

Working Below Potential: Women and Part-time Work in West Sussex

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Preface

Gender and Employment in Local Labour Markets

West Sussex County Council has worked in close partnership with Sheffield Hallam University, and eleven other local authorities over the last three years to take part in this national research study, the Gender and Employment in Local Labour Markets project (GELLM).

As phase one of the Project, in September 2004 the County Council jointly launched with Sheffield Hallam a 'Gender Profile of West Sussex's Labour Market'. This was a key document that highlighted differences in terms of demography, economic indicators, patterns of employment, pay levels, education and skills attainment within West Sussex. Following this report, the next stage of the Project was to undertake 3 locally important studies in the County:

- Working below potential: Women and part time work in West Sussex
- Addressing women's poverty in West Sussex: local labour market initiatives
- Local challenges in meeting demand for domiciliary care in West Sussex

The findings from these studies are now being presented in 3 separate but related publications.

All the studies have found significant problems with women's participation in local labour markets and have explored the issues stopping the local economy taking advantage of people's potential. The recommendations from this work therefore are crucial to realising better outcomes for individuals in terms of job opportunities and skills, not to mention the benefits to the performance of the West Sussex economy.

Mark Hammond

**Chief Executive
West Sussex County Council**



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

Women's employment in West Sussex

- The employment rate for women in West Sussex, at 70%, is higher than the rate for England as a whole, at 64%.
- There is a high level of economic activity in West Sussex amongst working age women, particularly in Crawley.
- Employed women in West Sussex are more likely to work part-time, and more likely to work full-time, than women in England. However, in Crawley employed women are less likely to work part-time.
- The part-time employment rate for women varies according to ethnicity. There are much lower levels of part-time employment among Indian, Bangladeshi and Caribbean women in West Sussex than among White British women.
- Pakistani and Bangladeshi women are much 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. They are also more likely to work part-time than women aged 35+ in England as a whole.
- Part-time women workers in West Sussex 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, except in Crawley, where this pattern is reversed.
- 1 out of every 2 part-time women workers in West Sussex work in jobs which are typically low paid. In Crawley 2 out of every 3 part-time women workers work in low paid jobs.
- Part-time jobs in higher paid occupations are relatively scarce in Crawley.

- Between 1991 and 2002 the number of part-time jobs held by women in West Sussex grew by 35%.
- The growth in women's part-time jobs in West Sussex was slightly stronger than in England as a whole.
- Between 1991 and 2002 nearly two-thirds of female job growth in West Sussex was in part-time jobs.
- By 2002 one-half of women's jobs in West Sussex were part-time.
- There was particularly strong growth in part-time jobs in transport and communications.
- Others sectors which experienced significant growth in women's part-time jobs in West Sussex were: public administration, education and health; banking and finance; and distribution, hotels and restaurants.

Women's pay in West Sussex

- Average hourly pay for part-time women workers in West Sussex was a little higher than in England as a whole.
- In West Sussex, 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 West Sussex

- 55% of the women working in low paid, part-time jobs in our study in West Sussex were working 'below their potential'. This means that there is a massive waste of women's skills, talents and experience in West Sussex.
- Managers in the workplaces studied in West Sussex were mostly unaware of the skills, talents and aspirations of women working in low paid, part-time jobs.
- One of the managers interviewed in West Sussex argued that it would be possible and desirable to create more senior level, part-time jobs.
- In West Sussex, 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

The 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. 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 West Sussex involved a survey of women working in four workplaces during 2005. These workplaces were located in industries in the public and private sectors: transport; communications; manufacturing; and social care. Face-to-face interviews were conducted with senior managers in these workplaces, and 64 women completed questionnaires. 16 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, Thurrock, Trafford and Wakefield. 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 West Sussex County Council, its partners and the people of West Sussex.

Part-time jobs have been growing in importance as a form of employment across the country, including in West Sussex. With part-time employment now representing 35% of jobs and 51% of all women's jobs in West Sussex¹, 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.

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

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 West Sussex, over 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 West Sussex 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 growth of full-time jobs for women has been much less strong than the growth in part-time jobs in West Sussex; most of the new jobs being created are part-time. If more women in West Sussex 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 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 West Sussex'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. 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 West Sussex study.

Part-time employment in West Sussex

The importance of part-time employment in West Sussex

In 2001, 40% of working women in West Sussex were working in part-time jobs.

Between 1991 and 2002, there were important developments in the West Sussex economy. While women's full-time jobs increased in number by over 13,500, women's part-time jobs grew by 22,000. By 2002, 32% of all jobs in West Sussex were part-time positions, compared with 30% ten years earlier. By 2004 35% of all jobs in West Sussex were part-time.

In some areas of employment growth in West Sussex, the increase in part-time employment (taking jobs held by both sexes) was especially marked. In the distribution, hotels and restaurants sector 76% of employment growth was in part-time jobs. In public administration, education and health 72% of employment growth was in part-time employment, and in transport and communications 43% of local employment growth was in part-time jobs. Thus overall, the growth in part-time employment in West Sussex has been significant.

In some sectors a key feature of employment growth was the growth of women's part-time jobs. This was particularly the case in public administration, education and health, in which 67% of all employment growth was in part-time women's jobs and in distribution, hotels and restaurants, where women's part-time jobs accounted for 41% of employment growth.

