

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

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## Foreword

This study shows the extent to which women, in particular those with other commitments which prevent them working full-time, are disadvantaged in the Leicester labour market and unable to make their full contribution to recovering Leicester's position as an economic powerhouse of the East Midlands.

It is invaluable evidence about how the headline indicators suggesting Leicester lacks skilled people covers a much more complex picture. It is abundantly clear from the study that skilled women abound – they are just waiting for their opportunity.

The issue of wasted and neglected talent is a very important one for Leicester. Leicester is a vibrant multi-cultural city right in the centre of England, yet continues to punch below its weight economically. It is currently undergoing once-in-a-lifetime physical renaissance, with massive investment in the City Centre and in its public services. Its two Universities are thriving, yet their graduates lack opportunities locally and have had either to accept jobs they are over-qualified for, or seek employment elsewhere. Leicester has to attract quality knowledge economy employers and is making every effort to do so.

Action is already underway to make more and better jobs available for these competent and valuable workers to move into. Speculative development of quality city centre offices and a science and technology park is attracting keen interest from employers, and investment in training and business support is being joined-up to make them easier to access. An ambitious programme of investment in enterprise and self-employment will also provide openings for women of ability to take control of their lives.

There is a great deal more still to do. The City Council and its partners need to create more opportunities, but within a climate of flexible working which seeks to allow people to achieve a genuine work – life balance. Local employers are beginning to realise the benefits in terms of keeping their best people and reducing staff turnover, and we will continue to ram this message home.

We are most grateful to the women and the employers who took part in this study and were so open about their feelings and motivations.

**Councillor Roman Scuplak**  
Vice-Chair of Leicester Economic Action  
Partnership





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## **Members of the GELLM Team contributed as follows:**

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

### ***Women's employment in Leicester***

- The employment rate for women in Leicester is low, at 54%, compared with that in England as a whole, at 64%.
- Employed women in Leicester are less likely to work part-time than women in England.
- The part-time employment rate for women varies according to ethnicity. There are higher levels of part-time employment among Bangladeshi women in Leicester and lower levels of part-time employment among African Caribbean and Indian women than among White British women.
- In Leicester, Indian, African Caribbean and Black African women are less likely to be in employment than women from these ethnic groups in England as a whole.
- Women aged 35+ are more likely to work part-time than younger women - but in Leicester they are less likely to work part-time than women aged 35+ in England as a whole.
- Part-time women workers in Leicester are even more likely to work in low paid, low skilled occupations, and even less likely to work in high paid, high skilled occupations, than part-time women workers in England.
- Between 1991 and 2002 the number of part-time jobs held by women in Leicester grew, while the number of full-time jobs held by women declined.
- The rate of growth in women's part-time jobs in Leicester was much less strong than in England as a whole.
- In Leicester, the sector with the strongest growth in women's part-time jobs was distribution, hotels and restaurants.
- The banking and finance sector also experienced growth in women's part-time jobs.

### ***Women's pay in Leicester***

- Average hourly pay for part-time women workers in Leicester is lower than in the East Midlands and England as a whole.
- In Leicester, hourly pay is significantly lower for women working part-time than for men working full-time. This pay gap is nevertheless similar to that found in England as a whole.

### ***'Working below potential' in Leicester***

- 51% of women working in low paid, part-time jobs in our study in Leicester were working 'below their potential'. This suggests that there is a massive waste of women's skills, talents and experience in Leicester.
- Managers in the workplaces studied in Leicester were largely unaware of the skills, talents and aspirations of women working in low paid, part-time jobs.
- Although one of the managers in Leicester was broadly supportive of part-time working at senior levels, the managers interviewed all said they would be reluctant to advertise senior jobs as part-time vacancies on the open labour market.
- In Leicester, 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.

In Leicester our research involved a survey of women working in five workplaces during 2004 and 2005. These workplaces were located in industries in the public and private sectors: health; social care; sports and leisure; retail; and manufacturing. Face-to-face interviews were conducted with senior managers in these workplaces, and 53 women completed questionnaires. 14 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 on this topic carried out within the GELLM programme (see Appendix 1). Parallel studies have also been undertaken in: Camden, Thurrock, Trafford, Wakefield and West Sussex. The study of women and part-time work across England involved research in a total of 22 workplaces. Interviews with senior managers were conducted in each workplace, and altogether 333 women workers completed questionnaires. Face-to-face interviews were conducted with 87 women. A synthesis report, bringing together the findings from all six areas, is available separately (Grant et al 2006).

## **Part-time work**

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

Part-time jobs have been growing in importance as a form of employment across the country, including in Leicester. With part-time employment now representing 30% of jobs in Leicester<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 role in developing efficient local labour markets. This

involves making productive use of the skills and talents of local people. When, as in Leicester, 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 Leicester 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 part-time women's jobs have been growing in Leicester, full-time women's jobs have been declining in number. If this trend continues a growing proportion of jobs will be part-time. If more women in Leicester 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.

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

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

As identified in the *Gender Profile of Leicester'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 seeks 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; Yeandle et al 2006b).<sup>2</sup> 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 Leicester study.

## **Part-time employment in Leicester**

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

In 2001, 35% of working women in Leicester were employed in part-time jobs.

Between 1991 and 2002, there were important developments in the Leicester economy (Table 1). Women's full-time jobs decreased in number by over 700, while women's part-time jobs grew by nearly 4,000 jobs. By 2002, 29% of all jobs in

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<sup>2</sup> In 2006, the official report of the *Women and Work Commission*, chaired by Baroness Prosser, used evidence from this GELLM study to show that 'too many women are working below their capabilities'. The government's formal response to that report, in summer 2006, included a new fund promoting part-time working at senior levels within companies and organisations.

