

Gender Profile of Trafford's Labour Market

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Acknowledgements

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Preparation of the GELLM Gender Profiles formed Phase 1 of the GELLM research programme in 2003-2005, from autumn 2004. GELLM Phase 2 involved 6 new Local Research Studies, undertaken in the participating local authorities, covering the following topics. The reports of these studies were published in summer 2006.

1. *Working Below Potential: women and part-time work*. (Grant et al. 2006a)
2. *Connecting Women with the local labour market*. (Grant et al 2006b)
3. *Ethnic Minority Women and access to the labour market*. (Yeandle et al 2006b)
4. *Career Development in the local authority sector*. (Bennett et al 2006)
5. *Addressing Women's Poverty: local labour market initiatives*. (Escott et al 2006)
6. *Local Challenges in meeting demand for Domiciliary Care*. (Yeandle et al 2006a)

We are grateful to all members of the GELLM research team for their support in carrying out this work. Further details of the project are provided in Appendix C.

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¹ These authorities are: Birmingham City Council, The London Borough of Camden, East Staffordshire Borough Council, Leicester City Council, Newcastle City Council, Sandwell Metropolitan Borough Council, Somerset County Council, The London Borough of Southwark (2004-2006), Thurrock Council, Trafford Metropolitan Borough Council (2003-2004 only), Wakefield Metropolitan District Council, and West Sussex County Council. All twelve local authorities made 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 Trafford's Labour Market** explores the relative situation and resources of women and men in Trafford, compared with the North West region and England as a whole. It focuses on how women and men in Trafford 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 Trafford as well as to features which are experienced in similar ways across the country.

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

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

The Gender Profile thus offers an extensive description and commentary on the position of Trafford'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 Trafford's Labour Market (alongside comparable documents for eleven 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

The borough of Trafford is a district within Greater Manchester. It is an important centre for business and commerce and contains a major retail centre (The Trafford Centre) and Trafford Park, one of the country's longest established industrial estates. In recent years the importance of manufacturing industry as a source of employment has declined, although more than 1 in 6

men in Trafford were working in this sector in 2002. Most recent job growth has been in the banking and finance and retail distribution sectors.

Compared with England as a whole, Trafford has proportionally more people in the age group 35 - 49, and more children aged 10-15.

Trafford does not suffer from especially high levels of social and economic deprivation, although Clifford ward in the north east of the borough has a high level of deprivation. Overall, Trafford ranks 136 out of the 354 local authorities in England in terms of deprivation, where 1 is the most deprived.

General indicators of health and well-being in the city are close to the national average. Trafford has average life expectancy at birth similar to the pattern in England as a whole. The proportion of people who have a Limiting Long-term Illness (LLTI) is also near the national average, although women over 65 have a slightly higher LLTI rate. The teenage conception rate in Trafford is low compared with England as a whole and declined between 1996 and 2001.

In Trafford about 13 per cent of the population are from Black and Minority Ethnic groups. The largest ethnic minority group are people of Asian origin, representing about 4 per cent of the population.

By comparison with the English average, a low proportion of households in Trafford rent from the council, and there is a high level of owner occupation. Average house prices in Trafford are slightly above the national average level, and rose by 51% between 2000 and 2003.

Education and Skills

Trafford's recent official education statistics show outcomes mostly above those seen at the national level. At all Key Stages girls' performance was above that of boys at the regional and national level. Boys also did better, compared with the region and England as a whole, at Key Stages 1, 2 and 3.

Results at GCSE were also above the national average for boys and girls. In Trafford, 5 per cent fewer boys than girls achieved 5 A* - C grades in 2002/03, but results for both sexes were well above the national level. At 'A' Level boys achieved average point scores 23 points higher than boys in England as a whole, while at this level girls in Trafford achieved, on average, scores 41 points higher than girls in England.

In 2003, a higher proportion of pupils stayed on in education in Trafford, few pupils were 'not settled' at this stage, and a higher proportion entered employment than

nationally. 15 per cent of boys entered the labour market at 16, compared with 11 per cent of girls at this age.

Among Trafford's working age population, both men and women are better qualified than at the regional and national level. This is particularly notable among men and women aged 25-34, with 39 per cent of men and 36 per cent of women having higher qualifications. Trafford has comparatively low percentages of young men under 25 with no qualifications.

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

Trafford experienced a significant increase in part-time jobs for both sexes between 1991 and 2002. In total, over 13,000 part-time jobs were created, a 54 per cent increase. Just over half of these jobs went to men. These new jobs were concentrated in service sector industries such as banking, finance, distribution, hotels and restaurants.

In this same period there was also a 23 per cent increase in full-time employment, representing over 16,000 additional full-time jobs. The increase in full-time employment was shared more or less equally between the sexes. The proportion of jobs held by women which were full-time rose slightly to 53 per cent. For men the proportion holding full-time jobs fell to 85 per cent. Across this period, jobs lost were mostly full-time male jobs in the manufacturing sector. In this sector men lost about 4,000 full-time jobs between 1991 and 2002.

A significant gender difference exists in the industries in which men and women work, with men more likely to work in manufacturing, construction and in transport, storage and communications, while women were more likely to work in wholesale, retail, restaurants and hotels and in public administration, education, health and social work.

In Trafford, more women than men live close to their place of work. 23 per cent of women work within 2km of home, compared with 12 per cent of men. 49 per cent of women work no more than 5km from home, compared with 32 per cent of men. Trafford's workforce includes high proportions of men and women who travel to work by car, and less than 5 per cent of men travel to work by bus. Growing numbers of women in Trafford drive to work, with a 7 percentage point increase between 1991 and 2001.

The Gender Pay Gap

In Trafford, the gender pay gap is highest in senior level jobs. 24 per cent of women in Trafford were earning less than £250 a week in 2003. Women working full-time in Trafford earned on average £11.30 an hour, compared with £13.35 for men, both figures higher than in the North West region or in England as a whole.

Unemployment and Economic Inactivity

Across all age groups in Trafford, the level of unemployment was below that seen in the region and nationally. For both men and women, levels of unemployment fell with age in Trafford – from 6 per cent at 16-24 to 3 per cent at age 50-64 for men, and from 3.5 per cent at age 16-24 to 1 per cent at age 50-59 for women. Trafford also has relatively low percentages of unemployed people of all ages who have never worked, and relatively low levels of long-term unemployment, compared with the region and England as a whole.

In Trafford, the percentages of residents economically inactive because they are permanently sick or disabled are close to the national averages for both men and women. At 6 per cent of men and less than 5 per cent of women these figures are significantly below the averages in the North West region.

Qualifications have a marked effect on employment status. In Trafford, unqualified women are much more likely to be looking after their home or family full-time than women with qualifications.

Trafford has a relatively low percentage of households with dependent children where no adults are employed. 14 per cent of children in Trafford are growing up in households where no-one has a job, compared with about 20 per cent in the North West region.

Rates of economic inactivity amongst lone parents are much lower than those in the region and nationally, and there are significantly higher percentages of both male and female lone parents working full-time than in England as a whole.

Women, Men and Diversity

The Gender Profile highlights the situation of the five largest ethnic minority groups within Trafford's population: the 'White Other', White Irish, Indian, Pakistani and Black Caribbean groups. Data for all ethnic groups included in the 2001 Census are presented in the figures shown.

Our analysis shows important differences between different ethnic minority groups, and emphasises the further differentiation seen when the data are analysed by gender.

Particularly notable are that:

- Black Caribbean women have high rates of full-time employment and tend to be concentrated in the health and social work sector.
- Pakistani women in employment were less likely to hold administrative or secretarial jobs than White British women.
- In Trafford, no Bangladeshi women worked in the manufacturing sector, and no Bangladeshi men worked in the construction or transport industries.

Work-Life Balance

Analysis of working time patterns in Trafford shows that full-time and part-time women workers are significantly less likely than their regional and national counterparts to have a flexi-time arrangement in place, although more had term-time only contracts. Amongst men in Trafford, part-time workers are much more likely than men in England and the region to have a flexi-time arrangement.

Term-time only contracts are held by 5 per cent of women employed full-time and 12 per cent of those working part-time in Trafford. For men, no term-time working arrangements were recorded for those working full-time in Trafford, but among part-time male employees, 21% had term-time only contracts.

In Trafford, both women and men provide similar hours of 'unpaid' care to family members, friends and neighbours, compared with people at the national level. Amongst the Pakistani population the tendency for both men and women to provide unpaid care is particularly marked.

By national standards, Trafford has a relatively high level of childcare provision. There are more places available for children under 8 per 1000 of the population in most types of registered care than in the region or England as a whole, with places with registered childminders and in out-of-school provision well above the national level.

Using the Gender Profile³

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

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

³ Every effort has been made to check the accuracy of the data presented in this document, and to use the latest data available during its preparation (spring/summer 2004). The data from the 2001 Census will remain the latest source for much analysis at district level until the 2011 Census results are released. Other data is produced on an annual basis, and data users should consult the source agency concerned for relevant updates. The Centre for Social Inclusion's work on the Gender and Employment in Local Labour Markets research programme continues until summer 2006. From autumn 2004 onwards the work involved the collection of new data through six new local research studies: "Working Below Potential – Women and Part-time Work?", "Connecting Women with the Labour Market", "Ethnic Minority Women and Access to the Labour Market", "Women's Career Development in the Local Authority Sector in England", "Addressing Women's Poverty: Local Labour Market Initiatives" and "Local Challenges in Meeting Demand for Domiciliary Care". The authors welcome enquiries from organisations and individuals interested in commissioning future work of this type (l.j.buckner@leeds.ac.uk).

2. The Local Setting

Trafford⁴

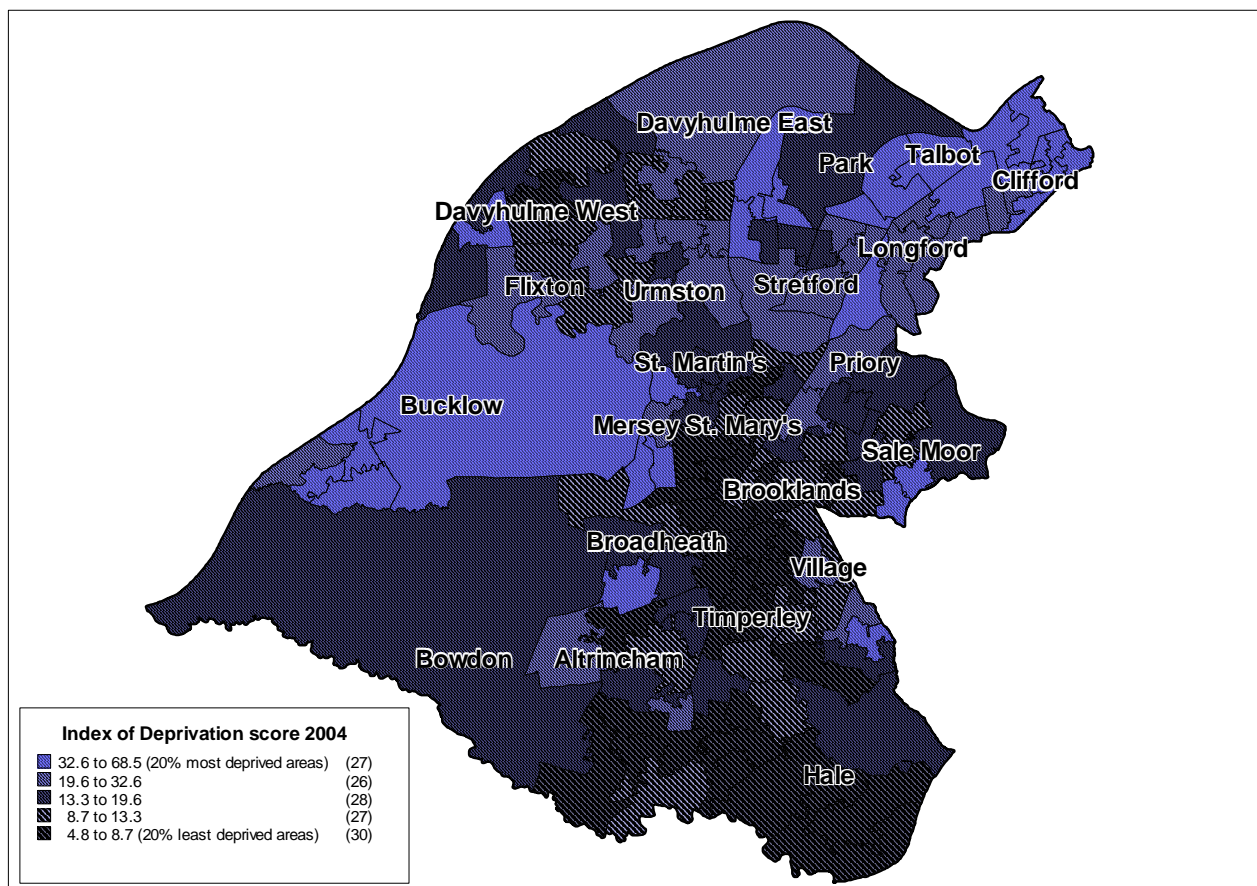
Trafford is one of the ten districts of Greater Manchester. It lies to the south west of the region and covers 10,600 hectares. Located between Cheshire, Manchester Airport and the City of Manchester, the Borough brings together a vibrant mix of inner-city, leafy suburb and rural communities. As well as ancient market towns such as Altrincham, the Borough also covers a number of other small towns including Stretford, Sale, Partington and Urmston as well as open countryside to the south west around Dunham Massey. Each small town and

village in the Borough has its own identity.

Trafford Park is the world's first industrial estate and the biggest business park in Europe. It was established in 1896 and went on to become a centre of innovation, industry and achievement. Trafford is also home to Manchester United, the world-famous football club, which has its stadium at Old Trafford, and the Trafford Centre.

Figure 2.1 shows the wards in Trafford indicating the Index of Deprivation 2004 scores for the areas within them. This shows that within Trafford the worst areas of deprivation are in Clifford ward. One of the areas within this ward is ranked 351 out of 32,482 sub-Ward areas in England (known as Super Output Areas (SOAs)), where 1 is the most deprived. 5 out of Trafford's 138 SOAs are

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

⁴ Source: Trafford Community Strategy 2003-2005, Trafford Metropolitan Borough Council - www.trafford.gov.uk

in the 5 per cent most deprived areas in the country and 7 of Trafford's SOAs are in the 5 per cent least deprived areas. Overall, the average of the scores for Trafford ranks it 136th of 354 local authorities, where 1 is the most deprived and 354 the least.

Trafford's Industrial Structure and Labour Market⁵

Trafford is an important centre for business and commerce, with developments such as the world's first industrial estate (Trafford Park), and one of Europe's biggest shopping centres (The Trafford Centre). Leisure attractions such as The Quays development and the northern branch of the Imperial War Museum also provide major employment and training opportunities.

Although manufacturing remains an important part of the local economy, with over 20 per cent of men and 7 per cent of women employed in the industry,⁶ the majority of jobs in Trafford are in the service sector (over 21 per cent of men and 31 per cent of women are employed in the wholesale and retail, hotels and restaurants sector).

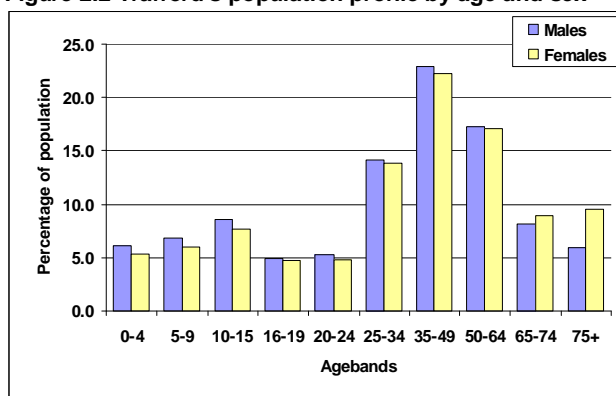
Further information about the Industrial Structure and Labour Market in Trafford is presented in Chapter 4.

The People of Trafford

Trafford has a population of 210,500⁷. **Figure 2.2** shows the population profile for Trafford, and **Figure 2.3** the difference between the profiles for Trafford and England. It can be seen that although Trafford's population profile is not dissimilar to England's, Trafford has proportionally:

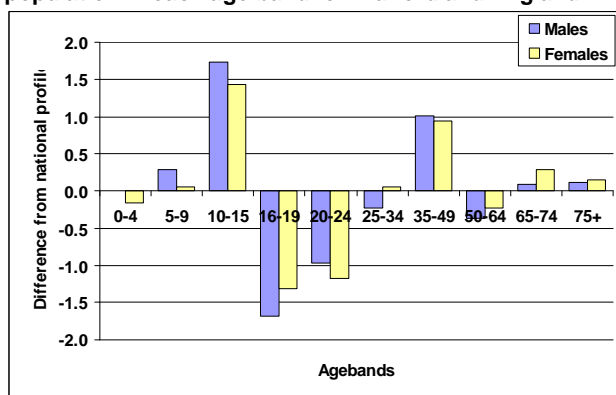
- fewer people aged 20-34, particularly those aged 16-24
- more people aged 35-49
- more children aged 10-15

Figure 2.2 Trafford's population profile by age and sex



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

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



Source: 2001 Census Standard Tables, Crown Copyright 2003

Population Change and Migration

Between 1991 and 2002 the population of Trafford decreased by 5,300 people, or 2.5 per cent of the total. As **Figure 2.4** illustrates, this was mainly as a consequence of falls in the number of children and people of working age. These changes are in contrast to the pattern in England as a whole, where population growth was seen in all the age bands shown.

Figure 2.4 Change in population 1991 to 2002

Area	Total change (%)	Change in the proportion in each age group (%)		
		0-15	16-64/59	65/60+
Trafford	-5,300 (-2.5)	-2,100 (-4.8)	-2,500 (-1.9)	-600 (-1.5)
North West	-59,000 (-0.9)	-55,900 (-3.9)	-2,600 (-0.1)	-1,000 (-0.1)
England	1,77,100 (3.7)	195,300 (2.0)	1,292,100 (4.4)	284,500 (3.2)

Source: Registrar General's Mid-2002 Population Estimate (revised), Crown Copyright 2004. Registrar General's Mid 1991 Population Estimate revised, Crown Copyright 2003.

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

⁵ Trafford Community Strategy 2003-2005, Trafford Metropolitan Borough Council - www.trafford.gov.uk

⁶ 2001 Census Standard Tables, Crown Copyright 2003.

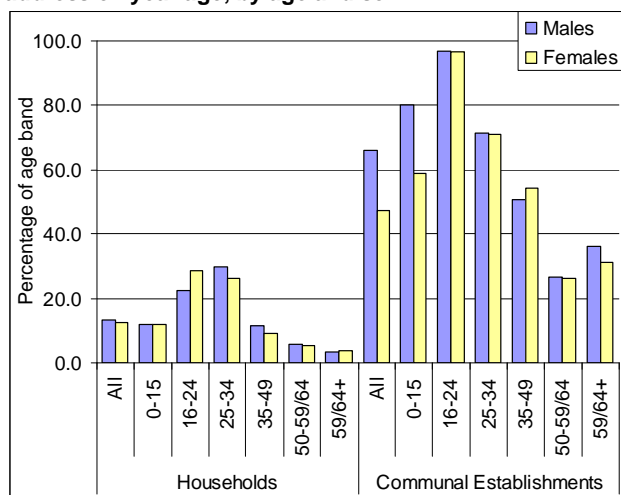
⁷ Registrar General's Mid 2002 Population Estimate (revised), Crown Copyright 2004.

Using data from the 2001 Census, it is also possible to explore the patterns in migration into and out of Trafford in the year prior to the Census. In Trafford, 9.8 per cent of people moved in the year before the Census, a little lower than the figures for the region (11 per cent) and for England as a whole (12 per cent).

Figure 2.5 shows the percentage of people in Trafford who had a different address one year before the 2001 Census by gender, age and by whether the person was resident in a household or communal establishment (CE), e.g. a nursing home, hall of residence, or residential care home. (In Trafford, only 0.8 per cent of the population are resident in communal establishments, compared with 1.7 per cent in the North West region, and 1.8 per cent in England as a whole).

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

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

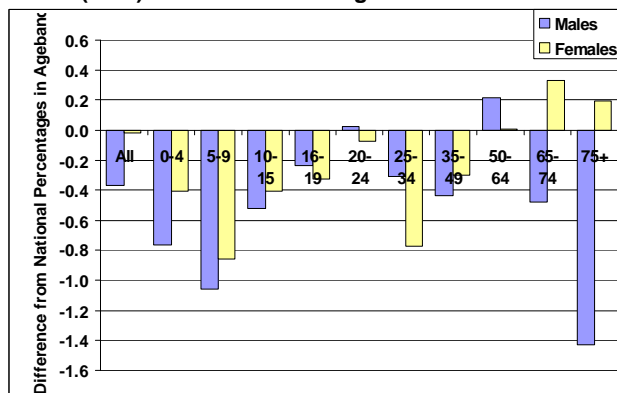


Source: 2001 Census Standard Tables, Crown Copyright 2003

Selected Health Indicators

The proportion of people with a **Limiting Long-Term Illness (LLTI)** in Trafford (16 per cent of males and 18 per cent females) is lower than in the North West (20 per cent of males and 21 per cent of females) but similar to England (17 per cent of males and 18 per cent of females). However, **Figure 2.6** shows that a slightly higher proportion of women aged 65 and over suffer from a LLTI compared with the same age group in England. By contrast, a lower proportion of men aged 65 and over have health of this type.

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



Source: 2001 Census Standard Tables, Crown Copyright 2003

In Trafford, the **conception rate amongst 15-17 year old girls** was 35.6 per 1000⁸, (with 48 per cent ending in abortion) in 1999-2001, compared with 37.3 per 1000 in 1996-1998 (with 44 per cent ending in abortion). This was a lower rate than in 1999-2001 in either the North West (47.0 per 1,000 women with 42 per cent ending in abortion) or in England as a whole (43.5 with 45 per cent ending in abortion).

Men in Trafford have a higher **life expectancy** than men in the North West or in England as a whole. In 1999-2001, males in Trafford had a life expectancy at birth of 76.0 years, compared with 74.1 in the North West and 75.7 in England. Women in Trafford have a higher life expectancy when compared with the North West (79.9 compared with 79.1), but the figure was below that for England (80.4). Thus Trafford ranks as 198th for men and 273rd for women for life expectancy out of 374 local authorities, a marked gender difference (the local authority with the highest life expectancy ranks as 1).

Minority Ethnic and Religious Groups

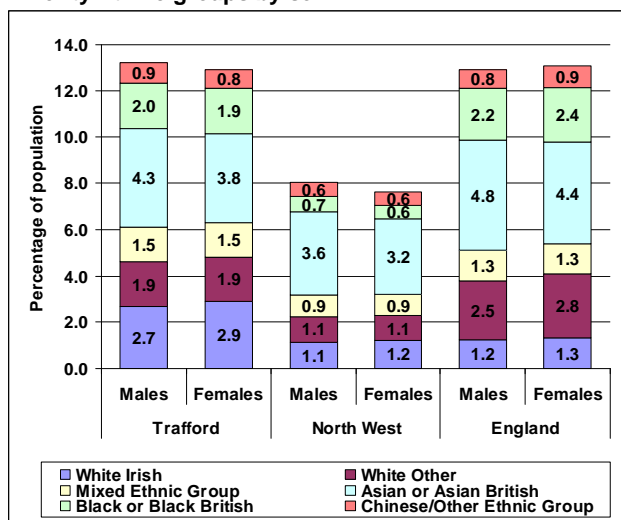
Figure 2.7 shows that 13 per cent of males and 13 per cent of females in Trafford are from Black and Minority Ethnic groups⁹. This is higher than in the North West (8 per cent of males and 8 per cent of females) but the same as in England. In Trafford, the largest ethnic minority group are White Irish people (5,724 people, 2.7 per cent of the population), followed by the White Other population (3,992 people, 1.9 per cent of the population) and people of Indian origin (3,885 people, 1.9 per cent of the population).

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

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

The 2001 Census also provides information about religious groups. The largest minority religious groups in Trafford are Muslims (6,973 people or 3.3 per cent of the population) and Jews (2,314 people or 1.1 per cent of the population). 73 per cent of males and 79 per cent of females in Trafford state that they are Christians, which is lower than in the North West (76 per cent of males and 80 per cent of females) but higher than in England as a whole (69 per cent of males and 75 per cent of females). 14 per cent of men and 10 per cent of women in Trafford said that they had no religion, and 7 per cent of men and 6 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

Households and Housing

There are 89,317 households in Trafford¹⁰, of which 32 per cent are single person households. This is similar to the proportion in the North West (31 per cent) and in England as a whole (30 per cent). Trafford has a lower proportion of lone parent households with dependent children (6 per cent) than the North West (8 per cent) but this figure is the same as in England (6 per cent).

In Trafford, 72 per cent of households are owner occupied, 17 per cent are rented from a social landlord (11 per cent rented from the council) and 9 per cent are privately rented. In the North West the figures are 69 per cent, 20 per cent (14 per cent rented from the Council) and 9 per cent respectively, and in England 68 per cent, 19 per cent (13 per cent rented from the Council) and 10 per cent. Therefore, Trafford has:

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

Data from the Land Registry for the last quarter of the years 2000 and 2003 show that although house prices in Trafford were already above the national average they rose substantially between these dates. The average house price rose from £118,500 to £178,400 (a 51 per cent increase) and 28 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).

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

3. Education and Skills

Educational Indicators in Trafford¹¹

Trafford has a relatively low proportion of pupils who are eligible for free school meals.

Within Trafford there are 73 primary, 18 secondary and 6 special schools which teach 19,890, 16,070 and 500 pupils respectively. There are 11 independent schools within the Borough. Of the 60 per cent of 16 and 17 year olds who are in full-time education, 27 per cent are in maintained schools, 9 per cent are studying at sixth form colleges and 23 per cent are in other further education establishments. This is similar to the regional picture, where 61 per cent of 16 and 17 year olds are in full-time education. Of these, 18 per cent are in maintained schools, 2 per cent in independent schools, 9 per cent in sixth form colleges and 23 per cent in other further education establishments. In England as a whole the corresponding figures are 64 per cent, 39 per cent, 9 per cent, 14 per cent and 38 per cent respectively.

In 2003 the **pupil to teacher ratio** in both primary and secondary schools (23.7 and 17.2 pupils per teacher respectively) was higher than in the North West region (22.3 and 16.4) and in England as a whole (22.6 and 17.0). There were no **teacher vacancies** recorded in Trafford in that year, however the rate in the region was 0.5 per cent in the region and 0.9 per cent in England. In 2003/2004 Trafford spent slightly less per pupil (£3,340) than the regional average (£3,540) or the average across England as a whole (£3,590).

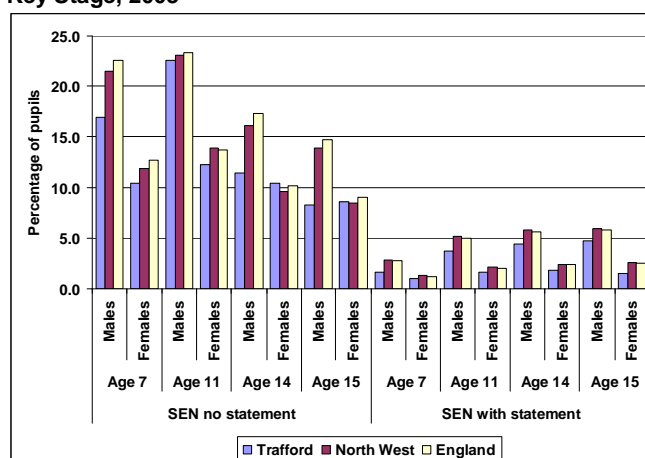
As seen in Chapter 2, Trafford has a similar proportion of people from **Black and Minority Ethnic groups** to England as a whole. In primary schools in Trafford, 16.5 per cent of pupils are from Black and Minority Ethnic groups,¹² compared with 10.7 per cent of pupils in the region and 17.8 per cent in England¹³. In Trafford, the largest of these groups are *Indian* (3 per cent) and *White and Black Caribbean* (1.7) pupils. In secondary schools the figures are 14.8 per cent, 8.4 per cent and 15.6 per cent for Trafford, the North West region and England respectively. In Trafford's secondary schools, the largest Black and Minority Ethnic groups are Indian (2.2 per cent) and *White and Black Caribbean* (1 per cent).

In Trafford, 8 per cent of primary school pupils have a **first language which is other than English**, compared with 6.9 per cent of pupils in the region and 10 per cent in England as a whole. Among pupils in secondary schools the figures are 5.5 per cent, 5.1 per cent and 8.8 per cent in Trafford, the region and England respectively.

In maintained nursery and primary schools in Trafford, 12 per cent of pupils are eligible for **free school meals** (FSM) although only 10 per cent of pupils take them, compared with 21 per cent of pupils eligible (17 per cent take FSM) in the region and 17 per cent (14 per cent take FSM) in England. In secondary schools in Trafford, the corresponding rates of eligibility for and uptake of FSM are 12 per cent and 10 per cent respectively, compared with 19 per cent and 14 per cent in the North West region and 15 per cent and 11 per cent in England as a whole.

