

Women's Employment in England: insights from local labour market analysis



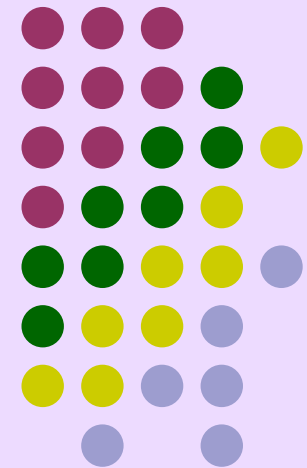
Sue Yeandle
University of Leeds

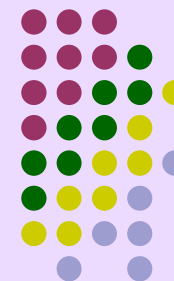
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Centre for International Research on
Care, Labour and Equalities



*Gender, class employment and family international conference, 27-
28 March 2008, City University, London*

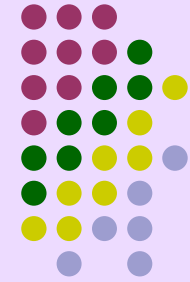




Outline of Presentation

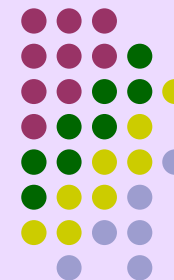
- **The GELLM Research Programme**
- **Local level evidence** of women's labour market disadvantage: why it matters
- **Myths, problems and puzzles**
- **Key findings** about....
 - Access to employment for women
 - Degrees, senior jobs and ethnicity
 - Part-time work and working below potential
- **Tackling** women's labour market disadvantage

The Gender and Employment in Local Labour Markets Research Programme



- *Funded 2003-6 by **European Social Fund**, **12 English local authorities**, the **TUC** and the **EOC***
- **GELLM reports** (published during grant period)
- *Forthcoming book: “**Policy for a Change: local labour market analysis and gender equality** (autumn 2008, Policy Press)*
- *Team: Sue Yeandle, Lisa Buckner, Cinnamon Bennett, Karen Escott, Linda Grant, Christopher Price, Lucy Shipton, Anu Suokas, Bernadette Stiell, Ning Tang*

Stage 1 GELLM output: 12 Gender Profiles

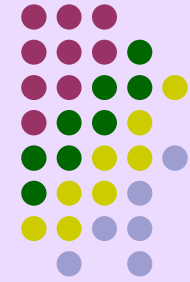


- *Gender disaggregated data covering:*
 - **Demographics**
 - **Educational attainment**
 - **Employment trends and labour market behaviour**
 - Job growth/decline (FT/PT)
 - Economic activity
 - Occupation / sector
 - Travel-to-work data
 - **The gender pay gap**
 - **Unemployment and economic inactivity**
 - **Ethnicity**
 - **Work-life balance**
 - Flexible working
 - Parental and carers' roles
 - Service provision

Lisa Buckner, Sue Yeandle et al, 2004,05,06

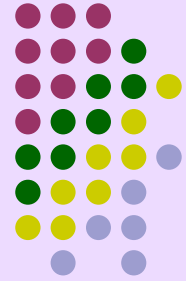
Stage 2 GELLM output

6 Local Research Studies



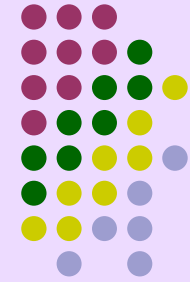
1. ***Working Below Potential: women and part-time work***
 - *Studied in Camden, Leicester, Thurrock, Trafford, Wakefield, West Sussex – Linda Grant et al 2005,2006*
2. ***Connecting Women with the Labour Market***
 - *Studied in Birmingham, Camden, Sandwell, Thurrock, Wakefield - Linda Grant et al, 2006*
3. ***Ethnic Minority Women and Access to the Labour Market***
 - *Studied in Camden, Leicester, Thurrock, Newcastle, Somerset, Southwark – Sue Yeandle, B Stiell et al, 2006*
4. ***Career Development for Women in Local Authorities***
 - *Studied in Leicester, Sandwell, Southwark, Wakefield – Cinnamon Bennett et al, 2006*
5. ***Addressing Women’s Poverty: local labour market initiatives***
 - *Studied in Birmingham, East Staffordshire, Newcastle, Somerset, Southwark, West Sussex – Karen Escott et al, 2006*
6. ***Local Challenges in Meeting Demand for Domiciliary Care***
 - *Studied in Birmingham, Newcastle, Sandwell, Somerset, Thurrock, West Sussex – Sue Yeandle et al, 2006*

Research and methods in GELLM



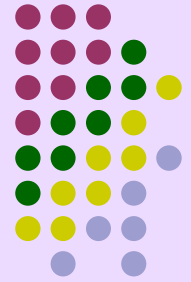
- Statistical analysis (2001 Census and many other sources)
- Surveys of employers and of employees
 - responses from over 2000 women
 - responses from over 100 employers
- Face to Interviews
 - women workers, employers/managers, trade unions, local stakeholders
- Focus groups with women
- Arts-based workshops
- Documentary analysis

Why local level analysis matters



- **Most people** – and especially mature women – **work ‘close to home’**
- Local labour market **opportunities** – and the nature and pace of change – **differ from place to place**, affecting the structure of opportunity at both the industrial and occupational level
- **Population characteristics vary** from place to place – age, ethnicity, movement/migration, health and wealth, household and family structure
- The **infrastructure** supporting paid employment varies – transport; childcare; adult care services; information/advice/guidance; skills and training; education

Why local level analysis matters



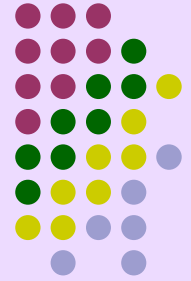
- In England **55%** of women work either at home or within 5km of where they live
 - **65%** of those working PT
 - **48%** of those working FT)

This varies from place to place: for example....

- In **Leicester**, 77% of women work at/very close to home (81% of PT workers, 75% of FT workers)
- In **Thurrock**, 46% of women work at/very close to home (61% PT workers, 36% of FT workers)

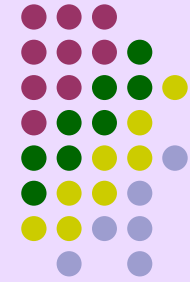
(Source: 2001 Census SAM)

Approach



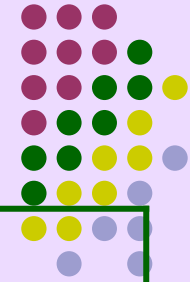
- **Myths** about women in employment which have wide currency and have influenced policy
- **Puzzles** where there are competing theoretical positions or gaps in understanding
- **Problems** which have been tackled at the practical or theoretical level (or both), but which have not gone away
 - Access to employment for women
 - Degrees, senior jobs and ethnicity
 - Part-time work and working below potential

