 5.4% | London | 22.6% |
| Northern Ireland | 3.3% | Merseyside | 0.9% |
| Channel Islands or Isle of Man | 0.3% | North East | 4.2% |
| Total | 100% | North West | 8.7% |
| | | Other | 0.6% |
| | | South East | 19.4% |
| | | South West | 12.2% |
| | | West Midlands | 7.7% |
| | | Yorkshire and Humberside | 9.1% |
| | | Total | 100% |

³⁵ As is the case in England, most LARKIM work in Scotland is concentrated around the region in which the capital city is based: 39.1% of work in Knowledge Management, 39.4% of work in Information Management, 41.8% of work in Libraries, 45.8% of work in Archives, and 50.5% of work in Records is found in the Scottish East region.

4.8.1.2 Regional distribution by domain

The distribution of the workforce by domain across the UK is shown in Table 86. The proportion of LARKIM workers by domain is similar for each geography. (Note that the total figure for the five domains is greater than the survey response rate because participants may work across one or more domains.)

Table 86: Regional distribution of workforce by domain: UK

| Region | Work Domain | | | | | All domains % |
|---------------------------|----------------|---------------|--------------|-----------------------------|---------------------------|------------------|
| | Libraries % | Archives % | Records % | Information Management % | Knowledge Management % | |
| England | 77.2% | 77.4% | 74.2% | 74.9% | 75.2% | 77.0% |
| Northern Ireland | 3.9% | 1.1% | 2.1% | 2.4% | 1.7% | 3.3% |
| Scotland | 11.9% | 12.3% | 13.8% | 14.4% | 13.5% | 12.3% |
| Wales | 5.4% | 5.4% | 4.7% | 4.7% | 4.8% | 5.3% |
| Total other ³⁶ | 1.6% | 3.8% | 5.2% | 3.6% | 4.8% | 2.1% |
| Total % | 100% | 100% | 100% | 100% | 100% | 100% |
| Total N | 7303 | 1844 | 679 | 1647 | 815 | 9241 |

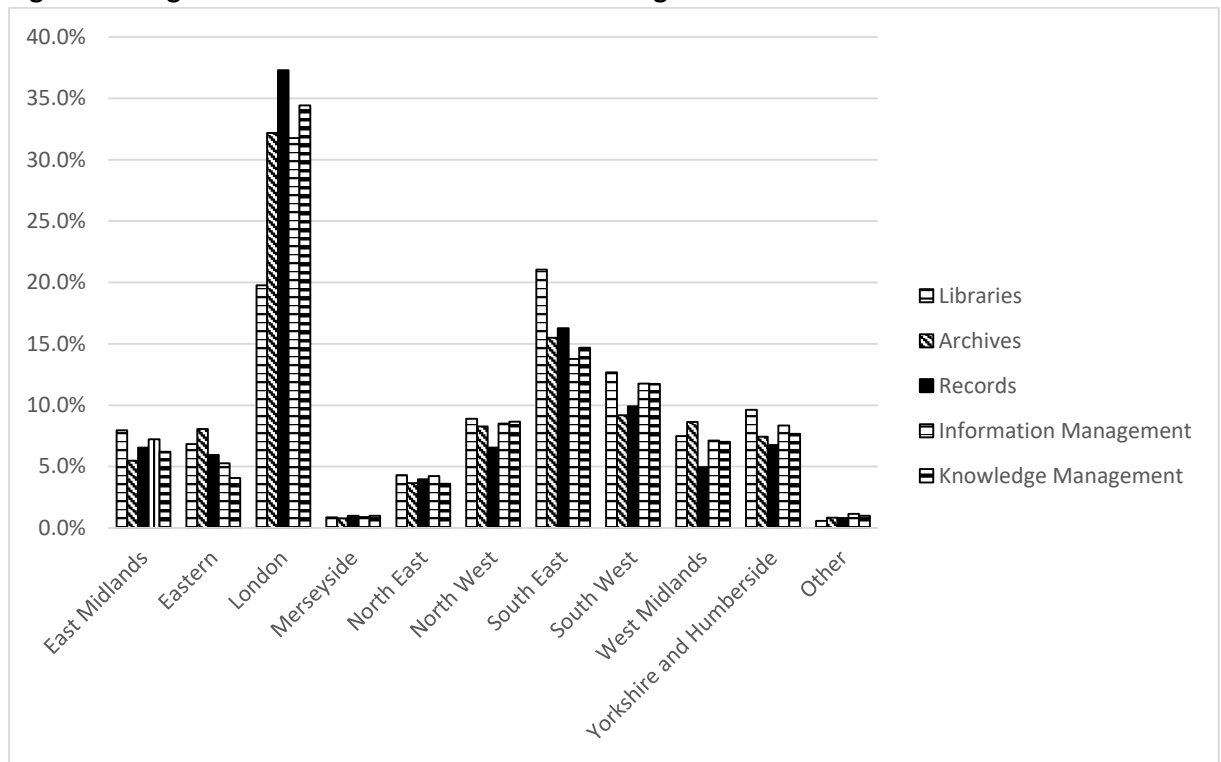
³⁶ This row includes respondents from the Channel Islands and Isle of Man.

The distribution of work domains across England is summarised in Table 87 and presented graphically in Figure 19. This shows that, at the level of domain, LARKIM work in England is also centred in London and the South East. Apart from the 'Other' group (its respondents are mainly in the Channel Islands), the least represented area is again Merseyside.

Table 87: Regional distribution of the workforce by domain - England

| Region | Work Domain | | | | | All domains % |
|--------------------------|-------------|------------|-----------|--------------------------|------------------------|---------------|
| | Libraries % | Archives % | Records % | Information Management % | Knowledge Management % | |
| East Midlands | 8.0% | 5.5% | 6.5% | 7.2% | 6.2% | 7.7% |
| Eastern | 6.8% | 8.1% | 6.0% | 5.3% | 4.1% | 6.8% |
| London | 19.8% | 32.2% | 37.3% | 31.8% | 34.4% | 22.6% |
| Merseyside | 0.9% | 0.8% | 1.0% | 0.9% | 1.0% | 0.9% |
| North East | 4.3% | 3.6% | 4.0% | 4.2% | 3.6% | 4.2% |
| North West | 8.9% | 8.3% | 6.5% | 8.5% | 8.6% | 8.7% |
| South East | 21.1% | 15.5% | 16.3% | 13.8% | 14.7% | 19.4% |
| South West | 12.7% | 9.2% | 9.9% | 11.8% | 11.7% | 12.2% |
| West Midlands | 7.5% | 8.6% | 5.0% | 7.1% | 7.0% | 7.7% |
| Yorkshire and Humberside | 9.6% | 7.4% | 6.7% | 8.3% | 7.7% | 9.1% |
| Other | 0.6% | 0.8% | 0.8% | 1.1% | 1.0% | 0.6% |
| Total % | 100% | 100% | 100% | 100% | 100% | 100% |
| Total N | 5629 | 1426 | 504 | 1234 | 613 | 7104 |

Figure 19: Regional distribution of the workforce - England



4.8.1.3 Regional distribution by sector

Table 88 presents the respondents' regional distribution by sector. No major regional disparities are observed, although it is worth noting that the spread of work across sectors in London beyond higher education is wider than in some of the other regions. This may be a reflection of a greater variety of employers in the capital.

Table 88: Regional distribution of the workforce by sector³⁷

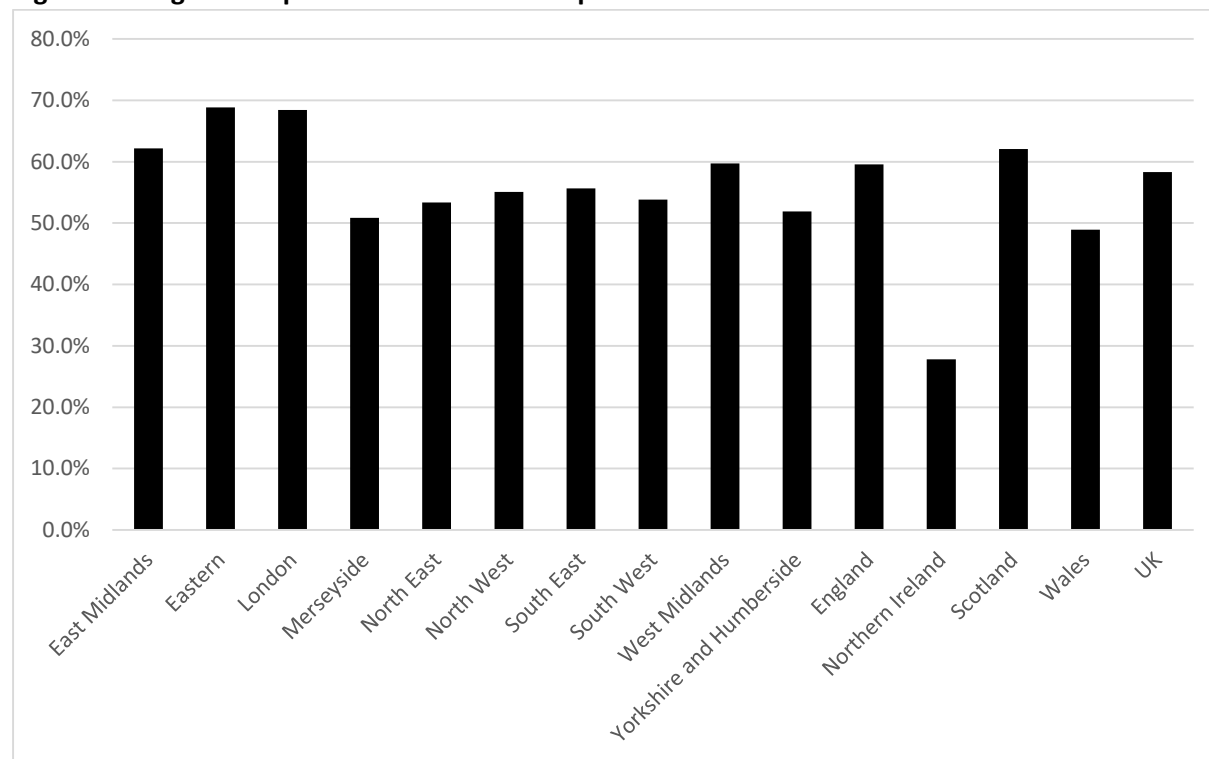
| Sector | England % | Northern Ireland % | Scotland % | Wales % | Further break out to English regions | | | | | | | | | |
|---------------------------|-----------|--------------------|------------|---------|--------------------------------------|-----------|----------|---------------|--------------|--------------|--------------|--------------|-------------|-----------------------------|
| | | | | | East Mids % | Eastern % | London % | Mersey-side % | North East % | North West % | South East % | South West % | West Mids % | Yorkshire and Humber-side % |
| Archives - local | 7.3% | 5.9% | 6.8% | 7.7% | 6.0% | 8.7% | 4.6% | 8.6% | 10.1% | 9.9% | 6.6% | 7.2% | 11.8% | 9.1% |
| Archives - national | 3.4% | 3.3% | 5.4% | 4.4% | 1.2% | 1.1% | 8.2% | 1.7% | 2.0% | 1.1% | 2.6% | 1.7% | 0.8% | 1.7% |
| Armed forces | 0.5% | 0.3% | 0.2% | 0.0% | 0.2% | 0.4% | 0.5% | 0.0% | 0.0% | 0.0% | 0.9% | 1.0% | 0.5% | 0.3% |
| Commerce and/or business | 3.3% | 0.7% | 2.8% | 0.9% | 4.3% | 3.2% | 5.1% | 5.2% | 5.1% | 1.9% | 2.6% | 2.1% | 2.0% | 2.2% |
| Consulting | 0.9% | 0.7% | 1.2% | 0.9% | 1.4% | 0.9% | 1.4% | 0.0% | 0.7% | 0.6% | 0.9% | 0.4% | 0.7% | 0.3% |
| Education - primary | 2.2% | 3.9% | 3.2% | 1.3% | 2.1% | 3.2% | 1.3% | 0.0% | 2.7% | 2.9% | 2.3% | 2.2% | 2.0% | 3.1% |
| Education - secondary | 8.6% | 8.2% | 10.6% | 2.7% | 11.6% | 11.3% | 6.3% | 5.2% | 9.8% | 7.2% | 11.0% | 9.1% | 8.3% | 7.4% |
| Education - further | 5.8% | 4.9% | 5.2% | 4.0% | 8.5% | 7.7% | 3.1% | 3.4% | 4.4% | 6.9% | 5.5% | 8.2% | 6.0% | 7.4% |
| Education - higher | 26.6% | 11.2% | 16.0% | 27.0% | 27.2% | 25.5% | 22.8% | 25.9% | 23.6% | 18.9% | 31.5% | 31.9% | 23.5% | 31.9% |
| Health and/or social care | 7.8% | 2.0% | 5.9% | 9.7% | 5.9% | 5.1% | 8.1% | 8.6% | 11.1% | 13.9% | 6.6% | 6.0% | 10.3% | 5.3% |
| Government - local | 5.3% | 4.3% | 6.2% | 8.4% | 7.1% | 7.4% | 2.7% | 13.8% | 6.7% | 8.5% | 4.5% | 4.6% | 7.5% | 6.1% |
| Government - national | 3.9% | 4.3% | 4.7% | 4.4% | 2.7% | 1.1% | 8.7% | 6.9% | 0.7% | 1.9% | 1.8% | 4.4% | 1.3% | 3.6% |
| Law | 2.6% | 2.6% | 2.1% | 0.9% | 1.1% | 1.1% | 6.1% | 1.7% | 1.0% | 1.7% | 1.0% | 1.4% | 2.0% | 1.7% |
| Library - national | 1.5% | 0.7% | 7.3% | 7.8% | 0.4% | 0.4% | 3.3% | 0.0% | 0.0% | 0.1% | 1.4% | 0.5% | 0.8% | 1.8% |
| Library - public | 13.7% | 44.4% | 16.5% | 17.3% | 15.5% | 17.4% | 5.1% | 19.0% | 18.2% | 18.9% | 17.1% | 14.7% | 17.7% | 15.5% |

³⁷ The total for the English regions (7448) is less than the total for England (7550) because some respondents did not state which region in which they work.

| Sector | England % | Northern Ireland % | Scotland % | Wales % | Further break out to English regions | | | | | | | | | |
|--------------|-----------|--------------------|------------|---------|--------------------------------------|-----------|----------|---------------|--------------|--------------|--------------|--------------|-------------|-----------------------------|
| | | | | | East Mids % | Eastern % | London % | Mersey-side % | North East % | North West % | South East % | South West % | West Mids % | Yorkshire and Humber-side % |
| Third sector | 2.1% | 0.7% | 1.8% | 1.5% | 1.4% | 1.5% | 4.9% | 0.0% | 1.7% | 1.4% | 1.0% | 1.3% | 1.3% | 0.8% |
| Other | 4.4% | 2.0% | 3.9% | 1.1% | 3.4% | 4.0% | 7.9% | 0.0% | 2.4% | 4.2% | 2.8% | 3.2% | 3.6% | 1.9% |
| Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Total N | 7500 | 304 | 1362 | 548 | 562 | 470 | 1895 | 58 | 297 | 697 | 1370 | 777 | 604 | 718 |

4.8.2 Region and professional membership

When professional membership is considered with reference to region it can be seen that there are variations, as shown in Figure 20. Membership of professional bodies is highest in five regions: the East Midlands, Eastern, London, West Midlands and Scotland. Low levels of membership are observed in Northern Ireland, Merseyside, Yorkshire and Humberside, and Wales. While this finding cannot be explained by the data collected for this study, this may suggest targets for membership development.