In sectors where the growth of jobs for women has been particularly strong, a high percentage of job growth has been in part-time jobs. 54% of women's job growth in transport and communications has been in part-time jobs, 82% of job growth for women in distribution, hotels and restaurants has been part-time, and in public administration, education and health, 67% of the growth in women's jobs has been part-time.

This underscores just how important the growth of women's part-time employment has become as a feature of the West Sussex economy.

Table 1 Changes in employment in West Sussex 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		West Sussex	South East	England
Full-time	Female	71, 516	85, 075	13, 559	19	20	13
	Male	113, 092	157, 139	44, 047	39	19	9
	All	184, 608	242, 214	57, 606	31	20	11
Part-time	Female	63, 167	84, 988	21, 821	35	36	31
	Male	14, 287	28, 307	14, 020	98	95	103
	All	77, 454	113, 295	35, 841	46	47	44
All	All jobs	262, 062	355, 509	93, 447	36	28	19

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

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

Table 2 Changes in employment in West Sussex 1991-2002 by full-time/part-time status and industry - numbers with percentage change in brackets

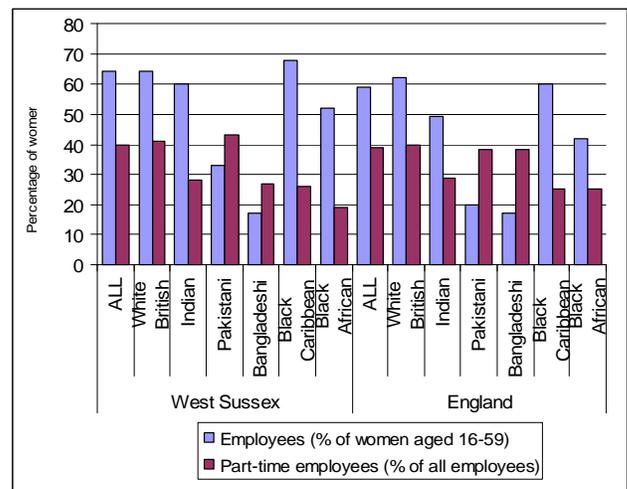
	Women		Men	
	Full-time Numbers (%)	Part-time Numbers (%)	Full-time Numbers (%)	Part-time Numbers (%)
Energy & water	-303 (-42)	-59 (-33)	-699 (-38)	**
Manufacturing	-1,658 (-18)	259 (10)	528 (2)	745 (113)
Construction	115 (14)	-127 (-17)	1,401 (19)	447 (166)
Distribution, hotels, restaurants	1,562 (11)	7,136 (39)	2,710 (11)	6,107 (106)
Transport, communications	2,265 (30)	2,665 (195)	3,533 (22)	1,717 (425)
Banking, finance	6,516 (44)	3,838 (44)	34,317 (182)	3,272 (141)
Public admin., education and health	3,105 (14)	5,806 (20)	-469 (-3)	1,043 (29)
Other	1,230 (49)	2,144 (78)	1,881 (66)	704 (57)
Total	13,559 (19)	21,821 (35)	44,047 (39)	14,020 (98)

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

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

Part-time employment also varies according to ethnicity and is most common among White British women and Pakistani women in West Sussex. 41% of White British women employees and 43% of Pakistani women employees work part-time. Among Indian, Bangladeshi and Black Caribbean women in employment in West Sussex, levels of part-time employment are low. For example, just 26% of Black Caribbean women employees and 28% of Indian women employees work part-time. (see Figure 1).

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 and 2001 Census Commissioned Tables, Crown Copyright 2004.

The overall employment rates for these groups of women also vary. Only 17% of Bangladeshi women and 33% of Pakistani women of working age are in employment in West Sussex, compared with 64% of White British women and 60% of Indian women. However, the level of employment amongst ethnic minority women in West Sussex tends to be higher than in England as a whole.

The occupations of part-time women workers in West Sussex²

Across England, women part-time workers are concentrated in some of the lowest paid occupations. This concentration in low paid jobs is not as marked in West Sussex as in England as a whole but is nevertheless a significant feature of the local labour market.

In 2001, 16% of women part-time workers worked in elementary occupations in West Sussex, where pay levels tend to be particularly low, compared with 21% in England. But there were also high percentages of women working part-time in retail jobs and in personal service jobs, which are also low paid sectors. These jobs, along with low paid jobs in manufacturing, account for 55% of women's part-time employment in the West Sussex economy, compared with 59% in England.

Overall, despite slightly lower percentages of part-time women workers in low paid jobs in West Sussex than in England, there is still a high concentration of part-time jobs in the lowest paid occupations within the West Sussex economy. Looking across the districts in our study in West Sussex, patterns of part-time working vary. Crawley stands out as having a particularly high concentration of part-time women workers working in low paid jobs, with 61% of part-time women workers in these occupations.

In contrast, a low percentage of women in West Sussex work in higher paid part-time jobs in technical, professional and managerial occupations. 20% of women's part-time jobs are in this type of work in West Sussex, compared with 19% in England as a whole. The situation in Crawley is again different. Here only 13% of part-time women workers work in these better paid occupations.

² Source: 2001 Census Standard Tables, Crown Copyright 2003.

