Professional and other Diversity in the House of Lords

Report to the House of Lords Appointments Commission

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Table of Contents

| Executive Summary | 5 |
|---|----|
| Introduction | 7 |
| House of Lords: Introductory information | 8 |
| Regional Data | 11 |
| Data sources, rules and caveats | 11 |
| Discussion of overall regional spread | 11 |
| Regional spread of homes by party, particularly Crossbenchers | 13 |
| Regional spread by attendance | 13 |
| Professional data: general introduction | 15 |
| Definitions | 15 |
| Data sources, and classification system | 16 |
| Caveats | 17 |
| Professional area | 18 |
| Data sources, rules and caveats | 18 |
| Discussion of overall diversity of professional area | 19 |
| Professional area by age and attendance | 20 |
| Professional area by party | 23 |
| Jobs | 25 |
| Data sources, rules and caveats | 25 |
| Discussion of overall diversity of jobs | 26 |
| Jobs by age and attendance | 26 |
| Jobs by party | 27 |
| Specialisms | 41 |
| Data sources, rules and caveats | 41 |
| Discussion of overall diversity of specialisms | 42 |
| Specialisms by attendance | 42 |
| Specialisms by party | 42 |
| Additional information on 'specialisms' of former MPs | 51 |

List of Tables

| Table 1 – Breakdown of House by party | . 9 |
|--|-----|
| Table 2 – Party by age | . 9 |
| Table 3 – Party by attendance | . 9 |
| Table 4 – Party by date entered House | 10 |
| Table 5 – Age by date entered House | 10 |
| Table 6 – Primary and secondary homes | 12 |
| Table 7 – Total homes by party | 12 |
| Table 8 – Crossbenchers' homes | 13 |
| Table 9 – Total homes by attendance | 14 |
| Table 10 – Primary and secondary professional area | 20 |
| Table 11 – Professional area by attendance | 21 |
| Table 12 – Professional area by age | 22 |
| Table 13 – Primary professional area by party 2 | 24 |
| Table 14 – Primary and secondary job | 28 |
| Table 15 – Job by age and attendance | 32 |
| Table 16 – Job by party | 37 |
| Table 17 – Specialism by attendance | 43 |
| Table 18 – Specialism by party | 47 |
| Table 19 – Primary, secondary and tertiary specialisms of former MPs | 52 |
| Table 20 – Primary specialisms of former MPs by party | 53 |

Executive Summary

- This report was commissioned by the House of Lords Appointments Commission to provide data on diversity in the House of Lords. This data is presented in two principal areas: the area of residence of peers, by region (based on a survey sample of 455 current peers), and peers' professional backgrounds (covering the whole House, using data drawn from *Dods* and *Who's Who*). Professional background data is broken down into three categories: broad "professional area", more specific "jobs", and resultant "specialisms".
- Particularly with respect to the professional background data, a number of rules have been imposed which must be understood in interpreting the data and these are set out throughout the report. Most importantly, peers have been assigned at most two professional areas and in order to qualify must have worked in an area/job for at least eight years (full-time equivalent). The data in this report therefore only describes members' main professional experience/expertise, rather than being a complete picture of all such experience/expertise in the House. Readers are urged to pay full attention to the rules/caveats set out below.
- The obvious purpose in commissioning this report was to identify gaps amongst the membership of the House, in order to inform future appointments. We have pointed out what appear to us to be some of the most obvious gaps. But our principal focus has been on studying the House as it is now, and it is largely for others to now interpret our findings: we are not human resources specialists and our indications of gaps are neither complete or definitive. There is also no right answer to questions such as what proportion of the House should be made up of specialists in business, the public sector, transport or the arts.
- The regional data is based only on a sample, though we have no reason to believe this unrepresentative. It suggests that London, the South East, South West, Scotland, Wales and Northern Ireland are well represented in the House, but the East Midlands, North West, North East and Yorkshire and the Humber are less so. This general pattern is reflected amongst the Crossbenchers.
- The professional area data shows some unsurprising results: the largest single group in the House is those with a "representative politics" background, principally as former MPs; the legal professions are also well represented. Less well known are the large numbers of peers with a business and finance backgrounds, or backgrounds as academics. Areas which appear less well represented include architecture and engineering, transport, nonhigher education, the leisure industry, science and local authority administration. There are very few peers with manual trades backgrounds.
- At the level of jobs some of the same trends are seen. In addition there is a seeming lack of surveyors, planners and in particular peers with links to environmental protection. Most scientists in the Lords come from academic rather than other backgrounds. There are relatively few former schoolteachers (particularly of younger children). Relatively few peers have strong backgrounds in international organisations. Some of these groups look less well represented still once peers' attendance is taken into account. Unsurprisingly more junior jobs are underrepresented though many peers may have held such jobs early in their careers, but by now have accumulated more major experience in senior positions which means that their earlier experience is not visible in our figures.
- The data on specialisms again shows some similar trends for example in terms of architecture, engineering, environmental protection and education. Other gaps appear to include public health and some scientific and medical specialisms such as psychology. As

above it is a matter of subjective judgement where the most important gaps appear. For example should the many defence specialists in the Lords be balanced by the inclusion of some peace campaigners? When attendance is taken into account some of these gaps become more evident and others, such as psychiatry and mental health, are added.

- All of the data in this report is also presented broken down by political party/group. The trends seen are generally unsurprising. For example most former trade unionists are Labour, the Conservatives have strong representation from the private sector and from agriculture, and the Crossbenchers have strong representation from the legal professions (despite departure of the Law Lords), the civil service and the Armed Forces.
- We finally show some data on the backgrounds of former MPs, applying more lenient rules in order to take greater account of experience as ministers, shadow ministers or select committee chairs. This shows, for example, that there are relatively large numbers of former MPs with backgrounds in economic policy, defence, foreign affairs and education, but relatively fewer with backgrounds in agriculture, housing, health and culture media and sport.

Introduction

We have been commissioned by the House of Lords Appointments Commission to conduct research and provide a report on diversity in the House of Lords: particularly with respect to "experience and expertise" and area of residence. This report sets out our findings. The report is principally written with the Commission in mind, and intended to help guide its work, though we realise that it may subsequently be published and/or read by others.

The report sets out data on the composition of the House of Lords in five main sections. The first of these summarises some basic information on the composition of the chamber which is widely known, including breakdown by party, age, attendance and the date members entered the House. The second main section relates to members' area of residence, with data drawn from surveys of peers conducted by the Constitution Unit. The remaining data relates to members' professional backgrounds, which we define as broad professional area, specific jobs, and specialisms (further details of how these terms have been defined and applied are provided later in the report). This data has been principally drawn from the public record, in particular data published by *Dods* and *Who's Who.* It is set out in the remaining three sections of the report.

Throughout this report we seek to be as open as possible about the potential shortcomings of the data presented. For reasons discussed below, any such study is by necessity an imperfect process. Readers are strongly encouraged to consider the "data sources, rules and caveats" section relating to each set of data before seeking to interpret the figures provided in the tables. The following general points should also be noted:

- Date of membership: The membership of the House of Lords is constantly changing, due to deaths, retirements and new appointments. All the data in this report relate to the composition of the House of Lords at 1 October 2009. We include all living members who had taken their oath before that date. We therefore exclude a small number of members who had been announced at that time but not taken the oath (e.g. Michael Martin). It should be noted, in particular, that this data excludes the 'Law Lords' who had just departed the chamber in order to sit in the new Supreme Court.¹
- **Coverage of data:** The data on professional backgrounds covers all members of the Lords. The data on residence is drawn only from the Constitution Unit questionnaires, and therefore covers a (large) sample of the membership only.

One of the purposes in commissioning this research was obviously to try and identify gaps and underrepresented areas amongst the membership of the House of Lords, particularly with relation to professional backgrounds. We are scholars of parliament rather than specialists in labour market or human resource matters. It is also difficult to be objective in terms of identifying what the balance in the House *should* be, compared to the professional diversity in the population as a whole. There are even some difficulties in advising what the regional balance of members' residences should be, given the reality that the House of Lords is based in London. We have therefore generally been cautious about indicating gaps and imbalances, and would like the figures to largely speak for themselves and their interpretation be left to the Commission. However we do in each section point out some of the more obvious traits of the data, in order to indicate some directions and generally make the results more digestible.

¹ Also see note on party allegiance in the following section.

House of Lords: Introductory information

This section sets out some of the basic information about membership of the House of Lords on 1 October 2009. This data is summarised in Tables 1-5. It provides context for the more detailed data set out in later sections of this report.

Size of the House: On this date there were 699 members who had taken their oath and were entitled to sit in the House of Lords. As indicated above this number excludes a small number of members who had been sent their letters patent on this date but not yet been introduced (note that the date fell in parliamentary recess). It also excludes 13 members who were on 'leave of absence' on this date, two who were 'suspended' (Lords Truscott and Taylor of Blackburn) and 17 who were 'disqualified' (16 senior members of the Judiciary and one MEP).

Party allegiance: Table 1 shows the breakdown of the House on this date by party/group. Labour was the largest party, followed by the Conservatives and then the Crossbenchers. Due to the rules above there were only 22 bishops in membership at this point, though the usual number of bishops is 26.² On the return of parliament from recess on 12 October 2009 six former Crossbenchers (all sitting for the Northern Irish parties) announced that they would from this point leave the Crossbenches and join the "Other" group. In order to better reflect the Crossbenches in their current state we have treated these members as being part of the "Other" group in our figures, as if they had departed before 1 October (which they might have done had parliament been sitting). The "Other" group therefore includes 23 members and the Crossbenchers only 179: rather fewer than in recent times. All of the subsequent figures in this report are provided broken down by party which is clearly a key dividing line in the House.

Age: Table 2 shows the breakdown of the House by age, in three broad bands. This shows members' age on 1 October 2009. On this date a third of members were aged under 65, a total of 85% were aged 80 or below, and 15% were aged over 80. This table also shows party allegiance, and demonstrates that of the main groups in the House the Labour and Liberal Democrat groups had the smallest proportion of elderly peers (although the numbers for "Others" and bishops were lower still). The Conservative and Crossbench groups contain relatively more peers over 80. There is obviously a particular concern in the remainder of this report if certain areas are largely represented by the most elderly peers. We therefore break down subsequent figures by age group.

Attendance: Table 3 shows the breakdown of the House by attendance, in three broad bands. This data is based on members' attendance in the 2006-07 and 2007-08 sessions (the most recent sessions for which data is available). Where peers were not in membership for this entire period their percentage attendance takes account only of those days for which they were eligible to attend (e.g. if a peer joined halfway through the 2007-08 session they would still attain a 100% attendance rate if they attended every sitting from that date). Nine peers are not included in any tables broken down by attendance as they entered the House in the 2008-09 session. This table also shows party allegiance, demonstrating that the highest attenders are Labour and Liberal Democrat peers, with lower attendance amongst Conservative peers and particularly among Crossbenchers and bishops. Again in the remainder of this report there is clearly a concern if particular groups are largely made up of peers who rarely attend the House. We therefore break down subsequent figures by attendance.

² Note that bishops are excluded from several of the professional background tables below, to aid readability, but that where this is the case it is indicated in a note to each table.

| Party | No. peers | % of House |
|------------------|-----------|------------|
| Conservative | 192 | 27% |
| Labour | 212 | 30% |
| Liberal Democrat | 71 | 10% |
| Crossbench | 179 | 26% |
| Other | 23 | 3% |
| Bishop | 22 | 3% |
| Total | 699 | 100% |

Table 1 - Breakdown of House by party

Table 2 - Party by age

| Party | <65 | 65-80 | >80 | Total | %>80 |
|------------------|-----|-------|-----|-------|------|
| Conservative | 53 | 106 | 33 | 192 | 17% |
| Labour | 70 | 115 | 27 | 212 | 13% |
| Liberal Democrat | 26 | 37 | 8 | 71 | 11% |
| Crossbench | 53 | 93 | 33 | 179 | 18% |
| Other | 10 | 12 | 1 | 23 | 4% |
| Bishop | 16 | 6 | 0 | 22 | 0% |
| Total | 229 | 368 | 102 | 699 | 15% |
| % of House | 33% | 53% | 15% | 100% | |

| Table 3 - Party by | y attendance |
|--------------------|--------------|
|--------------------|--------------|

| Party | <1/3 | 1/3-2/3 | >2/3 | Total* | %>2/3 |
|------------------|------|---------|------|--------|-------|
| Conservative | 44 | 46 | 101 | 191 | 53% |
| Labour | 21 | 51 | 137 | 209 | 66% |
| Liberal Democrat | 4 | 17 | 50 | 71 | 70% |
| Crossbench | 70 | 56 | 51 | 177 | 29% |
| Bishop | 15 | 4 | 0 | 19 | 0% |
| Other | 8 | 5 | 10 | 23 | 43% |
| Total | 162 | 179 | 349 | 690 | 51% |
| % of House | 23% | 26% | 50% | 100% | |

*Excludes nine peers who we have no attendance data for as they entered the House in the 2008-9 session

Date entered House: Tables 4 and 5 provide data on when members entered the House, divided into two groups: pre-reform and post-reform. It is now almost exactly 10 years since this reform took place, in November 1999. In total 37% of members entered the House in the post-reform period. Once again these figures are not evenly distributed by party group. As Table 4 shows the bishops' benches (for obvious reasons) have seen the greatest renewal over this period, while the number of newer members on the Conservative benches is substantially lower than that for the other parties or the Crossbenchers. Table 5 shows the same figures broken down by age group. Unsurprisingly there is a clear correlation between age and length of service in the House, with relatively few members over 80 having entered in the last 10 years. In subsequent tables we break data down by age, rather than length of service.

| Party | Pre-reform | Post-reform | Total | % Post-reform |
|------------------|------------|-------------|-------|---------------|
| Conservative | 154 | 38 | 192 | 20% |
| Labour | 123 | 89 | 212 | 42% |
| Liberal Democrat | 39 | 32 | 71 | 45% |
| Crossbench | 104 | 75 | 179 | 42% |
| Bishop | 4 | 18 | 22 | 82% |
| Other | 13 | 10 | 23 | 43% |
| Total | 437 | 262 | 699 | 37% |
| % of House | 63% | 37% | 100% | |

Table 4 - Party by date entered House

Table 5 – Age by date entered House

| Age group | Pre-reform | Post-reform | Total | % Post-reform |
|------------|------------|-------------|-------|---------------|
| <65 | 102 | 127 | 229 | 55% |
| 65-80 | 236 | 132 | 368 | 36% |
| >80 | 99 | 3 | 102 | 3% |
| Total | 437 | 262 | 699 | 37% |
| % of House | 63% | 37% | 100% | |

Regional Data

This section of the report provides data on members' area of residence, broken down by region.

Data sources, rules and caveats

Unlike the other data in this report, which covers all members of the House, this data is based on a sample. It is drawn from members' own responses to postal questionnaires circulated by the Constitution Unit in 2005 and 2007, plus a few questionnaires sent to new members in 2009. In these questionnaires members were asked to indicate in which region of the country they had their first home and their second home. The categories shown are those from which members were invited to choose. They are intended to reflect official administrative regions (for which population data is available: as shown in the tables).

There are some obvious caveats which apply to this data:

- Residence figures are based only on a sample. Our questionnaires were answered by over 450 current members of the House and we have no reason to believe that this sample is unrepresentative of the House as a whole. But we of course have no way of knowing. An alternative source of data is the House of Lords' own records on members' area of residence, which obviously apply to all peers, but these may suffer more seriously from the third problem indicated below. We therefore consider our data more reliable.
- Self-reported figures may not perfectly match official regions. It was necessarily left to peers' own interpretation to decide whether they lived in the "North West", "South West", etc. There is no reason to think that this will introduce consistent bias.
- "Primary" home figures may exaggerate residence outside London. As exposed recently, the expenses system creates a financial incentive for peers with more than one home to register properties outside London as their main residence. Although peers were assured anonymity in our surveys, this may be reflected in our figures for "primary" home. However there is no particular reason to believe that this would affect the figures on "total" homes, which are in any case more useful for analysis.
- Many peers have a London home, but this does not in itself indicate that the House is "London centric". It is of course sensible for most peers who are active to maintain a base in the capital, particularly if they can afford to maintain more than one home.

Discussion of overall regional spread

Table 6 provides data for all current peers who answered the survey, with respect both to their "primary" and "secondary" home. In total 455 peers provided information on their primary home, and of these 266 also provided information on their secondary home. In order to gain a full picture of members' regional spread it makes sense to view these figures together (due to the third and fourth problems indicated above). The table therefore calculates the proportion of peers who have either a primary or secondary home in each region (by dividing the "Total" number of homes in the region by the 455 peers who provided data).

This table (and subsequent ones) also provides 2008 data from the ONS on proportion of total UK population living in each region. This gives some indication of which regions appear to be over and underrepresented in the House of Lords, based on our sample. Excluding London (which is clearly a special case), the only regions which appear somewhat overrepresented are the Eastern region, South East and South West. This may also be explained to some extent by commuting distances, as there are clearly a large number of members who do not have a home base in London (135 out of 455 in our sample). The regions which are most evidently

underrepresented are the North West, Yorkshire and the Humber, the East Midlands and the North East. In comparison representation of Scotland, Wales and Northern Ireland seems relatively good.

| | | | | % with home | % of UK |
|------------------------------------|---------|-----------|-------|-------------|-------------|
| Region | Primary | Secondary | Total | in region | Population* |
| London | 138 | 182 | 320 | 70% | 12.4% |
| East Anglia, Essex, Herts and Beds | 49 | 9 | 58 | 13% | 9.3% |
| Other South East | 64 | 19 | 83 | 18% | 13.6% |
| South West | 50 | 14 | 64 | 14% | 8.5% |
| North East | 8 | 1 | 9 | 2% | 4.2% |
| Yorkshire and Humber | 22 | 2 | 24 | 5% | 8.5% |
| North West | 24 | 2 | 26 | 6% | 11.2% |
| East Midlands | 12 | 3 | 15 | 3% | 7.2% |
| West Midlands | 27 | 2 | 29 | 6% | 8.8% |
| Scotland | 34 | 7 | 41 | 9% | 8.4% |
| Wales | 15 | 5 | 20 | 4% | 4.9% |
| Northern Ireland | 8 | 1 | 9 | 2% | 2.9% |
| Outside the UK | 4 | 19 | 23 | 5% | |
| Total homes | 455 | 266 | 721 | | 100% |

Table 6 – Primary and secondary homes

* Source: Office for National Statistics (ONS) mid 2008 population estimates: 'Population estimates for UK, England and Wales, Scotland and Northern Ireland - current datasets'. Available at <u>www.statistics.gov.uk</u>.

| Region | Con | Lab | Lib | ХВ | Other | Bish | Total |
|------------------------------------|-----|-----|-----|-----|-------|------|-------|
| London | 104 | 93 | 34 | 78 | 9 | 2 | 320 |
| East Anglia, Essex, Herts and Beds | 18 | 18 | 3 | 16 | 2 | 1 | 58 |
| Other South East | 29 | 27 | 6 | 19 | 1 | 1 | 83 |
| South West | 25 | 9 | 8 | 16 | 1 | 5 | 64 |
| North East | 2 | 2 | 2 | 1 | 0 | 2 | 9 |
| Yorkshire and Humber | 6 | 5 | 5 | 5 | 0 | 3 | 24 |
| North West | 3 | 16 | 3 | 3 | 0 | 1 | 26 |
| East Midlands | 6 | 3 | 1 | 5 | 0 | 0 | 15 |
| West Midlands | 11 | 8 | 2 | 7 | 1 | 0 | 29 |
| Scotland | 14 | 10 | 5 | 9 | 3 | 0 | 41 |
| Wales | 3 | 7 | 4 | 6 | 0 | 0 | 20 |
| Northern Ireland | 1 | 1 | 0 | 5 | 2 | 0 | 9 |
| Outside the UK | 6 | 5 | 5 | 5 | 1 | 1 | 23 |
| Total homes | 228 | 204 | 78 | 175 | 20 | 16 | 721 |
| Total respondents | 133 | 130 | 51 | 115 | 15 | 11 | 455 |

Table 7 – Total homes by party

Regional spread of homes by party, particularly Crossbenchers

Table 7 provides a breakdown of "Total" homes (i.e. primary and secondary homes combined) by party. This indicates some variance in regional spread between parties. Labour has significantly fewer members with homes in the South West than either the Conservatives or Crossbenchers (and proportionately the Liberal Democrats), and proportionately many more in the North West. The Conservatives have relatively fewer members with homes in Wales, and the Crossbenchers relatively more with homes in Northern Ireland.

