A study of the UK information workforce

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

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Table of Contents

List of figures

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 workforce[1] 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% respectively[3]).

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.

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[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

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.

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[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 Council[7]. 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

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[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 privacy[8]. 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 2014[9]. 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 players[10] revealed no activity other than a reference to the American Library Association's member demographics survey which considers age, gender, ethnicity and qualifications.

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[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.

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[11] Data collection via an online LLUK 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-face[12]:

- 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-

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[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.

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[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

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[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 polices 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 Heath 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 subjects[15])?
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)

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[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 variance[16] was used to investigate whether evident differences between groups in the tables produced were significant or not. The t-test[17] was applied in cases where there were only two groups. To determine any significant associations between rows and columns in tables Pearson's Chi square[18] was computed. Statistical significance was indicated if the P value[19] 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 86,376[21] 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

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[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 *Labour Force Survey* – 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.

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[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 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
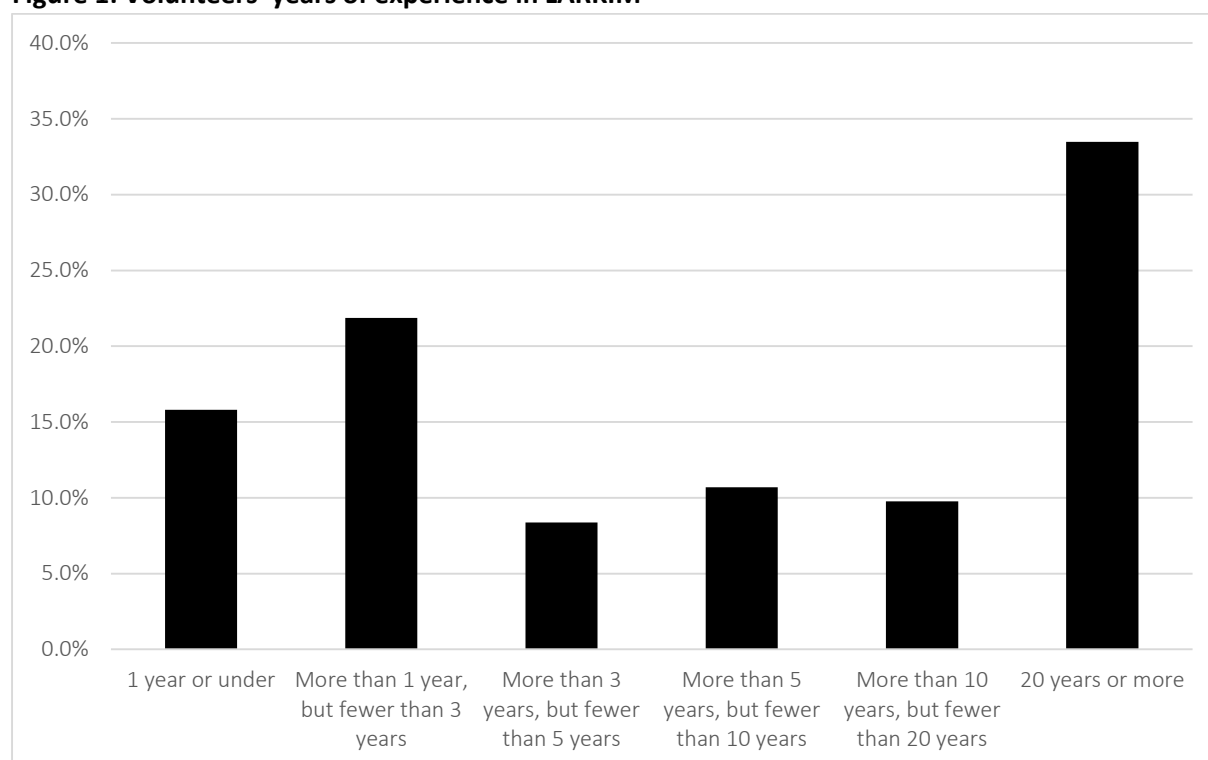
To give reliable estimates from the data collected according to protected characteristics is also difficult. This is due to the low representation of: those who are not white; those who are not heterosexual; and those whose religious affiliation is other than Christian or none. Similarly close consideration 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 size[23].

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

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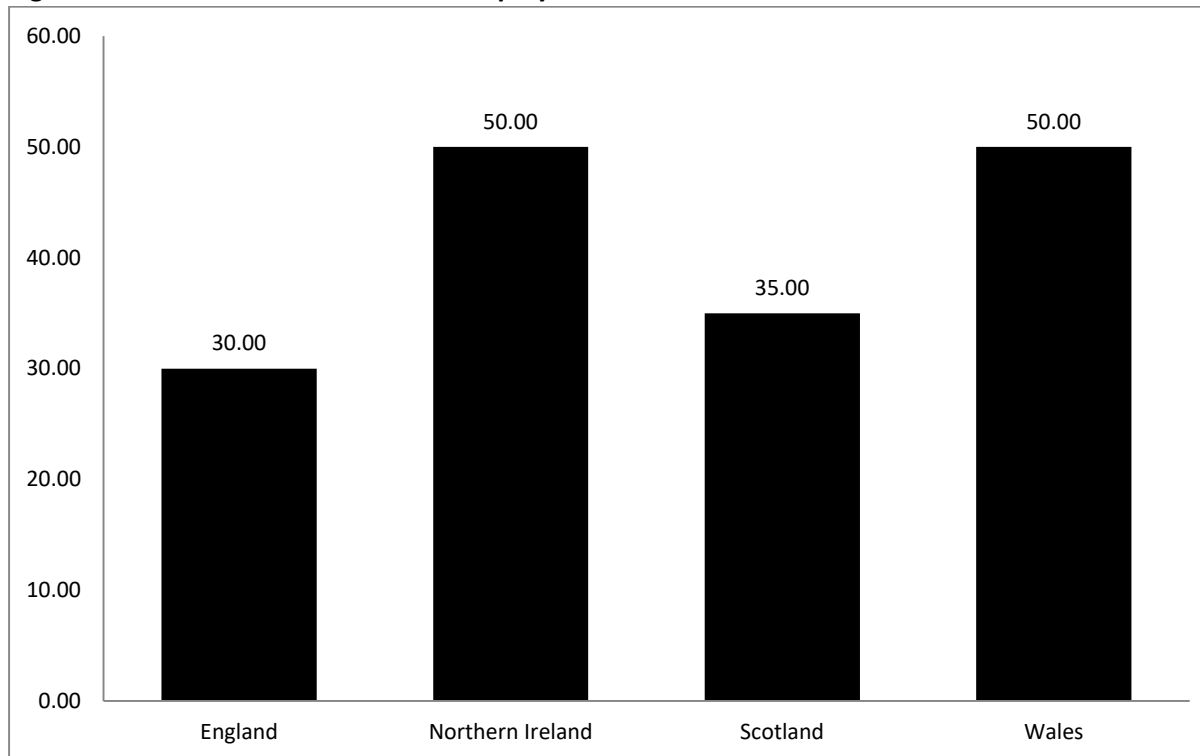
Figure 3 shows the median number of LARKIM workers within employing organisations in the English regions. It should be noted that the high median for Yorkshire and Humberside reflects that there was a low response rate from this region, and that those who did respond work in large organisations such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

Figure 3: Median number of LARKIM employees in English regions
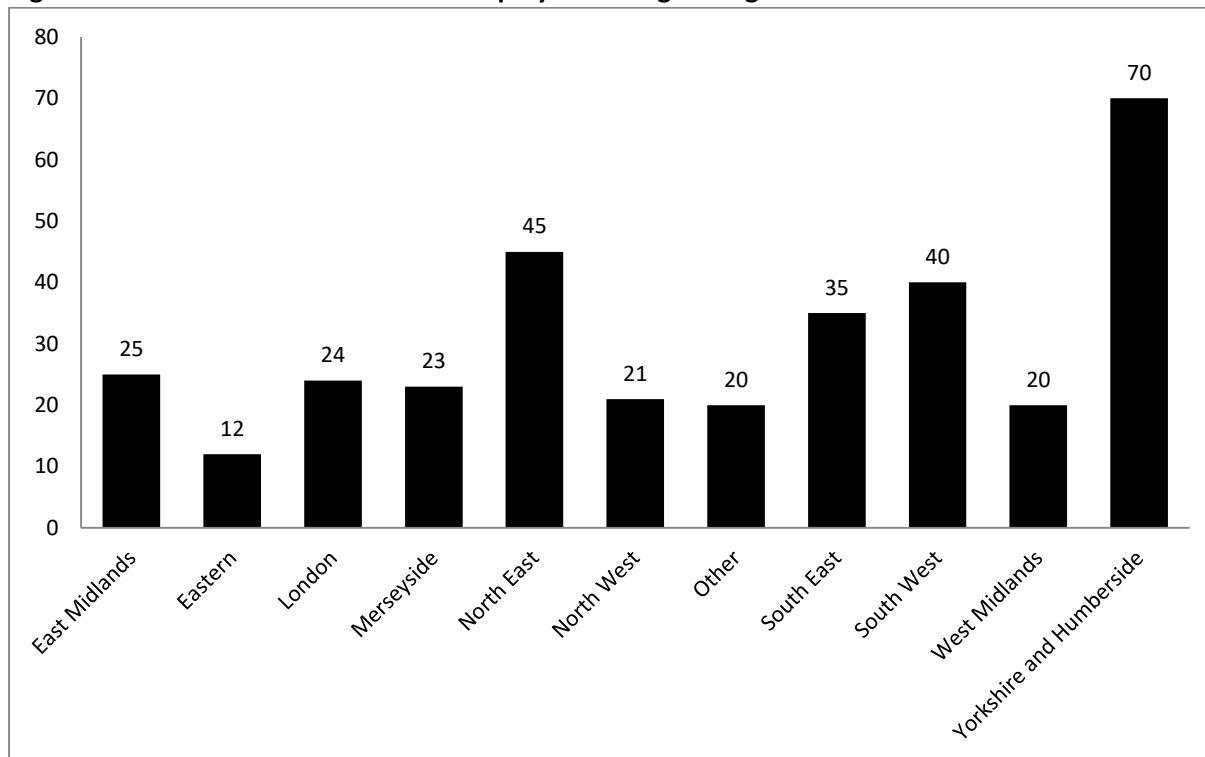
4.2.3 Distribution of the workforce by domain