Access to employment for women



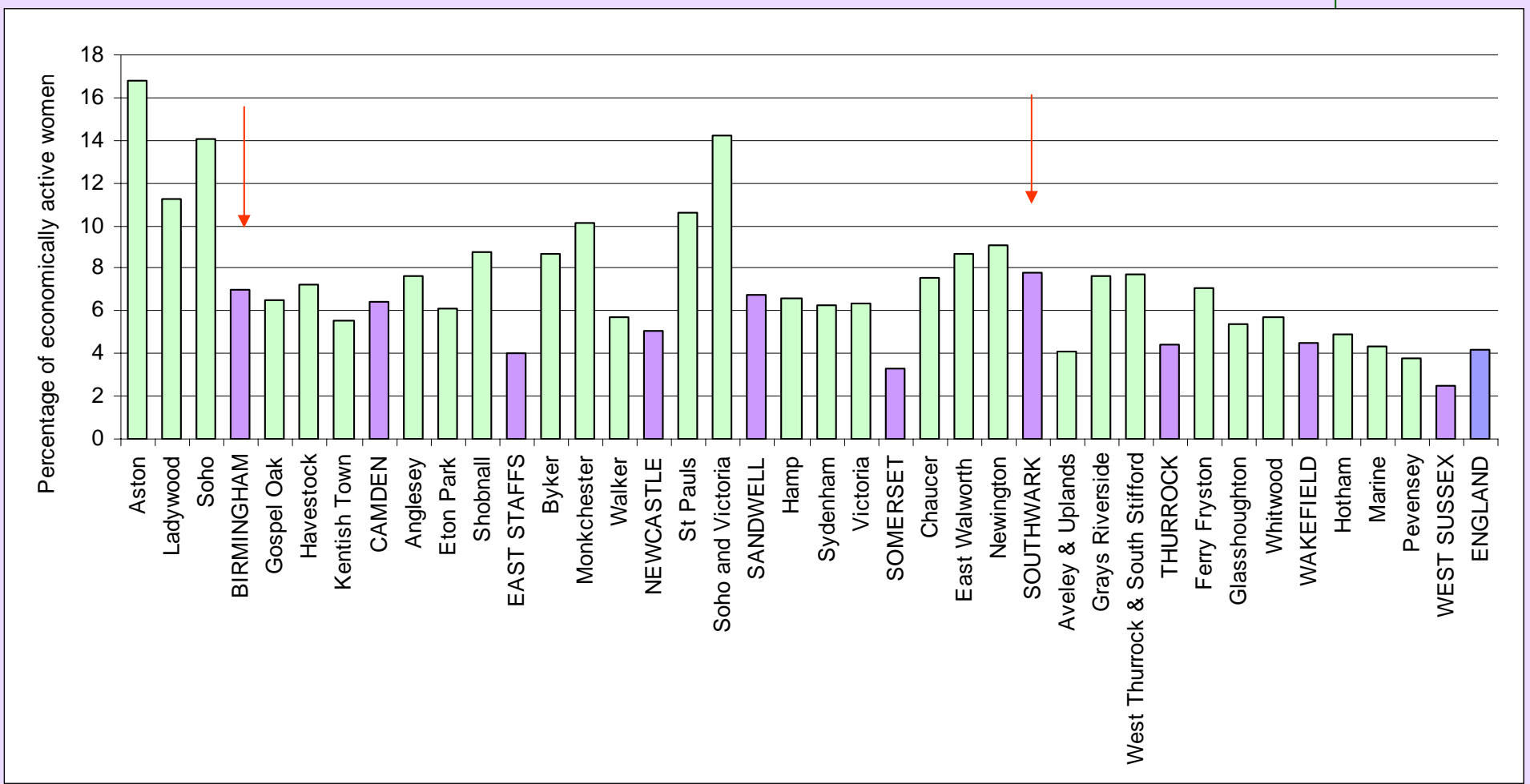
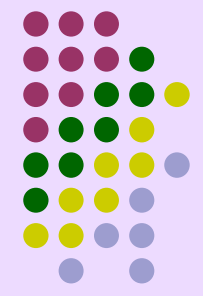
- **1.4 million** women in England want but cannot gain paid work
- **Particular problem in poorer communities**
 - In some wards women's unemployment rates are **4 times** the national average
 - For some ethnic groups **8 times higher**
- **Women themselves care deeply about this:**
 - *I feel terrible about not working. I'm very conscious of it. I really do feel it. It would be nice to provide for myself and my children.*
- **Also costly for local and national economies, damaging for households and communities, inefficient for local employers.**

Economic inactivity and unemployment amongst women of working age, 2001

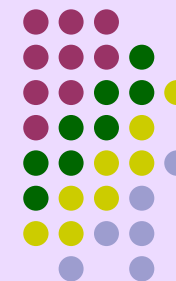


	Unemployed women (% econ. Act.)	Economically inactive women
England	4	29
Birmingham	7	39
Camden	7	36
East Staffs	4	28
Newcastle	5	37
Sandwell	7	35
Somerset	3	26
Southwark	8	34
Thurrock	5	27
Wakefield	5	31
West Sussex	2	25

Unemployment rate (as proportion of economically active women of working age)



Source (this and previous slide): 2001 Census Standard Tables, Crown Copyright 2003



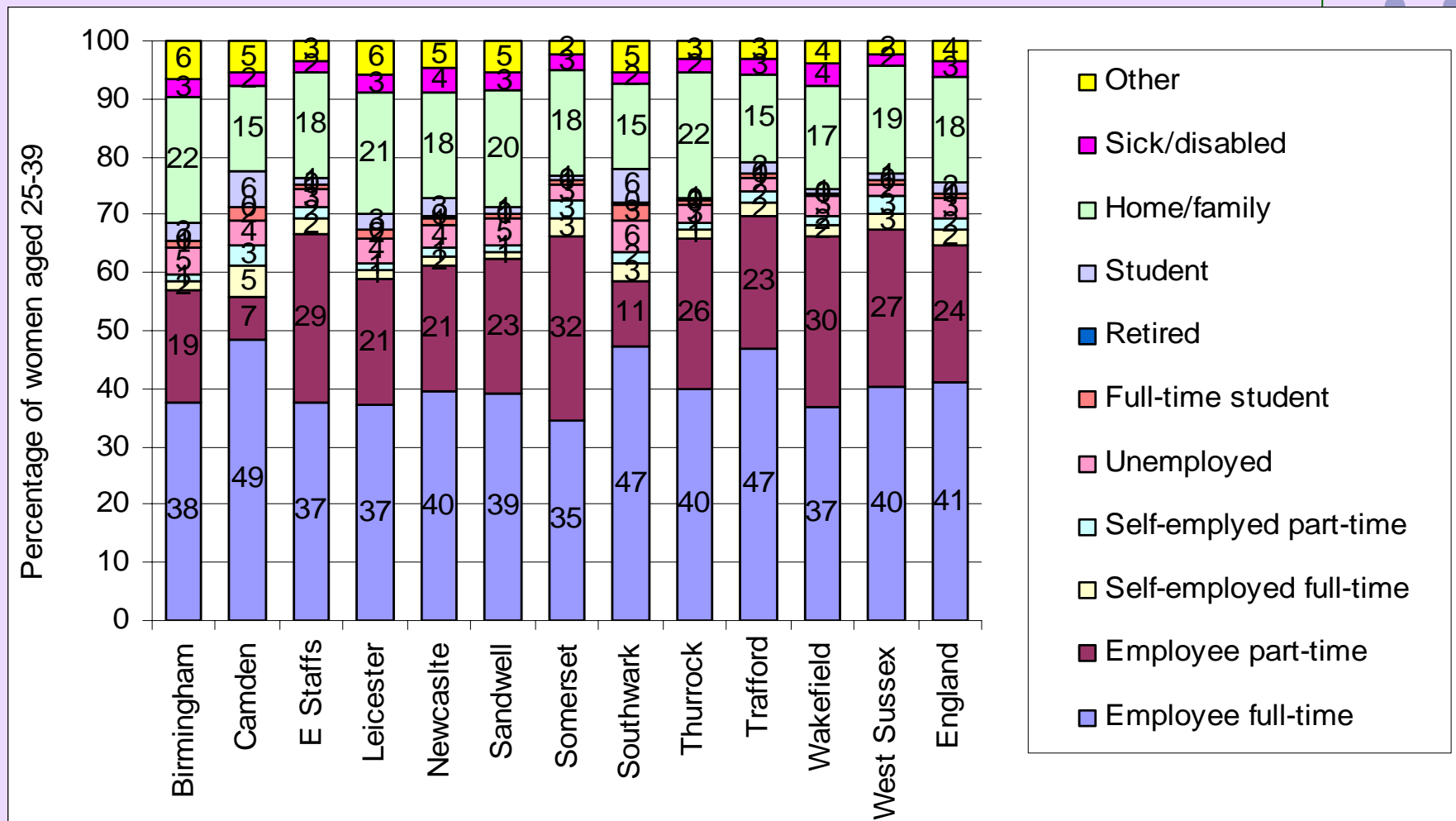
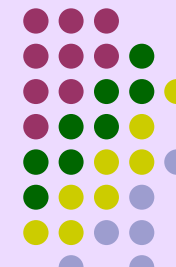
Women who want paid work