Leicester were part-time positions, compared with 24% ten years earlier.

Despite the growth of women's part-time employment in Leicester, there are some distinctive features of women's employment in Leicester which are important in understanding why women work below their potential in part-time jobs. First, despite growth, part-time jobs remain relatively scarce in Leicester. Thus the range of opportunities for women looking for part-time work are relatively limited. In addition, the rate of growth in women's part-time employment has not been as strong in Leicester as in the East Midlands region or in England as a whole. While in the East Midlands region women's part-time jobs grew by 24%, and in England by 31%, in Leicester the figure was only 13% (Table 1).

Developments in relation to women's full-time employment in Leicester are also distinctive. The

decline in women's full-time jobs in Leicester between 1991 and 2002 ran against the regional and national trends. In Leicester, women's full-time jobs declined by 2% over this period, while in the East Midlands region there was an 8% increase in women's full-time jobs, and in England an increase of 13%.

A fourth important feature of the Leicester economy in terms of women's employment is the very low female employment rate - only 54% of working age women are in employment. In England as whole, 64% of working age women are in employment. There will be a range of reasons why Leicester has a low female employment rate, but important factors are likely to include the relatively weak growth of part-time employment and the scarcity of well-paid part-time jobs, and the loss of half the city's full-time female jobs in manufacturing between 1991 and 2002.

**Table 1 Job change in Leicester 1991-2002, by full-time/part-time status and sex<sup>3</sup>**

Job Type	Sex	Number of jobs		Change in number of jobs 1991-2002	Percentage change 1991- 2002		
		1991	2002		Leicester	East Midlands	England
Full-time	Female	46,705	45,994	-711	-2	8	13
	Male	69,709	65,055	-4,654	-7	6	9
	All	116,414	111,049	-5,365	-5	7	11
Part-time	Female	29,532	33,432	3,900	13	24	31
	Male	6,260	12,630	6,370	102	95	103
	All	35,792	46,062	10,270	29	36	44
All	All jobs	152,206	157,111	4,905	3	15	19

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

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

Industrial Sector	Women		Men	
	Full-time Numbers (%)	Part-time Numbers (%)	Full-time Numbers (%)	Part-time Numbers (%)
Manufacturing	-7,082 (-50)	-369 (-13)	-6,577 (-27)	679 (119)
Construction	203 (57)	-40 (-12)	2,443 (66)	21 (32)
Distribution, hotels, restaurants	-440 (-7)	3,278 (43)	-1,619 (-12)	1,679 (67)
Transport, communications	-773 (-45)	-71 (-17)	-2,391 (-42)	149 (138)
Banking, finance	1,946 (30)	876 (25)	4,789 (63)	1,486 (155)
Public admin., education & health	6,192 (30)	-467 (-4)	388 (4)	988 (64)
Total	-711 (-2)	3,900 (13)	-4,654 (-7)	6,370 (102)

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

<sup>3</sup> These data relate to jobs located in Leicester. Some of these jobs may be held by men or women who live elsewhere.

The weakness in the rate of growth of women's part-time employment in Leicester is important in this consideration of women working below their potential in part-time jobs. Only two of the key industrial sectors in the Leicester economy have experienced growth in women's part-time employment: distribution, hotels and restaurants; and banking and finance (Table 2). In distribution, hotels and restaurants part-time jobs increased significantly, making up 84% of the overall growth in women's part-time employment, while full-time jobs declined in this sector. In contrast, in banking and finance just 32% of the employment growth was in part-time jobs, while most of the growth was in full-time jobs. Thus the growth in women's part-time employment in Leicester has been concentrated in one of the poorest paid sectors of the economy.

In the distribution, hotels and restaurants sector, the additional part-time jobs held by women were an important feature of employment growth: women's part-time jobs accounted for 66% of all this sector's job growth. In contrast, in banking and finance just 12% of all job growth was in women's part-time jobs, with much more significant growth in men's full-time and part-time jobs, and in women's full-time jobs.

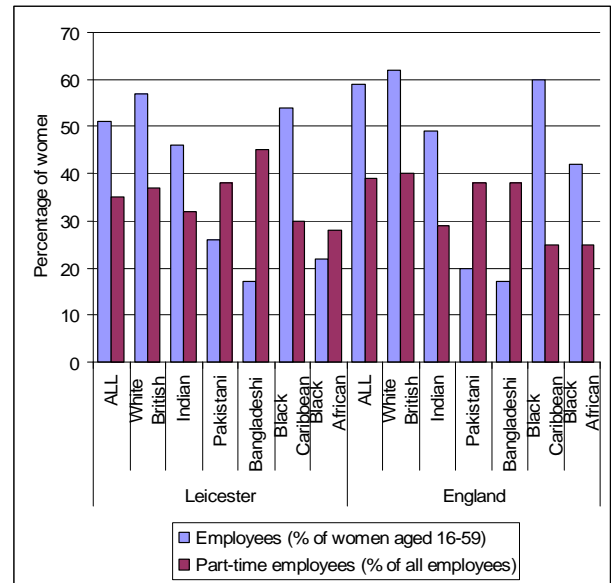
The level of part-time working amongst women varies according to age, and part-time employment is a more important form of employment for women aged over 35; in Leicester, around two-fifths of all employed women in this age group work part-time. This is much lower than in England as a whole, however, where nearly one half of women over 35 work part-time (Table A2).

