

Gender Profile of Camden's Labour Market

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Preface

“The average woman working full-time is being paid about 80p for every pound a man is earning. For women working part-time it is 60p.”

(Rt.Hon. Patricia Hewitt, Secretary of State for Trade and Industry and Minister for Women and Equality, Equal Opportunities Commission “Gender & Productivity” Seminar 26 Oct 04)

The London Borough of Camden has welcomed the opportunity to participate in this innovative gender and employment project led by Sheffield Hallam University’s Centre for Social Inclusion. The first stage of the project has produced this Gender Profile, which has enabled comparisons to be made between the local situation in Camden, the rest of the London region and England as a whole.

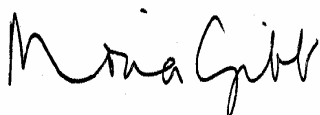
It is a valuable piece of research, which has mined the 2001 census data and other labour force statistics, to produce a detailed analysis of men’s and women’s situations across a range of issues including employment, pay, modes of transport, unpaid care, and educational attainment. It allows us to identify areas of priority and provides us with some key challenges for the future.

Currently, Camden is in the process of developing a new Comprehensive Equality Policy, in line with our commitment to meeting the requirements of the generic Equality Standard for Local Government, and in the context of our Social Inclusion Policy. The data compiled and analysed by the Sheffield Hallam team will inform the development of Camden’s approach. At a time when gender issues have gained a higher profile on the Government’s agenda, with the creation of the Gender Unit within the Department of Trade & Industry, it is vitally important that local authorities take a lead responsibility for progress in this area. Despite the Equal Pay Act 1970 the UK is lagging behind other European countries in working to bridge the gender pay gap. Meanwhile, the local statistics demonstrate that this is also an area of particular concern for Camden. Gender-based disadvantage in the labour market is alive and kicking in Camden!

The next step is to make use of the data, and ensure that we address the challenges it highlights, in order to make a real difference to the way we promote and address equal opportunities for both men and women in the labour market. It is important to develop a thorough understanding of the reasons for social exclusion and an acknowledgement that although at times statistics may present a favourable picture on the surface – they may also mask a different reality.

The project as a whole will assist Camden and its partners in providing both baseline quantitative and qualitative data, which will enable us to construct well-researched regeneration initiatives and appropriately targeted interventions.

Signed



Moira Gibb

Chief Executive

London Borough of Camden



Acknowledgements

This Gender Profile for the London Borough of Camden, 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. In particular we would like to thank Lisa-Marie Bowles, David Walker, Neil Storer and Yemane Wolde-Rufael from the London Borough of Camden.

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, Karen Escott, Pamela Fisher, Linda Grant, Anu Suokas, and Ning Tang. We are 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.

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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 Camden's Labour Market** explores the relative situation and resources of women and men in Camden, compared with London and England as a whole. It focuses on how women and men in Camden experience the labour market, both in working within it and seeking to enter it, drawing attention to features which are specific to, or particularly important in, Camden, 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 Camden'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, naturally 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 all forms of analysis and decision-making.

At all levels of analysis - international, national, regional and local - it is widely recognised that participation in formal labour markets is highly gendered. 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 choices freely made, but it is also known that stereotyping, discrimination, recruitment practices and promotion arrangements all sometimes 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 Camden (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 the following Chapters, which are briefly summarised here:

The Local Setting

Camden is one of the most socially diverse authorities in the country with deprived areas adjacent to areas of expensive private housing. Camden is characterised both by high land and housing values and a shortage of suitable sites on which to develop social housing. The demand for social housing continues to exceed supply. Camden has a very low proportion of owner occupied households, a high proportion of households that rent from the council and high levels of private renting.

Camden has a diverse industrial structure. A third of jobs in the borough are in business or professional services, with a further third being in the public sector. Camden has a high proportion of small or micro businesses, employing fewer than 10 people. This sector has enormous employment potential and is responsible for much of the vitality and success of the commercial areas in the borough as it is seen as an attractive place to start a new business.

The 'day population' of 290,966 people in Camden³ is considerably larger than the resident population (202,600 in 2001) with a large number of commuters and students coming into the area each day. Camden's resident population has proportionally fewer children, more people aged 25-34 and fewer people aged 50+, especially women aged 75 and above than in England.

Taken as a whole, indicators of health and wellbeing in Camden are similar to those in the London region. However, there is a significant gender difference. More men than women are living with a limiting long-term illness particularly in the 35-49 age group. Men's life expectancy is lower than for their counterparts in London and England.

The distinctive cultural mix of Camden is reflected in the high proportion of men (46 per cent) and women (49 per cent) from Black and Minority Ethnic groups⁴. For the purposes of this report Black and Minority Ethnic groups include all those groups other than White British. Therefore the White Irish and White Other populations are included as Black and Minority Ethnic Groups. The figure for Camden is higher than in London (40 per cent of males and 41 per cent of females) and in England (13 per cent of men and 13 per cent of women). In Camden, the largest Ethnic Minority groups are the White Other group⁵ (16 per cent of the population), people of Bangladeshi origin (6.3 per cent) and Black Africans (6.0 per cent).

Education and Skills

At all Key Stages and geographical levels, a higher percentage of boys than girls have a Statement of Educational Need (SEN). In Camden significantly more pupils have a SEN than in London and England.

Camden's official education statistics show a mixed picture, with both boys and girls achieving lower results

than London and nationally in the standard assessment tests at ages 7 and 14.

Results for boys at GCSE are below the London and national averages, while girl's achievement was similar to that of their counterparts in London and England. At A level, the percentage of boys and girls achieving a good pass in their 'A' levels was higher than in London and England.

In 2003, a higher proportion of pupils stayed on in education and training in Camden than in London and nationally. A large majority of the boys and girls who entered the labour market aged 16 went into jobs in elementary occupations⁶.

Camden has far more men and women with higher qualifications than London and England as a whole. A much higher proportion of men and women are qualified to degree level, particularly in the 25-34 age group.

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

Between 1991 and 2002, Camden experienced a net gain of 56,970 jobs, a 28 per cent increase. This was higher than both regional (21 per cent) and national (19 per cent) trends. It included increases in both full-time (up 16 per cent) and part-time work (up 104 per cent) for both women and men. New jobs were concentrated in service sectors such as finance, banking and insurance⁷ (mainly affecting men) and distribution, hotels and restaurants (mainly affecting women).

Among Camden's men and women, a higher proportion than in London or in England work in finance, real estate and the category 'other' which includes employment in refuse disposal, membership organisations, recreational and sporting clubs, private households and extra territorial organisations. Fewer women and men in Camden work in manufacture, wholesale, retail, restaurants and hotels and construction than in the region and England as a whole. Gender differences in industrial sector reflect national trends but are less pronounced.

Men of working age in Camden work very long hours with almost one in three working above the threshold of 48 hours per week, a higher proportion than in London (25 per cent) and England (24 per cent). 12 per cent work over 60 hours. Women also work longer hours than

³ Source: 2001 Census Univariate and Theme Tables, Crown Copyright 2003.

⁴ Black and Minority Ethnic groups include all those groups other than White British.

⁵ The White Other category includes Romany Gypsies, Turkish Cypriots, people from the former Yugoslavia, and other people of Eastern European origin as well as people from other European countries, South Africa, USA, Canada, Australia and New Zealand.

⁶ 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.

⁷ Banking, finance and insurance includes business services such as advertising, recruitment agencies, accountancy, engineering and architecture.

their female counterparts nationally and regionally and proportionally fewer women work part-time hours. In Camden 8 per cent of people have a second job compared to 4 per cent in both London and England.

In Camden a high proportion (33 per cent) of both women and men take the underground to work compared to 19 per cent and 18 per cent respectively in London. A lower proportion drive to work, more walk or take the bus, and more work from home than in London and England as a whole.

The Gender Pay Gap

Camden has a larger pay gap in all occupations than for London or England as a whole, particularly among managers and senior professionals and in customer service occupations. Women in full-time work earn less than their male counterparts at all geographical levels.

Low pay is less prevalent in Camden than in London or England as a whole, with 6 per cent of women working full time earning less than £250 a week compared to 11 per cent of their London counterparts and 24 per cent of English counterparts. Among full-time women workers, the top 10 per cent of earners in Camden earned more per week than in any part of London or England.

Unemployment and Economic Inactivity

Unlike the clear downward trend of unemployment with age at regional and national level the pattern in Camden is more complex. Fewer young people aged 16-24 in Camden are unemployed than in London and England.

Camden has a high number of unemployed women and men who have never worked. Although the area compares favourably with London it varies significantly from the English average.

A substantial 11 per cent of men and 13 per cent of women of working age in Camden were students, considerably higher than the London and national averages.

28 per cent of unemployed men and 30 per cent of unemployed women in Camden have not worked for 5 years. This is significantly different to England as a whole where 18 per cent of women are in this position.

Compared with similar women in London and England fewer women were economically active due to family and household commitments across nearly all age groups. The main difference in the pattern occurs for the 35-49 age group where the percentage of Camden women looking after their home or family full-time rises markedly, to 18 per cent above London and England.

Over a third of dependent children in Camden live in households with no working adult; the proportion is even higher for children aged 5-9. Only 31 per cent of

dependent children live in households with two or more working adults, compared with 50 per cent nationally. High proportions of lone parents with dependent children were economically inactive or unemployed compared to those in England.

Women, Men and Diversity

There are marked differences in the way Camden's Black and Minority Ethnic groups experience the labour market. Among people of working age, the White Other, White Irish, Black African, and Bangladeshi populations are the largest groups after the White British population.

Economic activity indicators vary considerably between ethnic groups. Among those under 25 years, there were much higher unemployment rates among young Black Caribbean women and men, Mixed White and Black Caribbean men, Bangladeshi men and White Irish men. Part-time employment was more common among young people from Black Caribbean and Bangladeshi groups. A higher proportion of young women from Bangladeshi, Other Black and Mixed White and Black African groups were looking after their home and family. Camden's young Chinese population contained a very high proportion of students.

Amongst Black and Minority Ethnic men aged over 25 to retirement age the full-time employment rate was lower than in London and nationally, particularly for Indian, White Other, Chinese and Mixed White and Asian men. Rates were lowest for Bangladeshi and Mixed White and Black African men. Economic inactivity due to sickness and disability was highest among Mixed White and Asian and Pakistani men.

The pattern of economic activity for Black and Minority Ethnic women aged 25-59 differs both from men's and between women of different Black and Minority Ethnic groups.

The highest full-time employment rates were found in Indian women - 54 per cent compared with 49 per cent of the overall female population aged 25-59. A low employment rate was found among Camden's Bangladeshi women, with just 7 per cent in full-time and 55 in part-time employment. Bangladeshi women were also more likely to look after their home or family full-time than women from other ethnic groups.

The occupational distribution of employment in Camden also varies by ethnicity. Camden's Indian and White Other populations contain a higher proportion of men and women who work as managers and senior officials than other ethnic groups. In most cases, more Black and Minority Ethnic men and women work in this occupation in Camden than in the region or England as a whole. A higher percentage of men and women from the Chinese and Indian groups were in professional jobs, compared

with other Camden men and women and also compared with the national pattern.

More women than men from Black and Minority Ethnic groups worked in associate professional and technical jobs. Over a quarter of Bangladeshi men were in elementary occupations compared with 8 per cent of the whole male population in Camden.

The industrial distribution of employed men and women in Camden also shows a diverse pattern by ethnicity: Camden's Black and Minority Ethnic men were less likely to be employed in manufacturing than their counterparts in the region and in England as a whole.

Bangladeshi men and women were heavily concentrated in the wholesale, retail, restaurants and hotels sector. Black Caribbean, Black African and Mixed White and Black Caribbean men were more likely to work in transport, storage and communications than other ethnic groups.

Camden's men and women from Chinese, White Other, Indian and Pakistani groups were more likely to work in finance and real estate than other Camden residents.

Comparatively more Other Mixed women, Black African women, Black Caribbean, Mixed White and Black Caribbean women and Other Asian women worked in public administration and defence and social security than other Camden women.

Camden's Black and Minority Ethnic women were more likely than other Camden women to work in health and social work. This is similar to the regional and national patterns of Black and Minority Ethnic women working in this industry.

Work-Life Balance

Analysis of working time patterns in Camden show that a lower proportion of women and men working full-time have flexi-time arrangements compared with their counterparts in London and England as a whole. In Camden, 80 per cent of men and 70 per cent of women working full-time and 70 per cent of men and 60 per cent of women working part-time report that they have no flexibility in their working arrangements.

Women in Camden are more likely than men to provide unpaid care. The amount of care women and men provide is similar to their counterparts in London but lower than the English average. 11 per cent of men and 14 per cent of women in employment are providing unpaid care in Camden. There is considerable variation in the amount of unpaid care provided by men and women of different ethnicities.

12 per cent of women and 1 per cent of men gave looking after home and family as a reason for economic inactivity. There are marked gender differences, with

men in this role being much more likely to be carers of others who require support because of long-term illness or disability than women.

Using the Gender Profile⁸

The Gender Profile has been designed as a resource for all those interested in Camden's men and women. It provides a detailed picture of how Camden's residents, 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 Camden'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 Camden - 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 ethnic backgrounds.

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.

⁸ 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. However, it is acknowledged that Camden was one of the areas in England that ONS found the 2001 Census to have undercounted the population, especially of younger men. Other data is produced on an annual basis, and data users should consult the source agency concerned for relevant updates. The Camden Strategy Unit's work on Gender and Employment in Local Labour Markets project continues until summer 2006, and from autumn 2004 onwards will focus on the collection of new data through a local research study: "Low Paid, Part Time Work - Why do Women work Below Their Potential?". The Camden Strategy Unit and Sheffield Hallam University's Centre for Social Inclusion welcome enquiries from organisations and individuals interested in participating or commissioning future work of this type.

2. The Local Setting

The London Borough of Camden⁹

The London Borough of Camden is in north London, and stretches from the fringes of the West End to Hampstead Heath. The Borough is varied with the urban villages of Hampstead and Highgate, the dense areas of housing such as the Regent's Park Estate and Amphyll Square, the inner city environment of Kings Cross and St. Pancras, and the commercial areas of Holborn and Euston.

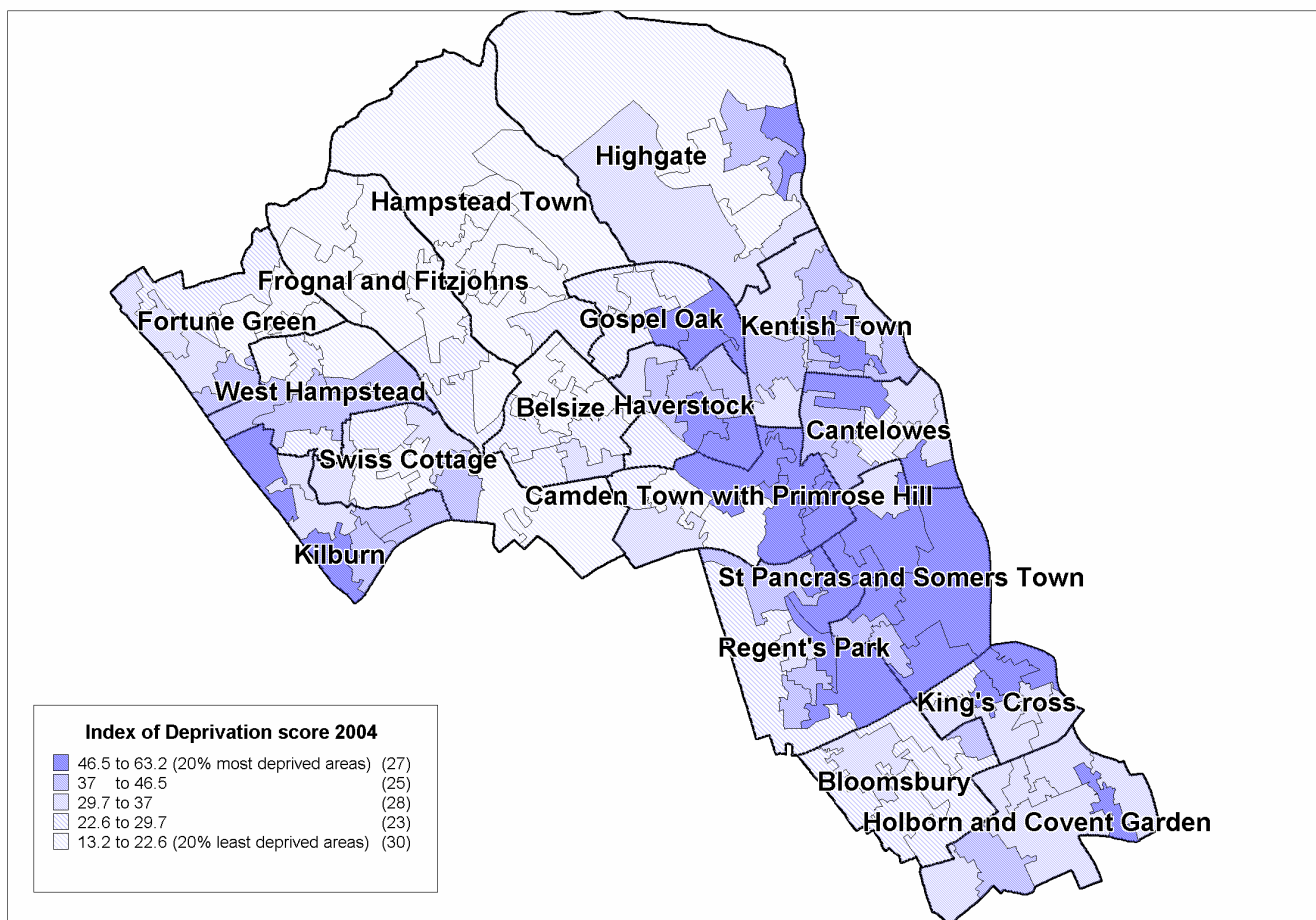
The borough includes St Pancras, King's Cross and Euston mainline stations, the British Museum, the British Library, substantial parts of London University and many other medical and educational establishments. Overall, Camden is a borough of contrasts in its physical environment, with 30 conservation areas containing 5,600 listed buildings.

The authority is one of the most socially diverse in the country with deprived areas adjacent to areas of expensive private housing. Camden is characterised both by high land and housing values and a shortage of suitable sites on which to develop social housing. The demand for social housing continues to exceed supply.

The 'day population' of 290,966 people in Camden¹⁰ is considerably larger than the resident population (202,600 in 2001) and a large number of commuters and students come into the area each day, doubling the resident population.

The London Borough of Camden is made up of 18 Wards. **Figure 2.1** shows these wards, indicating the Index of Deprivation 2004 scores for the areas within them. Within Camden the areas of greatest deprivation are in Camden Town with Primrose Hill ward. One of the areas within this ward is ranked 675 out of 32,482 sub-

Figure 2.1 Index of Multiple Deprivation 2004



Source: ODPM, Crown Copyright 2004. 2001 Census, Super Output Area Boundaries, Crown Copyright 2003. 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

⁹ Source: Camden Comprehensive Performance Assessment and www.camden.gov.uk

¹⁰ Source: 2001 Census Univariate and Theme Tables, Crown Copyright 2003.

ward areas in England, known as Super Output Areas (SOA). 8 out of Camden's 133 SOAs are ranked in the 5 per cent most deprived in the country. None of Camden's SOAs are ranked nationally in the 10 per cent least deprived areas. Overall, the average of the scores for Camden rank it 19 out of 354 local authorities, where 1 is the most and 354 the least deprived.

Camden's Industrial Structure and Labour Market¹¹

Camden has a diverse industrial structure. A third of jobs in the borough are in business or professional services, with a further third being in the public sector. Local firms employ 224,000 people, 49 per cent of whom are women. Concentrations of business in the borough include:

- higher education in Bloomsbury;
- the legal sector in Holborn;
- the hotel sector in Bloomsbury and southern King's Cross;
- a tourism and business location of national significance at Covent Garden;
- business services in Bloomsbury and Holborn;
- retail, media and leisure business in the Tottenham Court Road and Fitzrovia area and retail activity in Hampstead, Finchley Road, Kilburn, West End Lane and Kentish Town.

Camden is also the home to a large number of businesses that employ fewer than 10 people, and is seen as an attractive area to start a business. This sector has enormous employment potential and is responsible for much of the vitality and success of the commercial areas in the borough.

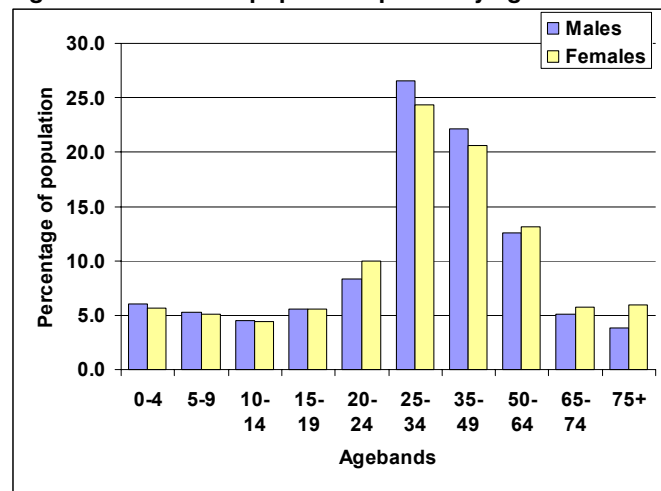
The People of Camden

Camden has a population of 207,000 people¹². **Figure 2.2** shows the population profile for Camden by age and sex and **Figure 2.3** the difference between the profiles for Camden and England. It can be seen that Camden has proportionally:

- fewer children

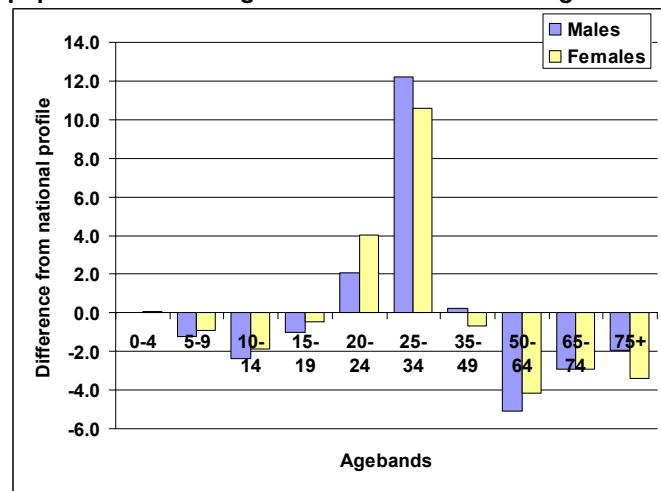
- more people aged 25-34 and
- fewer people aged 50+, especially men aged 50-64 and women aged 75 and above

Figure 2.2 Camden's population profile by age and sex



Source: Registrar General's Mid 2002 Population Estimate revised, Population Estimates Unit, ONS, Crown Copyright 2004

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



Source: Registrar General's Mid 2002 Population Estimate revised, Population Estimates Unit, ONS, Crown Copyright 2004

Population Change and Migration

Between 1991 and 2002 the population of Camden increased by 26,300 people or 15 per cent of the total. However, as **Figure 2.4** illustrates, this was mainly as a consequence of an increase in people of working age and of children aged 0-15. This is similar to the pattern in London, however, in England as a whole there was also an increase in people aged over retirement age.

¹¹ Source: Camden Comprehensive Performance Assessment and www.camden.gov.uk

¹² Source: Registrar General's Mid 2002 population estimate revised, Population Estimates Unit, ONS, Crown Copyright 2004. Note: The recently released Mid 2003 population estimate for Camden was 210,700. Source: Registrar General's Mid 2003 population estimate, Population Estimates Unit, ONS, Crown Copyright 2004

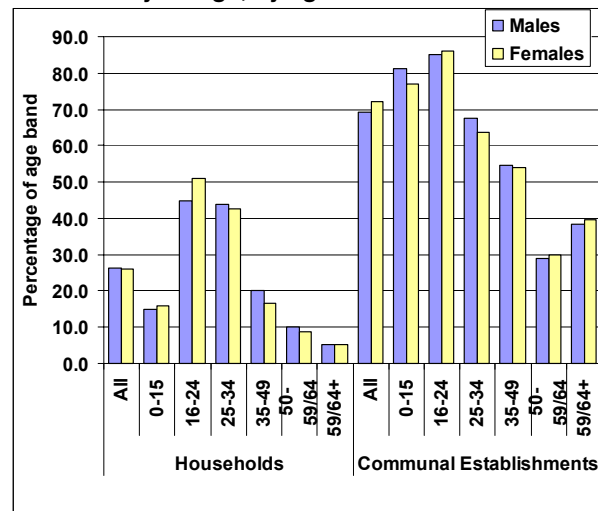
Figure 2.4 Change in population 1991 to 2002

Area	Total change (%)	Change in the proportion in each age group (%)		
		0-15	16-64/59	65/60+
Camden	26,300 (14.6)	5,200 (18.2)	25,800 (21.0)	-4,700 (-15.9)
London	541,900 (7.9)	113,500 (8.5)	509,700 (11.7)	-81,200 (-7.2)
England	1,771,900 (3.5)	195,300 (3.7)	1,292,100 (4.4)	284,500 (3.2)

Source: Registrar General's Mid 2002 Population Estimate revised, Crown Copyright 2004. Registrar General's Mid 1991 Population Estimate revised, Crown Copyright 2004

Using data from the 2001 Census¹³, it is also possible to explore the patterns of migration into and out of Camden in the year prior to the Census. In Camden, 21 per cent of people had moved in the year before the Census, which is similar to London (14 per cent) and England as a whole (12 per cent).

Figure 2.5 Percentage of people in Camden with a different address on year ago, by age and sex



Source: 2001 Census Standard Tables, Crown Copyright 2003

Figure 2.5 shows the percentage of people in Camden who were migrants (those with a different address one year before the 2001 Census) by gender, age and whether the person was resident in a household or communal establishment (CE), e.g. nursing home, hall of residence, residential care etc. In Camden, 4.7 per cent of the population are resident in Communal

¹³ Despite rigorous planning, the largest field force employed to undertake a UK census and statistical methods employed to adjust the 2001 Census for any people missed, it has emerged that an undercount occurred. In Camden it was estimated that 77% of households responded to the Census questionnaire, requiring ONS to impute responses for the remaining 23%. However, during further national investigation it is now estimated that the adjusted census total for Camden is short by some 4,600 people (2.3%). This shortfall was found mostly in London and the major cities. This should be borne in mind when interpreting these data.

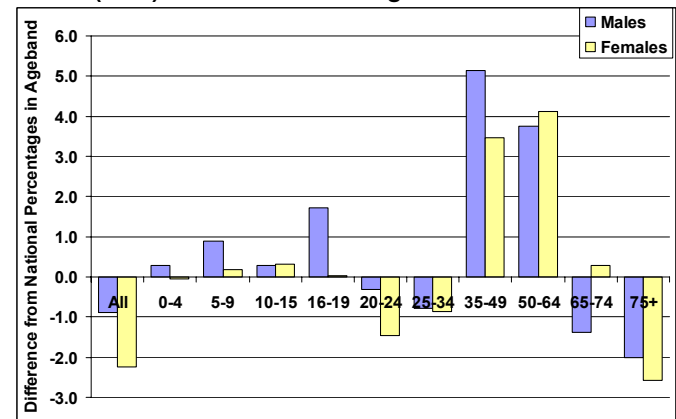
Establishments, compared with 1.3 per cent in the London region, and 1.8 per cent in England.

For people resident in households in Camden, the key age group for migrants is 16-24 and 25-34 for both men and women. For communal establishment residents, the key age groups are 0-15 for men and 16-24 for both men and women. Overall a higher proportion of women in communal establishments had a different address one year ago than men in communal establishments.

Selected Health Indicators

The proportion of people with a **Limiting Long-Term Illness (LLTI)** in Camden (16 per cent of males and 16 per cent females) is higher for men than in London (14 per cent of males and 16 per cent of females) and lower than in England (17 per cent of males and 18 per cent of females). **Figure 2.6** shows that when compared with the national profile, proportions are particularly high amongst both men and women of working age, especially men aged 35-49.

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



Source: 2001 Census Standard Tables, Crown Copyright 2003

In Camden the **conception rate amongst 15-17 year olds** was 49.2 per 1000 women¹⁴ (with 58 per cent ending in abortion) in 1999-2001 compared with 53.8 per 1000 women in 1996-1998 (with 59 per cent ending in abortion). This is lower than the rate for London (51.0 per 1,000 women with 56 per cent ending in abortion) but higher than the rate for England as a whole (43.5 with 45 per cent ending in abortion).

Men in Camden have a reduced **life expectancy** when compared with London and England as a whole. In 1999-2001, males in Camden had a life expectancy at birth of 73.5 years compared with 75.4 for London and 75.7 for England. For women, the figures for Camden, London and England are similar at 80.2, 80.0 and 80.4

¹⁴ Source: Key Population and Vital Statistics 2001, Office for National Statistics. Crown Copyright 2003.

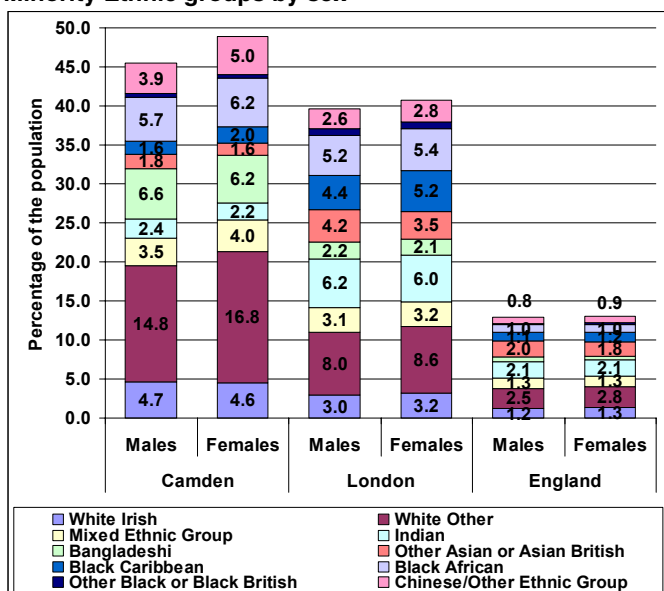
respectively. This ranks Camden as 346 for men and 237 for women for life expectancy out of 374 local authorities, where the local authority where men and women have the highest life expectancy is ranked as 1. This is a significant gender difference.

Ethnic Minority and Religious Groups

Figure 2.7 shows that 46 per cent of males and 49 per cent of females in Camden are from Black and Minority Ethnic groups¹⁵. This is higher than in London (40 per cent of males and 41 per cent of females) and in England (13 per cent of men and 13 per cent of women).

In Camden, the largest Ethnic Minority groups are the White Other group¹⁶ (31,357 people, 16 per cent of the population), people of Bangladeshi origin (12,565 people, 6.3 per cent) and Black Africans (11,796 people, 6.0 per cent).

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



Source: 2001 Census Standard Tables, Crown Copyright 2003

The 2001 Census also provides information about religious groups. The largest minority religious groups in Camden are Muslims (22,906 people or 11.6 per cent of the population) and Jews (11,153 people or 5.6 per cent of the population). The proportion of people in Camden who stated that they are Christian, 43 per cent of males and 51 per cent of females, is lower than in London (55 per cent and 61 per cent respectively) and England as a whole (69 per cent and 75 per cent respectively). 18 per cent of men and 14 per cent of women in Camden said that they had no religion (compared with 18 per cent of

¹⁵ Black and Minority Ethnic groups include all those groups other than White British.

¹⁶ The White Other category includes Romany Gypsies, Turkish Cypriots, people from the former Yugoslavia, and other people of Eastern European origin as well as people from other European countries, South Africa, USA, Canada, Australia and New Zealand.

men and 13 per cent of women in London, and 17 per cent of men and 12 per cent of women nationally), and 9 per cent of men and 8 per cent of women did not state a religion.

Households and Housing

There are over 91,600 households in Camden,¹⁷ of which 46 per cent are single person households. This is significantly higher than in London (35 per cent) and in England as a whole (30 per cent). Camden has a slightly lower proportion of lone parent households (7 per cent) than London (8 per cent) but this is similar to England (6 per cent). The other main differences in Camden are:

- the low proportion of cohabiting and married couple households (27 per cent) compared with London (37 per cent) and England (45 per cent)
- the high proportion of households classed as 'other' (15 per cent), compared with only 12 per cent for the region and 7 per cent in England as a whole. This category includes extended families where several generations of a family live in one household, and student households
- the low proportion of single pensioner households (12 per cent), compared with 13 per cent in London and 15 per cent in England as a whole

In Camden, just 34 per cent of households are owner occupied, 37 per cent are rented from a social landlord (26 per cent rented from the council) and 25 per cent are private rented. In London the figures are 56 per cent, 26 per cent (17 per cent rented from the council) and 16 per cent respectively and in England 68 per cent, 19 per cent (13 per cent rented from the council) and 10 per cent. Thus, Camden has:

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

Data from the Land Registry for the last quarter of the years 2000 and 2003 show that house prices in Camden rose by 18 per cent in the three years between 2000 and 2003. The average house price rose from £320,200 to £378,300, although nearly 12 per cent fewer houses were sold in the last quarter of 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 since 2000).

