

# Working Below Potential: Women and Part-time Work in Thurrock

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## Foreword

Over the past three years Thurrock Council has worked in partnership with the Centre for Social Inclusion at Sheffield Hallam University (SHU), as one of eleven local authorities taking part in the national *Gender and Employment in Local Labour Markets Programme (GELLM)*.

In participating in this project Thurrock Council has made a firm commitment to disseminate and implement the GELLM research findings by engaging with key stakeholders during all stages of the project.

This research study builds on the earlier work of the Council - as set out in the *Gender Profile of Thurrock's Labour Market (2004)* – by creating a better understanding of gender equality and the economic benefits of a diverse workforce. As one of Thurrock's largest employers, and as community leaders, we know it makes sense to ensure that both men and women are recognised. Our goal is to become an excellent authority, an employer of choice and to promote employment within Thurrock.

Through active participation in the GELLM research project, Thurrock Council is well prepared for its new legal responsibility for implementing the 'Gender Duty' requirements of the Equality Act 2006 in all key service areas, and seeks to work with local employers to create gender equality throughout the borough.

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**Corporate Director for Community Well-Being**



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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 Thurrock only. The findings of the full study, conducted in six English districts, are reported separately (Grant et al 2006). Our key findings relating to Thurrock are:

### ***Women's employment in Thurrock***

- The employment rate for women in Thurrock is higher than that in England as a whole, at 67%.
- Employed women in Thurrock are as likely to work part-time as women in England.
- The part-time employment rate for women varies according to ethnicity. There are much lower levels of part-time employment among Indian, Pakistani and Bangladeshi women in Thurrock than among White British women.
- In Thurrock, Indian, Pakistani and Bangladeshi women are less likely to be in employment than women from other ethnic groups.
- Women aged 35+ are much more likely to work part-time than younger women – and in Thurrock they also more likely to work part-time than women aged 35+ in England as a whole.
- Part-time women workers in Thurrock are much more likely to work in low paid, low skilled occupations, and much less likely to work in high paid, high skilled occupations, than part-time women workers in England.
- Part-time jobs in higher paid occupations are relatively scarce in Thurrock.
- Between 1991 and 2002 the number of part-time jobs held by women in Thurrock grew
- The rate of growth in women's part-time jobs in Thurrock was much stronger than the growth in England.
- The growth in women's part-time jobs in Thurrock was much stronger than the growth in women's full-time jobs.
- There was particularly strong growth in part-time jobs in distribution, hotels and restaurants

- There was also significant growth in women's part-time jobs in public administration, education and health in Thurrock.

### ***Women's pay in Thurrock***

- Average hourly pay for part-time women workers in Thurrock was lower than in the Eastern region and England as a whole.
- In Thurrock, hourly pay is significantly lower for women working part-time than for men working full-time: this pay gap is larger than that found in England as a whole.

### ***'Working below potential' in Thurrock***

- Just over a half (54%) of the women working in low paid, part-time jobs in our study in Thurrock were working 'below their potential'. This suggests that there is a massive waste of women's skills, talents and experience in Thurrock.
- Unlike many of the managers in our national study, managers in some of the workplaces studied in Thurrock were aware of the skills, talents and aspirations of women working in low paid, part-time jobs.
- One of the managers interviewed in Thurrock argued that it would be possible and desirable to create more senior level, part-time jobs.
- In Thurrock, 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.
- Take a risk in 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'.
- 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 Thurrock involved a survey of women working in four workplaces during 2005. These workplaces were located in industries in the public and private sectors: social care; education, retail, and leisure. Face-to-face interviews were conducted with senior managers in these workplaces, and 59 women completed questionnaires. 22 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: Camden, Leicester, 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 Thurrock Council, its partners and the people of Thurrock.

Part-time jobs have been growing in importance as a form of employment across the country, including in Thurrock. With part-time employment now representing 34% of jobs in Thurrock<sup>1</sup>, 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 key role in developing efficient local labour markets. This involves making productive use of the skills and

talents of local people. When, as in Thurrock, around 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 Thurrock 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 while full-time jobs for women have been growing in the Thurrock economy, the growth in part-time jobs is much more significant. If more women in Thurrock 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 promotion. Part-time jobs do not need to be concentrated in low paid, low skill, low status occupations – but to offer such work

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<sup>1</sup> Source: Annual Business Inquiry 2004 via NOMIS, ONS, Crown Copyright.

across all levels will mean opening up a wider range of jobs on a part-time basis.

As we pointed out in the *Gender Profile of Thurrock'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 21<sup>st</sup> 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 Thurrock study.

## **Part-time employment in Thurrock**

### ***The importance of part-time employment in Thurrock***

In 2001, 39% of working women in Thurrock were working in part-time jobs. This was equivalent to the national average figure. As we show in the more detailed statistics presented in Appendix 3, these Thurrock women in part-time employment were very strongly concentrated in lower level jobs (Figure A8) and in the wholesale and retail sectors (Figure A10)

Between 1991 and 2002, there were important developments in the Thurrock economy (Table 1). Women's full-time jobs increased in number by over 3,500, but women's part-time jobs grew much more significantly, by over 6,000. In 1991 52% of all women's jobs were part-time, but by 2002 this had risen to 56%. By 2002, 34% of all jobs in Thurrock were part-time positions, compared with 25% ten years earlier. Thus

overall, the growth in part-time employment in Thurrock has been very significant.

