

Addressing Women's Poverty in Southwark: Local Labour Market Initiatives

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Foreword

Southwark Council's Regeneration Department has welcomed the opportunity to participate in the innovative national Gender and Employment in Local Labour Markets project, led by Sheffield Hallam University's Centre for Social Inclusion. The second stage of the project has produced this new research study "Addressing Women's Poverty in Southwark: local labour market initiatives" which has a particular focus on the Elephant & Castle wards of Chaucer, Newington and East Walworth.

This study of the labour market in the context of Elephant & Castle provides a combination of statistical quantitative data as well as qualitative focus group data. The direct quotes from the women participating add a distinctive flavour enhancing the picture of their experiences. We are glad to have this helpful research, and our next step will be to consider the report's findings and recommendations in the light of future developments for Southwark.

A handwritten signature in black ink on a white background, reading "P. Evans".

Paul Evans
Strategic Director of Regeneration
Southwark Council



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Focus group participants

We would also like to thank the women living and working in the Elephant and Castle area of Southwark who participated in the focus groups. Lively discussions took place in three focus groups held at Rockingham Community Centre and St. Matthews Community Centre. The participants provided detailed qualitative material about their experience and understanding of their community and the barriers and opportunities they face in the local labour market. Together with the local community activists who recruited and organised the groups, they enabled the researchers to enrich the local evidence contained in this report.

Members of the GELLM Team contributed as follows

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Key findings

This study has identified the scale and experience of women's economic disadvantage in the Elephant and Castle area of Southwark. It also examined the barriers to paid employment and the extent to which current regeneration and labour market initiatives have supported women's employment opportunities.

Women's poverty and economic disadvantage in the three wards

- The area has a relatively young population.
- The locality is diverse, with residents from ethnic minority groups representing the majority of the population.
- Recent migration into the area mainly involves households living on very low incomes.
- Over a third of dependent children in the area live in families with no working adult.
- Lone mothers were as likely to be in paid work as in London as a whole.
- Among men and women of working age, poor health and limiting long-term illness is high.
- A high proportion of women receive Income Support.
- There is a high level of public and private renting in the area; the majority of residents live in purpose-built flats.

Women's position in the local labour market

Compared with women in Southwark, London and England as a whole, women in the three wards are:

- Less likely to be in employment, particularly part-time employment.
- More likely to work in unskilled and semi-skilled jobs and less likely to be in professional or managerial occupations.
- If they have caring responsibilities, less likely to work either full-time or part-time.
- More likely to be unemployed.
- More likely to be economically inactive
- Much more likely to work closer to home (within 5 km).

Low qualification levels and limited job opportunities are reducing women's employment prospects:

- 26% of women of working age living in the neighbourhood have no educational qualifications.
- Fewer women with and without qualifications in the area are in paid employment.

- Local organisations and women living in the area feel local residents are not benefiting from employment opportunities, including higher skilled and better paid employment opportunities available in the borough and neighbouring areas of London.

Barriers to labour market engagement

Local women and local organisations identified important barriers to employment:

- Lack of relevant qualifications, particularly for some ethnic minority groups and recently arrived communities.
- Breaks in employment.
- The tax and benefit system.
- The high cost of childcare.
- The availability of childcare. Although childcare is improving for pre-school children, it remains limited for women seeking to enter or re-enter the labour market.
- Childcare services for local school aged children before and after school and during holiday periods are inadequate.
- Inflexible working practices among many employers.

Area-based regeneration

Analysis of regeneration policies, delivery plans, and economic and employment targets showed that:

- Women's economic disadvantage in the local labour market was only partially addressed as a specific issue.
- There were few explicit requirements to consider the position of women and men separately in interventions to reduce economic inactivity.
- Data used in regeneration documents on the locality, including output data, were not consistently disaggregated by gender and ethnicity.
- Evaluation approaches adopted in existing regeneration initiatives took little account of the key differences in women's and men's economic position and their experience of living in the locality.

Services to support local women

Southwark Council and other service providers could do more to assist women by:

- Developing a clearer understanding of the specific employment and training needs of women living in the locality.
- Ensuring that the steps to integrate local services which assist women in overcoming

barriers to employment are developed and enhanced.

- Targeting resources which support training and workforce development initiatives at women in low paid employment.
- Developing support tailored to the needs of economically inactive young women, women who wish to re-enter the workforce and women from diverse ethnic minority origins.
- Extending childcare provision which reflects the differing childcare needs of lone parents and other low income households in the area.
- Working with agencies and employers to tackle low pay and inflexible working conditions.

Impact on women's economic disadvantage

Labour market policy and regeneration initiatives have had limited impact on women's disadvantage:

- Public and private investment in the borough has created employment, but many of the jobs available to women in the area are low paid.
- Training initiatives have been successful in engaging local women in courses.
- The potential for progression from training to employment has been limited.
- Local government, education and health services working with community based initiatives offer an effective route to paid work and career development for local residents.
- Further work is needed with local employers, building on the work of Southwark Council, to address recruitment practices, job flexibility, hours, pay structures and in-house training for women wishing to enter the labour market.

Introduction

The purpose of this research was to identify how effective regeneration strategies and initiatives have been in addressing economic disadvantage among women living in three wards in Southwark. The research was also designed to inform future regeneration strategies undertaken by Southwark Council and its partner organisations, to ensure that the specific needs of men and women living on low incomes are directly addressed.

The research was undertaken between June 2005 and May 2006 and used a variety of methods including: statistical analysis of ward level data; documentary analysis of regeneration strategies and evaluations; interviews with local

organisations; and focus groups with women living in the selected wards.

This report presents research undertaken as part of the GELLM research programme (Appendix 1). Parallel studies were also conducted in five other English local authorities; a synthesis report of the findings from all six areas is also available (Escott et al, 2006). The *Gender Profile for Southwark's Labour Market* (Buckner et al 2005) provides the district-wide statistical evidence and context for the study.

Women's poverty and economic disadvantage

In the UK, women are more likely than men to live in poverty. Poverty amongst women remains a persistent feature of some local labour markets, despite recent policy changes. Women's poverty is often hidden, and is exacerbated by widespread assumptions about their financial dependence on men and about their role being primarily as mothers and carers rather than as wage earners. These assumptions contribute to the low pay of many women who enter the labour market and to the low incomes of those who remain outside it. Although there is a relationship between economic inactivity and poverty, employment does not necessarily provide an escape from poverty for women. Women in the labour market face the risk of low wages, insecure work, occupational segregation and lesser access to promotion than men, in jobs that are often fitted around domestic responsibilities.

It is important to recognise the ethnicity dimension of women's poverty, as some ethnic minority women face a particularly high risk of poverty (WBG 2005). Poor health and low self esteem, often associated with the stress of managing poverty has also been highlighted in other recent research (Bradshaw et al 2003; Yeandle et al 2003).

Regeneration initiatives

Over the past 30 years, national, regional and local initiatives, under the broad heading of local economic development or 'urban regeneration', have sought to tackle disadvantage in areas of economic decline. Local authorities and others have invested considerable resources in these initiatives, and private sector urban renewal developments and investment have also been heralded as bringing prosperity to declining economies. This study focuses on area-based economic initiatives and developments, and

explores their impact on women and on their participation in the local labour market. It was carried out in the context of a broader understanding of regeneration, including Oxfam's research on community engagement, which concludes that regeneration policies often fail to take into account differences between men and women in their experiences of a range of local services including education, transport, care provision and economic development (Oxfam, 2005).

Existing research does not explain why so many women living in communities where there has been significant public and private investment continue to experience economic disadvantage. This study explores how local economic and employment structures continue to disadvantage women, and considers how women can be assisted by future initiatives.

National and regional regeneration policy

The Government has a number of policy initiatives which are directly relevant to this study.

- The national target to engage more women and men in employment (DWP, 2004, 2006).
- A skills strategy which ensures fair access to training and jobs, including barriers between welfare and work (DFES, 2005).
- The Neighbourhood Renewal Strategy (Social Exclusion Unit, 2001) to improve the quality of life in the most deprived areas of the country.
- The recognition that deprivation can be highly concentrated in neighbourhoods, requiring tailored approaches to providing services, work incentives and promoting self-employment (SEU, 2004).
- The target to significantly reduce the difference between the employment rates of disadvantaged groups and the overall rate by spring 2008 (NRU 2005).
- The target to increase the employment rates for lone parents, ethnic minorities, people aged 50 and over, those with the lowest qualifications and those living in local authority wards with the poorest labour market position (NRU 2005).

To help address these policy issues in Southwark this study offers a more detailed understanding of the local labour market in which women living on low incomes are located. To date, public policy evaluation and academic research assessing the success or otherwise of regeneration initiatives has only rarely adopted a gender perspective. While targeted regeneration projects are known to have differing impacts on women and men, and some focus on lone parents and ethnic minority

groups, most fail to highlight gender issues. In addition, key differences in the experience of particular groups of women facing economic disadvantage, for example, young women, older women and women with disabilities, are often overlooked in the analysis. Stereotyping and problematising the issues facing women, for example through initiatives focusing on teenage pregnancy, are an added concern.

A further rationale for this study is the contribution it can make to the evidence base for labour market policy at regional level. The policy direction of *Regional Development Agencies*¹ and *Regional Assemblies* and, at sub-regional level, of *Learning and Skills Councils* is increasingly important for economic regeneration, employment and training. Regional Economic Strategies and related sub-regional plans are expected to include 'equalities' as part of their policy framework, but the requirement to improve economic competitiveness and to promote economic development has rarely been enhanced by local analysis which informs the promotion of gender equality.

Southwark Council's agenda

The Chaucer, East Walworth and Newington wards, located in the north of the borough, were selected for the study by Southwark Council, which identified them as areas suffering from relatively high levels of unemployment and economic inactivity. Southwark Council noted that many local residents who had traditionally worked in manufacturing jobs were still affected by the results of economic restructuring.

Job growth across London did not appear to be benefiting local residents, many of whom live on very low incomes, whether or not they are in work. Poverty levels were identified as particularly high among lone parent households and recently arrived ethnic minority groups. Many of these concerns were highlighted in the Southwark Employment Strategy (Southwark Alliance, 2005) which established an overall vision '*to maximise opportunities for accessing and sustaining employment for all Southwark's residents*'. Four key objectives were identified:

- To improve access to employment for disadvantaged communities in Southwark by removing barriers.

¹ The Regional Development Agency is the London Development Agency.

- To support new entrants to the labour market in order to sustain employment.
- To ensure progression in employment by building the skills of Southwark's workforce.
- To prevent Southwark residents from becoming unemployed.

The strategy's guiding principles and targets compliment many aspects of this study.

A number of area based regeneration initiatives have supported schemes in the area. SRB6² funding from 2000-2006, targeting the Elephant and Castle, included much of the area covered by the study. A core aim of the programme is to assist local residents to take full advantage of the new opportunities linked to the wider regeneration of the area (Elephant Links Partnership, 2003). The programme of regeneration included objectives designed to tackle worklessness, reduce crime, improve health and raise educational achievements (Elephant Links Partnership, 2005). The seven year scheme invested in a wide range of projects including a number of labour market initiatives. Some of these were taken forward in the Neighbourhood Renewal Fund Programme³.