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

3. Education and Skills

Educational Indicators in Camden¹⁸

Within Camden there are 41 primary, 9 secondary and 6 special schools which teach 11,430, 9,600 and 290 pupils respectively. There are 31 independent schools within the Borough. Post 16 education in Camden is provided by sixth forms in 8 of the 9 secondary schools and also a further education college.

In 2003 the **pupil to teacher ratio** in both primary and secondary schools (21.4 and 14.8 pupils per teacher respectively) was lower than in London (23.3 and 16.9) and England as a whole (22.6 and 17.0). In the same year the **teacher vacancy rate** in Camden was also lower, at 0.4 per cent compared to 2.1 per cent in London and 0.9 per cent in England. In 2003/2004 Camden spent slightly more per pupil (£5,310) than the London average (£4,350) or the average across England as a whole (£3,590).

Camden has a higher proportion of people from **Black and Minority Ethnic groups** than London and England as a whole. In primary schools in Camden, 70 per cent of pupils are from Black and Minority Ethnic groups,¹⁹ compared with 66 per cent of pupils in the region and 18 per cent in England²⁰. The largest of these groups are *Bangladeshi* (16 per cent), *White Other*²¹ (14 per cent) and *Black African* (14 per cent) pupils. In secondary schools the figures are 61 per cent, 54 per cent and 3 per cent for Camden, London and England respectively. In Camden's secondary schools, the largest Black and Minority Ethnic groups are *Black African* (12 per cent), *White Other* (11 per cent) and *Bangladeshi* (11 per cent) pupils.

In Camden, 51 per cent of primary school pupils have a **first language which is other than English**, compared with 35 per cent of pupils in London and 10 per cent in England as a whole. Among pupils in secondary schools the figures are 38 per cent, 32 per cent and 8.8 per cent in Camden, London and England respectively.

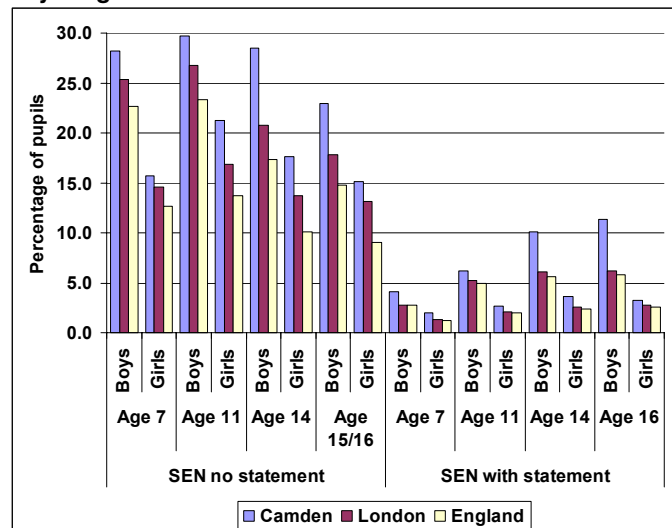
In maintained nursery and primary schools in Camden, 43 per cent of pupils are eligible for **free school meals**

(FSM)²² although only 36 per cent of pupils take them, compared to 26 per cent of pupils eligible (21 per cent take FSM) in London and 17 per cent (14 per cent take FSM) in England. In secondary schools in Camden, the corresponding rates of eligibility for and uptake of FSM are 30 per cent and 24 per cent respectively, compared with 24 per cent and 19 per cent in London and 15 per cent and 11 per cent in England as a whole.

A higher proportion of boys and girls in Camden have Special Educational Needs, compared with London and England as a whole

Figure 3.1 shows the percentages of pupils who have a **Special Educational Need (SEN)** at each Key Stage. Children have a Special Educational Need if they have a learning difficulty which calls for special educational provision to be made for them²³. For children with SEN who require a high level of support, a Statutory Assessment of 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, which is usually called a 'statement'. It describes the child's needs and all the special help he or she requires. The statement is reviewed annually.

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

At all Key Stages and geographical levels, a higher percentage of boys than girls have a SEN. In Camden

¹⁸ Statistics of Education 2003, DfES, Crown Copyright 2003 and School Workforce in England, January 2003 (revised), Crown Copyright 2003.

¹⁹ Black and Minority Ethnic groups include all ethnic groups other than 'White British'

²⁰ Percentage of the total number of pupils whose ethnicity has been classified (not the total number of pupils) in 2003

²¹ The White Other category includes Romany Gypsies, Turkish Cypriots, people from the former Yugoslavia, and other people of Eastern European origin as well as people from other European countries, South Africa, USA, Canada, Australia and New Zealand.

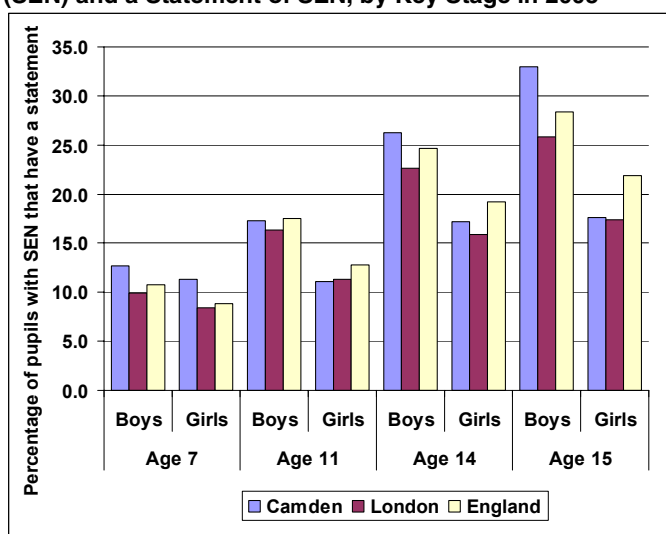
²² Pupils eligible for free school meals (FSM) are those who have, or whose parents have, satisfied the relevant authority that they are receiving Income Support or income-based Job Seekers Allowance or support provided under Part 6 of the Immigration and Asylum Act 1999, and they have indicated that they wished their child to have a FSM.

²³ Special Educational Needs Code of Practice, DfES 2001.

significantly more pupils have a SEN than in London and England at all Key Stages, with nearly 30 per cent of boys with a SEN at Key Stages 1-3.

Figure 3.2 shows that in Camden, at Key Stage 1, children with a SEN are more likely to have a Statement of SEN than in London and England. At Key Stage 2, while a similar proportion of boys with a SEN have a statement in Camden as in England, fewer girls with a SEN have a statement in Camden than nationally. At key Stages 3 and 4, more boys but fewer girls with SENs have a statement in Camden than in England as a whole.

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

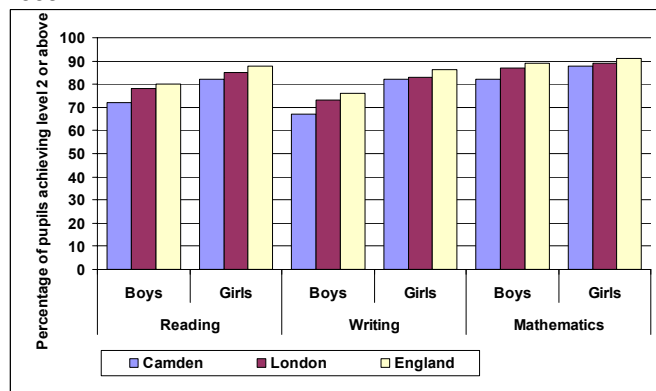
Educational Attainment at ages 7-16

Both boys and girls in Camden perform below the level of pupils in London and nationally at ages 7 and 14

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 Camden achieved the expected standard in all the three subjects of reading, writing and mathematics than their counterparts in London and England as a whole. Whilst 82 per cent of boys achieved the expected standard in mathematics, fewer boys performed well in reading (72 per cent) and in writing (67 per cent). Girls in Camden performed better than boys in reading (82 per cent), writing (82 per cent) and mathematics (88 per cent), but still attained a lower level than in London or nationally.

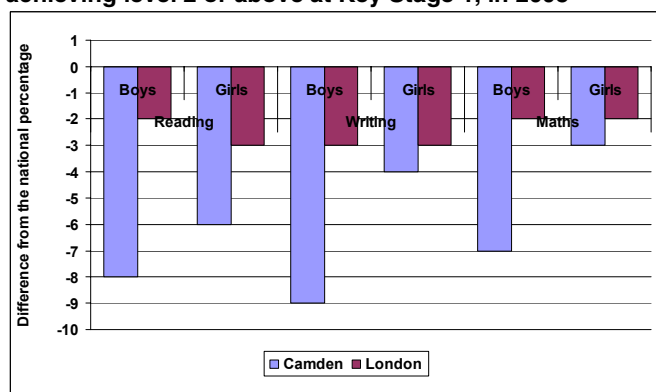
Figure 3.3 Boys and girls achieving level 2 or above at Key Stage 1 (age 7) in reading, writing and mathematics in 2003



Source: DfES, Crown Copyright 2004

Figure 3.4 shows the difference from the national percentage of pupils achieving the expected standard at Key Stage 1. In Camden both 7 year old boys and girls performed below the national level in reading, writing and mathematics. The greatest difference can be seen in boys' achievements in writing, 9 per cent lower than the national level. Boys' performance was 8 per cent lower in reading and 7 per cent lower in mathematics, compared with the national level. Camden girls' performance was 6 per cent lower in reading, 4 per cent lower in writing and 3 per cent lower in mathematics than the national level.

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



Source: DfES, Crown Copyright 2004

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

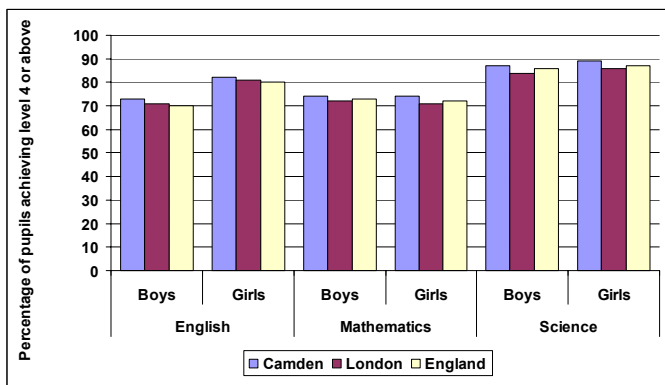
Attainment data for earlier years indicate that since 2000, proportionally fewer boys and girls in Camden have achieved the expected standard at Key Stage 1 in all subjects. This differs from the London and national patterns, which showed a fall in the proportion of both boys and girls achieving the required level in writing in 2003, but a slight increase of the boys' proportion in achieving the required standard in reading and the same proportion of boys and girls in mathematics. In Camden the results suggest a negative trend, with a small

decrease in the proportion achieving the expected standard since 2000 in reading (2 per cent fewer boys and girls), writing (5 per cent fewer boys and 3 per cent fewer girls) and mathematics (3 per cent fewer boys and 1 per cent fewer girls).

Key Stage 2 - Age 11

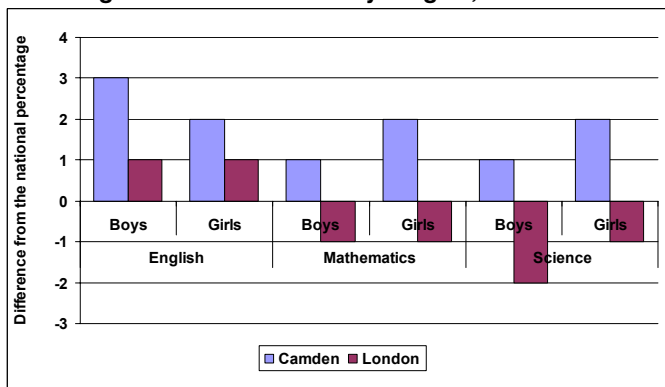
Figure 3.5 shows the achievements of pupils at **Key Stage 2** in the subjects of English, mathematics and science in 2003. In contrast to the Key Stage 1 results, more Camden pupils achieved the expected standard at Key Stage 2 than their equivalents in London and England. 87 per cent of boys and 89 per cent of girls achieved the required level in science, although a lower proportion of boys achieved this level in English (73 per cent) and in mathematics (74 per cent). Girls performed better than boys in English (82 per cent) but at a similar in level mathematics (74 per cent).

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



Source: DfES, Crown Copyright 2004

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

Figure 3.6 demonstrates the difference from the national percentage of pupils achieving level 4 or higher at Key Stage 2. In Camden boys' performance is 3 per cent higher than the national level in English and 1 per cent higher in mathematics and science. For Camden girls,

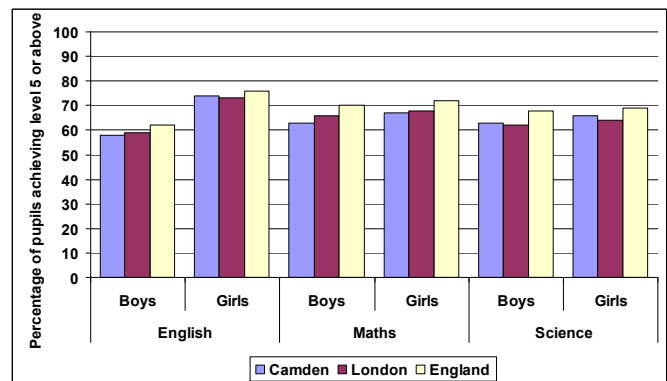
their performance is 2 per cent higher than the national level in all three subjects.

Since 2000, more boys and girls in Camden have achieved level 4 or above at Key Stage 2 in English (5 per cent more boys and 7 per cent more girls), mathematics (2 per cent more boys and 6 per cent more girls) and science (4 per cent more boys and 6 per cent more girls). This compares favourably to a national pattern of a 1-2 per cent increase between 2000 and 2003.

Key Stage 3 - Age 14

Figure 3.7 shows pupils' achievements at Key Stage 3 in English, mathematics and science in 2003. Compared with their counterparts nationally, a lower percentage of both boys and girls in Camden achieved the expected level in all the three subjects of English, mathematics and science. Only 58 per cent of boys achieved the expected standard in English, compared with the London (59 per cent) and national (62 per cent) averages. Girls in Camden performed better in English (74 per cent) than in mathematics (67 per cent) and science (66 per cent), but still below the national level.

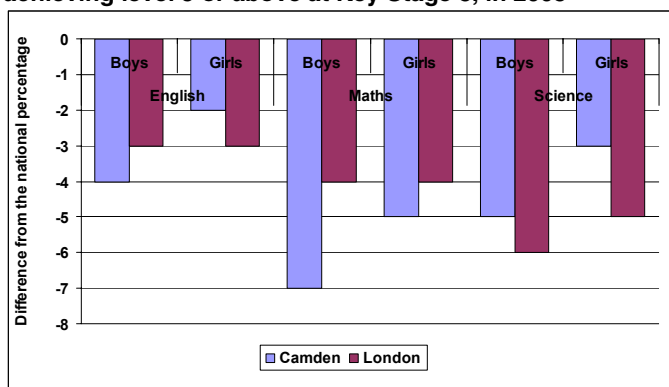
Figure 3.7 Boys and girls achieving level 5 or above at Key Stage 3 (age 14) in English, mathematics and science in 2003



Source: DfES, Crown Copyright 2004

Figure 3.8 shows the difference from the national percentage of pupils achieving level 5 or above at Key Stage 3. Whilst London's results are also below the national level for both boys' and girls' achievements in all three subjects, Camden boys performed below both the London and national levels in English and mathematics. The greatest difference can be seen in boys' achievements in mathematics, 7 per cent lower than the national figure. Both boys and girls' achievements in science were above the London level, but below the national averages.

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%

In Camden, significant improvements have been made in educational attainment at age 14 since 2000.

Camden has clear evidence of recent educational improvements. Since 2000, the proportion of both boys and girls in Camden who achieved the expected standard at Key Stage 3 has risen, reflecting a similar trend nationally. In 2003, 5 per cent more boys achieved the expected level in English, 7 per cent more in mathematics and 9 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 Camden the corresponding figures are 1 per cent, 6 per cent, and 11 per cent (3 per cent, 7 per cent and 11 per cent for England).

Diversity Indicators and Performance at Key Stages 1-3

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

Ethnicity

The 2003 educational statistics for Camden refer to the pupils indicated in **Figure 3.9** which shows that Camden has a large number of pupils from Black and Minority Ethnic Groups²⁴. In Camden, these pupils are principally concentrated in the Bangladeshi, White Other²⁵ and Black African groups. These figures provide reliable data

²⁴ Black and Minority Ethnic groups include all those groups other than White British.

²⁵ The White Other category includes Romany Gypsies, Turkish Cypriots, people from the former Yugoslavia, and other people of Eastern European origin as well as people from other European countries, South Africa, USA, Canada, Australia and New Zealand.

as they refer to the results of official tests taken by all pupils, and have not, for example, been generalised from a sample survey of pupils.

Figure 3.9 Camden 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	208	233	217
	Black and Minority Ethnic Groups	539	412	349
Girls	White British	217	235	336
	Black and Minority Ethnic Groups	530	435	544

Source: DfES, Crown Copyright 2004

The test results for 7, 11 and 14 year-old pupils showed:

At age 7

- Camden's Black and Minority Ethnic girls did better than Camden's Black and Minority Ethnic boys.
- Camden's Black and Minority Ethnic boys did better than Camden's White British boys by 1 per cent in reading, and Camden's Black and Minority Ethnic girls outperformed Camden's White British girls by 4 per cent in writing.
- Camden's Black and Minority Ethnic boys and girls did less well than similar pupils nationally except for girls in writing (2 per cent above the national level).

At age 11

- Camden's Black and Minority Ethnic boys did less well than Camden's White British boys (2 per cent fewer achieved expected standards in English and mathematics, and 3 per cent fewer in science).
- Camden's Black and Minority Ethnic girls did less well than Camden's White British girls with 3 per cent fewer achieving the expected level in English and science and 3 per cent fewer in mathematics.
- Camden's Black and Minority Ethnic boys did better than similar boys nationally (by 6 per cent in English, 3 per cent in mathematics and 5 per cent in science).
- Camden's Black and Minority Ethnic girls did better than similar girls nationally (by 4 per cent in English and 6 per cent in both mathematics and science).

At age 14

- Camden's Black and Minority Ethnic boys did less well than Camden's White British boys in English (6 per cent fewer achieving expected standards) and mathematics (2 per cent fewer), but better in science (1 per cent more).
- Camden's Black and Minority Ethnic girls did better than Camden's White British girls (6 per cent more achieving expected standards in English and 2 per cent more in science).
- While Camden's White British pupils of both sexes performed below the national level, Camden's Black and Minority Ethnic girls achieved better results than their counterparts nationally – 4 per cent more achieved desired levels in English, 1 per cent more in mathematics, and 6 per cent more in science.
- Camden's Black and Minority Ethnic boys did less well than similar boys in English and mathematics, but better in science, by 5 per cent above the national level.

English as an Additional Language

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

Figure 3.10 Camden 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	350	347	326
	First language other than English	402	304	241
Girls	English	364	356	592
	First language other than English	385	316	297

Source: DfES, Crown Copyright 2004

At age 7

- Camden's boys and girls who have English as an additional language performed less well in all subjects than those for whom English was their first language. (2 per cent fewer boys and 7 per cent fewer girls gained expected standards in English, 3 per cent fewer boys and girls in writing, and 5 per cent fewer boys and 8 per cent fewer girls in mathematics, compared with pupils for whom English was their first language.)

- Boys and girls in Camden for whom English is an additional language did less well in all the three subjects compared with their national counterparts, except for girls in writing (1 per cent more achieving desired standards).

At age 11

- Again, Camden's boys and girls who have English as an additional language performed less well in all subjects than those for whom English was their first language.
- However, Camden pupils for whom English is an additional language performed better than similar pupils across England. 8 per cent more boys and 4 per cent more girls achieved expected standards in English, 4 per cent more boys and 7 per cent more girls in mathematics and 8 per cent more boys and 7 per cent more girls in science.

At age 14

- Camden boys for whom English is an additional language performed less well than other Camden boys at age 14. 8 per cent fewer achieved expected standards in English, 7 per cent fewer in mathematics, and 4 per cent fewer in science.
- Girls in Camden with English as an additional language also did less well than other Camden girls, with 6 per cent fewer achieving expected standards in English, 4 per cent fewer in mathematics and science.
- Camden boys for whom English is an additional language performed below the national level in English and mathematics, but better than similar boys nationally in science by 6 per cent.
- Camden girls for whom English is an additional language did better in all subjects than similar girls across England, 1 per cent more achieving expected standards in English and mathematics and 7 per cent more in science.

Free School Meals Eligibility

- In Camden, London, 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 Camden boys eligible for free school meals, with 32 per cent fewer in this group achieving expected standards in English, 23 per cent in mathematics and 29 per cent fewer in science at age 14, compared with other Camden boys.

Special Educational Needs

Key Stage 4 GCSE/GNVQ - Age 16

At age 7

- Camden boys who have a SEN did better in 2003 than their national counterparts in reading and writing, but 4 per cent fewer of them achieved the expected level in mathematics.
- Camden girls who have a SEN outperformed their national counterparts in reading and writing, and achieved the national standard in mathematics.

At age 11

- Among Camden pupils who have SEN but do not have a statement of SEN, attainment is higher for both boys and girls than the national averages for similar pupils.
- In English, 17 per cent more boys and 21 per cent more girls achieved expected standards; in mathematics the figures were 10 per cent more boys and 15 per cent more girls, and in science 8 per cent more boys and 15 per cent more girls.

At age 14

- Attainment is higher for Camden boys and girls with a SEN but no statement, compared with similar pupils nationally.
- In English, 9 per cent more boys and 11 per cent more girls with a SEN achieved expected standards; in mathematics 7 per cent more boys and 5 per cent more girls; and in science 7 per cent more boys and 8 per cent more girls.

In Camden proportionally fewer boys achieved 5 or more GCSE/GNVQs at A-C grade in 2003 compared with London and England as a whole

GCSE/GNVQ achievements by 16 year olds in maintained schools in 2002/03 are presented in **Figure 3.11**. In Camden, proportionally fewer boys and girls achieved 5 or more A-C grades at GCSE/GNVQ level than in England, and boys performed much less well than girls. 40 per cent of boys and 56 per cent of girls in Camden achieved 5 or more A-C grades, compared with 48 per cent of boys and 58 per cent of girls across England.

In Camden, almost 7 per cent of boys did not pass any GCSE/GNVQs. This is slightly higher than in London and England as a whole (6 per cent in both cases). The figure for girls is 4 per cent, similar to both the London and national averages.

Between 2000 and 2003 in Camden, the proportion of boys and girls achieving 5 or more A-C grades at GCSE/GNVQ increased by 4 per cent for boys and 2 per cent for girls. This is similar to the London and national trends.

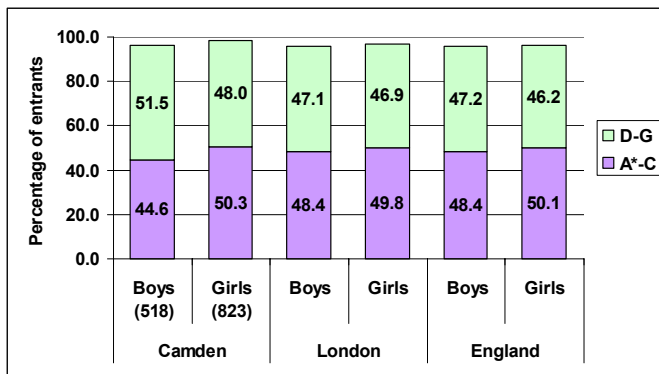
Figure 3.11 GCSE/GNVQ achievements by 15 year olds in maintained schools by gender in 2002/2003

Area		Percentage of pupils achieving at GCSE/GNVQ			
		5+ A-C grades	5+ A-G grades	5+ A-G grades including mathematics and English	No passes
Camden	Males (557)	40.0	85.1	82.8	6.6
	Females (863)	56.1	92.6	91.5	3.6
London	Males	45.4	87.2	84.8	5.7
	Females	55.8	91.9	90.0	3.7
England	Males	47.9	86.6	84.2	6.3
	Females	58.2	91.0	89.0	4.1

Source: DfES, Crown Copyright 2004

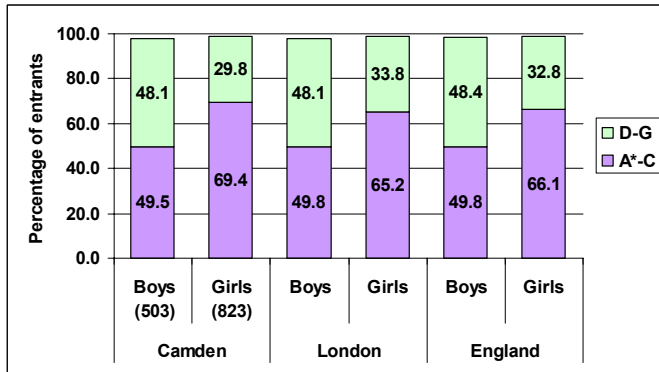
Figures 3.12 - 3.15 show pupils' performance in selected subjects at GCSE. **Figure 3.12** shows the proportion of pupils entered for GCSE mathematics in maintained schools who achieved good grades and other pass grades. In Camden, proportionally fewer boys achieved good grades, 45 per cent compared with 48 per cent in both London and England. Camden girls' achievement was slightly above the regional and national averages.

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



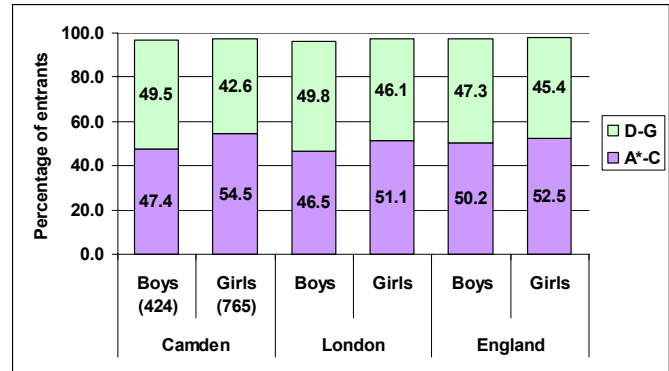
Source: DfES, Crown Copyright 2004

Figure 3.13 shows the proportion of pupils entered for GCSE English in maintained schools who achieved good grades (A*-C) and other pass grades (D-G). A higher proportion of girls than boys achieved good grades, 69 per cent compared with 50 per cent. While the percentage of boys who achieved good grades in Camden is similar to the figures for London and England, more Camden girls (69 per cent) achieved good grades in English than their London (65 per cent) and national (66 per cent) counterparts.

Figure 3.14 shows the achievements of pupils entered for GCSE Double Award Science in maintained schools. In Camden, 47 per cent of boys obtained good grades, similar to those in London, but fewer than in England (50 per cent). On the other hand, more girls achieved good

grades in this subject, 55 per cent compared with 51 per cent in London and 53 per cent in England.

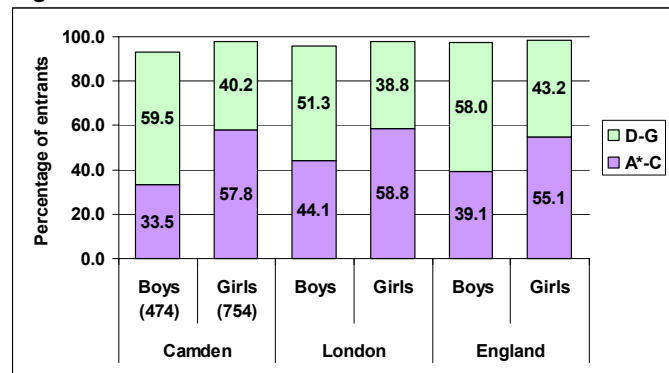
Figure 3.14 Pupils entered for GCSE Double Award Science in maintained schools who achieved A*-C or D-G grades in 2003



Source: DfES, Crown Copyright 2004

Figure 3.15 shows that in Camden a lower percentage of boys entered for GCSEs in a Modern Language achieved good grades than in London and England as a whole. Girls (58 per cent) performed better than boys (34 per cent), and also better than the national average of 55 per cent, though not quite as well as their London counterparts (59 per cent).

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



Source: DfES, Crown Copyright 2004

Note: 'Modern Language' includes those pupils who took French, German, Spanish, Italian or 'Other Modern Language'

The achievements of girls and boys in GCSE/GNVQs can also be explored 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

- Camden's Black and Minority Ethnic boys did less well than Camden's White British boys, with 5 per cent fewer gaining 5 or more good GCSE/GNVQ grades.

- Camden's Black and Minority Ethnic girls did better than Camden's White British girls, with 2 per cent more gaining 5 or more good GCSE/GNVQ grades.
- Camden's Black and Minority Ethnic boys and girls were more likely than White British boys and girls to achieve at least one GCSE pass.
- Camden's Black and Minority Ethnic boys did less well than their counterparts nationally, 7 per cent with fewer achieving 5 or more good GCSE/GNVQ grades.
- Camden's Black and Minority Ethnic girls did a little better than similar girls nationally, with 1 per cent more achieving 5 or more good GCSE/GNVQ grades.

English as an additional language:

- In Camden, amongst those pupils who have English as an additional language, a lower proportion of boys (38 per cent) achieved 5 or more good GCSE/GNVQ grades, compared with similar boys in London (45 per cent) and in England (44 per cent).
- Camden girls for whom English is an additional language performed much better. 58 per cent achieved good grades, compared with 56 per cent in London and 55 per cent nationally.
- 8 per cent of boys in Camden who have English as an additional language gained no passes at GCSE/GNVQ, compared 5 per cent of similar boys in London and 6 per cent in England as a whole.

Free school meal eligibility

- In Camden, mirroring the London and national patterns, girls who are eligible for free school meals are more likely than boys to achieve 5 or more good GCSE/GNVQ passes, and less likely to achieve no passes.
- In Camden, 39 per cent of girls who are eligible for free school meals achieved 5 or more good GCSE/GNVQ passes, a higher proportion than similar girls in London (36 per cent) and in England as a whole (29 per cent).
- Fewer Camden girls who are eligible for free school meals did not achieve 5 or more GCSE/GNVQ passes, 5 per cent compared with 6 per cent in London and 10 per cent in England.

Special Educational Needs

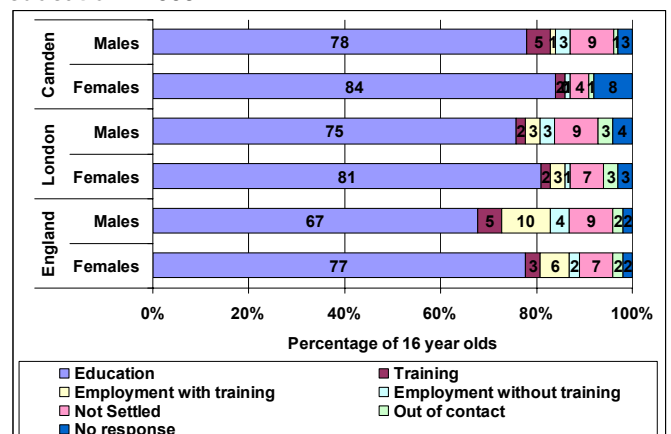
- At all geographical levels, boys with a SEN are less likely to achieve 5 or more GCSE/GNVQ passes at grades A*-C, and more likely to have no passes at GCSE/GNVQ, than girls.
- In Camden, more pupils with a SEN but without a statement achieved 5 or more good GCSE/GNVQ passes, and fewer boys and girls gained no GCSE/GNVQ passes than their national counterparts.

Destinations of pupils after age 16

In Camden, over 90 per cent of girls and two thirds of boys who enter employment at 16 go into jobs in elementary occupations.

Figure 3.16 shows the situation of pupils after the end of compulsory education. It indicates that a higher proportion of students stay on in education in Camden than in London or across England. In 2003, most 16 year olds continued in education or training, with more female students (86 per cent) than male students (83 per cent) in Camden. Here fewer young men and women entered the labour market than in London or nationally. A similar proportion of young men (9 per cent) and fewer young women (4 per cent) in Camden were reported to be 'not settled' than in the region and nationally. Note that there was no response by 8 per cent of young women in Camden, a much higher proportion than in London and England (2-3 per cent).

