

Gender Profile of Somerset's Labour Market

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Preface

Gender Equality: Gender and Employment in Local Labour Markets

Gender Equality has become a major strand of the government's strategic framework, and Local Government must share in this important agenda.

'The government needs to tackle gender inequalities in every area of life. We will only do this successfully if we are honest about gender inequalities where they exist, and take specific action to tackle them.'

(Delivering on Gender Equality June 2003: dti Women & equality unit)

The Gender Profile of the Somerset Labour Market 2004 forms the first stage of Somerset County Council's engagement in this innovative and exciting ESF funded research project with Sheffield Hallam University and other participating authorities.

The profile builds on work the County Council is undertaking on Gender Equality within its workforce. It also complements the Somerset Equalities and Access Assessment, produced for the Somerset Strategic Partnership in March 2004, by providing detailed and in depth data on gender within local labour markets.

Providing disaggregated data highlights the relevant issues within Somerset and reinforces a shift to consider the 'total' economy; the paid and unpaid work which supports society and growth. Within that total economy there clearly remain significant differentials between men and women in key areas such as education, pay and poverty. Women are more likely to receive less financial recognition for the work they do, to be volunteers in delivering support services, to work part time and to have sole responsibility for childcare and the care of other members of the family.

This Gender Profile provides a key part of the gender mainstreaming strategy of Somerset County Council and the Somerset Strategic Partnership. It provides a baseline of women's and men's relative positions in the economy of Somerset which will enable us as policy makers responsible for steering economic developments and regeneration to understand better where and how to make intervention. It will therefore be instrumental in informing our future priorities to ensure that inequalities are actively addressed through targeted actions.

Signed



Somerset County Council Chief Executive



Acknowledgements

This Gender Profile for Somerset, one of eleven Gender Profiles being published in autumn 2004 as part of the national Gender and Employment in Local Labour Markets (GELLM) project, is the product of team work at the Centre for Social Inclusion, Sheffield Hallam University, carried out in close partnership with the eleven local authorities concerned¹.

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

The authors of the Gender Profile would also like to thank the project's national partners, especially David Darton and David Perfect of the Equal Opportunities Commission, and Rebecca Gill and Richard Exell of the TUC, for their guidance and suggestions, as well as the project's academic advisers, Professors Ed Fieldhouse, Damian Grimshaw and Irene Hardill. We acknowledge with thanks the co-operation of our contacts at DWP, ONS, DfES and other government departments², and of course the financial support of the European Social Fund, without which this project could not have been developed.

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

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

Sue Yeandle

on behalf of the GELLM research team

Sheffield, September 2004

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

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Contents

1. Introduction and Executive Summary	2
2. The Local Setting	6
The County of Somerset	6
The People of Somerset	8
Households and Housing	11
3. Education and Skills	13
Educational Indicators in Somerset	13
Educational Attainment: Ages 7-16	14
Destination of pupils after age 16	20
A/AS Level Attainment	20
Higher Education	22
Qualifications and Skills in the Working Age Population	23
Key Points	23
4. Trends and Patterns in Women's and Men's Employment	25
Structure of Employment Opportunities	25
People and Employment	30
Key Points	39
5. The Gender Pay Gap	41
Causes of the Gender Pay Gap	42
Pay In Somerset	42
Key Points	44
6. Unemployment and Economic Inactivity	45
Unemployment	45
Economic Inactivity	51
Key Points	56
7. Women, Men and Diversity	57
The Employment Circumstances of People from Black and Minority Ethnic Groups	57
Somerset's Chinese Population	57
Somerset's Indian Population	62
Somerset's White Other Population	63
Somerset's White Irish Population	64
Key Points	65
8. Work-Life Balance	66
Flexible Working Patterns	66
Barriers to Employment	67
Key Points	71

1. Introduction and Executive Summary

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

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

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 Somerset's men and women, and is being made available to employers, trade unions and policy-makers to enable them to make evidence-based decisions about their policies and priorities. Although a very comprehensive document, the Gender Profile cannot provide exhaustive detail about all aspects of the labour market; in cases where we have selected examples (as in looking at selected subjects studied by pupils in schools, or in examining features of selected occupations), we hope the Profile will alert

interested parties to the full scope of the available data, and encourage greater use of gender-disaggregated statistics in analysis and decision-making.

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

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

The Gender Profile is organised in eight chapters, which are briefly summarised here:

The Local Setting

Somerset has, by national standards, a comparatively ageing population. Among men and women of working age there are relatively high percentages of people over 50 (especially in the West Somerset district), and rather fewer people aged 20-45 years compared with the region and England as a whole.

General indicators of health and well-being in the county are relatively good, and Somerset has higher rates of life expectancy at birth, lower rates of people with a limiting long-term illness, and a lower teenage pregnancy rate, compared with England as a whole.

One notable feature of the Somerset population is its rather small number of men and women from Black and Minority Ethnic Groups (2.8 per cent and 3.0 per cent respectively), well below the English average (13 per cent). This population is dispersed throughout the county, and within it the *White Other* (which includes Somerset's traveller community), *White Irish*, *Chinese* and *Indian* groups predominate.

By comparison with the English average, rather fewer people in Somerset rent their homes from the local authority, and there is a concomitant high level of owner occupation. Average house prices in Somerset have been below the national average level, but have risen fast since 2000.

Education and Skills

Somerset's official education statistics show a generally very positive picture, with boys and girls achieving better results than nationally in most of the standard assessment tests at ages 7, 11 and 14. Results at GCSE (or equivalent) and at A level are also good, with girls achieving stronger results than boys in line with national trends. However, there is evidence of strongly gendered subject choice among pupils at these stages, and girls in Somerset are less likely to choose mathematics for A level study, and boys less likely to choose English, than their counterparts in England as a whole.

In 2003, more than one in five Somerset boys left school at 16 to enter employment compared with fewer than one in eight girls, although rates of staying on in full-time education at this stage are in line with the national average for pupils of both sexes. Most boys who began work at 16 entered skilled trades or labouring /elementary occupations, while comparable girls tended to enter personal service, sales, or clerical jobs.

Among Somerset's working age population, both men and women are less well qualified than men and women nationally, especially in the 25-34 age group, where both men and women are less likely to have degree level qualifications.

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

Somerset experienced a particularly large increase in part-time jobs between 1991 and 2002: in the Mendip and Sedgemoor districts this was highly visible in a rise in the number of part-time jobs held by men (which rose

by 121 per cent and 145 per cent respectively in these localities), and in West Somerset in the rise in part-time jobs held by women (up 94 per cent). In total, almost 28,000 new part-time jobs were created, alongside over 9,000 full-time jobs. The growth in the latter appears to have been equally shared between men and women.

Despite this job growth, manufacturing jobs in Somerset declined sharply in this period. This had an adverse effect on men in Mendip and South Somerset especially, but also on women in Mendip and Sedgemoor.

In Somerset, a high proportion of both men and women live close to their place of work or work at home, compared with the national picture. Somerset's workforce includes a high proportion of people of both sexes who drive to work, with the proportion of women who drive to work increasing rapidly between 1991 and 2001.

Among Somerset's men, a higher proportion than at the national scale works full-time, and is employed in skilled trades. Among women, work in administrative / secretarial, and personal service occupations is at a comparatively high level.

The Gender Pay Gap

In Somerset, low pay is much more prevalent for both men and women than in the South West region and England as a whole. 1 in 8 men, and 1 in 3 women earned less than £250 per week in 2003.

Women working full-time in the county earned on average £9.45 per hour, compared with £11.59 per hour for men.

In sales and customer service occupations the gender pay gap is considerably wider in Somerset than in the South West region or England as a whole.

By contrast in personal services occupations the pay gap is comparatively small. In these jobs, women earned around 90 per cent of the average weekly pay of men, and this applied whether full-time or part-time workers were compared.

Top women earners in Somerset earned more than their regional counterparts, but less than the top 10 per cent of all women earners in England. Top male earners earned less than their counterparts in both the South West region and England as a whole. The gap between these male and female top earners in Somerset was around £150 per week.

Unemployment and Economic Inactivity

Over 36,000 women and 23,000 men in Somerset were recorded as economically inactive in the 2001 Census. A further 3,400 women and 5,000 men said that they were

economically active but unemployed.

Compared with similar women in the South West and in England, a high proportion of women aged 16-34 were looking after their home and family on a full-time basis.

Among unemployed people, Somerset has a relatively high proportion of women who have never had a paid job.

Lone fathers and lone mothers, and couples who have dependent children, are more likely to be in paid employment than their counterparts in the region and in England as a whole.

Somerset also has a high proportion of its unqualified men and women in paid employment.

Within the county, analysis by district shows marked variations in unemployment, economic inactivity, and the former occupation and industry of people who are unemployed.

Women, Men and Diversity

Somerset has a very small ethnic minority population. Among people of working age, the *White Other*, *White Irish*, *Chinese* and *Indian* populations are the numerically largest groups.

Economic activity indicators vary considerably between ethnic groups. Among those aged 25+, *Indian* men and women are more likely to be employed full-time than *White British* men and women, while *White Irish* men were less likely, but *White Irish* women more likely, to be in full-time employment. In the county *White Irish* men in Somerset have considerably higher rates of unemployment than either *White Irish* women or than men and women in the *White British* or *Chinese* population.

The occupational distribution of employed men and women in Somerset also varies by ethnicity. Almost half of *Indian* men, and a quarter of *Indian* women are in professional jobs, compared with fewer than one in twelve *Chinese* men or women, about one in ten *White British* men and about one in twelve *White British* women.

Indian men and women in Somerset are heavily concentrated in the health and social work sector, while *Chinese* residents of both sexes mostly work in the wholesale, retail, restaurants and hotels industry. Nearly a quarter of *White British* men, and one in ten *White British* women, work in manufacturing industry in Somerset, compared with 15 per cent of *White Irish* men and 9 per cent of *White Irish* women.

Some industries in Somerset have no people from certain ethnic groups within them. For example, within the county, none of the small resident populations of

Pakistani or *Other Black* women worked in education, no *Indian* men worked in the construction industry, and no *Bangladeshi* men worked in transport, finance or education.

Work-Life Balance

Analysis of working time patterns shows that women in Somerset are rather more likely than their regional and national counterparts to have a flexitime arrangement in place. However flexitime working is less widespread among men in Somerset than among men at the regional and national scales.

Term-time only contracts are held by about 8 per cent of women employed full-time and almost 2 per cent of similar men in Somerset, compared with 6 per cent of women and less than 1 per cent of men across England.

By national and regional standards, Somerset has a slightly higher number of childcare places per 1000 children. This statistic, hides the fact that some areas of Somerset, including many rural localities, have no day nursery provision at all.

Among people of working age in Somerset, about one in ten men and about one in 7 women provides regular unpaid care to a person who is disabled, sick or old. This is similar to levels of care provided nationally, with women in West Somerset providing most unpaid care. 3 per cent of women are unpaid carers for 50 or more hours per week.

Using the Gender Profile³

The Gender Profile has been designed as a resource for all those interested in Somerset's men and women. It provides a detailed picture of how Somerset's people, in all their diversity, are faring in relation to the county's labour market at the start of the 21st century. Recent labour market changes and trends, particularly in

³ Every effort has been made to check the accuracy of the data presented in this document, and to use the latest data available during its preparation (spring/summer 2004). The data from the 2001 Census will remain the latest source for much analysis at district level until the 2011 Census results are released. Other data is produced on an annual basis, and data users should consult the source agency concerned for relevant updates. The Centre for Social Inclusion's work in Somerset on the Gender and Employment in Local Labour Markets project continues until summer 2006, and from autumn 2004 onwards will focus on the collection of new data through three new local research studies: "Enhancing Employment Opportunities for Women from Black and Minority Ethnic Groups"; "Women's Poverty and Economic Disadvantage: the impact of regeneration initiatives and developments"; and "Local Challenges in Meeting Demand for Domiciliary Care". The Centre for Social Inclusion welcomes enquiries from organisations and individuals interested in commissioning future work of this type.

Somerset'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 Somerset - for example in education, transport, childcare, and care support - and offers insight into continuing difference between men's and women's participation in the labour market and in the experiences of men and women of different ages and from different Black and Minority Ethnic groups.

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

2. The Local Setting

The County of Somerset⁴

Somerset is a diverse county covering 1,333 square miles which includes fertile countryside, beaches, resorts, Exmoor National Park, villages and market towns. Wells, the smallest city in England with a magnificent cathedral, is a jewel in Somerset's historical crown. In a county famous for the legends of King Arthur, there are also several castles and ruined abbeys. Somerset has a rich cultural heritage still in evidence today, such as the willow industry, and the spectacular illuminated autumn carnivals. There are many historically significant houses and gardens in the county, particularly in the southern and central areas.

There are 420 settlements in the county and the total population in 2002 was approximately 503,400⁵. Somerset is made up of five local authority districts: Mendip, Sedgemoor, South Somerset, Taunton Deane and West Somerset. At the time of the 2001 Census their population sizes were 105,100, 107,600, 151,100, 103,700 and 35,900 respectively.

The district of **Mendip** is situated in north-east Somerset, not far from the historic cities of Bristol and Bath which both lie outside the county boundary. Mendip covers an area of some 285 square miles (184,700 acres); it encompasses some of Somerset's most attractive and varied landscapes, from the limestone summits of the Mendip Hills to the broad expanse of the Somerset Levels, and includes many of the region's best known tourist attractions, such as Wells Cathedral, Wookey Hole Caves and Glastonbury Abbey. Each of Mendip's five towns (Frome, Glastonbury, Shepton Mallet, Street and the cathedral City of Wells) has its own distinctive character and range of facilities, and all are well connected by a network of good main roads and scenic country lanes with Taunton, Yeovil and the M5 motorway. Interspersed around the five towns are many attractive villages full of charm and historic interest. A large area to the north and west of Wells is now designated an Area of Outstanding Natural Beauty.

Sedgemoor contains a mixture of small towns and rural villages. The landscape includes seaside resorts, gently rolling hills, the historic wetlands of the Somerset Levels and the steep limestone escarpment that is Cheddar

Gorge. A magnificent sweep of 7 miles of sand stretches from the seaside resort of Burnham-on-Sea, north past the holiday villages of Berrow and Brean Sands to the National Trust headland of Brean Down. The town of Bridgwater, now the administrative and commercial centre of Sedgemoor, is an ancient river port situated at the lowest bridging point of the River Parrett. Bridgwater's prosperous past as a market town is reflected in the fine Georgian architecture of much of the town centre.

South Somerset covers an area of 370 square miles midway between the Somerset and Dorset coastlines. The main centres of population are Yeovil, Chard and ten other market towns and rural centres. About two thirds of the population live in the largest settlements. People have occupied this area for thousands of years, and this has had an impact on the area's distinctive geology of low lying peat moors to the north and prominent limestone ridges to the south. The district contains numerous historical sites, from early Neolithic settlements to the grandeur of Elizabethan country houses, which today offers the district a unique cultural heritage. Currently the district has 35 sites of Special Scientific Interest and 570 County Wildlife sites.

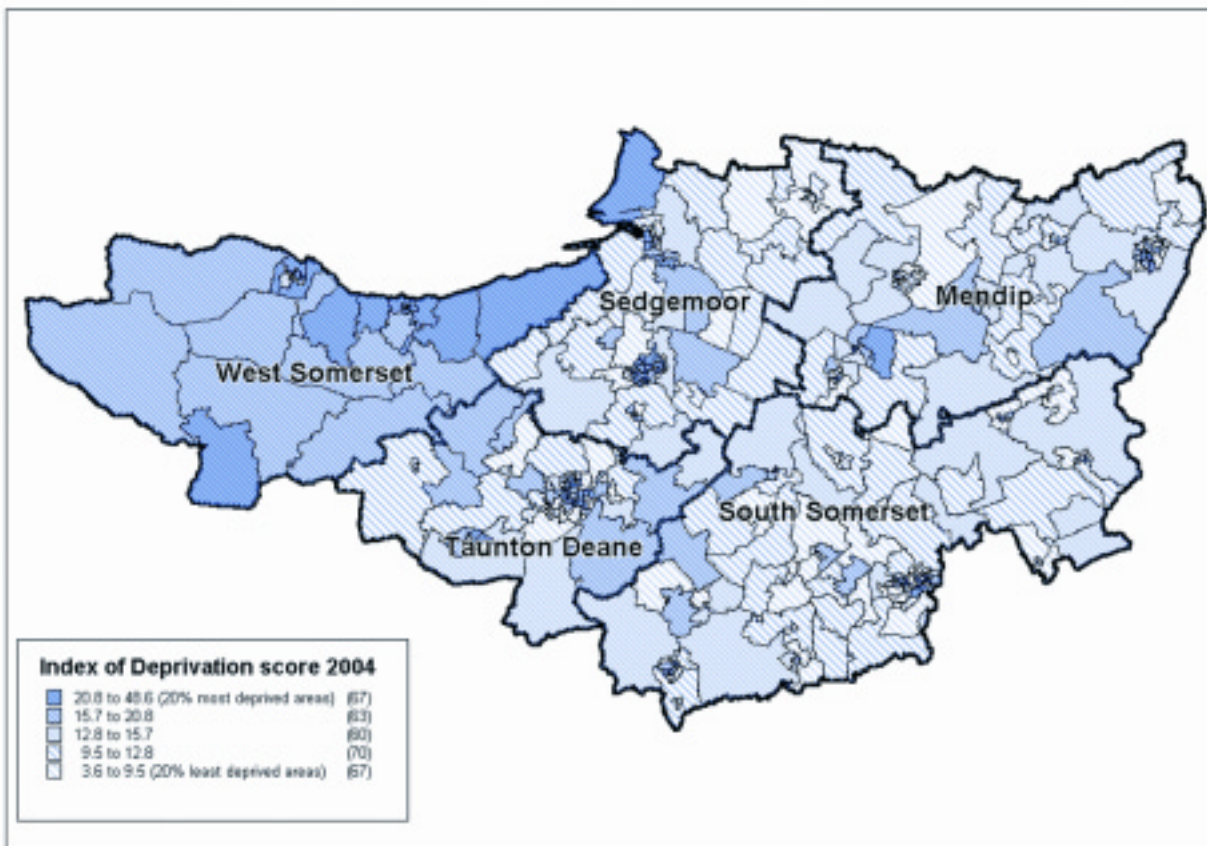
Taunton Deane is a mixed urban and rural district which covers 178 square miles and is crossed by the M5. The majority of the population live in the two main towns of Taunton and Wellington. Taunton is the administrative, retail and financial centre of Somerset. The population of Taunton Deane is growing at a higher rate than the County average, with the growth being predominantly amongst older people and the young. Employment is seasonal, primarily due to the reliance on jobs in tourism and agriculture. The borough is generally prosperous with pockets of deprivation.

The **West Somerset** District stretches from the mouth of the River Parrett in the north-east to the County border with Devon on Exmoor; it then follows the border to arrive at the coast between Lynton and Porlock. The northern side of the District comprises some 32 miles of varied coastline providing a contrast to the diversified range of countryside to be found inland. Two thirds of the District is within the Exmoor National Park, with a large proportion of the balance within the Quantock Hills Area of Outstanding Natural Beauty. The coastal strip contains half the District's population and the largest town of Minehead and smaller settlements of Watchet and Williton. The rest of the population live in the more rural parts of the District, including Exmoor and the Brendon and Quantock hills. Whilst West Somerset is fortunate to have one of the most beautiful natural environments in England, the District has severe structural problems, in particular in terms of its economy and the cost and availability of housing.

⁴ Source: Celebrating Somerset 2003 - www.somerset.gov.uk (www.mendip.gov.uk, www.sedgemoor.gov.uk, www.southsomerset.gov.uk, www.tauntondeane.gov.uk, www.westsomerset.gov.uk)

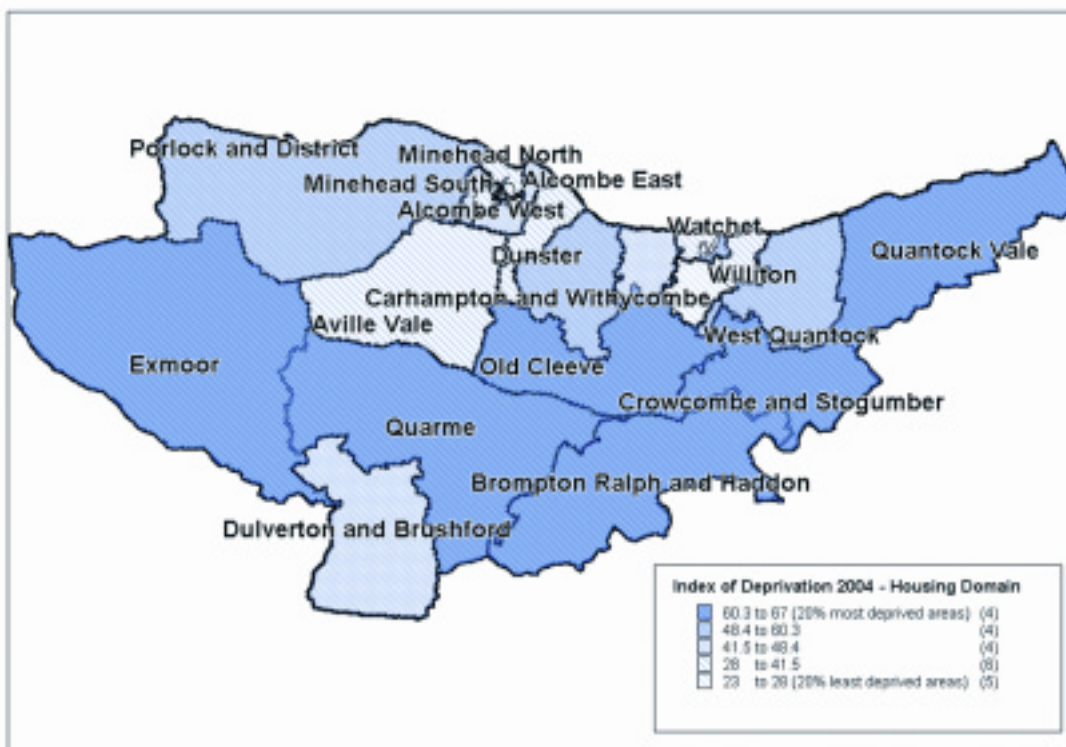
⁵ Source: Registrar General's Mid 2002 population estimate, Population Estimates Unit, ONS, Crown Copyright 2003

Figure 2.1 Index of Deprivation 2004



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

Figure 2.2 Index of Deprivation 2004 - Barriers to Housing and Services domain for West Somerset



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

Figure 2.1 shows the five Districts in Somerset, indicating the **Index of Deprivation 2004** scores for the areas within them. Overall, the average of the scores for Somerset rank it 108 out of 149 Counties (where 1 is the most deprived and 149 the least). Within Somerset, the worst areas of deprivation are in Bridgwater Sydenham ward in Sedgemoor. One of the areas within this ward is ranked 2,580 out of 32,482 sub-Ward areas in England (known as Super Output Areas (SOAs)) where 1 is the most deprived. One of Somerset's 327 SOAs is in the 10 per cent most deprived areas in the country, and 9 of Somerset's SOAs are in the 10 per cent least deprived areas.

The overall Index of Deprivation 2004 is made up of indicators in seven domains which cover: Income, Employment, Health Deprivation and Disability, Education, Skills and Training, Barriers to Housing and Services, Crime and Disorder and Living Environment. In the domain which covers Barriers to Housing and Services, 30 (9 per cent) of Somerset's SOAs, mainly in West Somerset and Taunton Deane, are in the 5 per cent most deprived areas in the country. One SOA in Quarne Ward in West Somerset is ranked as the most deprived in the country for this domain, and half of West Somerset's 23 SOAs are in the 5 per cent most deprived areas of the country for this domain. This is illustrated in **Figure 2.2**.

Industrial Structure and Labour Market ⁶

Overall, Somerset has a stable and comparatively successful economy. Over the last decade, Somerset has maintained a steady level of economic growth, low unemployment and continuous job growth. However, low pay, low productivity, pockets of seasonal unemployment and an over dependence on declining sectors, such as manufacturing and agriculture, and key employers in particular communities, are factors which could affect the future quality of life in Somerset.

Tourism is a significant part of the Somerset economy - the other main industries being food and drink processing (including agriculture), advanced/precision engineering and public/private administration (including financial/professional services).

Whilst overall unemployment is relatively low, there are pockets of high unemployment in towns such as Glastonbury, Bridgwater and Shepton Mallet which can be linked to the continued decline in manufacturing. Although there has been an increase in jobs in the retail

and leisure sectors, Somerset has seen a recent dip in the predicted growth sectors of ICT, Finance and Business Support.

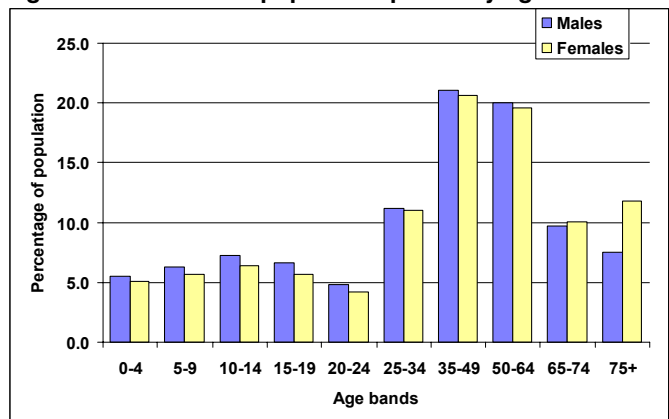
Further more detailed information about the Industrial Structure and Labour Market in Somerset is presented in Chapter 4.

The People of Somerset

Somerset has a population of 503,400⁷. **Figure 3** shows the population profile for Somerset, and **Figure 4** the difference between the profiles for Somerset and England. Somerset has proportionally:

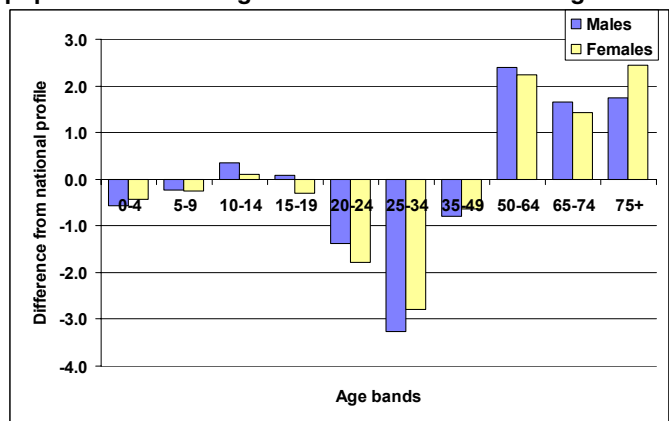
- fewer children aged 0-9
- fewer people aged 20-49, especially those aged 25-34
- more people aged 50 and over

Figure 2.3 Somerset's population profile by age and sex



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

Figure 2.4 Difference between the percentage of the population in each age band for Somerset and England



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

⁶ Source: Celebrating Somerset 2003 - www.somerset.gov.uk (www.mendip.gov.uk, www.sedgemoor.gov.uk, www.southsomerset.gov.uk, www.tauntondeane.gov.uk, www.westsomerset.gov.uk)

⁷ Source: Registrar General's Mid 2002 population estimate, Population Estimates Unit, ONS, Crown Copyright 2003.

The population profiles for the Districts within Somerset are similar to that for the county as a whole, with the exception of West Somerset. In this District there are proportionally:

- fewer people under the age of 49, particularly in the 25-49 year age bands
- more people aged over 50, particularly women aged 75 and over

Population Change and Migration

Between 1991 and 2002 the population of Somerset increased by 37,700 people, or 8.1 per cent. However, as **Figure 2.5** illustrates, this was not a uniform increase across all ages. Over this period there was a 10.4 per cent increase in the proportion of people over retirement age, compared with a 7 per cent increase in the proportion of the population who are children. The overall increase in Somerset is greater than that seen in the region and England as a whole, although again in these areas the greatest increases were in the proportion of people over retirement age.

Figure 2.5 Change in the population 1991 to 2002

Area	Total change - number (per cent)	Change in the proportion in each age group (per cent)		
		0-15	16-64/59	65/60+
Mendip	7,800 (8.0)	1,100 (5.4)	4,300 (7.4)	2,300 (12.2)
Sedgemoor	9,000 (9.1)	1,600 (8.2)	5,100 (8.8)	2,300 (10.7)
South Somerset	8,500 (6.0)	1,500 (5.4)	4,100 (4.9)	2,900 (9.3)
Taunton Deane	8,500 (8.9)	1,300 (7.0)	5,200 (9.3)	1,900 (9.2)
West Somerset	4,000 (12.5)	500 (9.6)	2,400 (14.0)	1,000 (10.4)
Somerset	37,700 (8.1)	6,200 (6.8)	21,100 (7.7)	10,600 (10.4)
South West	273,100 (5.8)	41,100 (4.6)	171,600 (6.1)	60,300 (6.0)
England	1,686,800 (3.5)	171,500 (1.8)	1,241,000 (4.2)	274,200 (3.1)

Source: Registrar General's Mid 2002 Population Estimate, Crown Copyright 2003. Registrar General's Mid 1991 Population Estimate, Crown Copyright 1993.

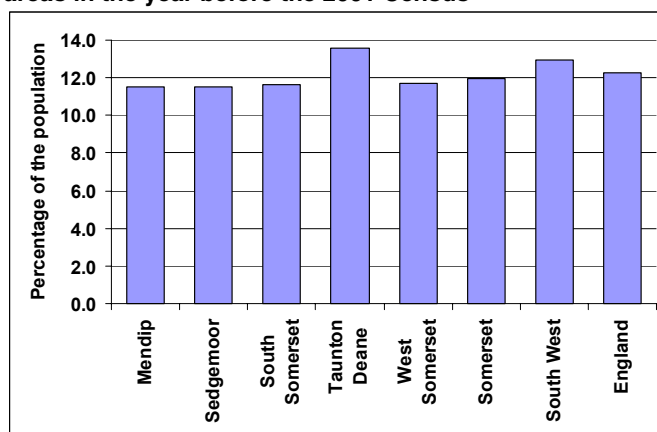
Note: 16-64/59 are people of working age and 65/60+ are those people of retirement age and above. Numbers may not sum due to rounding

The population increased during this time in all the Somerset districts, with the biggest percentage increase seen in West Somerset (12.5 per cent, 4,000 people). In the other districts the population increased by: 7,800 people in Mendip; 9,000 in Sedgemoor; 8,500 in South Somerset and 8,500 in Taunton Deane. Across the

Somerset districts the biggest changes were seen in the proportion of people over retirement age, with the exception of Taunton Deane and West Somerset where the increase in the proportion of people of working age was greatest.

Using data from the 2001 Census, it is also possible to explore the patterns in migration into and out of Somerset in the year prior to the Census. **Figure 2.6** shows the percentage of the population who moved into the county in the year prior to the 2001 Census. 12 per cent of people had moved in the year before the census, which is similar to the region (13 per cent) and England as a whole (12 per cent). Across the Somerset districts this varied from less than 12 per cent in Mendip and Sedgemoor, to 14 per cent in Taunton Deane.

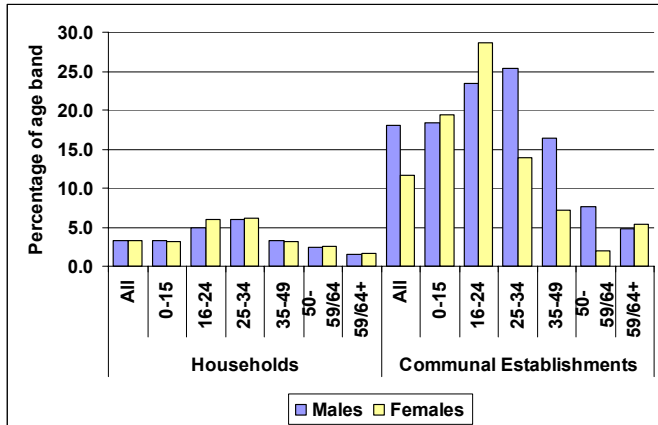
Figure 2.6 Percentage of people who had moved into the areas in the year before the 2001 Census



Source: 2001 Census Key Statistics, Crown Copyright 2003

Figure 2.7 shows the net migration (in migration minus out migration) in the year before the 2001 Census, by age and by whether the person was resident in a household or communal establishment (CE), e.g. nursing home, hall of residence, residential care home etc. In Somerset, 2.5 per cent of the population are resident in Communal Establishments, compared with 2.6 per cent in the South West region, and 1.8 per cent in England. For people resident in households in Somerset, there is little difference between men and women in the percentage of the age group who are migrants, and the key age groups for migrants are 16 to 24 and 25 to 34. For communal establishment residents, the key age groups for male migrants are 16 to 24 and 25 to 34, however, for women they are 0-15 and 16-24. Overall a higher proportion of men in communal establishments had a different address one year ago than women in communal establishments.

Figure 2.7 Net migration in Somerset by age and sex

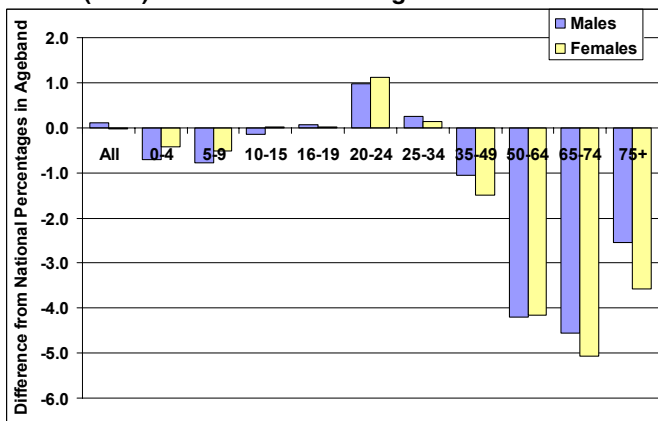


Source: 2001 Census Standard Tables, Crown Copyright 2003

Selected Health Indicators

The proportion of people with a **Limiting Long-Term Illness (LLTI)** in Somerset (17 per cent of males and 18 per cent females) is the same as in the South West region (17 per cent of males and 18 per cent of females) and in England (17 per cent of males and 18 per cent of females). However, **Figure 2.8** shows the difference between the proportion of men and women in each age group with a LLTI, comparing Somerset with England. This shows that the proportion of people aged 50 and over who have an LLTI is lower, particularly in women aged 65-74, where 5 per cent fewer suffer from a LLTI than women in the same age group in England.

Figure 2.8 Difference between the percentage of the population in each age band with a Limiting Long-Term Illness (LLTI) for Somerset and England



Source: 2001 Census Standard Tables, Crown Copyright 2003

Within Somerset, proportionally more people in West Somerset have a LLTI than in Somerset as a whole, 21 per cent of males and 22 per cent of females, and fewer people in Mendip, where 16 per cent of males and 17 per cent of females have a LLTI. However, there is variation within age groups between the districts with proportionally

- fewer 50-74 year olds in Mendip and South Somerset having a LLTI, but more in Sedgemoor
- more men aged 20-64 and women aged 35-64 with a LLTI in West Somerset than in the county. This is especially high in men aged 20-24, where 3.6 per cent more have a LLTI compared with the same age group in the county, and men and women aged 50-64, where over 3 per cent more have a LLTI
- fewer women aged 75 and over in West Somerset with a LLTI

In Somerset, **the conception rate amongst 15-17 year olds** was 35.6 per 1000 women^{2,8} (with 49 per cent ending in abortion) in 1999-2001 compared with 35.4 per 1000 women in 1996-1998 (with 44 per cent ending in abortion). This was lower than the rate for both the South West (36.5 per 1,000 women with 46 per cent ending in abortion) and England as a whole (at 43.5 with 45 per cent ending in abortion).

Within Somerset, there is significant variation in the conception rate amongst 15-17 years olds, from a low rate of 27.2 per 1000 women in 1999-2001 in Mendip (with 46 per cent ending in abortion) to a high rate of 45.9 per 1,000 women (48 per cent ending in abortion) in Sedgemoor. The corresponding figures for the other Somerset districts are 32.5 (44 per cent) in South Somerset, 39.5 (55 per cent) in Taunton Deane and 34.5 (54 per cent) in West Somerset.

