

## Gender Profile of Birmingham's Labour Market

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# Preface

## **Gender Equality: Gender and Employment in Local Labour Markets**

Birmingham City Council has a Gender Equality Strategy which was approved in April 2002 which clearly shows its full commitment to its statutory duties under legislation. This gender profile will assist us further to find any gaps in gender disadvantages and related issues in the labour market. Birmingham City Council formally agreed early in 2003 with Sheffield Hallam University to work in partnership in the Gender and Employment in Local Labour Market, a European Social Funded project.

The issues revealed by the profile will be incorporated in the formulating of the policies to deliver the need led appropriate services to the citizens of Birmingham. The GELLM project in Birmingham will be producing an Action Plan and recommendations as a result of the research studies which will provide us a concrete base to bring any required changes. The profile and the subsequent research studies will strengthen our commitment to take, where appropriate, actions to reduce employment inequality in Birmingham City Council. I welcome and commend this profile, strongly.

**Councillor Alan Rudge**

**Cabinet Member for Equality and Human Resources**





# Acknowledgements

This Gender Profile for Birmingham, one of eleven Gender Profiles being published as part of the national Gender and Employment in Local Labour Markets (GELLM) project, is the product of team work at the Centre for Social Inclusion, Sheffield Hallam University, carried out in close partnership with the eleven local authorities concerned<sup>1</sup>.

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

The authors of the Gender Profile would also like to thank the project's national partners, especially David Darton and David Perfect of the Equal Opportunities Commission, and Rebecca Gill and Richard Exell of the TUC, for their guidance and suggestions, as well as the project's academic advisers, Professors Ed Fieldhouse, Damian Grimshaw and Irene Hardill. We acknowledge with thanks the co-operation of our contacts at DWP, ONS, DfES and other government departments<sup>2</sup>, and of course the financial support of the European Social Fund, without which this project could not have been developed.

Publication of the Gender Profiles completes Phase 1 of the GELLM project, Phase 2, running from 2004-2006, involves further research in Local Research Studies, in partnership with 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, Spring 2005

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

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# 1. Introduction and Executive Summary

This **Gender Profile of Birmingham's Labour Market** explores the relative situation and resources of women and men in Birmingham, compared with the West Midlands region and England as a whole. It focuses on how women and men in Birmingham 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 Birmingham as well as to features which are experienced in similar ways across the country.

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

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

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

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

Given these two factors - the gendered nature of labour force participation, and the local nature of most employment - it is perhaps remarkable that so little attention has been given in analysis of labour force participation and behaviour to gender-disaggregated data at the sub-regional level. The research team responsible for producing this Gender Profile of Birmingham (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

Birmingham has a long history of heavy reliance on manufacturing industries and a more recent growth in service industries. Restructuring in the manufacturing sector has resulted in major economic change which has impacted on the local labour market and the city's employment opportunities in a number of ways. The profile describes the contemporary picture for men and women living in Birmingham.

The city has, by national standards, a comparatively young population with proportionally more children and young people and fewer people aged 35 and over, compared with the region and England as a whole.

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

The distinctive cultural mix of Birmingham is reflected in the high proportion of men and women from Black and Minority Ethnic Groups (35 per cent and 34 per cent), which is well above the regional average (14 per cent) and English average (13 per cent). The city's Black and Minority Ethnic groups include Pakistani (11 per cent), Indian (6 per cent) and Black Caribbean (5 per cent) populations.

By comparison with the English average, a high proportion of households in Birmingham rent from the council, and there is a concomitant low level of owner occupation. Average house prices in Birmingham have been below the national average level, but have risen fast since 2000.

## Education and Skills

Birmingham's official education statistics show a mixed picture, with both boys and girls achieving lower results than regionally and nationally in most of the standard assessment tests at ages 7, 11 and 14.

Results at GCSE (or equivalent) are also below the regional and national average. Achievement for boys at A level is higher than the national average, though fewer girls than boys achieve good pass grades at this stage. There is evidence of gendered subject choice among pupils at these stages, and girls are less likely to choose mathematics for A level study, and boys are less likely to choose English, than their counterparts nationally.

In 2003, a higher proportion of pupils stayed on in education in Birmingham than nationally and regionally. 8 per cent of young men entered the labour market at 16, but they were less likely to be employed in skilled trades than regionally and nationally. 6 per cent of young

women entered the labour market at this age and they tended to be employed in personal service or clerical jobs.

Among Birmingham's working age population, both men and women are less well qualified than regionally and nationally. This is particularly notable among men and women over 50. In addition, Birmingham's residents are less likely to hold degree level qualifications than their counterparts across the West Midlands and in England.

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

Birmingham experienced a significant increase in part-time jobs for both sexes between 1991 and 2002. In total, there was a big increase of nearly 40,000 part-time jobs representing a 39 per cent increase, although this increase was less marked than at regional and national levels. These jobs, concentrated in service sectors such as finance and distribution, were filled almost equally by men and women.

At the same time there was a 5.4 per cent net fall in full-time employment, representing over 19,000 jobs. The loss was concentrated in manufacturing, where 27,000 male and 8,000 female full-time jobs were lost between 1991-2002.

There are marked gender differences in the industrial sectors in which men and women work, with a quarter of men employed in manufacturing compared with 9 per cent of women, and 35 per cent of women working in health and social work and in education, compared with 10 per cent of men. Among Birmingham's men, a higher proportion than at the national scale work as process, plant and machine operatives and are employed in skilled trades. Among women, work in personal services and in administrative and secretarial occupations is at a comparatively high level.

In Birmingham, a high proportion of women live close to their place of work. 22 per cent work within 2km of their homes, compared with 12 per cent of men.

Birmingham's workforce includes a high proportion of people of both sexes who travel by bus to work, although this has fallen since 1991. Over the same period, travel to work by car, particularly among women, has increased in the city.

## The Gender Pay Gap

In Birmingham, low pay is prevalent for both men and women, with 9 per cent of men and 25 per cent of women earning less than £250 a week in 2003. Women working full-time in the city earned on average £10.19 an hour, compared with £11.49 for men, lower than in the region or in England as a whole.

Birmingham has a significant gender pay gap in managerial and senior professional occupations and relatively lower rates of pay for the top 10 per cent of male and female earners.

### Unemployment and Economic Inactivity

Among people of working age, over 111,000 women and 73,000 men in Birmingham were recorded as economically inactive in the 2001 Census. A further 12,000 women and 26,000 men said that they were economically active but unemployed.

The unemployment rate was higher for men, and the city had relatively high long term unemployment rates for both men and women – 30 per cent of unemployed men and 36 per cent of unemployed women had not worked for over 5 years.

Compared with similar women in the West Midlands and England, a high proportion of women of working age were looking after their home and family on a full-time basis.

Birmingham's Lone mothers and lone fathers, and couples who have dependent children, are less likely to be in paid employment than their counterparts in the region and England as a whole. Overall, 30 per cent of dependent children in Birmingham live in households with no working adult.

### Women, Men and Diversity

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

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

Among mature Black and Minority Ethnic men the full-time employment rate was lower than in the region and nationally, particularly for men. Full-time employment rates were highest for Indian and Chinese men, who were also most likely to be self-employed. Part-time employment was particularly prevalent among Bangladeshi and Pakistani men, while economic inactivity due to sickness and disability was highest among White Irish men.

For mature Black and Minority Ethnic women the highest full-time employment rates were found in Black

Caribbean, White Other, Other Black, Indian and Mixed White and Black African women. The lowest employment rates were found among Bangladeshi and Pakistani women, who were also more likely than other Birmingham women to be looking after their home or family full-time.

The occupational distribution of employment in Birmingham also varies by ethnicity. Women from the Other Black, Mixed White and Black Caribbean and Black Caribbean groups are more likely to work in personal service occupations than Chinese, Indian or White British women. Concentrations of employment are found in particular occupations: 29 per cent of Pakistani men, and 12 per cent of Indian women work as process, plant and machine operatives.

The industrial distribution of employment also shows a diverse pattern by ethnicity. About a quarter of Birmingham's Black Caribbean, Indian, Pakistani and White British men work in manufacturing but only 9 per cent of Bangladeshi men, and 6 per cent of Chinese men work in this sector. 18 per cent of Indian women work in manufacturing, compared with about 9 per cent of White British women and 5 per cent of Chinese women. A high proportion of White Irish men work in construction, and Bangladeshi and Chinese men are heavily concentrated in the wholesale, retail, restaurants and hotels sector. 42 per cent of Birmingham's Black African women, and a third of Black Caribbean women work in health and social work, compared with only 19 per cent of White British women.

### Work-Life Balance

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

Term time only contracts are held by 3 per cent of women employed full-time and by 10 per cent of women employed part-time, compared with less than one per cent of full-time men.

As nationally, women in Birmingham are more likely to provide unpaid care than men and this varies considerably by ethnicity with Pakistani and Bangladeshi women more likely than other Birmingham women to be providing unpaid care.

By national and regional standards, Birmingham had fewer childcare places per 1,000 children, with day nursery provision concentrated in certain areas and some areas of the city having no provision at all.

## Using the Gender Profile<sup>3</sup>

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

Uniquely in a document of this type, the Gender Profile also provides evidence relevant to the provision of other services provided in Birmingham - for example in education, transport, childcare, and care support - and offers insight into continuing differences between men's and women's participation in the labour market and in the experiences of men and women of different ages and from different Black and Minority Ethnic groups.

The Gender Profile has been produced using the full range of available official statistics, and includes presentations of data specially commissioned for this study. Almost all data of this type can be disaggregated by sex, although analysis of gender differences has only rarely been a feature of previous local labour market analysis. We hope that this profile (alongside the ten others being produced for other English local authorities in 2004/5) will be a major resource for, and stimulus to, the gender mainstreaming of public policy. By demonstrating the range and scope of data available on women and men, we believe the Gender Profile can also ensure that, in future, the differences and similarities in women's and men's labour market circumstances will be the focus of documentation, policy development and decision-making at local, regional and national levels.

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<sup>3</sup> Every effort has been made to check the accuracy of the data presented in this document, and to use the latest data available during its preparation (summer/autumn 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 Birmingham 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: "Building Bridges to Work: Gender, Local Labour Markets and Neighbourhood Projects"; "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 other organisations and from individuals interested in commissioning future work of this type.

## 2. The Local Setting

### The City of Birmingham<sup>4</sup>

Birmingham is the capital of the West Midlands and the second largest city in the UK after London. Its original economic role, and its prosperity until well after the Second World War, was based upon manufacturing. Rapid world wide economic change, beginning in the 1970s, caused a massive decline in manufacturing employment, although Birmingham has adapted to these economic changes more successfully than many other cities and towns.

The growth of Birmingham's university sector has attracted more students to the city, and created new opportunities for partnerships between higher education and industry. Birmingham International Airport is the second largest airport outside the south east and makes a growing contribution to the city's competitiveness. Another measure of the city's success in adapting to economic change is the growing number of major national and international events attracted to Birmingham.

One of the most distinctive characteristics of the city is its diversity and constantly changing cultural mix which few UK cities can match. Birmingham has so far avoided the tensions that have emerged in some urban areas, at least in part because there is less neighbourhood segregation than in some other areas. Another fundamental characteristic of the city is social inequality. Wealth and prosperity exist side by side with substantial poverty and disadvantage.

**Figure 2.1** shows the old wards in Birmingham, indicating the Index of Deprivation 2004 scores for the areas within them. This shows that within Birmingham the areas of greatest deprivation are in Sparkbrook ward. One of the areas within this ward is ranked 68 out of 32,482 sub-Ward areas in England, known as Super Output Areas (SOAs), where 1 is the most deprived. 137 of Birmingham's 641 SOAs are in the 5 per cent most deprived areas in the country, and 4 of Birmingham's SOAs are in the 10 per cent least deprived areas. Overall, the average of the scores for Birmingham ranks it 15 out of 354 Local Authorities, where 1 is the most deprived and 354 the least.

### Birmingham's Industrial Structure and Labour Market<sup>5</sup>

Birmingham has faced a major challenge due to restructuring in the manufacturing industry. In common with other manufacturing areas, Birmingham has seen a reduction in the demand for labour across all manufacturing sectors. Skill levels in the city are lower than the national rates, and investment rates in manufacturing are also low, as is the rate at which new companies are formed. Although new jobs which are often highly skilled and well paid have been created, people (particularly men) who once would have relied on manufacturing for their livelihood have often struggled to find employment in the new sectors.

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

### The People of Birmingham

Birmingham has a population of 990,200<sup>5</sup>. **Figure 2.2** shows the population profile for Birmingham and **Figure 2.3** the difference between the profiles for Birmingham and England. It can be seen that, compared with England as a whole, Birmingham has proportionally:

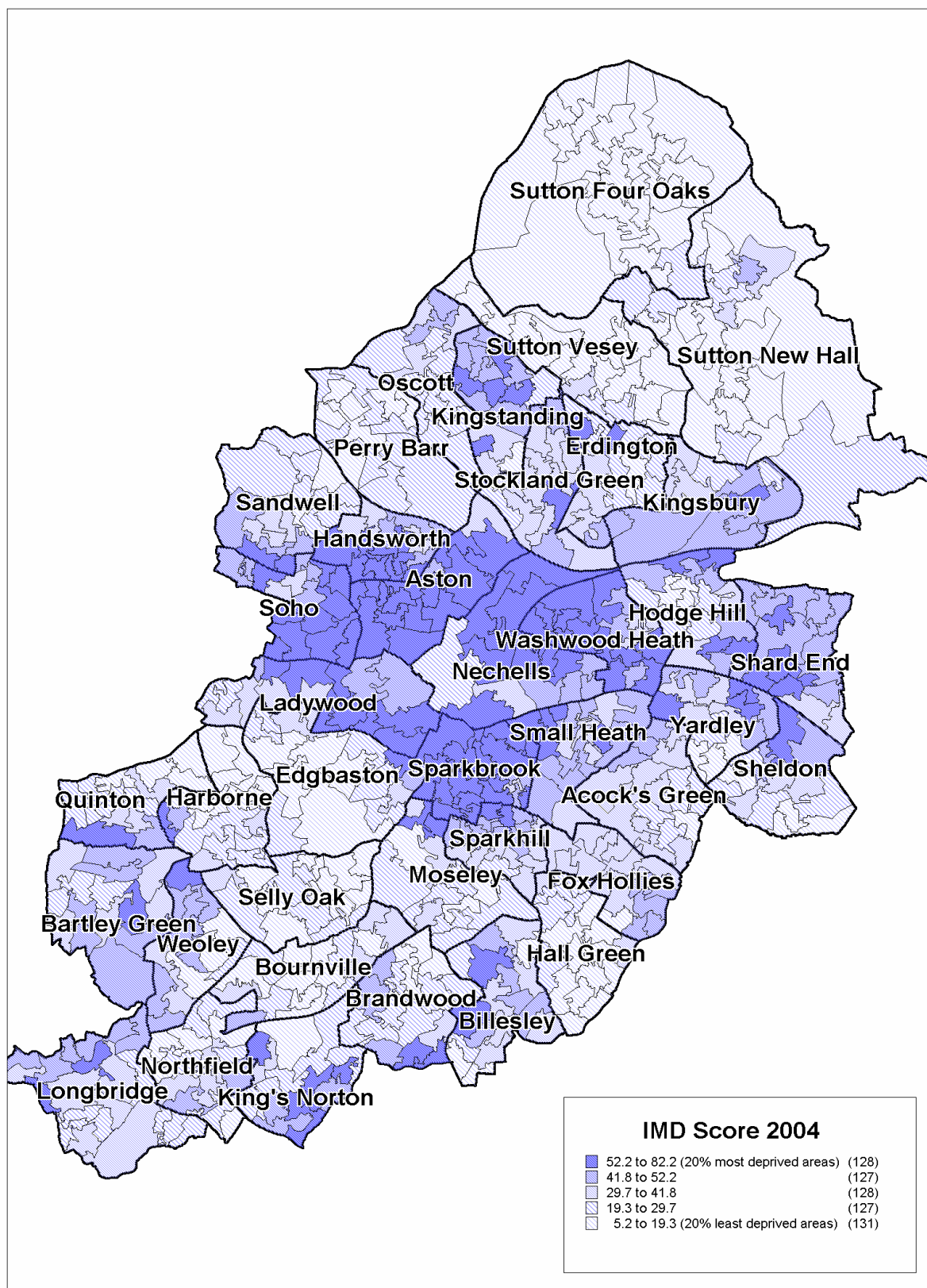
- more children, especially young children aged 0-4
- more young people aged 16-19 and 20-24 (this may partly be due to the three universities within the city)
- fewer people aged 35 and over, especially of working age

<sup>4</sup> Source: Community Strategy 2002-2003. Birmingham City Council

<sup>5</sup> Registrar General's Mid 2002 Estimate, ONS, Crown Copyright. The Registrar General's Mid 2003 estimate put the population of Birmingham at 992,100.

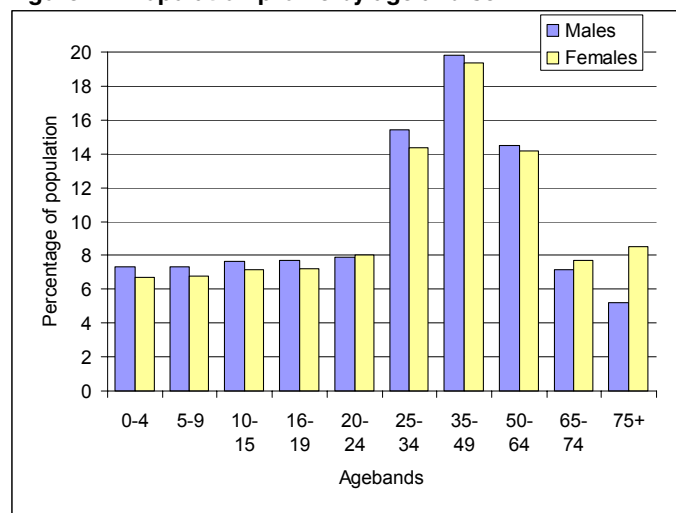


Figure 2.1 Index of Deprivation 2004



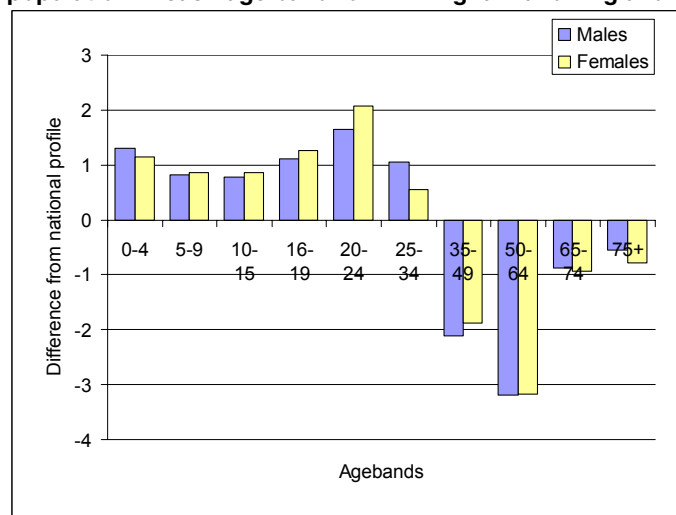
Source: ODPM, Crown Copyright 2004. This work is based on data provided through EDINA UKBORDERS with the support of the ESRC and JISC and uses boundary material which is copyright of the Crown

**Figure 2.2 Population profile by age and sex**



Source: 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 Birmingham and England**



Source: Registrar General's Mid 2002 Estimate (revised), ONS, Crown Copyright 2004

## Population Change and Migration

Between 1991 and 2002 the population of Birmingham decreased by 14,500 people, or 1.4 per cent of the total. However, as **Figure 2.4** illustrates, this was mainly as a consequence of a reduction in the number of people over state pension age. This is in contrast to the pattern in the region and in England as a whole. However, in recent years Birmingham's population has increased, and according to recently released population projections,<sup>6</sup> will pass one million people by 2005.

**Figure 2.4 Change in population 1991 to 2002**

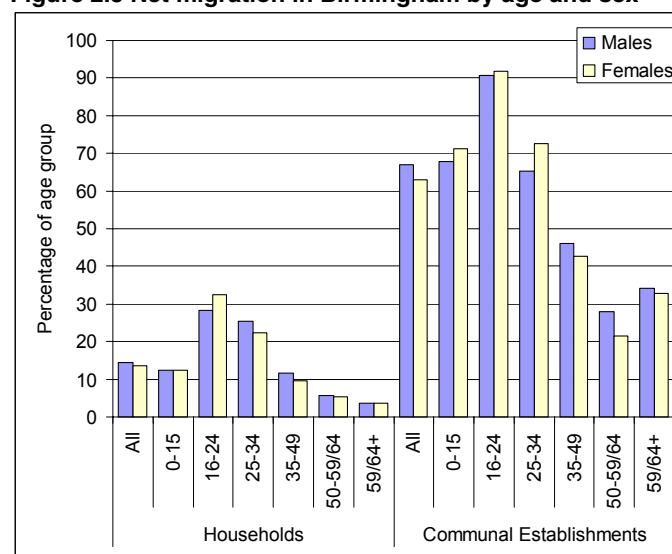
Area	Total change	Change in the proportion in each age group ( per cent)		
		0-15	16-64/59	65/60+
<b>Birmingham</b>	-14,500 (-1.4%)	900 (0.4%)	-900 (-0.1%)	-14,500 (-8.2%)
<b>West Midlands</b>	74,400 (1.4%)	-2,900 (-0.3%)	27,700 (0.9%)	49,500 (5.3%)
<b>England</b>	1,686,800 (3.5%)	171,500 (1.8%)	1,241,000 (4.2%)	274,200 (3.1%)

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

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

Using data from the 2001 Census, it is also possible to explore the patterns in migration into and out of Birmingham in the year prior to the Census. In Birmingham, 12 per cent of people moved in the year before the census, similar to the figures for the region (11 per cent) and for England as a whole (12 per cent).

**Figure 2.5 Net migration in Birmingham by age and sex**



Source: 2001 Census Standard Tables, Crown Copyright 2003

**Figure 2.5** shows the percentage of people in Birmingham 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 Birmingham, 1.7 per cent of the population were resident in Communal Establishments, compared with 1.5 per cent in the West Midlands, and 1.8 per cent in England.

For people resident in households in Birmingham, the key age group for migrants was 16-24, especially for women, and 25 to 34 for both men and women. For communal establishment residents, the key age groups were 16-24 for both men and women. Overall, a higher

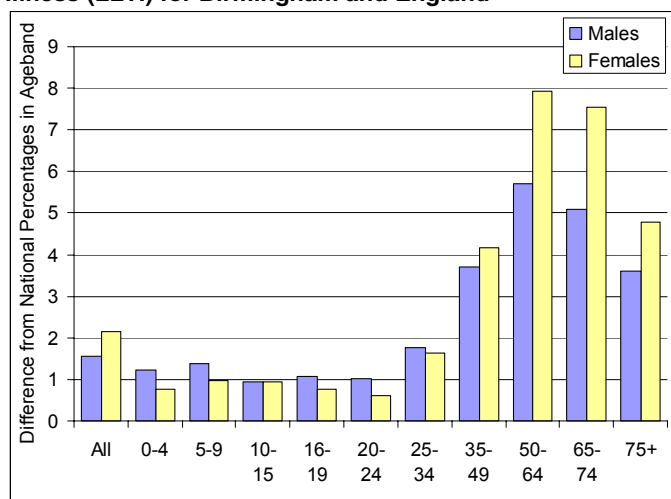
<sup>6</sup> Source: 2003-based sub-national population projections, ONS, Crown Copyright 2004.

proportion of men in communal establishments had a different address one year ago than women in communal establishments. Many of these are likely to have been university students.

## Selected Health Indicators

The proportion of people with a Limiting Long-Term Illness (LLTI) in Birmingham (18 per cent of males and 20 per cent females) is higher than in the West Midlands (17 per cent of both males and females from Black and Minority Ethnic Groups) and in England (13 per cent of both males and females). **Figure 2.6** shows that when compared with the national profile, proportions are particularly high amongst people aged 35 and above, especially women.

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



Source: 2001 Census Standard Tables, Crown Copyright 2003

In Birmingham the conception rate amongst 15-17 year old girls was 55.0 per 1000<sup>7</sup> (with 42 per cent ending in abortion) in 1999-2001, compared with 57.7 per 1000 in 1996-1998 (with 38 per cent ending in abortion). This was higher than the rates for both the West Midlands (55.4 per 1,000 with 41 per cent ending in abortion) and for England as a whole (43.5 with 45 per cent ending in abortion).

People in Birmingham have a reduced life expectancy when compared with the West Midlands and England as a whole. In 1999-2001, males in Birmingham had a life expectancy of 73.4 years at birth, compared with 75.1 in the West Midlands and 75.7 for England. For women the figures were 79.4, 80.0 and 80.4 in Birmingham, the West Midlands and England respectively. This ranks Birmingham as 342 for men and 312 for women for life expectancy out of 374 local authorities, where the local

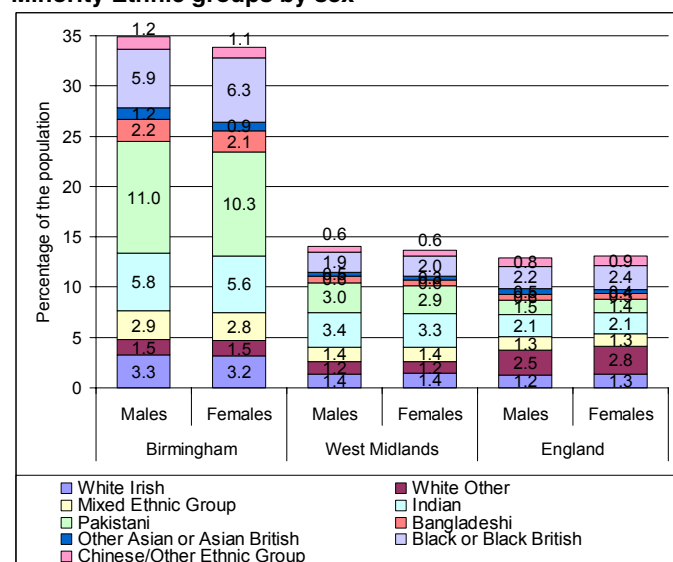
authority where men and women have the highest life expectancy is ranked as 1.

## Minority Ethnic and Religious Groups

**Figure 2.7** shows that 35 per cent of males and 34 per cent of females in Birmingham are from Black and Minority Ethnic groups<sup>8</sup>. This is higher than in the West Midlands (14 per cent of both males and females from Black and Minority Ethnic Groups) and in England (13 per cent). The largest Ethnic Minority groups in Birmingham are the Pakistani (104,020 people, 11 per cent of the population), Indian (55,750 people, 6 per cent of the population) and Black Caribbean (47,830 people, 5 per cent) populations.

The 2001 Census also provides information about religious groups. The largest minority religious groups in Birmingham are Muslims (140,030 people or 14 per cent of the population) and Sikhs (28,590 people or 3 per cent of the population). 56 per cent of males and 62 per cent of females state that they are Christians, which is lower than in the region (70 per cent of males, 75 per cent of females) and England as a whole (69 per cent of males, 75 per cent of females). 14 per cent of men and 11 per cent of women said that they had no religion, and 9 per cent of men and 8 per cent of women did not state a religion.

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



Source: 2001 Census Standard Tables, Crown Copyright 2003

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

<sup>8</sup> Black and Minority Ethnic groups include all those groups other than White British.

## Households and Housing

There are 390,796 households in Birmingham<sup>9</sup>, of which 33 per cent are single person households. This is slightly higher than in the region (31 per cent) and England as a whole (30 per cent). Birmingham has a higher proportion of lone parent households with dependent children (10 per cent) than the West Midlands (7 per cent) and England (6 per cent). The other main differences are:

- the low proportion of cohabiting and married couple households, which make up 37 per cent of households, compared with 46 per cent in the West Midlands and 45 per cent in England
- the high proportion of 'other' households, which includes extended family households

In Birmingham, 60 per cent of households are owner occupied, 28 per cent are rented from a social landlord (19 per cent rented from the council) and 9 per cent are privately rented. In the West Midlands the figures are 69 per cent, 21 per cent (14 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. Thus, Birmingham has:

- a low proportion of owner occupied households
- a high proportion of households that are rented from a social landlord or from the council.

Data from the Land Registry for the last quarter of the years 2000 and 2003 show that house prices in Birmingham have risen substantially. The average house price rose from £78,500 to £133,100 (a 70 per cent increase), and 11 per cent more houses were sold in 2003 than in 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).

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<sup>9</sup> Source: 2001 Census Standard Tables, Crown Copyright 2003.



### 3. Education and Skills

#### Educational Indicators in Birmingham<sup>10</sup>

*After 16, Birmingham pupils are less likely to continue studying in schools than their counterparts in England.*

Within Birmingham there are 321 primary, 76 secondary and 28 special schools which teach 103,570, 70,610 and 2,970 pupils respectively. There are also 33 independent schools within the city. 44 secondary schools in Birmingham take children aged 11 to 18. Of the 63 per cent of 16 and 17 year olds who are in full-time education, 38 per cent are in maintained schools, 5 per cent are in independent schools, 19 per cent are studying at sixth form colleges and 38 per cent are in other further education establishments. This is similar to the regional picture, where 62 per cent of 16 and 17 year olds are in full-time education. Of these, 39 per cent are in maintained schools, 8 per cent in independent schools, 15 per cent in sixth form colleges and 39 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 (21.6 and 16.0 pupils per teacher respectively) was slightly lower than in the West Midlands region (22.5 and 17.0) and in England as a whole (22.6 and 17.0). In the same year, the **teacher vacancy rate** in Birmingham was higher, at 1.1 per cent, compared to 0.8 per cent in the region and 0.9 per cent in England. However, in 2003/2004 Birmingham spent slightly more per pupil (£3,920) than the regional average (£3,490) or the average across England as a whole (£3,590).

Birmingham has a higher proportion of people from **Black and Minority Ethnic groups** than the West Midlands region and England as a whole. In primary schools in Birmingham, 50 per cent of pupils are from Black and Minority Ethnic groups<sup>11</sup> compared with 21 per cent of pupils in the region, and 18 per cent in England<sup>12</sup>. The largest of these groups are Pakistani pupils (19 per cent), Indian pupils (6 per cent) and Black Caribbean pupils (5 per cent). In secondary schools the figures for all Black and Minority Ethnic groups are 48 per cent, 19

per cent and 16 per cent for Birmingham, the West Midlands and England respectively. In Birmingham's secondary schools, the largest Black and Minority Ethnic groups are Pakistani (16 per cent), Indian (7 per cent) and Black Caribbean (6 per cent).

In Birmingham, 34 per cent of primary school pupils have a **first language which is other than English**, compared with 13 per cent of pupils in the region and 10 per cent in England as a whole. Among pupils in secondary schools the figures are 30 per cent, 2 per cent and 9 per cent in Birmingham, the region and England respectively.

In maintained nursery and primary schools in Birmingham, 32 per cent of pupils are eligible for **free school meals (FSM)**, although only 27 per cent of pupils take them, compared with 19 per cent of pupils eligible (16 per cent take FSM) in the region, and 17 per cent (14 per cent take FSM) in England. In secondary schools in Birmingham, the corresponding rates of eligibility for and uptake of FSM are 32 per cent and 24 per cent respectively, compared with 16 per cent and 11 per cent in the West Midlands region, and 15 per cent and 11 per cent in England as a whole.

*A higher proportion of boys and girls in Birmingham have Special Educational Needs at Key Stages 3 and 4*

**Figure 3.1** shows the percentages of pupils who have a **Special Educational Need (SEN)** at each Key Stage. Children have a Special Educational Need if they have a learning difficulty which calls for special educational provision to be made for them<sup>13</sup>. For children with SEN who require a high level of support, a Statutory Assessment of special educational needs is carried out by the Local Education Authority (LEA). If after the assessment the LEA decides that the child needs more special education/provision, it must write a Statement of Special Educational Needs, which is usually called a 'statement'. It describes the child's needs and all the special help he or she requires. The statement is reviewed annually.

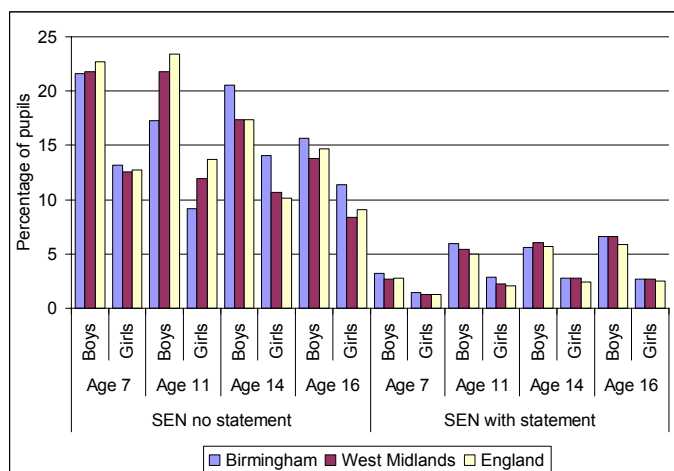
**Figure 3.1 Boys and girls with identified Special Educational Needs (SEN) and with a Statement of SEN, by Key Stage in 2003**

<sup>10</sup> Statistics of Education 2003, DfES, Crown Copyright 2003<sup>4</sup> and School Workforce in England, January 2003 (revised), Crown Copyright 2003

<sup>11</sup> Black and Minority Ethnic groups include all ethnic groups other than 'White British'

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

<sup>13</sup> Special Educational Needs Code of Practice, DfES 2001.

