

## Gender Profile of West Sussex's Labour Market

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# Preface

## Gender and Employment in Local Labour Markets

This Gender Profile of the West Sussex Labour Market completes the first stage of this Sheffield Hallam University led project funded by the European Social Fund involving West Sussex Council and 10 other local authorities in England.

The Profile presents extensive data relating to the West Sussex labour market and includes the most up to date analysis available from the 2001 Census. The report brings out differences between women's and men's participation in the local labour market and makes comparisons with the region and England.

The publication of the project is timely given the work being undertaken at the moment by West Sussex County Council on equalities within its own workforce.

The profile highlights differences in terms of demography and economic indicators including participation rates, patterns in employment, pay levels, education attainment and skill levels within West Sussex. It builds on work already undertaken by the County Council which recognises that the economy of the coastal area is in need of regeneration with a need for better skills and quality jobs. This is being tackled through the partnership of the Area Investment Framework (AIF) project. The profile also identifies issues of low pay and high levels of part time work in parts of the county, both on the coast but also in the Crawley area. The Crawley/Gatwick area has experienced rapid growth in employment mainly, but not exclusively on the back of airport related activity. However much of this growth has been of a low wage and low skill nature. The recently launched 'Gatwick Diamond' project involving West Sussex County Council and partners will be considering such issues.

The second stage of the Project will be the development of the Local Research Studies which will further explore some of the issues identified in the Profile and will complement work already underway in the coastal area and the Crawley/Gatwick area:

- Low paid, part time work – why do Women work below their Potential? This study will have a particular focus on the West Sussex coastal area and Crawley/Gatwick area;
- Women's poverty and Economic Disadvantage, the impact of Regeneration Initiatives and Developments. This will focus on the West Sussex Coastal Strip
- Local Challenges in Meeting Demand for Domiciliary Care

This profile provides a baseline of women's and men's relative positions in the economy of West Sussex which will enable policy makers to understand better where and how to make interventions. It will therefore be instrumental in informing our future priorities to ensure that inequalities are actively addressed through targeted actions.

Mark Hammond

**Chief Executive**

**West Sussex County Council**





# Acknowledgements

This Gender Profile for West Sussex, 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 Stiell.

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.

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# 1. Introduction and Executive Summary

This **Gender Profile of West Sussex's Labour Market** explores the relative labour market situation of women and men in West Sussex, compared with the South East region and England as a whole. It focuses on how women and men in West Sussex 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 West Sussex, 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 both county and district level. Wherever data has been available, we have included information about the different West Sussex districts, as well as about the county of West Sussex.

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 West Sussex'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 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 choice, 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 West Sussex (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 Gender Profile is organised in eight chapters, which are briefly summarised here:

## The Local Setting

West Sussex is predominantly a service sector economy, with financial and other business activities, distribution, hotels and catering, and public administration being particularly important. Both agriculture and tourism provide significant employment in some parts of the county, however these sectors are



often associated with seasonal and low paid jobs. Nearby Gatwick Airport has boosted the economy in the Crawley area and created a major growth centre. In general terms, the county is fairly affluent, though there are noticeable differences between its districts and at sub district level pockets of relative deprivation and poverty emerge.

Since 1991 the population has increased by 46,000 and reaching 756,000 in 2002. The increase affected all age groups but the rise in the proportion of children and people of working age was significantly higher than in England as a whole. The biggest percentage increase in population was seen in Crawley (13 per cent). Despite these changes, the County has proportionally fewer people aged 20-34 and more people aged 50 and over. One notable feature of the West Sussex population is its rather small number of men and women from Black and Minority Ethnic Groups (6.3 per cent and 6.6 per cent respectively), well below the English average (13 per cent for both sexes). Crawley, with its vibrant economy and jobs, has attracted more people from Black and Minority Ethnic groups, and the area is considerably more ethnically diverse than the rest of the County.

General indicators of health and well-being in the County are relatively good, and West Sussex has higher rates of life expectancy at birth, lower rates of people with a limiting long-term illness (LLTI), and a lower teenage pregnancy rate, compared with England as a whole. However, there are differences between the districts, with Adur, Arun and Worthing showing higher rates of LLTI and Crawley and Worthing higher rates of teenage pregnancy.

By comparison with the English average, rather fewer people in West Sussex rent their homes from the local authority, and there is a concomitant high level of owner occupation. The County has higher levels of single pensioner and all pensioner households compared with England, and fewer 'other' households, which include extended families and all student households. House prices in West Sussex have risen in line with national increases, and the average house price in 2003 was £207,000 although there are vast differences in housing costs within the county.

### Education and Skills<sup>3</sup>

West Sussex's official education statistics show a generally very positive picture. Achievement among pupils, both boys and girls, is high in comparison with the South East region and England as a whole in tests at ages 7, 11 and 14. GCSE/GNVQ achievements by 16

year olds in maintained schools are also high in comparison with the regional and national levels.

After 16, boys and girls in West Sussex are more likely to continue in education than their counterparts in England. However, there is evidence of strongly gendered subject choice among pupils at these stages, and girls in West Sussex are less likely to choose mathematics for 'A' level study, and boys less likely to choose English, a pattern consistent with both the regional and national patterns.

Of those who leave education, fewer boys and girls in West Sussex are listed as not settled. Most boys who begin work at 16 enter skilled trades or elementary occupations, while comparable girls tend to enter personal service or administrative and secretarial jobs.

Among West Sussex's working age population, men and women aged 35-64 are better qualified than their counterparts nationally. However, in the 16-34 age group both men and women in West Sussex are less likely to have degree level qualifications.

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

The proportion of economically active men and women in West Sussex is higher than in the South East region and England as a whole. More men work full-time in West Sussex compared with their counterparts nationally, and more women are employed part-time than in the region and England as a whole.

Between 1991 and 2002 there was a net increase of jobs in West Sussex. The biggest increase in full-time jobs was seen in Chichester and in part-time jobs in Crawley. Although the trend was upward for both men and women, the increase was considerably higher for men. There was a significant increase, 39 per cent, in full-time jobs for men compared with the region (20 per cent) and England as a whole (10 per cent). At the same time the percentage increase in full-time jobs held by women was only 19 per cent, close to the regional average but higher than nationally (13 per cent). Over the same period, the number of part-time jobs held by men nearly doubled, as in the region and England as a whole. Women's part-time jobs increased by a third, also close to the regional trend but higher than nationally.

For West Sussex's men, there was a notable decrease in manufacturing jobs between 1991 and 2002 in all districts, except in Worthing which saw a small increase. On the other hand, the proportion and number of jobs held by men in banking and finance, public administration, education and health increased in all districts, especially in Chichester. West Sussex saw a fall in women's share of jobs in manufacturing, public administration, education and health, whilst Adur

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<sup>3</sup> Data are only presented here for West Sussex but it should be noted that there is considerably variation in attainment across the West Sussex districts.

experienced a large increase in women's employment in distribution, hotels and restaurants.

There are marked differences in the occupations of men and women in West Sussex. Nearly 25 per cent of women work in administrative and secretarial occupations and 15 per cent in personal services. Over 20 per cent of men work as managers and senior officials, and approximately the same proportion in skilled trades.

About 60 per cent of both men and women travel to work by car, which is similar to the region, but higher than the national figures, especially for women. Between 1991 and 2001 there was a significant increase in the proportion of women driving to work. Men in West Sussex tend to travel longer distances to work, while women often work closer to home.

Men of working age in West Sussex work longer hours, with 26 per cent working above the threshold of 48 hours a week, compared with 24 per cent of men in England as a whole. Part-time work is much more prevalent among women, with nearly 30 per cent working 38-48 hours and a similar proportion working 16-30 hours per week.

### The Gender Pay Gap

Women working full-time in the County earned on average £10.31 per hour in 2003, compared with £13.85 per hour for men. For men in full-time employment the rate was lower than in the South East region but higher than in England, while women earned less than their counterparts both regionally and nationally. In full-time jobs, average weekly pay was £400 for women and £561 for men. There is a significant gender pay gap between men and women in full-time employment, with women earning only 70 per cent of men's weekly pay, which is similar to the position in the region but less than nationally. The pay gap is narrowest in full-time personal service, part-time sales and customer service occupations, and widest in full-time managerial and senior professional jobs.

Although there is little difference between West Sussex and England in the amount that the bottom 10 per cent of earners earn, the top 10 per cent of female full-time earners in West Sussex earn much less than their counterparts in the region and England.

### Unemployment and Economic Inactivity

A low proportion of men and women of working age in West Sussex are unemployed. Estimates of 'real' unemployment (which includes those who do not make a claim for unemployment benefits) for both men and women are lower than in the South East region and England. The difference between the claimant count and

the 'real' unemployment rate is greatest for women, suggesting that women are more likely to experience 'hidden' unemployment. Among those who are unemployed, West Sussex has a lower percentage of people of working age who have never worked, compared with the region and England as a whole. In West Sussex, comparatively more unemployed men and women previously worked as managers, senior officials, professionals or associate professionals.

Qualifications have a significant effect on employment status. In West Sussex, 18 per cent of women with no qualifications were looking after their home or family full-time compared with just 10 per cent of highly qualified women. 59 per cent of women with no qualifications were in employment, compared with 80 per cent of women with a degree. In West Sussex, both men and women without qualifications were much more likely to be in employment than those in the South East and in England.

Only 11 per cent of dependent children in West Sussex live in households with no working adult, compared with 17 per cent in England, and nearly 56 per cent live in households with two or more working adults, six per cent more than in England as a whole. Also, a higher proportion of male (72 per cent) and female (56 per cent) lone parents with dependent children in West Sussex were in employment compared to those in England (57 per cent and 48 per cent respectively).

### Women, Men and Diversity

West Sussex has a rather small ethnic minority population. Among people of working age, the White Other, White Irish, Indian and Pakistani populations are the numerically largest groups.

Economic activity indicators vary considerably between ethnic groups. Among those aged 25+, Indian men and women are more likely to be employed full-time than White British and White Irish men and women. 8 per cent of Pakistani men and 5 per cent of Pakistani women were unemployed, compared with 3 per cent and 2 per cent of men and women in the White British and White Other populations. 38 per cent of Pakistani women look after their home or family full-time, compared with 9 per cent of White British and 8 per cent of White Irish women.

The county's Indian and Pakistani populations are heavily concentrated in the wholesale, retail, restaurants and hotels sector (36 per cent of women and about 30 per cent men in these groups). Men and women from these groups are also most likely to work in the transport industry. White Irish men and women are more likely to be employed in the health sector.

## Work-Life Balance

Analysis of working time patterns shows that working age men in West Sussex are more likely than their regional and national counterparts to have a flexi-time arrangement in place. However, flexi-time working is less widespread among women in West Sussex compared with women in the region and England as a whole.

In West Sussex, there are fewer childcare places per 1,000 children than in the South East region, but more than in England as a whole. In particular, West Sussex has fewer full day care and out of school care places, but more sessional day care places, than the region or England as a whole. Large areas of the County have no day nursery provision, and facilities are more concentrated in areas of high population, such as Worthing and Crawley.

Among people of working age in West Sussex, about one in ten men and about one in seven women provide regular unpaid care to a person who is disabled, sick or old. This is similar to levels of care provided nationally, with women in Adur, Arun and Chichester providing most unpaid care. 2 per cent of women in West Sussex are unpaid carers for 50 or more hours per week.

## Using the Gender Profile<sup>4</sup>

The Gender Profile has been designed as a resource for all those interested in West Sussex's men and women. It provides a detailed picture of how West Sussex's people, in all their diversity, are faring in relation to the county's labour market at the start of the 21<sup>st</sup> century. Recent labour market changes and trends, particularly in West Sussex'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 West Sussex - 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>4</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 West Sussex 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 three new local research studies: "Enhancing Employment Opportunities for Women from Black and Minority Ethnic Groups"; "Women's Poverty and Economic Disadvantage: the impact of regeneration initiatives and developments"; and "Local Challenges in Meeting Demand for Domiciliary Care". The Centre for Social Inclusion welcomes enquiries from organisations and individuals interested in commissioning future work of this type.

## 2. The Local Setting

### The County of West Sussex<sup>5</sup>

West Sussex lies on the coast of central southern England. Historically cut off from the rest of the country by the dense Wealden woods, a key element of its character is the strongly defined settlement pattern of small to medium-sized towns and villages, the largest being Crawley and Worthing. Development is mainly concentrated on the coast and along the M23 corridor in the east of the County, with the centre almost wholly rural.

West Sussex is a catalogue of English history. Iron Age Hillforts on the South Downs are reminders of the length of time people have been relying on the chalk hills for their livelihood. Over half of the County lies in designated Areas of Outstanding Natural Beauty (AONB).

The county of West Sussex is made up of seven districts: Adur, Arun, Chichester, Crawley, Horsham, Mid Sussex, and Worthing. At the time of the 2001 Census their population sizes were 59,634, 140,736, 106,466, 99,734, 122,100, 127,376 and 97,571 respectively.

**Adur** covers around 4,180 hectares and is an area which stretches inland from the Sussex Coast to the South Downs, and extends to the border with Worthing in the west, to Hove's boundary in the east. The word 'Adur' is said to be of Celtic origin and comes from 'Dwyr' meaning water. The District takes its name from the River Adur, which divides Shoreham-by-Sea, Southwick and Fishergate to the east, from Coombes, Lancing and Sompting in the west. Roughly half of Adur is made up of undulating downland, and yet it includes the commercial port at Shoreham and one of the oldest licensed airports in the country. Within a small and compact area Adur enjoys the benefits of the sea, the Downs, and places of historic and maritime interest.

The district of **Arun** covers 22,190 hectares and lies on the south coast. The population is concentrated along the coast and in the main towns are Arundel, Littlehampton and Bognor Regis. The A27 and the railway are the district's main communication links. Over two thirds of the district is in agricultural use and about half of the district is included within the South Downs AONB. Arun has higher unemployment levels than the county average, the county's lowest economic activity

rate and weekly earnings lower than the county average. Homelessness and the use of bed and breakfast accommodation has grown.

**Chichester** is a largely rural district bordering Hampshire and Surrey. It is the largest of the seven districts in West Sussex and covers over 78,700 hectares, two thirds of which are in designated AONB. Chichester, along with Arun, has a growing horticultural industry, but it is a predominately service sector economy. Population is concentrated in the city of Chichester which is the county town of West Sussex. Other towns include Selsey, Midhurst and Petworth. The district benefits from good road and rail networks to London, and to other south coast towns.

**Crawley** covers just over 2 per cent of the land area of West Sussex. It was largely built during the late 1940s following its designation as a new town. Extra neighbourhoods have been added in the 1960s, 1980s and 1990s. It has excellent rail and road links, being situated near the junctions of the M23 and M25, and air links to other UK airports and abroad via Gatwick airport, which is within the borough boundary and is the world's busiest single runway airport. The Borough has some of the highest economic activity rates in the county. Average earnings are higher than the county and regional averages and the population is younger than in the rest of the county. Overall deprivation levels are low, although there are pockets of deprivation in the Bewbush, Broadfield, Langley Green and Southgate wards.

The district of **Horsham** covers 53,100 hectares and is located between the North and South Downs. About 50 per cent of the population live in the main town of Horsham, with the remainder spread amongst a number of small rural towns, including Southwater, Billingshurst, Steyning, Storrington and Pulborough. The remaining area is rural, with scattered small villages. Parts of the District lie within the High Weald AONB to the east and South Downs AONB to the South. The population has grown rapidly over the last 20 years, with an increasing proportion of older residents. Horsham is an affluent area with demand for housing greater than the current level of supply, leading to high average house prices.

**Mid Sussex** district is on the eastern edge of West Sussex, on the border with East Sussex, with Surrey to the north and Brighton and Hove to the south. With an area of 33,400 hectares it is one of the larger districts in the county. There are three main towns: East Grinstead, Burgess Hill and Haywards Heath. The District benefits from good road and rail links to Brighton in the south and London in the north, and Gatwick airport is nearby. Some 60 per cent of the district lies in an AONB. It has a predominately service sector based economy, and has some of the highest employment rates in the county.

<sup>5</sup> Source: [www.westsussex.gov.uk](http://www.westsussex.gov.uk) and Comprehensive Performance Assessments ([www.adur.gov.uk](http://www.adur.gov.uk), [www.arun.gov.uk](http://www.arun.gov.uk), [www.chichester.gov.uk](http://www.chichester.gov.uk), [www.crawley.gov.uk](http://www.crawley.gov.uk), [www.horsham.gov.uk](http://www.horsham.gov.uk), [www.midsussex.gov.uk](http://www.midsussex.gov.uk), [www.worthing.gov.uk](http://www.worthing.gov.uk))



The high cost of housing in the district highlights the need to provide affordable housing.

**Worthing** is the second largest town in the county. The borough is predominantly urban, bordered by an AONB to the north, coastline to the south and with narrow strips of rural land to the east and west separating it from neighbouring authorities. Worthing's population is older than the county average and it has one of the highest proportions of population over 80 years old in England. The Borough is popular as a tourist destination and for shopping, cultural and leisure pursuits, but has some of the higher levels of deprivation in West Sussex.

From the English Indices of Deprivation 2004 (ID2004)<sup>6</sup> the average of the scores for West Sussex ranks the county 133 out of 149 counties where 1 is the most deprived and 149 the least. Thus, overall, West Sussex scores favourably, however, intra county variations begin to emerge when looking at district level scores and ranks and areas within districts. The IMD2004 is published at sub ward area levels, known as Super Output Areas (SOAs). None of West Sussex's 503 SOAs are in the 10 per cent most deprived areas, but nine SOAs, all within either Worthing or Arun, are in the 20 per cent most deprived areas in England. The most deprived SOA is within Worthing's Central ward and is ranked 4,742 out of the 32,482 SOAs in England, where 1 is the most deprived. **Figure 2.1** shows the Districts in West Sussex, indicating the Index of Deprivation 2004 scores for the SOAs within them.

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 Barriers to Housing and Services (including affordability of housing, overcrowding and access to services such as GP surgeries, schools, Post Offices and supermarkets), 30 (6 per cent) of West Sussex's SOAs, mainly in Chichester and Crawley, are in the 5 per cent most deprived areas in the country. One SOA in Wisborough Green ward in Chichester is ranked as the 141<sup>st</sup> most deprived in the country for this domain. Within the Education and Skills domain there are 38 county SOAs which are within the 20 per cent most deprived under this domain, 11 of these are in Crawley, and the worst 10 per cent are all either in Adur or Arun.

Whilst the county of West Sussex appears relatively affluent from the IMD2004, there are significant areas of deprivation throughout, including rural areas, some of the traditional coastal towns and in Crawley.

## The Industrial Structure and Labour Market in West Sussex<sup>7</sup>

West Sussex is predominately a service sector economy. The importance of manufacturing has fallen even since 1991 when this sector accounted for 15 per cent of the county's jobs compared with 11 per cent in 2002. This follows national and regional trends. Of the service sectors within West Sussex, the greatest proportion of employee jobs lies in the distribution, hotels and catering sector.

Unemployment is below the national average, but this disguises significant variation in the county. For example, Gatwick Airport and neighbouring Crawley are among the fastest growing economies in the country, whilst there remain significant pockets of deprivation in rural areas and some coastal towns.

Both agriculture and tourism provide significant employment in some parts of the county. However, the seasonality and low pay associated with these industries, together with the high cost of housing in the county, make the availability of affordable housing a major issue.

Further information about the Industrial Structure and Labour Market in West Sussex is presented in Chapter 4.

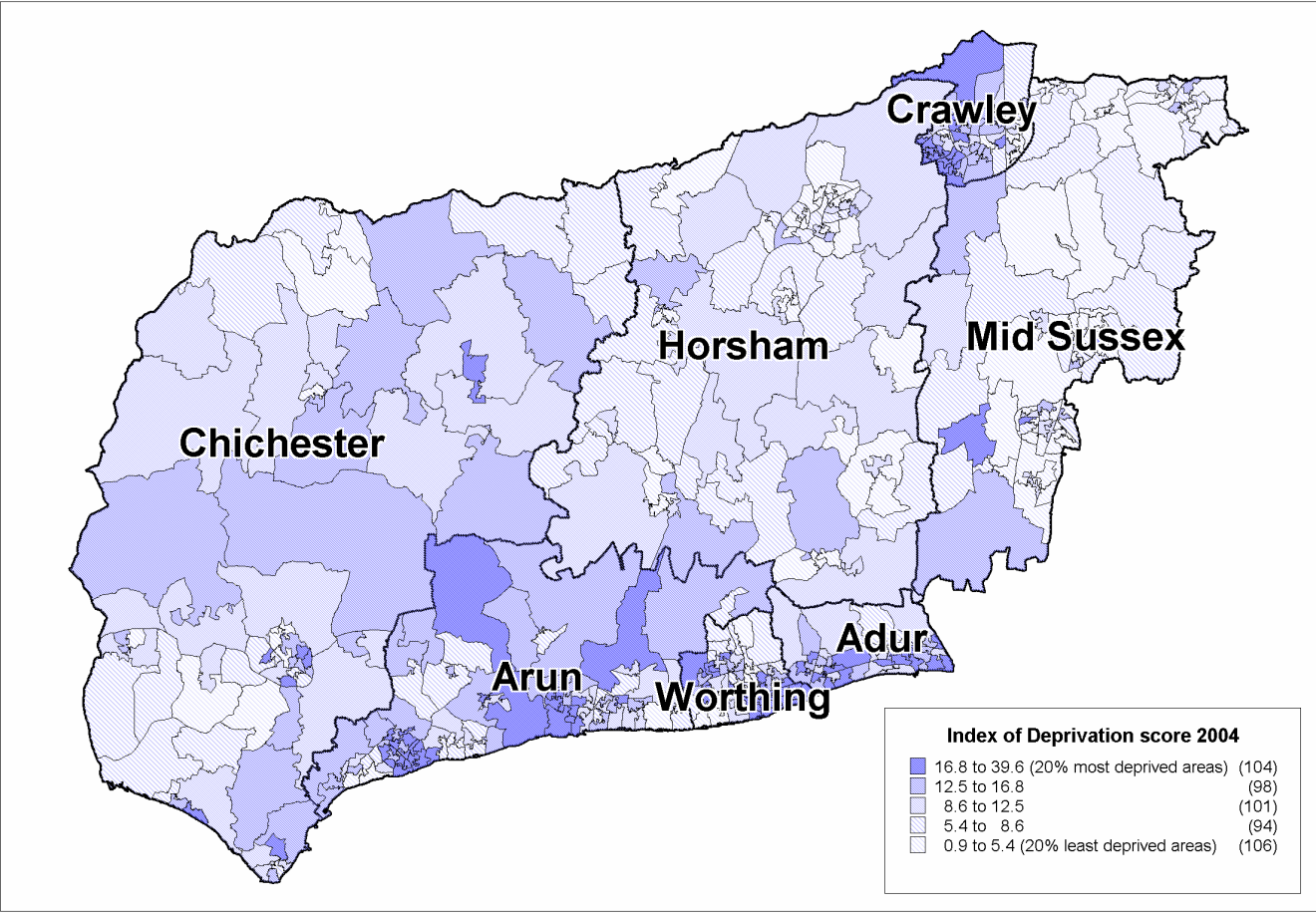
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<sup>6</sup> Source: Office of the Deputy Prime Minister, Indices of Deprivation 2004.

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<sup>7</sup> Source: [www.westsussex.gov.uk](http://www.westsussex.gov.uk) and Comprehensive Performance Assessments

Figure 2.1 Index of Deprivation 2004



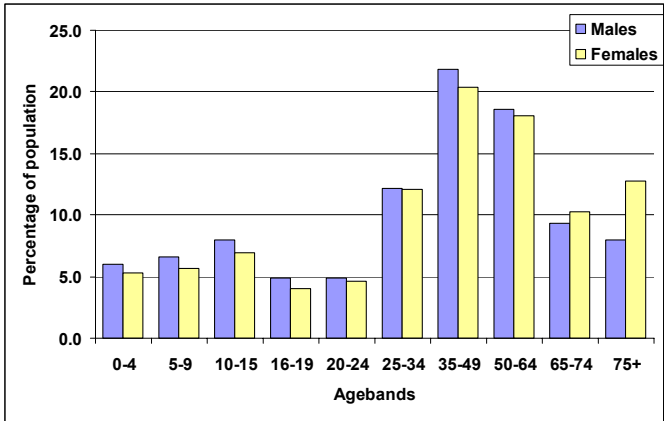
Source: ODPM, Crown Copyright 2004. This work is based on data provided through EDINA UKBORDERS with the support of the ESRC and JISC and uses boundary material which is Copyright of the Crown

The People of West Sussex

West Sussex has a population of 755,900<sup>8</sup>. **Figure 2.3** shows the population profile for West Sussex and **Figure 2.4** the difference between the profiles for West Sussex and England. West Sussex has proportionally:

- fewer children
- fewer people aged 20-34, especially those aged 25-34
- more people aged 50 and over, particularly women aged 75 and over

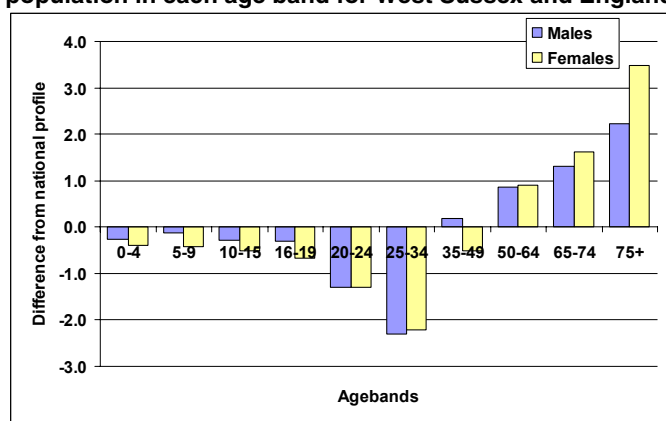
Figure 2.3 Population profile by age and sex



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

<sup>8</sup> Source: Registrar General's Mid-2002 Population Estimate, Crown Copyright 2004, ONS.

**Figure 2.4 Difference between the percentage of the population in each age band for West Sussex and England**



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

The population profiles for the Districts within West Sussex are similar to the county for children aged 0-15 and young people aged 16-19. However, above this age there is significant variation with:

- proportionally fewer people aged 25-49 in Arun and Chichester, but more people aged 65 and above (particularly women aged 75 and above in Arun)
- more people aged 20-49 in Crawley, but fewer people aged 50 and above; Crawley has over 5 per cent fewer women aged 75 and above compared with the county profile
- more people aged 35-49, but fewer people over retirement age, in Horsham and Mid Sussex
- fewer women aged 35-64 in Worthing, but over 4 per cent more women aged over 75 compared with the county profile. Over 17 per cent of the female population in Worthing is aged over 75 (compared with 9 per cent nationally)

### Population Change and Migration

Between 1991 and 2002 the population of West Sussex increased by 45,900 people, or 6.5 per cent. However, as **Figure 2.5** illustrates, this was not a uniform increase across all ages or districts. Over this period there was a 2.5 per cent increase in the proportion of people over retirement age, compared with a 9 per cent increase in the proportion of the population who are children. The overall increase in West Sussex is greater than that seen in the region and England as a whole.

**Figure 2.5 Change in the population, West Sussex districts, 1991 to 2002**

Area	Total change - number (%)	Change in the proportion in each age group (%)		
		0-15	16-64/59	65/60+
Adur	2,000 (3.4)	800 (7.5)	1,500 (4.5)	-200 (-1.3)
Arun	11,300 (8.7)	2,800 (13)	7,800 (11.4)	700 (1.7)
Chichester	4,900 (4.8)	1,200 (6.9)	2,700 (4.7)	1,100 (4.1)
Crawley	11,500 (13.0)	2,000 (10.5)	6,900 (12.5)	2,700 (19.3)
Horsham	12,700 (11.6)	3,200 (14.6)	7,000 (10.5)	2,500 (11.7)
Mid Sussex	3,200 (2.6)	600 (2.4)	900 (1.2)	1,800 (7.9)
Worthing	200 (0.2)	1,600 (9.8)	2,800 (5.4)	-4,100 (-14.1)
West Sussex	45,900 (6.5)	12,200 (9.3)	29,400 (7.2)	4,300 (2.5)
South East	409,200 (5.4)	71,400 (4.7)	259,600 (5.6)	78,200 (5.4)
England	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, Crown Copyright 1993.

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

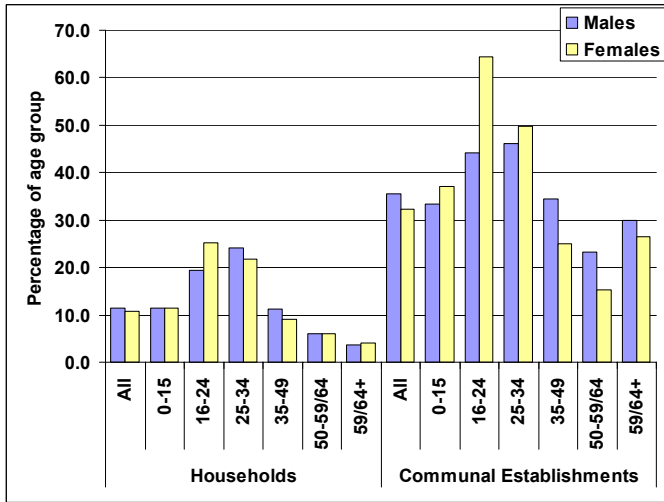
The population increased during this time in all the West Sussex districts, with the biggest percentage increase seen in Crawley (13 per cent, 11,500 people) and the smallest in Worthing (just 0.2 per cent, 200 people). Across the West Sussex districts interesting changes were seen in the proportion of people over retirement age, with decreases in this age group in Adur (-1.3 per cent) and Worthing (-14 per cent) and increases in all the other districts, with the biggest increase seen in Crawley (+19 per cent).

Using data from the 2001 Census, it is also possible to explore the patterns in migration into and out of West Sussex in the year prior to the Census. In West Sussex, 11 per cent of residents moved in the year before the Census, similar to the figures for the region (13 per cent) and for England as a whole (12 per cent). This varied across the district, from just 9.8 per cent of people in Adur who had a different address one year before the Census, to 13 per cent in both Chichester and Worthing (and 11 per cent in both Horsham and Mid Sussex and 12 per cent in both Arun and Crawley).

**Figure 2.6** shows the percentage of people in West Sussex 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 West Sussex, 2.2 per cent of the population are resident in Communal Establishments, compared with 2.4 per cent in the South East region, and 1.8 per cent in England. This again varied across the West Sussex districts, from just 0.6 per cent of people in Crawley to 2.7 per cent in Chichester (Adur 1.5 per cent, Arun 2.8 per cent, Horsham 2.4 per cent, Mid Sussex 2.3 per cent and Worthing 2.6 per cent).

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

**Figure 2.6 Percentage of people in West Sussex with a different address on year ago, by age and sex**

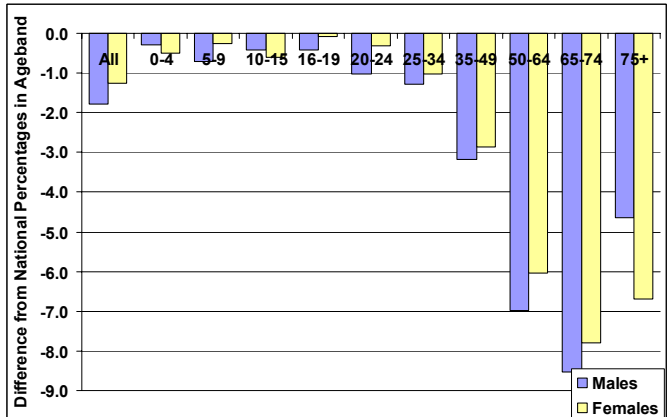


Source: 2001 Census Standard Tables, Crown Copyright 2003

### Selected Health Indicators

The proportion of people with a **Limiting Long-Term Illness (LLTI)** in West Sussex (15 per cent of males and 17 per cent of females) is similar to that in the South East region (14 per cent of males and 16 per cent of females) and in England (17 per cent of males and 18 per cent of females). However, **Figure 2.7** shows that the proportion of people aged 35 and over who have a LLTI is lower in West Sussex, particularly for men aged 50-74 and women aged 75 and above, than for the same age groups in England as a whole.

**Figure 2.7 Difference between the percentage of the population in each age band with a Limiting Long-Term Illness (LLTI) for West Sussex and England**



Source: 2001 Census Standard Tables, Crown Copyright 2003

Proportionally more people in Adur, Arun and Worthing have a LLTI than in West Sussex, and fewer people in Crawley, Horsham and Mid Sussex. There is also variation between the districts. Proportionally:

- significantly more people aged 50 to 74 in Adur, Arun and Worthing (and more people aged 75 and over in Adur and Worthing) having a LLTI
- fewer people aged 35-74 in Horsham and Mid Sussex (and fewer people aged 65 and over in Chichester) have a LLTI
- over 5 per cent more women aged 65-74 in Crawley (and over 5 per cent more men aged 50-64 in Worthing) have a LLTI than the county average

In West Sussex the **conception rate amongst 15-17 year olds** was 31.9 per 1000 women<sup>9,1</sup> (with 49 per cent ending in abortion) in 1999-2001, compared with 34.4 per 1000 women in 1996-1998 (with 50 per cent ending in abortion). This was considerably lower than the rate for both the South East, 35.4 per 1,000 women (with 47 per cent ending in abortion) and in England as a whole, 43.5 (with 45 per cent ending in abortion).

However, within West Sussex, there is significant variation in the conception rate amongst 15-17 year olds, from just 18.2 per 1000 women in 1999-2001 in Horsham (with 46 per cent ending in abortion), the sixth lowest district rate in the country, to 47.8 per 1,000 women (39 per cent ending in abortion) in Crawley (above the national average). The corresponding figures for the other West Sussex districts are 37.6 (51 per cent) in Adur, 39.8 (36 per cent) in Arun, 24.5 (60 per cent) in Chichester, 22.0 (52 per cent) in Mid Sussex and 43.6 (50 per cent) in Worthing.

<sup>9</sup> Source: Key Population and Vital Statistics 2001, Office for National Statistics. Crown Copyright 2003.



People in West Sussex also have an increased **life expectancy** when compared with England as a whole, although this too varies by District. In 1999-2001, males in Worthing had a life expectancy of 75.2 years at birth, compared with 77.1 in Horsham, 76.9 in the South East, and 75.7 in England. (Life expectancy for men in the other West Sussex Districts was 76.1 years in Adur, 75.6 in Arun, 76.4 Chichester, 75.9 in Crawley and 76.8 in Mid Sussex.) For women the figures ranged from 80.5 in Crawley to 82.6 in Horsham, compared with 81.3 in the South East and 80.4 in England. (Life expectancy for women in the other West Sussex Districts was 81.6 years in Adur, 81.2 in Arun, 81.9 in Chichester, 81.7 in Mid Sussex and 81.0 in Worthing.) This ranks Horsham as 7<sup>th</sup> for men and 14<sup>th</sup> 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. (Ranks for the other West Sussex Districts are, for men and women respectively, 109 and 94 in Adur, 100 and 140 in Arun, 13 and 48 in Chichester, 60 and 216 in Crawley, 33 and 72 in Mid Sussex and 242 and 153 in Worthing.)

### Minority Ethnic and Religious Groups

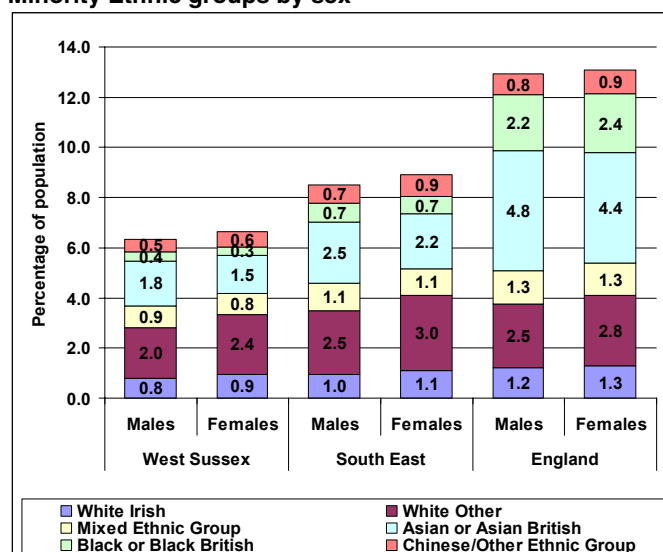
**Figure 2.8** shows that 6.3 per cent of males and 6.6 per cent of females in West Sussex are from Black and Minority Ethnic groups<sup>10</sup>. This is lower than in the South East region (8.5 per cent of males and 8.9 per cent of females) and in England (13 per cent of both men and women). In West Sussex, the largest Ethnic Minority groups are the White Other group (16,750 people, 2.2 per cent of the population), White Irish (6,529 people, 0.9 per cent of the population) and the Indian population (6,117 people, 0.8 per cent of the population).

In the West Sussex Districts, the percentage of the population from Black and Minority Ethnic groups is 4.6 per cent in Adur, 3.9 per cent in Arun, 4.5 per cent in Chichester, 15.5 per cent in Crawley, 5.3 per cent in Horsham, 6.4 per cent in Mid Sussex and 5.9 per cent in Worthing.

The 2001 Census also provides information about religious groups. The largest minority religious groups in West Sussex are Muslims (7,603 people, 1.0 per cent of the population) and Hindus (4,623 people or 0.6 per cent of the population). 71 per cent of males and 77 per cent of females state that they are Christians, which is similar to the South East region (70 per cent of males and 76 per cent of females) and England as a whole (69 per cent of males and 75 per cent of females). 18 per cent of men and 13 per cent of women in West Sussex said that

they had no religion, and 8 per cent of men and 7 per cent of women did not state a religion.