Part-time employment also varies according to ethnicity, and in Leicester is most common among Bangladeshi women. 45% of Bangladeshi women employees work part-time, compared with 30% of African Caribbean women, 32% of Indian women, 37% of White British women, and 38% of Pakistani women (Table A3).

In Leicester, the employment rate of women in some minority groups is highly variable. Only 17% of Bangladeshi women of working age and 26% of Pakistani women of working age are in employment. In contrast, 46% of Indian women of working age, 54% of African Caribbean and 57% of White British women of working age are in employment (Figure 1). Women's employment rates are lower in Leicester than in England as a

whole for all the groups shown except for Pakistani women (where they are higher) and for Bangladeshi women (where the rate is the same). The situation of Leicester women from ethnic minority groups is discussed in more detail in Stiehl et al (2006).

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



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

**The occupations of part-time women workers in Leicester<sup>4</sup>**

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

In 2001, 26% of all women part-time workers in Leicester worked in elementary occupations, where pay levels tend to be particularly low, compared with 21% in England. There were also high percentages of women working part-time in retail jobs and in personal service jobs in Leicester compared with England, both also low paid sectors. These jobs, along with low paid jobs in manufacturing, account for 70% of women's part-time employment in the Leicester economy, compared with 61% in the East

<sup>4</sup> Source: 2001 Census Standard Tables, Crown Copyright 2003.

Midlands and 59% in England. This represents a large group, about 13,000 Leicester women.

In contrast, a low percentage of part-time women workers work in higher paid jobs in Leicester. Just 32% of part-time women workers are employed in skilled trades, in administrative and technical jobs, or in jobs as professionals or managers. This compares with 42% in these jobs in England as whole. And in Leicester, just 7% of part-time women workers – just 432 women - work in the highest paid jobs, as professionals or managers, compared with 10% in England as a whole.

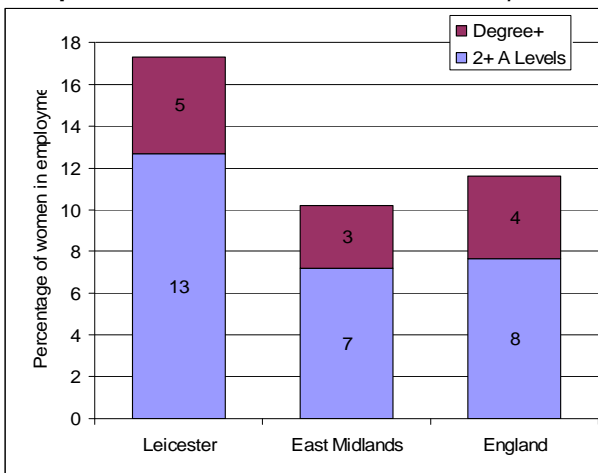
The scarcity of well-paid part-time jobs in Leicester is an important factor in understanding why women work below their potential in low paid part-time jobs.

## Working below potential in Leicester

### Women’s reasons for working below their proven past potential

Over a half (51%) of the women working in low paid, part-time jobs surveyed in Leicester 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).

**Figure 2 Qualified women employed in elementary occupations** per cent



Source: 2001 Census Standard Tables, Crown Copyright 2003.

At the national level, this means that 2.8 million women in part-time employment are thought to be working below their potential. In Leicester, this would mean that around 8,200 women working

part-time are working below their proven past potential. Figure 2 shows that in Leicester a remarkable 17% of women working in low paid, low-skilled occupations have at least 2 A levels, compared with 10% in the East Midlands region and 12% in England as a whole.

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

*The people we employ are not over-qualified. No. This is a starting point. They are ambitious, they want to get on.*

*We may have one or two who are over-qualified and there will be reasons for that...but we are very committed to developing our staff.*

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

*I think they could use me better. I mean, I've got management experience and I've done management courses.*

*I don't mind inputting, but I just find it's all inputting and, no, you're not using your skills. I think for me, personally, to be an input clerk, am I allowed to use the word boring? I feel like you're a robot and just part of a production line.*

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.

*A lot of jobs were just telling you, 'No, we only want you full-time'...and I don't think it's changed, because I'm at a stage where I have been looking elsewhere now, to move on career-wise, but I've literally got a brick wall up against me, because they are so very few and far between, suitable posts with the hours of work I want.*

- 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 have applied to go for NVQ Level 3, but it's been refused. This is where another block has come. NVQ 3 covers supervisory skills and our job description doesn't require it. There is no in-between job within my department where I could do my NVQ 3... the next level being management. As I am not a manager I can't, so I've literally come to a standstill with NVQ training.*

- 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.

*The only thing I could see was to demote myself if I want to stay in this line of work, care work, so that I didn't have all the responsibilities, so I didn't have to do sleep-overs...So that's what I did. I took a huge drop in wages, but I felt much better once the pressure was off.*

*I did enjoy the job, but it just got too stressful without the support...because it was literally constant, you just didn't get a break from it.*

- 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 doing a degree, part-time, in Social Policy. It takes 7 years and I've done three years...but it's a lot of pressure trying to complete the assignments, and I don't get any support with the costs.*

- 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.

*I don't want stress, I don't want worry. I just want to enjoy my life...I am quite happy now just doing what I'm doing and it leaves me enough free time to go out and do other things.*

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 Leicester

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 Leicester was low compared with the region and England as a whole, at £5.85 per 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 **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 £8.51 an hour, and full-time male workers' average hourly pay was £8.76.

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 67% of men's earnings in full-time jobs. In other words, for every pound these men earn, women earn only 67p.

A quarter of women part-time workers in Leicester were earning less than £58 a week in 2005, and the top 25% of female earners in part-time work were only earning £175 per week or above, much less than at the national level (Table 4).

