

Gender Profile of Thurrock's Labour Market

Dr Lisa Buckner
Dr Ning Tang
Professor Sue Yeandle

Centre for Social Inclusion

Preface

Gender Equality: Gender and Employment in Local Labour Markets

Thurrock is a fast changing environment and there is no doubt that the Borough has an exciting future ahead with opportunities for everyone.

Thurrock is a key component of the Government's regeneration plans in the Thames gateway. This means new investment in houses, businesses, education, health, roads and leisure facilities. At a time of such rapid change in Thurrock an early priority is to strengthen the local economy and to make it more responsive.

The Gender Profile is an important tool that creates a comprehensive picture of the whole workforce, for both paid and unpaid work. The data will help employers in Thurrock manage the change that the area will witness, allowing for the development of a business case based on the needs of the whole workforce.

The profile builds on the earlier work of the Council in better understanding gender equality and the economic benefits of a diverse workforce. As one of Thurrock's largest employers and as community leaders we know it makes excellent business sense to ensure that both men and women are recognised. Our goal is to become an excellent authority, an employer of choice and to promote employment within Thurrock.

The profile provides a comprehensive data set and a framework for action. It will directly assist employers in Thurrock further develop by identifying barriers to employment and ensuring that we do not exacerbate inequalities.

We hope that this statistical data will provide a useful resource to help your company and organisation enjoy better results through greater understanding of the make up of your customers and workforce.



Anne Cheale
Leader



David White
Managing Director

Acknowledgements

This Gender Profile for Thurrock, one of eleven Gender Profiles being published in autumn 2004 as part of the national Gender and Employment in Local Labour Markets (GELLM) project, is the product of team work at the Centre for Social Inclusion, Sheffield Hallam University, carried out in close partnership with the eleven local authorities concerned¹.

The GELLM team at the Centre for Social Inclusion is directed by Sue Yeandle, and includes the following staff, all of whom have played important roles in sustaining the project: Ian Chesters (administrator), and, in a variety of research roles, Lisa Buckner, Karen Escott, Pamela Fisher, Linda Grant; Anu Suokas, and Ning Tang. We are also grateful for the support of our Faculty's Deputy Dean, Professor Christine Booth and of Tim Strickland of the University's Enterprise Centre, and for the assistance of Ryan Powell, Lorna Hewish and Bernadette Stiehl.

The authors of the Gender Profile would also like to thank the project's national partners, especially David Darton and David Perfect of the Equal Opportunities Commission, and Rebecca Gill and Richard Exell of the TUC, for their guidance and suggestions, as well as the project's academic advisers, Professors Ed Fieldhouse, Damian Grimshaw and Irene Hardill. We acknowledge with thanks the co-operation of our contacts at DWP, ONS, DfES and other government departments², and of course the financial support of the European Social Fund, without which this project could not have been developed. Officers of Thurrock Council have provided essential support in developing the project and we would especially like to thank John Garbutt for statistical advice.

Publication of the Gender Profiles completes Phase 1 of the GELLM project, which in autumn 2004 moves into Phase 2, during which Local Research Studies will be completed in the participating local authorities, covering the following topics. The reports of these studies will be published in summer 2006.

1. Low Paid, Part Time Work - Why do Women Work Below their Potential?
2. Building Bridges to Work: Gender, Local Labour Markets and Neighbourhood Projects.
3. Enhancing Employment Opportunities for Women from Black and Minority Ethnic Groups.
4. Career Development in the Local Authority Sector in England: Opportunities and Constraints.
5. Women's Poverty and Economic Disadvantage: the Impact of Regeneration Initiatives and Developments.
6. Local Challenges in Meeting Demand for Domiciliary Care.

Sue Yeandle

on behalf of the GELLM research team

Sheffield, September 2004

¹ These authorities are: Birmingham City Council, East Staffordshire Borough Council, Leicester City Council, the London Borough of Camden, Newcastle City Council, Sandwell Metropolitan Borough Council, Thurrock Council, Trafford Metropolitan Borough Council, Somerset County Council, Wakefield Metropolitan District Council, and West Sussex County Council. All the eleven local authorities are making match funding contributions to support the ESF grant funding the GELLM project, and we would like to take this opportunity to publicly thank these authorities for their engagement in and support of the project.

² Crown Copyright material is reproduced with the permission of the Controller of HMSO.

Contents

| | | |
|--|---|----|
| 1. Introduction and Executive Summary | 2 | |
| 2. The Local Setting | 6 | |
| Thurrock | 6 | |
| The People of Thurrock | 7 | |
| Households and Housing | 9 | |
| 3. Education and Skills | 10 | |
| Educational Indicators in Thurrock | 10 | |
| Educational Attainment: Ages 7-16 | 11 | |
| Destination of pupils after age 16 | 18 | |
| A/AS Level Attainment | 19 | |
| Higher Education | 21 | |
| Qualifications and Skills in the Working Age Population | 21 | |
| Key Points | 22 | |
| 4. Trends and Patterns in Women's and Men's Employment | 23 | |
| Structure of Employment Opportunities | 23 | |
| People and Employment | 27 | |
| Key Points | 33 | |
| 5. The Gender Pay Gap | 35 | |
| Causes of the Gender Pay Gap | 36 | |
| Pay In Thurrock | 36 | |
| Key Points | 38 | |
| 6. Unemployment and Economic Inactivity | 39 | |
| Unemployment | 39 | |
| Economic Inactivity | 42 | |
| Key Points | 45 | |
| 7. Women, Men and Diversity | 47 | |
| The Employment Circumstances of People from Black and Minority Ethnic Groups | 47 | |
| Thurrock's White Other Population | 47 | |
| Thurrock's Indian Population | 52 | |
| Thurrock's White Irish Population | 53 | |
| Thurrock's Black African Population | 54 | |
| Key Points | 56 | |
| 8. Work-Life Balance | 57 | |
| Flexible Working Patterns | 57 | |
| Barriers to Employment | 58 | |
| Key Points | 61 | |
| Appendix A | Glossary of Census Terms | 62 |
| Appendix B | Examples of Occupations in each of the main 2001 Census Occupational Categories | 64 |

1. Introduction and Executive Summary

This **Gender Profile of Thurrock's Labour Market**

explores the relative situation and resources of women and men in Thurrock, compared with the Eastern region and England as a whole. It focuses on how women and men in Thurrock experience the labour market, both in working within it and seeking to enter it. The profile draws attention to features which are particularly important in Thurrock, as well as to features which are experienced in similar ways across the country.

In preparing the Profile, we have used the most up-to-date information available, and relied upon a wide range of official statistics. The 2001 Census has been used extensively, and we have commissioned special tables from it, since for many aspects of labour force behaviour this is the most reliable available source of information. It is also the only major data-set which can be used to examine labour force participation by the combined factors of gender, age and ethnicity at district level.

The Profile is organised in chapters which focus on specific topics relevant to women's and men's participation in the labour market, described in more detail below. It includes some data on those who are still in full-time education, and therefore not yet in the labour market, because indicators of their performance are important in understanding the attributes of, and choices made by, labour market entrants. It also includes information about people of working age who are not currently in paid work or economically active. Again, this is because it is important to know more about the situation of the large numbers of working age men and women who are not employed or self-employed, and to consider whether they are encountering any barriers to employment or forms of discrimination which need to be addressed in employment or social policy.

The Gender Profile thus offers an extensive description and commentary on the position of Thurrock's men and women, and is being made available to employers, trade unions and policy-makers to enable them to make evidence-based decisions about their policies and priorities. Although a very comprehensive document, the Gender Profile cannot provide absolutely exhaustive detail about all aspects of the labour market; in cases where we have selected examples (as in looking at selected subjects studied by pupils in schools, or in examining features of selected occupations), we hope the Profile will alert interested parties to the full scope of the available data, and encourage greater use of gender-disaggregated statistics in analysis and decision-making.

It is widely recognised that participation in formal labour markets is highly gendered at all levels of analysis - international, national, regional and local. This means that women and men tend to predominate in different occupations and industries, and to have different working patterns. Some of this arises from personal choices, but it is also known that stereotyping, discrimination, recruitment practices and promotion arrangements can and do come into play. Where this happens, the result can be indefensible differences in men's and women's pay, a concentration of women in lower level jobs which do not make full use of their skills or potential, and difficulties for both men and women who wish to enter occupations not typical for their sex. We also know that most women and men aim to access employment which is local to where they live: for example, in England as a whole only 16 per cent of men and 9 per cent of women usually travel more than 20 kilometres each day to work.

Given these two factors - the gendered nature of labour force participation, and the local nature of most employment - it is perhaps remarkable that so little attention has been given in analysis of labour force participation and behaviour to gender-disaggregated data at the sub-regional level. The research team responsible for producing this Gender Profile of Thurrock (alongside comparable documents for ten other local authorities drawn from every one of the nine English regions) believe that it represents a major step forward in developing evidence-based policy in this field. Our work has been inspired by the challenge of 'gender mainstreaming'. This is a relatively new approach to tackling sex discrimination and gender inequality, which simply asks that, in whatever policy field, an accurate assessment of men's and women's situation is made, so that policy can be developed to address any unfairness and inequality which disadvantages either women or men, and that the circumstances, views and aspirations of both women and men are taken into account when decisions are made.

The remainder of this Gender Profile is organised in the following Chapters, which are briefly summarised here:

The Local Setting

Thurrock has, by national standards, a comparatively young population, with more children, higher percentages of people aged 25-34, and rather fewer people aged 50 or older. The Borough saw a significant influx of population between 1991 and 2002, an additional 16,500 people.

General indicators of health and well-being in the Borough are mixed. Thurrock has lower rates of younger people with a limiting long-term illness (LLTI), but it also

has lower rates of life expectancy at birth, high rates of LLTI among the older population, and a comparatively high (although declining) teenage pregnancy rate, compared with England as a whole.

One notable feature of the Thurrock population is its relatively low number of men and women from Black and Minority Ethnic Groups (7.5 per cent and 6.8 per cent respectively in 2001), significantly below the English average (about 13 per cent for both sexes). Within this population, the Indian, White Irish and White Other³ population groups predominate.

By comparison with the English average, rather more people in Thurrock are owner occupiers or rent their homes from the local authority, and there is a lower level of private renting. Average house prices in Thurrock have been below the national average level, but have risen fast since 2000.

Education and Skills

Thurrock's official education statistics reveal considerable educational disadvantage within the Borough. Both boys and girls achieved poorer results than boys and girls nationally in most of the standard assessment tests at ages 7, 11 and 14. Results at GCSE (or equivalent) and at 'A' level are also low by national standards, although on most measures girls achieved better results than boys, in line with national trends. A particular issue is the lower proportion of boys than girls who achieve the top A-C grades when submitted for 'A' level examinations. There is also evidence of strongly gendered subject choice among pupils at these stages. Girls in Thurrock are less likely to choose mathematics for 'A' level study (just over 2 per cent compared with 6 per cent of girls nationally), while boys in the Borough are less likely to choose English than their English counterparts (under 6 per cent compared with 8 per cent nationally).

In 2003, 163 Thurrock boys and 81 girls left school at 16 to enter employment. Here the percentage figures were broadly in line with national patterns of school leaving at this age. Most boys who began work at 16 entered skilled trades or labouring/elementary occupations, while two in every five girls leaving school at 16 entered personal service occupations.

Among Thurrock's working age population, both men and women are, on average, less well qualified than men and women nationally. A higher proportion of Thurrock men aged 25-34 has no qualifications, compared with the picture for men of this age nationally,

and (in the same age group) Thurrock women are about half as likely as all women in England to have a university degree.

Trends and Patterns in Men's and Women's Employment

Thurrock experienced a large increase in part-time jobs between 1991 and 2002: this was particularly visible in a rise in the number of part-time jobs held by men (which rose by 214 per cent over this period), while part-time jobs held by women also increased, by 73 per cent. In total, over 9,000 new part-time jobs were created, alongside almost 8,000 full-time jobs. The growth in the latter benefited men slightly more than women.

Despite this job growth, manufacturing jobs in Thurrock declined sharply in this period, as did the number of jobs in the energy and water sector. This had a more marked impact on men than on women in the Borough. The number of jobs held in distribution, hotels and restaurants increased significantly for both women and men, and there was also a large rise in jobs in construction, with new employment in this sector going overwhelmingly to men.

This context of job growth underlies Thurrock's above average economic activity rates for both men and women of working age. The figures are especially high for 16-24 year olds, but are affected by the comparatively low numbers of students living in the Borough.

In Thurrock, both men and women are more likely to work 20-40km away from home than men and women across England and fewer Thurrock residents work very close to their homes. More than half of Thurrock's employed women drove to work each day in 2001, an increase of 11 per cent since 1991. However, Thurrock women aged 25-49 were also much more likely than younger women to work within 2 kilometres of their homes, a pattern which is considerably more marked in Thurrock than at the national level.

Thurrock's men are more likely than men at the national scale to work in construction, distribution or in transport, storage and communications - together half of all Thurrock men work in these sectors. Among Thurrock women, levels of employment in sales and customer services jobs and in administrative and secretarial work are high, while their level of employment as managers and senior officials is low by national standards.

³ This group can include other EU citizens, Americans, and Australians as well as Romany Gypsies and people from the former Yugoslavia and Eastern Europe.

The Gender Pay Gap

Thurrock has both hourly and weekly rates of pay for women which are low by national standards. Like women across England, Thurrock women in full-time employment earn considerably less than their male counterparts. When all occupations are considered together, Thurrock has a rather wider gender pay gap than exists at the national level, especially in part-time employment. A particularly wide pay gap can be observed in Thurrock in full-time employment among managers, senior officials and professionals. The pay gap is narrowest in sales and customer service occupations, where women employees still earn 10 per cent less than their male counterparts, and where male wages also tend to be low by comparison with many other occupations.

Unemployment and Economic Inactivity

In 2001, there were about 3,500 unemployed people in Thurrock, 1 in 5 of whom, among both men and women, had not worked for over five years. A relatively high proportion of the Borough's unemployed people had last worked in elementary occupations. By national standards, Thurrock has a very small population of students, which affects economic activity indicators in the 16-24 age group, and underlies the high employment rate among young people.

16 per cent of all Thurrock women of working age – about 2,000 women - were looking after their home or family full-time in 2001. The proportion of women occupied in this way was higher than the national average, especially among women aged 16-34.

About 16 per cent of all children in Thurrock live in a household with no working adult, and the Borough has a relatively high proportion of lone mothers who are economically inactive. Part-time employment rates among women who are lone parents in Thurrock are considerably lower than in England as a whole, although the full-time employment rate for this group is about the same as the national figure.

Women, Men and Diversity

Thurrock has a small Black and Minority Ethnic population, which is mainly made up of people from the Indian, White Irish, Black African and White Other groups. Economic activity indicators vary considerably between ethnic groups and do not always follow the same pattern for men and women. Some groups are strongly concentrated in particular industrial sectors or occupations. Almost all of the Borough's small population of Bangladeshi men work in distribution,

hotels and restaurants, for example, and about half of all Chinese people of both sexes also work in this sector.

Work-Life Balance

Analysis of working time patterns shows that women working part-time in Thurrock are less likely than women at the regional or national level to have flexitime, term-time only or annualised hours contracts. Flexitime is also considerably less widespread among Thurrock's full-time male workers than in England or the Eastern region as a whole.

Among people of working age, almost 14 per cent of Thurrock's women and about 10 per cent of men in the Borough were providing unpaid care to a dependent relative, neighbour or friend in 2001. These figures were a little lower than those recorded at the regional and national scale. This new evidence, collected in the Census for the first time in 2001, also showed that nearly one in ten male employees, and more than one in eight female employees was also a carer. The data also revealed interesting differences in patterns of caring between men and women of different ethnic groups.

By national and regional standards, Thurrock has considerably fewer childcare places per 1,000 children. This was evident in nearly all categories of childcare, including childminder places, day nursery provision and out-of-school hours care for school age children. Seven wards within the Borough still had no day nursery places at all in July 2004, and very few of the existing nurseries reported vacancies in their provision.

Using the Gender Profile⁴

The Gender Profile has been designed as a resource for all those interested in Thurrock's men and women. It provides a detailed picture of how Thurrock's people, in all their diversity, are faring in relation to the districts'

⁴ Every effort has been made to check the accuracy of the data presented in this document, and to use the latest data available during its preparation (spring/summer 2004). The data from the 2001 Census will remain the latest source for much analysis at district level until the 2011 Census results are released. Other data is produced on an annual basis, and data users should consult the source agency concerned for relevant updates. The Centre for Social Inclusion's work in Thurrock on the Gender and Employment in Local Labour Markets project continues until summer 2006, and from autumn 2004 onwards will focus on the collection of new data through three new local research studies: "Low Paid, Part-Time Work - Why do Women Work Below Their Potential?", "Building Bridges to Work: Gender, Local Labour Markets and Neighbourhood Projects" and "Local Challenges in Meeting Demand for Domiciliary Care". The Centre for Social Inclusion welcomes enquiries from organisations and individuals interested in commissioning future work of this type.

labour market at the start of the 21st century. Recent labour market changes and trends, particularly in Thurrock's industries, occupations and patterns of employment are highlighted in the profile.

Uniquely in a document of this type, the Gender Profile also provides evidence relevant to the provision of other services provided in Thurrock - for example in education, transport, childcare, and care support - and offers insight into continuing differences between men's and women's participation in the labour market and in the experiences of men and women of different ages and from different Black and Minority Ethnic groups.

The Gender Profile has been produced using the full range of available official statistics, and includes presentations of data specially commissioned for this study. Almost all data of this type can be disaggregated by sex, although analysis of gender differences has only rarely been a feature of previous local labour market analysis. We hope that this profile (alongside the ten others being produced for other English local authorities in autumn 2004) will be a major resource for, and stimulus to, the gender mainstreaming of public policy. By demonstrating the range and scope of data available on women and men, we believe the Gender Profile can also ensure that, in future, the differences and similarities in women's and men's labour market circumstances will be the focus of documentation, policy development and decision-making at local, regional and national levels.

2. The Local Setting

Thurrock⁵

The Borough of Thurrock lies on the River Thames just to the east of London. With over 18 miles of riverfront, it covers an area of 64 square miles, with more than half as Green Belt. With Greater London to the West and the river to the South, the County of Essex to the north and east forms the other borders.

The Borough has a number of main settlements including Grays, Stanford/Corringham, South Ockendon/Belhus and Tilbury, together with a number of villages. The developing community of Chafford Hundred is located west of Grays and east of the M25.

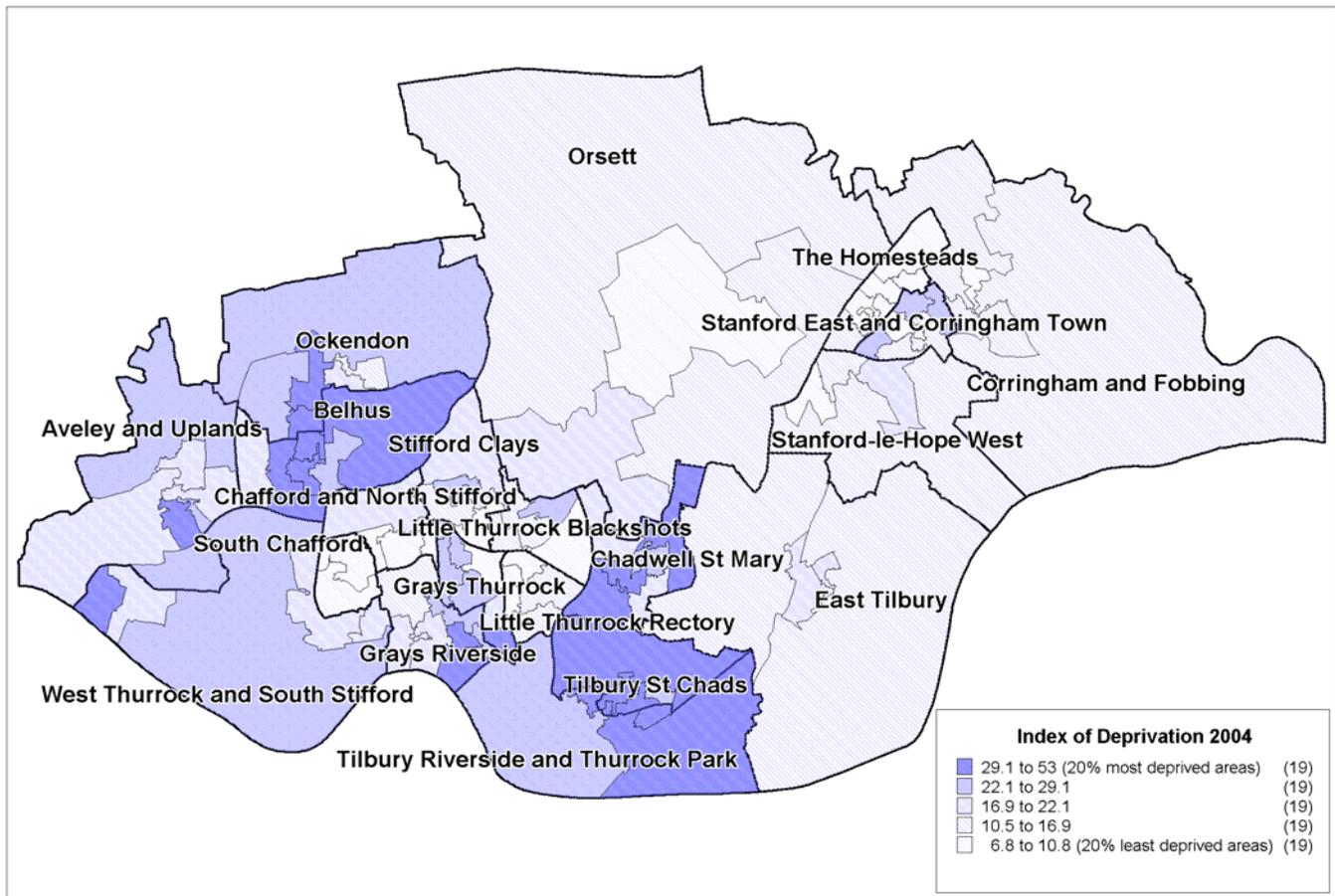
With a population of about 145,000 people living in 58,485 homes, Thurrock has a wide-ranging and diverse economy. This includes many large and important

industrial sites, including one large oil refinery, and manufacturing industries. Thurrock is also home to the Lakeside Shopping Centre. With over 300 shops under one roof, this is one of the largest retail centres in Europe.

Despite much of the Borough being environmentally protected Green Belt land, the Borough is a major part of the Thames Gateway area, a corridor of opportunity that has been identified by central government as the area with greatest development and commercial potential in the country.

Thurrock is served with excellent communication links. The M25 London Orbital Motorway, the high speed rail links leading to the Channel Tunnel, the local railway line providing direct access to central London, the Port of Tilbury and the City of London Airport all make Thurrock an important national and international centre.

Figure 2.1 Index of Deprivation 2004: Thurrock



Source: ODPM, Crown Copyright 2004. 2001 Census, Super Output Area Boundaries, Crown Copyright 2003. 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

⁵ Source: Thurrock Guide 2002, Thurrock Council.

The Borough of Thurrock is made up of 20 Wards. **Figure 2.1** shows these wards, indicating the Index of Deprivation 2004 scores for the areas within them. Within Thurrock the areas of greatest deprivation are in Tilbury St. Chads ward. One of the areas within this ward is ranked 1,788 out of 32,482 sub-Ward areas (known as Super Output Areas (SOAs)) where 1 is the most deprived. 5 of Thurrock's 94 SOAs are ranked in the 10 per cent most deprived in the country. None of Thurrock's SOAs are ranked nationally in the 10 per cent least deprived areas. Overall, the average of the scores for Thurrock rank it 122 out of 354 local authorities, where 1 is the most and 354 the least deprived.

Thurrock's Industrial Structure and Labour Market⁵

Thurrock has changed dramatically over the last 50 years. An area historically famous for its quarrying and heavy industry, it is now best known for its retail services and as a distribution centre. Thurrock's transport links, through motorways, trunk roads, rail and sea make it a major hub for distribution services. It remains one of the most important industrial areas in the south-east, with several important companies based here. The Port of Tilbury is one of the area's major employers, serving markets in Europe and the rest of the world. On the riverside, a huge oil refinery plant employs hundreds of local people. Another large employer is National Power's coal-powered Tilbury Power Station, which generates up to a maximum of 1400 megawatts of electricity.

Lakeside Shopping Centre at the west end of Thurrock is one of the great attractions in south-east England and it provides a major boost to the Borough's economy.

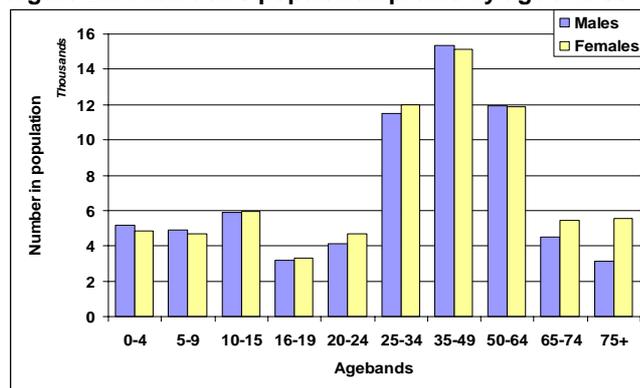
Further information about the Industrial Structure and Labour Market in Thurrock is presented in Chapter 4.

The People of Thurrock

Figure 2.2 shows the population profile for Thurrock by age and sex, and **Figure 3** the difference between the profiles for Thurrock and England. It can be seen that Thurrock has proportionally:

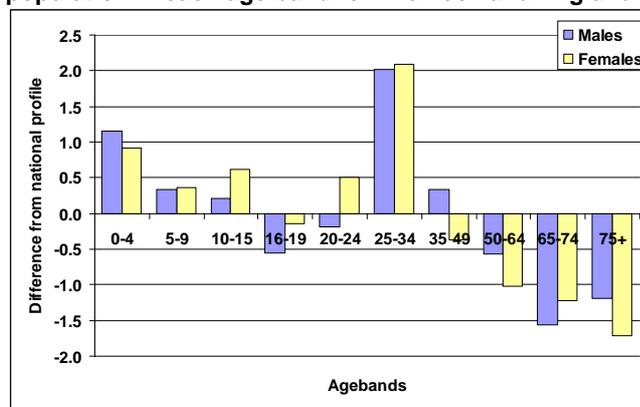
- more children
- fewer young people aged 16-19
- more people aged 25-34 and
- fewer people aged 50+, especially those over retirement age

Figure 2.2 Thurrock's population profile by age and sex



Source: Registrar General's Mid 2002 Population Estimate, Crown Copyright 2004

Figure 2.3 Difference between the percentage of the population in each age band for Thurrock and England



Source: Registrar General's Mid 2002 Population Estimate, Crown Copyright 2004

Population Change and Migration

Between 1991 and 2002 the population of Thurrock increased by 16,500 people, or 12.8 per cent of the total. However, as **Figure 2.4** illustrates, this was as a consequence of an increase across all age groups. This is in contrast to the pattern in the region and in England as a whole.

Figure 2.4 Change in population 1991 to 2002

| Area | Total change (%) | Change in the proportion in each age group (%) | | |
|----------|------------------|--|-----------------|---------------|
| | | 0-15 | 16-64/59 | 65/60+ |
| Thurrock | 16,500 (12.8) | 3,600 (12.9) | 10,700 (13.2) | 2,200 (11.0) |
| Eastern | 299,300 (5.8) | 40,700 (3.9) | 158,700 (5.0) | 99,900 (10.7) |
| England | 1,686,800 (3.5) | 171,500 (1.8) | 1,241,000 (4.2) | 274,200 (3.1) |

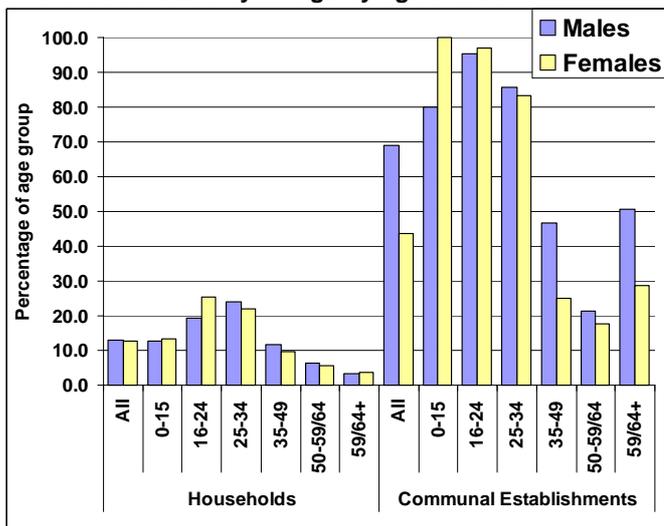
Source: Registrar General's Mid 2002 Population Estimate revised, Crown Copyright 2004. Registrar General's Mid 1991 Population Estimate revised, Crown Copyright 2004

Note: 16-64/59 are people of working age and 65/60+ are those people of retirement age and above. Numbers may not sum due to rounding

⁶ Source: Thurrock Guide 2002, Thurrock Council.

Using data from the 2001 Census, it is also possible to explore the patterns in migration into and out of Thurrock in the year prior to the Census. In Thurrock, 10 per cent of people had moved in the year before the Census, which is similar to the figures for the region (12 per cent) and for England as a whole (12 per cent).

Figure 2.5 Percentage of people in Thurrock with a different address on year ago by age and sex



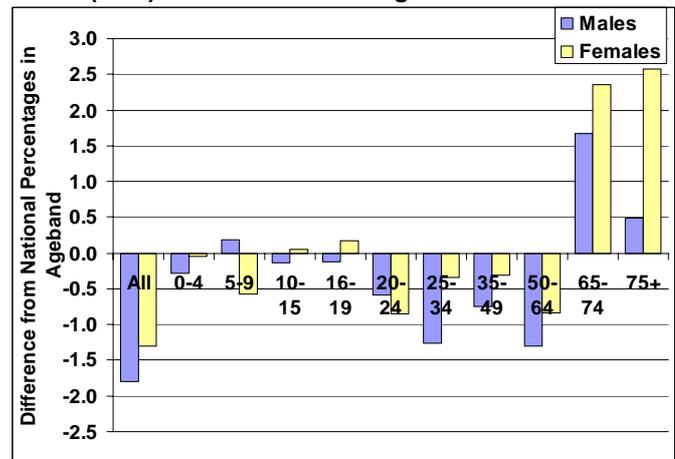
Source: 2001 Census Standard Tables, Crown Copyright 2003

Figure 2.5 shows the percentage of people in Thurrock who were migrants (those with a different address one year before the 2001 Census) by gender, age and whether the person was resident in a household or communal establishment (CE), e.g. nursing home, hall of residence, residential care etc. In Thurrock, 0.4 per cent of the population are resident in Communal Establishments, compared with 1.7 per cent in the Eastern region, and 1.8 per cent in England. For people resident in households in Thurrock, the key age group for migrants is 16-24 for women and 25 to 34 for both men and women. For communal establishment residents, the key age groups are 0-15, 16-24 and 25-34. Overall a higher proportion of men in communal establishments had a different address one year ago than women in communal establishments.

Selected Health Indicators

Although there are fewer people over retirement age in Thurrock, Figure 2.6 shows that the proportion of older people with a **Limiting Long-Term Illness** (LLTI) is higher than in England, especially for women. However, across most other age groups, especially among people of working age, the proportion of people with a Limiting Long-term Illness in Thurrock is less than in England.

Figure 2.6 Difference between the percentage of the population in each age band with a Limiting Long-Term Illness (LLTI) for Thurrock and England



Source: 2001 Census Standard Tables, Crown Copyright 2003

In Thurrock the **conception rate amongst 15-17 year olds** was 54 per 1000 women⁷ (with 46 per cent ending in abortion) in 1999-2001, compared with 58.6 per 1000 women in 1996-1998 (with 37 per cent ending in abortion). Although declining, this was higher than the rates for both the Eastern region, (35.2 per 1,000 women with 47 per cent ending in abortion), and for England as a whole (43.5 with 45 per cent ending in abortion).

People in Thurrock have a significantly reduced **life expectancy** when compared with the Eastern region and England as a whole. In 1999-2001, males in Thurrock had a life expectancy of 75.4 years at birth compared with 76.8 for the Eastern region and 75.7 for England. For women, the figures were 80.3, 81.2 and 80.4 for Thurrock, the region and England respectively. This ranks Thurrock as 244 for men and 224 for women for life expectancy out of 374 local authorities, where the local authority where men and women have the highest life expectancy is ranked as 1.

Minority Ethnic and Religious Groups

Figure 2.7 shows that 7.5 per cent of the male and 6.8 per cent of the female population in Thurrock are from Black and Minority Ethnic groups⁸. This is similar to the Eastern region, with 8.6 per cent of males and 8.7 per cent of females, but lower than for England where 12.8 per cent of men and 13.1 per cent of women are from Black and Minority Ethnic groups.