People in Somerset also have an increased **life expectancy** when compared with England as a whole, although this too varies by District. In 1999-2001, males in Sedgemoor had a life expectancy of 76.4 years at birth, compared with 78.0 in South Somerset, 76.9 in the South West and 75.7 in England. (Life expectancy for men in the other Somerset Districts was 77.7 years in Mendip, 76.9 in Taunton Deane and 77.8 in West Somerset.) For women, the figures ranged from 81.0 in Mendip to 83.4 in West Somerset, compared with 81.5 in the South West and 80.4 in England. (Life expectancy for women in the other Somerset Districts was 81.2 years in Sedgemoor, 81.9 in South Somerset and 81.7 in Taunton Deane.) This ranks South Somerset as 25th for men and West Somerset as 1st for women for life expectancy, out of 374 Local Authorities, where the Local Authority where men and women have the highest life expectancy ranked as 1. (Ranks for the other Somerset Districts are 58th in Mendip, 171st in Sedgemoor, 127th in Taunton Deane and 46th in West Somerset for men and for women, 155th in Mendip, and

⁸ Source: Key Population and Vital Statistics 2001, Office for National Statistics. Crown Copyright 2003.

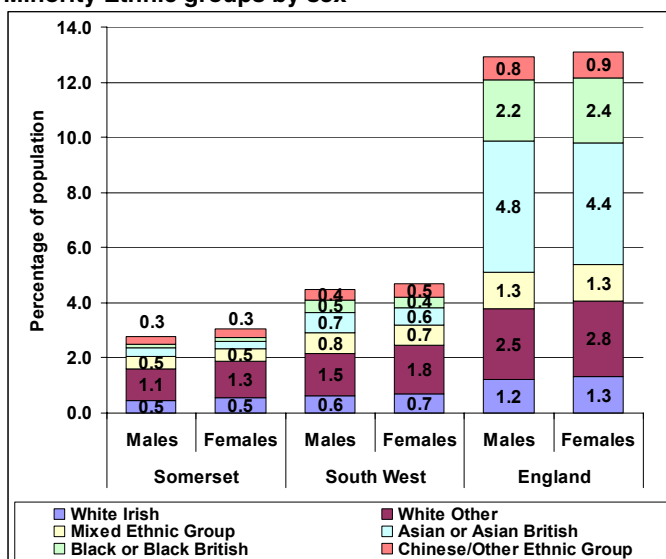
137th in Sedgemoor, 50th in South Somerset and 70th in Taunton Deane).

Minority Ethnic and Religious Groups

Figure 2.9 shows that 2.8 per cent of males and 3.0 per cent of females in Somerset are from Black and Minority Ethnic groups⁹. This is lower than in the South West region (4.5 per cent of males and 4.7 per cent of females) and in England (13 per cent of men and 13 per cent of women). In Somerset, the largest Ethnic Minority groups are the White Other group (6,119 people, 1.2 per cent of the population), the White Irish (2,507 people, 0.5 per cent of the population) and Chinese (930 people, 0.2 per cent of the population) groups.

In the Somerset Districts, the percentage of the population from Black and Minority Ethnic groups is 3.6 per cent in Mendip, 2.4 per cent in Sedgemoor, 2.7 per cent in South Somerset, 3.4 per cent in Taunton Deane and 2.5 per cent in West Somerset.

Figure 2.9 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. In Somerset, the largest minority religious groups are Buddhists (1,035 people, 0.2 per cent of the population) and Muslims (938 people or 0.2 per cent of the population). 74 per cent of males and 80 per cent of females state that they are Christians, which is higher than in the South West (71 per cent of males and 77 per cent of females) and England as a whole (69 per cent of males and 75 per cent of females). 17 per cent of men and 13 per cent of women in Somerset said that they had no religion, and 8 per cent of men and 7 per cent of women did not state a religion.

⁹ Black and Minority Ethnic groups include all those groups other than White British.

Households and Housing

There are 210,599 households in Somerset¹⁰, of which 29 per cent are single person households (with 16 per cent single pensioner households). This is similar to the South West (30 per cent, 16 per cent single pensioner) and England as a whole (30 per cent, 14 per cent single pensioner). Somerset has a similar proportion of lone parent households with dependent children (5 per cent) to the South West (5 per cent) and England (6 per cent). The main differences are:

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

Within Somerset:

- Mendip has 42,890 households, of which 28 per cent are single person households (with 14 per cent single pensioner households) and 6 per cent are lone parent households with dependent children.
- Sedgemoor (44,423 households) and South Somerset (63,773 households) are similar with 28 per cent single person households and 15 per cent and 16 per cent single pensioner households respectively, and 5 per cent lone parent households with dependent children.
- Taunton Deane has 43,862 households of which 31 per cent are single person, 17 per cent single pensioner households and 6 per cent lone parent households with dependent children.
- West Somerset has the smallest number of households, just 15,834, and the highest level of single person households of the Somerset Districts, with 33 per cent and 21 per cent single pensioner households. It also has the lowest level of lone parent households with dependent children, just 4 per cent. The older population profile of this district is also reflected in the high proportion of all pensioner households, which account for 16 per cent of households (compared to 12 per cent of households in Somerset and the South West and 9 per cent in England). It also has the lowest proportion of married/co-habiting couple households of the Somerset Districts, with these accounting for

¹⁰ Source: 2001 Census Standard Tables, Crown Copyright 2003.

just 40 per cent of households, compared with 47 per cent of households in Somerset and 45 per cent of households in the South West and England.

In Somerset, 74 per cent of households are owner occupied, 14 per cent are rented from a social landlord (8 per cent rented from the council) and 9 per cent are private-rented. In the South West the figures are 72 per cent, 14 per cent (8 per cent rented from the Council) and 11 per cent respectively and in England 68 per cent, 19 per cent (13 per cent rented from the Council) and 10 per cent. Therefore, Somerset has:

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

Within Somerset:

- Sedgemoor has the highest level of owner occupation (76 per cent) and West Somerset the lowest (71 per cent)
- Taunton Deane has the highest level of households that rent from a Social Landlord (17 per cent) and also that rent from the Council (13 per cent)
- Mendip has the smallest proportion of households that rent from a Social Landlord (12 per cent and 6 per cent rent from the Council) but only 1.1 per cent of households in West Somerset rent from the Council
- 12 per cent of households in West Somerset live in private rented accommodation, compared with just 8 per cent in Sedgemoor

Data from the Land Registry for the last quarter of the years 2000 and 2003 show that house prices in Somerset rose substantially. The average house price rose from £102,100 to £166,100 (a 63 per cent increase) and 12 per cent more houses were sold in 2003 than 2000. Over the same period, the average house price across England increased from £112,500 to £166,300 (an increase of 48 per cent), with 8 per cent more houses sold in 2003 than 2000.

Within Somerset, there is significant variation in the average house price, as well as the increase from 2000 and the number sold. Sedgemoor has the lowest average house price, £93,600 in 2000 and £151,900 in 2003, a 62 per cent increase, with 12 per cent more houses sold in 2003 than 2000. By contrast, the average

house price in West Somerset rose from £113,800 in 2000 to £185,600 in 2003. This was an increase of 63 per cent, with an increase in sales of 8 per cent. The largest increase was seen in Taunton Deane, where prices increased 70 per cent from £102,300 in 2000 to £173,600 (with 2 per cent more houses sold). However, the largest increase in house sales was seen in South Somerset, where the rise in average house price was the smallest seen in the Somerset Districts. Prices here increased 57 per cent from £104,600 in 2000 to £163,800, but 33 per cent more houses were sold in 2003 compared with 2000. In Mendip there was a decrease in house sales in the last quarter of 2003 (of 6 per cent) when compared with the last quarter of 2000, but prices rose 67 per cent from £104,300 to £174,200.

The high average house prices, together with low pay in Somerset, contributes to the shortage of affordable housing and high level of homelessness in the county.

3. Education and Skills

Educational Indicators in Somerset¹¹

After 16, the majority of Somerset pupils continue in full-time education, like their counterparts in England.

Within Somerset there are 223 primary, 39 secondary and 9 special schools, which teach 38,380, 32,740 and 510 pupils respectively. There are 35 independent schools within the county. Thirty secondary schools in Somerset take children aged 11 to 18. Of the 67 per cent of 16 and 17 year olds who are in full-time education, 19 per cent are in maintained schools, 21 per cent are in independent schools, 12 per cent are studying at sixth form colleges and 48 per cent are in other further education establishments. This is very different from the regional picture where 67 per cent of 16 and 17 year olds are also in full-time education. However, of these 40 per cent are in maintained schools, 12 per cent in independent schools, 3 per cent in sixth form colleges and 45 per cent in other further education establishments. In England as a whole the corresponding figures are 64 per cent, 39 per cent, 9 per cent, 14 per cent and 38 per cent respectively.

In 2003 the **pupil to teacher ratio** in both primary (22.1 pupils per teacher) and secondary (18.2) schools was similar to the South West region (22.4 and 17.2) and England as a whole (22.6 and 17.0). However, in the same year the **teacher vacancy rate** in Somerset was lower, at 0.3 per cent compared with 0.4 per cent in the region and 0.9 per cent in England. In 2003/2004 Somerset spent slightly less per pupil (£3,310) than the regional average (£3,330) or the average across England as a whole (£3,590).

Somerset has a much lower proportion of people from **Black and Minority Ethnic groups** than the South Western region and England as a whole. In primary schools in Somerset, 2.7 per cent of pupils are from Black and Minority Ethnic groups¹² compared with 5.3 per cent of pupils in the region and 17.8 per cent in England¹³. The largest of these groups are White Other (1.1 per cent), White and Black Caribbean, White and

Asian and Other Mixed Background (all 0.3). In secondary schools the figures are 2 per cent, 4.4 per cent and 15.6 per cent for Somerset, the South Western region and England respectively. In Somerset's secondary schools, the largest Black and Minority Ethnic groups are White Other (0.8 per cent), White and Asian and Other Mixed backgrounds (both 0.2).

In Somerset, 0.6 per cent of primary school pupils have a **first language which is other than English**, compared with 1.8 per cent of pupils in the region and 10.4 per cent in England as a whole. Among pupils in secondary schools the figures are 0.6 per cent, 1.6 per cent and 8.8 per cent in Somerset, the region and England respectively.

In maintained nursery and primary schools in Somerset, 9.4 per cent of pupils are eligible for **free school meals (FSM)** although only 6.5 per cent of pupils take them, compared to 11.3 per cent of pupils eligible (9.2 per cent take FSM) in the region and 16.8 per cent (13.5 per cent take FSM) in England. In secondary schools in Somerset, the corresponding rates of eligibility for and uptake of FSM are 8.3 per cent and 6 per cent respectively, compared to 8.9 per cent and 6.6 per cent in the South West region and 14.5 per cent and 10.6 per cent in England as a whole.

A lower proportion of boys and girls in Somerset have Special Educational Needs

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 them¹⁴. For a child with SEN who requires a high level of support, a Statutory Assessment of his or her special educational needs is carried out by the Local Education Authority (LEA). If the LEA decides after the assessment that the child needs more special education/provision, it must write a Statement of Special Educational Needs, which is usually called a 'statement'. It describes the child's needs and all the special help he or she requires. The statement is reviewed annually.

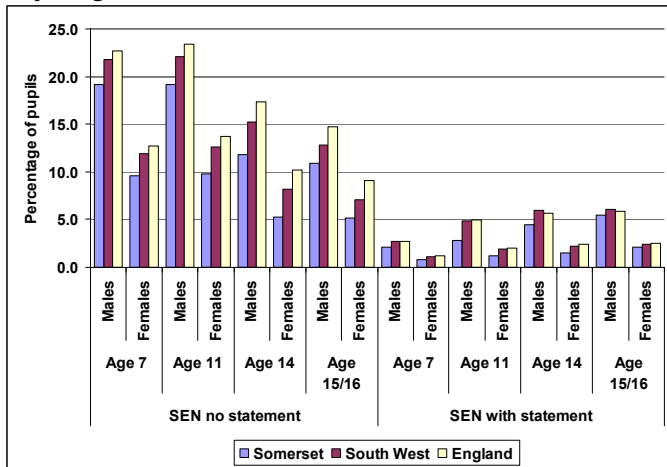
¹¹ Statistics of Education 2003, DfES, Crown Copyright 2003 and School Workforce in England, January 2003 (revised), Crown Copyright 2003.

¹² Black and Minority Ethnic groups include all ethnic groups other than 'White British'

¹³ Percentage of the total number of pupils whose ethnicity has been classified (not the total number of pupils) in 2003

¹⁴ Special Educational Needs Code of Practice, DfES 2001.

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

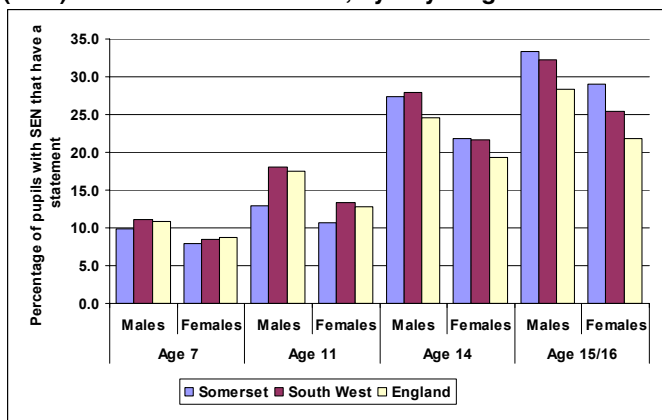


Source: DfES, Crown Copyright 2004

At all Key Stages and geographical levels, a higher percentage of boys than girls have a SEN. At Key Stages 1-4, fewer pupils in Somerset have a SEN than in the region and England as a whole. Whilst there are more boys with a SEN at Key Stages 1 and 2 in Somerset, nearly 20 per cent fewer boys have a SEN at Key Stages 3 and 4.

Figure 3.2 shows that in Somerset, at Key Stages 1 and 2, children with a SEN are less likely to have a Statement of SEN than in the region and England. However their number increases with age, with more boys and girls with a SEN having a Statement at Key Stage 3 in Somerset than in England. At Key Stage 4, a third of boys with a SEN and nearly 30 per cent of girls with a SEN have a Statement, a higher proportion than their counterparts regionally and nationally. At all geographical levels and at all Key Stages, girls with a SEN are less likely than boys with a SEN to have a Statement.

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



Source: DfES, Crown Copyright 2004

Educational Attainment: Ages 7-16

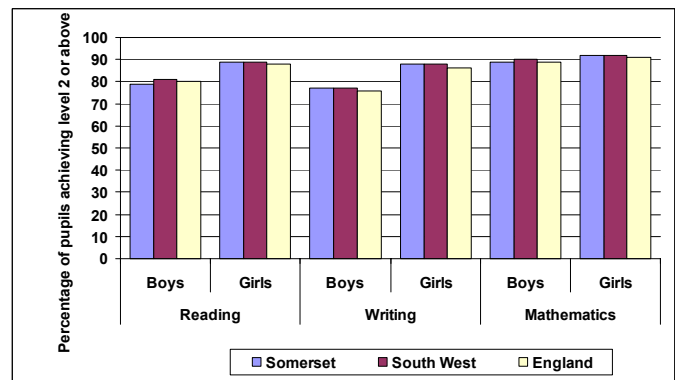
Both boys and girls in Somerset perform well above the level of pupils nationally, especially at Key Stages 3 and 4

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 higher proportion of both boys and girls in Somerset achieved the expected standard in the three subjects of reading, writing and mathematics than their counterparts in the South West region and England, although 1 per cent fewer boys in Somerset achieved the required level than their counterparts in England in reading. Girls in Somerset performed better than boys in reading and writing, with nearly 90 per cent achieving expected standards in both reading and writing, compared with slightly less than 80 per cent of boys in these two subjects. In mathematics, however, 90 per cent of boys achieved the expected standard, a similar percentage to that of girls in Somerset.

Figure 3.4 shows the difference from the national percentage of pupils achieving the expected standard at Key Stage 1. Both 7 year old boys and girls in Somerset outperformed the national level in reading, writing and mathematics, except for boys in reading. Girls in Somerset performed better than boys in reading and writing, in particular in writing where 2 per cent of girls outperformed the national level.

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



Source: DfES, Crown Copyright 2004

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



Source: DfES, Crown Copyright 2004

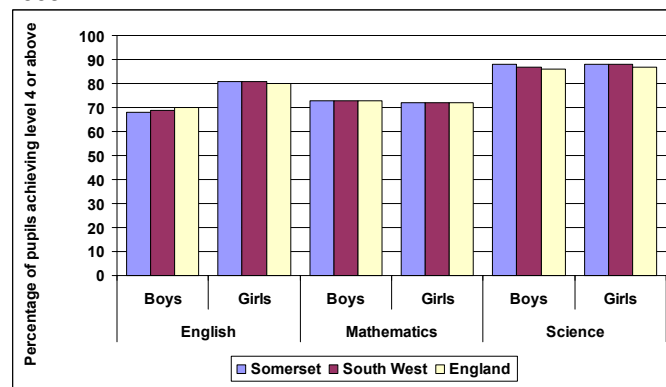
Note: England: Reading - Boys 80 per cent, Girls 88 per cent, Writing - Boys 76 per cent, Girls 86 per cent, Mathematics- Boys 89 per cent, Girls 91 per cent

Despite these positive indicators, since 2000, proportionally fewer boys in Somerset have achieved the expected standard at Key Stage 1 in all subjects except for boys' achievements in mathematics. This is different from the pattern regionally and nationally, which shows a fall only in the proportion of both boys and girls achieving the required level in writing in 2003. The results for girls in Somerset are of some concern, with a small decrease in the proportion achieving the expected standard since 2000 in reading (1 per cent fewer), writing (3 per cent fewer) and mathematics (1 per cent fewer). This contrasts with the regional and national trend, which shows a levelling off or slight improvement in girls' performance at this age.

Key Stage 2 Tests - Age 11

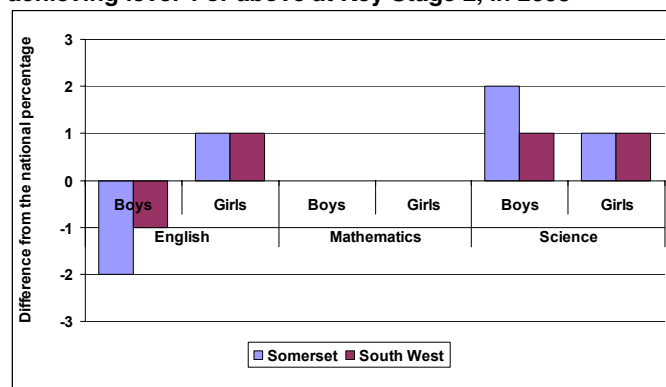
Figure 3.5 shows the achievements of pupils at **Key Stage 2** in the subjects of English, mathematics and science in 2003. While a slightly higher proportion of pupils in Somerset achieved the expected standard in science at Key Stage 2 than their equivalents in the South West region and England, both boys' and girls' achievements in mathematics are at the same level as the region and England. Girls (80 per cent) performed better than boys (70 per cent) in English, and more girls in Somerset reached the required level than in England as a whole. However, 2 per cent fewer boys than at the national level achieved level 4 or above in Somerset.

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



Source: DfES, Crown Copyright 2004

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



Source: DfES, Crown Copyright 2004

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

Figure 3.6 demonstrates the difference from the national percentage of pupils achieving level 4 or higher at Key Stage 2. Some difference can be seen in boys' achievements in English and in science in Somerset. Here, boys' performance is 2 per cent below the national level in English, but 2 per cent above the national level in science.

Since 2000, more girls in Somerset have achieved level 4 or more at Key Stage 2 in English (up 1 per cent), maths (up 3 per cent) and science (up 3 per cent). The picture for boys over this period was down 2 per cent in English, but up 1 per cent in maths, and up 3 per cent in science. This is similar to the overall regional and national patterns between 2000 and 2003.

Key Stage 3 - Age 14

Figure 3.7 shows pupils' achievements at Key Stage 3 in English, mathematics and science in 2003. Compared with their counterparts regionally and nationally, a higher percentage of boys in Somerset achieved the expected level in mathematics (73 per cent) and science (74 per cent). Fewer boys achieved the expected standard in

English (64 per cent), a little lower than the regional average (65 per cent), but higher than the national level (62 per cent). Girls in Somerset, on the other hand, performed better in English (78 per cent) than in mathematics (75 per cent) and science (73 per cent), which is similar to the regional average but well above the national level.

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



Source: DfES, Crown Copyright 2004

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



Source: DfES, Crown Copyright 2004

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

Figure 3.8 shows the difference from the national percentage of pupils achieving level 5 or above at Key Stage 3. Whilst the regional level is well above the national level for both boys' and girls' achievements in all the three subjects of English, mathematics and science, both sexes in Somerset also performed above the national levels in these three subjects. The greatest difference can be seen in boys' achievements in science, 6 per cent above the national percentage and 1 per cent above the regional level. Girls' achievements in science also show a greater difference from the national average, 4 per cent above the national level.

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

There is evidence of recent educational improvements. Since 2000, the proportion of both boys and girls in Somerset who achieve the expected standard at Key Stage 3 has risen fast, consistent with the regional and national trends. In 2003, 8 per cent more boys achieved the expected level in English, 5 per cent more in maths and 12 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 Somerset the corresponding figures are 3 per cent, 5 per cent, and 8 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 English¹⁵, eligibility for free school meals and assessments of Special Educational Need.

Ethnicity

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

Figure 3.9 Somerset 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	2,675	2,881	2,834
	Black and Minority Ethnic Groups	58	56	52
Girls	White British	2,533	2,826	2,720
	Black and Minority Ethnic Groups	76	58	51

Source: DfES, Crown Copyright 2004

As **Figure 3.9** shows, Somerset has a very small number of pupils from Black and Minority Ethnic Groups. These pupils are principally concentrated in the White Other, White & Black Caribbean, White & Asian, and Other Mixed Background categories. Although the figures are small, they provide reliable data as they refer to the results of official tests taken by all pupils, and have not, for example, been generalised from a sample survey of pupils. The test results for 7, 11 and 14 year-old pupils showed:

¹⁵ The number of pupils in Somerset who first language is not English is too small to make sensible comparisons.

At age 7

- Somerset's Black and Minority Ethnic girls did less well than Somerset's Black and Minority Ethnic boys.
- Somerset's Black and Minority Ethnic boys did better than Somerset's White British boys. (They also outperformed Black and Minority Ethnic boys nationally by 9 per cent in reading, by 14 per cent in writing, and by 3 per cent in mathematics.)

At age 11

- Somerset's Black and Minority Ethnic boys did better than Somerset's White British boys (5 per cent more achieved expected standards in English, 3 per cent more in mathematics).
- Somerset's Black and Minority Ethnic girls did less well than Somerset's White British girls.
- Somerset's Black and Minority Ethnic boys did better than Black and Minority Ethnic boys nationally (by 6 per cent in both English and mathematics and by 1 per cent in science).
- Somerset's Black and Minority Ethnic girls did better than Black and Minority Ethnic girls nationally in mathematics and science, but less well in English.

At age 14

- Somerset's Black and Minority Ethnic boys did less well than Somerset's White British boys (4 per cent fewer achieving the expected standard in English, 8 per cent fewer in mathematics, and 9 per cent fewer in science).
- Somerset's Black and Minority Ethnic girls did better than Somerset's White British girls (1 per cent more achieving expected standards in English, 8 per cent more in mathematics, and 2 per cent more in science).
- Somerset's pupils of both sexes and all ethnic groups did better than their national counterparts. Compared with similar girls nationally, Somerset's Black and Minority Ethnic girls achieved especially good results – 7 per cent more achieved desired levels in English, 17 per cent more in mathematics, and 15 per cent more in science.

Free School Meals Eligibility

- In Somerset, the South West region, and nationally, pupils of both sexes who are eligible for free school meals perform less well than other pupils at Key Stages 1, 2 and 3.

- This is especially marked for older Somerset girls eligible for free school meals, with 31 per cent fewer girls in this group achieving expected standards in science at age 14, compared with other Somerset girls.

Special Educational Needs

At age 7

- Somerset boys who have a SEN achieved less well in 2003 than their national counterparts. This pattern was even more marked for boys who also had a statement of SEN (among whom results were lower than for similar boys across England by 7 per cent in reading, 6 per cent in writing and 4 per cent in mathematics).
- Somerset girls who had a SEN also achieved less well in 2003 than their national counterparts, with 10 per cent fewer girls achieving the required level in reading, 8 per cent in writing and 7 per cent in mathematics than their counterparts nationally. The difference was also greater than that for boys with an SEN.

At age 11

- Among Somerset pupils who have a SEN but do not have a statement of SEN, attainment is lower for both boys and girls than the national averages for similar pupils.
- In English, 11 per cent fewer boys and 10 per cent fewer girls achieved expected standards; in mathematics the figures were 2 per cent fewer boys and 3 per cent fewer girls, and in science 2 per cent fewer girls. Only in science did Somerset boys with SEN do better than their national counterparts (by 2 per cent points).

At age 14

- Again fewer boys and girls with a SEN but without a statement of SEN achieved the required level than those without a SEN.
- Fewer boys and girls with a SEN but without a statement of SEN in Somerset met the required level than their counterparts nationally (4 per cent fewer boys and 5 per cent fewer girls in mathematics).
- There was a greater difference between the number of boys and girls without a SEN and those with a SEN but without a statement of SEN who achieved the required level in Somerset than in the South West and nationally. This was especially noticeable in mathematics (50 per cent more boys without a SEN and 58 per cent more girls without a SEN

achieved the required level, compared with boys and girls with a SEN but without a statement of SEN). For English the figures were 46 per cent and 53 per cent. In science, 50 per cent more boys without an SEN and 56 per cent more girls without a SEN achieved the required level compared with boys and girls with a SEN but without a statement of SEN. For England the figures were 45 per cent and 53 per cent respectively.

Key Stage 4 GCSE/GNVQ - Age 15/16

In Somerset proportionally more girls and boys achieve 5 or more GCSE/GNVQ passes at A-C grade

GCSE/GNVQ achievements by 15 year olds in maintained schools in 2002/03 are presented in **Figure 3.10**. Comparatively more boys and girls achieved 5 or more A-C grades at GCSE/GNVQ level in Somerset

than at the regional or national level, and boys performed less well than girls. 49 per cent of boys in Somerset achieved 5 or more A-C grades, compared with 61 per cent of girls.

Proportionally more boys and girls in Somerset achieved 5 or more A-G grades at GCSE/GNVQ than in England. Also, more boys and girls achieved 5 or more A-G grades at GCSE/GNVQ which included passes in English and mathematics than in the region and England.

In Somerset, 5 per cent of boys and 3 per cent of girls did not pass any GCSE/GNVQs. This is slightly lower than the regional and national averages.

While GCSE/GNVQ results in 2003 were better compared with the region and England, a slight fall was seen between 2000 and 2003. 49.6 per cent of boys and 61.5 per cent of girls in Somerset achieved 5 or more A-C grades at GCSE/GNVQ in 2000 compared with 49.1 per cent for boys and 61.4 per cent for girls in 2003.

Figure 3.10 GCSE/GNVQ achievements by 15 year olds in maintained schools by gender in 2002/2003

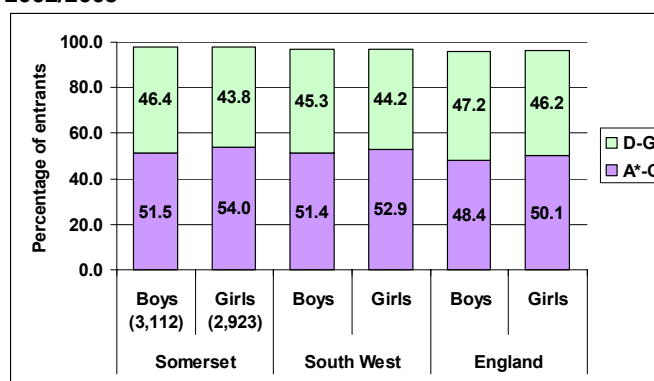
LEA		Percentage of pupils achieving at GCSE/GNVQ			
		5+ A-C grades	5+ A-G grades	5+ A-G grades including mathematics and English	No passes
Somerset	Males (2,836)	49.1	87.9	86.5	5.1
	Females (2,571)	61.4	93.1	91.3	2.7
South West	Males	49.3	88.5	86.4	5.2
	Females	60.1	92.5	90.7	3.7
England	Males	47.9	86.6	84.2	6.3
	Females	58.2	91.0	89.0	4.1

Source: DfES, Crown Copyright 2004

Figure 3.11 - 3.14 show pupils' performance in selected subjects at GCSE. **Figure 3.11** shows the proportion of pupils entered for GCSE mathematics in maintained schools who achieved good grades and other pass grades. In Somerset, proportionally more boys (52 per cent) and girls (54 per cent) achieved good grades than those in the South West region and England. Figure 8 shows that the overall pass rate is similar at all geographical levels.

Figure 3.12 shows the proportion of pupils entered for GCSE English in maintained schools who achieved good grades and other pass grades. A much higher proportion of girls than boys achieved good grades, 68 per cent compared with 52 per cent, and the percentages of both boys and girls who achieved good grades in

Figure 3.11 Pupils entered for GCSE Mathematics in maintained schools who achieved A-C or D-G grades in 2002/2003

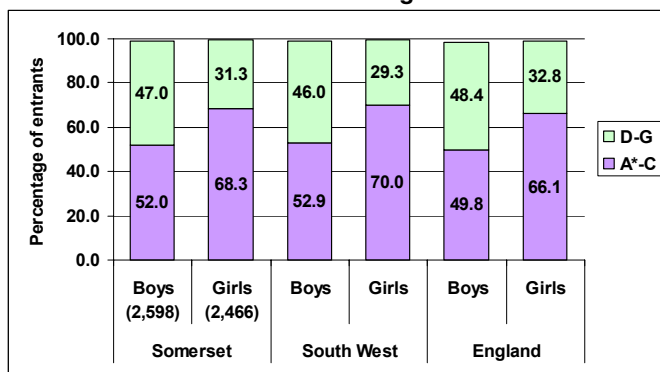


Source: DfES, Crown Copyright 2004

Somerset was higher than the national level. Again, the overall pass rate is similar at all geographical levels.

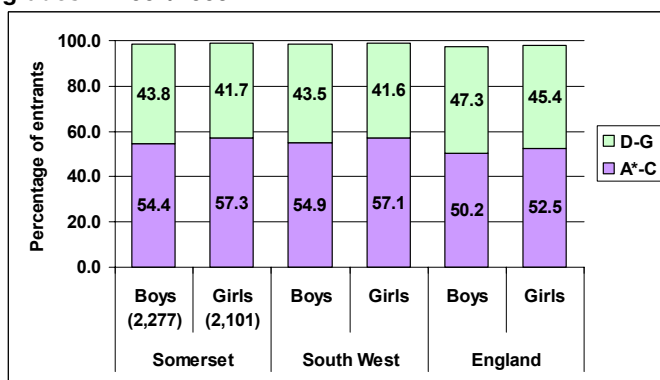
Figure 3.13 shows achievements of pupils entered for GCSE Double Award Science in maintained schools. In Somerset, 54 per cent of boys and 57 per cent of girls obtained good grades, a similar figure to the regional level (55 per cent for boys and 57 per cent for girls), but higher than in England (50 per cent for boys and 53 per cent for girls).

Figure 3.12 Pupils entered for GCSE English in maintained schools who achieved A*-C or D-G grades in 2002/2003



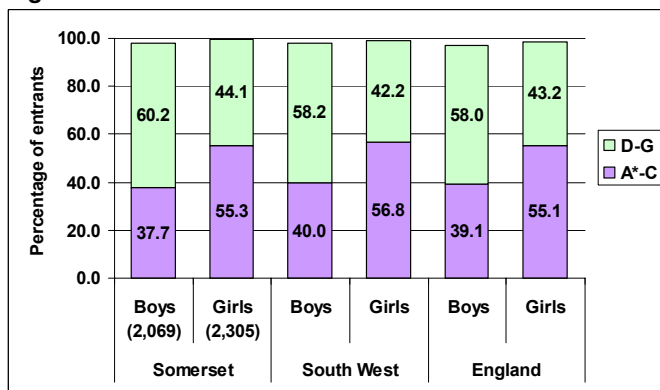
Source: DfES, Crown Copyright 2004

Figure 3.13 Pupils entered for GCSE Double Award Science in maintained schools who achieved A*-C or D-G grades in 2002/2003



Source: DfES, Crown Copyright 2004

Figure 3.14 Pupils entered for GCSE in a Modern Language in maintained schools who achieved A*-C or D-G grades in 2002/2003



Source: DfES, Crown Copyright 2004

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

Figure 3.14 shows that in Somerset a lower percentage of boys entered for GCSEs in a Modern Language achieved good grades than in the region and England as a whole. Girls (55 per cent) performed better than boys (37 per cent) in achieving good grades, similar to the national level, but below the regional average (57 per cent).

The achievements of girls and boys in GCSE/GNVQs can also be explored by other factors, such as ethnicity¹⁶, whether a pupil's first language is not English, free school meal eligibility and SENs. Analysis of these results show that:

Free school meal eligibility

- In Somerset, the region and nationally, girls and boys who are eligible for free school meals are far less likely to achieve 5 or more good GCSE/GNVQ passes and far more likely to achieve no GCSE/GNVQ passes.
- Mirroring the overall pattern, girls who are eligible for free school meals are more likely than similar boys to achieve 5 or more good GCSE/GNVQ passes and less likely to achieve no passes.
- A similar proportion of girls who are eligible for free school meals achieve 5 or more good GCSE/GNVQ passes (29 per cent), compared with their counterparts in the region (28 per cent) and in England as a whole (29 per cent).

Special Educational Needs

- At all geographical levels, pupils with a SEN are less likely to achieve 5 or more GCSE/GNVQ passes at grades A*-C than boys and girls without a SEN, and more likely to have no passes at GCSE/GNVQ.
- In Somerset, 5 per cent fewer girls with a SEN but without a statement achieved 5 or more good GCSE/GNVQ passes than their counterparts nationally, compared with just 2 per cent fewer boys in Somerset.

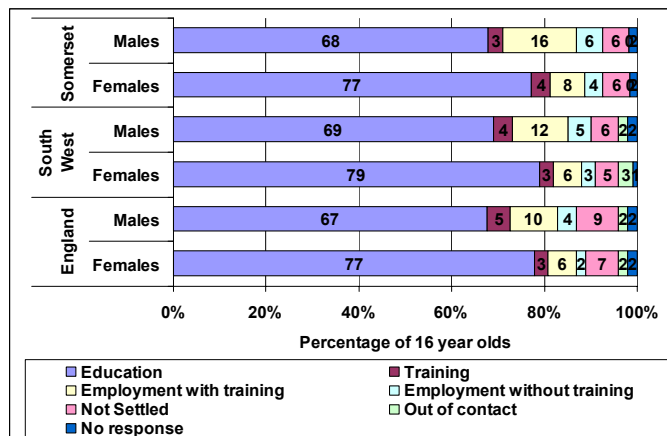
¹⁶ There are too few pupils from Black and Minority Ethnic groups and whose first language is not English to make sensible comparisons at this level.

Destinations of pupils after age 16

Many girls in Somerset who enter employment at 16 go into personal service occupations whilst a high proportion of boys go into jobs in skilled trades.

Figure 3.15 shows the situation of pupils after the end of compulsory education. It indicates that the proportion of students staying on in education is similar in Somerset to that in the South West region and across England. In 2003, most 16 year olds continued in education and training, with more female students (77 per cent) than male students (68 per cent) in Somerset. Here more young men entered the labour market than young women, 22 per cent compared with 12 per cent. 6 per cent of both young men and young women in Somerset were 'not settled', a lower figure than nationally.

