

Working Below Potential: Women and Part-time work in Camden

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Foreword

Over the last three years, Camden Council has worked in close partnership with Sheffield Hallam University, and eleven other local authorities to assess the impact of *Gender and Employment in Local Labour Markets* (GELLM).

Tackling worklessness, increasing employment rates among disadvantaged groups and tackling inequality are key priorities of Camden's Local Area Agreement. This valuable piece of research will enable us to focus our efforts to address gender-based disadvantage in the labour market.

A key challenge for us is to assist local people into local jobs. There is a strong labour market in Camden, with two jobs potentially available to every resident, however, we know that a significant number of people are excluded from the workforce, particularly women and lone parents, people from BME communities, including refugees, and people on incapacity benefits. It is timely therefore that this detailed analysis of women's employment situations is being published at a time when we have prioritised the need to tackle the barriers which prevent Camden residents from economic activity.

This research will help us to respond to the wider agenda around Welfare Reform and the Gender Duty requirements of the Equality Act 2006. The assessment of the challenges which men and women face in being able to participate in Camden's vibrant local economy will assist us as we focus on outcomes which make a real difference to helping local people access jobs and the benefits which come with work.

I look forward to working with local partners and employers to respond to the challenges outlined in the following pages.

Signed

A handwritten signature in black ink, appearing to read "Moira Gibb".

Moira Gibb

Chief Executive

London Borough of Camden

Acknowledgements

This research would not have been possible without the interest shown by the companies and organisations which have participated in it. To preserve their anonymity, we cannot identify them, or the individuals involved, but we owe special thanks to the women employees and the managers who gave us their time and shared with us their thoughts and experiences about part-time work.

We would also like to thank David Perfect and David Darton of the Equal Opportunities Commission, and Rebecca Gill at the Trades Union Congress for their support and guidance throughout the project, and for their many excellent ideas and comments. Finally, our special thanks to the members of the Regional Project Group of the *Gender and Employment in Local Labour Markets* (GELLM) project in Camden who have supported the research and, in particular, to Claire Tunley and Kirsty Carmichael at The London Borough of Camden.

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Key findings

The aim of this research was to understand why women work 'below their potential' in low paid, part-time jobs – that is, to find out why women do not always use all of their skills, experience and qualifications when they work in part-time jobs. This report relates to Camden only. The findings of the full study, conducted in six English districts, are reported separately (Grant et al 2006). Our key findings relating to Camden are:

Women's employment in Camden

- The employment rate for women in Camden is low, at 56%, compared with that in England as a whole, at 64%.
- Employed women in Camden are much less likely to work part-time than women in England.
- The part-time employment rate for women varies according to ethnicity. There are much higher levels of part-time employment among Caribbean and African women in Camden than among White British women – but the rates of part-time employment amongst these groups in Camden are similar to those in England as a whole.
- In Camden, Indian, Caribbean and African women are less likely to be in employment than women from these ethnic groups in England as a whole.
- Women aged 35+ are much more likely to work part-time than younger women - but in Camden they are less likely to work part-time than women aged 35+ in England as a whole.
- Part-time jobs for women are scarce in Camden.
- Part-time women workers in Camden are less likely to work in low paid, low skilled occupations, and more likely to work in high paid, high skilled occupations, than part-time women workers in England.
- Between 1991 and 2002 the number of part-time and full-time jobs held by women in Camden grew.
- The rate of growth in women's part-time jobs in Camden was much stronger than in England as a whole and stronger than that for women's full-time jobs in Camden.

- There was particularly strong growth in part-time jobs in distribution, hotels and restaurants
- Others sectors which experienced growth in part-time jobs in Camden were: public administration, education and health and banking and finance.

Women's pay in Camden

- Average hourly pay for part-time women workers in Camden was higher than in London and England as a whole.
- In Camden, hourly pay is significantly lower for women working part-time than for men working full-time: this pay gap is similar to that found in England as a whole.

'Working below potential' in Camden

- 25 of the 30 women working in low paid, part-time jobs in our study in Camden were working 'below their potential'. This suggests that there is a massive waste of women's skills, talents and experience in Camden.
- Unlike many of the managers in our national study, managers in the workplaces studied in Camden were aware of the skills, talents and aspirations of women working in low paid, part-time jobs.
- The managers in Camden were broadly supportive of part-time working at senior levels but would be reluctant to advertise senior jobs as part-time on the open labour market
- In Camden, the lack of higher level part-time jobs on the open labour market was important in explaining why women worked 'below their potential'.
- Women who want to continue working part-time often lack opportunities for progression and promotion in their place of work.
- Once in a low-paid, part-time job, women tend to lose confidence in their abilities and skills, and to become trapped at the lower level.
- Women seeking to re-establish their former position in the labour market, through education or training, lack financial and public policy support.
- Some women had moved into low-grade, part-time jobs because of the intensity of work in senior level, full-time jobs and because of the

absence of effective work-life balance policies and practices within workplaces.

- The full-time/part-time split which keeps part-time women workers in low-level jobs could be changed, but needs a new approach to job design and rotas.
- The concentration of part-time work in specific sectors and occupations lies behind these problems: to realise women's full potential, part-time work needs to be available in all types and levels of work.

Recommendations

We recommend that employers:

- Adopt a more strategic approach to the design of jobs and the replacement of employees.
- Rethink the value of part-time working and part-time employees.
- Recognise the wider organisational benefits of part-time working.
- Trial opening up part-time opportunities at all levels.
- Offer senior and management posts on a part-time basis when recruiting on the open labour market.
- Address the long hours of work associated with senior level jobs.
- Ensure that part-time workers can progress at work.

We recommend that local authorities and their partners:

- Acknowledge the waste of local women's talents and skills.
- Adopt good practice within the local authority.
- Encourage their employer partners to 'take a risk' and trial opening up part-time opportunities at all levels.
- Work with partners to extend and advertise the training and education opportunities open to women returners.
- Work with partners to develop financial support to women returners seeking to upgrade their skills and qualifications.

Introduction

This study aimed to explore why women are employed in low paid, part-time jobs which are below their full potential in the labour market, in terms of skills, experience and qualifications, and to investigate the design of part-time jobs and how pay rates for part-time jobs are set.

Our research on women working below their potential in part-time jobs across England has revealed that over a half of part-time women workers are not using all of their labour market skills and experience in their current jobs (Grant et al 2005). Further research, by the Equal Opportunities Commission, based on our findings, has shown the scale of this problem. Nationally, 2.8 million part-time women workers are working below their potential (Darton and Hurrell 2005). This is a massive waste of women's talents, often in the prime years of their working lives. Understanding why this is occurring, and developing policy to address it, are important for local economies.

Our research In Camden involved a survey of women working in three workplaces during 2005. These workplaces were located in industries in the public and private sectors: education; the cultural sector; and hotels and restaurants. Face-to-face interviews were conducted with senior managers in these workplaces, and 30 women completed questionnaires. 8 part-time women workers who were working below their potential were interviewed face-to-face. The research also involved analysis of statistical data on employment and part-time employment.

This study is one of six local research studies carried out within the GELLM programme (see Appendix 1). Parallel studies have also been undertaken in: Leicester, Thurrock, Trafford, Wakefield and West Sussex. The study of women and part-time work across England involved research in a total of 22 workplaces. Interviews with senior managers were conducted in each workplace, and altogether 333 women workers completed questionnaires. Face-to-face interviews were conducted with 87 women. A synthesis report, bringing together the findings from all six areas, is available separately (Grant et al 2006).

Part-time work

There are a range of reasons why we chose part-time employment as a focus for our research, and why it is an important issue for the London Borough of Camden, its partners and the people of Camden.

Part-time jobs have been growing in importance as a form of employment across the country, including in Camden. With part-time employment now representing 22% of jobs in Camden¹, the quality of the part-time jobs on offer has major implications, not only for local people's economic well-being and their quality of life, but also for the prosperity of the local economy.

Many women want to work part-time at particular times in their lives. Part-time employment is often undertaken by women who wish to combine paid work with childcare or other caring responsibilities. It is important to consider how far the opportunities available to them in the local labour market match their skills, experience and aspirations.

Part-time work is a major form of employment for many women throughout the middle of their working lives, in their 30s, 40s and 50s. This contrasts with male part-time employment, which is clustered at the start and end of working life, but is rarely experienced by men in the prime decades of employment. The quality of part-time jobs affects the economic well-being of local women and their families during years when they may wish to develop their careers or need to maximise their earnings.

Working below potential

This study has examined why some women workers are employed 'below their potential' in low paid, part-time jobs, asking: 'Why do some women occupy low paid part-time jobs even though they have the skills, qualifications and labour market experience to work in more skilled, higher status, better paid jobs?'

Understanding why this occurs and its implications is important for local authorities and their partners, for local employers, for local women and for the prosperity of local economies. Local authorities and their partners play a role in

developing efficient local labour markets. This involves making productive use of the skills and talents of local people. When, as in Camden, at least a half of part-time women workers are employed in jobs below their proven past potential, local labour markets are not working as efficiently as they could be.