Table 8 provides a more detailed breakdown of the area of residence for the Crossbenchers who replied to our survey, showing both primary and secondary homes and proportion of "Total" homes in each region (calculated by dividing the "Total" number of homes in the region by the 115 Crossbenchers who provided data). Although the Appointments Commission may have some responsibility to balance the membership of the House of Lords as a whole it clearly has a greater control over who sits on the Crossbenches. This table shows a similar picture to the overall figures, with underrepresentation of the East Midlands and Yorkshire and the Humber, but an even more evident underrepresentation of the North East and North West.

| Region | Primary | Secondary | Total | % XBs with home in region | % of UK Population* |
|------------------------------------|---------|-----------|-------|---------------------------|------------------------|
| London | 43 | 35 | 78 | 68% | 12.4% |
| East Anglia, Essex, Herts and Beds | 13 | 3 | 16 | 14% | 9.3% |
| Other South East | 14 | 5 | 19 | 17% | 13.6% |
| South West | 12 | 4 | 16 | 14% | 8.5% |
| North East | 1 | 0 | 1 | 1% | 4.2% |
| Yorkshire and Humber | 5 | 0 | 5 | 4% | 8.5% |
| North West | 3 | 0 | 3 | 3% | 11.2% |
| East Midlands | 2 | 3 | 5 | 4% | 7.2% |
| West Midlands | 7 | 0 | 7 | 6% | 8.8% |
| Scotland | 8 | 1 | 9 | 8% | 8.4% |
| Wales | 3 | 3 | 6 | 5% | 4.9% |
| Northern Ireland | 4 | 1 | 5 | 4% | 2.9% |
| Outside the UK | | 5 | 5 | 4% | |
| Total | 115 | 60 | 175 | | 100% |

Table 8 – Crossbenchers' homes

* Source: see table 6 above

Regional spread by attendance

As indicated above there is a particular concern if key groups in the House are made up largely of members who rarely attend. Table 9 therefore breaks down residence data by attendance, showing in particular the proportion of relatively high attenders (> 2/3 of sitting days) with homes in each region (calculated by dividing the "Total" number of homes in the region by the 251 high attenders who provided data). This shows an almost identical pattern to the overall data in Table 6, with the only obvious differences being that a higher proportion of regular attenders have London homes (which is unsurprising) and that a lower proportion of regular attenders have homes in Northern Ireland.

| | Total homes in Region | | | | High | attende | | |
|------------------------------------|-----------------------|-------------|------|------|-------|---------|---|------------------------|
| Region | <1/3 | 1/3- 2/3 | >2/3 | Tot. | Prim. | Sec. | % >2/3 attenders with home in region | % of UK Population* |
| London | 51 | 73 | 194 | 318 | 63 | 131 | 77% | 12.4% |
| East Anglia, Essex, Herts and Beds | 14 | 9 | 35 | 58 | 31 | 4 | 14% | 9.3% |
| Other South East | 14 | 21 | 47 | 82 | 38 | 9 | 20% | 13.6% |
| South West | 12 | 17 | 33 | 62 | 29 | 4 | 15% | 8.5% |
| North East | 1 | 2 | 5 | 8 | 5 | 0 | 2% | 4.2% |
| Yorkshire and Humber | 3 | 7 | 13 | 23 | 13 | 0 | 6% | 8.5% |
| North West | 2 | 7 | 17 | 26 | 16 | 1 | 6% | 11.2% |
| East Midlands | 1 | 7 | 7 | 15 | 5 | 2 | 4% | 7.2% |
| West Midlands | 7 | 4 | 18 | 29 | 17 | 1 | 7% | 8.8% |
| Scotland | 8 | 13 | 20 | 41 | 18 | 2 | 10% | 8.4% |
| Wales | 2 | 6 | 11 | 19 | 10 | 1 | 5% | 4.9% |
| Northern Ireland | 3 | 4 | 2 | 9 | 2 | 0 | 2% | 2.9% |
| Outside the UK | 4 | 6 | 13 | 23 | 4 | 9 | 6% | |
| Total | 122 | 176 | 415 | 713 | 251 | 164 | | 100% |

Table 9 – Total homes by attendance

* Source: see table 6 above.

Professional data: general introduction

In its tender document the Commission asked for an analysis of the "experience and expertise" of peers. It was agreed that this should be interpreted principally as relating to peers' "professional background", and the remainder of the report provides data on this question.

Professional background is different from, for example, "political interests": which do not necessarily relate to any significant period of professional expertise. For example, a peer may have a long professional background as a lawyer but also have a political interest in the Middle East (which is not directly related to the field of law they practised). It is valid to investigate the political interests of peers, but this is a separate dimension from their professional background and expertise, and necessarily more subjective. Public statements of political interest (even in *Dods*, etc) also do not necessarily indicate "expertise". Investigating this thoroughly would require use of different sources to those on which we are basing this research: for example, analysing parliamentary questions asked or speeches made by peers.

Definitions

Even classifying peers' professional background is far from straightforward. The first challenge is to come up with a classification scheme which categorises these in a meaningful way. Following careful consideration we devised a 3-part scheme which captures different dimensions of professional background, and this is used to structure the remainder of this report. The scheme codes peers on three levels:

- 1. **Professional area**: this is the kind of broad area often cited when describing the backgrounds of peers. For example "medical and healthcare", "legal professions", "culture, arts and sport". It is a relatively short list of areas.
- 2. **Job**: this is a more functional classification, describing what the peer actually did in this professional area. E.g.: "dental surgeon", "barrister", "journalist".
- 3. **Specialism**: this describes the more precise expertise that the peer has, which may be relevant to policy. E.g. "physiotherapy", "human rights", "urban regeneration".

Each level is more detailed, and contains more categories, than the previous one, although the relationship between them does not have a straightforward 'tree' structure (specialisms, in particular, are relatively independent). We refer to the three levels collectively as 'professional background'.

One question is whether we are seeking to assess peers' backgrounds principally *before* they entered the House of Lords. As the Lords remains for most members a part-time house, and many maintain professional interests outside, this would not seem appropriate. It would be problematic, in particular, with respect to members who have been in the House a long time. Our assessment of professional background therefore seeks to capture peers' professional activities to date, including during time spent in the House of Lords. However (as noted below) we have not taken full account of members' <u>political</u> careers whilst they are in the Lords.

Primary and secondary professional backgrounds: Many peers have had two or more distinct careers (e.g. trade unionist, MP), or have had two or more jobs within the same professional area (e.g. barrister, judge) so we coded up to two professional backgrounds. This means there are a total of six possible fields for each peer. This is clearly not perfect: we could have assigned each peer three, four or more professional backgrounds. But we would lose focus if we included information on all the numerous fields in which peers have worked, and the resulting data would be less useful. It seemed more valuable to focus on those fields which are

dominant in peers' backgrounds, and therefore where they have a deeper experience and expertise. This approach was agreed with the Commission.

Time limits, etc: This raises the question of how to judge which background is "primary", and indeed which background/s are sufficiently significant to merit inclusion at all. Here we have had to devise a series of rules (which are necessarily somewhat artificial) to ensure consistency. These are detailed in the sections on "area", "job" and "specialism" below.

Data sources, and classification system

Our primary sources of data for peers' backgrounds were published ones: Dods and Who's Who. We used online versions of these resources, current at the time that the research was carried out in late summer and early autumn 2009. Generally these sources were sufficient to classify peers' professional backgrounds, but at times they were supplemented by other sources. One such source was the Constitution Unit surveys, which asked peers about their professional backgrounds in 2005 and 2007. Within the terms used here this data extended only to "professional area", and its usefulness was also limited by the fact that peers were invited to tick as many professional areas as they considered applied to themselves. The questionnaires are therefore of limited use in determining which is a peer's "primary" professional area. However in some cases where this was unclear from published sources, the questionnaires proved useful (e.g. where Dods and Who's Who were unclear on the length of time a peer had worked in several fields, but that peer had selected only one of them when answering the questionnaire). In many cases we also supplemented published data with information from other web-based sources. For example, checking the websites of companies to clarify the nature of businesses that peers were listed as working for, or checking university websites to clarify if peers appeared to have full-time academic positions.

At the outset of the research we planned as far as possible to use established schemes for classifying professional areas and jobs, not least because we are not specialists in this area. We carefully studied well-known existing schemes, including the Standard Occupational Classification (SOC2000), the International Standard Classification of Occupations (ISCO-88) and the US Standard Occupational Classification system.³ We initially hoped to use one of these detailed schemes if we could, but we found that they had significant shortcomings in terms of application to the House of Lords. First, these schemes put the main emphasis on function, rather than field (in the language used above, on "job" rather than "professional area"). Hence all managers are considered to fall into one category, while all clerical workers fall into another and manual workers into a third, etc. Not only is this not the Commission's main interest to explore, we also know that the results would be very skewed. Most members of the House of Lords, by virtue of their appointment, have reached senior levels outside parliament. An analysis which told us that 60% of members of the House of Lords had been "managers" would not be very useful! Furthermore, the gradations within such schemes are insufficiently detailed in some of the fields well represented in the Lords: for example, representative politics.

The other published classification schemes come from previous attempts to classify the backgrounds of legislators. E.g. the Butler and Kavanagh or 'Nuffield' General Election series classifies parliamentary candidates, and House of Commons Library research papers classify MPs' backgrounds using the same system.⁴ Similar systems include those used by Donald

³ ONS (2000) *Standard Occupational Classification 2000 Volume 1*, available at <u>http://www.ons.gov.uk/about-statistics/classifications/current/SOC2000/</u>. International Labour Organization (2008) *Resolution Concerning Updating ISCO*, available at

http://www.ilo.org/public/english/bureau/stat/isco/isco08/index.htm. United States Department of Labor (2000) Standard Occupational Classification, available at http://www.bls.gov/soc/soc_majo.htm

⁴ Kavanagh D and Butler D (2005) *The British General Election of 2005* Basingstoke: Palgrave Macmillan. Cracknell R (2009) *The Social Background of MPs: House of Commons Library Paper* House of Commons: London

Shell and Emma Crewe for study of the House of Lords,⁵ and the Constitution Unit's questionnaire to peers. These categorisations alone would have been too simplistic for our purposes, as they are essentially limited to "professional area". They do not go on to distinguish, for example, between different jobs within the medical profession.

We therefore found it necessary to devise our own scheme. This is somewhat regrettable, and doubtless is far from perfect, but we consider it more useful than what could be found "off-the-shelf". This does not mean that existing more detailed schemes were of no use to us, however. They have been helpful in indicating initial categories for our own scheme, and we referred to them throughout the work. In particular, after the classification of members was complete we returned to these schemes to identify any obvious professional categories which were missing from the House of Lords.

Caveats

Finally we should draw attention to some general caveats with respect to the professional background data:

- Clearly much detail has been lost. The fact that we limited each peer to only a "primary" and "secondary" professional area, job and specialism means that not all professional expertise in the Lords is reflected in our data. The fact that we have applied time limits, as detailed below, restricts this further.
- Expertise in the Lords is more varied than indicated by this data. The time limit rules in particular mean that various roles held by peers some of which may be quite important are not captured in the data. In some cases peers allocated only primary backgrounds had secondary backgrounds which did not qualify. In other cases peers had tertiary or further backgrounds which are not included. Certain senior positions (Head of the Civil Service is an obvious example) which are often held for less than five years are underrepresented in our figures because of the time limits we applied. So are positions held on a part-time basis, as we have tried to calculate these pro rata. There are therefore many more members with experience of private sector directorships, charity boards, etc, than these figures indicate, and many more members with experience as councillors.
- Not all numbers are equivalent. It must be remembered that some members feature in the tables below because they have a bare eight years experience in an area, whilst others have a lifetime of experience. Similarly, although our definition of "primary" background intentionally introduces a bias towards recent experience, some experience included is significantly older than others. Thus it cannot be stated that, for example, that there is "twice as much expertise" in one area as another, though there may be twice as many peers with (differing levels of) expertise in this area.
- Some gaps are not visible. Readers' eyes may be drawn to those categories occupied by relatively small numbers of peers. However, there are other categories not included in the attached tables thanks to there being no peers at all fitting these categories (as categories were built from peers' experience). We have commented in the text on some categories with zero memberships, to draw attention to gaps, but there may well be others.
- Peers with no dates. We tried to apply the timing rules as rigidly as possible, in order to be fair. But there were some peers who would have remained 'unclassified' if we did this, despite having backgrounds listed in *Dods* and *Who's Who*, because these sources included no dates. In a small number of cases where we felt that peers probably did have

⁵ Crewe E (2005) *Lords of Parliament: Manners, Rituals and Politics* Manchester: Manchester University Press. Shell D (2008) *The House of Lords* Manchester: Manchester University Press

significant experience in an area, despite not having published dates, we have included them in the tables but noted their presence in footnotes.

• Other missing data. We were, of course, dependent on the quality of our data sources. In some cases *Dods* and *Who's Who* offered no professional data on peers, or the data available was in complete or unclear. We did try to supplement this from other sources, but where this proved impossible some peers remain "unclassified" in our tables.

Professional area

This section describes the data that we collected on peers' "professional areas". This is shown in Tables 10 -13 and discussed in the commentary that follows. We first however indicate some rules and caveats that apply specifically to this data, which should be read in combination with those in the previous section.

Data sources, rules and caveats

As already indicated, the main sources for this data were *Dods* and *Who's Who*. Using these sources we assigned each peer, where possible, a "primary professional area", and where appropriate also a "secondary professional area". In doing so we applied a number of rules which must be taken into account when interpreting the data.

We applied a general **eight-year rule** on professional areas. This means that a peer had to have worked in a field for a minimum of eight years (full-time equivalent) in order for this to be logged. Part-time positions were counted, but only on a rough pro rata basis, which is necessarily based on a certain amount of guesswork.

Where possible according to these rules all peers were assigned a **primary professional area**. The default for primary professional area was the peer's most recent significant professional area. This was only trumped by another professional area if they had worked in the more recent area for less than half the length of time they worked in a previous area - in which case this previous area was coded as "primary". E.g. a peer has worked for the last 10 years in political consultancy, but previously spent 25 years as a trade union official: their primary area will be "trade unions". Another peer has worked in the last 10 years in academia, but previously spent 18 years as a civil servant: their primary area will be "higher education" (with civil service as a secondary area). We could instead simply have chosen the professional area in which a peer had worked for the longest as their primary area, but this would have discounted more recent, and thereby probably more relevant/useful professional experience.

Some peers, where appropriate, were also assigned a **secondary professional area**. This was the second most significant according to these same rules. Hence in some cases the secondary area may be the more recent one if held for a significantly shorter time (as in the example above). Note that if a peer held a both a primary and secondary "job" within the same professional area, this was coded only as the "primary professional area", with the secondary professional area left blank (to do otherwise would distort the figures when "primary" and "secondary" professional areas are considered together).

Categories are not entirely mutually exclusive. For example, a peer with a long career in voluntary sector arts organisations could potentially be classified as either "voluntary sector" or "culture, arts and sport" at this level. In places we have had to make a judgement as to which best describes a peer's professional area. However in most cases this was clear: for example a peer who had worked in many voluntary sector organisations, largely in the arts, would be classified as "voluntary sector", while a peer who had worked in many arts organisations, largely in the voluntary sector, would be classified as "culture, arts and sport".

Unclassified peers are those who either had no clear professional background at all, or for whom no data was available from the sources that we consulted.

Discussion of overall diversity of professional area

The basic data for peers' primary and secondary professional areas is shown in Table 10. This demonstrates that there are some professional areas very strongly represented in the Lords, some of which are well known. The largest such area is "representative politics", which includes former MPs, MEPs and others. In total 188 peers have a primary or secondary background in this area, which far exceeds all other areas. At the next level we see, again unsurprisingly, that the legal professions are well represented in the Lords (despite the recent removal of the "Law Lords" from the figures). Similarly well represented is higher education, with 76 peers having strong professional connections to university life. What is less often noted is that there are also large numbers of peers with backgrounds in banking and finance or business and commerce (plus further peers with other private sector backgrounds). If anything these backgrounds are downplayed as many with part-time directorships will not be counted.

The areas that appear to be less well represented include architecture, engineering and construction, education excluding higher education, local authority administration, and manual and skilled trades. In all these cases there are just a handful of peers having such a background as their "primary" area, though rather more when "secondary" areas are included. It is obviously very difficult to say what the balance between professional areas should be in the Lords. For example, would we hope to see the same number of peers with public sector as private sector backgrounds? Or the same number coming from transport as from the arts? These are imponderable questions, which must largely be left to the Commission to consider. There may also be some areas which are missing altogether from this list, though that to some extent depends how you define boundaries between different professional areas. For example this list includes no category for "Science", though there are some scientists in the House as demonstrated by later tables (some, for example, are listed here as coming from the higher education sector). Similarly there is no category for "Leisure and tourism", though subsequent tables show some peers who might equally have been assigned to such a category (for example heritage specialists listed here under "Culture, arts and sport"). Nonetheless both of these areas, as further discussed below, might be seen as under-represented.

Table 10 also shows the proportion of members of the House with a primary background in each area, and the proportion who have either a primary or secondary background in each area. It should be noted that in each case the figures are somewhat distorted by the high number of peers with a background in "representative politics". As a consequence, the proportion in almost all other areas appears low.

| | | | | % of House with this area as | % of House with this area as primary or |
|--|---------|-----------|-------|------------------------------------|--|
| Area | Primary | Secondary | Total | primary | secondary |
| Architecture, engineering and construction | 5 | 8 | 13 | 1% | 2% |
| Agriculture and horticulture* | 20 | 4 | 24 | 3% | 3% |
| Banking and finance** | 59 | 28 | 87 | 8% | 12% |
| Business and commerce | 61 | 34 | 95 | 9% | 14% |
| Other private sector | 23 | 10 | 33 | 3% | 5% |
| Legal professions | 54 | 13 | 67 | 8% | 10% |
| Manual and skilled trades*** | 1 | 7 | 8 | 0% | 1% |
| Culture, arts and sport | 14 | 9 | 23 | 2% | 3% |
| Journalism, media and publishing | 25 | 10 | 35 | 4% | 5% |
| Education and training (not HE) | 5 | 13 | 18 | 1% | 3% |
| Higher education | 59 | 17 | 76 | 8% | 11% |
| Medical and healthcare | 15 | 12 | 27 | 2% | 4% |
| Transport | 5 | 2 | 7 | 1% | 1% |
| Police | 8 | 0 | 8 | 1% | 1% |
| Representative politics | 151 | 37 | 187 | 22% | 27% |
| Political staff and activists | 15 | 9 | 24 | 2% | 3% |
| International affairs and diplomacy | 18 | 3 | 21 | 3% | 3% |
| Civil service (UK) | 10 | 6 | 16 | 1% | 2% |
| Armed forces | 12 | 1 | 13 | 2% | 2% |
| Royal family staff | 2 | 0 | 2 | 0% | 0% |
| Local authority administration | 8 | 10 | 18 | 1% | 3% |
| Other public sector | 12 | 15 | 27 | 2% | 4% |
| Trade unions | 21 | 7 | 28 | 3% | 4% |
| Voluntary sector, NGOs and think tanks | 25 | 9 | 34 | 4% | 5% |
| Clergy or religious | 29 | 2 | 31 | 4% | 4% |
| Unclassified | 42 | 0 | 42 | 6% | 6% |
| Total | 699 | 265 | 964 | 100% | 100% |

Table 10 – Primary and secondary professional area

* Includes six in the primary field with no dates

** Includes one primary, three secondary with no dates

*** Includes one secondary with no dates

Professional area by age and attendance

Table 11 shows peers' primary and secondary professional areas broken down by attendance, including the proportion in each professional area who are high attenders. Across the House as a whole the proportion who are high attenders (defined as attending at least two thirds of sittings) is 51%. It is therefore interesting to note the professional areas in which the proportion of high attenders is significantly higher or lower than this.

Once again some of the results here are unsurprising. We see that peers with a background in representative politics or as political staff/activists are significantly more likely to be high attenders (with 64% and 73% respectively of peers having this as a primary area attending regularly). Those with a higher education background are also relatively more likely to be high attenders. Therefore these groups, which are already very well represented in the House, are even more well represented in the "active" House. Other groups which include high proportions

of regular attenders include peers with a trade union background (the highest attenders of all, with 90% attending at least two thirds of the time) and those with a voluntary sector background (at 68%). Two groups which might be considered underrepresented in the House as a whole - education and training (excluding higher education) and local authority administration - include relatively high proportions of high attenders. This might at first glance appear to counterbalance the low proportion of such members overall, but it must be noted that the numbers are very small: if only one peer with an education background dropped below the two thirds level the proportion for this group would fall from 80% to 60%.