There have been a number of plans to regenerate the area. Implementation of a £1.5 billion scheme currently underway (the Elephant and Castle regeneration strategy), focuses on commercial, retail and housing-led regeneration. The area includes a high number of small and medium-sized enterprises, reflecting the diverse community. The expectation is that the strategies will deliver mixed use developments and work with local agencies to deliver high quality services to the local area, including educational improvements.

Key project areas for Southwark Council include enterprise services providing business advice and support, and employment services which are delivered in partnership with other providers, including training programmes and working with new developers on labour supply in the borough (Southwark Council, 2005). Sure Start has been operating in Southwark locally since 2001, though there are no centres in the wards under study.

Southwark College and South Bank University are both located in the borough.

Aims and objectives of the study

This study has assessed how far area-based regeneration initiatives have addressed women's economic disadvantage and poverty. Its specific objectives were:

- To identify and analyse the nature and extent of women's poverty and economic disadvantage in the Southwark wards of Chaucer, East Walworth and Newington.
- To develop an evidence base about the relationship between poverty, gender and local labour markets in the neighbourhood.
- To examine relevant area-based public and private sector initiatives and their impact within the wards on women's labour market opportunity.
- To assess local service provision and to identify the service needs, including unmet needs, of women living on low incomes in the locality.
- To make policy recommendations of relevance to Southwark Council, and its local partners, including the Local Strategic Partnership, and to regional and national policy makers.

Women's poverty and economic disadvantage in Southwark: evidence from three wards

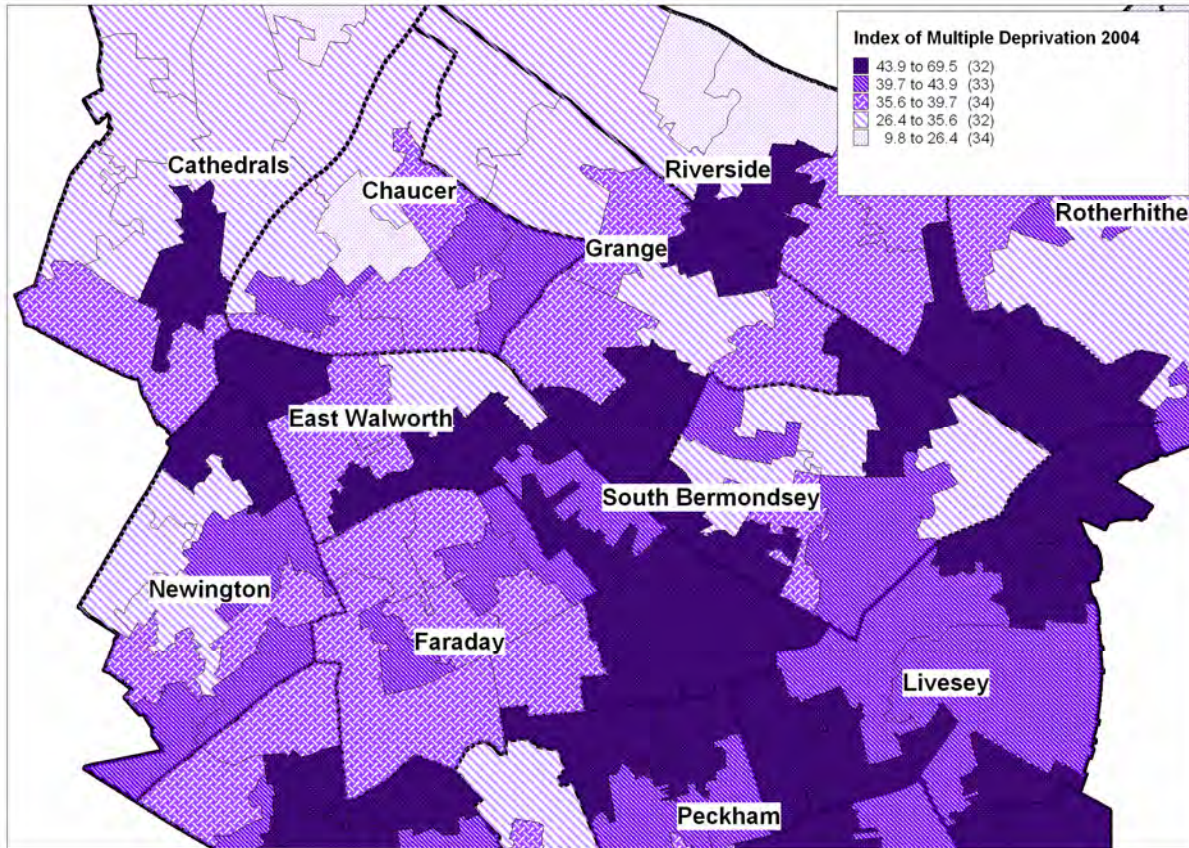
The study used a multi-method approach (see Appendix 2), combining qualitative and quantitative data:

- Ward/district level data from the 2001 Census.
- Documentary analysis of council reports and policies.
- Interviews with local organisations.
- Evidence from focus group discussions at three community based meetings.

² SRB 6 is the Single Regeneration Budget Round 6 programme which provided funds for regeneration initiatives between 2000-2005.

³ Neighbourhood Renewal provides public services and communities in the 88 poorest local authority districts with extra funds to tackle deprivation.

Figure 1 Index of Deprivation: Chaucer, East Walworth and Newington in Southwark



Source: ODPM, Crown Copyright 2004, 2001 Census Super Output Areas, Crown Copyright 2004. This work is based on data provided through EDINA UKBORDERS with the support of the ESRC and JISC and uses boundary material which is Copyright of the Crown

Note: this map shows the neighbourhood, together with the Index of Deprivation 2004 scores for the areas within them. The index includes seven domains which cover: Income, Employment, Health Deprivation and Disability, Education, Skills and Training, Barriers to Housing and Services, Crime and Disorder and Living Environment. In the Living Environment domain (which includes quality of housing, air quality and road traffic accidents).

The neighbourhood ⁴

Chaucer, East Walworth and Newington wards include residents who are among the most deprived in Southwark. This is evident from the labour market and economic indicators presented below. Figure 1 shows the three wards, with the Index of Deprivation 2004 scores for the areas within them. The majority of local residents live in purpose-built flats, rented from Southwark Council. There is also a higher level of private renting in the area than in Southwark or nationally.

There are 37,921 people resident in these three wards, 15% of the population of Southwark. The area has a relatively high level of residents who

are new to the area⁵. In Chaucer ward almost a quarter of the population had moved in the year prior to the Census, mostly from within the UK. 3% had moved into the area from outside the UK. By contrast, East Walworth and Newington had lower levels of migration, but, again, of those who had moved into the area, a high proportion relocated from other parts of the UK.

Like many parts of London, the area has a high number of residents who do not work in the borough and a high proportion of the local labour force who travel into Southwark from neighbouring boroughs. Less than one in five women who live in the ward, work in the ward. Over one in four (8,000) women who do work in

⁴ Data in this section is from the 2001 Census Standard Tables, Crown Copyright 2004 except where specified.

⁵ Transience, the speed at which the local population is changing, is recognised as a possible characteristic of areas of high deprivation (Kenway and Palmer, 2004).

the three wards commute in from other areas. The highest level (93%) of in-commuting is into the Chaucer ward.

Low income households⁶

Black and ethnic minority people and many with health problems live in the area, and they have always faced high unemployment.^A

There are a lot of people on benefits, a lot of lone parents and refugees who face a high level of disadvantage.^A

It's incredibly diverse. You've got socially disadvantaged communities with a lot of poverty, next to middle class and wealthy communities.^A

There are also pockets of traditionally working class, White British communities with poor education and lack of expectation.^A

There are a lot of hidden problems. Language and skills are missing.^A

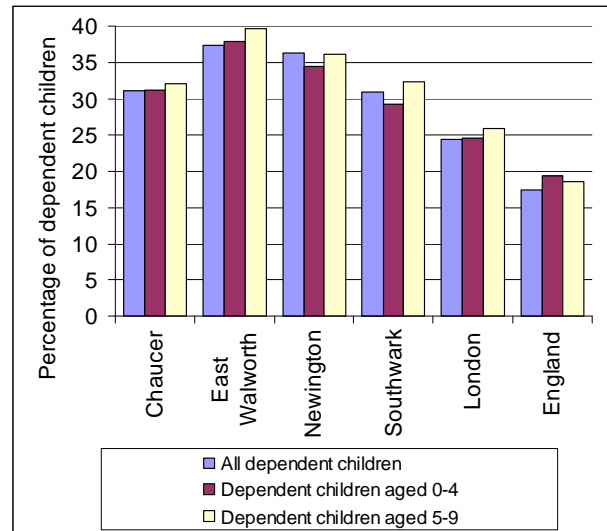
Living here is not easy. We have lots of bills to pay.^B

There's a large proportion of people with mental health problems, some of which result from social isolation.^A

The locality has a relatively young population and fewer people aged 50 and over, reflecting the borough rate. Over a third (8,300) of dependent children live in families with no working adult, considerably more than in England as a whole (Figure 2). Of the three wards, East Walworth is the most deprived on this indicator, with 38% of households having no working adult.

There are high rates of economic inactivity among female lone parents (1,992 in 2001) in these wards. In Newington ward 8% and in Chaucer and East Walworth 7% said they were unemployed. They were more likely to work full-time, but less likely to work part-time, than those in England as a whole. In Newington only 14% of female lone parents were in part-time employment, well below the rate for England as a whole (26%).

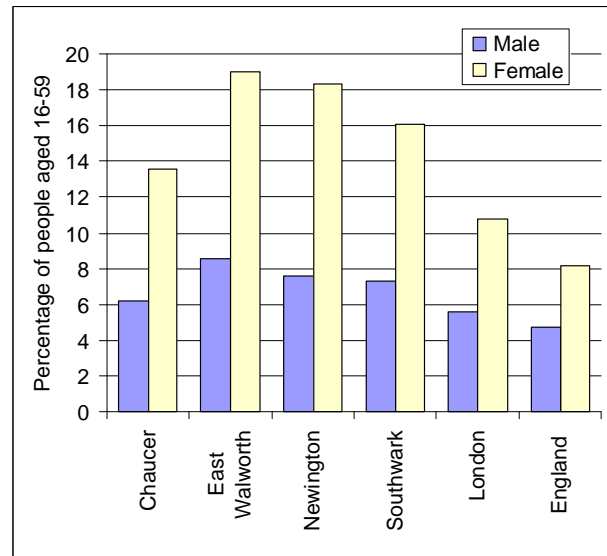
Figure 2 Dependent children in households with no working adult



Source: 2001 Census Standard Theme Table, Crown Copyright 2003.

Rates of limiting long-term illness among women of working age are higher in East Walworth and Newington wards than in Southwark and England as a whole. Lower proportions of women of working age who provide unpaid care to others are in paid employment than in London or England as a whole. Part-time employment rates among this group are particularly low in Chaucer ward.