Local authorities and their partners need to reap the optimum benefits from public investments in education and training. Yet the shift many local women make during their working lives from full-time work to part-time work can involve a waste of the resources invested in their education and training.

The lower status of the part-time jobs these women occupy affects their income and their long-term earning power. Other research has also shown that women tend to make a 'downward occupational move' when they change from full-time to part-time work (Manning and Petrongolo 2004). However, previous research has not fully explained why so many women workers experience a loss of status and pay when they shift to part-time employment. Nor has it examined their views about this situation.

Local employers want to maximise productivity. Yet, if women are employed below their potential, local employers are not making the most productive use of their entire workforces.

Given the extent to which women are working below their potential in the Camden economy, we wanted to identify what could be done to prevent this waste of talent and resources.

Policy and part-time employment

The research reported here has important implications for a number of issues already high on the public policy agenda.

Facing both a shrinking working age population and expected job growth in the overall economy, the government has set a target of engaging 80% of the working age population in paid work. Yet the rate of growth in part-time women's jobs has been particularly strong in Camden, and if this trend continues a growing proportion of jobs will be part-time. If more women in Camden are to enter the labour market, the part-time jobs on offer will need to use their skills and talents and to offer them genuine prospects for progression and

¹ Source: Annual Business Inquiry 2004 via NOMIS, ONS, Crown Copyright.

promotion. Part-time jobs do not need to be concentrated in low paid, low skill, low status occupations – but to offer such work across all levels will mean opening up a wider range of jobs on a part-time basis.

As identified in the *Gender Profile of Camden's Labour Market* (Buckner et al 2004), the gender pay gap is now widely recognised as a persistent but unacceptable feature of the British economy, acting as a brake on the achievement of full economic prosperity and preventing women from benefiting equitably from the economic contribution they make. The gap between men's and women's pay is most marked when we consider women's part-time employment. Women working part-time are earning 40% less per hour on average than men working full-time (EOC 2005).

Part-time employment remains segregated in the low waged segments of the economy and of individual workplaces, and part-time workers are widely seen as peripheral workers, and even today sometimes described as working for 'pin money'. This out-dated view is associated with the idea that the growth of part-time jobs should be resisted, and that the economic interests of part-time workers are unimportant. Our study shows how crucial it is to improve the standing of part-time workers and to raise the status of part-time working.

Achieving an appropriate work-life balance is high on the contemporary agenda for government, employers and trade unions alike. More and more workers are requesting reduced hours work to help them strike the balance that is right for them and, under the *Employment Act 2002*, some workers who are parents have been granted a legal entitlement to have their request for flexible working considered by their employer. At the same time many employees experience long hours and an unacceptable intensity of work which damages their health and quality of life, as other research within the GELLM research programme confirms (Bennett et al 2006). Part-time employment offers a solution for many people in these circumstances, but the poor pay and prospects associated with part-time jobs means they pay a heavy price in pursuing this option.

To be successful, efficient and competitive in the 21st century, employers and the economy as a whole must make use of all available talent, and capitalise on investments in education, skills and training. Both government and organisations are

continuing to make huge human capital investments, and recognise the importance of making good use of the skilled and knowledgeable workforce they produce. While skills policy has been rising up the official agenda in recent years, those who take a break from paid work, who change career, or who need a second chance in education or training are still poorly served in terms of access and support (HM Treasury, 2005). Access to skills, re-skilling, re-training, and education remain especially difficult for women returners and other mature women, and their talents and contribution are often wasted because of this.

The UK's new approach to equalities (set out in the *Equality Act 2006*) involves widening the agenda to encompass all aspects of equality and diversity and seeking to strengthen policy responses by creating a new Commission for Equality and Human Rights. This should draw more effective attention to the fact that women from ethnic minority groups are particularly disadvantaged in the labour market, and are especially concentrated in low paid jobs, even when well qualified (Buckner et al 2004; Escott et al 2006; Grant et al 2006; Stiell et al 2006). To adequately address these policy issues, we require a much better understanding of part-time working, part-time jobs and part-time workers, and to examine in more detail why women work below their potential in part-time jobs. The remainder of this report tackles these issues, using evidence from the Camden study.

Part-time employment in Camden

The scarcity but growing importance of part-time employment in Camden

In 2001, just 17% of working women in Camden were employed in part-time jobs. This was 22 percentage points below the national average figure. Only 8% of all women of working age in Camden were employed in a part-time job. Thus, only around 6,000 Camden women were in part-time jobs, compared with over 28,000 women who were employed full-time in the Borough. This scarcity of part-time employment is a key feature of the Camden labour market and an important aspect of women's employment opportunities locally.

Another important feature of the Camden economy in terms of women's employment is the very low female employment rate - only 56% of

working age women. In England as whole, 64% of working age women are in employment. There will be a range of reasons why Camden has a low female employment rate, but important factors are likely to include the limited availability of part-time jobs and the scarcity of well-paid part-time jobs in an economy with a high cost of living.

Looking to the future, however, recent trends suggest that part-time employment is set to become a much more significant feature of Camden's local labour market. Between 1991 and 2002, there were important developments in the

Camden economy (Table 1). Women's full-time jobs increased in number by over 12,000, while women's part-time jobs grew even more significantly, by nearly 18,000 jobs. In 1991, just 20% of all women's jobs in Camden were part-time, but by 2002 the proportion of women's jobs which were part-time had jumped to 30%. By 2002, 22% of all jobs in Camden were part-time positions, compared with only 14% ten years earlier.

Table 1 Job change in Camden 1991-2002, by full-time/part-time status and sex²

Job Type	Sex	Number of jobs		Change in number of jobs 1991-2002	Percentage change 1991- 2002		
		1991	2002		Camden	London	England
Full-time	Female	72,822	85,300	12,478	17	16	13
	Male	102,027	117,865	15,838	16	11	9
	All	174,849	203,165	28,316	16	13	11
Part-time	Female	18,394	36,362	17,968	98	32	31
	Male	9,090	19,776	10,686	118	114	103
	All	27,484	56,138	28,654	104	51	44
All	All jobs	202,333	259,303	56,970	28	21	19

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

Table 2 Job change in Camden 1991-2002, by full-time/part-time status and industry Numbers (% change)

Industrial Sector	Women		Men	
	Full-time Numbers (%)	Part-time Numbers (%)	Full-time Numbers (%)	Part-time Numbers (%)
Energy & water	-516 (-66)	**	1,128 (-71)	**
Manufacturing	-346 (-7)	379 (64)	-931 (-12)	195 (71)
Construction	237 (79)	**	2,891 (80)	**
Distribution, hotels, restaurants	3,956 (46)	5,952 (141)	3,702 (26)	4,125 (153)
Transport, communications	-1,241 (-19)	172 (43)	-9,382 (-46)	332 (115)
Banking, finance	6,351 (27)	3,358 (65)	16,688 (55)	2,659 (107)
Public admin., education & health	2,774 (13)	5,956 (95)	1,923 (11)	2,370 (100)
Other	1,230 (19)	2,146 (137)	2,064 (28)	984 (105)
Total	12,478 (17)	21,821 (98)	15,838 (16)	10,686 (118)

Source: AES/ Census of Employment 1991, ABI 2002, ONS. Note: * Missing data due to small numbers sampled in the survey

² These data relate to jobs located in Camden. Some of these jobs may be held by men or women who live elsewhere.

In some areas of employment growth in Camden, the increase in part-time employment (taking jobs held by both sexes) was especially marked. In the distribution, hotels and restaurants sector, 68% of employment growth was in part-time jobs, and in public administration, education and health 76% of employment growth was in part-time employment. Thus, in some sectors, the growth in part-time employment in Camden has been very significant.

In some sectors, additional part-time jobs held by women were an important feature of employment growth. This was particularly the case in public administration, education and health, where women's part-time jobs accounted for 46% of all job growth, and in distribution, hotels and restaurants, where 40% of all job growth was in women's part-time jobs.

In sectors where the growth of jobs for women was strong, a high percentage of job growth was in part-time jobs. 60% of women's job growth in distribution, hotels and restaurants was part-time, and in public administration, education and health, 88% of the growth in women's jobs was part-time. This underscores just how important the growth of women's part-time employment has become as a feature of the Camden economy.

