

Performance Indicator Definition

Reference	M2.7.1		
Title	Overall Employment Rate (%)		
Collection Interval	Annually	Data Source	Annual Population Survey – Office for National Statistics
		Indicator source	Corporate Plan 2018-2023 The Local Plan 2019-2033
Definition	<p>Rationale: This indicator is a measure of employment rates increase in Epping Forest District year-on-year. It will also monitor the Council's contribution towards the aspiration to achieve full employment and will help measure progress on reducing worklessness.</p> <p>Definition:</p> <p>This is the proportion of the working age population (16 to 64 for both men and women) who are in employment according to the International Labour Organisation (ILO) definition.</p> <p>These are National Statistics collected via ONS' Annual Population Survey (essentially a version of Labour Force Survey with a boosted sample size for better accuracy at local area levels) and can be accessed via ONS' NOMIS website:</p> <p>https://www.nomisweb.co.uk/default.asp</p> <p>ONS data clarification:</p> <p><u>Full employment</u> – it is not possible to provide a simple numerical definition of full employment other than to say the employment rate should be as high as is achievable and the unemployment rate as low as possible.</p> <p><u>Economically active</u> – people who are either in employment or unemployed</p> <p><u>Employment rate</u> – the number of people in employment expressed as a percentage of all people aged 16-64.</p> <p>Previously working age measures were based on upper age limits of 59 for women and 64 for men, reflecting the state pension ages at the time in the UK. However, between 2010 and 2020, the state pension age for women gradually increases, by one month every two months, from 60 to 65. Therefore ONS decided that, from August 2010, the current working age measures will be replaced with measures based</p>		

	<p>on those aged from 16 to 64 for both men and women.</p> <p>Notes: The Local Plan 2019-2033 contains policies for development within Epping Forest District up to 2033 and includes the designation of areas for employment with an anticipated need for over 10,000 jobs over the plan period. The Plan designates 53 existing employment sites and allocates 5 new employment sites within the district. Targets and performance details for this indicator are measured in percentages and are based on employment rate at the beginning of the Plan.</p>		
Formula	<p>$(X/Y) \times 100$</p> <p>Where: X = number of working age population who are in employment Y = working age population (16 – 64 for both males and females)</p>		
Good performance	High	Return Format	Percentage
Cumulative	Yes	Decimal Places	One
Worked example	<p>Where:</p> <p>Number of working age population who are in employment = 87,000</p> <p>Working age population = 120,000</p> <p>Overall employment rate = $\frac{87000}{120000} \times 100 = 72.5 \%$</p>		