Figure 3.15 Destination of pupils at the end of compulsory education - 2003



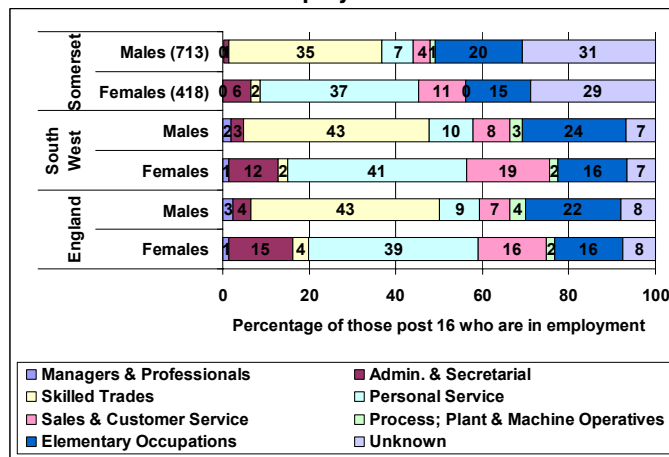
Source: ConneXions 2004

Figure 3.16 shows the first occupation of those who go into employment after leaving school at 16. In all areas, young men are more likely to be employed in skilled trades or elementary occupations, while young women are more likely to be in personal service or sales and customer service occupations. In Somerset, 20 per cent of these young men are employed in elementary occupations, although this is a lower proportion compared with the regional (24 per cent) and national figures (22 per cent). 37 per cent of young women who leave school at 16 and start work enter personal service occupations. Again this is lower than the regional and national averages. Also, a lower proportion of young women school leavers in Somerset were employed in administrative and secretarial (6 per cent) and sales and customer service (11 per cent) occupations, compared with their counterparts in the region (12 per cent and 19 per cent) and England as a whole (15 per cent and 16 per cent).

However, around 30 per cent of young men and young women who left school at 16 in Somerset started work in

unknown occupations, a much higher percentage than the regional average of 7 per cent for both sexes and the national average of 8 per cent for both sexes.

Figure 3.16 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/AS Level Attainment

Fewer boys in Somerset achieve good grades at A level than girls

Figure 3.17 shows that in Somerset the average point score per candidate achieving GCE/VCE A/AS levels is higher than that in the South West region and in England. For boys in Somerset, it is about 11 points higher than in the region and 17 points higher than in England. Girls in Somerset achieved a higher point score (272.4) than boys (246.6), and their score was also higher than the regional and national averages.

Table 3.17 Average GCE/VCE A/AS point scores of 16-18 year old candidates by gender 2002/03

LEA	Average point score by candidates achieving GCE/VCE A/AS levels			
	Per candidate		Per entry	
	Males	Females	Males	Females
Somerset	246.6	272.4	74.3	81.0
South West	236.0	261.8	72.6	79.6
England	230.1	256.3	70.9	77.1

Source: DfES, Crown Copyright 2004

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

Figure 3.18 reveals boys' and girls' five most popular subjects at 'A' Level. At the national level, boys' and girls' preferences differ, except in choosing English and Business Studies. Boys in Somerset showed interests in Social Studies, whereas boys in the South West region preferred Geography and boys in England preferred History in addition to their common interests in

Mathematics, English, Business Studies and Physics. Girls in Somerset favoured English, Psychology, Social Studies and Biological Sciences, like their national counterparts, but preferred Art and Design over Business Studies.

Table 3.18 Five most popular A Levels (excluding General Studies) in 2002/2003

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

Source: DfES, Crown Copyright 2004

Figure 3.19 shows the results of boys and girls entered for 'A' level mathematics in maintained schools. In Somerset 74 per cent of boys achieved good grades, compared with 78 per cent of girls.

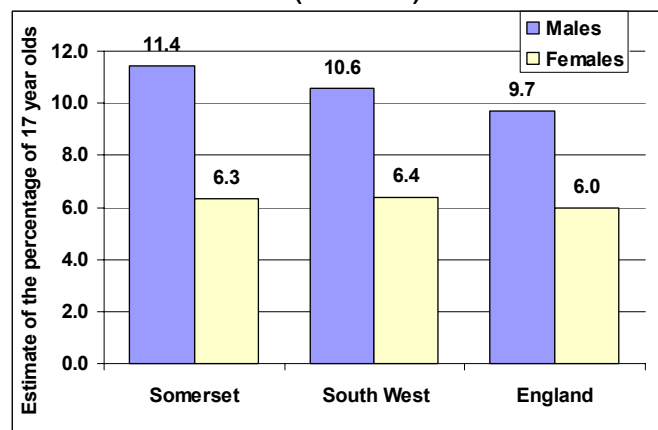
Using estimates of the population, it is possible to compare the proportion of all 17 year olds in Somerset who entered maths 'A' level with that in the region and England. These estimates are presented in **Figure 3.20** and show that 11 per cent of 17 year old boys and 6 per cent of girls in Somerset took A level mathematics in 2003, which was similar to the regional level, and slightly higher than the national averages.

Figure 3.19 Pupils entered for 'A' level mathematics in maintained schools who achieved A-C or D-E grades in 2002/2003



Source: DfES, Crown Copyright 2004

Figure 3.20 Percentage of the population aged 17 entered for 'A' level mathematics (estimates) in 2002/2003



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

Figure 3.21 shows the results of pupils entered for 'A' level English in maintained schools. In Somerset more girls (76 per cent) than boys (74 per cent) achieved good grades, a higher proportion than in the South West region (71 per cent for boys and 74 per cent for girls) and England (66 per cent for boys and 70 per cent for girls).

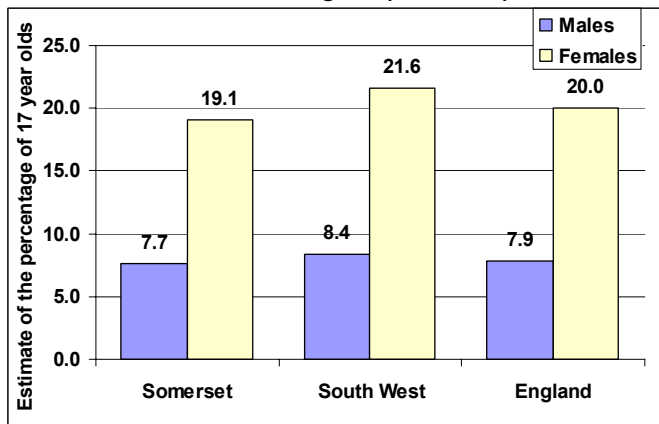
Figure 3.22 shows the estimates of the proportion of 17 year old boys and girls who undertake 'A' level English. A similar proportion of boys (8 per cent), but fewer girls (19 per cent) took A level English, compared with the region (8 per cent of boys and 22 per cent of girls) and in England as a whole (8 per cent of boys and 20 per cent of girls).

Figure 3.21 Pupils entered for 'A' level English in maintained schools who achieved A-C or D-E grades in 2002/2003



Source: DfES, Crown Copyright 2004

Figure 3.22 Percentage of the population aged 17 who were entered for 'A' level English (estimates) in 2002/2003



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

Figure 3.23 shows the achievements of boys and girls who took A levels in maintained schools across all subjects. In Somerset, the percentage of boys and girls achieving a good pass is higher than for their counterparts in the region and across England.

Figure 3.23 Pupils entered for 'A' levels in maintained schools who achieved A-C or D-E grades across all subjects in 2002/2003



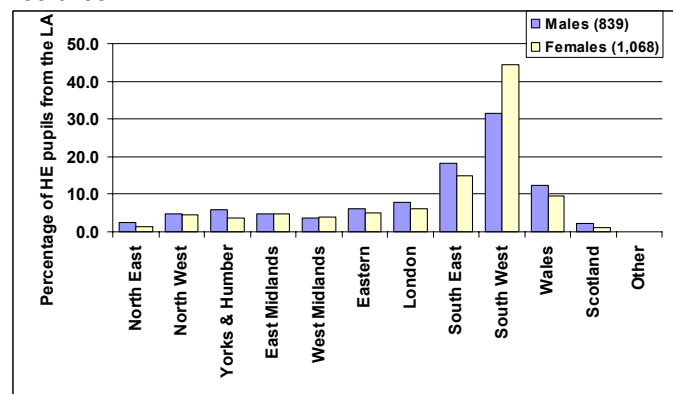
Source: DfES, Crown Copyright 2004

Higher Education

Young women from Somerset are more likely than their male counterparts to study at a local higher educational institution.

Figure 3.24 shows that 32 per cent of males and 45 per cent of females from Somerset who are participating in higher education are studying at an institution within the South West region, with a further 18 per cent of males and 15 per cent of females studying in the South East. The only other region where a significant number of Somerset students chose to study was Wales (12 per cent of men and 10 per cent of women). It appears therefore, that young women from Somerset are more likely than their male counterparts to study at a local higher education institution.

Figure 3.24 Students from Somerset who are undertaking higher education, by region of institution of study 2001/2002



Source: HESA, 2004

Data for all students from the South West region show that 40 per cent of men and 47 per cent of women from the region study at a higher education institution within the region, with only 8 per cent of men and 7 per cent of women choosing to study in London. Again a significant proportion, 16 per cent of men and 15 per cent of women, attended higher education institutions in the South East, and in Wales (10 per cent of men and 9 per cent of women).

The data on the region of residence of people of Somerset after higher education show that 34 per cent of males and 47 per cent of females from Somerset who had participated in higher education were living in the region after the end of their course. The only other regions where a significant number of Somerset students chose to live after their studies were the South East (10 per cent of men and women) and London (8 per cent of men and 9 per cent of women).

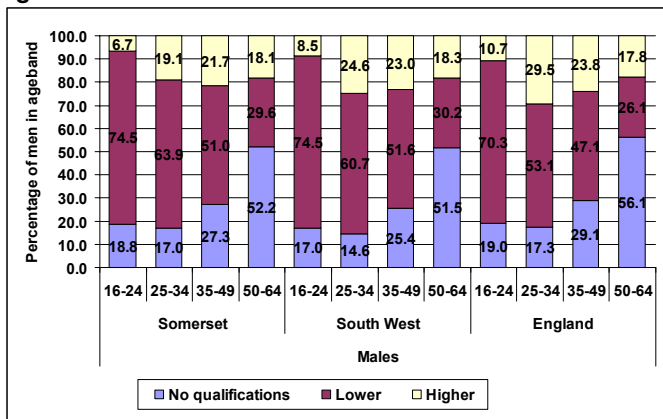
Qualifications and Skills in the Working Age Population

A relatively high proportion of men in Somerset have no qualifications.

A relatively low proportion of women in Somerset are qualified to degree level.

Figures 3.25 and 3.26 show men's and women's highest level of qualification by age. Overall women are less likely than men to have no qualifications, but they are also less likely to be educated to degree level or higher. Across all geographical areas however, more young women (aged 16-24) than young men have degree level qualifications, 8 per cent compared with 7 per cent in Somerset, 10 per cent compared with 9 per cent in the region, and 13 per cent compared with 11 per cent in England.

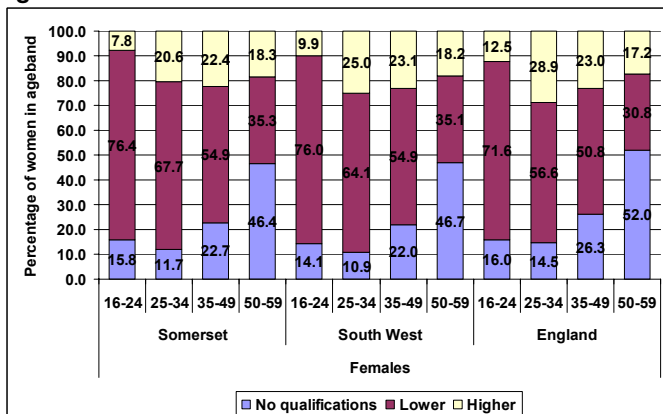
Figure 3.25 The highest level of qualification for men by age



Source: 2001 Census Standard Tables, Crown Copyright 2003

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

Figure 3.26 The highest level of qualification for women by age



Source: 2001 Census Standard Tables, Crown Copyright 2003

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

Somerset has high percentages of older men and women over 50 who have no qualifications (52 per cent and 46 per cent), although these figures are lower than the national averages. Somerset has far fewer men and women with higher qualifications than the region and England as a whole. In the 25-34 age group, 19 per cent of Somerset men have higher qualifications, compared with 25 per cent in the region and 30 per cent nationally. The figures for women aged 25-34 show a similar pattern - 21 per cent in Somerset, compared with 25 per cent in the region and 29 per cent in England.

Key Points

- At Key Stages 1 and 2 (ages 7 and 11) a higher proportion of boys have Special Educational Needs (SEN), but fewer of them have a SEN at Key Stages 3 and 4. At all Key Stages 1-4, fewer boys and girls in Somerset have a SEN than in the region and England as a whole.
- Achievement among Somerset pupils is higher in comparison with the South West region and England as a whole in tests at ages 7, 11 and 14.
- At all Key Stages, fewer girls in Somerset with a SEN but without a statement of SEN achieved the required standard than their counterpart nationally.
- GCSE/GNVQ achievements by Somerset's 15-16 year olds in maintained schools are higher in comparison with the regional and national levels. Fewer boys (49 per cent) achieved 5 or more good grades than girls (61 per cent).
- Far fewer boys than girls gained good GCSE grades in English and modern languages in Somerset, mirroring a national gender gap.
- Fewer boys achieved good grades at 'A' Level than girls
- Boys and girls make strongly gendered choices of subject for A level study. In Somerset's schools, more boys chose mathematics, compared with their counterparts in England as a whole.
- In the 'A' level subjects for which they are entered, 76 per cent of Somerset girls achieved good grades (above the regional and national averages). Fewer boys (74 per cent) reached this level of achievement, but their performance was also well above the regional and national standard.
- At the end of compulsory schooling at age 16, 22 per cent of boys and 12 per cent of girls in Somerset

entered employment, a higher proportion than in the region and England as a whole.

- More boys than girls (6 per cent compared with 4 per cent) entered employment without training at age 16.
- 713 boys and 418 girls left school and entered employment at 16. Most of these young people entered occupations which are typical for their sex. Most boys entered skilled trades or chose labouring and other elementary occupations. Most girls went into personal service or sales and customer service jobs.
- Young women in Somerset are more likely than young men to study at local higher education institutions.
- Somerset's men and women are less well qualified than men and women nationally. A higher proportion of men have no qualifications, and a lower proportion of women have degree level qualifications. Although in part a historical legacy, especially visible amongst older women and men, levels of qualification are also low at younger ages, especially among young men.

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

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

Structure of Employment Opportunities

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

Between 1991 and 2002 (the latest available data) there was a net increase of nearly 37,000 jobs in Somerset. This has to be seen in the context of a growth in the working age population over this period of 21,100 people. Underlying this significant overall job growth, analysis by gender, industrial sector and working hours shows some marked differences affecting the situation of men and women.

In 1991, men held 52 per cent of all jobs in Somerset, 90 per cent of them working full-time (10 per cent part-time). In contrast, 50 per cent of women worked full-time, with 50 per cent in part-time employment. Just over a decade later in 2002, the percentage of jobs held by men had decreased to 48 per cent, with fewer men - 83 per cent - working full-time. This decrease in the percentage share of jobs held by men is in contrast to the picture both regionally and nationally where there was very little change (51 per cent in 1991 and 50 per cent 2002 in the region, 52 per cent in 1991 and 51 per cent in 2002 in England as a whole). For women, the percentage of jobs that were full-time also fell - from 50 per cent in 1991 to 42 per cent by 2002. **Figure 4.1** summarises the actual numbers of jobs held, and confirms large increases in part-time employment, for both sexes.

Figure 4.2 shows the change in jobs from 1991 to 2002 in the districts of Somerset. This shows a large increase in men's full-time jobs in Sedgemoor (up 29 per cent) and in South Somerset (up 17 per cent), but a large decrease in West Somerset (down 15 per cent). For women, there was an increase in full-time jobs in all the districts, with again large increases in Sedgemoor (up 28 per cent) and South Somerset (up 19 per cent) but also in Taunton Deane (up 16 per cent). There were large increases in men's part-time jobs in all districts but especially Sedgemoor (up 145 per cent) and Mendip (up 121 per cent). For women, the increases across all districts were much smaller, with the biggest increase in women's part-time jobs seen in West Somerset (up 94 per cent).

Figure 4.1 Changes in employment in Somerset 1991-2002 by full-time/part-time status and sex¹⁷

Job Type	Sex	Number of jobs		Change in number of jobs 1991-2002	Percentage change 1991- 2002		
		1991	2002		Somerset	South West	England
Full-time	Female	37, 128	41, 971	4, 843	13.0	12.8	12.7
	Male	71, 441	75, 661	4, 220	5.9	10.1	9.3
	All	108, 569	117, 632	9, 063	8.3	11.1	10.6
Part-time	Female	37, 237	56, 795	19, 558	52.5	40.2	30.8
	Male	7, 721	16, 047	8, 326	107.8	106.6	103.1
	All	44, 958	72, 842	27, 884	62.0	52.3	43.6
All	All jobs	153, 527	190, 474	36, 947	24.1	23	19.2

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

¹⁷ These data relate to jobs located in Somerset and its districts. Some of these jobs may be held by men or women who live elsewhere.

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

	Number of jobs				Change in the number of jobs 1991-2002		Percentage change in the number of jobs 1991-2002	
	1991		2002					
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
Males								
Mendip	14,271	1,444	13,862	3,191	-409	1,747	-2.9	121.0
Sedgemoor	12,260	1,290	15,830	3,157	3,570	1,867	29.1	144.7
South Somerset	23,835	2,275	27,803	4,618	3,968	2,343	16.6	103.0
Taunton Deane	16,518	2,157	16,769	4,516	251	2,359	1.5	109.4
West Somerset	4,557	556	3,867	992	-690	436	-15.1	78.4
Females								
Mendip	7,542	7,193	7,569	11,141	27	3,948	0.4	54.9
Sedgemoor	6,071	6,814	7,774	10,574	1,703	3,760	28.1	55.2
South Somerset	10,738	10,635	12,807	16,321	2,069	5,686	19.3	53.5
Taunton Deane	10,601	10,735	12,330	15,513	1,729	4,778	16.3	44.5
West Somerset	2,174	1,860	2,197	3,605	23	1,745	1.1	93.8

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

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

For Somerset's **men**, there was:

- a notable and continuing decline in the proportion of employment located in manufacturing
- an increase in jobs in banking, finance and insurance
- an increase in employment in distribution, hotels and restaurants

For Somerset's **women** there was:

- a reduction in the proportion of women in manufacturing jobs
- an increase in the share of women working in public administration, education and health jobs

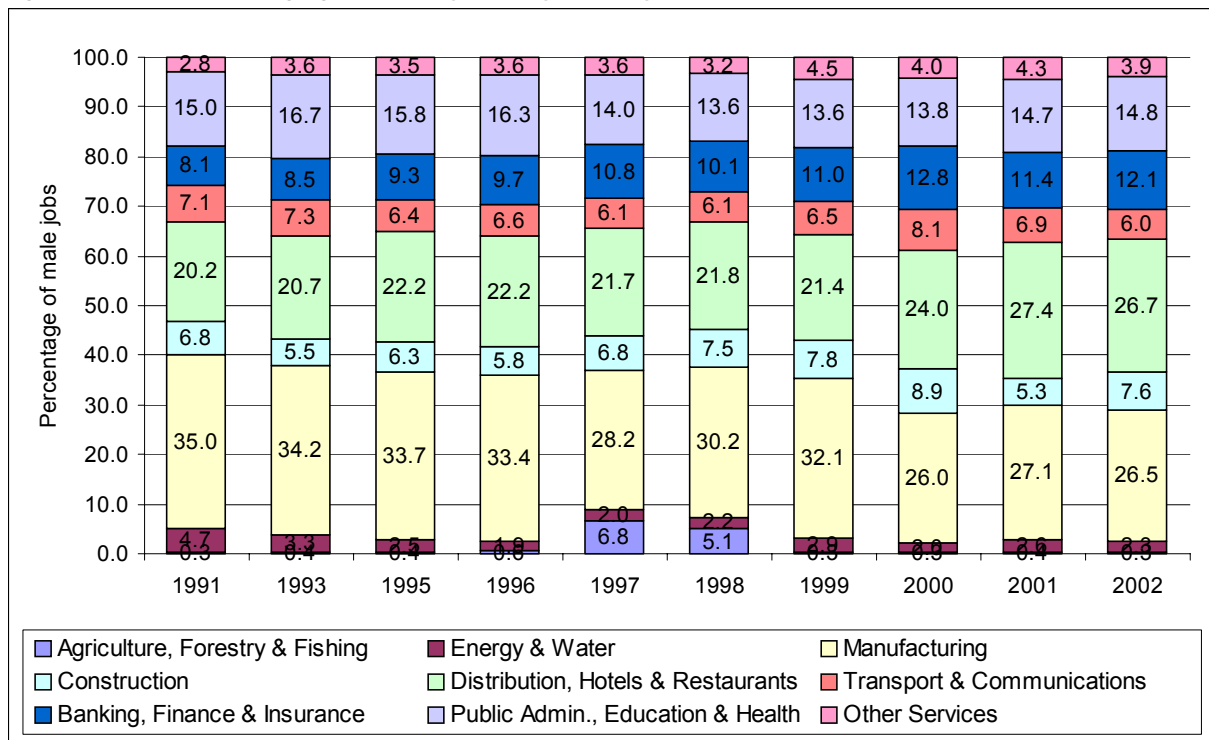
Data for the South West region and England as a whole over this period show a similar decline in **male**

manufacturing jobs (from 25 per cent to 20 per cent in the region, 26 per cent to 19 per cent nationally) and an increase in men employed in banking and finance (up from 13 per cent to 16 per cent in the South West region, 15 per cent to 21 per cent nationally). There was also an increase in men's employment in distribution, hotels and restaurants (21 per cent to 25 per cent in the region, 19 per cent to 23 per cent in England).

For **women** in the region and nationally the decline in manufacturing is similar (from 9 per cent to 7 per cent in the region, 12 per cent to 7 per cent in England). The percentage of women employed in public administration, health and social work was fairly stable in the region (37 per cent in 1991 to 38 per cent in 2002) and nationally (35 per cent in 1991 and 36 per cent in 2002) over this period.

Between 1991 and 2002, there were significant changes in the proportion of jobs in each industry across the districts of Somerset.

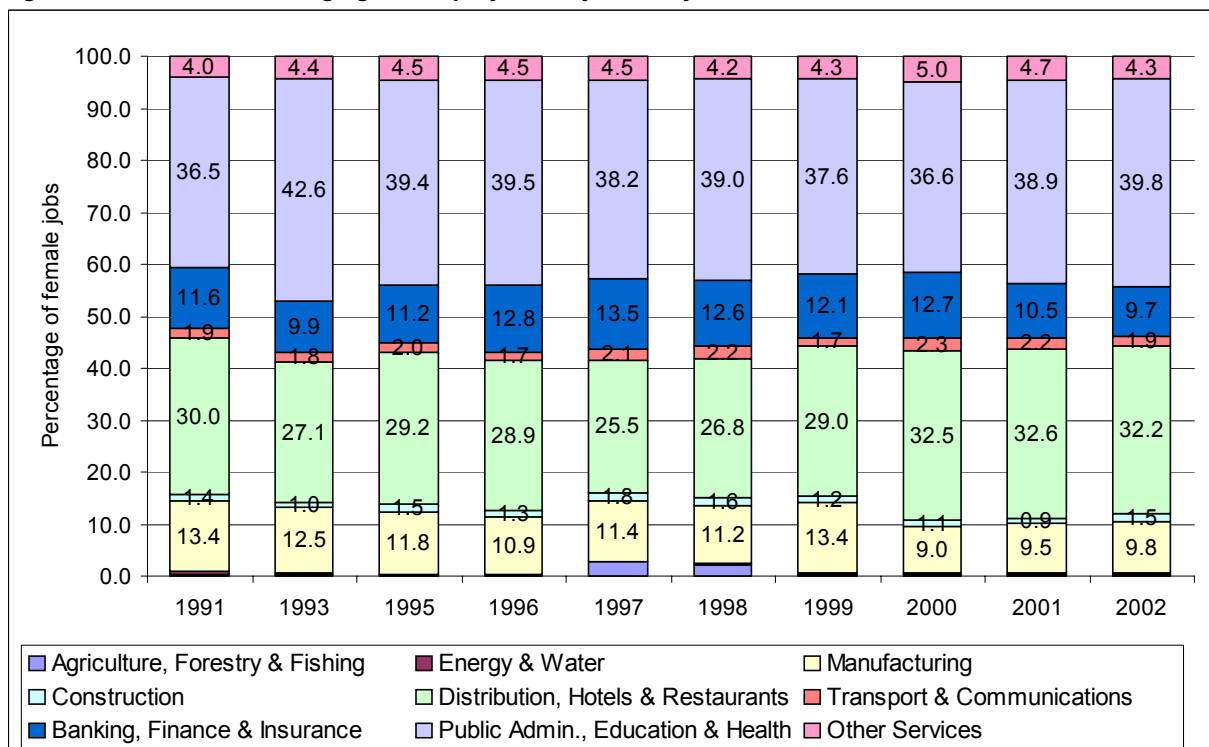
Figure 4.3 Men of working age in employment by industry, in Somerset, 1991-2002



Source: Census of Employment, AES 1991, 1993, 1995, 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 Women of working age in employment by industry, in Somerset, 1991-2002



Source: Census of Employment, AES 1991, 1993, 1995, 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.

For Somerset's **men**, there was:

- a decrease in manufacturing jobs in all districts, especially Mendip (down from 42 per cent of all jobs in 1991 to 24 per cent in 2002) and South Somerset (down from 50 per cent in 1991 to 37 per cent in 2002)
- an increase in all districts in the distribution, hotels and restaurant sector, especially in Mendip (up from 19 per cent in 1991 to 27 per cent in 2002) and in Taunton Deane (up from 20 per cent in 1991 to 27 per cent in 2002)
- an increase in all districts in the proportion of jobs in banking and finance, especially in Mendip which has seen an increase in this sector from 7 per cent in 1991 to 12 per cent in 2002
- an increase in all districts in the agriculture, forestry and fishing sector, especially in West Somerset which has seen an increase of nearly 7 per cent (up from just 1 per cent in 1991 to 8 per cent in 2002)
- a 4 per cent increase in construction jobs in Sedgemoor (from 8 per cent in 1991 to 12 per cent in 2002)
- a 5 per cent decrease in the transport and communications sector (down from 10 per cent in 1991 to 5 per cent in 2002) and a 5 per cent decrease in jobs in public administration, education and health (down from 29 per cent in 1991 to 24 per cent in 2002)

For Somerset's **women**, there was

- again a decrease in manufacturing jobs, especially in Mendip (down from 19 per cent in 1991 to 9 per cent in 2002) and Sedgemoor (down from 16 per cent in 1991 to 10 per cent in 2002). However, in

Taunton Deane there was a slight increase (up from 6 per cent in 1991 to 8 per cent in 2002)

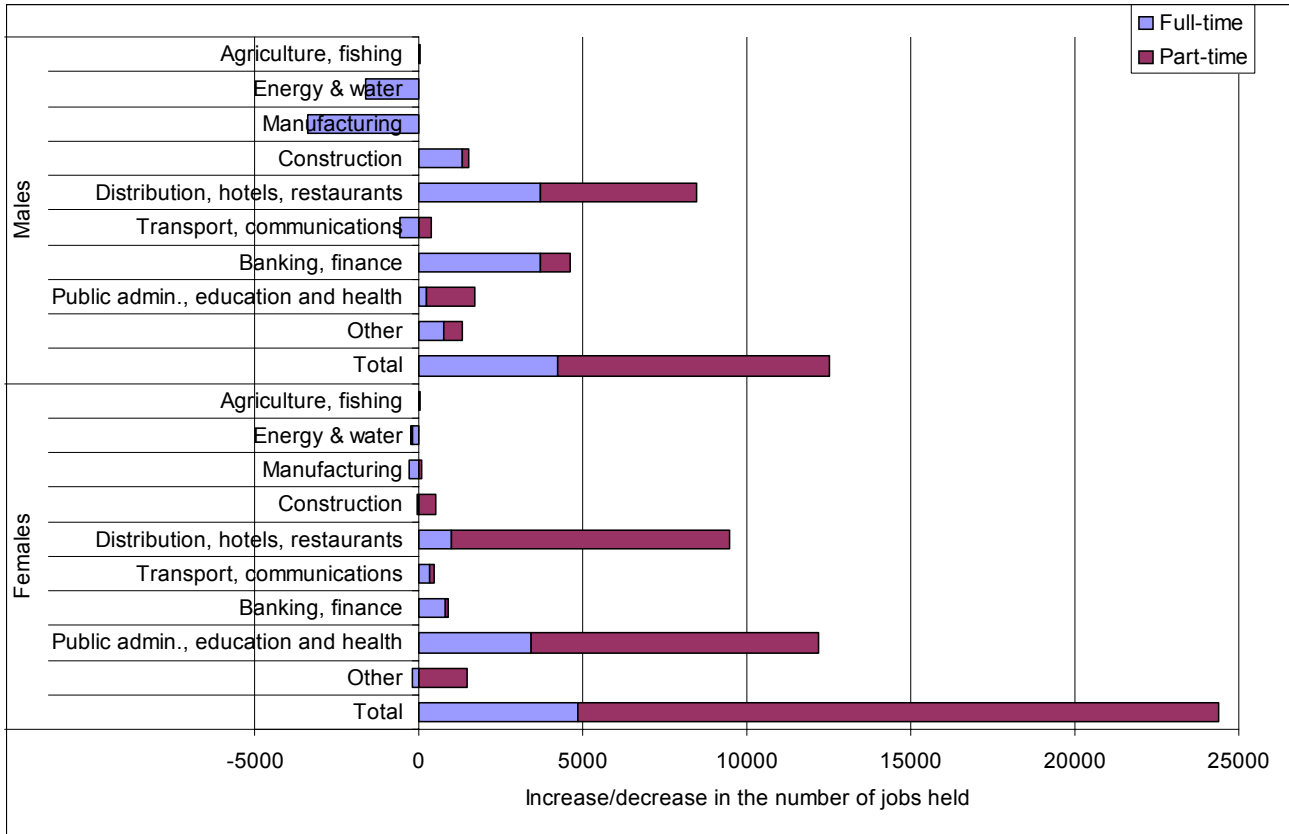
- a significant increase in public administration, education and health jobs in Sedgemoor (up from 30 per cent in 1991 to 37 per cent in 2002), and Mendip (up from 32 per cent in 1991 to 38 per cent in 2002) but a decrease in Taunton Deane (down from 47 per cent in 1991 to 45 per cent in 2002)
- an increase in employment in distribution, hotels and restaurants in Mendip (up from 30 per cent in 1991 to 35 per cent in 2002), but a decrease in West Somerset (down from 42 per cent in 1991 to 39 per cent in 2002)

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

- a fall in full-time manufacturing jobs for men and women, but a very slight increase in part-time manufacturing jobs for women
- a significant rise in both full-time and part-time jobs, for men and women, in distribution, hotels and restaurants
- an increase in full-time and part-time jobs in public administration, health and social care for men and women

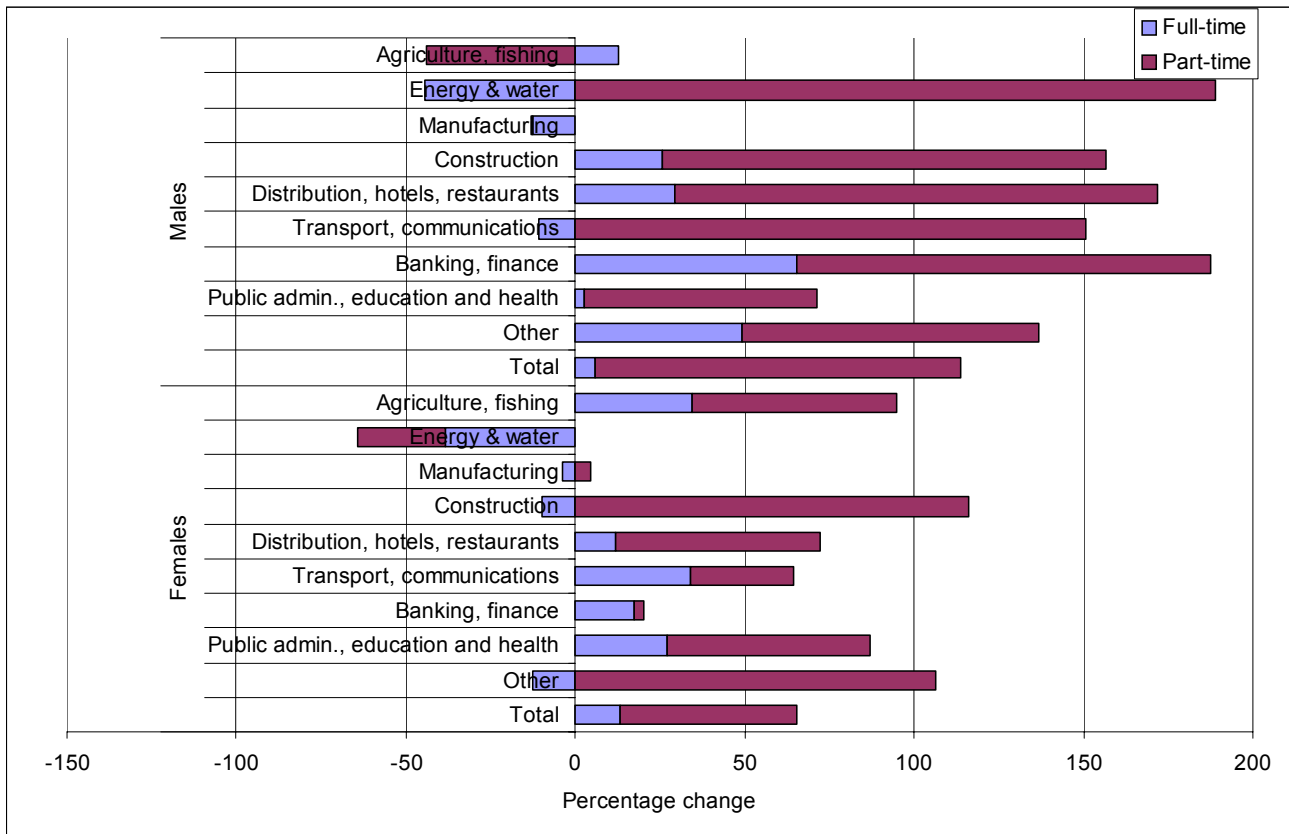
Figure 4.6 presents the same data as in Figure 3, but this time shows the **percentage change** in the number of jobs. The large percentage increases in full-time jobs for men in energy and water, and for women in construction, need to be seen in the context of very small numbers at the start of the period. Nevertheless, these are very marked changes, suggesting a very dynamic situation in the Somerset labour market.

Figure 4.5 Change in the number of jobs held between 1991 and 2002 by industry, Somerset



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

Figure 4.6 Percentage change in the number of jobs held between 1991 and 2002 by industry, Somerset

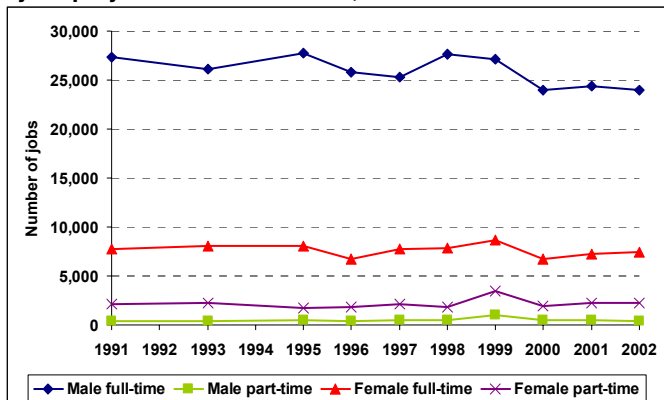


Source: Census of Employment, AES/ABI 1991, 2002

Figures 4.7, 4.8 and 4.9 show the change in the numbers of jobs for selected industries in Somerset in more detail.