Some of the women we interviewed in Leicester were disappointed with the level of pay they received. They also felt that their jobs warranted higher pay. They pointed to the responsibilities associated with their jobs, and the complexity of the tasks involved.

*I don't think we get paid enough. I think for the work that we do and the stress, it gets very stressful at times.*

*I am not very satisfied with my pay at the moment because we have to do a lot of things, a lot of paper work. I think £5.32 is a bit disgusting when you've got to make sure staff are in place and they've got the right equipment.*

*I would certainly wish that I could have the wage level of a more senior post, because it's very, very difficult managing on what I am managing on at the moment.*

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

Area		Gross Weekly Pay (£s)		Hourly pay (£s)		Total hours worked (weekly)	
		Men	Women	Men	Women	Men	Women
Leicester	All	354.80	244.40	8.59	7.37	38.7	38.7
	Full-time	370.80	319.90	8.76	8.51	39.0	37.0
	Part-time	**	110.10	6.69	5.85	18.0	18.3
East Midlands	All	425.20	245.10	10.35	7.68	38.6	32.6
	Full-time	455.30	343.40	10.80	9.09	39.2	37.0
	Part-time	114.30	128.00	6.31	6.30	17.8	19.6
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
Leicester	Men	287.70	513.70	**	**
	Women	249.60	434.50	57.90	174.50
East Midlands	Men	330.10	625.70	65.40	192.50
	Women	265.50	488.70	80.40	189.20
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 include

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 Leicester had been involved in the pay setting process, as this often took place either at a more senior level or at a national level. But using information from both our national study and our Leicester 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 is a pool of people willing to undertake these roles in Leicester, 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, in the words of some employers, 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, as one of the Leicester managers explained:

*I am asked every year by the Chief Executive to give my estimation of what I think the pay rise should be, and all I will do is look at the retail price index, I would look at underlying inflation and we do market research in the industry...What we do is a pay survey of other (similar) businesses. There are a handful of businesses that I would write to or simply contact, and we share information with each other. So I get to know about 15 to 20 businesses, what their pay awards are.*

In the workplaces studied in Leicester the basic pay rates for the jobs studied ranged from £4.67 an hour in one workplace (in 2004, when the Minimum Adult Wage was £4.50 an hour) to £5.88 an hour (in 2005, when the Minimum Adult Wage was £4.85 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 National Minimum Adult wage, set in October 2005, of £5.05 an hour.

None of the managers interviewed had experienced any difficulties recruiting staff at these pay rates. On the contrary, most explained that recruitment was relatively easy.

*We had a recruitment evening last November time and we'd got 20 jobs and we had over 300 people at the front door...we were turning people away, it was absolutely out of this world.*

Pay was generally presented as 'competitive', especially when combined with additional company benefits.

*This locality is low in the pay index. I think our rate of pay is competitive without being excessive. But we offer a benefit package over and above our competitors. You cannot find a final salary scheme for love nor money, and few offer private health care, profit sharing, and a subsidised restaurant.*

*I think with the rates of pay...people need to look at the whole package. It's not just take home pay, it's the benefits...we have a good benefits package.*

The jobs studied here 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 in the workplaces we have studied.

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, or 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.

*A departmental manager will look at what is needed. For example, he will know it takes 30 hours to clean a ward, so we will recruit someone for 30 hours or 2 people at 15 hours...and domestic staff have to work when people are not there, either very early in the morning or late in the evening when everybody's gone.*

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.

*Products used to be made at the beginning of the week and then the work dropped off towards the weekend...Now we work 24 hours a day, 7 days a week...We just started to take on part-timers to cover the gaps. We were trying to meet the demand for products. There was no altruistic or work-life balance reasons for it. It's purely for the commercial needs of the business.*

*We have to match the labour to the trade...so it doesn't really matter whether it's full-time or part-time. It's where you are going to best spend your money. What hours do you actually need...and what's the cost.*

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 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 occupied 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.

*As a company, part-time gives us more flexibility, it gives us more heads to the business...and a bigger pool of labour for overtime.*

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.

*To be honest, sometimes with part-timers, if they've got a commitment outside work, some might not have that flexibility and they say to you, this is what I can work and that is what they'll stick to...so sometimes you do have disadvantages which don't suit the business.*

And one manager regarded part-timers as less loyal workers.

*Part-timers are inevitably less loyal...There is quite a lot of loyalty amongst the workforce when we do our employee surveys...but the number dips for part-time employees, and I think that's (because) if you are only coming in one day a week, it's pin money, so that's the essential difference.*

## 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.

*The decision is up to the manager, the manager of services. They've got to decide whether to cover*

*the work with part-time staff or full-time staff...they know what the requirements are.*

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. As one of the Leicester managers argued:

*My role is too important to be part-time. It's a full-time position...there is literally too much work for one person to do in half the time.*

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. As one Leicester manager explained:

*If you want to work part-time, the opportunities for promotion are limited.*

In our national study a few managers were keen to see more part-time jobs at senior levels. These managers argued that 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. 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 drawn attention to this issue in workplaces, and is encouraging new ways of thinking about patterns of work. 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 at least 51% of part-time women workers in Leicester 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 their potential in part-time jobs also raises questions about the efficiency of the local labour market. Although there are shortages of skilled labour, local employers 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 2006a).

- **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. Opening up career pathways to part-time workers will enable employers to capture the un-used skills and talents within the part-time workforce.