In some areas of employment growth in Thurrock, the increase in part-time employment (taking jobs held by both sexes) was especially marked. In the public administration, education and health sector 86% of employment growth was in part-time jobs. In distribution, hotels and restaurants 61% of employment growth was in part-time employment.

In public administration, education and health the additional part-time jobs held by women were a key feature of employment growth. 70% of all employment growth in this sector was in part-time jobs held by women. In distribution, hotels and restaurants women's part-time jobs accounted for 40% of employment growth.

In sectors where the growth of jobs for women was particularly strong, a high percentage of job growth was in part-time jobs. 70% of women's job growth in distribution, hotels and restaurants was part-time, and in public administration, education and health, 73% 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 Thurrock economy.

The level of part-time working amongst women varies according to age, and is a particularly important form of employment for women aged over 35; in Thurrock nearly one half of all employed women in this age group work part-time.

Part-time employment also varies according to ethnicity, and in Thurrock is most common among White British women. 40% of White British women employees work part-time. Among Indian, Pakistani, Bangladeshi and Black African women in employment in Thurrock, levels of part-time employment are low. Just 24% of employed Indian women, 33% of employed Pakistani women, 30% of employed Bangladeshi women, and 19% of Black African women employees work part-time (Figure 1).

**Table 1 Changes in employment in Thurrock 1991-2002 by full-time/part-time status and sex**

Job Type	Sex	Number of jobs		Change in number of jobs 1991-2002	Percentage change 1991- 2002		
		1991	2002		Thurrock	Eastern	England
Full-time	Female	7,787	11,314	3,527	45	14	13
	Male	21,155	25,362	4,207	20	11	9
	All	28,942	36,376	7,734	27	12	11
Part-time	Female	8,455	14,663	6,208	73	38	31
	Male	1,368	4,295	2,927	214	88	103
	All	9,823	18,958	9,135	93	47	44
All	All jobs	38,765	55,634	16,869	44	22	19

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

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

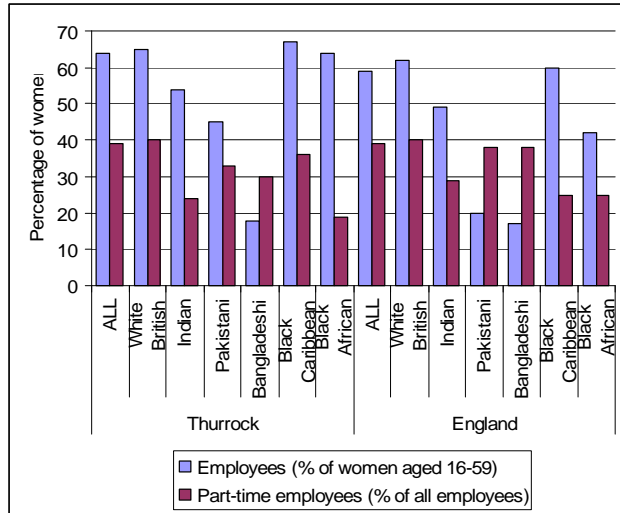
**Table 2 Changes in employment in Thurrock, 1991-2002, by full-time/part-time status and industrial sector**  
Numbers (with % change in brackets)

	Women				Men			
	Full-time		Part-time		Full-time		Part-time	
	Numbers	(%)	Numbers	(%)	Numbers	(%)	Numbers	(%)
Manufacturing	197	(19)	47	(16)	-1,251	(-19)	41	(93)
Construction	325	(206)	204	(334)	2,606	(225)	18	(50)
Distribution, hotels, restaurants	1,547	(71)	3,619	(94)	2,040	(57)	1,949	(267)
Transport, communications	489	(68)	156	(50)	1,353	(30)	247	(242)
Banking, finance	381	(38)	326	(40)	611	(39)	101	(57)
Public admin., education and health	632	(28)	1,716	(68)	-283	(-16)	371	(263)
Total	3,527	(45)	6,208	(73)	4,207	(20)	2,927	(214)

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

The overall employment rates women in some of these groups are also low. Only 18% of Bangladeshi women of working age, and 45% of Pakistani women of working age in Thurrock are employed, compared with 65% of White British women.

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



**The occupations of part-time women workers in Thurrock<sup>2</sup>**

Across England, women part-time workers are concentrated in some of the lowest paid occupations. This concentration in low paid jobs is particularly marked in Thurrock.

In 2001, only 19% of women part-time workers in Thurrock worked in elementary occupations, where pay levels tend to be particularly low, compared with 21% in England. But at the same time there were high percentages of women working part-time in retail jobs and in personal service jobs in Thurrock, which are also low paid sectors. These jobs, along with low paid jobs in manufacturing, account for 65% of women’s part-time employment in the Thurrock economy, compared with only 59% in England.

Overall, therefore, there is a very high concentration of part-time jobs in the lowest paid occupations within the Thurrock economy.

In contrast, higher paid part-time jobs in skilled trades and in administrative, technical,

<sup>2</sup>Source: 2001 Census Standard Tables, Crown Copyright 2003.

professional and managerial occupations are scarce in Thurrock<sup>3</sup>. Only 34% of women’s part-time jobs are in this type of work in Thurrock, compared with 42% in England as a whole. And only 6% of part-time women workers in Thurrock work in the highest paid occupations, as managers or in professional jobs, compared with 10% in England.