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

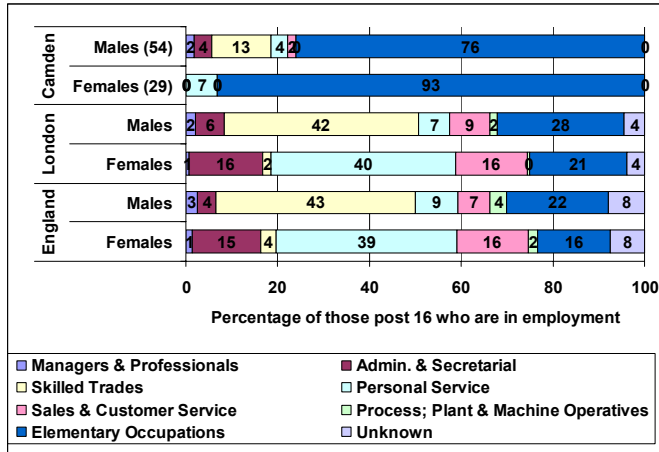


Source: ConneXions 2004

Figure 3.17 shows the first occupation of the small minority of pupils who went into employment after leaving school at 16. In Camden, the overwhelming majority of these young women (93 per cent of a total of 29 girls) entered elementary occupations. This differs from the London and national pattern, which shows young men are more likely to enter elementary

occupations than young women. The rest (7 per cent of young women entering employment at 16) went into personal service occupations in Camden.

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



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 much higher proportion of young men entering employment at 16 in Camden went into elementary occupations, 76 per cent of a total of 54 boys compared with 28 per cent in London and 22 per cent across England. Just 13 per cent of these young men entered skilled trades, a much smaller percentage than in London and England as a whole (42 per cent and 43 per cent respectively). In Camden, 4 per cent of 16 year old male entrants to the labour market went in administrative and secretarial occupations, (similar to the national average) but fewer were employed in personal service occupations (4 per cent) than in London (9 per cent) or nationally (7 per cent).

A/AS Level Attainment

Table 3.18 shows that in Camden the average point score per candidate achieving A/AS levels is higher than in London but lower than in England. For boys in Camden, it is about 8 points lower than in England and for girls it is 11 points lower than nationally.

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

Area	Average point score by candidates achieving A/AS levels			
	Per candidate		Per entry	
	Males	Females	Males	Females
Camden	222.4	245.4	74.6	78.3
London	209.7	230.7	70.4	75.5
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

Table 3.19 shows boys' and girls' five most popular subjects at 'A' Level in 2003. At the national level, boys' and girls' preferences differ, except in choosing English and Business Studies. Many Camden boys chose Social Studies, Media/film/TV Studies and Art and Design, whereas their counterparts in England preferred Business Studies, Physics and History in addition to English and Mathematics. Girls in Camden favoured English and Social Studies like their counterparts in England, but preferred Art and Design, History and Media Studies over Psychology, Biology and Business Studies. Interestingly, Camden boys and girls have similar interests in most of subjects except in preferences for Mathematics and History.

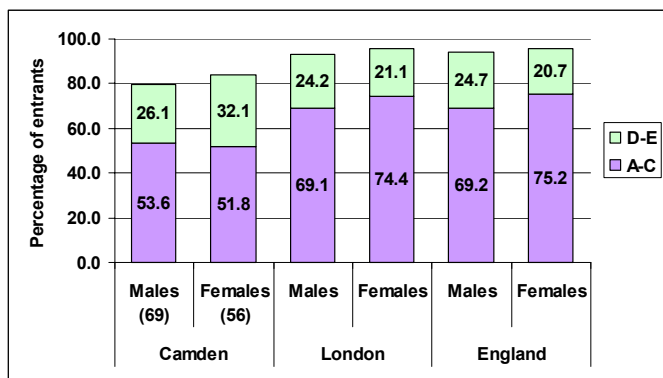
Table 3.19 Five most popular 'A' Levels (excluding General Studies) in 2003

	Camden		London		England	
	Males	Females	Males	Females	Males	Females
1	English	English	Mathematics	English	Mathematics	English
2	Social Studies (excluding Psychology)	Art and Design	English	Social Studies (excluding Psychology)	English	Psychology
3	Mathematics	Social Studies (excluding Psychology)	Business Studies	Biological sciences	Business Studies	Social Studies (excluding Psychology)
4	Media/film/tv Studies	History	Social Studies (excluding Psychology)	Psychology	Physics	Biology sciences
5	Art and Design	Media/film/tv Studies	Physics	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 mathematics in maintained schools. In Camden only small numbers of pupils took this subject with more boys (54 per cent) than girls (52 per cent) achieving good grades (A-C), compared with 69 per cent of boys and 75 per cent of girls in London and nationally. This reversal of the pattern in London and England suggests a need for attention to girls' progress in this subject.

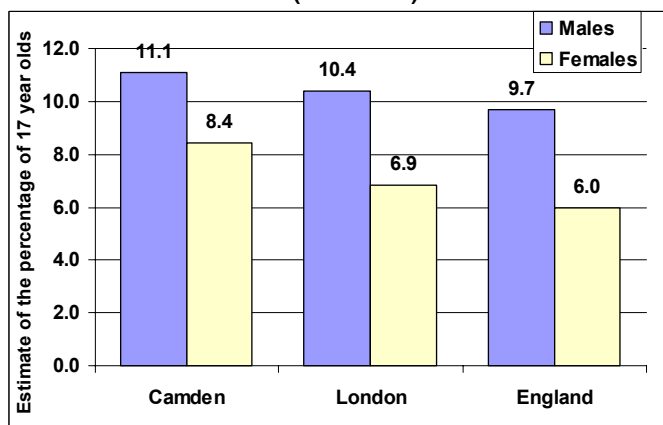
Figure 3.20 Pupils entered for 'A' level mathematics in maintained schools who achieved A-C or D-E grades in 2003



Source: DfES, Crown Copyright 2004

Using estimates of the population it is possible to compare the proportion of 17 year olds in Camden who entered maths 'A' level with that in London and England. These estimates are presented in **Figure 3.21**, and show that 11 per cent of 17 year old boys and 8 per cent of girls in Camden took 'A' level maths in 2003, compared with 10 per cent of 17 year old boys and 6-7 per cent of girls in the region and in England as a whole.

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

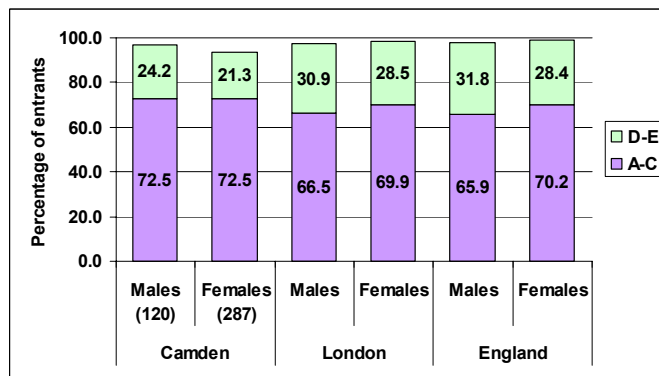


Source: DfES and ONS Population Estimates Unit, Crown Copyright 2004

Figure 3.22 shows the results of pupils entered for 'A' level English in maintained schools. In Camden the same proportion of boys and girls (73 per cent) achieved good grades. Both sexes entered for 'A' level English in Camden outperformed their counterparts in London and nationally (66-67 per cent for boys and 70 per cent for

girls). Boys' performance at more than 6 percentage points above the national average, is particularly noteworthy, especially given the relatively high proportion of the age group taking this subject.

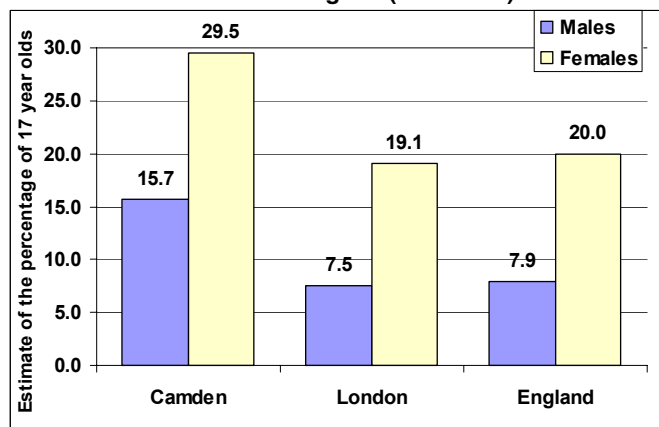
Figure 3.22 Pupils entered for 'A' level English in maintained schools who achieved A-C or D-E grades in 2003



Source: DfES, Crown Copyright 2004

Figure 3.23 shows the estimates of the proportion of 17 year old boys and girls who took 'A' level English. Far more boys (16 per cent) and girls (30 per cent) took 'A' level English, compared to London (8 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).

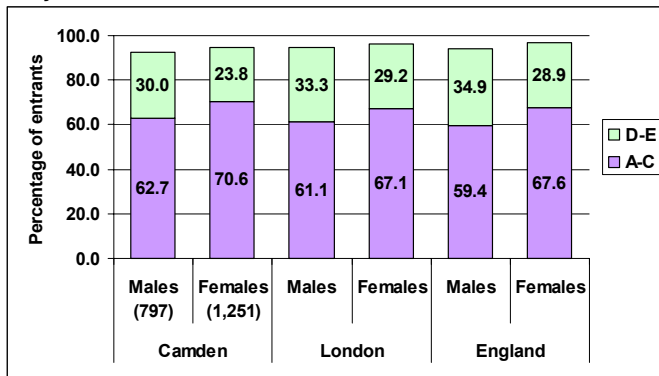
Figure 3.23 Percentage of the population aged 17 who were entered for 'A' level English (estimates) in 2003



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 Camden, the percentage of girls achieving a good pass (71 per cent) was higher than in London (67 per cent) and across England (68 per cent). The proportion of boys in Camden who achieved good grades was also higher than in London and England, 63 per cent compared with 61 per cent and 59 per cent respectively.

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



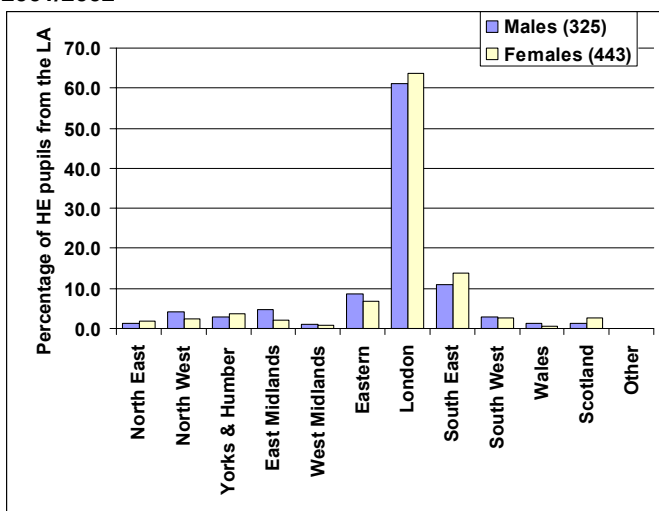
Source: DFES, Crown Copyright 2004

Higher Education

Over 60 per cent of young men and young women from Camden study at a local higher educational institution.

Figure 3.25 shows that 61 per cent of males and 64 per cent of females from Camden who are participating in higher education are studying at an institution within London, with a further 11 per cent of males and 14 per cent of females studying in the South East region. The only other region where a significant number of Camden students have chosen to study is the Eastern region (9 per cent of men and 7 per cent of women). Young women from Camden are slightly more likely than their male counterparts to study at a local higher education institution.

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



Source: HESA 2004

Data for all students from London show that 53 per cent of men and 59 per cent of women study at a higher

education institution within London, with a further 16 per cent of men and women studying in the South East region. Again a significant proportion (10 per cent men and 8 per cent women) attended higher education institutions in the Eastern region.

The data on the region in which people from Camden reside after completing higher education shows that 53 per cent of males and 58 per cent of females from Camden were living in London after the end of their course. Note there was a high percentage of young people from Camden whose residence region after higher education was reported to be 'not known' (nearly 20 per cent for both men and women).

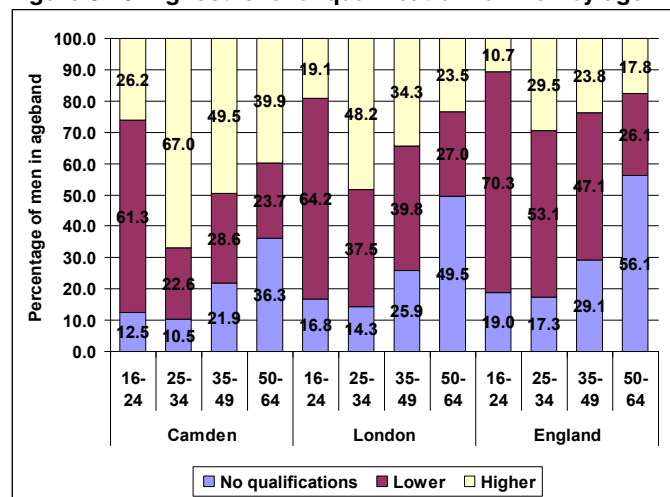
Qualifications and Skills in the working age population

A lower proportion of men and women in Camden have no qualifications.

A higher proportion of Camden women under 25 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 at all geographical levels. In Camden, a much lower proportion of men and women across all age groups had no qualifications than across London or in England as a whole. The highest percentage of those with no qualifications is found among men and women over 50 - 36 per cent of men and 32 per cent of women in Camden, compared with half of men and 46 per cent of women in London and 56 per cent of men and 52 per cent of women across England.

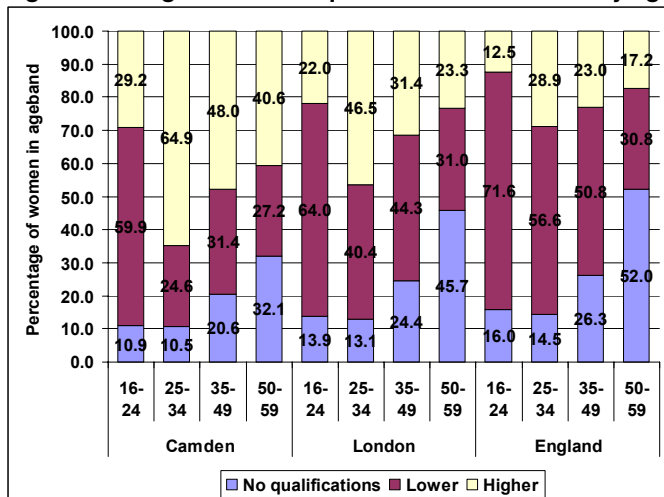
Figure 3.26 Highest level of qualification for men by age



Source: 2001 Census Standard Tables, Crown Copyright 2003

Note: Lower level qualifications are equivalent to 'A' level and below and higher level qualifications are equivalent to first degree and above

Figure 3.27 Highest level of qualification for women by age



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

Camden has far more men and women with higher qualifications than London or England as a whole. In Camden, a much higher percentage of 25-34 year old men and women were qualified to degree level, 67 per cent and 64 per cent compared with 48 per cent and 47 per cent in London, and 30 per cent and 29 per cent nationally. In the 25-49 age groups, 50 per cent of Camden men have higher qualifications, compared with 34 per cent in London and 24 per cent nationally. The figures for women show a similar pattern, 48 per cent in Camden, compared with 31 per cent in London and 23 per cent in England. Also, Camden has significantly higher levels of women aged under 25 who have higher qualifications, 29 per cent compared with 26 per cent of men. The corresponding figures are 22 per cent of women and 19 per cent of men for London and 13 per cent of women and 11 per cent of men for England.

Key Points

- At Key Stages 1, 2 and 3 (ages 7, 11 and 14) a higher proportion of pupils have Special Educational Needs (SEN) in Camden than their counterparts in London and nationally, with more boys having a SEN than girls.
- In 2003, achievements among both boys and girls were low in comparison with London and England as a whole in tests at ages 7 and 14, but were better at age 11.
- GCSE/GNVQ achievements by 16 year olds in maintained schools were low in comparison with London and national levels. Fewer boys (40 per cent) achieved 5 or more good grades than girls (56

per cent). This compared unfavourably with London (45 per cent boys and 56 per cent girls) and national (48 per cent boys and 58 per cent girls) averages for boys.

- Far fewer boys than girls gained good GCSE grades in English and modern languages, mirroring a national gender gap.
- Although girls aged 16-18 achieved overall higher point scores at 'A' level than boys, the performance of both sexes was below the national level.
- Boys and girls make strongly gendered choices of subject for 'A' level study. In Camden's schools, fewer girls chose mathematics and fewer boys chose English, a pattern consistent with the London and national pictures, although the proportion choosing the subject in Camden was high.
- In the 'A' level subjects for which they were entered, over 70 per cent of girls achieved good grades (above the national average). Fewer boys (63 per cent) reached this level of achievement. Nevertheless, in Camden boys' performance was above the regional and national standard.
- More Camden boys and girls remained in education after 16 than their London and national counterparts.
- In 2003, a very small number of boys (54) and girls (29) left school and entered employment at 16. The majority entered elementary occupations, 76 per cent of young men and 93 per cent of young women.
- Of those who left education at age 16, 9 per cent of boys and 4 per cent of girls in Camden were listed as not settled.
- Camden's men and women are better qualified than men and women in London or nationally. Younger women under 25 are better qualified than younger men in Camden, 29 per cent compared with 26 per cent having higher qualifications.
- In part a historical legacy, levels of qualification are lower amongst women and men over 50 in Camden. Nevertheless, this is still above the London and national averages for the same age group.

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 Camden, compared with London 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 Camden's labour market opportunities, showing which kinds of jobs have been declining and which increasing.

Structure of Employment Opportunities

Part-time employment doubled for both sexes in Camden, between 1991 and 2002.

Between 1991 and 2002 (the latest available data) there was a net increase of nearly 56,970 jobs in Camden. During this period the working age population increased by 25,800. Underlying growth, further analysis by gender, industrial sector and working hours, shows some marked differences affecting the situation of men and women.

In 1991, men held 55 per cent of all jobs in Camden, 92 per cent of them working full-time (8 per cent part-time). In contrast, 80 per cent of women worked full-time, with

20 per cent in part-time employment. Just over a decade later in 2002, the percentage of jobs held by men had decreased to 53 per cent, with fewer men - 86 per cent - working full-time. For women, the percentage of jobs that were full-time also fell significantly - to 70 per cent by 2002. **Figure 4.1** summarises the actual numbers of jobs held, and confirms a doubling of part-time jobs, for both sexes.

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

- a marked decline in the share of employment in transport and communications industries between 1991 and 2002
- a slight increase in distribution, hotels and restaurants
- a small drop in manufacturing jobs
- a significant increase in banking, finance and insurance which includes business services such as advertising, recruitment agencies, accountancy, engineering and architecture

For Camden's women there was:

- a fall in the share of women working in transport and communications after a peak in 1993
- an increase in the share of women's employment in distribution, hotels and restaurants
- considerable stability in the industrial distribution of jobs

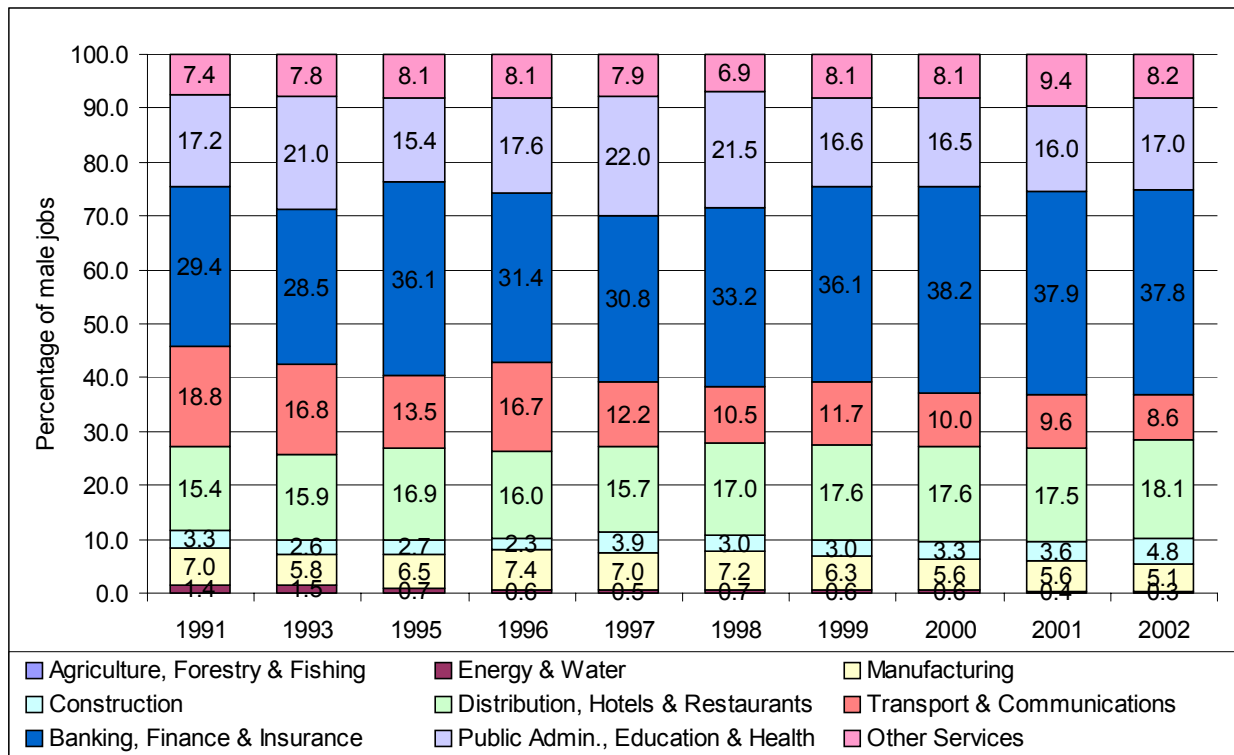
Figure 4.1 Changes in employment in Camden 1991-2002 by full-time/part-time status and sex²⁶

Job Type	Sex	Number of jobs		Change in number of jobs 1991-2002	Percentage change 1991- 2002		
		1991	2002		Camden	London	England
Full-time	Female	72,822	85,300	12,478	17.1	16.1	12.7
	Male	102,027	117,865	15,838	15.5	11.0	9.3
	All	174,849	203,165	28,316	16.2	13.0	10.6
Part-time	Female	18,394	36,362	17,968	97.7	32.2	30.8
	Male	9,090	19,776	10,686	117.6	113.6	103.1
	All	27,484	56,138	28,654	104.3	50.9	43.6
All	All jobs	202,333	259,303	56,970	28.2	20.5	19.2

Source: Annual Employment Survey/Census of Employment 1991, Annual Business Inquiry 2002, ONS

²⁶ These data relate to jobs located in Camden. Some of these jobs may be held by men or women who live elsewhere.

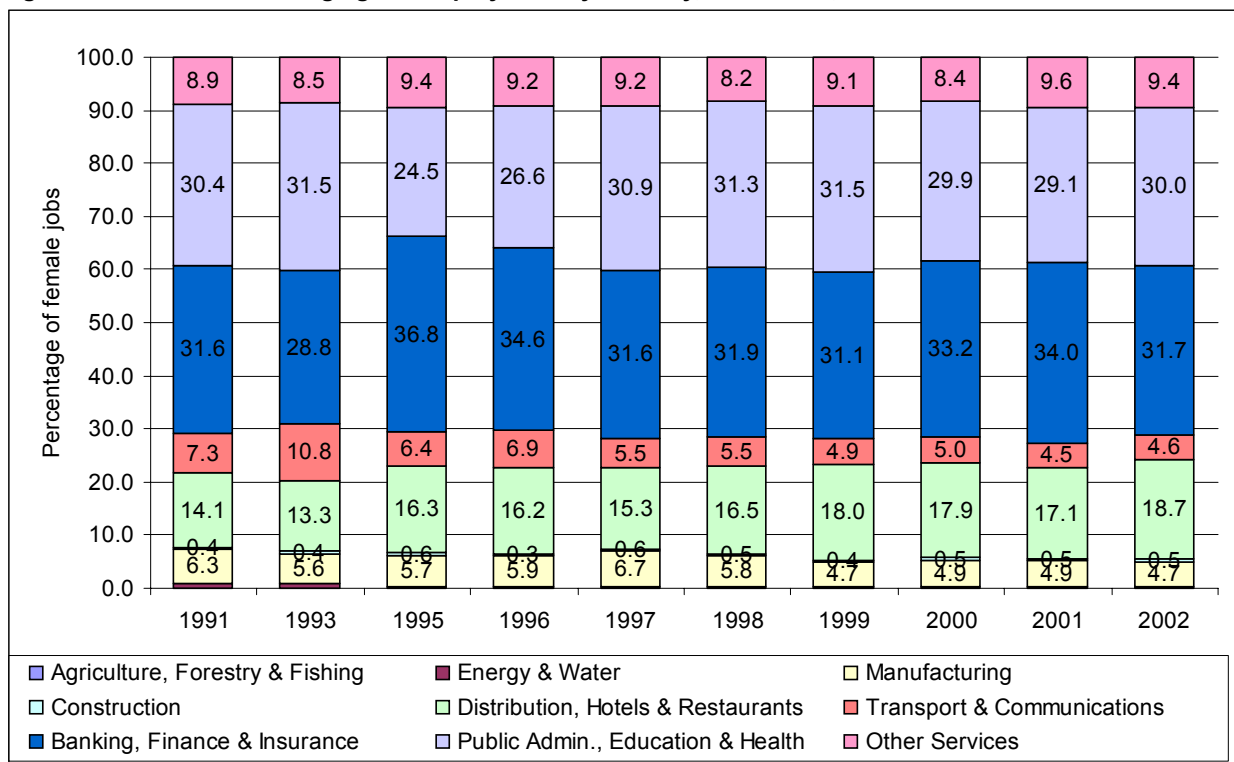
Figure 4.2 Men of working age in employment by industry, in Camden, 1991-2002



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

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

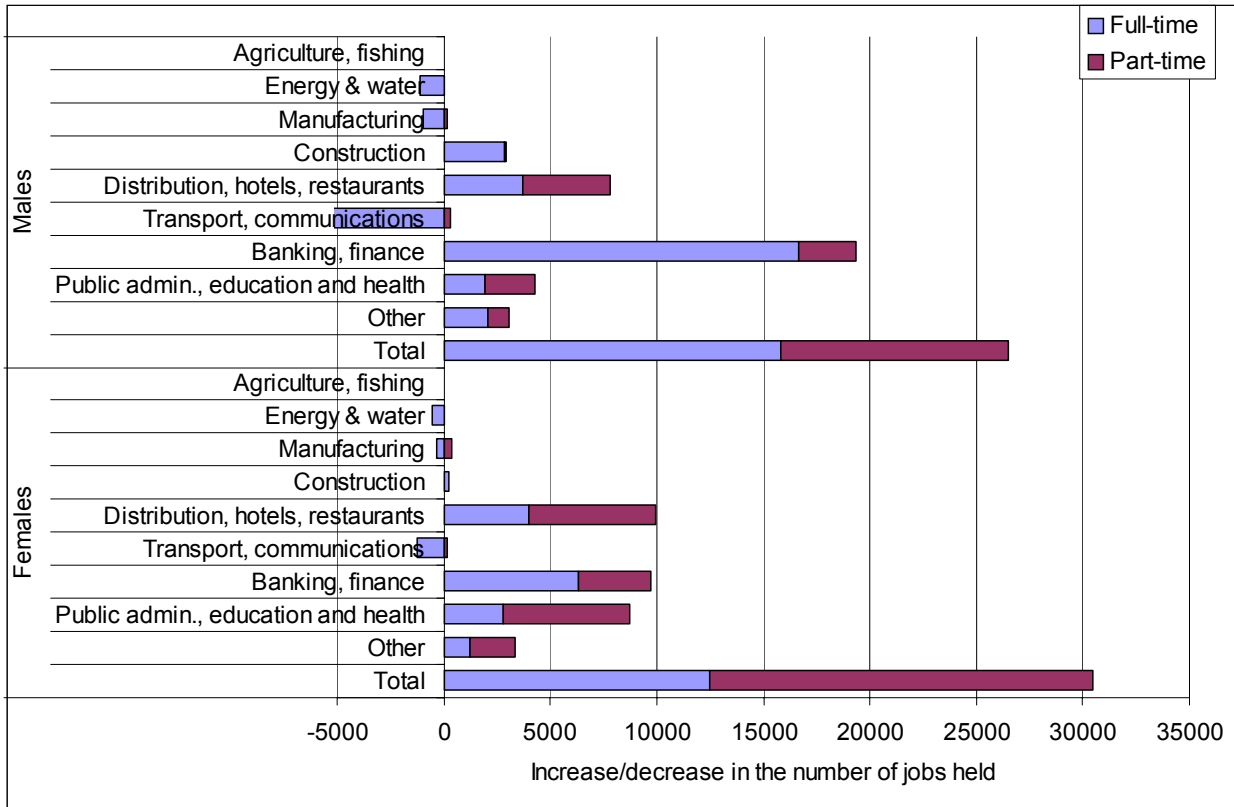
Figure 4.3 Women of working age in employment by industry, in Camden, 1991-2002



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

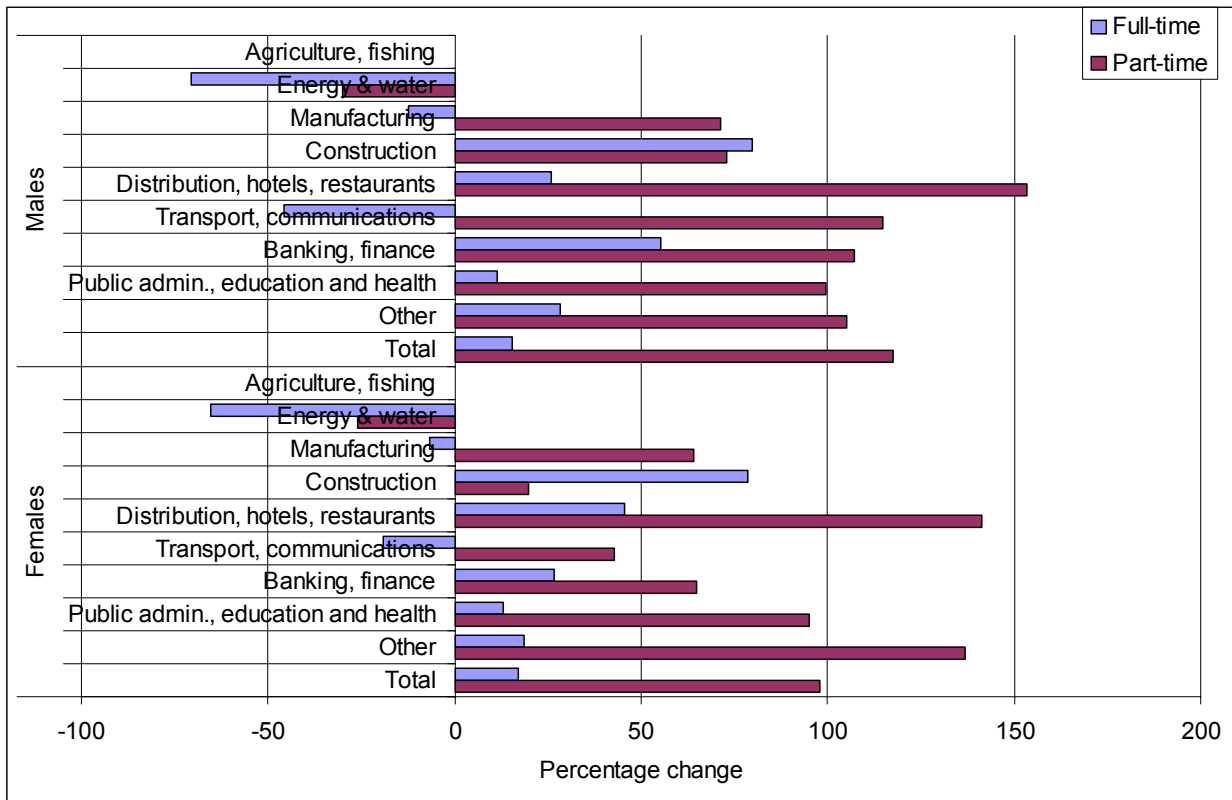
Note: 'Other Services' includes sewage and refuse disposal, activities of membership organisations, recreational, cultural and sporting clubs, private households with employed persons, extra territorial organisations.

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



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, Camden



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

Data for London and England as a whole over this period show a similar increase in male employment in distribution, hotels and restaurants (from 20 per cent to 23 per cent in London, 19 per cent, to 23 per cent in England). However, there was also a significant increase in the share of male employment in banking and finance in London (up from 26 per cent to 34 per cent), compared with a rise nationally of 15 per cent to 21 per cent). In London and in England as a whole there was also a reduction in male employment in manufacturing (from 13 per cent to 8 per cent in London, 26 per cent to 19 per cent in England as whole).

For women in London and nationally there were also slight increases in the number of women working in service industries (6 per cent to 7 per cent in London, compared with 5 per cent to 6 per cent in England). Women's employment in transport and communications, however, has hardly dropped in London (remaining at around 5 per cent) compared with approximately 3 per cent nationally.