We also recommend that local authorities and their partners:

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

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

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

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

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

The local authority, in its engagement with other local employers, has an opportunity to use this new evidence-based research about Leicester to raise the local problem of women working below their potential, and to 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, for example 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, and this needs to be explored with local partners such as Jobcentre Plus, the Learning and Skills Council and relevant sector skills councils.

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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 fieldwork 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 Leicester, 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 in the retail sector. It employs 124 people, 67% of whom are women. 59% of the women work part-time. 55% of the part-time women workers work between 6 and 15 hours, and 45% work between 16 and 30 hours.
- **Workplace 2** provides sports and leisure services. It employs 219 people, 35% of whom are women. 24% of these women work part-time. 17% of the part-time women workers work between 6 and 15 hours, and 83% work between 16 and 30 hours.
- **Workplace 3** provides social care services. It employs 282 people, of whom 87% are women. 68% of these women work part-time. 7% of the part-time women workers work between 6 and 15 hours, and 93% work between 16 and 30 hours.
- **Work place 4** is a manufacturing company. It employs 854 people, of whom 41% are women. 25% of these women work part-time. 37% of the part-time women workers work between 6 and 15 hours, and 63% work between 16 and 30 hours.
- **Workplace 5** provides catering and domestic services. We have not been provided with details of the workforce in this workplace.

Of the 53 women who completed questionnaires in Leicester: 12 were aged 16 – 24; 10 were aged 25-34; 22 were aged 35-49; and 9 were aged 50+.

Of the 14 women who took part in a face-to-face interview in Leicester:

- 2 were aged 16 – 24, 1 was aged 25-34, 10 were aged 35- 49; and 1 was 50+.
- 8 of the women were living with a partner or husband, 2 were living with parents, 4 were living alone.
- 8 of the women had no dependent children, the remaining 6 had families ranging from 4 children to 1 child.
- 3 of the women were caring for an elderly relative.
- 7 of the women described themselves as White British; 1 as White European; 3 as Indian; 1 as Asian British; 1 as mixed White British and African Caribbean.
- 3 of the women had an additional job.
- 9 of the 14 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.



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

**Table A1 Economic activity of women and men of working age** per cent

		Economically active	Employed part-time	Employed full-time	Self-employed part-time	Self-employed full-time
Leicester City	Men (87,302)	76 (66,168)	5 (3,945)	52 (44,999)	1 (1,052)	8 (6,655)
	Women (86,529)	63 (54,150)	18 (15,625)	33 (28,516)	1 (835)	2 (1,323)
East Midlands	Men	82	3	60	1	11
	Women	72	25	35	2	2
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**

Age	Leicester	East Midlands	England
16-24 <sup>5</sup>	25	22	20
25-34	34	37	32
35-49	39	47	46
50-59	40	49	47
16-59	36	42	39

Source: 2001 Census Standard Tables, Crown Copyright 2003.

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

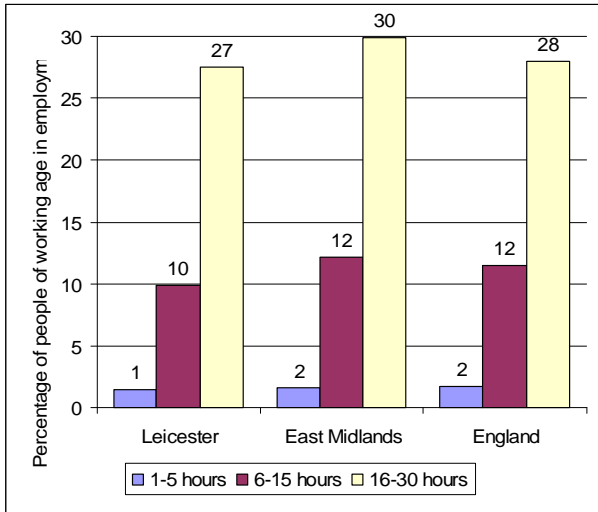
<i>Ethnicity</i>	<i>Leicester</i>		<i>East Midlands</i>		<i>England</i>	
<b>White British</b>	<b>37</b>	<b>57</b>	<b>42</b>	6	<b>40</b>	<b>62</b>
<b>White Irish</b>	<b>34</b>	<b>60</b>	<b>39</b>	26	<b>32</b>	<b>61</b>
<b>White Other</b>	<b>30</b>	<b>44</b>	<b>34</b>	152	<b>27</b>	<b>51</b>
<b>Mixed White &amp; Black Caribbean</b>	<b>39</b>	<b>38</b>	<b>38</b>	44	<b>31</b>	<b>46</b>
<b>Mixed White &amp; Black African</b>	<b>30</b>	<b>37</b>	<b>38</b>	43	<b>28</b>	<b>43</b>
<b>Mixed White &amp; Asian</b>	<b>34</b>	<b>39</b>	<b>36</b>	45	<b>28</b>	<b>47</b>
<b>Other Mixed groups</b>	<b>39</b>	<b>43</b>	<b>31</b>	45	<b>27</b>	<b>45</b>
<b>Indian</b>	<b>32</b>	<b>46</b>	<b>32</b>	48	<b>29</b>	<b>49</b>
<b>Pakistani</b>	<b>38</b>	<b>26</b>	<b>40</b>	22	<b>38</b>	<b>20</b>
<b>Bangladeshi</b>	<b>45</b>	<b>17</b>	<b>38</b>	19	<b>38</b>	<b>17</b>
<b>Other Asian</b>	<b>36</b>	<b>34</b>	<b>33</b>	38	<b>31</b>	<b>41</b>
<b>Black Caribbean</b>	<b>30</b>	<b>54</b>	<b>32</b>	60	<b>25</b>	<b>60</b>
<b>Black African</b>	<b>28</b>	<b>22</b>	<b>26</b>	34	<b>25</b>	<b>42</b>
<b>Other Black</b>	<b>32</b>	<b>45</b>	<b>36</b>	50	<b>28</b>	<b>49</b>
<b>Chinese</b>	<b>22</b>	<b>28</b>	<b>34</b>	32	<b>26</b>	<b>39</b>
<b>Other ethnic group</b>	<b>29</b>	<b>30</b>	<b>34</b>	36	<b>27</b>	<b>40</b>
<b>ALL</b>	<b>35</b>	<b>51</b>	<b>42</b>	61	<b>39</b>	<b>59</b>