	Economically inactive but want work	Unemployed	UE + EI who want to work
Birmingham	18%	8%	33,000
Camden	34%	7%	6,000
Sandwell	22%	8%	10,500
Thurrock	27%	4%	4,200
Wakefield	29%	2%	7,300
England	23%	4%	1,375,400

Data relates to women aged 16-59

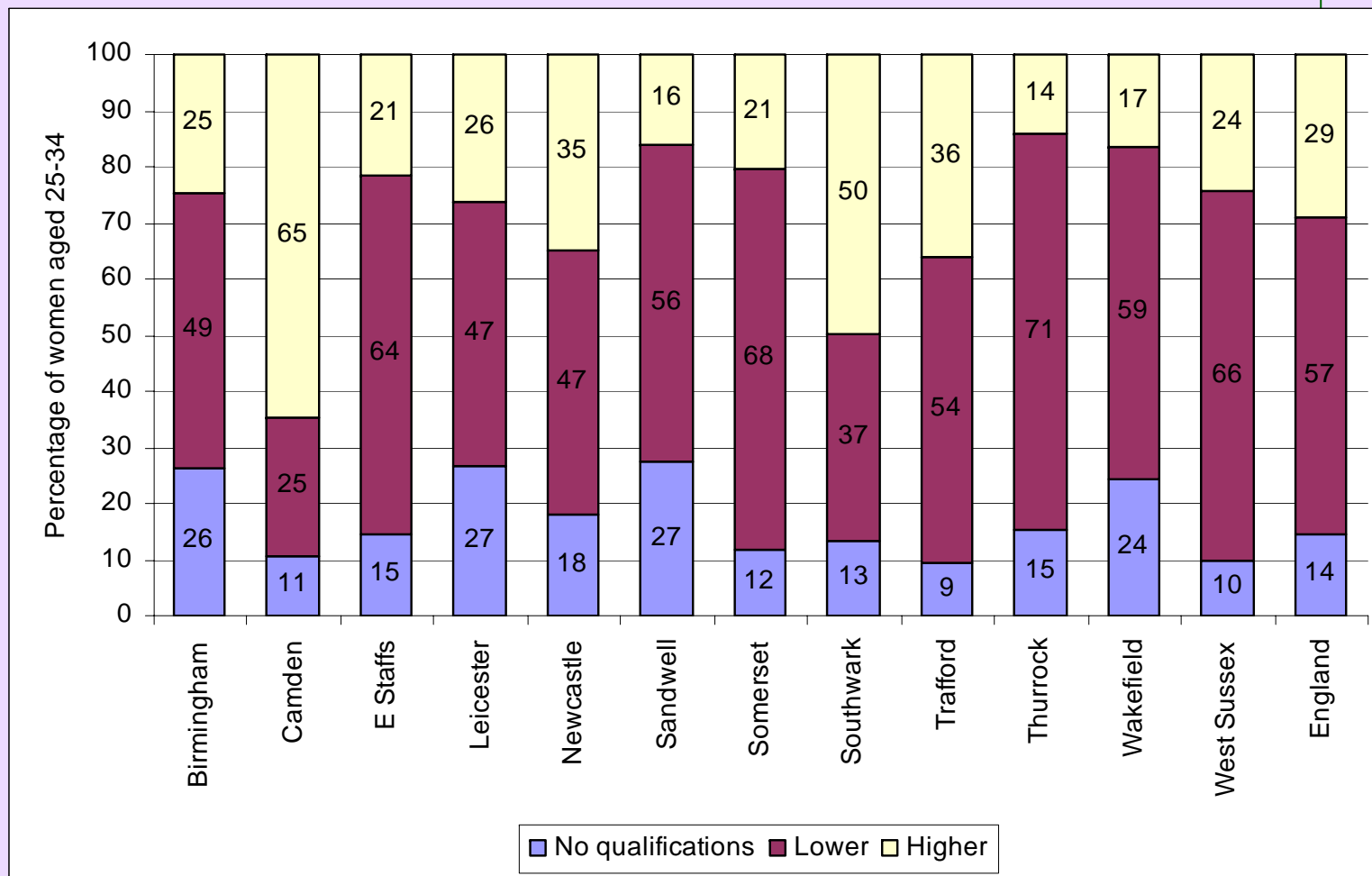
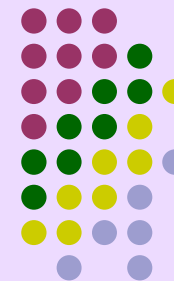
Source: ONS, Annual Population Survey, December 2004 – March 2005, Crown Copyright.

Economic Activity status of women aged 25-39: England/selected districts



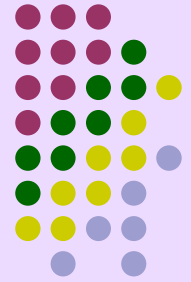
Source: 2001 Census SARs, Crown copyright 2004. This work is based on the SARs provided through the Centre for Census and Survey Research of the University of Manchester with the support of ESRC and JISC

Qualifications of women aged 25-34: England/selected districts



Source: 2001 Census SARs, Crown copyright 2004. This work is based on the SARs provided through the Centre for Census and Survey Research of the University of Manchester with the support of ESRC and JISC

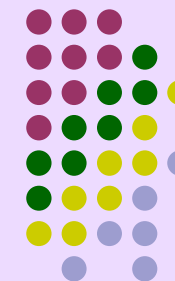
Ethnic minority women: change amid persistent inequality



- Rapidly becoming **better qualified**
- Strongly concentrated in particular **labour market segments**
- Facing a '**concrete ceiling**' in terms of career advancement
- High levels of **unemployment** in some Pakistani and Bangladeshi communities
- Many ethnic minority women report **disadvantage, discrimination, harassment**

Source: Yeandle, S, Stiell, B & Buckner, L (2006) *Ethnic Minority women and access to the labour market*
Sheffield: Centre for Social Inclusion www.leeds.ac.uk/sociology/research/circle

Women aged 25-44 who were graduates, by ethnicity: 1991/2001

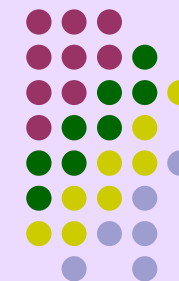


	% of women aged 25-44 who were GRADUATES		Graduate women aged 25-44 who were IN EMPLOYMENT	
	1991	2001	1991	2001
Indian	8	37	74	77
Pakistani	4	20	53	53
Bangladeshi	..	13	..	57
Black Caribbean	5	28	80	83
Black African	12	28	65	83
White*	9	25	81	84
All women	9	26	80	82

Source: 2001 and 1991 Census SARs. Census output is Crown copyright and is reproduced with the permission of the Controller of HMSO and the Queen's Printer for Scotland. This work is based on the SARs provided through the Centre for Census and Survey Research of the University of Manchester with the support of ESRC and JISC.1 *In the 1991 Census 'White British' was not a separate category.

