

Gender Profile of Newcastle's Labour Market

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Preface

Gender Equality: Gender and Employment in Local Labour Markets

Our vision is that by 2010 Newcastle will be a successful, prosperous and cosmopolitan city that fully utilises the creativity, innovation and talents of our people and our organisations. It will be a collaborative and cohesive city, where everyone can reach their full potential and benefit from the opportunities that are on offer.

Newcastle upon Tyne is home to 259,600 people. It is also the regional capital of the North East of England and a major centre for cultural and leisure activities, so many people come into the City to study, work, shop and relax. Newcastle has seen a net increase in jobs of 12% since 1991, but this growth has not been equally shared between men and women. As with other English regions, in almost all industrial categories, women earn less than men. Newcastle and the North East have significantly higher levels of 'hidden unemployment' than the rest of England, and this is most marked for women.

The City Council is committed to using its leadership role and capability to promote gender equality in the local labour market. In our work with other public, private, voluntary and community groups we strive to ensure that effective policies are adopted and implemented more widely.

This gender profile provides us with an opportunity to share information with our local, regional and national partners. We will continue to promote equality and diversity within partnerships and other organisations where we are represented as well as working with other organisations to develop policies and plans to improve gender balance in the workforce.

The data contained within this document provides a baseline position for men and women in the labour market which will enable policy makers, employers, project managers and evaluators to better understand where intervention is needed. Working together, we can grow a workforce that includes a more equal balance of women and men at all levels, and reflects the diversity that is at the heart of our Region.

Yours

Councillor Greg Stone

Development and Regeneration Portfolio Manager

Acknowledgements

This Gender Profile for Newcastle, 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.

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

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

Sue Yeandle

on behalf of the GELLM research team

Sheffield, September 2004

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

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1. Introduction and Executive Summary

This Gender Profile of Newcastle's Labour Market

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

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

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

The Gender Profile thus offers an extensive description and commentary on the position of Newcastle'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 choices, but it is also known that stereotyping, discrimination, recruitment practices and promotion arrangements can and do come into play. Where this happens, the result can be indefensible differences in men's and women's pay, a concentration of women in lower level jobs which do not make full use of their skills or potential, and difficulties for both men and women who wish to enter occupations not typical for their sex. We also know that most women and men aim to access employment which is local to where they live: for example, in England as a whole only 16 per cent of men and 9 per cent of women usually travel more than 20 kilometres each day to work.

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

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

The Local Setting

Newcastle has, due to the high numbers of students in the city, a comparatively young population. Among men and women of working age there are relatively high percentages of people aged 16-24, and rather fewer people aged 50-64 years compared with England as a whole. Between 1991 and 2002 the population of Newcastle decreased by 3.3 per cent of the total. This was a consequence of a reduction in the number of people across all age groups, particularly children and those over retirement age.

General indicators of health and well-being in the city are relatively poor. Newcastle has lower than average life expectancy at birth, a higher proportion of people aged 25 or over who have a limiting long-term illness, and a significantly higher teenage pregnancy rate compared with England as a whole.

Newcastle is more ethnically diverse than the North East region as a whole, and the largest Ethnic Minority group are people of Pakistani origin, followed by the White Other group³. 10 per cent of males and 9 per cent of females are from Black and Minority Ethnic Groups which is lower than in England as a whole (13 per cent for both).

By comparison with the English average, Newcastle has a low proportion of owner occupied households, a high proportion of households that rent from the council, and high levels of private renting. Between 2000 and 2003 the average house price in the city rose by 74 per cent from £72,800 to £126,500.

Education and Skills

Boys and girls in Newcastle in LEA maintained schools perform slightly below the level of pupils regionally and nationally, and after 16 they are much less likely to study in schools than their counterparts in England. However, the city has clear evidence of recent educational improvements. For example the proportion of pupils achieving 5 or more A-C grades at GCSE/GNVQ increased by 9 per cent for girls, compared with 5 per cent for girls in England, between 2000 and 2003.

After leaving school most 16 year olds continue in education or training. There is evidence of strongly gendered subject choice among pupils at these stages, and girls in Newcastle are less likely to choose mathematics for A level study, and boys less likely to choose English. This is similar to their counterparts in England. Although girls aged 16-18 performed better at A level than boys, their performance was worse, when measured against the average across England, than that of boys.

In 2003, 9 per cent of young men in Newcastle entered the labour market after leaving school, compared with 5 per cent of women. Most men who began work at 16 entered skilled trades or elementary occupations, while comparable women tended to go into personal service, clerical and customer service occupations.

Newcastle's men and women are rather less well qualified than men and women in England as a whole, and more than 60 per cent of Newcastle people aged

over 50, and a third of people aged 35-49, have no qualifications.

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

Between 1991 and 2002 there was a net increase of over 18,600 jobs (12 per cent) in Newcastle. The growth has not been equally shared between men and women: full-time female jobs decreased by 0.3 per cent and part-time jobs increased by 21 per cent, while male jobs increased by 7 per cent and 118 per cent respectively. For men, there has been a trend towards jobs in banking and finance, and in public administration, health and education, in contrast with a significant and continuing decline in manufacturing jobs. For women, change in employment by industrial sectors has been less marked. In Newcastle, a higher proportion of men work part-time and a greater percentage of women work full-time, compared with the North East region and England as a whole.

In Newcastle fewer people drive to work compared with the North East and England as a whole. This could in part reflect the fact that over 50 per cent of men and 60 per cent of women either work at home or within 5km of home, and the well developed public transport infrastructure in Newcastle. A significantly lower proportion of women in Newcastle, 39 per cent, drive to work compared with 49 per cent of their counterparts in the region and 51 per cent in England.

The Gender Pay Gap

Pay data for all occupations show that patterns of pay in Newcastle vary only slightly from patterns in the North East and England. In almost all categories of employment women earn less than men. Women and men come closest to equal pay in part-time sales and customer service occupations, as men in this occupation also tend to be paid low wages. A rather wider pay gap exists between men and women employed full-time in personal services in Newcastle.

Women working full-time in Newcastle earn on average £9.85 per hour compared with £9.41 in the North East, and £10.70 in England. The hourly rates for men are £10.61 in the North East and £13.10 in England⁴.

Among men both the bottom and top 10 per cent of earners receive less in wages than their counterparts in England. Among women, the bottom 10 per cent earn slightly more than their regional and national

³ The 'White Other' category includes not only other West Europeans, Canadians, American and Australians but also Eastern Europeans, people from the Former Yugoslavia and Romany/Gypsies.

⁴ New Earnings Survey 2003. Note: the hourly rate for men in Newcastle is unavailable since the figure is likely either to be based on very small numbers of people or to have a coefficient of variation greater than 5% as such it is unreliable and therefore hasn't been released.

counterparts, whilst the top 10 per cent of earners are paid much less than comparable women in England as a whole.

Unemployment and Economic Inactivity

The estimated 'real' unemployment rate (which includes those who do not make a claim for unemployment benefits) for both men and women in Newcastle was similar to that for the North East, but higher than for England as a whole. The difference between the claimant count and the 'real' unemployment rate was most marked for women. Women thus appear more likely to experience 'hidden' employment.

Among the economically inactive who wanted a job the most common reason for not looking for work was long-term sickness and disability (34 per cent), with the next most common reason being family and care responsibilities (32 per cent).

Newcastle has a higher percentage of people of working age who have never worked than the North East and England. The proportions are particularly high for the 25-34 age group and for 35-49 year old women.

Many unemployed women last worked in sales, or clerical posts and in the retail and service industries. Many unemployed men were formerly in skilled trades, manufacturing and construction.

Qualifications have a significant effect on employment status. This is particularly acute for women in Newcastle. 22 per cent of women with no qualifications were looking after their home or family full-time compared with just 6 per cent of highly qualified women. For men, a lack of qualifications is strongly linked to unemployment.

Unemployment and economic inactivity have severe impacts on the household. A striking 27 per cent of dependent children in Newcastle lived in households with no working adult, compared with 17 per cent in England. Furthermore, a higher proportion of lone parents with dependent children in Newcastle were inactive in the labour market compared with those in the North East and England.

Women, Men and Diversity

Newcastle has a relatively small ethnic minority population. Among people of working age, the White Other, Pakistani, Indian, Bangladeshi and Chinese populations are of greatest numerical importance.

Economic activity indicators vary considerably between ethnic groups. Among those aged 25+, 45 per cent of White Other and Indian men, and 34 per cent of Indian women are employed full-time, whereas just 16 per cent of Bangladeshi men and 5 per cent of Bangladeshi women are employed full-time. This compares with 56 per cent and 38 per cent of White British men and

Women. The Chinese population contains a high proportion of students.

Newcastle's Bangladeshi, Chinese and Pakistani residents of both sexes are heavily concentrated in the wholesale, retail, restaurants and hotels industry. The Indian population of both sexes has a high level of employment in this industry as well, and also in health and social work.

Work-Life Balance

Analysis of working time patterns shows that women in full-time and men in both full-time and part-time positions in Newcastle are more likely than their regional and national counterparts to have a flexitime arrangement in place. However, more women working part-time in Newcastle report having no working flexibility, compared with their counterparts regionally and nationally.

Newcastle has, in general, more childcare places per 1,000 children, but with fewer full day care places than the North East region and England as a whole.

Over 10 per cent of working age men and 14 per cent of women provide unpaid care, and these figures are very similar to England as a whole, and slightly lower than for the North East. There is considerable variation in the provision of unpaid care by people of different ethnicities.

Using the Gender Profile⁵

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

⁵ 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 Newcastle 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.

Uniquely in a document of this type, the Gender Profile also provides evidence relevant to the provision of other services provided in Newcastle - 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 City of Newcastle⁶

The City of Newcastle has a dramatic 2000 year history. Its innovation, unique landscape and solid cultural and trading links with Europe have created a distinctive culture and identity. Newcastle serves as the regional capital for a population of over two million people across the North East of England. It is important in driving the growth of the regional economy, research and education, and creating cultural assets of international significance.

Newcastle is a vibrant city, which has an international reputation for sport, shopping, nightlife, historic architecture, urban parks and the contemporary arts. Newcastle is the region's main business and administrative centre. It is also a centre for further and higher education, with two universities and a higher education college, which bring over 50,000 students to the city.

Set against this there are, however, major challenges for the city. Traditional industries such as shipping and mining have declined or disappeared. While new jobs have been created, these have not been sufficient to prevent people leaving the city for jobs elsewhere in the country. As a result, the population of Newcastle has fallen steadily since the 1960s. Between 1971 and 2001, it fell by 13 per cent, with the rate of loss having increased in the last five years. As it has typically been younger people in employment who have left, this has resulted in Newcastle performing worse than the national average in all the Government's main target areas. The available evidence also shows that Newcastle is experiencing a widening gap between areas of relative affluence and areas with high levels of poverty and social exclusion.

The City of Newcastle is made up of 26 Wards⁷.

Figure 2.1 shows these wards indicating the Index of Deprivation 2004 scores for the areas within them. Within Newcastle, the worst areas of deprivation are in West City ward. One of the areas within this ward is ranked 47 out of 32,482 sub-Ward areas (known as Super Output Areas (SOAs)) where 1 is the most deprived. 37 of Newcastle's 173 SOAs are in the 5 per cent most deprived areas in the country, and only 4 are in the 10 per cent least deprived areas and just

one in the top 5 per cent. Overall, the average of these scores rank Newcastle 20th out of 354 local authorities, where 1 is the most deprived and 354 the least.

Newcastle's Industrial Structure and Labour Market⁴

Newcastle has a diverse and balanced economy, with particular strengths in professional and business services, retailing, leisure, engineering, information technology, offshore engineering, subsea technology and energy. The City has an excellent reputation for its telecommunications and has become a major centre for telesales operations.

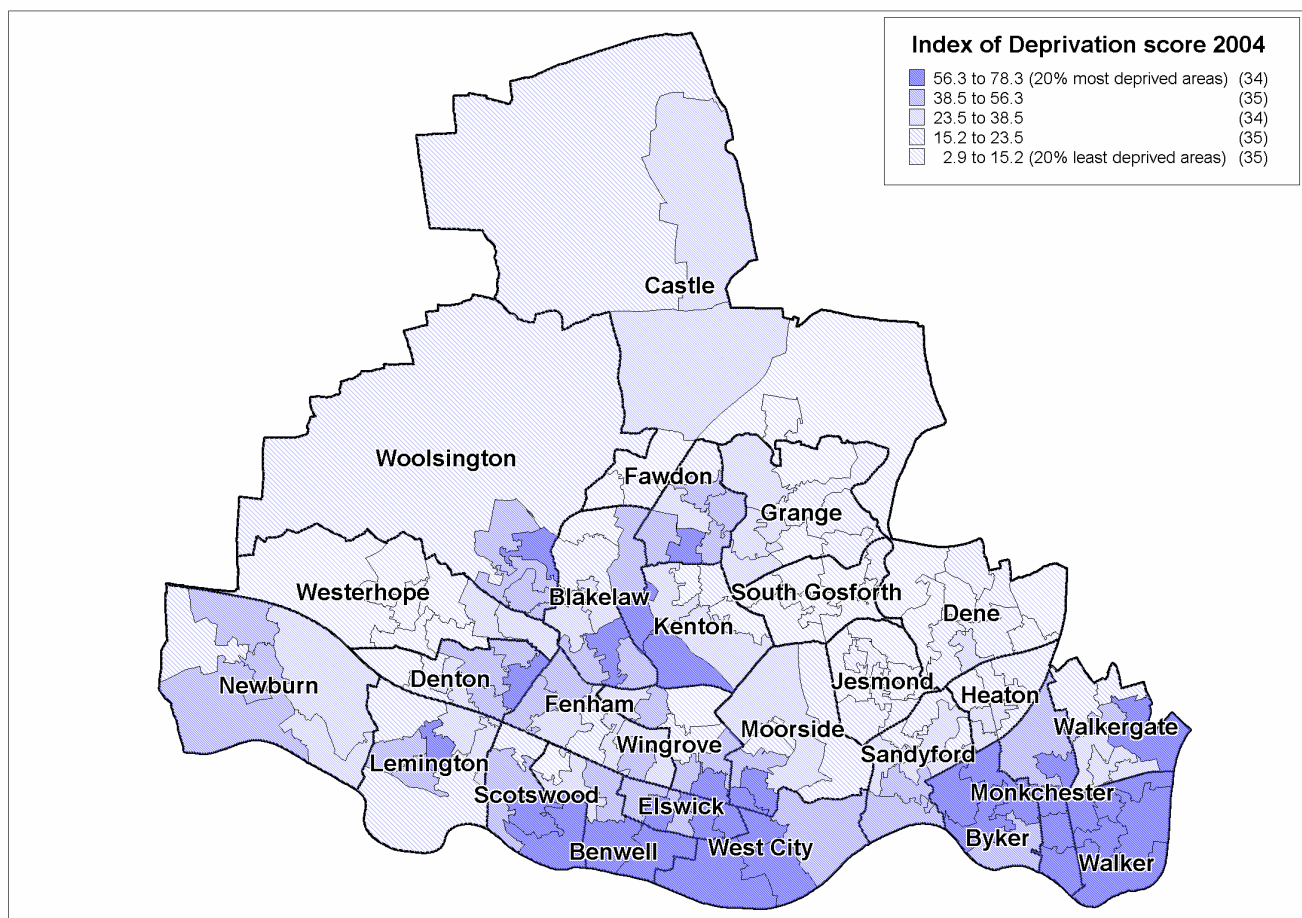
Newcastle is home to many major industrial enterprises and is also the location for the national and regional headquarters of a wide range of private and public sector organisations. The Newcastle area is amongst the most successful in the UK for attracting investment from abroad and is already the preferred location of many Far Eastern and US companies looking to enter the European market. Investors are drawn to Newcastle by a combination of a skilled and available workforce, strong international links, excellent communications, a wide choice of properties and sites, financial assistance packages and two renowned universities. The city also offers the potential to make huge cost savings and provides an outstanding quality of life.

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

⁶ Source: The Newcastle Plan 2002, Newcastle City Council and Competitive Newcastle Business Directory 2000/2001.

⁷ The wards shown were in place at the time of the 2001 Census. Since then the ward boundaries have been reviewed and new boundaries came into effect from June 2004.

Figure 2.1 Index of Deprivation 2004

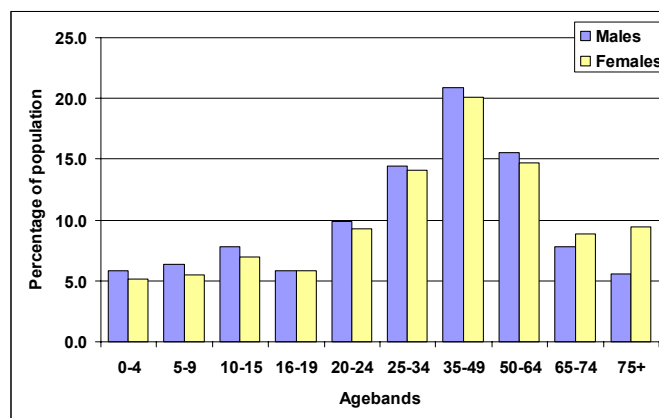


Source: ODPM, Crown Copyright 2004. This work is based on data provided through EDINA UKBORDERS with the support of the ESRC and JISC and uses boundary material which is Copyright of the Crown

The People of Newcastle

The population of Newcastle is 260,200⁸. **Figure 2.2** shows the population profile for Newcastle, and **Figure 2.3** the difference between the profiles for Newcastle and England. It can be seen that Newcastle has proportionally more men than women at all ages until 65 and over when women outnumber men. Compared with England, Newcastle has proportionally:

- fewer children
- more people aged 16-19 and 25-34 and
- fewer people aged 35-65

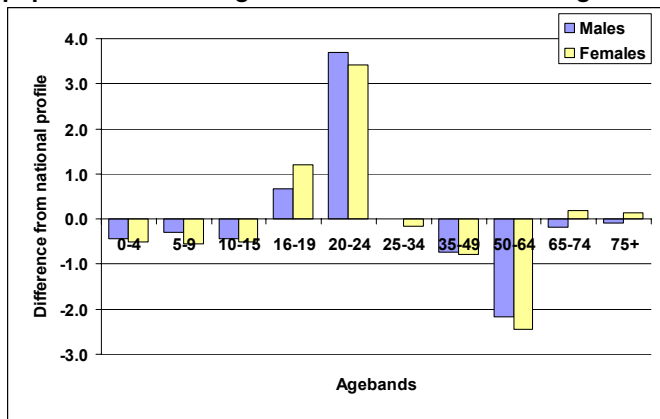


Source: Registrar General's Mid 2002 Population Estimate revised, Crown Copyright 2004

Figure 2.2 Population profile by age and sex

⁸ Registrar General's Mid 2002 Estimate revised, ONS, Crown Copyright 2004.

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



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

Population Change and Migration

Between 1991 and 2002 the population of Newcastle decreased by 9,000 people, or 3.3 per cent of the total. **Figure 2.4** shows that this was as a consequence of a reduction in the number of people across all age groups but particularly children and those over retirement age. This was different to the pattern in the region and in England as a whole.

Figure 2.4 Change in population 1991 to 2002

Area	Total change (%)	Change in the proportion in each age group (%)		
		0-15	16-64/59	65/60+
Newcastle	-9,000 (-3.3)	-3,400 (-6.5)	-1,200 (-0.7)	-4,400 (-8.3)
North East	-73,700 (-2.8)	-44,500 (-8.4)	-36,800 (-2.3)	7,700 (1.6)
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 revised, Crown Copyright 2004. Registrar General's Mid 1991 Population Estimate revised, Crown Copyright 2004

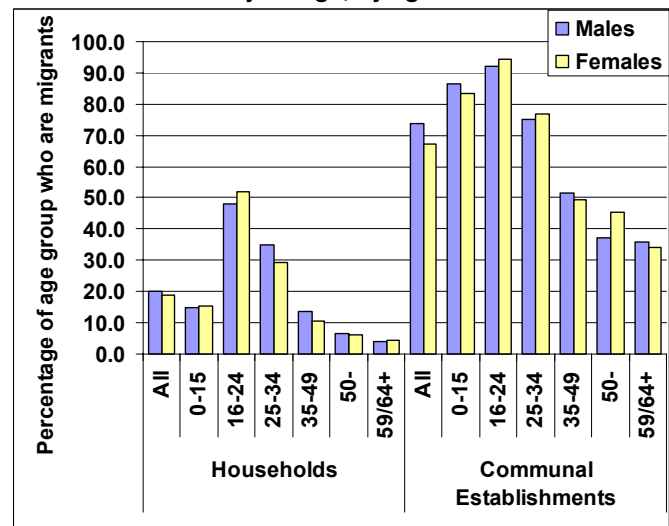
Note: 16-64/59 are people of working age and 65/60+ are those people of retirement age and above. Numbers may not sum due to rounding

Using data from the 2001 Census, it is also possible to explore the patterns in migration into and out of Newcastle in the year prior to the Census. In Newcastle, 17 per cent of people had moved in the year before the census, which is higher than the figures for the region (11 per cent) and for England as a whole (12 per cent). This is in part due to the high numbers of students in the city.

Figure 2.5 shows the percentage of people in Newcastle who were migrants (those with a different address one year before the 2001 Census) by gender, age and whether the person was resident in a household or communal establishment (CE), e.g. nursing home, hall of residence, residential care etc In Newcastle, 2.2 per cent of the population are resident in Communal Establishments, compared with 1.7 per cent in the North East region, and 1.8 per cent in England.

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

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

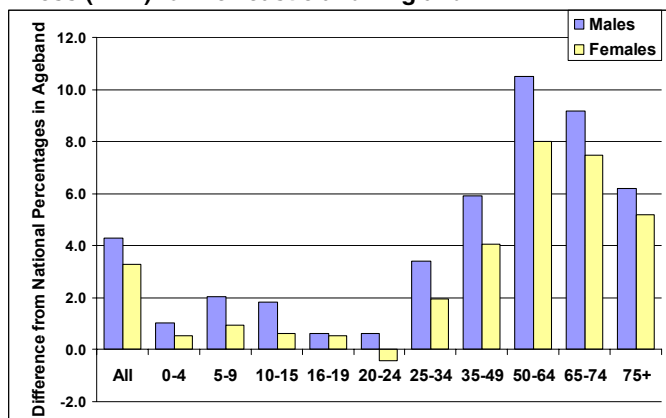


Source: 2001 Census Standard Tables, Crown Copyright 2003

Selected Health Indicators

The proportion of people with a Limiting Long-Term Illness (LLTI) in Newcastle (21 per cent of males and females) is higher than in England (17 per cent of males and 18 per cent of females) but similar to that in the North East (22 per cent of males and females). **Figure 2.6** shows that a significantly higher proportion of people aged 25 and over suffer from a LLTI, especially men, compared with people in the same age group in England.

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



Source: 2001 Census Standard Tables, Crown Copyright 2003

In Newcastle, the conception rate amongst 15-17 year old girls was 58.7 per 1000⁹ (with 39 per cent ending in abortion) in 1999-2001 compared with 57.8 per 1000 in 1996-1998 (with 35 per cent ending in abortion). These conception rates were higher than the rates in both the North East (51.4 per 1,000 women with 37 per cent ending in abortion), and in England as a whole (43.5 per 1,000 with 45 per cent ending in abortion).

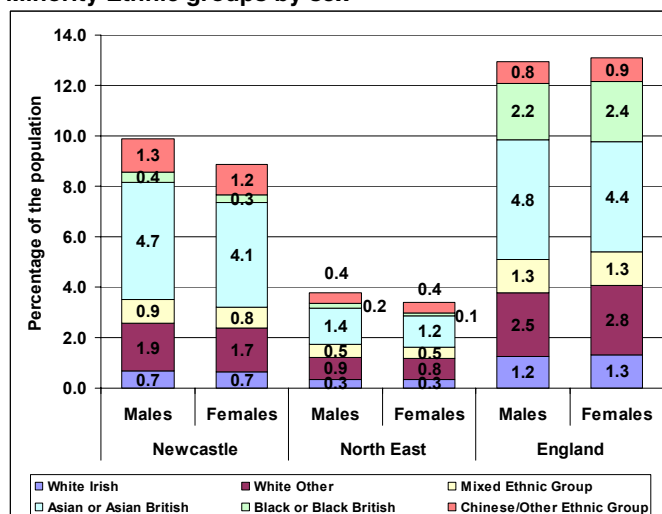
Men in Newcastle have rather a low life expectancy when compared with the North East and England as a whole. In 1999-2001, males in Newcastle had a life expectancy of 73.4 years at birth compared with 74.2 in the North East and 75.7 in England. For women, the differences are less pronounced, with figures of 79.1, 79.0 and 80.4 in Newcastle, the North East and England respectively. This ranks Newcastle as 348 for men and 329 for women for life expectancy out of 374 Local Authorities where the Local Authority in which men and women have the highest life expectancy is ranked as 1.

Minority Ethnic and Religious Groups

Figure 2.7 shows that 10 per cent of males and 9 per cent of females in Newcastle are from Black and Minority Ethnic groups¹⁰. This is significantly higher than in the North East (with 4 per cent of males and 3 per cent of females), but lower than for England (where 13 per cent of men and 13 per cent of women). In Newcastle, the largest Ethnic Minority group are people of Pakistani origin (4,840 people), followed by the White Other group (4,690 people), people of Indian origin (3,100 people) and people of Bangladeshi origin (2,610 people).

The 2001 Census also provides information about religious groups. Muslims are the largest minority religious group in Newcastle (9,430 people or 3.6 per cent of the population) then Hindus (1,650 people or 0.6 per cent of the population). 67 per cent of males and 74 per cent of females state that they are Christians, which is lower than in the North East (78 per cent of males, 82 per cent of females) and England as a whole (69 per cent of males, 75 per cent of females). 19 per cent of men and 14 per cent of women said that they had no religion and 8 per cent of both sexes did not state a religion.

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



Source: 2001 Census Standard Tables, Crown Copyright 2003

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

¹⁰ For the purpose of this report, Black and Minority Ethnic groups include all those groups other than White British.

Households and Housing

There are 111,240 households in Newcastle¹¹, of which 35 per cent are single person households. This is higher than in the North East (31 per cent) and for England as a whole (30 per cent). Newcastle has a similar proportion of lone parent households with dependent children¹² (7 per cent) to the North East (7 per cent) and England (6 per cent). The other main differences are:

- the low proportion of 'one family' households (55 per cent) compared with the North East (64 per cent) and England (63 per cent)
- the low proportion of cohabiting and married couple households, which make up 37 per cent of all Newcastle's households compared with 45 per cent for the North East and 45 per cent for England
- the high proportion of 'all student' households which account for 2.2 per cent of all households compared with 0.4 per cent in both the North East and England
- the slightly higher proportion of single pensioner households (16 per cent) but the lower proportion of all pensioner households (8 per cent) compared with the North East (16 per cent and 9 per cent) and England as a whole (14 per cent and 9 per cent)

In Newcastle, 53 per cent of households are owner occupied, 33 per cent are rented from a social landlord (28 per cent rented from the council) and 12 per cent are privately rented. In the North East the figures are 63 per cent, 28 per cent (22 per cent rented from the council) and 7 per cent respectively, and in England 68 per cent, 19 per cent (13 per cent rented from the council) and 10 per cent. Therefore, Newcastle has:

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

Data from the Land Registry for the last quarter of the years 2000 and 2003 show that house prices in Newcastle rose substantially. The average house price rose from £72,800 to £126,500 (a 74 per cent increase) although 1 per cent fewer houses were sold in 2003 than 2000. Over the same period, the average house price across England increased from £112,500 to £166,300 (an increase of 48 per cent since 2000).

¹¹ Source: 2001 Census Standard Tables, Crown Copyright 2003.

¹² 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).

3. Education and Skills

Educational Indicators in Newcastle¹³

After 16, Newcastle pupils are less likely to study in schools than their counterparts in England.

Within Newcastle there are 72 primary, 18 secondary and 7 special schools which teach 20,030, 17,810 and 580 pupils respectively. There are 12 independent schools within the City. 11 of the 18 secondary schools in Newcastle have a sixth form¹⁴. Of the 68 per cent of 16 and 17 year olds who are in full-time education, 51 per cent are in maintained schools, 22 per cent are studying in independent schools, 1 per cent are at sixth form colleges and 25 per cent are in other further education establishments. This differs from the regional picture where 60 per cent of 16 and 17 year olds are in full-time education with 35 per cent are in maintained schools, 7 per cent in independent schools, 13 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 and secondary schools, (22.6 and 16.6 pupils per teacher respectively), was similar to that in the North East region (21.9 and 16.7) and England as a whole (22.6 and 17.0). In the same year the **teacher vacancy rate** in Newcastle was lower, at 0.4 per cent compared to 0.7 per cent in the region and 0.9 per cent in England. In 2003/2004 Newcastle spent slightly more per pupil (£3,830) than the regional average (£3,600) or the average across England as a whole (£3,590).

Newcastle has a higher proportion of pupils from **Black and Minority Ethnic groups** than the North East region but this is lower than in England as a whole. In primary schools in Newcastle, 13.1 per cent of pupils are from Black and Minority Ethnic groups,¹⁵ compared with 4.6 per cent of pupils in the region and 17.8 per cent in

England¹⁶. The largest of these groups are Pakistani (3.2 per cent) Bangladeshi (3.0 per cent) pupils and those in the Other Ethnic groups category (2.2 per cent). In secondary schools the figures are 9.6 per cent, 3.3 per cent and 15.6 per cent for Newcastle, the North East region and England respectively. In Newcastle's secondary schools, the largest Black and Minority Ethnic groups are the Pakistani (2.7 per cent), Bangladeshi (2.0 per cent) and Other Ethnic groups (1.3 per cent).

In Newcastle, 11.7 per cent of primary school pupils have a **first language which is other than English**, compared with 3 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 8.7 per cent, 2.1 per cent and 8.8 per cent in Newcastle, the region and England respectively.

In maintained nursery and primary schools in Newcastle, 32.6 per cent of pupils are eligible for **free school meals** (FSM) although only 27.8 per cent of pupils take them, compared to 22.1 per cent of pupils eligible (19.1 per cent take FSM) in the region and 16.8 per cent (13.5 per cent take FSM) in England. In secondary schools in Newcastle, the corresponding rates of eligibility for and uptake of FSM are 23.7 per cent and 16.2 per cent respectively, compared to 18.1 per cent and 12.6 per cent in the North East region and 14.5 per cent and 10.6 per cent in England as a whole.