Figure 3.1 shows the percentages of pupils who have a **Special Educational Need** (SEN) at each Key Stage. Children have a Special Educational Need if they have a learning difficulty which calls for special educational provision to be made for them¹⁴. For children with SEN who require a high level of support, a Statutory Assessment of his or her special educational needs is carried out by the Local Education Authority (LEA). If after the assessment the LEA decides that the child needs more special education/provision, it must write a Statement of Special Educational Needs, usually called a 'statement'. This 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, 2003



Source: DfES, Crown Copyright 2004

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

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

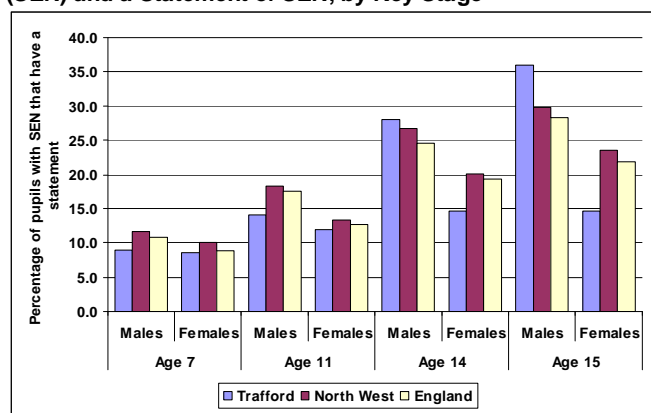
¹³ Percentage of the total number of pupils whose ethnicity has been classified (not the total number of pupils) in 2003.

¹⁴ Special Educational Needs Code of Practice, DfES 2001.

At all Key Stages and at all geographical levels, a higher percentage of boys than girls have a SEN except in Trafford at age 15, where the SEN level (without a formal statement of SEN) is a little higher for girls. At Key Stages 1 and 2, fewer pupils in Trafford have a SEN than in the region and England as a whole. There are fewer boys with a SEN at aged 7 and 11 in Trafford than in the region or in England.

Figure 3.2 shows that in Trafford, younger pupils (at ages 7 and 11) with a SEN are less likely to have a formal Statement of SEN than in the region or in England. At ages 14 and 15, however, more boys with a SEN have a statement in Trafford than at the regional and national levels. At all geographical levels and at all Key Stages, girls with a SEN are less likely than boys with a SEN to have a formal statement of their needs.

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



Source: DfES, Crown Copyright 2004

Educational Attainment

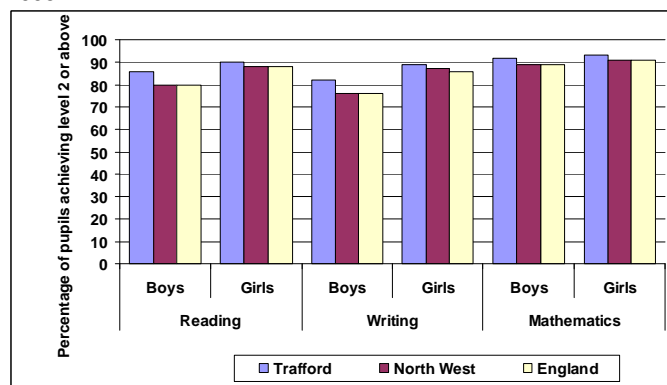
In Trafford both boys and girls perform above the level of pupils in the North West region and in England as a whole.

Key Stage 1 Tests - Age 7

Figure 3.3 shows the achievement of pupils in **Key Stage 1 tests (age 7)** in reading, writing and mathematics in 2003. A higher proportion of both boys and girls in Trafford achieved the expected standard in all the three subjects than in the North West region or in England. While 92 per cent of boys achieved the expected standard in mathematics, slightly fewer boys performed well in reading (86 per cent) and in writing (82 per cent). Girls in Trafford performed better than boys in all three subjects: reading (90 per cent), writing (89 per cent) and mathematics (93 per cent).

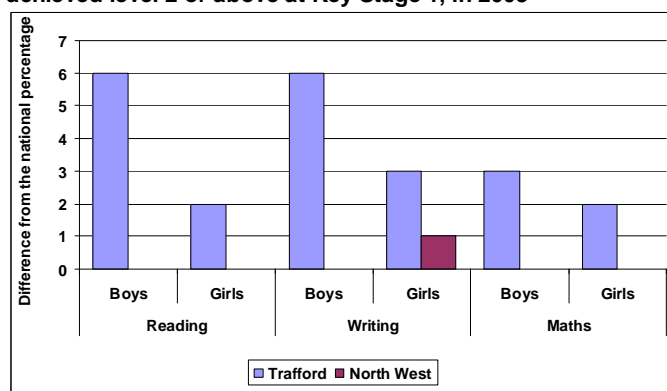
Figure 3.4 shows the difference from the national percentage of pupils achieving the expected standard at Key Stage 1. 7 year old boys and girls in Trafford performed above the regional and national levels in reading, writing and mathematics. The greatest difference can be seen in boys' achievements in reading and writing, which were 6 per cent higher than the national percentage.

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



Source: DfES, Crown Copyright 2004

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



Source: DfES, Crown Copyright 2004

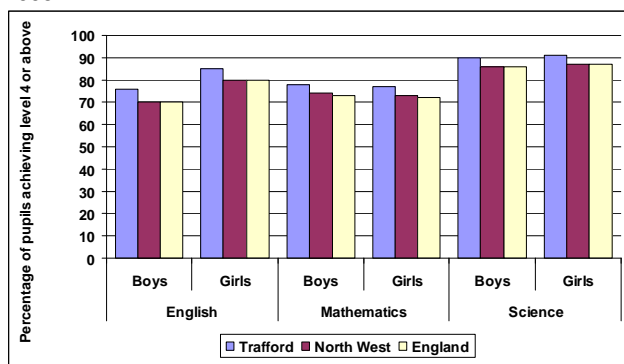
Note: England: Reading - Boys 80%, Girls 88%, Writing - Boys 76%, Girls 86%, Mathematics- Boys 89%, Girls 91%

Attainment data for previous years indicate that since 2000, proportionally more boys and girls in Trafford have achieved the expected standard at Key Stage 1 in all subjects. This differs from regional and national trends with regard to writing, where there was a fall in the proportion of both boys and girls achieving the required level in 2003.

Key Stage 2 - Age 11

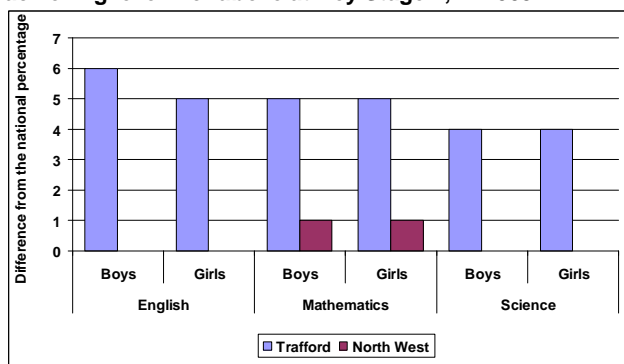
Figure 3.5 shows the achievements of pupils at **Key Stage 2** in the subjects of English, mathematics and science in 2003. Again, more Trafford pupils achieved the expected standard at Key Stage 2 than their equivalents in the North West region or in England. While 90 per cent of boys and 91 per cent of girls achieved the required level in science, a lower proportion of boys achieved this level in English (76 per cent) and in mathematics (78 per cent). Girls in Trafford performed better than boys in English (85 per cent), but slightly fewer girls than boys achieved the expected level in mathematics (77 per cent).

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



Source: DfES, Crown Copyright 2004

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



Source: DfES, Crown Copyright 2004

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

Figure 3.6 demonstrates the difference from the national percentage of pupils achieving level 4 or higher at Key Stage 2. The greatest difference is in boys' achievements in English in Trafford, which were 6 per cent above both the regional and national levels.

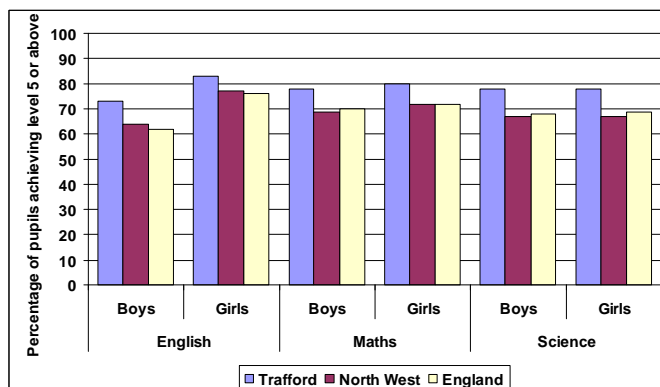
Between 2000 and 2003 there was a slight fall in the proportion of boys and girls in Trafford who achieved level 4 or more at Key Stage 2 in English (down 3 per cent for boys and down 1 per cent for girls). While there was no change in boys' level of achievement in

mathematics, 1 per cent fewer girls achieved the expected level in this subject in 2003 than in 2000. In science, however, 3 per cent more boys and 2 per cent more girls achieved the required level in 2003, compared with only a 1-2 per cent increase at the national level.

Key Stage 3 - Age 14

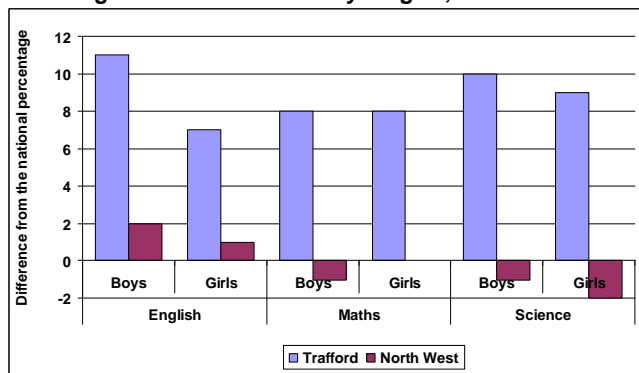
Figure 3.7 shows pupils' achievements at Key Stage 3 in English, mathematics and science in 2003. Compared with their counterparts at the regional and nation levels, a higher percentage of both boys and girls in Trafford achieved the expected level in all three subjects, English, mathematics and science. While fewer boys than girls achieved the expected standard in English (73 per cent compared with 83 per cent) and mathematics (78 per cent compared with 80 per cent), a similar proportion of both boys and girls achieved the expected level in science (80 per cent in both cases).

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



Source: DfES, Crown Copyright 2004

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



Source: DfES, Crown Copyright 2004

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

Figure 3.8 shows the difference from the national percentage of pupils achieving level 5 or above at Key Stage 3. In Trafford, both sexes performed well above the regional and national levels in all three subjects.

Again, the greatest difference was boys' achievements in English, which were 11 per cent above the national percentage. Pupils' achievements in science were also much higher than the regional and national averages, 10 per cent higher for boys and 9 per cent higher for girls than the national averages, and 11 per cent above the average in the North West for both boys and girls.

Trafford saw significant improvements have been made in educational attainment at age 14 between 2000 and 2003.

Trafford has clear evidence of recent educational improvements. Between 2000 and 2003, the proportion of both boys and girls in Trafford who achieved the expected standard at Key Stage 3 has increased, as in the region and in England as a whole. Compared with the results in 2000, in 2003, 2 per cent more boys achieved the expected level in English, 6 per cent more in mathematics and 9 per cent more in science. The increases at national level were 7 per cent, 6 per cent and 7 per cent respectively. For girls in Trafford the corresponding figures were 1 per cent, 9 per cent, and 12 per cent (3 per cent, 7 per cent and 11 per cent in England).

Diversity Indicators and Performance at Key Stages 1-3

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

Ethnicity

The 2003 educational statistics for Trafford refer to the following pupils:

Figure 3.9 Trafford 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	932	1,167	1,197
	Black and Minority Ethnic Groups	184	203	216
Girls	White British	957	1,062	1,175
	Black and Minority Ethnic Groups	176	187	190

Source: DfES, Crown Copyright 2004

As Figure 3.9 shows, Trafford has a small number of pupils from Black and Minority Ethnic Groups. In Trafford, these pupils are principally concentrated in the *Indian* and *White and Black Caribbean* groups. Although

the figures are small, they provide reliable data as they refer to the results of official tests taken by all pupils, and have not, for example, been generalised from a sample survey of pupils. The test results for 7, 11 and 14 year-old pupils showed:

At age 7

- Trafford's Black and Minority Ethnic girls did better than Trafford's Black and Minority Ethnic boys in reading and writing.
- Trafford's Black and Minority Ethnic boys and girls did less well than Trafford's White British boys and girls.
- Trafford's Black and Minority Ethnic boys outperformed similar boys nationally by 2 per cent in reading, 9 per cent in writing, and 3 per cent in mathematics.
- Trafford's Black and Minority Ethnic girls outperformed similar girls nationally by 4 per cent in writing and 1 per cent in mathematics. They achieved the same standard as Black and Minority Ethnic girls at the national level in reading.

At age 11

- Trafford's Black and Minority Ethnic boys and girls did less well than Trafford's White British boys and girls in all Key Stage 2 subjects.
- Trafford's Black and Minority Ethnic boys achieved the same level as similar boys across England in English. They did less well in mathematics (2 per cent fewer achieving the expected standard), but better in science (4 per cent more achieving the expected standard), compared with their counterparts nationally.
- Trafford's Black and Minority Ethnic girls reached the same standard as similar girls nationally in mathematics, but 3 per cent more achieved expected standards in English, and 4 per cent more in science, compared with Black and Minority Ethnic girls across England.

At age 14

- Trafford's Black and Minority Ethnic boys and girls did less well than Trafford's White British boys and girls (7 per cent fewer boys and 15 per cent fewer girls achieving the expected standard in English, 8 per cent fewer boys and 7 per cent fewer girls reaching this level in mathematics, and 8 per cent fewer boys and 15 per cent fewer girls in science).

- Trafford's Black and Minority Ethnic boys did better than similar boys nationally (9 per cent more achieving expected standards in English, 7 per cent more in mathematics, and 12 per cent more in science).
- Trafford's Black and Minority Ethnic girls did less well than their national counterparts in English (2 per cent fewer achieving the expected standard), but 2 per cent more achieved the expected standard in mathematics, and 4 per cent more in science.

English as an Additional Language

The relatively poor performance of 14 year old girls in Trafford for whom English is an additional language should be investigated

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

Figure 3.10 Trafford pupils assessed at Key Stages 1, 2 and 3, by sex and whether or not they have English as an additional language

		Numbers		
		Age 7 KS1	Age 11 KS2	Age 14 KS3
Boys	English	1,099	1,338	1,352
	First language other than English	105	126	99
Girls	English	1,124	1,224	1,325
	First language other than English	94	90	59

Source: DfES, Crown Copyright 2004

At age 7

- Trafford'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. (17 per cent fewer boys and 8 per cent fewer girls gained expected standards in English, 5 per cent fewer boys and 4 per cent fewer girls in writing, and 3 per cent fewer boys and 8 per cent fewer girls in mathematics, compared with the majority of pupils for whom English was their first language.)
- Boys in Trafford for whom English is an additional language did better than their counterparts at the national level, 5 per cent more achieved the desired standards in reading, 8 per cent more in writing and 6 per cent more in mathematics.

- Girls in Trafford for whom English is an additional language did better than similar girls nationally, with 2 per cent more achieving the expected standard in reading and 5 per cent more in writing. In science they achieved similar results to their national counterparts.

At age 11

- Trafford's boys and girls who have English as an additional language did less well than those for whom English was their first language.
- In Trafford, among those for whom English is an additional language, 1 per cent fewer boys and 4 per cent fewer girls achieved expected standards in English and mathematics. However, 2 per cent more Trafford boys in this group achieved the desired level in science, compared with similar boys nationally. Trafford girls in this group reached the same standard as their national counterparts.

At age 14

- Trafford boys for whom English is an additional language performed a little less well than other Trafford boys at age 14 (1-2 per cent fewer achieving expected standards in all subjects).
- Trafford girls for whom English is an additional language had much poorer results when compared with other Trafford girls. 20 per cent fewer achieved expected standards in English, 25 per cent fewer in mathematics, and 20 per cent fewer in science. This gender difference should be examined to see if it is a persistent problem.
- Trafford boys for whom English is an additional language outperformed their national counterparts by 18 per cent in English, 13 per cent in mathematics and 22 per cent in science.
- Trafford girls for whom English is an additional language did less well than similar girls nationally (6 per cent fewer achieving the desired level in English and 7 per cent fewer in mathematics). They nevertheless outperformed their national counterparts by 1 per cent in science.

Free School Meals Eligibility

- In Trafford, the North West region, and nationally, pupils of both sexes who are eligible for free school meals performed less well than other pupils at Key Stages 1, 2 and 3.
- This is especially marked for older Trafford pupils eligible for free school meals, with 32 per cent fewer

boys and 20 per cent fewer girls in this group achieving expected standards in English at age 14, 28 per cent fewer boys and 22 per cent fewer girls reaching this level in mathematics and 26 per cent fewer boys and 24 per cent fewer girls in science, compared with other Trafford boys and girls.

Special Educational Needs

At age 7

- Trafford boys who have SEN achieved better results in 2003 than their national counterparts, by 5 per cent in reading, and by 3 per cent in both writing and mathematics.
- Among Trafford girls who have SEN, results were lower than for similar girls across England by 9 per cent in reading and by 6 per cent in writing. However, 2 per cent more of these girls achieved the expected standard in mathematics than at the national level.

At age 11

- Among pupils who have SEN but who do not have a statement of SEN, attainment is higher for both boys and girls in Trafford than at the national level.
- In English, 10 per cent more boys and 1 per cent more girls achieved expected standards; in mathematics the figures were 7 per cent more boys and 3 per cent more girls, and in science 6 per cent among both boys and girls.

At age 14

- Trafford boys who have SEN achieved better results than their national counterparts by 6 per cent in reading, 2 per cent in mathematics and 11 per cent in science.

- Trafford girls who have SEN achieved better results than their national counterparts by 12 per cent in English, 13 per cent in mathematics and 16 per cent in science.

Key Stage 4 GCSE/GNVQ - Age 16

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

GCSE/GNVQ achievements by 16 year olds in maintained schools in 2002/03 are presented in **Figure 3.11**. In Trafford, more boys and girls achieved 5 or more A*-C grades at GCSE/GNVQ level than at the regional or national level, and, in line with national trends, boys performed less well than girls. 60 per cent of boys in Trafford achieved 5 or more A*-C grades, and 65 per cent of girls.

In Trafford, almost 3 per cent of boys and just over 2 per cent of girls who sat these examinations did not achieve any GCSE/GNVQ passes. These figures are lower than in the North West region or in England as a whole.

Significant improvements were made after 2000, when only 51 per cent of boys and 61 per cent of girls in Trafford achieved 5 or more A-C grades at GCSE/GNVQ. Between 2000 and 2003 the proportion of boys and girls achieving this standard increased in Trafford by 9 per cent for boys and 4 per cent for girls. The comparable figures for the region were 3 per cent (boys) and 4 per cent (girls), and in England as a whole 6 per cent (both boys and girls).

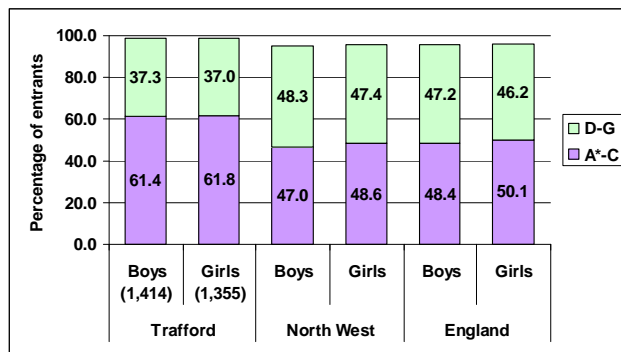
Figure 3.11 GCSE/GNVQ achievements by 16 year olds in maintained schools by gender in 2002/2003

LEA		Percentage of pupils achieving at GCSE/GNVQ			
		5+ A*-C grades	5+ A*-G grades	5+ A*-G grades including mathematics and English	No passes
Trafford	Males (1,428)	59.6	92.9	91.8	2.7
	Females (1,356)	64.7	94.5	93.4	2.2
North West	Males	44.3	87.2	84.7	6.4
	Females	54.5	91.2	89.2	4.4
England	Males	47.9	86.6	84.2	6.3
	Females	58.2	91.0	89.0	4.1

Source: DfES, Crown Copyright 2004

Figures 3.12 - 3.15 show pupils' performance in selected subjects at GCSE. **Figure 3.12** shows the proportion of pupils entered for GCSE mathematics in maintained schools who achieved good grades and other pass grades. In Trafford, proportionally more boys (61 per cent) and girls (62 per cent) achieved good grades than in the North West region or in England. The overall pass rate in Trafford was also higher than at the regional and national levels. In Trafford, pupils are more likely to achieve a good GCSE pass in this subject.

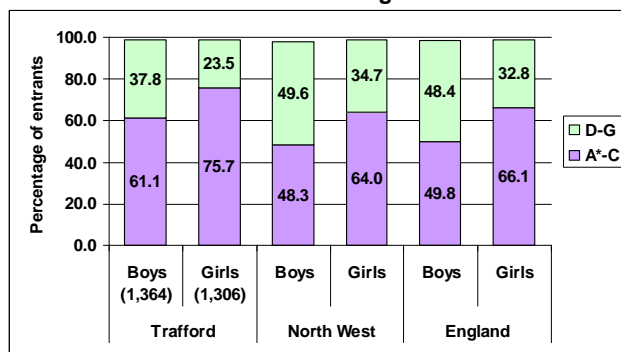
Figure 3.12 Pupils entered for GCSE Mathematics in maintained schools who achieved A*-C or D-G grades in 2003



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. A much higher proportion of girls than boys achieved good grades, 76 per cent compared with 61 per cent. The overall pass rate was similar at all geographical levels, but Trafford pupils, both boys and girls, were considerably more successful in achieving good grades.

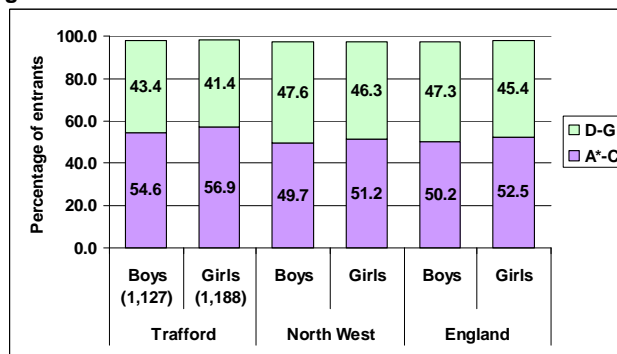
Figure 3.13 Pupils entered for GCSE English in maintained schools who achieved A*-C or D-G grades in 2003



Source: DfES, Crown Copyright 2004

Figure 3.14 shows the achievements of pupils entered for GCSE Double Award Science in maintained schools. In Trafford, 55 per cent of boys and 57 per cent of girls obtained good grades, a higher figure than in the North West region (50 per cent for boys and 51 per cent for girls) or in England (50 per cent for boys and 53 per cent for girls). In Trafford, more girls achieved good grades in this subject, as at both the regional and national scales.

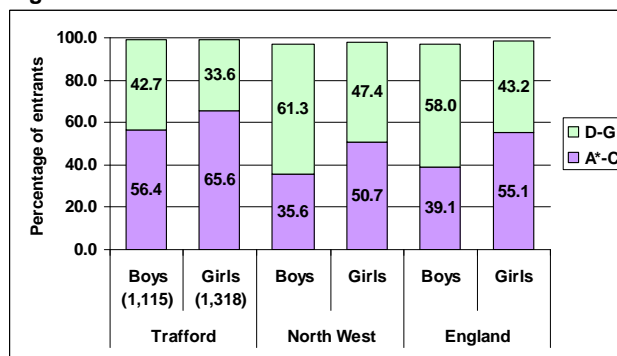
Figure 3.14 Pupils entered for GCSE Double Award Science in maintained schools who achieved A*-C or D-G grades in 2003



Source: DfES, Crown Copyright 2004

Figure 3.15 shows that in Trafford a much higher percentage of pupils entered for GCSEs in a Modern Language achieved good grades than in the region or in England as a whole. Girls (66 per cent) performed better than boys (56 per cent) in achieving good grades. These figures are well above the regional (36 per cent for boys and 51 per cent for girls) and national (39 per cent for boys and 55 per cent for girls) averages.

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

- Among Trafford's Black and Minority Ethnic pupils, a lower proportion of boys (49 per cent) and girls (61 per cent) achieved 5 or more good GCSE/GNVQ grades, compared with Trafford's White British boys (60 per cent) and girls (65 per cent).
- 5 per cent more of Trafford's Black and Minority Ethnic boys and girls achieved 5 or more good GCSE/GNVQ grades than their national counterparts.

English as an additional language

- In Trafford, amongst those who have English as an additional language, 11 per cent fewer boys and 1 per cent fewer girls achieved 5 or more good GCSE/GNVQ grades, compared with Trafford boys and girls whose first language is English.
- Trafford boys and girls for whom English is an additional language performed better than their national counterparts, with 6 per cent more boys and 8 per cent more girls achieving 5 or more good GCSE/GNVQ grades.
- Among boys and girls in Trafford whose first language is not English, 4 per cent fewer boys and girls gained no passes at GCSE/GNVQ, compared with similar boys and girls in England as a whole.

Free school meal eligibility

- In Trafford, 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.
- In Trafford a higher proportion of boys and girls who are eligible for free school meals achieved 5 or more good GCSE/GNVQ passes (8 per cent more boys and 9 per cent more girls), compared with similar boys and girls in England as a whole.

Special Educational Needs

- Trafford boys with a SEN were more likely to achieve 5 or more GCSE/GNVQ passes at grades A*-C than similar boys nationally (8 per cent more).
- 12 per cent more Trafford girls with a SEN but without a statement of SEN achieved 5 or more good GCSE/GNVQ passes than their counterparts nationally.

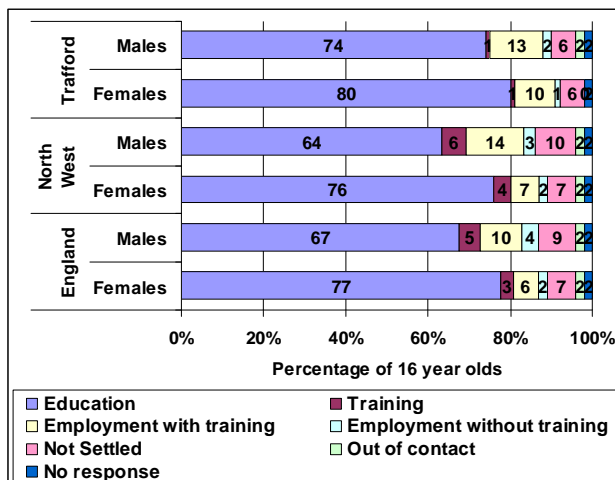
Destinations of pupils after age 16

In Trafford, over 40 per cent of boys who entered employment at 16 went into jobs in skilled trades.

Two thirds of girls in Trafford who entered employment at 16 went into administrative and secretarial and personal service occupations.

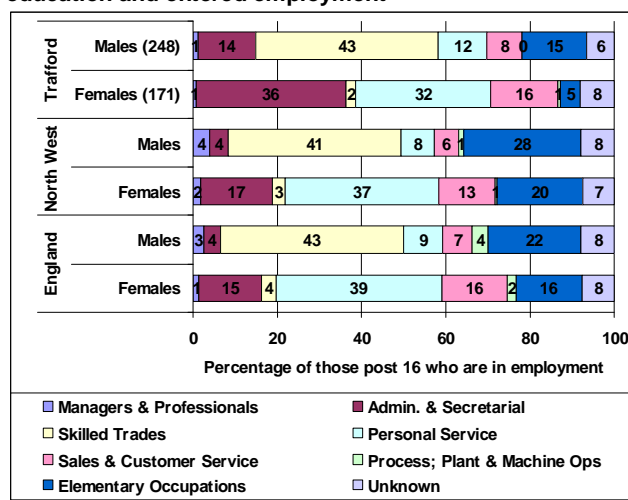
Figure 3.16 shows the situation of pupils after the end of compulsory education. It indicates that a higher proportion of students stay on in education in Trafford than in the North West region or in England as a whole. In 2003 in Trafford, most 16 year olds continued in education and training, with more female students (80 per cent) than male students (74 per cent) doing so. Correspondingly, more young men entered the labour market than young women, 15 per cent compared with 11 per cent. 6 per cent of both young men and young women in Trafford were reported to be 'not settled', a slightly lower figure than in the region and nationally.