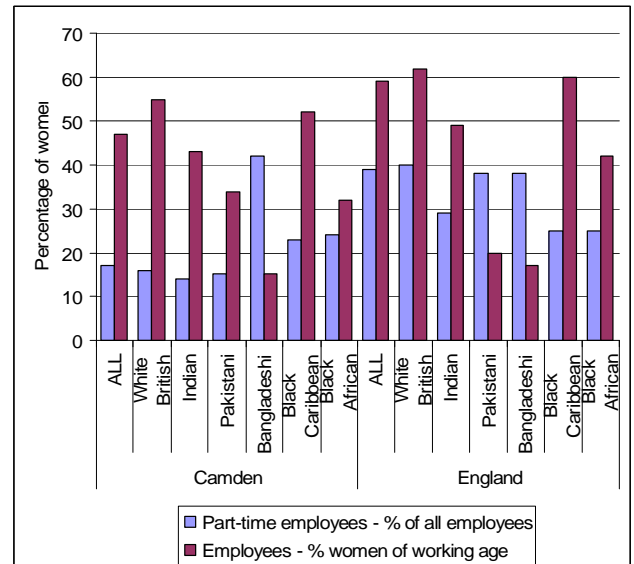
Despite these areas of growth in part-time employment and in women's part-time employment, in Camden, there are some sectors where the trend is different. This has implications for women who are seeking to work part-time and who want at the same time to utilise their full range of skills and qualifications. Banking and finance is one of the most important sectors in the Camden economy, accounting for 35% of all jobs. This sector has been growing in importance in the local economy and accounts for 51% of all employment growth in Camden. Yet only 21% of this employment growth was in part-time jobs, and only 12% in women's part-time jobs. The continuing scarcity of part-time employment in this sector has significant implications for women workers in Camden.

The level of part-time working amongst women varies according to age, and is a more important form of employment for women aged over 35; in Camden, over a quarter of all employed women in this age group work part-time. Part-time employment also varies according to ethnicity, and in Camden is most common among Bangladeshi women. 42% of Bangladeshi women

employees work part-time, compared with 16% of White British women. Among Indian and Pakistani women in employment in Camden, levels of part-time employment are low; just 15% of employed Pakistani women and 14% of Indian women employees work part-time (Figure 1).

The overall proportions of employed women in these groups are also low. Only 34% of Pakistani women of working age, and 43% of Indian women of working age, are in any form of employment in Camden, compared with 55% of White British women. The situation of Camden women from ethnic minority groups is discussed in more detail in Stiehl et al (2006).

Figure 1 Employment rates and part-time employment rates for women, by ethnicity (selected ethnic groups) *per cent*



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

The occupations of part-time women workers in Camden³

Across England, women part-time workers are concentrated in some of the lowest paid occupations. In Camden the situation is somewhat different:

In 2001, 15% of women part-time workers (aged 16-74) in Camden worked in elementary occupations, where pay levels tend to be particularly low, compared with 21% in England. There were also slightly lower percentages of

³ Source: 2001 Census Standard Tables, Crown Copyright 2003.

women working part-time in retail jobs and in personal service jobs in Camden compared with England, both also low paid sectors. These jobs, along with low paid jobs in manufacturing, account for 46% of women's part-time employment in the Camden economy, compared with 51% in London and 59% in England. These figures nevertheless represent a large group, about 3,750 Camden women.

As we have seen, the distribution of part-time women workers across lower paid and higher paid jobs in Camden is different from that in England as a whole. A larger proportion of part-time women workers are employed in higher paid jobs in Camden than in London and England as whole. 54% of women workers living in Camden work in higher paid⁴ part-time jobs in administrative, technical, professional and managerial occupations, compared with 49% in London and 41% in England as a whole. Most strikingly, 22% of part-time women workers in Camden work in the highest paid occupations, as managers or in professional jobs, compared with just 10% in England.

This greater proportion of women in higher paid part-time jobs in Camden must, however, be placed in the context of the overall scarcity of part-time jobs in the Borough. Only about 4,400 women work in these higher paid part-time jobs, and only about 1,800 women work part-time in the highest paid positions. This compares with nearly 25,000 Camden women working full-time in these higher paid positions with 12,000 working full-time in the highest paid jobs.

The small number of women working in part-time jobs, which may be related to the high cost of housing, is primarily a consequence of the limited availability of part-time jobs, particularly in well paid occupations.

Working below potential in Camden

Women's reasons for working below their proven past potential

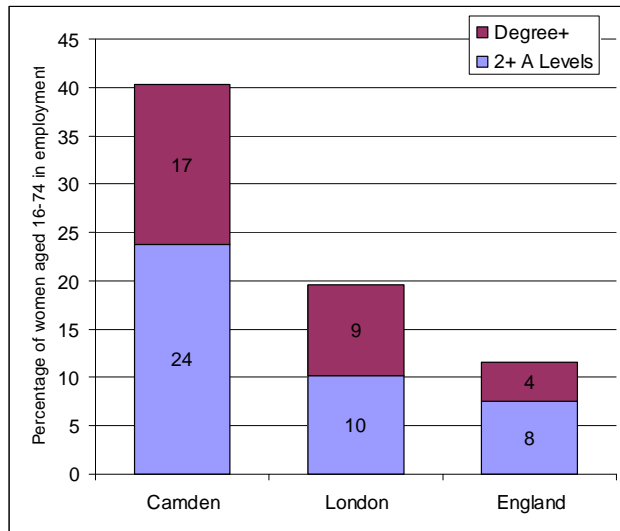
Nationally, it has been estimated that 53% of women working in low paid, part-time jobs (2.8m women) are working below their proven past potential. This national estimate was identified by the Equal Opportunities Commission in its national survey following up our interim research findings (Darton and Hurrell 2005, Grant et al 2005). In Camden, our survey of women working in low paid, part-time jobs was on a small scale. With this caveat in mind, it should be noted that a striking 25 of the 30 women who participated in the workplace survey and who were working in low paid, part-time jobs, were working below their proven past potential. If this were repeated in a larger survey it would mean that 83% of low paid part-time workers are working below their potential.

15 of the 25 women working below potential in our Camden survey had either a degree or a professional qualification. Most of the other 10 women were educated to A Level standard, or had previously worked in a senior management post. In short, there was a very high level of wasted talent amongst the women participating in the research in Camden. Further research would be necessary to confirm whether this is typical of all low paid, part-time workers in the Camden economy.

There is some support for the argument that there is a greater tendency for highly qualified women to work in low skilled work in Camden than in England as a whole from analysis of 2001 Census data. This reveals that in Camden a startling 41% of women employed in low paid, elementary occupations were qualified to degree or A Level compared with 19% in London as a whole and 12% in England (Figure 2).

⁴ 'Higher' paid jobs include managers, senior officials, professionals, associate professionals and men and women working in technical, administrative, secretarial and skilled trade occupations. 'Highest' paid jobs include managers, senior officials and professionals.

Figure 2 Highly qualified female employees who work in elementary occupations⁵



Source: 2001 Census Standard Tables, Crown Copyright 2003.

At the national level, 2.8 million women in part-time employment are thought to be working below their proven past potential. Using the nationally based, lower estimates, we can calculate that at least 3,100 Camden women are working below their potential. If the 83% estimate from our local data were borne out in a larger study, that figure would rise to almost 5,000 women. Either way, it is clear that many Camden women who are working part-time are working below their proven past potential.

This was captured in the comments of one of the managers interviewed:

When you put these people through our training programmes you do realise that they are a lot more talented than you realised.

Given this staggering under-use of women’s skills and talents, we need to ask why this is occurring, so that policy and practice can be redesigned to address this issue.

Our study has revealed five different explanations for this situation, all given to us by the women we interviewed who were working below their potential in their current jobs:

⁵ 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.

- Some women are working below their potential because they face a **restricted labour market**. These women had found there were very few senior or higher paid jobs available with part-time hours on the open labour market. In Camden, where there are so few part-time jobs in senior or managerial occupations, this is particularly important.

In terms of responsibility, this job is a lot more interesting than it was when I started. But, you know, I ran a company, and we had about 25 staff. If there were part-time jobs that were able to use my experience it would appeal to me, but they’re basically not there. I’d like a higher level of responsibility, but I know that kind of job doesn’t exist.

I think it’s good that there are part-time jobs, but they tend to be in very narrow sectors, a bit limited and mostly female.

I did look around, and there’s a lot of really, really junior jobs in my field, which I don’t want to do. I’d like to move into public health strategy, but the kind of jobs I want are full-time. Maybe once you’re established you can do them part-time.

- Some women are working below their potential because they face **restricted opportunities in their workplace**. These women wanted to stay in their current field of employment, but had found there were no promotion pathways in their workplace, or that there were no promotion prospects for part-time workers in their workplace.

I’d like to be doing something at the higher level, but it’s quite regimented in terms of the level that people are at. You can’t just get trained for the higher level work, they tend to want to keep it all separate. I’ve never had a chance to prove myself.

There aren’t any opportunities here unless you work for 10 years - and then you might eventually move up the scale a bit.

- Some women are working below their potential because they have experienced an **unacceptable intensity of work** in previous, higher graded work. These women had chosen their current job because of specific, negative experiences in their previous employment in the recent past.

I found it quite hard. It is hard if you have two people coming home and they are both stressed and they’ve both done long hours and they live in two different worlds and neither of you are seeing your kids. I think it’s quite hard to function

together. At the moment it all comes down to fitting everything in. But I do feel bored with this job.

- Some women are **taking steps to realise their potential** in the labour market. These women were in a period of transition to alternative, more senior level, employment by engaging in training or education. But this is a journey for which women need considerable personal resources as there is little financial support available to women returners seeking to upgrade their skills and qualifications.