In addition some professional areas are less well represented in the "active" House than the overall figures would suggest. Peers from the legal professions, business and commerce, the civil service, armed forces and other public sector attend relatively less than other groups. None of these groups are particularly poorly represented overall, so this does not appear a problem. It is unsurprising that the attendance of peers whose professional area is "clergy or religious" (mostly made up of the bishops) is low. It is perhaps striking however that the only peer classified with "manual and skilled trades" as their primary professional area is not a high attender.

| | Primary Total | | | | | | | | | |
|--|---------------|-------------|------|-------|-----------|------|-------------|------|-------|------------|
| Area | <1/3 | 1/3– 2/3 | >2/3 | Tot.* | %> 2/3 | <1/3 | 1/3- 2/3 | >2/3 | Tot.* | % > 2/3 |
| Architecture, engineering and construction | 3 | 2 | 0 | 5 | 0% | 4 | 2 | 7 | 13 | 54% |
| Agriculture and horticulture** | 2 | 6 | 12 | 20 | 60% | 2 | 7 | 15 | 24 | 63% |
| Banking and finance*** | 13 | 19 | 25 | 57 | 44% | 24 | 25 | 36 | 85 | 42% |
| Business and commerce | 26 | 13 | 21 | 60 | 35% | 35 | 25 | 34 | 94 | 36% |
| Other private sector | 6 | 3 | 13 | 22 | 59% | 8 | 6 | 18 | 32 | 56% |
| Legal professions | 21 | 13 | 20 | 54 | 37% | 21 | 16 | 30 | 67 | 45% |
| Manual and skilled trades**** | 0 | 1 | 0 | 1 | 0% | 0 | 3 | 5 | 8 | 63% |
| Culture, arts and sport | 5 | 3 | 6 | 14 | 43% | 7 | 5 | 11 | 23 | 48% |
| Journalism, media and publishing | 8 | 7 | 10 | 25 | 40% | 9 | 8 | 17 | 34 | 50% |
| Education and training (not HE) | 0 | 1 | 4 | 5 | 80% | 1 | 2 | 14 | 17 | 82% |
| Higher education | 11 | 20 | 28 | 59 | 47% | 14 | 26 | 35 | 75 | 47% |
| Medical and healthcare | 0 | 6 | 9 | 15 | 60% | 3 | 8 | 16 | 27 | 59% |
| Transport | 2 | 0 | 3 | 5 | 60% | 2 | 1 | 4 | 7 | 57% |
| Police | 2 | 2 | 4 | 8 | 50% | 2 | 2 | 4 | 8 | 50% |
| Representative politics | 18 | 36 | 96 | 150 | 64% | 26 | 43 | 117 | 186 | 63% |
| Political staff and activists | 0 | 4 | 11 | 15 | 73% | 0 | 6 | 18 | 24 | 75% |
| International affairs and diplomacy | 7 | 6 | 5 | 18 | 28% | 8 | 7 | 6 | 21 | 29% |
| Civil service (UK) | 4 | 3 | 3 | 10 | 30% | 6 | 5 | 5 | 16 | 31% |
| Armed forces | 4 | 4 | 4 | 12 | 33% | 4 | 4 | 5 | 13 | 38% |
| Royal family staff | 1 | 1 | 0 | 2 | 0% | 1 | 1 | 0 | 2 | 0% |
| Local authority administration | 1 | 2 | 5 | 8 | 63% | 3 | 4 | 11 | 18 | 61% |
| Other public sector | 4 | 3 | 4 | 11 | 36% | 8 | 8 | 10 | 26 | 38% |
| Trade unions | 0 | 2 | 19 | 21 | 90% | 1 | 3 | 24 | 28 | 86% |
| Voluntary sector, NGOs and think tanks | 2 | 6 | 17 | 25 | 68% | 4 | 10 | 20 | 34 | 59% |
| Clergy or religious | 17 | 7 | 2 | 26 | 8% | 17 | 8 | 3 | 28 | 11% |
| Unclassified | 5 | 9 | 28 | 42 | 67% | 5 | 9 | 28 | 42 | 67% |
| Total | 162 | 179 | 349 | 690 | 51% | 215 | 244 | 493 | 952 | 52% |

Table 11 – Professional area by attendance

* Total figures include 9 peers for whom attendance data was missing

** Includes six in the primary field with no dates

*** Includes one primary, three secondary with no dates

**** Includes one secondary with no dates

| Table 12 - | Professional | area | by | age |
|------------|--------------|------|----|-----|
|------------|--------------|------|----|-----|

| | | | Primary | 1 | | Total | | | | | |
|--|-----|-------|---------|-------|-------|-------|-------|-----|-------|------|--|
| Area | <65 | 65-80 | >80 | Total | % >80 | <65 | 65-80 | >80 | Total | %>80 | |
| Architecture, engineering and construction | 0 | 4 | 1 | 5 | 20% | 0 | 10 | 3 | 13 | 23% | |
| Agriculture and horticulture* | 5 | 10 | 5 | 20 | 25% | 6 | 13 | 5 | 24 | 21% | |
| Banking and finance** | 26 | 25 | 8 | 59 | 14% | 29 | 47 | 11 | 87 | 13% | |
| Business and commerce | 19 | 36 | 6 | 61 | 10% | 26 | 52 | 17 | 95 | 18% | |
| Other private sector | 11 | 9 | 3 | 23 | 13% | 13 | 15 | 5 | 33 | 15% | |
| Legal professions | 16 | 31 | 7 | 54 | 13% | 19 | 37 | 11 | 67 | 16% | |
| Manual and skilled trades*** | 0 | 1 | 0 | 1 | 0% | 0 | 6 | 2 | 8 | 25% | |
| Culture, arts and sport | 4 | 7 | 3 | 14 | 21% | 5 | 14 | 4 | 23 | 17% | |
| Journalism, media and publishing | 7 | 13 | 5 | 25 | 20% | 9 | 19 | 7 | 35 | 20% | |
| Education and training (not HE) | 3 | 2 | 0 | 5 | 0% | 9 | 9 | 0 | 18 | 0% | |
| Higher education | 15 | 31 | 13 | 59 | 22% | 22 | 39 | 15 | 76 | 20% | |
| Medical and healthcare | 4 | 9 | 2 | 15 | 13% | 9 | 13 | 5 | 27 | 19% | |
| Transport | 0 | 5 | 0 | 5 | 0% | 0 | 7 | 0 | 7 | 0% | |
| Police | 2 | 5 | 1 | 8 | 13% | 2 | 5 | 1 | 8 | 13% | |
| Representative politics | 33 | 87 | 31 | 151 | 21% | 40 | 107 | 40 | 187 | 21% | |
| Political staff and activists | 9 | 4 | 2 | 15 | 13% | 11 | 10 | 3 | 24 | 13% | |
| International affairs and diplomacy | 4 | 11 | 3 | 18 | 17% | 4 | 14 | 3 | 21 | 14% | |
| Civil service (UK) | 3 | 5 | 2 | 10 | 20% | 4 | 8 | 4 | 16 | 25% | |
| Armed forces | 3 | 7 | 2 | 12 | 17% | 4 | 7 | 2 | 13 | 15% | |
| Royal family staff | 1 | 1 | 0 | 2 | 0% | 1 | 1 | 0 | 2 | 0% | |
| Local authority administration | 5 | 3 | 0 | 8 | 0% | 11 | 7 | 0 | 18 | 0% | |
| Other public sector | 6 | 5 | 1 | 12 | 8% | 10 | 11 | 6 | 27 | 22% | |
| Trade unions | 4 | 16 | 1 | 21 | 5% | 7 | 18 | 3 | 28 | 11% | |
| Voluntary sector, NGOs and think tanks | 12 | 11 | 2 | 25 | 8% | 13 | 19 | 2 | 34 | 6% | |
| Clergy or religious | 17 | 12 | 0 | 29 | 0% | 18 | 13 | 0 | 31 | 0% | |
| Unclassified | 20 | 18 | 4 | 42 | 10% | 20 | 18 | 4 | 42 | 10% | |
| Total | 229 | 368 | 102 | 699 | 15% | 292 | 519 | 153 | 964 | 16% | |

* Includes six in the primary field with no dates

** Includes one primary, three secondary with no dates

*** Includes one secondary with no dates

Table 12 shows the same figures broken down by age group, including the proportion of peers in each professional area who are over 80. The overall proportion of peers in this age group in the House is 15%, and there is no professional area with a much higher proportion of elderly peers than this. Looking at primary professional area, the only areas in which the proportion of elderly peers is slightly higher than average are representative politics, civil service, higher education, culture arts and sport, and agriculture and horticulture. The first three of these groups are clearly well represented in the House but the others are less well represented. Looking at the total of peers in each professional area, there is additionally a slightly higher proportion of elderly peers amongst those from the "other public sector", from architecture, engineering and construction and from manual and skilled trades. All of these groups already include relatively small numbers of peers.

Professional area by party

Table 13 shows a breakdown of peers' primary professional areas by party/group. It should be noted that there are no columns in this table for the bishops, all of whom have a primary background of "clergy or religious" (this has been done to minimise the size of the table). In this table the Commission may be particularly interested in the figures on the Crossbenchers, though there are also some other notable trends.

The Crossbenchers make up 26% of the House as a whole, so it is interesting to see which professional areas include a significantly higher or lower proportion of Crossbenchers than that. Again, some of these results are unsurprising. The great majority of peers with a background in the Armed Forces, civil service, police or as Royal family staff are drawn from the Crossbenches. In all of these cases it is a convention, or near convention, that members from these backgrounds sit as non-political peers. The Crossbenchers are also particularly well represented amongst peers with backgrounds in the voluntary sector, legal professions, international affairs and diplomacy and higher education (the figures for architecture, engineering and construction are also relatively high, but are based on tiny numbers). Some of the areas underrepresented on the Crossbenches are again unsurprising: these include representative politics, political staff and activists, and trade unions. The Crossbenchers also include a relatively low proportion of members from a business and commerce background, but this background is well represented across the rest of the House. The areas where the proportion of Crossbenchers is relatively low, and which are not well represented across the House as a whole include (non-higher) education, manual and skilled trades and culture, arts and sport. Looking at the raw numbers (rather than percentages) we also see that there is only one Crossbencher whose primary background is in transport, two whose backgrounds are in architecture, engineering and construction and three from local authority administration.

Looking at the party groups we see, perhaps unsurprisingly, that trade unionists are disproportionately found on the Labour benches, but less obviously that these benches also include relatively high proportions of political staff and activists and peers with a background in journalism, the media and publishing. On the Conservative benches banking and finance, business and commerce, and agriculture and horticulture are particularly well represented. The Conservative benches include relatively few members with backgrounds in the legal professions, higher education, journalism, media and publishing, local authority administration and "other public sector". It is also perhaps notable that there are no Conservative peers whose primary background is in the voluntary sector (though see caveats above). On the Liberal Democrat benches higher education is particularly well represented.

Table 13 – Primary professional area by party

| | | No of peers | | | | | | | % of are | a | | % of party | | | | | |
|--|-----|-------------|-----|-----|-----|-------|-----|------|----------|------|-----|------------|------|------|------|------|-------|
| Area | Con | Lab | Lib | ХВ | Oth | Total | Con | Lab | Lib | ХВ | Oth | Con | Lab | Lib | ХВ | Oth | Total |
| Architecture, engineering and construction | 1 | 1 | 1 | 2 | 0 | 5 | 20% | 20% | 20% | 40% | 0% | 1% | 0% | 1% | 1% | 0% | 1% |
| Agriculture and horticulture** | 11 | 1 | 2 | 6 | 0 | 20 | 55% | 5% | 10% | 30% | 0% | 6% | 0% | 3% | 3% | 0% | 3% |
| Banking and finance*** | 28 | 12 | 4 | 13 | 2 | 59 | 47% | 20% | 7% | 22% | 3% | 15% | 6% | 6% | 7% | 9% | 8% |
| Business and commerce | 33 | 14 | 4 | 8 | 2 | 61 | 54% | 23% | 7% | 13% | 3% | 17% | 7% | 6% | 4% | 9% | 9% |
| Other private sector | 7 | 6 | 3 | 5 | 2 | 23 | 30% | 26% | 13% | 22% | 9% | 4% | 3% | 4% | 3% | 9% | 3% |
| Legal professions | 8 | 15 | 6 | 25 | 0 | 54 | 15% | 28% | 11% | 46% | 0% | 4% | 7% | 8% | 14% | 0% | 8% |
| Manual and skilled trades**** | 0 | 1 | 0 | 0 | 0 | 1 | 0% | 100% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Culture, arts and sport | 5 | 5 | 0 | 3 | 1 | 14 | 36% | 36% | 0% | 21% | 7% | 3% | 2% | 0% | 2% | 4% | 2% |
| Journalism, media and publishing | 2 | 10 | 3 | 7 | 3 | 25 | 8% | 40% | 12% | 28% | 12% | 1% | 5% | 4% | 4% | 13% | 4% |
| Education and training (not HE) | 1 | 1 | 2 | 0 | 1 | 5 | 20% | 20% | 40% | 0% | 20% | 1% | 0% | 3% | 0% | 4% | 1% |
| Higher education | 6 | 20 | 5 | 27 | 1 | 59 | 10% | 34% | 8% | 46% | 2% | 3% | 9% | 7% | 15% | 4% | 8% |
| Medical and healthcare | 5 | 4 | 2 | 3 | 1 | 15 | 33% | 27% | 13% | 20% | 7% | 3% | 2% | 3% | 2% | 4% | 2% |
| Transport | 1 | 2 | 1 | 1 | 0 | 5 | 20% | 40% | 20% | 20% | 0% | 1% | 1% | 1% | 1% | 0% | 1% |
| Police | 0 | 2 | 0 | 6 | 0 | 8 | 0% | 25% | 0% | 75% | 0% | 0% | 1% | 0% | 3% | 0% | 1% |
| Representative politics | 57 | 60 | 21 | 7 | 6 | 151 | 38% | 40% | 14% | 5% | 4% | 30% | 28% | 30% | 4% | 26% | 22% |
| Political staff and activists | 0 | 11 | 4 | 0 | 0 | 15 | 0% | 73% | 27% | 0% | 0% | 0% | 5% | 6% | 0% | 0% | 2% |
| International affairs and diplomacy | 4 | 4 | 0 | 10 | 0 | 18 | 22% | 22% | 0% | 56% | 0% | 2% | 2% | 0% | 6% | 0% | 3% |
| Civil service (UK) | 0 | 2 | 0 | 8 | 0 | 10 | 0% | 20% | 0% | 80% | 0% | 0% | 1% | 0% | 4% | 0% | 1% |
| Armed forces | 0 | 1 | 0 | 11 | 0 | 12 | 0% | 8% | 0% | 92% | 0% | 0% | 0% | 0% | 6% | 0% | 2% |
| Royal family staff | 0 | 0 | 0 | 2 | 0 | 2 | 0% | 0% | 0% | 100% | 0% | 0% | 0% | 0% | 1% | 0% | 0% |
| Local authority administration | 0 | 4 | 1 | 3 | 0 | 8 | 0% | 50% | 13% | 38% | 0% | 0% | 2% | 1% | 2% | 0% | 1% |
| Other public sector | 1 | 3 | 3 | 4 | 1 | 12 | 8% | 25% | 25% | 33% | 8% | 1% | 1% | 4% | 2% | 4% | 2% |
| Trade unions | 0 | 19 | 0 | | 2 | 21 | 0% | 90% | 0% | 0% | 10% | 0% | 9% | 0% | 0% | 9% | 3% |
| Voluntary sector, NGOs and think tanks | 0 | 6 | 5 | 14 | 0 | 25 | 0% | 24% | 20% | 56% | 0% | 0% | 3% | 7% | 8% | 0% | 4% |
| Clergy or religious* | 0 | 1 | 1 | 5 | 0 | 29 | 0% | 3% | 3% | 17% | 0% | 0% | 0% | 1% | 3% | 0% | 4% |
| Unclassified | 22 | 7 | 3 | 9 | 1 | 42 | 52% | 17% | 7% | 21% | 2% | 11% | 3% | 4% | 5% | 4% | 6% |
| Total | 192 | 212 | 71 | 179 | 23 | 699 | 27% | 30% | 10% | 26% | 3% | 100% | 100% | 100% | 100% | 100% | 100% |

* The total figures include 22 bishops all with a background of clergy ** Includes six in the primary field with no dates

*** Includes one primary, three secondary with no dates

**** Includes one secondary with no date

Jobs

Tables 14 - 16 include more detailed data on the jobs that peers have held. The key conclusions from these tables are discussed below, but first it is again necessary to draw attention to the rules that have been applied in gathering this data, and some caveats. These should be read in conjunction with the general rules and caveats in the earlier section introducing the professional background data.

Data sources, rules and caveats

Again the data on jobs have been primarily drawn from *Dods* and *Who's Who*, supplemented in places by other data.

As for professional areas, we applied a general **eight-year rule on jobs**.

Primary job is usually the most time spent in the peer's primary professional area. This means that it does not necessarily reflect the most senior position that a peer achieved. For example a member may be classified as "engineer" even if they rose to management. However, we recorded a peer's most senior role *within* a particular job if they held the role for over five years. For example, a diplomat would be given 'Head of the Diplomatic Service' if they held this role for over five years. This example differs from the engineer example as head of the Diplomatic Service is a type of diplomat, whereas a manager is a different job from an engineer.

We added and grouped together experience gained at different times in different but similar jobs, for example two years spent as Chief of the General Staff and three years spent as Chief of the Defence Staff was added together as the job "Defence Chief". This applies not only to senior jobs but more generally: for example a peer who had done academic jobs at several universities, none of them for more than eight years, would still be allocated 'academic' as a job if this was their most dominant background.

Where a peer has been assigned a secondary professional area (see above) they will also have been assigned a **secondary job** in this area according to the same rules applied to the primary area. Where a peer has no secondary area they may still be assigned a secondary job (within the primary area) provided that this was held for at least eight years. As noted earlier, where primary and secondary jobs are assigned in the same professional area this professional area is included only once, as the primary area, to avoid double counting. For example, a barrister who rose to judge would have both jobs counted but legal professions as their primary professional area only.

We have applied slightly different rules to **former MPs**. As with other backgrounds we apply the eight-year rule to professional area, and to MP as a job (i.e. only peers who have been an MP for at least eight years are counted). But we count former MPs' most senior position (e.g. Secretary of State) as a job at the more detailed level, irrespective of time this position was held. This is one way of disaggregating the very large category of former MPs, but no data is lost as all of them are counted first and foremost as MPs.

We have not done the same with **Lords political careers**. As we were principally trying to capture members' experience outside the House we have not logged time spent as Lords ministers, with the exception of peers who were members of the cabinet for over eight years. In this case, we have applied the same rules for MPs, giving them a background of "Representative politics", recording their most senior cabinet role as their job, and giving them a specialism associated with their ministerial role.

Non-specific professional categories: we have tried to be as specific as we can, but this was not always possible. In places we have used the following terms: **various** indicates that a peer

has worked within the field in numerous different roles, with most jobs being of equal length, e.g. "various public sector", "various private sector"; **other** essentially means "none of the above" and generally comprises small fields only covered by one peer, merged together, e.g. "private sector: other consultant".

As a result of these rules **some jobs appear underrepresented**. This is particularly true at senior levels, where peers did not hold positions long enough for these to qualify as their primary or secondary job, or where other jobs were more dominant in their careers. For example it is well known that there are many former Heads of the Civil Service in the House of Lords, but our figures show only two such members. This is because we only recorded this as a job if it had been held for over five years. For example Lord Wilson of Dinton was Head of the Civil Service for only four years, and has therefore been given "Various Civil Service" as his job.

Additionally **other jobs are not visible**, either because peers held them for only a short time, or had other "primary" and "secondary" jobs which were more significant, or because these jobs have been merged into "other" fields. We have avoided this as far as possible, but it is clearly one result of the rules that we have applied.

Discussion of overall diversity of jobs

Table 14 shows the basic data for peers' primary and secondary jobs. This is structured according to the same professional areas used in the previous section. At this level it is even more difficult than at the previous level to identify gaps (particularly given the caveats above). This is largely a question for the Commission to consider. But it may be worth drawing attention to some potential areas that we have noticed.

Within the table itself we see that there are no peers with a significant background as primary school teachers, or in early years education, and few as headteachers (though there are several others with backgrounds as teachers where the precise nature of that background was unclear). As also already noted, there are few peers who could be described as having done jobs in the leisure industry (which is a large industry), and none for example with clear backgrounds in the hotel and restaurant trade, or the travel industry. There are none who show up as having a background in sales (although some of these fields may be represented to an extent by peers within the "other private sector" and "various private sector" categories). There are relatively few architects and engineers, no surveyors and no town planners or transport planners. There are also few peers with evident links to conservation and environmental protection (excluding farming). Some areas in the arts and creative industries (e.g. fashion) appear to have little representation. As already indicated above, there appear to be no research scientists from a private sector background, although there are several from the higher education field. Some medical specialisms are clearly absent. There appear to be no prison officers or members with a background in the fire service. Considering the international nature of contemporary politics, there are also relatively few peers with backgrounds in international organisations. In addition, of course, there is a general underrepresentation of more junior jobs (clerical, retail, etc) and the shortage of peers with a background in manual trades has already been noted. The lack of diversity amongst religious leaders is well-known. These are just some examples: the Commission will no doubt want to consider these figures more carefully, perhaps alongside other vocational classifications (some of which are detailed above) to decide what they consider the most obvious and important gaps.

Jobs by age and attendance

Table 15 provides the same information, broken down by age and attendance categories. Here only "primary" jobs and "total" jobs are shown (secondary jobs can easily be calculated by subtracting primary from total). This allows some analysis of whether there are certain important job categories which are disproportionately filled by elderly peers or peers who attend rarely.

There are actually few job fields which are disproportionately held by elderly peers (though of course most jobs fields, once we look at this level of detail, contain relatively few peers). We see for example that the only actors in the House, the single neurologist, the single former prime minister, both Bank of England Governors and those (perhaps unsurprisingly) with a background in the nationalised industries are all aged over 80 (though note the caveats above). In terms of attendance there are relatively more fields which show up as dominated by peers who rarely attend the House. These include architects (only two, both rare attenders), retail directors, "other transport" directors, members in both Hong Kong categories, those who have worked for the World Bank and other international organisations, defence chiefs, the single-member with a background in the Post Office, and clergy (whose relatively low attendance is well known).