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
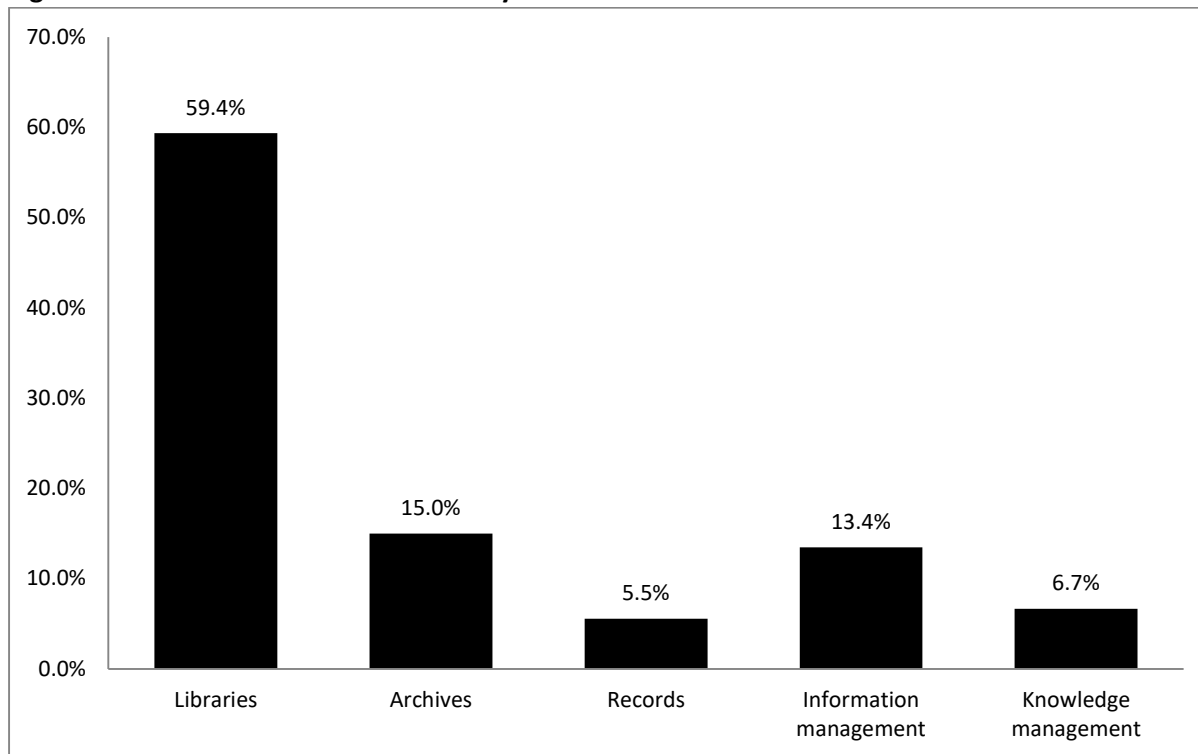
4.2.4 Distribution of the workforce by sector

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 sector[24]
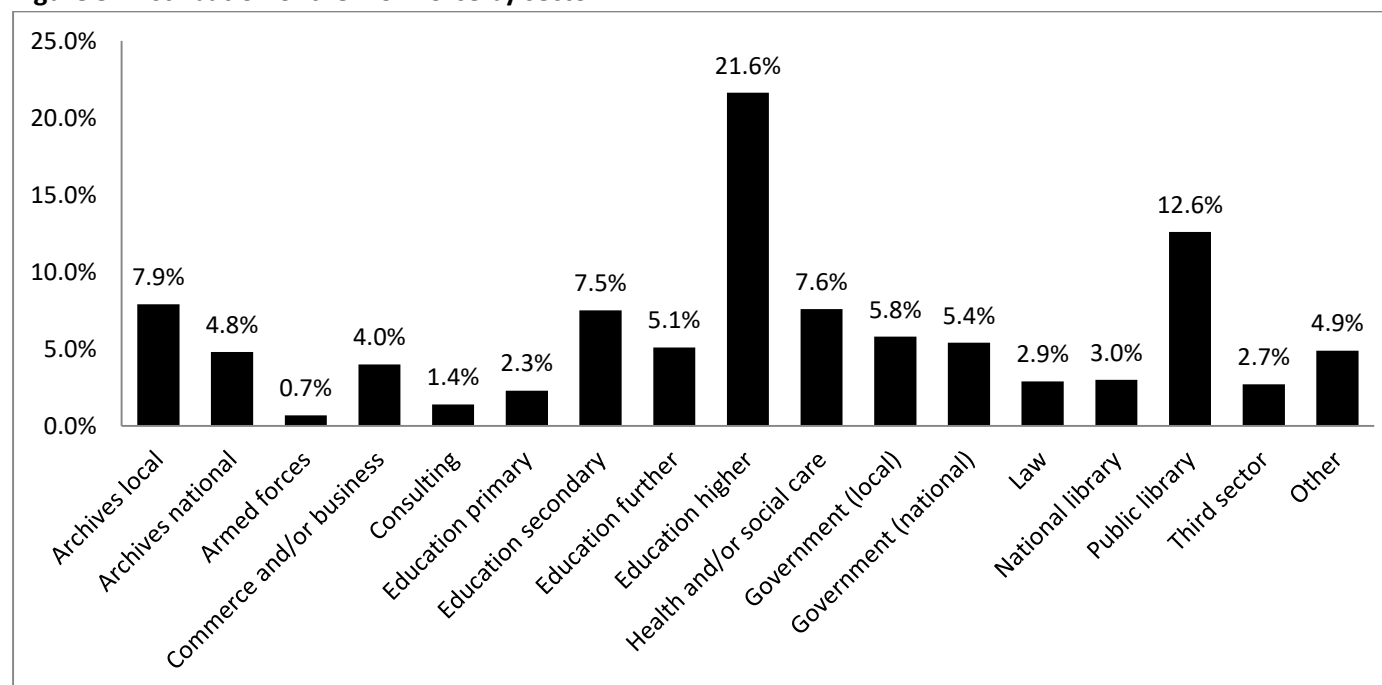
The proportion of respondents working in each sector for each domain is shown in Table 4. It can be seen that in three domains – Libraries, Records and Information Management – the highest figures relate to the higher education sector. In Archives the highest figure is for local archives, and for Knowledge 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					
	Libraries %	Archives %	Records %	Information Management %	Knowledge Management %	All domains
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 identity 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 sectors[25]. 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.

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[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

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[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%	·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

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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
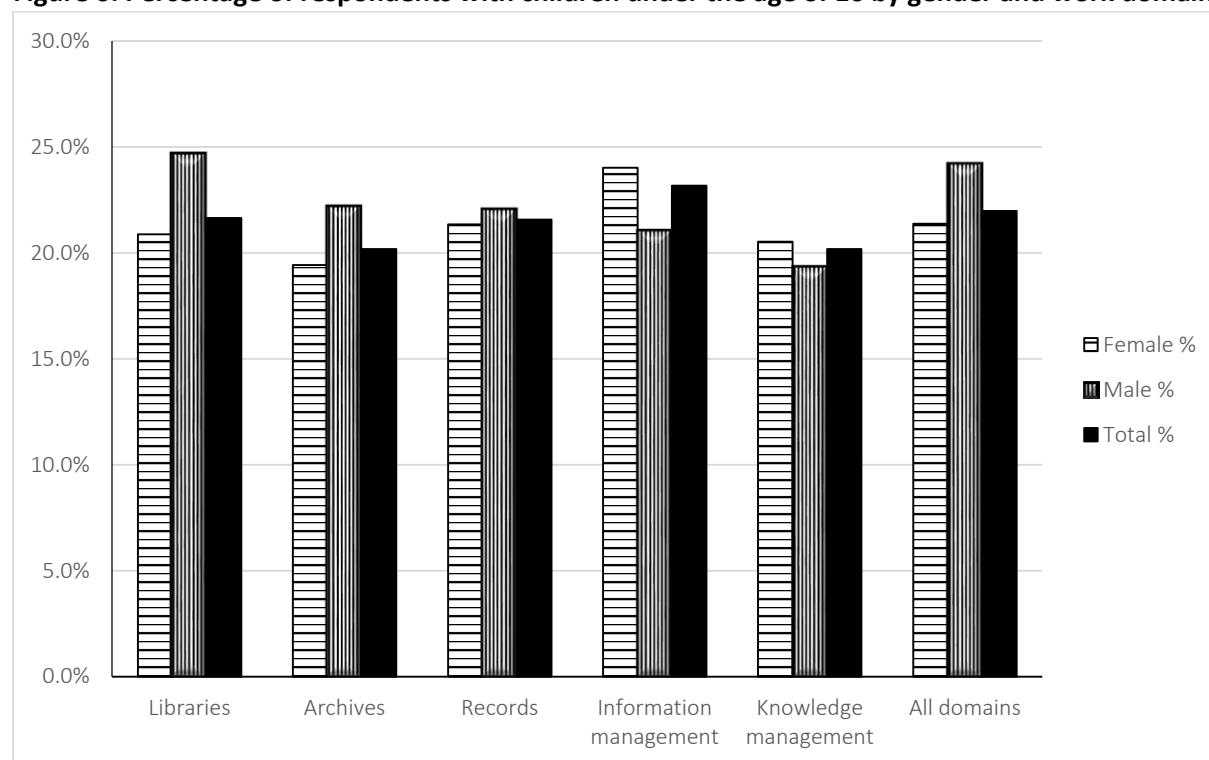
161 respondents identified themselves as single parents with children under the age of 16, i.e. 8·3% of the parent population. This figure is low when compared with that of the general population: the proportion of families with children headed by single parents is 25%, a figure that has remained steady for the past decade[28].