I am working on a professional qualification in counselling...but it takes quite a long time. I've wanted to be a counsellor for years, but it's a very slow process and it's involved a lot of volunteer hours and I've had to work at the same time to make ends meet.

- Some women are **content to work below their potential** in the labour market. These women had qualifications or experience which would equip them for higher graded work, but had chosen to work in lower paid, low graded, jobs. Sometimes this was because their job, although remaining relatively low paid, had become more satisfying and interesting over time.

In a way, when you've got kids and you're juggling lots of things it's quite nice to have a job that you can leave at work, although I was always incredibly ambitious before I had the kids.

Our evidence indicates that the main reasons behind the under-use of women's skills and experience in part-time jobs are:

- The absence of higher paid part-time jobs on the open labour market.
- The absence of promotion pathways in their current workplace.
- The intensity of work and the long hours associated with senior level, full-time jobs currently.
- The fact that skills can become obsolete after breaks from the workplace.
- The loss of confidence in relation to the labour market after breaks from work.

The demands of caring for children, or for others in need of support, of course encourage many women to take up part-time employment. This may be their choice, their only option (if alternative childcare or other services are

inadequate or too expensive), or a compromise they are more or less willing to make. But it is the way part-time jobs are designed, and the lack of public policy and financial support for women returning to the labour market, which leads to millions of part-time women workers wasting their skills and qualifications in the poor quality part-time jobs on offer.

Our research shows that women are not actively choosing to under-use their talent, education or skills when they take up part-time employment. Nevertheless, this is the price many seem to pay when they move into part-time work.

Women's pay in part-time employment in Camden

As well as exploring why women do not always use their labour market experience and qualifications when they work in part-time jobs, we also wanted to find out about levels of pay in part-time jobs locally, what women think about their pay, and how employers set pay rates.

In 2005 the average hourly pay for part-time women workers in Camden was £9.26 an hour (Table 3). Whilst fairly high in comparison with average pay for part-time women workers nationally, this compares poorly with pay rates for full-time women and men workers in Camden. This is important given that 46% of part-time women workers locally are working part-time in the lowest paid occupations within the occupational structure. It means that thousands of local women are working for low pay. The average hourly pay for part-time women workers was much lower than that for both full-time women workers and full-time male workers. Full-time women workers' average hourly pay was £14.68 an hour and full-time male workers' average hourly pay was £16.19.

Table 3 Average gross weekly pay, hourly pay and hours worked

Area		Gross Weekly Pay (£s)		Hourly pay (£s)		Total hours worked (weekly) (hrs)	
		Men	Women	Men	Women	Men	Women
Camden	All	616.80	473.00	15.68	13.56	36.7	35.0
	Full-time	650.70	536.60	16.19	14.68	37.4	36.5
	Part-time	**	176.80	**	9.26	20.6	18.0
London	All	527.60	383.30	13.59	11.39	37.5	35.0
	Full-time	574.80	482.90	14.35	13.11	37.5	36.3
	Part-time	134.10	154.40	7.15	8.12	18.1	19.4
England	All	449.00	270.10	11.13	8.45	37.9	34.0
	Full-time	479.10	375.20	11.63	9.98	39.0	37.0
	Part-time	121.40	134.40	6.59	6.75	18.0	19.0

Source: Annual Survey of Hours and Earnings, 2005

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

Table 4 Average gross weekly pay – the top and bottom 25% of earners

Area		£s			
		Full-time		Part-time	
		25% earn less than	25% earn more than	25% earn less than	25% earn more than
Camden	Men	444.20	1,109.70	**	**
	Women	384.70	763.30	**	**
London	Men	404.60	826.40	82.60	245.30
	Women	349.80	651.50	90.80	227.80
England	Men	342.20	675.60	74.50	207.30
	Women	275.30	536.60	82.50	202.40

Source: Annual Survey of Hours and Earnings, 2005

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

There is, then, a large gap between men's and women's pay in Camden. One way to appreciate the significance of the gender pay gap is to compare average hourly pay for men working full-time, a typical working pattern for men in the prime years of their working lives, with average hourly pay for women working part-time, a common working pattern for women in the prime years of their working lives. In 2005, using this comparison, women's average hourly earnings in part-time jobs were only around 57% of men's earnings in full-time jobs. In other words, for every pound these men earn, women earn only 57p.

The women we interviewed in Camden mostly felt that the level of pay they received was appropriate for the jobs being undertaken. However, most of the women were finding it difficult to make ends meet.

I think it's fair pay for what we do, but it's not enough to live on in London...I've got another four days before I get paid, and at the moment I've got no food in the house.

Because of the low pay associated with part-time work, we asked managers to describe how they set wages in these jobs. One of the managers interviewed in Camden had been involved in the pay setting process. In the other workplaces this took place either at a more senior level or at a national level.

In our national study managers put forward three main explanations for low pay⁶:

- The (low) pay offered is not a barrier to recruitment and thus there is no necessity to increase it. Those facing recruitment problems used other strategies, such as altering employment patterns, to attract staff.

There are a lot of people willing to undertake these jobs, so recruitment is not a massive problem.

⁶ The following three quotations are from the national study and may not necessarily be from managers in Camden.

- The pay offered is appropriate for the jobs being performed, and in line with that paid by local and national competitors for similar jobs.

The pay rates - I think the staff would like pay rates to be higher. I think they are competitive, to a degree. I think if you asked most people would they like to earn more, they'd say yes.

- The pay offered is appropriate for the people filling the jobs, characterised as working for 'pin money'.

There are a lot of people who want to work for pin money, so it's not difficult to recruit people.

These kinds of explanations for low pay suggest that employers will be reluctant to raise pay levels in the jobs that we have considered in this study. The key concern was to keep wages in line with national sector competitors and with local labour market competitors. Wage increases year on year were generally kept in line with inflation, but employers also sought to keep their wages and wage increases in line with those of other employers.

At the lower levels we do a salary survey amongst the hotels in our group in London. We use that as a benchmark and also we have a sense of what competitors are doing. We get some quite stringent financial targets, so our payrolls have to be in line with those...and I phone HR at hotels outside our group and find out what their rate of pay is and they ring me.

In the workplaces participating in the research, hourly pay ranged from £5.35 an hour to £10.58 an hour. These rates exclude enhancements that were payable in some workplaces for working unsocial hours or at weekends, and are drawn from the bottom of graded pay structures. These rates compare with the Minimum Adult Wage set in October 2005 of £5.05 an hour.

The jobs studied are essentially trapped in a low wage segment of the economy for as long as employers adhere to the wider societal evaluation of certain jobs as 'low paid jobs' and make only minor adjustments to wage rates year on year. Trade union intervention does not appear to be significant in countering this tendency.

Although, in some of the workplaces, the low paid jobs studied are held by both men and women, for women workers the consequences of low wages are more significant. For men, these jobs are undertaken largely by young employees, to

boost their income while studying, or when nearing retirement. Thus they are usually peripheral as sources of male employment and income (Francesconi and Gosling, 2005). For many women, in contrast, part-time, low paid work is a typical and long-term form of employment throughout their 30s, 40s, and 50s, the prime years of working life.

Job design: the construction of part-time jobs

In our study, we also examined the reasons employers gave for designing particular jobs as part-time jobs. We wanted to understand this so that we could begin to assess the extent to which part-time working could be extended into a wider range of jobs.

We found two distinct types of part-time job: 'task-based part-time jobs' and 'demand-based part-time jobs'.

- 'Task-based part-time jobs' are jobs or tasks which employers argue *can be completed* in less than a full working day.

'Task-based part-time jobs' are jobs which involve undertaking tasks which employers argue can be completed in a limited number of hours, i.e. in less than the full working day or less than a full working week. In this case, it is the nature of the task that is important in understanding the part-time employment. Jobs in this category include care assistant, cleaner, learning support worker, catering assistant and administrative worker. Employers calculate how long it takes to complete a task, e.g. to clean a hospital ward or care for an elderly person, and they arrange hours of work accordingly. Employers aim only to pay for the hours when the task is being carried out, and thus seek to avoid unnecessary wage costs when the task is not being performed.

If you're simply supporting in the classroom, as a learning support assistant, putting it bluntly, if they are not needed they are not paid. Their hours fit in with the time the students are here, when they are needed. Obviously, teachers work much longer days than that...With support staff we are just paying people when they need to be here. The bottom line is saving money.

Part-time employment occurs where work tasks are required only at specific times of the day, week, or year. Hours of work can be finely tuned

to avoid excess wage costs. Part-time jobs are constructed because the continuity that could be provided by a single individual occupying the position is regarded as unnecessary at this level of job. Although these kinds of jobs can be, and are, filled by employees on either full-time contracts or on part-time contracts, they tend to be filled by women on part-time contracts. Custom and practice has led to a situation where, for example, home care work, learning support roles and cleaning are widely regarded as essentially jobs based on a part-time contract which will be filled by a woman. In workplaces or in areas of work in which 'task-based part-time jobs' predominate, part-time working is a dominant employment pattern. This pattern has tended to be stable over time and the workforces or areas of work tend to be female-dominated.