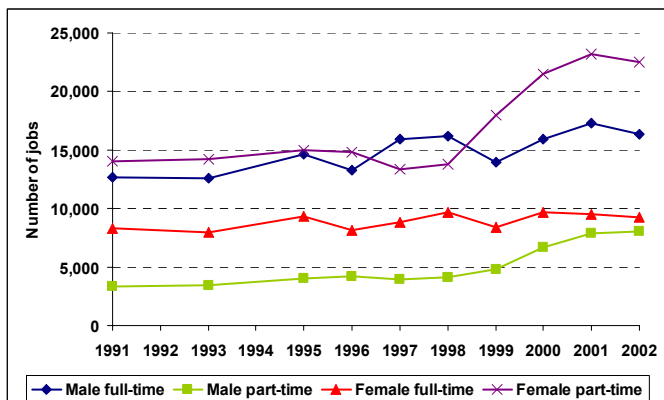
- In manufacturing there has been a decrease in male full-time jobs between 1991 and 2002, although looking at the data year on year shows a mixed picture of falls and rises.
- In distribution, hotels and restaurants, women's part-time jobs recovered and have increased markedly after a fall in 1997/1998. This is in contrast to male full-time jobs, which increased in 1997 and 1998 and then fell in 1999. Men's part-time jobs have also seen a steady increase in this sector since 1998.
- In public administration, education and health there was a rise in female jobs and in male part-time jobs, against a stable level in men's full-time jobs in this sector. Women's part-time jobs increased by over 8,700, or 60 per cent, over this period.

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



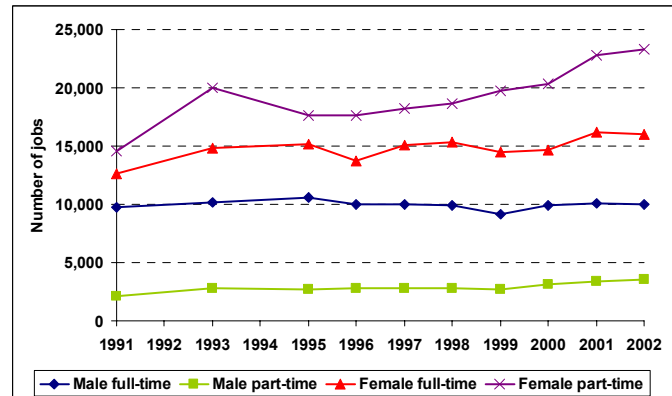
Source: Census of Employment, AES 1991, 1993, 1995, 1996-2002

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



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

Figure 4.9 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, 1996-2002

People and Employment

In Somerset a high proportion of men and women are economically active.

The 2001 Census showed 151,432 men and 139,330 women of working age in Somerset, of whom 128,309 men and 103,197 women were economically active (i.e. either in employment, economically active students or unemployed)¹⁸. Economic activity is higher for both sexes in Somerset than in the region and England, and varies by age, as can be seen in Figure 4.10.

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

	Age group	Somerset	South West	England
Men	16-24	74.3	71.0	68.3
	25-34	93.5	92.3	91.0
	35-49	92.6	91.8	90.2
	50-64	76.3	74.9	72.8
	Working age	84.7	83.3	81.9
Women	16-24	69.5	66.0	62.1
	25-34	75.0	75.3	73.7
	35-49	79.3	78.6	75.8
	50-59	68.4	67.7	65.3
	Working age	74.1	73.1	70.6

Source: 2001 Census Standard Tables, Crown Copyright 2003

Across the Somerset districts there is significant variation in the proportion of men and women who are

¹⁸ The data in this section, drawn from the Census, relate to the population resident in Somerset, some of whom will work in other areas.

economically active. The highest rates of economic activity in men are seen in South Somerset (87 per cent) with the lowest rate in West Somerset (80 per cent). For women, 76 per cent are economically active in Taunton Deane and just 71 per cent in West Somerset. The figures for the other districts are: for men, Mendip 85 per cent, Sedgemoor and Taunton Deane 84 per cent; and for women, Mendip 74 per cent, Sedgemoor 73 per cent and South Somerset 75 per cent.

Employment Status

A high proportion of men and women in West Somerset are self-employed

In Somerset, 119,990 men (80 per cent) and 95,670 women (69 per cent) of working age were in employment in 2001. More men work full-time in Somerset (74 per cent) than nationally (69 per cent), although the figure is similar to that for the South West region (72 per cent). For women in Somerset the figure of 37 per cent is slightly lower than that in England as a whole (40 per cent), but similar to the region (38 per cent). This is illustrated in **Figure 4.11**, which also shows that in Somerset:

- more women are employed part-time in Somerset (29 per cent) than in the South West region (27 per cent) and England as a whole (21 per cent)
- more men and women are self-employed (17 per cent of men and 7 per cent of women) than nationally (13 per cent and 5 per cent), although this is similar to the regional picture (16 per cent and 7 per cent)

Figure 4.11 People of working age by employment status

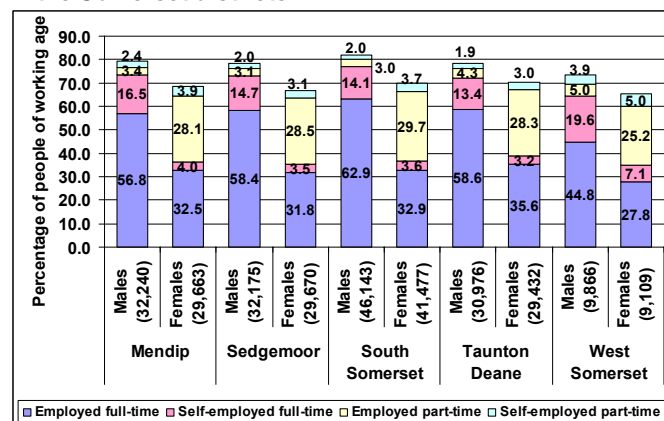


Source: 2001 Census Standard Tables, Crown Copyright 2003

Again there is variation in full and part-time working patterns, and in the proportion of people who are self-employed, across Somerset, illustrated in **Figure 4.12**, which shows data for the Somerset districts, with:

- 77 per cent of men in South Somerset, and 38 per cent of women in Taunton Deane, working full-time, compared with 64 per cent of men and 35 per cent of women in West Somerset
- in West Somerset, 12 per cent of women and 24 per cent of men are self-employed, compared with just 6 per cent of women and 15 per cent of men in Taunton Deane

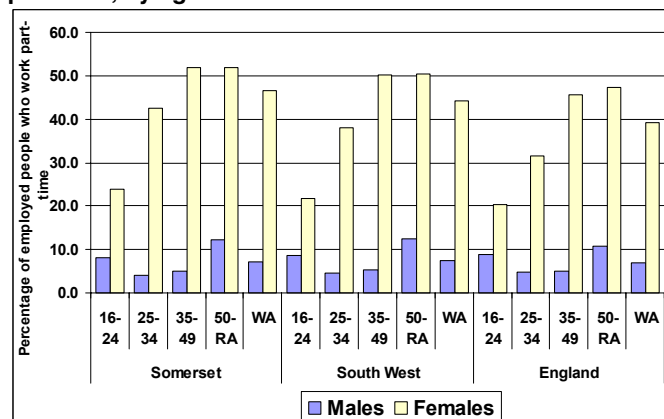
Figure 4.12 People of working age by employment status in the Somerset districts



Source: 2001 Census Standard Tables, Crown Copyright 2003

Figure 4.13 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. Nationally, the highest proportion of part-time working is seen in women aged 50 to retirement age, but in Somerset this peak is seen in the 35 to 49 year old group. This confirms a link between part-time employment and family responsibilities for women, but suggests that it is not a reason for growth in men's part-time working.

Figure 4.13 Men and women in employment who work part-time, by age



Source: 2001 Census Standard Tables, Crown Copyright 2003

Figure 4.14 refers to men and women who are self-employed. It shows that the majority of self-employed **men**, across all geographical levels, are self-employed full-time, without employees. However, the majority of self-employed **women** are self-employed part-time (also without employees).

Figure 4.14 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
Somerset	Males	2.0	33.3	10.9	53.8
	Females	11.5	23.4	37.0	28.0
South West	Males	2.1	32.5	11.2	54.2
	Females	11.3	23.3	36.6	28.7
England	Males	2.2	33.6	10.6	53.5
	Females	11.6	23.5	35.2	29.7

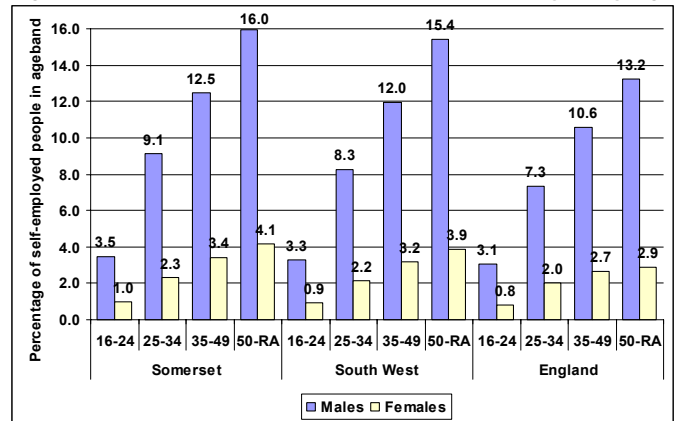
Source: 2001 Census Standard Tables, Crown Copyright 2003

This is also true for all the Somerset districts, with the exception of West Somerset where the majority of both self-employed men and women (33 per cent) are self-employed full-time without employees, with a slightly smaller percentage self-employed part-time without employees (31 per cent). Also in West Somerset, 11 per cent of self-employed men are self-employed part-time with employees, compared with just 2 per cent in the other districts of Somerset.

The variation in self-employment by age is shown in **Figure 4.15**. In Somerset the peak age for self-employment among men is in the 50+ group, similar to the pattern in the region and England. A similar, but less pronounced, pattern is seen in self-employed women.

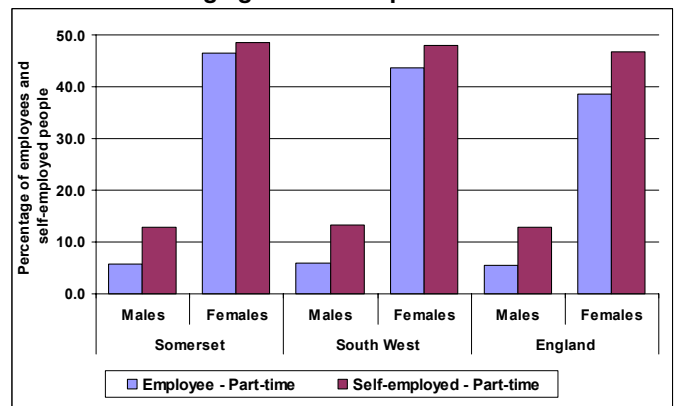
Figure 4.16 shows the proportion of people of working age who work part-time and whether they are employees or self-employed. Across all geographical levels and for both men and women, self-employed people are more likely to work part-time than employees, although in Somerset there is only a small difference in the percentages of self-employed women and women employees who work part-time.

Figure 4.15 Men and women who are self-employed by age



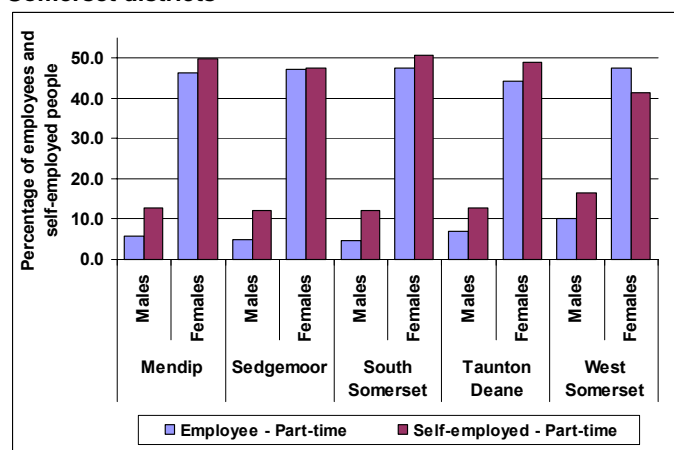
Source: 2001 Census Standard Tables, Crown Copyright 2003

Figure 4.16 Employees and self-employed men and women of working age who work part-time



Source: 2001 Census Standard Tables, Crown Copyright 2003

Figure 4.17 Employees and self-employed men and women of working age who work part-time in the Somerset districts



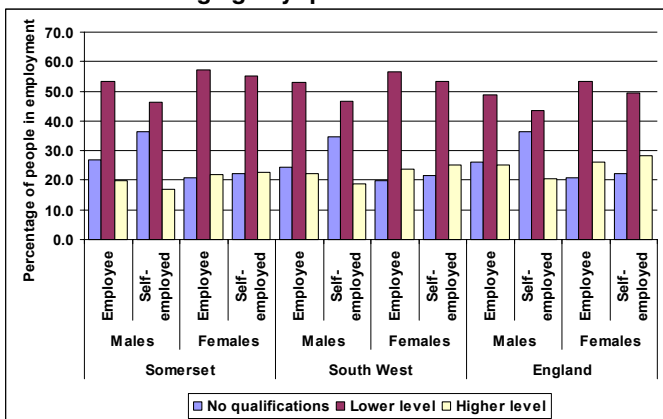
Source: 2001 Census Standard Tables, Crown Copyright 2003

Figure 4.17 shows the proportion of people of working age who work part-time and whether they are employees or self-employed for the Somerset districts. The pattern in most districts is similar to that for Somerset as a whole, the region and England with the exception of:

- women in Sedgemoor, where a similar percentage of employees and self-employed women work part-time and
- West Somerset, where female employees are more likely to work part-time than women who are self-employed

The 2001 Census gives information about the level of qualification of employees and those who are self-employed. This is shown in **Figure 4.18**. In Somerset, the pattern of qualifications for men and women who are employees or self-employed is similar to the region and England as a whole.

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



Source: 2001 Census Standard Tables, Crown Copyright 2003

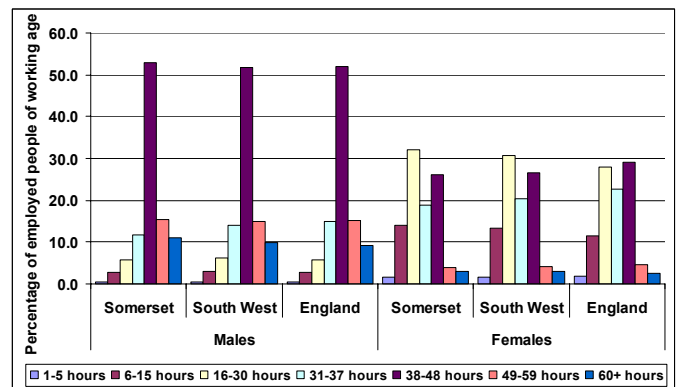
Working Hours

In Somerset, women are concentrated in short hours employment

Many men in Somerset work very long hours.

Figure 4.19 illustrates the long working hours of men. In particular, men of working age in Somerset work very long hours, with 53 per cent working between 38-48 hours per week, a similar proportion to men in the South West region (52 per cent) and England (51 per cent). 26 per cent of Somerset men work above the threshold of 48 hours, including 11 per cent who work over 60 hours per week, a figure similar to that for the South West region (10 per cent) and a little higher than in England (9 per cent).

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



Source: 2001 Census Standard Tables, Crown Copyright 2003

Many women in Somerset, on the other hand, work shorter hours, with 16 per cent working fewer than 15 hours, and 32 per cent working 16 to 30 hours per week, a similar picture to that in the region (15 per cent and 31 per cent) but slightly higher than in England (13 per cent and 28 per cent). However slightly fewer women work between 31-37 hours (19 per cent) and 38-48 hours (26 per cent) per week in Somerset than in the region (21 per cent and 27 per cent respectively) and England (23 per cent and 29 per cent). A similar proportion of women work over 48 hours in Somerset, the Eastern region and England (7 per cent).

Young men in Somerset work longer hours than in the region and nationally. 21 per cent of 16-24 year olds work 30 hours or less per week, compared with 23 per cent in the region and in England.

Women in Somerset work shorter hours than men. However young women aged under 25 work longer hours than older women. About 56 per cent of them work between 31-48 hours, compared with 41 per cent of women aged 35 to 49 and 40 per cent of women over 50. A similar pattern is seen in the region and nationally.

In the Somerset districts:

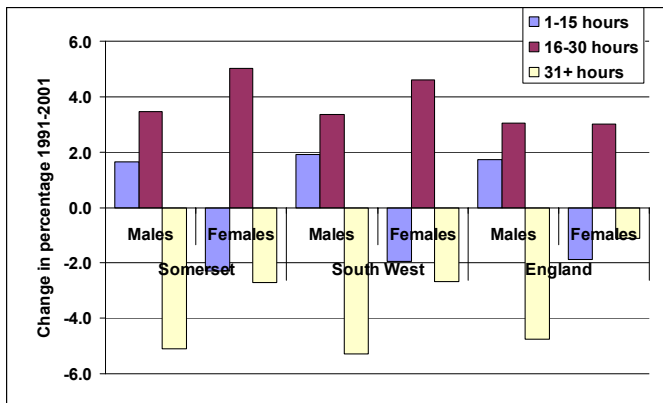
- 30 per cent of men in Mendip and 10 per cent of women in West Somerset work more than the threshold of 48 hours per week
- 1 in 8 men and 1 in 20 women in West Somerset work more than 60 hours per week
- 4 per cent of men in West Somerset and 17 per cent of women in Mendip work 15 hours or less a week

Comparing the data from the 1991 and 2001 Censuses¹⁹, it is possible to look at change in working hours. This is shown in **Figure 4.20**. There has been a

¹⁹ 1991 Census Local Base Statistics, Crown Copyright 2003. 2001 Census Standard Tables, Crown Copyright 2003.

fall in the proportion of men working more than 31 hours per week. For women, there has also been a drop in the proportion working more than 31 hours per week and in the proportion working 1-15 hours per week. Both of these changes are smaller in Somerset than in the region and nationally, and consequently there was a significant rise (over 5 per cent) in the proportion of women in Somerset working 16-30 hours per week compared with the region (over 4 per cent), and England as a whole (3 per cent).

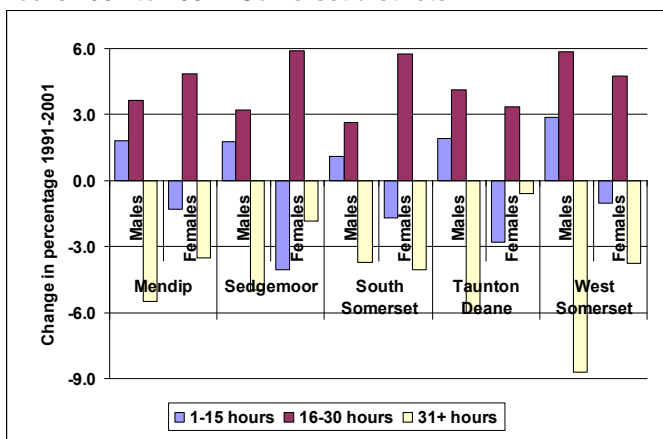
Figure 4.20 Change in men's and women's weekly working hours 1991 to 2001



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

Although the pattern of change in working hours in the Somerset districts is similar to that for the county as a whole, the region and nationally, between 1991 and 2001 there was a large decrease in men in West Somerset working over 30 hours, as illustrated in Figure 4.21.

Figure 4.21 Change in men's and women's weekly working hours 1991 to 2001 - Somerset districts



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

Travel to Work

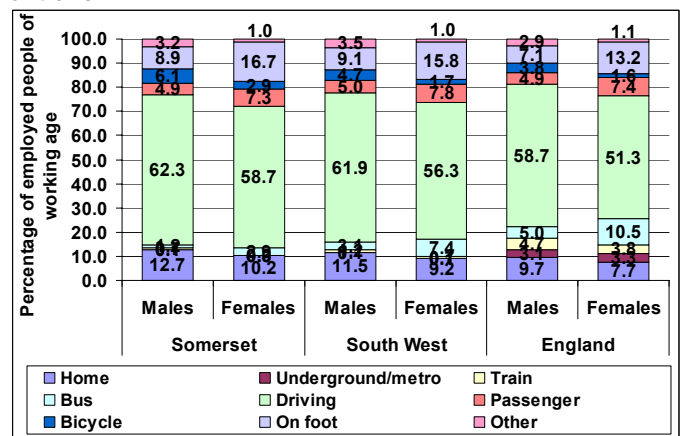
In Somerset a high proportion of women and men drive to work and a very small proportion travel to work by public transport

Women continue to work closer to home than men.

There are significant differences in the way men and women travel to work, and women continue to work closer to home than men. **Figure 4.22** shows the mode of travel to work by men and women of working age. In Somerset:

- a high proportion of both men (62 per cent) and women (59 per cent) travel to work by car, compared with England (59 per cent and 51 per cent), but similar to the region (62 per cent and 58 per cent)
- more men and women work at home, compared with the region and England
- fewer people travel to work by 'public transport', with just 1 per cent of men and 4 per cent of women catching the bus to work, and less than 1 per cent taking the train, compared with the region (3 per cent and 6 per cent by bus and 1 per cent of men and women by train) and England (5 per cent and 11 per cent, by bus and 5 per cent and 4 per cent by train)

Figure 4.22 Men's and women's travel to work by method of travel



Source: 2001 Census Standard Tables, Crown Copyright 2003

Although young people tend to travel to work by public transport, this is less pronounced in Somerset than in the region and England. In Somerset, just 4 per cent of men and 7 per cent of women aged under 25 travel by bus, compared with young men and women in the region (8 per cent and 16 per cent) and England (12 per cent and 20 per cent). 44 per cent of young men and 42 per cent of young women in Somerset drive to work, compared with 41 per cent of young men and 27 per

cent of young women in the region, and 37 per cent and 32 per cent in England. Nearly 1 in 5 men and 1 in 4 women aged under 25 in Somerset walk to work. This is similar to the region (20 per cent of young men and 24 per cent of young women), but is higher than in England (15 per cent and 18 per cent).

The peak age for driving to work in Somerset is 35-49 for men (66 per cent) and 25-34 for women (67 per cent), which is the same as in the region. In England the peak ages are 50-64 for men and 25-34 and 35-49 for women.

There is significant variation in the way men and women travel to work in the Somerset districts. The main differences are:

- Over 64 per cent of men in Mendip and 61 per cent of women in Sedgemoor drive to work, compared with just 53 per cent of men and 51 per cent of women in West Somerset.
- In Taunton Deane, 12 per cent of men and 9 per cent of women work at home, compared with 19 per cent of men and 15 per cent of women in West Somerset.
- In West Somerset 15 per cent of men and over 1 in 5 women (22 per cent) walk to work, compared to just 6 per cent of men and 14 per cent of women in Sedgemoor.

Using the data from the 1991 and 2001 Censuses shows the change in method of travel to work by people of working age from 1991 to 2001. In Somerset, there has been a rise in women driving to work (up 8 per cent), and a fall in travelling to work as a passenger in a car (down 3 per cent) or on foot. By contrast, fewer men were driving to work in 2001 (3 per cent fewer). More men and women, at all geographical levels, were working at home in 2001.

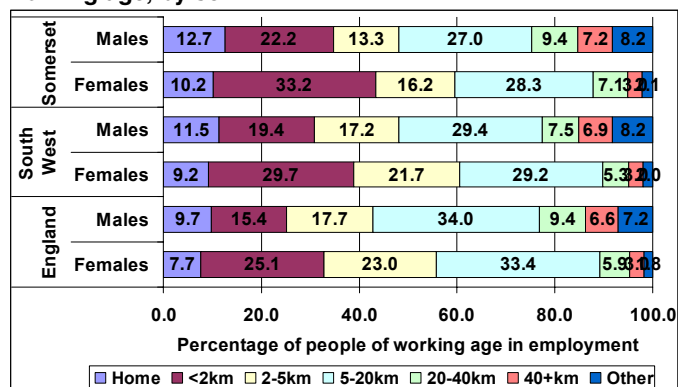
In the Somerset districts, the main changes between 1991 and 2001 were:

- a decrease in men driving to work, but an increase for women
- an increase in men and women working at home (except in West Somerset where the proportion of men working at home decreased by 2 per cent (from 21 per cent in 1991 to 19 per cent in 2001) and women working at home decreased by 4 per cent (from 19 per cent in 1991 to 15 per cent in 2001)).

Figure 4.23 shows the estimated distance travelled to work. Men in Somerset tend to work closer to their home, with 22 per cent working within 2km of where they

live, compared to 19 per cent in the region and 15 per cent in England. Women in Somerset also tend to work closer to home, 33 per cent of them working within 2km. They are also more likely to work closer to where they live compared with women in the South West (30 per cent live within 2km of where they work) and in England (just 25 per cent live within 2km of their place of work).

Figure 4.23 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 Somerset are more likely to work within 2km of home (33 per cent), compared with 24 per cent of men aged 25-34, 20 per cent aged 35-49 and 19 per cent aged over 50. This is higher than their counterparts in the South West region (30 per cent) and in England (24 per cent). In Somerset, almost 1 in 5 working men aged 50+ work from home, compared with 18 per cent in the region and just 15 per cent in England.

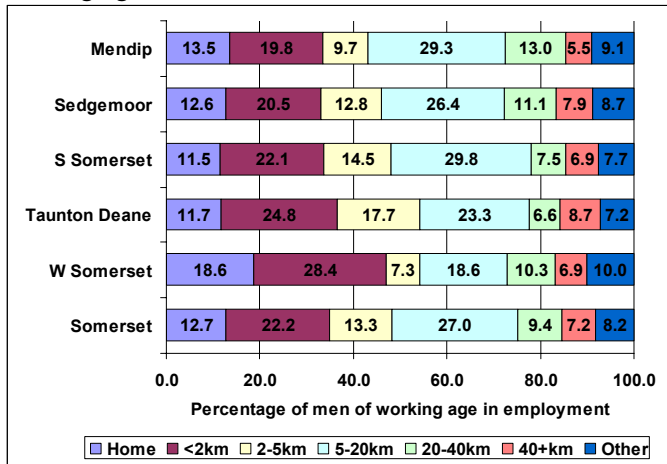
Like young men in Somerset, more young women work within 2km of home (39 per cent) compared with the region (34 per cent) and England (27 per cent). Again, older women are more likely to work from home than younger women (15 per cent of women aged 50+ compared with just 3 per cent of women aged 16-24), and women in Somerset are more likely to work from home than their counterparts in the region (13 per cent of women aged 50+) and England (10 per cent of women aged 50+).

Figures 4.24 and 4.25 show the distance travelled to work by men and women for the districts within Somerset. These show that:

- In West Somerset 19 per cent of men and 15 per cent of women work at home, and 28 per cent of men and 38 per cent of women work within 2km of where they live. However, quite high proportions of men (17 per cent) and women (12 per cent) travel more than 20km to work.
- 19 per cent of men in Sedgemoor and 12 per cent of women in Mendip travel more than 20km to where they work, compared with just 14 per cent of men in

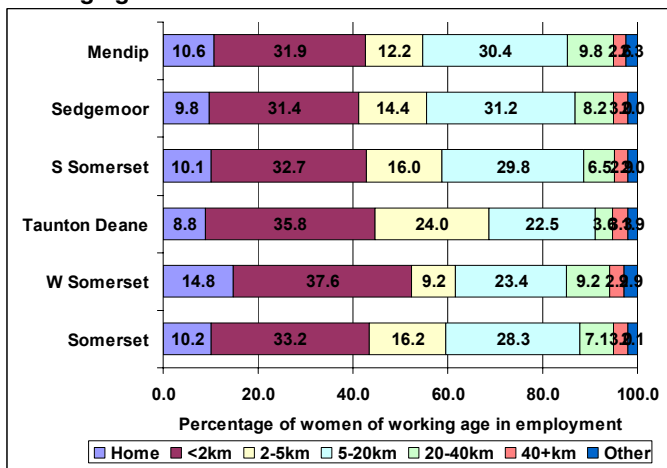
South Somerset and 7 per cent of women in Taunton Deane.

Figure 4.24 Distance (km) travelled to work by men of working age in the Somerset districts



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

Figure 4.25 Distance (km) travelled to work by women of working age in the Somerset districts



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

Occupation and Industry

In Somerset many men are employed in skilled trades.

A high proportion of women work in personal service and in administration and secretarial occupations.

Data from the Census show the occupations of employed and self-employed people. Drawn from this, **Figure 4.26** reveals continuing gendered occupational patterns. Men in Somerset work mainly in skilled trades (24 per cent), as process, plant and machine operatives (14 per cent) and as managers and senior officials (17 per cent), whereas many women are in administrative and secretarial (20 per cent) and personal service occupations (15 per cent).

Fewer men in Somerset are managers and senior officials, professionals, or associate professionals (40 per cent) compared with the region (43 per cent) and England (45 per cent).

About 28 per cent of women in Somerset work in sales and customer services and personal service occupations, compared with 26 per cent in the region and 25 per cent in England as a whole. Fewer women in Somerset work as managers and senior officials, professionals and associated professionals and in technical occupations, 32 per cent compared with 34 per cent in the region and 36 per cent in England.

Figure 4.27 shows the variation in occupation across the Somerset districts. It shows that:

For men in Somerset:

- 42 per cent of working age men in Taunton Deane are managers and senior officials, professional or associate professionals, or in technical occupations, compared with just 34 per cent in West Somerset
- In West Somerset 28 per cent of men are employed in skilled trades, compared with just 22 per cent in Taunton Deane
- 17 per cent of men in West Somerset work in elementary occupations, compared with 11 per cent in South Somerset

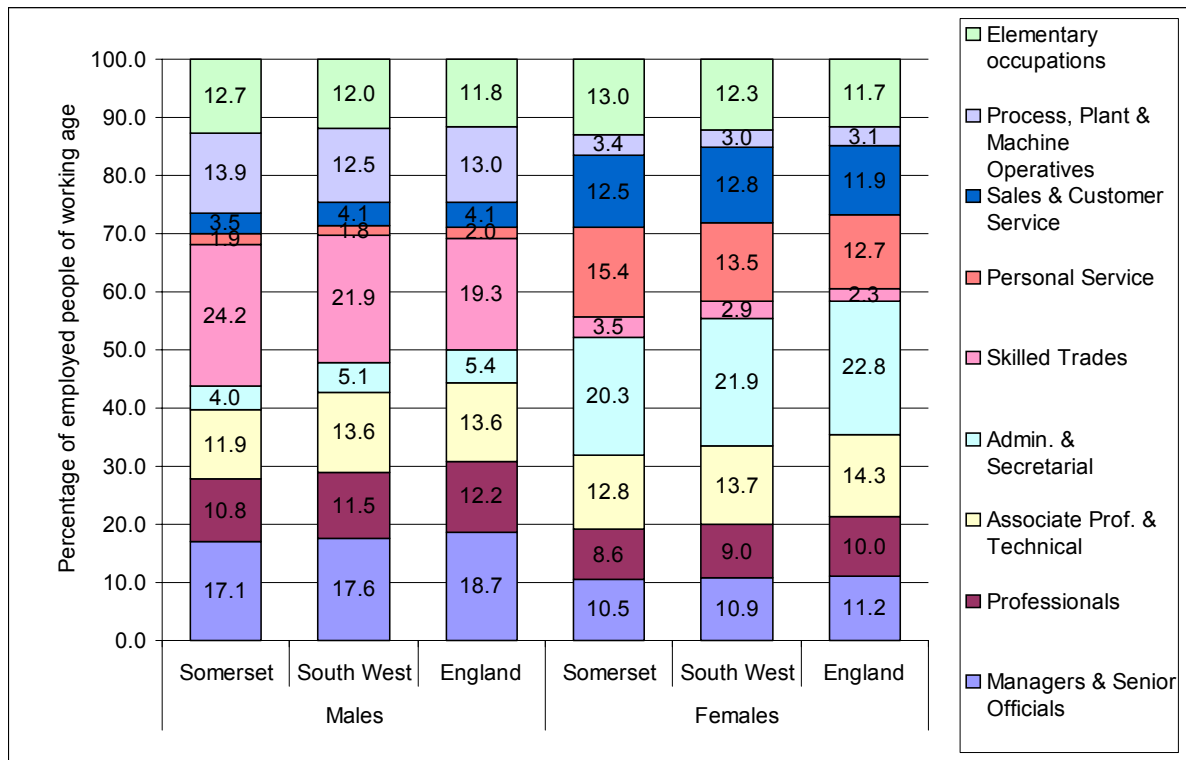
For women in Somerset:

- 22 per cent of women in Taunton Deane are employed in administrative and secretarial occupations, compared with 17 per cent in West Somerset
- In West Somerset 19 per cent of women work in personal service occupations, whilst in Mendip the figure is 15 per cent

In Somerset the proportion of men working in skilled trades fell slightly from 26 per cent in 1991 to 24 per cent in 2001²⁰. This mirrored a similar fall regionally and nationally in this type of work. For women, there was a fall in the proportion of women in administrative and secretarial occupations (down from 25 per cent to 20 per cent in Somerset, 25 per cent to 22 per cent in the region and 29 per cent to 23 per cent nationally).

²⁰ Source: 1991 Census LBS, Crown Copyright 1993. 2001 Census Standard Tables, Crown Copyright 2003.