Figure 3 Income Support claimants



Source: DWP August 2003 and 2001 Census Standard Tables, crown Copyright 2003

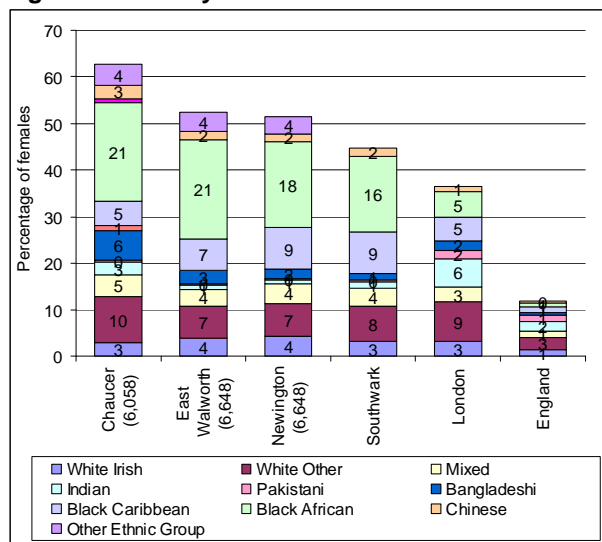
⁶ Quotes in this and following sections are either from interviews with local organisations (marked A), or from focus group participants (marked B).

2,900 (12%) residents aged 16-59 living in the locality (69% of them women) claim Income Support⁷. In the locality a much higher proportion of women of working age claim Income Support (18% in Newington and East Walworth) than in England as a whole (8%) (Figure 3). This reflects a high dependence on low paid employment among women living in the area. Among lone parents in the three wards, 1,196 received Housing Benefit in May 2005, 95% of them women (Southwark Alliance, 2005).

Ethnicity

As we showed in the *Gender Profile of Southwark's Labour Market* (Buckner et al 2005) 48% of Southwark's female population is from ethnic minority groups. The ethnic mix of the locality is even more diverse than in the borough (Fig 4). Over 60% of women living in Chaucer are from ethnic minority groups. In East Walworth and Newington over 50% of women are from ethnic minority groups, the largest of which are people of Black African and 'White Other' origin.

Figure 4 Ethnicity in the wards: all females



Source: 2001 Census Standard Tables, Crown Copyright 2003.

Our interviews highlighted awareness of the level of unemployment and economic disadvantage among ethnic minority groups living in the area. It was observed that refugees and asylum seekers had been located in the area and that there were increasing numbers of new arrivals whose language, training and employment needs were not always clearly addressed. Literacy and health problems were common among the North African, Bengali and Somali communities.

Residents' views of the neighbourhood

Our focus group discussions revealed a strong sense of 'community'. Participants felt its real strength was that there was a good relationship between ethnic groups.

It's a really diverse area and people live alongside each other very well.^B

It's an integrated community, a colourful community with lots of different cultures and traditions.^B

It's a multi-cultural area, so we feel comfortable living here.^B

There was a long established White British community and well established migrant communities whose members had originally been attracted to the area by job opportunities. There were also those who had moved to the area in the last decade.

Many people, including those with higher level qualifications and paid employment, wish to remain living in the area. The Elephant and Castle was identified as a vibrant area with good local services, including shops and public transport. Many local residents walk or use buses to get around and few used cars. Shopping was convenient, and the general view was that the schools in the area had improved, though there was concern about low standards and poor behaviour among some young people. Crime has gone down and the area had become friendlier. The subways were safer now, with CCTV cameras everywhere. But it was also felt that the area had suffered from under-investment in housing and services in recent years.

Southwark's logo is 'People Come First,' but I rarely see that in reality.^B

The area is developing, there is a lot of regeneration going on.^B

Schools, and the relationship between schools and parents, were felt to be very important for the area. Most of those participating felt committed to the area and were concerned about long term improvements. Specific suggestions included more community warden services and provision for younger residents.

More facilities for young people are needed, especially for in the evening. There used to be youth clubs, but that has gone now. There are a lot of gangs in the local area.^B

⁷ Source: DWP, 2003.

More play centres with adult supervision are needed.^{B.}

Women's position in the local labour market

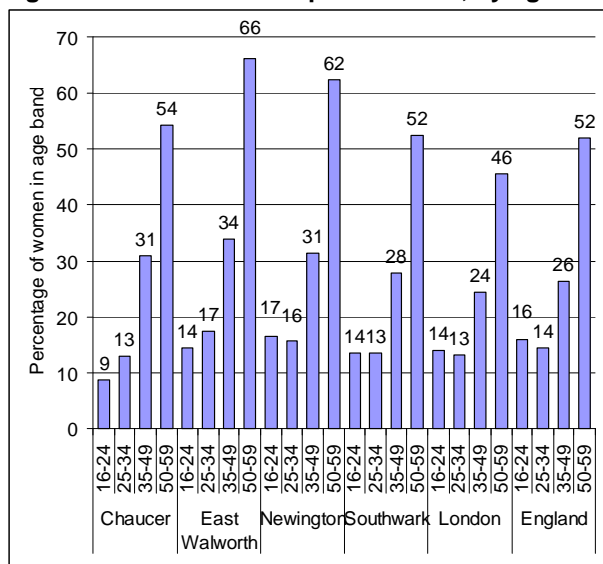
We reported elsewhere (Buckner et al 2005) the large increases in part-time employment affecting both sexes between 1991 and 2003. In these years, there were an increase in employment in banking, finance and insurance, and a growth in full-time employment in public administration, education and health for women living in the borough.

Qualifications and skills

A higher proportion of women in the area have no qualifications than in the borough and England (Figure 5). Lack of qualifications is particularly marked among the older age groups. 66% of women aged 50-59 in East Walworth have no qualifications. Similar rates are found in Newington (62%) and Chaucer (54%). A third of women in the 35-49 age groups had no qualifications.

As elsewhere, those with higher qualifications are most likely to be in employment. However, less than a third of women living in the area have a degree, while almost a third of women have no qualifications.

Figure 5 Women with no qualifications, by age

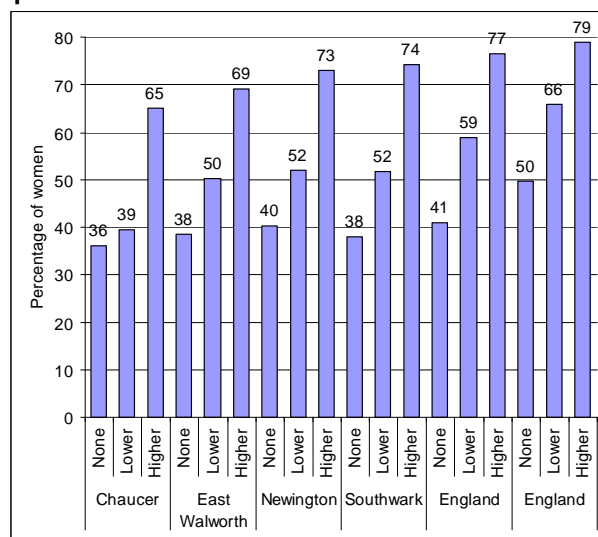


Source: 2001 Census Standard Tables, Crown Copyright 2003

Women with degree level qualifications in all three wards are less likely to be in employment than in Southwark, London or nationally (Figure

6). By contrast, among women with no qualifications a lower proportion are in employment than in England as a whole. A high proportion of those with lower qualifications (equivalent to A level) in Chaucer are likely to be students, given the proximity of South Bank University.

Figure 6 Women in employment, by level of qualification



Source: 2001 Census Standard Tables, Crown Copyright 2003

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

Women's employment patterns

Women in the three wards are as likely as women nationally to be in full-time employment. However, female part-time employment rates in Southwark are lower than nationally, and the level of part-time working among women in the locality is even lower. This is especially true in Chaucer, where female part-time employment rates (9%) are less than half the national figure (23%) (Figure 7). Of the three wards, Chaucer has the lowest employment rate amongst women, reflecting in part the high number of students in the area. A relatively low proportion of women in the three wards look after their home and family full-time, reflecting relatively high levels of labour market activity among women in the locality.

As at national, regional and district level, there is a gendered pattern in men's and women's jobs (Figure 8). Women in the three wards are more likely to work in lower level jobs, and almost as likely to be in skilled, technical, professional or managerial occupations as at other levels. The exception is in East Walworth where fewer

women are employed in professional and technical occupations than in the borough as a whole. In all three wards fewer women work in sales or customer services than nationally.

Local women are also concentrated in certain industrial sectors (Figure 8). Almost a quarter of all employed women work in the finance and real estate sector, compared with 18% in England as a whole. Fewer local women work in manufacturing and in education than nationally, largely reflecting the borough trends. A relatively high proportion of women in the locality work in health and social work jobs.

Caring responsibilities

Women who have unpaid caring responsibilities in the locality are less likely to be in paid work than nationally. However, of those that do work, a higher proportion work full-time than nationally, and relatively few women work part-time whilst providing unpaid care in the locality. Of those women who are not in paid work in Chaucer and Newington (Figure 9), 24% provide care to others also look after their home and family. In the three wards, fewer women who provide care are themselves retired when compared with England as a whole.

Figure 7 Economic activity for women of working age

	Chaucer	East Walworth	Newington	Southwark	London	England
Economically Active	59	62	66	66	68	71
Employee full-time	37	36	40	40	41	36
Self-employed full-time	2	2	2	3	3	3
Employee part-time	9	12	12	12	14	23
Self-employed part-time	1	1	1	2	2	2
Unemployed	6	5	5	5	4	3
Student	4	5	6	5	4	3
Economically Inactive	41	38	34	34	32	29
Retired	0	1	1	1	1	1
Full-time student	20	11	10	11	8	6
Looking after home or family	11	14	14	12	15	14
Permanently sick or disabled	3	6	5	4	4	5
Other	6	6	5	5	5	4

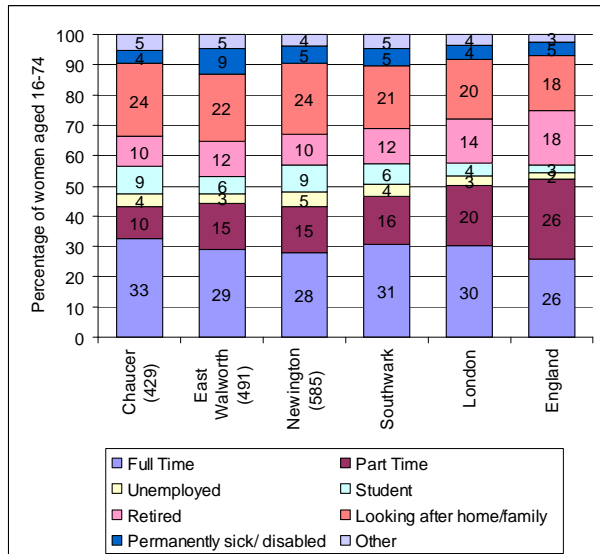
Source: 2001 Census Standard Tables, Crown Copyright 2003

Figure 8 Main occupations and industries of women in employment in the locality

	Chaucer	East Walworth	Newington	Southwark	London	England
Occupation						
Managers, senior officials	11	13	11	13	14	11
Professionals	12	9	12	14	14	10
Associate professionals / technical	23	16	18	20	19	14
Administrative / secretarial	20	22	23	21	25	23
Elementary occupations	12	13	12	9	7	12
Industrial Sector						
Manufacturing	5	5	3	5	5	9
Wholesale/retail/restaurants/ hotels	18	24	20	17	18	24
Finance and real estate	26	22	23	26	27	18
Public administration, etc.	6	7	8	7	6	6
Health and social work	22	19	18	19	16	19

Source: 2001 Census Standard Tables, Crown Copyright 2003

Figure 9 Economic activity of women who provide unpaid care



Source: 2001 Census Standard Tables, Crown Copyright 2003

Unemployment and economic inactivity

Local unemployment rates are considerably higher for both men and women than in London and nationally, reflecting the borough trend (Figure 10). Of the three wards, East Walworth and Newington have the highest rates of female unemployment (9%), double the national average. In Chaucer unemployment rates were particularly high for Bangladeshi (16%) and Black African (13%) women. In East Walworth the highest rates were found among Black African (12%) women. In Newington high unemployment rates were recorded among Bangladeshi (15%) women, Black African (14%) and Black Caribbean (11%) women. Unemployment rates for Black African women in Chaucer and Newington were higher than for men in these wards. Women who had become unemployed or economically inactive tended to have previously worked in elementary, sales or administrative jobs in the finance, wholesale and retail and health and social work sectors.