Employed women qualified to degree level, by socio-economic category:

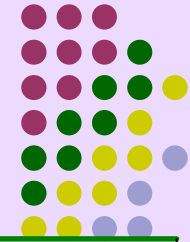
Birmingham, Southwark and England



Socio-economic category	Birmingham		Southwark		England	
	Wh. Brit.	Bl. Carib	Wh. Brit.	Bl.Carib	Wh.Brit.	Bl.Carib.
Large emplrs/ higher managerial	5	3	11	0	14	5
Higher professional	17	6	19	18	29	10
Lower managerial/prof.	58	65	52	50	38	61
Intermediate	11	19	10	24	6	14
Small employers / own account workers	2	0	3	0	6	1
Lower supervisory/tech	2	1	1	2	4	2
Semi-routine	4	4	3	4	2	5
Routine occupations	1	1	1	2	1	1
ALL	100	100	100	100	100	100

Source: 2001 Census SAM. The 2001 SAM is provided through the Cathie Marsh Centre for Census and Survey Research (University of Manchester), with the support of the ESRC and JISC. All tables containing Census data, and the results of analysis, are reproduced with the permission of the Controller of Her Majesty's Stationery Office and the Queen's Printer for Scotland.

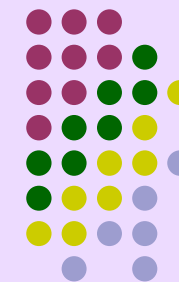
Women in employment in Southwark and Birmingham by age and ethnicity



	Birmingham		Southwark	
	White British	Black Caribbean	White British	Black Caribbean
All women in employment				
16-19	6	5	3	5
20-24	10	7	12	8
25-29	13	11	20	15
30-39	28	41	29	34
40-49	24	26	21	23
50-59	19	10	15	15
ALL	100	100	100	100

Source: 2001 Census SAM. The 2001 SAM is provided through the Cathie Marsh Centre for Census and Survey Research (University of Manchester), with the support of the ESRC and JISC. All tables containing Census data, and the results of analysis, are reproduced with the permission of the Controller of Her Majesty's Stationery Office and the Queen's Printer for Scotland.

Economically active women aged 25-44 by whether UK-born: 1991/2001

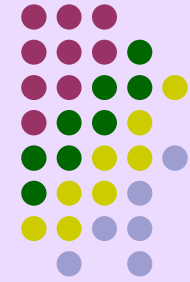


%

	White	Indian	Pakistani	Bangla- deshi	Black Caribbean	Black African
1991						
UK born	71	73	36	27	75	68
Non-UK born	68	67	22	11	49	60
2001						
UK born	76	79	47	48	79	80
Non-UK born	73	70	24	19	51	61

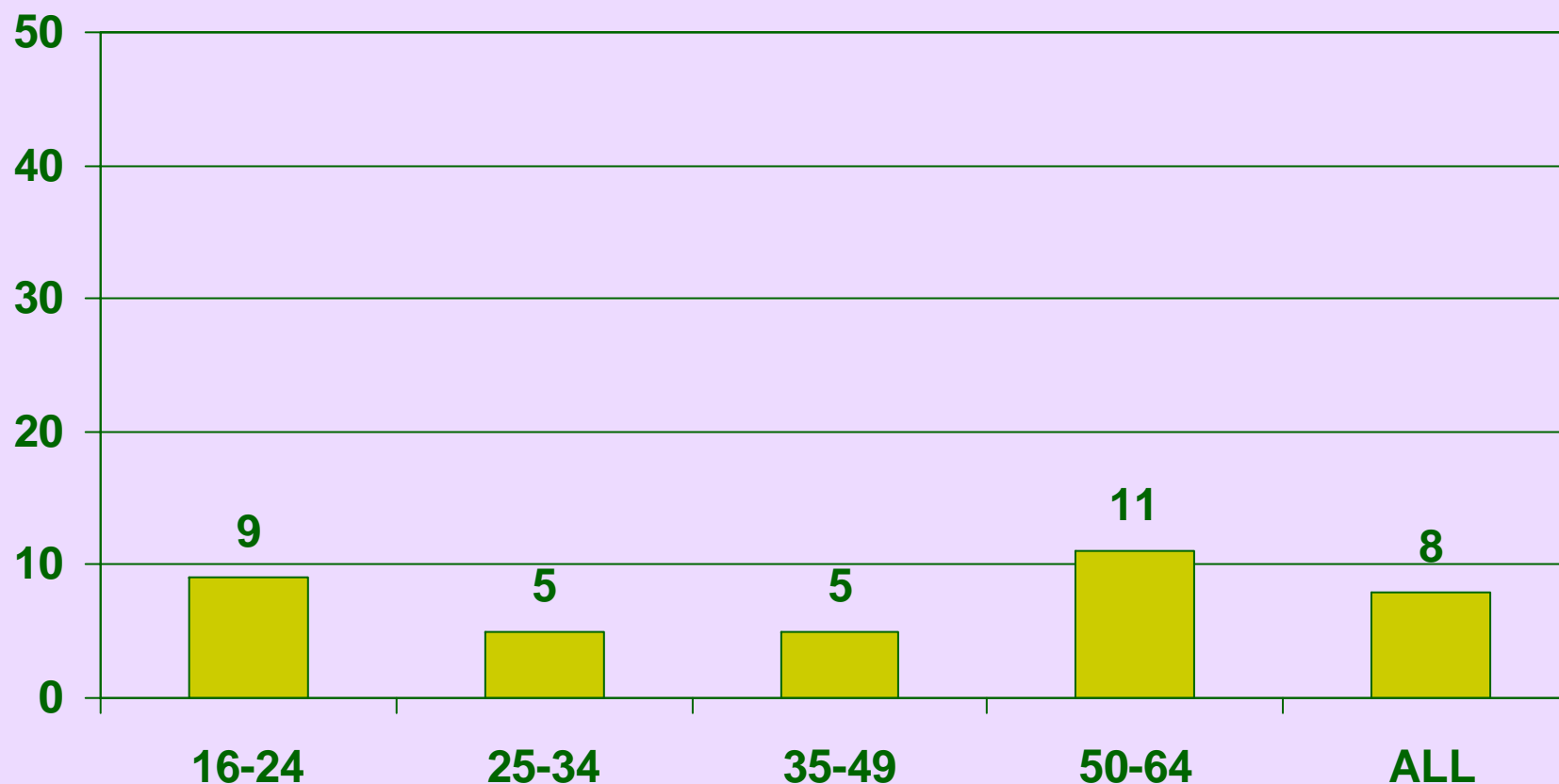
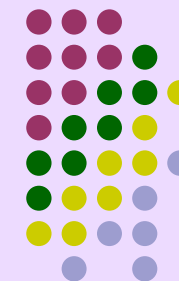
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Part-time employment and working below potential