Working below potential in West Sussex

Women's reasons for working below their proven past potential

Over a half (55%) of the women working in low paid, part-time jobs surveyed in West Sussex were working below their potential, very close to the national estimate of 53% identified by the Equal Opportunities Commission in its national survey following up our research findings (Darton and Hurrell 2005).

At the national level, this means that 2.8 million women in part-time employment are thought to be working below their potential. In West Sussex, this would mean that around 30,500 women working part-time are working below their proven past potential.

Yet managers are not always aware of this hidden talent within their workforces:

It's very difficult to say whether the part-timers are capable of doing something more demanding. They come in, they do the work and they go home again...and in a way, for us, we don't want people with lot of potential because we would just lose them.

Part-time women workers were often disappointed that their employers failed to acknowledge their skills.

I don't think the company taps into us at all. They've got this huge resource of people like myself who have worked for a variety of industries.

I'd say I don't use any of the skills I have. I mean, I was negotiating commercial deals. My portfolio was about £35 million.

What I do is not challenging and I want my brains to be challenged...it's a waste. There could be a few things I could put into the company, but I can't because of where I am at the moment.

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

I want to work part-time, but professional work, the professional side of things, is what is hard to find part-time. It is hard.

- 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.

They won't train me on the machines because I am only part-time...I said I'd like training on basically anything that would need any training...and I never heard anything at all. I just said, 'well, I'm not going to pursue it because I know it's because I'm part-time' And if I wanted to go up the ladder to a supervisory role I'd have to go full-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 was a sales manager. I did that full-time and I did it for three years and it was good but it was just so stressful....It was supposedly 9 to 5 but it was really long hours...you were expected to do three calls in a day, so you'd drive up to Manchester and I'd get up at half past 5 in the morning, then after that you'd have to go up to Newcastle...and then other days I had to drive to Plymouth...It was just too much in the end. And then when you got home at 8 at night you'd put your laptop on and you'd have emails from all your accounts...They could have been more supportive and rationalise the work, but they didn't. After three years of doing that job I was just ill in the end. Now my job fits in around my life.

- 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 an accountancy professional qualification part-time, but most of the time when I go searching for a job they want experience. This is the only job I could get that didn't require experience...I want to try out the career I am trying to pursue, but it's not easy to get that experience. It is hard on this wage to pay for my basic needs.

- 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.

There really are too many other things going on in my life to worry about the pressures of the kind of job I had in the past. I don't need it. I am trying to look after two teenage children, running a house and doing all my little jobs. I am quite happy.

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 West Sussex

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 West Sussex, whilst higher than the South East as a whole, was still fairly low, at £7.55 an hour (Table 3). This is important given the high percentage of women working part-time in the lowest paid occupations within the occupational structure. It means that tens of 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 £9.53 an hour and full-time male workers' average hourly pay was £12.20.

There is, then, a large gap between men's and women's pay. 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 were only 62% of men's earnings in full-time jobs. In other words, for every pound these men earn, women earn only 62p.

A quarter of women part-time workers in West Sussex were earning less than £90 a week in 2005, and only one quarter of part-time women workers earned more than £212 a week (Table 2).

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
West Sussex	All	458.90	274.70	11.51	8.43	38.0	34.9
	Full-time	492.70	364.10	12.20	9.53	39.1	37.1
	Part-time	138.40	143.80	7.03	7.55	19.2	18.8
South East	All	488.70	287.50	12.30	9.07	37.5	34.0
	Full-time	521.20	392.90	12.80	10.44	38.9	37.0
	Part-time	121.40	142.00	7.03	7.32	17.4	19.3
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
West Sussex	Men	345.00	720.60	72.50	**
	Women	274.80	517.00	89.20	212.60
South East	Men	368.00	754.70	74.00	197.10
	Women	292.90	561.30	86.60	219.40
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

Some of the women we interviewed in West Sussex were disappointed with the level of pay they received. They also 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 get paid £5.05p an hour and sometimes I sit here and think, well that's not much for what I do. We're on the minimum wage and that's it...and when you get new people coming in and they are on the same wage as what you are it doesn't seem right...but there is not a lot we can do about it.

I think the pay is diabolical. It is, when I think what I was earning.

Because of the low pay associated with part-time work, we asked managers to describe how they set wages in these jobs. Not all of the managers interviewed in West Sussex had been involved in the pay setting process, as this took place either at a more senior level or at a national level. But using information from both our national study and our West Sussex study, managers put forward three main explanations for low pay:

- 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.

- 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 explanation 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 generally followed trends in inflation, but

employers sought to keep their wages and wage increases in line with other employers.

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.

However, future changes in the labour market may alter this. In West Sussex, where there is a high employment rate for women and an expansion of part-time work, managers explained that it was becoming increasingly difficult to recruit part-time staff. This was particularly the case in the small towns in the coastal strip. Thus in one workplace where hourly pay for the jobs studied ranged from £6.98 an hour to £7.49 an hour, the manager explained:

We are having difficulties recruiting people. Working in a small locality and you have quite a large independent sector in our field and a small pool of staff to recruit from, so we are all trying to fish from the same pond.

Yet, in the current period, despite recruitment problems in some workplaces, pay remained low. Indeed, even paying the minimum wage was regarded as too high in a global context, as one manager explained:

You can't really be lower than the minimum wage, but then our other grades are not miles above them any more. So I would be inclined to say we are at the lower end of things. But we can't see, longer term, how we can go on indefinitely competing with our competitors, who are often in the Far East. Some of them only get 30p an hour, let alone getting 35p an hour increase.