Economic inactivity decreased between 1991 and 2001 across the country, but remains higher for women than men. By contrast, economic inactivity among women in Southwark increased, from 33% to 34%.

Figure 10 Unemployment and economic inactivity rates for women from different ethnic minority groups %s

Women aged 16-74	Chaucer	East Walworth	Newington	Southwark	London	England
Economically active women who are unemployed						
All	7	9	9	8	5	4
White British	4	8	6	5	4	4
White Other	6	6	4	6	6	5
Indian	5	**	**	9	6	6
Bangladeshi	16	**	15	10	16	17
Black Caribbean	10	9	11	10	8	8
Black African	13	12	14	13	13	12
Women who are economically inactive						
All	45	44	41	40	40	40
White British	41	45	43	39	37	39
White Other	48	36	36	38	39	40
Indian	68	**	**	47	41	43
Bangladeshi	76	**	77	75	74	75
Black Caribbean	35	40	37	40	35	36
Black African	35	39	34	35	41	42

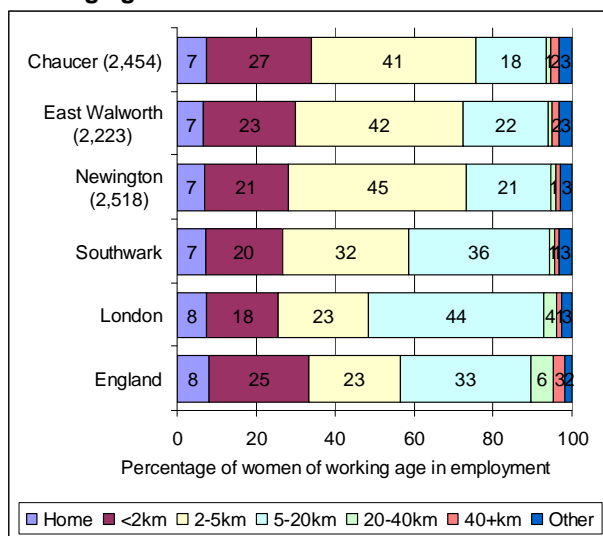
Source: 2001 Census Standard Statistics, Crown Copyright 2003

Note: ** data unreliable due to very small population sizes

Transport and travel to work

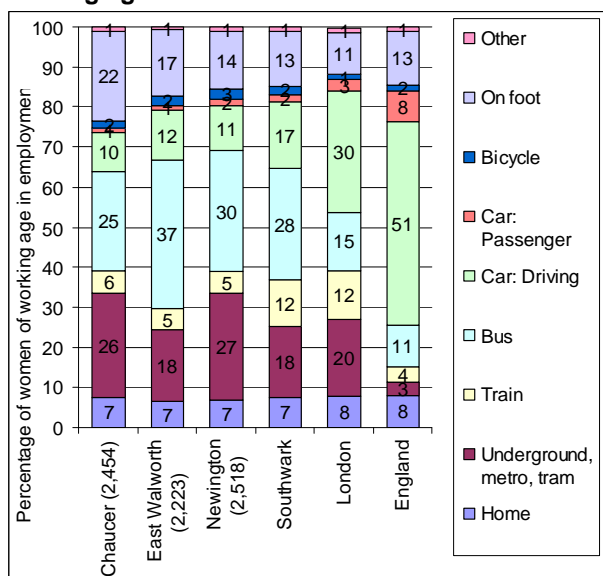
Many residents in the locality live and work in close proximity, and this is particularly true for women. 68% of women in Chaucer, 65% in East Walworth and 66% in Newington travel less than 5km to work, well above the Southwark figure of 52% and the London figure of 41% (Figure 11).

Figure 11 Distance travelled to work by women of working age



Source: 2001 Census Standard Tables, Crown Copyright 2003

Figure 12 Travel to work by men and women of working age



Source: 2001 Census Standard Tables, Crown Copyright 2003

Associated with this, a high proportion of women in the neighbourhood walk to work (Figure 12). Fewer women travel to work by car or van. Bus

and underground use is higher among women living in the three wards than the national rate, reflecting the borough trend. Car use among women is particularly low in the locality.

Views of the labour market

Many people live in very poor housing, they have no employment or work in very low paid jobs on the minimum wage and are very disadvantaged in the workplace.^A

City and regional level changes have resulted in substantial job growth. However, local residents have not necessarily benefited from this growth and lack of skills has impacted adversely on many households living in the neighbourhood.

It is expected that future employment opportunities in London will favour management and professional and personal service occupations (Cambridge Econometrics, 2005). This implies higher skilled and higher paid occupational opportunities.

The area's largest employers are the National Health Service and Southwark Council. Some local residents have suffered from lower terms and conditions through contracting out services.

Some contractors treat their staff very badly and people on low wages often don't know their rights.^A

There are also a large number of small and medium sized businesses in the Elephant and Castle area. Our interviewees reported that some aspects of the physical state of the area were improving, but unemployment and low pay remained serious problems for large sections of the community. Young women were felt to be particularly vulnerable when they lacked basic educational qualifications and skills. Some of these groups, including some young ethnic minority women, had low expectations of the labour market and did not venture far from the estate on which they had grown up in.

There are a lot of jobs out there and we need more support in assisting young people to access those opportunities.^A

Private sector employment opportunities in the area were in female dominated services such as retail. Wages and conditions were poor, often offering only the minimum wage.

Focus group participants confirmed this view of the local economy. Many part-time jobs were very

low paid and it was felt that commuting into the City would be necessary to find better paid employment. The range of jobs open to the women was limited to retail, catering and work in schools and youth work. They felt that few office jobs and work in the health and education sectors were available. The three groups felt that there were few permanent jobs and limited opportunities for high quality, part-time jobs. Local companies did not encourage family friendly policies such as job sharing. Lack of flexibility was a key problem, poorly understood by employers.

It was pointed out that different women had different needs. Those with caring responsibility needed higher paid, part-time work, whilst those living on their own needed full-time work to escape the benefits trap. The lack of flexibility in hours and opportunities to work from home were felt to be a serious constraint for women in the area.

Barriers to labour market engagement

Barriers to employment include a number of constraints, including aspects of the tax and benefits system, which can only be resolved at national level. Others relate to the economic, social and physical infrastructure of the locality under study which can be influenced by regional and local agencies as well as by central government and private investment.

Lack of family friendly employment policies by employers contributes to women's restricted employment opportunities.

Different groups of women are affected by; cultural stigmatisation, language, stigmatisation of lone parents, limited childcare - lack of spaces and provision, differing experiences of education, and expectations regarding women's roles.^A

I think one of the biggest problems for women is the business sector. They have not recognised that when women are employed they have to be flexible. I don't think they realise what it really means.^A

You can provide all the services, the information, and help with childcare, but if they walk into the company and they are given a low position and are unable to move up, then they are not really helped.^A

They should encourage us more. They say you can work from home, but when you get there the opportunity is not there. I kept sacking myself from

jobs and in the end vowed I would never work anywhere else, except from home.^B

Tax Credit and the benefits system

Local workers understood the levels of poverty in the area and explained that most people would never choose to live on benefits.

I know some young people who live in council flats who can't work because rents are so high. If they came off benefit they would lose their housing benefit.^A

It has to be worth it, but it's amazing that people do put in an enormous amount of effort and experience stress for £20 a week. People do have the work ethic and they do want to work and they know that they will better off, not just financially.^A

However to move from benefits to paid employment was a major challenge, involving support and confidence in looking at options. Focus group participants felt they would notice little change in household income if they were in paid employment.

No-one wants to stay on benefits. I am looking to get out of it but there is a benefits trap, especially in this area, where rents are so high.^B

The financial support provided to those moving off benefits into work was regarded as important, but insufficiently flexible.

They [the government] make it really hard for you to get off the benefits. If you want go back to work, coming off benefits and starting work - for the first 5 months, it's so hard.^B

The transition from benefits to work was a key concern for women. Changes in the way household finances are managed, and an increase in expenditure/bills and possible monthly pay, cause anxiety.

As a result of the low paid employment opportunities, many women felt reliant on benefits and particularly cautious about losing benefits through employment.

Childcare

There have been a number of childcare projects funded by the SRB programme to support women wishing to work and/or enter training schemes.

The main burden of care responsibilities tended to fall on women living in the locality. By far the most important barrier to work was childcare:

They won't give jobs to mums these days, it's very difficult.^B

The women needed jobs that were flexible around their children.

If you've got young ones, you want a job that fits in around school hours, and you need the holidays as well. You're not going to get a job that's going to start at 9 and finish at 3 and have the school holidays.^B

The government initiative is to get mothers back to work, but how can they do that if there is not enough childcare facilities? I mean, they need to listen to us.^B

Some women tended to use families and friends for childcare. There were several drop-in centres but they did not provide for those in work. SureStart did not have any centres in the Elephant and Castle area but funded various local activities, which helped reduce isolation. There was concern that the area-based nature of Sure Start prevented local women from accessing some of the services on offer. Further work was identified with the most disadvantaged groups, and broader SureStart provision across the borough was felt to be important.

Sure Start is great! They do a lot for adults, children – everyone. They have clinics and health advice. They introduce things like massage which help women relax.^B

Sure Start is very good – running many good activities in the area. It is good for parents and funds sessions at Rockingham Centre.^B

You could have a system where parents are much more involved.^B

Nurseries are very expensive. I have great problems finding any facilities suiting my purse, even the community nursery is £22 a day and I wouldn't even step into a private nursery, they cost so much.^B

Some women wanted their children to be cared for in nurseries/crèches.

There are a lot of registered childminders around this area, but I prefer my child to go to a day nursery or a crèche. I just find it safer really.^B

Some women were worried about who they left their children with:

When you have a family you need to think of their welfare, and if I'm going to work I don't want to be thinking, 'Is my child safe?'^B

One woman had encountered work-based childcare facilities at a supermarket she worked for in Chigwell, but this was not available in the local area.

Interviewees stated that whilst the area had seen an improvement in childcare for pre-school children there were a number of problems:

- The cost of childcare was prohibitively expensive for those in low paid and part-time occupations.
- Help and recognition was required for family members caring for children; the importance of the extended family was emphasised.
- More flexible childcare provision was needed, which took into account shift work requirements.
- Childcare provision was poor for school age children.
- School holiday periods posed a major problem for women in paid employment.
- Employers in the locality were generally not regarded as flexible employers in relation to hours of work, training, childcare and school holidays.