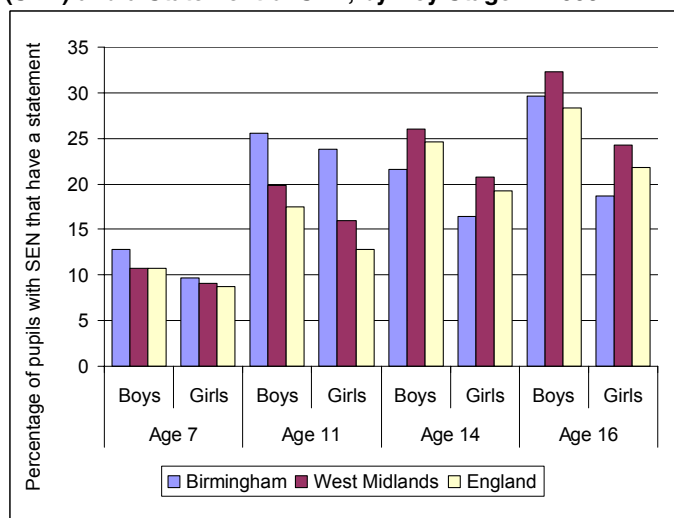


Source: DfES, Crown Copyright 2004

At all Key Stages and geographical levels, a higher percentage of boys than girls have a SEN. At Key Stages 1 and 2 fewer boys in Birmingham have a SEN than in the region and England as a whole. Whilst there are more boys than girls with a SEN at all Key Stages in Birmingham, a higher proportion of girls have a SEN at age 7 in Birmingham than is found among girls regionally and nationally. At Key Stages 3 and 4, however, more boys and girls have a SEN in Birmingham than in the region or in England.

**Figure 3.2** shows that in Birmingham, younger pupils with a SEN are more likely to have a statement of SEN than their counterparts in the region and England, whereas for older pupils the converse is true. Note that at all geographical levels, and at all Key Stages, girls with a SEN are less likely than boys with a SEN to have a statement.

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



Source: DfES, Crown Copyright 2004

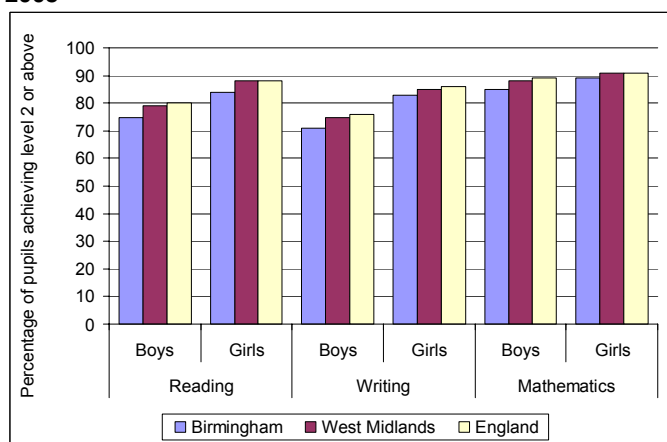
## Educational Attainment - Ages 7 - 16

*Both boys and girls in Birmingham achieved results below the level attained by pupils regionally and nationally*

### Key Stage 1 Tests - Age 7

**Figure 3.3** shows the achievement of pupils in **Key Stage 1 tests (age 7)** in reading, writing and mathematics in 2003. A lower proportion of both boys and girls in Birmingham achieved the expected standard (in all the three subjects of reading, writing and mathematics) than their counterparts in the West Midlands region and England. Whilst 85 per cent of boys achieved the expected standard in mathematics, fewer boys performed well in reading (75 per cent) and in writing (71 per cent). Girls in Birmingham performed better than boys, 84 per cent achieving expected standards in reading, 83 per cent in writing and 89 per cent in mathematics, although a lower proportion achieved the required level than their counterparts regionally and nationally.

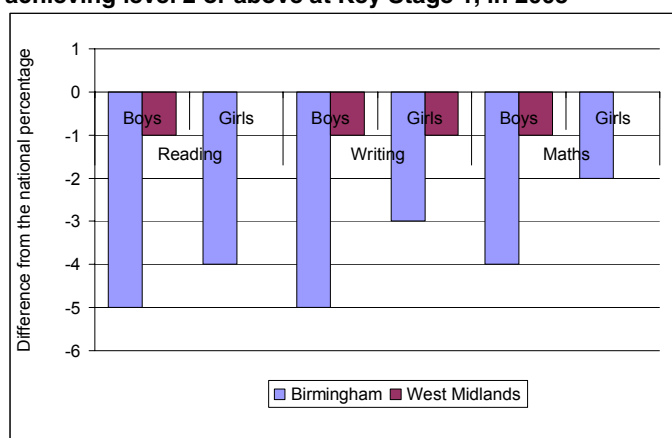
**Figure 3.3 Boys and girls achieving level 2 or above at Key Stage 1 (age 7) in reading, writing and mathematics in 2003**



Source: DfES, Crown Copyright 2004

**Figure 3.4** shows how pupils' performance in Birmingham and the West Midlands differs from the national percentage of pupils achieving the expected standard at Key Stage 1. Both 7 year old boys and girls in Birmingham performed well below the national level in all the three subjects. The greatest difference can be seen in boys' achievements in reading and writing, 6 per cent lower than the national level. Girls in Birmingham performed better than boys in reading and writing, but 4 per cent fewer achieved the expected standard in reading and 3 per cent fewer in writing, compared with girls nationally.

**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 per cent, Girls 88 per cent, Writing - Boys 76 per cent, Girls 86 per cent, Mathematics - Boys 89 per cent, Girls 91 per cent

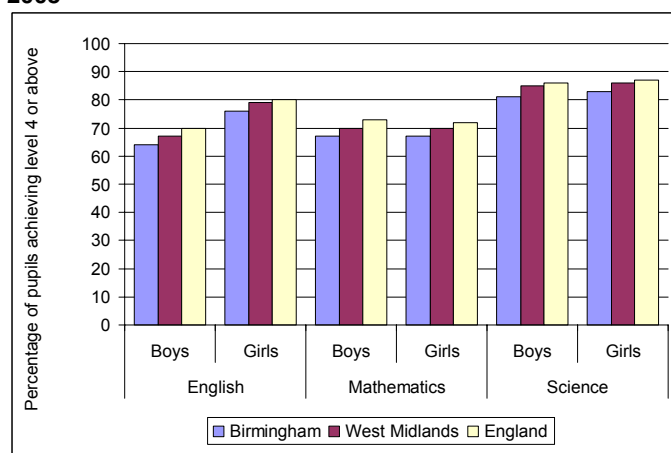
Attainment data for previous years indicate that since 2000, proportionally fewer boys in Birmingham have achieved the expected standard at Key Stage 1 in all subjects. This differs from the national trend, which shows an improvement in the proportion of both boys and girls achieving the required level in reading and in mathematics in 2003. The results for girls in Birmingham show no change in reading, a fall in the proportion achieving the expected standard since 2000 in writing (3 per cent fewer), and a small increase (1 per cent) 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 Birmingham achieved the expected standard at Key Stage 2 than their equivalents in the West Midlands region and England. Whilst 81 per cent of boys and 83 per cent of girls achieved the required level in science, a much lower proportion of boys achieved this level in English (64 per cent) and in mathematics (67 per cent). Girls performed better than boys in English (76 per cent), nevertheless doing less well than girls in the region and across England.

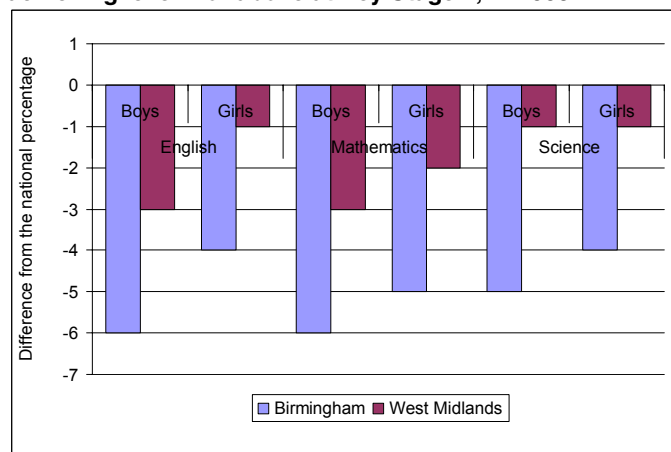
**Figure 3.6** demonstrates the difference from the national percentage of pupils achieving level 4 or higher at Key Stage 2. In Birmingham, boys' performance is 6 per cent below the national level and 3 per cent below the regional level. For girls, the difference is 4 per cent below the national level in English and science, and 5 per cent below the national level in mathematics.

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



Source: DfES, Crown Copyright 2004

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



Source: DfES, Crown Copyright 2004

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

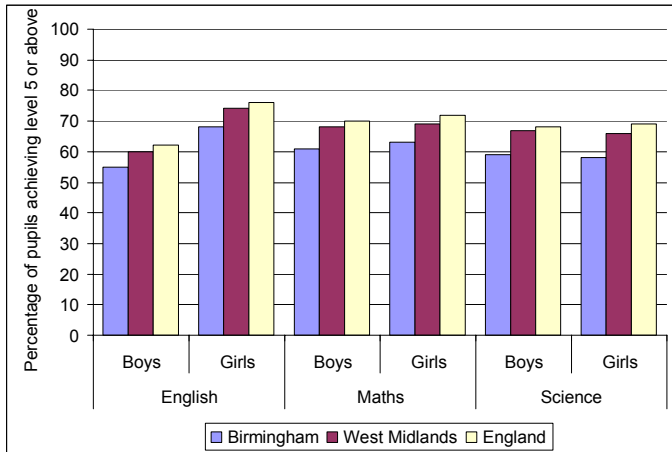
Since 2000, slightly more girls in Birmingham have achieved level 4 or more at Key Stage 2 in English (up 3 per cent) and science (up 1 per cent), with no change in mathematics. The picture for boys over this period is down 2 per cent in English, down 1 per cent in mathematics, and no change in science. This contrast with 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 Birmingham achieved the expected level in all the three subjects of English, mathematics and science. In English, only 55 per cent of boys achieved the expected standard in English compared with the regional (60 per cent) and national (62 per cent) averages. Girls in Birmingham

performed better in English than in mathematics and science, although still below the regional and national averages.

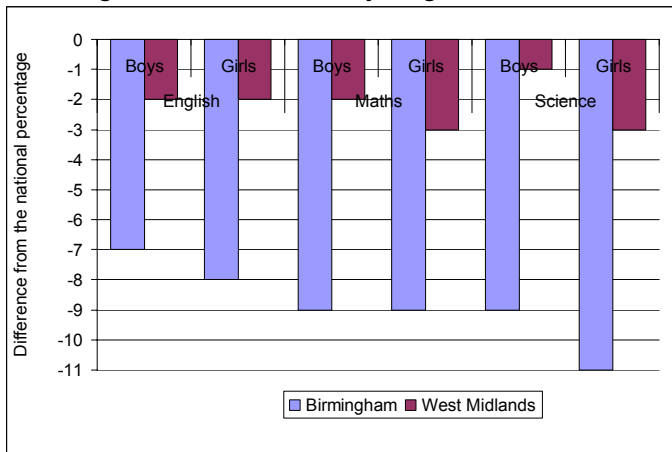
**Figure 3.7 Boys and girls achieving level 5 or above at Key Stage 3 (age 14) in English, mathematics and science in 2003**



Source: DfES, Crown Copyright 2004

**Figure 3.8** shows the difference from the national percentage of pupils achieving level 5 or above at Key Stage 3. In Birmingham, both boys and girls performed well below both the regional and national levels in these three subjects. The greatest difference is in girls' lower achievements in science, 11 per cent below the national average.

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



Source: DfES, Crown Copyright 2004

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

There is some evidence of recent educational improvements in Birmingham. Since 2000, the proportion of both boys and girls in Birmingham who achieve the expected standard at Key Stage 3 has, in most cases, risen faster than improvements at the national level. In 2003, 5 per cent more boys achieved the expected level in English, 7 per cent more in mathematics and 10 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 Birmingham the corresponding figures are 4 per cent, 9 per cent, and 12 per cent (3 per cent, 7 per cent and 11 per cent for England).

**Diversity Indicators and Performance at Key Stages 1-3**

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

**Ethnicity**

The numbers of pupils included in the 2003 educational statistics for Birmingham are shown in **Figure 3.9**.

**Figure 3.9 Birmingham pupils assessed at Key Stages 1, 2 and 3, by sex and ethnicity**

		Numbers		
		Age 7 KS1	Age 11 KS2	Age 14 KS3
Boys	White British	3, 302	3, 879	3, 313
	Black and Minority Ethnic Groups	3, 504	3, 293	3, 037
Girls	White British	3, 235	3, 612	3, 315
	Black and Minority Ethnic Groups	3, 409	3, 137	2, 941

Source: DfES, Crown Copyright 2004

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

**At age 7**

- Birmingham's Black and Minority Ethnic girls did better than Birmingham's Black and Minority Ethnic boys in reading, writing and mathematics.
- In Birmingham, a lower proportion of Black and Minority Ethnic boys and girls achieved level 2 and above in all the three subjects, compared with their counterparts regionally and nationally.

**At age 11**

- Across all Key Stage 2 subjects, proportionally fewer Black and Minority Ethnic boys and girls in Birmingham achieved the expected standard than in the West Midlands and England as a whole.

- Boys from Black and Minority Ethnic groups in Birmingham did less well than boys from these backgrounds at national level. 8 per cent fewer achieved the required level in English and 6 per cent fewer in mathematics.

#### At age 14

- Across all Key Stage 3 subjects boys and girls from Black and Minority Ethnic groups in Birmingham were less successful in achieving level 5 or above than similar boys and girls in the West Midlands region or nationally.
- Birmingham's Black and Minority Ethnic girls did less well in science. Only 53 per cent achieved level 5 or above (8 per cent lower than the national level), compared with 66 per cent in English and 60 per cent in mathematics.

### English as an Additional Language

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

**Figure 3.10 Birmingham pupils assessed at Key Stages 1, 2 and 3, by sex and whether they have English as an additional language**

		<i>Numbers</i>		
		<b>Age 7 KS1</b>	<b>Age 11 KS2</b>	<b>Age 14 KS3</b>
Boys	English	4, 497	5, 008	4, 533
	English as an additional language	2, 378	2, 245	1, 869
Girls	English	4, 352	4, 624	4, 572
	English as an additional language	2, 364	2, 213	1, 741

Source: DfES, Crown Copyright 2004

#### At age 7

- Birmingham'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. (8 per cent fewer boys and girls gained expected standards in English, 7 per cent fewer boys and 8 per cent fewer girls in writing, and 6 per cent fewer boys and girls in mathematics, compared with pupils for whom English was their first language.)

#### At age 11

- In Birmingham, fewer pupils who have English as an additional language achieved level 4 or

above than their counterparts nationally, across all three subjects.

- Birmingham's boys who have English as an additional language performed especially poorly in English. 9 per cent fewer achieved the required standard compared with boys with English as an additional language across England.

#### At age 14

- Birmingham's pupils who have English as an additional language were less likely to achieve level 5 or above than their counterparts nationally.
- In Birmingham, boys and girls for whom English is an additional language performed less well than other Birmingham pupils at age 14, especially in science (where 10 per cent fewer boys and 11 per cent fewer girls achieved expected standards).

### Free School Meals Eligibility

- In Birmingham, a slightly higher proportion of pupils who are eligible for free school meals achieved the required standard at Key Stages 1 and 2, compared with their counterparts regionally and nationally.
- Girls who are eligible for free school meals in Birmingham had poor results in English at Key Stage 3 than similar girls nationally, although boys whose performance was in line with the national standard in this subject.

### Special Educational Needs

#### At age 7

- Birmingham boys and girls who have a SEN did less well in 2003 than their national counterparts. 13 per cent fewer boys, and 14 per cent fewer girls, achieved the expected level in reading, 10 per cent fewer boys and 9 per cent fewer girls in writing, and 9 per cent fewer boys and 7 per cent fewer girls in mathematics.

#### At age 11

- Among Birmingham 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, 12 per cent fewer boys and 15 per cent fewer girls achieved expected standards; in mathematics the figures were 13 per cent fewer boys and 8 per cent fewer girls, and in science 14 per cent fewer boys and girls.

#### At age 14

- Birmingham boys and girls who have a SEN but no statement also performed comparatively poorly at Key Stage 3. Fewer reached the required level in all the three subjects, compared with similar pupils in the West Midlands region and England as a whole.
- More Birmingham girls who have a SEN but no statement achieved level 5 or above than similar boys in English (9 per cent more), but 2 per cent fewer in mathematics, and 7 per cent fewer in science.

#### Key Stage 4 GCSE/GNVQ - Age 15/16

*In Birmingham proportionally fewer girls and boys achieved 5 or more GCSE/GNVQs at A-C grade*

GCSE/GNVQ achievements by 15-16 year olds in maintained schools in 2002/03 are presented in **Figure 3.11**. In Birmingham comparatively fewer boys and girls achieved 5 or more A-C grades at GCSE/GNVQ level than at the regional or national level, with boys performing less well than girls. 44 per cent of boys in Birmingham achieved 5 or more A-C grades, compared with 55 per cent of girls.

In Birmingham, 7 per cent of boys who sat these examinations did not achieve any GCSE/GNVQ passes. This figure is slightly higher than in the region and in England as a whole. The figure for girls is similar to that found regionally and nationally. Although Birmingham's GCSE/GNVQ results in 2003 were poorer than those for the region and England, significant improvement has been made since 2000. Between 2000 and 2003 the proportion of pupils achieving 5 or more A-C grades at GCSE/GNVQ increased by 8 per cent for boys and by 9 per cent for girls. The comparable figures for the region were 6 per cent (boys) and 5 per cent (girls), and in England as a whole 6 per cent for both boys and girls.

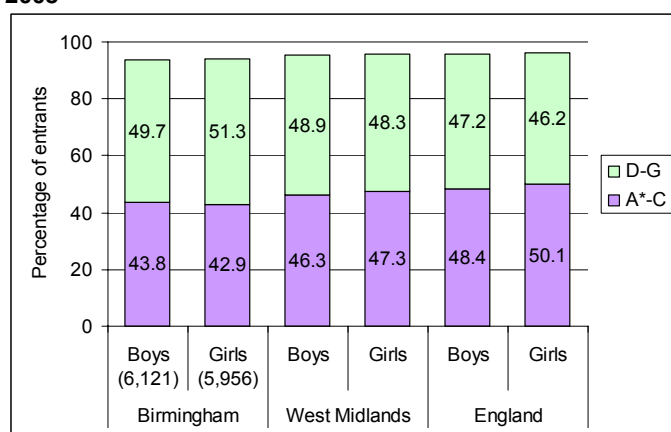
**Figure 3.11 GCSE/GNVQ achievements by 15 year olds in maintained schools by gender in 2002/2003**

LEA		Percentage of pupils achieving at GCSE/GNVQ			
		5+ A-C grades	5+ A-G grades	5+ A-G grades including mathematics and English	No passes
<b>Birmingham</b>	Males (6,124)	44.0	84.7	81.3	6.9
	Females (5,940)	54.8	89.9	86.4	4.2
<b>West Midlands</b>	Males	44.9	86.9	84.1	6.2
	Females	55.7	91.1	88.5	4.2
<b>England</b>	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 Birmingham, proportionally fewer boys (44 per cent) and girls (43 per cent) achieved good grades than those in the West Midlands region and England. Although the overall pass rate is similar at all geographical levels, in Birmingham pupils are less likely to achieve a good GCSE pass in this subject.

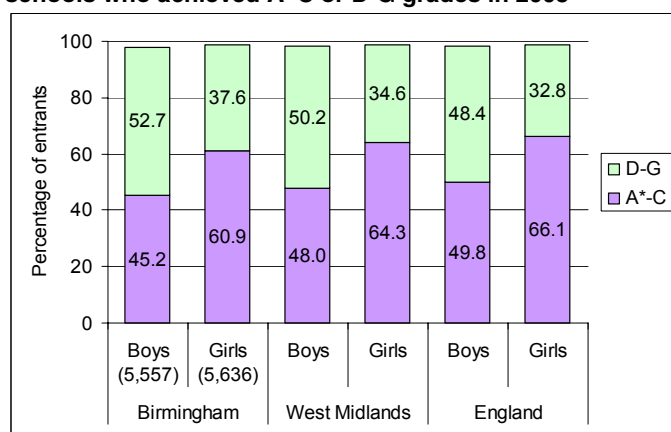
**Figure 3.12 Pupils entered for GCSE Mathematics in maintained schools who achieved A\*-C or D-G grades in 2003**



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, 61 per cent compared with 45 per cent, the percentages of both boys and girls who achieved good grades in Birmingham are lower than the regional and national averages.

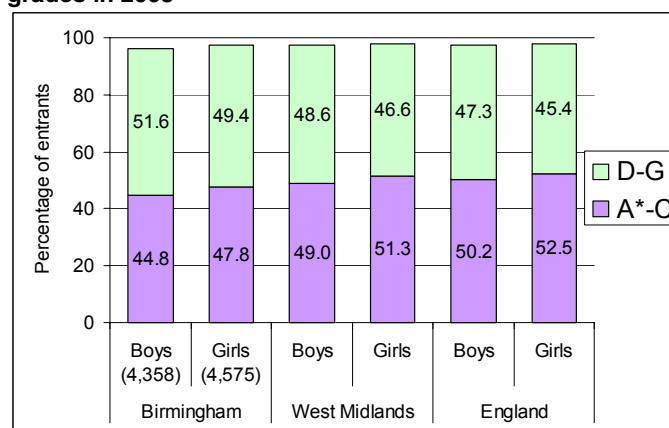
**Figure 3.13 Pupils entered for GCSE English in maintained schools who achieved A\*-C or D-G grades in 2003**



Source: DfES, Crown Copyright 2004

**Figure 3.14** shows the achievements of pupils entered for GCSE Double Award Science in maintained schools. In Birmingham, only 45 per cent boys and 48 per cent girls obtained good grades, a lower proportion than in the West Midlands region (49 per cent for boys and 51 per cent for girls) and in England (50 per cent for boys and 53 per cent for girls).

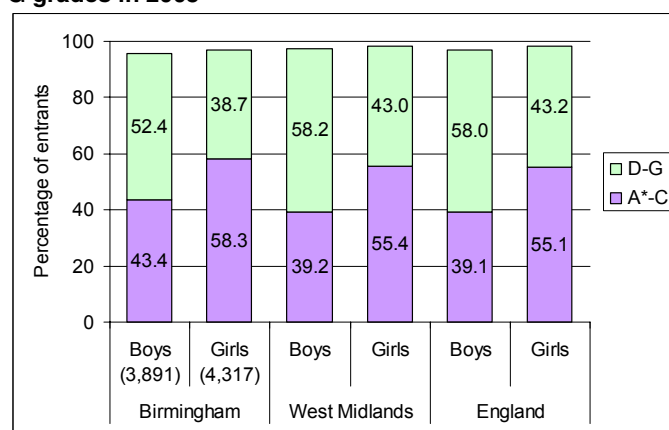
**Figure 3.14 Pupils entered for GCSE Double Award Science in maintained schools who achieved A\*-C or D-G grades in 2003**



Source: DfES, Crown Copyright 2004

**Figure 3.15**, on the other hand, shows that in Birmingham a higher percentage of pupils entered for GCSEs in a Modern Language achieved good grades than in the region and England as a whole. Girls (58 per cent) performed better than boys (43 per cent) in achieving good grades. The overall pass rate is similar at all geographical levels, but Birmingham pupils of both sexes were more likely to achieve good grades.

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



Source: DfES, Crown Copyright 2004

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

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

### Ethnicity

- Birmingham's Black and Minority Ethnic boys performed a little less well than White British boys, with 3 per cent fewer gaining 5 or more good GCSE/GNVQ grades. However, 2 per cent fewer of them gained no GCSEs passes compared with Birmingham's White British boys.
- Birmingham's Black and Minority Ethnic girls were as likely as the city's White British girls to achieve 5 or more good GCSE/GNVQ grades. However, 3 per cent fewer Black and Minority Ethnic girls gained no GCSEs passes compared with White British girls in the city.
- Birmingham's Black and Minority Ethnic boys achieved similar results to their national counterparts in their GCSE/GNVQ grades.
- Birmingham's Black and Minority Ethnic girls did a little less well than similar girls nationally. Almost 2 per cent fewer achieved the expected standard than at the national level.

### English as an additional language

- In Birmingham amongst those whose first language is not English, a similar proportion of boys (44 per cent) and a higher proportion of girls (56 per cent) achieved 5 or more good GCSE/GNVQ grades, compared with boys (44 per cent) and girls (53 per cent) whose first language is English.
- Birmingham girls for whom English is an additional language performed better at age 15-18 than their national counterparts.
- 5 per cent of boys in Birmingham whose first language is not English gained no passes at GCSE/GNVQ, compared with 6 per cent of similar boys in the region and in England.

### Free school meal eligibility

- In Birmingham, 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.
- Although overall fewer boys and girls in Birmingham achieved 5 or more good GCSE/GNVQ passes, a higher proportion of those who are eligible for free school meals achieved results of this standard (27 per cent for boys and 37 per cent for girls) compared with the national averages (21 per cent of boys and 29 per cent of girls who are eligible for free school meals).

### Special Educational Needs

- In Birmingham boys with a SEN are less likely to achieve 5 or more GCSE/GNVQ passes at grades A\*-C than similar boys nationally.
- More Birmingham girls with a SEN gained no GCSE/GNVQ passes than their counterparts across the West Midlands region and England.

### Destinations of pupils after age 16

*In Birmingham, nearly half of boys who enter employment at 16 go into jobs in skilled trades.*

*Over 40 per cent of girls in Birmingham who enter employment at 16 go into personal service occupations.*

**Figure 3.16** shows the situation of pupils after the end of compulsory education. It shows a higher proportion of students staying on in education in Birmingham than in the West Midlands region and across England. In 2003 in Birmingham, most 16 year olds continued in education or training, with more female students/trainees (82 per cent) than male students/trainees (75 per cent). Here, more young men entered the labour market than young women, 8 per cent compared with 6 per cent. However both are lower percentages than the regional and national averages. Note that 11 per cent of young men and 8 per cent of young women in Birmingham were reported to be 'not settled' - slightly higher figures than in the region and nationally.



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



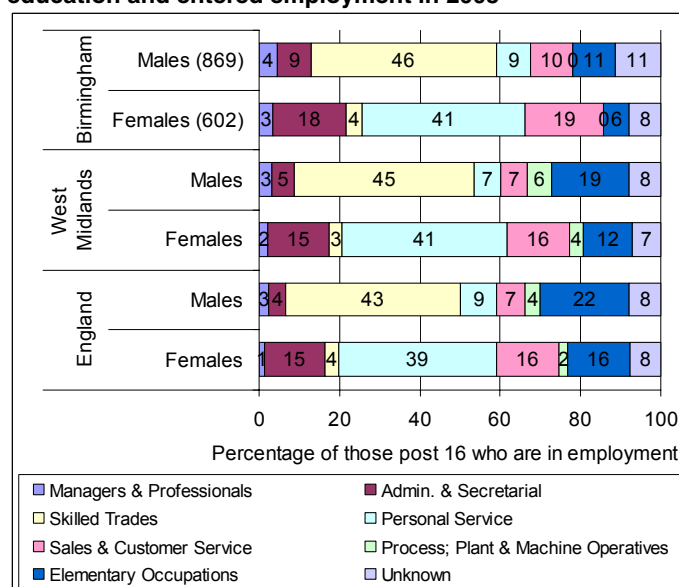
Source: ConneXions 2004

**Figure 3.17** shows the first occupation of those who go into employment after leaving school at 16. In all areas, young men are more likely to be employed in skilled trades or elementary occupations, while young women are more likely to work in personal service or administrative and secretarial occupations. In Birmingham, while a lower proportion of young men are employed in elementary occupations (11 per cent) compared with the regional (19 per cent) and national (22 per cent) figures, a higher percentage of them work in sales and customer service (10 per cent, compared with 7 per cent in the region and England) and in administrative and secretarial occupations (9 per cent compared with 5 per cent in the region and 4 per cent nationally).

Among young women in Birmingham, 41 per cent of those who leave school at 16 and start work enter personal service occupations. Young women in Birmingham were also:

- more likely to be employed in administrative and secretarial (18 per cent) occupations than their counterparts in the region and England as a whole (15 per cent)
- more likely to work in sales and customer service (19 per cent) than those in the region and England (16 per cent)
- less likely to be employed in elementary occupations (6 per cent) than those in the region (12 per cent) and in England (16 per cent).

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



Source: ConneXions 2004

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

## A/AS Level Attainment

**Birmingham girls gained a lower average point score at A/AS level than girls in the region or England as a whole**

**Figure 3.18** shows that in Birmingham the average point score per male candidate achieving A/AS levels is higher than that in the West Midlands region and in England. For boys in Birmingham, it is about 10 points higher than in the region, and 5 points higher than in England. Although girls in Birmingham achieved a higher point score than boys, their score was lower than the regional and national averages.

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

LEA	Average point score by candidates achieving A/AS levels			
	Per candidate		Per entry	
	Males	Females	Males	Females
Birmingham	234.9	248.0	70.1	73.2
West Midlands	225.4	253.4	69.2	75.7
England	230.1	256.3	70.9	77.1

Source: DfES, Crown Copyright 2004

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

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

	Birmingham		West Midlands region		England	
	Males	Females	Males	Females	Males	Females
1	Business Studies	English	Mathematics	English	Mathematics	English
2	English	Social Studies (excluding Psychology)	English	Psychology	English	Psychology
3	Art & Design	Psychology	Business Studies	Social Studies (excluding Psychology)	Business Studies	Social Studies (excluding Psychology)
4	Mathematics	Art & Design	Physics	Art & Design	Physics	Biological Sciences
5	Social Studies (excluding Psychology)	Media/film/TV Studies	History	Biological Sciences	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 Birmingham chose Art and Design and Social Studies, whereas their counterparts in the West Midlands region and England preferred Physics and History in addition to Maths, English and Business Studies. Girls in Birmingham favoured English, Psychology and Social Studies like their English counterparts, but preferred Art and Design and Media Studies over Biology and Business Studies.

**Figure 3.20** shows the results of boys and girls entered for 'A' level maths in maintained schools. In Birmingham, 71 per cent of boys achieved good grades, compared with 76 per cent of girls. By national standards, boys' performance here was particularly strong.

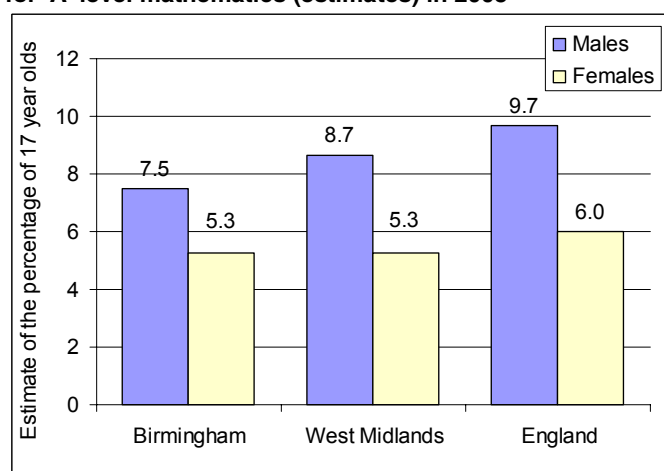
**Figure 3.20 Pupils entered for 'A' level mathematics in maintained schools who achieved A-C or D-E grades in 2003**



Source: DfES, Crown Copyright 2004

Using estimates of the population it is possible to compare the proportion of 17 year olds in Birmingham who entered maths 'A' level with that in the region and England. These estimates are presented in **Figure 3.21**, and show that only 8 per cent of 17 year old boys and 5 per cent of girls in Birmingham took A level maths in 2003, compared with nearly 9 per cent of 17 year old boys and 5 per cent of girls in the region and 10 per cent of boys and 6 per cent of girls in England as a whole.