While women's employment in banking, finance and insurance in Camden has remained more or less constant at around 32 per cent, the share of women's employment in this sector in London has significantly increased from 26 per cent to 34 per cent, compared with a more gradual rise of 27 per cent to 30 per cent in England as a whole. The increase in Camden of women working in distribution, hotels and restaurants (14 per cent to 19 per cent) is sharper than in London (21 per cent to 23 per cent) or in England (25 per cent to 27 per cent).

Figure 4.4 shows the change in the **number of full-time and part-time** jobs in Camden 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 jobs for both men and women in transport and communications, energy and water, and manufacturing
- a significant rise, particularly for men, in employment in banking and finance
- an increase in both full-time and part-time jobs, for men and women, in distribution, hotels and restaurants
- a rise in employment in public administration, education and health, especially for women

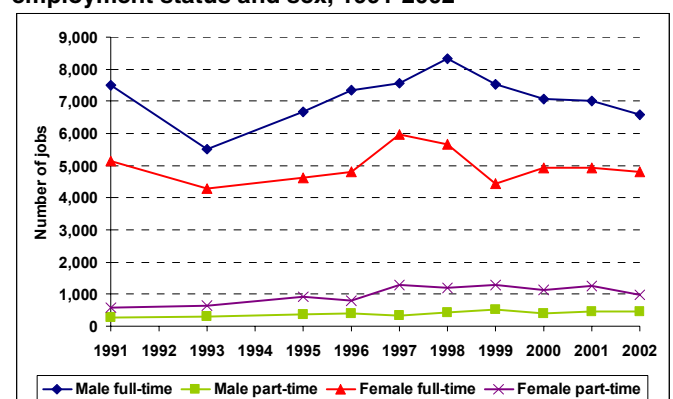
Figure 4.5 presents the same data as in Figure 4.4, but this time shows the **percentage change in the number of jobs**. The large increases in part-time jobs, and the sharp drop in energy and water, need to be seen in the

context of relatively small numbers at the start of the period. While there has been a significant rise in the number of jobs, it should be noted that the percentage growth is in the area of part-time employment.

Figures 4.6, 4.7 and 4.8 show the change in the numbers of jobs for selected industries in Camden in more detail.

- In manufacturing there was a decrease in male full-time jobs between 1991 and 2002, although the data year on year shows a mixed picture of falls and rises.
- In banking and finance²⁷, there was an increase in both women's and men's full-time jobs after 1991, although with a sharp decrease between 1996 and 1997. Women's full-time employment in this sector mirrored that of men. However, there are signs that women's full-time employment may now be in decline, in contrast to men's which is continuing to increase. Female part-time jobs in this sector are also in decline after a peak in 1998.
- In public administration, education and health the picture was very dynamic, with rises in both women's and men's full-time jobs after 1996, a fall in 1999, and a slight recovery since. For women's part-time jobs, there was a significant rise in 1999 followed by a fall, while male part-time jobs showed a small but steady increase over the period.

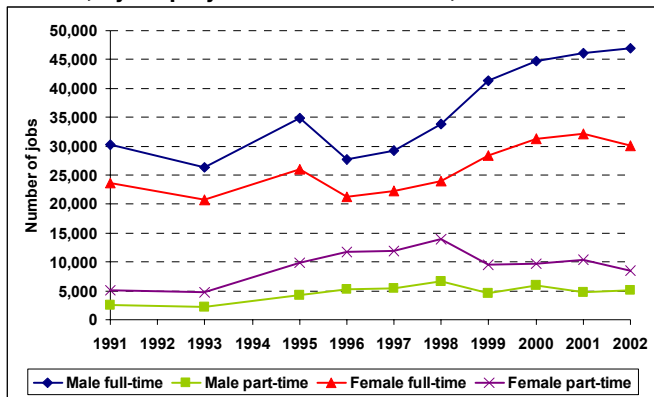
4.6 Change in the number of jobs in manufacturing, by employment status and sex, 1991-2002



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

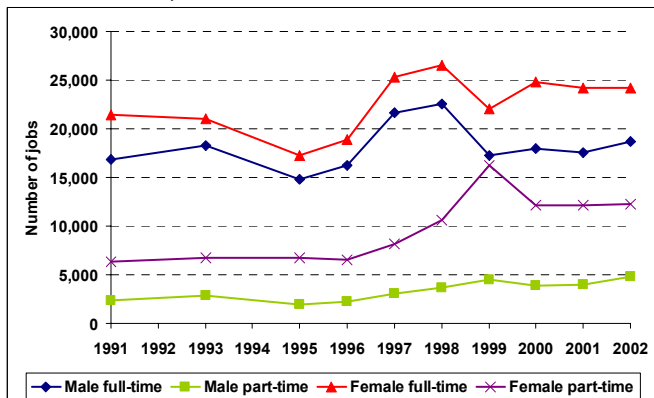
²⁷ Banking, finance and insurance includes business services such as advertising, recruitment agencies, accountancy, engineering and architecture.

Figure 4.7 Change in the number of jobs in banking and finance, by employment status and sex, 1991-2002



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

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



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

People and Employment²⁸

In Camden a low proportion of young men and women are economically active.

The 2001 Census showed 69,620 men and 70,785 women of working age in Camden, of whom 52,060 men and 45,220 women were economically active²⁹ (defined as either in employment, economically active students or unemployed³⁰). Economic activity is lower for both sexes in Camden than in London and England, and varies by age, as can be seen in **Figure 4.9**. Lower economic activity rates are particularly evident among 16-24 year olds in Camden. Figure 6.8 in Chapter 6 shows this picture is affected by the high proportion of students in Camden.

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

	Age group	Economically active (%)		
		Camden	London	England
Men	16-24	49.0	62.3	68.3
	25-34	86.6	89.6	91.0
	35-49	81.1	88.1	90.2
	50-64	68.5	72.5	72.8
	Working age	74.8	80.6	81.9
Women	16-24	47.0	58.1	62.1
	25-34	72.6	73.2	73.7
	35-49	66.3	70.8	75.8
	50-59	63.2	64.1	65.3
	Working age	63.9	68.0	70.6

Source: 2001 Census Standard Tables, Crown Copyright 2003

Employment Status

The majority of self-employed people in Camden have high levels of qualifications.

In Camden, 45,310 men and 39,485 women of working age were in employment in 2001. Fewer men work full-time in Camden (46 per cent of all men of working age) than in London (54 per cent) or nationally (58 per cent). For women in Camden the figure of 39 per cent compares with 41 per cent in London and 36 per cent in

²⁸ The data in this section, drawn from the Census, relate to the population resident in Camden, some of whom will work in other areas.

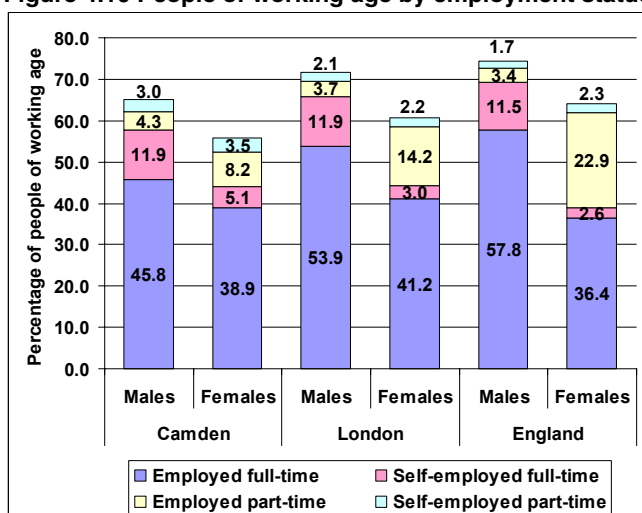
²⁹ All people who were working in the week prior to the census are described as economically active. In addition, the category includes people who were not working but were looking for work and were available to start work within two weeks. Full-time students who were economically active are included but identified separately.

³⁰ 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.

England. This is illustrated in **Figure 4.10**, which also shows that in Camden:

- in the context of a big increase in jobs, proportionally more men of working age worked part-time (7.3 per cent compared with 5.8 per cent in London and 5.1 per cent in England as a whole)
- fewer women are employed part-time in Camden (12 per cent) than in London (16. per cent) and in England as a whole (25 per cent).
- there is a higher level of self-employment among women in Camden (9 per cent compared with 5 per cent in London and nationally). Men in Camden are also slightly more likely to be self employed (15 per cent compared with 14 per cent of men in London and 13 per cent of men nationally).

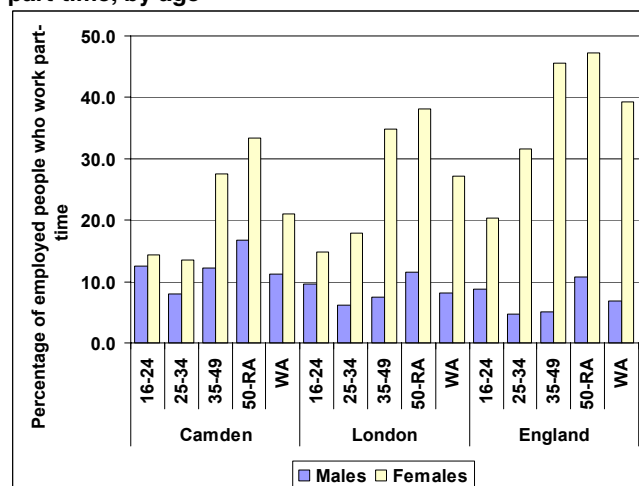
Figure 4.10 People of working age by employment status



Source: 2001 Census Standard Tables, Crown Copyright 2003

Figure 4.11 shows that the proportion of people who work part-time also varies significantly with age, with more young men (16-24) and older men (50 to retirement age) working part-time, and more women aged 35 to retirement age. Consistent with the national profile, the highest proportion of part-time working is seen in women aged 50 to retirement age. This suggests a link between part-time employment and family or caring responsibilities for women, but this factor does not explain the growth in men's part-time working.

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



Source: 2001 Census Standard Tables, Crown Copyright 2003

Figure 4.12 refers to men and women who are self-employed. It shows that the majority of self-employed men, across all geographical levels, are self-employed full-time, without employees. The majority of self-employed women in Camden and London are self-employed full-time (also without employees) although in England as a whole self-employed women mostly work part-time without employees.

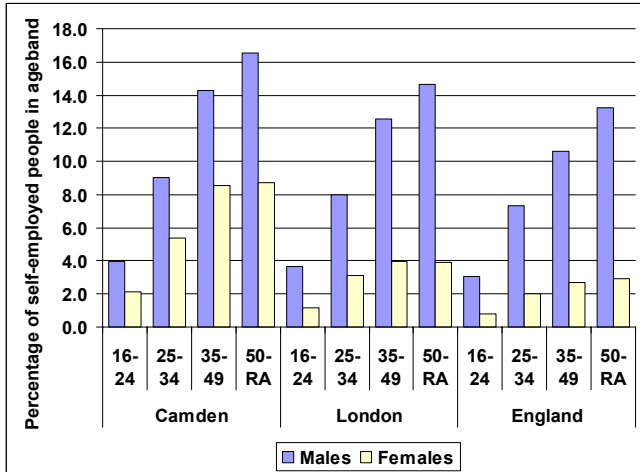
Figure 4.12 Self-employed men and women by full and part-time working and employees

Percentage of all men and women who are self-employed					
Area		Self employed with employees		Self employed without employees	
		Part-time	Full-time	Part-time	Full-time
Camden	Males	3.4	29.9	16.8	49.9
	Females	5.5	17.9	35.2	41.4
London	Males	2.6	31.5	12.2	53.7
	Females	8.4	19.7	34.2	37.7
England	Males	2.2	33.6	10.6	53.5
	Females	11.6	23.5	35.2	29.7

Source: 2001 Census Standard Tables, Crown Copyright 2003

The variation in self-employment by age is shown in **Figure 4.13**. In Camden the peak age for self-employment among men is 50+. This is consistent with the situation in London and in England. A similar, but less pronounced, pattern is seen in self-employed women. At all ages, higher proportions of men and particularly women in Camden are self-employed than in London and England as a whole.

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



Source: 2001 Census Standard Tables, Crown Copyright 2003

Figure 4.14 shows the proportion of people of working age who work part-time and whether they are employees or self-employed. Across all geographical levels and for both men and women, self-employed people are more likely than employees to work part-time.

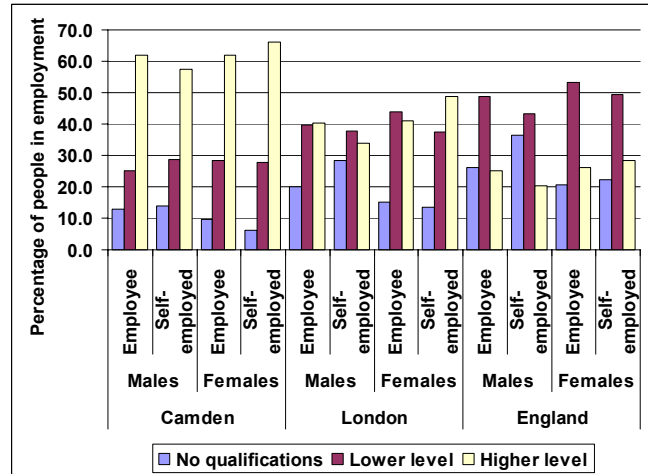
Figure 4.14 Employees and self-employed men and women of working age who work part-time



Source: 2001 Census Standard Tables, Crown Copyright 2003

The 2001 Census gives information about the level of qualification of employees and those who are self-employed. This is shown in **Figure 4.15**. In Camden, a very high proportion of employed and self-employed men and women are qualified to degree level and above, compared with their counterparts in London and England. Comparatively few men and women employees, or self-employed men and women, in Camden have no qualifications.

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

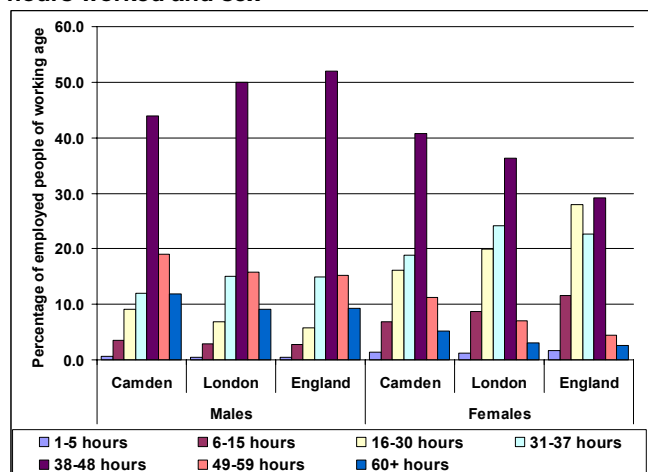


Source: 2001 Census Standard Tables, Crown Copyright 2003

Working Hours

Figure 4.16 illustrates the long working hours of men. Men of working age in Camden work very long hours, with almost one in three (31 per cent) working above the threshold level of 48 hours, a higher proportion than in both London (25 per cent) and England (24 per cent). 13 per cent of Camden men work over 60 hours per week, again a higher figure than for men in London and England (both 9 per cent). However, a relatively high proportion of men (13 per cent) work less than 30 hours a week (compared with 10 per cent in London and 9 per cent in England).

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



Source: 2001 Census Standard Tables, Crown Copyright 2003

Although women in Camden work shorter hours than men (8 per cent working fewer than 15 hours, compared with just 4 per cent of men in Camden), there are substantial differences between women in Camden and their counterparts in London and England with:

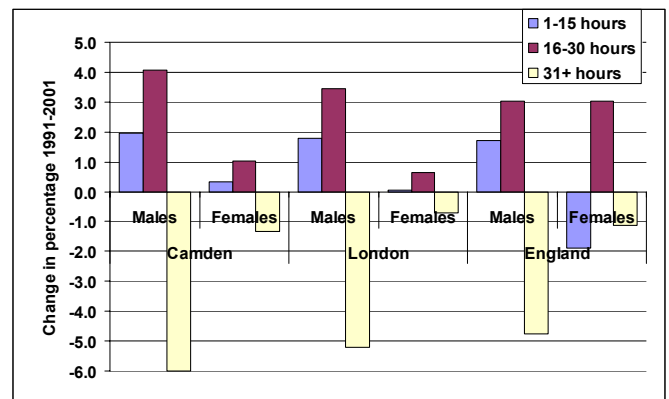
- a high proportion of women working above the threshold level of 48 hours per week (16 per cent in Camden compared with 10 per cent in London and 7 per cent across England as a whole)
- a low proportion of women working part-time. Just 24 per cent compared with 30 per cent of women in London and 41 per cent of women across England as a whole

A high proportion of young men (aged 16-24) in Camden work 30 or fewer hours a week (26 per cent), and a high proportion work more than 48 hours per week (18 per cent) compared with young men in London (23 per cent and 13 per cent) and England (23 per cent and 11 per cent). More than one in three men (34 per cent) aged 25-34 works more than 48 hours per week, compared with men in this age group in London (26 per cent) and nationally (24 per cent).

Women in Camden work shorter hours than men. However one in four women aged 25-34 works more than 48 hours a week, a much higher proportion than their counterparts in London (13 per cent) or nationally (8 per cent). Nationally, women aged 50-59 and over are more likely to work part-time (1-30 hours per week). However, in both Camden and London, women in this age group are most likely to work 31-48 hours a week.

Comparing the data from the 1991 and 2001 Censuses³¹, it is possible to look at the change in working hours over that period. This is shown in **Figure 4.17**. There was a fall in the proportion of men working more than 31 hours per week (down 6 percentage points in Camden) and an increase in men working part-time. For women the picture was much more stable with a small fall in the proportion working more than 31 hours per week. In both Camden and London there appears to have been very little change in the working hours of women in contrast to the picture nationally.

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



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

Travel to Work

In Camden a high proportion of women travel to work by bus or walk to work.

A high proportion of men and women take the underground to work whilst few people drive to work.

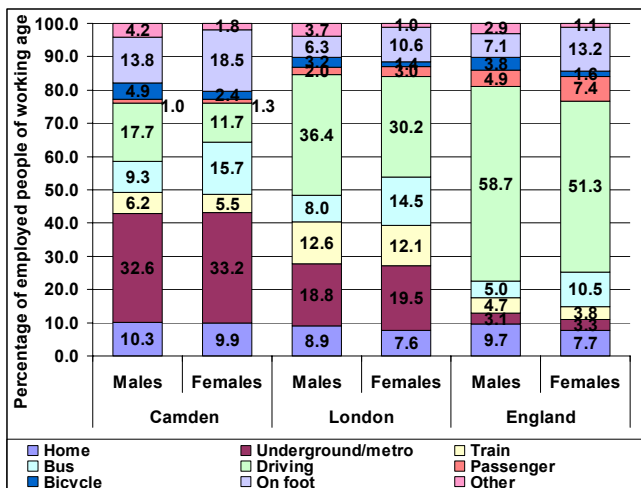
Figure 4.18 shows the mode of travel to work by men and women of working age. In Camden:

- More men and women work at home, compared with London and England
- Significantly more people take the underground to work, 33 per cent of both men and women, compared with 19 per cent of men and 18 per cent of women in the London.
- More people walk to work (14 per cent of men and 19 per cent of women) compared with 6 per cent and 10 per cent in London and 7 per cent and 13 per cent in England.
- Significantly fewer men and women drive or travel as passengers in cars to work.

There are significant differences in the way men and women travel to work, and women continue to work closer to home. 16 per cent of women in Camden go to work by bus (compared with 9 per cent of men), and 19 per cent of women walk to work (compared with 14 per cent of men). Fewer women drive to work, 12 per cent compared with 18 per cent of men and in Camden slightly fewer women travel to work by train 5.5 per cent (compared with 6.4 per cent of men).

³¹ Source: 1991 Census LBS, Crown Copyright 1993, 2001 Census Standard Tables, Crown Copyright 2003.

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



Source: 2001 Census Standard Tables, Crown Copyright 2003

People aged 16-24 and 25-34 tend to travel to work by public transport. In Camden, 58 per cent of men and 61 per cent of women aged under 25, and 57 per cent of men and 63 per cent of women aged 25-34, travel by bus, train or underground. This compares with just 42 per cent of men, and with 47 per cent women aged 35-49 and 34 per cent of men and 39 per cent of women over 50. Young people are also the most likely to walk to work (23 per cent of men and 25 per cent of women aged under 25 compared with 12 per cent of men and 16 per cent of women aged 25-34).

In Camden only 7 per cent of men and 4 per cent of women aged 16-24 drive to work, compared with 24 per cent of men and 17 per cent of women aged over 50. These proportions are much lower than in London (21 per cent of men and 16 per cent of women aged 16-24 and 47 per cent of men and 37 per cent of women aged over 50) and England as a whole (37 per cent and 32 per cent of young men and women respectively and 64 per cent and 51 per cent of men and women aged over 50).

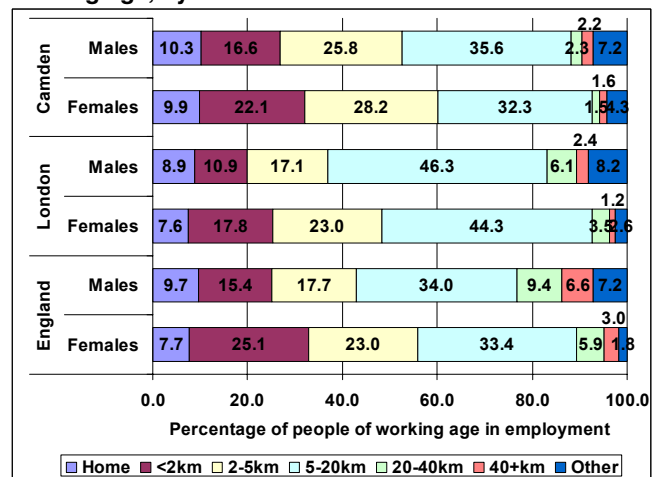
Comparing data from the 1991 and 2001 Censuses shows the change in method of travel to work by people of working age³². In Camden, there was a decrease in women driving to work (down 3 percentage points), travelling to work by bus (down 1 percentage point) or on foot (down 5 percentage points) and an increase in use of the underground (up 8 percentage points) and train (up 2 percentage points). By 2001, again fewer men were driving to work (down 9 percentage points) and there was an increase in men taking the underground (up 5 percentage points) or the train (up 1 percentage points). The change in travel to work in Camden is very different to that nationally, where there

has been an increase in women and a decrease in men driving to work.

Figure 4.19 shows the estimated distance travelled to work. Women in Camden tend to work closer to home than men and also than women in London and nationally. 50 per cent of Camden's women work within 5km of home, compared with 28 per cent of Camden's men, 41 per cent of women in London and 48 per cent of women nationally.

Men in Camden tend to travel shorter distances (42 per cent travel less than 5km to work), compared with men in London (28 per cent) and in England (33 per cent). Over a quarter of them (27 per cent) work more than 20km away, compared with 24 per cent in London and 16 per cent in England. Just 4 per cent of men in Camden travel more than 20km to work, compared with 9 per cent of men in London and 16 per cent of men in England.

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



Source: 2001 Census Standard Tables, Crown Copyright 2003

Note: Distance travelled to work is estimated as a straight line between home and workplace postcodes

Men under 25 in Camden are more likely to work within 5km of home (54 per cent), compared with 40 per cent of men aged 25-34, 42 per cent aged 35-49 and 41 per cent aged over 50. This is much higher than their counterparts in London (38 per cent) and in England (47 per cent).

Like young men in Camden, more young women work within 5km of home (58 per cent) compared with London (43 per cent) and England (53 per cent). Fewer young women in Camden travel over 20km to work (2 per cent) than in London (6 per cent) and England (9 per cent).

In Camden there is a large increase in women working at home between ages 25-34 (6 per cent work at home) and 35-49 (13 per cent work at home), compared with 6 per cent to 10 per cent in London and 6 per cent to 9 per cent nationally. A similar, though less marked pattern is seen for men in Camden.

³² Source: 1991 Census LBS, Crown Copyright 1993, 2001 Census Standard Tables, Crown Copyright 2003.

Occupation and Industry

In Camden many women and men work as managers, senior officials, professionals, associate professionals and in technical occupations.

A high proportion of women and men work in finance and real estate.

Figure 4.20 shows a gendered occupational distribution although the differences between women's and men's occupations in Camden are smaller than those in London and England as a whole. A high proportion of both women (63 per cent) and men (70 per cent) in Camden work as managers and senior officials, professionals and associate professionals and in technical occupations. These proportions are significantly higher than for men and women in London (46 per cent and 54 per cent for women and men respectively) and England as a whole (36 per cent and 45 per cent). More women than men work in administrative and secretarial posts (17 per cent compared with 6 per cent) but the limited opportunities for work in skilled trades are reflected in the figures for men (7 per cent) and women (1 per cent) compared with the national picture (19 per cent of men and 2 per cent of women).

In Camden there was an increase in the proportion of women working as managers and senior officials, professionals and associate professionals and in technical occupations between 1991 and 2001³³ (up 11 per cent in Camden, 9 per cent in London and 6 per cent in England), and a decrease in women employed in administrative and secretarial occupations (down 7 per cent in Camden, 9 per cent in London and 6 per cent in England). For men in Camden there was also an increase in the proportion of men working as managers and senior officials, professionals and associate professionals and in technical occupations (up 12 per cent in Camden, 11 per cent in London and 2 per cent in England). Over the same period there was a fall in the proportion of men employed in skilled trades (down 3 per cent in Camden, 10 per cent in London and 3 per cent in England), and as process, plant and machine operatives (down 2 per cent in Camden, 2 per cent in London and 1 per cent in England).

Figure 4.21 shows the industry in which people work with again a marked difference between men and women. In Camden, men are much more likely to work in finance and real estate (39 per cent), and in 'other occupations', which includes people working in private households and for overseas employers (12 per cent) than in London or in England as a whole. Women in

Camden are also more likely to work in these occupations.

Between 1991 and 2001³⁴ there was a fall in the proportion of men employed in manufacturing (down 3 per cent in Camden, 5 per cent in London and 7 per cent nationally) and in construction (down 3 per cent in Camden, 2 per cent in London and 1 per cent in England), and an increase in men working in banking, finance and real estate (up 13 per cent in Camden, 10 per cent in London and 6 per cent nationally). For women in Camden there was also an increase in employment in banking, finance and real estate between 1991 and 2001 (up 11 per cent in Camden, 5 per cent in London and 4 per cent in England).

Second Jobs

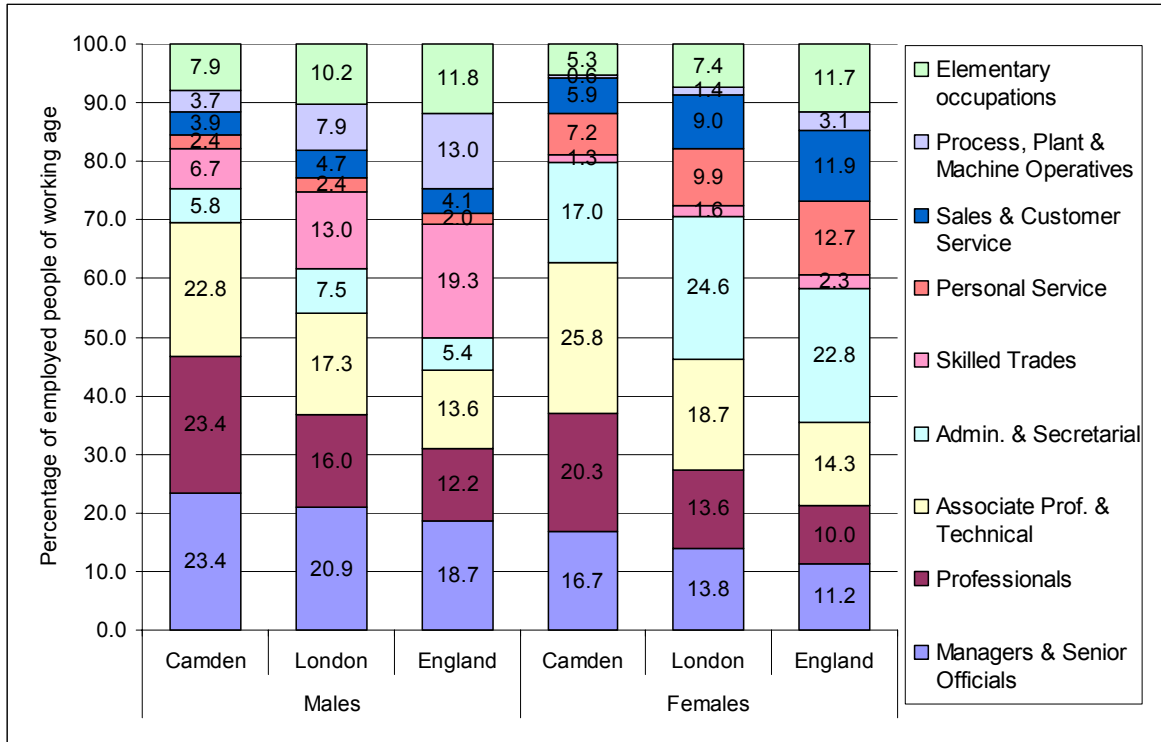
The census data relates to the main job that men and women are employed in. A major limitation of this source is that it does not collect information about men and women who have more than one job. Estimates for the number of people with a second job can be obtained from the Labour Force Survey (LFS) which is carried out annually. This shows that in Camden 7.8 per cent of people have a second job³⁵. In London 3.0 per cent of men and 4.3 per cent of women have a second job and across England as a whole the figures are 3.1 per cent of men and 5.4 per cent of women.

³³ Source: 1991 Census LBS, Crown Copyright 1993, 2001 Census Standard Tables, Crown Copyright 2003.

³⁴ Source: 1991 Census LBS, Crown Copyright 1993, 2001 Census Standard Tables, Crown Copyright 2003.

³⁵ The LFS, which is a sample survey, cannot produce reliable data about men and women at district level for districts with small population such as Camden.

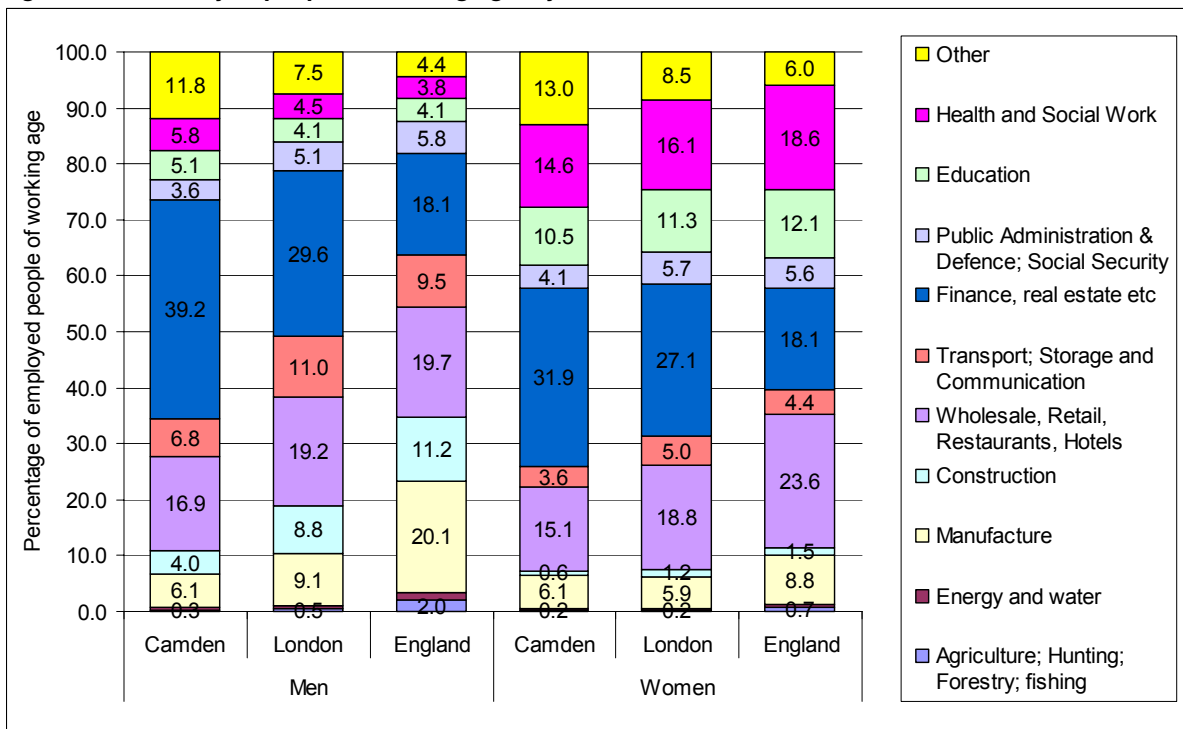
Figure 4.20 Occupations of people of working age, by sex



Source: 2001 Census Standard Tables, Crown Copyright 2003

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

Figure 4.21 Industry of people of working age, by sex



Source: 2001 Census Standard Tables, Crown Copyright 2003

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

Key Points

- Between 1991 and 2002 there was a net increase of just under 57,000 jobs in Camden, or 28 per cent growth, though the number of part-time jobs doubled. When analysed by gender, and full-time and part-time status, this varied considerably. There was an increase in full-time male jobs of 16 per cent and in part-time male jobs of 118 per cent, and an increase in female full-time jobs of 17 per cent and of part-time female jobs of 98 per cent. For both men and women and for full-time and part-time jobs the increase in Camden was greater than that for London and England as a whole.
- Between 1991 and 2002 there was a decline in jobs for men in manufacturing industry in Camden (down 2 percentage points) and transport and communications (down 10 percentage points). This contrasts with a large increase for men in employment in the banking, finance and insurance sector. For women the proportion of jobs by industrial sector was relatively stable between 1991 and 2002.
- A comparatively low proportion of men and women of working age in Camden are economically active, especially 16-24 year olds. This in part reflects the high proportion of students living in the area.
- The majority of employees or self-employed men and women in Camden are qualified to degree level or above.
- More men and women in Camden work above the threshold of 48 hours than in London or nationally.
- Between 1991 and 2001 there was a decrease in the proportion of men (down 9 percentage points) and women (down 3 percentage points) in Camden driving to work and an increase in use of the underground.
- A high proportion of employed men and women of working age in Camden are employed as managers and senior officials, professionals, associate professional and in technical occupations.
- A high proportion of both men and women in Camden work in finance and real estate.
- Relatively high proportions of Camden men and women work in 'other occupations' which includes workers in private households and for overseas employers.
- Camden residents are more likely to have more than one job than men and women in London and England as a whole.

