

## Gender Profile of East Staffordshire's Labour Market

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# Preface

## Gender and Employment in Local Labour Markets

I am delighted to recommend this Gender Profile to you. It is the first comprehensive overview of Gender and Employment issues to be undertaken in East Staffordshire.

It forms the conclusion of the first stage of the Gender and Employment in Local Labour Markets project in East Staffordshire. Alongside 10 other authorities, the Borough Council will be working with Sheffield Hallam University to research the impact of regeneration programmes and initiatives on addressing women's poverty and economic disadvantage.

In addition to shaping the direction of the fieldwork in East Staffordshire, this profile will also assist the Council and other agencies in understanding and tackling equality issues within the workplace.

We would be delighted to receive any comments you may have on the profile and encourage you to contact us to find out how you can get involved in this project.

Lynne Smith

Assistant Chief Executive (Community Affairs)



# Acknowledgements

This Gender Profile for East Staffordshire, one of eleven Gender Profiles being published in autumn 2004 as part of the national Gender and Employment in Local Labour Markets (GELLM) project, is the product of team work at the Centre for Social Inclusion, Sheffield Hallam University, carried out in close partnership with the eleven local authorities concerned<sup>1</sup>.

The GELLM team at the Centre for Social Inclusion is directed by Sue Yeandle, and includes the following staff, all of whom have played important roles in sustaining the project: Ian Chesters (administrator), and, in a variety of research roles, Cinnamon Bennett, Lisa Buckner, Karen Escott, Pamela Fisher, Linda Grant, Anu Suokas, and Ning Tang. We are also grateful for the support of our Faculty's Deputy Dean, Professor Christine Booth, and of Tim Strickland of the University's Enterprise Centre, and for the assistance of Ryan Powell, Lorna Hewish and Bernadette Stiehl.

The authors of the Gender Profile would also like to thank the project's national partners, especially David Darton and David Perfect of the Equal Opportunities Commission, and Rebecca Gill and Richard Exell of the TUC, for their guidance and suggestions, as well as the project's academic advisers, Professors Ed Fieldhouse, Damian Grimshaw and Irene Hardill. We acknowledge with thanks the co-operation of our contacts at DWP, ONS, DfES and other government departments<sup>2</sup>, and of course the financial support of the European Social Fund, without which this project could not have been developed.

Publication of the Gender Profiles completes Phase 1 of the GELLM project, which in autumn 2004 moves into Phase 2, during which Local Research Studies will be completed in the participating local authorities, covering the following topics. The reports of these studies will be published in summer 2006.

1. Low Paid, Part Time Work - Why do Women Work Below their Potential?
2. Building Bridges to Work: Gender, Local Labour Markets and Neighbourhood Projects.
3. Enhancing Employment Opportunities for Women from Black and Minority Ethnic Groups.
4. Career Development in the Local Authority Sector in England: Opportunities and Constraints.
5. Women's Poverty and Economic Disadvantage: the Impact of Regeneration Initiatives and Developments.
6. Local Challenges in Meeting Demand for Domiciliary Care.

Sue Yeandle

on behalf of the GELLM research team

Sheffield, September 2004

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<sup>1</sup> These authorities are: Birmingham City Council, East Staffordshire Borough Council, Leicester City Council, the London Borough of Camden, Newcastle City Council, Sandwell Metropolitan Borough Council, Thurrock Council, Trafford Metropolitan Borough Council, Somerset County Council, Wakefield Metropolitan District Council, and West Sussex County Council. All the eleven local authorities are making match funding contributions to support the ESF grant funding the GELLM project, and we would like to take this opportunity to publicly thank these authorities for their engagement in and support of the project.

<sup>2</sup> **Crown Copyright material is reproduced with the permission of the Controller of HMSO.**



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# 1. Introduction and Executive Summary

This **Gender Profile of East Staffordshire's Labour Market** explores the relative situation and resources of women and men in the district, compared with the West Midlands region and England as a whole. It focuses on how women and men in East Staffordshire experience the labour market, both in working within it and seeking to enter it. The profile draws attention to features which are particularly important in East Staffordshire as well as to features which are experienced in similar ways across the country.

In preparing the Profile, we have used the most up-to-date information available, and relied upon a wide range of official statistics. The 2001 Census has been used extensively, and we have commissioned special tables from it, since for many aspects of labour force behaviour this is the most reliable available source of information. It is also the only major data-set which can be used to examine labour force participation by the combined factors of gender, age and ethnicity at district level.

The Profile is organised in chapters which focus on specific topics relevant to women's and men's participation in the labour market, described in more detail below. It includes some data on those who are still in full-time education and therefore not yet in the labour market, because indicators of their performance are important in understanding the attributes of, and choices made by, labour market entrants. It also includes information about people of working age who are not currently in paid work or economically active. Again, this is because it is important to know more about the situation of the large numbers of working age men and women who are not employed or self-employed, and to consider whether they are encountering any barriers to employment or forms of discrimination which need to be addressed in employment or social policy.

The Gender Profile thus offers an extensive description and commentary on the position of East Staffordshire's men and women, and is being made available to employers, trade unions and policy-makers to enable them to make evidence based decisions about their policies and priorities. Although a very comprehensive document, the Gender Profile cannot provide absolutely exhaustive detail about all aspects of the labour market; in cases where we have selected examples (as in looking at selected subjects studied by pupils in schools, or in examining features of selected occupations), we hope the Profile will alert interested parties to the full scope of the available data, and encourage greater use

of gender-disaggregated statistics in analysis and decision-making.

It is widely recognised that participation in formal labour markets is highly gendered at all levels of analysis - international, national, regional and local. This means that women and men tend to predominate in different occupations and industries, and to have different working patterns. Some of this arises from personal choices, but it is also known that stereotyping, discrimination, recruitment practices and promotion arrangements can and do come into play. Where this happens, the result can be indefensible differences in men's and women's pay, a concentration of women in lower level jobs which do not make full use of their skills or potential, and difficulties for both men and women who wish to enter occupations not typical for their sex. We also know that most women and men aim to access employment which is local to where they live: for example, in England as a whole only 16 per cent of men and 9 per cent of women usually travel more than 20 kilometres each day to work.

Given these two factors - the gendered nature of labour force participation, and the local nature of most employment - it is perhaps remarkable that so little attention has been given in analysis of labour force participation and behaviour to gender-disaggregated data at the sub-regional level. The research team responsible for producing this Gender Profile of East Staffordshire (alongside comparable documents for ten other local authorities drawn from every one of the nine English regions) believe that it represents a major step forward in developing evidence-based policy in this field. Our work has been inspired by the challenge of 'gender mainstreaming'. This is a relatively new approach to tackling sex discrimination and gender inequality, which simply asks that, in whatever policy field, an accurate assessment of men's and women's situation is made, so that policy can be developed to address any unfairness and inequality which disadvantages either women or men, and that the circumstances, views and aspirations of both women and men are taken into account when decisions are made.

The remainder of this Gender Profile is organised in nine Chapters, which are briefly summarised here:

## The Local Setting

The East Staffordshire District comprises a mix of rural areas and urban centres, with the town of Burton on Trent at its heart. With the decline of manufacturing industry, and decreasing numbers of full-time jobs in manufacturing across the district, the local labour market has undergone a period of significant change. Growing numbers of people in East Staffordshire are now finding



jobs in service industries such as distribution, hotels, restaurants, the transport and communications sector and the public sector.

Compared with England as a whole, East Staffordshire has proportionally more children, more people in the age group 35-64, and fewer younger people aged 16-34.

East Staffordshire has some areas with relatively high levels of social and economic deprivation, including the Winhill ward. Overall, East Staffordshire ranks 155 out of the 354 local authorities in England in terms of deprivation, where 1 is the most deprived.

Indicators of health and well-being in the district largely reflect the national picture. However, East Staffordshire has lower than average life expectancy at birth for both men and women. The proportion of people who have a Limiting Long-term Illness (LLTI), is higher among young men and women aged 16-19 and among women over the age of 75. There is also a higher teenage conception rate compared with England as a whole, but this has been declining since 1996.

When compared with the West Midlands region, East Staffordshire has relatively low numbers of people from Black and Minority Ethnic groups amongst its population (8 per cent for both men and women). The largest ethnic minority group is the population of Pakistani origin, representing 3.9 per cent of the population.

By comparison with the English average, a low proportion of households in East Staffordshire rent from the council, and there is a high level of owner occupation. Average house prices in East Staffordshire are below the national average level, but have risen sharply since 2000.

## Education and Skills

East Staffordshire's recent official education statistics show a mixed picture. Although at Key Stage 1 girls' performance was equal to that of girls at the regional and national levels, at Key Stages 2 and 3 girls tended to perform below girls at these other levels. Boys also did less well compared with the region and England in some subjects at Key Stages 2 and 3.

Results at GCSE were above the national average for boys and girls. However, in East Staffordshire, 14 per cent fewer boys than girls achieved 5 A\* - C grades in 2002/03. At 'A' Level, girls and boys achieved higher average point scores than in the West Midlands region and in England as a whole, with performance particularly strong among girls in East Staffordshire who achieved, on average, better results than girls in England. Again, girls performed significantly better than boys both within the district and at the national scale.

In 2003, a lower proportion of boys stayed on in education in East Staffordshire (60 per cent compared with 67 per cent in England), and a higher proportion entered employment without training than at the national and regional levels. In East Staffordshire, 28 per cent of boys entered the labour market at 16, compared with 14 per cent of girls at this age.

Among East Staffordshire's working age population, both men and women are less well qualified than at the regional and national level. This is particularly notable among men and women over 50, with high percentages having no qualifications. East Staffordshire also has comparatively high percentages of young people who are not educated to degree level or with no qualifications. Across all age groups, East Staffordshire's residents are less likely to hold degree level qualifications than people in the West Midlands region or in England as a whole.

## Trends and Patterns in Women's and Men's Employment

Between 1991 and 2002, East Staffordshire's working age population grew by almost 3,000 people. Over this period, East Staffordshire experienced a significant increase in part-time jobs for both sexes, at a much higher rate than for the region and England. In total, over 8,000 part-time jobs were created, a 78 per cent increase. About a third of these jobs were filled by men. These new jobs were concentrated in service sector industries such as finance, distribution, restaurants and communications.

In the same period there was also a 10 per cent increase in full-time employment, representing over 3,000 full-time jobs. Women gained 1,400 of these jobs and men about 1,700. This represented, for women, an increase of 14 per cent from a relatively low rate in 1991, while for men there was an 8 per cent increase. These shifts in employment have resulted, overall, in lower proportions of both men and women working full-time in East Staffordshire, reflecting the growing importance of part-time employment in the local economy.

A marked gender difference exists in the industries and occupations in which men and women work, with men tending to work in skilled trades and as plant, process or machine operatives, while women are more likely to work in administrative and secretarial occupations, in the wholesale and retail sectors, and in education, health and social work. A higher proportion of East Staffordshire's employment is in elementary occupations for both men and women.

Women in the district generally work shorter hours than the regional and national average, with 14 per cent

working less than 15 hours a week. By contrast, men in East Staffordshire work longer hours than men in the West Midlands region and nationally.

In East Staffordshire, a high proportion of women live close to their place of work. 32 per cent of women work within 2km of their homes, compared with 20 per cent of men. 57 per cent of women work no more than 5km from home, compared with about 40 per cent of men in the Borough and with 48 per cent of women in England as a whole. East Staffordshire's workforce includes a high proportion of men who travel to work by car, with only 1 per cent of men and 6 per cent of women travelling by bus. Growing numbers of men and women in East Staffordshire drive to work; there was a 9 per cent increase amongst women driving to work between 1991 and 2001. However, 16 per cent of women walk to work in East Staffordshire, significantly more than at the regional or nation levels.

### The Gender Pay Gap

In East Staffordshire, low pay is a significant feature of the local economy. Women who work part time have average hourly pay rates slightly below the national average and there is a significant pay gap between men's and women's weekly pay. Data for all occupations show that the pay gap between men and women is wider in the district than in the region and England as a whole. This pay gap is particularly marked in full-time managerial and senior professional jobs, where women earned only about half as much as men.

Data on this topic is limited for East Staffordshire, as information on pay is drawn from sample surveys which cannot always produce detailed information at sub-regional levels. In 2003, among full-time workers in the West Midlands as a whole, over 28 per cent of women, compared with 11 per cent of men, had gross earnings of less than £250 per week.

### Unemployment and Economic Inactivity

Across all age groups in East Staffordshire, the level of unemployment is lower than in the region and nationally. However, there are variations from the regional and national picture, including higher levels of unemployment amongst young men and women aged 16-24 in East Staffordshire. Over 7 per cent of men and nearly 5 per cent of women in this age group were unemployed at the time of the 2001 Census.

East Staffordshire has a relatively high percentage of unemployed women over 50 who have never worked, and relatively high levels of long-term unemployment

amongst men and women under 25, compared with the region and England as a whole.

An increasing proportion of women in East Staffordshire are economically active, in line with national and regional trends. East Staffordshire's economically inactive population includes lower percentages of men and women who are permanently sick or disabled than are found at the regional and national levels.

Qualifications have a marked effect on employment status. This has particular significance for women in East Staffordshire. The district's unqualified women are less likely to be employed than unqualified men, and more likely to be looking after their home or family full-time.

In East Staffordshire in 2001, 14 per cent of all children were growing up in households where no-one has a job – a slightly lower rate than regionally and nationally. Nearly half of lone mothers with dependent children in East Staffordshire were unemployed or economically inactive. Rates of economic inactivity amongst lone parents, however, were slightly lower than those in the region and nationally, and a higher percentage of female lone parents were working part-time in East Staffordshire than in the West Midlands and England as a whole.

### Women, Men and Diversity

Economic activity indicators vary considerably between ethnic groups in East Staffordshire. Amongst those aged 25 to state pension age, just 54 per cent of Pakistani men and 9 per cent of Pakistani women were working full-time, a much lower rate than for White British men and women.

Unemployment was particularly high among Black Caribbean men (16 per cent) and Pakistani men (10 per cent), compared with just 4 per cent of White British men in the district.

A much higher proportion of Pakistani women look after their home or family full-time compared with most other ethnic groups.

Black and Minority Ethnic men and women are less likely to be managers or senior officials than white men and women. Pakistani men are concentrated in elementary occupations in sectors such as manufacturing, wholesale, retail and restaurants. Black Caribbean men are comparatively highly concentrated in skilled trades and in the manufacturing sector, whilst Black Caribbean women are concentrated in associate professional and technical jobs, particularly in the health and social work sector.

## Work-Life Balance

Analysis of working time patterns in East Staffordshire shows that full-time and part-time women workers are significantly more likely than their regional and national counterparts to have a flexi-time arrangement in place. However men working full-time in East Staffordshire are less likely than men in England as a whole or in the region to work flexi-time.

Term-time only contracts are held by 3 per cent of women employed part-time in East Staffordshire. For men, no term-time working arrangements were recorded in East Staffordshire, either for men working full-time or part-time.

In East Staffordshire, 14 per cent of women and 10 per cent of men provide significant hours of 'unpaid' care to family members, friends and neighbours. Amongst the Pakistani population the tendency for women to provide unpaid care is particularly marked.

By national standards, East Staffordshire has relatively high levels of childcare provision; there are more childcare places available for children under 8 per 1000 of the population in all types of registered care than in the West Midlands region or England. However, there were fewer childminder and crèche places in the district compared with national and regional levels. The distribution of childcare is uneven, and data for summer 2004 showed that some areas of the district had no day nurseries at all.

## Using the Gender Profile<sup>3</sup>

The Gender Profile has been designed as a resource for all those interested in East Staffordshire's men and women. It provides a detailed picture of how East Staffordshire's people, in all their diversity, are faring in relation to the district's labour market at the start of the 21<sup>st</sup> century. Recent labour market changes and trends, particularly in East Staffordshire's industries, occupations and patterns of employment, are highlighted in the profile.

Uniquely in a document of this type, the Gender Profile also provides evidence relevant to the provision of other services provided in East Staffordshire - for example in education, transport, childcare, and care support - and offers insight into continuing differences between men's and women's participation in the labour market and in the experiences of men and women of different ages and from different Black and Minority Ethnic groups.

The Gender Profile has been produced using the full range of available official statistics, and includes presentations of data specially commissioned for this study. Almost all data of this type can be disaggregated by sex, although analysis of gender differences has only rarely been a feature of previous local labour market analysis. We hope that this profile (alongside the ten others being produced for other English local authorities in autumn 2004) will be a major resource for, and stimulus to, the gender mainstreaming of public policy. By demonstrating the range and scope of data available on women and men, we believe the Gender Profile can also ensure that, in future, the differences and similarities in women's and men's labour market circumstances will be the focus of documentation, policy development and decision-making at local, regional and national levels.

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<sup>3</sup> Every effort has been made to check the accuracy of the data presented in this document, and to use the latest data available during its preparation (spring/summer 2004). The data from the 2001 Census will remain the latest source for much analysis at district level until the 2011 Census results are released. Other data is produced on an annual basis, and data users should consult the source agency concerned for relevant updates. The Centre for Social Inclusion's work in East Staffordshire on the Gender and Employment in Local Labour Markets project continues until summer 2006, and from autumn 2004 onwards will focus on the collection of new data through a new local research study: "Women's Poverty and Economic Disadvantage: The Impact of Regeneration Initiatives and Developments". The Centre for Social Inclusion welcomes enquiries from organisations and individuals interested in commissioning future work of this type.

## 2. The Local Setting

### East Staffordshire<sup>4</sup>

East Staffordshire is a mix of urban and rural areas covering almost 39,000 hectares. It is based around the large town of Burton upon Trent and the smaller town of Uttoxeter, with a substantial rural area populated by villages. Just under 50 per cent of the population live in Burton. The population has increased by almost 7 per cent since 1991, which is significantly higher than the county, regional and national growth rates.

The borough has pockets of significant urban deprivation and poor access to services in the rural areas, together with areas of relative affluence.

**Figure 2.1** shows the wards in East Staffordshire, together with the Index of Deprivation 2004 scores for the areas within them. This shows that within East Staffordshire the worst areas of deprivation are in Winhill ward. One of the areas within this ward is ranked 2,666 out of 32,482 sub-Ward areas in England, known as Super Output Areas (SOAs), where 1 is the most deprived. Three out of East Staffordshire's 70 SOAs are in the 10 per cent most deprived areas in the country and one is in the 10 per cent least deprived areas. Overall the average of the scores for East Staffordshire rank it 155 out of 354 Local Authorities where 1 is the most deprived and 354 the least.

The overall Index of Deprivation 2004 is made up of seven domains which cover: Income, Employment, Health Deprivation and Disability, Education, Skills and Training, Barriers to Housing and Services, Crime and Disorder and Living Environment. In the domain which covers the Living Environment (which includes quality of housing, air quality and road traffic accidents), 5 of East Staffordshire's 70 SOAs, mainly in Eton Park, Shobnall and Anglesey wards, are in the 5 per cent most deprived areas in the country. One SOA in Eton Park ward is ranked as the 690<sup>th</sup> most deprived in the country for this domain.

### East Staffordshire's Industrial Structure and Labour Market<sup>4</sup>

The economy of East Staffordshire has traditionally been supported by manufacturing industry, with particular concentrations in the manufacture of food and drink, mechanical engineering and the processing of rubber and plastics. Although manufacturing employment has been the largest employment sector in the past, this has

now been overtaken by the distribution, hotels and catering sector. However, the biggest increases since 1995 have been in transport and communications and in banking, insurance and finance.

Most of East Staffordshire is 'rural' and this sector has faced particular problems over recent years. The role of agriculture, accessibility, the opportunities provided by rural diversification and the links to tourism and allied industries are all important aspects of East Staffordshire's economy.

Further information about the Industrial Structure and Labour Market in East Staffordshire is presented in Chapter 4.

### The People of East Staffordshire

East Staffordshire has a population of 105,000 people<sup>5</sup>. **Figure 2.2** shows the population profile for East Staffordshire and **Figure 2.3** the difference between the profiles for East Staffordshire and England.

Although the profile for East Staffordshire is similar to that for England, it can be seen that there are proportionally:

- more children
- fewer young men aged 16-19 and people aged 20-34
- more people aged 35-64, particularly men
- more women aged 65-74, but fewer women aged 75 and over

<sup>4</sup> Source: East Staffordshire Borough Council - [www.eaststaffsbc.gov.uk](http://www.eaststaffsbc.gov.uk)

<sup>5</sup> Source: Registrar General's Mid 2002 population estimate (revised), Crown Copyright 2004.

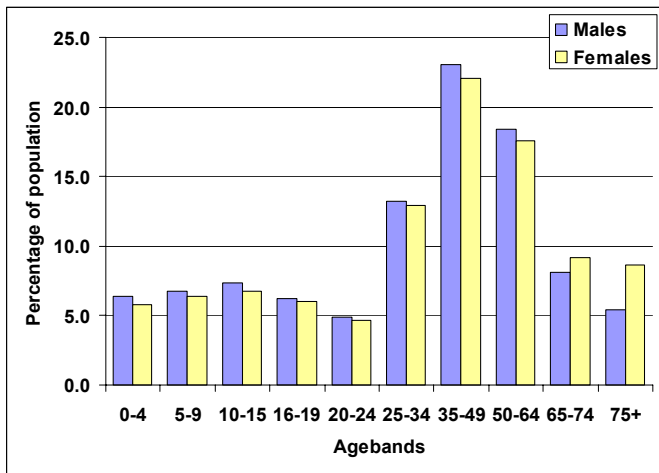


Figure 2.1 Index of Deprivation 2004: East Staffordshire



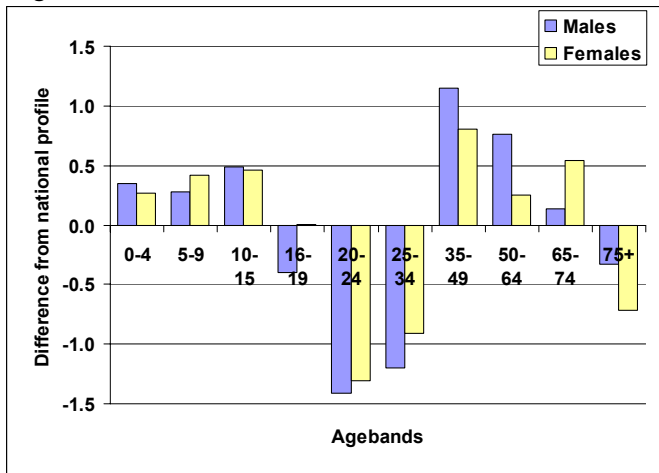
Source: ODPM, Crown Copyright 2004, 2001 Census Super Output Areas, Crown Copyright 2004. This work is based on data provided through EDINA UKBORDERS with the support of the ESRC and JISC and uses boundary material which is Copyright of the Crown

**Figure 2.2 Population profile by age and sex: East Staffordshire**



Source: Registrar General's Mid 2002 Population Estimate revised), Crown Copyright 2004

**Figure 2.3 Difference between the percentage of the population in each age band for East Staffordshire and England**



Source: Registrar General's Mid 2002 Population Estimate revised), Crown Copyright 2004

## Population Change and Migration

Between 1991 and 2002 the population of East Staffordshire increased by 6,400 people, or 6.5 per cent of the total. However, as **Figure 2.4** illustrates, this was as a consequence of an increase in the numbers of children, working age people and people over retirement age. In some respects, this contrasts with the pattern in the region and in England as a whole.

**Figure 2.4 Change in population 1991 to 2002**

Area	Total change (%)	Change in the proportion in each age group (%)		
		0-15	16-64/59	65/60+
<b>East Staffs</b>	6,400 (6.5)	1,800 (8.8)	2,900 (4.8)	1,600 (9.1)
<b>West Midlands</b>	74,400 (1.4)	-2,900 (-0.3)	27,700 (0.9)	49,500 (5.3)
<b>England</b>	1,686,800 (3.5)	171,500 (1.8)	1,241,000 (4.2)	274,200 (3.1)

Source: Registrar General's Mid 2002 Population Estimate, Crown Copyright 2003. Registrar General's Mid 1991 Population Estimate revised, Crown Copyright 2003.

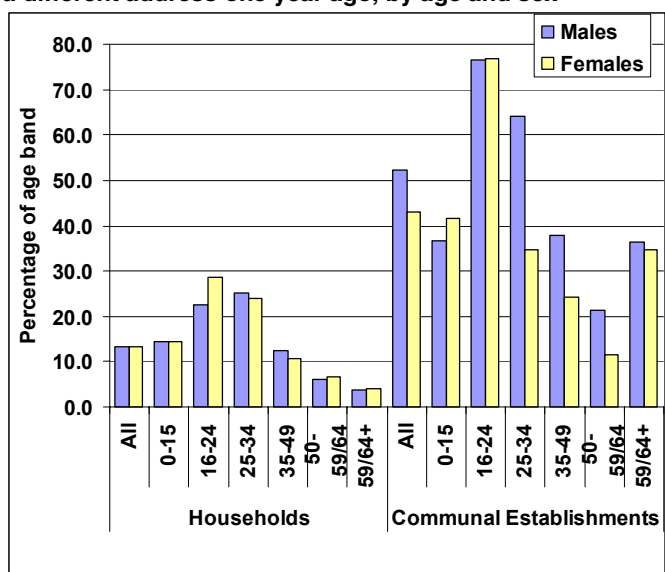
Note: 16-64/59 are people of working age and 65/60+ are those people of retirement age and above. Numbers may not sum due to rounding.

Using data from the 2001 Census, it is also possible to explore the patterns in migration into and out of East Staffordshire in the year prior to the Census. In East Staffordshire, 11 per cent of people had moved in the year before the census, which is similar to the figures for the region (11 per cent) and for England as a whole (12 per cent).

**Figure 2.5** shows the percentage of people in East Staffordshire who were migrants (those with a different address one year before the 2001 Census) by gender, age and whether the person was resident in a household or communal establishment (CE), e.g. nursing home, hall of residence, residential care etc. In East Staffordshire, 1.1 per cent of the population were resident in Communal Establishments, compared with 1.5 per cent in the West Midlands region, and 1.8 per cent in England.

For people resident in households in East Staffordshire, the key age groups for migrants were 16-24 for women, and 25 to 34 for both men and women. For communal establishment residents, the key age groups were 16-24 for both men and women, and 25-34 for men. Overall a higher proportion of men in communal establishments had a different address one year ago than women in communal establishments.

**Figure 2.5 Percentage of people in East Staffordshire with a different address one year ago, by age and sex**

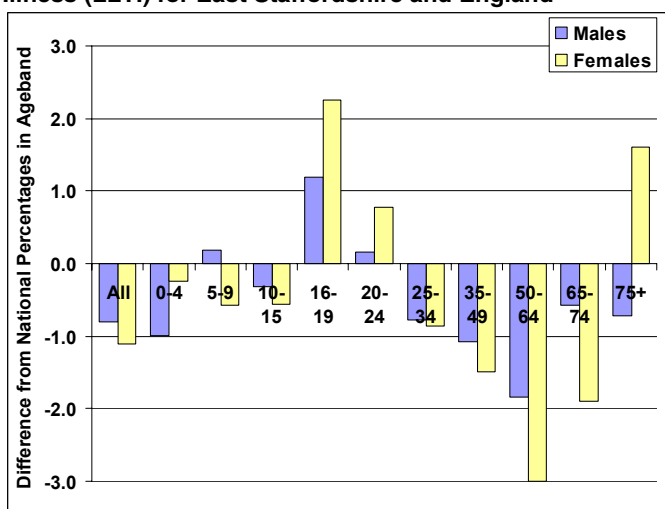


Source: 2001 Census Standard Tables, Crown Copyright 2003

### Selected Health Indicators

The proportion of people with a **Limiting Long-Term Illness (LLTI)** in East Staffordshire (16 per cent of males and 17 per cent females) is similar to that in the West Midlands and in England (both 17 per cent of males and 18 per cent of females). However, **Figure 2.6** shows that a higher proportion of people aged 16-19, particularly females, suffer from a LLTI, as well as women aged 75 and above, when compared with the same age groups in England. Conversely, a lower proportion of people aged 25-74 reported a LLTI.

**Figure 2.6 Difference between the percentage of the population in each age band with a Limiting Long-Term Illness (LLTI) for East Staffordshire and England**



Source: 2001 Census Standard Tables, Crown Copyright 2003

In East Staffordshire the **conception rate** amongst 15-17 year olds was 46.3 per 1000 women<sup>6</sup> (with 45 per cent ending in abortion) in 1999-2001 compared with 48.8 per 1000 women in 1996-1998 (with 41 per cent ending in abortion). This was lower than the rate for the West Midlands, which was 48.2 per 1,000 women (with 43 per cent ending in abortion), but higher than in England as a whole at 43.5 (with 45 per cent ending in abortion).

People in East Staffordshire also have a reduced **life expectancy** when compared with the West Midlands and England as a whole. In 1999-2001, males in East Staffordshire had a life expectancy of 74.1 years at birth compared with 75.1 in the West Midlands and 75.7 in England. For women the figures were 79.8, 80.0 and 80.4 in East Staffordshire, the West Midlands and England respectively. This ranks East Staffordshire as 326 for men and 277 for women for life expectancy out of 374 Local Authorities, where the Local Authority where men and women have the highest life expectancy is ranked as 1. This shows a significant gender difference.