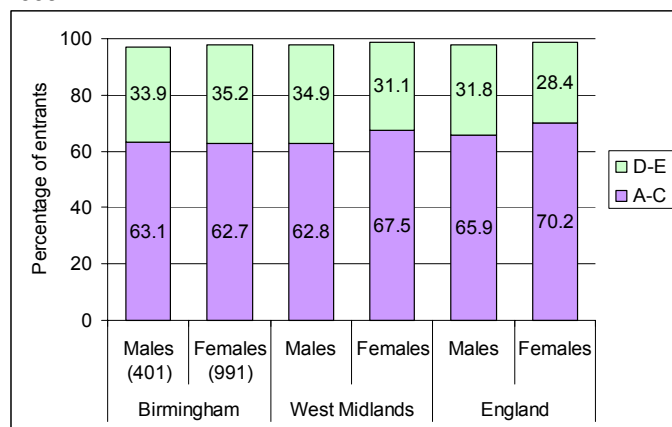
**Figure 3.21 Percentage of the population aged 17 entered for 'A' level mathematics (estimates) in 2003**



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 Birmingham, 63 per cent of both boys and girls achieved good grades, a lower proportion than the national level (66 per cent for boys and 70 per cent for girls). By national standards, girls' results here were rather weak.

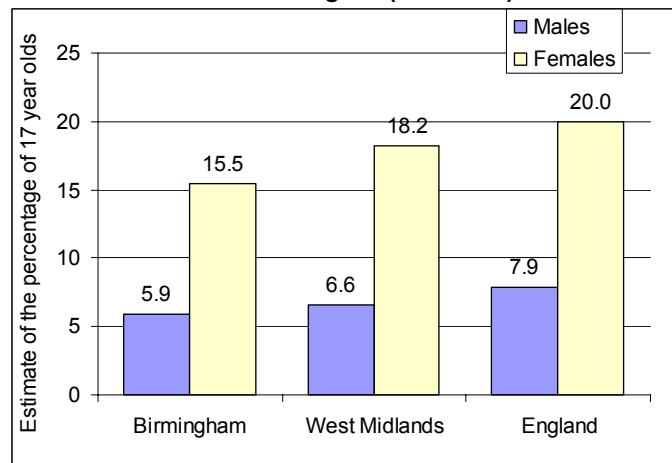
**Figure 3.22** Pupils entered for 'A' level English in maintained schools who achieved A-C or D-E grades in 2003



Source: DfES, Crown Copyright 2004

**Figure 3.23** shows the estimates of the proportion of 17 year old boys and girls who take 'A' level English. Proportionally fewer boys (6 per cent) and girls (16 per cent) took A level English compared with the region (7 per cent of boys and 18 per cent of girls) and England as a whole (8 per cent of boys and 20 per cent of girls).

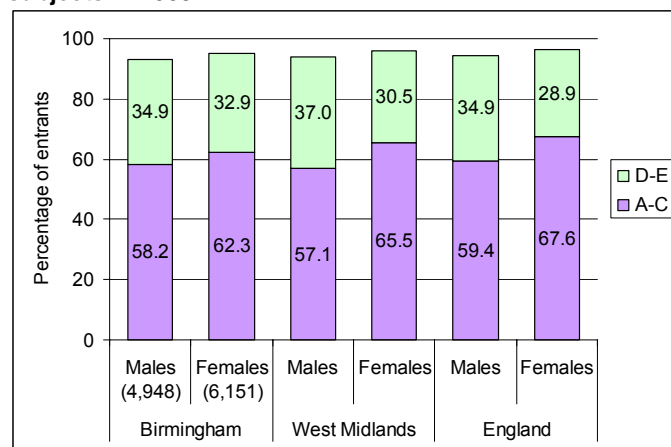
**Figure 3.23** Percentage of the population aged 17 who were entered for 'A' level English (estimates) in 2003



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

**Figure 3.24** shows the achievements of boys and girls who took A levels in maintained schools across all subjects. In Birmingham, the percentage of girls achieving a good pass is notably lower than for their counterparts in the region and across England. The proportion of boys in Birmingham who achieved good grades is, however, similar to those in the West Midlands region and England, 58 per cent compared with 57 per cent and 59 per cent respectively.

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



Source: DfES, Crown Copyright 2004

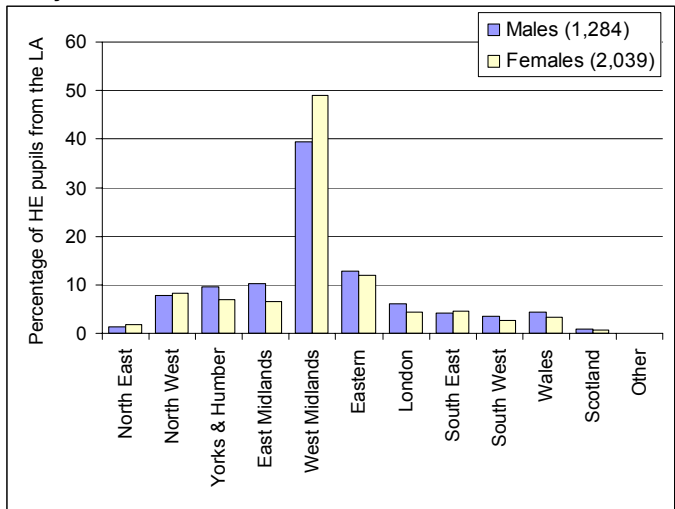
## Higher Education

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

**Figure 3.25** shows that 40 per cent of males and 49 per cent of females from Birmingham who are participating in higher education are studying at an institution within the West Midlands region, with a further 12 per cent of both males and females studying in the Eastern region. Other regions where a significant number of Birmingham students have chosen to study are the East Midlands (10 per cent of men and 7 per cent of women) and Yorkshire and Humberside (also 10 per cent of men and 7 per cent of women). It appears, therefore, that young women from Birmingham are more likely than their male counterparts to study at a local higher education institution.

Data for all students from the West Midlands region show that 27 per cent of men and 34 per cent of women from the region study at a higher education institution within the region, with only 5 per cent of men and 4 per cent of women choosing to study in London. Again, a significant proportion (14 per cent of men and 16 per cent of women) attended higher education institutions in the Eastern region as well as in the East Midlands (12 per cent of men and 9 per cent of women).

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



Source: HESA, 2004

The data on the region in which people from Birmingham reside after completing higher education show that 52 per cent of males and 67 per cent of females from Birmingham were living in the region after the end of their course. The only other region where a significant number of Birmingham students chose to live after their studies is London (6 per cent of men and 4 per cent of women).

**Qualifications and Skills in the Working Age Population**

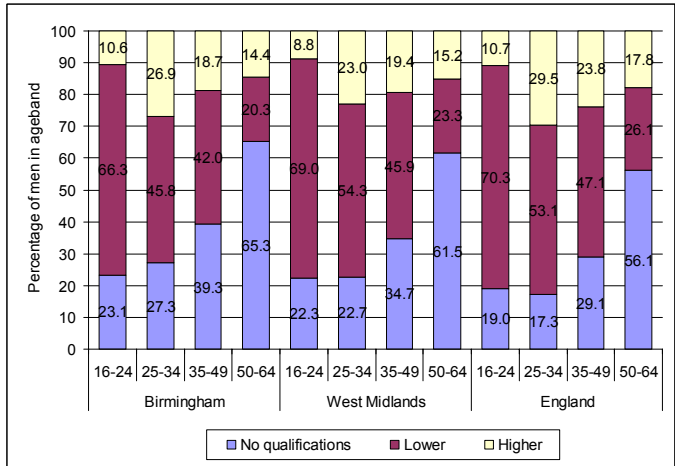
- A high proportion of men and women in Birmingham have no qualifications.*
- A low proportion of women in Birmingham are qualified to degree level.*

Figures 3.26 and 3.27 show, for all men and women of working age, men's and women's highest level of qualification by age. In Birmingham, a higher proportion of men and women across all age groups have no qualifications compared with their counterparts regionally and nationally. They are also less likely to be educated to degree level or above than men and women nationally. 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 11 per cent of both young women and young men in Birmingham.

Birmingham has high percentages of 35-49 year old men and women who have no qualifications (39 per cent and 38 per cent, compared with 29 per cent and 26 per cent nationally). In the 25-34 age group, 27 per cent of Birmingham men have higher qualifications, compared with 30 per cent nationally. The figures for women show

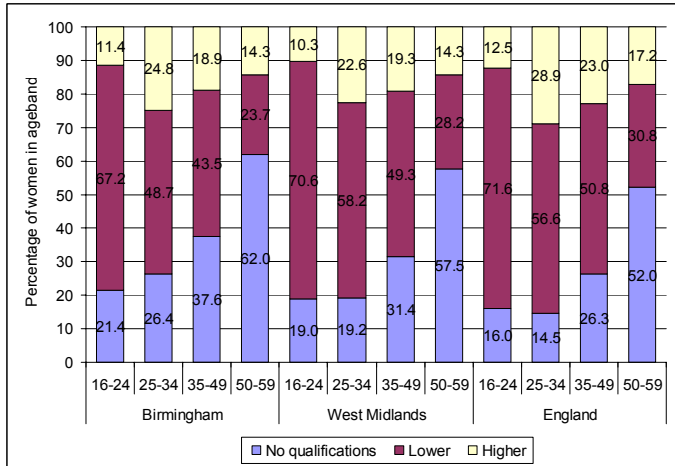
a similar pattern, 25 per cent in Birmingham, compared with 29 per cent for England. Birmingham also has significantly higher levels of men and women aged 50-59/64 with no qualifications, compared with the regional and national picture.

**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  
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  
Higher level qualifications are equivalent to first degree and above

## Key Points

- In Birmingham, educational achievement as measured in tests at ages 7, 11 and 14 among pupils, especially boys, is low in comparison with the West Midlands region and England as a whole.
- GCSE/GNVQ achievements by 15 year olds in maintained schools are low in comparison with regional and national levels. Fewer boys (44 per cent) achieved 5 or more good grades than girls (55 per cent). This compares unfavourably with the national average, 48 per cent for boys and 58 per cent for girls.
- Far fewer boys than girls gained good GCSE grades in English and modern languages, mirroring a national gender gap.
- Although girls aged 16-18 in Birmingham achieved higher point scores at 'A' level than boys, their performance was worse, when measured against the average across England, than that of boys.
- Boys and girls make strongly gendered choices of subject for A level study. In Birmingham's schools, fewer girls chose maths and fewer boys chose English, compared with their counterparts in England as a whole.
- In the 'A' level subjects for which they were entered, 62 per cent of girls and 58 per cent of boys achieved good grades in Birmingham, but again both boys' and girls' performance was below the national standard.
- A higher percentage of 16 year olds remained in education in Birmingham than in the region and England.
- 869 boys and 602 girls left school and entered employment at 16. Most of these young people entered occupations which are typical for their sex. In Birmingham, most boys entered skilled trades or labouring and other elementary occupations. Most girls entered personal service or administrative and clerical jobs.
- Birmingham's men and women are less well qualified than men and women nationally. Although in part a historical legacy, especially visible amongst older women and men, levels of qualification are also low at younger ages, especially among young men.

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

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

## Structure of Employment Opportunities

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

Between 1991 and 2002 (the latest available data) there was a net increase of nearly 20,700 jobs in Birmingham. Over the same period, the working age population resident in Birmingham decreased by nearly 1,000 people. Underlying this significant 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 54 per cent of all jobs in Birmingham, 93 per cent of them working full-time (7 per cent part-

time). In contrast, 60 per cent of women worked full-time, with 40 per cent in part-time employment. Just over a decade later in 2002, the percentage of jobs held by men had decreased to 52 per cent, with fewer men - 86 per cent - working full-time. For women, the percentage of jobs that were full-time also fell - to 54 per cent by 2002. On the other hand, the percentage of part-time jobs held by men had doubled by 2002, and for women, had increased to 46 per cent. **Figure 4.1** summarises the actual numbers of jobs held, and confirms large increases in part-time employment, for both sexes. The loss of full-time jobs in the city affected men more severely than women, and ran counter to regional and national trends.

The growth in part-time jobs was consistent with the national pattern, although men benefited from this to a greater degree than women.

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

- a marked and continuing decline in employment in manufacturing
- a large increase in jobs in banking, finance & insurance
- an increase in employment in 'other services' and in distribution, hotels and restaurants

Figure 4.1 Changes in employment in Birmingham 1991-2002 by full-time/part-time status and sex<sup>14</sup>

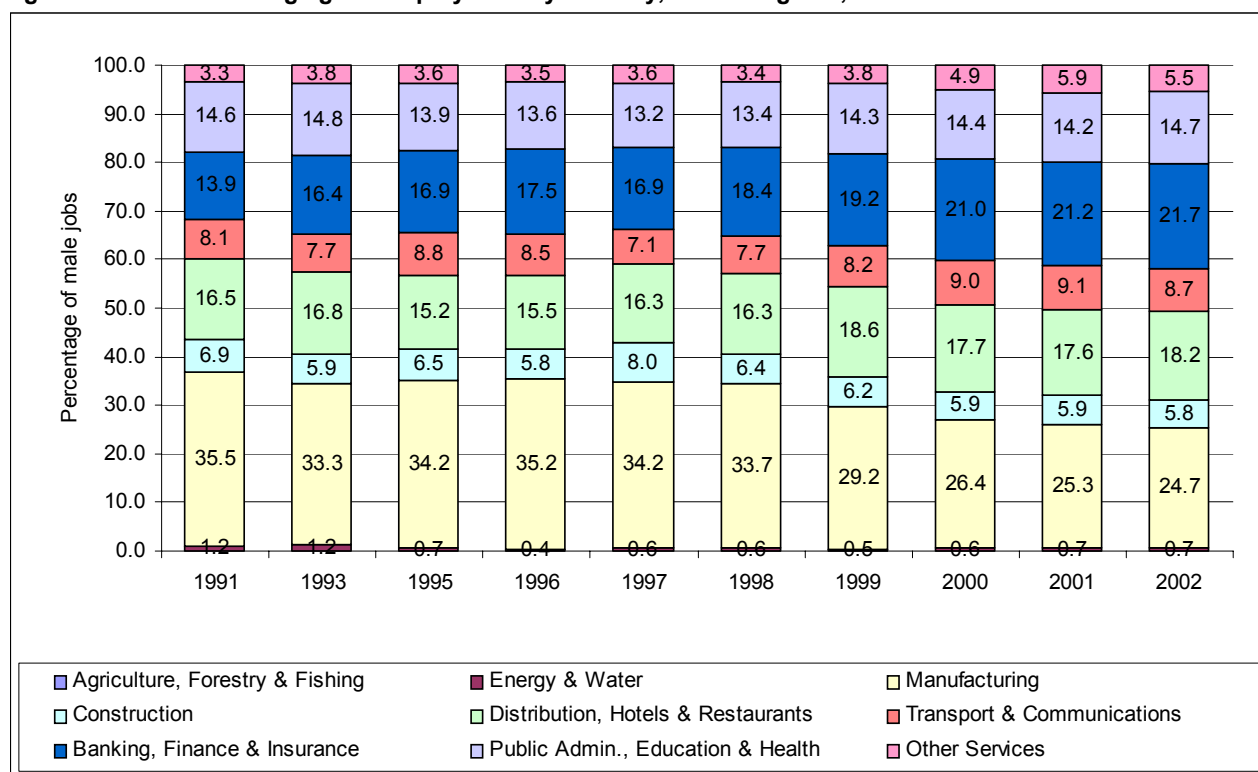
Job Type	Sex	Number of jobs		Change in number of jobs 1991-2002	Percentage change 1991- 2002		
		1991	2002		Birmingham	West Midlands	England
Full-time	Female	128,630	126,973	-1,657	-1.3	5.6	12.7
	Male	232,155	214,494	-17,661	-7.6	3.2	9.3
	All	360,785	341,467	-19,318	-5.4	4.0	10.6
Part-time	Female	86,677	107,265	20,588	23.8	31.0	30.8
	Male	16,772	36,181	19,409	115.7	115.9	103.1
	All	103,449	143,446	39,997	38.7	44.4	43.6
All	All jobs	464,234	484,913	20,679	4.5	14.1	19.2

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

<sup>14</sup> These data relate to jobs located in Birmingham. Some of these jobs may be held by men or women who live elsewhere.



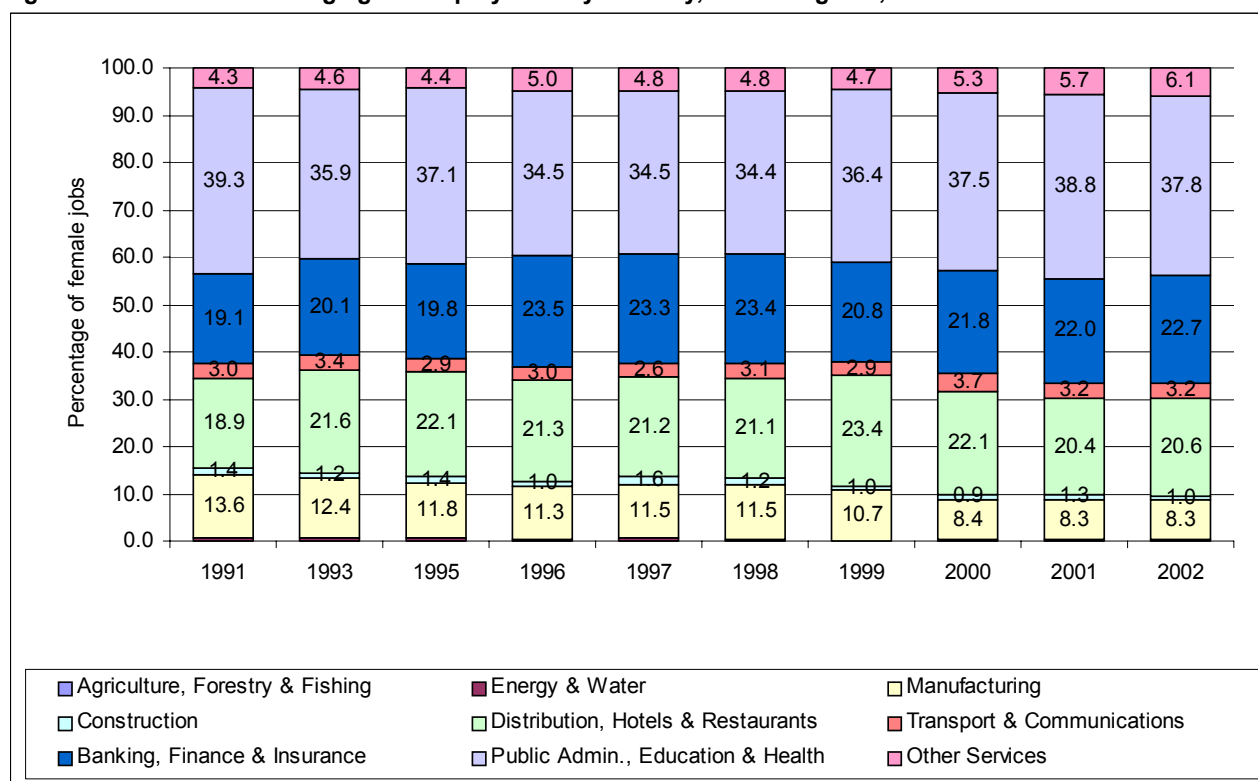
**Figure 4.2 Men of working age in employment by industry, in Birmingham, 1991-2002**



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

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

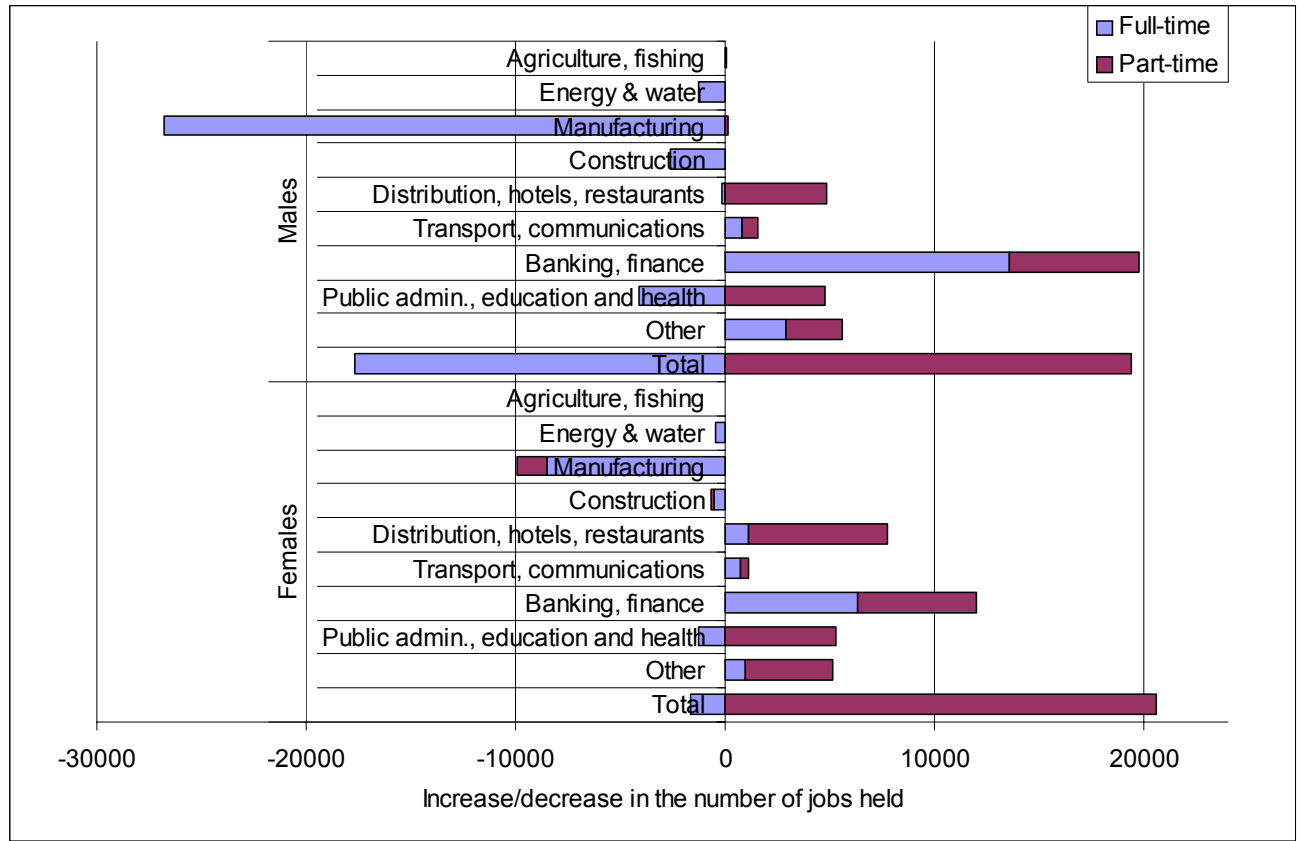
**Figure 4.3 Women of working age in employment by industry, in Birmingham, 1991-2002**



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

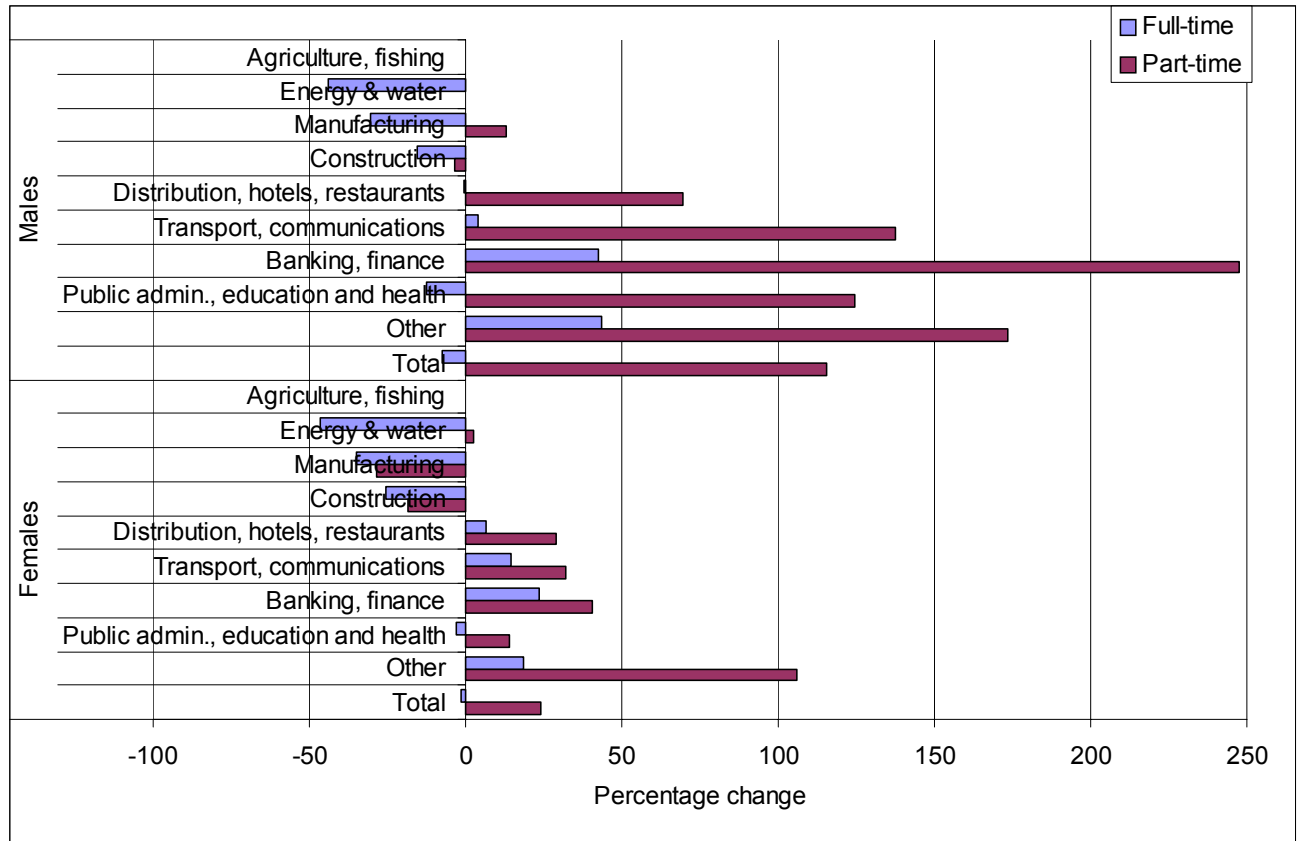
Note: 'Other' includes sewage and refuse disposal, activities of membership organisations, recreational, cultural and sporting clubs, private households with employed persons, extra territorial organisations.

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



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

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



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



For Birmingham's women there was:

- a continuing decline in the proportion of women's employment in manufacturing industry
- an increase in employment in banking, finance and insurance
- a small reduction in the share of women working in public administration, education and health jobs
- a continuing increase in jobs in 'other services'
- some volatility in employment in distribution, hotels and restaurants

Data for the West Midlands region and for England as a whole over this period also show a decline in the share of male employment which is in the manufacturing sector (from 38 per cent to 28 per cent in the region, and from 26 per cent to 19 per cent across England). This occurred alongside an increase in the share of employment located in distribution, hotels and restaurants (from 18 per cent to 22 per cent in the region, and from 19 per cent to 23 per cent in England). The proportion of men employed in banking and finance rose from 11 per cent to 17 per cent in the region, and from 15 per cent to 21 per cent nationally, compared with 14 per cent to 22 per cent in Birmingham.

For women in the West Midlands region and nationally the decline in the share of jobs located in the manufacturing sector is also pronounced (from 17 per cent to 10 per cent in the region, and from 12 per cent to 7 per cent in England). Distribution, hotels and restaurants became more important as sources of female jobs, rising from 24 per cent to 26 per cent in the West Midlands region, and from 25 per cent to 27 per cent nationally. Women's employment in banking and finance also increased in the region (from 14 per cent to 17 per cent) and in England (from 17 per cent to 19 per cent).

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

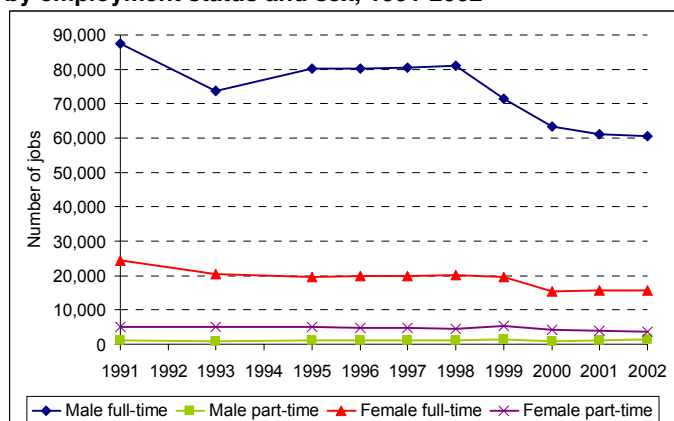
- a large fall in full-time employment in **manufacturing** for both men and women. About 27,000 male and 8,000 female full-time jobs were lost in this sector.
- a net loss of male full-time jobs in **construction**, in **energy and water**, and in **public administration, education and health**

- a large increase in both full-time and part-time jobs, for men and for women, in the **banking, finance and insurance**. Birmingham gained more than 30,000 new jobs in this sector over the period, two thirds of them going to men.
- a small net increase in both full-time and part-time jobs in **transport and communications** for men and women
- a notable increase in part-time jobs in **distribution, hotels and restaurants** for both men and women
- a net increase in part-time jobs in **public administration, education and health** for both sexes, which off-set a decline in full-time employment in this sector (which affected men more than women)

**Figure 4.5** presents the same data as **Figure 4.4**, but this time shows the **percentage change in the number of jobs**. The very large percentage increases in (part-time) jobs in Birmingham, especially for men, need to be seen in the regional and national contexts. The West Midlands region and England as a whole saw a similar increase in part-time employment in the transport and communications, banking, finance and insurance and other services sectors. However while Birmingham lost full-time employment in the energy and water and construction sectors, in the West Midlands region as a whole part-time jobs in energy and water for men grew fast, and male part-time employment in construction also increased in England as a whole. For women, the large percentage increase seen in Birmingham in part-time employment in **other jobs** was much higher than the regional and national increase in this sector. All these suggest a very dynamic situation in the Birmingham labour market over this eleven year period.

**Figures 4.6, 4.7 and 4.8** highlight the change in the numbers of jobs in selected industries in Birmingham in more detail. There are marked differences in employment patterns between men and women. **Figure 4.6** confirms that men working full-time still held the majority of jobs in **manufacturing**, although their number declined from nearly 90,000 in 1991 to 60,000 in 2002. Only around 20,000 full-time manufacturing jobs were held by women, and their number declined between 1991 and 1993, and between 1999 and 2000.

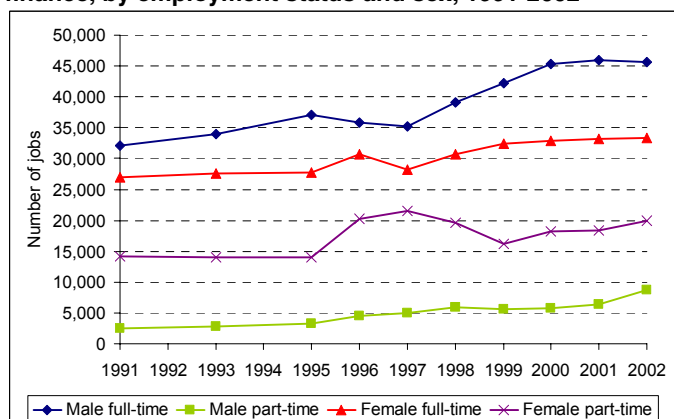
**Figure 4.6 Change in the number of jobs in manufacturing, by employment status and sex, 1991-2002**



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

**Figure 4.7** shows the continuous strong increase in men's full-time employment in **banking and finance**. Men's part-time opportunities also increased steadily, but men still held fewer than 10,000 part-time jobs in this sector by 2002, compared with the 20,000 such jobs held by women.

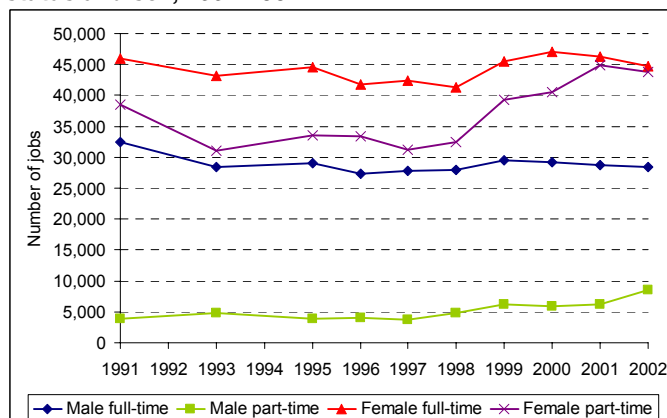
**Figure 4.7 Change in the number of jobs in banking and finance, by employment status and sex, 1991-2002**



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

**Figure 4.8** shows the changes in employment in **public administration, education and health**. While women, working both full-time and part-time, held the majority of jobs, full-time employment in this sector showed some volatility for both men and women. Note the particularly dynamic picture for part-time jobs, especially for women. Their number soared after 1998, and by 2002 was almost the same as that of female full-timers, totalling some 90,000 female jobs.