**Working below potential in Thurrock**

**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 (2.8 million women) are working below their proven past potential. This 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 Thurrock, 54% of the women working in low paid, part-time jobs surveyed were working below their potential, very close to the national estimate. In Thurrock alone, this would mean that around 6,000 women working part-time are working below their proven past potential.

This was captured in the comments of some of the managers interviewed. For example one manager acknowledged that there was a wide range of capabilities within the low paid, part-time workforce:

*Some are definitely capable of more. Some have come from totally different backgrounds, clerical, banking, nursing. Some have had their own business. Others are struggling to do the NVQ, and some have literacy problems - and they need a lot of support.*

Another manager acknowledged that that this under-use of women’s skills was linked to their part-time status:

*I believe there are people working part-time who are capable of more. They could be the managers of the future if they were able to put more hours in, definitely.*

Given the staggering under-use of women’s skills and talents, we need to ask why this is occurring,

<sup>3</sup>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.

so that policy 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:

- 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 Thurrock, where there are so few part-time jobs in senior or managerial occupations, this is particularly important.

*All the jobs that came up were in the retail industry. The other sort of jobs - the higher paid job that I was looking for - were few and far between. There were jobs out there I was capable of doing and qualified to do, but they didn't have the kind of hours I needed.*

*I tried to get a job in design, but it was difficult for the hours I wanted. I tried the newspapers and other agencies, and I didn't get anything from that at all. There's just nothing available.*

A number of women mentioned that they would only be able to find the kind of work they wanted on a part-time basis in London. Many of the women interviewed had worked in London in the past, but they felt that their circumstances made working in London difficult now.

*You can't really find the kind of work I used to do part-time here. They want 9 to 5 - or I'd have to go to London. To go to London would mean leaving at 7 and not getting back till half six, seven. My youngest is 8, so I wouldn't want to do that.*

This left some women quite bored with their current jobs.

*Looking in the local papers, there aren't many jobs for working mums to do part-time that offer decent money. However, shop work can be mind-numbing, so it would be nice to do something else. But most of the jobs I could do they want full-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 came into care work because I really wanted to become a social worker, so I thought it would be a great experience and it would open up all kinds of doors and opportunities. That's why I took this job. But it hasn't worked out. I don't feel as valued as a full-time employee.*

*I am always open to opportunity...but it is very difficult because the job I am in, there is no training I can do to get any higher up the scale. There is no job there. There was one job that came up, but that was a full-time job, but the part-timer couldn't even apply. We just have to accept it. We did feel we missed out because we were part-time.*

- 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 myself working 6 days a week, very long hours and bringing work home. There was a lot of stress and I wasn't sleeping well. I decided I couldn't continue like that, so I am doing something completely different. I've got more time for the rest of my life now.*

- 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'm studying for a PGCE. It's taken me a long time to get here, and I don't really feel that I've had the support I should have had. I started the PGCE off my own back. I decided enough was enough - I was going to do it, whether I got encouragement or not. I've done a lot of years when I was capable of a lot more. I was clearing out cupboards and taking people to the loo, and I've got a degree.*

- 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. However, there was quite often regret at the loss of status and income.

*I don't think it was good to completely give up work when I had the children. I should have carried on, even working a few days. I should have pursued more of a career. But now I've come to the decision it's not worth it. I'm not getting anywhere, and they are not going to give me any more money - but I've got a nice balance. I can do my shopping, get my washing done, go walking... so it's just quality of life, isn't it, really?*

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 squander their talent, education or skills when they move into 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 Thurrock**

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 Thurrock was low, at £5.99 an hour (Table 3). This is important given the high percentage of women working part-time in low paid occupations within the occupational structure. It means that tens of thousands of local women are working for very 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 £10.11 an hour, and full-time male workers' average hourly pay was £11.73.

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 typical 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 in Thurrock were only around 51% of men's earnings in full-time jobs. In other words, for every pound these men earn, women earn only 51p. This is a much larger pay gap than in England as a whole.

A quarter of women part-time workers in Thurrock were earning less than £70 a week in 2005; a very low weekly wage (Table 4).

In the workplaces participating in the Thurrock study, hourly pay ranged from £5.35 an hour to £7.15 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 women we interviewed in Thurrock had mixed views about the level of pay they received. Some were satisfied, arguing that the pay was to be expected for the jobs being undertaken. This

was especially the case if they had access to a pay premium for working unsocial hours. Others were critical of their pay level and felt that their jobs warranted higher pay levels. They pointed to the responsibilities associated with their jobs, and the complexity of the tasks involved.

*I think the pay is awful, terrible. I think I am worth an awful lot more - twice that, treble that. We have to be all seeing, all dancing, all caring, everything that you can think of.*

*I don't think the pay is very good for what we do. We were led to believe that we would receive an upgrade, and then it transpired there was no upgrade.*

*I think the pay is quite poor in this day and age.*

Because of the low pay associated with part-time work, we asked managers to describe how they set wages in these jobs. Three of the managers interviewed in Thurrock had some knowledge of, or had been involved in, the pay setting process.

In one workplace pay took place at a national level.