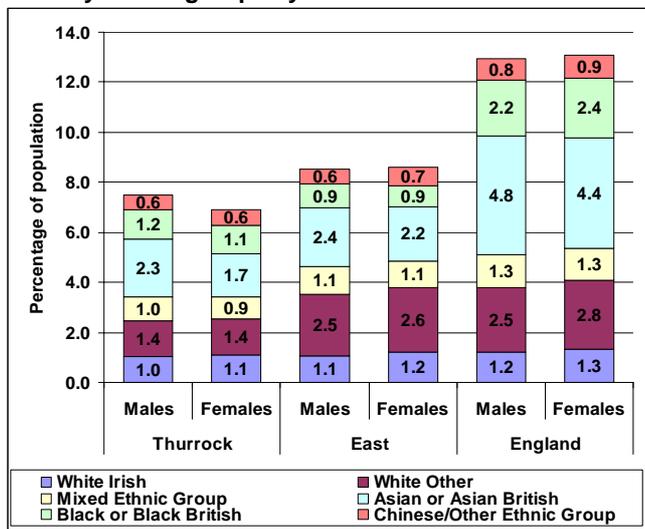
In Thurrock in 2001, the largest Ethnic Minority group was the White Other group (2,050 people, 1.4 per cent of the population), followed by the Indian population

⁷ Source: Key Population and Vital Statistics 2001, Office for National Statistics. Crown Copyright 2003.

⁸ Black and Minority Ethnic groups include all those groups other than White British.

(1,850 people, 1.3 per cent) and the White Irish group (1,520 people, 1.1 per cent).

Figure 2.7 Percentage of the population from Black and Minority Ethnic groups by sex



Source: 2001 Census Standard Tables, Crown Copyright 2003

The 2001 Census also provides information about religious groups. The largest minority religious groups in Thurrock are Muslims (1,535 people or 1.5 per cent of the population) and Sikhs (995 people or 0.7 per cent of the population). The proportion of people in Thurrock who stated that they were Christian, 73 per cent of males and 78 per cent of females, is higher than for the Eastern region (70 per cent and 75 per cent respectively) and England as a whole (69 per cent and 75 per cent respectively). 17 per cent of men and 13 per cent of women in Thurrock said that they had no religion, and 7 per cent of men and 6 per cent of women did not state a religion.

Households and Housing

There are over 58,400 households in Thurrock,⁹ of which 27 per cent are single person households. This is slightly lower than for the Eastern Region (28 per cent) and for England as a whole (30 per cent). Thurrock has a similar proportion of lone parent households to England, 10 per cent of households, but more than in the Eastern Region (8 per cent). The other main differences in Thurrock are:

- the higher proportion of 'one family' households which make up 68 per cent of all households compared with 67 per cent in the region and 63 per cent in England

- the higher proportion of cohabiting couple households (11 per cent) compared with the Eastern region (9 per cent) and England (8 per cent)
- the high proportion of households that are classed as 'other' (4 per cent) compared with only 2 per cent for the region. This category includes extended families where several generations of a family live in one household
- the low proportion of single pensioner households (12 per cent), compared with 14 per cent in the region and England as a whole

In Thurrock, 72 per cent of households are owner occupied, 20 per cent are rented from a social landlord (18 per cent rented from the council) and 7 per cent are privately rented. In the East of England region the figures are 72 per cent, 18 per cent (12 per cent rented from the council) and 9 per cent respectively, and in England 68 per cent, 19 per cent (13 per cent rented from the council) and 10 per cent. Thus, Thurrock has:

- a high proportion of owner occupied households
- a high proportion of households that rent from the council
- low levels of private renting

Data from the Land Registry for the last quarter of the years 2000 and 2003 show that house prices in Thurrock rose substantially in the three years between 2000 and 2003. The average house price rose from £87,600 to £154,100 (a 76 per cent increase) although 7 per cent fewer houses were sold in 2003 than 2000. Over the same period, the average house price across England increased from £112,500 to £166,300 (an increase of 48 per cent since 2000).

⁹ Source: 2001 Census Standard Tables, Crown Copyright 2003.

3. Education and Skills

Educational Indicators in Thurrock¹⁰

After 16, almost all Thurrock pupils study in colleges rather than schools.

Within Thurrock there are 47 primary, 10 secondary and 2 special schools, which teach 14,080, 8,480 and 280 pupils respectively. There are no independent schools within the Borough. All secondary schools in Thurrock take children aged 11 to 16. As none of the secondary schools have sixth forms, further education within the Borough is provided by Thurrock and Basildon College, Palmer's Sixth Form College and Thurrock Adult Community College. Of the 57 per cent of 16 and 17 year olds who are in full-time education, 5 per cent are in maintained schools, 54 per cent are studying at sixth form colleges and 40 per cent are in other further education establishments. This differs from the regional picture where 65 per cent of 16 and 17 year olds are in full-time education. Of these, 48 per cent are in maintained schools, 9 per cent in independent schools, 12 per cent in sixth form colleges and 32 per cent in other further education establishments. In England as a whole the corresponding figures are 64 per cent, 39 per cent, 9 per cent, 14 per cent and 38 per cent respectively.

In 2003 the **pupil to teacher ratio** in Thurrock in both primary and secondary schools (23.6 and 19.8 pupils per teacher respectively) was higher than in the Eastern region (22.8 and 17.5) and England as a whole (22.6 and 17.0). In the same year the **teacher vacancy rate** in Thurrock was also higher, at 4.4 per cent compared to 1.2 per cent in the region and 0.9 per cent in England. However, in 2003/2004 Thurrock spent slightly more per pupil (£3,680) than the regional average (£3,460) or the average across England as a whole (£3,590).

Thurrock has a much lower proportion of people from **Black and Minority Ethnic groups** than the Eastern region and England as a whole. In primary schools in Thurrock, 8.7 per cent of pupils are from Black and Minority Ethnic groups¹¹ compared with 11.0 per cent of pupils in the region and 17.8 per cent in England¹². The largest of these groups are *Black African* pupils (1.9 per cent) and *White Other* (1.8 per cent). In secondary schools the figures are 7.0 per cent, 10.0 per cent and

15.6 per cent for Thurrock, the Eastern region and England respectively. In Thurrock's secondary schools, the largest Black and Minority Ethnic groups are *White Other* (1.5 per cent), *Black African* (1.0 per cent) and *Indian* (1.0 per cent).

In Thurrock, 3.9 per cent of primary school pupils have a **first language which is other than English**, compared with 4.8 per cent of pupils in the region and 10.4 per cent in England as a whole. Among pupils in secondary schools the figures are 2.6 per cent, 4.7 per cent and 8.8 per cent in Thurrock, the region and England respectively.

In maintained nursery and primary schools in Thurrock, 15.0 per cent of pupils are eligible for **free school meals** (FSM), although only 12.1 per cent of pupils take them, compared with 11.7 per cent of pupils eligible (9.5 per cent take FSM) in the region and 16.8 per cent (13.5 per cent take FSM) in England. In secondary schools in Thurrock, the corresponding rates of eligibility for and uptake of FSM are 13.9 per cent and 9.5 per cent respectively, compared to 9.6 per cent and 7.0 per cent in the Eastern region and 14.5 per cent and 10.6 per cent in England as a whole.

A high proportion of boys and girls in Thurrock have Special Educational Needs

Figure 3.1 shows the percentages of pupils who have a **Special Educational Need** (SEN) at each Key Stage. Children have a Special Educational Need if they have a learning difficulty which calls for special educational provision to be made for them¹³. For children with SEN who require a high level of support, a Statutory Assessment of his or her special educational needs is carried out by the Local Education Authority (LEA). If after the assessment the LEA decides that the child needs more special education/provision, it must write a Statement of Special Educational Needs, which is usually called a 'statement'. It describes the child's needs and all the special help he or she requires. The statement is reviewed annually.

At all Key Stages and geographical levels, a higher percentage of boys than girls have a SEN. At Key Stages 1 and 2, significantly more pupils in Thurrock have a SEN than in the region and England as a whole. Whilst there are more boys with a SEN at all Key Stages in Thurrock than in the region and England, fewer girls have a SEN at Key Stages 3 and 4 in Thurrock than their counterparts regionally and nationally.

¹⁰ Thurrock Council School Organisation Plan 2001 to 2006, Statistics of Education 2003, DfES, Crown Copyright 2003⁴ and School Workforce in England, January 2003 (revised), Crown Copyright 2003

¹¹ Black and Minority Ethnic groups include all ethnic groups other than 'White British'

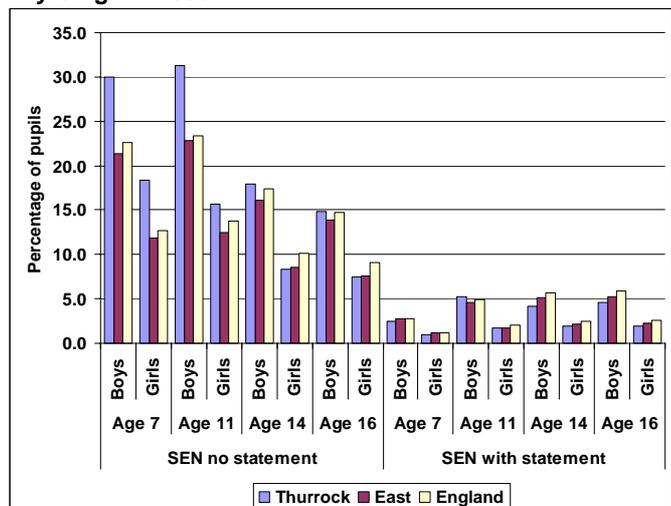
¹² Percentage of the total number of pupils whose ethnicity has been classified (not the total number of pupils) in 2003

¹³ Special Educational Needs Code of Practice, DfES 2001.

Educational Attainment at Ages 7-16

Both boys and girls in Thurrock perform below the level of pupils regionally and nationally

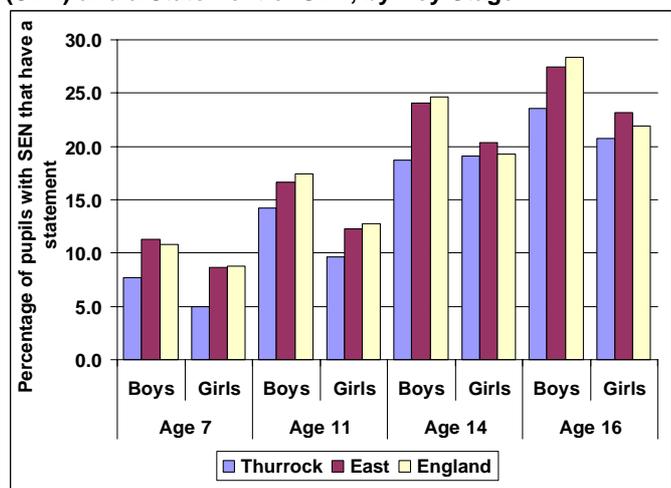
Figure 3.1 Boys and girls with identified Special Educational Needs (SEN) and with a Statement of SEN, by Key Stage in 2003



Source: DfES, Crown Copyright 2004

Figure 3.2 shows that in Thurrock, younger pupils (at all Key Stages) with a SEN are less likely to have a Statement of SEN than in the region and England. At all geographical levels and at all Key Stages, with the exception of KS3, girls with a SEN are less likely than boys with a SEN to have a statement.

Figure 3.2 Boys and girls with Special Educational Needs (SEN) and a Statement of SEN, by Key Stage

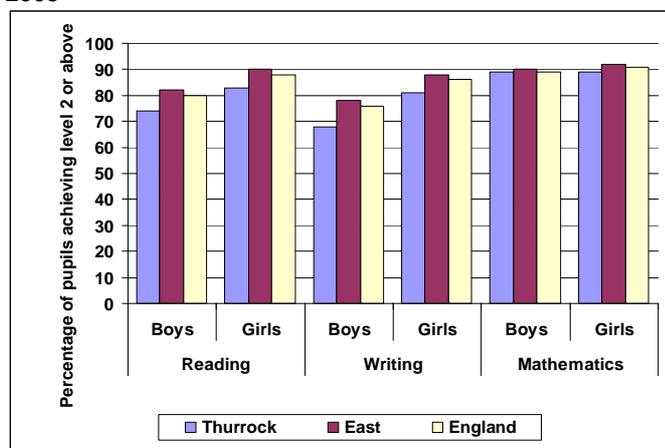


Source: DfES, Crown Copyright 2004

Key Stage 1 Tests - Age 7

Figure 3.3 shows the achievement of pupils in **Key Stage 1 tests (age 7)** in reading, writing and mathematics in 2003. A lower proportion of both boys and girls in Thurrock achieved the expected standard (in all the three subjects of reading, writing and mathematics) than their counterparts in the Eastern region and England. This difference is particularly acute in reading and writing. Whilst 89 per cent of boys achieved the expected standard in mathematics, similar to the region and England, fewer boys performed well in reading (74 per cent) and in writing (68 per cent). Girls in Thurrock performed better than boys in reading and writing (83 per cent in reading and 81 per cent in writing) but the same proportion (89 per cent) achieved the required level in mathematics.

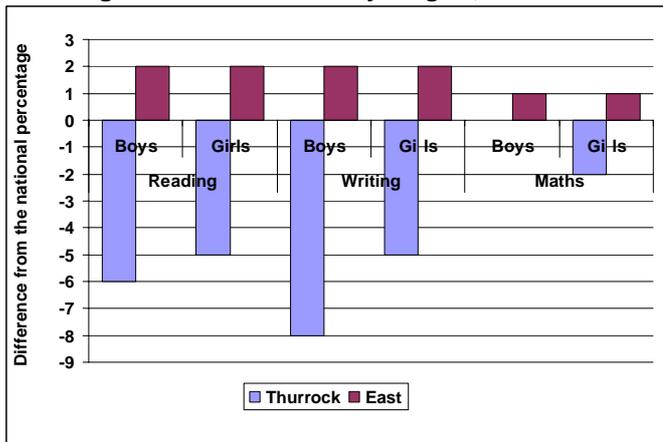
Figure 3.3 Boys and girls achieving level 2 or above at Key Stage 1 (age 7) in reading, writing and mathematics in 2003



Source: DfES, Crown Copyright 2004

Figure 3.4 shows how pupils' performance in Thurrock and the Eastern region differs from the national percentage of pupils achieving the expected standard at Key Stage 1. Both 7 year old boys and girls in Thurrock performed below the national level in reading and writing, whereas boys and girls in the Eastern region outperformed the national level in all the three subjects. The greatest difference is in boys' achievements in reading and writing, although more boys reached the expected standard in mathematics, similar to the national percentage. Girls in Thurrock performed better than boys in reading and writing, but significantly fewer achieved the expected standard than girls nationally.

Figure 3.4 Difference from national levels of pupils who achieving level 2 or above at Key Stage 1, in 2003



Source: DfES, Crown Copyright 2004

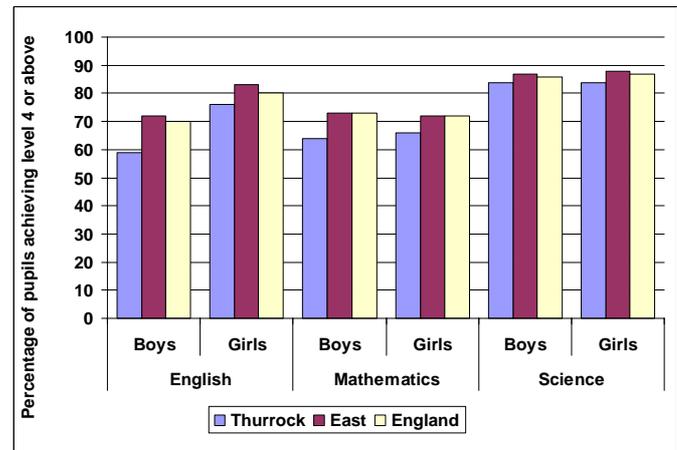
Note: England: Reading - Boys 80%, Girls 88%, Writing - Boys 76%, Girls 86%, Mathematics- Boys 89%, Girls 91%

Attainment data for previous years indicate that since 2000, proportionally more boys in Thurrock have achieved the expected standard at Key Stage 1 in all subjects except writing. This is similar to the pattern regionally and nationally, which shows a fall in the proportion of both boys and girls achieving the required level in writing in 2003. The results for girls in Thurrock suggest a negative trend, with a small decrease in the proportion achieving the expected standard since 2000 in both reading (1 per cent fewer) and mathematics (2 per cent fewer). This contrasts with the regional and national trend, which shows no change or a slight improvement in girls' performance, and is thus an area of concern.

Key Stage 2 - Age 11

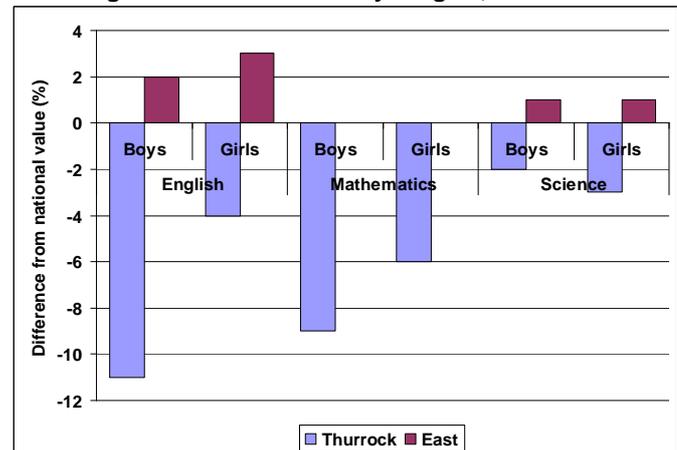
Figure 3.5 shows the achievements of pupils at **Key Stage 2** in the subjects of English, mathematics and science in 2003. Again, fewer pupils in Thurrock achieved the expected standard at Key Stage 2 than their equivalents in the Eastern region and England. Whilst 84 per cent of both boys and girls achieved the required level in science, a much lower proportion of boys achieved this level in English (59 per cent) and in mathematics (64 per cent). Girls performed better than boys in English (76 per cent) and mathematics (66 per cent), nevertheless doing less well than girls in the region and across England.

Figure 3.5 Boys and girls achieving level 4 or above at Key Stage 2 (age 11) in English, mathematics and science in 2003



Source: DfES, Crown Copyright 2004

Figure 3.6 Difference from national levels of pupils achieving level 4 or above at Key Stage 2, in 2003



Source: DfES, Crown Copyright 2004

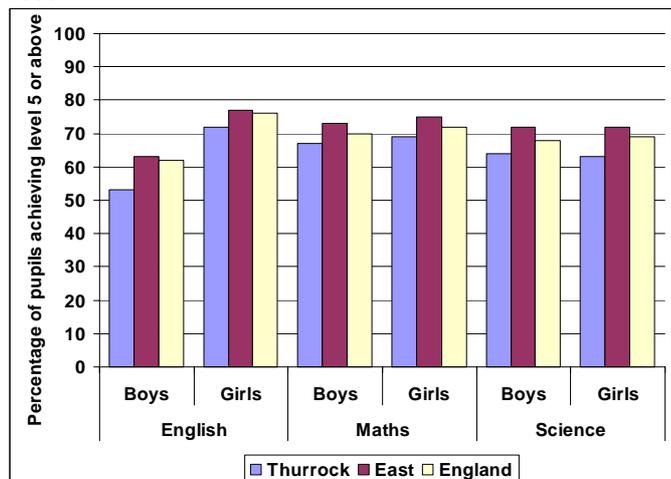
Note: England: English - Boys 70%, Girls 80%, Mathematics - Boys 73%, Girls 72%, Science - Boys 86%, Girls 87%

Since 2000, more girls in Thurrock have achieved level 4 or more at Key Stage 2 in English (up 5 per cent), maths (up 4 per cent) and science (up 3 per cent). In contrast, the picture for boys over this period is no change in English, down 1 per cent in maths, and up 4 per cent in science. This is against a national pattern of a 1-2 per cent increase between 2000 and 2003.

Key Stage 3 - Age 14

Figure 3.7 shows pupils' achievements at Key Stage 3 in English, mathematics and science in 2003. Compared with their counterparts regionally and nationally, a lower percentage of both boys and girls in Thurrock achieved the expected level in all the three subjects of English, mathematics and science. Even fewer boys achieved the expected standard in English (53 per cent), compared with the regional (63 per cent) and national (62 per cent) averages. Girls in Thurrock performed better in English than in mathematics and science, although still below the regional and national averages.

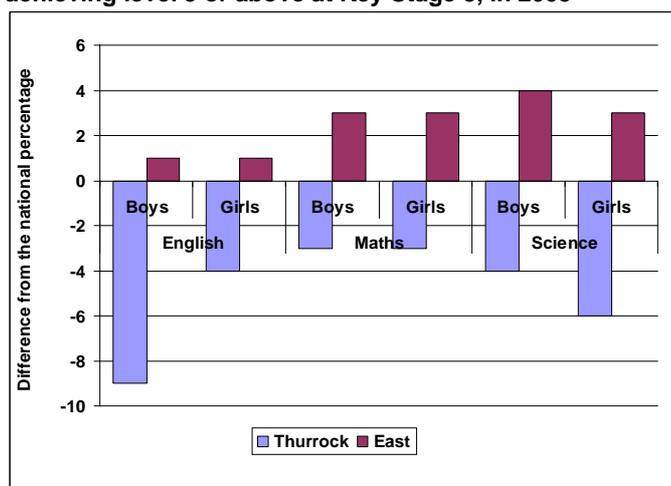
Figure 3.7 Boys and girls achieving level 5 or above at Key Stage 3 (age 14) in English, mathematics and science in 2003



Source: DfES, Crown Copyright 2004

Figure 8 shows the difference from the national percentage of pupils achieving level 5 or above at Key Stage 3. Whilst the regional level is well above the national level for both boys' and girls' achievements in all the three subjects of English, mathematics and science, both sexes in Thurrock performed below both the regional and national levels in these three subjects. Again, the greatest difference is in boys' achievements in English, 9 per cent below the national percentage. Girls' achievements in science also show a greater difference from the regional and national averages, 6 per cent below the national level and 9 per cent below the regional one.

Figure 3.8 Difference from national levels of pupils achieving level 5 or above at Key Stage 3, in 2003



Source: DfES, Crown Copyright 2004

Note: England: English - Boys 62%, Girls 76%, Mathematics - Boys 70%, Girls 72%, Science - Boys 68%, Girls 69%

In Thurrock, significant improvements have been made in educational attainment at age 14 since 2000.

In Thurrock, there is clear evidence of recent educational improvements. Since 2000, the proportion of both boys and girls in Thurrock who achieved the expected standard at Key Stage 3 (age 14) has in most cases risen faster than improvements at the national level. In 2003, 11 per cent more boys achieved the expected level in English, 8 per cent more in maths and 11 per cent more in science than in 2000 (up 7 per cent, 6 per cent and 7 per cent respectively in England). For girls in Thurrock the corresponding figures are 7 per cent, 6 per cent, and 11 per cent (3 per cent, 7 per cent and 11 per cent for England).

Diversity Indicators and Performance at Key Stages 1-3

It is possible to look at the outcomes for girls and boys at Key Stages 1, 2 and 3, taking into account other factors, such as ethnicity, whether or not a pupil's first language is English, eligibility for free school meals and assessments of Special Educational Need.

Ethnicity

The 2003 educational statistics for Thurrock refer to the pupils in **Figure 3.9** which shows that Thurrock has a very small number of pupils from Black and Minority Ethnic Groups. In Thurrock, these pupils are principally concentrated in *White Other*, *Black African* and *Indian* groups. Although the figures are small, they provide reliable data as they refer to the results of official tests taken by all pupils, and have not, for example, been generalised from a sample survey of pupils.

Figure 3.9 Thurrock pupils assessed at Key Stages 1, 2 and 3, by sex and ethnicity

| | | Numbers | | |
|-------|----------------------------------|--------------|---------------|---------------|
| | | Age 7 KS1 | Age 11 KS2 | Age 14 KS3 |
| Boys | White British | 855 | 870 | 616 |
| | Black and Minority Ethnic Groups | 81 | 55 | 26 |
| Girls | White British | 737 | 810 | 653 |
| | Black and Minority Ethnic Groups | 73 | 42 | 34 |

Source: DfES, Crown Copyright 2004

The test results for 7, 11 and 14 year-old pupils showed:

At age 7

- Thurrock's Black and Minority Ethnic girls did less well than Thurrock's Black and Minority Ethnic boys in mathematics (9 per cent fewer achieving the expected standard).
- Thurrock's Black and Minority Ethnic boys did better than Thurrock's White British boys. (They also outperformed Black and Minority Ethnic boys nationally by 1 per cent in reading, by 7 per cent in writing, and by 9 per cent in mathematics.)
- Thurrock's Black and Minority Ethnic girls did less well than similar girls nationally, 2 per cent fewer achieving expected standards in reading and mathematics. In writing, they outperformed the national level by 1 per cent.

At age 11

- Thurrock's Black and Minority Ethnic boys did better than Thurrock's White British boys in English, with 11 per cent more achieving the expected standard. But they performed less well in science, 7 per cent fewer achieving expected standards.
- Thurrock's Black and Minority Ethnic girls did less well than Thurrock's White British girls in mathematics and science. But 8 per cent more of them achieved the expected standard in English.
- Thurrock's Black and Minority Ethnic boys and girls did better than similar boys and girls nationally in English, with 3 per cent more boys and 7 per cent more girls achieving the expected standard.
- Thurrock's Black and Minority Ethnic boys and girls did less well than their counterparts nationally in mathematics and science, with 5 per cent fewer boys and 8 per cent fewer girls achieving the expected standard in mathematics and 4 per cent fewer boys and 1 per cent fewer girls in science.

At age 14

- Thurrock's Black and Minority Ethnic girls did less well than Thurrock's White British girls (9 per cent fewer achieving the expected standard in English, 5 per cent fewer in mathematics, and 10 per cent fewer in science).
- Thurrock's Black and Minority Ethnic boys did better than Thurrock's White British boys (18 per cent more achieving expected standards in English, 5 per cent

more in mathematics, and 10 per cent more in science).

- Thurrock's Black and Minority Ethnic boys outperformed their national counterparts by 11 per cent in English, 9 per cent in mathematics and 14 per cent in science.
- Thurrock's Black and Minority Ethnic girls achieved less well – 10 per cent fewer achieved desired levels in English, 1 per cent fewer in mathematics, and 8 per cent fewer in science, compared with similar girls nationally. This suggests that the needs of Black and Minority Ethnic girls are not being met.

English as an Additional Language

The numbers of Thurrock pupils tested in 2003 at Key stages 1, 2 and 3 who had English as an additional language are shown below. Again, numbers in Thurrock are small and should be interpreted with care.

Figure 3.10 Thurrock pupils assessed at Key Stages 1, 2 and 3, by sex and whether or not English is their First language

| | | Numbers | | |
|-------|-----------------------------------|--------------|---------------|---------------|
| | | Age 7 KS1 | Age 11 KS2 | Age 14 KS3 |
| Boys | English | 927 | 930 | 822 |
| | First language other than English | 34 | 28 | 20 |
| Girls | English | 793 | 865 | 837 |
| | First language other than English | 42 | 27 | 23 |

Source: DfES, Crown Copyright 2004

At age 7

- Thurrock's boys and girls who have English as a second language performed better in all subjects than those for whom English was their first language. (10 per cent more boys and 5 per cent more girls gained expected standards in English, 2 per cent more boys and 6 per cent more girls in writing, and 6 per cent more boys and 2 per cent more girls in mathematics, compared with the majority of pupils for whom English was their first language.)
- Boys in Thurrock for whom English is an additional language did especially well compared with their national counterparts (15 per cent more achieving desired standards in reading, 9 per cent more in writing and 11 per cent more in mathematics).

At age 11

- In contrast to the picture at age 7, proportionally fewer boys and girls with English as an additional language achieved the required level compared with pupils who first language is English.
- In Thurrock, fewer pupils who have English as an additional language attained level 4 or above than their counterparts in the region or nationally, with the exception of girls and science, where 2 per cent more achieved the required level than in England as a whole.

At age 14

- Thurrock boys for whom English is an additional language performed better than other Thurrock boys at age 14. 28 per cent more achieved expected standards in English, 18 per cent more in mathematics, and 11 per cent more in science.
- In contrast, girls in Thurrock with English as an additional language performed less well than other girls in English (15 per cent fewer achieved the required level) and science (16 per cent fewer achieved the required level). This is similar to girls in the region and England as a whole.

Free School Meals Eligibility

- In Thurrock, the Eastern region, and nationally, pupils of both sexes who are eligible for free school meals performed less well than other pupils at Key Stages 1, 2 and 3.
- This is especially marked for older Thurrock girls eligible for free school meals, with 39 per cent fewer girls in this group achieving expected standards in English, 36 per cent fewer in mathematics and 43 per cent fewer in science at age 14, compared with other Thurrock girls.

Special Educational Needs

At age 7

- Thurrock boys and girls who have a SEN achieved less well than their national counterparts, 7 per cent fewer boys and 5 per cent fewer girls achieving the expected standard in reading, and 6 per cent fewer boys and 3 per cent fewer girls in writing.
- In science, however, Thurrock boys and girls who have a SEN did better, with 4 per cent more

achieving the expected standard, compared with their national counterparts.

At age 11

- Among Thurrock pupils who have a SEN but do not have a statement of SEN, attainment was lower for both boys and girls than the national averages for similar pupils.
- In English, 11 per cent fewer boys and 10 per cent fewer girls achieved expected standards; in mathematics the figures were 8 per cent fewer boys and 10 per cent fewer girls, and in science 9 per cent fewer girls. Only in science did Thurrock boys with SEN do better than their national counterparts (by 1 per cent point).

At age 14

- Thurrock boys who have a SEN but are without a statement did less well than similar boys nationally, 12 per cent fewer achieving expected standards in English, 8 per cent fewer in mathematics and 10 per cent fewer in science.
- Thurrock girls who have a SEN but are without a statement did less well than similar girls nationally, 16 per cent fewer achieving expected standards in English, 13 per cent fewer in mathematics and 8 per cent fewer in science.

Key Stage 4 GCSE/GNVQ - Age 16

In Thurrock proportionally fewer girls and boys achieve 5 or more GCSE/GNVQs at A-C grade

GCSE/GNVQ achievements by 16 year olds in maintained schools in 2002/03 are presented in **Figure 3.11**. In Thurrock fewer boys and girls achieved 5 or more A-C grades at GCSE/GNVQ level than at the regional or national level, and boys performed less well than girls. Only 44 per cent of boys in Thurrock achieved 5 or more A-C grades, compared with 55 per cent of girls.

In Thurrock, almost 6 per cent of boys did not pass any GCSE/GNVQs. This was a little lower than in England as a whole, but higher than the regional percentage. The figure for girls was the same as that nationally but again was higher than the regional figure.

Figure 3.11 GCSE/GNVQ achievements by 16 year olds in maintained schools by gender in 2002/2003

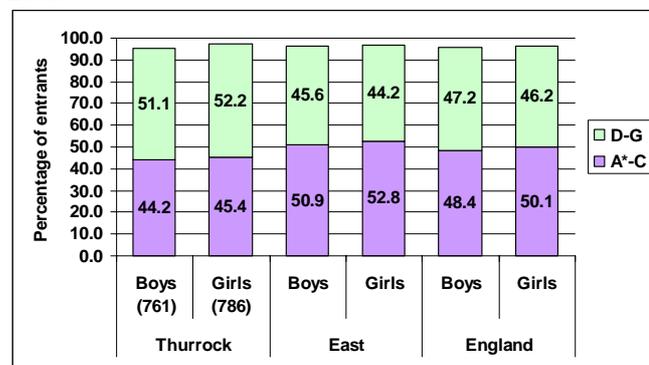
| Area | | Percentage of pupils achieving at GCSE/GNVQ | | | |
|----------|-------------|---|---------------|---|-----------|
| | | 5+ A-C grades | 5+ A-G grades | 5+ A-G grades including mathematics and English | No passes |
| Thurrock | Boys (776) | 44.1 | 88.3 | 86.6 | 5.8 |
| | Girls (811) | 54.5 | 92.7 | 91.5 | 4.1 |
| Eastern | Boys | 48.5 | 88.5 | 86.3 | 5.3 |
| | Girls | 59.6 | 92.2 | 90.5 | 3.7 |
| England | Boys | 47.9 | 86.6 | 84.2 | 6.3 |
| | Girls | 58.2 | 91.0 | 89.0 | 4.1 |

Source: DfES, Crown Copyright 2004

Although GCSE/GNVQ results in 2003 were poorer than those for the region and England, significant improvement has been made since 2000, when only 33.9 per cent of boys and 44.5 per cent of girls in Thurrock reached this standard. Between 2000 and 2003 the proportion of boys and girls achieving 5 or more A-C grades at GCSE/GNVQ increased by 10 per cent. The comparable figures for the region were 3.6 per cent (boys) and 3.0 per cent (girls), and in England as a whole were 6.3 per cent (boys) and 5.7 per cent (girls).