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



Source: ConneXions 2004

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



Source: ConneXions 2004

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

Figure 3.17 shows the first occupations of those who went into employment after leaving school at 16. In all areas, young men were more likely to be employed in skilled trades or in elementary occupations, while young women were more likely to be in administrative and secretarial or personal service occupations. In Trafford, 43 per cent of young men were employed in skilled trades, similar to the regional and national averages. 15 per cent entered elementary occupations, a lower proportion than in the region (28 per cent) and nationally (22 per cent). 32 per cent of young women who left school at 16 and started work entered personal service occupations, which was lower than the regional (37 per cent) and national (39 per cent) averages. Young women in Trafford were also:

- more likely to be employed in administrative and secretarial occupations (36 per cent) than their counterparts in the region (17 per cent) or in England as a whole (15 per cent)
- less likely to be employed in elementary occupations (5 per cent) than those in the region (20 per cent) or in England (16 per cent).

A/AS Level Attainment

Figure 3.18 shows that in Trafford the average point score per candidate achieving A/AS levels was higher than in the North West region and in England. For boys in Trafford, this score was more than 20 points higher than in England as a whole. Girls in Trafford achieved a much higher point score than boys, and their average score was 40 points higher than the national average.

Figure 3.18 Average 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
Trafford	252.9	296.6	75.3	83.2
North West	233.2	261.1	69.6	75.8
England	230.1	256.3	70.9	77.1

Source: DfES, Crown Copyright 2004

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

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

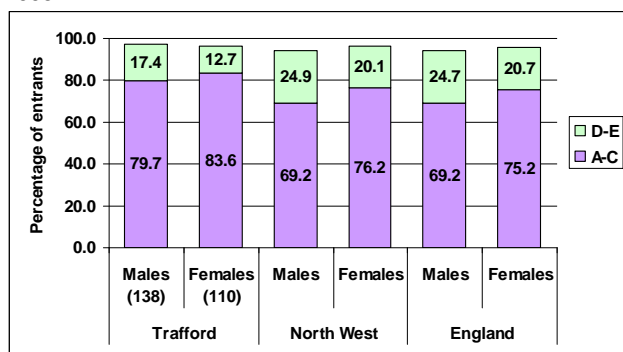
	Trafford		North West		England	
	Males	Females	Males	Females	Males	Females
1	Mathematics	English	Mathematics	English	Mathematics	English
2	Physics	Biological Sciences	English	Psychology	English	Psychology
3	Chemistry	Mathematics	Business Studies	Social Studies (excluding Psychology)	Business Studies	Social Studies (excluding Psychology)
4	Geography	Chemistry	Physics	Biological Sciences	Physics	Biological Sciences
5	Business Studies	Psychology	Biological Sciences	Art and Design	History	Business Studies

Source: DfES, Crown Copyright 2004

Figure 3.19 shows boys' and girls' five most popular subjects at 'A' Level. At the national level, boys' and girls' preferences differ, except in choosing English and Business Studies. Many boys in Trafford chose Chemistry and Geography, whereas their counterparts in the North West region and England preferred English and History or Biological Sciences in addition to Mathematics, Physics and Business Studies. Girls in Trafford favoured English, Biological Sciences and Psychology like their English counterparts, but preferred Mathematics and Chemistry over Social Studies and Business Studies or Art and Design.

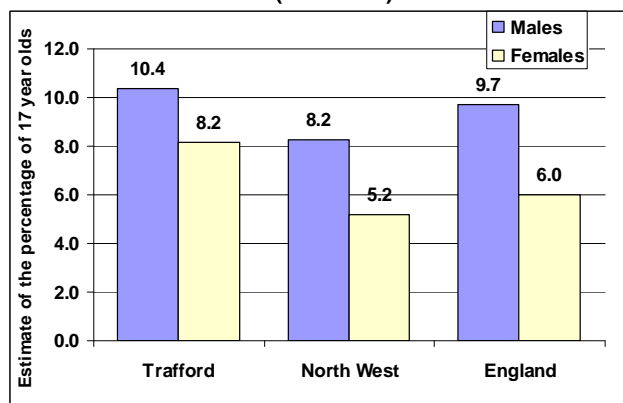
Figure 3.20 shows the results of boys and girls entered for 'A' level mathematics in maintained schools. In Trafford, 80 per cent of boys achieved good grades, compared with 84 per cent of girls. By national standards, both boys' and girls' performance here was strong.

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

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



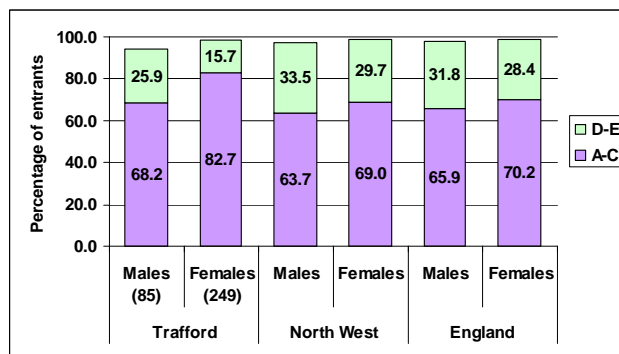
Source: DfES and ONS Population Estimates Unit, Crown Copyright 2004

Using estimates of the population it is possible to compare the proportion of 17 year olds in Trafford who entered mathematics 'A' level with that for the region and England. These estimates are presented in **Figure 3.21**,

and show that 10 per cent of 17 year old boys and 8 per cent of girls in Trafford took A level maths in 2003, compared with 8 per cent of 17 year old boys and 5 per cent of girls in the region, and with 10 per cent of boys and 6 per cent of girls in England as a whole.

Figure 3.22 shows the results of pupils entered for 'A' level English in maintained schools. In Trafford the difference between boys (68 per cent) and girls (83 per cent) who achieved good grades was greater than in the North West region (64 per cent for boys and 69 per cent for girls) or in England (66 per cent for boys and 70 per cent for girls). Both boys and girls entered for 'A' level English in Trafford outperformed their counterparts in the region and nationally, with girls achieving especially strong results.

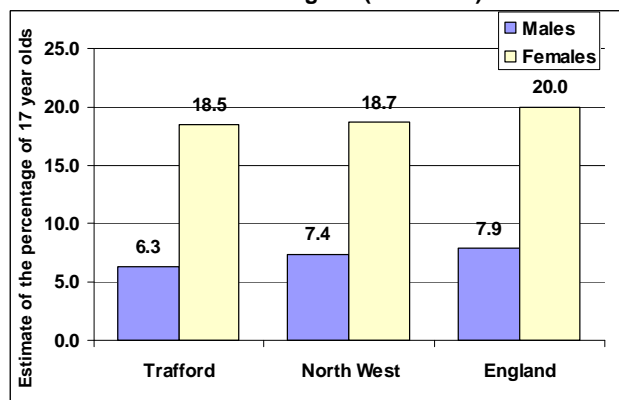
Figure 3.22 Pupils entered for 'A' level English in maintained schools who achieved A-C or D-E grades in 2003



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. Slightly fewer Trafford boys and girls took 'A' level English, compared with the regional and national figures.

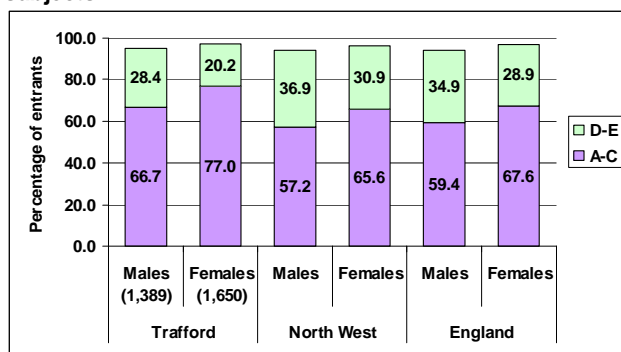
Figure 3.23 Percentage of the population aged 17 who were entered for 'A' level English (estimates) in 2003



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 Trafford, the percentages of boys and girls achieving a good pass were much higher than for their counterparts regionally and nationally. The overall pass rate in Trafford was similar to that in the region and in England as a whole.

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



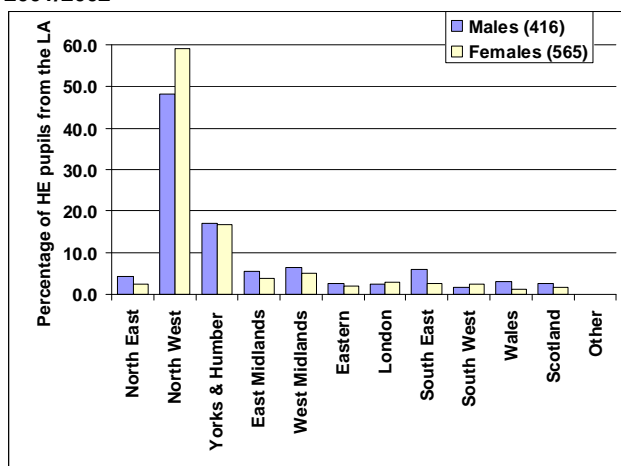
Source: DfES, Crown Copyright 2004

Higher Education

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

Figure 3.25 shows that 48 per cent of males and 59 per cent of females from Trafford who were participating in higher education were studying at an institution within the North West region, with a further 17 per cent of both males and females studying in Yorkshire and The Humber. Young women from Trafford are slightly more likely than their male counterparts to study at a local higher education institution.

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



Source: 2001 Census Standard Tables, Crown Copyright 2003

Data for all students from the North West region show a similar pattern, with 52 per cent of men and 60 per cent of women from the region studying at a higher education institution within the region, and another 16 per cent of men and 14 per cent of women studying in the Yorkshire and The Humber region.

The data on the region in which people from Trafford reside after completing their higher education shows that 51 per cent of males and 65 per cent of females from Trafford were living in the region after the end of their course. 4 per cent of males and 5 per cent of females stayed in the Yorkshire and The Humber region and another 7 per cent of males and 6 per cent of females stayed in London.

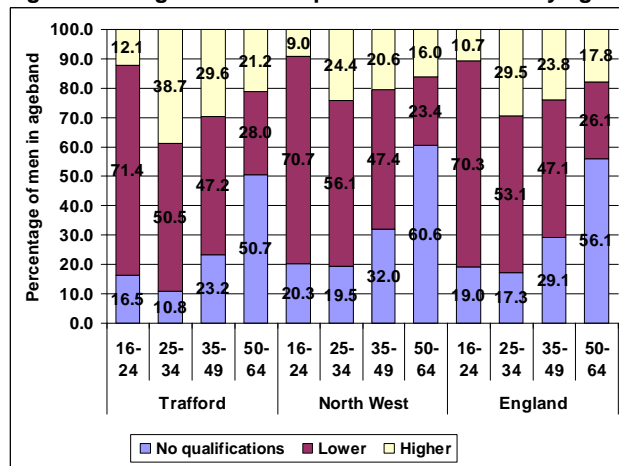
Qualifications and Skills in the general population

Half of men over 50 in Trafford have no qualifications.

A higher proportion of young women under 25 in Trafford are qualified to degree level.

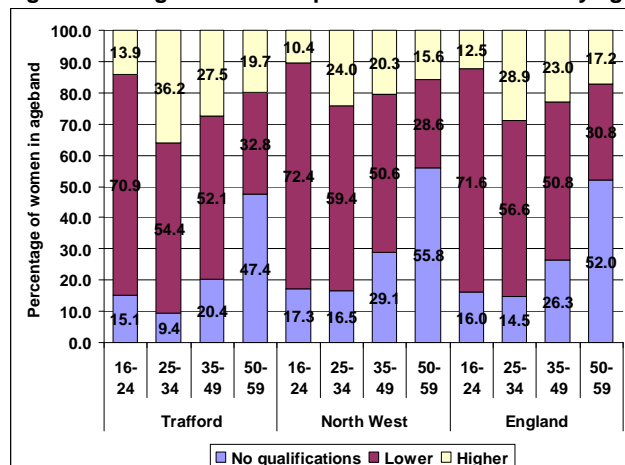
Figures 3.26 and 3.27 show for all men and women of working age, men's and women's highest level of qualification by age. Women are less likely than men to have no qualifications. They are also less likely to be educated to degree level or higher. On the other hand, more young women under 25 have degree level qualifications than young men in Trafford, 14 per cent compared with 12 per cent. This is also true in the North West region (10 per cent to 9 per cent) and across England (13 per cent to 11 per cent).

Figure 3.26 Highest level of qualification for men by age



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

Figure 3.27 Highest level of qualification for women by age



Source: 2001 Census Standard Tables, Crown Copyright 2003

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

Trafford has high percentages of men and women aged over 50 who have no qualifications, 51 per cent of men and 47 per cent of women, although these figures are lower than the corresponding figures in the region (61 per cent and 56 per cent) and in England (56 per cent and 52 per cent).

In Trafford, men and women aged 25-34 are better qualified than those in older or younger age groups, with 39 per cent of men and 36 per cent of women having higher qualifications, a much higher proportion than men and women of this age in the region (24 per cent for both men and women) or in England (about 29 per cent for both men and women).

Key Points

- At all Key Stages, a higher proportion of boys than girls have Special Educational Needs (SEN). At Key Stage 3 slightly more girls have a SEN in Trafford than at the regional or national levels.
- Achievement among pupils, especially boys, is high in comparison with the North West region and England as a whole in tests at ages 7, 11 and 14.
- GCSE/GNVQ achievements by pupils in maintained schools are high in comparison with regional and national levels. Fewer boys (60 per cent) than girls (65 per cent) achieved 5 or more good grades. These results compare favourably with the regional and national averages.
- In Trafford, fewer boys than girls gained good GCSE grades in English or in modern languages, mirroring a national gender gap.
- Both boys and girls in Trafford achieved higher point scores at 'A' level than comparable pupils in the region or in England as a whole.
- At the national level, boys and girls make strongly gendered choices of subject for 'A' level study. In Trafford's schools, fewer boys than girls chose English, although mathematics and sciences were popular choices for girls.
- In the 'A' level subjects for which they are entered, 77 per cent of girls in Trafford achieved good grades, while 10 per cent fewer boys reached this standard. Both boys' and girls' performance was nevertheless well above regional and national standards.
- Most pupils stayed on in education after 16 in Trafford, 74 per cent of male students and 80 per cent of female students, considerably above the regional and national averages.
- 248 boys and 171 girls left school and entered employment at 16. Most of these young people entered occupations which are typical for their sex. Most boys entered skilled trades or chose labouring and other elementary occupations. Most girls entered administrative and clerical or personal service jobs.
- Trafford's men and women are better qualified than men and women regionally and nationally. In part a historical legacy, levels of qualification are nevertheless low among women and men over 50.

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 Trafford, compared with the North West region and England as a whole. Its focus is on the proportions of men and women in employment and self-employment. The chapter 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 Trafford's labour market showing which kinds of jobs have been declining and which increasing.

Structure of Employment Opportunities

Significant job growth between 1991 and 2002 in Trafford, in both full-time and part-time employment.

Between 1991 and 2002 there was a net increase of nearly 29,400 jobs in Trafford. Over the same period the working age population decreased by 2,500. Underlying this significant job growth, analysis by gender, industrial sector and working hours reveals some marked differences affecting the situations of men and women.

In 1991, men held 56 per cent of all jobs in Trafford, and 93 per cent of them worked full-time (7 per cent part-

time). In contrast, 52 per cent of women worked full-time, with 48 per cent in part-time employment. Just over a decade later in 2002, the percentage of all jobs held by men had increased, to 57 per cent, although with fewer men - 85 per cent - working full-time. For women, the percentage of jobs that were full-time rose slightly - to 53 per cent by 2002.

Figure 4.1 summarises the actual numbers of jobs held, and confirms large increases in part-time employment for men. Trafford's growth in full-time jobs for both sexes, and in part-time jobs for men, significantly outstripped the national and regional trends over this period. Women held a third more full-time jobs in Trafford by 2002 than in 1991. Male part-time jobs increased very significantly, from fewer than 4,000 jobs in 1991 to almost 11,000 in 2002, an increase of 172%.

Figures 4.2 and 4.3 show details, for 1991-2002, of employed men and women in Trafford, by the industry in which they work.

For Trafford's men, there was:

- A large increase in the share of jobs in banking, finance and insurance.
- An increase in employment in distribution, hotels and restaurants, with a peak in 1998.
- A notable and persistent decline in employment in manufacturing.
- A marked decline in the share of all employment located in the energy and water industries.

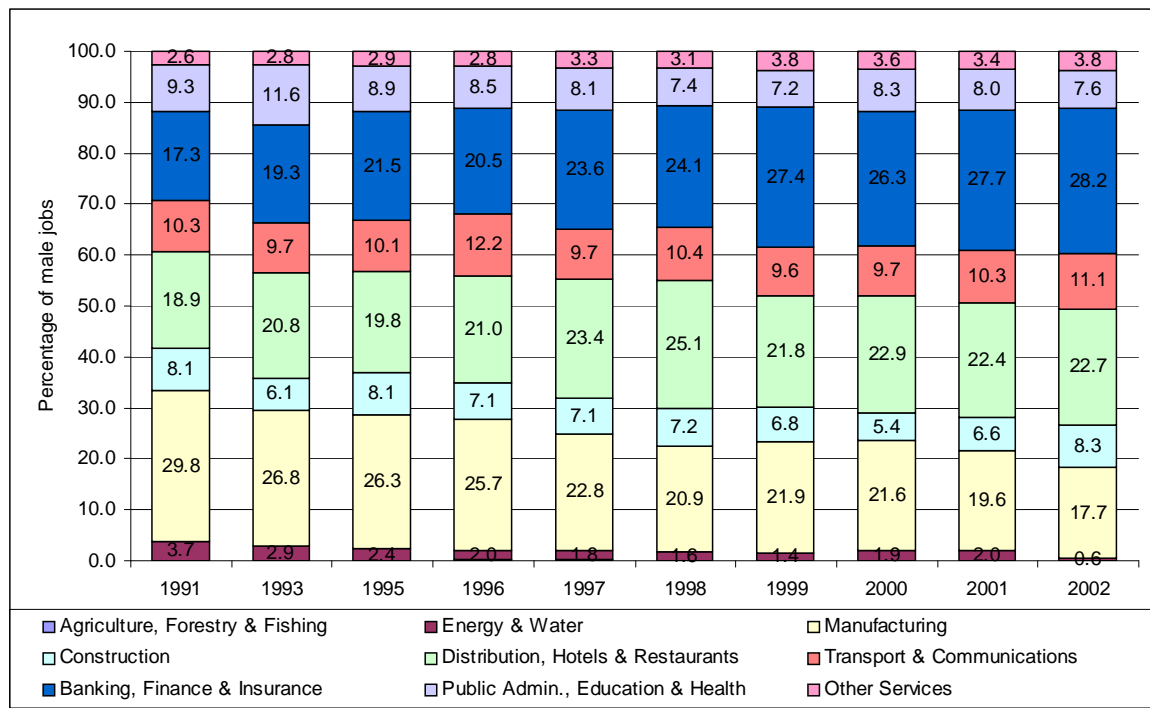
Figure 4.1 Changes in employment in Trafford 1991-2002 by full-time/part-time status and sex¹⁵

Job Type	Sex	Number of jobs		Change in number of jobs 1991-2002	Percentage change 1991- 2002		
		1991	2002		Trafford	North West	England
Full-time	Female	21, 790	29, 367	7, 577	34.8	9.9	12.7
	Male	50, 569	59, 328	8, 759	17.3	6.6	9.3
	All	72, 359	88, 695	16, 336	22.6	7.8	10.6
Part-time	Female	20, 280	26, 507	6, 227	30.7	26.0	30.8
	Male	3, 960	10, 755	6, 795	171.6	110.9	103.1
	All	24, 240	37, 262	13, 022	53.7	39.5	43.6
All	All jobs	96, 599	125, 957	29, 358	30.4	16.2	19.2

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

¹⁵ These data relate to jobs located in Trafford. Some of these jobs may be held by men or women who live elsewhere.

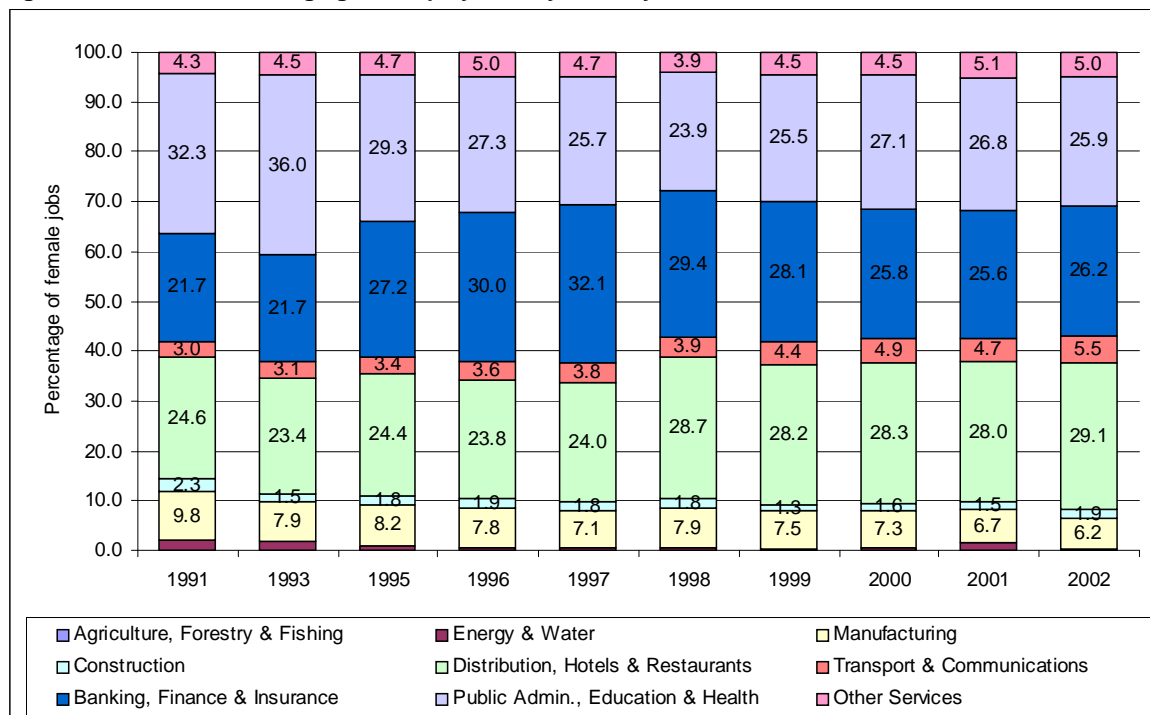
Figure 4.2 Men of working age in employment by industry, Trafford, 1991-2002



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.

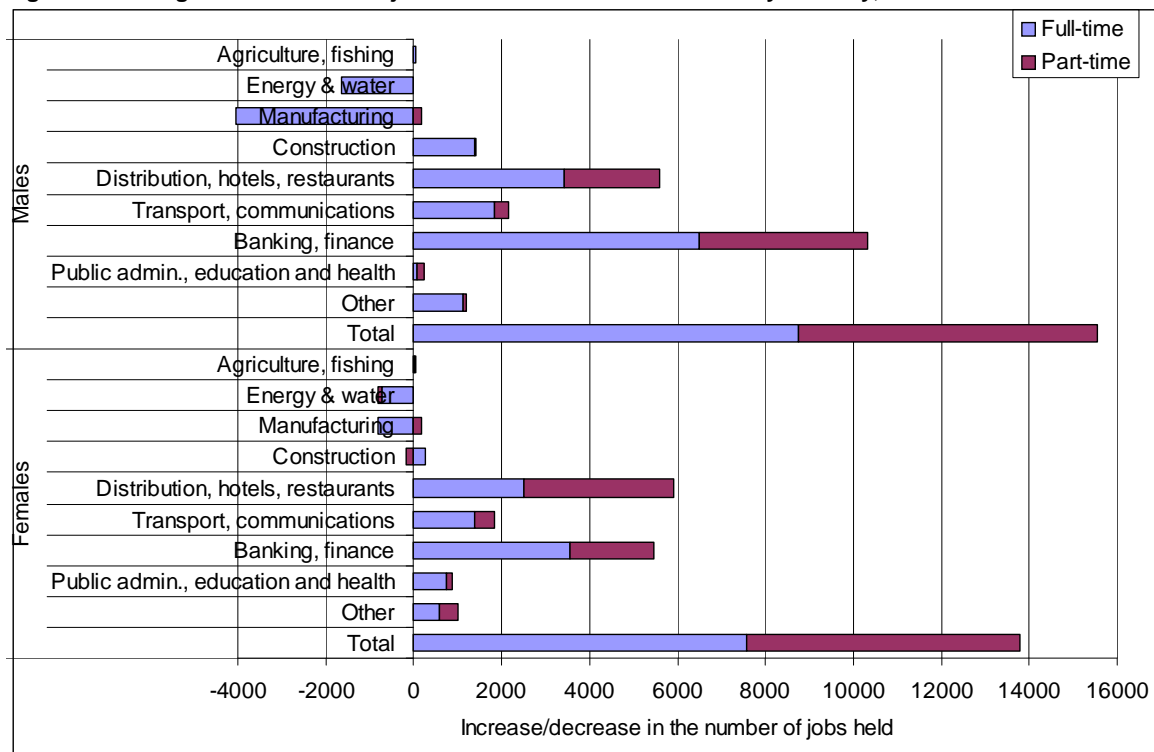
Figure 4.3 Women of working age in employment by industry, Trafford, 1991-2002



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

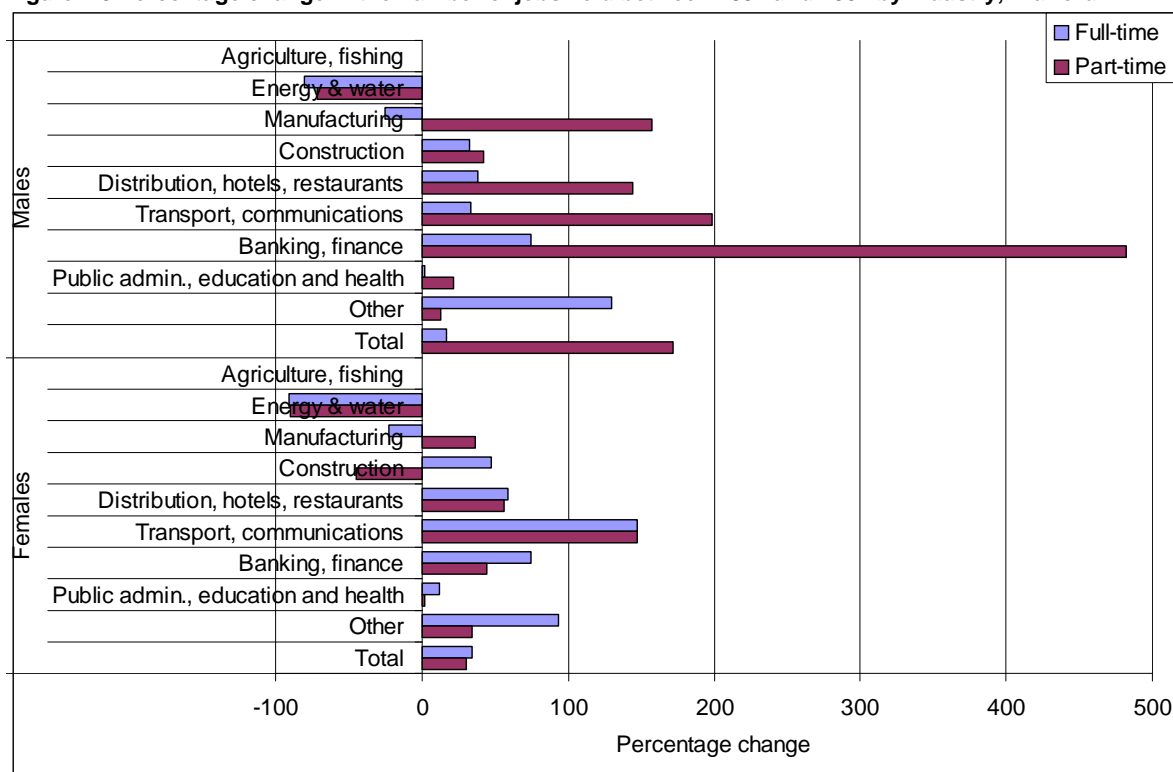
Note: 'Other' includes sewage and refuse disposal, activities of membership organisations, recreational, cultural and sporting clubs, private households with employed persons, extra territorial organisations.

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



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

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



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

For Trafford's women there was:

- An overall increase in employment in distribution, hotels and restaurants, with some year on year fluctuations.
- A fall in the share of women working in public administration, education and health jobs, after a peak in 1993.
- A reduction in the proportion of jobs located in the manufacturing sector.
- Rapid growth, followed by some retrenchment, in the relative importance of employment in banking and finance.

Data for the North West region and England as a whole over this period show a similar decline in male manufacturing jobs (from 30 per cent to 22 per cent in the region, 26 per cent to 19 per cent nationally) and an increase in men's employment in distribution, hotels and restaurants (19 per cent to 23 per cent in the region, and in England). However, there was also a significant increase in men employed in banking and finance (up from 13 per cent to 18 per cent in the North West region, 15 per cent to 21 per cent nationally). In Trafford, men's employment in this sector increased significantly, from 17 per cent to 28 per cent.

