

Gender Profile of Leicester's Labour Market

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Preface

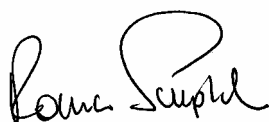
Gender Equality: Gender and Employment in Local Labour Markets

The Leicester Economic Regeneration Partnership (LERP) exists to help all Leicester's citizens achieve their economic potential. Our multicultural City has been proved to be a place of real opportunity, but is also an area exhibiting real economic deprivation. Our own research for "Leicester Works" the LERP Local Employment Strategy, has revealed much anecdotal evidence of inequalities and untapped workforce resources, and I very much welcome this comprehensive and authoritative study of population, gender and employment data in the City of Leicester. Leicester cannot afford to waste the skills and talents of its women.

This profile clearly demonstrates the level of human resources we are not using. It shows, for example, that only 62% of City women of working age are economically active. LERP is currently undertaking a major project, the Job Service Partnership, to help people get back into work, and there are many other partnership initiatives in Leicester, helping people develop skills for sustainable employment, and addressing the skills shortages reported by employers.

We know that women have often been disadvantaged in Leicester's labour market, for example, through incorrect perceptions about the types of work men and women can do, inflexible employment arrangements, and difficulties in accessing job opportunities. The GELLM project in Leicester will be producing an Action Plan as a result of the Local Research Studies, which we expect will give us factual evidence and recommend practical actions to remove this disadvantage.

I commend this profile, which strengthens our emphasis on the necessity for evidence-based actions. It shows us clearly what we need to change.



Councillor Roman Scuplak

Chair, Leicester Economic Regeneration Partnership



Acknowledgements

This Gender Profile for Leicester, 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 concerned¹.

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, Lisa Buckner, 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 departments², 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

¹ 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 Leicester's Labour Market**

explores the relative situation and resources of women and men in Leicester, compared with the East Midlands region and England as a whole. It focuses on how women and men in Leicester 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 Leicester, as well as to features which are experienced in similar ways across the country.

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

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

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

gender-disaggregated statistics in analysis and decision-making.

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

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

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

The Local Setting

Leicester is the largest city in the East Midlands and is thus an important regional centre. Manufacturing has long been a significant aspect of the local economy and the city retains a strong manufacturing base. However, employment in manufacturing has been declining in recent years, whilst service sector industries, such as retail and public administration, have been growing in importance in the local economy.

Despite the dynamic nature of the local economy, pockets of social and economic deprivation can be found in the city. Out of 354 Local Authorities in England, Leicester ranks 31, where 1 is the most deprived.

General indicators of health and well-being in the city are relatively poor. Leicester has lower than average life expectancy at birth, a high proportion of people who have a Limiting Long-term Illness (LLTI), especially among women aged 35 and over, and a high teenage pregnancy rate compared with England as a whole. However, the teenage pregnancy rate in Leicester has shown a decline since 1996.

The city also has lower levels of owner occupation than in England as a whole, with a significant proportion of the population living in rented accommodation. Average house prices in Leicester have been below the national average level, but have risen sharply since 2000.

By national standards, the city has a comparatively young population with proportionally more children and young people and fewer people aged 35 and over. It also has a much higher percentage of people from Black and Minority Ethnic groups than England as a whole. 40 per cent of men and 39 per cent of women living in the city are from Black and Minority Ethnic groups, compared with 13 per cent in England. People of Indian origin are the largest of the minority ethnic groups living in the city.

Education and Skills

Leicester's official education statistics show that boys and girls are achieving lower results than at the region or national level in the standard assessment tests at ages 7, 11 and 14. Since 2000, however, significant improvements in educational attainment at aged 14 have been made.

Results at GCSE and A level are also below the regional and national average, although there have again been improvements in results since 2000. Girls achieved higher point scores than boys across all A levels with notably impressive results in mathematics.

In 2003, a higher proportion of pupils stayed on in education in Leicester than nationally and regionally. Only 8 per cent of young men entered the labour market at 16, a high proportion of them finding jobs in elementary occupations. 5 per cent of young girls entered the labour market at this age, many starting work in personal service jobs.

Among Leicester's working age population, a high proportion of men and women have no qualifications. Although this lack of qualifications is most evident amongst the older population of the city, over a quarter of 25 - 34 year olds in Leicester have no qualifications.

This is considerably above the national average, and is a particular issue for women in this age group.

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

Leicester experienced an increase in part-time jobs for both sexes between 1991 and 2002. In total, just over 10,000 part-time jobs were created, representing a 30 per cent net increase. About 60 per cent of these jobs went to men. The percentage increase in part-time jobs in Leicester was lower than the increase at the regional and national levels. New part-time jobs were concentrated in the service sector, in industries such as finance and distribution, with some growth in part-time employment in manufacturing.

Over the same period, however, there was a 5 per cent net fall in full-time employment, representing over 5,000 jobs. The loss was concentrated in manufacturing, where men lost over 6,000 male jobs and women around 7,000 jobs. These figures represent about a quarter of male full-time jobs and a half of all female full-time jobs in this sector. These losses were off-set by new full-time jobs in construction (mostly male), banking and finance (both sexes) and public administration, education and health (mostly female).

In comparison with the region and England as a whole, a relatively low proportion of Leicester's working age population is economically active. Among women, only 62 per cent are economically active, compared with 71 per cent of women in England as a whole.

Although the proportions of men and women working in manufacturing have been declining in Leicester, this remains an important sector for both male and female workers, employing 25 per cent of male workers and 12 per cent of women workers. Other important industries for male employment include distribution, hotels and restaurants, and banking and finance. 43 per cent of women in Leicester work in public administration, education and health, a further 21 per cent in distribution, hotels and restaurants.

Men in Leicester are concentrated in employment as process, plant and machine operatives, and in skilled trades. A high percentage of men in Leicester also work in elementary occupations. Among women, the key occupations are administrative and secretarial work, and elementary occupations. Compared with the national and regional picture a high percentage of Leicester's women (12 per cent) have jobs as process, plant and machine operatives.

In Leicester, a high proportion of women live close to their place of work. 32 per cent work within 2 km of home, compared with 23 per cent of men. Leicester's workforce includes a high proportion of people of both

sexes who walk to work, and men in Leicester are less likely to work more than 20 km from home than men in England as a whole. Travel to work by car among women increased in the city between 1991 and 2001, although the percentage of men driving to work declined over this period.

The Gender Pay Gap

In Leicester, low pay is prevalent for both men and women. 13 per cent of men and 26 per cent of women earned less than £250 a week in 2003. Women workers in the city earned on average £7.90 an hour, compared with £9.80 for men, significantly lower than average pay in the region and England as a whole.

The size of the gender pay gap in Leicester varies across occupations, but for full-time workers across all occupations is a little narrower than in the region or in England. The largest pay gap is found in personal service occupations, where, among full-time workers, women earned only 60 per cent of men's gross weekly pay in 2003.

Unemployment and Economic Inactivity

Nearly 7 per cent of men and over 4 per cent of women in Leicester described themselves as unemployed in the 2001 Census. These rates are higher than those for the East Midlands and England. The unemployment rate is particularly high for young men; 8 per cent of men under 25 described themselves as unemployed.

The city also has a relatively high percentage of unemployed people of working age who have never worked, particularly among young women aged 16 to 24. Long term unemployment is also significant; 10 per cent of unemployed men and 15 per cent of unemployed women had not had a job for more than 5 years.

Among the unemployed who have had jobs in the past, a high percentage formerly worked in manufacturing, 31 per cent of unemployed men and 24 per cent of women.

Leicester has a relatively high percentage of students amongst its economically inactive population. This is affected by two large universities in the city. Compared with the East Midlands and England, a high proportion of women of working age were looking after their home and family on a full-time basis. The percentage of economically inactive women in Leicester increased between 1991 and 2001, whereas in England economic inactivity rate amongst women declined. 37 per cent of women in Leicester were economically inactive in 2001, compared with 28 per cent in England.

Qualifications have a marked effect on employment status, and in Leicester there is a low employment rate among women with no qualifications. Only 45 per cent of women with no qualifications were in employment in

2001, compared with 75 per cent of women with higher qualifications.

Lone mothers and lone fathers in Leicester are less likely to be in paid employment than their counterparts in the region and England as a whole. Leicester's lone fathers have full-time employment rates 6 percentage points below the national level, while Leicester's lone mothers have both full-time and part-time employment rates well below the national level.

25 per cent of dependent children in Leicester live in households with no working adult. This is 8 per cent higher than the national figure.

Women, Men and Diversity

Leicester has a large Black and Minority Ethnic population. Among people of working age, the Indian, White Other, Other Asian, Black Caribbean, White Irish, Pakistani and Black African populations are the largest groups after the White British group.

Economic activity indicators vary considerably between ethnic groups. Among those under 25 years old, there were particularly high unemployment rates among young Mixed White and Black Caribbean men and women. Part-time employment was more common among young women from the Other Black, Mixed White and Black Caribbean, and Bangladeshi ethnic groups. A higher proportion of young women from Bangladeshi, Other Black and Mixed White and Black Caribbean groups were looking after their home and family.

Amongst all groups of Black and Minority Ethnic men aged 25 to retirement age, the full-time employment rate in Leicester was lower than for White British men. Pakistani and Chinese men were considerably more likely to be self-employed than men from other groups. Part-time employment was mainly found among Bangladeshi and Other Black men. Economic inactivity due to sickness and disability was highest among White Irish men.

For Black and Minority Ethnic women aged 25 to retirement age, the highest full-time employment rates were found in Black Caribbean and White Irish women, where rates were higher than for White British women. Lowest employment rates were found among Bangladeshi, Pakistani and Black African women, who were also more likely than other Leicester women to be looking after home or family full-time.

The occupational distribution of employment in Leicester also varies by ethnicity. Leicester's Pakistani, Indian and Chinese populations contain a higher proportion of men and women who work as managers and senior official than other ethnic groups. However, fewer Black and Minority Ethnic men and women worked in these senior jobs than in the region or nationally. More women than

men from Black and Minority Ethnic groups worked in associate professional and technical jobs. Rather fewer Black and Minority Ethnic women in Leicester than at the region or nation levels worked in administrative and secretarial jobs.

Leicester's women and men from the Black African, Mixed White and Black Caribbean, and Black Caribbean groups were more likely than other ethnic groups (and than their counterparts nationally) to work in personal service occupations.

The Pakistani population in the city, both male and female, were highly concentrated in jobs as process, plant and machine operatives, while a quarter of Bangladeshi men worked in elementary occupations.

Over 40 per cent of Leicester's Indian men, and a third of Other Asian and Pakistani men, were concentrated in the city's manufacturing sector. The percentage of Indian women working in manufacturing was almost double that for the whole female population in Leicester, 34 per cent compared with 18 per cent. Bangladeshi men were concentrated in the wholesale, retail, hotel and restaurant sectors, which was also where half of Chinese men also worked. Finally, Leicester's Black and Minority Ethnic women, across all groups, were more likely than their national counterparts to work in health and social work.

Work-Life Balance

On average, men in Leicester had even less flexibility in their working arrangements than men in England as a whole. However Leicester women who work part-time were more likely to report having annualised hours or flexitime arrangements as part of their employment contracts.

Bangladeshi and Indian women, and Indian and White Irish men tend to provide more unpaid care for dependent relatives or friends than people from Leicester's other ethnic groups.

Leicester has fewer childcare places per 1,000 children than the East Midlands and England as a whole. Although it has a comparatively high level of childcare places in full day care, the city offers far fewer opportunities in after school clubs than are available in the East Midlands region or in England as a whole. Day nursery provision tends to be concentrated in certain parts of the city, and some parts of the city have no nurseries at all.

Using the Gender Profile³

The Gender Profile has been designed as a resource for all those interested in Leicester's men and women. It provides a detailed picture of how Leicester's people, in all their diversity, are faring in relation to the county's labour market at the start of the 21st century. Recent labour market changes and trends, particularly in Leicester'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 Leicester - for example in education, transport, childcare, and care support - and offers insight into continuing difference 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.

³ 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 Leicester 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: "Low Paid, Part-Time Work - Why do Women Work Below their Potential", "Enhancing Employment Opportunities for Women from Black and minority Ethnic Groups" and "Career Development in the Local Authority Sector in England: Opportunities and Constraints". The Centre for Social Inclusion welcomes enquiries from organisations and individuals interested in commissioning future work of this type.

2. The Local Setting

The City of Leicester⁴

Leicester is the largest city in the East Midlands and as such has considerable local and regional importance. This was first recognised by the Romans and later by the Danes, who used it as a strategic stronghold to control the Midlands. Since then it has developed into a major commercial and manufacturing centre, known better for the diversity of its trade than for its dependence on a single industry. The city has a traditionally strong manufacturing base, but in recent years has diversified with an increasing number of service sector firms.

It is also a historic meeting place. For centuries people of different races and cultures have gathered in Leicester, creating a rich and unique heritage. This diversity continues today. The city's thriving ethnic minority community accounts for more than a third of Leicester's population and continues to enrich city life. With the highest percentage ethnic minority population outside of London, Leicester is a positive example of a vibrant, multi-cultural city.

Leicester has two established universities specialising in medicine, safety, IT, DNA and space research. It has also gained international recognition as Britain's first Environment City and more recently, the prestigious title of European Sustainable City. These developments have brought economic growth and improvements in standards of living.

However, not everyone in the city benefits from this prosperity. Household incomes, skill levels and rates of pay are still below the regional average and although unemployment has halved in the last decade it still remain higher than the national average. Significant pockets of social and economic deprivation can be found in particular social groups, and in some neighbourhoods certain housing estates are amongst the most deprived in the country.

Figure 2.1 shows the wards in Leicester, indicating the Index of Deprivation 2004 scores for the areas within them. This shows that within Leicester the areas of greatest deprivation are in Spinney Hills ward. One of the areas within this ward is ranked 187 out of 32,482 sub-ward areas in England, known as Super Output Areas (SOAs), where 1 is the most deprived. 20 of Leicester's 187 SOAs are in the 5 per cent most deprived areas in the country, and one of Leicester's

SOAs is in the 10 per cent least deprived areas. Overall, the average of the scores for Leicester rank it 31 out of 354 Local Authorities, where 1 is the most deprived and 354 the least deprived.

Leicester's Industrial Structure and Labour Market⁵

Leicester has a strong industrial heritage and has "re-invented itself" many times, emerging as a city of employment and innovation and as a successful commercial and manufacturing centre. Manufacturing remains a key feature of its industrial structure, while the banking and finance sector has increased in importance as a source of employment in recent years.

Retail also features strongly in the industrial make-up of Leicester. The flagship Shires shopping centre has attracted well-known major retailers to the city. Lottery funding has secured the construction of the National Space Centre, which has brought new jobs in the fields of technology and tourism. But the pressures and challenges facing the city today are great. Despite years of steady economic growth, unemployment and low pay continue to blight the local economy, and manufacturing industry in the city operates in a fiercely competitive international environment.

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

The People of Leicester

Leicester has a population of 283,600⁶. **Figure 2.2** shows the population profile for Leicester, and **Figure 2.3** the difference between the profiles for Leicester and England. It can be seen that Leicester has proportionally:

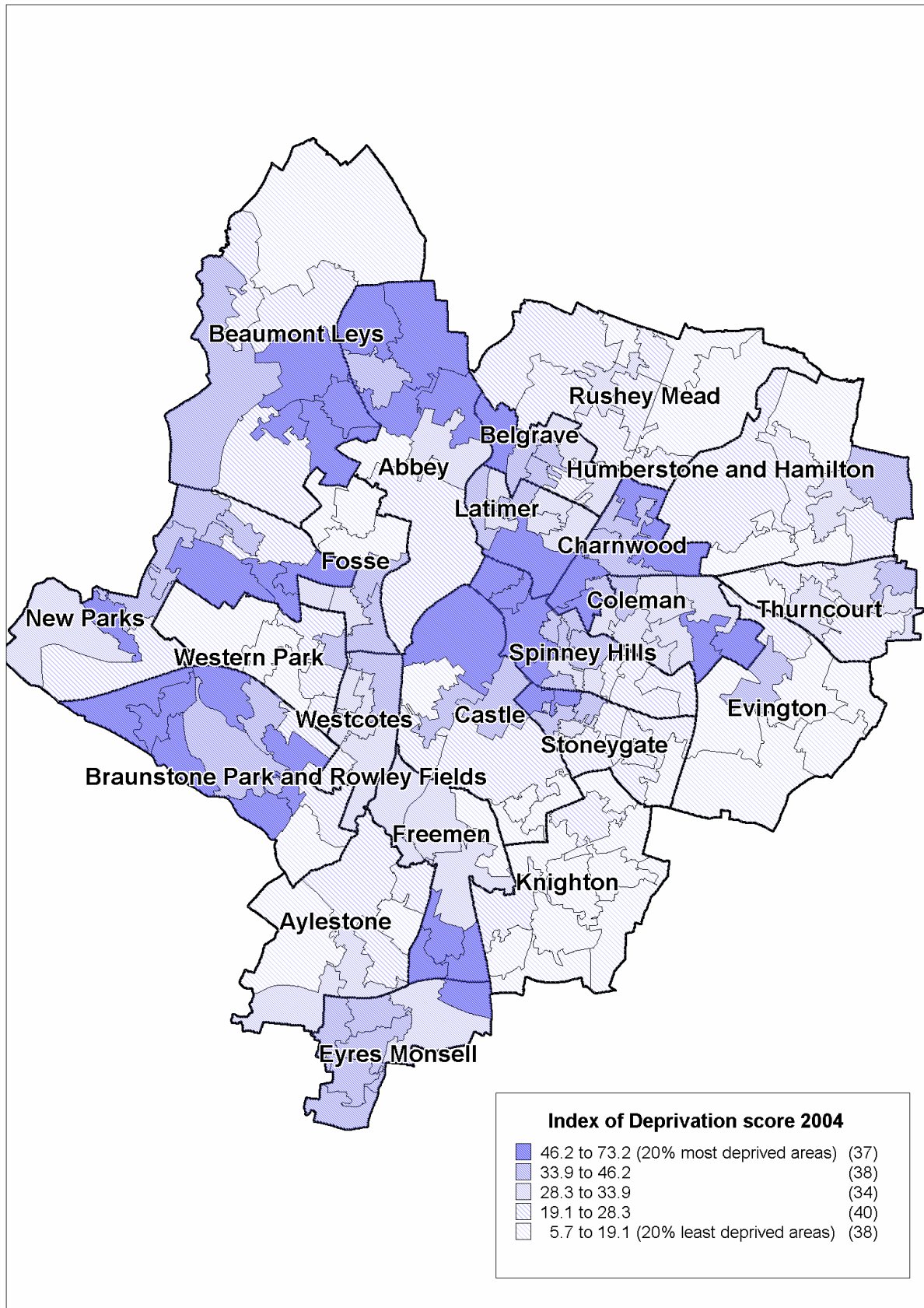
- more children
- more young people
- fewer people aged 35 and over, particularly those aged 50-64 and women aged 75 and over

⁵ Leicester's Community Plan 2003. Leicester City Council

⁶ Source: Registrar General's Mid 2002 population estimate, Population Estimates Unit, ONS, Crown Copyright 2003.

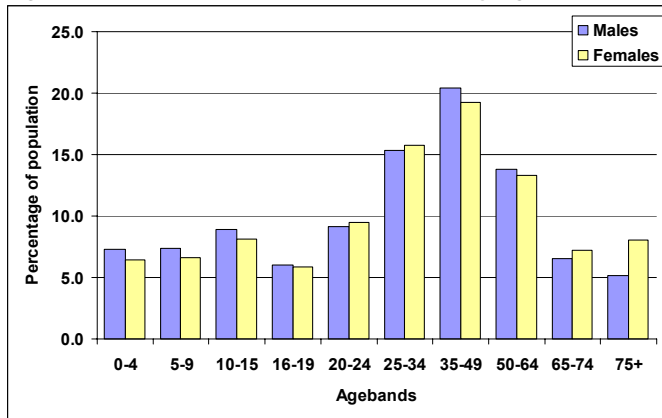
⁴ Source: Leicester City Council - www.leicester.gov.uk

Figure 2.1 Index of Deprivation 2004



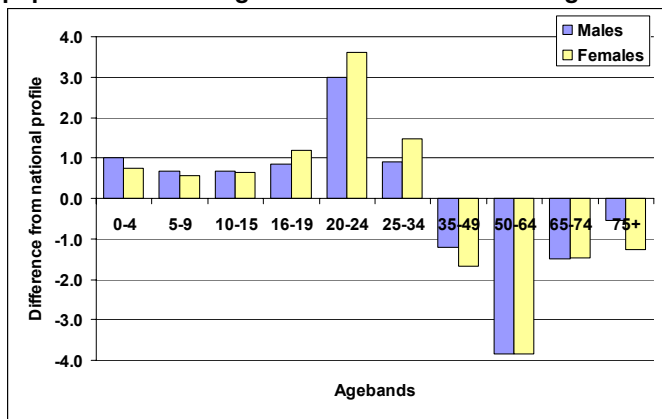
Source: ODPM, Crown Copyright 2004. This work is based on data provided through EDINA UKBORDERS with the support of the ESRC and JISC and uses boundary material which is Copyright of the Crown

Figure 2.2 Leicester's population profile by age and sex



Source: Registrar General's Mid 2002 population estimate, Population Estimates Unit, ONS, Crown Copyright 2003.

Figure 2.3 Difference between the percentage of the population in each age band for Leicester and England



Source: Registrar General's Mid 2002 population estimate, Population Estimates Unit, ONS, Crown Copyright 2003.

Population Change and Migration

Between 1991 and 2002 the population of Leicester increased by 2,100 people, or 0.7 per cent of the total. As **Figure 2.4** illustrates, this was mainly as a consequence of an increase in the number of people of working age. This is different from the pattern in the East Midlands region and in England as a whole.

Figure 2.4 Change in population 1991 to 2002

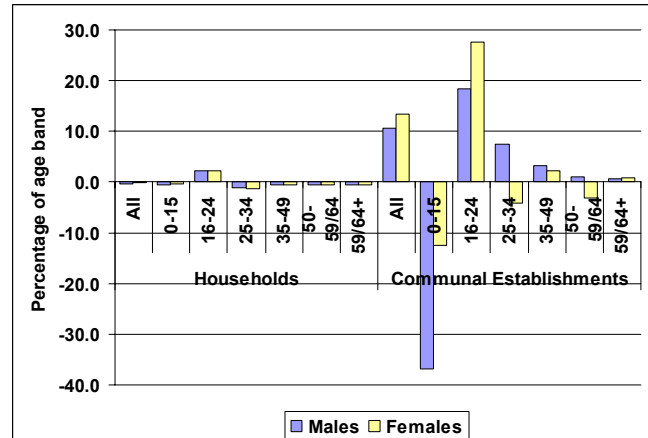
Area	Total change (%)	Change in the proportion in each age group (%)		
		0-15	16-64/59	65/60+
Leicester	2,100 (0.7)	-2,700 (-4.2)	10,300 (6.1)	-5,500 (-11.3)
East Midlands	204,100 (5.1)	20,500 (2.5)	131,500 (5.3)	52,100 (7.1)
England	1,686,800 (3.5%)	171,500 (1.8%)	1,241,000 (4.2%)	274,200 (3.1%)

Source: 2001 Census Standard Tables, Crown Copyright 2003. 1991 Local Based Statistics, Crown Copyright 1993.

Note: Age groups 16-64/59 cover men and women of working age and 65/60+ are people over retirement age

Using data from the 2001 Census, it is also possible to explore patterns of migration into and out of Leicester in the year prior to the Census. In Leicester, 15 per cent of people moved in the year before the census, a higher proportion than in the region (12 per cent) and in England as a whole (12 per cent).

Figure 2.5 Net migration in Leicester by age and sex



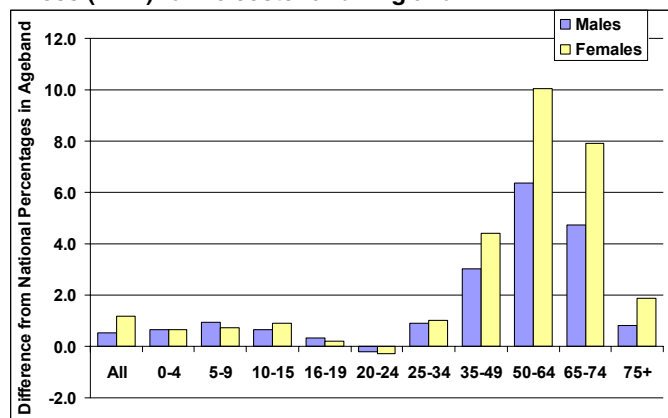
Source: 2001 Census Standard Tables, Crown Copyright 2003

Figure 2.5 shows the net migration (in-migration minus out-migration) in the 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 Leicester, 2.3 per cent of the population are resident in communal establishments, compared with 1.8 per cent in the East Midlands, and 1.8 per cent in England. For people resident in households in Leicester, there is little difference between men and women in the percentage of the age group who are migrants, and the key age group for migrants is 16 to 24.

Selected Health Indicators

In Leicester, the proportion of people with a Limiting Long-Term Illness (LLTI) (17 per cent of males and 19 per cent females) is similar to that in the East Midlands (17 per cent of males and 18 per cent of females) and in England (17 per cent of males and 18 per cent of females). However, **Figure 2.6** shows that a significantly higher proportion of people aged 35 and over suffer from a LLTI, especially women, compared with people in the same age group in England.

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



Source: 2001 Census Standard Tables, Crown Copyright 2003

In Leicester, the conception rate amongst 15-17 year old girls was 54.5 per 1000⁷ (with 34 per cent ending in abortion) in 1999-2001, compared with 59.8 per 1000 in 1996-1998 (with 30 per cent ending in abortion). This was higher than the rate for both the East Midlands (41.9 per 1,000 women with 40 per cent ending in abortion) and England as a whole (43.5 with 45 per cent ending in abortion).

People in Leicester have a lower life expectancy compared with those in the East Midlands and England as a whole. In 1999-2001, males in Leicester had a life expectancy at birth of 73.6 years, compared with 75.7 in the East Midlands and 75.7 in England. For women the figures were 79.0, 80.3 and 80.4 in Leicester, the East Midlands and England respectively. This ranks Leicester as 343 for men and 333 for women for life expectancy out of 374 local authorities, where the authority where men and women have the highest life expectancy is ranked as 1.

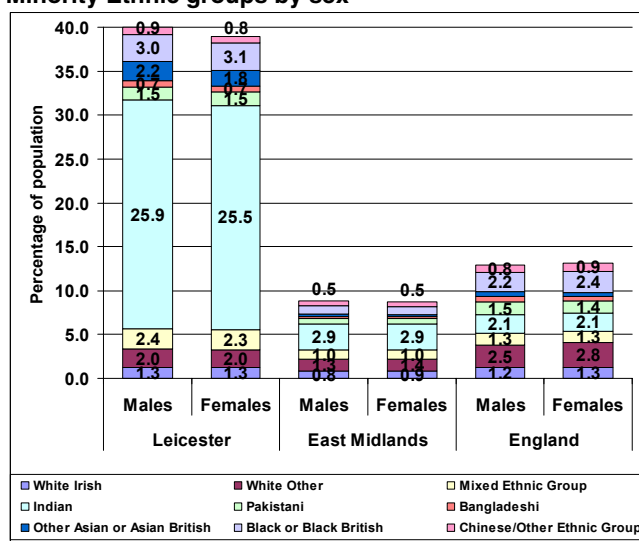
Minority Ethnic and Religious Groups

Figure 2.7 shows that 40 per cent of males and 39 per cent of females in Leicester are from Black and Minority Ethnic groups⁸. This is much higher than in the East Midlands (9 per cent of both sexes) and in England (13 per cent of both sexes). In Leicester, people of Indian origin are the largest Ethnic Minority group (72,030 people, 26 per cent of the population), followed by Other Asians (5,520 people, 2.2 per cent of the population) and the White Other group (5,680 people, 2.0 per cent of the population).

The 2001 Census also provides information about religious groups. The largest minority religious groups in

Leicester are Hindus (41,248 people, 15 per cent of the population) and Muslims (30,885 people, 11 per cent of the population). 42 per cent of males and 47 per cent of females in Leicester state that they are Christians, compared with 69 per cent of males and 75 per cent of females in the East Midlands, and 69 per cent of males and 75 per cent of females in England as a whole. 19 per cent of men and 16 per cent of women in Leicester said that they had no religion, and 7 per cent of men and women did not state a religion.

Figure 2.7 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 111,139 households in Leicester⁹, of which 33 per cent are single person households. This is higher than in the East Midlands (28 per cent) and in England as a whole (30 per cent). Leicester also has a higher proportion of lone parent households with dependent children (9 per cent) than the region (6 per cent) and England (6 per cent). The other main differences are:

- the low proportion of cohabiting and married couple households, which make up 38 per cent of all Leicester's households (46 per cent in the region and 48 per cent in England).
- the high proportion of 'other' households, which include extended family households and student households. These make up 10 per cent of Leicester's households compared with 5 per cent in the East Midlands and 7 per cent in England.

⁷ Source: Key Population and Vital Statistics 2001, Office for National Statistics. Crown Copyright 2003.

⁸ Black and Minority Ethnic groups include all those groups other than White British.

⁹ Source: 2001 Census Standard Tables, Crown Copyright 2003.

In Leicester, 57 per cent of households are owner occupied, 28 per cent are rented from a social landlord (21 per cent rented from the council) and 13 per cent are privately rented. In the East Midlands, the figures are 72 per cent, 18 per cent (14 per cent rented from the council) and 8 per cent respectively, and in England 68 per cent, 19 per cent (13 per cent rented from the council) and 10 per cent. Thus, Leicester has:

- a low proportion of owner occupied households
- a high proportion of households that rent from the council or are privately rented

Data from the Land Registry for the last quarter of the years 2000 and 2003 show that house prices in Leicester have risen substantially. The average house price rose from £59,400 to £110,500 (a 86 per cent increase), and 5 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).

3. Education and Skills

Educational Indicators in Leicester¹⁰

In Leicester, more pupils remain in full-time education after 16. Most study in sixth form or further education colleges.

Within Leicester there are 86 primary, 16 secondary and 10 special schools which teach 29,150, 18,250 and 770 pupils respectively. There are 12 independent schools within the city. Four of the secondary schools in Leicester provide post-16 education, however the majority of post-16 education is provided by 3 sixth form colleges and a college of further education. Of the 68 per cent of 16 and 17 year olds who are in full-time education, just 19 per cent are in maintained schools and 6 per cent are at independent schools, while 46 per cent are studying at sixth form colleges and 31 per cent are in other further education establishments. This is different from the East Midlands region, where fewer 16 and 17 year olds (63 per cent) are in full-time education. Of these 46 per cent are in maintained schools and 8 per cent in independent schools, while only 6 per cent are in sixth form colleges and 38 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 and secondary schools (23 and 17 pupils per teacher) was the same as in the East Midlands region and England as a whole. In the same year the **teacher vacancy rate** in Leicester was higher, at 2 per cent, compared with 0.5 per cent in the region and 1 per cent in England, and Leicester spent slightly more per pupil (£3,830) than the regional average (£3,380) or the average in England as a whole (£3,590).

Leicester has a higher proportion of people from **Black and Minority Ethnic groups** than the East Midlands region and England as a whole. In primary schools in Leicester, 53 per cent of pupils are from Black and Minority Ethnic groups,¹¹ compared with 12 per cent of pupils in the region and 18 per cent in England¹². In Leicester's primary schools, the largest of these groups are *Indian* (29 per cent), *Black African* (5 per cent) and *Other Asian* pupils (4 per cent). In secondary schools

the figures are 52 per cent, 11 per cent and 16 per cent for Leicester, the East Midlands region and England respectively. In Leicester's secondary schools, the largest Black and Minority Ethnic groups are *Indian* (32 per cent), *Other Asian* (4 per cent) and *Black African* (3 per cent) pupils.

In Leicester, 43 per cent of primary school pupils have a **first language which is other than English**, compared with 7 per cent of pupils in the region and 10 per cent in England as a whole. Among pupils in secondary schools the figures are 41 per cent, 6 per cent and 9 per cent in Leicester, the region and England respectively.

In maintained nursery and primary schools in Leicester, 25 per cent of pupils are eligible for **free school meals** (FSM), although only 21 per cent of pupils take them, compared with 13 per cent of pupils eligible (11 per cent take FSM) in the region and 17 per cent (14 per cent take FSM) in England. In secondary schools in Leicester, the corresponding rates of eligibility for and uptake of FSM are 23 per cent and 18 per cent respectively, compared with 11 per cent and 8 per cent in the East Midlands region, and 15 per cent and 11 per cent in England as a whole.