- 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.*

- 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.*

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

Area		Gross Weekly Pay		Hourly pay		Total hours worked (weekly)	
		Men	Women	Men	Women	Men	Women
Thurrock	All	478.80	260.70	11.07	7.90	39.4	34.0
	Full-time	496.60	368.80	11.73	10.11	40.0	36.2
	Part-time	**	114.30	**	5.99	**	18.0
Eastern	All	476.10	262.60	11.57	8.37	38.2	33.1
	Full-time	500.00	375.70	12.08	9.97	39.0	37.0
	Part-time	118.90	128.50	6.33	6.80	17.3	18.5
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

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

Area		Full-time		Part-time	
		25% earn less than	25% earn more than	25% earn less than	25% earn more than
Thurrock	Men	352.40	680.90	**	**
	Women	271.90	479.30	76.90	**
Eastern	Men	357.70	717.70	67.60	205.50
	Women	272.30	543.50	81.90	197.50
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



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

- 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. Two of the managers in Thurrock explained how this occurred.

*In September we swap rates with (local branches of national retailers and) our local retailers. We'll have a little ring round, or they'll ring us... and we feed that back to Head Office. That's really how they do it. They contact comparative organisations, retailers and just make sure we're at the same kind of level. We tend to be a little bit higher, so we're quite proud of that.*

*The way we set pay is looking at the roles and responsibilities of the job, and then looking at what other similar companies are doing. We belong to an association of similar (employers). We get together and meet regularly, and we share and exchange information, that's how the rates are set.*

However, future changes in the labour market may alter this. In Thurrock, where there is a relatively high employment rate for women and an expansion of part-time work, it may become increasingly difficult to recruit part-time staff, as one of the managers explained:

*We've been trying to recruit. We've got on-going recruitment - but it's very difficult to get people in. We're in competition with Lakeside, a big shopping complex, that can offer all sorts of fringe benefits and quite a nice working environment, and some of the stores offer childcare arrangements. So we'll have to be very flexible.*

In one of the workplaces in the Thurrock study there had been a particular focus on the lowest pay rates in the most recent pay offer. However, the manager interviewed was still concerned that pay rates were uncompetitive and insufficiently rewarding:

*We've tried to address low pay, so some of the staff got a 14.5% pay award, when everyone else got 3.5%. Everybody now is on £6.00 minimum. But even then the pay is not enough, not enough, not competitive enough - and certainly not motivating enough.*

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 were 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 or other costs when the task is not being performed, as one manager explained:

*We try to avoid down time, time when there isn't any work. It's quite difficult to allocate someone work continuously over a period of 7 or 8 hours. In the old days, when someone had a lot of free time we'd say, 'Oh look, Mrs. Bloggs could always do with a bit of extra care, go round and do some cleaning'. But we can't do that now, because we work strictly to care plans and service users are charged by the hour.*

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.

*We are not contracting them to set hours. Their rota may change on a weekly or monthly basis. So one Thursday they might work between 10 and 4, and another Thursday between 2 and 8, depending on what we need. These are people that say to us, 'I am available Monday to Friday between 10 and 8', so we are able to rota them any time between 10 and 8.*

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.

*Part-time are able to flex up. So if you employ someone for 20 hours a week, we are able to flex them up to 39 and get some overtime out of them. But with full-time you can't.*

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.

*Lots of our part-time applicants are not very flexible. A lot have children and they are working around childcare and the cost of childcare, and they're working around their partners. That's probably our biggest challenge, flexible part-time people.*

## Senior level part-time jobs

In the research in Thurrock 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, in some workplaces in Thurrock as a more strategic approach was adopted:

*I think sometimes the managers are fairly closed to new ways of doing things. Maybe they can't see the opportunity...there is a bit of our HR strategy which hasn't been finalised. And I do think sometimes I need to say, 'Would it be better as a job share?', which still meets the needs of the service. When I joined here, there was a real anti job share approach, but now we have got a lot more job shares, and they work.*

Yet opportunities to work part-time in senior or management level jobs were limited. Senior jobs were usually full-time, unless an existing member of staff had negotiated a reduced-hours contract. In our Thurrock study, 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.

*It would be very difficult to justify a part-time role, say, as a duty manager. It would be very difficult to do that, because they are on this three-week shift rota. If you introduced a part-timer into that, it's going to throw that out - and where would you get the continuity and the decisions that are made? Every senior management team meeting, you'd have to have both of the people in all the meetings. It wouldn't, it couldn't work.*

*At the higher level it's much more difficult. I can't see how we could manage it, I really don't. It puts a burden, an unfair burden, on other managers and on other people, not just managers.*

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. One of the managers interviewed in Thurrock explained that in her workplace there had been managers working part-time in the past (when post-holders had requested a change in hours), but that usually they reverted to full-time hours after a period of time.

*We have had part-time managers in the past. We were very proud when we got our first female part-time manager, and we have lots of part-time supervisors. Then they increase their hours, they go full-time again as the children get older.*

One manager expressed a desire to introduce more part-time managers but felt certain that it would not work.

*I think philosophically you'd like to do it. But my experience of people being appointed part-time to management is that they end up not doing some aspects of management, because you've got to be here. I wouldn't be averse to a job share if someone requested it, but I wouldn't advertise a management job as a job share. All other jobs, a job share would be considered, but at management level, no.*

Thus it remains a considerable task to persuade employers that part-time management could be implemented. It will require the will to bring about change, and a new conceptualisation of the content of senior jobs. As one of manager in the national study argued:

*If it's a key role and a unique role, there is the problem of continuity. But it has been done, to have two people doing it. The difficulties are not insurmountable, but it makes it harder. There needs to be a system in place to cover the decisions that need to be made in the absence of that individual. I think we have got a lot to learn*

*from organisations that operate on a 24 hour basis, because they've got managers that are not in all the time. You have different managers coming in at different times. So they work out other ways of communicating than we do in an organisation that is 9 to 5.*

However, 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 encouraging 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 54% of part-time women workers in Thurrock 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 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. Retention would be enhanced by offering more opportunities for part-time and flexible working.