The SureStart and Family Centre model was regarded as important as there were now more opportunities for women with children who wished to be involved in activities offered by the centres and through outreach work.

It was felt that the area would benefit from the extension of this model into all parts of the borough. This would result in services which are more responsive to local needs by involving women in educational and other activities while their children are cared for on the premises. The co-location of services, to provide more targeted work with those who have traditionally been socially excluded, was supported. It was suggested that women need support in meeting childcare costs for the first year of paid work.

Women are very keen to work, but they need to be able to earn a decent wage without being crippled by childcare – it has to be affordable to help most women out of poverty.^A

Care of elderly dependants

The lack of paid care workers from ethnic minority groups was highlighted as a problem. Some focus group participants were looking after elderly relatives, preventing them from working.

I don't understand why they don't employ people from the minority groups to care for their own

minority groups, because they understand the language and understand the cultural needs more. A lot of people would be willing to be care assistants if the work was available.^B

Information and support services

Local services and employment opportunities in the area were felt to be poorly promoted. Focus group participants felt that they were over-reliant on word of mouth. Residents often found out about meetings/projects too late, and felt that there was a lack of coordination. Basic information needed to be clearer.

A lot of people do not know what is going on.^B

Focus group participants were aware of the advisory services through the Job Centre, the local authority and Connexions, but did not always find these services relevant or appropriate to their needs. Job advertisements did not always reflect the job in practice. The Job Centre had not been very helpful for Bangladeshi women:

The headings and the jobs they come up with are not the same.^B

The jobs are not really suitable for us, it's mainly cooks and cleaners.^B

Local organisations felt that the Job Centre services were largely confined to offering low and semi-skilled employment. Benefits offices were also undermining the confidence of some residents.

I know discrimination goes on, because we see it. You might have to fight for support. Most people hate going to the benefits office because of the way they are treated.^A

There were varied views on the quality of local services. Organisations that were supposed to be helping focus group participants into work had not followed up some of their enquiries, and had led to women feeling disillusioned. They wondered what was being done with their personal information.

A training provider has helped me with CVs. There was a company set up who were supposed to help people get back to work. I wrote my name down and everything, and they said 'We'll write to you, we'll find something that interests you, we'll let you know' and I never got anything back.^B

They came down, said it would be good to have my CV - 'put down your hobbies, what type of job you're looking for and all your experience and put it down on a sheet and we'll do a CV up for you,

and we'll send it by email' and they never did - and they came back 6 months later, said the same thing again, and that was it again.^B

They're getting money from the government and they're not doing their job - giving us hope - making it sound so easy for us to get a job.^B

Others felt that organisations had been quite helpful in helping local residents with benefits, training and applications for jobs, including mentoring.

They did not last long enough to be measurable. Women need more help and understanding than the Job Centre can give. Trust and respect take a long time to build up.^B

It was suggested that trained careers advisors would be helpful, and that they should visit community centres like the one they go to.

It was generally felt that there were too many organisations providing advice, which was not always relevant or helpful. Several felt that a more personal approach, where one organisation could assist with a range of advice, would be more appropriate.

Ethnic Minority women

Many of the focus group participants from ethnic minority groups had higher qualifications from their own country. Several had joined their husbands with families.

I come from Nigeria and you are expected to get a degree or go into full time work after school. But back home you also get a lot of help with childcare.^B

Some of the women in the focus group were qualified, and had been looking for a job for a very long time, but could not find work due to their lack of English. For example, an Indian participant was a qualified accountant who had worked at the North East London College prior to having children. She now worked as a part-time sales assistant in Woolworths. Another participant had qualifications in architecture and interior design, but since having children was now confined to voluntary work. Many had undertaken courses to assist them into the labour market but had not managed to gain paid employment.

I've done so many courses, I've got loads of certificates at home, but the opportunity of getting a job isn't available. There aren't any jobs around.^B

Some of the demand for ESOL may be met by further funding for provision through the Southwark Alliance and the London Development Agency. However, specific careers advice is also needed for women with overseas qualifications.

Work related training and skills

Lack of qualifications and experience was also a problem for many of the focus group participants.

If employers took people like me and trained us that would be ideal.^B

They thought schemes where employers give them experience which leads into permanent employment was a practical solution.

I don't want to waste three years getting a qualification if I can't get a job at the end of it.^B

Many training schemes had been promoted in the area, but interviewees questioned their success in assisting women into work. Whilst local education provision was a valued service, interviewees felt that there should be better integration of training provision. Many courses were offered in the area with financial support. INTO and Sure Start were identified

If you are not totally dependent on benefits then courses can be expensive.^B

More women should know about these courses – advice and information.^B

Few women had considered courses offered by local Colleges or South Bank University (located in the Elephant and Castle).

Focus group participants felt that courses preparing them to return to work would be useful, but that childcare costs had to be met. There is considerable provision with courses designed to assist in interview techniques and writing applications.

The women were worried about cuts in adult education and how this would affect people wanting to go back to education.

Several focus group participants mentioned that working in a school would be the ideal job, although they were perplexed that they needed a qualification to be an educational assistant.

The schools should employ local people, but they employ people from outside. It's easier for a school to call up an agency than to advertise in the local paper.^B

Those with qualifications and experience have found a lack of jobs that offer flexible hours. Some ethnic minority women were constrained by lack of spoken English, and said they would prefer to be employed in home-based work. Longer term training provision which linked ESOL, qualifications and work experience was required, rather than one-off services.

Some services for ethnic minority groups in the locality were provided by women working in a voluntary capacity. It was felt that for some these skills were being translated into paid employment, but that many women lacked the support and resources to move into the open labour market.

Job Centres should open women's ideas to more options. I had three children in three years and felt useless. I love my kids but I wanted to do more.^B

I've never seen a mother who just wants to stay at home for the rest of her life.^B

One-stop shops would help – services in a centre with workshops and a crèche where people can say what they need.^B

Transport

Focus group participants felt that the Elephant and Castle provided efficient transport connections and that the buses were very good. Residents can access central and south London very easily but there were concerns that cost was going up – the Oyster card was regarded as an excellent initiative. Safety on buses, particularly at night, was also an issue felt by women.

Proximity to work was a key factor in considering employment. Time to travel by public transport outside the neighbourhood was a particularly important barrier for local women. Few considered travelling to North London. The east – west access was easier, but cost remained prohibitive for many.

Some local organisations felt that there was a perception that you could get a job in close proximity.

Aspirations and expectations

Local organisations felt that aspiration varied among different groups in the local area. For many women there was a desire to be self reliant and not dependent on the benefit system.

There are many women who are trying to get work, to balance their childcare situation. There just needs to be more help so that they can make

more of their lives, get more qualifications and take advantage of the opportunities open to them.^A

The top priority is to become self-sustaining, not to be reliant on government benefits and money, and to be able to have a decent standard of living.^A

They want to contribute, to be recognised, to play a part in society, to achieve like everyone else, to be part of teams and structures.^A

We need to encourage higher aspirations among women. Why do we always talk about teaching assistants when many of them could become teachers.^A

We encourage people to get into jobs – it's not just the money, it's self-esteem.^A

In the Elephant and Castle some women do want to be left alone, but most want better social standing and choice about how they are able to help their children.^A

Some young people had very limited aspirations, but this was not true of most. High unemployment locally had resulted in households where parents were in a poor position to assist their children, particularly once they left school. Some of the older members of the community were said to be quite parochial and unwilling to consider venturing far from their homes.

Confidence about work did not seem to be a problem among focus group participants.

I'd love it [returning to work], I don't like to stay at home.^B

I'm trying, I send my CV to places but they don't reply. I'm bored at home. My children have grown up now.^B

About half the focus group participants were engaged in paid work. The need for job flexibility was a theme repeated by all three groups. Childcare was the most immediate constraint on the options available. One Bangladeshi participant, for example, was training to be a driving instructor even though she did not really want to do this as a job. This route enabled her to have the flexibility of being self employed, however, so that she could look after her children outside of school hours.

Many of the women wanted to work close to home because of their children, and were doing or had completed courses and training. They felt a job would be good for them as it would give them an identity other than the 'wife and mother label'. The lack of options open to women was an

important problem, and this included the lack of part-time jobs available.

Some women wanted to buy their own homes, but felt this would be impossible if they could not get a job:

I would love to buy my own house, but my husband, one person working on their own is not enough to buy a house.

Some said they wanted a permanent job with more hours in the future, but they were worried about who would pick up their children if they did so, as the local area was not safe (even when their children were at secondary school).

Young women were also influenced by limited opportunities. Many needed one-to-one support, but this approach had significant resource implications.

Young women see low paid jobs and little difference between pay and benefits.^A

The barriers for young women are not knowing who to approach and not knowing what's out there.^A

For youth in the area there is nothing going on. Kickstart has tried, but they need to do more.^B

The focus group participants in this study identified a series of barriers affecting their access to paid work, including:

- Lack of suitable employment opportunities
- Lack of part-time and higher paid jobs
- Problems with spoken English
- Lack of affordable childcare
- Care responsibilities
- Lack of a continuous employment record
- Poor health, including mental health problems
- Lack of information about local services and the available courses and employment opportunities.
- Lack of flexible employment

The complex needs of women in the locality were highlighted by advisers and support workers, who recognised the need for long term, integrated support services to operate more effectively in the area.

Area based regeneration: gender perspectives

The equalities dimension of regeneration strategies was examined through stakeholder interviews and documentary analysis⁸.

This found that equalities and gender were mentioned in relation to improving the economy of the borough, including addressing the labour market barriers faced by many residents, including the position of lone parents and improvements in childcare services. Yet there were few policy developments, delivery plans or economic and employment targets which explicitly addressed the complexity of women's economic disadvantage in the labour market.

The policy aims and objectives of the Elephant and Castle area schemes were geared to addressing neighbourhood problems, but were less strong on the economic strategies required to tackle the unemployment, economic inactivity, low pay and financial hardship faced by particular groups of women (including young women with few qualifications, women in part-time and/or casual employment, and ethnic minority women who may be doubly disadvantaged). In practice, the local community-based projects were quite fragmented, and made limited progress in meeting women's needs for labour market support.

Baseline data used in regeneration projects identified some aspects of women's employment situation. For example, unemployment statistics were disaggregated by age and gender, but not by gender and ethnicity. The intended SRB6 beneficiaries included young women and unemployed women and men living in the area, and support was targeted at older women, girls, women with young children, and women who were victims of domestic violence. Detailed data on beneficiaries from labour market projects tended to highlight groups by ethnicity and age rather than gender. Projects were encouraged to recruit staff from the local area, but there was no specific evidence base to measure where this had been achieved. Employment targets in the SRB delivery plan were not gender disaggregated.

Many of the project delivery outputs relating to women were linked to childcare provision in training and education, and to criteria designed to

reduce teen pregnancy and improve health. Ethnic minority women and asylum seeking women were also highlighted as benefiting from childcare in an IT and ESOL project. However, there was little disaggregation of gender issues from wider themes relating to labour market opportunities and enterprise developments.

The Southwark Futures report (Cambridge Econometrics, 2005) presents three alternative scenarios to inform future policy development in the borough. The report's labour market baseline data is not disaggregated by gender, however, and consequently the scenarios have no gender dimension and do not consider how changes in the local and regional economy affect women's working patterns. Specific points about women's health and childcare needs are highlighted, but these are not linked back to wider labour market issues.