Figure 20: Region and professional membership

4.8.3 Region and job status

The distributions of the respondents by country, job level and domain are shown in Table 89 and Table 90. Note, however, that some of the figures from which the percentages are generated are small. A few observations on region can be made of the basis of these data:

- The highest proportion of senior managers is found in England, with a disproportionately high number of senior managers in Archives located here.
- In Northern Ireland at the 'all domains' level, and in Libraries, there are lower proportions of workers in senior and middle management roles.
- Scotland has the lowest proportions of senior managers in Records, Information Management, and Knowledge Management.

A possible explanation for the concentration of these senior staff in England is that large employers which have their headquarters in England expect their senior employees to be based there too.

The lowest proportion of first level management posts at the ‘all domains’ level is in Wales, with a particularly low proportion of such workers in Archives. Wales also has a higher proportion of volunteers than the other countries in the UK. It is unclear from the data collected for this study why this should be the case.

Table 89: Region, job status, and domain – by country (Libraries and Archives)³⁸

| Work domain | Job status | England % | Northern Ireland % | Scotland % | Wales % | all UK % | N |
|-------------|------------------------|-----------|--------------------|------------|---------|----------|------|
| Libraries | Senior management | 7.9% | 2.5% | 7.8% | 8.6% | 7.7% | 552 |
| | Middle management | 19.8% | 11.3% | 17.9% | 19.2% | 19.2% | 1380 |
| | First level management | 22.5% | 25.2% | 25.4% | 20.8% | 22.9% | 1640 |
| | Supervisory | 13.9% | 13.8% | 11.9% | 13.7% | 13.7% | 979 |
| | Front line | 40.8% | 58.2% | 39.0% | 38.5% | 41.1% | 2951 |
| | Independent consultant | 1.2% | 0.7% | 1.3% | 0.8% | 1.1% | 82 |
| | Volunteer | 2.0% | 1.4% | 0.5% | 0.8% | 1.7% | 122 |
| | Other | 5.7% | 2.5% | 6.3% | 6.8% | 5.7% | 407 |
| | Total N | 5628 | 282 | 867 | 395 | 7172 | 8113 |
| Archives | Senior management | 9.7% | 4.8% | 6.6% | 6.1% | 9.1% | 161 |
| | Middle management | 15.8% | 28.6% | 24.8% | 18.2% | 17.2% | 305 |
| | First level management | 22.2% | 19.0% | 22.1% | 15.2% | 21.7% | 385 |
| | Supervisory | 15.6% | 19.0% | 8.8% | 11.1% | 14.6% | 258 |
| | Front line | 36.3% | 42.9% | 35.8% | 31.3% | 36.1% | 639 |
| | Independent consultant | 4.3% | 0.0% | 2.7% | 4.0% | 4.0% | 71 |
| | Volunteer | 6.5% | 0.0% | 2.2% | 15.2% | 6.3% | 112 |
| | Other | 7.1% | 0.0% | 8.4% | 7.1% | 7.2% | 127 |
| | Total N | 1426 | 21 | 226 | 99 | 1772 | 2058 |

³⁸ Percentage totals are not provided in these tables because they would sum to more than 100%. This is because respondents can be in more than one job status, e.g. a respondent can be both a volunteer and a manager. It should also be borne in mind that respondents could give multiple answers to the questions that generated the data for this table, and not all respondents answered question 10 on geographic location, hence the differences between domain and all UK totals.

Table 90: Region, job status, and domain – by country (Records, Information Management, Knowledge Management and all domains)

| Work domain | Job status | England % | Northern Ireland % | Scotland % | Wales % | all UK % | N |
|------------------------|------------------------|-----------|--------------------|------------|---------|----------|------|
| Records | Senior management | 12.5% | 7.1% | 6.5% | 9.4% | 11.4% | 73 |
| | Middle management | 22.5% | 42.9% | 32.3% | 28.1% | 24.6% | 158 |
| | First level management | 25.6% | 14.3% | 24.7% | 15.6% | 24.8% | 159 |
| | Supervisory | 11.3% | 0.0% | 10.8% | 12.5% | 11.1% | 71 |
| | Front line | 30.2% | 28.6% | 26.9% | 34.4% | 29.9% | 192 |
| | Independent consultant | 6.2% | 7.1% | 6.5% | 6.3% | 6.2% | 40 |
| | Volunteer | 5.6% | 0.0% | 2.2% | 3.1% | 4.8% | 31 |
| | Other | 3.4% | 0.0% | 9.7% | 9.4% | 4.5% | 29 |
| Total N | 503 | 14 | 93 | 32 | 642 | 753 | |
| Information Management | Senior management | 12.0% | 10.3% | 8.9% | 9.1% | 11.4% | 180 |
| | Middle management | 25.9% | 25.6% | 27.5% | 26.0% | 26.1% | 414 |
| | First level management | 24.3% | 23.1% | 22.5% | 23.4% | 23.9% | 379 |
| | Supervisory | 12.9% | 7.7% | 8.5% | 14.3% | 12.2% | 193 |
| | Front line | 28.6% | 41.0% | 30.5% | 33.8% | 29.4% | 466 |
| | Independent consultant | 4.3% | 5.1% | 7.6% | 3.9% | 4.8% | 76 |
| | Volunteer | 1.1% | 0.0% | 0.4% | 1.3% | 1.0% | 16 |
| | Other | 5.6% | 7.7% | 6.8% | 5.2% | 5.8% | 92 |
| Total N | 1232 | 39 | 236 | 77 | 1584 | 1816 | |
| Knowledge Management | Senior management | 15.2% | 14.3% | 7.3% | 15.4% | 14.1% | 109 |
| | Middle management | 26.2% | 21.4% | 27.3% | 23.1% | 26.1% | 202 |
| | First level management | 21.9% | 35.7% | 17.3% | 17.9% | 21.3% | 165 |
| | Supervisory | 14.1% | 21.4% | 7.3% | 12.8% | 13.2% | 102 |
| | Front line | 28.8% | 35.7% | 34.5% | 38.5% | 30.2% | 234 |
| | Independent consultant | 4.9% | 0.0% | 7.3% | 5.1% | 5.2% | 40 |
| | Volunteer | 1.0% | 0.0% | 0.0% | 2.6% | 0.9% | 7 |
| | Other | 3.8% | 0.0% | 10.0% | 0.0% | 4.4% | 34 |
| Total N | 611 | 14 | 110 | 39 | 774 | 893 | |
| All domains | Senior management | 8.0% | 3.0% | 7.3% | 7.5% | 7.7% | 697 |
| | Middle management | 19.5% | 13.7% | 19.6% | 19.3% | 19.3% | 1740 |
| | First level management | 22.9% | 25.0% | 25.1% | 20.1% | 23.1% | 2082 |
| | Supervisory | 13.7% | 13.3% | 11.3% | 12.6% | 13.4% | 1205 |
| | Front line | 38.5% | 54.7% | 37.1% | 37.4% | 38.8% | 3505 |
| | Independent consultant | 2.0% | 1.0% | 2.2% | 1.6% | 2.0% | 178 |
| | Volunteer | 2.6% | 1.3% | 0.7% | 3.7% | 2.4% | 215 |
| | Other | 6.0% | 2.7% | 6.7% | 6.3% | 6.0% | 542 |
| Total N | 7099 | 300 | 1134 | 492 | 9025 | 10164 | |

4.8.4 Region, pay and domain

Table 91, Table 92, Table 93 and Table 94 show by country the proportions of workers at eleven different levels of annual pay. Although some of the numbers here are small, it is worth noting the modal pay for each country, and the domains that attract higher (and lower) modal salaries:

- In England for all domains modal pay is between £25,001 and £30,000.
- In Wales modal pay for Libraries and for Archives is in the £25,001 to £30,000 band, with the next band up (£30,001 to £35,000) for Records, Information Management, and Knowledge Management.
- In Scotland the modal pay band in four of the five domains is £25,001 to £30,000, and for the fifth – Records – it is two bands higher at £40,001 to £50,000.
- There is greater variety in modal pay in Northern Ireland. The lowest figure is for Libraries at between £15,001 and £17,500, the highest is for Archives at £30,001 to £35,000, and the mode for Knowledge Management split across three pay bands. However, the numbers for all domains except Libraries in Northern Ireland are very small here (no more than 32) so these figures should be treated with caution. Of significance here is the low pay in libraries in Northern Ireland when compared with the rest of the UK. On the basis of responses from 201 workers it can be seen that only 18% of library workers earn more than £30,001. In all other UK nations the equivalent percentage is at least double this figure.

As far as domains are concerned, these data indicate that the best paid work is in Records, Knowledge Management, and Information Management.

Table 91: Region, pay and work domain for respondents who work 22 hours per week or more (England)

| Nation | Pay | Libraries | Archives | Records | Information Management | Knowledge Management |
|---------|--------------------|-----------|----------|---------|------------------------|----------------------|
| England | Less than £15,001 | 7.3% | 4.5% | 1.9% | 3.0% | 4.2% |
| | £15,001 to £17,500 | 7.1% | 7.5% | 4.3% | 3.1% | 3.8% |
| | £17,501 to £20,000 | 9.5% | 6.2% | 4.3% | 5.8% | 5.4% |
| | £20,001 to £22,500 | 8.9% | 5.9% | 4.8% | 6.5% | 7.4% |
| | £22,501 to £25,000 | 10.8% | 10.9% | 7.7% | 7.7% | 6.6% |
| | £25,001 to £30,000 | 19.0% | 22.9% | 21.1% | 18.4% | 16.6% |
| | £30,001 to £35,000 | 14.4% | 14.8% | 14.7% | 17.4% | 15.0% |
| | £35,001 to £40,000 | 9.5% | 10.2% | 10.1% | 11.8% | 10.8% |
| | £40,001 to £50,000 | 9.3% | 10.0% | 16.0% | 14.0% | 15.6% |
| | £50,001 to £80,000 | 3.9% | 6.4% | 13.3% | 11.2% | 12.6% |
| | £80,001 or more | 0.4% | 0.7% | 1.9% | 1.2% | 2.2% |
| | Total % | | 100% | 100% | 100% | 100% |
| Total N | | 4207 | 1029 | 375 | 1004 | 501 |

Table 92: Region, pay and work domain for respondents who work 22 hours per week or more (Northern Ireland)

| Nation | Pay | Libraries | Archives | Records | Information Management | Knowledge Management |
|------------------|--------------------|-----------|----------|---------|------------------------|----------------------|
| Northern Ireland | Less than £15,001 | 13.9% | 12.5% | 8.3% | 12.5% | 9.1% |
| | £15,001 to £17,500 | 19.9% | 12.5% | 8.3% | 12.5% | 9.1% |
| | £17,501 to £20,000 | 12.4% | 6.3% | 16.7% | 6.3% | 9.1% |
| | £20,001 to £22,500 | 14.9% | 0.0% | 0.0% | 9.4% | 18.2% |
| | £22,501 to £25,000 | 8.0% | 18.8% | 8.3% | 9.4% | 18.2% |
| | £25,001 to £30,000 | 12.9% | 18.8% | 25.0% | 25.0% | 18.2% |
| | £30,001 to £35,000 | 8.0% | 25.0% | 8.3% | 3.1% | 9.1% |
| | £35,001 to £40,000 | 4.5% | 0.0% | 16.7% | 6.3% | 0.0% |
| | £40,001 to £50,000 | 3.5% | 6.3% | 8.3% | 12.5% | 9.1% |
| | £50,001 to £80,000 | 1.5% | 0.0% | 0.0% | 3.1% | 0.0% |
| | £80,001 or more | 0.5% | 0.0% | 0.0% | 0.0% | 0.0% |
| | Total % | 100% | 100% | 100% | 100% | 100% |
| | Total N | 201 | 16 | 12 | 32 | 11 |

Table 93: Region, pay and work domain for respondents who work 22 hours per week or more (Scotland)

| Nation | Pay | Libraries | Archives | Records | Information Management | Knowledge Management |
|----------|--------------------|-----------|----------|---------|------------------------|----------------------|
| Scotland | Less than £15,001 | 5.8% | 4.7% | 2.5% | 3.2% | 2.1% |
| | £15,001 to £17,500 | 3.5% | 2.1% | 2.5% | 1.1% | 0.0% |
| | £17,501 to £20,000 | 9.3% | 9.3% | 16.0% | 5.3% | 4.2% |
| | £20,001 to £22,500 | 7.4% | 3.6% | 1.2% | 3.7% | 5.3% |
| | £22,501 to £25,000 | 12.5% | 6.7% | 4.9% | 8.0% | 8.4% |
| | £25,001 to £30,000 | 24.5% | 22.3% | 17.3% | 25.5% | 27.4% |
| | £30,001 to £35,000 | 14.8% | 21.8% | 12.3% | 14.4% | 18.9% |
| | £35,001 to £40,000 | 10.4% | 12.4% | 17.3% | 16.0% | 11.6% |
| | £40,001 to £50,000 | 8.1% | 12.4% | 18.5% | 15.4% | 14.7% |
| | £50,001 to £80,000 | 3.6% | 4.1% | 6.2% | 6.4% | 6.3% |
| | £80,001 or more | 0.0% | 0.5% | 1.2% | 1.1% | 1.1% |
| | Total % | 100% | 100% | 100% | 100% | 100% |
| | Total N | 689 | 193 | 81 | 188 | 95 |

Table 94: Region, pay and work domain for respondents who work 22 hours per week or more (Wales)

| Nation | Pay | Libraries | Archives | Records | Information Management | Knowledge Management |
|---------|--------------------|-----------|----------|---------|------------------------|----------------------|
| Wales | Less than £15,001 | 8.3% | 6.3% | 11.5% | 6.7% | 6.1% |
| | £15,001 to £17,500 | 6.6% | 1.6% | 3.8% | 1.7% | 3.0% |
| | £17,501 to £20,000 | 7.6% | 4.7% | 3.8% | 8.3% | 12.1% |
| | £20,001 to £22,500 | 12.3% | 10.9% | 15.4% | 15.0% | 6.1% |
| | £22,501 to £25,000 | 9.3% | 10.9% | 7.7% | 5.0% | 9.1% |
| | £25,001 to £30,000 | 15.6% | 31.3% | 11.5% | 11.7% | 15.2% |
| | £30,001 to £35,000 | 14.3% | 15.6% | 19.2% | 25.0% | 18.2% |
| | £35,001 to £40,000 | 10.6% | 7.8% | 7.7% | 11.7% | 12.1% |
| | £40,001 to £50,000 | 12.0% | 6.3% | 15.4% | 10.0% | 12.1% |
| | £50,001 to £80,000 | 3.0% | 4.7% | 3.8% | 5.0% | 6.1% |
| | £80,001 or more | 0.3% | 0.0% | 0.0% | 0.0% | 0.0% |
| | Total % | 100% | 100% | 100% | 100% | 100% |
| Total N | | 301 | 64 | 26 | 60 | 33 |

Table 95 provides data that allow for further exploration of pay according to region by giving a breakdown for each domain across England for respondents to the survey who stated that they work more than 22 hours per week. By highlighting the modal pay bands in each region it is possible to consider regional differences in pay alongside domain. Again, however, care needs to be taken when interpreting these figures because in some cases they are low. (They are so low for Merseyside that no commentary is provided on this region here.)

- In Yorkshire and Humberside modal pay for three domains – Libraries, Records, and Information Management – are the same at £25,001 to £30,000. For Knowledge Management and Archives modal pay is lower: £20,001 to £25,000 and £15,001 to £17,500 respectively.
- In the Eastern region modal pay is £25,001 to £30,000.
- In the East Midlands region the modal pay band for all domains apart from Records is £25,001 to £30,000. The modal pay for Records is split across two bands: £25,001 to £30,000, and £30,001 to £35,000.
- In the South West modal pay is the same for all domains at £25,001 to £30,000, except for Records where it is higher at £30,001 to £35,000.
- In the North West the mode is £25,001 to £30,000 for all domains apart from Knowledge Management, where it is £30,001 to £35,000.
- In the West Midlands those in Libraries, Archives, and Records provided data that generated modal pay of £25,001 to £30,000. For Information Management it is £30,001 to £35,000, and for Knowledge Management it is £40,001 to £50,000.
- In the North East the mode for Records, Information, and Knowledge Management is £30,001 to £35,000. It is lower for Libraries at £25,001 to £30,000, and higher for Archives at £35,001 to £40,000.
- After London modal pay in the South East is the highest of the English regions. It is £25,001 to £30,000 for Libraries and Archives, £30,001 to £35,000 for Information Management, and £40,001 to £50,000 for Records and Knowledge Management.