Figures 3.12 - 3.15 show pupils' performance in selected subjects at GCSE. Figure 3.12 shows the proportion of pupils entered for GCSE mathematics in maintained schools who achieved good grades and other pass grades. In Thurrock, proportionally fewer boys (44 per cent) and girls (45 per cent) achieved good grades than in the Eastern region and England. Figure 8 shows that although the overall pass rate is similar at all geographical levels, in Thurrock pupils are less likely to achieve a good GCSE pass in this subject.

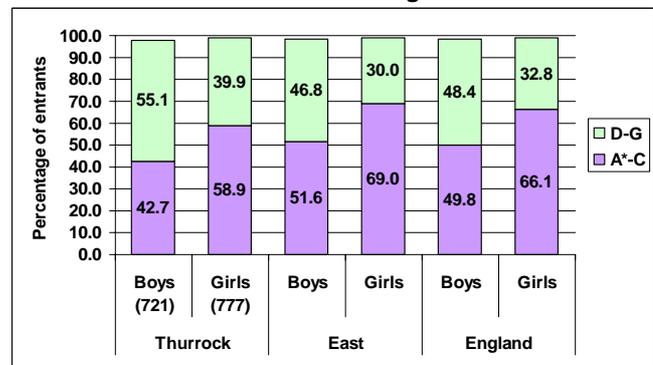
Figure 3.12 Pupils entered for GCSE Mathematics in maintained schools who achieved A-C or D-G grades in 2003



Source: DfES, Crown Copyright 2004

Figure 3.13 shows the proportion of pupils entered for GCSE English in maintained schools who achieved good grades and other pass grades. Although a higher proportion of girls than boys achieved good grades, 59 per cent compared with 43 per cent, the percentages of both boys and girls who achieved good grades in Thurrock are low. Again, the overall pass rate is similar at all geographical levels, but Thurrock pupils, especially boys, are less likely to achieve good grades.

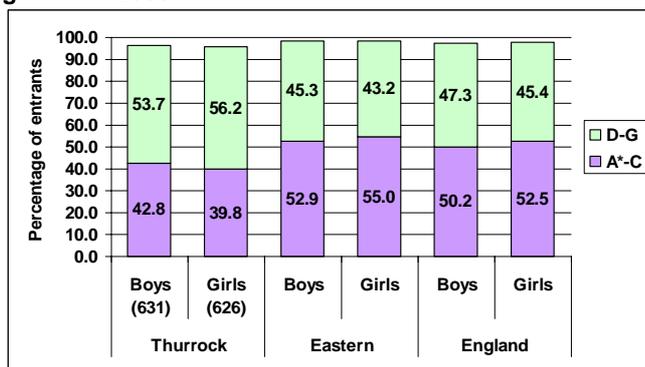
Figure 3.13 Pupils entered for GCSE English in maintained schools who achieved A-C or D-G grades in 2003



Source: DfES, Crown Copyright 2004

Figure 3.14 shows the achievements of pupils entered for GCSE Double Award Science in maintained schools. In Thurrock, only 43 per cent of boys and 40 per cent of girls obtained good grades, a much lower figure than in the Eastern region (53 per cent for boys and 55 per cent for girls) and in England (50 per cent for boys and 53 per cent for girls). In Thurrock, fewer girls achieved good grades in this subject, running counter to both the regional and national patterns.

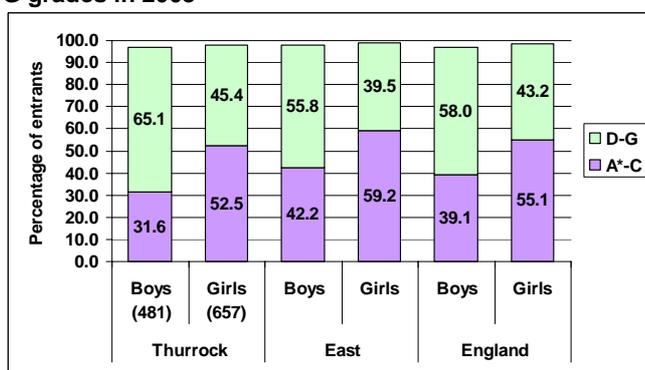
Figure 3.14 Pupils entered for GCSE Double Award Science in maintained schools who achieved A*-C or D-G grades in 2003



Source: DfES, Crown Copyright 2004

Figure 3.15 shows that in Thurrock a lower percentage of pupils entered for GCSEs in a Modern Language achieved good grades than in the region and England as a whole. Girls (53 per cent) performed much better than boys (32 per cent) in achieving good grades, but nevertheless below the regional and national averages of 59 per cent and 55 per cent for girls.

Figure 3.15 Pupils entered for GCSE in a Modern Language in maintained schools who achieved A*-C or D-G grades in 2003



Source: DfES, Crown Copyright 2004

Note: 'Modern Language' includes those pupils who took French, German, Spanish, Italian or 'Other Modern Language'

The achievements of girls and boys in GCSE/GNVQs can also be explored in the context of other factors, such as ethnicity, whether or not a pupil's first language is English, free school meal eligibility and SENs. Analysis of these results show that:

Ethnicity

- Thurrock's Black and Minority Ethnic boys performed much better than Thurrock's White British boys. 83 per cent of them achieved 5 or more good GCSE/GNVQ grades, compared with 49 per cent of other boys in Thurrock.
- Thurrock's Black and Minority Ethnic girls performed extremely well, with all of them

gaining 5 or more GCSE/GNVQ with grades A*-C in 2003.

- Thurrock's Black and Minority Ethnic pupils performed well above the national level by 39 per cent for boys and 44 per cent for girls.

English as an Additional Language

- Among Thurrock pupils for whom English is an additional language, a higher proportion of boys (47 per cent) and most notably of girls (72 per cent) achieved 5 or more good GCSE/GNVQ grades, compared with boys (44 per cent) and girls (54 per cent) whose first language is English.
- Thurrock girls for whom English is an additional language performed much better than their regional and national counterparts.
- 12 per cent of boys in Thurrock whose first language is not English gained no passes at GCSE/GNVQ, compared with 7 per cent similar boys in the region and 6 per cent in England as a whole.

Free School Meal Eligibility

- In Thurrock, the region and nationally, girls and boys who are eligible for free school meals are far less likely to achieve 5 or more good GCSE/GNVQ passes, and far more likely to achieve no GCSE/GNVQ passes.
- Mirroring the overall pattern, Thurrock girls who are eligible for free school meals are more likely than boys to achieve 5 or more good GCSE/GNVQ passes, and less likely to achieve no passes.
- Although overall fewer girls in Thurrock achieved 5 or more good GCSE/GNVQ passes, a higher proportion of those who are eligible for free school meals achieved 5 or more good GCSE/GNVQ passes (33 per cent), compared with similar girls in the region (28 per cent) and in England as a whole (29 per cent).

Special Educational Needs

- Thurrock boys who have a SEN but are without a statement did less well than similar boys

nationally, with 3 per cent fewer achieving 5 or more GCSE/GNVQ passes at grades A*-C.

- In Thurrock, 6 per cent fewer girls with a SEN but without a statement achieved 5 or more good GCSE/GNVQ passes, compared with their counterparts nationally.

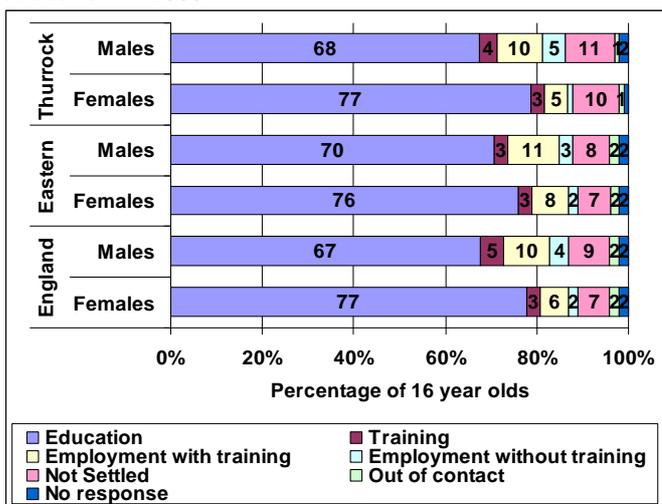
Destinations of pupils after age 16

In Thurrock, 37 per cent of boys who enter employment at 16 go into elementary occupations.

Over 40 per cent of girls in Thurrock who enter employment at 16 go into personal service occupations.

Figure 3.16 shows the situation of pupils after the end of compulsory education. It indicates that the proportion of students staying on in education is similar in Thurrock to those in the Eastern region and across England. In 2003 in Thurrock, most 16 year olds continued in education or training, with more female students (80 per cent) than male students (72 per cent). Here more young men entered the labour market than young women, 15 per cent compared with 6 per cent. Note that 11 per cent of young men and 10 per cent of young women in Thurrock were reported to be 'not settled' - slightly higher figures than in the region and nationally.

Figure 3.16 Destination of pupils at the end of compulsory education in 2003



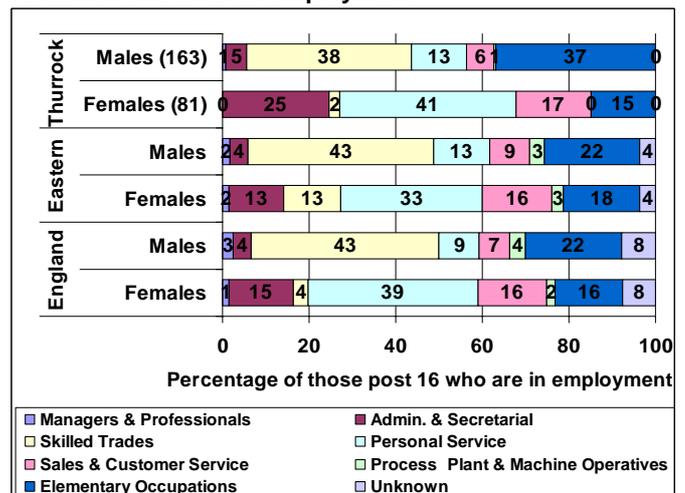
Source: ConneXions 2004

Figure 3.17 shows the first occupation of those who go into employment after leaving school at 16. At all geographical levels, young men are more likely to be employed in skilled trades or elementary occupations,

while young women are more likely to be in administrative and secretarial or personal service occupations. In Thurrock, a much higher proportion of young men are employed in elementary occupations (37 per cent), compared with the regional (22 per cent) and national figures (22 per cent). 41 per cent of young women who leave school at 16 started work in personal service occupations. Young women in Thurrock were also:

- more likely to be employed in administrative and secretarial (25 per cent) occupations than their counterparts in the region (13 per cent) and England as a whole (15 per cent)
- less likely to be employed in skilled trades (under 3 per cent) than those in the region (13 per cent), although here the national figure is less than 4 per cent.

Figure 3.17 Occupations of 16-17 year olds who left education and entered employment



Source: ConneXions 2004

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

A/AS Level Attainment

Fewer boys in Thurrock achieve good grades at 'A' level

Figure 3.18 shows that in Thurrock the average point score per candidate achieving A/AS levels is considerably lower than that in the Eastern region and in England. For Thurrock boys, it is about 45 points lower than in the region and in England. Although Thurrock girls achieved a higher point score than boys, their score was nearly 50 points lower than the regional and national averages for girls.

Figure 3.18 Average A/AS point scores of 16-18 year old candidates by gender 2002/03

| Area | Average point score by candidates achieving A/AS levels | | | |
|----------|---|---------|-----------|---------|
| | Per candidate | | Per entry | |
| | Males | Females | Males | Females |
| Thurrock | 186.1 | 207.8 | 65.3 | 75.3 |
| Eastern | 231.8 | 263.9 | 71.6 | 78.8 |
| England | 230.1 | 256.3 | 70.9 | 77.1 |

Source: DfES, Crown Copyright 2004

Note: An A grade at A-level is worth 120 points, a B grade 100, C grade 80, D grade 60 and an E grade 40 points. An AS exam will be worth half the equivalent A-level grade.

Figure 3.19 shows boys' and girls' five most popular subjects at 'A' Level. At the national level, boys' and girls' preferences differ, except in choosing English and Business Studies. Many boys in Thurrock chose Art and Design and Social Studies, whereas their counterparts in the Eastern region and England preferred Physics and History in addition to Mathematics, English and Business Studies. Girls in Thurrock favoured English, Psychology and Social Studies like their English counterparts, but preferred Art and Design and Media Studies over Biology and Business Studies.

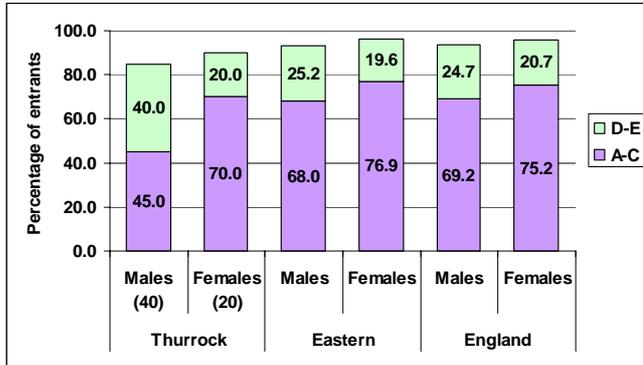
Figure 3.19 Five most popular A Levels (excluding General Studies)

| | Thurrock | | Eastern Region | | England | |
|---|---------------------------------------|---------------------------------------|------------------|---------------------------------------|------------------|---------------------------------------|
| | Males | Females | Males | Females | Males | Females |
| 1 | Business Studies | English | Mathematics | English | English | English |
| 2 | English | Social Studies (excluding Psychology) | English | Psychology | Mathematics | Psychology |
| 3 | Art & Design | Psychology | Business Studies | Social Studies (excluding Psychology) | Business Studies | Social Studies (excluding Psychology) |
| 4 | Mathematics | Art & Design | Physics | Art & Design | Physics | Biology |
| 5 | Social Studies (excluding Psychology) | Media/film/TV Studies | History | Biology | History | Business Studies |

Source: DfES, Crown Copyright 2004

Figure 3.20 shows the results of boys and girls entered for 'A' level mathematics in maintained schools. In Thurrock, only small numbers of pupils took this subject, and only 45 per cent of boys achieved good grades, compared with 70 per cent of girls.

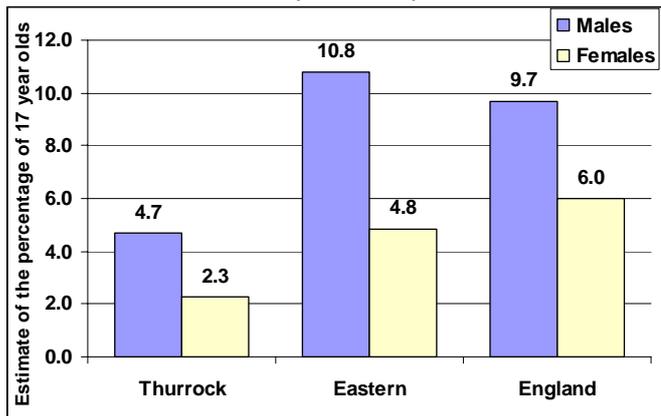
Figure 3.20 Pupils entered for 'A' level mathematics in maintained schools who achieved A-C or D-E grades in 2003



Source: DfES, Crown Copyright 2004

Using estimates of the population it is possible to compare the proportion of 17 year olds in Thurrock who entered maths 'A' level with that in the region and England. These estimates are presented in **Figure 3.21**, and show that only 4.7 per cent of 17 year old boys and 2.3 per cent of girls in Thurrock took 'A' level maths in 2003, compared with nearly 11 per cent of 17 year old boys and 5 per cent of girls in the region, and 10 per cent of boys and 6 per cent of girls in England as a whole.

Figure 3.21 Percentage of the population aged 17 entered for 'A' level mathematics (estimates) in 2003

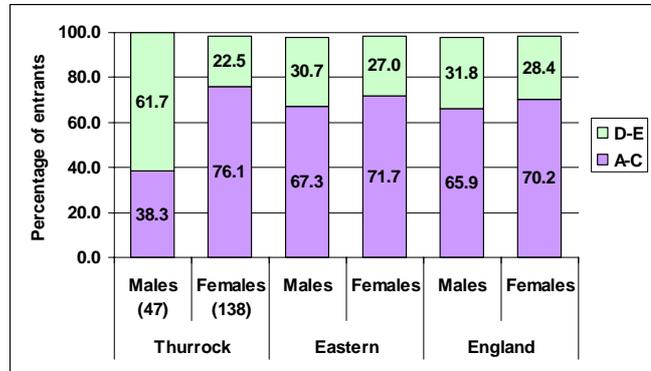


Source: DfES and ONS Population Estimates Unit, Crown Copyright 2004

Figure 3.22 shows the results of pupils entered for 'A' level English in maintained schools. Again, in Thurrock the difference between boys (38 per cent) and girls (76 per cent) who achieved good grades is much greater than in the Eastern region (67 per cent for boys and 72 per cent for girls) and England (66 per cent for boys and 70 per cent for girls). Furthermore, girls entered for 'A'

level English in Thurrock outperformed their counterparts in the region and nationally.

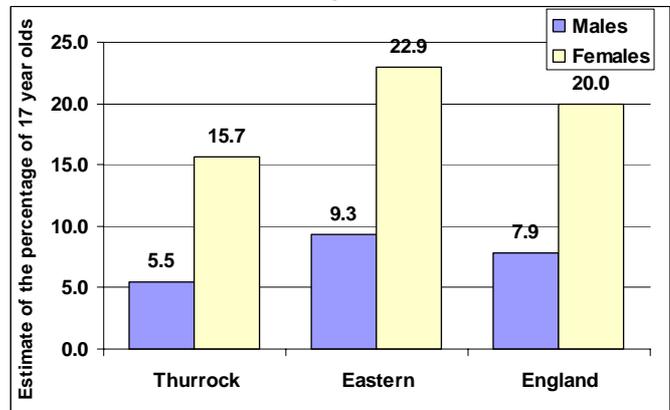
Figure 3.22 Pupils entered for 'A' level English in maintained schools who achieved A-C or D-E grades in 2003



Source: DfES, Crown Copyright 2004

Figure 3.23 shows the estimates of the proportion of 17 year old boys and girls who take 'A' level English. Again, proportionally fewer boys (less than 6 per cent) and girls (16 per cent) took 'A' level English, compared with the region (9 per cent of boys and 23 per cent of girls) and England as a whole (8 per cent of boys and 20 per cent of girls).

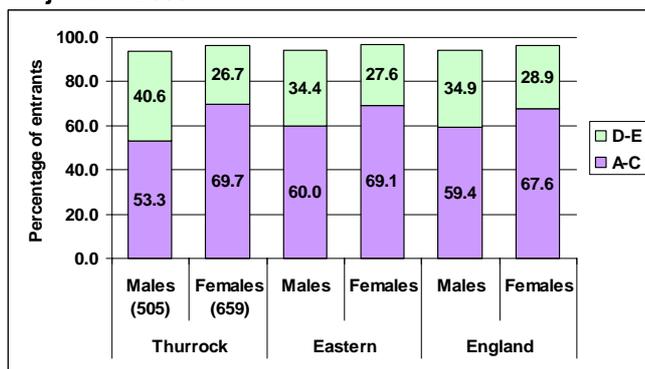
Figure 3.23 Percentage of the population aged 17 who were entered for 'A' level English (estimates) in 2003



Source: DfES and ONS Population Estimates Unit, Crown Copyright 2004

Figure 3.24 shows the achievements of boys and girls who took 'A' levels in maintained schools across all subjects. In Thurrock, the percentage of girls achieving a good pass is similar to girls in the region, and higher than their counterparts across England. The proportion of boys in Thurrock who achieved good grades is, however, much lower than those in the Eastern region and England, 53 per cent compared with 60 per cent and 59 per cent respectively.

Figure 3.24 Pupils entered for 'A' levels in maintained schools who achieved A-C or D-E grades across all subjects in 2003



Source: DfES, Crown Copyright 2004

women attend higher education institutes in the South East as well as in the East Midlands (13 per cent of men and 12 per cent of women) and Yorkshire and The Humber region (9 per cent of men and 8 per cent of women).

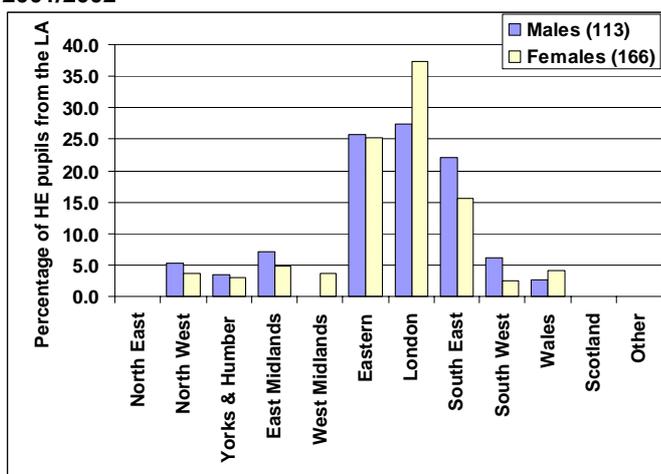
The data on the region in which people from Thurrock reside after completing higher education show that 26 per cent of males and 32 per cent of females from Thurrock were in the region after the end of their course, with a further 27 per cent of males and 28 per cent of females living in London. The only other region where a significant number of Thurrock students have chosen to live after their studies is the South East (9 per cent of men and 7 per cent of women).

Higher Education

Young women from Thurrock are more likely than their male counterparts to study at either a local higher educational institution or one in London.

Figure 3.25 shows that 26 per cent of males and 25 per cent of females from Thurrock who are participating in higher education are studying at an institution within the region, with a further 27 per cent of males and 37 per cent of females studying in London. The only other region where a significant number of Thurrock students chose to study is the South East (22 per cent of men and 16 per cent of women).

Figure 3.25 Students from Thurrock who are undertaking higher education, by region of institution of study 2001/2002



Source: Higher Education Statistics Agency (HESA), 2004

Data for all students from the Eastern region show that 26 per cent of men and 32 per cent of women from the region study at a higher education institution within the region, with only 14 per cent of men and 15 per cent of women choosing to study in London. Again, a significant proportion, 15 per cent of men and 14 per cent of

Qualifications and Skills in the general population

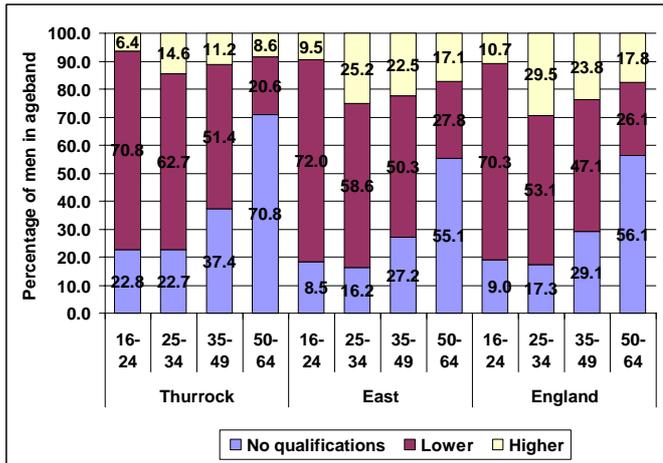
A high proportion of men in Thurrock have no qualifications.

A low proportion of women in Thurrock are qualified to degree level.

Figures 3.26 and 3.27 shows, for all men and women of working age, men's and women's highest level of qualification by age. At all ages, women are less likely than men to have no qualifications. They are also less likely to be educated to degree level or higher, in all age groups 25+. Across England, more young women (aged 16-24) than young men have degree level qualifications (13 per cent compared with 11 per cent) compared with 7 per cent of young women and 6 per cent of young men in Thurrock.

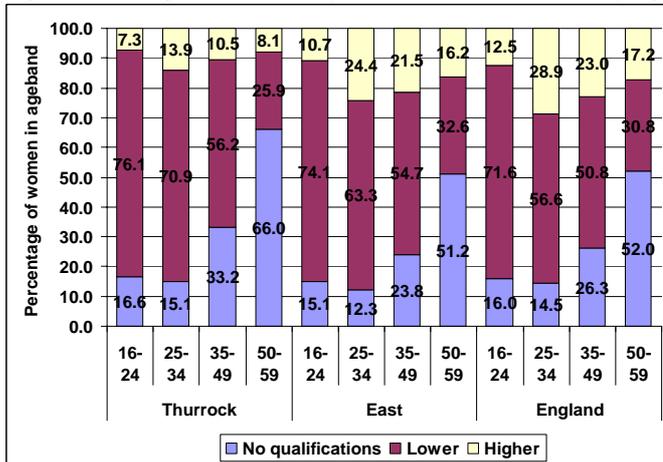
Thurrock has high percentages of 35-49 year old men and women who have no qualifications (37 per cent and 33 per cent compared with 29 per cent and 26 per cent nationally). Thurrock also has far fewer men and women with higher qualifications than the region and England as a whole. In the 25-34 age group, 15 per cent of Thurrock men have higher qualifications, compared with 25 per cent in the region and 30 per cent nationally. The figures for women show a similar pattern, 14 per cent in Thurrock, compared with 29 per cent for England. Also, Thurrock has significantly higher levels of men and women aged 50-59/64 with no qualifications, compared with the region and the national picture.

Figure 3.26 Highest level of qualification for men by age



Source: 2001 Census Standard Tables, Crown Copyright 2003
 Note: 'Lower' level qualifications are equivalent to 'A' level and below
 'Higher' level qualifications are equivalent to first degree and above

Figure 3.27 Highest level of qualification for women by age



Source: 2001 Census Standard Tables, Crown Copyright 2003
 Note: 'Lower' level qualifications are equivalent to 'A' level and below
 'Higher' level qualifications are equivalent to first degree and above

Key Points

- At Key Stages 1 and 2 (ages 7 and 11) a high proportion of pupils have Special Educational Needs (SEN), with more boys having a SEN than girls. At Key Stages 3 and 4 (ages 14 and 15) fewer girls have a SEN in Thurrock than their counterparts regionally and nationally.
- Achievement among pupils, especially boys, is low in comparison with the Eastern region and England as a whole in tests at ages 7, 11 and 14.
- GCSE/GNVQ achievements by 16 year olds in maintained schools are low in comparison with the regional and national levels. Fewer boys (44 per cent) achieved 5 or more good grades than girls (55 per cent). This again compares unfavourably with the regional and national averages, 49 per cent and

48 per cent respectively for boys and 60 per cent and 58 per cent for girls.

- Far fewer boys than girls gained good GCSE grades in English and modern languages, mirroring a national gender gap.
- Girls' performance in GCSE Double Award Science in Thurrock gives cause for concern. Fewer girls achieved good grades than boys, which goes against the national trend.
- Although girls aged 16-18 achieved higher point scores at 'A' level than boys, their performance was worse, when measured against the average across England, than that of boys.
- Boys and girls make strongly gendered choices of subject for 'A' level study. In Thurrock's schools, fewer girls chose mathematics, and fewer boys chose English, compared with their counterparts in England as a whole.
- In the 'A' level subjects for which they were entered, almost 70 per cent of girls achieved good grades (above the national average). Far fewer boys (about 53 per cent) reached this level of achievement, and in Thurrock boys' performance was well below the national standard.
- Of those who leave education at age 16, more than 1 in 10 (boys and girls) in Thurrock are listed as not settled.
- More boys than girls (5 per cent compared with 1 per cent) enter employment without training at age 16.
- 163 boys and 81 girls left school and entered employment at 16. Most of these young people entered occupations which are typical for their sex. Most boys entered skilled trades or chose labouring and other elementary occupations. Most girls chose personal service or administrative and clerical jobs.
- Thurrock's men and women are less well qualified than men and women nationally. Although in part a historical legacy, especially visible amongst older women and men, levels of qualification are also low at younger ages, especially among young men.

4. Trends and Patterns in Women's and Men's Employment

This part of the profile explores trends and patterns in women's and men's employment in Thurrock, compared with the Eastern region and England as a whole. Its focus is on those men and women who are in employment and self-employment. The profile discusses the hours they work, the occupations and industries in which they work, how far they travel to work, and whether they have more than one job. It also explores the changing structure of Thurrock's labour market opportunities, showing which kinds of jobs have been declining and which increasing.

Structure of Employment Opportunities

Large increases in part-time employment, for both sexes between 1991 and 2002 in Thurrock.

Between 1991 and 2002 (the latest available data) there was a net increase of nearly 16,900 jobs in Thurrock. Over the same period, the working age population resident in Thurrock increased by 10,700 people. Underlying this significant 44 per cent growth, analysis by gender, industrial sector and working hours shows some marked differences affecting the situation of men and women.

In 1991, men held 58 per cent of all jobs in Thurrock, 94 per cent of them working full-time (6 per cent part-time). In contrast, only 55 per cent of women worked full-time,

with 45 per cent in part-time employment. Just over a decade later in 2002, the percentage of all jobs held by men had decreased to 53 per cent, with fewer men - 86 per cent - working full-time. For women, the percentage of jobs that were full-time also fell slightly - to 44 per cent by 2002. **Figure 4.1** summarises the actual numbers of jobs held, and confirms large increases in part-time employment, for both sexes.

Figures 4.2 and 4.3 show details, for 1991-2002, of employed men and women in Thurrock, by the industry in which they work.

For Thurrock men, there was:

- a notable and continuing decline in employment in manufacturing
- a marked decline in employment in the energy and water industries between 1991 and 1996
- a large increase in jobs in construction, especially from 2001 onwards
- a significant increase in employment in distribution, hotels and restaurants, from 1995

For Thurrock's women there was:

- a small reduction in the proportion of women in manufacturing jobs
- a fall in the share of women working in public administration, education and health jobs after a peak in 1998
- a steady increase in employment in distribution, hotels and restaurants, apart from a significant fall in 1998.

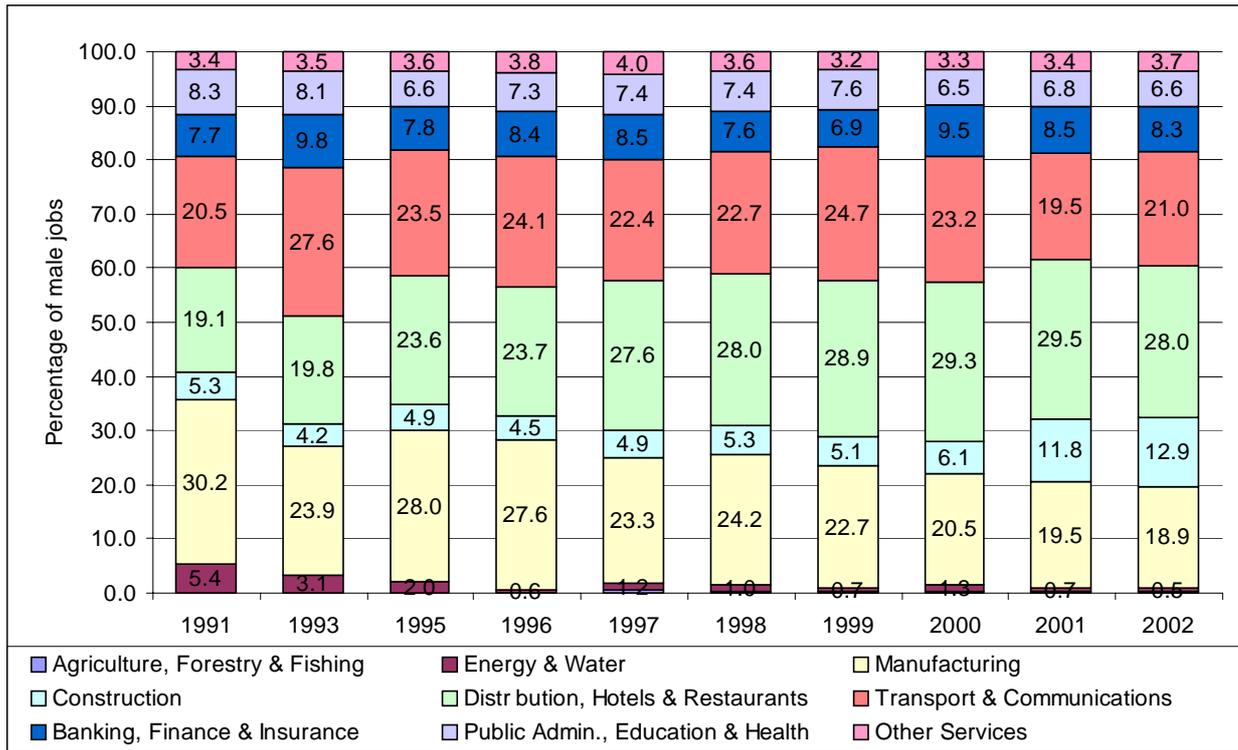
Figure 4.1 Changes in employment in Thurrock 1991-2002 by full-time/part-time status and sex¹⁴

| Job Type | Sex | Number of jobs | | Change in number of jobs 1991-2002 | Percentage change 1991- 2002 | | |
|-----------|----------|----------------|--------|------------------------------------|------------------------------|---------|---------|
| | | 1991 | 2002 | | Thurrock | Eastern | England |
| Full-time | Female | 7,787 | 11,314 | 3,527 | 45.3 | 13.9 | 12.7 |
| | Male | 21,155 | 25,362 | 4,207 | 19.9 | 11.2 | 9.3 |
| | All | 28,942 | 36,376 | 7,734 | 26.7 | 12.2 | 10.6 |
| Part-time | Female | 8,455 | 14,663 | 6,208 | 73.4 | 37.8 | 30.8 |
| | Male | 1,368 | 4,295 | 2,927 | 214.0 | 87.8 | 103.1 |
| | All | 9,823 | 18,958 | 9,135 | 93.0 | 46.7 | 43.6 |
| All | All jobs | 38,765 | 55,634 | 16,869 | 43.5 | 21.8 | 19.2 |

Source: Census of Employment/AES 1991, ABI 2002

¹⁴ These data relate to jobs located in Thurrock. Some of these jobs may be held by men or women who live elsewhere.