A high proportion of boys in Newcastle 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 them¹⁷. For children with SEN who require a high level of support, a Statutory Assessment of his or her special educational needs is carried out by the Local Education Authority (LEA). If after the assessment the LEA decides that the child needs more special education/provision, it must write a Statement of Special Educational Needs, which is usually called a 'statement'. It describes the child's needs and all the special help he or she requires. The statement is reviewed annually.

At all Key Stages and geographical levels, a higher percentage of boys than girls have a SEN. At Key Stages 1 and 2 more pupils in Newcastle have a SEN than in England as a whole. Whilst there are more boys

¹³ Statistics of Education 2003, DfES, Crown Copyright 2003 and School Workforce in England, January 2003 (revised), Crown Copyright 2003

¹⁴ The remaining 7 secondary schools are middle schools which accept pupils aged 8 to 14. These would therefore not be expected to have a sixth form.

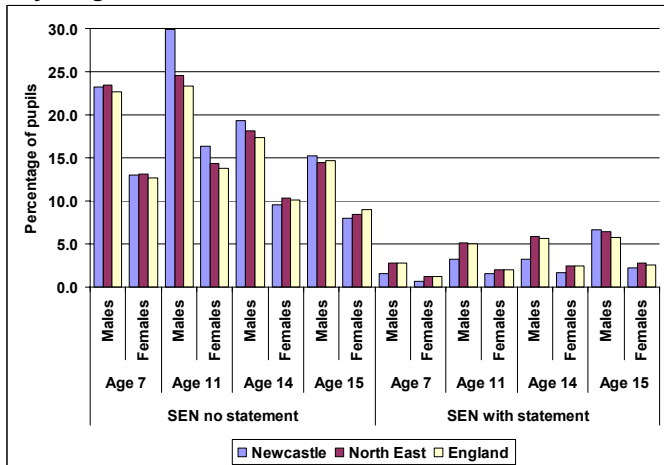
¹⁵ For the purpose of this report, Black and Minority Ethnic groups include all ethnic groups other than 'White British'

¹⁶ Percentage of the total number of pupils whose ethnicity has been classified (not the total number of pupils) in 2003

¹⁷ Special Educational Needs Code of Practice, DfES 2001.

with a SEN at all Key Stages in Newcastle than in the region and England, fewer girls have a SEN at Key Stages 3 and 4 in Newcastle than their counterparts regionally and nationally.

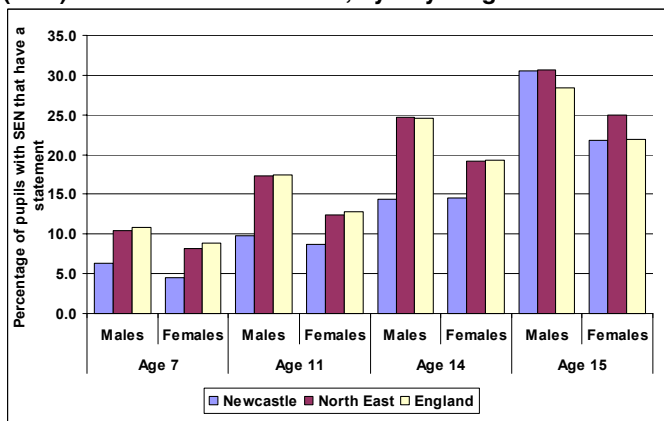
Figure 3.1 Boys and girls with identified Special Educational Needs (SEN) and with a Statement of SEN, by Key Stage in 2003



Source: DfES, Crown Copyright 2004

Figure 3.2 shows that in Newcastle, younger pupils (at Key Stages 1, 2 and 3) with a SEN are less likely to have a Statement of SEN than in the region and England. At Key Stage 4, more boys in Newcastle have a SEN than nationally, while the proportion of girls in Newcastle who have a statement of SEN is close to the national average. At all geographical levels and at all Key Stages, with the exception of KS3, 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 in 2003



Source: DfES, Crown Copyright 2004

Educational Attainment at Ages 7 - 16

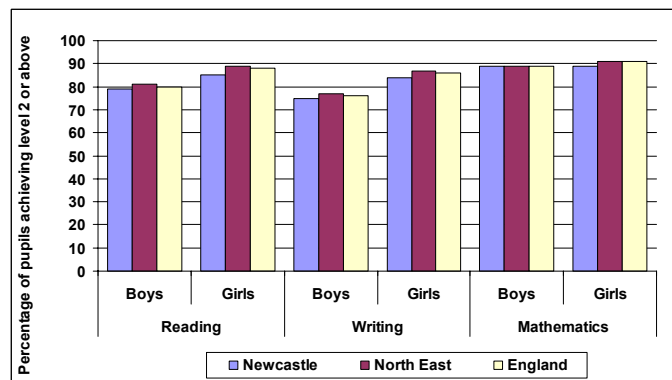
Boys and girls tests results in Newcastle are slightly below the level for the North East and England.

Key Stage 1 Tests - Age 7

Figure 3.3 shows the achievement of pupils in **Key Stage 1 tests (age 7)** in reading, writing and mathematics in 2003. A slightly lower proportion of both boys and girls in Newcastle achieved the expected standard (in all the three subjects of reading, writing and mathematics) than their counterparts in the North East region and England, except for boys in mathematics. Whilst 89 per cent of boys achieved the expected standard in mathematics, similar to the region and England, fewer boys performed well in reading (79 per cent) and in writing (75 per cent). Girls in Newcastle performed better than boys in reading and writing (85 per cent in reading and 84 per cent in writing) but the same proportion (89 per cent) achieved the required level in mathematics.

Figure 3.4 shows how pupils' performance in Newcastle and the North East region differs from the national percentage of pupils achieving the expected standard at Key Stage 1. Both 7 year old boys and girls in Newcastle performed below the national level in reading and writing, whereas boys and girls in the North East region outperformed the national level in these two subjects. The greatest difference can be seen in girls' achievements in reading, 3 per cent below the national level and 4 per cent below the regional level. Boys were at the national standard in mathematics, whereas girls in Newcastle performed below the national level in this subject.

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 who achieving level 2 or above at Key Stage 1, in 2003



Source: DfES, Crown Copyright 2004

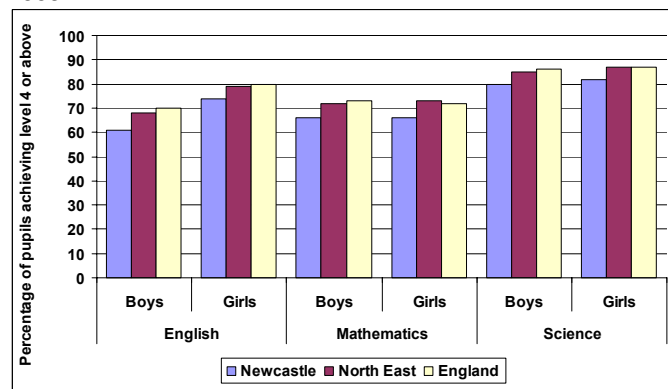
Note: England: Reading - Boys 80%, Girls 88%, Writing - Boys 76%, Girls 86%, Mathematics- Boys 89%, Girls 91%

Data for previous years indicate that since 2000, proportionally fewer boys in Newcastle have achieved the expected standard at Key Stage 1 in reading and writing, although there was no change in mathematics. This is similar to the pattern regionally. The national pattern, on the other hand, shows a fall in the proportion of boys achieving the required level in writing in 2003, but a small increase in both reading and mathematics. The results for girls in Newcastle suggest a negative trend, with a fall in the proportion achieving the expected standard since 2000 in reading (1 per cent fewer), writing (5 per cent fewer) and mathematics (3 per cent fewer). This is in contrast to the national trend, which shows a fall in the proportion of girls' achieving the required level in writing, but a similar proportion achieving the level in reading and a slight improvement in girls' performance in mathematics.

Key Stage 2 - Age 11

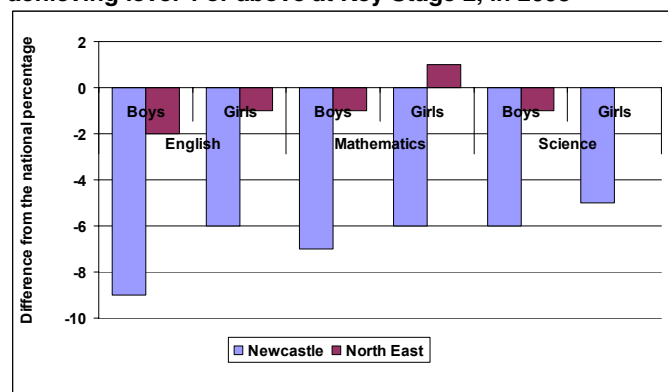
Figure 3.5 shows the achievements of pupils at **Key Stage 2** in the subjects of English, mathematics and science in 2003. Again, fewer pupils in Newcastle achieved the expected standard at Key Stage 2 than their equivalents in the North East region and England. Whilst 80 per cent of boys and 82 per cent of girls achieved the required level in science, a much lower proportion of boys achieved this level in English (61 per cent) and in mathematics (66 per cent). Girls performed better than boys in English (74 per cent) and similarly in mathematics (66 per cent), nevertheless doing less well than girls in the region and across England.

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



Source: DfES, Crown Copyright 2004

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



Source: DfES, Crown Copyright 2004

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

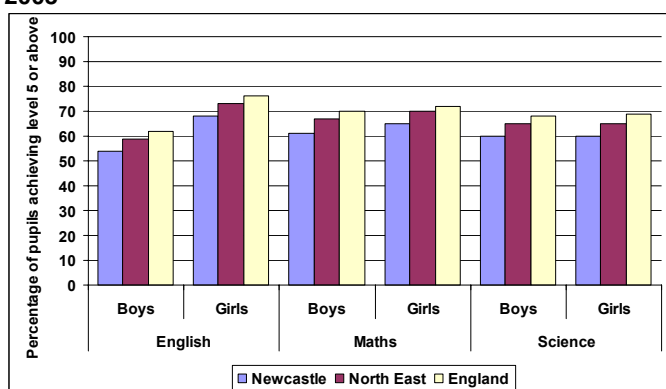
Figure 3.6 demonstrates the difference from the national percentage of pupils achieving level 4 or higher at Key Stage 2. In Newcastle, boys' performance in English is 9 per cent below the national level and 7 per cent below the regional level. For girls, the difference is 6 per cent below the national level and 5 per cent below the regional level. While boys in Newcastle performed better in mathematics at age 7, their results were well below the national level at age 11, 7 per cent below the national percentage achieving the expected standard.

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

Key Stage 3 - Age 14

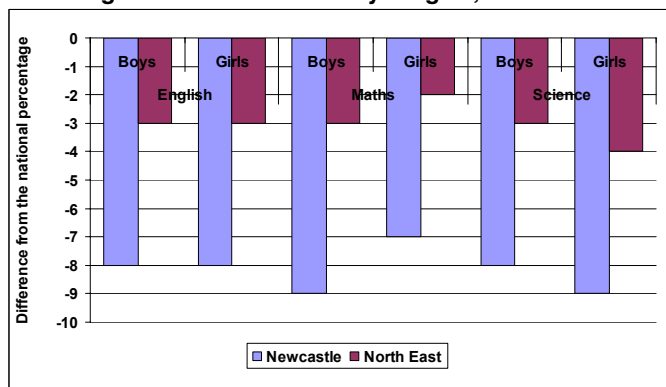
Figure 3.7 shows pupils' achievements at Key Stage 3 in English, mathematics and science in 2003. Compared with their counterparts regionally and nationally, a lower percentage of both boys and girls in Newcastle achieved the expected level in all the three subjects of English, mathematics and science. Even fewer boys achieved the expected standard in English (54 per cent) compared with the regional (59 per cent) and national (62 per cent) averages. Girls in Newcastle performed better in English than in mathematics and science, although still below the regional and national averages.

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



Source: DfES, Crown Copyright 2004

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



Source: DfES, Crown Copyright 2004

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

Figure 3.8 shows the difference from the national percentage of pupils achieving level 5 or above at Key Stage 3. Whilst the regional level is also below the national level for both boys' and girls' achievements in all the three subjects of English, mathematics and science, both sexes in Newcastle performed well below both the regional and national levels in these three subjects. The greatest difference is in boys' lower achievements in mathematics and girls' lower performance in science, both 9 per cent below the national percentage respectively.

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

Newcastle has some clear evidence of recent educational improvements. Since 2000, the proportion of both boys and girls in Newcastle who achieve the expected standard at Key Stage 3 has in most cases risen faster than improvements at the national level. In 2003, 9 per cent more boys achieved the expected level in English, 6 per cent more in mathematics and 11 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 Newcastle the corresponding figures are 7 per cent, 12 per cent, and 16 per cent (3 per cent, 7 per cent and 11 per cent for England).

Diversity Indicators and Performance at Key Stages 1-3

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

Ethnicity

The 2003 educational statistics for Newcastle refer to the following pupils indicated in **Figure 3.9**.

Figure 3.9 Newcastle 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	1,212	1,335	1,229
	Black and Minority Ethnic Groups	185	151	105
Girls	White British	1,104	1,137	1,211
	Black and Minority Ethnic Groups	176	125	113

Source: DfES, Crown Copyright 2004

As **Figure 3.9** shows, Newcastle has a comparatively small number of pupils from Black and Minority Ethnic groups. In Newcastle, these pupils are principally concentrated in the Pakistani and Bangladeshi populations. These figures provide reliable data as they refer to the results of official tests taken by all pupils, and have not, for example, been generalised from a sample survey of pupils. The test results for 7, 11 and 14 year-old pupils showed:

At age 7

- Newcastle's Black and Minority Ethnic girls did better than Newcastle's Black and Minority Ethnic boys.
- Newcastle's Black and Minority Ethnic boys did less well than Newcastle's White British boys.
- Newcastle's Black and Minority Ethnic boys and girls did less well than similar pupils nationally, 8 per cent fewer boys and girls achieving the expected standards in reading, 4 per cent fewer boys and 5 per cent fewer girls in writing, and 5 per cent fewer boys and girls in mathematics.

At age 11

- Newcastle's Black and Minority Ethnic boys achieved similar results to Newcastle's White British boys in English, and did better in mathematics, with 1 per cent more achieving expected standards. However, they performed less well in science, 4 per cent fewer achieving the expected standard when compared with Newcastle's White British boys.
- Newcastle's Black and Minority Ethnic girls did less well than Newcastle's White British girls.
- Newcastle's Black and Minority Ethnic boys and girls did less well than similar boys and girls nationally in all three subjects.

At age 14

- Newcastle's Black and Minority Ethnic boys did less well than Newcastle's White British boys (4 per cent fewer achieving the expected standard in English, 7 per cent fewer in mathematics, and 10 per cent fewer in science).
- Newcastle's Black and Minority Ethnic girls did less well than Newcastle's White British girls (11 per cent fewer achieving expected standards in English, 9 per cent fewer in mathematics, and 7 per cent fewer in science).
- Newcastle's pupils of both sexes and all ethnic groups did less well than their national counterparts. Compared with similar girls nationally, Newcastle's Black and Minority Ethnic girls performed especially poorly in English – 14 per cent fewer achieved the expected level.

English as an Additional Language

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

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

		Numbers		
		Age 7 KS1	Age 11 KS2	Age 14 KS3
Boys	English	1,231	1,359	1,247
	First language other than English	170	138	106
Girls	English	1,139	1,162	1,227
	First language other than English	154	110	117

Source: DFES, Crown Copyright 2004

At age 7

- Newcastle's boys and girls who have English as an additional language performed less well in all subjects than those for whom English was their first language. (13 per cent fewer boys and 12 per cent fewer girls gained expected standards in English, 11 per cent fewer boys and 12 per cent fewer girls in writing, and 9 per cent fewer boys and girls in mathematics, compared with the majority of pupils for whom English was their first language.)
- Boys and girls in Newcastle for whom English is an additional language performed less well in all subjects compared with their national counterparts.

At age 11

- Newcastle's boys and girls who have English as an additional language performed less well than those for whom English was their first language in all subjects except for mathematics, where boys with English as an additional language and reached similar standards to boys for whom English was their first language.
- Newcastle's boys and girls who have English as an additional language performed less well in all subjects than their national counterparts.

At age 14

- Newcastle boys for whom English is an additional language performed less well than other Newcastle boys at age 14. 8 per cent fewer achieved expected standards in English, 11 per cent fewer in mathematics, and 14 per cent fewer in science.
- Girls in Newcastle with English as an additional language did less well in all subjects than other Newcastle girls with 13 per cent fewer in English, 15 per cent fewer in mathematics and 11 per cent fewer in science.
- Newcastle's boys and girls who have English as an additional language performed less well in all subjects than their national counterparts.

Free School Meals Eligibility

- In Newcastle, the North East region, and nationally, pupils of both sexes who are eligible for free school meals performed less well than other pupils at Key Stages 1, 2 and 3.
- This is especially marked for older Newcastle boys and girls eligible for free school meals, with 35 per cent fewer boys and 33 per cent fewer girls in this group achieving expected standards in English, 29 per cent fewer boys and 34 per cent fewer girls in mathematics and 33 per cent fewer boys and 37 per cent fewer girls in science, compared with other Newcastle girls.

Special Educational Needs

At age 7

- Newcastle boys and girls who have a SEN achieved less well in 2003 than their national counterparts.
- This pattern was even more marked for Newcastle girls who have a SEN - 12 per cent fewer achieved the expected standard in reading, 11 per cent fewer in writing and 15 per cent fewer in mathematics, compared with similar girls nationally.

At age 11

- Among Newcastle pupils who have SEN but who do not have a statement of SEN, attainment is lower for both boys and girls than the national averages for similar pupils.

- In English, 8 per cent fewer boys and 11 per cent fewer girls achieved expected standards; in mathematics the figures were 10 per cent fewer boys and 4 per cent fewer girls, and in science 11 per cent fewer boys and 13 per cent fewer girls.

At age 14

- Newcastle boys and girls with a SEN but no statement performed well below the national level in all the three subjects.
- In English, 11 per cent fewer boys and 12 per cent fewer girls achieved expected standards; in mathematics the figures were 15 per cent fewer boys and 9 per cent fewer girls, and in science 15 per cent fewer boys and 7 per cent fewer girls.

Key Stage 4 GCSE/GNVQ - Age 15

In Newcastle proportionally fewer girls and boys achieve 5 or more GCSE/GNVQs at A-C grade

GCSE/GNVQ achievements by 15 year olds in maintained schools in 2002/03 are presented in **Figure 3.11**. In Newcastle fewer boys and girls achieved 5 or more A-C grades at GCSE/GNVQ level than in the region and England, and boys performed less well than girls. Only a third of boys in Newcastle achieved 5 or more A-C grades, compared with 47 per cent of girls.

In Newcastle, 12 per cent of boys who sat these examinations did not achieve any GCSE/GNVQ passes. This is much higher than in the region (7 per cent) and England as a whole (6 per cent). The figure for girls is also higher, 8 per cent compared with 5 per cent regionally and 4 per cent nationally.

Although Newcastle's GCSE/GNVQ results in 2003 were poorer than those for the region and England, improvement has been made since 2000, when only 32 per cent of boys and 38 per cent of girls in Newcastle reached this standard. Between 2000 and 2003 the proportion of pupils achieving 5 or more A-C grades at GCSE/GNVQ increased by just 1 per cent for boys but by 9 per cent for girls. The comparable figures for the region were 5 per cent for boys and 6 per cent for girls, and in England as a whole 6 per cent (boys) and 5 per cent (girls).

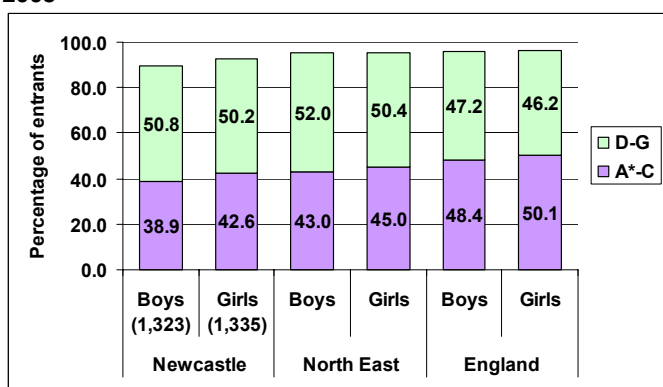
Figure 3.11 GCSE/GNVQ achievements by 15 year olds in maintained schools by gender in 2002/2003

Area		Percentage of pupils achieving at GCSE/GNVQ			
		5+ A-C grades	5+ A-G grades	5+ A-G grades including mathematics and English	No passes
Newcastle	Males (1,485)	33.3	77.5	74.9	12.3
	Females (1,432)	46.8	84.8	82.1	7.8
North East	Males	41.6	85.8	83.4	7.1
	Females	52.0	89.9	87.6	5.1
England	Males	47.9	86.6	84.2	6.3
	Females	58.2	91.0	89.0	4.1

Source: DfES, Crown Copyright 2004

Figures 3.12 -3.15 show pupils' performance in selected subjects at GCSE. **Figure 3.12** shows the proportion of pupils entered for GCSE mathematics in maintained schools who achieved good grades and other pass grades. In Newcastle, proportionally fewer boys (39 per cent) and girls (43 per cent) achieved good grades than those in the North East region and England. Figure 8 shows that the overall pass rate in Newcastle is also lower than the regional and national levels. In Newcastle pupils are less likely to achieve a good GCSE pass in this subject.

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



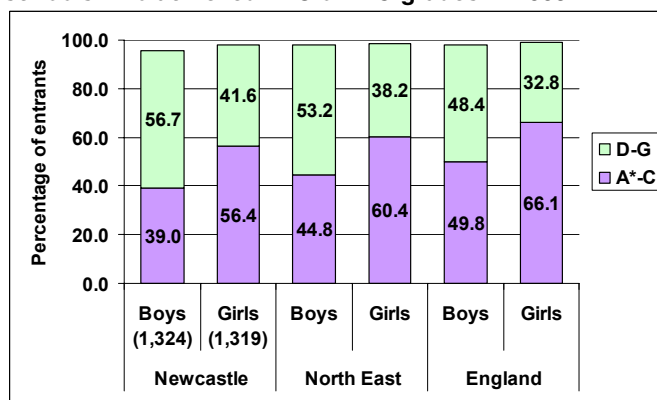
Source: DfES, Crown Copyright 2004

Figure 3.13 shows the proportion of pupils entered for GCSE English in maintained schools who achieved good grades and other pass grades. Although a higher proportion of girls than boys achieved good grades, 56 per cent compared with 39 per cent, the percentages of both boys and girls who achieved good grades in Newcastle are low. Again, the overall pass rate is slightly lower than the regional and national levels.

Figure 3.14 shows the achievements of pupils entered for GCSE Double Award Science in maintained schools. In Newcastle, 40 per cent of boys and 45 per cent of girls obtained good grades, a lower figure than in the

North East region (46 per cent for boys and 47 per cent for girls) or in England (50 per cent for boys and 53 per cent for girls). The overall pass rate is slightly lower than at the regional or national level.

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



Source: DfES, Crown Copyright 2004

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

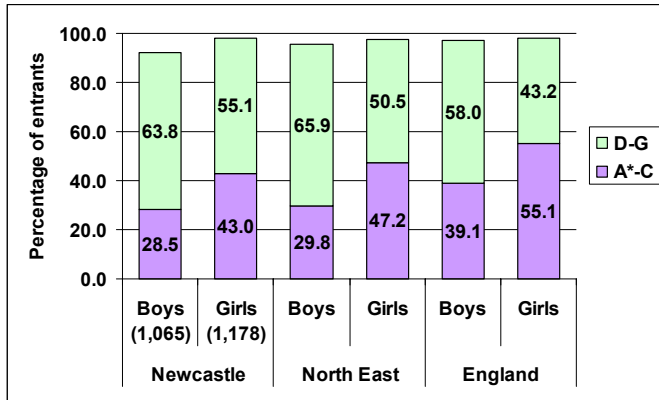


Source: DfES, Crown Copyright 2004

Figure 3.15 shows that in Newcastle a lower percentage of pupils entered for GCSEs in a Modern Language achieved good grades than in the region and England as a whole. Girls (43 per cent) performed better than boys (29 per cent) in achieving good grades, but still

performed below the regional and national averages of 39 per cent and 55 per cent respectively.

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



Source: DfES, Crown Copyright 2004

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

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

Ethnicity

- Newcastle's Black and Minority Ethnic boys and girls performed better at GCSE/GNVQ level than Newcastle's White British pupils, with 1 per cent more boys, and 5 per cent more girls, gaining 5 or more GCSE/GNVQ with grades A*-C.
- Newcastle's Black and Minority Ethnic boys and girls performed less well than their national counterparts, with 10 per cent fewer boys and 5 per cent fewer girls in this group achieving 5 or more GCSE/GNVQ with grades A*-C.

English as an additional language

- In Newcastle amongst those who have English as an additional language, a higher proportion of boys (35 per cent) and girls (54 per cent) achieved 5 or more good GCSE/GNVQ grades compared with boys (33 per cent) and girls (46 per cent) whose first language is English.
- 7 per cent of boys and 9 per cent of girls in Newcastle who have English as an additional language gained no passes at GCSE/GNVQ. The comparable figures for boys and girls in the region

were 9 per cent of boys and 6 per cent of girls and in England as a whole 6 per cent and 4 per cent for boys and girls respectively

Free school meal eligibility

- In Newcastle, the region and nationally girls and boys who are eligible for free school meals are far less likely to achieve 5 or more good GCSE/GNVQ passes, and far more likely to achieve no GCSE/GNVQ passes.
- Mirroring the overall pattern, girls who are eligible for free school meals are more likely than boys to achieve 5 or more good GCSE/GNVQ passes and less likely to achieve no passes.
- Overall fewer boys and girls who are eligible for free school meals in Newcastle achieve 5 or more good GCSE/GNVQ passes, compared with similar boys and girls in the region and in England as a whole.

Special Educational Needs

- In Newcastle, 7 per cent fewer boys and 9 per cent fewer girls with a SEN but without a statement achieved 5 or more good GCSE/GNVQ passes compared with their counterparts at the national level.
- A lower proportion of Newcastle boys and girls with a SEN did not achieve any GCSE/GNVQ passes, compared with similar boys and girls nationally.

Destinations of pupils at age 16

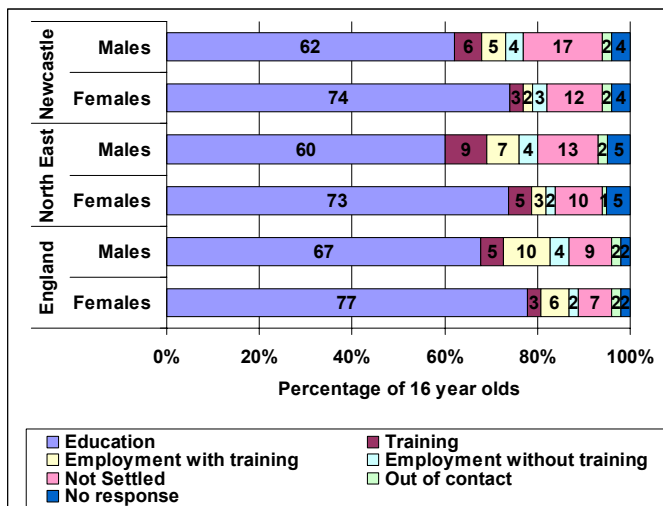
In Newcastle, nearly half of boys who enter employment at 16 go into jobs in skilled trades and a third go into elementary occupations.

Nearly 40 per cent of girls in Newcastle who enter employment at 16 go into personal service occupations, and over 40 per cent into administrative, secretarial and sales and customer service occupations.

Figure 3.16 shows the destination of pupils after the end of compulsory education. It indicates that the proportion of students staying on in education is similar in Newcastle to that in the North East region, but slightly

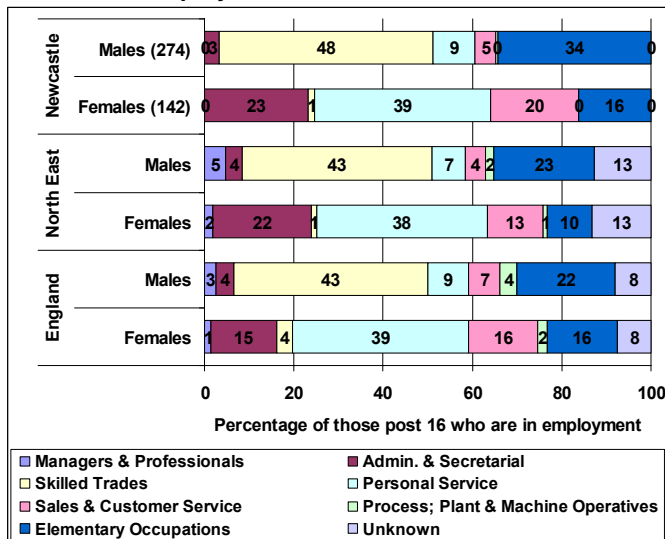
lower than in England as a whole. In 2003 in Newcastle, most 16 year olds continued in education and training, with more female students (74 per cent) than male students (62 per cent). Here more young men entered the labour market than young women, 9 per cent compared with 5 per cent. Note that 17 per cent of young men and 12 per cent of young women in Newcastle were reported to be 'not settled' - higher figures than in the region and nationally.

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



Source: ConneXions 2004

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



Source: ConneXions 2004

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

Figure 3.17 shows the first occupation of those who went into employment after leaving school at 16. In all areas, young men were more likely to be employed in skilled trades or elementary occupations, while young women were more likely to be in administrative and

secretarial, personal service or sales and customer service occupations. In Newcastle, a much higher proportion of young men are employed in elementary occupations (34 per cent), compared with the regional (23 per cent) and national figures (22 per cent). 39 per cent of young women who leave school at 16 and start work enter personal service occupations. Young women in Newcastle were also:

- more likely to be employed in administrative and secretarial (23 per cent) occupations than their counterparts in the region (22 per cent) and England as a whole (15 per cent)
- more likely to be employed in sales and customer service occupations (20 per cent) than those in the region (13 per cent) and England (16 per cent).
- more likely to be employed in elementary occupations, 16 per cent compared with 10 per cent of their regional counterparts, although the Newcastle figure is similar to the national percentage.

A/AS level Attainment

Fewer boys in Newcastle achieve good grades at A level

Figure 3.18 shows that in Newcastle the average point score per candidate achieving A/AS levels or their equivalent is lower than that in the North East region and in England. For boys in Newcastle, it is about 35 points lower than in the region and 43 points below than for England. Although girls in Newcastle achieved a higher point score than boys, their score was still much lower than the regional (40 points below) and national (56 points below) averages.