- 'Demand-based part-time jobs' are jobs or tasks which employers argue *only need to be carried out* during a part of the working day, or for which the hours of work required can be variable.

In 'demand-based part-time jobs' it is the *flow of business and the nature of the labour market* which are important in understanding the construction of part-time employment. Employers construct 'demand-based part-time jobs' for a range of reasons, including assisting recruitment and filling gaps in full-time cover. However, people doing 'demand-based part-time jobs' tend to work alongside people on full-time contracts in the same jobs. Jobs in this category include checkout operator, production and assembly worker in manufacturing, library assistant, security worker and bar worker. These jobs are filled by employees on part-time contracts, and there is often a mixture of men and women occupying these jobs.

As the service we provide has expanded, so that we are now open for longer hours and open on Sundays, so we have developed a greater mix of hours that people work. If you took 30 of our staff you might get 23 different combinations of hours. The needs of the service are paramount. If there is an additional 15 hours we need to cover, that's what we try to recruit, but it's very fluid.

In workplaces or in areas of work in which 'demand-based part-time jobs' have been constructed, the balance between part-time and full-time jobs can be quite fluid. Men tend to occupy a higher proportion of demand-based than task-based part-time jobs. In these jobs,

therefore, the association between women and part-time work is less strong. Demand-based part-time jobs are often designed in order to fill shortfalls in full-time cover or to boost numbers of staff at particular times of the day, week or year and are thus held by an especially vulnerable workforce.

Understanding the basis on which employers design part-time jobs is important. In many workplaces, occupations and industries in which there are large numbers of women part-time workers employers have specific reasons for using part-time staff and for the much greater use of part-time working in low paid jobs than in higher paid jobs.

This is illustrated further by considering managers' views about the advantages and disadvantages of part-time jobs.

Managers outlined a range of advantages of part-time employment. Part-time employees offered low cost overtime, were easier to cover when absent and, in workplaces with large numbers of part-timers, created a bigger pool of labour, and thus a more flexible workforce. The kinds of advantages they highlighted are those that might be associated with low paid workers who are regarded as replaceable.

I think it helps the service we provide. We've got lots of different workplaces, lots of different opening hours, we need people who are able to accommodate that and be flexible. The traditional 9 to 5 is not what the service is about...we need some flexibility.

In some departments they need their flexibility. If other hours are available instead of having to put on some of the full-timers, who will have worked the full quota and don't want any more hours, the part-time people can take the extra hours.

Managers also outlined some disadvantages of part-time employment. Paradoxically, part-time workers were sometimes regarded as 'inflexible'. Managers argued that this was because of their commitments outside work or because of the way in which the tax and benefit system operated which, they claimed, encouraged some part-time workers to define the limits of their hours of work. Some managers were also concerned about the additional burden on management.

One of the first things that comes into my head is, you know, managing two people is more work than managing one.

However, future changes in the labour market in Camden may encourage a wider range of managers to open up more part-time opportunities.

I guess one of the challenges, if we are being critical of this whole process, is we are in this full-time frame of mind...and I think, overall, industry in general is going to get a lot more flexible...The whole idea of a forty hour week is probably going to be very different in 10 years' time. There's going to be a lot more movement between employers, especially around specialist skills. The industry will demand more flexibility, so I guess it's something we need to start thinking about.

Senior level part-time jobs

In the research we found that while in the workplaces studied there were individual women working part-time in senior or management positions, part-time employment was generally restricted to specific jobs at lower levels within workplaces. As we have shown, employers have specific reasons for designing particular jobs as part-time jobs. In many workplaces, the balance between part-time and full-time staff remains much the same year on year. Line managers often replaced 'like with like', part-time with part-time and full-time with full-time, maintaining existing patterns of employment over long periods of time. This was changing, however.

I think, over the years, we've pretty much replaced like with like and we've not really ever thought, is this role worth splitting in two, would it give us a bit more variation to re-evaluate the position and say, there's a bit more focus needed in that area...I guess no one has ever sat back and thought, is there a different way of doing this?

For this manager, being posed with questions about the relative scarcity of part-time positions in his workplace, especially at senior levels, encouraged him to reflect on the possible rigidity in the current approach.

I think it is very interesting. It's no good if we put barriers up to a big, potential workforce...we just put out the advert, the standard 39 hours and to someone it could be the most basic barrier...it's about how explicit you are, up front, with the advert. Do you put all your cards on the table, or should you leave yourself a bit of flexibility. Something to think about.

However, in another workplace there was a concern that advertising professional jobs on a

part-time basis would narrow the range of potential candidates.

We're not going to get such a good field if we advertise for someone 4 days a week...the field won't be as good as it would be for full-time.

Opportunities to work part-time in senior or management level jobs were limited in the workplaces studied. Senior jobs were usually full-time, unless an existing member of staff had negotiated a reduced-hours contract. In our national research, managers were generally resistant to the idea of part-time working at the senior level, arguing that the content of senior jobs required a full-time worker. Employing part-time workers in these posts would, it was believed, lead to a situation where uncompleted tasks would fall to other managers, and other workers, to complete. As one of the managers in the Camden study argued:

You couldn't have a part-time department head...unless the cluster manager took on more responsibility, then it would be cascaded back...and a job share would be atypical to our whole approach. I mean, who do you invest in?

The limited availability of part-time jobs at a senior level restricted the opportunities for part-time workers to progress within organisations and constrained the job opportunities for well-qualified, experienced women looking for senior level part-time work on the open labour market.

Despite this, one of the managers interviewed in the Camden study was keen to see more part-time jobs at senior levels. The manager explained that to achieve this would require the will to bring about change across all levels of existing management:

What I tell staff about this, is that this workplace is no different to any other organisation...in terms of family friendly policy and creating more opportunities for part-time work. We have to do it, we are doing it.

This comment suggests that systems could be put in place to ensure arrangements for the completion of tasks and to ensure continuity.

Nevertheless, in this and the other workplaces in the Camden study, the more senior the position, the more difficulties and barriers managers envisaged.

But I think the one area where it would be difficult, and as yet nobody has requested it, is as head of

a large department...The problem is then, who manages that department when they are not here...If you are not in for, say, one day a week you won't find someone willing to pick up all the hassle for one day's pay. If they want to go literally point 5⁷ we could probably do it as a job share...It is a specific one, but we will probably have to find a solution to that as well.

At the senior level it's mainly full-time staff. But I suppose it could be possible to do part-time. But it would depend on how easy it would be to fill the vacant hours...Your staff would need to know who to approach on certain issues, but it's not impossible. I think it would be easier to do if you can propose how to overcome the barriers...it depends on the individual rather than the organisation, and our business reason for that would be if we had difficulty recruiting full-time.

And, as with other managers in the study, there remained conceptual barriers to advertising senior posts on a part-time basis.

I've never thought of it. We'd only do it if someone in a head of department role wanted to change to point 5, but I haven't come across anyone at that level of responsibility who is part-time.

Attempts to change the balance of part-time/full-time at senior levels would be met with resistance in most organisations. This is because the overwhelming assumption within organisations was that part-time jobs were only suitable at the lower level.

The introduction of the right to request flexible working for some employees (under the *Employment Act 2002*) has opened up this issue in workplaces, and is encouraging new ways of thinking about patterns of work. This is creating a debate about whether the full-time/part-time balance which persists in some workplaces is an outcome of tradition and inertia, or whether there really are barriers to creating a more even balance between part-time and full-time jobs, at every level, in every workplace.

Recommendations

We estimate that at least 50% of part-time women workers in Camden employed in low paid, part-time jobs are working below their proven past potential in the labour market. This is a waste of women's talents and experience, and a waste of the education and training invested in them.

The issue of women working below potential in part-time jobs also raises questions about the efficiency of the local labour market. Although there are shortages of skilled labour, we continue to under-use the skills of local women.

The under-use of women's labour market experience also has implications for women themselves. It affects their quality of life and the standard of living of their families.

There are ways to address this problem.

We recommend that employers:

- **Adopt a more strategic approach to the design of jobs and the replacement of employees**
In many organisations the replacement of jobs takes place at the line manager level. This can lead to a situation where job design is static and traditional, as some line managers tend to replace like with like; part-time with part-time and full-time with full time. A more strategic approach would place the emphasis on skills and work outputs rather than working time.
- **Rethink the value of part-time working and part-time employees.**
Part-time jobs are currently seen by employers as having very distinct and limited purposes within a workforce, i.e. where tasks are time-limited or where the size of the workforce needs to expand or contract to meet changes in demand for products or services. Part-time working can have a value beyond these limited purposes, for example, enabling employers to tap into a much wider, skilled and experienced labour market.
- **Recognise the wider organisational benefits of part-time working**
Part-time working has additional value as a tool for enhancing employee retention, and

⁷ 'Point 5' means exactly half of a full-time contract.

can make an organisation the 'employer of choice' for skilled and qualified women who do not wish to work full-time.