The Southwark Alliance (2005) (Local Strategic Partnership) performance management monitoring report presents a range of detailed employment statistics for the wards. However, the data specifically relating to women is confined to lone parents, and none of the data on age or ethnicity is disaggregated by gender.

Evaluation approaches adopted for the regeneration initiatives currently investing in the area took some account of the complexity of the challenges facing women living in the locality. Involvement in the Elephant Links Partnership was analysed by ethnicity and local representatives but not by gender.

Women had clearly benefited from education and learning projects in the area through a number of targeted projects funded through the SRB and NRF programmes. The difficulty of measuring 'success' was highlighted in the discussions of community learning and the transition to employment.

Local views of regeneration and labour market initiatives

Local organisations identified a large number of training and employment projects operating in the area. There were no specific intermediate labour market projects, however, and take-up of skills training was among local residents was very uneven.

Job Centre Plus worked with the Employment Zone providers in targeting particular groups,

⁸ The documents evaluated in Southwark are listed in the appendix. The full versions of the evaluation have been made available to Southwark Council.

including lone parents, and assisting them into employment. Managers explained that whilst there had been success in moving women into the labour market, job opportunities locally did not always suit the needs of local people. For example, the financial and business services organisations locating on Bankside did not pitch their job vacancies at local residents.

Qualified residents in the poorer wards often find it difficult. This could be caused by high levels of instability and the focus on entry level jobs.^A

There were numerous organisations working as intermediaries, including the recently established *Southwark Works*. Some interviewees felt that mainstream organisations had difficulty delivering detailed outreach work.

Lack of practical investment in the Elephant and Castle was felt to be one of the causes of economic disadvantage, although with the planned regeneration investment meant this could now be addressed. One focus group identified a lack of investment in the Rockingham and Heygate estate. The Aylesbury estate nearby, which had NDC funding, now had a range of facilities on the estate, but these were not easily accessed by those living outside the estate itself.

The proposed housing redevelopment in the Elephant and Castle area brought with it potential employment opportunities in the locality, but interviewees were not convinced that the link to potential labour market benefits had been identified and planned for. There was some concern that as the area develops, it will attract new, wealthier residents to the area which will disperse and isolate existing residents. Costs could increase as the area becomes more affluent, further disadvantaging existing local residents.

House prices will go up and it will become more expensive. We rent now and it will go up.^B

We rent from private landlords and it will get more expensive.^B

It could knock the spirit out of the place. Who will be living here? City people? The community could shrivel away.^B

Various projects under way in the area, including improvements to the housing stock and immediate environment. The main areas of job growth were perceived to be in private sector services including retail, transport and construction. Construction will be a major growth

area given the physical redevelopment of area and the Olympic development of Stratford. To what extent the growth in construction is an opportunity for women was a question repeated by several interviewees.

Local people should benefit. Contracts could be set up as payback to the area under Section 106 agreements.

There is likely to be a local labour agreement with a partnership between the Job Centre, Southwark Council, the College and developers. It was pointed out that funding for work based learning supported by childcare was highly important for the area.

Focus group participants identified a number of local needs.

We need more training from the grass roots, especially for younger people.^B

There has been a lack of practical investment. Money has been spent on buildings, roads and planning, but I think the investment in people has been lacking. People feel that they have been left behind.^A

I see a lot of poverty in the area and we need more investment in people rather than brick work – from babies upwards. People need to become better educated.^B

Post-employment support was considered important, but local organisations felt it was harder to guarantee longer term benefits, as employers often did not put in sufficient support structures.

It is predicted that there will be skills shortages in construction and engineering related jobs. Focus group participants were concerned that local people may not benefit from this investment.

We don't want flashy newsletters, we want solid information on jobs and training, better communication, and information points directing people on how to access employment.^B

Future priorities for local organisations included addressing the economic agenda alongside tackling health problems and building a stronger skills base, but many felt that this was a long term project. Our stakeholder interviews emphasised the need to bring together different public service providers in future initiatives. Education, health and care were all identified as sectors which will

require additional staff with appropriate skills in coming years.

Many of our focus group participants were involved in voluntary work, and some had a strong history of community involvement. In some cases volunteering had led to paid employment. However, the fact that jobs in the voluntary sector tend to be short term, and based on funding for particular projects and posts, was identified as a problem.

Local services and support

In the interviews and focus groups we discussed the types of services available to economically disadvantaged women living in the three wards. There was a general concern about the lack of public investment in the area, although it was felt that schools and services had improved. The close proximity between shops and primary schools and residential areas was seen as a positive aspect of the locality. Locally based, integrated services where several agencies were co-located, and were able to assist local residents with a broad range of service needs, were felt to be important. This approach was thought more likely to be successful in the long run as a framework for supporting women who had not been in paid work for a long period.

Both our focus group participants and our interviewees from local agencies considered that to engage women who are not economically active in training and education initiatives, initial work with benefits recipients and personal, specific, one-to-one advice was needed. As one put it:

Job Centre Plus is helpful – once they got the Plus they got better!^B

Addressing the needs of ethnic minority women

Several interviewees stated that work with asylum seekers who had been housed in the area was crucially important. There has been some outreach work locally to break down barriers; some of the most valuable work was done through the Community Centres, including projects working with Bengali women.

The fact that SureStart only works with families with children up the age of 4 meant that other agencies and service providers had a critical role to play in supporting ethnic minority women. As

confirmed in our companion research report which focuses exclusively on the situation of ethnic minority women in the borough (Stiell et al 2006), some ethnic minority groups were well qualified, but their lack of English speaking acts as a barrier to training and employment. Further ESOL provision targeted at families living in the area was suggested as a specific area of provision required in the locality.

Employer initiatives

The employment and recruitment practices of public service agencies were particularly important, because many jobs in the area were in the public sector. Organisations and employers needed support in developing more flexible employment arrangements to diversify the employment base and draw a wide group of women into the jobs available locally. Education, health and social care employment were all important for the locality, providing a further opportunity to provide a more stable workforce and increase qualification levels.

Several interviewees pointed out that the employment practices of many local employers were a constraint for women who needed to earn an adequate income to support their households and families, but could not, or did not want to, work full-time hours. The importance of creating more high quality part-time jobs has been underscored in other work within the Gender and Employment in Local Labour Markets programme as a critical priority in enabling women's talents to be fully used in the economy (Grant et al 2005, 2006).

Impact of initiatives on women's employment

Measuring the employment impact of area-based regeneration in a locality is notoriously difficult. This study has examined qualitative evidence to consider whether women living in the three wards have benefited from local initiatives. There are a range of services and providers, funded from a plethora of sources already exist. There is increasing recognition of the need for these services to be re-shaped to create multi-agency, integrated provision in local centres. The key difficulty identified in the borough is the long term funding of such initiatives.

Supporting women

The limitations of traditional approaches were highlighted. As we have seen, Job Centre

services provided through disparate offices were often not relevant to local needs. Local service users were often confused by the fragmented services offered by different advice centres, training agencies, colleges and a range of local providers. The traditional opening hours operated by many agencies also limited engagement with potential service users.

To assist women in the transition from benefits into paid work, funding needed to be more clearly orientated to the needs of the individual. This required focused resources and community based workers with local understanding and detailed knowledge of the types of support available. The Children's Centre model, with integrated training and job advice services, was felt to be an important development.

Close physical location with other organisations – you can't beat it for all the talk about partnership. There are strong links – we have our service, Job Centre, employer liaison advisor and a range of different providers working with our clients. It's the only way to cross-refer and help people directly.^A

Again, interviewees felt that short term funding had limited the impact of many employment-related projects, and that long-term sustainability was crucial.

Employment and training projects

The *Southwark Employment Strategy* (Southwark Alliance 2005) identified the broad range of borough initiatives which have developed using regeneration and other funding. Representatives of *INTO*, *Pecan*, *Elephant Jobs*, *Kickstart*, *Groundwork* and *Southwark Works* were interviewed as part of this study. This section of the report highlights some of the initiatives which have worked most effectively for women in the area.

The NRF has funded a number of employment and training facilities in Southwark which operate in close proximity to the wards under study (Southwark Alliance, 2005). Some are delivered through contracts with Southwark Council. However, the majority are provided through the voluntary sector or charitable organisations, with relatively few of these services provided directly by the local authority or further education colleges. Services include pre-recruitment courses, numeracy and literacy training, job preparation, job searching and careers advice. There had also been investment in support services in support services including mentoring,

ESOL and benefits/welfare advice. The key client groups included long-term and young unemployed people and lone parents. Key gaps in provision included unmet demand for ESOL classes. Funding and geographical access were highlighted as problems.

INTO (formerly the *Community Information Exchange*), provides IT skills and media training. The project originally operated in the SRB area, funded by SRB and the LDA, but has broadened to include residents from across the borough. INTO supports access to IT equipment and the internet through outreach work and strategic placement of computer terminals in five community centres that are more convenient for the client base. The courses provided include; taster sessions, basic skills, ECDL, further learning and media training. INTO's aims are to up-skill people, to build confidence and to increase employability. It is currently seeking funding to assist women into media, IT technical, and financial services careers:

There are a lot of young people who are very creative but have also been disillusioned by the school system, so organisations like ours are key to helping them back into learning and feeling that they have something positive to offer.^A

Work in the media can suit women very well, you can work freelance, do consultancy, work part-time or from home.^A

Pecan is a training organisation that uses the concept of lifelong learning to help people make the transition from unemployment to paid work. Pecan's long-term approach means that some clients stay in contact with the organisation for over 4 years. Clients participate in work placements and are assisted with developing CVs, confidence in job searching and interview skills, and in-work support.

We go into the community and find out what people want – in their own groups, their area so they don't have to travel and can use their own centres.^A

You start with motivation – an aim, goals and often they come back, increase their qualifications and keep going.^A

Established in 1976, **Elephant Jobs** was set up to promote job creation to meet the social needs of local residents. The organisation has several centres, which have involved regenerating buildings. The project works with local residents and identified an increasingly transitory

population, with a high demand for ESOL provision. As part of its work Elephant Jobs assists local residents who are non-UK born but have overseas qualifications to transfer these to the UK through a bursary scheme.

Southwark Works is a borough-wide scheme, with NRF funding (2004-6) to assist those furthest away from the labour market into paid employment. This is a 'multi-agency initiative', in collaboration with the London Development Agency (LDA), JobCentre Plus and the Learning and Skills Council. The service initially supported residents with disabilities and mental health problems, drug users and young people, and now has

- 16 advisors providing specialist employment advice in non-traditional venues such as community nurseries
- a team of employment liaison workers working closely with employers, including local social and health services
- premises in Bermondsey for those clients ready to seek employment
- a local facility in the area which is distinctive from the Job Centre
- 2 refugee advisors

Because childcare is the biggest barrier to women's access to the labour market and better paid employment, bursaries are paid for childcare support and there is a brokerage service to help women find childminders or nurseries. Southwark Works liaises closely with the Southwark Employment Zone, operated through Work Directions and Reed in Partnership, and delivers services on behalf of JobCentre Plus, including New Deal for Lone Parents and New Deal for 25+.

Southwark Works has worked with small and medium-sized enterprises, offering advice on tax credits, childcare vouchers and women with care responsibilities.