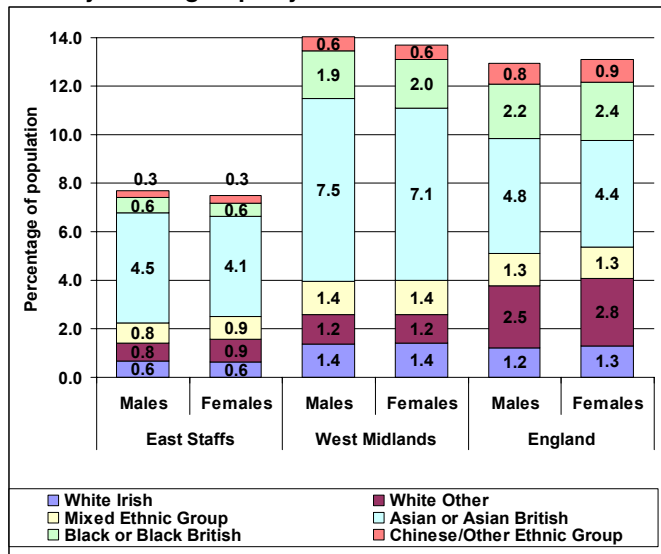
### Minority Ethnic and Religious Groups

**Figure 2.7** shows that 8 per cent of both males and females in East Staffordshire are from Black and Minority Ethnic groups<sup>7</sup>. This is lower than in the West Midlands, with 14 per cent of both males and females, and in England, where 13 per cent of men and women are from Black and Minority Ethnic groups. In East Staffordshire, the largest Ethnic Minority groups are people of Pakistani origin (3,861 people, 3.7 per cent of the population), the White Other group (882 people, 0.8 per cent of the population) and the White Irish population (670 people, 0.6 per cent of the population).

<sup>6</sup> Source: Key Population and Vital Statistics 2001, Office for National Statistics. Crown Copyright 2003.

<sup>7</sup> Black and Minority Ethnic groups include all those groups other than White British.

**Figure 2.7 Percentage of the population from Black and Minority Ethnic groups by sex**



Source: 2001 Census Standard Tables, Crown Copyright 2003

The 2001 Census also provides information about religious groups. The largest minority religious groups in East Staffordshire are Muslims (4,134 people or 4 per cent of the population) and Hindus (208 people or 0.2 per cent of the population). 75 per cent of males and 80 per cent of females state that they are Christians, which is higher than in the West Midlands (70 per cent of males and 75 per cent of females) and England as a whole (69 per cent of males and 75 per cent of females). 13 per cent of men and 10 per cent of women said that they had no religion, and 7 per cent of men and 6 per cent of women did not state a religion.

## Households and Housing

There are 42,717 households in East Staffordshire<sup>8</sup> of which 28 per cent are single person households. This is lower than in the West Midlands (29 per cent) and in England as a whole (30 per cent). East Staffordshire has a slightly lower proportion of lone parent households with dependent children (6 per cent) than the West Midlands (7 per cent) and England (6 per cent). The other main difference is the high proportion of cohabiting and married couple households, which make up 50 per cent of households compared with 46 per cent in the West Midlands and 45 per cent in England.

In East Staffordshire, 75 per cent of households are owner occupied, 14 per cent are rented from a social landlord (8 per cent rented from the council) and 7 per cent are private rented. In the West Midlands the figures are 69 per cent, 20 per cent (14 per cent rented from the

Council) and 7 per cent respectively and in England 68 per cent, 19 per cent (13 per cent rented from the Council) and 10 per cent. Therefore, East Staffordshire has:

- a high proportion of owner occupied households
- a low proportion of households that rent from the council and low levels of private renting

Data from the Land Registry for the last quarter of the years 2000 and 2003 show that house prices in East Staffordshire have risen substantially. The average house price has risen from £76,700 to £124,100 (a 62 per cent increase) but 9 per cent fewer houses were sold in 2003 than 2000. Over the same period, the average house price across England increased from £112,500 to £166,300 (an increase of 48 per cent) with 8 per cent more houses sold.

<sup>8</sup> Source: 2001 Census Standard Tables, Crown Copyright 2003.



### 3. Education and Skills

#### Educational Indicators in East Staffordshire<sup>9</sup>

Within East Staffordshire there are 16 primary, 11 first, 9 infant, 7 junior, 3 middle, 7 secondary and 3 special schools. There is one independent school within the Borough.

East Staffordshire has a higher proportion of students from **Black and Minority Ethnic groups** compared with Staffordshire county and England as a whole. In schools in East Staffordshire, 13% of pupils are from Black and Minority Ethnic groups<sup>10</sup>, compared with 4.6% of pupils in the county, 20% of pupils in the region and 17% in England<sup>11</sup>. The largest of these groups are Pakistani (7.0%), and Mixed White and Black Caribbean (1.0%).

In East Staffordshire, 7.7% of pupils have a **first language which is other than English**, compared with less than 2.0% in the county, 12% of pupils in the region and 9.6% in England as a whole.

In maintained primary schools in East Staffordshire, 13% of pupils are eligible for **free school meals (FSM)**, compared with 11% of pupils in Staffordshire, 19% in the region, and 17% in England. In secondary schools in East Staffordshire, the rates of eligibility for FSM are 9.3%, compared with 8.2% in Staffordshire, 16% in the West Midlands region and 15% in England as a whole.

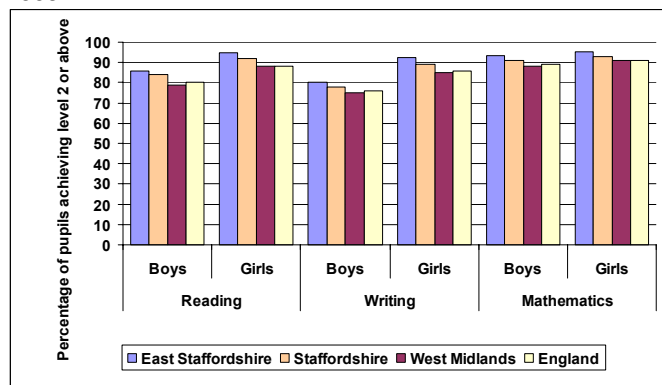
#### Educational Attainment

*Attainment for girls in East Staffordshire is below the national level at age 11*

#### Key Stage 1 Tests - Age 7

**Figure 3.1** shows the achievement of pupils in **Key Stage 1 tests (age 7)** in reading, writing and mathematics in 2003. A higher proportion of both boys and girls in East Staffordshire achieved the expected standard in all the three subjects of reading, writing and mathematics than their counterparts in Staffordshire County, the West Midlands region and England. Girls in East Staffordshire performed better than boys in reading and writing (92% in reading and 95% in writing) but a similar proportion reached the required standard in mathematics.

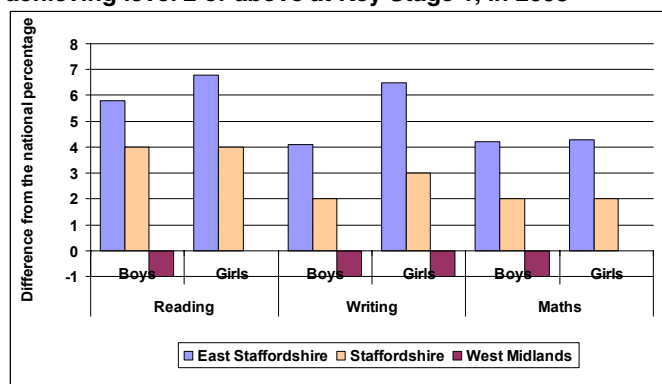
**Figure 3.1** Boys and girls achieving level 2 or above at Key Stage 1 (age 7) in reading, writing and mathematics in 2003



Source: East Staffordshire Borough Council and DfES, Crown Copyright 2004

**Figure 3.2** shows the difference from the national percentage of pupils achieving the expected standard at Key Stage 1. A higher proportion of both 7 year old boys and girls in East Staffordshire achieved the required standard in reading, writing and mathematics than their counterparts in the county, region or England as a whole. The greatest difference can be seen in girls' achievements in reading and writing.

**Figure 3.2** Difference from national levels of pupils who achieving level 2 or above at Key Stage 1, in 2003



Source: East Staffordshire Borough Council and DfES, Crown Copyright 2004

Note: England: Reading - Boys 80%, Girls 88%, Writing - Boys 76%, Girls 86%, Mathematics- Boys 89%, Girls 91%

#### Key Stage 2 - Age 11

**Figure 3.3** shows the achievements of pupils at **Key Stage 2** in the subjects of English, mathematics and science in 2003. A similar proportion of East Staffordshire's boys achieved the expected standard at Key Stage 2 to their equivalents in the West Midlands region, although results were poorer than in the county (with the exception of English). Although East Staffordshire's girls performed better than boys in English, proportionally more boys reached the required level in mathematics and science. Fewer girls in East Staffordshire achieved the required standard than girls in

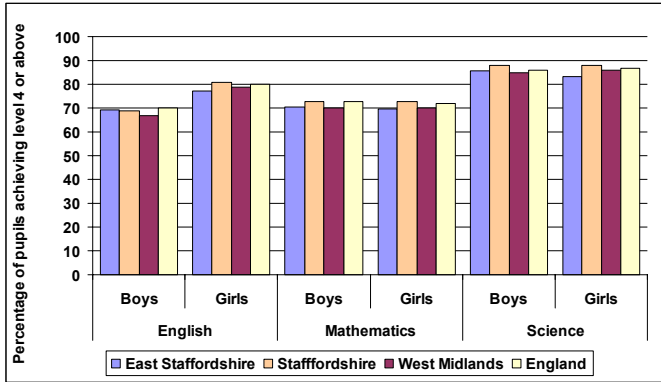
<sup>9</sup> Staffordshire County Council.

<sup>10</sup> Black and Minority Ethnic groups include all ethnic groups other than 'White British'

<sup>11</sup> Percentage of the total number of pupils whose ethnicity has been classified (not the total number of pupils) in 2003

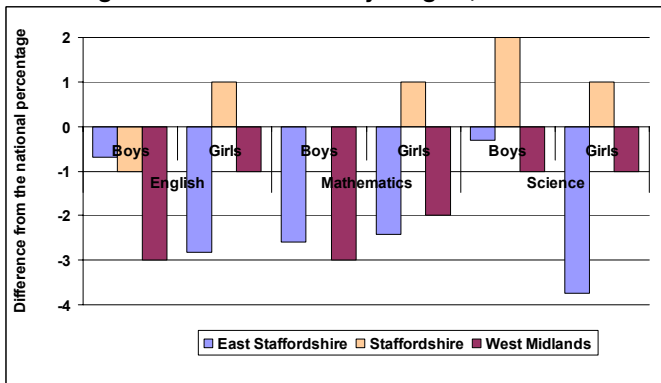
the county, region or in England as a whole, in all three subjects.

**Figure 3.3 Boys and girls achieving level 4 or above at Key Stage 2 (age 11) in English, mathematics and science in 2003**



Source: East Staffordshire Borough Council and DfES, Crown Copyright 2004

**Figure 3.4 Difference from national levels of pupils achieving level 4 or above at Key Stage 2, in 2003**



Source: East Staffordshire Borough Council and DfES, Crown Copyright 2004

Note: England: English - Boys 70%, Girls 80%, Mathematics - Boys 73%, Girls 72%, Science - Boys 86%, Girls 87%

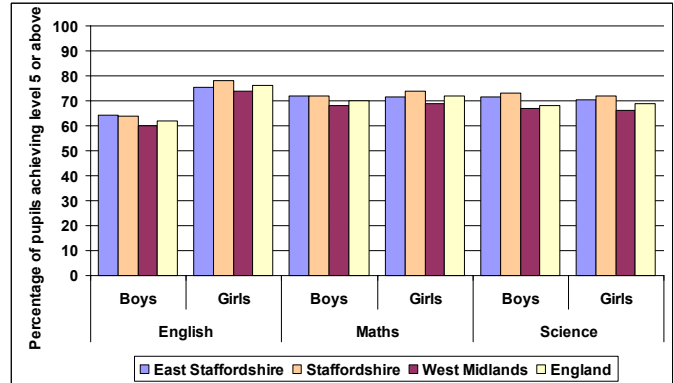
**Figure 3.4** shows the difference from the national percentage of pupils achieving level 4 or higher at Key Stage 2. The greatest difference can be seen in girls' achievements in science in East Staffordshire. Here, girls' performance is almost 4% below the national level, and almost 5% below the county level. For boys, the difference is less than 1% below the national level, and just over 2% below the county level.

### Key Stage 3 - Age 14

**Figure 3.5** shows pupils' achievements at Key Stage 3 in English, mathematics and science in 2003. Compared with their counterparts in the region, a higher percentage of boys and girls achieved the required level in all three subjects. When compared with boys and girls in the county, more boys in East Staffordshire achieved the expected level in English and mathematics than boys in Staffordshire county. However, a lower proportion of girls achieved the required level when compared with girls in the county. Girls in East Staffordshire performed

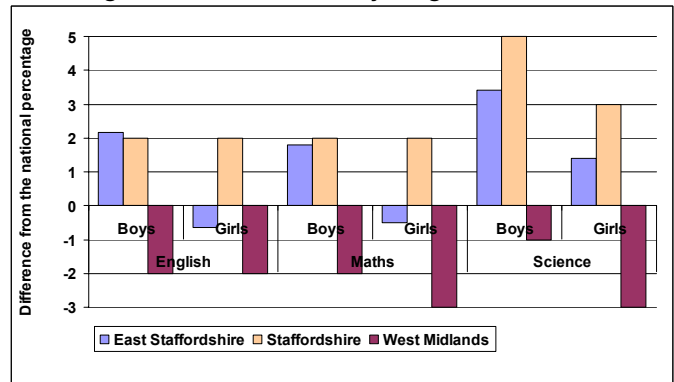
better than boys in English, although there was little difference in the percentage of boys and girls who achieved the required level in mathematics and science.

**Figure 3.5 Boys and girls achieving level 5 or above at Key Stage 3 (age 14) in English, mathematics and science in 2003**



Source: East Staffordshire Borough Council and DfES, Crown Copyright 2004

**Figure 3.6 Difference from national levels of pupils achieving level 5 or above at Key Stage 3, in 2003**



Source: East Staffordshire Borough Council and DfES, Crown Copyright 2004

Note: England: English - Boys 62%, Girls 76%, Mathematics - Boys 70%, Girls 72%, Science - Boys 68%, Girls 69%

**Figure 3.6** shows the difference from the national percentage of pupils achieving level 5 or above at Key Stage 3. Whilst the regional level is below the national level, and the county level is above, for both boys' and girls' in all three subjects, the picture in East Staffordshire is mixed. More boys achieved the required level in all three subjects, compared with boys at the national level. However, fewer girls in East Staffordshire achieved level 5 or more in English and mathematics than girls nationally. The greatest difference can be seen in boys' achievements in science, over 3% above the national percentage.

## Key Stage 4 GCSE/GNVQ - Age 16

*In East Staffordshire a higher proportion of girls and boys achieve 5 or more GCSE/GNVQs at A-C grade*

GCSE/GNVQ achievements by 16 year olds in maintained schools in 2002/03 are presented in **Figure 3.7**. Comparatively more boys and girls achieved 5 or more A-C grades at GCSE/GNVQ level in East Staffordshire than at the county, regional or national level. Boys performed less well than girls. 48% of boys in East Staffordshire achieved 5 or more A-C grades, compared with 63% of girls.

In East Staffordshire, fewer boys and girls failed to achieve any GCSE/GNVQs passes, compared with the county, region and England as a whole.

**Figure 3.7 GCSE/GNVQ achievements by 16 year olds in maintained schools by gender in 2002/2003**

Area		Percentage of pupils achieving at GCSE/GNVQ	
		5+ A-C grades	No passes
East Staffordshire	Males (699)	48.1	4.1
	Females (668)	62.6	2.2
Staffordshire	Males	46.2	5.8
	Females	56.9	3.4
West Midlands	Males	44.9	6.2
	Females	55.7	4.2
England	Males	47.9	6.3
	Females	58.2	4.1

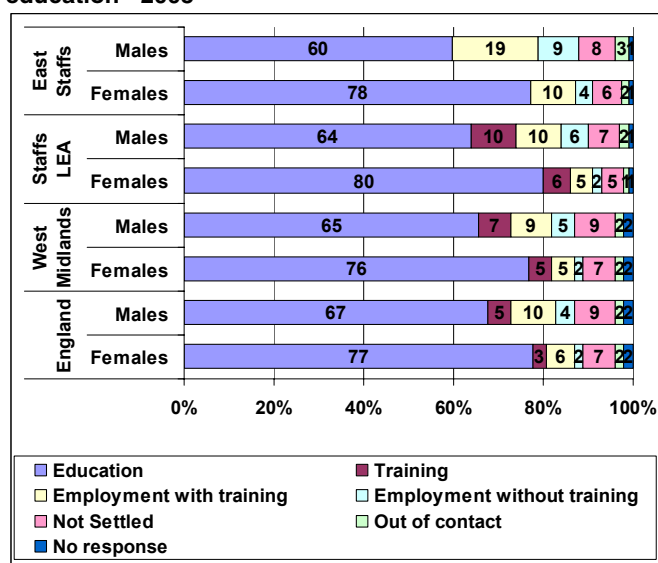
Source: East Staffordshire Borough Council and DfES, Crown Copyright 2004

## Destinations of pupils after age 16

*In East Staffordshire fewer boys continued in education after 16 compared with boys nationally.*

**Figure 3.8** shows the situation of pupils after the end of compulsory education. It indicates that in 2003 the proportion of students staying on in education was lower in East Staffordshire than in the county. The proportion of boys who stayed on was also lower compared with boys in the region and nationally. Also, a high proportion of boys in East Staffordshire entered employment without training compared with boys nationally.

**Figure 3.8 Destination of pupils at the end of compulsory education - 2003**



Source: ConneXions 2004

## A/AS Level Attainment

*Boys and girls in East Staffordshire achieved good grades at 'A' level*

**Figure 3.9** shows that in East Staffordshire the average point score per candidate achieving GCE/VCE A/AS levels is higher than in Staffordshire County, the West Midlands region and in England. For boys in East Staffordshire, it is about 15 points higher than in England, and for girls nearly 28 points higher. Although boys in East Staffordshire achieved a higher point score than boys in England, their score per entry was the same, whilst the per entry score for girls in East Staffordshire was higher than for girls in England as a whole.

**Figure 3.9 Average GCE/VCE A/AS point scores of 16-18 year old candidates by gender 2002/03**

Area	Average point score by candidates achieving GCE/VCE A/AS levels			
	Per candidate		Per entry	
	Males	Females	Males	Females
East Staffordshire	244.9	283.9	70.9	81.5
Staffordshire	222.3	247.1	66.7	74.0
West Midlands	225.4	253.4	69.2	75.7
England	230.1	256.3	70.9	77.1

Source: DfES, Crown Copyright 2004

Note: An A grade at A-level is worth 120 points, a B grade 100, C grade 80, D grade 60 and an E grade 40 points. An AS exam will be worth half the equivalent A-level grade.

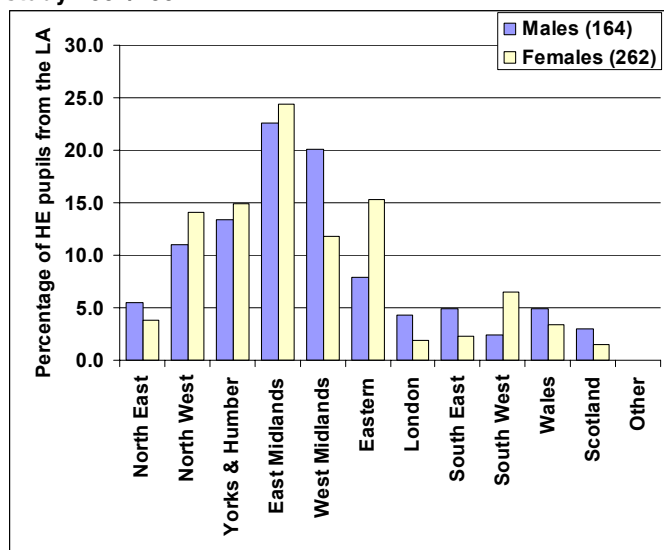
## Higher Education

*Young men from East Staffordshire are more likely than their female counterparts to study at a local higher educational institution*

**Figure 3.10** shows that 20% of males and 12% of females from East Staffordshire who are participating in higher education are studying at an institution in the West Midlands region, with a further 23% of males and 24% of females studying in the East Midlands. It appears therefore, that young men from East Staffordshire are more likely than their female counterparts to study at a local higher education institution.

Data for all students from the West Midlands region show that 27% of men and 34% of women from the region study at a higher education institution within the region, with only 12% of men and 9% of women choosing to study in the East Midlands.

**Figure 3.10 Students from East Staffordshire who are undertaking higher education, by region of institution of study 2001/2002**



Source: HESA, 2004

The data on the region of residence of people from East Staffordshire after higher education show that 36% of males and 41% of females from East Staffordshire who were participating in higher education were living in the West Midlands region after the end of their course, with a further 17% of males and 16% of females living in the East Midlands.

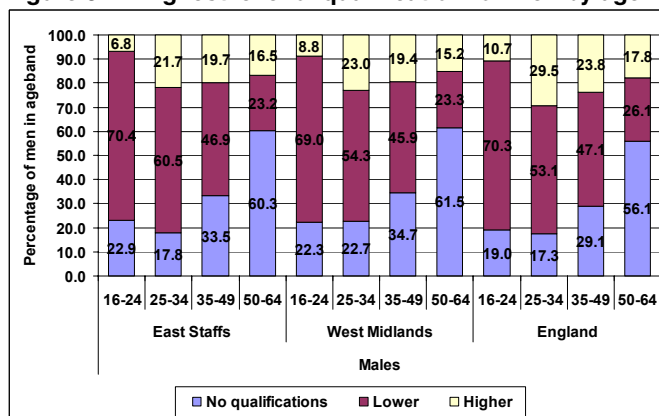
## Qualifications and Skills in the Working Age Population

*A high proportion of men in East Staffordshire have no qualifications.*

*A low proportion of women in East Staffordshire are qualified to degree level.*

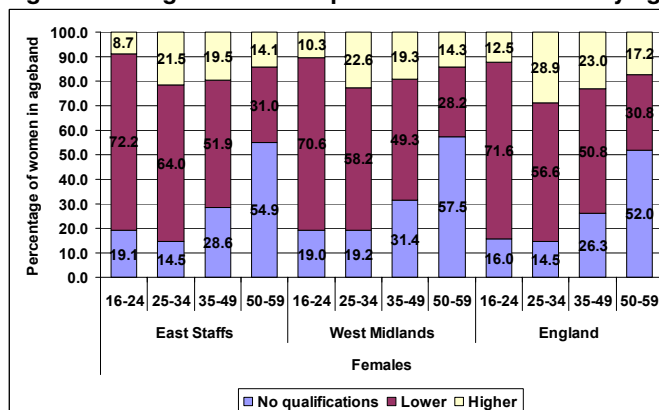
**Figures 3.11 and 3.12** show men's and women's highest level of qualification by age. Women are less likely than men to have no qualifications. They are also less likely to be educated to degree level or higher, with the exception of women aged 16-24. Across England, more young women (aged 16-24) than young men have degree level qualifications (13% compared with 9%) compared with 9% of young women and 7% of young men in East Staffordshire.

**Figure 3.11 Highest level of qualification for men by age**



Source: 2001 Census Standard Tables, Crown Copyright 2003  
 Note: Lower level qualifications are equivalent to 'A' level and below and higher level qualifications are equivalent to first degree and above

**Figure 3.12 Highest level of qualification for women by age**



Source: 2001 Census Standard Tables, Crown Copyright 2003  
 Note: Lower level qualifications are equivalent to 'A' level and below and higher level qualifications are equivalent to first degree and above

East Staffordshire has high percentages of men and women aged over 50 who have no qualifications (60% and 55% compared with 56% and 52% nationally). East Staffordshire has far fewer men and women with higher qualifications than the region and England as a whole. In the 25-34 age group, 22% of East Staffordshire men have higher qualifications, compared with 23% in the region and 30% nationally. The figures for women show a similar pattern, 22% in East Staffordshire, compared with 23% in the region and 29% in England.

## Key Points

- Achievement among pupils, especially girls, is low in comparison with the county and England as a whole in tests at age 11 in all three subjects, and at 14 in English and mathematics.
- Girls' GCSE/GNVQ achievements in East Staffordshire are very good compared with girls' results across England. 63 per cent achieved 5 or more good grades, compared with 48 per cent of boys (both in East Staffordshire and across England).
- At 'A' level, both boys and girls in East Staffordshire achieved higher average points scores compared with boys and girls in the county, region and across England as a whole.
- In 2003, a lower proportion of boys continued in education after age 16 in East Staffordshire than in England.
- A high proportion of men in East Staffordshire have no qualifications, and a low proportion of women in East Staffordshire are qualified to degree level.
- In East Staffordshire, fewer people aged 25-34 are educated to degree level or above than in England as a whole.

## 4. Trends and Patterns in Women's and Men's Employment

This part of the profile explores trends and patterns in women's and men's employment in East Staffordshire, compared with the West Midlands region and England as a whole. Its focus is on the proportions of men and women in employment and self-employment. The profile discusses the hours they work, the occupations and industries in which they work, how far they travel to work, and whether they have more than one job. It also explores the changing structure of East Staffordshire's labour market opportunities, showing which kinds of jobs have been declining and which increasing.

### Structure of Employment Opportunities

*Large increases in part-time employment, for both sexes between 1991 and 2002 in East Staffordshire.*

Between 1991 and 2002 (the latest available data) there was a net increase of 11,235 jobs in East Staffordshire. Over the same period the borough's working age population increased by nearly 3,000 people. Underlying this significant job growth, analysis by gender, industrial

sector and working hours reveals some marked differences affecting the situation of men and women.

In 1991, men held 55 per cent of all jobs in East Staffordshire, 93 per cent of them working full-time (7 per cent part-time). In contrast, 53 per cent of women worked full-time, with 47 per cent in part-time employment. Just over a decade later in 2002, the percentage of jobs held by men had decreased to 52 per cent, with fewer men - 85 per cent - working full-time. For women, the percentage of jobs that were full-time also fell sharply - to 44 per cent by 2002. **Figure 4.1** summarises the actual numbers of jobs held, and confirms large increases in part-time employment, for both sexes.

**Figures 4.2 and 4.3** show details, for 1991-2002, of employed men and women in East Staffordshire, by the industry in which they work.

For East Staffordshire men, there was:

- a marked decline in employment in manufacturing
- a decline in employment in construction
- a large increase in employment in distribution, hotels and restaurants
- a significant increase in employment in banking, finance and insurance between 1997 and 2002
- a continuous increase in employment in public administration, education and health

**Figure 4.1 Changes in employment in East Staffordshire 1991-2002 by full-time/part-time status and sex<sup>12</sup>**

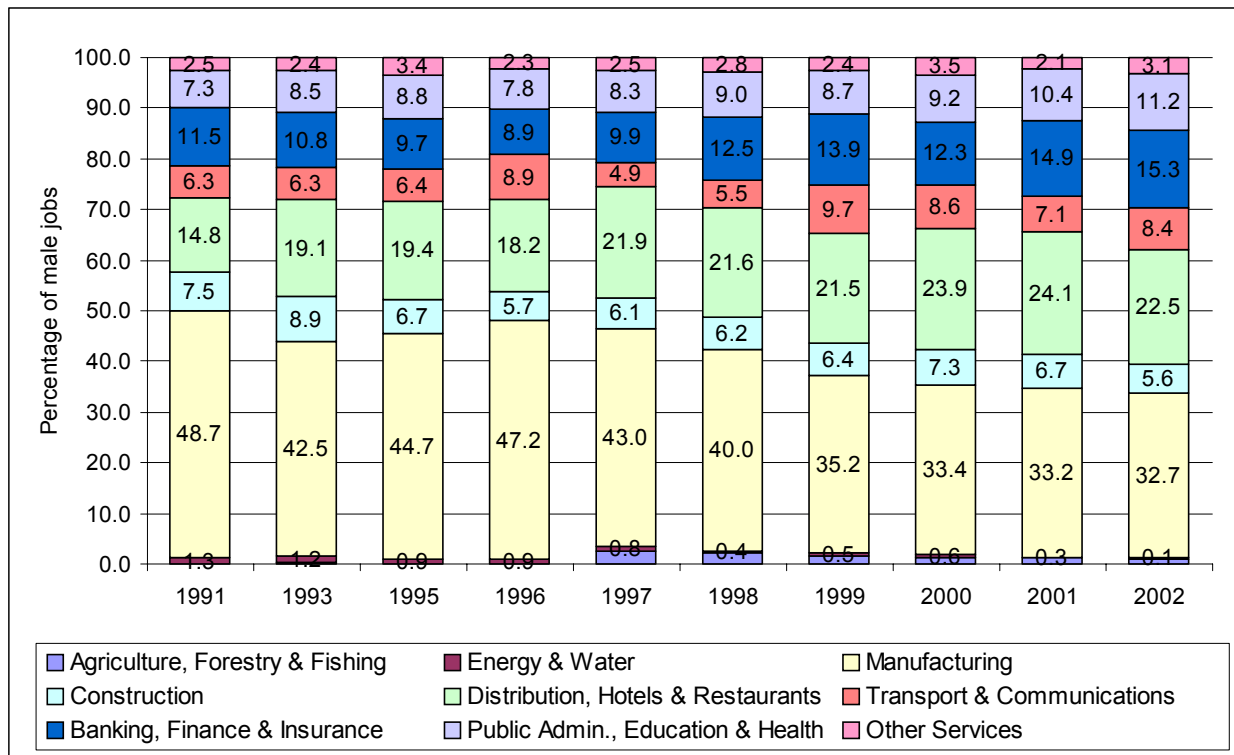
Job Type	Sex	Number of jobs		Change in number of jobs 1991-2002	Percentage change 1991- 2002		
		1991	2002		East Staffordshire	West Midlands	England
Full-time	Female	9,823	11,241	1,418	14.4	5.6	12.7
	Male	21,764	23,530	1,766	8.1	3.2	9.3
	All	31,587	34,771	3,184	10.1	4.0	10.6
Part-time	Female	8,874	14,331	5,457	61.5	31.0	30.8
	Male	1,514	4,108	2,594	171.3	115.9	103.1
	All	10,388	18,439	8,051	77.5	44.4	43.6
All	All jobs	41,975	53,210	11,235	26.8	14.1	19.2

Source: AES/ Census of Employment 1991, ABI 2002, ONS

<sup>12</sup> These data relate to jobs located in East Staffordshire. Some of these jobs may be held by men or women who live elsewhere.