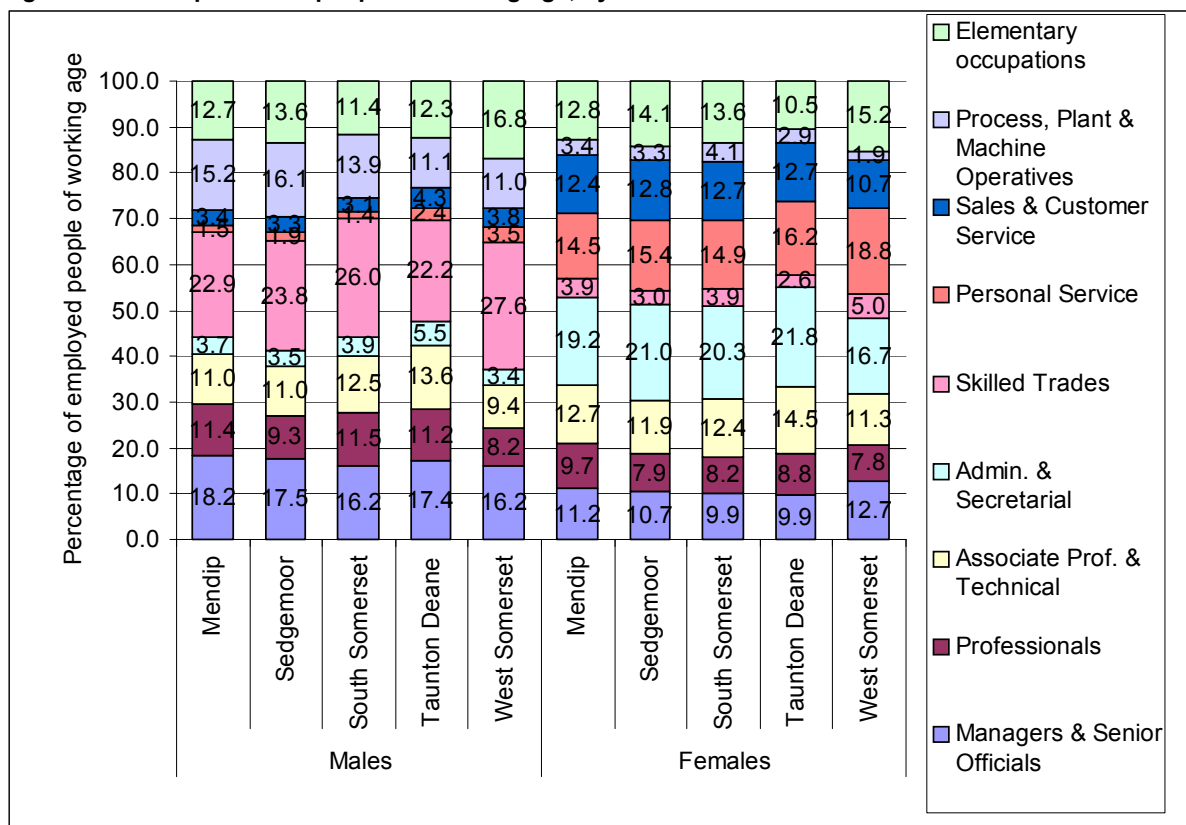
Figure 4.26 Occupations of people of working age, by sex



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 4.27 Occupations of people of working age, by sex in the Somerset districts



Source: 2001 Census Standard Tables, Crown Copyright 2003

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

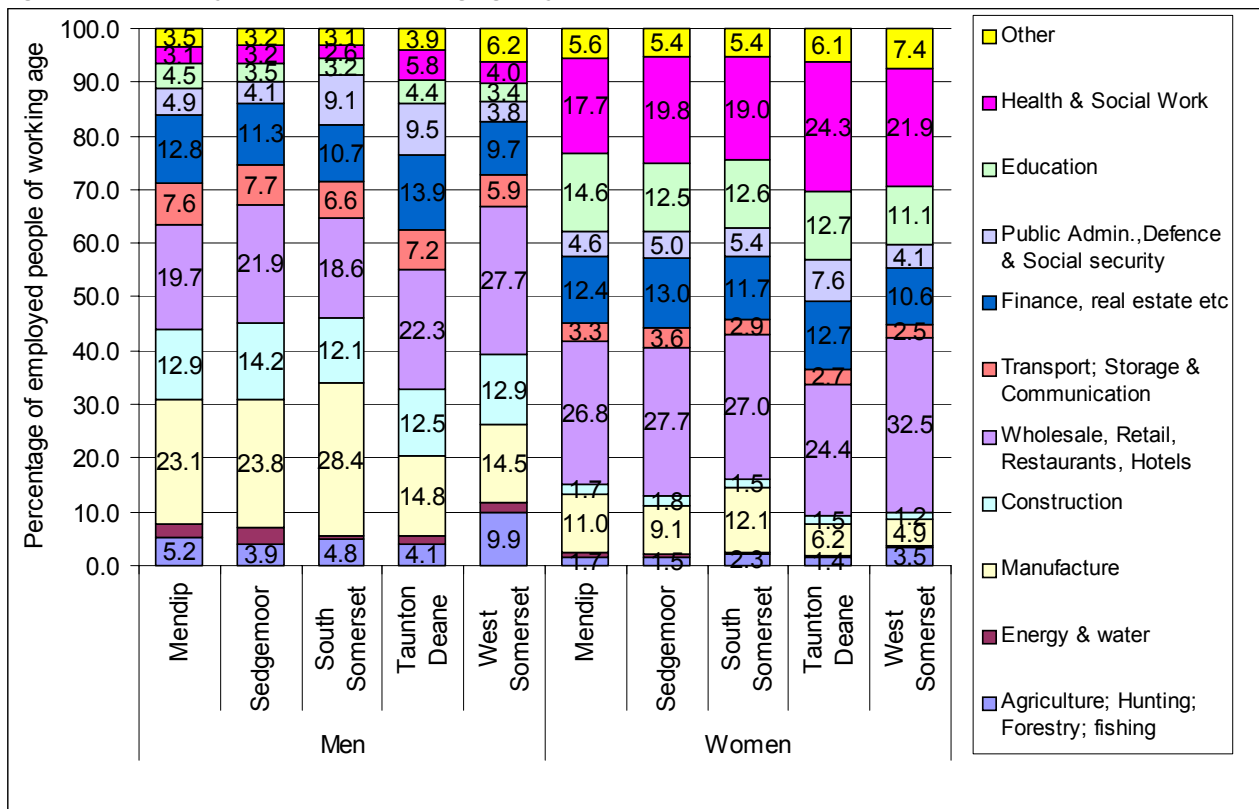
Figure 4.28 Industry of people of working age, by sex



Source: 2001 Census Standard Tables, Crown Copyright 2003

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

Figure 4.29 Industry of people of working age, by sex



Source: 2001 Census Standard Tables, Crown Copyright 2003

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

Figure 4.28 shows the industry in which people work, with again a marked difference between men and women. In Somerset, many men work in manufacturing (23 per cent) and in wholesale, retail, restaurants and hotels (21 per cent), whilst women tend to work in wholesale, retail, hotels and restaurants (27 per cent) and health and social work (20 per cent).

The variation in industry across the Somerset districts is shown in **Figure 4.29**. This shows that:

- Twice as many men (29 per cent) and women (12 per cent) in South Somerset work in manufacturing industry compared with West Somerset (15 per cent of men and 5 per cent of women).
- 28 per cent of West Somerset's men and 33 per cent of West Somerset's women work in wholesale, retail, restaurants and hotels, compared with 19 per cent of men in South Somerset and 25 per cent of women in Taunton Deane.
- 24 per cent of women in Taunton Deane are employed in health and social work compared with 18 per cent in Mendip. Fewer than 3 per cent of men in South Somerset, and less than 6 per cent in Taunton Deane work in this sector.
- 14 per cent of men in Sedgemoor work in the construction industry compared with fewer than 2 per cent of women in this district.

Between 1991 and 2001 there was a fall in the proportion of men employed in manufacturing (from 28 per cent to 23 per cent in Somerset, 22 per cent to 19 per cent in the region and 27 per cent to 20 per cent in England)²¹ and an increase in men working in finance and real estate (up from 8 per cent to 12 per cent in Somerset, stable at 15 per cent in both 1991 and 2001 in the region and up from 12 per cent to 18 per cent in England). Over this period there was also a fall in the proportion of women working in manufacturing, from 15 per cent to 10 per cent in Somerset, 12 per cent to 8 per cent in the region and 14 per cent to 9 per cent nationally.

All the districts in Somerset also showed a reduction in the proportion of men employed in manufacturing (down 10 per cent in Mendip, 6 per cent in Sedgemoor and South Somerset, 2 per cent in Taunton Deane), with the exception of West Somerset where there was no significant change. In this period there was a reduction in the proportion of women employed in manufacturing across all districts (down 7 per cent in Mendip, 8 per cent in Sedgemoor, 7 per cent in South Somerset, 2 per

cent in Taunton Deane and 1 per cent in West Somerset).

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 Somerset, 4.5 per cent of people have a second job (approximately 3 per cent of men and 6.7 per cent of women). In the South West 4.7 per cent of men and 8.1 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. The LFS, which is a sample survey, cannot produce reliable data about men and women at district level for districts with small populations.

Key Points

- Between 1991 and 2002 there was a **net increase of almost 37,000 jobs** in Somerset (24 per cent). About half of these jobs (19,558) were part-time female jobs. The percentage change varied from an increase in full-time male jobs of 6 per cent, and in part-time male jobs of 108 per cent. For both male and female part-time jobs, the increase in Somerset was greater than that for the region and England as a whole.
- Since 1991 there has been a significant and continuing **decline in jobs for men in manufacturing industries** in Somerset (down 8 per cent from 1991 to 2002) and a large increase in employment in the construction industry.
- For women in Somerset there has been a slight increase in employment in **distribution, hotels and restaurants and public administration, education and health**.
- A high proportion of men and women of working age in Somerset are **economically active**.
- In West Somerset, a high proportion of men and women are **self-employed**.
- Between 1991 and 2001 there was an increase in the proportion of women **driving to work** in Somerset, a decrease in men driving to work, and an increase in both men and women working at home.

²¹ Source: 1991 Census LBS, Crown Copyright 1993. 2001 Census Standard Tables, Crown Copyright 2003.

- Fewer people travel to work by **public transport** (train or bus) in Somerset.
- Men and women in Somerset tend to work closer to home than their counterparts in the region and nationally.
- There are marked differences in the occupations of men and women, with 20 per cent of employed women in **administrative and secretarial occupations** and 13 per cent in **sales and customer services**, whilst 24 per cent of employed men work in **skilled trades** and 14 per cent as **plant, process or machine operatives**.
- 23 per cent of employed men work in **manufacturing** and another 21 per cent in **wholesale and retail**. A relatively high proportion (13 per cent) of employed men work in the **construction industry**.
- 27 per cent of employed women work in **wholesale and retail** jobs, with a further 21 per cent working in **health and social work**.

5. The Gender Pay Gap

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

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

Women's Incomes over the Lifetime²²

"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."

²² Rake, K. (2001) *Women's Incomes over the Lifetime*. London: The Stationary Office

The Kingsmill Review 2001²³

"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 2001²⁴

"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."

²³ Kingsmill, D. (2001), *The Kingsmill Review of Women's Pay and Employment*, London, DTI

²⁴ 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 Somerset, compared with the South West region and England as a whole.

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

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

Interrupted employment patterns and part-time working are also strongly linked to women's lower lifetime earnings, as shown in the government's report, "Women's Earnings over the Lifetime", published by the Cabinet Office in 2000. Breaks in employment and

changes of employer can also lead to women being placed lower on pay scales when returning to work following a period of childcare or caring.

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

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

Pay in Somerset

In Somerset low pay is much more prevalent for both men and women than in the region and England as a whole

Figure 5.1 shows gross weekly and hourly pay for men and women in Somerset, the South West region and England as a whole, together with the number of hours they work each week. While the full-time average male worker in England earned £13.10 per hour, and those in the South West region earned £12.09 per hour, men in full-time employment in Somerset earned only £11.59. Women at all geographical levels earned much less than their male counterparts and women in full-time employment in Somerset earned less than those in the region and nationally, just £9.45 per hour.

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

Area		Gross Weekly Pay (£)		Hourly pay including overtime (£)		Total hours worked weekly (hrs)	
		Males	Females	Males	Females	Males	Females
Somerset	All	450.97	245.79	11.41	8.72	39.8	28.2
	Full-time	482.51	355.58	11.59	9.45	41.6	37.3
	Part-time	**	136.38	**	7.21	**	18.8
South West	All	462.86	264.23	11.93	9.15	38.9	29.2
	Full-time	496.30	365.68	12.09	9.76	41.0	37.5
	Part-time	**	147.35	**	7.74	18.6	19.2
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 2004²⁵

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

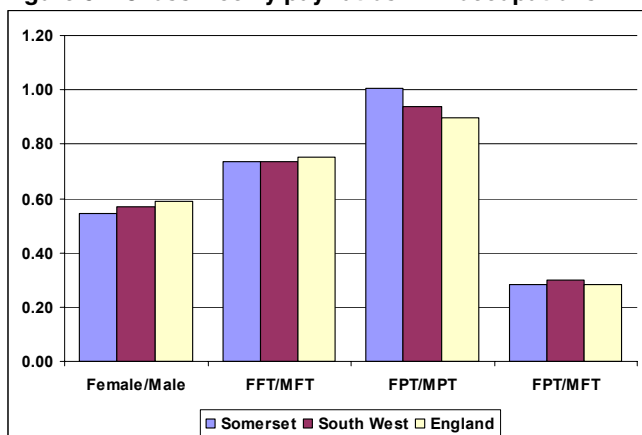
²⁵ The New Earnings Survey is based on a 1 per cent sample of employees in employment. These data relate to people who are resident in Somerset.

Average weekly pay is affected by the hours that men and women work. Normal basic hours for men average 40 each week for men and 28 per week for women in Somerset. This is similar to men and women in the region (39 and 29 hours per week) and England as a whole (39 and 30 hours per week). Although the number of hours worked each week is similar at all geographical levels, the low hourly pay in Somerset results in lower gross weekly pay. This is shown in **Figure 5.1** and, again, men and women in Somerset earn less than their counterparts in the region and England, with women earning less than men.

Figures 5.2 - 5.5 show women's weekly pay as a ratio of men's weekly pay in selected occupations. Equal pay exists if the bar is at 1. Bars below 1 indicate that women's pay is only a proportion of that of men. Bars above 1 indicate that women are earning more than men. Pay data for all occupations (**Figure 5.2**) show that patterns of pay in Somerset vary only slightly from the regional and national pictures. In almost all cases women earn less than men. The only exception is female part-time workers in Somerset, who earn the same as their male counterparts.

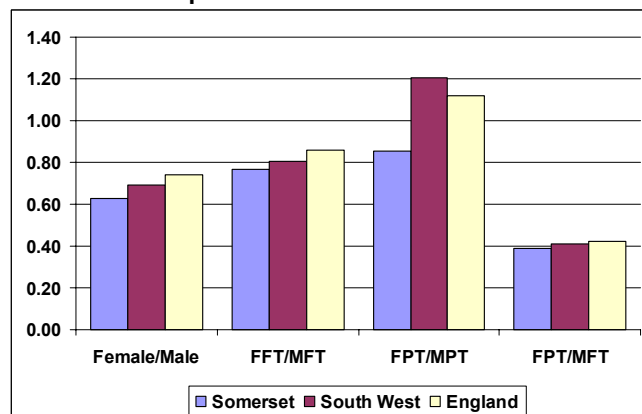
Comparing full-time workers across all occupations shows that the pay gap between women and men is similar in Somerset, the South West and England as a whole. The pay data for different occupations shows that women and men come closest to equal pay in personal service occupations. Men in this occupation tend to be paid low wages, like women. In Somerset the gender pay gap is larger than the national average in full-time sales and customer service occupations, in contrast to the picture regionally and nationally.

Figure 5.2 Gross weekly pay ratios - All occupations



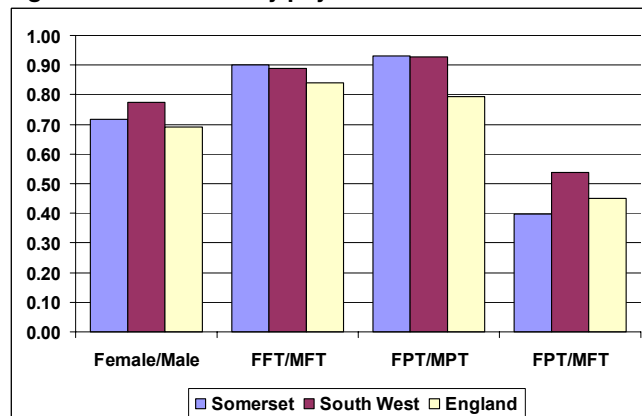
Source: New Earnings Survey, 2003

Figure 5.3 Gross weekly pay ratios - Administrative and secretarial occupations



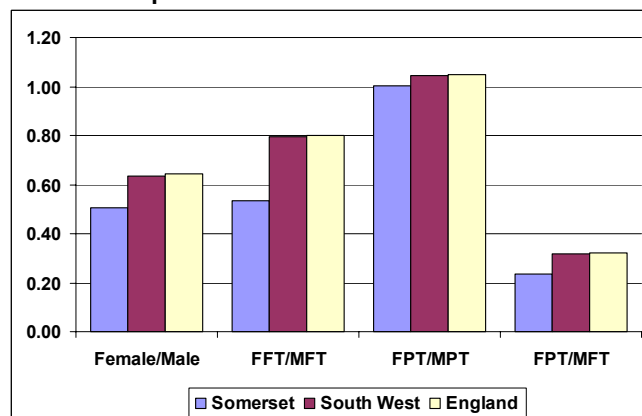
Source: New Earnings Survey, 2003

Figure 5.4 Gross weekly pay ratios - Personal services



Source: New Earnings Survey, 2003

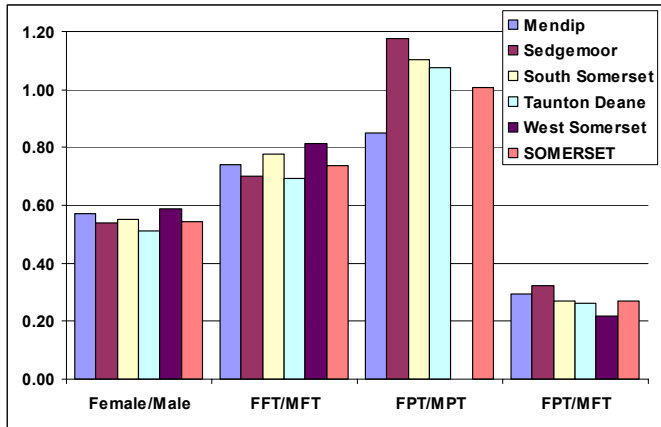
Figure 5.5 Gross weekly pay ratios - Sales and customer service occupations



Source: New Earnings Survey, 2003

Figure 5.6 shows women's weekly pay as a ratio of men's weekly pay for all occupations in the districts in Somerset. For full-time workers in Somerset, the pay gap is narrowest in West Somerset and widest in Taunton Deane. The greatest variation across the districts is seen when comparing the pay of part-time female workers and part-time male workers. In Mendip women who work part-time are paid, on average, only 85 per cent of the wage of their male counterparts, whilst in Sedgemoor, they receive 18 per cent more.

Figure 5.6 Gross weekly pay ratios in the Somerset Districts - All occupations



Source: *New Earnings Survey, 2003*

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

Low pay is much more prevalent for both men and women full-time workers in Somerset than in the South West region and England as a whole. **Figure 5.7** shows the percentages of women and men whose weekly pay falls into different wage bands. 1 in 3 Somerset women

working full-time earned less than £250 per week, compared with 1 in 4 women in England as a whole. Around 1 in 8 Somerset men working full-time earned less than £250 per week, which is similar to the proportion in the region and England as a whole.

Among full-time men in employment, while the top 10 per cent in England earned £870 or more per week and in the region the top 10 per cent of men earned at least £774, the top 10 per cent in Somerset earned only £737 or more per week. Among full-time females in employment, the top 10 per cent of earners earned £634 or more in Somerset, compared with £585 or more in the region and at least £644 in England as a whole. The earnings levels for men and women in the bottom 10 per cent of earners were similar in Somerset, the South West and England as a whole, although at all geographical levels the bottom 10 per cent of full-time women earners earned less than the bottom 10 per cent of full-time male earners.

Figure 5.7 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
Somerset	Males	12.0	40.0	60.6	£242.10	£736.70
	Females	32.8	66.6	76.7	£197.70	£633.80
South West	Males	12.2	35.8	57.9	£239.60	£773.50
	Females	27.5	59.8	78.3	£200.00	£585.40
England	Males	10.6	32.4	53.8	£246.60	£870.20
	Females	23.6	51.9	71.5	£203.10	£644.40

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

Key Points

- In Somerset, hourly pay rates for both men and women who work full-time are lower than in the region and England as a whole.
- Women in full-time employment earn less than their male counterparts at all geographical levels.
- Although for full-time workers across all occupations, the ratio of women's to men's gross weekly pay is similar for Somerset, the region and nationally, there is significant variation by occupation. The pay gap is narrowest in personal services occupations, and appears widest for women in Somerset in administrative and secretarial occupations.

- Although there is little difference between Somerset, the region and England in the amount that the bottom 10 per cent of earners earn, the top 10 per cent of earners in Somerset who work full-time earn much less than their counterparts in England, especially for men.

6. Unemployment and Economic Inactivity

Unemployment

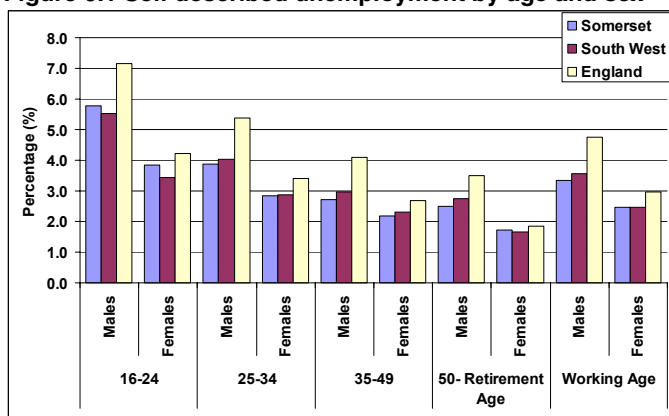
Unemployment in Somerset is particularly marked amongst younger men and women.

Although assessing the level of unemployment and economic inactivity is notoriously difficult, data from a number of sources show that proportionally there is a similar proportion of men and women of working age who are unemployed in Somerset compared with the South West region 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 3.4 per cent in Somerset, which is similar to that in the South West (3.6 per cent) but lower than in England as a whole (4.8 per cent). This equates to 5,079 unemployed men. For women of working age the unemployment rate is 2.4 per cent (over 3,430 women) which is lower than both the South West (3.3 per cent) and England figures (3.0 per cent).

The highest levels of unemployment are amongst those aged 16-24, where the rate for men and women rises to 5.8 per cent and 3.8 per cent respectively. At all ages and across all geographic levels the unemployment rate for men is higher than that for women.

Figure 6.1 Self described unemployment by age and sex



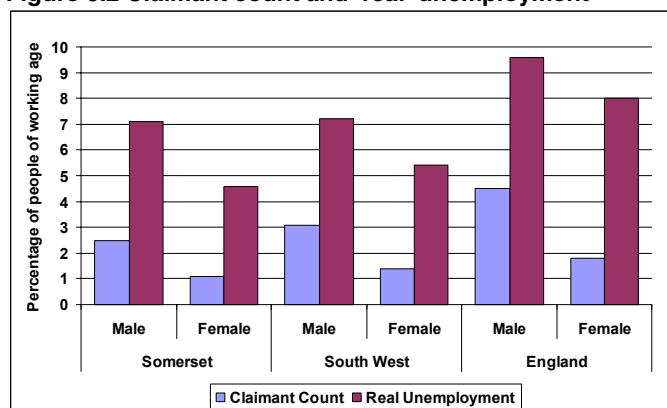
Source: 2001 Census Standard Tables, Crown Copyright 2003

Within Somerset, the highest levels of unemployment are in West Somerset (4.5 per cent of men and 2.9 per cent of women of working age), although this is still lower than the national level. The rate is higher than the other Districts in Somerset in all age groups except 16-24, where Sedgemoor has the highest rate. It is particularly high amongst 25-34 year olds (6.8 per cent

of men and 4 per cent of women). This is unsurprising given that West Somerset is a largely rural District with a low proportion of young people and a high proportion of retired people. Unemployment is higher in West Somerset, particularly in winter, due to the predominantly seasonal nature of the work in the District which is mainly in tourism and agriculture. The lowest unemployment rates are in South Somerset (2.8 per cent of men and 2.2 per cent of women of working age).

Another measure of unemployment is the number of people claiming unemployment related benefits (claimant count). However, in certain circumstances people may be unemployed but not appear in the claimant count, such as those diverted into early retirement. **Figure 6.2** shows the claimant count and an alternative estimate of the 'real' unemployment rate. Researchers at Sheffield Hallam University have used a range of measures to estimate the 'real' level of unemployment, which includes not only the claimant count but also people diverted on to other benefits (e.g. Incapacity Benefit) or out of 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'

Calculated in this way, the 'real' unemployment rate for men of 7 per cent and 5 per cent for women in Somerset is lower than the regional and national equivalents. While 'real' unemployment is higher amongst men in Somerset, the difference between the claimant count and the 'real' unemployment rate is greatest for women. Thus, it appears that many more women experience 'hidden' unemployment. Within Somerset, West Somerset has the highest rates of 'real' unemployment at nearly 13 per cent in men and 8 per cent in women.

Another measure of unemployment is the 'Want Work Rate'²⁶ (WWR). The TUC has estimated working age 'want work rates' that take those who are unemployed, plus the inactive who want work, as a share of the active

²⁶ 'Inactive Britain' - TUC report on working age inactivity in Britain and the rest of Europe, January 2004.

labour force including the inactive who want work. Using this methodology, WWRs have been estimated for Somerset, the South West and England. **Figure 6.3** shows that although the unemployment and 'real' unemployment rates are usually higher for men than women, the converse is true of WWRs.

Figure 6.3 Want Work Rates

	All	Males	Females
Somerset	9.0	**	**
South West	10.3	9.1	11.8
England	11.1	9.9	12.5

Source: LFS 2002, ONS and Sheffield Hallam University

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

The most common reason given among the inactive who wanted a job for not looking for work was long-term sickness and disability, covering about 34 per cent of the total²⁷. The next most common reason was family and care responsibilities, accounting for another 32 per cent. There were a small group of students, about 13 per cent of the total. However, nearly 20 per cent gave 'some other reason' (including a small number of discouraged workers (about 2 per cent), who think there are no jobs available.

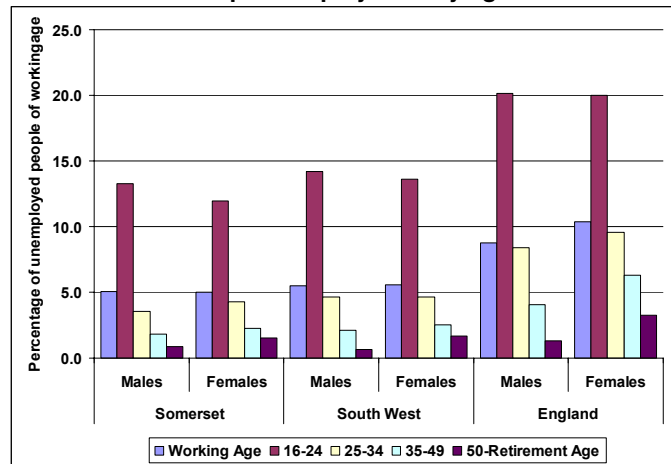
Length of time since last worked and former occupation and industry

In Somerset, many unemployed women and men have never been employed.

Figure 6.4 shows that in Somerset a lower percentage of unemployed people of working age have never been in paid employment than in the South West region and in England as a whole. The proportion of women who have never been in paid employment is similar to that for men. This is in contrast to the situation in England where more women than men have never been in paid employment.

Within Somerset, the proportion of unemployed people of working age who have never been in paid employment is highest in Sedgemoor, where 5.7 per cent of men and 6.1 per cent of women have never worked, and in West Somerset where 8 per cent of women of working age have never been in paid employment. This can be seen in **Figure 6.5**. In West Somerset, nearly 30 per cent of unemployed women aged 16-24 have never been in paid employment (although this figure is based on quite a small population size of 51 women aged 16-24 who are unemployed, of whom 15 had never been in paid employment).

Figure 6.4 The percentage of unemployed people who have never been in paid employment by age and sex



Source: 2001 Census Standard Tables, Crown Copyright 2003

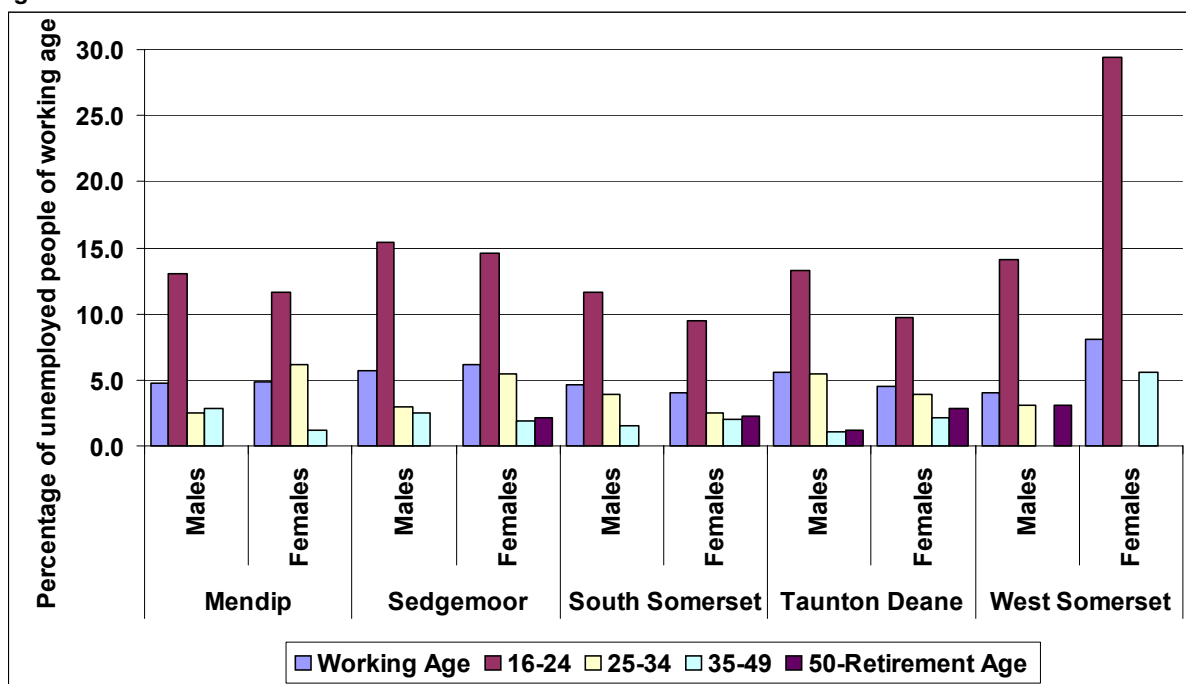
The lowest proportions are seen in South Somerset, where 4.6 per cent of these men and 4 per cent of the women have never been in paid employment. In Mendip, a significant proportion of women aged 25-34 have never been in paid employment, 6 per cent compared to 4.3 per cent in Somerset. This is the only District in Somerset where the proportion of unemployed people aged 25-34 who have never been in paid employment is higher than the proportion of all working age people who have never been in paid employment.

Figure 6.6 shows that around one sixth of unemployed people of working age in Somerset, 15 per cent of men and 18 per cent of women, had not worked in the 5 years prior to the 2001 Census. This compares with 15 per cent of men and 19 per cent of women in the South West, and 21 per cent of men and 25 per cent of women in England.

Again, this varies from district to district within Somerset, from 14 per cent of unemployed men of working age in South Somerset having not worked in the last 5 years, to 16 per cent of unemployed men in Taunton Deane. For women, the lowest proportions are seen in South Somerset, where 15 per cent of unemployed women of working age have not worked in the last 5 years, to 21 per cent of unemployed women in West Somerset.

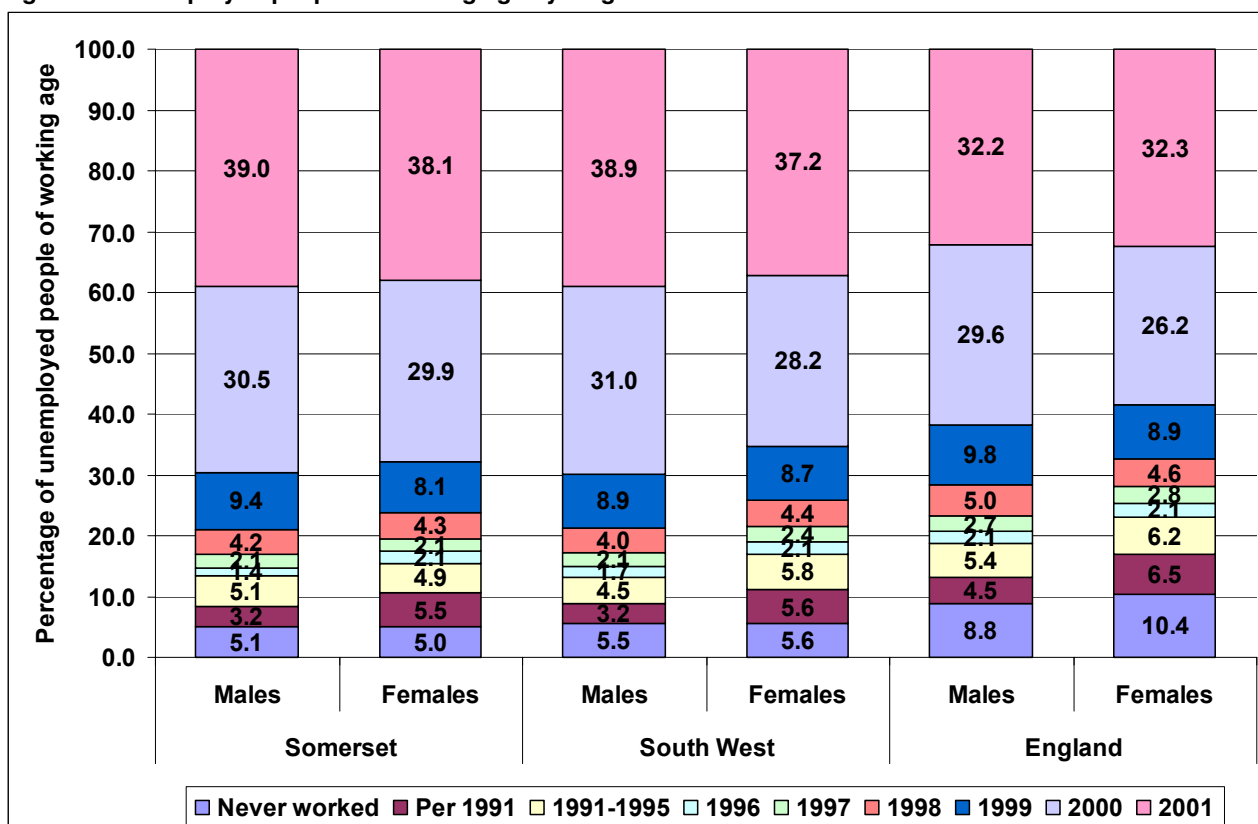
²⁷ Source: Labour Force Survey 2002, ONS, Crown Copyright 2004.

Figure 6.5 The percentage of unemployed people in the Somerset Districts who have never been in paid employment by age and sex



Source: 2001 Census Standard Tables, Crown Copyright 2003

Figure 6.6 Unemployed people of working age by length of time since last worked and sex



Source: 2001 Census Standard tables, Crown Copyright 2003

Many unemployed women last worked in personal services and in health and social work. Many unemployed men were formerly process, plant and machine operatives and worked in construction, agriculture and manufacturing.

Figure 6.7 shows the former occupation of those people of working age who said they were unemployed. A high proportion of unemployed people of working age in Somerset (28 per cent of men and 22 per cent of women), were previously in elementary occupations (see note to Figure 6.7). The figures are similar to the proportions in the region and in England. Proportionally more unemployed men and women in Somerset were previously managers and senior officials than in England as a whole. In Somerset, 20 per cent of unemployed men were formerly in skilled trades, and 16 per cent were process, plant and machine operatives. Of the unemployed women in Somerset, 18 per cent were previously in sales and customer services, and 16 per cent last worked in administrative and secretarial occupations.

Figure 6.8 shows the variation in the previous occupation of unemployed people across the Somerset Districts. For unemployed men:

- Nearly a third of men in Sedgemoor were previously employed in elementary occupations
- 30 per cent of men in West Somerset were formerly working in skilled trades
- In South Somerset 12 per cent of men had in the past been managers and senior officials

For unemployed women:

- 28 per cent of women in West Somerset were previously employed in elementary occupations
- In Taunton Deane 22 per cent of women were formerly employed in sales and customer services
- 18 per cent of women in Mendip worked in administrative and secretarial posts

Figure 6.9 shows the former industry of unemployed people of working age. Almost a quarter of unemployed men in Somerset were previously employed in manufacturing, which is more than the percentage for the region (19 per cent) and similar to that in England (21 per cent). Almost a further 20 per cent of men were formerly in construction. 4 per cent formerly worked in

agriculture, compared with 3 per cent in the South West and 2 per cent in England as a whole.

Among the unemployed women in Somerset, 25 per cent were previously in wholesale and retail, a similar proportion to both the region (23 per cent) and England (24 per cent). About a sixth of unemployed women in Somerset last worked in health and social work, which is higher than the number in the South West (14 per cent) and in England as a whole (13 per cent). 13 per cent of unemployed women in Somerset were formerly in jobs in hotels and restaurants, and 1.3 per cent were previously employed in agriculture.

Figure 6.10 shows the picture across the districts within Somerset. Again there is a significant difference between the former industries of unemployed men and women, but there is also variation across the districts.