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.)

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

Figure 7: Proportions of single parents by work domain
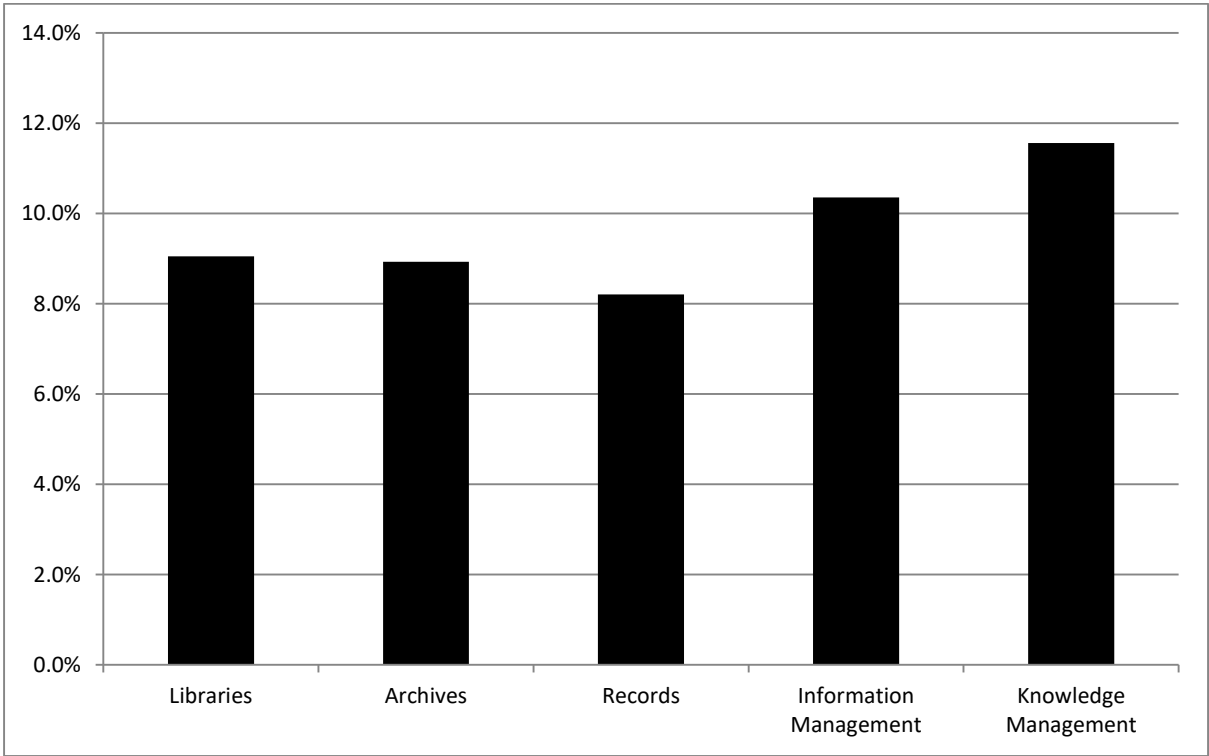
4.3.8 Caring

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 UK[29] 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.

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[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
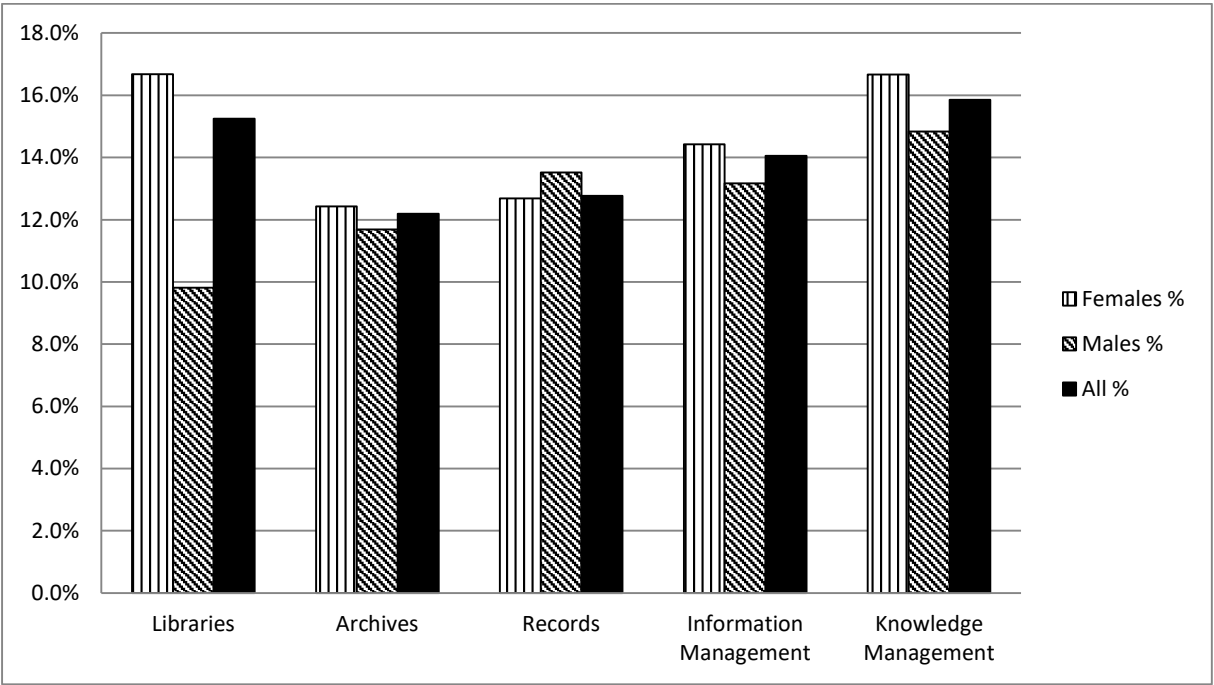
4.4   Health and wellbeing indicators

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 returns[30].

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[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
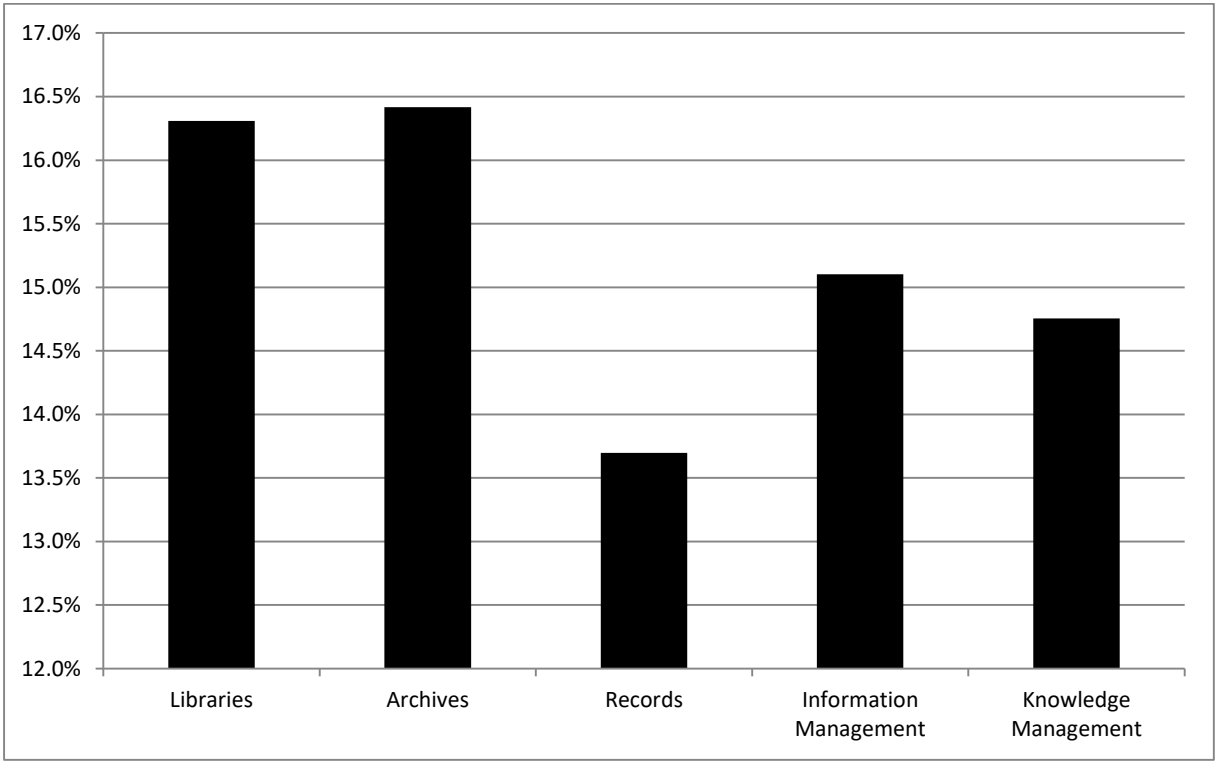
The types of health issue reported are shown in Table 14. The most common issues are depression, bad nerves or anxiety, problems connected with legs or feet, back or neck and arms or hands (mainly arthritis or rheumatism). Mental illness was also frequently cited: across the domains between 8·6% and 13·4% of the population that suffers from long-term health issues identified mental illness as a problem. According to the Mental Health Foundation[31], 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 indentifying 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 issues[32]