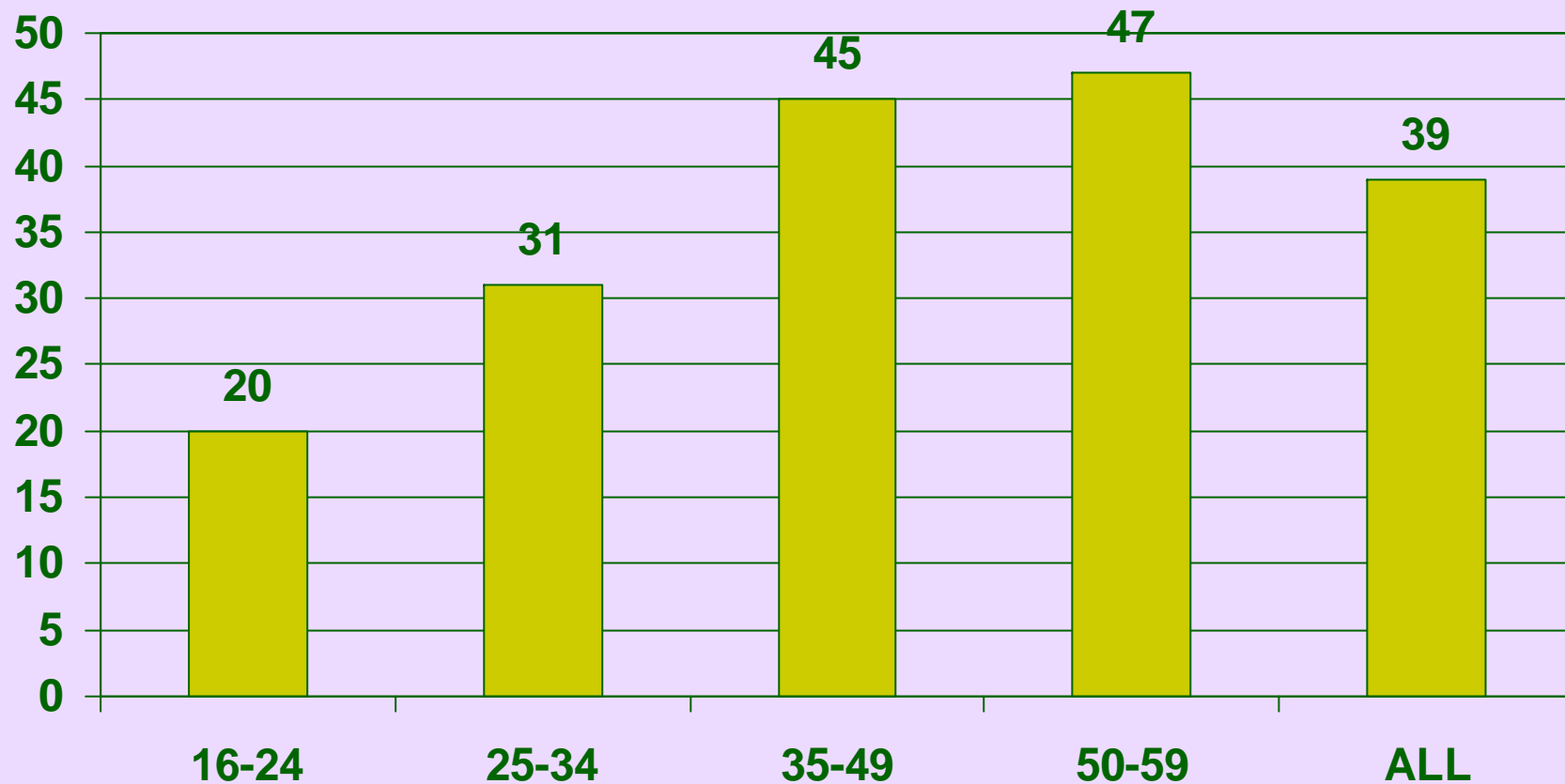
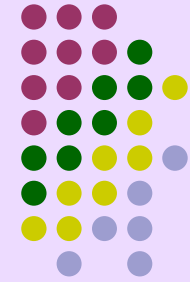
- ***Working Below Potential*** – i.e. **not using proven skills, qualifications, experience in current job**
- **54% of women in PT jobs**
- **2.8 million women nationwide**
- **Main cause: how jobs/employment are designed and structured**
- **Wastes valuable talent - cost to employers, the economy, women, families**
- **Could be changed by creating better quality PT jobs**

Employed men who work part-time by age: England 2001



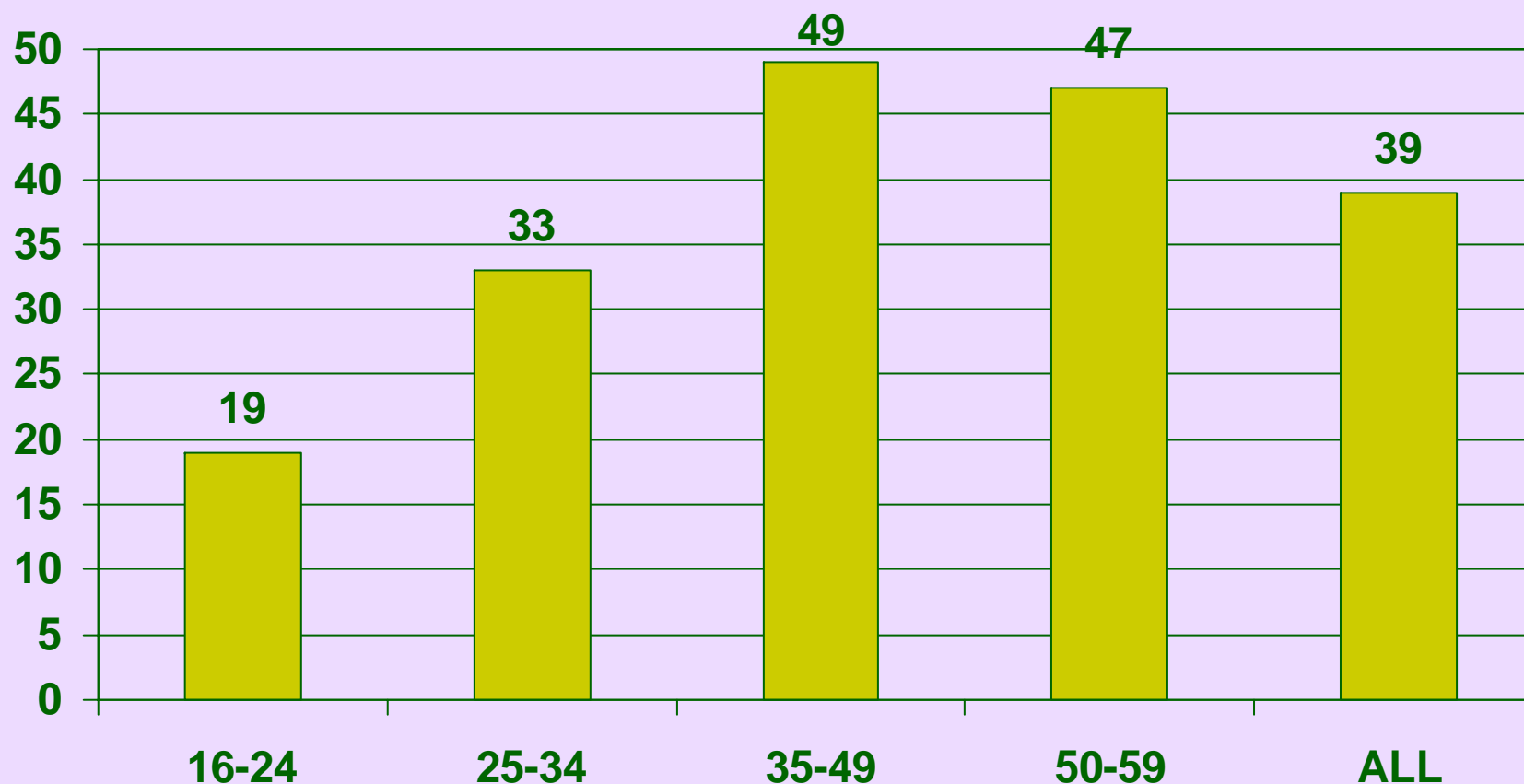
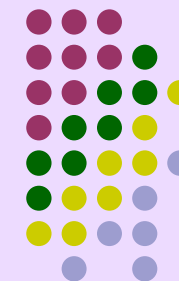
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Employed women who work part-time by age: England 2001