For women in the region and nationally the decline in manufacturing was more pronounced (down from 13 per cent to 7 per cent in the region, and from 12 per cent to 7 per cent in England). The share of women's employment in distribution, hotels and restaurants (26 per cent to 27 per cent in the North West region, 25 per cent to 27 per cent nationally) was comparatively stable. Women's employment in banking and finance increased quite strongly in Trafford, but decreased in the North West (from 14 per cent to 13 per cent). The trend was slightly upwards in England as a whole (from 17 per cent to 19 per cent).

Figure 4.4 depicts the change in the **number of full-time and part-time** jobs in Trafford between 1991 and 2002, by industry and by sex. This shows, in Trafford:

- That all the net job loss in manufacturing was in full-time posts, mostly affecting jobs held by men. There was a very small increase in part-time jobs in this sector, affecting both sexes.
- A significant increase in both full-time and part-time posts in banking and finance, affecting both sexes, but with men gaining considerably more jobs than women.

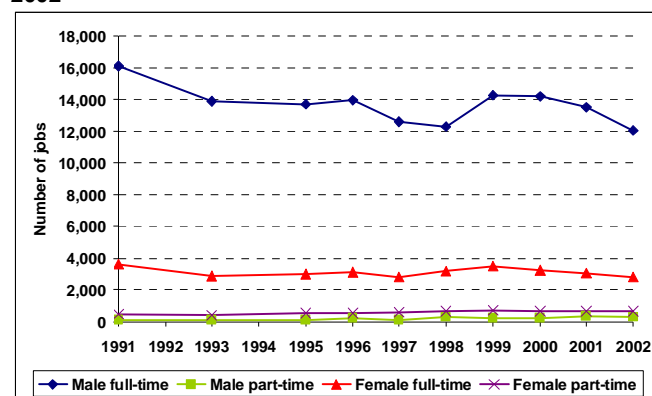
- A strong increase in both full-time and part-time jobs, for men and women, in distribution, hotels and restaurants. Here men gained more of the new full-time and women more of the new part-time jobs.

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

Figures 4.6, 4.7 and 4.8 highlight changes in the numbers of jobs in selected industries in Trafford 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 16,000 in 1991 to 12,000 in 2002, a decrease of 25 per cent. By 2002, only around 3,000 full-time manufacturing jobs were held by women, with just under a quarter of all the full-time jobs held by women in 1991 lost by 2002, a drop of almost 800 posts.

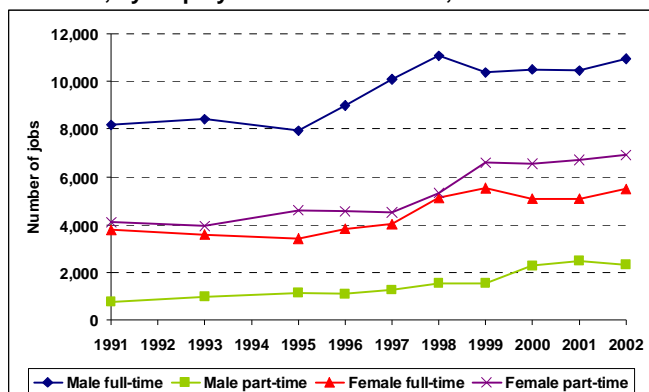
Figure 4.6 Change in the number of jobs in manufacturing, by employment status and sex, 1991-2002



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

Figure 4.7 shows the strong increases in all four types of employment in the **wholesale and retail sector**. Men's part-time opportunities increased steadily, with men holding 2,000 part-time jobs in this sector by 2002. Full-time jobs held by women in this area also increased over the same period.

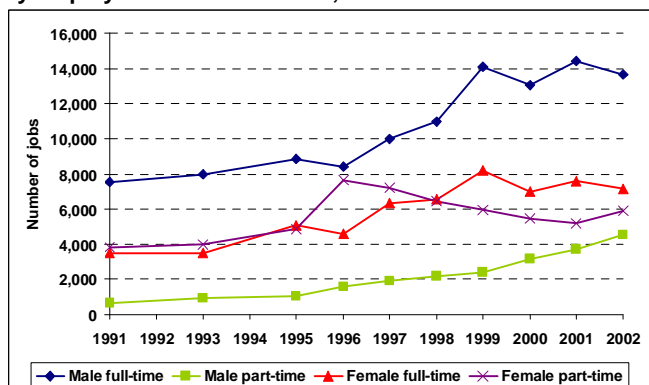
Figure 4.7 Change in the number of jobs in wholesale and retail, by employment status and sex, 1991-2002



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

Figure 4.8 shows the changes in employment in the **real estate sector**. Men working full-time held the majority of jobs in this sector, and there was a large increase in male full-time posts as well as additional part-time jobs for men and strong growth in full-time posts for women. The picture for part-time jobs held by women in this sector was more uneven. Their number grew rapidly after 1995, reaching numbers comparable to those for male full-timers, before declining gradually between 1996 and 2001.

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



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

People and Employment

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

The 2001 Census showed 65,960 men and 62,255 women of working age in Trafford. Of these, 83 per cent of men and 74 per cent of women were economically active (either in employment, economically active students or unemployed and seeking work)¹⁶. Economic activity is higher for both sexes and for all age groups in Trafford than in the region and England. The pattern nevertheless varies by age, as seen in **Figure 4.9**.

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

Age group		Economically active (per cent)		
		Trafford	North West	England
Men	16-24	71.9	68.0	68.3
	25-34	92.6	89.1	91.0
	35-49	90.5	87.4	90.2
	50-64	71.9	65.9	72.8
	Working age	83.0	78.3	81.9
Women	16-24	66.9	60.5	62.1
	25-34	78.1	73.0	73.7
	35-49	77.4	75.0	75.8
	50-59	66.6	61.4	65.3
	Working age	73.6	68.9	70.6

Source: 2001 Census Standard Tables, Crown copyright 2003

Employment Status

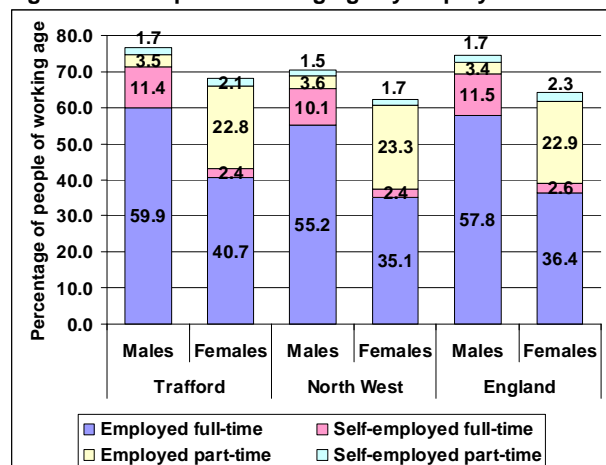
In Trafford, 50,474 men and 42,359 women of working age were in employment in 2001. A higher proportion of all men of working age in Trafford worked full-time (71 per cent) than in the North West region (65 per cent) or in England as a whole (69 per cent). 43 per cent of women worked full-time in Trafford, a figure considerably above those for the region (38 per cent) and for England (39 per cent). This is illustrated in **Figure 4.10**, which also shows that in Trafford:

- Despite the big increase in part-time jobs, just 5 per cent of all men of working age in Trafford worked part-time. This is only a little above the regional (4 per cent) and national averages (3 per cent).

¹⁶ The data in this section, drawn from the Census, relate to the population resident in Trafford, some of whom will work in other areas.

- 25 per cent of women work part-time in Trafford, the same proportion as in the North West region and in England as a whole.

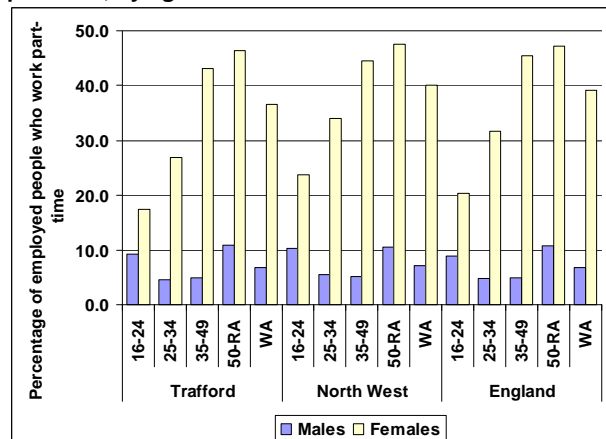
Figure 4.10 People of working age by employment status



Source: 2001 Census Standard Tables, Crown Copyright 2003

Figure 4.11 shows that the proportion of people who work part-time also varies significantly with age, with more young men (16-24) and older men (50 to retirement age) working part-time, and more women aged 35 to state pension age. Nationally, the highest level of part-time working is seen in women aged 50 to state pension age, and a similar picture is seen in Trafford and in the North West region. This confirms the well-known link between part-time employment and family responsibilities for women, but suggests that parenthood is not a reason for the growth in part-time working amongst men.

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



Source: 2001 Census Standard Tables, Crown Copyright 2003

Figure 4.12 refers to men and women who are self-employed. It shows that the majority of self-employed men, across all geographical levels, are self-employed full-time, without employees. However, the majority of self-employed women are self-employed part-time (also without employees). In Trafford, higher proportions of self-employed women are self-employed part-time with employees (34 per cent) than in the region (30 per cent), although the figure for Trafford is close to the national average (35 per cent).

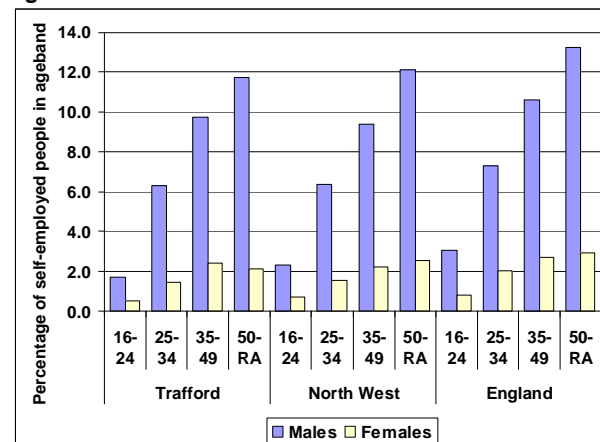
Figure 4.12 Self-employed men and women by full and part-time working and employees

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
Trafford	Males	2.3	37.8	10.9	49.0
	Females	12.0	25.7	34.3	28.0
North West	Males	2.4	35.7	10.5	51.3
	Females	12.7	29.0	29.6	28.7
England	Males	2.2	33.6	10.6	53.5
	Females	11.6	23.5	35.2	29.7

Source: 2001 Census Standard Tables, Crown Copyright 2003

The variation in self-employment by age is shown in **Figure 4.13**. In Trafford, the peak age for self-employment among men is 50+, as in the region and in England. For women in Trafford the peak age for self-employment is 35-49, contrasting with the North West region and England as a whole, where the peak age range for self-employment is 50+.

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



Source: 2001 Census Standard Tables, Crown Copyright 2003¹

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

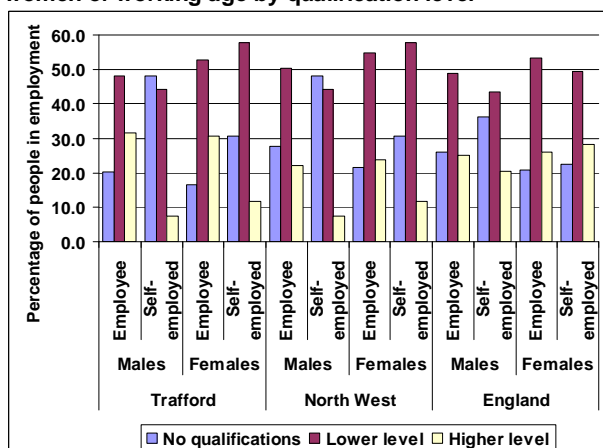
Figure 4.14 Employees and self-employed men and women of working age who work part-time



Source: 2001 Census Standard Tables, Crown Copyright 2003¹.

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 both Trafford and the North West region, a very high proportion of self-employed men have no qualifications (48 per cent), although nationally the figure is much lower (36 per cent). Fewer self-employed men and women in Trafford are qualified to degree level and above, although proportionately more employees in Trafford are qualified to degree level than in the North West and England as a whole.

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

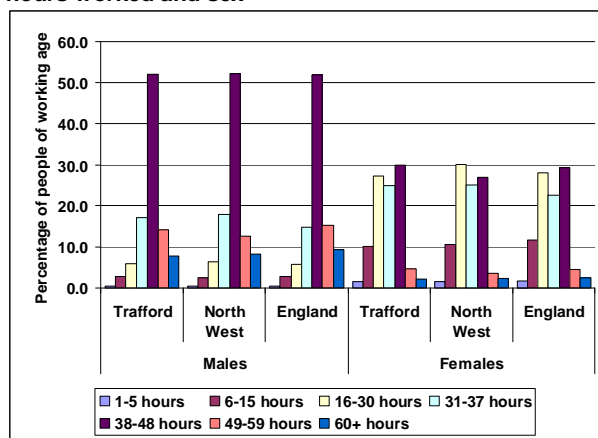


Source: 2001 Census Standard Tables, Crown Copyright 2003¹.

Working Hours

Figure 4.16 illustrates the long working hours of men. Men of working age in Trafford work long hours, with 52 per cent working between 38-48 hours per week, the same proportion as in both the North West region and in England (52 per cent). 22 per cent of Trafford men work above the threshold of 48 hours, including 8 per cent who work over 60 hours per week, a figure similar to that for the North West region (8 per cent) and for England (9 per cent).

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



Source: 2001 Census Standard Tables, Crown copyright 2003

Women in Trafford, on the other hand, work shorter hours, with 12 per cent working fewer than 15 hours each week, and 27 per cent working 16 to 30 hours per week, a picture similar to that in the region and in England. However slightly more women work between 31-37 hours (25 per cent) and 38-48 hours (30 per cent) per week in Trafford than in the region (25 per cent and 27 per cent) or in England (22 per cent and 29 per cent). 7 per cent of Trafford women work over 48 hours, compared with 6 per cent in the North West region and 7 per cent in England.

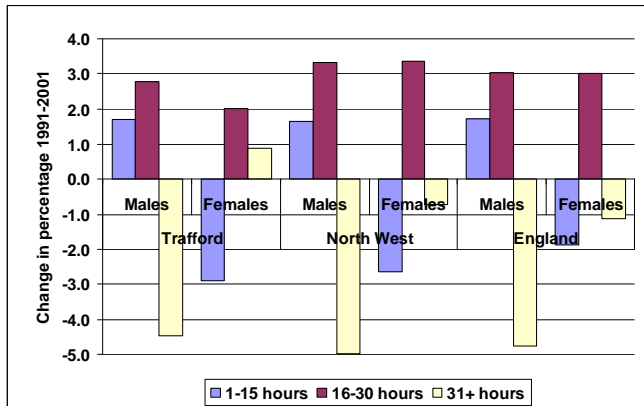
Young men in Trafford work slightly shorter hours than in the region or nationally. 24 per cent of 16-24 year olds work 30 hours or less per week, compared with 23 per cent in the region and in England. 8 per cent of Trafford's young men work over 48 hours (9 per cent in the region and 11 per cent in England).

Older men in Trafford work similar hours to men elsewhere, with 11 per cent of men aged 50 to 64 working less than 30 hours per week (10 per cent in the region and 11 per cent in England) and 24 per cent working over 49 hours per week (24 per cent in the region and 26 per cent nationally).

Women in Trafford work shorter hours than men. However young women aged under 25 work longer hours than older women. About 61 per cent of young women work between 31-48 hours, compared with 50

per cent of women aged 35 to 49 and 47 per cent of women over 50. A similar pattern is seen in the region and nationally, although only 58 per cent of young women in the region (and 59 per cent nationally) work 31-48 hours per week. Fewer young women in Trafford work 30 hours or less per week (35 per cent), compared with those in the region (41 per cent) and in England as a whole (38 per cent).

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



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

Comparing the data from the 1991 and 2001 Censuses¹⁷, it is possible to look at the change in working hours over that period. This is shown in **Figure 4.17**. Among men, there was a fall in the proportion working more than 31 hours per week at all geographical levels. For women, there was a fall in the proportion working only 1-15 hours per week, but an increase in the proportion working both 16-30 hours and over 30 hours per week. The rise in the proportion of women working 31+ hours per week in Trafford ran counter to both regional and national trends.

Travel to Work

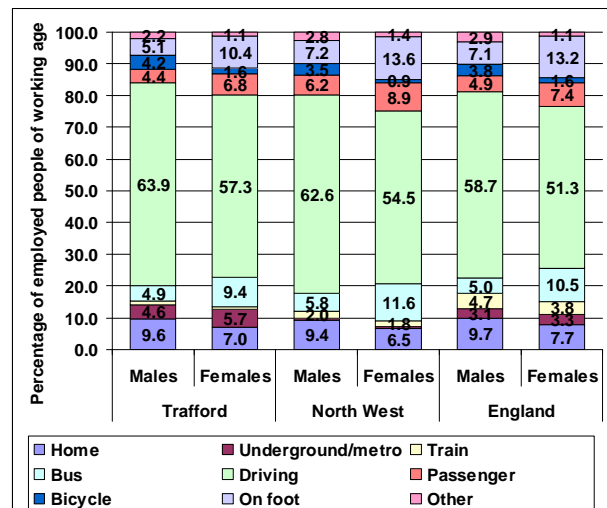
In Trafford a high proportion of women and men travel to work by car

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

- 64 per cent of men and 57 per cent of women drive to work, slightly higher figures than in the region or in England as a whole.
- 10 per cent of men and 7 per cent of women do their paid work mostly at or from home, in line with the national pattern.

- About 10 per cent of men and 15 per cent of women use public transport to get to work each day. These figures are similar to those found at the regional and national levels.
- Fewer people walk to work (5 per cent of men and 10 per cent of women) compared with 7 per cent and 14 per cent in the region and 7 per cent and 13 per cent in England.

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



Source: 2001 Census Standard Tables, Crown copyright 2003

There are significant differences in the way men and women travel to work, and women continue to work closer to home. 9 per cent of women in Trafford go to work by bus (compared with 5 per cent of men), 7 per cent of women travel as passengers in a car (compared with 4 per cent of men) and 10 per cent of women walk to work (twice as many as men).

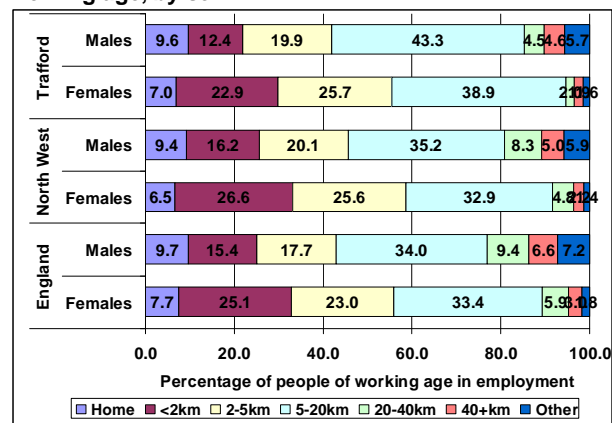
Young people are more likely than older people to travel to work by public transport. In Trafford, a quarter of men and nearly a third of women (31 per cent) aged under 25 travel by bus, train or underground. This compares with just 13 per cent of men, and 16 per cent of women aged 25-34, with 7 per cent of men and 12 per cent of women aged 35-49, and with 6 per cent of men and 13 per cent of women over 50. Young people are also the most likely to travel to work as passengers, 13 per cent of men and 14 per cent of women aged under 25, compared with 4 per cent of men and 6 per cent of women aged 25-34.

In Trafford, only 13 per cent of young men and 15 per cent of young women walk to work, compared with rather higher figures in the region and in England (15 per cent and 18 per cent). 69 per cent of men over 50 drive to work, compared with only 37 per cent of men under 25. This figure for older men is higher than in the region (67 per cent) and in England (64 per cent).

¹⁷ Source: 1991 Census LBS, Crown Copyright 1992, 2001 Census Standard Tables, Crown Copyright 2003.

Comparison of data from the 1991 and 2001 Censuses¹⁸ shows the change in method of travel to work by people of working age. In Trafford, there has been a large increase (7 percentage points) in women driving to work, and a fall in travelling to work by train, bus, as a passenger in a car or on foot. By contrast, fewer men were driving to work in 2001 (nearly 7 percentage points fewer). More men and women, at all geographical levels, were working at home in 2001 than in 1991.

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



Source: 2001 Census Standard Tables, Crown copyright 2003

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

Figure 4.19 shows the estimated distance travelled to work. Two thirds of men in Trafford travel between 2 and 20km each day, with 43 per cent working 5-20km away from home, compared with 35 per cent in the region and 34 per cent in England. However, fewer Trafford men travel 40km or more to work each day, 4.5 per cent compared with 5 per cent and 7 per cent in the region and nationally.

Women in Trafford tend to work closer to home, 23 per cent working within 2km, compared with just 12 per cent of men. Almost half of women in Trafford work within 5km of their homes, a figure a little below that for the North West region (52 per cent).

Men under 25 in Trafford are more likely to work within 5km of home (51 per cent), compared with 30 per cent of men aged 25-34, 29 per cent aged 35-49 and 30 per cent aged over 50. This is similar to the pattern in the North West region (50 per cent) and in England (47 per cent).

Like young men in Trafford, many young women work within 5km of home (57 per cent) the same figure as in the region, and a little above that for England (53 per cent). Fewer young women in Trafford travel over

20km to work (2 per cent) than in the North West region (5 per cent) and England (9 per cent).

A quarter of women aged 16-24 in Trafford work within 2km of home (26 per cent). This compares with 17 per cent of women aged 25-34, 23 per cent of women aged 35-49, and 29 per cent of women aged 50-59.

Occupation and Industry

Figure 4.20 shows a continuing gendered occupational pattern. Men in Trafford work mainly as managers and senior officials (21 per cent), professionals (16 per cent), and in skilled trades (15 per cent). Women tend to work in administrative and secretarial occupations (25 per cent), and associate professional and technical occupations (16 per cent).

In Trafford over 50 per cent of men work in the three most skilled non-manual occupational categories, compared with just 40 per cent of men in the North West and 44 per cent in England as a whole. Fewer men in Trafford work in skilled trades.

About 37 per cent of women in Trafford work in sales and customer services, and in administrative and secretarial occupations, compared with 35 per cent in the region and in England as a whole. More women in Trafford work as managers, senior officials, professionals, associate professionals and in technical occupations, 40 per cent, compared with 33 per cent in the region and 36 per cent in England as a whole.

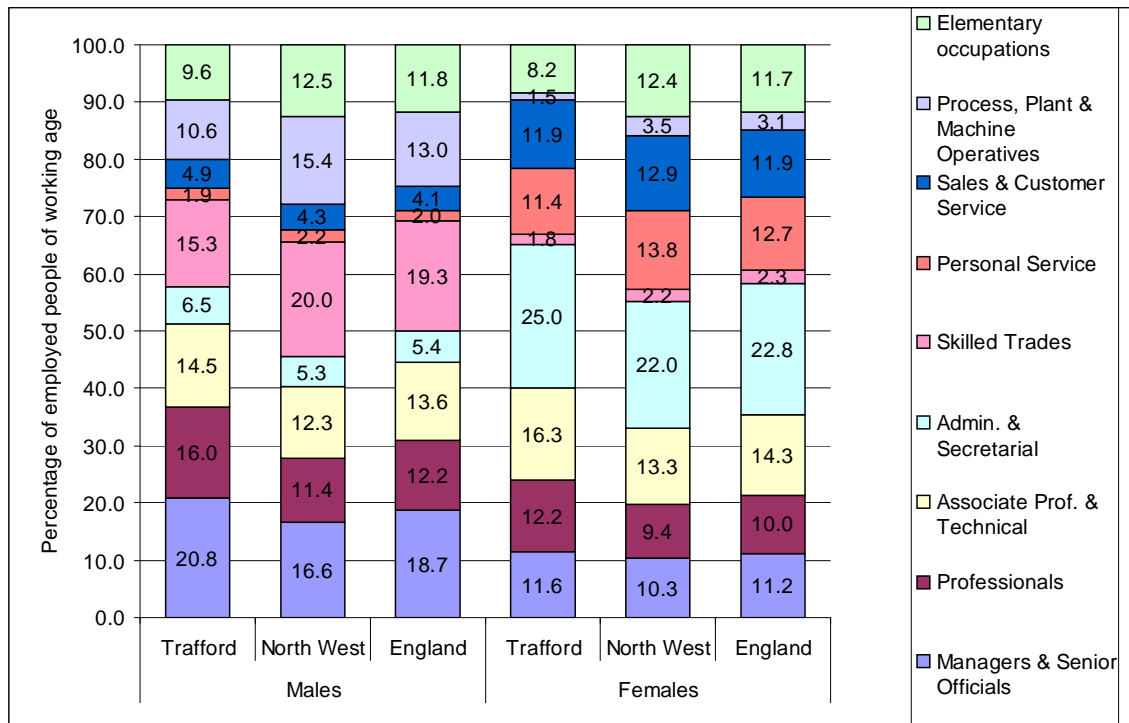
In Trafford the proportion of men working as plant and machine operatives fell from 13 per cent in 1991 to 11 per cent in 2001¹⁹. There was also a drop in the proportion of men employed in skilled trades (21 per cent in 1991 to 15 per cent in 2001). Over the same period there was also a decrease in the proportion of men working in skilled trades in the region and in England as a whole, although this was far less pronounced (down from 25 per cent in 1991 to about 20 per cent in 2001 in both cases).

Among women, the proportion in administrative and secretarial occupations fell (from 33 per cent to 25 per cent in Trafford, 28 per cent to 22 per cent in the region and 29 per cent to 23 per cent nationally) over the same period. During this time the proportion of women working in sales and customer services increased (from 10 per cent to 12 per cent in Trafford, and from 11 per cent to 13 per cent in both the North West region and in England).

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

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

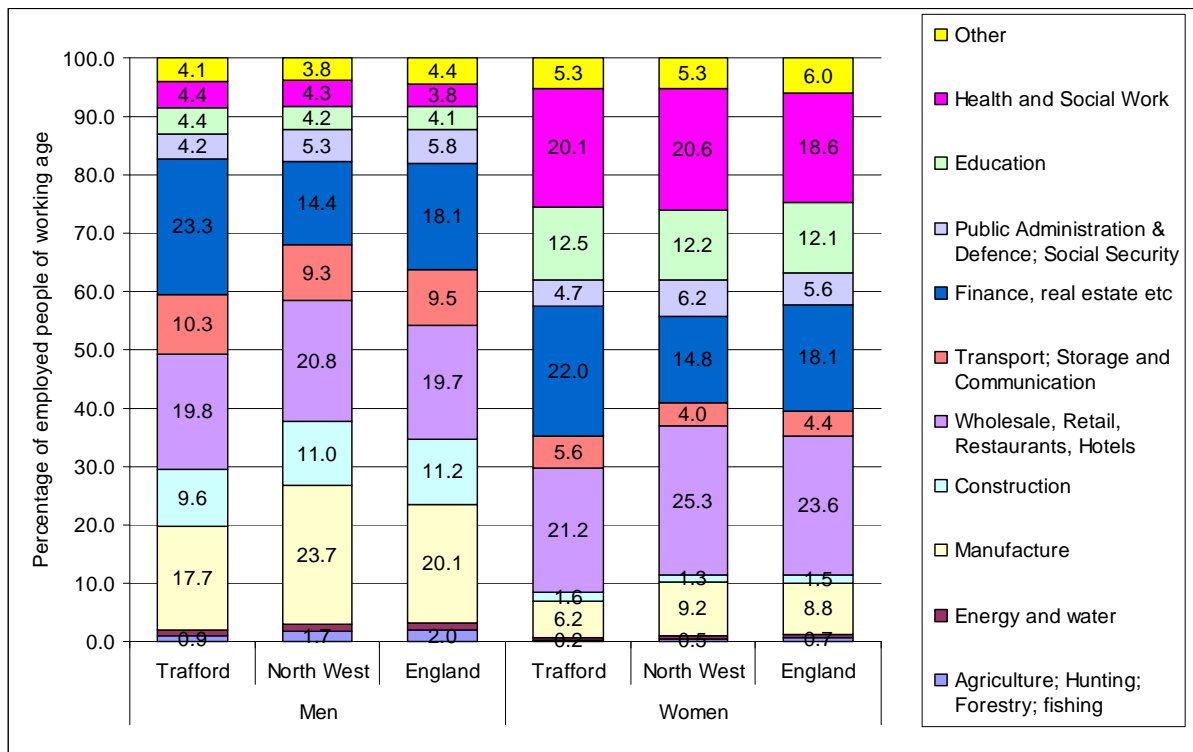
Figure 4.20 Occupations of people in employment of working age, by sex



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 of people in employment of working age, by sex



Source: 2001 Census Standard Tables, Crown Copyright 2003

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

Figure 4.21 shows the industrial sectors in which people work, with again a marked difference between men and women. In Trafford, fewer men work in construction (10 per cent) and in manufacturing (18 per cent). By contrast, Trafford's men are more concentrated in the finance and real estate sectors. This is also true of women in Trafford, 22 per cent of whom work in finance and real estate (compared with 15 per cent of women in the region and 18 per cent in the country as a whole).