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

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[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
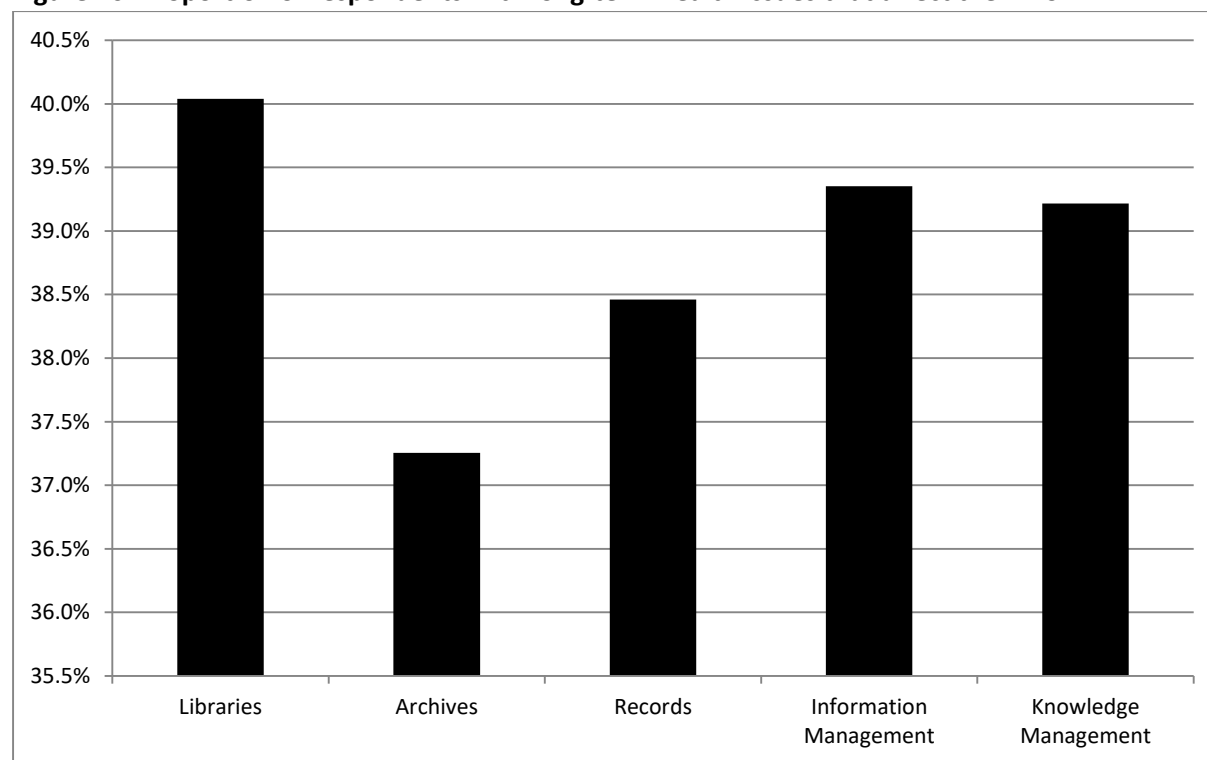
4.5   Career indicators

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 that 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 domains(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	220
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	552

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 service[33]. 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

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[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%	·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%	·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%	·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 status[34]

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		

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[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
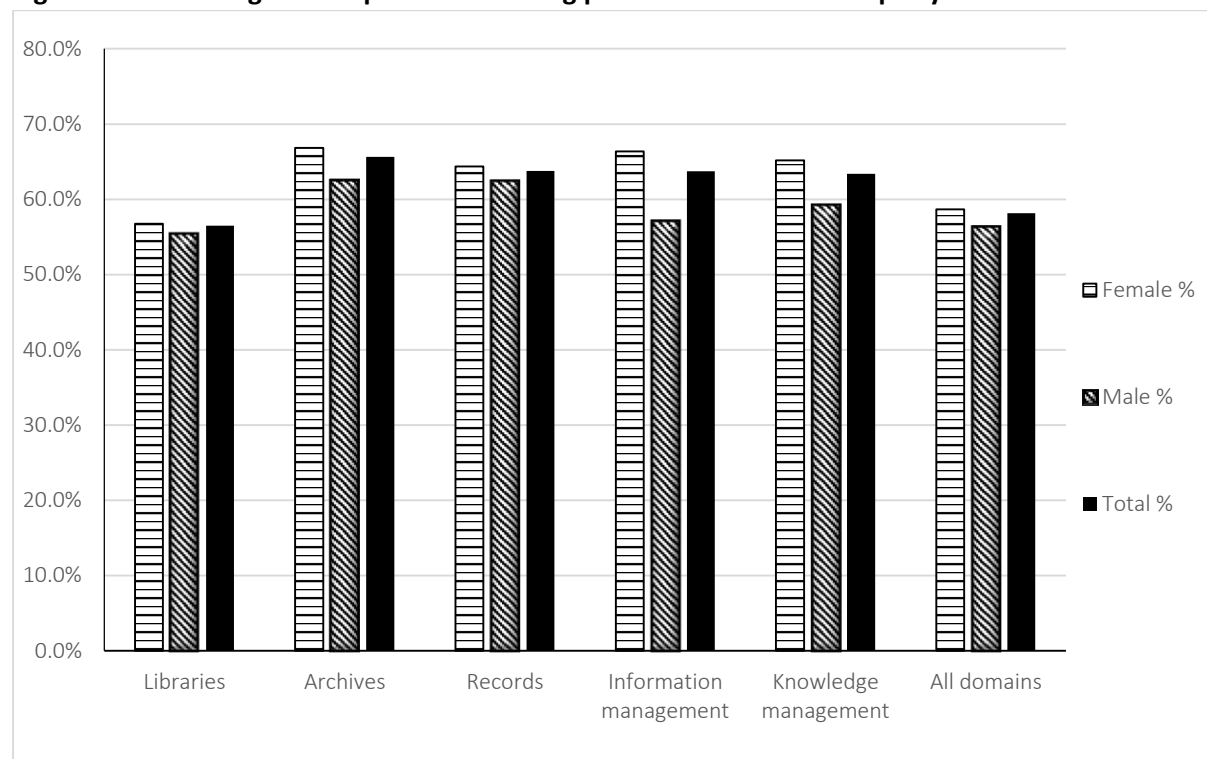
4.6.4.2   *Professional membership and job status*

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
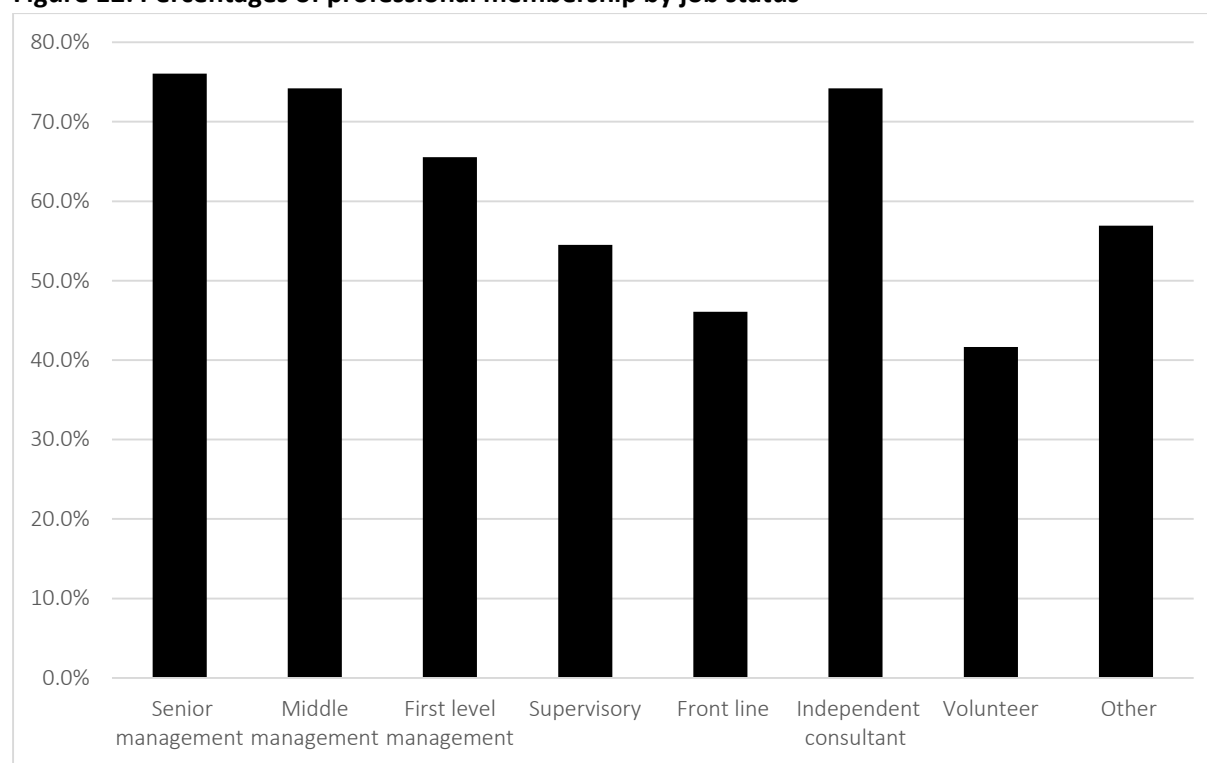
4.6.4.3   Top professional membership bodies