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

Note: \*\* Data are only included for populations of 50 or more women

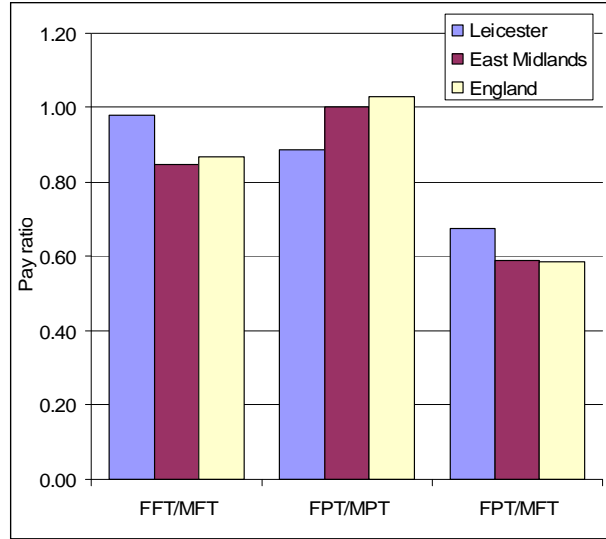
<sup>5</sup> A high proportion of 16-24 year olds are students and therefore not classed as economically active.

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



Source: 2001 Census Standard Tables, Crown Copyright 2003

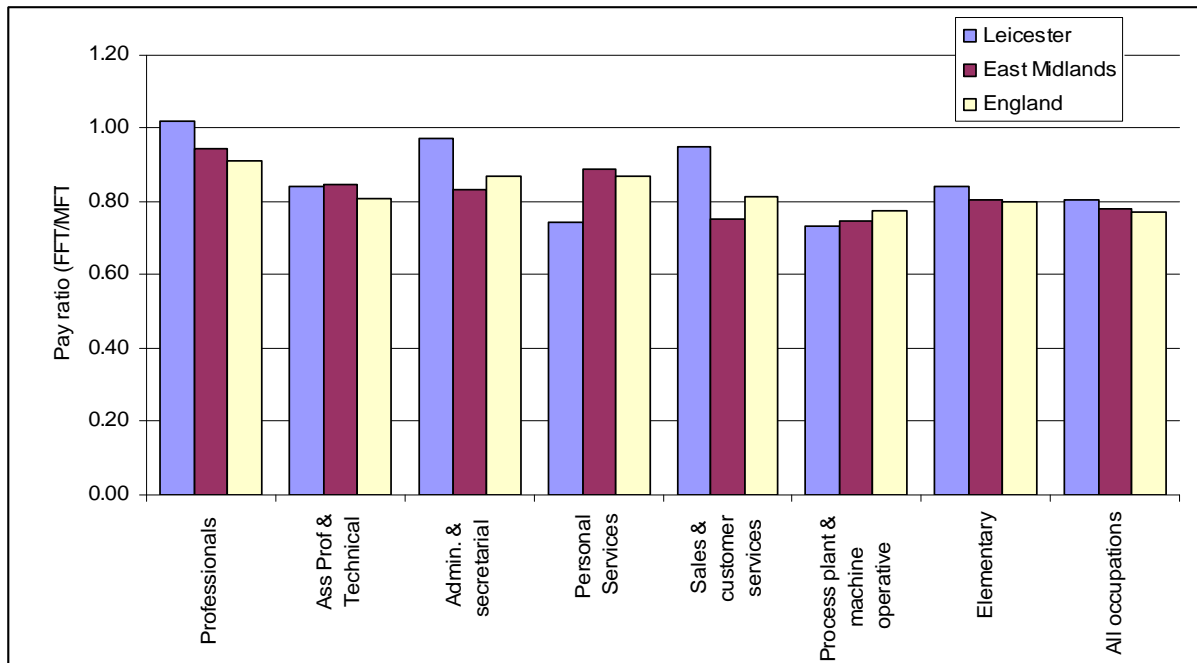
**Figure A5 Pay ratios – Hourly Pay**



Source: Annual Survey of Hours and Earnings 2005, via NOMIS, Crown Copyright