Instead of increasing pay to aid recruitment, changes were made to employment patterns, including the introduction of school hours and term-time working; patterns of work which are attractive to women and not widely available in the area.

Term-time, school hours working arose in response to low unemployment in this area. We were scratching around for any ideas to get people in. We haven't been madly keen on that as group, because you've got this big summer holiday to deal with and it does require management...and there's so many INSET (In-Service Training) days...so we can literally be down to about 38 weeks of the year.

In the workplaces studied in Crawley the basic pay rates for the jobs studied were £6.20 an hour in one workplace and £8.50 an hour in the other. However, in both workplaces pay could be enhanced with premium payments for shift working, thus lifting hourly rates. Yet, despite the possibility of enhanced pay, there were still recruitment problems. Managers explained that the problem was not so much attracting sufficient numbers of recruits but attracting the quality of recruits they were looking for.

We've never really struggled to recruit in terms of numbers, but I think the quality is more of a problem. We are more demanding for quality now...and a lot of people just don't make it through the selection process.

I mentioned earlier about very low levels of unemployment in the Crawley area...and what I've noticed, in the last six months, we have had quite a high turnover of people coming for interviews and not getting through the interview stage...they have either failed the test or failed the interview.

In the workplaces participating in the research, hourly pay ranged from £5.05 an hour to £8.50 an hour. These rates exclude the enhancements that were payable in some workplaces for working unsocial hours or at weekends. They are also drawn from the wage rates for those at the bottom of graded pay structures. These rates compare with the National Minimum Adult Wage set in October 2005 of £5.05 an hour.

The jobs studied are jobs which 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 the low paid jobs studied are held by both men and women in some of the workplaces, for women workers the consequences of these static low wages are more significant. Among men, these jobs are undertaken largely by those who are young and seeking to boost their income while studying and by older male workers nearing retirement. Thus, in general, these jobs are peripheral as sources of male employment and income (Francesconi and Gosling, 2005). For women, in contrast, regardless of the distribution of workers by sex in specific workplaces, part-time, low paid work is a typical and long-term

form of employment for many women in 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 avoid unnecessary wage costs when the task is not being performed.

What we try to do is avoid unproductive time. If you had a member of staff who had a programme of work from 7 o'clock to 3 o'clock, for instance, and you can get all the work done by 2 o'clock and you did not have a service that was required from 2 til 3, they would build up unproductive time. So, when I take people on I know the hours I need to cover. It's the needs of the service which drives when you employ people.

Here, part-time employment results from a situation where the work tasks delivered are not deemed to be required on a continuous basis, but 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.

As well as a category of 'task-based part-time jobs', there is also a category of 'demand-based part-time jobs'. In this case, 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.

What we've done in the past is a bit of a blind approach. We know we are busy in the summer but now we recognise that's not necessarily all day every day. So it's identifying when we need extra people, and part-timers can fill those periods. We are almost in a position where we can say on a Monday morning in July we need X number of people and on that afternoon we don't need as many people.

There is no area of work where we just say, that is purely for part-time. There are jobs, a lot of jobs, where we have the work duties aligned to when the work comes in, but we don't differentiate saying that can only be for part-time. Part-time workers are boosting the staff available at that time of day.

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 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.

If I've got 150 hours to cover I know from experience that I would be better putting those 150-odd hours down to a small level. It's about bums on seats. With 10 people on 15 or 16 hours I've got more flexibility with those than 5 full-time people.

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 argued, encouraged some part-time workers to define the limits of their hours of work.

Part-time people are less flexible because they have either got two jobs or they've got family commitments. They are working part-time for a reason, and so that means if we do want them to work full-time they might not be able to. We get more problems with part-time staff and I think that

is because they are trying to balance more things. There is more absence, being late, sometimes reliability about what they are doing. I think the quality and calibre of the full-time staff is higher than the part-time staff.

However, one manager regarded flexible, part-time contracts as a crucial tool in assisting recruitment in a tight labour market and a key means for creating a diverse workforce in the future.

The reasons why we'll have more part-timers in the future is about attracting the right people, opening recruitment to a wider group, being fair and having a workforce which is more reflective of the wider community. The more flexible options we can offer the wider we cast our net recruitment-wise, and that's got to be good news for diversity generally.

Senior level part-time jobs

The research 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.

Not a lot of thought goes in – 'should this be a part-time job?' I shouldn't think that happens very often...someone leaves, the person's full-time and the line manager doesn't think – 'can I do that in another way?' He should be, and that's the role of HR to challenge that.

Although the situation was changing in some workplaces, 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 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.

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.

If it's a full-time managerial role they would have to do full-time hours.

The only place care assistants can go is to become a Senior, but that's a full-time post. Some care assistants want to progress to NVQ Level 3 but we can only support Seniors to that level. It's frustrating for the care staff who want to progress, but there is very little opportunity for them. Seniors can apply to become Assistant Social Workers, Care Managers. But for the care staff it's fairly restricted.

Despite this, one of the managers interviewed in West Sussex was keen to see more part-time jobs at senior levels. She explained that although most senior jobs were held by full-time staff, it may be possible to open up more senior jobs to part-time staff in the future as the resistance to this which she had encountered in other workplaces was less marked here.