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
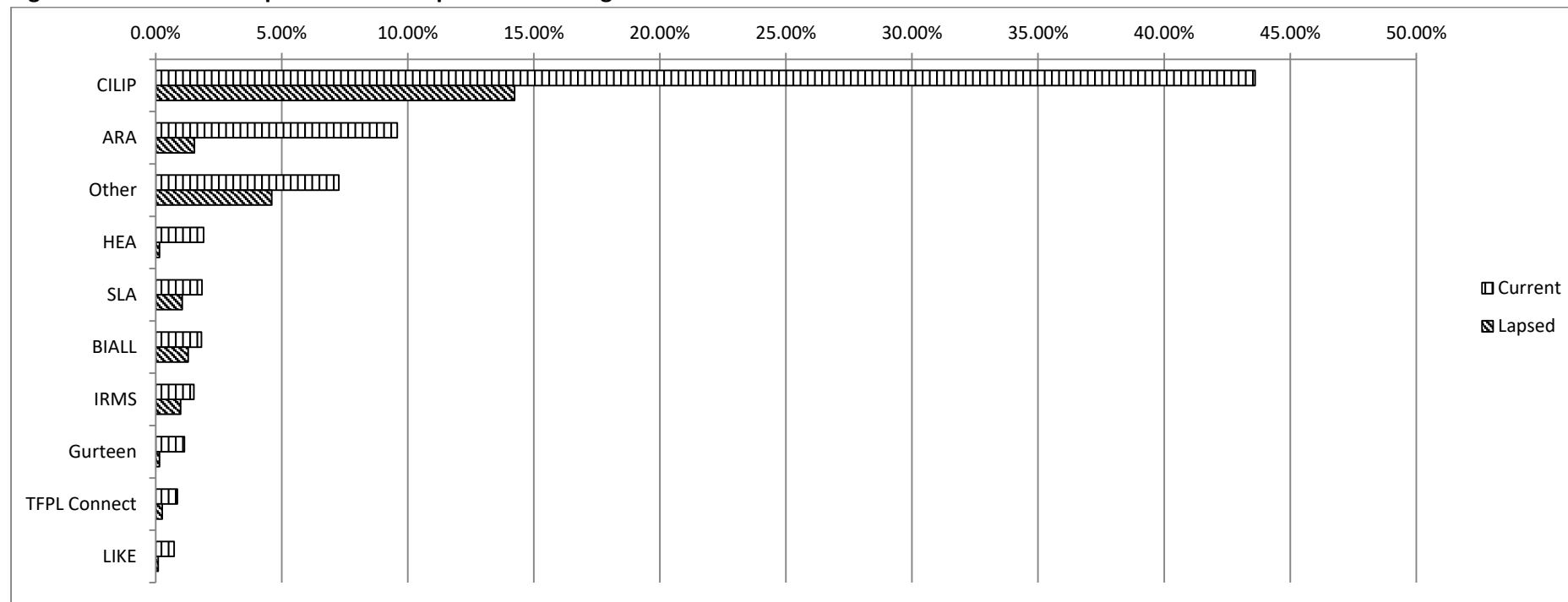
Figure 14: Current and lapsed memberships of LARKIM organisations (continued)
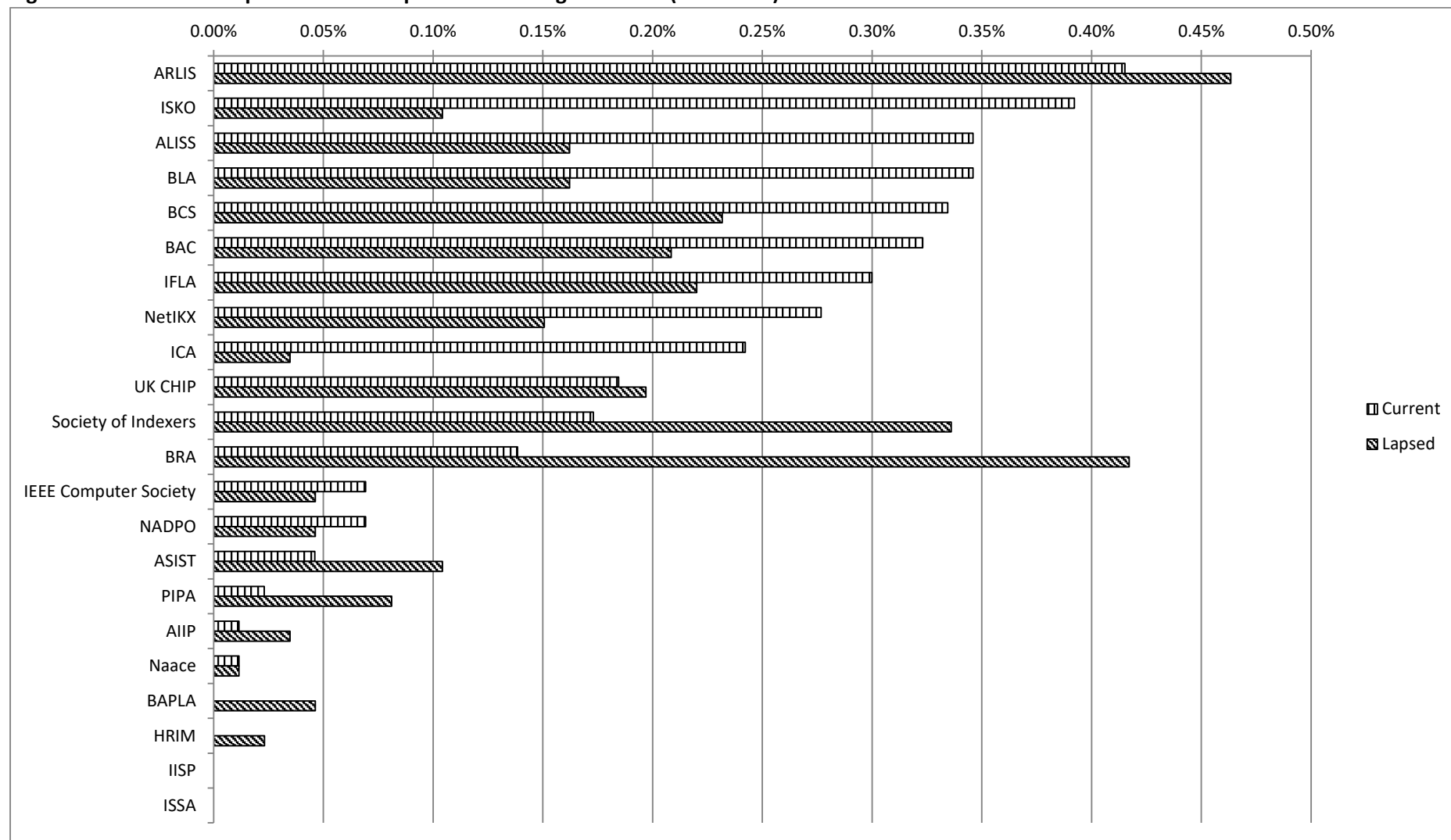
4.6.4.6   Membership of CILIP and ARA