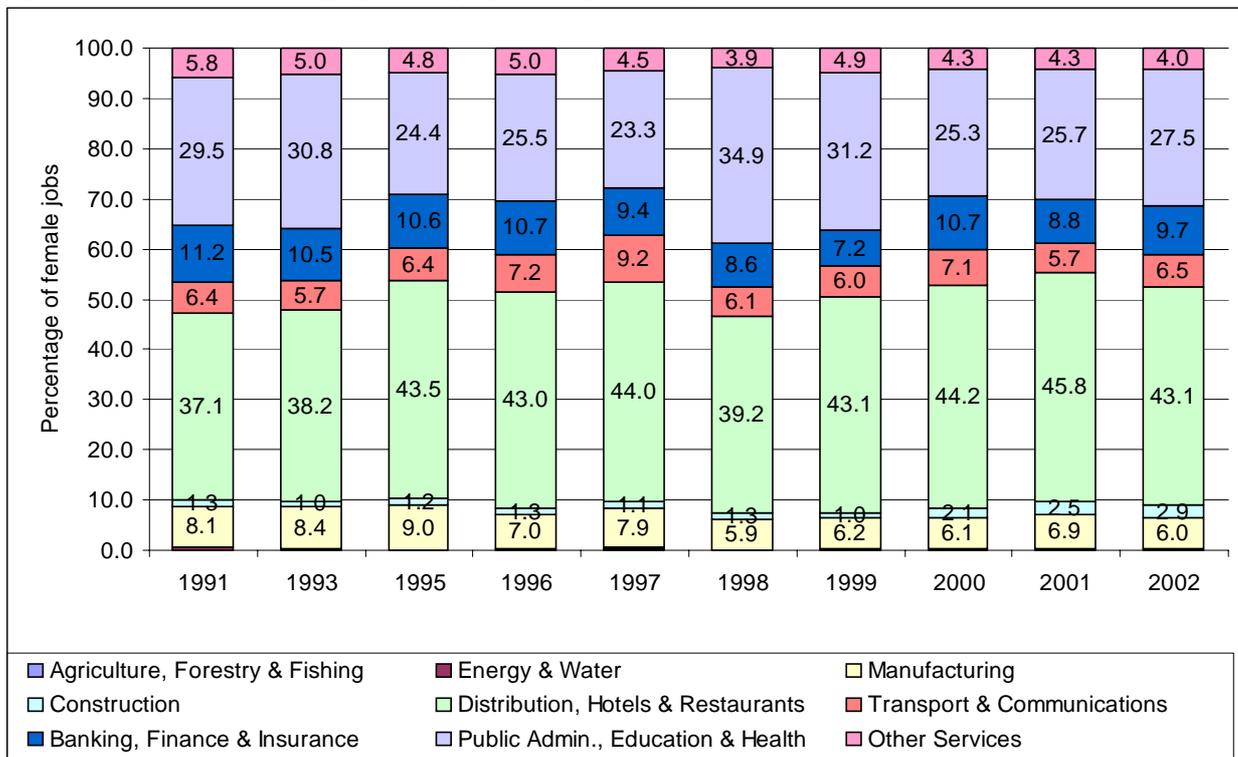
Figure 4.2 Men of working age in employment by industry, in Thurrock, 1991-2002



Source: Census of Employment/AES 1991, 1993, 1995, 1996-1998, ABI 1999-2002

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

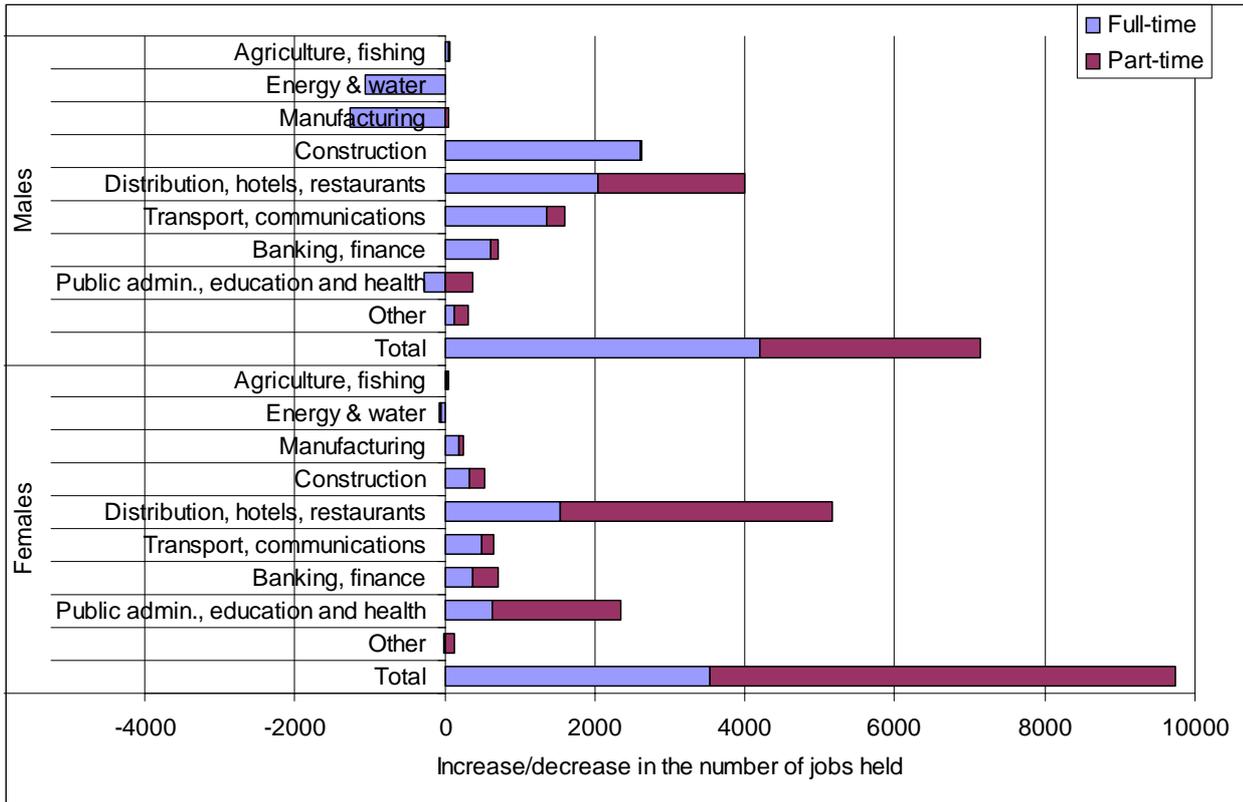
Figure 4.3 Women of working age in employment by industry, in Thurrock, 1991-2002



Source: Census of Employment/AES 1991-1998, ABI 1999-2002

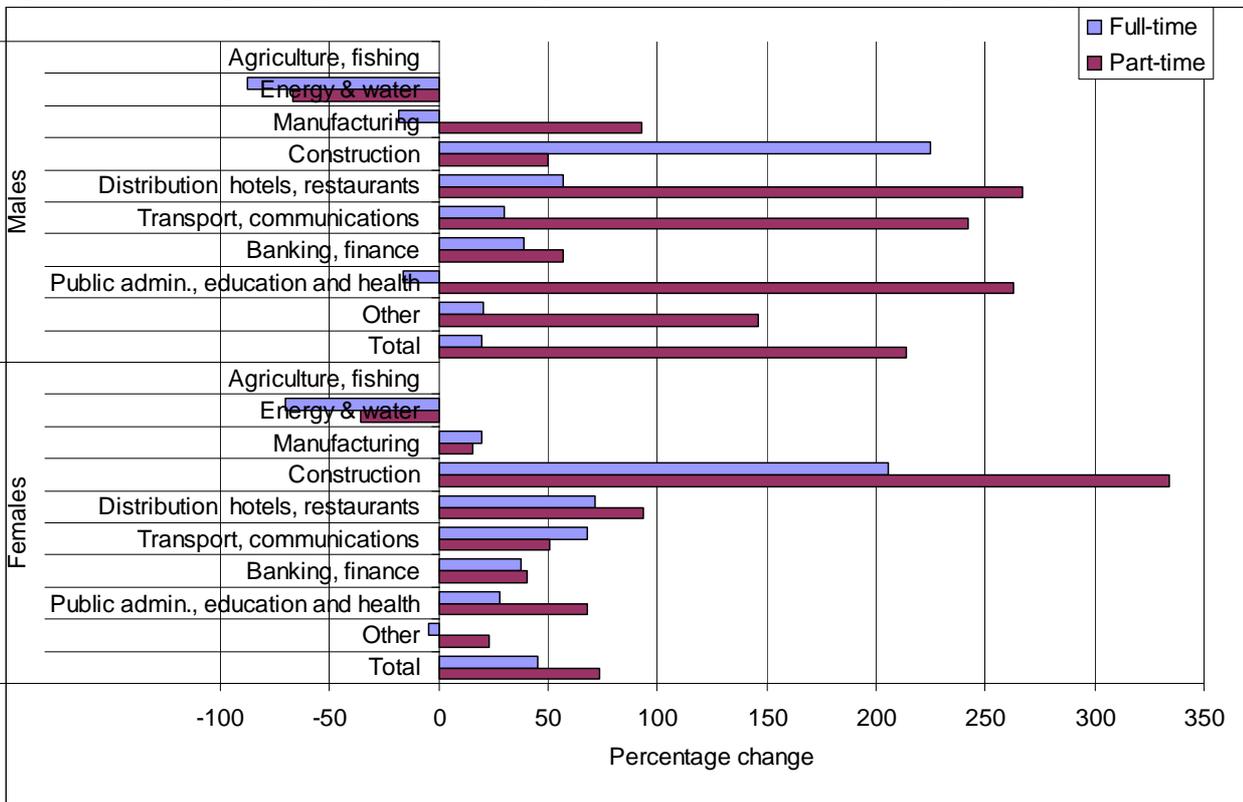
Note: 'Other' includes sewage and refuse disposal, activities of membership organisations, recreational, cultural and sporting clubs, private households with employed persons, extra territorial organisations.

Figure 4.4 Change in the number of jobs held between 1991 and 2002 by industry in Thurrock



Source: Census of Employment/AES 1991, ABI 2002

Figure 4.5 Percentage change in the number of jobs held between 1991 and 2002 by industry in Thurrock



Source: Census of Employment/AES 1991, ABI 2002

Data for the Eastern region and England as a whole over this period show a similar decline in male manufacturing jobs (from 27 per cent to 20 per cent in the region, 26 per cent to 19 per cent nationally) and an increase in men's employment in distribution, hotels and restaurants (20 per cent to 24 per cent in the region, 19 per cent to 23 per cent in England). However, there was also a significant increase in men employed in banking and finance (up from 14 per cent to 19 per cent in the Eastern region, 15 per cent to 21 per cent nationally). In Thurrock, men's employment in this sector remained fairly stable around a low figure of about 8 per cent.

For women in the region and nationally the decline in manufacturing is more pronounced (from 17 per cent to 7 per cent in the region, 12 per cent to 7 per cent in England). Women elsewhere have also experienced an increase in employment in distribution, hotels and restaurants (25 per cent to 28 per cent in the Eastern region, 25 per cent to 27 per cent nationally). Women's employment in banking and finance increased in the region (14 per cent to 19 per cent) and in England (17 per cent to 19 per cent), although the trend was slightly downwards in Thurrock.

Figure 4.4 shows the change in the **number of full-time and part-time** jobs in Thurrock between 1991 and 2002, by industry and by sex. (Due to the extremely small number of jobs in agriculture, data for this industry are excluded from the analysis.) This shows:

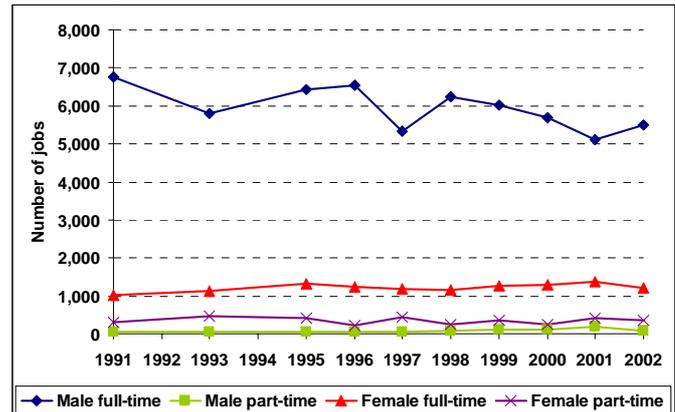
- a fall in full-time manufacturing jobs for men, but a small increase for women.
- a significant rise in construction jobs held by men, almost all full-time
- a strong increase in both full-time and part-time jobs, for men and women, in distribution, hotels and restaurants
- among men, a drop in full-time jobs in public administration, health and social care, and an increase in part-time posts, alongside an increase in both full-time and part-time jobs for women in this sector

Figure 4.5 presents the same data as in Figure 4.4, but this time shows the **percentage change in the number of jobs**. The large increases in part-time jobs for men, and in construction jobs for women, need to be seen in the context of very small numbers at the start of the period. Nevertheless, these are very marked changes, suggesting a very dynamic situation in the Thurrock labour market.

Figure 4.6, 4.7, 4.8 and 4.9 highlight the change in the numbers of jobs in selected industries in Thurrock in

more detail. There are marked differences in employment patterns between men and women. **Figure 4.6** confirms that men working full-time still held the majority of jobs in **manufacturing**, although their number declined from nearly 7,000 in 1991 to 5,500 in 2002. Only around 1,000 full-time manufacturing jobs were held by women.

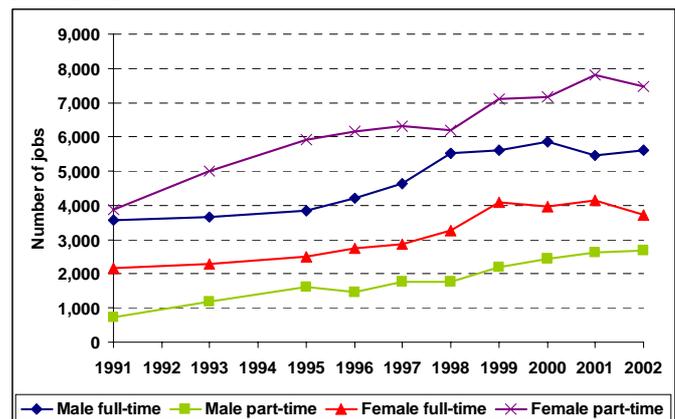
Figure 4.6 Change in the number of jobs in manufacturing, by employment status and sex, 1991-2002



Source: Census of Employment/AES 1991-1998, ABI 1999-2002

Figure 4.7 shows the continuous strong increase in women's part-time and men's full-time employment in **distribution, hotels and restaurants**.

Figure 4.7 Change in the number of jobs in distribution, hotels and restaurants, by employment status and sex, 1991-2002

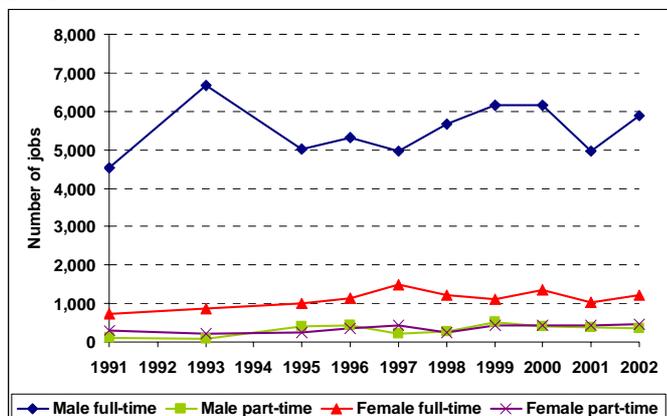


Source: Census of Employment/AES 1991-1998, ABI 1999-2002

Figure 4.8 shows the changes in employment in **transport and communications**. This sector saw some growth in part-time employment over the period, and a small increase in the number of full-time jobs held by women. Men's full-time employment continued to dominate this area of employment, however. The picture was volatile, with a number of rises and falls during the

1990s, but with 6,000 men employed full-time in this sector in 2002 compared with about 4,500 in 1991.

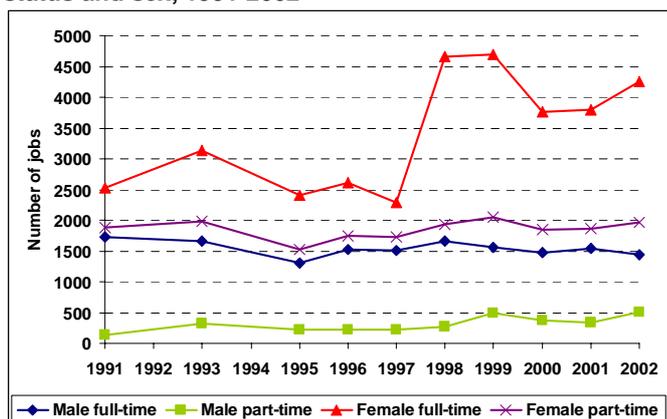
Figure 4.8 Change in the number of jobs in transport and communications, by employment status and sex, 1991-2002



Source: Census of Employment/AES 1991-1998, ABI 1999-2002

Figure 4.9 shows the changes in employment in **public administration, education and health**. This sector is dominated by female full-time jobs which increased markedly between 1997 and 1998 before falling back after 1999. The number of female part-time jobs and of male full-time and part-time jobs over the period remained fairly steady.

Figure 4.9 Change in the number of jobs in public administration, education and health, by employment status and sex, 1991-2002



Source: Census of Employment/AES 1991-1998, ABI 1999-2002

People and Employment

In Thurrock a high proportion of young men and women are economically active.

The 2001 Census showed 46,040 men and 43,870 women of working age in Thurrock, of whom 39,890 men and 31,890 women were economically active (either in employment, economically active students or unemployed)¹⁵. Overall, economic activity is higher for both sexes in Thurrock than in the region and England, but varies by age, as can be seen in **Figure 4.10**. Higher economic activity rates among 16-24 year olds, as in Thurrock, reflect low numbers of students, and should not necessarily be interpreted as a positive indicator.

Figure 4.10 Percentage of men and women of working age who are economically active

| | Age group | Thurrock | Eastern | England |
|-------|-------------|----------|---------|---------|
| Men | 16-24 | 82.3 | 73.7 | 68.3 |
| | 25-34 | 94.4 | 93.0 | 91.0 |
| | 35-49 | 92.1 | 92.9 | 90.2 |
| | 50-64 | 74.9 | 78.1 | 72.8 |
| | Working age | 86.6 | 85.6 | 81.9 |
| Women | 16-24 | 74.3 | 67.4 | 62.1 |
| | 25-34 | 72.4 | 73.7 | 73.7 |
| | 35-49 | 75.9 | 77.0 | 75.8 |
| | 50-59 | 66.2 | 68.3 | 65.3 |
| | Working age | 72.7 | 72.6 | 70.6 |

Source: 2001 Census Standard Tables, Crown Copyright 2003

Employment Status

A high proportion of self-employed men in Thurrock have no qualifications.

In Thurrock, 36,880 men and 29,290 women of working age were in employment in 2001. More men worked full-time in Thurrock (77 per cent) than in the Eastern region (75 per cent) or nationally (69 per cent). Among women in employment in Thurrock the figure of 40 per cent working full-time is similar to that for the region and for England as a whole, although in Thurrock fewer women were self-employed full-time. This is illustrated in **Figure 4.11**, which also shows that in Thurrock:

- despite a big increase in part-time jobs, proportionally fewer men of working age worked part-time (3.6 per cent compared with 4.7 per cent in the region and 5.1 per cent in England as a whole)

¹⁵ The data in this section, drawn from the Census, relate to the population resident in Thurrock, some of whom will work in other areas.

- more women are employed part-time in Thurrock than in the Eastern region and England as a whole
- fewer men and women are self-employed (12.0 per cent of men and 2.6 per cent of women) than in the Eastern region (15.0 per cent 5.2 per cent) and nationally (13.2 per cent and 4.9 per cent)

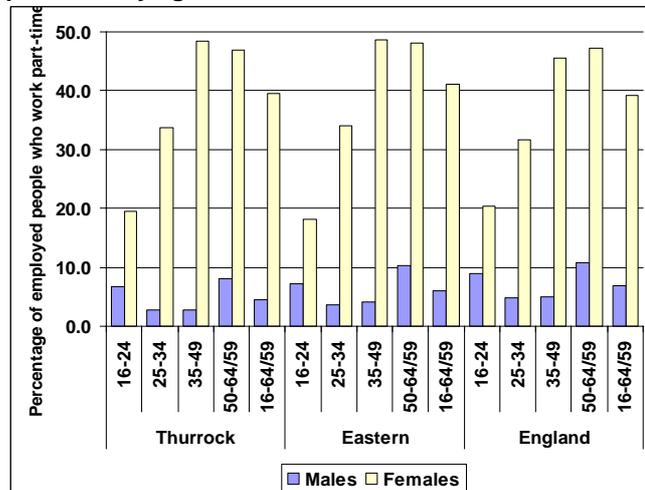
Figure 4.11 People of working age by employment status



Source: 2001 Census Standard Tables, Crown Copyright 2003

Figure 4.12 shows that the proportion of people who work part-time also varies significantly with age, with more young men (16-24) and older men (50 to retirement age) working part-time, and more women aged 35 to retirement age. Nationally, the highest proportion of part-time working is seen in women aged 50 to retirement age, but in Thurrock and the region this peak is seen in the 35 to 49 year old group. This confirms a link between part-time employment and family responsibilities for women, but suggests that it is not a reason for growth in men's part-time working.

Figure 4.12 Men and women in employment who work part-time, by age



Source: 2001 Census Standard Tables, Crown Copyright 2003

Figure 4.13 refers to men and women who are self-employed. It shows that the majority of self-employed

men, across all geographical levels, are self-employed full-time, without employees. However, the majority of self-employed women are self-employed part-time (also without employees). In Thurrock, a higher proportion of self-employed women are self-employed part-time with employees (15.8 per cent) compared with the region (12.2 per cent) and England (11.6 per cent).

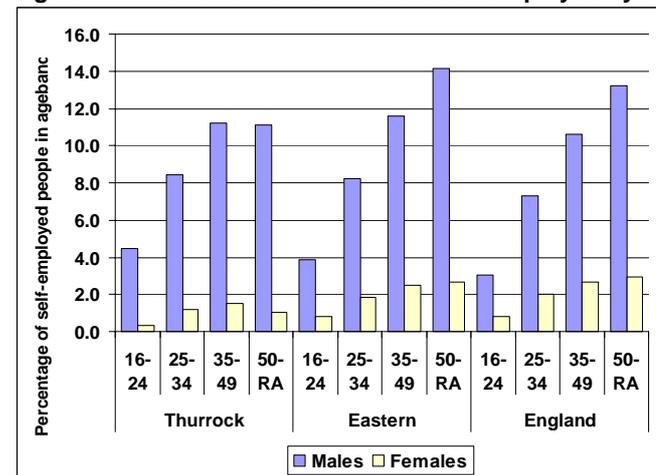
Figure 4.13 Self-employed men and women by full and part-time working and employees

| Percentage of all men and women who are self-employed | | | | | |
|---|---------|------------------------------|-----------|---------------------------------|-----------|
| Area | | Self employed with employees | | Self employed without employees | |
| | | Part-time | Full-time | Part-time | Full-time |
| Thurrock | Males | 1.5 | 32.4 | 7.5 | 58.7 |
| | Females | 15.8 | 23.4 | 32.1 | 28.7 |
| Eastern | Males | 1.9 | 32.6 | 9.8 | 55.7 |
| | Females | 12.2 | 21.3 | 39.0 | 27.5 |
| England | Males | 2.2 | 33.6 | 10.6 | 53.5 |
| | Females | 11.6 | 23.5 | 35.2 | 29.7 |

Source: 2001 Census Standard Tables, Crown Copyright 2003

The variation in self-employment by age is shown in **Figure 4.12**. In Thurrock the peak age for self-employment among men is 30-49, although in the region and England it is in the 50+ age group. A similar, but less pronounced, pattern is seen in self-employed women.

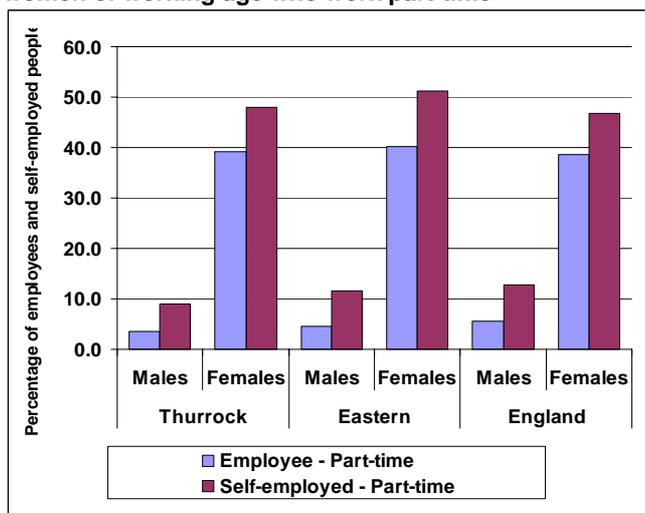
Figure 4.14 Men and women who are self-employed by age



Source: 2001 Census Standard Tables, Crown Copyright 2003

Figure 4.15 shows the proportion of people of working age who work part-time and whether they are employees or self-employed. Across all geographical levels and for both men and women, self-employed people are more likely to work part-time than employees.

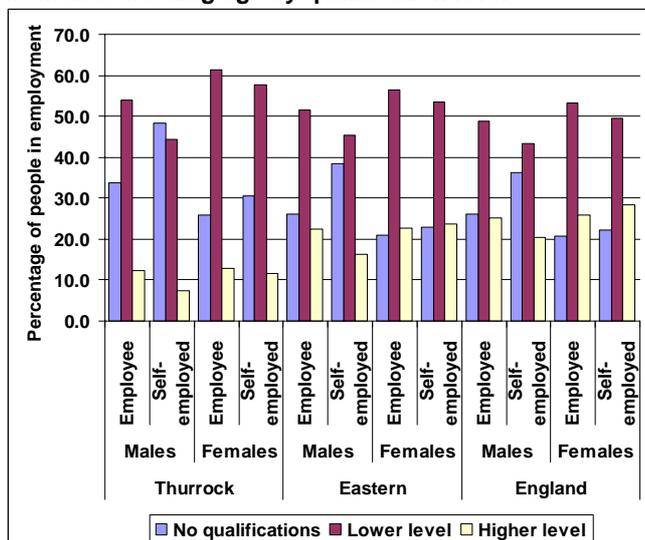
Figure 4.15 Employees and self-employed men and women of working age who work part-time



Source: 2001 Census Standard Tables, Crown Copyright 2003

The 2001 Census gives information about the level of qualification of employees and those who are self-employed. This is shown in **Figure 4.16**. In Thurrock, a very high proportion of self-employed men have no qualifications (48 per cent) compared with self-employed men in the region (39 per cent) and England as a whole (36 per cent). Fewer men and women employees, and self-employed men and women, in Thurrock are qualified to degree level and above.

Figure 4.16 Employees and self-employed men and women of working age by qualification level



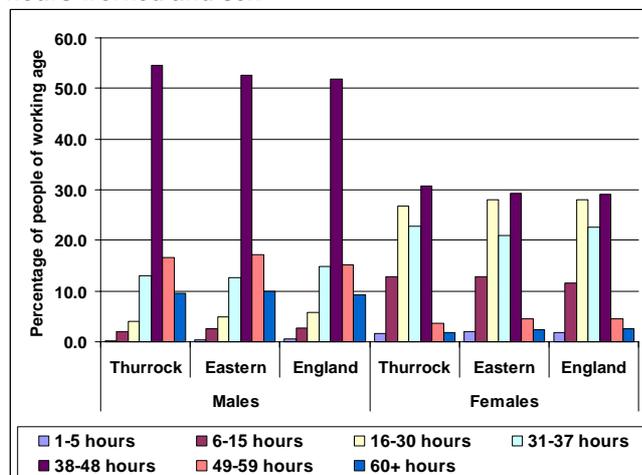
Source: 2001 Census Standard Tables, Crown Copyright 2003

Working Hours

Figure 4.17 illustrates the long working hours of men. Men of working age in Thurrock work very long hours, with 55 per cent working between 38-48 hours per week, a higher proportion than in both the Eastern region (53 per cent) and England (52 per cent). 26 per cent of Thurrock men work above the threshold of 48 hours, including 10 per cent who work over 60 hours per week,

a figure similar to that for the Eastern region (10 per cent) and England (9 per cent).

Figure 4.17 People of working age in employment by hours worked and sex



Source: 2001 Census Standard Tables, Crown Copyright 2003

Women in Thurrock, on the other hand, work shorter hours, with 14 per cent working fewer than 15 hours, and 27 per cent working 16 to 30 hours per week, a similar picture to that in the region and in England. However slightly more women work between 31-37 hours (23 per cent) and 38-48 hours (31 per cent) per week in Thurrock than in the region (21 per cent and 30 per cent respectively) and England (23 per cent and 29 per cent). Fewer women work over 48 hours in Thurrock (5 per cent) than in the Eastern region (7 per cent) and England (7 per cent).

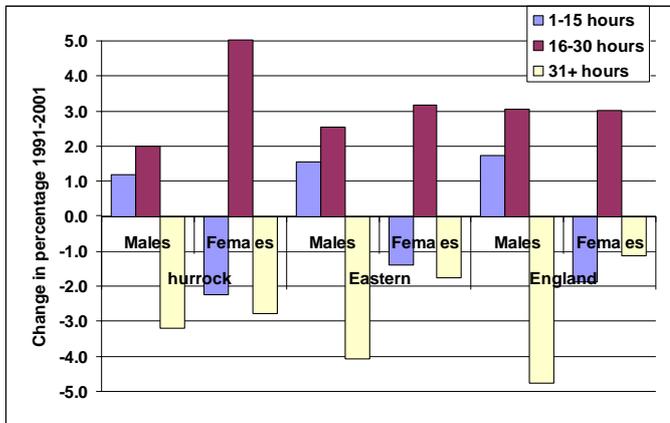
Young men in Thurrock work longer hours than in the region and nationally. Just 17 per cent of 16-24 year olds work 30 hours or less per week, compared with 21 per cent in the region and 23 per cent in England, and 14 per cent work over 48 hours (12 per cent in the region and 11 per cent in England). This again reflects a small student population.

Older men in Thurrock also work longer hours, with just 8 per cent of men aged 50 to 64 working less than 30 hours per week (10 per cent in the region and 11 per cent in England) and 28 per cent working over 49 hours per week (28 per cent in the region and 26 per cent nationally).

Women in Thurrock work shorter hours than men. However young women aged under 25 work longer hours than older women. About 65 per cent of them work between 31-48 hours, compared with 46 per cent of women aged 35 to 49 and 48 per cent of women over 50. A similar pattern is seen in the region and nationally, although only 62 per cent of young women in the region (and 59 per cent nationally) work 31-48 hours per week. Fewer young women in Thurrock work 30 hours or less per week (32 per cent) compared with those in the region (35 per cent) and in England (38 per cent).

Comparing the data from the 1991 and 2001 Censuses, it is possible to look at the change in working hours over that period. This is shown in **Figure 4.18**. There has been a fall in the proportion of men working more than 31 hours per week (of nearly 3 per cent in Thurrock but nearly 5 per cent in England). For women, there has also been a drop in the proportion working more than 31 hours per week and in the proportion working 1-15 hours per week. Both of these changes are greater in Thurrock than in the region and nationally. Consequently there was a significant rise (over 5 per cent) in the proportion of women in Thurrock working 16-30 hours per week compared with the region (over 3 per cent) and England as a whole (3 per cent).