I think the supervisors and managers are mostly full-time. But my own personal view is that it lends itself more to part-time managers here because of the shift patterns. You don't always see the same person every shift...There is a view in other organisations – part-time's OK but only for jobs down here...I've never come across that here. There is a push here to get the work-life balance correct. There is a push against the long hours culture.

Systems could be put in place to ensure arrangements for the completion of tasks and to ensure continuity, but it would require support at the highest levels within the organisation:

We need to be more proactive about how we see roles...we want to recruit the best so we shouldn't be narrowing everything down to full-time...so we are going in the right direction, but we are not there yet.

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 view 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. As a result, this is helping to open up a debate about whether the full-time/part-time arrangements which persist in workplaces are 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 around 55% of part-time women workers in West Sussex 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, tasks 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.

- **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.
- **Ensure that part-time workers can progress at work**
In many organisations part-time workers are required to work full-time to secure promotion.

We also recommend that local authorities and their partners:

- **Acknowledge the waste of local women's talents and skills.**
As long as 55% 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.

- **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 West Sussex 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
- 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 West Sussex, 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 part of a private manufacturing company within the engineering industry. It employs 90 people, 62% of whom are women. 30% of these women work part-time. 100% of the part-time women workers work between 16 and 30 hours a week.

Workplace 2 provides communication services. It employs 665 people, 24% of whom are women. 35% of the women work part-time. The majority of the part-time women workers work between 16 and 30 hours a week, although 9% work between 6 and 15 hours a week.

Workplace 3 provides transport services. It employs 1,042 people, 41% of whom are women. 12% of these women workers work part-time. 100% of the part-time women workers work between 16 and 30 hours a week.

Workplace 4 provides social care services. It employs 75 people, 92% of whom are women. 65% of these women workers work part-time. 86% of the part-time women workers work between 16 and 30 hours and 14% work between 6 and 15 hours a week.

Of the 64 women who completed questionnaires, 1 was aged 16- 24; 6 were aged 25-34; 17 were aged 35-49; and 40 were aged 50+

Of the 16 women who took part in a face to face interview:

- 1 was aged 16-24; 4 were aged 25-34; 7 were aged 35-49; and 4 were aged 50+.
- 14 of the women were living with their partner or husband and 2 were living with a sibling.
- 10 of the women had no dependent children, the remaining six had either 1 or 2 dependent children.
- None of the women were caring for an elderly relative.
- 13 of the women were White British, 2 were Black African and 1 was British Asian.
- 2 of the women held an additional part-time job.
- 11 of the 16 women would like to be working in a different job which used more of their skills, or qualifications or experience within the next three years.

Appendix 3 Additional data on women's employment in West Sussex

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
Arun	Men	(39,115)	84	4	57	3	15
	Women	(36,699)	74	26	36	3	3
Crawley	Men	(31,668)	89	3	70	1	10
	Women	(30,286)	78	24	45	2	2
Worthing	Men	(28,214)	86	4	60	2	14
	Women	(26,471)	76	26	39	3	3
West Sussex	Men	(224,349)	87	3	61	2	14
	Women	(212,237)	75	26	38	3	3
South East	Men		85	3	61	2	13
	Women		73	24	38	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	Arun	Crawley	Worthing	West Sussex	South East	England
16-24	20	16	18	18	17	20
25-34	39	32	34	34	30	32
35-49	47	42	48	48	46	46
50-59	48	40	47	47	46	47
16-59	42	35	40	40	38	39

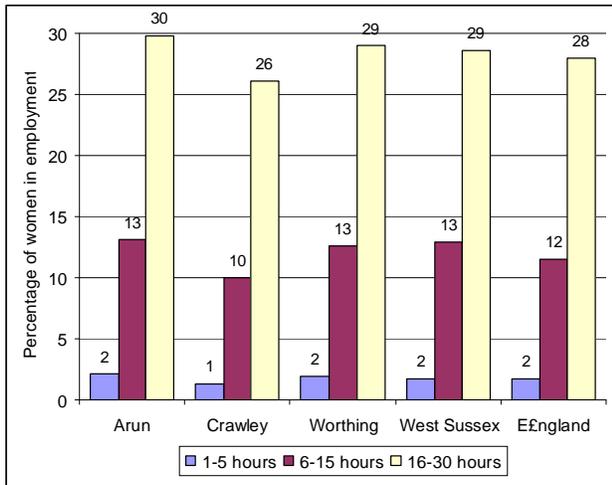
Source: 2001 Census Standard Tables, Crown Copyright 2003.