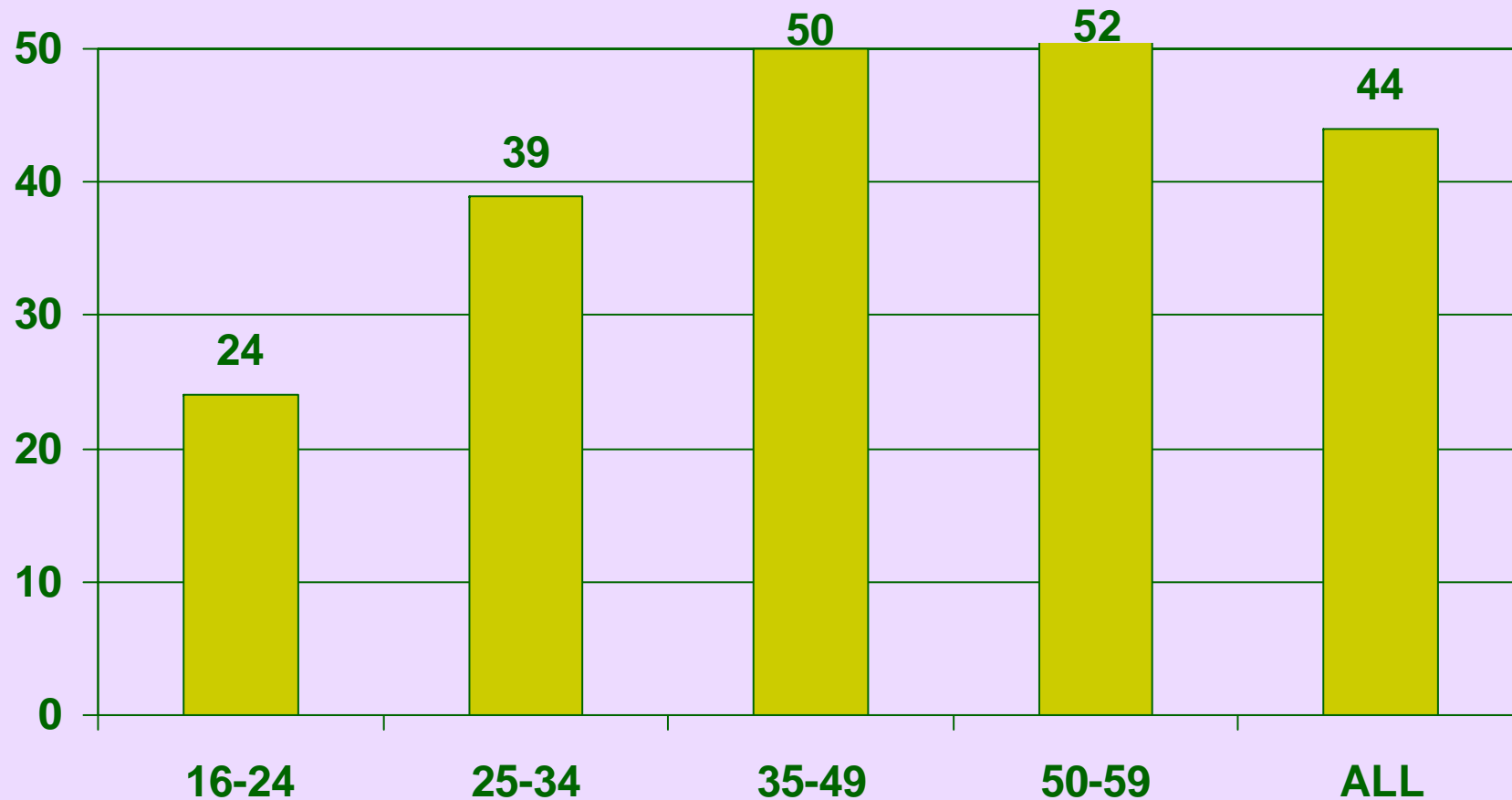
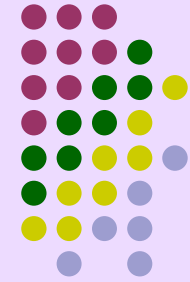
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Employed women who work part-time by age: Thurrock 2001



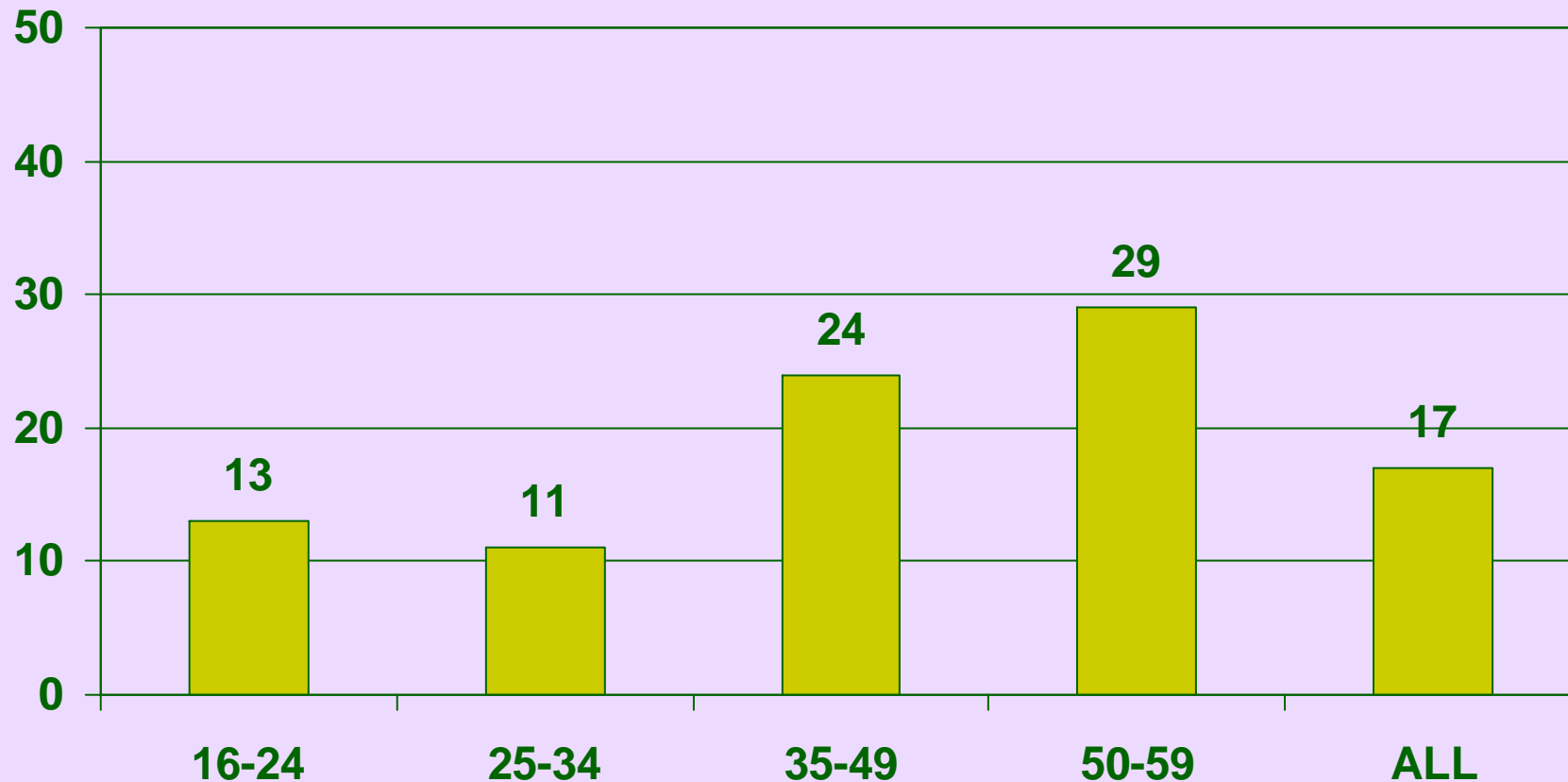
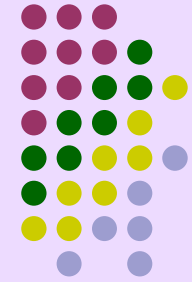
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Employed women who work part-time by age: Wakefield 2001