Figure 4.18 Change in men's and women's weekly working hours 1991 to 2001



Source: 1991 Census LBS, Crown Copyright 1993, 2001 Census Standard Tables, Crown Copyright 2003

Travel to Work

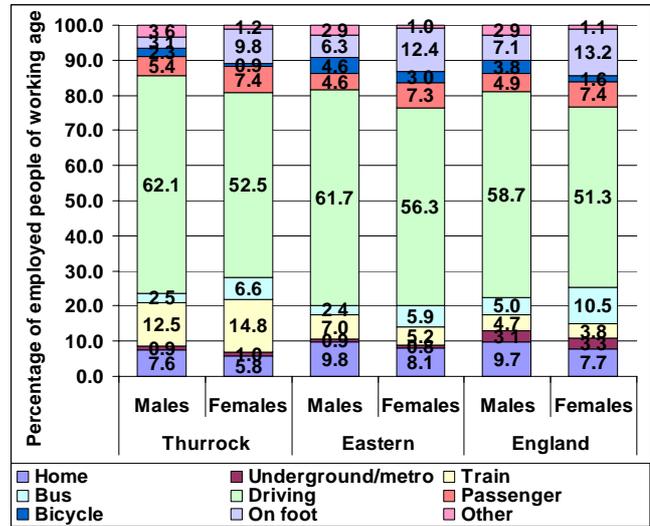
In Thurrock a high proportion of women and men travel to work by car or by train

Figure 4.19 shows the mode of travel to work by men and women of working age. In Thurrock:

- Fewer men and women work at home, compared with the region and England
- Significantly more people take the train to work, 13 per cent of men and 15 per cent of women, compared with 7 per cent and 5 per cent in the Eastern region and 5 per cent and 4 per cent in England.
- Fewer people walk to work (3 per cent of men and 10 per cent of women) compared with 6 per cent and 12 per cent in the region and 7 per cent and 13 per cent in England.
- Proportionally fewer men and women cycle to work
- A higher proportion of men in Thurrock have a mode of travel to work which is classified as 'other'. This

includes people who drive as part of their work, e.g. lorry and taxi drivers.

Figure 4.19 Men's and women's travel to work by method of travel



Source: 2001 Census Standard Tables, Crown Copyright 2003

There are significant differences in the way men and women travel to work, and women continue to work closer to home. 7 per cent of women in Thurrock go to work by bus (compared with 3 per cent of men), 7 per cent of women travel as passengers in a car (compared with 5 per cent of men) and 10 per cent of women walk to work (three times more than men). Fewer women drive to work, 53 per cent compared with 62 per cent of men, although in Thurrock slightly more women travel to work by train 15 per cent (compared with 13 per cent of men).

Young people tend to travel to work by public transport. In Thurrock, a quarter of men and over a third of women (37 per cent) aged under 25 travel by bus, train or underground. This compares with just 20 per cent of men, and with 22 per cent of women aged 25-34, 14 per cent of men and 16 per cent of women aged 35-49, and 9 per cent of men and 15 per cent of women over 50. Young people are also the most likely to travel to work as passengers in a car, 17 per cent of men and 15 per cent of women aged under 25, compared with 5 per cent of both men and women aged 25-34.

In Thurrock, only 6 per cent of young men and 8 per cent of young women walk to work, compared with much higher figures in the region (15 per cent and 17 per cent) and in England as a whole (15 per cent and 18 per cent).

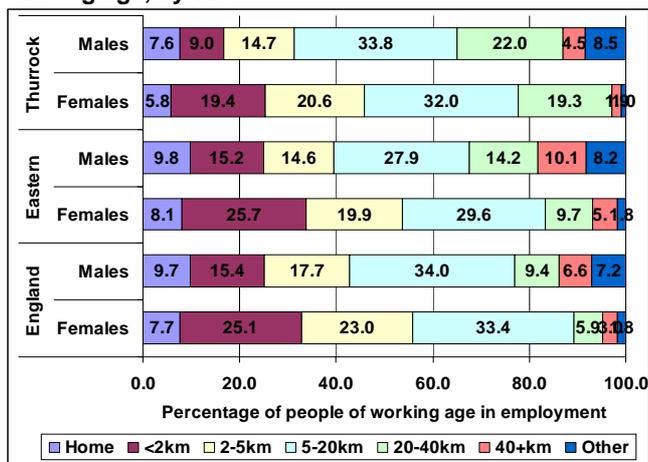
71 per cent of men over 50 drive to work, compared with only 42 per cent of men under 25. This is considerably higher than the proportion of older men who drive to work in the region (66 per cent) or in England (58 per cent).

Between 1991 and 2001¹⁶ there was a big increase (11 per cent) in women driving to work, and a fall in travelling to work by train, bus, as a passenger in a car or on foot. By contrast, fewer men were driving to work in 2001 (nearly 5 per cent fewer). More men and women, at all geographical levels, were working at home in 2001.

Figure 4.20 shows the estimated distance travelled to work. Both men and women in Thurrock are less likely to travel more than 40km to work than men and women at the regional and national levels. However, more men in Thurrock, and women, travel between 20 and 40km to work each day, perhaps not surprisingly as central London lies approximately 35km to the West.

As in England, more Thurrock men than women work at home (8 per cent of men compared with 6 per cent of women in Thurrock), although women are much more likely than men to work within 2 km of home (19 per cent of Thurrock women compared with 9 per cent of men). These figures are considerably lower than those for England (25 per cent of women and 15 per cent of men).

Figure 4.20 Distance (km) travelled to work by people of working age, by sex



Source: 2001 Census Standard Tables, Crown Copyright 2003
 Note: Distance travelled to work is estimated as a straight line between home and workplace postcodes

Men under 25 in Thurrock are more likely to work within 5km of home (34 per cent), compared with 20 per cent of men aged 25-34, 21 per cent aged 35-49 and 27 per cent aged over 50. However, this is much lower than their counterparts in the Eastern region (45 per cent) and in England (47 per cent).

Like young men in Thurrock, fewer young women work within 5km of home (38 per cent) compared with the region (51 per cent) and England (53 per cent). More young women in Thurrock travel over 20km to work (24 per cent) than in the Eastern region (15 per cent) and England (9 per cent).

In Thurrock, although the proportion of women aged 16-24 who work within 2km of home (15 per cent) is similar to that for women aged 25-34 (13 per cent), there is a big increase in the proportion of women who work within 2km of home between the ages of 25 to 34 and 35 to 49 (23 per cent). This is different from the pattern seen in both the region and England, where there is a decrease from ages 16-24 to 25-34 and then a smaller increase between ages 25-34 and 34-49 (28 per cent to 21 per cent to 26 per cent).

Occupation and Industry

In Thurrock many men are employed as process, plant and machine operatives.

A high proportion of women work in sales and customer services, and in administrative and secretarial occupations.

Figure 4.21 shows continuing gendered occupational patterns in employment. Men in Thurrock work mainly as process, plant and machine operatives (18 per cent), in skilled trades (22 per cent), and as managers and senior officials (16 per cent), whereas many women are in sales and customer service (18 per cent) and administrative and secretarial (29 per cent) occupations.

Slightly more men work in elementary occupations in Thurrock (14 per cent compared with 11 per cent in the region and 12 per cent in England). Fewer men are professionals, 7 per cent compared with 12 per cent in the region and England.

About 47 per cent of women in Thurrock work in sales and customer services and administrative and secretarial occupations, compared with just 36 per cent in the region and 35 per cent in England as a whole. Fewer women in Thurrock work as managers, senior officials, professionals, and associate professionals or in technical occupations, 25 per cent altogether compared with 34 per cent in the region and 36 per cent in England.

In Thurrock the proportion of men working as plant and machine operatives fell from 23 per cent in 1991 to 18 per cent in 2001¹⁷. There was also a drop in the proportion of men employed in skilled trades (27 per cent in 1991 to 22 per cent in 2001). Over the same period there was a decrease in the proportion of men working in skilled trades in the region and in England as a whole, although this was far less pronounced (down from 23 per cent in 1991 to 20 per cent in the region and 19 per cent in England).

For women, there was a fall in the proportion of women in administrative and secretarial occupations (down from

¹⁶ Source: 1991 Census LBS, Crown Copyright 1993, 2001 Census Standard Tables, Crown Copyright 2003.

¹⁷ Source: 1991 Census LBS, Crown Copyright 1993, 2001 Census Standard Tables, Crown Copyright 2003.

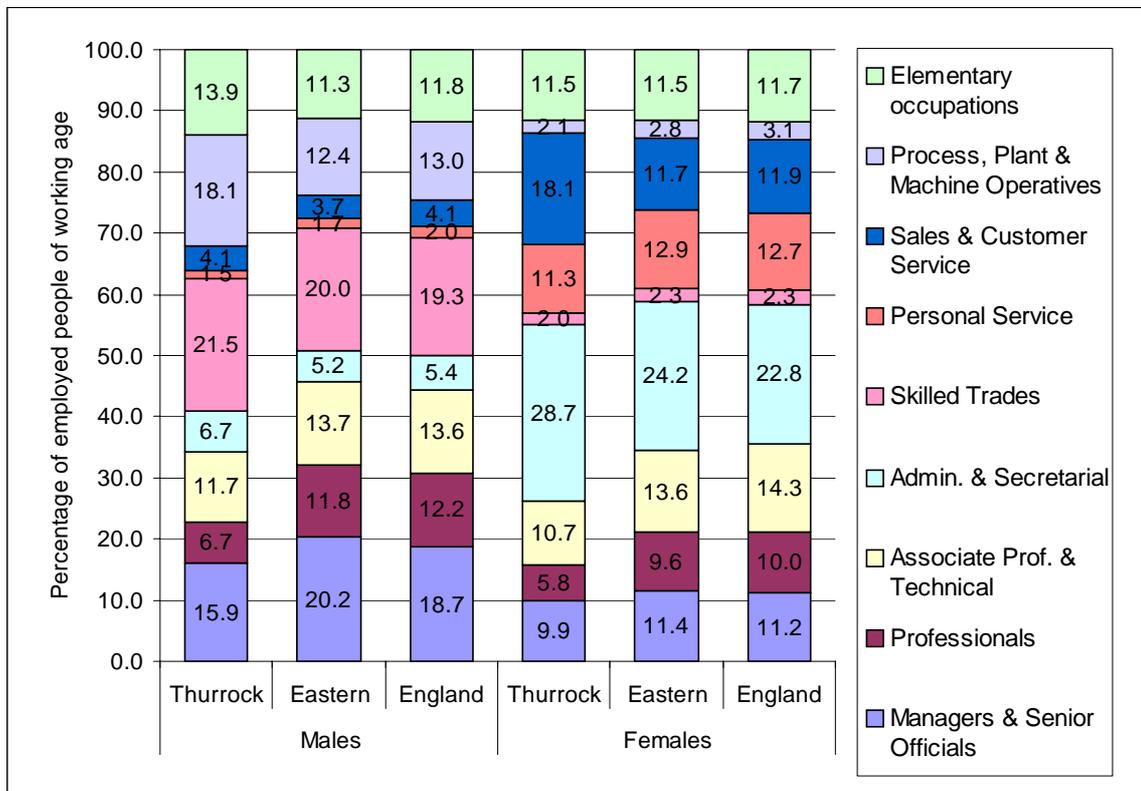
39 per cent to 29 per cent in Thurrock, from 32 per cent to 24 per cent in the region and from 29 per cent to 23 per cent nationally). There was a rise in women working in sales and customer services (from 15 per cent to 18 per cent in Thurrock, and from 11 per cent to 12 per cent in both the Eastern region and in England).

Figure 4.22 shows the industry in which people work, with again a marked difference between men and women. In Thurrock, more men work in construction (14 per cent) and in transport, storage and communications (15 per cent) than in the region or in England as a whole. Women in Thurrock are more likely to work in wholesale, retail, hotels and restaurants (32 per cent compared with 24 per cent in the region and England) and in finance and real estate.

Between 1991 and 2001¹⁸ there was a fall in the proportion of men employed in manufacturing (from 27 per cent to 20 per cent in Thurrock, 25 per cent to 19 per cent in the region and 27 per cent to 20 per cent in England) and an increase in men working in wholesale, retail, hotels and restaurants (up from 15 per cent to 21 per cent in Thurrock). Although there was an increase in the proportion of men employed in finance and real estate (up from 12 per cent to 17 per cent in Thurrock,

13 per cent to 19 per cent in the region and 12 per cent to 18 per cent in England) and an increase in the proportion of women in the region (up from 16 per cent to 19 per cent) and in England (up from 14 per cent to 18 per cent) working in this sector, there was nevertheless a fall in the proportion of women in Thurrock employed in this industry (down from 23 per cent in 1991 to 21 per cent in 2001).

Figure 4.21 Occupations of people of working age, by sex

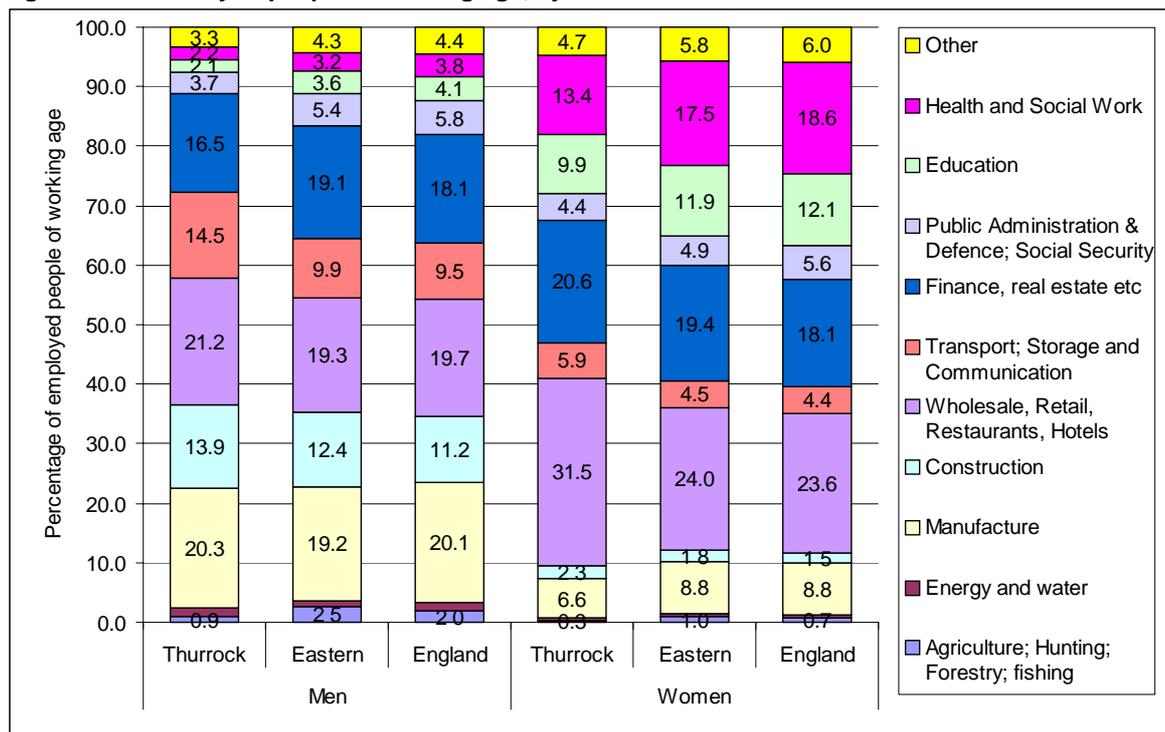


Source: 2001 Census Standard Tables, Crown Copyright 2003

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

¹⁸ Source: 1991 Census LBS, Crown Copyright 1993, 2001 Census Standard Tables, Crown Copyright 2003.

Figure 4.22 Industry of people of working age, by sex



Source: 2001 Census Standard Tables, Crown Copyright 2003

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

Second Jobs

The census data relates to the main job that men and women are employed in. A major limitation of this source is that it does not collect information about men and women who have more than one job. Estimates of the number of people with a second job can be obtained from the Labour Force Survey (LFS) which is carried out annually. This shows that in Thurrock, 2.7 per cent of people have a second job (4.4 per cent of women¹⁹). In the Eastern region 3.0 per cent of men and 5.3 per cent of women have a second job and across England as a whole the figures are 3.1 per cent of men and 5.4 per cent of women.

Key Points

- Between 1991 and 2002 there was a net increase of just under 16,900 jobs in Thurrock, or 44 per cent. This varied from an increase in full-time male jobs of 20 per cent and of part-time male jobs of 214 per cent. For both males and females and for full-time and part-time jobs the increase in Thurrock was greater than that for the region and England as a

whole. Men gained more of the additional full-time jobs, and women more of the extra part-time posts.

- Since 1991 there has been a significant and continuing decline in jobs for men in manufacturing industry in Thurrock (down 11 per cent from 1991 to 2002) and a large increase in employment in the construction industry. For women in Thurrock there has been a large increase in employment in distribution, hotels and restaurants.
- A high proportion of men and women of working age in Thurrock are economically active, with especially high rates among 16-24 year olds.
- A large proportion of self-employed men in Thurrock (48 per cent) have no qualifications.
- Men in Thurrock work longer hours than their counterparts in the region and nationally.
- Between 1991 and 2001 there was a significant increase in the proportion of women driving to work (up 11 per cent) in Thurrock, compared with a 5 per cent fall in the proportion of men travelling to work by car.
- 60 per cent of men in Thurrock work more than 5km away from their home, compared with 52 per cent of men in the region and 50 per cent of men nationally.

¹⁹ The figure for men in Thurrock is not available due to the small number included in the survey.

Although women in Thurrock tend to work closer to where they live than men, 52 per cent work more than 5km away compared with 44 per cent in the region and just 42 per cent in England as a whole.

- By national standards, a high proportion of employed men of working age in Thurrock are employed in elementary occupations (14 per cent), in skilled trades (22 per cent) and as plant, process or machine operatives (18 per cent). Comparatively few men work as managers, senior officials or in professional posts.
- Women in Thurrock are considerably more likely than women in England as a whole to work in sales and customer service and in administrative and secretarial jobs. Like Thurrock men, Thurrock women have low levels of employment in managerial and professional posts.
- 14 per cent of employed men in Thurrock work in the construction industry, 21 per cent work in the wholesale and retail sector and 15 per cent in transport, storage and communications. These figures are much higher than those for England as a whole.
- Almost a third of Thurrock women work in wholesale, retail, restaurants and hotels with a further 21 per cent working in finance and real estate.

5. The Gender Pay Gap

In the last few years, renewed attention has been given to the continuing 'gender pay gap' in the UK, which has persisted despite the introduction of the Equal Pay Act 1970 (implemented from 1975 onwards), and which is still very wide by comparison with most other European countries. A number of major national reports have recently reviewed the evidence on this question, and have confirmed that there is an entrenched problem in the UK, which is damaging not only for the individual wage earners affected, but also for organisations and businesses, and for the country as a whole. The boxes alongside include quotations from three important reports which have recently been commissioned or supported by central government departments and bodies, highlighting key issues.

This part of the profile provides details about this question at district and regional level, indicating the extent to which this problem is of concern in Thurrock. It updates the data prepared as part of Thurrock's City Dona project in 2002.

Women's Incomes over the Lifetime²⁰

"About half of the gender earnings gap is explained by the fact that married, childless women work fewer hours over their lifetimes than comparable men; about half is due to the hourly pay gap between men and women. The size of the gender earnings gap also varies by educational level, with low- and mid-skilled women losing out most, but even highly-skilled women (graduates) experience a lifetime earnings gap of £143,000. In addition to the gender earnings gap, women who have children experience a 'mother gap' which represents the difference in lifetime earnings between equivalently educated women with and without children. For two children these figures are: low-skilled women, £285,000; mid-skilled women, £140,000; and high-skilled women, £19,000. High-skilled mothers forgo less income than low- or mid-skilled mothers as they tend to retain their place in the labour market. However, this does not recognise any childcare costs they may incur. Delaying childbirth has a significant, positive impact on lifetime earnings. It is estimated that a mid-skilled woman who starts her family at 24 and has two children forgoes more than twice as much as if she started her family at 30."

The Kingsmill Review 2001²¹

"The 18 per cent headline wage gap is an indicator of the extent to which businesses and organisations in the UK are mismanaging their human capital.... Clustering of women in lower status and lower paid jobs ... suggests that businesses are failing to properly develop and utilise the skills and talents of women."

"Most organisations think there is no gender pay gap in their organisation, but they have no evidence to support this."

"When considering full-time employees, the worst industries were financial intermediation (65 per cent), the electricity, gas and water supply industry (69 per cent), and agriculture, hunting and forestry, etc. (73 per cent). Additionally, there were variations between the public and the private sector. The gender pay gap for full-time employees was smaller in the public sector than in the private sector, with the ratio of women's earnings at 86 per cent in the public sector compared to 78 per cent in the private sector. However, when comparing the pay of male and female part-timers, the gap was wider in the public sector. Female part-timers earned 75 per cent of male counterparts in the public sector, compared with 99 per cent in the private sector."

NIESR Report 2001²²

"In spite of legislation aimed at securing equal pay and employment opportunities for women, the gender pay gap has persisted into the twenty-first century. ... The position of women who work full-time has improved compared with that of men, with the gender pay gap falling from 36 per cent of the full-time male wage in 1973 to 18 per cent in 2000."

²⁰ Rake, K. (2001) *Women's Incomes over the Lifetime*. London: The Stationery Office

²¹ Kingsmill, D. (2001), *The Kingsmill Review of Women's Pay and Employment*, London, DTI

²² Anderson, T., Forth, J., Metcalf, H. and Kirby, S. (2001) *The Gender Pay Gap: final report to DfEE* London, National Institute for Economic and Social Research.

Causes of the Gender Pay Gap

This part of the profile explores the patterns in the gross weekly and hourly pay of people in Thurrock, compared with the Eastern region and England as a whole.

One of the causes of the gender pay gap is gender segregation in the labour market. Women and men tend to work in different occupations, or are concentrated at different levels within occupational hierarchies. Jobs in which men predominate tend to be better paid, and often offer bonuses and pay incentives which are less common in jobs where most employees are women. Data on the segregation of women and men by occupation and industrial structure were presented earlier in this profile, in Chapter 4.

The impact of women's family and care responsibilities and inadequacies in the supporting services available, especially in some localities, are also important. The gendered impact of these factors was discussed in Chapters 6 and 8 on 'Unemployment and Economic Inactivity' and on 'Work-Life Balance'. Not only do these factors influence women's choice of jobs/careers, they can also affect the number of hours they are able to work, and the distance they are prepared to travel to their place of work. The differences in the way men and women in Thurrock travel to work have already been discussed in Chapter 4.

Interrupted employment patterns and part-time working are also strongly linked to women's lower lifetime earnings, as shown in the government's report "Women's Earnings over the lifetime", published by the Cabinet Office in 2000. Breaks in employment and changes of employer can lead to women being placed

lower on pay scales when returning to work following a period of childcare or caring.

Furthermore, much part-time work is low paid. Women often work part-time in mid-career while male part-time workers are often students or older men who are exiting the labour market. Rapid changes in the proportion of women returning to employment after maternity leave may affect this situation for today's younger women.

Pay systems can also contribute to the gender pay gap. Job grading practices, appraisal systems, reward schemes, individualised wage negotiation practices and retention measures have all been found to have an adverse effect on women's wages.

Pay in Thurrock

In Thurrock, women's pay is well below the national average. Men's hourly earnings are comparable with the national average.

Figure 5.1 shows gross weekly and hourly pay for men and women in Thurrock, the Eastern region and England as a whole, together with the number of hours they work each week. While men in Thurrock earned on average £12.90 per hour, similar to the average hourly pay rate in England (but lower than that in the Eastern region), Thurrock women's average hourly pay was only £8.90, a lower rate than both the regional and national averages (£10). Women at all geographical levels earned much less than their male counterparts, and women in full-time employment in Thurrock earned on average just £364 per week, compared with £553 per week for men working full-time in Thurrock. Here women's average weekly pay compares poorly with the figures for the region (£407 per week) and England (£402 per week).

Figure 5.1 Gross weekly pay, hourly pay and the total hours worked for all workers and for those who work full-time

| Area | | Gross Weekly Pay (£) | | Hourly pay including overtime (£) | | Total hours worked weekly (hrs) | |
|----------|-----------|----------------------|---------|-----------------------------------|---------|---------------------------------|---------|
| | | Males | Females | Males | Females | Males | Females |
| Thurrock | All | 531.00 | 267.00 | 12.90 | 8.90 | 41.1 | 30.3 |
| | Full-time | 553.00 | 364.00 | 12.90 | ** | 42.8 | ** |
| | Part-time | ** | ** | ** | ** | ** | 19.4 |
| Eastern | All | 531.00 | 291.00 | 13.60 | 10.00 | 39.4 | 29.5 |
| | Full-time | 566.00 | 407.00 | 13.80 | 10.80 | 41.1 | 37.6 |
| | Part-time | 154.95 | 144.02 | ** | 7.82 | 18.9 | 18.9 |
| England | All | 503.00 | 297.00 | 12.90 | 10.00 | 39.1 | 30.1 |
| | Full-time | 535.00 | 402.00 | 13.10 | 10.70 | 40.9 | 37.4 |
| | Part-time | 169.11 | 151.40 | 9.05 | 7.86 | 18.9 | 19.5 |

Source: New Earnings Survey 2003, Crown Copyright 2004

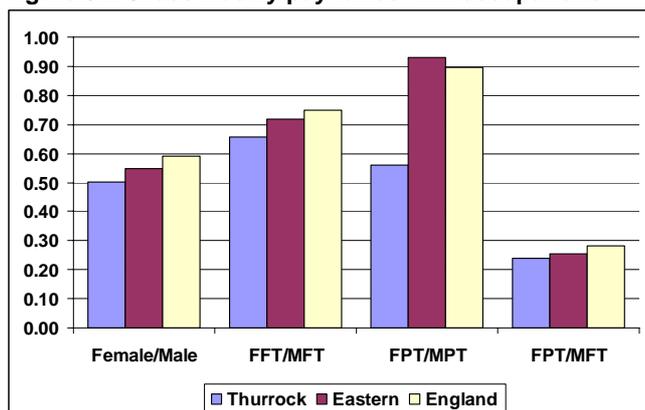
Note: ** Missing values are based on very small numbers of people and therefore cannot be included, as such data is not reliable in the statistical sense.

Average weekly pay is affected by the hours that men and women work. Normal basic hours of work averaged 41.1 each week for men, and 30.3 per week for women in Thurrock. This is longer for men but similar for women to average hours worked in the region and in England as a whole. Despite working as many hours as women at the other geographical levels, women's low hourly pay in Thurrock results in lower gross weekly pay.

Figures 5.2 - 5.5 show women's weekly pay as a ratio of men's weekly pay in selected occupations. In these figures, equal pay exists if the bar is at 1.00. Bars below 1.00 indicate that women's pay, in that occupation, is on average only a proportion of that of men. Bars above 1.00 indicate that women are earning more than men.

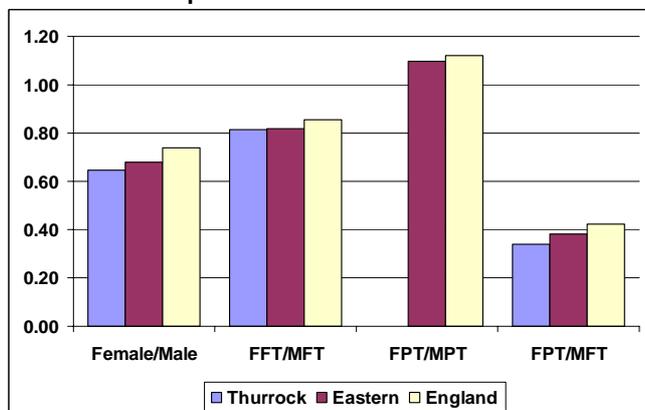
Pay data for all occupations (Figure 5.2) show that the gender pay gap in Thurrock is wider than at the regional and national levels and that there is an especially wide pay gap between women and men where both sexes work part-time. In all categories of employment, women earn less than men.

Figure 5.2 Gross weekly pay ratios - All occupations



Source: New Earnings Survey, 2003

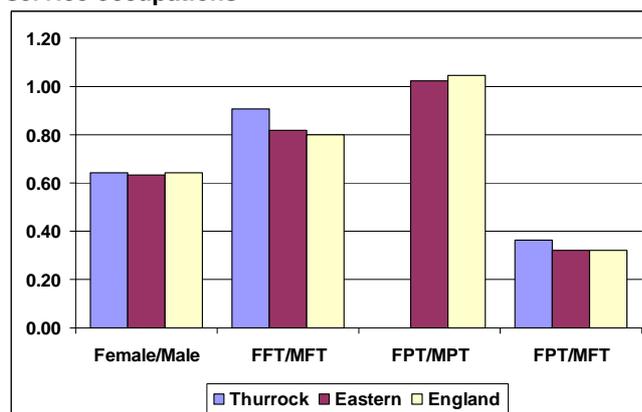
Figure 5.3. Gross weekly pay ratios - Administrative and secretarial occupations



Source: New Earnings Survey, 2003

Note: Missing 'bars' are based on very small numbers of people and therefore cannot be included

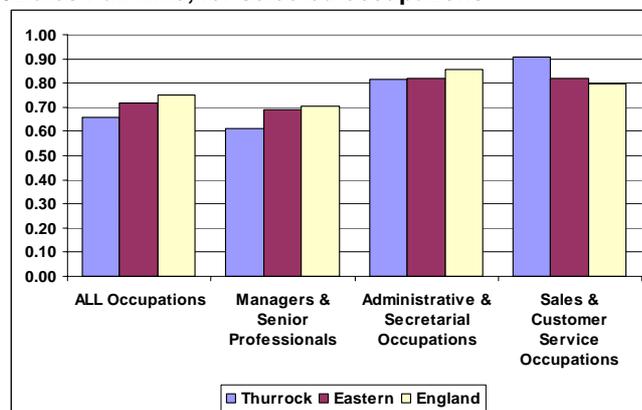
Figure 5.4 Gross weekly pay ratios - Sales and customer service occupations



Source: New Earnings Survey, 2003

Note: Missing 'bars' are based on very small numbers of people and therefore cannot be included

Figure 5.5 Gross weekly pay ratios - Females Full-time /Males Full-time, for selected occupations



Source: New Earnings Survey, 2003

Note: Missing 'bars' are based on very small numbers of people and therefore cannot be included

Comparing full-time workers across all occupations shows that the pay gap between women and men is wider in Thurrock than in the Eastern region and England as a whole. The pay data for different occupations show that women and men come closest to equal pay in full-time sales and customer service occupations in Thurrock, as shown in Figure 5.5. Men in this occupation tend to be paid low wages, like women. In Thurrock the gender pay gap is smaller than in the region and nationally in full-time sales and customer service occupations. However, a much wider gender pay gap exists among managers and senior professionals in Thurrock. Women only earned 60 per cent of men's weekly earnings in full-time jobs in this occupation, compared with about 70 per cent in the region and in England.

Figure 5.6 shows the percentages of women and men whose weekly pay falls into different wage bands. Due to the missing values for Thurrock which arise because it is a district with a comparatively small population, it is not possible to compare the top and bottom 10 per

Figure 5.6 Distribution of weekly earnings: Men and women in full-time employment

| Area | | Percentage of people earning under: | | | 10 per cent earn | |
|---------|---------|-------------------------------------|------|------|------------------|-----------|
| | | £250 | £350 | £460 | Less than | More than |
| Eastern | Males | 9.5 | 30.8 | 53.5 | £252.10 | £860.00 |
| | Females | 24.3 | 54.0 | 74.7 | £203.40 | £616.40 |
| England | Males | 10.6 | 32.4 | 53.8 | £246.60 | £870.20 |
| | Females | 23.6 | 51.9 | 71.5 | £203.10 | £644.40 |

Source: New Earnings Survey 2003, Crown Copyright 2004

cent of earners in Thurrock with those in the region and across England. However data on the Eastern region and England as a whole again show that women working full-time earned much less than men in similar posts.

Key Points

- In Thurrock, hourly and weekly pay rates for women are lower than in the region and England as a whole.
- Women in full-time employment earn less than their male counterparts at all geographical levels.
- When all occupations are considered together, Thurrock has a wider gender pay gap than the regional or England, especially in part-time employment.
- When specific occupational categories are examined, a wide gender pay gap emerges in Thurrock among full-time managers and senior professionals.
- The pay gap in Thurrock is narrowest in sales and customer service occupations, where full-time women employees still earn 10 per cent less than men who work full-time.

6. Unemployment and Economic Inactivity

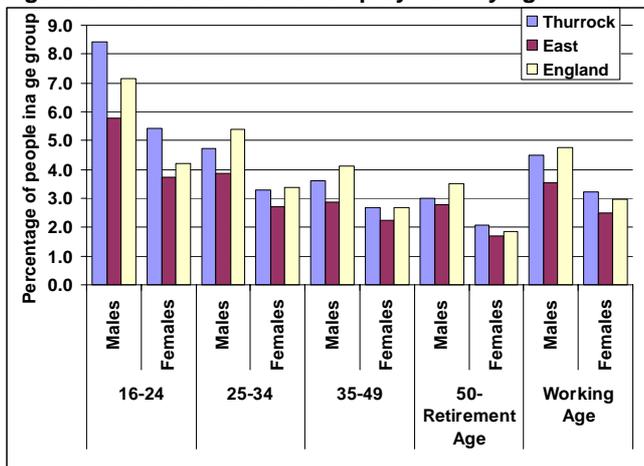
Unemployment

In Thurrock a higher proportion of women of working age are unemployed than in the East of England region and England as a whole.