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



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

## People and Employment

*In Birmingham economic activity rates for men and women are relatively low.*

The 2001 Census showed **297,115** men and **287,520** women of working age in Birmingham, of whom **224,075** men and **176,145** women were economically active (either in employment, economically active students or unemployed)<sup>15</sup>. Economic activity is lower for both sexes in Birmingham than in the region or in England, and varies by age, as can be seen in **Figure 4.9**. Lower economic activity rates among 16-24 year olds, as in Birmingham, reflect the high numbers of students in the city.

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

Age group		Economically active (%)		
		Birmingham	West Midlands	England
Men	16-24	59.0	68.0	68.3
	25-34	87.0	90.9	91.0
	35-49	84.8	89.9	90.2
	50-64	66.8	72.9	72.8
	Working age	75.4	81.4	81.9
Women	16-24	49.8	60.3	62.1
	25-34	64.3	72.6	73.7
	35-49	68.2	75.9	75.8
	50-59	59.0	64.2	65.3
	Working age	61.3	69.6	70.6

Source: 2001 Census Standard Tables, Crown copyright 2003

<sup>15</sup> The data in this section, drawn from the Census, relate to the population resident in Birmingham, some of whom will work in other areas.

# Employment Status

*Birmingham has low part-time employment rates for both men and women and low self-employment among men.*

In Birmingham, **188,420** men (63 per cent) and **152,825** women (53 per cent) of working age were in employment in 2001. Among those in employment, fewer men worked full-time in Birmingham (58 per cent) than in the West Midlands region or nationally (both 69 per cent). For women in Birmingham the figure of 34 per cent working full-time is also lower than the figures for the region (37 per cent) or for England as a whole (39 per cent). This is illustrated in **Figure 4.10**, which also shows that **in Birmingham**:

- a slightly higher proportion of men were employed part-time, 4 per cent as compared with 3 per cent in the region and England
- far fewer women were employed part-time (18 per cent) than in the region (24 per cent) or in England as a whole (23 per cent), despite the increases in part-time jobs shown in Figure 4.4
- fewer men and women were self-employed (9 per cent of men and 3 per cent of women) than in the region (13 per cent and 4 per cent) or nationally (13 per cent and 5 per cent)

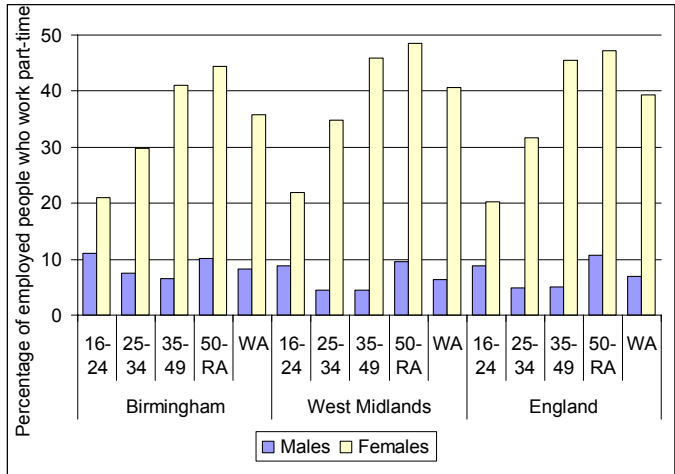
**Figure 4.10 People of working age by employment status**



Source: 2001 Census Standard Tables, Crown copyright 2003

**Figure 4.11** shows that the proportion of people who work part-time varies significantly not only by gender but also 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. This is similar to the regional and national patterns, indicating a link between part-time employment and family responsibilities for women, which is much less evident among men.

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



Source: 2001 Census Standard Tables, Crown copyright 2003

*Self-employment rates in Birmingham are low for both men and women in all age groups.*

**Figure 4.12** shows the self-employment patterns of men and women. It shows that over half of self-employed men, across all geographical levels, are self-employed on a full-time basis but do not have any employees. There were more self-employed men working part time, either with or without employees, in Birmingham than in the region and nationally. On the other hand, a higher proportion of self-employed women were working full time (with or without employees) in Birmingham than the regional and national averages for women. In Birmingham, nearly 30 per cent of self-employed women worked part-time without employees, which is lower than the regional (33 per cent) and national (35 per cent) figures.

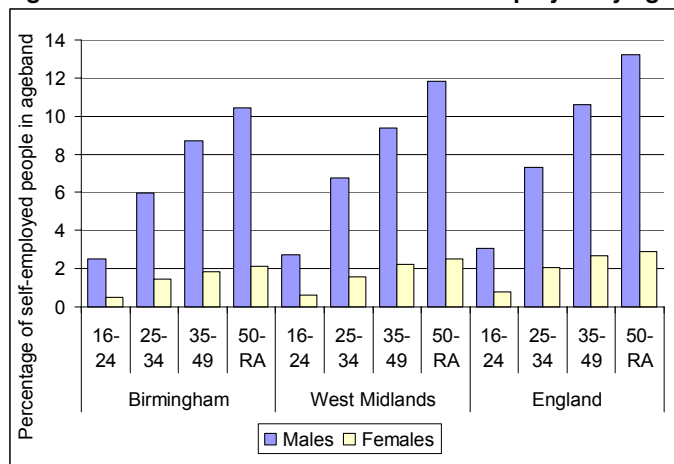
**Figure 4.12 Self-employed men and women by full and part-time working and employees**

Percentage of all men and women who are self-employed					
Area		Self employed with employees		Self employed without employees	
		Part-time	Full-time	Part-time	Full-time
Birmingham	Males	3.1	34.9	11.6	50.4
	Females	11.8	27.9	28.9	31.4
West Midlands	Males	2.2	35.5	9.8	52.5
	Females	12.6	25.8	33.1	28.5
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

The variation in self-employment by age is shown in **Figure 4.13**. In Birmingham the peak age for self-employment among both men and women is in the 50+ age group, similar to the region and England as a whole.

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



Source: 2001 Census Standard Tables, Crown Copyright 2003

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

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

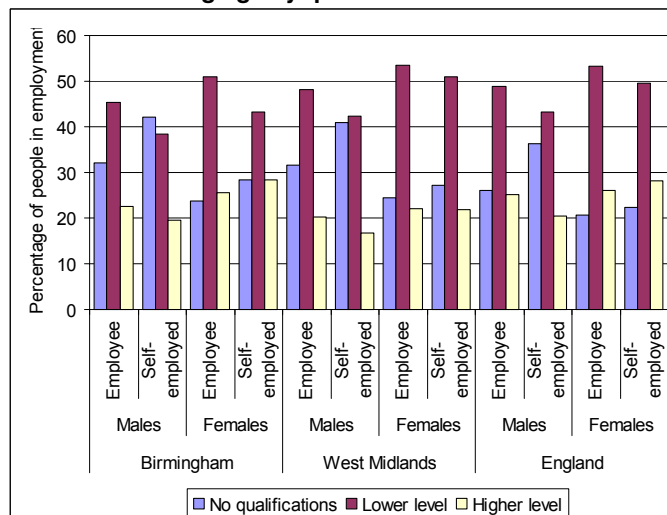


Source: 2001 Census Standard Tables, Crown Copyright 2003

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 Birmingham, over 40 per cent of self-employed men and almost 30 per cent of self-employed women have no qualifications, slightly higher than their counterparts in the region and England as a whole for both sexes. Self-employed women, however, are better qualified than self-employed men in Birmingham, with nearly 30 per cent having

degree level qualifications. This is above the regional level, but similar to the national level.

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

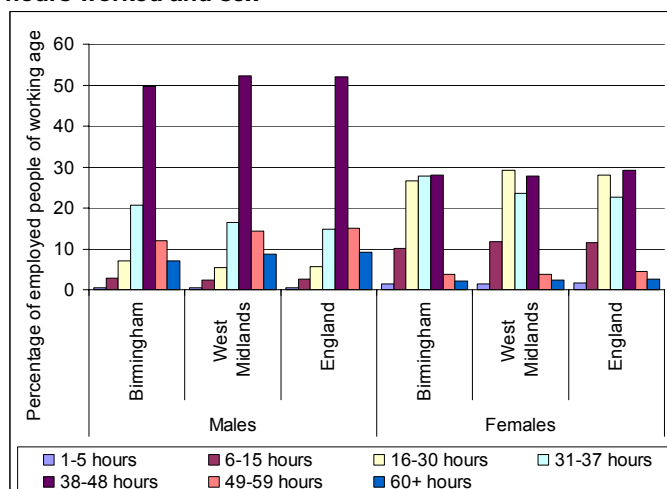


Source: 2001 Census Standard Tables, Crown Copyright 2003

## Working Hours

**Figure 4.16** illustrates the working hours of men and women. Employed men of working age in Birmingham work very long hours, with half working between 38-48 hours per week, although a little lower than in the West Midlands region and England. About 20 per cent of Birmingham men work above the threshold of 48 hours, including nearly 10 per cent who work over 60 hours per week.

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



Source: 2001 Census Standard Tables, Crown copyright 2003

Women in Birmingham, work shorter hours, with over 10 per cent working fewer than 15 hours, and over a quarter working 16 to 30 hours per week. 28 per cent of women in the city work 38 to 48 hours each week and 6 per cent over 48 hours per week, similar to women in the

region and in England. However slightly more women work between 31-37 hours (nearly 28 per cent) per week in Birmingham than in the region (24 per cent) and England (23 per cent).

Further analysis reveals that young men under 25 in Birmingham work shorter hours than older men, as in the region and nationally. About a quarter of 16-24 year old men work 30 hours or less per week, compared with 21 per cent in the region and 23 per cent in England, and 9 per cent work over 48 hours (10 per cent in the region and 11 per cent in England).

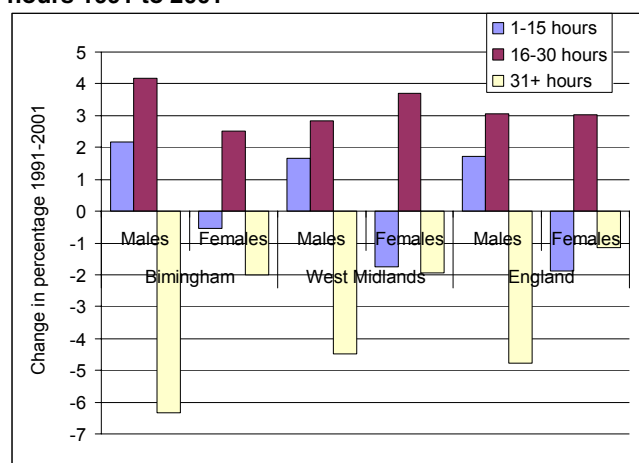
Over 70 per cent of men aged between 25-34 in Birmingham work between 31-48 hours per week. Although nearly 20 per cent of this group work more than 48 hours per week, this is a lower proportion than in the region and England as a whole.

Men aged 35 and over work the longest hours in Birmingham, with about 70 per cent working between 31-48 hours and over 20 per cent working more than 48 hours per week. However, compared with men's working hours in the West Midlands region and England as a whole, fewer men in Birmingham work more than 48 hours per week across all age groups.

Women's working hours present a different picture. More Birmingham women work between 31-48 hours per week, across all age groups, than at regional and national levels. However it is younger women aged under 35 who work longer hours. Women aged 25-34 work the longest hours per week in Birmingham, over 60 per cent working between 31 and 48 hours and about 8 per cent over 48 hours. These figures are high compared with women in other age groups as well as with their counterparts in the region and England. Conversely, women in older age groups (35-49 and over 50) work shorter hours, over 40 per cent of them working 30 hours or less per week, although this is a lower proportion than in the region and England as a whole.

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 was a fall in the proportion of men working more than 31 hours per week, of over 6 per cent in Birmingham, compared with 5 per cent in the region and England. For women, there was also a drop in the proportion working more than 31 hours per week, similar to the change in the region but greater than that in England. This in part reflects the large losses in manufacturing employment already discussed. The percentage of women working under 15 hours per week also fell, but to a lesser extent than in the regional or nationally.

**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

## Travel to Work

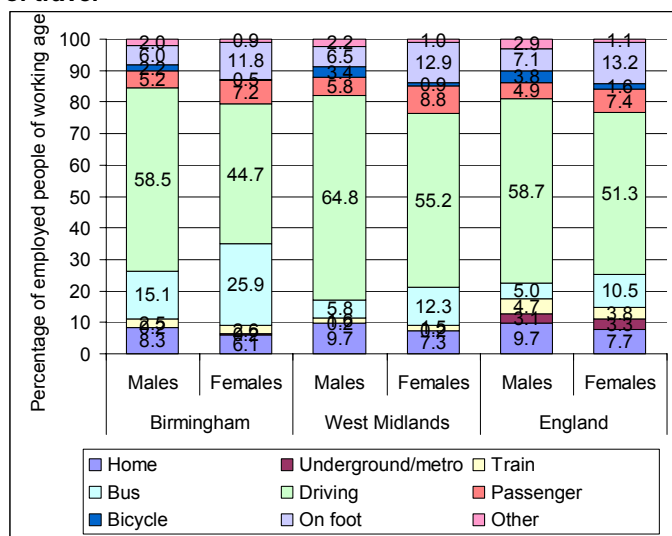
*In Birmingham there are big differences in the way women and men travel to work*

**Figure 4.18** shows the mode of travel to work used by men and women of working age. In Birmingham there are particularly large gender differences, as well as patterns which differ from the regional and national pictures:

- Fewer men and women work at home, compared with the region and England.
- Significantly more people, especially women, take the bus to work (15 per cent of men and 26 per cent of women, compared with 6 per cent and 12 per cent in the West Midlands region, and 5 per cent and 11 per cent in England).
- Far fewer women (45 per cent) drive to work than in the region (55 per cent) or in England as a whole (51 per cent). However, men in Birmingham are just as likely as men nationally (both 59 per cent) to drive to work. The figure for men across the West Midlands region is even higher (65 per cent).
- Proportionally fewer men and women cycle or walk to work.



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



Source: 2001 Census Standard Tables, Crown copyright 2003

Young people are much more likely than others to travel to work by public transport, but there are strong gender differences in this age group. In Birmingham, nearly a third of men and over 40 per cent of women aged under 25 travel by bus. This compares with just 15 per cent of men, and with 23 per cent women aged 25-34, 11 per cent of men and 21 per cent of women aged 35-49 and 11 per cent of men and 23 per cent women over 50. Young people are also the most likely to travel to work as passengers in a car - 11 per cent of men and 10 per cent of women aged under 25 - a higher proportion than found in all older age groups.

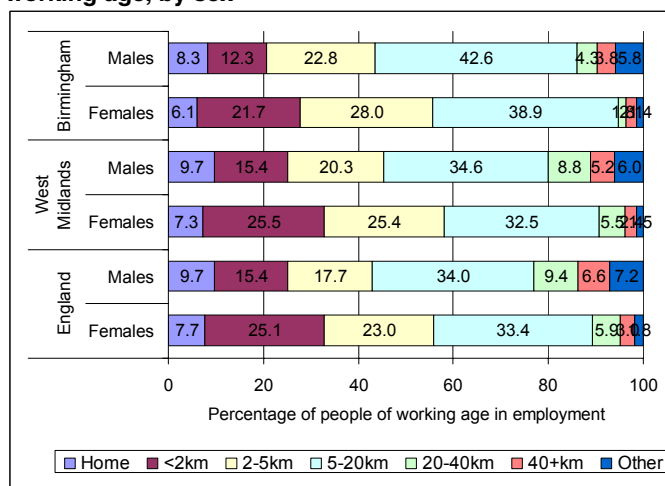
In Birmingham, fewer young people under 25 walk to work (12 per cent of men and 14 per cent of women), compared with the West Midlands region (14 per cent and 17 per cent) and England as a whole (15 per cent and 18 per cent).

Over 60 per cent of men aged 25 or over drive to work, compared with only 32 per cent of men under 25. Over half of women aged between 25-49, and 43 per cent of women over 50, drive to work, compared with less than a quarter of women under 25. Compared with the regional and national pictures, fewer women in Birmingham drive to work across all age groups.

Comparing data from the 1991 and 2001 Censuses<sup>16</sup> shows the change in method of travel to work by people of working age overtime. In Birmingham, there was a big increase (9 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, slightly fewer men were driving to work in 2001 (1 per cent fewer). More men and women, at all geographical levels, were working at home in 2001.

Figure 4.19 shows the estimated distance travelled to work. Men in Birmingham tend to travel longer distances to work, with fewer of them working at home or within 2km of home (21 per cent as compared to 25 per cent in the region and England respectively). The majority of men work between 2-20km away from home (65 per cent compared with 55 per cent in the region and 52 per cent in England). However men (8 per cent) work more than 20km away from home than at the regional and national level (14 per cent and 16 per cent).

**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

By contrast, women in Birmingham tend to work closer to home, 22 per cent working within 2km, compared with just 12 per cent of men. Two thirds of women in Birmingham travel between 2km and 20km to work, compared with 58 per cent in the region and 56 per cent in England as a whole. Fewer Birmingham women travel more than 20km to work than at the regional and national level.

Men under 25 in Birmingham are more likely to work within 5km of home (44 per cent), than older men (about one third). This is nevertheless lower than their counterparts in the West Midlands region (49 per cent) and in England as a whole (47 per cent).

Like young men in Birmingham, fewer young women work within 5km of home (51 per cent) compared with the region (56 per cent) and England (53 per cent). On the other hand, more than half of women aged over 35 work within 5km of home, as in the region and England.

<sup>16</sup> Source: 1991 Census LBS, Crown Copyright 1993. 2001 Census Standard Tables, Crown Copyright 2003.

## Occupation and Industry

*In Birmingham many men are employed in skilled trades and as process, plant and machine operatives.*

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

**Figure 4.20** shows continuing gendered **occupational distribution**. Half of Birmingham men work in just three occupational groups: skilled trades (19 per cent); process, plant and machine operatives (17 per cent); and elementary occupations (14 per cent). By contrast, two thirds of Birmingham's women work in administrative and secretarial (24 per cent) occupations, in personal services (13 per cent) or in sales and customer service (11 per cent). 13 per cent of women in Birmingham work in elementary occupations.

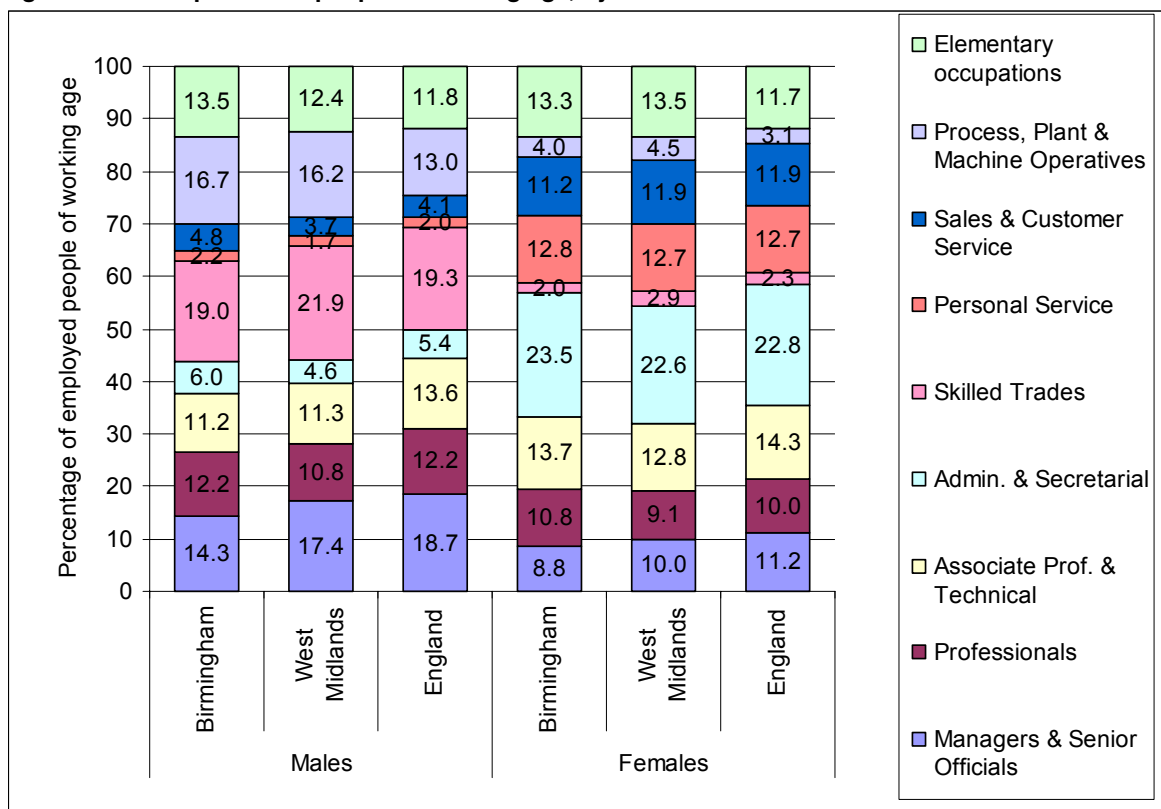
In Birmingham, fewer men are managers and senior officials (14 per cent compared with 17 per cent in the region and 19 per cent in England), or work in associate

professional and technical jobs (11 per cent compared with 14 per cent across England).

33 per cent of women in Birmingham work as managers and senior officials, professionals and associate professionals and in technical occupations, similar to the regional average (32 per cent) but slightly lower than the national average (36 per cent).

Birmingham saw important changes in the occupational distribution of employment between 1991 and 2001. In Birmingham, the proportion of men employed in skilled trades fell from 26 per cent in 1991 to 19 per cent in 2001, and over the same period the proportion of men working as plant and machine operatives also fell (from 19 per cent in 1991 to 18 per cent in 2001). The proportion of men working in the skilled trades in the region and in England also fell although this was far less pronounced (down from 27 per cent in 1991 to 22 per cent in the region and from 23 per cent to 19 per cent in England).

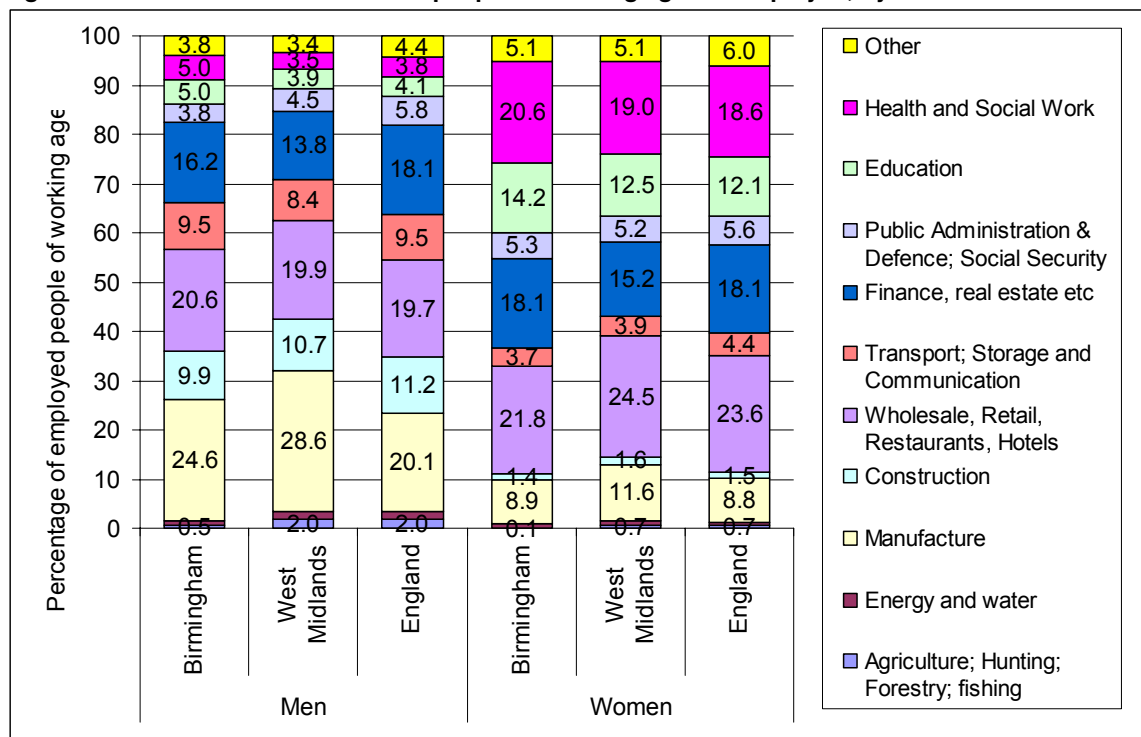
**Figure 4.20 Occupations of people of working age, by sex**



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 Industrial sector in which people of working age are employed, 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.

For women, there was a large fall in the proportion of women working in administrative and secretarial occupations (down from 30 per cent to 24 per cent in Birmingham, compared with 28 per cent to 23 per cent in the region and 29 per cent to 23 per cent nationally) and a rise in women working in sales and customer services (from 9 per cent to 11 per cent in Birmingham, and from 11 per cent to 12 per cent in both the West Midlands region and in England)<sup>17</sup>.

**Figure 4.21** shows the **industrial sector in which people work**, with again a marked difference between men and women. In Birmingham, 37 per cent of men and 40 per cent of women work in the wholesale, retail, restaurants and hotels and finance and real estate sectors. A quarter of men work in manufacturing, (compared with 9 per cent of women), and far more women work in health and social work and education (35 per cent compared with 10 per cent).

Between 1991 and 2001 there was a sharp fall in the proportion of men employed in manufacturing (from 37 per cent to 25 per cent in Birmingham, 38 per cent to 29 per cent in the region and 27 per cent to 20 per cent in England) and an increase in men working in the wholesale, retail, hotels and restaurants sectors (up from 17 per cent to 21 per cent in Birmingham, 17 per cent to

20 per cent in the region and 18 per cent to 20 per cent in England). There was also a marked increase in the proportions of both men and women employed in finance and real estate in Birmingham (up from 10 per cent to 16 per cent for men and from 15 per cent to 18 per cent for women), consistent with regional and national trends (8 per cent to 14 per cent for men and 12 per cent to 15 per cent for women in the region, and 12 per cent to 18 per cent for men and 14 per cent to 18 per cent for women in England)<sup>18</sup>.

## Second Jobs

The census data relates to the main job that men and women are employed in. A major limitation of this source is that it does not collect information about men and women who have more than one job. Estimates for the number of people with a second job can be obtained from the Labour Force Survey (LFS) which is carried out annually. This shows that in Birmingham, 2.8 per cent of people have a second job (4.4 per cent of women). In the West Midlands 3.0 per cent of men and 5.2 per cent of women have a second job while across England as a whole the figures are 3.1 per cent of men and 5.4 per cent of women.

<sup>17</sup> Source: 2001 Census Standard Tables, Crown Copyright 2003. 1991 Census LBS, Crown Copyright 1993.

<sup>18</sup> Source: 2001 Census Standard Tables, Crown Copyright 2003. 1991 Census LBS, Crown Copyright 1993.



## Key Points

- Between 1991 and 2002 there was a net increase of nearly 20,700 jobs in Birmingham. This figure conceals a net loss of 19,000 full-time jobs, the vast majority of which were held by men. Men and women shared equally in the 40,000 new part-time jobs created.
- Since 1991 the main jobs losses experienced by Birmingham's men have been manufacturing. There has been large increase in male employment in banking and finance with over 12,000 new full-time jobs and a marked increase in part-time male employment.
- Women in Birmingham also experienced the loss of manufacturing jobs. However, this was offset by increases in female employment in banking, finance and insurance, distribution, hotels and restaurants and in public administration, education and health.
- Overall, a lower proportions of both men and women of working age in Birmingham are economically active, compared with men and women nationally.
- Many men in Birmingham who are self-employed have no qualifications (over 40 per cent); while Birmingham's self-employed women include a relatively high proportion of graduates (about 28 per cent).
- About one fifth of men in Birmingham work more than 48 hours per week, including nearly 10 per cent who work over 60 hours per week. This is similar to the picture in the West Midlands region and England as a whole.
- Just over half of women in Birmingham work between 16 and 37 hours each week, while over a quarter work between 38 and 48 hours.
- Between 1991 and 2001 there was an increase in the proportion of women driving to work (up 9 per cent) in Birmingham, compared with a 1 per cent decrease in the proportion of men travelling to work by car.
- 15 per cent of men and 26 per cent of women in Birmingham travel to work by bus, a much higher proportion than found in the region (6 per cent and 12 per cent) and in England (5 per cent and 11 per cent).
- Birmingham shows continuing gendered occupational segregation, with over a third of men working in process, plant and machine operations and in skilled trades, and nearly a half of women in sales and customer services, personal services and administrative and secretarial occupations.
- More men in Birmingham work in elementary occupations, and fewer men are managers and senior officials, compared with the regional and national averages.
- A third of employed women in Birmingham work as managers and senior officials, professionals and associated professionals and in technical occupations. This is similar to the regional average, but a little lower than the national average.
- There is a marked gender difference in the industrial sectors in which men and women work - a quarter of all men are employed in manufacturing compared with just 9 per cent of women, and 35 per cent of women work in health and social work and in education, compared with only 10 per cent of men.

## 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 topic at district and regional level, indicating the extent to which this problem is of concern in Birmingham.

### Women's Incomes over the Lifetime<sup>19</sup>

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

### The Kingsmill Review 2001<sup>20</sup>

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

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

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

### NIESR Report 2001<sup>21</sup>

"In spite of legislation aimed at securing equal pay and employment opportunities for women, the gender pay gap has persisted into the twenty-first century. ... The position of women who work full-time has improved compared with that of men, with the gender pay gap falling from 36 per cent of the full-time male wage in 1973 to 18 per cent in 2000."

<sup>19</sup> Rake, K. (2001) *Women's Incomes over the Lifetime*. London: The Stationary Office

<sup>20</sup> Kingsmill, D. (2001), *The Kingsmill Review of Women's Pay and Employment*, London, DTI

<sup>21</sup> Anderson, T., Forth, J., Metcalf, H. and Kirby, S. (2001) *The Gender Pay Gap: final report to DfEE* London, National Institute for Economic and Social Research.

## Causes of the Gender Pay Gap

This part of the profile explores the patterns in the gross weekly and hourly pay of people in Birmingham, compared with the West Midlands region and England as a whole.

One of the causes of the gender pay gap is gender segregation in the labour market. Women and men tend to work in different occupations, or are concentrated at different levels within occupational hierarchies. Jobs in which men predominate tend to be better paid, and often offer bonuses and pay incentives which are less common in jobs where most employees are women. Data on the segregation of women and men by occupation and industrial structure were presented in Chapter 4, and for Birmingham show that many men are employed in skilled trades and as process, plant and machine operatives, whilst a high proportion of women work in administrative and secretarial occupations and in personal services.

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 Birmingham 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 Birmingham

*In Birmingham, low pay is more prevalent for both men and women than in the region and England as a whole*

Figure 5.1 shows gross weekly and hourly pay for men and women in Birmingham, the West Midlands region and England as a whole, together with the number of hours they work each week. While the average male full-time worker in England earned £13.10 per hour, and those in the West Midlands region earned £11.75 per hour, men in full-time employment in Birmingham earned only £11.49. Women at all geographical levels earned much less than their male counterparts, and women in full-time employment in Birmingham earned less than for comparable women nationally, just £10.19 per hour compared with £10.70 per hour in England.

**Figure 5.1 Gross weekly pay, hourly pay and the total hours worked for all workers and for those who work full-time, 2003**

Area		Gross Weekly Pay (£)		Hourly pay including overtime (£)		Total hours worked weekly (hrs)	
		Males	Females	Males	Females	Males	Females
Birmingham	All	439.95	282.76	11.40	9.54	38.7	29.7
	Full-time	466.03	376.75	11.49	10.19	40.6	37.0
	Part-time	**	143.25	**	7.61	**	18.8
West Midlands	All	456.15	268.67	11.64	9.04	39.3	30.0
	Full-time	482.37	362.41	11.75	10.19	41.0	37.5
	Part-time	**	143.15	**	7.41	18.2	19.5
England	All	503.00	297.00	12.90	10.00	39.1	30.1
	Full-time	535.00	402.00	13.10	10.70	40.9	37.4
	Part-time	169.11	151.40	9.05	7.86	18.9	19.5

Source: New Earnings Survey 2003, Crown Copyright 2004<sup>22</sup>

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

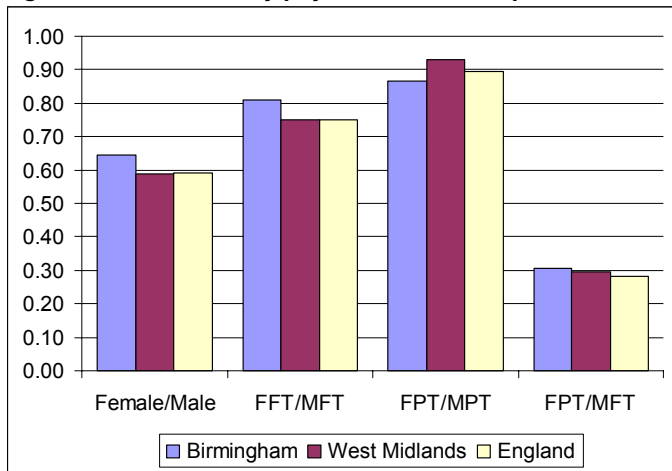
<sup>22</sup> The New Earnings Survey is based on a 1% sample of employees in employment. These data relate to people who are resident in Birmingham.