**Figure 2.8 Percentage of the population from Black and Minority Ethnic groups by sex**



Source: 2001 Census Standard Tables, Crown Copyright 2003

### Households and Housing

There are 320,903 households in West Sussex<sup>11</sup>, of which 30 per cent are single person households. This is similar to the South East region (29 per cent) and England as a whole (30 per cent). West Sussex has a similar proportion of lone parent households with dependent children (5 per cent) to the South East (5 per cent) and England (6 per cent). The main differences are:

- a higher proportion of single pensioner households (17 per cent) compared with England (14 per cent) but similar to the region (16 per cent)
- fewer 'other' households (which include extended families and 'all student' households) (5 per cent) compared with the South East (6 per cent) and England (7 per cent)
- a higher proportion of all pensioner households (12 per cent), compared with the region (10 per cent) and England as a whole (9 per cent)

Within West Sussex:

- Adur (25,880 households) and Arun (62,724 households) are similar, with 31 per cent and 33 per cent single person households respectively (and with 19 per cent single pensioner households in Adur and 21 per cent in Arun). In these districts, 6

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

<sup>11</sup> Source: 2001 Census Standard Tables, Crown Copyright 2003.

per cent and 5 per cent of households contain lone parent households with dependent children. In Arun, 15 per cent of households are all pensioner households, compared with 12 per cent in Adur.

- Chichester has 45,787 households and has a similar household structure to West Sussex. 30 per cent of households are single person households (19 per cent single pensioner households) and 4 per cent are lone parent households.
- Crawley (40,369 households), Horsham (50,038 households) and Mid Sussex (51,985 households) all have a similar proportion of single person households (27 per cent). 12 per cent of households in Crawley are single pensioner households, compared with 14 per cent in Horsham and Mid Sussex. However, Crawley has the highest proportion of lone parent households of the West Sussex districts (7 per cent), while Horsham has the lowest (4 per cent).
- In Worthing (44,122 households) over 36 per cent of households are single person households. More than a fifth are single pensioner households (21 per cent), although only 11 per cent are all pensioner households compared with 15 per cent in Arun. 5 per cent of households in Worthing are lone parent households with dependent children.

In West Sussex, 76 per cent of households are owner occupied, 13 per cent are rented from a social landlord (7 per cent rented from the council) and 9 per cent are privately rented. In the South East the figures are 73 per cent, 14 per cent (7 per cent rented from the council) and 11 per cent respectively, and in England 68 per cent, 19 per cent (13 per cent rented from the council) and 10 per cent.

Therefore, West Sussex has:

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

Within West Sussex:

- Mid Sussex has the highest level of owner occupation (80 per cent) and Crawley the lowest (67 per cent)

- Crawley has the highest level of households renting either from a social landlord (23 per cent) or from the council (20 per cent)
- Arun has the smallest proportion of households renting from a social landlord (9 per cent), but in Mid Sussex, where over 10 per cent of households are rented from a social landlord, fewer than 0.5 per cent are rented from the council
- 12 per cent of households in Worthing live in private rented accommodation, compared with just 6 per cent in Adur

Data from the Land Registry for the last quarter of the years 2000 and 2003 show that **house prices** in West Sussex have risen by a similar amount to the national increase. The average house price in West Sussex has risen from £139,500 to £206,900 (a 48 per cent increase) and 19 per cent more 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 in the last quarter of 2003 than 2000.

Within West Sussex there is significant variation in the average house price, as well as the increase in house prices since 2000 and the number of houses sold. Adur has the lowest average house price (£101,500 in 2000 and £168,700 in 2003, a 53 per cent increase, with 17 per cent more houses sold in 2003 than 2000). The average house price in Chichester rose from £180,000 in 2000 to £265,700 in 2003. This was an increase of 48 per cent, alongside a 12 per cent increase in sales. The largest increase was seen in Worthing, where prices increased by 62 per cent from £106,100 in 2000 to £171,800 (with 13 per cent more houses sold). However, the largest increase in house sales was seen in Mid Sussex. Prices here increased 52 per cent from £174,000 in 2000 to £239,000, with 30 per cent more houses sold in the last quarter of 2003 compared with 2000.

### 3. Education and Skills

#### Educational Indicators in West Sussex<sup>12</sup>

Within West Sussex there are 249 primary, 39 secondary and 17 special schools which teach 160,470, 44,500 and 1,480 pupils respectively. There are 46 independent schools within the Borough. Of the 67 per cent of 16 and 17 year olds who are in full-time education, 34 per cent are in maintained schools, 10 per cent are in independent schools, 27 per cent are studying at sixth form colleges and 28 per cent are in other further education establishments. This is similar to the regional picture, where 68 per cent of 16 and 17 year olds are in full-time education. Of these, 38 per cent are in maintained schools, 13 per cent in independent schools, 18 per cent in sixth form colleges and 31 per cent in other further education establishments. In England as a whole the corresponding figures are 64 per cent, 39 per cent, 9 per cent, 14 per cent and 38 per cent respectively.

In 2003 the **pupil to teacher ratio** in both primary (22.0 pupils per teacher) and secondary (16.6) schools was lower than in the South East region (22.4 and 17.3) and England as a whole (22.6 and 17.0). In the same year the **teacher vacancy rate** in West Sussex was also lower, at 0.7 per cent compared with 1.2 per cent in the region and 0.9 per cent in England. In 2003/2004 West Sussex spent slightly less per pupil (£3,400) than the regional average (£3,480) or the average across England as a whole (£3,590).

West Sussex has a lower proportion of people from **Black and Minority Ethnic groups** than the South East region and England as a whole. In primary schools in West Sussex, 8.3 per cent of pupils are from Black and Minority Ethnic groups<sup>13</sup>, compared with 10.4 per cent of pupils in the region and 17.8 per cent in England<sup>14</sup>. The largest of these groups are White Other pupils (2.1 per cent), Pakistani pupils (1.0 per cent) and Bangladeshi pupils (0.9 per cent). In secondary schools the figures are 7.5 per cent, 9.8 per cent and 15.6 per cent for West Sussex, the South East region and England respectively. In West Sussex's secondary schools, the largest Black and Minority Ethnic groups are White Other (2.2 per cent), Indian (1.5 per cent) and Pakistani (1.4 per cent).

In West Sussex, 3.6 per cent of primary school pupils have a **first language which is other than English**, compared with 4.8 per cent of pupils in the region and 10.4 per cent in England as a whole. Among pupils in secondary schools the figures are 3.1 per cent, 4.7 per cent and 8.8 per cent in West Sussex, the region and England respectively.

In maintained nursery and primary schools in West Sussex, 6.1 per cent of pupils are eligible for **free school meals (FSM)** although only 4.3 per cent of pupils take them, compared with 10.1 per cent of pupils eligible (7.9 per cent take FSM) in the region and 16.8 per cent (13.5 per cent take FSM) in England. In secondary schools in West Sussex, the corresponding rates of eligibility for and uptake of FSM are 6.4 per cent and 4.4 per cent respectively, compared 8.4 per cent and 6.0 per cent in the South East region, and 14.5 per cent and 10.6 per cent in England as a whole.

*A higher proportion of boys and girls in West Sussex have a statement of Special Educational Needs than in the region or England as a whole.*

**Figure 3.1** shows the percentages of pupils who have a **Special Educational Need (SEN)** at each Key Stage. Children have a Special Educational Need if they have a learning difficulty which calls for special educational provision to be made for them<sup>15</sup>. For children with SEN who require a high level of support, a Statutory Assessment of his or her special educational needs is carried out by the Local Education Authority (LEA). If the LEA decides after the assessment that the child needs more special education/provision, it must write a Statement of Special Educational Needs, which is usually called a 'statement'. It describes the child's needs and all the special help he or she requires. The statement is reviewed annually.

At all Key Stages and geographical levels, a higher percentage of boys than girls have a SEN. At all Key Stages a higher proportion of pupils in West Sussex have a statement of SEN than in the region and England as a whole.

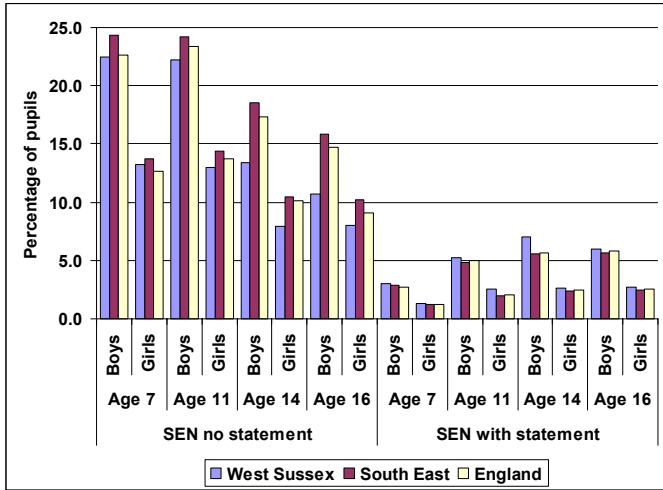
<sup>12</sup> Statistics of Education 2003, DfES, Crown Copyright 2003 and School Workforce in England, January 2003 (revised), Crown Copyright 2003.

<sup>13</sup> Black and Minority Ethnic groups include all ethnic groups other than 'White British'

<sup>14</sup> Percentage of the total number of pupils whose ethnicity has been classified (not the total number of pupils) in 2003

<sup>15</sup> Special Educational Needs Code of Practice, DfES 2001.

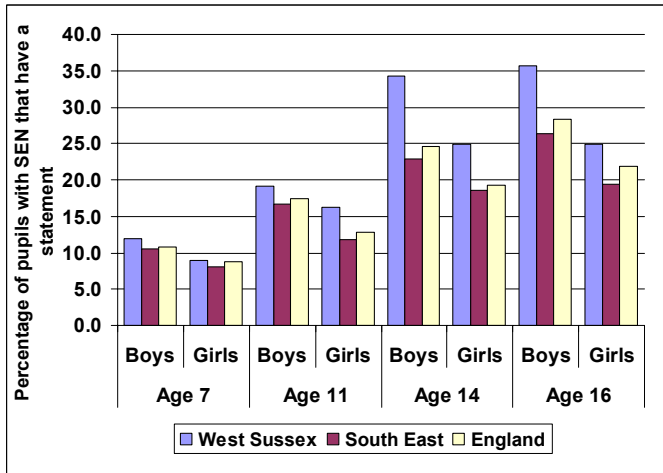
**Figure 3.1 Boys and girls with identified Special Educational Needs (SEN) and with a Statement of SEN, by Key Stage in 2003**



Source: DfES, Crown Copyright 2004

**Figure 3.2** shows that in West Sussex, at all Key Stages, children with a SEN are more likely to have a Statement of SEN than in the region and England. At all geographical levels and at all Key Stages, girls with a SEN are less likely than boys with a SEN to have a statement.

**Figure 3.2 Boys and girls with Special Educational Needs (SEN) and a Statement of SEN, by Key Stage**



Source: DfES, Crown Copyright 2004

## Educational Attainment<sup>16</sup>

*Both boys and girls in West Sussex perform above the level of pupils regionally and nationally*

### Key Stage 1 Tests - Age 7

**Figure 3.3** shows the achievement of pupils in **Key Stage 1 tests (age 7)** in reading, writing and mathematics in 2003. A slightly higher proportion of both boys and girls in West Sussex achieved the expected standard in all the three subjects of reading, writing and mathematics than their counterparts in the South East region and England. Whilst 90 per cent of boys achieved the expected standard in mathematics, similar to the region and England, fewer boys performed well in reading (82 per cent) and in writing (79 per cent). Girls in West Sussex performed better than boys in all the three subjects (89 per cent in reading and writing, and 93 per cent in mathematics).

**Figure 3.3 Boys and girls achieving level 2 or above at Key Stage 1 (age 7) in reading, writing and mathematics in 2003**



Source: DfES, Crown Copyright 2004

**Figure 3.4** shows the difference from the national percentage of pupils achieving the expected standard at Key Stage 1. Both 7 year old boys and girls in West Sussex performed above the national level in all the three subjects by between 1-3 per cent.

<sup>16</sup> Data are only presented here for West Sussex but it should be noted that there is considerably variation in attainment across the West Sussex districts.

**Figure 3.4 Difference from national levels of pupils who achieving level 2 or above at Key Stage 1, in 2003**



Source: DfES, Crown Copyright 2004

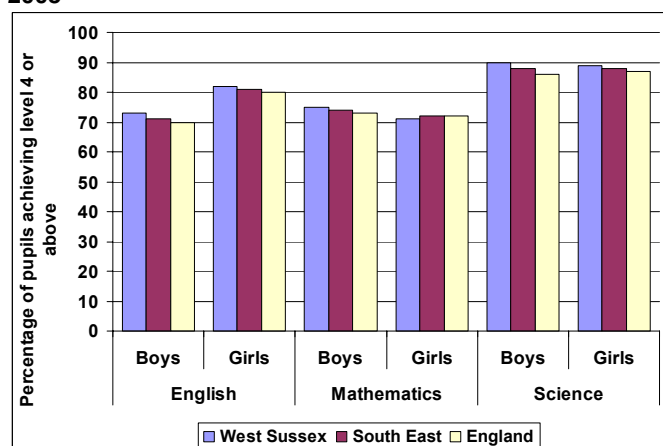
Note: England: Reading - Boys 80%, Girls 88%, Writing - Boys 76%, Girls 86%, Mathematics- Boys 89%, Girls 91%

Since 2000, proportionally more girls in West Sussex have achieved the expected standard at Key Stage 1 in all subjects except writing. This is similar to the patterns in the region and nationally, which show a fall in the proportion of both boys and girls achieving the required level in writing in 2003. The results for boys in West Sussex show a small decrease in the proportion achieving the expected standard since 2000 in both writing (2 per cent fewer) and mathematics (1 per cent fewer). This is similar to the regional trend, but contrasts with the national picture, which shows a slight improvement in boys' mathematics results.

### Key Stage 2 - Age 11

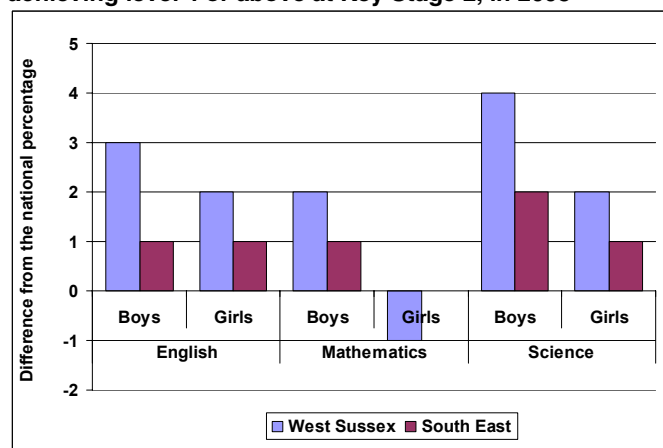
**Figure 3.5** shows the achievements of pupils at **Key Stage 2** in the subjects of English, mathematics and science in 2003. Again, more pupils in West Sussex achieved the expected standard at Key Stage 2 than their equivalents in the South East region and England. Whilst 90 per cent of boys and 89 per cent of girls achieved the required level in science, a much lower proportion of boys achieved this level in English (73 per cent) and in mathematics (75 per cent). Girls performed better than boys in English (82 per cent), but fewer of them achieved the required standard than boys in mathematics (71 per cent).

**Figure 3.5 Boys and girls achieving level 4 or above at Key Stage 2 (aged 11) in English, mathematics and science in 2003**



Source: DfES, Crown Copyright 2004

**Figure 3.6 Difference from national levels of pupils achieving level 4 or above at Key Stage 2, in 2003**



Source: DfES, Crown Copyright 2004

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

**Figure 3.6** demonstrates the difference from the national percentage of pupils achieving level 4 or higher at Key Stage 2. The greatest difference can be seen in boys' achievements in science in West Sussex. Here, boys' performance is 4 per cent above the national level and 2 per cent above the regional level. While boys in West Sussex performed better in all the three subjects than their equivalents in the South East region and in England as a whole, girls' performance in mathematics was 1 per cent below both the regional and national levels.

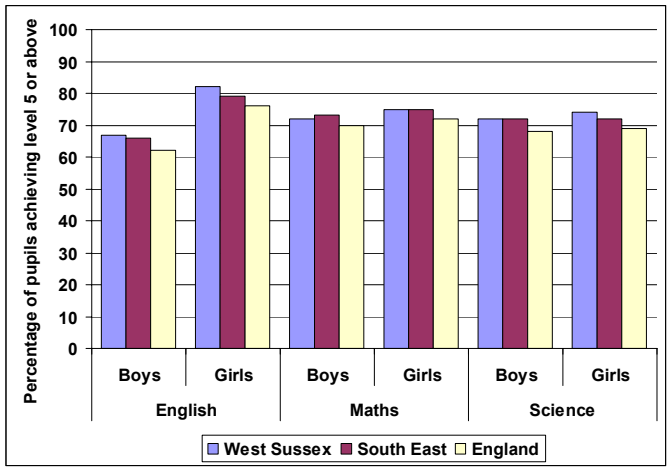
Since 2000, more boys in West Sussex have achieved level 4 or above at Key Stage 2 in English (up 52 per cent), maths (up 3 per cent) and science (up 3 per cent). In contrast, the picture for girls over this period is no change in English, down 1 per cent in maths, and no change in science. This is against a national pattern of a 1-2 per cent increase between 2000 and 2003.



Key Stage 3 - Age 14

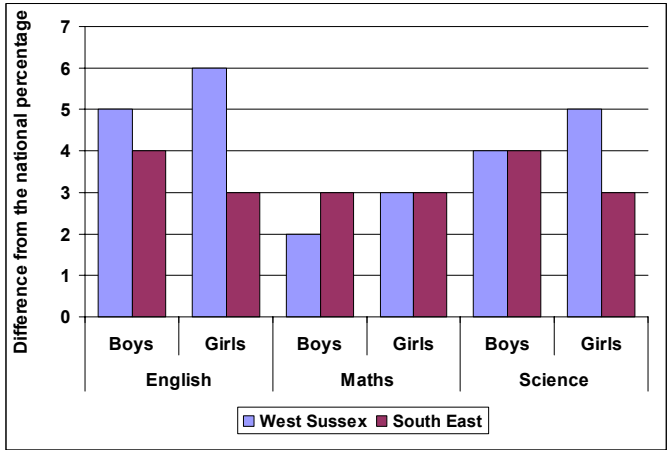
Figure 3.7 shows pupils' achievements at Key Stage 3 in English, mathematics and science in 2003. Compared with their counterparts regionally and nationally, a higher percentage of both boys and girls in West Sussex achieved the expected level in all the three subjects of English, mathematics and science. 67 per cent of boys achieved the expected standard in English, and 72 per cent of them in both mathematics and science. Girls performed better in English (82 per cent) than in mathematics (75 per cent) and science (74 per cent), and outperformed boys in all the three subjects at 14.

Figure 3.7 Boys and girls achieving level 5 or above at Key Stage 3 (aged 14) in English, mathematics and science in 2003



Source: DfES, Crown Copyright 2004

Figure 3.8 Difference from national levels of pupils achieving level 5 or above at Key Stage 3, in 2003



Source: DfES, Crown Copyright 2004

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

Figure 3.8 shows the difference from the national percentage of pupils achieving level 5 or above at Key Stage 3. Whilst the regional level is well above the national level for both boys' and girls' in all the three subjects of English, mathematics and science, both sexes in West Sussex outperformed the regional and national averages in English (6 per cent above the

national level for girls and 5 per cent above for boys). Girls also performed better in science than their counterparts regionally (by 3 per cent) and nationally (by 5 per cent). However boys' performance in mathematics was below the regional level by 1 per cent, although it was still 2 per cent above the national level.

*In West Sussex, improvements have been made in educational attainment at age 14 since 2000.*

There is evidence of recent educational improvements. Since 2000, the proportion of both boys and girls in West Sussex who achieve the expected standard at Key Stage 3 has increased, a trend consistent with improvements at the national level. In 2003, 6 per cent more boys achieved the expected level in English, 3 per cent more in maths and 5 per cent more in science than in 2000 (up 7 per cent, 6 per cent and 7 per cent respectively in England). For girls in West Sussex the corresponding figures are 5 per cent, 6 per cent, and 9 per cent (3 per cent, 7 per cent and 11 per cent for England).

Diversity Indicators and Performance at Key Stages 1-3

It is possible to look at the outcomes for girls and boys at Key Stages 1, 2 and 3, taking into account other factors, such as ethnicity, whether or not a pupil's first language is English, eligibility for free school meals and assessments of Special Educational Need.

Ethnicity

The 2003 educational statistics for West Sussex refer to the pupils described in the following table.

Figure 3.9 West Sussex pupils assessed at Key Stages 1, 2 and 3, by sex and ethnicity

		Numbers		
		Age 7 KS1	Age 11 KS2	Age 14 KS3
Boys	White British	3, 339	3, 453	3, 162
	Black and Minority Ethnic Groups	305	259	218
Girls	White British	3, 076	3, 306	3, 218
	Black and Minority Ethnic Groups	292	303	239

Source: DfES, Crown Copyright 2004

As Figure 3.9 shows, West Sussex has a very small number of pupils from Black and Minority Ethnic Groups. These pupils are principally concentrated in the White Other, White Irish, Indian, and Pakistani ethnic groups. Although the figures are small, they provide reliable data

as they refer to the results of official tests taken by all pupils, and have not, for example, been generalised from a sample survey of pupils. The test results for 7, 11 and 14 year-old pupils showed:

#### At age 7

- West Sussex's Black and Minority Ethnic girls did better than West Sussex's Black and Minority Ethnic boys.
- West Sussex's Black and Minority Ethnic girls did better than West Sussex's White British girls in all subjects.
- West Sussex's Black and Minority Ethnic boys did less well than White British boys in writing.
- West Sussex's Black and Minority Ethnic boys and girls outperformed Black and Minority Ethnic pupils nationally in all the three subjects of reading, writing, and mathematics.

#### At age 11

- West Sussex's Black and Minority Ethnic boys did better than West Sussex's White British boys (5 per cent more achieved expected standards in English, 4 per cent more in mathematics and 1 per cent more in science).
- West Sussex's Black and Minority Ethnic girls did less well than West Sussex's White British girls (1 per cent fewer in English, 8 per cent fewer in mathematics and 3 per cent fewer in science).
- West Sussex's Black and Minority Ethnic boys did better than Black and Minority Ethnic boys nationally (by 6 per cent in English, 8 per cent in mathematics and by 11 per cent in science).
- West Sussex's Black and Minority Ethnic girls did better than Black and Minority Ethnic girls nationally in English and science (5 per cent more achieved expected standards in both subjects), but less well in mathematics, with 1 per cent fewer achieving the required level.

#### At age 14

- West Sussex's Black and Minority Ethnic boys did better than West Sussex's White British boys in English and mathematics, but less well in science (5 per cent fewer achieving the expected standard in science).
- West Sussex's Black and Minority Ethnic girls did less well than West Sussex's White British girls (7

per cent fewer achieving expected standards in English, 9 per cent fewer in mathematics, and 12 per cent fewer in science).

- West Sussex's pupils of both sexes and all ethnic groups did better than their national counterparts. Compared with similar girls nationally, West Sussex's Black and Minority Ethnic boys achieved especially good results –14 per cent more achieved desired levels in English, and 12 per cent more in mathematics and in science.

### English as an Additional Language

The numbers of West Sussex pupils tested in 2003 at Key stages 1, 2 and 3 who had English as an additional language are shown below.

**Figure 3.10 West Sussex pupils assessed at Key Stages 1, 2 and 3, by sex and whether or not English is their First language**

		Numbers		
		Age 7 KS1	Age 11 KS2	Age 14 KS3
Boys	English	4, 018	4, 275	4, 329
	First language other than English	150	124	114
Girls	English	3, 735	4, 040	4, 012
	First language other than English	148	151	124

Source: DFES, Crown Copyright 2004

#### At age 7

- In West Sussex, boys and girls who had English as an additional language performed less well than pupils whose first language is English in all the three subjects at Key Stage 1.
- Girls who had English as an additional language in West Sussex performed better in English and writing than similar girls nationally, and at the national level in mathematics.
- Boys who had English as an additional language in West Sussex did less well than their counterparts nationally in all the three subjects.

#### At age 11

- West Sussex's boys and girls who had English as an additional language performed less well than pupils whose first language is English in all the three subjects at Key Stage 1.

- Both boys and girls who had English as an additional language in West Sussex performed less well in all three subjects than similar boys and girls in England as a whole.

#### **At age 14**

- In West Sussex, pupils who had English as an additional language did less well than those whose first language is English.
- Boys and girls who had English as an additional language in West Sussex did better than similar boys and girls nationally in all three subjects with the exception of boys in English (2 per cent fewer achieving the expected level).

#### **Free School Meals Eligibility**

- In West Sussex, the South East region, and nationally, pupils of both sexes who are eligible for free school meals perform less well than other pupils at Key Stages 1, 2 and 3.
- This is especially marked for older West Sussex boys and girls eligible for free school meals, with 32 per cent fewer boys in this group achieving expected standards in English and 31 per cent fewer girls in science at age 14, compared with other West Sussex boys and girls.

#### **Special Educational Needs**

##### **At age 7**

- West Sussex boys who have a SEN achieved less well in 2003 than their national counterparts in reading. They did better in mathematics and at the same level in writing.
- West Sussex girls who had a SEN achieved better in 2003 than their national counterparts in reading by 1 per cent, and at the same level in writing and mathematics.

##### **At age 11**

- Among West Sussex pupils who have a SEN but who do not have a statement of SEN, 2 per cent fewer boys and 1 per cent fewer girls achieved expected standards in English than the national averages for similar pupils.
- A similar proportion to their national counterparts achieved the required standard in mathematics.

- Only in science did West Sussex pupils with a SEN do better than their national counterparts (by 3 per cent for both boys and girls).

#### **At age 14**

- In West Sussex, more boys and girls with a SEN, but without a statement of SEN in West Sussex reached the required level than their counterparts nationally in mathematics (2 per cent more boys and 1 per cent more girls), and in science (5 per cent more boys and 3 per cent more girls).
- While West Sussex's boys with a SEN did better in English than similar boys nationally (1 per cent more achieving the expected standard), girls with a SEN performed below the national average for similar girls, by 1 per cent.

#### **Key Stage 4 GCSE/GNVQ - Age 15**

*In West Sussex proportionally more girls and boys achieve 5 or more GCSE/GNVQs at A\*-C grade*

GCSE/GNVQ achievements by 15 year olds in maintained schools in 2002/03 are presented in **Figure 3.11**. Comparatively more boys and girls achieved 5 or more A\*-C grades at GCSE/GNVQ level in West Sussex than at the regional or national levels, and boys performed less well than girls. 51 per cent of boys in West Sussex achieved 5 or more A\*-C grades, compared with 61 per cent of girls.

In West Sussex, 4 per cent of boys did not pass any GCSE/GNVQs. This is lower than in the region (5 per cent) and in England as a whole (6 per cent). The figure for girls is similar to that found regionally and nationally (4 per cent).

Improvement, though not as significant as at the national level, has been made since 2000, when 48.9 per cent of boys and 60.3 per cent of girls in West Sussex reached this standard. Between 2000 and 2003 the proportion of boys and girls achieving 5 or more A\*-C grades at GCSE/GNVQ increased by 2 per cent and 0.5 per cent respectively. The comparable figures for the region were 3.3 per cent (boys) and 3.0 per cent (girls), and in England as a whole were 6.3 per cent (boys) and 5.7 per cent (girls).



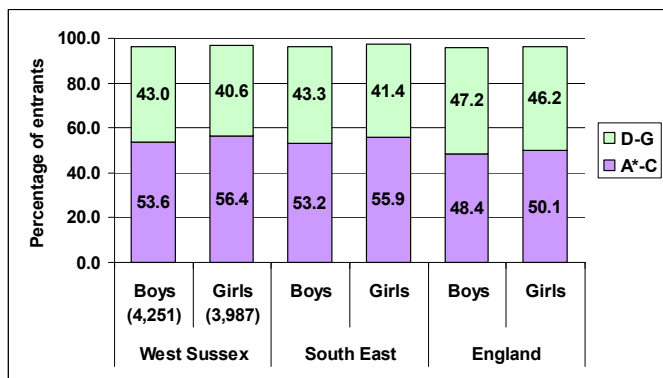
**Figure 3.11 GCSE/GNVQ achievements by 15 year olds in maintained schools by gender in 2002/2003**

Area		Percentage of pupils achieving at GCSE/GNVQ			
		5+ A*-C grades	5+ A*-G grades	5+ A*-G grades including mathematics and English	No passes
West Sussex	Males (4,153)	50.9	90.5	86.8	3.9
	Females (3,978)	60.8	92.2	88.5	3.9
South East	Males	50.1	89.0	86.9	5.1
	Females	60.7	92.5	90.8	3.5
England	Males	47.9	86.6	84.2	6.3
	Females	58.2	91.0	89.0	4.1

Source: DfES, Crown Copyright 2004

**Figure 3.12- 3.15** show pupils' performance in selected subjects at GCSE. **Figure 3.12** shows the proportion of pupils entered for GCSE mathematics in maintained schools who achieved good grades and other pass grades. In West Sussex, proportionally more boys (54 per cent) and girls (56 per cent) achieved good grades than in the South East region and England. **Figure 3.12** shows that although the overall pass rate was similar at all geographical levels, in West Sussex pupils were more likely to achieve a good GCSE pass in this subject.

**Figure 3.12 Pupils entered for GCSE Mathematics in maintained schools who achieved A\*-C or D-G grades in 2003**



Source: DfES, Crown Copyright 2004

**Figure 3.13** shows the proportion of pupils entered for GCSE English in maintained schools who achieved good grades and other pass grades. A higher proportion of girls than boys achieved good grades in West Sussex, 74 per cent compared with 56 per cent. Again, the overall pass rate was similar at all geographical levels, but West Sussex pupils (especially girls) were more likely to achieve good grades.

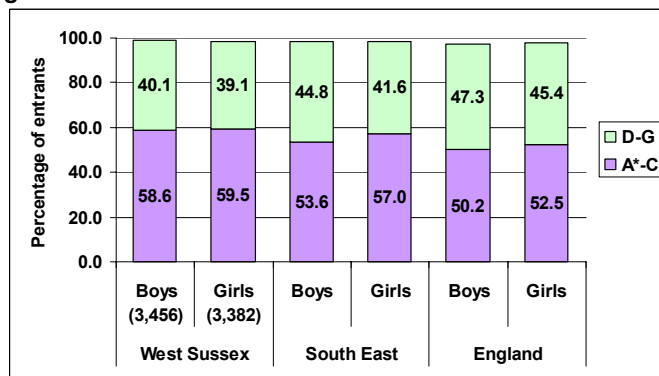
**Figure 3.13 Pupils entered for GCSE English in maintained schools who achieved A\*-C or D-G grades in 2003**



Source: DfES, Crown Copyright 2004

**Figure 3.14** shows the achievements of pupils entered for GCSE Double Award Science in maintained schools. In West Sussex, 59 per cent of boys and 60 per cent of girls obtained good grades, higher figures than in the South East region (54 per cent for boys and 57 per cent for girls) and in England (50 per cent for boys and 53 per cent for girls).

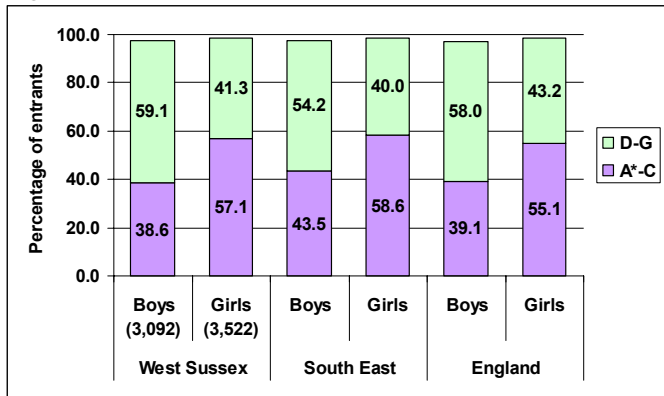
**Figure 3.14 Pupils entered for GCSE Double Award Science in maintained schools who achieved A\*-C or D-G grades in 2003**



Source: DfES, Crown Copyright 2004

**Figure 3.15** shows that a similar proportion of pupils entered for GCSEs in a Modern Language achieved good grades in West Sussex and in England as a whole. Girls (57 per cent) performed better than boys (39 per cent) in achieving good grades, though these figures are below the regional averages of 44 per cent for boys and 59 per cent for girls.

**Figure 3.15 Pupils entered for GCSE in a Modern Language in maintained schools who achieved A\*-C or D-G grades in 2003**



Source: DfES, Crown Copyright 2004  
 Note: 'Modern Language' includes those pupils who took French, German, Spanish, Italian or 'Other Modern Language'

The achievements of girls and boys in GCSE/GNVQs can also be explored by other factors, such as ethnicity, whether a pupil's first language is not English, free school meal eligibility and SENs. Analysis of these results shows that:

### Ethnicity

- In West Sussex, more Black and Minority Ethnic boys obtained 5 or more good GCSE/GNVQ passes than White British boys (59 per cent compared with 55 per cent).
- West Sussex's Black and Minority Ethnic girls did less well than White British girls (57 per cent achieved 5 or more good GCSE/GNVQ passes, compared with 64 per cent of White British girls).
- Black and Minority Ethnic boys and girls in West Sussex performed better than similar pupils at the national scale, with 15 per cent more boys and 1 per cent more girls achieving good grades at age 15.

### English as an additional language

- In West Sussex, the South East region, and nationally, pupils of both sexes who had English as an additional language performed less well than other pupils.

- Boys and girls who had English as an additional language in West Sussex performed better than similar pupils nationally, with 1 per cent more boys and 3 per cent more girls achieving good grades at age 15.

### Free school meal eligibility

- In West Sussex, the region and nationally, girls and boys who are eligible for free school meals are far less likely to achieve 5 or more good GCSE/GNVQ passes and far more likely to achieve no GCSE/GNVQ passes.
- Mirroring the overall pattern, girls who are eligible for free school meals are more likely than similar boys to achieve 5 or more good GCSE/GNVQ passes and less likely to achieve no passes.
- A higher proportion of girls who are eligible for free school meals achieve 5 or more good GCSE/GNVQ passes (30 per cent), compared with their counterparts in the region (26 per cent) and in England as a whole (29 per cent).

### Special Educational Needs

- At all geographical levels, pupils with a SEN are less likely to achieve 5 or more GCSE/GNVQ passes at grades A\*-C than boys and girls without a SEN, and more likely to have no passes at GCSE/GNVQ.
- In West Sussex, 1 per cent more girls with a SEN achieved 5 or more good GCSE/GNVQ passes than their counterparts nationally, compared with 1 per cent fewer boys with a SEN in West Sussex.

## Destinations of pupils after age 16

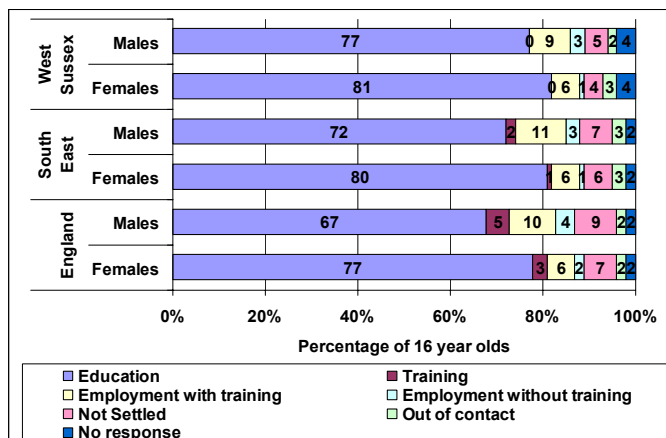
*In West Sussex, half of boys who enter employment at 16 went into skilled trades occupations.*

*53 per cent of girls in West Sussex who enter employment at 16 go into personal service occupations.*

**Figure 3.16** shows the situation of pupils after the end of compulsory education. It indicates that the proportion of students staying on in education was higher in West Sussex than in the South East region and across England. In 2003, most 16 year olds continued in education or training, with more female students (81 per cent) than male students (77 per cent) in West Sussex. Here more young men entered the labour market than young women, 12 per cent compared with 6 per cent. 5

per cent of young men and 4 per cent of young women in West Sussex were 'not settled' - lower figures than in the region and nationally.

**Figure 3.16 Destination of pupils at the end of compulsory education in 2003**

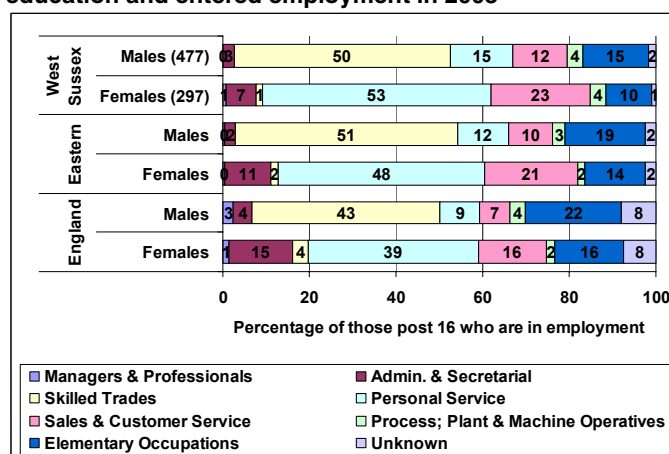


Source: ConneXions 2004

**Figure 3.17** shows the first occupation of the 471 boys and 297 girls who went into employment after leaving school at 16 in 2003. In all areas, young men were more likely to be employed in skilled trades or elementary occupations, while young women were more likely to be in administrative and secretarial or personal service occupations. In West Sussex, half of young men who entered employment at 16 went into jobs in skilled trades. This is similar to the corresponding regional figure of 51 per cent, but higher than the national percentage of 43 per cent. A higher proportion of young men were employed in personal service (15 per cent), compared with the regional (12 per cent) and national (9 per cent) figures. Over half of young women who left school at 16 to start work entered personal service occupations (53 per cent, compared with 48 per cent in the region and 39 per cent nationally). Young women in West Sussex were also:

- more likely to be employed in sales and customer service (23 per cent) occupations than their counterparts in the region (21 per cent) and England as a whole (16 per cent)
- less likely to be employed in administrative and secretarial jobs (7 per cent) than young women in the region (11 per cent) and across England (15 per cent).