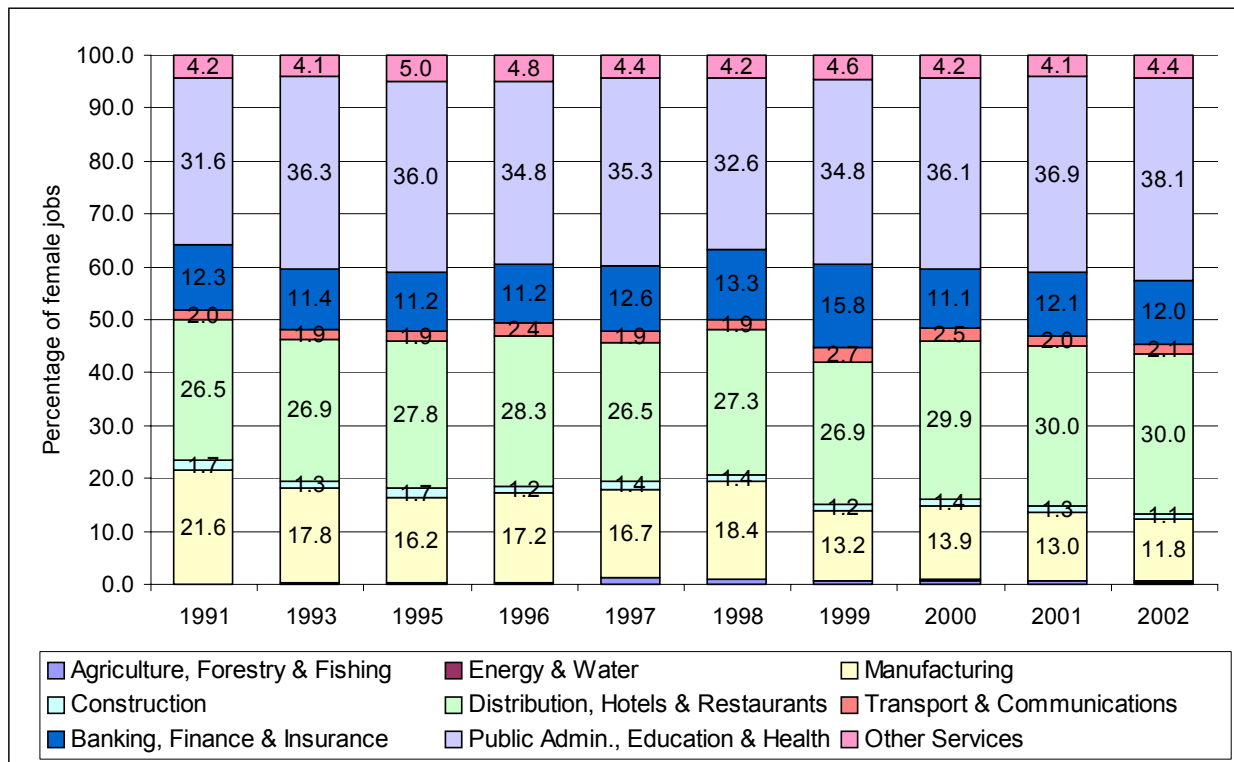
**Figure 4.2 Men of working age in employment by industry, in East Staffordshire, 1991-2002**



Source: Census of Employment/AES 1991, 1993, 1995, 1996-1998, ABI 1999-2002

Note: 'Other' includes sewage and refuse disposal, activities of membership organisations, recreational, cultural and sporting clubs, private households with employed persons, extra territorial organisations.

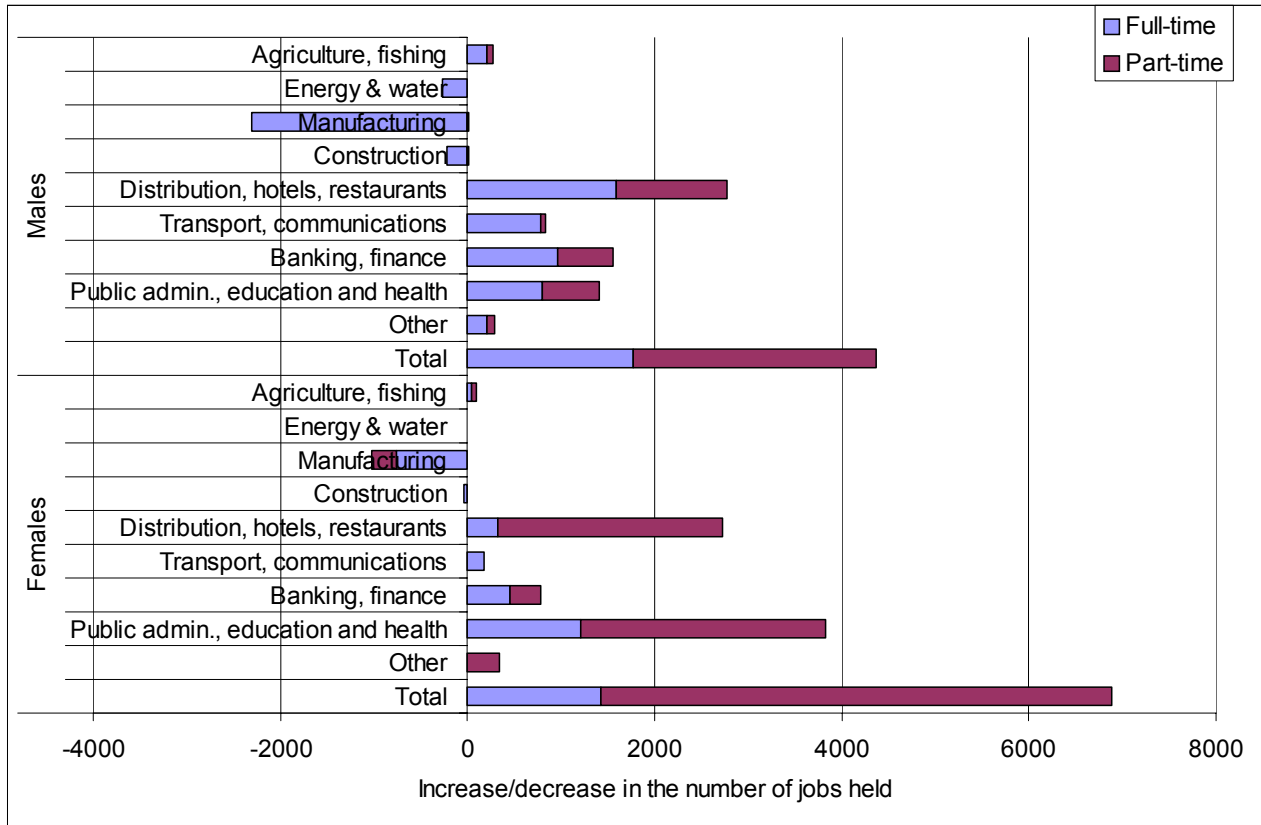
**Figure 4.3 Women of working age in employment by industry, in East Staffordshire, 1991-2002**



Source: Census of Employment/AES 1991, 1993, 1995, 1996-1998, ABI 1999-2002

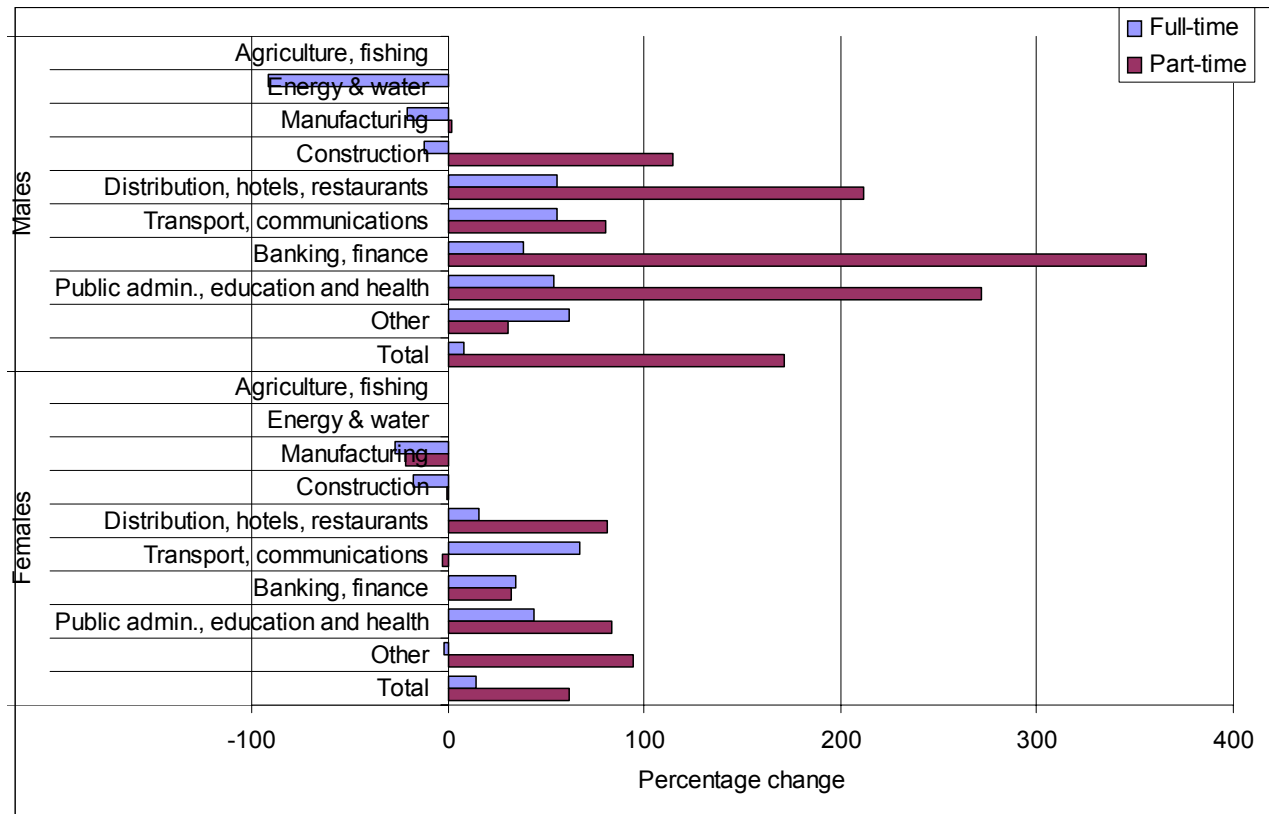
Note: 'Other' includes sewage and refuse disposal, activities of membership organisations, recreational, cultural and sporting clubs, private households with employed persons, extra territorial organisations.

Figure 4.4 Change in the number of jobs held between 1991 and 2002 by industry, East Staffordshire



Source: Census of Employment/AES 1991, ABI 2002

Figure 4.5 Percentage change in the number of jobs held between 1991 and 2002 by industry, East Staffordshire



Source: Census of Employment/AES 1991, ABI 2002



For East Staffordshire's women there was:

- a very significant fall in the share of employment in manufacturing jobs
- a notable increase in employment in distribution, hotels and restaurants
- a large increase in employment in public administration, education and health
- a fall in the share of women working in construction

Data for the West Midlands region and England as a whole over this period show a similar decline in male manufacturing jobs (from 38 per cent to 28 per cent in the region, 26 per cent to 19 per cent nationally) and an increase in men's employment in distribution, hotels and restaurants (18 per cent to 22 per cent in the region, 19 per cent to 23 per cent in England). There was also a significant increase in men employed in banking and finance, up from 11 per cent to 17 per cent in the region, and 15 per cent to 21 per cent nationally, compared with 12 per cent to 15 per cent in East Staffordshire.

For women in the region and nationally the decline in manufacturing is also pronounced (from 17 per cent to 10 per cent in the region, 12 per cent to 7 per cent in England). Women in East Staffordshire experienced an increase of 3 per cent in employment in distribution, hotels and restaurants, a similar trend to the West Midlands region (24 per cent to 26 per cent) and England as a whole (25 per cent to 27 per cent). However, women's employment in banking and finance remained more or less the same as a decade ago, with a decline between 1999 and 2002 (down from 16 per cent to 12 per cent), compared with an increase in this sector in the region (14 per cent to 17 per cent) and in England (17 per cent to 19 per cent). Women's employment in public administration, education and health increased from 32 per cent in 1991 to 38 per cent by 2002 in East Staffordshire, compared with a smaller increase in both the region (35 per cent to 37 per cent) and England (35 per cent to 36 per cent).

**Figure 4.4** shows the change in the **number of full-time and part-time** jobs in East Staffordshire between 1991 and 2002, by industry and by sex. (Due to the extremely small number of jobs in agriculture data for this industry are excluded from the analysis.) This shows:

- a fall in full-time manufacturing jobs for both men and women
- a drop in full-time jobs in construction, affecting mostly men

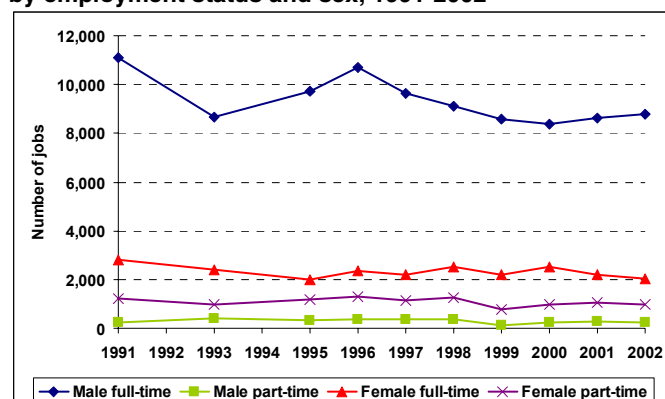
- a strong increase in employment in distribution, hotels and restaurants, in both full-time and part-time jobs for men but mainly in part-time jobs for women
- significant growth in full-time and part-time jobs in public administration, education and health, affecting mostly women
- growth in full-time and part-time jobs in banking and finance, affecting men more than women
- an increase in full-time employment in transport and communications, mostly among men

**Figure 4.5** presents the same data as in **Figure 4.4**, but this time shows the **percentage change in the number of jobs**. The large increases in part-time jobs for men, and in full-time transport and communications jobs for women, need to be seen in the context of very small numbers at the start of the period. Nevertheless, these are marked changes, suggesting a dynamic situation in the East Staffordshire labour market.

**Figures 4.6, 4.7 and 4.8** highlight the change in the numbers of jobs in selected industries in East Staffordshire, by employment status and sex. There are marked differences in employment patterns between men and women.

**Figure 4.6** confirms that men working full-time still held the majority of jobs in **manufacturing**, although their number declined from about 11,000 in 1991 to less than 9,000 in 2002. Only around 3,000 full-time manufacturing jobs were held by women in 1991 and their number declined to 2,000 by 2002.

**Figure 4.6 Change in the number of jobs in manufacturing, by employment status and sex, 1991-2002**

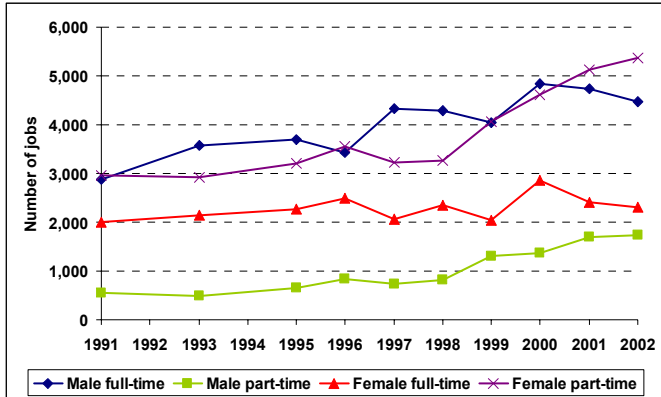


Source: Census of Employment/AES 1991-1998, ABI 1999-2002

**Figure 4.7** shows the strong increase in men's full-time and women's part-time employment in **distribution, hotels and restaurants**. Men's part-time opportunities also increased steadily, but they still held fewer than 2,000 part-time jobs in this sector by 2002, compared with more than 5,000 for women. Women's part-time

jobs in this sector grew significantly after 1998, with an increase of about 2,000 jobs by 2002.

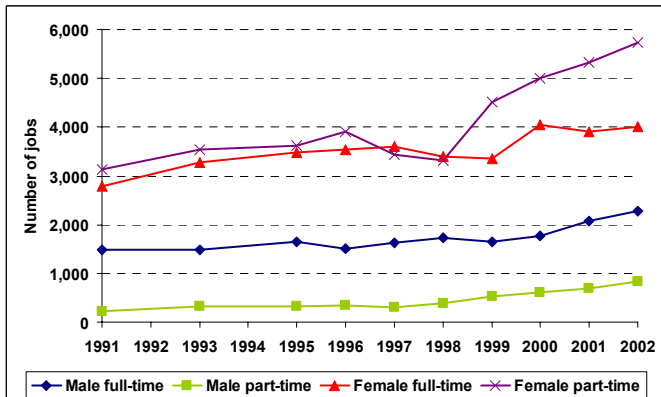
**Figure 4.7 Change in the number of jobs in distribution, hotels and restaurants, by employment status and sex, 1991-2002**



Source: Census of Employment/AES 1991-1998, ABI 1999-2002

**Figure 4.8** shows the changes in employment in **public administration, education and health**. While women, both full-time and part-time, held the majority of jobs, full-time employment showed some volatility in the middle of the period for both men and women. Note the particularly dynamic picture for women's part-time jobs. Their number increased dramatically after 1998, and by 2002 women held nearly 6,000 part-time jobs in this sector, totalling nearly 10,000 female jobs.

**Figure 4.8 Change in the number of jobs in public administration, education and health, by employment status and sex, 1991-2002**



Source: Census of Employment/AES 1991-1998, ABI 1999-2002

## People and Employment

*In East Staffordshire a higher proportion of men and women of working age are economically active.*

The 2001 Census showed 32,510 men and 30,265 women of working age in East Staffordshire, of whom 27,645 men and 21,885 women were economically active (either in employment, economically active students or unemployed)<sup>13</sup>. Economic activity is higher for both sexes in East Staffordshire than in the region and England, and varies by age, as can be seen in **Figure 4.9**. Over 90 per cent of men aged between 25-49 in East Staffordshire are economically active, whereas the economic activity rate is lower for young men under 25 and older men over 50.

**Figure 4.9 Percentage of men and women of working age who are economically active**

	Age group	Economically active ( per cent)		
		East Staffordshire	West Midlands	England
Men	16-24	75.1	68.0	68.3
	25-34	93.8	90.9	91.0
	35-49	92.7	89.9	90.2
	50-64	74.4	72.9	72.8
	Working age	85.0	81.4	81.9
Women	16-24	66.5	60.3	62.1
	25-34	74.2	72.6	73.7
	35-49	77.9	75.9	75.8
	50-59	65.1	64.2	65.3
	Working age	72.3	69.6	70.6

Source: 2001 Census Standard Tables, Crown Copyright 2003

A similar, but less marked, pattern of economic activity by age appears among women. By national standards, economic activity rates for women are high in East Staffordshire. Note that for both sexes high economic activity rates for 16-24 year olds reflect a comparatively small student population.

<sup>13</sup> The data in this section, drawn from the Census, relate to the population resident in East Staffordshire, some of whom will work in other areas.

## Employment Status

*Many self-employed men in East Staffordshire have no qualifications.*

In East Staffordshire, 25,570 men and 20,100 women of working age were in employment in 2001. More men worked full-time in East Staffordshire (74 per cent) than in the West Midlands region or nationally (69 per cent respectively). For women in East Staffordshire the figure was 36 per cent, slightly lower than in the region (37 per cent) and England (39 per cent). This is illustrated in **Figure 4.10**, which also shows that in East Staffordshire:

- Despite the big increase in part-time jobs, proportionally fewer men of working age worked part-time (4.4 per cent compared to 4.7 per cent in the region and 5.1 per cent in England as a whole)
- Considerably more women work part-time in East Staffordshire (30 per cent) than in the West Midlands region (26 per cent) and England as a whole (25 per cent)
- Self-employment in East Staffordshire shows a similar picture to the regional and national averages

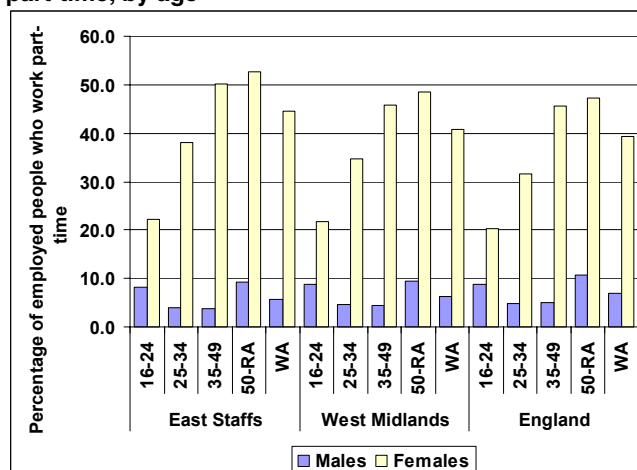
**Figure 4.10** People of working age by employment status



Source: 2001 Census Standard Tables, Crown Copyright 2003

**Figure 4.11** shows that the proportion of people who work part-time also varies significantly with age. In East Staffordshire more young men (16-24) and older men (50 to retirement age), and more women aged 35 to retirement age work part-time, with the highest proportion of part-time working seen in women aged over 50. This is consistent with the regional and national pattern. It confirms a link between part-time employment and family responsibilities for women, but suggests that this is not a reason for growth in men's part-time working.

**Figure 4.11** Men and women in employment who work part-time, by age



Source: 2001 Census Standard Tables, Crown Copyright 2003

**Figure 4.12** refers to men and women who are self-employed. It shows that over half of self-employed men, across all geographical levels, are self-employed full-time, without employees. About 45 per cent of self-employed women work part-time (with or without employees) in East Staffordshire, a slightly lower proportion than in the region (46 per cent) and in England (47 per cent).

**Figure 4.12** Self-employed men and women by full and part-time working and employees

Area		Percentage of all men and women who are self-employed			
		Self employed with employees		Self employed without employees	
		Part-time	Full-time	Part-time	Full-time
East Staffordshire	Males	2.3	36.0	8.6	53.1
	Females	11.9	26.4	33.2	28.5
West Midlands	Males	2.2	35.5	9.8	52.5
	Females	12.6	25.8	33.1	28.5
England	Males	2.2	33.6	10.6	53.5
	Females	11.6	23.5	35.2	29.7

Source: 2001 Census Standard Tables, Crown Copyright 2003

The variation in self-employment by age is shown in **Figure 4.13**. In East Staffordshire the peak ages for self-employment among men and women are in the 50+ age group, similar to the regional and national pictures.

**Figure 4.13 Men and women who are self-employed by age**



Source: 2001 Census Standard Tables, Crown Copyright 2003

**Figure 4.14** shows the proportion of people of working age who work part-time and whether they are employees or self-employed. Across all geographical levels, and for both men and women, self-employed people are more likely to work part-time than employees, although for part-time women in East Staffordshire the difference between the percentages of employees and self-employed is not so pronounced.

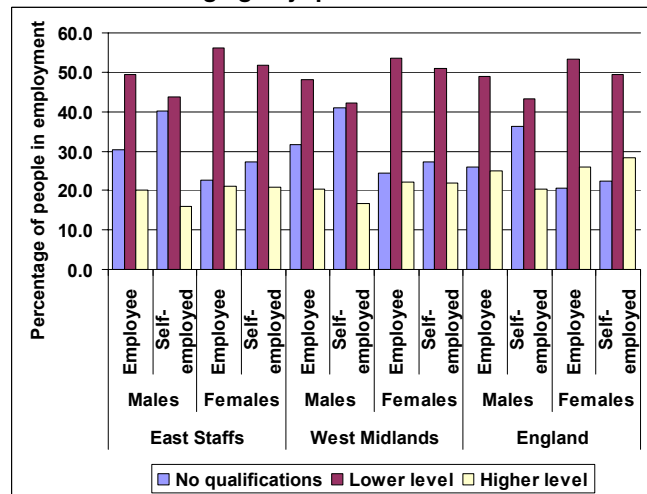
**Figure 4.14 Employees and self-employed men and women of working age who work part-time**



Source: 2001 Census Standard Tables, Crown Copyright 2003

The 2001 Census gives information about the level of qualification of employees and those who are self-employed. This is shown in **Figure 4.15**. In East Staffordshire, a high proportion of self-employed men have no qualifications (40 per cent), compared with self-employed men in the region (39 per cent) and England as a whole (36 per cent). Self-employed women, on the other hand, are better qualified than self-employed men in East Staffordshire. Just over 20 per cent have degree level qualifications. This is similar to the regional level, but lower than the national level.

**Figure 4.15 Employees and self-employed men and women of working age by qualification level**

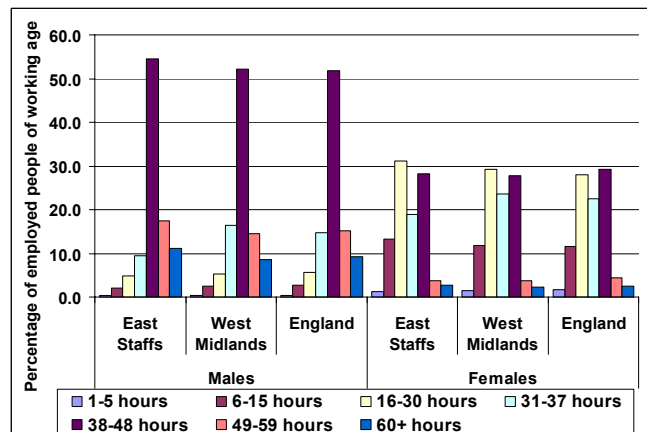


Source: 2001 Census Standard Tables, Crown Copyright 2003

### Working Hours

**Figure 4.16** illustrates the long working hours of men. Men of working age in East Staffordshire work very long hours. 55 per cent of men work between 38-48 hours per week, a higher proportion than in both the West Midlands region and England. Nearly 30 per cent work above the threshold of 48 hours, including slightly over 10 per cent who work over 60 hours per week, a figure higher than that for the region and England as a whole.

**Figure 4.16 People of working age in employment by hours worked and sex**



Source: 2001 Census Standard Tables, Crown Copyright 2003

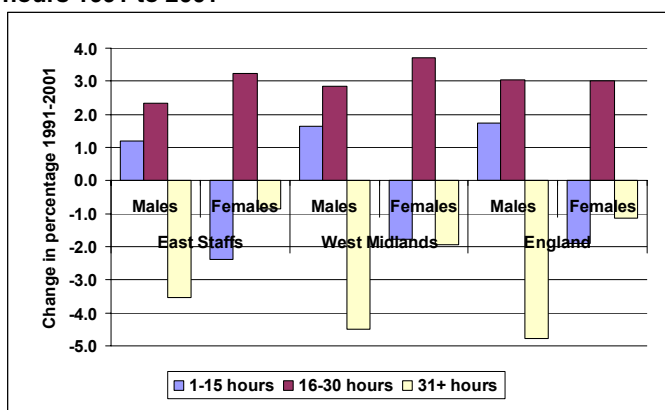
Women in East Staffordshire, on the other hand, work shorter hours, with 14 per cent working fewer than 15 hours, and over 30 per cent working 16 to 30, hours per week, a higher proportion than that in the region and in England. Fewer women work between 31-37 hours (19 per cent) per week in East Staffordshire than in the region (24 per cent) and England (23 per cent). Just under 30 per cent of women work between 38-48 hours, and around 7 per cent work over 48 hours per week in East Staffordshire.

Further analysis shows that young men in East Staffordshire work longer hours than in the region and nationally. Just 20 per cent of 16-24 year olds work 30 hours or less per week, compared with 21 per cent in the region and 23 per cent in England, and 15 per cent work over 48 hours (10 per cent in the region and 11 per cent in England).

Men aged 35-49 in East Staffordshire work the longest hours, with over 60 per cent working between 31-48 hours per week and a third of them working more than 48 hours per week. These figures are higher than for their counterparts in the region and in England as a whole.

Women in East Staffordshire work shorter hours than men. While young women under 25 work similar hours to women in the region and England, women in older age groups work shorter hours than their counterparts regionally and nationally. This is more pronounced among women aged over 35. Half of women aged 35-49 and 53 per cent of women over 50 work 1-30 hours per week, compared with 46 per cent and 49 per cent in the region and 46 per cent and 48 per cent in England. On the other hand, fewer women aged between 25-34 in East Staffordshire work 31-48 hours per week (54 per cent), compared with those in the region (59 per cent) and in England (60 per cent).

**Figure 4.17 Change in men's and women's weekly working hours 1991 to 2001**



Source: 1991 Census LBS, Crown Copyright 1993, 2001 Census Standard Tables, Crown Copyright 2003

Comparing the data from the 1991 and 2001 Censuses<sup>14</sup>, it is possible to look at the change in working hours over that period. This is shown in **Figure 4.17**. There has been a fall in the proportion of men working more than 31 hours per week (nearly 4 percentage points in East Staffordshire, but only about 1 percentage points in the region). For women, there was

also a small drop in the proportion working more than 31 hours per week in East Staffordshire, although the fall was less pronounced than in the region. The fall in the proportion of women working 1-15 hours per week, on the other hand, is greater in East Staffordshire than in the region and nationally, with a drop of over 2 percentage points. By contrast, there was an increase in the number of women working 16-30 hours per week of over 3 percentage points in East Staffordshire, in line with the regional and national trends.