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.

Women's Incomes over the Lifetime³⁶

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

The Kingsmill Review 2001³⁷

"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 2001³⁷

"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."

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 Camden.

³⁶ Rake, K. (2001) *Women's Incomes over the Lifetime*. London: The Stationery Office

³⁷ 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 Camden, compared with London 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 was 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 is discussed in Chapters 6 and 8 on 'Unemployment and Economic Inactivity' and on 'Work-Life Balance'. Not only do these factors influence women's choice of jobs/careers, they can also affect the number of hours they are able to work, and the distance they are prepared to travel to their place of work. The differences in the way men and women in Camden travel to work were 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 Camden

In London, women's average hourly pay in full-time jobs is £160 per week lower than men's.

Figure 5.1 show gross weekly and hourly pay for men and women in London and England as a whole, together with the number of hours they work each week. Women in London and across the country earned much less than their male counterparts. Data for Camden is not available at the same level of detail.

Average weekly pay is affected by the hours that men and women work. Normal basic hours of work average 36.4 each week for men and 32.3 per week for women in Camden. Men in Camden worked shorter hours than men in London and England, 37.9 and 39.1 hours per week respectively. Women in Camden worked longer hours compared with the London and national averages, 31.9 and 30.1 hours per week respectively.

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

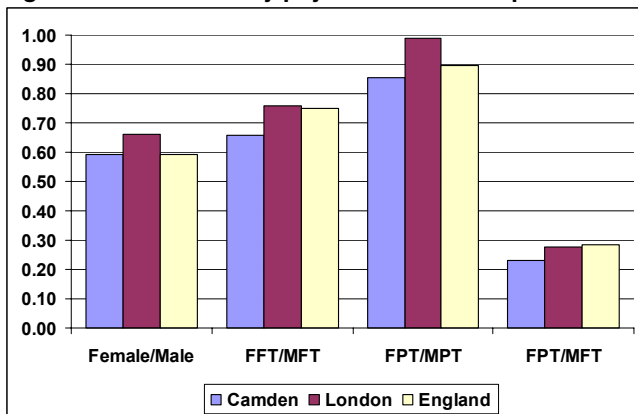
Area		Gross Weekly Pay (£)		Hourly pay including overtime (£)		Total hours worked weekly (hrs)	
		Males	Females	Males	Females	Males	Females
Camden	All	**	**	**	15.06	36.4	32.3
	Full-time	**	**	**	**	38.8	36.9
	Part-time	**	**	**	**	**	19.1
London	All	620.03	410.44	16.44	12.98	37.9	31.9
	Full-time	673.42	510.55	16.80	13.72	40.1	37.3
	Part-time	188.76	186.52		9.71	19.0	19.3
England	All	503.00	297.00	12.90	10.00	39.1	30.1
	Full-time	535.00	402.00	13.10	10.70	40.9	37.4
	Part-time	169.11	151.40	9.05	7.86	18.9	19.5

Source: New Earnings Survey 2003, Crown Copyright 2004

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

Figures 5.2 - 5.6 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 Camden vary considerably from the London and national pictures. In almost all cases women earn less than men. The only exception is female part-time workers in London, who earn nearly the same as their male counterparts.

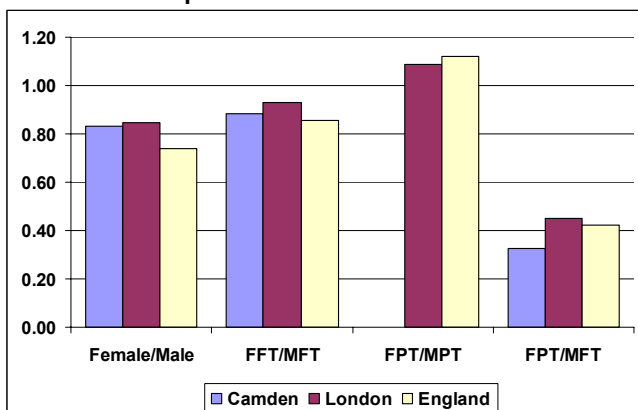
Figure 5.2 Gross weekly pay ratios - All occupations



Source: New Earnings Survey, 2003

Comparing full-time workers across all occupations shows that the pay gap between women and men is much wider in Camden than in London or England as a whole, as shown in Figure 5.2. Not surprisingly, the widest gap is between women part-timers and men full-time workers. Women earned only about 20 per cent of the average full-time man's weekly pay.

Figure 5.3 Gross weekly pay ratios - Administrative and secretarial occupations

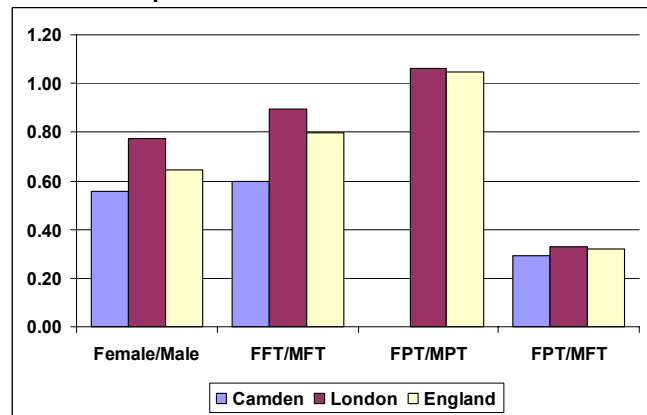


Source: New Earnings Survey, 2003

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

In Camden the gender pay gap is also larger than the London and national averages in sales and customer service occupations, as shown in Figure 5.4. In this occupation full-time women only earned 60 per cent of full-time men's weekly pay in Camden compared with 90 per cent in London and 80 per cent in England as a whole.

Figure 5.4 Gross weekly pay ratios - Sales and customer service occupations

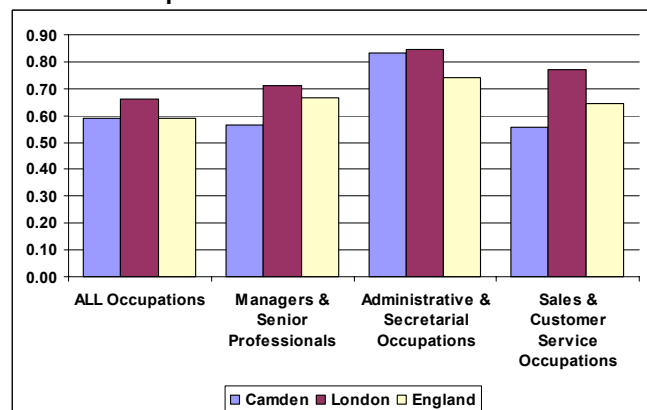


Source: New Earnings Survey, 2003

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

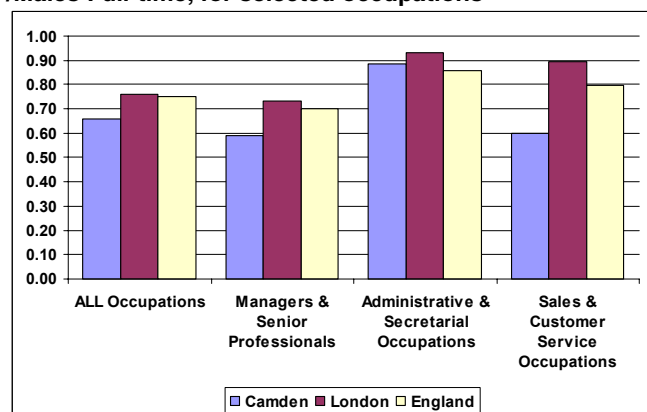
The pay data for different occupations shows that women and men come closest to equal pay in administrative and secretarial occupations, as shown in Figure 5.5. Men in this occupation tend to be paid relatively low wages, like women.

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



Source: New Earnings Survey, 2003

Figure 5.6 Gross weekly pay ratios - Females Full-time /Males Full-time, for selected occupations



Source: New Earnings Survey, 2003

Figure 5.6 shows a wider pay gap between women and men who work full-time as managers and senior professionals. Again, female full-time managers and

senior professionals in Camden earned only 60 per cent of average male earnings in similar jobs, compared with around 70 per cent in both London and England as a whole.

Low pay is less prevalent for both men and women full-time workers in Camden than in London and England as a whole. **Figure 5.7** shows the percentages of women and men whose weekly pay falls into different wage bands. Only 6 per cent of Camden women working full-time earned less than £250 per week, compared with 1 in 4 women in England as a whole. Four per cent of Camden men working full-time earned less than £250 per week, again lower than the proportion in London (7 per cent) and England (11 per cent).

Among men in full-time employment, the top 10 per cent in England earned £870 or more per week, while the top 10 per cent in Camden earned £1,218 or more per week, just under the London average of £1,260. Among women in full-time employment, the top 10 per cent of earners earned £863 or more in Camden, compared with £821 or more in London and well above the figure for England as a whole (£644). Earning levels for men and women in the bottom 10 per cent of earners were also much higher in Camden than in London and in England as a whole. Nevertheless at all geographical levels the bottom 10 per cent of women full-time earners earned less than the bottom 10 per cent of male full-time earners.

Figure 5.7 Distribution of weekly earnings: Men and women in full-time employment

Area		Percentage of people earning under:			10 per cent earn	
		£250	£350	£460	Less than	More than
Camden	Men	4.3	14.2	29.8	£313.00	£1218.60
	Women	5.6	18.9	43.4	£290.40	£863.70
London	Men	6.7	20.0	36.3	£282.40	£1260.10
	Women	11.1	30.7	52.0	£242.80	£821.60
England	Men	10.6	32.4	53.8	£246.60	£870.20
	Women	23.6	51.9	71.5	£203.10	£644.40

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

Key Points

- In Camden, average hourly pay for women who work full-time is higher than in London or in England as a whole.
- Women in full-time employment earn less than their male counterparts at all geographical levels.
- Across all occupations, Camden has a larger gender pay gap than in London and England as a whole.
- For full-time workers in Camden, the pay gap is narrower in administrative and secretarial occupations, and wider for women working as managers and senior professionals or in sales and customer service occupations.
- Compared with London and England as a whole, Camden has higher rates of pay for both top and bottom 10 per cent of male and female earners.

6. Unemployment and Economic Inactivity

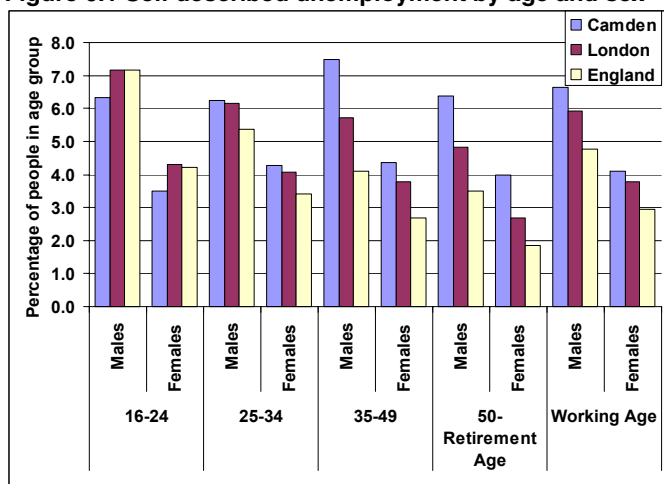
Unemployment

Unemployment in Camden is particularly marked amongst males aged over 35 years.

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 Camden than in London 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. This shows an unemployment rate for working age men of 6.6 per cent in Camden, which is higher than that of both London (5.9 per cent) and England as a whole (4.8 per cent). For women of working age the unemployment rate is 4.1 per cent which is also higher than the London (3.8 per cent) and England figures (3 per cent).

Figure 6.1 Self described unemployment by age and sex

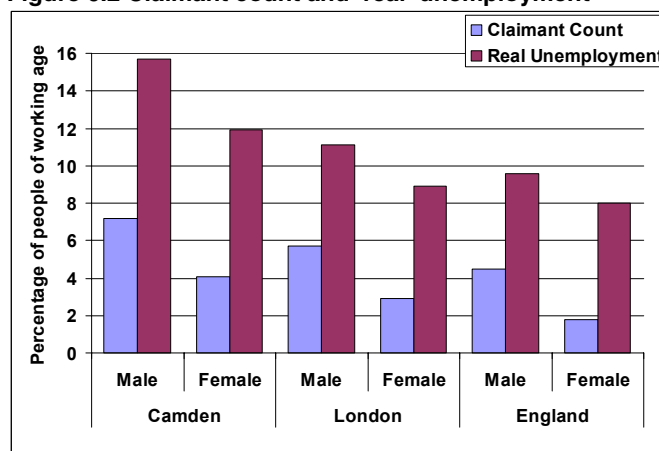


Source: 2001 Census Standard Tables, Crown Copyright 2003

At all ages and across all geographic levels the unemployment rate for men is higher than that for women. However, the highest levels of unemployment in Camden are amongst men aged 35-49. 7.5 per cent of men in this age group are unemployed, compared with only 5.7 per cent in London and 4.1 per cent in England. In contrast, fewer young people aged 16-24 in Camden are unemployed (6.3 per cent of men and 3.5 per cent of women) compared with their peers in London (7.2 per cent and 4.3 per cent) and England (7.1 per cent and 4.2 per cent).

Another measure of unemployment is the number of people claiming unemployment related benefits (the claimant count). In certain circumstances people may be unemployed but not appear in the claimant count, such as those 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 the 'real' level of unemployment, which includes not only the claimant count but also the large numbers of people receiving 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'

The 'real' unemployment estimate for men in Camden is 16 per cent for men and 12 per cent for women – both figures substantially higher than the corresponding figures for London and England. The relative difference between the claimant count and the 'real' unemployment estimate is proportionally greater for women in Camden than for men. This suggests that men and women in Camden are more likely to experience 'hidden' unemployment than those in London and England.

Another measure of unemployment is the 'Want Work Rate'³⁸ (WWR). The TUC has estimated 'want work' rates which include all those who say they want a job. The working age 'want work' rate is calculated by taking 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 Camden, London 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. The WWR in Camden, for both men and women, is higher than in the region and nationally.

³⁸ 'Inactive Britain' - TUC report on working age inactivity in Britain and the rest of Europe, January 2004.

Since the WWR for all people in Camden is higher than that for men, it follows that the WWR for women must be higher than the WWR for men.

Across England, among the economically 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 total³⁹. The next most common reason was family and care responsibilities, accounting for another 32 per cent. There was also a 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
Camden	17.1	15.4	**
London	13.9	12.2	15.8
England	11.1	9.9	12.5

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

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

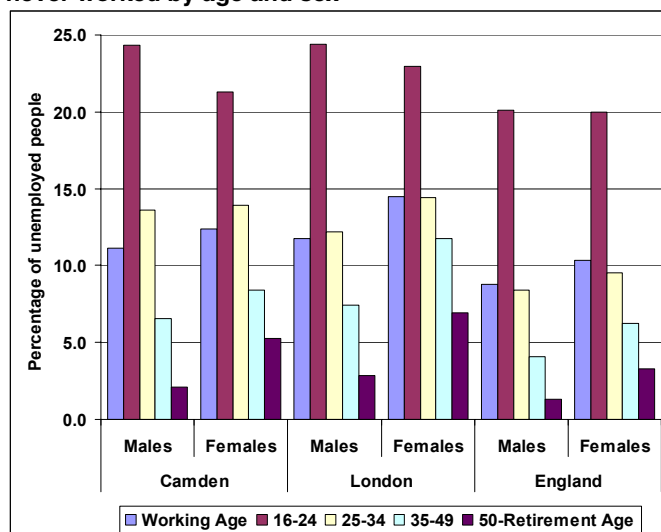
Length of time since last worked and former occupation and industry

Long-term unemployment in Camden affects a higher proportion of unemployed women than men.

Figure 6.4 shows that the proportion of unemployed people of working age who have never worked in Camden (11 per cent of men and 12 per cent of women) is higher than in England (8.8 per cent and 10 per cent), but lower than in London (12 per cent and 15 per cent). At all these geographical levels, this entrenched unemployment is more acute amongst women than men. Not surprisingly the 16-24 year old age group has the highest proportion of men and women who have never worked, in part explained by the shorted period over which they have been eligible for work. In Camden the proportion of 16-24 year old men who have never worked is over 24 per cent, 3 per cent higher than for women – a more marked difference than in London generally and in contrast to the picture at national level.

Figure 6.5 shows that in 2001, 28 per cent of unemployed men and 30 per cent of unemployed women in Camden had not worked for more than 5 years. These figures were a little below those for London, and very similar to the pattern in England as a whole.

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



Source: 2001 Census Standard Tables, Crown Copyright 2003

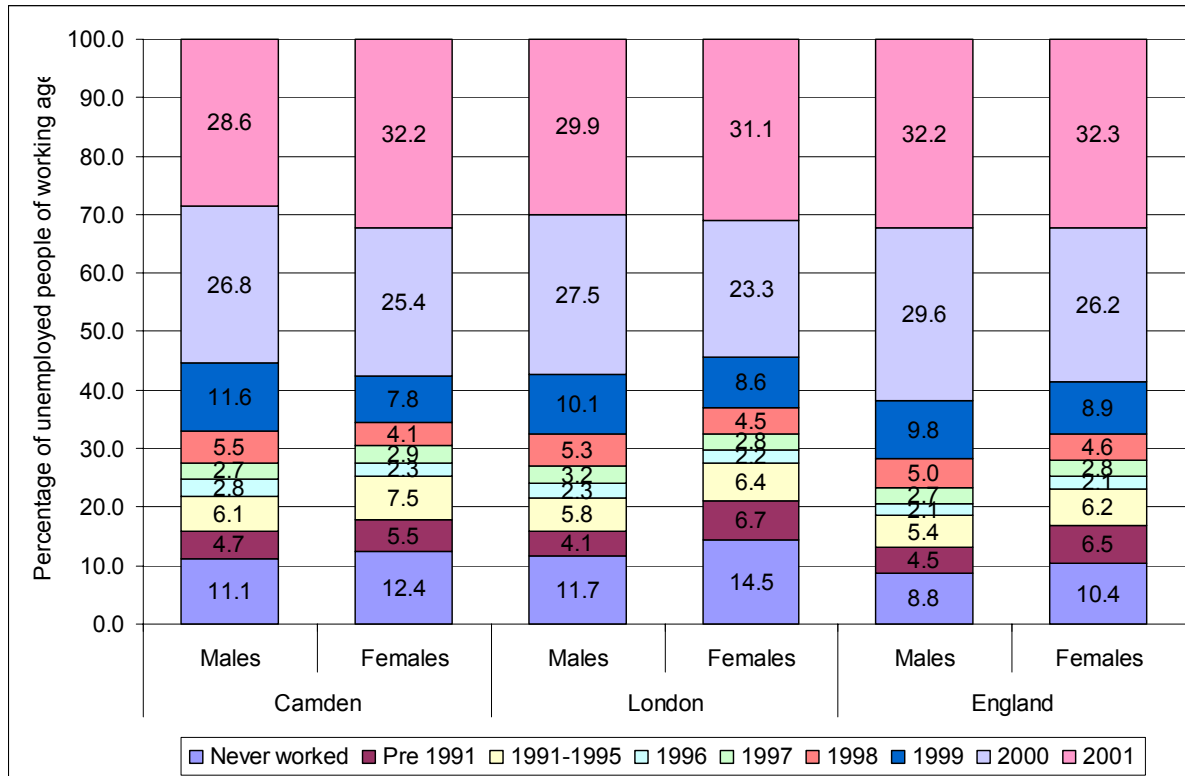
Many unemployed men, and particularly women, in Camden last worked in professional, technical, managerial and senior occupations.

Figure 6.6 shows the former occupation of those people of working age who said they were unemployed. In Camden, many unemployed people were previously employed in associate professional and technical occupations - 20 per cent of unemployed men and 24 per cent of unemployed women of working age. Compared with London and England, slightly more unemployed men, and especially women, in Camden last worked as managers and senior officials, and professionals. Overall, 41 per cent of unemployed men in Camden and 43 per cent of women last worked in highly qualified or senior roles as managers, professionals or technicians. For men, this compares with 32 per cent in London and 24 per cent in England, and for women, 30 per cent in the capital and 21 per cent nationally.

By contrast, proportionally fewer of Camden's unemployed men (19 per cent) and women (11 per cent) were formerly in elementary occupations (such as labourers, packers, porters, catering assistants, cleaners and shelf fillers), compared with their equivalents in London (men 22 per cent, women 14 per cent) and England (men 27 per cent and women 22 per cent). In Camden, unemployed men were also less likely than their counterparts in London or England to have had previous employment as process, plant and machine operatives (6 per cent) and in skilled trades (15 per cent). Similarly, compared with unemployed women in London and England, far fewer unemployed women in Camden last worked in personal services (9 per cent) and sales and customer service (14 per cent).

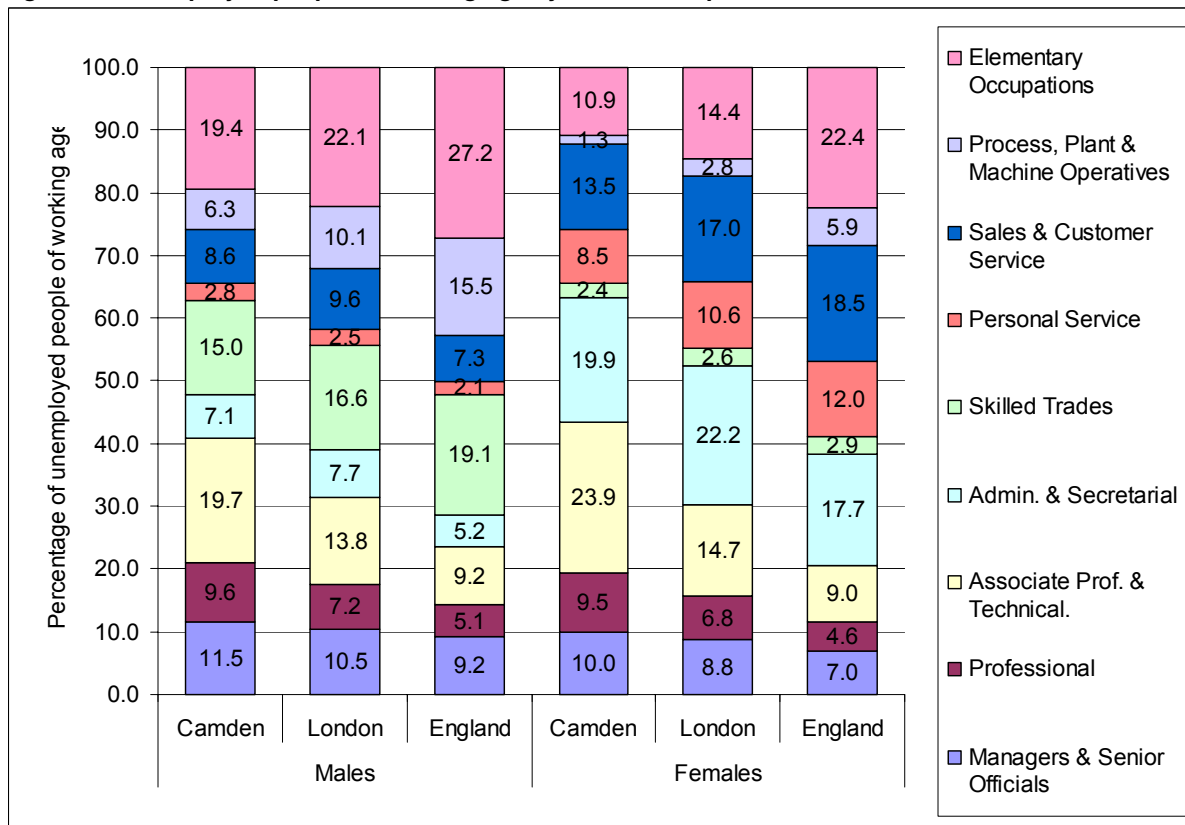
³⁹ Source: Labour Force Survey 2002, ONS, Crown Copyright 2004.

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

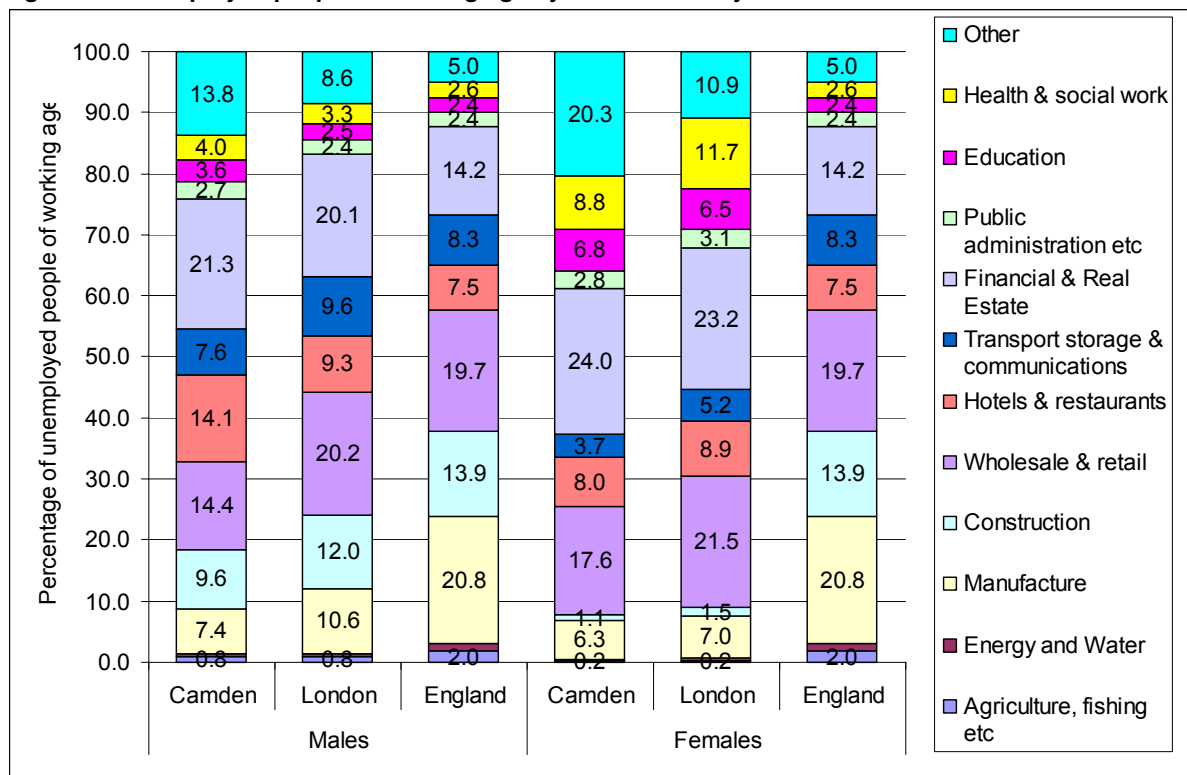
Figure 6.6 Unemployed people of working age by former occupation and sex



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.

Figure 6.7 shows the industrial sector in which unemployed people of working age formerly worked. 21 per cent of unemployed men and 24 per cent of unemployed women in Camden were previously employed in the financial and real estate sector, a little above the equivalent figure for London, and markedly higher than in England (14 per cent for both men and women). Proportionally more unemployed men, but fewer women, in Camden were last employed in the hotel and restaurants sector, compared with the London and national patterns. In addition, fewer unemployed men and women in Camden previously worked in the wholesale and retail sector. However, one in five of Camden's unemployed women and about one in seven unemployed men, last worked in 'other' industries. This category includes employees in private households and people working for overseas employers.

Economic Inactivity

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

Figure 6.8 provides shows the reasons men and women give when describing themselves as economically inactive. This shows that:

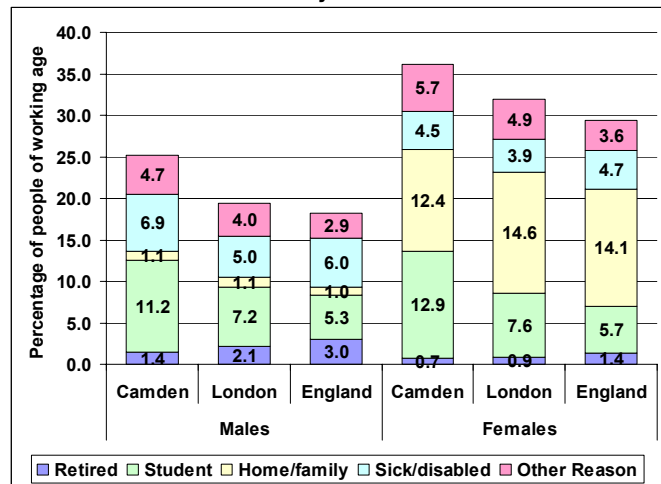
- In Camden, higher proportions of working age men (25 per cent) and women (36 per cent) are economically inactive, compared to those in the capital and nationally.
- Camden's inactive population includes an above average proportion of students: 11 per cent of working age men and 13 per cent of women are in full-time study. This considerable student population reflects the popularity of Camden as a residential area for students attending the numerous universities and colleges in London.
- Over 12 per cent of women of working age in Camden were looking after a home or family – around 2 per cent less than the figures for London and England.

- Sickness or disability was cited by 7 per cent of men and 4.5 per cent of women of working age in Camden as the reason for their economic inactivity. These figures are higher than the corresponding regional and national figures for men, but a little below the figure for women across England.

Data from the 2001 Census shows a large increase in the percentage of Camden men of working age who were economically inactive (from 17 per cent in 1991 to 26 per cent in 2001⁴⁰). Similar, though smaller, increases are seen in London and in England. Between 1991 and 2001 there was also an increase in the percentage of women of working age in Camden who were economically inactive (from 31 per cent to 36 per cent). This differs from the regional and national picture, which showed negligible change in London and a decrease from 32 per cent to 29 per cent in England.

Comparing the data from the 1991 and 2001 Censuses also shows an increase in the percentage of people of working age who were permanently sick and disabled. The increase was larger in Camden (up 2.1 per cent for men and 1.3 per cent for women) than in London (up 1 per cent for men and women) or in England (up 1.2 per cent for men and 1.6 per cent for women).

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

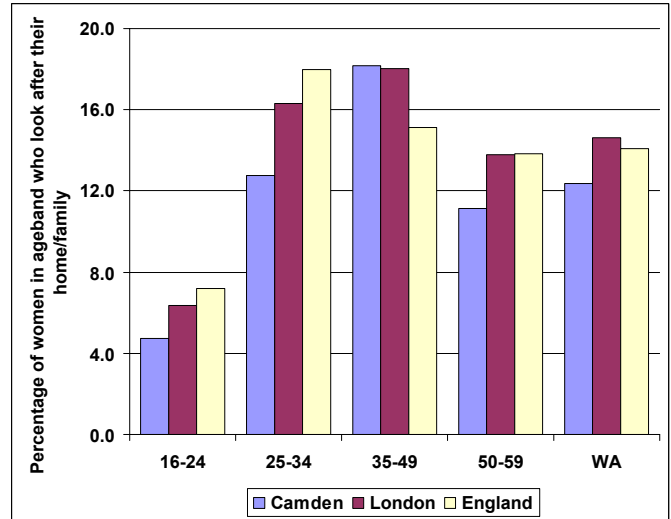


Source: 2001 Census Standard Tables, Crown Copyright 2003

Figure 6.9 shows that in Camden, fewer women were economically inactive because of their full-time family and household commitments, compared with the London and England figures. However, in the 35-49 age group, the percentage of Camden women looking after their home or family rises to 18 per cent, a little above the

London figure, and well above the average across England (15 per cent).