Figure 3.18 Average GCE/VCE A/AS point scores of 16-18 year old candidates by gender in 2003

Area	Average point score by candidates achieving A/AS levels			
	Per candidate		Per entry	
	Males	Females	Males	Females
Newcastle	186.4	200.4	65.3	70.7
North East	220.9	240.4	68.9	74.3
England	230.1	256.3	70.9	77.1

Source: DTES, Crown Copyright 2004

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

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

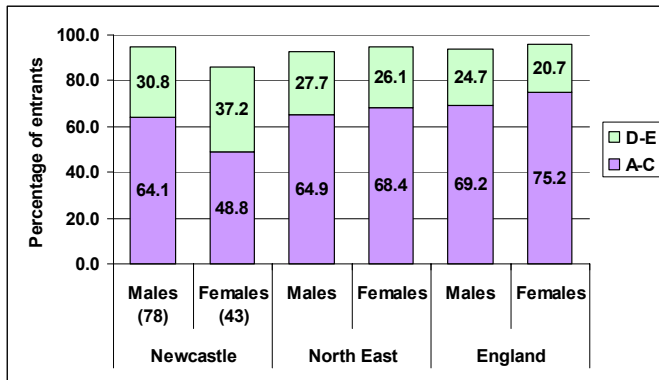
	Newcastle		North East		England	
	Males	Females	Males	Females	Males	Females
1	English	English	English	English	Mathematics	English
2	Mathematics	Psychology	Mathematics	Psychology	English	Psychology
3	Physics	Biological sciences	Physics	Social Studies (excluding Psychology)	Business Studies	Social Studies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

Source: DfES, Crown Copyright 2004

Figure 3.19 shows boys' and girls' five most popular subjects at A Level. At the national level, boys' and girls' preferences differ, except in choosing English and Business Studies. Many boys in Newcastle chose Geography and Biological sciences, whereas their counterparts in the North East region and England preferred Business Studies and History in addition to English, Mathematics and Physics. Girls in Newcastle had the same preferences as their regional counterparts, but differed from their counterparts in England in favouring Art and Design over Business Studies.

Figure 3.20 shows the results of boys and girls entered for A level maths in maintained schools. In Newcastle, only small numbers of pupils took this subject, and 64 per cent of boys achieved good grades, compared with 49 per cent of girls. Girls' poorer results here are particularly worrying.

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

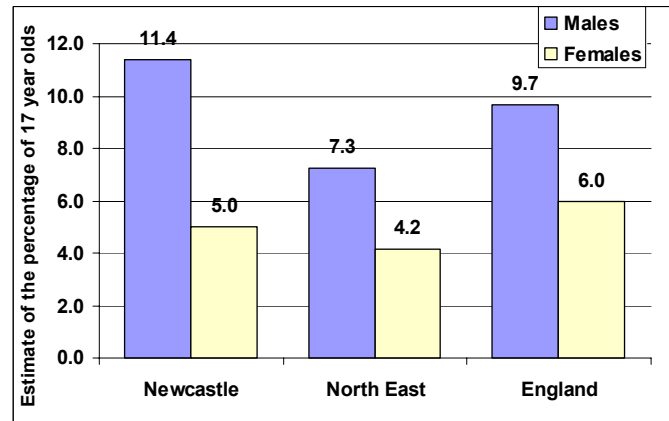


Source: DfES, Crown Copyright 2004

Using estimates of the population it is possible to compare the proportion of 17 year olds in Newcastle who entered maths A level with that in the region and England. These estimates are presented in **Figure 3.21**, and show that 11 per cent of 17 year old boys and 5 per

cent of girls in Newcastle took A level maths in 2003, compared with 7 per cent of 17 year old boys and 4 per cent of girls in the region and 10 per cent of boys and 6 per cent of girls in England as a whole.

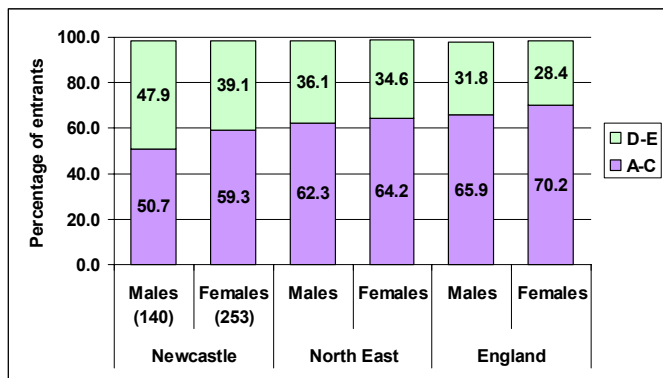
Figure 3.21 Percentage of the population aged 17 entered for A level mathematics (estimates) in 2003



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

Figure 3.22 shows the results of pupils entered for A level English in maintained schools. In Newcastle the difference between boys (51 per cent) and girls (59 per cent) who achieved good grades is greater than in the North East region (62 per cent for boys and 64 per cent for girls) and England (66 per cent for boys and 70 per cent for girls). Again both boys and girls entered for A level English in Newcastle performed less well than their counterparts in the region and nationally.

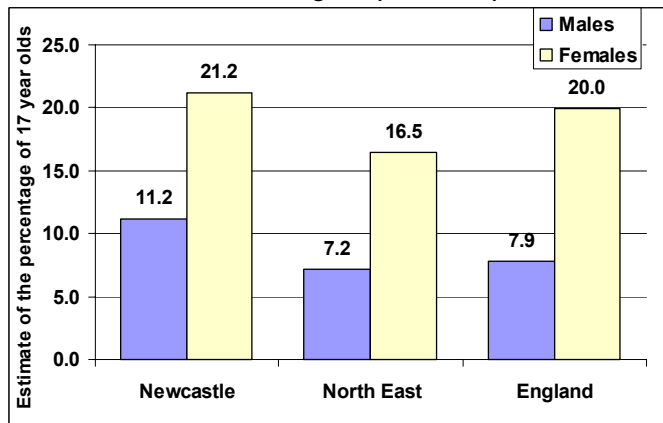
Figure 3.22 Pupils entered for A level English in maintained schools who achieved A-C or D-E grades in 2003



Source: DfES, Crown Copyright 2004

Figure 3.23 shows the estimates of the proportion of 17 year old boys and girls who undertake A level English. Again, proportionally more Newcastle boys (11 per cent) and girls (21 per cent) took A level English, compared with their counterparts in the region (7 per cent of boys and 17 per cent of girls) and nationally (8 per cent of boys and 20 per cent of girls).

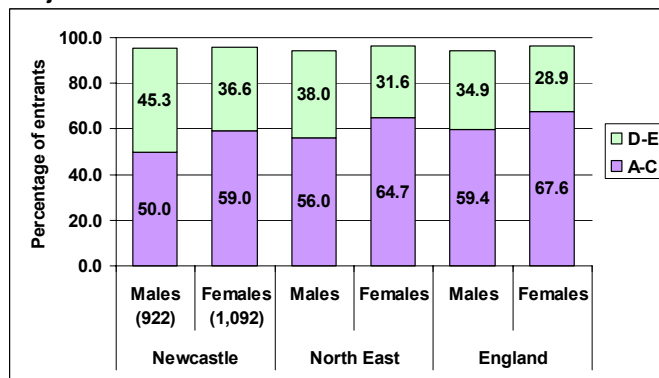
Figure 3.23 Percentage of the population aged 17 who were entered for A level English (estimates) in 2003



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

Figure 3.24 shows the achievements of boys and girls who took A levels in maintained schools across all subjects. In Newcastle, the percentages of both boys and girls achieving a good pass are lower than in the region and England. Half of boys and 59 per cent of girls in Newcastle achieved A-C across all subjects, compared with 56 per cent of boys and 65 per cent of girls in the region, and 59 per cent of boys and 68 per cent of girls in England as a whole.

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



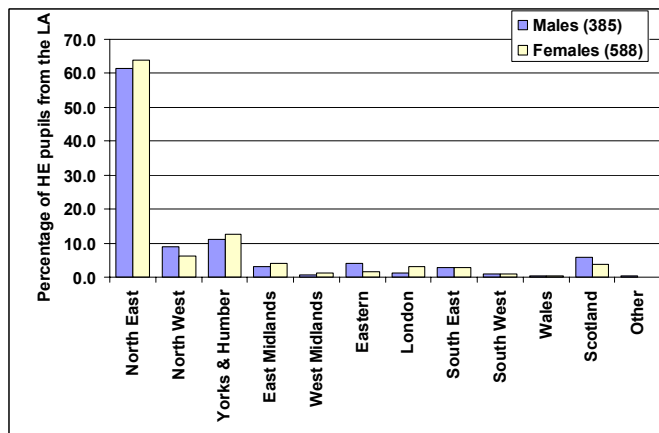
Source: DfES, Crown Copyright 2004

Higher Education

Many young men and young women from Newcastle study at a local higher educational institution.

Figure 3.25 shows that 61 per cent of males and 64 per cent of females from Newcastle who are participating in higher education are studying at an institution within the North East region, with a further 11 per cent of males and 13 per cent of females studying in Yorkshire and The Humber. The only other region where a significant number of Newcastle students chose to study was the North West (9 per cent of men and 6 per cent of women). It appears that both young men and young women from Newcastle tend to study at a local higher education institution.

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



Source: Higher Education Statistics Agency (HESA), 2004

Data for all students from the North East region show that 58 per cent of men and 65 per cent of women from the region study at a higher education institution within

the region, with 13 per cent of men and 12 per cent of women choosing to study in Yorkshire and The Humber. Again, a small proportion (8 per cent) of men and women attended higher education institutions in the North West.

The data on the region in which people from Newcastle reside after completing higher education shows that 55 per cent of males and 65 per cent of females from Newcastle were living in the region after the end of their course, with a further 4 per cent of males and 6 per cent of females staying in Yorkshire and The Humber.

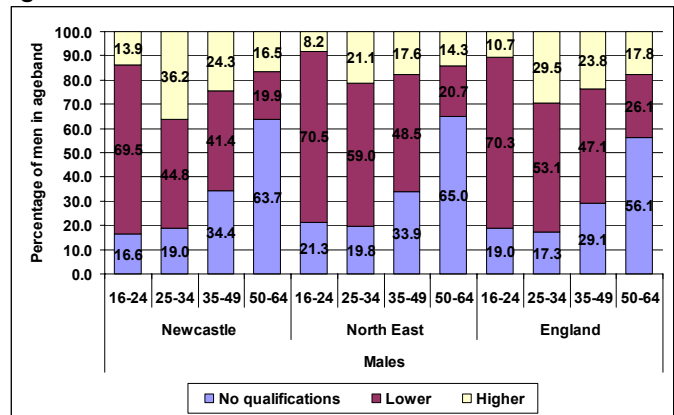
Qualifications and Skills in the general population

A high proportion of men and women in Newcastle have no qualifications.

Figures 3.26 and 3.27 show for all men and women of working age, men's and women's highest level of qualification by age. Women are less likely than men to have no qualifications at all geographical levels. In Newcastle, however, among men and women aged 35-49 a similar proportion have no qualifications, 34 per cent for both men and women, which is higher than the regional figure for women (32 per cent) and than the national figures of 29 per cent of men and 26 per cent of women. Newcastle has significantly higher levels of men and women aged 50-59/64 with no qualifications, compared with the national picture. On the other hand, Newcastle has a lower proportion of young men (17 per cent) and women (14 per cent) aged under 25 who have no qualifications than the region (21 per cent for men and 18 per cent for women) or England (19 per cent for men and 16 per cent for women),

Across England, more young women (aged 16-24) than young men have degree level qualifications (13 per cent compared with 11 per cent), compared with 14 per cent of both young men and young women in Newcastle. Newcastle also has far more men and women aged 25-34 with higher qualifications than the region and England as a whole, 36 per cent of men and 35 per cent of women, compared with 21 per cent of both men and women in the region and 30 per cent of men and 29 per cent of women nationally.

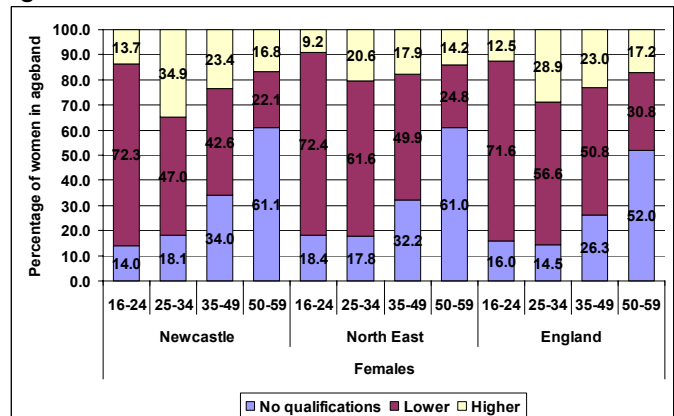
Figure 3.26 The highest level of qualification for men by age



Source: 2001 Census Standard Tables, Crown Copyright 2003

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

Figure 3.27 The highest level of qualification for women by age



Source: 2001 Census Standard Tables, Crown Copyright 2003

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

Key Points

- At Key Stages 1 and 2 (ages 7 and 11) a high proportion of pupils have Special Educational Needs (SEN), with more boys having a SEN than girls. At Key Stages 3 and 4 (ages 14 and 15) fewer girls have a SEN in Newcastle than their counterparts regionally and nationally.
- Achievement among pupils is low in comparison with the East region and England as a whole in tests at ages 7, 11 and 14.
- GCSE/GNVQ achievements by 16 year olds in maintained schools are low in comparison with the regional and national levels. Fewer boys (33 per cent) achieved 5 or more good grades than girls (47 per cent). This again compares unfavourably with the regional (42 per cent boys and 52 per cent girls)

and national (48 per cent boys and 58 per cent girls) averages.

- Far fewer boys than girls gained good GCSE grades in English and modern languages, mirroring a national gender gap.
- Although girls aged 16-18 achieved higher point scores at A level than boys, their performance was worse, when measured against the average for girls across England, than that of boys.
- Boys and girls make strongly gendered choices of subject for A level study. In Newcastle's schools, fewer girls chose maths and fewer boys chose English, similar to their counterparts in England as a whole.
- In the A level subjects for which they are entered, almost 59 per cent of girls in Newcastle achieved good grades, lower than the national average of 68 per cent. Fewer boys (50 per cent) reached this level of achievement, again below the national standard (59 per cent).
- Of those who leave education, more than 1 in 10 (boys and girls) in Newcastle are listed as not settled.
- More boys than girls (5 per cent compared with 1 per cent) enter employment without training at age 16.
- 274 boys and 142 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 administrative and clerical jobs.
- Newcastle's men and women are less well qualified than men and women nationally. In part a historical legacy, levels of qualification are especially low amongst older people. More than 60 per cent of men and women aged over 50, and a third of men and women aged 35-49, have no qualifications.

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 Newcastle, compared with the North East of England 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 Newcastle's labour market opportunities, showing which kinds of jobs have been declining and which increasing.

Structure of Employment Opportunities

There were large increases in part-time employment, particularly for men, between 1991 and 2002.

Between 1991 and 2002 (the latest available data) there was a net increase of over 18,600 jobs in Newcastle. Over the same period, the working age population resident in Newcastle decreased by 1,200 people. Underlying this significant 12 per cent job growth, analysis by gender, industrial sector and working hours reveals some marked differences affecting the situation of men and women.

In 1991, men held 47 per cent of all jobs in Newcastle, 91 per cent of them working full-time (9 per cent part-time). In contrast, 59 per cent of women worked full-time, with 41 per cent in part-time employment. Just over a decade later in 2002, the percentage of jobs held by men rose slightly to 48 per cent, but with fewer men - 83 per cent - working full-time. For women, the proportion of jobs that were full-time also fell, to 55 per cent by 2002.

Figure 4.1 summarises the actual numbers of jobs held, and confirms large increases in part-time employment, particularly for men in Newcastle, compared to their counterparts in the region and nationally.

Figure 4.2 shows the proportions of men's jobs in Newcastle, by industry, between 1991 and 2002. The largest sector was public administration, education and health - accounting for over a quarter of male jobs across the period. Banking, finance and insurance employed over a quarter of Newcastle men, slightly ahead of distribution, hotels and restaurants. In particular, for men, there was:

- a steady decline in the employment in manufacturing since 1996
- a reduced share of male employment in distribution, hotels and restaurants from 1997 onwards
- a steady decrease in the proportion of jobs in transport and communications across the decade
- an increase in employment in banking, finance and insurance since 1996

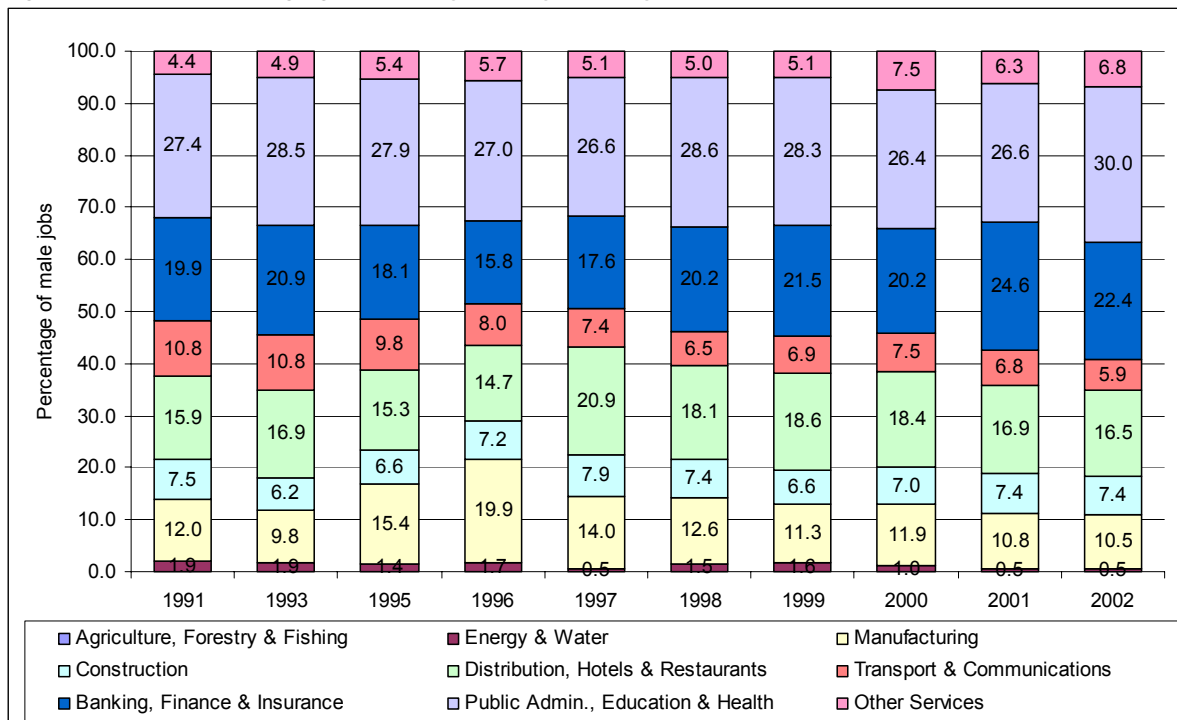
Figure 4.1 Changes in employment in Newcastle 1991-2002 by full-time/part-time status and sex¹⁸

Job Type	Sex	Number of jobs		Change in number of jobs 1991-2002	Percentage change 1991- 2002		
		1991	2002		Newcastle	North East	England
Full-time	Female	48,441	48,315	-126	-0.3	5.7	12.7
	Male	64,954	69,286	4,332	6.7	0.6	9.3
	All	113,395	117,601	4,206	3.7	2.4	10.6
Part-time	Female	33,329	40,220	6,891	20.7	17.4	30.8
	Male	6,369	13,900	7,531	118.2	103.2	103.1
	All	39,698	54,120	14,422	36.3	29.4	43.6
All	All jobs	153,093	171,721	18,628	12.2	9.7	19.2

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

¹⁸ These data relate to jobs located in Newcastle. Some of these jobs may be held by men or women who live elsewhere.

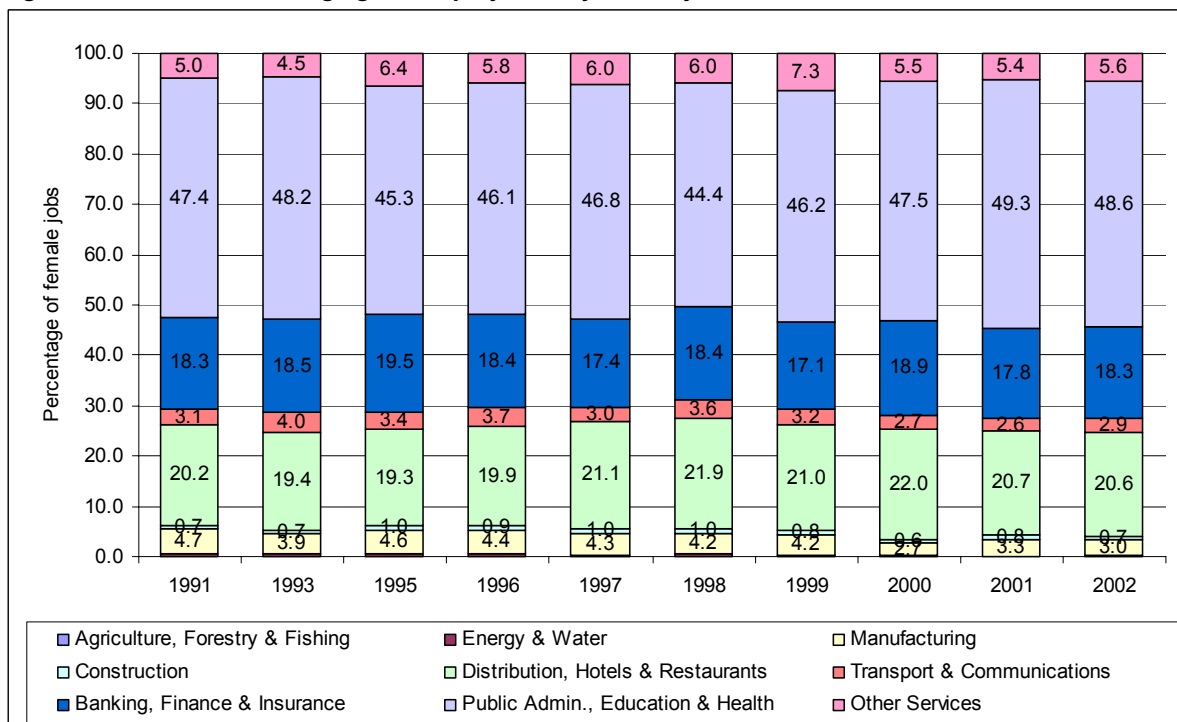
Figure 4.2 Men of working age in employment by industry, in Newcastle, 1991-2002



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

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

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



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

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

Among working age women in Newcastle (**Figure 4.3**), almost half are employed in public administration, education and health, while roughly a fifth work in the distribution, hotels and restaurants and slightly fewer in banking, finance and insurance. Between 1991 and 2002 there were slight changes in the industrial distribution of employment for Newcastle's women, including:

- a small reduction in the proportion of women in manufacturing jobs
- a rise in the share of women working in public administration, education and health jobs between 1998 and 2001

Compared with the region and England as a whole, there are distinct differences in the relative dominance and patterns of employment decline and growth across the sectors. Newcastle has a much higher proportion (30 per cent in 2002) of men employed in the public administration, education and health sector, compared with the region (18 per cent) and England (14 per cent). Similarly, banking, finance and insurance employs over 22 per cent of Newcastle men of working age, compared with only 14 per cent in the North East, and 21 per cent nationally. In contrast, manufacturing industry employs proportionally fewer men in Newcastle (11 per cent), than in the region (25 per cent) and nationally (19 per cent) - as does the distribution, hotels and restaurants. Transport and communication jobs declined sharply in Newcastle (11 per cent in 1991 to 5.9 per cent in 2002) compared to the North East (8.3 per cent to 7.3 per cent) and England as a whole (9.3 per cent to 8.8 per cent)

For women in Newcastle, the decline in manufacturing was also less pronounced (from 13 per cent to 7 per cent in the region, 12 per cent to 7 per cent in England – compared to 4.7 per cent to 3 per cent in Newcastle). The share of jobs in Newcastle's most dominant sector - public administration, education and health – also increased for the city's women, from 44 per cent in 1998 to 49 per cent in 2002. This was more than the regional (40 per cent to 43 per cent) and national (34 per cent to 36 per cent) increase.

Figure 4.4 shows the change in the **number of full-time and part-time** jobs in Newcastle between 1991 and 2002, by industry and by sex. This shows that for men there was:

- an increase of over 4,000 full-time, and 7,500 part-time jobs
- a significant rise in full and part-time jobs in banking and finance, and public administration, education and health jobs

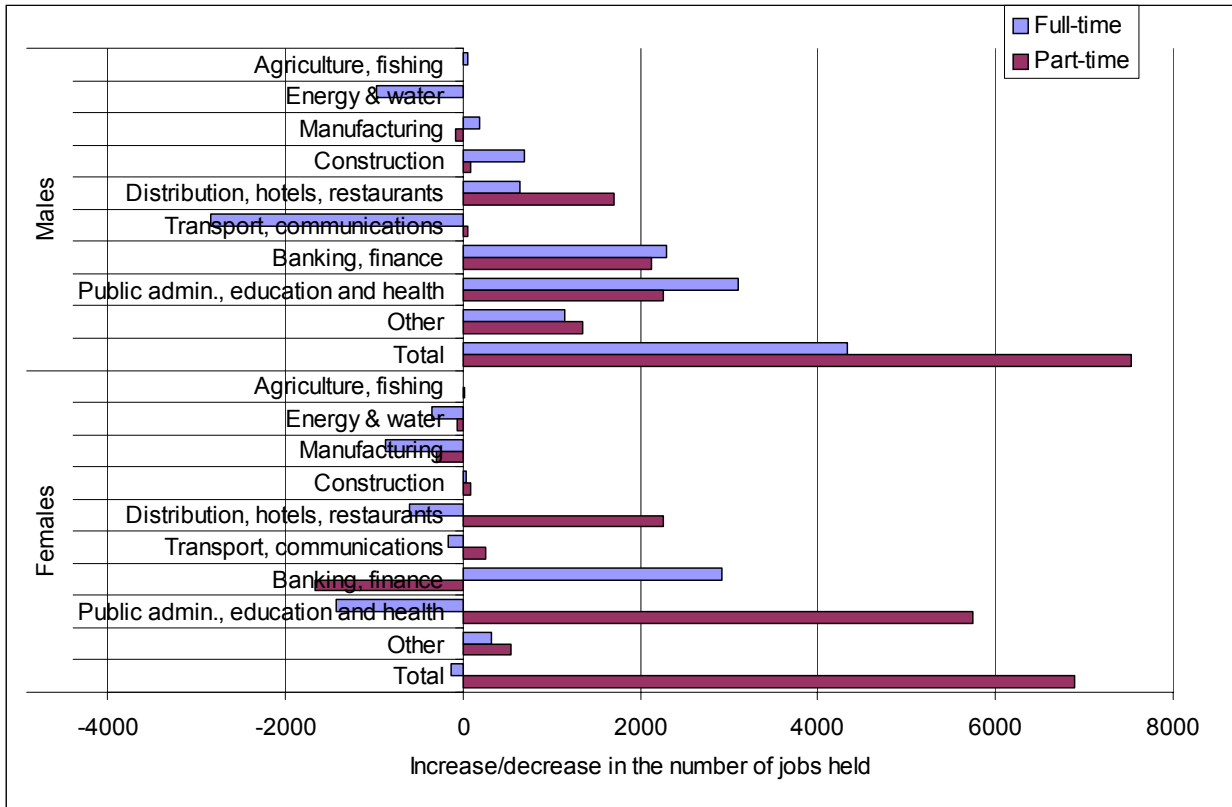
- a loss of full-time jobs in energy and water and transport and communications

For women over this period:

- there was an overall net loss of full-time jobs, but a marked increase in part-time jobs. This was especially visible in the public administration, education and health sector, where it is interesting to note women's net loss off full-time jobs compared with the increase for men
- the banking and finance saw the opposite trend, with a loss of part-time jobs off-set by an increase in full-time jobs
- there was a notable loss of both full and part-time jobs in manufacturing

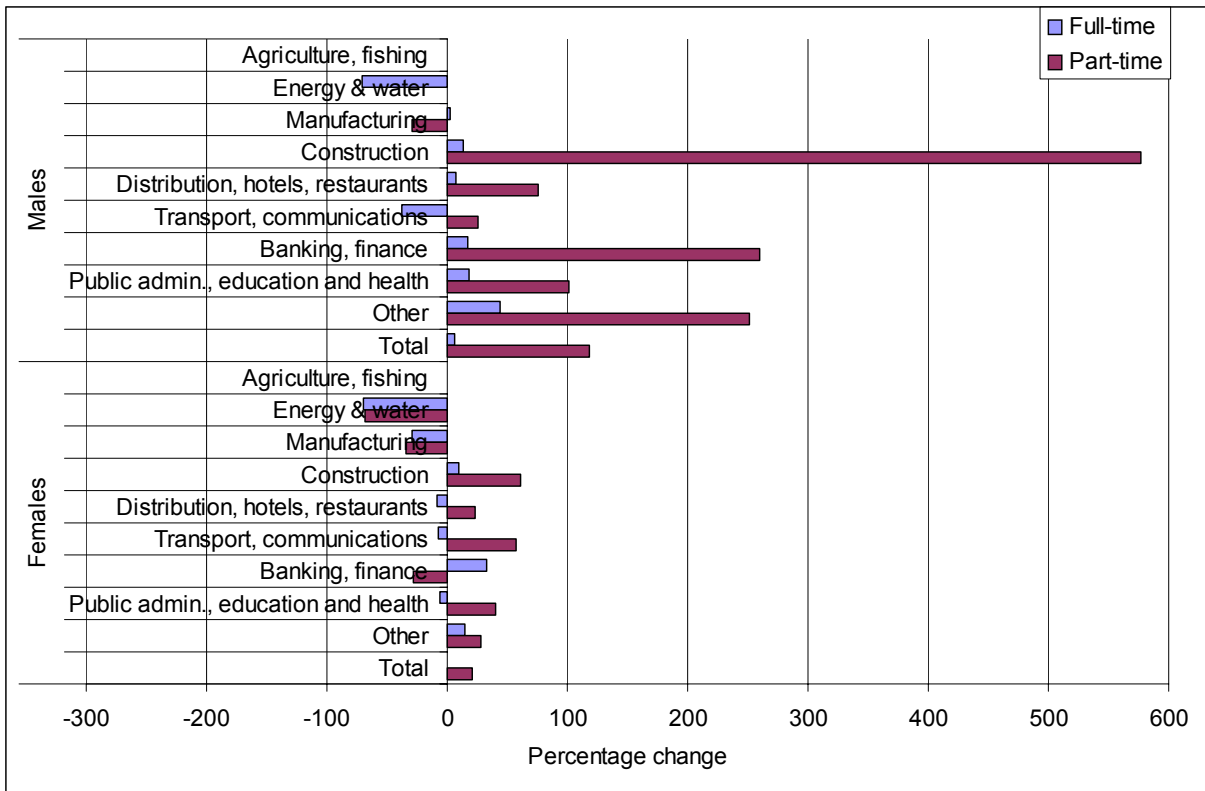
Figure 4.5 presents the same data as in Figure 4.4, but this time shows the **percentage change in the number of jobs**. The large increases in part-time jobs for men, particularly in construction, need to be seen in the context of very small numbers at the start of the period. Nevertheless, these are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

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



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

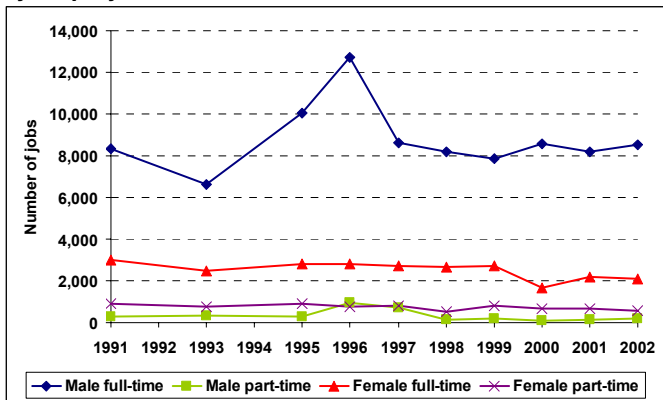
Figure 4.5 Percentage change in the number of jobs held between 1991 and 2002 by industry in Newcastle



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

Figures 4.6, 4.7 and 4.8 show the change in the numbers of jobs for selected industries in Newcastle by employment status and sex. Newcastle's **manufacturing sector** is dominated by male full-time workers (Figure 4.6), the numbers of which have changed dramatically over the period, almost doubling from 6,600 in 1993 to 12,700 in 1996. This rapid growth – and subsequent decline – was not reflected in the much lower numbers of female full and part-timers and male part-time employees. In 2002 there were 8,500 full-time male workers, 2,100 full-time women workers, and 580 women and 190 male working part-time.