Average weekly pay is affected by the hours that men and women work. Normal basic hours of work average 38.7 hours each week for men, and 29.7 hours per week for women in Birmingham. This is similar to men and women in the region and England as a whole (about 39 and 30 hours per week respectively). Although the number of hours worked each week is similar at all geographical levels, the low hourly pay in Birmingham contributes to lower gross weekly pay. This is shown in **Figure 5.1**. Men and women in Birmingham earn less than their counterparts across England, with women earning less than men.

**Figures 5.2 - 5.6** show women's weekly pay as a ratio of men's weekly pay in selected occupations. Equal pay exists if the bar is at 1. Bars below 1 indicate that women's pay is only a proportion of men's. Bars above 1 indicate that women are earning more than men. Pay data for all occupations (**Figure 5.2**) show that patterns of pay in Birmingham vary slightly from the regional and national pictures. In almost all cases women earn less than men.

Comparing full-time workers across all occupations shows that the pay gap between women and men is slightly smaller in Birmingham than in the West Midlands region and England as a whole. Women and men come closest to equal pay in part-time jobs across all geographical levels.

**Figure 5.2 Gross weekly pay ratios - All occupations, 2003**

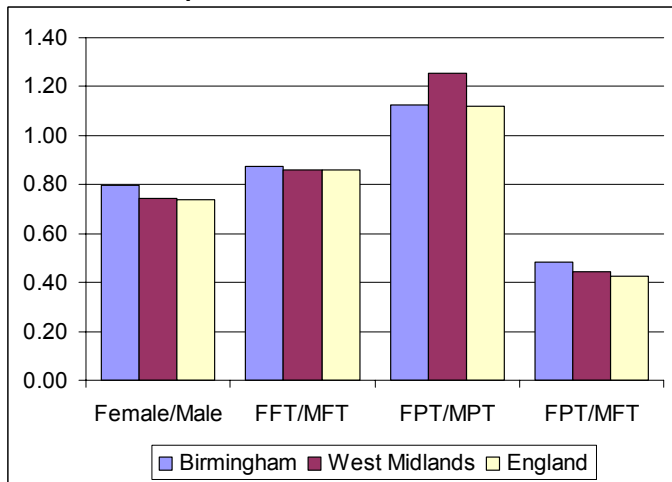


Source: New Earnings Survey, 2003

The pay data for different occupations shows that, in Birmingham and the West Midlands, when part-time workers are compared, women's earnings are higher than men's in administrative and secretarial jobs and in sales and customer service occupations. Men in these occupations tend to be paid low wages, like women, and thus it is not surprising that women do not appear disadvantaged in these types of work, and that no significant pay gap exists in this occupational category for part-time employment. However when men and

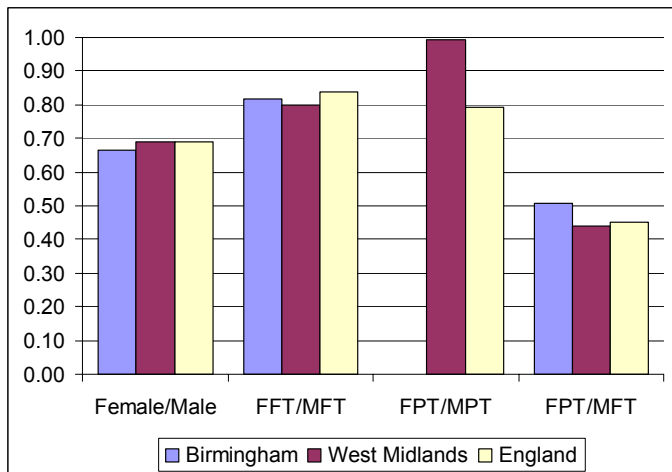
women employed full-time are compared, the gender pay gap is marked, as shown in **Figures 5.3 and 5.5**.

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



Source: New Earnings Survey, 2003

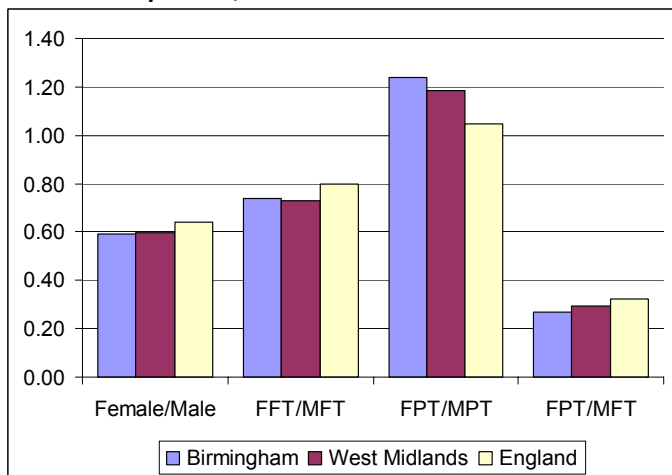
**Figure 5.4 Gross weekly pay ratios - Personal services, 2003**



Source: New Earnings Survey, 2003

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

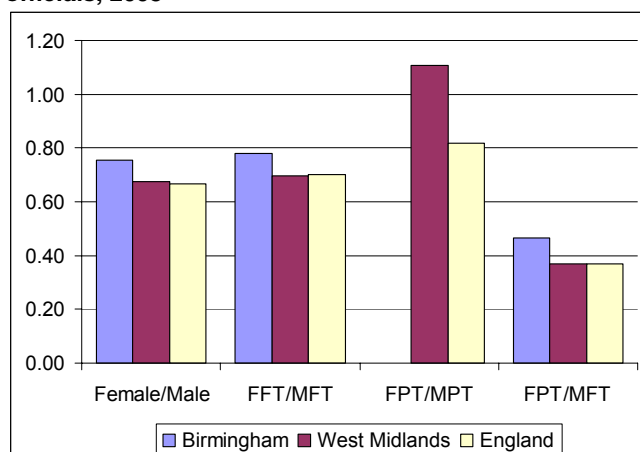
**Figure 5.5 Gross weekly pay ratios - Sales and customer service occupations, 2003**



Source: New Earnings Survey, 2003

**Figure 5.6** shows that the gender pay gap in full-time managerial and senior official jobs in Birmingham and at regional and national scales. Here women earn less than 80 per cent of the wages commanded by their male counterparts, with the gap even more marked at regional and national scales.

**Figure 5.6 Gross weekly pay ratios - Managers and senior officials, 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

Among both men and women full-time workers in Birmingham low pay is less prevalent than in the West Midlands region, but slightly more widespread than in England as a whole. **Figure 5.7** shows the percentages of women and men whose weekly pay falls into different wage bands. In Birmingham a quarter of women, and 9 per cent of men, working full-time earned less than £250 per week.

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 Birmingham earned just £808 or more per week. However, this is higher than the top 10 per cent of men in the West Midlands region, who earned

£748 or more per week. Among women working full-time the top 10 per cent of earners earned £636 or more in Birmingham, compared with £588 or more in the region, and at least £644 in England as a whole. While the earnings levels for men and women in the bottom 10 per cent of earners were similar in Birmingham and in England as a whole, 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.

### Key Points

- In Birmingham, hourly pay rates for both men and women who work full-time are lower than in the region and England as a whole.
- Women in full-time employment earn less than their male counterparts at all geographical levels.
- Although for full-time workers across all occupations the pay gap is narrower in Birmingham than in the region and England, there is significant variation by occupation. The pay gap is wider for full-time women workers in Birmingham in sales and customer service occupations and narrowest in full-time jobs in personal services occupations.
- In 2003, among full-time workers, a third of men and well over half of women earner less than £350 per week.
- Although there is little difference between Birmingham and England in the amount that the bottom 10 per cent of earners earn, the top 10 per cent of earners in Birmingham who work full-time earn much less than their counterparts in England, especially for men.

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

Area		Percentage of people earning under:			10 per cent earn	
		£250	£350	£460	Less than	More than
Birmingham	Males	9.0	32.6	54.2	£254.10	£808.70
	Females	24.6	54.6	73.3	£203.30	£636.30
West Midlands	Males	11.0	36.4	60.0	£243.50	£748.80
	Females	28.5	59.2	77.5	£195.00	£588.20
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



# 6. Unemployment and Economic Inactivity

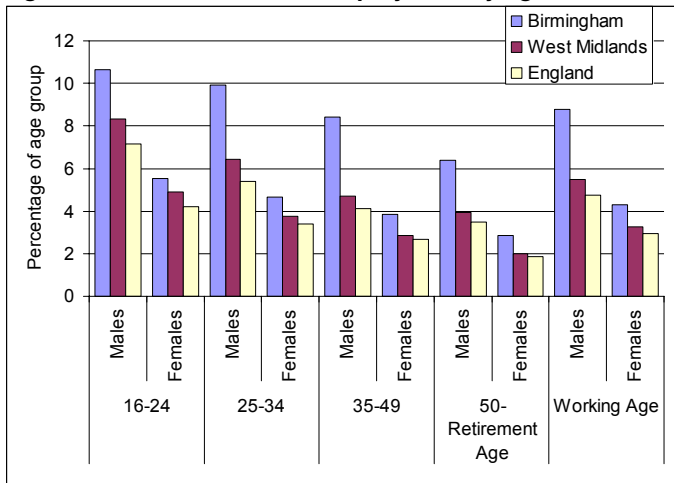
## Unemployment

*Unemployment in Birmingham is particularly marked amongst young men.*

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

**Figure 6.1** shows the percentages of men and women who described themselves as unemployed when they completed their 2001 Census return. This shows an unemployment rate for working age men of 8.8 per cent in Birmingham, significantly higher than for the West Midlands (5.5 per cent) or for England as a whole (4.8 per cent). This equates to 26,120 unemployed men. For women of working age the unemployment rate was 4.3 per cent (nearly 12,340 women), higher than in either the West Midlands (3.3 per cent) or England as a whole (3.0 per cent).

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



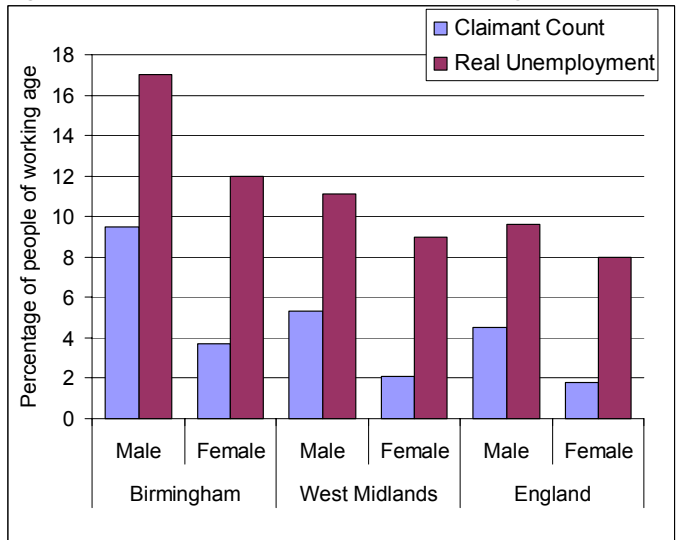
Source: 2001 Census Standard Tables, Crown copyright 2003

The highest levels of unemployment are amongst those aged 16-24, where the rate for men and women rises to 11 per cent and nearly 6 per cent respectively. At all ages and across all geographical levels the unemployment rate for men is higher than that for women.

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

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

**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

In 2001, the estimated 'real' unemployment rate for men (17 per cent) and for women (12 per cent) in Birmingham was higher than the regional and national equivalents. While 'real' unemployment was higher for men in Birmingham, the difference between the claimant count and the 'real' unemployment rate was greatest for women - at over 8 per cent.

Another measure of unemployment is the 'Want Work Rate'<sup>23</sup> (WWR). The TUC has estimated working age '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 including the inactive who want work. Using this methodology it is possible to produce WWRs for Birmingham, the West Midlands region and England. These are presented in **Figure 6.3**. This shows that although the unemployment and 'real unemployment' rates are usually higher for men than women, the converse is true of the WWRs at all geographical levels. The WWRs for both men and women are also higher in Birmingham than in the region and nationally.

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



**Figure 6.3 Want Work Rates**

	All	Males	Females
<b>Birmingham</b>	16.9	14.8	19.6
<b>West Midlands</b>	11.5	10.2	13.1
<b>England</b>	11.1	9.9	12.5

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

Among the inactive who wanted a job the most common reason given for not looking was long-term sickness and disability, covering about 34 per cent of the total<sup>24</sup>. The next most common reason was family and care responsibilities, accounting for another 32 per cent. There was a small group of students, about 13 per cent of the total. However, nearly 20 per cent gave 'some other reason' (including a small number of discouraged workers (about 2 per cent) who think there are no jobs available.

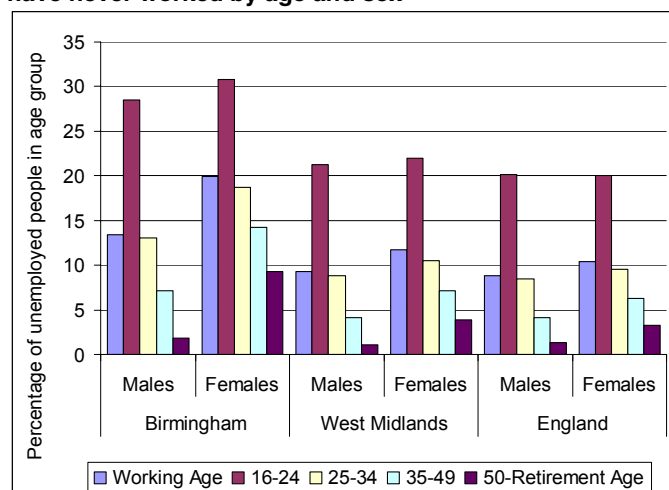
### Length of time since last worked and former occupation and industry

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

**Figure 6.4** shows that Birmingham has a relatively high percentage of unemployed people of working age who have never worked. The figures for men (14 per cent) and women (20 per cent) are higher than those in the region and nationally. The lack of participation in the labour market is more acute amongst women, particularly young unemployed women, among whom 31 per cent of 16-24 year olds have never worked. This is in contrast to the situation in the region and in England, suggesting there may be significant local barriers to labour market entry.

**Figure 6.5** also highlights the large proportion of unemployed women in Birmingham who have never worked (20 per cent compared to a national figure of just over 10 per cent). Unemployed men in Birmingham are also more likely never to have been employed than those in the region or in England as a whole. In contrast, only about 22 per cent of both men and women had been unemployed for less than a year, compared with around 30 per cent of men and women in the West Midlands and 32 per cent of men and women in England as a whole.

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



Source: 2001 Census Standard Tables, Crown copyright 2003

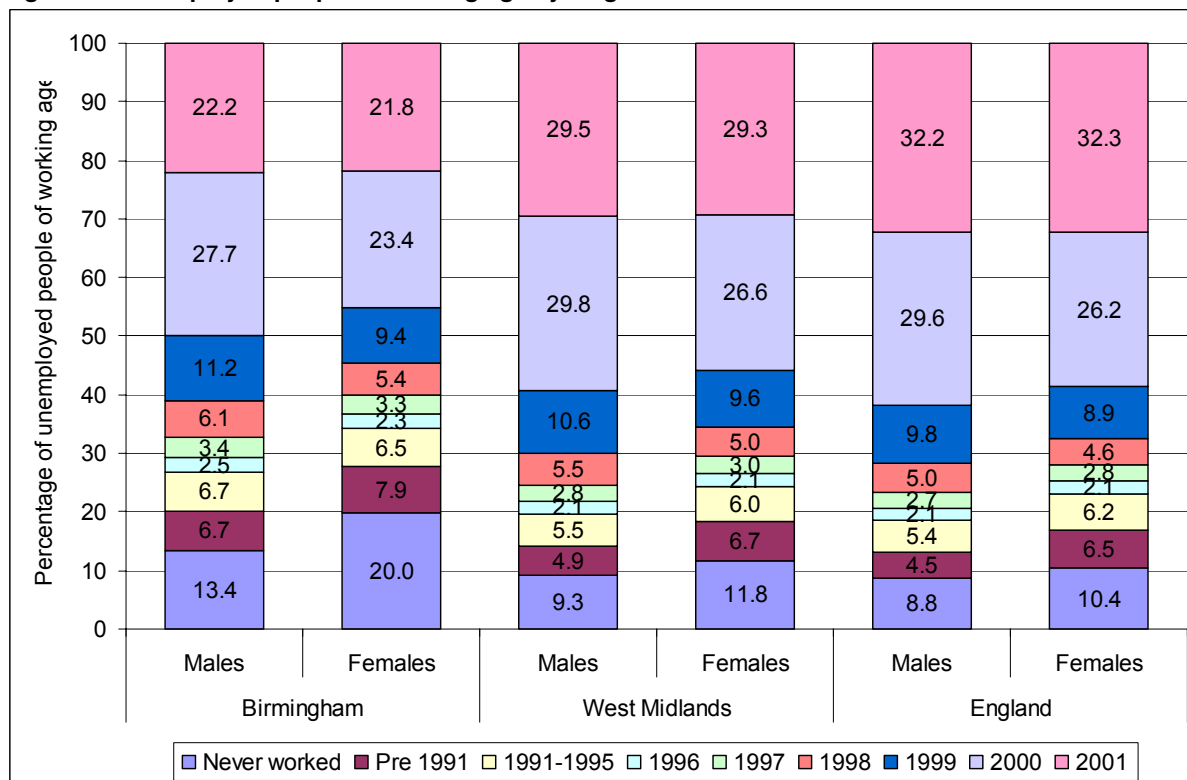
*Many unemployed women last worked in sales, clerical and in personal service occupations. In contrast, a large number of men were formerly in skilled trades or working as process, plant or machine operatives.*

**Figure 6.6** shows the former occupation of those people of working age who said they were unemployed. Nearly 70 per cent of unemployed men were formerly employed in elementary occupations, as process, plant or machine operatives or in skilled trades, a little above the figure for the West Midlands and England. Conversely, fewer unemployed men previously worked in associate professional and technical occupations, or as professionals, managers or senior officials (17 per cent compared with 19 per cent in the West Midlands and 24 per cent in England).

Nearly a quarter of unemployed women in Birmingham were previously in elementary occupations. Their previous occupations also included sales and customer service (19 per cent), personal service (13 per cent) and administrative and secretarial (17 per cent) occupations, a picture similar to that in both the West Midlands and England. However fewer unemployed women were previously in associate professional or technical occupations, or working as professionals, managers or senior officials (14 per cent compared with 16 per cent in West Midlands and 21 per cent in England).

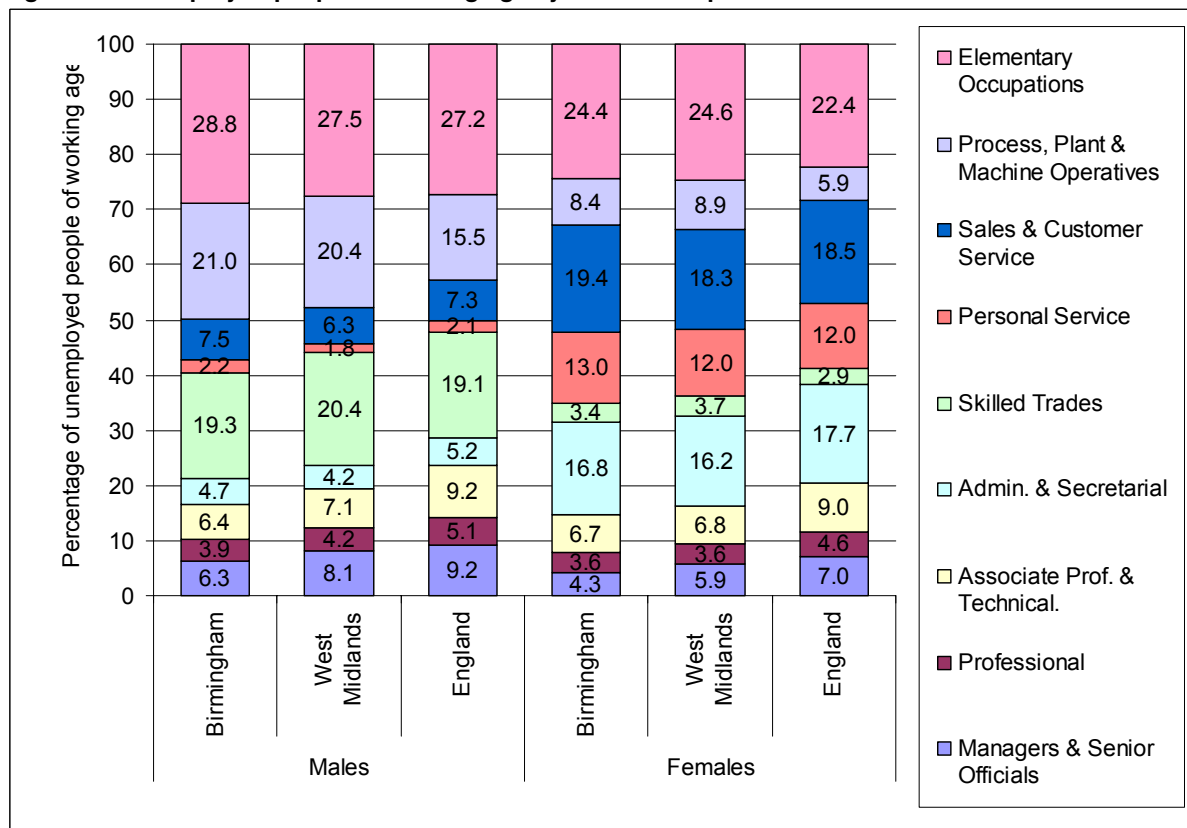
<sup>24</sup> Source: Labour Force Survey 2002, ONS, Crown Copyright 2004.

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



Source: 2001 Census Standard tables, Crown Copyright 2003

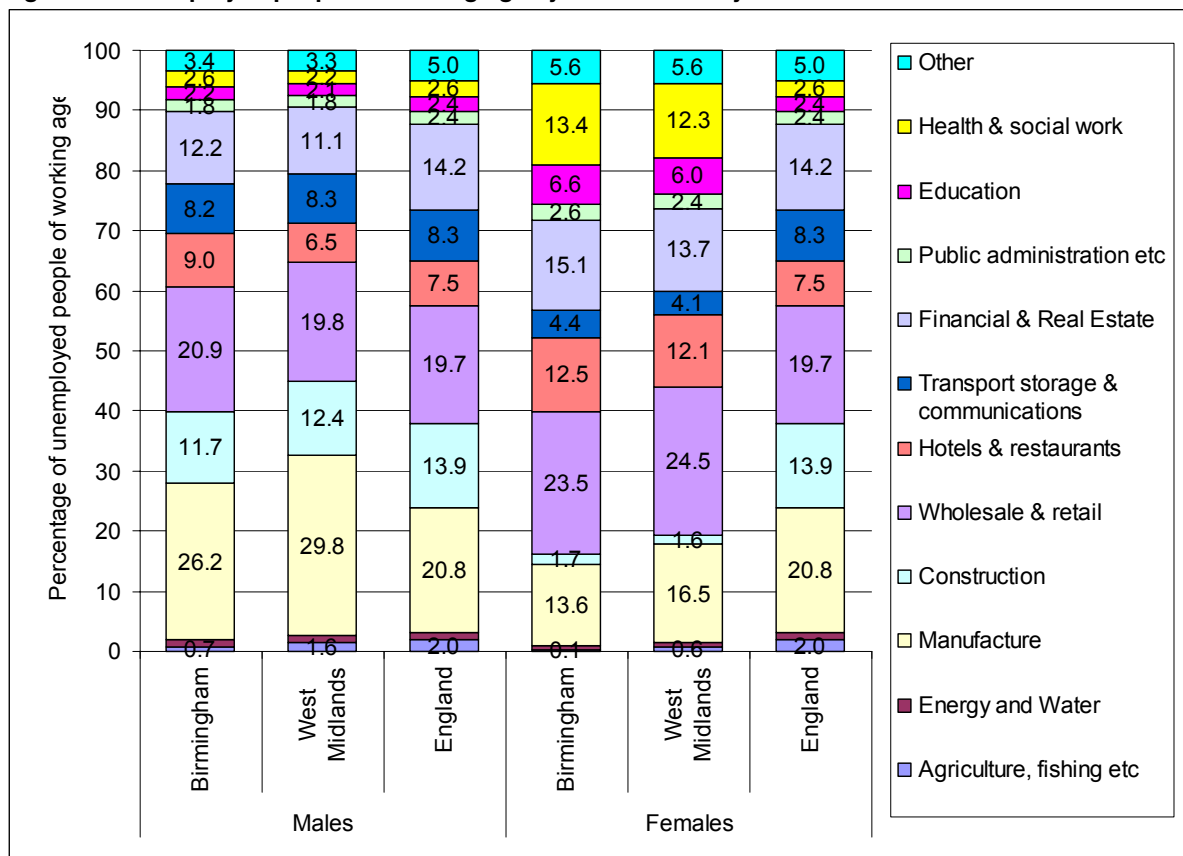
**Figure 6.6 Unemployed people of working age by former occupation and sex**



Source: 2001 Census Standard Tables, Crown Copyright 2003

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

**Figure 6.7 Unemployed people of working age by former industry and sex**



Source: 2001 Census Standard Tables, Crown Copyright 2003

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

**Figure 6.7** shows the industrial sector in which unemployed people of working age formerly worked. Over a quarter of unemployed men in Birmingham were previously employed in manufacturing industry, less than the percentage for the region (30 per cent), but higher than in England as a whole (21 per cent). A further 21 per cent of men formerly held jobs in the wholesale and retail sector. Of the unemployed women in Birmingham, 14 per cent were previously employed in manufacturing, 13 per cent in health and social work and 15 per cent in the financial and real estate sector. This is similar to the overall patterns within the West Midlands and England.

## Economic Inactivity

*Women in Birmingham, across all age groups, are more likely than women in England to be looking after their home or family.*

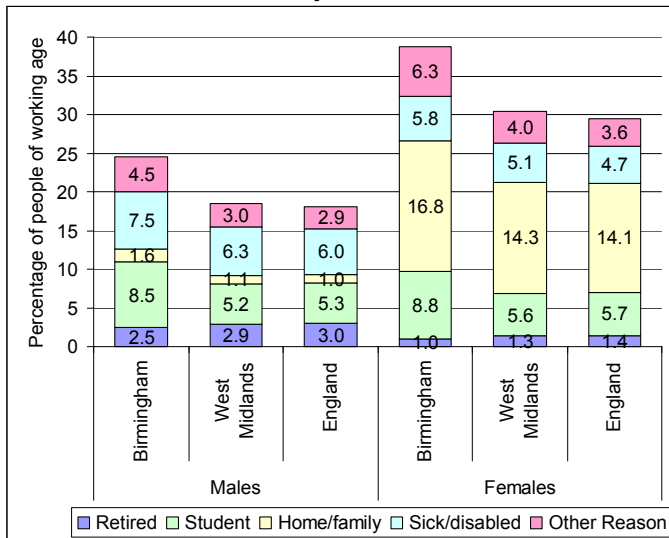
*Birmingham's economically inactive population includes a relatively high proportion of students.*

**Figure 6.8** explores why men and women describe themselves as economically inactive. This shows that in Birmingham in 2001:

- Almost 9 per cent of working age women were in full-time study. This reflects the location of three Universities within the city.
- 17 per cent of women of working age were looking after their home or family full-time, significantly more than in the region or in England.
- Over 7 per cent of men and almost 6 per cent of women of working age in Birmingham were inactive in the labour market because of sickness or

disability. This is higher than the corresponding regional and national figures.

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



Source: 2001 Census Standard Tables, Crown Copyright 2003

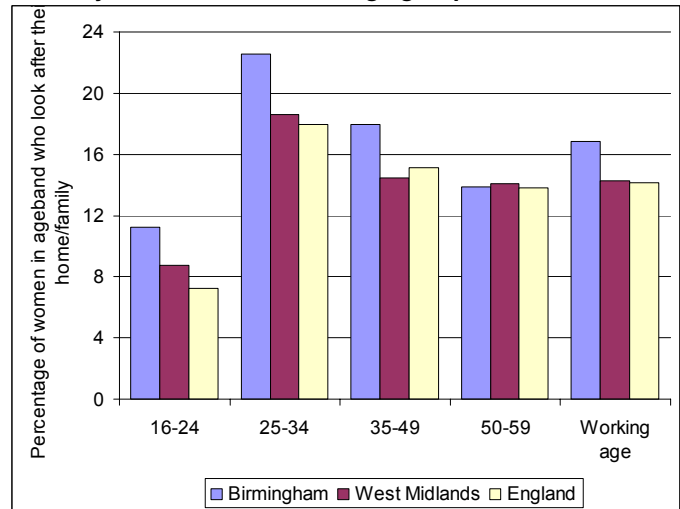
Data from the 1991 and 2001 Censuses show a large increase in the percentage of men of working age who are economically inactive, from 15 per cent of Birmingham men in 1991, to 25 per cent in 2001<sup>25</sup>. Similar, though smaller, increases were seen in the West Midlands (from 13 per cent to 19 per cent) and in England (from 13 per cent to 18 per cent). Between 1991 and 2001 there was also a small increase in the percentage of women of working age in Birmingham who were economically inactive, from 36 per cent to 39 per cent. This increase is in contrast to the regional and national picture, economic inactivity among women fell from 33 per cent to 30 per cent in the West Midlands, and from 32 per cent to 29 per cent in England.

Comparing the data from the 1991 Census with the 2001 Census also shows an increase in the percentage of people of working age who are permanently sick or disabled. The increase was larger in Birmingham (up 1.6 per cent in men and 2.1 per cent in women) than in the West Midlands (up 1.2 per cent in men and 1.7 per cent in women) and England (up 1.2 per cent in men and 1.6 per cent in women).

**Figure 6.9** provides an age breakdown of women who look after their home or family full-time, and shows that this varies within each age group. In Birmingham, a higher percentage of women were not economically active due to family and household commitments across all age groups. The divergence from the regional and national averages is especially marked in the 25 to 34 age group, with almost 5 per cent more women in

Birmingham of this age looking after their home or family.

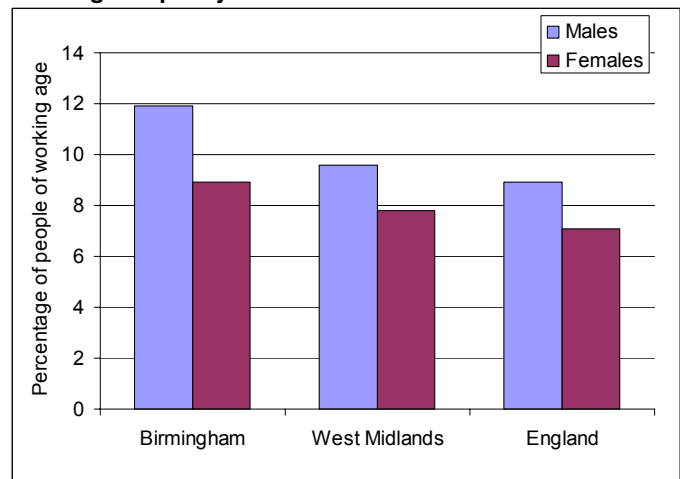
**Figure 6.9 Percentage of women who look after their home or family full-time within each age group**



Source: 2001 Census Standard Tables, Crown Copyright 2003

**Figure 6.10** shows in 2001 more than 12 per cent of men and almost 9 per cent of women in Birmingham were claiming Incapacity Benefit. This was considerably higher than the percentages in the region and in England as a whole.

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



Source: Claimants of Key Benefits, DWP, August 2003

<sup>25</sup> Source: 1991 Census LBS, Crown Copyright 1993.