Although assessing the level of unemployment and economic inactivity is notoriously difficult, data from a number of sources show that proportionally there are more men and women of working age who are unemployed in Thurrock than in the Eastern region.

Figure 6.1 shows the percentages of men and women who described themselves as unemployed when they completed their 2001 Census return. This shows that the unemployment rate for men of working age in Thurrock was 4.5 per cent, which is higher than the Eastern region (3.5 per cent) but lower than in England as a whole (4.8 per cent). This equates to 2,070 unemployed men of working age in Thurrock. For women of working age the unemployment rate is 3.2 per cent (1,413 women) which is higher than in both the Eastern region (2.5 per cent) and England as a whole (3.0 per cent).

Figure 6.1 Self described unemployment by age and sex



Source: 2001 Census Standard Tables, Crown Copyright 2003

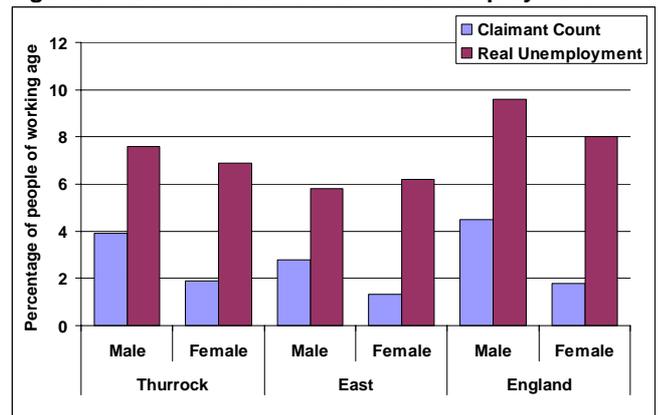
The highest levels of unemployment are seen in those aged 16-24, where the rate for Thurrock is significantly higher than in both the Eastern region and England. At all ages and across all geographical levels the unemployment rate for men is higher than for women.

Another measure of unemployment is the number of people claiming unemployment related benefits (the claimant count). However, in certain circumstances people may be unemployed and yet not claim benefits, even though they are seeking work. **Figure 6.2** shows the claimant count and an estimate of the 'real'

unemployment rate. Researchers at Sheffield Hallam University have used a range of measures to estimate the 'real' level of unemployment, which includes those who do not make a claim for unemployment benefits.

The estimated 'real' unemployment rate for men and women in Thurrock was higher than that for the region, but lower than for England as a whole. The difference between the claimant count and the 'real' unemployment rate was greatest for women. This suggests that many more women may experience 'hidden' unemployment.

Figure 6.2 Claimant count and 'real' unemployment



Source: Beatty, C., Fothergill, S., Gore, T. and Green, A. (2003) 'The Real Level of Unemployment 2002'

Another measure of unemployment is the 'Want Work Rate'²³ (WWR). The TUC has estimated 'want work' rates that include all those who say they want a job. The working age want work rate takes those who are unemployed plus the inactive who want work as a share of the active labour force plus the inactive who want work. Using this methodology it is possible to produce WWR for Thurrock, the Eastern region and England. These are presented in **Figure 6.3**. This shows that although unemployment and 'real unemployment' rates are usually higher for men than women, the converse is true of the WWRs at all geographical levels²⁴. The overall WWR in Thurrock is lower than that in the region and England as a whole. However, the rate for women in Thurrock is higher than for women in the region or nationally.

Among economically inactive people who wanted a job the most common reason given for not looking for work was long-term sickness and disability, covering about 34 per cent of the total²⁵. The next most common reason was family and care responsibilities, accounting for another 32 per cent. There was also a small group of

²³ 'Inactive Britain' - TUC report on working age inactivity in Britain and the rest of Europe, January 2004.

²⁴ In Thurrock it can be assumed that the WWR for men is less than that for women since the average WWR across the Borough is less than the rate for women.

²⁵ Source: Labour Force Survey 2002, ONS, Crown Copyright 2004.

students, about 13 per cent of the total. However, nearly 20 per cent gave 'some other reason' (including a small number of discouraged workers (about 2 per cent) who think there are no jobs available.

Figure 6.3 Want Work Rates

| | All | Males | Females |
|-----------------|------|-------|---------|
| Thurrock | 8.5 | ** | 13.2 |
| Eastern | 8.8 | 7.6 | 10.2 |
| England | 11.1 | 9.9 | 12.5 |

Source: LFS 2002, ONS and Centre for Social Inclusion, Sheffield Hallam University
 Note: **missing values are due to missing values in the LFS data which occur when there are only small numbers of people in the survey sample

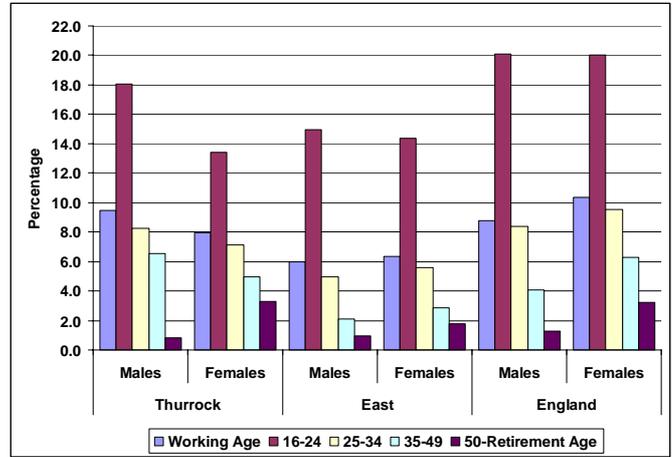
Length of time since last worked and former occupation and industry

In Thurrock, many unemployed women and men have never been employed.

Figure 6.4 shows that in Thurrock a higher percentage of unemployed people of working age have never been in paid employment than in the Eastern region. However, the percentage in Thurrock is about the same as in England as a whole. Among the unemployed, significantly fewer women than men in Thurrock have

never worked. This is in contrast to the situation in the region and in England. The proportions are particularly high for 35-49 year olds and women over 50 in Thurrock.

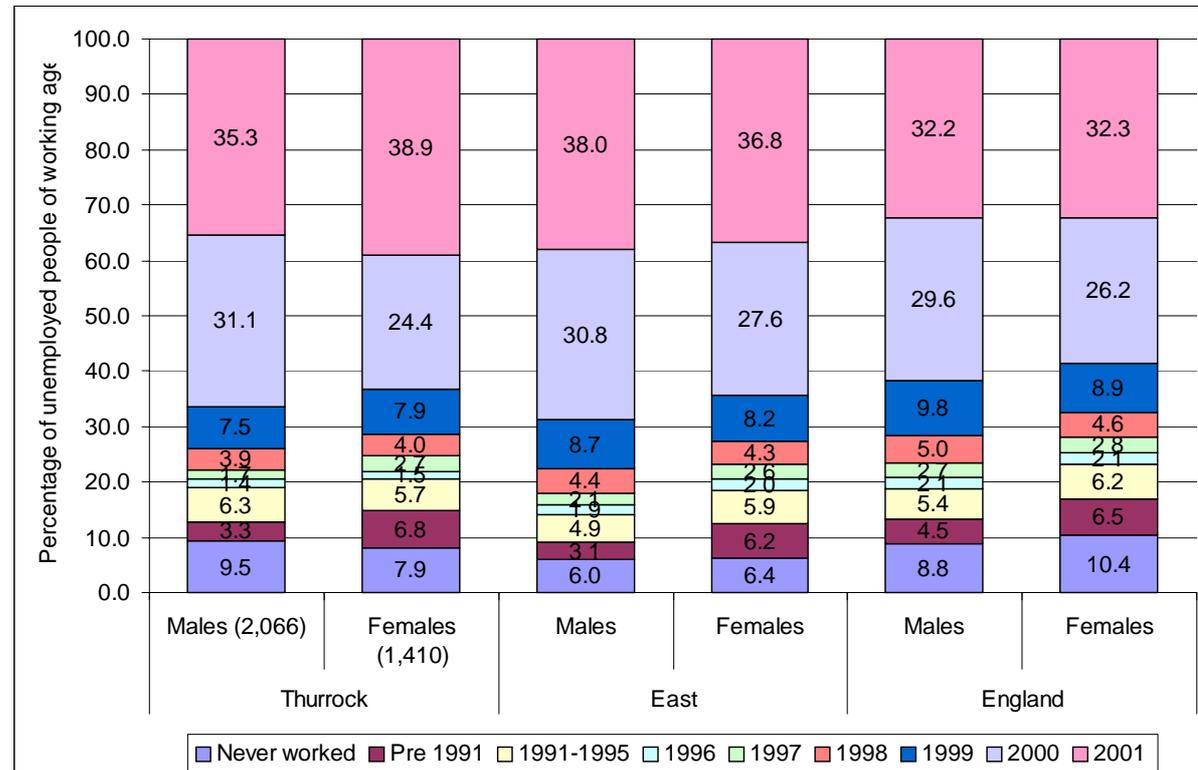
Figure 6.4 Percentage of unemployed people who have never worked by age and sex



Source: 2001 Census Standard Tables, Crown Copyright 2003

Figure 6.5 shows that around one fifth of unemployed people of working age in Thurrock, 21 per cent of men and 22 per cent of women, had not worked in the 5 years prior to the 2001 Census. This compares with 16 per cent of men and 21 per cent of women in the Eastern region and 21 per cent of men and 25 per cent of women in England.

Figure 6.5 Unemployed people of working age by length of time since last worked and sex



Source: 2001 Census Standard tables, Crown Copyright 2003

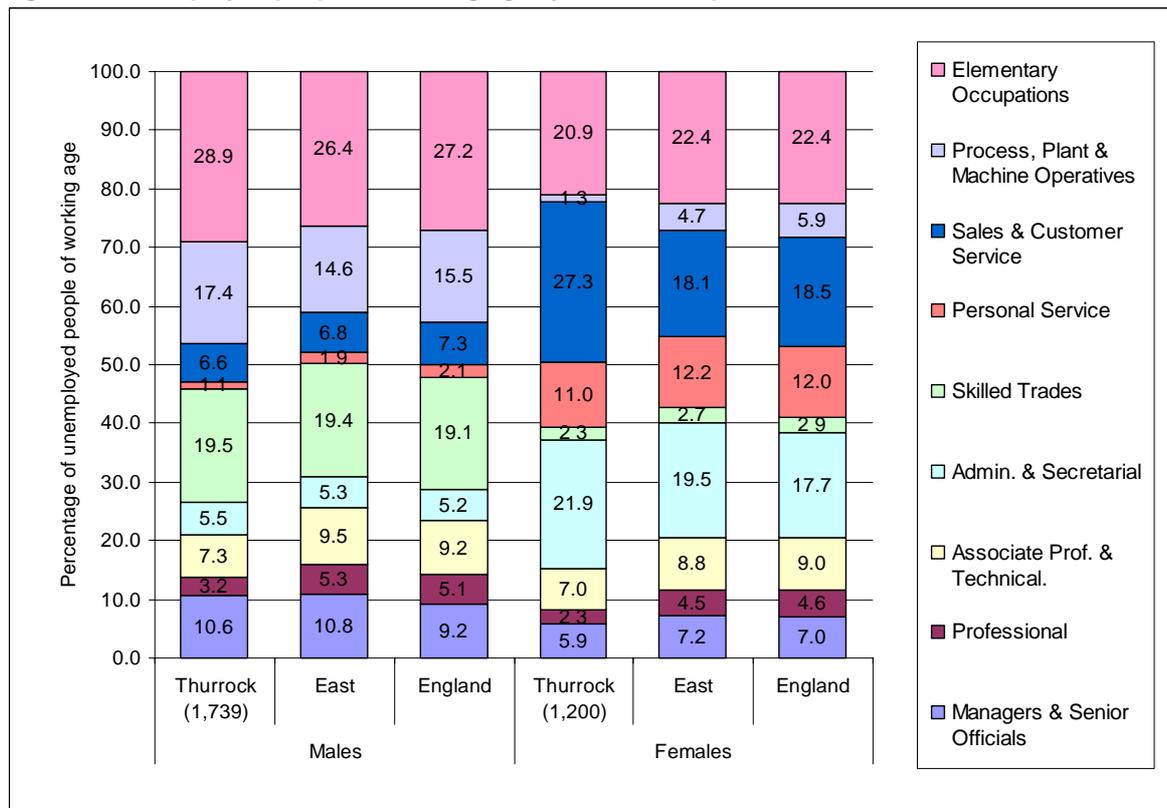
Many unemployed women last worked in sales and clerical jobs and in the retail and service sector. Many unemployed men were formerly in skilled trades, construction, and transport and storage jobs.

Figure 6.6 shows the former occupation of those people of working age who said they were unemployed. A high proportion of unemployed people of working age in Thurrock (29 per cent of men and 21 per cent of women), were previously in elementary occupations (see note to Figure 5). The figure for men is higher in Thurrock than in the region and in England, but lower for women. Proportionally more unemployed men, but fewer women, in Thurrock previously worked as managers and senior officials than in England as a whole. In Thurrock, 20 per cent of unemployed men were formerly in skilled trades and 17 per cent had been process, plant and machine operatives. Among unemployed women in Thurrock, 27 per cent were previously in sales and customer service and 17 per cent last worked in administrative and secretarial occupations.

Figure 6.7 shows the former industry of unemployed people of working age. Almost a quarter of unemployed men in Thurrock were previously employed in the construction industry, much higher than the percentage for the region (15 per cent) and England (14 per cent). Almost a further 11 per cent of men were formerly in transport, storage and communications, compared with 9 per cent in the East of England and 8 per cent in England as a whole.

Among unemployed women in Thurrock, 33 per cent were previously working in wholesale and retail jobs, a much higher proportion than for both the region and England (24 per cent). About a quarter of unemployed women in Thurrock last worked in the financial and real estate sector or in health and social work, lower than the percentage in the Eastern region and for England as a whole (29 per cent). 7 per cent of unemployed women in Thurrock were formerly in jobs in transport, storage and communications, compared with just 5 per cent of unemployed women in the region and 4 per cent in England.

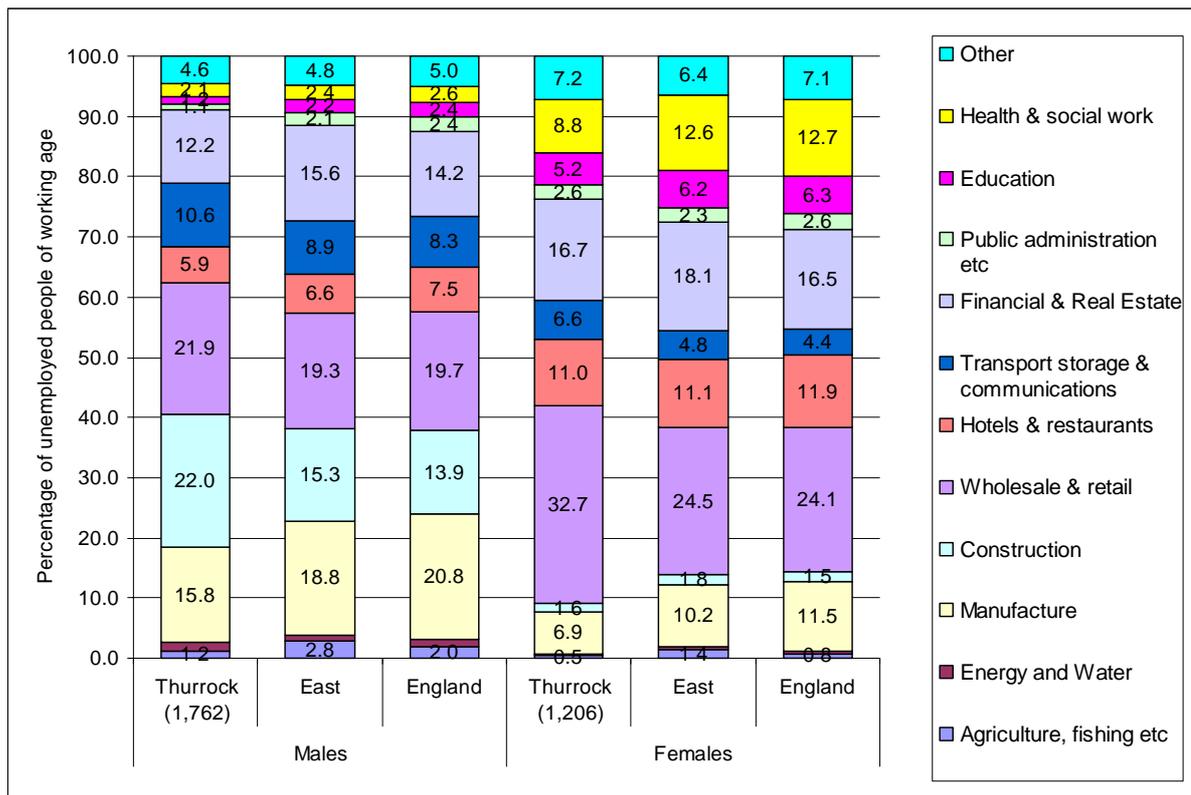
Figure 6.6 Unemployed people of working age by former occupation and sex



Source: 2001 Census Standard Tables, Crown Copyright 2003

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

Figure 6.7 Unemployed people of working age by former industry and sex



Source: 2001 Census Standard Tables, Crown Copyright 2003

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

Economic Inactivity

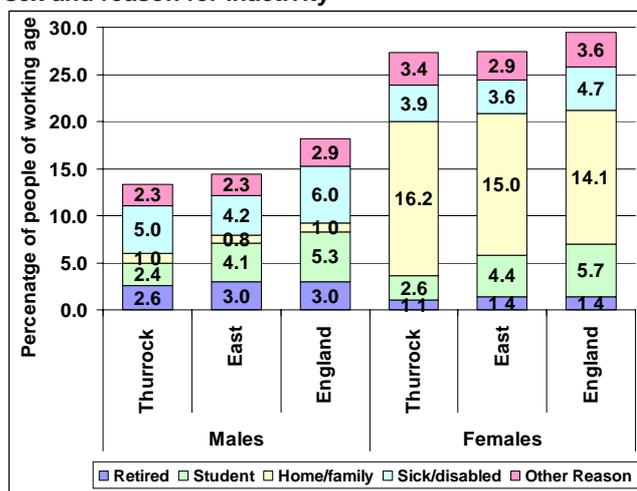
Women in Thurrock, across all ages, are more likely than women in England to be looking after their home or family.

Thurrock's economically inactive population includes a low proportion of students.

In Thurrock in 2001, 6,155 men and the 11,975 women were economically inactive. **Figure 6.8** provides more details about their circumstances. This shows that:

- in Thurrock, only 2 per cent of men and 3 per cent of women of working age were students, half the percentage in the Eastern region and in England
- 16 per cent of women of working age in Thurrock were looking after their home or family full-time, more than those in the region and in England
- 5 per cent of men and 4 per cent of women of working age in Thurrock were inactive in the labour market because of sickness or disability. This is similar to the situation in the East of England region (4 per cent of men and 4 per cent of women) but lower than in England (6 per cent of men and 5 per cent of women)

Figure 6.8 People of working age by economic inactivity, sex and reason for inactivity



Source: 2001 Census Standard Tables, Crown Copyright 2003

Data from the last two Censuses²⁶ show that there was an increase in the percentage of men of working age who were economically inactive, from 11 per cent of men in Thurrock in 1991 to 13 per cent in 2001. Similar, though larger, increases were seen in the Eastern region (from 11 per cent to 14 per cent) and in England (13 per cent to 18 per cent). However, between 1991 and 2001 there was a fall in the percentage of women of working

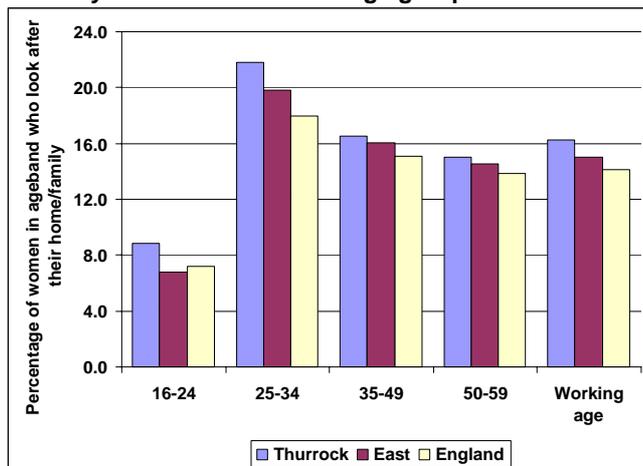
²⁶ Source: 1991 Census LBS, Crown Copyright 1993. Crown Copyright material is reproduced with the permission of the Controller of HMSO.

age who were economically inactive, from 33 per cent to 27 per cent in Thurrock. This decrease was larger than that seen in the region (31 per cent to 27 per cent) and in England (32 per cent to 29 per cent).

Comparing the data from the 1991 Census with the 2001 Census shows an increase in the percentage of people of working age who were permanently sick and disabled. The increase was smaller in Thurrock for men (at just 0.4 percentage points) than in the region (0.9 percentage points) or in England (1.2 percentage points). For women, the increase in Thurrock of 1.1 percentage points was larger than for the Eastern region (0.7 percentage points), but smaller than in England (1.6 percentage points).

Figure 6.9 shows that the percentage of women who look after their home or family full-time varies within each age group. In Thurrock, a larger proportion of women of all ages were looking after the home or family full-time than in the Eastern region or in England.

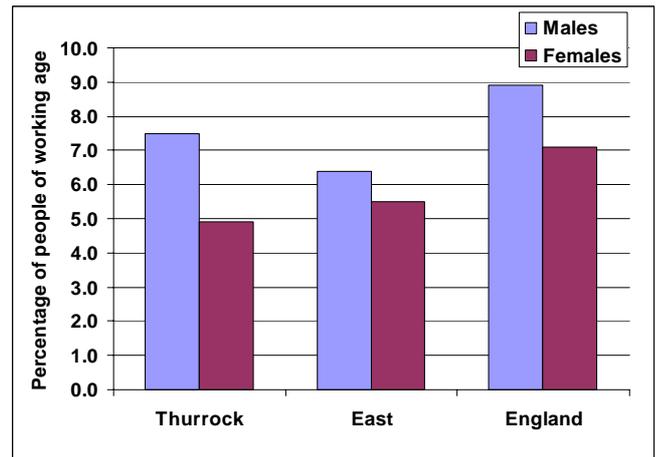
Figure 6.9 Percentage of women who look after their home or family full-time within each age group



Source: 2001 Census Standard Tables, Crown Copyright 2003¹

In **Figure 6.10** it can be seen that in August 2003 more than 7 per cent of men, and almost 5 per cent of women of working age in Thurrock were claiming Incapacity Benefit. This was slightly higher than the percentages in the region, but lower than in England as a whole.

Figure 6.10 Percentage of working age population who are claiming Incapacity Benefit, August 2003



Source: Claimants of Key Benefits, DWP, August 2003

Qualifications and Economic Activity

Qualifications have a marked effect on employment status. This is particularly acute for women in Thurrock.

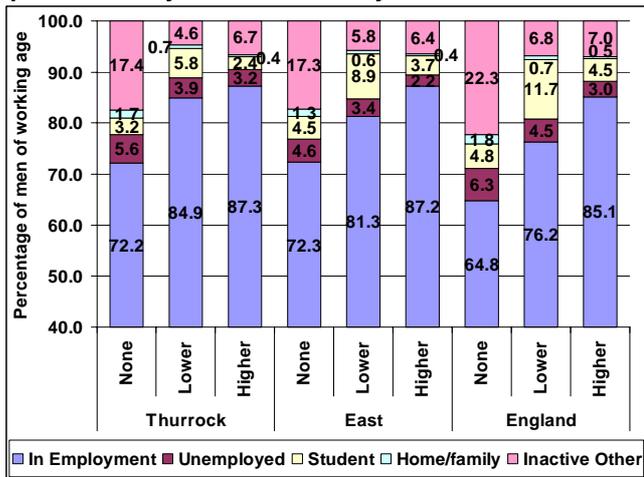
For men, lack of qualifications is strongly linked to unemployment.

Figures 6.11 and 6.12 show the marked difference qualifications make to employment status. In Thurrock:

- 55 per cent of women with no qualifications were in employment, compared with 83 per cent of women with a degree
- 22 per cent of women with no qualifications were at home looking after their home or family full-time compared with just 7 per cent of highly qualified women
- for men, lack of qualifications was strongly linked to unemployment; unqualified men were twice as likely to be unemployed as men with a university degree. A similar, but less marked, pattern also applies to women

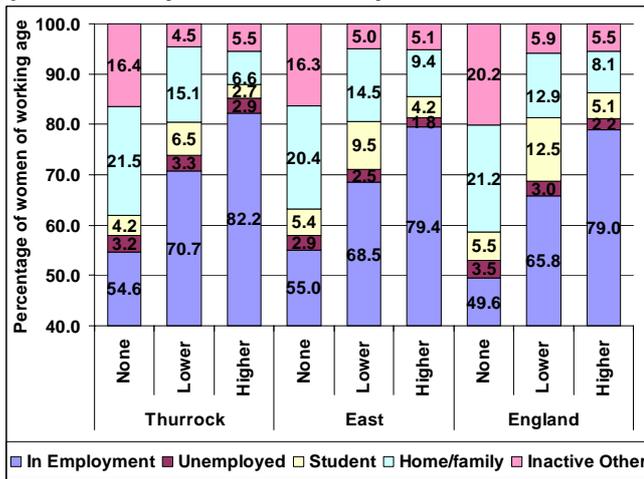
Level of qualification also varies by age. This was discussed fully in Chapter 3.

Figure 6.11 Men of working age and their level of qualification by economic activity



Source: 2001 Census Standard Tables, Crown Copyright 2003
 Note: Lower level qualifications are equivalent to 'A' level and below. Higher level qualifications are equivalent to degree level and above.

Figure 6.12 Women of working age and their level of qualification by economic activity



Source: 2001 Census Standard Tables, Crown Copyright 2003
 Note: Lower level qualifications are equivalent to 'A' level and below. Higher level qualifications are equivalent to degree level and above.

Families and Economic Activity

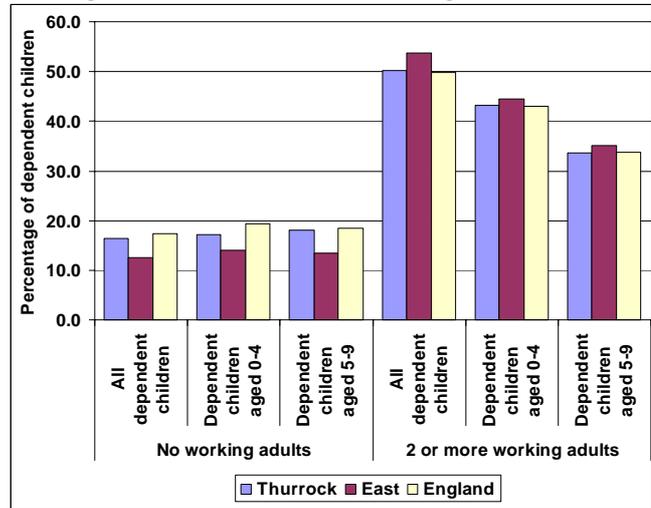
Many children in Thurrock are growing up in workless households.

Figure 6.13 shows that 16 per cent of dependent children in Thurrock live in households with no working adult, compared with 13 per cent in the Eastern region and 17 per cent in England. In Thurrock, as at the other geographical levels, this was slightly higher for children under five (18 per cent) and for those aged five to ten (19 per cent).

Half of all dependent children in Thurrock live in households with two or more working adults. This is similar to the percentage in England (50 per cent) but less than in the Eastern region (54 per cent). In Thurrock a third of dependent children live in households where

just one adult works. This is similar in the region and in England as a whole.

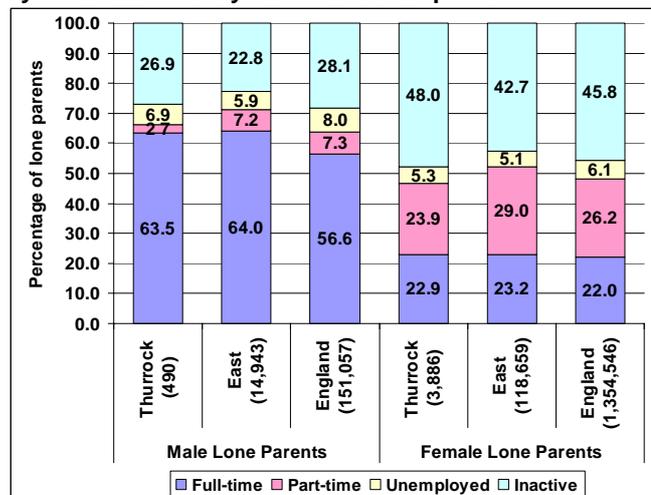
Figure 6.13 Dependent children²⁷ in households with no working adult and two or more working adults



Source: 2001 Census Standard Theme Table on Dependent Children, Crown Copyright 2003

Figure 6.14 shows that of Thurrock's 3,886 lone mothers with dependent children, the proportion who were economically inactive was high - 48 per cent, compared with 43 per cent in the region and 46 per cent in England. Considerably fewer lone mothers with dependent children in Thurrock were in part-time employment, 24 per cent compared with 29 per cent in the region and 26 per cent in England. However, the proportion of lone mothers with dependent children in Thurrock who worked full-time (23 per cent) was similar to the Eastern region (23 per cent) and England as a whole (22 per cent).

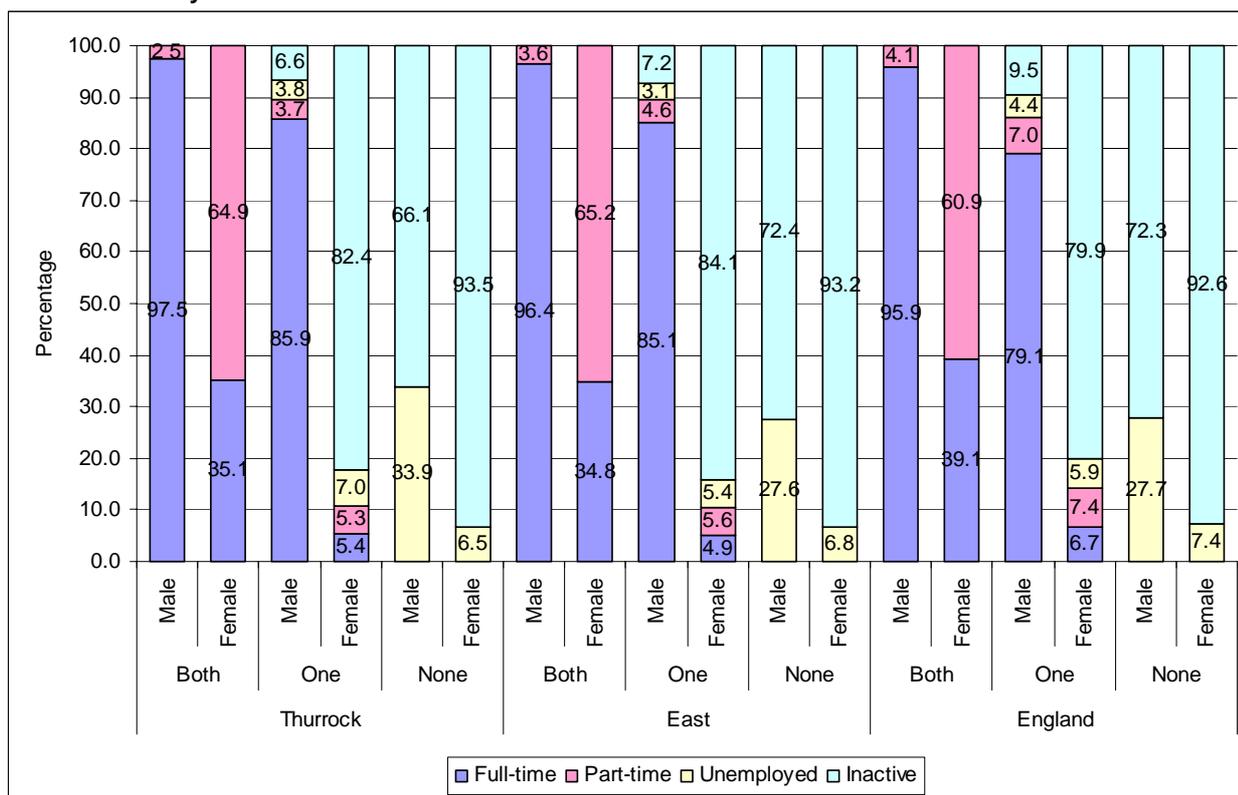
Figure 6.14 Lone parent families with dependent children by economic activity and sex of lone parent



Source: 2001 Census Standard Tables, Crown Copyright 2003

²⁷ A dependent child is a person in a household aged 0 to 15 (whether or not in a family) or a person aged 16 to 18 who is a full-time student in a family with parent(s).