- **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 54% 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 local women is being squandered. By addressing this we could improve the standing of part-time workers and raise 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 Thurrock 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.

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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](http://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](http://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 Stiell
  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 Stiell, 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 Thurrock, 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* is a retail organisation. It employs 754 people, 55% of whom are women. 77% of the women work part-time. 37% of the part-time women workers work between 6 and 15 hours a week, 63% of the part-time women workers work between 16 and 30 hours.

*Workplace 2* provides education services. It employs 606 people, of whom 64% are women. 51% of these women work part-time. 1% of the part-time women workers work between 1 and 2 hours, 8% work between 3 and 5 hours, 22% work between 6 and 15 hours and 69% work between 16 and 30 hours.

*Workplace 3* provides social care services. It employs 123 people, of whom 98% are women. 78% of these women work part-time. 5% work between 6 and 15 hours and 95% work between 16 and 30 hours.

*Workplace 4* provides sports and leisure services. It employs 230 people of whom approximately 39% work part-time. We have not been provided with any further statistical information regarding this workplace.

Of the 22 women who took part in a face-to-face interview in Thurrock: 3 were aged 16 – 24, 1 was aged 25-34, 10 were aged 35- 49; and 8 were 50+. 18 of the women were living with a partner or husband, 1 was living with parents, and 3 were living alone. 9 of the women had no dependent children, the remaining 13 had either 1 or 2 dependent children. 6 of the women was caring for an elderly relative. In terms of the ethnic origins of the women interviewed, 21 of the women were White British, 1 was of African Caribbean origin. 4 of the women had an additional part-time job. 13 of the 22 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 59 women who completed questionnaires in Thurrock: 9 were aged 16 – 24; 6 were aged 25-34; 19 were aged 35-49; and 25 were aged 50+.



## Appendix 3 Additional data on women's employment in Thurrock

**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
Thurrock	Men (46,044)	87	2	65	1	12
	Women (43,865)	73	25	39	1	1
Eastern	Men	86	3	62	2	13
	Women	73	25	37	3	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	Thurrock	Eastern	England
16-24	19	18	20
25-34	33	33	32
35-49	49	48	46
50-59	47	48	47
16-59	39	40	39

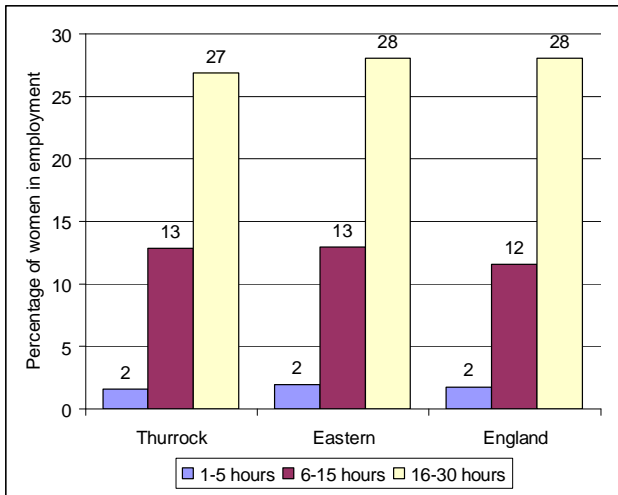
Source: 2001 Census Standard Tables, Crown Copyright 2003.

**Table A3 Women who are part-time employees as a percentage of all employees, by ethnicity** %s  
(*showing percentage of all women of working age who are employees in italics*)

Ethnicity	Thurrock		Eastern		England	
<b>White British</b>	<b>65</b>	<i>40</i>	<b>63</b>	<i>41</i>	<b>40</b>	<i>62</i>
<b>White Irish</b>	<b>62</b>	<i>32</i>	<b>64</b>	<i>36</i>	<b>32</b>	<i>61</i>
<b>White Other</b>	<b>60</b>	<i>33</i>	<b>55</b>	<i>31</i>	<b>27</b>	<i>51</i>
<b>Mixed White &amp; Black Caribbean</b>	<b>54</b>	<i>24</i>	<b>49</b>	<i>32</i>	<b>31</b>	<i>46</i>
<b>Mixed White &amp; Black African</b>	<b>**</b>	<i>**</i>	<b>50</b>	<i>25</i>	<b>28</b>	<i>43</i>
<b>Mixed White &amp; Asian</b>	<b>44</b>	<i>30</i>	<b>52</b>	<i>31</i>	<b>28</b>	<i>47</i>
<b>Other Mixed groups</b>	<b>51</b>	<i>17</i>	<b>50</b>	<i>28</i>	<b>27</b>	<i>45</i>
<b>Indian</b>	<b>54</b>	<i>24</i>	<b>53</b>	<i>31</i>	<b>29</b>	<i>49</i>
<b>Pakistani</b>	<b>45</b>	<i>33</i>	<b>22</b>	<i>40</i>	<b>38</b>	<i>20</i>
<b>Bangladeshi</b>	<b>18</b>	<i>30</i>	<b>18</b>	<i>38</i>	<b>38</b>	<i>17</i>
<b>Other Asian</b>	<b>54</b>	<i>22</i>	<b>49</b>	<i>29</i>	<b>31</b>	<i>41</i>
<b>Black Caribbean</b>	<b>67</b>	<i>36</i>	<b>65</b>	<i>27</i>	<b>25</b>	<i>60</i>
<b>Black African</b>	<b>64</b>	<i>19</i>	<b>47</b>	<i>22</i>	<b>25</b>	<i>42</i>
<b>Other Black</b>	<b>**</b>	<i>**</i>	<b>56</b>	<i>26</i>	<b>28</b>	<i>49</i>
<b>Chinese</b>	<b>48</b>	<i>30</i>	<b>41</b>	<i>30</i>	<b>26</b>	<i>39</i>
<b>Other ethnic group</b>	<b>48</b>	<i>41</i>	<b>48</b>	<i>29</i>	<b>27</b>	<i>40</i>
ALL	64	39	62	40	39	59