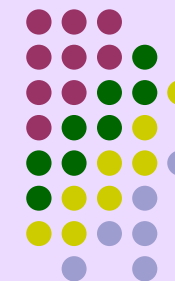
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Employed women who work part-time by age: Camden 2001



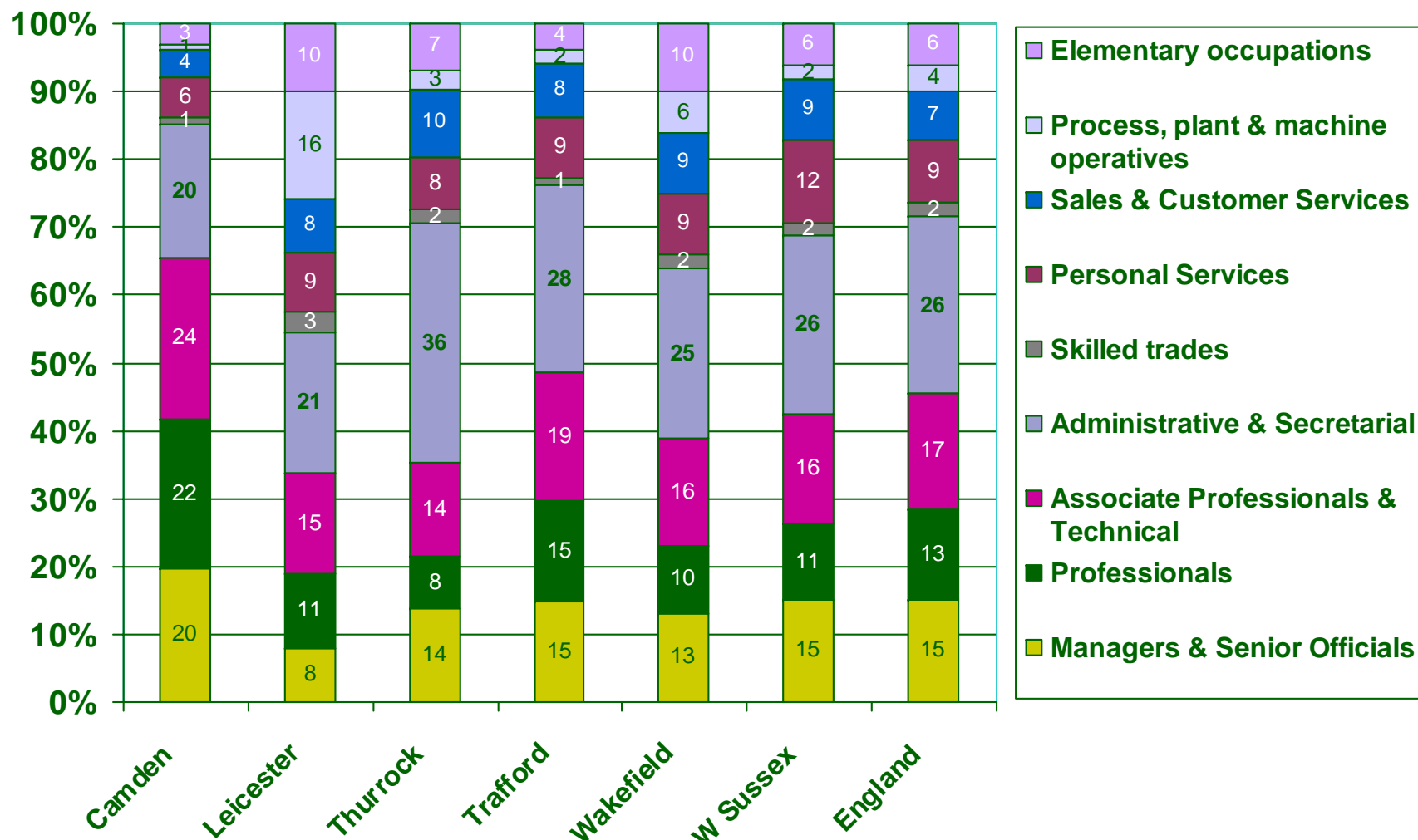
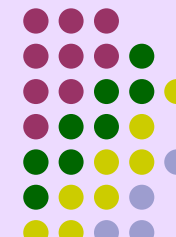
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Part-time work in local economies: change over time



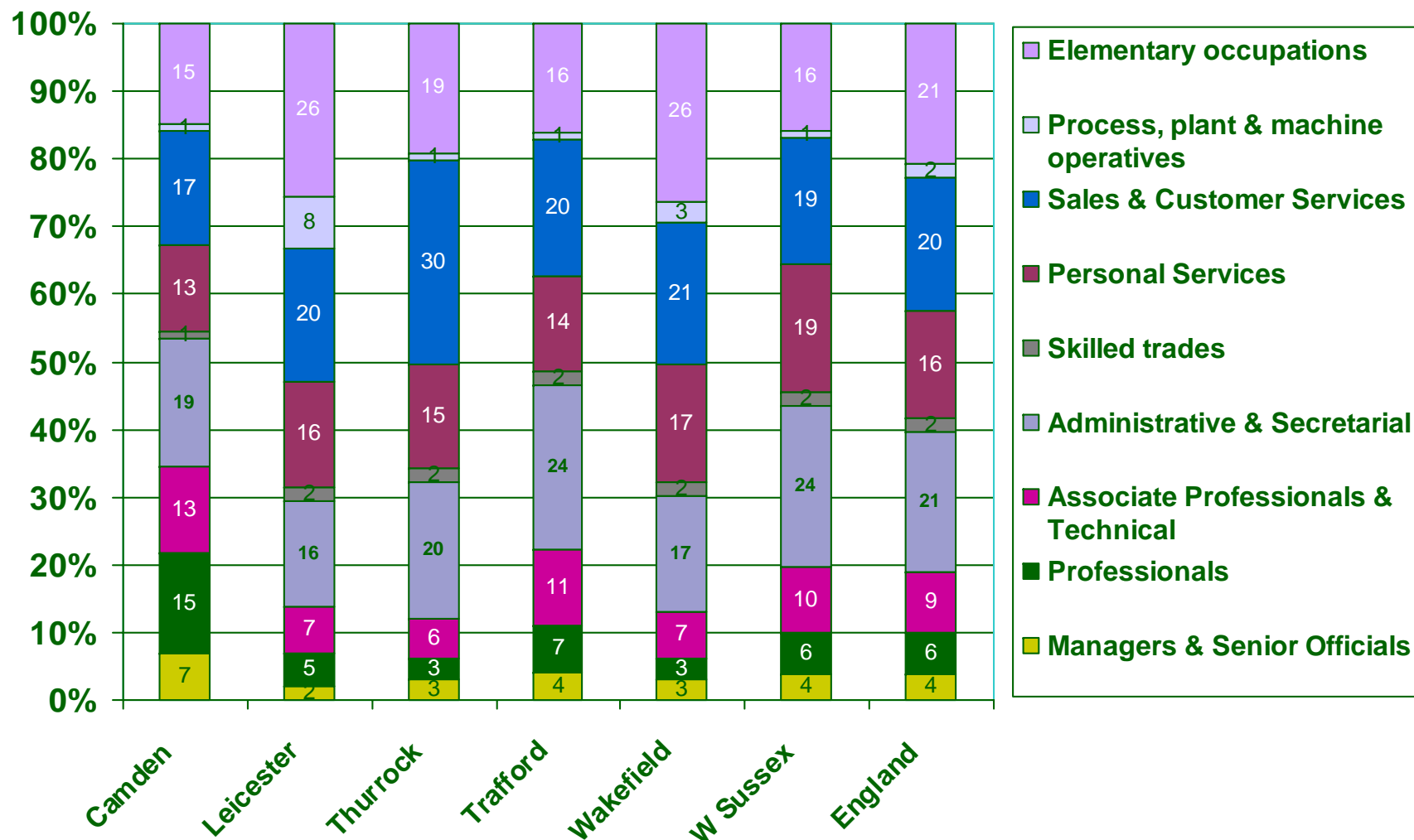
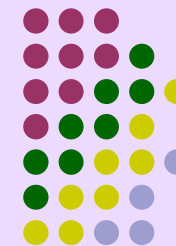
	% all jobs part-time		% all jobs women held by that are PT		% all jobs men held by that are PT	
	1991	2002	1991	2002	1991	2002
Camden	14	22	20	30	8	14
Leicester	24	29	39	42	8	16
Thurrock	25	34	52	56	6	14
Trafford	25	30	48	47	7	15
Wakefield	27	32	48	54	7	13
West Sussex	30	32	47	50	11	15
England	26	31	45	48	9	15