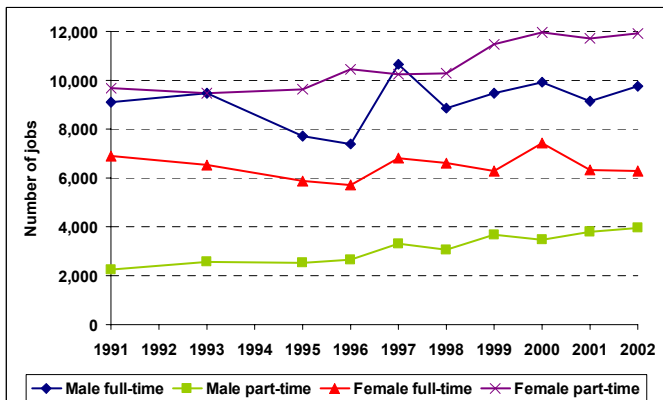
Figure 4.6 Change in the number of jobs in manufacturing, by employment status and sex, 1991-2002



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

This pattern of significant variation in male full-time employment is also evident in the **distribution, hotels and restaurants** sector (Figure 4.7). Here, the number of male full-time posts fell to 7,400 in 1996 before rising to almost 10,700 in 1997. In contrast, part-time male and female posts increased steadily, and full-time female jobs fluctuated more gently. However, unlike manufacturing, this sector has a different sex/employment status profile, with part-time female staff the most numerous at almost 12,000 in 2002.

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

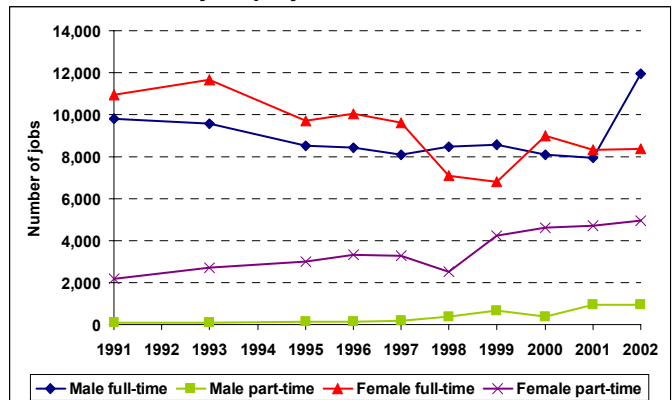


Source: Census of Employment, AES 1991, 1993, 1995, 1996-2002

In contrast to the other sectors examined, **public administration** has been characterised throughout the

period by large numbers of full-time female workers – reaching a peak of 11,700 in 1993 (Figure 4.8). However, between 1991 and 1997 there was a steady decrease in the number of full-time men and women employed, with women affected the most. At the same time the number of part-time female posts increased. This was followed by a period of job losses that adversely affected women – both full and part-time. From 1998, there was a slow but marked increase, from a very low base, in the number of male part-timers, and a period of overall growth in jobs in the sector, particularly for male full-timers after 2001.

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



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

People and Employment

In Newcastle has low economic activity rates for men and women in all age groups under 50..

The 2001 Census showed 83,480 men and 79,748 women of working age in Newcastle, of whom 59,330 men and 50,160 women were economically active (either in employment, economically active students or unemployed)¹⁹. Economic activity in Newcastle is lower for men (71 per cent) and women (63 per cent) of working age than in the region (76 per cent for men and 67 per cent for women) and England (82 per cent and 71 per cent), as can be seen in Figure 4.9. Lower economic activity rates among 16-24 year olds, as in Newcastle, can reflect high numbers of students and is sometimes seen as a positive indicator. However, low rates of economic activity persist across all age and gender groups, suggesting some labour market detachment and difficulty in accessing employment.

¹⁹ The data in this section, drawn from the Census, relate to the population resident in Newcastle, some of whom will work in other areas.

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

Age group		Economically active (%)		
		Newcastle	North East	England
Men	16-24	52.8	66.5	68.3
	25-34	83.7	87.9	91.0
	35-49	82.9	86.2	90.2
	50-64	61.7	61.7	72.8
	Working age	71.1	76.1	81.9
Women	16-24	47.9	59.1	62.1
	25-34	69.2	71.7	73.7
	35-49	71.8	74.0	75.8
	50-59	58.9	57.0	65.3
	Working age	62.9	67.0	70.6

Source: 2001 Census Standard Tables, Crown Copyright 2003

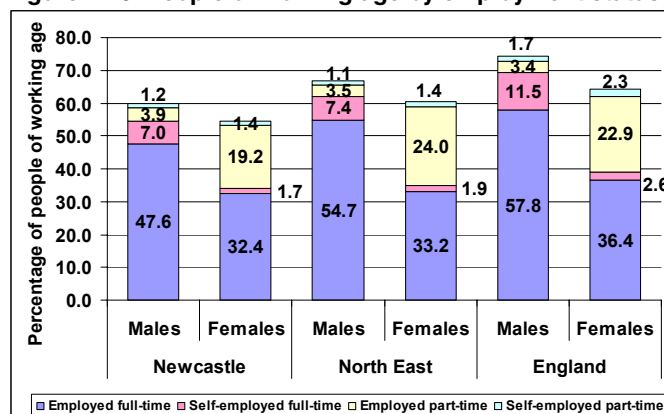
Employment Status

Newcastle has higher male part-time employment, and high female employment compared to the region and nationally.

In Newcastle, 49,827 men and 43,552 women of working age were in employment in 2001. Fewer men work full-time in Newcastle (45,602 or 55 per cent) than in the North East region (62 per cent) or nationally (69 per cent). 34 per cent of women in Newcastle work full-time (27,166 women), which is slightly lower than in the region (35 per cent) and England as a whole (39 per cent). This is illustrated in **Figure 4.10**, which also shows that in Newcastle:

- the proportion of men who work part-time is the same as in England as a whole (5.1 per cent) – but a little higher than in the North East (4.6 per cent)
- a smaller proportion of women are employed part-time in Newcastle (21 per cent) than in the North East region and England as a whole (both 25 per cent)
- fewer men and women are self-employed (8.2 per cent of men and 3.1 per cent of women) than in the North East region (8.5 per cent and 3.3 per cent) and nationally (13.2 per cent and 4.9 per cent).

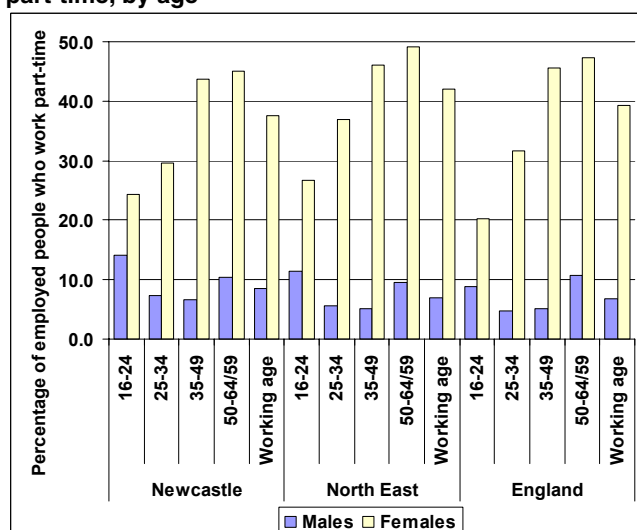
Figure 4.10. People of working age by employment status



Source: 2001 Census Standard Tables, Crown Copyright 2003

Figure 4.11 shows that the proportion of people who work part-time also varies significantly with age, with more young men (16-24) and older men (50 to retirement age) working part-time, and more women aged 35 to retirement age.

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



Source: 2001 Census Standard Tables, Crown Copyright 2003

Figure 4.12 refers to men and women who are self-employed. It shows that the majority of self-employed men, across all geographical levels, are self-employed full-time, without employees. However, the majority of self-employed women are self-employed part-time (also without employees). In Newcastle, a higher proportion of self-employed women are self-employed part-time with employees (14.8 per cent) compared with the region (14.1 per cent) and England (11.6 per cent).

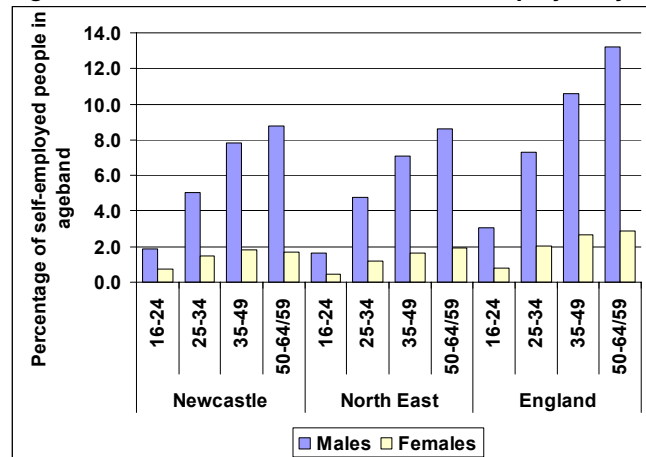
Figure 4.12 Self-employed men and women by full and part-time working and employees

Area		Percentage of all men and women who are self-employed			
		Self employed with employees		Self employed without employees	
		Part-time	Full-time	Part-time	Full-time
Newcastle	Males	3.1	38.0	11.7	47.3
	Females	14.8	28.0	29.7	27.5
North East	Males	2.5	38.4	10.8	48.3
	Females	14.1	29.9	29.5	26.5
England	Males	2.2	33.6	10.6	53.5
	Females	11.6	23.5	35.2	29.7

Source: 2001 Census Standard Tables, Crown Copyright 2003

Variation in self-employment by age is shown in **Figure 4.13**. The peak age for self-employment among men is 50 to retirement age. In Newcastle, there are more self-employed men and women in all age bands than in the North East, but proportionally fewer than in England generally (8.8 per cent of men aged 50+ are self employed in Newcastle, compared with 8.6 per cent in the region and 13.2 per cent in England). A similar, but less pronounced pattern is seen in self-employed women.

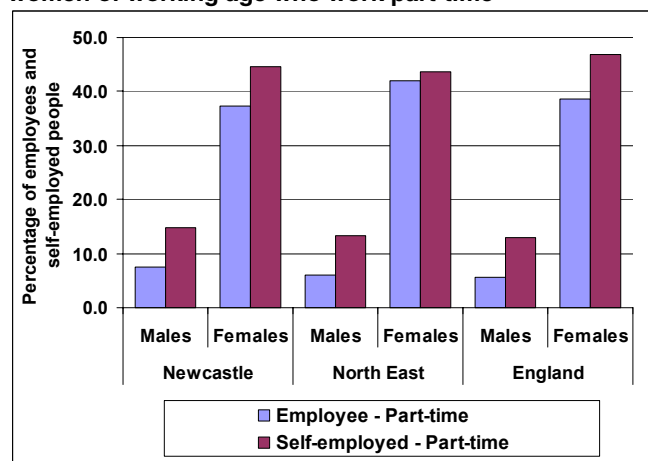
Figure 4.13 Men and women who are self-employed by age



Source: 2001 Census Standard Tables, Crown Copyright 2003

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

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

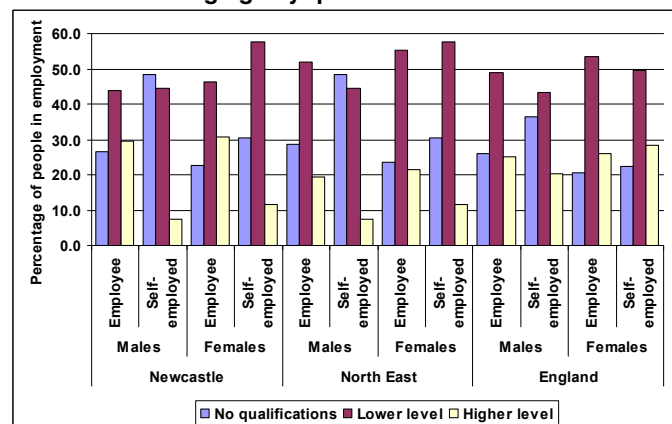


Source: 2001 Census Standard Tables, Crown Copyright 2003

A high proportion of self-employed men in Newcastle have no qualifications, whilst a relatively high proportion of male and female employees are qualified to degree level and above..

The 2001 Census gives information about the level of qualification of employees and those who are self-employed. This is shown in **Figure 4.15**. In Newcastle, a very high proportion of self-employed men have no qualifications (48 per cent) similar to self-employed men in the region, but much higher than in England as a whole (36 per cent). Male and female employees in Newcastle are more highly qualified than their regional and national counterparts (31 per cent of female employees in Newcastle have higher qualifications, compared to 19 per cent in the North East and 26 per cent nationally). The reverse is true for self-employed men and women in Newcastle, who have fewer higher qualifications compared with their counterparts.

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



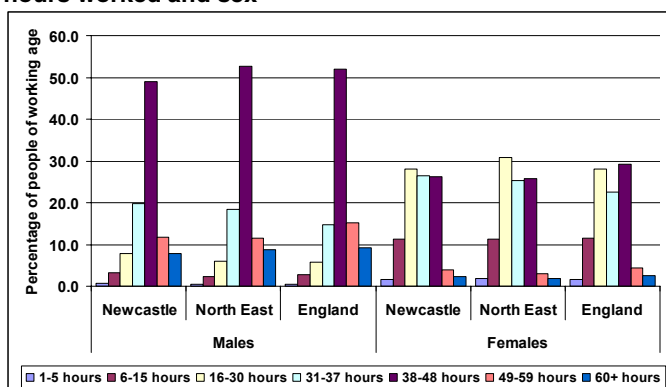
Source: 2001 Census Standard Tables, Crown Copyright 2003

Working Hours

Figure 4.16 illustrates the longer working hours of men, compared with women - particularly in the North East and nationally. However, as there are more men of working age in Newcastle who work part-time, fewer work excessively long hours - 49 per cent working between 38-48 hours per week, slightly less than in both the North East region (53 per cent) and England (52 per cent). This difference is also reflected in the pattern of men working both above the threshold of 48 hours, and over 60 hours per week.

As more women in Newcastle work full-time, they are slightly more likely to work longer hours than women in the North East, although the figure is lower than for their counterparts across England as a whole. 26 per cent of women in Newcastle work 38-48 hours per week, compared with 26 per cent in the North East and 30 per cent in England as a whole. Similar trends are also found for women working 49 hours or more.

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



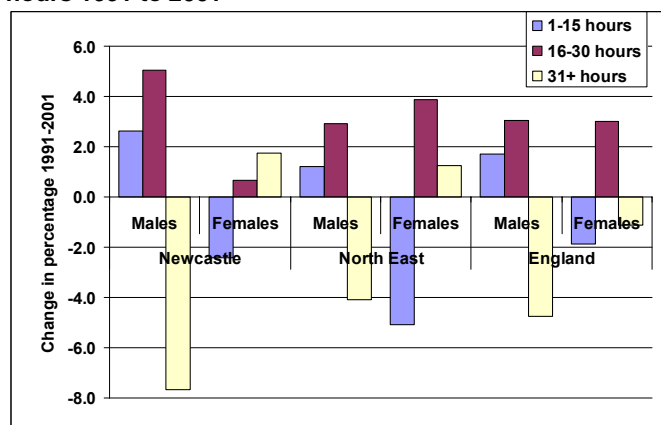
Source: 2001 Census Standard Tables, Crown Copyright 2003

Additional data reveals that young men in Newcastle work shorter hours than in the region and nationally. 31 per cent of 16-24 year olds work 30 hours or less per week, compared with 23 per cent in the region and 23 per cent in England, and only 8 per cent work over 49 hours (8 per cent in the region and 11 per cent in England). This is likely to reflect the high student population.

Long hours peak for men in the 35-49 year group at each geographical level, but to a lesser extent in Newcastle (where 23 per cent of this age group work 49+ hours a week) and the North East (24 per cent), than in England as a whole (29 per cent).

Women in Newcastle (as in the North East and England) work shorter hours than men of a comparable age. The longest hours are worked by women aged 25-34. 9 per cent of women aged 25-34 in Newcastle work more than 49 hours a week, compared with 5 per cent in the North East and 8 per cent for England.

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



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

Comparing the data from the 1991 and 2001 Censuses, it is possible to look at the change in working hours over that period. This is shown in **Figure 4.17**. There has been a fall in the proportion of men working more than 31 hours per week (nearly 8 per cent in Newcastle, compared with 4 per cent in the North East and 5 per cent in England). Conversely, for women in Newcastle (and the North East), there has been an increase in the proportion working more than 31 hours per week and a fall in the proportion working 1-15 hours per week, confirming the shift from part-time to full-time work for women in Newcastle.

Travel to Work

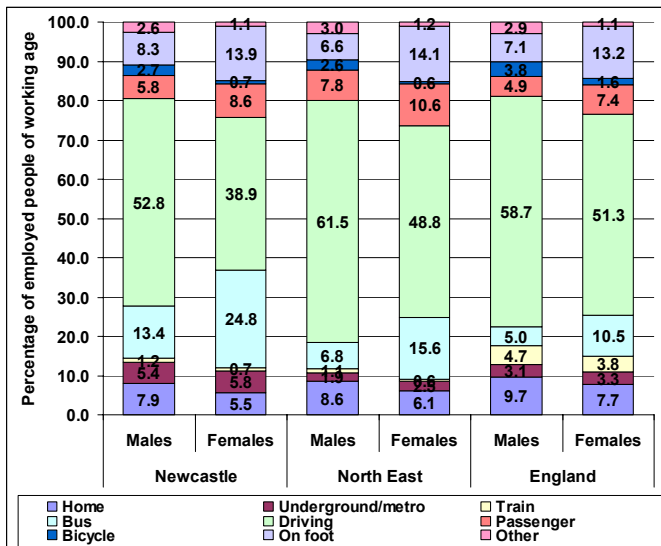
In Newcastle a high proportion of both women and men travel to work by bus or metro

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

- fewer men and women work at home, compared with the region and England
- significantly more people – particularly women - use public transport (metro, train and bus) to get to work - 20 per cent of men and 31 per cent of women - compared with the regional (10 per cent and 19 per cent) and national (13 per cent men and 18 per cent women) figures
- fewer people drive to work (53 per cent of men and 39 per cent of women) than in the North East (62 per cent and 49 per cent) and in England as a whole (59 per cent and 51 per cent). This is likely to reflect the extensive public transport infrastructure in Newcastle as well as the shorter distance travelled to work

- more women than men walk to work (a trend at each geographical level), but a greater proportion of men in Newcastle (8.3 per cent) compared with their counterparts in the region (6.6 per cent) and in England (7.1 per cent)
- fewer men and women cycle to work compared with England as a whole.

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



Source: 2001 Census Standard Tables, Crown Copyright 2003

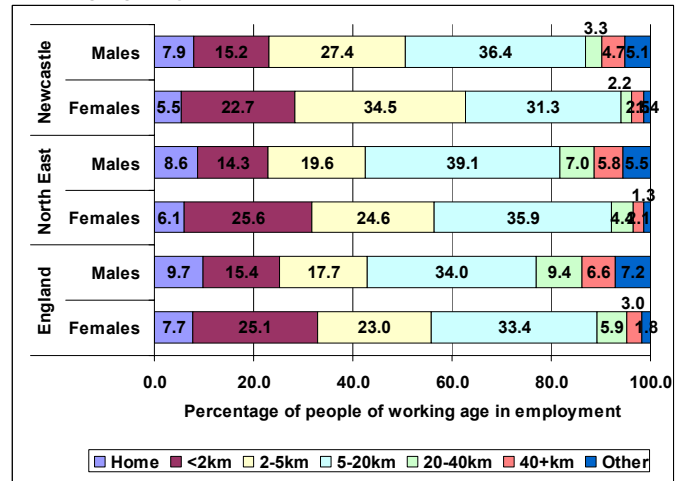
There are significant differences in the way men and women travel to work, and women continue to work closer to home. A quarter of women in Newcastle go to work by bus (compared with 13 per cent of men), 9 per cent of women travel as passengers (compared with 6 per cent of men) and 14 per cent of women walk to work (compared with 8 per cent of men). Also, fewer women also drive to work - 39 per cent compared with 53 per cent of men.

Additional data shows that more young people in Newcastle travel to work by public transport. In Newcastle, 37 per cent of men and 45 per cent of women aged under 25 travel by bus, train or metro. This compares with just 22 per cent of men, and with 33 per cent women of the same age in the region and 21 per cent of men and 29 per cent of women nationally. The rate of public transport use for those aged 25-49 declines at all geographical levels (driving increases at this age) but then rises again for women over 50 (31 per cent of women over 50 travel to work by public transport, compared with only 16 per cent of men over 50).

58 per cent of men over 50 drive to work, compared with only 29 per cent of men under 25. Both of these figures are lower than the corresponding figures in the region (66 per cent for over 50 and 38 per cent of men under 25) and England (64 per cent and 37 per cent).

Comparing data from the 1991 and 2001 Censuses shows the change in method of travel to work by people of working age. In Newcastle, there was a big increase (from 29 per cent to 39 per cent) in women driving to work, and a fall in travelling to work by bus, as a passenger in a car, or on foot. By contrast, fewer men were driving to work in 2001 (nearly 2 per cent fewer). More men and women, at all geographical levels, were working at home in 2001.

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



Source: 2001 Census Standard Tables, Crown Copyright 2003

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

Figure 4.19 shows the estimated distance travelled to work. Men in Newcastle tend to work closer to home, with more of them working at home or within 5km of home, 51 per cent as compared with 43 per cent in both the region and England. The majority of men work between 5-20km away from home, 36 per cent compared with 39 per cent in the region and 34 per cent in England. However, fewer men (8 per cent) work more than 20km away from home than men in the region or England as a whole (13 per cent and 16 per cent respectively).

Women in Newcastle are more likely to work closer to home than men, 28 per cent of them work at home or within 2km, compared with just 23 per cent of men. The majority of women in Newcastle travel between 2km and 20km to work (57 per cent), compared with 50 per cent in the region and 48 per cent in England as a whole. Fewer women travel more than 20km to work than their counterparts regionally and nationally.

Men under 25 in Newcastle are more likely to work within 5km of home (51 per cent), compared with about one in four of men across all older age groups. This is higher than their counterparts in the North East region (34 per cent) and in England (47 per cent).

Like young men in Newcastle, more young women under 25 work within 5km of home (61 per cent)

compared with the region (52 per cent) and England (53 per cent). However, unlike men where, apart from those aged under 25, the distance travelled changes little by age, for women there is a decrease in the proportion travelling longer distances amongst those aged 35-49 at all geographical levels.

Occupation and Industry

In Newcastle more men are employed as professionals and in skilled trades.

A high proportion of women work as associate professionals and in technical occupations and in administrative and secretarial occupations.

Figure 4.20 shows how men and women are distributed across broad occupational sectors. Men in Newcastle are highly concentrated in skilled trades (17 per cent) and in professional jobs (16 per cent), whereas many women are clustered in associate professional²⁰ (14 per cent) and in administrative and secretarial occupations (24 per cent). Slightly more men work in elementary occupations in Newcastle (13 per cent compared with 12 per cent in England). Fewer men are managers and senior officials (14 per cent) compared with England (19 per cent) as a whole.

About 34 per cent of women in Newcastle work in sales and customer services and in administrative and secretarial occupations, compared with 37 per cent in the region and 35 per cent in England as a whole. More women in Newcastle

work as professionals or in associate professional and technical occupations, 37 per cent compared with 21 per cent in the region and 24 per cent in England.

In Newcastle the proportion of men working in skilled trades fell between 1991 and 2001²¹ (23 per cent in 1991 to 17 per cent in 2001). A similar but far less marked fall was seen in the region and in England (from 26 per cent in 1991 to 21 per cent in the region and from 23 per cent in 1991 to 19 per cent in 2001 in England). Along side this, Newcastle saw an increase in the proportion of men working as managers and senior officials, professionals and in associate professional and technical occupations, from 36 per cent in 1991 to 42 per cent in 2001 (compared with 31 per cent to 37 per cent in the region and 37 per cent to 44 per cent in England as a whole).

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 Newcastle, 25 per cent to 21 per cent in the region and 29 per cent to 23 per cent nationally) and a rise in women working as managers and senior officials, as professionals and in associate professional and technical occupations, from 31 per cent in 1991 to 36 per cent in 2001 (25 per cent to 30 per cent in the region and 30 per cent to 36 per cent in England as a whole).

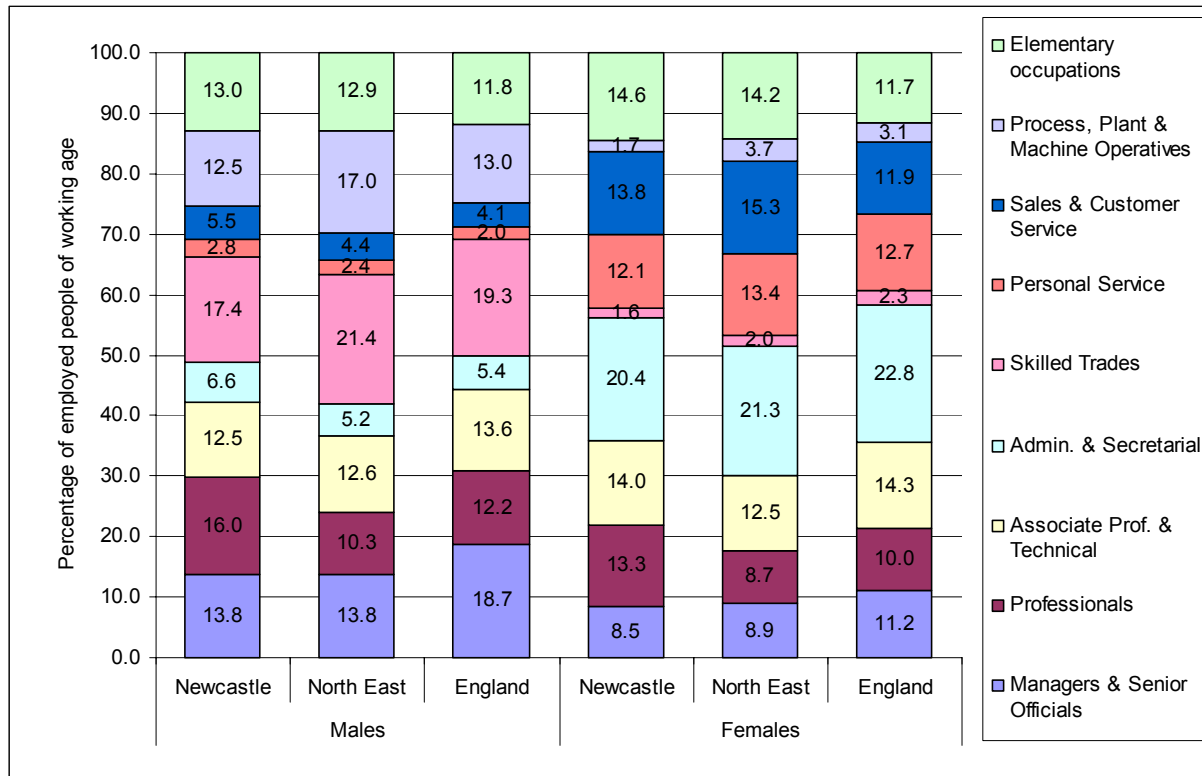
Figure 4.21 shows the industry in which people work with some marked differences between men and women. Men are much more likely than women to work in the manufacturing and construction sectors (27 per cent compared with 6 per cent), while women are much more likely to work in health and social work or education (36 per cent compared with 14 per cent). However, it should be noted that while in Newcastle, more men work in wholesale, retail, restaurants and hotels (20 per cent) and in public administration, education, health and social work (21 per cent) than in the region or in England as a whole, women in Newcastle have lower levels of employment in manufacturing and construction (6 per cent) compared with the North East and England (10 per cent).