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

Ethnicity	West Sussex		South East		England	
White British	41	<i>64</i>	39	<i>63</i>	40	<i>62</i>
White Irish	38	<i>66</i>	34	<i>63</i>	32	<i>61</i>
White Other	32	<i>59</i>	30	<i>53</i>	27	<i>51</i>
Mixed White & Black Caribbean	36	<i>56</i>	31	<i>52</i>	31	<i>46</i>
Mixed White & Black African	30	<i>46</i>	30	<i>47</i>	28	<i>43</i>
Mixed White & Asian	30	<i>58</i>	29	<i>50</i>	28	<i>47</i>
Other Mixed groups	29	<i>54</i>	27	<i>49</i>	27	<i>45</i>
Indian	28	<i>60</i>	28	<i>54</i>	29	<i>49</i>
Pakistani	43	<i>33</i>	39	<i>28</i>	38	<i>20</i>
Bangladeshi	27	<i>17</i>	40	<i>20</i>	38	<i>17</i>
Other Asian	36	<i>48</i>	31	<i>50</i>	31	<i>41</i>
Black Caribbean	26	<i>68</i>	27	<i>65</i>	25	<i>60</i>
Black African	19	<i>52</i>	24	<i>45</i>	25	<i>42</i>
Other Black	22	<i>51</i>	29	<i>54</i>	28	<i>49</i>
Chinese	33	<i>44</i>	29	<i>40</i>	26	<i>39</i>
Other ethnic group	28	<i>51</i>	27	<i>46</i>	27	<i>40</i>
ALL	40	<i>64</i>	38	<i>62</i>	39	<i>59</i>

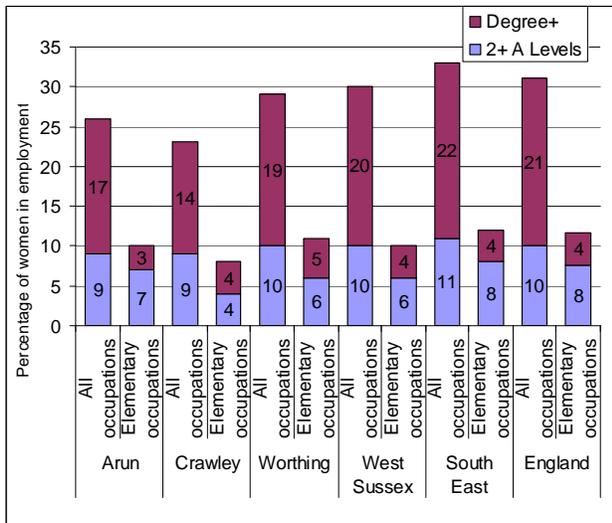
Source: 2001 Census Standard Tables, Crown Copyright 2003 and 2001 Census Commissioned Tables, Crown Copyright 2004.

Figure A4 Women working part-time in West Sussex and selected districts, by hours worked



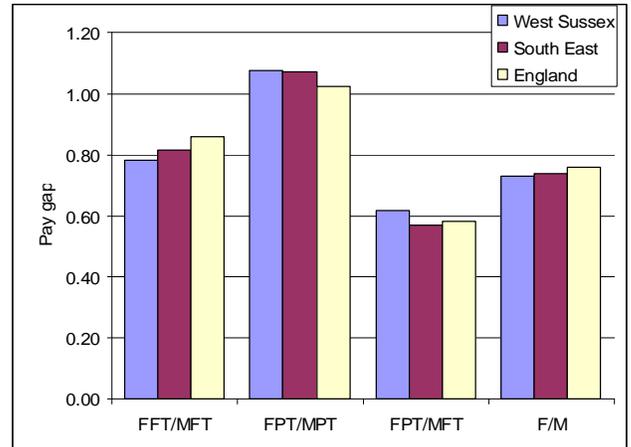
Source: 2001 Census Standard Tables, Crown Copyright 2003.

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



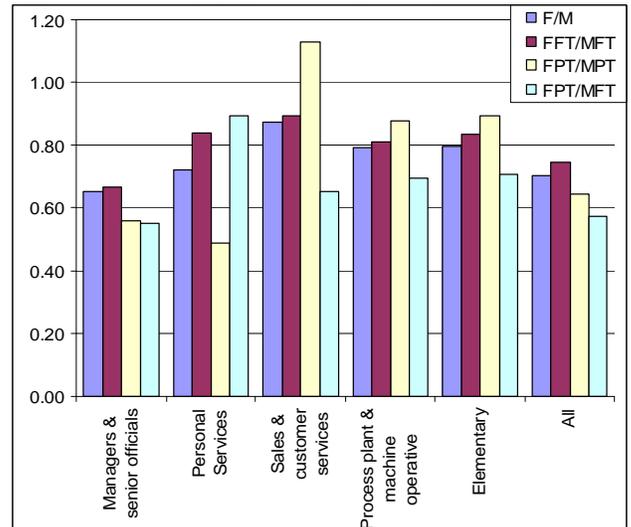
Source: 2001 Census Standard Tables, Crown Copyright 2003.