A high proportion of boys and girls in Leicester have Special Educational Needs

Figure 3.1 shows the percentages of pupils who have a **Special Educational Needs** (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 them¹³. 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 after the assessment the LEA decides that the child needs more special education/provision, it must write a Statement of Special Educational Needs, 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 SEN. At all Key Stages significantly more pupils in Leicester have SEN than in the region and England as a whole. More boys than girls in Leicester have SEN at all Key Stages in Leicester. However, many more girls in Leicester have SEN at Key Stages 2, 3 and 4 than in the East Midlands and nationally.

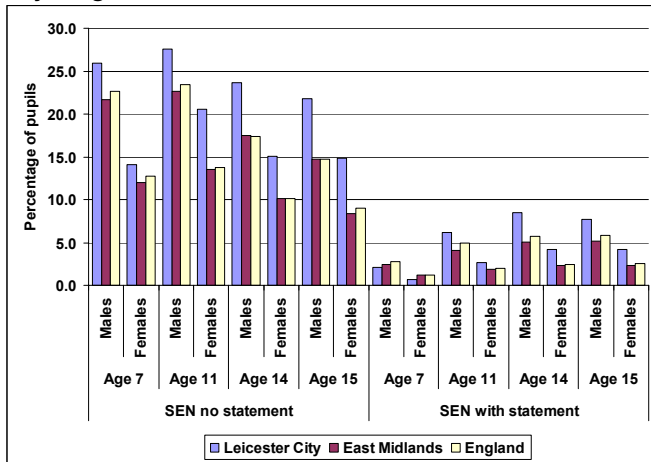
¹⁰ Statistics of Education 2003, DfES, Crown Copyright 2003 and School Workforce in England, January 2003 (revised), Crown Copyright 2003.

¹¹ Black and Minority Ethnic groups include all ethnic groups other than 'White British'

¹² Percentage of the total number of pupils whose ethnicity has been classified (not the total number of pupils) in 2003

¹³ Special Educational Needs Code of Practice, DfES 2001.

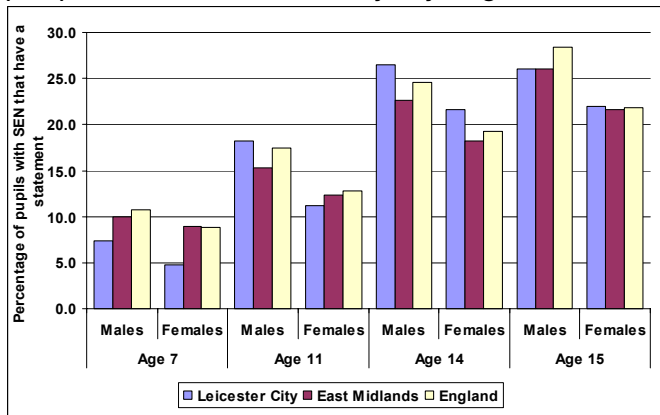
Figure 3.1 Boys and girls with identified Special Educational Needs (SEN) and with a Statement of SEN, by Key Stage, in 2003



Source: DfES, Crown Copyright 2004

Figure 3.2 shows that in Leicester, at Key Stage 1, children with SEN are less likely to have a Statement of SEN than their counterparts in the region and England. However, at Key Stages 2 and 3 more boys with a SEN have a statement than in the region and England. While fewer girls with SEN have a statement at Key Stage 2 in Leicester than regionally and nationally, this changes at Key Stages 3 and 4. At all geographical levels, and at all Key Stages, girls with SEN are less likely than boys with SEN to have a statement.

Figure 3.2 Boys and girls with Special Educational Needs (SEN) and a Statement of SEN, by Key Stage in 2003



Source: DfES, Crown Copyright 2004

Educational Attainment at Ages 7-16

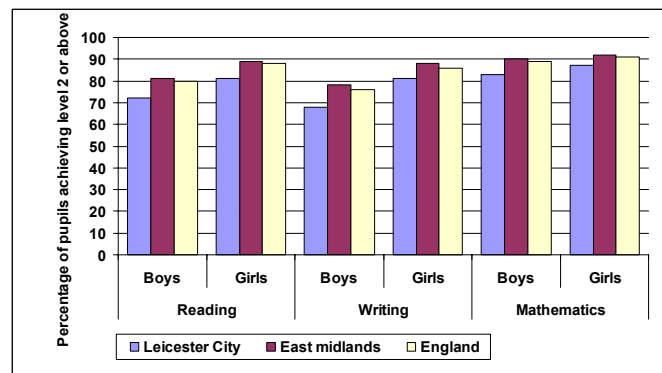
Average attainment of boys and girls in Leicester is below the level of pupils in the region and nationally at all key stages

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 lower proportion of both boys and girls in Leicester achieved the expected standard (in all the three subjects of reading, writing and mathematics) than their counterparts in the East Midlands region and England. This difference is particularly acute in reading and writing. Whilst 83 per cent of boys achieved the expected standard in mathematics, fewer boys performed well in reading (72 per cent) and in writing (68 per cent). Girls in Leicester performed better than boys in reading, writing (both 81 per cent) and mathematics (87 per cent), but these were lower proportions than in the region and England as a whole.

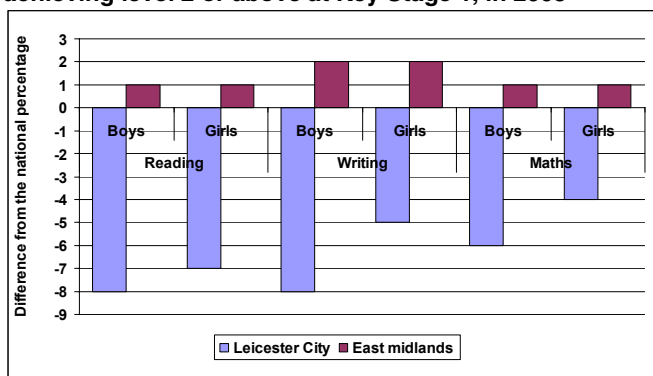
Figure 3.4 shows how pupils' performance in Leicester and the East Midlands differs from the national percentage of pupils achieving the expected standard at Key Stage 1. At age 7 both boys and girls in Leicester performed below the national level in reading, writing and mathematics, whereas boys and girls in the East Midlands region outperformed those at the national level in all three subjects. The greatest difference can be seen in boys' achievements in reading and writing, which is 8 per cent below the national level. Girls in Leicester performed better than boys in reading and writing, but significantly fewer achieved the expected standard, compared with girls nationally.

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



Source: DfES, Crown Copyright 2004

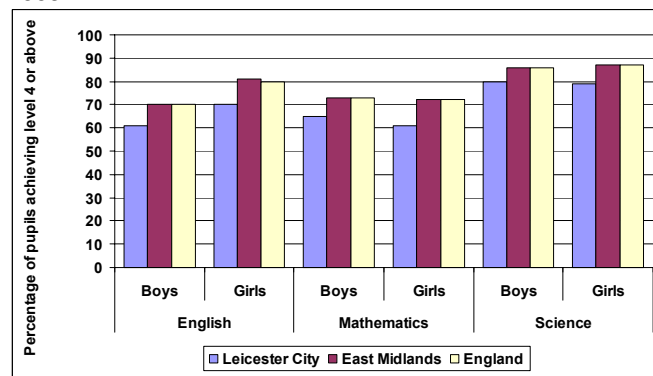
Note: England: Reading - Boys 80%, Girls 88%, Writing - Boys 76%, Girls 86%, Mathematics- Boys 89%, Girls 91%

Attainment data from previous years indicate that since 2000, proportionally fewer pupils in Leicester have achieved the expected standard at Key Stage 1 in all subjects (except reading for boys). This differs from the regional and national trends, which show an improvement in the proportion of both boys and girls achieving the required level in reading and mathematics. The results for girls in Leicester suggest a negative trend, with a decrease in the proportion achieving the expected standard since 2000 in reading (1 per cent fewer), mathematics (4 per cent fewer) and science (1 per cent fewer). This contrasts with the regional and national trends, which shows no change or a slight improvement in girls' performance.

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, fewer pupils in Leicester achieved the expected standard at Key Stage 2 than their equivalents in the East Midlands region and England. Whilst 80 per cent of boys and 79 per cent of girls achieved the required level in science, a much lower proportion of boys achieved this level in English (61 per cent) and in mathematics (65 per cent). Girls performed better than boys in English (70 per cent), but worse in mathematics, with only 61 per cent achieving the expected standard.

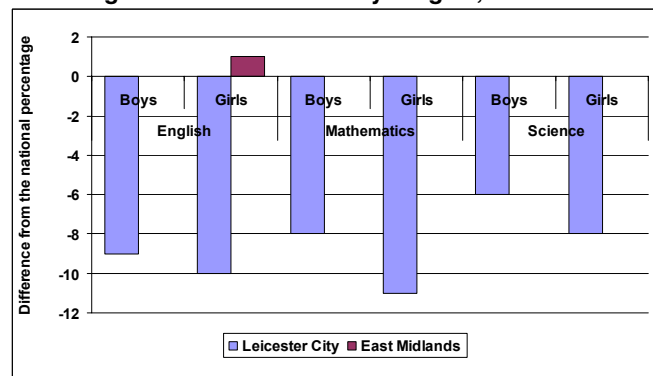
Figure 3.5 Boys and girls achieving level 4 or above at Key Stage 2 (age 11) in English, mathematics and science in 2003



Source: DfES, Crown Copyright 2004

Figure 3.6 demonstrates the difference from the national percentage of pupils achieving level 4 or higher at age 11. In Leicester, the greatest difference can be seen in girls' achievements in mathematics, 11 per cent below the regional and national levels. Girls' achievements in English and science were also well below the national level, 10 per cent below in English and 8 per cent below in science. Boys performed better than girls in mathematics and science at Key Stage 2 in Leicester, but their performance was still 9 per cent below the national level in English, 8 per cent below in mathematics, and 6 per cent below in science.

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

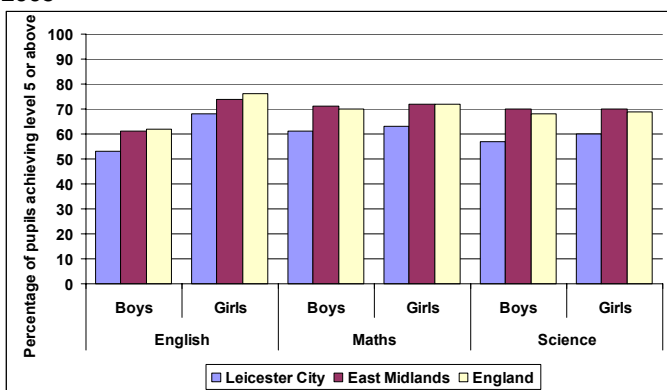
Note: England: English - Boys 70%, Girls 80%, Mathematics - Boys 73%, Girls 72%, Science - Boys 86%, Girls 87%

Between 2000 and 2003, more girls in Leicester achieved level 4 or more at Key Stage 2 in English (up 2 per cent), but fewer in mathematics (down 3 per cent). There was no change in the proportion achieving the required standard in science. In contrast, the picture for boys over this period has been of no change in mathematics, but up 2 per cent in English and up 1 per cent in science. This is consistent with the national pattern of change between 2000 and 2003.

Key Stage 3 - Age 14

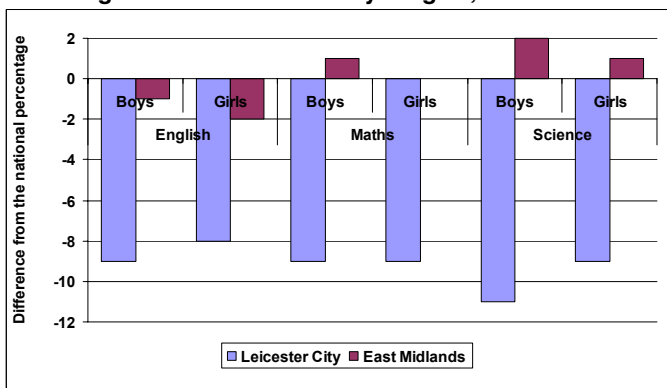
Figure 3.7 shows pupils' achievements at age 14 in English, mathematics and science in 2003. Compared with their counterparts regionally and nationally, again a lower percentage of both boys and girls in Leicester achieved the expected level in all the three subjects of English, mathematics and science. Even fewer boys achieved the expected standard in English (53 per cent) compared with the regional (61 per cent) and national (62 per cent) averages. Girls in Leicester performed better in English (68 per cent) than in mathematics (63 per cent) and science (60 per cent), but still well below the regional and national averages (74 per cent and 76 per cent respectively).

Figure 3.7 Boys and girls achieving level 5 or above at Key Stage 3 (age 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 results were above or at the national level in mathematics and science, and only just below the national level in English, boys and girls in Leicester performed far below both the regional and national levels in these three subjects. The greatest difference can be seen in boys' achievements in science, 11 per cent below the national percentage.

Girls' achievements in science also show a greater difference from the regional and national averages, 9 per cent below the national level and 10 per cent below the regional one.

In Leicester, significant 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 Leicester who achieve the expected standard at Key Stage 3 has risen faster than improvements at the national level, except in mathematics. In 2003, 8 per cent more boys achieved the expected level in English, 2 per cent more in mathematics and 8 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 Leicester the corresponding figures are 4 per cent, 6 per cent, and 14 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 numbers of pupils included in the 2003 educational statistics for Leicester are shown in **Figure 3.9**.

Figure 3.9 Leicester 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	824	926	880
	Black and Minority Ethnic Groups	959	982	897
Girls	White British	845	803	824
	Black and Minority Ethnic Groups	943	855	861

Source: DfES, Crown Copyright 2004

Leicester has a large number of pupils from Black and Minority Ethnic backgrounds. In Leicester, these pupils are principally concentrated in the *Indian, Black African* and *Other Asian* groups. The test results for 7, 11 and 14 year-old pupils showed:

At age 7

- In Leicester, a slightly lower proportion of Black and Minority Ethnic boys and girls achieved level 2 and above, compared with their counterparts nationally, 1-2 per cent below the national level in all the three subjects.
- Leicester's Black and Minority Ethnic boys did better than Leicester's White British boys, with 6 per cent more achieving the required level in reading, 5 per cent more in writing and 4 per cent more in mathematics. The opposite is true at regional and national levels.
- Leicester's Black and Minority Ethnic girls performed a little better than Leicester's White British girls, with 1 per cent more achieving the required standard in reading and mathematics.

At age 11

- Leicester's Black and Minority Ethnic boys did better than Leicester's White British boys, with 6 per cent more achieving expected standards in English and 10 per cent more in mathematics. However, 5 per cent fewer Black and Minority Ethnic boys achieved the expected standard in science.
- Leicester's Black and Minority Ethnic girls did better than Leicester's White British girls (by 9 per cent in English, by 5 per cent in mathematics and by 6 per cent in science).
- Leicester's Black and Minority Ethnic boys did less well than similar boys nationally (by 3 per cent in English and 2 per cent in mathematics), although they did better in science, with 1 per cent more than the national level.
- Leicester's Black and Minority Ethnic girls did less well than similar girls nationally in English and mathematics (3 per cent fewer), but achieved the same standard in English as similar girls across England.

At age 14

- Leicester's Black and Minority Ethnic boys did better than Leicester's White British boys (13 per cent more achieving the expected standard in English and mathematics, and 6 per cent more in science).
- Leicester's Black and Minority Ethnic girls did better than Leicester's White British girls (15 per cent more

achieving expected standards in English and science, and 16 per cent more in mathematics).

- Leicester's Black and Minority Ethnic pupils of both sexes did better than their national counterparts in all subjects.

English as an Additional Language

The numbers of Leicester pupils tested in 2003 at Key stages 1, 2 and 3 who had English as an additional language are shown in **Figure 3.10**.

Figure 3.10 Leicester 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	1,017	1,104	1,025
	First language other than English	806	840	766
Girls	English	1,049	995	1,047
	First language other than English	778	690	694

Source: DTES, Crown Copyright 2004

At age 7

- Leicester's boys who have English as an additional language performed better in all subjects than those for whom English was their first language, 4 per cent more gaining expected standards in reading and writing, and 5 per cent more in mathematics.
- Leicester's girls who have English as an additional language achieved the same standard as Leicester's girls for whom English was their first language in reading and writing, but 1 per cent more achieved the expected standard in mathematics.
- Boys and girls in Leicester for whom English is an additional language did well compared with their national counterparts, with 2 per cent more achieving the expected standards in mathematics, 1 per cent more boys in reading and 1 per cent more girls in writing.

At age 11

- Leicester's boys and girls who have English as an additional language performed better in all subjects than those for whom English was their first

language. (7 per cent more boys and 8 per cent more girls gained expected standards in reading, 8 per cent more boys and 10 per cent more girls in writing, and 6 per cent more boys and 3 per cent more girls in mathematics.)

- Leicester's boys and girls who have English as an additional language outperformed their national counterparts in all subjects (1 per cent more boys and girls achieving expected standards in English, 2 per cent more boys and girls in mathematics, and 4 per cent more boys and 2 per cent more girls in science).

At age 14

- Leicester's boys and girls for whom English is an additional language performed well compared with Leicester's White British boys and girls at age 14. 14 per cent more boys and girls achieved expected standards in English, 17 per cent more boys and 16 per cent more girls in mathematics, and 7 per cent more boys and 15 per cent more girls in science.
- A higher proportion of Leicester's boys and girls for whom English is an additional language achieved the required level compared with similar pupils nationally. 6 per cent more boys and 7 per cent more girls achieved the required standards in English, 8 per cent more boys and 10 per cent more girls in mathematics, and 6 per cent more boys and 12 per cent more girls in science.

Free School Meals Eligibility

- In Leicester, the East Midlands region, and nationally, pupils of both sexes who are eligible for free school meals performed less well than other pupils at Key Stages 1, 2 and 3.
- This is especially marked for older Leicester girls eligible for free school meals, with nearly 30 per cent fewer girls in this group achieving expected standards in all subjects at age 14, compared with other Leicester girls.

Special Educational Needs

At age 7

- Leicester boys who have SEN did less well in 2003 than their national counterparts. 11 per cent fewer achieved the expected level in reading, 9 per cent fewer in writing and 12 per cent in mathematics.

- Leicester girls with SEN did less well in 2003 than similar girls nationally. 14 per cent fewer achieved the expected level in reading, 9 per cent fewer in writing and 11 per cent in mathematics.

At age 11

- Among Leicester pupils who have SEN but do not have a statement of SEN, attainment was lower for both boys and girls than the national averages for similar pupils.
- In English, 7 per cent fewer boys and 10 per cent fewer girls achieved expected standards; in mathematics the figures were 9 per cent fewer boys and 5 per cent fewer girls; and in science 6 per cent fewer boys and 8 per cent fewer girls.

At age 14

- Leicester pupils who have SEN but do not have a statement of SEN performed less well than their national counterparts in all subjects.
- In English, 2 per cent fewer boys and 9 per cent fewer girls achieved expected standards; in mathematics the figures were 1 per cent fewer boys and 2 per cent fewer girls; and in science 5 per cent fewer boys and 3 per cent fewer girls.

Key Stage 4 GCSE/GNVQ - Age 16

In Leicester fewer girls and boys achieved 5 or more GCSE/GNVQs at age 16

GCSE/GNVQ achievements by 16 year olds in maintained schools in 2002/03 are presented in **Figure 3.11**. Comparatively, boys performed less well than girls at all geographical levels. Only 39 per cent of boys in Leicester achieved 5 or more A-C grades, compared with 47 per cent of girls. These results were poorer than at the regional (46 per cent for boys and 56 per cent for girls) or national level (48 per cent for boys and 58 per cent for girls).

In Leicester, 6 per cent of boys who sat these examinations did not achieve any GCSE/GNVQ passes. This is similar to the regional and national percentages. However, the figure for girls was 7 per cent, higher than the national figure (4 per cent).

Figure 3.11 GCSE/GNVQ achievements by 16 year olds in maintained schools by gender in 2002/2003

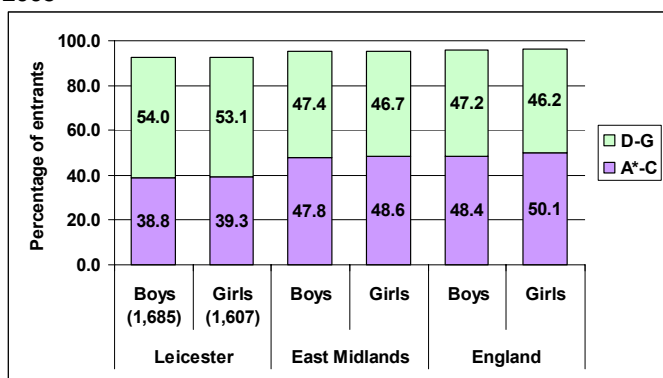
LEA		Percentage of pupils achieving at GCSE/GNVQ			
		5+ A*-C grades	5+ A*-G grades	5+ A*-G grades including mathematics and English	No passes
Leicester	Males (1,776)	38.7	82.8	79.1	6.4
	Females (1,694)	46.9	86.0	82.2	6.6
East Midlands	Males	45.5	87.1	84.1	5.9
	Females	55.9	91.2	88.4	4.5
England	Males	47.9	86.6	84.2	6.3
	Females	58.2	91.0	89.0	4.1

Source: DfES, Crown Copyright 2004

Although Leicester's GCSE/GNVQ results in 2003 were poor compared with the region and England, significant improvement has been made since 2000, when only 30 per cent of boys and 38 per cent of girls in Leicester 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 9 per cent. The comparable figures for the region were 5 per cent (boys and girls), and in England as a whole were 6 per cent (boys and girls).

Figures 3.12 - 3.15 show pupils' performance in selected subjects at GCSE. Figure 3.11 shows the proportion of pupils entered for GCSE mathematics in maintained schools who achieved good grades and other pass grades. In Leicester, fewer boys and girls (39 per cent) achieved good grades than in the East Midlands region and England. Figure 8 shows that although the overall pass rate is similar at all geographical levels, in Leicester pupils are less likely to achieve a good GCSE pass in this subject.

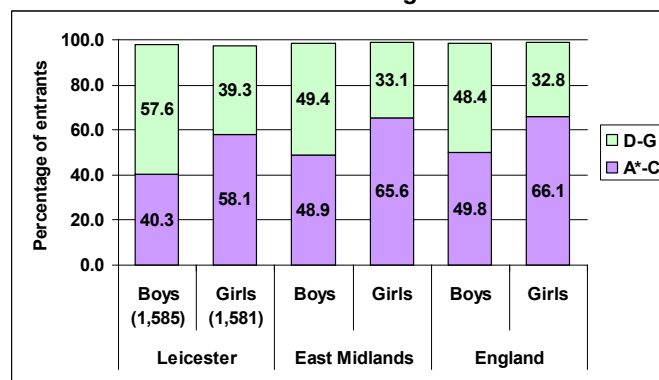
Figure 3.12 Pupils entered for GCSE Mathematics in maintained schools who achieved A*-C or D-G grades in 2003



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. Although a higher proportion of girls than boys achieved good grades, the percentages of both boys and girls who achieved good grades in Leicester are low. Again, the overall pass rate is similar at all geographical levels, but Leicester pupils (especially boys) are less likely to achieve good grades.

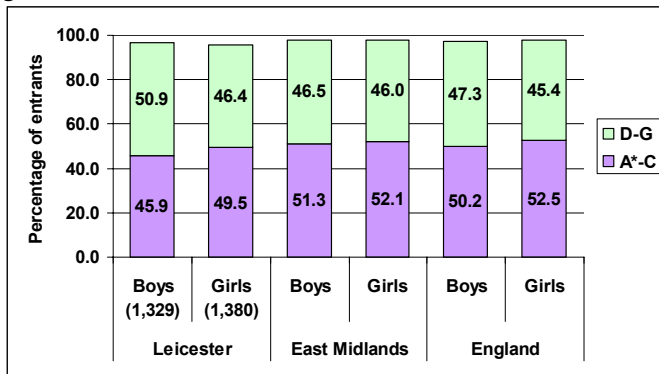
Figure 3.13 Pupils entered for GCSE English in maintained schools who achieved A*-C or D-G grades in 2003



Source: DfES, Crown Copyright 2004

Figure 3.14 shows the achievements of pupils entered for GCSE Double Award Science in maintained schools. In Leicester, 46 per cent of boys and 50 per cent of girls obtained good grades, again lower figures than in the East Midlands region (51 per cent for boys and 52 per cent for girls) and in England (50 per cent for boys and 53 per cent for girls).

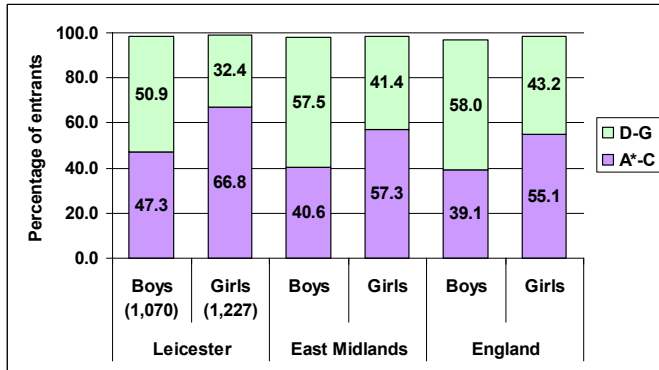
Figure 3.14 Pupils entered for GCSE Double Award Science in maintained schools who achieved A*-C or D-G grades in 2003



Source: DfES, Crown Copyright 2004

Figure 3.15, on the other hand, shows that in Leicester a much higher percentage of pupils entered for GCSEs in a Modern Language achieved good grades than in the region and England as a whole. Girls (67 per cent) performed better than boys (47 per cent) in achieving good grades, although compared with the national averages (39 per cent and 55 per cent respectively) both sexes did very well.

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 at GCSE/GNVQ level can also be explored in the context of other factors, such as ethnicity, whether or not a pupil's first language is English, free school meal eligibility and SENs. Analysis of these results shows that:

Ethnicity

- Leicester's Black and Minority Ethnic pupils of both sexes performed better than Leicester's White British pupils. 13 per cent more boys and 18 per cent more girls from Black and Minority Ethnic backgrounds achieved 5 or more good

GCSE/GNVQ grades, compared with white British boys and girls in Leicester.

- A similar proportion of Leicester's Black and Minority Ethnic boys attained 5 or more good GCSE/GNVQ grades, compared with Black and Minority Ethnic boys nationally.
- Leicester's Black and Minority Ethnic girls did a little less well than their national counterparts, with almost 2 per cent fewer achieving 5 or more good GCSE/GNVQ grades.

English as an additional language

- In Leicester, among those whose first language is not English, a higher proportion of boys (47 per cent) and girls (58 per cent) achieve 5 or more good GCSE/GNVQ grades, compared with boys (32 per cent) and girls (39 per cent) whose first language is English.
- Leicester boys and girls for whom English is an additional language performed much better at this stage than their national counterparts.
- 3 per cent of boys in Leicester whose first language is not English gained no passes at GCSE/GNVQ, lower than the regional (4 per cent) and national (6 per cent) averages for similar boys.

Free school meal eligibility

- In Leicester, 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 boys to achieve 5 or more good GCSE/GNVQ passes.
- Although overall fewer girls in Leicester achieve 5 or more good GCSE/GNVQ passes, a higher proportion of those who are eligible for free school meals achieved 5 or more good GCSE/GNVQ passes (26 per cent) than in the region (24 per cent). In both cases this was lower than in England as a whole (29 per cent).

Special Educational Needs

- In Leicester, 1 per cent fewer boys with SEN achieved 5 or more GCSE/GNVQ passes at grades A*-C than similar boys nationally.
- In Leicester, girls with SEN but without a statement reached the same standard in achieving 5 or more good GCSE/GNVQ passes as their counterparts across England.

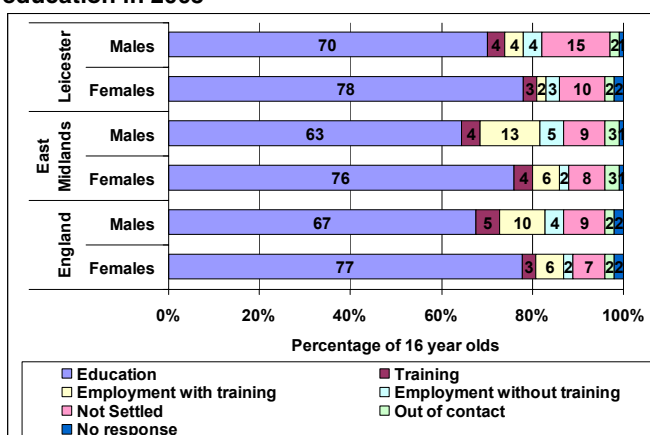
Destinations of pupils after age 16

In Leicester, the majority of boys who enter employment at 16 go into jobs in skilled trades or elementary occupations.

Over 40 per cent of girls in Leicester 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 in Leicester is higher than in the East Midlands region and across England, especially for male students - 70 per cent compared with 63 per cent and 67 per cent. In 2003, in Leicester, most 16 year olds continued in education or training, with more female students (78 per cent) than male students (70 per cent). Here, more young men entered the labour market than young women, 8 per cent compared with 5 per cent. However this is lower than both the regional (18 per cent of young men and 8 per cent of young women) and national (14 per cent of young men and 8 per cent of young women) figures. Note that 15 per cent of young men and 10 per cent of young women in Leicester were reported to be 'not settled' - slightly higher percentages than in the region and nationally.

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

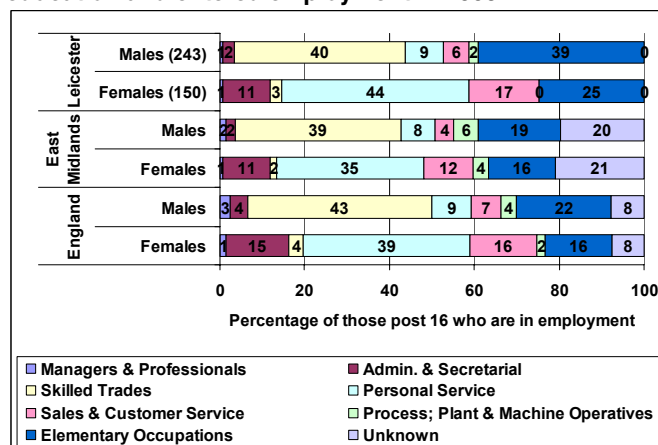


Source: ConneXions 2004

Figure 3.17 shows the first occupation of those who go into employment after leaving school at 16. In all areas, young men are more likely to be employed in skilled trades or elementary occupations, while young women are most likely to enter personal service occupations. In Leicester, a much higher proportion of these young men are employed in elementary occupations (39 per cent), compared with the regional (19 per cent) and national figures (22 per cent). 44 per cent of Leicester's young women who leave school at 16 and start work enter personal service occupations. Young women in Leicester were also:

- more likely to be employed in elementary occupations (25 per cent) than their counterparts in the region and England as a whole (16 per cent in both cases).
- more likely to be employed in sales and customer service occupations (17 per cent) than those in the region (12 per cent) and England (16 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

Fewer boys in Leicester achieved good grades at A level than girls

Figure 3.18 shows that in Leicester the average point score per candidate achieving GCE/VCE A/AS levels is lower than in the East Midlands region and in England. For boys in Leicester, it is about 30 points lower than in the region and in England. Although girls in Leicester achieved a higher point score than boys, their score was still much lower than the regional and national averages.

Figure 3.19 shows the five most popular subjects at 'A' Level for boys' and girls'. At the national level, boys' and girls' preferences differ, except in choosing English and Business Studies. Many boys in Leicester chose Biological Sciences, Social Studies and Psychology, whereas their counterparts in the East Midlands region and England preferred English, Physics and History/Geography in addition to Mathematics and

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
Leicester	201.3	236.0	67.2	73.3
East Midlands	234.3	259.2	70.7	76.1
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

Business Studies. Girls in Leicester favoured English, Psychology and Social Studies, like their counterparts across England, but preferred Art and Design over Business Studies.

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

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

Source: DfES, Crown Copyright 2004

Figure 3.20 shows the results of boys and girls entered for 'A' level maths in maintained schools. In Leicester, where only small numbers of pupils took this subject, just 61 per cent of boys achieved good grades, compared with 81 per cent of girls. Girls' outstanding results in this subject contrast with boys' where the level of attainment was well below the national average for boys.