Between 1991 and 2001 there was a fall in the proportion of men employed in manufacturing (from 22 per cent to 15 per cent in Newcastle, 30 per cent to 25 per cent in the region and 27 per cent to 20 per cent in England) and an increase in men working in wholesale, retail, hotels and restaurants (up from 17 per cent to 20 per cent in Newcastle). There was also an increase in the proportion of men employed in finance and real estate (up from 11 per cent to 16 per cent in Newcastle, 9 per cent to 12 per cent in the region and from 12 per cent to 18 per cent in England). There was also an increase in women employed in this sector (up from 10 per cent to 15 per cent in Newcastle, 9 per cent to 13 per cent in the region and from 14 per cent to 18 per cent nationally). The proportion of women in Newcastle employed in manufacturing fell from 8 per cent in 1991 to 5 per cent in 2001.

²⁰ See Appendix for examples of occupations that fall in each category

²¹ Source: 1991 Local Base Statistics, Crown Copyright 1993 and 2001 Census Standard Tables, Crown Copyright 2003.

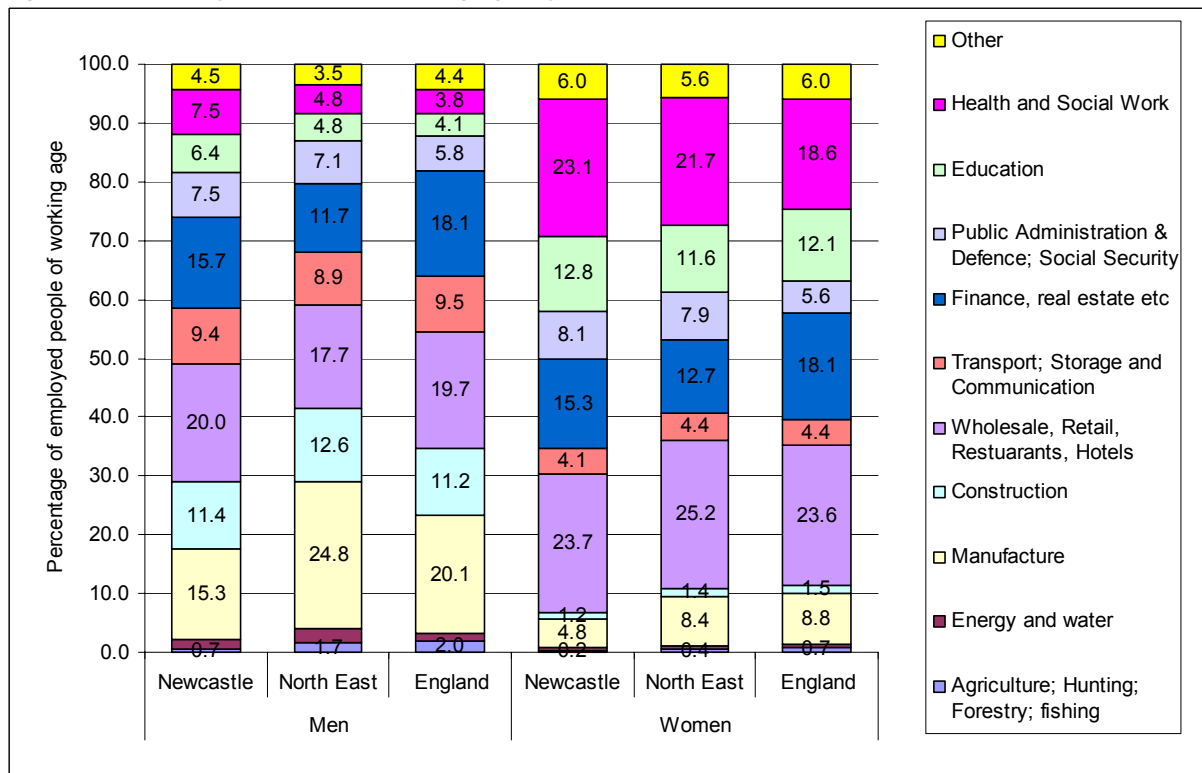
Figure 4.20 Occupations of people of working age, by sex



Source: 2001 Census Standard Tables, Crown Copyright 2003

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

Figure 4.21 Industry of people of working age, by sex



Source: 2001 Census Standard Tables, Crown Copyright 2003

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

Second Jobs

The census data relates to the main job that men and women are employed in. A major limitation of this source is that it does not collect information about men and women who have more than one job. Estimates for the number of people with a second job can be obtained from the Labour Force Survey (LFS), a sample survey which is carried out annually. This shows that in Newcastle, 2.7 per cent of people have a second job²². In the North East 2.7 per cent of men and 4.9 per cent of women have a second job and across England as a whole the figures are 3.1 per cent of men and 5.4 per cent of women.

Key Points

- Between 1991 and 2002 there was a **net increase** of just over 18,600 jobs in Newcastle (12 per cent). This varied from an decrease in full-time female jobs of 0.3 per cent to an increase in part-time male jobs of 118 per cent.
- Since 1991 there has been a significant and continuing **decline in jobs for men in manufacturing industry** in Newcastle (down from 20 per cent from 1996 to 11 per cent in 2002) and an increase in employment in banking and finance.
- Women's employment was less affected in Newcastle by changes in the distribution of jobs between industrial sectors.
- A comparatively low proportion of men and women of working age in Newcastle are **economically active**, especially among 16-24 year olds probably due to the high numbers of students in the city.
- The majority of men in Newcastle (48 per cent) who are **self-employed have no qualifications**.
- Fewer men in Newcastle **work long hours** compared with their counterparts in the region and nationally.
- Between 1991 and 2001 there was a decrease in the proportion of men **driving to work** (down 2 percentage points) in Newcastle, compared with a 10 percentage point increase in the proportion of women travelling to work by car.
- 8 per cent of men in Newcastle work more than 10km away from their home, compared with 13 per cent of men in the region and 16 per cent of men

nationally. Women in Newcastle tend to work closer to where they live than men, and compared with women in the North East and England, fewer live more than 20km away from their place of work.

- A high proportion of employed men and women of working age in Newcastle are employed in **elementary occupations**. 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 17 per cent of employed men work in skilled trades and 16 per cent as professionals.
- 15 per cent of employed men work in manufacturing and another 20 per cent in wholesale and retail. A high proportion, of employed men work in public administration, education, health and social work (21 per cent).
- 24 per cent of employed women work in wholesale and retail with a further 44 per cent working in public administration, education, health and social work.

²² This figure cannot be disaggregated by sex at district level for some districts.

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 Newcastle.

Women's Incomes over the Lifetime²³

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

The Kingsmill Review 2001²⁴

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

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

"When considering full-time employees, the worst industries were financial intermediation (65%), the electricity, gas and water supply industry (69%), and agriculture, hunting and forestry, etc. (73%). 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% in the public sector compared to 78% 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% of male counterparts in the public sector, compared with 99% in the private sector."

National Institute for Economic and Social Research (NISER) Report 2001²⁵

"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% of the full-time male wage in 1973 to 18% in 2000."

²³ Rake, K. (2001) *Women's Incomes over the Lifetime*. London: The Stationary Office

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

²⁵ 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 Newcastle, compared with the North East region and England as a whole.

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

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 Newcastle travel to work have already been discussed in Chapter 4.

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

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

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

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

Pay in Newcastle

In Newcastle low pay is much more prevalent for men and women than in England as a whole

Figure 5.1 shows gross weekly and hourly pay for men and women in Newcastle, the North East region and England as a whole, together with the number of hours they work each week. Although the data on men in Newcastle is not available, **Figure 5.1** shows that women in the North East region and across England earned much less than their male counterparts. Women in Newcastle earned just £9.16 per hour and those working part-time earned even less, £7.12 per hour, similar to those in the region (£7.10) but considerably less than women nationally (£7.86).

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
Newcastle	All	**	269.13	**	9.16	38.6	29.6
	Full-time	**	369.40	**	9.85	41.0	37.6
	Part-time	**	**	**	7.12	**	18.2
North East	All	412.32	258.84	10.53	8.77	39.5	29.7
	Full-time	436.17	349.91	10.61	9.41	41.0	37.2
	Part-time	**	137.05	**	7.10	19.0	19.5
England	All	503.00	297.00	12.90	10.00	39.1	30.1
	Full-time	535.00	402.00	13.10	10.70	40.9	37.4
	Part-time	169.11	151.40	9.05	7.86	18.9	19.5

Source: New Earnings Survey 2003, Crown Copyright 2004²⁶

Note: ** Missing values are based on either very small numbers of people and therefore cannot be included, as such data is not reliable in the statistical sense, or their coefficient of variation is greater than 5% .

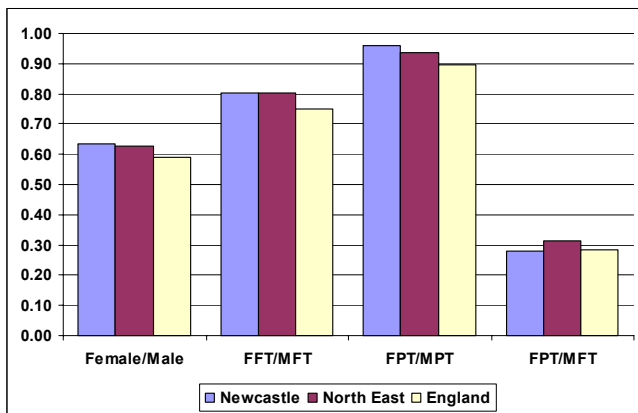
²⁶ The New Earnings Survey is based on a 1% sample of employees in employment. These data relate to people who are resident in Newcastle.

Average weekly pay is affected by the hours that men and women work in Newcastle. Normal basic hours of work averaged 38.6 each week for men, and 29.6 per week for women. This is similar to men and women in the region (39.5 and 29.7 hours per week) and England as a whole (39.1 and 30.1 hours per week). Although the number of hours worked each week is similar at all geographical levels, the low hourly pay in Newcastle results in lower gross weekly pay, especially for women. This is shown in **Figure 5.1**. Again, women in Newcastle earned less than their counterparts in England, with £369 per week for full-time working women, compared with £402 per week at national level.

Figures 5.2 - 5.6 show women's weekly pay as a ratio of men's weekly pay in selected occupations. In these figures, equal pay exists if the bar is at 1.00. Bars below 1.00 indicate that women's pay in that occupation is on average only a proportion of that of men. Bars above 1.00 indicate that women are earning more than men.

Pay data for all occupations (**Figure 5.2**) show that patterns of pay in Newcastle vary only slightly from the regional and national pictures. In almost all categories of employment women earn less than men.

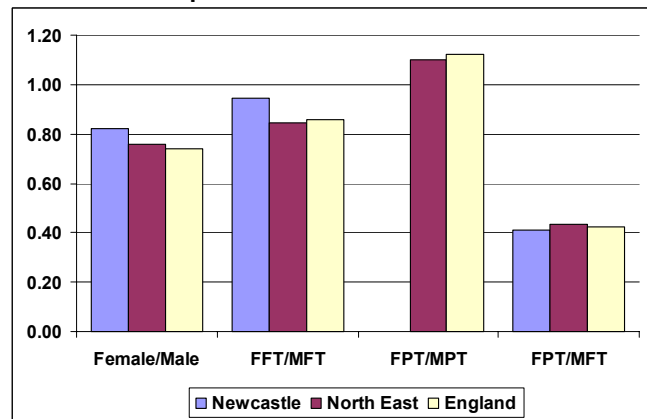
Figure 5.2 Gross weekly pay ratios - All occupations in 2003



Source: New Earnings Survey, 2003

Comparing full-time workers across all occupations shows that the pay gap between women and men is similar in Newcastle, the North East and England as a whole. The pay data for different occupations show that women and men come closest to equal pay in part-time sales and customer service occupations at all geographical levels, as shown in **Figure 5.5**. Men in this occupation tend to be paid low wages, like women. In Newcastle women are paid slightly more than men in full-time sales and customer service occupations, whereas at the regional and national scales women working full-time are still paid less than men in this occupation. This could be affected by Newcastle's high level of students, many of whom hold jobs in these occupations.

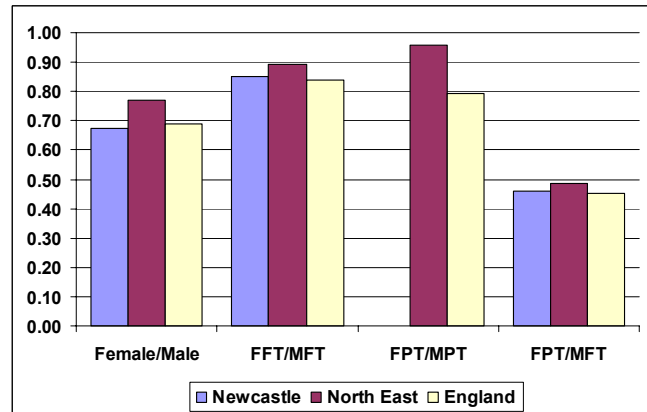
Figure 5.3 Gross weekly pay ratios - Administrative and secretarial occupations in 2003



Source: New Earnings Survey, 2003

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

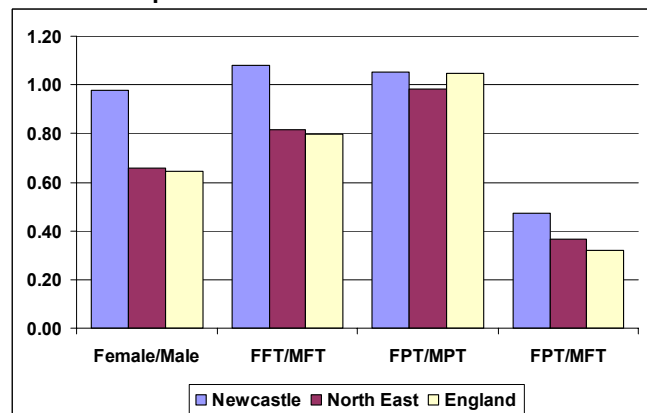
Figure 5.4 Gross weekly pay ratios - Personal services in 2003



Source: New Earnings Survey, 2003

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

Figure 5.5 Gross weekly pay ratios - Sales and customer service occupations in 2003



Source: New Earnings Survey, 2003

Comparing administrative and secretarial (**Figure 5.3**), personal service (**Figure 5.4**) and sales and customer service (**Figure 5.5**) occupations, it can be seen that the widest pay gap exists between women employed full-time and their male counterparts in personal services in

Newcastle. However, overall the widest gender pay gap is between women working part-time and men working full-time, across all occupations, with women part-timers earning less than a third of men's full-time weekly earnings.

Low pay is much more prevalent for both men and women full-time workers in Newcastle than in England as a whole. **Figure 5.6** shows the percentages of women and men whose weekly pay falls into different wage bands. Over a quarter of Newcastle women working full-time earned less than £250 per week, and nearly two thirds of women earned less than £350 per week, compared with 24 per cent and 52 per cent of women in England as a whole. 15 per cent of Newcastle men working full-time earned less than £250 per week, and 40 per cent earned less than £350 per week, again a higher proportion than their counterparts nationally, 11 per cent and 32 per cent respectively.

Among men in full-time employment, while the top 10 per cent in England earned £870 or more per week, the top 10 per cent in Newcastle earned only £686 per week. This is slightly more than the top 10 per cent in the North East region (£682 or more). Among women in full-time employment, the top 10 per cent of earners earned £565 or more in Newcastle, compared with £570 or more in the region, and at least £644 in England as a whole. The earnings levels for men in the bottom 10 per cent of earners were similar in Newcastle and the North East, but lower than the national level. At all geographical levels, the bottom 10 per cent of full-time women earners earned less than the bottom 10 per cent of full-time male earners.

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

Area		Percentage of people earning under:			10% earn	
		£250	£350	£460	Less than	More than
Newcastle	Males	15.3	39.7	59.9	£228.40	£686.10
	Females	26.2	61.4	80.5	£210.00	£565.90
North East	Males	16.5	43.1	64.5	£226.00	£682.40
	Females	31.6	64.0	80.0	£191.60	£570.80
England	Males	10.6	32.4	53.8	£246.60	£870.20
	Females	23.6	51.9	71.5	£203.10	£644.40

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

Key Points

- In Newcastle, hourly pay rates for women are lower than in England as a whole.
- Weekly pay rates are lower for Newcastle women than for those nationally.
- 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 Newcastle, the region and nationally, there is significant variation by occupation. The pay gap is widest for women in Newcastle in personal service occupations and narrowest in sales and customer services occupations.
- Among men working full-time, both the bottom 10 per cent and the top 10 per cent of earners in Newcastle earn much less than their counterparts in England. Among women working full-time in Newcastle, while the bottom 10 per cent earn slightly more than their regional and national counterparts, the top 10 per cent earn much less than comparable women in England as a whole.

6. Unemployment and Economic Inactivity

Unemployment

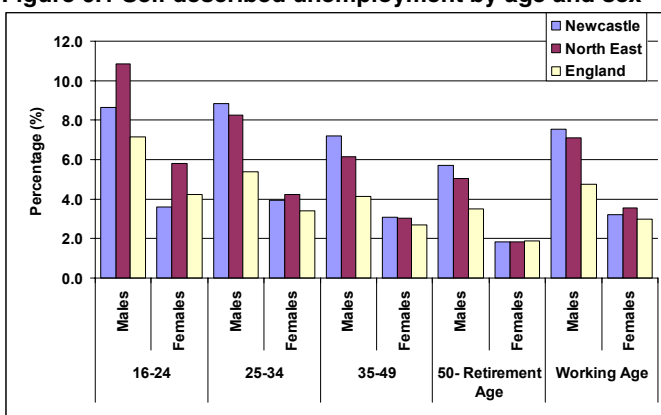
In Newcastle a higher proportion of men and women of working age are unemployed than in England as a whole, also a higher proportion are economically inactive.

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

Figure 6.1 shows the percentages of men and women who described themselves as unemployed when they completed their 2001 Census return. This shows an unemployment rate for men of working age in Newcastle of 7.6 per cent, significantly higher than in the North East (7 per cent) and England as a whole (4.8 per cent). This equates to 6,300 unemployed men of working age in Newcastle. For women of working age the unemployment rate is 3.2 per cent (over 2,400 women), which is lower than in the North East (3.8 per cent), but higher than for England (3 per cent).

The highest levels of unemployment are seen in young people aged 16-24, although the rate for Newcastle is significantly less than that for the North East. However, this is likely to be due to the high concentration of students in Newcastle. 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

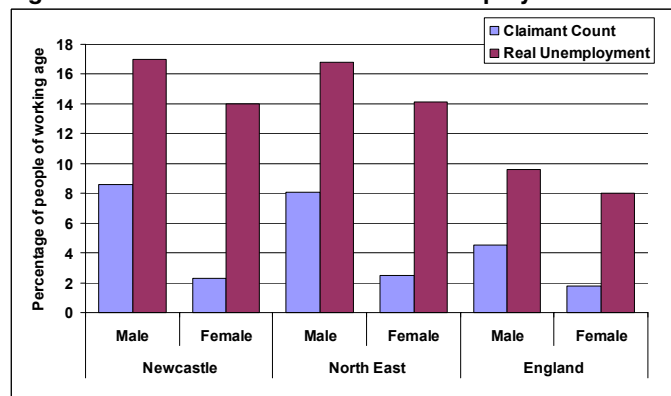
Another measure of unemployment is the number of people claiming unemployment related benefits (claimant count). However, in certain circumstances

people may be unemployed but not claim any benefits, although they may nevertheless be seeking work.

Figure 6.2 shows the claimant count and an 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 those who do not make a claim for unemployment benefits.

The estimated 'real' unemployment rate in Newcastle for men (17 per cent) and for women (14 per cent) is similar to that for the region, but higher than for England as a whole. The difference between the claimant count and the 'real' unemployment rate was greatest for women. This suggests that many more women experience 'hidden' unemployment.

Figure 6.2 Claimant count and 'real' unemployment



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

Another measure of unemployment is the 'Want Work Rate'²⁷ (WWR). The TUC has estimated 'want work' rates that include all those who say they want a job. The working age want work rate takes those who are unemployed plus the inactive who want work as a share of the active labour force plus the inactive who want work. Using this methodology it is possible to produce WWRs for Newcastle, the North East region and England. These are presented in **Figure 6.3**. This shows that although the unemployment and 'real unemployment' rates are usually higher for men than women, the converse is true of the WWRs for the region and England, however, in Newcastle the WWRs for men and women can be assumed to be similar. The WWR is also higher in Newcastle than in the region and nationally.

Among the inactive who wanted a job the most common reason given for not looking for work was long-term sickness and disability, covering about 34 per cent of the total²⁸. The next most common reason was family and

²⁷ 'Inactive Britain' - TUC report on working age inactivity in Britain and the rest of Europe, January 2004.

²⁸ Source: Labour Force Survey 2002, ONS, Crown Copyright 2004.

care responsibilities, accounting for another 32 per cent. There was a significant number of students, about 13 per cent of the total. However, nearly 20 per cent of people gave 'some other reason' (including a small number of discouraged workers, about 2 per cent, who think there are no jobs available).

Figure 6.3 Want Work Rates

	All	Males	Females
Newcastle	15.7	15.7	**
North East	14.0	13.8	14.3
England	11.1	9.9	12.5

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

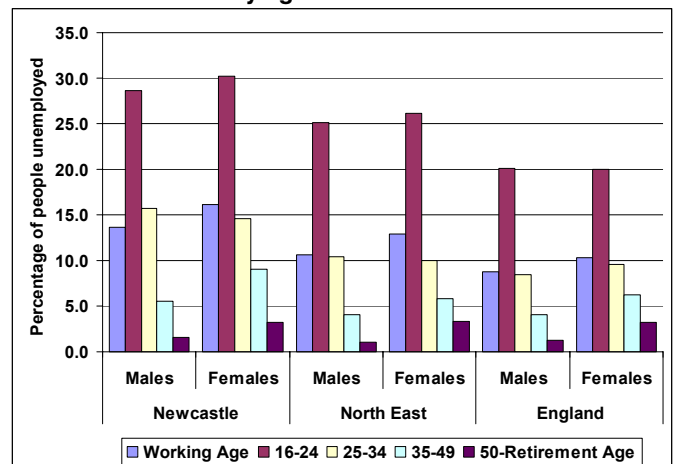
Length of time since last worked and former occupation and industry

In Newcastle, many unemployed women have never been in paid employment.

Figure 6.4 shows that Newcastle has a higher percentage of unemployed people of working age who have never had paid employment than for the North East and England. The percentage of unemployed women of working age who have never had paid work in Newcastle (16 per cent) is not only higher than for men (14 per cent), but exceeds that for their counterparts in the North East and England. The proportions are particularly high for 25-34 year old and 35-49 year old women in Newcastle.

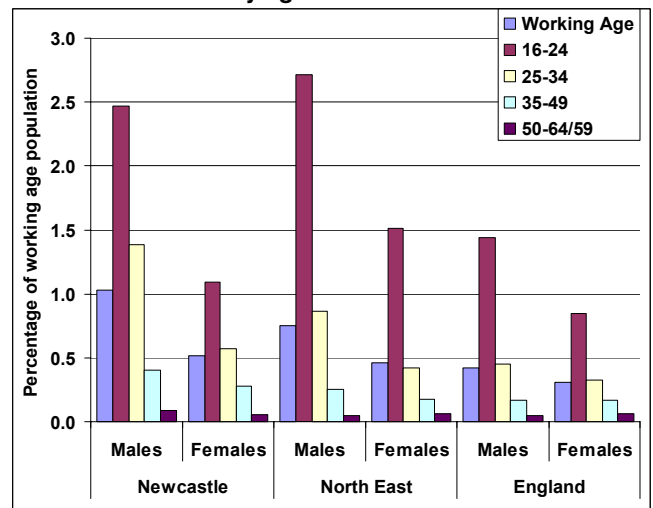
Figure 6.5 presents the same data as Figure 6.4 but as a percentage of the whole working age population. This shows that a higher proportion of both men and women in Newcastle had never been in paid employment than in the North East or England. The highest proportions are shown in men and women aged 16-24, although these are lower than for men and women in this age band in the North East.

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



Source: 2001 Census Standard Tables, Crown Copyright 2003

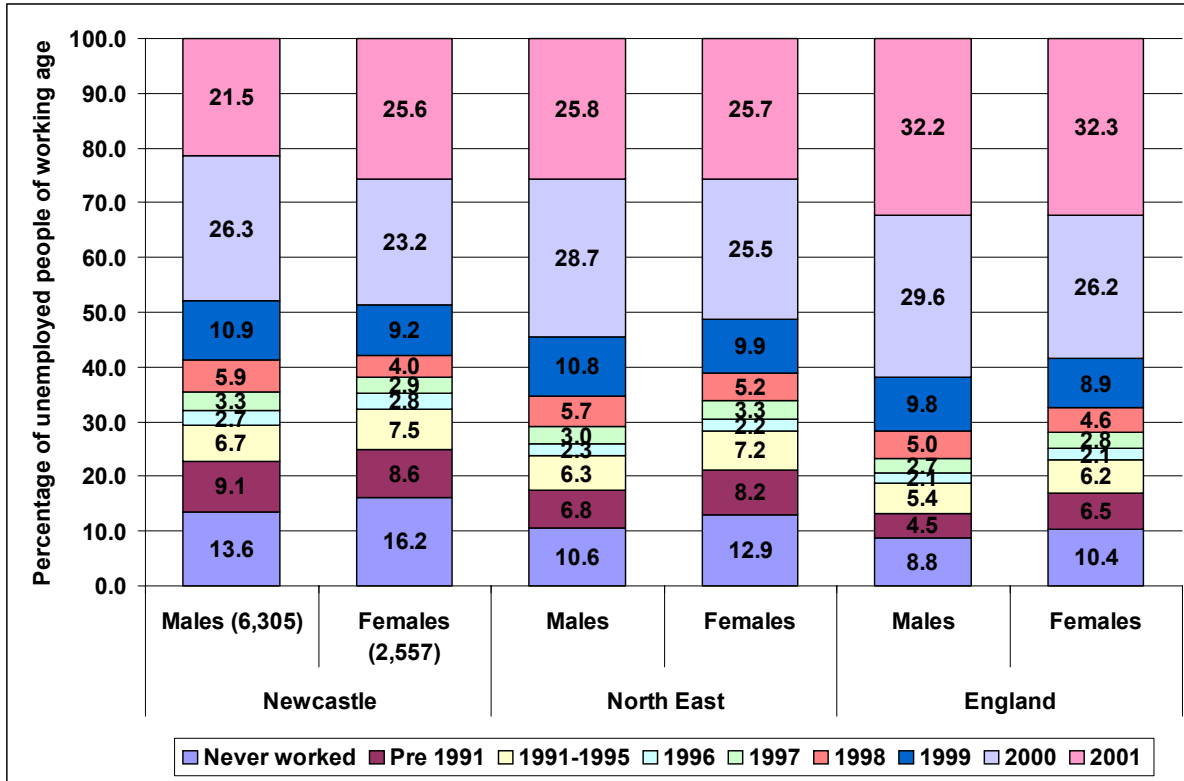
Figure 6.5 The percentage of people of working age who have never worked by age and sex



Source: 2001 Census Standard Tables, Crown Copyright 2003

Figure 6.6 shows that around one third of unemployed people of working age in Newcastle, 32 per cent for men and 35 per cent for women, had not worked in the five years prior to the 2001 Census. This compares with the 26 per cent for men and 31 per cent for women in the North East, and 21 per cent for men and 25 per cent for women in England.

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 secretarial and clerical posts and in the retail and service industries. Many unemployed men were formerly in skilled trades, manufacturing and construction.

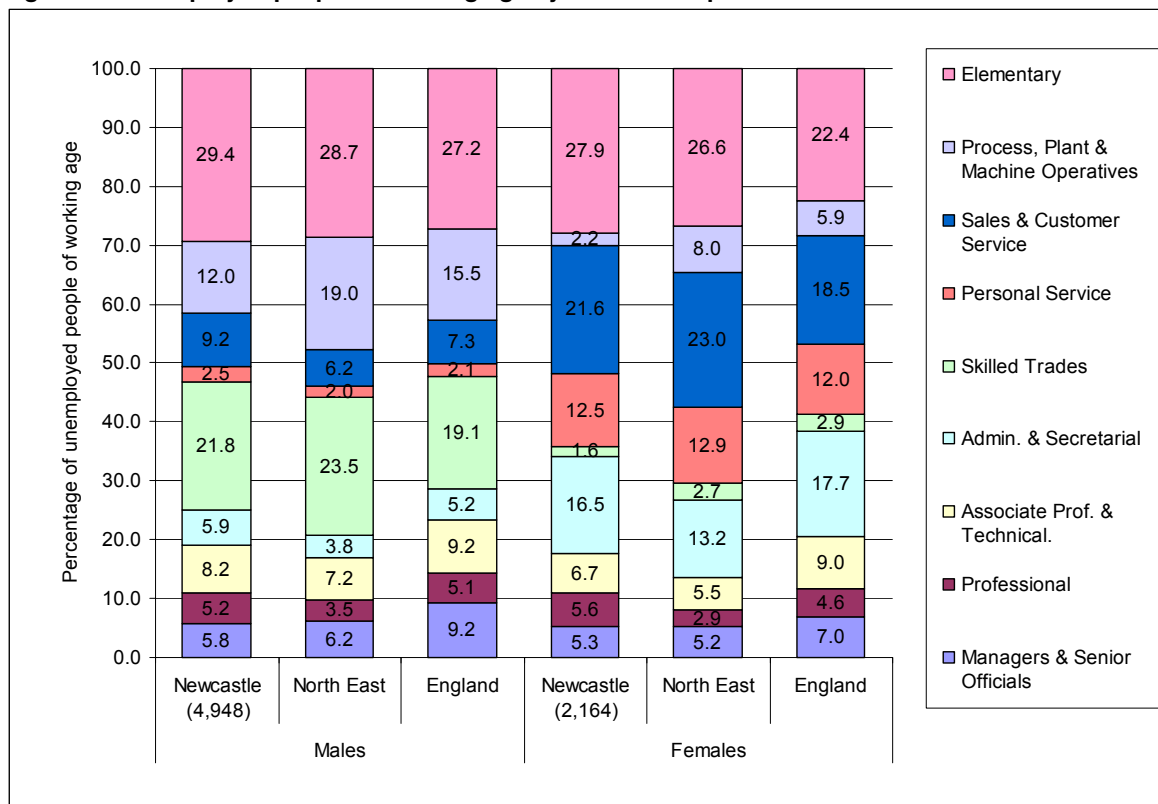
Figure 6.7 shows the former occupation of those people of working age who said they were unemployed. Nearly 30 per cent of unemployed people of working age in Newcastle, 29 per cent for men and 28 per cent for women, were previously in elementary occupations, a higher proportion than in the North East and England. Proportionally fewer unemployed men and women in Newcastle were previously employed as managers and senior officials than in England as a whole.