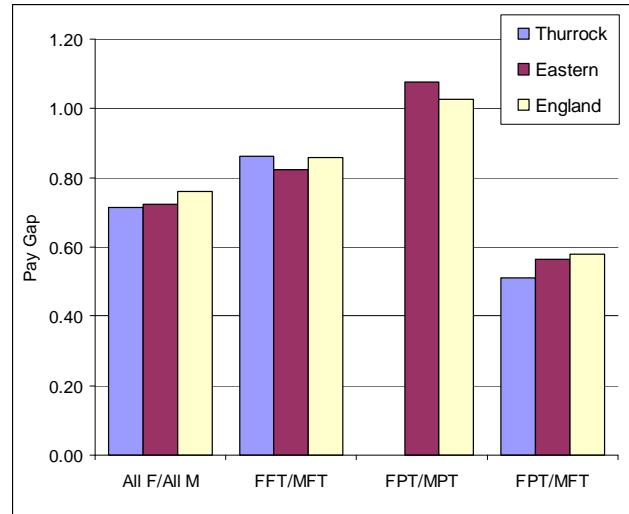
Source: 2001 Census Standard Tables, Crown Copyright 2003 and 2001 Census Commissioned Tables, Crown Copyright 2004.

**Figure A4 Women working part-time in Thurrock, by hours worked**



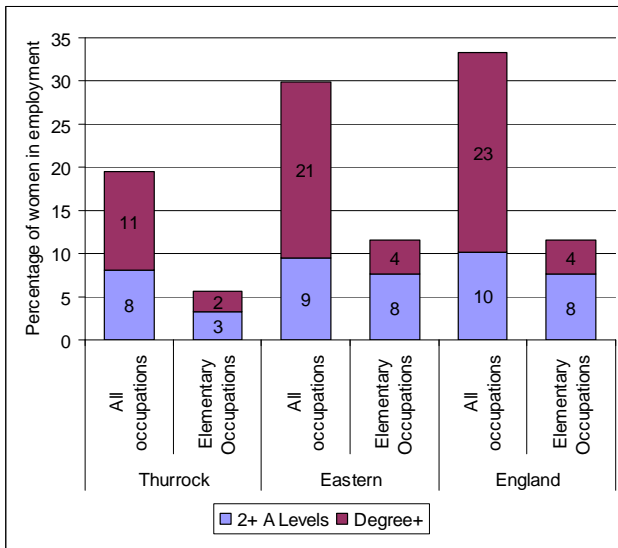
Source: 2001 Census Standard Tables, Crown Copyright 2003.

**Figure A6 Pay ratios – Hourly pay**



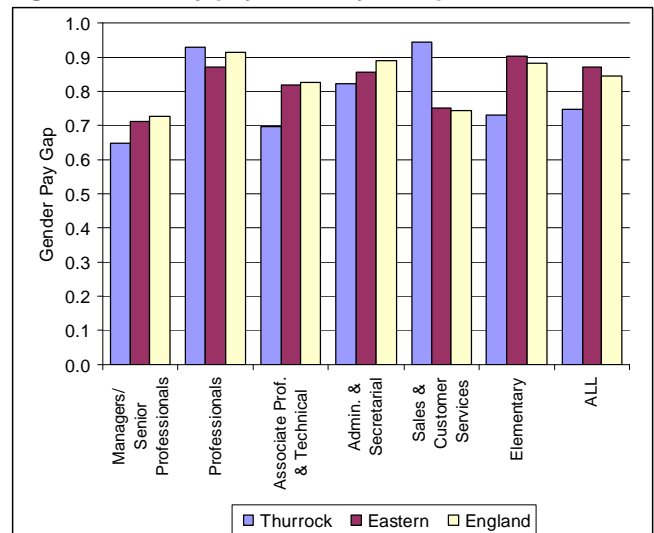
Source: Annual Survey of Hours and Earnings, 2005