## Qualifications and Economic Activity

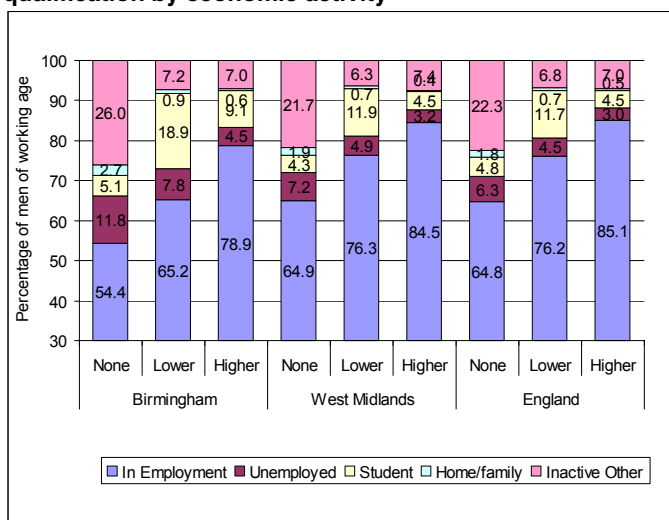
*Qualifications have a significant effect on employment status*

*Among women, lack of qualifications is strongly linked to looking after a family or home full-time.*

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

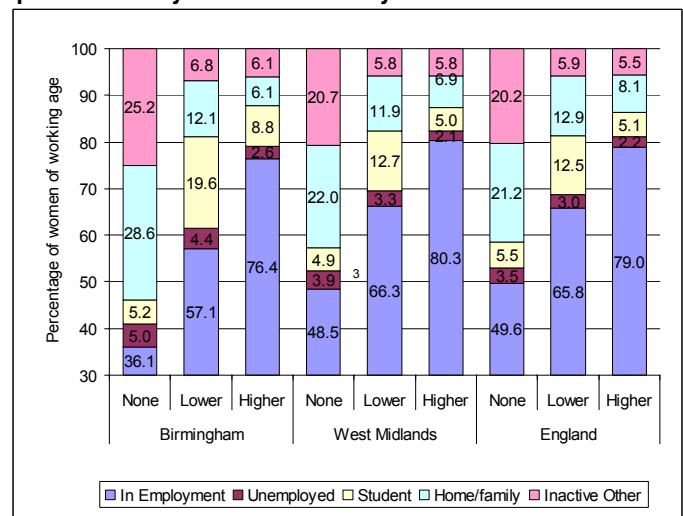
- Only 36 per cent of women with no qualifications were in employment, compared with 54 per cent for their male equivalents, and 79 per cent for women with a degree.
- Almost 29 per cent of women with no qualifications were looking after their home and/or family full-time, compared with 12 per cent of women with lower level qualifications, and just 6 per cent of highly qualified women. This was higher than in the region (22 per cent) or in England as a whole (21 per cent).
- In Birmingham, men and women with no or lower level qualifications are less likely to be in employment than their regional and national counterparts.
- The gap between male and female employment rates gets narrower as levels of qualifications increase.

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



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

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



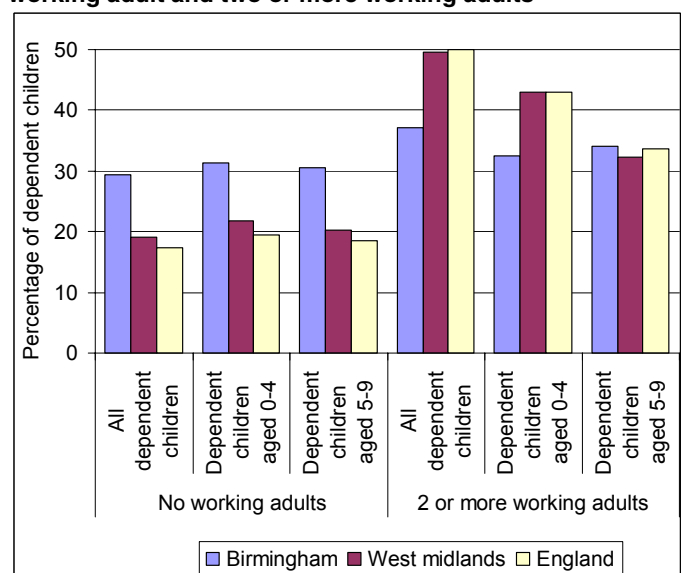
Source: 2001 Census Standard Tables, Crown copyright 2003  
Note: Lower level qualifications are those equivalent to 'A' level and below. Higher level qualifications are those equivalent to degree and above.

## Families and Economic Activity

*Many children in Birmingham are growing up in workless households.*

*Lone parents in Birmingham are more likely to be economically inactive than their wider regional and national counterparts.*

**Figure 6.13 Dependent children<sup>26</sup> in households with no working adult and two or more working adults**



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

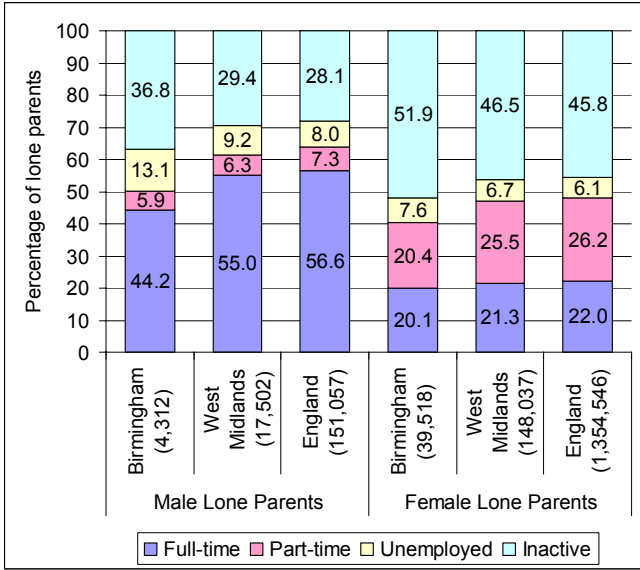
Figure 6.13 shows that 29 per cent of dependent children in Birmingham live in households with no

<sup>26</sup> A dependent child is a person in a household aged 0 to 15 (whether or not in a family) or a person aged 16 to 18 who is a full-time student in a family with parent(s).

working adult, compared with 19 per cent in the West Midlands region and 17 per cent in England. The figure was even higher for children under five and for those aged five to ten (31 per cent). Birmingham also has a lower percentage of dependent children living in households with two or more working adults, 37 per cent compared with 50 per cent at the regional and national scales.

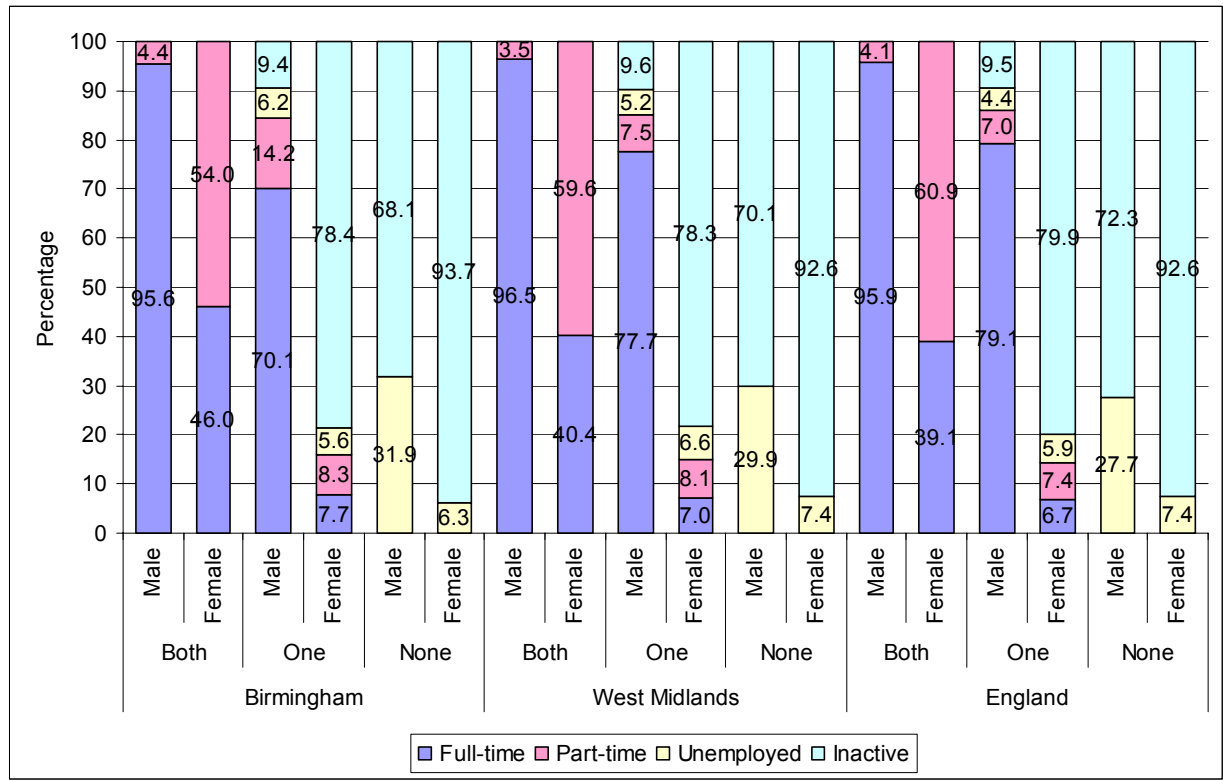
**Figure 6.14** shows that both male and female lone parents in Birmingham are more likely to be economically inactive, and less likely to be in employment, than those in the region or in England. 41 per cent of female lone parents were in employment, compared with 47 per cent in the region and 48 per cent nationally. Amongst male lone parents, only 44 per cent work full-time, compared with 55 per cent in the region and 57 per cent in England as a whole. 13 per cent of male lone parents in Birmingham were unemployed (13 per cent), compared with 9 per cent in the region and 8 per cent in England as a whole. Thus, proportionally, more children of lone parents are growing up in workless households in Birmingham than elsewhere.

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



Source: 2001 Census Standard Tables, Crown Copyright 2003

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



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



**Figure 6.15** shows the economic activity of adults in couple families with dependent children. In families where both parents worked, 96 per cent of fathers worked full-time - a consistent proportion across all areas. In Birmingham, the employment patterns of mothers in couple families varied from the regional and national pictures: 46 per cent of mothers worked full-time, compared with 40 per cent in the region and 39 per cent nationally. For couple families in which only one adult worked, fewer fathers were in full-time employment in Birmingham (70 per cent) than in the West Midlands (78 per cent) and England (79 per cent). Indeed, fathers in Birmingham are twice as likely to work part-time and are more likely to be unemployed. Mothers in Birmingham fared much the same as their regional and English equivalents. In couple families where neither parent worked, more Birmingham fathers were unemployed (32 per cent), and mothers were more likely to be economically inactive.

### Key Points

- A relatively high proportion of men and women of working age in Birmingham are unemployed.
- Estimates of 'real' unemployment for both men and women in Birmingham suggest that the scale of labour market detachment is significantly underestimated, especially for women.
- A comparatively high proportion of Birmingham's unemployed women, across all ages, have never had a paid job.
- Approximately one third of unemployed people of working age in Birmingham, 30 per cent of men and 36 per cent of women, have not worked for over 5 years.
- Half of unemployed men of working age in Birmingham were previously employed as process, plant or machine operatives or in elementary occupations. The previous occupations of women were very different. 19 per cent previously worked in sales and customer services, 17 per cent in clerical posts and 13 per cent in personal services.
- Over a quarter of unemployed men in Birmingham previously worked in manufacturing industry and another 21 per cent in the wholesale and retail sector. 24 per cent of unemployed women last worked in the wholesale and retail sector, with a further 13 per cent previously employed in health and social work.
- 9 per cent of both men and women of working age in Birmingham are students, significantly higher than in the region and England as a whole.
- For about 1 in 6 women of working age economic inactivity is associated with their household responsibilities.
- Sickness or disability was the reason for economic inactivity for 12 per cent of men and 9 per cent of women. These figures were above the national average.
- Qualifications have a marked effect on employment status. This is particularly acute for Birmingham's unqualified women who are less likely to be employed than unqualified men and more likely to be at home full-time looking after their home or family.
- Across all age groups the percentage of women looking after their home or family full-time was higher in Birmingham than for England as a whole, particularly amongst 16-24 and 25-34 year old women.
- 30 per cent of dependent children in Birmingham live in households with no working adult. The proportion is even higher for young children. Just 37 per cent of dependent children live in households where there are two working adults - 13 per cent below the regional and national figures.
- In couple families with dependent children where no parents worked, more fathers (32 per cent) were unemployed, and mothers were more likely to be economically inactive.
- A lower proportion of male and female lone parents with dependent children in Birmingham (50 per cent of lone fathers and 41 per cent of lone mothers), were active in the labour market, compared with national figures of 64 per cent and 48 per cent for men and women respectively.

## 7. Women, Men and Diversity

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

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

As described in Chapter 1, Birmingham has a comparatively large population of residents from Black and Minority Ethnic groups. **Figures 7.1 and 7.2** show the economic activity status of young men and women by ethnicity. Some ethnicity categories contain large numbers, with the largest groups of young people found among the *Pakistani* (20,474 young people), *Indian* (9,600), *Black Caribbean* (5,596), and *Bangladeshi* (3,945) groups; *Mixed White and Black Caribbean* (2,876), *Black African* (1,102) and *Other Black* (1,058); *White Other* (3,063), and *White Irish* (1,575) groups.

Among mature people of working age (25-59 years for women, and 25-64 years for men), the same ethnic groups have the largest numbers after the majority *White British* category. Here the figures for each population group are: *Pakistani* (38,373 mature working age people), *Indian* (27,633), *Black Caribbean* (24,337), *White Irish* (15,826), *Bangladeshi* (7,369), *White Other* (7,563), *Black African* (3,090), *Mixed White and Black Caribbean* (3,251), and *Other Black* (2,443).

### Economic Activity

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

In Birmingham, among 16-24 year olds, young *White Irish* people were more likely to be employed full time (31 per cent of men and 27 per cent of women), compared with young people from other minority ethnic groups, as shown in **Figures 7.1 and 7.2**. Young *Mixed White and Black Caribbean* people in Birmingham also had a higher **full-time employment** rate (27 per cent men and 22 per cent women), followed by 22 per cent of *Indian* men and 19 per cent of *Indian* women, and 21 per cent of *Mixed White and Asian* men and 18 per cent of *Mixed White and Asian* women. 23 per cent of young *Pakistani* men were also in full-time employment, compared with only 10 per cent of young *Pakistani* women.

The highest **unemployment** rates were found in young *Mixed White and Black Caribbean* people in Birmingham

(22 per cent for men and 10 per cent for women), and in young *Black Caribbean* people (20 per cent for men and 9 per cent for women), compared with 11 per cent men and 6 per cent women in Birmingham's overall 16-24 population. These patterns were similar to those found for these young Black and Minority Ethnic groups in the West Midlands region, but more marked than in England as a whole.

In Birmingham, **part-time employment** was more widespread among young women from *Mixed White and Black Caribbean*, *Black Caribbean*, and *Other Black* groups (8 per cent, 9 per cent and 7 per cent respectively), compared with other young women. On the other hand, a higher proportion of young women from the *Pakistani* (27 per cent), *Bangladeshi* (24 per cent) and *Other Asian* (18 per cent) groups were **looking after their home or family full-time**, compared both with 11 per cent in Birmingham's overall 16-24 female population and with their counterparts nationally (19 per cent, 22 per cent and 8 per cent respectively).

#### Economic Activity: Men aged 25 - 64 years

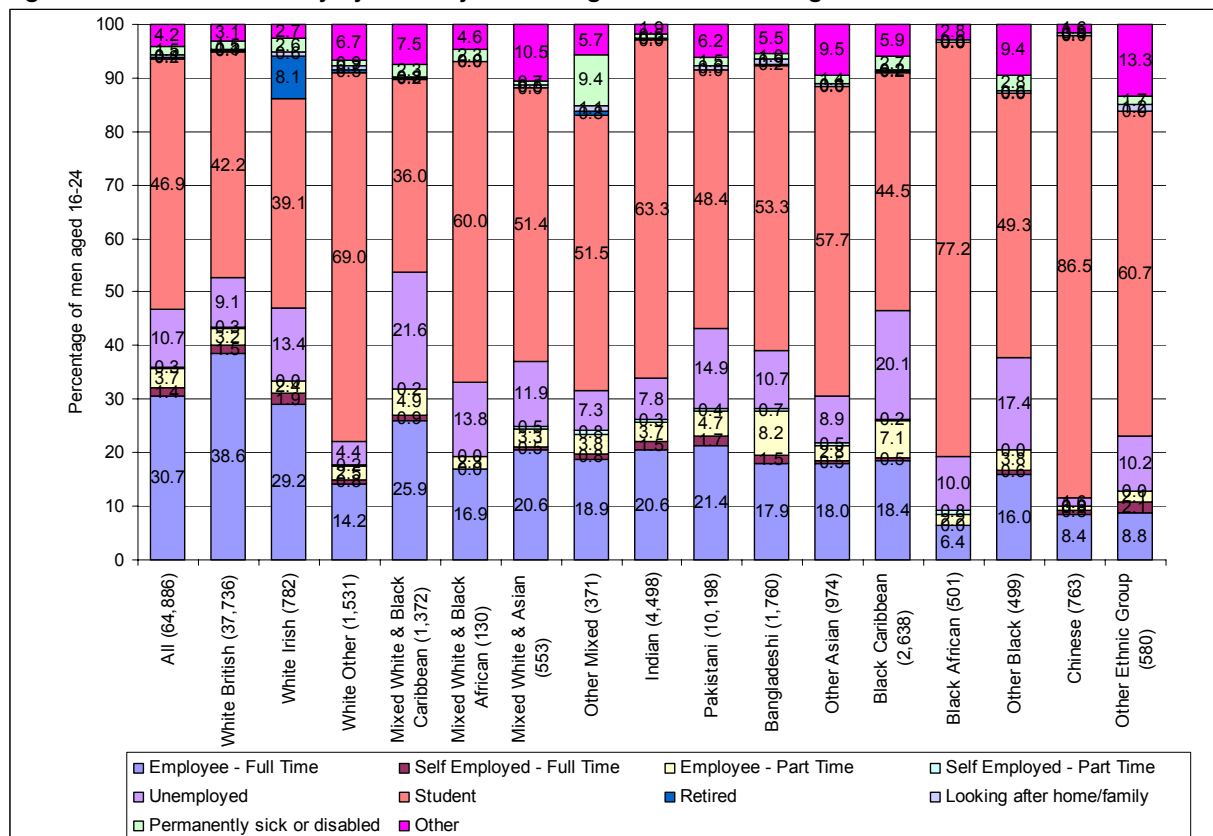
In Birmingham, the **full-time employment** rate of Black and Minority Ethnic men aged 25-64 was lower than in the West Midlands region and England as a whole.

**Figure 7.3** shows that just over half of *Indian* and *Black Caribbean* men were employed full time, followed by men from the *White Other* (49 per cent), *Mixed White and Black Caribbean* and *Mixed White and Asian* (48 per cent respectively) groups, and compared with 56 per cent of the overall 25-64 male population in Birmingham. The lowest rates of full-time employment were found among *Bangladeshi* (20 per cent) and *Other Ethnic* (28 per cent) men.

The highest **full-time self-employment rate among men** was found in Birmingham's *Indian* (16 per cent), *Chinese* (13 per cent), *White Irish*, *Pakistani* and *Other Asian* men (all 12 per cent), compared with 10 per cent of the overall 25-64 male population in Birmingham. At the other end of the spectrum were *Other Black* and *Black African* men, with full-time self employment rates of less than 5 per cent.

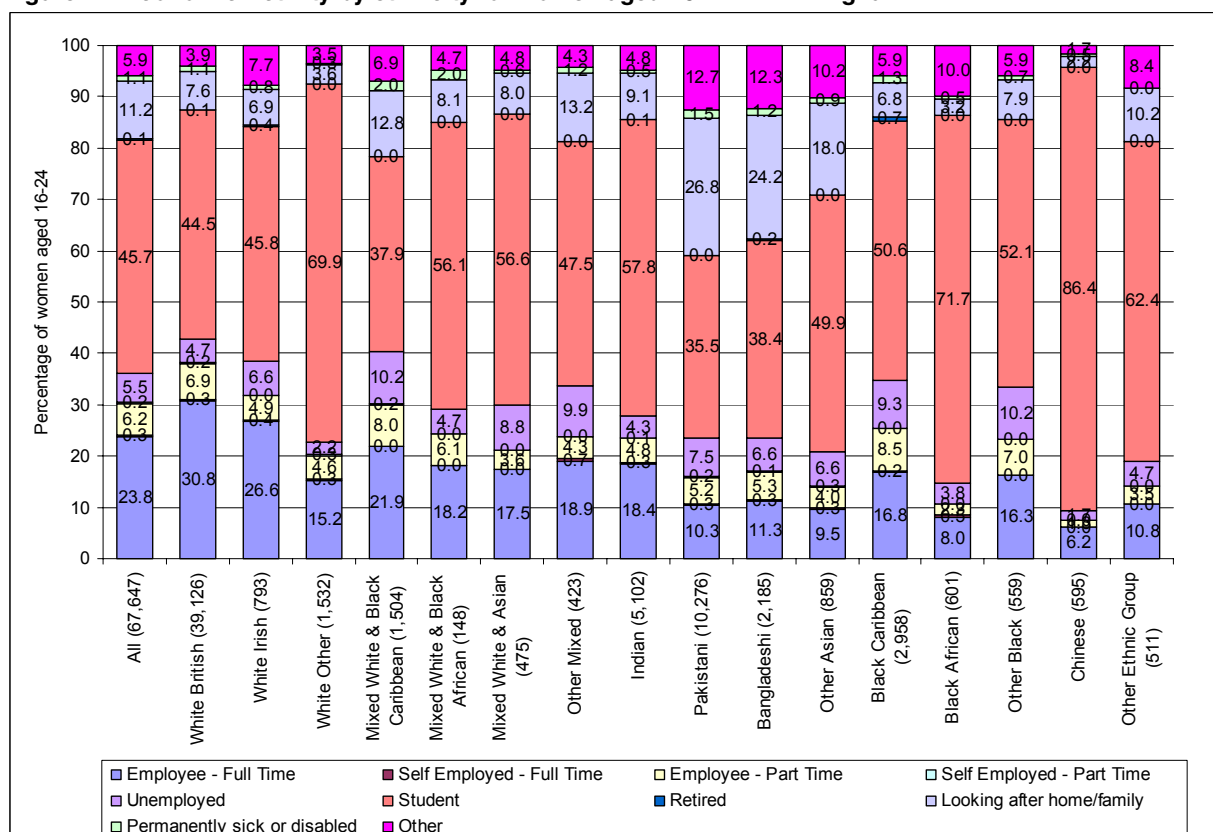
**Male part-time employment** was primarily found among *Bangladeshi* men, with over a quarter of this group either employed or self-employed on a part-time basis. *Pakistani* men were also more likely than most other groups to work part-time, 13 per cent, compared with 6 per cent of the overall 25-64 male population in Birmingham, and 3 per cent of the *White British* male population.

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



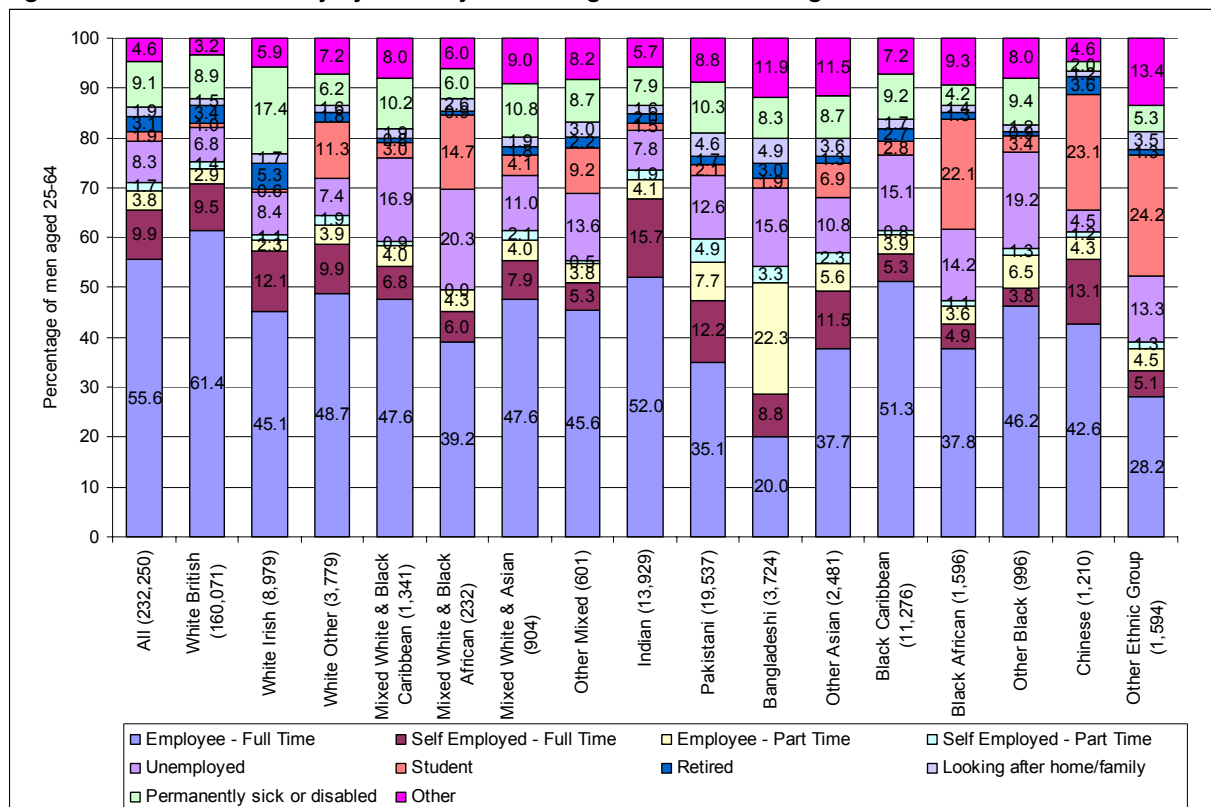
Source: 2001 Census Standard Tables, Crown Copyright 2003

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



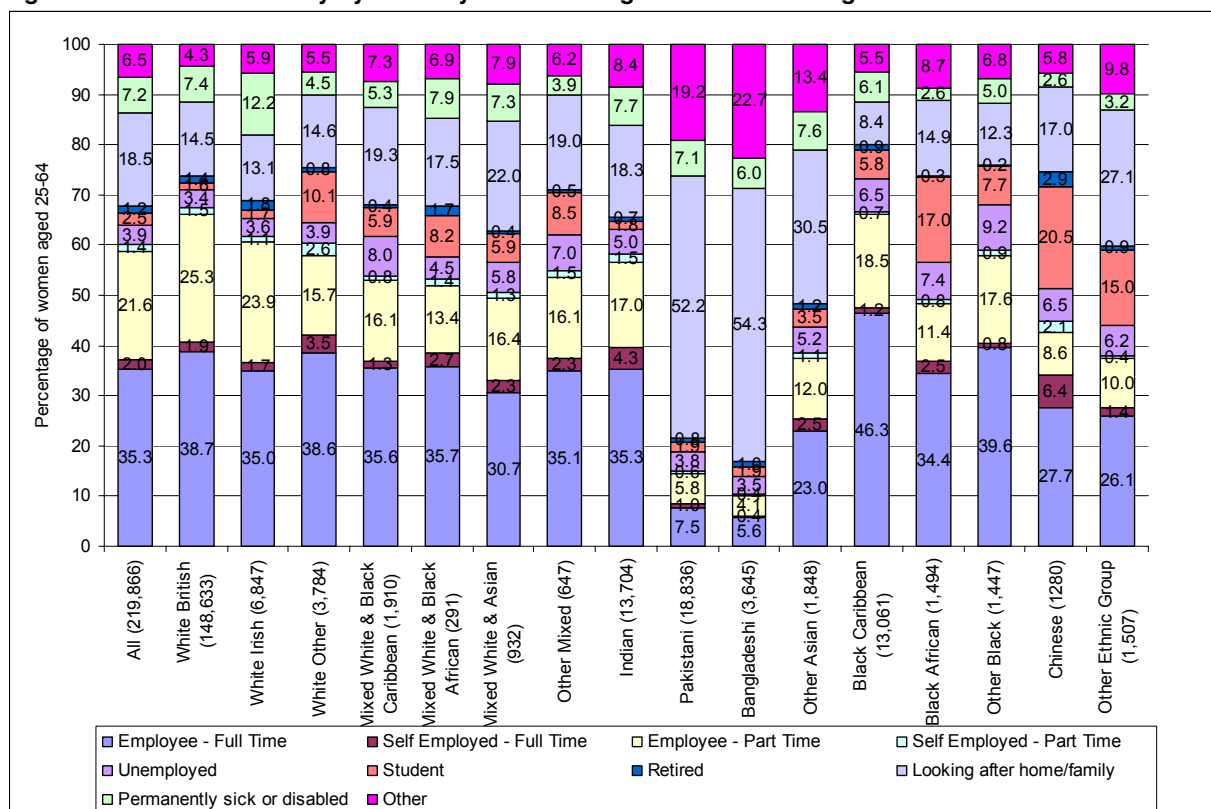
Source: 2001 Census Standard Tables, Crown Copyright 2003

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



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

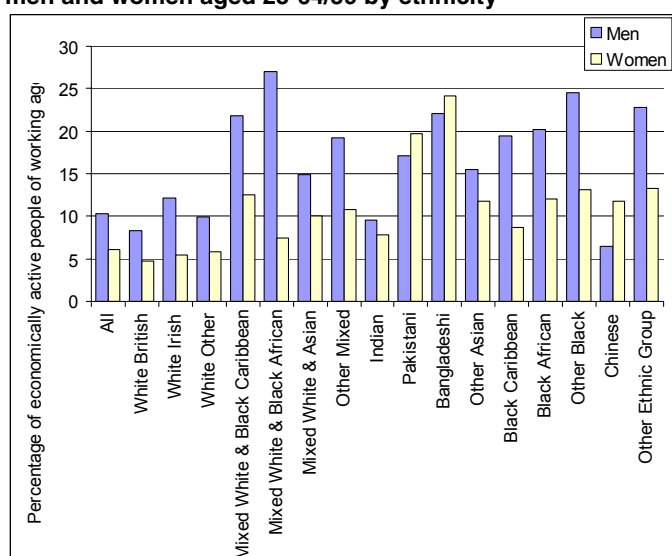
**Figure 7.4 Economic Activity by ethnicity for women aged 25-59 in Birmingham**



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

In Birmingham, the highest **male unemployment** rate was found among Mixed White and Black African and Other Black men, about one in five men in both cases, followed by 17 per cent of Mixed White and Black Caribbean men, 16 per cent of Bangladeshi men and 15 per cent of Black Caribbean men. These figures were also higher than the corresponding rates for men from the same groups regionally and nationally. The lowest unemployment rate was found in Chinese men, less than 5 per cent, a considerably lower rate than for the overall 25-64 male population in Birmingham (8 per cent). The unemployment rate for White British men in Birmingham was 7 per cent.

**Figure 7.5 Unemployment rates for economically active men and women aged 25-64/59 by ethnicity**



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

It is also possible to look at the unemployment rate for economically active men. This excludes those people who are economically inactive, and is therefore not as influenced by the high numbers of students or those looking after their home or family, or permanently sick or disabled. **Figure 7.5** shows high rates of unemployment amongst economically active men from the White and Black African, Other Black and White and Black Caribbean ethnic groups. Amongst economically active women, Bangladeshi, Pakistani and Chinese women are all more likely to be unemployed than economically active men from their own ethnic group.

By comparison with the White British male population aged 25-64 in Birmingham, among whom only 1 per cent were **students**, there was a far higher percentage of **students** among Birmingham's Black and Minority Ethnic men - over one fifth of Other Ethnic, Chinese and Black Caribbean men, 15 per cent of Mixed White and Black African men, 11 per cent of men from the White Other group, and 9 per cent of men from the Other Mixed group, compared with only 2 per cent of the overall 25-64 male population in Birmingham. This

higher percentage of students among Birmingham's Black and Minority Ethnic men can in part be attributed to the large numbers of international students attracted to its three universities.

While 9 per cent of the overall male population aged 25-64 in Birmingham were economically inactive due to **sickness or disability**, a considerably higher proportion of White Irish men (17 per cent) were sick or disabled, followed by 11 per cent of Mixed White and Asian men, and 10 per cent of Mixed White and Black Caribbean and of Pakistani men.

In Birmingham, a significantly higher proportion of Black and Minority Ethnic men were in the '**other**' economic activity status, 13 per cent of men from Other Ethnic groups, 12 per cent of Bangladeshi and Other Asian men, 9 per cent of Mixed White and Asian, Pakistani and Black African men, and 8 per cent of Mixed White and Black Caribbean, Other Mixed and Other Black men, compared with less than 5 per cent of the overall 25-64 male population in Birmingham and 3 per cent of White British men<sup>27</sup>.

### Economic Activity: women aged 25 - 59 years

**Figure 7.4** shows that Birmingham's women have patterns of economic activity which differ both from their opposite sex and between women of different Black and Minority Ethnic groups. The highest **female full-time employment** rate (including full-time self-employment) was found among Black Caribbean (48 per cent), White Other and Other Black women (both 42 per cent), followed by Indian (40 per cent), and Mixed White and Black African (38 per cent) women. The full-time employment rate for White British women was 39 per cent. Women from these ethnic groups were more likely to work full-time than those from other Black and Minority Ethnic groups. **Full-time self-employment** was more prevalent among Chinese women (6 per cent), Indian women and women from the White Other group (both around 4 per cent), compared with 2 per cent of the overall 25-59 female population in Birmingham and the same percentage of White British women. The full-time employment rates of Black and Minority Ethnic women in Birmingham, in most cases, were similar to the regional averages, but lower than the national levels.