Between 1991 and 2001²⁰ there was a fall in the proportion of men employed in manufacturing (from 26 per cent to 18 per cent in Trafford, 32 per cent to 24 per cent in the region and 27 per cent to 20 per cent in England) and an increase in men working in wholesale, retail, hotels and restaurants (up from 18 per cent to 20 per cent in Trafford). There was a marked increase in the proportion of men employed in finance and real estate (up from 15 per cent to 23 per cent in Trafford, from 9 per cent to 15 per cent in the region and from 12 per cent to 18 per cent in England). The proportion of women in this sector rose from 17 per cent in 1991 to 22 per cent in 2001 in Trafford (compared with an increase from 11 per cent to 22 per cent in the region and from 14 per cent to 18 per cent in England).

Second Jobs

The Census data used here relates to the main job in which men and women are employed. A major limitation of this source is that it does not collect information about men and women who have more than one job. Estimates for the number of people with a second job can be obtained from the Labour Force Survey (LFS), a sample survey which is carried out annually. This shows that in Trafford in 2002/2003, 3.0 per cent of men and 7.4 per cent of women had a second job. In the North West, 2.5 per cent of men and 4.8 per cent of women had a second job and in England as a whole the figures were 3.1 per cent of men and 5.4 per cent of women.

Key Points

- Between 1991 and 2002 there was a **net increase** of about 29,400 jobs in Trafford. This included an increase in full-time male jobs of 17 per cent and of part-time male jobs of 172 per cent. In Trafford, the increase in full-time jobs for both men and women and in part-time jobs held by men was considerably greater than in the region or in England as a whole

- Between 1991 and 2002 the share of all male jobs **in manufacturing industry** fell from 30 per cent to 18 per cent in Trafford, while the share of employment in the finance and real estate sector increased from 17 per cent to 28 per cent.
- A high proportion of men and women of working age in Trafford are **economically active**, especially 16-24 year olds.
- Almost half of men in Trafford (49 per cent) who are **self-employed have no qualifications**.
- Men in Trafford **work similar hours** to their counterparts at the regional and nation scales.
- Between 1991 and 2001 there was a significant fall in the proportion of men **driving to work** (7 per cent) in Trafford, compared with a 7 per cent increase in the proportion of women travelling to work by car.
- Only 9 per cent of men in Trafford work more than 20km away from their home, compared with 13 per cent of men in the region and 16 per cent of men nationally. Although women in Trafford tend to work closer to where they live than men, 3 per cent work more than 20km away. This compares with 7 per cent in the region and 9 per cent in England as a whole.
- A high proportion of employed men of working age in Trafford (10 per cent) are employed in **elementary occupations**. There are marked differences in the occupations of men and women, with 25 per cent of employed women in administrative and secretarial occupations and 12 per cent in sales and customer services, while 15 per cent of employed men work in skilled trades and 10 per cent work as plant, process or machine operatives.
- 10 per cent of employed men work in the construction industry, 10 per cent work in transport, storage and communication, and 20 per cent in wholesale and retail.
- 21 per cent of employed women are employed in wholesale and retail, with a further 22 per cent working in finance and real estate.
- An estimated 7 per cent of Trafford women have more than one paid job.

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

5. The Gender Pay Gap

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

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

Women's Incomes over the Lifetime²¹

"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 2001²²

"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 2001²³

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

²¹ Rake, K. (2001) *Women's Incomes over the Lifetime* London: The Stationery Office.

²² Kingsmill, D. (2001), *The Kingsmill Review of Women's Pay and Employment*, London, DTI.

²³ 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 Trafford, compared with the North West region and England as a whole.

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

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

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

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

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

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

Pay in Trafford

This section explores data from the 2003 New Earnings Survey. As Trafford is a comparatively small district, some data are unavailable at district level due to small sample sizes. **Figure 5.1** shows gross weekly and hourly pay for men and women in Trafford, the North West region and England as a whole, together with the number of hours they work each week. While the average male worker in England earned £12.90 per hour, and those in the North West region earned £11.65 per hour, men in Trafford earned £13.30 per hour. Women at all geographical levels earned much less than their male counterparts, but like men, women in Trafford earned more than women in the region and nationally, £10.60 per hour compared with £9.20 in the region and £10.00 in England.

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

Area		Gross Weekly Pay (£)		Hourly pay including overtime (£)		Total hours worked weekly (hrs)	
		Males	Females	Males	Females	Males	Females
Trafford	All	509.80	313.45	13.30	10.60	37.8	29.5
	Full-time	532.20	413.30	13.35	11.30	39.1	36.6
	Part-time	**	**	**	**	**	19.3
North West	All	459.95	276.80	11.65	9.20	39.2	30.2
	Full-time	487.00	367.50	**	9.85	40.8	37.2
	Part-time	150.34	149.67	7.80	7.46	19.4	20.2
England	All	503.00	297.00	12.90	10.00	39.1	30.1
	Full-time	535.00	402.00	13.10	10.70	40.9	37.4
	Part-time	169.11	151.40	9.05	7.86	18.9	19.5

Source: New Earnings Survey 2003, Crown Copyright 2004²⁴ 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.

²⁴ The New Earnings Survey is based on a 1% sample of employees in employment. The data for Trafford relate to people who are resident in Trafford.

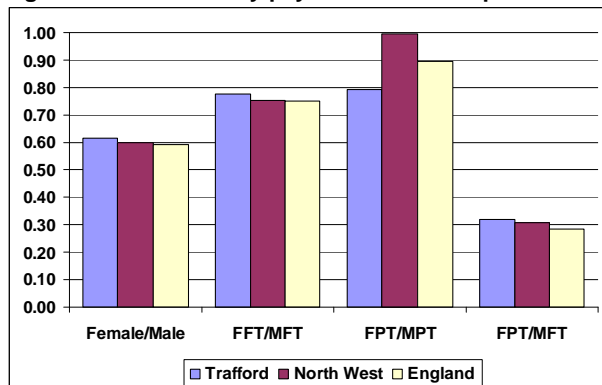
Average weekly pay is affected by the hours that men and women work. In Trafford, normal basic hours of work averaged 37.8 each week for men and 29.5 per week for women. Trafford men worked one hour less per week than the regional and national averages, whereas women worked similar hours to those for women in the region and in England (30 hours per week respectively). Women's shorter hours contribute to their lower gross weekly pay compared with men, as shown in **Figure 5.1**. While men in Trafford earned on average £510 per week, a little above the national average, women earned only £313 per week. Women in Trafford nevertheless earned more than their counterparts in the region and England (£277 and £297 respectively).

Women in full-time employment thus had average weekly earnings a little above the national average for women. This contrasts with the picture for Trafford men, whose full-time weekly earnings were a little below the national average for men working full-time.

Figures 5.2 - 5.5 show women's weekly pay as a ratio of men's weekly pay in selected occupations. In these figures, equal pay exists if the bar is at 1.00. Bars below 1.00 indicate that women's pay is only a proportion of that of men. Bars above 1.00 indicate that women are earning more than men.

Pay data for all occupations (**Figure 5.2**) shows that patterns of pay in Trafford vary a little from the regional and national pattern, with the greatest difference in part-time employment. In almost all categories of employment women earn less than men. Part-time women workers in the North West region, however, on average earn the same as men in part-time jobs.

Figure 5.2 Gross weekly pay ratios - All occupations

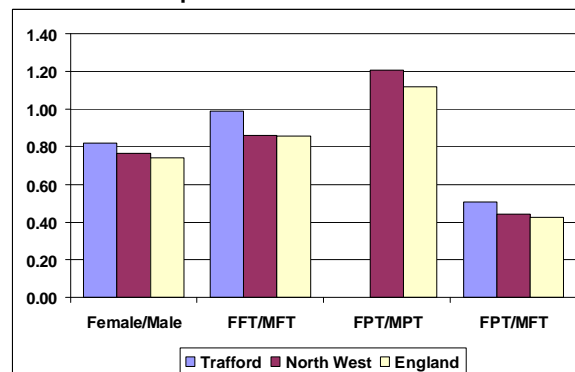


Source: New Earnings Survey, 2003

Comparison of full-time workers across all occupations shows that the pay gap between women and men is similar in Trafford, the North West region and England as a whole. Pay data for particular occupations shows that women and men in Trafford come closest to equal pay in full-time administrative and secretarial jobs and in sales and customer service occupations. Men in

these occupations tend to be paid low wages, like women. Nevertheless, **Figures 5.3 and 5.4** show that in the North West region and in England as a whole, women in full-time employment in these two occupations were paid less than men.

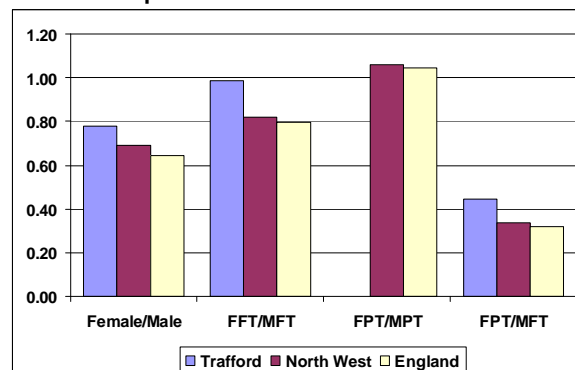
Figure 5.3 Gross weekly pay ratios - Administrative and secretarial occupations



Source: New Earnings Survey, 2003

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

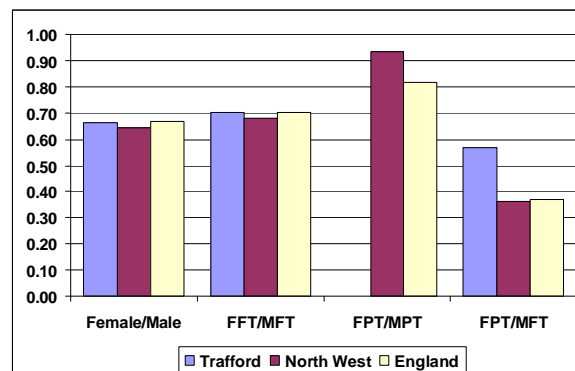
Figure 5.4 Gross weekly pay ratios - Sales and customer service occupations



Source: New Earnings Survey, 2003

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

Figure 5.5 Gross weekly pay ratios - Managers and Senior Officials



Source: New Earnings Survey, 2003

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

Figure 5.5 shows that the gender pay gap between women and men in managerial and senior official occupations is rather large, with women working full-time earning only 70 per cent of the pay of full-time men. This applies in Trafford as well as at the regional and national scales. It suggests that in occupations where men's pay is highest, women have difficulty in accessing the highest earnings.

Among full-time workers, low pay is more prevalent among women than among men full-time workers in Trafford. **Figure 5.6** shows the percentages of women and men who work full-time and whose weekly pay falls into different wage bands. One in four Trafford women working full-time earned less than £250 per week, and over half earned less than £350 per week.

Although data for Trafford men are unavailable, **Figure 5.6** shows that among men in employment full-time, the top 10 per cent in England earned £870 or more per week, while the top 10 per cent in the region earned at least £767. By contrast, among full-time women in employment, the top 10 per cent of earners earned just £644 or more in England and £601 or more in the region. Among women, the top 10 per cent of earners in Trafford received slightly more than their counterparts at the regional and national levels, £658 or more per week. This was considerably less than the earnings of their male counterparts in the region and England.

Figure 5.6 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
Trafford	Males	**	**	**	**	**
	Females	24.1	51.7	68.5	£214.10	£658.20
North West	Males	13.1	37.8	59.3	£235.10	£767.80
	Females	27.9	56.9	76.3	£197.50	£601.80
England	Males	10.6	32.4	53.8	£246.60	£870.20
	Females	23.6	51.9	71.5	£203.10	£644.40

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

Key Points

- Women in full-time employment earn less than their male counterparts at all geographical levels.
- The gender pay gap is widest in Trafford in managerial and senior official occupations, and narrowest in administrative and secretarial and in sales and customer service occupations.
- Both the bottom and top 10 per cent of female earners in Trafford earned more than their counterparts in the North West region and England as a whole. However they still earned much less than their male counterparts in the region and nationally.
- In Trafford, hourly and weekly pay rates for both men and women are higher than in the region or in England as a whole.

6. Unemployment and Economic Inactivity

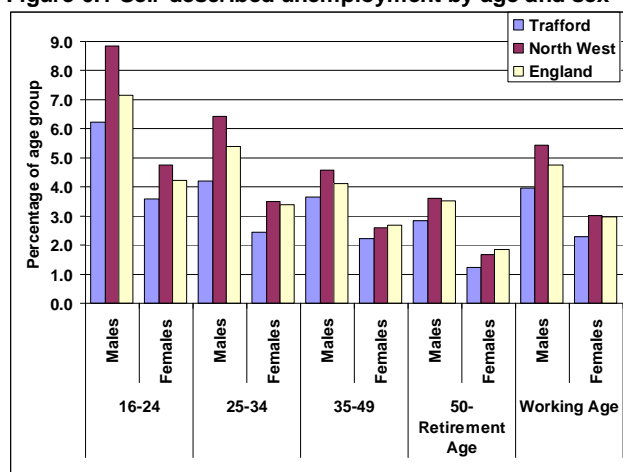
Unemployment

Comparatively low unemployment in Trafford may conceal more female than male (hidden) unemployment.

Although assessing the level of unemployment is notoriously difficult, data from a number of sources show that proportionally there are fewer men and women of working age who are unemployed in Trafford than in the North West region as a whole.

Figure 6.1 shows the percentages of men and women who described themselves as unemployed and seeking work when they completed their 2001 Census return. This shows an unemployment rate for working age men of 4 per cent in Trafford, lower than in the North West (5.4 per cent) and England as a whole (4.8 per cent). For women of working age the unemployment rate was just over 2 per cent, also below the equivalent regional and national figures (3 per cent). Consistent with trends in the North West and England, the highest levels of unemployment were found amongst those aged 16-24. On this measure, Trafford had 2,605 unemployed men and 1,419 unemployed women in April 2001.

Figure 6.1 Self-described unemployment by age and sex

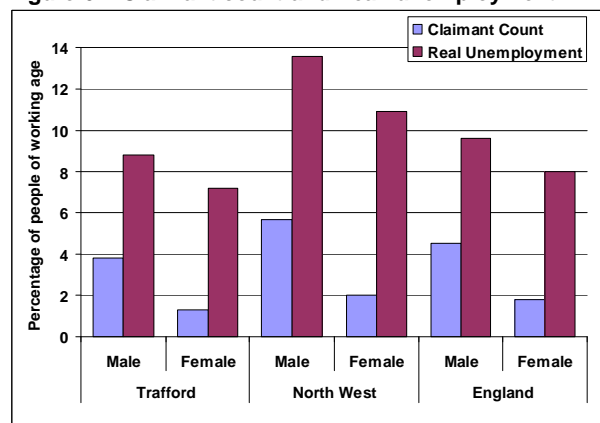


Source: 2001 Census Standard Tables, Crown copyright 2003²⁵

Another measure of unemployment is the number of people claiming unemployment related benefits (the claimant count). However, in certain circumstances people may be unemployed but not appear in the claimant count, thus masking the full extent of unemployment. **Figure 6.2** shows both the claimant

count figures 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 some people receiving other benefits (e.g. Incapacity Benefit) or outside the benefits system altogether.

Figure 6.2 Claimant count and 'real' unemployment



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

The 'real' unemployment rate for men and women in Trafford (9 per cent and 7 per cent respectively), is significantly lower than the regional average and about 1 per cent below the national rate. While 'real' unemployment is higher amongst men in Trafford, the difference between the claimant count and the 'real' unemployment rate is greatest for women - at almost 6 per cent. This suggests that proportionally more women experience 'hidden' unemployment.

Another measure of unemployment is the 'Want Work Rate'²⁶ (WWR). The TUC has estimated 'want work' rates that include all those who say they want a job. The working age 'want work' rate takes those who are unemployed plus the inactive who want work as a share of the active labour force plus the inactive who want work. Using this methodology it is possible to produce WWRs for Trafford (men only), the North West 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 WWR in Trafford is lower than in the region and nationally.

Among the economically inactive men and women who wanted a job the most common reason given for not being in work was long-term sickness and disability, covering about 34 per cent of the total²⁷. The next

²⁵ Crown copyright material is reproduced with the permission of the Controller of HMSO.

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

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

most common reason was family and care responsibilities, accounting for another 32 per cent. There was also 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.

Figure 6.3 Want Work Rates

	All	Males	Females
Trafford	9.9	8.5	**
North West	11.5	11.0	12.3
England	11.1	9.9	12.5

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

Note: ** Missing values are due to small numbers included in the sample in Trafford

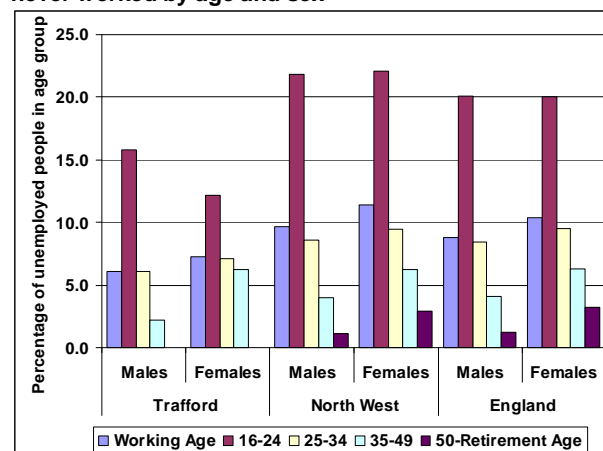
Length of time since last worked and former occupation and industry

In Trafford, more young unemployed men than unemployed women have never worked.

Figure 6.4 shows that Trafford has a relatively low percentage of unemployed people of working age who have never worked. The figures for men (6 per cent) and women (7 per cent) compare favourably with those at the regional and national levels, and the trend

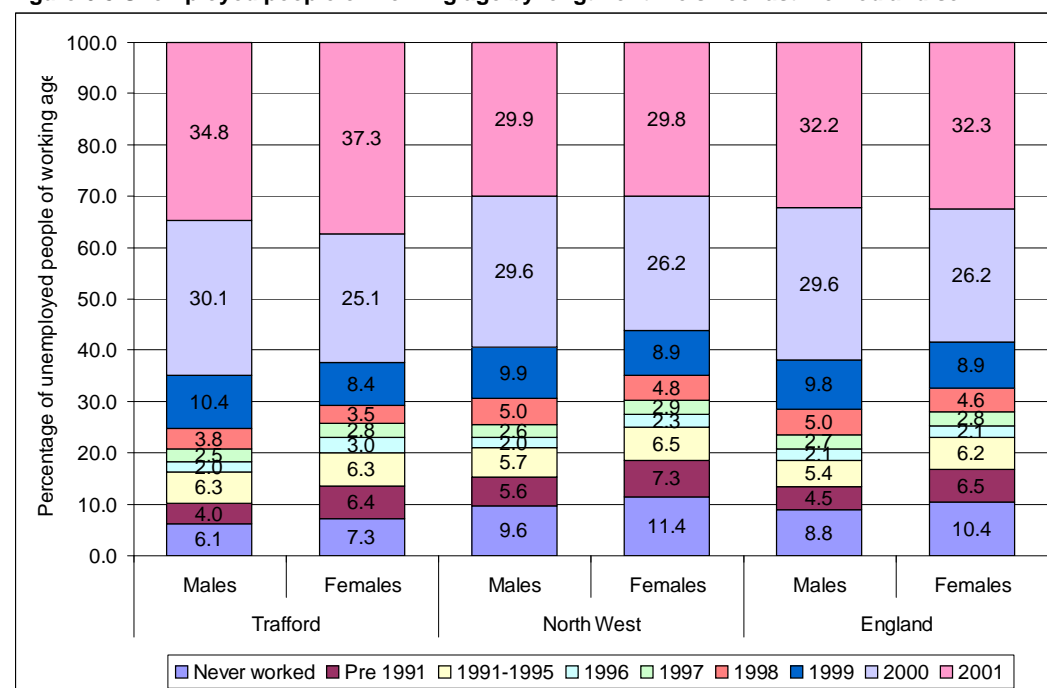
across age groups is broadly the same, with more women having never worked. One striking exception in Trafford is the 16-24 age group of unemployed people, which contains more males (16 per cent) than females (12 per cent) who have never had a job. In the North West and England the figures are much higher for both sexes, at around 20 per cent.

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



Source: 2001 Census Standard Tables, Crown copyright 2003

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 6.5 shows the length of time that unemployed people had been out of work. Among those who were unemployed in Trafford in April 2001, 65 per cent of men and over 62 per cent of women had worked in the previous 15 months. In the North West the figures were under 60 per cent for men and 56 per cent for women. Relatively few unemployed men (4 per cent) and women (6 per cent) in Trafford had been unemployed for ten years or longer, compared with unemployed men and women in the region (around 6 per cent and 7 per cent) and nationally (5 per cent and 7 per cent).

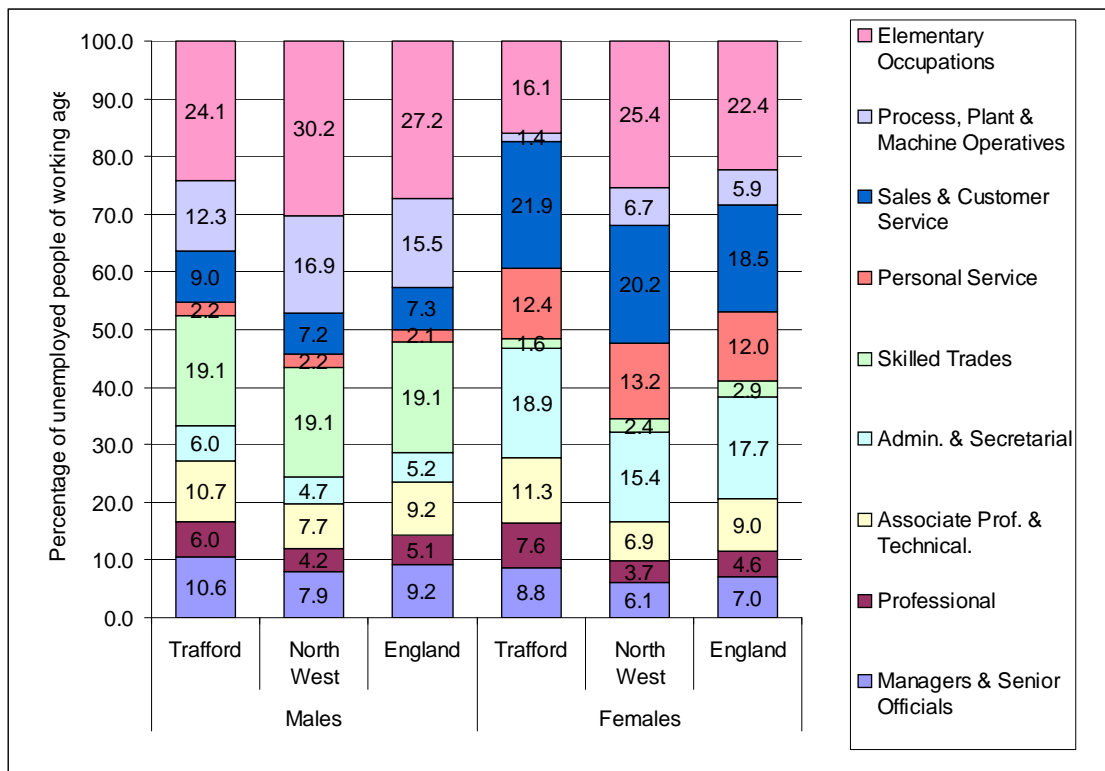
A high proportion of unemployed men and women in Trafford formerly worked in the wholesale and retail and finance and real estate sectors.

Figure 6.6 shows the former occupations of those people of working age who said they were unemployed. A relatively high proportion of unemployed men and women of working age in Trafford were previously employed as managers, senior officials, professionals, associate professionals

and in technical occupations. In Trafford, over 27 per cent of unemployed men had previously held jobs of this type, compared with only 20 per cent of unemployed men in the North West and 24 per cent nationally. 28 per cent of unemployed women in Trafford, compared with 17 per cent in the North West and 21 per cent nationally, had formerly been in these higher level jobs.

Trafford's unemployed men and women were also more likely to have formerly worked in sales and customer service jobs or in administrative and secretarial posts than unemployed men and women in the North West region or in England. As would be expected given the occupational pattern discussed in Chapter 4, very few unemployed women in Trafford had previously worked in skilled trades (less than 2 per cent). This compares with 19 per cent of unemployed men, reflecting the displacement of men from jobs in the manufacturing sector, also discussed in Chapter 4.

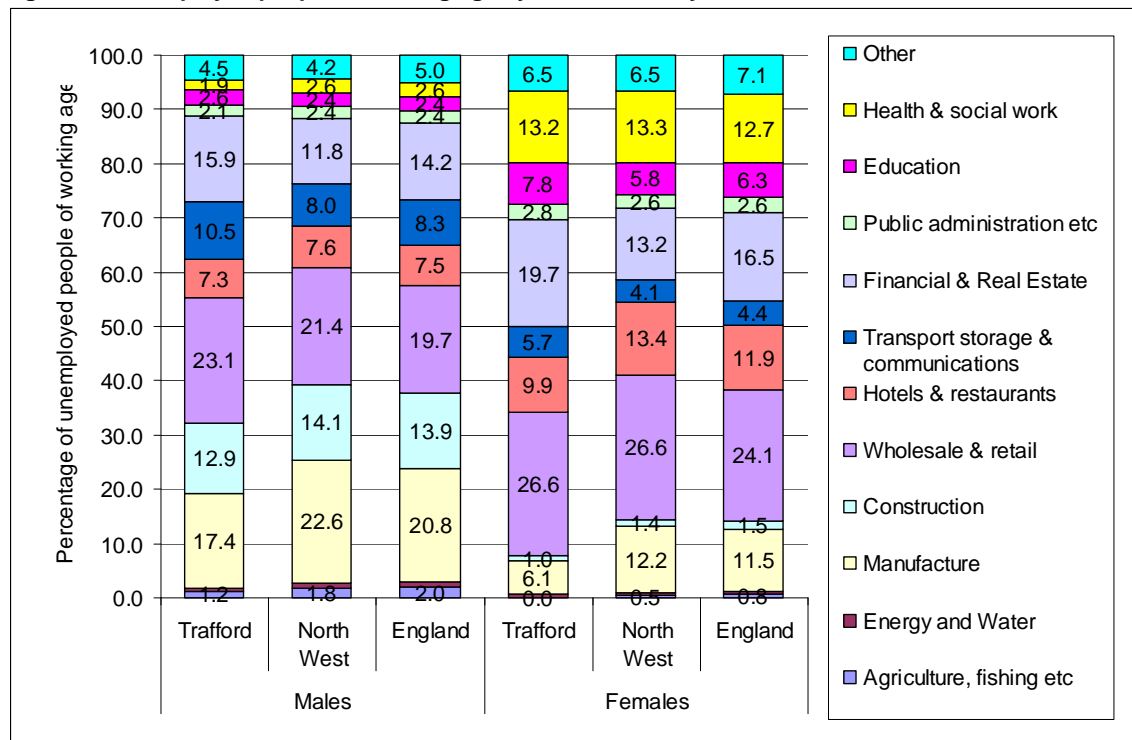
Figure 6.6 Unemployed people of working age by former occupation and sex



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 women in Trafford were previously employed in the wholesale and retail sector, broadly in line with the wider region and England. A further 20 per cent of women formerly held positions in the finance and real estate sector, significantly greater than the regional and national figures of 13 per cent and 17 per cent respectively. Fewer unemployed Trafford women previously worked in manufacturing (6 per cent) compared with unemployed women in the region and in England (both 12 per cent).

17 per cent of unemployed men in Trafford previously worked in manufacturing, compared with 23 per cent in the region and 21 per cent in England. A significant proportion of Trafford's unemployed men formerly worked in the wholesale and retail (23 per cent) and financial and real estate (16 per cent) sectors.

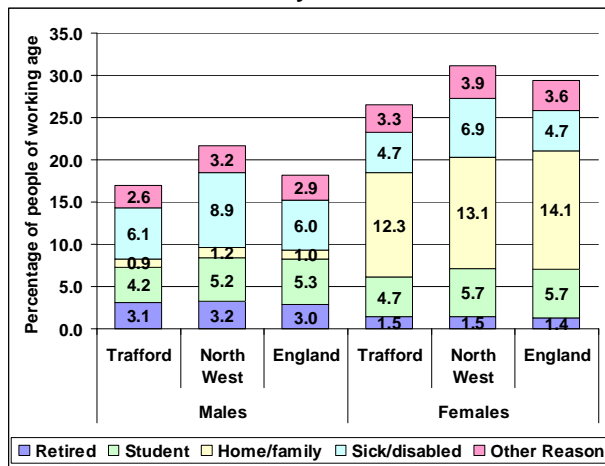
Economic Inactivity

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

Figure 6.8 indicates why men and women described themselves as economically inactive. This shows that:

- Trafford has a relatively low proportion of students, with a little over 4 per cent of working age men and just under 5 per cent of women in full-time study.
- Women in Trafford are less likely than women in the North West or in England to be looking after their home or family full-time.
- Just over 6 per cent of men and almost 5 per cent of women of working age in Trafford were inactive in the labour market because of sickness or disability. This is considerably lower than the corresponding regional figures, but very similar to the national picture.