**Figure 3.17 Occupations of 16-17 year olds who left education and entered employment in 2003**



Source: ConneXions 2004

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.

## A/AS Level Attainment

**Figure 3.18** shows that in West Sussex the average point score per female candidate achieving GCE/VCE A/AS levels was lower than that in the South East region and in England. For girls in West Sussex, it was 15 points lower than in the region and 4 points lower than in England. Boys in West Sussex achieved a higher point score than the national average (2 points higher) but their score was 7 points lower than the regional average.

**Figure 3.18 Average GCE/VCE A/AS point scores of 16-18 year old candidates by gender 2002/03**

LEA	Average point score by candidates achieving GCE/VCE A/AS levels			
	Per candidate		Per entry	
	Males	Females	Males	Females
West Sussex	232.0	252.0	72.5	79.8
South East	239.5	267.0	72.9	79.9
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.

Figure 3.19 Five most popular A Levels (excluding General Studies)

	West Sussex		South East		England	
	Males	Females	Males	Females	Males	Females
1	Mathematics	English	Mathematics	English	Mathematics	English
2	English	Social Studies (excluding Psychology)	English	Social Studies (excluding Psychology)	English	Psychology
3	Physics	Psychology	Physics	Psychology	Business Studies	Social Studies (excluding Psychology)
4	Business Studies	Art and Design	Business Studies	Art and Design	Physics	Biology sciences
5	Social Studies (excluding Psychology)	Biological sciences	History	Biological sciences	History	Business Studies

Source: DfES, Crown Copyright 2004

Figure 3.19 reveals boys’ and girls’ five most popular subjects at ‘A’ Level. At the national level, boys’ and girls’ preferences differ, except in choosing English and Business Studies. Many boys in West Sussex chose Social Studies, whereas their counterparts in the South East region and England preferred History in addition to Maths, English, Business Studies and Physics. Girls in West Sussex have preferences similar to those of girls in the South East region, favouring English, Psychology and Social Studies like their English counterparts, but preferred Art and Design and Biological Sciences over Biology and Business Studies.

Figure 3.20 shows the results of boys and girls entered for ‘A’ level maths in maintained schools. In West Sussex, fewer girls (187) than boys (394) took this subject, and only 68 per cent of boys achieved good grades compared with 75 per cent of girls.

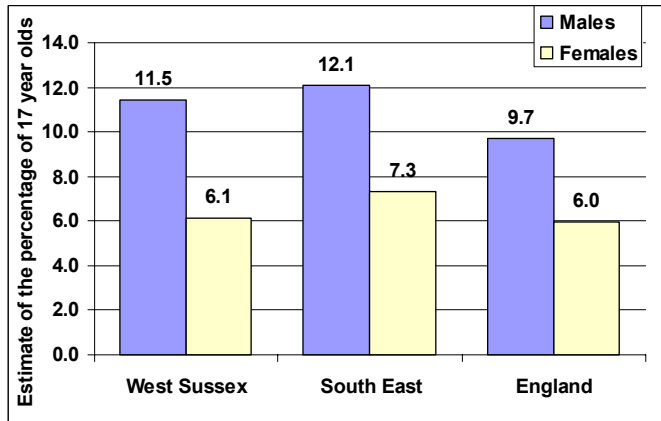
Figure 3.20 Pupils entered for ‘A’ level mathematics in maintained schools who achieved A-C or D-E grades in 2003



Source: DfES, Crown Copyright 2004

Using estimates of the population it is possible to compare the proportion of 17 year olds in West Sussex who entered maths ‘A’ level with that in the region and England. These estimates are presented in Figure 3.21 and show that 11.5 per cent of 17 year old boys and 6.1 per cent of girls in West Sussex took A level maths in 2003, compared with nearly 12.1 per cent of 17 year old boys and 7.3 per cent of girls in the region and 9.7 per cent of boys and 6.0 per cent of girls in England as a whole.

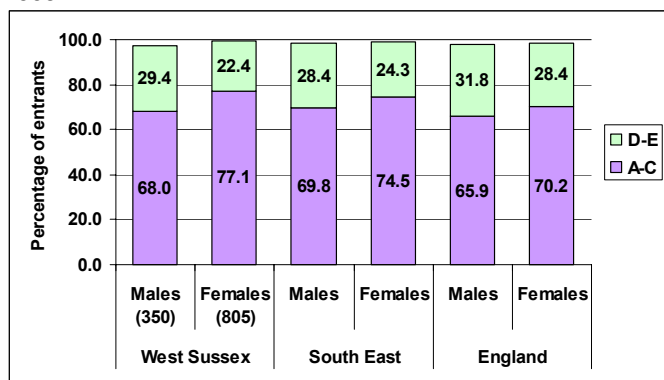
Figure 3.21 Percentage of the population aged 17 entered for ‘A’ level mathematics (estimates) in 2003



Source: DfES and ONS Population Estimates Unit, Crown Copyright 2004

Figure 3.22 shows the results of pupils entered for ‘A’ level English in maintained schools. In West Sussex the difference between boys (68 per cent) and girls (77 per cent) who achieved good grades was greater than in the South East region (70 per cent for boys and 75 per cent for girls) and England (66 per cent for boys and 70 per cent for girls). Furthermore, girls entered for ‘A’ level English in West Sussex outperformed their counterparts in the region and nationally.

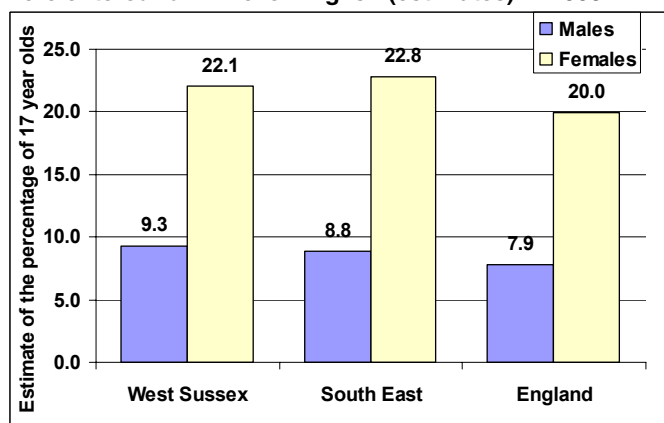
**Figure 3.22 Pupils entered for 'A' level English in maintained schools who achieved A-C or D-E grades in 2003**



Source: DfES, Crown Copyright 2004

**Figure 3.23** shows the estimates of the proportion of 17 year old boys and girls who took 'A' level English. Proportionally more boys (9.3 per cent) and girls (22.1 per cent) took A level English in West Sussex than in England as a whole (7.9 per cent of boys and 20 per cent of girls).

**Figure 3.23 Percentage of the population aged 17 who were entered for 'A' level English (estimates) in 2003**



Source: DfES and ONS Population Estimates Unit, Crown Copyright 2004

**Figure 3.24** shows the achievements of boys and girls who took 'A' levels in maintained schools across all subjects. In West Sussex, the percentage of girls achieving a good pass was higher than for their counterparts in the region and across England (72.9 per cent, compared with 71.5 per cent and 67.6 per cent). The proportion of boys in West Sussex who achieved good grades was lower than those in the South East region, but higher than in England (61.1 per cent to 62.1 per cent and 59.4 per cent respectively).

**Figure 3.24 Pupils entered for 'A' levels in maintained schools who achieved A-C or D-E grades across all subjects in 2003**



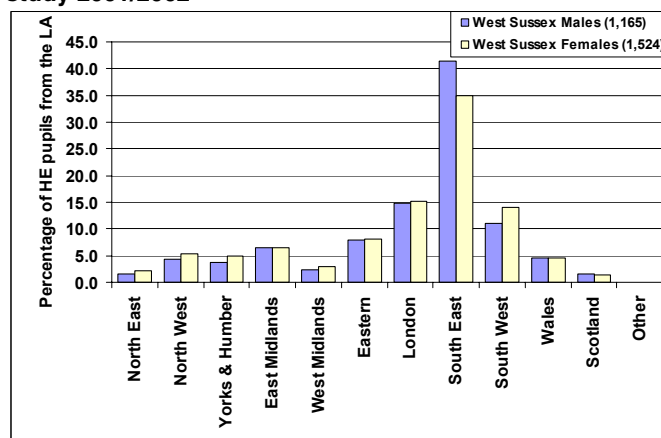
Source: DfES, Crown Copyright 2004

## Higher Education

*Young men from West Sussex are more likely than their female counterparts to study at a local higher education institution.*

**Figure 3.25** shows that 42 per cent of males and 35 per cent of females from West Sussex who were participating in higher education were studying at an institution within the region, with a further 15 per cent of both males and females studying in London. The only other region where a significant number of West Sussex students chose to study was the South West (11 per cent of men and 14 per cent of women). This presents a different picture from that for the South East region, where young women (41 per cent) are more likely than their male counterparts (34 per cent) to study at a higher education institution within the region.

**Figure 3.25 Students from West Sussex who are undertaking higher education, by region of institution of study 2001/2002**



Source: HESA, 2004

The data on the region of residence after higher education of people from West Sussex show that 35 per



cent of males and 42 per cent of females from West Sussex were living in the region after the end of their course, with a further 14 per cent of males and 13 per cent of females staying in London. After their studies another 4 per cent of both male and female students chose to live in the South West region.

## Qualifications and Skills

*A lower proportion of young men and young women in West Sussex have no qualifications.*

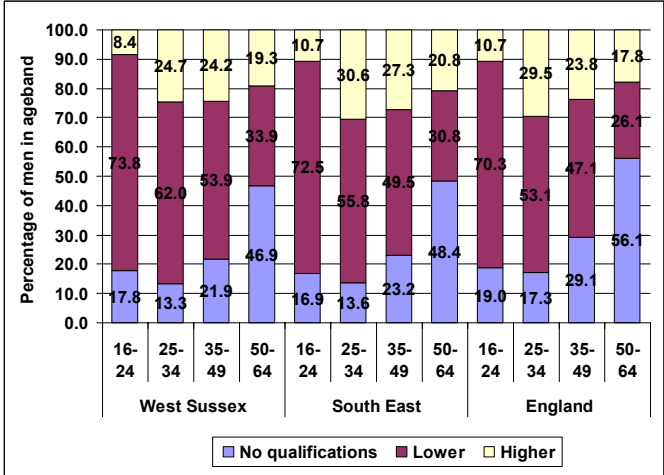
*A lower proportion of young men and young women aged 25-34 in West Sussex are qualified to degree level.*

Figures 3.26 and 3.27 show men’s and women’s highest level of qualification by age. Women were less likely than men to have no qualifications. Across England, more young women (aged 16-24) than young men had degree level qualifications (13 per cent to 11 per cent), compared with 10 per cent of young women and 8 per cent of young men in West Sussex.

In West Sussex fewer men and women aged 25-34 were qualified to degree level than in the region and in England as a whole. In the 25-34 age group, 25 per cent of men and 24 per cent of women had higher qualifications, compared with 31 per cent of men and 29 per cent of women in the region and 30 per cent of men and 29 per cent of women nationally.

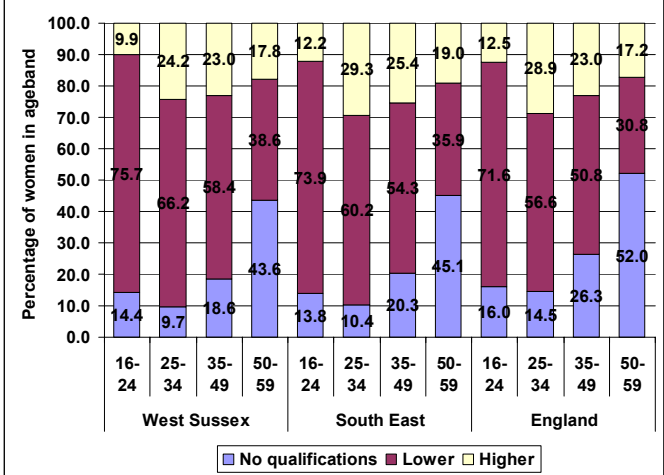
However West Sussex had lower percentages of men and women across all age groups who had no qualifications than nationally. The county’s residents aged 35-49 were better qualified, with only 22 per cent of men and 19 per cent of women having no qualifications, compared with 29 per cent of men and 26 per cent of women in this age group nationally. There were similar proportions of men and women with higher qualifications among this age group in West Sussex and in England as a whole. The figures for West Sussex’s men and women aged over 50 show a similar pattern.

Figure 3.26 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 3.27 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

## Key Points

- At all Key Stages fewer pupils in West Sussex have a SEN than in the region and England as a whole, except for Key Stage 1, where slightly more girls have a SEN than at the national level.
- Achievement among pupils, both boys and girls, is high in comparison with the South East region and England as a whole in tests at ages 7, 11 and 14.
- GCSE/GNVQ achievements by 16 year olds in maintained schools are high in comparison with the regional and national levels. Fewer boys (51 per cent) achieved 5 or more good grades than girls (61 per cent).

- Far fewer boys than girls gained good GCSE grades in English and modern languages, mirroring a national gender gap.
- Although girls aged 16-18 achieved higher point scores at 'A' level than boys, their performance on this measure was worse, when measured against the average for their sex across England, than that of boys.
- Boys and girls tended to choose different subjects to study at 'A' level. In West Sussex's schools, fewer girls chose mathematics, and fewer boys chose English, a pattern consistent with both the regional and national pictures.
- In the 'A' level subjects for which they were entered, 73 per cent of girls achieved good grades (above the national average). Far fewer boys (about 61 per cent) reached this level of achievement, although in West Sussex, boys' performance was still above the national standard.
- A higher proportion of boys and girls in West Sussex continued in education after the end of compulsory education than in the region and in England as a whole.
- Of those who left education at 16, fewer boys and girls in West Sussex were listed as not settled.
- 477 boys and 297 girls left school and entered employment at 16. Most of these young people entered occupations which are typical for their sex. Most boys entered skilled trades, and most girls went into personal service jobs.
- Different from the regional pattern, young men are more likely than young women in West Sussex to study at a higher education institution within the region.
- West Sussex's men and women are better qualified than men and women nationally, especially amongst older women and men.

## 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 West Sussex, compared with the South East 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 West Sussex'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 West Sussex.*

Between 1991 and 2002 (the latest available data) there was a net increase of nearly 93,450 jobs<sup>17</sup> in West Sussex. Underlying this significant overall growth, analysis by gender, industrial sector and working hours reveals some marked differences affecting the situation of men and women.

In 1991, men held 49 per cent of all jobs in West Sussex, 89 per cent of them working full-time (11 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 increased to 52 per cent, with fewer men - 85 per cent - working full-time. This increase in the percentage share of jobs held by men is in contrast to the picture both regionally and nationally where there was very little change (50 per cent in 1991 and 2002 in the region, 52 per cent in 1991 and 51 per cent in 2002 in England as a whole). For women, the percentage of jobs that were full-time also fell, from 53 per cent in 1991 to 50 per cent by 2002.

**Figure 4.1** summarises the actual numbers of jobs held, and confirms increases in part-time employment in line with national trends, for both sexes. The percentage increase in men's full-time jobs (39 per cent) was much

larger than that found at the national level (9 per cent), whereas for women, the percentage increase in full-time jobs (19 per cent) was much closer to the regional and national figures.

**Figure 4.2** shows the change in the numbers of jobs from 1991 to 2002 in the districts of West Sussex. This shows large increases in men's full-time jobs in Chichester (up 73 per cent) and Horsham (up 60 per cent), and in men's part-time jobs in Crawley (up 251 per cent). For women, the increase in both full-time and part-time jobs across all districts was much smaller. The percentage increase in female full-time jobs was well above the national average in all West Sussex districts, whereas the increase in female part-time jobs was at or below the national level everywhere except in Crawley. The biggest increase in women's full-time jobs was seen in Chichester (up 28 per cent) and in women's part-time work in Crawley (up 80 per cent).

**Figures 4.3 and 4.4** show details, for 1991-2002, of employed men and women in West Sussex, by the industry in which they work.

For West Sussex's men, there was:

- a notable decline in the share of employment in manufacturing
- a very large increase in the share of jobs in banking, finance and insurance

For West Sussex's women there was:

- a reduction in the proportion of women employed in manufacturing jobs
- a small rise in the share of women working in public administration, education and health jobs
- a small increase in the share of jobs in banking, finance and insurance

Data for the South East region and England as a whole over this period show a similar decline in male manufacturing jobs (from 22 per cent to 15 per cent in the region, 26 per cent to 19 per cent nationally) and a significant increase in men employed in banking and finance (up from 17 per cent to 25 per cent in the South East region, and 15 per cent to 21 per cent nationally). However, there was also an increase in the share of men's employment in distribution, hotels and restaurants (from 22 per cent to 25 per cent in the region, and from 19 per cent to 23 per cent in England). The picture for West Sussex's men in this industry was mixed, with a decrease to 21 per cent in 2002 from a high of 25 per cent in 2000.

<sup>17</sup> Source: ONS Census of Employment/Annual Employer's Survey 1991 and Annual Business Inquiry 2002. There have been significant changes in the methodology of collecting this data over time and therefore numbers giving changes should be viewed with considerable caution. For further information see [www.nomisweb.co.uk/articles/64.aspx](http://www.nomisweb.co.uk/articles/64.aspx)



**Figure 4.1 Changes in employment in West Sussex 1991-2002 by full-time/part-time status and sex**

Job Type	Sex	Number of employees		Change in number of employees 1991-2002	Percentage change 1991- 2002		
		1991	2002		West Sussex	South East	England
Full-time	Female	71, 516	85, 075	13, 559	19.0	20.4	12.7
	Male	113, 092	157, 139	44, 047	38.9	19.2	9.3
	All	184, 608	242, 214	57, 606	31.2	19.6	10.6
Part-time	Female	63, 167	84, 988	21, 821	34.5	36.4	30.8
	Male	14, 287	28, 307	14, 020	98.1	94.7	103.1
	All	77, 454	113, 295	35, 841	46.3	47.4	43.6
All	All jobs	262, 062	355, 509	93, 447	35.7	27.5	19.2

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

Note: These data relate to jobs of employees located in West Sussex. Some of these jobs may be held by men or women who live elsewhere.

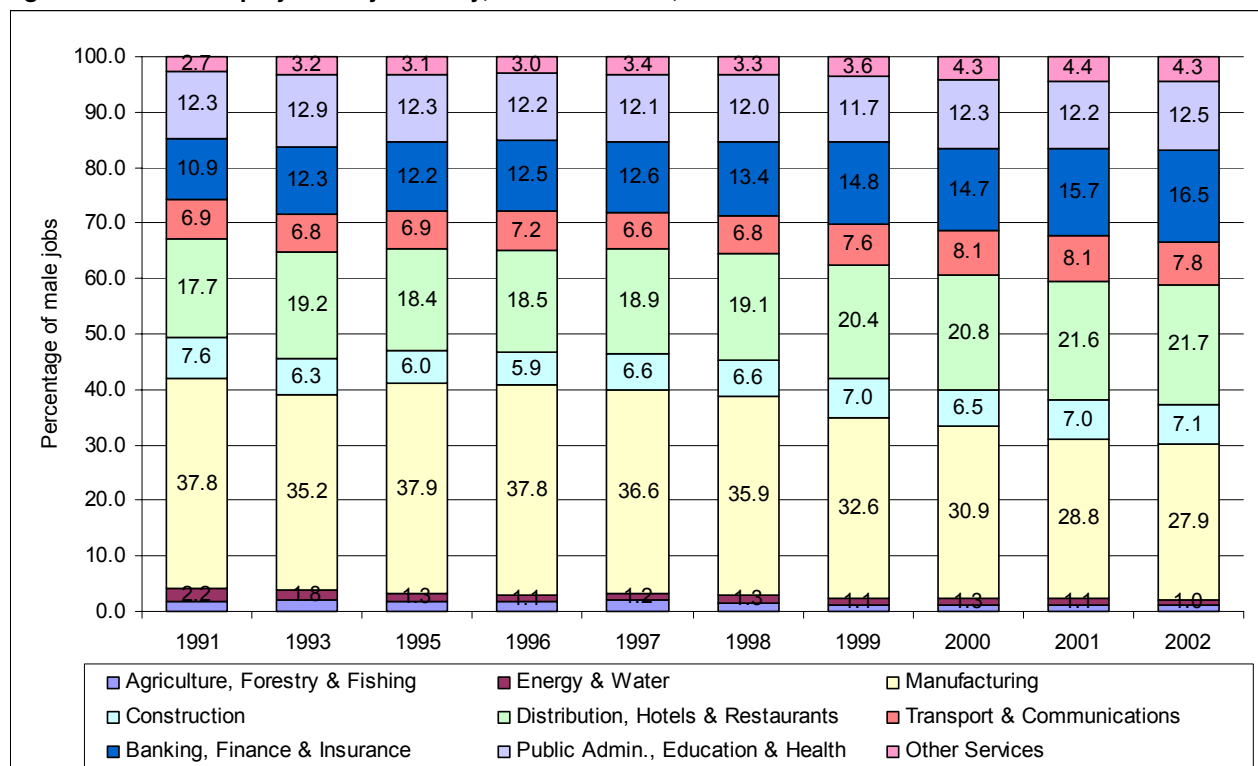
**Figure 4.2 Changes in employment in the districts in West Sussex 1991-2002 by full-time/part-time status and sex**

	Number of employees				Change in the number of employees 1991-2002		Percentage change 1991-2002	
	1991		2002					
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
<b>Males</b>								
Adur	7,194	719	8,550	1,540	1,356	821	18.8	114.2
Arun	12,405	1,951	18,437	3,402	6,032	1,451	48.6	74.4
Chichester	14,401	2,909	24,875	4,401	10,474	1,492	72.7	51.3
Crawley	32,052	1,885	40,354	6,611	8,302	4,726	25.9	250.7
Horsham	15,508	1,832	24,778	4,154	9,270	2,322	59.8	126.7
Mid	17,030	2,829	26,033	4,818	9,003	1,989	52.9	70.3
Sussex								
<b>Females</b>								
Adur	3,141	3,759	3,827	4,670	686	911	21.8	24.2
Arun	8,598	9,688	10,133	11,569	1,535	1,881	17.9	19.4
Chichester	10,088	11,650	12,895	14,375	2,807	2,725	27.8	23.4
Crawley	17,228	8,083	19,862	14,533	2,634	6,450	15.3	79.8
Horsham	9,795	9,237	12,352	12,187	2,557	2,950	26.1	31.9
Mid	11,615	11,099	14,333	14,600	2,718	3,501	23.4	31.5
Sussex								

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

Note: These data relate to jobs of employees located in the West Sussex districts. Some of these jobs may be held by men or women who live elsewhere.

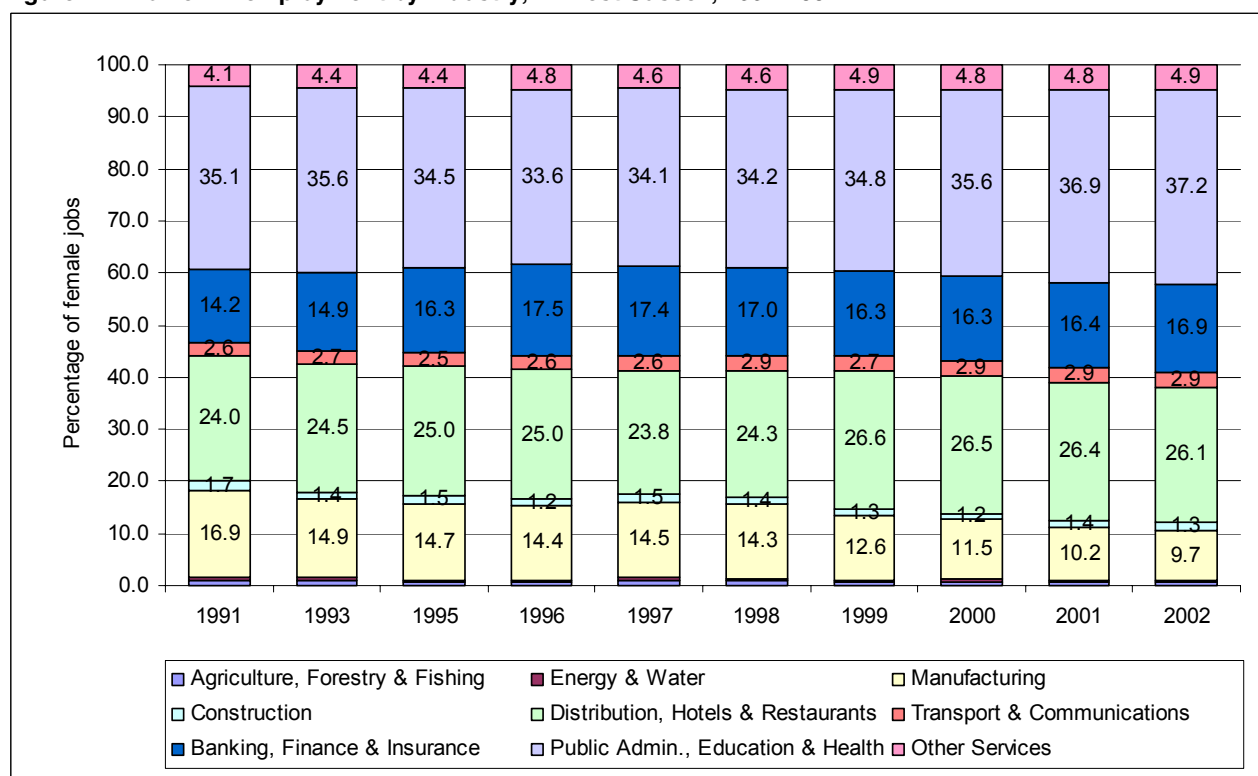
**Figure 4.3 Men in employment by industry, in West Sussex, 1991-2002**



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.

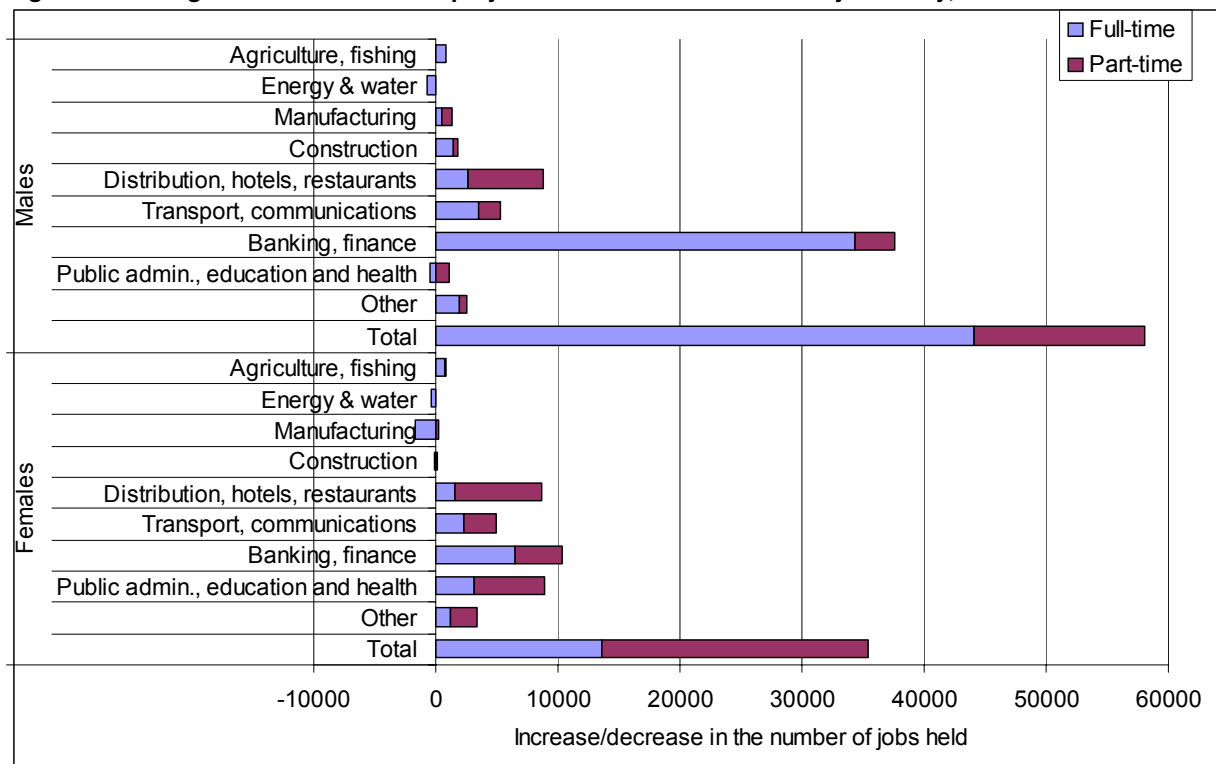
**Figure 4.4 Women in employment by industry, in West Sussex, 1991-2002**



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

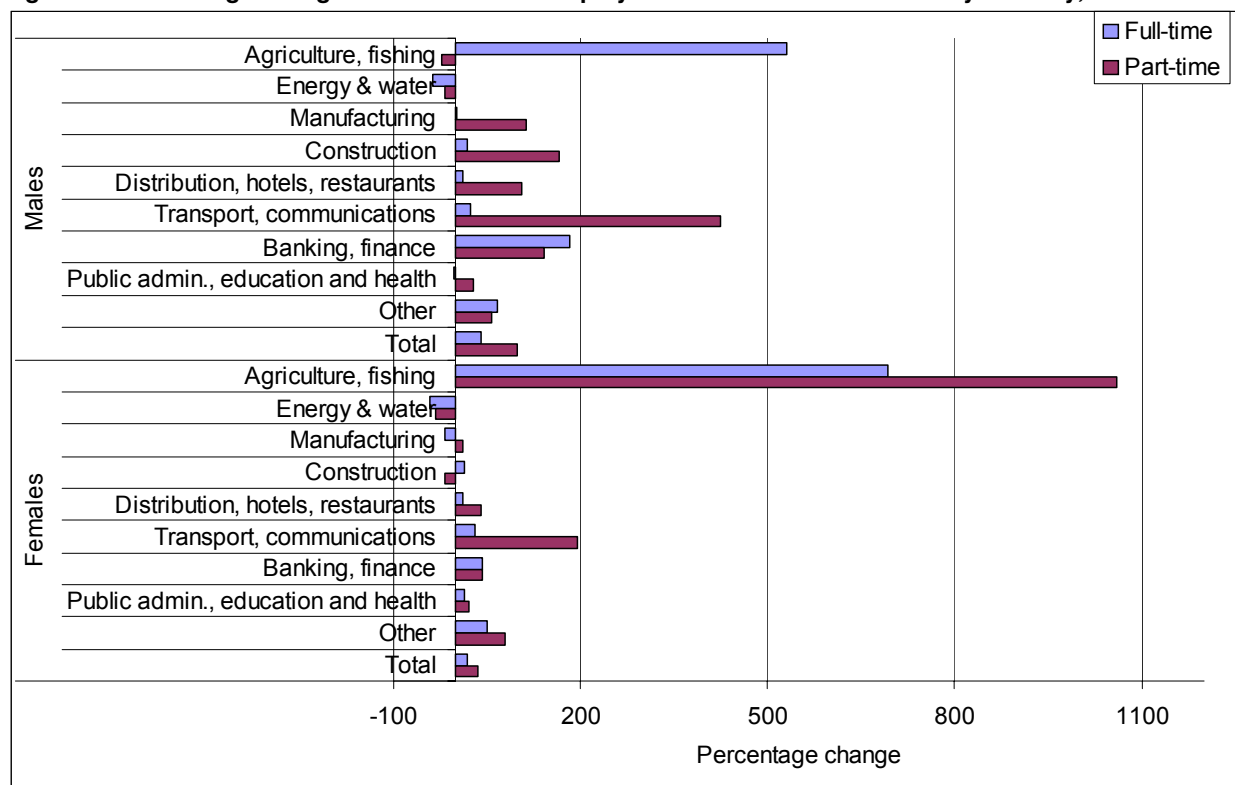
Note: 'Other' includes sewage and refuse disposal, activities of membership organisations, recreational, cultural and sporting clubs, private households with employed persons, extra territorial organisations.

**Figure 4.5 Change in the number of employees between 1991 and 2002 by industry, West Sussex**



Source: Census of Employment/AES 1991, ABI 2002

**Figure 4.6 Percentage change in the number of employees between 1991 and 2002 by industry, West Sussex**



Source: Census of Employment/AES 1991, ABI 2002

For women in the region and nationally the decline in manufacturing was similar (from 9 per cent to 6 per cent in the region, 12 per cent to 7 per cent in England). Women in the region experienced a fall in employment in public administration, health and social work (down from 36 per cent in 1991 to 33 per cent in 2002). However, across England the figure was more stable (35 per cent in 1991 and 36 per cent in 2002). Between 1991 and 2002, there were significant changes in the proportion of jobs in each industry across the districts of West Sussex.

For West Sussex's men, there was:

- a fall in the share of jobs in manufacturing in most districts, especially Adur (down from 39 per cent in 1991 to 25 per cent in 2002). The exception was Worthing, which saw a small increase (up from 11 per cent in 1991 to 13 per cent in 2002).
- an increase in all districts in the proportion of jobs held in banking and finance, especially in Chichester which saw a very large increase in this sector, from 14 per cent in 1991 to 35 per cent in 2002.
- a fall in all districts in the share of jobs in the public administration, education and health sector, especially in Chichester (down from 23 per cent in 1991 to 13 per cent in 2002).

For West Sussex's women, there was

- a fall in manufacturing jobs especially in Mid Sussex (down from 11 per cent in 1991 to 6 per cent in 2002), except for Worthing where there was a slight increase (from 5 per cent in 1991 to 6 per cent in 2002).
- a significant decrease in the share of jobs in public administration, education and health in Adur (from 53 per cent in 1991 to 42 per cent) and Chichester (from 49 per cent in 1991 to 42 per cent in 2002).
- a large increase in employment in distribution, hotels and restaurants in Adur (from 17 per cent in 1991 to 28 per cent in 2002).

**Figure 4.5** shows the change in the **number of full-time and part-time** jobs in West Sussex between 1991 and 2002, by industry and by sex. This shows:

- a very significant rise in banking and finance jobs, especially for men, mostly full-time
- a small rise in full-time manufacturing jobs for men, but a decrease for women

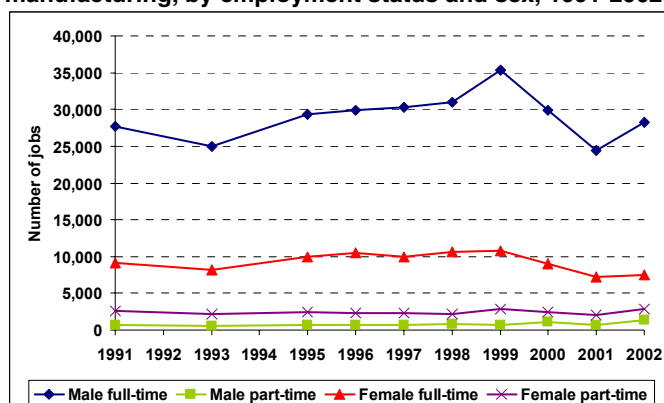
- an increase in both full-time and part-time jobs, for men and women, in distribution, hotels and restaurants
- an increase in both full-time and part-time jobs for women in public administration, education and health

**Figure 4.6** presents the same data as in Figure 4.5, but this time shows the **percentage change in the number of jobs**. The large increases in agriculture and fishing for full-time jobs held by men (up 845 jobs), and part-time (up 159) and full-time (up 727) jobs held by women, need to be seen in the context of very small numbers at the start of the period.

**Figure 4.7, 4.8, 4.9 and 4.10** highlight the change in the numbers of jobs in selected industries in West Sussex in more detail. There are marked differences in employment patterns between men and women.

**Figure 4.7** confirms that men working full-time still held the majority of jobs in **manufacturing**, although their number over the period was quite volatile, from a high of 35,000 in 1999 to less than 25,000 in 2001. Only around 10,000 full-time manufacturing jobs were held by women.

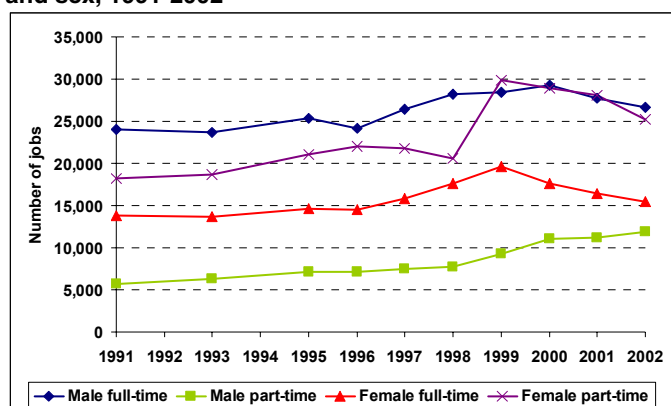
**Figure 4.7 Change in the number of employees in manufacturing, by employment status and sex, 1991-2002**



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

**Figure 4.8** shows the continuous strong increase in women's part-time and men's full-time employment in distribution, hotels and restaurants.