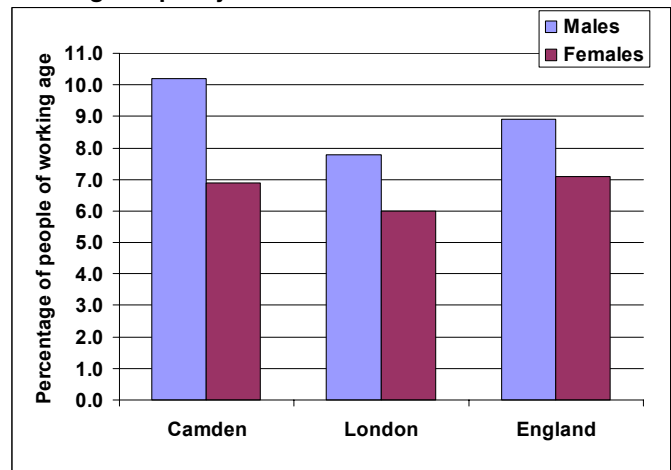
Figure 6.9 Percentage of women who look after their home or family full-time within each age group



Source: 2001 Census Standard Tables, Crown Copyright 2003

Figure 6.10 shows that in Camden more than 10 per cent of men and almost 7 per cent of women of working age were claiming Incapacity Benefit in August 2003. These figures were higher than the percentages for men and women in London and also for men 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

⁴⁰ Source: 1991 Census LBS, Crown Copyright 1993. 2001 Census Standard Tables, Crown Copyright 2003.

Qualifications and Economic Activity

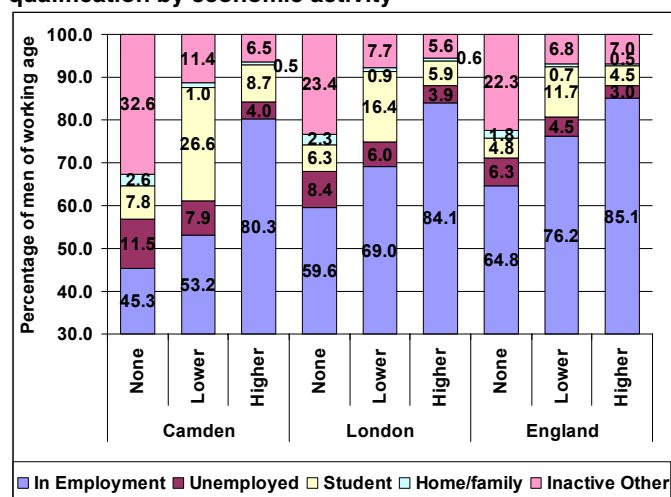
Qualifications have a significant effect on employment status which appears more marked amongst women.

Figures 6.11 and 6.12 show the difference qualifications make to employment status and highlight the difference in the situations of men and women holding the same level of qualification. In Camden:

- 31 per cent of women with no qualifications were in employment, compared with 45 per cent of their male equivalents, and 72 per cent of women with a degree.
- Over 27 per cent of women with no qualifications were looking after their home and/or family full-time compared with less than 8 per cent of highly qualified women.
- Both men and women with no or lower level qualifications were less likely to be in employment than men and women in London and England.
- When men and women with similar qualifications are compared, a smaller proportion of women than of men are in employment, but the gap is much narrower among those who are highly qualified.

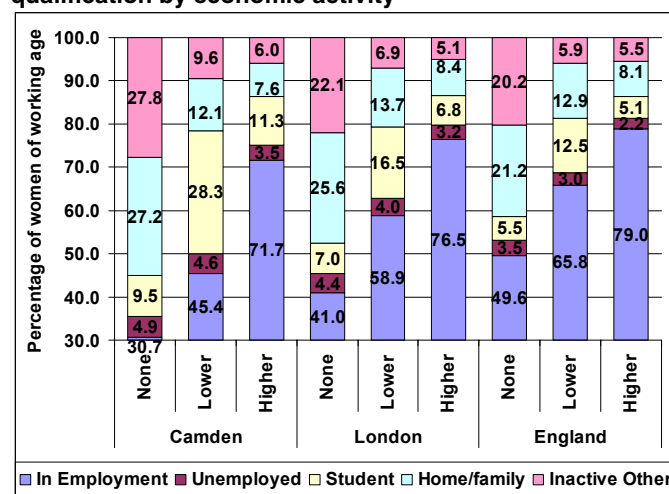
Level of qualification also varies by age. This was discussed in Chapter 3.

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



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

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



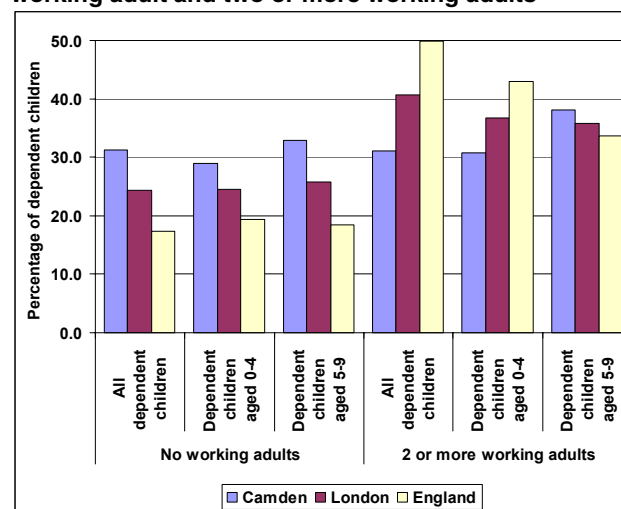
Source: 2001 Census Standard Tables, Crown Copyright 2003
Note: Lower level qualifications are equivalent to 'A' level and below. Higher level qualifications are those equivalent to degree and above

Families and Economic Activity

Many children in Camden are growing up in workless households.

Figure 6.13 shows that a disproportionately large proportion of dependent children⁴¹ in Camden live in households with no working adult, 31 per cent compared with 24 per cent in London and 17 per cent in England. This was even higher for children aged 5 to 9 (33 per cent). Camden also has a low percentage of dependent children living in households with two or more working adults, 31 per cent compared with 41 per cent in London and 50 per cent at the national level.

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



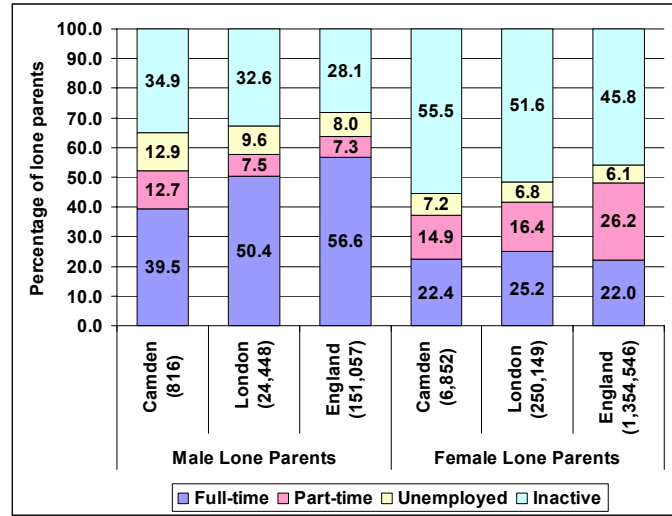
Source: 2001 Census Standard Theme Table on Dependent Children, Crown Copyright 2003

⁴¹ 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).

Lone parents in Camden are more likely to be economically inactive than their counterparts in London and England.

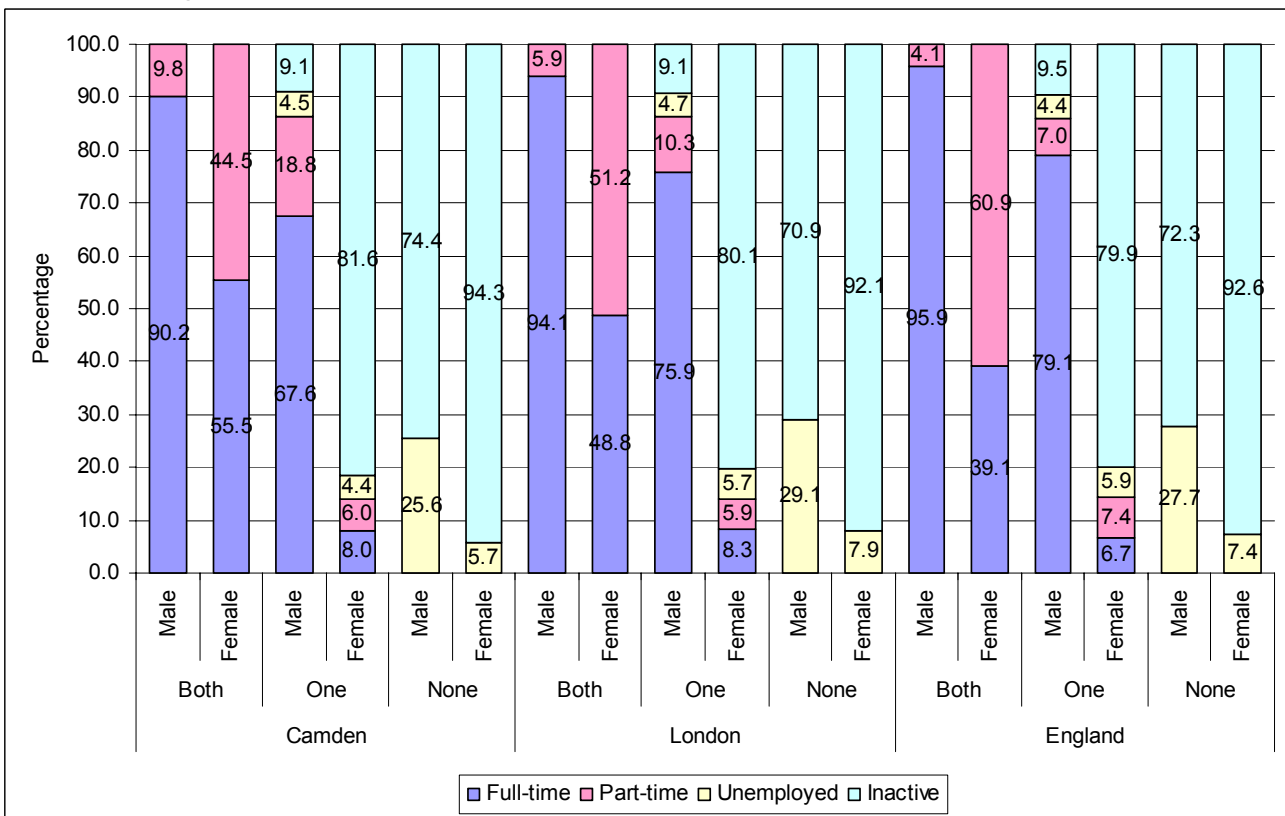
Figure 6.14 shows that both male and female lone parents in Camden are more likely to be economically inactive than those in London or in England. For women this difference mainly arises from the relatively low proportion of lone parents working part-time – under 15 per cent compared with over 16 per cent in London and 26 per cent nationally. Higher economic inactivity among male lone parents in Camden, however, arises from the lower percentage of lone fathers working full-time, which at 40 per cent was well below the London (50 per cent) and national equivalents (57 per cent).

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



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

Figure 6.15 shows the economic activity of adults in couple families with dependent children. In families where both parents worked, the proportion of fathers who worked full-time varied from 96 per cent of fathers in England as a whole to just 90 per cent in Camden. This difference can be explained by a greater proportion of Camden fathers working part-time. In Camden, the employment patterns of mothers in couple families also varied substantially from the London and national patterns: 56 per cent of mothers worked full-time compared with 49 per cent in London and 39 per cent nationally. For couple families in which only one adult worked, fewer fathers were in full-time employment in Camden (68 per cent) than in London (76 per cent) and England (79 per cent). Thus the pattern is clear: compared with London and England, in families where one or both parents work, Camden mothers are more likely to work full-time, whilst fathers are more likely to be working part-time. Finally, among couple families where neither of the parents worked, more Camden mothers and fathers were economically inactive (94 per cent for mothers and 74 per cent for fathers).

Key Points

- Camden has a relatively high proportion of working age women, and in particular, of men over 35 who are unemployed.
- Estimates of 'real' unemployment for both men and women in Camden suggest that the scale of labour market detachment is underestimated, especially for women where the 'real' unemployment estimate is three times higher than the claimant count.
- Compared with England, Camden has a much higher proportion of men and women across all ages who have never worked.
- 28 per cent of Camden's unemployed men and 30 per cent of unemployed women had not worked for over 5 years.
- A high proportion of unemployed people of working age in Camden (20 per cent of men and 24 per cent of women) were previously employed in associate professional and technical occupations.
- Over a fifth of unemployed men and almost a quarter of unemployed women in Camden previously worked in the financial and real estate sector while 14 per cent of men and 18 per cent of women last had a job in the wholesale and retail sector. Compared with London and England, more men, but fewer women were formerly employed in health and social work.
- A 11 per cent of men and 13 per cent of women of working age in Camden were students, considerably higher than the regional and national figures.
- Fewer women of working age were economically inactive because of full-time household or family responsibilities.
- Sickness and disability was the reason for economic inactivity for 10 per cent of men and 7 per cent of women. Both figures are higher than the London average.
- Camden's unqualified women were less likely to be employed than unqualified men, and more likely to be at home full-time looking after the home or family.
- 31 per cent of dependent children in Camden live in households with no working adult. The proportion is even higher for children aged 5-9. Only 31 per cent of dependent children in Camden live in households where there are two working adults - 19 per cent less than the national figure.
- In couple families with dependent children where one or both parents worked, more fathers worked part-time and more mothers were likely to work full-time.
- A lower proportion of male and female lone parents with dependent children in Camden were active in the labour market compared with those in London and England. Just 52 per cent of lone fathers and 37 per cent of lone mothers with dependent children were in employment. This compares to national figures of 64 per cent and 48 per cent for men and women respectively.

7. Women, Men and Diversity

The Employment Circumstances of People from Black and Minority Ethnic Groups⁴²

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

As described in Chapter 1, Camden 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, with the largest groups of young people found among the *White Other*⁴³ (4,355 young people), *Bangladeshi* (2,688), *Mixed White and Asian* (2,012), *Black African* (1,823), *Indian* (1,101) and *Chinese* (1,062) groups.

Among mature people of working age (25-59 years for women, and 25-64 years for men), the *White Other* ethnic group has the largest number after the majority *White British* category (20,935). The next largest population groups are: *White Irish* (5,665); *Black African* (5,602); *Bangladeshi* (4,478); *Other Ethnic Group* (3,490); *Indian* (2,614); *Black Caribbean* (2,115); *Chinese* (1,863); *Other Mixed* (1,140), and *Other Asian* (1,136).

The economic activity, occupations and industrial distribution of the above Black and Minority Ethnic groups are the focus of discussion in this chapter. 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 Camden, among 16-24 year olds, a third of young White Irish men and women were employed full time, compared with 26 per cent of all young men and women employed full-time in Camden, as shown in **Figures 7.1 and 7.2**. Young White Other people in Camden also had a higher **full-time employment** (including self-employment) rate (26 per cent for men and women) than other Black and Minority Ethnic groups, followed by 25

per cent of young Mixed White and Black Caribbean men and 18 per cent of women from the same ethnic group, 19 per cent of young men and 17 per cent of young women from the Mixed White and Black African group, 23 per cent of young Black Caribbean men and 13 per cent of young Black Caribbean women, and 17 per cent of young Indian men and 15 per cent of young Indian women. Young Black African people were the least likely to be employed full-time (8 per cent of both men and women).

The highest **unemployment** rates were found in young Black Caribbean people in Camden (12 per cent for men and 9 per cent for women), and in young Mixed White and Black Caribbean men (13 per cent), Bangladeshi men and White Irish men (both 11 per cent), and in Mixed White and Black African women (9 per cent), compared with 6 per cent of men and 4 per cent of women in Camden's overall 16-24 population. These patterns were similar to those found for these young Black and Minority Ethnic groups in London and in England as a whole.

In Camden, **part-time employment** was more widespread among young people from the Black Caribbean and Bangladeshi population, 10 per cent of men and 8 per cent of women for both ethnic groups, compared with 4 per cent of both men and women in the whole young population in Camden.

A higher proportion of young women from Bangladeshi (20 per cent), Other Black (14 per cent) and Mixed White and Black African (13 per cent) groups were **looking after their home or family full-time**, compared both with Camden's overall 16-24 female population (5 per cent) and their counterparts nationally (22 per cent, 8 per cent and 6 per cent respectively).

Camden's young Chinese population contained a very high proportion of **students**, about 85 per cent of both men and women, compared with 57 per cent of men and 56 per cent of women in Camden's overall 16-24 population. Consequently there were far fewer Chinese young people in other economic activity statuses, apart from 12 per cent of young Chinese men and women who were in full-time employment. These patterns were consistent with the London and national data for Chinese young people. Young people from the Other Ethnic Group were also more likely to be full-time students in Camden (80 per cent of men and 79 per cent of women) than their counterparts in London and nationally.

⁴² Black and Minority Ethnic groups include all those groups other than White British.

⁴³ The White Other category includes Romany Gypsies, Turkish Cypriots, people from the former Yugoslavia, and other people of Eastern European origin as well as people from other European countries, South Africa, USA, Canada, Australia and New Zealand.

Economic Activity: Men aged 25 - 64 years

In Camden, the **full-time employment** rate of Black and Minority Ethnic men aged 25-64 was lower than in London and England as a whole. **Figure 7.3** shows that 71 per cent of Indian, 67 per cent of White Other, 65 per cent of Chinese, 63 per cent of Mixed White and Asian, and 62 per cent of Pakistani men were employed full time, compared with 65 per cent of the overall 25-64 male population and 70 per cent of White British men in Camden. The lowest rate of full-time employment was found among Bangladeshi men (31 per cent) and Mixed White and Black African men (40 per cent).

The highest **full-time self-employment rate among men** was found in Camden's Indian men, 15 per cent, although this was lower than the London and national levels for Indian men, 17 per cent in both areas. Camden's Black and Minority Ethnic Groups were, in most cases, less likely than other Camden men to be self-employed full-time, including Chinese men (10 per cent). This compares with 14 per cent of the overall 25-64 male population, and 17 per cent of White British men in Camden, and much higher self-employment among Chinese men in London (16 per cent) and across England (22 per cent). Camden's Bangladeshi men were the least likely to be self-employed full-time (less than 5 per cent).

Male part-time employment was primarily found among Bangladeshi men, 27 per cent of whom were either employed or self-employed on a part-time basis. This was higher than their London (22 per cent) and national (24 per cent) counterparts. Other Black men (10 per cent) and Pakistani men (9 per cent) were also more likely than most other ethnic groups to work part-time, compared with 8 per cent of the overall 25-64 male population, and 7 per cent of the White British male population in Camden.

In Camden, the highest **male unemployment** rate was found among Mixed White and Black Caribbean (16 per cent), Mixed White and Black African (15 per cent), Black African (14 per cent) and Black Caribbean (13 per cent) men, followed by 11 per cent of Other Mixed and Bangladeshi men and 10 per cent of White Irish and Other Asian men. These figures were, in most cases, higher than the corresponding rates for men from the same groups across London and nationally. The lowest unemployment rates were found among Indian men (4 per cent), Chinese men, White Other men and Mixed White and Asian men (all 5 per cent), while the rate for the overall 25-64 male population was 7 per cent and for White British men 6 per cent in Camden.

By comparison with the White British male population in Camden, among whom only 2 per cent were **students**, Camden's Black and Minority Ethnic men included a far

higher percentage of **students** – 17 per cent of the Other Ethnic Group, 15 per cent of Black African men, 14 per cent of Chinese men, 10 per cent of Other Mixed and Other Asian men, 9 per cent of Mixed White and Black African men, 8 per cent of White Other men, and 7 per cent of Indian and Pakistani men, compared with only 5 per cent of the overall 25-64 male population in Camden.

While 8 per cent of the overall male population aged 25-64 and of White British men in Camden were economically inactive due to **sickness and disability**, a considerably higher proportion of White Irish men (24 per cent) were sick or disabled, followed by 16 per cent of Mixed White and Black African men, 12 per cent of Mixed White and Black Caribbean men, 11 per cent of Bangladeshi men, 10 per cent of Black Caribbean men and 9 per cent of Other Black and Other Asian men.

In Camden, a significantly higher proportion of Black and Minority Ethnic men were in the '**other**' economic activity status⁴⁴, 13 per cent of men from the Other Black group, 11 per cent of Bangladeshi men, 9 per cent of Mixed White and Black African, Other Asian and Black African men, 8 per cent of White Irish men and 7 per cent of Other Mixed and Black Caribbean men, compared with 5 per cent of the overall 25-64 male population and 4 per cent of White British men in Camden.

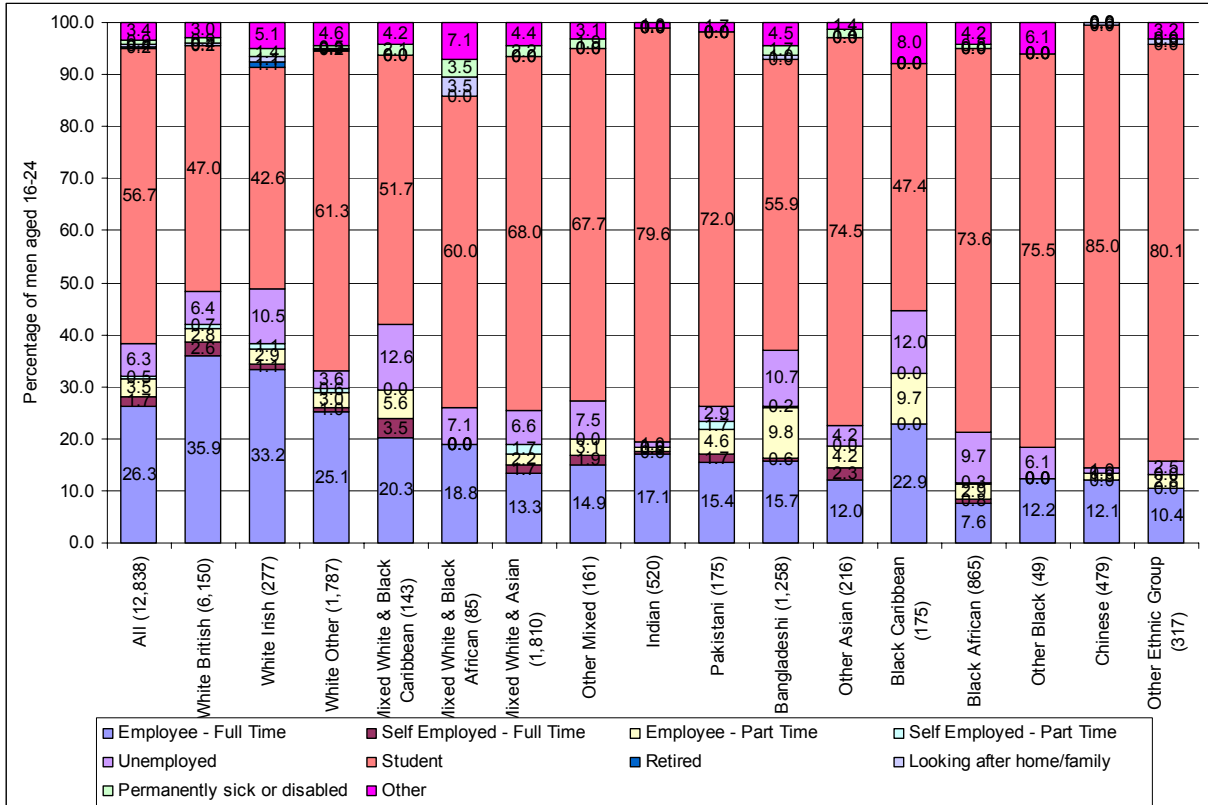
Economic Activity: women aged 25 - 59 years

Figure 7.4 shows that Camden's women have patterns of economic activity which differ both from those of Camden men and between women of different Black and Minority Ethnic groups. The highest **female full-time employment** rate (including full-time self-employment) was found among Indian women, 54 per cent compared with 49 per cent of the overall 25-59 female population in Camden. This was nevertheless lower than the figure for White British women in Camden (56 per cent). About half of Chinese, Mixed Other and Mixed White and Asian women were also employed full-time, followed by 48 per cent of White Irish and Black Caribbean women. 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 Mixed White and Black African women (9 per cent), Indian women (8 per cent), women from Other Mixed and White Other groups (both 7 per cent), and Chinese and White Irish women (both 6 per cent). The full-time self-employment rate for the overall 25-59 female population in Camden was 6 per cent and for White British women 8 per cent, a considerably higher

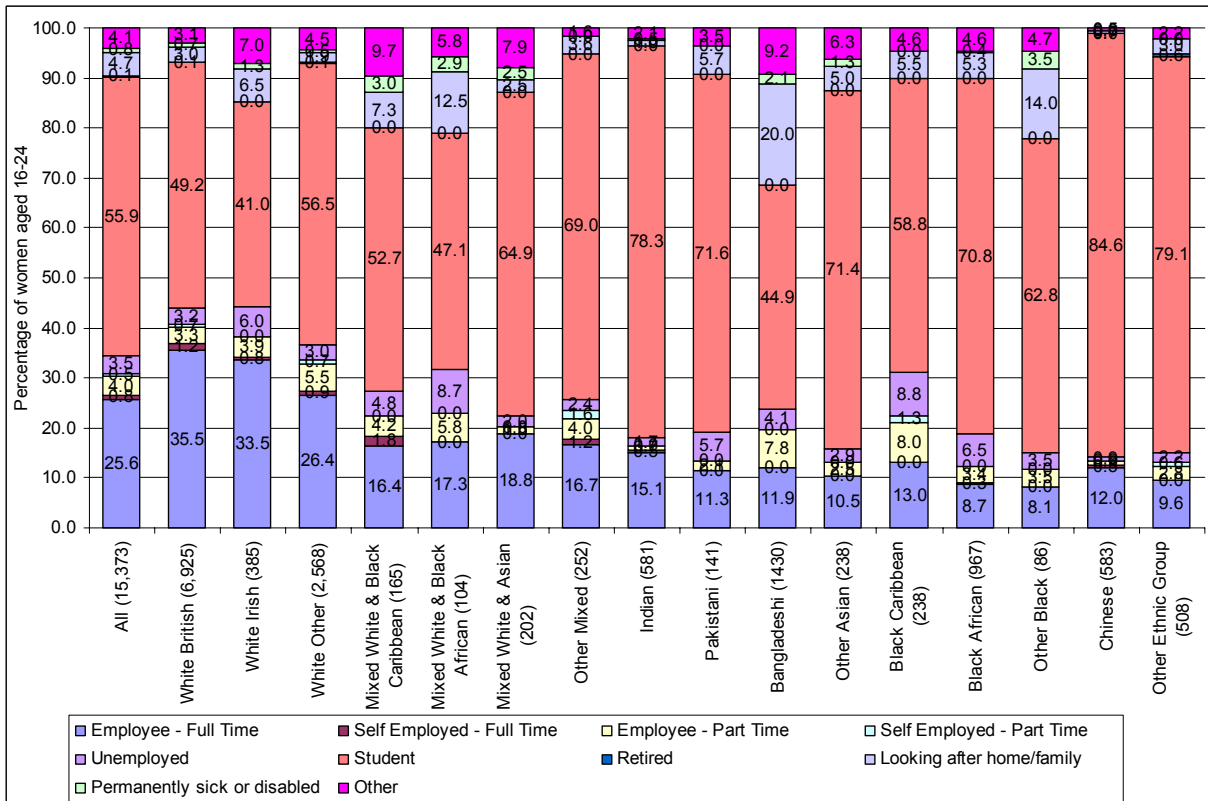
⁴⁴ This category includes people who are looking for work but are not able to start a job within 2 weeks.

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



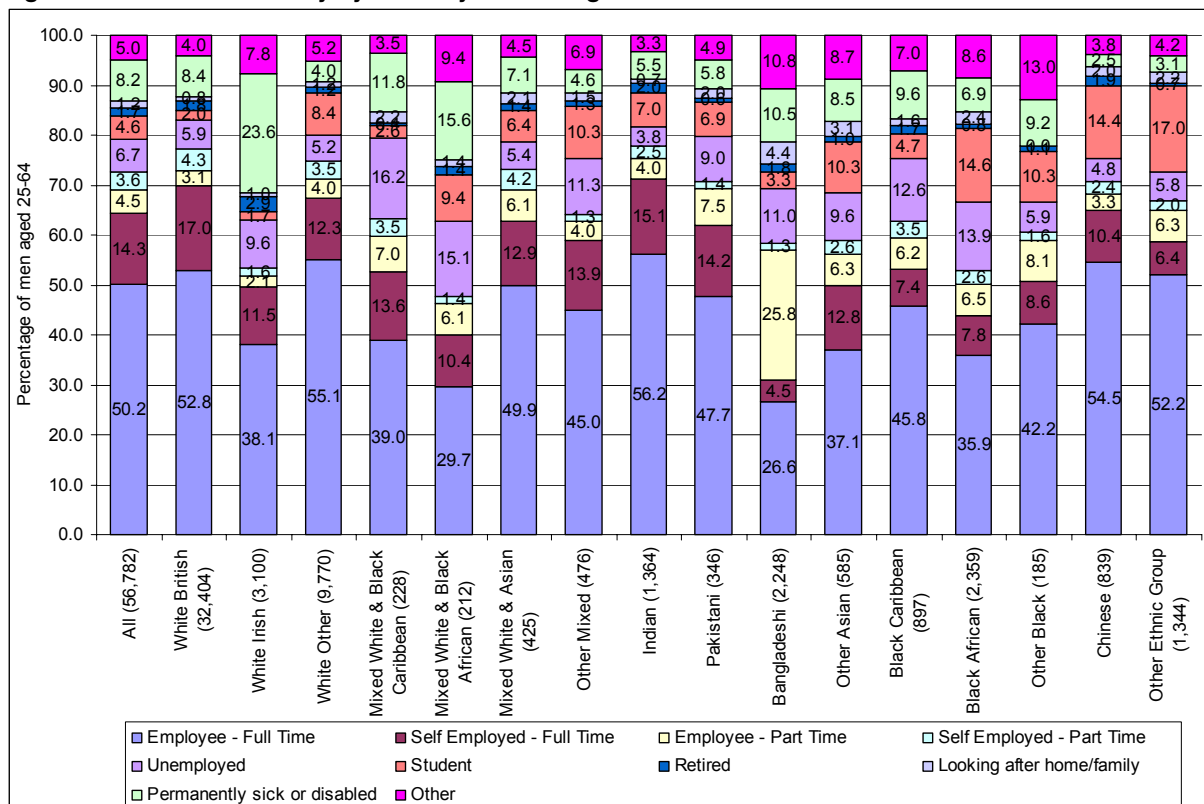
Source: 2001 Census Standard Tables, Crown Copyright 2003

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



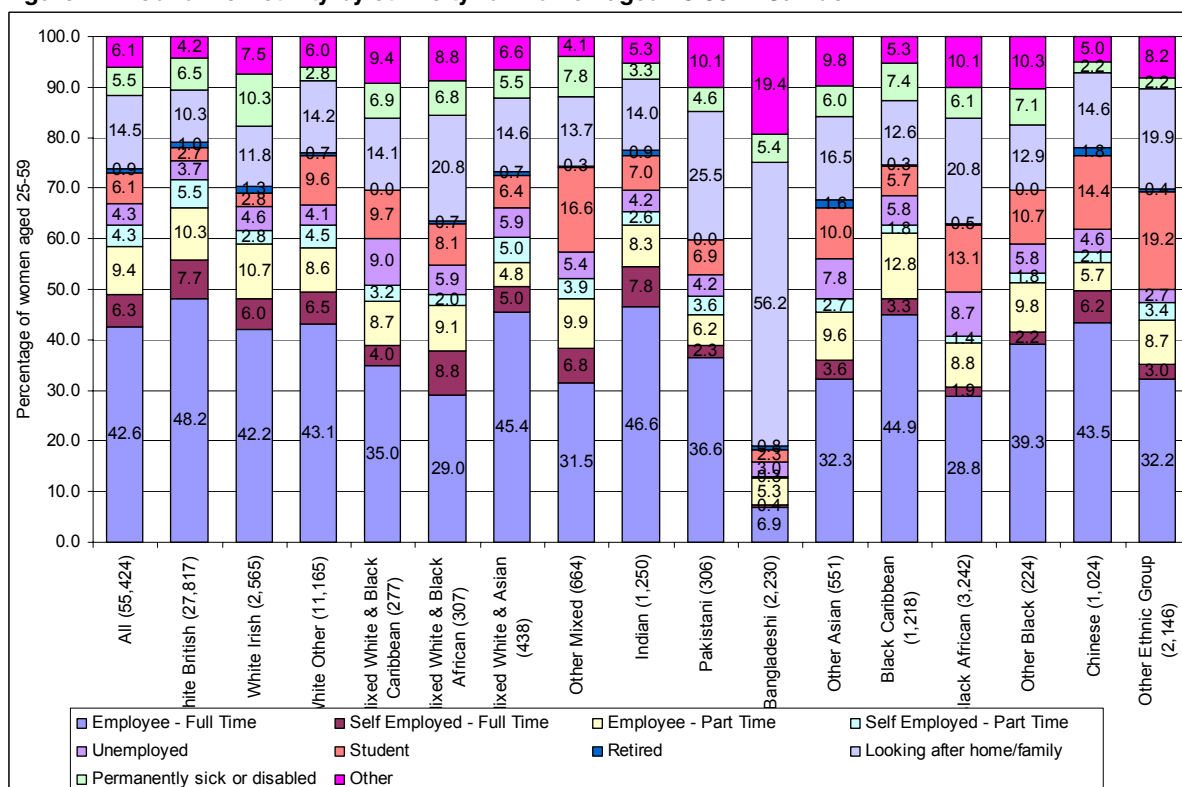
Source: 2001 Census Standard Tables, Crown Copyright 2003