In Newcastle, 22 per cent of unemployed men were formally in skilled trades. Of the unemployed women in Newcastle, 22 per cent were previously in sales and customer services and 17 per cent last worked in administrative and secretarial occupations.

Figure 6.8 shows the former industry of unemployed people of working age. One third of unemployed men in Newcastle were previously employed in manufacturing and construction, although this was less than the percentage for the North East (44 per cent) and England (35 per cent). 29 per cent of men were formerly employed in the wholesale and retail, or hotels and restaurants sectors compared with 23 per cent in the North East and 27 per cent in England as a whole.

Among unemployed women in Newcastle, 40 per cent were previously in the wholesale and retail and hotels and restaurant sectors, a similar proportion to the North East and slightly higher than in England (36 per cent). More than 9 per cent of unemployed women in Newcastle were formally in jobs in education, compared with just 4 per cent of men (compared with 3 per cent of men and 6 per cent of women in the North East and 2 per cent and 6 per cent of men and women in England respectively).

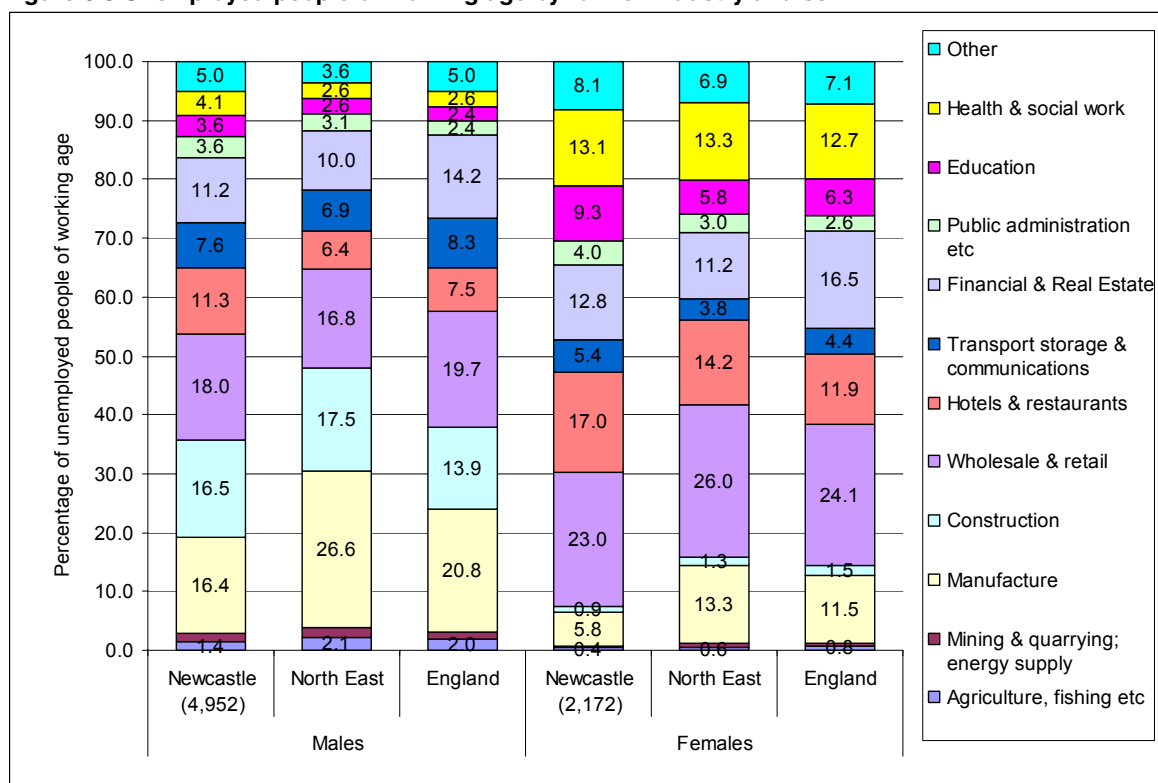
Figure 6.7 Unemployed people of working age by former occupation and sex



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 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

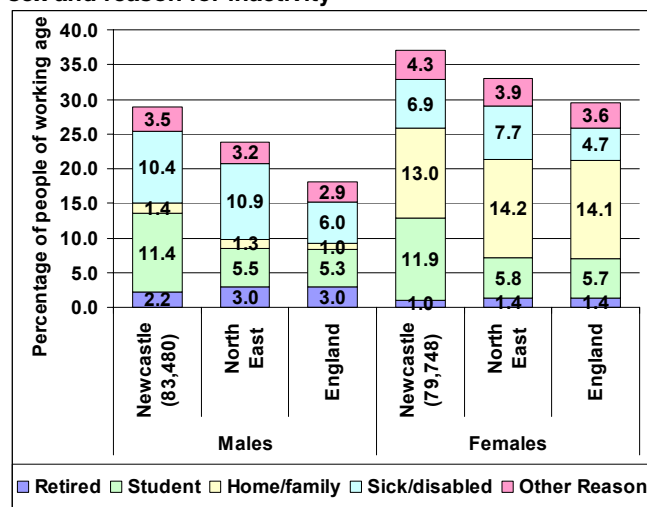
Newcastle's economically inactive population includes a high proportion of students.

Women in Newcastle are less likely than women in England to be looking after their home or family full-time.

Figure 6.9 shows the reasons men and women gave when describing themselves as economically inactive. This shows that:

- proportionately more men and women of working age in Newcastle, 11 per cent men and 12 per cent of women, were students, double the percentage in the North East and England.
- 13 per cent of women of working age in Newcastle were looking after their home or family full-time, slightly less than those in the North East and England. If female students are excluded then the proportion is the same at all geographical levels at 15 per cent.
- 10 per cent of men and 7 per cent of women of working age in Newcastle were economically inactive in the labour market because of sickness or disability. This is similar to the North East (11 per cent for men and 8 per cent for women) but higher than for England (6 per cent for men and 5 per cent for women).

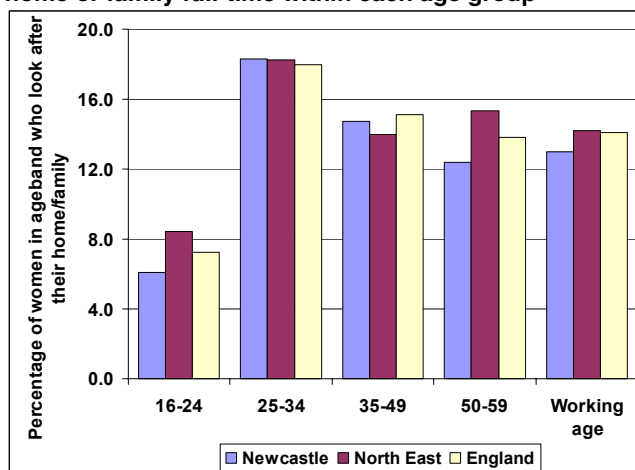
Figure 6.9 People of working age by economic inactivity, sex and reason for inactivity



Source: 2001 Census Standard Tables, Crown Copyright 2003

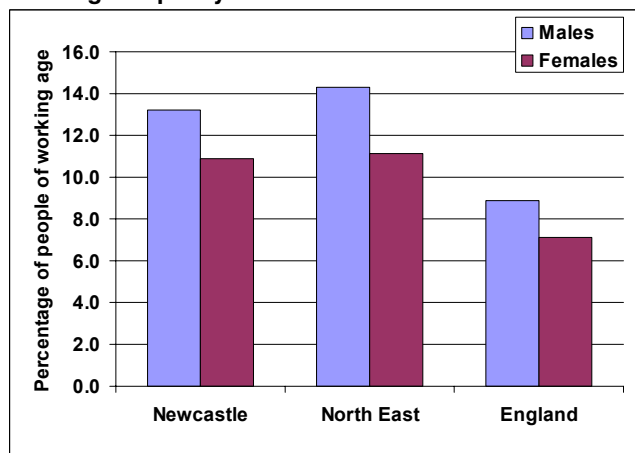
Figure 6.10 shows that the percentage of women who look after their home/family full-time varies within each age group. In Newcastle, a smaller proportion of 16-24 year olds are looking after their home or family than in the North East and England. This may in part be a consequence of the high number of students in this age group. The proportion is also smaller for women aged 50-59, but comparable to both the North East and England for women aged 25-34 and 35-49.

Figure 6.10 Percentage of women who look after their home or family full-time within each age group



Source: 2001 Census Standard Tables, Crown Copyright 2003

Figure 6.11 Percentage of working age population who are claiming Incapacity Benefit



Source: Claimants of Key Benefits, DWP, August 2003

In Figure 6.11 it can be seen that more than 13 per cent of men and almost 11 per cent of women of working age in Newcastle are claiming Incapacity Benefit. This is slightly lower than the percentages for the North East, but higher than for England as a whole.

Qualifications and Economic Activity

Qualifications have a significant effect on employment status. This is particularly true for women in Newcastle.

For men, a lack of qualifications is strongly linked to unemployment.

Figures 6.12 and 6.13 show the marked difference qualifications make to employment status. This is especially stark for women in Newcastle where:

- Only 42 per cent of women with no qualifications were in employment compared with 76 per cent of women with a degree.
- 22 per cent of women with no qualifications were looking after their home or family full-time, compared with just 6 per cent of highly qualified women.

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

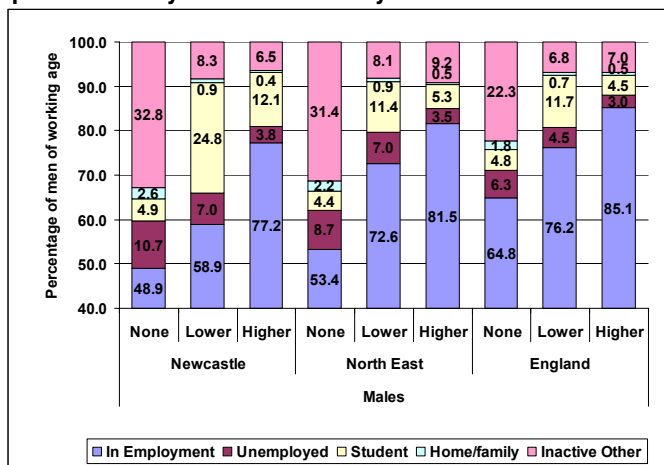
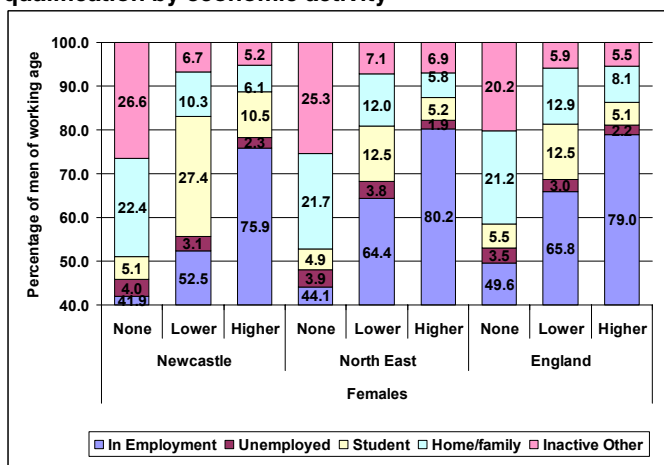


Figure 6.13 Women of working age and their level of qualification by economic activity



Source: 2001 Census Standard Tables, Crown Copyright 2003

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

Of interest too are men with no qualifications. In Newcastle 2.6 per cent of these men were looking after their home or family full-time, compared with 1.8 per cent of unqualified men in England. This figure is much higher than for qualified men.

For men lack of qualifications was strongly linked to unemployment. Unqualified men were three times as likely to be unemployed as men with a university degree. A similar but less marked pattern also applies to women.

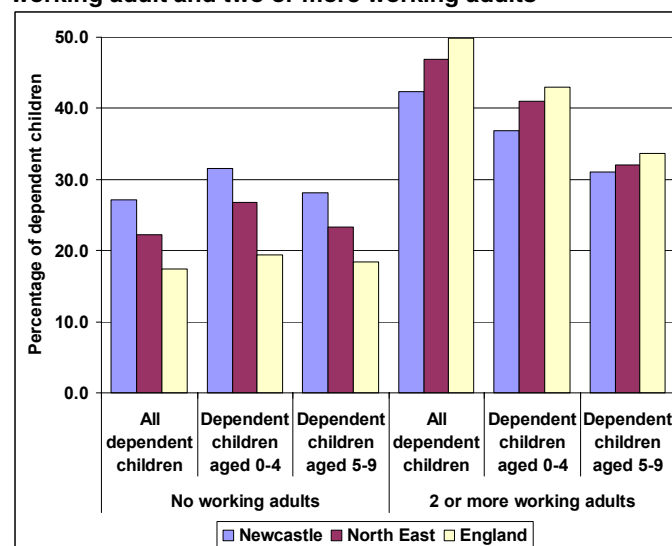
Level of qualification also varies by age. This was discussed fully in Chapter 3.

Families and Economic Activity

Many children in Newcastle are growing up in workless households.

Figure 6.14 shows that 27 per cent of dependent children in Newcastle live in households with no working adult, compared with 22 per cent of dependent children in the North East and 17 per cent in England. This was even higher for children under five (32 per cent), and for those aged five to nine (28 per cent). Also, proportionally fewer dependent children in Newcastle live in households with two or more working adults.

Figure 6.14 Dependent children²⁹ in households with no working adult and two or more working adults



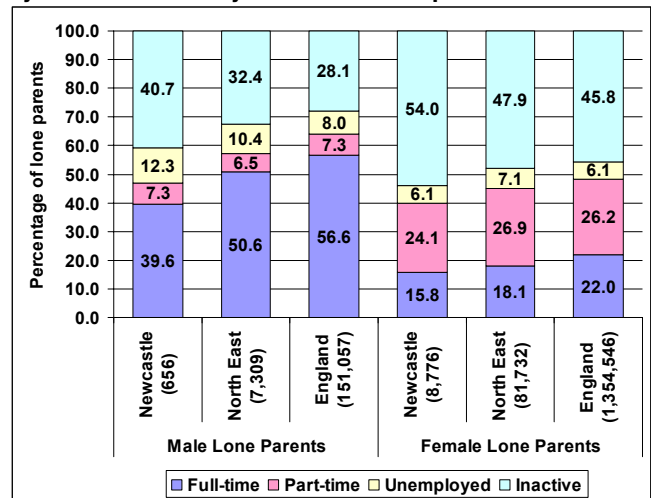
Source: 2001 Census Standard Theme Table on Dependent Children, Crown Copyright 2003

Figure 6.15 shows that only 40 per cent of male lone parents with dependent children in Newcastle were in full-time employment, compared with 51 per cent in the North East and 57 per cent in England. 53 per cent of

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).

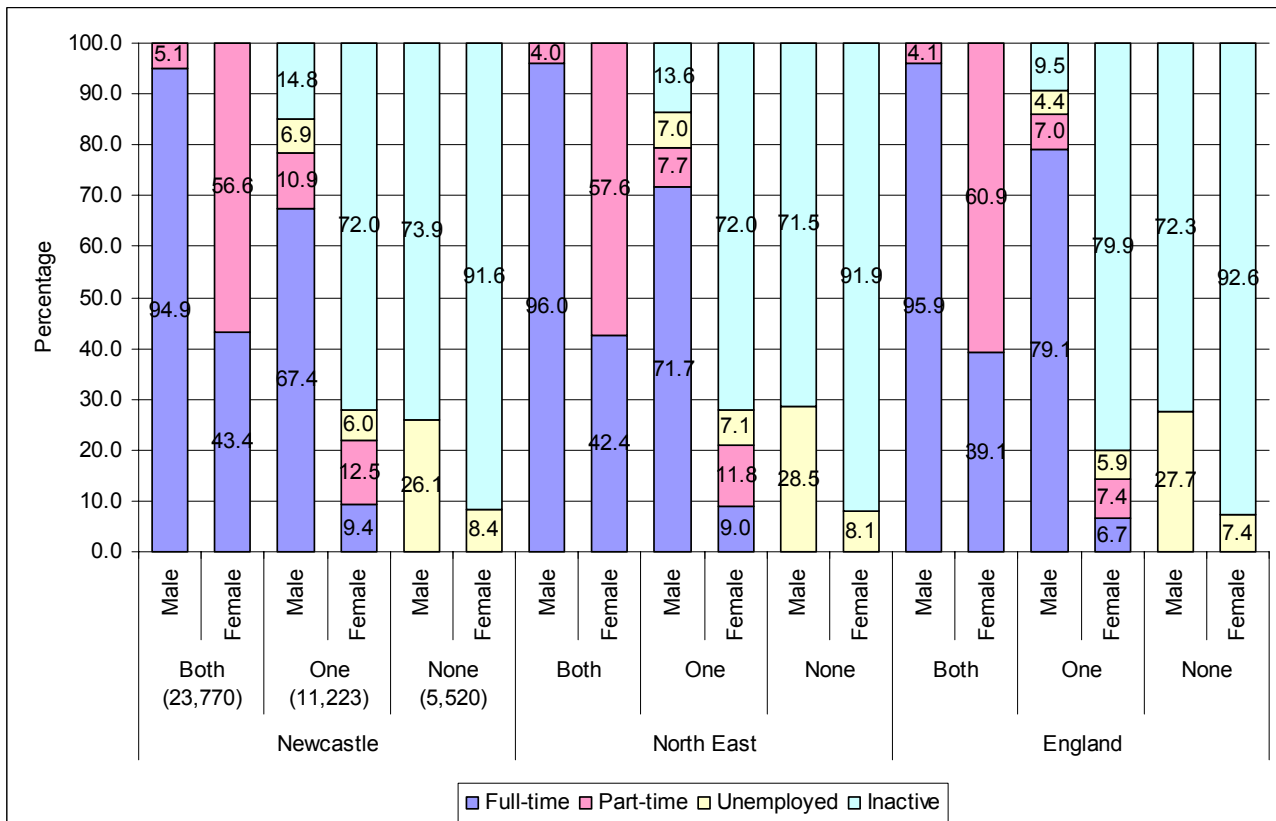
these men were either unemployed (12 per cent) or economically inactive (41 per cent), a higher proportion than in the North East (43 per cent) and England (36 per cent). The proportion of economically inactive female lone parents with dependent children in Newcastle was also high 54 per cent, compared with 48 per cent in the North East and 46 per cent in England. About a quarter of female lone parents with dependent children (24 per cent) in Newcastle were in part-time employment, less than in the North East (27 per cent) and England (26 per cent). The proportion of lone mothers with dependent children in Newcastle who worked full-time was also lower, 16 per cent compared with 18 per cent in the North East and 22 per cent in England.

Figure 6.15 Lone parent families with dependent children by economic activity and sex of lone parent



Source: 2001 Census Standard Tables, Crown Copyright 2003

Figure 6.16 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 6.16 shows the economic activity of adults in couple families with dependent children. In families where both parents worked, 95 per cent of fathers worked full-time, similar to that for the North East (96 per cent), and 43 per cent of mothers, a slightly higher proportion than in the North East (42 per cent) and England (39 per cent). In couple families where only one adult worked, fewer fathers were in full-time employment in Newcastle (67 per cent) than in the North East (72 per cent) and England (79 per cent). More mothers in Newcastle (22 per cent) than in the North East (21 per cent) and England (14 per cent) were in employment, with 9 per cent in full-time and 13 per cent in part-time employment. In Newcastle, more fathers (26 per cent) than mothers (8 per cent) were unemployed in couple families with dependent children where no parents worked.

Key Points

- A high proportion of men and women of working age in Newcastle are unemployed (8 per cent and 3 per cent respectively) or economically inactive (29 per cent of men and 37 per cent of women).
- The estimated 'real' unemployment rate for both men and women in Newcastle was similar to that for the North East, but higher than for England as a whole. The difference between the claimant count and this 'real' unemployment rate was most marked for women. Women thus appear more likely to experience 'hidden' unemployment.
- High proportions of 25-34 year old unemployed men and women and of 35-49 year old unemployed women in Newcastle have never had paid employment.
- About one third of unemployed people of working age in Newcastle were previously employed in elementary occupations. There are marked differences in the previous occupations of men and women, with 22 per cent of unemployed women previously in sales and customer services and 17 per cent in administrative and secretarial occupations. 22 per cent of unemployed men were formerly in skilled trades.
- One third of unemployed men previously worked in the manufacturing and construction industries. 30 per cent of unemployed men and 40 per cent of unemployed women were formerly in wholesale and retail and hotel and restaurant sectors. A quarter of unemployed women were previously in finance and real estate and health and social work sectors. A relatively high portion of unemployed women in Newcastle previously worked in education, 9 per cent.
- 11 per cent of men and 12 per cent of women of working age in Newcastle are students, twice as many for both sexes as in England as a whole.
- For women economic activity is associated with their household responsibilities, with 13 per cent stating that they are at home looking after their home or family full-time.
- Among working age people, 10 per cent of men and 7 per cent of women were inactive because of sickness or disability.
- Qualifications have a marked effect on employment status. This is particularly true for Newcastle's unqualified women who are much less likely to be in employment than qualified women. For men lack of qualifications is strongly linked to unemployment.
- Unemployment and economic inactivity have severe impacts on the household. 27 per cent of dependent children in Newcastle lived in households with no working adult, compared with 17 per cent in England. The proportion is even higher for children aged under 5.
- Fewer dependent children in Newcastle live in households with two or more working adults, 42 per cent, compared with nearly 50 per cent of dependent children in England as a whole.
- In Newcastle, 53 per cent of lone fathers and 60 per cent of lone mothers with dependent children were either unemployed or economically inactive. Just 47 per cent of lone fathers and 40 per cent of lone mothers were in employment, most of these mothers (around 60 per cent of those in employment) were in part-time employment).
- In couple families with dependent children where no parents worked, more fathers (26 per cent) than mothers (8 per cent) were unemployed. However in couple families where just one parent worked, more mothers in Newcastle (22 per cent) than in England (14 per cent) were economically active, with 9 per cent in full-time and 13 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 Newcastle have distinctly different patterns of employment and economic activity.

As described in Chapter 1, Newcastle has only a small population of its residents from Black and Minority Ethnic groups. **Figures 7.1 and 7.2** show young men and women by ethnicity and economic activity status. Some of the ethnicity categories contain very small numbers, with the largest groups of young people found among the *White Other* (1,453), *Pakistani* (790), *Indian* (564), *Chinese* (562), and *Bangladeshi* (477) ethnic 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* - 1,140 women and 1,190 men; *Pakistani* - 1,002 women and 1,065 men; *Indian* - 778 women and 827 men; *Bangladeshi* - 465 women and 521 men and *Chinese* - 442 women and 463 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.

Newcastle'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 Newcastle, the city's White Other population includes proportionately more students - among men, 81 per cent, compared with 56 per cent; and among women 80 per cent, compared with 59 per cent. There is low unemployment among White Other young people in Newcastle (1 per cent for men, compared with 9 per cent for all young men, and less than 1 per cent for women, compared with 4 per cent for all young women in the city). This is also lower than at the regional and national scales. The full-time employment rate is lower for young men and women of

this ethnicity, 11 per cent and 8 per cent, compared with 25 per cent for all other men and 20 per cent for all other women in Newcastle, and also compared with 30 per cent for men and 28 per cent for women in this ethnic group in England as a whole. Many of this group are likely to be students.

Economic Activity 25 years - retirement age

Among mature working age people, White Other men in Newcastle have lower rates of full-time employment (52 per cent) than either their counterparts in the North East region (58 per cent) or in England (71 per cent), or than the whole male population in the city (64 per cent). White Other women, on the other hand, are more likely than other Newcastle women to work full-time (41 per cent, compared with 39 per cent), or than similar women regionally (35 per cent). This is still a lower proportion than the corresponding national average of 44 per cent. Fewer White Other women work part-time, 15 per cent compared with 24 per cent of the overall female population, or with their counterparts regionally (21 per cent) and nationally (19 per cent).

Among mature White Other people of working age in Newcastle a large number are students (22 per cent of men and 19 per cent of women), compared with 3 per cent of all men and women of this age in the city, or with 13 per cent of men and 10 per cent of women of this ethnicity in the region and 6 per cent of similar men and women nationally.

A lower proportion of White Other people in Newcastle are permanently sick or disabled than among other Newcastle residents, for both men and women. Newcastle's White Other women are also less likely to be looking after their home or family (12 per cent) full-time compared with all mature women in Newcastle (15 per cent), or with similar women regionally (17 per cent) and nationally (18 per cent).

Occupations of the employed population³⁰ (employed and self-employed)

By comparison with all working age people in the city, Newcastle's White Other population contains a much higher proportion of men who work as managers and senior officials, and in professional jobs, than is found in the city's general working age population. Among men, 16 per cent are managers/senior officials and 36 per cent are professionals. The comparable figures for Newcastle women in the White Other group are 8 per cent and 39 per cent.

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.

These can be compared with 14 per cent and 16 per cent for all men, and 11 per cent and 9 per cent for all women in the city. White Other men in Newcastle are less likely than similar men at regional or national scales to work in skilled trades (9 per cent compared with 12 per cent) or compared with 17 per cent for all men in Newcastle. White Other women in Newcastle 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 personal service positions, although they are more likely than their counterparts nationally to be in sales and customer service occupations.

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

By comparison with White Other men in England and the North East, Newcastle's White Other men are less likely to work in the construction and transport sectors, and more likely to work in education and health and social work. 21 per cent of White Other men in Newcastle were employed in the wholesale, retail, restaurants and hotels sector, a slightly lower percentage than in the region (22 per cent) and in England (22 per cent). 21 per cent of White Other men work in the finance sector, compared with 16 per cent of all men in the city, or with 15 per cent of similar men in the region and 29 per cent nationally. Fewer White Other men in the city work in manufacturing than other Newcastle men.

Among White Other women in Newcastle, over a quarter work in education (26 per cent), double the percentage for Newcastle's overall female population and higher than the corresponding regional and national figures (23 per cent and 14 per cent respectively). 22 per cent of Newcastle's White Other women are employed in health and social work, similar to the regional picture but higher than their counterparts in England (15 per cent). While more White Other women work in the finance sector than other women in Newcastle, fewer of them are employed in the wholesale, retail, restaurants and hotels sector.

Newcastle's Pakistani population

Economic Activity 16-24 year olds

Among Newcastle's young Pakistani population 57 per cent of men and 54 per cent of women are students, compared with 56 per cent of the whole male population but 59 per cent of the whole female population in Newcastle.

Young Pakistani men include a lower proportion of full-time employees but have a higher full-time self-employment rate, compared with Newcastle's other

young men, and with their counterparts regionally and nationally. More young Pakistani women look after their home or family full-time than other young women in Newcastle, 13 per cent compared with 6 per cent of Newcastle's overall female population. However, this is lower than both the regional and national averages for women of this ethnic group (17 per cent and 19 per cent respectively).

Economic Activity 25 years - retirement age

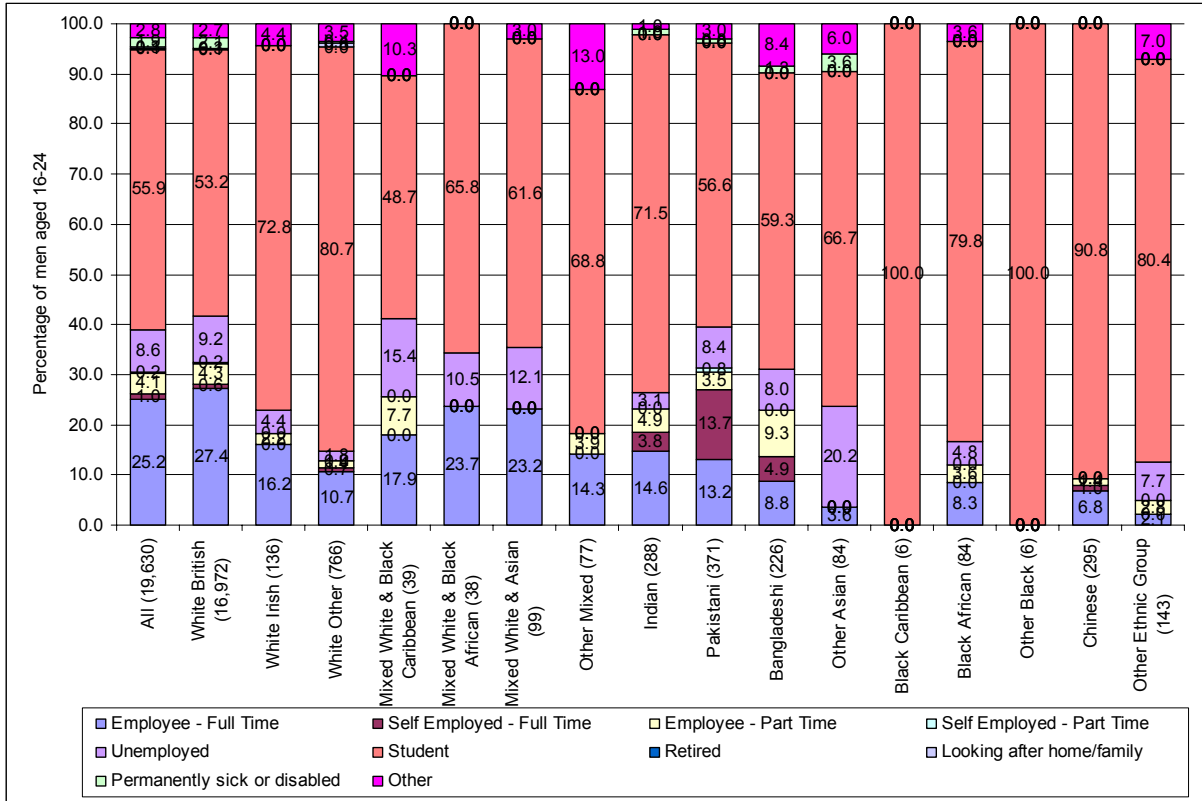
In Newcastle, 60 per cent of mature Pakistani men work full-time. This is almost equally split between those who are full-time self-employed and those who are full-time employees. By contrast only 9 per cent of the whole male population in Newcastle, 27 per cent of Pakistani men in the region and 16 per cent of Pakistani men in England are self-employed full-time. Newcastle's Pakistani women are less likely to work full-time, 17 per cent compared with 39 per cent of the whole female population in the city, similar to the regional and national patterns.