- **Take a risk in opening up part-time opportunities at all levels**

Organisations are concerned that senior level jobs cannot be performed on a part-time basis. But organisations which have taken this risk are enjoying the benefits of a wider pool of labour, find part-time workers have high productivity (Cooper 2005) and report that good job applicants are choosing them because of the flexibility they offer (Yeandle et al 2006).

- **Offer senior and management posts on a part-time basis when recruiting on the open labour market**

Many organisations are willing to offer flexible or part-time working patterns to existing employees who they wish to retain. But this does not help skilled women who are searching for work. Only by offering more part-time jobs on the open labour market can we fully use women's talents and skills.

- **Address the long hours of work associated with senior level jobs**

Some organisations are losing skilled and talented women because of the difficulties they face in balancing their home lives and their working lives.

- **Ensure that part-time workers can progress at work**

In many organisations part-time workers are required to work full-time to secure promotion. By opening up career pathways to part-time workers employers will capture the un-used skills and talents within the part-time workforce.

We also recommend that local authorities and their partners:

- **Acknowledge the waste of local women's talents and skills.**

As long as over 50% of local women are working below their past potential in the labour market, the local economy is losing out. At the same time investment in the training and education of many women is being squandered. Addressing this could improve the standing of part-time workers as well as raising the status of part-time work.

- **Adopt good practice within the local authority**

The local authority has an opportunity to lead the way in this field, by opening up a wider range of jobs to part-time working.

- **Encourage their employer partners to 'take a risk'**

The local authority, in its engagement with other local employers, has an opportunity to use this new evidence-based research about Camden to raise the local problem of women working below their potential, and encourage local employers to open up more opportunities for part-time working at all levels within their organisations.

- **Work with partners to extend and advertise the training and education opportunities to women returners**

Women returning to work after an absence often lack knowledge of the educational and training opportunities open to them. Some cannot find the support and training they need. More could be done to reach out to women in the places they go, in schools and community centres, and to inform them of the support and training available.

- **Work with partners to develop financial support to women returners seeking to upgrade their skills and qualifications**

Women have to draw on their own financial resources to upgrade their skills after an absence from work. There is scope to offer women more financial support so that they can regain their labour market status.

- **Continue to support and develop the work of specialist agencies in Camden that target priority groups**

Camden is fortunate to have a range of agencies and projects in place to support people in the labour market. The role and service offered by these agencies should take the findings of the GELLM study and changing population age profile into account to ensure their services are up-to-date and relevant.

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Appendix 1 Gender and Employment in Local Labour Markets(GELLM)

The *Gender and Employment in Local Labour Markets* project was funded, between September 2003 and August 2006, by a core European Social Fund grant to Professor Sue Yeandle and her research team at the *Centre for Social Inclusion*, Sheffield Hallam University. The award was made from within ESF Policy Field 5 Measure 2, 'Gender and Discrimination in Employment'. The grant was supplemented with additional funds and resources provided by a range of partner agencies, notably the Equal Opportunities Commission, the TUC, and 12 English local authorities.

The GELLM project output comprises:

- new statistical analysis of district-level labour market data, led by Dr Lisa Buckner, producing separate **Gender Profiles** of the local labour markets of each of the participating local authorities (Buckner, Tang and Yeandle 2004, 2005, 2006) - available from the local authorities concerned and at www.shu.ac.uk/research/csi
- 6 **Local Research Studies**, each involving between three and six of the project's local authority partners. Locality and Synthesis reports of these studies, published spring-summer 2006 are available at www.shu.ac.uk/research/csi. Details of other publications and presentations relating to the GELLM programme are also posted on this website.
 1. *Working below potential: women and part-time work*, led by Dr Linda Grant and part-funded by the EOC (published by the EOC in 2005)
 2. *Connecting women with the labour market*, led by Dr Linda Grant
 3. *Ethnic minority women and access to the labour market*, led by Bernadette Stiehl
 4. *Women's career development in the local authority sector in England* led by Dr Cinnamon Bennett
 5. *Addressing women's poverty: local labour market initiatives* led by Karen Escott
 6. *Local challenges in meeting demand for domiciliary care* led from autumn 2005 by Professor Sue Yeandle and prior to this by Anu Suokas

The GELLM Team

Led by Professor Sue Yeandle, the members of the GELLM research team at the *Centre for Social Inclusion* are: Dr Cinnamon Bennett, Dr Lisa Buckner, Ian Chesters (administrator), Karen Escott, Dr Linda Grant, Christopher Price, Lucy Shipton, Bernadette Stiehl, Anu Suokas (until autumn 2005), and Dr Ning Tang. The team is grateful to Dr Pamela Fisher for her contribution to the project in 2004, and for the continuing advice and support of Dr Chris Gardiner.

The GELLM Partnership

The national partners supporting the GELLM project are the Equal Opportunities Commission and the TUC. The project's 12 local authority partners 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, Thurrock Council, Trafford Metropolitan Borough Council, Wakefield Metropolitan District Council and West Sussex County Council. The North East Coalition of Employers has also provided financial resources via Newcastle City Council. The team is grateful for the support of these agencies, without which the project could not have been developed. The GELLM project engaged Professor Damian Grimshaw, Professor Ed Fieldhouse (both of Manchester University) and Professor Irene Hardill (Nottingham Trent University), as external academic advisers to the project team, and thanks them for their valuable advice and support.

Appendix 2 Research methods

The study of part-time work discussed here has involved the collection of original qualitative data from individual women working part-time, and senior managers in workplaces in the public and private service sectors. The field work for the study was conducted during 2004 and 2005. In addition, the research has involved extensive analysis of statistical data, including the 2001 Census.

In Camden, face-to-face, semi-structured interviews were conducted with senior managers in the participating workplaces. These interviews explored a range of issues including: levels of pay and pay structures for part-time workers; special factors involved in the determination of part-time pay; the process of pay determination; employers' perspectives on pay rates; the nature of the part-time jobs; the decision-making process involved in the construction of part-time jobs; employers' reasons for the use of part-time employment and the employment of women in these jobs; the determination of rates of pay; the significance of the local labour market; and issues associated with the under-utilisation of women's skills and experience.

Managers in participating workplaces were asked to distribute a questionnaire to all part-time women workers in the workplace or, in large workplaces, to up to 50 part-time women workers. The completed questionnaires were used to identify women who were working below their potential, in terms of qualifications, previous labour market experience and current study and training. Follow-up, face-to-face, semi-structured interviews were then conducted with a sample of women workers, with interviews taking place at their workplaces and during working hours. The employee interviews explored a range of issues including: levels of pay; hours of work; satisfaction with pay and hours; and the motivating factors involved in women working below their potential (including domestic circumstances, hours of work, expectations and pressures from family and friends, local labour market conditions, transport, and the tax and benefit system).

Workplace 1 provides education services. It employs 150 people, 62% of whom are women. 27% of the women work part-time. 100% of the part-time women workers work between 16 and 30 hours.

Workplace 2 provides cultural services. It employs 966 people, 56% of whom are women. 67% of these women work part-time. 47% of the part-time women workers work between 1 and 2 hours, 4% work between 3 and 5 hours, 17% work between 6 and 15 hours and 32% work between 16 and 30 hours.

Workplace 3 is in the hotel and restaurant sector. It employs 160 people, of whom 41% are women. 11% of these women work part-time. 22% of the part-time women workers work between 3 and 5 hours, 39% work between 6 and 15 hours and 39% work between 16 and 30 hours.

Of the 8 women who took part in a face-to-face interview in Camden:

- 1 was aged 16 – 24, 3 were aged 25-34, 2 were aged 35- 49; and 2 were 50+.
- 4 of the women were living with a partner or husband, 2 were living with parents, 1 was living with friends and 1 was living alone.
- 5 of the women had no dependent children, the remaining 3 had either 1 or 2 dependent children. 1 of the women was caring for an elderly relative.
- 4 of the women were White British, 1 was White Irish, 1 was White American, 1 was mixed White British and Chinese, and 1 was mixed White and African Caribbean.
- 3 of the women had an additional job. 7 of the 8 women said they would like to be working in a different job which used more of their skills, qualifications and experience within the next 3 years.

Of the 30 women who completed questionnaires in Camden: 4 were aged 16 – 24; 5 were aged 25-34; 14 were aged 35-49; and 7 were aged 50+.

Appendix 3 Additional data on women's employment in Camden

Table A1 Economic activity of women and men of working age %s

		Economically active	Employed part-time	Employed full-time	Self-employed part-time	Self-employed full-time
Camden	Men (69,621)	77	4	49	2	9
	Women (70,785)	64	8	39	3	5
London	Men	81	4	54	2	12
	Women	68	14	41	2	3
England	Men	82	3	58	2	12
	Women	71	23	36	2	3

Source: 2001 Census Standard Tables, Crown Copyright 2003.