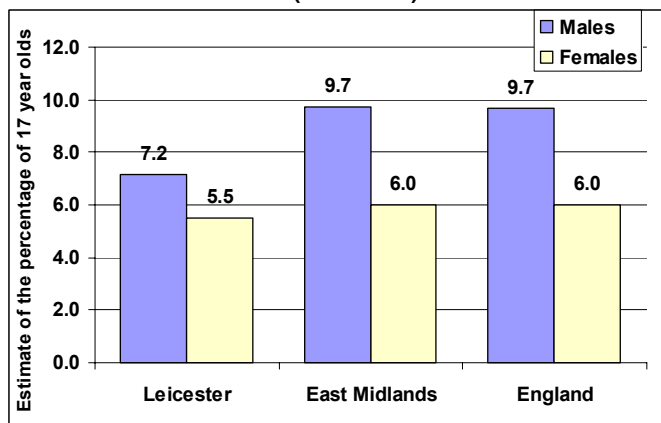
Figure 3.20 Pupils entered for 'A' level mathematics in maintained schools who achieved A-C or D-E grades in 2003



Source: DfES, Crown Copyright 2004

Using estimates of the population it is possible to compare the proportion of 17 year olds in Leicester who entered maths 'A' level with that in the region and England. These estimates are presented in **Figure 3.21**, and show that 7 per cent of 17 year old boys and 6 per cent of girls in Leicester took 'A' level maths in 2003, compared with 10 per cent of 17 year old boys and 6 per cent of girls in both the region and in England.

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 Leicester only a small number of boys took this subject, and the difference in the proportion of boys (65 per cent) and girls (69 per cent) who achieved good grades (A-C) is similar to that for the East Midlands region (63 per cent of boys and 79 per cent of girls) and England (66 per cent of boys and 70 per cent of girls).

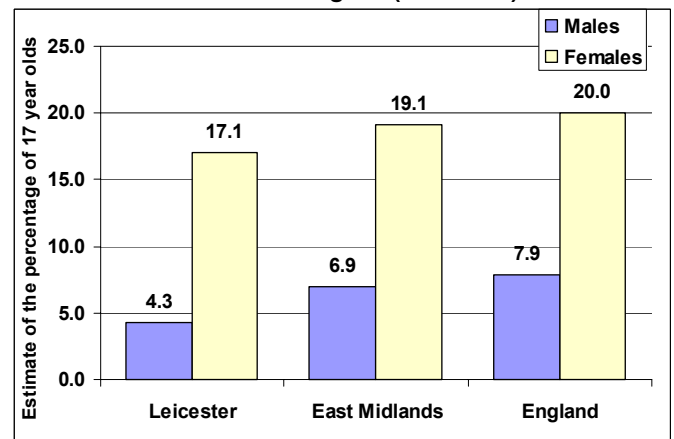
Figure 3.22 Pupils entered for 'A' level English in maintained schools who achieved A-C or D-E grades in 2003



Source: DfES, Crown Copyright 2004

Figure 3.23 shows estimates of the proportion of 17 year old boys and girls who took A level English. Proportionally fewer boys (4 per cent) and girls (17 per cent) took A level English, compared with the region (7 per cent of boys and 19 per cent of girls) and England as a whole (8 per cent of boys and 20 per cent of girls).

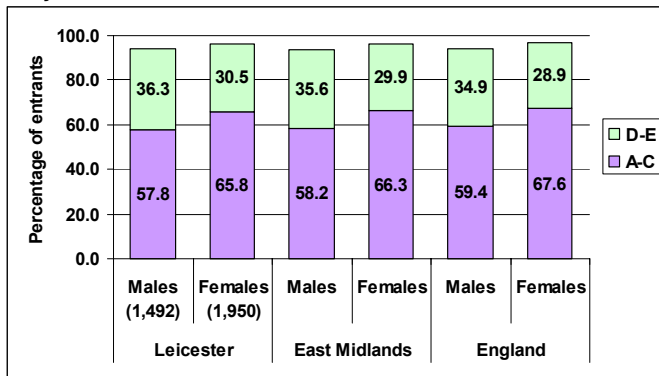
Figure 3.23 Percentage of the population aged 17 who were entered for 'A' level English (estimates) in 2003



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 Leicester, the percentage of girls achieving a good pass was similar to that for girls in the region, and slightly lower than for their counterparts across England. The proportion of boys in Leicester who achieved good grades was similar to those in the East Midlands region and England.

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



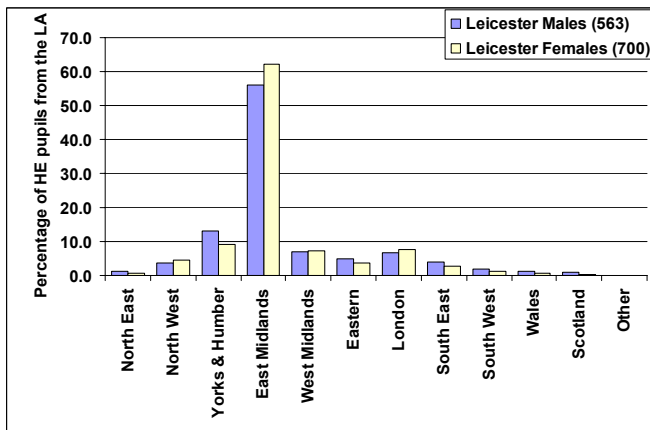
Source: DfES, Crown Copyright 2004

Higher Education

Young women from Leicester are more likely than young men to study at a local higher educational institution.

Figure 3.25 shows that 56 per cent of males and 62 per cent of females from Leicester who were participating in higher education were studying at an institution within the East Midlands region, with a further 13 per cent of males and 9 per cent of females studying in the Yorkshire and The Humber region. Young women from Leicester are more likely than their male counterparts to study at a local higher education institution.

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



Source: HESA, 2004

Data for all students from the East Midlands region show that 35 per cent of men and 41 per cent of women from the region study at a higher education institution within the region, with only 5 per cent of both men and women

choosing to study in London. Again, a significant proportion (20 per cent of men and 18 per cent of women) attended higher education institutions in the Yorkshire and The Humber region.

The data on the region in which people from Leicester reside after completing their higher education shows that 57 per cent of males and 63 per cent of females from Leicester were living in the region after the end of their course. The other regions where Leicester students chose to live after their studies include the West Midlands, (6 per cent of men and 7 per cent of women) and London (5 per cent of men and 7 per cent of women).

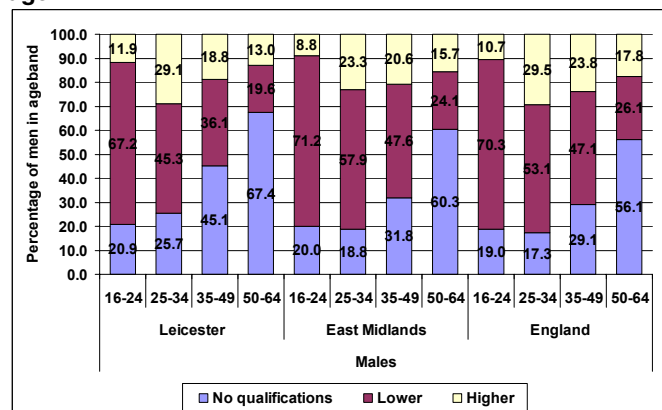
Qualifications and Skills

A high proportion of men and women in the general population in Leicester have no qualifications.

A low proportion of 25-49 year old women in Leicester are qualified to degree level.

Figures 3.26 and 3.27 show, for all men and women of working age, men's and women's highest level of qualification by age. Women are less likely than men to have no qualifications. They are also less likely to be educated to degree level or higher. Across England, more young men (aged 16-24) than young women have no qualifications (19 per cent compared with 16 per cent), compared with 21 per cent of young men and 18 per cent of young women in Leicester.

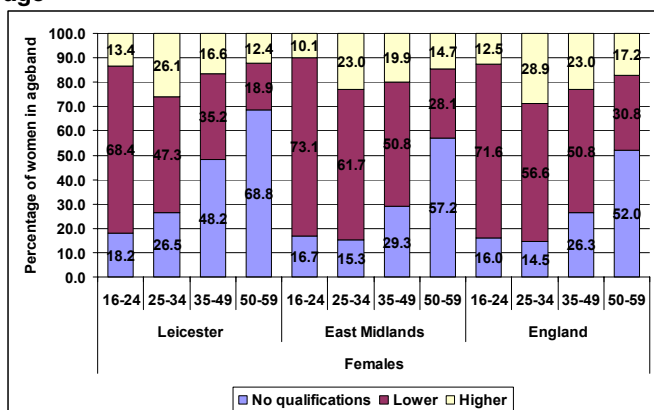
Figure 3.26 The highest level of qualification for men by age



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 The 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.

Compared with the region and England as a whole, Leicester has higher percentages of older men and women who have no qualifications, 45 per cent of men and 48 per cent of women aged between 35-49, and 67 per cent of men and 69 per cent of women aged over 50. Fewer men and women in these two older age groups have higher qualifications than in the region and England as a whole. In the younger age groups, by contrast, more young men and young women are qualified to degree level than their counterparts in the region and nationally, (12 per cent of men and 13 per cent of women aged 16-24 and 29 per cent of men and 26 per cent of women aged 25-34). However, a higher proportion of Leicester's young men and women have no qualifications than at the regional and national levels. The high incidence of degree level qualifications is likely to be affected by the significant numbers of students living in the city.

Key Points

- Achievement among pupils, especially boys, is low in comparison with the East Midlands region and England as a whole in tests at ages 7, 11 and 14.
- At all Key Stages (ages 7, 11, 14 and 16) significantly more pupils in Leicester have Special Educational Needs (SEN) than in the region and England as a whole. More boys than girls have SEN at all Key Stages. At Key Stages 2, 3 and 4 (ages 11, 14 and 16) more girls have SEN in Leicester than regionally and nationally.
- Achievements at age 16 in Leicester are low. Fewer boys (39 per cent) achieved 5 or more good GCSE grades than girls (47 per cent). This compares

unfavourably with the regional and national averages.

- Far fewer boys than girls gained good GCSE grades in English and modern languages, mirroring a national gender gap.
- Girls achieved higher point scores at 'A' level than boys, although their performance was poorer than that for girls at the regional and national levels.
- Boys and girls make strongly gendered choices of subject for A level study. In Leicester's schools, fewer girls chose mathematics and fewer boys chose English, compared with boys and girls in England as a whole.
- In the A level subjects for which they are entered, 66 per cent of girls achieved good grades, but slightly fewer boys (58 per cent) reached this level of achievement.
- 243 boys and 150 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 or chose labouring and other elementary occupations. More girls gained employment in personal service or sales and customer service jobs.
- More boys than girls (5 per cent compared with 1 per cent) entered employment without training at age 16.
- Leicester's men and women are less well qualified than men and women nationally. Although in part a historical legacy, especially visible amongst older women and men, levels of qualification are also low at younger ages among both young men and young women. Over a quarter of 25-34 year olds in Leicester have no qualifications (26 per cent of men and 27 per cent of women).

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

Structure of Employment Opportunities

In Leicester there was a large fall in male full-time employment and increases in part-time employment, for both men and women between 1991 and 2002.

Between 1991 and 2002 (the latest available data) there was a net increase of 4,905 jobs in Leicester. Over the same period, the working age population resident in Leicester increased by nearly 10,300 people. Underlying this comparatively small job growth, analysis by gender, industrial sector and working hours shows some marked differences affecting the situations of men and women.

In 1991, men held 50 per cent of all jobs in Leicester, 92 per cent of them working full-time (8 per cent part-time). In contrast, 62 per cent of women worked full-time, with

38 per cent in part-time employment. Just over a decade later in 2002, the percentage of jobs held by men had decreased to 49 per cent, with fewer men - 84 per cent - working full-time. For women, the percentage of full-time jobs fell to 58 per cent over the same period. **Figure 4.1** summarises the numbers of jobs held, and confirms increases in part-time employment and a big drop in full-time employment especially for men. These falls in full-time jobs in Leicester contrast with increases in full-time jobs in the East Midlands and England as a whole.

Figures 4.2 and 4.3 show details, for 1991-2002, of employed men and women in Leicester, by the industry in which they work. For Leicester’s men, there was:

- A notable and continuing decline in employment in manufacturing, from 33 per cent to 25 per cent.
- A decline in employment in the energy and water industries (3 per cent to less than 1 per cent).
- A large increase in the share of employment in banking, finance and insurance, from 11 per cent to 19 per cent.

For Leicester’s women there was:

- A significant reduction in the proportion of women employed in manufacturing jobs, from 22 per cent to 12 per cent.
- Growth in women working in public administration, education and health jobs during most of the period.
- An increase in employment in distribution, hotels and restaurants (up from 18 per cent to 21 per cent), and in banking, finance and insurance (up from 13 per cent to 16 per cent).

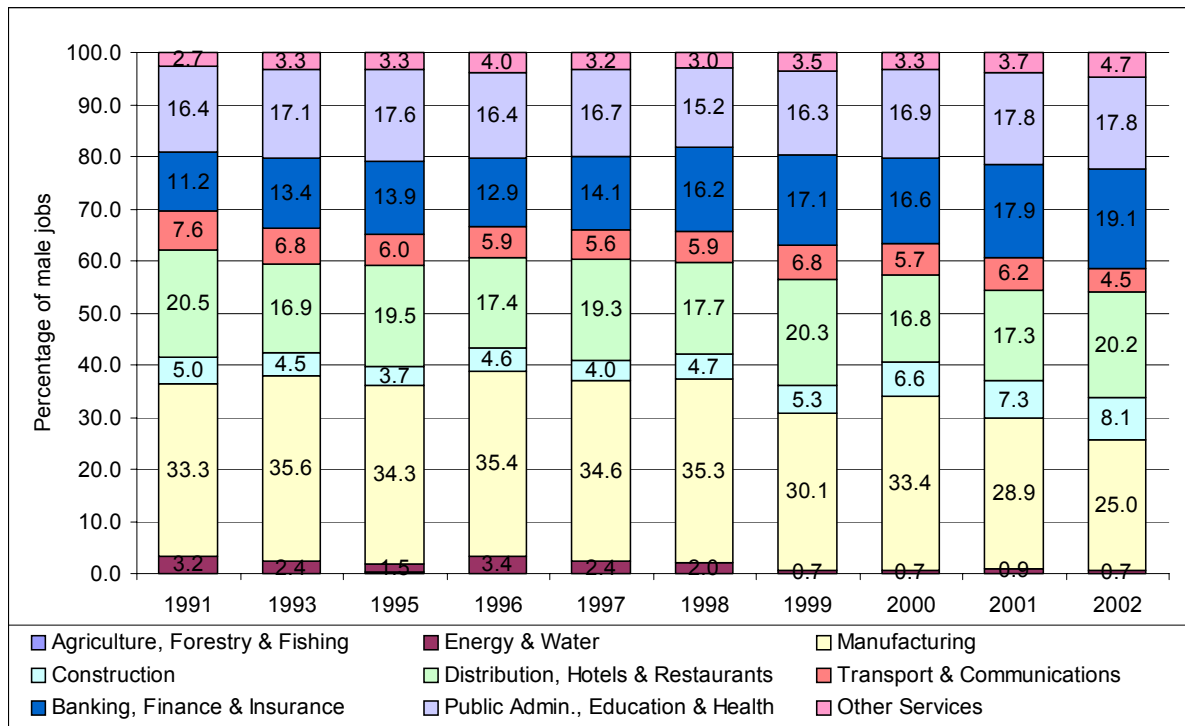
Figure 4.1 Changes in employment in Leicester 1991-2002 by full-time/part-time status and sex¹⁴

Job Type	Sex	Number of jobs		Change in number of jobs 1991-2002	Percentage change 1991- 2002		
		1991	2002		Leicester	East Midlands	England
Full-time	Female	46,705	45,994	-711	-1.5	7.7	12.7
	Male	69,709	65,055	-4,654	-6.7	6.2	9.3
	All	116,414	111,049	-5,365	-4.6	6.7	10.6
Part-time	Female	29,532	33,432	3,900	13.2	24.0	30.8
	Male	6,260	12,630	6,370	101.8	95.1	103.1
	All	35,792	46,062	10,270	28.7	36.1	43.6
All	All jobs	152,206	157,111	4,905	3.2	14.6	19.2

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

¹⁴ These data relate to jobs located in Leicester. Some of these jobs may be held by men or women who live elsewhere.

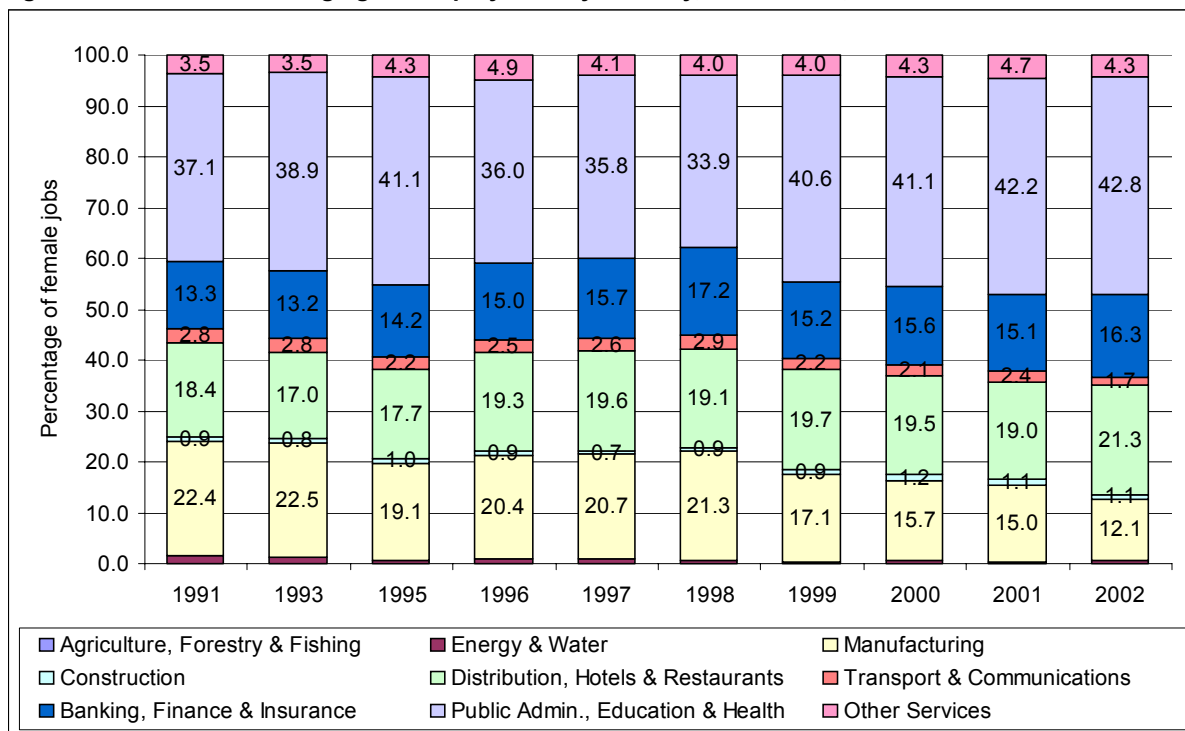
Figure 4.2 Men of working age in employment by industry, in Leicester, 1991-2002



Source: Census of Employment, AES 1991, 1993, 1995, 1996-2002

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

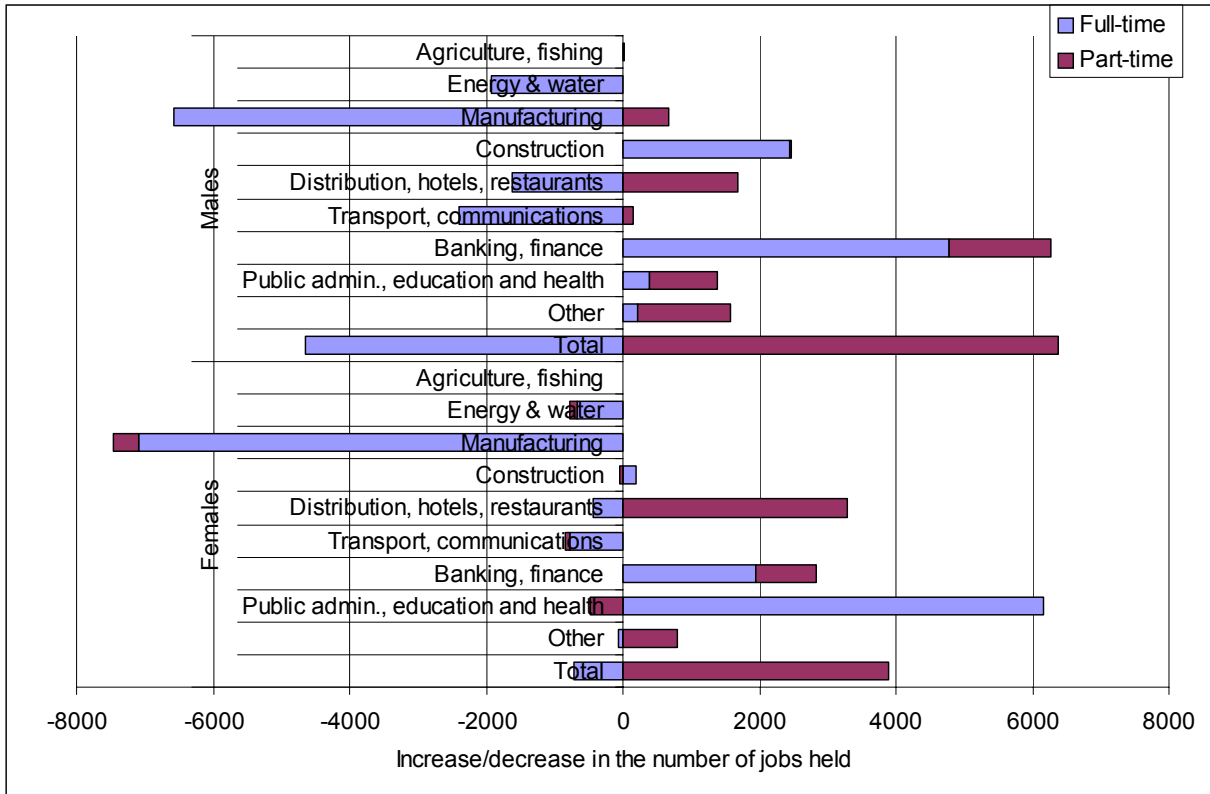
Figure 4.3 Women of working age in employment by industry, in Leicester, 1991-2002



Source: Census of Employment, AES 1991, 1993, 1995, 1996-2002

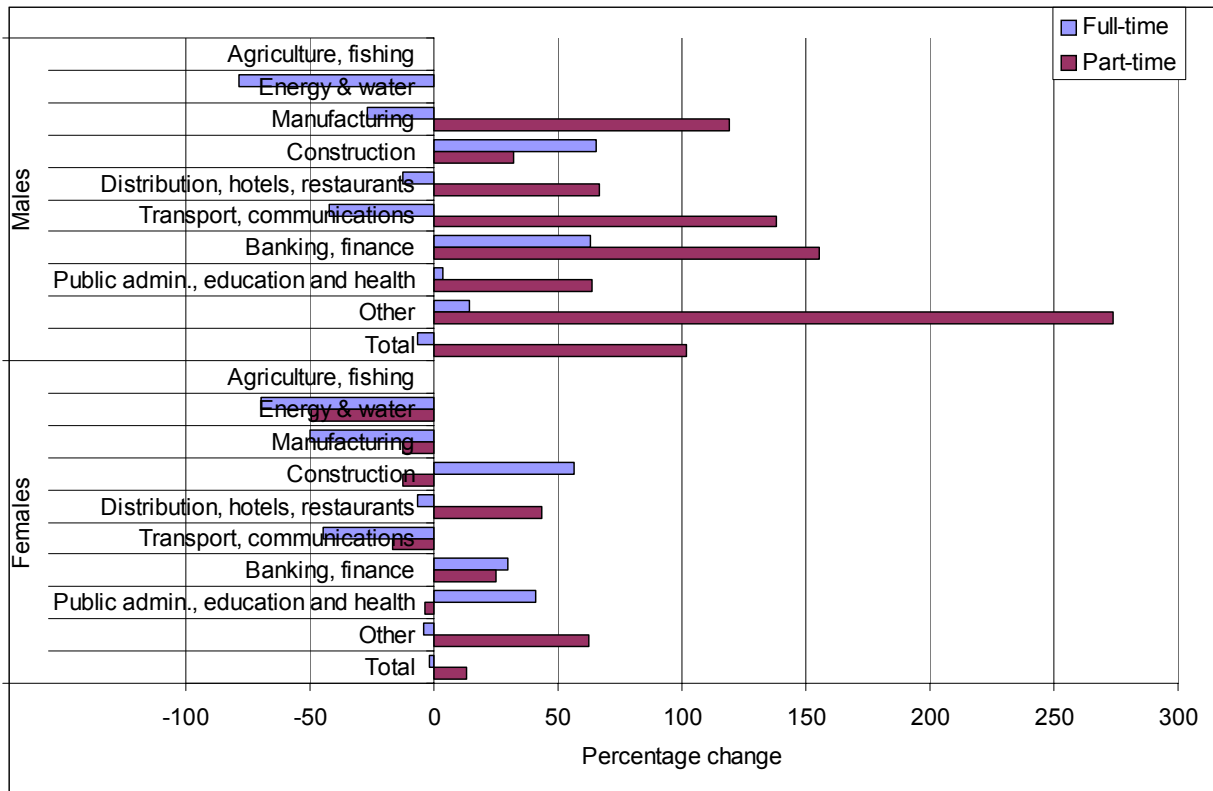
Note: 'Other' includes sewage and refuse disposal, activities of membership organisations, recreational, cultural and sporting clubs, private households with employed persons, extra territorial organisations.

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



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

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



Source: Census of Employment, AE/ABIS 1991, 2002

Data for the East Midlands region and England as a whole over this period show a less marked decline in male manufacturing jobs (from 34 per cent to 29 per cent in the region, 26 per cent to 19 per cent nationally) and an increase in men's employment in distribution, hotels and restaurants (19 per cent to 21 per cent in the region, 19 per cent to 23 per cent in England). However, there was also a significant increase in men employed in banking and finance (up from 10 per cent to 14 per cent in the East Midlands region, and 15 per cent to 21 per cent nationally). In Leicester, men's employment in this sector also grew, from 11 per cent to 19 per cent.

For women in the region and nationally the decline in manufacturing was also less pronounced (from 19 per cent to 12 per cent in the region, and 12 per cent to 7 per cent in England). Women elsewhere also experienced an increase in employment in distribution, hotels and restaurants (24 per cent to 27 per cent in East Midlands region, 25 per cent to 27 per cent nationally). Women's employment in banking and finance increased in the region (12 per cent to 14 per cent) and in England (17 per cent to 19 per cent) compared with 13 per cent to 16 per cent in Leicester.

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

- A fall in full-time manufacturing jobs for men and women, but an increase in part-time employment for men and a decrease for women.
- A significant rise in the number of construction jobs, almost all full-time, and held mostly by men.
- A strong increase in part-time jobs, for men and women, in distribution, hotels and restaurants, but a decrease in full-time employment in this sector.
- A large increase in full-time employment in public administration, education and health, with most jobs going to women. Men gained, but women lost, some part-time employment in this sector.
- Large increases in full-time employment in banking and finance, with most jobs going to men. Both sexes also gained new part-time jobs in this sector.

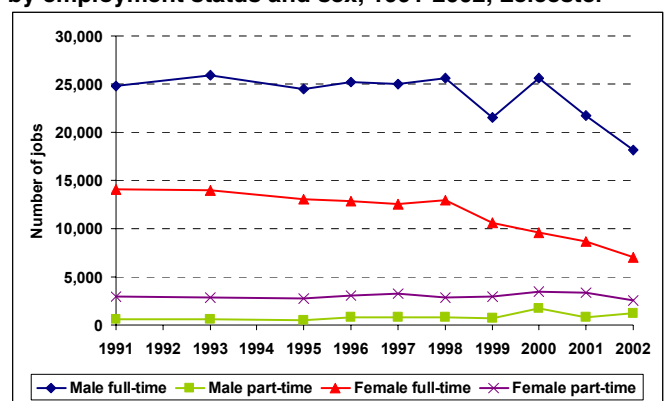
Figure 4.5 presents the same data as in Figure 4.4, but this time shows the **percentage change in the number of jobs**. The large increases in part-time jobs for men, and in construction jobs for women need to be seen in the context of very small numbers at the start of the period. Nevertheless, in some cases these are marked

changes, suggesting a rather dynamic situation in the Leicester labour market.

Figures 4.6, 4.7, 4.8 and 4.9 highlight the changes in the numbers of jobs in selected industries in Leicester in more detail. There are some quite marked differences in employment patterns between men and women.

Figure 4.6 confirms that men working full-time still held the majority of jobs in **manufacturing**, although their number declined from 25,000 in 1991 to 18,000 in 2002. In 1991, around 14,000 full-time manufacturing jobs were held by women, but their number declined by 50 per cent to just 7,000 in 2002.

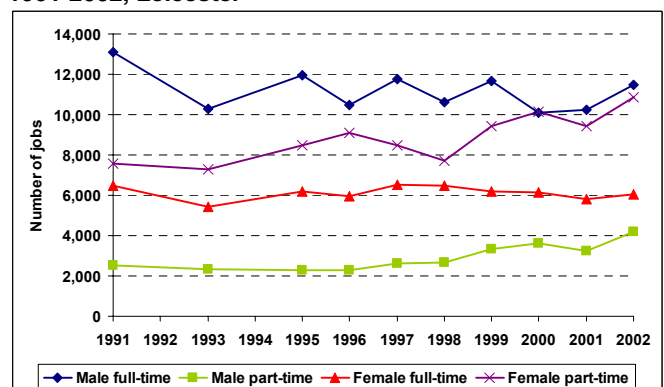
Figure 4.6 Change in the number of jobs in manufacturing, by employment status and sex, 1991-2002, Leicester



Source: Census of Employment, AES 1991, 1993, 1995, 1996-2002

Figure 4.7 shows the continuous strong increase in women's part-time employment in **distribution, hotels and restaurants**. Men's part-time opportunities also increased steadily, but men still held just only about 4,000 part-time jobs in this sector by 2002, compared with over 10,000 such jobs held by women.

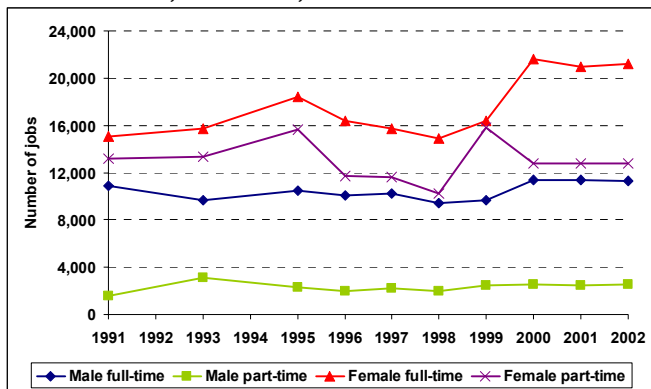
Figure 4.7 Change in the number of jobs in distribution, hotels and restaurants, by employment status and sex, 1991-2002, Leicester



Source: Census of Employment, AES 1991, 1993, 1995, 1996-2002

Figure 4.8 shows the changes in employment in **public administration, education and health**. Women held the majority of jobs, both full-time and part-time, and their employment in this sector showed some volatility with significant increases after 1998.

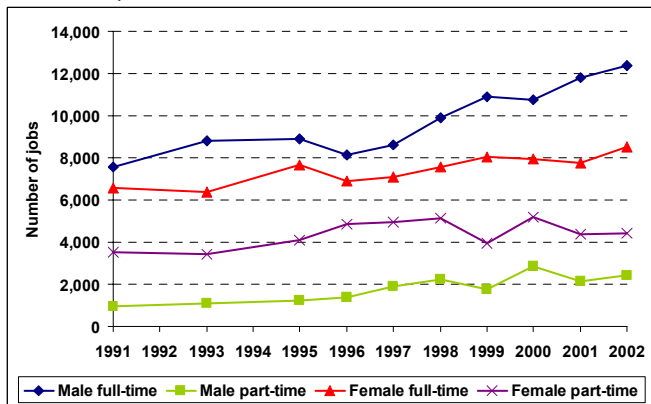
Figure 4.8 Change in the number of jobs in public administration, education and health, by employment status and sex, 1991-2002, Leicester



Source: Census of Employment, AES 1991, 1993, 1995, 1996-2002

Figure 4.9 shows the changes in employment in banking, finance and real estate. Whilst men saw a marked increase in full-time posts over the period, the increase in full-time posts for women was much less. Similarly, the increase in part-time jobs for men was proportionally much larger than that for women.