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



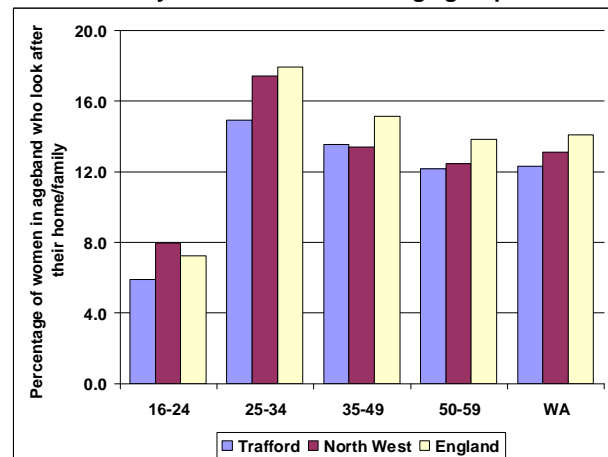
Source: 2001 Census Standard Tables, Crown Copyright 2003

Comparison of data from the 1991 and 2001 Censuses²⁸ shows that in Trafford there was an increase in the percentage of men of working age who were economically inactive, from 14 per cent in 1991 to 17 per cent in 2001. Larger increases were seen in the North West (16 per cent in 1991 to 22 per cent in 2001) and in England (13 per cent to 18 per cent). Conversely, between 1991 and 2001 there was a fall in the proportion of women of working age in Trafford who were economically inactive, from 31 per cent to 27 per cent. This pattern was also seen at the regional and national levels. Between 1991 and 2001, economic inactivity among women fell from 33 per cent to 31 per cent in the North West region, and from 32 per cent to 29 per cent in England.

Over the same period Trafford saw an increase in the proportion of men (up 1.1 percentage points) and women (up 1.3 percentage points) who were permanently sick or disabled. This was smaller than the increase in the North West region (1.2 per cent for men and 1.7 per cent for women) and in England (1.2 per cent for men and 1.6 per cent for women).

Figure 6.9 shows the percentage of women who look after their home or family full-time by age. In each age group Trafford women are less likely to be economically inactive due to family and household commitments than women of the same age in the North West or in England. This difference is greatest among 25 to 34 year old women.

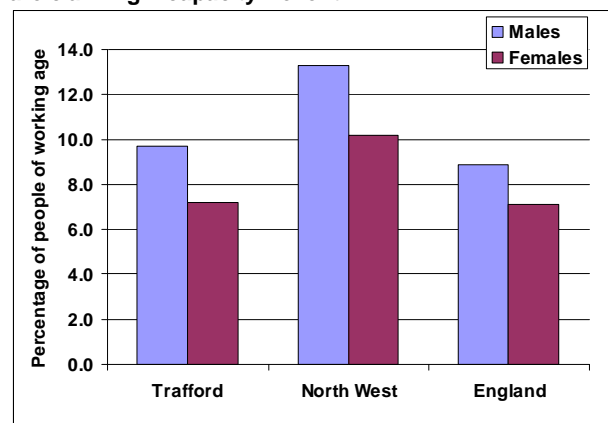
Figure 6.9 Percentage of women who look after their home or family full-time within each age group



Source: 2001 Census Standard Tables, Crown Copyright 2003¹

Figure 6.10 shows that the rather high proportions of working age men and women who receive Incapacity Benefit in the North West region are not found in Trafford, where rates for both sexes are close to the national level. There is a consistent pattern, however, at district, regional and national levels, of men being more likely than women to claim this benefit.

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



Source: Claimants of Key Benefits, DWP, August 2003

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

Qualifications and Economic Activity

Qualifications have a significant effect on employment status, especially for women.

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

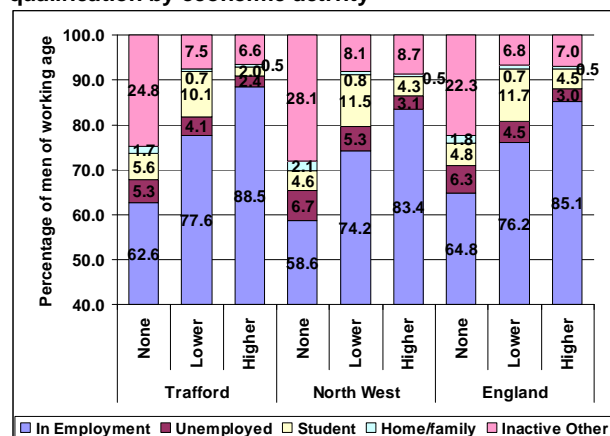
Figures 6.11 and 6.12 show the difference qualifications make to employment status, and contrast the positions of men and women holding the same level of qualification. In Trafford:

- Only 50 per cent of women with no qualifications were in employment, compared with almost 63 per cent of unqualified men, and with 82 per cent of women with a degree.
- Almost 19 per cent of women with no qualifications were looking after their home and/or family full-time, compared with just 8 per cent of highly qualified women.
- Employment rates for women in Trafford are above those for similarly qualified women at the higher geographical levels. This is also true for qualified men. However, Trafford men with no qualifications are less likely to be in employment than unqualified men in England. This is because more of them are students or otherwise inactive.

While women in Trafford fare better than women with similar qualifications in the North West or in England as a whole, they have significantly lower employment rates than their male equivalents. This gender difference is more acute among the less qualified.

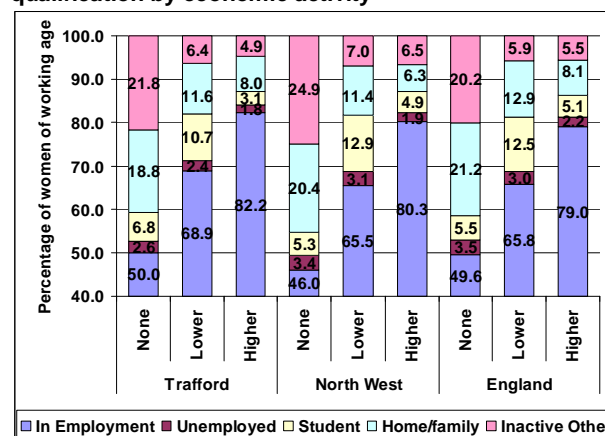
Level of qualification also varies by age, as already discussed in Chapter 3.

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



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

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

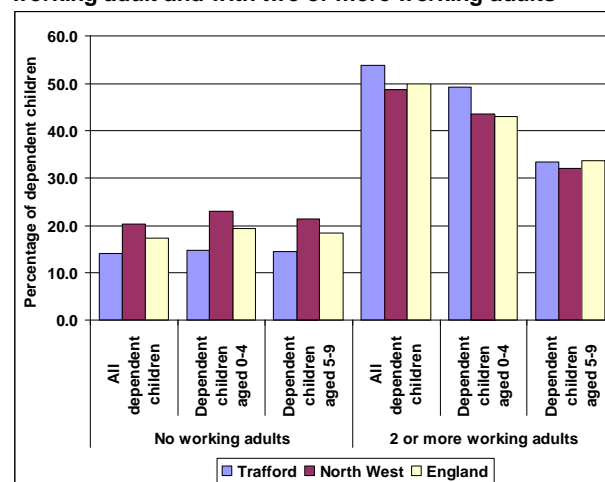


Source: 2001 Census Standard Tables, Crown copyright 2003
Note: Lower level qualifications are equivalent to 'A' level and below. Higher level qualifications are those equivalent to degree and above

Families and Economic Activity

Figure 6.13 shows that 14 per cent of dependent children in Trafford live in households with no working adult. This compares with over 20 per cent in the North West region and over 17 per cent in England. 54 per cent of all dependent children in Trafford live in households where two adults are in employment, compared with 50 per cent at the regional and national scales. In Trafford almost half of children aged 0-4, and about a third of children aged 5-9, live in households where both parents are in employment.

Figure 6.13 Dependent children²⁹ in households with no working adult and with two or more working adults



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

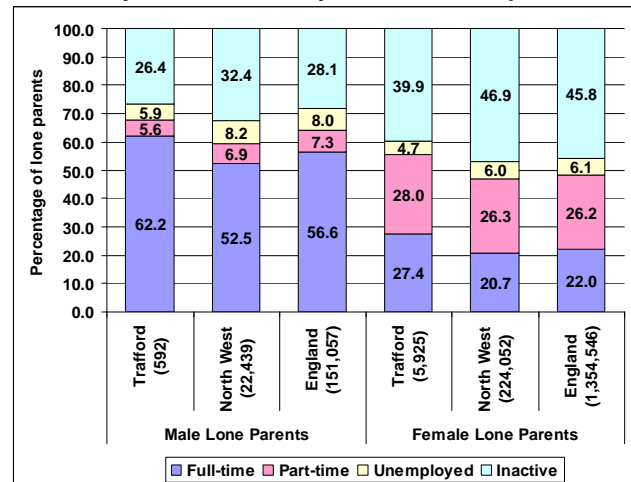
²⁹ A dependent child is a person in a household aged 0 to 15 (whether or not in a family) or a person aged 16 to 18 who is a full-time student in a family with parent(s).

Figure 6.14 shows that male and female lone parents in Trafford are also more likely to be in full-time employment than those in the region or in England as a whole. 60 per cent of female lone parents in Trafford are economically active, compared with 74 per cent of male lone parents. In Trafford, female lone parents are as likely to work full-time (27 per cent) as part-time (28 per cent). Their rates of both full-time and part-time employment are considerably higher than those found at the regional and national levels. By contrast male lone parents in Trafford have high rates of full-time employment but rather low rates of part-time employment.

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 families of this type approximately 43 per cent of mothers in Trafford and the North West work full-time, well above the figure for England (39%). In couple families in Trafford in which only one adult worked, 80 per cent of mothers were economically inactive compared with 11 per cent of fathers. For the North West these figures were lower for women (75 per cent) and slightly higher for men (13 per cent). Just over 15 per cent of women in Trafford in couple

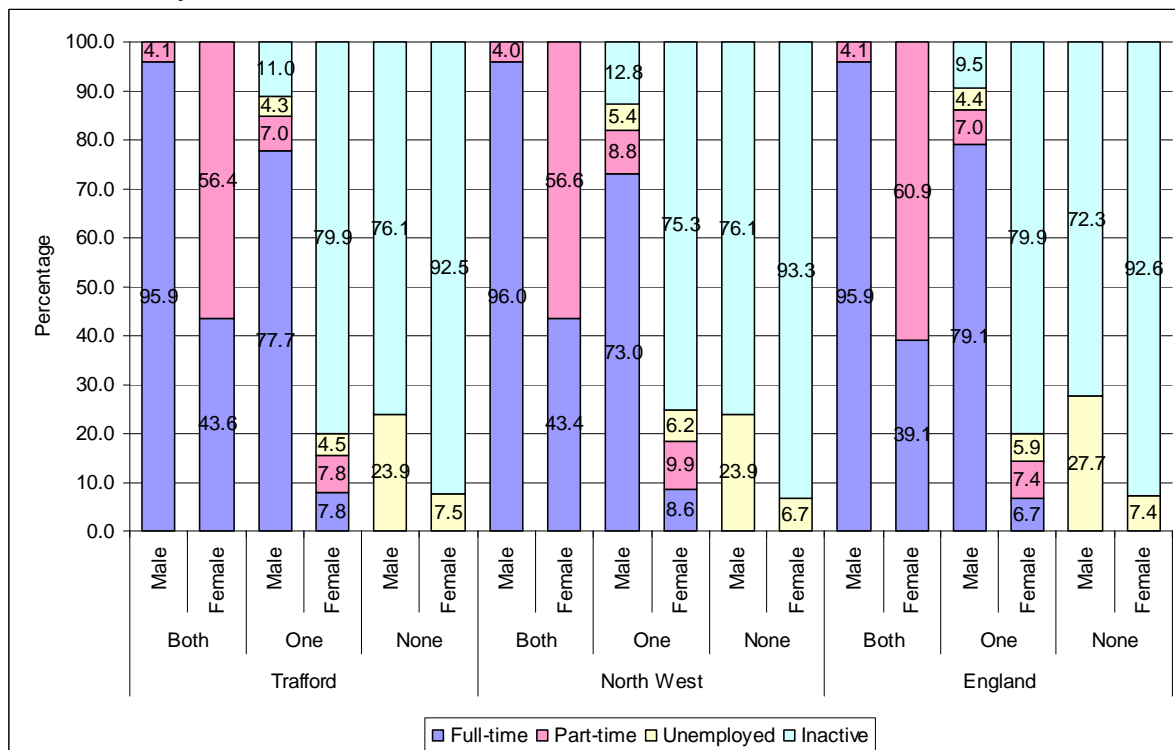
families where only one parent works were employed. This is a lower proportion than the equivalent for the region (19 per cent), but similar to the national figure of just over 14 per cent.

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



Source: 2001 Census Standard Tables, Crown Copyright 2003

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



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

Key Points

- In Trafford, a relatively low proportion of men and women of working age are unemployed.
- Estimates of 'real' unemployment for both men and women in Trafford suggest that claimant count figures underestimate the scale of labour market detachment, especially for women. Women are more likely to experience 'hidden' unemployment than men.
- In 2001, among unemployed 16-24 year olds in Trafford, 16 per cent of men and 12 per cent of women had never worked.
- The long-term unemployment rate in Trafford was comparatively low. In 2001, only 4 per cent of unemployed men and less than 6 per cent of unemployed women had been unemployed for 10 years or longer.
- A high proportion of unemployed people of working age in Trafford (27 per cent of men and 28 per cent of women) were previously employed as managers, senior officials, professionals, associate professionals and in technical occupations.
- Over a quarter of unemployed women in Trafford previously worked in the wholesale and retail sector and 20 per cent formerly worked in the finance and real estate sector. 23 per cent of unemployed men were also formerly in wholesale and retail and 16 per cent previously worked in finance and real estate.
- Qualifications have a marked effect on employment status. 19 per cent of women in Trafford with no qualifications were looking after their home or family full-time, compared with 8 per cent of Trafford's highly qualified women.
- 14 per cent of dependent children in Trafford live in households with no working adult. Conversely, 54 per cent of dependent children live in households where there are two working adults.
- In couple families with dependent children where only one parent worked, more Trafford mothers were 'economically inactive' (80 per cent) than in the North West region (75 per cent). 11 per cent of men in this situation were 'economically inactive'.
- Female lone parents in Trafford are just as likely to work full-time as part-time (around 28 per cent). A

higher proportion of male and female lone parents in Trafford are in employment, although rates of part-time working for lone fathers' in Trafford were comparatively low.

7. Women, Men and Diversity

The Employment Circumstances of People from Black and Minority Ethnic Groups

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

As described in Chapter 1, Trafford has a similar proportion of its residents from Black and Minority Ethnic groups as England as a whole, with about 13 per cent of residents from ethnic minority groups (all categories).

Figures 7.1 and 7.2 show young men and women by ethnicity and economic activity status as recorded in the 2001 Census. Some of these ethnicity categories contain very small numbers. The largest groups of young people were found among the *Pakistani* (594 people), *Indian* (588 people), *White Other* (393 people), *Black Caribbean* (284 people) and *White Irish* (224 people).

Among mature people of working age (25-59 for women, 25-64 for men), the same ethnic groups have the largest numbers after the majority *White British* category. Here the numbers are: *White Irish* - 1,515 women and 1,704 men; *White Other* - 1,144 women and 1,199 men; *Indian* - 942 women and 967 men; *Black Caribbean* - 848 women and 815 men and *Pakistani* - 784 women and 818 men.

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

Trafford's White Other population

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

Economic Activity 16-24 year olds

Compared with other young people in Trafford, the borough's White Other population includes slightly more students - among men, 41 per cent, compared with 38 per cent; and among women 41 per cent, compared with 40 per cent. In 2001, there was lower unemployment among White Other young people in

Trafford (5 per cent of young men and 3 per cent of young women, compared with 6 per cent for all young men and 4 per cent of all young women in the borough). A low proportion of young women in this category were employed full-time (29 per cent, compared with 38 per cent of all women, and with 19 per cent and 28 per cent respectively of White Other young women in the region and England). Full-time employment among White Other young men in Trafford (39 per cent) was higher than that found in this ethnic group in the North West region (21 per cent), or in England as a whole (30 per cent).

Economic Activity 25 years - retirement age

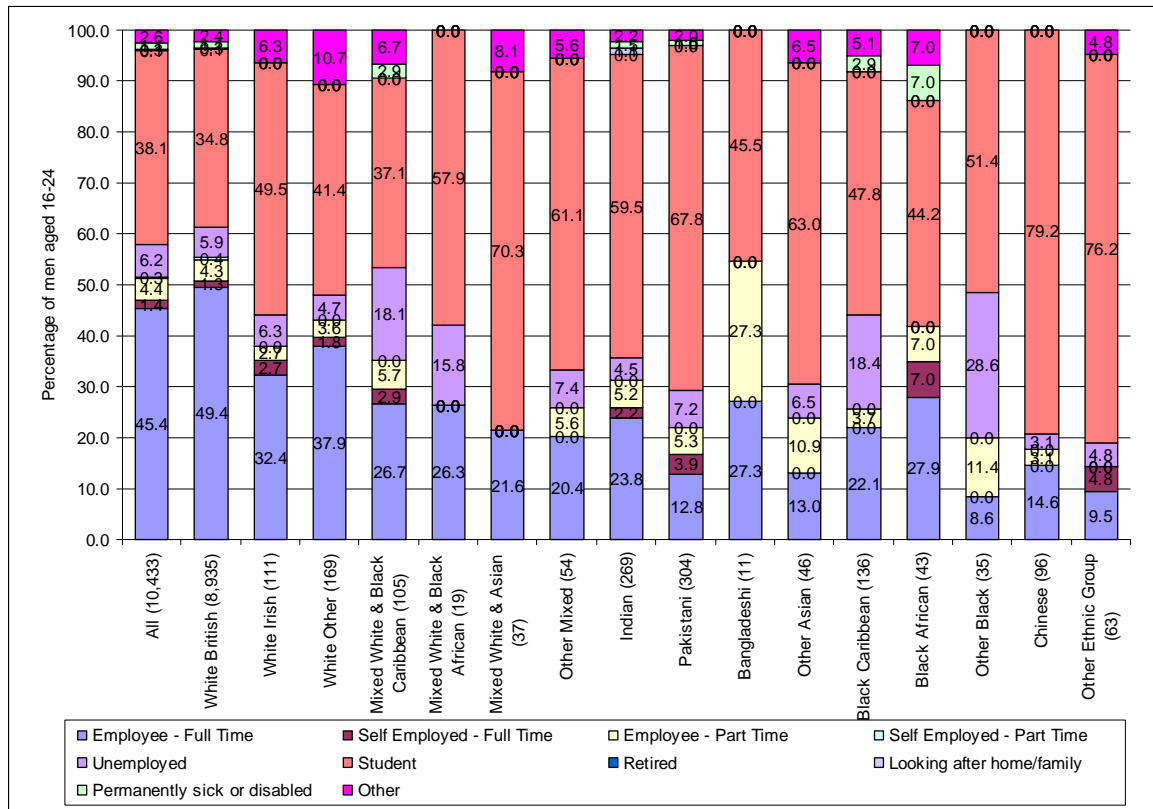
Among mature working age people, White Other men in Trafford had a rate of full-time employment similar to that for all men across the borough (76 per cent). This is higher than the rate for their counterparts in the region (66 per cent) or in England (71 per cent). White Other women were much less likely than other Trafford women to work as part-time employees (17 per cent, compared with 26 per cent). Among White Other men in the borough, 4 per cent worked part-time, compared with 3 per cent of all men in Trafford. Among women, the figure for part-time employment was nevertheless higher than for their counterparts in England (15 per cent).

Among mature White Other people of working age in Trafford a similar (very small) number were students (2 per cent of men and 3 per cent of women), compared with less than 1 per cent of all men and women of this age in the borough, but with higher proportions for the White Other population in the region (7 per cent for both sexes) and at the national level (6 per cent for both sexes). A smaller percentage of White Other men and women were permanently sick or disabled than of other residents in Trafford (4 per cent of White Other men and women compared with 7 per cent of all men and 6 per cent of women). This is consistent with the regional and national picture. White Other women were more likely than other women in Trafford to look after home/family full-time, 19 per cent compared with 14 per cent, with 16 per cent of White Other women in the region and 18 per cent in England as a whole.

Occupations of the employed population

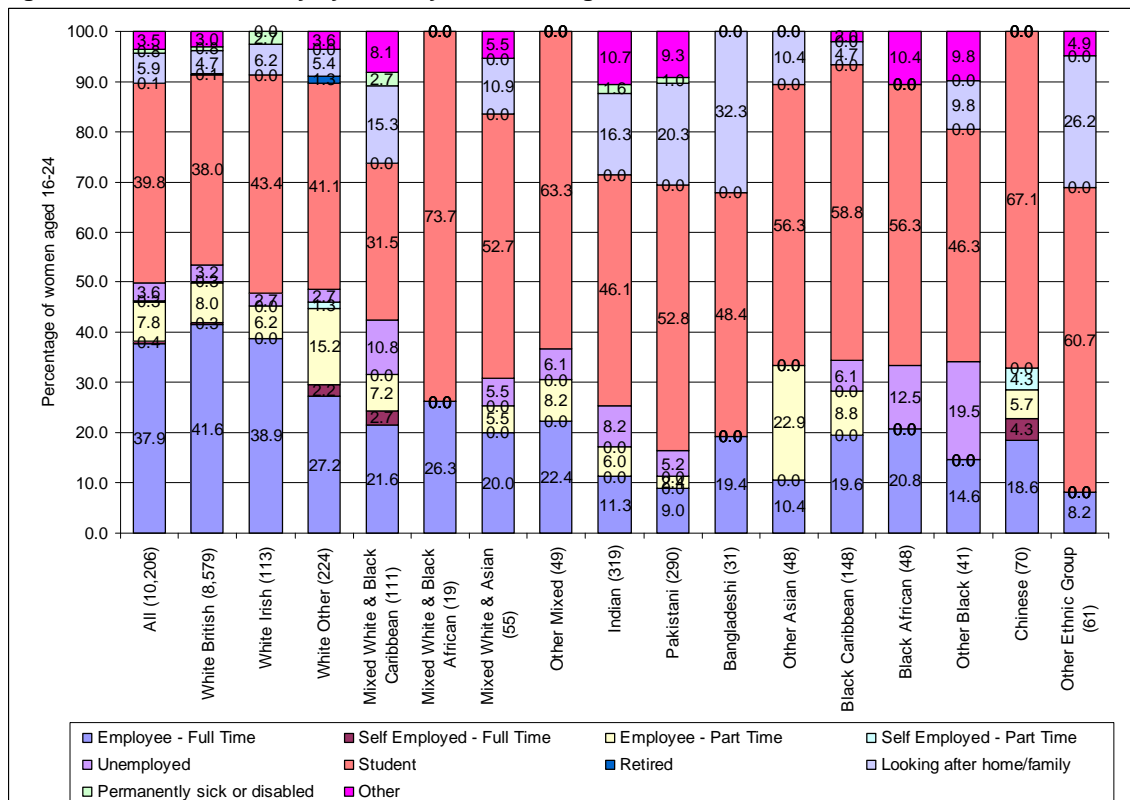
By comparison with all working age people in the borough, Trafford's White Other population contained a higher proportion of men working as managers and senior officials, and in professional jobs, than was found in the borough's general working age population. Among men, 29 per cent were managers and senior officials and 24 per cent professionals. The comparable figures for Trafford women of this ethnicity were 14 per cent and 21 per cent, compared with 12

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



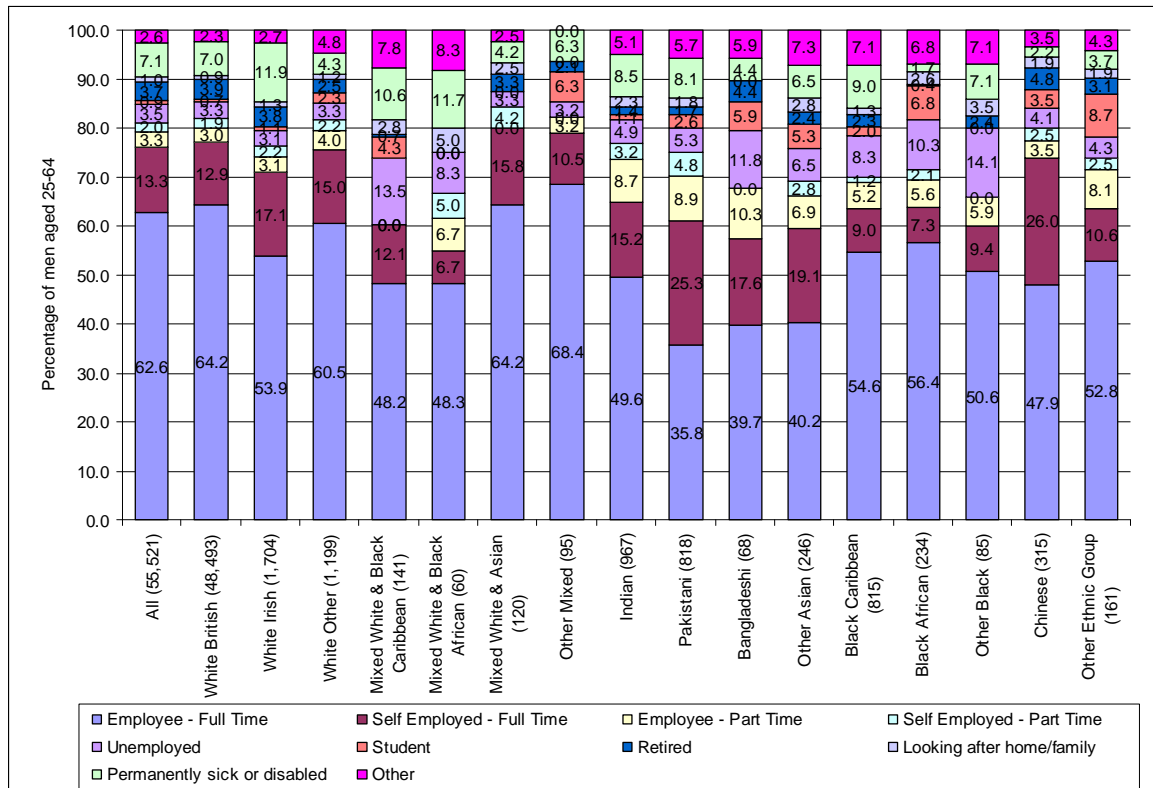
Source: 2001 Census Commissioned Tables, Crown Copyright 2004

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



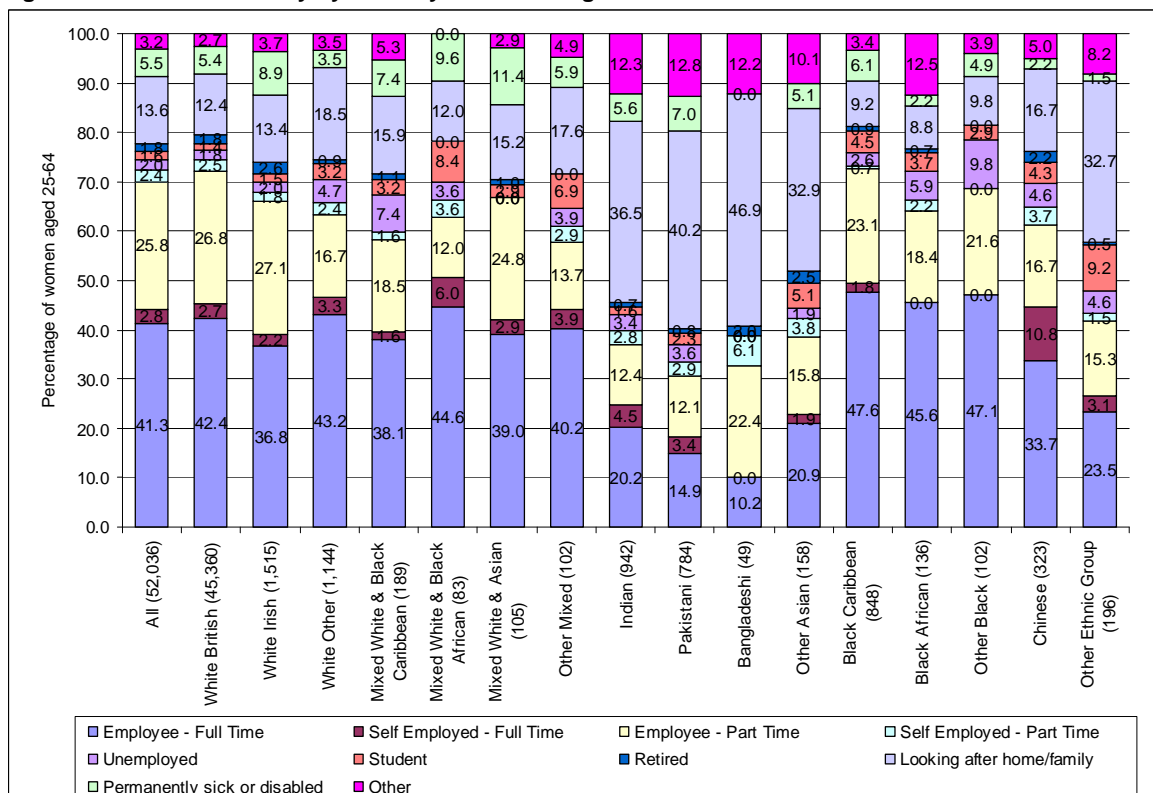
Source: 2001 Census Commissioned Tables, Crown Copyright 2004