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
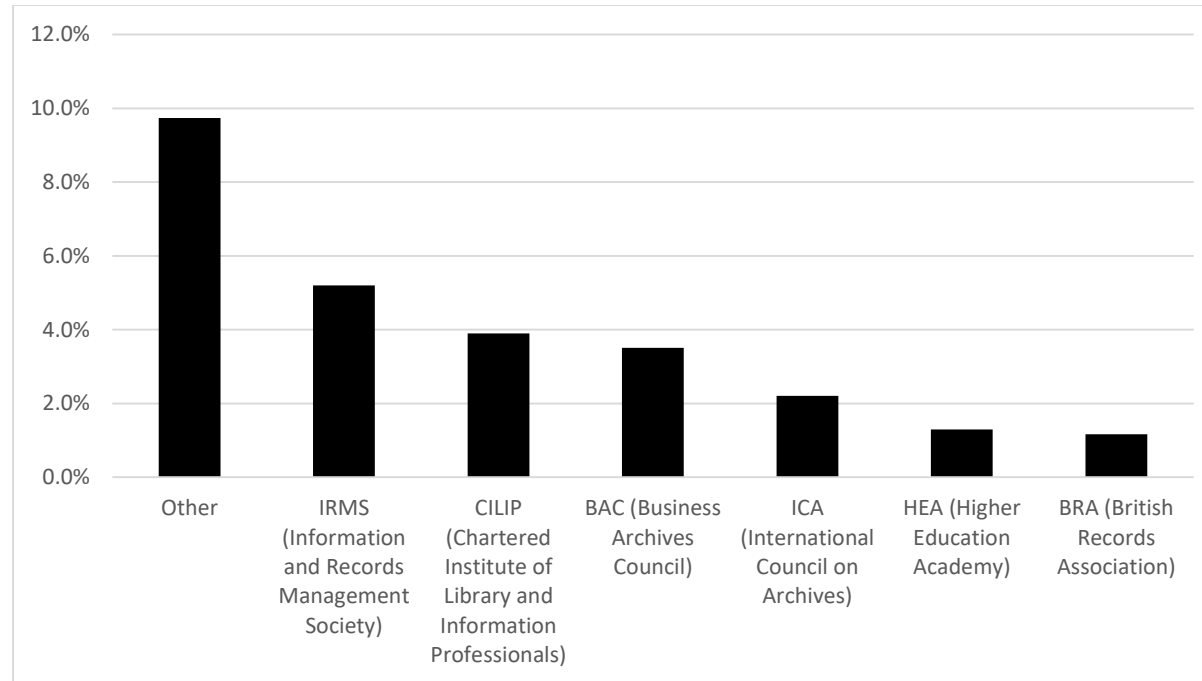
Figure 16: CILIP members who are also members of other LARKIM organisations
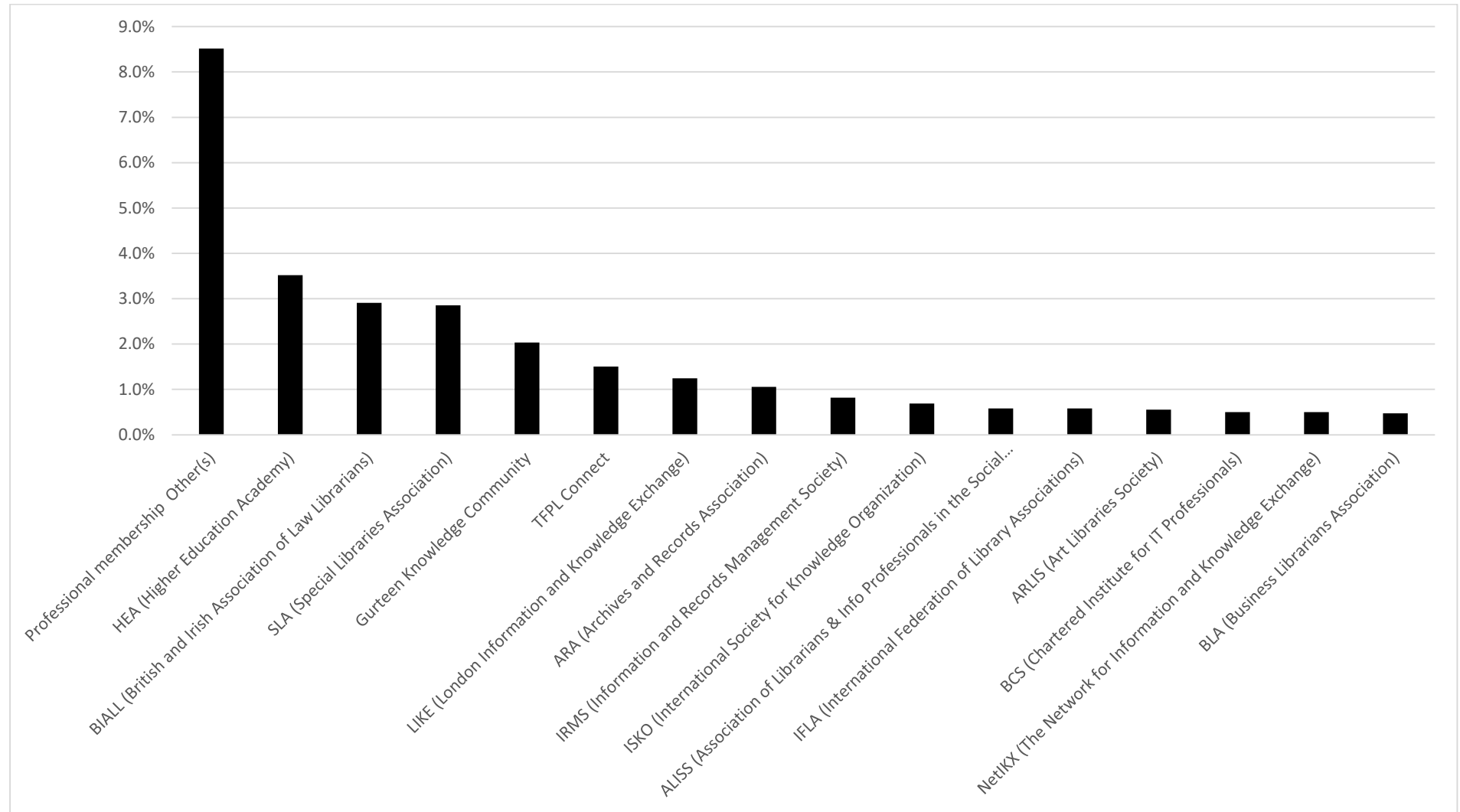
4.7   Hours, contracts and earnings indicators

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
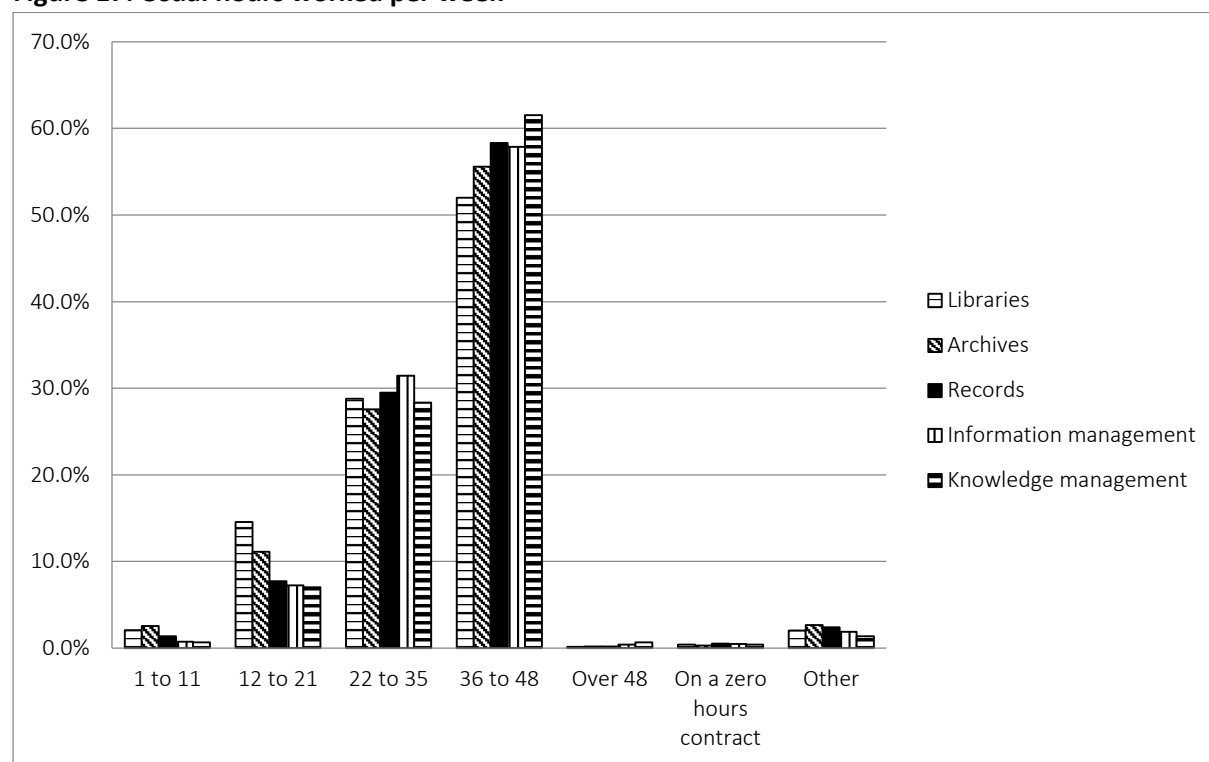
The percentages of those who work in the different hour ranges are presented by gender and domain in Table 40. This analysis is based on data from respondents who gave their gender, identified the domain(s) in which they work, and provided details of their working hours. It can be seen here that the 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%
	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%
	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%
	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%	0·5%	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%	100%	57
	National library	5·8%	92·3%	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%	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	5186

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	1226

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	607

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	6514

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%	0·1%	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