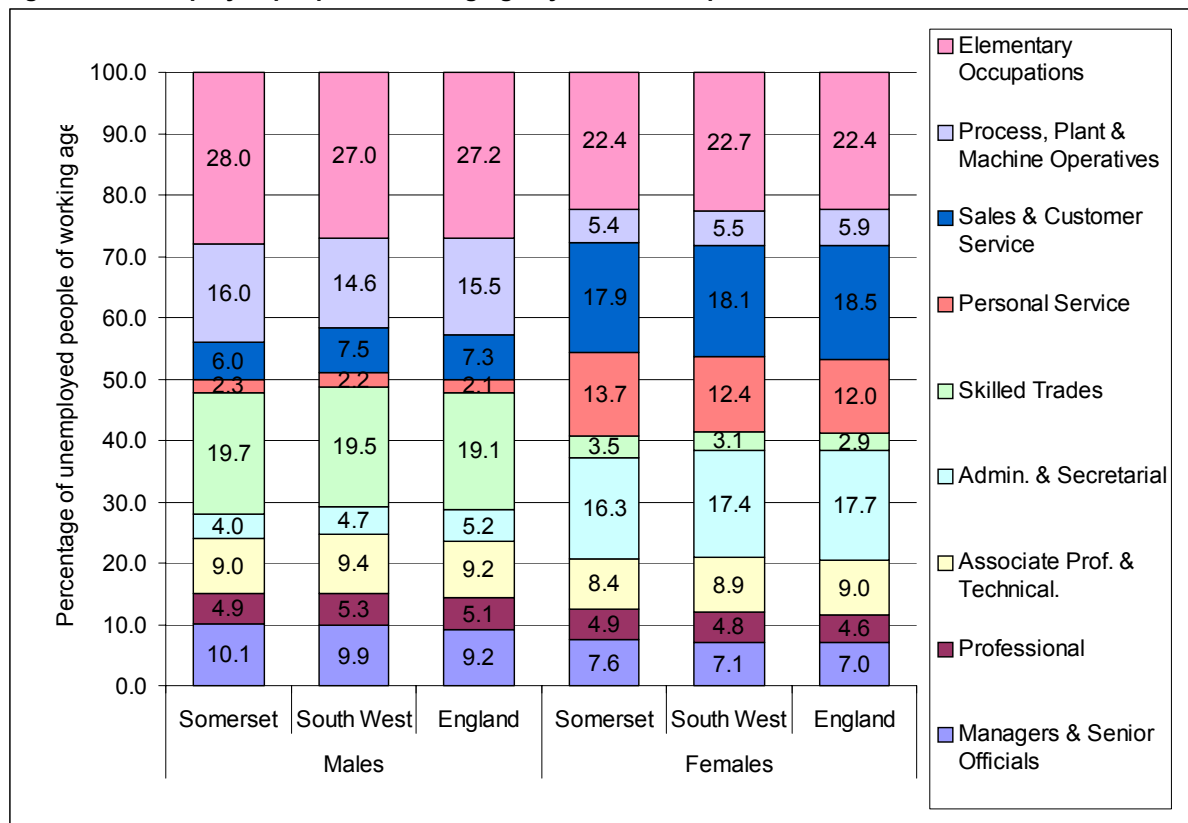
For unemployed men:

- 22 per cent of unemployed men in West Somerset formerly worked in the construction industry, compared to just 15 per cent in Somerset
- In Mendip, 26 per cent of unemployed men used to work in manufacturing (22 per cent in Somerset)
- 13 per cent of unemployed men in Taunton Deane were previously employed in public administration, education, health and social work, compared to just 9 per cent in Somerset
- 24 per cent of men in Sedgemoor were formerly employed in wholesale and retail (22 per cent in Somerset)

Amongst unemployed women:

- 28 per cent of unemployed women in West Somerset formerly worked in wholesale and retail (25 per cent in Somerset) and almost another quarter (22 per cent) used to work in hotels and restaurants (just 13 per cent in Somerset)
- In South Somerset, 14 per cent of women used to work in manufacturing
- Nearly a third of unemployed women in Taunton Deane (30 per cent) were previously working in public administration, education, health and social work, compared with 26 per cent in Somerset as a whole

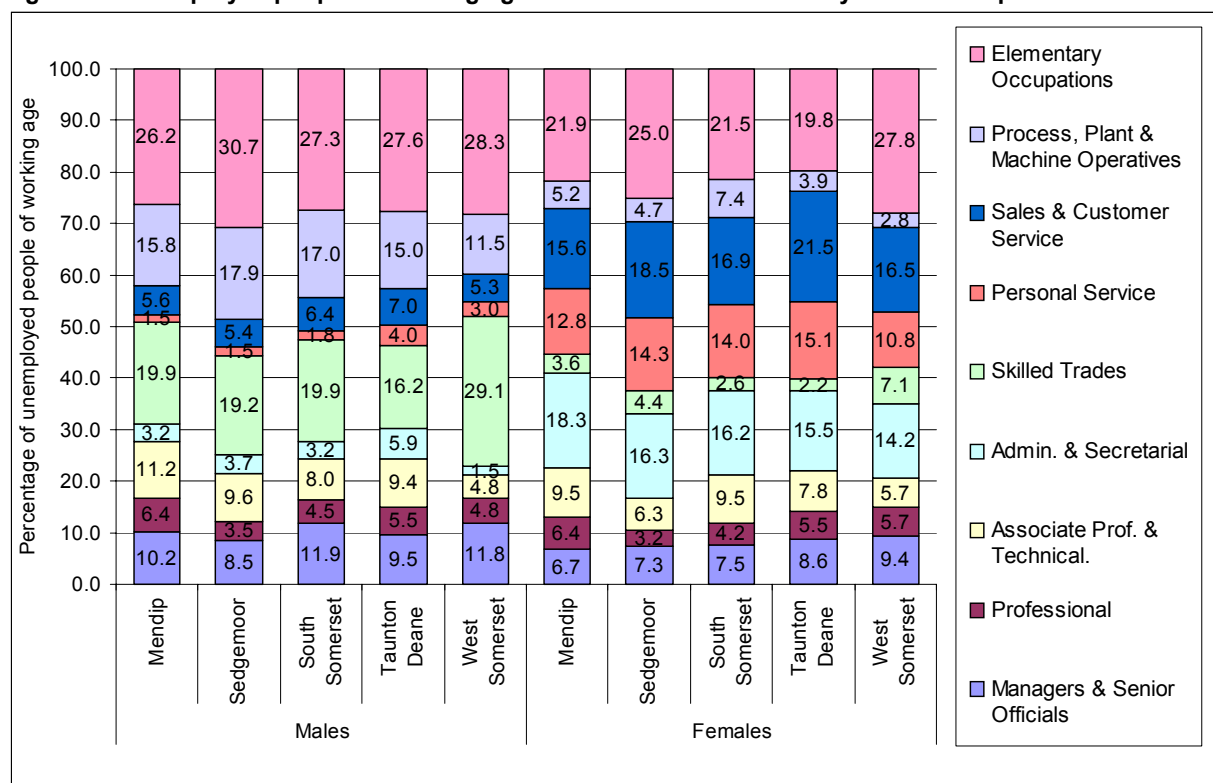
Figure 6.7 Unemployed people of working age by former occupation and sex



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.

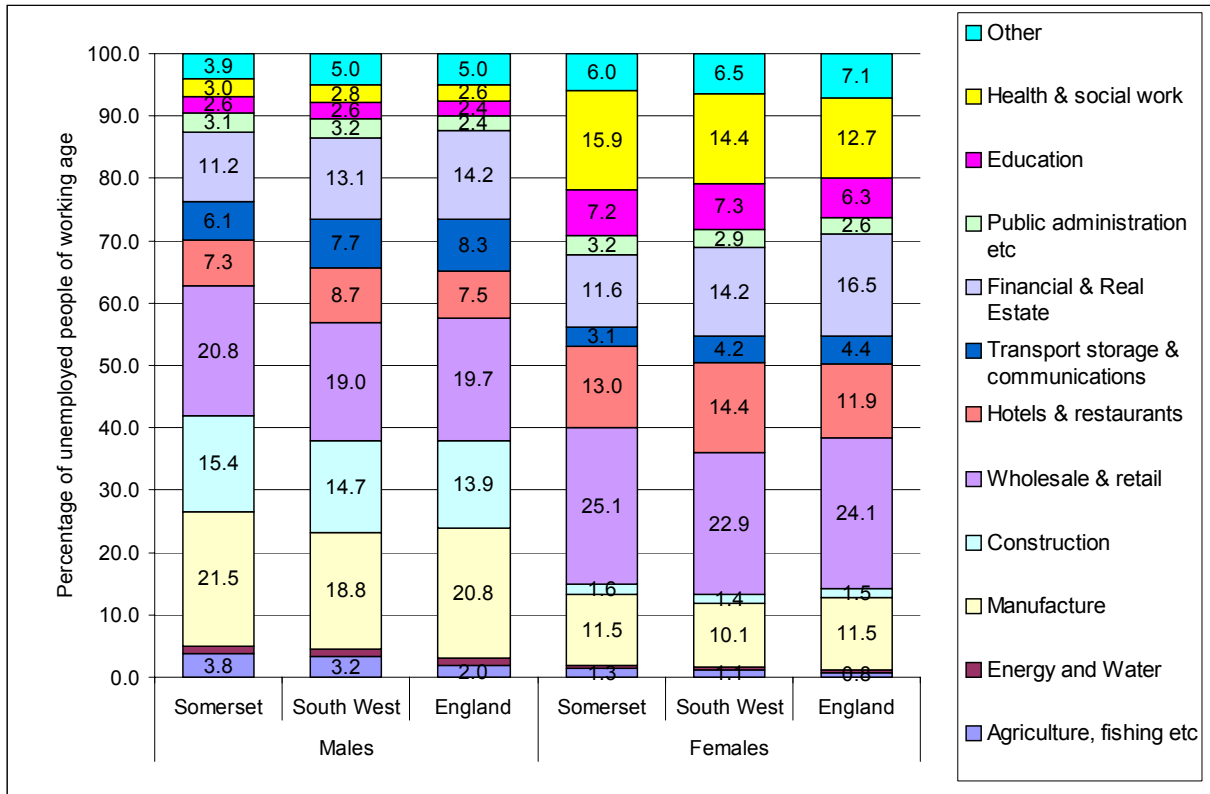
Figure 6.8 Unemployed people of working age in the Somerset Districts by former occupation and sex



Source: 2001 Census Standard Tables, Crown Copyright 2003

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

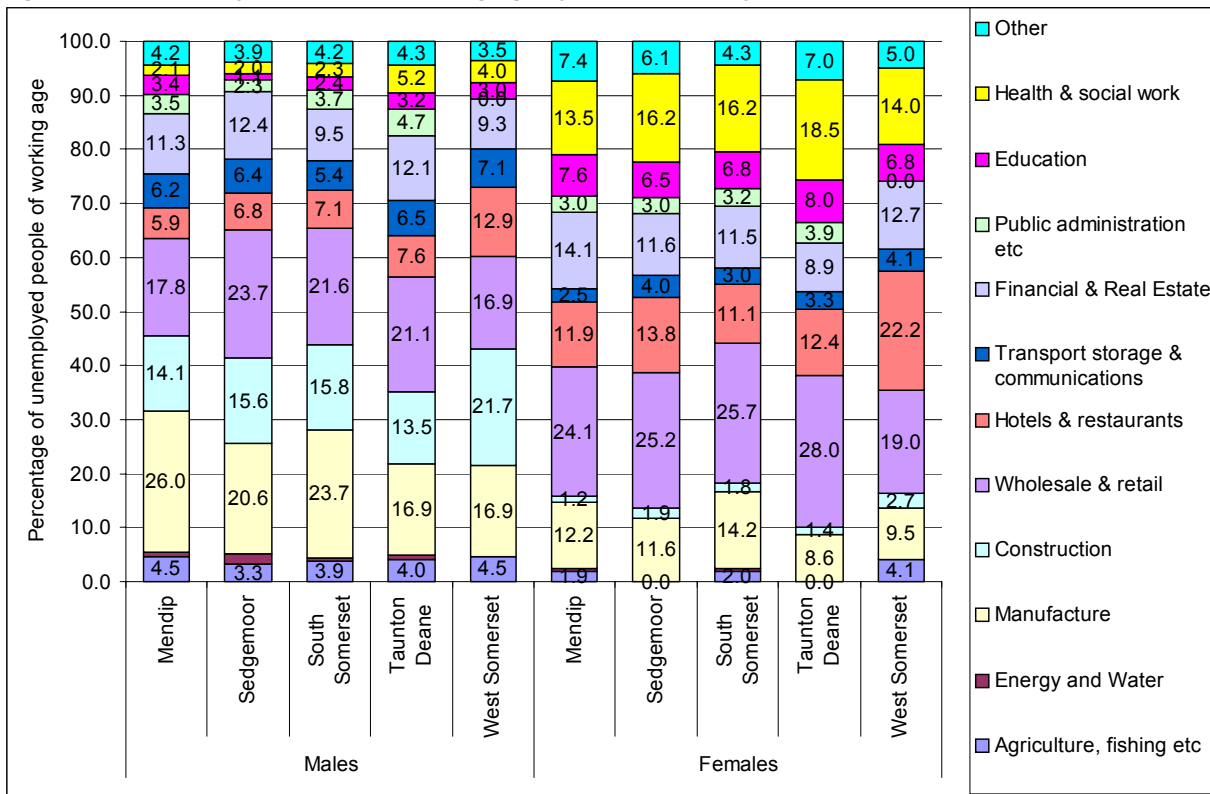
Figure 6.9 Unemployed people of working age by former industry and sex



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 6.10 Unemployed people of working age by former industry and sex



Source: 2001 Census Standard Tables, Crown Copyright 2003

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

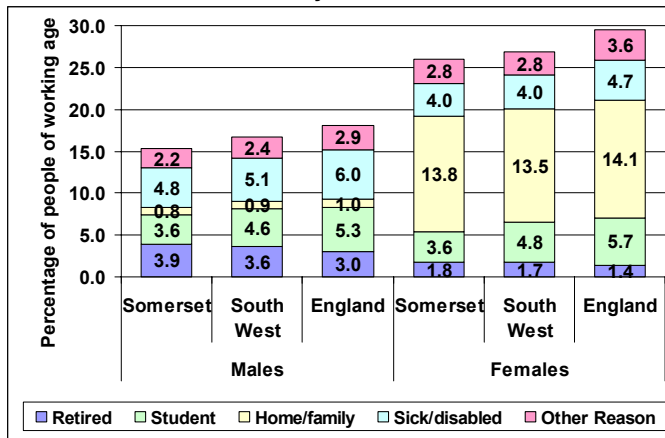
Economic Inactivity

Somerset's economically inactive population includes a low proportion of students.

Figure 6.11 provides an explanation of why men and women describe themselves as economically inactive. This shows that

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

Figure 6.11 People of working age by economic inactivity, sex and reason for inactivity



Source: 2001 Census Standard Tables, Crown Copyright 2003

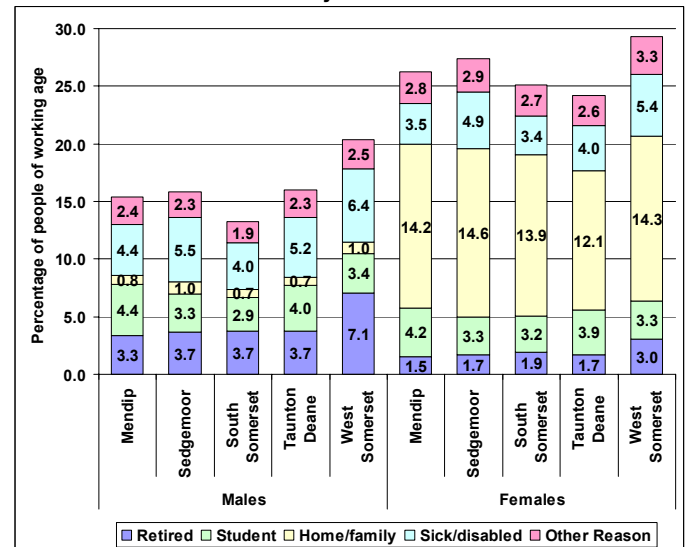
In the Somerset Districts, the level of economic inactivity amongst men ranges from 13 per cent in South Somerset to 20 per cent in West Somerset, and for women from 24 per cent of women in Taunton Deane to 29 per cent in West Somerset. **Figure 6.12** shows that there is also significant variation in the reasons for this economic inactivity:

- In West Somerset, 7 per cent of men of working age are retired and over 6 per cent are permanently sick or disabled, compared with 4 per cent and 5 per cent respectively in Somerset as a whole. 5.4 per cent of women in West Somerset are permanently sick or

disabled, compared with just 3.4 per cent in South Somerset

- 4.4 per cent of men and 4.2 per cent of women in Mendip are students, compared with 3.6 per cent of men and women in Somerset
- Almost 15 per cent of women in Sedgemoor are looking after their home and family, compared with just 12 per cent in Taunton Deane

Figure 6.12 People of working age by economic inactivity, sex and reason for inactivity for the Districts in Somerset



Source: 2001 Census Standard Tables, Crown Copyright 2003

Data from the 1991 and 2001 Censuses show that there has been an increase in the percentage of men of working age who are **economically inactive**, from 12 per cent of men in Somerset in 1991 to 15 per cent in 2001²⁸. Similar, though larger, increases are seen in the South West (from 12 per cent to 17 per cent) and in England (from 13 per cent to 18 per cent). However, between 1991 and 2001 there has been a decrease in the percentage of women of working age who are economically inactive, from 33 per cent to 26 per cent in Somerset. This decrease is larger than that seen in the South West (from 31 per cent to 27 per cent) and in England (from 32 per cent to 29 per cent).

Within all of the Somerset Districts there was an increase in the proportion of working age men who are economically inactive. The largest increase, of 7 per cent, was seen in West Somerset, compared with an increase of under 3 per cent in South Somerset. In contrast, the proportion of women of working age who are economically inactive fell in all of the Somerset Districts. The largest decrease (7 per cent) was in South Somerset with the smallest decrease (5 per cent) in Mendip.

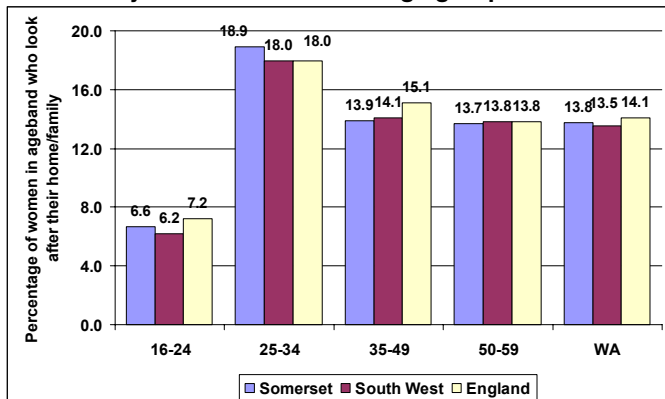
²⁸ Source: 1991 Census LBS, Crown Copyright 1993. 2001 Census Standard Tables, Crown Copyright 2003.

Comparing the data from the 1991 Census with the 2001 Census also shows an increase in the percentage of people of working age who are **permanently sick or disabled**. The increase is similar in Somerset (1.2 per cent of men and 1.7 per cent of women), to that in the South West (1.3 per cent and 1.6 per cent) and in England (1.2 per cent and 1.6 per cent).

Within Somerset the increase in the proportion of people of working age who are permanently sick or disabled ranged from less than 1 per cent in South Somerset, to over 2 per cent in West Somerset for men, and from just over 1 per cent in Mendip to nearly 3 per cent in West Somerset for women. The increase was greatest for women in all the Somerset Districts.

Figure 6.13 shows that the percentage of women who **look after their home/family** full-time varies within each age group. In Somerset, a larger proportion of 16-24 year olds and 25-34 year olds are looking after the home/family full-time than in the South West and in England. The proportion is lower in women aged 35-49.

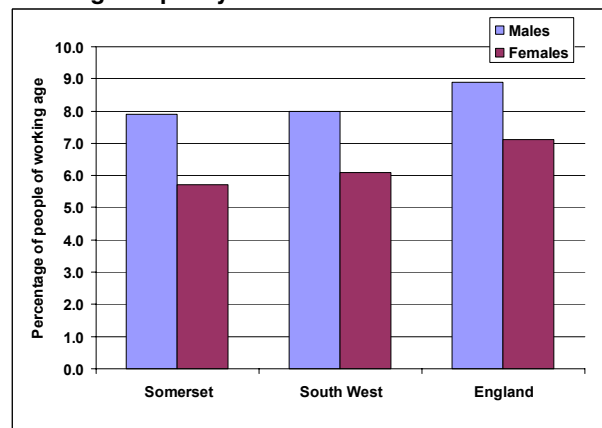
Figure 6.13 Percentage of women who look after their home/family full-time within each age group



Source: 2001 Census Standard Tables, Crown Copyright 2003

Across Somerset there is variation in the percentage of women who look after their home and family by age. Amongst 16-24 year olds, in Sedgemoor 8.4 per cent look after their home and family full-time compared with 5.9 per cent in Mendip and Taunton Deane. In West Somerset over 20 per cent of 25-34 year olds were looking after their home and family, compared with just 16 per cent of women in the same age group in Taunton Deane.

Figure 6.14 Percentage of working age population who are claiming Incapacity Benefit



Source: Claimants of Key Benefits, DWP, August 2003

In **Figure 6.14** it can be seen that more than 8 per cent of men and almost 6 per cent of women of working age in Somerset are claiming Incapacity Benefit. This is slightly lower than the percentages in the region, and lower than in England as a whole. However, in the West Somerset District the figure for men is 10 per cent. The highest levels for women are in Sedgemoor, where 7 per cent claim Incapacity Benefit.

Qualifications and Economic Activity

Qualifications have a marked effect on employment status. This is particularly acute for women in Somerset. For men, lack of qualifications is strongly linked to unemployment.

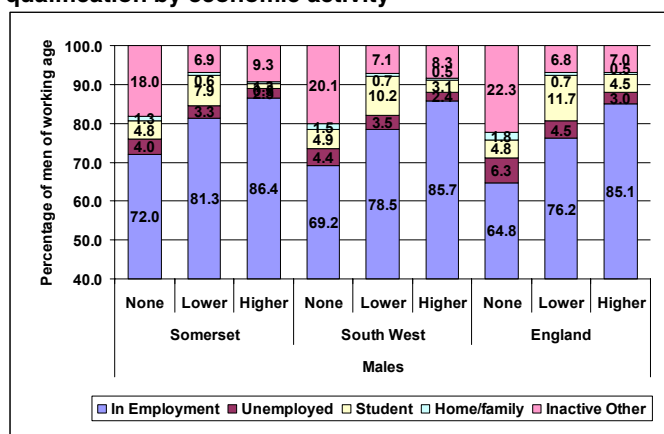
Figures 6.15 and 6.16 show the marked difference that qualifications make to employment status. In Somerset:

- 57 per cent of women with no qualifications were in employment, compared with 81 per cent of women with a degree. In West Somerset, just 51 per cent of women with no qualifications were in employment. In contrast in Taunton Deane over 83 per cent of women with a degree were in employment.
- 18 per cent of women with no qualifications were at home looking after their home and family, compared with just 9 per cent of highly qualified women. This varied across the Somerset Districts from 20 per cent of women with no qualifications in West Somerset to less than 8 per cent of highly qualified women in Taunton Deane.
- For men, lack of qualifications was strongly linked to unemployment. Unqualified men were twice as likely to be unemployed as men with a university degree. A similar but less marked pattern also applies to women.

- In Somerset, both men and women without qualifications were much more likely to be in employment than those in the South West and in England, and consequently less likely to be economically inactive.

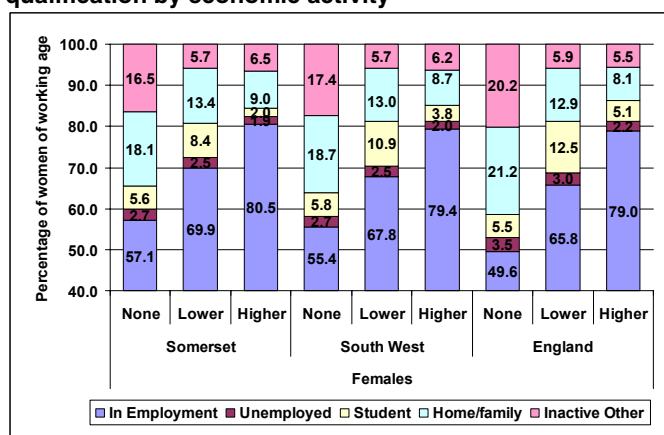
Level of qualification also varies by age. This was discussed more fully in Chapter 3.

Figure 6.15 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 those equivalent to 'A' level and below. Higher level qualifications are those equivalent to degree and above

Figure 6.16 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 those equivalent to 'A' level and below. Higher level qualifications are those equivalent to degree and above

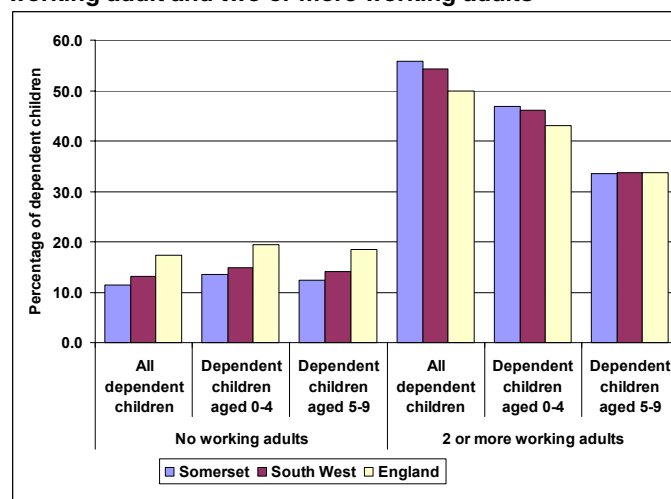
Families and Economic Activity

More than 1 in 6 children in Somerset is growing up in a workless household.

Figure 6.17 shows that 12 per cent of dependent children in Somerset live in households with no working adult, compared with 13 per cent in the South West and 17 per cent in England. This was higher for children under five (14 per cent) and for those aged five to ten (12 per cent). In South Somerset, only 9 per cent of

dependent children live in households with no working adult, but in West Somerset this figure rises to 14 per cent. This is again higher for children under five, with nearly 19 per cent in West Somerset living in workless households. For children aged five to ten the highest rates are in Sedgemoor (15 per cent).

Figure 6.17 Dependent children²⁹ in households with no working adult and two or more working adults



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

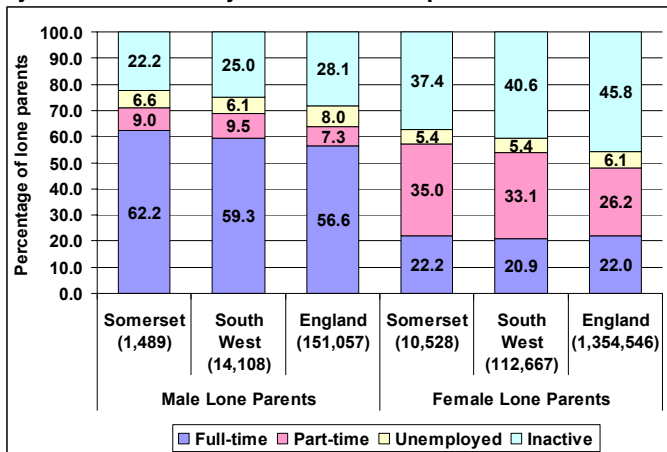
Nearly 56 per cent of all dependent children in Somerset live in households with two or more working adults. This is higher than the percentage in the region (54 per cent) and England (50 per cent). In Somerset a third of dependent children live in households where just one adult works. This is similar to the region and England as a whole. Within the county, 59 per cent of children in South Somerset live in households with two or more working adults, compared with just 51 per cent in West Somerset.

In Chapter 2 it was stated that 5 per cent of the households in Somerset were lone parent households with dependent children. Of these, 6 in 7 were female lone parent households. **Figure 6.18** shows that among the female lone parents with dependent children in Somerset (10,528) the proportion who were economically inactive was low - 37 per cent, compared with 41 per cent in the region and 46 per cent in England. About a third of female lone parents with dependent children (35 per cent) in Somerset were in part-time employment, compared with 33 per cent in the region and 26 per cent in England. However, the proportion of lone mothers with dependent children in Somerset who worked full-time (22 per cent) was similar to the South West region (21 per cent) and England as a whole (22 per cent).

²⁹ 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).

62 per cent of Somerset's 1,489 male lone parents with dependent children were in full-time employment, compared with 60 per cent in the South West region and 57 per cent in England. 9 per cent of male lone parents were in part-time employment, compared with nearly 10 per cent in the South West and 7 per cent in England. 29 per cent of male lone parents were either unemployed (7 per cent) or economically inactive (22 per cent), a lower proportion than for similar men in the region (31 per cent) and lower than in England (36 per cent).

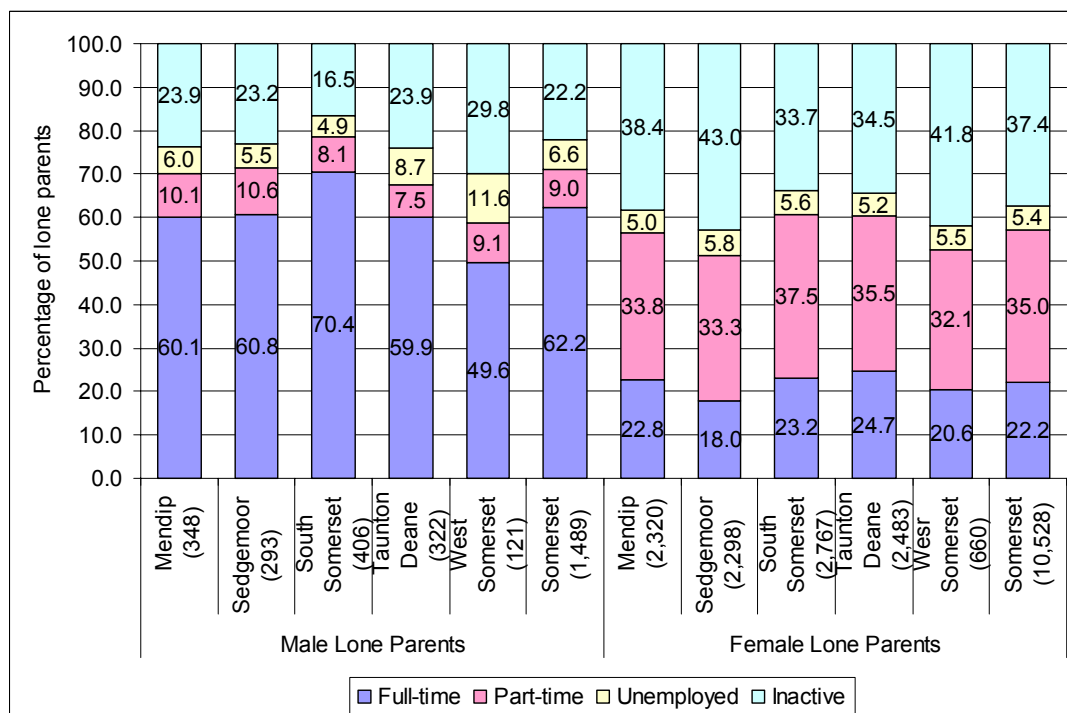
Figure 6.18 Lone parent families with dependent children by economic activity and sex of lone parent



Source: 2001 Census Standard Tables, Crown Copyright 2003

Figure 6.19 shows considerable variation in the economic activity of lone parents with dependent children across the districts in Somerset, particularly amongst male lone parents. Rates of employment for

Figure 6.19 Lone parent families with dependent children by economic activity and sex of lone parent in the Somerset Districts

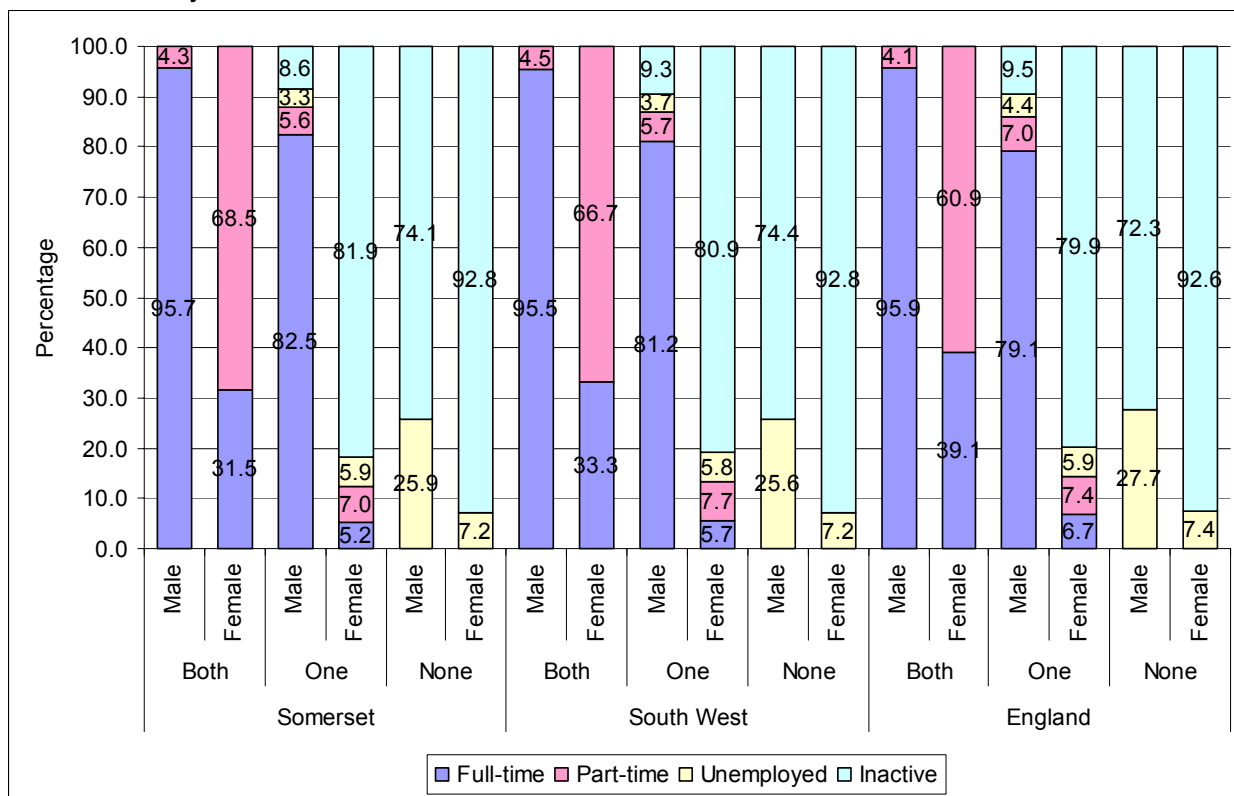


Source: 2001 Census Standard Tables, Crown Copyright 2003

male lone parents range from nearly 80 per cent in South Somerset to 59 per cent in West Somerset. There is also a significant difference between the proportion of male lone parents who are unemployed, with male lone parents over twice as likely to be unemployed in West Somerset (12 per cent) as in South Somerset (5 per cent). Amongst female lone parents, only 51 per cent in Sedgemoor are in employment, with 43 per cent economically inactive. By contrast, over 60 per cent of female lone parents in South Somerset were in employment, and only a third were economically inactive.

Figure 6.20 shows the economic activity of adults in couple families with dependent children. In families where both parents worked, 96 per cent of fathers worked full-time, similar to the South West region (96 per cent) and to England (96 per cent). 32 per cent of mothers in Somerset worked full-time, compared with 35 per cent in the region and 39 per cent in England. In couple families in which only one adult worked, more fathers were in full-time employment in Somerset (83 per cent) than in the South West (81 per cent) and England (79 per cent). In Somerset, fewer mothers (12 per cent) were in employment than in England (14 per cent), with 5 per cent in full-time and 7 per cent in part-time employment. These proportions were similar to those for the region. In Somerset more fathers (26 per cent) than mothers (7 per cent) were unemployed in couple families with dependent children where no parents worked.