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



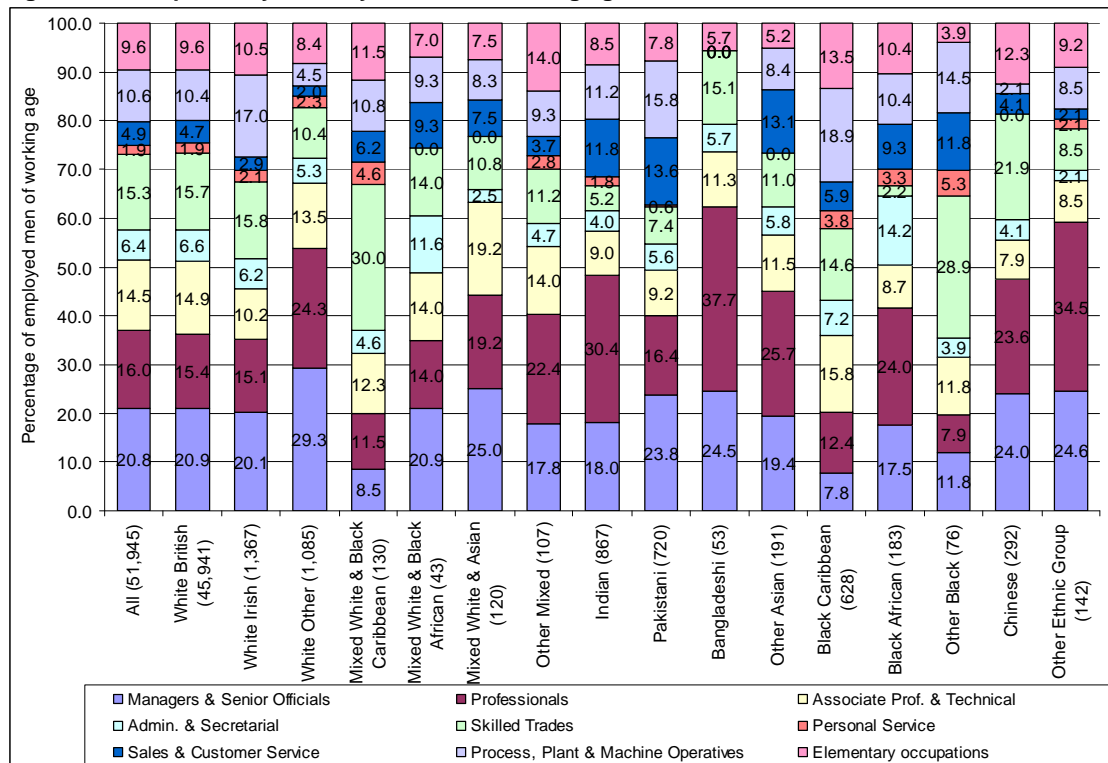
Source: 2001 Census Standard Tables, Crown Copyright 2003, and 2001 Census Commissioned Tables, Crown Copyright 2004

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



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

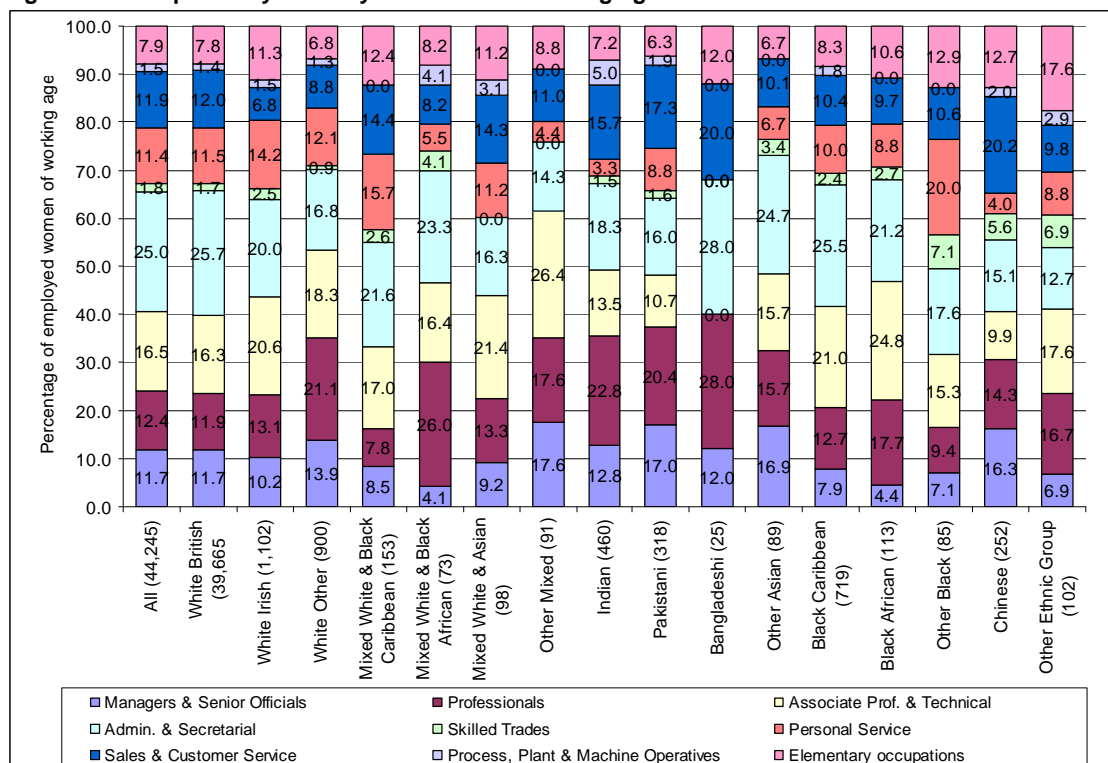
Figure 7.5 Occupation by ethnicity for men of working age in Trafford



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.

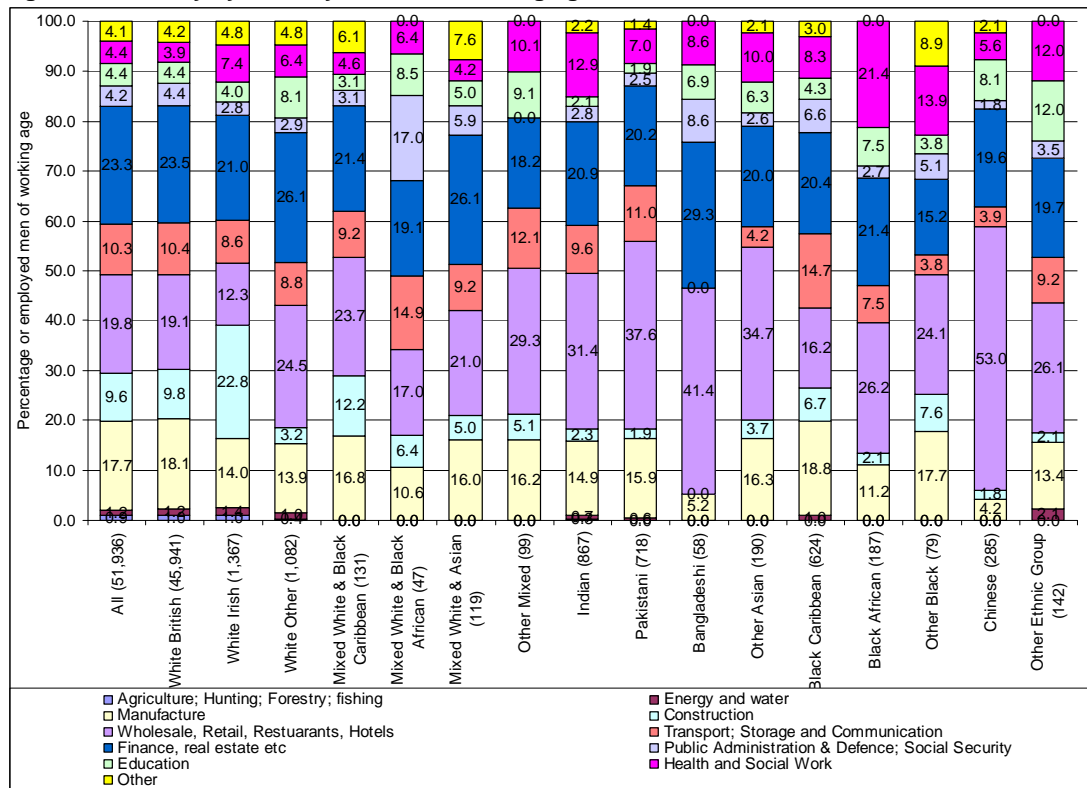
Figure 7.6 Occupation by ethnicity for women of working age in Trafford



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

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

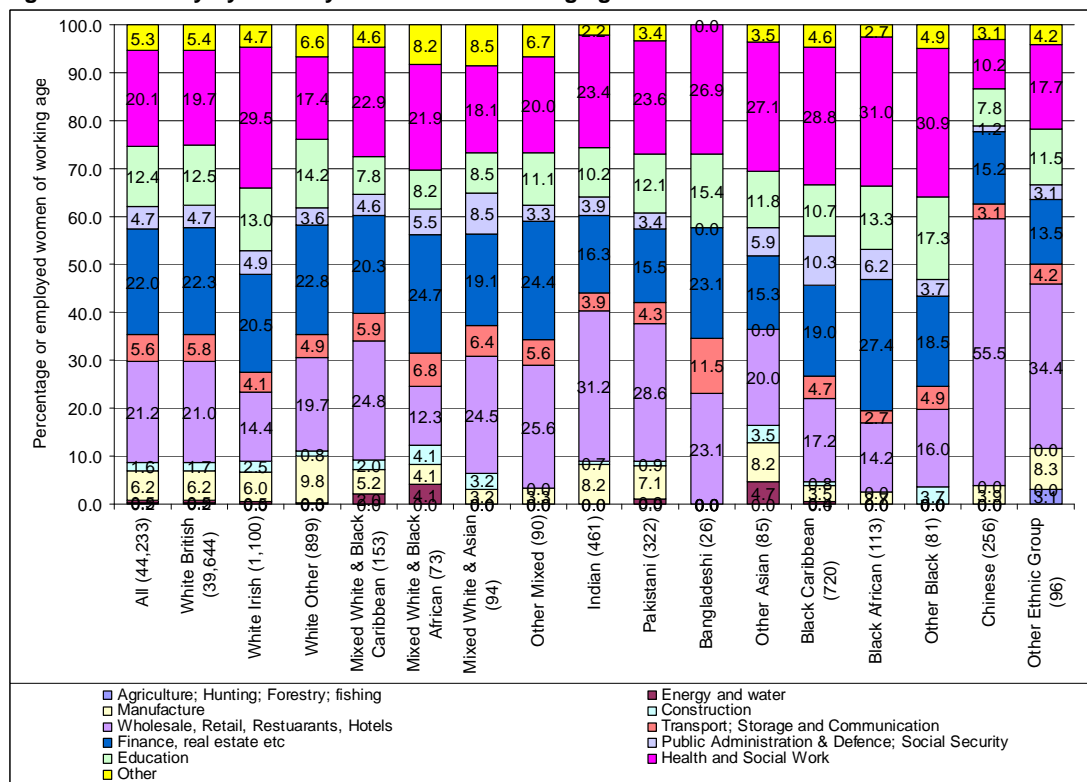
Figure 7.7 Industry by ethnicity for men of working age in Trafford



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

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

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



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

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

per cent in both cases for all women in the borough. This is similar to the regional and national picture for men and women from this ethnicity working in these senior or professional positions.

White Other men in Trafford were less likely than similar men at the regional or national scales to work in skilled trades (10 per cent compared with 13 per cent and 12 per cent respectively). This figure was also lower than that for all men in Trafford (15 per cent). Fewer White Other men in Trafford worked as process, plant and machine operatives (5 per cent) or in elementary occupations (8 per cent) compared with all Trafford's men (11 per cent and 10 per cent respectively), or than White Other men in the region and across England.

White Other women in Trafford were less likely than other residents, and than their counterparts at national level, to hold jobs in administrative and secretarial work. 17 per cent of White Other women in Trafford worked in this type of work, compared with a quarter of all Trafford's women, and with 18 per cent of White Other women nationally. This figure is similar to that for White Other women at the regional scale (16 per cent). They were also less likely to have jobs in sales and customer service and elementary occupations, compared with other women in Trafford, or (for elementary occupations) with their counterparts in the region or nationally.

Industrial distribution of the employed population

Trafford White Other men were less likely than other men in Trafford to work in the manufacturing, construction, transport and public administration sectors, and more likely to work in health and social work, education, finance and wholesale, retail, restaurants and hotels sectors. 26 per cent of men in the White Other group in Trafford worked in finance, compared with 23 per cent of all men in the borough, and with 17 per cent of White Other men in the region. A quarter of these men were employed in the wholesale, retail, restaurants and hotels sector, compared with 20 per cent of all men across the borough, and with 27 per cent of White Other men regionally.

Among White Other women in Trafford, one in five worked in the wholesale, retail, restaurants and hotels sector; this was in line with that for White Other women at the national (19 per cent) scale, but lower than for all Trafford's women (21 per cent) or for similar women at the regional scale (22 per cent). 23 per cent of White Other women in Trafford worked in finance, a lower figure than for White Other women across England (27 per cent), but higher than for their counterparts in the region (16 per cent). White Other

women in Trafford were more likely to work in manufacturing (10 per cent compared with 6 per cent of all women in Trafford, and with 9 per cent and 7 per cent of White Other women in the region and nationally). 17 per cent of White Other women in Trafford worked in the health and social work sector, compared with 15 per cent of their counterparts nationally. This is nevertheless lower than for other women in Trafford (20 per cent), or for similar women regionally (19 per cent). 14 per cent of White Other women worked in education, compared with 12 per cent of all women in Trafford. This is consistent with the regional and national picture.

Trafford's White Irish population

Economic Activity 16-24 year olds

The 2001 Census recorded just 111 White Irish men and 113 White Irish women in Trafford in the 16-24 age group. Compared with all young people in Trafford, the borough's young White Irish population contained proportionately more students, 50 per cent of young White Irish men (compared with 38 per cent); and 43 per cent of White Irish women (compared with 40 per cent). 35 per cent of young White Irish men and 39 per cent of White Irish women in this group were in full-time employment.

Economic Activity 25 years - retirement age

Mature White Irish women in Trafford had similar rates of full-time employment (39 per cent) to White Irish women in the North West region. These figures are low in comparison with those for all White Irish women in England (45 per cent), and for all women in Trafford (44 per cent). However, women in this group were slightly more likely than other Trafford women to work as part-time employees (27 per cent, compared with 26 per cent). This figure compares with 23 per cent for similar women in the North West region, and with 21 per cent in England.

White Irish men in Trafford had a higher rate of full-time employment (71 per cent) than their counterparts at the regional (60 per cent) and English levels (69 per cent). This figure was nevertheless lower than for all men in the borough (76 per cent). 3 per cent of White Irish men in Trafford were unemployed, compared with 4 per cent of all men in the borough, and with 5 per cent of White Irish men at the regional and national scales. White Irish men in Trafford were more likely to be self employed full-time (17 per cent) than all men in the borough (13 per cent) and much more likely than other Trafford men to be permanently sick or disabled (12 per cent, compared with 7 per cent). Trafford's White Irish women in the borough were also more

likely to be permanently sick or disabled (9 per cent) than all women in the borough (6 per cent) and than White Irish women across England (8 per cent). This is a lower figure than for White Irish women in the North West region (12 per cent), however. 13 per cent of Trafford's White Irish women were looking after their home and family full-time, compared with 14 per cent of all women in the borough, and with 12 per cent of White Irish women in the region and 13 per cent in England.

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

Trafford's White Irish population contained a similar proportion of both men and women working as managers and senior officials (20 per cent of men and 10 per cent of women) or in professional jobs (15 per cent of men and 13 per cent of women) to the borough's overall working age population. The figures are similar to those for White Irish men, but lower than for White Irish women in England as a whole.

White Irish men were less likely to be employed in associate professional and technical jobs (10 per cent) than other men in Trafford (15 per cent), although a higher proportion of White Irish women were in these occupations (21 per cent) compared with all women in Trafford (17 per cent). White Irish men and women in Trafford were less likely than other residents to hold jobs in sales and customer service (3 per cent of men and 7 per cent of women). Women in this group were also less likely to work in administrative and secretarial jobs (20 per cent compared with 25 per cent of all Trafford women), but more likely to work in the personal service sector (14 per cent compared with 11 per cent of all women in Trafford). White Irish men in Trafford were more likely than other men in the borough to work as process, plant and machine operatives (17 per cent compared with 11 per cent). This figure was similar to that for White Irish men working in operative occupations in the region, but higher than their counterparts nationally (13 per cent). Both White Irish men and women in Trafford were more likely to work in elementary occupations than other residents in the borough, as at the regional and national levels.

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

By comparison with all White Irish men in England, Trafford's White Irish men were less likely to work in the wholesale, retail, restaurants and hotels (12 per cent compared with 14 per cent), education (4 per cent compared with 5 per cent) and public administration (3 per cent compared with 5 per cent) sectors, and more likely to work in manufacturing (14 per cent compared

with 13 per cent), construction (23 per cent compared with 20 per cent), finance (21 per cent compared with 20 per cent) and in health and social work (7 per cent compared with 6 per cent). When compared with all men in Trafford, White Irish men in the borough were under-represented in the manufacturing, wholesale, retail, restaurants and hotels, transport and communications, finance and public administration sectors, and over-represented in the construction and health sectors.

White Irish women in Trafford were more likely than other women in Trafford to work in the health and social work sector (30 per cent compared with 20 per cent). This is similar to the figure for White Irish women in the region, but higher than that at the national level (26 per cent). 1 in 5 White Irish women in Trafford worked in finance, a similar proportion to that for all women in Trafford (22 per cent) and for White Irish women across England (20 per cent), but higher than for White Irish women in the North West region (14 per cent). Slightly more White Irish women worked in education, 13 per cent compared with 12 per cent of all women in Trafford. This is consistent with both the regional and national patterns. White Irish women in Trafford were less likely to work in the wholesale, retail, restaurants and hotels industry than other women in Trafford (14 per cent compared with 21 per cent), or than White Irish women working in this industry in the region (19 per cent) and in England (17 per cent). They were also less likely to work in the transport sector (4 per cent compared with 6 per cent of all women in Trafford).

Trafford's Indian population

Economic Activity 16-24 year olds

Compared with other young people in Trafford, the borough's Indian population contains proportionately far more full-time students - among men, 60 per cent, compared with 38 per cent; and among women, 46 per cent, compared with 40 per cent. Unemployment among Indian young men was slightly lower than for other young men in Trafford, 5 per cent compared with 6 per cent. However it was much higher among young Indian women (8 per cent) - double the local unemployment rate for all young women (4 per cent). As a result of these factors, full-time employment rates for young Indian men and women in Trafford are low - 26 per cent of young Indian men and 11 per cent of young Indian women, compared with 47 per cent and 38 per cent of Trafford's entire population aged 16-24.

Economic Activity 25 years - retirement age

Mature Indian men and women in Trafford had lower rates of full-time employment (65 per cent for Indian men, and 25 per cent for women) than found among their counterparts in England (74 per cent for men and 44 per cent for women), or in the total population in Trafford (76 per cent for men and 44 per cent for women). Indian women were also much less likely than other Trafford women to work as part-time employees (12 per cent, compared with 26 per cent). Indian men, on the other hand, were considerably more likely to be part-time employees, 9 per cent compared with 3 per cent of other men in Trafford.

Full-time self-employment was however more prevalent among Indian people in Trafford than among other Trafford residents, for both men and women. 15 per cent of Trafford's Indian men were self-employed full-time, compared with 13 per cent of all Trafford men (and with 16 per cent and 17 per cent of Indian men in the region and in England). 5 per cent of Trafford's Indian women were self-employed full-time, compared with just 2 per cent of all women in the borough (and with 5 per cent of Indian women in the region and nationally). Unemployment was slightly higher among Indian men and women (5 per cent and 3 per cent) than for other residents in Trafford (4 per cent men and 2 per cent women), similar to the regional and national patterns.

More than one third of Indian women (37 per cent) in Trafford were looking after their home or family full-time, compared with 14 per cent of all women in Trafford, with 32 per cent of Indian women in the region and with 18 per cent of this group in England as a whole.

Occupations of the employed population

Trafford's Indian population contains a higher proportion of both men and women who work in professional jobs than the borough's total working age population. 30 per cent of Indian men and 23 per cent of Indian women were in professional jobs, compared with 16 per cent of men and 12 per cent of women in the total mature population in Trafford. These figures were much higher than the figures for the Indian population at regional and national levels, for both women and men.

By contrast, only 18 per cent of Indian men were in managerial and senior official positions, a slightly lower percentage than for all Trafford's men (21 per cent), or than for Indian men at the national level (21 per cent). Indian women in Trafford were a little more likely to work as managers and senior officials (13 per cent) compared with all women in Trafford (12 per cent), or

with Indian women in England as a whole (12 per cent).

Indian men in Trafford were less likely than other Trafford residents, and than their counterparts at the national level, to hold jobs in skilled trades, in administrative posts or in elementary occupations. Indian women in Trafford were less likely to have jobs in administration or in the personal service sectors. Indian men and women were rather more likely to work in sales and customer service occupations (12 per cent and 16 per cent) than other residents in Trafford (5 per cent of men and 12 per cent of women), or than Indian men and women in England as a whole (8 per cent and 15 per cent).

Industrial distribution of the employed population

By comparison with all Indian men in England, Trafford's Indian men were less likely to work in the manufacturing, construction, transport and finance sectors, and more likely to work in the wholesale, retail, restaurants and hotels, and health and social work sectors. 13 per cent of Indian men in the borough worked in health and social work (compared with 4 per cent of all men in Trafford and 7 per cent of all Indian men in England), and 31 per cent worked in wholesale, retail, hotels and restaurants (compared with 20 per cent of all men in Trafford and 27 per cent of Indian men nationally). In Trafford, 1 in 5 Indian men worked in the finance sector, a lower proportion than for all men in the borough (23 per cent), or for Indian men at the national level (22 per cent). This is, however, a higher percentage than among Indian men working in the North West region as a whole (12 per cent).

Indian women in Trafford were more likely to work in the wholesale, retail, hotels and restaurants sectors (31 per cent), compared with Trafford's other women (21 per cent), or with Indian women in the region (29 per cent), or in England (28 per cent). They were also more likely to work in health and social work (23 per cent) than other women in Trafford (20 per cent), or than their counterparts in the region (22 per cent) and across England (14 per cent). Their strong concentration in these sectors means that they are less likely to work in other sectors where many Indian women are employed at national level, such as in public administration (4 per cent in Trafford, compared with 6 per cent in the North West region and in England), or in manufacturing (8 per cent in Trafford, compared with 12 per cent in the region and 13 per cent in England). 16 per cent of Trafford's Indian women worked in finance, compared with 22 per cent of all women in Trafford, or with 20 per cent of Indian women nationally. This was nevertheless a higher figure than found among Indian women at the regional level (13 per cent).

Trafford's Pakistani Population

Economic Activity: 16-24 year olds

Compared with other young people in Trafford, the borough's Pakistani population also contains proportionately far more students (68 per cent of young Pakistani men and 53 per cent of young Pakistani women, compared with 38 per cent and 40 per cent in the total population aged 16-24 in Trafford).

Consequently, far fewer young Pakistanis were in full-time employment in Trafford -18 per cent of young Pakistani men and 9 per cent of young Pakistani women, compared with 47 per cent and 38 per cent in the borough's overall population aged 16-24. Full-time employment among Pakistani young people in Trafford was lower than among this ethnic group in the North West region (21 per cent for men and 13 per cent for women) or in England as a whole (23 per cent and 13 per cent respectively). However, a relatively high proportion of young Pakistani men in Trafford were self-employed full-time (4 per cent), compared with all young people in the borough (1 per cent), and with their counterparts in the region and nationally (2 per cent in both cases).

Unemployment rates were higher for both young Pakistani men and women in Trafford than for all young men and women in the borough (7 per cent and 5 per cent compared with 6 per cent and 4 per cent). These figures were nevertheless lower than for young Pakistani men and women at the regional (9 per cent and 6 per cent) and national (10 per cent and 6 per cent) levels.

Economic Activity 25 years - retirement age

Mature Pakistani men in Trafford had higher rates of full-time employment than their counterparts in the North West region and in England (61 per cent compared with 48 per cent for Pakistani men in the region and 54 per cent in England). However, this figure was considerably lower than for the whole male population in the borough (76 per cent). By contrast, full-time self-employment was much more prevalent among Pakistani men in Trafford than among other Trafford residents. 25 per cent of Trafford's Pakistani men were self-employed full-time, compared with 13 per cent of all Trafford men (and with 18 per cent of Pakistani men in the region and with 16 per cent in England. Pakistani men in Trafford were also much more likely to work part-time (14 per cent) than other men in Trafford (5 per cent). This is consistent with regional and national patterns for Pakistani men. Unemployment was relatively high among both Pakistani men and women in Trafford (5 per cent for men and 4 per cent for women), compared with 4 per

cent of men and 2 per cent of women in the entire mature population in Trafford. Nevertheless, unemployment among Pakistani men in Trafford was much lower than for Pakistani men in the North West region or in England as a whole (9 per cent in both cases).

Pakistani women were far less likely than other women in Trafford to be in full-time or part-time employment. Only 18 per cent were in full-time employment, compared with 44 per cent, and only 15 per cent were employed part-time, compared with 28 per cent. Nevertheless these figures were higher than for Pakistani women in the North West region (11 per cent and 9 per cent) and nationally (13 per cent and 10 per cent). Pakistani women were much more likely to be looking after their home or family full-time (40 per cent) than all women in the borough (14 per cent), although this figure is much lower than for Pakistani women at the regional (50 per cent) and national (48 per cent) scales.

Occupations of the employed population

Trafford's Pakistani population contained a higher proportion of both men and women who worked as managers, senior officials or in professional jobs than the borough's general working age population. Of those in employment, 24 per cent of Pakistani men and 17 per cent of Pakistani women were in these higher level jobs, compared with 21 per cent and 12 per cent of all men and women in Trafford. This may reflect high levels of small business ownership. However, of those in employment 16 per cent of Pakistani men and 20 per cent of Pakistani women in Trafford were in professional jobs, compared with 16 per cent of all men and 12 per cent of all women in the borough. These figures were considerably higher than for the Pakistani population at the regional and national levels, for both women and men.

At the other end of the occupational scale, Pakistani men in Trafford were also more likely to work as process, plant or machine operatives -16 per cent compared with 11 per cent of all men in the borough. This figure is nevertheless lower than for Pakistani men in the North West region (28 per cent) and nationally (25 per cent). A much higher proportion of Pakistani men worked in sales and customer service jobs (14 per cent) than of all men in Trafford (5 per cent); this was also higher than for all Pakistani men in the region (12 per cent) or in England (10 per cent). Pakistani men in Trafford were less likely than other male residents, and than Pakistani men at national level, to hold administrative and secretarial jobs or to work in the education sector.

Although Pakistani women in Trafford were much more likely to work in sales and customer service occupations (17 per cent) than all women in the borough (12 per cent), this figure was lower than for all Pakistani women in the region (22 per cent) and in England (19 per cent). In Trafford, proportionally fewer Pakistani women worked as associate professionals compared with all women in the borough (11 per cent compared with 17 per cent), a situation consistent with the pattern in the region. Trafford's Pakistani women were considerably less likely to hold administrative and secretarial jobs than other local women (16 per cent compared with 25 per cent of all Trafford's women).

Industrial distribution of the employed population

As at the regional and national levels, Trafford's Pakistani men were heavily concentrated in the wholesale, retail, restaurants and hotels sector - 38 per cent, compared with 20 per cent of all men in Trafford. They were also more likely than Pakistani men in the North West region or in England to work in the financial services and health and social work sectors. However they were less concentrated in financial services than all men in the borough (23 per cent). Pakistani men in Trafford were less likely than their counterparts at the regional and national scale to be employed in the transport, construction and manufacturing sectors.