Jobs by party

Table 16 shows peers' job backgrounds broken down by party. This demonstrates some clear trends, mostly already apparent from the earlier table on professional areas. For example the Conservative Party group includes most of those with farming backgrounds, experience as banking and finance directors or chairs and retail directors or chairs. The great majority of former Secretaries of State are also Conservative peers (clearly a result of the political cycle). The Labour benches include more with media backgrounds, trade union backgrounds and experience of directing or chairing public bodies, plus more former MPs whose highest office was as a shadow minister. The Crossbenches include most judges, diplomats, civil servants, peers with Armed Forces backgrounds, and peers with NGO backgrounds. The bishops' benches (not shown in the table) obviously include most of those with a background as clergy.

| Job | Primary | Secondary | Total |
|--|---------|-----------|-------|
| Architecture, engineering and construction | | | |
| Architect | 2 | 0 | 2 |
| Engineer | 2 | 8 | 10 |
| Construction: Director/Chair | 1 | 0 | 1 |
| Agriculture and horticulture | | | |
| Farmer* | 18 | 4 | 22 |
| Environment and Agriculture: Consultant | 0 | 1 | 1 |
| Horticulture: Director/Chair | 2 | 0 | 2 |
| Banking and finance | | | |
| Investment Banker | 1 | 0 | 1 |
| Stockbroker | 1 | 1 | 2 |
| Insurance Broker/Underwriter | 2 | 0 | 2 |
| Accountant** | 6 | 9 | 15 |
| Fund Manager | 1 | 0 | 1 |
| Financial Consultant | 1 | 1 | 2 |
| Economics Adviser | 2 | 1 | 3 |
| Banking and Finance: Director/Chair | 41 | 19 | 60 |
| Banking and Finance: Various | 4 | 2 | 6 |
| Business and commerce | | | |
| Shop Owner | 0 | 1 | 1 |
| Retail: Director/Chair | 11 | 1 | 12 |
| Manufacturing: Director/Chair | 17 | 1 | 18 |
| Trade Association: Director/Chair | 2 | 1 | 3 |
| Industry: Director/Chair | 6 | 0 | 6 |
| Energy: Director | 3 | 2 | 5 |
| Other Private Sector: Director/Chair | 10 | 3 | 13 |
| Various Private Sector: Director/Chair | 12 | 24 | 36 |
| Other private sector | | | |
| Management Consultant | 1 | 3 | 4 |
| Public Relations: Consultant | 4 | 0 | 4 |
| Public Relations: Director/Chair | 2 | 1 | 3 |
| Public Affairs: Consultant | 4 | 0 | 4 |
| Public Affairs: Director/Chair | 2 | 2 | 4 |
| Advertising: Director/Chair | 2 | 1 | 3 |
| Property Developer | 3 | 0 | 3 |
| Market Researcher | 1 | 1 | 2 |
| Computing: Consultant | 1 | 0 | 1 |
| Private Sector: Other Consultant | 3 | 0 | 3 |
| Legal professions | | | |
| Solicitor | 10 | 4 | 14 |
| Barrister | 14 | 30 | 44 |
| Judge | 26 | 5 | 31 |
| Advocate | 2 | 1 | 3 |
| Legal Adviser | 2 | 0 | 2 |
| Manual and skilled trades | | | |
| Shipyard Worker*** | 0 | 2 | 2 |
| Textiles Cutter | 1 | 0 | 1 |
| Coal Miner | 0 | 2 | 2 |
| Steel Worker | 0 | 1 | 1 |

Table 14 – Primary and secondary job

| Job | Primary | Secondary | Total |
|---|---------|-----------|-------|
| British Steel: Electrician | 0 | 1 | 1 |
| Draughtsman | 0 | 1 | 1 |
| Culture, arts and sport | | | |
| Artist | 1 | 0 | 1 |
| Leisure Centre: Director/Chair | 0 | 1 | 1 |
| Art Dealer | 2 | 0 | 2 |
| Photographer | 1 | 0 | 1 |
| Actor | 0 | 2 | 2 |
| Composer | 1 | 0 | 1 |
| Writer | 4 | 4 | 8 |
| Film/Theatre Producer | 2 | 1 | 3 |
| Athlete | 0 | 1 | 1 |
| Documentary Producer | 1 | 1 | 2 |
| Museum, Theatre or Arts Centre: Director/Chair | 2 | 1 | 3 |
| Journalism, media and publishing | | | |
| Journalist | 5 | 2 | 7 |
| Newspaper/Magazine: Editor | 0 | 1 | 1 |
| Print Media: Director/Chair | 4 | 1 | 5 |
| Publisher | 5 | 2 | 7 |
| TV/Radio: Producer | 3 | 3 | 6 |
| TV/Radio: Presenter | 2 | 3 | 5 |
| TV/Radio: Director/Chair | 4 | 2 | 6 |
| TV/Radio: Various | 2 | 1 | 3 |
| Education and training (not HE) | | | |
| Teacher: Primary | 0 | 0 | 0 |
| Teacher: Secondary | 1 | 7 | 8 |
| Teacher: Further Education | 0 | 1 | 1 |
| Teacher: Headteacher | 1 | 1 | 2 |
| Teacher: Various or Unknown | 2 | 3 | 5 |
| Inspector of Schools | 0 | 2 | 2 |
| Education Accreditation Body: Director/Chair | 1 | 0 | 1 |
| Higher education | | | |
| Academic | 58 | 18 | 76 |
| University Vice-chancellor or Dean | 1 | 4 | 5 |
| Medical and healthcare | | | |
| General Practitioner | 2 | 2 | 4 |
| Nurse | 2 | 3 | 5 |
| Surgeon | 2 | 0 | 2 |
| Psychiatrist | 1 | 0 | 1 |
| Obstetrician | 2 | 0 | 2 |
| Neurologist | 0 | 1 | 1 |
| Dental Surgeon | 2 | 0 | 2 |
| Pharmacist | 0 | 1 | 1 |
| Medical: various or unspecified | 0 | 1 | 1 |
| Health Trust: Member or Chair | 1 | 1 | 2 |
| Hospital/Health Authority: Director/Chair | 3 | 1 | 4 |
| Transport | | | |
| British Rail: Manual and Administrative | 0 | 1 | 1 |
| British Rail: Various | 1 | 0 | 1 |
| Pilot | 0 | 2 | 2 |
| Railways: Director | 1 | 0 | 1 |

| Job | Primary | Secondary | Total |
|---|----------|-----------|-------|
| Other Transport: Director/Chair | 3 | 0 | 3 |
| Police | | | |
| Police: Inspector of Constabulary | 1 | 0 | 1 |
| Police: Chief Superintendent | 2 | 0 | 2 |
| Police: Chief Officer | 5 | 0 | 5 |
| Representative politics | | | |
| MP: Prime Minister | 1 | 0 | 1 |
| MP: Party Leader | 3 | 0 | 3 |
| MP: Chancellor of the Exchequer | 4 | 0 | 4 |
| MP: Secretary of State | 32 | 8 | 40 |
| MP: Minister | 41 | 7 | 48 |
| MP: Speaker/Deputy Speaker | 4 | 0 | 4 |
| MP: Shadow Cabinet or Spokesperson | 24 | 4 | 28 |
| MP: None of the above | 21 | 3 | 24 |
| Peer: Secretary of State | 1 | 1 | 2 |
| Peer: Lord Chancellor | 1 | 2 | 3 |
| MEP | 5 | 2 | 7 |
| Assembly Member | 3 | 1 | 4 |
| MSP | 0 | 1 | 1 |
| Council Leader | 5 | 5 | 10 |
| Councillor | 6 | 3 | 9 |
| Member Irish Senate | 0 | 1 | 1 |
| Member: Hong Kong Council | 0 | 1 | 1 |
| Political staff and activists | <u> </u> | | |
| Political Party: General Secretary/ Secretary | 3 | 2 | 5 |
| Political Party: Regional Secretary | 1 | 0 | 1 |
| Political Party: Various | 10 | 1 | 11 |
| Political: Assistant/Adviser | 0 | 6 | 6 |
| Number 10 Policy Unit | 1 | 0 | 1 |
| International affairs and diplomacy | • | 0 | • |
| Diplomat | 9 | 3 | 12 |
| Head of Diplomatic Service | 3 | 0 | 3 |
| Furopean Commissioner | 0 | 1 | 1 |
| Commander-in-Chief Hong Kong | 1 | 1 | 2 |
| Secretary General European Commission | 0 | 1 | 1 |
| Various European Commission | 3 | 0 | 3 |
| Various United Nations | 1 | 0 | 1 |
| Various World Bank | 1 | 0 | 1 |
| Various International Organisations | 0 | 1 | 1 |
| Civil service (IIK) | 0 | • | • |
| Head of Civil Service | 2 | 0 | 2 |
| Permanent Secretary HMT | 1 | 0 | 1 |
| Head of Security Service | 1 | 0 | 1 |
| Head of Statistical Service | 0 | 1 | 1 |
| Various Civil Service | 6 | 3 | 9 |
| Armed forces | 0 | 3 | |
| Defence Chief | 7 | 0 | 7 |
| | 1 | U 1 | 7 |
| Poval family staff | 0 | I | / |
| Private Secretary to the Oueen | 2 | 0 | 2 |
| | 2 | 0 | 2 |
| | A | 4 | 2 |
| I IEau UI SULIAI SEIVILES | 1 | | 2 |

| Job | Primary | Secondary | Total |
|---|---------|-----------|-------|
| Social/Community Worker | 3 | 1 | 4 |
| Education Officer | 1 | 0 | 1 |
| Various Local Authority | 2 | 7 | 9 |
| Other public sector | | | |
| Public Body: Director/Chair | 10 | 5 | 15 |
| Bank of England: Governor | 0 | 2 | 2 |
| Probation Officer | 0 | 2 | 2 |
| Health and Safety Consultant | 0 | 1 | 1 |
| Postal Worker | 0 | 2 | 2 |
| Post Office: Various Managerial | 1 | 0 | 1 |
| Nationalised Industry: Clerk or Administrator | 0 | 2 | 2 |
| Nationalised Industry: Ind Relations Officer | 0 | 1 | 1 |
| National Coal Board: Various | 1 | 0 | 1 |
| Public Services Administrator | 0 | 1 | 1 |
| Public Sector: Other Consultant | 0 | 1 | 1 |
| Public Sector: Various | 1 | 3 | 4 |
| Trade unions | | | |
| Trade Unions: Dep/ Gen/ National Secretary | 13 | 1 | 14 |
| Trade Unions: Arbitrator | 0 | 1 | 1 |
| Trade Unions: Various | 8 | 6 | 14 |
| Voluntary sector, NGOs and think tanks | | | |
| Charity/NGO: Researcher | 1 | 0 | 1 |
| Charity/NGO: Fundraiser | 1 | 0 | 1 |
| Charity/NGO: Public Affairs Consultant | 1 | 0 | 1 |
| Charity/NGO: Director/Chair | 18 | 4 | 22 |
| Charity/NGO: Skilled Craftsman | 0 | 1 | 1 |
| Charity/NGO: Various | 3 | 2 | 5 |
| Think Tank: Researcher | 0 | 1 | 1 |
| Think Tank: Director | 1 | 1 | 2 |
| Clergy or religious | | | |
| Clergy | 29 | 1 | 30 |
| Rabbi | 0 | 1 | 1 |
| Unclassified | 42 | 0 | 42 |
| Total | 699 | 317 | 1016 |

* Includes six in the primary field with no dates
** Includes one primary and three secondary with no dates
*** Includes one secondary with no dates

| | Attendance | | | | | | | Age | | | | | |
|--|------------|-------|-------|-------|-------|-------|---------|-----|------|-----|-----|------|--|
| Job | F | rimar | у | | Total | | Primary | | | | | | |
| | .1/2 | 1/3- | | . 1/2 | 1/3- | | . CE | 65- | | -CE | 65- | . 00 | |
| Architecture, engineering and construction | <1/3 | 2/3 | > 2/3 | < 1/3 | 2/3 | > 213 | < 03 | 00 | > 00 | <02 | 00 | >00 | |
| Architect | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 2 | 0 | |
| Engineer | 1 | 1 | 0 | 2 | 1 | 7 | 0 | 1 | 1 | 0 | 7 | 3 | |
| Construction: Director/Chair | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | |
| Agriculture and horticulture | | | | | | | | | | | | | |
| Farmer* | 2 | 6 | 10 | 2 | 7 | 13 | 4 | 9 | 5 | 5 | 12 | 5 | |
| Environment and Agriculture: Consultant | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | |
| Horticulture: Director/Chair | 0 | 0 | 2 | 0 | 0 | 2 | 1 | 1 | 0 | 1 | 1 | 0 | |
| Banking and finance | | | | | | | | | | | | | |
| Investment Banker | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | |
| Stockbroker | 0 | 0 | 1 | 0 | 0 | 2 | 1 | 0 | 0 | 1 | 1 | 0 | |
| Insurance Broker/Underwriter | 0 | 1 | 1 | 0 | 1 | 1 | 1 | 0 | 1 | 1 | 0 | 1 | |
| Accountant** | 1 | 0 | 5 | 3 | 1 | 11 | 3 | 3 | 0 | 4 | 8 | 3 | |
| Fund Manager | 0 | 0 | 1 | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 0 | 0 | |
| Financial Consultant | 0 | 0 | 1 | 0 | 0 | 2 | 1 | 0 | 0 | 1 | 1 | 0 | |
| Economics Adviser | 0 | 1 | 1 | 0 | 2 | 1 | 1 | 1 | 0 | 1 | 1 | 1 | |
| Banking and Finance: Director/Chair | 12 | 16 | 12 | 20 | 22 | 17 | 16 | 18 | 7 | 18 | 34 | 8 | |
| Banking and Finance: Various | 0 | 1 | 3 | 1 | 1 | 4 | 1 | 3 | 0 | 1 | 5 | 0 | |
| Business and commerce | | | | | | | | | | | | | |
| Shop Owner | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | |
| Retail: Director/Chair | 7 | 1 | 3 | 8 | 1 | 3 | 1 | 9 | 1 | 1 | 10 | 1 | |
| Manufacturing: Director/Chair | 9 | 3 | 4 | 9 | 3 | 5 | 4 | 11 | 2 | 4 | 12 | 2 | |
| Trade Association: Director/Chair | 1 | 0 | 1 | 1 | 0 | 2 | 2 | 0 | 0 | 2 | 0 | 1 | |
| Industry: Director/Chair | 2 | 1 | 3 | 2 | 1 | 3 | 0 | 6 | 0 | 0 | 6 | 0 | |
| Energy: Director | 2 | 1 | 0 | 3 | 2 | 0 | 2 | 1 | 0 | 2 | 1 | 2 | |
| Other Private Sector: Director/Chair | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 1 | 5 | 6 | 2 | |
| Various Private Sector: Director/Chair | 2 | 4 | 6 | 8 | 12 | 16 | 6 | 4 | 2 | 13 | 16 | 7 | |
| Other private sector | | | | | | | | | | | | | |
| Management Consultant | 0 | 0 | 1 | 0 | 2 | 2 | 1 | 0 | 0 | 3 | 1 | 0 | |
| Public Relations: Consultant | 0 | 1 | 3 | 0 | 1 | 3 | 2 | 1 | 1 | 2 | 1 | 1 | |
| Public Relations: Director/Chair | 2 | 0 | 0 | 3 | 0 | 0 | 0 | 2 | 0 | 0 | 2 | 1 | |
| Public Affairs: Consultant | 0 | 0 | 4 | 0 | 0 | 4 | 1 | 1 | 2 | 1 | 1 | 2 | |
| Public Affairs: Director/Chair | 1 | 0 | 0 | 1 | 0 | 2 | 2 | 0 | 0 | 3 | 1 | 0 | |
| Advertising: Director/Chair | 1 | 0 | 1 | 2 | 0 | 1 | 2 | 0 | 0 | 2 | 1 | 0 | |
| Property Developer | 2 | 0 | 1 | 2 | 0 | 1 | 1 | 2 | 0 | 1 | 2 | 0 | |
| Market Researcher | 0 | 0 | 1 | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 2 | 0 | |
| Computing: Consultant | 0 | 0 | 1 | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 0 | 0 | |
| Private Sector: Other Consultant | 0 | 2 | 1 | 0 | 2 | 1 | 1 | 2 | 0 | 1 | 2 | 0 | |
| Legal professions | | | | | | | | | | | | | |
| Solicitor | 1 | 1 | 8 | 1 | 1 | 12 | 4 | 5 | 1 | 6 | 6 | 2 | |
| Barrister | 2 | 4 | 8 | 19 | 10 | 15 | 7 | 6 | 1 | 9 | 28 | 7 | |

Table 15 – Job by age and attendance

| | Attendance | | | | | | Age | | | | | |
|---|------------|-------|-------|----------|-------|--------|------|----------|------|----------|-----|----------|
| Job | P | rimar | у | | Total | | Р | rimar | У | | | |
| | .4.10 | 1/3- | | . 4/2 | 1/3- | | | 65- | | | 65- | |
| ludgo | <1/3 | 2/3 | > 2/3 | < 1/3 | 2/3 | > 2/3 | < 00 | 10 | > 00 | C0> | 00 | >00 |
| | 17 | 1 | 2 | 17 | 9 | 2 1 | | 19 | 0 | <u> </u> | 20 | 0 |
| | 1 | 1 | 0 | 1 | 1 | 1 | 1 | 1 | 0 | 2 | 1 | 0 |
| Legal Adviser | 0 | 0 | 2 | 0 | 0 | 2 | 2 | 0 | 0 | 2 | 0 | 0 |
| | 0 | 0 | 0 | 0 | 4 | | 0 | 0 | 0 | 0 | 0 | 0 |
| Shipyard Worker | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 2 | 0 |
| Textiles Cutter | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 1 | 0 |
| Coal Miner | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 2 |
| Steel Worker | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 |
| British Steel: Electrician | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 |
| Draughtsman | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 |
| Culture, arts and sport | | | | | | | | | | | | |
| Artist | 0 | 1 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 1 | 0 | 0 |
| Leisure Centre: Director/Chair | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 |
| Art Dealer | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 2 | 0 | 0 | 2 | 0 |
| Photographer | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 0 |
| Actor | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Composer | 1 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 |
| Writer | 2 | 0 | 2 | 3 | 1 | 4 | 0 | 3 | 1 | 0 | 7 | 1 |
| Film/Theatre Producer | 1 | 1 | 0 | 2 | 1 | 0 | 0 | 1 | 1 | 1 | 1 | 1 |
| Athlete | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| Documentary Producer | 0 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 0 | 1 | 1 | 0 |
| Museum, Theatre or Arts Centre: Director/Chair | 0 | 0 | 2 | 0 | 0 | 3 | 1 | 0 | 1 | 1 | 1 | 1 |
| Journalism, media and publishing | | | | | | | | | | | | |
| Journalist | 2 | 0 | 3 | 2 | 0 | 4 | 2 | 1 | 2 | 3 | 2 | 2 |
| Newspaper/Magazine: Editor | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 |
| Print Media: Director/Chair | 3 | 0 | 1 | 3 | 0 | 2 | 1 | 2 | 1 | 1 | 3 | 1 |
| Publisher | 3 | 0 | 2 | 3 | 1 | 3 | 0 | 3 | 2 | 0 | 4 | 3 |
| TV/Radio: Producer | 0 | 2 | 1 | 0 | 2 | 4 | 2 | 1 | 0 | 2 | 3 | 1 |
| TV/Radio: Presenter | 0 | 1 | 1 | 0 | 2 | 3 | 0 | 2 | 0 | 1 | 4 | 0 |
| TV/Radio: Director/Chair | 0 | 2 | 2 | 0 | 3 | 3 | 1 | 3 | 0 | 1 | 4 | 1 |
| TV/Radio: Various | 0 | 2 | 0 | 1 | 2 | 0 | 1 | 1 | 0 | 2 | 1 | 0 |
| Education and training (not HE) | | | | | | | | | | | | |
| Teacher: Primary | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Teacher: Secondary | 0 | 1 | 0 | 1 | 2 | 5 | 1 | 0 | 0 | 3 | 5 | 0 |
| Teacher: Further Education | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| Teacher: Headteacher | 0 | 0 | 1 | 0 | 0 | 2 | 0 | 1 | 0 | 0 | 2 | 0 |
| Teacher: Various or Unknown | 0 | 0 | 2 | 0 | 0 | 4 | 1 | 1 | 0 | 4 | 1 | 0 |
| Inspector of Schools | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 2 | 0 |
| Education Accreditation Body: Director/Chair | 0 | 0 | 1 | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 0 | 0 |
| Higher education | | | | | | | - | | | | | |
| Academic | 10 | 20 | 28 | 14 | 26 | 35 | 15 | 31 | 12 | 22 | 39 | 15 |
| University Vice-chancellor or Dean | 1 | | | 1 | 2 | 2 | .0 | 0 | | 2 | 2 | .0 |
| Medical and healthcare | | | | <u> </u> | | | | <u> </u> | | | | <u> </u> |
| | | | | | | 1 | | | | | | |