Figure 6.15 Couple families with dependent children where none, one or both of the adults are employed, by parental economic activity



Source: 2001 Census Standard Tables, Crown Copyright 2003

This chart includes data for same sex couples.

Of the 490 lone fathers in Thurrock, 64 per cent were in full-time employment, compared with 64 per cent in the Eastern region, but only 57 per cent in England. Just 3 per cent of lone fathers were in part-time employment, compared with 7 per cent in both the region and England. 34 per cent of lone fathers were either unemployed (7 per cent) or economically inactive (27 per cent). Economic inactivity among lone fathers was considerably higher in Thurrock than in the region (23 per cent) but a little lower than in England as a whole (36 per cent).

Figure 6.15 shows the economic activity of adults in couple families with dependent children. In families where **both** parents worked, 98 per cent of fathers worked full-time, similar to the Eastern region (97 per cent) and to England (96 per cent). In these families, 35 per cent of mothers in Thurrock worked full-time, compared with 35 per cent in the region and 39 per cent in England. In couple families in which **only one** adult worked, more of the fathers were in full-time employment in Thurrock (86 per cent) than in the Eastern region (85 per cent) or England (79 per cent). However, in Thurrock, fewer of these mothers (11 per cent) were in employment than in England as a whole (14 per cent). In couple families with dependent children where no parents worked, more of the fathers (34 per cent) than of the mothers (7 per cent) were unemployed.

this compared with an unemployment rate of 28 per cent among similar fathers in the region and England.

Key Points

- In 2001, a relatively high proportion of women of working age in Thurrock were unemployed.
- The estimated 'real' unemployment rate for both men and women in Thurrock is higher than for the region, but lower than for England as a whole. The difference between the claimant count and the 'real' unemployment rate is most marked for women, who are more likely to experience 'hidden' unemployment.
- More than 6 per cent of unemployed 35-49 year old men in Thurrock have never worked.
- 1 in 5 unemployed people of working age in Thurrock, 21 per cent of men and 22 per cent of women, have not worked for over 5 years.
- A high proportion of unemployed people of working age in Thurrock (29 per cent of men and 21 per cent of women) were previously employed in elementary occupations. There were marked differences in the

previous occupations of unemployed men and women, 27 per cent of unemployed women previously worked in sales and customer services and 22 per cent in administrative and secretarial occupations, while 20 per cent of unemployed men were formerly in skilled trades and 17 per cent were plant, process or machine operatives.

- 22 per cent of unemployed men previously worked in the construction industry. 22 per cent of unemployed men and 33 per cent of unemployed women were formerly in the wholesale and retail sector. A particularly high proportion of unemployed people, 11 per cent for men and 7 per cent for women, previously worked in the transport, storage and communications sector.
- Only 2.4 per cent of men and 2.6 per cent of women of working age in Thurrock are students, half as many for both sexes as in England as a whole.
- For about 1 in 6 Thurrock women economic inactivity is associated with their household responsibilities, with 16 per cent at home full-time looking after their home or family.
- Sickness or disability was the reason for economic inactivity for 5 per cent of men and 4 per cent of women in Thurrock.
- Qualifications have a marked effect on employment status. This is particularly acute for Thurrock's unqualified women, who are less likely to be employed than qualified women and more likely to be at home full-time looking after the home/family. For men, lack of qualifications is strongly linked to unemployment.
- The percentage of women looking after their home/family full-time was higher in Thurrock than for England as a whole, particularly amongst women aged 16-34.
- Unemployment and economic inactivity have a severe impact on the household. 16 per cent of dependent children in Thurrock live in households with no working adult. The proportion is even higher for young children, with 17 per cent of children under 5 years old living in a household with no working adult.
- In couple families with dependent children where no parents worked, fathers in Thurrock were much more likely than fathers in the region or in England to be unemployed (34 per cent). In couple families where only one adult worked, fewer mothers in

Thurrock (11 per cent) than in England (14 per cent) were economically active.

- A high proportion of Thurrock's lone fathers with dependent children were in employment (66 per cent).

7. Women, Men and Diversity

The Employment Circumstances of People from Black and Minority Ethnic Groups

Black and Minority Ethnic women and men in Thurrock have distinctly different patterns of employment and economic activity.

As described in Chapter 1, Thurrock has only a small population of its residents from Black and Minority Ethnic groups. Data from the 2001 Census (**Figures 7.1 and 7.2**) can show young men and women by ethnicity and economic activity status. Most of the ethnicity categories contain very small numbers (less than 100), with the larger groups of young people found among the *Indian* (281) and *White Other* (233) populations.

Among mature people of working age (25-59 for women, 25-64 for men) (**Figures 7.3 and 7.4**), the ethnic groups with the largest numbers after the majority *White British* category are: *White Other* - 646 women and 636 men; *Indian* - 489 women and 530 men; *White Irish* - 441 women and 466 men; and *Black African* - 259 women and 319 men.

The economic activity, occupations and industrial distribution of the above Black and Minority Ethnic groups are the focus of discussion in this section. Data for all Black and Minority Ethnic groups are shown in the figures presented. As the Census is the only reliable source for this information, all data is for April 2001

Thurrock's White Other Population

The White Other category includes Romany Gypsies, people from the former Yugoslavia, and other people of Eastern European origin, as well as people from other European countries, the USA, Canada, Australia and New Zealand.

Economic Activity: 16-24 year olds

Thurrock's young White Other population contained fewer students, just a quarter of young men and 21 per cent of young women, compared with their counterparts in the Eastern region (49 per cent of men and 46 per cent of women) and across England (54 per cent of men and 49 per cent of women). In Thurrock, a higher proportion of young White Other people were in full-time employment, 38 per cent of men and 44 per cent of women, compared with the corresponding regional (37 per cent and 28 per cent) and national (28 per cent for

both men and women) figures. Far more White Other young people were in the 'other' economic activity status²⁸ (23 per cent of men and 9 per cent of women), compared with 3 per cent of all young men and 4 per cent of all young women in Thurrock.

Economic Activity: 25 years - retirement age

Among mature White Other people of working age in Thurrock, 70 per cent of men and 42 per cent of women worked full-time, compared with 77 per cent of men and 44 per cent of women of this ethnicity in the Eastern region, and 71 per cent of men and 44 per cent of women in England as a whole. The full-time employment rate for the overall mature population in Thurrock was 80 per cent for men and 40 per cent for women.

Unemployment was more prevalent among the White Other groups in Thurrock than for other Thurrock residents. 7 per cent of Thurrock's White Other men and women were unemployed, compared with 4 per cent of all Thurrock men and 3 per cent of all Thurrock women, and with 3 per cent of White Other men and women in the Eastern region, and 5 per cent of White Other men and 4 per cent of White Other women in England.

Thurrock's White Other women had a part-time employment rate (21 per cent) similar to their counterparts in the Eastern region and England. However, this was lower than for the whole female population (29 per cent) and for White British women (30 per cent) in Thurrock.

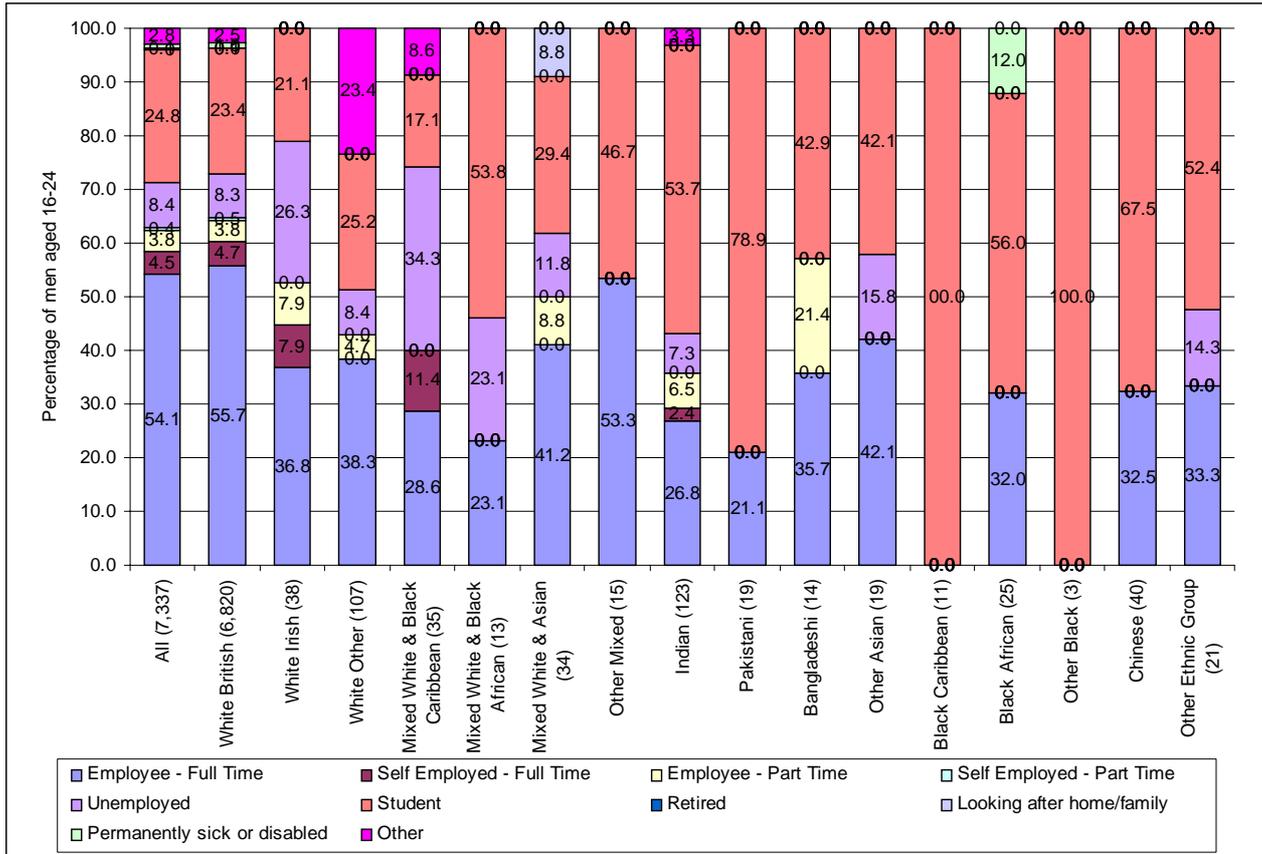
Occupations of the employed population²⁹ (employed and self-employed)

Thurrock's White Other population contained a higher proportion of men and women who worked as managers and senior officials or as professionals than was found in the Borough's general working age population (among men, 28 per cent compared with 23 per cent and among women, 27 per cent compared with 17 per cent). However these figures were considerably lower for White Other men and women in

²⁸ This category includes people who are unemployed but are unable to start a job within 2 weeks.

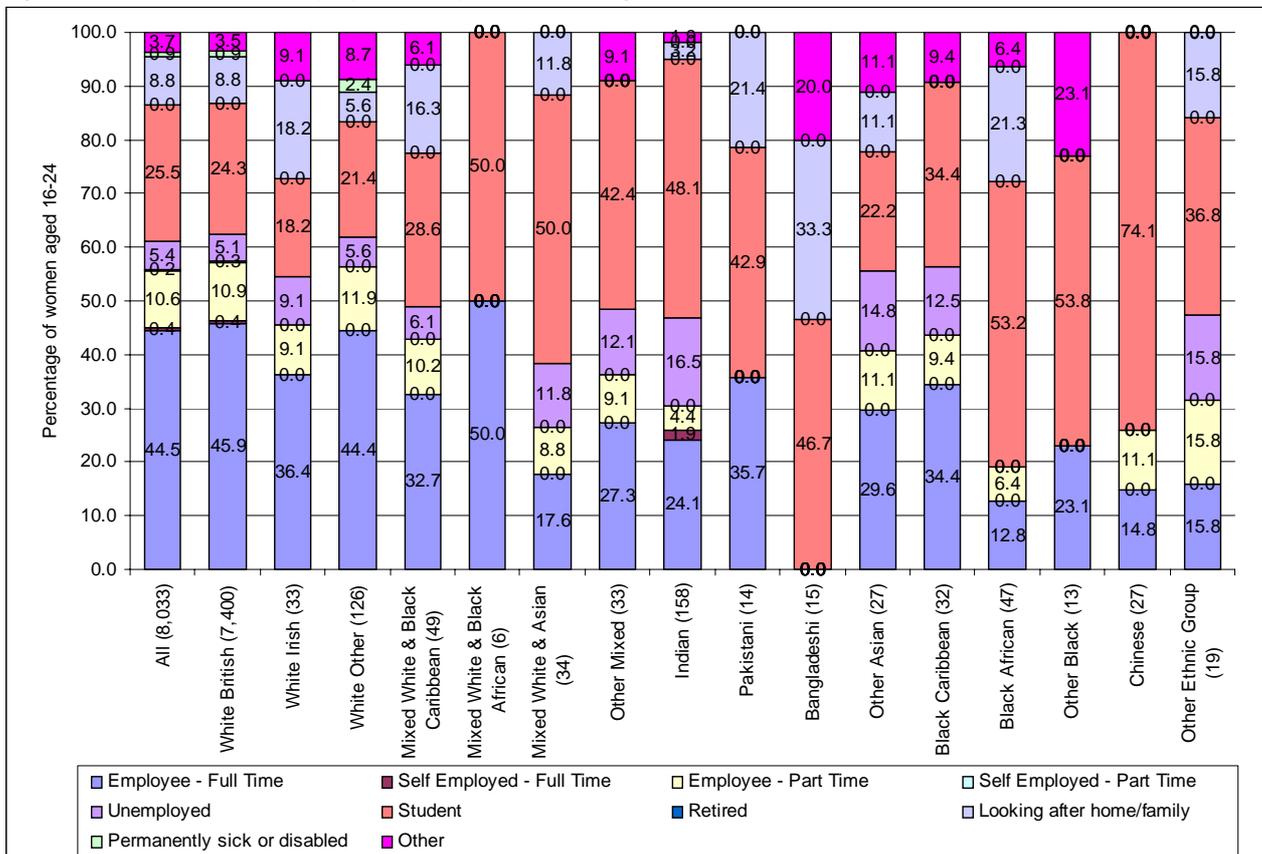
²⁹ Data about the occupations and industrial distribution of people by Black and Minority Ethnic groups has only been released by the Office for National Statistics at district level for the entire working age population, to comply with legislation on the disclosure of information. This means that in the data which follows, no differentiation between younger and older men and women of working age is possible.

Figure 7.1 Economic Activity by ethnicity for men aged 16-24 in Thurrock



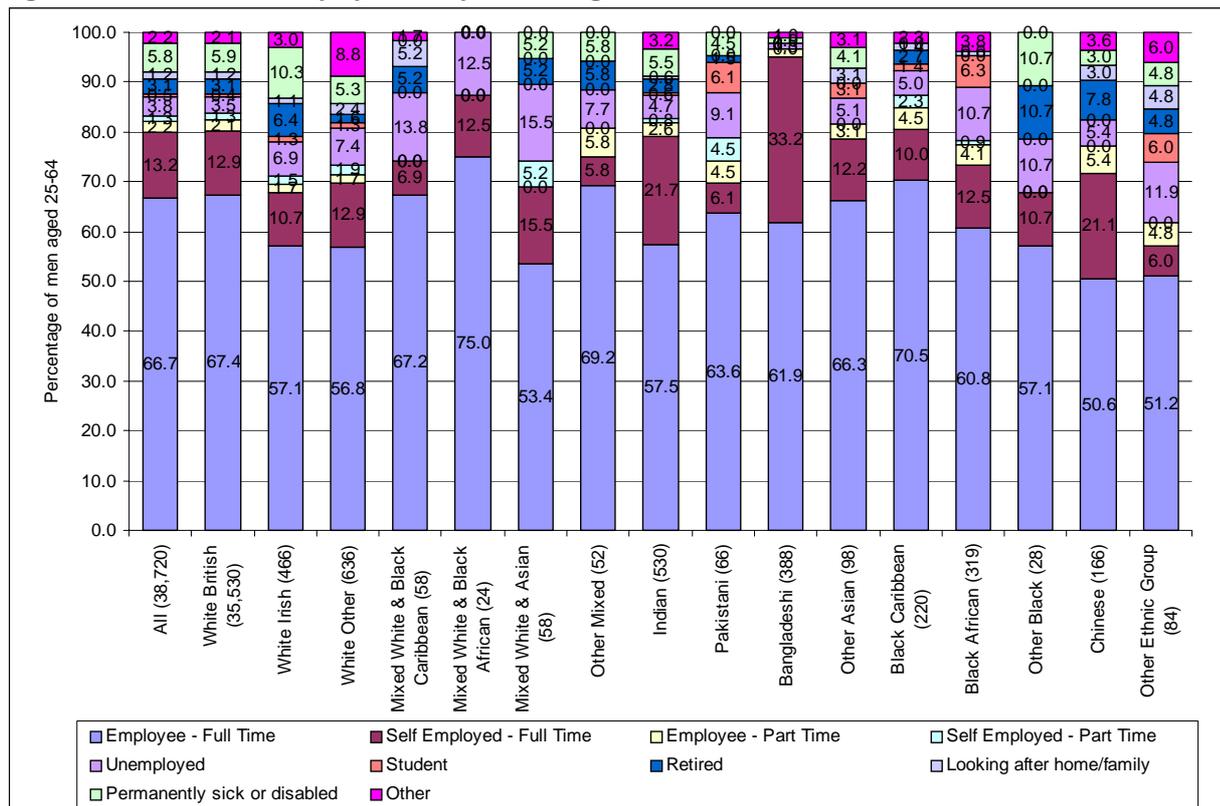
Source: 2001 Census Commissioned Tables, Crown Copyright 2004

Figure 7.2 Economic Activity by ethnicity for women aged 16-24 in Thurrock



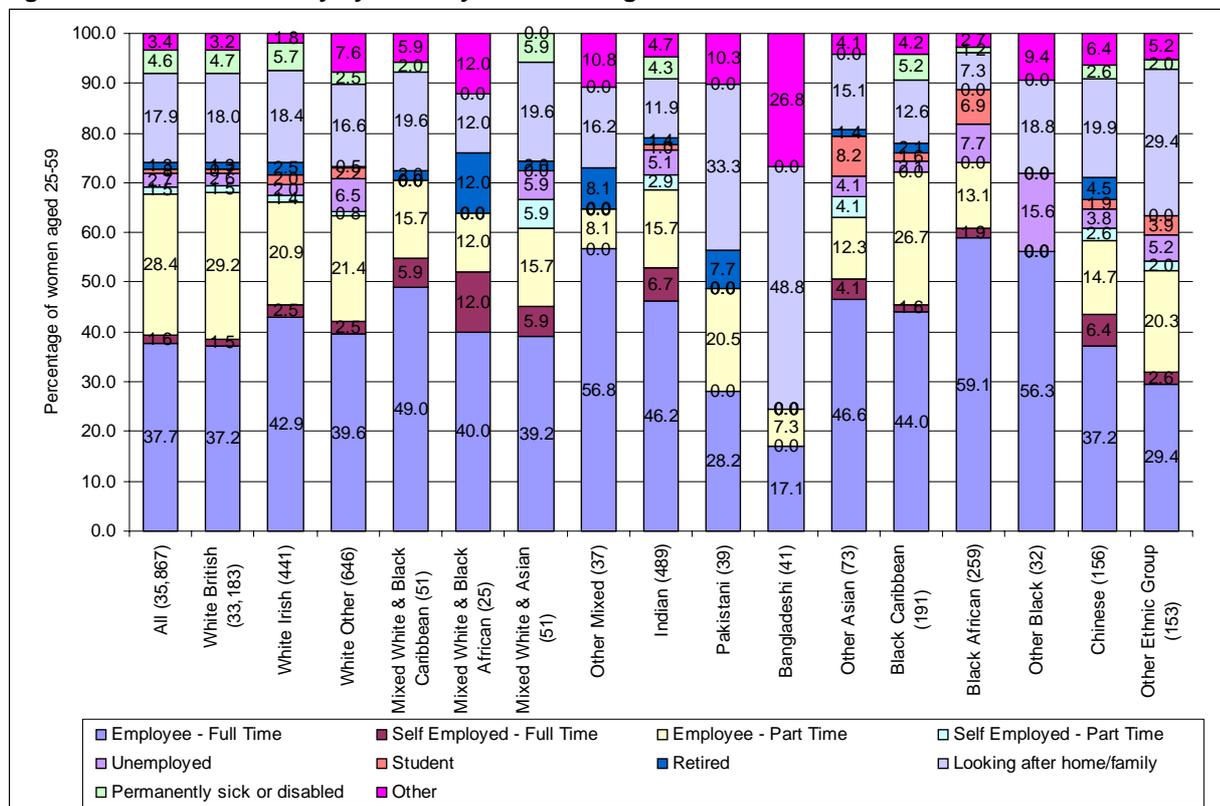
Source: 2001 Census Commissioned Tables, Crown Copyright 2004

Figure 7.3 Economic Activity by ethnicity for men aged 25-64 in Thurrock



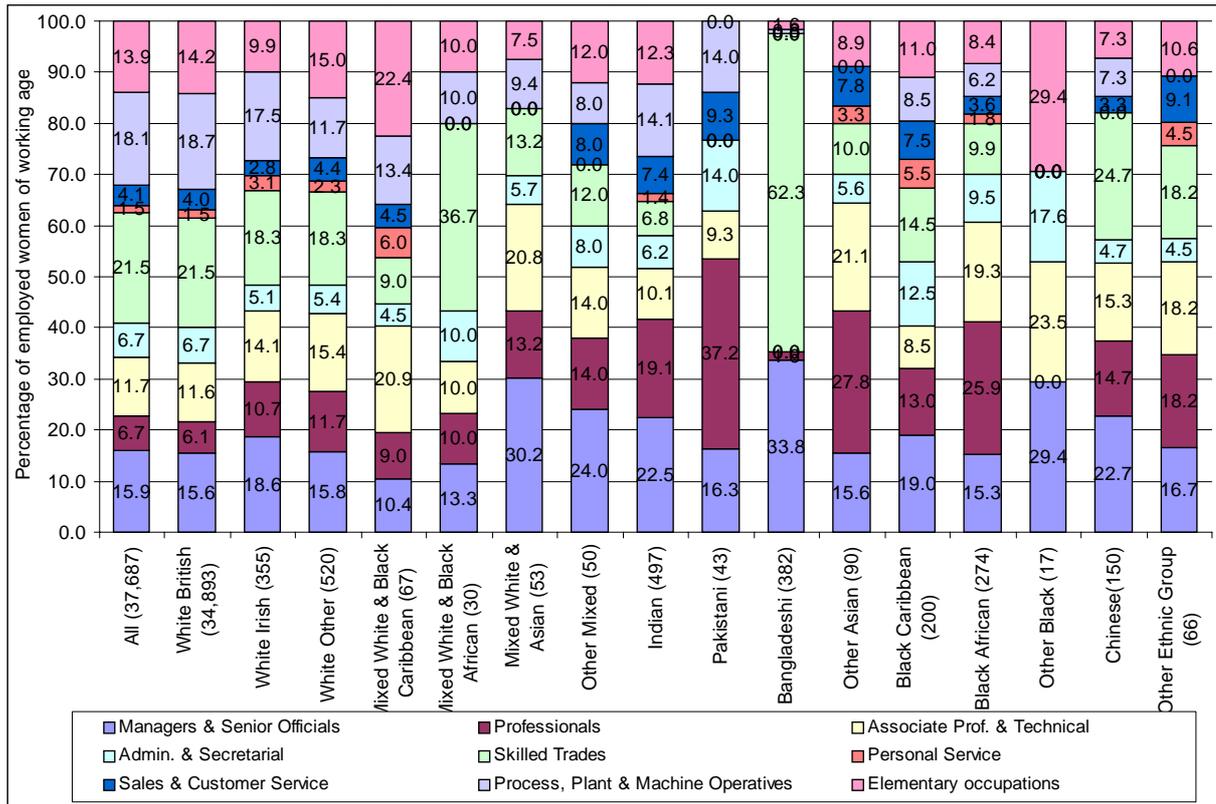
Source: 2001 Census Standard Tables, Crown Copyright 2003, and 2001 Census Commissioned Tables, Crown Copyright 2004

Figure 7.4 Economic Activity by ethnicity for women aged 25-59 in Thurrock



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

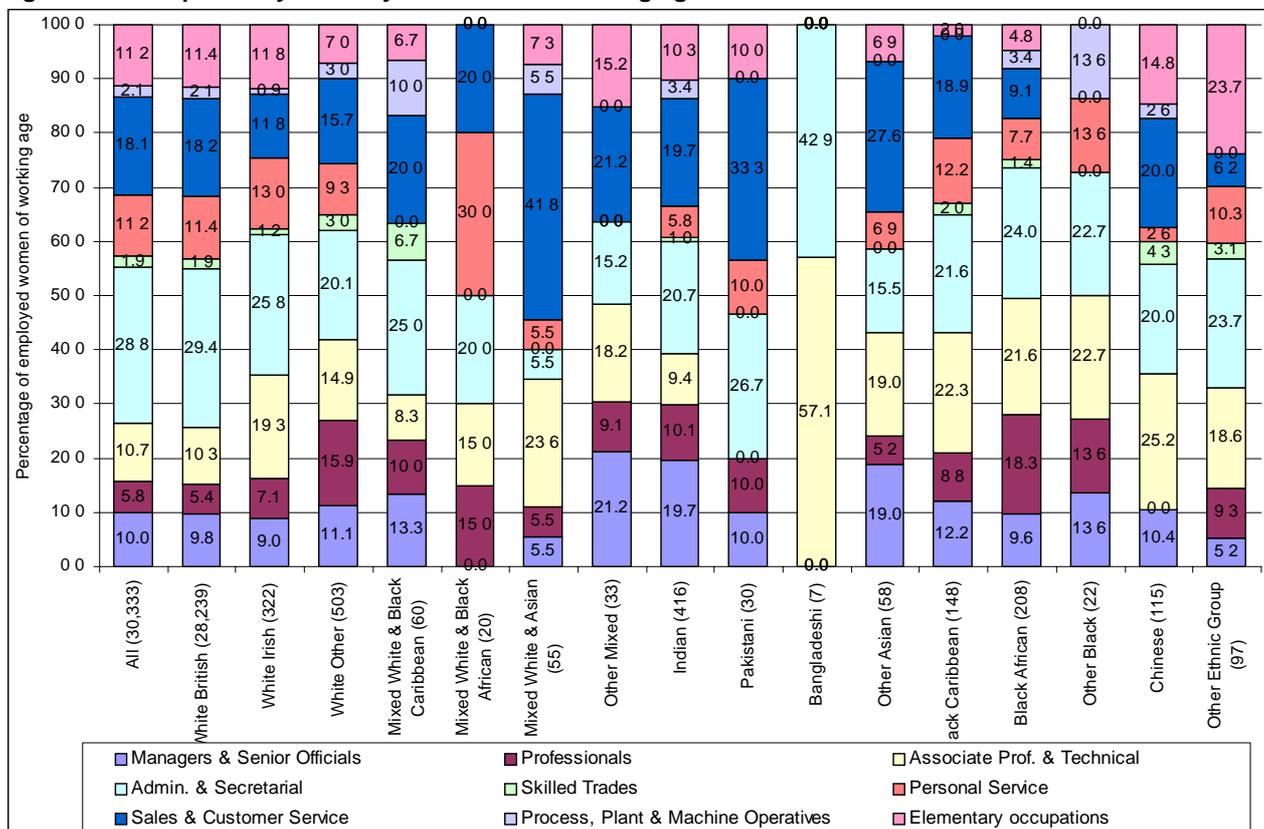
Figure 7.5 Occupation by ethnicity for men of working age in Thurrock



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

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

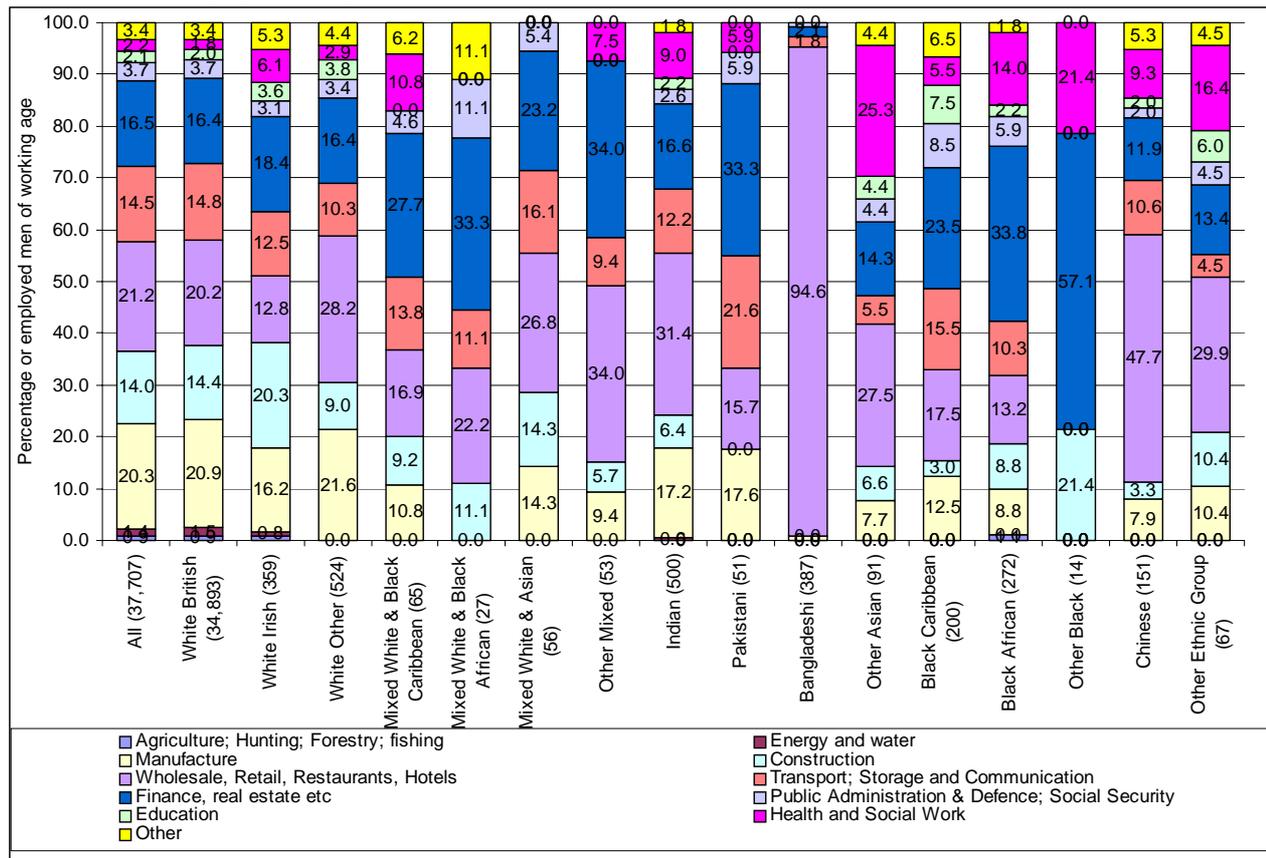
Figure 7.6 Occupation by ethnicity for women of working age in Thurrock



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

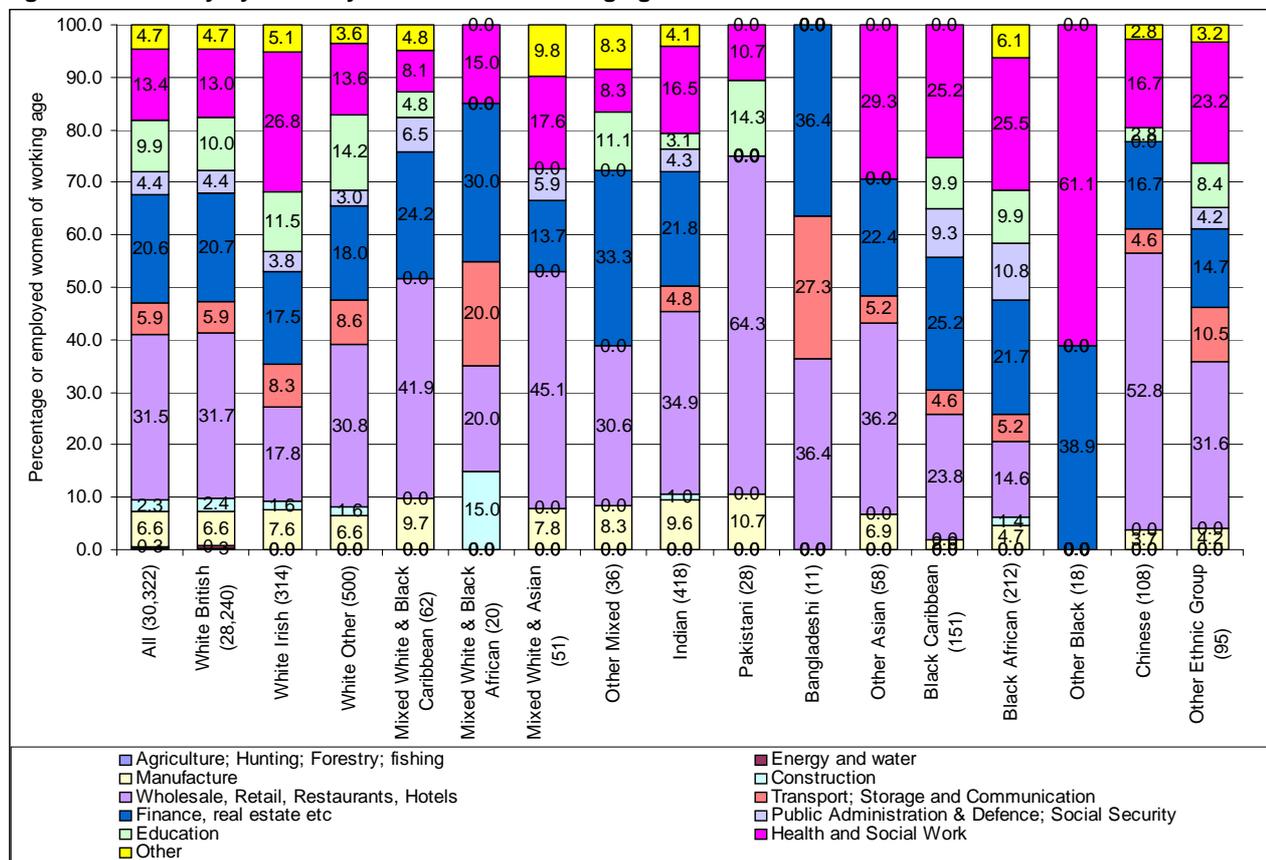
Note: Elementary occupations include farm workers, labourers, packers, postal workers, hospital porters, hotel porters, kitchen and catering assistants, waiters, waitresses, bar staff, window cleaners, road sweepers, cleaners, refuse and salvage occupations, security guards, traffic wardens, school crossing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

Figure 7.7 Industry by ethnicity for men of working age in Thurrock



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

Figure 7.8 Industry by ethnicity for women of working age in Thurrock



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

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

Thurrock than for their counterparts in the same ethnic group in the region or nationally.