Gross pay	Those who work fewer than 22 hours per week													
	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%	·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
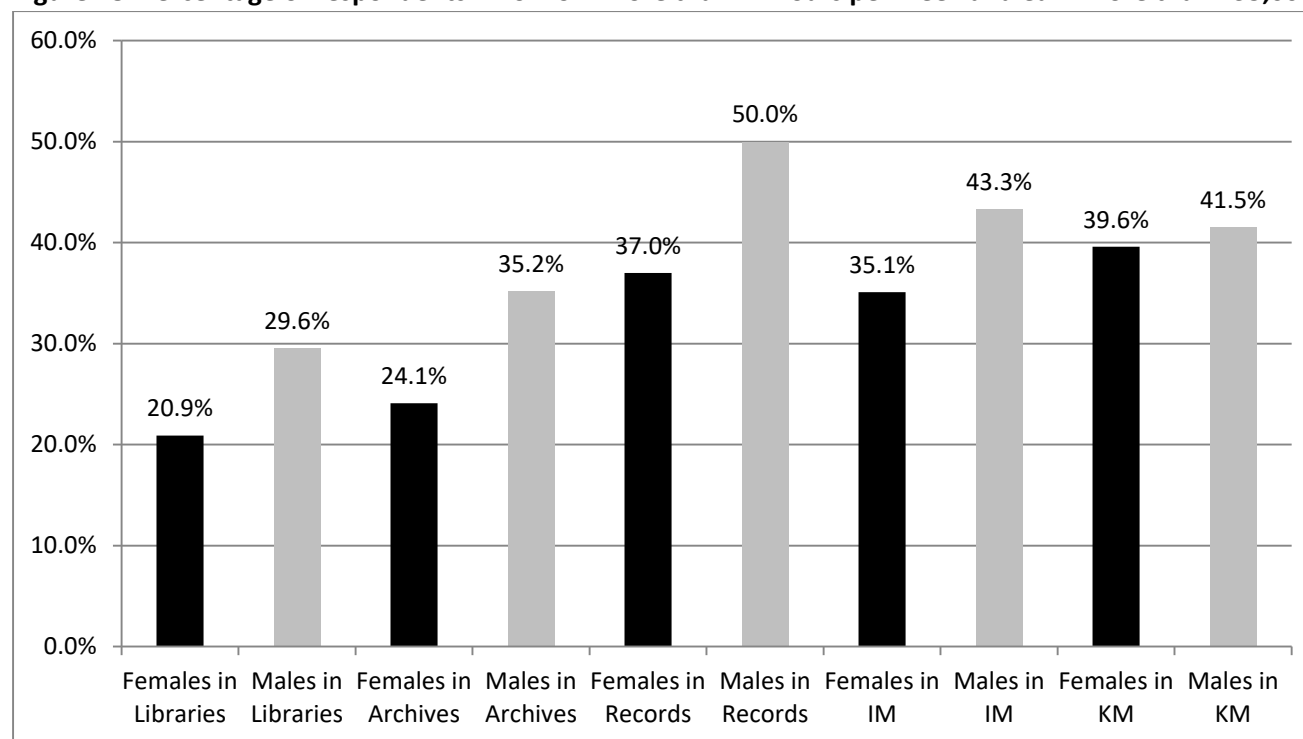
4.7.5.6 Pay and caring

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%	0·2%	·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 East[35]. 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%

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[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

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[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
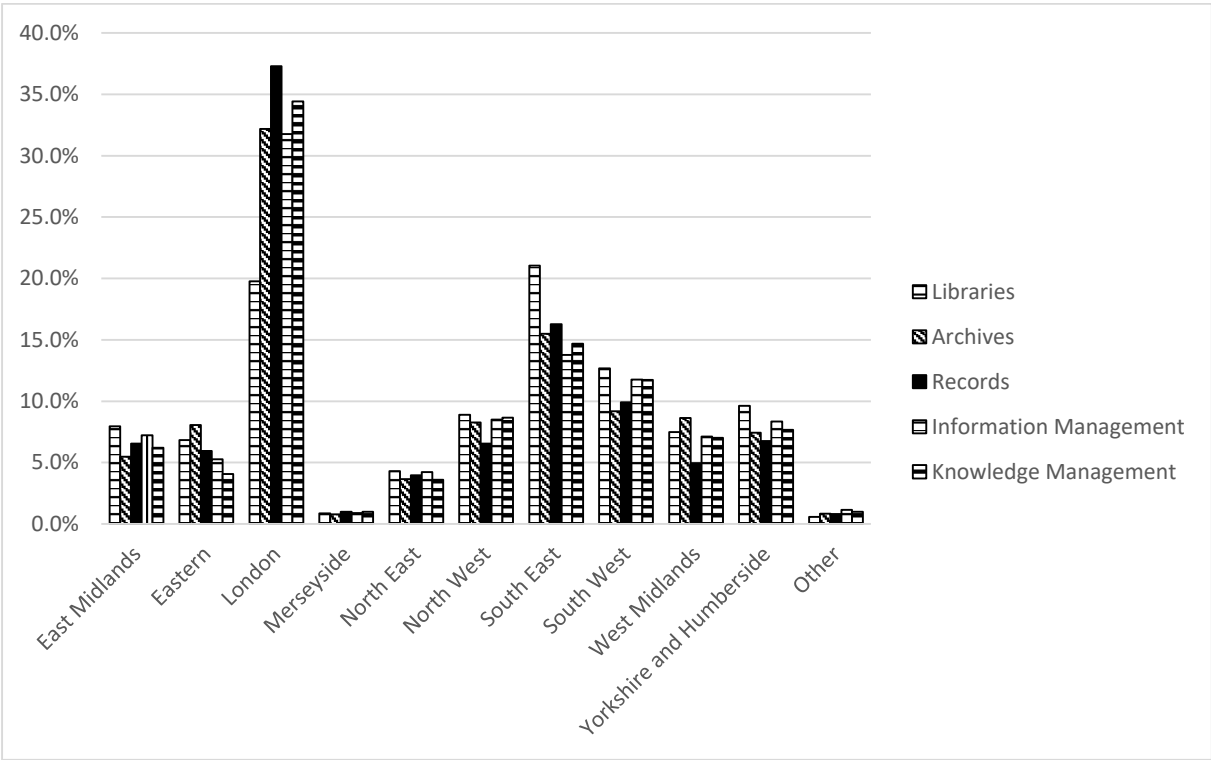
4.8.1.3   Regional distribution by sector

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 sector[37]

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 %	York-shire 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%

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[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 %	York-shire 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
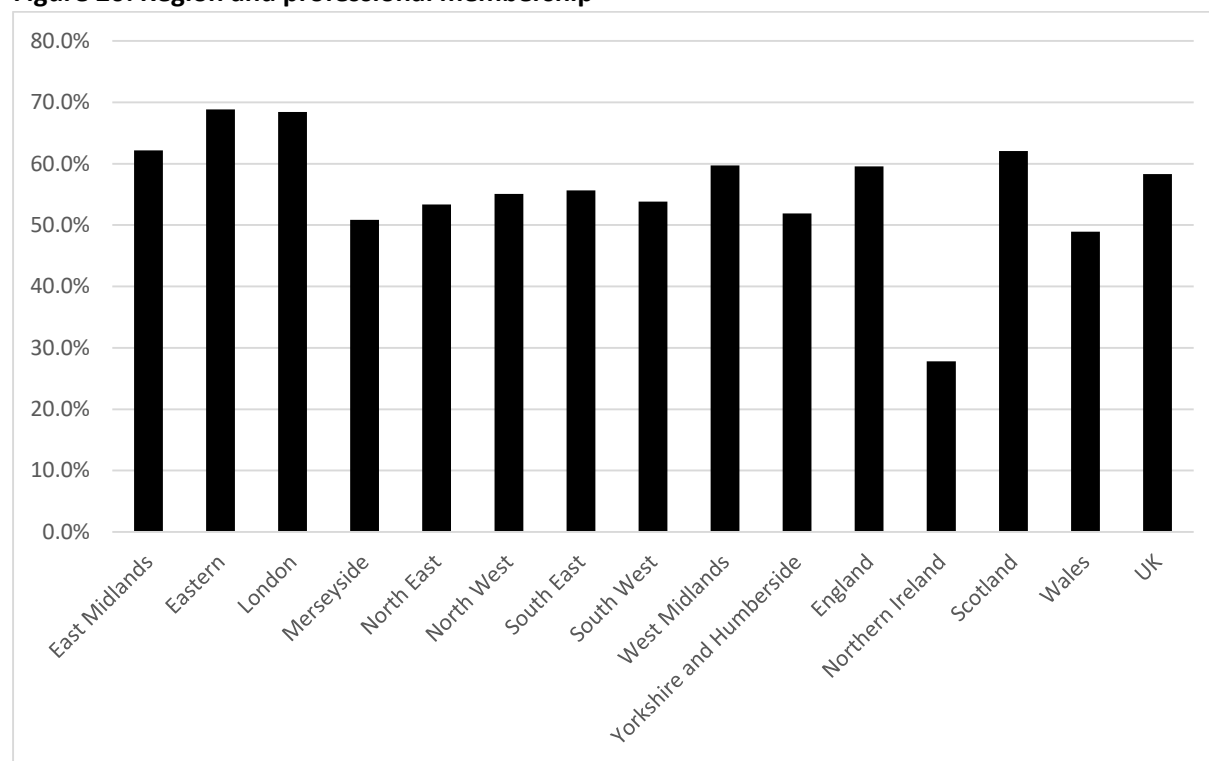
4.8.3 Region and job status

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

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[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
	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%
England	£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%	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
	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%
Wales	£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	180
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	4
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	19

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	48
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	69
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	58

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	33
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	38

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%
Mean: English regions	*35·9%*	*34·4%*	*42·5%*	*49·9%*	*48·3%*	*42·2%*
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%
Mean: countries	*33·2%*	*39·8%*	*47·7%*	*46·4%*	*43·9%*	*42·2%*

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*

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[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% respectively[41]). 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.