Figure A6 Pay ratios – Hourly pay



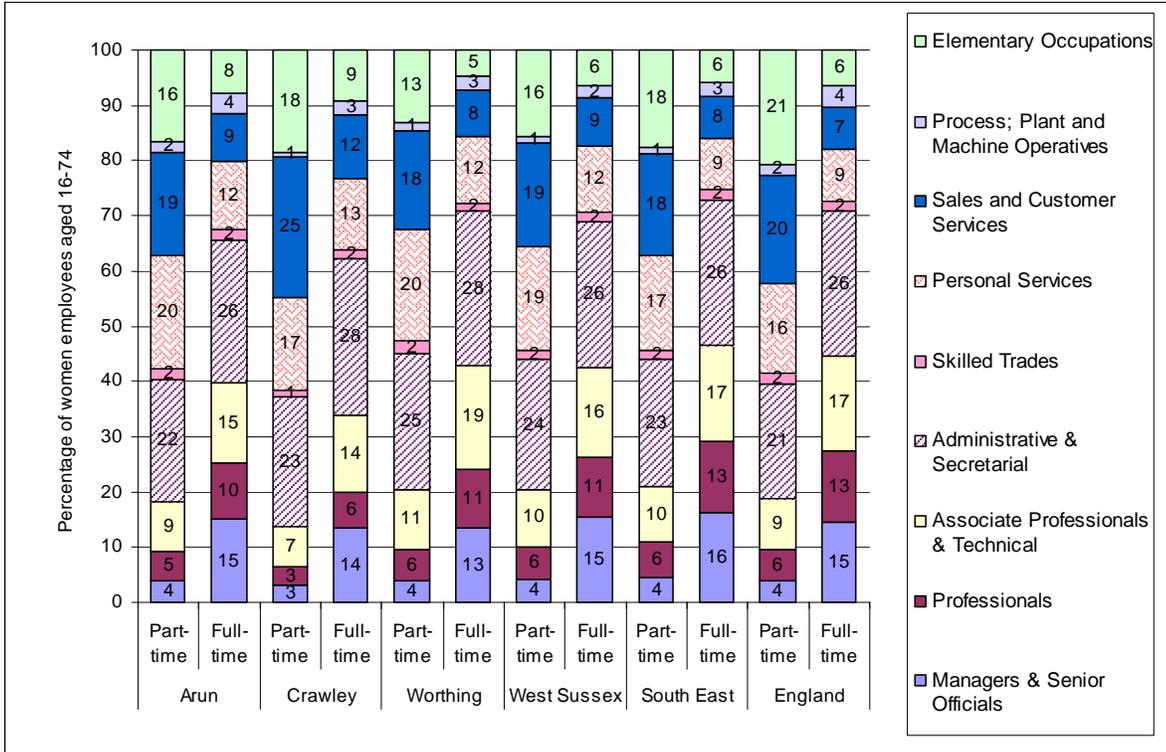
Source: Annual Survey of Hours and Earnings, 2005