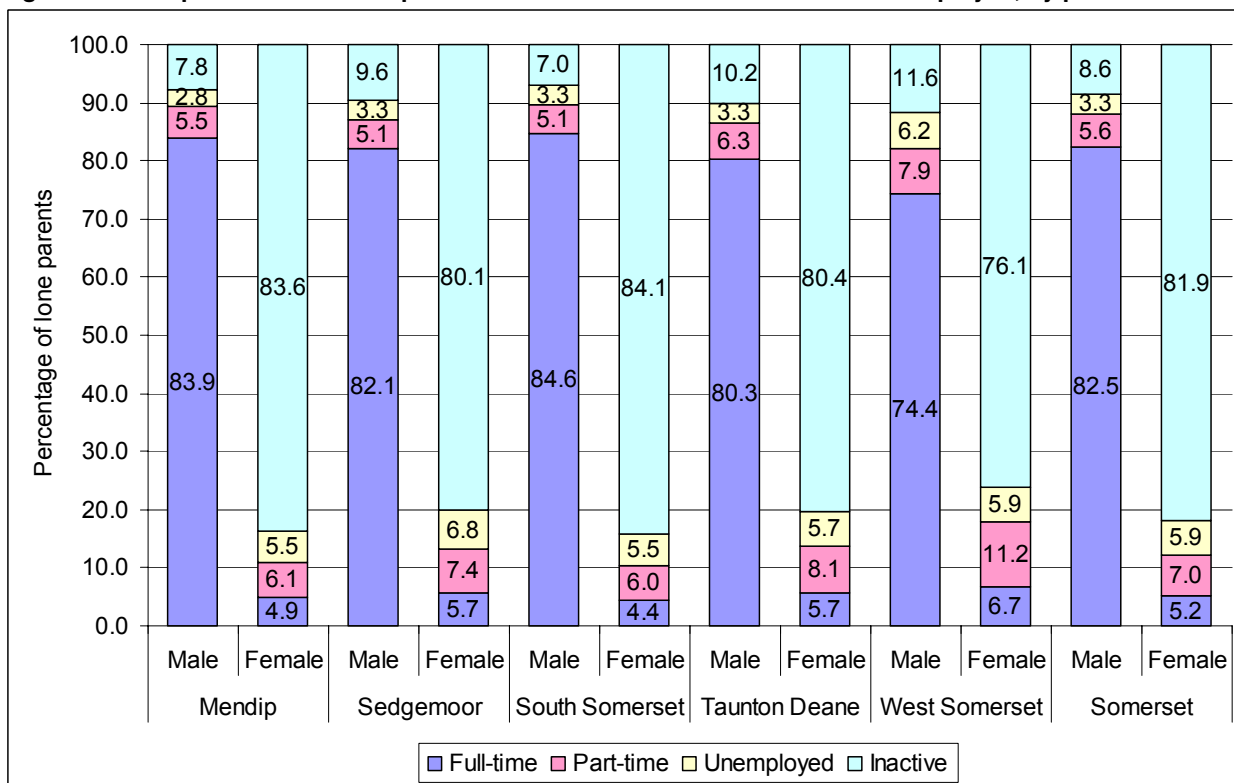
Figure 6.20 Couple families with dependent children where none, one or both of the adults are employed, by parental economic activity



Source: 2001 Census Standard Tables, Crown Copyright 2003

This chart includes data for same sex couples.

Figure 6.21 Couple families with dependent children where one of the adults is employed, by parental economic activity



Source: 2001 Census Standard Tables, Crown Copyright 2003

This chart includes data for same sex couples.

Within the county, the pattern of economic activity amongst couple families where either both parents work or neither parent works is similar for the Districts. **Figure 6.21** shows the District level data for couple families where only one adult works. This shows that:

- The proportion of men who are in employment ranges from 90 per cent in South Somerset (85 per cent full-time, 5 per cent part-time) to 82 per cent in West Somerset (74 per cent full-time, 8 per cent part-time). For women, the proportion in employment ranges from 18 per cent in West Somerset (7 per cent full-time, 11 per cent part-time) to 10 per cent in South Somerset (4 per cent full-time, 6 per cent part-time).
- Nearly 7 per cent of women in Sedgemoor and 6 per cent of men in West Somerset were unemployed. The lowest rates of unemployment are seen for males in Mendip (less than 3 per cent) and for women in Mendip and South Somerset (5.5 per cent).
- Almost 12 per cent of men and 76 per cent of women in West Somerset were economically inactive compared with 7 per cent of men and 86 per cent of women in South Somerset.

Key Points

- Compared with the South West region, a higher proportion of young **women** of working age in Somerset are **unemployed**.
- A relatively high proportion of unemployed women in Somerset have never been in paid employment.
- About one sixth of unemployed people of working age in Somerset, 15 per cent of men and 18 per cent of women, **have not worked for over 5 years**.
- A high proportion of unemployed people of working age in Somerset (28 per cent of men and 22 per cent of women) were previously employed in **elementary occupations**. 18 per cent of unemployed women were previously in sales and customer services and 16 per cent in administrative and secretarial occupations, whilst 20 per cent of unemployed men were formerly in skilled trades and 16 per cent were plant, process or machine operatives.
- **22 per cent of unemployed men previously worked in the construction industry**, another 21 per cent in hotels and restaurants, 15 per cent of unemployed men in wholesale and retail and 4 per cent in agriculture. **25 per cent of unemployed women were formerly in wholesale and retail, with another 16 per cent in public administration**.
- The 'real' unemployment rate for both men and women in Somerset is lower than in the region and in England as a whole. The difference between the claimant count and the 'real' unemployment rate is most marked for **women, who are more likely to experience 'hidden' unemployment**.
- For about 1 in 7 women, **economic inactivity is associated with their household responsibilities**, with 14 per cent at home full-time looking after their home or family. The percentage of women looking after their home or family full-time was similar in Somerset to England as a whole, but higher amongst 16-24 and 25-34 year old women.
- **Sickness or disability** was the reason for economic inactivity for 5 per cent of men and 4 per cent of women in Somerset.
- Qualifications have a marked effect on employment status. This is **particularly acute for Somerset's unqualified women, who are less likely to be employed than qualified women and more likely to be at home full-time looking after the home or family**. For men, lack of qualifications is strongly linked to unemployment.
- Unemployment and economic inactivity have a severe impact on the household. **12 per cent of dependent children in Somerset live in households with no working adult**. The proportion is even higher for young children (14 per cent of children under 5 years).
- A high proportion (56 per cent) of dependent children in Somerset live in households with two or more working adults. This suggests that the availability of childcare is an important issue in the county.
- 6 in 7 lone parents in Somerset are women. 35 per cent of these women work part-time (compared with 26 per cent in England). A higher proportion of both male and female lone parents with dependent children in Somerset were active in the labour market (67 per cent and 57 per cent respectively), compared with those in England. This again underlines the need for suitable childcare in the county.
- In **couple families with dependent children** where no parents worked, more fathers (26 per cent) than mothers (7 per cent) were unemployed. However in couple families where only one adult worked, fewer mothers in Somerset (12 per cent) than in England (14 per cent) were economically active, with just 5 per cent in full-time and 7 per cent in part-time employment.

7. Women, Men and Diversity

The Employment Circumstances of People from Black and Minority Ethnic Groups

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

As described in Chapter 1, Somerset has only a small population of its residents from Black and Minority Ethnic groups. **Figures 7.1 and 7.2** show young men and women by ethnicity and economic activity status. Some of the ethnicity categories contain very small numbers, with the largest groups of young people found among the *White Other* (671 people), *Chinese* (276 people), *White Irish* (119 people) and *Indian* (72 people) groups.

Among mature people of working age (25-59 for women, 25-64 for men), the same ethnic groups have the largest numbers after the majority *White British* category. Here the numbers are: *White Other* - 1,928 women and 1,515 men; *Chinese* - 195 women and 155 men; *White Irish* - 656 women and 681 men; and *Indian* - 175 women and 205 men.

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

Somerset's Chinese Population

Economic Activity: 16-24 year olds

Compared with other young people in Somerset, the county's young Chinese population contains proportionately more students - among men, 95 per cent, compared with 34 per cent; and among women, 86 per cent compared with 36 per cent. Consequently there are far fewer Chinese young people in other economic activity statuses. Only 3 per cent of young Chinese men are in full-time employment, and 6 per cent of young Chinese women, compared with 49 per cent and 36 per cent in the county's overall 16-24 population. These patterns are similar to, but considerably more marked than, those found for Chinese young people in the South West region and in England as a whole.

Economic Activity: 25 years - retirement age

Among mature Chinese people of working age in Somerset, by contrast, there are few students (3 per cent of men and 2 per cent of women) compared with 8

per cent and 9 per cent for men and women of this ethnicity in the South West region, and 10 per cent and 8 per cent in England as a whole. This is rather similar to the pattern in Somerset for all population groups, among whom less than 1 per cent are students.

For both men and women, full-time self-employment is much more prevalent among Chinese people in Somerset than for other Somerset residents. 41 per cent of Somerset's Chinese men are self-employed full-time, compared with 17 per cent of all Somerset men, and with 31 per cent and 22 per cent of Chinese men in the South West region and England respectively. 21 per cent of Somerset's Chinese women are self-employed full-time, compared with just 4 per cent of all women in the county, and with 15 per cent and 9 per cent respectively of Chinese women in the South West region and England.

Chinese men and women have rates of full-time employment which are quite similar to their counterparts in the South West region and England (41 per cent for Chinese men in Somerset and 29 per cent for women). However, these are much lower for Chinese men than for the whole male population in the county (60 per cent). Chinese women (but not men) are much less likely than other Somerset women to work as part-time employees (17 per cent compared with 32 per cent), but this figure is higher than that found for their counterparts in the region and England (15 per cent and 13 per cent respectively).

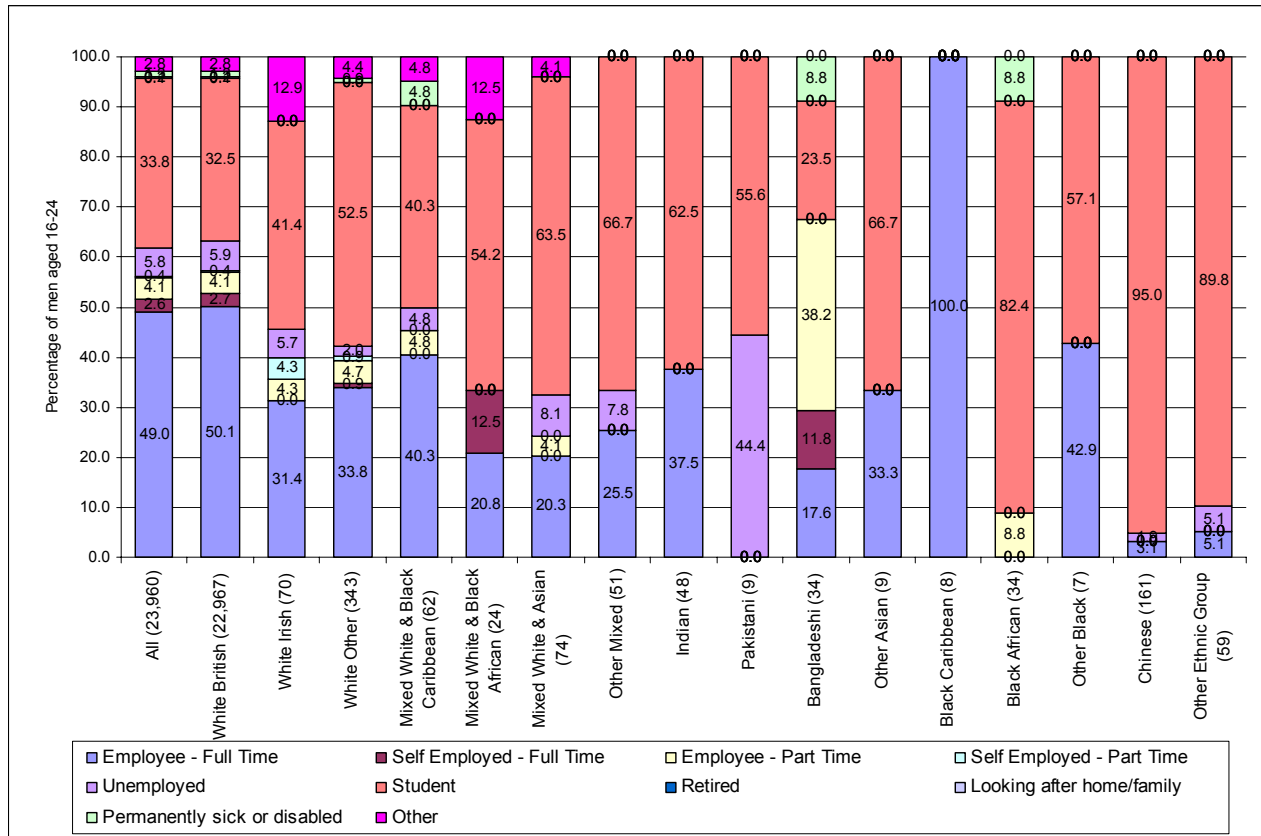
Industrial distribution of the employed population (employed and self-employed)³⁰

By comparison with Chinese men in England and in the South West region, Somerset's Chinese men are less likely to work in the transport, finance, public administration and education sectors; and much more likely to work in wholesale, retail, restaurants and hotels (70 per cent). They are also a little more likely to work in agriculture (2 per cent).

Chinese women in Somerset are less likely than Chinese women elsewhere to work in health and social work (10 per cent compared with 12 per cent in the South West region and 14 per cent in England), or in education (4 per cent compared with 7 per cent in the South West and England), and more likely to work in wholesale, retail, restaurants and hotels (61 per cent compared with 52 per cent in the South West and 42 per cent in England). These differences are of particular

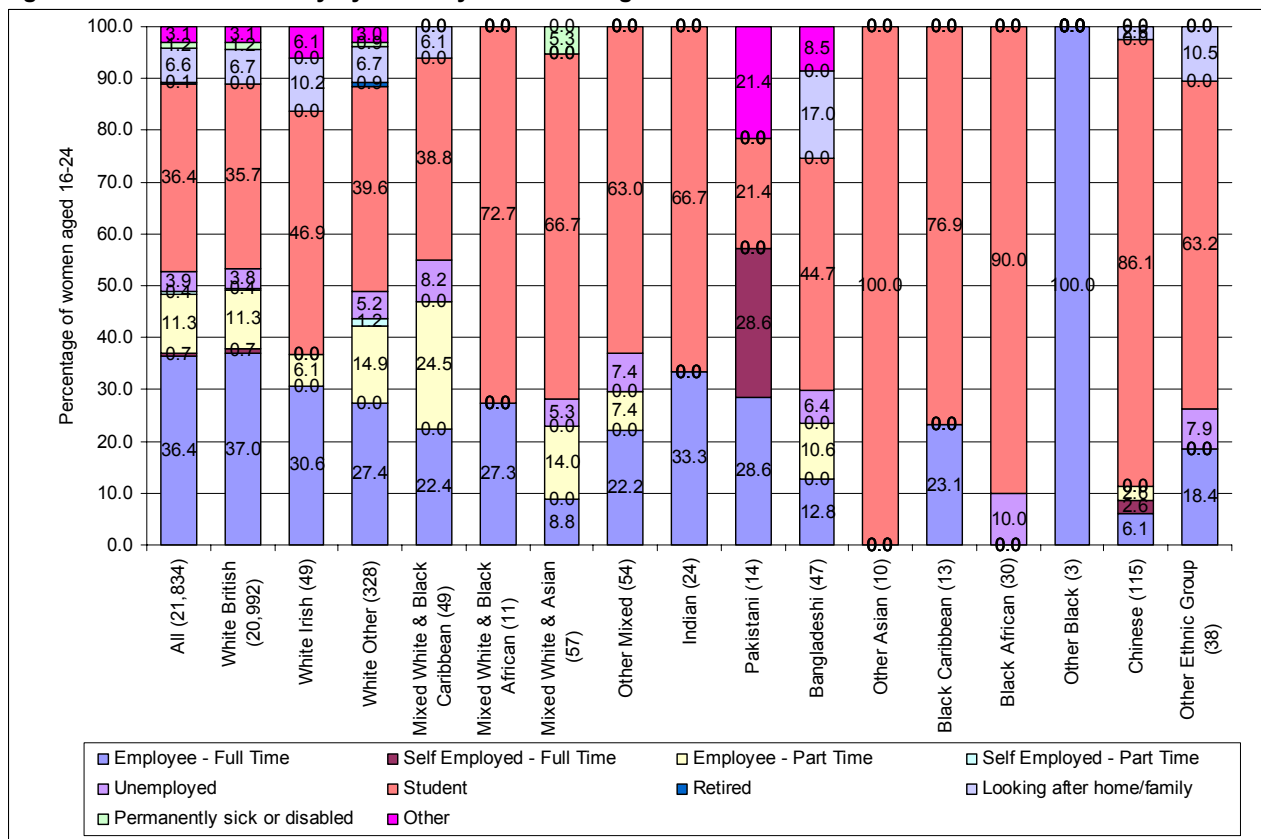
³⁰ Data about the occupations and industrial distribution of people by Black and Minority Ethnic groups has only been released by the Office for National Statistics at district level for the entire working age population, to comply with legislation on the disclosure of information. This means that in the data which follows, no differentiation between younger and older men and women of working age is possible.

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



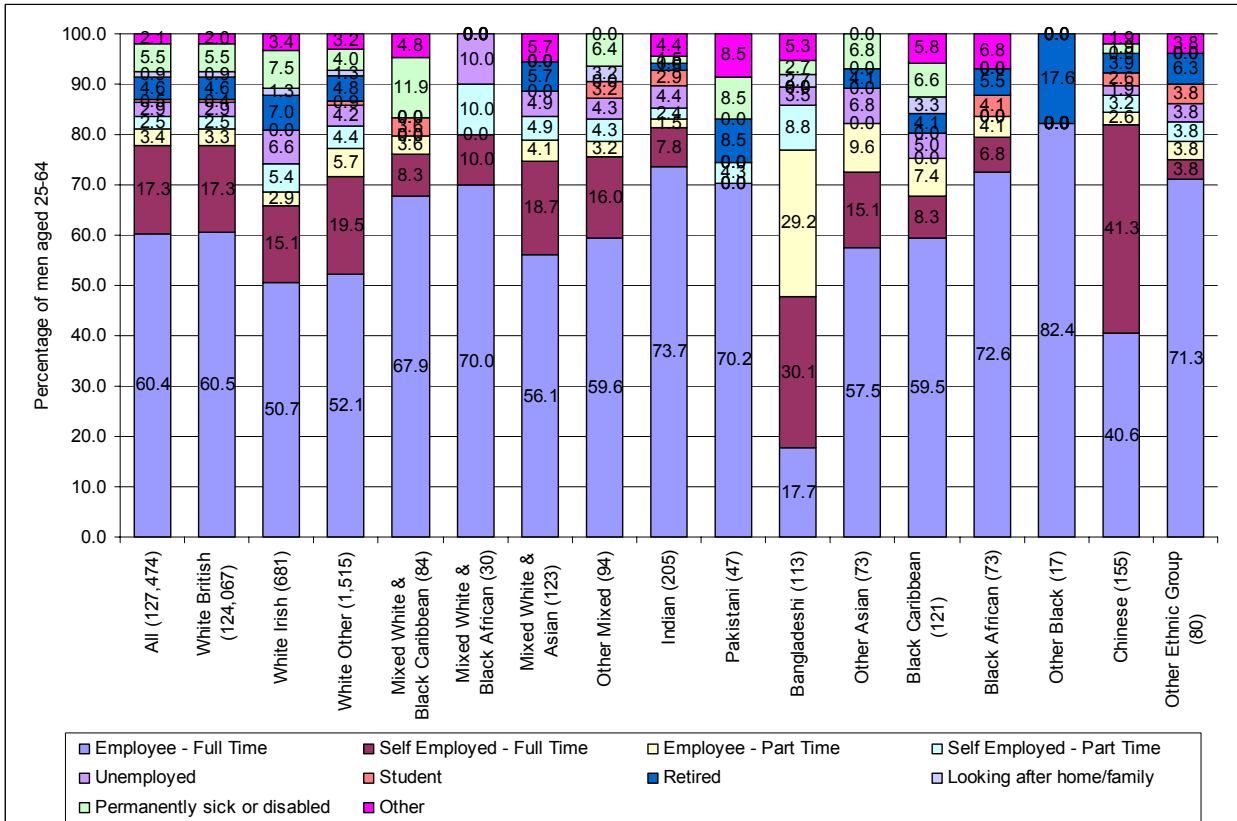
Source: 2001 Census Commissioned Tables, Crown Copyright 2004

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



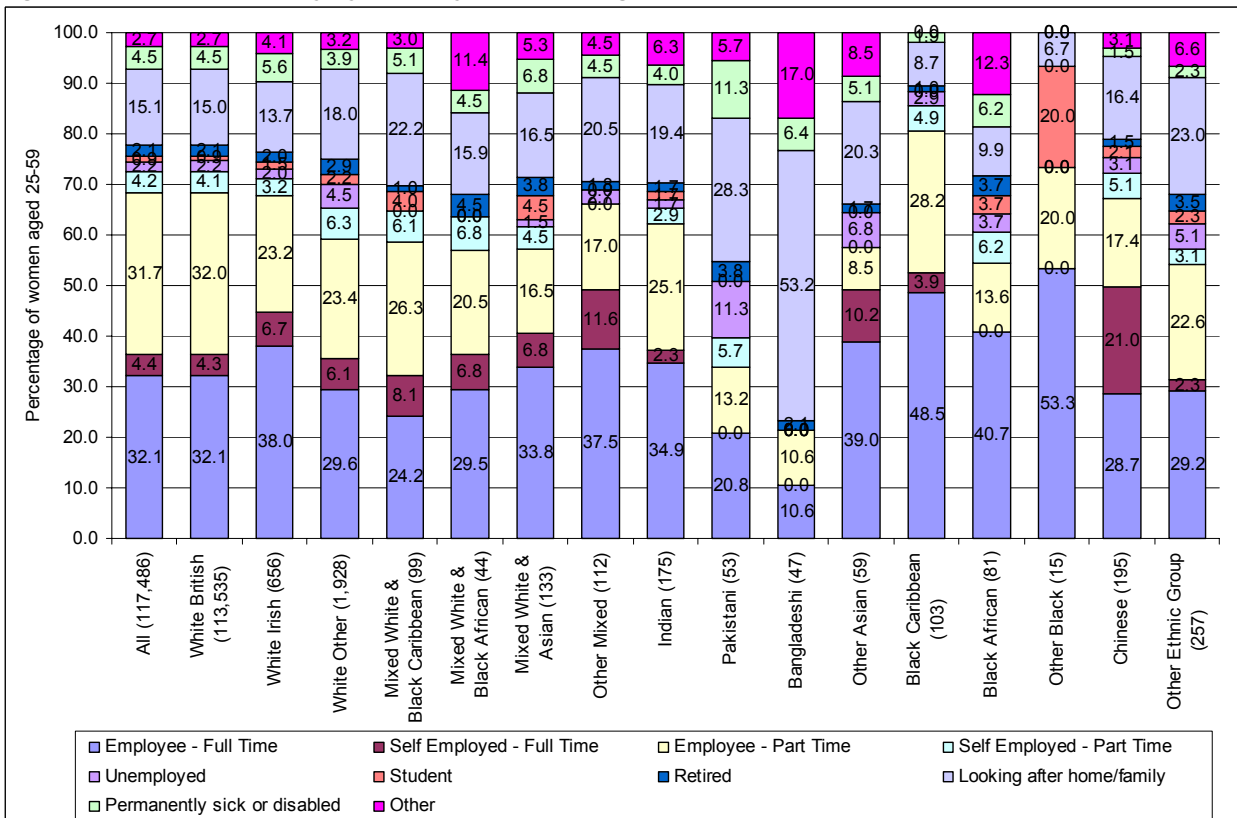
Source: 2001 Census Commissioned Tables, Crown Copyright 2004

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



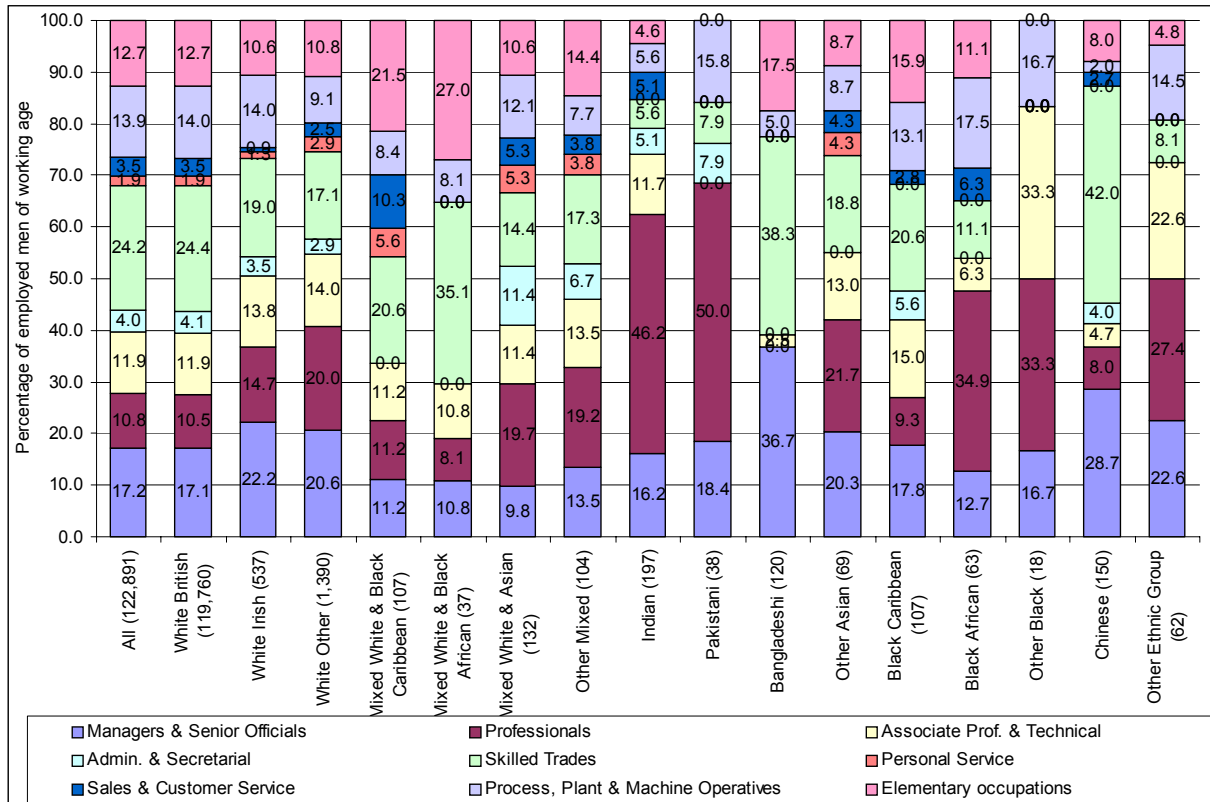
Source: 2001 Census Standard Tables, Crown Copyright 2003, and 2001 Census Commissioned Tables, Crown Copyright 2004

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



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

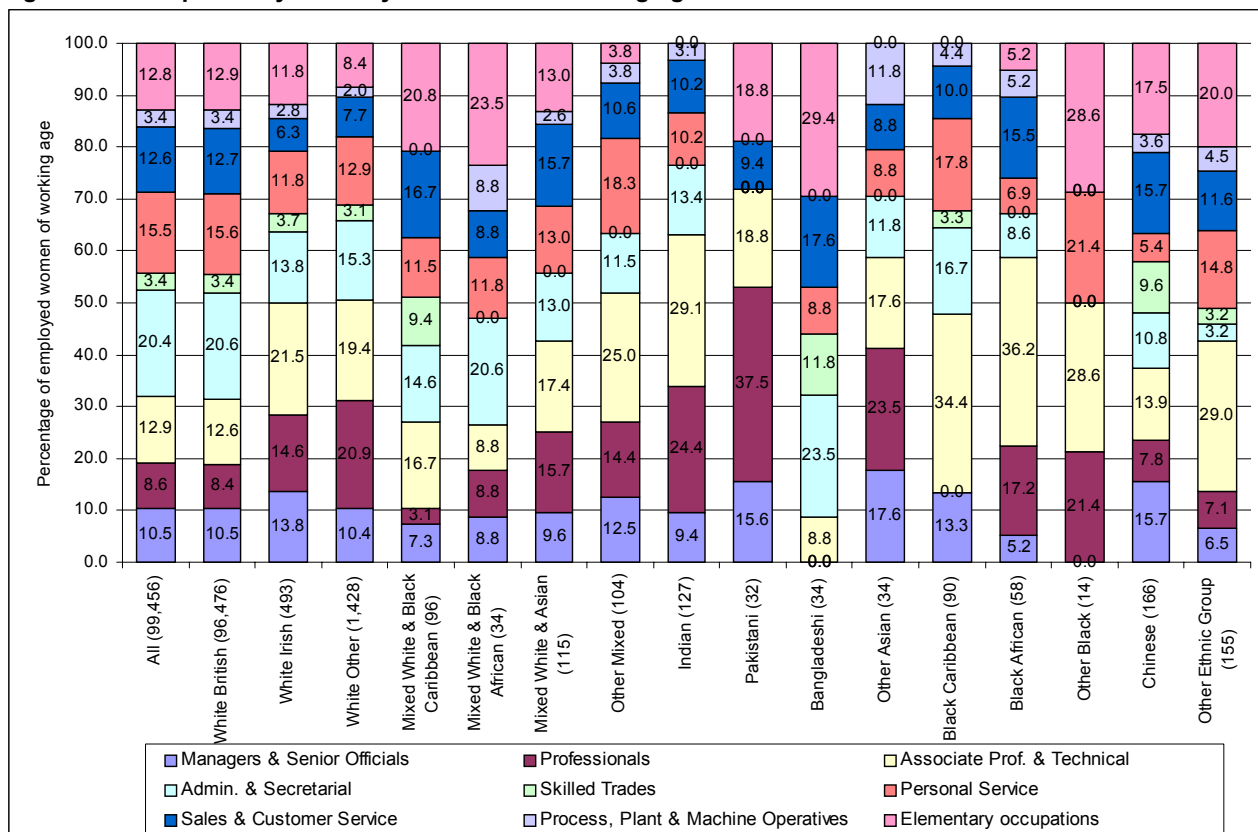
Figure 7.5 Occupation by ethnicity for men of working age in Somerset



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 attendance, shelf fillers.

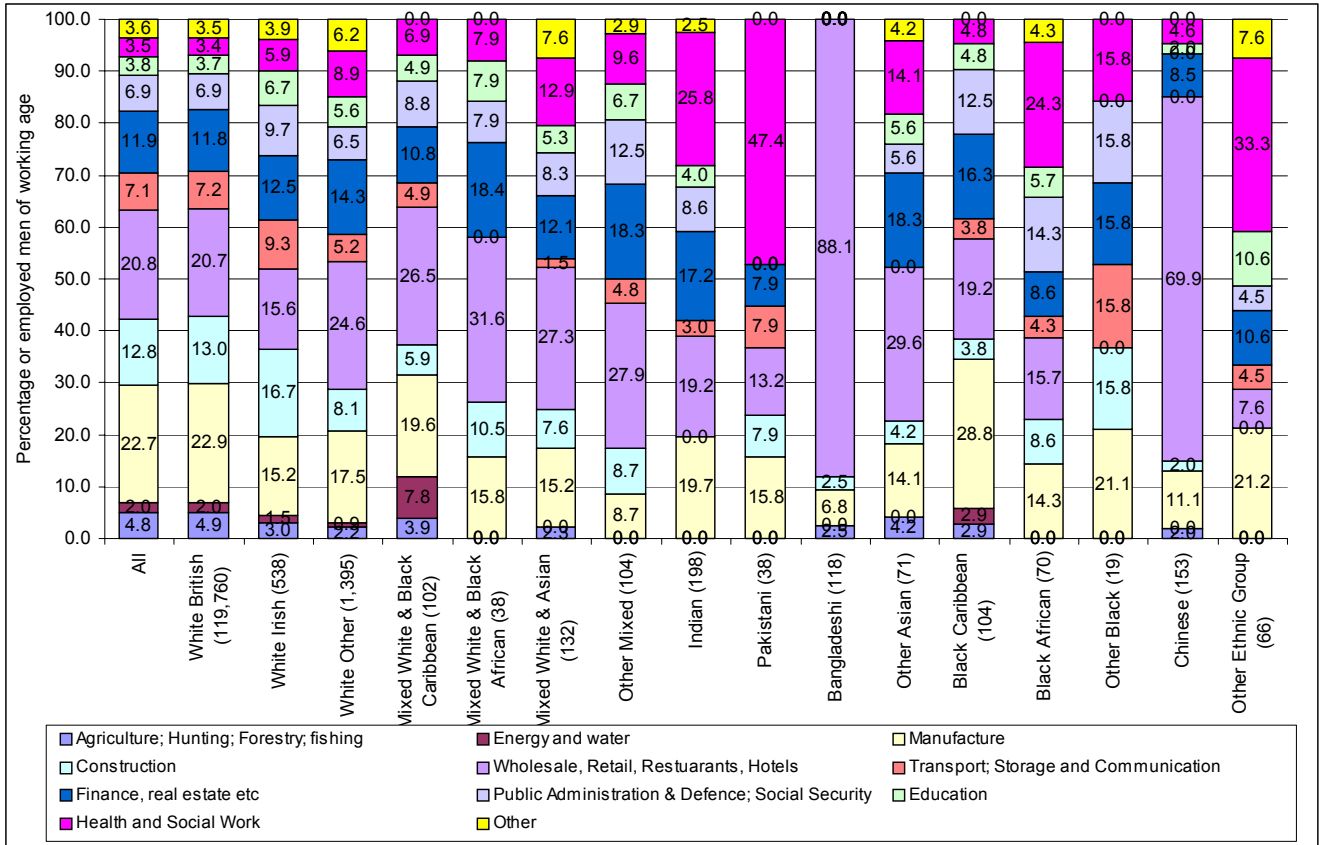
Figure 7.6 Occupation by ethnicity for women of working age in Somerset



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

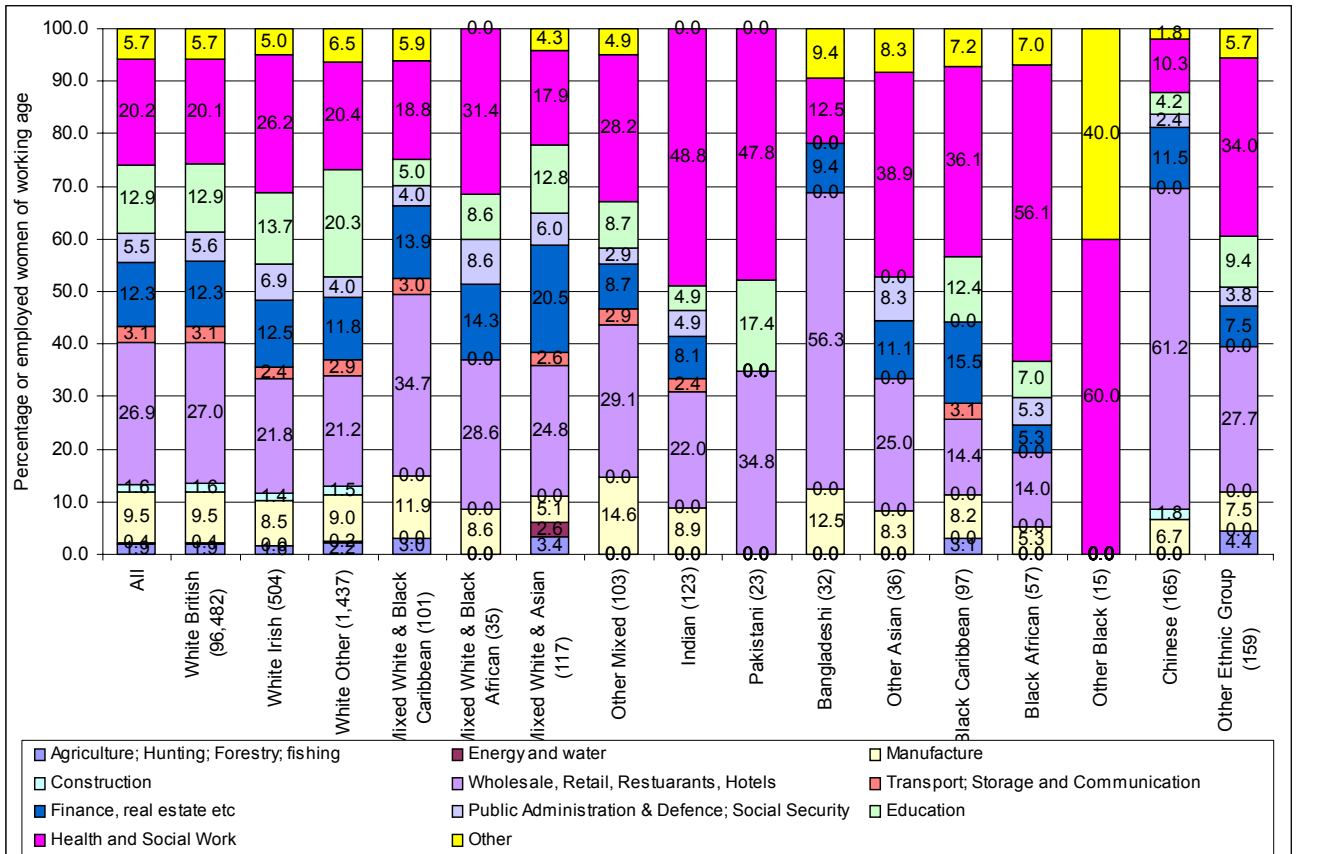
Note: Elementary occupations include farm workers, labourers, packers, postal workers, hospital porters, hotel porters, kitchen and catering assistants, waiters, waitresses, bar staff, window cleaners, road sweepers, cleaners, refuse and salvage occupations, security guards, traffic wardens, school crossing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

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



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

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



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

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

interest when they are contrasted with the overall industrial distribution of male and female workers in Somerset. In education and in health and social work, 13 per cent and 20 per cent respectively of all women employed in the county work in these sectors.