Table A2 Employed women who work part-time by age %s

Age	Camden	London	England
16-24	13	14	20
25-34	11	17	32
35-49	24	34	46
50-59	29	37	47
16-59	17	26	39

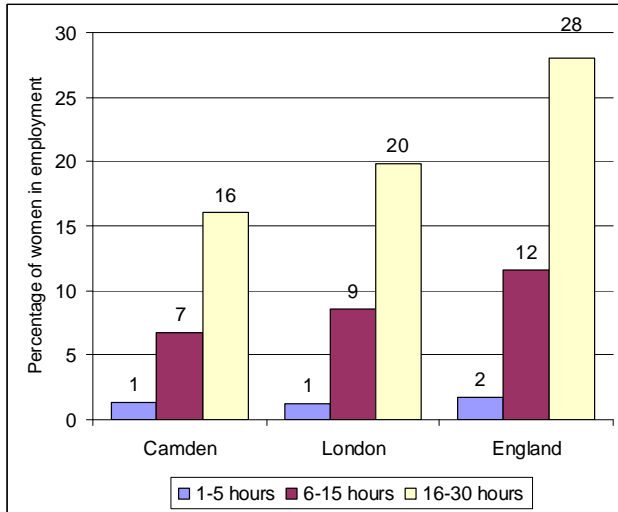
Source: 2001 Census Standard Tables, Crown Copyright 2003.

Table A3 Women of different ethnic groups who are part-time employees as a percentage of all employees, showing percentage of working age women who are employees in *italics* %s

Ethnicity	Camden		London		England	
White British	16	<i>55</i>	27	<i>61</i>	40	<i>62</i>
White Irish	19	<i>51</i>	24	<i>61</i>	32	<i>61</i>
White Other	17	<i>48</i>	20	<i>51</i>	27	<i>51</i>
Mixed White & Black Caribbean	20	<i>35</i>	23	<i>46</i>	31	<i>46</i>
Mixed White & Black African	24	<i>34</i>	24	<i>41</i>	28	<i>43</i>
Mixed White & Asian	9	<i>41</i>	20	<i>47</i>	28	<i>47</i>
Other Mixed groups	23	<i>36</i>	21	<i>45</i>	27	<i>45</i>
Indian	14	<i>43</i>	27	<i>52</i>	29	<i>49</i>
Pakistani	15	<i>34</i>	33	<i>27</i>	38	<i>20</i>
Bangladeshi	42	<i>15</i>	37	<i>17</i>	38	<i>17</i>
Other Asian	23	<i>33</i>	29	<i>42</i>	31	<i>41</i>
Black Caribbean	23	<i>52</i>	22	<i>60</i>	25	<i>60</i>
Black African	24	<i>32</i>	25	<i>42</i>	25	<i>42</i>
Other Black	21	<i>39</i>	26	<i>49</i>	28	<i>49</i>
Chinese	11	<i>36</i>	20	<i>43</i>	26	<i>39</i>
Other ethnic group	21	<i>35</i>	24	<i>39</i>	27	<i>40</i>
ALL	17	<i>47</i>	26	<i>55</i>	39	<i>59</i>

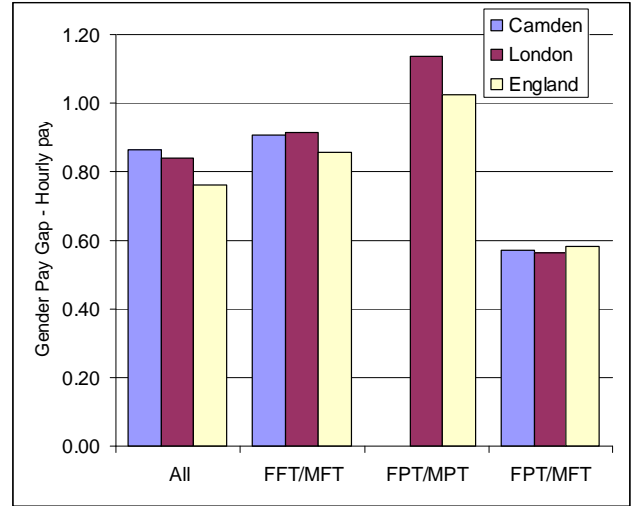
Source: 2001 Census Standard Tables, Crown Copyright 2003 and 2001 Census Commissioned Tables, Crown Copyright 2004.

Figure A4 Women working part-time by hours worked



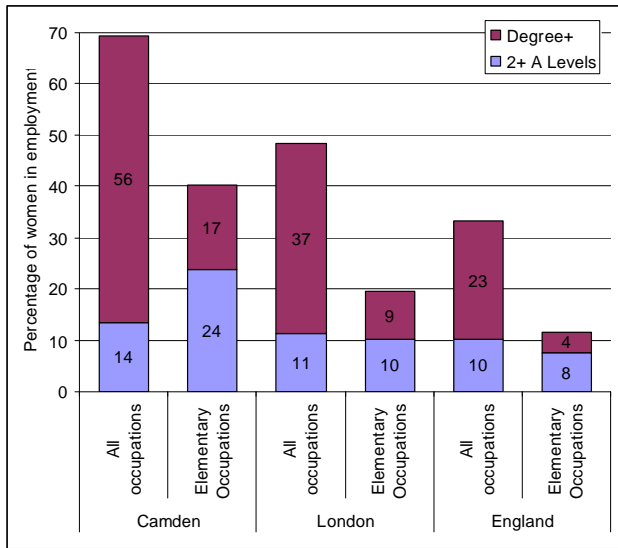
Source: 2001 Census Standard Tables, Crown Copyright 2003.

Figure A6 Pay ratios – Hourly pay



Source: Annual Survey of Hours and Earnings, 2005
 Note: ** Missing bars are due to small numbers

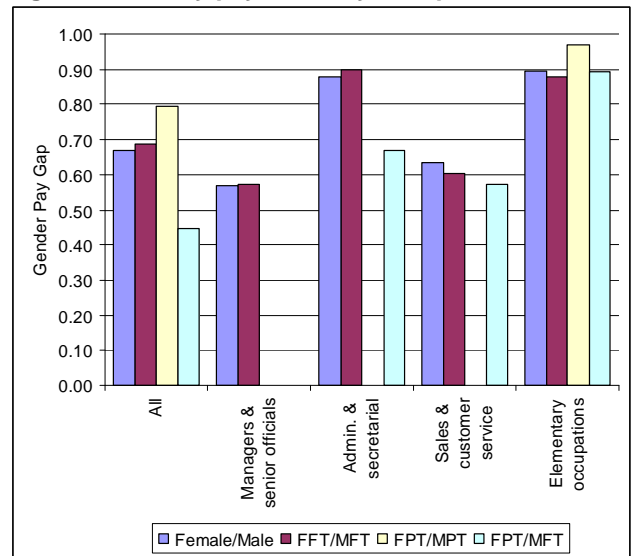
Figure A5 Highly qualified women employed in elementary occupations:



Source: 2001 Census Standard Tables, Crown Copyright 2003.

Note: Employees aged 16-74.

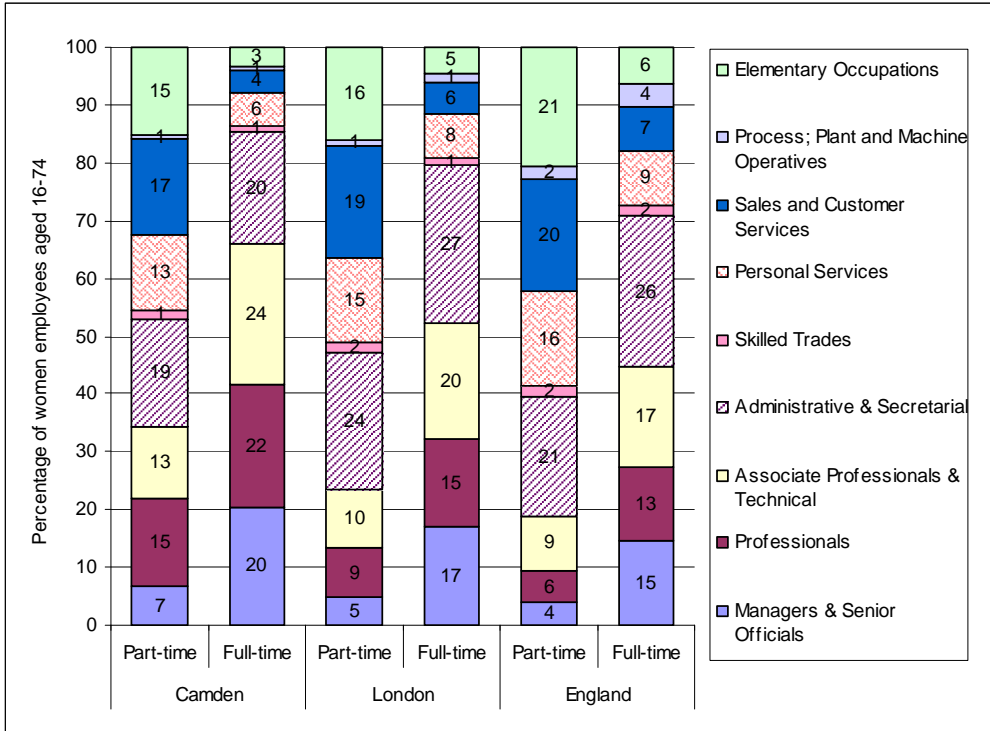
Figure A7 Hourly pay ratios by occupation