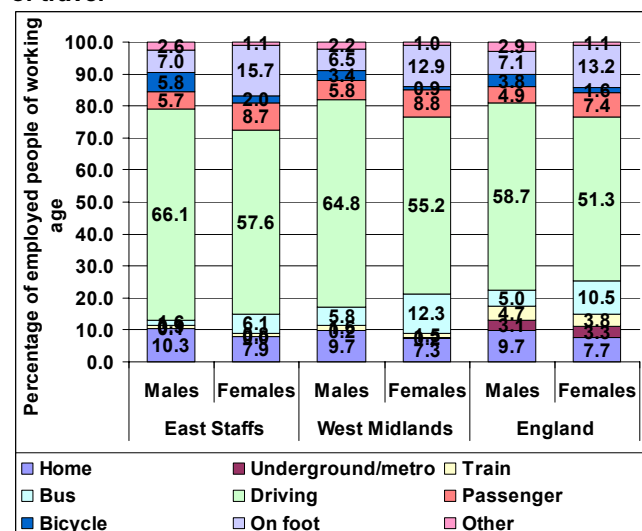
### Travel to Work

#### *In East Staffordshire a high proportion of women and men travel to work by car*

**Figure 4.18** shows the mode of travel to work by men and women of working age. In East Staffordshire:

- More men (66 per cent) and women (58 per cent) drive to work. This compares with 65 per cent of men and 55 per cent of women in the region, and 59 per cent of men and 51 per cent of women in England.
- Significantly more women walk to work, 16 per cent, compared with 13 per cent in both the region and in England respectively.
- Fewer people take the bus to work, 1 per cent of men and 6 per cent of women, compared with 6 per cent and 12 per cent in the region and 5 per cent and 11 per cent in England.
- More men and women cycle to work than regionally and nationally.

**Figure 4.18 Men's and women's travel to work by method of travel**



Source: 2001 Census Standard Tables, Crown Copyright 2003

<sup>14</sup> Source: 1991 Census LBS, Crown Copyright 1993, 2001 Census Standard Tables, Crown Copyright 2003.



There are significant differences in the way men and women travel to work, and women continue to work closer to home. 6 per cent of women in East Staffordshire go to work by bus (compared with 1 per cent of men), 9 per cent of women travel as passengers (compared with 6 per cent of men) and 16 per cent of women walk to work (compared with 7 per cent of men). Fewer women drive to work, 58 per cent compared with 66 per cent of men.

Young people are more likely to travel to work by public transport or as a passenger. In East Staffordshire, 5 per cent of men and 12 per cent of women aged under 25 travel to work by bus, compared with fewer men and women in older age groups. 18 per cent of men and 20 per cent of women under 25 travel to work as passengers, compared with less than 5 per cent of men and less than 10 per cent of women in older age groups.

In East Staffordshire, 14 per cent of young men and 20 per cent of young women walk to work, compared with much lower figures in age groups older than 25. More young men under 25 also cycle to work (9 per cent), a higher proportion than in older age groups or than among their counterparts regionally and nationally.

Compared with older age groups, a lower proportion of young men (44 per cent) and young women (38 per cent) in East Staffordshire drive to work. However, this is higher than the regional (40 per cent and 35 per cent) and national (37 per cent and 32 per cent) averages for people aged under 25.

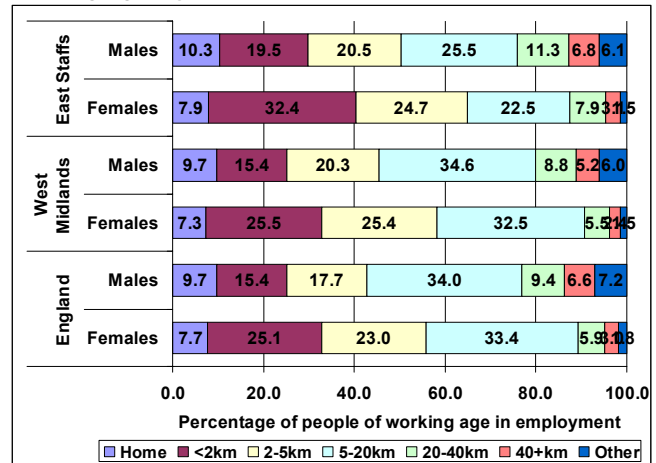
Comparing data from the 1991 and 2001 Censuses<sup>15</sup> shows the change in method of travel to work by people of working age. In East Staffordshire, there has been a big increase (9 percentage points) in women driving to work, and a fall in both men and women travelling to work by bus, as a passenger in a car, or on foot. More men and women, at all geographical levels, were working at home in 2001.

**Figure 4.19** shows the estimated distance travelled to work. More men in East Staffordshire work within 2km of home, 20 per cent compared with 15 per cent in the region and England. Fewer men work between 5-20km from home, 26 per cent compared with the regional and national averages (both 35 per cent). However, a higher proportion of men in East Staffordshire work more than 20km away from home, 20 per cent, compared with 14 per cent in the region and 16 per cent in England.

Women in East Staffordshire tend to work closer to home, 32 per cent of them working within 2km, compared with 26 per cent in the region and 25 per cent in England. Also, fewer women work between 5-20km

away from home, 23 per cent compared with 33 per cent in the region and England respectively. Like men in East Staffordshire, more women travel over 20km to work in East Staffordshire (11 per cent) than in the West Midlands region (8 per cent) and England (10 per cent). This suggests an important contrast between a large minority of women who work very locally, and a very different group, about 1 in 9 women, who travel considerable distances to work each day.

**Figure 4.19 Distance (km) travelled to work by people of working age, by sex**



Source: 2001 Census Standard Tables, Crown Copyright 2003  
 Note: Distance travelled to work is estimated as a straight line between home and workplace postcodes

Men under 25 in East Staffordshire are more likely to work within 5km of home (55 per cent), compared with 38 per cent of men aged 25-34, 37 per cent aged 35-49 and 40 per cent aged over 50. This is also higher than their counterparts in the region (49 per cent) and in England (47 per cent).

Similarly, more young women work within 5km of home in East Staffordshire (64 per cent), compared with the region (56 per cent) and England (53 per cent). This is also a higher proportion than in older age groups in East Staffordshire.

<sup>15</sup> Source: 1991 Census LBS, Crown Copyright 1993, 2001 Census Standard Tables, Crown Copyright 2003.

## Occupation and Industry

*In East Staffordshire many men are employed as process, plant and machine operatives and in skilled trades.*

*A high proportion of women work in administrative and secretarial occupations and in elementary occupations.*

**Figure 4.20** shows continuing gendered occupational distribution. Men in East Staffordshire work mainly in skilled trades (21 per cent), as process, plant and machine operatives (19 per cent), and as managers and senior officials (19 per cent), whereas many women are in administrative and secretarial occupations (21 per cent) and in elementary occupations (16 per cent).

Slightly more men work in elementary occupations in East Staffordshire (13 per cent, compared with 12 per cent in the region and England respectively). Fewer men are associate professionals and professionals, 20 per cent, compared with 22 per cent in the region and 26 per cent in England.

A quarter of women in East Staffordshire work in sales and customer services (12 per cent) and in personal services (13 per cent), similar to the regional and national averages. 32 per cent of women in East Staffordshire work as managers, senior officials, professionals, associate professionals and in technical occupations. This is similar to the regional picture, but a lower figure than for England as a whole (36 per cent).

In East Staffordshire the proportion of men working as plant and machine operatives fell from 22 per cent in 1991 to 19 per cent in 2001<sup>16</sup>. There was also a drop in the proportion of men employed in skilled trades (24 per cent in 1991 to 21 per cent in 2001). Over the same period there was also a decrease in the proportion of men working in skilled trades in the region and in England as a whole, down from 27 per cent to 22 per cent in the region and from 23 per cent to 19 per cent in England.

For women, there was a fall in the proportion of women in administrative and secretarial occupations (down from 26 per cent to 21 per cent in East Staffordshire, 28 per cent to 23 per cent in the region and 29 per cent to 23 per cent nationally), and a small rise in women working in sales and customer services (from 11 per cent to 12 per cent in East Staffordshire, the West Midlands region and England).

**Figure 4.21** shows the industry in which people work, with again a marked difference between men and women. In East Staffordshire, while a high proportion of

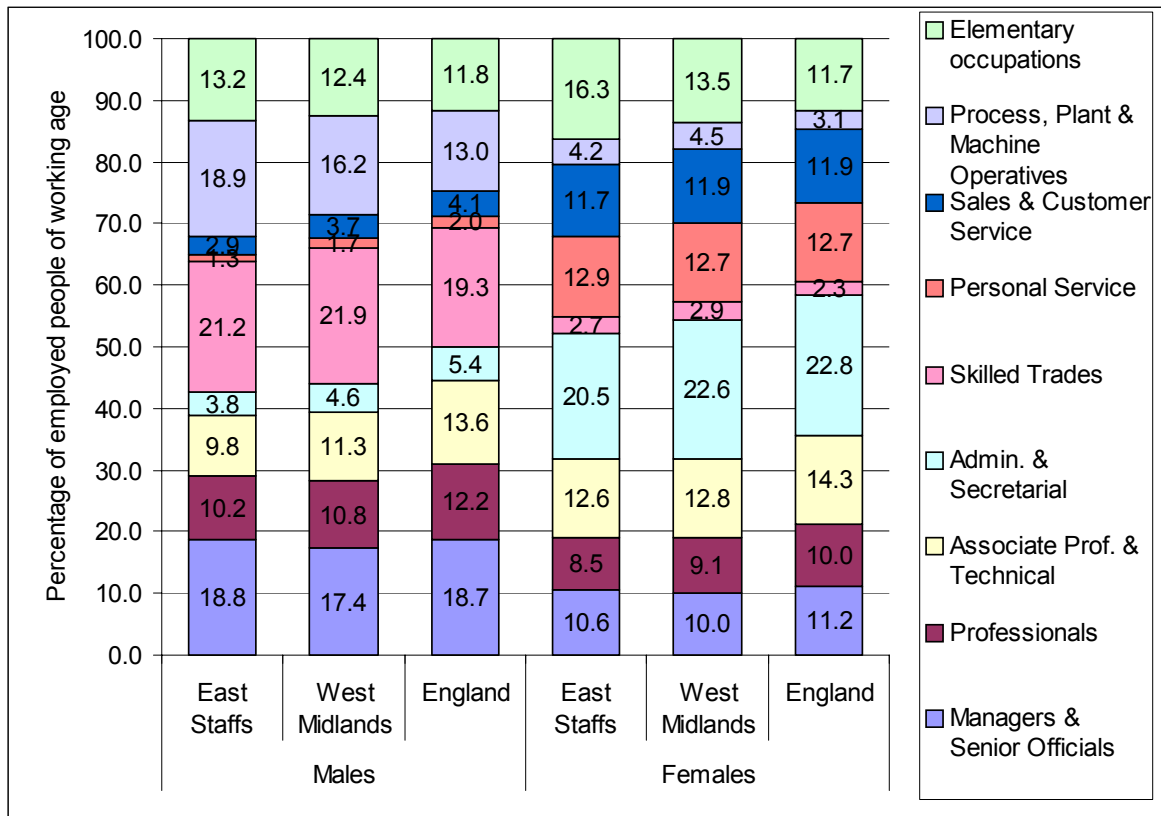
both men and women are employed in wholesale, retail, hotels and restaurants (19 per cent of men and 27 per cent of women), more men work in manufacturing (31 per cent) and construction (11 per cent), and more women work in health and social work (20 per cent) and education (13 per cent).

Between 1991 and 2001<sup>17</sup> there was a fall in the proportion of men employed in manufacturing (from 39 per cent to 31 per cent in East Staffordshire, 38 per cent to 29 per cent in the region and 27 per cent to 20 per cent in England) and an increase in men working in wholesale, retail, hotels and restaurants (up from 16 per cent to 19 per cent in East Staffordshire, 17 per cent to 20 per cent in the region and 18 per cent to 20 per cent in England). There was also an increase in the proportion of men employed in finance and real estate (up from 7 per cent to 12 per cent in East Staffordshire, 8 per cent to 14 per cent in the region and 12 per cent to 18 per cent in England) as well as an increase in the proportion of women in this sector (up from 9 per cent to 12 per cent in East Staffordshire, 12 per cent to 15 per cent in the region and 14 per cent to 18 per cent in England). There was a small (1 percentage point) increase in employment in transport and communications for both men and women, across all geographical areas.

<sup>16</sup> Source: 1991 Census LBS, Crown Copyright 1993, 2001 Census Standard Tables, Crown Copyright 2003.

<sup>17</sup> Source: 1991 Census LBS, Crown Copyright 1993, 2001 Census Standard Tables, Crown Copyright 2003.

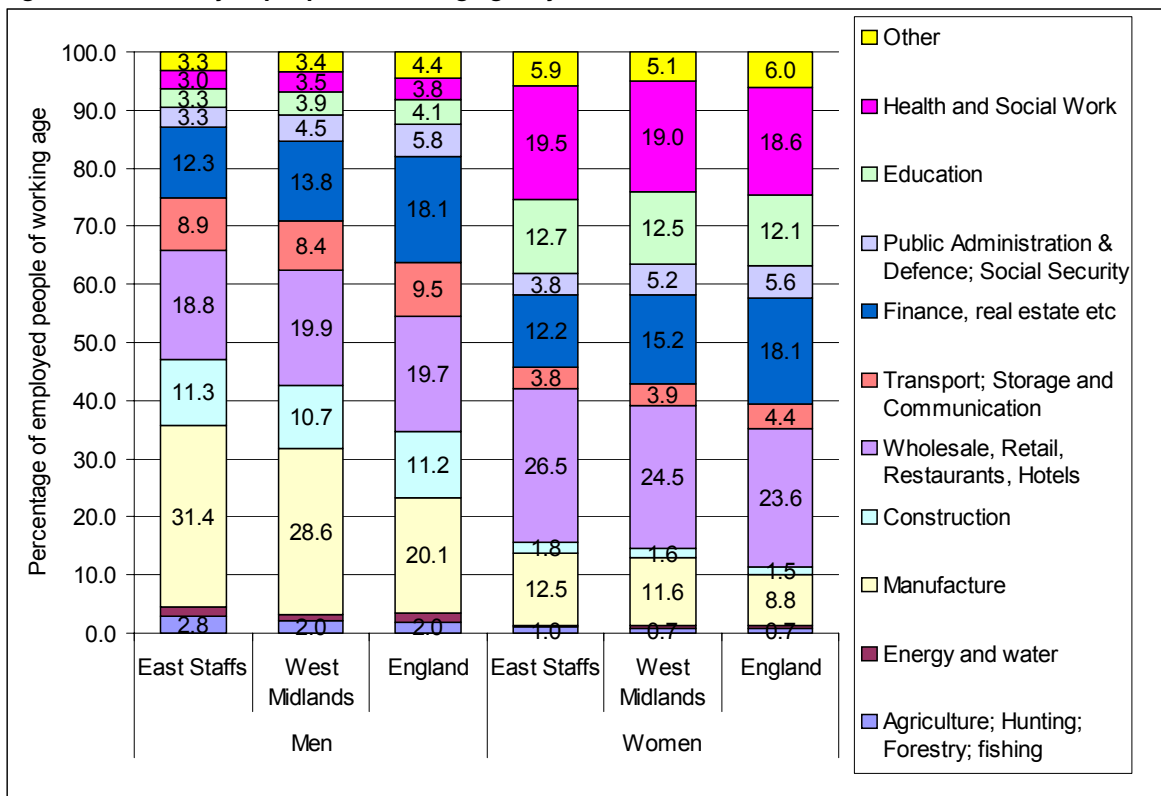
**Figure 4.20 Occupations of people of working age, by sex**



Source: 2001 Census Standard Tables, Crown Copyright 2003

Note: Elementary occupations include farm workers, labourers, packers, postal workers, hospital porters, hotel porters, kitchen and catering assistants, waiters, waitresses, bar staff, window cleaners, road sweepers, cleaners, refuse and salvage occupations, security guards, traffic wardens, school crossing patrols, school mid-day assistants, car park attendants, shelf fillers.

**Figure 4.21 Industry of people of working age, by sex**



Source: 2001 Census Standard Tables, Crown Copyright 2003

Note: 'Other' includes sewage and refuse disposal, activities of membership organisations, recreational, cultural and sporting clubs, private households with employed persons, extra territorial organisations.



## Key Points

- Between 1991 and 2002 there was a net increase of 11,235 jobs in East Staffordshire, a percentage change of 27 per cent. However, when analysed by gender and full-time/part-time status, this varied from an increase in full-time male jobs of 8 per cent to an increase in part-time male jobs of 171 per cent. Full-time and part-time jobs held by women increased by 14 per cent and 62 per cent respectively.
- Since 1991 there has been a decline in male jobs in manufacturing industries in East Staffordshire down from almost a half to less than a third between 1991 to 2002, and an increase in employment in wholesale, retail, hotels and restaurants.
- Women in East Staffordshire have also seen a sharp fall in manufacturing jobs but there has been a large increase in female employment in public administration, education and health and in distribution, hotels and restaurants.
- By national standards, a high proportion of men and women of working age in East Staffordshire are economically active, except among women aged 50-59.
- A high proportion of self-employed men in East Staffordshire (40 per cent) have no qualifications.
- Men in East Staffordshire work longer hours than their counterparts in the region and nationally.
- A higher proportion of women in East Staffordshire work part-time hours of between 1-30 hours per week than in the region and England as a whole.
- Between 1991 and 2001 there was a significant increase in the proportion of women driving to work (up 9 percentage points) in East Staffordshire, compared with a 5 percentage point fall in the proportion of women travelling to work by bus.
- 20 per cent of men in East Staffordshire work within 2km of their home, compared with 15 per cent of men in the region and England. Although women in East Staffordshire tend to work closer to where they live than men, 11 per cent work more than 20km away, compared with 8 per cent in the region and 10 per cent in England as a whole.
- A higher proportion of employed people of working age in East Staffordshire are employed in elementary occupations, 13 per cent for men and 16 per cent for women. There are marked differences in the occupations of men and women, with 21 per cent of employed women in administrative and secretarial occupations and 13 per cent in personal services, whilst 21 per cent of employed men work in skilled trades and 19 per cent as plant, process or machine operatives.
- 19 per cent of employed men work in wholesale and retail and another 11 per cent work in the construction industry.
- 27 per cent of employed women work in wholesale and retail, with a further 20 per cent working in health and social work, and 13 per cent in education.
- Compared with the West Midlands region and England as a whole, a lower proportion of men and women, 12 per cent in both cases, work in finance and real estate.

## 5. The Gender Pay Gap

In the last few years, renewed attention has been given to the continuing 'gender pay gap' in the UK, which has persisted despite the introduction of the Equal Pay Act 1970 (implemented from 1975 onwards), and which is still very wide by comparison with most other European countries. A number of major national reports have recently reviewed the evidence on this question, and have confirmed that there is an entrenched problem in the UK, which is damaging not only for the individual wage earners affected, but also for organisations and businesses, and for the country as a whole. The boxes alongside include quotations from three important reports which have recently been commissioned or supported by central government departments and bodies, highlighting key issues.

This part of the profile provides for the first time details about this question at district and regional level, indicating the extent to which this problem is of concern in East Staffordshire and the West Midlands.

### Women's Incomes over the Lifetime<sup>18</sup>

"About half of the gender earnings gap is explained by the fact that married, childless women work fewer hours over their lifetimes than comparable men; about half is due to the hourly pay gap between men and women. The size of the gender earnings gap also varies by educational level, with low- and mid-skilled women losing out most, but even highly-skilled women (graduates) experience a lifetime earnings gap of £143,000. In addition to the gender earnings gap, women who have children experience a 'mother gap' which represents the difference in lifetime earnings between equivalently educated women with and without children. For two children these figures are: low-skilled women, £285,000; mid-skilled women, £140,000; and high-skilled women, £19,000. High-skilled mothers forgo less income than low- or mid-skilled mothers as they tend to retain their place in the labour market. However, this does not recognise any childcare costs they may incur. Delaying childbirth has a significant, positive impact on lifetime earnings. It is estimated that a mid-skilled woman who starts her family at 24 and has two children forgoes more than twice as much as if she started her family at 30."

### The Kingsmill Review 2001<sup>19</sup>

"The 18 per cent headline wage gap is an indicator of the extent to which businesses and organisations in the UK are mismanaging their human capital.... Clustering of women in lower status and lower paid jobs ... suggests that businesses are failing to properly develop and utilise the skills and talents of women."

"Most organisations think there is no gender pay gap in their organisation, but they have no evidence to support this."

"When considering full-time employees, the worst industries were financial intermediation (65 per cent), the electricity, gas and water supply industry (69 per cent), and agriculture, hunting and forestry, etc. (73 per cent). Additionally, there were variations between the public and the private sector. The gender pay gap for full-time employees was smaller in the public sector than in the private sector, with the ratio of women's earnings at 86 per cent in the public sector compared to 78 per cent in the private sector. However, when comparing the pay of male and female part-timers, the gap was wider in the public sector. Female part-timers earned 75 per cent of male counterparts in the public sector, compared with 99 per cent in the private sector."

### NIESR Report 2001<sup>20</sup>

"In spite of legislation aimed at securing equal pay and employment opportunities for women, the gender pay gap has persisted into the twenty-first century. ... The position of women who work full-time has improved compared with that of men, with the gender pay gap falling from 36 per cent of the full-time male wage in 1973 to 18 per cent in 2000."

<sup>18</sup> Rake, K. (2001) *Women's Incomes over the Lifetime*. London: The Stationary Office

<sup>19</sup> Kingsmill, D. (2001), *The Kingsmill Review of Women's Pay and Employment*, London, DTI

<sup>20</sup> Anderson, T., Forth, J., Metcalf, H. and Kirby, S. (2001) *The Gender Pay Gap: final report to DfEE* London, National Institute for Economic and Social Research.

## Causes of the Gender Pay Gap

This part of the profile explores the patterns in the gross weekly and hourly pay of people in East Staffordshire, compared with the West Midlands region and England as a whole.

One of the causes of the gender pay gap is gender segregation in the labour market. Women and men tend to work in different occupations, or are concentrated at different levels within occupational hierarchies. Jobs in which men predominate tend to be better paid, and often offer bonuses and pay incentives which are less common in jobs where most employees are women. Data on the segregation of women and men by occupation and industrial structure were presented in Chapter 4, and for East Staffordshire showed significant differences.

The impact of women's family and care responsibilities and inadequacies in the supporting services available, especially in some localities, are also important. The gendered impact of these factors is discussed in Chapters 6 and 8 on 'Unemployment and Economic Inactivity' and on 'Work-Life Balance'. Not only do these factors influence women's choice of jobs/careers, they can also affect the number of hours they are able to work, and the distance they are prepared to travel to their place of work. The differences in the way men and women in East Staffordshire travel to work have already been discussed in Chapter 4.

Interrupted employment patterns and part-time working are also strongly linked to women's lower lifetime earnings, as shown in the government's report, "Women's Earnings over the Lifetime", published by the

Cabinet Office in 2000. Breaks in employment and changes of employer can also lead to women being placed lower on pay scales when returning to work following a period of childcare or caring.

Furthermore, much part-time work is low paid. Women often work part-time in mid-career while male part-time workers are often students or older men who are exiting the labour market. Rapid changes in the proportion of women returning to employment after maternity leave may affect this situation for today's younger women.

Pay systems can also contribute to the gender pay gap. Job grading practices, appraisal systems, reward schemes, individualised wage negotiation practices and retention measures have all been found to have an adverse effect on women's wages.

## Pay in East Staffordshire

*In East Staffordshire part-time women earn less than their counterparts nationally*

Figure 5.1 shows (where available) gross weekly and hourly pay for men and women in East Staffordshire, the West Midlands region and England as a whole, together with the number of hours they work each week. Women at all geographical levels earned much less than their male counterparts, and women in part-time employment in East Staffordshire earned less than those nationally, £7.61, compared with £7.86 per hour.

**Figure 5.1 Gross weekly pay, hourly pay and the total hours worked for all workers and for those who work full-time**

Area		Gross Weekly Pay (£)		Hourly pay including overtime (£)		Total hours worked weekly (hrs)	
		Males	Females	Males	Females	Males	Females
East Staffordshire	All	**	**	**	7.80	41.5	28.9
	Full-time	**	**	**	**	42.6	38.2
	Part-time	**	143.25	**	7.61	**	18.8
West Midlands	All	456.15	268.67	11.64	9.04	39.3	29.9
	Full-time	482.37	362.41	11.75	10.19	41.0	37.5
	Part-time	**	143.15	**	7.41	18.2	19.5
England	All	503.00	297.00	12.90	10.00	39.1	30.1
	Full-time	535.00	402.00	13.10	10.70	41.0	37.4
	Part-time	169.11	151.40	9.05	7.86	19.0	19.5

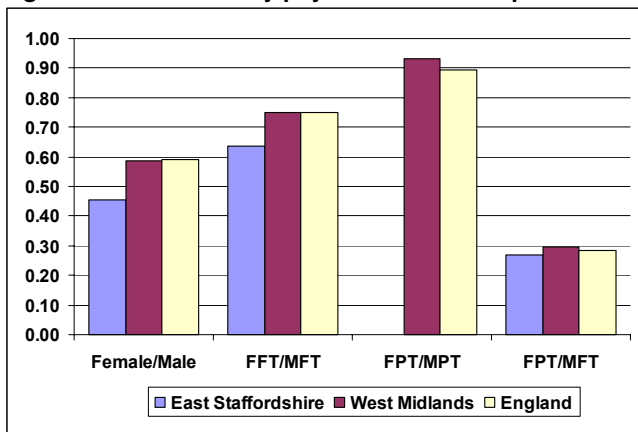
Source: New Earnings Survey 2003, Crown Copyright 2004

Note: \*\* Missing values are based on very small numbers of people and therefore cannot be included, as such data is not reliable in the statistical sense.

Average weekly pay is affected by the hours that men and women work. Normal basic hours of work average 41.5 each week for men, and 28.9 per week for women in East Staffordshire. This is longer than men's weekly hours in the region and England (39.3 hours) and shorter than women's working hours in the region (29.9 hours per week) and England as a whole (30.1 hours per week). The shorter hours women work, especially for part-time women workers, are related to low hourly pay in East Staffordshire, which results in lower gross weekly pay. This is shown in **Figure 5.1** for part-time workers in East Staffordshire. For statistical reasons, only part-time women's pay and hours of work can be included in the table, reflecting the higher proportion of women in part-time employment in East Staffordshire.

**Figures 5.2 - 5.5** show women's weekly pay as a ratio of men's weekly pay in selected occupations. In these figures, equal pay exists if the bar is at 1.00. Bars below 1.00 indicate that women's pay, in that occupation, is on average only a proportion of that of men. Bars above 1.00 indicate that women are earning more than men.

**Figure 5.2 Gross weekly pay ratios - All occupations**



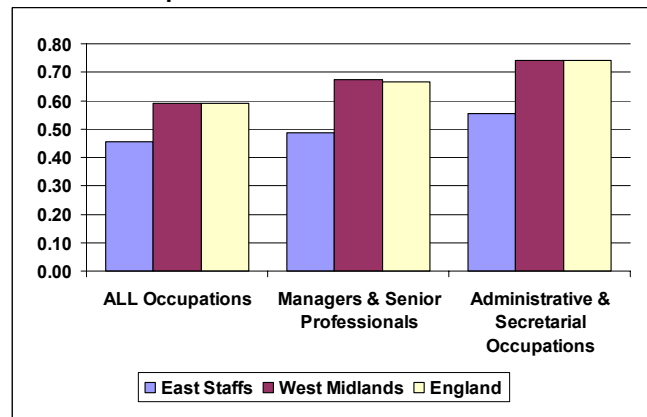
Source: New Earnings Survey, 2003

Note: Missing 'bars' are based on very small numbers of people and therefore cannot be included

Data for all occupations (**Figure 5.2**) shows that the gender pay gap is wider in East Staffordshire than in the region and England as a whole. In all categories of employment women earn less than men.

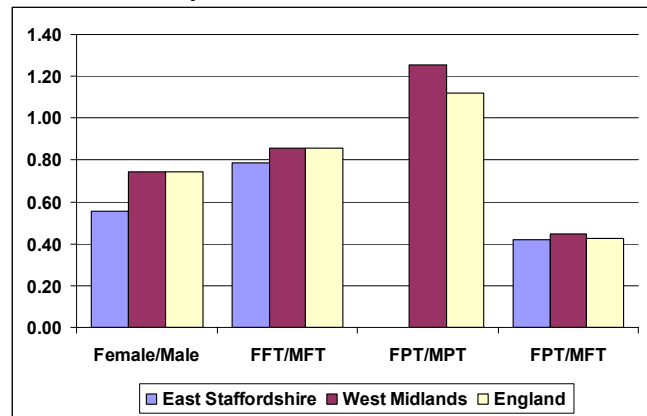
The pay data for different occupations (**Figure 5.3**) shows that women and men are closer to equal pay in administrative and secretarial occupations. Men in this occupation tend to be paid low wages, like women, especially when working part-time. In East Staffordshire the gender pay gap is larger in this type of work than the regional and national averages in this occupation. More details on the pay gap in administrative and secretarial occupations is shown in **Figure 5.4**.

**Figure 5.3 Gross weekly pay ratios - Females/Males, for selected occupations**



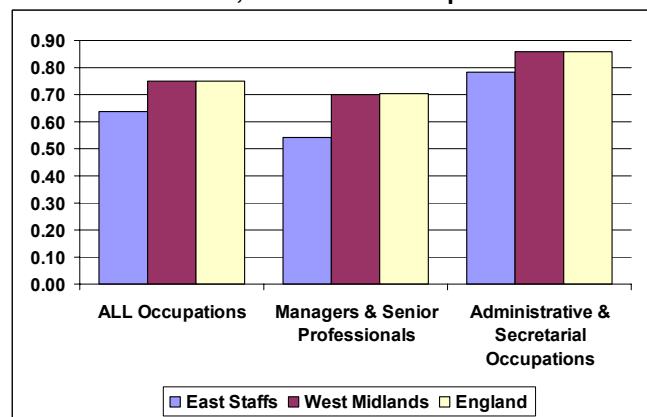
Source: New Earnings Survey, 2003

**Figure 5.4 Gross weekly pay ratios - Administrative and secretarial occupations**



Source: New Earnings Survey, 2003

**Figure 5.5 Gross weekly pay ratios - Females Full-time/Males Full-time, for selected occupations**



Source: New Earnings Survey, 2003

Comparing full-time workers across all occupations shows again that the pay gap between women and men is wider in East Staffordshire than in the West Midlands and England. There is a particularly acute pay gap between full-time men and women managers and senior professionals, as illustrated in **Figure 5.5**.