Figure A7 Hourly pay ratios by occupation



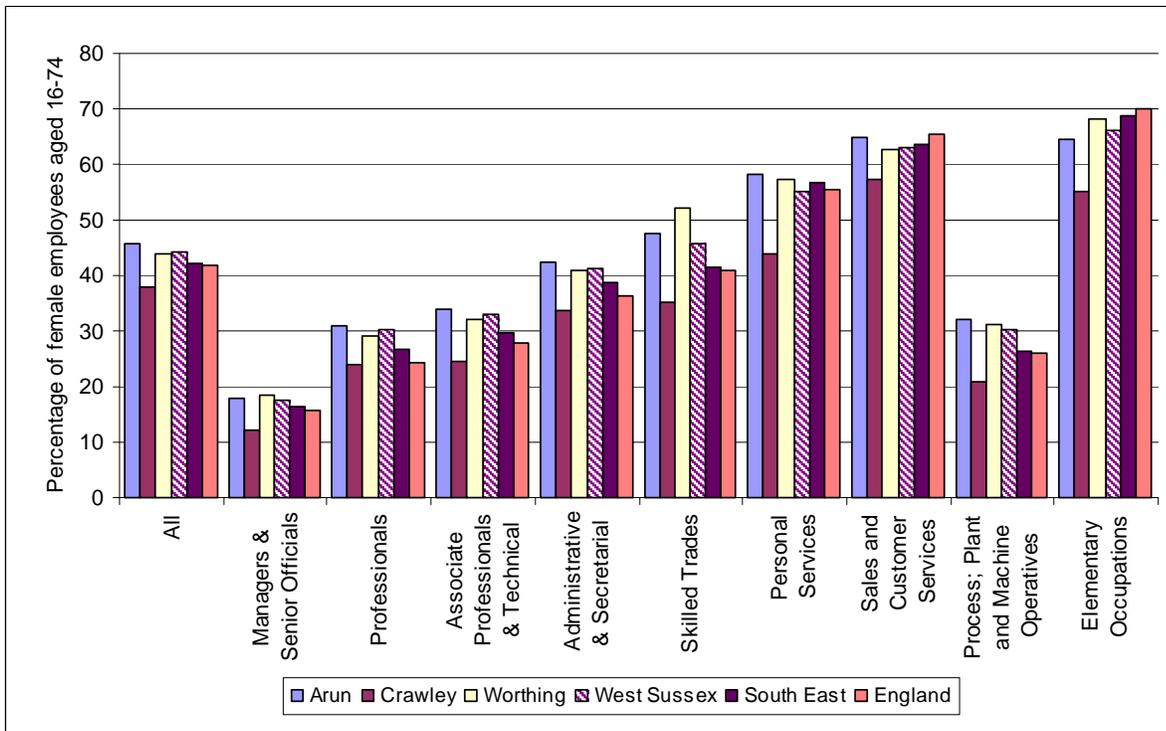
Source: New Earnings Survey, 2003

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



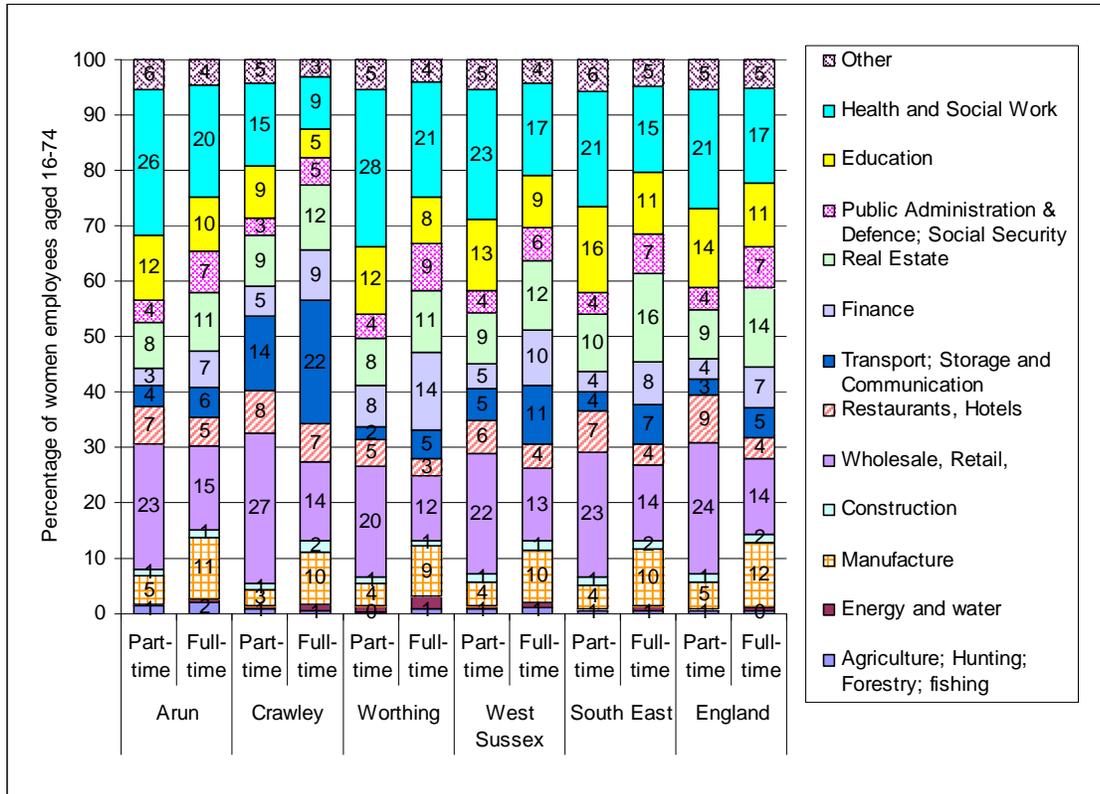
Source: 2001 Census Standard Tables, Crown Copyright 2003.

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



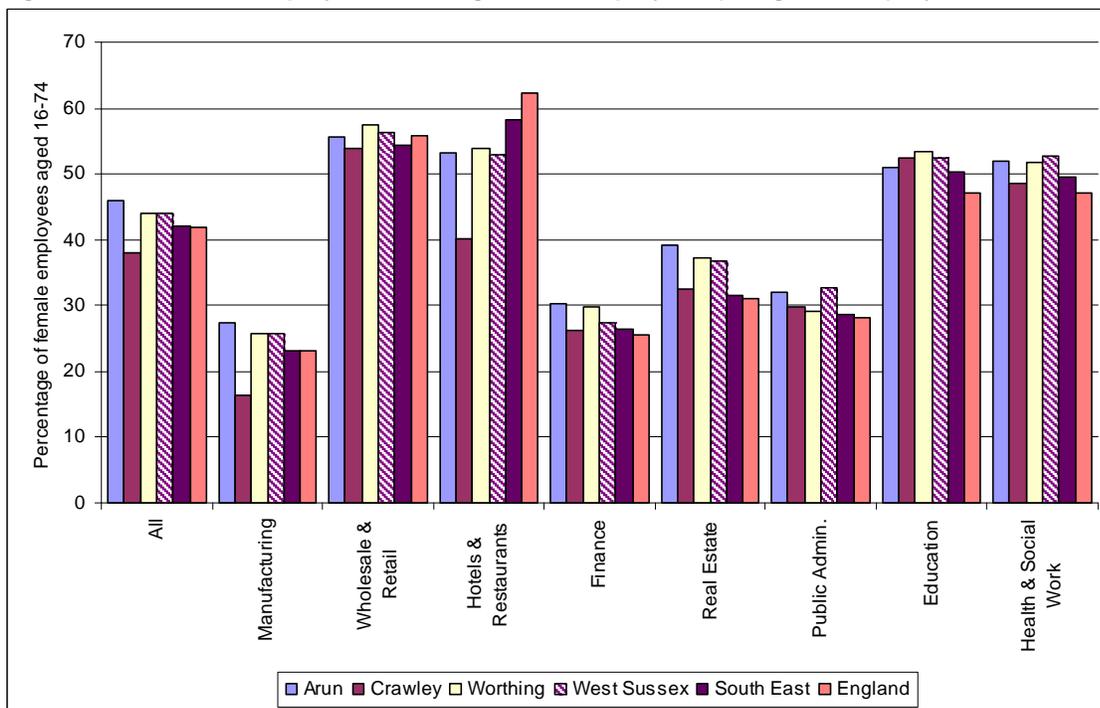
Source: 2001 Census Standard Tables, Crown Copyright 2003.

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.