A **low employment rate** was found among Bangladeshi women, with just 6 per cent in full-time and 4 per cent in part-time employment. Pakistani women were also less likely than most other groups to participate in the labour market, 9 per cent of them working full-time and 6 per cent working part-time, compared with 37 per cent working full-time and 32 per cent working part-time

<sup>27</sup> This category includes people who are looking for work but are not able to start a job within 2 weeks.



among the overall 25-59 female population in Birmingham, and with figures of 39 per cent and 27 per cent for these categories among white British women in Birmingham.

Women from the Bangladeshi and Pakistani groups were more likely to **look after their home or family full-time** than women from other ethnic groups, 54 per cent and 52 per cent respectively, compared with 19 per cent of the overall 25-59 female population in Birmingham and 15 per cent of White British women. Other ethnic groups with a higher proportion of women looking after their home or family full-time were Other Asian (31 per cent), the Other Ethnic group (27 per cent) and Mixed White and Asian (22 per cent) women.

Like their male counterparts, more women from Chinese, Black African and Other Ethnic groups were **students**, 21 per cent, 17 per cent and 15 per cent respectively, compared with less than 3 per cent of the overall 25-59 female population in Birmingham and less than 2 per cent of White British women. Again, Birmingham's Black and Minority Ethnic women were more likely to be students than other Birmingham women, and in most cases, than their counterparts at either region or nation levels.

The economic inactivity rate related to **sickness and disability** for Birmingham's Black and Minority Ethnic women was, in most cases, lower than the average of 7 per cent for the overall 25-59 female population in Birmingham or the same percentage for White British women. The highest rates were found in White Irish women (12 per cent), and among Mixed White and Black African, Indian and Other Asian women (all about 8 per cent).

In Birmingham, Bangladeshi and Pakistani women were more likely to be in '**other**' economic activity status, 23 per cent and 19 per cent respectively, compared with less than 7 per cent of the overall 25-59 female population in Birmingham and 4 per cent of White British women. The corresponding figures for their counterparts in England were 19 per cent and 16 per cent.

## Occupations of the employed population

**Figures 7.6 and 7.7** show the occupations of the employed population in Birmingham by ethnicity. Birmingham's White Other, Indian and Chinese populations contain a higher proportion of men and women who work as **managers and senior officials** than other ethnic groups. 17 per cent of men and 9 per cent of women from both White Other and Indian ethnic groups, and 15 per cent of Chinese men and 11 per cent of Chinese women were in managerial or senior official

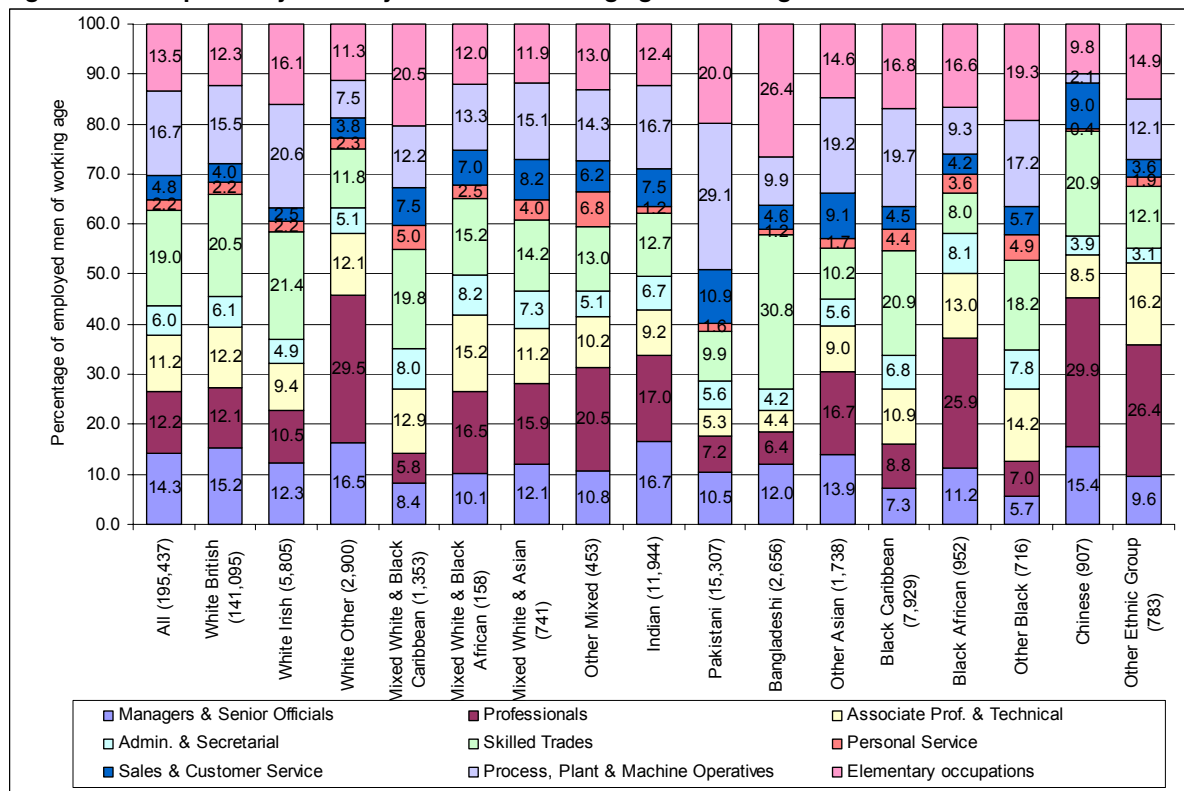
positions, compared with 14 per cent of men and 9 per cent of women of the whole population of working age in Birmingham (and with 15 per cent and 9 per cent of White British men and women). Other Black (6 per cent) and Black Caribbean (7 per cent) men, Bangladeshi women (3 per cent) and women from the Other Ethnic group (4 per cent) were far less likely to work as managers or senior officials in Birmingham. In addition, fewer Black and Minority Ethnic men and women worked in these senior jobs, compared with their counterparts both regionally and nationally.

In Birmingham, a higher proportion of men and women from the White Other (30 per cent and 27 per cent), Chinese (30 per cent and 16 per cent), Black African (26 per cent and 15 per cent), Other Ethnic (26 per cent and 14 per cent) and Other Mixed (21 per cent and 18 per cent) ethnic groups were employed in **professional jobs**, compared with 12 per cent of men and 11 per cent of women in both the overall and the White British populations in Birmingham, and with national figures. Birmingham's men and women from Mixed White and Black Caribbean, Black Caribbean, Other Black, Bangladeshi and Pakistani ethnic groups were less likely to work as professionals than other groups. This compares unfavourably with their counterparts at the national level.

As elsewhere in the country, considerably more women than men from Black and Minority Ethnic groups in Birmingham worked in **associate professional and technical** occupations. A higher proportion of Birmingham women from the Other Ethnic (36 per cent), Black African (28 per cent), Other Mixed and Other Black (20 per cent) ethnic groups worked in this type of occupation, compared with 14 per cent of the whole female population of working age in Birmingham and with 13 per cent of White British women. Men from the Other Ethnic (16 per cent), Mixed White and Black African (15 per cent), Other Black (14 per cent) and the Black African and Mixed White and Black Caribbean (both 13 per cent) groups were also more likely to work in this occupation than other Birmingham men. Again, Bangladeshi and Pakistani men were the least likely to be employed in

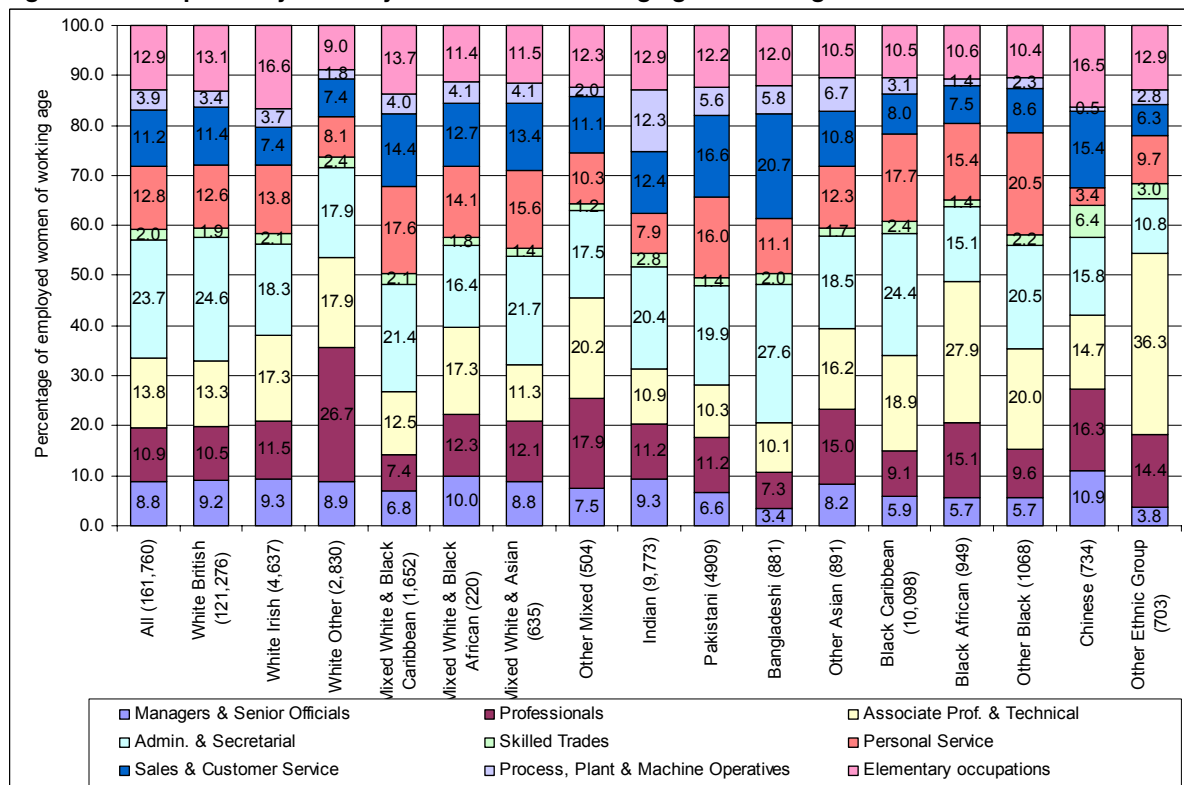


**Figure 7.6 Occupation by ethnicity for men of working age in Birmingham**



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

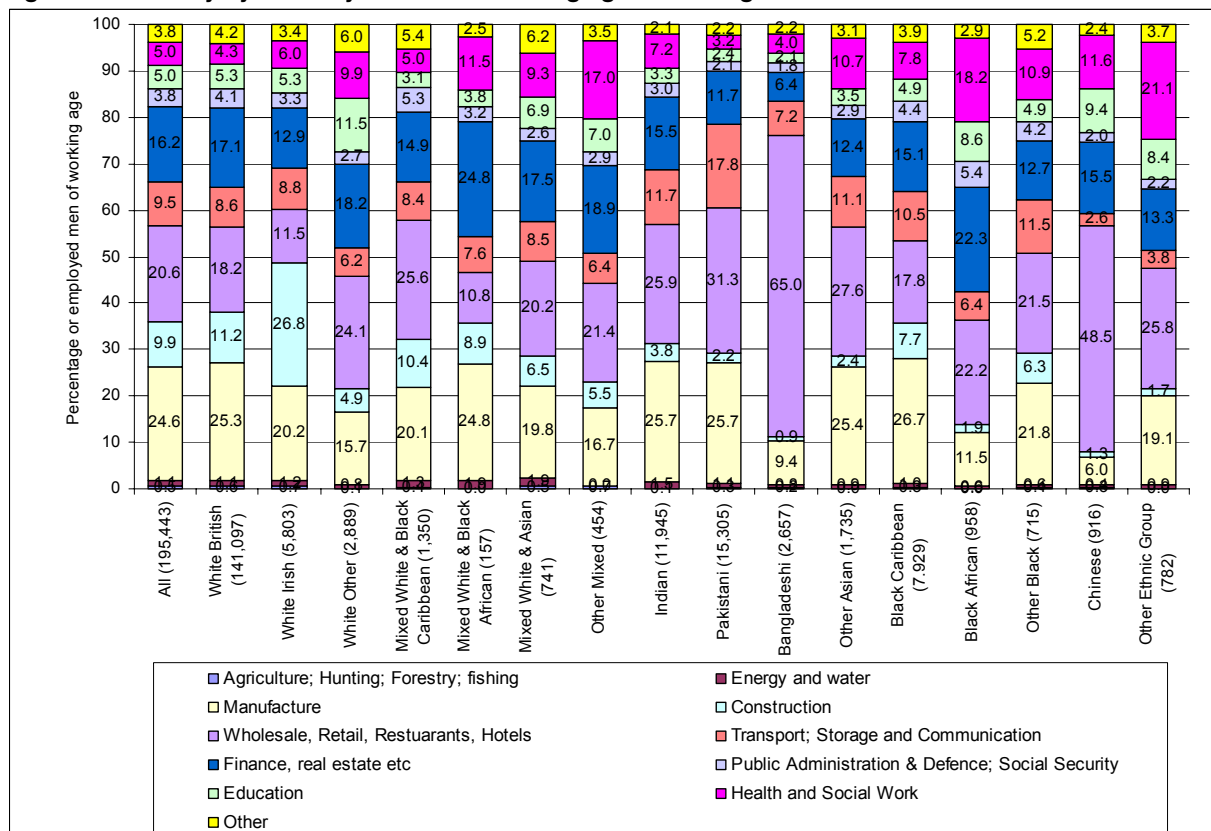
**Figure 7.7 Occupation by ethnicity for women of working age in Birmingham**



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

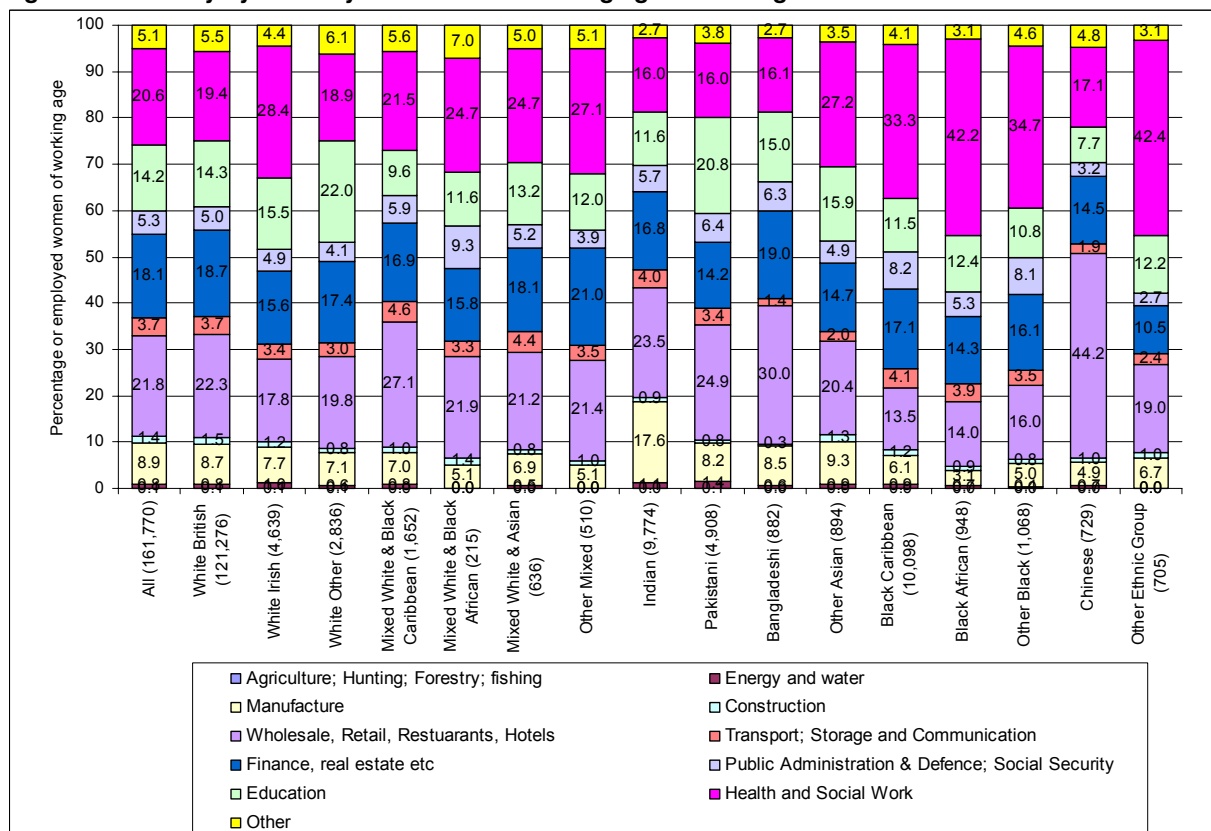
Note: Elementary occupations include farm workers, labourers, packers, postal workers, hospital porters, hotel porters, kitchen and catering assistants, waiters, waitresses, bar staff, window cleaners, road sweepers, cleaners, refuse and salvage occupations, security guards, traffic wardens, school crossing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

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



Source: 2001 Census Commissioned Tables, Crown Copyright 2004

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



Source: 2001 Census Commissioned Tables, Crown Copyright 2004

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

associate professional and technical jobs, at 4 per cent and 5 per cent respectively, compared with 11 per cent of the whole male population of working age in Birmingham, and 6 per cent and 7 per cent of their counterparts nationally.

Birmingham's Black and Minority Ethnic women were, in most cases, more likely than women from the same ethnic groups in the West Midlands region and in England as a whole to work in **administrative and secretarial** occupations. In Birmingham, a higher proportion of women and men from the Black Caribbean (24 per cent and 7 per cent), Mixed White and Asian (22 per cent and 7 per cent), Mixed White and Black Caribbean (21 per cent and 8 per cent), Other Black (21 per cent and 8 per cent) and Indian (20 per cent and 7 per cent) groups worked in this occupational category, compared with other Black and Minority Ethnic groups. On the other hand, while Bangladeshi women were the most likely to work in administrative and secretarial occupations (28 per cent compared with 24 per cent of the whole female population), Bangladeshi men were among the least likely to work in this type of work, 4 per cent compared with 6 per cent of the whole male population of working age in Birmingham.

Bangladeshi men, however, were more likely to be working in **skilled trades** than other Birmingham men, 31 per cent compared with 19 per cent of the whole male population in the city, and with 21 per cent of White British men. This compares with 24 per cent of Bangladeshi men in England. There were also higher proportions of White Irish, Black Caribbean and Chinese men working in skilled trades (21 per cent). Chinese women were more likely than other Birmingham women to be skilled workers (6 per cent compared with 2 per cent of both the whole female population and of White British women in Birmingham). This is similar to the regional and national patterns.

In Birmingham, women and men from the Other Black (21 per cent and 5 per cent), Mixed White and Black Caribbean (18 per cent and 5 per cent) and Black Caribbean (18 per cent and 4 per cent) groups were more likely than other ethnic groups to work in **personal service jobs**, where 13 per cent and 2 per cent of White British women and men in the city work. These figures for ethnic minority groups were also higher than the corresponding ones at national level. Chinese people remained the least likely to be in this occupation, 3 per cent of women and less than 1 per cent of men, in their case consistent with regional and national patterns. Birmingham's Pakistani and Chinese people were more likely than other ethnic groups to work in **sales and customer service** (17 per cent of Pakistani women and 11 per cent of Pakistani men and 15 per cent of Chinese women and 9 per cent of Chinese men, compared with

11 per cent and 4 per cent of White British women and men in the city. An even higher proportion of Bangladeshi women worked in this occupation (21 per cent), but fewer Bangladeshi men (less than 5 per cent).

In Birmingham, Pakistani men were most concentrated in **process, plant and machine operative jobs**, 29 per cent compared with 17 per cent of the whole male population of working age in Birmingham and with 16 per cent of White British men. White Irish (21 per cent), Black Caribbean (20 per cent) and Other Asian (19 per cent) men were also more likely to work as process, plant and machine operatives than other Birmingham men. A much higher percentage of Indian women worked in this occupation (12 per cent compared with only 4 per cent of the whole female population of working age in Birmingham and with 3 per cent of White British women). There was also a comparatively high proportion of Pakistani and Bangladeshi women (both 6 per cent) and of Other Asian women (7 per cent) working as process, plant and machine operatives.

In Birmingham, over a quarter of Bangladeshi men (26 per cent) were working in **elementary occupations**, compared with 21 per cent of Mixed White and Black Caribbean men, 20 per cent of Pakistani men, 19 per cent of Other Black men, 17 per cent of both Black Caribbean and Black African men, and with 14 per cent of the whole male population in Birmingham and just 12 per cent of White British men. This was similar to, but more marked than, the national pattern. In Birmingham Chinese men were the least likely to work in elementary occupations. Birmingham's Black and Minority Ethnic women were, in most cases, more likely than their national counterparts to be employed in elementary occupations. White Irish and Chinese women were the most concentrated in these occupations, 17 per cent compared with 13 per cent of the whole female population of working age and of White British women in Birmingham. A higher proportion of Mixed White and Black Caribbean women (14 per cent) also worked in elementary occupations.

## Industrial distribution of the employed population<sup>28</sup>

**Figures 7.7 and 7.8** show the industrial distribution of the employed population in Birmingham by ethnicity. While across England, Black and Minority Ethnic men were less likely to be employed in **manufacturing**, in Birmingham, more Black Caribbean men (27 per cent), more Indian and Pakistani men (both 26 per cent) and more other Asian men (25 per cent) were working in manufacturing, compared with under 25 per cent of the whole male population in Birmingham, and 25 per cent of White British men in the city. For Black and Minority Ethnic women in Birmingham, the pattern was similar to the national picture, but with Indian women more likely to be employed in manufacturing, 18 per cent, compared with 9 per cent of the whole female population in Birmingham.

Birmingham's White Irish men were more likely to work in **construction**, 27 per cent, compared with 10 per cent of the whole male population in Birmingham, and with 22 per cent of White Irish men in the region and 20 per cent in England.

In Birmingham, the majority of Bangladeshi men were employed in the **wholesale, retail, restaurants and hotels** sector (65 per cent), a much higher proportion than of the whole male population of working age in Birmingham (21 per cent). This is similar to both the regional and national patterns for men of this ethnicity. Almost half of all Chinese men in Birmingham work in this sector, again reflecting national trends. Chinese women, on the other hand, were more strongly concentrated in this sector than Bangladeshi women (44 per cent compared with 30 per cent), whereas the percentage for the whole female population working in this industry and for White British women in Birmingham was just 22 per cent.

Some Black and Minority Ethnic groups are considerably more likely than others to work in the **transport, storage and communications** sector. 18 per cent of Pakistani men, 12 per cent of both Indian and Other Black men, and 11 per cent of both Other Asian and Black Caribbean men worked in this sector, compared with less than 10 per cent of the whole male population of working age in Birmingham and with 9 per cent of White British men.

Mixed White and Black African men, and Black African men, were more likely than other ethnic groups to work in **finance and real estate** (25 per cent and 22 per cent respectively), compared with 16 per cent of the whole male population of working age in Birmingham and 17 per cent of White British men. 21 per cent of women from the Other Mixed ethnic group, and 19 per cent of Bangladeshi women, worked in finance and real estate, compared with 18 per cent of the whole female population of working age in Birmingham, and 19 per cent of White British women.

In Birmingham, 9 per cent of Mixed White and Black African women, and 8 per cent of Black Caribbean and Other Black women, worked in the **public administration and defence and social security sector**. Women from Chinese and Other Ethnic groups were the least likely to be employed in this sector (3 per cent), compared with 5 per cent of both the whole female population of working age and of White British women. Chinese men and men from the Other Ethnic group, also had low representation in this part of the economy, consistent with regional and national patterns.

In employment in **education** in Birmingham, women and men from the White Other ethnic group were the most strongly represented (22 per cent and 12 per cent respectively), compared with 14 per cent and 5 per cent of the whole female and male populations of working age. Among men, the Chinese, Black African and Other Ethnic groups were also disproportionately located in education (about 8-9 per cent), whereas among women it was those from the Pakistani (21 per cent), Other Asian and White Irish (both 16 per cent), and Bangladeshi (15 per cent) communities who were most likely to be employed in this sector.

Birmingham's Black and Minority Ethnic women were more likely than their counterparts nationally to work in **health and social work**. 42 per cent of both Black African women and of women from the Other Ethnic group worked in this industry, double the average percentage for the whole female population working in this sector in Birmingham. The corresponding figures for England as a whole were 32 per cent and 28 per cent. There was also a much higher proportion than at national levels of Other Black (35 per cent) and Black Caribbean (33 per cent) women working in health and social work. Birmingham's Black and Minority Ethnic men were also more likely to work in this industry than other Birmingham men, with 21 per cent of men from the Other Ethnic group, 18 per cent of Black African men, 17 per cent of men from the Other Mixed group, 12 per cent of both Chinese men and Mixed White and Black African men, and 11 per cent of Other Black and Other Asian men in this sector. Pakistani and Bangladeshi men were the least likely to work in this industry (just 3-4 per cent),

<sup>28</sup> Data about the occupations and industrial distribution of people by Black and Minority Ethnic groups has only been released by the Office for National Statistics at district level for the entire working age population, to comply with legislation on the disclosure of information. This means that in the data which follows, no differentiation between younger and older men and women of working age is possible.

a little lower than the share of the whole male population working in this sector in Birmingham (5 per cent) and than the proportion of White British men (4 per cent).

## Key Points

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

Economic activity indicators vary considerably between Black and Minority Ethnic groups. For those **aged under 25** in Birmingham:

- A much higher percentage of White Irish men and women were employed full-time, compared with other Black and Minority Ethnic groups.
- The highest unemployment rates were found in young Mixed White and Black Caribbean people and men and women of Black Caribbean origin.
- Part-time employment was more common among young women from Mixed White and Black Caribbean, Black Caribbean and Other Black ethnic groups.
- A higher proportion of young women from Pakistani, Bangladeshi and Other Asian groups were looking after their home or family full-time.

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

- The full-time employment rate was lower than in the West Midlands region and England as a whole.
- The lowest full-time employment rate was found among Bangladeshi and Other Ethnic men, whereas the highest full-time employment rate was among Indian and Chinese men.
- Indian and Chinese men were more likely to be in full-time self employment, while Other Black and Black African men the least likely to have this type of work.
- Among men, part-time employment was mainly found in the Bangladeshi and Pakistani groups.
- The highest unemployment rate was in Mixed White and Black African, and Other Black men, while the lowest was found in Chinese men.
- There was a much higher percentage of students among Birmingham's Black and

Minority Ethnic men, compared with other Birmingham men.

- A higher proportion of White Irish men were economically inactive due to sickness and disability compared with other groups.

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

- The highest full-time employment rates were found in Black Caribbean, White Other, Other Black, Indian and Mixed White and Black African women.
- Full-time self employment was more widespread among Chinese, Indian and White Other women.
- Low employment rates were found among both Bangladeshi and Pakistani women.
- Bangladeshi and Pakistani women were more likely to be looking after their home or family full-time than other Birmingham women.
- Birmingham's Black and Minority Ethnic women were more likely to be students than other Birmingham women, with a high proportion of women from Chinese, Black African and Other Ethnic groups.

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

- Birmingham's White Other, Indian and Chinese populations contain a higher proportion of men and women who work as managers and senior officials than other ethnic groups. Nevertheless, fewer Black and Minority Ethnic men and women worked in this occupation in Birmingham than in the region or nationally.
- In Birmingham, a higher percentage of men and women from White Other, Chinese, Black African, Other Ethnic and Other Mixed groups were in professional jobs, compared with other Birmingham men and women, and also with the corresponding national percentages.
- More women than men from Black and Minority Ethnic groups in Birmingham worked in associate professional and technical jobs, in particular a higher proportion of women from Other Ethnic, Black African, Other Mixed and Other Black groups, compared with the whole female population working in this occupation in Birmingham.



- Birmingham's Black and Minority Ethnic women were, in most cases, more likely than women from the same ethnic groups regionally and nationally to work in administrative and secretarial jobs. Bangladeshi women were the most likely to work in this occupation, whereas Bangladeshi men were among the least likely to hold these jobs in Birmingham.
- Bangladeshi men and Chinese women were more likely to work in skilled trades than other ethnic groups in Birmingham.
- In Birmingham, women and men from the Other Black, Mixed White and Black Caribbean and Black Caribbean groups were more likely than other ethnic groups and than their counterparts nationally to work in personal service jobs.
- More Pakistani and Chinese people worked in sales and customer service than other ethnic groups in Birmingham. While Bangladeshi women were the group most likely to work in this occupation, Bangladeshi men were among the least likely to hold such jobs.
- Pakistani men were most concentrated in jobs as process, plant and machine operatives. 12 per cent of Indian women worked in this occupation, compared with only 4 per cent of the whole female population of working age in Birmingham.
- Over a quarter of Bangladeshi men and about a fifth of Mixed White and Black Caribbean, Pakistani, and Other Black men were in elementary occupations, compared with 14 per cent of the whole male population in Birmingham. Black and Minority Ethnic women in Birmingham were more likely than their national counterparts to work in elementary occupations. , especially White Irish and Chinese women.
- A higher proportion of White Irish men worked in construction than other Birmingham men, and than their regional and national counterparts.
- Bangladeshi men were very heavily concentrated in the wholesale, retail, restaurants and hotels sector, 65 per cent, compared with 21 per cent of all men in Birmingham. Nearly half of Chinese men also worked in this industry.
- Pakistani, Indian, Other Black, Other Asian and Black Caribbean men were more likely to work in transport, storage and communications than other ethnic groups.
- Mixed White and Black African as well as Black African men were more likely to work in finance and real estate than other Birmingham men.
- Comparatively more Mixed White and Black African women, Black Caribbean and Other Black women worked in public administration and defence and social security than other Birmingham women.
- Birmingham's women and men from the White Other ethnic group were more likely to work in education, compared with other ethnic groups in Birmingham and with their counterparts at the regional and national level.
- 42 per cent of Birmingham's Black African women and women from the Other Ethnic group worked in health and social work, double the average for all women. About a third of Other Black and Black Caribbean women also worked in this sector, a higher proportion than the corresponding national figures.

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

- Over a quarter of Birmingham's Black Caribbean, Indian and Pakistani men were concentrated in manufacturing jobs. The percentage of Indian women working in manufacturing was double that of the whole female population working in this industry in Birmingham.



## 8. Work-Life Balance

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

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

### Flexible Working Patterns

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

In Birmingham, almost 12,000 people have 'term-time only' contracts, 10,332 of them women. Nearly 7,000 women working term-time only are also in part-time jobs. Almost 11,300 employed people working in the city have an annualised hours contract. Of these over half are women, and a quarter are female part-time workers. Compared with full-time workers, fewer part-time workers have flexible working arrangements, just 444 male part-time workers compared with 14,377 men working full-time, with 6,351 women working part-time and with 16,592 women in full-time jobs.

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

- a lower proportion of men who work full-time have flexitime arrangements or annualised hours than comparable men across England, although it is similar to the figure for the West Midlands region
- more women who work full-time have flexitime arrangements, but full-time women workers are less likely to have annualised hours or term-time contracts than women who work part-time
- the proportion of women working part-time who have flexitime, term-time, or annualised hours contracts is similar in Birmingham, the West Midlands region and England as a whole.

**Figure 8.1 Men and women in full-time and part-time employment in Birmingham with selected flexible working arrangements<sup>29</sup>, 2003**

Birmingham's Employed Men 222, 050				
	Full-time: Men 197, 924		Part-time: Men 24, 126	
	Numbers	%	Numbers	%
<b>Flexitime</b>	14, 377	7.3	444	1.8
<b>Annualised</b>	5, 295	2.7	0	0
<b>Hours</b>				
<b>Term-time</b>	1, 517	0.8	0	0
<b>working</b>				
Birmingham's Employed Women 174, 039				
	Full-time: Women 106, 911		Part-time: Women 67, 128	
	Numbers	%	Numbers	%
<b>Flexitime</b>	16, 592	15.5	6,315	9.5
<b>Annualised</b>	3, 131	2.9	2,871	4.3
<b>Hours</b>				
<b>Term-time</b>	3, 339	3.1	6,993	10.4
<b>working</b>				

Comparative data				
Employed men				
	Full-time		Part-time	
	West Midlands	England	West Midlands	England
<b>Flexitime</b>	6.6	8.1	5.9	6.2
<b>Annualised</b>	3.1	3.6	2.3	2.0
<b>Hours</b>				
<b>Term-time</b>	0.7	0.9	1.7	3.2
<b>working</b>				
Employed women				
	Full-time		Part-time	
	West Midlands	England	West Midlands	England
<b>Flexitime</b>	12.0	12.6	9.6	9.0
<b>Annualised</b>	5.1	4.6	4.1	3.8
<b>Hours</b>				
<b>Term-time</b>	4.0	4.9	10.1	10.7
<b>working</b>				

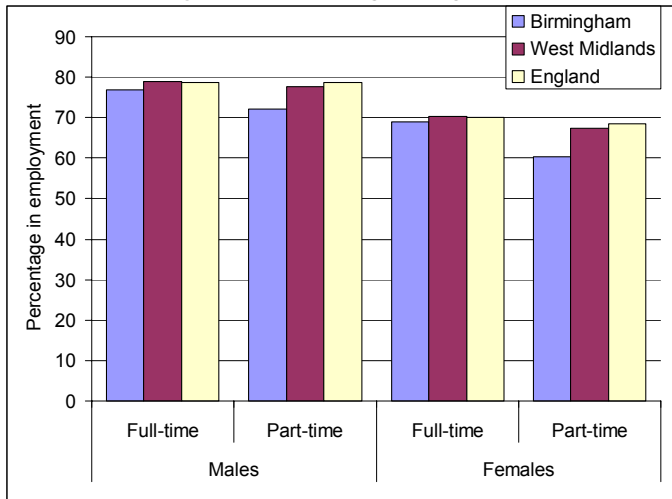
Source: LFS, Autumn 2003, ONS

**Figure 8.2** shows the percentage of men and women who have no flexibility in their working arrangements by whether they work full-time or part-time. For full-time workers, the pattern in Birmingham is similar to that for the region and England as a whole, with nearly 80 per cent of men and 70 per cent of women across all

<sup>29</sup> The LFS data include other types of flexible working patterns including job sharing, nine day fortnight, four and a half day week and zero hours contracts. These are not included here due to the small numbers involved. Note that it is possible for employees to appear in more than one category.

geographical areas reporting that they have no flexibility in their working arrangements. Part-time workers in Birmingham experienced a greater degree of flexibility in their working arrangements than their counterparts in the region or nationally. Fewer Birmingham women than men reported having no flexibility in their working arrangements than men, 60 per cent of women part-time workers compared with over 70 per cent of men working part-time.