**Figure A5 Qualified women employed in elementary occupations, all aged 16-74**



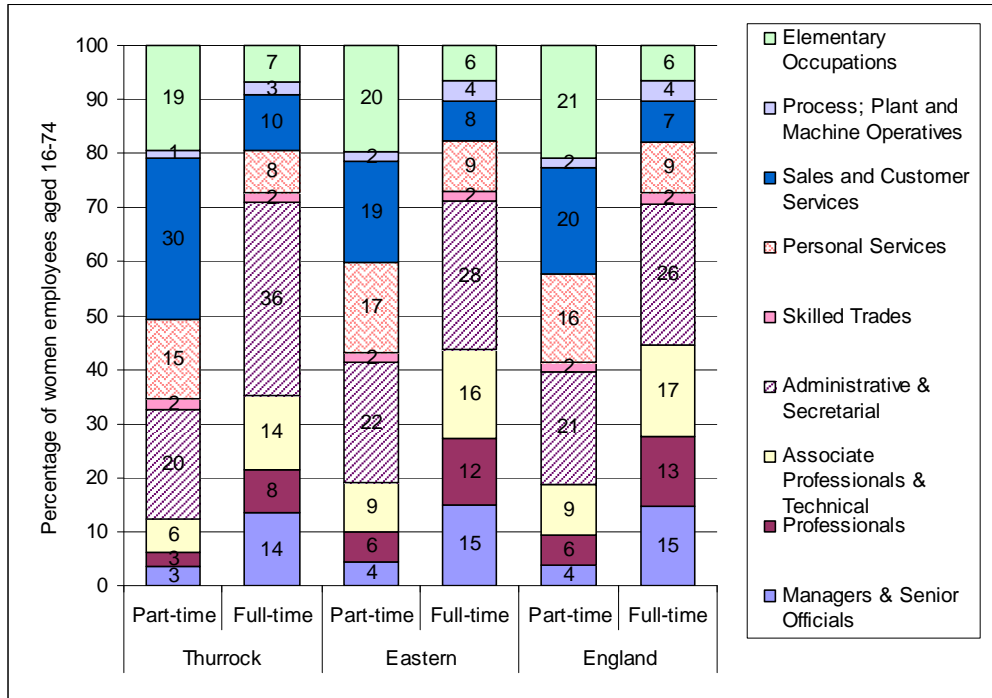
Source: 2001 Census Standard Tables, Crown Copyright 2003.