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[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 that £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 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* data[44]. 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

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[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.

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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%

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[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?**
     o   Yes, I wish to proceed.
     o   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.
- o Libraries
- o Archives
- o Records
- o Information management
- o Knowledge management

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?
- o Yes
- o No

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

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	

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.
o   Not applicable
o   No
o   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.
o   Archives – local
o   Archives – national
o   Armed forces
o   Commerce and/or business
o   Consulting
o   Education – primary
o   Education – secondary
o   Education – further
o   Education – higher
o   Health and/or social care
o   Government – local
o   Government – national
o   Law
o   National library
o   Public library
o   Third sector
o   Other
       Please specify

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10.   In which country or region is your workplace based?
o   England
o   Wales
o   Scotland
o   Northern Ireland
o   Republic of Ireland
o   Channel Islands or Isle of Man
o   Other
       Please specify

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

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11. **In which region of England is your workplace based?**
    o East Midlands
    o Eastern
    o London
    o Merseyside
    o North East
    o North West
    o South East
    o South West
    o West Midlands
    o Yorkshire and Humberside
    o Other
       Please specify

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12. **In which region of Scotland is your workplace based?**
    o Central (Clackmannanshire, Falkirk, Stirling)
    o East (Borders, Edinburgh, Fife, Lothians)
    o North (Highland, Moray, Orkney, Shetland, Western Isles)
    o North East (Aberdeen, Aberdeenshire)
    o Tayside (Angus, Dundee, Perth and Kinross)
    o West (Argyll and Bute, Ayrshire, Dumfries and Galloway, Dunbartonshire, Glasgow, Inverclyde, Lanarkshire, Renfrewshire)
    o Other
       Please specify

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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.
    o Not applicable
    o 1 to 11
    o 12 to 21
    o 22 to 35
    o 36 to 48
    o Over 48
    o On a zero hours contract
    o 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)?**
    o Not applicable

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16. Do you get paid for overtime?
  o Not applicable
  o Yes
  o No

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

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18. What is your gross pay before any deductions? Please tick your annual rate or enter your hourly rate.
  o £0
  o £10,000 or less
  o £10,001 to £12,500
  o £12,501 to £15,000
  o £15,001 to £17,500
  o £17,501 to £20,000
  o £20,001 to £22,500
  o £22,501 to £25,000
  o £25,001 to £30,000
  o £30,001 to £35,000
  o £35,001 to £40,000
  o £40,001 to £50,000
  o £50,001 to £80,000
  o £80,001 or more
  o Hourly rate
    Please specify

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19. Approximately how many members of staff in your organisation work in libraries, archives, records, or information and knowledge management?
  o Not applicable

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20. How long have you been in your current post?
  o 1 year or under
  o More than 1 year, but fewer than 3 years
  o More than 3 years, but fewer than 5 years
  o More than 5 years, but fewer than 10 years
  o More than 10 years, but fewer than 20 years
  o 20 years or more

21. **For how long in total have you worked within libraries, archives, records, or in information and knowledge management?**
    o 1 year or under
    o More than 1 year, but fewer than 3 years
    o More than 3 years, but fewer than 5 years
    o More than 5 years, but fewer than 10 years
    o More than 10 years, but fewer than 20 years
    o 20 years or more

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Section B: Qualifications

22. **What is your highest level of *academic/vocational* qualification *in any subject*?**
    o No academic qualifications
    o PhD
    o Masters degree
    o Postgraduate diploma
    o Postgraduate certificate
    o Bachelors degree with honours
    o Bachelors degree (ordinary)
    o Foundation degree
    o Scottish Professional Apprenticeship (SVQ level 5)
    o Higher National Diploma/Diploma of Higher Education
    o Higher National Certificate/Certificate of Higher Education
    o Scottish Modern Apprenticeship (SVQ level 2-3)
    o Advanced Higher Scottish Baccalaureate/Vocational programme level 4 or 5 (England/Wales/NI)
    o A levels or equivalent/Scottish Highers (SQA level 6)/Vocational programme level 3 (England/Wales/NI)
    o GCSEs or equivalent/Scottish National (SQA level 5)/Vocational programme level 2 (England/Wales/NI)
    o Other academic qualifications
      Please specify

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23. **Do you hold any specific *academic* qualification related to *librarianship, archives, and/or records/information/knowledge management* (LARIKM)? Please tick all that apply.**
    o No academic qualifications in LARIKM
    o PhD in LARIKM
    o Masters degree in LARIKM
    o Postgraduate diploma in LARIKM
    o Postgraduate certificate in LARIKM
    o Bachelors degree with honours in LARIKM
    o Bachelors degree (ordinary) in LARIKM
    o Foundation degree in LARIKM
    o Scottish Professional Apprenticeship (SVQ level 5) in LARIKM
    o Higher National Diploma/Diploma of Higher Education in LARIKM
    o Higher National Certificate/Certificate of Higher Education in LARIKM
    o Scottish Modern Apprenticeship (SVQ level 2-3) in LARIKM
    o Advanced Higher Scottish Baccalaureate/Vocational programme level 4 or 5 (England/Wales/NI) in LARIKM
    o A levels or equivalent/Scottish Highers (SQA level 6)/Vocational programme level 3 (England/Wales/NI) in LARIKM

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

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24. **Do you hold any *professional* qualifications related to librarianship, archives, and/or records/information/knowledge management? Please tick all that apply.**
    o No professional qualifications related to librarianship, archives, and/or records/information/knowledge management
    o ACLIP (awarded by the Chartered Institute of Library and Information Professionals)
    o FCLIP (awarded by the Chartered Institute of Library and Information Professionals)
    o MCLIP (awarded by the Chartered Institute of Library and Information Professionals)
    o AMIRMS (awarded by the Information and Records Management Society)
    o FBCS (awarded by Chartered Institute for IT)
    o MBCS (awarded by Chartered Institute for IT)
    o PACR (awarded by the Institute of Conservation)
    o RMARA (awarded by the Archives and Records Association)
    o UKCHIP (awarded by the UK Council for Health Informatics)
    o Other professional qualifications related to librarianship, archives, and/or records/information/knowledge management
      Please specify

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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?**
    o Yes
    o No
(Choosing 'No' leads to Q26. Choosing 'Yes' leads to Q27.)

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26. **Of which professional bodies and/or networks are you a *personal* member? Please tick all that apply.**
    o AIIP (Association of Independent Information Professionals)
    o ALISS (Association of Librarians and Information Professionals in the Social Sciences)
    o ARA (Archives and Records Association)
    o ARLIS (Art Libraries Society)
    o ASIST (Association for Information Science and Technology)
    o BAC (Business Archives Council)
    o BAPLA (The British Association of Picture Libraries and Agencies)
    o BCS (Chartered Institute for IT Professionals)
    o BIALL (British and Irish Association of Law Librarians)
    o BLA (Business Librarians Association)
    o BRA (British Records Association)
    o CILIP (Chartered Institute of Library and Information Professionals)
    o Gurteen Knowledge Community
    o HEA (Higher Education Academy)
    o HRIM (Institute of Health Records and Information Management)
    o ICA (International Council on Archives)
    o IEEE Computer Society (Institute of Electrical and Electronics Engineers)
    o 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 Heath Informatics Professions)
- Other(s)
  Please specify

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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.)

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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)

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

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

30. What is your gender?
- o Female
- o Male
- o Other
- o Prefer not to say

31. Do you have children under the age of 16 years old?
- o Prefer not to say
- o No
- o Yes (Please enter how many children under 16 years old.)
  Please specify

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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?
- o Prefer not to say

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

33. How would you describe your national identity? Please tick all that apply.
  o English
  o Welsh
  o Scottish
  o Northern Irish
  o British
  o Prefer not to say
  o Other(s)

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

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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?
- o Yes
- o No
- o Prefer not to say

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

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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?
- o Yes
- o No
- o 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.
- o Problems or disabilities (including arthritis or rheumatism) connected with the arms or hands
- o Problems or disabilities (including arthritis or rheumatism) connected with legs or feet
- o Problems or disabilities (including arthritis or rheumatism) connected with back or neck
- o Difficulty in seeing (while wearing spectacles or contact lenses)
- o Difficulty in hearing
- o A speech impediment
- o Severe disfigurements, skin conditions, allergies
- o Chest or breathing problems, asthma, bronchitis
- o Heart, blood pressure or blood circulation problems
- o Stomach, liver, kidney or digestive problems
- o Diabetes
- o Depression, bad nerves or anxiety
- o Epilepsy
- o Severe or specific learning difficulties
- o Mental illness or phobias/panics, or other nervous disorders
- o 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.)
- o Prefer not to say
- o Other health problems or disabilities
  Please specify

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

<center>-- Page break —</center>

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

40. What is your religion?
- o No religion
- o Christian (including Church of England, Catholic, Protestant and all other Christian denominations)
- o Buddhist
- o Hindu
- o Jewish
- o Muslim
- o Sikh
- o Prefer not to say
- o 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.
- o I am willing to be contacted again for this study.
- o I am willing to complete another survey if this study is re-run in the future.
- o 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%
	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%	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%	a0·0%	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%	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