- In London modal pay for Libraries, Archives and Records is £25,001 to £30,000. For Knowledge Management it is two bands higher at £40,001 to £50,000. There is a greater spread for Information Management with two figures presented as the mode: £30,001 to £35,000 and £50,001 to £80,000.

On the basis of this analysis it is clear that modal pay for those who work in London is somewhat higher than for those who work elsewhere. The regions can then be placed into three groups in descending order of modal pay: (1) the South East, North East and West Midlands; (2) the North West, the South West, East Midland and Eastern; and (3) Yorkshire and Humberside. This analysis also confirms that roles in Records, Knowledge Management and Information Management offer the best salaries.

Table 95: Region and pay - respondents who work 22 hours per week or more in the English regions

| Region | Pay | Libraries | Archives | Records | Information Management | Knowledge Management |
|---------------|--------------------|-----------|----------|---------|------------------------|----------------------|
| East Midlands | Less than £15,001 | 8.3% | 3.9% | 4.3% | 0.0% | 0.0% |
| | £15,001 to £17,500 | 6.8% | 9.8% | 4.3% | 1.4% | 3.3% |
| | £17,501 to £20,000 | 10.5% | 2.0% | 0.0% | 8.5% | 6.7% |
| | £20,001 to £22,500 | 7.4% | 5.9% | 4.3% | 5.6% | 6.7% |
| | £22,501 to £25,000 | 12.0% | 19.6% | 8.7% | 8.5% | 10.0% |
| | £25,001 to £30,000 | 17.9% | 25.5% | 21.7% | 22.5% | 26.7% |
| | £30,001 to £35,000 | 15.7% | 11.8% | 21.7% | 19.7% | 13.3% |
| | £35,001 to £40,000 | 6.5% | 9.8% | 13.0% | 12.7% | 20.0% |
| | £40,001 to £50,000 | 9.0% | 7.8% | 17.4% | 12.7% | 3.3% |
| | £50,001 to £80,000 | 5.6% | 3.9% | 4.3% | 8.5% | 10.0% |
| | £80,001 or more | 0.3% | 0.0% | 0.0% | 0.0% | 0.0% |
| Total N | | 324 | 51 | 23 | 71 | 30 |
| Eastern | Less than £15,001 | 8.5% | 9.6% | 0.0% | 4.3% | 5.6% |
| | £15,001 to £17,500 | 10.7% | 5.5% | 0.0% | 2.2% | 0.0% |
| | £17,501 to £20,000 | 6.8% | 4.1% | 5.0% | 4.3% | 11.1% |
| | £20,001 to £22,500 | 7.8% | 5.5% | 10.0% | 8.7% | 0.0% |
| | £22,501 to £25,000 | 9.6% | 12.3% | 0.0% | 4.3% | 0.0% |
| | £25,001 to £30,000 | 21.4% | 37.0% | 55.0% | 30.4% | 38.9% |
| | £30,001 to £35,000 | 12.8% | 13.7% | 5.0% | 8.7% | 16.7% |
| | £35,001 to £40,000 | 10.7% | 5.5% | 15.0% | 10.9% | 5.6% |
| | £40,001 to £50,000 | 10.3% | 2.7% | 5.0% | 15.2% | 11.1% |
| | £50,001 to £80,000 | 1.1% | 2.7% | 5.0% | 10.9% | 11.1% |
| | £80,001 or more | 0.4% | 1.4% | 0.0% | 0.0% | 0.0% |
| Total N | | 281 | 73 | 20 | 46 | 18 |

| Region | Pay | Libraries | Archives | Records | Information Management | Knowledge Management |
|------------|--------------------|-----------|----------|---------|------------------------|----------------------|
| London | Less than £15,001 | 1.9% | 0.8% | 0.6% | 1.2% | 1.7% |
| | £15,001 to £17,500 | 1.2% | 1.6% | 0.6% | 0.6% | 0.6% |
| | £17,501 to £20,000 | 3.4% | 4.0% | 0.6% | 0.3% | 0.6% |
| | £20,001 to £22,500 | 5.3% | 4.5% | 2.5% | 3.8% | 3.3% |
| | £22,501 to £25,000 | 9.1% | 8.2% | 7.5% | 6.5% | 5.0% |
| | £25,001 to £30,000 | 21.4% | 21.8% | 18.1% | 14.7% | 13.3% |
| | £30,001 to £35,000 | 20.0% | 20.4% | 16.9% | 18.9% | 13.9% |
| | £35,001 to £40,000 | 15.0% | 11.9% | 12.5% | 14.2% | 16.1% |
| | £40,001 to £50,000 | 14.5% | 14.6% | 16.9% | 18.0% | 21.1% |
| | £50,001 to £80,000 | 7.2% | 11.1% | 20.6% | 18.9% | 19.4% |
| | £80,001 or more | 0.9% | 1.1% | 3.1% | 2.9% | 5.0% |
| | Total N | | 887 | 377 | 160 | 339 |
| Merseyside | Less than £15,001 | 6.3% | 0.0% | 0.0% | 0.0% | 0.0% |
| | £15,001 to £17,500 | 9.4% | 0.0% | 0.0% | 0.0% | 0.0% |
| | £17,501 to £20,000 | 6.3% | 0.0% | 0.0% | 12.5% | 25.0% |
| | £20,001 to £22,500 | 6.3% | 0.0% | 0.0% | 12.5% | 0.0% |
| | £22,501 to £25,000 | 3.1% | 14.3% | 0.0% | 12.5% | 25.0% |
| | £25,001 to £30,000 | 25.0% | 57.1% | 100.0% | 12.5% | 0.0% |
| | £30,001 to £35,000 | 25.0% | 14.3% | 0.0% | 25.0% | 25.0% |
| | £35,001 to £40,000 | 9.4% | 14.3% | 0.0% | 0.0% | 0.0% |
| | £40,001 to £50,000 | 9.4% | 0.0% | 0.0% | 25.0% | 25.0% |
| | £50,001 to £80,000 | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| | £80,001 or more | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| | Total N | | 32 | 7 | 2 | 8 |
| North East | Less than £15,001 | 4.7% | 5.9% | 7.1% | 4.4% | 10.5% |
| | £15,001 to £17,500 | 12.3% | 11.8% | 7.1% | 2.2% | 0.0% |
| | £17,501 to £20,000 | 11.7% | 5.9% | 14.3% | 11.1% | 10.5% |
| | £20,001 to £22,500 | 5.8% | 8.8% | 7.1% | 8.9% | 10.5% |
| | £22,501 to £25,000 | 13.5% | 11.8% | 7.1% | 4.4% | 0.0% |
| | £25,001 to £30,000 | 17.0% | 11.8% | 14.3% | 17.8% | 21.1% |
| | £30,001 to £35,000 | 12.9% | 8.8% | 28.6% | 24.4% | 26.3% |
| | £35,001 to £40,000 | 7.0% | 20.6% | 0.0% | 11.1% | 5.3% |
| | £40,001 to £50,000 | 11.1% | 11.8% | 7.1% | 8.9% | 5.3% |
| | £50,001 to £80,000 | 3.5% | 2.9% | 7.1% | 6.7% | 10.5% |
| | £80,001 or more | 0.6% | 0.0% | 0.0% | 0.0% | 0.0% |
| | Total N | | 171 | 34 | 14 | 45 |

| Region | Pay | Libraries | Archives | Records | Information Management | Knowledge Management |
|------------|--------------------|-----------|----------|---------|------------------------|----------------------|
| North West | Less than £15,001 | 10.0% | 4.3% | 0.0% | 4.3% | 6.3% |
| | £15,001 to £17,500 | 7.9% | 11.8% | 8.0% | 6.4% | 8.3% |
| | £17,501 to £20,000 | 13.4% | 2.2% | 4.0% | 7.4% | 6.3% |
| | £20,001 to £22,500 | 7.6% | 4.3% | 4.0% | 3.2% | 8.3% |
| | £22,501 to £25,000 | 9.4% | 11.8% | 8.0% | 5.3% | 4.2% |
| | £25,001 to £30,000 | 20.7% | 31.2% | 28.0% | 23.4% | 14.6% |
| | £30,001 to £35,000 | 11.5% | 10.8% | 8.0% | 14.9% | 20.8% |
| | £35,001 to £40,000 | 6.6% | 7.5% | 8.0% | 11.7% | 6.3% |
| | £40,001 to £50,000 | 8.7% | 8.6% | 16.0% | 11.7% | 10.4% |
| | £50,001 to £80,000 | 3.7% | 7.5% | 16.0% | 11.7% | 14.6% |
| | £80,001 or more | 0.5% | 0.0% | 0.0% | 0.0% | 0.0% |
| | Total N | | 381 | 93 | 25 | 94 |
| South East | Less than £15,001 | 8.9% | 5.6% | 0.0% | 5.8% | 5.8% |
| | £15,001 to £17,500 | 6.4% | 8.5% | 10.9% | 3.3% | 2.9% |
| | £17,501 to £20,000 | 11.5% | 13.4% | 13.0% | 7.4% | 7.2% |
| | £20,001 to £22,500 | 12.9% | 7.0% | 4.3% | 5.8% | 7.2% |
| | £22,501 to £25,000 | 12.2% | 10.6% | 13.0% | 10.7% | 8.7% |
| | £25,001 to £30,000 | 14.8% | 16.9% | 10.9% | 14.9% | 10.1% |
| | £30,001 to £35,000 | 14.0% | 14.1% | 6.5% | 15.7% | 15.9% |
| | £35,001 to £40,000 | 8.2% | 12.0% | 6.5% | 11.6% | 8.7% |
| | £40,001 to £50,000 | 8.3% | 9.9% | 28.3% | 14.9% | 20.3% |
| | £50,001 to £80,000 | 2.6% | 2.1% | 6.5% | 9.9% | 13.0% |
| | £80,001 or more | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| | Total N | | 876 | 142 | 46 | 121 |
| South West | Less than £15,001 | 10.0% | 8.0% | 9.4% | 6.1% | 6.9% |
| | £15,001 to £17,500 | 8.9% | 8.0% | 3.1% | 5.2% | 6.9% |
| | £17,501 to £20,000 | 11.4% | 9.3% | 0.0% | 9.6% | 6.9% |
| | £20,001 to £22,500 | 11.6% | 10.7% | 12.5% | 12.2% | 17.2% |
| | £22,501 to £25,000 | 13.6% | 16.0% | 6.3% | 9.6% | 12.1% |
| | £25,001 to £30,000 | 18.7% | 25.3% | 15.6% | 21.7% | 19.0% |
| | £30,001 to £35,000 | 12.2% | 10.7% | 18.8% | 18.3% | 12.1% |
| | £35,001 to £40,000 | 6.9% | 2.7% | 9.4% | 7.8% | 6.9% |
| | £40,001 to £50,000 | 4.5% | 2.7% | 12.5% | 5.2% | 6.9% |
| | £50,001 to £80,000 | 2.2% | 6.7% | 12.5% | 4.3% | 5.2% |
| | £80,001 or more | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| | Total N | | 492 | 75 | 32 | 115 |

| Region | Pay | Libraries | Archives | Records | Information Management | Knowledge Management |
|--------------------------|--------------------|-----------|----------|---------|------------------------|----------------------|
| West Midlands | Less than £15,001 | 8.6% | 9.3% | 5.6% | 4.4% | 9.1% |
| | £15,001 to £17,500 | 12.5% | 12.8% | 0.0% | 4.4% | 9.1% |
| | £17,501 to £20,000 | 10.4% | 11.6% | 11.1% | 8.8% | 9.1% |
| | £20,001 to £22,500 | 8.3% | 7.0% | 11.1% | 7.4% | 0.0% |
| | £22,501 to £25,000 | 7.7% | 4.7% | 0.0% | 4.4% | 6.1% |
| | £25,001 to £30,000 | 22.6% | 22.1% | 38.9% | 23.5% | 18.2% |
| | £30,001 to £35,000 | 11.3% | 10.5% | 11.1% | 25.0% | 18.2% |
| | £35,001 to £40,000 | 10.1% | 15.1% | 16.7% | 8.8% | 6.1% |
| | £40,001 to £50,000 | 5.7% | 4.7% | 0.0% | 11.8% | 21.2% |
| | £50,001 to £80,000 | 2.4% | 2.3% | 0.0% | 1.5% | 3.0% |
| | £80,001 or more | 0.3% | 0.0% | 5.6% | 0.0% | 0.0% |
| | Total N | | 336 | 86 | 18 | 68 |
| Yorkshire and Humberside | Less than £15,001 | 8.2% | 7.5% | 0.0% | 1.1% | 2.6% |
| | £15,001 to £17,500 | 8.5% | 20.0% | 15.6% | 8.0% | 10.5% |
| | £17,501 to £20,000 | 12.2% | 6.3% | 9.4% | 11.4% | 10.5% |
| | £20,001 to £22,500 | 10.2% | 7.5% | 3.1% | 11.4% | 21.1% |
| | £22,501 to £25,000 | 11.5% | 17.5% | 12.5% | 13.6% | 7.9% |
| | £25,001 to £30,000 | 18.7% | 16.3% | 18.8% | 15.9% | 18.4% |
| | £30,001 to £35,000 | 10.2% | 8.8% | 12.5% | 9.1% | 5.3% |
| | £35,001 to £40,000 | 8.0% | 5.0% | 3.1% | 11.4% | 5.3% |
| | £40,001 to £50,000 | 8.2% | 7.5% | 12.5% | 10.2% | 10.5% |
| | £50,001 to £80,000 | 3.5% | 1.3% | 9.4% | 5.7% | 2.6% |
| | £80,001 or more | 0.7% | 2.5% | 3.1% | 2.3% | 5.3% |
| | Total N | | 401 | 80 | 32 | 88 |

To allow a simpler comparison of pay across regions and by work domain the percentages for those working more than 22 hours per week who are paid more than £30,000 per annum are displayed in Table 96. This indicates for English regions that:

- The highest proportion of those paid over £30,000 per annum are based in London.
- There are also high proportions of the workforce earning over £30,000 in the East Midlands, the North East, and the North West.
- The lowest proportion of those paid over £30,000 per annum are based in Yorkshire and Humberside.
- There are also low proportions of the workforce earning over £30,000 in Eastern, Merseyside, the South West and the West Midlands.
- The highest proportion of those paid over £30,000 per annum work in Information Management, then Knowledge Management, and Records.
- The lowest proportion of those paid over £30,000 per annum work in Archives and Libraries.

For the countries the indications are that:

- The highest proportion of those paid over £30,000 per annum are based in Scotland.
- There is also a high proportion of the workforce earning over £30,000 per annum in England, and a good proportion in Wales.
- The lowest proportion of those paid over £30,000 per annum are based in Northern Ireland.
- The highest proportion of those paid over £30,000 per annum work in Information Management, then Records, and Knowledge Management.
- The lowest proportion of those paid over £30,000 per annum work in Libraries and Archives.