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



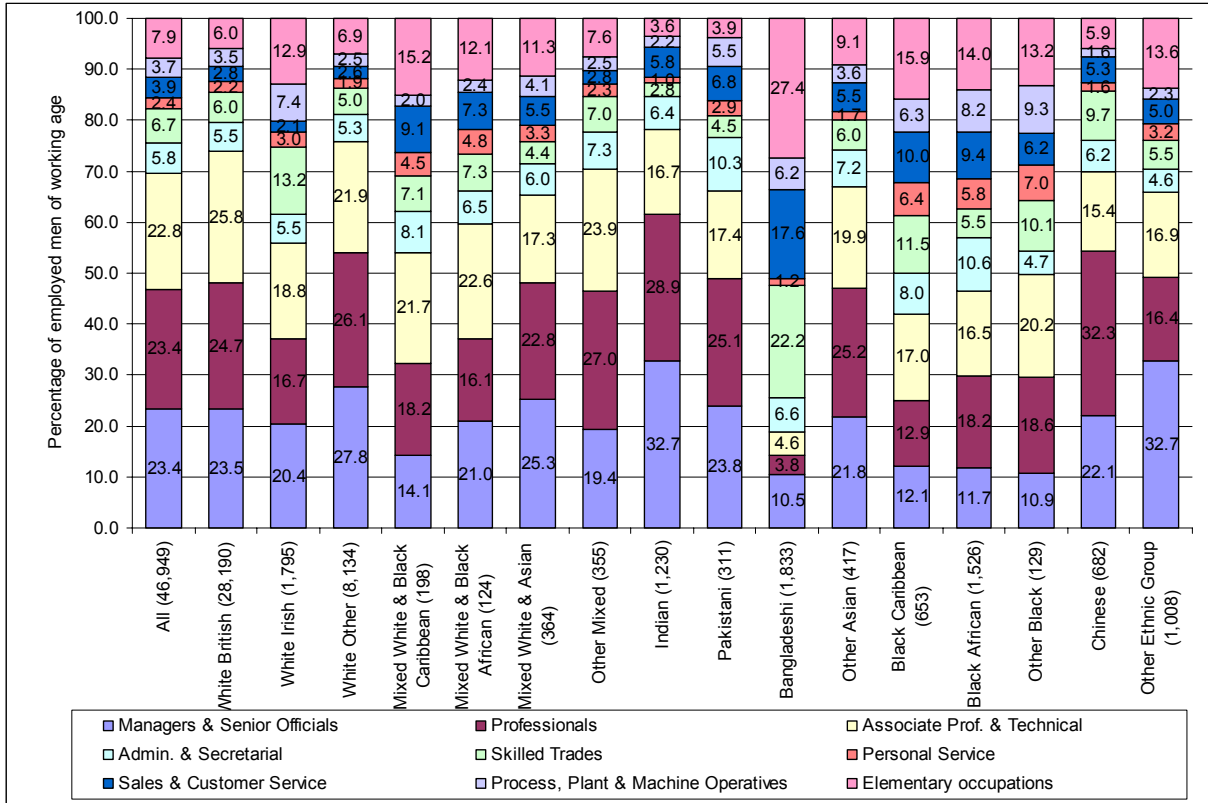
Source: 2001 Census Standard Tables, Crown Copyright 2003 and 2001 Census Commissioned Tables, Crown Copyright 2004

Figure 7.4 Economic Activity by ethnicity for women aged 25-59 in Camden



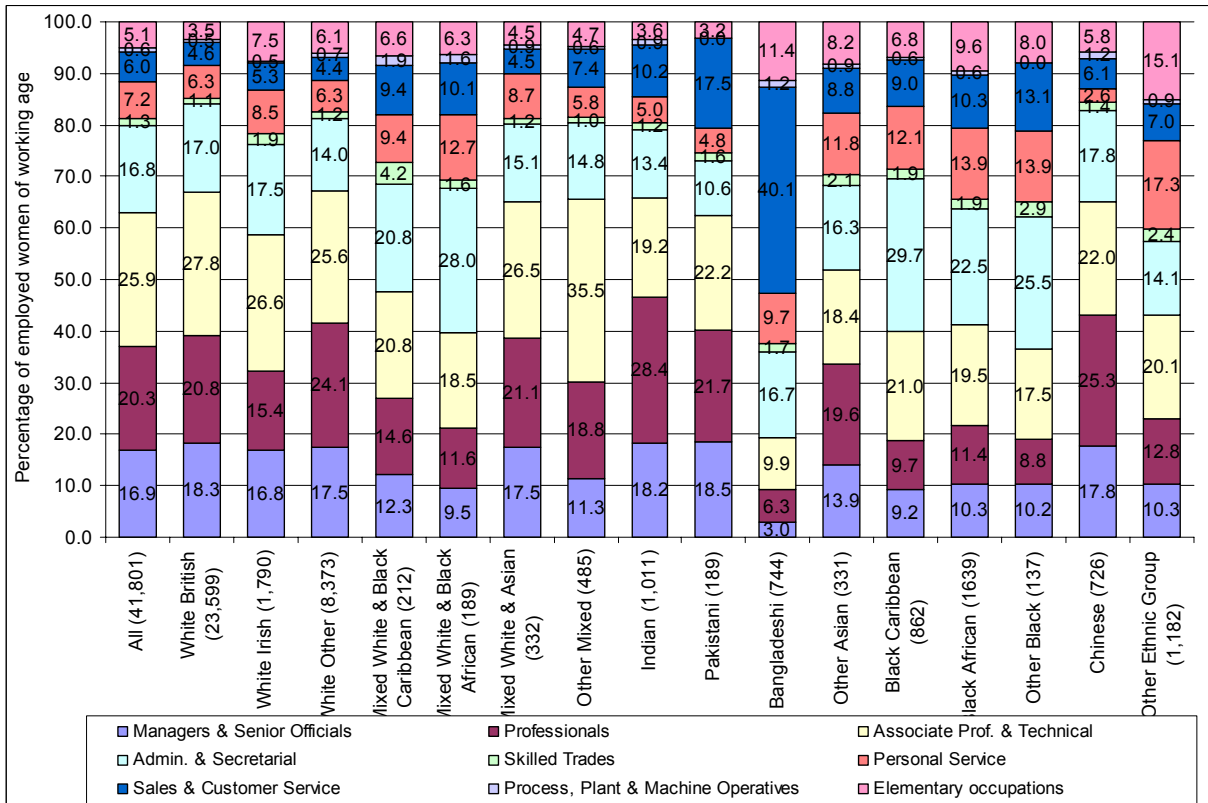
Source: 2001 Census Standard Tables, Crown Copyright 2003 and 2001 Census Commissioned Tables, Crown Copyright 2004

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



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

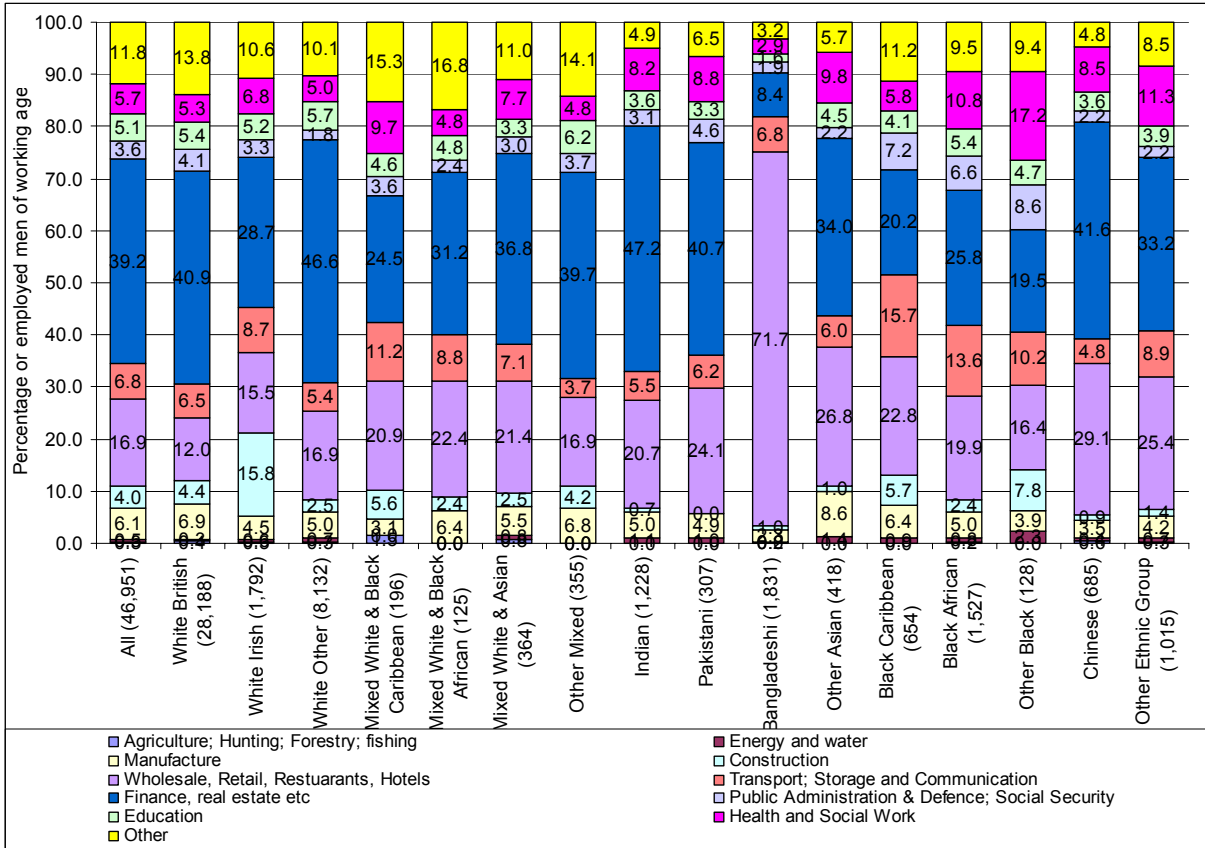
Figure 7.6 Occupation by ethnicity for women of working age in Camden



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

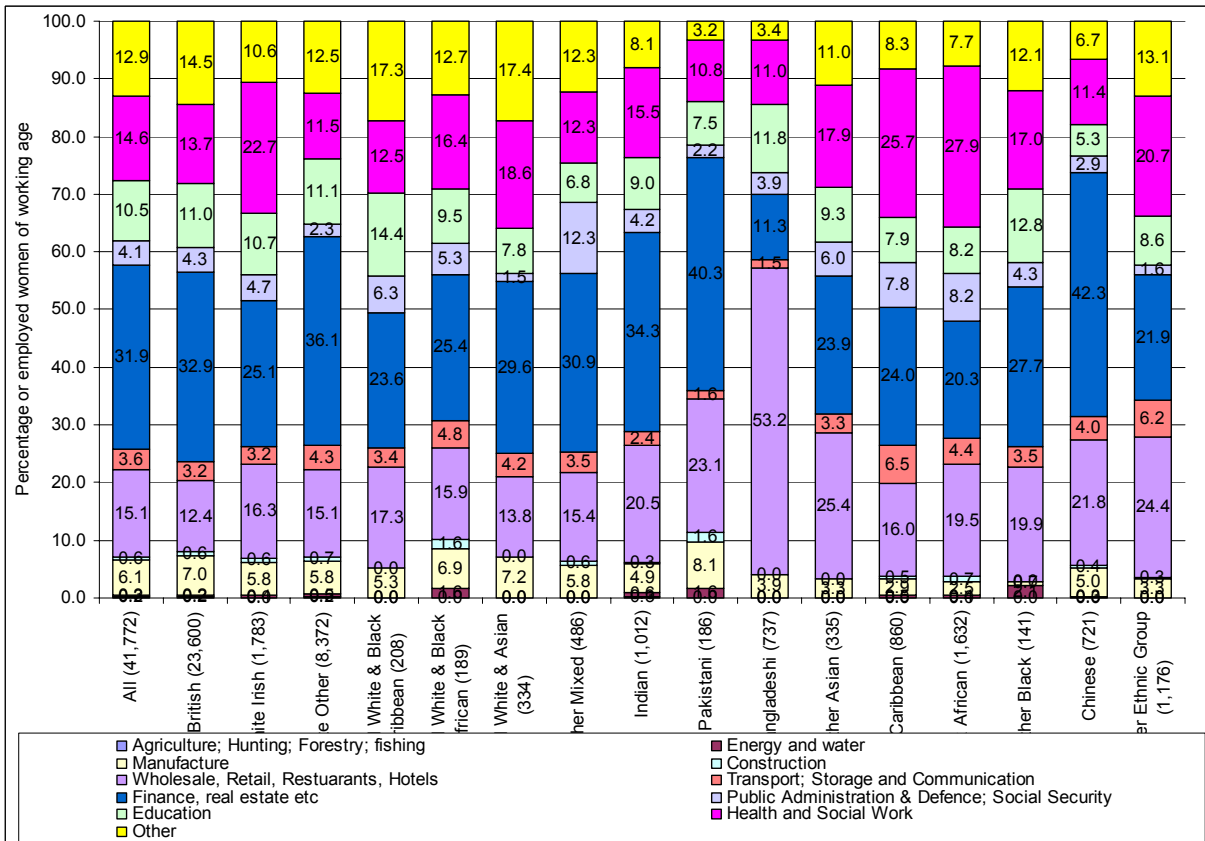
Note: Elementary occupations include farm workers, labourers, packers, postal workers, hospital porters, hotel porters, kitchen and catering assistants, waiters, waitresses, bar staff, window cleaners, road sweepers, cleaners, refuse and salvage occupations, security guards, traffic wardens, school crossing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

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



Source: 2001 Census Commissioned Tables, Crown Copyright 2004

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



Source: 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.

percentage than the corresponding London and national figures (3-4 per cent). The full-time self-employment rates of Black and Minority Ethnic women in Camden, in most cases, were correspondingly higher than the London and national averages.

A **low employment rate** was found among Camden's Bangladeshi women, with just 7 per cent in full-time and 5 per cent in part-time employment. At both London and national levels, Pakistani women were also less likely than most other groups to participate in the labour market (21 per cent and 13 per cent respectively working full-time). In Camden, however, 39 per cent of Pakistani women worked full-time and 10 per cent part-time. This compared with 49 per cent of women working full-time and 14 per cent working part-time among the overall 25-59 female population in Camden.

Camden's Bangladeshi women were much more likely to **look after their home or family full-time** than women from other ethnic groups, 56 per cent compared with 15 per cent of the overall 25-59 female population in Camden and 10 per cent of White British women. Other ethnic groups with a higher proportion of women looking after their home or family full-time were Pakistani (26 per cent), Mixed White and Black African and Black African (both 21 per cent), Other Ethnic (20 per cent), and Other Asian (17 per cent).

Like their male counterparts, more women from Other Ethnic groups (19 per cent), Other Mixed (17 per cent), Chinese (14 per cent), Black African (13 per cent) and Other Black (11 per cent) groups were **students**, compared with 6 per cent of the overall 25-59 female population in Camden and less than 3 per cent of White British women. Again, Camden's Black and Minority Ethnic women were more likely to be students than other Camden women, or in most cases, than their counterparts in London or across England.

The economic inactivity rate related to **sickness and disability** for Camden's Black and Minority Ethnic women was, in some cases, higher than the average of 6 per cent for the overall 25-59 female population in Camden, and 7 per cent for White British women. The highest rates were found in White Irish women (10 per cent), and among Other Mixed (8 per cent), Black Caribbean, Black African, Mixed White and Black Caribbean, and Mixed White and Black African (all 7 per cent) groups.

In Camden, Bangladeshi women were more likely to be in **'other'** economic activity status, 19 per cent compared with 6 per cent of the overall 25-59 female population in Camden, and with 4 per cent of White British women. This was similar to the corresponding figures for their counterparts in London and England as a whole. Other ethnic groups with a higher percentage of women

reported to be in 'other' economic activity status were Pakistani, Black African, Other Black and Other Asian (all 10 per cent), followed by 9 per cent of Mixed White and Black Caribbean and Mixed White and Black African, and 8 per cent of Other Ethnic and White Irish women.

Occupations of the employed population⁴⁵

Figures 7.5 and 7.6 show the occupations of the employed population in Camden by ethnicity. Camden's Indian and White Other populations contain a higher proportion of men and women who worked as **managers and senior officials** than other ethnic groups. A third of Indian men and 18 per cent of Indian women, and 28 per cent of men and 18 per cent of women from the White Other group, were in managerial or senior official positions, compared with 23 per cent of men and 17 per cent of women in the whole population of working age in Camden (and with 24 per cent and 18 per cent of White British men and women). In most cases, Camden's Black and Minority Ethnic groups were more likely to be in these senior jobs than their counterparts in London and across England. Bangladeshi men and women (11 per cent and 3 per cent) were far less likely to work as managers or senior officials in Camden.

In Camden, a comparatively high proportion of men and women from the Chinese (32 per cent and 25 per cent) and Indian (29 per cent and 28 per cent) groups were employed in **professional jobs**, followed by White Other (26 per cent and 24 per cent), Pakistani (25 per cent and 22 per cent), Other Asian (25 per cent and 20 per cent), Mixed White and Asian (23 per cent and 21 per cent) and Other Mixed (21 per cent and 18 per cent) ethnic groups. The corresponding figures for the whole population were 23 per cent of men and 20 per cent of women, and for the White British population 25 per cent and 21 per cent. Again, Bangladeshi men and women were less likely to work as professionals (4 per cent and 6 per cent) than other groups, compared with their counterparts at both the London and national levels. In most cases, Camden's Black and Minority Ethnic groups were more likely to be in professional jobs than their counterparts in London and nationally.

As elsewhere in the country, considerably more women than men from Black and Minority Ethnic groups in Camden worked in **associate professional and**

⁴⁵ 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.

technical occupations. A higher proportion of women and men from the Other Mixed group in Camden worked in this type of occupation, 36 per cent and 24 per cent, compared with 26 per cent of women and 23 per cent of men of the whole population of working age in Camden, and with 28 per cent of White British women and 26 per cent of White British men in Camden. The Bangladeshi population was again under-represented in this occupation, with only 3 per cent of women and 11 per cent of men, compared with 6 per cent of women and 14 per cent of men from the same ethnic group both in London and nationally.

Camden's Black and Minority Ethnic women were, in most cases, less likely than women from the same ethnic groups in London and in England as a whole to work in **administrative and secretarial** occupations. In Camden, a higher proportion of women and men from Black Caribbean (30 per cent and 8 per cent), Mixed White and Black African (28 per cent and 7 per cent), Black African (23 per cent and 11 per cent), and Mixed White and Black Caribbean (21 per cent and 8 per cent) groups worked in this occupational category, compared with other Black and Minority Ethnic groups. Of particular interest, while Other Black women were more likely to work in administrative and secretarial occupations (26 per cent compared with 17 per cent of the whole female population and of the White British women in Camden), Other Black men were least likely to work in this occupation, less than 5 per cent compared with 6 per cent of both the whole male population of working age and of White British men in Camden.

Camden's Black and Minority Ethnic men were in most cases, less likely to work in **skilled trades** than their counterparts in London and nationally. However, a high proportion of Bangladeshi men worked in skilled trades compared with other Camden men, 22 per cent compared with 7 per cent of the whole male population in the city, and with 6 per cent of White British men. 13 per cent of White Irish men, 12 per cent of Black Caribbean men, 10 per cent of Other Black and Chinese men worked in skilled trades. This is similar to, but less marked than, the patterns in London and England as a whole.

In Camden, women and men from the Other Black (14 per cent and 7 per cent), Black African (14 per cent and 6 per cent), Mixed White and Black African (13 per cent and 5 per cent) and Black Caribbean (12 per cent and 6 per cent) groups were more likely than other ethnic groups to work in **personal service**, compared with 6 per cent and 2 per cent of White British women and men in London, and 7 per cent and 2 per cent of women and men in Camden as a whole. These figures for ethnic minority women were lower, but for men were higher, than the corresponding ones at national level. Chinese

people were the least likely to be in this occupation, 3 per cent of women and 1 per cent of men, consistent with London and England.

Camden's Bangladeshi population were much more likely than other ethnic groups to work in **sales and customer service occupations**, 40 per cent of women and 18 per cent of men, compared with 5 per cent and 2 per cent of White British women and men in the borough and 6 per cent and 4 per cent of men and women in the whole population of working age in Camden. Across London 24 per cent of Bangladeshi women and 13 per cent of Bangladeshi men worked in this occupation, compared with 21 per cent and 10 per cent of Bangladeshi women and men across England. Pakistani people also contained a higher proportion in this occupation, 18 per cent of women and 7 per cent of men, similar to the pictures in London and England.

In Camden, very few Black and Minority Ethnic women worked as **process, plant or machine operatives**. The percentage of Black and Minority Ethnic men who worked in this type of work in Camden was also lower than in London and England as a whole. While nationally a quarter of Pakistani men worked in jobs of this type and 13 per cent in London, only 6 per cent of Pakistani men were in this occupation in Camden. The corresponding figures for both the whole male population of working age in Camden and for White British men were 4 per cent. Other Black (9 per cent) and Black African (8 per cent) men were more likely to work as process, plant and machine operatives than other Camden men.

In Camden, over a quarter of Bangladeshi men (27 per cent) were working in **elementary occupations**, followed by 16 per cent of Black Caribbean men, 15 per cent of Mixed White and Black Caribbean men, 14 per cent of Black African men and men from Other Ethnic Group, 13 per cent of Other Black men and White Irish men, 12 per cent of Mixed White and Black African men and 11 per cent of Mixed White and Asian men. This compared with 8 per cent of the whole male population, and 6 per cent of White British men, was similar to the patterns in London and England as a whole. Among Camden's ethnic groups, Chinese men were the least likely to work in elementary occupations (6 per cent). Camden's Black and Minority Ethnic women were, in most cases, less likely than their national counterparts to be employed in elementary occupations. Women from the Other Ethnic Group (15 per cent) and Bangladeshi women (11 per cent) were more likely to work in these occupations, compared with 5 per cent of the whole female population of working age and 4 per cent of White British women in Camden.

Industrial distribution of the employed population

Figures 7.7 and 7.8 show the industrial distribution of the employed population in Camden by ethnicity. Camden's Black and Minority Ethnic men were less likely to be employed in **manufacturing** than their counterparts in London and in England as a whole. The only exception was men from the Other Asian group who were more likely than other ethnic groups to work in manufacturing, 9 per cent compared with 6 per cent for the whole male population in Camden, and 7 per cent for White British men in the city. For Black and Minority Ethnic women in Camden, the pattern was similar to the picture in London and nationally.

Camden's White Irish men were more likely to work in **construction**, 16 per cent, compared with 4 per cent of the whole male population in Camden. This is, however, a lower percentage than the corresponding figures for White Irish men in London (22 per cent) and in England (20 per cent).

In Camden, the majority of Bangladeshi men were employed in the **wholesale, retail, restaurants and hotels** sector (72 per cent), a much higher proportion than of the whole male population of working age in Camden (16 per cent). This is similar to, but more marked than, both the London and national patterns for men of this ethnicity. Over half of Bangladeshi women (53 per cent) also worked in this industry, compared with 15 per cent of the whole female population of working age in Camden, and with 32 per cent of similar women in London and across England. On the other hand, fewer Chinese men and women (29 per cent and 22 per cent) in Camden worked in this sector compared with their counterparts in London (38 per cent and 30 per cent) and nationally (42 per cent for both men and women).

Some Black and Minority Ethnic groups are considerably more likely than others to work in the **transport, storage and communications** sector. 16 per cent of Black Caribbean men, 14 per cent of Black African men, and 11 per cent of Mixed White and Black Caribbean men worked in this sector, compared with 7 per cent of both the whole male population of working age in Camden and of White British men.

Camden's Black and Minority Ethnic people were more likely to work in **finance and real estate** than their counterparts in London and nationally. 42 per cent of Chinese men and women, 47 per cent of White Other men and 36 per cent of White Other Women, 47 per cent of Indian men and 34 per cent of Indian women, and 41 per cent of Pakistani men and 40 per cent of Pakistani women worked in this sector, compared with 39 per cent of the whole male population of working age and 32 per cent of the whole female population of

working age in Camden. The corresponding figures for White British men and women were 41 per cent and 33 per cent.

In Camden, 12 per cent of Other Mixed women, 8 per cent of Black African and Black Caribbean women, and 6 per cent of Mixed White and Black Caribbean women and Other Asian women worked in the **public administration and defence and social security** sector. Women from Other Ethnic, White Other and Chinese groups were the least likely to be employed in this sector (less than 3 per cent), compared with 4 per cent of both the whole female population of working age and of White British women in Camden.

In Camden, fewer Black and Minority Ethnic men were employed in **education** than other Camden men, (with the exception of men from the Other Mixed group, 6 per cent). This compares with 5 per cent of both the whole male population of working age and of White British men in Camden. A slightly higher proportion of women from the Mixed White and Black Caribbean (14 per cent), Other Black (13 per cent), Bangladeshi (12 per cent) and White Other (11 per cent) ethnic groups were in this industry, compared with 11 per cent of the whole female population of working age and of White British women in Camden.

Camden's Black and Minority Ethnic women were more likely than other Camden women to work in **health and social work**. 28 per cent of Black African women, 26 per cent of Black Caribbean women, 23 per cent of White Irish women, and 21 per cent of women from the Other Ethnic group worked in this industry, compared with 15 per cent of the whole female population, and 14 per cent of White British women in Camden. This is similar to the patterns in London and nationally for Black and Minority Ethnic women working in this industry. Camden's Black and Minority Ethnic men, were more likely to work in this industry than other Camden men, with 17 per cent of Other Black men, 11 per cent of men from the Other Ethnic group and Black African men, 10 per cent of Mixed White and Black Caribbean men and Other Asian men, 9 per cent of Pakistani men and Chinese men, and 8 per cent of Indian men and Mixed White and Asian men in this sector. Bangladeshi men were least likely to work in this sector (3 per cent), a little lower than the share of the whole male population in Camden (6 per cent), and than the proportion of White British men (5 per cent).

A higher proportion of Black and Minority Ethnic men and women worked in **other** industries in Camden than in London and in England as a whole. 15 per cent of men and 17 per cent of women from the Mixed White and Black Caribbean group, 17 per cent of men and 13 per cent of women from the Mixed White and Black African group, 11 per cent of men and 17 per cent of

women from Mixed White and Asian group, and 14 per cent of men and 12 per cent of women from the Other Mixed group were in this category, compared with 12 per cent of the whole male population of working age and 13 per cent of the whole female population of working age in Camden.

Key Points

Camden has a large ethnic minority population. Among people of working age, the White Other, White Irish, Black African, Bangladeshi, Other Ethnic Group, Indian, Black Caribbean, Chinese, Other Mixed and Other Asian populations are the largest groups after the White British group.

Economic activity varies considerably between Black and Minority Ethnic groups. For those aged under 25 in Camden:

- 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 people.
- Part-time employment was more common among young men and women from Black Caribbean, and Bangladeshi ethnic groups.
- A higher proportion of young women from Bangladeshi, Other Black, and Mixed White and Black African groups were looking after their home or family full-time.
- 85 per cent of the young Chinese population were students, and consequently far fewer Chinese young people were in other economic activity statuses.

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

- The full-time employment rate was lower than in London and England as a whole.
- The lowest full-time employment rate was found among Bangladeshi and Mixed White and Black African men, whereas the highest full-time employment rate was among Indian men.
- Camden's Black and Minority Ethnic men were, in most cases, less likely than other Camden men to be self-employed full-time, including Chinese men.
- Part-time employment was mainly found among Bangladeshi men.

- The highest unemployment rate was found among Mixed White and Black Caribbean men, Mixed White and Black African men, Black African men and Black Caribbean men, while the lowest was found among Indian men, Chinese men, White other men and Mixed White and Asian men.
- Camden's Black and Minority Ethnic men included a much higher percentage of students than other Camden men.
- Compared with other groups, a higher proportion of White Irish men were economically inactive due to sickness and disability.
- More men from the Other Black, Bangladeshi, Mixed White and Black African, Other Asian and Black African groups were in the 'other' economic activity status which includes people employed in private households.

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

- The highest full-time employment rates were found in Indian, Chinese, Mixed Other and Mixed White and Asian women.
- Full-time self employment was more widespread among Mixed White and Black African women and Indian women than among other ethnic groups.
- Low employment rates were found among Bangladeshi women.
- Bangladeshi and Pakistani women were more likely to be looking after their home or family full-time than other Camden women.
- Camden's Black and Minority Ethnic women were more likely to be students than other Camden women, and in most cases, than their counterparts in London and nationally, with a high proportion of students among women from Other Ethnic, Other Mixed, Chinese, Black African and Other Black groups.
- A high proportion of Camden's Black and Minority Ethnic women were economically inactive because of sickness and disability compared with White British women in Camden.
- Bangladeshi women were more likely to be found in the 'other' economic activity status than other women in Camden.

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

- Camden's Indian and White Other populations contain a higher proportion of men and women who work as managers and senior officials than other ethnic groups. In most cases, more Black and Minority Ethnic men and women worked in this occupation in Camden than in London or nationally. Men from Black and Minority Ethnic groups in Camden were also more likely to work in associate professional and technical jobs
- In Camden, a higher percentage of men and women from the Chinese and Indian groups were in professional jobs, compared both with other Camden men and women, and with their counterparts in England.
- Camden's Black and Minority Ethnic women were, in most cases, less likely than women in London and England from the same ethnic groups to work in administrative and secretarial jobs.
- Camden's Black and Minority Ethnic men were, in most cases, less likely to work in skilled trades than their counterparts in London and nationally. However, a higher proportion of Bangladeshi men worked in this occupation than other ethnic groups in Camden.
- In Camden, women and men from the Other Black, Black African, Mixed White and Black African and Black Caribbean groups were more likely than other ethnic groups to work in personal service.
- More Bangladeshi and Pakistani people worked in sales and customer service than other ethnic groups in Camden.
- A small percentage of Black and Minority Ethnic men, and very few Black and Minority Ethnic women, were in jobs as process, plant and machine operatives in Camden.
- Over a quarter of Bangladeshi men were in elementary occupations. Black and Minority Ethnic women in Camden were, in most cases, less likely than their national counterparts to be employed in elementary occupations, although more Other Ethnic and Bangladeshi women were working in occupations in this category.

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

- Camden's Black and Minority Ethnic men were less likely to be employed in manufacturing than their counterparts in London and in England as a whole.
- Compared with other Camden men, a higher proportion of White Irish men worked in construction, but the figure was lower than for White Irish men in London or England as a whole.
- Bangladeshi men and women were heavily concentrated in the wholesale, retail, restaurants and hotels sector, 72 per cent and 53 per cent, compared with 16 per cent of the whole male population and 15 per cent of the whole female population working in this sector in Camden.
- In Camden, Black Caribbean, Black African and Mixed White and Black Caribbean men were more likely to work in transport, storage and communications than other ethnic groups.
- Camden's men and women from Chinese, White Other, Indian and Pakistani groups were more likely to work in finance and real estate than other Camden residents.
- Comparatively more Other Mixed women, Black African women, Black Caribbean, Mixed White and Black Caribbean women and Other Asian women worked in public administration and defence and social security than other Camden women.
- Fewer of Camden's Black and Minority Ethnic men were employed in education than other Camden men. A higher proportion of women from the Mixed White and Black Caribbean, Other Black, Bangladeshi and White Other groups worked in this sector, compared with both other ethnic groups in Camden and White British women in Camden.
- Camden's Black and Minority Ethnic women were more likely than other Camden women to work in health and social work.

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 can be used to show the numbers of employees who stated that they had a regular flexible working arrangement allowing them to work flexitime, annualised hours or term-time only. This is presented in **Figure 8.1**.

In Camden, almost 1,923 people have ‘term-time only’ contracts, all of them women. Over 500 women working term-time only are also in part-time jobs. Over 5,000 employed people working in Camden have an annualised hours contract. Of these, one third are women. 6 per cent of Camden’s male full-time workers, have flexible working arrangements, compared with 8 per cent of full-time women workers and 9 per cent of part-time women workers.