Figure 4.9 Change in the number of jobs in banking, finance and real estate, by employment status and sex, 1991-2002, Leicester



Source: Census of Employment, AES 1991, 1993, 1995, 1996-2002

People and Employment

In Leicester a relatively low proportion of men and women are economically active, across all age ranges.

The 2001 Census showed 87,300 men and 86,530 women of working age in Leicester, of whom 76 per cent of men and 63 per cent of women were economically active (defined as either in employment, economically active students or unemployed)¹⁵. Economic activity is lower for both sexes in Leicester than in the region and England, and varies by age, as can be seen in **Figure 4.10**. Lower economic activity rates among 16-24 year olds, as in Leicester, often reflect high numbers of students, and should not necessarily be seen as a negative indicator.

Figure 4.10 Percentage of men and women of working age who are economically active

	Age group	Economically active (%)		
		Leicester	East Midlands	England
Men	16-24	58.0	68.3	68.3
	25-34	87.4	91.5	91.0
	35-49	85.5	90.8	90.2
	50-64	68.0	73.7	72.8
	Working age	75.8	82.2	81.9
Women	16-24	51.0	62.4	62.1
	25-34	67.3	74.3	73.7
	35-49	69.4	77.9	75.8
	50-59	59.7	65.8	65.3
	Working age	62.6	71.6	70.6

Source: 2001 Census Standard Tables, Crown Copyright 2003

Employment Status

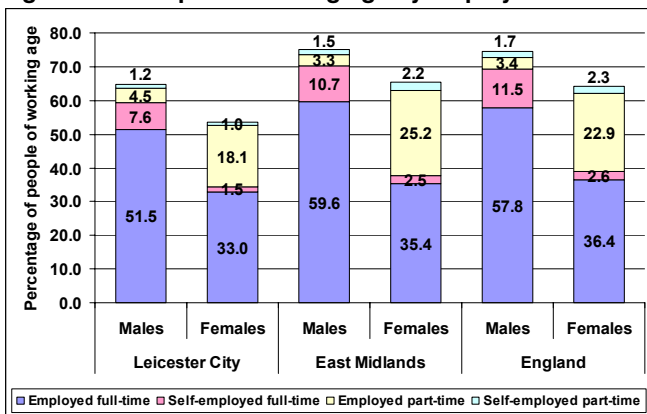
Men in Leicester have low rates of full-time employment.

In Leicester, 56,650 men and 46,300 women of working age were in employment in 2001. Among this population, proportionately fewer men worked full-time in Leicester (59 per cent) than in the East Midlands region (70 per cent) or nationally (69 per cent). 35 per cent of women in Leicester worked full-time, also lower than in the region (38 per cent) and in England as a whole (39 per cent). This is illustrated in **Figure 4.11**, which also shows that in Leicester:

¹⁵ The data in this section, drawn from the Census, relate to the population resident in Leicester, some of whom will work in other areas.

- Proportionately more men of working age worked part-time (6 per cent) compared with the region (5 per cent) and England as a whole (5 per cent).
- Significantly fewer women were employed part-time in Leicester (18 per cent) than in the East Midlands (25 per cent) and England as a whole (23 per cent).
- Fewer men and women were self-employed than in the East Midlands region and nationally.

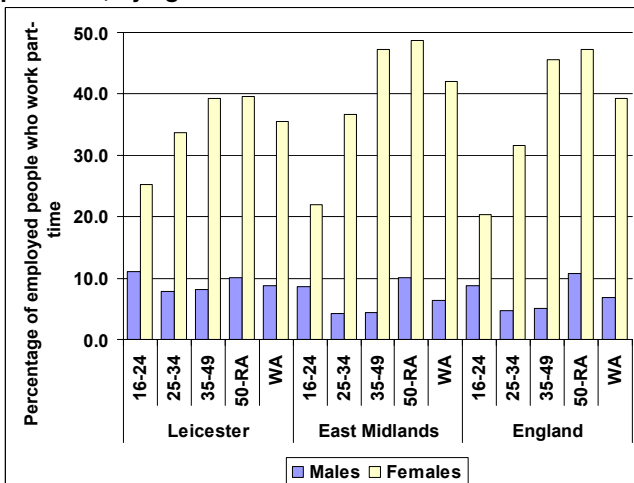
Figure 4.11 People of working age by employment status



Source: 2001 Census Standard Tables, Crown Copyright 2003

Figure 4.12 shows that the proportion of people who work part-time 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 working part-time. This pattern was less marked in Leicester than in the region or nationally. In Leicester, women aged 35 to retirement age were less likely to work part-time, compared with women in the region or across England.

Figure 4.12 Men and women in employment who work part-time, by age



Source: 2001 Census Standard Tables, Crown Copyright 2003

Figure 4.13 refers to men and women who are self-employed. It shows that self-employed men, across all geographical levels, were most likely to be self-employed full-time, without employees. However, although the majority of self-employed women in the East Midlands and in England as a whole were self-employed part-time (also without employees), in Leicester self-employed women were more likely to work full-time.

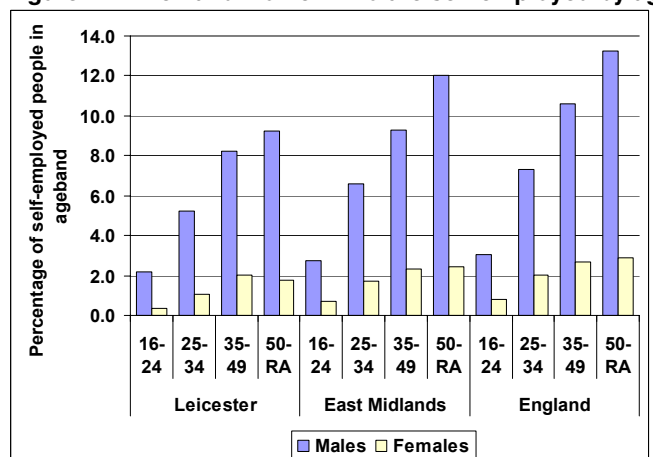
Figure 4.13 Self-employed men and women by full and part-time working and employees

Area		Percentage of all men and women who are self-employed			
		Self employed with employees		Self employed without employees	
		Part-time	Full-time	Part-time	Full-time
Leicester	Males	2.8	36.9	10.8	49.4
	Females	11.2	30.6	27.5	30.7
East Midlands	Males	2.1	35.5	9.8	52.6
	Females	12.9	25.8	33.9	27.4
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 4.14**. In Leicester the peak age for self-employment among men was 50+, similar to the region and England. For women in Leicester the peak age group for self-employment was 35-49, different from the East Midlands region and England as a whole, where the peak was 50 to retirement age.

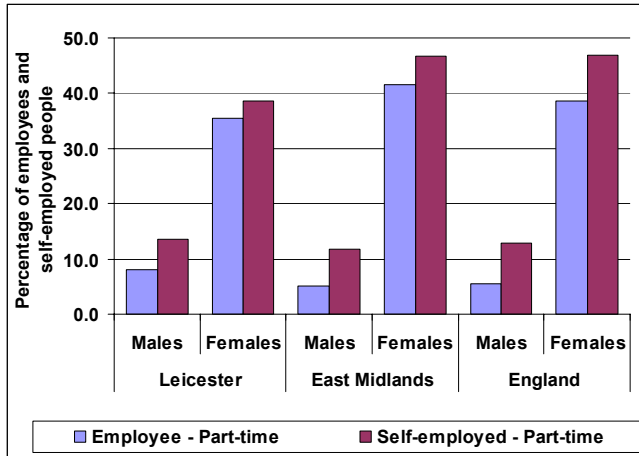
Figure 4.14 Men and women who are self-employed by age



Source: 2001 Census Standard Tables, Crown Copyright 2003

Figure 4.15 shows the proportion of people of working age who work part-time and whether they are employees or self-employed. Across all geographical levels and for both men and women, self-employed people were more likely to work part-time than employees.

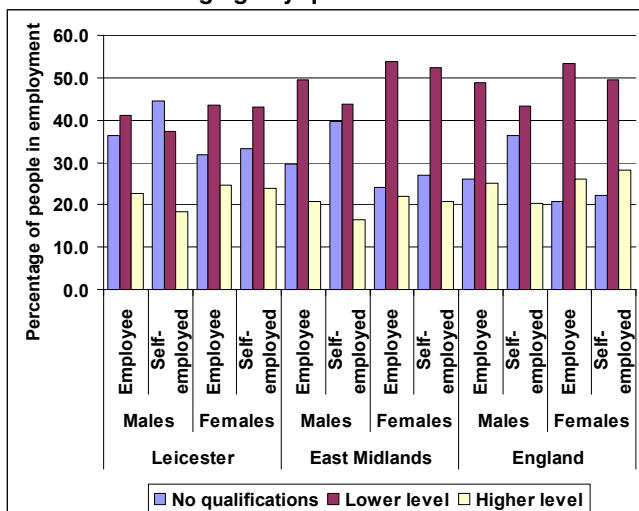
Figure 4.15 Employees and self-employed men and women of working age who work part-time



Source: 2001 Census Standard Tables, Crown Copyright 2003

The 2001 Census also gives information about the level of qualification of employees and those who are self-employed. This is shown in **Figure 4.16**. In Leicester, a high proportion of self-employed men had no qualifications (45 per cent), compared with the region (40 per cent) and England (36 per cent). The same pattern was found among self-employed women in Leicester (35 per cent, compared with 27 per cent in the region and 22 per cent nationally).

Figure 4.16 Employees and self-employed men and women of working age by qualification level

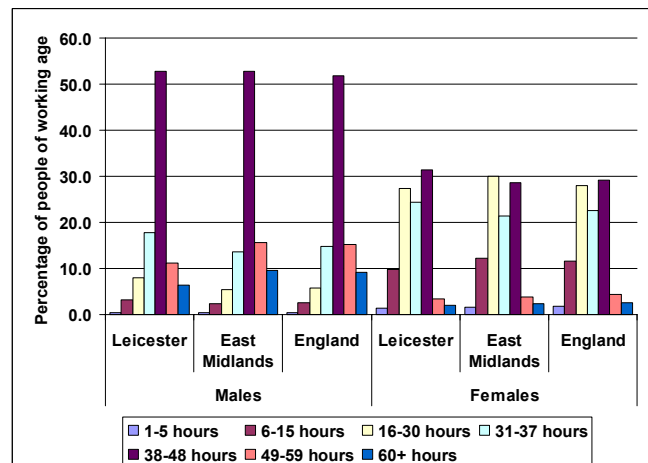


Source: 2001 Census Standard Tables, Crown Copyright 2003

Working Hours

Figure 4.17 illustrates the working hours of men and women. 3 per cent of men of working age in Leicester worked between 38-48 hours per week, a similar proportion to the East Midlands region (53 per cent) and England (52 per cent). 18 per cent of Leicester's men worked above the threshold of 48 hours, including 7 per cent who worked over 60 hours per week, a figure similar to that for the East Midlands region (10 per cent) and England (9 per cent).

Figure 4.17 People of working age in employment by hours worked and sex



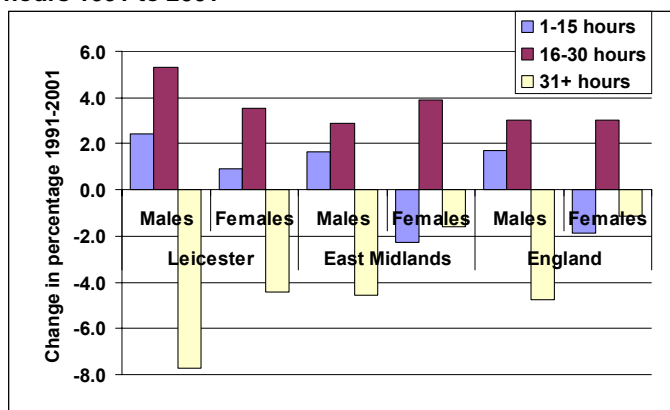
Source: 2001 Census Standard Tables, Crown Copyright 2003

Women in employment in Leicester included 12 per cent who worked fewer than 15 hours, and 28 per cent working 16 to 30 hours per week, a picture not very different from that found in the region and in England. However more women in Leicester worked between 31-37 hours (25 per cent) and 38-48 hours (31 per cent) per week than in the region (21 per cent and 29 per cent) and England (23 per cent and 29 per cent). Fewer women worked over 48 hours in Leicester (5 per cent) than in the East Midlands region (6 per cent) and England (7 per cent).

Comparing the data from the 1991 and 2001 Censuses, it is possible to review the change in working hours over that period¹⁶. This is shown in **Figure 4.18**. There was a fall in the proportion of both men and women working more than 31 hours per week. However, in contrast to the region and in England, there was an increase in the proportion of women in Leicester who work short part-time hours (1-15 hours per week).

¹⁶ Source: 1991 Census LBS, Crown Copyright 1993, 2001 Census Standard Tables, Crown Copyright 2003.

Figure 4.18 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 Leicester a high proportion of men and women walk to work.

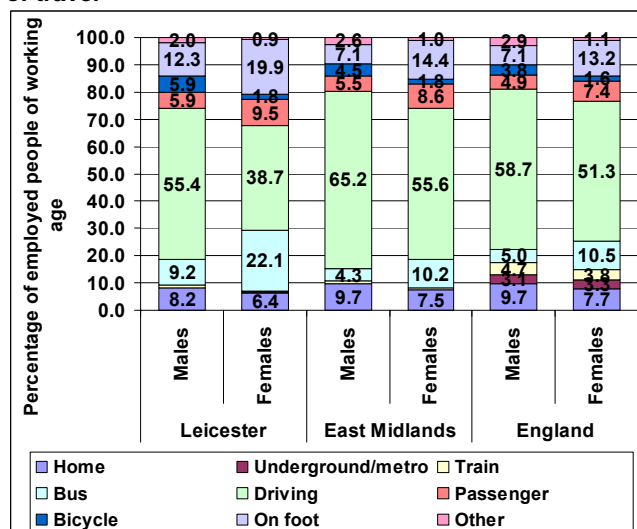
Men in Leicester are more likely to drive to work than women, while far more women travel by bus.

Figure 4.19 shows the mode of travel to work by men and women of working age. In Leicester:

- Fewer men and women work at home, compared with the region and England.
- Fewer people drive to work, 55 per cent of men and 39 per cent of women, compared with 65 per cent and 56 per cent in the East Midlands region, and 59 per cent and 51 per cent in England as a whole.
- Far more people walk to work (12 per cent of men and 20 per cent of women), compared with 7 per cent and 14 per cent in the region and 7 per cent and 13 per cent in England.
- Proportionally fewer men and women travel by train to work.
- More than one in five of Leicester's women travel to work by bus.

There are significant differences in the way men and women travel to work, and women continue to work closer to home. 22 per cent of women in Leicester go to work by bus (compared with 9 per cent of men), 10 per cent of women travel as passengers in a car (compared with 6 per cent of men) and 20 per cent of women walk to work (compared with 12 per cent of men). Fewer women drive to work, 39 per cent compared with 55 per cent of men.

Figure 4.19 Men's and women's travel to work by method of travel



Source: 2001 Census Standard Tables, Crown Copyright 2003

Young people tend to travel to work by public transport. In Leicester, 19 per cent of men and a third of women (33 per cent) aged under 25 travel by bus or train. This compares with 10 per cent of men, and 20 per cent of women aged 25-34, 7 per cent of men and 19 per cent of women aged 35-49, and 8 per cent of men and 24 per cent women over 50. Young people are also the most likely to travel to work as passengers in a car, 13 per cent of men and 12 per cent of women aged under 25, compared with 5 per cent of men and 8 per cent of women aged 25-34.

In Leicester 21 per cent of young men and 24 per cent of young women walk to work, compared with much lower figures in the region (15 per cent and 19 per cent) and England (15 per cent and 18 per cent).

62 per cent of men over 50 drive to work, compared with only 32 per cent of men under 25. This figure is nevertheless lower than the proportion of older men in the region (69 per cent) and England (64 per cent) who drive to work.

Comparing data from the 1991 and 2001 Censuses shows the change in method of travel to work by people of working age over time¹⁷. In Leicester, there was a big increase (11 percentage points) in women driving to work, and a rise in travelling to work by train, bus, as a passenger in a car or on foot. By contrast, fewer men were driving to work in 2001 (3 percentage points fewer). More men and women, at all geographical levels, were working at home in 2001.

Figure 4.20 shows the estimated distance travelled to work. Men in Leicester are less likely than men in the region and nationally to work more than 20km away from

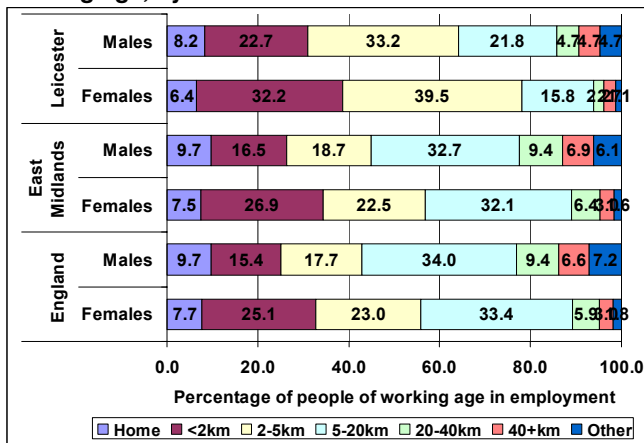
¹⁷ Source: 1991 Census LBS, Crown Copyright 1993, 2001 Census Standard Tables, Crown Copyright 2003.

home, 9 per cent compared with 16 per cent in both the region and in England. Only one in five of them works between 5 and 20km from home compared with one in three of men in the East Midlands and England.

Women in Leicester are even more likely to work close to home, 32 per cent of them working within 2km compared with just 23 per cent of men. Far fewer women in Leicester travel over 20km to work (4 per cent) than in the East Midlands region (10 per cent) and England (9 per cent).

Men under 25 in Leicester are more likely to work within 5km of home (63 per cent), compared with just over half of men in other age groups. Young women are also more likely to work within 5km of home (72 per cent) compared with about half of young women in the region and England. By contrast more young women in Leicester travel over 20km to work (28 per cent) than in the East Midlands region (13 per cent) or in England (9 per cent).

Figure 4.20 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

Occupation and Industry

In Leicester many men are employed as process, plant or machine operatives, in skilled trades and in elementary occupations.

A high proportion of women also work as process, plant and machine operatives and in elementary occupations.

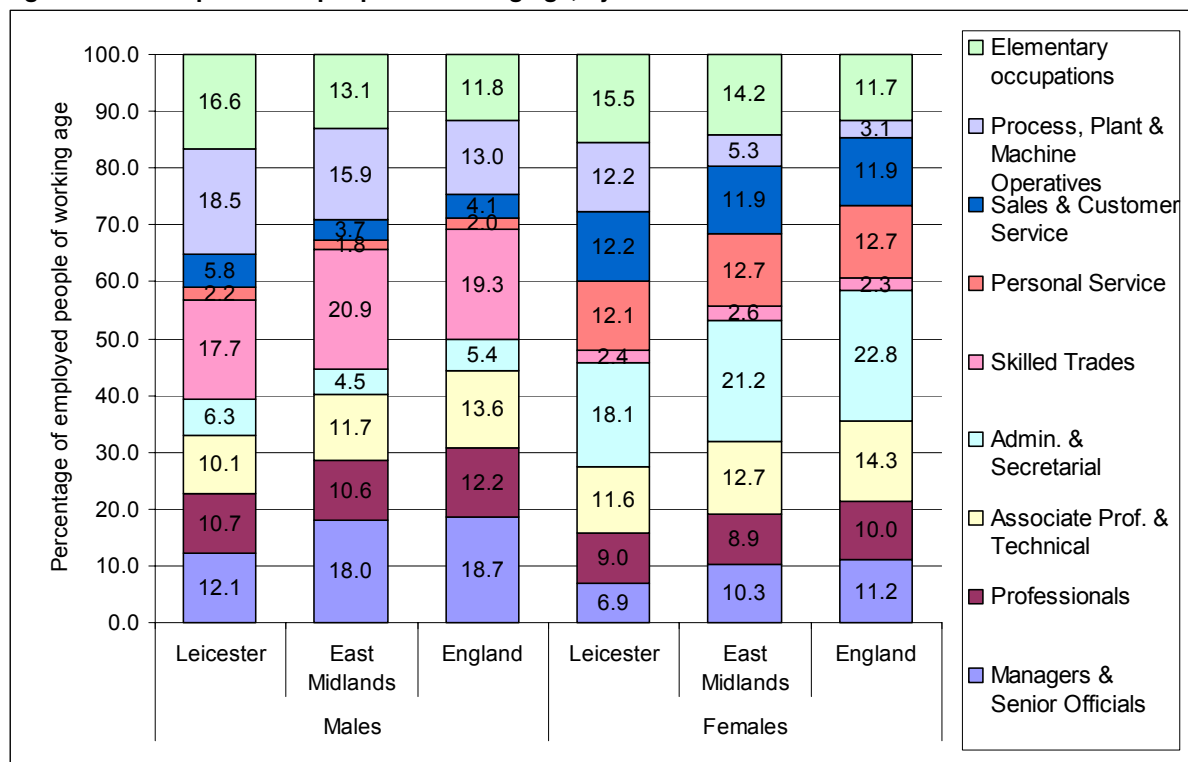
Figure 4.21 shows continuing gendered occupational choices. Men in Leicester are concentrated in jobs as process, plant or machine operatives (19 per cent), in skilled trades (18 per cent) and elementary occupations (17 per cent), whereas almost half of Leicester's women work in administrative and secretarial occupations (18 per cent), elementary occupations (16 per cent), in sales and customer service (12 per cent) jobs and as process plant or machine operatives (12 per cent).

By comparison with the region and nationally, more men in Leicester work in elementary occupations (17 per cent, compared with 13 per cent and 12 per cent). Almost one in three women in Leicester works in sales and customer services or in administrative and secretarial occupations, slightly less than in the region and in England as a whole. Fewer women in Leicester work as managers and senior officials, 7 per cent compared with 10 per cent in the region and 11 per cent in England. Far more women work in process, plant and machine operative jobs (12 per cent compared with 5 per cent in the region and 3 per cent nationally). Between 1991 and 2001, Leicester saw a large fall in the proportion of men employed in skilled trades (from 28 per cent to 18 per cent).¹⁸ Over the same period there was also a fall in the proportion of men working in skilled trades in the region and in England as a whole, but this was far less pronounced (26 per cent to 21 per cent in the region and 23 per cent to 19 per cent in England).

For women, there was a fall in the proportion working in administrative and secretarial occupations (down from 20 per cent to 18 per cent in Leicester, 26 per cent to 21 per cent in the region and 29 per cent to 23 per cent nationally) and a rise in women working in sales and customer services (from 9 per cent to 12 per cent in Leicester, and from 11 per cent to 12 per cent in both the East Midlands region and England).

¹⁸ Source: 1991 Census LBS, Crown Copyright 1993, 2001 Census Standard Tables, Crown Copyright, 2003.

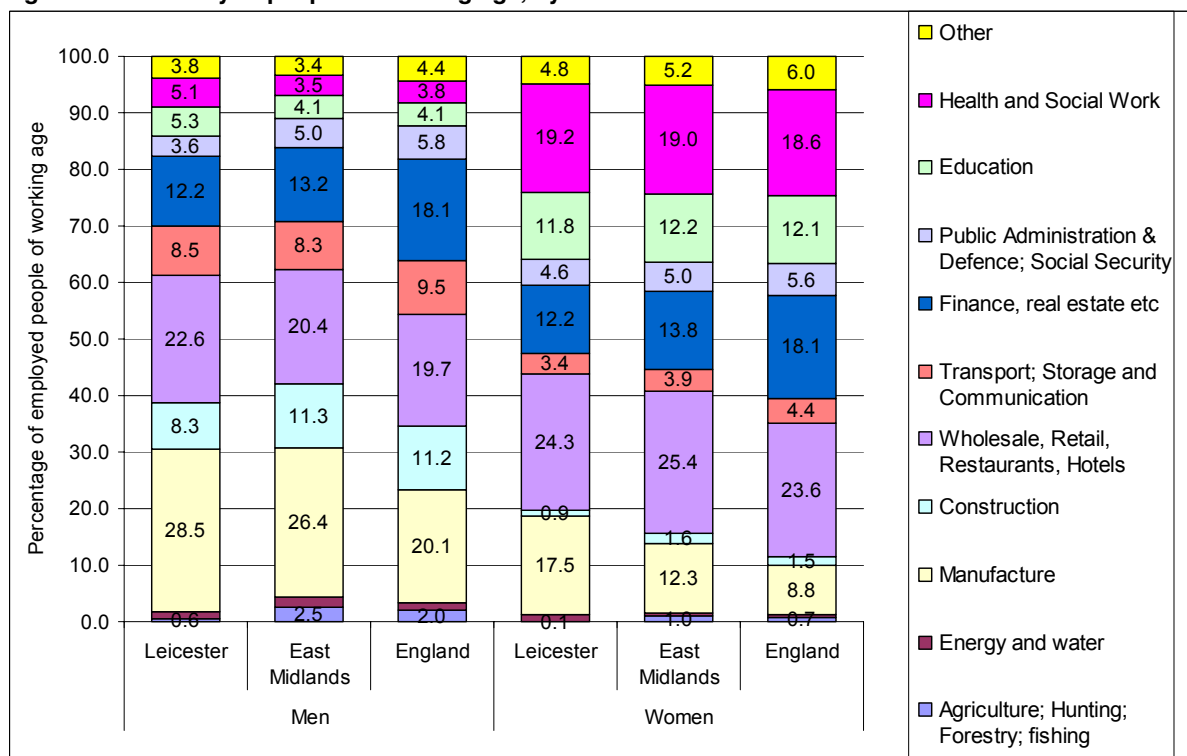
Figure 4.21 Occupations of people of working age, by sex



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 4.22 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 4.22 shows the industry in which people work, with again some marked differences between men and women. In Leicester, more men work in manufacturing (29 per cent) than in the region or in England as a whole. Women in Leicester are also much more likely to work in manufacturing (18 per cent, compared with 12 per cent in the region and 9 per cent in England).

Between 1991 and 2001¹⁹ there was a large fall in the proportion of men employed in manufacturing in Leicester (from 39 per cent to 29 per cent, compared with 33 per cent to 29 per cent in the region and 27 per cent to 20 per cent in England) and a small increase in men working in the wholesale, retail, hotels and restaurants sector (up from 21 per cent to 23 per cent in Leicester). The proportion of men employed in finance and real estate also rose (up from 7 per cent to 12 per cent in Leicester, from 8 per cent to 13 per cent in the region, and from 12 per cent to 18 per cent in England). This trend was also seen among women. The finance and real estate sector employed 12 per cent of women in 2001, compared with 8 per cent in 1991. This reflected regional and national trends (up from 10 per cent to 14 per cent in the region and from 14 per cent to 18 per cent in England).

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 for the number of people with a second job can be obtained from the Labour Force Survey (LFS), a sample survey which is carried out annually. This shows that in Leicester in 2002/2003, 3.1 per cent of people had a second job. In the East Midlands, 3.3 per cent of men and 5.3 per cent of women had a second job and in England as a whole the figures were 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 over 4,900 jobs in Leicester. However, this figure conceals falls in full-time male and full-time female jobs, and increases in part-time male (102 per cent) and part-time jobs, especially among men. The decline in full-time posts in Leicester contrasts with the picture in the region and England where the numbers of both male and female full-time jobs increased over this period.
- Between 1991 and 2002 there was a significant and continuing decline in manufacturing jobs in Leicester for both women (down by over 7,000 full-time jobs) and men (down by over 6,000 full-time jobs).
- By comparison with national and regional figures, a low proportion of men and women of working age in Leicester are economically active.
- Men in Leicester are a little less likely than men at regional and national levels to work very long hours.
- Between 1991 and 2001 there was an increase in women driving to work (from 28 per cent to 39 per cent) but a fall in the proportion of men driving to work (from 58 per cent to 55 per cent).
- Only 9 per cent of men in Leicester work more than 20km away from their home, compared with 16 per cent of men both in the region and nationally. In Leicester, 72 per cent of women travel less than 5km to their place of work, compared with 56 per cent of men in the city, and with 48 per cent of women in England as a whole.
- There are important differences in the occupations of men and women. Women are concentrated in administrative and secretarial occupations, and in sales and customer services. Men are much more likely to work in skilled trades and in elementary occupations.
- High proportions of both men (19 per cent) and women (12 per cent) in Leicester work in plant, process or machine operatives positions.
- 29 per cent of employed men in Leicester work in manufacturing industry, 23 per cent in the wholesale and retail, and 15 per cent in banking, finance and real estate.
- 24 per cent of employed women worked in wholesale and retail, and a further 12 per cent in finance and real estate.

¹⁹ Source: 1991 Census LBS, Crown Copyright 1993, 2001 Census Standard Tables, Crown Copyright 2003.

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 Leicester.

Women's Incomes over the Lifetime²⁰

"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."

²⁰ Rake, K. (2001) *Women's Incomes over the Lifetime*. London: The Stationary Office

The Kingsmill Review 2001²¹

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

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

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

NIESR Report 2001²²

"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."

²¹ Kingsmill, D. (2001), *The Kingsmill Review of Women's Pay and Employment*, London, DTI

²² 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 Leicester, compared with the East Midlands region and England as a whole.

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

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 was 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 and 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 Leicester 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 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 Leicester

In Leicester one in eight men and one in four women earner less than £250 per week in full-time jobs.

Figure 5.1 shows, where available, gross weekly and hourly pay for men and women in Leicester, the East Midlands region and England as a whole, together with the number of hours they work each week. While the full-time average male worker in England earned £13.10 per hour in 2003, and those in the East Midlands region earned £11.60 per hour, men in full-time employment in Leicester earned on average only £10.10 per hour. Women at all geographical levels earned much less than their male counterparts, and women in full-time employment in Leicester earned on average £324 per week, compared with £363 per week for women in the region, and £402 per week for women in England.

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
Leicester	All	372.50	239.70	9.80	7.90	37.8	30.4
	Full-time	410.00	324.00	10.10	**	40.9	38.6
	Part-time	**	**	**	**	**	18.8
East Midlands	All	451.75	265.60	11.50	8.95	39.6	29.9
	Full-time	480.50	363.65	11.60	9.65	41.4	37.4
	Part-time	**	137.95	**	**	18.8	19.5
England	All	503.00	297.00	12.90	10.00	39.1	30.1
	Full-time	535.00	402.00	13.10	10.70	40.9	37.4
	Part-time	169.11	151.40	9.05	7.86	18.9	19.5

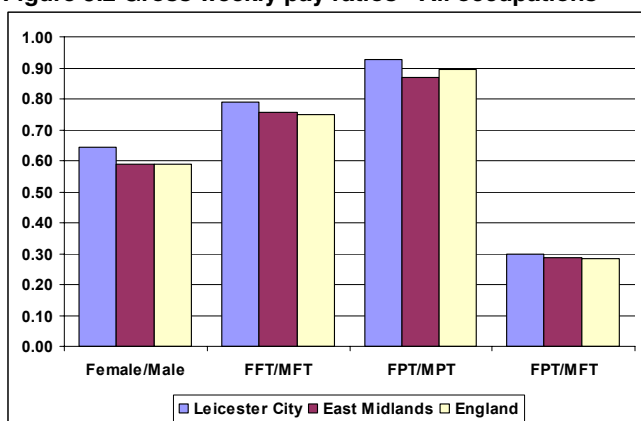
Source: New Earnings Survey 2003, Crown Copyright 2004

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

Average weekly pay is affected by the hours that men and women work. Normal basic hours for work average 37.8 each week for men and 30.4 per week for women in Leicester. Men in Leicester worked shorter hours than their regional and national counterparts (about 39 hours per week in both cases) whereas women in Leicester worked hours which differed little from the regional and national averages (about 30 hours per week). Even where the number of hours worked each week is similar, the comparatively low hourly pay in Leicester (£9.80 for men and £7.90 for women) results in lower gross weekly pay.

Figures 5.2 - 5.5 show women's weekly pay as a ratio of men's weekly pay in selected occupations. Equal pay exists if the bar is at 1. Bars below 1 indicate that women's pay is only a proportion of that of men. Bars above 1 indicate that women are earning more than men. Pay data for all occupations (Figure 5.2) show that patterns of pay in Leicester vary only slightly from the regional and national pictures. In almost all cases women earn less than men.