Full-time female employees (16-74) by occupation: England and selected localities



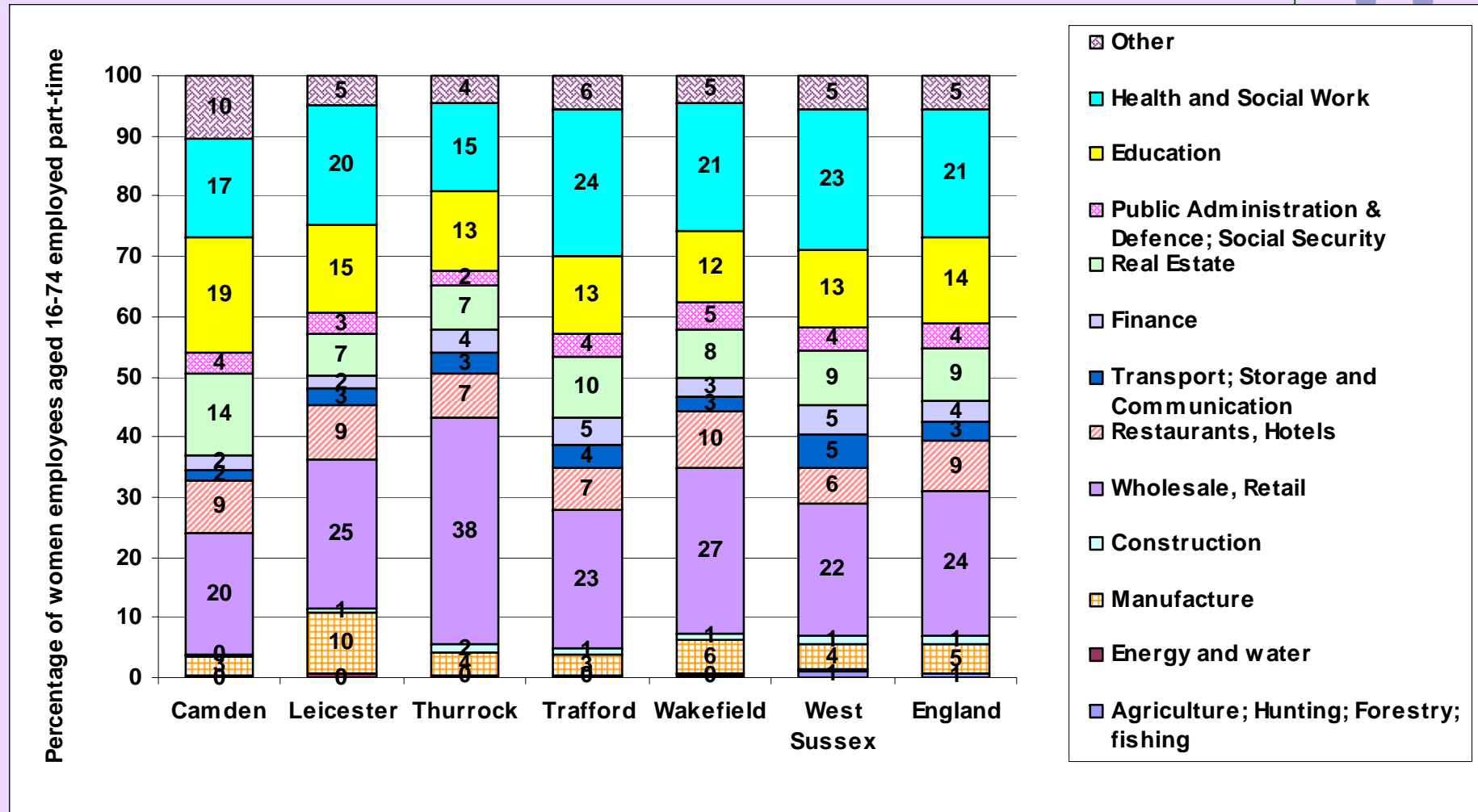
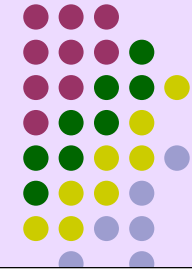
Source: 2001 Census Standard Tables, Crown Copyright 2003.

Part-time female employees (16-74) by occupation: England and selected localities



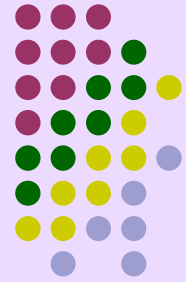
Source: 2001 Census Standard Tables, Crown Copyright 2003.

Part-time women employees by industry: England and selected localities



Source: 2001 Census Standard Tables, Crown Copyright 2003.

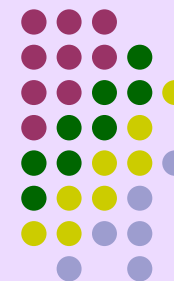
Tackling women's labour market disadvantage



Target **critical** issues for **key** groups in **specific** localities:

- Job quality
 - esp. low pay, lack of prospects, inflexibility in PT jobs
- Infrastructure
 - re transport / care / advice / education & training / health
- Tax/benefits system
- Weaknesses in education and training system
- Job design
 - Recruitment and job entry
 - Flexible working arrangements
 - Progression opportunities
 - Redesign of management careers
- Discrimination, harassment, prejudice, stereotyping

Requires: quality LLM information; gender lens; equalities perspective; local consultations/solutions



For information about the GELLM Research Programme 2003-6* or about the University of Leeds' research and publications on gender equality and on carers and employment, see:

www.leeds.ac.uk/sociology/research/circle

CIRCLE is the University of Leeds'

Centre for International Research on Care, Labour & Equalities

Co-Directors: Prof. Sue Yeandle & Prof. Fiona Williams

CIRCLE's Senior Research Fellows include Dr Cinnamon Bennett and Dr Lisa Buckner

Email: s.m.yeandle@leeds.ac.uk

** The GELLM Research Programme was based at the Centre for Social Inclusion, Sheffield Hallam University between Sept 2003 & Aug 2006*