Comparison with London and England shows that proportionally, in Camden:

- a lower proportion of men who work full-time have flexitime arrangements than comparable men across England and London, although more Camden men work annualised hours
- no men working part-time men appear to have annualised hours or term-time only contracts. This may be associated with the relatively small numbers of men working part-time, and the sector in which they work
- fewer women who work full-time but more part-time working women have flexitime arrangements
- the proportion of women working part-time who have flexitime, term-time, or annualised hours contracts is similar in Camden, London and England as a whole.

Figure 8.1 Men and women in full-time and part-time employment in Camden with selected flexible working arrangements⁴⁶, 2003

Camden’s Employed Men 53,338				
	Full-time: Men 48,903		Part-time: Men 4,435	
	Numbers	%	Numbers	%
Flexitime	2,958	6	0	0
Annualised Hours	3,820	7.8	0	0
Term-time working	0	0	0	0
Camden’s Employed Women 48,718				
	Full-time: Women 35,141		Part-time: Women 13,577	
	Numbers	%	Numbers	%
Flexitime	2,788	7.9	1,280	9.4
Annualised Hours	1,414	4	0	0
Term-time working	1,379	3.9	544	4

Comparative data				
Employed men				
	Full-time		Part-time	
	London	England	London	England
Flexitime	8.4	8.1	6.5	6.2
Annualised Hours	5.3	3.6	1.2	2.0
Term-time working	0.4	0.9	3.6	3.2
Employed women				
	Full-time		Part-time	
	London	England	London	England
Flexitime	11.0	12.6	7.7	9.0
Annualised Hours	3.3	4.6	3.3	3.8
Term-time working	4.2	4.9	10.2	10.7

Source: LFS, Autumn 2003, ONS

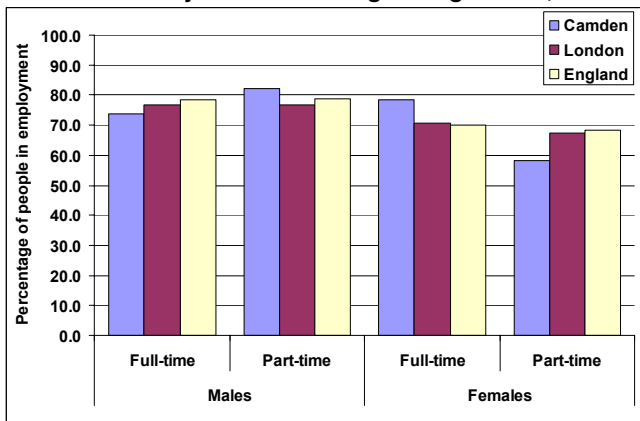
Figure 8.2 shows the percentage of men and women who have no flexibility in their working arrangements, by whether they work full-time or part-time. For full-time workers, the pattern in Camden is different from that for London and England as a whole.

⁴⁶ 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.

Among full-time workers, Camden men were less likely, and Camden women more likely, to report having no flexibility in their working arrangements. This is the reverse of the pattern in London and England as a whole. Among part-time workers, more Camden men, but fewer Camden women, report no flexible working arrangement, again in marked contrast to the national and London patterns.

Part-time workers in Camden experienced a greater degree of flexibility in their working arrangements than their counterparts in London or nationally. Fewer Camden women than men reported having no flexibility in their working arrangements, 60 per cent of women part-time workers, compared with over 70 per cent of men working part-time.

Figure 8.2 Percentage of men and women in employment with no flexibility in their working arrangements, 2003



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, infrastructure 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 roles which are widely recognised as roles which have a disproportionate impact on women.

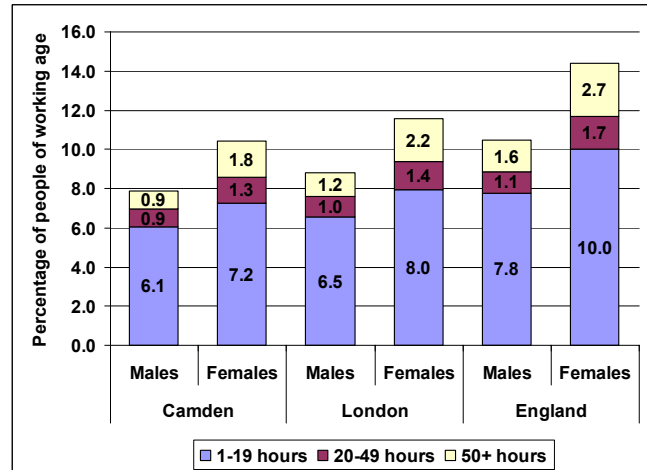
Caring Responsibilities

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

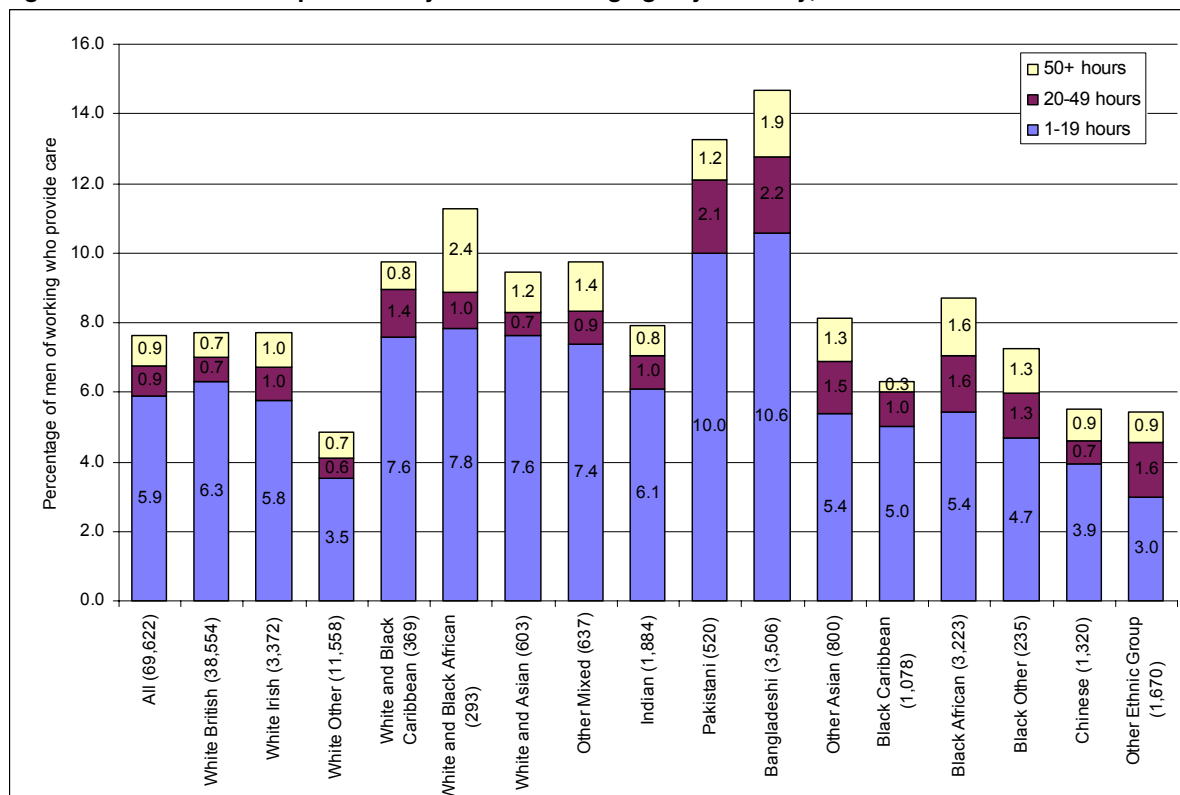


Source: 2001 Census Standard Tables, Crown Copyright, 2003

There is considerable variation in the provision of unpaid care by people of different ethnicities. **Figure 8.4 and 8.5** show the proportion of men and women of working age providing unpaid care for the Black and Minority Ethnic groups in Camden. The variation seen in Camden differs from that in London and nationally with:

- a high proportion of Mixed White and Black African men (11 per cent) and women (16 per cent) providing unpaid care, compared with 7 per cent and 10 per cent for Mixed White and Black African men and women in London and England
- a higher proportion of Pakistani men (13 per cent) providing unpaid care than Pakistani women (10 per cent) in Camden, in contrast to London (12 per cent of Pakistani men and 15 per cent of women) and England (12 per cent and 16 per cent)
- a higher proportion of Bangladeshi women (20 per cent) but a lower proportion of Bangladeshi men (15 per cent) in Camden provide unpaid care than in London. Bangladeshi women who provide unpaid care are also more likely to provide 50 hours or more care a week) (7.5 per cent)

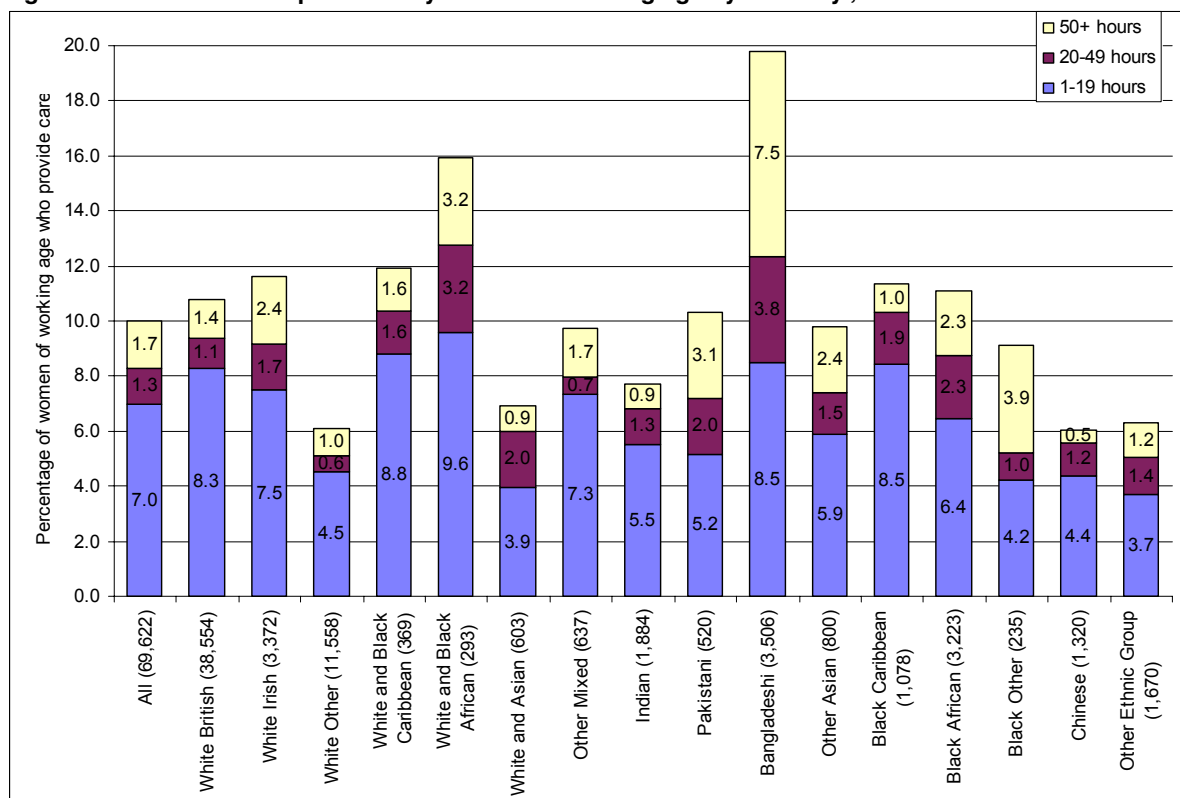
Figure 8.4 Provision of unpaid care by men of working age by ethnicity, Camden



Source: 2001 Census Commissioned Tables, Crown Copyright 2004

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

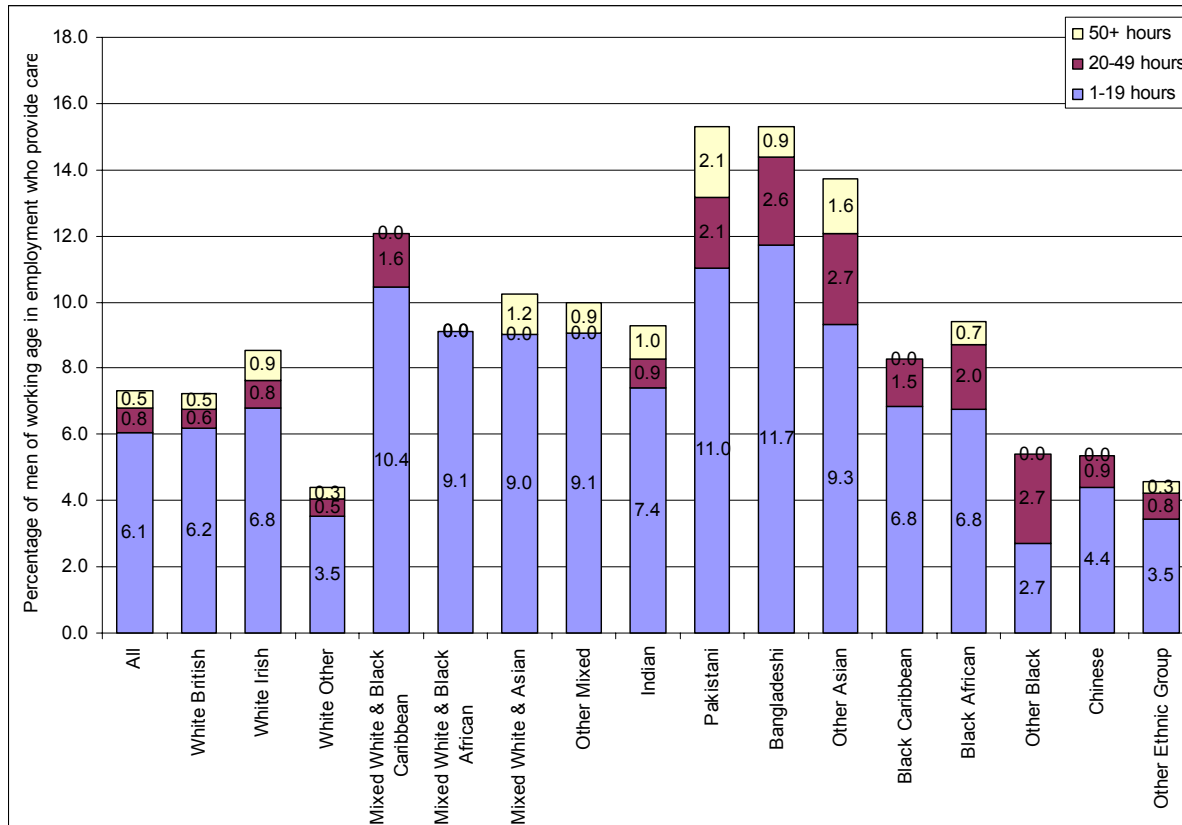
Figure 8.5 Provision of unpaid care by women of working age by ethnicity, Camden



Source: 2001 Census Commissioned Tables, Crown Copyright 2004

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

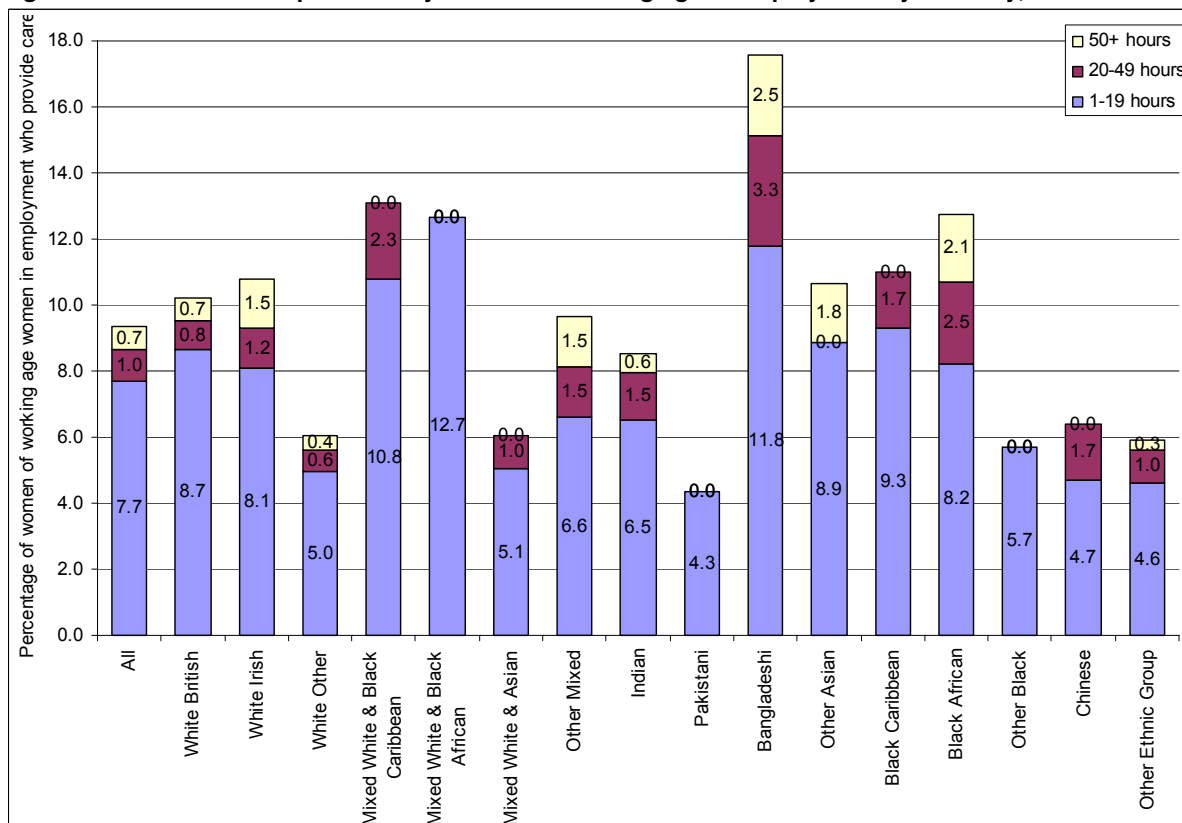
Figure 8.6 Provision of unpaid care by men of working age in employment by ethnicity, Camden



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, Camden



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

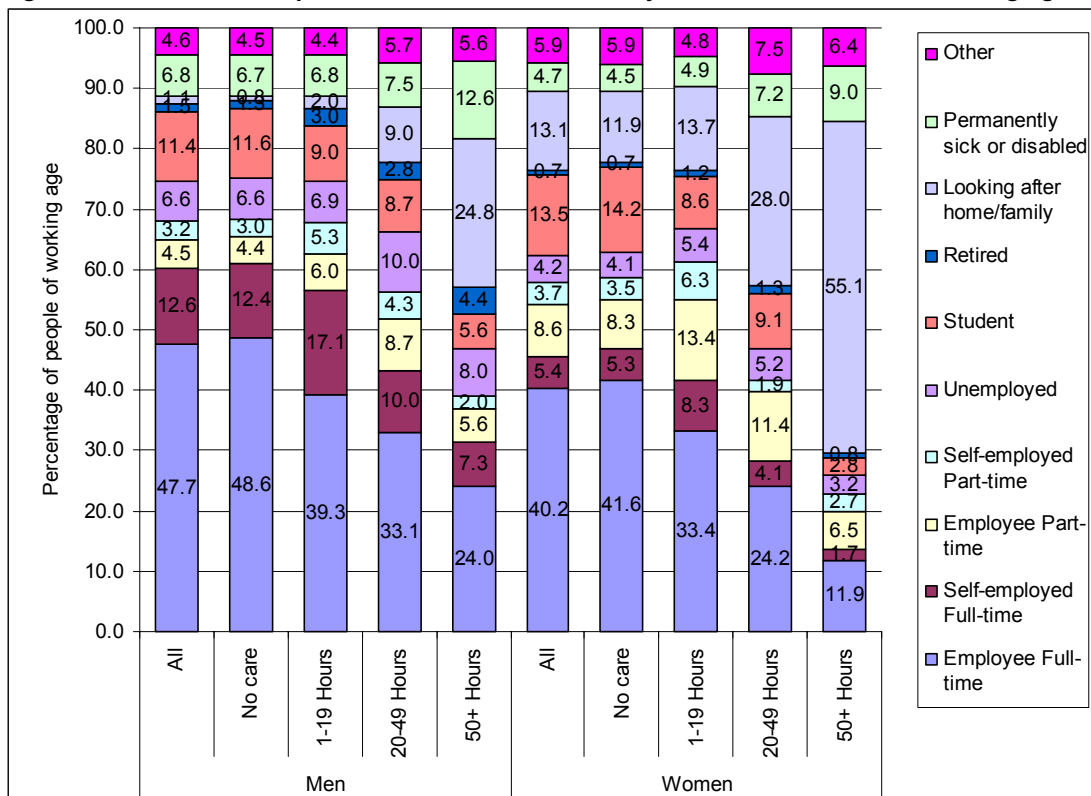
The amount of unpaid care that men and women provide can also be analysed by their economic activity. In Camden, 11 per cent of men and 14 per cent of women of working age who are in employment also provided unpaid care. This is similar to London and England as a whole. However, this again varies by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

- Pakistani and Bangladeshi men in employment more often provided unpaid care than other Camden men. This is different to London (where Bangladeshi and Indian men are most likely to provide care) and in England (Indian and Pakistani men).
- White Other men were the least likely to work and at the same time provide unpaid care, only 4 per cent. This is similar to London and England as a whole.
- Among women in employment, Bangladeshi (18 per cent) and Mixed White and Black Caribbean (13 per cent) women were the most likely to provide unpaid care. In England Pakistani women were most likely to provide unpaid care (15 per cent). In Camden, Pakistani women were the least likely to work and provide unpaid care (just 4 per cent) compared with 14 per cent of Pakistani women in employment in London.

Figure 8.8 presents data on the economic activity status of men and women according to their caring circumstances. It shows that in Camden a higher proportion of men than women were providing 50 or more hours of unpaid care and also working full-time (31 per cent compared with 14 per cent). On the other hand, 61 per cent of Camden men who had no caring responsibilities worked full-time, compared with 47 per cent of similar women in Camden. As the amount of unpaid care people provided increases:

- men and women are more likely to be permanently sick or disabled. This was especially noticeable in working age men who provided unpaid care for more than 50 hours per week. (13 per cent in Camden, 13 per cent in London and 17 per cent in England as a whole)
- the proportion of people looking after their home and family increases. Over half of women and nearly a quarter of men who provided more than 50 hours of unpaid care per week were in this group in Camden, compared with 46 per cent of women and 21 per cent of men in London and nationally
- among carers both men and women are less likely to be working, especially full-time. This is true across all geographical levels, but more prevalent in Camden

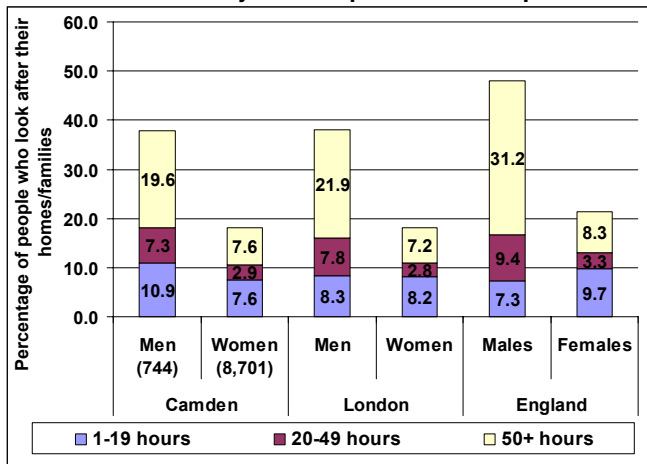
Figure 8.8 Provision of unpaid care and economic activity for men and women of working age in Camden



Source: 2001 Census Commissioned Table, Crown Copyright 2004

Figure 6.8 in Chapter 6 showed that 12 per cent of women and 1 per cent of men of working age in Camden gave looking after their home or family as their reason for economic inactivity. This equates to 647 men and 8,757 women who were looking after their home and family as their main activity. This response not only includes 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 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. 20 per cent of men in this category were providing more than 50 hours or more unpaid care each week compared with 8 per cent of women in Camden.

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

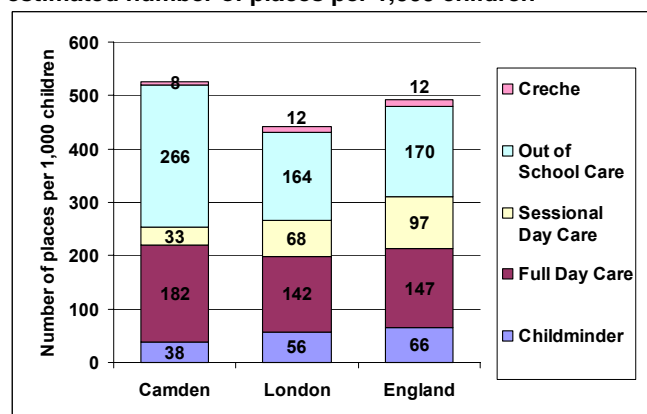
Many areas in Camden have no day nursery provision

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

Figure 8.10 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 Camden, London and England. The data are published by Ofsted and relate to September 2003. In Camden, there were, overall, more childcare places per 1,000 children than in London and England as a whole. Camden had more full day care places than nationally or in London, more out of school care places, but fewer childminders than in London or nationally.

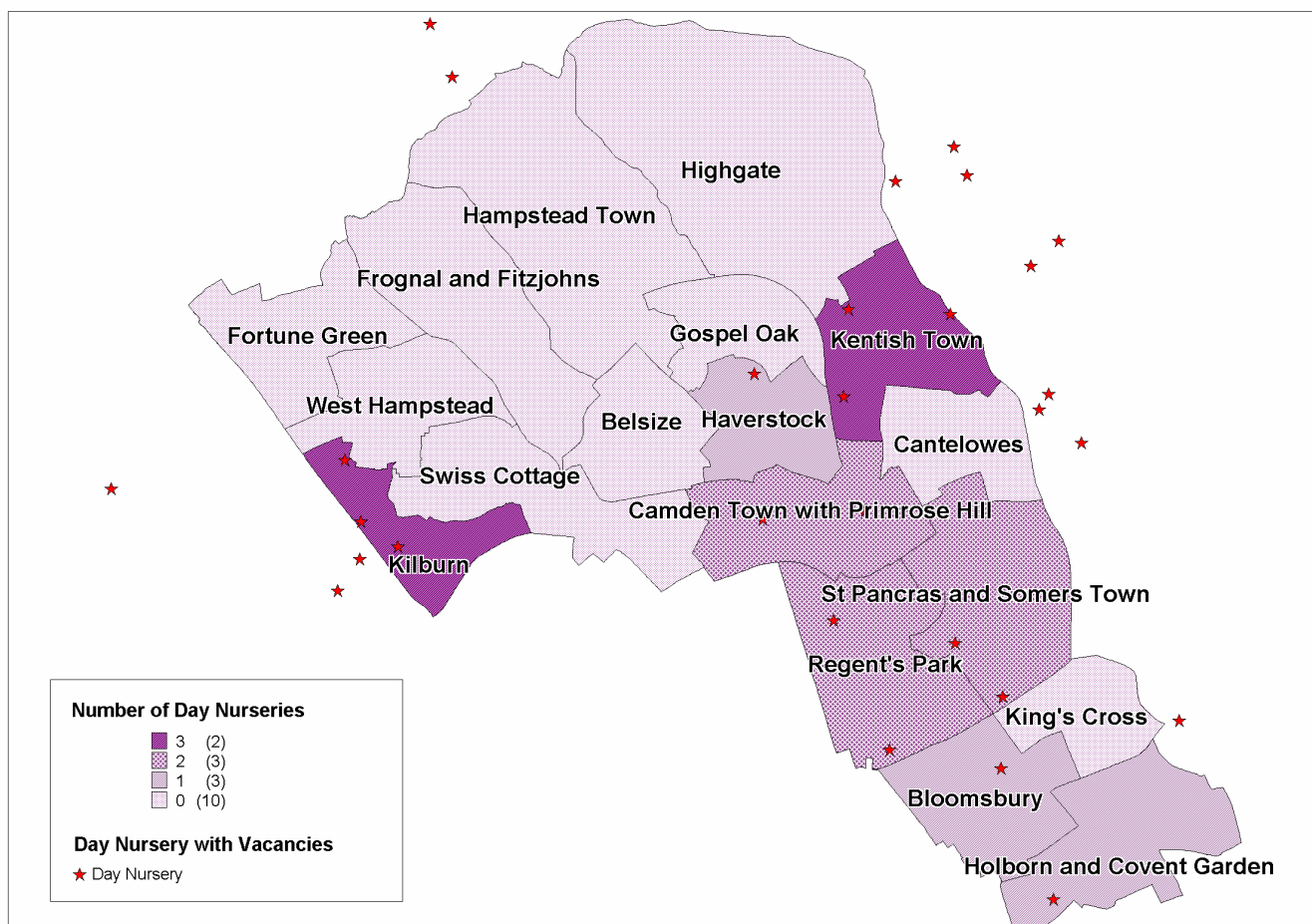
Figure 8.11 shows the distribution of day nurseries within the wards in Camden, together with an indication of the nurseries that had vacancies in July 2004. 16 areas of Camden had fewer than 3 day nurseries, and some had no day nursery provision at all. Both day nurseries and those with vacancies are concentrated in certain areas, whereas some areas had no day nurseries or no vacancies at all.

Key Points

- In Camden, men and women who worked full-time had a greater degree of flexibility in their working arrangements, compared with part-time workers. More women working full-time, but fewer men employed full-time, had flexible working arrangements, compared with their counterparts in London and across England as a whole.

- No men working part-time were found to have annualised hours or term-time only contracts in Camden.
- In Camden, a higher proportions of Mixed White and Black African men provided unpaid care, compared with the corresponding London and national averages.
- Camden's Bangladeshi and Pakistani men were more likely to provide unpaid care than other Camden men.
- Bangladeshi women outnumbered other Camden women in providing unpaid care, whereas fewer Pakistani women provided unpaid care.
- Similar to the picture in London and nationally, more Bangladeshi men who were in employment provided unpaid care.

Figure 8.11 Day nurseries and vacancies in Camden, July 2004



Source: London Borough of Camden 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

- Proportionally more men working full-time than full-time working women provided 50 or more hours of unpaid care.
- Many working age men who provided 50 or more hours a week of unpaid care were themselves permanently sick or disabled.
- Over half of women (55 per cent) 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 London (49 per cent) and England as a whole (46 per cent).
- Camden has fewer childcare places per 1,000 children than London and England as a whole.
- Day nursery provision within Camden is concentrated in certain areas, with some areas having no day nurseries or no vacancies at all.

Appendix A

Glossary of 2001 Census Terms⁴⁷

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.

⁴⁷ 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 Categories⁴⁸

Managers and Senior Officials

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

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

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

Personnel, training and industrial relations managers

Information and communication technology managers

Research and development, quality assurance, customer care managers

Financial institution, office managers

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

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

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

Farm managers, managers in animal husbandry, forestry and fishing

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

Property, housing and land managers

Garage managers and proprietors

Hairdressers and beauty salon managers

Shopkeepers and wholesale/retail dealers

Recycling and refuse disposal managers

Professionals

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

IT strategy and planning professionals, software professionals

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

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

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

Scientific and social science researchers

Solicitors, lawyers, judges and coroners

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

Architects, town planners, quantity and chartered surveyors

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

Associate Professional and Technical Occupations

Science and engineering technicians

Draughtspersons and building inspectors, environmental health officers

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

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

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

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

Air traffic controllers, pilots, train drivers

Brokers, insurance underwriters, estate agents, auctioneers

Administrative and Secretarial Occupations

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

Officers of non-governmental organisations

⁴⁸ Source: 2001 Census: Definitions, Crown Copyright 2004.

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

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

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

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

Skilled Trades

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

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

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

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

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

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

Printers, bookbinders, screen printers

Butchers, bakers, fishmongers, chefs, cooks

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

Personal Service Occupations

Nursing auxiliaries and assistants, ambulance staff, dental nurses

Houseparents, residential wardens, care assistants and home carers

Nursery nurses, childminders, playgroup leaders, educational assistants

Veterinary nurses, animal care occupations

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

Hairdressers, barbers, beauticians

Housekeepers, caretakers

Undertakers and mortuary assistants

Pest control officers

Sales and Customer Service Occupations

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

Credit agents, debt, rent and other cash collectors

Market and street traders, merchandisers and window dressers

call centre agents/operators, customer care occupations

Process, Plant and Machines Operatives

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

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

Assemblers, tyre, exhaust and windscreen fitters, sewing machinists

Scaffolders, road and rail construction and maintenance operatives

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

Crane, fork-lift truck and agricultural machinery drivers

Elementary Occupations

Farm workers, labourers, packers

Postal workers

Hospital porters, hotel porters

Kitchen and catering assistants, waiters, waitresses, bar staff

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

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

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