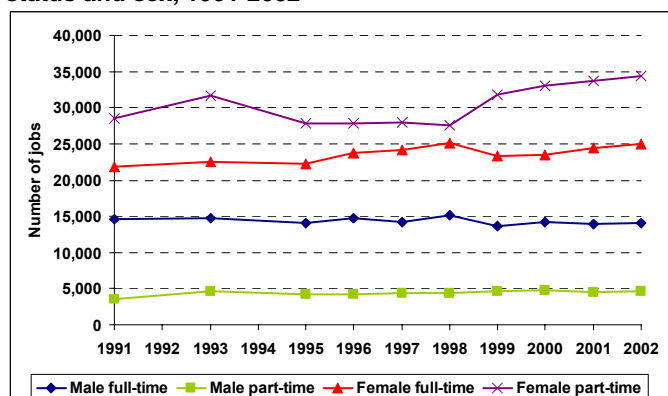
**Figure 4.8 Change in the number of employees in distribution, hotels and restaurants, by employment status and sex, 1991-2002**



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

**Figure 4.9** shows the changes in employment in **public administration, education and health**. This sector is dominated by female part-time jobs, which increased markedly after 1998. The number of female part-time jobs and of male full-time and part-time jobs over the period remained fairly steady.

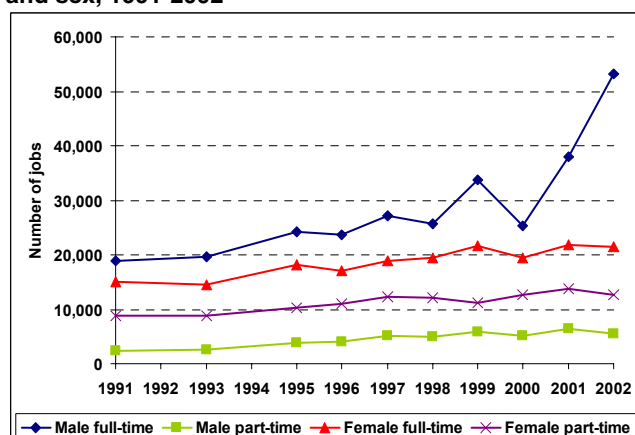
**Figure 4.9 Change in the number of employees in public administration, education and health, by employment status and sex, 1991-2002**



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

**Figure 4.10** shows the changes in the number of jobs in banking, finance and real estate between 1991 and 2002. This sector is dominated by male and female full-time jobs. Although from 1991 there was an increase in male full-time jobs in this sector, most notably after 2000, female full-time employment and male and female part-time employment also showed a small but steady increase. The majority of the increase since 1991 was thus in male full-time jobs.

**Figure 4.10 Change in the number of employees in banking, finance and real estate, by employment status and sex, 1991-2002**



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

## People and Employment<sup>18</sup>

*In West Sussex a high proportion of men and women are economically active.*

The 2001 Census showed 224,350 men and 212,235 women of working age (men aged 16 to 64 and women aged 16 to 59) resident in West Sussex, of whom 194,345 men and 159,630 women were economically active (either in employment, economically active students or unemployed). Economic activity is higher for both sexes in West Sussex than in the region or in England, and varies by age, as can be seen in **Figure 4.11**. The high rates for women are particularly notable at ages 35-59. Higher economic activity rates among 16-24 year olds, as in West Sussex, reflect low numbers of students, and should not necessarily be seen as a positive indicator.

**Figure 4.11 Percentage of men and women of working age who are economically active**

Age group		West Sussex	South East	England
Men	16-24	76.1	71.0	68.3
	25-34	94.4	93.2	91.0
	35-49	93.9	93.3	90.2
	50-64	78.5	78.7	72.8
	Working age	86.6	85.4	81.9
Women	16-24	72.2	66.0	62.1
	25-34	76.4	75.6	73.7
	35-49	78.8	77.5	75.8
	50-59	70.4	69.8	65.3
	Working age	75.2	73.3	70.6

Source: 2001 Census Standard Tables, Crown Copyright 2003

<sup>18</sup> The data in this section, drawn from the Census, relate to the population resident in West Sussex, some of whom will work in other areas.

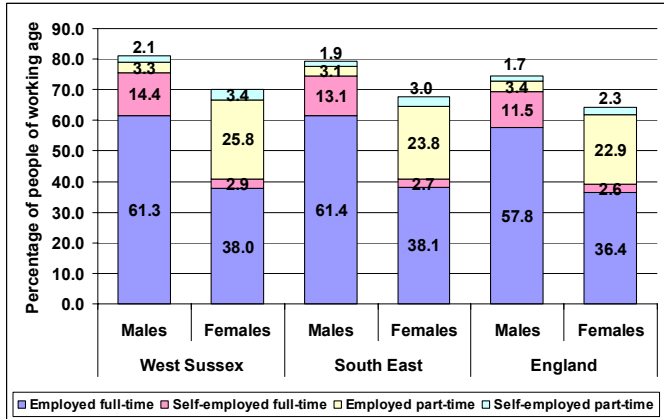
Across the West Sussex districts there is significant variation in the proportion of men and women who are economically active, from 84 per cent for men in Arun to 89 per cent for men in Crawley and, for women, from 72 per cent in Chichester to 78 per cent in Crawley.

### Employment Status<sup>19</sup>

In West Sussex, 182,080 men and 148,615 women of working age were in employment in 2001. More men work full-time in West Sussex (76 per cent) than nationally (69 per cent) although the figure is similar to that for the South East region (75 per cent). For women in West Sussex the figure of 41 per cent is similar to that in the region and in England as a whole. This is illustrated in **Figure 4.12**, which also shows that in West Sussex in 2001:

- a higher proportion of men worked full-time (75 per cent) compared with England (69 per cent), although the data for West Sussex was very similar to the regional picture (76 per cent).
- more women were employed part-time in West Sussex than in the South East region and England as a whole
- more men and women were self-employed (17 per cent of men and 6 per cent of women) than in the region (15 per cent and 6 per cent) and nationally (13 per cent and 5 per cent).

Figure 4.12 People of working age by employment status



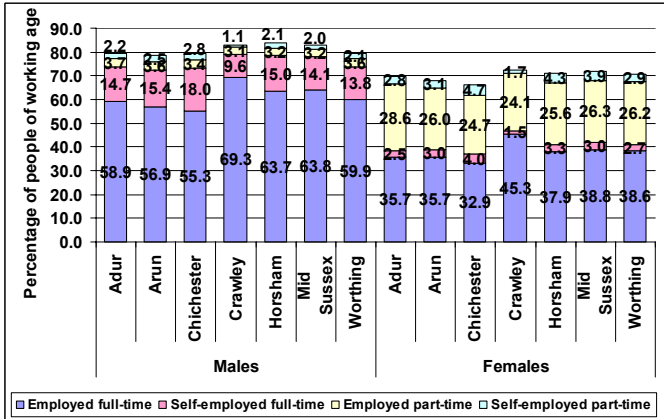
Source: 2001 Census Standard Tables, Crown Copyright 2003

**Figure 4.13** shows economic activity within the West Sussex districts, with:

- almost 80 per cent of men and 47 per cent of women in Crawley working full-time

- 6 per cent of men in Chichester and 30 per cent of women in Mid Sussex working part-time
- 21 per cent of men and 9 per cent of women in Chichester were self-employed

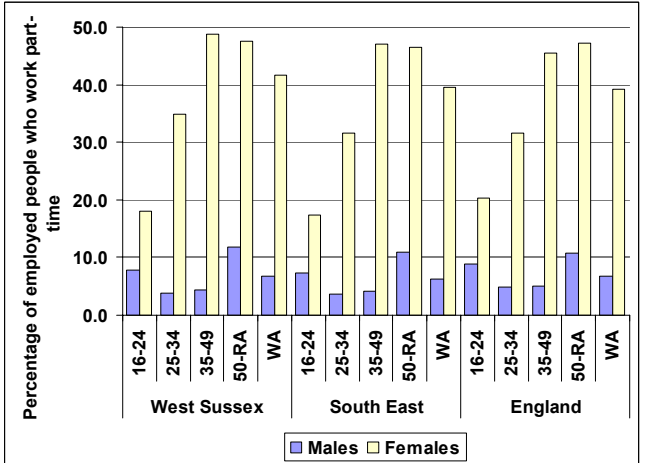
Figure 4.13 People of working age by employment status in the West Sussex districts



Source: 2001 Census Standard Tables, Crown Copyright 2003

**Figure 4.14** shows that the proportion of people who work part-time also varied significantly with age, with more young men (16-24) and older men (50 to retirement age) working part-time, and more women aged 35 to retirement age. Nationally, the highest proportion of part-time working was seen in women aged 50 to retirement age, but in West Sussex and the region female part-time employment peaked in the 35 to 49 year old group. The data confirm 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 4.14 Men and women in employment who work part-time, by age



Source: 2001 Census Standard Tables, Crown Copyright 2003

**Figure 4.15** refers to men and women who are self-employed. It shows that the majority of self-employed men, across all geographical levels, are self-employed full-time, without employees. However, the majority of

<sup>19</sup> The data in this section, drawn from the Census, relate to the population resident in West Sussex, some of whom will work in other areas.

self-employed women are self-employed part-time (also usually without employees). In West Sussex, a higher proportion of self-employed women are self-employed part-time without employees (43 per cent) compared with the region (41 per cent) and England as a whole (35 per cent).

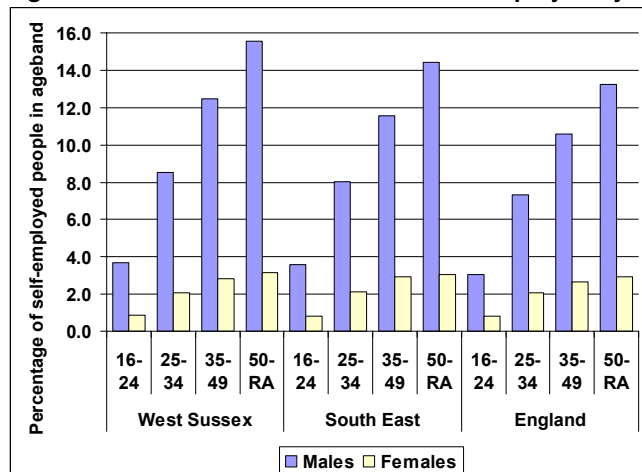
**Figure 4.15 Self-employed men and women by full and part-time working and employees**

Percentage of all men and women who are self-employed					
Area		Self employed with employees		Self employed without employees	
		Part-time	Full-time	Part-time	Full-time
West Sussex	Males	1.9	30.8	10.8	56.5
	Females	11.2	18.9	42.9	27.0
South East	Males	2.0	31.6	10.5	55.9
	Females	11.2	19.7	40.8	28.3
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 4.16**. In West Sussex the peak age for self-employment among men is in the 50+ group, similar to the pattern in the region and England. A similar, but less pronounced, pattern is seen in self-employed women.

**Figure 4.16 Men and women who are self-employed by age**



Source: 2001 Census Standard Tables, Crown Copyright 2003

**Figure 4.17** shows the proportion of all people of working age who work part-time, by 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.

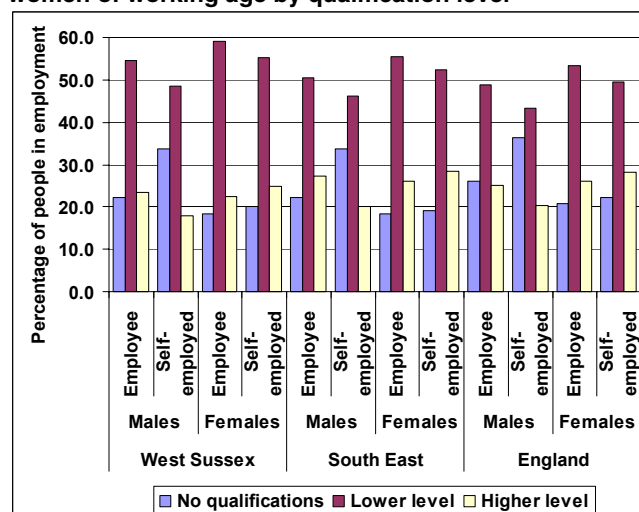
**Figure 4.17 Employees and self-employed men and women of working age who work part-time**



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 4.18**. In West Sussex, although a smaller proportion of both self-employed men and women and employees had no qualifications compared with men and women in England as a whole, fewer men and women employees, or self-employed men and women, were qualified to degree level and above compared with men and women in the region and nationally.

**Figure 4.18 Employees and self-employed men and women of working age by qualification level**



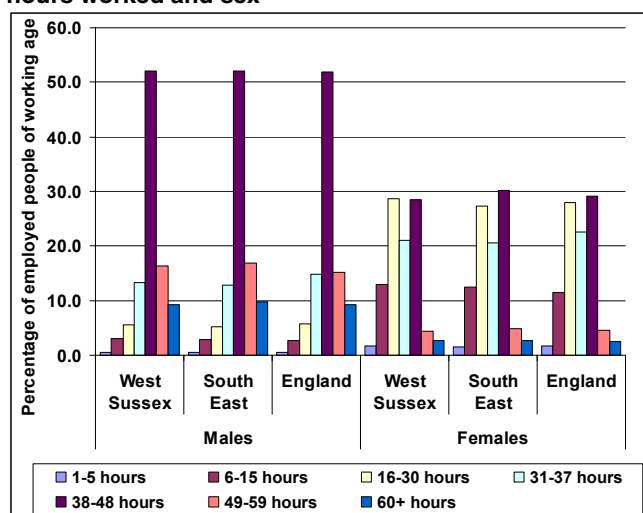
Source: 2001 Census Standard Tables, Crown Copyright 2003



## Working Hours

**Figure 4.19** illustrates the long working hours of men. Men of working age in West Sussex work very long hours, with 26 per cent working above the threshold of 48 hours a week, a lower proportion than in both the South East region (27 per cent) but higher than in England (24 per cent). However, across West Sussex this varies considerably, from 29 per cent of men in Chichester, to 22 per cent in Adur and Crawley. 9 per cent of West Sussex men work over 60 hours per week, a figure similar to that for the South East region (10 per cent) and England (9 per cent). Again this varied by district, from nearly 12 per cent in Chichester to 8 per cent in Adur, Crawley and Worthing.

**Figure 4.19 People of working age in employment by hours worked and sex**



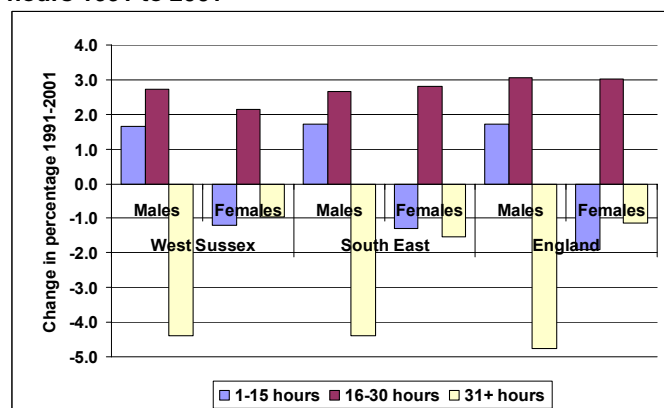
Source: 2001 Census Standard Tables, Crown Copyright 2003

Women in West Sussex work shorter hours, with 15 per cent working fewer than 15 hours, and 29 per cent working 16 to 30 hours per week, a similar picture to that in the region and in England. However, in Crawley just 11 per cent of women worked less than 15 hours a week, whilst in Chichester the figure was nearly 17 per cent. A similar proportion of women worked over 48 hours in West Sussex (7 per cent), the South East region (8 per cent) and England (7 per cent). In Adur, just 5 per cent of women worked more than 48 hours per week, compared with almost 9 per cent in Chichester.

Comparing the data from the 1991 and 2001 Censuses<sup>20</sup>, it is possible to look at the change in working hours over that period. This is shown in **Figure 4.20**. There was a fall in the proportion of men working more than 31 hours per week (over 4 percentage points in West Sussex). For women, there was also a drop in

the proportion working more than 31 hours per week and in the proportion working 1-15 hours per week. Both of these changes were smaller in West Sussex than in the region and nationally.

**Figure 4.20 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

## Travel to Work

*In West Sussex a high proportion of women and men travel to work by car*

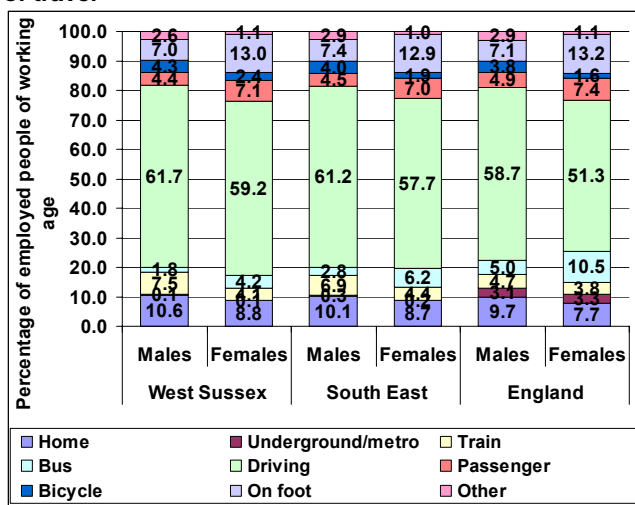
**Figure 4.21** shows the mode of travel to work by men and women of working age. In West Sussex:

- A high proportion of both men (62 per cent) and women (59 per cent) travel to work by car, compared with the region (61 per cent and 58 per cent) and England (59 per cent and 51 per cent).
- More men and women work at home, compared with the region and England
- Significantly more men take the train to work (8 per cent) compared with 7 per cent in the Eastern region and 5 per cent in England.
- Fewer people take the bus to work (1 per cent of men and 4 per cent of women), compared with the region (3 per cent and 6 per cent) and England (5 per cent and 11 per cent).

<sup>20</sup> Source: 1991 Census LBS, Crown Copyright 1993, 2001 Census Standard Tables, Crown Copyright 2003.



**Figure 4.21 Men's and women's travel to work by method of travel**



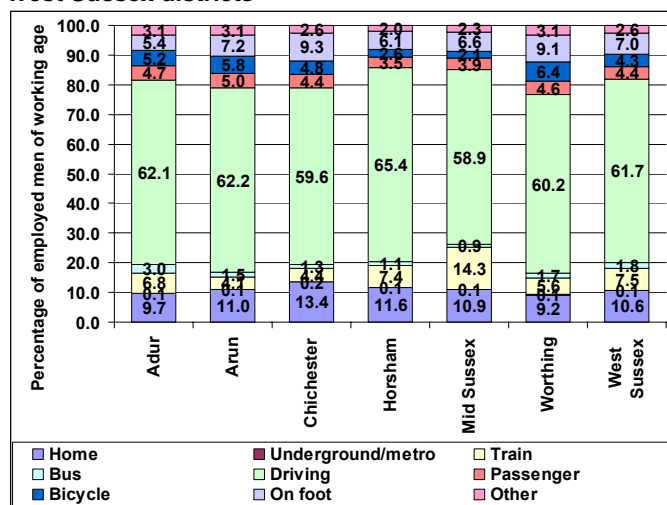
Source: 2001 Census Standard Tables, Crown Copyright 2003

There are significant differences in the way men and women travel to work, and women continue to work closer to home (see Figure 4.24). 4 per cent of women in West Sussex go to work by bus (compared with 1 per cent of men), 7 per cent of women travel as passengers in a car (compared with 4 per cent of men) and 13 per cent of women walk to work (almost double the proportion of men). Fewer women drive to work, 59 per cent compared with 62 per cent of men, or travel to work by train (4 per cent compared with 8 per cent of men).

There are also significant differences in the way men and women travel to work across the West Sussex districts, as illustrated in **Figures 4.22 and 4.23**. These show that:

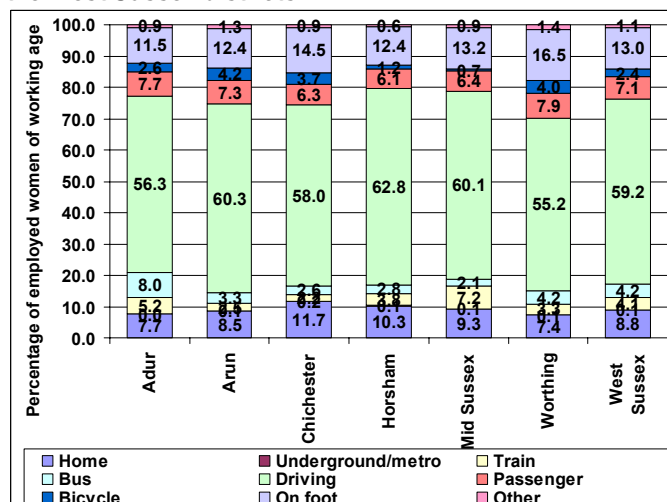
- in Horsham, 65 per cent of men and 63 per cent of women drive to work, compared with 59 per cent of men in Mid Sussex and 55 per cent of women in Worthing
- over 14 per cent of men and 7 per cent of women in Mid Sussex travel to work by train, compared with just 4 per cent of men in Arun and Chichester and 2 per cent of women in Chichester
- 8 per cent of women and 3 per cent of men in Adur take the bus to work, compared with 2 per cent of women and less than 1 per cent of men in Mid Sussex
- 16 per cent of women in Worthing walk to work
- In Chichester, 13 per cent of men and nearly 12 per cent of women work at home.

**Figure 4.22 Men's travel to work by method of travel in the West Sussex districts**



Source: 2001 Census Standard Tables, Crown Copyright 2003

**Figure 4.23 Women's travel to work by method of travel in the West Sussex districts**



Source: 2001 Census Standard Tables, Crown Copyright 2003

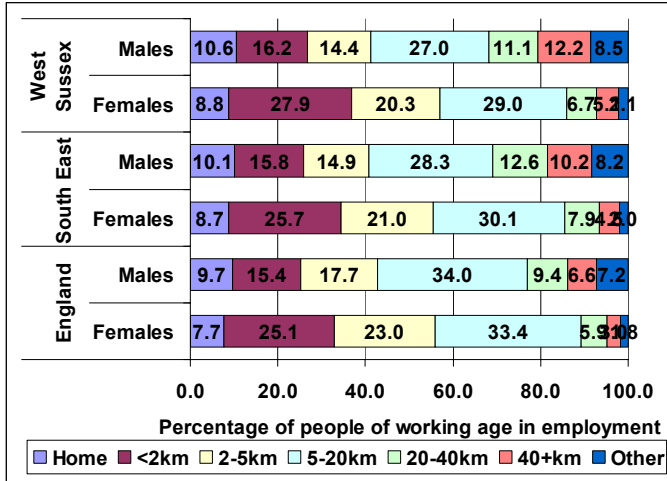
Comparing data from the 1991 and 2001 Censuses shows the change in method of travel to work by people of working age<sup>21</sup>. In West Sussex, there was an increase in women driving to work (up from 52 per cent to 59 per cent), and a fall in walking to work (down to 13 per cent from 16 per cent in 1991). By contrast, fewer men were driving to work in 2001 (down to 62 per cent from 66 per cent in 1991). More men and women, at all geographical levels, were working at home in 2001.

**Figure 4.24** shows the estimated distance travelled to work. Men in West Sussex tend to travel longer distances to work, with 31 per cent working within 5km of home, compared with 31 per cent in the region and 33 per cent in England. Nearly a quarter of them (23 per cent) work more than 20km away, compared with 23 per cent in the region and 16 per cent in England.

<sup>21</sup> Source: 1991 Census LBS, Crown Copyright 1993, 2001 Census Standard Tables, Crown Copyright 2003.

Women in West Sussex tend to work closer to home, 28 per cent of them working within 2km compared with just 16 per cent of men. However more women in West Sussex (12 per cent) and the South East (12 per cent) travel over 20km to work than in England (9 per cent).

Figure 4.24 Distance (km) travelled to work by people of working age, by sex

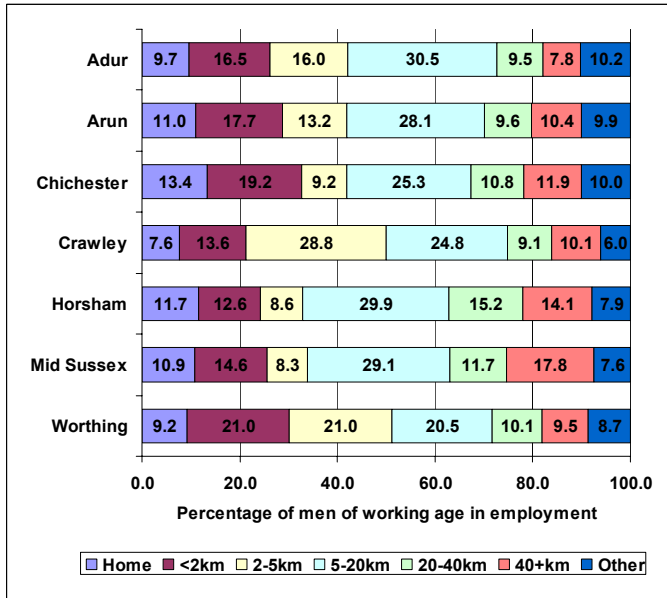


Source: 2001 Census Standard Tables, Crown Copyright 2003  
 Note: Distance travelled to work is estimated as a straight line between home and workplace postcodes

Across the districts in West Sussex, there are considerable differences in the distances that men and women travel to work. **Figures 4.25 and 4.26** show that:

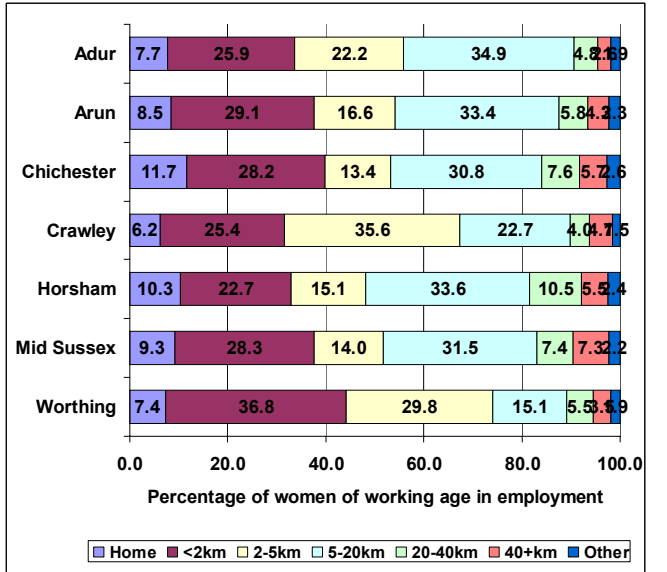
- nearly 18 per cent of men in mid Sussex travel more than 40km to work. By contrast, men in Crawley and Chichester tend to work closer to where they live, with 42 per cent in both these districts working within 5km of home
- although women tend to work closer to home than men, 16 per cent of women in Horsham travel more than 20km to work, and 7 per cent of women in Mid Sussex travel more than 40km to work
- in Worthing, two thirds of women work within 5km of where they live, compared with just 38 per cent of women in Horsham

Figure 4.25 Distance (km) travelled to work by men of working age, by sex - West Sussex districts



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

Figure 4.26 Distance (km) travelled to work by women of working age, by sex - West Sussex districts



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

## Occupation and Industry

*In West Sussex many men are employed as managers and senior officials and in skilled trades.*

*A high proportion of women work in administrative, secretarial and in personal service occupations.*

**Figure 4.27** shows how men and women are distributed across occupational sectors. Men in West Sussex work mainly in skilled trades (19 per cent) and as managers and senior officials (22 per cent), whereas many women are in administrative and secretarial (24 per cent) or personal service occupations (15 per cent).

Fewer men in West Sussex work as process, plant or machine operatives (10 per cent) than in England (13 per cent), and women in West Sussex are more likely to work in personal service occupations (15 per cent in West Sussex compared with 13 per cent in England).

**Figure 4.28** shows the occupations of men and women in the West Sussex districts. There is considerable variation not just between men and women but also across the districts, especially in Crawley:

- 56 per cent of men and 39 per cent of women in Horsham were employed as managers, senior officials, professionals and associate professionals or in technical occupations, compared with 41 per cent of men and 27 per cent of women in Crawley
- in Crawley, 14 per cent of men and 12 per cent of women work in elementary occupations
- 24 per cent of men in Adur work in skilled trades, compared with just 16 per cent in both Crawley and Mid Sussex
- 26 per cent of women in Crawley are employed in administrative and secretarial occupations, whilst a further 16 per cent work in sales and customer services
- 14 per cent of men in Crawley work as process, plant or machine operatives

In West Sussex the proportion of men working in skilled trades fell between 1991 and 2001 (23 per cent in 1991 to 19 per cent in 2001)<sup>22</sup>. For women, there was a fall in the proportion in administrative and secretarial occupations (down from 30 per cent to 24 per cent in West Sussex, 32 per cent to 24 per cent in the region and 29 per cent to 23 per cent nationally).

**Figure 4.29** shows the industry in which people work, with again a marked difference between men and women. In West Sussex, more men worked in transport, storage and communications (12 per cent) and in finance and real estate (21 per cent) than in England as a whole. Women in West Sussex tend to work in the wholesale, retail, hotels and restaurants sector (22 per cent) and in finance and real estate (19 per cent), with a higher proportion working in transport, storage and communications (8 per cent) than in the region or England.

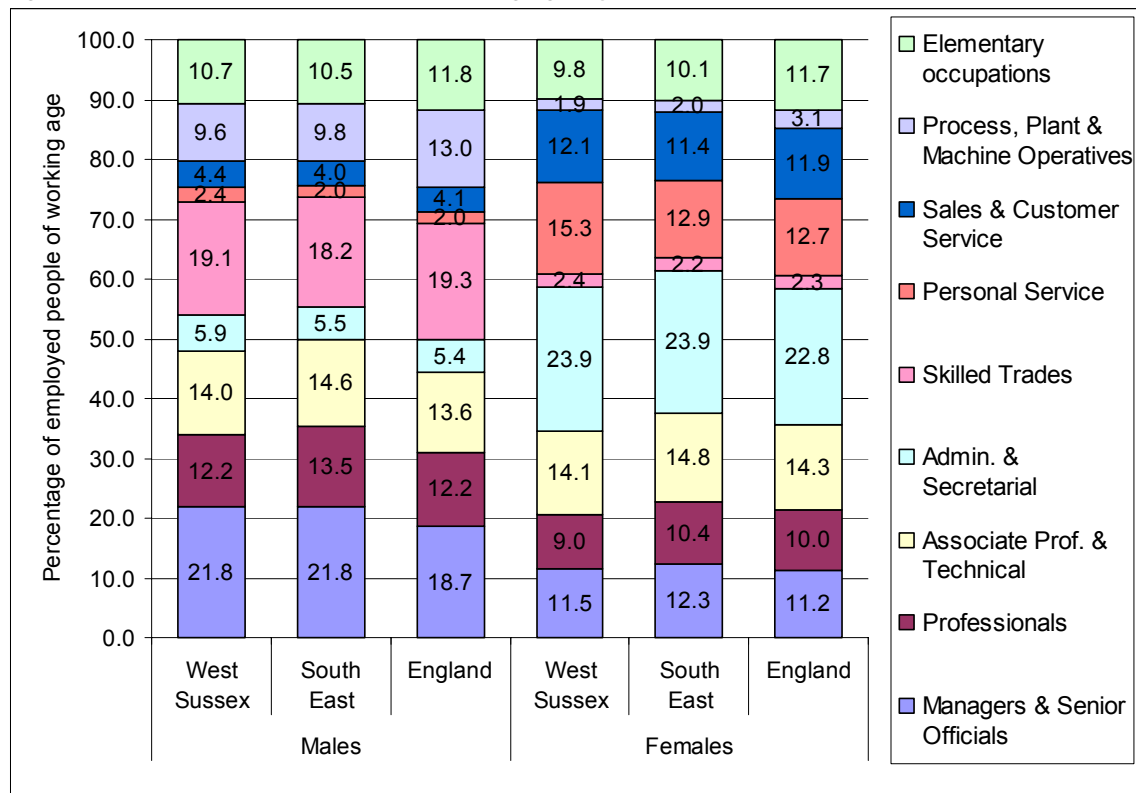
In **Figure 4.30**, the industry in which men and women in the West Sussex districts work is shown. This again shows considerable variation across the districts, in particular:

- 19 per cent of men and 9 per cent of women in Arun work in manufacturing, compared with 13 per cent of men in Mid Sussex and less than 7 per cent of women in Chichester
- 5 per cent of men and 2 per cent of women in Chichester are employed in agriculture, hunting, forestry or fishing
- 24 per cent of men and 19 per cent of women in Crawley work in the transport, storage and communications sectors
- 26 per cent of men in Mid Sussex and 23 per cent of women in Horsham are working in the finance and real estate sectors
- nearly 7 per cent of men in Chichester work in public administration and 13 per cent of women in Chichester work in education
- in Worthing, 24 per cent of women and 5 per cent of men work in health and social work, compared with just 12 per cent of women and 2 per cent of men in Crawley

Between 1991 and 2001 there was a fall in the proportion of men employed in manufacturing (down from 22 per cent to 12 per cent in West Sussex)<sup>22</sup>, and an increase in men employed in finance and real estate (up from 15 per cent to 21 per cent). For women in West Sussex, there was also a decrease in the proportion employed in manufacturing (down from 12 per cent in 1991 to 7 per cent in 2001) and an increase in finance and real estate (up from 16 per cent to 19 per cent).

<sup>22</sup> Source: 1991 Census LBS, Crown Copyright 1993, 2001 Census Standard Tables, Crown Copyright 2003.

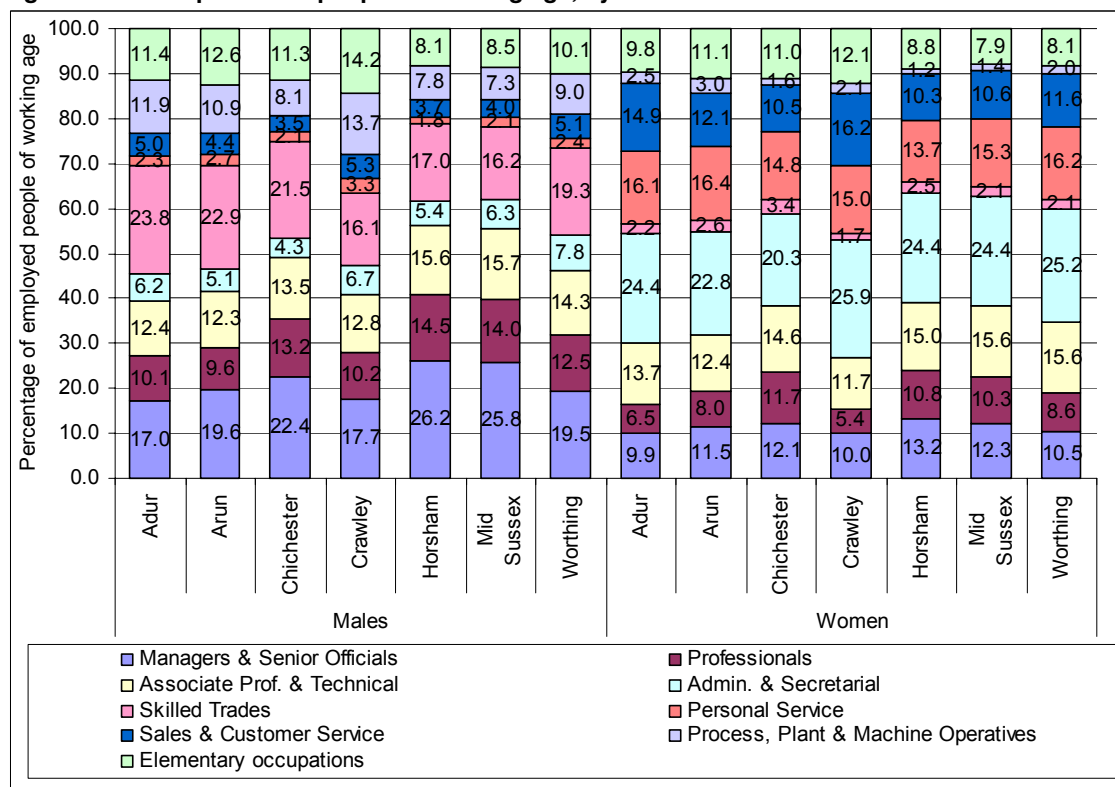
**Figure 4.27 Occupations of people of working age, by sex**



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.

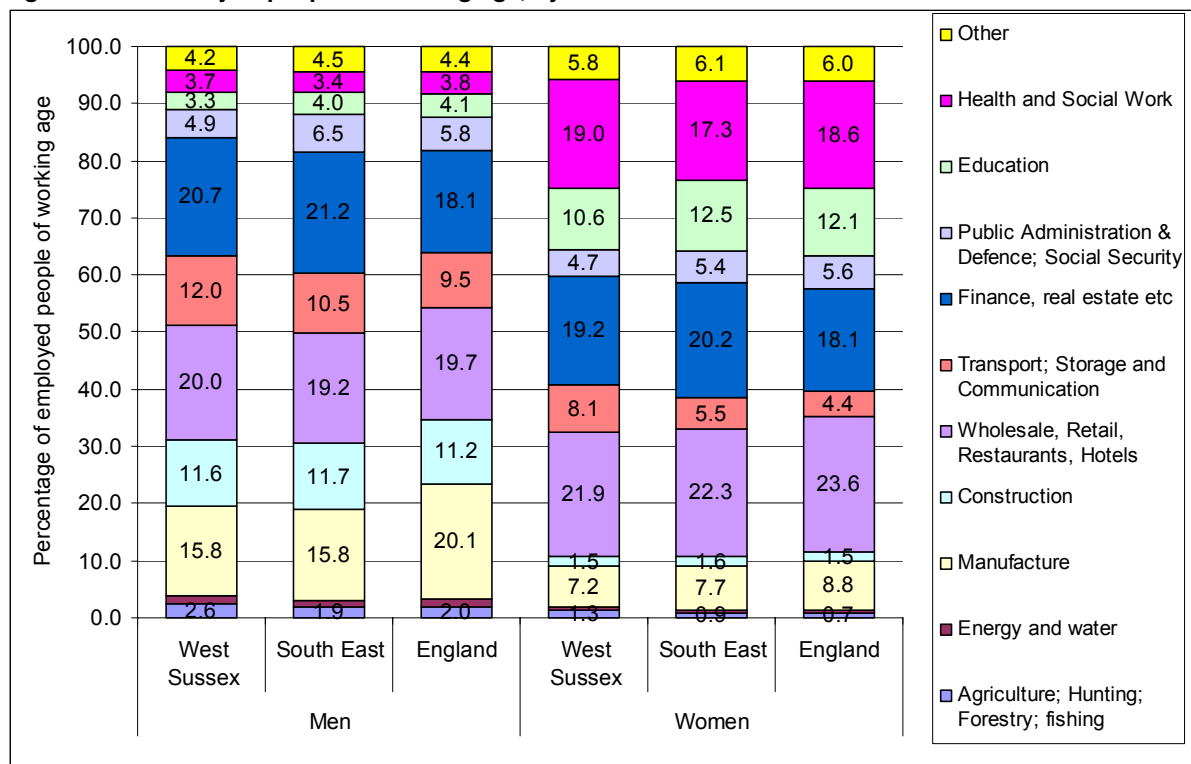
**Figure 4.28 Occupations of people of working age, by sex - West Sussex districts**



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.