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



Source: LFS, Autumn 2003, ONS

## Barriers to Employment

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

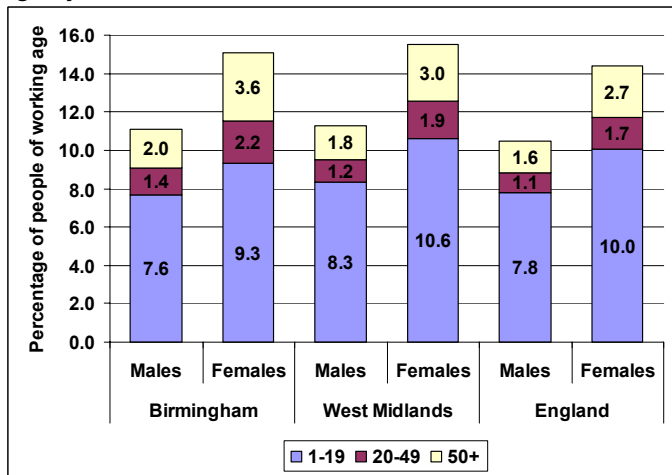
### Caring Responsibilities

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**

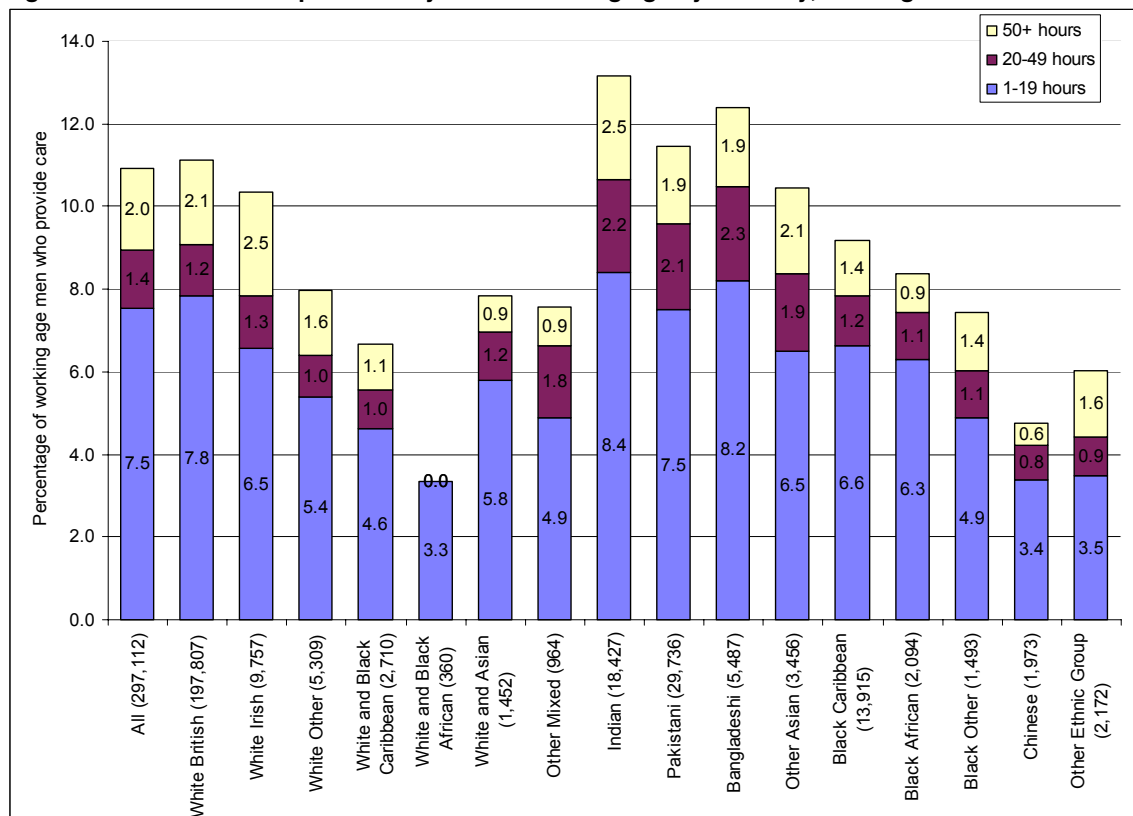


Source: 2001 Census Standard Tables, Crown Copyright, 2003

There is considerable variation in the provision of unpaid care by people of different ethnicities. **Figure 8.4 and 8.5** show for the Black and Minority Ethnic groups in Birmingham the proportion of men and women of working age providing unpaid care. The variations seen in Birmingham differ from those at the regional and national levels with:

- a very small number of Mixed White and Black African men (3 per cent) provide unpaid care, all less than 20 hours per week, compared with 7 per cent in the region and in England as a whole
- a higher proportion of Indian (13 per cent), Bangladeshi and Pakistani (12 per cent) men provide unpaid care than other Birmingham men, including 4 - 5 per cent of men in these groups provide care for more than 20 hours per week
- a lower proportion of Chinese women provide unpaid care, 7 per cent compared with 15 per cent of the whole female population of working age in Birmingham
- Pakistani women outnumber other Birmingham women in providing unpaid care, followed by Bangladeshi women. About 6 per cent of these provided unpaid care for more than 50 hours a week, a picture similar to that found in the region and nationally

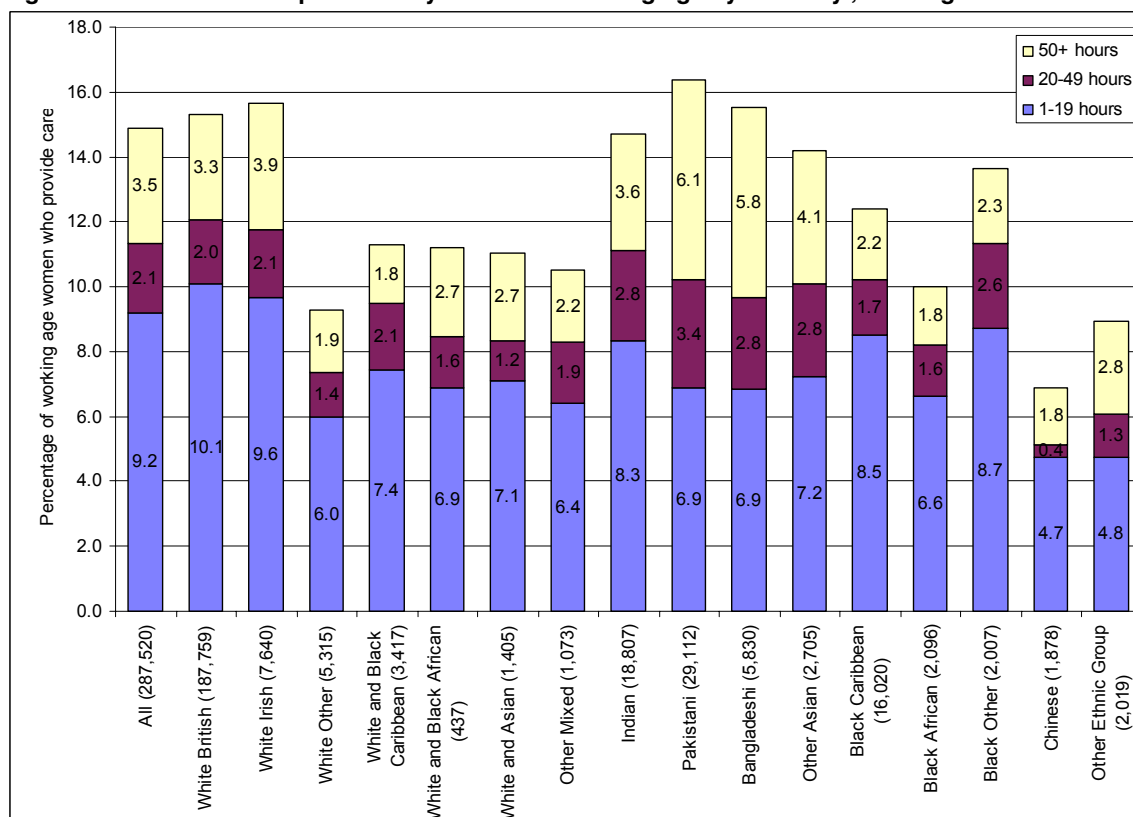
**Figure 8.4 Provision of unpaid care by men of working age by ethnicity, Birmingham**



Source: 2001 Census Commissioned Tables, Crown Copyright 2004

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

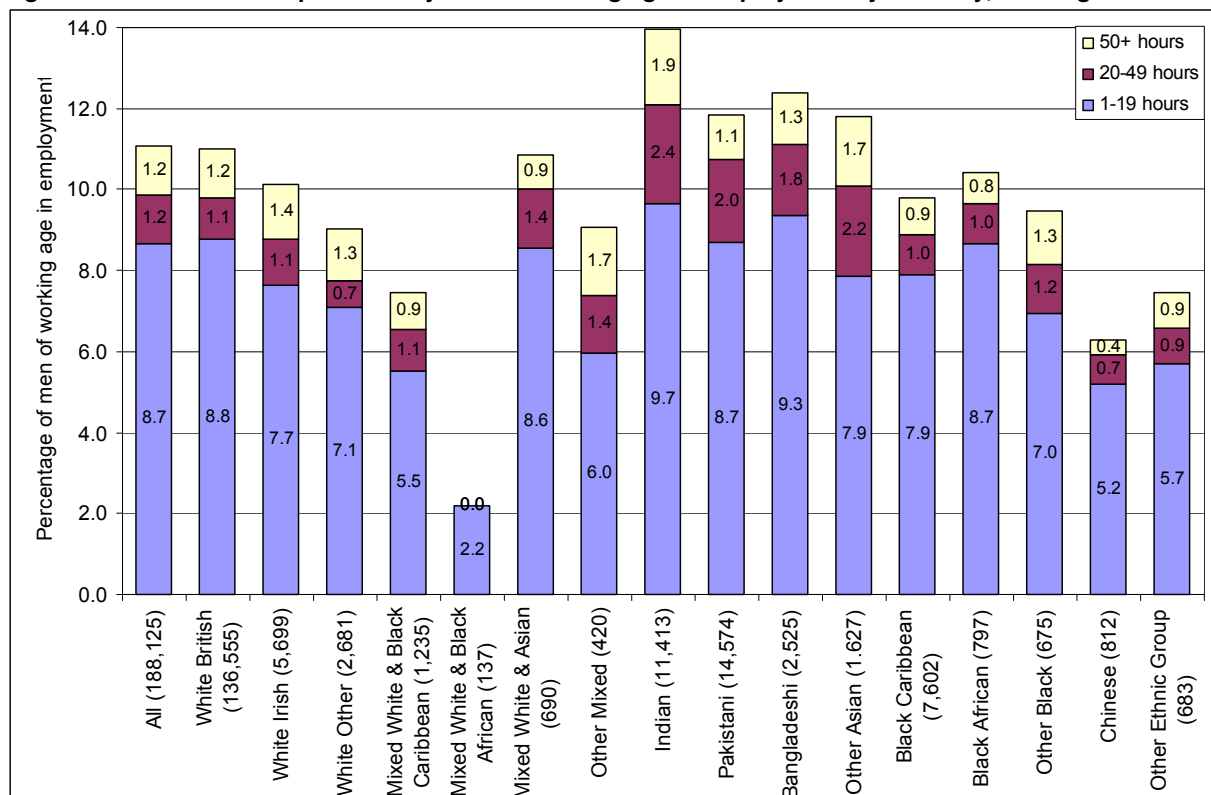
**Figure 8.5 Provision of unpaid care by women of working age by ethnicity, Birmingham**



Source: 2001 Census Commissioned Tables, Crown Copyright 2004

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

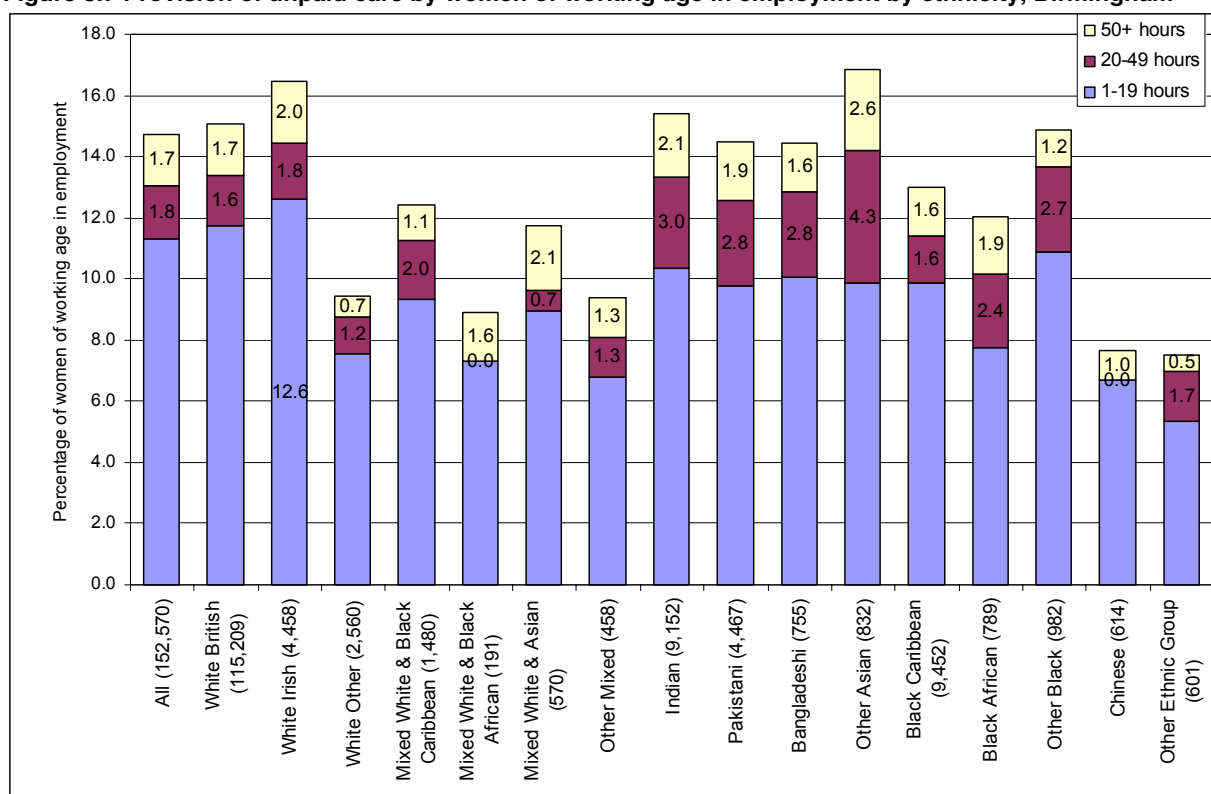
**Figure 8.6 Provision of unpaid care by men of working age in employment by ethnicity, Birmingham**



Source: 2001 Census Commissioned Tables, Crown Copyright 2004

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

**Figure 8.7 Provision of unpaid care by women of working age in employment by ethnicity, Birmingham**



Source: 2001 Census Commissioned Tables, Crown Copyright 2004

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

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

- Indian men in employment more often provided unpaid care than other Birmingham men. This was similar to the regional and national picture.
- Mixed White and Black African men were the least likely to work and at the same time provide unpaid care, only 2 per cent. This is different from the regional and national pattern, where about 7 per cent of similar men provided unpaid care.
- Among women in employment, Other Asian (17 per cent) and White Irish (16 per cent) women were the most likely to provide unpaid care. The regional picture shows the same proportion of White Irish women, but fewer Other Asian women, while the national pattern suggests more employed women from Pakistani, Bangladeshi and Indian backgrounds

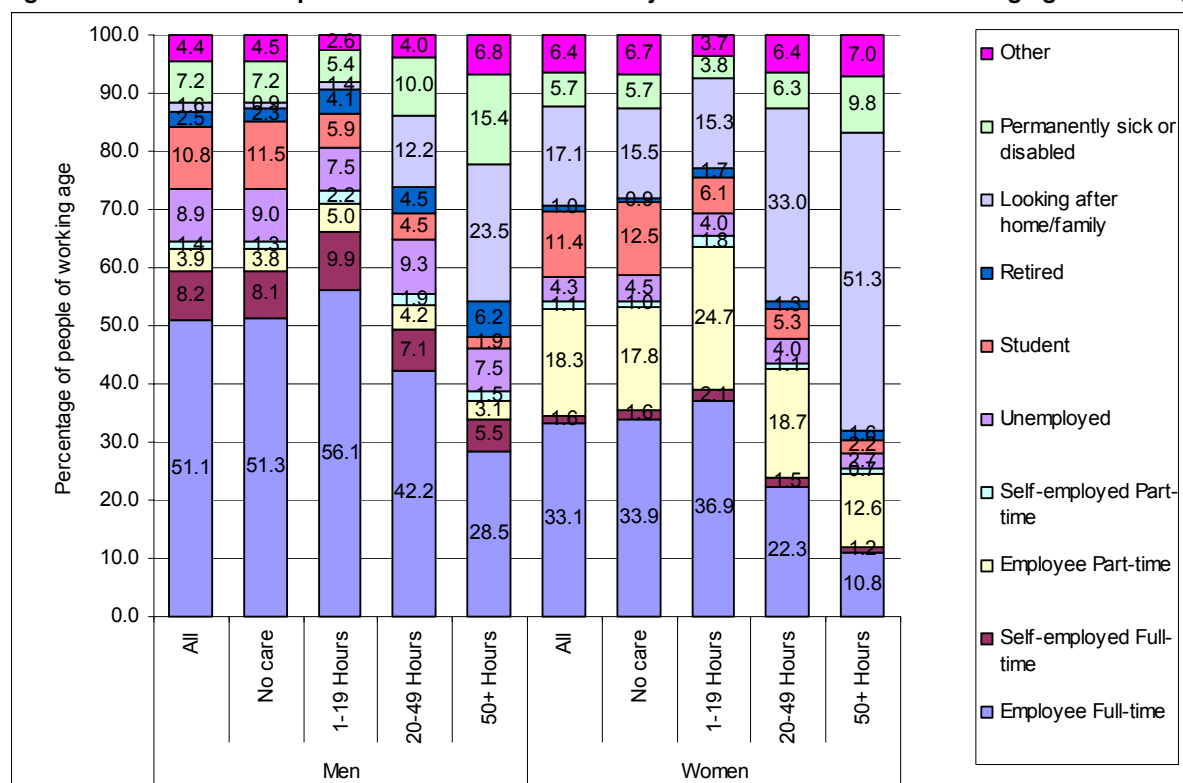
(over 14 per cent) provide unpaid care than other women.

- fewer employed women from Chinese, Mixed White and Black African, White Other, Other Mixed and Other Ethnic Group categories provided unpaid care in Birmingham (less than 10 per cent), compared with other Birmingham women.

**Figure 8.8** presents data on the economic activity status of men and women according to their caring circumstances. It shows that in Birmingham there are more men working full-time and providing 50 or more hours of unpaid care (29 per cent) than full-time working women (11 per cent). On the other hand, over half of Birmingham men who had no caring responsibilities worked full-time, compared with a third of similar women in Birmingham. As the amount of unpaid care people provided increases:

- men and women are more likely to be permanently sick or disabled. This is especially noticeable in working age men who provided unpaid care for more than 50 hours per week (15 per cent in Birmingham, 16 per cent in the West Midlands region and 17 per cent in England as a whole).

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

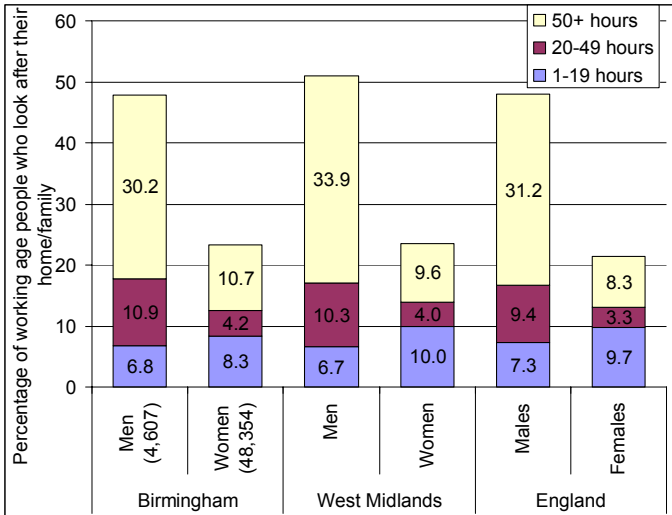


Source: 2001 Census Commissioned Table, Crown Copyright 2004

- the proportion of people looking after their home and family increases. Over half of women and nearly a quarter of men who provided more than 50 hours unpaid care per week were in this group in Birmingham, compared with 46 per cent of women and 21 per cent of men in the region and nationally.
- among carers both men and women are less likely to be working, especially full-time. This is true across all geographical levels but is more prevalent in Birmingham.

Figure 6.8 in Chapter 6 showed that 16 per cent of women and 1 per cent of men of working age in Birmingham gave looking after their home or family as their reason for economic inactivity. This equates to 20,400 people who looked after their home and family as their main activity. This response not only includes those women and men caring for a child, but also those caring for other family dependants. **Figure 8.9** shows the amount of unpaid care that men and women who looked after their home or family provided. This shows a marked gender difference, with men in this role being much more likely to be carers of others who require support because of long-term ill health or disability. 30 per cent of men in this category (almost 1,400 men) were providing more than 50 hours or more care, compared with 11 per cent of women in Birmingham (almost 5,200 women).

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



Source: 2001 Census Commissioned Table, Crown Copyright 2004

### Childcare

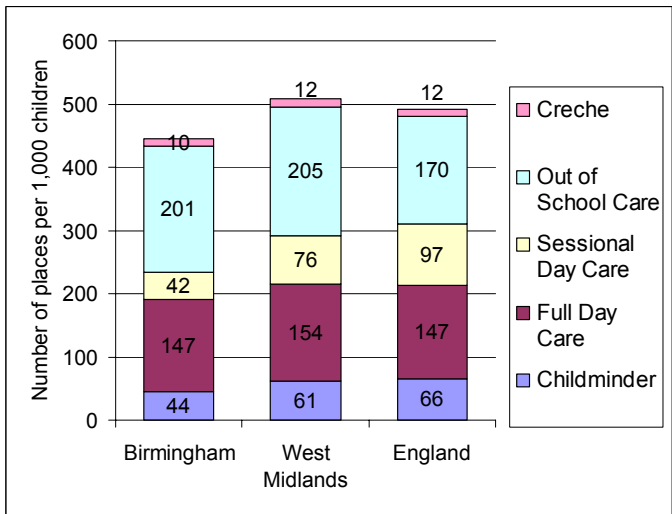
#### Many areas in Birmingham have no day nursery provision

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

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

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

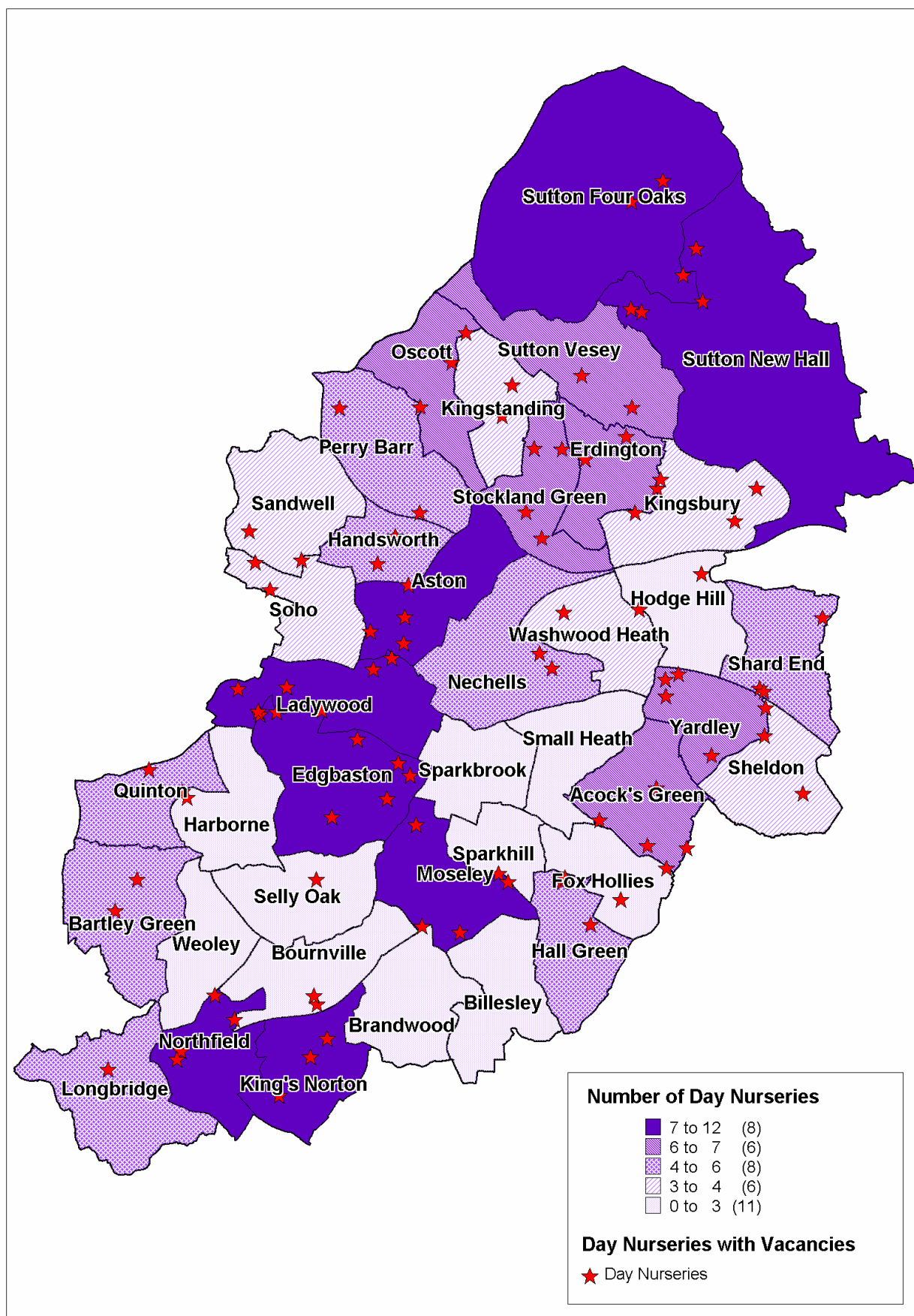
**Figure 8.10 Providers of day care facilities and the estimated number of places per 1,000 children**



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



Figure 8.11 Day nurseries and vacancies in Birmingham, July 2004



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

It shows the estimated number of places per 1,000 children for Birmingham, the West Midlands region and England. In Birmingham, there were, overall, fewer childcare places per 1,000 children than in the West Midlands region and England as a whole. However, Birmingham had the same number of full day care places as nationally (though fewer than in the region), and more out of school care places than in England as a whole.

**Figure 8.11** shows the distribution of day nurseries within the old ward boundaries in Birmingham, together with an indication of the nurseries that had vacancies in July 2004. 11 areas of Birmingham had fewer than 3 day nurseries and some had no day nursery provision at all. 20 areas had between 4 and 7 day nurseries and only 8 areas had between 7 and 12 day nurseries. Both day nurseries and those with vacancies are concentrated in certain areas, whereas some areas had no day nurseries or no vacancies at all.

## Key Points

- In Birmingham, men and women who worked full-time had a greater degree of flexibility in their working arrangements, compared with part-time workers. More women working full-time, but fewer men employed full-time, had flexible working arrangements compared with their counterparts at the regional and national levels.
- No men working part-time had annualised hours or term-time only contracts in Birmingham.
- In Birmingham, smaller proportions of Mixed White and Black African men and of Chinese men provided unpaid care, compared with the corresponding regional and national averages.
- Birmingham's Indian, Bangladeshi and Pakistani men are more likely to provide unpaid care than other Birmingham men.
- Pakistani and Bangladeshi women outnumbered other Birmingham women in providing unpaid care, whereas fewer Chinese women provided unpaid care.
- Similar to the regional and national picture, more Indian men who were in employment provided unpaid care.
- Different from the regional and national patterns, only 2 per cent of Mixed White and Black African men who were in employment provided unpaid care.
- Among employed women, more Other Asian and White Irish women in employment provided unpaid care than other Birmingham women, while nationally more employed women from Pakistani, Bangladeshi and Indian ethnic groups were involved in unpaid care.
- Proportionally more men working full-time than full-time working women provided 50 or more hours of unpaid care.
- Many working age men who provided 50 or more hours a week of unpaid care were themselves permanently sick or disabled.
- Over half of women who were providing more than 50 hours a week of unpaid care were looking after their home and family full-time, a higher proportion than in the region and England as a whole.
- In Summer 2003, Birmingham had fewer childcare places per 1,000 children than the West Midlands region and England as a whole.
- Day nursery provision within Birmingham is concentrated in certain areas, with some areas having no day nurseries or no vacancies at all.

# Appendix A

## Glossary of 2001 Census Terms<sup>30</sup>

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

<sup>30</sup> Source: 2001 Census: Definitions, Crown Copyright 2004.

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

# Appendix B

## Examples of Occupations in each of the main 2001 Census Occupational Categories<sup>31</sup>

### Managers and Senior Officials

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

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

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

Personnel, training and industrial relations managers

Information and communication technology managers

Research and development, quality assurance, customer care managers

Financial institution, office managers

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

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

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

Farm managers, managers in animal husbandry, forestry and fishing

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

Property, housing and land managers

Garage managers and proprietors

Hairdressers and beauty salon managers

Shopkeepers and wholesale/retail dealers

Recycling and refuse disposal managers

### Professionals

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

IT strategy and planning professionals, software professionals

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

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

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

Scientific and social science researchers

Solicitors, lawyers, judges and coroners

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

Architects, town planners, quantity and chartered surveyors

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

### Associate Professional and Technical Occupations

Science and engineering technicians

Draughtspersons and building inspectors, environmental health officers

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

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

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

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

Air traffic controllers, pilots, train drivers

Brokers, insurance underwriters, estate agents, auctioneers

### Administrative and Secretarial Occupations

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

Officers of non-governmental organisations

<sup>31</sup> Source: 2001 Census: Definitions, Crown Copyright 2004.

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

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

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

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

### Skilled Trades

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

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

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

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

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

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

Printers, bookbinders, screen printers

Butchers, bakers, fishmongers, chefs, cooks

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

### Personal Service Occupations

Nursing auxiliaries and assistants, ambulance staff, dental nurses

Houseparents, residential wardens, care assistants and home carers

Nursery nurses, childminders, playgroup leaders, educational assistants

Veterinary nurses, animal care occupations

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

Hairdressers, barbers, beauticians

Housekeepers, caretakers

Undertakers and mortuary assistants

Pest control officers

### Sales and Customer Service Occupations

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

Credit agents, debt, rent and other cash collectors

Market and street traders, merchandisers and window dressers

call centre agents/operators, customer care occupations

### Process, Plant and Machines Operatives

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

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

Assemblers, tyre, exhaust and windscreen fitters, sewing machinists

Scaffolders, road and rail construction and maintenance operatives

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

Crane, fork-lift truck and agricultural machinery drivers

### Elementary Occupations

Farm workers, labourers, packers

Postal workers

Hospital porters, hotel porters

Kitchen and catering assistants, waiters, waitresses, bar staff

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

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





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