| | Attendance | | | | | | Age | | | | | |
|---|------------|-------------|-------|------------|-------------|-------|------|-----------|------|-----|-----------|------------|
| Job | P | Primar | y | | Total | | Р | rimar | у | | Total | |
| | -1/3 | 1/3- 2/3 | ~ 2/2 | - 1/3 | 1/3- 2/3 | - 2/2 | - 65 | 65- 80 | ~ 80 | -65 | 65- 80 | ~80 |
| General Practitioner | 0 | 2,5 | 213 | < 1/3 0 | 1 | - 213 | 0 | 1 | - 00 | 1 | 2 | 1 |
| Nurse | 0 | 1 | 1 | 1 | 2 | 2 | 0 | 2 | 0 | 0 | 4 | 1 |
| Surgeon | 0 | 1 | 1 | 0 | 1 | 1 | 1 | 1 | 0 | 1 | 1 | 0 |
| Psychiatrist | 0 | 1 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 1 | 0 | 0 |
| Obstetrician | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 2 | 0 | 0 | 2 | 0 |
| Neurologist | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Dental Surgeon | 0 | 0 | 2 | 0 | 0 | 2 | 0 | 1 | 1 | 0 | 1 | 1 |
| Pharmacist | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 |
| Medical: various or unspecified | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 |
| Health Trust: Member or Chair | 0 | 0 | 1 | 0 | 0 | 2 | 1 | 0 | 0 | 2 | 0 | 0 |
| Hospital/Health Authority: Director/Chair | 0 | 3 | 0 | 1 | 3 | 0 | 1 | 2 | 0 | 2 | 2 | 0 |
| Transport | | | | | | | | | | | | |
| British Rail: Manual and Administrative | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 |
| British Rail: Various | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 1 | 0 |
| Pilot | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 2 | 0 |
| Railways: Director | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 1 | 0 |
| Other Transport: Director/Chair | 2 | 0 | 1 | 2 | 0 | 1 | 0 | 3 | 0 | 0 | 3 | 0 |
| Police | | | | | | | | | | | | |
| Police: Inspector of Constabulary | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 1 | 0 |
| Police: Chief Superintendent | 0 | 0 | 2 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 2 | 0 |
| Police: Chief Officer | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 1 |
| Police Officer | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Representative politics | | | | | | | | | | | | |
| MP: Prime Minister | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 |
| MP: Party Leader | 0 | 2 | 1 | 0 | 2 | 1 | 0 | 3 | 0 | 0 | 3 | 0 |
| MP: Chancellor of the Exchequer | 1 | 0 | 3 | 1 | 0 | 3 | 0 | 2 | 2 | 0 | 2 | 2 |
| MP; Secretary of State | 8 | 13 | 11 | 12 | 14 | 14 | 7 | 20 | 5 | 9 | 25 | 6 |
| MP: Minister | 1 | 11 | 29 | 2 | 13 | 33 | 7 | 24 | 10 | 8 | 27 | 13 |
| MP: Speaker/Deputy Speaker | 0 | 0 | 4 | 0 | 0 | 4 | 0 | 3 | 1 | 0 | 3 | 1 |
| MP: Shadow Cabinet or Spokesperson | 0 | 4 | 21 | 0 | 5 | 24 | 5 | 18 | 1 | 5 | 21 | 2 |
| MP: None of the above | 2 | 4 | 14 | 2 | 5 | 16 | 5 | 9 | 7 | 6 | 9 | 9 |
| Peer: Secretary of State | 1 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 |
| Peer: Lord Chancellor | 0 | 1 | 0 | 0 | 2 | 1 | 0 | 0 | 1 | 1 | 1 | 1 |
| MEP | 1 | 0 | 3 | 1 | 0 | 5 | 3 | 2 | 0 | 4 | 2 | 1 |
| Assembly Member | 1 | 0 | 2 | 2 | 0 | 2 | 3 | 0 | 0 | 4 | 0 | 0 |
| MSP | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| Council Leader | 1 | 0 | 4 | 1 | 0 | 9 | 2 | 3 | 0 | 3 | 6 | 1 |
| Councillor | 1 | 1 | 4 | 1 | 2 | 6 | 1 | 3 | 2 | 1 | 6 | 2 |
| Member Irish Senate | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| Member: Hong Kong Council | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Political staff and activists | | | | | | | | | | | | |
| Political Party: General Secretary/ Secretary | 0 | 0 | 3 | 0 | 0 | 5 | 2 | 1 | 0 | 2 | 3 | 0 |
| Political Party: Regional Secretary | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 1 |
| Political Party: Various | 0 | 3 | 7 | 0 | 3 | 8 | 6 | 3 | 1 | 6 | 3 | 2 |

| | Attendance | | | | | | | Age | | | | | | |
|--|--------------|-------------|-------|-------|-------------|-------|-------|-----------|------|-------|-----------|-----|--|--|
| Job | Primary Tota | | | Total | | Р | rimar | у | | Total | | | | |
| | <1/3 | 1/3- 2/3 | > 2/3 | < 1/3 | 1/3- 2/3 | > 2/3 | < 65 | 65- 80 | > 80 | <65 | 65- 80 | >80 | | |
| Political: Assistant/Adviser | 0 | 0 | 0 | 0 | 2 | 4 | 0 | 0 | 0 | 2 | 4 | 0 | | |
| Number 10 Policy Unit | 0 | 1 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | | |
| International affairs and diplomacy | | | | | | | | | | | | | | |
| Diplomat | 3 | 3 | 3 | 3 | 6 | 3 | 0 | 6 | 3 | 1 | 8 | 3 | | |
| Head of Diplomatic Service | 0 | 2 | 1 | 0 | 2 | 1 | 1 | 2 | 0 | 1 | 2 | 0 | | |
| European Commissioner | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | | |
| Commander-in-Chief, Hong Kong | 1 | 0 | 0 | 2 | 0 | 0 | 1 | 0 | 0 | 1 | 1 | 0 | | |
| Secretary General European Commission | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | | |
| Various European Commission | 2 | 0 | 1 | 2 | 0 | 1 | 1 | 2 | 0 | 1 | 2 | 0 | | |
| Various United Nations | 0 | 1 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | | |
| Various World Bank | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | | |
| Various International Organisations | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | | |
| Civil service (UK) | | | | | | | | | | | | | | |
| Head of Civil Service | 0 | 2 | 0 | 0 | 2 | 0 | 0 | 1 | 1 | 0 | 1 | 1 | | |
| Permanent Secretary HMT | 1 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | | |
| Head of Security Service | 0 | 1 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | | |
| Head of Statistical Service | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | | |
| Various Civil Service | 3 | 0 | 3 | 5 | 0 | 4 | 1 | 4 | 1 | 2 | 5 | 2 | | |
| Armed forces | | | | | | | | | | | | | | |
| Defence Chief | 4 | 2 | 1 | 4 | 2 | 1 | 1 | 5 | 1 | 1 | 6 | 1 | | |
| Various Armed Forces | 0 | 2 | 3 | 1 | 2 | 4 | 2 | 2 | 2 | 3 | 3 | 1 | | |
| Royal family staff | | | | | | | | | | | | | | |
| Private Secretary to the Queen | 1 | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | | |
| Local authority administration | | | | | | | | | | | | | | |
| Head of Social Services | 0 | 1 | 0 | 0 | 1 | 1 | 0 | 1 | 0 | 0 | 2 | 0 | | |
| Social/Community Worker | 0 | 1 | 2 | 0 | 2 | 2 | 2 | 1 | 0 | 2 | 2 | 0 | | |
| Education Officer | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | | |
| Various Local Authority | 0 | 0 | 2 | 1 | 2 | 6 | 2 | 0 | 0 | 6 | 3 | 0 | | |
| Other public sector | | | | | | | | | | | | | | |
| Public Body: Director/Chair | 3 | 0 | 6 | 5 | 2 | 7 | 7 | 3 | 0 | 11 | 3 | 1 | | |
| Bank of England: Governor | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | | |
| Probation Officer | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 2 | 0 | | |
| Health and Safety Consultant | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | | |
| Postal Worker | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 2 | 0 | | |
| Post Office: Various Managerial | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | | |
| Nationalised Industry: Clerk or Administrator | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 1 | | |
| Nationalised Industry: Ind Relations Officer | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | | |
| National Coal Board: Various | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | | |
| Public Services Administrator | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | | |
| Public Sector: Other Consultant | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | | |
| Public Sector: Various | 0 | 1 | 0 | 0 | 3 | 1 | 0 | 1 | 0 | 2 | 2 | 0 | | |
| Trade unions | | | | | | | | | | | | | | |
| Trade Unions: Deputy/ General/ National Secretary | 0 | 2 | 11 | 0 | 2 | 12 | 2 | 11 | 0 | 2 | 11 | 1 | | |

| | | | | | Ag | \ge | | | | | | |
|--|------|-------------|-------|-------|-------------|-------|------|-----------|------|-----|-----------|-----|
| Job | P | rimar | у | | Total | | Р | rimar | у | | Total | |
| | <1/3 | 1/3- 2/3 | > 2/3 | < 1/3 | 1/3- 2/3 | > 2/3 | < 65 | 65- 80 | > 80 | <65 | 65- 80 | >80 |
| Trade Unions: Arbitrator | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Trade Unions: Various | 0 | 0 | 8 | 0 | 1 | 13 | 2 | 5 | 1 | 6 | 7 | 1 |
| Voluntary sector, NGOs and think tanks | | | | | | | | | | | | |
| Charity/NGO: Researcher | 0 | 0 | 1 | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 0 | 0 |
| Charity/NGO: Fundraiser | 0 | 0 | 1 | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 0 | 0 |
| Charity/NGO: Public Affairs Consultant | 0 | 0 | 1 | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 0 | 0 |
| Charity/NGO: Director/Chair | 2 | 6 | 10 | 3 | 6 | 13 | 8 | 9 | 1 | 9 | 12 | 1 |
| Charity/NGO: Skilled Craftsman | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| Charity/NGO: Various | 0 | 0 | 3 | 1 | 1 | 3 | 1 | 2 | 0 | 1 | 4 | 0 |
| Think Tank: Researcher | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 |
| Think Tank: Director | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 0 | 1 | 0 | 1 | 1 |
| Clergy or religious | | | | | | | | | | | | |
| Clergy | 17 | 7 | 2 | 17 | 7 | 3 | 17 | 12 | 0 | 17 | 13 | 0 |
| Rabbi | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| Unclassified | 5 | 9 | 28 | 5 | 9 | 28 | 20 | 18 | 4 | 20 | 18 | 4 |

* Includes six in the primary field with no dates
 ** Includes one primary and three secondary with no dates
 *** Includes one secondary with no dates

| Table | 16– | Job | by | party |
|-------|-----|-----|----|-------|
|-------|-----|-----|----|-------|

| Job | Primary | | | | | Total | | | | | | |
|--|---------|-----|-----|----|-----|-------|-----|-----|-----|----|-----|-------|
| | Con | Lab | Lib | ХВ | Oth | Total | Con | Lab | Lib | ХВ | Oth | Total |
| Architecture, engineering and construction | | | | | | | | | | | | |
| Architect | 0 | 1 | 0 | 1 | 0 | 2 | 0 | 1 | 0 | 1 | 0 | 2 |
| Engineer | 0 | 0 | 1 | 1 | 0 | 2 | 0 | 5 | 2 | 2 | 1 | 10 |
| Construction: Director/Chair | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 |
| Agriculture and horticulture | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Farmer* | 9 | 1 | 2 | 6 | 0 | 18 | 11 | 1 | 2 | 8 | 0 | 22 |
| Environment and Agriculture: Consultant | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Horticulture: Director/Chair | 2 | 0 | 0 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 0 | 2 |
| Banking and finance | | | | | | | | | | | | |
| Investment Banker | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 |
| Stockbroker | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 0 | 1 | 2 |
| Insurance Broker/Underwriter | 2 | 0 | 0 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 0 | 2 |
| Accountant | 2 | 0 | 2 | 2 | 0 | 6 | 8 | 3 | 2 | 2 | 0 | 15 |
| Fund Manager | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 |
| Financial Consultant | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 0 | 1 | 0 | 2 |
| Economics Adviser | 2 | 0 | 0 | 0 | 0 | 2 | 3 | 0 | 0 | 0 | 0 | 3 |
| Banking and Finance: Director/Chair | 18 | 12 | 2 | 8 | 1 | 41 | 30 | 12 | 5 | 11 | 2 | 60 |
| Banking and Finance: Various | 2 | 0 | 0 | 2 | 0 | 4 | 3 | 1 | 0 | 2 | 0 | 6 |
| Business and commerce | | | | | | | | | | | | |
| Shop Owner | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 |
| Manufacturing: Director/Chair | 6 | 5 | 2 | 3 | 1 | 17 | 6 | 6 | 2 | 3 | 1 | 18 |
| Trade Association: Director/Chair | 0 | 1 | 0 | 1 | 0 | 2 | 0 | 1 | 1 | 1 | 0 | 3 |
| Industry: Director/Chair | 4 | 2 | 0 | 0 | 0 | 6 | 4 | 2 | 0 | 0 | 0 | 6 |
| Energy: Director | 1 | 1 | 0 | 1 | 0 | 3 | 1 | 1 | 1 | 2 | 0 | 5 |
| Retail: Director/Chair | 8 | 2 | 0 | 1 | 0 | 11 | 9 | 2 | 0 | 1 | 0 | 12 |
| Other Private Sector: Director/Chair | 5 | 3 | 1 | 1 | 0 | 10 | 6 | 3 | 2 | 2 | 0 | 13 |
| Various Private Sector: Director/Chair | 9 | 0 | 1 | 1 | 1 | 12 | 22 | 3 | 1 | 9 | 1 | 36 |
| Other private sector | | | | | | | | | | | | |
| Management Consultant | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 1 | 0 | 0 | 1 | 4 |
| Public Relations: Consultant | 0 | 1 | 1 | 1 | 1 | 4 | 0 | 1 | 1 | 1 | 1 | 4 |
| Public Relations: Director/Chair | 2 | 0 | 0 | 0 | 0 | 2 | 2 | 0 | 0 | 1 | 0 | 3 |
| Public Affairs: Consultant | 0 | 2 | 2 | 0 | 0 | 4 | 0 | 2 | 2 | 0 | 0 | 4 |
| Public Affairs: Director/Chair | 0 | 1 | 0 | 1 | 0 | 2 | 0 | 1 | 2 | 1 | 0 | 4 |
| Advertising: Director/Chair | 1 | 1 | 0 | 0 | 0 | 2 | 2 | 1 | 0 | 0 | 0 | 3 |
| Property Developer | 2 | 0 | 0 | 1 | 0 | 3 | 2 | 0 | 0 | 1 | 0 | 3 |
| Market Researcher | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 1 | 0 | 0 | 0 | 2 |
| Computing: Consultant | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |
| Private Sector: Other Consultant | 2 | 0 | 0 | 1 | 0 | 3 | 2 | 0 | 0 | 1 | 0 | 3 |
| Legal professions | | | | | | | | | | | | |
| Solicitor | 4 | 4 | 1 | 1 | 0 | 10 | 4 | 6 | 3 | 1 | 0 | 14 |
| Barrister | 3 | 6 | 2 | 3 | | 14 | 6 | 14 | 3 | 21 | 0 | 44 |
| Judge | 0 | 4 | 2 | 20 | 0 | 26 | 1 | 5 | 3 | 22 | 0 | 31 |
| Advocate | 0 | 1 | 0 | 1 | 0 | 2 | 0 | 2 | 0 | 1 | 0 | 3 |
| Legal Adviser | 1 | 0 | 1 | 0 | 0 | 2 | 1 | 0 | 1 | 0 | 0 | 2 |
| Manual and skilled trades | | | | | | | | | | | | |
| Shipyard Worker*** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| Textiles Cutter | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| Coal Miner | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |

| Job | Primary | | | | | | Total | | | | | |
|--|---------|-----|--------|-----|-----|-------|-------|--------|--------|--------|-----|---------------|
| | Con | Lab | Lib | ХВ | Oth | Total | Con | Lab | Lib | ХВ | Oth | Total |
| Steel Worker | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| British Steel: Electrician | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Draughtsman | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Culture, arts and sport | | | | | | | | | | | | |
| Artist | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |
| Leisure Centre: Director/Chair | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Art Dealer | 2 | 0 | 0 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 0 | 2 |
| Photographer | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |
| Actor | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 2 |
| Composer | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 |
| Writer | 1 | 1 | 0 | 1 | 1 | 4 | 2 | 4 | 0 | 1 | 1 | 8 |
| Film/Theatre Producer | 0 | 2 | 0 | 0 | 0 | 2 | 1 | 2 | 0 | 0 | 0 | 3 |
| Athlete | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Documentary Producer | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 2 |
| Museum, Theatre or Arts Centre: Director/Chair | 1 | 1 | 0 | 0 | 0 | 2 | 1 | 1 | 0 | 1 | 0 | 3 |
| Journalism, media and publishing | | | | | | | | | | | | |
| Journalist | 2 | 1 | 0 | 2 | 0 | 5 | 4 | 1 | 0 | 2 | 0 | 7 |
| Newspaper/Magazine: Editor | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Print Media: Director/Chair | 0 | 0 | 0 | 2 | 2 | 4 | 0 | 0 | 0 | 3 | 2 | 5 |
| Publisher | 0 | 3 | 0 | - 1 | - 1 | 5 | 1 | 4 | 0 | 1 | 1 | 7 |
| TV/Radio: Producer | 0 | 0 | 2 | 1 | 0 | 3 | 1 | 2 | 2 | 1 | 0 | 6 |
| TV/Radio: Presenter | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 4 | - 1 | 0 | 0 | 5 |
| TV/Radio: Director/Chair | 0 | 4 | 0 | 0 | 0 | 4 | 0 | 5 | 0 | 1 | 0 | 6 |
| TV/Radio: Various | 0 | 0 | 1 | 1 | 0 | 2 | 0 | 1 | 1 | 1 | 0 | 3 |
| Education and training (not HE) | | | | | | | | | | | | - |
| Teacher: Primary | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Teacher: Secondary | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 4 | 1 | 1 | 1 | 8 |
| Teacher: Further Education | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Teacher: Headteacher | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 1 | 2 |
| Teacher: Various or Unknown | 0 | 1 | 1 | 0 | 0 | 2 | 0 | 3 | 2 | 0 | 0 | 5 |
| Inspector of Schools | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 2 |
| Education Accreditation Body: Director/Chair | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 1 |
| Higher education | - | - | - | - | - | - | - | - | - | - | - | - |
| Academic | 5 | 20 | 5 | 27 | 1 | 58 | 10 | 25 | 6 | 31 | 2 | 76 |
| University Vice-chancellor or Dean | 1 | | 0 | | 0 | 1 | 1 | | 1 | 2 | 0 | 5 |
| Medical and healthcare | | | • | | • | • | | | | | | - |
| General Practitioner | 0 | 1 | 1 | 0 | 0 | 2 | 0 | 2 | 1 | 1 | 0 | 4 |
| Nurse | 1 | 0 | 0 | 1 | 0 | 2 | 1 | - 1 | 0 | 2 | 1 | 5 |
| Surgeon | 1 | 1 | 0 | 0 | 0 | 2 | 1 | 1 | 0 | - | 0 | 2 |
| Psychiatrist | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 1 |
| Obstetrician | 0 | 1 | 0 | 1 | 0 | 2 | 0 | 1 | 0 | 1 | 0 | 2 |
| Neurologist | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Dental Surgeon | 2 | 0 | 0 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 0 | 2 |
| Pharmacist | 0 | 0 | 0 | 0 | 0 | 0 | - 0 | 1 | 0 | 0 | 0 | 1 |
| Medical: various or unspecified | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Health Trust: Member or Chair | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 1 | 1 | 2 |
| Hospital/Health Authority: Director/Chair | 1 | 0 | 0 | 2 | ۱ | 3 | 1 | 0 | 0 | ' 2 | 1 | <u>د</u> ۲ |
| Transport | - | 5 | 0 | - | 0 | 5 | - ' | 0 | 5 | - | | |
| British Rail: Manual and Administrative | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| British Rail: Various | 0 | 0 | 1 | 0 | 0 | 1 | 0 | י 0 | 1 | 0 | 0 | 1 |
| Pilot | 0 | 0 | ۱ ۵ | 0 | 0 | 1 | 1 | 1 | י 0 | 0 | 0 | 2 |
| | 0 | 0 | U | U | U | | ' | 1 | 0 | U | 0 | |