**Figure 5.6** shows the percentages of women and men whose weekly pay falls into different wage bands. Again the data on women in East Staffordshire working full-time is not available, due to small numbers in the sample. In the West Midlands region and across England, far more women than men have weekly earnings in the low wage bands. Among men in full-time employment, the top 10 per cent earned £870 or more per week in England, and at least £748 in the region, compared with only £666 or more per week in East Staffordshire. The earnings levels for men in the bottom 10 per cent of earners, on the other hand, were higher in East Staffordshire than in the West Midlands and England as a whole.

**Figure 5.6 Distribution of weekly earnings: Men and women in full-time employment**

Area		Percentage of people earning under:			10% earn	
		£250	£350	£460	Less than	More than
East Staffordshire	Males	**	**	**	£255.00	£666.20
	Females	**	**	**	**	**
West Midlands	Males	11.0	36.4	60.0	£243.50	£748.80
	Females	28.5	59.2	77.5	£195.00	£588.20
England	Males	10.6	32.4	53.8	£246.60	£870.20
	Females	23.6	51.9	71.5	£203.10	£644.40

Source: *New Earnings Survey 2003, Crown Copyright 2004*

## Key Points

- In East Staffordshire, the average hourly pay rate for women who work part-time is lower than in England as a whole.
- The gender pay gap is wider in all occupations in East Staffordshire, compared with regional and national levels.
- In East Staffordshire, there is a wider pay gap between men and women in full-time managerial and professional jobs than is found at the regional and national levels.
- Although the earning levels for men in the bottom 10 per cent of earners are higher in East Staffordshire than in the region and England, the top 10 per cent of male full-time workers in East Staffordshire earn much less than their counterparts in the West Midlands region and England as a whole.
- Analysis at district level is restricted for this topic by limited data availability.

## 6. Unemployment and Economic Inactivity

### Unemployment

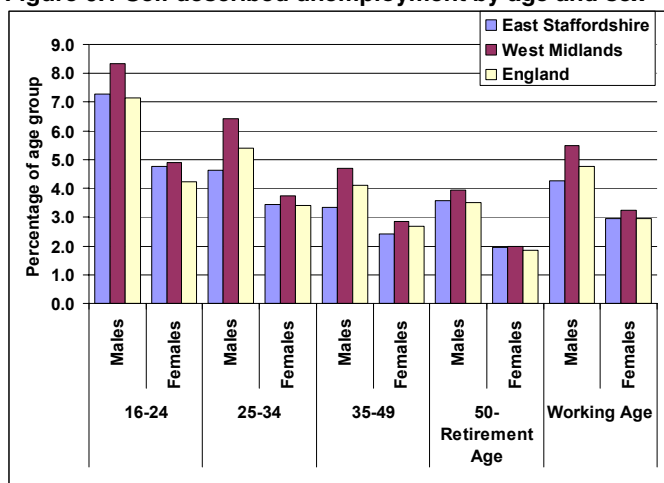
*Unemployment in East Staffordshire is particularly marked amongst young people.*

Although assessing the level of unemployment and economic inactivity is notoriously difficult, data from a number of sources reveal some key issues relating to unemployment and economic inactivity in East Staffordshire.

**Figure 6.1** shows the percentages of men and women who described themselves as unemployed when they completed their 2001 Census return. This shows an unemployment rate for all men of working age of 4 per cent, and for working age women of 3 per cent in East Staffordshire, lower than in the West Midlands and England.

The highest levels of unemployment are amongst those aged 16-24, where the rate for men was over 7 per cent and for women nearly 5 per cent. At all ages and across all geographical levels the unemployment rate for men was higher than for women.

**Figure 6.1** Self described unemployment by age and sex



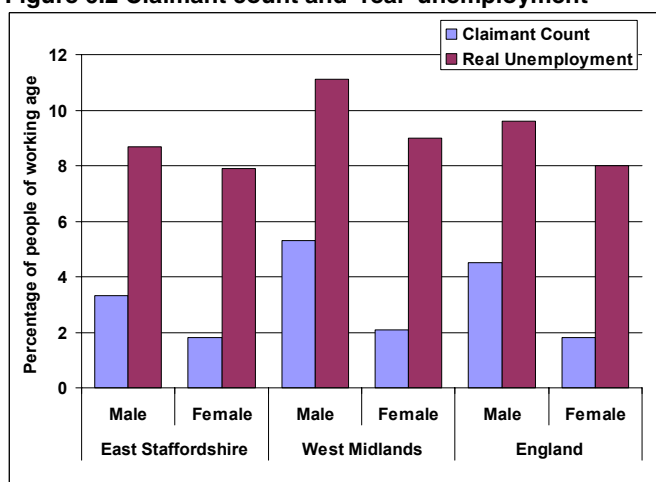
Source: 2001 Census Standard Tables, Crown Copyright 2003

Another measure of unemployment is the number of people claiming unemployment related benefits (claimant count). However, in certain circumstances people may be unemployed but not appear in the claimant count, such as those who have moved into early retirement. **Figure 6.2** shows the claimant count and an alternative estimate of a 'real' unemployment rate. Researchers at Sheffield Hallam University have

used a range of measures to estimate the 'real' level of unemployment, which includes not only the claimant count but also the large numbers of people claiming other benefits (e.g. Incapacity Benefit) or outside the benefits system altogether.

'Real' unemployment estimates for both men and women are well above the claimant count, consistent with the picture in West Midlands region and England as a whole. However the difference between the claimant count and the 'real' unemployment rate is greater for women, suggesting that more women experience 'hidden' unemployment.

**Figure 6.2** Claimant count and 'real' unemployment



Source: Beatty, C., Fothergill, S., Gore, T. and Green, A. (2003) 'The Real Level of Unemployment 2002', Sheffield Hallam University

Another measure of unemployment is the 'Want Work Rate'<sup>21</sup> (WWR). The TUC has estimated 'want work' rates that include all those who say they want a job. The working age 'want work' rate takes those who are unemployed plus the inactive who want work as a share of the active labour force plus the inactive who want work. Using this methodology it is possible to produce WWRs for the West Midlands region and England. These are presented in **Figure 6.3**. This shows that although the unemployment and 'real unemployment' rates are usually higher for men than women, the converse is true of the WWRs at all geographical levels.

Among the inactive who wanted a job, the most common reason given for not looking for employment was long-term sickness and disability, covering about 34 per cent of the total<sup>22</sup>. The next most common reason was family and care responsibilities, accounting for another 32 per cent. There was also a small group of students, about 13 per cent of the total. However, nearly 20 per cent gave

<sup>21</sup> 'Inactive Britain' - TUC report on working age inactivity in Britain and the rest of Europe, January 2004.

<sup>22</sup> Source: Labour Force Survey 2002, ONS, Crown Copyright 2004.



'some other reason' (including a small number of discouraged workers (about 2 per cent) who think there are no jobs available.

**Figure 6.3 Want Work Rates**

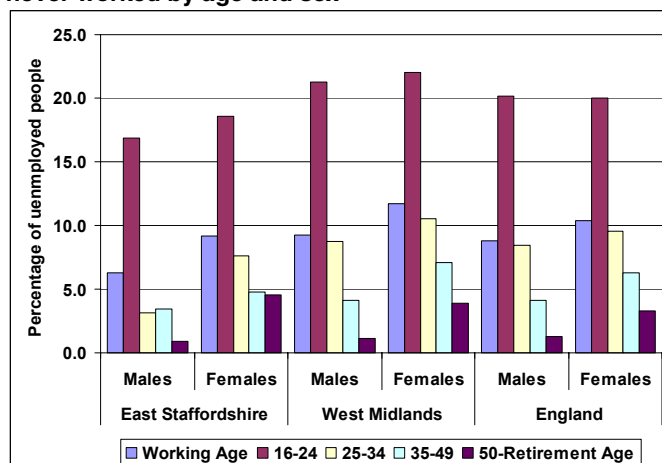
	All	Males	Females
<b>West Midlands</b>	11.5	10.2	13.1
<b>England</b>	11.1	9.9	12.5

Source: LFS 2002, ONS and Centre for Social Inclusion, Sheffield Hallam University

**Length of time since last worked and former occupation and industry**

**Figure 6.4** shows that East Staffordshire has a relatively lower percentage of unemployed people of working age who have never worked, 6 per cent for men and 9 per cent for women. This complete lack of active engagement in the labour market is more acute amongst unemployed women, and particularly those under 25, 19 per cent of whom have never worked. This is consistent with the situation in the wider region and England. On the other hand, the number of unemployed women who have never worked is a little above the regional and national averages for those aged 50 to retirement age.

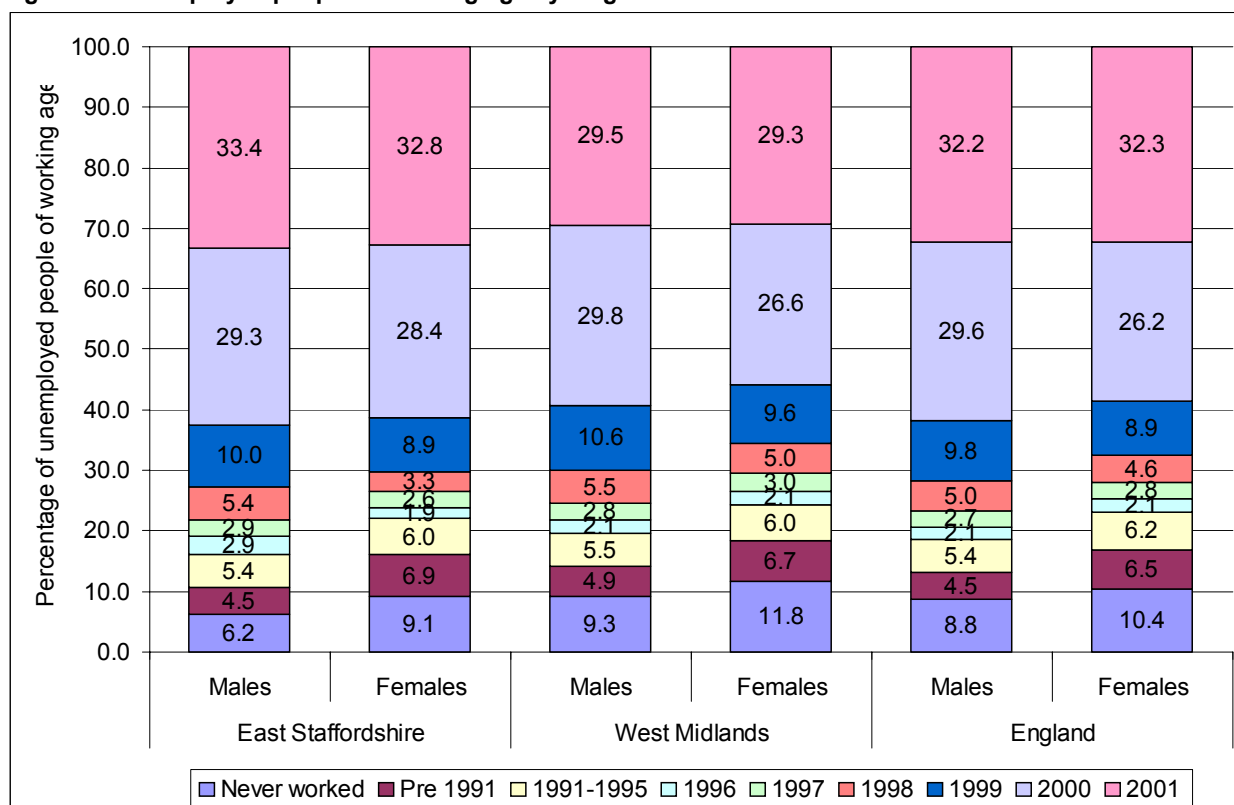
**Figure 6.4 Percentage of unemployed people who have never worked by age and sex**



Source: 2001 Census Standard Tables, Crown Copyright 2003

**Figure 6.5** shows that in 2001 nearly 30 per cent of unemployed people of working age, both for men and women, had not had paid work since 2000. This comparatively short-term unemployment was above the regional and national averages for women. About one third of unemployed men and women had not worked for less than a year, also a higher proportion than those in the West Midlands and England. The figures for unemployed men and women who had not worked during the previous five years were below the regional and national averages.

**Figure 6.5 Unemployed people of working age by length of time since last worked and sex**



Source: 2001 Census Standard tables, Crown Copyright 2003

**A high proportion of unemployed men and women last worked in elementary occupations**

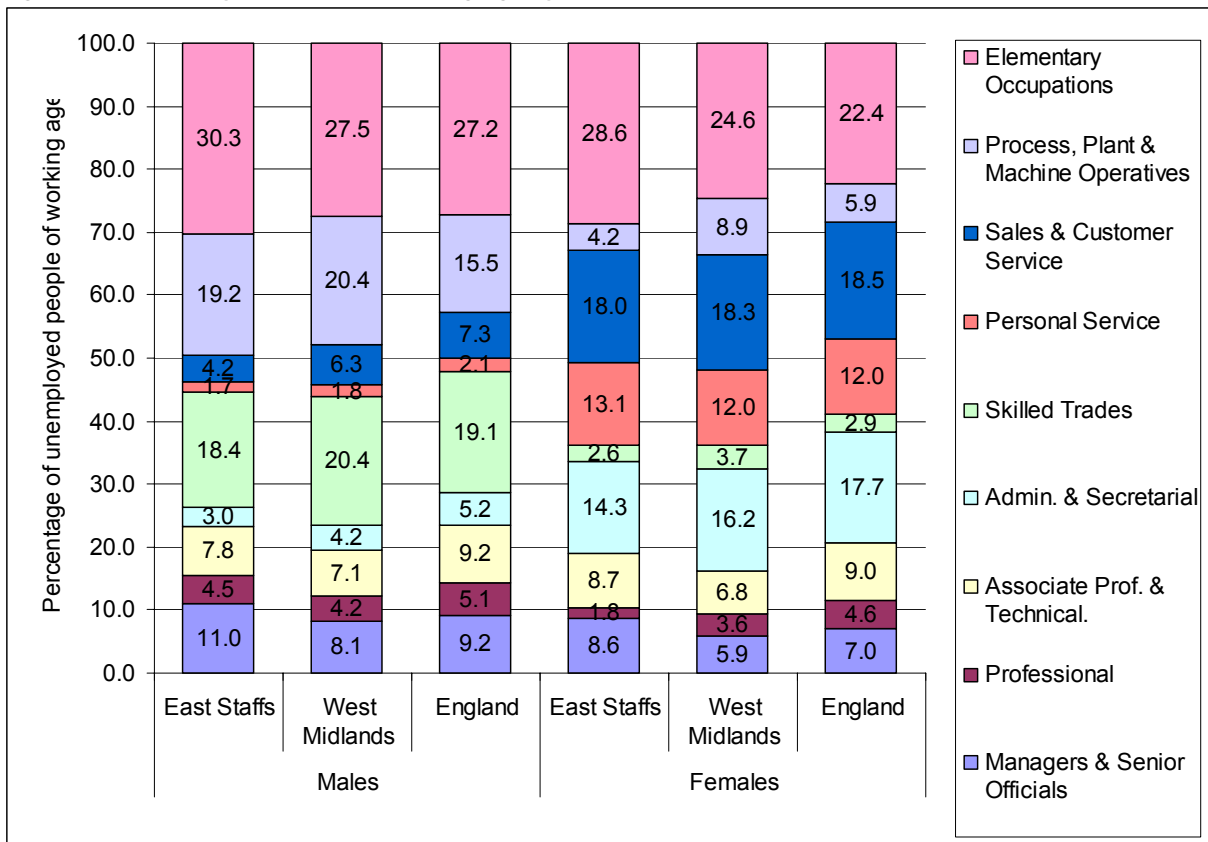
**Many unemployed women last worked in personal service occupations**

Figure 6.6 shows the former occupation of those people of working age who said they were unemployed. A high proportion of unemployed people of working age in East Staffordshire (30 per cent of men and 28 per cent of women) were previously in elementary occupations (see note to Figure 5). This is proportionally higher than the regional and national averages. More unemployed men and women were previously managers and senior officials than in the region and England.

About a third of unemployed women were formerly in sales and customer services or personal service occupations. A lower proportion, 14 per cent, last worked in administrative and secretarial occupations compared with the region (16 per cent) and England as a whole (18 per cent).

Figure 6.7 shows the former industry of unemployed people of working age. One fifth of unemployed men and over a quarter of unemployed women in East Staffordshire were previously employed in the wholesale and retail sector, slightly above the regional and national averages. A large proportion of unemployed men last worked in the manufacturing sector (26 per cent), a lower proportion than in the West Midlands. More of East Staffordshire's unemployed women formerly worked in the health and social work sector (14 per cent) compared with figures for the region and England. Unemployed women in the borough also had previous employment in the hotels and restaurants (13 per cent) and the financial and real estate (11 per cent) sectors.

**Figure 6.6 Unemployed people of working age by former occupation and sex**

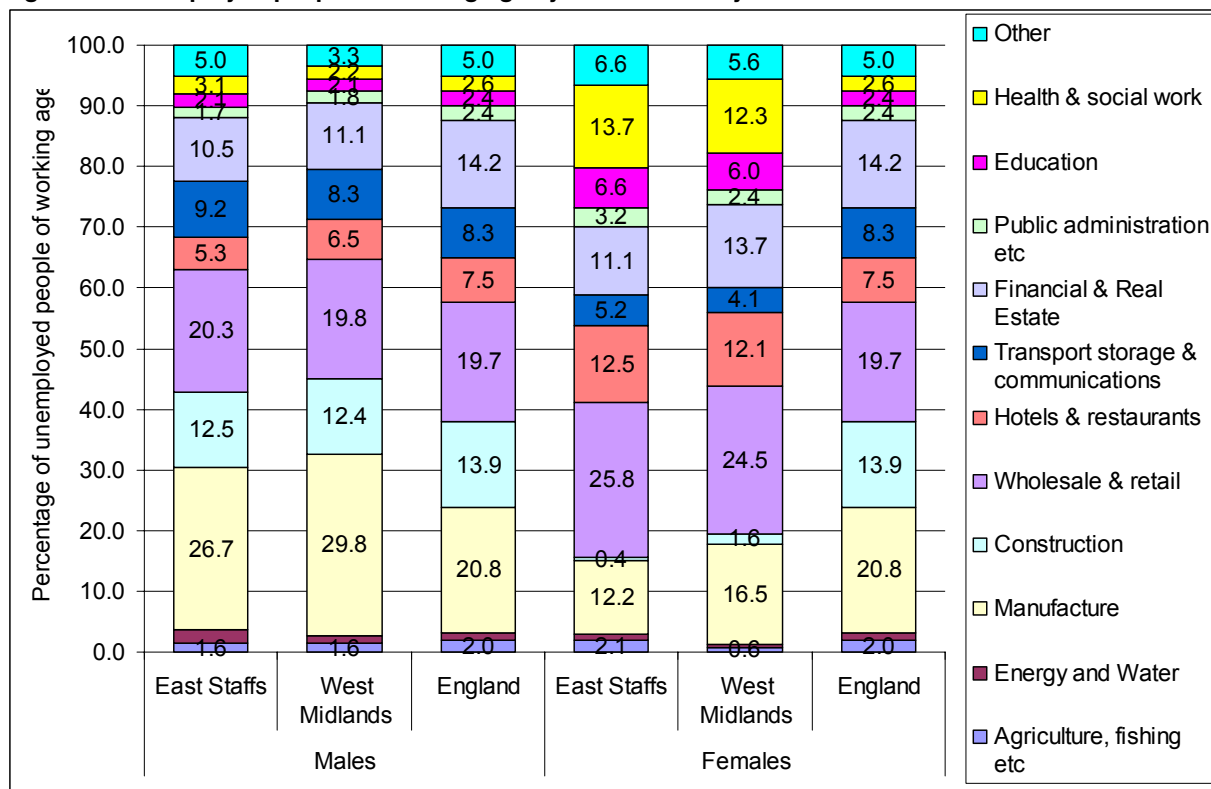


Source: 2001 Census Standard Tables, Crown Copyright 2003

Note: Elementary occupations include farm workers, labourers, packers, postal workers, hospital porters, hotel porters, kitchen and catering assistance, waiters, waitresses, bar staff, window cleaners, road sweepers, cleaners, refuse and salvage occupations, security guards, traffic wardens, school crossing patrols, school mid-day assistants, car park attendants, shelf fillers.



**Figure 6.7 Unemployed people of working age by former industry and sex**



Source: 2001 Census Standard Tables, Crown Copyright 2003

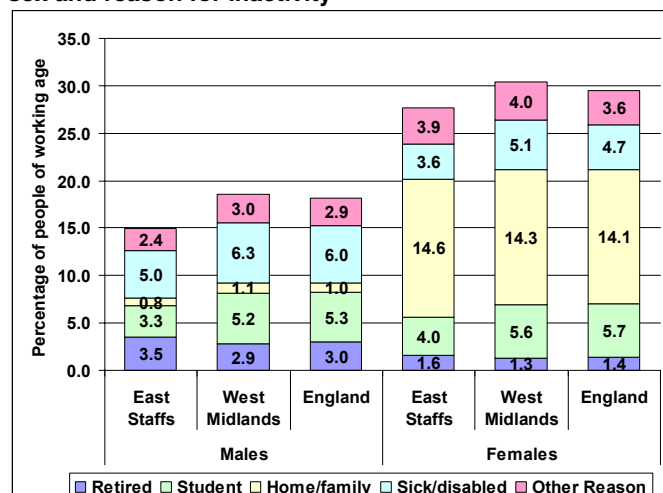
Note: 'Other' includes sewage and refuse disposal, activities of membership organisations, recreational, cultural and sporting clubs, private households with employed persons, extra territorial organisations.

## Economic Inactivity

**Figure 6.8** shows the reasons given by men and women defined as economically inactive. This shows that:

- East Staffordshire has a lower proportion of students, with only 3 per cent of men and 4 per cent of women in full-time study. This is lower than the figures for men and women in the region and England, all over 5 per cent.
- Almost 15 per cent of women of working age in East Staffordshire were looking after a home or family full-time, slightly higher than in the wider region and England.
- A lower proportion of men and women of working age in East Staffordshire were economically inactive because of sickness or disability, 5 per cent for men and under 4 per cent for women. This compared with the regional and national figures of about 6 per cent for men and 5 per cent for women.

**Figure 6.8 People of working age by economic inactivity, sex and reason for inactivity**



Source: 2001 Census Standard Tables, Crown Copyright 2003

Data from the 1991 and 2001 Censuses show there was an increase in the percentage of men of working age who were economically inactive, from 12 per cent of men in East Staffordshire in 1991 to 15 per cent in 2001<sup>23</sup>. Larger increases were seen in the West Midlands (from 13 per cent in 1991 to 19 per cent in 2001) and in England (13 per cent in 1991 to 18 per cent

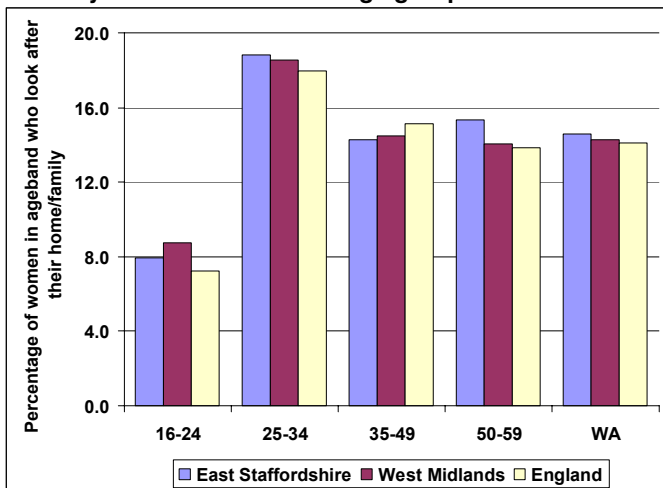
<sup>23</sup> Source: 1991 Census LBS, Crown Copyright 1993. Crown Copyright material is reproduced with the permission of the Controller of HMSO.

in 2001). Between 1991 and 2001 there was a fall in the percentage of women of working age in East Staffordshire who were economically inactive, from 32 per cent to 28 per cent. This decrease is similar to the regional (from 33 per cent to 30 per cent) and national trends (from 32 per cent to 29 per cent).

Comparing the data from the 1991 Census with the 2001 Census also shows an increase in the percentage of people of working age who were permanently sick and disabled. The increase is smaller in East Staffordshire (up 1.0 per cent in men and 1.2 per cent in women) than in the West Midlands (up 1.2 per cent in men and 1.7 per cent in women) and England (up 1.2 per cent in men and 1.6 per cent in women).

**Figure 6.9** provides an age breakdown of women who look after their home or family full-time, and shows that this varies within each age group. In East Staffordshire a slightly higher percentage of women of working age were not economically active due to family and household commitments. The difference from the regional and national averages arises because more women aged 25-34 and 50-59 look after their home or family full-time in East Staffordshire than in the West Midlands and England. Note that for women aged 35-49, however, the rates in East Staffordshire are lower.

**Figure 6.9 Percentage of women who look after their home or family full-time within each age group**



Source: 2001 Census Standard Tables, Crown Copyright 2003

**Figure 6.10** illustrates that the proportions of men and women claiming Incapacity Benefit are lower in East Staffordshire than in the region and England as a whole. Nevertheless, over 8 per cent of men and 6 per cent of women were claiming this benefit in the borough in August 2003.

**Figure 6.10 Percentage of working age population who are claiming Incapacity Benefit**



Source: Claimants of Key Benefits, DWP, August 2003

### Qualifications and Economic Activity

*Qualifications have a significant effect on employment status which is especially marked amongst women.*

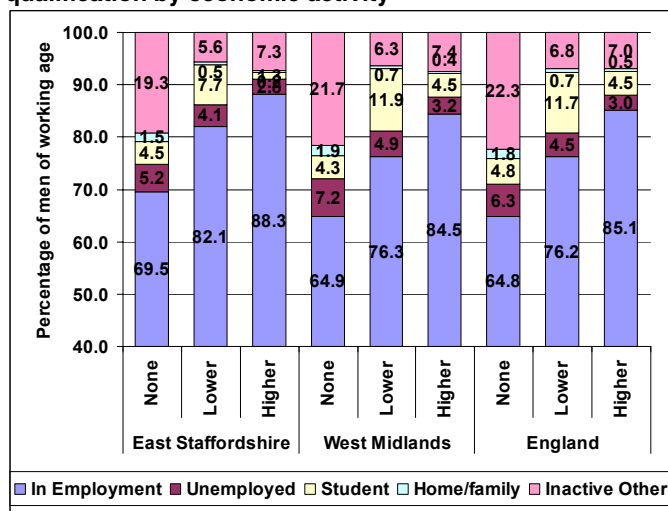
*For women, a lack of qualifications is strongly linked to looking after a family or home.*

**Figures 6.11 and 6.12** show the difference qualifications make to employment status and also highlight marked differences in the positions of men and women holding the same level of qualification. In East Staffordshire:

- Unemployment and economic inactivity rates for both men and women without qualifications were higher than for those with qualifications. The percentages in East Staffordshire were nevertheless lower than the regional and national averages.
- 22 per cent of women with no qualifications were looking after their home or family full-time, compared with 13 per cent of those with lower qualifications and just 7 per cent of highly qualified women.
- Where men and women have similar qualifications, a smaller proportion of women participate in the labour market than their male equivalents.

Level of qualification also varies by age. This was discussed in Chapter 3.

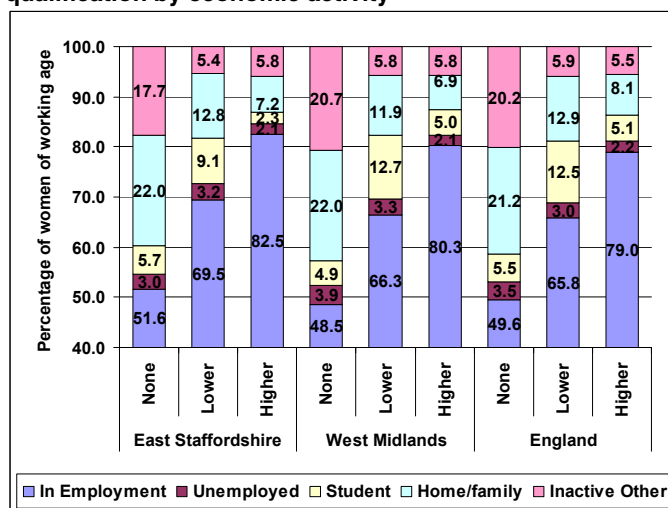
**Figure 6.11 Men of working age and their level of qualification by economic activity**



Source: 2001 Census Standard Tables, Crown Copyright 2003

Note: Lower level qualifications are equivalent to 'A' level and below. Higher level qualifications are those equivalent to degree and above

**Figure 6.12 Women of working age and their level of qualification by economic activity**



Source: 2001 Census Standard Tables, Crown Copyright 2003

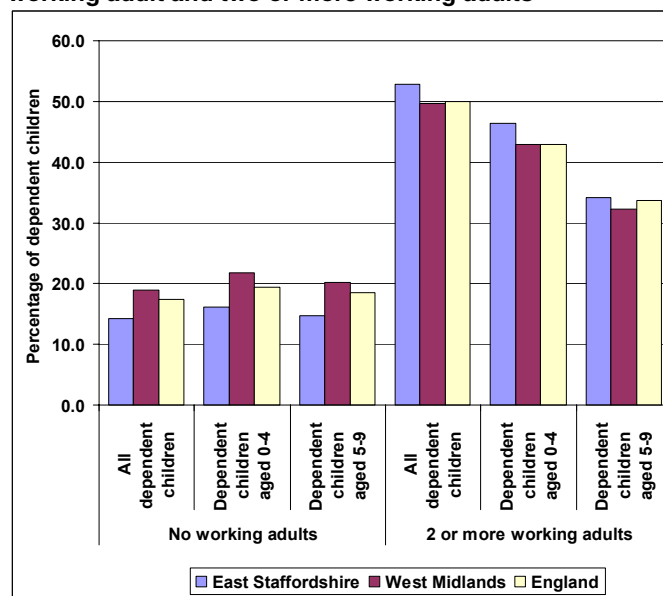
Note: Lower level qualifications are equivalent to 'A' level and below. Higher level qualifications are those equivalent to degree and above

## Families and Economic Activity

*Lone mothers in East Staffordshire are more likely to be employed part-time.*

Figure 6.13 shows that 14 per cent of dependent children in East Staffordshire lived in households with no working adult. This was lower than in the West Midlands region (19 per cent) and in England (17 per cent). Conversely more dependent children lived in households with two or more working adults.