People's needs are very varied. We are realistic and try to get people into a progression route.^A

Its sector-based workplace co-ordinators work with employers in the arts and culture, health, construction, business and finance sectors in Southwark, and with *Social Enterprise London*.

Established in 1999 **Kickstart**, with funding from the NRF and NDC, the Youth Justice Board and charitable trusts, works with 1,400 local young people up to age 25. Activities include music, film, art and dance projects, which have been

particularly successful in engaging young women. Kickstart's outreach approach involves working on local estates, in shopping centres and at youth clubs. Bengali and Somali women have been targeted, but resources do not allow for outreach work with all minority communities. Kickstart supports young women with advice on training and CVs, interview skills, work experience and one to one support and mentoring. Some of its training is accredited through the Open College Network, offering a flexible approach responding to local need. Young women progress into further education, often following a poor school experience, with support given for travel costs to interviews. The project aims to raise aspirations by giving young women a longer term perspective about employment and the wider benefits of paid work. Some of Kickstart's own staff were formerly participants on the scheme, and this is one of the project's strengths as these workers, now with youth work qualifications, are role models who know the area well and understand the concerns of local young people and the barriers they face.

Groundwork uses environmental projects to assist local people in gaining confidence and contributing to the local. Its approach is a very positive way of supporting women into employment. This project uses 'time banking' to support community activities and support individuals.

Many of these organisations pointed out that in such a diverse community, women of different ethnicities and ages, with a variety of caring responsibilities, face a complex range of barriers:

You can help people best on a one to one basis but it takes a lot of money and energy as they require a variety of skills and help – mentoring, follow up and checking out problems.^A

Regeneration project managers in Southwark were fully aware of the education attainment gap in the area. Engaging local residents, particularly young people, with further and higher education was seen as a key challenge. A bursary scheme supporting those who had left school with few or no qualifications was proposed as a possible way forward.

Community provision

Community projects and services provide essential support in the locality. Some projects have successfully engaged women in the locality, particularly those who are very distant from the labour market, often uncovering skills and abilities

which have not emerged through the formal education system. Community provision, using peers and mentors to work closely with diverse groups of women, was advocated:

You have a lot of people who have a heart for a project – perhaps a youth group or a toddler group – a lot of groups who have a small venue and do a huge amount of work. I think this is the key to growth, groups working and learning from each other in the community.^A

New approaches

Southwark has a plethora of employment initiatives, some of which are highly innovative. Much of the emphasis has been on preparing local residents for employment, but there has been limited success in attracting women with children and women who wished to gain higher level jobs. The focus groups and interviews with organisations identified the need to open up more options for women.

For some women there's office work or retail but there are a lot of newer industries like the media and IT, but they are limited by qualifications and relevant skills. For many women returners who are very capable there are few suggestions.^A

The *Southwark Works* approach described above is starting to link labour supply and demand in a number of workplaces. Better understanding of employment needs and the skills required in particular sectors was starting to yield results for some of those who have traditionally been most distant from the labour market. Successful work with the Tate Modern (which now employs a third of its staff from Lambeth and Southwark) and local theatres on recruitment and job descriptions has been achieved. Further work with employers is required, particularly in view of the new regeneration activity in the area.

Linking work-based learning with community projects was an effective way of supporting local residents into employment. Many jobs traditionally seen as 'low skilled' now require higher qualifications, for which local residents can be given training and support, and offer the potential of progression in to higher paid jobs.

Southwark Council itself could develop more employment outreach work to attract under-represented groups into jobs within its own organisation, and enhance its support for those in low paid posts to progress into higher paid work. Advice and guidance, and help in identifying the qualifications skills needed, is part of the support

necessary for these groups. Some stakeholders pointed out that Southwark Council could play a role in promoting better work-life balance for employees working in local services, including support with care needs, more flexible shift patterns, and the provision of local care centres, including in the new developments at Elephant and Castle. Some initiatives are already delivering employer engagement and childcare for business.

This approach could be supported by the work of Adult Education's services and local training and employment initiatives on confidence building and basic skills training, with support to undertake further qualifications, flexible shift patterns, and promotion of the benefits of council employment. Proposals to develop apprenticeships and work based learning in public sector services (such as care and education) could also be part of a longer term strategy to address skills shortages in the borough.

Focus group participants were keen to see more flexible, supported, routes into work. Employer-led changes, including workplace crèches and child friendly hours, were also popular with local women. They also favoured the extension of work experience schemes, and job opportunities where training and support was provided within the organisation. It was stressed that if local residents in Southwark are to be skilled and ready for future employment opportunities, a strategic approach, building on the lessons of community based-education and previous labour market initiatives, was required. Financial support for those who wished to raise their educational attainment and had longer-term employment aspirations were considered a key factor in this approach.

Conclusions and policy recommendations

This section provides key policy messages and practical suggestions for Southwark Council and partner local and regional agencies responsible for public service delivery and regeneration investment in the borough. Some of the recommendations have a wider remit, as they are the concerns of central government departments, including those related to the tax and benefit system. Many of the specific recommendations on women's employment complement the broader policies and targets detailed in the

Southwark Employment Strategy (Southwark Alliance, 2005).

Women's economic disadvantage

The relative economic position of women living in the selected wards is considerably worse than in London as a whole and in some other parts of Southwark. Strategies encouraging more women to gain paid employment need to recognise and understand the scale of women's non-participation and their 'distance' from the many labour market opportunities which exist in the capital. Appropriate action is required to address low incomes among many groups of women. These problems are also a key challenge for the borough's economy. In coming decades, local employers will need to be able to access the experience and skills of women living in the area, and to retain staff and fill job opportunities. Women in the neighbourhood need specific support to improve their education and skills levels to enable them to access jobs and improve their employment potential.

Understanding local labour market barriers

Employment strategies and project development need to tackle the barriers women face in the locality. These include limited careers advice for women, restricted employment opportunities, variable support services, a lack of sufficient affordable childcare, low pay and inflexible recruitment and employment practices amongst many employers.

- *Raise awareness and improve information on education, training, childcare support and employment initiatives, using a range of media in local community venues to women living in the three wards including face to face meetings.*
- *Create employment projects which bring together training provision, childcare, and work experience, supported by effective local services.*
- *Develop approaches which differentiate between: women who have qualifications, but need targeted support; women who have insufficient qualifications and experience, but aspire to enter the labour market; and women who are very distant from the labour market, but who require a range of services and more intensive support over a longer period..*
- *Train staff to recognise the different needs of women at different life stages and develop strategies accordingly.*

- *Address low pay, progression routes and inflexible employment practices through work with local employers.*

Regeneration initiatives

The question of whether women have benefited from regeneration investment is difficult to answer, since baseline data, and the monitoring and evaluation systems used were not gender sensitive. Our qualitative research shows that women are the beneficiaries of some community regeneration initiatives, but that many women in the wards had not benefited from the more intensive support services available in the borough.

- *Strengthen working relationships between senior policy makers, community based organisations and regeneration agencies in the locality.*
- *Establish explicit employment targets for public and private sector schemes designed to enhance job opportunities for local residents.*
- *The London Development Agency and Southwark Council need to ensure gender equality is taken into account in commissioning regeneration programmes.*
- *Introduce gender impact assessment as part of all future regeneration and area-based initiatives.*
- *Use Planning legislation, including Section 106 agreements, to facilitate local labour agreements*

Delivery of area-based projects

Labour market projects undertaken in the area did not always target women as an identifiable and diverse group. The practical delivery of regeneration and labour market initiatives, including those administered through Southwark Council, Job Centre Plus and the Learning and Skills Council, needs to ensure that differences between men and women's position is reflected in local projects.

- *Better coordination, linked to more strategic funding, between local labour market initiatives, is needed to avoid a fragmented and inefficient service for women living in the Elephant and Castle area.*
- *Integrate gender equality measures in regeneration policy making and delivery programmes.*

- *Use statistical evidence and qualitative information from those who work and live in the area to maintain and improve understanding of the neighbourhood.*
- *Identify baseline data and project delivery targets, including outputs and outcomes, in terms of their specific impact on women/ men.*
- *Include measures which are directly aimed at addressing women's poverty in the locality in monitoring and evaluation of regeneration schemes.*

Taking advantage of employment potential

In the context of inward investment in the Elephant and Castle area and across the borough, many women living in the wards aspire to be trained for new employment opportunities. This needs to be taken into account in planning for local employment. If economic development is to benefit local residents, economic development should assist local SMEs which are positioned to benefit from the development as well as from others happening nearby e.g. Waterloo, and promote provision such as health and social care as well as investment by private sector organisations.

- *Develop explicit support for young women, and women who wish to return to paid employment, in regeneration objectives.*
- *Link community learning and work experience to future opportunities in public services such as care, education and health and in sectors investing in the area including transport, construction, retail and related services. The higher NVQ qualifications required for many jobs require further community based learning initiatives if women in the area are to be beneficiaries of the opportunities.*
- *Maintain employment sites and support indigenous businesses in areas of housing redevelopment to prevent the further loss of manufacturing and service employment in the locality.*

Supporting women with care responsibilities

Services which address the specific needs of women who provide unpaid care to dependants are required at the neighbourhood level. Childcare provision is improving, but remains expensive and particularly difficult for those mothers whose children are at school.

- *Invest in pre-school, after-school and holiday care services.*

- *Ensure that the success of SureStart and Family Centres is extended to support disadvantaged women living in the wards.*
- *Integrate childcare funding and support services with labour market projects.*
- *Develop more targeted work with different age groups and women from different ethnic and cultural backgrounds.*
- *Mentoring individual women may be an important approach in making the transition to paid work.*

Employer responsibilities

Interviewees stated that greater flexibility in working practices amongst local employers would benefit women living in the area. More work to convince employers that job sharing and other flexible modes of employment are mutually beneficial is needed. The provisions of the *Equality Act 2006* will facilitate this approach for public bodies. The wider benefits for private sector employers could also be promoted.

- *Engage employers in labour market projects with clearer routes to paid work for women in the locality.*
- *Enhance the role of public sector service providers (local government, health, education and related agencies) as local employers in the area, and review their recruitment strategies.*
- *Identify public, private and voluntary sector employers facing skills shortages and problems in recruiting and retaining qualified and skilled staff in Southwark and neighbouring boroughs.*
- *Provide resources and long-term project development to support women to engage in non-traditional and higher paying sectors.*
- *Encourage local employers to reconsider new ways of advertising and recruiting local jobs.*
- *Encourage flexible working arrangements to accommodate women in the workplace. This will require greater responsiveness by employers to vary their patterns of work, introduce annualised hours and explore the potential for term-time only working.*

Qualifications, skills and advice

Low levels of formal qualifications among women in the locality need to be addressed. Strategic approaches should include:

- *Mainstreaming successful skills and employment initiatives into the work of statutory services and other agencies operating in the area.*
- *Closer working between skills partnerships including funding agencies (LSC, Job Centre Plus, Further Education) and voluntary sector training providers, with schools and community based organisations.*

Initiatives to assist local women should include:

- *Clearer guidance for women returners on training options, preparation for job applications, confidence building for job interviews.*
- *Targeted education, skills initiatives, apprenticeship schemes and support for young women.*
- *Further ESOL provision for ethnic minority women living in the locality as a stepping stone to further training and employment initiatives.*

Limited post-19 careers advice is a constraint for women in the locality.