Table 96: Percentage of those earning more than £30,000 by region and work domain for those who work 22 hours per week or more

| Region | Libraries % | Archives % | Records % | Information Management % | Knowledge Management % | Mean across domains % |
|------------------------------|----------------|---------------|--------------|-----------------------------|---------------------------|--------------------------|
| East Midlands | 37.1% | 33.3% | 56.4% | 53.6% | 46.6% | 45.4% |
| Eastern | 35.3% | 26.0% | 30.0% | 45.7% | 44.5% | 36.3% |
| London | 57.6% | 59.1% | 72.9% | 75.5% | 75.5% | 68.1% |
| Merseyside | 43.8% | 28.6% | 0.0% | 50.0% | 50.0% | 34.5% |
| North East | 35.1% | 44.1% | 42.8% | 51.1% | 47.4% | 44.1% |
| North West | 31.0% | 34.4% | 48.0% | 50.0% | 52.1% | 43.1% |
| South East | 33.1% | 38.1% | 47.8% | 52.1% | 57.9% | 45.8% |
| South West | 25.8% | 22.8% | 53.2% | 35.6% | 31.1% | 33.7% |
| West Midlands | 29.8% | 32.6% | 33.4% | 47.1% | 48.5% | 38.3% |
| Yorkshire and Humberside | 30.6% | 25.1% | 40.6% | 38.7% | 29.0% | 32.8% |
| <i>Mean: English regions</i> | <i>35.9%</i> | <i>34.4%</i> | <i>42.5%</i> | <i>49.9%</i> | <i>48.3%</i> | <i>42.2%</i> |
| England | 37.5% | 42.1% | 56.0% | 55.6% | 56.2% | 49.5% |
| Northern Ireland | 18.0% | 31.3% | 33.3% | 25.0% | 18.2% | 25.2% |
| Scotland | 36.9% | 51.2% | 55.5% | 53.3% | 52.6% | 49.9% |
| Wales | 40.2% | 34.4% | 46.1% | 51.7% | 48.5% | 44.1% |
| <i>Mean: countries</i> | <i>33.2%</i> | <i>39.8%</i> | <i>47.7%</i> | <i>46.4%</i> | <i>43.9%</i> | <i>42.2%</i> |

5. Discussion and conclusions

5.1 Meeting the project aims

The content of this report demonstrates that the aims and objectives of the CILIP/ARA Workforce Mapping Project have been met. On the basis of detailed analysis of a robust data set derived from 11% of the estimated UK LARKIM workforce population of 86,376 (this an output of the study itself) CILIP and ARA now have detailed profile information of the constituencies that they support. This will help plan a wide range of activities. For example: detail of current professional memberships amongst the population should be useful in developing strategies for membership growth; confirmation of the low ethnic diversity in the workforce provides increased impetus for the LARKIM professions to address the issue of equality in the workplace; clear evidence of the differences in pay according to domain and region can be used with confidence for benchmarking purposes; recognition that those in senior posts are more likely to be members of LARKIM professional bodies and the links between professional qualifications and pay could be used as a basis of a message to encourage ambitious junior members of the workforce to invest in joining relevant professional bodies and seek accreditation of their professional status through qualification.

To the knowledge of those who have been involved in this project since its launch in summer 2014, this is the first national study of the full LARKIM workforce ever undertaken in any country worldwide. As such its implementation can serve as a model that similar organisations in other geographies, or domains, may like to adopt. Any similar study, or a repeat study commissioned by CILIP and ARA within the UK, can draw on the benchmark data assembled in this report. Key learning from the evaluation of the research approach adopted and the recommendations for future similar work will also be of use to others who wish to complete other projects of this nature.

5.2 Main findings

The detailed findings of the study have been presented in the previous chapter. Conclusions on these are elaborated below.

5.2.1 Workforce size, and distribution across domains and sectors

The estimated size of the UK LARKIM workforce is 86,376, with a mean number of LARKIM employees in a single organisation of 30 in England, 35 in Scotland, and 50 in both Wales and Northern Ireland. Libraries employ the highest proportion of workers (59.4% of workers are employed in this domain), with the highest proportions of the whole workforce located in higher education (21.6%) and public libraries (12.6%).

5.2.2 Workforce diversity

The overall gender split of the workforce is 78.1% female, 21.9% male. The high proportion of female workers in the LARKIM domains contrasts with the gender split of the UK workforce as a whole, which is 50.1% female, 49.9% male (see Appendix 2). The highest proportion of the workforce falls in the 45 to 55 age band. 55.3% are over 45 years of age, with the equivalent figure for the UK as a whole being 41.1% (see Appendix 2), thus the LARKIM workforce is 'older' than the general working population of the UK. Over two thirds of the workforce are married or cohabit with a partner (71.6%). This figure is higher than that of the population as a whole (57.5%³⁹). There is little ethnic diversity in the workforce. 96.7% identify as White compared to 87.5% in UK *Labour Force*

³⁹ http://www.ons.gov.uk/ons/dcp171776_356002.pdf

Survey statistics (see Appendix 2), and is less favourable than the figure of 88.9%⁴⁰ reported in the creative industries. Most members of the workforce are either of the Christian faith (46%) or have no religion (49.6%), as is the case of the population as a whole (48% and 42% respectively⁴¹). The highest proportion of the workforce with dependent children works in Information Management (23.2%) and Libraries (21.6%). Workers in LARKIM roles are more likely to combine work with caring than do members of the general population. The proportion of those who provide care and support to others ranges from 12.2% in the Archives domain to 15.9% in Knowledge Management. The UK figure is 11%⁴².

5.2.3 Health and well-being

15.9% of the workforce suffers from long-term health issues (the equivalent figure for the UK population as a whole is 18%⁴³), and over a third of this population identifies that their illnesses affect their work.

5.2.4 Career status

A large proportion of the workforce holds frontline posts (38.8%), with male workers more likely to occupy management roles than their female counterparts. For example, the percentage of male workers who hold senior management roles (10.2%) is almost double that of female workers (5.9%). Those working in Information Management and Knowledge Management have greater responsibilities for staff management and budget than do those in the other three LARKIM domains.

5.2.5 Qualifications and professional memberships

This workforce is academically well-qualified with the majority of the members of the workforce (61.4%) holding postgraduate qualifications. This finding reveals that the LARKIM workforce is better qualified than the population at large, where the highest qualification for the majority is A-level or equivalent (see Appendix 2). However, members of the workforce do not commonly hold LARKIM professional qualifications. Of the 57.2% who do, Chartered Member of the Chartered Institute of Library and Information Professionals (MCLIP) is the most commonly held professional qualification: 26.6% of the LARKIM workforce are MCLIP. The majority of the workforce holds professional memberships (53.6%), with these more prevalent amongst older, senior, more established members: the majority of those who hold professional memberships - 54.5% - are over 45 years of age. The 'top' four LARKIM professional bodies are ARA, CILIP, the Gurteen Knowledge Community, and the Information and Records Management Society (IRMS).

5.2.6 Working hours

Most (84.3%) members of the LARKIM workforce work more than 22 hours a week, with part-time working more common amongst its female members. This figure is higher than that for the working population as a whole (58.4%, as noted in Appendix 2). There is an association between the number of working hours that members of the workforce undertake and care giving, with care giving generally more common amongst those who work fewer hours.

⁴⁰ https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/439714/Annex_C_-_Creative_Industries_Focus_on_Employment_2015.pdf

⁴¹ <http://www.natcen.ac.uk/media/893167/religious-affiliation-british-social-attitudes.pdf>

⁴² <https://www.carersuk.org/for-professionals/policy/policy-library/facts-about-carers-2014>

⁴³ <http://www.ons.gov.uk/ons/rel/census/2011-census/key-statistics-and-quick-statistics-for-local-authorities-in-the-united-kingdom---part-1/stb-key-statistics-for-local-authorities-in-the-uk.html>

5.2.7 Contracts

Most members of the workforce (86.9%) hold permanent paid posts, although permanent contracts are less common amongst part-time workers. This figure for permanent contract holders is lower than that for the working population as a whole (93.8%, as noted in Appendix 2). In general, there is no association between contract type and care giving in LARKIM work, nor is there any association between contract type and long-term health issues.

5.2.8 Pay

The most significant finding is that there is a gender pay gap: males are paid more than females. Of those working more than 22 hours a week and earning £30,000 or more annually, 47% are men but only 37.3% women. This workforce might be regarded as one that is generally well-paid. Over 50% of the LARKIM workforce earn more than £25,001 per annum as opposed to national figures for annual gross pay which show that 92.2% of the population at large earns less than £20,000 per annum (see Appendix 2). However, high proportions of workers in the LARKIM domains who are very well-qualified, and/or have long service, are low paid. For example, 23.6% of those who have worked in the Libraries domain for over 20 years, and work more than 22 hours per week, earn under £20,000 per annum. The highest proportion of workers who work 22 hours a week or more, and earn over £30,000 per annum, are found in roles in Information Management, Knowledge Management, and Records. The lowest proportion of workers who work 22 hours a week or more and earn over £30,000 per annum are found in roles in Libraries and Archives. There is no association between pay and care giving, nor between pay and long-term health issues. Those in commerce and business, higher education, national libraries and law are amongst the best paid LARKIM workers. The survey identifies that high earners are more likely to hold professional qualifications than the low earners.

5.2.9 Regions

In broad terms, the regional distribution of the workforce reflects that of the UK working population in general as reported in the *Labour Force Survey* (see Appendix 2). For example, most (78.4%) of the LARKIM workforce is located in England (the figure for the working population as a whole is 84% - see Appendix 2), and most members of the workforce in England are located in London (22.6%) and the South East (19.4%) (the regions with the highest figures for the population as a whole, at 13.5% in both cases). The distribution of the workforce across the five LARKIM domains is similar in England, Northern Ireland, Scotland and Wales. A higher proportion of senior roles are found in England (8%) than in Northern Ireland (3%), Scotland (7.3%) and Wales (7.5%). In London there is a greater spread of the workforce across sectors than elsewhere.

5.3 Comparison of the findings with Labour Force Survey data on the Libraries and Archives domains

Labour Force Survey statistics are available for the Libraries and Archives domains and are worth consideration here. Please see Appendix 3 for the figures for each domain across eleven demographic indicators of the *Labour Force Survey* and the corresponding data from this study. It is clear from the table in Appendix 3 that although there are matches for some of the official statistics on Libraries and Archives (for example on ethnicity of these populations, and the prevalence of permanent jobs in Libraries), there are some significant differences. These are:

- *Gender*: The *Labour Force Survey* under-reports the high proportion of female workers in the two domains.
- *Age*: The *Labour Force Survey* indicates that the age profile of the two domains is older than is the case.

- *Country*: The results from this study show that there is a higher proportion of workers in the Libraries domain in Scotland than that suggested in the *Labour Force Survey* data⁴⁴. There are also significant mismatches between the two sets of figures for the Archives domain. For example, according to the *Labour Force Survey* there are no workers in Archives in Wales, whereas this study shows that 5.4% of this workforce is located there.
- *Full-time and part-time working*: The *Labour Force Survey* gives the impression that in both domains there is a relatively even split between full-time and part-time working, whereas there are many more full-time than part-time workers reported in this study.
- *Gross pay*: The *Labour Force Survey* data reports a greater proportion of low pay in the two domains than has been identified in this study.
- *Long-term health issues*: The results of this study report fewer workers with long-term health issues than are recorded in the *Labour Force Survey* data.
- *Relationship status*: The *Labour Force Survey* under-reports the proportion of married/cohabiting workers in Libraries and over-reports the proportion that is single. For Archives there is over-reporting of divorce and under-reporting of marriage/cohabitation. The *Labour Force Survey* data here also includes zero values for two categories of responses for each domain.
- *Dependent children under 16*: The figures presented in the *Labour Force Survey* for the Archives are more evenly split between those who do and those do not have dependent children under the age of 16 than those generated by this study.
- *Contract*: The *Labour Force Survey* data records no instances of non-permanent jobs in Archives, whereas this study reveals that 22% of contracts fall into this category.

The main drawback of the statistics presented in the *Labour Force Survey* is the use of comparatively small sample sizes at the level of a particular workforce. While acknowledging the caveats highlighted in the evaluation of the research approach adopted (see Chapter 3), the much greater reach of the survey used in this study gives greater confidence in its findings than those of the *Labour Force Survey*.

Of particular importance here, however, is that the *Labour Force Survey* data paints a rather more negative picture of the Libraries and Archive domains than do the findings of this study. For example, a straight reading of the *Labour Force Survey* data would indicate that Libraries and Archives employ older workers, who are more poorly paid and suffer more frequently from long-term health issues, than is actually the case. Such data taken in isolation may not inspire new entrants to join these two professions. This observation brings into focus the value to CILIP and ARA of access to the findings of this detailed study, with evidence that can be used to present a more accurate picture.

5.4 Recommendations: further research and advocacy priorities

Some of the findings presented in this report are not unexpected. For example, gender and age distribution expectations of the workforce have been confirmed. Equally, it is not surprising to find that Libraries is the biggest LARKIM domain, a large proportion of the workforce occupies frontline posts, and higher education and public libraries are the biggest LARKIM sectors.

In some instances it is now possible to see *why* characteristics of the workforce that were previously apparent (if not confirmed) are the case. For example, those working in Information Management and Knowledge Management are known to be amongst the better paid in the LARKIM workforce. On

⁴⁴ See, however, comment on possible over-representation of Scotland in section 3.5 of this report.

the basis of the data collected for this study the evidence suggests that this may be due to the higher burden of staff and budget management responsibility that workers in these two domains undertake in comparison with the members of the LARKIM workforce from the other domains.

Inevitably, as well as answering the questions that were initially conceived at the outset, a study such as this often generates further lines of enquiry. In the previous chapter there are instances where observations are made, but explanations are impossible to generate on the basis of the data collected. For example, it is not known why there more LARKIM volunteers in Wales than in other parts of the UK.

Other broader and more fundamental questions emerge. For example, amongst the LARKIM domains there are many workers who class themselves as 'professionals', yet this study shows that a large number hold no professional qualifications and/or no LARKIM academic qualifications. The issue here is the extent to which a 'profession' should be populated by professionally qualified 'professionals', and is especially pertinent at a time where volunteers are being recruited into LARKIM roles. This, and many other questions, could legitimately be pursued in future research.

Other issues relate to specific demographics of the workforce. For example, low ethnic diversity has been confirmed in this study. Although the findings here cannot confirm this, it is possible that those from black and ethnic minority groups do not regard joining one of the LARKIM professions as an attractive employment option. This question could be investigated, as could the potential of different strategies to address under-representation of this group in the LARKIM domains, such as apprenticeship schemes, or role model profiling. Similarly the motivations for the high number of female members of the workforce could be investigated, particularly in the light of the findings of this study on long service and low pay, and the gender pay gap, discussed as priority area for advocacy below. Another area of interest is the age profile of this workforce. It may simply be the case that this is indicative of an ageing population. However, this could also be a defining characteristic of a workforce that attracts members who wish to embark on second or third careers. If this is the case, the reasons why new entrants join these professions in later life would be of interest.

CILIP and ARA are encouraged to draw upon the findings presented here to address some important concerns that would benefit from their advocacy. Perhaps the most important of these is low pay, and the gender pay gap, as identified in this research. It has been established that even though the workforce in general is highly academically qualified – the majority holds postgraduate level awards – low pay is an issue, with almost half the workforce earning less than £25,001 per annum. This applies even to workers with many years of experience. While pay rates rise in line with the number of years of work, in all domains a high proportion of those earning less than £20,000 have twenty years or more of LARKIM experience. A related issue is that capable individuals appear to be carrying out responsible roles but not are being appropriately rewarded for doing so. As an example the case of Libraries can be cited. Here a much higher proportion of frontline staff holds budget responsibility than in other sectors. This is a possible indication that management level work is being accomplished by workers lower in the hierarchy, and this is not being recognised in the award of status and pay.