Unemployment is higher among Pakistani men than among other Newcastle men, 10 per cent compared with 7 per cent. For Pakistani women in Newcastle, the figure is below 4 per cent, similar to that for the whole female working population in Newcastle.

Newcastle's Pakistani men are more likely to be working part-time than other Newcastle men, 12 per cent compared with 5 per cent, whereas Newcastle's Pakistani women are less likely to work part-time than other Newcastle women, 12 per cent compared with 25 per cent. However this is slightly higher than Pakistani women in the region (11 per cent) and nationally (9 per cent).

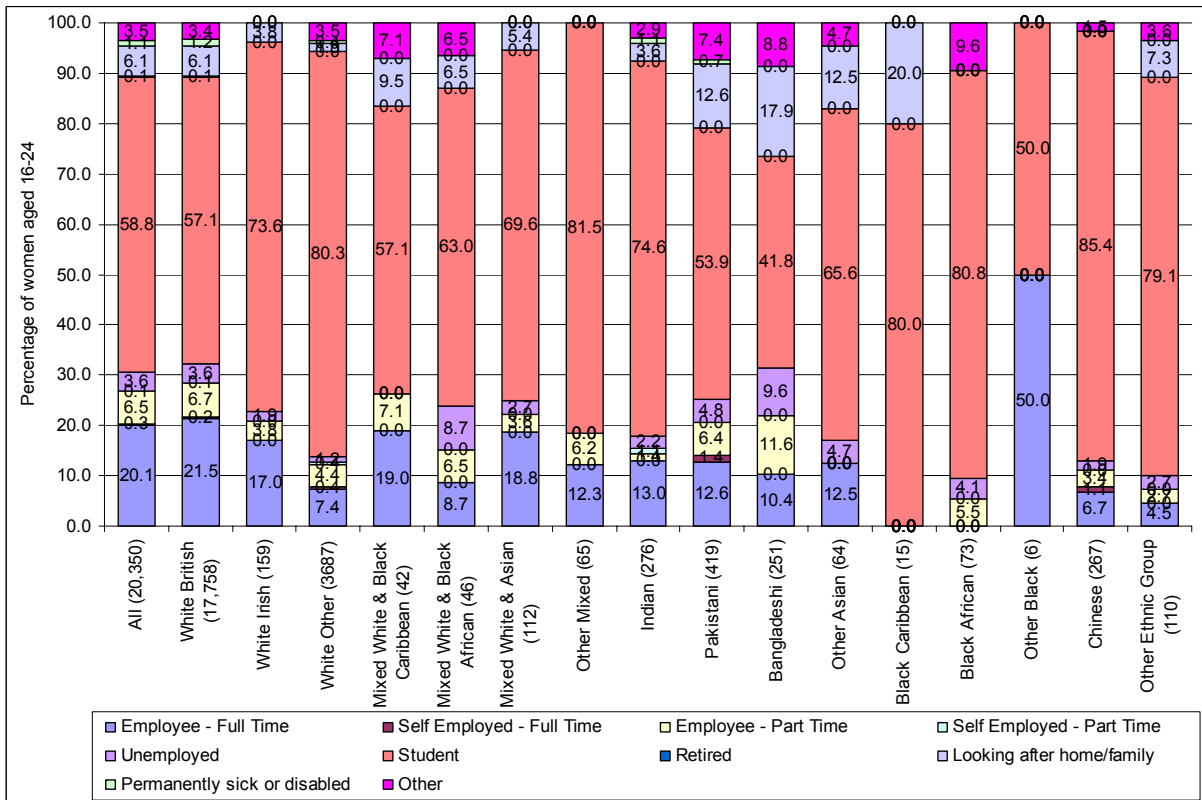
Consistent with the regional and national patterns, Pakistani women are more likely to look after their home or family full-time than the overall female population in Newcastle, 43 per cent compared with 15 per cent. On the other hand, the Pakistani population is less likely to be permanently sick or disabled, 8 per cent of men and 5 per cent of women, compared with 13 per cent of men and 9 per cent of women in the whole working age population in Newcastle. This is similar to the regional picture, but different from the national pattern, where more Pakistani men and women are recorded in this category.

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



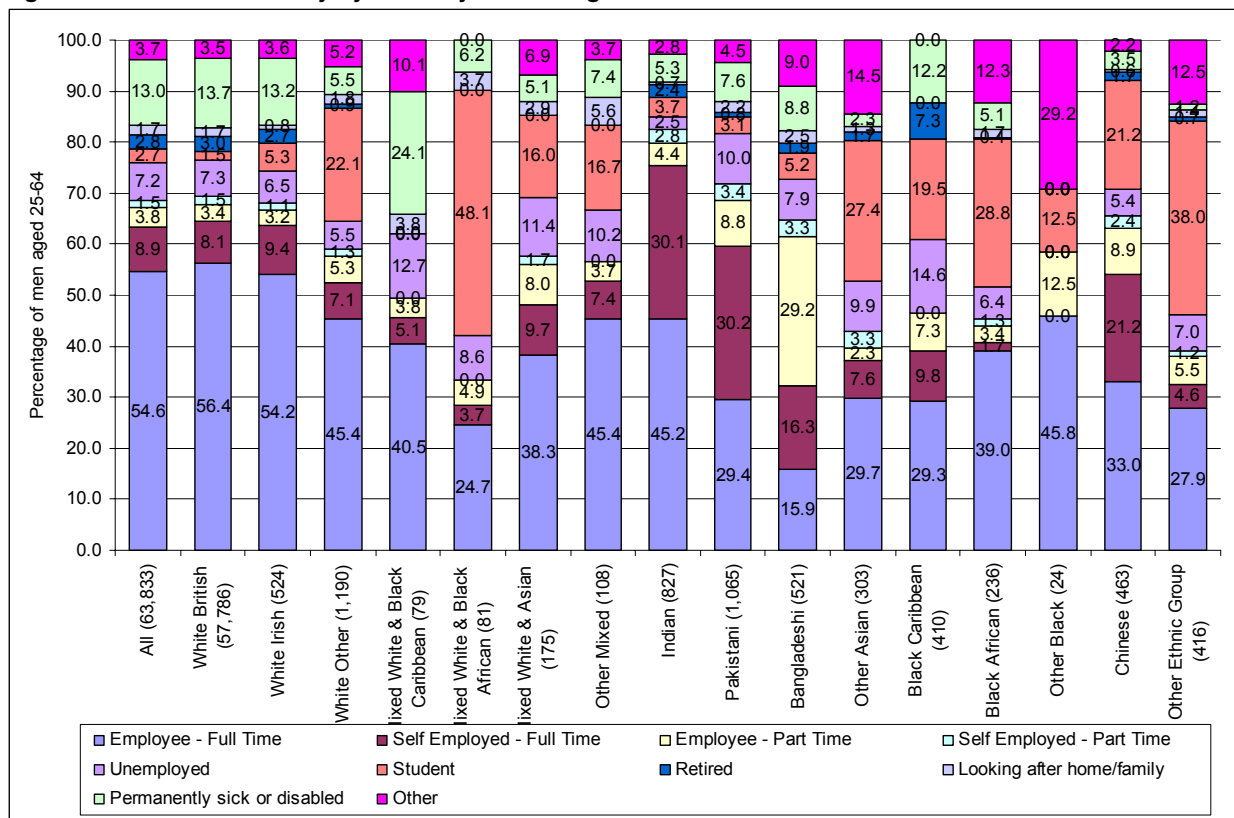
Source: 2001 Census Standard Tables, Crown Copyright 2003

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



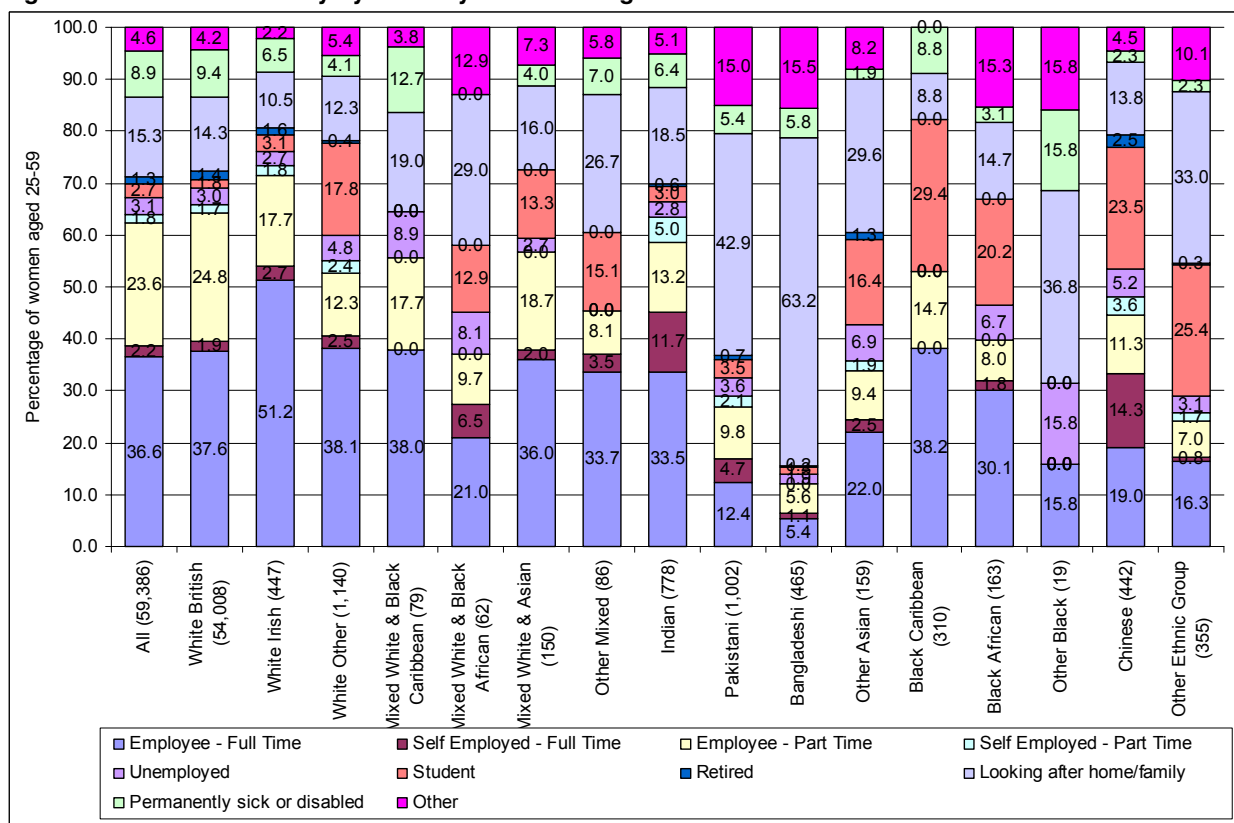
Source: 2001 Census Standard Tables, Crown Copyright 2003

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



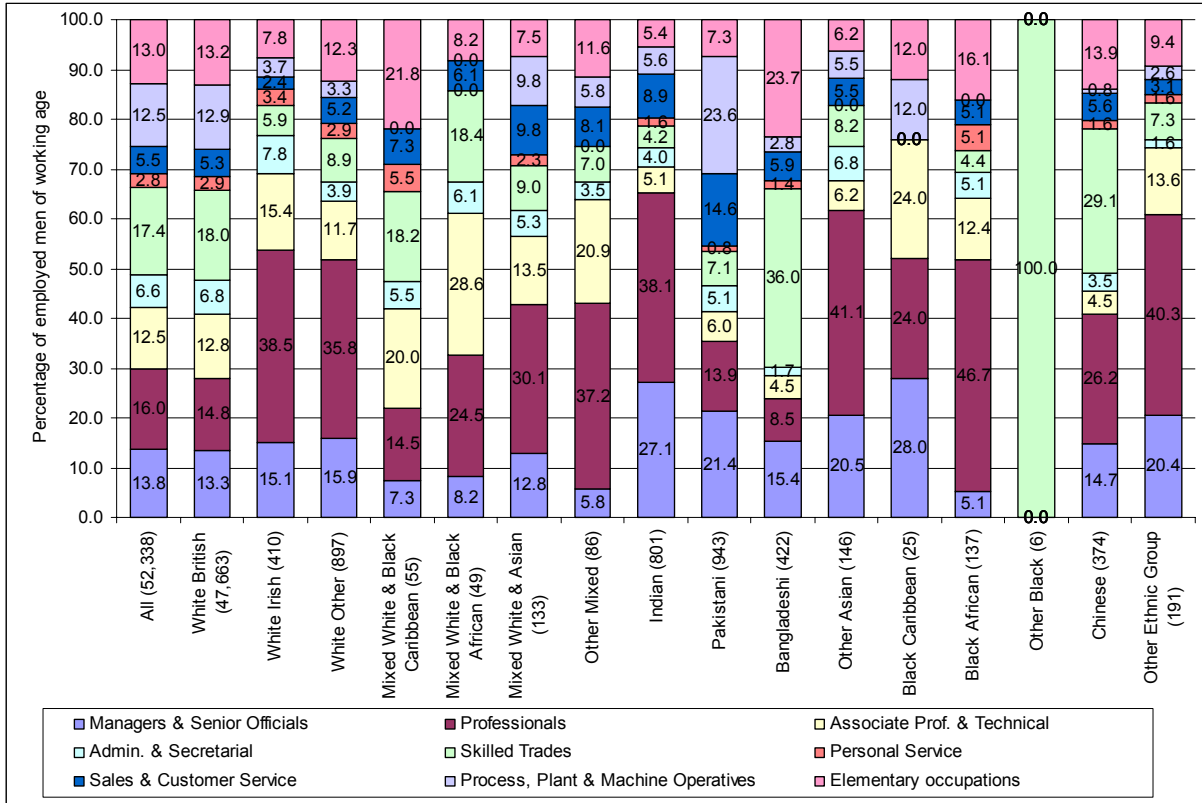
Source: 2001 Census Standard Tables, Crown Copyright 2003, and 2001 Census Commissioned Tables, Crown Copyright 2004

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



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

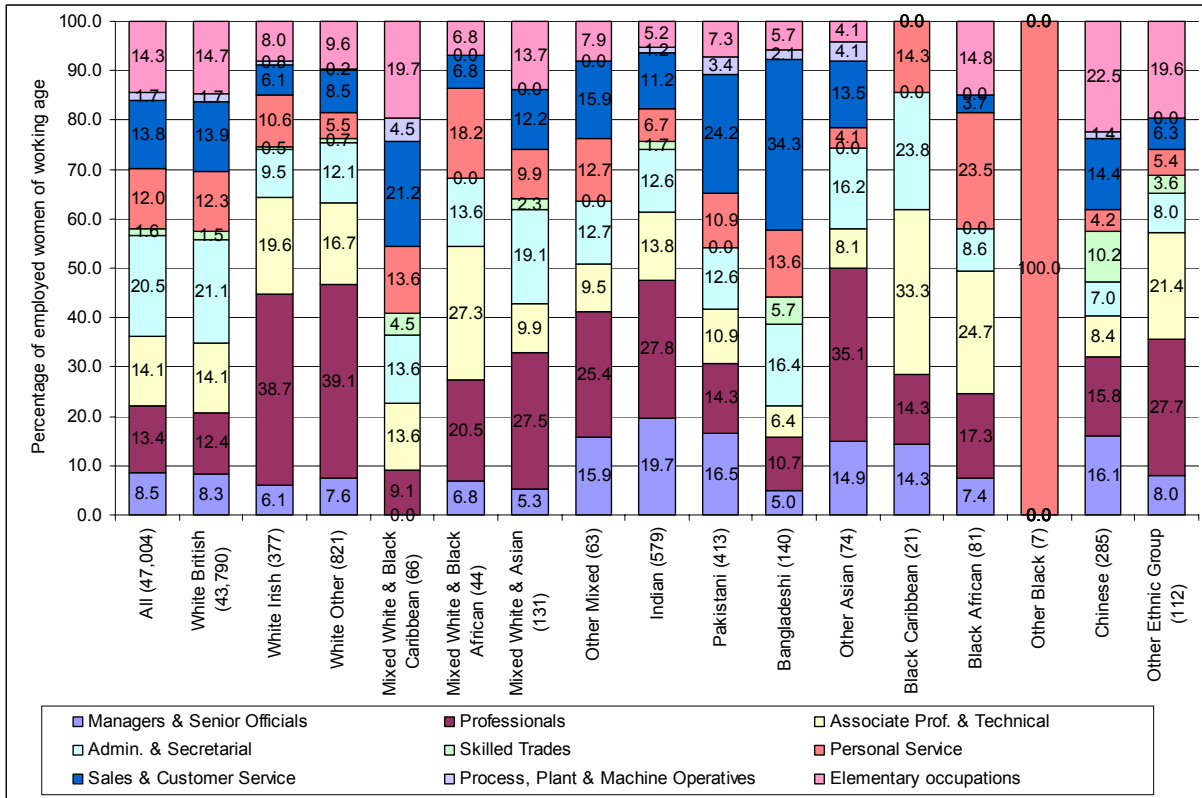
Figure 7.5 Occupation by ethnicity for men of working age in Newcastle



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

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

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



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

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

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

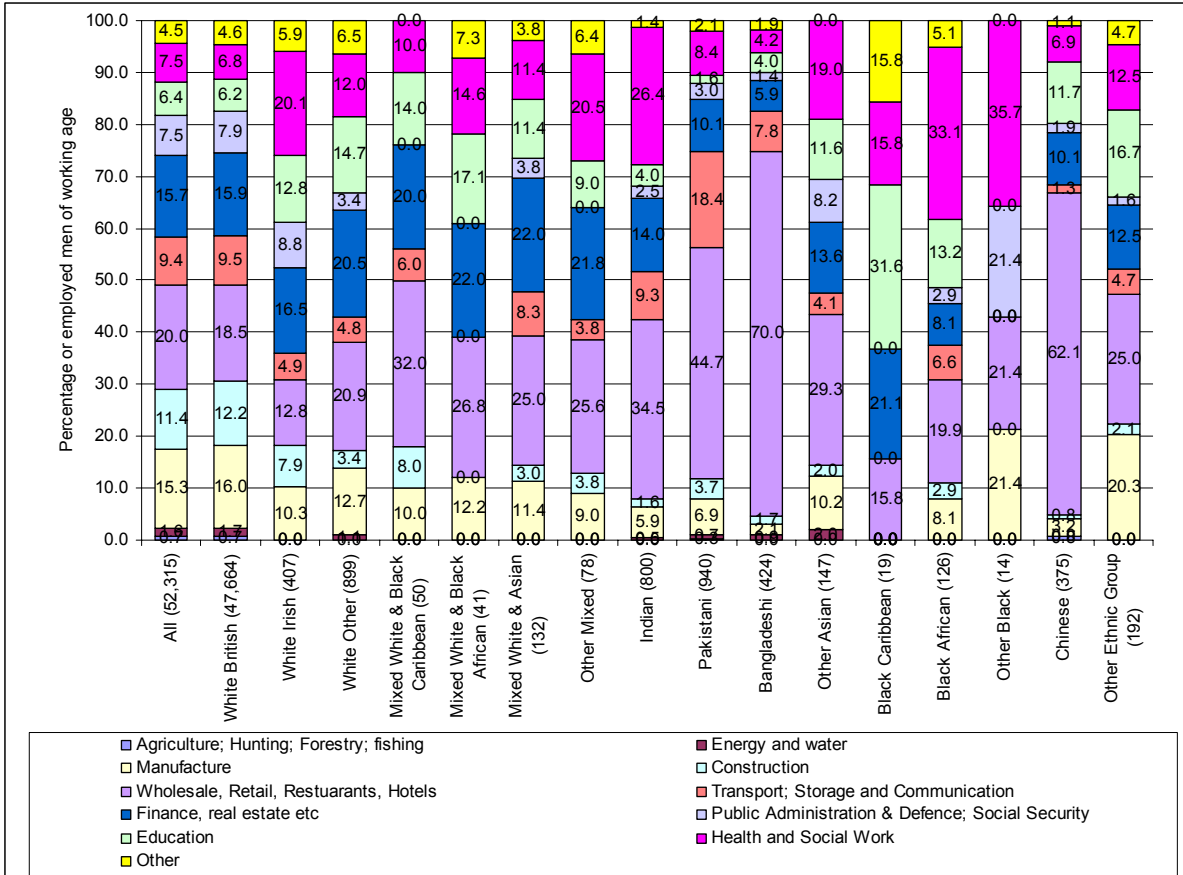
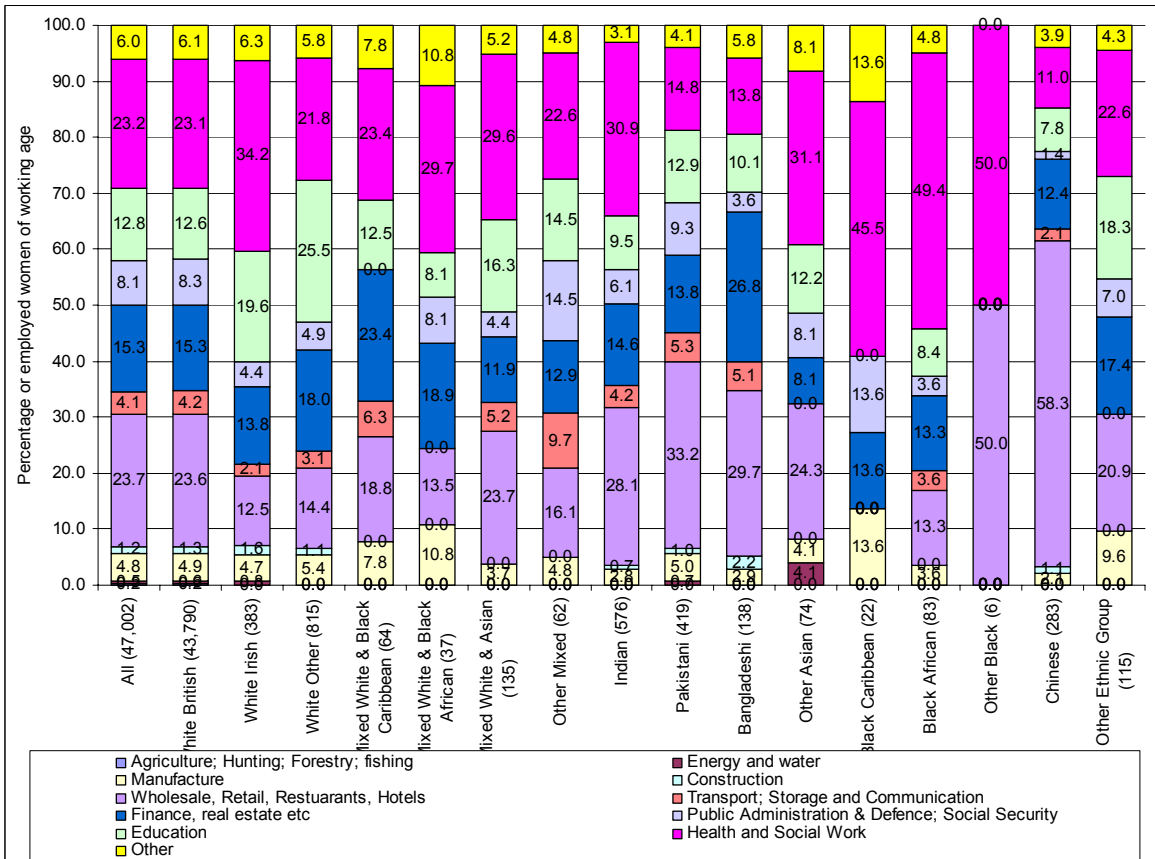


Figure 7.8 Industry by ethnicity for women of working age in Newcastle



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

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

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

Newcastle's Pakistani population contains more men and women who work as managers and senior officials and in professional jobs than is found in the city's general working age population. The figures for Pakistani men are 21 per cent and 14 per cent respectively, and for Pakistani women 17 per cent and 14 per cent. These are much higher than the comparable figures for the whole working population in Newcastle, 12 per cent and 16 per cent for men and 9 per cent and 13 per cent for women.

Pakistani men are more likely to work as process, plant and machine operatives than other Newcastle men, 24 per cent compared with 13 per cent. This is nevertheless slightly lower than at the regional and national levels. Both Pakistani men and women are more likely to work in sales and customer service (15 per cent and 24 per cent) than the overall Newcastle population (6 per cent of men and 14 per cent of women).

Fewer Pakistani men work in skilled trades and fewer Pakistani women in administrative and secretarial jobs than in general working population in Newcastle. They are also less likely to work in these jobs than their counterparts in the region and England. Pakistani men and women are also less likely to work in elementary occupations than the overall Newcastle population, 7 per cent for both Pakistani men and women, compared with 13 per cent for all men and 14 per cent for all women.

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

Newcastle's Pakistani population are more clustered in the wholesale, retail, restaurants and hotels sector (45 per cent of men and a third of women) than Newcastle men and women generally (20 per cent for men and 24 per cent for women), or when compared with Pakistani men and women across England (31 per cent and 28 per cent). 18 per cent of Pakistani men in Newcastle work in the transport, storage and communication sector, double the figure for the total male population in Newcastle. This is similar to both the regional and national patterns.

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

Newcastle's Indian population

Economic Activity 16-24 year olds

Compared with other young people in Newcastle, the city's Indian population also contains proportionately more students - among men, 72 per cent, compared with 56 per cent; and among women 75 per cent compared with 59 per cent. Unemployment is low among Indian young people of either sex in Newcastle, and there is virtually no part-time employment for Newcastle's Indian young women. Young Indian people are less likely to be in full-time employment in the city, 15 per cent of men and 13 per cent of women, compared with 25 per cent men and 20 per cent women in the city's overall 16-24 population. Full-time employment among Indian young people in Newcastle is considerably lower than that found in this ethnic group in England as a whole (23 per cent for men and 21 per cent for women respectively).

Economic Activity 25 years - retirement age

Indian men and women in Newcastle have higher rates of full-time employment than either their counterparts in the North East region and England (75 per cent for Indian men in Newcastle, and 45 per cent for women), or than the whole population in the city (64 per cent for men and 39 per cent for women). Indian women are less likely than other Newcastle women to work as part-time employees (13 per cent compared with 24 per cent). Among women, this figure is similar to that found for their counterparts in the region, but lower than in England (17 per cent).

Full-time self-employment is more prevalent among Indian people in Newcastle than among other Newcastle residents. 30 per cent of Newcastle's Indian men are self-employed full-time, compared with only 9 per cent of all Newcastle men, and with 17 per cent of Indian men in England. 12 per cent of Newcastle's Indian women are self-employed full-time, compared with just 2 per cent of all women in the city, and with 5 per cent of Indian women in England.

Newcastle's Indian women are more likely than other women to be looking after their home or family full-time, 19 per cent compared with 15 per cent. This is also slightly higher than is found in women of the same ethnicity regionally and nationally (18 per cent in both cases).

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

Newcastle's Indian population contains a significantly higher proportion of both men and women who work as managers and senior officials and in professional jobs than is found in the city's general working age population: 27 per cent and 38 per cent respectively for Indian men and for Indian women, 20 per cent and 28 per cent. These are much higher than the comparable figures for the Indian population at the national level, and than the concentration of all employment in these occupations in Newcastle.

Consistent with this picture, Indian men in Newcastle are less likely than other residents, and than their counterparts at national level, to occupy elementary jobs, to work as process, plant and machine operatives, or to work in skilled trades, whereas Indian women are less likely to be in elementary jobs, sales and customer service positions and administrative and secretarial work. A slightly higher proportion of Indian women in Newcastle have jobs in personal service occupations compared with Indian women elsewhere in the country, 7 per cent compared with 5 per cent in the region and 6 per cent nationally. This is still lower than the overall female population working in this occupation in Newcastle.

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

Newcastle's Indian population contains more men and women working in the wholesale, retail, restaurants and hotels sector than are found among other Newcastle men and women, 36 per cent and 28 per cent compared with 20 per cent and 24 per cent. This is consistent with both the regional and national patterns. They are also more likely to be concentrated in health and social work, 26 per cent of Indian men and 31 per cent of Indian women, compared with 8 per cent of men and 23 per cent of women in the whole working population in the city, or 7 per cent of Indian men and 14 per cent of Indian of women across England.

Similar to the regional and national pictures, Indian men and women in Newcastle are less likely to work in the manufacturing, construction, public administration and education sectors than other Newcastle people (with the exception of Indian women at the national level, where a higher proportion of them work in manufacturing than other women, 13 per cent compared with 9 per cent). An interesting difference is that while more Indian people work in the wholesale, retail, restaurants and hotels sector, slightly fewer Indians in Newcastle, both men and women, work in this sector compared with other Newcastle men and women.

Newcastle's Bangladeshi population

Economic Activity 16-24 year olds

Newcastle's Bangladeshi population also contains proportionately more students - among men, 59 per cent, and among women, 42 per cent. Nevertheless, the Bangladeshi female student population remains the lowest when compared with young people from other ethnic groups in Newcastle.

Unemployment among Bangladeshi young women in Newcastle is high, 10 per cent compared with less than 4 per cent of the overall young female population in Newcastle, or with 8 per cent of similar women in the region and 6 per cent in England as a whole. A much higher proportion of Bangladeshi young women are looking after their home or family full-time compared with other young women in Newcastle, 18 per cent compared to 6 per cent, showing a picture consistent with both the regional and national situation.

In Newcastle, 8 per cent of young Bangladeshi men are unemployed, a slightly lower percentage than for Newcastle's total young male population, or than among their counterparts regionally and nationally. 9 per cent are in part-time jobs, compared with 4 per cent of other Newcastle young men. This is similar to both the regional and national patterns. Like their male counterparts, Bangladeshi young women are also more likely to work part-time, 12 per cent compared with 7 per cent of other young women in Newcastle.

Both young Bangladeshi men and women are less likely to be in full-time employment, 14 per cent of men (including 5 per cent who are full-time self-employed) and 10 per cent of women. This compares with a quarter of all young men and one fifth of all young women who are in full-time employment in the city. The full-time employment rates of young Bangladeshi people in Newcastle also compare unfavourably with their counterparts regionally and nationally (17 per cent for men and 12 per cent for women in the region and 20 per cent for men and 13 per cent for women in England).