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

Somerset's Chinese population contains a higher proportion of men and women who work as managers and senior officials than is found in the county's general working age population (among men, 29 per cent compared with 19 per cent, and among women, 16 per cent compared with 11 per cent). This probably reflects a concentration in jobs managing restaurants and other businesses in the catering industry. These figures are considerably higher for Chinese men and women in Somerset than for their counterparts in the same ethnic group in the region or nationally.

By contrast, Chinese men and women in Somerset are less likely than either other residents, or than their counterparts at regional and national levels, to occupy professional or associate professional positions. Chinese women in Somerset are also less likely to have jobs in administrative and secretarial occupations, while they are more likely to be in elementary (unskilled) roles, or in sales and customer service jobs. Chinese men in Somerset are less likely than other men in the county, or than other men of their ethnic group nationally, to be in elementary occupations, or to work as process, plant or machine operatives.

Somerset's Indian population

Economic Activity 16-24 year olds

Compared with other young people in Somerset, the county's Indian population also contains proportionately more students - among men, 63 per cent, compared with 34 per cent; and among women 67 per cent compared with 36 per cent. There is virtually no unemployment among Indian young people of either sex in Somerset, and negligible part-time employment. 38 per cent of young Indian men are in full-time employment in the county, and 33 per cent of young Indian women, compared with 49 per cent and 36 per cent in the county's overall 16-24 population. Full-time employment among Indian young people in Somerset is considerably higher than that found in this ethnic group in the South West region (26 per cent for men and 19 per cent for women) or in England as a whole (23 per cent and 21 per cent respectively).

Economic Activity 25 years - retirement age

Indian men and women in Somerset have higher rates of full-time employment than either their counterparts in the

South West region and England (74 per cent for Indian men in Somerset, and 35 per cent for women), or than the whole population in the county (60 per cent for men and 3 per cent for women). Indian women and men are less likely than other Somerset residents to work as part-time employees (25 per cent of women, compared with 32 per cent, and 2 per cent of men, compared with 3 per cent). Among women, this figure is higher than that found for their counterparts in the region or in England (20 per cent and 17 per cent respectively).

Among mature Indian people of working age in Somerset a small number are students (3 per cent of men and 2 per cent of women), compared with 1 per cent of all men and women of this age in the county.

Full-time self-employment is less prevalent among Indian people in Somerset than among other Somerset residents, for both men and women. Just 8 per cent of Somerset's Indian men are self-employed full-time, compared with 17 per cent of all Somerset men, and with 16 per cent and 17 per cent of Indian men in the South West region and England respectively. Only 2 per cent of Somerset's Indian women are self-employed full-time, compared with 4 per cent of all women in the county, and with 5 per cent of Indian women in both the South West region and England.

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

By comparison with Indian men in England and the South West, Somerset's Indian men are less likely to work in the construction, transport and finance sectors, or in wholesale, retail, restaurants and hotels, and more likely to work in health and social work, manufacturing, and in public administration and education. Virtually no Indian men (or women) in the county were recorded as employed in either agriculture or construction. One quarter of Indian men in the county works in health and social work (compared with 4 per cent of all men in Somerset and 7 per cent of all Indian men in England), and about one in five works in each of the manufacturing and the wholesale, retail, hotels and restaurants sectors.

Indian women in Somerset are much more likely than Indian women elsewhere to work in health and social work (50 per cent, compared with 22 per cent in the South West region, and 14 per cent in England). Their strong concentration in this sector means that they are less likely to work in other sectors where many Indian women are employed at national level, such as in education (5 per cent in Somerset, compared with 8 per cent in both the South West and England), or in wholesale, retail, restaurants and hotels (22 per cent in Somerset, compared with 25 per cent in the South West and 28 per cent in England).

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

Somerset's Indian population contains a higher proportion of both men and women who work in professional or in associate professional and technical jobs than is found in the county's general working age population. Among men, 46 per cent are professionals and 12 per cent associate professionals, with the comparable figures for women 24 per cent and 29 per cent. This is consistent with their concentration in qualified jobs in the health sector, mentioned above. However it is much higher than the figures for the Indian population at regional and national levels, and for women (and for men in professional roles) than the concentration of all employment in these occupations in Somerset.

Consistent with this picture, Indian men and women in Somerset are less likely than other residents, and than their counterparts at regional and national level, to occupy jobs in skilled trades or in administrative and secretarial work. Indian women in Somerset are also less likely to have jobs in sales and customer service occupations, although they are more likely to be in personal service positions, than Indian women elsewhere in the country. Indian men in Somerset are less likely than other men in the county, or than other men of their ethnic group nationally, to be in elementary occupations, or to work as process, plant or machine operatives.

Somerset's White Other population

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

Economic Activity 16-24 year olds

Compared with other young people in Somerset, the county's White Other population includes proportionately more students - among men, 53 per cent, compared with 34 per cent; and among women 40 per cent, compared with 36 per cent. There is low unemployment among White Other young men in Somerset (2 per cent, compared with 6 per cent for all young men in the county). However, among young women in this group, unemployment is comparatively high (5 per cent, compared with 3 per cent for White Other young women at the regional and national scales, and 4 per cent for all young women in Somerset). A high proportion of young women in this category are employed part-time (15 per cent, compared with 11 per cent of all women, and with 9 per cent and 8 per cent respectively of White Other young women in the South West region and England).

34 per cent of young White Other men are in full-time employment in the county, and 27 per cent of young White Other women, compared with 49 per cent and 36 per cent in the county's overall 16-24 population. Full-time employment among White Other young men in Somerset is higher than that found in this ethnic group in the South West region, or in England as a whole (27 per cent).

Economic Activity 25 years - retirement age

Among mature working age people, White Other men and women in Somerset have lower rates of full-time employment (52 per cent for White Other men, and 30 per cent for women), than either their counterparts in the South West region (56 per cent and 35 per cent) or in England (57 per cent and 40 per cent), or than the whole population in the county (60 per cent for men and 32 per cent for women). White Other women are less likely than other Somerset women to work as part-time employees (23 per cent, compared with 32 per cent), although for men the opposite is true (6 per cent of White Other men, compared with 3 per cent of all men in Somerset). Among women, the figure for part-time employment is nevertheless higher than that found for their counterparts in the region or in England (21 per cent and 15 per cent respectively).

Among mature White Other people of working age in Somerset a similar (very small) number are students (1 per cent of men and 2 per cent of women), compared with 1 per cent of all men and women of this age in the county, but with higher proportions of those of this ethnicity in the region (5 per cent for both sexes) or nationally (6 per cent for both sexes).

Full-time self-employment is more prevalent among White Other people in Somerset than among other Somerset residents, for both men and women. 20 per cent of Somerset's White Other men are self-employed full-time, compared with 17 per cent of all Somerset men, and with 16 per cent and 13 per cent of White Other men in the South West region and England respectively. 6 per cent of Somerset's White Other women are self-employed full-time, compared with 4 per cent of all women in the county, and with 5 per cent and 4 per cent of White Other women in both the South West region and England.

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

By comparison with White Other men in England and the South West, Somerset's White Other men are less likely to work in the finance and transport sectors, and more likely to work in health and social work, manufacturing, and in public administration. Two per cent of White Other men and women in the county were recorded as employed in agriculture (compared with 5 per cent and 2

per cent for all men and women in Somerset), while 8 per cent of men in the White Other group worked in construction (compared with 13 per cent of all men in the county). One quarter of White Other men in the county worked in wholesale, retail, restaurants and hotels (compared with 21 per cent of all men in Somerset and 23 per cent of all White Other men in England), and about one in five worked in manufacturing.

Among White Other women in Somerset, one in five worked in each of the education, health/ social work, and wholesale, retail, restaurants and hotels sectors; this is a higher concentration than is found at the national scale for women in this group, or among all women in Somerset.

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

By comparison with all working age people in the county, Somerset's White Other population contains a higher proportion of men who work as managers and senior officials, and in professional jobs, than is found in the county's general working age population. Among men, 21 per cent are managers/senior officials and 20 per cent are professionals. The comparable figures for Somerset women of this ethnicity are 10 per cent and 21 per cent, compared with 11 per cent and 9 per cent respectively for all women in the county. White Other men in Somerset are more likely than similar men at regional or national scales to work in skilled trades (17 per cent compared with 14 per cent and 12 per cent respectively), however this figure is lower than that for all men in Somerset (24 per cent).

White Other women in Somerset are less likely than other residents, and than their counterparts at regional and national level, to occupy jobs in administrative and secretarial work. They are also less likely to have jobs in sales and customer service occupations, although they are more likely than their counterparts in the region or nationally to be in personal service positions.

Somerset's White Irish population

Economic Activity 16-24 year olds

Compared with other young people in Somerset, the county's White Irish population also contains proportionately more students - among men, 41 per cent, compared with 34 per cent; and among women, 47 per cent compared with 36 per cent. There is virtually no unemployment among White Irish young women in Somerset, although 6 per cent of young men in this group are unemployed. 4 per cent of White Irish men, and 6 per cent of White Irish women of this age are in part-time jobs. 31 per cent of both young White Irish men and women are in full-time employment in the

county, compared with 49 per cent and 36 per cent in the county's overall 16-24 population. Full-time employment among White Irish young people in Somerset is also lower than that found in this ethnic group in the South West region (35 per cent for men and 32 per cent for women) or in England as a whole (36 per cent and 34 per cent). 10 per cent of young women in this ethnic group were looking after their home and family full-time, compared with 7 per cent of all young women in Somerset, and with 6 per cent of young women in this group at regional and national scales.

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

White Irish women in Somerset have similar rates of full-time employment (38 per cent) to their counterparts in the South West region (37 per cent), a figure which is low by comparison with White Irish women in England (42 per cent), but lower than for all women in the county (32 per cent). However, they are less likely than other Somerset women to work as part-time employees (23 per cent, compared with 32 per cent). This figure compares with 26 per cent for similar women in the South West region, and 21 per cent in England.

White Irish men in Somerset have lower rates of full-time employment (51 per cent) than either their counterparts at the regional and English scales (53 per cent) or than all men in the county (60 per cent). 7 per cent of White Irish men in Somerset are unemployed, compared with 3 per cent of all men in the county, and with 5 per cent of White Irish men at regional and national scales. They are also more likely than other Somerset men to be retired when of working age (7 per cent compared with 5 per cent), or to be permanently sick/disabled (8 per cent, compared with 6 per cent). However, the latter figure is a little lower for White Irish men in Somerset than for similar men in the South West region (10 per cent) or in England (12 per cent).

Among mature White Irish people of working age in Somerset, 2 per cent of women, but almost no men, are students, compared with 1 per cent of all men and women of this age in the county.

Full-time self-employment is more prevalent among White Irish women in Somerset than among other Somerset women (7 per cent compared with 4 per cent), but slightly less so for men (15 per cent compared with 17 per cent). 5 per cent of Somerset's White Irish men are self-employed part-time, compared with 3 per cent of all Somerset men, and with 3 per cent of White Irish women in the county. 14 per cent of Somerset's White Irish women are looking after their home and family full-time, compared with 15 per cent of all women in the county, and with 13 per cent of White Irish women in both the South West region and England.

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

By comparison with all White Irish men in England, Somerset's White Irish men are less likely to work in the finance (13 per cent compared with 20 per cent) and construction (17 per cent compared with 20 per cent) sectors, and more likely to work in agriculture (3 per cent compared with 1 per cent), manufacturing (15 per cent compared with 13 per cent), public administration (10 per cent compared with 5 per cent) and education (7 per cent compared with 5 per cent). However, when compared with all men in Somerset, White Irish men in the county were underrepresented in the agricultural, manufacturing, finance, and wholesale, retail, restaurants and hotels sectors, and over-represented in the construction, transport, public administration, education and health sectors.

White Irish women in Somerset are more likely than White Irish women elsewhere to work in wholesale, retail, restaurants and hotels (22 per cent, compared with 20 per cent in the South West region, and 17 per cent in England). One in four White Irish women in Somerset worked in health and social work, and one in seven in education, sectors in which both other women in Somerset and White Irish women at the national level are similarly represented.

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

Somerset's White Irish population contains a higher proportion of both men and women who work as managers/senior officials (22 per cent of men and 14 per cent of women), in professional jobs (15 per cent for both sexes), or in associate professional and technical jobs (14 per cent of men, 22 per cent of women), than is found in the county's general working age population. These figures are similar to those for White Irish men and women at the national scale.

White Irish men and women in Somerset are less likely than other residents, and than their counterparts at regional and national level, to occupy jobs in sales and customer service (1 per cent of men and 6 per cent of women). Women in this group are also less likely to work in administrative and secretarial jobs (14 per cent compared with 20 per cent of all Somerset women), or in personal service positions (12 per cent compared with 16 per cent). White Irish men in Somerset are less likely than other men in the county to be in skilled trades (19 per cent compared with 24 per cent), however this is higher than for men of their ethnic group in the South West region (15 per cent) or nationally (17 per cent).

Key Points

- Somerset has a very small ethnic minority population. Among people of working age, the White Other, White Irish, Chinese and Indian populations are of greatest numerical importance.
- Economic activity indicators vary considerably between ethnic groups. For those aged 25+, 74 per cent of Indian men, and 35 per cent of Indian women, are employed full-time, compared with 61 per cent and 32 per cent of White British men and women, and with 51 per cent and 38 per cent of White Irish men and women. 7 per cent of White Irish men, and 2 per cent of White Irish women, were unemployed, compared with 3 per cent and 2 per cent of men and women in the White British population, and with 2 per cent and 3 per cent of Chinese men and women.
- The occupational distribution of employed men and women in Somerset also varies by ethnicity. 46 per cent of Indian men, and 24 per cent of Indian women are in professional jobs, compared with 8 per cent of Chinese men and women, 15 per cent of White Irish men and women and with 11 per cent of White British men and 8 per cent of White British women. 6 per cent of Indian men, and 3 per cent of Indian women, work as plant, process or machine operatives, compared with 14 per cent of White Irish and White British men and with 3 per cent of White Irish and White British women.
- Indian men and women in Somerset are heavily concentrated in the health and social work sector, while Chinese residents of Somerset of both sexes mostly work in the wholesale, retail, restaurants and hotels industry. 23 per cent of White British men, and 10 per cent of White British women, work in manufacturing industry in Somerset, compared with 11 per cent of Chinese men and 7 per cent of Chinese women, and with 15 per cent of White Irish men and 9 per cent of White Irish women.
- Some industries in Somerset have no people from certain ethnic groups within them. For example, within the county, none of the small resident populations of Pakistani or Other Black women worked in education, no Indian men worked in the construction industry, and no Bangladeshi men worked in transport, finance or education.

8. Work-Life Balance

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

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

Flexible Working Patterns

It is possible to use data from the Labour Force Survey 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 Somerset, almost 14,000 people have 'term-time only' contracts - of these 10,644 are women. Over 7,100 of those working term-time only are in part-time jobs. Over 14,300 of all working people have an annualised hours contract - nearly 1 in 3 of these (5,000) are male full-time workers.

Comparison with the region and England shows that proportionally:

- fewer men in Somerset who work full-time have flexitime arrangements or have term-time only contracts, whilst slightly more have annualised hours contracts
- more part-time men have annualised hours or term-time only contracts in Somerset
- more women who work full-time have flexitime, annualised hours or term-time contracts
- more part-time women work flexitime or have term-time contracts, but fewer have annualised hours contracts

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

Somerset's employed men 132,341				
	Full-time 114,983		Part-time 17,358	
	Numbers	per cent	Numbers	per cent
Flexitime	7,934	6.9	379	2.2
Annualised Hours	4,937	4.3	1,435	8.3
Term-time working	2,048	1.8	1,271	7.3
Somerset's employed women 118,658				
	Full-time 62,130		Part-time 56,528	
	Numbers	per cent	Numbers	per cent
Flexitime	10,381	16.7	4,132	7.3
Annualised Hours	4,844	7.8	3,094	5.5
Term-time working	4,805	7.7	5,839	10.3

Comparative data				
Employed men				
	Full-time		Part-time	
	South West	England	South West	England
Flexitime	9.5	8.1	4.5	6.2
Annualised Hours	3.9	3.6	3.1	2.0
Term-time working	1.2	0.9	4.0	3.2
Employed women				
	Full-time		Part-time	
	South West	England	South West	England
Flexitime	13.2	12.6	8.7	9.0
Annualised Hours	5.4	4.6	4.4	3.8
Term-time working	5.8	4.9	9.7	10.7

Source: LFS, Autumn 2003, ONS

Within Somerset, the degree of flexibility in working arrangements is shown in **Figure 8.2**. In West Somerset, 6 per cent of men and 17 per cent of women have 'term-time' only contracts, whilst 8 per cent of men in Mendip and 15 per cent of women in Sedgemoor work flexitime and 7 per cent of men in Mendip and 17 per cent of women in West Somerset have an annualised hours contract.

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

	Flexitime	Annualised Hours	Term-time Working
	Men		
Mendip	7.9	6.8	3.3
Sedgemoor	6.6	3.7	2.1
South Somerset	6.5	7.2	3.4
Taunton Deane	5.4	0.0	0.0
West Somerset	0.0	6.4	6.0
Somerset	6.3	4.8	2.5
South West	8.9	3.8	1.5
England	7.9	3.5	1.2
Women			
Mendip	12.0	9.8	15.7
Sedgemoor	14.5	6.0	4.6
South Somerset	11.2	4.0	5.3
Taunton Deane	10.9	4.7	9.5
West Somerset	12.9	16.5	17.2
Somerset	12.2	6.7	9.0
South West	11.0	4.9	7.7
England	11.0	4.2	7.5

Source: LFS, Autumn 2003, ONS

Figure 8.3 shows the percentage of men and women who have no flexibility in their working arrangements by whether they work full-time or part-time. The pattern in Somerset is similar to that for the region and England as a whole, with the exception of women who work full-time in Somerset who experience a greater degree of flexibility in their working arrangements than their counterparts in the region or nationally.

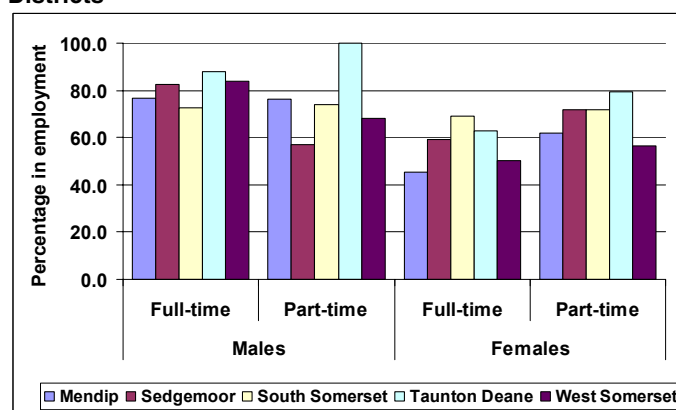
Within the Somerset districts there is quite a high degree of variation in the proportion of working people who have no flexibility in their working arrangements as illustrated in **Figure 8.4**.

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



Source: LFS, Autumn 2003, ONS

Figure 8.4 Men and women in employment with no flexibility in their working arrangements in the Somerset Districts



Source: LFS, Autumn 2003, ONS

Barriers to Employment

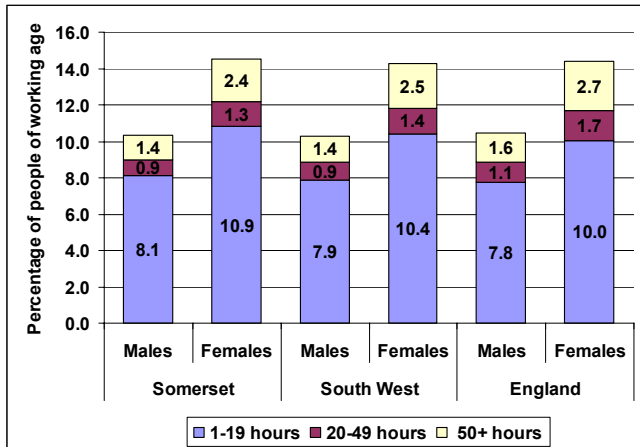
Labour market analysts recognise a range of factors which affect an individual's ability to access and enter employment. These include the existence of employment opportunities, infrastructural considerations such as public transport availability, and responsibilities or attributes which may act as barriers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

Caring Responsibilities

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

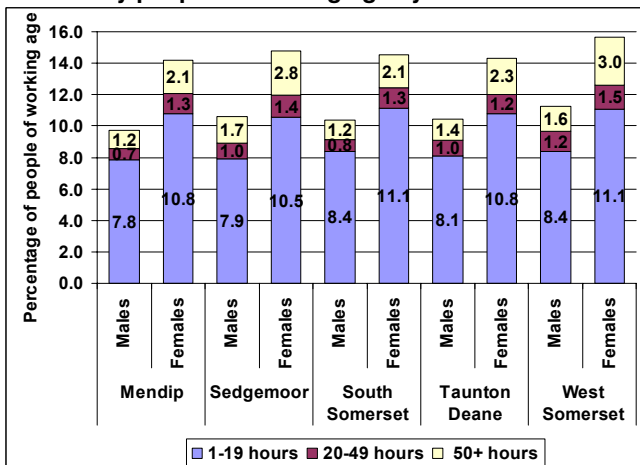
Figures 8.5 and 8.6 show the number of hours of this 'unpaid care' provided by men and women of working age in Somerset and its districts. At all geographical levels, women are more likely to provide unpaid care than men, and are also more likely to provide a high level of care (more than 50 hours per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

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



Source: 2001 Census Standard Tables, Crown Copyright, 2003

Figure 8.6 Provision of unpaid care in the Somerset districts by people of working age by sex



Source: 2001 Census Standard Tables, Crown Copyright 2003

There is considerable variation in the provision of unpaid care by people of different ethnicities. Figure 8.7 shows the proportion of unpaid care provided by men and women of working age for the main Black and Minority Ethnic groups in Somerset. This shows differences in the proportion of people of working age who provide unpaid care across the different ethnic groups, but also that the local variation is different to that at the regional level and that this also differs from the national picture with:

- small numbers of Indian men and very small numbers of Indian women providing care in Somerset compared with the region and England as a whole

- a high proportion of people from White Other backgrounds providing unpaid care in Somerset

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

		Somerset	South West	England
Chinese	Men (314)	6.1	5.2	5.9
	Women (309)	5.8	6.7	7.3
Indian	Men (250)	4.0	9.0	12.0
	Women (201)	1.5	9.9	13.8
White Other	Men (1,852)	8.8	7.6	6.3
	Women (2,251)	10.8	9.7	7.8
White Irish	Men (750)	9.5	9.1	9.0
	Women (720)	14.3	12.7	12.5
All	Men (151,450)	10.2	10.1	10.2
	Women (139,341)	14.4	14.1	14.1

Source: 2001 Census Commissioned Tables, Crown Copyright 2004

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

It is also possible to look at the amount of unpaid care that men and women provide by their economic activity. In Somerset, 10 per cent of men and 14 per cent of women of working age in employment also provide unpaid care. This is the same as the regional and national picture. However, this again varies by ethnicity as presented in Figure 8.8. This shows that in Somerset:

- more Chinese and Indian men work and provide unpaid care than Chinese and Indian women, in contrast to the regional and national pictures
- proportionally more Chinese men, White Other men and women, and White Irish women but fewer Indian men and women are both in employment and providing unpaid care than their counterparts nationally

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

		Somerset	South West	England
Chinese	Men (142)	8.5	6.0	6.6
	Women (153)	5.9	7.1	7.6
Indian	Men (180)	3.3	9.5	12.8
	Women (116)	2.6	9.8	14.2
White Other	Men (1,331)	8.2	7.7	6.1
	Women (1,366)	9.8	9.7	7.5
White Irish	Men (515)	7.8	8.6	8.6
	Women (483)	14.3	12.0	12.1
All	Men (118,299)	9.8	9.8	9.9
	Women (95,142)	14.1	13.8	13.7

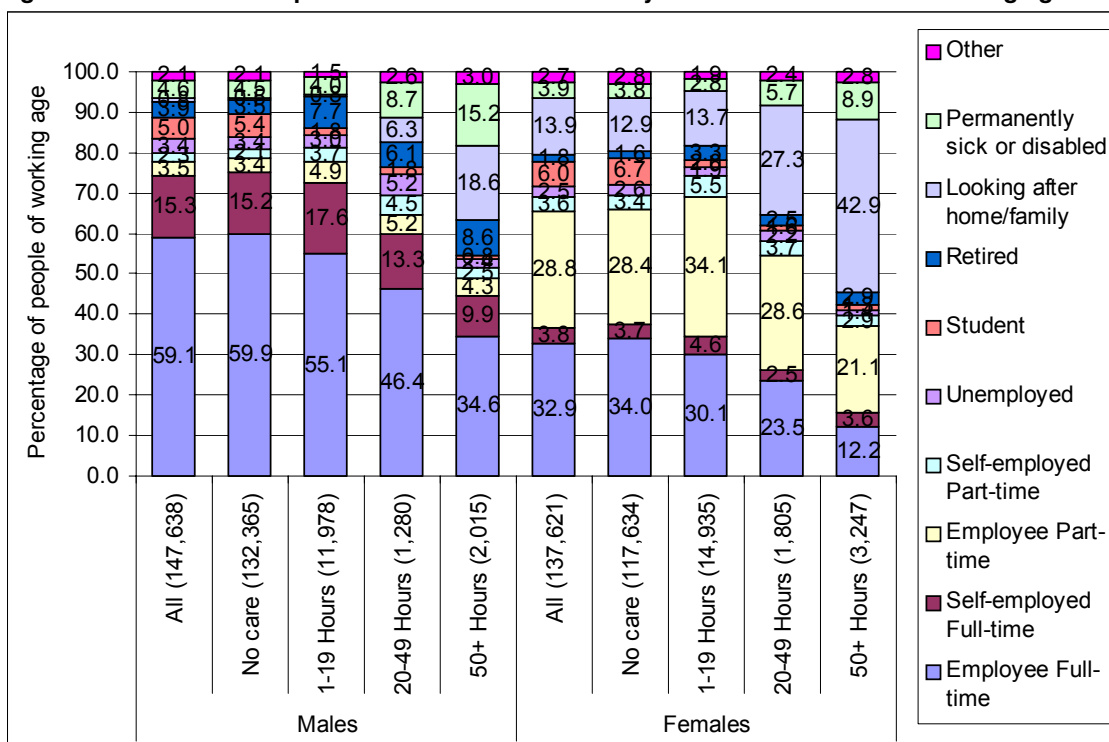
Source: 2001 Census Commissioned Tables, Crown Copyright 2004

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

However, **Figure 8.9** shows that there are more men working full-time and providing 50 or more hours of unpaid care (897) than women (514) in Somerset. This is similar to the situation in the region and England. Also, as the amount of unpaid care people provide increases:

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

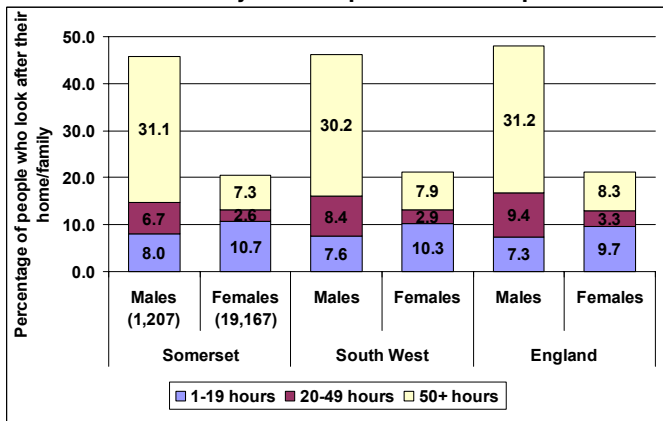
Figure 8.9 Provision of unpaid care and economic activity for men and women of working age in Somerset



Source: 2001 Census Commissioned Table, Crown Copyright 2004

Figure 6.11 in Chapter 6 showed that 14 per cent of women and 1 per cent of men of working age in Somerset gave looking after their home or family as their reason for economic inactivity. This equates to 20,400 people who look after their home and family as their main activity. Women outnumbered men in this category by 14 to 1. This response not only includes those women and men caring for a child, but also those caring for other family dependents. **Figure 8.9** shows the amount of unpaid care that men and women who look after their home/family provide. This shows a marked gender difference, with men in this role being much more likely to be carers of others who require support because of long-term ill-health or disability. Over 30 per cent of men in this category are providing more than 50 hours or more care, compared with just 7 per cent of women in Somerset.

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



Source: 2001 Census Commissioned Table, Crown Copyright 2004

Childcare

Large areas of Somerset have no nursery care provision

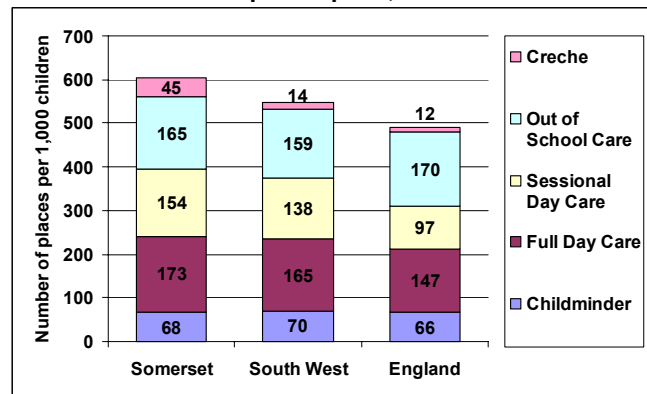
Across the country, lack of available, affordable childcare is a significant barrier to women's employment. The combination of poor job and pay prospects and high childcare and associated transport costs, makes it uneconomic for many women to consider working before their children reach school age. Even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

Figure 8.10 shows places available for children under 8 in the following types of registered childcare:

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

It shows the estimated number of places per 1,000 children for Somerset, the South West region and England. The data are published by Ofsted and relate to September 2003. In Somerset, there were, overall, more childcare places per 1,000 children than in the South West region and England as a whole. In particular, Somerset had slightly more full day and sessional day care places, as well as more crèche places, than the region or England as a whole.

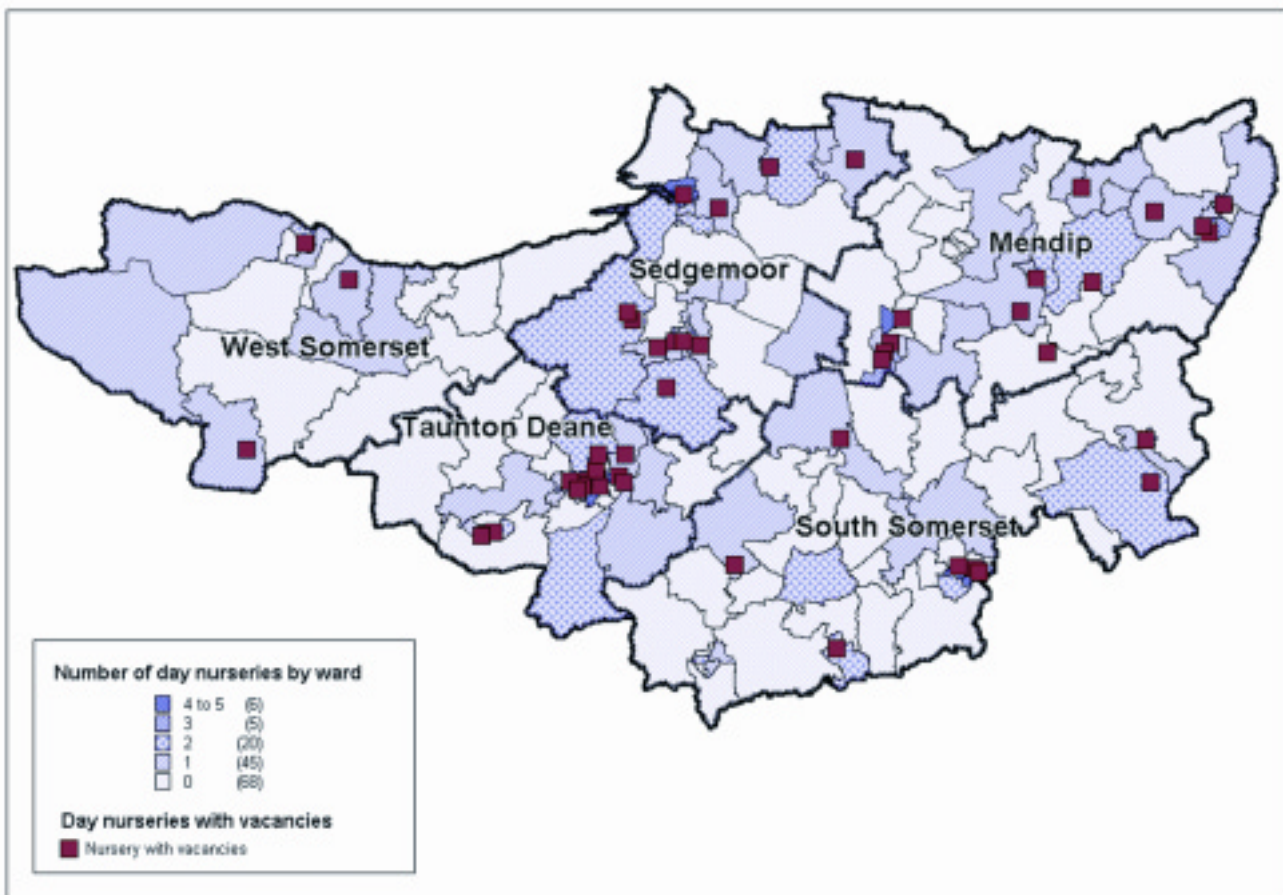
Figure 8.10 Providers of day care facilities and the estimated number of places per 1,000 children



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

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

Figure 8.11 Day nurseries and vacancies in Somerset, July 2004



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

Key Points

- In Somerset, more men who work part-time and women who work both full-time or part-time have flexible working arrangements.
- In Somerset, a high proportion of people from White Other backgrounds provide unpaid care compared with England as a whole.
- Chinese and Indian men in Somerset are more likely to work and provide unpaid care than Chinese and Indian women, in contrast to the regional and national pictures
- More men than women work full-time and provide 50 or more hours a week of unpaid care.
- Many men who provide 50 or more hours a week of unpaid care are themselves permanently sick or disabled.
- A high proportion of men who are looking after their home and family are also providing more than 50 hours a week of unpaid care.
- Somerset has more childcare places per 1,000 children than the South West region and England as a whole.
- Day nursery provision within Somerset is concentrated in the areas that have a high population such as Taunton and Yeovil, as are nurseries with vacancies. Large areas of rural Somerset have no day nursery provision.

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