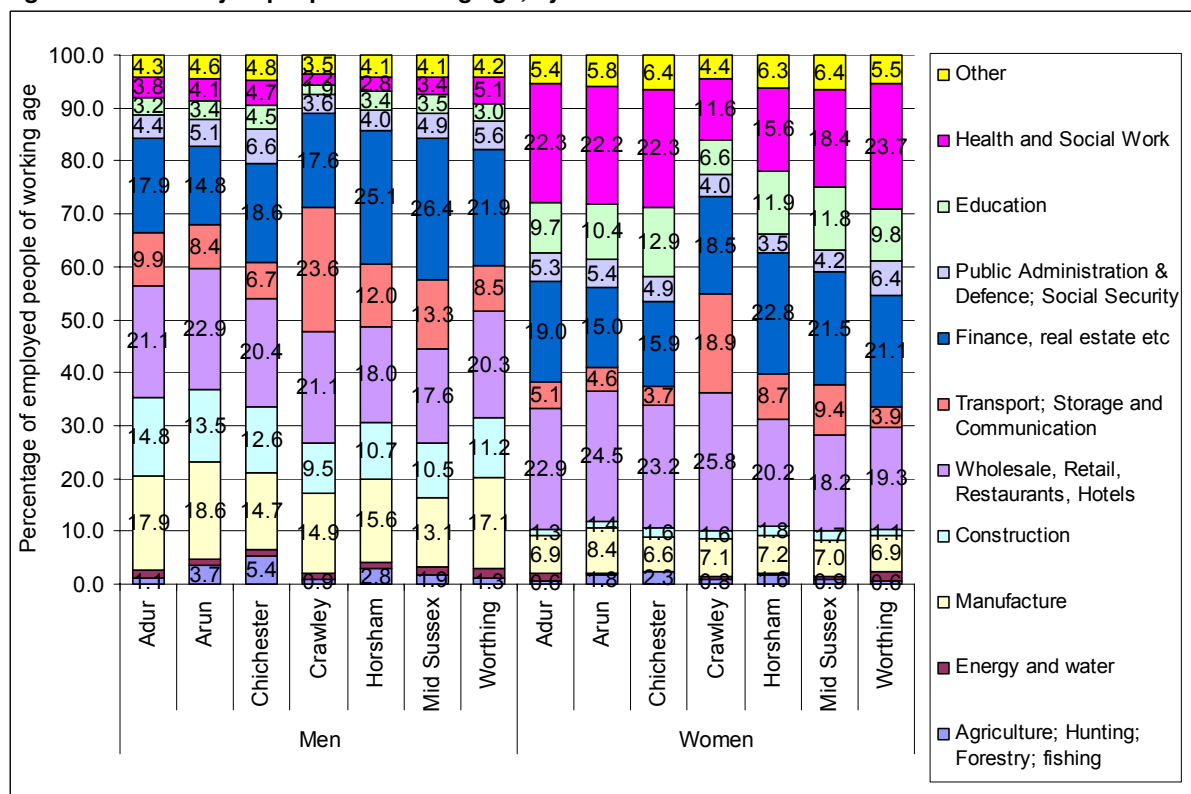
**Figure 4.29 Industry of people of working age, by sex**



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.

**Figure 4.30 Industry of people of working age, by sex - West Sussex districts**



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.



## Second Jobs

The census data relates to the main job that men and women are employed in. A major limitation of this source is that it does not collect information about men and women who have more than one job. Estimates of the number of people with a second job can be obtained from the Labour Force Survey (LFS) which is carried out annually. This shows that in West Sussex, 3.8 per cent of men and 7.8 per cent of women have a second job. In the South East region 3.5 per cent of men and 6.5 per cent of women have a second job and across England as a whole the figures are 3.1 per cent of men and 5.4 per cent of women.

### Key Points

- Between 1991 and 2002 there was a net increase of just under 93,500 jobs in West Sussex, or 36 per cent. This varied from an increase in full-time jobs of 39 per cent for men and 19 per cent for women and an increase in part-time jobs of 98 per cent for men and 38 per cent for women.
- Since 1991 there has been a significant and continuing decline in jobs for men in manufacturing industry in West Sussex (down 6 per cent from 1991 to 2002) and a large increase in employment in finance.
- A high proportion of men and women of working age in West Sussex are economically active.
- Men in Chichester work longer hours than their counterparts in the county, region and nationally. 29 per cent worked more than 48 hours per week.
- Between 1991 and 2001 there was a significant increase in the proportion of women driving to work (up 7 percentage points) in West Sussex compared with a 4 percentage point fall in the proportion of men travelling to work by car.
- 23 per cent of men in West Sussex work more than 20km away from their home, compared with 16 per cent of men nationally. Although women in West Sussex tend to work closer to where they live than men, 12 per cent work more than 20km away, compared with just 9 per cent in England as a whole.
- There are marked differences in the occupations of men and women, with 24 per cent of employed women in administrative and secretarial occupations, and 15 per cent in personal services, whilst 19 per cent of employed men work in skilled

trades and 22 per cent work as managers or senior officials.

- 20 per cent of men in West Sussex work in the wholesale and retail, hotels and restaurants sector, with a further 21 per cent working in finance and real estate. Women in West Sussex are more likely to work in wholesale and retail, hotels and restaurants (22 per cent), in finance and real estate (19 per cent) or in health and social work (19 per cent). A high proportion of men (12 per cent) and women (8 per cent) in West Sussex work in transport, storage and communications.
- There was considerable variation across the West Sussex districts in the occupation and industry of men and women.

## 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 West Sussex.

### Women's Incomes over the Lifetime<sup>23</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>24</sup>

"The 18% 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>25</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>23</sup> Rake, K. (2001) *Women's Incomes over the Lifetime*. London: The Stationary Office

<sup>24</sup> Kingsmill, D. (2001), *The Kingsmill Review of Women's Pay and Employment*, London, DTI

<sup>25</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 West Sussex, compared with the South East 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 West Sussex 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 West Sussex 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 West Sussex

*In West Sussex, low pay is more prevalent for women working part-time*

Figure 5.1 shows gross weekly and hourly pay for men and women in West Sussex, the South East region and England as a whole, together with the number of hours they work each week. Men in full-time employment in West Sussex on average earned £13.85 per hour, a lower rate than in the South East region (£14.84), but higher than in England as a whole (£13.10). Women at all geographical levels earned much less than their male counterparts. Women in full-time employment in West Sussex earned just £10.31 per hour, less than both comparable women in the region (£11.40) and nationally (£10.70). This is an important finding showing West Sussex to have average male full-time pay which is above the national level (by 75 pence per hour), while average female full-time pay is lower (by 39 pence 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
West Sussex	All	525.04	290.93	13.78	9.66	38.2	29.7
	Full-time	560.70	399.84	13.85	10.31	40.3	37.8
	Part-time	**	149.91	**	7.96	**	19.1
South East	All	569.13	315.94	14.70	10.61	38.9	29.9
	Full-time	602.58	428.91	14.84	11.40	40.6	37.6
	Part-time	211.57	161.67	**	8.47	18.8	19.3
England	All	503.00	297.00	12.90	10.00	39.1	30.1
	Full-time	535.00	402.00	13.10	10.70	40.9	37.4
	Part-time	169.11	151.40	9.05	7.86	18.9	19.5

Source: New Earnings Survey 2003, Crown Copyright 2004

Note: These data are residence based, that is they are for people living in West Sussex who may not necessarily work in West Sussex.

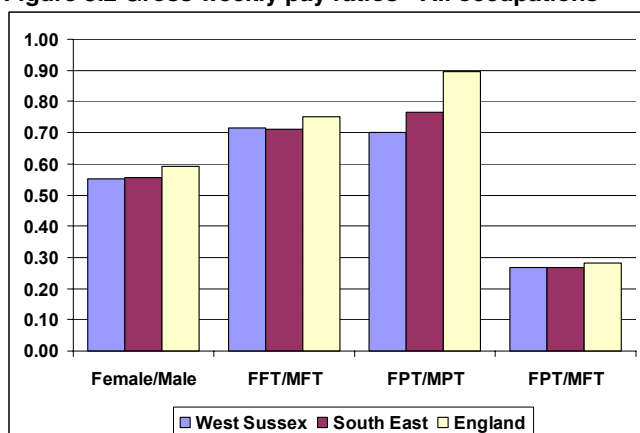
\*\* Missing values are based on very small numbers and therefore cannot be included as such data are not reliable in the statistical sense.

Average weekly pay is affected by the hours that men and women work. Normal basic hours of work average 38.2 each week for men and 29.7 per week for women in West Sussex. This is similar to the figures for men and women in the region (38.9 and 29.9 hours per week) and England as a whole (39.1 and 30.1 hours per week). Although the number of hours worked each week is similar at all geographical levels, low hourly pay in West Sussex contributes to lower gross weekly pay, especially for women. This is shown in **Figure 5.1**. Women in West Sussex on average earned £290.93 per week, compared with men's weekly pay of at least £525 per week. Low pay is even more prevalent for women working part-time, who on average earned just under £150 per week, a lower rate than in either the region (£162) or England (£151).

**Figures 5.2 - 5.6** 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.

Pay data for all occupations (**Figure 5.2**) show that patterns of pay in West Sussex vary slightly from the regional and national pictures, except for part-time working. Women part-time workers in West Sussex earn considerably less than male part-time workers. In all categories of employment women earn less than men.

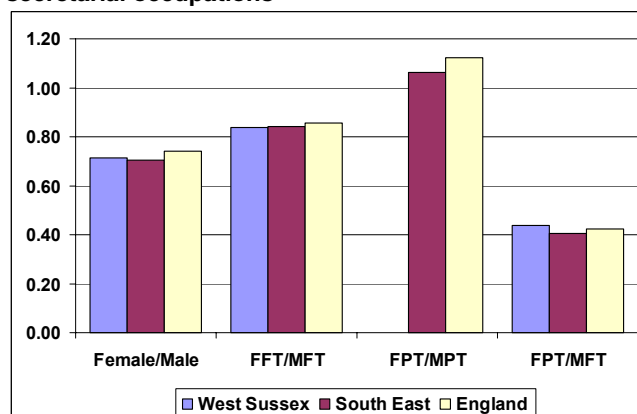
**Figure 5.2 Gross weekly pay ratios - All occupations**



Source: New Earnings Survey, 2003

The pay data for different occupations show that in West Sussex women and men come closest to equal pay in full-time personal service occupations. However **Figure 5.4** also shows a very wide pay gap between men and women in part-time employment in this type of work, with women who work part-time earning less than 40 per cent of the pay of male part-time workers.

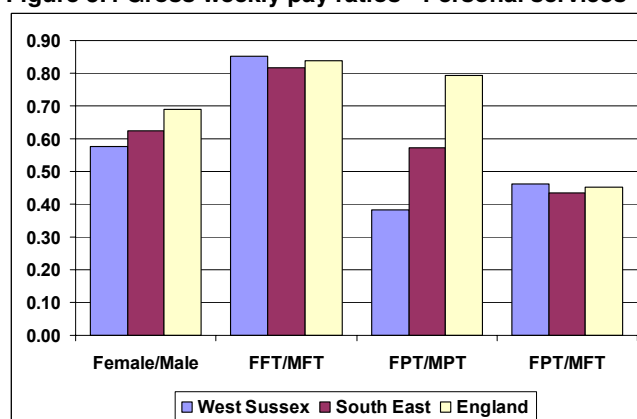
**Figure 5.3 Gross weekly pay ratios - Administrative and secretarial occupations**



Source: New Earnings Survey, 2003

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

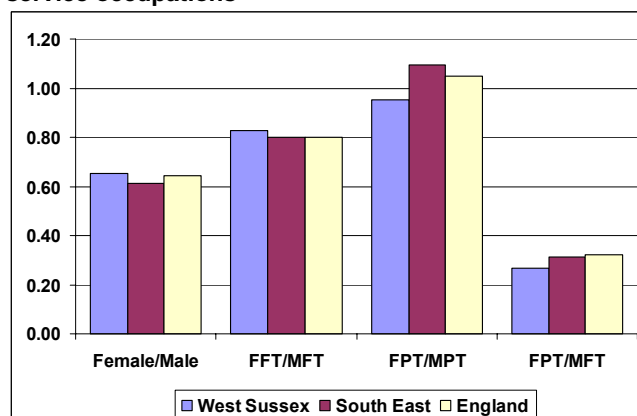
**Figure 5.4 Gross weekly pay ratios - Personal services**



Source: New Earnings Survey, 2003

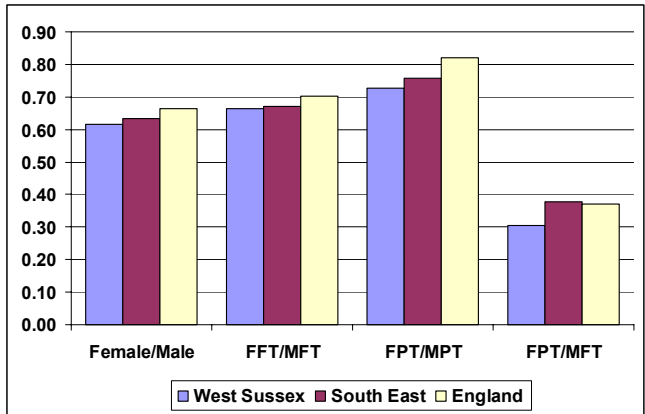
The gender pay gap is slightly smaller in full-time sales and customer service jobs in West Sussex (**Figure 5.5**). There is also a small pay gap for part-time workers in this sector in West Sussex, although in the region and in England women earned slightly more than their male counterparts.

**Figure 5.5 Gross weekly pay ratios - Sales and customer service occupations**



Source: New Earnings Survey, 2003

Figure 5.6 Gross weekly pay ratios - Managers and senior professionals



Source: New Earnings Survey, 2003  
Note: Missing 'bars' are based on very small numbers of people and therefore cannot be included

In West Sussex, while full-time women earned about 80 per cent of full-time men's weekly earnings in administrative and secretarial (Figure 5.3), personal service (Figure 5.4) and sales and customer service (Figure 5.5) occupations, they earned less than 70 per cent of men's earnings in full-time managerial and senior professional occupations (Figure 5.6). Here the pay gap disadvantages women in West Sussex more than at the regional and national scale, irrespective of the way patterns of hours are compared.

Low pay is more prevalent for women full-time workers in West Sussex than in the South East region and England as a whole. Figure 5.7 shows the percentages of women and men whose weekly pay falls into different wage bands. 22 per cent of West Sussex women working full-time earned less than £250 per week, compared with 18 per cent in the region and 24 per cent in England as a whole. 53 per cent of women in full-time jobs earned less than £350 per week, compared with 49 per cent regionally and 52 per cent nationally.

Among women in full-time employment, while the top 10 per cent in England earned £644 or more per week, and in the region the top 10 per cent earned at least £662, the top 10 per cent in West Sussex earned only £608 or more per week. Among men in full-time employment, the top 10 per cent earned £870 or more in West Sussex, similar to the national earnings level, but lower than the regional level of £940 or more per week. While the earnings levels for men and women in the bottom 10 per cent of earners were higher in the South East region, they were similar in West Sussex and England as a whole. At all geographical levels, the bottom 10 per cent of women full-time earners earned less than the bottom 10 per cent of male full-time earners.

Figure 5.7 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
West Sussex	Males	10.2	33.1	52.9	£245.40	£870.20
	Females	22.4	53.1	72.9	£206.30	£608.30
South East	Males	8.7	28.2	49.3	£259.00	£940.30
	Females	18.4	48.6	70.2	£216.80	£662.60
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 West Sussex, average male full-time pay is above the national average, while average female full-time pay is below.
- Weekly pay rates for women in West Sussex are lower than in the South East region and England as a whole.
- Women in full-time employment earn less than their male counterparts at all geographical levels.

- When full-time male and female employment is compared, the pay gap is widest for women in managerial and senior professional jobs in West Sussex and narrowest in personal services occupations.
- Although there is little difference between West Sussex and England in the amount that the bottom 10 per cent of earners earn, the top 10 per cent of female full-time earners in West Sussex earn much less than their counterparts in the region and England.



## 6. Unemployment and Economic Inactivity

### Unemployment

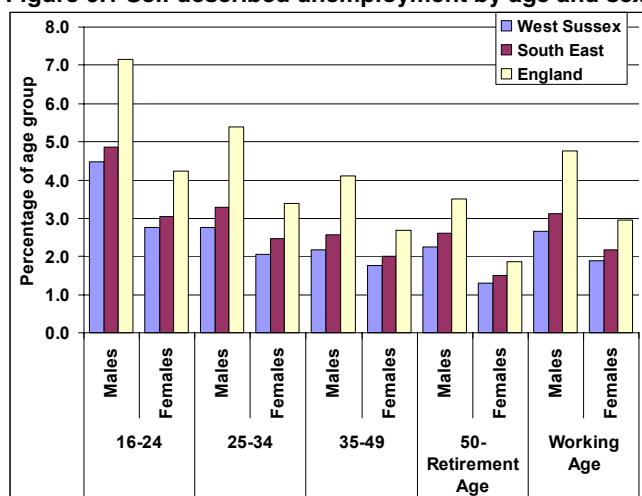
*Unemployment in West Sussex is particularly marked amongst younger men and women.*

Although assessing the level of unemployment and economic inactivity is notoriously difficult, data from a number of sources show that proportionally unemployment in West Sussex is well below the averages for England, for men and women.

**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 working age men of 2.7 per cent in West Sussex, which is similar to that in the South East (3.1 per cent), but much lower than in England as a whole (4.8 per cent). This equates to 5,985 unemployed men. For women of working age the unemployment rate was 1.9 per cent (over 3,977 women) also lower than both the South East (2.2 per cent) and England figures (3.0 per cent).

The highest levels of unemployment are amongst those aged 16-24, where the rate for men and women rises to 4.5 per cent and 2.8 per cent respectively. At all ages and across all geographical levels the unemployment rate for men is higher than that for women.

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



Source: 2001 Census Standard Tables, Crown Copyright 2003

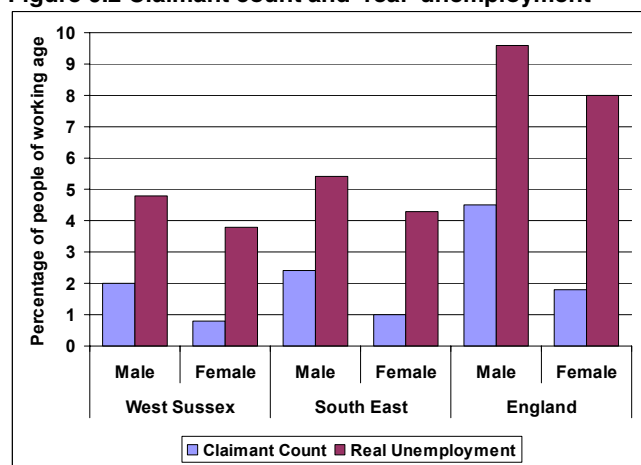
Within West Sussex, the highest levels of unemployment were in Arun (3.2 per cent of men and 2.3 per cent of women of working age) although unemployment here was still lower than at the national level. The pattern of

unemployment by age is not uniform across the West Sussex districts. In Crawley a high proportion of 16-24 year olds were unemployed, 5.5 per cent of men and 3.3 per cent of women. For 35-49 year olds the highest rates men in West Sussex were found in Worthing (3.1 per cent) while for women the highest rates were seen in Arun (2.1 per cent).

Another measure of unemployment is the number of people claiming unemployment related benefits (the claimant count). In certain circumstances people may be unemployed but not appear in the claimant count, such as those diverted into early retirement. **Figure 6.2** shows the claimant count and an alternative estimate of the '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 large numbers of people claiming other benefits (e.g. Incapacity Benefit) or outside the benefits system altogether.

In 2002, the estimated 'real' unemployment rate for men (5 per cent) and for women (4 per cent) in West Sussex was lower than the regional and national equivalents. While 'real' unemployment was higher for men in West Sussex, the difference between the claimant count and the 'real' unemployment rate was greatest for women.

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

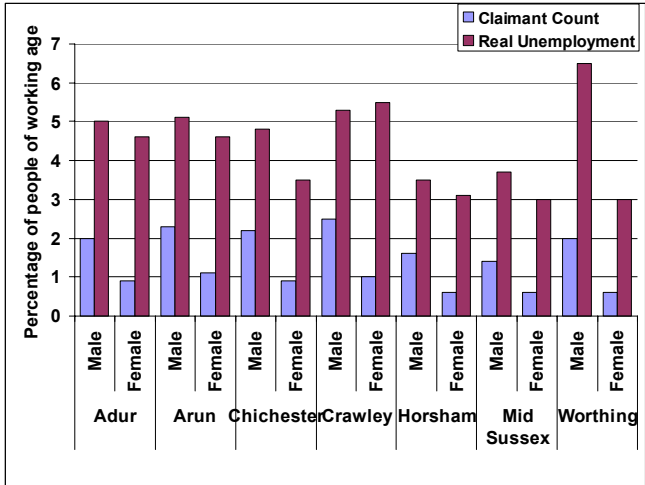


Source: Beatty, C., Fothergill, S., Gore, T. and Green, A. (2003) 'The Real Level of Unemployment 2002'

**Figure 6.3** shows the picture within West Sussex. Worthing had the highest rates of 'real' unemployment in men (at over 6 per cent) but in women the highest rates were in Crawley, at nearly 6 per cent.



Figure 6.3 Claimant count and ‘real’ unemployment in the West Sussex Districts



Source: Beatty, C., Fothergill, S., Gore, T. and Green, A. (2003) ‘The Real Level of Unemployment 2002’

Another measure of unemployment is the ‘Want Work Rate’<sup>126</sup> (WWR). The TUC has estimated working age ‘want work rates’ that take those who are unemployed, plus the inactive who want work, as a share of the active labour force including the inactive who want work. Using this methodology, WWRs have been estimated for West Sussex, the South East and England. **Figure 6.4** shows that although the unemployment and ‘real’ unemployment rates are usually higher for men than women, the converse is true of WWRs.

Figure 6.4 Want Work Rates

	All	Males	Females
West Sussex	8.8	**	11.4
South East	9.4	7.8	11.3
England	11.1	9.9	12.5

Source: LFS 2002, ONS and Sheffield Hallam University

Note: \*\* Missing values are due to missing data in the LFS

The most common reason given among the inactive who wanted a job for not looking for work was long-term sickness and disability, covering about 34 per cent of the total<sup>27</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 ‘some other reason’ (including a small number of discouraged workers (about 2 per cent), who think there are no jobs available).

Length of time since last worked and former occupation and industry

**Figure 6.5** shows that in West Sussex fewer unemployed men and women of working age (both 4 per cent) had never worked than in the South East (both 6 per cent) region or in England as a whole (9 per cent of men and 10 per cent of women).

Within West Sussex, the proportion of unemployed people of working age who had never worked was highest in Adur, where 5 per cent of unemployed men and 8 per cent of unemployed women have never worked. The lowest proportions were seen in Crawley, where just over 6 per cent of unemployed men had never worked, and in Mid Sussex where 2 per cent of unemployed women had never worked.

Figure 6.5 Percentage of unemployed people who have never worked by age and sex



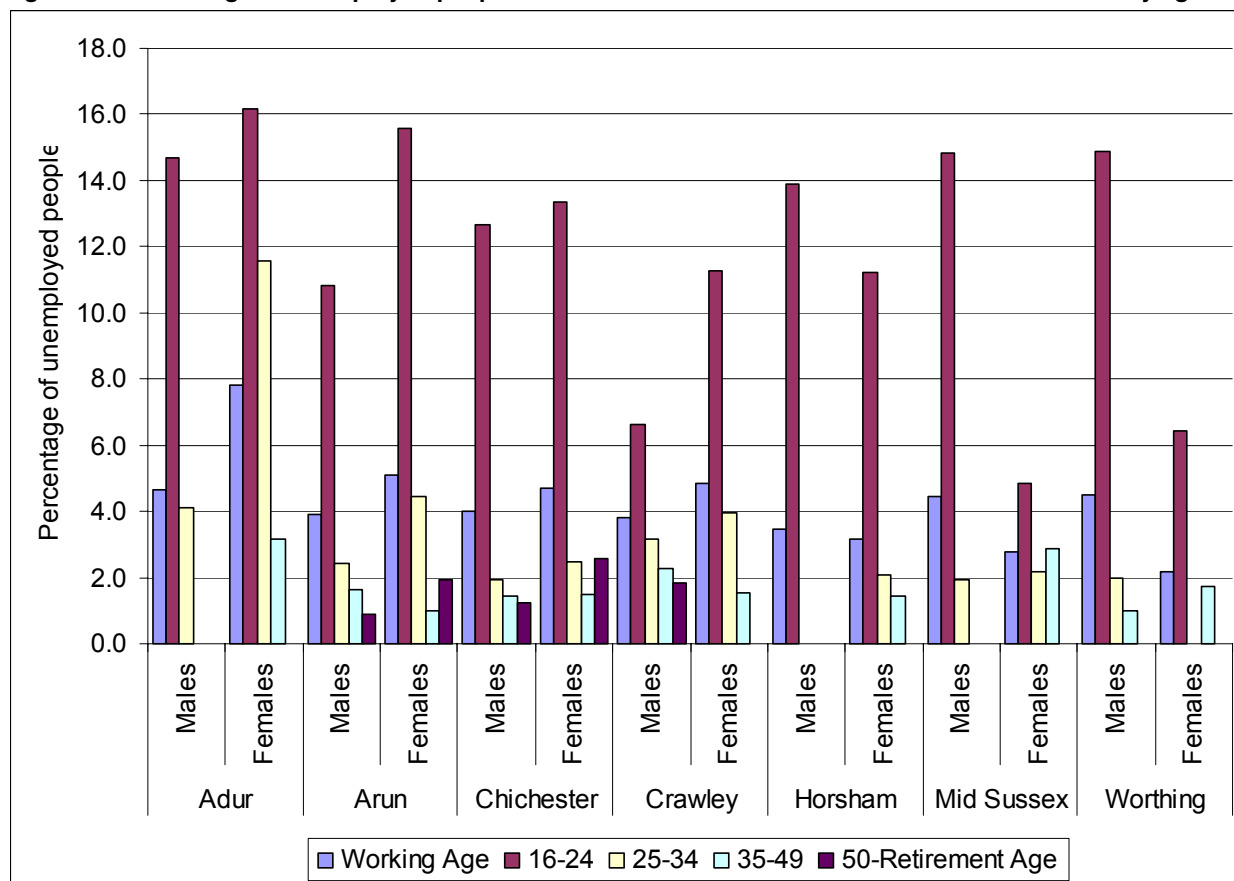
Source: 2001 Census Standard Tables, Crown Copyright 2003

The pattern of unemployment by age can be seen in **Figure 6.6**. In Adur, over 16 per cent of unemployed women aged 16-24 had never worked. These figures were still well below the national averages for young men and women which stood at about 20 per cent for both sexes. However, in Adur, a rather high proportion of unemployed women aged 25-34 had never worked - 12 per cent, compared to 3 per cent in West Sussex. This is the only district in West Sussex where the proportion of people aged 25-34 who had never worked was higher than the proportion of all people of working age who had never worked. The 12 per cent figure is particularly notable as it is above the figure for England for women of this age (less than 10 per cent).

<sup>26</sup> ‘Inactive Britain’ - TUC report on working age inactivity in Britain and the rest of Europe, January 2004.

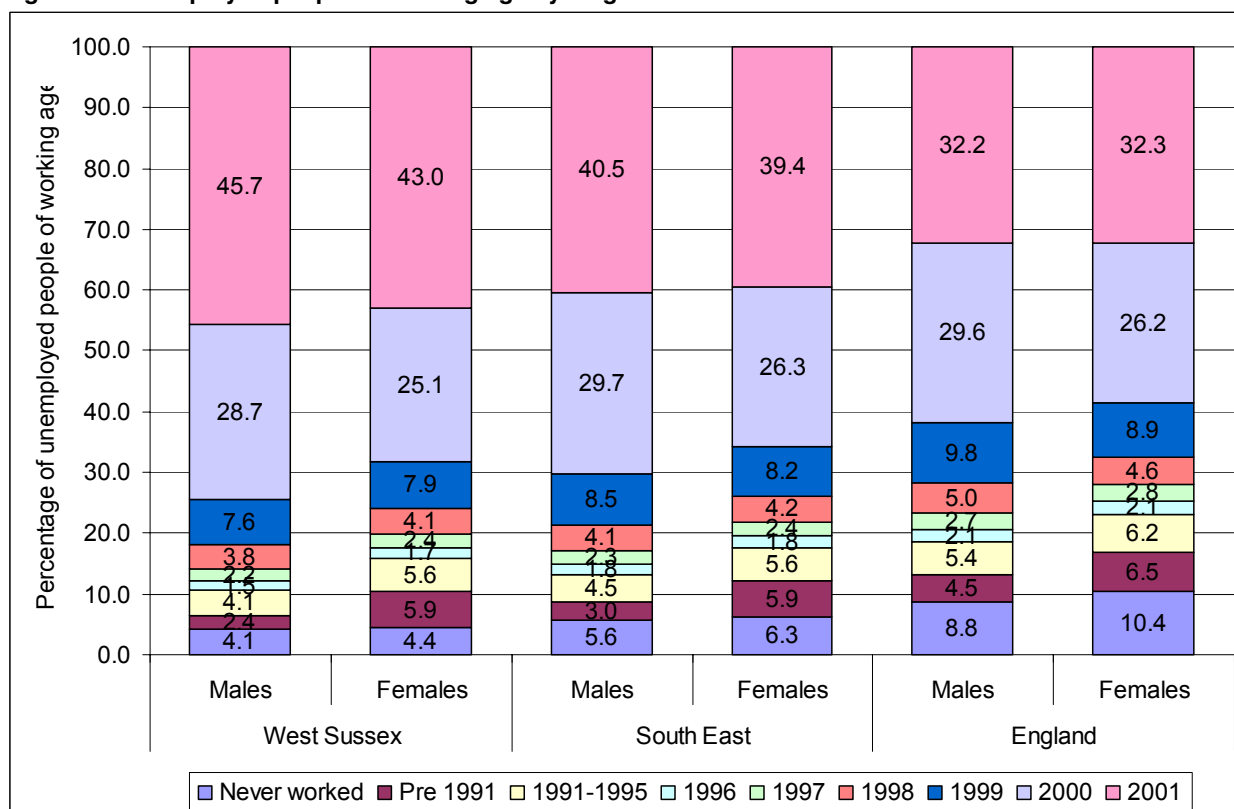
<sup>27</sup> Source: Labour Force Survey 2002, ONS, Crown Copyright 2004.

**Figure 6.6 Percentage of unemployed people in the West Sussex Districts who have never worked by age and sex**



Source: 2001 Census Standard tables, Crown Copyright 2003

**Figure 6.7 Unemployed people of working age by length of time since last worked and sex**



Source: 2001 Census Standard tables, Crown Copyright 2003

**Figure 6.7** shows that around one seventh of unemployed people of working age in West Sussex, 12 per cent of men and 18 per cent of women, had not worked in the 5 years prior to the 2001 Census. This compares with 15 per cent of men and 20 per cent of women in the South East and 21 per cent of men and 25 per cent of women in England.

Again, this varies from district to district within West Sussex, from 9 per cent of unemployed men of working age in Horsham having not worked in the last 5 years, to 14 per cent of unemployed men in Worthing. For women, the lowest proportions are seen in Mid Sussex, where 14 per cent of unemployed women of working age had not worked in the last 5 years, and the highest in Chichester where the rate was 20 per cent.

*Many unemployed women last worked in personal services and in health and social work. Many unemployed men were formerly managers and senior officials and worked in finance and real estate.*

**Figure 6.8** shows the former occupation of those people of working age who said they were unemployed. Almost a third of unemployed men and a quarter of unemployed women in West Sussex previously worked as managers and senior officials, professionals or associate professionals. For men this figure was higher than in the region and in England as a whole, however, the figure for women was lower than the regional percentage but higher than the figure for England as a whole. In West Sussex, 18 per cent of unemployed men were formerly in skilled trades, while 10 per cent were process, plant or machine operatives. Of the unemployed women in West Sussex, 17 per cent were previously in sales and customer services, 21 per cent last worked in administrative and secretarial occupations and 15 per cent had been in personal service occupations.

**Figure 6.9** shows the variation in the previous occupation of unemployed people across the West Sussex Districts. For unemployed men:

- 15 per cent of men and 13 per cent of women previously worked in associate professional and technical occupations
- Nearly a quarter of women in Horsham (24 per cent) formerly worked in sales and customer services
- In Adur, 25 per cent of women were previously in administrative and secretarial occupations

**Figure 6.10** shows the former industry of unemployed people of working age. Almost a fifth of unemployed

men in West Sussex were previously employed in the finance and real estate sector, more than the percentage in the region (18 per cent) or in England (14 per cent). A further 19 per cent of men were formerly in the wholesale and retail sector and 8 per cent formerly worked in hotels and restaurants.

Among unemployed women in West Sussex, 18 per cent were previously in finance and real estate, a lower proportion than in the region (19 per cent) but higher than in England (17 per cent). About one in six of unemployed women in West Sussex last worked in health and social work, more than the proportion in the South East or in England as a whole (13 per cent). 7 per cent of unemployed women in West Sussex were formerly in jobs in education.

**Figure 6.11** shows the picture across the districts within West Sussex. Again there is a significant difference between the former industries of unemployed men and women, but there is also variation across the districts.

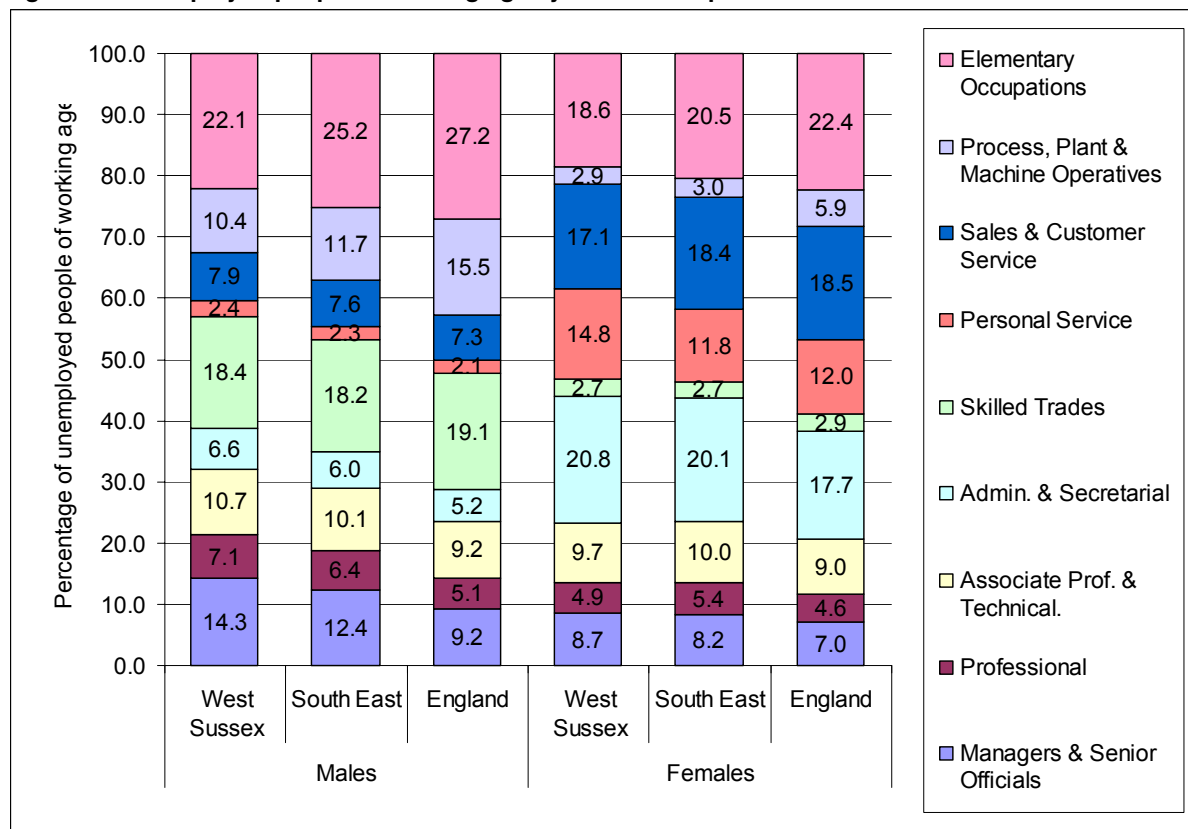
For unemployed men:

- 25 per cent in Horsham formerly worked in the finance and real estate sector, compared with just 16 per cent in Adur
- In Crawley, 13 per cent previously worked in transport, storage and communications (5 per cent in Chichester)
- 20 per cent in Arun were last employed in manufacturing, compared with just 11 per cent in Crawley
- 16 per cent in Crawley were formerly employed in construction (10 per cent in Horsham).