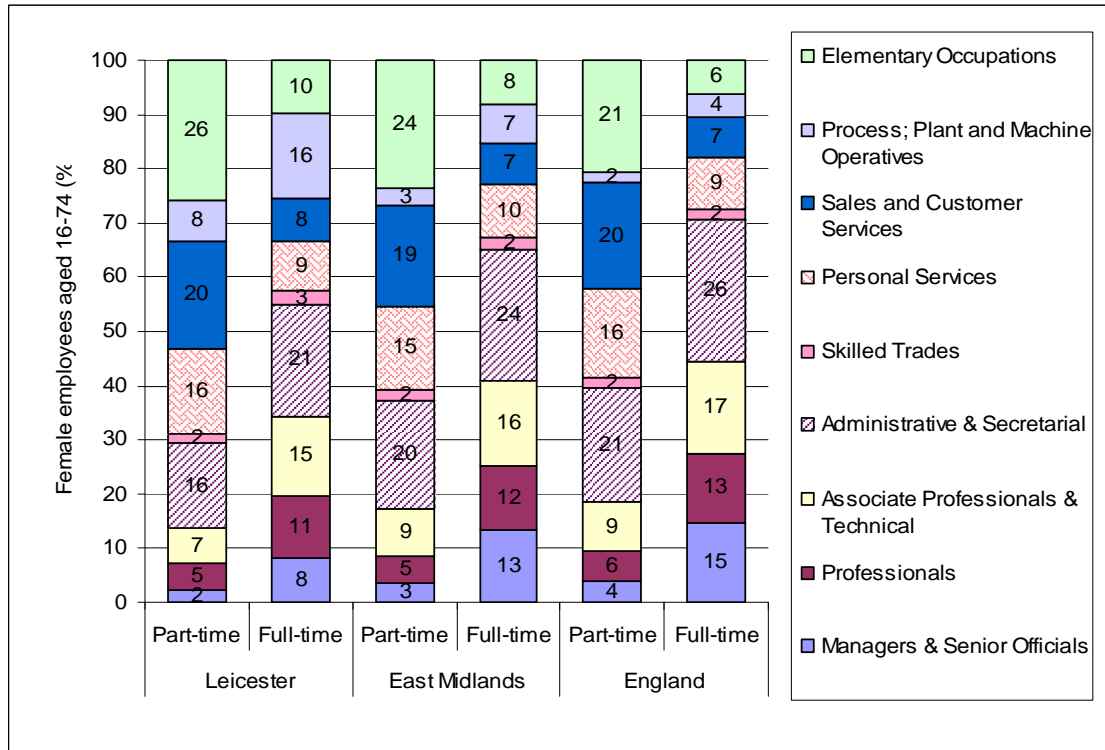
Note: FFT/MFT - Ratio of female full-time pay to male full-time pay, FPT/MPT - Ratio of female part-time pay to male part-time pay, FPT/MFT - Ratio of female part-time pay to male full-time pay

**Figure A4 Hourly pay ratios by occupation**



Source: New Earnings Survey 2003 via NOMIS, Crown Copyright

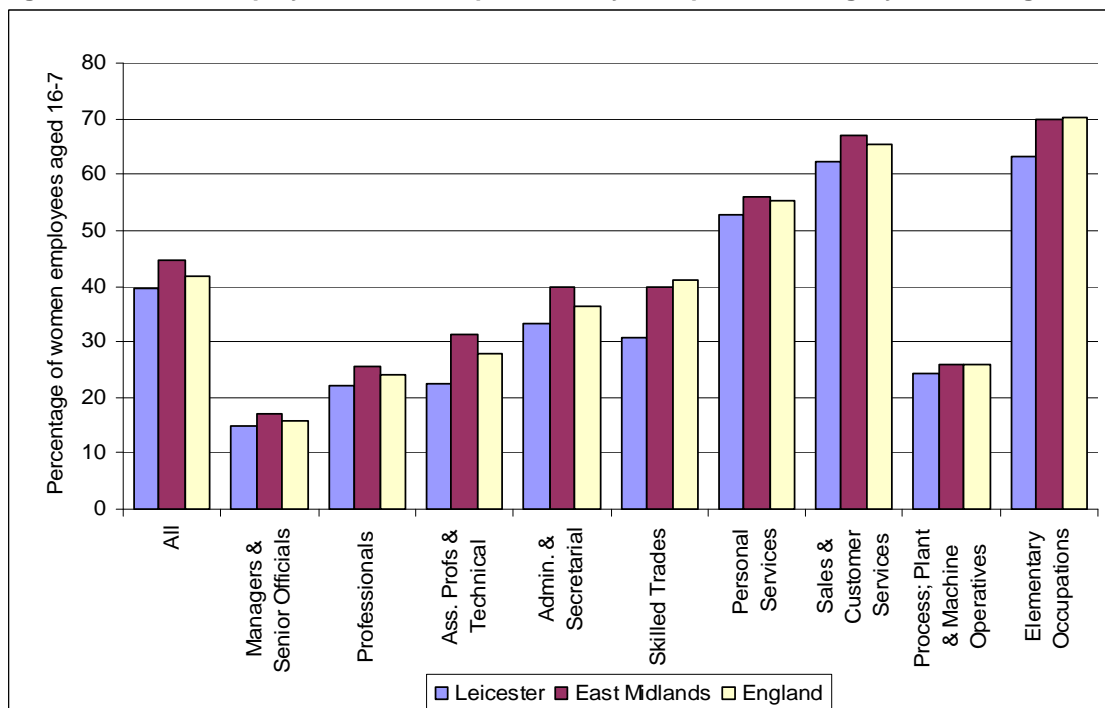
**Figure A7 Female employees by occupation and employment status: women aged 16-74**