- *Careers advice needs to be targeted at the needs of women of different ethnicities and ages with differing care responsibilities.*
- *Introduce work experience schemes, including placements, which are clearly planned and supported.*
- *Support women returners, building on their previous employment and experience, through access courses and job-related schemes.*

Promote and support schemes which:

- *Link work-based and community-based in learning models.*
- *Advise women with overseas qualifications on employment options.*
- *Encourage women in the locality to consider access courses and degree level qualifications through higher education initiatives.*
- *Introduce bursaries and other forms of financial support to access further and higher education for targeted groups of women living in the locality.*

Working at the neighbourhood level

Community-based projects have proven success in working with women from a range of backgrounds, ethnicities and ages.

- *Extend information services, including informal discussions and focus groups work with women in community venues.*
- *Extend accreditation for voluntary work and community based involvement which can be used in job applications and CVs.*

In-work benefits and incentives

Further work on state benefits and greater understanding of the key financial barriers to work were central concerns among local organisations. Simplification and greater flexibility in the tax and benefits system were considered crucial. In-work costs include childcare and transport. A particular issue for lone parents and families on low incomes is the increase in childcare costs when moving into work.

- *Introduce better financial incentives for women returning to work and improve in-work incentives through the tax credit system*
- *Develop greater flexibility in the benefits system for those women moving into work and for those taking a break from employment*
- *Encourage greater take up of Tax and Child Credits through support services*
- *Improve information and advice for women living in the locality.*

The local authority and Job Centre Plus are key agencies in awareness-raising and the delivery and commissioning of locally based advice and support.

- *Introduce further community based services, in order to assist those households facing a benefits trap.*
- *Analyse Job Centre monitoring data by gender and ethnicity, and use at local and regional level to inform strategies and local project work aimed at assisting claimants.*

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Appendix 1 Gender and Employment in Local Labour Markets

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 (first 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 research included a mix of qualitative and quantitative research techniques:

1. Statistical analysis to assess the nature and extent of women's poverty and economic disadvantage in the selected geographical areas using Census 2001 and other relevant sources.

2. Documentary analysis including:

- A review of relevant academic and other policy literature
- Assessment of existing evaluations for the identified local regeneration initiatives in relation to women's economic circumstances
- An equalities and gender proofing template was used to facilitate the desk based exercise. The template identified equalities and gender sensitive approaches

3. Semi-structured interviews lasting an hour or more were held with twelve representatives from local initiatives including Employment and Training projects, Job Centre Plus, UNISON and Southwark Council. The interview schedule included questions organised under the themes of:

- Social and economic conditions in the locality
- Women's experiences of living on a low income
- Locality based regeneration and employment projects
- Addressing women's disadvantage in the locality
- Local services
- The local labour market
- Unemployment and economic inactivity

4. Views of local women through three focus groups attended by 24 women living in the area. The group ranged in age from 29-65 and included a diverse mix of ethnicities, including ten Bangladeshi, three Pakistani, three White British, two Indian, one Moroccan, one Afro Caribbean, one Polish, one Somali, one Nigerian, and one Romanian women. The majority had been in paid employment at some point in their lives but were not currently in paid employment. Most women participants were seeking work and were involved as volunteers in residents' groups and community organisations. Some lived alone but most lived with their family. Some participants and their families depended on benefits; relatively few were in part-time employment. Most of the group had some formal qualifications and several had higher qualifications. This included women who had overseas qualifications which they had been unable to use in the UK.

The discussions held in local community venues included questions on the following themes:

- Views about the neighbourhood – services, job opportunities, childcare, service improvements and regeneration projects
- Experiences of work and unemployment – types of job available, levels of income, opportunities and barriers, problems
- Aspirations for themselves and families
- Ideas and solutions

Appendix 3 Additional data for Chaucer, East Walworth and Newington wards in Southwark

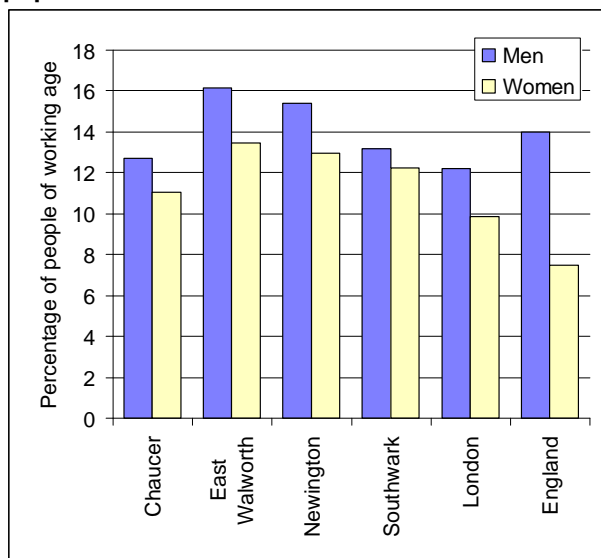
General Information

Figure A1 Population Profile

	Chaucer	East Walworth	Newington	Southwark	London	England
						<i>per cent</i>
All males (numbers)	6,632	5,925	6,237	119,819	3,468,793	23,922,144
0-15	19	21	22	21	21	19
16-24	20	14	13	14	12	13
25-49	46	44	43	45	42	36
50-64	8	12	12	11	14	18
65-74	4	5	6	5	6	8
75+	2	4	5	4	4	6
All females (numbers)	6,427	6,068	6,632	125,052	3,703,298	25,216,687
0-15	19	20	20	20	19	18
16-24	22	13	12	13	12	12
25-49	41	41	43	43	41	35
50-64	9	12	12	12	14	17
65-74	5	6	6	6	7	9
75+	4	7	8	6	7	9

Source: 2001 Census Standard Tables, Crown Copyright 2003

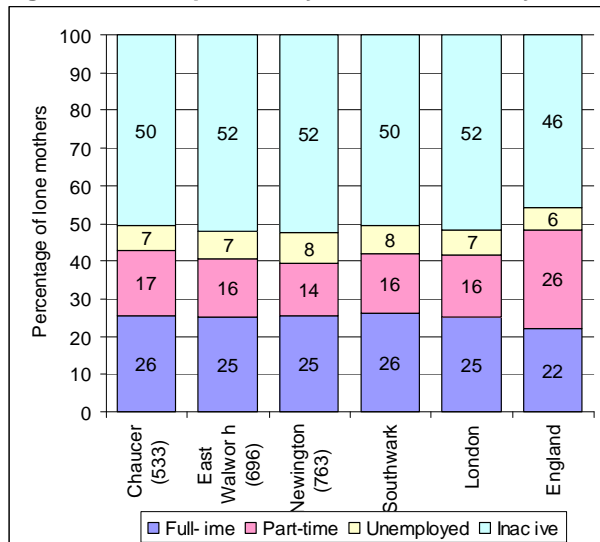
Figure A2 Limiting long-term illness in working age population



Source: 2001 Census Standard Tables, Crown Copyright 2003

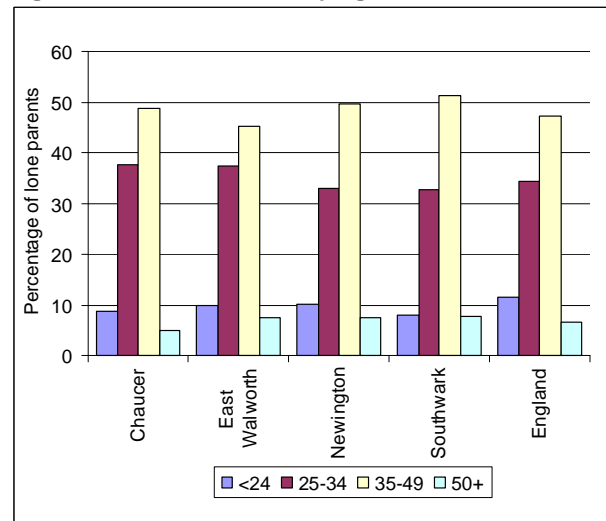
Unemployment and economic inactivity

Figure A3 Lone parents by economic activity



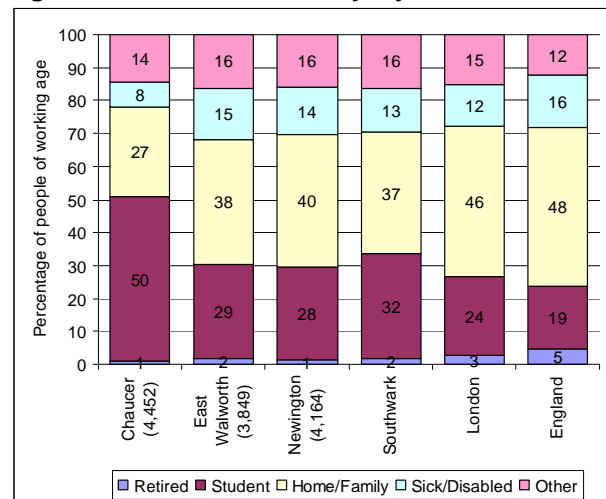
Source: 2001 Census Standard Tables, Crown Copyright 2003

Figure A4 Lone mothers by age



Source: 2001 Census Standard Tables, Crown Copyright 2003

Figure A5 Economic inactivity, by reason



Source: 2001 Census Standard Tables, Crown Copyright 2003

Figure A6 Former occupations and industries of unemployed and economically inactive women

	Chaucer	East Walworth	Newington	Southwark	London	England
Occupation						
Managers, senior officials	7	5	8	7	9	7
Professionals	9	5	6	8	7	6
Associate professionals & technical	11	11	11	12	15	9
Process, plant and machine ops	3	2	2	2	3	5
Elementary occupations	18	22	20	18	14	21
Industry						
Manufacturing	4	4	5	6	7	11
Health and social work	17	16	15	16	12	16
Finance and real estate	21	18	19	20	23	15
Wholesale, retail	19	21	19	20	22	22
Hotels and restaurants	13	13	16	11	9	10

Source: 2001 Census Standard Tables, Crown Copyright 2003

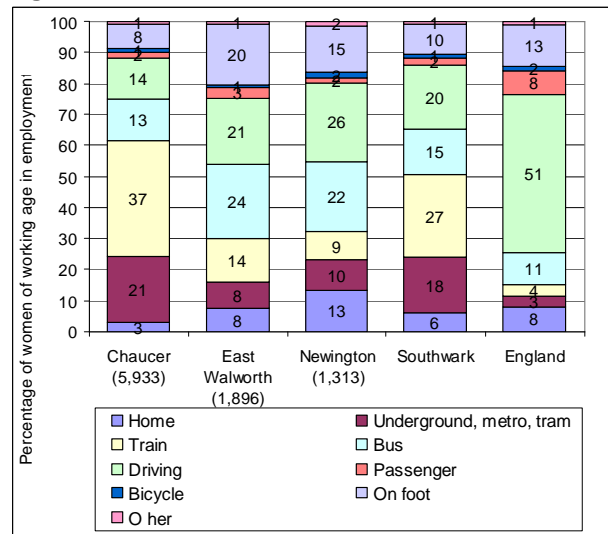
Work travel to work data - travel to work data for women who work in the area but may live elsewhere

Figure A7 Method of travel to work



Source: 2001 Census Standard Tables, Crown Copyright 2003

Figure A8 Distance travelled to work



Source: 2001 Census Standard Tables, Crown Copyright 2003