Figure 5.2 Gross weekly pay ratios - All occupations

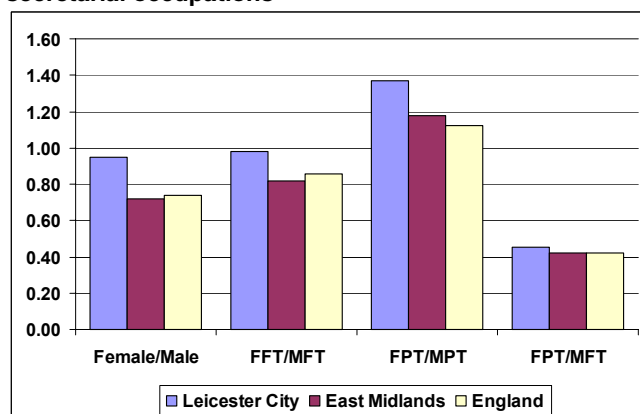


Source: New Earnings Survey, 2003

Comparing full-time workers across all occupations shows that the pay gap between women and men is a little narrower in Leicester than in the East Midlands and England as a whole. The pay data for different occupations shows that women and men come closest to equal pay in administrative and secretarial occupations in Leicester, as shown in Figure 5.3. Men in this occupation, especially part-timers, tend to be paid low wages, like women. In fact, women working part-time earned more than men working part-time in this occupation in Leicester.

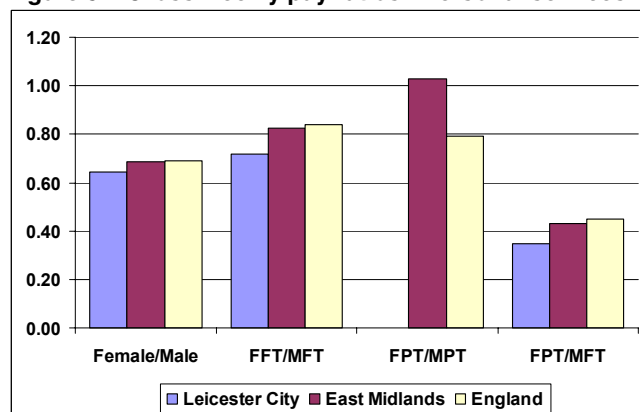
Figure 5.4, by contrast, shows that Leicester has a larger gender pay gap among full-time workers in personal service occupations than is evident at either the regional or national levels. Women working full-time earned only around 70 per cent of men's gross weekly pay in full-time jobs in this occupation.

Figure 5.3 Gross weekly pay ratios - Administrative and secretarial occupations



Source: New Earnings Survey, 2003

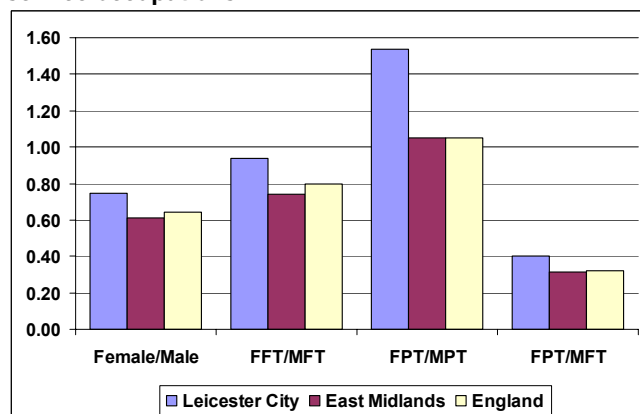
Figure 5.4 Gross weekly pay ratios - Personal services



Source: New Earnings Survey, 2003

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

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



Source: New Earnings Survey, 2003

Figure 5.5 shows that in sales and customer service occupations women working part-time also earned more than men working part-time in similar jobs in Leicester. However, a different picture emerged when full-time work was compared. In Leicester, women working full-time in sales and customer services jobs earned less than men, although a much wider pay gap was visible at the regional and national scales.

Low pay is slightly more prevalent among both men and women full-time workers in Leicester than in the East Midlands region and England as a whole. **Figure 5.6** shows the percentages of women and men whose weekly pay falls into different wage bands. In Leicester in 2003 a higher percentage of both men and women in full-time employment earned under £250, £350 and £460 per week than the national averages. 26 per cent of women working full-time earned less than £250 per week, compared with 32 per cent of women in the region and 24 per cent in England as a whole. 13 per cent of Leicester men working full-time earned less than £250 per week, a higher proportion than in the region (12 per cent) or in England (11 per cent).

Among full-time men in employment, while the top 10 per cent in England earned £870 or more per week and in the region the top 10 per cent of men earned at least £725, the top 10 per cent in Leicester earned only £668 or more per week. Among women in full-time employment, the top 10 per cent of earners earned £564 or more in Leicester compared with £581 or more in the region and at least £644 in England as a whole. The earnings levels for men and women in the bottom 10 per cent of earners were similar in Leicester, the East Midlands and England as a whole although at all geographical levels the bottom 10 per cent of full-time women earners earned less than the bottom 10 per cent of full-time male earners.

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

Area		Percentage of people earning under:			10% earn	
		£250	£350	£460	Less than	More than
Leicester	Males	13.0	44.1	68.2	£240.00	£668.10
	Females	25.7	60.4	80.7	£198.00	£564.80
East Midlands	Males	11.9	37.0	60.1	£240.00	£725.20
	Females	31.6	60.8	78.4	£191.90	£581.80
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 Leicester, hourly pay rates for both men and women are lower than in the region and England as a whole.
- Gross weekly pay rates for both men and women working full-time are lower than the regional and national averages.
- Women in full-time employment earn less than their male counterparts at all geographical levels.
- Although for full-time workers across all occupations, the ratio of women's to men's gross weekly pay is similar for Leicester, the region and nationally, there is significant variation by occupation. The pay gap is relatively small in administrative and secretarial occupations but much wider in personal service occupations.

- Among full-time employees, 26 per cent of women and 13 per cent of men in Leicester earned less than £250 per week.

6. Unemployment and Economic Inactivity

Unemployment

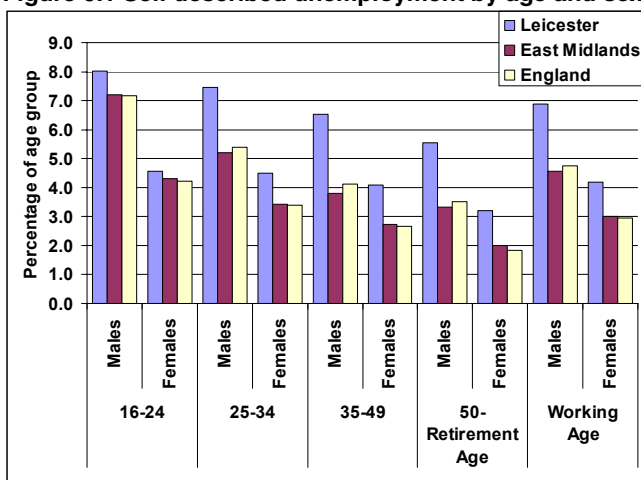
Unemployment in Leicester is particularly marked amongst younger people.

Although assessing the level of unemployment and economic inactivity is notoriously difficult, data from a number of sources show that proportionally there are more men and women of working age who are unemployed in Leicester than in the East Midlands region and England as a whole.

Figure 6.1 shows the percentages of men and women who described themselves as unemployed when they completed their 2001 Census return. It confirms higher unemployment rates for both men and women in Leicester. The overall male unemployment rate in Leicester was nearly 7 per cent, compared with less than 5 per cent at both regional and national levels. The female unemployment rate was over 4 per cent, again a little higher than in either the East Midlands region or in England overall. The self described unemployment rate is especially high for younger men, 8 per cent for those under 25, which is 2-3 per cent higher than the national average for men of all ages.

Although the female unemployment rate in Leicester is lower than that of men, it too is comparatively high for women, especially those aged 35-49, when compared with the regional and national figures.

Figure 6.1 Self described unemployment by age and sex

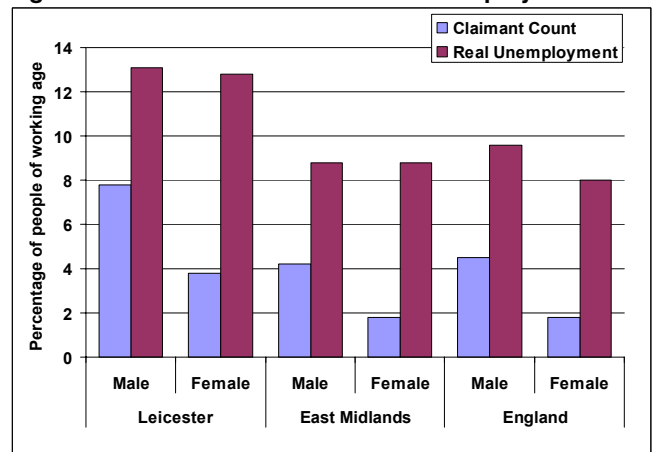


Source: 2001 Census Standard Tables, Crown Copyright 2003

Another measure of unemployment is the number of people claiming unemployment related benefits (the claimant count). In certain circumstances people may be unemployed but not appear in the claimant count, such

as those who have moved into early retirement. **Figure 6.2** shows the claimant count and an alternative estimate of the 'real' unemployment rate. Researchers at Sheffield Hallam University have used a range of measures to estimate a 'real' level of unemployment, which includes not only the claimant count but also large numbers of people on other benefits (e.g. Incapacity Benefit) or outside the benefits system altogether.

Figure 6.2 Claimant count and 'real' unemployment



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

These calculation indicate that the 'real' unemployment rate in Leicester is much higher than that in the East Midlands and England, at around 13 per cent for both men and women, compared with about 9 per cent for both men and women at regional and national levels. The gap between the claimant count and 'real' unemployment is even wider for women than for men. Thus, it appears that many more women experience 'hidden' unemployment.

Another measure of unemployment is the 'Want Work Rate'²³ (WWR). The TUC has estimated 'want work' rates that include all those who say they want a job. The working age 'want work rate' takes those who are unemployed plus the inactive who want work as a share of the active labour force plus the inactive who want work. Using this methodology it is possible to produce WWRs for Leicester, the East Midlands region and England. These are presented in **Figure 6.3**. This shows that although the unemployment and 'real unemployment' rates are usually higher for men than women, the converse is true of the WWRs at all geographical levels. In Leicester, the WWRs for both men (16.7 per cent) and women (19.1 per cent) are higher than in the region and nationally.

Among the inactive who wanted a job the most common reason given for not looking for work was long-term sickness and disability, covering about 34 per cent of the

²³ 'Inactive Britain' - TUC report on working age inactivity in Britain and the rest of Europe, January 2004.

total²⁴. The next most common reason was family and care responsibilities, accounting for another 32 per cent. There was also a significant 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).

Figure 6.3 Want Work Rates

	All	Males	Females
Leicester	17.1	16.7	19.1
East Midlands	9.7	8.4	11.2
England	11.1	9.9	12.5

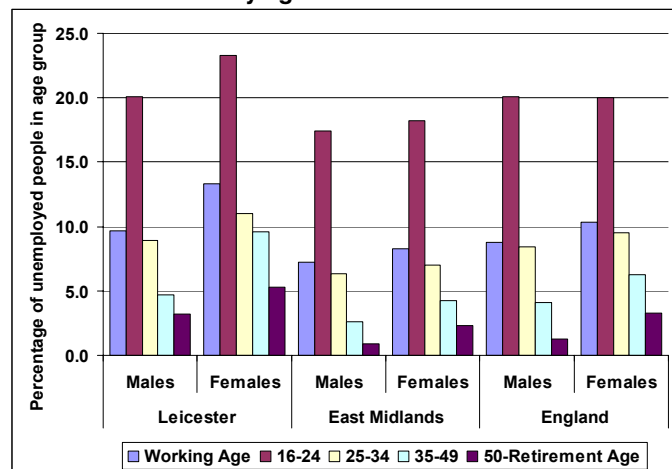
Source: LFS 2002, ONS and Centre for Social Inclusion, Sheffield Hallam University

Length of time since last worked and former occupation and industry

In Leicester, a large number of unemployed women have never been employed.

Figure 6.4 shows that Leicester has a relatively high percentage of unemployed people of working age who have never had paid employment. The figures for Leicester's unemployed men (nearly 10 per cent) and women (13 per cent) show considerable variation from the regional and national pictures. This lack of participation in the labour market is more acute amongst young men and women under 25, at 20 per cent and 25 per cent respectively. About 9 per cent of men and 11 per cent of women aged 25-34 have never been in paid employment.

Figure 6.4 The percentage of unemployed people who have never worked by age and sex



Source: 2001 Census Standard Tables, Crown Copyright 2003

It is also worth noting that the proportion of unemployed women who have never worked in Leicester exceeds

that in the East Midlands region and England in all age bands.

Figure 6.5 shows unemployment by the length of time since the person concerned last worked. 10 per cent of unemployed men and 13 per cent of unemployed women had never worked, and 11 per cent of men and 14 per cent of women had been unemployed for more than 5 years.

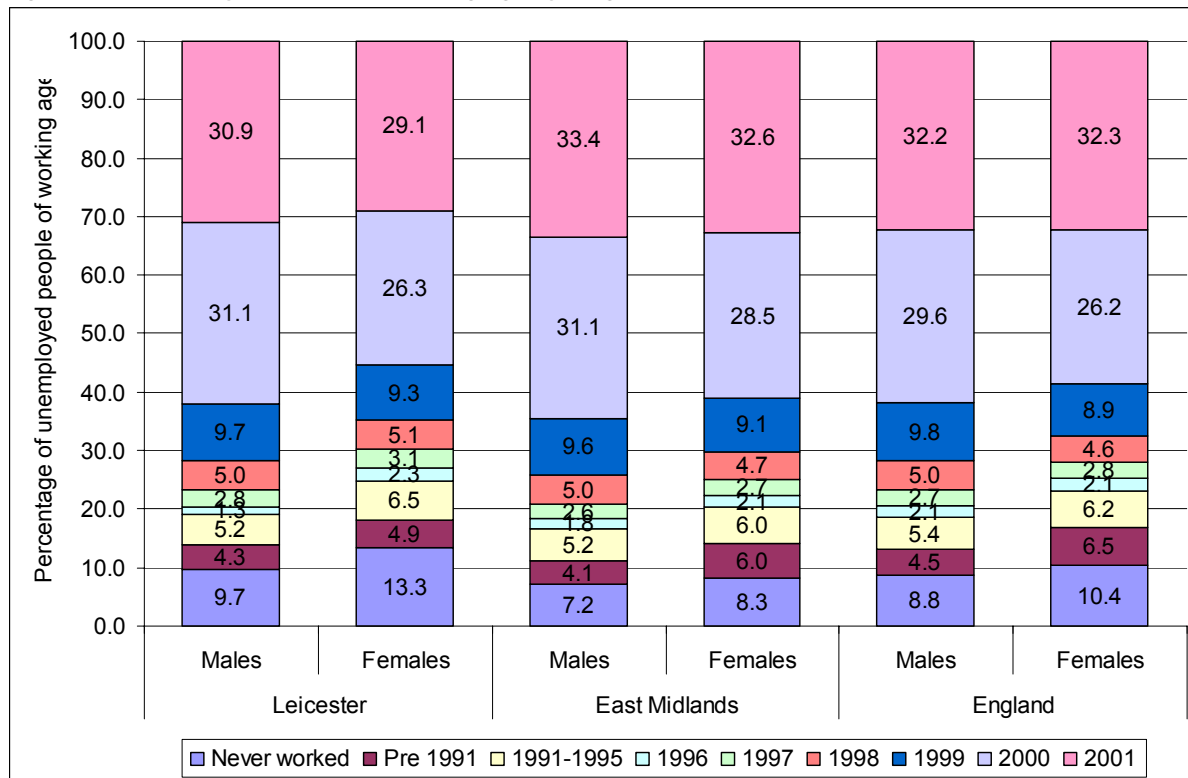
Many unemployed people last worked in elementary, as process, plant and machine operatives, and in sales and customer service occupations

Figure 6.6 presents unemployed people of working age by occupation. Leicester has a low proportion of unemployed people who were formerly managers, senior officials, professionals, associate professionals or in technical occupations, (16 per cent of men compared with 20 per cent in the region and 24 per cent in England, and 11 per cent of women compared with 16 per cent in the region and 21 per cent in England). Conversely, most unemployed people were previously in elementary occupations, working as process, plant or machine operatives, or in sales and customer service occupations.

Figure 6.7 shows the former industrial sector in which unemployed people of working age were employed. A high proportion of unemployed men and women were previously in manufacturing, 31 per cent of men compared with 28 per cent in the region and 21 per cent in England. 24 per cent of unemployed women, compared with 19 per cent in the region and 12 per cent in England also last worked in manufacturing. 23 per cent of unemployed men and 28 per cent of unemployed women previously worked in the wholesale and retail sector, higher numbers than found in the region or nationally. By contrast, a lower proportion of Leicester's unemployed men previously worked in construction (9 per cent) compared with the East Midlands region (12 per cent) and England (14 per cent). Fewer unemployed women in Leicester previously worked in hotels and restaurants, financial and real estate or in the health and social work sector than at the regional level or in England as a whole.

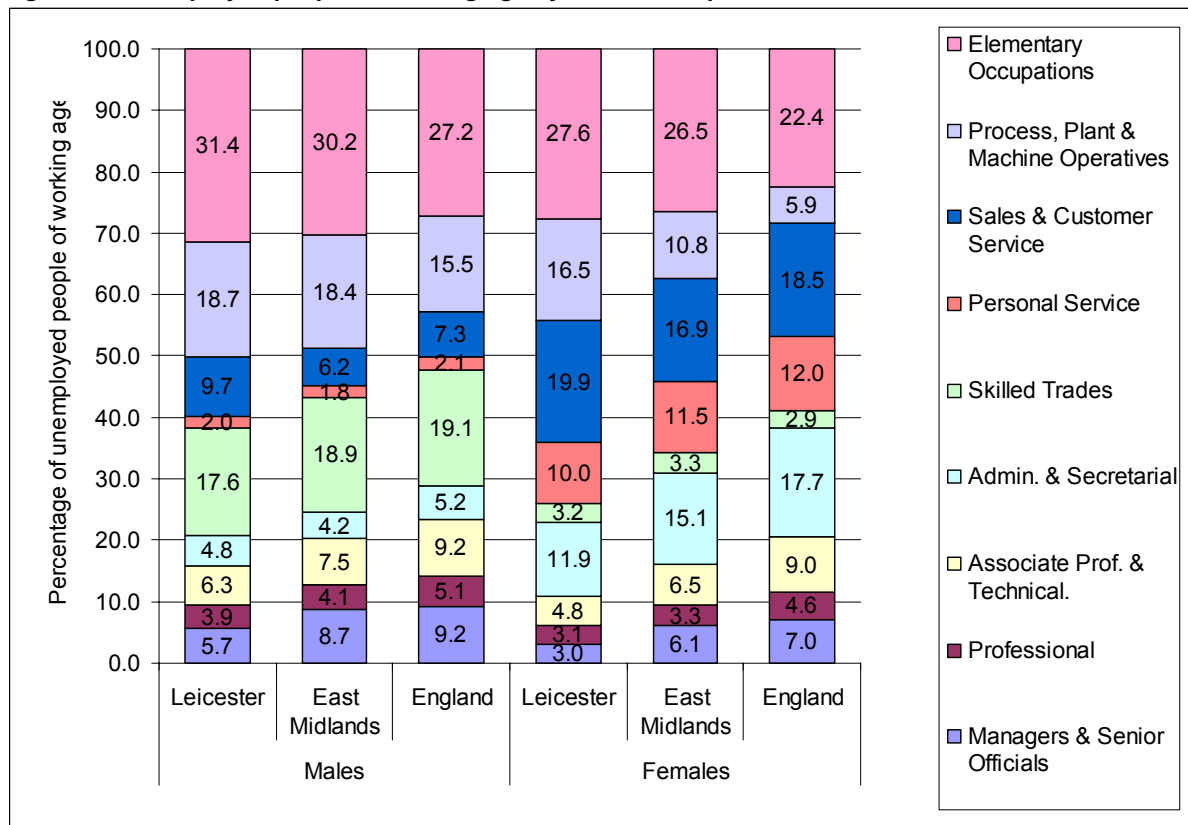
²⁴ Source: Labour Force Survey 2002, ONS, Crown Copyright 2004.

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



Source: 2001 Census Standard tables, Crown Copyright 2003

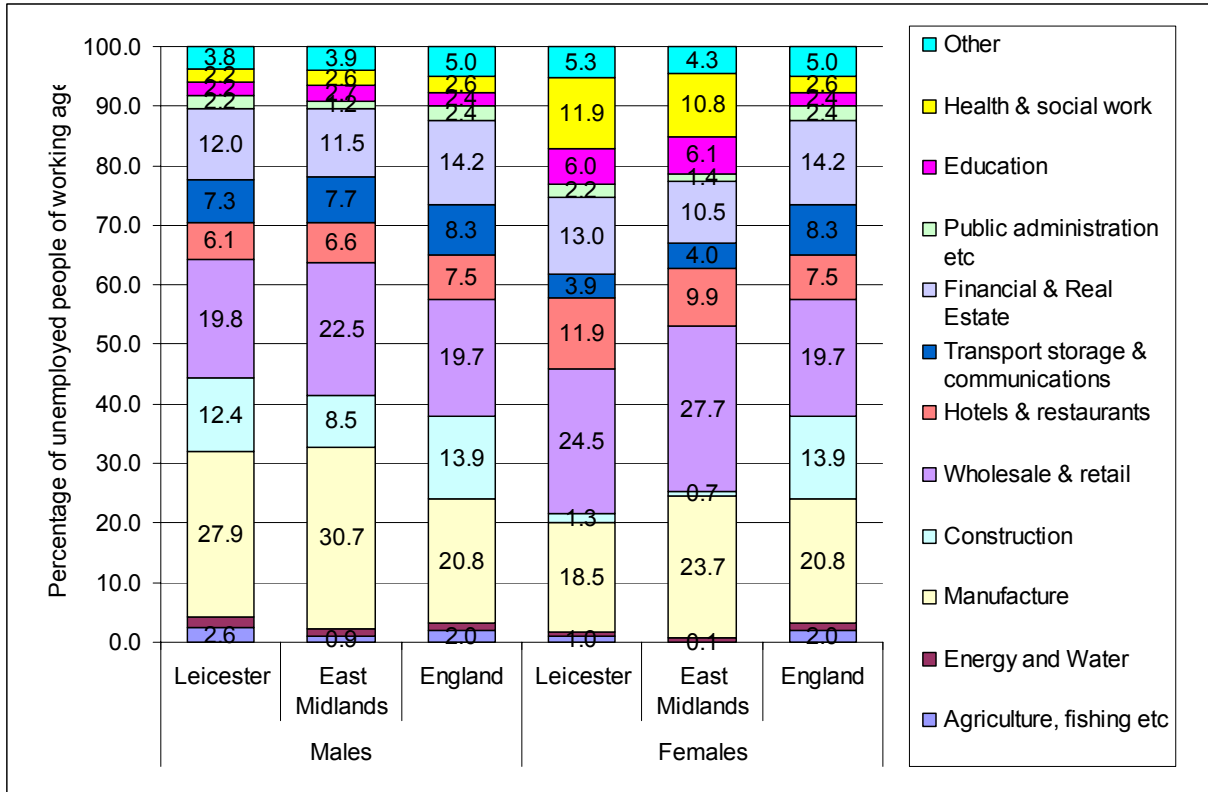
Figure 6.6 Unemployed people of working age by former occupation and sex



Source: 2001 Census Standard Tables, Crown Copyright 2003

Note: Elementary occupations include farm workers, labourers, packers, postal workers, hospital porters, hotel porters, kitchen and catering 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 6.7 Unemployed people of working age by former industry and sex



Source: 2001 Census Standard Tables, Crown Copyright 2003

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

Economic Inactivity

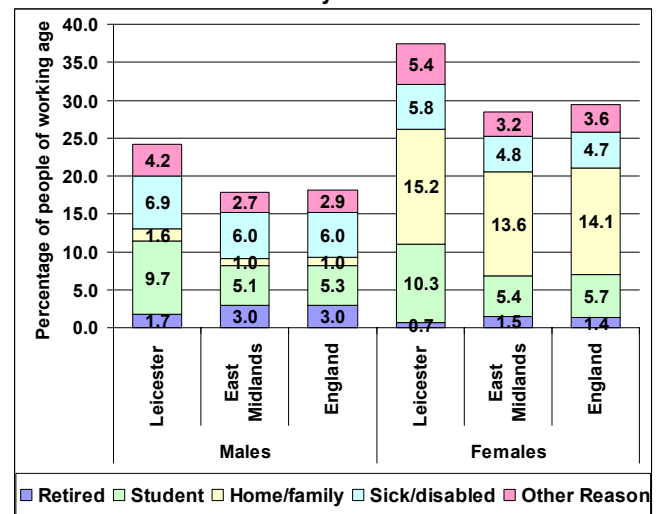
Leicester's economically inactive population includes a relatively high proportion of students.

Figure 6.8 illustrates the reasons men and women give when reporting economic inactivity. This shows that:

- In Leicester there are comparatively fewer retired people of working age, both men and women, than are found in the East Midlands region and England as a whole.
- Leicester has an above average proportion of students, with 10 per cent of working age men and women in full-time study, almost twice as many as in the region or across England. This large student population reflects the location of two universities within the city.
- Compared with men (less than 2 per cent), far more women of working age in Leicester, (15 per cent) were looking after a home or family. This compares with 14 per cent in both the wider region and England.

- 7 per cent of men and 6 per cent of women of working age in Leicester were economically inactive because of sickness or disability. These figures are again higher than the corresponding regional and national figures.

Figure 6.7 People of working age by economic inactivity, sex and reason for inactivity



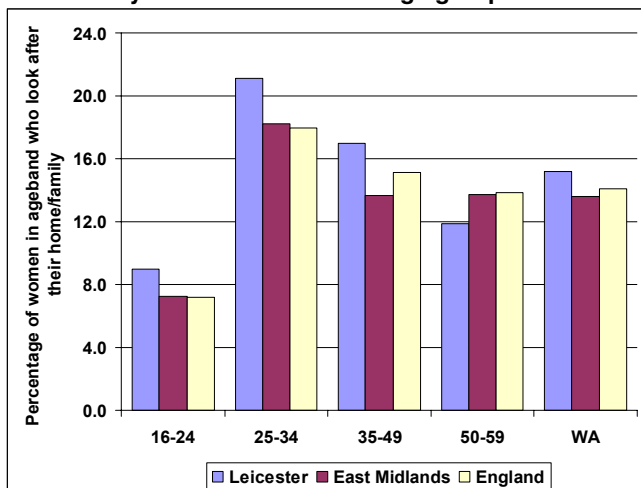
Source: 2001 Census Standard Tables, Crown Copyright 2003

Data from the 1991 Census²⁵ show that there was a large increase in the percentage of economically inactive men of working age in Leicester, from 15 per cent in 1991 to almost 25 per cent in 2001²⁶. Similar, though smaller, increases were seen in the East Midlands (from 12 per cent to 18 per cent) and in England (13 per cent to 18 per cent). Between 1991 and 2001 there was also an increase in the percentage of women of working age in Leicester who were economically inactive, from 34 per cent to 37 per cent. This increase is in contrast to the regional and national picture where there was a decrease from 31 per cent in 1991 to 28 per cent in 2001 in the East Midlands and from 32 per cent to 29 per cent in England.

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 and disabled. The increase is smaller in Leicester (up 1.0 percentage point in men and 1.3 percentage points in women) than in the East Midlands (up 1.4 in men and 1.9 in women) or in England as a whole (up 1.2 in men and 1.6 in women).

Figure 6.9 provides an age breakdown of women who look after their home or family full-time, and shows that this varies by age. In Leicester a higher percentage of women were economically inactive due to family and household commitments across all age groups, except among women over 50.

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

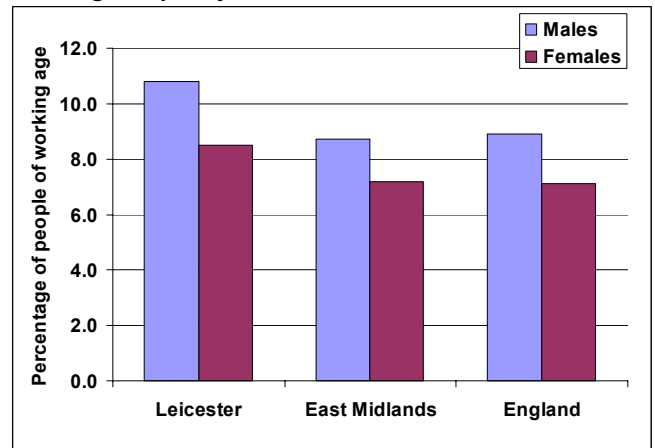


Source: 2001 Census Standard Tables, Crown Copyright 2003

In **Figure 6.10** shows that in Leicester almost 11 per cent of men and about 8 per cent of women of working

age were claiming Incapacity Benefit in August 2003. This was higher than the percentages in the region or in England as a whole.

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



Source: Claimants of Key Benefits, DWP, August 2003

Qualifications and Economic Activity

Qualifications have a significant effect on employment status.

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

Figures 6.11 and 6.12 show the difference qualifications make to employment status and also highlight the difference in the situations of men and women holding the same level of qualification. About a quarter of Leicester's men and women who had lower level qualifications were students likely to obtain higher qualifications in the future.

On the other hand, a higher proportion of men in Leicester with no qualifications were unemployed, 9 per cent, compared with 6 per cent both regionally and nationally. The majority of men with higher qualifications are in employment, 78 per cent, though this figure is lower than in the East Midlands or England, 86 per cent and 85 per cent respectively. The employment rate of men with lower or no qualifications was well below that of similar men in the East Midlands or England.

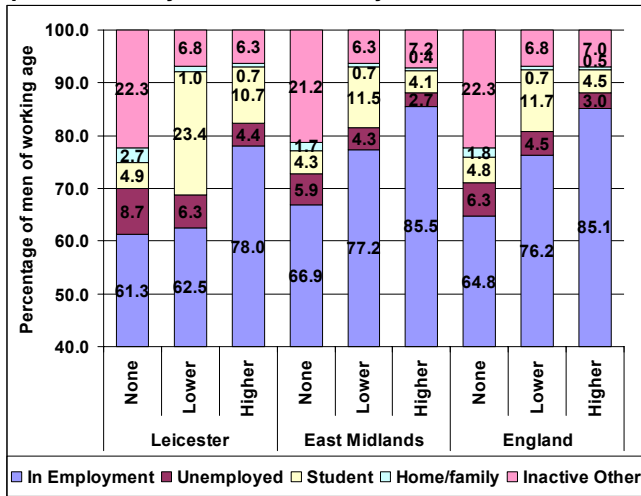
Figure 6.11 shows the low employment rate for women with no qualifications in Leicester, 45 per cent compared to 75 per cent of those with higher qualifications. This compares with 53 per cent of unqualified women in the East Midlands region and 50 per cent in England. In Leicester women with no qualifications were more likely to be looking after their home or family, 24 per cent, compared with 12 per cent of those with lower qualifications and 6 per cent with higher qualifications.

²⁵ Source: 1991 Census LBS, Crown Copyright 1993, 2001 Census Standard Tables, Crown Copyright 2003.

²⁶ Source: 1991 Census LBS, Crown Copyright 1993. Crown Copyright material is reproduced with the permission of the Controller of HMSO.

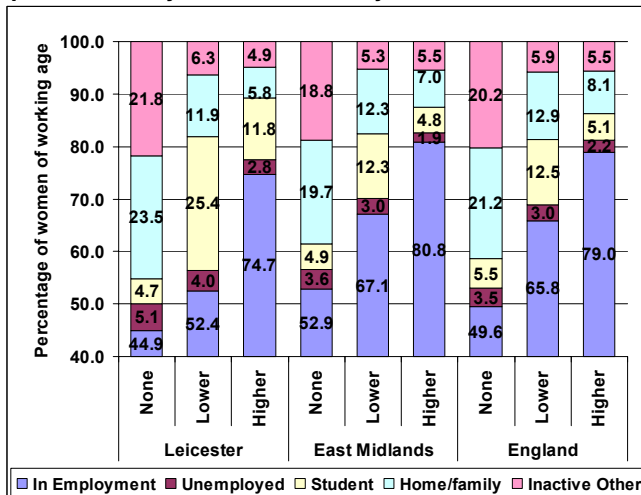
Level of qualification also varies by age. This was discussed above in Chapter 3.