Pakistani women in Trafford were also more likely to work in the wholesale, retail, restaurants and hotels sector - 29 per cent, compared with 21 per cent of all women in Trafford. This pattern is similar to that seen at the regional and national levels. Nearly a quarter of Pakistani women in Trafford worked in health and social work (24 per cent, compared with 20 per cent of all local women and with 15 per cent of Pakistani women in the North West region and in England as a whole). By comparison with Pakistani women nationally, fewer Pakistani women in Trafford worked in the manufacturing, financial services, public administration and education sectors.

Trafford's Black Caribbean population

Economic Activity: 16-24 year olds

Trafford's young Black Caribbean population also contains a higher proportion of men and women who were students (48 per cent and 59 per cent, compared with 38 of all young men and 40 per cent of all young women in Trafford). Partly in consequence, only 22 per cent of young Black Caribbean men and 20 per cent of young Black Caribbean women were employed full-time, a much lower percentage than for all young men

and women in Trafford (47 per cent and 38 per cent). 18 per cent of Black Caribbean young men and 6 per cent of Black Caribbean young women were unemployed, the figure for young men much higher than for all young men and women in the borough (6 per cent and 4 per cent), and broadly in line with regional and national patterns.

Economic Activity: 25 years - retirement age

Among mature Black Caribbean people of working age in Trafford, 2 per cent of men and 5 per cent of women were students, compared with less than 1 per cent of men and women in the overall 25+ population, and of White British men and women of this age in Trafford. This is similar to the regional and national patterns for Black Caribbean men and women.

Black Caribbean men in Trafford have rates of full-time employment (including self-employment) which are similar to those of Black Caribbean men in England, but higher than seen in the North West region as a whole. 64 per cent of Black Caribbean men were employed full-time, compared with 75 per cent of the whole male population in Trafford, and with 76 per cent of White British men. Black Caribbean women in Trafford, by contrast, were more likely than other Trafford women to work full-time, (49 per cent compared with 44 per cent). This figure was also higher than for their counterparts in the region (45 per cent), but lower than in England as a whole (51 per cent).

For both men and women, full-time self-employment was lower among Black Caribbean people in Trafford than for most other Trafford residents. 9 per cent of Trafford's Black Caribbean men were self-employed full-time, compared with 13 per cent of all Trafford men. Just 1 per cent of Black Caribbean women in Trafford were self-employed full-time. These patterns are also consistent with the regional and national figures for self-employment among men and women from the Black Caribbean population.

Black Caribbean women in Trafford were slightly less likely to work part-time than other women (23 per cent compared with 26 per cent). They were also less likely to be looking after their home or family full-time - 9 per cent, compared with 14 per cent of all women in Trafford, again similar to the regional and national patterns.

Unemployment was much more prevalent among Trafford's Black Caribbean men than among other men - 8 per cent, compared with 4 per cent. Nevertheless this was lower than for similar men in the North West region or in England as a whole (both 11 per cent). The proportion of Black Caribbean men and women who were permanently sick or disabled (9 per

cent and 6 per cent) was also considerably higher than for all men and women in Trafford (7 per cent of men and 2 per cent of women), and above the levels for Black Caribbean men and women in England as a whole (7 per cent and 6 per cent). These figures were nevertheless lower than the regional averages for Black Caribbean men and women (12 per cent and 8 per cent).

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

Trafford's Black Caribbean population contains a much lower proportion of men and women who work as managers and senior officials than is found in the total working age population in Trafford (among men, 8 per cent compared with 21 per cent, and among women, 8 per cent compared with 12 per cent). These figures are also lower for Black Caribbean men and women in Trafford than for their counterparts in the same ethnic group at the national level.

Black Caribbean men in Trafford are also less likely than other male Trafford residents to occupy professional positions, although they are more likely to be in associate professional and technical jobs. Among Black Caribbean women in Trafford, 13 per cent were in professional jobs and 21 per cent in associate professional and technical jobs, compared with 12 per cent and 17 per cent of other women in Trafford, and with 10 per cent and 20 per cent of Black Caribbean women at the regional and national levels. A quarter of Black Caribbean women in Trafford (26 per cent) have jobs in administrative and secretarial occupations, close to the figure for all women in Trafford (25 per cent). This figure is also consistent with regional and national patterns.

Trafford's Black Caribbean population also contained a higher percentage of men working as process, plant and machine operatives - 19 per cent, compared with 11 per cent of all men of working age in Trafford. This is a higher proportion than for Black Caribbean men in the North West region (17 per cent) or in England as a whole (15 per cent). Trafford's Black Caribbean men were also more likely to work in elementary occupations (14 per cent) than other men in Trafford (10 per cent). However this figure is slightly lower than the figure for Black Caribbean men in the region (16 per cent) or across England (15 per cent).

Black Caribbean women were a little less likely to work in personal service or in sales and customer service jobs than other women in Trafford, 10 per cent in both sectors, compared with 11 per cent and 12 per cent. The proportion of Black Caribbean women employed in elementary (unskilled) jobs was similar to that for all women in Trafford (8 per cent). This figure was close

to that for Black Caribbean women at the national level, although lower than at the regional level (11 per cent).

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

Trafford's Black Caribbean men were strongly concentrated in the manufacturing and financial services sectors. 19 per cent worked in manufacturing, compared with 18 per cent of all men of working age in Trafford, and one in five worked in financial services, compared with 23 per cent of all men in Trafford. These figures were slightly higher than the regional and national averages for Black Caribbean men.

29 per cent of Trafford's Black Caribbean women worked in the health and social work sector, compared with 20 per cent of all women in Trafford. This figure was similar to the regional and national figures for Black Caribbean women (30 per cent and 28 per cent). 19 per cent of Black Caribbean women were employed in the financial services sector, compared with 22 per cent of all women in Trafford. This was lower than the figures at the regional and national scales, where Black Caribbean women were more likely to work in financial services than women generally.

By comparison with Black Caribbean men in England and in the North West region, Trafford's Black Caribbean men were more likely to work in the transport sector. The borough's Black Caribbean women however were less likely to work in this sector. Fewer Black Caribbean men worked in construction, and more Black Caribbean women worked in public administration. Fewer Black Caribbean men and women were employed in the wholesale, retail, restaurants and hotels sector (16 per cent of men and 17 per cent of women) compared with all residents in the borough (20 per cent of men and 21 per cent of women). Again this is consistent with the national picture.

Key Points

- As in England as a whole, approximately 13 per cent of Trafford's residents are from Black and Minority Ethnic groups. Among people of working age, the White Irish, White Other, Indian, Black Caribbean and Pakistani populations are the largest.
- Economic activity indicators vary considerably between ethnic groups. Among those aged 25+, 49 per cent of Black Caribbean women were employed full-time, compared with 45 per cent of White British women, 25 per cent of Indian women and 18 per cent of Pakistani women. 40 per cent of Pakistani women and 37 per cent of Indian women were looking after their home or family full-time, compared with just 12 per cent of White British women and 13 per cent of White Irish women. 8 per cent of Black Caribbean men were unemployed, compared with just 3 per cent of White British and White Irish men.
- The occupational distribution of employed men and women in Trafford also varies considerably by ethnicity as well as by gender. 30 per cent of Indian men, and 23 per cent of Indian women, were in professional jobs, compared with 15 per cent of White British men and 12 per cent of White British women. 29 per cent of White Other men and 17 per cent of Pakistani women worked as managers and senior officials, compared with 21 per cent of White British men and 12 per cent of White British women, and with 8 per cent of Black Caribbean men and women. 14 per cent of Black Caribbean men were in elementary occupations, compared with 10 per cent of White British men and 8 per cent of Pakistani men.
- 38 per cent of Pakistani men and 29 per cent of Pakistani women worked in the wholesale, retail, restaurants and hotels sector, compared with 19 per cent of White British men, 21 per cent of White British women, and with 16 per cent of men and 17 per cent of women from the Black Caribbean group. 30 per cent of White Irish women and 29 per cent of Black Caribbean women worked in the health and social work sector, compared with 20 per cent of White British women and 17 per cent of White Other women.
- Some industries in Trafford have no people from certain ethnic groups within them. For example, within the borough, none of the small resident populations of Chinese, Black African, Bangladeshi or Other Mixed women worked in

construction, no Other Black women or Bangladeshi women worked in manufacturing, no Bangladeshi men worked in the construction and transport industries, and no Other Mixed men worked in public administration.

8. Work-Life Balance

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

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

Flexible Working Patterns

It is possible to use data from the Labour Force Survey to show the numbers of employees who stated that they had a regular flexible working arrangement allowing them to work flexi-time, annualised hours or term-time only. This is presented in **Figure 8.1**.

In Trafford, no men were recorded as having 'annualised hours' contracts, although these were held by 1,610 women, over half of whom worked part-time. Around 3,500 women and 885 men had term-time only contracts. Among men, term-time only contracts were held only by part-time workers, whereas for women over a third of those with term-time only contracts worked full-time. Flexitime was the most common form of flexible working for men, both full and part-time workers. Among women, a higher proportion had term-time only contracts than had flexitime agreements.

Comparison with the region and England as a whole shows that, proportionally:

- more men in Trafford who work part-time have flexi-time arrangements and term-time only contracts
- the apparent lack of men with full-time or part-time annualised hours or with full-time 'term-time' only working contracts in Trafford contrasts with the regional and national patterns
- Trafford's women who work part-time are less likely to have flexi-time and annualised hours contracts, but are more likely to have term-time only contracts, than their regional or national counterparts

- among women working full-time in Trafford, more hold term-time only contracts, but fewer have flexi-time arrangements and annualised hours contracts, than at the regional or national levels.

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

Employed men 51, 238				
	Full-time Men 47, 059		Part-time Men 4, 179	
	Numbers	%	Numbers	%
Flexitime	4, 150	8.8	671	16.1
Annualised hours	0	0	0	0
Term-time working	0	0	885	21.2
Employed women 44,000				
	Full-time Women 26, 453		Part-time Women 17, 547	
	Numbers	%	Numbers	%
Flexitime	1, 436	5.4	1, 418	8.1
Annualised hours	1, 082	4.1	528	3.0
Term-time working	1, 419	5.4	2, 074	11.8

Source: LFS, Autumn 2003, ONS

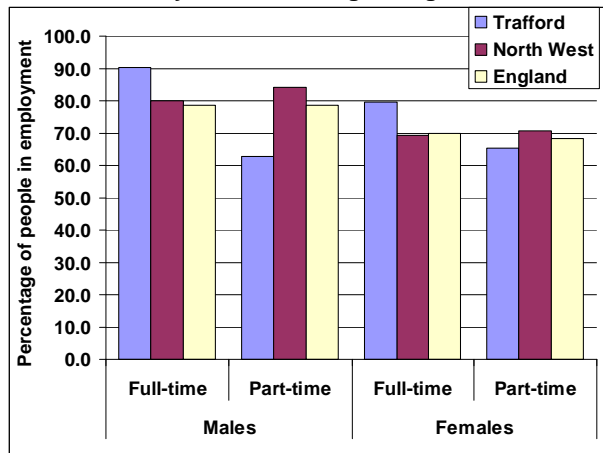
Comparative Data				
Employed men				
	Full-time Men		Part-time Men	
	North West	England	North West	England
Flexitime	8.4	8.1	5.8	6.2
Annualised hours	4.4	3.6	1.7	2.0
Term-time working	0.8	0.9	2.7	3.2
Employed women				
	Full-time Women		Part-time Women	
	North West	England	North West	England
Flexitime	14.2	12.6	10.0	9.0
Annualised hours	5.2	4.6	3.4	3.8
Term-time working	4.7	4.9	9.8	10.7

Source: LFS, Autumn 2003, ONS

Figure 8.2 shows the percentages of men and women who had no flexibility in their working arrangements by whether they worked full-time or part-time. The pattern in Trafford differs from that for the region and England as a whole. Men and women who work full-time in Trafford have less flexibility in their working arrangements than their counterparts in the region or

nationally, whereas those who work part-time, especially men, have more flexibility in their working arrangements than men and women working part-time in the North West region or in England as a whole.

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



Source: LFS, Autumn 2003, ONS

Barriers to Employment

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

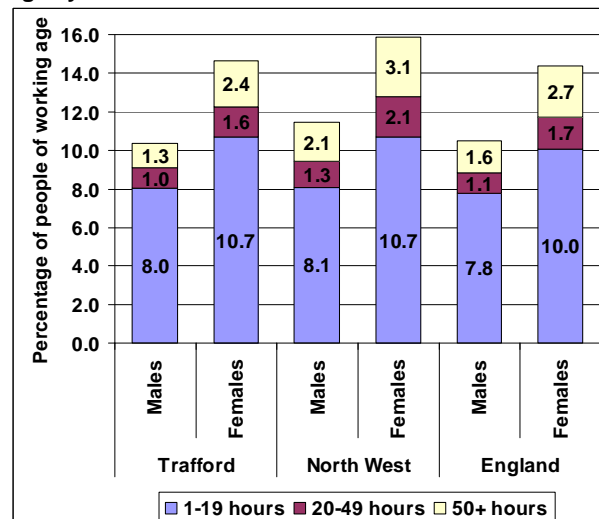
Caring Responsibilities

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 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 in Trafford. At all geographical levels, women were more likely to provide unpaid care than men, and were also more likely to provide a high level of care (more than 50 hours per week). Both women and men in Trafford provided similar hours of unpaid care to those recorded at the national level; these levels of caring

were a little below those recorded for women and men in the wider North West region.

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



Source: 2001 Census Standard Tables, Crown Copyright, 2003

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

- a high proportion of White Other men, but a lower proportion of Indian men, providing care in Trafford, compared with the region and England as a whole
- a higher proportion of women and men from Pakistani backgrounds providing unpaid care in Trafford

It is also possible to look at the amount of unpaid care that men and women provide by their economic activity. In Trafford, 10 per cent of men and 14 per cent of women of working age who are in employment also provide unpaid care. These figures represent some 5,000 Trafford men and about 6,000 women who are working carers. These percentages are similar to the national picture but a little below the regional averages. This pattern again varies by ethnicity, as presented in **Figure 8.5**. This shows that in Trafford:

- fewer Indian men and women work and provide unpaid care than at the regional or national scales.

- more Pakistani men and women are both in employment and providing unpaid care than at the regional or national level. These higher levels of caring responsibility among employed Pakistani men and women are significantly above those seen in most other ethnic groups.

Figure 8.4 Provision of unpaid care, all men and women of working age by ethnicity per cent

	(no. in Trafford)	Trafford	North West	England
White Irish	Men (1,818)	9.1	7.0	8.9
	Women (1,628)	15.3	14.5	12.6
White Other	Men (1,368)	7.9	4.2	6.3
	Women (1,369)	9.6	10.6	7.7
Indian	Men (1,235)	9.5	9.8	12.1
	Women (1,264)	13.8	14.3	13.8
Black Caribbean	Men (952)	9.0	6.7	8.0
	Women (998)	11.2	11.7	10.8
Pakistani	Men (1,122)	12.0	11.8	11.8
	Women (1,076)	16.5	17.4	16.2
All	Men (65,971)	10.4	11.5	10.2
	Women (62,256)	14.6	15.9	14.1

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

Figure 8.5 Provision of unpaid care by men and women of working age who are in employment, by ethnicity per cent

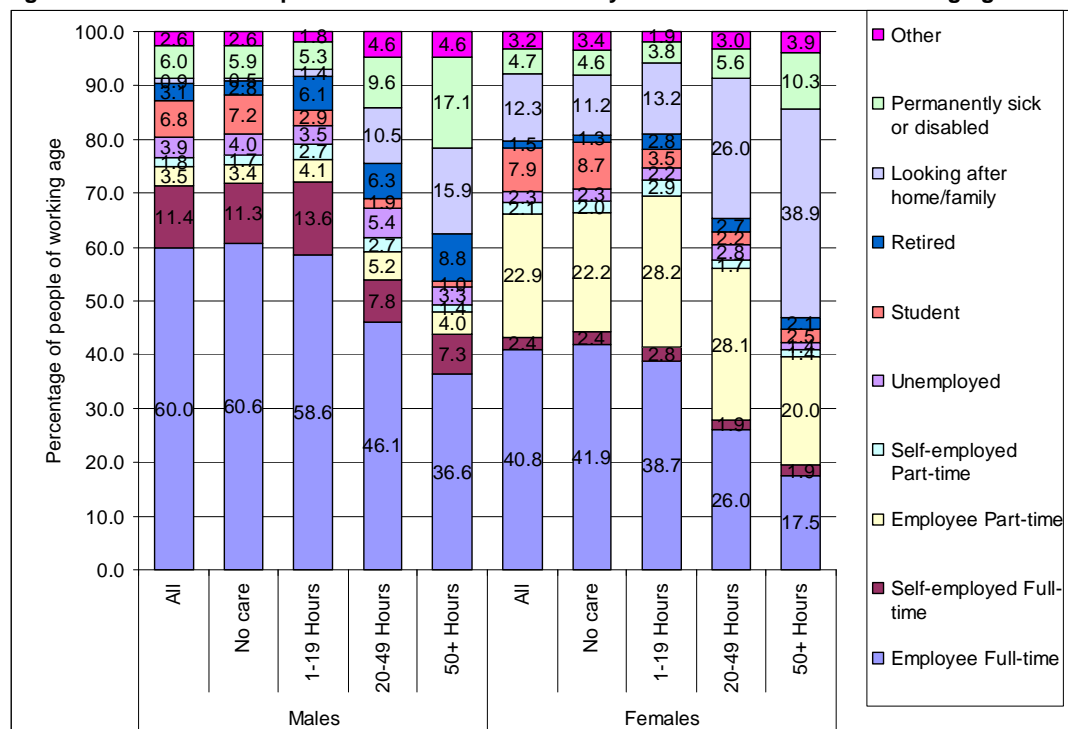
	(no. in Trafford)	Trafford	North West	England
White Irish	Men (1,342)	8.9	10.6	8.6
	Women (1,078)	14.4	14.9	12.1
White Other	Men (1,041)	6.7	8.4	6.1
	Women (857)	9.6	11.0	7.5
Indian	Men (819)	9.2	12.8	12.8
	Women (436)	12.2	14.2	14.2
Black Caribbean	Men (603)	9.5	7.7	8.2
	Women (665)	11.4	12.6	11.0
Pakistani	Men (678)	13.7	12.9	12.4
	Women (299)	18.1	16.3	15.0
All	Men (50,431)	10.0	10.9	9.9
	Women (42,313)	14.2	15.5	13.7

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

Figure 8.6 shows that in Trafford there are 665 people working full-time and providing 50 or more hours of unpaid care each week, 380 men and 285 women. This pattern is similar to the situation in the region and in England as a whole. As the amount of unpaid care people provide increases:

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

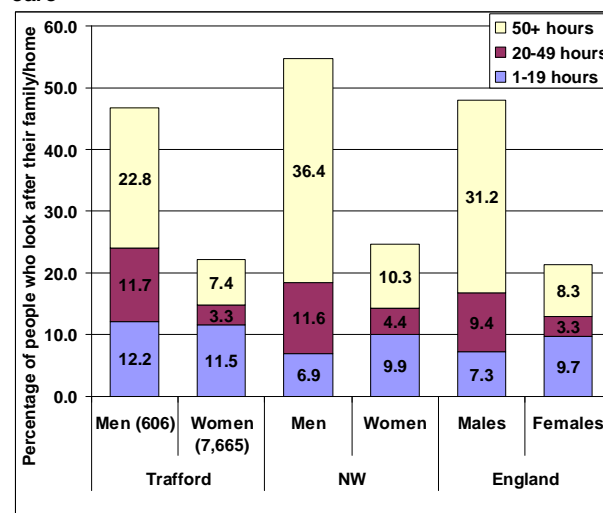
Figure 8.6 Provision of unpaid care and economic activity for men and women of working age in Trafford



Source: 2001 Census Commissioned Table, Crown Copyright 2004

Figure 6.8 in Chapter 6 showed that in Trafford 12 per cent of women and less than 1 per cent of men of working age were looking after their home or family full-time. This equates to 600 men and 7,670 women who look after their home and family full-time as their main activity. Women thus outnumbered men in this category by nearly 13 to 1. This category includes those women and men caring for a child, as well as those caring for other family dependants. **Figure 8.7** shows the amount of unpaid care³⁰ that men and women who look after their home or family full-time provide. This shows a marked gender difference, with men in this role being much more likely to be carers of others who require support because of long-term ill-health or disability. In Trafford, 23 per cent of men in this category (about 150 men) are providing more than 50 hours or more care, compared with just 7 per cent of women (about 535 women).

Figure 8.7 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

³⁰ For a disabled or sick child, or for an adult requiring care.

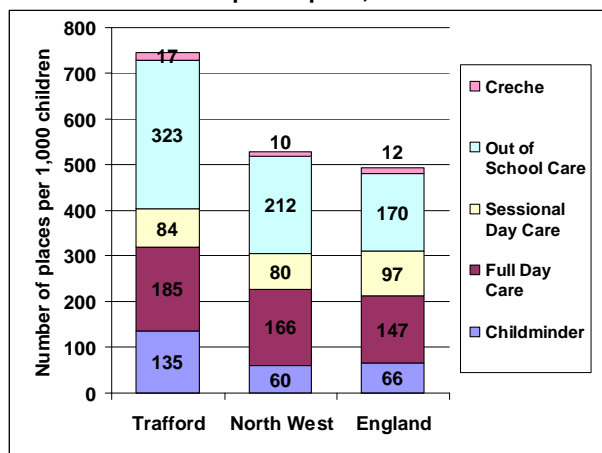
Childcare

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

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

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

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



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

The figure shows the estimated number of places per 1,000 children for Trafford, the North West region and England. The data are published by Ofsted and relate to September 2003. In Trafford, there were, overall, more childcare places per 1,000 children than in the region and in England as a whole, in all the different

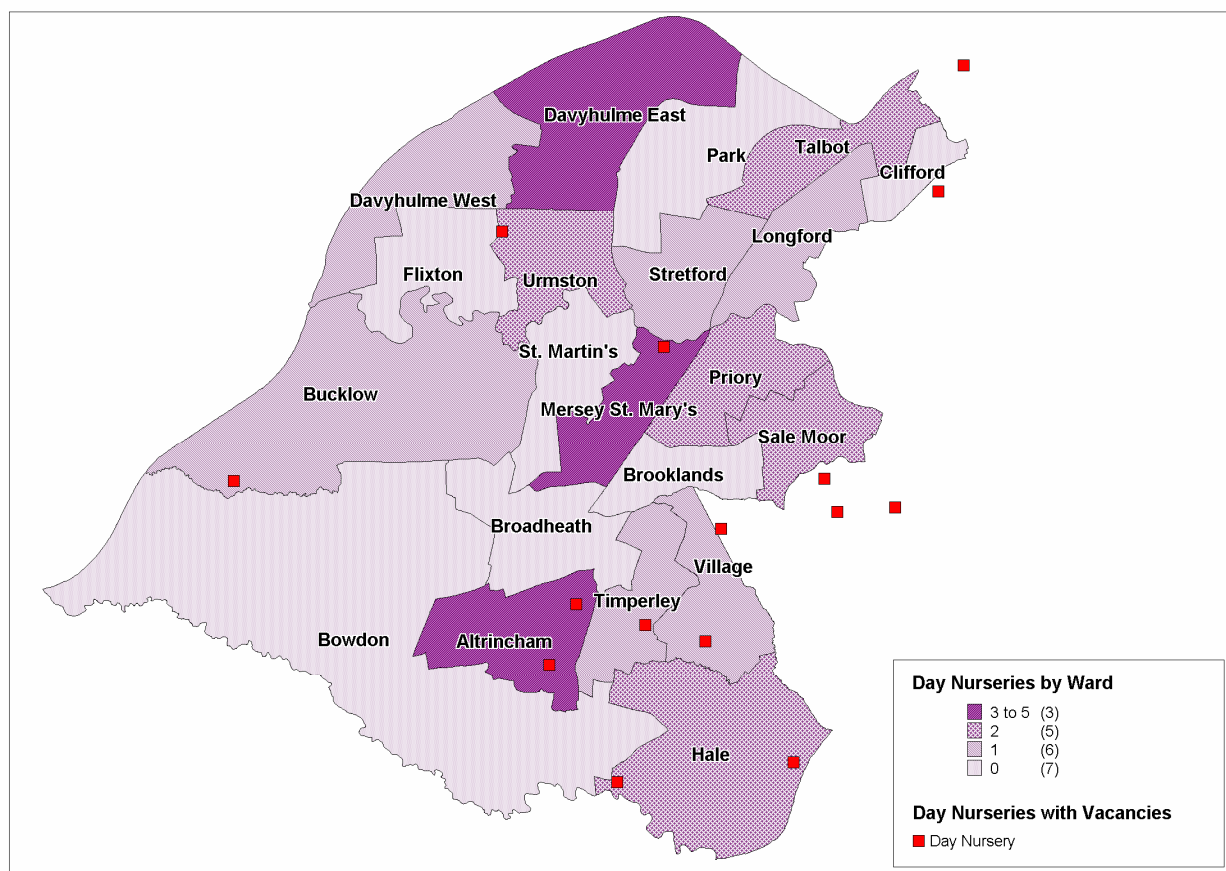
types of provision except for sessional day care, where fewer places were provided than at the national level.

Figure 8.9 shows the distribution of day nurseries within the wards in Trafford, together with an indication of the nurseries that had vacancies in July 2004. Both day nurseries and those with vacancies were clustered in areas such as Trafford Central and Stanley and Wrenthorpe. Some areas of the borough had no day nursery provision at this time.

Key Points

- Men in Trafford who work part-time are more likely to have flexi-time arrangements and term-time only contracts than men who work full-time, or than their regional and national counterparts.
- In Trafford there were no men recorded as having full-time or part-time annualised hours contracts or as having full-time 'term-time' only working contracts.
- Fewer women who work part-time had flexitime and annualised hours, but more had term-time only contracts than at the regional and national levels.
- In Trafford, a higher proportion of men and women from Pakistani, White Other, White Irish and Black Caribbean backgrounds provide unpaid care, compared with the picture in England as a whole. People from these ethnicities are also more likely to be in employment while also providing unpaid care than their counterparts in the country as a whole.
- More men than women work full-time and provide 50+ hours per week of unpaid care. Among those who care for 50+ hours per week, less than 20 per cent of Trafford women, compared with 44 per cent of Trafford men, are employed full-time.
- Among those who provide 50 or more hours a week of unpaid care, 17 per cent of men and 10 per cent of women are themselves permanently sick or disabled.
- Trafford has more childcare places for the under 8s per 1,000 children than the region and England as a whole. The figures for childminders and out-of-school care were well above the national average. However, day nursery provision within Trafford was concentrated in areas of high population, as were nurseries with vacancies. Some areas of Trafford had no day nursery provision at all.

Figure 8.9 Day nurseries and vacancies in Trafford, July 2004



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

Appendix A

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

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

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

Appendix B

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

Managers and Senior Officials

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

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

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

Personnel, training and industrial relations managers

Information and communication technology managers

Research and development, quality assurance, customer care managers

Financial institution, office managers

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

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

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

Farm managers, managers in animal husbandry, forestry and fishing

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

Property, housing and land managers

Garage managers and proprietors

Hairdressers and beauty salon managers

Shopkeepers and wholesale/retail dealers

Recycling and refuse disposal managers

Professionals

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

IT strategy and planning professionals, software professionals

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

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

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

Scientific and social science researchers

Solicitors, lawyers, judges and coroners

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

Architects, town planners, quantity and chartered surveyors

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

Associate Professional and Technical Occupations

Science and engineering technicians

Draughtspersons and building inspectors, environmental health officers

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

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

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

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

Air traffic controllers, pilots, train drivers

Brokers, insurance underwriters, estate agents, auctioneers

Administrative and Secretarial Occupations

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

Officers of non-governmental organisations

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

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

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

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

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

Skilled Trades

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

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

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

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

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

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

Printers, bookbinders, screen printers

Butchers, bakers, fishmongers, chefs, cooks

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

Personal Service Occupations

Nursing auxiliaries and assistants, ambulance staff, dental nurses

Houseparents, residential wardens, care assistants and home carers

Nursery nurses, childminders, playgroup leaders, educational assistants

Veterinary nurses, animal care occupations

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

Hairdressers, barbers, beauticians

Housekeepers, caretakers

Undertakers and mortuary assistants

Pest control officers

Sales and Customer Service Occupations

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

Credit agents, debt, rent and other cash collectors

Market and street traders, merchandisers and window dressers

call centre agents/operators, customer care occupations

Process, Plant and Machines Operatives

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

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

Assemblers, tyre, exhaust and windscreen fitters, sewing machinists

Scaffolders, road and rail construction and maintenance operatives

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

Crane, fork-lift truck and agricultural machinery drivers

Elementary Occupations

Farm workers, labourers, packers

Postal workers

Hospital porters, hotel porters

Kitchen and catering assistants, waiters, waitresses, bar staff

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

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