Among unemployed women:

- in Arun 21 per cent formerly worked in health and social work (11 per cent in Crawley) and almost another 9 per cent previously worked in manufacturing (just 5 per cent in Mid Sussex)
- In Mid Sussex, almost a quarter (24 per cent) last worked in finance and real estate (11 per cent in Crawley) and another 10 per cent were previously employed in education (just 1.6 per cent in Adur)
- in Crawley 27 per cent previously worked in wholesale and retail (17 per cent in Mid Sussex) with a further 14 per cent in hotels and restaurants (9 per cent in Worthing) and nearly 9 per cent in transport, storage and communications (2.5 per cent in Arun).

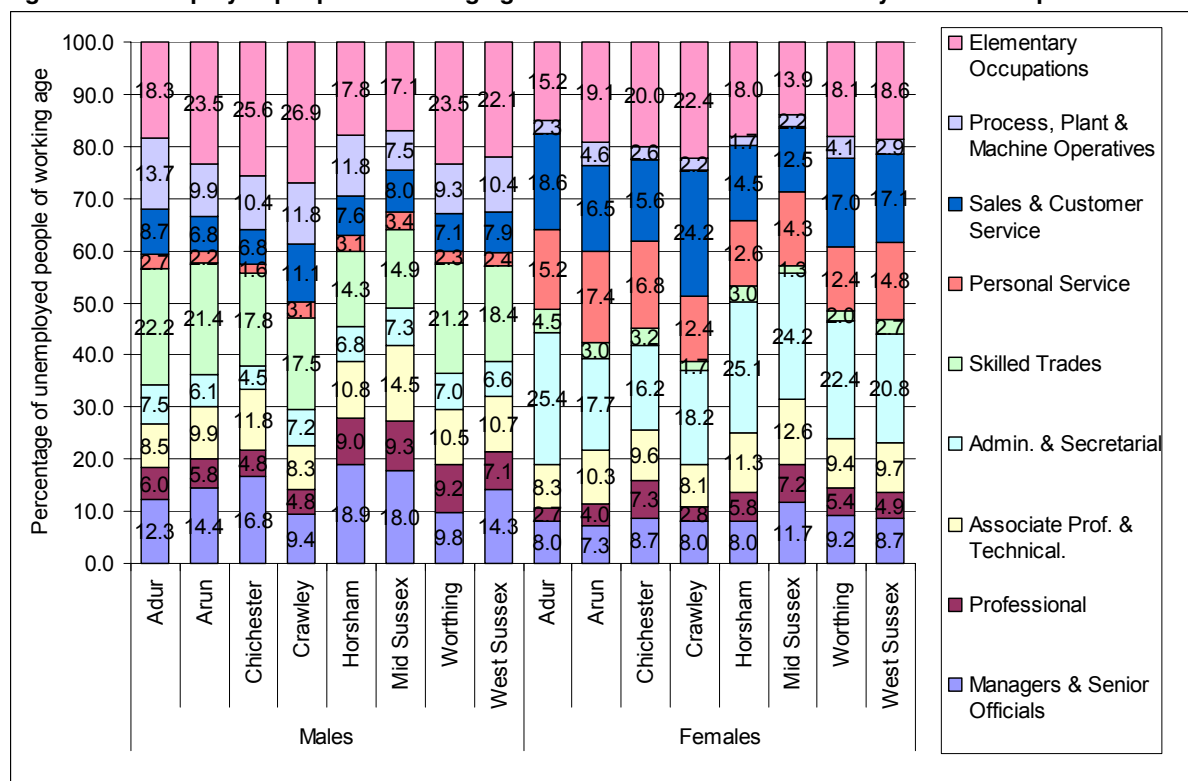
**Figure 6.8 Unemployed people of working age by former occupation and sex**



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 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.

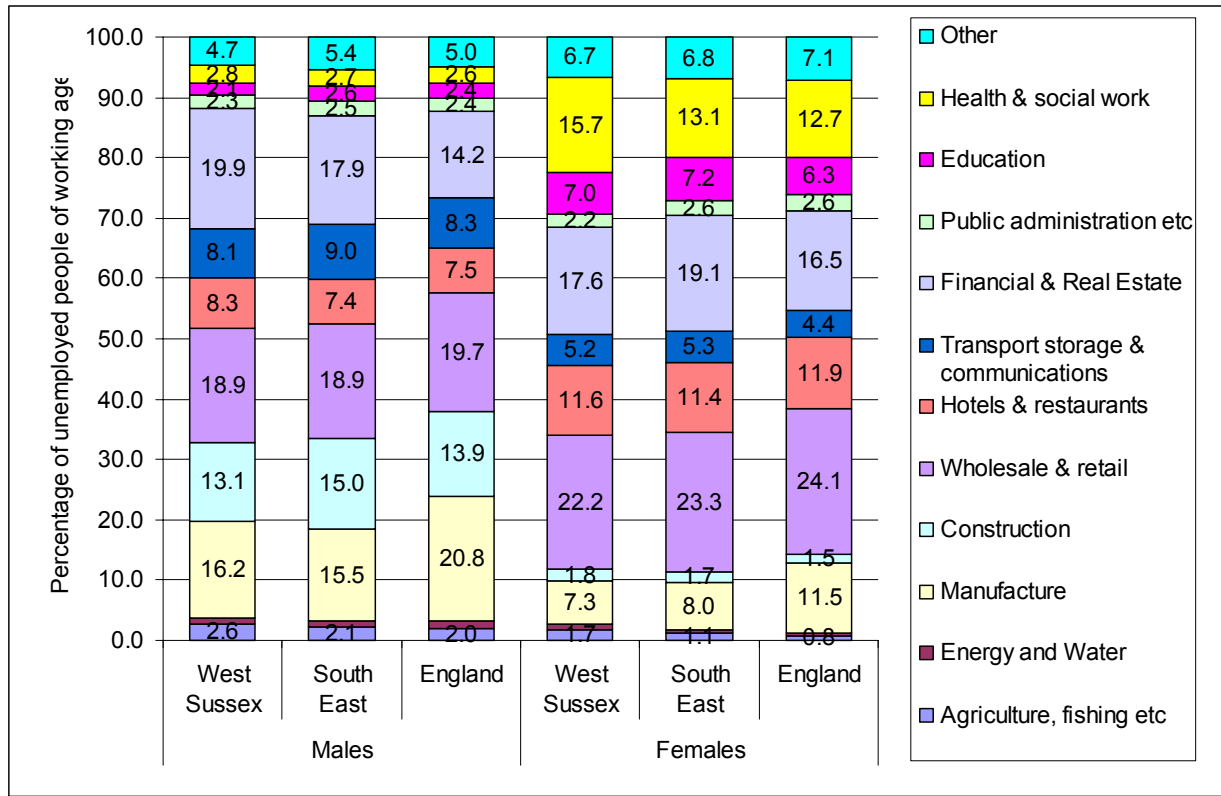
**Figure 6.9 Unemployed people of working age in the West Sussex Districts by former occupation and sex**



Source: 2001 Census Standard Tables, Crown Copyright 2003

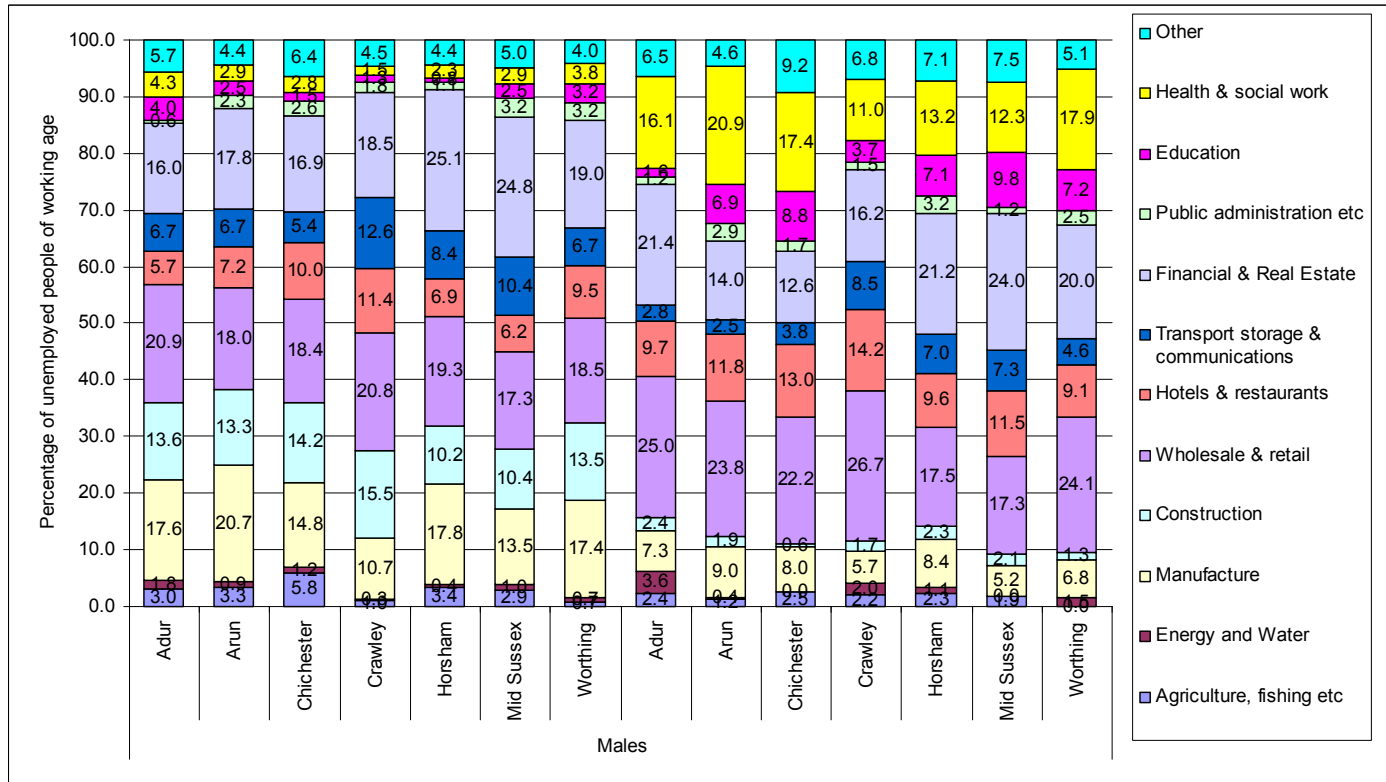
Note: Elementary occupations include farm workers, labourers, packers, postal workers, hospital porters, hotel porters, kitchen and catering assistants, waiters, waitresses, bar staff, window cleaners, road sweepers, cleaners, refuse and salvage occupations, security guards, traffic wardens, school crossing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

Figure 6.10 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.

Figure 6.11 Unemployed people of working age in the West Sussex districts, 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 6.12** explores why men and women describe themselves as economically inactive. This shows that in West Sussex in 2001:

- fewer men and women of working age, 3 per cent of men and 4 per cent of women, were students
- 14 per cent of women of working age were looking after a home or family, similar to the figures for the region and for England
- 4 per cent of men and 3 per cent of women of working age were inactive in the labour market because of sickness or disability. This was similar to the situation in the South East region (4 per cent of men and 3 per cent of women) but lower than in England (6 per cent of men and 5 per cent of women)

**Figure 6.12 People of working age by economic inactivity, sex and reason for inactivity**



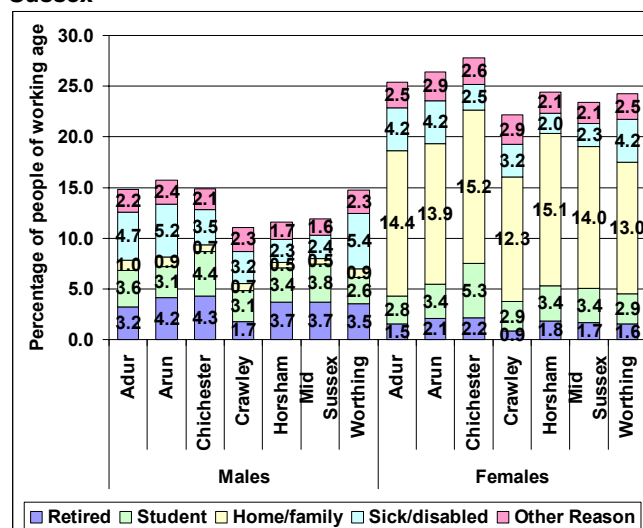
Source: 2001 Census Standard Tables, Crown Copyright 2003

In the West Sussex districts, the level of economic inactivity amongst men ranges from 11 per cent in Crawley to 16 per cent in Arun. For women the proportion ranges from 22 per cent of women in Crawley to 28 per cent in Chichester. **Figure 6.13** shows that there is also significant variation in the reasons for this economic inactivity:

- In Chichester, 4.3 per cent of men of working age are retired, compared with just 1.7 per cent in Crawley.
- 5.4 per cent of men in Worthing are permanently sick or disabled, compared with 2.3 per cent in Horsham

- 4.4 per cent of men and 5.3 per cent of women in Chichester are students
- over 15 per cent of women in Chichester were looking after their home and family full-time compared with just 12 per cent in Crawley

**Figure 6.13 People of working age by economic inactivity, sex and reason for inactivity for the Districts in West Sussex**



Source: 2001 Census Standard Tables, Crown Copyright 2003

Data from the 1991 and 2001 Censuses show that there was an increase in the percentage of men of working age who were economically inactive, from 12 per cent of men in West Sussex in 1991 to 15 per cent in 2001<sup>28</sup>. Similar, though larger, increases are seen in the South East region (from 12 per cent to 17 per cent) and in England (13 per cent to 18 per cent). However, between 1991 and 2001 there was a decrease in the percentage of women of working age who were economically inactive, from 33 per cent to 26 per cent in West Sussex. This decrease was considerably larger than that seen in the South East (31 per cent to 27 per cent) or in England (32 per cent to 29 per cent).

Across all the districts in West Sussex there was an increase in the proportion of working age men who were economically inactive. The largest increase was seen in Adur, where the proportion of men who were economically inactive increased by nearly 4 per cent compared with an increase of just over 1 per cent in Mid Sussex. In contrast, the proportion of women of working age who were economically inactive fell in all of the West Sussex districts. The largest decrease was in Mid Sussex (over 5 per cent lower in 2001 than in 1991) with the smallest decrease in Crawley (nearly 3 per cent lower).

<sup>28</sup> Source: 1991 Census LBS, Crown Copyright 1993. Crown Copyright material is reproduced with the permission of the Controller of HMSO.

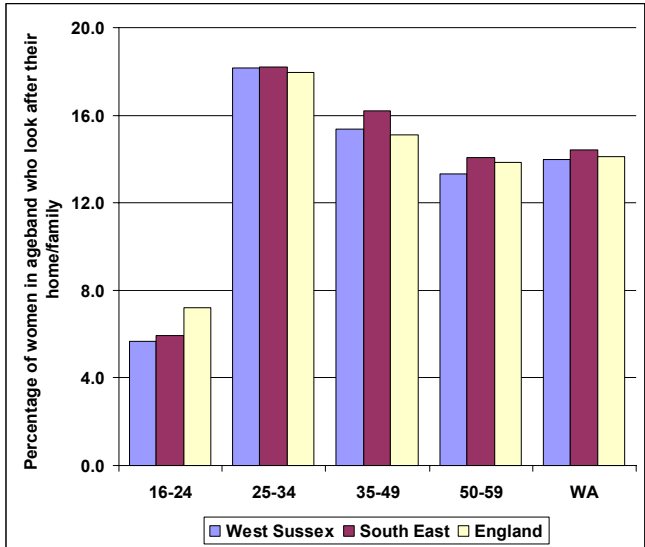


Comparing the data from the 1991 Census with the 2001 Census also shows an increase in the percentage of people of working age who are permanently sick or disabled. The increase was similar in West Sussex for men, at 1.2 per cent, to that found in the South East region (1.3 per cent) or in England (1.2 per cent). For women, the increase in West Sussex (1.7 per cent) was again similar to the increase seen at the regional (1.6 per cent) and national levels (1.6 per cent).

In the West Sussex districts, the increase in the proportion of people of working age who were permanently sick or disabled ranged from less than 0.3 per cent in Mid Sussex to over 1.4 per cent in Worthing for men, and for women from just over 0.5 per cent in Chichester to nearly 2 per cent in Worthing. The increase was greater for women than for men in all the West Sussex districts.

**Figure 6.14** shows that the percentage of women who looked after their home or family full-time varied within each age group. In West Sussex, a smaller proportion of 16-24 year olds were looking after their home or family full-time than in England.

**Figure 6.14 Percentage of women who look after their home or family full-time within each age group**

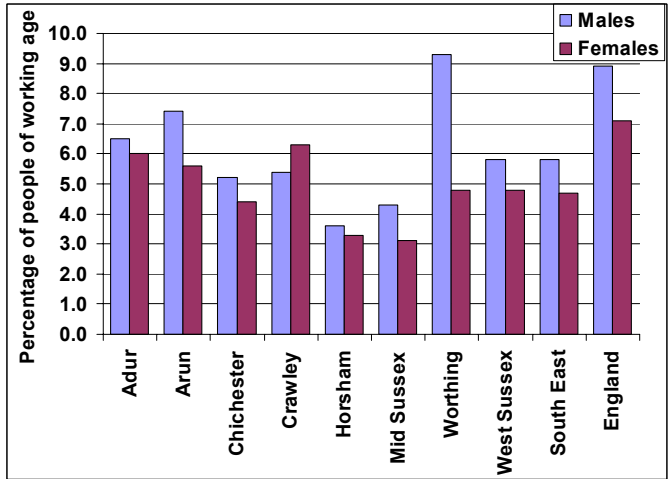


Source: 2001 Census Standard Tables, Crown Copyright 2003

There was also variation across West Sussex in the percentages of women who looked after their home or family full-time. Amongst 16-24 year olds, over 7 per cent in Crawley were looking after their home or family, compared to less than 4 per cent in Mid Sussex. In Adur, over 22 per cent of 25-34 year olds were looking after their home or family full-time compared with just 17 per cent of women in the same age group in Crawley and Worthing. In Chichester and Horsham, over 17 per cent of 35-49 year olds, and 15 per cent of 50-59 year olds were looking after their home or family full-time compared to 12 per cent and 9 per cent respectively in Crawley.

**Figure 6.15** shows that nearly 6 per cent of men and almost 5 per cent of women of working age in West Sussex were claiming Incapacity Benefit in August 2003. This was similar to the figures for the region but lower than in England as a whole. However, in Worthing the figure for men was over 9 per cent. The highest levels for women were in Crawley, where 6 per cent were claiming Incapacity Benefit, compared with 5.5 per cent of men in this district.

**Figure 6.15 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 marked effect on employment status. Among women the less qualified are more likely to be looking after their home or family full-time.*

*Among men, lack of qualifications is strongly linked to economic inactivity.*

**Figures 6.16 and 6.17** show the difference qualifications make to employment status.

In West Sussex:

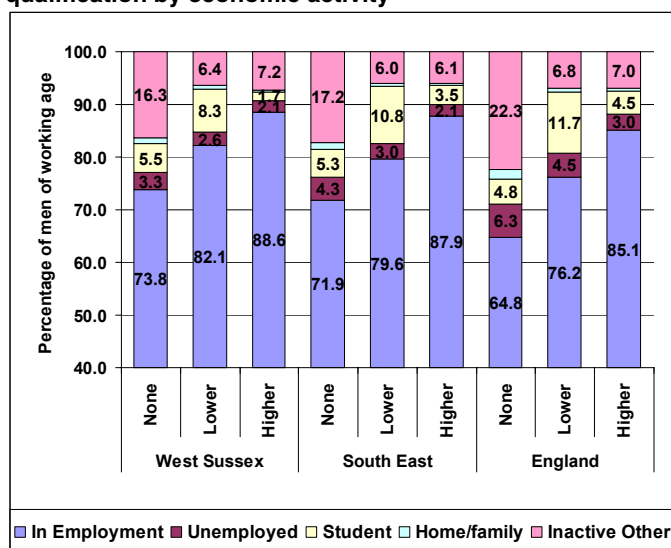
- 59 per cent of women with no qualifications were in employment, compared with 80 per cent of women with a degree. In Arun, just 56 per cent of women with no qualifications were in employment, compared with over 83 per cent of women with a degree.
- 18 per cent of women with no qualifications were at home looking after their home or family full-time compared with just 10 per cent of highly qualified women. This varied across the West Sussex districts, from 19 per cent of women with no qualifications in Adur to 7 per cent of highly qualified women.
- For both men and women, lack of qualifications was strongly linked to economic inactivity, including

sickness and disability. Unqualified men were also more likely to be unemployed than men with a university degree.

- In West Sussex, both men and women without qualifications were much more likely to be in employment than those in the South East region or in England as a whole.

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

**Figure 6.16 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 6.17 Women of working age and their level of qualification by economic activity**



Source: 2001 Census Standard Tables, Crown Copyright 2003

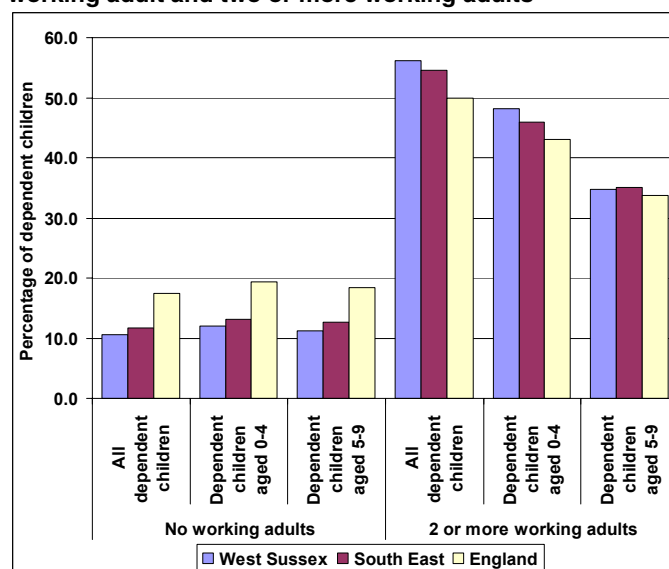
Note: Lower level qualifications are equivalent to 'A' level and below. Higher level qualifications are those equivalent to degree and above

## Families and Economic Activity

*Many children in West Sussex are growing up in workless households.*

Figure 6.18 shows that in 2001 11 per cent of dependent children in West Sussex lived in households with no working adult, compared with 12 per cent in the South East and 17 per cent in England. The figure was higher for children under five (12 per cent). In Mid Sussex, only 7 per cent of dependent children lived in households with no working adults, while in Adur this figure rose to 14 per cent. 16 per cent of children under five in Crawley lived in workless households, and over 15 per cent of children aged five to ten in Adur. The West Sussex figures for this indicator were well below the national average.

**Figure 6.18 Dependent children<sup>29</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

Nearly 56 per cent of all dependent children in West Sussex lived in households with two or more working adults. This was higher than the percentage in the region (55 per cent) or in England (50 per cent). In West Sussex a third of dependent children lived in households where just one adult works. This was similar to the situation in the South East and in England as a whole. District level analysis showed that 59 per cent of children in Horsham lived in households with two or more working adults compared with just 53 per cent in Adur.

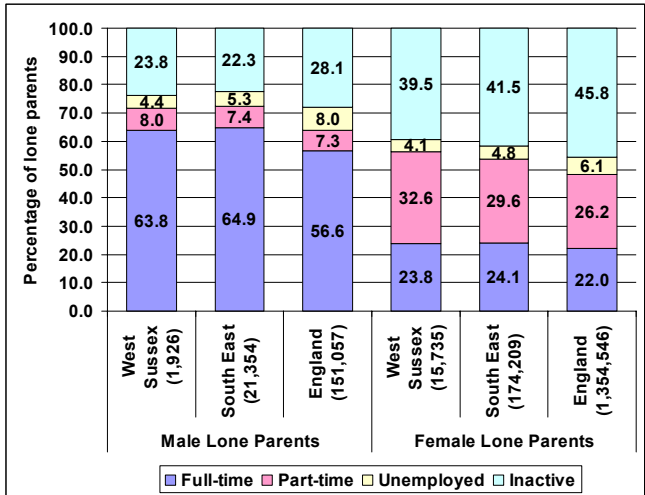
Figure 6.19 shows that in West Sussex, 64 per cent of male lone parents with dependent children were in full-time employment, compared with 65 per cent in the South East region and 57 per cent in England. 8 per

<sup>29</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).

cent of male lone parents were in part-time employment, compared with about 7 per cent in the South East and England. 28 per cent of male lone parents were either unemployed (4 per cent) or economically inactive (24 per cent), again similar to the regional picture (27 per cent), but lower than in England (36 per cent).

The proportion of economically inactive female lone parents with dependent children in West Sussex was quite low - under 40 per cent, compared with 42 per cent in the region and 46 per cent in England. About a third of female lone parents with dependent children (33 per cent) in West Sussex were in part-time employment, compared with 30 per cent in the region and 26 per cent in England. The proportion of lone mothers with dependent children in West Sussex who worked full-time (24 per cent) was similar to the South East region (24 per cent) and England as a whole (22 per cent).

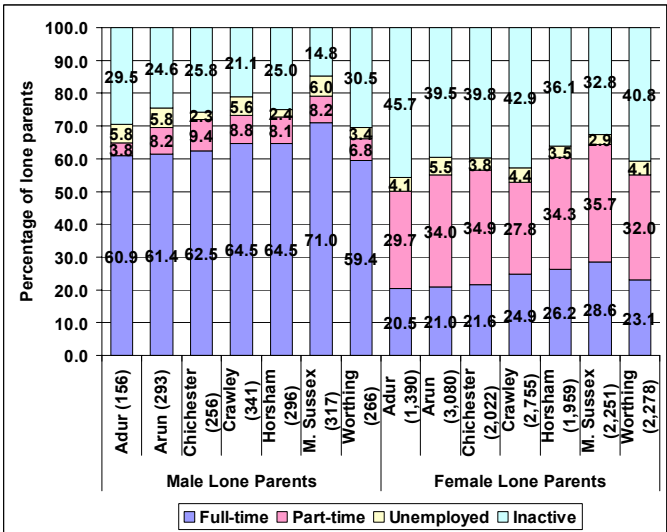
**Figure 6.19 Lone parent families with dependent children by economic activity and sex of lone parent**



Source: 2001 Census Standard Tables, Crown Copyright 2003

**Figure 6.20** shows considerable variation in the economic activity of lone parents with dependent children across the districts in West Sussex, particularly amongst male lone parents. Rates of employment in male lone parents range from nearly 80 per cent in Mid Sussex to 65 per cent in Adur. There is also a significant difference between the proportion of male lone parents who are unemployed, with over twice as many unemployed male lone parents in Mid Sussex (6 per cent) as in Chichester (2 per cent). Amongst female lone parents, only 50 per cent in Adur are in employment. In contrast, 64 per cent of female lone parents in Mid Sussex were in employment, and only a third were economically inactive.

**Figure 6.20 Lone parent families with dependent children by economic activity and sex of lone parent in the West Sussex Districts**



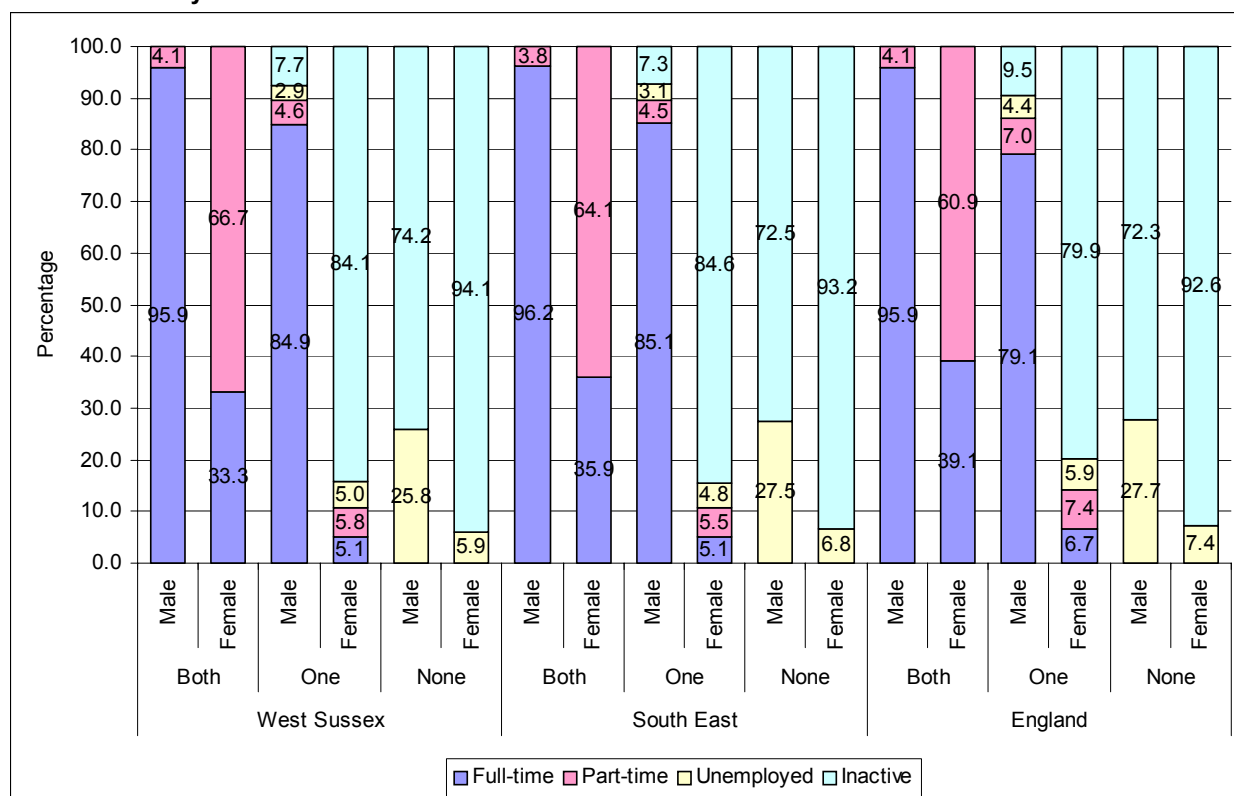
Source: 2001 Census Standard Tables, Crown Copyright 2003

**Figure 6.21** shows the economic activity of adults in couple families with dependent children. **In families where both parents worked**, 96 per cent of fathers worked full-time, the same percentage as in the South East region (96 per cent) and England (96 per cent). In these families, 32 per cent of mothers in West Sussex worked full-time, compared with 33 per cent in the region and 39 per cent in England.

**In couple families in which only one adult worked**, more fathers were in full-time employment in West Sussex (83 per cent) than in the South East (81 per cent) and England (79 per cent). In West Sussex, fewer of these mothers (12 per cent) were in employment than in England (14 per cent), with 5 per cent in full-time and 7 per cent in part-time employment. These proportions were similar to those found in the region. **In couple families with dependent children where no parents worked**, in West Sussex more fathers (26 per cent) than mothers (7 per cent) were unemployed.

Within the county, patterns of economic activity amongst couple families were similar for the Districts. **Figure 6.22** presents the district level data for couple families where only one adult works. This shows that the proportion of men who are in employment ranges from 93 per cent in Horsham (89 per cent full-time and 4 per cent part-time) to 86 per cent in Adur (81 per cent full-time and 5 per cent part-time). For women, the proportion in employment ranges from 14 per cent in Adur (6 per cent full-time and 8 per cent part-time) to 8 per cent in Horsham (4 per cent full-time and 4 per cent part-time). Nearly 4 per cent of men in Adur, and 6 per cent of women in Arun, were unemployed. The lowest rates of unemployment amongst this group are

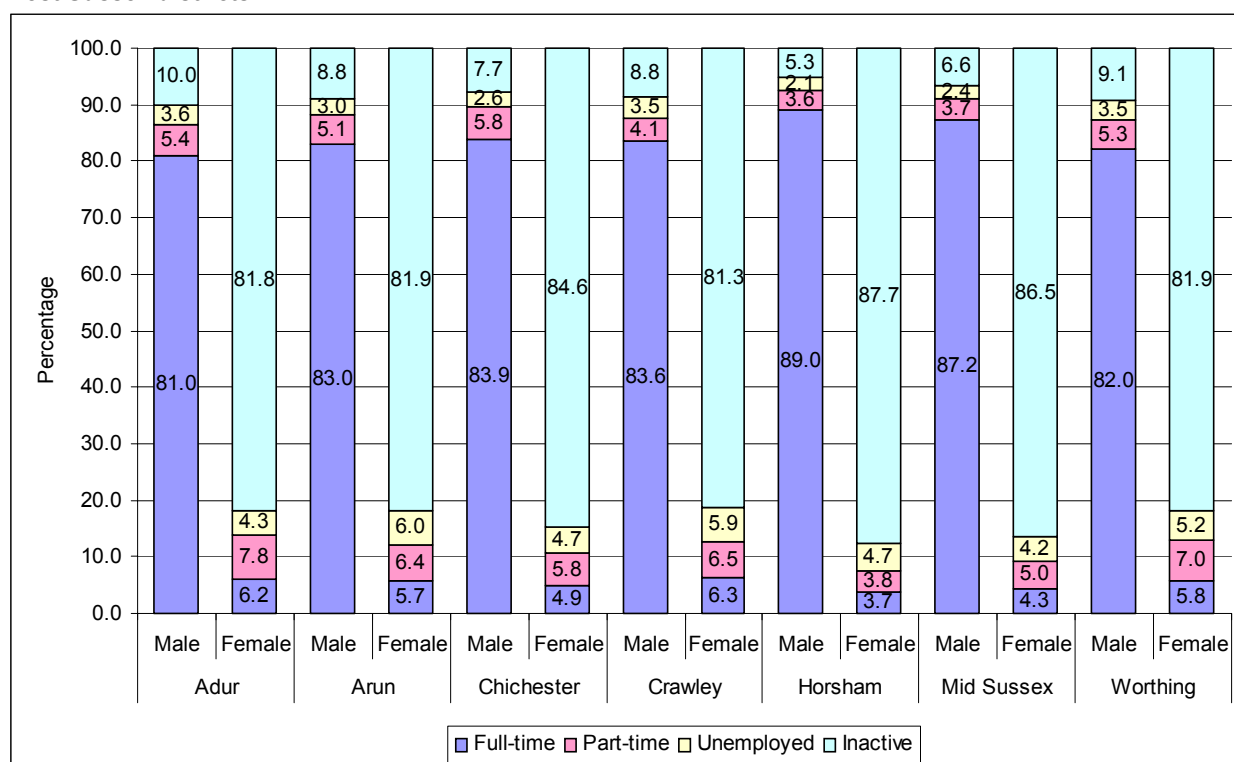
**Figure 6.21 Couple families with dependent children where none, one or both of the adults are employed, by parental economic activity**



Source: 2001 Census Standard Tables, Crown Copyright 2003

This chart includes data for same sex couples.

**Figure 6.20 Couple families with dependent children where one of the adults is employed, by parental economic activity: West Sussex districts**



Source: 2001 Census Standard Tables, Crown Copyright 2003

This chart includes data for same sex couples.

seen for males in Horsham (less than 3 per cent) and for women in Mid Sussex (4 per cent).

Almost 10 per cent of men in Adur were economically inactive compared with just 5 per cent in Horsham. For women, 88 per cent in Horsham were inactive compared with 81 per cent in Crawley.

## Key Points

- A low proportion of men and women of working age in West Sussex are unemployed.
- 12 per cent of unemployed men in West Sussex, and 18 per cent of unemployed women, have not worked for over 5 years.
- A high proportion of unemployed people of working age in West Sussex (28 per cent of men and 22 per cent of women) were previously employed as managers, senior officials, professionals, associate professionals or in technical occupations. There are marked differences in the previous occupations of men and women, with 17 per cent of unemployed women previously in sales and customer service jobs and 21 per cent in administrative and secretarial occupations. 18 per cent of unemployed men were formerly in skilled trades and 10 per cent last worked as plant, process or machine operatives.
- 20 per cent of unemployed men previously worked in finance and real estate, another 19 per cent in the wholesale and retail sector and 8 per cent in hotels and restaurants. 22 per cent of unemployed women were formerly in wholesale and retail, with another 18 per cent in public administration.
- Only 3.4 per cent of men and 3.5 per cent of women of working age in West Sussex are students.
- For about 1 in 7 women economic inactivity is associated with their household responsibilities, with 14 per cent at home full-time looking after their home or family.
- Sickness or disability was the reason that 4 per cent of men and 3 per cent of women were economically inactive.
- The percentage of women looking after their home or family full-time was similar in West Sussex to England as a whole, but higher amongst 16-24 and 25-34 year old women.
- Qualifications have a marked effect on employment status. This is particularly acute for West Sussex's unqualified women, who are less likely to be employed than qualified women and more likely to be at home full-time looking after the home/family. For men, lack of qualifications is strongly linked to unemployment.
- Unemployment and economic inactivity have a severe impact on the household. 11 per cent of dependent children in West Sussex live in households with no working adult. The proportion is higher for young children, with 12 per cent of children under 5 years old living in a household with no working adult.
- A high proportion (56 per cent) of dependent children in West Sussex live in households with two or more working adults.
- A higher proportion of male and female lone parents with dependent children in West Sussex were active in the labour market compared with those in England. 72 per cent of lone fathers and 56 per cent of lone mothers with dependent children were in employment.
- In couple families with dependent children where no parents worked, more fathers (26 per cent) than mothers (7 per cent) were unemployed. However in couple families where only one adult worked, fewer mothers in West Sussex (12 per cent) than in England (14 per cent) were economically active, with just 5 per cent in full-time and 7 per cent in part-time employment.