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



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

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



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

Families and Economic Activity

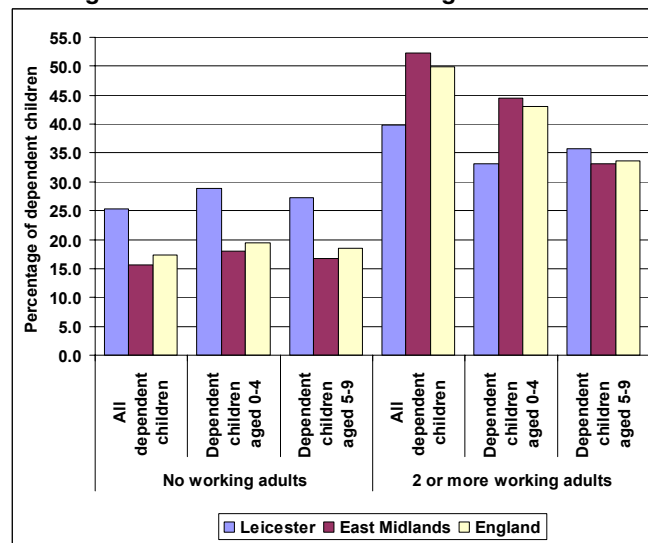
Many children in Leicester are growing up in workless households.

Lone parents in Leicester are more likely to be economically inactive than lone parents in the East Midlands and England.

Figure 6.13 presents data on dependent children living in workless households. In Leicester a quarter of dependent children live in households with no working adult. This compares with 16 per cent in the East Midlands and 17 per cent in England. For dependent children aged 0-4 and 5-9, the figures are 29 per cent and 27 per cent respectively.

Leicester has a correspondingly low percentage of dependent children living in households with 2 or more working adults, 40 per cent compared with about 50 per cent at both the regional and national level. Only a third of dependent children aged 0-4 lived in households with two working adults.

Figure 6.13. Dependent children²⁷ in households with no working adult and two or more working adults



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

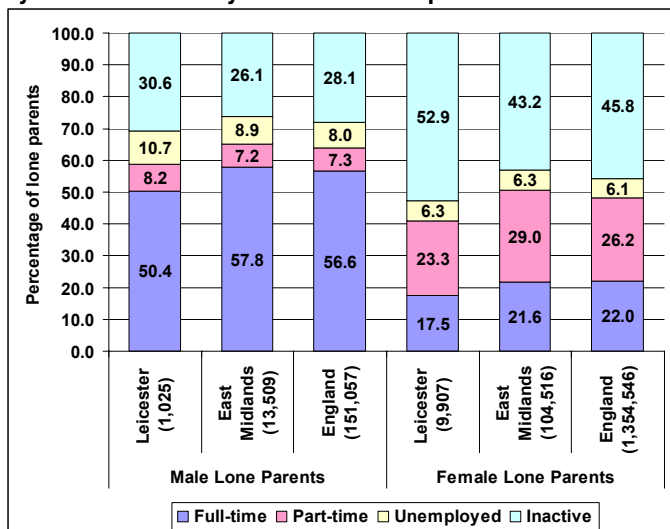
Figure 6.14 shows that lone parents in Leicester were more likely to be economically inactive than those in the region and England. Half of lone fathers were in full time employment, a lower proportion than in the East Midlands (58 per cent) and England (57 per cent). More lone fathers were unemployed or economically inactive, 41 per cent, compared with 35 per cent in the region and 36 per cent in England.

Leicester also has a lower percentage of lone mothers working full time, 18 per cent compared with 22 per cent

²⁷ 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).

in both the East Midlands and England. The number of lone mothers who work part-time is also lower than the regional and national averages. Lone mothers' economic inactivity rate is high, 53 per cent compared with 43 per cent for East Midlands and 46 per cent for England.

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



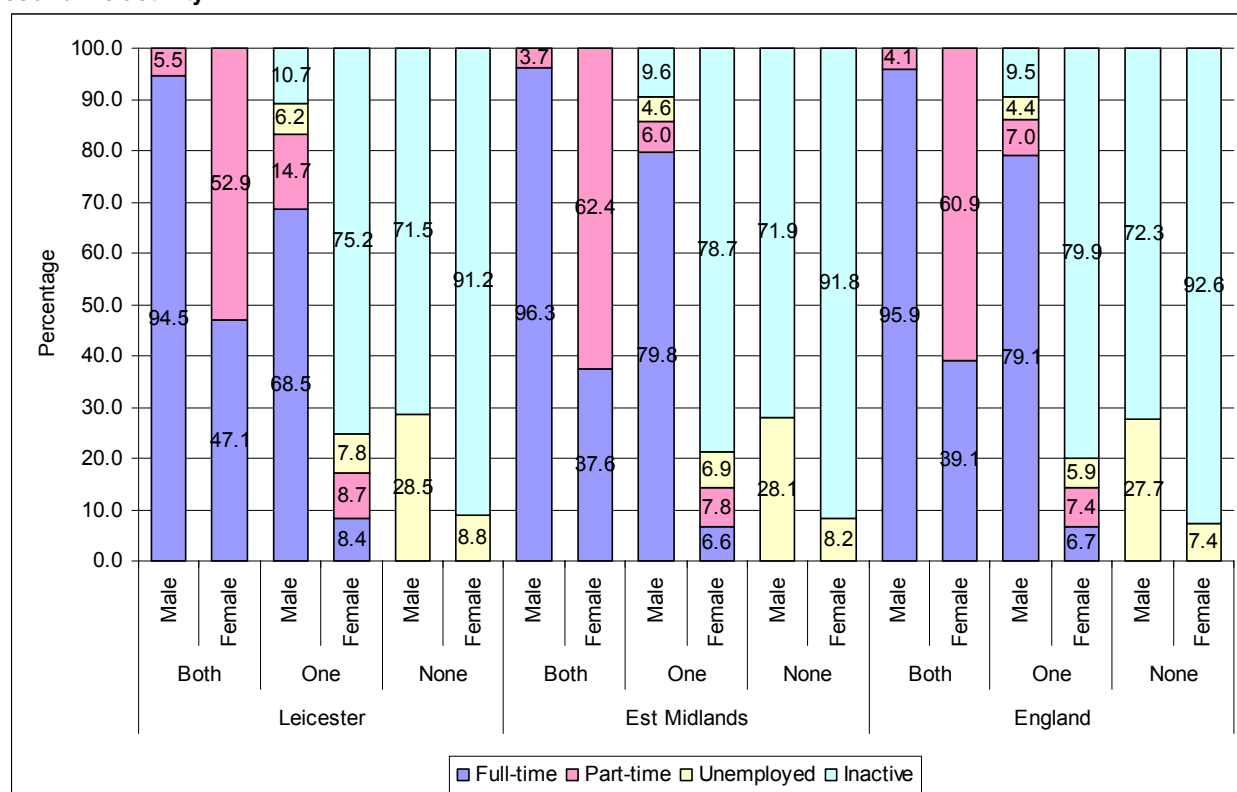
Source: 2001 Census Standard Tables, Crown Copyright 2003

Figure 6.15 shows the economic activity of adults in couple families with dependent children. In Leicester, in families where both parents worked, the majority of fathers worked full-time - a pattern also found at the regional and national levels. However the employment patterns of Leicester's mothers in couple families varied from the regional and national patterns: 47 per cent of these mothers worked full-time, compared with 38 per cent in the region and 39 per cent nationally.

For couple families in which only one adult worked, fewer fathers were in full-time employment in Leicester (69 per cent) than in the East Midlands (80 per cent) and England (79 per cent). Indeed, fathers in Leicester were twice as likely to work part-time, 15 per cent compared with only 6 per cent in the East Midlands and 7 per cent in England. On the other hand, more mothers in such families worked full time, 8 per cent compared with less than 7 per cent both at the regional and national scales. In Leicester these families also contained more unemployed fathers and mothers.

In workless households in Leicester the picture is similar to that in both the East Midlands and England.

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



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

Key Points

- Leicester has a higher unemployment rate for both men and women than is found in the East Midlands region or England overall. The self-described unemployment rate is especially high for young people under 25 and aged between 25-34.
- Long term unemployment is comparatively high in Leicester. One fifth of unemployed men and a quarter of unemployed women under 25 have never worked. The proportion of unemployed women who have never been in paid employment is higher than at the regional and national scales in all age bands. About 10 per cent of unemployed men and 15 per cent of unemployed women had not had a job for more than 5 years.
- Estimates of 'real' unemployment for both men and women in Leicester suggest that the scale of labour market detachment is significantly underestimated. This is particularly marked for women, where the 'real' unemployment rate is 9 per cent higher than the claimant count.
- Many unemployed people previously worked in elementary jobs, as process, plant and machine operatives or in sales and customer service occupations (60 per cent for men and 65 per cent for women), higher proportion than both the regional and national averages.
- A high proportion of unemployed people in Leicester were previously employed in manufacturing industry, 31 per cent of men and 24 per cent of women, while a further 23 per cent of men and 28 per cent of women previously worked in the wholesale and retail sector.
- Leicester has proportionally twice as many students as the East Midlands and England, 10 per cent among both men and women of working age.
- Economic inactivity among women of working age is often associated with their household responsibilities. 15 per cent of women in Leicester were at home full-time looking after their home or family, a slightly higher percentage than in both the region and England (14 per cent).
- Qualifications have a marked effect on employment status. This is evident among Leicester's unqualified women, who are much less likely to be employed than qualified women. Only 45 per cent of women with no qualifications were in employment, compared with 75 per cent of women with higher qualifications.
- The percentage of women who were looking after their home or family full-time was higher in Leicester than in the region or in England as a whole, particularly amongst women under 50.
- Unemployment and economic inactivity have a marked impact on the household. A quarter of dependent children in Leicester were living in households with no working adult, compared with 16 per cent in the East Midlands region and 17 per cent in England as a whole.
- In couple families with dependent children where no parents worked, over 70 per cent of fathers and over 90 per cent of mothers were economically inactive.
- A significantly lower proportion of lone parents with dependent children in Leicester were active in the labour market compared with those in the region and nationally. Fewer than 60 per cent of lone fathers and just 41 per cent of lone mothers with dependent children were in full-time or part-time employment.

7. Women, Men and Diversity

The Employment Circumstances of People from Black and Minority Ethnic Groups

There are marked differences in the way women and men from Black and Minority Ethnic groups in Leicester experience the labour market.

As described in Chapter 1, Leicester has a comparatively large population of residents from Black and Minority Ethnic groups. **Figures 7.1 and 7.2** show the economic activity status of young men and women by ethnicity. Some ethnicity categories contain large numbers, while others are very small. Among young people (aged 16-24) in Leicester the main groups are: *Indian* (11,038); *White Other* (1,075); *Pakistani* (900); *Other Asian* (812); *Black African* (810); *Mixed White and Black Caribbean* (570); *Chinese* (491) and *Black Caribbean* (482). There were almost 25,000 White British people in this age group.

Among mature people of working age (25-59 years for women, and 25-64 years for men), similar ethnic groups have the largest numbers after the majority *White British* category. Here the figures for each population group are: *Indian* (35,816); *White Other* (2,867); *Other Asian* (2,791); *Black Caribbean* (2,539); *White Irish* (1,847); *Pakistani* (1,843); and *Black African* (1,690). The number of White British people was a little over 78,000.

The economic activity, occupations and industrial distribution of Leicester's Black and Minority Ethnic groups are the focus of discussion in this chapter, with particular attention to the groups listed above. Data for all Black and Minority Ethnic groups identified in the 2001 Census are shown in the figures presented.

Economic Activity

Economic Activity: 16-24 year olds

In Leicester, among 16-24 year olds, young White Irish people were more likely to be employed full time (25 per cent of men and 23 per cent of women), compared with young people from other Black and Minority Ethnic groups, as shown in **Figures 7.1 and 7.2**. Young Mixed White and Black Caribbean people in Leicester also had a higher **full-time employment** rate (29 per cent of men and 18 per cent of women), followed by 23 per cent of

Indian men and 19 per cent of Indian women, and 21 per cent of Mixed White and Asian men and 18 per cent of Mixed White and Asian women. 27 per cent of young Other Asian²⁸ men were also in full-time employment, compared with only 12 per cent of young Other Asian women.

The highest **unemployment** rates were found among young Black Caribbean people in Leicester (23 per cent for men and 11 per cent for women), and among young Mixed White and Black Caribbean people (16 per cent for men and 8 per cent for women). These figures compare with 8 per cent of men and 5 per cent of women in Leicester's overall 16-24 population. These patterns were similar to those found for the same young Black and Minority Ethnic groups in the East Midlands region and in England as a whole, but were more marked in Leicester.

In Leicester, **part-time employment** was more widespread among young women from Other Black²⁹ (11 per cent), Mixed White and Black Caribbean and Bangladeshi groups (both 9 per cent), compared with other young women (8 per cent). The highest proportions of young women who were **looking after their home or family full-time** were from Bangladeshi (26 per cent), Other Black (18 per cent) and Mixed White and Black Caribbean (15 per cent) groups, compared with 9 per cent of Leicester's overall 16-24 female population and with their counterparts nationally (22 per cent, 7 per cent, and 10 per cent).

Leicester's young Chinese population contained a very high proportion of **students**, about 83 per cent of men and 82 per cent of women, compared with 40 per cent of men and 42 per cent of women in Leicester's overall 16-24 population. Consequently there were far fewer Chinese young people in other economic activity statuses. Only 10 per cent of young Chinese men and 11 per cent of young Chinese women were in full-time employment, compared with 44 per cent of men and 33 per cent of women in Leicester's overall 16-24 population. These patterns were consistent with the regional and national pictures for Chinese young people.

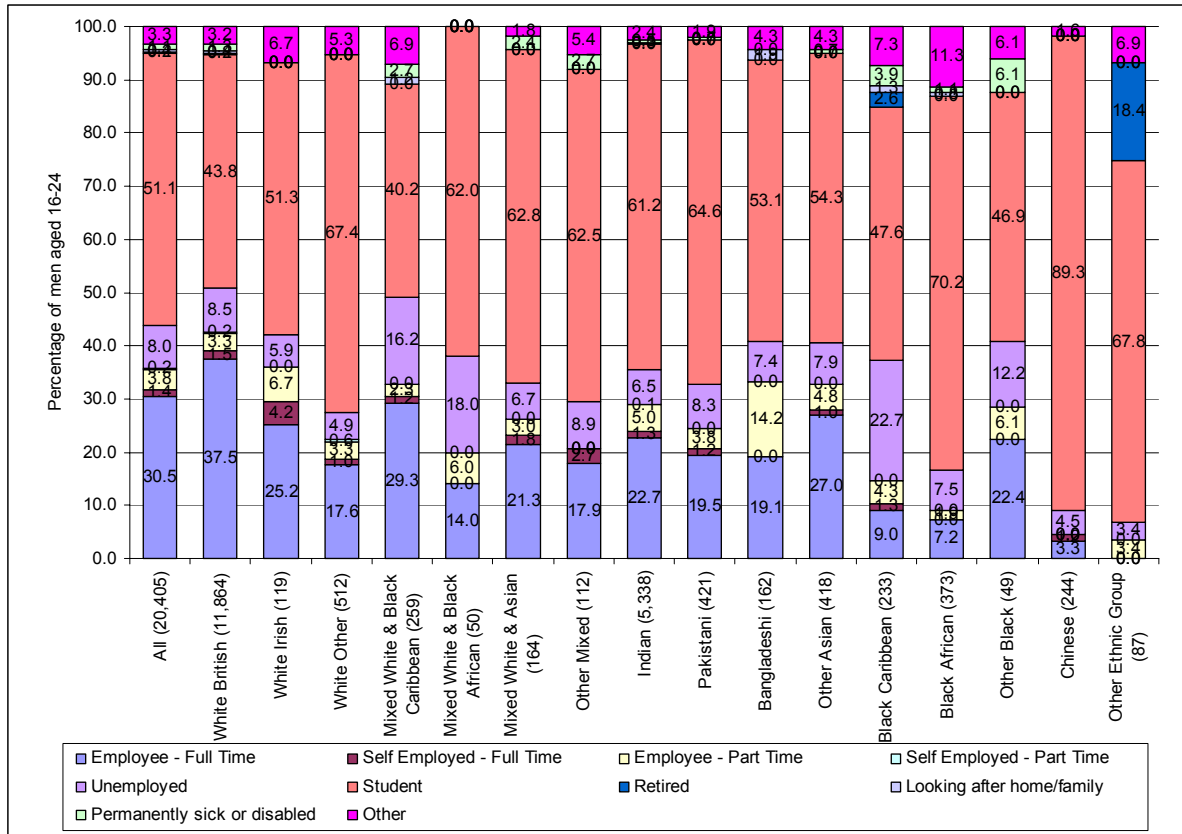
Economic Activity: Men aged 25 - 64 years

In Leicester, the **full-time employment** rate of Black and Minority Ethnic men aged 25-64 was, in general, lower than in the East Midlands region and England as a whole. **Figure 7.3** shows 55 per cent of Indian men

²⁸ Other Asian includes Punjabi, Kashmiri, East African Asian, Tamil, Sinhalese, Caribbean Asian, British Asian, Mixed Asian and Other Asian, Asian unspecified.

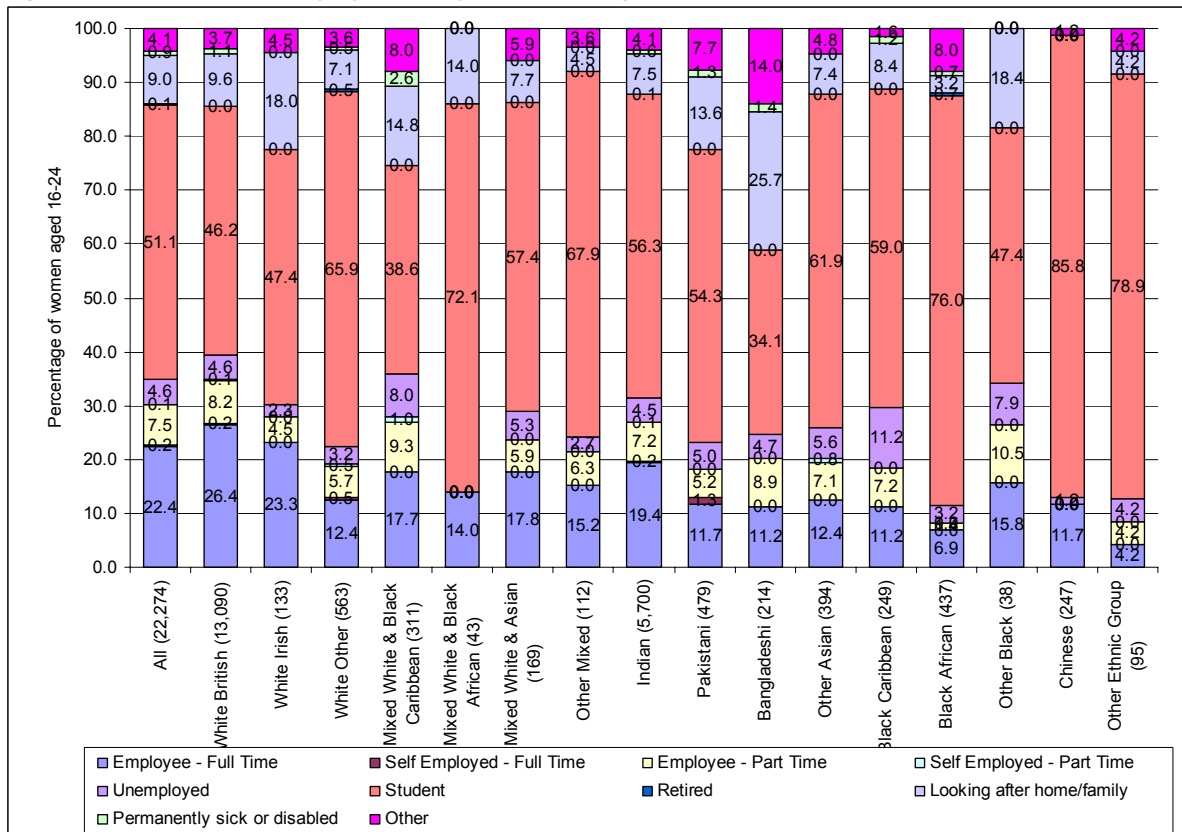
²⁹ Other Black includes Somali, Nigerian, Black British, Mixed Black and Other Black, Black unspecified

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



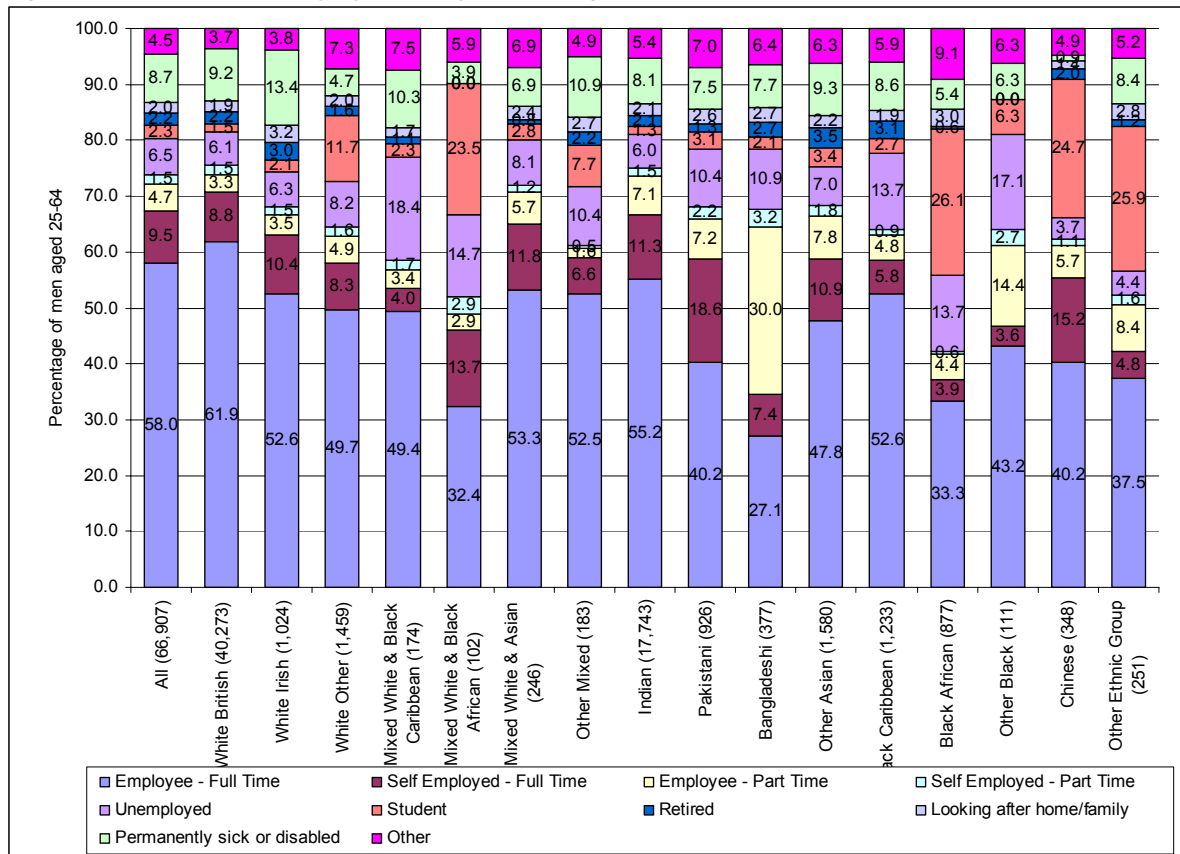
Source: 2001 Census Standard Tables, Crown Copyright 2003

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



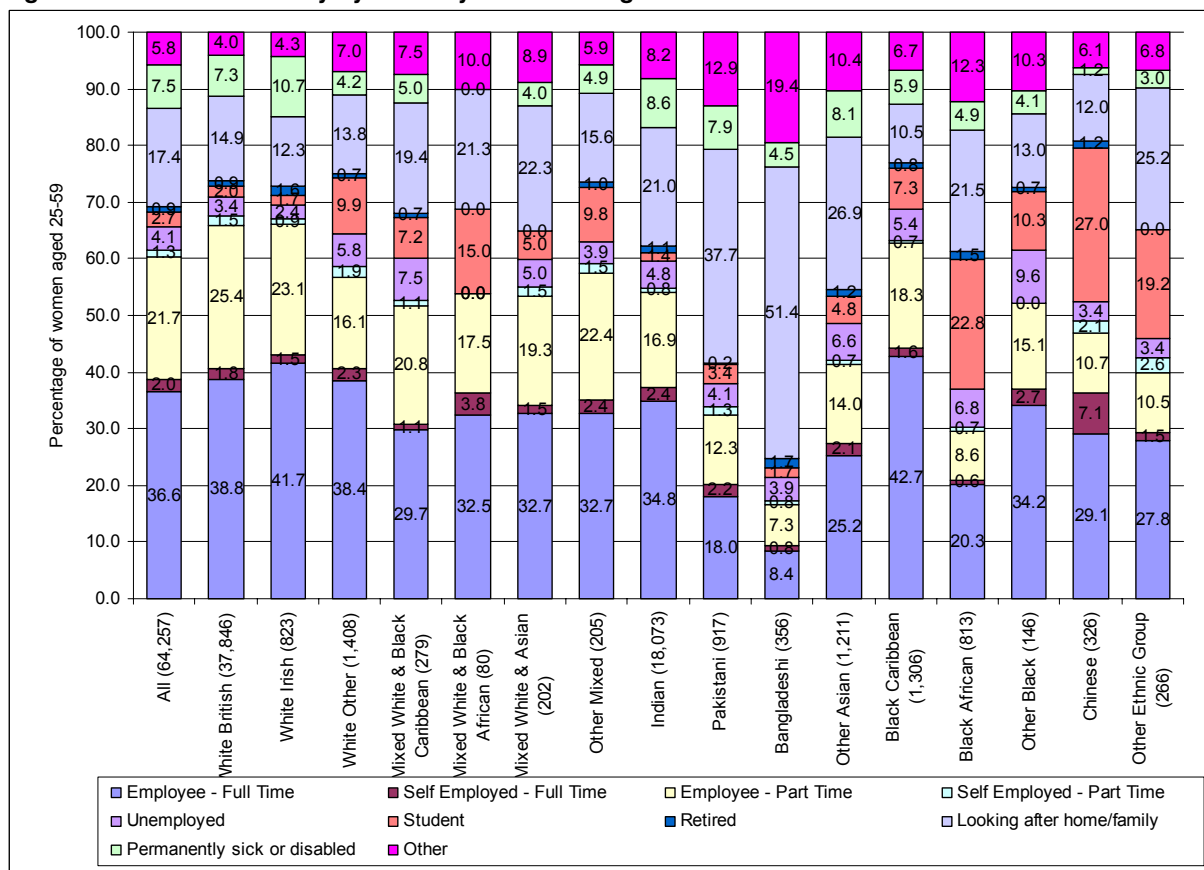
Source: 2001 Census Standard Tables, Crown Copyright 2003

Figure 7.3 Economic Activity by ethnicity for men aged 25-64 in Leicester



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 Leicester



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

were employed full time, followed by men from Mixed White and Asian, White Irish, Black Caribbean and Other Mixed men (all 53 per cent), White Other (50 per cent), Mixed White and Black Caribbean (49 per cent) and Other Asian (48 per cent) groups. This compares with 58 per cent of the overall 25-64 male population in Leicester, and 62 per cent for the White British group. The lowest rate of full-time employment was found among Bangladeshi men (27 per cent).

The highest **full-time self-employment rates among men** were found in Leicester's Pakistani (19 per cent), Chinese (15 per cent), Mixed White and Black African (14 per cent), Mixed White and Asian (12 per cent), Indian and Other Asian men (both 11 per cent), compared with 10 per cent of the overall 25-64 male population in Leicester, and 9 per cent of White British men. At the other end of the spectrum were Other Black, Black African and Mixed White and Black Caribbean men, with full-time self employment rates of just 4 per cent.

Male part-time employment was highest by far among Bangladeshi men, with one in three either employed or self-employed on a part-time basis. Other Black men were also more likely than most other groups to work part-time, 17 per cent, compared with 6 per cent of the overall 25-64 male population in Leicester and just 4 per cent of the White British male population.

In Leicester, the highest **male unemployment** rate was found among Mixed White and Black Caribbean (18 per cent) and Other Black men (17 per cent), followed by 15 per cent of Mixed White and Black African men, 14 per cent of both Black Caribbean and Black African men, 11 per cent of Bangladeshi men and 10 per cent of both Other Mixed and Pakistani men. These figures were also higher than the corresponding rates for men from the same ethnic groups regionally and nationally. The lowest unemployment rate was found among Chinese men, less than 4 per cent, a considerably lower rate than for the overall 25-64 male population in Leicester (7 per cent). The unemployment rate for White British men in Leicester was 6 per cent.

By comparison with the White British male population aged 25-64 in Leicester, among whom less than 2 per cent were **students**, there was a much higher percentage of **students** among Leicester's Black and Minority Ethnic men - over a quarter of Black Caribbean and Other Ethnic men (26 per cent), a quarter of Chinese men, 24 per cent of Mixed White and Black African men, 12 per cent of White Other men, 8 per cent of men from the Other Mixed group, and 6 per cent of Other Black men, compared with only 2 per cent of the overall 25-64 male population in Leicester.

While 9 per cent of the overall male population aged 25-64 in Leicester was economically inactive due to **sickness and disability**, a considerably higher proportion of White Irish men (13 per cent) were sick or disabled, followed by 11 per cent of Other Mixed men, and 10 per cent of Mixed White and Black Caribbean men.

In Leicester, a significantly higher proportion of Black and Minority Ethnic men were in the '**other**' economic activity status, 9 per cent of Black African men, 8 per cent of Mixed White and Black Caribbean men, 7 per cent of White Other men and Pakistani men, compared with less than 5 per cent of the overall 25-64 male population in Leicester and 4 per cent of White British men³⁰.

Economic Activity: women aged 25 - 59 years

Figure 7.4 shows that Leicester's women have patterns of economic activity which differ both from those of men and between women of different Black and Minority Ethnic groups. The highest **female full-time employment** rates (including full-time self-employment) were found among Black Caribbean (44 per cent), White Irish (43 per cent) and White Other (41 per cent) women, followed by Indian and Other Black women (both 37 per cent), Mixed White and Black African women (36 per cent), and Other Mixed and Mixed White and Asian women (35 per cent). The full-time employment rate for White British women was 41 per cent. Women from these ethnic groups were more likely to work full-time than those from other Black and Minority Ethnic groups. **Full-time self-employment** was more prevalent among Chinese women (7 per cent), compared with 2 per cent of the overall 25-59 female population in Leicester and the same percentage of White British women. The full-time employment rates of Black and Minority Ethnic women in Leicester, were broadly similar to the regional averages, but lower than the national levels.

A **low employment rate** was found among Bangladeshi women, with just 9 per cent in full-time and 7 per cent in part-time employment. Pakistani and Black African women were also less likely than most other groups to participate in the labour market (with just 20 per cent of Pakistani women working full-time and 14 per cent working part-time, and 21 per cent of Black African women working full-time, and 9 per cent part-time). This compared with rates of 39 per cent (full-time) and 23 per cent (part-time) in Leicester's overall 25-59 female population, and with figures of 42 per cent and 27 per cent among White British women in Leicester.

³⁰ This category includes people who are looking for work but are not able to start a job within 2 weeks.

Women from the Bangladeshi and Pakistani groups were also more likely to **look after their home or family full-time** than women from other ethnic groups, 51 per cent and 38 per cent respectively, compared with 17 per cent of the overall 25-59 female population and 15 per cent of White British women in Leicester. Other ethnic groups with a higher proportion of women looking after their home or family full-time were Other Asian (27 per cent), Other Ethnic group (25 per cent), Mixed White and Asian and Black African (both 22 per cent), Indian and Mixed White and Black African (both 21 per cent).

Like their male counterparts, more women from the Chinese, Black African and Other Ethnic groups were **students**, 27 per cent, 23 per cent and 19 per cent respectively, compared with less than 3 per cent of the overall 25-59 female population in Leicester and less than 2 per cent of White British women. Again, Leicester's Black and Minority Ethnic women were more likely to be students than other Leicester women, similar to the regional or national patterns.