Economic Activity 25 years - retirement age

Bangladeshi women in Newcastle have rates of full-time employment (7 per cent) which are similar to their counterparts in the North East region (6 per cent), but lower than for Bangladeshi women across England (10 per cent). This is the lowest full-time employment rate for women in any ethnic group, and very low when compared with that for all other women in Newcastle (39 per cent). Bangladeshi women are also less likely than all Newcastle women to work as part-time employees (6 per cent, compared with 24 per cent). This is consistent with the regional and national patterns.

Bangladeshi men in Newcastle have lower rates of full-time employment (33 per cent) than either their counterparts at the regional (35 per cent) and English scales (37 per cent) or than all men in the city (64 per cent). 8 per cent of Bangladeshi men in Newcastle are unemployed, compared with 7 per cent of all men in the city, and with 12 per cent of Bangladeshi men at the national scale. They are most likely than other Newcastle men to be in part-time employment (32 per cent compared with 5 per cent), which is similar to the regional and national pictures. Fewer of them are permanently sick or disabled, 9 per cent compared with 13 per cent of all Newcastle men. This is a little higher for Bangladeshi men in Newcastle than for similar men in the North East region (7 per cent) or in England (8 per cent).

Among mature Bangladeshi people of working age in Newcastle, 5 per cent of men, but almost no women, are students, compared with 3 per cent of all men and women of this age in the city.

Full-time self-employment is more prevalent among Bangladeshi men in Newcastle than among other Newcastle men (16 per cent compared with 9 per cent), but this is not so for women (1 per cent compared with 2 per cent). The majority of Newcastle's Bangladeshi women are looking after their home and family full-time (63 per cent), compared with 15 per cent of all women in the city, and with 59 per cent of Bangladeshi women in the North East region and 54 per cent in England.

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

Newcastle's Bangladeshi population contains a lower proportion of both men and women who work as managers/senior officials (15 per cent of men and 5 per cent of women), in professional jobs (9 per cent of men and 11 per cent of women), or in associate professional and technical jobs (5 per cent of men, 6 per cent of women), than is found in the city's general working age population. These figures are similar to those for Bangladeshi men and women at the regional and national scales.

Bangladeshi men in Newcastle are mainly concentrated in skilled trades and in elementary occupations, 36 per cent and 24 per cent respectively, a much higher proportion than the corresponding figures of 17 per cent and 13 per cent for the whole working age population in Newcastle. This is consistent with the national pattern, but more marked for Bangladeshi men in Newcastle.

Bangladeshi women in Newcastle, on the other hand, are less likely than other residents, and than their counterparts at regional and national level, to occupy jobs in elementary occupations, 6 per cent compared with 14 per cent of the whole female population of

working age, or with 9 per cent of similar women in the region and 10 per cent in England as a whole. Proportionally fewer of them are in administrative and secretarial jobs, 16 per cent compared with 21 per cent of all women in Newcastle, or with Bangladeshi women across England, 23 per cent.

A third of Newcastle's Bangladeshi women work in sales and customer service, compared with 14 per cent of other Newcastle women, or with 25 per cent of similar women in the region and 22 per cent in England. Women in this ethnic group are also more likely to work in personal service positions than other women in the city (14 per cent compared with 12 per cent). This is also higher than for women of their ethnic group in the North East region (11 per cent) or nationally (12 per cent).

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

Newcastle's Bangladeshi men are very heavily concentrated in the wholesale, retail, restaurants and hotels sector, 70 per cent compared with 20 per cent of the whole male population of working age in Newcastle. This is, nevertheless, less marked than the regional picture (76 per cent of Bangladeshi men working in this industry) but a much higher percentage than for their counterparts across England (62 per cent). Similar to all Bangladeshi men in the region and England, Newcastle's Bangladeshi men are underrepresented in the manufacturing, construction, public administration and education sectors.

While 30 per cent of Bangladeshi women work in the wholesale, retail, restaurants and hotels sector (compared with 24 per cent of all women working in this industry in Newcastle), Bangladeshi women are also more likely to work in finance and real estate than other Newcastle women (27 per cent to 15 per cent), or similar women in the North East region and in England (16 per cent respectively). On the other hand, fewer of them work in the health and social work, education and public administration sectors (14 per cent, 10 per cent and 4 per cent respectively), compared with other Newcastle women (23 per cent, 13 per cent and 8 per cent respectively). This is similar to the regional pattern, but a little different from the national picture, where slightly more Bangladeshi women work in the education and public administration sectors than other women.

Newcastle's Chinese Population

Economic Activity: 16-24 year olds

Compared with other young people in Newcastle, the city's young Chinese population contains proportionately more students - among men, 91 per cent, compared with 56 per cent; and among women, 85 per cent compared with 59 per cent. Consequently there are far fewer Chinese young people in other economic activity statuses. Only 7 per cent of young Chinese men and women are in full-time employment, compared with 25 per cent of men and 20 per cent of women in the city's overall 16-24 population. These patterns are similar to, but considerably more marked than, those found for Chinese young people in the North East region and in England as a whole.

Economic Activity: 25 years - retirement age

Among mature Chinese people of working age in Newcastle, there are also more students (21 per cent of men and 24 per cent of women), compared with 13 per cent for both men and women of this ethnicity in the North East region, and 10 per cent and 8 per cent in England as a whole. This is much higher than is found in the overall 25+ population in Newcastle, 3 per cent of men and 2 per cent of women are students, or than in the White British population, where less than 2 per cent for both men and women are students.

For both men and women, full-time self-employment is more prevalent among Chinese people in Newcastle than for most other Newcastle residents. 21 per cent of Newcastle's Chinese men are self-employed full-time, compared with 9 per cent of all Newcastle men, although this is lower than the 32 per cent and 22 per cent of their counterparts in the North East region and England respectively. 14 per cent of Newcastle's Chinese women are self-employed full-time, compared with just 2 per cent of all women in the city, and with 19 per cent and 9 per cent respectively of Chinese women in the North East region and England.

Chinese men and women have rates of full-time employment (including self-employment) which are lower than their counterparts in the North East region and England (53 per cent for Chinese men in Newcastle and 33 per cent for women). These rates are also lower for Newcastle's Chinese men and women than for the whole population in the city (61 per cent of men and 39 per cent of women), or for the White British population (65 per cent of men and 40 per cent of women). Chinese women (but not men) are much less likely than other Newcastle women to work as part-time employees (11 per cent compared with 24 per cent). This figure is also lower than that found for their counterparts in the region and England (13 per cent respectively).

Virtually no Chinese men are looking after their home or family full-time, while 14 per cent of Chinese women are in this category. This is slightly lower than for the whole female population of for White British women in Newcastle. A much lower proportion of Chinese men and women are permanently sick or disabled, 4 per cent men and 2 per cent women, compared with 13 per cent of men and 9 per cent of women in the whole population aged 25+ in Newcastle, and with 14 per cent of men and 9 per cent of women in the White British population. This is similar to both the regional and national pictures.

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

Newcastle's Chinese population contains a higher proportion of men and women who work as managers and senior officials than is found in the city's general working age population (among men, 15 per cent compared with 14 per cent, and among women, 16 per cent compared with 9 per cent). This probably reflects a concentration in jobs managing restaurants and other businesses in the catering industry. Nevertheless these figures are considerably lower for Chinese men but slightly higher for Chinese women in Newcastle than for their counterparts in the same ethnic group in the region or nationally.

Chinese men and women in Newcastle are more likely than either other residents, or than their counterparts at regional and national levels, to occupy professional positions, but less likely to be in associate professional and technical jobs. Similar to the regional and national pattern, Chinese women in Newcastle are also less likely to have jobs in administrative and secretarial occupations, 7 per cent compared with 21 per cent of both the whole female population and of White British women in Newcastle.

Newcastle's Chinese population also contains a higher percentage of workers in skilled trades, 29 per cent of men and 10 per cent of women, compared with 17 per cent of men and only 2 per cent of women in the whole population of working age in the city. This is a lower proportion than is found among their counterparts in the North East region (36 per cent of Chinese men and 19 per cent of Chinese women) but higher than in England as a whole (26 per cent of Chinese men and 8 per cent of Chinese women).

Nearly a quarter of Newcastle's Chinese women (23 per cent) are concentrated in elementary (unskilled) roles, a considerably higher proportion than is found in the whole female population in the city (14 per cent) and among White British women (15 per cent), and also higher than their counterparts of the same ethnicity at regional and national levels. A slightly higher percentage of Chinese men in Newcastle (14 per cent) work in elementary

occupations than other men in the city (13 per cent), or than other men of their ethnic group regionally (11 per cent) and nationally (10 per cent).

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

Newcastle's Chinese population is mainly concentrated in the wholesale, retail, restaurants and hotels sector with 62 per cent of men and 58 per cent of women working in this industry, compared with 20 per cent of men and 24 per cent of women in the whole population of working age in the city. This is similar to the regional and national pattern, but more marked in Newcastle than nationally.

By comparison with Chinese people in England and in the North East region, Newcastle's Chinese men and women are more likely to work in education (12 per cent men and 8 per cent women). However fewer Chinese women work in this sector, compared with 13 per cent of all women working in education in Newcastle, while Chinese men are twice as likely to work in this sector compared with the percentage of the whole male population working in this sector in the city (6 per cent).

In Newcastle, Chinese men and women are less likely than other ethnic groups to work in health and social work, public administration and defence and social security, or in the finance and real estate sectors. These differences are of particular interest when they are contrasted with the overall industrial distribution of male and female workers in Newcastle.

- The Chinese population contains very large numbers of students, 91 per cent of young men and 85 per cent of young women under 25, and 21 per cent of men and 24 per cent of women aged over 25.
- The occupational distribution of employed men and women in Newcastle also varies by ethnicity. 36 per cent of White Other men and 39 per cent of White Other women, and 38 per cent of Indian men and 28 per cent of Indian women are in professional jobs, compared with 9 per cent of Bangladeshi men and 11 per cent of Bangladeshi women, and with 16 per cent of White British men and 13 per cent of White British women. 36 per cent of Bangladeshi men and 29 per cent of Chinese men work in skilled trades, compared with only 4 per cent of Indian men, and 18 per cent of White British men in Newcastle.
- Newcastle's Bangladeshi, Chinese and Pakistani residents of both sexes are heavily concentrated in the wholesale, retail, restaurants and hotels sector, while the city's Indian population is more concentrated in both the health and social work and the wholesale, retail, restaurants and hotels sectors. The White Other population in Newcastle are more likely to work in the education and finance sectors, and less likely to work in public administration and transport industries.

Key Points

- Newcastle has a small ethnic minority population. Among people of working age, the White Other, Pakistani, Indian, Bangladeshi and Chinese populations are of greatest numerical importance.
- Economic activity indicators vary considerably between ethnic groups. For those aged 25+, 45 per cent of White Other and Indian men, and 38 per cent of White Other women and 34 per cent of Indian women are employed full-time, whereas just 16 per cent of Bangladeshi men and 5 per cent of Bangladeshi women are employed full-time. This compares with 56 per cent and 38 per cent of White British men and women, and with 55 per cent and 37 per cent of all Newcastle men and women.
- 63 per cent of Bangladeshi women and 43 per cent of Pakistani women look after their home or family full-time, a much higher proportion than among women from all other ethnic groups in Newcastle.

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 Newcastle, 5,300 people have 'term-time only' contracts - of these almost 4,300 are women. Over 1,600 of those working term-time only are in part-time jobs. Almost 6,600 of all working people have an annualised hours contract - all of them are full-time workers.

Comparison with the region and England shows that proportionally:

- more men in Newcastle who work full-time have flexitime arrangements or have annualised hours contracts or have term-time only contracts, whilst slightly more have term-time only contracts
- a similar proportion of men working part-time have flexitime but no men working part-time have annualised hours contracts in Newcastle
- more women who work full-time have flexitime, or term-time only contracts
- among women part-time workers in Newcastle, more work flexitime than at the national level, fewer have term-time contracts, while none of them have annualised hours contracts

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

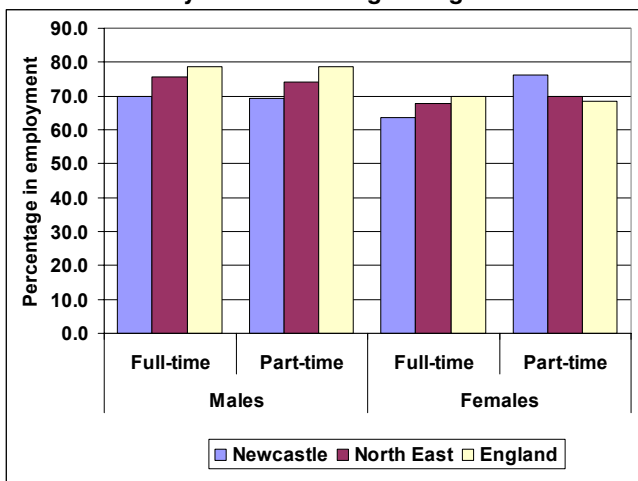
Newcastle's employed men 63, 937				
	Full-time 56,439		Part-time 7,498	
	Numbers	%	Numbers	%
Flexitime	4, 999	8.9	475	6.3
Annualised Hours	4, 932	8.7	0	0
Term-time working	548	1.0	489	6.5
Newcastle's employed women 65, 364				
	Full-time 36,001		Part-time 20,363	
	Numbers	%	Numbers	%
Flexitime	6, 112	17	2163	10.6
Annualised Hours	1, 649	4.6	0	0
Term-time working	3, 149	8.7	1, 122	5.5

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

Source: LFS, Autumn 2003, ONS

Figure 8.2 shows the percentage of men and women who have no flexibility in their working arrangements by whether they work full-time or part-time. Newcastle's men, both full-time and part-time workers, and full-time female workers experience a greater degree of flexibility in their working arrangements than their counterparts in the region or nationally. However in Newcastle a higher proportion of women working part-time report having no working flexibility compared with men and women working full-time and male part-timers in Newcastle, or than women working part-time in the North East region and England as a whole.

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



Source: LFS, Autumn 2003, ONS

Barriers to Employment

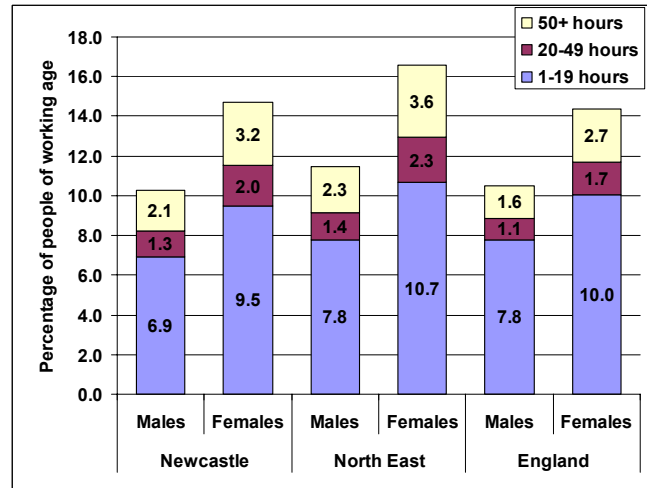
Labour market analysts recognise a range of factors which affect an individual's ability to access and enter employment. These include the existence of employment opportunities, infrastructural considerations such as public transport availability, and responsibilities or attributes which may act as barriers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

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

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



Source: 2001 Census Standard Tables, Crown Copyright, 2003

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

- small numbers of White Other men and women providing care in Newcastle, compared with the other main Black and Minority Ethnic groups in Newcastle, and also with the region and England as a whole
- a higher proportion of Pakistani and Bangladeshi men and women providing unpaid care than men and women from the other main Black and Minority Ethnic groups in Newcastle. Nevertheless, they are less likely than their national counterparts to provide unpaid care
- fewer Chinese men and women providing unpaid care in Newcastle than in the region and England

Figure 8.4 Provision of unpaid care by men and women of working age by ethnicity percentage %

		Newcastle	North East	England
White Other	Men (1,959)	4.2	5.9	6.3
	Women (1,826)	5.5	8.5	7.8
Pakistani	Men (1,439)	10.2	11.9	11.8
	Women (1,424)	15.1	16.3	16.2
Indian	Men (1,116)	9.8	8.3	12.0
	Women (1,056)	10.9	10.0	13.8
Bangladeshi	Men (745)	10.7	9.2	11.7
	Women (716)	13.4	11.9	15.6
Chinese	Men (760)	5.7	6.9	5.9
	Women (715)	5.8	7.2	7.3
All	Men (83,482)	10.2	10.1	10.2
	Women (79,750)	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 in Newcastle

It is also possible to look at the amount of unpaid care that men and women provide by their economic activity. In Newcastle, 10 per cent of men and 15 per cent of women of working age in employment also provide unpaid care. This is similar to the regional and national picture. However, this again varies by ethnicity as presented in **Figure 8.5**. This shows that in Newcastle:

- more Bangladeshi men work and provide unpaid care than other Newcastle men, or than Bangladeshi men in the region and nationally
- Pakistani women in employment are more likely to provide unpaid care than other Newcastle women, or than similar women regionally and nationally
- proportionally fewer White Other men and women are both in employment and providing unpaid care than other ethnic groups in Newcastle, or than their counterparts in the region and nationally

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

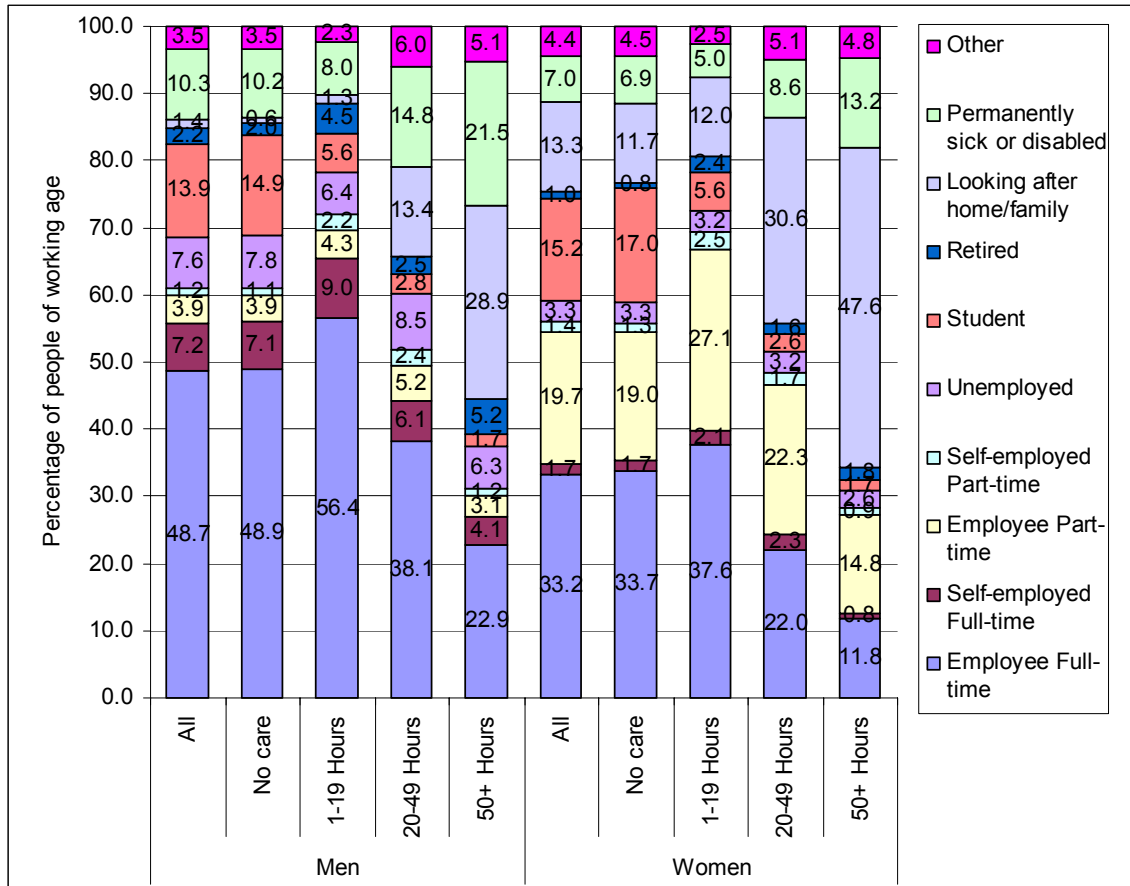
		Newcastle	North East	England
White Other	Men (796)	4.6	6.7	6.1
	Women (706)	5.7	9.9	7.5
Pakistani	Men (887)	10.1	12.1	12.4
	Women (375)	17.9	16.8	15.0
Indian	Men (754)	9.9	9.2	12.8
	Women (540)	13.9	11.0	14.2
Bangladeshi	Men (389)	12.3	9.5	11.9
	Women (115)	13.9	13.4	14.3
Chinese	Men (328)	6.7	8.5	6.6
	Women (247)	7.3	8.3	7.6
All	Men (49,797)	10.3	10.8	9.9
	Women (43,525)	15.1	16.0	13.7

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

However, **Figure 8.6** shows that there are more men working full-time and providing 50 or more hours of unpaid care (451) than women (312) in Newcastle. This is similar to the situation in the region and England. Also, as the amount of unpaid care people provide increases:

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

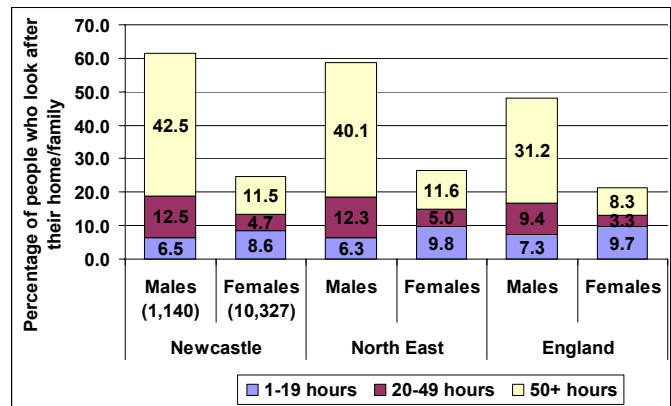
Figure 8.6 Provision of unpaid care and economic activity for men and women of working age in Newcastle



Source: 2001 Census Commissioned Table, Crown Copyright 2004

Figure 6.9 in Chapter 6 showed that 13 per cent of women and 1.4 per cent of men of working age in Newcastle gave looking after their home or family as their reason for economic inactivity. This equates to 1,145 men and 10,342 women who look after their home and family full-time as their main activity. Women thus outnumbered men in this category by 9 to 1. This response not only includes those women and men caring for a child, but also those caring for other family dependents. **Figure 8.7** shows the amount of unpaid care that men and women who look after their home or family full-time provide. This shows a marked gender difference, with men in this role being much more likely to be carers of others who require support because of long-term ill-health or disability. 43 per cent of men who look after their home or family are providing more than 50 hours or more of unpaid care, compared with just 12 per cent of women in this category in Newcastle.

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



Source: 2001 Census Commissioned Table, Crown Copyright 2004

Childcare

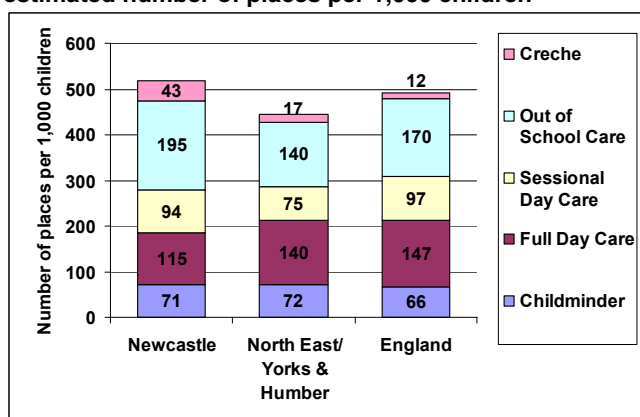
Large areas of Newcastle have no day nursery provision

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

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

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

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



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

It shows the estimated number of places per 1,000 children for Newcastle, the North East region and England. The data are published by Ofsted and relate to September 2003. In Newcastle, there were, overall,

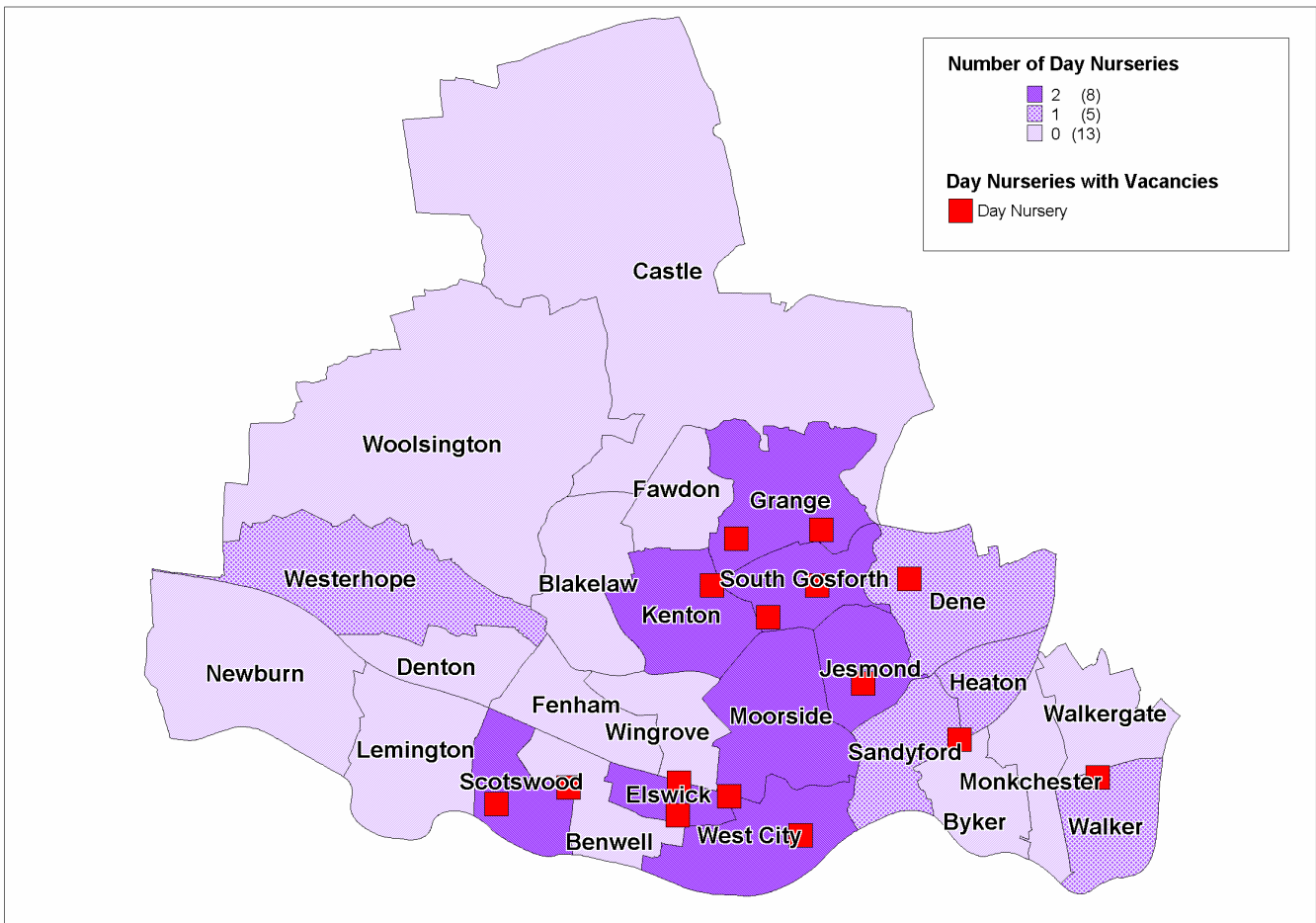
more childcare places per 1,000 children than in the North East region and England as a whole. In particular, Newcastle had more out of school care places and more crèche places than the region or England as a whole. However there were fewer full day care places in Newcastle, compared with provision at the regional and national levels.

Figure 8.9 shows the distribution of day nurseries within the wards in Newcastle, together with an indication of the nurseries that had vacancies in July 2004. Large areas of Newcastle have no day nursery provision.

Key Points

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

Figure 8.9 Day nurseries and vacancies in Newcastle, July 2004



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

Appendix A

Glossary of 2001 Census Terms³¹

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

³¹ Source: 2001 Census: Definitions, Crown Copyright 2004.

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

Appendix B

Examples of Occupations in each of the main 2001 Census Occupational Categories³²

Managers and Senior Officials

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

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

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

Personnel, training and industrial relations managers

Information and communication technology managers

Research and development, quality assurance, customer care managers

Financial institution, office managers

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

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

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

Farm managers, managers in animal husbandry, forestry and fishing

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

Property, housing and land managers

Garage managers and proprietors

Hairdressers and beauty salon managers

Shopkeepers and wholesale/retail dealers

Recycling and refuse disposal managers

Professionals

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

IT strategy and planning professionals, software professionals

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

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

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

Scientific and social science researchers

Solicitors, lawyers, judges and coroners

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

Architects, town planners, quantity and chartered surveyors

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

Associate Professional and Technical Occupations

Science and engineering technicians

Draughtspersons and building inspectors, environmental health officers

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

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

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

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

Air traffic controllers, pilots, train drivers

Brokers, insurance underwriters, estate agents, auctioneers

Administrative and Secretarial Occupations

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

Officers of non-governmental organisations

³² Source: 2001 Census: Definitions, Crown Copyright 2004.

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

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

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

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

Skilled Trades

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

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

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

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

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

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

Printers, bookbinders, screen printers

Butchers, bakers, fishmongers, chefs, cooks

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

Personal Service Occupations

Nursing auxiliaries and assistants, ambulance staff, dental nurses

Houseparents, residential wardens, care assistants and home carers

Nursery nurses, childminders, playgroup leaders, educational assistants

Veterinary nurses, animal care occupations

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

Hairdressers, barbers, beauticians

Housekeepers, caretakers

Undertakers and mortuary assistants

Pest control officers

Sales and Customer Service Occupations

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

Credit agents, debt, rent and other cash collectors

Market and street traders, merchandisers and window dressers

call centre agents/operators, customer care occupations

Process, Plant and Machines Operatives

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

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

Assemblers, tyre, exhaust and windscreen fitters, sewing machinists

Scaffolders, road and rail construction and maintenance operatives

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

Crane, fork-lift truck and agricultural machinery drivers

Elementary Occupations

Farm workers, labourers, packers

Postal workers

Hospital porters, hotel porters

Kitchen and catering assistants, waiters, waitresses, bar staff

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

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

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