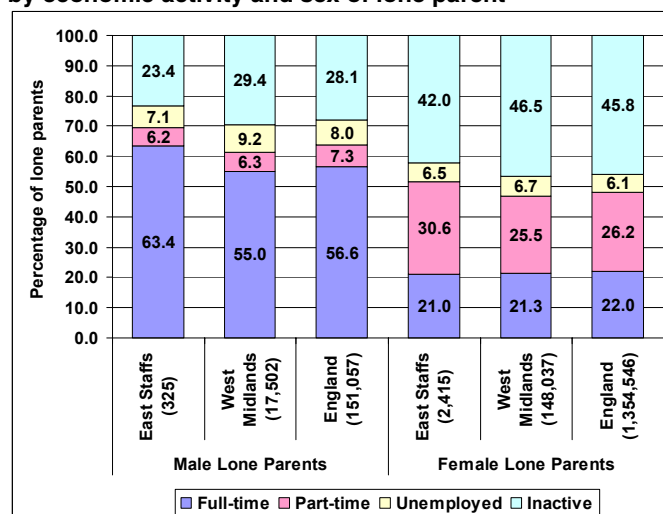
**Figure 6.13 Dependent children<sup>24</sup> in households with no working adult and two or more working adults**



Source: 2001 Census Standard Theme Table on Dependent Children, Crown Copyright 2003

Figure 6.14 shows that lone parents in East Staffordshire were more likely to participate in the labour market than those in the region and England. However whilst more lone fathers were in full-time employment in East Staffordshire than in West Midlands and England, lone mothers were more likely to be employed part-time, 31 per cent compared with 26 per cent at the regional and national levels. Nearly half of lone mothers with dependent children were unemployed or economically inactive, a little below the regional and national averages of 53 per cent and 52 per cent respectively.

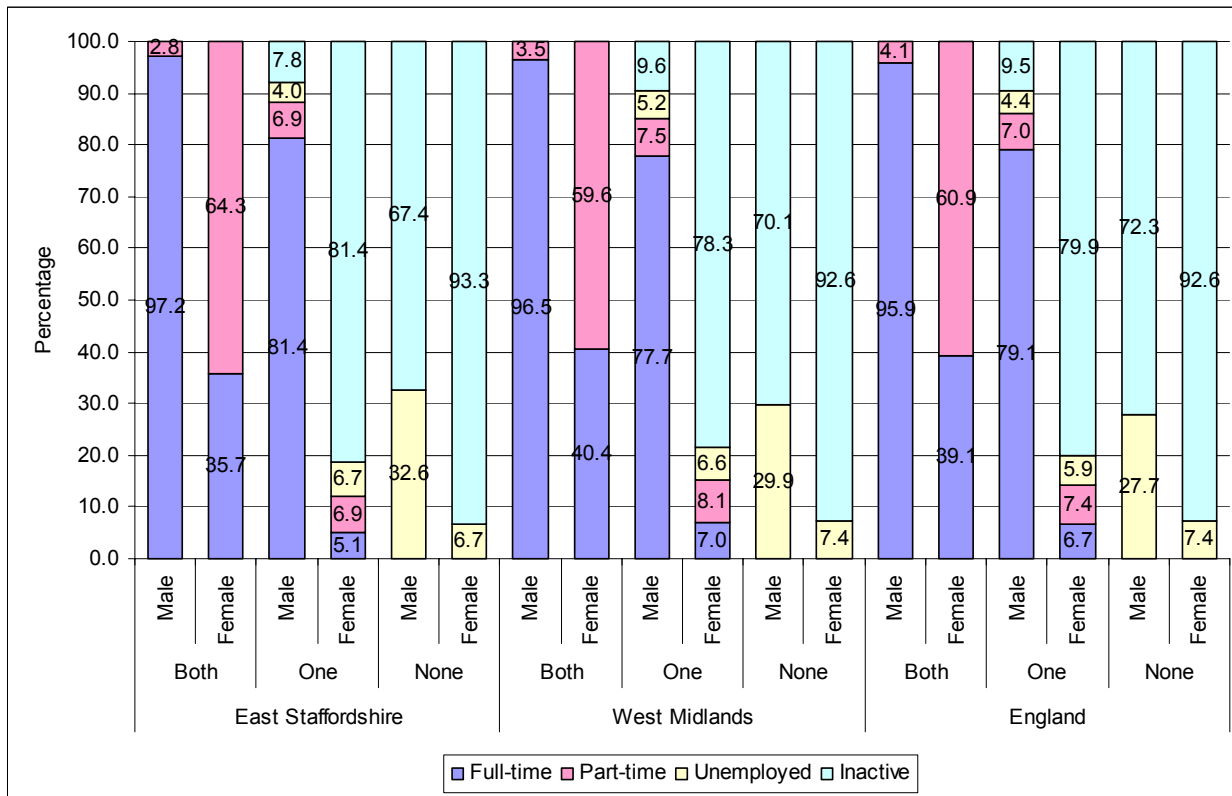
**Figure 6.14 Lone parent families with dependent children by economic activity and sex of lone parent**



Source: 2001 Census Standard Tables, Crown Copyright 2003

<sup>24</sup> A dependent child is a person in a household aged 0 to 15 (whether or not in a family) or a person aged 16 to 18 who is a full-time student in a family with parent(s).

**Figure 6.15 Couple families with dependent children where none, one or both of the adults are employed, by parental economic activity**



Source: 2001 Census Standard Tables, Crown Copyright 2003  
This chart includes data for same sex couples.

**Figure 6.15** shows the economic activity of adults in couple families with dependent children. In families where both parents worked, 97 per cent of fathers worked full-time - a little higher than at the national level. In East Staffordshire, the employment patterns of mothers in couple families also varied from the regional and national patterns: 36 per cent of mothers worked full-time in families where both parents were employed, compared with 40 per cent in the region and 39 per cent in England. In couple families in which only one adult worked, fewer mothers were in full-time employment (5 per cent) than in the West Midlands and England, 7 per cent in both cases. More mothers in such families were economically inactive in East Staffordshire than in the West Midlands and England.

### Key Points

- Whilst the unemployment rate in East Staffordshire was lower than in the West Midlands region or England, youth unemployment remains higher for all unemployed people aged under 25, over 7 per cent for men and nearly 5 per cent for women in the 16-24 age group.
- Compared with the national figures, a slightly higher proportion of unemployed women in East Staffordshire aged over 50 have never worked.
- A high proportion of unemployed people of working age in East Staffordshire (30 per cent of men and 28 per cent of women) were previously employed in elementary occupations.
- A high proportion of unemployed people, both men and women, previously worked in the wholesale and retail sector.
- More unemployed women in East Staffordshire last worked in the personal service and health and social work sectors, compared with the regional and national averages.
- East Staffordshire has a relatively small student population.
- The close association between unemployment and low levels of qualification can be seen in the higher unemployment and economic inactivity rates among men and women with no qualifications in East Staffordshire.

- For many women in East Staffordshire economic inactivity is associated with their household responsibilities. 15 per cent of all working age women in the borough were at home full-time looking after their home or family.
- In East Staffordshire 14 per cent of dependent children live in households with no working adults. This figure is lower than the percentages in the West Midlands region and in England.
- Nearly half of lone mothers with dependent children were unemployed or economically inactive in East Staffordshire, a little below the regional and national averages.
- Lone mothers in East Staffordshire were more likely to be employed part-time, 31 per cent compared with the regional and national averages of 26 per cent.
- East Staffordshire contains a higher percentage of households which contain couple families with dependent children where both parents are employed, with mothers often in part-time employment, or where only one parent, usually the father, has a paid job.

## 7. Women, Men and Diversity

### The Employment Circumstances of People from Black and Minority Ethnic Groups

*Black and Minority Ethnic women and men in East Staffordshire have distinctly different patterns of employment and economic activity.*

As described in Chapter 1, East Staffordshire has only a small population of its residents from Black and Minority Ethnic groups. **Figures 7.1 and 7.2** show young men and women by ethnicity and economic activity. Some of the ethnicity categories contain very small numbers, with the largest groups of young people found among the *Pakistani* (774) and *White Other* (101) ethnic groups.

Among mature people of working age (25-59 for women, 25-64 for men), the ethnic groups which have the largest numbers after the majority *White British* category are: *Pakistani* - 732 women and 791 men; *White Other* - 245 women and 220 men; *White Irish* - 170 women and 196 men; and *Black Caribbean* - 114 women and 193 men.

The economic activity, occupations and industrial distribution of the above Black and Minority Ethnic groups are the focus of discussion in this section. Data for all Black and Minority Ethnic groups are shown in the figures presented.

### East Staffordshire's Pakistani population

#### Economic Activity 16-24 year olds

Among East Staffordshire's young Pakistani population 44 per cent of men and 41 per cent of women are students, compared with 33 per cent of the whole male population and 37 per cent of the whole female population in East Staffordshire.

Young Pakistani men have a lower full-time employment rate (30 per cent), compared with East Staffordshire's other young men (51 per cent), but this is higher than the rate for their counterparts in the region (24 per cent) and nationally (23 per cent). More young Pakistani women look after their home or family full-time than other young women in East Staffordshire, 18 per cent compared with 8 per cent of all East Staffordshire's young women. However, this is lower than both the

regional and national averages for women of this ethnic group (25 per cent and 19 per cent respectively).

#### Economic Activity 25 years - retirement age

In East Staffordshire, only 54 per cent of mature Pakistani men work full-time, including 12 per cent who are full-time self-employed, compared with 78 per cent of the whole male population in East Staffordshire. 14 per cent of Pakistani men in the region and 16 per cent of Pakistani men in England are self-employed full-time. East Staffordshire's Pakistani women are also much less likely to work full-time, 9 per cent, compared with 37 per cent of the whole female population in the borough. This is similar to the regional and national patterns.

Unemployment is considerably higher among Pakistani men than among other East Staffordshire men, 10 per cent compared with 4 per cent. For Pakistani women in East Staffordshire, the figure is 4 per cent, slightly higher than for the whole female working population in East Staffordshire (3 per cent).

East Staffordshire's Pakistani men are more likely to work part-time than other East Staffordshire men, 16 per cent compared with 4 per cent, whereas East Staffordshire's Pakistani women are less likely to work part-time than other East Staffordshire women, 8 per cent compared with 33 per cent. This is similar to the regional (6 per cent) and national (9 per cent) figures.

Consistent with the regional and national patterns, but particularly marked in East Staffordshire, Pakistani women are more likely to look after their home or family full-time than the overall female population in East Staffordshire, 56 per cent compared with 16 per cent. The Pakistani population also contains more people aged 25 to retirement age who are permanently sick or disabled, 8 per cent of men and 6 per cent of women, compared with 6 per cent of men and 4 per cent of women in the whole working age population in East Staffordshire. This is similar to the regional and national patterns, where more Pakistani men and women are recorded in this category.



## Occupations of the employed population (employed and self-employed)<sup>25</sup>

East Staffordshire's Pakistani population contains fewer men and women who work as managers and senior officials than is found in the borough's general working age population. The figures for Pakistani men are 7 per cent and for Pakistani women 5 per cent. These are much lower than the comparable figures for the whole working population in East Staffordshire, 19 per cent for men and 11 per cent for women. There are also fewer Pakistani men working as professionals, 5 per cent compared with 10 per cent of other men in East Staffordshire. More Pakistani women work in professional jobs than all women in East Staffordshire, 11 per cent compared with 9 per cent, though this is still lower than is found in Pakistani women at the national scale (13 per cent).

Pakistani men are concentrated in jobs as process, plant and machine operatives, 38 per cent compared with 19 per cent of other East Staffordshire men. This is higher than at the regional and national levels (31 per cent and 25 per cent respectively). A quarter of Pakistani men work in elementary occupations, compared with 13 per cent of other East Staffordshire men, or with 19 per cent of Pakistani men in the region and 15 per cent in England as a whole. Pakistani women are more likely to work in sales and customer service (27 per cent) than the overall East Staffordshire female population (12 per cent). They are also more likely to work as process, plant and machine operatives than other women in East Staffordshire (10 per cent compared with 4 per cent).

Fewer Pakistani men work in skilled trades, and fewer Pakistani women work in administrative and secretarial jobs than in general working age population in East Staffordshire. They are also less likely to work in these jobs than their counterparts in the region and England. Pakistani men and women are less likely to work in associate professional and technical jobs than the overall East Staffordshire population, 4 per cent for Pakistani men and 8 per cent for Pakistani women, compared with 10 per cent for all men and 13 per cent for all women in East Staffordshire. Fewer Pakistani women work in elementary occupations, 7 per cent compared with 16 per cent of all East Staffordshire women, or with 12 per cent of Pakistani women in the regional and 10 per cent nationally.

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<sup>25</sup> Data about the occupations and industrial distribution of people by Black and Minority Ethnic groups has only been released by the *Office for National Statistics* at district level for the entire working age population, to comply with legislation on the disclosure of information. This means that in the data which follows, no differentiation between younger and older men and women of working age is possible.

## Industrial distribution of the employed population (employed and self-employed)

East Staffordshire's Pakistani population is more clustered in the wholesale, retail, restaurants and hotels sector (over a quarter of men and a third of women) than East Staffordshire men and women generally (19 per cent for men and 26 per cent for women). However, the sector is less important for this group in East Staffordshire than at the national level (31 per cent and 28 per cent). A third of Pakistani men work in manufacturing, a higher proportion than found for all men in East Staffordshire (31 per cent), or for similar men at the regional (26 per cent) and national (20 per cent) scales. 20 per cent of Pakistani men in East Staffordshire work in the transport, storage and communications sector, double the figure for the total male population in East Staffordshire. Pakistani women in East Staffordshire are more likely to work in the education sector, 22 per cent, compared with 13 per cent of all East Staffordshire women, and with 18 per cent of Pakistani women in the region and 14 per cent nationally.

Pakistani men are less likely to work in construction, compared with other East Staffordshire men, whereas Pakistani women are less likely to work in health and social work, compared with other East Staffordshire women. There are also fewer Pakistani men and women working in finance and real estate than other East Staffordshire people.

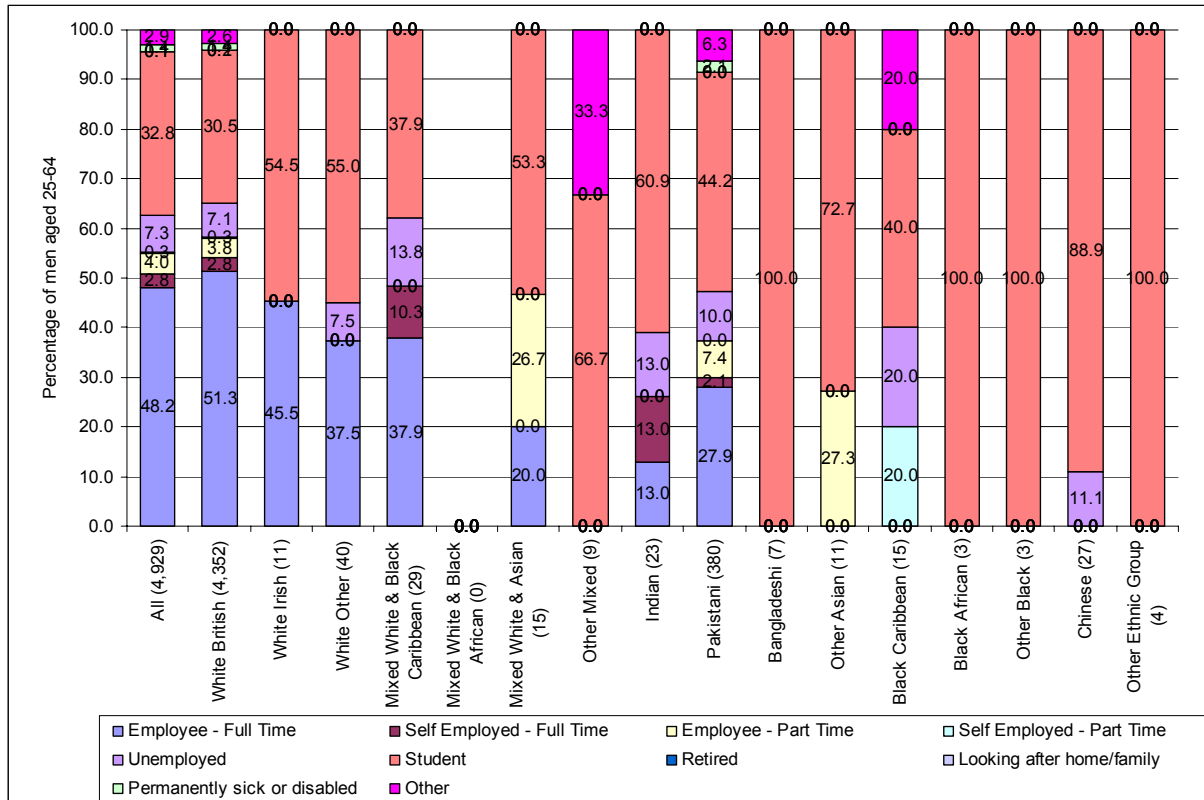
## East Staffordshire's White Other population

The White Other category includes people from other European countries, the USA, Canada, Australia, New Zealand, Romany Gypsies, people from the former Yugoslavia, and other people of Eastern European origin.

### Economic Activity 16-24 year olds

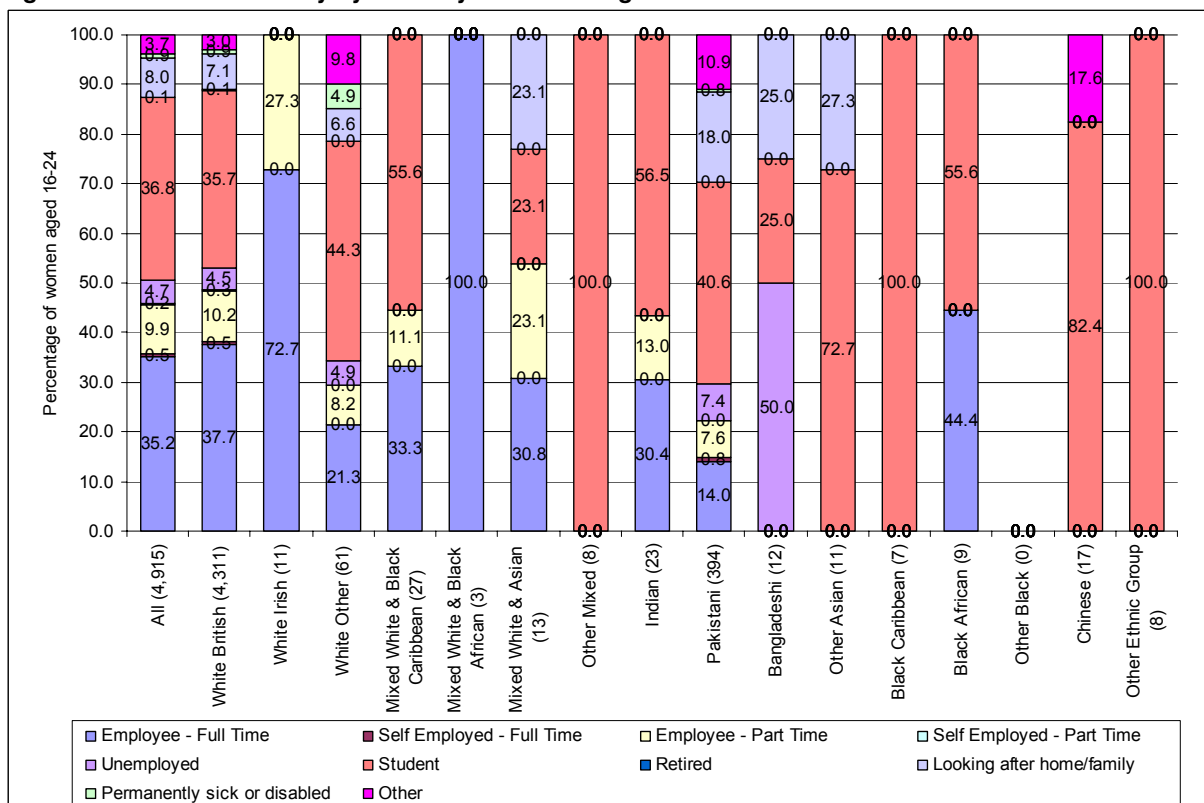
Compared with other young people in East Staffordshire, the borough's White Other population includes proportionately more students - among men, 55 per cent, compared with 33 per cent; and among women 44 per cent, compared with 37 per cent. The unemployment rate among White Other young people is similar to that for all young population in East Staffordshire, around 7 per cent for young men and 5 per cent for young women. This is higher than at the regional and national scales. The full-time employment rate is lower for young men and women of this ethnicity, 38 per cent and 21 per cent, compared with 51 per cent for all young men and 36 per cent for all young women in East Staffordshire, and also compared with 30 per cent for young men and 28 per cent for young women in this ethnic group in England as a whole. This is consistent with the high number of students.

**Figure 7.1 Economic Activity by ethnicity for men aged 16-24 in East Staffordshire**



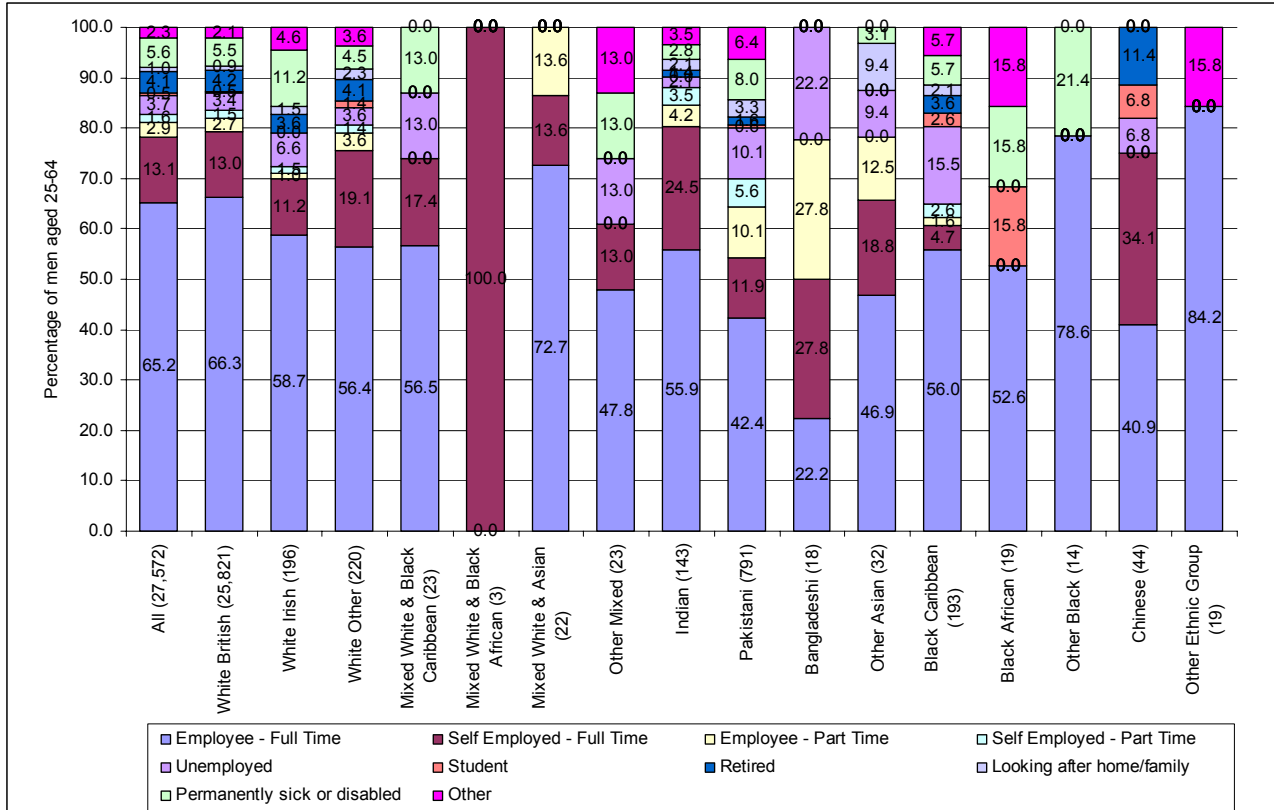
Source: 2001 Census Standard Tables, Crown Copyright 2003

**Figure 7.2 Economic Activity by ethnicity for women aged 16-24 in East Staffordshire**



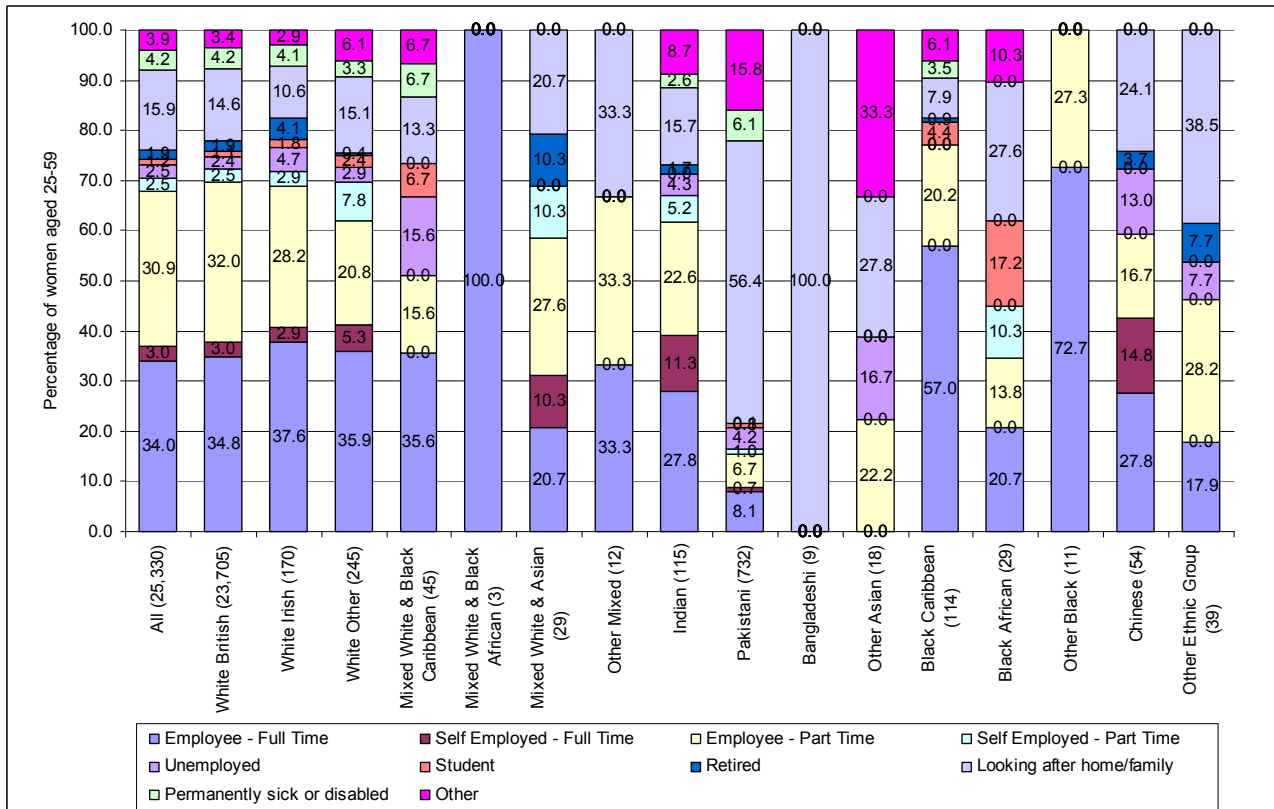
Source: 2001 Census Standard Tables, Crown Copyright 2003

**Figure 7.3 Economic Activity by ethnicity for men aged 25-64 in East Staffordshire**



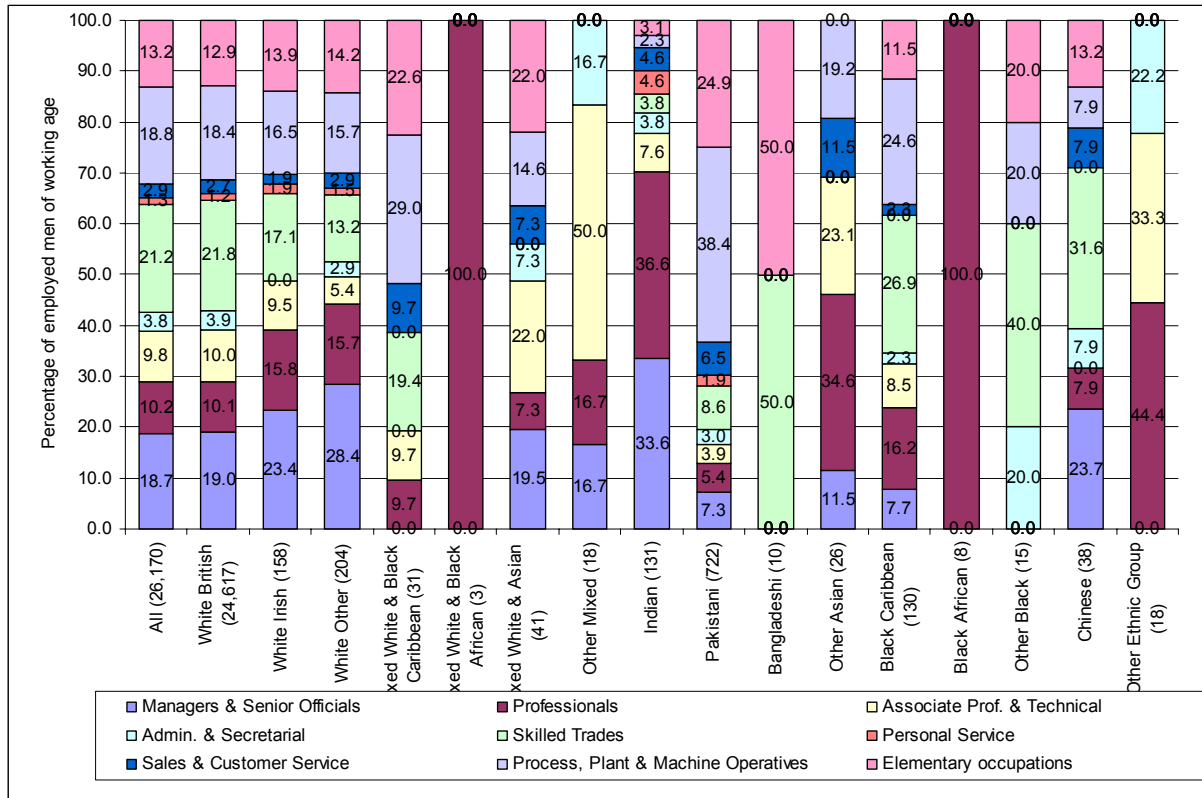
Source: 2001 Census Standard Tables, Crown Copyright 2003, and 2001 Census Commissioned Tables, Crown Copyright 2004