**Figure A7 Hourly pay ratios by occupation**



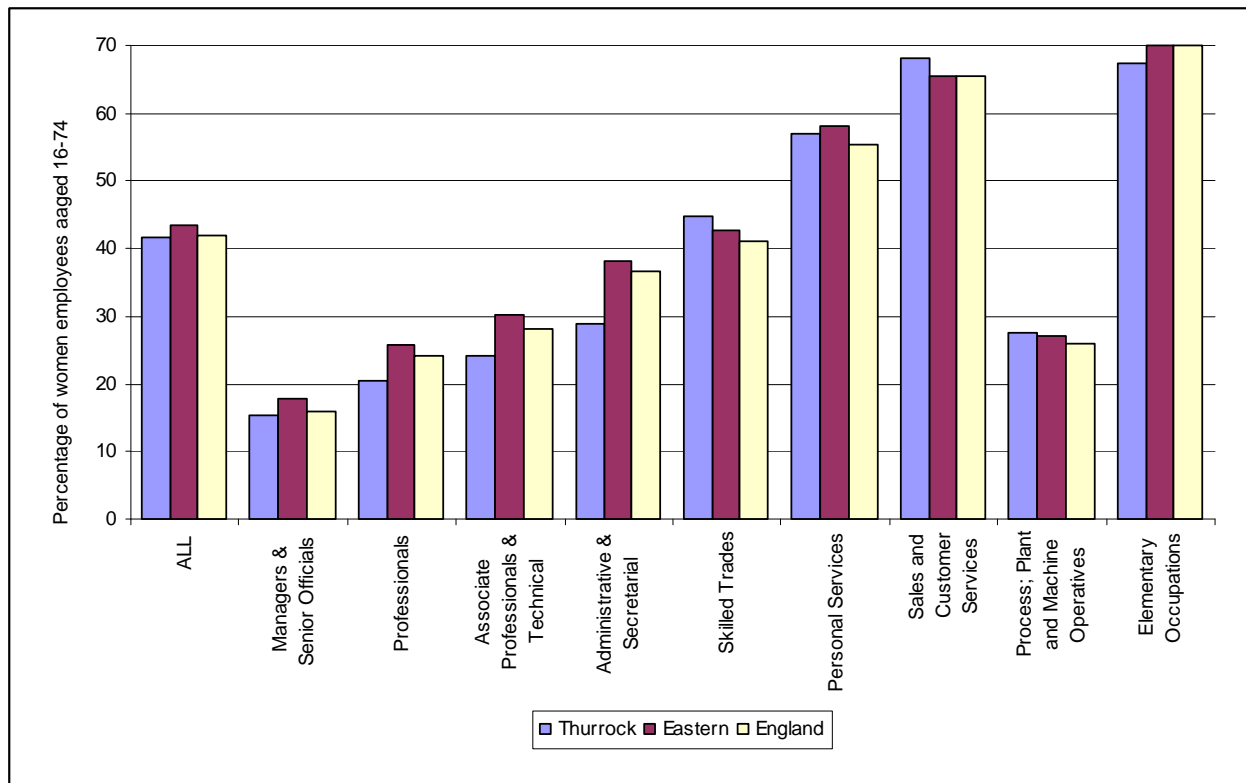
Source: New Earnings Survey, 2003

**Figure A8 Occupations and employment status of female employees (all aged 16-74)**



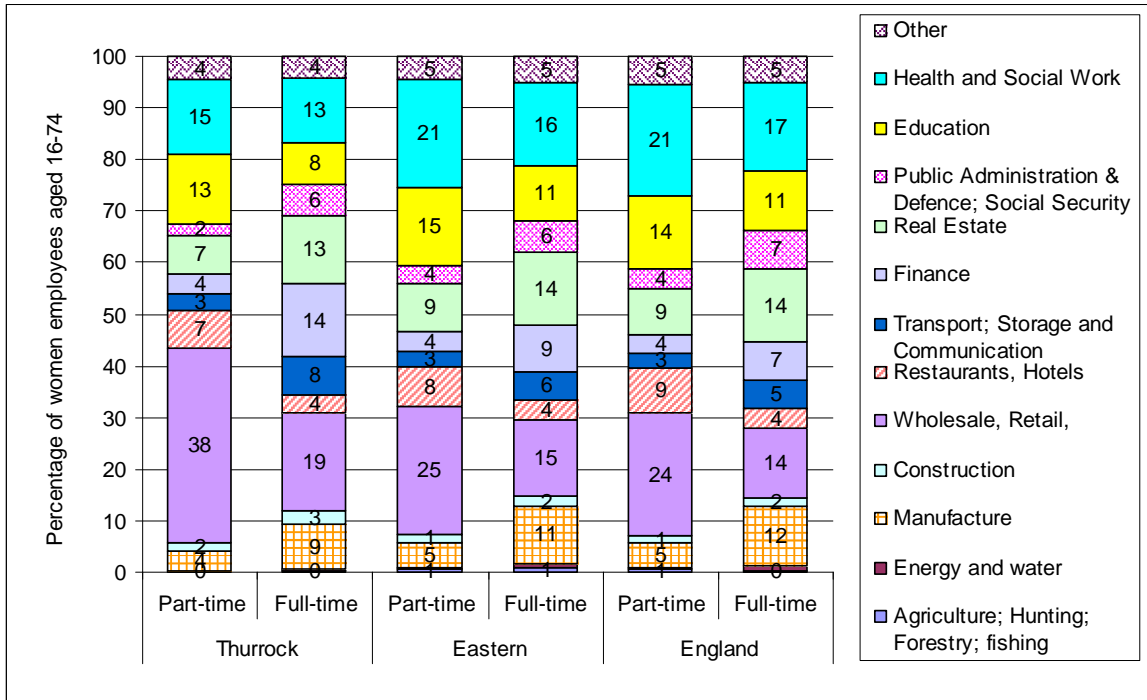
Source: 2001 Census Standard Tables, Crown Copyright 2003.

**Figure A9 Part-time employment among female employees aged 16-74, by occupation**



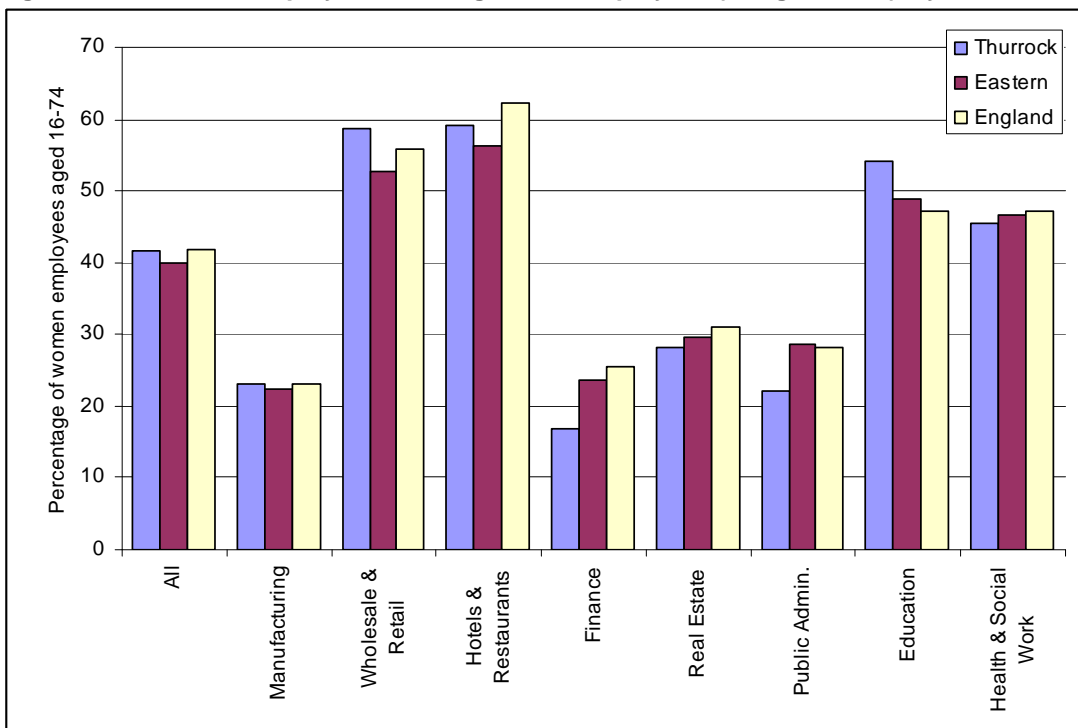
Source: 2001 Census Standard Tables, Crown Copyright 2003.

**Figure A10 Industrial distribution of female employees (all aged 16-74) by full/part-time employment status**



Source: 2001 Census Standard Tables, Crown Copyright 2003.

**Figure A11 Part-time employment among female employees (all aged 16-74), by industrial sector**



Source: 2001 Census Standard Tables, Crown Copyright 2003.