The economic inactivity rate related to **sickness and disability** for Leicester's Black and Minority Ethnic women was, in most cases, lower than the average of 8 per cent for the overall 25-59 female population in Leicester and of 7 per cent for White British women. The highest rates were found in White Irish women (11 per cent), and among Indian women (9 per cent), Other Asian women and Pakistani women (both 8 per cent).

In Leicester, Bangladeshi and Pakistani women were more likely to be in the '**other**' economic activity status, 19 per cent and 13 per cent respectively, compared with 6 per cent of the overall 25-59 female population in Leicester and 4 per cent of White British women. The corresponding figures for their counterparts in England were 19 per cent and 16 per cent.

Occupations of the employed population³¹

Figures 7.5 and 7.6 show the occupations of the employed population in Leicester by ethnicity. Leicester's Pakistani, Indian and Chinese populations contain a higher proportion of men who work as **managers and senior officials** than other ethnic groups. 15 per cent of Pakistani men and 13 per cent of Indian and Chinese men were in managerial or senior official positions, compared with 12 per cent of men of both the whole male population of working age and of White British men in Leicester. More women from Other

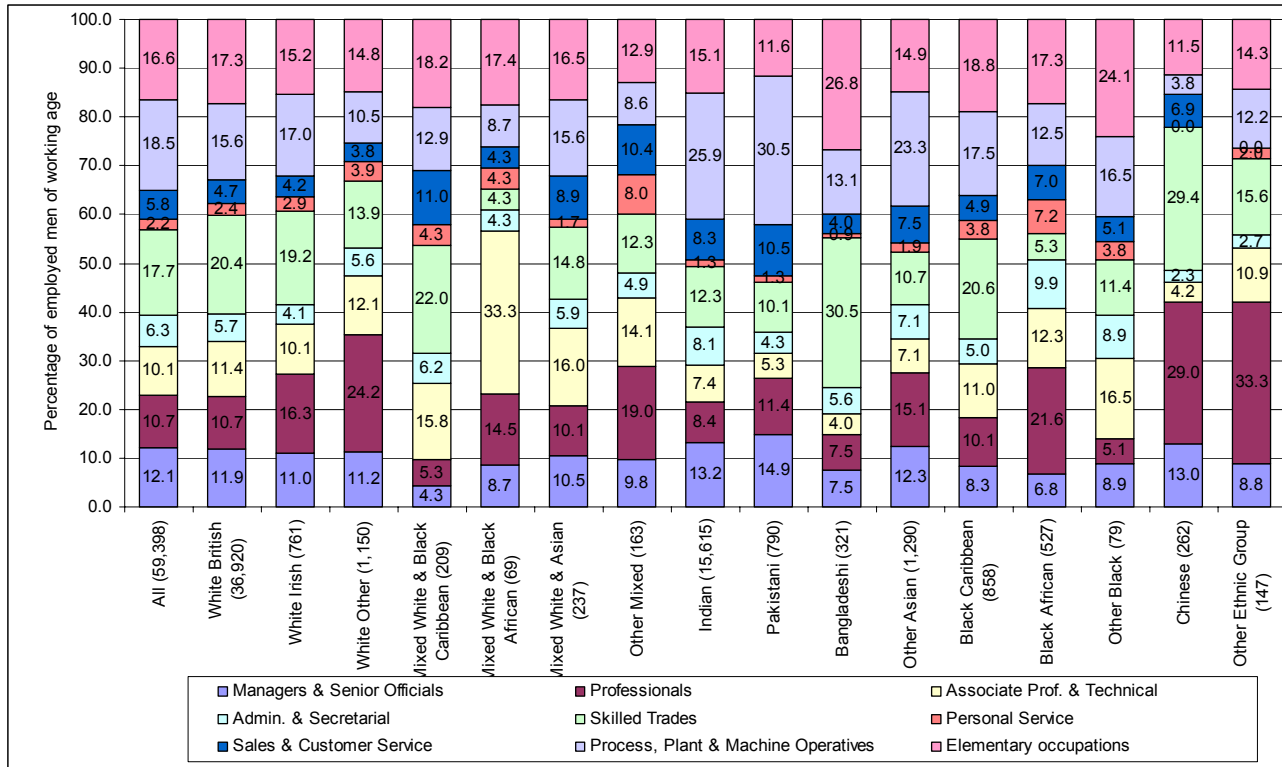
Black, Mixed White and Asian and Chinese backgrounds worked as managers and senior officials, 12 per cent, 11 per cent and 9 per cent respectively, compared with 7 per cent of women of the whole female population of working age and 8 per cent of White British women in Leicester. Mixed White and Black Caribbean men and women (4 per cent and 5 per cent), Black African men and women (7 per cent and 5 per cent) and Bangladeshi men and women (8 per cent and 4 per cent) were far less likely to work as managers or senior officials in Leicester. In general, fewer Black and Minority Ethnic men and women worked in these senior jobs, compared with their counterparts both regionally and nationally.

In Leicester, a higher proportion of men and women from the White Other (24 per cent and 26 per cent), Chinese (29 per cent and 20 per cent), Other Ethnic (33 per cent and 15 per cent), Other Mixed (19 per cent and 18 per cent) and Black African (22 per cent and 10 per cent) ethnic groups were employed in **professional jobs**, compared with 11 per cent of men and 9 per cent of women of the whole population and with 11 per cent of men and 10 per cent women in the White British population. Leicester's men and women from Mixed White and Black Caribbean, Bangladeshi and Indian ethnic groups were less likely to work as professionals than other groups. This compares unfavourably with their counterparts at the national level. Very few Other Black men were in professional jobs in Leicester, 5 per cent compared with 10 per cent in the region and 9 per cent nationally. On the other hand, more Other Black women in Leicester worked as professionals (13 per cent) than similar women regionally (8 per cent) and nationally (9 per cent).

As elsewhere in the country, considerably more women than men from Black and Minority Ethnic groups in Leicester worked in **associate professional and technical** occupations. A higher proportion of Leicester women from the Mixed White and Black African (26 per cent), Black Caribbean (22 per cent), Other Ethnic (19 per cent), and Black African (18 per cent) groups worked in this type of occupation, compared with just 2 per cent of the whole female population of working age in Leicester and 13 per cent of White British women. Men from Mixed White and Black African (33 per cent), Other Black (17 per cent), Mixed White and Asian and Mixed White and Black

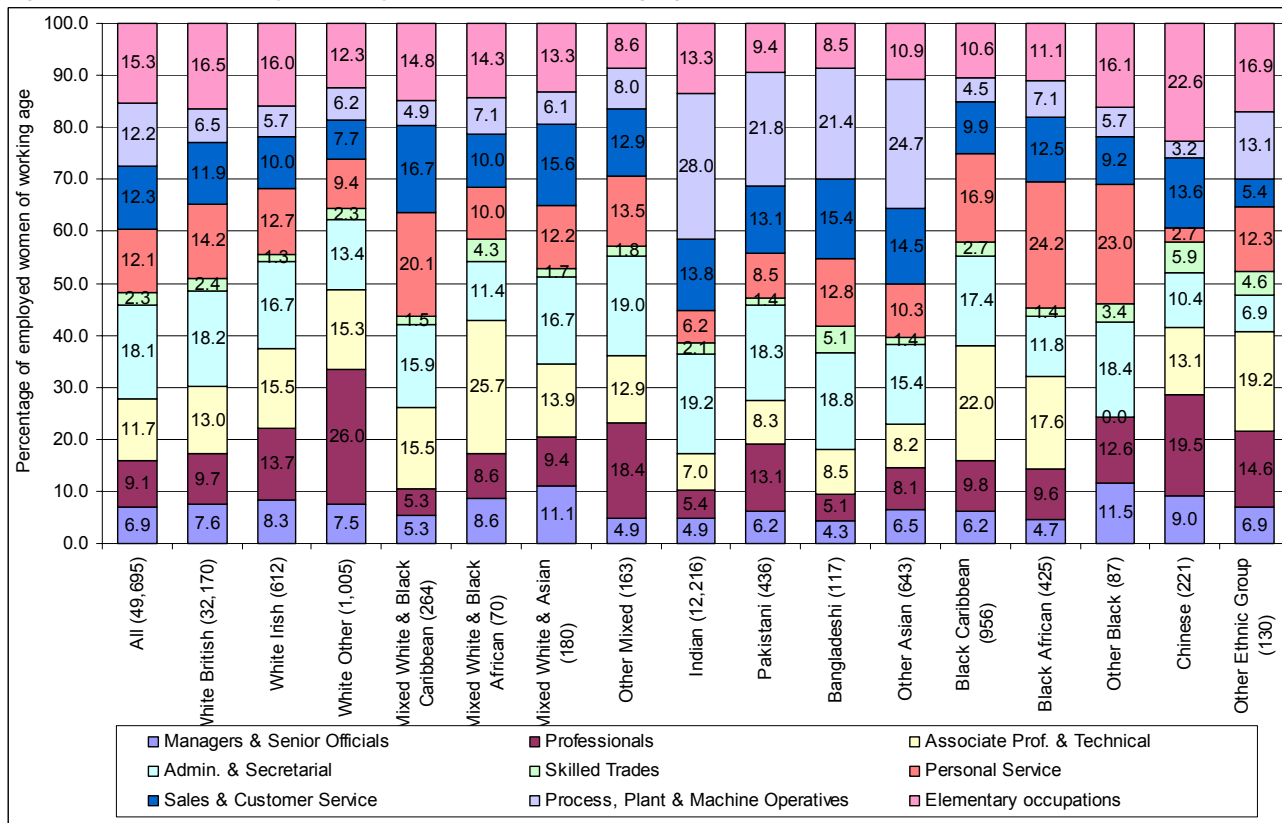
³¹ Data about the occupations and industrial distribution of people by Black and Minority Ethnic groups has only been released by the Office for National Statistics at district level for the entire working age population, to comply with legislation on the disclosure of information. This means that in the data which follows, no differentiation between younger and older men and women of working age is possible.

Figure 7.5 Occupation by ethnicity for men of working age in Leicester



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

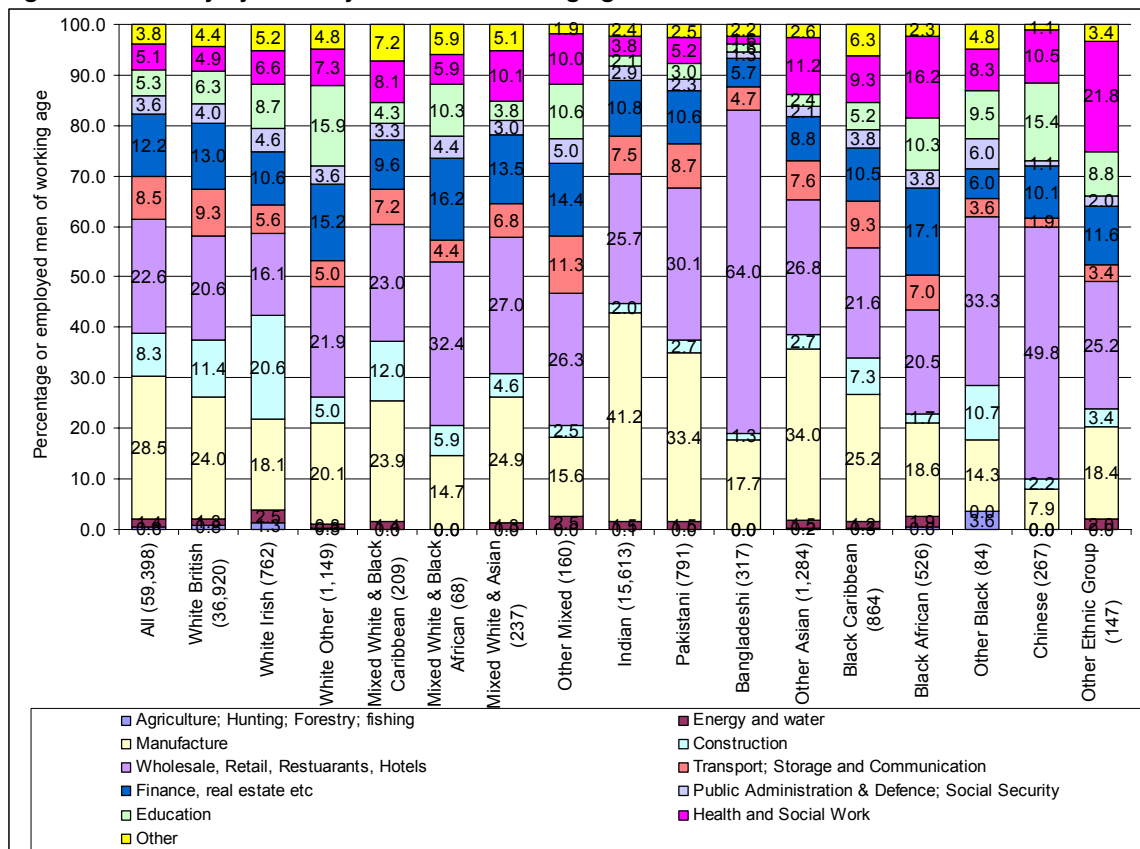
Figure 7.6 Occupation by ethnicity for women of working age in Leicester



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

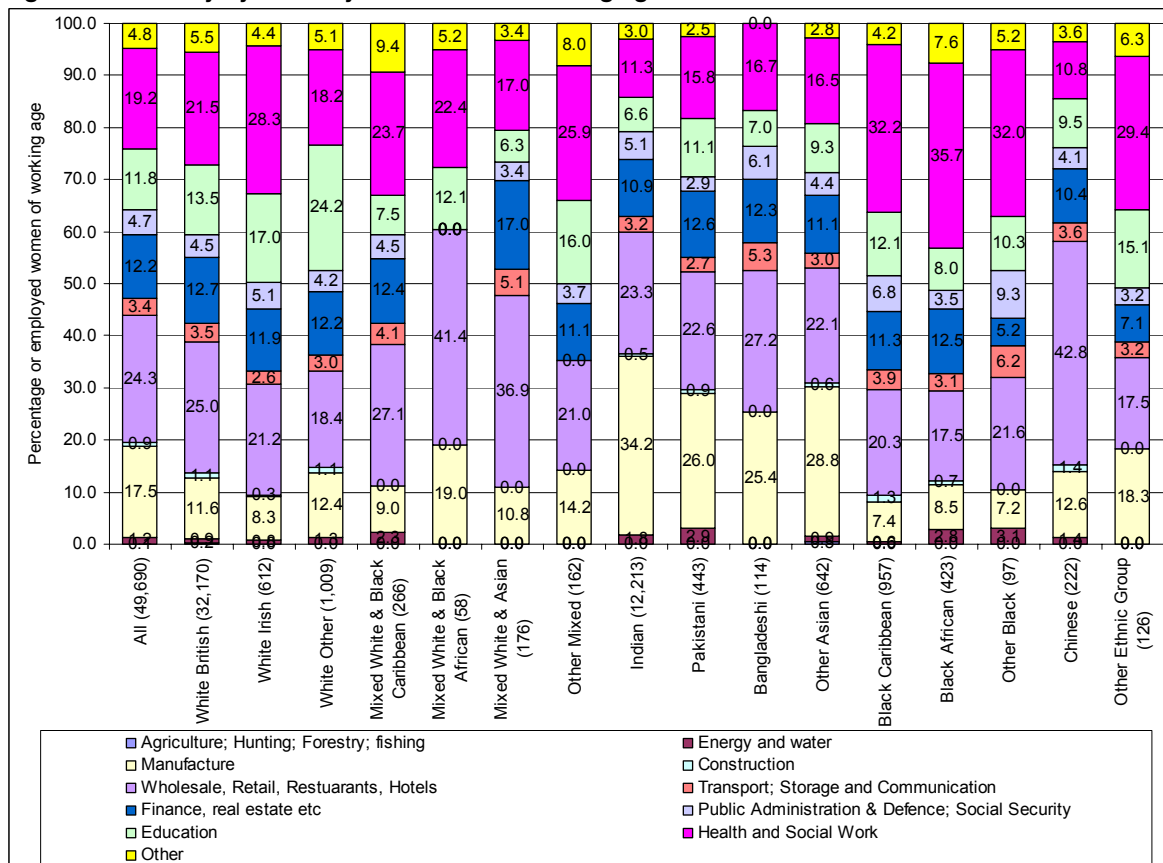
Note: Elementary occupations include farm workers, labourers, packers, postal workers, hospital porters, hotel porters, kitchen and catering assistants, waiters, waitresses, bar staff, window cleaners, road sweepers, cleaners, refuse and salvage occupations, security guards, traffic wardens, school crossing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

Figure 7.7 Industry by ethnicity for men of working age in Leicester



Source: 2001 Census Standard Tables, Crown Copyright 2003 and 2001 Census Commissioned Tables, Crown Copyright 2004
 Note: 'Other' includes sewage and refuse disposal, activities of membership organisations, recreational, cultural and sporting clubs, private households with employed persons, extra territorial organisations.

Figure 7.8 Industry by ethnicity for women of working age in Leicester



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

Caribbean (both 16 per cent) groups were also more likely to work in these occupations than other Leicester men. Bangladeshi, Chinese and Pakistani men were the least likely to be in associate professional and technical jobs, at 4-5 per cent, compared with 10 per cent of the whole male population of working age in Leicester, and 11 per cent of White British men in Leicester.

Leicester's Black and Minority Ethnic women were, in most cases, less likely than women from the same ethnic groups in the East Midlands region and in England as a whole to work in **administrative and secretarial** occupations. In Leicester, a higher proportion of women from Black Caribbean (20 per cent), Bangladeshi, Indian, Other Mixed and Pakistani (all 19 per cent) groups worked in this occupational category, compared with other Black and Minority Ethnic groups. Nevertheless, these figures were lower than the percentage of the whole female population working in this occupation (21 per cent), or than the figure (22 per cent) for White British women in these jobs in Leicester. The Chinese population in Leicester, both men and women, were the least likely to work in administrative and secretarial occupations (3 per cent of men and 10 per cent of women).

Chinese men and women, however, were among those who were most likely to be working in **skilled trades** compared with other Leicester residents, 29 per cent and 6 per cent compared with 18 per cent of the whole male population and 2 per cent of the whole female population in the city, or with 20 per cent of White British men and 2 per cent of White British women in Leicester. The Bangladeshi population in Leicester also contained a higher proportion of men (31 per cent) and women (5 per cent) in skilled trades. A comparatively high proportion of Mixed White and Black Caribbean men (22 per cent) and Black Caribbean men (21 per cent) worked in skilled trades as well. This is similar to, but more marked than, the national pattern.

In Leicester, women and men from the Black African (24 per cent and 7 per cent), Mixed White and Black Caribbean (20 per cent and 4 per cent) and Black Caribbean (17 per cent and 4 per cent) groups were more likely than other ethnic groups to work in **personal service occupations**, compared with 14 per cent and 2 per cent of White British women and men in the city, and 12 per cent of women and 2 per cent of men in the entire Leicester population. These figures for ethnic minority groups were higher than the corresponding ones at the national level. Chinese people remained the least likely to be in these occupations, 3 per cent of women and virtually no men, in their case consistent with the regional and national pictures.

Leicester's residents from Mixed White and Black Caribbean and Pakistani groups were more likely than

other ethnic groups to work in **sales and customer service** (17 per cent of Mixed White and Black Caribbean men and 11 per cent of Mixed White and Black Caribbean women; 13 per cent of Pakistani women and 11 per cent of Pakistani men), compared with 12 per cent and 5 per cent of White British women and men in the city. A higher proportion of Bangladeshi women worked in this type of work (15 per cent), but fewer Bangladeshi men (4 per cent).

In Leicester, the Pakistani population was most concentrated in **process, plant and machine operative jobs**, 31 per cent of men and 22 per cent of women, compared with 19 per cent of the whole male population and 12 per cent of the female population of working age in Leicester, and with 16 per cent of White British men and 7 per cent of White British women in Leicester. Men and women from Indian (26 per cent and 28 per cent) and Other Asian (23 per cent and 25 per cent) groups were also more likely to work as process, plant and machine operatives than other Leicester residents. A high percentage of Bangladeshi women worked in this type of work (21 per cent), but fewer Bangladeshi men (13 per cent). In general, there were more men and women from Black and Minority Ethnic groups in Leicester working as process, plant and machine operatives than at the regional and national levels.

In Leicester, over a quarter of Bangladeshi men (27 per cent) were working in **elementary occupations**, followed by 24 per cent of Other Black men, 19 per cent of Black Caribbean men, 18 per cent of Mixed White and Black Caribbean men and 17 per cent of Black African men, compared with 17 per cent of the whole male population working in this occupation in Leicester and of White British men. This was similar to, but more marked than, the national pattern. Among Leicester's ethnic groups, Chinese and Pakistani men were the least likely to work in elementary occupations. Leicester's Black and Minority Ethnic women were more likely than their national counterparts to work in elementary occupations. Chinese women were the most concentrated in these occupations. (23 per cent compared with 15 per cent of the whole female population of working age, and with 17 per cent of White British women). A high proportion of women from the Other Ethnic (17 per cent), White Irish and Other Black (both 16 per cent) groups also worked in elementary occupations in Leicester.

Industrial distribution of the employed population

Figures 7.7 and 7.8 show the industrial distribution of the employed population in Leicester by ethnicity. In contrast to the national pattern, which shows that across England, Black and Minority Ethnic men were less likely to be employed in **manufacturing**, in Leicester, more

Indian men (41 per cent), Other Asian men (34 per cent) and Pakistani men (33 per cent) were working in manufacturing. This compared with 29 per cent for the whole male population in Leicester, and 24 per cent for White British men in the city. For Black and Minority Ethnic women in Leicester, the pattern also shows many more women employed in manufacturing. 34 per cent of Indian women, 29 per cent of Other Asian women, 26 per cent of Pakistani women and a quarter of Bangladeshi women worked in this sector, compared with just 18 per cent of the whole female population in Leicester and with 12 per cent of White British women.

Leicester's White Irish men were more likely to work in **construction**, 21 per cent, followed by Mixed White and Black Caribbean men (12 per cent) and Other Black men (11 per cent). This compares with 8 per cent of the whole male population, and with 11 per cent of White British men in Leicester. This is similar to the patterns in the region and England as a whole.

In Leicester, the majority of Bangladeshi men were employed in the **wholesale, retail, restaurants and hotels** sector (64 per cent). This was a much higher proportion than for the whole male population of working age in Leicester (23 per cent), but is similar to both the regional and national patterns for men of this ethnicity. Half of all Chinese men in Leicester worked in this sector, a similar picture to the national one. Chinese women, on the other hand, were more strongly concentrated in this sector than Bangladeshi women (43 per cent compared with 27 per cent), whereas the percentages for the whole female population working in this industry and for White British women in Leicester were 24 per cent and 25 per cent. Both the Mixed White and Black African (41 per cent and 32 per cent) and Mixed White and Asian (37 per cent and 27 per cent) populations also contained a higher proportion of women and men in this industry.

In most cases, Black and Minority Ethnic groups are less likely than others to work in the **transport, storage and communications** sector. 11 per cent of Other Mixed men worked in this sector, compared with 9 per cent of both the whole male population of working age in Leicester and of White British men.

Black African men, Mixed White and Black African men and White Other men were more likely than other ethnic groups to work in **finance and real estate** (17 per cent, 16 per cent and 15 per cent respectively), compared with 12 per cent of the whole male population of working age in Leicester and 13 per cent of White British men. Among women, 17 per cent of Mixed White and Asian women worked in finance and real estate, compared with an average of 12 per cent of the whole female population of working age in Leicester, and 13 per cent of White British women. Other Black men and women

were least likely to work in this sector, 6 per cent and 5 per cent respectively.

In Leicester, 9 per cent of Other Black women, 7 per cent of Black Caribbean women and 6 per cent of Bangladeshi women worked in the **public administration and defence and social security sector**, compared with 5 per cent of both the whole female population of working age and of White British women in Leicester. Nevertheless, Black and Minority Ethnic groups in Leicester had low representation in this part of the economy. This is consistent with, but more marked than, regional and national patterns.

In employment in **education** in Leicester, women and men from the White Other ethnic group were the most strongly represented, 24 per cent and 16 per cent respectively, compared with 12 per cent and 5 per cent of the whole female and male populations of working age, and 14 per cent and 6 per cent of White British women and men in Leicester. These figures were also higher than the corresponding ones at the regional and national levels. Among men, the Chinese (15 per cent), Other Mixed (11 per cent), Black African and Mixed White and Black African (both 10 per cent) groups were also disproportionately located in education, whereas among women it was those from the White Irish (17 per cent), Other Mixed (16 per cent) and Other Ethnic Group (15 per cent) communities who were most likely to be employed in this sector.

Finally, Leicester's Black and Minority Ethnic women were more likely than their counterparts nationally to work in **health and social work**. 36 per cent of Black African women and 32 per cent of Black Caribbean and Other Black women worked in this sector, compared with 19 per cent of the whole female population and 22 per cent of White British women in Leicester. The corresponding figures for England as a whole were 32 per cent, 28 per cent and 26 per cent. There was also a much higher proportion than at national levels of women from the Other Ethnic (29 per cent), White Irish (28 per cent), Other Mixed (26 per cent) and Mixed White and Black Caribbean (24 per cent) backgrounds working in health and social work. In most cases, Leicester's Black and Minority Ethnic men were more likely to work in this industry than other Leicester men. 22 per cent of men from the Other Ethnic group, 16 per cent of Black African men, 11 per cent of both Other Asian and Chinese men, and 10 per cent of Mixed White and Asian men and Other Mixed men in this sector. Bangladeshi and Indian men were the least likely to work in this industry (less than 2 per cent and 4 per cent respectively), while a little under 5 per cent of both the whole male population and of White British men worked in this sector in Leicester.

Key Points

Leicester has a large ethnic minority population. Among people of working age, the Indian, White Other, Other Asian, Black Caribbean, White Irish, Pakistani and Black African populations are the numerically largest groups after the White British group.

Economic activity indicators vary considerably between Black and Minority Ethnic groups.

For those aged under 25 in Leicester:

- A much higher percentage of White Irish men and women were employed full-time, compared with other Black and Minority Ethnic groups.
- The highest unemployment rates were found in young Black Caribbean and Mixed White and Black Caribbean people.
- Part-time employment was more common among young women from the Other Black, Mixed White and Black Caribbean and Bangladeshi ethnic groups.
- A higher proportion of young women from the Bangladeshi, Other Black and Mixed White and Black Caribbean groups were looking after their home or family full-time.
- Over 80 per cent of the young Leicester's Chinese population were students, and consequently far fewer Chinese young people were in other economic activity statuses.

For Leicester's Black and Minority Ethnic men aged 25 to retirement age:

- The full-time employment rate was lower than in the East Midlands region and England as a whole.
- The lowest full-time employment rate was found among Bangladeshi men, whereas the highest full-time employment rate was among Indian men.
- Pakistani and Chinese men were more likely to be in full-time self employment, while Other Black, Black African and Mixed White and Black Caribbean men had low rates of self-employment.
- Part-time employment was mainly found in Bangladeshi and Other Black men.

- The highest unemployment rate was in Mixed White and Black Caribbean and Other Black men, and the lowest was found in Chinese men.
- There was a much higher percentage of students among Leicester's Black and Minority Ethnic men, compared with other Leicester men.
- A higher proportion of White Irish men were economically inactive due to sickness and disability compared with other groups.
- More men from the Black African, Mixed White and Black Caribbean, White Other and Pakistani groups were in the 'other' economic activity status.

For Leicester's Black and Minority Ethnic women aged 25 to retirement age:

- The highest full-time employment rates were found in Black Caribbean, White Irish and White Other women.
- Full-time self employment was more widespread among Chinese women.
- Low employment rates were found among Bangladeshi, Pakistani and Black African women.
- Bangladeshi and Pakistani women were more likely to be looking after their home or family full-time than other Leicester women.
- Leicester's Black and Minority Ethnic women were more likely to be students than other Leicester women, and in most cases, than their counterparts regionally and nationally, with a higher proportion of Chinese women.
- Fewer of Leicester's Black and Minority Ethnic women were economically inactive because of sickness and disability than other Leicester women.
- Bangladeshi and Pakistani women were more likely to be found in 'other' economic activity statuses than women from other ethnic groups in Leicester.

The occupational distribution of employed men and women in Leicester also varies by ethnicity.

- Leicester's Pakistani, Indian and Chinese populations contain a higher proportion of men and women who work as managers and senior officials than other ethnic groups. Nevertheless,

fewer Black and Minority Ethnic men and women worked in these senior jobs in Leicester than in the region or nationally.

- In Leicester, a higher percentage of men and women from White Other, Chinese, Other Ethnic, Other Mixed and Black African groups were in professional jobs, compared with other Leicester men and women, and also with the corresponding national percentages.
- More women than men from Black and Minority Ethnic groups in Leicester worked in associate professional and technical jobs. A higher proportion of women from the Mixed White and Black African, Black Caribbean, Other Ethnic and Black African groups worked in these occupations in Leicester, compared with the whole female population.
- Leicester's Black and Minority Ethnic women were, in most cases, less likely than women from the same ethnic groups regionally and nationally to work in administrative and secretarial jobs. Black Caribbean women were the most likely to work in this occupation (1 in 5), whereas Chinese men and women were among the least likely to hold these jobs in Leicester.
- Leicester's Bangladeshi and Chinese populations were more likely to work in skilled trades than other ethnic groups in the city.
- In Leicester, women and men from the Black African, Mixed White and Black Caribbean and Black Caribbean groups were more likely than other ethnic groups and than their counterparts nationally to work in personal service.
- More Mixed White and Black Caribbean and Pakistani people worked in sales and customer service than other ethnic groups in Leicester. While Bangladeshi women were most likely to work in this occupation, Bangladeshi men were among the least likely to hold such jobs.
- Leicester's Pakistani population was most concentrated in jobs as process, plant and machine operatives, nearly a third of men and over one fifth of women. Indian and Other Asian men and women were also more likely to work in this type of work.
- In Leicester, over a quarter of Bangladeshi men were in elementary occupations, followed by nearly a quarter of Other Black men, and nearly a fifth of Black Caribbean men and of Mixed

White and Black Caribbean men. Leicester's Black and Minority Ethnic women were more likely than their national counterparts to be employed in elementary occupations, especially in the Chinese, Other Ethnic, White Irish and Other Black ethnic groups.

The industrial distribution of employed men and women in Leicester also shows a diverse pattern by ethnicity:

- Over 40 per cent of Leicester's Indian men and a third of both Other Asian and Pakistani men were concentrated in manufacturing jobs. The percentage of Indian women working in manufacturing was almost double that of the overall female population in Leicester, 34 per cent compared with 18 per cent.
- A higher proportion of White Irish men worked in construction than other Leicester men, and than their regional and national counterparts.
- Bangladeshi men were very heavily concentrated in the wholesale, retail, restaurants and hotels sector, 64 per cent, compared with 23 per cent of the whole male population in Leicester. Half of Chinese men also worked in this industry.
- In most cases, Black and Minority Ethnic groups were less likely to work in transport, storage and communications than other Leicester residents.
- Black African men, Mixed White and Black African men and White Other men were more likely to work in finance and real estate than other Leicester men.
- Comparatively more Other Black women, Black Caribbean women and Bangladeshi women worked in public administration and defence and social security than other Leicester women.
- Leicester's women and men from the White Other ethnic group were most likely to work in education, compared with both other ethnic groups in Leicester and also with their counterparts at the regional and national level.
- Leicester's Black and Minority Ethnic women were more likely than their national counterparts to work in health and social work. 36 per cent of Leicester's Black African women, and nearly a third of both Black Caribbean and Other Black women, were employed in this sector, compared with 19 per cent of the whole female population in Leicester.

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

Data from the Labour Force Survey 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. These are presented in **Figure 8.1**.

In Leicester, about 3,100 people have 'term-time only' contracts, all of them women. Over half of them are also in part-time jobs. Almost 5,600 employed people working in the city have an annualised hours contract. Of these two thirds are women, and over a third are female part-time workers. **Figure 8.1** also shows that Leicester's part-time male workers are least likely to have flexibility in their working arrangements. None of them appear to have flexi-time, annualised hours or term-time only contracts, whereas women working part-time seem to have more flexibility in working arrangements than their full-time counterparts.