On a more positive note, this work has uncovered some more attractive features of LARKIM work, the celebration of which could attract further high quality candidates into the workforce. The evidence presented here demonstrates that members of this workforce enjoy job security: the majority of survey respondents noted that they occupy permanent paid jobs, and the use of zero hours contracts is rare. Working hours are reasonable, with more than 48 hours a week unusual. A further indicator of a fair working environment derives from the exploration of data on long term health issues. Although almost 16% of the workforce suffers from such illness, and a third of these

members of the workforce have stated that these issues affect their work, this does not appear to have any effect on the type of contract that they hold, nor have an impact on pay. Similarly those who give care and support do not appear to suffer a pay penalty for doing so.

Finally it is recommended that similar mapping exercises should be completed at regular intervals to permit trend analyses to be undertaken. It would also be worthwhile for smaller-scale work on the themes discussed in this report to be taken up at the level of professional sub-group. For example, subsets of the data could be shared and discussed by members of the workforce in particular regions, or at the level of domain and/or sector. Equally, more focused research on particular groups within the workforce would generate additional insight. For example, a study that considers volunteers *exclusively* may encourage greater participation in a dedicated workforce mapping study than a more general one such as that discussed in this report. As well as triangulate the findings presented here, and add further detail, such future work would be also likely to identify new avenues for future advocacy priorities, as a well as for research.

6. References and bibliography

- American Library Association. (2014, September). *ALA demographics studies*. Retrieved September 21, 2014 from <http://www.ala.org/research/sites/ala.org.research/files/content/initiatives/membershipsurveys/September2014ALADemographics.pdf>
- Australian Learning and Teaching Council. (2011, June). *Discussion paper 3: A profile of the Australian Information workforce as indicated by a job advertisement analysis*. Retrieved September 17, 2014 from http://www.liseducation.org.au/resources/DiscussionPaper3_A%20profile%20of%20the%20Australian%20information%20workforce_FINAL.pdf
- Australian Library and Information Association. (2014a). *Future of the Library and Information Science Profession*. [Electronic version]. Canberra ACT: ALIA. Retrieved September 21, 2014 from https://www.alia.org.au/sites/default/files/ALIA-Future-of-the-LIS-Profession-01_0.pdf
- Australian Library and Information Association (2014b). *Future of the Library and Information Science Profession: Professionals Report*. [Electronic version]. Canberra ACT: ALIA. Retrieved September 21, 2014 from https://www.alia.org.au/sites/default/files/ALIA-Future-of-the-LIS-Profession-03-Professionals_0.pdf
- Australian Library and Information Association. (2014c). *ALIA LIS Education Skills and Employment Trend Report 2014*. [Electronic version]. Canberra ACT: ALIA. Retrieved October 10, 2014 from <https://www.alia.org.au/sites/default/files/ALIA-LIS-Education-Skills-and-Employment-Trend-Report-2014.pdf>
- Centre for Workforce Intelligence (2014a, August 14) *Policy analysis: applying robust decision making to the workforce planning framework*. (CfWI technical paper series no. 0009). Retrieved October 13, 2014 from <http://www.cfwi.org.uk/publications/policy-analysis-applying-robust-decision-making-to-the-workforce-planning-framework>
- Centre for Workforce Intelligence. (2014b). *Mapping the core public health workforce. Literature review*. Retrieved October 21st 2014 from <http://www.cfwi.org.uk/publications/mapping-the-core-public-health-workforce-literature-review>
- Chan, D. C., & Auster, E. (2003). Factors contributing to the professional development of reference librarians. *Library & Information Science Research* 25(3), 265. Retrieved October 13, 2014 from <http://www.sciencedirect.com/science/article/pii/S0740818803000306#>
- Children's Workforce Development Council. (2010). *The common core of skills and knowledge*. London: Children's Workforce Development Council. Retrieved October 10, 2014 from http://webarchive.nationalarchives.gov.uk/20120119192332/http://cwdcouncil.org.uk/assets/0000/9297/CWDC_CommonCore7.pdf
- Davis, P. K. (2012). *Lessons from RAND's work on planning under uncertainty for national security*. Santa Monica: RAND. Retrieved February 17, 2014 from http://www.rand.org/content/dam/rand/pubs/technical_reports/2012/RAND_TR1249.pdf
- Day, J. (2013). *Review of cross-government horizon scanning*. London: Cabinet Office. Retrieved October 13, 2014 from https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/79252/Horizon_Scanning_Review_20121003.pdf

- Hall, H. & Abell, A. (2006). Who is managing information? Opportunities in the e-information market place. *Proceedings of the 30th International Online Meeting*, London, November 28-30 2006 (pp. 39-44). London: VNU. Retrieved September 21, 2014 from http://drhazellhall.files.wordpress.com/2013/01/2006_hall_abell_online.pdf
- Hallam, G. (2009). *neXus2. An investigation into the library and information services workforce in Australia: the institutional perspective*. Final report prepared for the Australian Library and Information Association and National and State Libraries Australia. Retrieved October 24, 2014 from <http://eprints.qut.edu.au/29051/1/29051.pdf>
- Hallam, G. & Lee, J. (2007). An analysis of the data collected in the neXus census. Brisbane: Queensland University of Technology/ALIA⁴⁵.
- Hopkins, L. (2010). *Mapping the third sector: a context for social leadership*. London: the Work Foundation. Retrieved October 10, 2014 from <http://www.theworkfoundation.com/Assets/Docs/Mapping%20the%20Third%20Sector.pdf>
- Imison, C., Buchan, J. & Xavier, S. (2009). *NHS workforce planning: limitations and possibilities*. London: Kings Fund. Retrieved October 9, 2014 from <http://www.kingsfund.org.uk/sites/files/kf/NHS-Workforce-Planning-Candace-Imison-James-Buchan-Su-Xavier-Kings-Fund-November-2009.pdf>
- Johnson, S., Dunn, K., & Coldron, J. (2005). Mapping qualifications and training for children and young people's workforce. Short report 2. Defining the children and young people's workforce in a changing scenario. Sheffield: Sheffield Hallam University. Retrieved October 9, 2014 from <http://www.shu.ac.uk/assets/pdf/ceir-Report2.pdf>
- Learning and Skills Improvement Service (2012). *Library, archive, records and information management services workforce survey 2012*. Retrieved September 21, 2014 from <http://www.nationalarchives.gov.uk/documents/archives/2012-larims-workforce-report.pdf>
- Marshall, A., Moore, N. & Wallis, M. (2005). *MLA south east / SIRU mapping report: full report: the museums, libraries and archives workforce in the south east of England*. Brighton: Social Informatics Research Unit, University of Brighton. Retrieved September 21, 2014 from http://www.cmis.brighton.ac.uk/research/siru/MLA_workforce.pdf
- Nutbrown, C. (2012) *Foundations for quality: the independent review of early education and childcare qualifications*. Runcorn: Department for Education. Retrieved 9 October 2014 from https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/175463/Nutbrown-Review.pdf
- Office for National Statistics (2000). *Standard occupational classification 2000*. London: The Stationery Office. Retrieved October 10, 2014 from <http://dera.ioe.ac.uk/15186/1/Standard%20Occupational%20Classification%20-%20structure%20and%20descriptions%20of%20unit%20groups.pdf>

⁴⁵ Supplied by email by ALIA, 9 September 2014. Held at https://staffworkplace.napier.ac.uk/workforcemapping/Shared%20Documents/Christine/LIS%20Workforce%20Surveys%20and%20Reports%20-%20How%20others%20have%20undertaken%20this%20work%20in%20the%20past/2014_09_09%20NeXus%20StageOne%20Australia%20Final.pdf

- Public Health Policy and Strategy Unit, Department of Health. (2014). *Healthy Lives, Healthy People: update on the public health workforce strategy*. Retrieved on 19 October 2014 from: https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/324989/workforce_strategy.pdf
- Shontz, D. & Wong, C. (n.d.) *Robust decision making*. Retrieved October 24, 2014 from <http://www.rand.org/topics/robust-decision-making.html>
- Simon, A., & Owen, C., (2007) Mapping trends in the care workforce using SOC 1990 and SOC 2000. *Economic and Labour Market Review*, 1(9), September 2007. Retrieved October 13, 2014 from <http://dx.doi.org/10.1057/palgrave.elmr.1410140>
- Skills for health (n.d.) *Six steps methodology to integrated workforce planning*. Retrieved October 9, 2014 from <http://www.skillsforhealth.org.uk/workforce-planning/six-steps-workforce-planning-methodology/>
- Texuna Technologies (2010). LUK WBL & ACL sector workforce data collection data field specification 2009/10. Retrieved September 18, 2014 from https://www.sirdatacollection.org.uk/consultation/sites/default/files/WBLACL_specification_0.pdf
- Trends Business Research (2011). *The current and future UK science workforce*. Retrieved September 19, 2014 from www.sciencecouncil.org/sites/default/files/UK_Science_Workforce_FinalReport_TBR_2011.pdf
- UK Commission for Employment and Skills (2014). *The future of work: jobs and skills in 2030, Evidence Report 84*. Retrieved September 25, 2014 from https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/303334/er84-the-future-of-work-evidence-report.pdf
- Williams. C. (2013). *Diversity surveys: disability report*. Retrieved September 19, 2014 from http://www.archives.org.uk/images/documents/Diversity/ARA_Diversity_Working_Group_Diversity_Surveys_Report_2013.pdf
- Williams. C. (2014). *Managing volunteering in archives*. Retrieved September 19, 2014 from http://www.archives.org.uk/images/documents/ARACouncil/ARA_Managing_Volunteering_in_Archives_2014_Report_and_appendices_final.pdf

7. Appendices

7.1 Appendix 1: Terminology

The work domains are:

- Libraries
- Archives
- Records
- Information management
- Knowledge management

The work sectors are:

- Archives local
- Archives national
- Armed forces
- Commerce and/or business
- Consulting
- Education primary
- Education secondary
- Education further
- Education higher
- Health and/or social care
- Government (local)
- Government (national)
- Law
- National library
- Public library
- Third sector
- Other

The gender categories are:

- Female
- Male

The age categories are:

- 16-19
- 20-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65 or over

The relationship categories used are:

- A civil partner in a legally-recognised Civil Partnership
- A surviving civil partner, your partner having died
- Divorced
- Formerly a civil partner, the Civil Partnership now legally dissolved
- In a legally-recognised Civil Partnership and separated from partner
- Married/cohabiting, legally separated from husband/wife/partner
- Married/cohabiting, living with your husband/wife/partner
- Single, i.e. never married
- Widowed

The categories of sexuality used are:

- Bisexual
- Gay or Lesbian
- Heterosexual or straight
- Other

The categories of religion used are:

- Buddhist
- Christian (including Church of England, Catholic, Protestant and all other Christian denominations)
- Hindu
- Jewish
- Muslim
- Sikh
- Other
- No religion

The categories of ethnic origin used are:

- English/Welsh/Scottish/Northern Irish/British
- Irish
- Gypsy or Irish Traveller
- Any other white background
- White and Black Caribbean
- White and Black African
- White and Asian
- Any other mixed/multiple ethnic background
- Indian
- Pakistani
- Bangladeshi
- Chinese
- Any other Asian background
- African
- Caribbean
- Any other Black/African/Caribbean Background
- Arab
- Any other ethnic group

The categories of national identity used are:

- English
- Welsh
- Scottish
- Northern Irish
- British
- National identity Prefer not to say
- National identity Other(s)

The countries or regions used are

- Channel Islands or Isle of Man
- England
- Northern Ireland
- Scotland
- Wales

The English regions used are:

- East Midlands
- Eastern
- London
- Merseyside
- North East
- North West
- Other
- South East
- South West
- West Midlands
- Yorkshire and Humberside

The categories of qualifications used are:

- A levels or equivalent/Scottish Highers (SQA level 6)/Vocational programme level 3 (England/Wales/NI)
- Advanced Higher Scottish Baccalaureate/Vocational programme level 4 or 5 (England/Wales/NI)
- Bachelors degree (ordinary)
- Bachelors degree with honours
- Foundation degree
- GCSEs or equivalent/Scottish National (SQA level 5)/Vocational programme level 2 (England/Wales/NI)
- Higher National Certificate/Certificate of Higher Education
- Higher National Diploma/Diploma of Higher Education
- Masters degree
- No academic qualifications
- Other academic qualifications
- PhD
- Postgraduate certificate
- Postgraduate diploma
- Scottish Modern Apprenticeship (SVQ level 2-3)
- Scottish Professional Apprenticeship (SVQ level 5)

The categories of LARKIM qualifications presented are:

- No academic qualifications in LARKIM
- PhD in LARKIM
- Masters degree in LARKIM
- Postgraduate diploma in LARKIM
- Postgraduate certificate in LARKIM
- Bachelors degree with honours in LARKIM
- Bachelors degree (ordinary) in LARKIM
- Foundation degree in LARKIM
- Scottish Professional Apprenticeship (SVQ level 5) in LARKIM
- Higher National Diploma/Diploma of Higher Education in LARKIM
- Higher National Certificate/Certificate of Higher Education in LARKIM
- Scottish Modern Apprenticeship (SVQ level 2-3) in LARKIM
- Advanced Higher Scottish Baccalaureate/Vocational programme level 4 or 5 (England/Wales/NI) in LARKIM
- A levels or equivalent/Scottish Highers (SQA level 6)/Vocational programme level 3 (England/Wales/NI) in LARKIM
- GCSEs or equivalent/Scottish National (SQA level 5)/Vocational programme level 2 (England/Wales/NI) in LARKIM
- Other academic qualifications in LARKIM

The categories of hours worked are:

- 1 to 11
- 12 to 21
- 22 to 35
- 36 to 48
- Over 48
- On a zero hours contract
- Other

Part time work is defined as working less than 22 hours per week.