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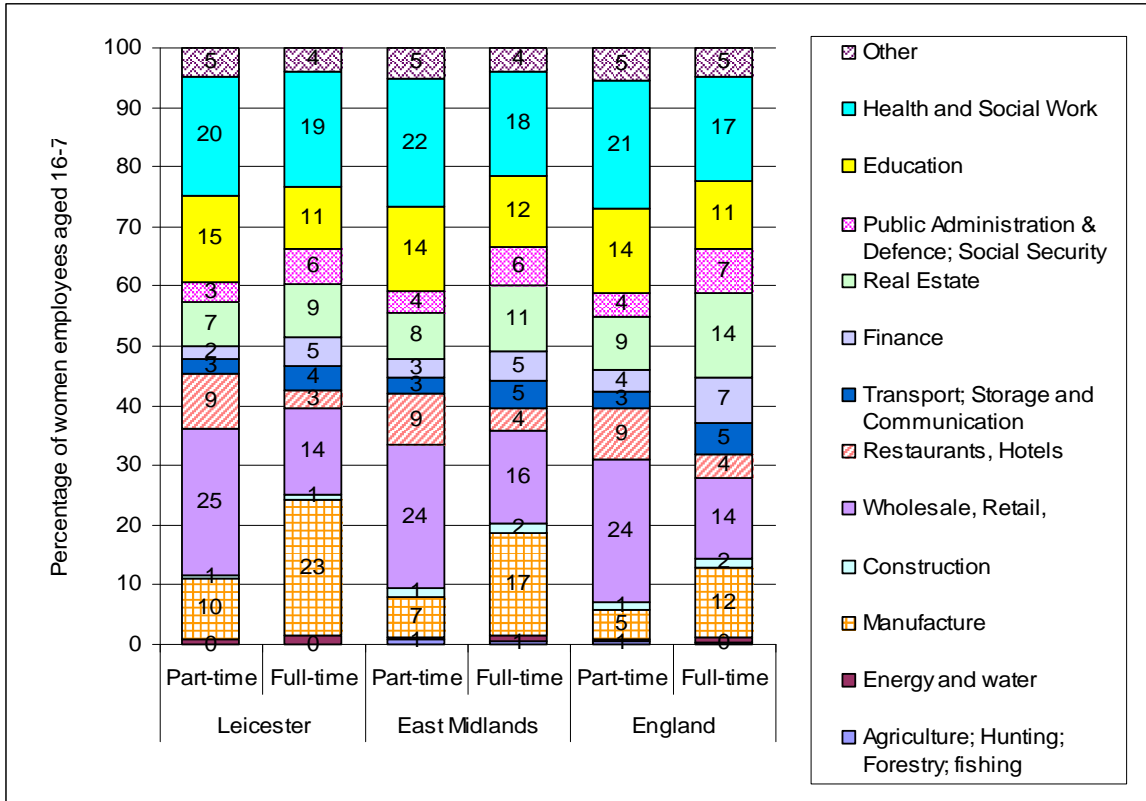
Note: Elementary occupations include farm workers, labourers, packers, postal workers, hospital porters, hotel porters, kitchen and catering assistants, waiters, waitresses, bar staff, window cleaners, road sweepers, cleaners, refuse and salvage occupations, security guards, traffic wardens, school crossing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

**Figure A8 Female employees who work part-time, by occupational category: women aged 16-74**



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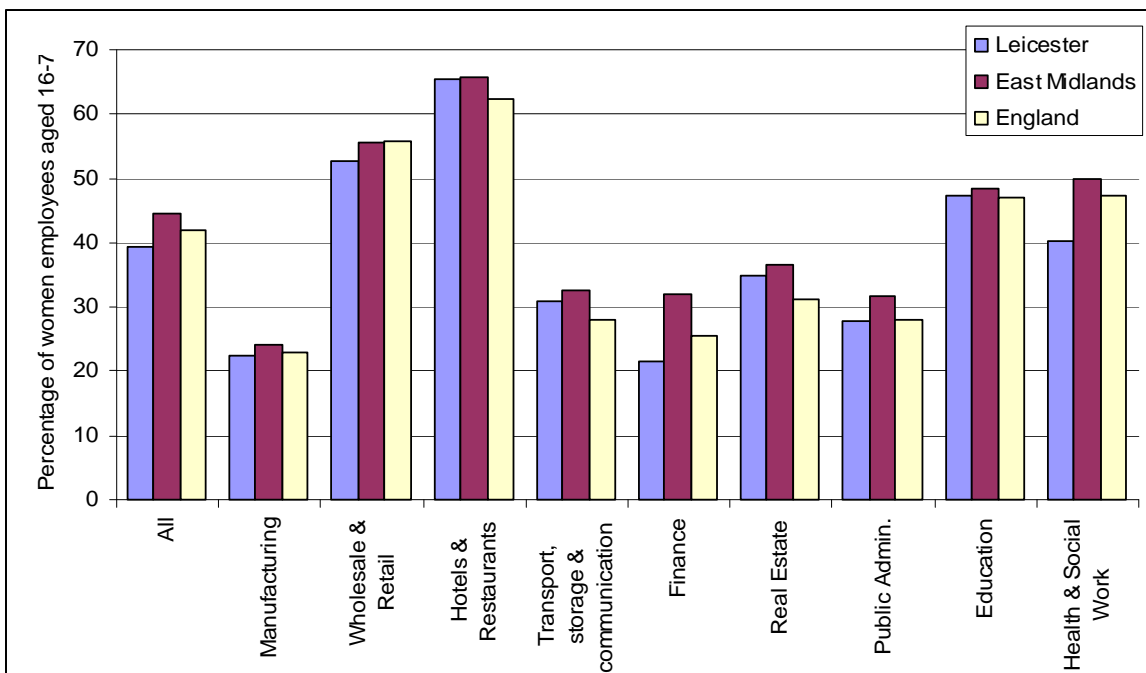
**Figure A9 Female employees by industrial sector and employment status: women aged 16-74**



Source: 2001 Census Standard Tables, Crown Copyright 2003. Crown copyright material is reproduced with the permission of the Controller of HMSO.

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

**Figure A10 Female employees who work part-time by industrial sector: women aged 16-74**



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