Source: New Earnings Survey, 2003

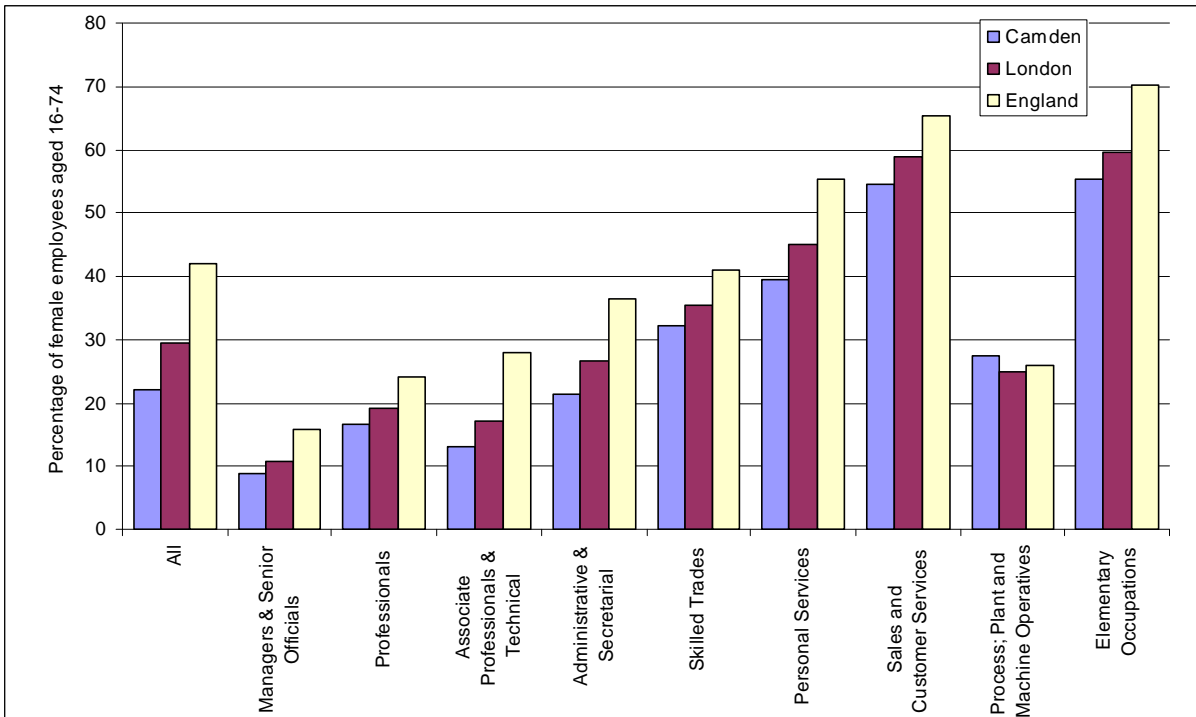
Note: ** Missing bars are due to small numbers working in particular occupations

Figure A8 Female employees by occupation and employment status



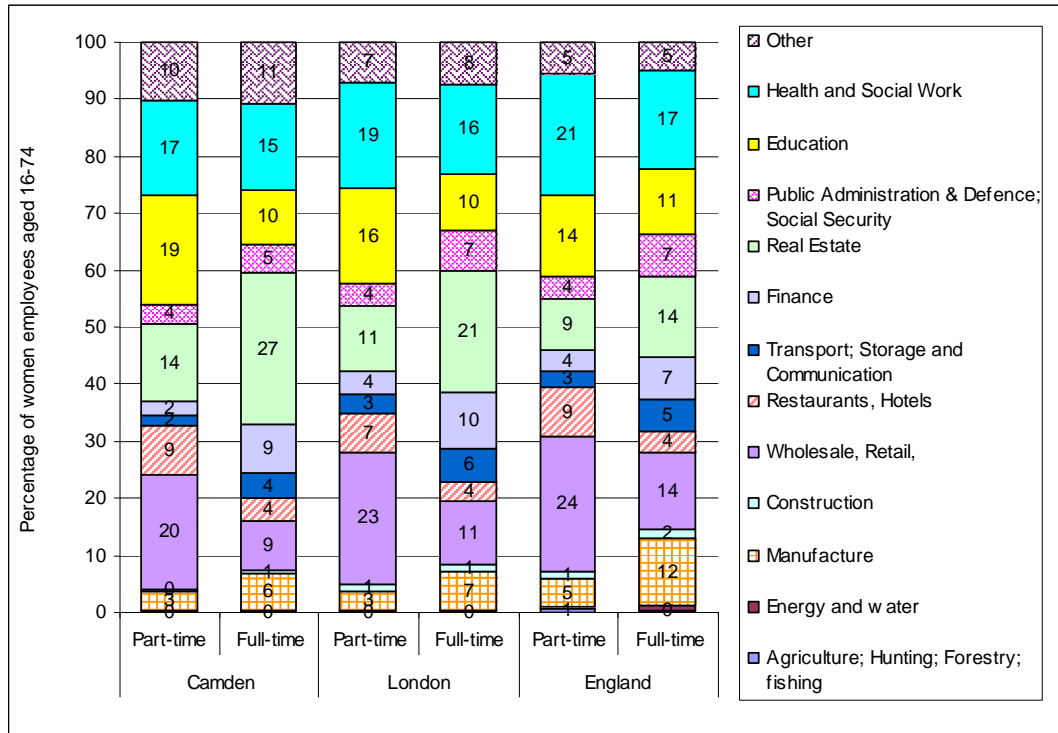
Source: 2001 Census Standard Tables, Crown Copyright 2003.
 Note: Employees aged 16-74.

Figure A9 Female employees aged 16-74 who work part-time in different occupations



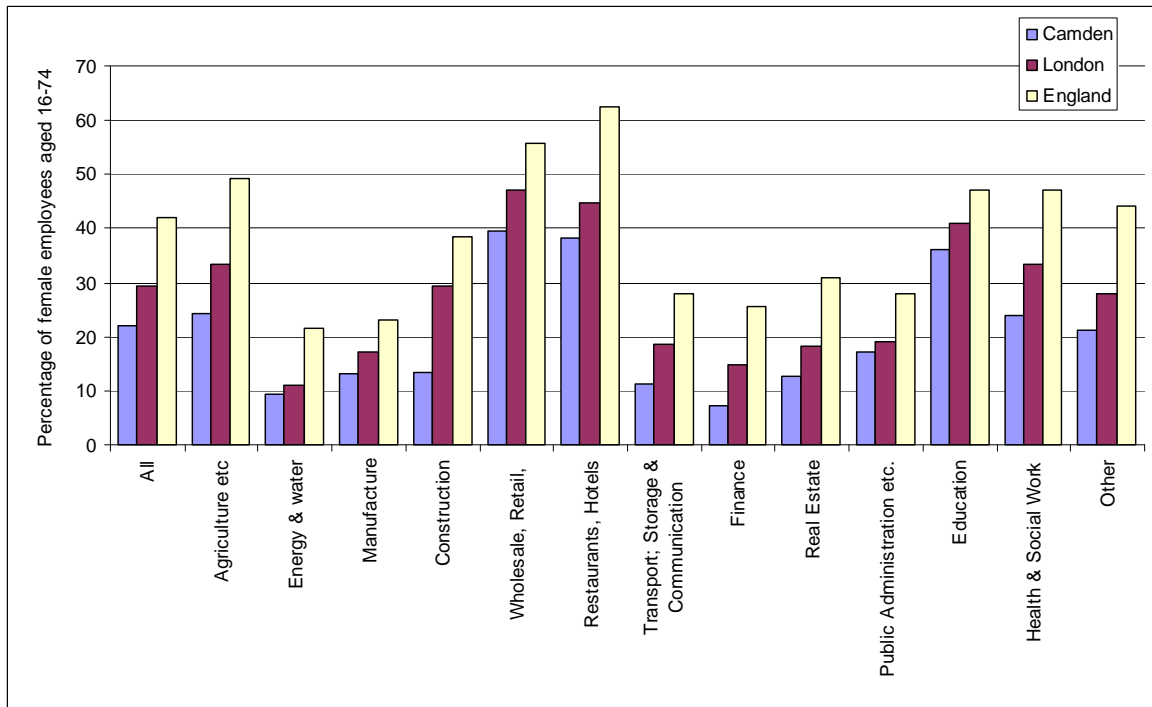
Source: 2001 Census Standard Tables, Crown Copyright 2003.
 Note: Employees aged 16-74.

Figure A10 Part-time female employees aged 16 – 74 by industry and employment status



Source: 2001 Census Standard Tables, Crown Copyright 2003.
 Note: Employees aged 16-74.

Figure A11 Part-time female employees aged 16-74 in different industrial sectors



Source: 2001 Census Standard Tables, Crown Copyright 2003.
 Note: Employees aged 16-74.