The categories of gross pay used are:

- £0
- £10,000 or less
- £10,001 to £12,500
- £12,501 to £15,000
- £15,001 to £17,500
- £17,501 to £20,000
- £20,001 to £22,500
- £22,501 to £25,000
- £25,001 to £30,000
- £30,001 to £35,000
- £35,001 to £40,000
- £40,001 to £50,000
- £50,001 to £80,000
- £80,001 or more

The categories of contract used are:

- A long-term fixed period paid job (more than 6 months)
- A permanent paid job
- A permanent paid job in probation period
- A short-term fixed period paid job (6 months or under)
- A volunteer post with honorarium/expenses
- Ad hoc paid work, i.e. you are given work when your labour is required
- An unpaid volunteer post
- Independent consultant
- Other

The job status/grade categories used are:

- Senior management
- Middle management
- First level management
- Supervisory
- Front line
- Independent consultant
- Volunteer
- Other

The budget responsibility categories are:

- 0 to £10,000
- £10,001 to £100,000
- £100,001 to £50,000
- £50,001 to £1,000,000
- > £1,000,000

7.2 Appendix 2: UK workforce characteristics (Labour Force Survey)

The details below are provided to allow for comparisons between the LARKIM workforce and the UK workforce as a whole. The figures were derived from the UK *Labour Force Survey* in August 2015.

| Characteristic | Measure | % | N |
|-------------------------------------|--|---------|------------|
| Government office regions - summary | North East | 4.2% | 1,729,577 |
| | North West | 8.9% | 3,655,917 |
| | Merseyside | 2.1% | 869,843 |
| | Yorkshire & Humberside | 8.6% | 3,519,243 |
| | East Midlands | 7.2% | 2,938,405 |
| | West Midlands | 8.5% | 3,495,237 |
| | Eastern | 9.3% | 3,810,477 |
| | London | 13.5% | 5,529,165 |
| | South East | 13.5% | 5,544,378 |
| | South West | 8.2% | 3,371,592 |
| | Wales | 4.7% | 1,932,999 |
| | Scotland | 8.5% | 3,480,035 |
| | Northern Ireland | 2.9% | 1,175,896 |
| Gender | Male | 49.9% | 20,465,760 |
| | Female | 50.1% | 20,587,004 |
| Age bands | 16-24 | 17.5% | 7,196,954 |
| | 25-44 | 41.4% | 16,988,699 |
| | 45-64 | 39.4% | 16,187,602 |
| | 65 or over | 1.7% | 679,509 |
| Ethnicity (9 categories) UK level | White | 87.5% | 35,879,329 |
| | Mixed/Multiple ethnic groups | 1.2% | 476,138 |
| | Indian | 2.6% | 1,086,821 |
| | Pakistani | 1.9% | 779,047 |
| | Bangladeshi | 0.6% | 264,193 |
| | Chinese | 0.6% | 234,433 |
| | Any other Asian background | 1.2% | 476,457 |
| | Black/African/Caribbean/Black British | 2.7% | 1,102,432 |
| Other ethnic group | 1.7% | 717,386 | |
| Unadjusted DDA disabled | Current disability only | 18.2% | 7,466,449 |
| | Current and past disabled | 0.4% | 145,708 |
| | Past disability only | 0.6% | 263,595 |
| | Not DDA disabled | 80.8% | 33,177,012 |
| Marital status | Single, never married | 41.0% | 16,845,764 |
| | Married, living with spouse | 46.4% | 19,030,434 |
| | Married separated from spouse | 2.9% | 1,195,318 |
| | Divorced | 8.0% | 3,276,963 |
| | Widowed | 1.4% | 567,481 |
| | Currently or previously in civil partnership | 0.3% | 136,804 |
| Hours worked | Less than 22 hours | 41.6% | 17,070,803 |
| | 22 hours or more | 58.4% | 23,981,961 |
| FT or PT (all in employment) | Full time | 74.3% | 21,793,009 |
| | Part time | 25.7% | 7,523,756 |
| Annual gross pay | <20,000 | 91.2% | 37,460,544 |
| | 20,001-35,000 | 5.2% | 2,124,317 |
| | 35,001-50,000 | 2.2% | 904,350 |
| | >50,000 | 1.4% | 563,553 |
| Pay band | £0 | 19.1% | 1,326,980 |
| | £10,000 or less | 6.0% | 415,519 |
| | £10,001 to £12,500 | 7.9% | 550,347 |
| | £12,501 to £15,000 | 7.4% | 515,599 |
| | £15,001 to £17,500 | 7.9% | 546,176 |
| | £17,501 to £20,000 | 6.1% | 423,385 |
| | £20,001 to £22,500 | 7.1% | 493,023 |

| | | | |
|---|--------------------------------|-------|------------|
| | £22,501 to £25,000 | 4.7% | 325,282 |
| | £25,001 to £30,000 | 5.8% | 406,001 |
| | £30,001 to £35,000 | 12.9% | 893,675 |
| | £35,001 to £40,000 | 7.0% | 487,301 |
| | £40,001 to £50,000 | 5.8% | 400,893 |
| | £50,001 to £80,000 | 0.6% | 40,090 |
| | £80,001 or more | 1.8% | 122,570 |
| Highest qualification (detailed grouping) | Degree or equivalent | 26.5% | 10,833,379 |
| | Higher education | 9.1% | 3,706,456 |
| | GCE, A-level or equivalent | 23.5% | 9,621,030 |
| | GCSE grades A*-C or equivalent | 21.7% | 8,860,047 |
| | Other qualifications | 9.2% | 3,774,435 |
| | No qualification | 9.0% | 3,676,658 |
| | Did not know | 1.0% | 422,628 |
| Permanent or temporary job | Permanent | 93.8% | 23,461,095 |
| | Not permanent in some way | 6.2% | 1,543,673 |
| Ever work overtime (paid or unpaid) | Yes | 35.3% | 10,320,058 |
| | No | 64.7% | 18,874,640 |

7.3 Appendix 3: Libraries and Archives workforce statistics – comparisons with Labour Force Survey

The figures from the *Labour Force Survey* were derived in July 2015.

| Characteristic | | Libraries | | Archives | |
|-----------------------------|--|--------------|-------|--------------|--------|
| | | WMP survey % | LFS % | WMP survey % | LFS % |
| Gender | Female | 79.6% | 74.0% | 72.1% | 66.6% |
| | Male | 20.4% | 26.0% | 27.9% | 33.4% |
| Age | 16-24 | 2.0% | 6.8% | 2.8% | 0.0% |
| | 25-44 | 41.2% | 29.7% | 47.1% | 35.4% |
| | 45-64 | 54.7% | 63.5% | 45.0% | 49.9% |
| | 65 or over | 2.0% | 0.0% | 5.2% | 14.6% |
| Country ⁴⁶ | England | 77.2% | 83.3% | 77.4% | 54.9% |
| | Northern Ireland | 3.9% | 2.5% | 1.1% | 25.1% |
| | Scotland | 11.9% | 7.0% | 12.3% | 19.9% |
| | Wales | 5.4% | 7.1% | 5.4% | 0.0% |
| Full-time or part-time | Full-time | 81.4% | 50.5% | 83.6% | 57.6% |
| | Part-time | 18.6% | 49.5% | 16.4% | 43.4% |
| Gross pay ⁴⁷ | No more than £20,000 | 23.7% | 61.4% | 17.8% | 70.7% |
| | £20,001 to £35,000 | 53.5% | 21.4% | 54.7% | 0.0% |
| | £35,001 to £50,000 | 18.7% | 17.1% | 20.8% | 29.3% |
| | More than £50,000 | 4.1% | 0.0% | 6.5% | 0.0% |
| Long-term health issues | No | 83.7% | 90.2% | 83.6% | 90.6% |
| | Yes | 16.3% | 9.8% | 16.4% | 9.4% |
| Relationship status | Single, i.e. never married | 21.1% | 49.6% | 27.2% | 36.1% |
| | Married/cohabiting, living with husband, wife or partner | 69.7% | 46.4% | 65.8% | 36.5% |
| | Divorced | 5% | 4.0% | 3.8% | 27.4% |
| | Widowed | 1.4% | 0.0% | 1.1% | 0.0% |
| | other | 2.8% | 0.0% | 2.1% | 0.0% |
| Ethnicity | White | 96.7% | 96.1% | 97.7% | 100.0% |
| | Non-white | 3.3% | 3.9% | 2.3% | 0.0% |
| Dependent children under-16 | No | 78.4% | 71.4% | 79.8% | 43.6% |
| | Yes | 21.6% | 28.6% | 20.2% | 56.4% |
| Highest qualification | Higher education qualification | 84.0% | 74.7% | 90.4% | 86.5% |
| | Other academic qualifications | 15.0% | 24.1% | 8.8% | 13.5% |
| | No academic qualifications | 0.9% | 1.2% | 0.8% | 0.0% |
| Contract | Permanent job | 91.8% | 90.9% | 78.0% | 100.0% |
| | Non-permanent job | 8.2% | 9.1% | 22.0% | 0.0% |

⁴⁶ WMP figures do not add up to 100% because of the 'other' category used in the survey.

⁴⁷ WMP figures are calculated from Table 81.

7.4 Appendix 4: Recommendations for future similar work

Project team

- Include in the project team members who have expertise in employment research, the domains of the study (in this case LARKIM), and statistics

Survey design

- Use a commercial tool for survey design (rather than develop one in-house), ideally one that holds data in the UK or EU
- Include members of the target community in the design of the survey
- Include a statement that confidentiality of answers is guaranteed
- Provide flexibility in the survey for respondents to give multiple answers to questions, e.g. on domains of work
- Pilot the survey extensively
 - With a range of people in all target populations
 - On a range of devices
 - Both in person and remotely

Distribution of survey

- Where possible, establish institutional buy-in to the study in advance of calls for completion of any survey
- Develop a staged communications plan, which takes into account the fragmented nature of the workforce, and monitor its effectiveness
- Use a range of channels, including social media, mailing lists, key individuals, specialist networks and 'non-obvious' contacts to promote the survey
- Develop alternative strategies for targeting particular constituencies, for example
 - Use paid advertising on social media to target particular constituencies for survey completion if necessary
 - Access particular groups in person rather than online
- Consider the use of additional incentives, such as a prize draw, to encourage participation
- Ensure that the benefits of the study are made clear to potential survey respondents

Data analysis and reporting

- Agree exact scope of data analysis and categories for reporting early in the project
- Use software for data analysis
- Provide detail in the analysis at the level of both domains and sectors
- Use the content of this study as a guide for scoping and reporting future similar projects

Project scale

- Do not underestimate the scale of work involved in completing a study of this nature

7.5 Appendix 5: Survey

Mapping the workforce within libraries, archives, records, and information and knowledge management

NB all pages have 'Continue later' buttons. *Skip logic is noted in italic type.*

Introduction, FAQs and consent

We need your help to map the UK's libraries, archives, records, information and knowledge sectors. There are about 270,000 people in the UK working in these sectors but currently a clear profile of the workforce does not exist. We are interested in the views of all people working in the sector, whether in paid or unpaid employment. Please complete the short (15 minutes) survey to help us accurately map these sectors.

Organised by the Chartered Institute of Library and Information Professionals (CILIP) and the Archives and Records Association (ARA), the research will help with advocacy targeting governments and employers, to develop relevant and robust policies, and to develop better and targeted services. By completing the survey you could also win £200 worth of vouchers of your own choice.

What will be done with my data?

The data will be safely stored in the UK. Your data will be anonymised and combined with the data provided by all other survey respondents to produce a project report. Your anonymity is guaranteed - you will not be identifiable from this work.

Does this study have ethical approval?

Yes. Ethical approval for this study has been considered and granted by Edinburgh Napier University's Research Integrity Committee.

How do I give my informed consent for participation in the study?

Please tick the 'Yes' box below, then click on the 'Proceed' arrow to give your consent.

If you have any questions about this study, please contact Professor Hazel Hall of Edinburgh Napier University: h.hall@napier.ac.uk

Thank you!

1. Do you wish to proceed with this survey?

- Yes, I wish to proceed.
- No, I do not wish to proceed.

(Choosing 'No' leads to <http://www.cilip.org.uk/cilip/about/projects-reviews/workforce-mapping-project>)

-- Page break --

Section A: Demographics of your work

Please complete Section A to tell us about your work in one or more of the following domains: libraries, archives, records, information management and knowledge management.

Please answer for your *main occupation* that is associated with your work (paid or unpaid) within *libraries, archives, records, or in information and knowledge management.*

2. What is your job title?**3. In which domain(s) do you mainly work? Please tick all that apply.**

- Libraries
- Archives
- Records
- Information management
- Knowledge management

-- Page break --

4. How would you describe your job status? Please tick all that apply.

This question is about your main job related to libraries, archives, records, information and knowledge management.

- Senior management
- Middle management
- First level management
- Supervisory
- Front line
- Independent consultant
- Volunteer
- Other

5. Do you have overall formal line management responsibility for others?

i.e. are there staff who report directly and/or indirectly to you?

- Yes
- No

(Choosing 'Yes' leads to Q6. Choosing 'No' leads to Q8.)

-- Page break --

6. For how many *paid* staff do you have overall formal line management responsibility? Please enter the numbers of people.

*i.e. the numbers of paid staff who report **directly and indirectly** to you*

| | Number of paid staff |
|-------------------------|-----------------------------|
| Direct responsibility | |
| Indirect responsibility | |

7. For how many *paid* staff do you have overall formal line management responsibility? Please enter the numbers of people.

*i.e. the numbers of paid staff who report **directly and indirectly** to you*

| | Number of unpaid staff |
|-------------------------|-------------------------------|
| Direct responsibility | |
| Indirect responsibility | |

-- Page break --

8. Do you have any direct budgetary responsibility within an organisation where you are an employee?

This question does not apply to self-employed respondents.

- Not applicable
- No
- Yes. Approximately how much is the annual budget that you manage? Please do not enter the £ symbol in your answer.
Please specify

9. In which sector(s) do you undertake work in libraries, archives, records or information and knowledge management? Please tick all that apply.

- Archives – local
- Archives – national
- Armed forces
- Commerce and/or business
- Consulting
- Education – primary
- Education – secondary
- Education – further
- Education – higher
- Health and/or social care
- Government – local
- Government – national
- Law
- National library
- Public library
- Third sector
- Other
Please specify

-- Page break --

10. In which country or region is your workplace based?

- England
- Wales
- Scotland
- Northern Ireland
- Republic of Ireland
- Channel Islands or Isle of Man
- Other
Please specify

(Choosing 'England' leads to Q11. Choosing 'Scotland' leads to Q12. Choosing other options leads to Q13.)

-- Page break --

11. In which region of England is your workplace based?

- East Midlands
 - Eastern
 - London
 - Merseyside
 - North East
 - North West
 - South East
 - South West
 - West Midlands
 - Yorkshire and Humberside
 - Other
- Please specify

-- Page break --

12. In which region of Scotland is your workplace based?

- Central (Clackmannanshire, Falkirk, Stirling)
 - East (Borders, Edinburgh, Fife, Lothians)
 - North (Highland, Moray, Orkney, Shetland, Western Isles)
 - North East (Aberdeen, Aberdeenshire)
 - Tayside (Angus, Dundee, Perth and Kinross)
 - West (Argyll and Bute, Ayrshire, Dumfries and Galloway, Dunbartonshire, Glasgow, Inverclyde, Lanarkshire, Renfrewshire)
 - Other
- Please specify

-- Page break --

13. What is the name of your *main employing organisation* for your work within libraries, archives, records, or in information and knowledge management?

If you are self-employed, please enter 'self'.

14. What are your usual weekly contracted hours?

If you work part-time or as a job-sharer, please give your actual hours.

- Not applicable
 - 1 to 11
 - 12 to 21
 - 22 to 35
 - 36 to 48
 - Over 48
 - On a zero hours contract
 - Other
- Please specify

15. On average, how many hours of overtime per week beyond your contracted hours do you work within libraries, archives, records, or in information and knowledge management (whether paid or unpaid)?

- Not applicable

-- Page break --

16. Do you get paid for overtime?

- Not applicable
- Yes
- No

17. Is your contract for:

- Not applicable
 - A permanent paid job
 - A permanent paid job in probation period
 - A short-term fixed period paid job (6 months or under)
 - A long-term fixed period paid job (more than 6 months)
 - Ad hoc paid work, i.e. you are given work when your labour is required
 - An unpaid volunteer post
 - A volunteer post with honorarium/expenses
 - Independent consultant
 - Other
- Please specify

-- Page break --

18. What is your gross pay before any deductions? Please tick your annual rate or enter your hourly rate.

- £0
 - £10,000 or less
 - £10,001 to £12,500
 - £12,501 to £15,000
 - £15,001 to £17,500
 - £17,501 to £20,000
 - £20,001 to £22,500
 - £22,501 to £25,000
 - £25,001 to £30,000
 - £30,001 to £35,000
 - £35,001 to £40,000
 - £40,001 to £50,000
 - £50,001 to £80,000
 - £80,001 or more
 - Hourly rate
- Please specify

-- Page break --

19. Approximately how many members of staff in your organisation work in libraries, archives, records, or information and knowledge management?

- Not applicable

-- Page break --

20. How long have you been in your current post?

- 1 year or under
- More than 1 year, but fewer than 3 years
- More than 3 years, but fewer than 5 years
- More than 5 years, but fewer than 10 years
- More than 10 years, but fewer than 20 years
- 20 years or more

21. For how long in total have you worked within libraries, archives, records, or in information and knowledge management?