Comparison with the region and England shows that proportionally, in Leicester:

- a lower proportion of men who work full-time have flexi-time arrangements, annualised hours or term-time only contracts than is found among comparable men in the East Midlands region and across England
- among men working part-time, none appear to have flexi-time, annualised hours or term-time only contracts. This may be associated with the very small numbers of men working part-time and the sectors in which they work
- more women who work full-time have flexitime than at the national level, but fewer than in the East Midlands region

Figure 8.1 Men and women in full-time and part-time employment in Leicester with selected flexible working arrangements³²

Leicester's Employed Men 61,595				
	Men Full-time 54, 858		Men Part-time 6, 737	
	Numbers	%	Numbers	%
Flexitime	3, 437	6.3	0	0
Annualised Hours	1, 771	3.2	0	0
Term-time working	0	0	0	0

Leicester's Employed Women 50,891				
	Women Full-time 32, 550		Women Part-time 18, 341	
	Numbers	%	Numbers	%
Flexitime	4, 426	13.6	2, 664	14.5
Annualised Hours	1, 764	5.4	2, 045	11.1
Term-time working	1, 405	4.3	1, 704	9.3

Comparative data				
Employed men				
	Full-time		Part-time	
	Region	England	Region	England
Flexitime	8.2	8.1	8.6	6.2
Annualised Hours	3.9	3.6	2.2	2.0
Term-time working	1.1	0.9	1.7	3.2

Employed women				
	Full-time		Part-time	
	Region	England	Region	England
Flexitime	15.6	12.6	11.6	9.0
Annualised Hours	4.8	4.6	4.4	3.8
Term-time working	4.1	4.9	8.7	10.7

Source: LFS, Autumn 2003, ONS

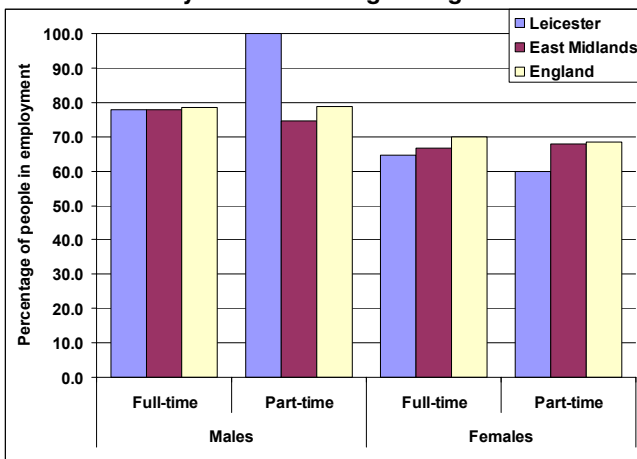
- contrary to the regional and national patterns, full-time women workers in Leicester are less likely to have flexi-time or annualised hours contracts than women who work part-time

³² The LFS data include other types of flexible working patterns including job sharing, nine day fortnight, four and a half day week and zero hours contracts. These are not included here due to the small numbers involved. Note that it is possible for employees to appear in more than one category.

- the proportion of women working part-time who have flexitime or annualised hours contracts is higher in Leicester than in the East Midlands region and England as a whole, whereas Leicester's men working full-time have less flexibility in their working arrangements than their regional and national counterparts

Figure 8.2 shows the percentage of men and women who have no flexibility in their working arrangements by whether they work full-time or part-time. For full-time workers, the pattern in Leicester is similar to that for the region and England as a whole, with nearly 80 per cent of men and nearly 70 per cent of women across all geographical areas reporting that they have no flexibility in their working arrangements. Part-time female workers in Leicester experienced a greater degree of flexibility in their working arrangements than their counterparts in the region or nationally, 60 per cent having no flexibility in their working arrangements, compared with nearly 70 per cent at both regional and national levels. Men working part-time in Leicester were found to have almost no working flexibility, comparing unfavourably with their counterparts in the region and nationally.

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



Source: LFS, Autumn 2003, ONS

Barriers to Employment

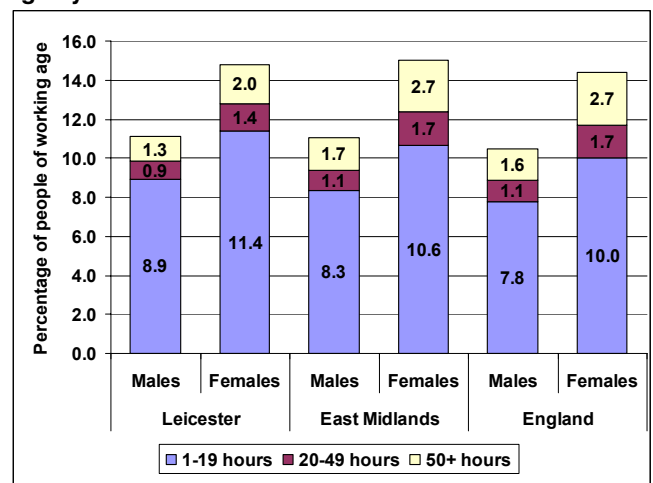
Labour market analysts recognise a range of factors which affect an individual's ability to access and enter employment. These include the existence of employment opportunities, infrastructural considerations such as public transport availability, and responsibilities or attributes which may act as barriers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

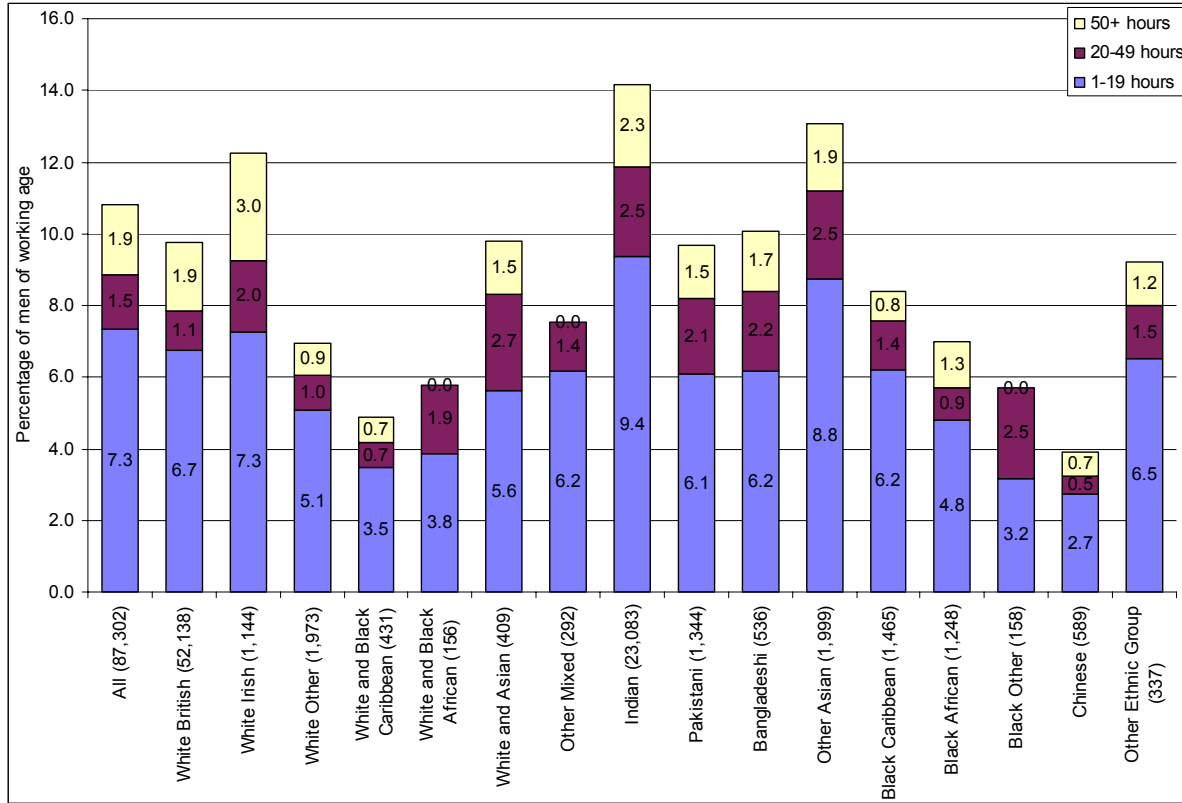
Figure 8.3 shows the number of hours of this 'unpaid care' provided by men and women of working age. At all geographical levels, women are more likely to provide unpaid care than men, and are also more likely to provide a high level of care (more than 50 hours per week).

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



Source: 2001 Census Standard Tables, Crown Copyright, 2003

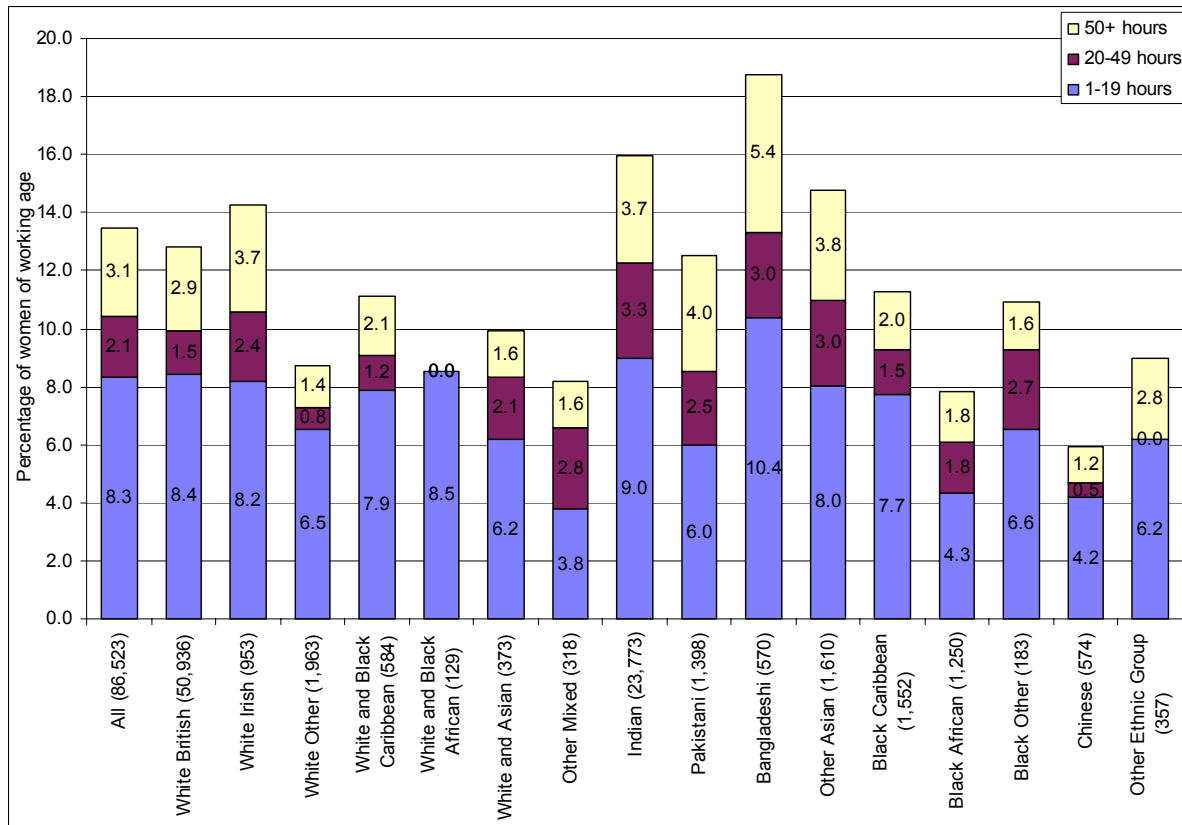
Figure 8.4 Provision of unpaid care by men of working age by ethnicity in Leicester



Source: 2001 Census Commissioned Tables, Crown Copyright 2004

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

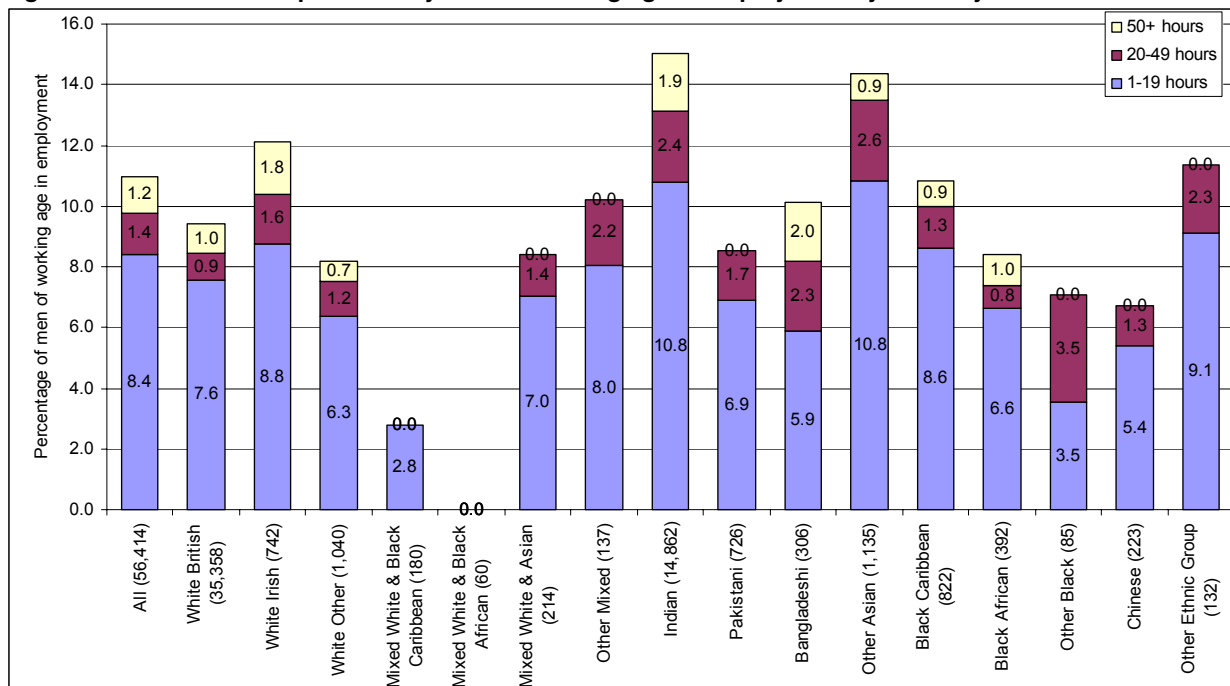
Figure 8.5 Provision of unpaid care by women of working age by ethnicity in Leicester



Source: 2001 Census Commissioned Tables, Crown Copyright 2004

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

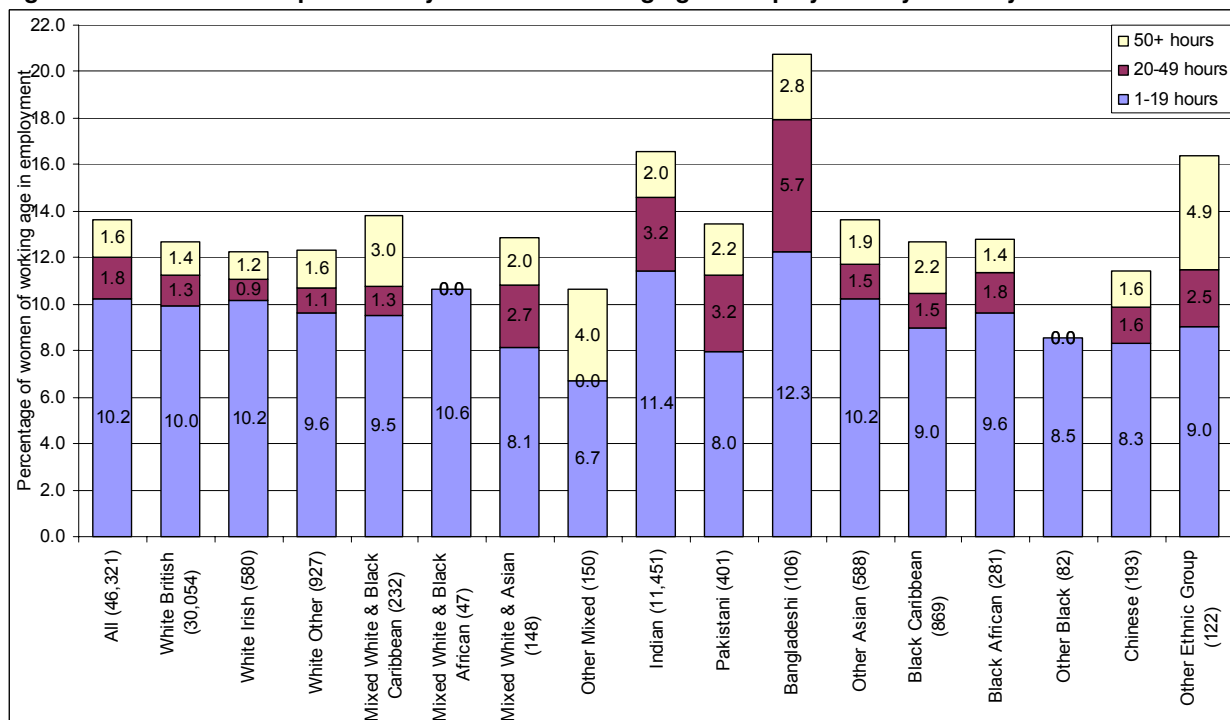
Figure 8.6 Provision of unpaid care by men of working age in employment by ethnicity in Leicester



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

Figure 8.7 Provision of unpaid care by women of working age in employment by ethnicity in Leicester



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

There is considerable variation in the provision of unpaid care by people of different ethnicities. **Figures 8.4 and 8.5** show the proportion of men and women of working age providing unpaid care among the different Black and Minority Ethnic groups in Leicester. The variation seen in Leicester differs from that at the regional and national levels with:

- fewer Chinese men (4 per cent) and Mixed White and Black Caribbean men (5 per cent) providing unpaid care, compared with similar men in England as a whole (6 per cent and 7 per cent)
- fewer Mixed White and Black African men and Black African men (both 6 per cent) providing care in Leicester, all under 50 hours per week
- a higher proportion of Indian (14 per cent), Other Asian (13 per cent) and White Irish (12 per cent) men providing unpaid care than other Leicester men, or their national counterparts (12 per cent, 10 per cent and 11 per cent respectively)
- a lower proportion of Chinese women providing unpaid care, 6 per cent compared with 14 per cent of all women of working age in Leicester, a similar pattern to that found in the region and nationally
- Bangladeshi women (19 per cent) outnumbering other Leicester women in providing unpaid care, followed by Indian women (16 per cent). About 4-5 per cent of these women provided unpaid care for more than 50 hours a week, a higher proportion than was found in the region or nationally for women in these groups

The amount of unpaid care that men and women provide can also be analysed by their economic activity. In Leicester, 11 per cent of men and 14 per cent of women of working age who are in employment also provided unpaid care. This is very similar to the regional and national pattern. However, this again varies by ethnicity, as presented in **Figures 8.6 and 8.7** which refer only to those who are in employment. This shows that in Leicester:

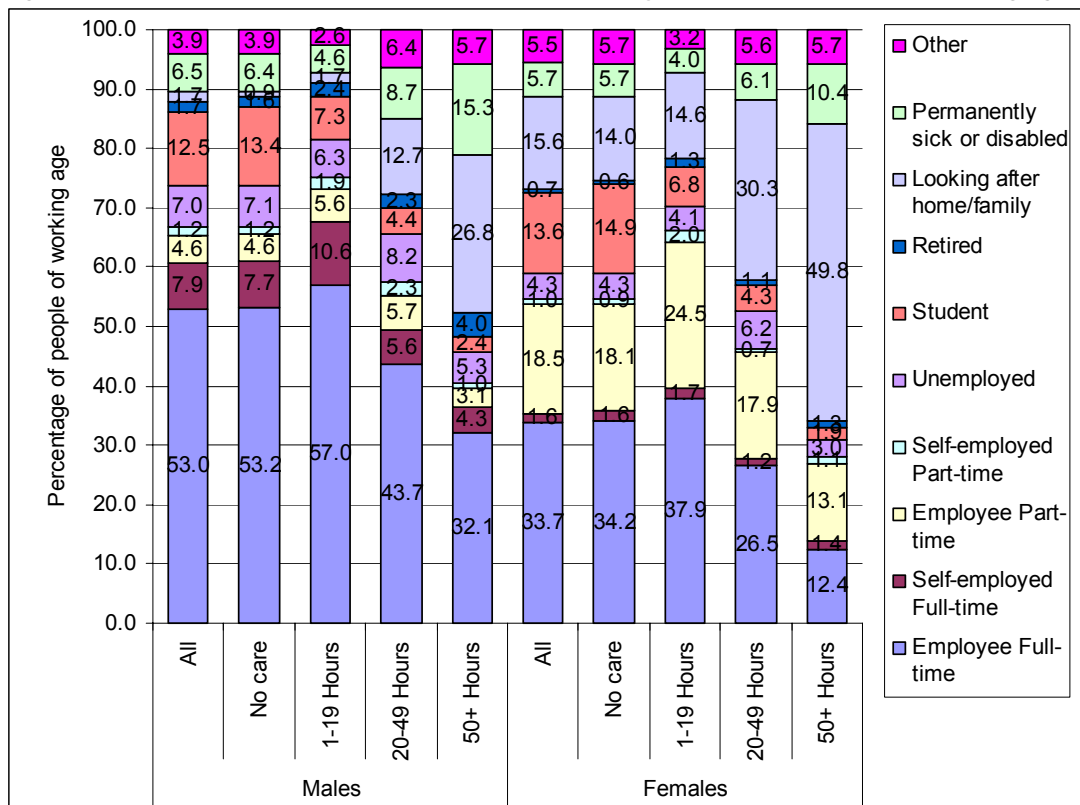
- Indian men in employment more often provided unpaid care than other Leicester men. This was similar to the regional and national picture

- virtually no Mixed White and Black African men had paid work and at the same time provided unpaid care. This differs from the regional and national pattern, where about 6-7 per cent of similar men provided unpaid care
- among women in employment, Bangladeshi (20 per cent) and Indian (16 per cent) women were the most likely to provide unpaid care. The figure is higher than the corresponding regional and national figures
- fewer employed Other Black women provided unpaid care in Leicester (8 per cent), and all for under 20 hours per week, compared with other Leicester women

Figure 8.8 presents data on the economic activity status of men and women according to their caring circumstances. It shows that in Leicester among men providing 50 or more hours of care, 32 per cent were working full-time compared with 12 per cent of women. On the other hand, over half of Leicester men who had no caring responsibilities worked full-time, compared with a third of similar women in Leicester. 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 who provided unpaid care for more than 50 hours per week, 15 per cent in Leicester, and 17 per cent in both the East Midlands region and England as a whole
- the proportion of people looking after their home and family increases. Half of women and over a quarter of men who provided more than 50 hours of unpaid care per week were in this group in Leicester, compared with 46 per cent of women and 21 per cent of men nationally
- among carers, both men and women are less likely to be working, especially full-time. This is true across all geographical levels but is more prevalent in Leicester

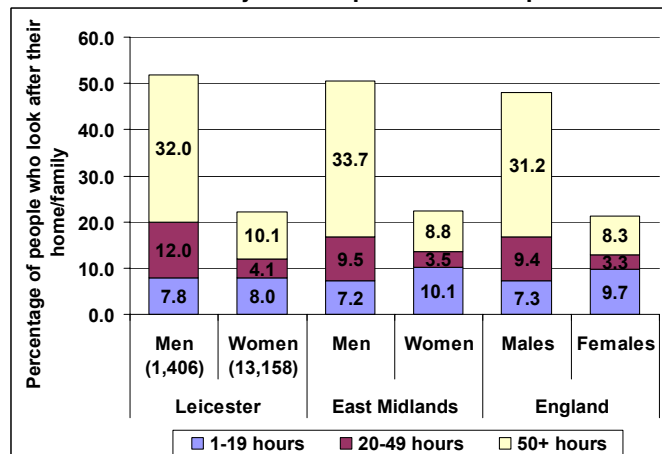
Figure 8.8 Provision of unpaid care and economic activity for men and women of working age in Leicester



Source: 2001 Census Commissioned Table, Crown Copyright 2004

Figure 6.8 in Chapter 6 showed that 15 per cent of women and nearly 2 per cent of men of working age in Leicester gave looking after their home or family as their reason for economic inactivity. This equates to 1,426 men and 13,173 women who were looking after their home and family as their main activity. This response includes not only those women and men caring for a child, but also those caring for other family dependants. **Figure 8.9** shows the amount of unpaid care that men and women who looked after their home or family full-time provided. This shows a marked gender difference, with men in this role being much more likely to be carers of others who require support because of long-term ill health or disability. 32 per cent of men in this category (450 men) were providing more than 50 hours or more care, compared with 10 per cent of women in Leicester (1,332 women).

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

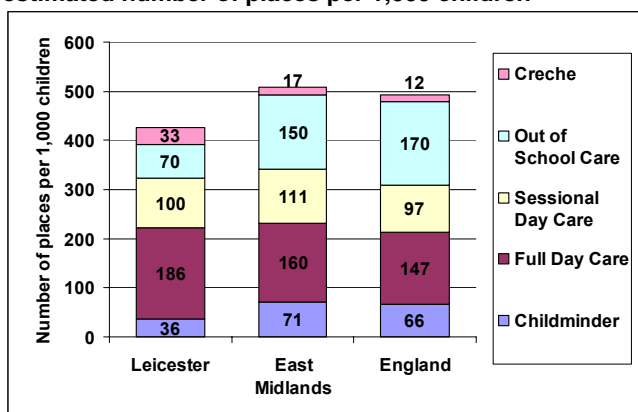
Some areas in Leicester are without any day nursery provision

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 the places available for children under 8 in the following types of registered childcare:

- Childminders
- Full day care - including 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 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

It shows the estimated number of places per 1,000 children for Leicester, the East Midlands region and England. The data are published by Ofsted and relate to September 2003. In Leicester, there were, overall, fewer childcare places per 1,000 children than in the East Midlands region and England as a whole. However, Leicester had more full day care places than regionally

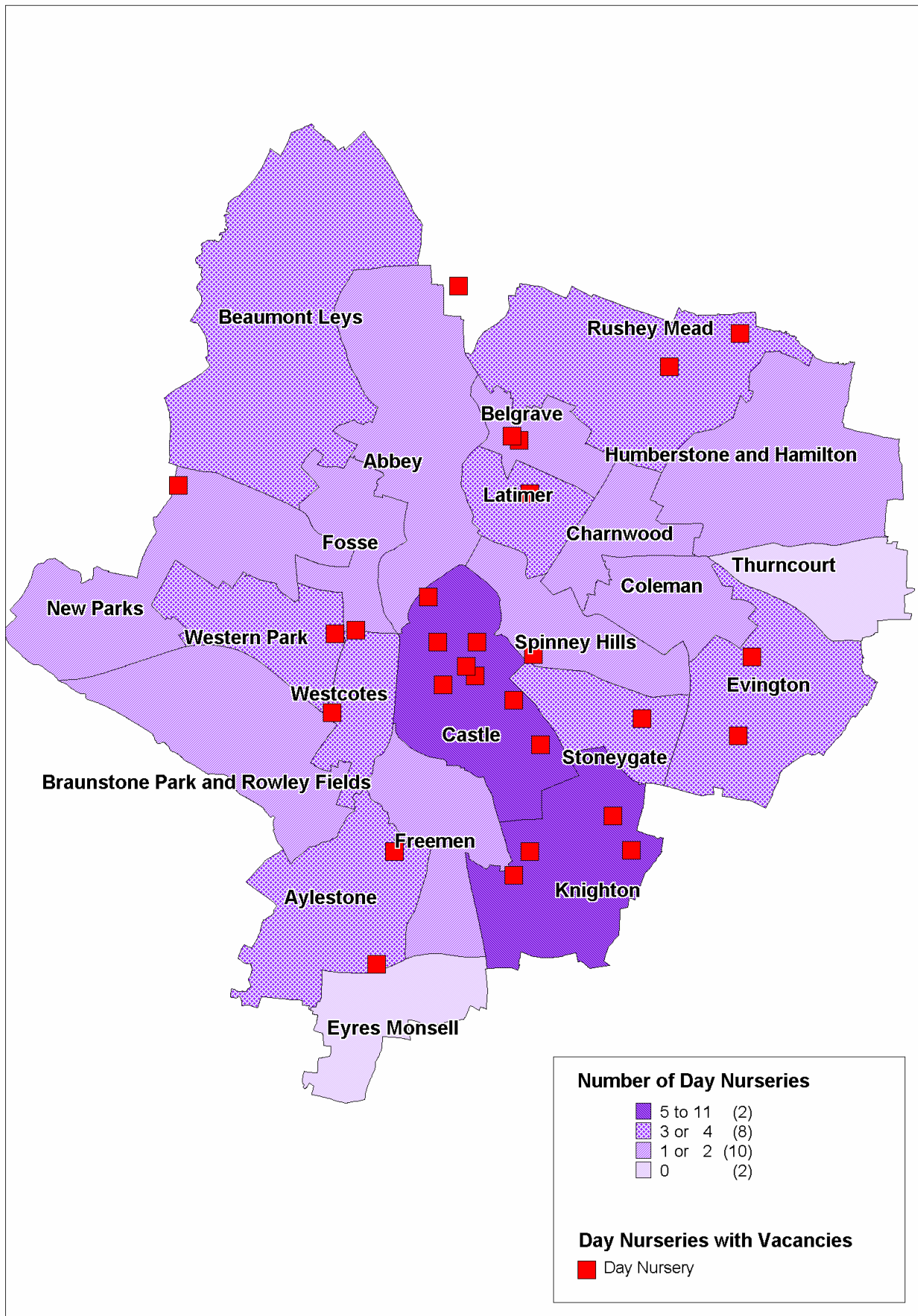
and nationally, and more crèche places than in the region and England as a whole.

Figure 8.11 shows the distribution of day nurseries within the wards in Leicester, together with an indication of the nurseries that had vacancies in July 2004. 10 areas of Leicester had fewer than 3 day nurseries and 2 had no day nursery provision at all. 8 areas had between 3 and 4 day nurseries and only 2 areas had between 5 and 11 day nurseries. Both day nurseries and those with vacancies are concentrated in certain areas.

Key points

- In Leicester, women who worked full-time had a greater degree of flexibility in their working arrangements than their counterparts at the national level. However, compared with the regional and national patterns, Leicester's full-time women workers were less likely to have flexitime or annualised hours than women who work part-time.
- More women working part-time had flexi-time or annualised hours contracts in Leicester than in the East Midlands region and England as a whole.
- No men working part-time reported having flexi-time, annualised hours or term-time only contracts in Leicester.
- Leicester's men working full-time had less flexibility in their working arrangements than their regional and national counterparts.
- In Leicester, smaller proportions of Chinese men and Mixed White and Black Caribbean men provided unpaid care, compared with the national averages for these groups.
- Leicester's Indian, Other Asian and White Irish men were more likely to provide unpaid care than other Leicester men.
- Bangladeshi women outnumbered other Leicester women in providing unpaid care, whereas fewer Chinese women provided unpaid care.
- Similar to the regional and national picture, more Indian men who were in employment provided unpaid care.

Figure 8.11 Day nurseries and vacancies in Leicester, July 2004



Source: Leicester City 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

- In contrast to the regional and national patterns, no Mixed White and Black African men who were in employment reported providing unpaid care.
- Among employed women, more Bangladeshi and Indian women in employment provided unpaid care than either other Leicester women, or than their counterparts in the region and nationally. By contrast, fewer Other Black women provided unpaid care in Leicester, and all were doing so for under 20 hours per week.
- Proportionally more men than women who were providing 50 or more hours of unpaid care were employed full-time.
- Many working age men who provided 50 or more hours a week of unpaid care were themselves permanently sick or disabled.
- Half of women who were providing more than 50 hours a week of unpaid care were looking after their home and family full-time, a higher proportion than in the region and England as a whole.
- Leicester has fewer childcare places per 1,000 children than the East Midlands region and England as a whole.
- Day nursery provision within Leicester is concentrated in certain areas, with some areas having no day nurseries or no vacancies at all.

Appendix A

Glossary of 2001 Census Terms³³

Dependent child	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).
Economically Active	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.
Economically Inactive	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.
Hours worked	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).
Household	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.
Limiting long-term illness (LLTI)	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.
Lone parent family	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.
Migrant	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.
Other Social rented	Includes rented from Registered Social Landlord, Housing Association, Housing Co-Operative, Charitable Trust and non-profit housing company.

³³ Source: 2001 Census: Definitions, Crown Copyright 2004.

Part-time working	Working part-time is defined as working 30 hours a week or less.
Permanently sick/disabled	A sub-category of 'economically inactive'. There is no direct connection with limiting long-term illness.
Private rented	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
Provision of unpaid care	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.
Unemployed	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.
Working age	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 Categories³⁴

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

³⁴ Source: 2001 Census: Definitions, Crown Copyright 2004.

Administrative and Secretarial Occupations

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

Officers of non-governmental organisations

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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