## 7. Women, Men and Diversity

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

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

As described in Chapter 1, West Sussex 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 status. Some of the ethnicity categories contain very small numbers, with the largest groups of young people found among the *White Other* (1,903 people), *Indian* (818 people) and *Pakistani* (588 people) groups.

Among mature people of working age (25-59 for women, 25-64 for men), the same ethnic groups, plus the White Irish group, have the largest numbers after the majority *White British* category. Here the numbers are: *White Other* - 5,441 women and 4,348 men; *White Irish* - 1,819 women and 1,779 men; *Indian* - 1,689 women and 1,721 men; and *Pakistani* - 733 women and 781 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.

### West Sussex's White Other Population

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

#### Economic Activity: 16-24 year olds

Compared with other young people in West Sussex, the county's young White Other population contains more male students - 41 per cent, compared with 38 per cent; but fewer female students, 34 per cent compared with 37 per cent. This is much lower than the student population of the same ethnic group in the South East region and in England as a whole.

There are fewer White Other young people in full-time employment in West Sussex, 44 per cent of men and 41 per cent of women, compared with 50 per cent and 42 per cent in the county's overall 16-24 population. West Sussex's White Other young people are more likely to be in part-time employment, 6 per cent of men and 13 per cent of women, compared with 4 per cent of all young men and 9 per cent of all young women in West Sussex. These patterns are similar to those found for White Other young people in the South East region and in England as a whole.

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

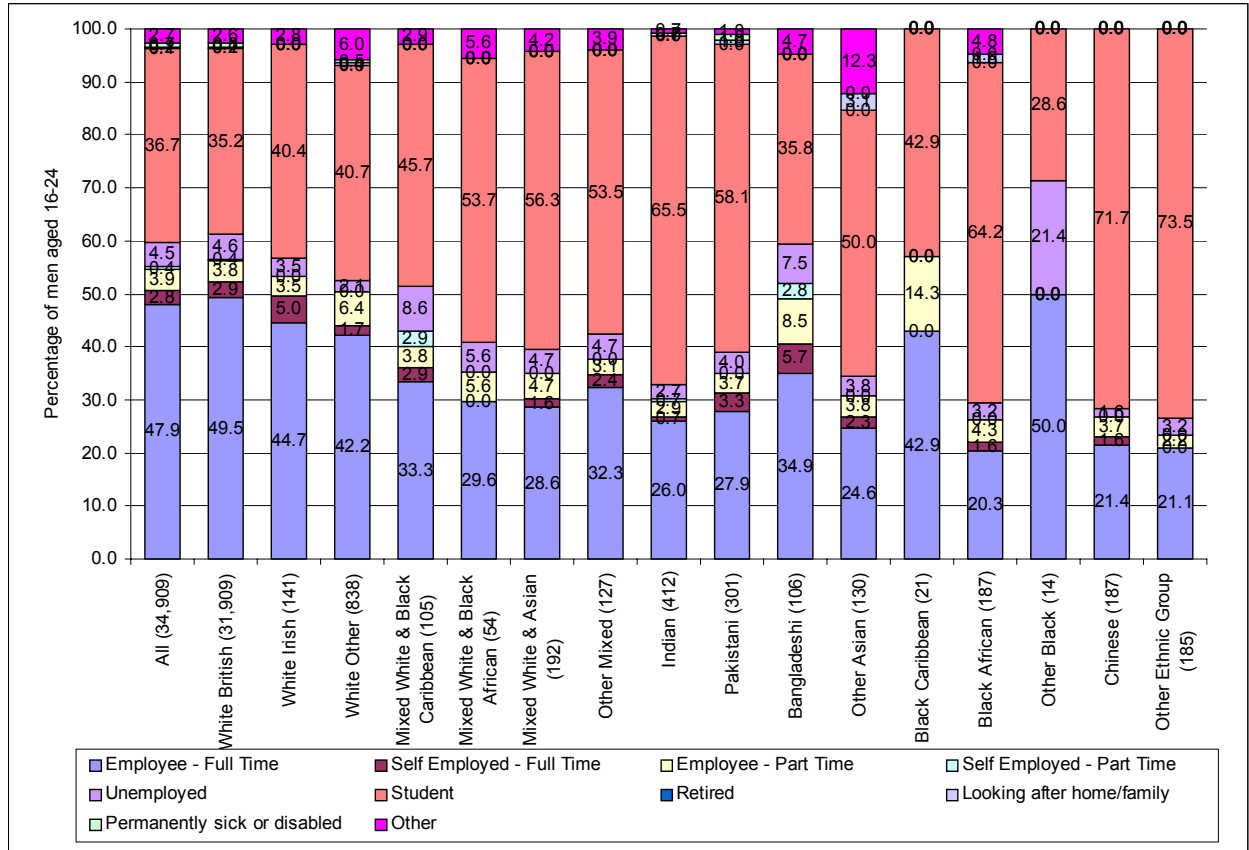
Among mature White Other people of working age in West Sussex, there are fewer students (2 per cent of men and 3 per cent of women compared with 5 per cent for both men and women of this ethnicity in the South East region, and 6 per cent for both sexes in England as a whole). This is rather similar to the pattern in West Sussex for all population groups, among whom less than 1 per cent are students.

For both men and women, unemployment rates are lower among White Other people in West Sussex than for similar people nationally. 3 per cent and 2 per cent of West Sussex's White Other men and women are unemployed (similar to the unemployment rates for all men and women in West Sussex), compared with 5 per cent and 4 per cent of White Other men and women in England.

White Other men have rates of full-time employment which are higher than their counterparts in the South East region and England. 79 per cent of White Other men in West Sussex work full-time (including self-employment), compared with 77 per cent and 71 per cent of similar men in the region and England. Nevertheless this is slightly lower than the full-time employment rate for all men in West Sussex (81 per cent). Among women of this ethnic group, 44 per cent work full-time, a higher proportion than for the whole female population in the county (41 per cent), but similar to the regional and national patterns. White Other women (but not men) are less likely than other West Sussex women to work as part-time employees (20 per cent compared with 29 per cent), but this figure is higher than that found for their counterparts in the region and England (18 per cent and 15 per cent respectively).

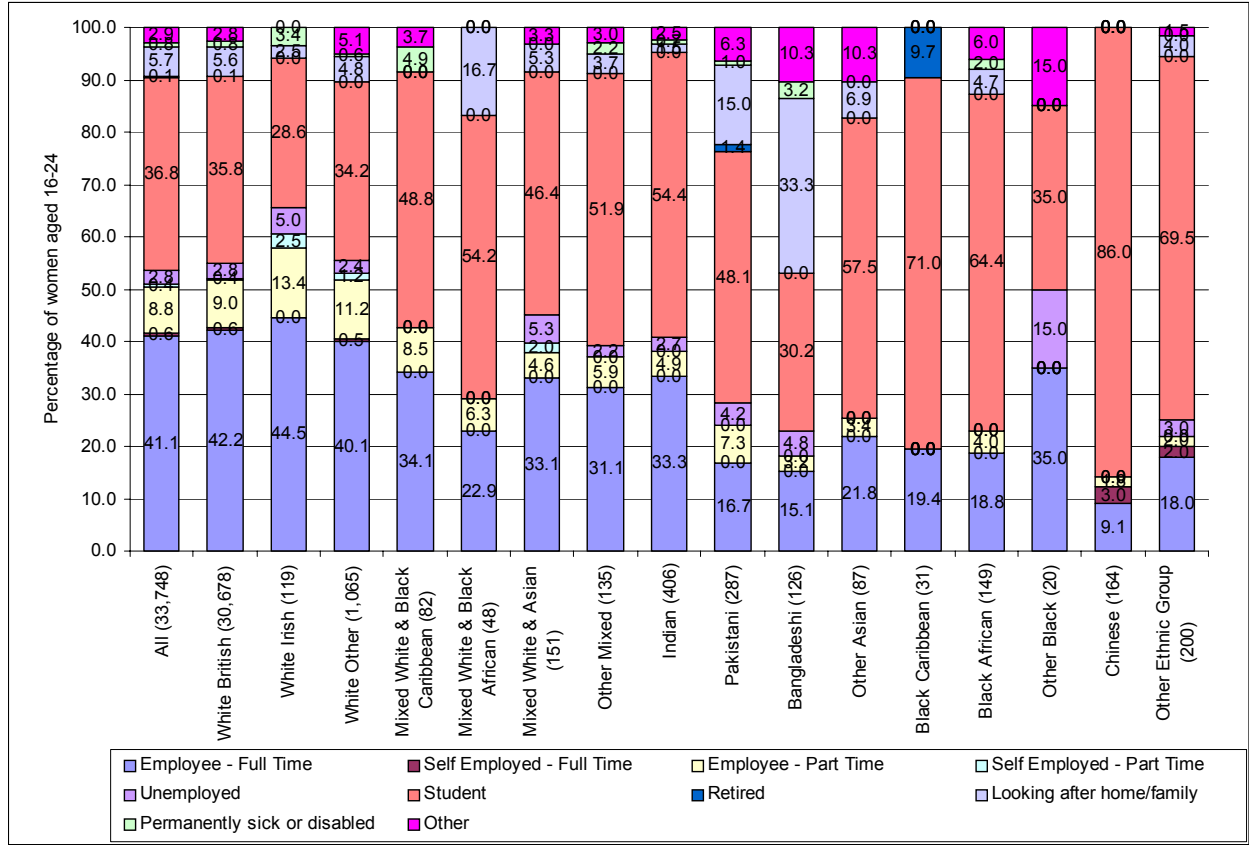


Figure 7.1 Economic Activity by ethnicity for men aged 16-24 in West Sussex



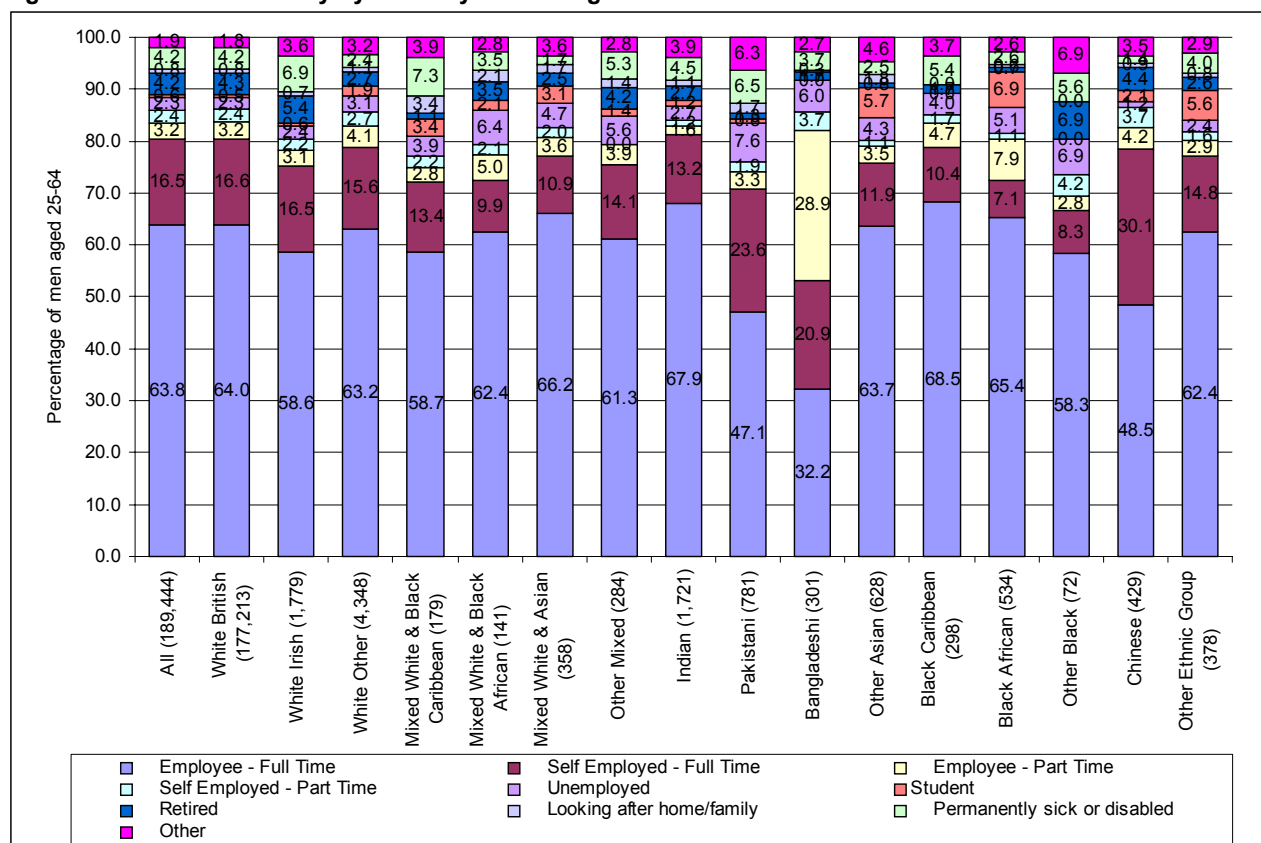
Source: 2001 Census Commissioned Tables, Crown Copyright 2004

Figure 7.2 Economic Activity by ethnicity for women aged 16-24 in West Sussex



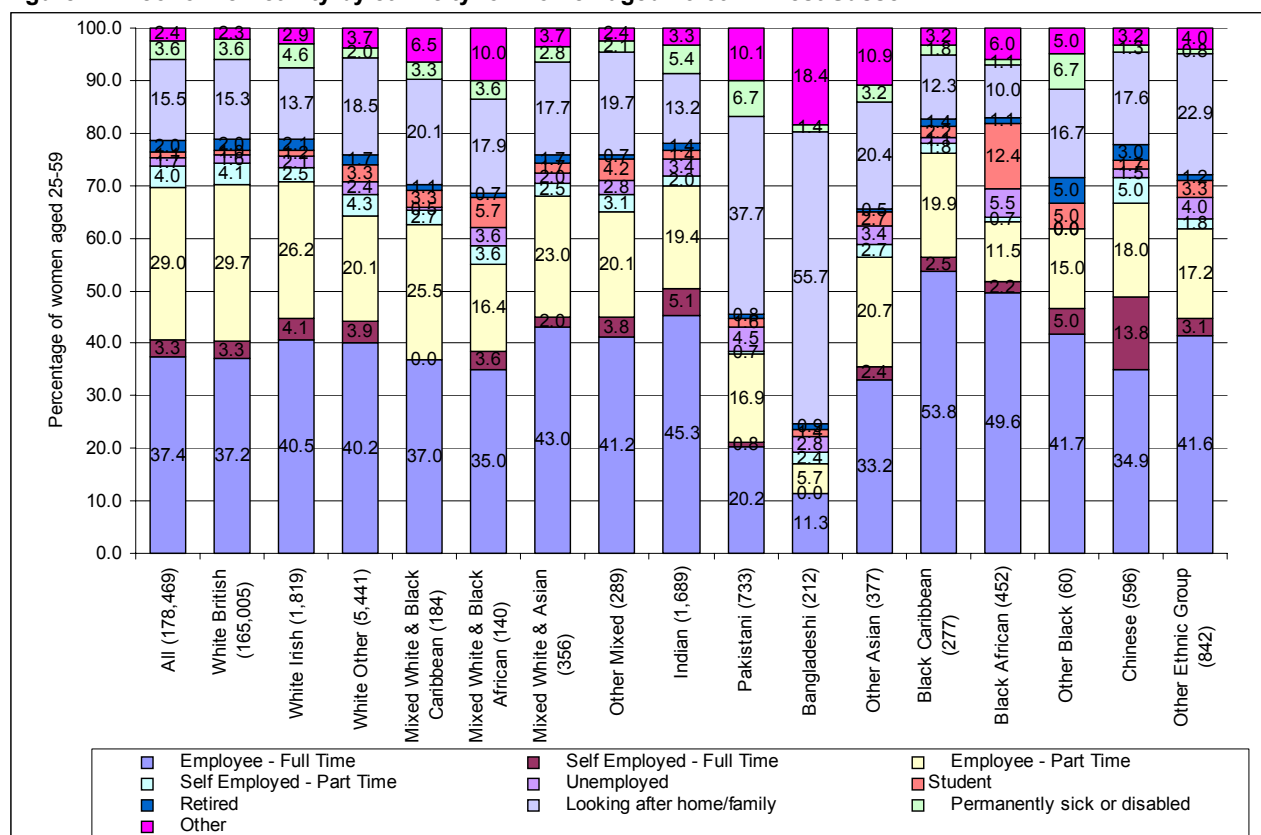
Source: 2001 Census Commissioned Tables, Crown Copyright 2004

**Figure 7.3 Economic Activity by ethnicity for men aged 25-64 in West Sussex**



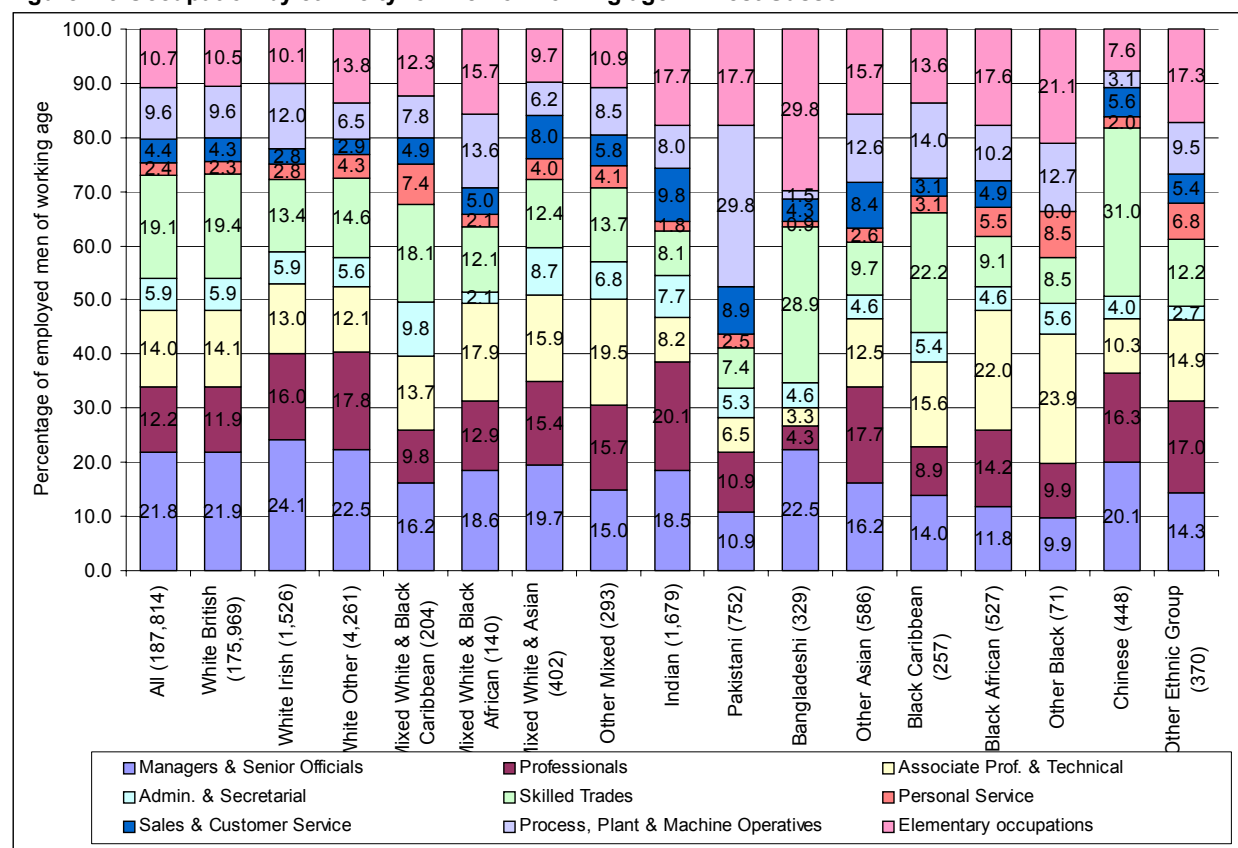
Source: 2001 Census Standard Tables, Crown Copyright 2003, and 2001 Census Commissioned Tables, Crown Copyright 2004

**Figure 7.4 Economic Activity by ethnicity for women aged 25-59 in West Sussex**



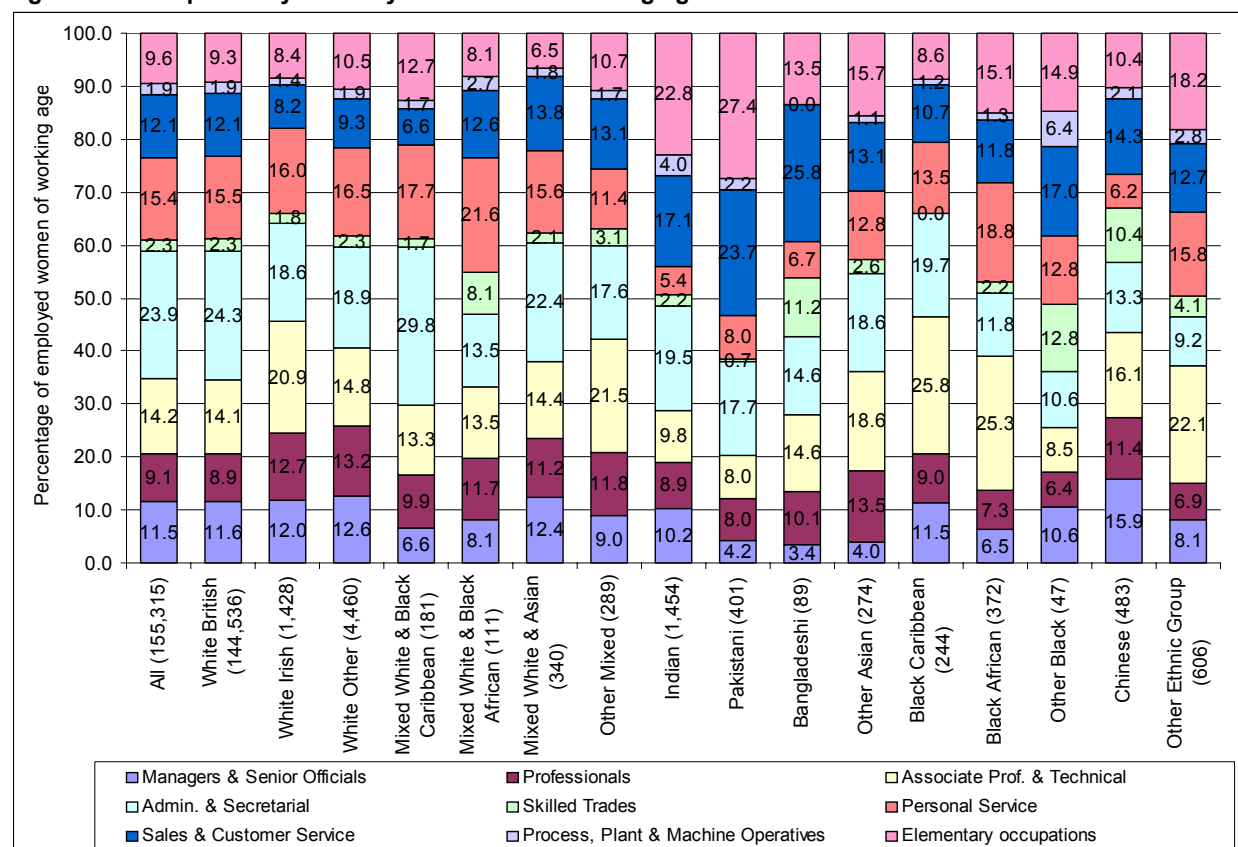
Source: 2001 Census Standard Tables, Crown Copyright 2003, and 2001 Census Commissioned Tables, Crown Copyright 2004

**Figure 7.5 Occupation by ethnicity for men of working age in West Sussex**



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

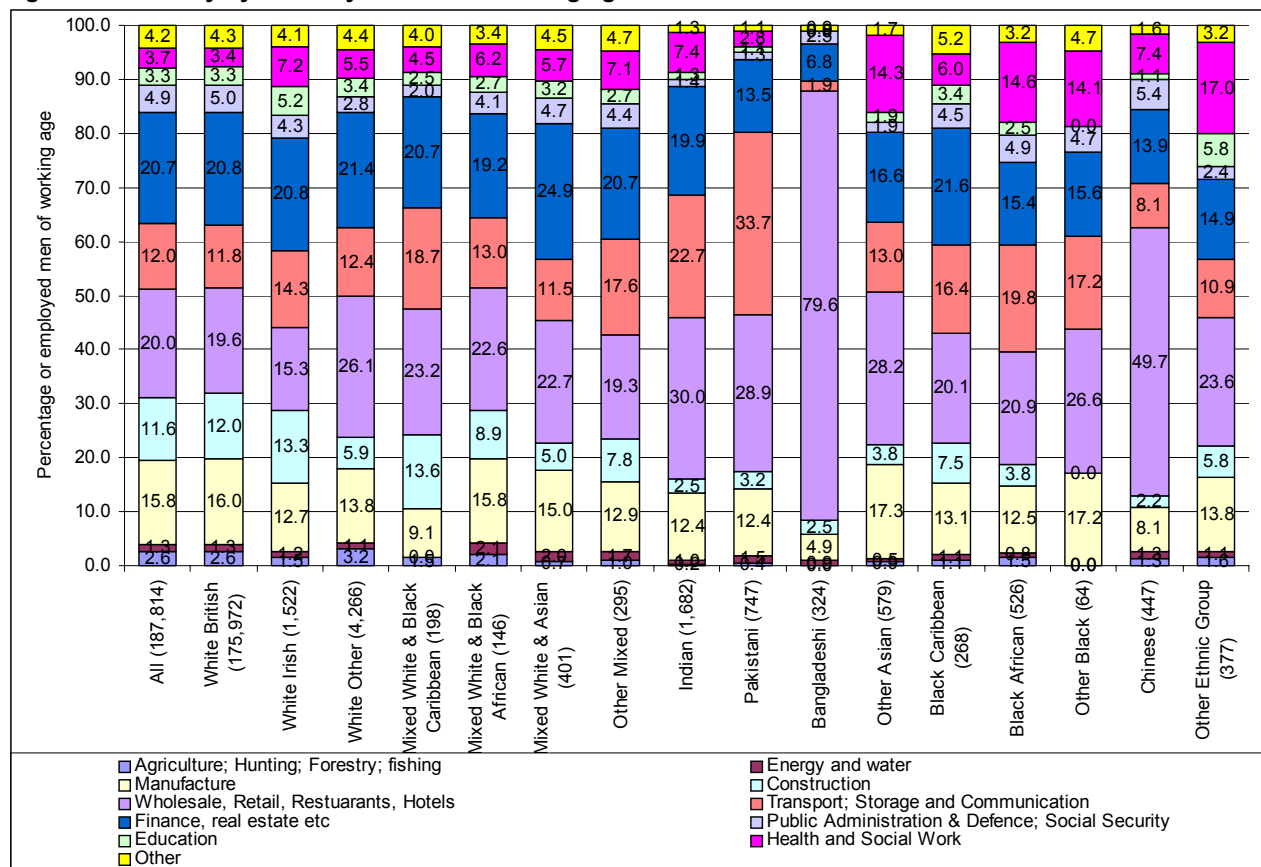
**Figure 7.6 Occupation by ethnicity for women of working age in West Sussex**



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

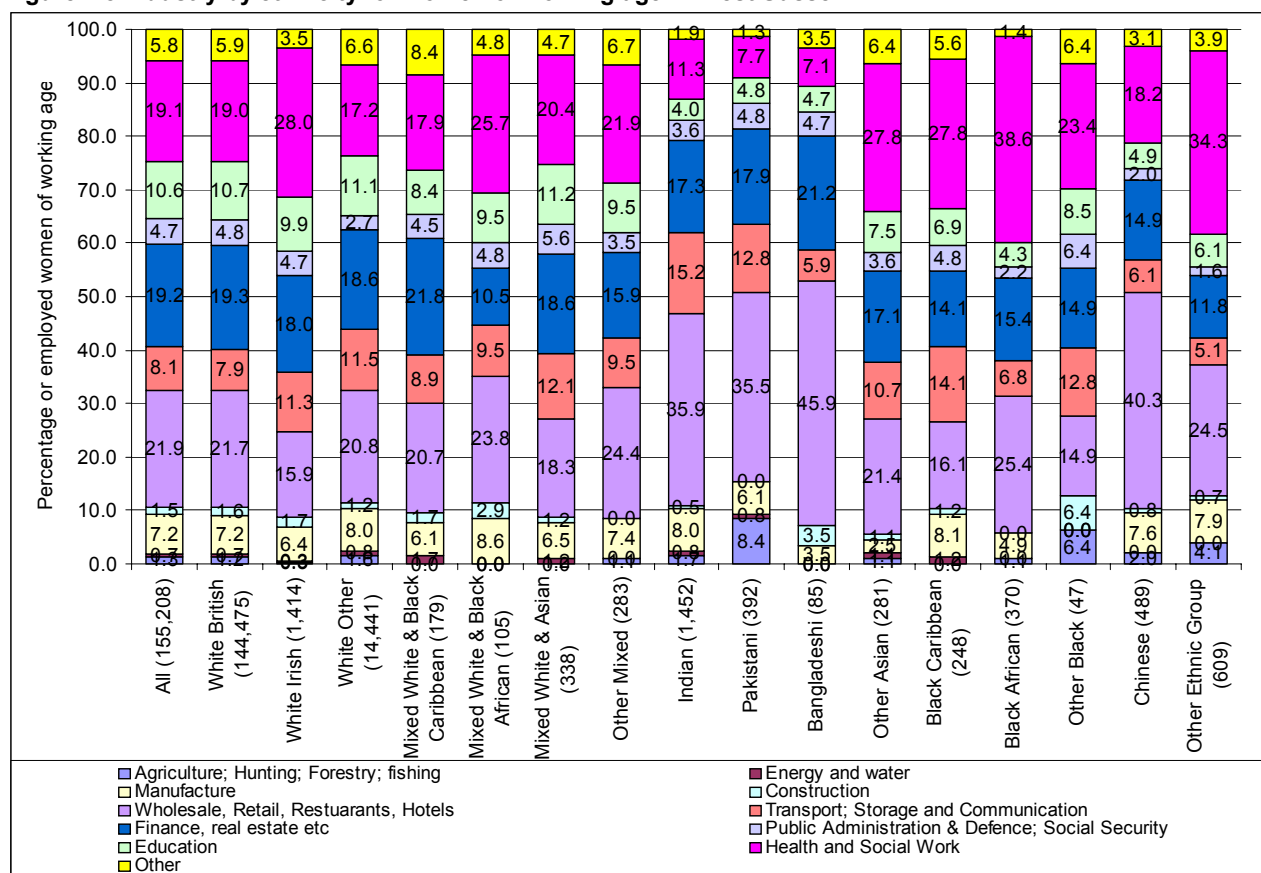
Note: Elementary occupations include farm workers, labourers, packers, postal workers, hospital porters, hotel porters, kitchen and catering assistants, waiters, waitresses, bar staff, window cleaners, road sweepers, cleaners, refuse and salvage occupations, security guards, traffic wardens, school crossing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

**Figure 7.7 Industry by ethnicity for men of working age in West Sussex**



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

**Figure 7.8 Industry by ethnicity for women of working age in West Sussex**



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.

### Occupations of the employed population<sup>30</sup> (employed and self-employed)

West Sussex's White Other population contains a slightly higher proportion of men and women who work as managers and senior officials than is found in the county's general working age population (among men, 23 per cent compared with 22 per cent, and among women, 13 per cent compared with 12 per cent). These figures are, however, lower for White Other men and women in West Sussex than for their counterparts in the same ethnic group in the region or nationally. White Other men and women in West Sussex are also more likely than other residents to occupy professional positions, 17 per cent of men and 13 per cent of women, compared with 12 per cent of men and 9 per cent of women in the whole mature population in West Sussex. Again, these figures are lower than for their counterparts regionally (23 per cent of men and 19 per cent of women) and nationally (21 per cent of men and 19 per cent of women).

White Other women in West Sussex are less likely to have jobs in administrative, secretarial, sales and customer service occupations, but more likely to be in elementary (unskilled) roles, or in personal service jobs, compared with other West Sussex women. White Other men in West Sussex are less likely than other men in the county to work in skilled trades or as process, plant or machine operatives, but more likely to be in elementary occupations. White Other men and women are both more likely than their counterparts regionally and nationally to work in elementary occupations.

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

By comparison with White Other men in England and the South East, West Sussex's White Other men are less likely to work in the finance and education sectors, and more likely to work in the wholesale, retail, restaurants and hotels sector and in transport. Over a quarter of White Other men in the county work in the wholesale, retail, restaurants and hotels sector, compared with 20 per cent of all men in West Sussex and 23 per cent of all White Other men in England. And about one in five works in the finance and real estate sectors, a similar picture to that for all men in West Sussex.

White Other women in West Sussex are less likely than White Other women elsewhere to work in finance and real estate (19 per cent compared with 23 per cent in the

South East region and 27 per cent in England), or in education (11 per cent compared with 15 per cent in the South East and 14 per cent in England). They are more likely to work in wholesale, retail, restaurants and hotels (21 per cent compared with 19 per cent in the South East and in England), or in transport (12 per cent compared with 7 per cent in the region and 6 per cent in England). These differences are of particular interest when they are contrasted with the overall industrial distribution of male and female workers in West Sussex.

### West Sussex's White Irish population

#### Economic Activity 16-24 year olds

Compared with White Irish young people elsewhere, the county's White Irish population contains fewer students - among men, 40 per cent, compared with 48 per cent in the region and 44 per cent in England; and among women, 29 per cent compared with 50 per cent in the region and 47 per cent in England. The student population in West Sussex is 37 per cent for both young men and young women.

Unemployment is higher among White Irish young women in West Sussex, 5 per cent compared with 2 per cent of the overall 16-24 female population in West Sussex, and with 4 per cent of White Irish young women at the regional and national level. White Irish young men have a lower unemployment rate than other young men in West Sussex, 4 per cent compared with 5 per cent, and also than similar young men in the region (5 per cent) and in England (7 per cent).

13 per cent of White Irish women of this age are in part-time jobs, a much higher proportion than of other young women in the county (9 per cent), or of White Irish young women regionally and nationally (5 per cent). 45 per cent of young White Irish men and women are employed full-time (not including full-time self-employment) in the county, compared with 48 per cent of men and 41 per cent of women in the county's overall 16-24 population. Full-time employment among White Irish young people in West Sussex is higher than that found in this ethnic group in the South East region (37 per cent for men and 34 per cent for women) or in England as a whole (36 per cent and 34 per cent). 5 per cent of White Irish men in the county are in full-time self-employment, again a higher proportion than for all young men in West Sussex (3 per cent), or than the corresponding regional and national averages for White Irish young men (3 per cent).

#### Economic Activity 25 years - retirement age (537 men; 493 women)

White Irish women in West Sussex have similar rates of full-time employment (45 per cent) to their counterparts

<sup>30</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.



in the South East region and in England, but higher than for all women in the county (41 per cent). However, they are less likely than other West Sussex women to work as part-time employees (26 per cent, compared with 29 per cent). This figure is higher than for similar women in the South East region (23 per cent), and in England (21 per cent).

White Irish men in West Sussex have lower rates of full-time employment (75 per cent) than all men in the county (80 per cent). This is similar to White Irish men in the region (76 per cent) but higher than for this group nationally (69 per cent). 2 per cent of White Irish men in West Sussex are unemployed, similar to that for all men in the county, but below the figures for White Irish men at regional and national scales (4 per cent and 5 per cent). They are more likely than other West Sussex men to be retired when of working age (5 per cent compared with 4 per cent), or to be permanently sick or disabled (7 per cent, compared with 4 per cent). However, the latter figure is lower for White Irish men in West Sussex than for all White Irish men in England (12 per cent).

Rates of full-time self-employment among White Irish men and women in West Sussex are similar to those for other West Sussex residents. 14 per cent of West Sussex's White Irish women are looking after their home and family full-time, compared with 16 per cent of all women in the county, with 15 per cent of White Irish women in the South East region, and 13 per cent in England.

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

West Sussex's White Irish population contains a higher proportion of men who work as managers/senior officials (24 per cent), or in professional jobs (16 per cent), than is found in the county's general working age male population (22 per cent and 12 per cent respectively). These figures are similar to those for White Irish men at the regional scale, but higher than in England as a whole. White Irish women in West Sussex are more likely to be in professional and associate professional and technical jobs than other women in the county (13 per cent and 21 per cent, compared with 9 per cent and 14 per cent). These figures are similar to those for White Irish women in the region and across England.

White Irish men and women in West Sussex are less likely than other residents to hold jobs in sales and customer service (3 per cent of men and 8 per cent of women). Women in this group are also less likely to work in administrative and secretarial jobs (19 per cent compared with 24 per cent of all West Sussex women), or in elementary occupations (8 per cent compared with 10 per cent). White Irish men in West Sussex are considerably less likely than other men in the county to

be in skilled trades (13 per cent compared with 19 per cent). These patterns are similar to both the regional and national patterns.

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

By comparison with all White Irish men in England, West Sussex's White Irish men are less likely to work in construction (13 per cent compared with 20 per cent), and more likely to work in the transport industry (14 per cent compared with 9 per cent). When compared with all men in West Sussex, White Irish men were underrepresented in the agriculture, manufacturing, and the wholesale, retail, restaurants and hotels sector, and over-represented in the construction, transport, education and health sectors.