- 1 year or under
- More than 1 year, but fewer than 3 years
- More than 3 years, but fewer than 5 years
- More than 5 years, but fewer than 10 years
- More than 10 years, but fewer than 20 years
- 20 years or more

-- Page break --

Section B: Qualifications

22. What is your highest level of *academic/vocational* qualification in any subject?

- No academic qualifications
- PhD
- Masters degree
- Postgraduate diploma
- Postgraduate certificate
- Bachelors degree with honours
- Bachelors degree (ordinary)
- Foundation degree
- Scottish Professional Apprenticeship (SVQ level 5)
- Higher National Diploma/Diploma of Higher Education
- Higher National Certificate/Certificate of Higher Education
- Scottish Modern Apprenticeship (SVQ level 2-3)
- Advanced Higher Scottish Baccalaureate/Vocational programme level 4 or 5 (England/Wales/NI)
- A levels or equivalent/Scottish Highers (SQA level 6)/Vocational programme level 3 (England/Wales/NI)
- GCSEs or equivalent/Scottish National (SQA level 5)/Vocational programme level 2 (England/Wales/NI)
- Other academic qualifications
Please specify

-- Page break --

23. Do you hold any specific *academic* qualification related to *librarianship, archives, and/or records/information/knowledge management (LARIKM)*? Please tick all that apply.

- No academic qualifications in LARIKM
- PhD in LARIKM
- Masters degree in LARIKM
- Postgraduate diploma in LARIKM
- Postgraduate certificate in LARIKM
- Bachelors degree with honours in LARIKM
- Bachelors degree (ordinary) in LARIKM
- Foundation degree in LARIKM
- Scottish Professional Apprenticeship (SVQ level 5) in LARIKM
- Higher National Diploma/Diploma of Higher Education in LARIKM
- Higher National Certificate/Certificate of Higher Education in LARIKM
- Scottish Modern Apprenticeship (SVQ level 2-3) in LARIKM
- Advanced Higher Scottish Baccalaureate/Vocational programme level 4 or 5 (England/Wales/NI) in LARIKM
- A levels or equivalent/Scottish Highers (SQA level 6)/Vocational programme level 3 (England/Wales/NI) in LARIKM

- GCSEs or equivalent/Scottish National (SQA level 5)/Vocational programme level 2 (England/Wales/NI) in LARIKM
- Other academic qualifications in LARIKM
Please specify

-- Page break --

24. Do you hold any *professional* qualifications related to librarianship, archives, and/or records/information/knowledge management? Please tick all that apply.

- No professional qualifications related to librarianship, archives, and/or records/information/knowledge management
- ACLIP (awarded by the Chartered Institute of Library and Information Professionals)
- FCLIP (awarded by the Chartered Institute of Library and Information Professionals)
- MCLIP (awarded by the Chartered Institute of Library and Information Professionals)
- AMIRMS (awarded by the Information and Records Management Society)
- FBCS (awarded by Chartered Institute for IT)
- MBCS (awarded by Chartered Institute for IT)
- PACR (awarded by the Institute of Conservation)
- RMARA (awarded by the Archives and Records Association)
- UKCHIP (awarded by the UK Council for Health Informatics)
- Other professional qualifications related to librarianship, archives, and/or records/information/knowledge management
Please specify

-- Page break --

Section C: Professional Memberships

25. Are you a *personal* member of any professional bodies or networks related to librarianship, archives, and/or record/information/knowledge management?

- Yes
- No

(Choosing 'No' leads to Q26. Choosing 'Yes' leads to Q27.)

-- Page break --

26. Of which professional bodies and/or networks are you a *personal* member? Please tick all that apply.

- AIIP (Association of Independent Information Professionals)
- ALISS (Association of Librarians and Information Professionals in the Social Sciences)
- ARA (Archives and Records Association)
- ARLIS (Art Libraries Society)
- ASIST (Association for Information Science and Technology)
- BAC (Business Archives Council)
- BAPLA (The British Association of Picture Libraries and Agencies)
- BCS (Chartered Institute for IT Professionals)
- BIALL (British and Irish Association of Law Librarians)
- BLA (Business Librarians Association)
- BRA (British Records Association)
- CILIP (Chartered Institute of Library and Information Professionals)
- Gurteen Knowledge Community
- HEA (Higher Education Academy)
- HRIM (Institute of Health Records and Information Management)
- ICA (International Council on Archives)
- IEEE Computer Society (Institute of Electrical and Electronics Engineers)
- IFLA (International Federation of Library Associations)

- IISP (Institute of Information Security Professionals)
- IRMS (Information and Records Management Society)
- ISKO (International Society for Knowledge Organization)
- LIKE (London Information and Knowledge Exchange)
- ISSA (Information Systems Security Association)
- Naace (UK education technology community in the schools sector)
- NADPO (National Association of Data Protection Officers)
- NetIKX (The Network for Information and Knowledge Exchange)
- PIPA (Pharmaceutical Information and Pharmacovigilance Association)
- SLA (Special Libraries Association)
- Society of Indexers
- TFPL Connect
- UK CHIP (UK Council for Health Informatics Professions)
- Other(s)
Please specify

-- Page break --

27. Have you previously held membership of any professional bodies or networks related to librarianship, archives, and/or record/information/knowledge management, and of which you are now no longer a member?

- Yes
- No

(Choosing 'No' leads to Q28. Choosing 'Yes' leads to Q29.)

-- Page break --

28. Which are the professional bodies or networks you *previously held membership* related to librarianship, archives, and/or record/information/knowledge management, and of which you are now no longer a member? Please tick all that apply.

- AIIP (Association of Independent Information Professionals)
- ALISS (Association of Librarians and Information Professionals in the Social Sciences)
- ARA (Archives and Records Association)
- ARLIS (Art Libraries Society)
- ASIST (Association for Information Science and Technology)
- BAC (Business Archives Council)
- BAPLA (The British Association of Picture Libraries and Agencies)
- BCS (Chartered Institute for IT Professionals)
- BIALL (British and Irish Association of Law Librarians)
- BLA (Business Librarians Association)
- BRA (British Records Association)
- CILIP (Chartered Institute of Library and Information Professionals)
- Gurteen Knowledge Community
- HEA (Higher Education Academy)
- HRIM (Institute of Health Records and Information Management)
- ICA (International Council on Archives)
- IEEE Computer Society (Institute of Electrical and Electronics Engineers)
- IFLA (International Federation of Library Associations)
- IISP (Institute of Information Security Professionals)
- IRMS (Information and Records Management Society)
- ISKO (International Society for Knowledge Organization)
- LIKE (London Information and Knowledge Exchange)
- ISSA (Information Systems Security Association)
- Naace (UK education technology community in the schools sector)

- NADPO (National Association of Data Protection Officers)
- NetIKX (The Network for Information and Knowledge Exchange)
- PIPA (Pharmaceutical Information and Pharmacovigilance Association)
- SLA (Special Libraries Association)
- Society of Indexers
- TFPL Connect
- UK CHIP (UK Council for Health Informatics Professions)
- Other(s)
Please specify

-- Page break --

Section D: Diversity

These questions are about diversity of the workforce - your answers will enable us to understand the diversity of the workforce in libraries, archives, records and in information and knowledge management, and so enable benchmarking these professions against others.

All questions in this section include a 'Prefer not to say' option so that you may opt out of responding.

29. What is your age (in years)?

- Under 16
- 16-19
- 20-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65 or over
- Prefer not to say

30. What is your gender?

- Female
- Male
- Other
- Prefer not to say

31. Do you have children under the age of 16 years old?

- Prefer not to say
- No
- Yes (Please enter how many children under 16 years old.)
Please specify

-- Page break --

These questions are about diversity of the workforce - your answers will enable us to understand the diversity of the workforce in libraries, archives, records and in information and knowledge management, and so enable benchmarking these professions against others.

All questions in this section include a 'Prefer not to say' option so that you may opt out of responding.

32. Do you look after, or give any help or support (not as paid work) to, family members, friends, neighbours or others because of their long-term physical or mental ill-health/disability and/or problems related to old age?

- Prefer not to say

- No
- Yes (Please enter many hours per week.)
Please specify

33. How would you describe your national identity? Please tick all that apply.

- English
- Welsh
- Scottish
- Northern Irish
- British
- Prefer not to say
- Other(s)

-- Page break --

These questions are about diversity of the workforce - your answers will enable us to understand the diversity of the workforce in libraries, archives, records and in information and knowledge management, and so enable benchmarking these professions against others.

All questions in this section include a 'Prefer not to say' option so that you may opt out of responding.

34. What is your ethnicity? Please tick all that apply.

- White: English/Welsh/Scottish/Northern Irish/British
- White: Irish
- White: Gypsy or Irish Traveller
- White: Any other white background
- Mixed/multiple ethnic groups: White and Black Caribbean
- Mixed/multiple ethnic groups: White and Black African
- Mixed/multiple ethnic groups: White and Asian
- Mixed/multiple ethnic groups: Any other Mixed/multiple ethnic background
- Asian/Asian British: Indian
- Asian/Asian British: Pakistani
- Asian/Asian British: Bangladeshi
- Asian/Asian British: Chinese
- Asian/Asian British: Any other Asian background
- Black/ African/Caribbean/black British: African
- Black/ African/Caribbean/black British: Caribbean
- Black/ African/Caribbean/black British: Any other Black/African/Caribbean Background
- Other ethnic groups: Arab
- Other ethnic groups: Any other ethnic group
- Prefer not to say

-- Page break --

These questions are about diversity of the workforce - your answers will enable us to understand the diversity of the workforce in libraries, archives, records and in information and knowledge management, and so enable benchmarking these professions against others.

All questions in this section include a 'Prefer not to say' option so that you may opt out of responding.

35. Do you have any physical or mental health conditions or illnesses lasting or expecting to last 12 months or more?

- Yes
- No
- Prefer not to say

(Choosing 'Yes' leads to Q36. Choosing other options leads to Q38.)

-- Page break --

These questions are about diversity of the workforce - your answers will enable us to understand the diversity of the workforce in libraries, archives, records and in information and knowledge management, and so enable benchmarking these professions against others.

All questions in this section include a 'Prefer not to say' option so that you may opt out of responding.

36. Does this health problem affect the kind of paid work that you might do?

- Yes
- No
- Prefer not to say

37. Which health problem(s) are affecting the kind of paid work that you might do? Please tick all that apply.

- Problems or disabilities (including arthritis or rheumatism) connected with the arms or hands
- Problems or disabilities (including arthritis or rheumatism) connected with legs or feet
- Problems or disabilities (including arthritis or rheumatism) connected with back or neck
- Difficulty in seeing (while wearing spectacles or contact lenses)
- Difficulty in hearing
- A speech impediment
- Severe disfigurements, skin conditions, allergies
- Chest or breathing problems, asthma, bronchitis
- Heart, blood pressure or blood circulation problems
- Stomach, liver, kidney or digestive problems
- Diabetes
- Depression, bad nerves or anxiety
- Epilepsy
- Severe or specific learning difficulties
- Mental illness or phobias/panics, or other nervous disorders
- Progressive illness not included in the other options given (e.g. cancer not included above, multiple sclerosis, symptomatic HIV, Parkinson's disease, Muscular Dystrophy etc.)
- Prefer not to say
- Other health problems or disabilities
Please specify

-- Page break --

These questions are about diversity of the workforce - your answers will enable us to understand the diversity of the workforce in libraries, archives, records and in information and knowledge management, and so enable benchmarking these professions against others.

All questions in this section include a 'Prefer not to say' option so that you may opt out of responding.

38. Are you currently

- Single, i.e. never married
- Married/cohabiting, living with your husband/wife/partner
- A civil partner in a legally-recognised Civil Partnership
- Married/cohabiting, legally separated from husband/wife/partner
- Divorced
- Widowed
- In a legally-recognised Civil Partnership and separated from partner
- Formerly a civil partner, the Civil Partnership now legally dissolved
- A surviving civil partner, your partner having died
- Prefer not to say

-- Page break --

These questions are about diversity of the workforce - your answers will enable us to understand the diversity of the workforce in libraries, archives, records and in information and knowledge management, and so enable benchmarking these professions against others.

All questions in this section include a 'Prefer not to say' option so that you may opt out of responding.

39. How would you describe your sexuality?

- Heterosexual or straight
- Gay or Lesbian
- Bisexual
- Other
- Prefer not to say

40. What is your religion?

- No religion
- Christian (including Church of England, Catholic, Protestant and all other Christian denominations)
- Buddhist
- Hindu
- Jewish
- Muslim
- Sikh
- Prefer not to say
- Other
Please specify

Section E: Further information

If you would like to supply us with further information on the themes covered in this questionnaire, and/or let us know that you would be willing to be involved further, please answer the questions below.

41. How did you learn about this study?

42. Are you interested in any of the following? Please tick all that apply.

- I am willing to be contacted again for this study.
- I am willing to complete another survey if this study is re-run in the future.
- Please enter me in the prize draw.

43. If you have ticked any of the boxes in the above question, please enter your email address.

44. If you have any other comments of relevance to this study of the workforce, please add them below.

Thank you for completing this survey.

Please share the survey link (<http://bit.ly/workforcemap>) via email or social media.

<link to auto-populated Tweet>

<link to auto-populated LinkedIn post>

<link to auto-populated Facebook post>

<link to auto-populated Google+ post>

(Clicking the 'proceed arrow leads to <http://www.cilip.org.uk/cilip/about/projects-reviews/workforce-mapping-project>)

7.6 Appendix 6: Hours worked by gender, sector and work domain

Table 97 provides further detail on hours worked as discussed in section 4.7.1 on page 90.

Table 97: Hours worked by gender, sector and work domain

| Sector | Hours worked per week | Libraries | | Archives | | Records | | Information Management | | Knowledge Management | | |
|-----------------------|-----------------------|-----------|-------|----------|-------|---------|-------|------------------------|-------|----------------------|-------|------|
| | | F % | M % | F % | M % | F % | M % | F % | M % | F % | M % | |
| Archives - local | 1 to 11 | 2.2% | 0.0% | 3.0% | 2.7% | 3.7% | 2.9% | 1.2% | 0.0% | 3.2% | 0.0% | |
| | 12 to 21 | 15.9% | 10.1% | 15.9% | 9.1% | 17.1% | 5.9% | 11.6% | 8.8% | 3.2% | 18.2% | |
| | 22 to 35 | 32.5% | 24.2% | 26.6% | 20.3% | 24.4% | 20.6% | 33.7% | 26.5% | 16.1% | 18.2% | |
| | 36 to 48 | 44.8% | 63.6% | 50.9% | 64.7% | 51.2% | 58.8% | 52.3% | 58.8% | 77.4% | 63.6% | |
| | Other | 4.7% | 2.0% | 3.6% | 3.2% | 3.7% | 11.8% | 1.2% | 5.9% | 0.0% | 0.0% | |
| | Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| | Total N | 277 | 99 | 503 | 187 | 82 | 34 | 86 | 34 | 31 | 11 | |
| Archives - national | 1 to 11 | 2.0% | 0.0% | 2.3% | 0.8% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| | 12 to 21 | 14.0% | 9.8% | 9.1% | 4.7% | 7.1% | 2.4% | 11.3% | 2.3% | 15.8% | 0.0% | |
| | 22 to 35 | 27.0% | 21.6% | 23.2% | 17.2% | 25.0% | 14.6% | 30.2% | 18.6% | 15.8% | 17.4% | |
| | 36 to 48 | 55.0% | 66.7% | 62.3% | 76.6% | 64.3% | 82.9% | 54.7% | 76.7% | 68.4% | 82.6% | |
| | Other | 2.0% | 2.0% | 3.2% | 8.8% | 3.6% | 0.0% | 3.8% | 2.3% | 0.0% | 0.0% | |
| | Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | |
| | Total N | 100 | 51 | 220 | 128 | 56 | 41 | 53 | 43 | 19 | 23 | |
| Armed forces | 1 to 11 | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| | 12 to 21 | 10.5% | 0.0% | 10.0% | 7.7% | 0.0% | 9.1% | 0.0% | 8.3% | 0.0% | 0.0% | |
| | 22 to 35 | 21.1% | 30.0% | 20.0% | 23.1% | 25.0% | 18.2% | 9.1% | 33.3% | 14.3% | 36.4% | |
| | 36 to 48 | 63.2% | 70.0% | 70.0% | 53.8% | 75.0% | 54.5% | 90.9% | 58.3% | 85.7% | 63.6% | |
| | Other | 5.3% | 0.0% | 0.0% | 15.4% | 0.0% | 18.2% | 0.0% | 0.0% | 0.0% | 0.0% | |
| | Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | |
| | Total N | 19 | 10 | 10 | 13 | 8 | 11 | 11 | 12 | 7 | 11 | |
| Commerce and business | 1 to 11 | 2.7% | 0.0% | 1.0% | 2.4% | 0.0% | 3.8% | 8.8% | 0.0% | 0.0% | 0.0% | |
| | 12 to 21 | 12.0% | 3.2% | 7.1% | 7.1% | 0.0% | 7.7% | 2.5% | 4.8% | 7.5% | 0.0% | |
| | 22 to 35 | 22.7% | 51.6% | 31.6% | 21.4% | 34.5% | 19.2% | 36.1% | 33.3% | 30.2% | 30.6% | |
| | 36 to 48 | 58.7% | 45.2% | 59.2% | 66.7% | 65.5% | 65.4% | 58.8% | 60.3% | 58.5% | 69.4% | |
| | Other | 4.0% | 0.0% | 1.0% | 2.4% | 0.0% | 3.8% | 1.7% | 1.6% | 3.8% | 0.0% | |
| | Total N | 75 | 31 | 98 | 42 | 55 | 26 | 119 | 63 | 53 | 36 | |
| | Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | |
| Consulting | 1 to 11 | 2.9% | 0.0% | 0.0% | 0.0% | 7.1% | 0.0% | 2.2% | 0.0% | 4.5% | 0.0% | |
| | 12 to 21 | 14.7% | 20.0% | 20.8% | 21.4% | 7.1% | 16.7% | 8.9% | 9.7% | 9.1% | 0.0% | |