**Figure 7.4 Economic Activity by ethnicity for women aged 25-59 in East Staffordshire**



Source: 2001 Census Standard Tables, Crown Copyright 2003, and 2001 Census Commissioned Tables, Crown Copyright 2004

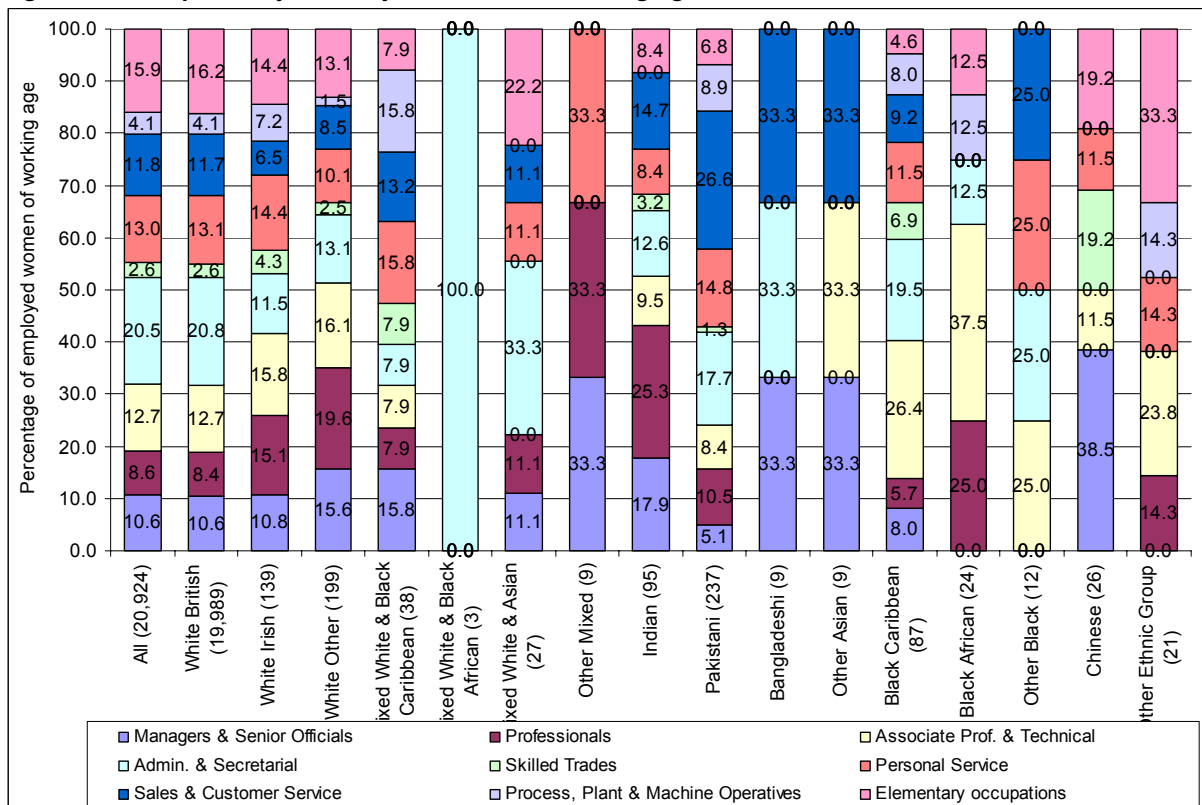
**Figure 7.5 Occupation by ethnicity for men of working age in East Staffordshire**



Source: 2001 Census Standard Tables and 2001 Census Commissioned Tables, Crown Copyright 2003

Note: Elementary occupations include farm workers, labourers, packers, postal workers, hospital porters, hotel porters, kitchen and catering assistants, waiters, waitresses, bar staff, window cleaners, road sweepers, cleaners, refuse and salvage occupations, security guards, traffic wardens, school crossing patrols, school mid-day assistants, car park attendants, shelf fillers.

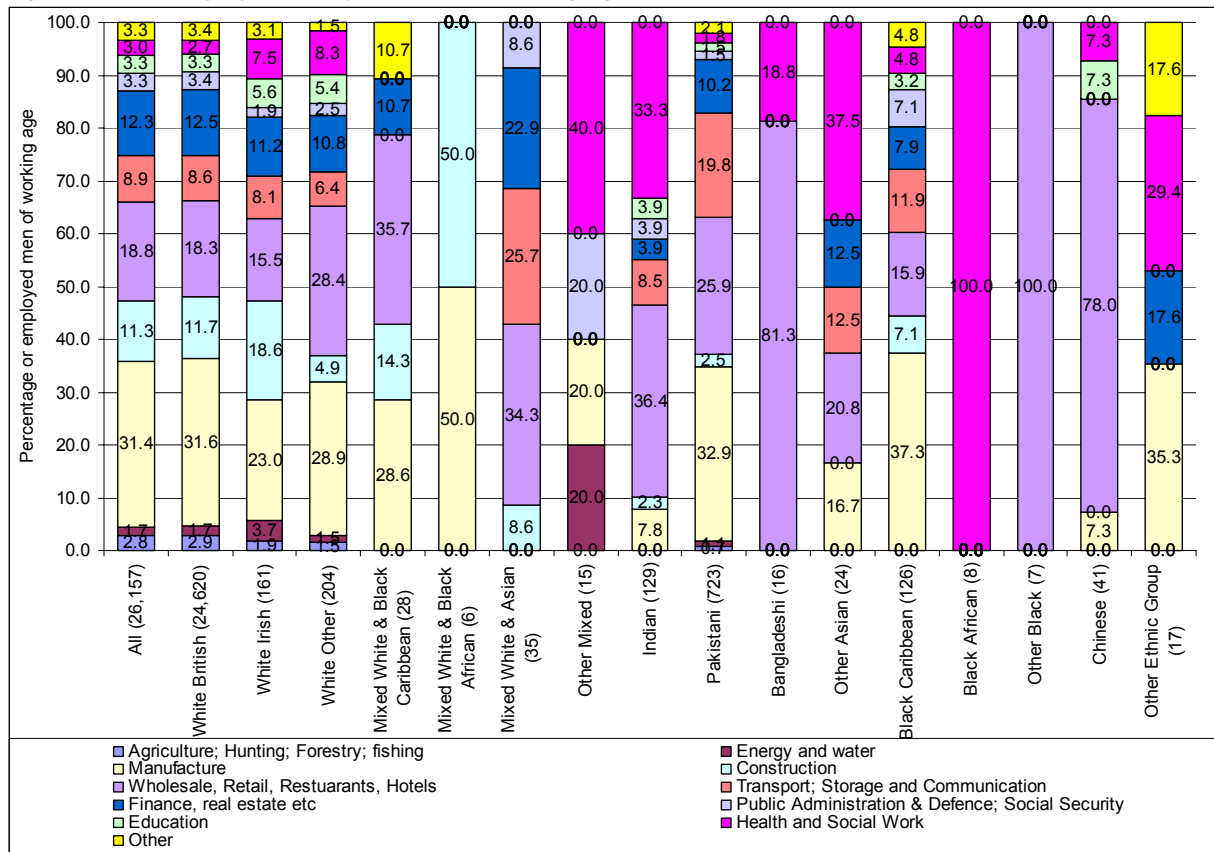
**Figure 7.6 Occupation by ethnicity for women of working age in East Staffordshire**



Source: 2001 Census Standard Tables and 2001 Census Commissioned Tables, Crown Copyright 2003

Note: Elementary occupations include farm workers, labourers, packers, postal workers, hospital porters, hotel porters, kitchen and catering assistants, waiters, waitresses, bar staff, window cleaners, road sweepers, cleaners, refuse and salvage occupations, security guards, traffic wardens, school crossing patrols, school mid-day assistants, car park attendants, shelf fillers.

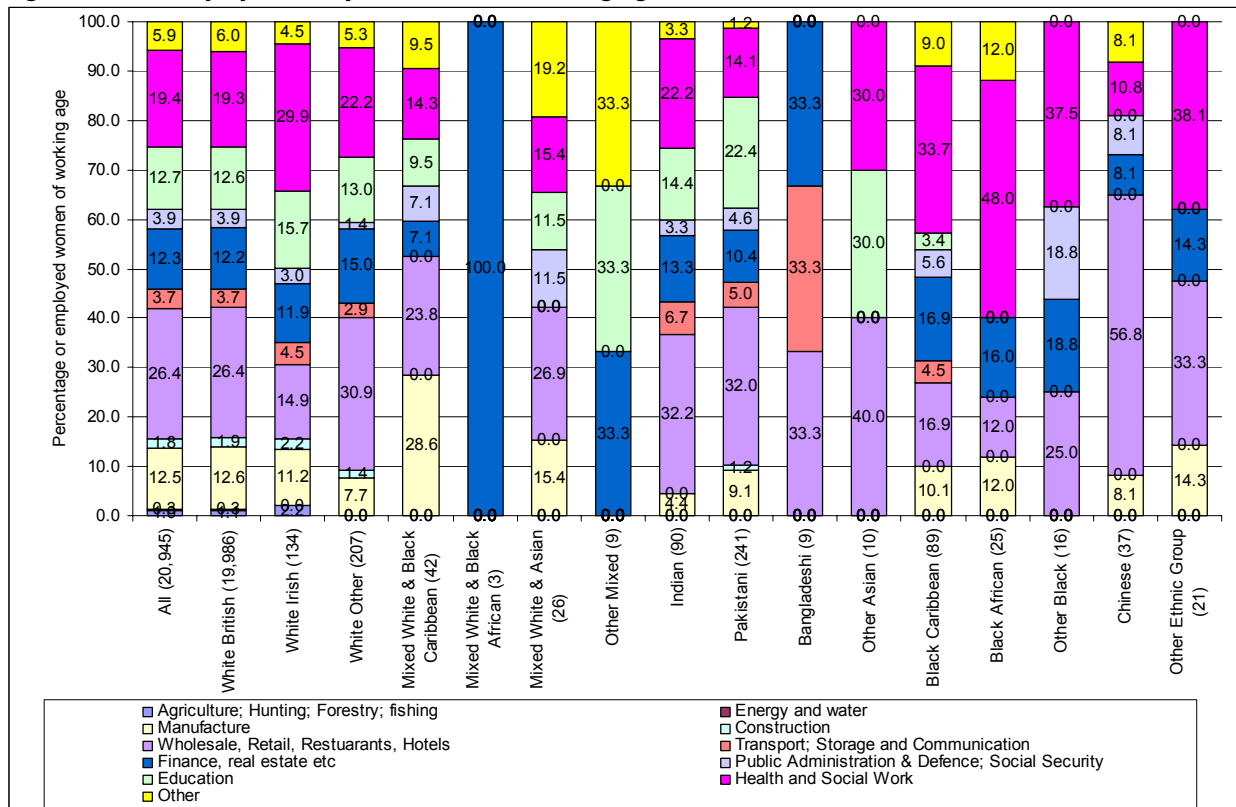
**Figure 7.7 Industry by ethnicity for men of working age in East Staffordshire**



Source: 2001 Census Standard Tables and 2001 Census Commissioned Tables, Crown Copyright 2003

Note: 'Other' includes sewage and refuse disposal, activities of membership organisations, recreational, cultural and sporting clubs, private households with employed persons, extra territorial organisations.

**Figure 7.8 Industry by ethnicity for women of working age in East Staffordshire**



Source: 2001 Census Standard Tables and 2001 Census Commissioned Tables, Crown Copyright 2003

Note: 'Other' includes sewage and refuse disposal, activities of membership organisations, recreational, cultural and sporting clubs, private households with employed persons, extra territorial organisations.

## **Economic Activity 25 years - retirement age**

Among mature working age people, White Other men in East Staffordshire have higher rates of full-time employment (76 per cent) than their counterparts in the West Midlands region (68 per cent) or in England (71 per cent). This is slightly lower than for the whole male population in the borough (78 per cent). White Other women, on the other hand, are more likely than other East Staffordshire women to work full-time (41 per cent, compared with 37 per cent). This is similar to the figure for White Other women regionally but a lower proportion than the corresponding national average (44 per cent). Fewer White Other women are part-time employees, 21 per cent compared with 31 per cent of the overall female population. However more women from this ethnic group are self-employed part-time than other women in East Staffordshire, 8 per cent compared with less than 3 per cent, or with 4 per cent of similar women regionally and nationally. Unemployment is low among the White Other population, 4 per cent for men and 3 per cent for women, similar to unemployment among the general working age population in East Staffordshire and lower than at the regional and national level for this group.

Among mature White Other people of working age in East Staffordshire a small number are students (1 per cent of men and 2 per cent of women), compared with 8 per cent of men and 6 per cent of women of this ethnicity in the region and 6 per cent of similar men and women nationally.

A lower proportion of White Other people in East Staffordshire are permanently sick or disabled than among other East Staffordshire residents, for both men and women. East Staffordshire's White Other women are also a little less likely to be looking after their home or family full-time (15 per cent) compared with all mature women in East Staffordshire (16 per cent), or with this group of women in the region (16 per cent) and nationally (18 per cent).

## **Occupations of the employed population (employed and self-employed)**

By comparison with all working age people in the borough, East Staffordshire's White Other population contains a much higher proportion of men who work as managers and senior officials, and in professional jobs, than is found in the borough's general working age population. Among men, 28 per cent are managers/senior officials and 16 per cent are professionals. The comparable figures for East Staffordshire women in the White Other group are 17 per cent and 20 per cent. These can be compared with 19 per cent and 10 per cent for all men, and 11 per cent and 9 per cent for all women in the borough.

White Other men in East Staffordshire, like their counterparts in the region and nationally, are less likely to work in skilled trades, 13 per cent compared with 21 per cent of all men in East Staffordshire. White Other women in East Staffordshire are less likely than other residents to occupy jobs in administrative and secretarial work and in personal service positions (10 per cent and 9 per cent, compared with 13 per cent and 12 per cent). This is similar to the regional and national pattern.

## **Industrial distribution of the employed population (employed and self-employed)**

By comparison with White Other men in England and the West Midlands, East Staffordshire's White Other men are less likely to work in the construction and finance sectors, and more likely to work in the manufacturing and wholesale, retail, restaurants and hotels sectors. 29 per cent of White Other men were employed in manufacturing, a slightly lower proportion than for all men in East Staffordshire (31 per cent) but a higher figure than for similar men in the region (22 per cent) and nationally (12 per cent). 28 per cent of White Other men work in the wholesale, retail, restaurants and hotels sector, compared with 19 per cent of all men in East Staffordshire, and with 22 per cent for similar men in the region and 12 per cent for similar men across England. 11 per cent of White Other men work in the finance sector, compared with 12 per cent of all men in the borough, and with 16 per cent of similar men in the region and 28 per cent nationally. Fewer White Other men in East Staffordshire work in construction and transport than other East Staffordshire men, whereas more of them are employed in the health and social work and education sectors than the general male population of working age in East Staffordshire. This is consistent with regional and national patterns.

Among White Other women in East Staffordshire, nearly one third (31 per cent) are concentrated in the wholesale, retail, restaurants and hotels sector, compared with 26 per cent of all women in East Staffordshire, and with 22 per cent of similar women in the region and 19 per cent across England. 22 per cent of White Other women work in the health and social work sector, again a higher percentage than the corresponding figure for all women in East Staffordshire (19 per cent), or for similar women regionally (18 per cent) and nationally (15 per cent). White Other women are also more likely to work in finance, 15 per cent compared with 12 per cent of all women in East Staffordshire, although this is a lower proportion than for similar women in the West Midlands (16 per cent) and in England as a whole (26 per cent). Like their regional and national counterparts, White Other women are less likely to be employed in the manufacturing and public administration sectors than other women in East



Staffordshire (8 per cent and 1 per cent, compared with 13 per cent and 4 per cent).

## East Staffordshire's White Irish population

### Economic Activity 16-24 year olds

In East Staffordshire, the 2001 Census recorded only 22 people aged 16-24 as White Irish, 11 young men and 11 young women. Among this small group, 55 per cent of young men are students and 45 per cent of them work full-time. All White Irish young women are in employment, with 72 per cent working full-time and 27 per cent working part-time.

### Economic Activity 25 years - retirement age

White Irish women in East Staffordshire (170 women) have higher rates of full-time employment (41 per cent) than other women in East Staffordshire (37 per cent), or than their counterparts in the West Midlands region (39 per cent), but lower than for White Irish women across England (45 per cent). 28 per cent of White Irish women work as part-time employees, compared with 31 per cent of all women in East Staffordshire. The full-time employment rate is consistent with regional and national patterns, but more White Irish women in East Staffordshire work part-time than in the region and in England as a whole. Unemployment among White Irish women is higher than for other women in East Staffordshire, 5 per cent compared with 3 per cent, and with 3 per cent for similar women in the region and nationally. 11 per cent of East Staffordshire's White Irish women were looking after their home and family full-time, a lower proportion compared with 16 per cent of all women in the borough, and with 13 per cent of White Irish women in the West Midlands region and in England.

White Irish men in East Staffordshire (196 men) have higher rates of full-time employment (70 per cent) than their counterparts at the regional (64 per cent) and English scales (69 per cent), but lower than all men in the borough (79 per cent). Full-time self-employment is less prevalent among White Irish men in East Staffordshire than among other East Staffordshire men (11 per cent compared with 13 per cent). This is not the case for White Irish men at the regional and national levels, where slightly more White Irish men are self-employed full-time than other men. White Irish men are less likely than other East Staffordshire men, or than similar men in the region and in England, to be in part-time employment. 7 per cent of White Irish men in East Staffordshire are unemployed, compared with 4 per cent of all men in the borough, and with 6 per cent of White Irish men at the regional scale and 5 per cent at the national scale. A much higher proportion of them are permanently sick or disabled, 11 per cent compared with

6 per cent of all East Staffordshire men. This is nevertheless a little lower for White Irish men in East Staffordshire than for similar men in the West Midlands region (14 per cent) or in England (12 per cent).

### Occupations of the employed population (employed and self-employed)

East Staffordshire's White Irish population contains a higher proportion of men and women who work as managers and senior officials (23 per cent of men and 11 per cent of women), and in professional jobs (16 per cent of men and 15 per cent of women), than is found in the borough's general working age population. These figures are higher than for White Irish men and women at the regional and national scales. Fewer White Irish men and women in East Staffordshire work in associate professional and technical jobs than in the region and in England as a whole.

White Irish men in East Staffordshire are less likely to work in skilled trades or as process, plant and machine operatives (17 per cent respectively), than other men in East Staffordshire (21 per cent and 19 per cent). This is consistent with the national pattern, but different from the regional picture, where more White Irish men work as process, plant and machine operatives. 14 per cent of White Irish men are employed in elementary occupations, compared with 13 per cent of all men in East Staffordshire, and with 12 per cent of similar men across England. The corresponding figure at the regional level is also 14 per cent.

White Irish women in East Staffordshire are less likely than other residents to occupy jobs in elementary occupations, 14 per cent compared with 16 per cent of the whole female population of working age. This is similar to the figure for White Irish women in the region but higher than in England (10 per cent). Fewer of these women are in administrative and secretarial jobs, 12 per cent compared with 21 per cent of all women in East Staffordshire, and with White Irish women in the region (18 per cent) and across England (19 per cent). White Irish women are also less likely to work in sales and customer service, less than 7 per cent compared with 12 per cent of other East Staffordshire women, and with 8 per cent of similar women in the region and 7 per cent in England. Women in this ethnic group are more likely to work as process, plant or machine operatives (7 per cent) and in personal service positions (14 per cent) than other women in the borough (4 per cent and 13 per cent respectively).

### Industrial distribution of the employed population (employed and self-employed)

East Staffordshire's White Irish men are much more likely to work in construction than other East Staffordshire men, 19 per cent compared with 11 per

cent, consistent with the regional and national patterns. They are also more likely to work in the health and social work sector (8 per cent) than other East Staffordshire men (3 per cent), or than similar men in the region (5 per cent) and in England as a whole (6 per cent). However, only 23 per cent of White Irish men work in manufacturing, and 16 per cent in the wholesale, retail, restaurants and hotels sector, compared with 31 per cent and 19 per cent of the whole male population of working age in East Staffordshire. This is, nevertheless, a much higher percentage than for their counterparts regionally (23 per cent and 14 per cent) and across England (13 per cent and 14 per cent). Like all White Irish men in the region and England, East Staffordshire's White Irish men are underrepresented in the public administration and agriculture sectors.

While 30 per cent of White Irish women work in the health and social work sector (compared with just 19 per cent of all women in East Staffordshire), White Irish women are also more likely to work in education than other East Staffordshire women (16 per cent compared with 13 per cent), or than similar women in the West Midlands region (15 per cent) and in England (13 per cent). On the other hand, fewer of them work in the wholesale, retail, restaurants and hotels industry (15 per cent), compared with 26 per cent of the whole female population in East Staffordshire, and with 19 per cent of White Irish women in the region and 17 per cent across England. Slightly fewer of them work in the manufacturing, finance and public administration sectors (11 per cent, 12 per cent and 3 per cent respectively), compared with other East Staffordshire women (13 per cent, 12 per cent and 4 per cent respectively). This is consistent with the regional patterns, but a little different from the national picture, where slightly more White Irish women work in the finance and real estate sector than other women.

## East Staffordshire's Black Caribbean Population

### Economic Activity: 16-24 year olds

East Staffordshire's young Black Caribbean population contains only 7 women and 15 men. As recorded in the 2001 Census, all Black Caribbean young women were students, compared with 6 of the 15 young men.

### Economic Activity: 25 years - retirement age

Among mature Black Caribbean people of working age in East Staffordshire (193 men and 114 women), 2 per cent of men and 4 per cent of women were students, compared with less than 1 per cent of men and women in the overall 25+ population. This is similar to both the regional and national patterns for men and women of this ethnicity.

Black Caribbean men have rates of full-time employment (including self-employment) which are similar to their counterparts in the West Midlands region, but lower than in England. 61 per cent of Black Caribbean men are employed full-time, compared with 78 per cent of the whole male population in East Staffordshire, or with 79 per cent of the White British men. However, Black Caribbean women in East Staffordshire are much more likely than other East Staffordshire women to work full-time, (57 per cent compared with 37 per cent). This figure is higher than that found for their counterparts in the region and England (51 per cent respectively).

For both men and women, full-time self-employment is lower among Black Caribbean people in East Staffordshire than for most other East Staffordshire residents. 5 per cent of East Staffordshire's Black Caribbean men are self-employed full-time, compared with 13 per cent of all East Staffordshire men. Few Black Caribbean women in East Staffordshire are self-employed full-time. These patterns are consistent with the regional and national figures for self-employment among men and women from the Black Caribbean ethnic group.

Black Caribbean women in East Staffordshire are less likely to work part-time than other women (20 per cent compared with 33 per cent). They are also less likely to look after their home or family full-time, 8 per cent compared with 16 per cent of other women in East Staffordshire. This is also similar to the regional and national pictures.

Unemployment is much more prevalent among East Staffordshire's Black Caribbean men than for other men, 16 per cent compared with 4 per cent, and with 13 per cent of similar men in the region and 11 per cent in England as a whole. The proportion of Black Caribbean men and women who are permanently sick or disabled

is similar to that found among all men and women in East Staffordshire (6 per cent of men and 4 per cent of women). This is lower than both the regional and national averages for men and women of this ethnicity.

### **Occupations of the employed population (employed and self-employed)**

East Staffordshire's Black Caribbean population contains a lower proportion of men and women who work as managers and senior officials than is found in the general working age population in East Staffordshire (among men, 8 per cent compared with 19 per cent, and among women, 8 per cent compared with 11 per cent). These figures are also lower for Black Caribbean men and women in East Staffordshire than for their counterparts in the same ethnic group nationally.

Black Caribbean men in East Staffordshire are more likely than either other residents, or than their counterparts at regional and national levels, to occupy professional positions, but less likely to be in associate professional and technical jobs, whereas the opposite is true for Black Caribbean women in East Staffordshire. Different from the national pattern, slightly fewer Black Caribbean women in East Staffordshire have jobs in administrative and secretarial occupations than other women in East Staffordshire, 20 per cent compared with 21 per cent.

East Staffordshire's Black Caribbean population also contains a higher percentage of workers in skilled trades, 27 per cent of men and 7 per cent of women, compared with 21 per cent of men and only 3 per cent of women in the whole population of working age in East Staffordshire. This is a higher proportion than is found among their counterparts in the West Midlands region (21 per cent of Black Caribbean men and 2 per cent of Black Caribbean women) and in England as a whole (19 per cent of Black Caribbean men and 2 per cent of Black Caribbean women). East Staffordshire's Black Caribbean men and women are also more likely to work as process, plant or machine operatives, a quarter of men and 8 per cent of women, compared with 19 per cent of all men and 4 per cent of all women in East Staffordshire, or with 21 per cent of men and 3 per cent of women of this ethnicity in the region, and 15 per cent of men and 2 per cent of women of this group across England.

Black Caribbean women are less likely to work in the personal service and sales and customer service sectors than other women in East Staffordshire. Fewer of East Staffordshire's Black Caribbean men and women are employed in elementary (unskilled) jobs (12 per cent of men and 5 per cent of women) compared with either the whole working population or with White British men and women in East Staffordshire (13 per cent of men and 16

per cent of women respectively). These figures for Black Caribbean men and women in East Staffordshire are also lower than for their counterparts of the same ethnicity at regional and national levels.

### **Industrial distribution of the employed population (employed and self-employed)**

East Staffordshire's Black Caribbean men are strongly concentrated in manufacturing, 37 per cent, compared with 31 per cent of the whole male population of working age in East Staffordshire. This is much higher than the regional and national averages for Black Caribbean men (29 per cent and 17 per cent respectively). A third of East Staffordshire's Black Caribbean women work in the health and social work sector, compared with 19 per cent of other women in East Staffordshire, and 28 per cent of Black Caribbean women across England.

By comparison with the Black Caribbean group in England and in the West Midlands region, East Staffordshire's Black Caribbean men are more likely to work in public administration, whereas East Staffordshire's Black Caribbean women are less likely to work in this sector. More Black Caribbean men work in transport than other men in East Staffordshire, but fewer are employed in the construction, wholesale, retail, restaurants and hotels, and finance sectors. On the other hand, more Black Caribbean women work in finance than other women in East Staffordshire, and fewer of them work in the manufacturing, wholesale, retail, restaurants and hotels, and education sectors.

## **Key Points**

- East Staffordshire has a small ethnic minority population. Among people of working age, the Pakistani, White Other, White Irish and Black Caribbean populations are of greatest numerical importance.
- Economic activity indicators vary considerably between ethnic groups. For those aged 25+, 76 per cent of White Other men and 41 per cent of White Other women are employed full-time, whereas just 54 per cent of Pakistani men and 9 per cent of Pakistani women are employed full-time. This compares with 79 per cent and 38 per cent of White British men and women, and with 78 per cent and 37 per cent of all East Staffordshire men and women.
- Unemployment is high among Black Caribbean men and Pakistani men, 16 per cent and 10 per cent respectively, compared with just 4 per cent of all men and of White British men in East Staffordshire.

- 56 per cent of Pakistani women look after their home or family full-time, a much higher proportion than among women from most other ethnic groups in East Staffordshire.
- The occupational distribution of employed men and women in East Staffordshire also varies by ethnicity. 28 per cent of White Other men and 16 per cent of White Other women are managers and senior officials, compared with just 7 per cent of Pakistani men and 5 per cent of Pakistani women. 26 per cent of Black Caribbean women work in associate professional and technical jobs, compared with 8 per cent of Pakistani women and 13 per cent of White British women. 26 per cent of Black Caribbean men work in skilled trades, compared with 9 per cent of Pakistani men, and 22 per cent of White British men in East Staffordshire. A quarter of Pakistani men are employed in elementary occupations, compared with 12 per cent of Black Caribbean men and 13 per cent of White British men.
- East Staffordshire's Black Caribbean and Pakistani men are concentrated in manufacturing industry, while Black Caribbean and White Irish women are more concentrated in the health and social work sector. The Pakistani and White Other populations in East Staffordshire are more likely to work in the wholesale, retail, restaurants and hotels industry, whereas the Black Caribbean population is less likely to work in construction and education.

## 8. Work-Life Balance

This chapter explores a number of topics relevant to 'work-life balance', a concept which has received both policy and academic attention in recent years. Employers, trade unions, government and women and men themselves increasingly recognise that the ability to achieve an appropriate balance between paid work and other responsibilities and activities is important for all concerned.

In this chapter, we present the evidence on the availability and uptake of flexible employment options, consider new evidence on the prevalence and extent of caring responsibilities and present data on childcare provision.