| Job | Primary | | | | Total | | | | | | | |
|--|---------|-----|--------|----|-------|--------|--------|---------|-----|--------|-----|-------|
| | Con | Lab | Lib | ХВ | Oth | Total | Con | Lab | Lib | ХВ | Oth | Total |
| Railways: Director | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| Other Transport: Director/Chair | 1 | 1 | 0 | 1 | 0 | 3 | 1 | 1 | 0 | 1 | 0 | 3 |
| Police | | | | | | | | | | | | |
| Police: Inspector of Constabulary | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |
| Police: Chief Superintendent | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 0 | 2 |
| Police: Chief Officer | 0 | 0 | 0 | 5 | 0 | 5 | 0 | 0 | 0 | 5 | 0 | 5 |
| Police Officer | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Representative politics | - | _ | - | - | - | - | | - | - | - | | _ |
| MP: Prime Minister | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 |
| MP: Party Leader | 0 | 1 | 2 | 0 | 0 | 3 | 0 | 1 | 2 | 0 | 0 | 3 |
| MP: Chancellor of the Exchequer | 3 | 1 | 0 | 0 | 0 | 4 | 3 | 1 | - 0 | 0 | 0 | 4 |
| MP: Secretary of State | 22 | . 7 | 1 | 1 | 1 | | 29 | 7 | 2 | 1 | 1 | 40 |
| MP: Minister | 20 | 17 | ' 1 | 1 | 2 | 41 | 23 | , 18 | 2 | י א | 2 | 48 |
| MP: Speaker/Deputy Speaker | 20 | 1 | 0 | 1 | 0 | 4 | 20 | 10 | 0 | 1 | 0 | 10 |
| MP: Shadow Cabinet or Spokesperson | 1 | 12 | 8 | 2 | 1 | 24 | - 1 | 12 | 12 | 2 | 1 | 28 |
| MP: Select Committee Chair | 0 | 1 | 0 | | 0 | 1 | ۱ | 1 | 0 | 0 | 0 | 1 |
| MP: None of the above | 2 | 13 | 2 | 2 | 1 | 20 | 3 | 13 | 3 | 2 | 2 | 23 |
| Peer: Secretary of State | 2 | 0 | 2 | 2 | 0 | 20 | 2 | 13 | 0 | 2 | | 23 |
| Peer: Lord Chancellor | 1 | 0 | 0 | 0 | 0 | 1 | 2 1 | 2 | 0 | 0 | 0 | 2 |
| | 0 | 0 | 1 | 0 | 0 | 5 | 1 | 2 5 | 1 | 0 | 0 | 7 |
| | 0 | 4 | 1 | 0 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 |
| Assembly Member | 0 | 1 | 1 | 0 | 1 | 3 | 0 | 1 | 1 | 1 | 1 | 4 |
| | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 10 |
| | 2 | 1 | 2 | 0 | 0 | 5 6 | ა ე | с 2 | 2 | 0 | 0 | 10 |
| Councillor Member Irich Senete | 2 | 1 | 3 | 0 | 0 | 0 | 3 | 2 | 4 | 0 | 0 | 9 |
| Capier Member Hang Kang Council | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Senior Member: Hong Kong Council | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| | 0 | 0 | 0 | 0 | 0 | 0 | 0 | - | 0 | 0 | | - |
| Political Party: General Secretary/Secretary | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 5 | 0 | 0 | 0 | 5 |
| Political Party: Regional Secretary | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| Political Party: Various | 0 | 6 | 4 | 0 | 0 | 10 | 0 | 1 | 4 | 0 | 0 | 11 |
| Political: Assistant/Adviser | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 4 | 0 | 1 | 0 | 6 |
| Number 10 Policy Unit | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| International affairs and diplomacy | | | | | - | | | | | | | |
| Diplomat | 2 | 1 | 0 | 6 | 0 | 9 | 3 | 1 | 1 | 7 | 0 | 12 |
| Head of Diplomatic Service | 0 | 0 | 0 | 3 | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 3 |
| European Commissioner | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Commander-in-Chief, Hong Kong | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 0 | 2 |
| Secretary General European Commission | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Various European Commission | 1 | 1 | 0 | 1 | 0 | 3 | 1 | 1 | 0 | 1 | 0 | 3 |
| Various United Nations | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| Various World Bank | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| Various International Organisations | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Civil service (UK) | | | | | | | | | | | | |
| Head of Civil Service | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 2 |
| Permanent Secretary HMT | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |
| Head of Security Service | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |
| Head of Statistical Service | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Various Civil Service | 0 | 2 | 0 | 4 | 0 | 6 | 1 | 2 | 0 | 6 | 0 | 9 |
| Armed forces | | | | | | | | | | | | |
| Defence Chief | 0 | 0 | 0 | 7 | 0 | 7 | 0 | 0 | 0 | 7 | 0 | 7 |
| Various Armed Forces | 0 | 1 | 0 | 5 | 0 | 6 | 1 | 1 | 0 | 5 | 0 | 7 |

| Job | Primary | | | | | | Total | | | | | |
|---|---------|-----|-----|----|-----|-------|-------|-----|-----|----|-----|-------|
| | Con | Lab | Lib | ХВ | Oth | Total | Con | Lab | Lib | ХВ | Oth | Total |
| Royal family staff | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Private Secretary to the Queen | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 2 |
| Local authority administration | | | | | | | | | | | | |
| Head of Social Services | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 2 | 0 | 2 |
| Social/Community Worker | 0 | 2 | 1 | 0 | 0 | 3 | 0 | 3 | 1 | 0 | 0 | 4 |
| Education Officer | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |
| Various Local Authority | 0 | 1 | 0 | 1 | 0 | 2 | 0 | 5 | 0 | 4 | 0 | 9 |
| Other public sector | | | | | | | | | | | | |
| Public Body: Director/Chair | 1 | 5 | 1 | 2 | 1 | 10 | 1 | 7 | 1 | 5 | 1 | 15 |
| Bank of England: Governor | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 |
| Probation Officer | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 2 |
| Health and Safety Consultant | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Postal Worker | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| Post Office: Various Managerial | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 1 |
| Nationalised Industry: Clerk or Administrator | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 |
| Nationalised Industry: Ind Relations Officer | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| National Coal Board: Various | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 1 |
| Public Services Administrator | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Public Sector: Other Consultant | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Public Sector: Various | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 3 | 0 | 4 |
| Trade unions | | | | | | | | | | | | |
| Trade Unions: Deputy/ General/ National Secretary | 0 | 12 | 0 | 0 | 1 | 13 | 0 | 13 | 0 | 0 | 1 | 14 |
| Trade Unions: Arbitrator | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Trade Unions: Various | 0 | 7 | 0 | 0 | 1 | 8 | 0 | 12 | 0 | 0 | 2 | 14 |
| Voluntary sector, NGOs and think tanks | | | | | | | | | | | | |
| Charity/NGO: Researcher | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |
| Charity/NGO: Fundraiser | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 1 |
| Charity/NGO: Public Affairs Consultant | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| Charity/NGO: Director/Chair | 0 | 5 | 2 | 11 | 0 | 18 | 1 | 6 | 2 | 13 | 0 | 22 |
| Charity/NGO: Skilled Craftsman | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 |
| Charity/NGO: Various | 0 | 0 | 1 | 2 | 0 | 3 | 0 | 1 | 2 | 2 | 0 | 5 |
| Think Tank: Researcher | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| Think Tank: Director | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 0 | 2 |
| Clergy or religious | | | | | | | | | | | | |
| Clergy**** | 0 | 1 | 1 | 5 | 0 | 29 | 1 | 1 | 1 | 5 | 0 | 30 |
| Rabbi | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 |
| Unclassified | 22 | 7 | 3 | 9 | 1 | 42 | 22 | 7 | 3 | 9 | 1 | 42 |

* Includes six in the primary field with no dates
** Includes one primary and three secondary with no dates
*** Includes one secondary with no dates
**** The total figures include 22 bishops all with a primary job of clergy, two of whom had a secondary job of academic

Specialisms

Tables 17 and 18 show data on peers' professional specialisms, and these are further discussed below. Once again we first introduce some rules and caveats, which should be read with those in the section above introducing the professional background data.

Data sources, rules and caveats

The data on peers' specialisms is, like the other professional background data, principally based on information found in *Dods* and *Who's Who*. This has been supplemented where necessary by other sources, largely in cases where further clarification was needed.

It should be noted that the **data describes specialisms**, **not political 'interests'**. As indicated earlier, we have not sought to capture the areas in which peers say they are most interested, or in which they are politically most active. The data instead relates to work they have actually done, mostly outside the House. We have therefore interpreted specialisms based on what we have learnt about peers' careers, as indicated in the previous tables.

This data is probably **more subjective** than that on professional area and job, and involves more **difficult decisions on how to classify peers**. In particular **categories are less mutually exclusive than those for professional areas and jobs**. For example a peer who has worked in the voluntary sector on education matters could be assigned a specialism of either voluntary sector or education; a peer with a background in employment relations in industry could have been assigned to either of these categories. In general we have tried to assign peers to the specialist policy-related category that most closely reflects their background. For example academics are largely assigned to categories reflecting their subject interests, although many also clearly have a general expertise in higher education. In some cases where there is a clear dilemma peers have been assigned the second potential specialism as their "secondary" specialism. But this will not always be the case, for example where they have had two careers and their secondary specialism relates to their second career.

We applied a general **eight-year rule to specialisms**. This means that a peer must have been working in a field for a minimum of eight years (full-time equivalent) in order for this to be logged. As with professional areas and jobs, part-time positions are counted, but only on a rough pro rata basis, which is necessarily based on a certain amount of guesswork.

With relation to specialism, the default for **former MPs** is "politics: Westminster", while others with more varied political backgrounds (e.g. as councillors or party staff) may be classified as "politics: general". Ministers who worked in a department for more than eight years, or more than **five years** as Secretary of State, were given the department's policy area as their specialism. MPs could also gain such specialisms through years clearly working in a concentrated way on the topic, e.g. as a select committee chair.

Note that some additional information is provided about former MPs in Tables 19 and 20, at the end of this section.

Once again there are some consequences of these rules which must be borne in mind when interpreting the data. For example, **general fields may appear underrepresented**. As indicated above, most academics have not been assigned a specialism of "higher education"; similarly there will be many more peers with experience of charity management, local government management, etc than are shown in the tables, having been assigned specialisms such as environment, disability, housing, etc. In addition, once again, the tables necessarily **do not represent the full diversity of specialisms in the House of Lords**, as our rules provided for members to only be assigned a maximum of two specialisms. Instead these figures only represent, and even then imperfectly, peers' main or dominant specialisms.

Discussion of overall diversity of specialisms

Table 17 introduces the data on specialisms, and also - in order to save space - includes the breakdown by attendance (discussed in the next section). Once again it is primarily a matter for the Commission to identify where they believe there are gaps amongst members' specialisms, but a few areas may be worth pointing out.

Amongst the specialisms shown in the table, it is perhaps surprising that there are so few peers with specialisms in engineering, etc, as noted above. There are also very few with specialisms in energy, and in conservation and the environment generally: which is clearly now a policy field of enormous importance. For example we found nobody whose specialism was waste management, recycling, water, flooding, forestry, etc, and bigger areas such as climate change might be considered underrepresented. There are also few peers with specialisms in transport (particularly road transport, including buses). As already noted there are also relatively few peers with main specialisms in heritage matters, and leisure industries, and relatively few peers have main specialisms in school education, and none evidently in early years or adult education. There is only one peer whose main specialism is the probation service. Other areas within the Home Office and Ministry of Justice field, such as terrorism, organised crime and immigration may be underrepresented (though perhaps to some extent represented by peers classified elsewhere, such as police). There are no peers whose primary specialism is local government management (but see caveats above, and also note that there are several peers classified with a specialism of "politics: local"), no library specialist, and few public health specialists: for example specialists in health education, health inequality or obesity. Once again it may be considered that there are some gaps amongst scientific specialisms (marine biology, for example), and medical specialisms (for example there is no psychologist listed either here or amongst the academics). Finally, given the number of peers with backgrounds in the Armed Forces and defence it might be argued that the House should include some members with backgrounds as peace campaigners.

Specialisms by attendance

Looking at the attendance data in Table 17 we see that there are a number of specialisms which are only represented in the House by relatively low attenders. These include architecture, construction and building, several industrial and manufacturing areas, environment and several energy areas, film and theatre production, mental health and psychiatry, veterinary medicine, ferry and road transport, urban regeneration and social exclusion (though several related areas are listed), childcare, post office, Navy, various scientific specialisms, and animal ethics.

Specialisms by party

Table 18 shows the data on specialisms broken down by party/group. This once again shows some trends, some of which were seen in the earlier tables. For example, the Conservatives are strong on farming and agriculture, general business management, finance, insurance, retail, while Labour are relatively stronger on manufacturing, public affairs, education, EU affairs, employment relations, and general and Westminster politics. The Crossbenchers are also relatively well represented in farming, in the law, policing, Armed Forces, and diplomatic relations. It is also notable however that some specialisms, such as banking, are relatively evenly spread between the different groups in the House.

| Specialism | | Primary | / | | | Total | | |
|--|------|---------|------|-------|------|-------|------|-------|
| • | | 1/3- | | | | 1/3- | | |
| | <1/3 | 2/3 | >2/3 | Total | <1/3 | 2/3 | >2/3 | Total |
| Agriculture and Horticulture | | | | | | | | |
| farming and agriculture* | 2 | 6 | 11 | 19 | 2 | 7 | 14 | 23 |
| fishing and fisheries | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 1 |
| horticulture | 0 | 0 | 2 | 2 | 0 | 0 | 2 | 2 |
| Architecture, Construction and Engineering | | | | | | | | |
| architecture | 2 | 0 | 0 | 2 | 2 | 0 | 0 | 2 |
| engineering; general | 1 | 1 | 0 | 2 | 1 | 1 | 4 | 6 |
| engineering; electrical | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 |
| engineering; civil | 0 | 0 | 0 | 0 | 1 | 0 | 3 | 4 |
| engineering; mechanical | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 |
| engineering; computers | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 |
| construction and building | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 |
| Manual and Skilled Trades | | | | | | | | |
| electrical trades | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| skilled trades: building | 0 | 0 | 1 | 1 | 0 | 1 | 2 | 3 |
| skilled trades: technical drawing | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| shipyards** | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 |
| Trade, Industry and Manufacturing | | | | | | | | |
| trade and industry; general | 0 | 0 | 2 | 2 | 1 | 0 | 2 | 3 |
| industry; metals | 1 | 0 | 0 | 1 | 1 | 0 | 1 | 2 |
| industry; mining | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 |
| industry; textiles | 1 | 0 | 2 | 3 | 1 | 0 | 2 | 3 |
| manufacturing; cars | 1 | 0 | 0 | 1 | 1 | 0 | 0 | 1 |
| manufacturing; food and drink | 1 | 3 | 0 | 4 | 2 | 4 | 0 | 6 |
| manufacturing; other | 2 | 1 | 3 | 6 | 2 | 2 | 4 | 8 |
| trade associations and regulators | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| retail | 7 | 1 | 2 | 10 | 7 | 2 | 2 | 11 |
| general business/management | 4 | 4 | 9 | 17 | 18 | 13 | 19 | 50 |
| Energy and Environment | | | | | | | | |
| environment | 3 | 0 | 0 | 3 | 4 | 0 | 0 | 4 |
| energy; renewables | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 |
| energy; electricity | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 |
| energy; oil, gas and coal | 2 | 1 | 1 | 4 | 2 | 2 | 3 | 7 |
| Banking and Finance | | | | | | | | |
| finance; general | 0 | 1 | 4 | 5 | 2 | 5 | 6 | 13 |
| finance; broking | 0 | 0 | 2 | 2 | 0 | 0 | 3 | 3 |
| finance; investments | 0 | 2 | 1 | 3 | 0 | 3 | 1 | 4 |
| finance; banking | 11 | 9 | 7 | 27 | 18 | 12 | 9 | 39 |
| accountancy*** | 1 | 0 | 6 | 7 | 3 | 1 | 11 | 15 |
| insurance | 1 | 4 | 4 | 9 | 1 | 5 | 5 | 11 |
| Professional Services/Consultancy | | | | | | | | |
| computing and IT | 0 | 1 | 2 | 3 | 0 | 2 | 2 | 4 |
| printing and print management | 1 | 1 | 0 | 2 | 1 | 1 | 0 | 2 |
| public relations | 2 | 1 | 3 | 6 | 3 | 1 | 3 | 7 |
| public affairs and strategy | 1 | 0 | 4 | 5 | 1 | 0 | 7 | 8 |
| exhibitions and events | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 1 |
| advertising | 1 | 0 | 1 | 2 | 2 | 1 | 2 | 5 |
| communications | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 2 |
| property | 5 | 1 | 2 | 8 | 5 | 1 | 2 | 8 |
| market research | 0 | 0 | 1 | 1 | 1 | 0 | 1 | 2 |
| media management | 3 | 4 | 3 | 10 | 4 | 5 | 4 | 13 |

Table 17 – Specialism by attendance

| Specialism | | Primary | / | | | Total | | |
|--------------------------------------|------|-------------|------|-------|------|-------------|------|-------|
| | -1/3 | 1/3- 2/3 | -2/3 | Total | ~1/3 | 1/3- 2/3 | -2/3 | Total |
| Culture, Arts and Sport | <1/5 | 2/5 | 215 | Totai | <1/5 | 2/3 | 215 | Total |
| film/theatre production | 1 | 1 | 0 | 2 | 2 | 1 | 0 | 3 |
| performing arts | 1 | 0 | 1 | 2 | 2 | 1 | 1 | 4 |
| heritage and conservation | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| cultural studies | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 |
| museums | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 1 |
| creative writing | 2 | 0 | 1 | 3 | 2 | 1 | 2 | 5 |
| sport | 1 | 0 | 0 | 1 | 1 | 1 | 1 | 3 |
| gaming and gambling | 0 | 2 | 0 | 2 | 0 | 2 | 0 | 2 |
| art and photography | 1 | 2 | 2 | 5 | 1 | 2 | 3 | 6 |
| music industry | 1 | 0 | 0 | 1 | 1 | 0 | 0 | 1 |
| Law | | | | | | | | |
| law; constitutional | 0 | 0 | 3 | 3 | 0 | 0 | 5 | 5 |
| law; commercial | 0 | 0 | 3 | 3 | 0 | 0 | 4 | 4 |
| law; competition | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 1 |
| law; employment | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 3 |
| law; family | 0 | 2 | 1 | 3 | 0 | 2 | 1 | 3 |
| human rights | 0 | 1 | 1 | 2 | 0 | 2 | 3 | 5 |
| law; Scotland | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| law; general or unspecified | 21 | 13 | 14 | 48 | 21 | 15 | 25 | 61 |
| Media | | | | | | | | |
| journalism; broadcast | 0 | 1 | 0 | 1 | 0 | 1 | 1 | 2 |
| journalism; print | 0 | 0 | 1 | 1 | 0 | 0 | 2 | 2 |
| journalism; general | 0 | 0 | 2 | 2 | 0 | 0 | 3 | 3 |
| editing; print media | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| publishing | 2 | 0 | 2 | 4 | 3 | 1 | 4 | 8 |
| broadcasting; TV | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 3 |
| broadcasting; general | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 |
| TV/radio production | 0 | 2 | 1 | 3 | 1 | 2 | 3 | 6 |
| Medicine and Health | | | | | | | | |
| medicine: general | 0 | 1 | 1 | 2 | 0 | 1 | 2 | 3 |
| nursing | 1 | 2 | 1 | 4 | 1 | 2 | 2 | 5 |
| surgery | 0 | 1 | 1 | 2 | 0 | 1 | 1 | 2 |
| obstetrics and gynaecology | 0 | 1 | 1 | 2 | 0 | 1 | 1 | 2 |
| mental health and psychiatry | 0 | 2 | 0 | 2 | 0 | 4 | 0 | 4 |
| dentistry | 0 | 0 | 2 | 2 | 0 | 0 | 2 | 2 |
| neurology | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 1 |
| epidemiology | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| gastroenterology | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 |
| palliative medicine | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 1 |
| fertility and reproduction | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| hospital and health trust management | 0 | 3 | 2 | 5 | 1 | 3 | 4 | 8 |
| health education | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| sexual health and family planning | 0 | 0 | 2 | 2 | 0 | 0 | 2 | 2 |
| pharmacy | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| veterinary medicine | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 |
| Education | | | - | _ | | _ | - | _ |
| education; general | 1 | 2 | 3 | 6 | 1 | 2 | 6 | 9 |
| education: educational inequality | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 |
| education: higher | 1 | 0 | 1 | 2 | 1 | 2 | 3 | 6 |
| education; vocational and further | 0 | 0 | 1 | 1 | 1 | 0 | 1 | 2 |
| education; secondary school | 0 | 1 | 1 | 2 | 1 | 2 | 5 | 8 |
| education; primary school | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |

| t13- education; local authority policy t13- education; local authority policy t13- education; local authority policy t13- education; local authority policy t0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1 | Specialism | | Primary | 1 | | | Total | | |
|---|---|----------|-------------|---------------|-------|--------|-------------|--------|-------------------|
| education: local authority policy 0 0 0 0 0 0 0 1 1 0 1 1 0 1 1 0 1 1 0 1 1 0 1 1 0 1 1 1 0 0 1 | | <1/3 | 1/3- 2/3 | >2/3 | Total | <1/3 | 1/3- 2/3 | >2/3 | Total |
| training and development 0 1 0 1 0 1 0 1 0 1 1 Transport, general 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 | education; local authority policy | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| Transport Image | training and development | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 |
| transport; general 0 0 1 1 0 0 1 | Transport | | | | | | | | |
| transport; isr 1 0 0 1 1 1 1 1 1 1 1 1 0 0 1 transport; sihpping 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 1 0 0 1 1 1 0 0 1 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 1 1 1 1 1 1 1 1 1 1 1 0 0 1 1 0 1 < | transport; general | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 1 |
| transport; shipping 1 0 0 1 1 0 0 1 transport; raiways 0 0 0 1 1 0 0 3 transport; raiways 0 0 0 0 0 1 0 0 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 1 1 1 1 0 0 1 | transport; air | 1 | 0 | 0 | 1 | 1 | 1 | 1 | 3 |
| transport: shipping 0 0 1 1 0 0 1 1 transport: allways 0 0 0 2 2 0 0 1 1 transport: allways 0 0 0 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 2 2 4 8 2 2 2 4 8 2 2 2 4 8 2 2 2 4 8 2 2 2 4 8 2 2 2 3 3 3 1 1 0 0 1 1 0 0 1 1 1 0 0 1 1 0 0 1 <td>transport; ferries</td> <td>1</td> <td>0</td> <td>0</td> <td>1</td> <td>1</td> <td>0</td> <td>0</td> <td>1</td> | transport; ferries | 1 | 0 | 0 | 1 | 1 | 0 | 0 | 1 |
| transport; railways 0 0 2 2 0 0 3 3 transport; cars/roads 0 0 0 0 1 0 0 1 Local and Public Services 0 1 1 2 4 8 2 2 4 8 prolotion service 0 1 1 2 0 1 2 3 probation service 0 0 0 0 0 0 0 1 1 2 corine and security 0 0 0 0 0 0 0 1 1 0 0 1 coal overmment management 0 0 1 1 0 0 1 1 0 0 1 1 environmental health 0 0 1 1 0 0 1 1 3 3 1 1 3 5 4 10 environmental health 0 0 1 1 0 0 1 <td>transport; shipping</td> <td>0</td> <td>0</td> <td>1</td> <td>1</td> <td>0</td> <td>0</td> <td>1</td> <td>1</td> | transport; shipping | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 1 |
| transport; cars/roads 0 0 0 1 0 0 1 Local and Public Services 0 1 1 2 2 4 8 2 2 4 8 prisons 0 1 1 2 0 1 2 3 probation service 0 0 0 0 0 0 0 0 1 1 2 3 community development 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 | transport; railways | 0 | 0 | 2 | 2 | 0 | 0 | 3 | 3 |
| Local and Public Services Image: Constraint of the service of the servi | transport; cars/roads | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 |
| policing 2 2 4 8 2 2 4 8 prisons 0 1 1 2 0 1 2 3 probation service 0 0 0 0 0 0 1 1 2 3 crime and security 0 0 0 0 0 0 1 1 0 1 1 2 3 community development 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 1 0 0 1 1 1 0 0 1 1 1 1 1 1 1 1 1 1 0 1 1 1 0 1 1 1 1 1 1 1 1 | Local and Public Services | | | | | | | | |
| prisons 0 1 1 2 0 1 2 3 probation service 0 0 0 0 0 0 0 1 1 2 3 probation service 0 0 0 0 0 0 0 1 1 2 3 community development 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 1 1 0 1 1 1 1 1 0 1 1 1 1 1 1 | policing | 2 | 2 | 4 | 8 | 2 | 2 | 4 | 8 |
| probation service 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 1 0 0 1 1 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 1 1 1 1 1 1 1 1 1 | prisons | 0 | 1 | 1 | 2 | 0 | 1 | 2 | 3 |
| crime and security 0 0 0 0 0 0 0 0 0 0 0 0 0 1 1 2 3 community development 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 1 1 0 0 1 1 0 0 1 1 0 1 1 0 1 1 0 1 1 1 1 1 1 1 1 0 1 1 | probation service | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 |
| local government management 0 0 0 0 1 1 2 3 community development 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 1 1 0 1 1 0 0 1 1 0 1 1 1 0 1 1 0 1 1 1 0 1 1 1 1 1 1 1 | crime and security | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 |
| community development 0 0 1 1 0 0 1 1 urban regeneration and competitiveness 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 1 1 1 3 5 ethic inin ority issues 0 0 0 0 0 0 1 1 1 0 0 1 1 1 1 0 0 1 1 1 1 0 0 1 | local government management | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 3 |
| urban regeneration and competitiveness 1 0 0 1 1 0 0 1 environmental health 0 0 1 1 0 0 1 1 0 0 1 1 housing 0 0 2 2 1 0 2 3 equal opportunities 0 0 1 2 3 1 1 3 5 ethnic minority issues 0 1 2 3 1 5 4 10 community/race relations 0 1 3 4 0 1 4 5 social services 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 1 1 0 1 1 1 1 0 1 1 1 1 0 1 1 1 1 1 </td <td>community development</td> <td>0</td> <td>0</td> <td>1</td> <td>1</td> <td>0</td> <td>0</td> <td>1</td> <td>1</td> | community development | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 1 |
| environmental health 0 0 1 1 0 0 1 1 0 0 1 1 1 0 0 1 | urban regeneration and competitiveness | 1 | 0 | 0 | 1 | 1 | 0 | 0 | 1 |
| housing 0 0 2 2 1 0 2 3 equal opportunities 0 0 3 3 1 1 3 5 ethnic minority issues 0 0 0 0 0 0 1 1 social services 0 1 3 4 0 1 4 5 social exclusion 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 1 1 1 1 0 1 | environmental health | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 1 |
| equal opportunities 0 0 3 3 1 1 3 5 ethnic minority issues 0 0 0 0 0 0 0 1 1 3 5 social services 0 1 2 3 1 5 4 10 social services 0 1 3 4 0 1 4 5 social security 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 1 1 0 2 2 0 2 2 2 0 0 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 4 disability, ignerral </td <td>housing</td> <td>0</td> <td>0</td> <td>2</td> <td>2</td> <td>1</td> <td>0</td> <td>2</td> <td>3</td> | housing | 0 | 0 | 2 | 2 | 1 | 0 | 2 | 3 |
| ethnic minority issues 0 0 0 0 0 0 0 1 1 community/race relations 0 1 2 3 1 5 4 10 social services 0 1 3 4 0 1 4 5 social services 0 1 0 0 1 1 0 0 1 alcohol and drug regulation, addiction and misuse 0 2 0 2 0 2 0 2 2 0 2 2 0 2 2 0 2< | equal opportunities | 0 | 0 | 3 | 3 | 1 | 1 | 3 | 5 |
| Initial interview D I D I D I D I D I D I D I D I D I D I D I D I D I D I D I I D D I I D D I I D D I I D D I I D D I I D D I I D D I I D D I I D D I I D D I I D D I I D D I D D I I D I I D I I D I I D I I D I I D I I I I D I I | ethnic minority issues | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| Social services 0 1 2 4 0 1 4 5 social exclusion 1 0 0 1 1 0 0 1 alcohol and drug regulation, addiction and misuse 0 2 0 2 0 2 0 2 0 2 0 2 0 2 0 2 2 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 1 1 0 2 2 2 2 1 1 0 1 1 1 1 0 1 1 0 1 1 0 1 | community/race relations | 0 | 1 | 2 | 3 | 1 | 5 | 4 | 10 |
| Bodie Schlussen D <thd< th=""> D <thd< th=""> <</thd<></thd<> | social services | 0 | 1 | 3 | 4 | 0 | 1 | 4 | 5 |
| alcohol and drug regulation, addiction and misuse 0 2 0 2 0 2 0 2 0 2 0 2 0 2 0 2 0 2 0 2 0 2 0 2 0 2 0 2 2 0 0 1 1 1 0 0 1 1 1 0 0 1 1 1 0 0 1 1 1 0 1 1 1 0 1 | social exclusion | 1 | 0 | 0 | 1 | 1 | 0 | 0 | 1 |
| and a rest of a gradient of a rest | alcohol and drug regulation, addiction and misuse | 0 | 2 | 0 | 2 | 0 | 2 | 0 | 2 |
| Care and carers O <tho< th=""></tho<> | social security | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 1 |
| Bill of the designed of | care and carers | 0 | 0 | 2 | 2 | 0 | 0 | 2 | 2 |
| Defence 0 0 0 0 0 0 1 0 0 1 Air Force 0 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 1 0 2 0 2 4 disability; general 0 1 0 1 0 1 0 1 1 1 2 0 2 4 disability; general 0 0 1 0 1 1 0 1 < | elderly and ageing | 0 | 0 | 3 | 3 | 0 | 0 | 3 | - 3 |
| construction 0 0 0 1 0 1 0 2 0 2 1 youth and community 0 1 0 1 0 1 0 2 0 2 4 disability; general 0 1 0 1 0 1 0 1 1 2 0 2 4 disability; general 0 1 0 1 0 1 1 1 2 1 1 1 1 2 1 | care: children | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 |
| Joint and optimizing 0 1 0 1 0 1 0 1 | vouth and community | 0 | 1 | 0 | 1 | 0 | 2 | 0 | 2 |
| disability; physical 0 1 0 1 0 1 1 2 1 disability; physical 0 0 1 1 0 1 1 2 disability; learning 0 0 0 0 0 0 0 1 1 disability; blindness 0 0 0 0 0 0 1 1 health and safety 0 0 0 0 0 0 1 1 1 post office 1 0 0 1 1 1 1 3 volunteering 0 0 0 0 0 0 1 1 1 Defence 0 0 1 1 0 0 1 1 1 0 2 Air Force 0 0 1 1 0 0 1 1 0 2 Air Force 0 0 1 1 0 0 1 1 0 2 | disability: general | 1 | 0 | 2 | 3 | 2 | 0 | 2 | 4 |
| disability; learning 0 0 1 1 0 0 1 1 disability; blindness 0 0 0 0 0 0 1 1 1 health and safety 0 0 0 0 0 0 0 1 1 post office 1 0 0 1 1 1 1 1 1 1 volunteering 0 0 0 0 0 0 0 1 | disability: physical | 0 | 1 | 0 | 1 | 0 | 1 | 1 | 2 |
| disability; blindness 0 0 0 0 0 0 0 0 1 | disability: learning | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 1 |
| Initial coordination 0 0 0 0 0 0 1 1 health and safety 0 0 0 0 0 0 0 1 | disability: blindness | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| Desk office 1 0 0 1 1 1 1 3 post office 0 0 0 0 0 0 0 1 <td>health and safety</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>1</td> <td>1</td> | health and safety | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| political 0 0 0 0 0 0 0 1 | post office | 1 | 0 | 0 | 1 | 1 | 1 | 1 | 3 |
| Defence 0 0 0 0 0 1 1 Air Force 0 0 1 1 0 0 1 1 1 0 0 1 | volunteering | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| Air Force 0 0 1 1 0 0 1 1 Army 3 3 3 9 3 3 4 10 Navy 1 0 0 1 1 1 0 2 defence: general 2 1 1 4 6 1 1 8 defence: procurement and manufacturing 1 0 0 1 1 0 0 1 Political and International Affairs | Defence | Ű | | 0 | | | | | |
| Army 3 3 3 9 3 3 4 10 Navy 1 0 0 1 1 1 0 2 defence: general 2 1 1 4 6 1 1 8 defence: procurement and manufacturing 1 0 0 1 1 0 0 1 Political and International Affairs 1 0 0 1 1 0 0 1 politics; Westminster 9 23 65 97 15 27 76 118 politics; local 2 1 8 11 2 2 15 19 politics; London 0 0 2 2 0 0 2 2 Welsh affairs 0 2 1 3 1 0 3 1 4 Northern Irish affairs 1 3 1 5 2 3 1 6 EU affairs 2 0 4 6 <t< td=""><td>Air Force</td><td>0</td><td>0</td><td>1</td><td>1</td><td>0</td><td>0</td><td>1</td><td>1</td></t<> | Air Force | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 1 |
| Navy 1 0 0 1 1 1 0 2 defence: general 2 1 1 4 6 1 1 8 defence: procurement and manufacturing 1 0 0 1 1 0 0 1 Political and International Affairs 0 0 1 1 0 0 1 politics; Westminster 9 23 65 97 15 27 76 118 politics; local 2 1 8 11 2 2 15 19 politics; London 0 0 2 1 8 11 2 2 15 19 politics; London 0 0 2 1 3 1 0 3 4 Scottish affairs 0 2 1 3 0 3 1 4 Northern Irish affairs 2 0 4 6 1 6 13 0 3 Hong Kong affairs 1 | Army | 3 | 3 | 3 | 9 | 3 | 3 | 4 | 10 |
| Iterry | Navy | 1 | 0 | 0 | 1 | 1 | 1 | 0 | 2 |
| defence: procurement and manufacturing 1 0 0 1 1 0 0 1 Political and International Affairs 9 23 65 97 15 27 76 118 politics; local 2 1 8 11 2 2 15 19 politics; local 2 1 8 11 2 2 15 19 politics; London 0 0 2 2 0 0 2 2 Welsh affairs 0 0 3 3 1 0 3 4 Scottish affairs 0 2 1 3 0 3 1 4 Northern Irish affairs 2 0 4 6 2 0 8 10 Hong Kong affairs 1 0 1 3 0 0 3 10 3 3 10 3 3 10 3 3 10 3 3 10 3 10 3 3 10 < | defence: general | 2 | 1 | 1 | 4 | 6 | 1 | 1 | - 8 |
| Political and International Affairs 0 0 1 0 0 1 politics; Westminster 9 23 65 97 15 27 76 118 politics; local 2 1 8 11 2 2 15 19 politics; local 2 1 8 11 2 2 15 19 politics; London 0 0 2 2 0 0 2 2 Welsh affairs 0 0 3 3 1 0 3 4 Northern Irish affairs 0 2 0 4 6 2 0 8 10 Hong Kong affairs 1 0 1 4 11 16 1 6 12 20 | defence: procurement and manufacturing | 1 | 0 | 0 | 1 | 1 | 0 | 0 | 1 |
| politics; Westminster 9 23 65 97 15 27 76 118 politics; local 2 1 8 11 2 2 15 19 politics; local 2 1 8 11 2 2 15 19 politics; London 0 0 2 2 0 0 2 2 Welsh affairs 0 0 3 3 1 0 3 4 Scottish affairs 0 2 1 3 0 3 1 4 Northern Irish affairs 1 3 1 5 2 3 1 6 EU affairs 2 0 4 6 2 0 8 10 Hong Kong affairs 1 0 1 3 0 0 3 20 | Political and International Affairs | | Ŭ | 0 | | | | Ŭ | |
| politics; local 2 1 8 11 2 2 15 19 politics; local 2 1 8 11 2 2 15 19 politics; local 0 0 2 2 0 0 2 2 Welsh affairs 0 0 3 3 1 0 3 4 Scottish affairs 0 2 1 3 0 3 1 4 Northern Irish affairs 1 3 1 5 2 3 1 6 EU affairs 2 0 4 6 2 0 8 10 Hong Kong affairs 1 0 1 3 0 0 3 3 10 3 3 10 3 3 10 3 3 10 3 3 10 3 3 10 3 3 10 3 3 10 3 3 10 3 3 10 3 3 3 <td< td=""><td>politics: Westminster</td><td>q</td><td>23</td><td>65</td><td>97</td><td>15</td><td>27</td><td>76</td><td>118</td></td<> | politics: Westminster | q | 23 | 65 | 97 | 15 | 27 | 76 | 118 |
| politics; London 0 0 2 2 0 0 2 2 10 13 politics; London 0 0 2 2 0 0 2 2 0 0 2 2 10 13 Welsh affairs 0 0 3 3 1 0 3 4 Scottish affairs 0 2 1 3 0 3 1 4 Northern Irish affairs 1 3 1 5 2 3 1 6 EU affairs 2 0 4 6 2 0 8 10 Hong Kong affairs 1 0 0 1 3 0 0 3 2 0 3 politics: general 1 4 11 16 1 6 12 20 | politics: local | 2 | 1 | 8 | 11 | 2 | 21 | 15 | 19 |
| Welsh affairs 0 0 3 3 1 0 3 4 Scottish affairs 0 2 1 3 0 3 1 4 Northern Irish affairs 1 3 1 5 2 3 1 6 EU affairs 2 0 4 6 2 0 8 10 Hong Kong affairs 1 0 0 1 3 0 0 3 politics: general 1 4 11 16 1 6 12 20 | politics: London | 0 | 0 | 2 | 2 | 0 | <u> </u> | 2 | 2 |
| Scottish affairs 0 2 1 3 1 4 Northern Irish affairs 1 3 1 5 2 3 1 4 Northern Irish affairs 1 3 1 5 2 3 1 6 EU affairs 2 0 4 6 2 0 8 10 Hong Kong affairs 1 0 0 1 3 0 0 3 politics: general 1 4 11 16 1 6 12 20 | Welsh affairs | n | 0 | <u>_</u> م | 2 | 1 | <u> </u> | 2 | <u> </u> |
| Northern Irish affairs 1 3 1 5 2 3 1 6 EU affairs 2 0 4 6 2 0 8 10 Hong Kong affairs 1 0 0 1 3 0 0 3 politics: general 1 4 11 16 1 6 12 20 | Scottish affairs | 0 | 2 | 1 | 3 | · ۱ | 3 | 1 | т 4 |
| EU affairs 2 0 4 6 2 0 8 10 Hong Kong affairs 1 0 1 3 0 0 3 politics: general 1 4 11 16 1 6 12 20 | Northern Irish affairs | 1 | <u> २</u> | 1 | 5 | 2 | 3 | 1 | - 6 |
| Lo diffairs 1 0 1 3 0 3 Hong Kong affairs 1 0 1 3 0 0 3 politics: general 1 4 11 16 1 6 12 20 | FILaffairs | 2 | 0 | 1 | 6 | 2 | 0 | ı ع | 10 |
| nolitics: general 1 / 11 16 1 6 12 20 | Hong Kong affairs | <u> </u> | 0 | 4 0 | 1 | 2 2 | 0 | 0 | 2 |
| | politics: general | 1 | 4 | 11 | 16 | 1 | 6 | 13 | 20 |

| Specialism | | Primary | / | | | Total | | |
|--|------|---------|------|-------|------|-------|------|-------|
| | | 1/3- | | | | 1/3- | | |
| | <1/3 | 2/3 | >2/3 | Total | <1/3 | 2/3 | >2/3 | Total |
| diplomatic relations | 3 | 5 | 4 | 12 | 3 | 8 | 4 | 15 |
| foreign affairs | 1 | 3 | 5 | 9 | 2 | 3 | 5 | 10 |
| Policy/Public/Civil Service | | | | | | | | |
| economics and finance policy | 6 | 6 | 10 | 22 | 9 | 10 | 13 | 32 |
| technology policy | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 1 |
| general policy development | 1 | 0 | 0 | 1 | 1 | 1 | 0 | 2 |
| intelligence | 0 | 2 | 0 | 2 | 0 | 2 | 0 | 2 |
| royalty | 1 | 1 | 0 | 2 | 1 | 1 | 0 | 2 |
| Science | | | | | | | | |
| mathematics: disease dynamics | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 |
| radiation research | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| geology | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 1 |
| physics | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| astronomy | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 |
| chemistry | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 |
| climate and meteorology | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 |
| aerospace | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| nanotechnology | 1 | 0 | 0 | 1 | 1 | 0 | 0 | 1 |
| biotechnology and pharmaceuticals | 1 | 0 | 0 | 1 | 1 | 0 | 0 | 1 |
| statistics | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 1 |
| pharmacology | 2 | 0 | 0 | 2 | 2 | 0 | 0 | 2 |
| zoology | 1 | 0 | 0 | 1 | 1 | 0 | 0 | 1 |
| archaeology | 1 | 0 | 0 | 1 | 1 | 0 | 0 | 1 |
| Social Sciences | | | | | | | | |
| political studies | 0 | 0 | 3 | 3 | 0 | 0 | 4 | 4 |
| political economy | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 |
| language and linguistics | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 1 |
| history; political | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 1 |
| history; modern | 1 | 0 | 2 | 3 | 1 | 0 | 3 | 4 |
| history: medicine | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 1 |
| history; general/unspecified | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 |
| sociology | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 1 |
| philosophy and ethics | 0 | 3 | 3 | 6 | 0 | 3 | 4 | 7 |
| animal ethics | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| citizenship | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| social studies | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| theology | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 2 |
| Third Sector | | | | | | | | |
| charity management | 1 | 1 | 5 | 7 | 1 | 2 | 5 | 8 |
| international development | 2 | 1 | 2 | 5 | 2 | 1 | 2 | 5 |
| Religion | | | | | | | | |
| religion | 17 | 7 | 2 | 26 | 17 | 8 | 3 | 28 |
| Employment Relations, etc | | | | | | | | |
| employment relations: general | 1 | 1 | 13 | 15 | 1 | 2 | 17 | 20 |
| employment relations; higher education | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 |
| employment relations; public services | 0 | 0 | 3 | 3 | 0 | 0 | 5 | 5 |
| employment relations; transport | 0 | 0 | 3 | 3 | 0 | 0 | 3 | 3 |
| industrial management | 0 | 0 | 1 | 1 | 0 | 1 | 1 | 2 |
| consumer protection | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 1 |
| Unclassified | 5 | 9 | 28 | 42 | 5 | 9 | 28 | 42 |