| Sector | Hours worked per week | Libraries | | Archives | | Records | | Information Management | | Knowledge Management | |
|---------------------------|-----------------------|-----------|-------|----------|-------|---------|-------|------------------------|-------|----------------------|-------|
| | | F % | M % | F % | M % | F % | M % | F % | M % | F % | M % |
| | 22 to 35 | 26.5% | 6.7% | 12.5% | 7.1% | 14.3% | 16.7% | 31.1% | 12.9% | 13.6% | 21.1% |
| | 36 to 48 | 52.9% | 66.7% | 62.5% | 50.0% | 71.4% | 50.0% | 53.3% | 74.2% | 59.1% | 78.9% |
| | Other | 2.9% | 6.7% | 4.2% | 21.4% | 0.0% | 16.7% | 4.4% | 3.2% | 13.6% | 0.0% |
| | Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| | Total N | 34 | 15 | 24 | 14 | 14 | 12 | 45 | 31 | 22 | 19 |
| Education - primary | 1 to 11 | 2.6% | 0.0% | 2.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| | 12 to 21 | 19.7% | 3.3% | 16.2% | 14.3% | 0.0% | 25.0% | 17.9% | 0.0% | 23.8% | 0.0% |
| | 22 to 35 | 29.8% | 30.0% | 35.1% | 28.6% | 55.6% | 25.0% | 28.2% | 33.3% | 38.1% | 50.0% |
| | 36 to 48 | 45.6% | 66.7% | 43.2% | 57.1% | 44.4% | 50.0% | 53.8% | 58.3% | 38.1% | 50.0% |
| | Other | 2.2% | 0.0% | 2.7% | 0.0% | 0.0% | 0.0% | 0.0% | 8.3% | 0.0% | 0.0% |
| | Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| | Total N | 228 | 30 | 37 | 7 | 9 | 4 | 39 | 12 | 21 | 6 |
| Education - secondary | 1 to 11 | 0.4% | 1.4% | 5.9% | 12.5% | 4.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| | 12 to 21 | 8.0% | 5.6% | 16.5% | 12.5% | 8.0% | 14.3% | 5.4% | 4.3% | 7.9% | 8.3% |
| | 22 to 35 | 32.8% | 25.0% | 36.5% | 18.8% | 40.0% | 28.6% | 31.5% | 30.4% | 34.9% | 41.7% |
| | 36 to 48 | 56.4% | 68.1% | 37.6% | 50.0% | 48.0% | 42.9% | 63.1% | 60.9% | 57.1% | 50.0% |
| | Other | 2.4% | 0.0% | 3.5% | 6.3% | 0.0% | 14.3% | 0.0% | 4.3% | 0.0% | 0.0% |
| | Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| | Total N | 753 | 72 | 85 | 16 | 25 | 7 | 111 | 23 | 63 | 12 |
| Education - further | 1 to 11 | 0.9% | 1.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| | 12 to 21 | 14.0% | 9.6% | 7.0% | 12.5% | 4.5% | 16.7% | 12.5% | 3.7% | 22.9% | 6.7% |
| | 22 to 35 | 28.4% | 23.5% | 46.5% | 31.3% | 45.5% | 33.3% | 25.0% | 33.3% | 22.9% | 40.0% |
| | 36 to 48 | 55.1% | 64.3% | 44.2% | 56.3% | 50.0% | 50.0% | 62.5% | 59.3% | 54.3% | 53.3% |
| | Other | 1.5% | .9% | 2.3% | 0.0% | 0.0% | 0.0% | 0.0% | 3.7% | 0.0% | 0.0% |
| | Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| | Total N | 457 | 115 | 43 | 16 | 22 | 6 | 72 | 27 | 35 | 15 |
| Education - higher | 1 to 11 | 2.0% | 2.0% | 1.7% | 1.8% | 1.0% | 2.3% | 1.1% | 0.9% | 1.0% | 2.4% |
| | 12 to 21 | 15.8% | 9.7% | 13.7% | 8.1% | 16.5% | 9.1% | 10.7% | 4.4% | 10.1% | 7.1% |
| | 22 to 35 | 31.9% | 30.8% | 38.7% | 31.5% | 37.1% | 25.0% | 34.4% | 26.5% | 30.3% | 21.4% |
| | 36 to 48 | 47.2% | 54.6% | 42.3% | 53.2% | 42.3% | 56.8% | 48.9% | 65.5% | 53.5% | 69.0% |
| | Other | 3.1% | 2.9% | 3.7% | 5.4% | 3.1% | 6.8% | 4.8% | 2.7% | 5.1% | 0.0% |
| | Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| | Total N | 1994 | 588 | 300 | 111 | 97 | 44 | 270 | 113 | 99 | 42 |
| Health and/or social care | 1 to 11 | 1.1% | 0.0% | 2.6% | 0.0% | 0.0% | 0.0% | 0.6% | 0.0% | 0.7% | 0.0% |
| | 12 to 21 | 12.7% | 7.3% | 7.7% | 8.3% | 14.8% | 6.3% | 6.7% | 1.8% | 7.5% | 2.3% |

| Sector | Hours worked per week | Libraries | | Archives | | Records | | Information Management | | Knowledge Management | |
|-----------------------|-----------------------|-----------|-------|----------|-------|---------|-------|------------------------|-------|----------------------|-------|
| | | F % | M % | F % | M % | F % | M % | F % | M % | F % | M % |
| | 22 to 35 | 28.4% | 20.3% | 46.2% | 29.2% | 48.1% | 25.0% | 28.7% | 21.4% | 25.4% | 22.7% |
| | 36 to 48 | 56.5% | 70.7% | 41.0% | 54.2% | 37.0% | 62.5% | 62.2% | 75.0% | 64.9% | 75.0% |
| | Other | 1.3% | 1.6% | 2.6% | 8.3% | 0.0% | 6.3% | 1.8% | 1.8% | 1.5% | 0.0% |
| | Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| | Total N | 552 | 123 | 39 | 24 | 27 | 16 | 164 | 56 | 134 | 44 |
| Government - local | 1 to 11 | 1.9% | 0.0% | 0.0% | 1.3% | 0.0% | 2.5% | 0.0% | 0.0% | 0.0% | 0.0% |
| | 12 to 21 | 18.4% | 7.2% | 9.0% | 7.7% | 3.4% | 2.5% | 7.2% | 1.8% | 14.7% | 0.0% |
| | 22 to 35 | 28.8% | 19.6% | 23.7% | 15.4% | 27.6% | 15.0% | 26.8% | 14.5% | 20.6% | 19.2% |
| | 36 to 48 | 49.1% | 73.2% | 64.1% | 73.1% | 63.8% | 75.0% | 61.9% | 81.8% | 61.8% | 80.8% |
| | Other | 1.9% | 0.0% | 3.2% | 2.6% | 5.2% | 5.0% | 4.1% | 1.8% | 2.9% | 0.0% |
| | Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Total N | 267 | 97 | 156 | 78 | 58 | 40 | 97 | 55 | 34 | 26 | |
| Government - national | 1 to 11 | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| | 12 to 21 | 3.5% | 3.7% | 2.7% | 1.9% | 1.4% | 0.0% | 4.2% | 1.1% | 5.4% | 0.0% |
| | 22 to 35 | 23.9% | 18.5% | 22.7% | 14.8% | 22.2% | 7.8% | 19.6% | 7.5% | 10.8% | 5.8% |
| | 36 to 48 | 72.6% | 77.8% | 73.3% | 81.5% | 75.0% | 90.2% | 74.8% | 90.3% | 82.4% | 94.2% |
| | Other | 0.0% | 0.0% | 1.3% | 1.9% | 1.4% | 2.0% | 1.4% | 1.1% | 1.4% | 0.0% |
| | Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Total N | 113 | 54 | 75 | 54 | 72 | 51 | 143 | 93 | 74 | 52 | |
| Law | 1 to 11 | 2.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 1.0% | 0.0% | 0.0% | 0.0% |
| | 12 to 21 | 11.0% | 9.5% | 0.0% | 6.7% | 0.0% | 10.0% | 11.5% | 6.5% | 9.8% | 5.0% |
| | 22 to 35 | 45.2% | 42.9% | 40.0% | 33.3% | 62.5% | 40.0% | 45.8% | 58.1% | 37.7% | 70.0% |
| | 36 to 48 | 40.4% | 47.6% | 50.0% | 60.0% | 37.5% | 50.0% | 41.7% | 32.3% | 52.5% | 25.0% |
| | Other | 1.4% | 0.0% | 10.0% | 0.0% | 0.0% | 0.0% | 0.0% | 3.2% | 0.0% | 0.0% |
| | Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Total N | 146 | 42 | 10 | 15 | 8 | 10 | 96 | 31 | 61 | 20 | |
| Library - national | 1 to 11 | 2.9% | 1.4% | 1.6% | 0.0% | 0.0% | 0.0% | 0.0% | 4.0% | 0.0% | 0.0% |
| | 12 to 21 | 11.1% | 5.6% | 4.9% | 2.6% | 6.3% | 0.0% | 6.9% | 0.0% | 14.3% | 0.0% |
| | 22 to 35 | 19.3% | 16.9% | 19.7% | 15.8% | 18.8% | 11.8% | 20.7% | 12.0% | 21.4% | 10.0% |
| | 36 to 48 | 66.7% | 74.6% | 73.8% | 78.9% | 75.0% | 82.4% | 72.4% | 80.0% | 64.3% | 90.0% |
| | Other | 0.0% | 1.4% | 0.0% | 2.6% | 0.0% | 5.9% | 0.0% | 4.0% | 0.0% | 0.0% |
| | Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Total N | 171 | 71 | 61 | 38 | 16 | 17 | 29 | 25 | 14 | 10 | |
| Library - public | 1 to 11 | 3.2% | 2.9% | 8% | 1.9% | 0.0% | 0.0% | 0.0% | 2.9% | 0.0% | 5.3% |
| | 12 to 21 | 22.8% | 9.6% | 17.6% | 13.0% | 22.7% | 7.7% | 12.8% | 2.9% | 4.7% | 0.0% |

| Sector | Hours worked per week | Libraries | | Archives | | Records | | Information Management | | Knowledge Management | |
|--------------|-----------------------|-----------|-------|----------|-------|---------|-------|------------------------|-------|----------------------|-------|
| | | F % | M % | F % | M % | F % | M % | F % | M % | F % | M % |
| | 22 to 35 | 24.0% | 16.8% | 28.6% | 16.7% | 22.7% | 7.7% | 30.8% | 14.3% | 34.9% | 26.3% |
| | 36 to 48 | 48.7% | 70.1% | 50.4% | 66.7% | 50.0% | 76.9% | 55.1% | 77.1% | 60.5% | 68.4% |
| | Other | 1.4% | .5% | 2.5% | 1.9% | 4.5% | 7.7% | 1.3% | 2.9% | 0.0% | 0.0% |
| | Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| | Total N | 1453 | 375 | 119 | 54 | 22 | 13 | 78 | 35 | 43 | 19 |
| Third Sector | 1 to 11 | 6.5% | 0.0% | 3.8% | 0.0% | 0.0% | 0.0% | 1.4% | 0.0% | 3.2% | 0.0% |
| | 12 to 21 | 13.9% | 11.1% | 6.4% | 8.3% | 3.0% | 0.0% | 8.2% | 0.0% | 12.9% | 0.0% |
| | 22 to 35 | 42.6% | 55.6% | 46.2% | 41.7% | 60.6% | 42.9% | 50.7% | 57.1% | 48.4% | 57.1% |
| | 36 to 48 | 35.2% | 33.3% | 41.0% | 41.7% | 33.3% | 42.9% | 38.4% | 38.1% | 32.3% | 42.9% |
| | Other | 1.9% | 0.0% | 2.6% | 8.3% | 3.0% | 14.3% | 1.4% | 4.8% | 3.2% | 0.0% |
| | Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| | Total N | 108 | 27 | 78 | 24 | 33 | 14 | 73 | 21 | 31 | 14 |
| Other | 1 to 11 | 3.5% | 4.8% | 2.5% | 0.0% | 0.0% | 0.0% | .8% | 0.0% | 0.0% | 0.0% |
| | 12 to 21 | 18.1% | 8.1% | 15.9% | 2.5% | 11.0% | 5.6% | 11.0% | 0.0% | 9.3% | 6.7% |
| | 22 to 35 | 39.4% | 22.6% | 36.3% | 15.0% | 46.6% | 11.1% | 39.0% | 25.7% | 38.9% | 13.3% |
| | 36 to 48 | 34.5% | 64.5% | 40.8% | 80.0% | 42.5% | 77.8% | 48.3% | 71.4% | 50.0% | 80.0% |
| | Other | 4.4% | 0.0% | 4.5% | 2.5% | 0.0% | 5.6% | 0.8% | 2.9% | 1.9% | 0.0% |
| | Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| | Total N | 226 | 62 | 157 | 40 | 73 | 18 | 118 | 35 | 54 | 15 |
| All | 1 to 11 | 2.1% | 2.0% | 2.8% | 2.6% | 1.2% | 1.7% | 0.8% | 0.7% | 0.6% | 1.0% |
| | 12 to 21 | 16.0% | 8.2% | 12.5% | 6.7% | 9.4% | 3.9% | 8.7% | 3.2% | 8.1% | 2.9% |
| | 22 to 35 | 29.4% | 25.0% | 29.5% | 21.4% | 34.0% | 18.5% | 33.3% | 25.1% | 28.9% | 24.5% |
| | 36 to 48 | 50.3% | 63.2% | 52.3% | 67.4% | 53.1% | 73.6% | 55.0% | 70.2% | 60.5% | 71.6% |
| | Other | 2.1% | 1.6% | 3.0% | 1.9% | 2.2% | 2.2% | 2.3% | 0.7% | 1.9% | 0.0% |
| | Total % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| | Total N | 5294 | 1328 | 1148 | 430 | 403 | 178 | 1046 | 410 | 516 | 208 |