White Irish women in West Sussex are more likely than White Irish women elsewhere to work in the health and social work and transport sectors (28 per cent and 11 per cent, compared with 26 per cent and 6 per cent in the South East region, and 26 per cent and 4 per cent in England). 18 per cent of White Irish women in West Sussex work in the finance, and 10 per cent in the education, sectors in which other women in West Sussex are similarly represented.

## **West Sussex's Indian population**

### **Economic Activity 16-24 year olds**

Compared with other young people in West Sussex, the county's Indian population also contains considerably more students - among men, 66 per cent; and among women 54 per cent, compared with 37 per cent of both men and women in the overall 16-24 population in West Sussex. Unemployment is lower among Indian young men in West Sussex (2 per cent compared with 5 per cent of all young men in the county), and among Indian young women it is similar to that for all young women in West Sussex. 27 per cent of young Indian men are in full-time employment in the county, and 33 per cent of young Indian women, compared with 50 per cent and 42 per cent in the county's overall 16-24 population. Full-time employment among Indian young people in West Sussex is considerably higher than in this ethnic group in the South East region (26 per cent for men and 23 per cent for women) or in England as a whole (24 per cent and 21 per cent respectively).

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

Mature Indian men and women in West Sussex have higher rates of full-time employment than their counterparts in the South East region and England (81 per cent for Indian men in West Sussex, and 50 per cent for women), or than the whole population in the county (80 per cent for men and 41 per cent for women). Indian



women and men are less likely than other West Sussex residents to work as part-time employees (19 per cent of women, compared with 29 per cent, and 1 per cent of men, compared with 3 per cent). Among women, this figure is slightly higher than the figure for their counterparts in the region or in England (18 per cent and 17 per cent respectively).

Among mature Indian people of working age in West Sussex a small number are students (1 per cent of men and women), similar to that for all men and women of this age in the county.

Full-time self-employment is less prevalent among Indian men in West Sussex than among other West Sussex men. 13 per cent of West Sussex's Indian men are self-employed full-time, compared with 17 per cent of all West Sussex men, and with 18 per cent and 17 per cent of Indian men in the South East region and England respectively. 5 per cent of West Sussex's Indian women are self-employed full-time, a higher proportion than of all women in the county (3 per cent). This is consistent with the regional and national patterns.

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

West Sussex's Indian population contains a higher proportion of men who work in professional jobs than is found in the county's general working age population. 20 per cent of Indian men are professionals, compared with 12 per cent of the mature male population in West Sussex. This is similar to the corresponding figure for Indian men across England (21 per cent) but lower than the figure for the Indian population at the regional level (26 per cent). However fewer Indian men in the county are managers and senior officials or in associate professional and technical jobs (19 per cent and 8 per cent) than in the general male population in West Sussex (22 per cent and 14 per cent). Again this is similar to the national pattern, but a lower proportion than is found for Indian men in the South East region.

Fewer Indian women in West Sussex are managers, senior officials (10 per cent), professionals (9 per cent), associate professionals or in technical jobs (10 per cent). The figures for all women in employment in these occupations in West Sussex are 12 per cent, 9 per cent and 14 per cent respectively. This differs from the regional and national picture, where more Indian women are managers and senior officials or in professional roles.

Indian men and women in West Sussex are considerably more likely than other residents, and than their counterparts at regional and national level, to occupy jobs in elementary occupations. 18 per cent of Indian men and 23 per cent of Indian women are in elementary roles, compared with 11 per cent of men and

10 per cent of women in the general working age population in West Sussex, and with 10 per cent of Indian men and 12 per cent of Indian women in the region. They are also more likely to be employed in sales and customer service (10 per cent of Indian men and 17 per cent of Indian women), compared with 4 per cent and 12 per cent of all men and women in West Sussex, and with their counterparts regionally (6 per cent of men and 13 per cent of women) and nationally (8 per cent of men and 15 per cent of women). Indian men in West Sussex are less likely to work in skilled trades or as process, plant or machine operatives than other West Sussex men, whereas Indian women are less likely to be in personal service or in administrative and secretarial jobs than other West Sussex women. This is similar to the regional and national patterns, although at the regional level, slightly more Indian men work as process, plant or machine operatives.

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

By comparison with Indian men in England and the South East, West Sussex's Indian men are less likely to work in the manufacturing, construction and finance sectors, and more likely to work in wholesale, retail, restaurants and hotels, and transport. Virtually no Indian men (or women) in the county were recorded as employed in agriculture. 30 per cent of Indian men in the county work in the wholesale, retail, restaurants and hotels sector, (compared with 20 per cent of all men in West Sussex and 27 per cent of all Indian men in England), and 23 per cent of them work in the transport industry, much higher than for all men in this industry in West Sussex (12 per cent), or than of Indian men in the region (14 per cent) and in England (12 per cent). One in five Indian men works in the finance and real estate sector, a slightly lower proportion than for all men in West Sussex (21 per cent), or for Indian men in the region (27 per cent) and in England as a whole (22 per cent).

Indian women in West Sussex are much more likely than Indian women elsewhere to work in the wholesale, retail, restaurants and hotels sector, (36 per cent, compared with 27 per cent in the South East region, and 28 per cent in England). They are also more likely to work in the transport sector, 15 per cent compared with 8 per cent of Indian women in the region and 6 per cent of similar women in England. Their concentration in these sectors means that they are less likely to work in other sectors where many Indian women are employed at national level, such as in education (4 per cent in West Sussex, compared with 7 per cent in the South East and 8 per cent in England), or in manufacturing (8 per cent in West Sussex, compared with 11 per cent in the South East and 13 per cent in England). 11 per cent of Indian

women in West Sussex work in health and social work and 17 per cent in the finance sector, although these are lower than the percentages of all women working in both sectors in the county (both 19 per cent), or with the corresponding figures for Indian women at the regional (14 per cent and 22 per cent) and national levels (14 per cent and 20 per cent).

## West Sussex's Pakistani population

### Economic Activity 16-24 year olds

Compared with other young people in West Sussex, the county's Pakistani population includes proportionately more students - among men, 58 per cent, compared with 37 per cent; and among women 48 per cent, compared with 37 per cent. There is low unemployment among Pakistani young men in West Sussex (4 per cent, compared with 5 per cent for all young men in the county, and with Pakistani young men in the region (6 per cent) and in England (10 per cent)). However, among young women in this group, unemployment is comparatively high (4 per cent, compared with 3 per cent for all young women in West Sussex). This is similar to that for Pakistani young women at the regional scale, but lower than for similar women nationally (6 per cent). A lower proportion of young women in this category are employed part-time (7 per cent, compared with 9 per cent of all women), consistent with the regional and national patterns. A much higher proportion of young Pakistani women are looking after their home or family full-time than among other West Sussex women (15 per cent compared with 6 per cent). Again, this is consistent with, but less marked than, the regional and national patterns for young Pakistani women.

31 per cent of young Pakistani men are in full-time employment in the county, and 17 per cent of young Pakistani women, compared with 51 per cent and 42 per cent in the county's overall 16-24 population.

Nevertheless, full-time employment among Pakistani young men in West Sussex is higher than that found in this ethnic group in the South East region (29 per cent), or in England as a whole (23 per cent). Among Pakistani young women, it is lower in West Sussex than in the South East region (20 per cent) but higher than in England as a whole (13 per cent).

### Economic Activity 25 years - retirement age

Among mature working age people, Pakistani men and women in West Sussex have higher rates of full-time employment (71 per cent for Pakistani men, and 21 per cent for women), than their counterparts in the South East region (66 per cent and 18 per cent) or in England (54 per cent and 14 per cent). The rates are nevertheless lower than for the whole population in the county (80 per cent for men and 41 per cent for women).

Pakistani women are much less likely than other West Sussex women to work as part-time employees (18 per cent, compared with 33 per cent). Despite this, the figure for Pakistani women's part-time employment is higher than for Pakistani women in the region or in England (13 per cent and 10 per cent respectively).

Among mature Pakistani people of working age in West Sussex a similar (very small) number are students (less than 1 per cent of men and 1 per cent of women), compared with all men and women of this age in the county, but with higher proportions of men of this ethnicity in the region and nationally (both 3 per cent).

Full-time self-employment is more prevalent among Pakistani men in West Sussex than among other West Sussex men. 21 per cent of West Sussex's Pakistani men are self-employed full-time, compared with 17 per cent of all West Sussex men, and with 17 per cent and 16 per cent of Pakistani men in the South East region and England respectively. However, less than 1 per cent of West Sussex's Pakistani women are self-employed full-time, compared with 3 per cent of all women in the county, and with 2 per cent of Pakistani women in both the South East region and England.

More of the Pakistani population are permanently sick or disabled in West Sussex, 7 per cent of both men and women, compared with 4 per cent of men and women of the overall mature population in West Sussex. 38 per cent of Pakistani women in the county are looking after their home or family full-time, a much higher proportion than in the whole female population in West Sussex (16 per cent). Nevertheless, this is a lower percentage than for Pakistani women in the South East region and in England (46 per cent and 48 per cent respectively),

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

By comparison with all working age people in the county, West Sussex's Pakistani population contains a lower proportion of men and women who work as managers and senior officials, in professional jobs, and in associate and technical jobs. Among men, 11 per cent are managers/senior officials, 11 per cent professionals, and 7 per cent are in associate professional and technical jobs. The comparable figures for the overall mature male population are 22 per cent, 12 per cent and 14 per cent. Among West Sussex Pakistani women, 4 per cent are in managerial and senior roles, and 8 per cent are in both professional and associate professional and technical jobs, compared with 12 per cent, 9 per cent and 14 per cent respectively for all women in the county.

Pakistani men in West Sussex are less likely than similar men in the South East and England to work in skilled trades (7 per cent compared with 9 per cent respectively), or than all men in West Sussex (19 per cent). They are more likely to work in sales and customer service (9 per cent, compared with 4 per cent of all men in the county), than in the region and England as a whole. 30 per cent of Pakistani men are concentrated in jobs as process, plant or machine operatives, compared with 10 per cent of all men in West Sussex, and with 27 per cent and 25 per cent of Pakistani men in the region and England. Pakistani men are also more likely to work in elementary occupations than other West Sussex men (18 per cent compared with 11 per cent), or than Pakistani men at both regional and national levels (15 per cent respectively).

Pakistani women in West Sussex are less likely than other West Sussex women (18 per cent compared with 24 per cent), and than their counterparts at the regional and national level (20 per cent), to have jobs in administrative and secretarial work. They are also less likely to work in personal service occupations, 8 per cent, compared with 15 per cent of other women in the county, or with 12 per cent of Pakistani women across England. West Sussex's Pakistani women are more likely than other women in the county or than their counterparts in the region or nationally to be in sales and customer service and elementary occupations. 24 per cent are employed in the former, compared with 12 per cent of other women in West Sussex, or with 22 per cent and 19 per cent of Pakistani women in the region and in England. 27 per cent of Pakistani women in West Sussex are in elementary occupations, a much higher proportion than found among all women in the county (10 per cent), or among women of the same ethnicity in the region (15 per cent) or across England (10 per cent).

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

Pakistani men in West Sussex are heavily concentrated in transport and in the wholesale, retail, restaurants, and hotels sector. A third are employed in the transport, storage and communications sector, compared with 12 per cent of other men in West Sussex, or with 22 per cent and 19 per cent of Pakistani men regionally and nationally. 29 per cent of Pakistani men work in the wholesale, retail, restaurants and hotels industry, compared with 20 per cent of other men in West Sussex, and with 25 per cent of Pakistani men at the regional scale. This is a little lower than for Pakistani men in England as a whole (31 per cent). Consequently fewer Pakistani men in West Sussex work in other sectors, such as manufacturing (12 per cent), construction (3 per cent), finance (14 per cent), education (1 per cent) and health (2 per cent).

Pakistani women in West Sussex are mainly concentrated in the wholesale, retail, restaurants, and hotels sector (36 per cent), compared with 22 per cent of other women in the county, or with 30 per cent of Pakistani women in the region and 28 per cent nationally. They are also more likely to work in transport than other West Sussex women (13 per cent compared with 8 per cent), or than similar women at the regional and national levels (6 per cent and 5 per cent respectively). 18 per cent of them work in finance sector; a similar proportion compared with other women in West Sussex (19 per cent), and with Pakistani women in the South East region (20 per cent) and in England as a whole (18 per cent). A higher proportion of Pakistani women work in agriculture in West Sussex (8 per cent), more than at the regional and national scales, or than among all women in West Sussex (in all cases about 1 per cent). On the other hand Pakistani women in West Sussex are less likely to work in the health, education, public administration and manufacturing sectors (8 per cent, 5 per cent, 5 per cent and 6 per cent respectively), compared with their counterparts in the region and in England. The comparable figures for other women in West Sussex are 19 per cent, 11 per cent, 5 per cent and 7 per cent.

### **Key Points**

- West Sussex has a very small ethnic minority population. Among people of working age, the White Other, White Irish, Indian and Pakistani populations are of greatest numerical importance.
- Economic activity indicators vary considerably between ethnic groups. For those aged 25+, 68 per cent of Indian men and 45 per cent of Indian women are full-time employees, compared with 64 per cent and 37 per cent of White British men and women, and with 59 per cent and 41 per cent of White Irish men and women. 8 per cent of Pakistani men and 5 per cent of Pakistani women were unemployed, compared with 3 per cent and 2 per cent of men and women in the White British population. 38 per cent of Pakistani women look after their home or family full-time, compared with 15 per cent of White British women and 14 per cent of White Irish women.
- The occupational distribution of employed men and women in West Sussex also varies by ethnicity. 20 per cent of Indian men and 9 per cent of Indian women are in professional jobs, compared with 11 per cent of Pakistani men and 8 per cent of Pakistani women, and with 12 per cent of White

British men and 9 per cent of White British women. 30 per cent of Pakistani men work as plant, process or machine operatives, compared with 12 per cent of White Irish men and 10 per cent of White British men. 27 per cent of Pakistani women are in elementary occupations, compared with 8 per cent of White Irish women and 9 per cent of White British women.

- The Indian and Pakistani populations in West Sussex are heavily concentrated in the wholesale, retail, restaurants and hotels sector. Men and women from these two groups are also more likely to work in the transport sector. While White Irish women and men are more likely to be employed in the health sector (28 per cent and 7 per cent) than other women and men in West Sussex, about one in five of White Other men and women work in the finance sector.
- Some industries in West Sussex have no people from certain ethnic groups within them. For example, within the county, none of the small resident populations of Black African women and Other Mixed women work in construction, no Other Black men work in education and construction, and no Bangladeshi men work in the health sector. Very few Black and Minority ethnic people in West Sussex work in agriculture, with the exception of women from Pakistani, Other Black and Other Ethnic groups (8 per cent, 6 per cent and 4 per cent respectively).

## 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 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 West Sussex, almost 17,000 people have 'term-time only' contracts - of these 14,772 are women. Over 11,000 of those working term-time only are in part-time jobs. Over 14,500 of all working people have an annualised hours contract - nearly 1 in 2 of these (6,759) are male full-time workers.

Comparison with the region and England shows that proportionally:

- more men in West Sussex who work full-time have flexi-time arrangements, term-time only contracts or annualised hours contracts
- more men in part-time work have flexi-time arrangements in West Sussex
- fewer women who work full-time have flexitime or term-time only contracts
- more women in part-time work have term-time only contracts

**Figure 8.1 Men and women in full-time and part-time employment in West Sussex with selected flexible working arrangements**

West Sussex's employed men 206,619				
	Full-time 181,219		Part-time 25,400	
	Numbers	%	Numbers	%
<b>Flexitime</b>	18,981	10.5	2,956	11.6
<b>Annualised</b>	6,759	3.7	0	0
<b>Hours</b>				
<b>Term-time</b>	2,050	1.1	0	0
<b>working</b>				
West Sussex's employed women 176,708				
	Full-time 91,723		Part-time 84,985	
	Numbers	%	Numbers	%
<b>Flexitime</b>	10,019	10.9	6,911	8.1
<b>Annualised</b>	4,174	4.6	3,635	4.3
<b>Hours</b>				
<b>Term-time</b>	3,658	4.0	11,114	13.1
<b>working</b>				

Comparative data				
Employed men				
	Full-time		Part-time	
	South East	England	South East	England
<b>Flexitime</b>	8.8	8.1	7.4	6.2
<b>Annualised</b>	3.5	3.6	1.8	2.0
<b>Hours</b>				
<b>Term-time</b>	0.9	0.9	3.5	3.2
<b>working</b>				
Employed women				
	Full-time		Part-time	
	South East	England	South East	England
<b>Flexitime</b>	11.5	12.6	7.8	9.0
<b>Annualised</b>	4.5	4.6	4.2	3.8
<b>Hours</b>				
<b>Term-time</b>	5.0	4.9	12.5	10.7
<b>working</b>				

Source: LFS, Autumn 2003, ONS

Within West Sussex, the degree of flexibility in working arrangements is shown in **Figure 8.2**. In Worthing, 20 per cent of men had flexitime arrangements, compared with only 5.2 per cent of men in Mid Sussex, whilst 15 per cent of women in Adur worked flexitime compared with 5 per cent in Chichester. 14 per cent of women in Adur and Horsham reported that they had term-time only contracts, whilst 7 per cent of men and 8 per cent of women in Adur had annualised hours contracts.



**Figure 8.2 Percentage of men and women in employment with selected flexible working arrangements - West Sussex Districts**

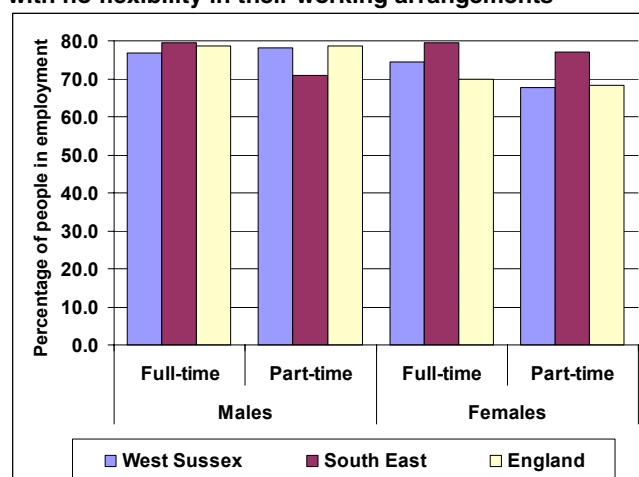
	Flexitime	Annualised Hours	Term-time Working
<b>Men</b>			
Adur	11.8	7.0	0.0
Arun	7.1	1.4	0.0
Chichester	10.9	2.7	1.3
Crawley	12.0	4.7	0.0
Horsham	11.3	1.4	1.4
Mid Sussex	5.2	2.9	1.0
Worthing	19.9	4.8	3.2
West Sussex	10.6	3.3	1.0
South East	8.6	3.3	1.2
England	7.9	3.5	1.2
<b>Women</b>			
Adur	15.0	8.8	14.4
Arun	8.3	3.0	6.6
Chichester	5.1	0.0	8.6
Crawley	10.8	5.9	4.0
Horsham	12.2	6.3	13.5
Mid Sussex	9.7	7.2	7.1
Worthing	7.4	0.0	5.7
West Sussex	9.6	4.4	8.4
South East	9.8	4.4	8.4
England	11.0	4.2	7.5

Source: LFS, Autumn 2003, ONS

**Figure 8.3** shows the percentages of men and women who have no flexibility in their working arrangements by whether they work full-time or part-time. The pattern in West Sussex is similar to that for England as a whole, with the exception of women who work full-time in West Sussex. This group experienced less flexibility in their working arrangements than their counterparts nationally.

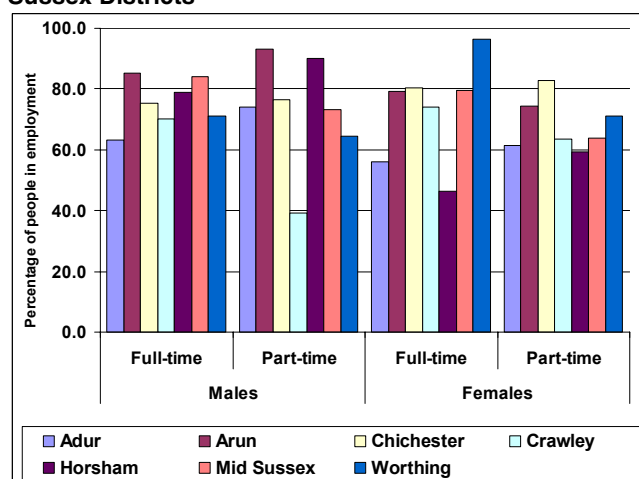
Across the West Sussex districts there is quite a high degree of variation in the proportion of working people who have no flexibility in their working arrangements, as illustrated in **Figure 8.4**.

**Figure 8.3 Percentage of men and women in employment with no flexibility in their working arrangements**



Source: LFS, Autumn 2003, ONS

**Figure 8.4 Men and women in employment with no flexibility in their working arrangements in the West Sussex Districts**



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 established as roles which have a disproportionate impact on women.

## Caring Responsibilities

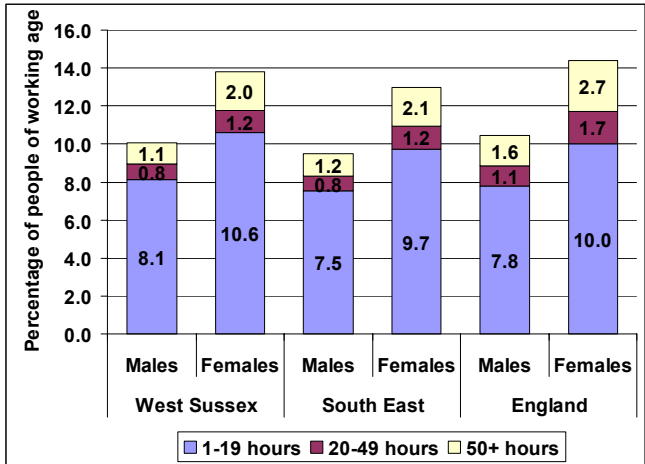
In 2001, for the first time, the Census included a question asking people about any help or support which was not part of their paid employment which they gave



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.

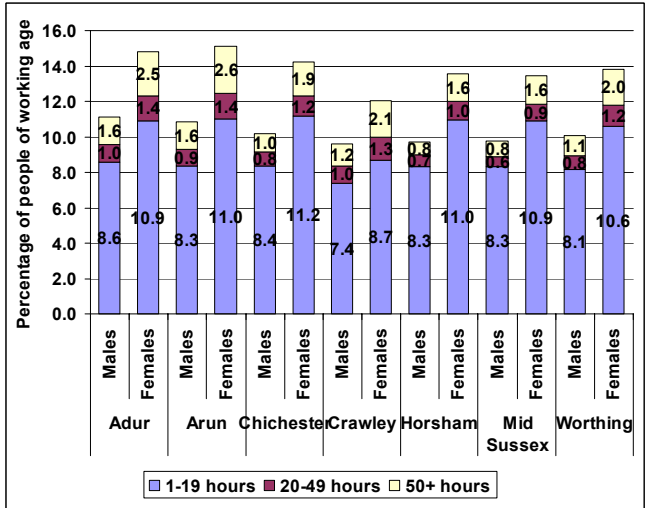
**Figures 8.5 and 8.6** show the number of hours of this 'unpaid care' provided by men and women of working age in West Sussex and its districts. At all geographical levels, women are more likely to provide unpaid care than men, and are also more likely to provide a high level of care (more than 50 hours per week).

**Figure 8.5 Provision of unpaid care by people of working age by sex**



Source: 2001 Census Standard Tables, Crown Copyright, 2003

**Figure 8.6 Provision of unpaid care in the West Sussex districts 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 8.7** shows the proportion of unpaid care provided by men and women of working age for the main Black and Minority Ethnic groups in West Sussex. 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:

- high percentages of Pakistani men, but smaller percentages of Pakistani women, providing care in West Sussex, compared with the region and England as a whole
- a high proportion of people from White Other backgrounds providing unpaid care in West Sussex

**Figure 8.7 Provision of unpaid care by men and women of working age by ethnicity percentage %**

		West Sussex	South East	England
White Other	Men (5,180)	7.3	6.1	6.3
	Women (6,511)	9.2	7.4	7.8
White Irish	Men (1,936)	9.1	8.3	9.0
	Women (1,932)	11.9	11.4	12.5
Indian	Men (2,130)	12.9	10.3	12.0
	Women (2,093)	13.8	11.4	13.8
Pakistani	Men (1,072)	13.7	10.2	11.8
	Women (1,015)	14.3	13.7	16.2
All	Men (224,356)	10.0	9.3	10.2
	Women (212,232)	13.7	12.8	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

It is also possible to look at the amount of unpaid care that men and women provide by their economic activity. In West Sussex, 10 per cent of men and 13 per cent of women of working age in employment provide unpaid care. This is similar to the regional and national pattern. However, this again varies by ethnicity, as presented in

**Figure 8.8.** This shows that in West Sussex:

- more White Other and Indian men and women work and provide unpaid care than White Other and Indian women in the region and across England as a whole
- proportionally more Pakistani men, but fewer Pakistani women, are both in employment and providing unpaid care compared with their counterparts regionally and nationally

**Figure 8.8 Provision of unpaid care by men and women of working age in employment by ethnicity percentage %**

		West Sussex	South East	England
White Other	Men (4,038)	7.2	6.1	6.1
	Women (4,142)	8.2	7.3	7.5
White Irish	Men (1,498)	7.7	7.6	8.6
	Women (1,393)	10.8	10.8	12.1
Indian	Men (1,568)	14.5	10.8	12.4
	Women (1,360)	14.9	12.2	14.2
Pakistani	Men (691)	13.5	10.9	11.9
	Women (337)	11.6	12.7	15.0
<b>All</b>	Men (180,842)	9.7	9.2	9.9
	Women (147,847)	13.3	12.6	13.7

Source: 2001 Census Commissioned Tables, Crown Copyright 2004

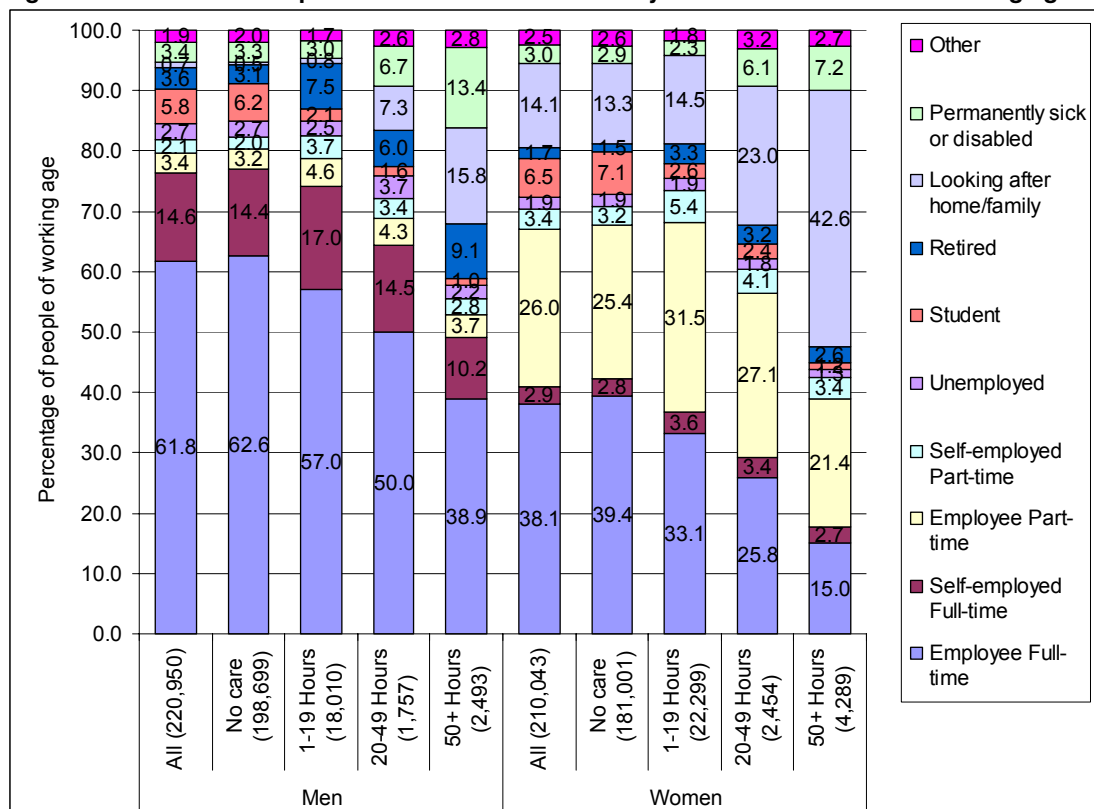
Note: Numbers in brackets refer to the population size for the working age population in employment by ethnicity

- fewer White Irish men and women work and provide unpaid care than White Irish men and women in England as a whole

However, **Figure 8.9** shows that there are more men working full-time and providing 50 or more hours of unpaid care (1,224) than women (756) in West Sussex. This is similar to the situation in the region and England. Also, as the amount of unpaid care people provide increases:

- men and women are more likely 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 full-time positions

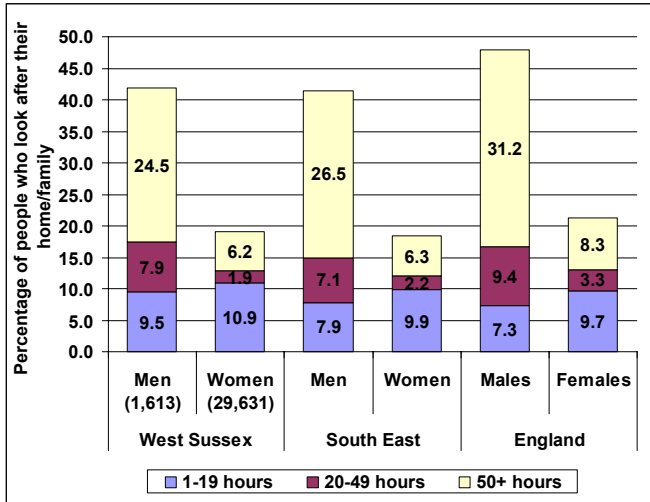
**Figure 8.9 Provision of unpaid care and economic activity for men and women of working age in West Sussex**



Source: 2001 Census Commissioned Table, Crown Copyright 2004

Figure 6.11 in Chapter 6 showed that 14 per cent of women and less than 1 per cent of men of working age in West Sussex gave looking after their home or family full-time as their reason for economic inactivity. This equates to 1,600 men and over 29,600 women who look after their home and family as their main activity. In West Sussex, women outnumbered men in this category by over 18 to 1. This response not only includes those women and men caring for a child, but also those caring for other family dependents. **Figure 8.9** shows the amount of unpaid care that men and women who look after their home or family 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. Nearly 1 in 4 men in this category are providing more than 50 hours or more of this type of care, compared with just 6 per cent of women in West Sussex.

**Figure 8.9 Men and women of working age who look after their home and family and the provision of unpaid care**



Source: 2001 Census Commissioned Table, Crown Copyright 2004

### Childcare

*Large areas of West Sussex have no day nursery care provision*

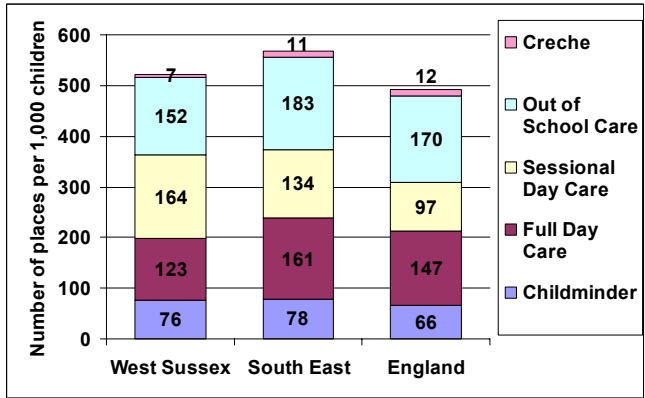
Across the country, lack of available, affordable childcare is a significant barrier to women’s employment. The combination of poor job and pay prospects and high childcare and associated transport costs, makes it uneconomic for many women to consider working before their children reach school age. Even 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 8.10** shows places available for children under 8 in the following types of registered childcare:

- Childminders
- Full day care - 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 8.10** shows the estimated number of places per 1,000 children for West Sussex, the South East region and England. The data are published by Ofsted and relate to September 2003. In West Sussex, there were, overall, fewer childcare places per 1,000 children than in the South East region, but more than in England as a whole. In particular, West Sussex had fewer full day care and out of school care places but more sessional day care places, than the region or England as a whole.

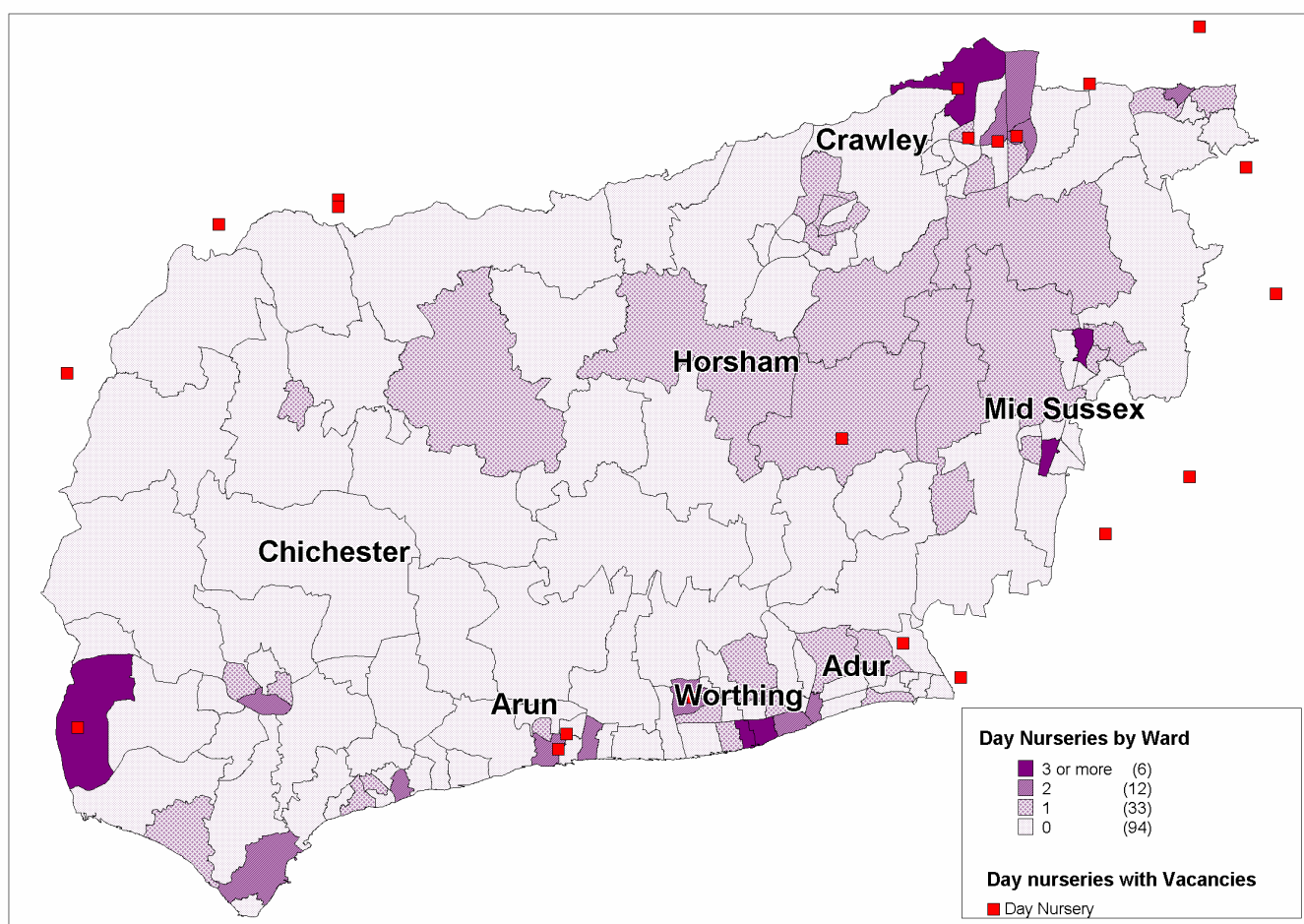
**Figure 8.10 Providers of day care facilities and the estimated number of places per 1,000 children**



Source: Ofsted, 2003 and Registrar General’s Mid Year Population Estimates 2002, Vital Statistics, ONS

**Figure 8.11** shows the distribution of day nurseries within the wards in West Sussex, together with an indication of the nurseries that had vacancies in July 2004. Large areas of West Sussex have no day nursery provision. Both day nurseries and those with vacancies are concentrated in areas of high population, such as Worthing and Crawley.

Figure 8.11 Day nurseries and vacancies in West Sussex, July 2004



Source: West Sussex 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

## Key Points

- In West Sussex, more men who work part-time, but fewer women who work full-time, have flexi-time working arrangements, compared with men and women in the region and nationally.
- In West Sussex, among people of working age 14 per cent of women and 10 per cent of men provide unpaid care to a sick, disabled or older person.
- In West Sussex, high numbers of Pakistani men, but smaller numbers of Pakistani women, provide unpaid care, compared with the region and England as a whole
- White Other men and Indian men in West Sussex were more likely to work and provide unpaid care than White Other men and Indian men in the region and across England as a whole
- 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.
- In 2003, West Sussex had fewer childcare places per 1,000 children than the South East region and England as a whole.
- Day nursery provision within West Sussex was concentrated in the areas of high population, such as Worthing and Crawley, as were day nurseries with vacancies. Large areas of rural West Sussex had no day nursery provision.

# Appendix A

## Glossary of 2001 Census Terms<sup>31</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>31</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>32</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>32</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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