* Includes five primary and five secondary specialisms with no dates
 ** Includes one secondary specialism with no dates
 *** Includes one primary and four secondary specialisms with no dates

| Specialism | Primary | | | | Total | | | | | | | |
|--|---------|-----|-----|----|-------|-----|-----|-----|-----|----|-----|-----|
| • | Con | Lab | Lib | XB | Oth | Tot | Con | Lab | Lib | ХВ | Oth | Tot |
| Agriculture and Horticulture | | | | | | | | | | | | |
| farming and agriculture* | 9 | 1 | 2 | 7 | 0 | 19 | 11 | 1 | 2 | 9 | 0 | 23 |
| fishing and fisheries | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 |
| horticulture | 2 | 0 | 0 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 0 | 2 |
| Architecture, Construction and Engineering | | | | | | | | | | | | |
| architecture | 0 | 1 | 0 | 1 | 0 | 2 | 0 | 1 | 0 | 1 | 0 | 2 |
| engineering; general | 0 | 1 | 0 | 1 | 0 | 2 | 1 | 3 | 0 | 1 | 1 | 6 |
| engineering; electrical | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| engineering; civil | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 1 | 0 | 0 | 4 |
| engineering; mechanical | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| engineering; computers | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 1 |
| construction and building | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 |
| Manual and Skilled Trades | | | | | | | | | | | | |
| electrical trades | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| skilled trades: building | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 3 |
| skilled trades: technical drawing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| shipyards** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| Trade, Industry and Manufacturing | | | | | | | | | | | | |
| trade and industry; general | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 1 | 0 | 3 |
| industry; metals | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 0 | 0 | 0 | 2 |
| industry; mining | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| industry; textiles | 1 | 1 | 0 | 0 | 1 | 3 | 1 | 1 | 0 | 0 | 1 | 3 |
| manufacturing; cars | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 |
| manufacturing; food and drink | 2 | 0 | 0 | 2 | 0 | 4 | 3 | 1 | 0 | 2 | 0 | 6 |
| manufacturing; other | 1 | 4 | 1 | 0 | 0 | 6 | 1 | 6 | 1 | 0 | 0 | 8 |
| trade associations and regulators | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 |
| retail | 7 | 2 | 0 | 1 | 0 | 10 | 8 | 2 | 0 | 1 | 0 | 11 |
| general business/management | 11 | 2 | 2 | 1 | 2 | 18 | 28 | 6 | 3 | 10 | 4 | 51 |
| Energy and Environment | | | | | | | | | | | | |
| environment | 2 | 0 | 0 | 0 | 1 | 3 | 2 | 0 | 0 | 1 | 1 | 4 |
| energy; renewables | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 |
| energy; electricity | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| energy; oil, gas and coal | 0 | 1 | 2 | 1 | 0 | 4 | 1 | 1 | 2 | 2 | 1 | 7 |
| Banking and Finance | | | | | | | | | | | | |
| finance; general | 3 | 1 | 0 | 1 | 0 | 5 | 9 | 2 | 0 | 2 | 0 | 13 |
| finance; broking | 0 | 0 | 0 | 1 | 1 | 2 | 0 | 0 | 1 | 1 | 1 | 3 |
| finance; investments | 2 | 0 | 1 | 0 | 0 | 3 | 3 | 0 | 1 | 0 | 0 | 4 |
| finance; banking | 12 | 8 | 1 | 8 | 0 | 29 | 19 | 9 | 3 | 10 | 0 | 41 |
| accountancy*** | 3 | 0 | 2 | 2 | 0 | 7 | 8 | 3 | 2 | 2 | 0 | 15 |
| insurance | 5 | 2 | 0 | 1 | 1 | 9 | 6 | 2 | 1 | 1 | 1 | 11 |
| Professional Services/Consultancy | | | | | | | | | | | | |
| computing and IT | 0 | 1 | 1 | 1 | 0 | 3 | 1 | 1 | 1 | 1 | 0 | 4 |
| printing and print management | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 0 | 2 |
| public relations | 2 | 1 | 1 | 1 | 1 | 6 | 2 | 1 | 1 | 2 | 1 | 7 |
| public affairs and strategy | 0 | 4 | 1 | 1 | 0 | 6 | 0 | 4 | 4 | 1 | 0 | 9 |
| exhibitions and events | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 |
| advertising | 1 | 1 | 0 | 0 | 0 | 2 | 3 | 1 | 0 | 1 | 0 | 5 |
| communications | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 2 |

Table 18 – Specialism by party

| Specialism | | Primary | | | | Total | | | | | | |
|--------------------------------------|-----|---------|-----|----|-----|-------|-----|-----|-----|----|-----|-----|
| | Con | Lab | Lib | ХВ | Oth | Tot | Con | Lab | Lib | ΧВ | Oth | Tot |
| property | 6 | 0 | 0 | 2 | 0 | 8 | 6 | 0 | 0 | 2 | 0 | 8 |
| market research | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 1 | 0 | 0 | 0 | 2 |
| media management | 1 | 4 | 1 | 1 | 3 | 10 | 1 | 6 | 1 | 2 | 3 | 13 |
| Culture, Arts and Sport | | | | | | | | | | | | |
| film/theatre production | 0 | 2 | 0 | 0 | 0 | 2 | 1 | 2 | 0 | 0 | 0 | 3 |
| performing arts | 1 | 1 | 0 | 0 | 0 | 2 | 1 | 2 | 0 | 1 | 0 | 4 |
| heritage and conservation | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| cultural studies | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |
| museums | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 |
| creative writing | 1 | 1 | 0 | 0 | 1 | 3 | 1 | 3 | 0 | 0 | 1 | 5 |
| sport | 1 | 0 | 0 | 1 | 0 | 2 | 2 | 1 | 0 | 1 | 0 | 4 |
| gaming and gambling | 2 | 0 | 0 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 0 | 2 |
| art and photography | 3 | 0 | 0 | 2 | 0 | 5 | 4 | 0 | 0 | 2 | 0 | 6 |
| music industry | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| Law | | | | | | | | | | | | |
| law; constitutional | 0 | 1 | 1 | 1 | 0 | 3 | 0 | 2 | 1 | 2 | 0 | 5 |
| law; commercial | 1 | 1 | 1 | 0 | 0 | 3 | 1 | 2 | 1 | 0 | 0 | 4 |
| law; competition | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 |
| law; employment | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 3 |
| law; family | 0 | 1 | 0 | 2 | 0 | 3 | 0 | 1 | 0 | 2 | 0 | 3 |
| human rights | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 1 | 1 | 3 | 0 | 5 |
| law; general or unspecified | 9 | 13 | 4 | 22 | 0 | 48 | 11 | 20 | 7 | 23 | 0 | 61 |
| Media | | | | | | | | | | | | |
| journalism; broadcast | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 2 |
| journalism; print | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 2 | 0 | 2 |
| journalism; general | 0 | 2 | 0 | 0 | 0 | 2 | 1 | 2 | 0 | 0 | 0 | 3 |
| editing; print media | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| publishing | 0 | 2 | 0 | 2 | 0 | 4 | 2 | 3 | 1 | 2 | 0 | 8 |
| broadcasting; TV | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 0 | 3 |
| broadcasting; general | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |
| TV/radio production | 0 | 0 | 2 | 1 | 0 | 3 | 1 | 1 | 2 | 2 | 0 | 6 |
| Medicine and Health | | | | | | | | | | | | |
| medicine: general | 1 | 1 | 0 | 0 | 0 | 2 | 1 | 2 | 0 | 0 | 0 | 3 |
| nursing | 1 | 0 | 0 | 2 | 1 | 4 | 1 | 1 | 0 | 2 | 1 | 5 |
| surgery | 1 | 1 | 0 | 0 | 0 | 2 | 1 | 1 | 0 | 0 | 0 | 2 |
| obstetrics and gynaecology | 0 | 1 | 0 | 1 | 0 | 2 | 0 | 1 | 0 | 1 | 0 | 2 |
| mental health and psychiatry | 0 | 0 | 1 | 01 | 0 | 2 | 0 | 1 | 2 | 1 | 0 | 4 |
| dentistry | 2 | 0 | 0 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 0 | 2 |
| neurology | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |
| epidemiology | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| gastroenterology | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| palliative medicine | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |
| fertility and reproduction | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| hospital and health trust management | 1 | 1 | 0 | 2 | 1 | 5 | 1 | 2 | 0 | 3 | 2 | 8 |
| health education | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| sexual health and family planning | 0 | 1 | 1 | 0 | 0 | 2 | 0 | 1 | 1 | 0 | 0 | 2 |
| pharmacy | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| veterinary medicine | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 |
| Education | | | | | | | | | | | | |
| education; general | 1 | 3 | 1 | 1 | 0 | 6 | 2 | 5 | 2 | 1 | 0 | 10 |
| education: educational inequality | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |

| Specialism | Primary | | | | Total | | | | | | | |
|---|---------|-----|-----|----|-------|-----|-----|-----|-----|----|-----|-----|
| | Con | Lab | Lib | ΧВ | Oth | Tot | Con | Lab | Lib | ΧВ | Oth | Tot |
| education: higher | 1 | 1 | 0 | 0 | 0 | 2 | 1 | 2 | 1 | 2 | 0 | 6 |
| education; vocational and further | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 0 | 2 |
| education; secondary school | 1 | 0 | 0 | 0 | 1 | 2 | 2 | 3 | 1 | 1 | 1 | 8 |
| education; primary school | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| education; local authority policy | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| training and development | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |
| Transport | | | | | | | | | | | | |
| transport; general | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| transport; air | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 1 | 0 | 1 | 0 | 3 |
| transport; ferries | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 |
| transport; shipping | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |
| transport; railways | 0 | 1 | 1 | 0 | 0 | 2 | 0 | 2 | 1 | 0 | 0 | 3 |
| transport; cars/roads | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Local and Public Services | | | | | | | | | | | | |
| policing | 0 | 2 | 0 | 6 | 0 | 8 | 0 | 2 | 0 | 6 | 0 | 8 |
| prisons | 0 | 0 | 1 | 1 | 0 | 2 | 0 | 0 | 1 | 2 | 0 | 3 |
| probation service | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 2 |
| crime and security | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 2 |
| local government management | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 1 | 0 | 3 |
| community development | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |
| urban regeneration and competitiveness | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |
| environmental health | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| housing | 0 | 1 | 0 | 1 | 0 | 2 | 0 | 1 | 0 | 2 | 0 | 3 |
| equal opportunities | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 4 | 0 | 1 | 0 | 5 |
| ethnic minority issues | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| community/race relations | 0 | 0 | 1 | 2 | 0 | 3 | 0 | 3 | 1 | 6 | 0 | 10 |
| social services | 1 | 2 | 0 | 1 | 0 | 4 | 1 | 2 | 0 | 2 | 0 | 5 |
| social exclusion | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |
| alcohol and drug regulation, addiction and misuse | 0 | 1 | 0 | 1 | 0 | 2 | 0 | 1 | 0 | 1 | 0 | 2 |
| social security | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 |
| care and carers | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 0 | 2 |
| elderly and ageing | 0 | 0 | 1 | 2 | 0 | 3 | 0 | 0 | 1 | 2 | 0 | 3 |
| care; children | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 |
| youth and community | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 0 | 2 |
| disability; general | 0 | 2 | 0 | 1 | 0 | 3 | 1 | 2 | 0 | 1 | 0 | 4 |
| disability; physical | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 0 | 1 | 0 | 2 |
| disability; learning | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 1 |
| disability; blindness | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| health and safety | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| post office | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 2 | 1 | 0 | 0 | 3 |
| volunteering | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Defence | | | | | | | | | | | | |
| Air Force | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |
| Army | 0 | 0 | 0 | 9 | 0 | 9 | 1 | 0 | 0 | 9 | 0 | 10 |
| Navy | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 2 |
| defence: general | 2 | 1 | 0 | 1 | 0 | 4 | 2 | 1 | 0 | 5 | 0 | 8 |
| defence: procurement and manufacturing | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |
| Political and International Affairs | | | | | | | | | | | | |
| politics; Westminster | 27 | 45 | 14 | 6 | 5 | 97 | 38 | 46 | 20 | 8 | 6 | 118 |
| politics; local | 4 | 2 | 5 | 0 | 0 | 11 | 6 | 7 | 6 | 0 | 0 | 19 |
| politics; London | 0 | 1 | 1 | 0 | 0 | 2 | 0 | 1 | 1 | 0 | 0 | 2 |

| Specialism | Primary | | | Total | | | | | | | | |
|--|---------|-----|-----|--------|-----|--------|-----|-----|-----|--------|-----|----------|
| | Con | Lab | Lib | ХВ | Oth | Tot | Con | Lab | Lib | ХВ | Oth | Tot |
| Welsh affairs | 2 | 1 | 0 | 0 | 0 | 3 | 2 | 1 | 0 | 1 | 0 | 4 |
| Scottish affairs | 2 | 1 | 0 | 0 | 0 | 3 | 2 | 1 | 1 | 0 | 0 | 4 |
| Northern Irish affairs | 3 | 0 | 0 | 1 | 1 | 5 | 4 | 0 | 0 | 1 | 1 | 6 |
| EU affairs | 1 | 5 | 0 | 1 | 0 | 7 | 2 | 6 | 1 | 2 | 0 | 11 |
| Hong Kong affairs | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 2 | 0 | 3 |
| constitutional affairs | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| politics; general | 1 | 11 | 4 | 0 | 0 | 16 | 2 | 14 | 4 | 0 | 0 | 20 |
| diplomatic relations | 2 | 1 | 0 | 9 | 0 | 12 | 3 | 1 | 1 | 10 | 0 | 15 |
| foreign affairs | 5 | 1 | 2 | 1 | 0 | 9 | 5 | 1 | 2 | 2 | 0 | 10 |
| Policy/Public/Civil Service | | | | | | | | | | | | |
| economics and finance policy | 5 | 9 | 1 | 7 | 0 | 22 | 9 | 11 | 1 | 10 | 1 | 32 |
| technology policy | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 1 |
| general policy development | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 2 |
| intelligence | 1 | 0 | 0 | 1 | 0 | 2 | 1 | 0 | 0 | 1 | 0 | 2 |
| rovalty | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 2 |
| Science | Ŭ | | • | | Ŭ | | Ŭ | Ŭ | Ŭ | | | - |
| mathematics: disease dynamics | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |
| radiation research | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| geology | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |
| physics | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| astronomy | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |
| chemistry | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |
| climate and meteorology | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |
| histochnology | 0 | 1 | 0 | | 0 | 1 | 0 | 1 | 0 | | 0 | 1 |
| | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 |
| statistics | 0 | 0 | 0 | ו ר | 0 | ו ר | 0 | 0 | 0 | ו ר | 0 | ו ר |
| | 0 | 0 | 0 | | 0 | | 0 | 0 | 0 | | 0 | <u>_</u> |
| | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |
| language and linguistics | | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 |
| | 0 | 0 | 0 | Ĩ | 0 | - I | 0 | 0 | 0 | Ĩ | 0 | 1 |
| | | | | • | | - | | | | | | |
| | 1 | 0 | 2 | 0 | 0 | 3 | 2 | 0 | 2 | 0 | 0 | 4 |
| political economy | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |
| history; political | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| history; modern | 0 | 2 | 0 | 1 | 0 | 3 | 0 | 3 | 0 | 1 | 0 | 4 |
| history: medicine | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 1 |
| history; general/unspecified | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |
| sociology | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| philosophy and ethics | 1 | 2 | 0 | 3 | 0 | 6 | 2 | 2 | 0 | 3 | 0 | 7 |
| animal ethics | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| citizenship | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| social studies | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| theology**** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Third Sector | | | | | | | | | | | | |
| charity management | 0 | 2 | 1 | 4 | 0 | 7 | 0 | 2 | 1 | 5 | 0 | 8 |
| international development | 0 | 2 | 0 | 3 | 0 | 5 | 0 | 2 | 0 | 3 | 0 | 5 |
| Religion | | | | | | | | | | | | |
| religion**** | 0 | 1 | 1 | 5 | 0 | 29 | 1 | 1 | 2 | 5 | 0 | 31 |
| Employment Relations, etc | | | | | | | | | | | | |
| employment relations: general | 0 | 14 | 0 | 0 | 1 | 15 | 0 | 18 | 0 | 0 | 2 | 20 |
| employment relations; higher education | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 1 |

| Specialism | | Primary | | | | Total | | | | | | |
|---------------------------------------|-----|---------|-----|----|-----|-------|-----|-----|-----|----|-----|-----|
| | Con | Lab | Lib | ХВ | Oth | Tot | Con | Lab | Lib | ХВ | Oth | Tot |
| employment relations; public services | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 5 | 0 | 0 | 0 | 5 |
| employment relations; transport | 0 | 3 | 0 | 0 | 0 | 3 | 0 | 3 | 0 | 0 | 0 | 3 |
| industrial management | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 0 | 2 |
| consumer protection | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| Unclassified | 22 | 7 | 3 | 9 | 1 | 42 | 22 | 7 | 3 | 9 | 1 | 42 |

* Includes five primary and five secondary specialisms with no dates

** Includes one secondary specialism with no dates

*** Includes one primary and four secondary specialisms with no dates

**** Total figures include 22 bishops all with a primary specialism of religion, two of whom had a secondary specialism of theology

Additional information on 'specialisms' of former MPs

As "representative politics" is such a dominant professional area in the Lords, and the chamber includes so many former MPs, we have conducted some additional analysis on the specialisms of former MPs which employ more lenient rules than that employed across the House as a whole. The data resulting from this analysis is shown in Tables 19 and 20. **These exist independently of the main data**. In the earlier tables former MPs were treated on equal basis to all other peers (aside from the caveats noted). Here we make MPs a special case, largely in order to disaggregate the very big group of members who are noted as having a specialism of "politics: Westminster". This may be useful to demonstrate whether some areas which are otherwise appear underrepresented in fact enjoy greater expertise in the House when the former responsibilities of its many long-standing political members are taken into account.

The data in these tables relates to all peers who are logged as having "MP" as their primary or secondary job. We examined the *Dods* entries for these members a second time, using more generous rules for the allocation of specialisms. Firstly, members were allowed up to three specialisms. Secondly, we applied a minimum **three-year rule** in order to capture expertise gained by members while holding political positions for a shorter time. The positions we included as qualifying a member for a specialism (assuming the time limit applied) included Secretary of State, Minister, PPS, Shadow Minister or select committee chair. The list of specialisms keeps to a similar structure as that used in earlier tables, but is not identical. Note that these tables include data on all 151 former MPs, not just those with "politics: Westminster" shown earlier as a specialism. As some former MPs have already been assigned other specialisms under the main rules, there **is some double counting if comparing these tables with earlier ones**.

Table 19 shows this data including primary, secondary and tertiary specialisms. We see in particular that there are large numbers of former MPs with specialisms (according to this more limited definition) in economic policy, foreign affairs and defence, and significant numbers with specialisms in education, trade and industry, Northern Irish, Scottish and Welsh affairs, home affairs and employment policy. There are relatively fewer members with specialisms in energy and environment, culture media and sport, housing and transport, which are all relatively less well represented in earlier tables as well. Other fields where there is relatively little representation include agriculture and health.

Table 20 shows primary specialisms only (again in this more limited sense) broken down by party/group. Here we see that economic policy is particularly represented amongst former Conservative MPs, as is Welsh Affairs, while education and energy policy are better represented amongst Labour members. However in most cases specialisms are relatively evenly spread between the two main parties, with proportionately fewer amongst Liberal Democrat peers and far fewer amongst Crossbenchers and "Others" as these benches include fewer former MPs.

| Specialism | Primary | Secondary | Tertiary | Total |
|------------------------------|---------|-----------|----------|-------|
| Farming and Agriculture | 2 | 3 | 1 | 6 |
| Trade and Industry | 4 | 6 | 0 | 10 |
| Energy | 3 | 4 | 1 | 8 |
| Environment | 1 | 4 | 1 | 6 |
| Economics and Finance Policy | 14 | 7 | 0 | 20 |
| Technology Policy | 0 | 1 | 1 | 2 |
| Culture, Media and Sport | 7 | 0 | 0 | 6 |
| Law | 5 | 2 | 1 | 8 |
| Constitutional Affairs | 3 | 1 | 0 | 4 |
| Scottish Affairs | 6 | 1 | 2 | 9 |
| Welsh Affairs | 6 | 2 | 0 | 8 |
| Northern Irish Affairs | 8 | 0 | 2 | 10 |
| Health | 2 | 0 | 2 | 4 |
| Education | 9 | 3 | 0 | 12 |
| Transport | 3 | 0 | 2 | 5 |
| Home Affairs | 7 | 2 | 0 | 9 |
| Social Services | 0 | 3 | 0 | 3 |
| Disability | 1 | 0 | 0 | 1 |
| Social Security | 5 | 2 | 0 | 7 |
| Defence | 8 | 8 | 0 | 16 |
| Foreign Affairs | 13 | 5 | 2 | 20 |
| International Development | 6 | 0 | 0 | 6 |
| Employment | 5 | 4 | 1 | 10 |
| Consumer Protection | 1 | 0 | 2 | 3 |
| Housing | 0 | 3 | 0 | 3 |
| Total* | 119 | 61 | 18 | 198 |

Table 19 – Primary, secondary and tertiary specialisms of former MPs

*In addition 32 members were assigned no specialism in this analysis.

| Primary Specialism | Lab | Con | Lib | XB | Other | Total |
|------------------------------|-----|-----|-----|----|-------|-------|
| Farming and Agriculture | 0 | 2 | 0 | 0 | 0 | 2 |
| Trade and Industry | 1 | 3 | 0 | 0 | 0 | 4 |
| Energy | 3 | 0 | 0 | 0 | 0 | 3 |
| Environment | 0 | 1 | 0 | 0 | 0 | 1 |
| Economics and Finance Policy | 3 | 7 | 4 | 0 | 0 | 14 |
| Culture, Media and Sport | 2 | 2 | 1 | 1 | 1 | 7 |
| Law | 2 | 2 | 1 | 0 | 0 | 5 |
| Constitutional Affairs | 0 | 1 | 2 | 0 | 0 | 3 |
| Scottish Affairs | 3 | 3 | 0 | 0 | 0 | 6 |
| Welsh Affairs | 1 | 4 | 1 | 0 | 0 | 6 |
| Northern Irish Affairs | 3 | 4 | 1 | 0 | 0 | 8 |
| Health | 0 | 2 | 0 | 0 | 0 | 2 |
| Education | 6 | 3 | 0 | 0 | 0 | 9 |
| Transport | 1 | 1 | 1 | 0 | 0 | 3 |
| Home Affairs | 2 | 3 | 2 | 0 | 0 | 7 |
| Disability | 1 | 0 | 0 | 0 | 0 | 1 |
| Social Security | 2 | 1 | 1 | 0 | 1 | 5 |
| Defence | 5 | 2 | 0 | 0 | 1 | 8 |
| Foreign Affairs | 4 | 6 | 1 | 2 | 0 | 13 |
| International Development | 2 | 2 | 2 | 0 | 0 | 6 |
| Employment | 2 | 2 | 1 | 0 | 0 | 5 |
| Consumer Protection | 0 | 1 | 0 | 0 | 0 | 1 |
| None | 11 | 10 | 4 | 4 | 3 | 32 |
| Total | 54 | 62 | 22 | 7 | 6 | 151 |

 Table 20 – Primary specialisms of former MPs by party