### Flexible Working Patterns

It is possible to use data from the Labour Force Survey 2002/2003 to show the numbers of employees who stated that they had a regular flexible working arrangement allowing them to work flexitime, annualised hours or term-time only. This is presented in **Figure 8.1**.

In East Staffordshire, 384 people had 'term-time only' contracts - all of them women working part-time. 390 of all working people had an annualised hours contract - again all of them women working part-time. **Figure 8.1** shows that no men in East Staffordshire who worked full-time reported having annualised hours or term-time working contracts, and no men who work part-time reported flexi-time, annualised hours or term-time only contracts, although this could in part be a consequence of the small sample that the data are based on for East Staffordshire.

Comparison with the region and England shows that proportionally:

- fewer men in East Staffordshire who work full-time had flexi-time arrangements
- more women who worked full-time had flexi-time, but no women working full-time had annualised hours or term-time working contracts
- among women part-time workers in East Staffordshire, more worked flexi-time than at the regional and national levels, fewer had term-time contracts, while a similar proportion had annualised hours contracts

Figure 8.1 Men and women in full-time and part-time employment in East Staffordshire with selected flexible working arrangements

East Staffordshire 's employed men 29,509				
	Full-time 27,845		Part-time 1,664	
	Numbers	%	Numbers	%
<b>Flexitime</b>	1,984	7.1	0	0
<b>Annualised Hours</b>	0	0	0	0
<b>Term-time working</b>	0	0	0	0
East Staffordshire 's employed women 22,872				
	Full-time 10,801		Part-time 12,071	
	Numbers	%	Numbers	%
<b>Flexitime</b>	2,034	18.8	1,632	13.5
<b>Annualised Hours</b>	0	0	390	3.2
<b>Term-time working</b>	0	0	384	3.2

Comparative data				
Employed men				
	Full-time		Part-time	
	Region	England	Region	England
<b>Flexitime</b>	8.4	8.1	6.5	6.2
<b>Annualised Hours</b>	5.3	3.6	3.2	2.0
<b>Term-time working</b>	0.4	0.9	6.7	3.2
Employed women				
	Full-time		Part-time	
	Region	England	Region	England
<b>Flexitime</b>	14.9	12.6	10.8	9.0
<b>Annualised Hours</b>	5.4	4.6	2.3	3.8
<b>Term-time working</b>	4.4	4.9	8.3	10.7

Source: LFS, Autumn 2003, ONS



**Figure 8.2** shows the percentage of men and women who had no flexibility in their working arrangements, by whether they worked full-time or part-time. East Staffordshire's men who worked part-time experienced a greater degree of flexibility in their working arrangements than their counterparts in the region or nationally. However, in East Staffordshire a higher proportion of men working full-time report having no working flexibility, compared with men and women working part-time and female full-timers in East Staffordshire, or than men working full-time in the West Midlands region and England as a whole. By contrast, female workers, both full-time and part-time, reported a greater degree of flexibility in their working arrangements than men in East Staffordshire, although more female part-time workers had no flexibility than at the regional and national levels.

**Figure 8.2 Percentage of men and women in employment with no flexibility in their working arrangements**



Source: LFS, Autumn 2003, ONS

## Barriers to Employment

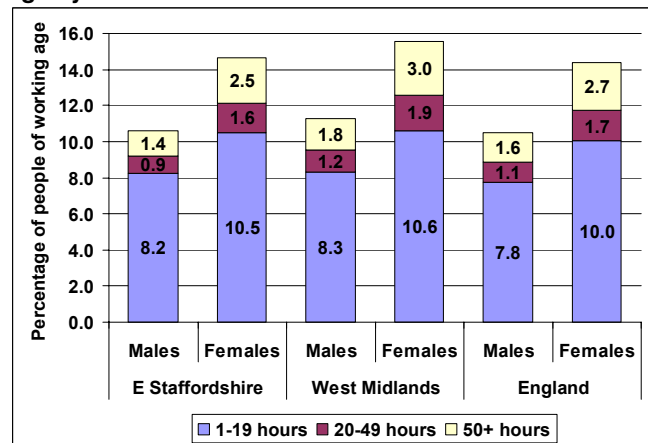
Labour market analysts recognise a range of factors which affect an individual's ability to access and enter employment. These include the existence of employment opportunities, infrastructural considerations such as public transport availability, and responsibilities or attributes which may act as barriers to employment in the absence of support systems. Childcare and caring responsibilities are commonly cited as barriers to employment, and this section therefore examines data relating to these important roles which are known to have a disproportionate impact on women.

## Caring Responsibilities

In 2001, for the first time, the Census included a question asking people about any help or support which was not part of their paid employment which they gave to family members, friends, neighbours or others because of that person's long-term physical disability or mental ill-health or disability or problems related to old age.

**Figure 8.3** shows the number of hours of this 'unpaid care' provided by men and women of working age. At all geographical levels, women are more likely to provide unpaid care than men, and are also more likely to provide a high level of care (more than 50 hours per week).

**Figure 8.3 Provision of unpaid care by people of working age by sex**



Source: 2001 Census Standard Tables, Crown Copyright, 2003

There is considerable variation in the provision of unpaid care by people of different ethnicities. **Figure 8.4** shows the proportion of unpaid care provided by men and women of working age for the main Black and Minority Ethnic groups in East Staffordshire. This shows differences in the proportion of people of working age who provide unpaid care across the different ethnic groups, but also that the local variation is different to that at the regional level, and that this also differs from the national picture with:

- small numbers of White Other men and Black Caribbean women providing care in East Staffordshire, compared with the other main Black and Minority Ethnic groups in East Staffordshire, and also with the region and England as a whole
- a higher proportion of White Irish men and women providing unpaid care than men and women from the other main Black and Minority Ethnic groups in East Staffordshire, or than their national counterparts
- fewer Pakistani men and women providing unpaid care in East Staffordshire than in the region and England



**Figure 8.4 Provision of unpaid care by men and women of working age by ethnicity per cent %**

		East Staffs	West Midlands	England
Pakistani	Men (1,174)	10.1	11.4	11.8
	Women (1,126)	14.5	16.2	16.2
White Other	Men (264)	5.3	8.0	6.3
	Women (306)	10.1	10.0	7.8
White Irish	Men (208)	14.4	10.6	8.9
	Women (179)	14.0	15.7	12.6
Black Caribbean	Men (210)	11.0	8.9	8.1
	Women (124)	7.3	12.3	10.8
All	Men (32,513)	10.6	11.2	10.1
	Women (30,265)	14.6	15.3	14.1

Source: 2001 Census Commissioned Tables, Crown Copyright 2004  
 Note: Numbers in brackets refer to the population size for the working age population by ethnicity in East Staffordshire

It is also possible to look at the amount of unpaid care that men and women provide by their economic activity. In East Staffordshire, 10 per cent of men and 14 per cent of women of working age who are in employment also provide unpaid care. This is similar to the regional and national picture. However, this again varies by ethnicity as presented in **Figure 8.5**. This shows that in East Staffordshire:

- more White Irish men work and provide unpaid care than other East Staffordshire men, or than White Irish men in the region and nationally
- Pakistani women in employment are more likely to provide unpaid care than women from the other main Black and Minority Ethnic groups in East Staffordshire. Nevertheless, they are less likely than all women in East Staffordshire or than similar women regionally and nationally to provide unpaid care while also having a paid job
- fewer White Other men and Black Caribbean men are both in employment and providing unpaid care than other ethnic groups in East Staffordshire, or than their counterparts in the region and nationally

**Figure 8.5 Provision of unpaid care by men and women of working age in employment by ethnicity per cent %**

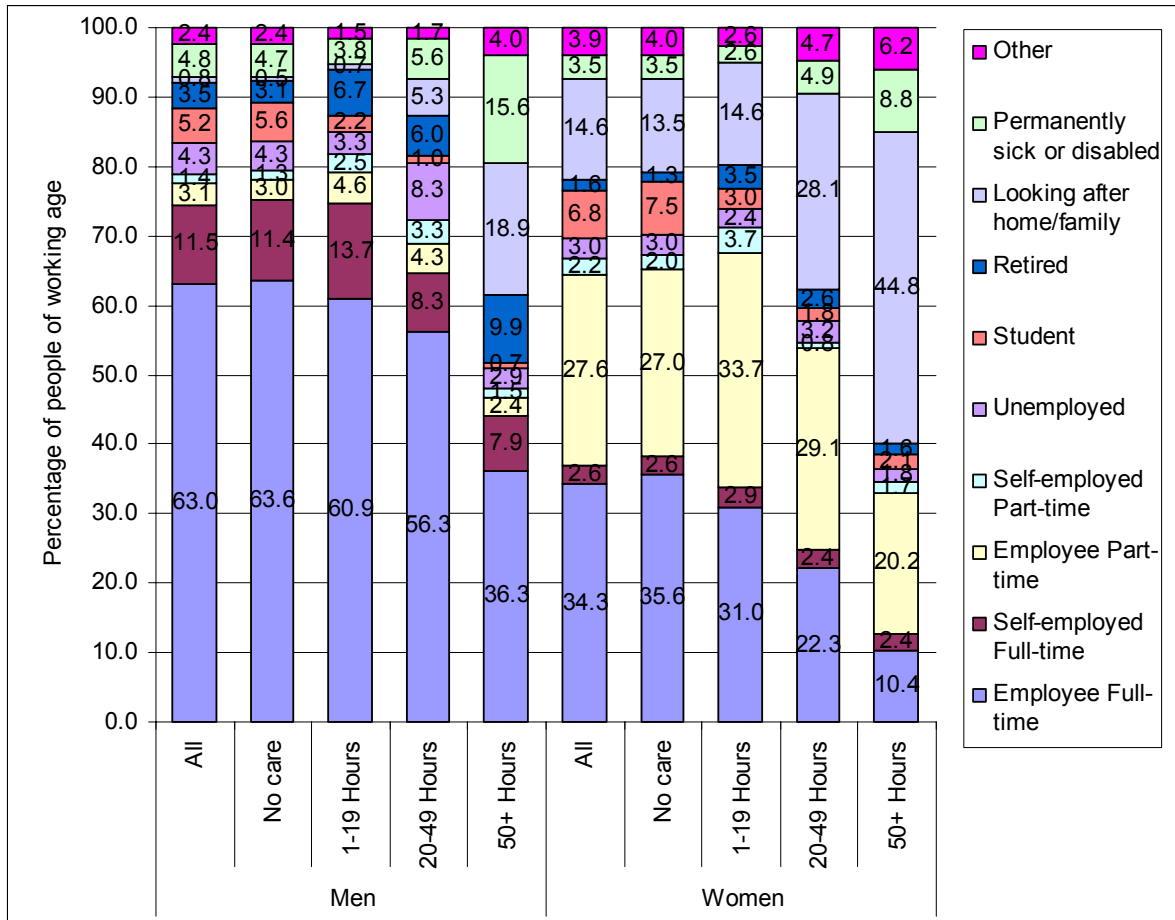
		East Staffs	West Midlands	England
Pakistani	Men (689)	10.6	12.0	12.4
	Women (207)	12.6	15.0	15.0
White Other	Men (197)	5.1	8.4	6.2
	Women (189)	10.6	10.4	7.6
White Irish	Men (144)	11.8	10.5	8.6
	Women (130)	10.0	16.0	12.1
Black Caribbean	Men (128)	7.0	9.2	8.2
	Women (90)	11.1	13.2	11.0
All	Men (25,537)	10.2	11.0	10.0
	Women (20,097)	14.0	15.1	13.7

Source: 2001 Census Commissioned Tables, Crown Copyright 2004  
 Note: Numbers in brackets refer to the population size for the working age population in employment by ethnicity in East Staffordshire

However, analysis of the data in **Figure 8.6** shows that in terms of actual numbers, there are more men (201) than women (97) working full-time and providing 50 or more hours of unpaid care in East Staffordshire. This is similar to the situation in the region and England. Also, as the amount of unpaid care people provide increases:

- men and women providing care are more likely themselves to be permanently sick or disabled. This is especially noticeable in working age men
- the proportion of people looking after their home and family increases
- both men and women are less likely to be in paid work, especially in full-time positions

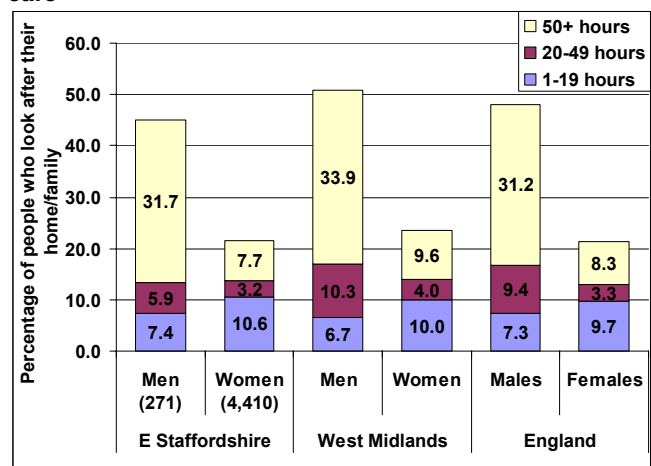
**Figure 8.6 Provision of unpaid care and economic activity for men and women of working age in East Staffordshire**



Source: 2001 Census Commissioned Table, Crown Copyright 2004

Figure 6.8 in Chapter 6 showed that 15 per cent of women and less than 1 per cent of men of working age in East Staffordshire gave looking after their home or family as their reason for economic inactivity. This equates to 272 men and 4,414 women who look after their home and family full-time as their main activity. Women thus outnumbered men in this category by 16 to 1. This response not only includes those women and men caring for a child, but also those caring for other family dependants. **Figure 8.7** shows the amount of unpaid care that men and women who look after their home or family full-time provide. This shows a marked gender difference, with men in this role being much more likely to be carers of others who require support because of long-term ill-health or disability. 32 per cent of men who look after their home or family full-time are providing more than 50 hours or more of unpaid care, compared with just 8 per cent of women in this category in East Staffordshire.

**Figure 8.7 Men and women of working age who look after their home or family full-time and the provision of unpaid care**



Source: 2001 Census Commissioned Table, Crown Copyright 2004

## Childcare

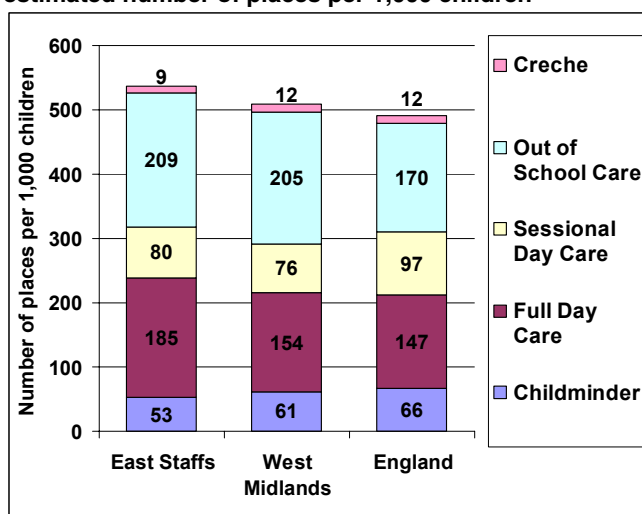
### Large areas of East Staffordshire have no day nursery provision

Across the country, lack of available, affordable childcare is a significant barrier to women's employment. The combination of poor job and pay prospects and high childcare and associated transport costs, makes it uneconomic for many women to consider working before their children reach school age. Even for those with school age children, the multiple journeys involved in moving children between childcare providers, aggravated by a lack of flexible working options, may continue to exclude many women from taking up job opportunities.

**Figure 8.8** shows places available for children under 8 in the following types of registered childcare:

- Childminders
- Full day care - this includes day nurseries, children's centres and family centres
- Sessional day care - day care for children under 8 for a session which is less than a continuous period of 4 hours per day
- Out-of-school care - day care for children under 8 which operates before or after school or during the school holidays
- Crèches - facilities that provide occasional care for children under 8

**Figure 8.8 Providers of day care facilities and the estimated number of places per 1,000 children**



Source: Staffordshire County Council (Children's Information Service) and Registrar General's Mid Year Population Estimates 2002, Vital Statistics, ONS

It shows the estimated number of places per 1,000 children for East Staffordshire, the West Midlands region and England. The data are published by Ofsted and

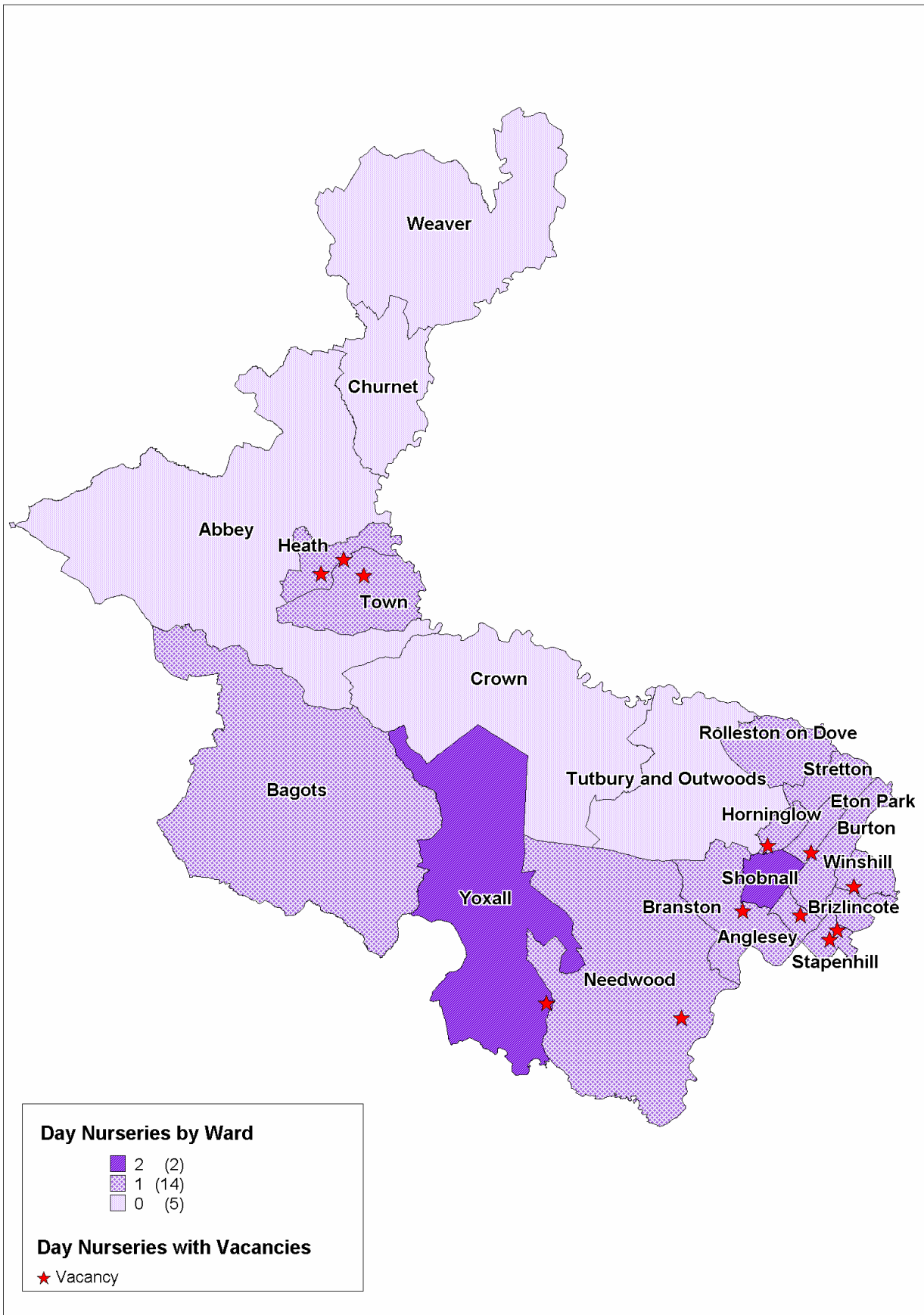
relate to September 2003. In East Staffordshire, there were, overall, more childcare places per 1,000 children than in the West Midlands region and England as a whole. In particular, East Staffordshire had more full day care and out of school care places than the region or England as a whole. However there were fewer childminder and crèche places in East Staffordshire, compared with provision at the regional and national levels.

**Figure 8.9** shows the distribution of day nurseries within the wards in East Staffordshire, together with an indication of the nurseries that had vacancies in July 2004. Day nursery provision was unevenly distributed across the borough and 5 wards appeared to have no day nursery provision.

## Key Points

- In East Staffordshire, more women who work full-time have flexible working arrangements.
- More men working full-time and women working part-time in East Staffordshire report having no working flexibility than in the West Midlands region and England as a whole.
- In East Staffordshire, a smaller number of White Other men and Black Caribbean women provide unpaid care, compared with men and women from other ethnic groups, and with their counterparts regionally and nationally.
- White Irish men and women in East Staffordshire are more likely to provide unpaid care than men and women from the other main ethnic groups in East Staffordshire.
- More men than women work full-time and provide 50 or more hours a week of unpaid care.
- Many men who provide 50 or more hours a week of unpaid care are themselves permanently sick or disabled.
- A high proportion of men who are looking after their home and family are also providing more than 50 hours a week of unpaid care.
- East Staffordshire has, in general, more childcare places per 1,000 children, but fewer childminder and crèche places than the West Midlands region and England as a whole.
- Day nursery provision within East Staffordshire is unevenly distributed throughout the borough, with some areas having no day nursery provision.

Figure 8.9 Day nurseries and vacancies in East Staffordshire, July 2004



Source: Staffordshire County Council and Children's Information Service, 2004. This work is based on data provided through EDINA UKBORDERS with the support of the ESRC and JISC and uses boundary material which is Copyright of the Crown

## Appendix A

### Glossary of 2001 Census Terms<sup>26</sup>

<b>Dependent child</b>	A person aged 0 to 15 in a household (whether or not in a family) or aged 16-18 in full-time education and living with his or her parent(s).
<b>Economically Active</b>	All people who were working in the week prior to the census are described as economically active. In addition, the category includes people who were not working but were looking for work and were available to start work within two weeks. Full-time students who were economically active are included but identified separately. The economic activity question was only asked of people aged 16-74.
<b>Economically Inactive</b>	Specific categories of Economic Inactivity are: retired, student (excludes students who were working or who were in some other way economically active), looking after home/family, permanently sick/disabled and other. A person who is looking for work but is not available to start within two weeks is counted as economically inactive. The economic activity question was only asked of people aged 16-74.
<b>Hours worked</b>	This question is used to derive whether a person is working full-time (31 hour a week or more) or part-time (30 hours a week or less).
<b>Household</b>	From the 2001 census, a household is either: one person living alone; or a group of people (not necessarily related) living at the same address and sharing common housekeeping - sharing either a living room or sitting room, or at least one meal a day.
<b>Limiting long-term illness (LLTI)</b>	A self assessment of whether or not a person has a limiting long-term illness, health problem or disability which limits their daily activities or the work they can do, including problems that are due to old age.
<b>Lone parent family</b>	Usually, a father or mother with his or her child(ren) where the parent does not have a spouse or partner in the household and the child(ren) do not have a spouse, partner or child in the household. It also includes a lone grandparent with his or her grandchild(ren) where there are no children in the intervening generation in the household.
<b>Migrant</b>	A person with a different address one year before the Census to that on Census Day. The migrant status of children aged under one in households is determined by the migrant status of their 'next of kin' (defined in order of preference, mother, father, sibling (with nearest age), other related person, Household Representative Person).  Note: This has changed from 1991 when children under one were not included as migrants.
<b>Other Social rented</b>	Includes rented from Registered Social Landlord, Housing Association, Housing Co-Operative, Charitable Trust and non-profit housing company.

<sup>26</sup> Source: 2001 Census: Definitions, Crown Copyright 2004.

<b>Part-time working</b>	Working part-time is defined as working 30 hours a week or less.
<b>Permanently sick/disabled</b>	A sub-category of 'economically inactive'. There is no direct connection with limiting long-term illness.
<b>Private rented</b>	This includes accommodation that is rented from a private landlord or letting agency, employer of a household member, relative or friend of a household member, or other non Social rented
<b>Provision of unpaid care</b>	A person is a provider of unpaid care if they give help or support to family members, friends, neighbours or others because of long-term physical or mental health or disability, or problems related to old age. Note that there is no specific reference to whether this care is provided within the household or outside the household. Therefore, no explicit link can be created to infer that an individual providing care is providing it to a person within the household who has poor general health, or a LLTI, disability or health problem.
<b>Unemployed</b>	A person is defined as unemployed if he or she is not in employment, is available to start work in the next two weeks and has either looked for work in the last 4 weeks or is waiting to start a new job. This is consistent with the International Labour Office (ILO) standard classification.
<b>Working age</b>	Working age is defined as 16 to 64 for males and 16 to 59 for females.



# Appendix B

## Examples of Occupations in each of the main 2001 Census Occupational Categories<sup>27</sup>

### Managers and Senior Officials

Senior officials in national and local government, directors and chief executives of major organisations

Managers in mining, energy and construction and production, works and maintenance managers

Marketing, sales, purchasing and financial managers and chartered secretaries, advertising and public relations managers

Personnel, training and industrial relations managers

Information and communication technology managers

Research and development, quality assurance, customer care managers

Financial institution, office managers

Transport, distribution, storage, warehouse, retail and wholesale managers

Officers in the Armed Forces, Police Inspectors and above, senior officers in fire, ambulance, prison and related services, security managers

Hospital, health service, pharmacy, healthcare practice managers, social services, residential and day care managers

Farm managers, managers in animal husbandry, forestry and fishing

Hotel and accommodation, conference and exhibition managers, restaurant and catering managers and publicans and managers of licences premises

Property, housing and land managers

Garage managers and proprietors

Hairdressers and beauty salon managers

Shopkeepers and wholesale/retail dealers

Recycling and refuse disposal managers

### Professionals

Chemists, biological scientists, biochemists, physicists, geologists, meteorologists and engineers

IT strategy and planning professionals, software professionals

Medical and dental practitioners, psychologists, pharmacists, pharmacologists, ophthalmic opticians, veterinarians

Higher, further, secondary, primary, nursery and special needs education teaching professionals

Education officers, school inspectors, registrars and senior administrators of educational establishments

Scientific and social science researchers

Solicitors, lawyers, judges and coroners

Chartered and certified accountants, management accountants and consultants, actuaries, economists and statisticians

Architects, town planners, quantity and chartered surveyors

Public service administrative professionals, social workers, probation officers, clergy, librarians, archivists and curators

### Associate Professional and Technical Occupations

Science and engineering technicians

Draughtspersons and building inspectors, environmental health officers

Nurses, midwives, paramedics, medical and dental technicians, therapists, occupational hygienists

Youth and community workers, housing and welfare officers, careers advisers

NCOs and other ranks, police officers (sergeant and below), fire service officers (leading fire officer and below), prison service officers (below principal officer)

Artists, authors, writers, actors, dancers, musicians, graphic designers, journalists, sports players, sports coaches

Air traffic controllers, pilots, train drivers

Brokers, insurance underwriters, estate agents, auctioneers

### Administrative and Secretarial Occupations

Civil service executive officers, administrative officers and assistants, local government clerical officers and assistants

Officers of non-governmental organisations

<sup>27</sup> Source: 2001 Census: Definitions, Crown Copyright 2004.

Credit controllers, accounts and wages clerks, book-keepers, other financial clerks, counter clerks

Filing and other records assistants, pensions, insurance and stock control clerks, transport and distribution clerks

Library assistants, database assistants, market research interviewers, telephonists, communication operators

Receptionists, typists and medical, legal, school, company and other secretaries and personal assistants

### **Skilled Trades**

Farmers, horticultural trades, gardeners, groundsmen and groundswomen, agricultural and fishing trades

Smiths, forge workers, moulders, die casters, sheet metal and metal plate workers, shipwrights, riveters, welding trades, pipe fitters, tool and precision instruments makers and fitters

Motor mechanics and auto engineers, vehicle body builders and repairers, auto electricians, vehicle spray painters

Electricians, able jointers, TV, video and audio, computer, electrical/electronics engineers

Steel erectors, bricklayers, masons, roofers, slaters, plumbers, carpenters and glaziers, plasters, floorers, painters and decorators

Weavers, knitters, upholsterers, leather and related trades, tailors and dress makers

Printers, bookbinders, screen printers

Butchers, bakers, fishmongers, chefs, cooks

Glass and ceramics makers, furniture makers, musical instrument makers and tuners, goldsmiths, silversmiths, florists

### **Personal Service Occupations**

Nursing auxiliaries and assistants, ambulance staff, dental nurses

Houseparents, residential wardens, care assistants and home carers

Nursery nurses, childminders, playgroup leaders, educational assistants

Veterinary nurses, animal care occupations

Sports and leisure assistants, travel agents and tour guides, air and rail travel assistants

Hairdressers, barbers, beauticians

Housekeepers, caretakers

Undertakers and mortuary assistants

Pest control officers

### **Sales and Customer Service Occupations**

Sales and retail assistants, cashiers, checkout operators, telephone sale persons

Credit agents, debt, rent and other cash collectors

Market and street traders, merchandisers and window dressers

call centre agents/operators, customer care occupations

### **Process, Plant and Machines Operatives**

Food, drink, tobacco, glass, ceramic, textile, chemical, rubber, plastics and metal making process operatives, electroplaters

Paper and wood machine operatives, coal mine, energy plant, water and sewage plant operatives

Assemblers, tyre, exhaust and windscreen fitters, sewing machinists

Scaffolders, road and rail construction and maintenance operatives

Heavy goods vehicle, van, bus, coach and taxi drivers, chauffeurs, driving instructors, seafarers and air transport operatives

Crane, fork-lift truck and agricultural machinery drivers

### **Elementary Occupations**

Farm workers, labourers, packers

Postal workers

Hospital porters, hotel porters

Kitchen and catering assistants, waiters, waitresses, bar staff

Window cleaners, road sweepers, cleaners, refuse and salvage occupations

Security guards, traffic wardens, school crossing patrols, school mid-day assistants, car park attendance, shelf fillers.



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