White Other men and women in Thurrock were less likely than their counterparts at regional and national levels to occupy associate professional positions. White Other women in Thurrock were more likely to have jobs in administrative and secretarial occupations than similar women in the region and nationally, while White Other men in Thurrock were more likely to be employed in skilled trades than similar men regionally and nationally. White Other men were also more likely to be in elementary (unskilled) jobs, compared with the whole male working population in Thurrock or with their counterparts in the Eastern region and across England. The opposite was true for White Other women in Thurrock.

Industrial distribution of the employed population (employed and self-employed)

By comparison with White Other men in England and in the Eastern region, Thurrock's White Other men were more likely to work in manufacturing (22 per cent) and wholesale, retail, restaurants and hotels sector (28 per cent). They were less likely to work in finance and real estate (16 per cent) or health and social work (2 per cent).

White Other women in Thurrock were more likely than White Other women elsewhere to work in wholesale, retail, restaurants and hotels (31 per cent compared with 19 per cent in the Eastern region and in England). They were also more likely to work in the transport, storage and communications sector (9 per cent) than their regional and national counterparts (both 5 per cent). However, they were less likely to be employed in finance and real estate (18 per cent) or in health and social work (14 per cent), compared with similar women in the Eastern region (20 per cent and 17 per cent) or in England (26 per cent and 15 per cent).

Thurrock's Indian population

Economic Activity among 16-24 year olds

Compared with other young people in Thurrock, the Borough's Indian population also contained proportionately more students - among men, 54 per cent, compared with 25 per cent; and among women, 48 per cent compared with 26 per cent. However this was lower than the corresponding percentages in the region (63 per cent and 60 per cent) and in England as a whole (64 per cent and 60 per cent). Unemployment among Indian young women was much more marked in Thurrock, 17 per cent compared with 5 per cent of the overall 16-24 female population in Thurrock, and with their counterparts regionally and nationally (both 4 per

cent). More young Indian men (7 per cent) but fewer young Indian women (4 per cent) were in part-time employment than other young men and women in Thurrock (4 per cent and 11 per cent). Only 29 per cent of young Indian men were in full-time employment in the Borough, and a quarter of young Indian women, compared with 60 per cent of men and 45 per cent of women in Thurrock's overall 16-24 population. Nevertheless full-time employment among Indian young people in Thurrock was slightly higher than that found in this ethnic group in the Eastern region (27 per cent for men and 23 per cent for women) or in England as a whole (24 per cent and 21 per cent respectively).

Economic Activity 25 years - retirement age

While Indian men in Thurrock had a full-time employment rate similar to that for the whole male population in the district (about 80 per cent), Indian women in Thurrock had a higher full-time employment rate than either their counterparts in the Eastern region and England (53 per cent compared with 48 per cent and 44 per cent respectively), or than the whole female population in Thurrock (39 per cent). Indian women were less likely than other Thurrock women to work as part-time employees (16 per cent, compared with 28 per cent). Among women, this figure was lower than for their counterparts in the region or in England (20 per cent and 17 per cent respectively).

Full-time self-employment was more prevalent among Indian people in Thurrock than among other Thurrock residents, for both men and women. 22 per cent of Thurrock's Indian men were self-employed full-time, compared with 13 per cent of all Thurrock men, and with 20 per cent and 17 per cent of Indian men in the Eastern region and England respectively. 7 per cent of Thurrock's Indian women were self-employed full-time, compared with just 1 per cent of all women in Thurrock, and with 5 per cent of Indian women in England as a whole.

Unemployment rates were higher for Indian men and women in Thurrock than for the overall mature population in the district. 5 per cent of Indian men and women were unemployed, compared with 4 per cent of the whole male population and 2 per cent of the whole female population in Thurrock. While the unemployment rate for Indian men in Thurrock was similar to that for Indian men in England, it was slightly higher for Indian women in Thurrock than for their counterparts nationally.

In Thurrock, fewer Indian women were looking after home or family full-time (12 per cent compared with 18 per cent of the whole female population in Thurrock), and with 15 per cent of Indian women in the region and 18 per cent across England.

Occupations of the employed population (employed and self-employed)

Thurrock's Indian population contained a higher proportion of both men and women who worked as managers and senior officials or in professional jobs than was found in the Borough's general working age population. Among Indian men, 23 per cent were managers and senior officials and 19 per cent professionals, with the comparable figures for Indian women 20 per cent and 10 per cent. These figures were higher than for the Indian population at regional and national levels, and than the concentration of all employment in these occupations in Thurrock.

Consistent with this picture, Indian men and women in Thurrock were less likely than other residents, and than their counterparts at the regional and national levels, to occupy jobs in skilled trades or in administrative and secretarial work. Similar to the regional and national patterns, Indian men and women were more likely to have jobs in sales and customer service occupations, but less likely to be in elementary occupations than other Thurrock men and women. Fewer Indian men worked as process, plant and machine operatives than other Thurrock men, but this was higher than the regional and national averages for Indian men working in this occupation. By contrast, more Indian women worked as process, plant and machine operatives than other Thurrock women, although this was still a lower percentage than among Indian women at the regional and national level.

Industrial distribution of the employed population (employed and self-employed)

By comparison with Indian men in England and the Eastern region, Thurrock's Indian men were less likely to work in the manufacturing or finance and real estate sectors, and more likely to work in the construction and wholesale, retail, restaurants and hotels sectors. Virtually no Indian men (or women) in Thurrock were recorded as employed in either agriculture or energy and water. 9 per cent of Indian men in the district worked in health and social work (compared with 2 per cent of all men in Thurrock and 7 per cent of all Indian men in England), and 12 per cent of Indian men were employed in the transport sector, a lower proportion than for the whole male population in Thurrock (15 per cent), but similar to Indian men across England.

Indian women in Thurrock were much more likely than Indian women elsewhere to work in the wholesale, retail, restaurants and hotels sector (35 per cent in Thurrock, compared with 27 per cent in the Eastern region and 28 per cent in England). They were also more concentrated in the finance and real estate sector, 22 per cent in Thurrock, compared with 20 per cent of their

counterparts in both the region and England. 17 per cent of Indian women in Thurrock worked in health and social work, compared with 13 per cent of the whole female population in Thurrock and with 14 per cent in England. However, they were less likely to work in other sectors where many Indian women are employed at national level, such as in manufacturing (10 per cent in Thurrock, compared with 13 per cent in both the Eastern region and England), or in education (3 per cent in Thurrock, compared with 7 per cent in the region and 8 per cent in England).

Thurrock's White Irish population

Economic Activity 16-24 year olds

Compared with other young people in Thurrock, the Borough's White Irish population contained proportionately fewer students - among men, 21 per cent, compared with 25 per cent; and among women, 18 per cent compared with 26 per cent. Unemployment was prevalent among the young White Irish population in Thurrock. 26 per cent of young men and 9 per cent of young women in this group were unemployed, compared with 8 per cent of men and 5 per cent of women in the overall 16-24 population in Thurrock, and with 7 per cent of men and 4 per cent of women in this group nationally. 8 per cent of young White Irish men, and 9 per cent of young White Irish women were in part-time jobs, while 46 per cent of young White Irish men and 36 per cent of young White Irish women were in full-time employment in Thurrock (compared with 59 per cent of men and 46 per cent of women in the district's overall 16-24 population). Nevertheless, full-time employment among young White Irish people in Thurrock was higher than among this ethnic group in England as a whole (39 per cent and 34 per cent). 18 per cent of young women in this ethnic group were looking after their home and family full-time, compared with 9 per cent of all young women in Thurrock, and with 6 per cent of young women in this group at the regional and national scales.

Economic Activity among the population aged 25 years - retirement age

White Irish women in Thurrock had similar rates of full-time employment (45 per cent) to their counterparts in the Eastern region and in England, but considerably higher than the rate for all women in Thurrock (39 per cent). However, they were less likely than other Thurrock women to work part-time (22 per cent, compared with 29 per cent). This figure compares with 27 per cent for similar women in the Eastern region, and with 24 per cent in England.

White Irish men in Thurrock had lower rates of full-time employment (68 per cent) than either their counterparts at the regional (74 per cent) and English (69 per cent)

scales, or than all men in Thurrock (80 per cent). 7 per cent of White Irish men in Thurrock were unemployed, compared with 4 per cent of all men in the district, and with 4-5 per cent of White Irish men at the regional and national scales. They were also more likely than other Thurrock men to be retired when of working age (6 per cent compared with 2 per cent), or to be permanently sick or disabled (10 per cent compared with 6 per cent). However, sickness or disability was a little lower for White Irish men in Thurrock than for this group of men in England (12 per cent), although higher than for similar men in the Eastern region (8 per cent).

Among mature White Irish people of working age in Thurrock, 2 per cent of women and 1 per cent of men were students, compared with less than 1 per cent of all men and women of this age in Thurrock.

Full-time self-employment was less prevalent among White Irish men in Thurrock than among other Thurrock men (11 per cent compared with 13 per cent), but slightly more common among women (3 per cent compared with 1 per cent). 18 per cent of Thurrock's White Irish women are looking after their home or family full-time, similar to the figure for all women in the Borough, but higher than in the Eastern region (15 per cent) or in England (13 per cent).

Occupations of the employed population (employed and self-employed)

Thurrock's White Irish population contained a higher proportion of men working as managers/senior officials (19 per cent), in professional jobs (11 per cent), or in associate professional and technical jobs (14 per cent), than found in the Borough's general working age population.

White Irish men in Thurrock were more likely than their counterparts at the regional and national level to work as process, plant and machine operatives (18 per cent), whereas White Irish women were more likely than their regional and national counterparts to work in sales and customer service (12 per cent) or in administrative and secretarial jobs (26 per cent). However, these figures were lower than the corresponding percentages for all women in Thurrock (18 per cent and 29 per cent respectively).

Industrial distribution of the employed population (employed and self-employed)

By comparison with all White Irish men in England, Thurrock's White Irish men were much less likely to work in the health and social work (6 per cent compared with 20 per cent), education (4 per cent compared with 13 per cent) and public administration (3 per cent compared with 9 per cent) sectors. They were much more likely to work in manufacturing (16 per cent compared with 10

per cent), construction (20 per cent compared with 8 per cent), and transport (13 per cent compared with 5 per cent). However, when compared with all men in Thurrock, White Irish men in the Borough were underrepresented in the manufacturing, wholesale, retail, restaurants and hotels and transport sectors, and over-represented in the construction, public administration, finance, education and health sectors.

White Irish women in Thurrock were more likely than White Irish women in England as a whole to work in the wholesale, retail, restaurants and hotels sector (18 per cent, compared with 13 per cent in England), but this was a much lower proportion than for all women in Thurrock (32 per cent). Over a quarter of White Irish women in Thurrock were concentrated in the health and social work sector (27 per cent), a much higher percentage than for all women in Thurrock (13 per cent). Nevertheless, this was lower than the average across England for White Irish women (34 per cent). More White Irish women worked in the education sector in Thurrock than other Thurrock women (12 per cent compared with 10 per cent), but, again, this was lower than for White Irish women across England (20 per cent).

Thurrock's Black African population

Economic Activity 16-24 year olds

Compared with other young people in Thurrock, the Borough's Black African population includes proportionately more students - among men, 56 per cent, compared with 25 per cent; and among women 53 per cent, compared with 26 per cent. However this is lower than the student population among young Black African people in both the region (68 per cent of men and 70 per cent of women) and in England as a whole (72 per cent of men and 70 per cent of women). There was virtually no unemployment among young Black African men and women in Thurrock. Among Thurrock's young Black African men a higher proportion were recorded as permanently sick or disabled (12 per cent compared with less than 1 per cent of all men in Thurrock or of young Black African men at the regional or national levels). Among young women in the Black African group, a comparatively high percentage were looking after their home or family full-time (21 per cent compared with 5 per cent for Black African young women at the regional and national scales, and 9 per cent for all young women in Thurrock). Part-time employment was low among young women in this category (6 per cent, compared with 11 per cent of all women in Thurrock). 32 per cent of men and 13 per cent of young Black African women were in full-time employment in Thurrock, compared with 59 per cent of men and 45 per cent of women in Thurrock's overall 16-

24 population. Full-time employment among Black African young men in Thurrock was considerably higher, nevertheless, than in the Eastern region (16 per cent), or in England as a whole (12 per cent).

Economic Activity 25 years - retirement age

Among mature working age people, Black African men and women in Thurrock had higher rates of full-time employment (73 per cent and 61 per cent) than their counterparts in the Eastern region (62 per cent and 46 per cent) or in England (56 per cent and 39 per cent). Black African women's full-time employment rate was also high compared with the rate for the whole female population in Thurrock (39 per cent). For Black African men, by contrast, the full-time employment rate was lower than that found in all men in Thurrock (80 per cent). Black African women were less likely than other Thurrock women to work as part-time employees (13 per cent, compared with 28 per cent), although for men the opposite was true (4 per cent of Black African men, compared with 2 per cent of all men in Thurrock). This is consistent with the regional and national patterns.

Among mature Black African people of working age in Thurrock a higher number were students (6 per cent of men and 7 per cent of women), compared with under 1 per cent of all men and women of this age in Thurrock, but with higher proportions of those of this ethnicity in the region (15 per cent for both sexes) or nationally (about 13 per cent for both sexes).

Full-time self-employment was more prevalent among Black African men in Thurrock than in the Eastern region and in England as a whole (13 per cent compared with 9 per cent and 7 per cent respectively). Here the rate was similar to that for other Thurrock men.

Unemployment was more marked for Black African men and women than for other Thurrock residents. 11 per cent of men and 8 per cent of women from this ethnic group were unemployed, compared with 4 per cent of men and 2 per cent of women across the mature population in Thurrock. A lower percentage of Black African women were looking after their home or family in Thurrock 7 per cent, compared with 18 per cent of all Thurrock women, with 12 per cent of similar women in the region and with 15 per cent in England.

Occupations of the employed population (employed and self-employed)

By comparison with all working age people in the Borough, Thurrock's Black African population contained a similar proportion of men and women working as managers and senior officials (15 per cent of men and 10 per cent of women), but a much higher proportion working in professional and associate professional and technical jobs. In Thurrock, 26 per cent of Black African

men, and 18 per cent of women in this group were professionals, compared with 6 per cent of all men and women in Thurrock. 20 per cent of Black African men and 22 per cent of Black African women were in associate professional and technical jobs, compared with 12 per cent of men and 11 per cent of women in the whole mature population in Thurrock.

Black African women and men in Thurrock were more likely than similar women and men at the regional and national scales to work in administrative and secretarial jobs nearly a quarter of women (24 per cent) and 10 per cent of men in this group, compared with 15 per cent and 6 per cent in the region, and 18 per cent and 10 per cent nationally. However the figure for Black African women in this occupation was lower than that for all women in Thurrock (29 per cent).

Black African men and women in Thurrock are less likely than other residents to occupy jobs in skilled trades, in personal service, in sales and customer service, as process, plant and machine operatives or in elementary occupations. However, in Thurrock, more Black African men work in skilled trades than their counterparts at the regional and national levels.

Industrial distribution of the employed population (employed and self-employed)

Compared with Black African men in England, Thurrock's Black African men were less likely to work in the manufacturing, wholesale, retail, restaurants and hotels, transport and education sectors, and more likely to work in the health and social work, finance and construction sectors. Black African women in Thurrock were less likely to work in wholesale, retail, restaurants and hotels, or in health and social work, but more likely to be employed in the manufacturing, finance, public administration and education sectors.

One third of Black African men and 22 per cent of Black African women in Thurrock were employed in the finance and real estate sector, compared with 17 per cent and 21 per cent of all men and women in Thurrock. Another 14 per cent of men and a quarter of women from this ethnic group worked in the health and social work sector, compared with just 2 per cent of all men and 13 per cent of all women in Thurrock. Correspondingly, fewer Black African men and women were employed in the manufacturing, construction, wholesale, retail, restaurants and hotels, and transport sectors than other Thurrock people.

Key Points

- Thurrock has a very small ethnic minority population. Among people of working age, the White Other, Indian, White Irish and Black African populations are of greatest numerical importance.
- Rates of full-time and part-time employment vary considerably between ethnic groups, for both men and women.
- The occupational distribution of employed men and women in Thurrock also varies by ethnicity.
- Indian men and women in Thurrock were heavily concentrated in wholesale, retail, restaurants and hotels, and finance and real estate. Many Black African men and women in Thurrock worked in the finance, real estate, and health and social work sectors.
- Some industries in Thurrock have no people from certain ethnic groups within them. Almost all Bangladeshi men in Thurrock work in the wholesale, retail, restaurants and hotels sectors, with the remaining few employed in the transport and finance sectors. No Pakistani men worked in the construction or education sectors, and no Pakistani women worked in the construction, transport or finance sectors.

8. Work-Life Balance

This chapter explores a number of topics relevant to 'work-life balance', a concept which has received both policy and academic attention in recent years. Employers, trade unions, government and women and men themselves increasingly recognise that the ability to achieve an appropriate balance between paid work and other responsibilities and activities is important for all concerned.

In this chapter, we present the evidence on the availability and uptake of flexible employment options, consider new evidence on the prevalence and extent of caring responsibilities, and present data on childcare provision.

Flexible Working Patterns

It is possible to use data from the Labour Force Survey to show the numbers of employees who stated that they had a regular flexible working arrangement allowing them to work flexi-time, annualised hours or term-time only. These data are presented in **Figure 8.1**.

In Thurrock, about 953 people have 'term-time only' contracts - all are women working part-time. Nearly 2,000 of all working people have an annualised hours contract - all are full-time workers, with three quarters of them women.

Comparison with the region and England shows that proportionally:

- fewer men in Thurrock who work full-time have flexi-time arrangements, or have annualised hours contracts, and none have term-time only contracts
- no male part-time workers reported having flexi-time, annualised hours or term-time only contracts in Thurrock
- in Thurrock, women who work full-time are as likely to have flexi-time arrangements as women across England, and more have annualised hours, but no women working full-time reported having term-time only contracts
- fewer women part-timers work flexi-time or have term-time contracts, and no part-time women employees have annualised hours contracts

Figure 8.1 Men and women in full-time and part-time employment in Thurrock with selected flexible working arrangements

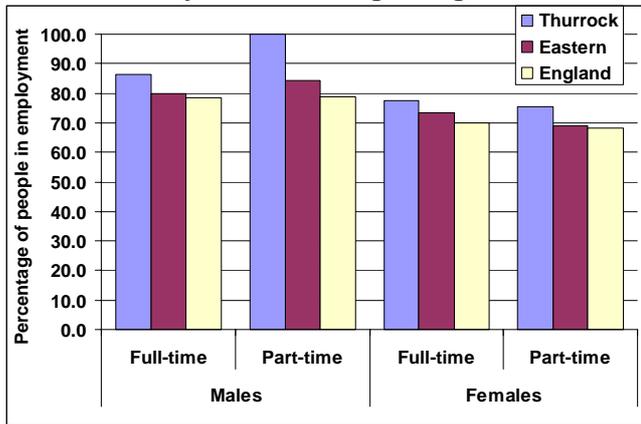
| Thurrock's employed men 39,598 | | | | |
|----------------------------------|------------------|------|------------------|-----|
| | Full-time 38,108 | | Part-time 1,490 | |
| | Numbers | % | Numbers | % |
| Flexi-time | 2,064 | 5.4 | 0 | 0 |
| Annualised Hours | 516 | 1.4 | 0 | 0 |
| Term-time working | 0 | 0 | 0 | 0 |
| Thurrock's employed women 29,100 | | | | |
| | Full-time 17,377 | | Part-time 11,723 | |
| | Numbers | % | Numbers | % |
| Flexi-time | 1,998 | 11.5 | 489 | 4.2 |
| Annualised Hours | 1,453 | 8.4 | 0 | 0 |
| Term-time working | 0 | 0 | 953 | 8.1 |

| Comparative data | | | | |
|--------------------------|-----------|---------|-----------|---------|
| Employed men | | | | |
| | Full-time | | Part-time | |
| | Eastern | England | Eastern | England |
| Flexi-time | 8.3 | 8.1 | 5.3 | 6.2 |
| Annualised Hours | 3.6 | 3.6 | 1.6 | 2.0 |
| Term-time working | 1.0 | 0.9 | 2.8 | 3.2 |
| Employed women | | | | |
| | Full-time | | Part-time | |
| | Eastern | England | Eastern | England |
| Flexi-time | 11.4 | 12.6 | 7.9 | 9.0 |
| Annualised Hours | 4.3 | 4.6 | 3.7 | 3.8 |
| Term-time working | 5.9 | 4.9 | 13.2 | 10.7 |

Source: LFS, Autumn 2003, ONS

Figure 8.2 shows the percentage of men and women who have no flexibility in their working arrangements by whether they work full-time or part-time. The pattern in Thurrock is more marked than in the region and England as a whole, with more Thurrock women and men in both full-time and part-time jobs reporting no flexibility in their working arrangements.

Figure 8.2 Percentage of men and women in employment with no flexibility in their working arrangements



Source: LFS, Autumn 2003, ONS

Barriers to Employment

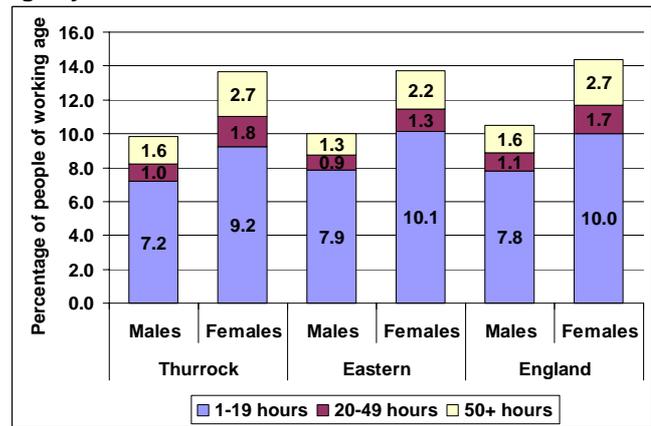
Labour market analysts recognise a range of factors which affect an individual's ability to access and enter employment. These include the existence of employment opportunities, infrastructural considerations such as public transport availability, and responsibilities or attributes which may act as barriers to employment in the absence of support systems. Childcare and caring responsibilities are commonly cited as barriers to employment, and this section therefore examines data relating to these important roles which often have a disproportionate impact on women.

Caring Responsibilities

In 2001, for the first time, the Census included a question asking people about any help or support which was not part of their paid employment which they gave to family members, friends, neighbours or others because of that person's long-term physical disability or mental ill-health or disability or problems related to old age.

Figure 8.3 shows the number of hours of this 'unpaid care' provided by men and women of working age in Thurrock. At all geographical levels, women are more likely to provide unpaid care than men, and they are also more likely to provide a high level of care (more than 50 hours per week).

Figure 8.3 Provision of unpaid care by people of working age by sex



Source: 2001 Census Standard Tables, Crown Copyright, 2003

There is considerable variation in the provision of unpaid care by people of different ethnicities. **Figure 8.4** shows the proportion of unpaid care provided by men and women of working age for the main Black and Minority Ethnic groups in Thurrock. This shows differences in the proportion of people of working age who provide unpaid care across the different ethnic groups, but also that the local variation is different from that found at the regional and national levels, with:

- smaller numbers of Black African men and women providing care in Thurrock, compared with the region and England as a whole, and with all Thurrock men and women
- a higher proportion of Indian men providing unpaid care in Thurrock than for all men in the Borough

It is also possible to look at the amount of unpaid care men and women provide by their economic activity status. In Thurrock, 9 per cent of men and 13 per cent of women of working age in employment also provide unpaid care. This is similar to the regional and national patterns. However, this again varies by ethnicity, as presented in **Figure 8.5**. This shows that in Thurrock:

- more Indian and Black African men are both in paid employment and providing unpaid care than Indian and Black African women, in contrast to the regional and national pictures
- proportionally fewer White Other, Indian and Black African men and women are both in employment and providing unpaid care than in the region and nationally

Figure 8.4 Provision of unpaid care by men and women of working age by ethnicity per cent

| | Thurrock (numbers) | Thurrock | Eastern | England |
|---------------|--------------------|----------|---------|---------|
| White Other | Men (744) | 7.1 | 6.8 | 6.3 |
| | Women (768) | 8.3 | 8.1 | 7.7 |
| Indian | Men (649) | 11.2 | 11.1 | 12.1 |
| | Women (642) | 9.8 | 12.2 | 13.8 |
| White Irish | Men (497) | 9.8 | 8.6 | 8.9 |
| | Women (470) | 10.8 | 12.4 | 12.6 |
| Black African | Men (341) | 5.3 | 6.1 | 6.8 |
| | Women (307) | 5.9 | 7.0 | 8.3 |
| All | Men (46,058) | 9.9 | 10.0 | 10.1 |
| | Women (43,389) | 13.7 | 13.5 | 14.1 |

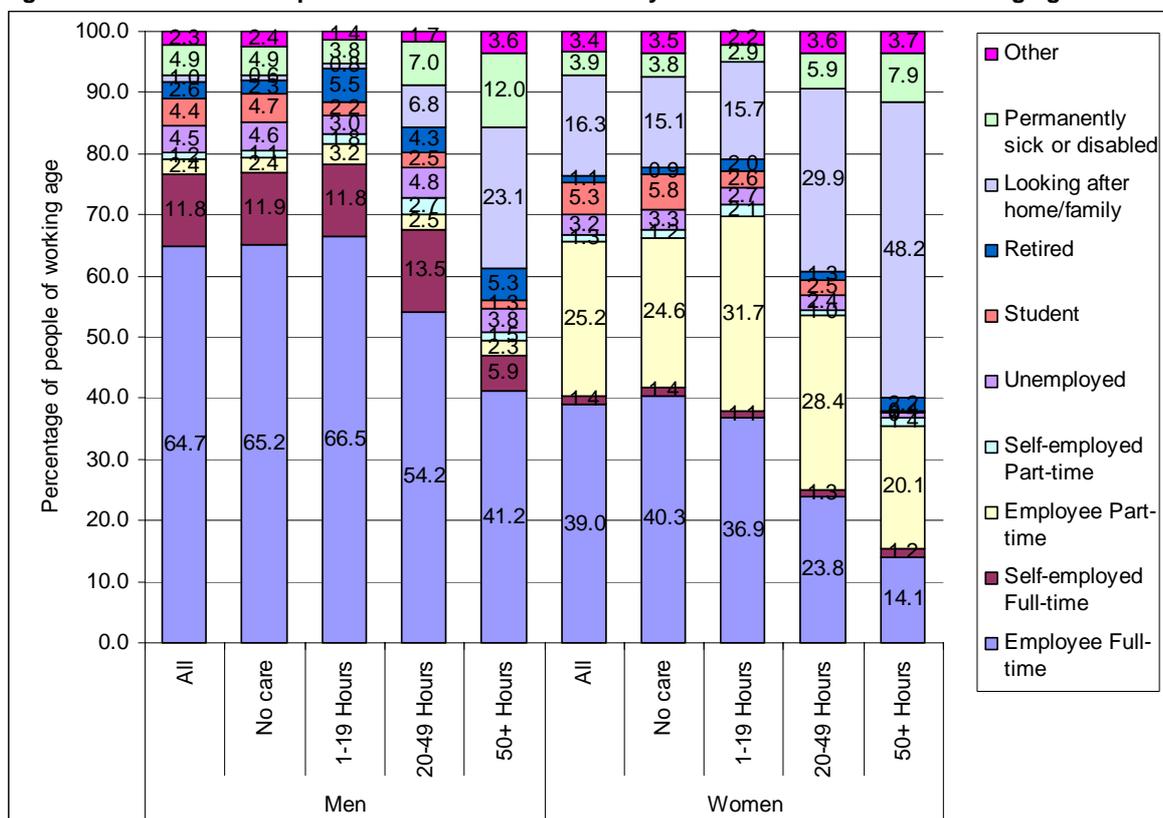
Source: 2001 Census Commissioned Tables, Crown Copyright 2004
 Note: Numbers in brackets refer to the population size for the working age population by ethnicity

Figure 8.5 Provision of unpaid care by men and women of working age in employment by ethnicity per cent

| | Thurrock (numbers) | Thurrock | Eastern | England |
|---------------|--------------------|----------|---------|---------|
| White | Men (511) | 5.5 | 6.7 | 6.1 |
| | Women (482) | 7.1 | 8.4 | 7.5 |
| Indian | Men (478) | 10.7 | 11.7 | 12.8 |
| | Women (392) | 10.0 | 13.0 | 14.2 |
| White Irish | Men (347) | 9.8 | 8.3 | 8.6 |
| | Women (314) | 10.8 | 12.2 | 12.1 |
| Black African | Men (258) | 7.0 | 7.1 | 7.4 |
| | Women (202) | 4.0 | 8.0 | 8.7 |
| All | Men (36,878) | 9.4 | 9.6 | 9.9 |
| | Women (29,276) | 12.8 | 13.1 | 13.7 |

Source: 2001 Census Commissioned Tables, Crown Copyright 2004
 Note: Numbers in brackets refer to the population size for the working age population in employment by ethnicity

Figure 8.6 Provision of unpaid care and economic activity for men and women of working age in Thurrock



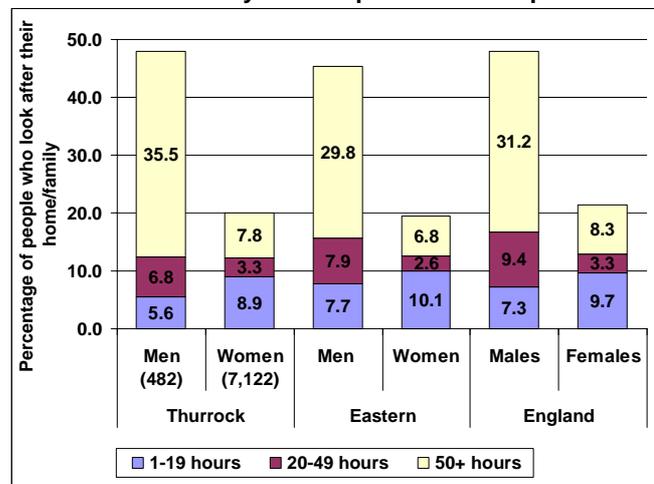
Source: 2001 Census Commissioned Table, Crown Copyright 2004

Figure 8.6 shows that there are more men working full-time and providing 50 or more hours of unpaid care (349) than women (177) in Thurrock. A similar situation is found in the region and England. Also, as the amount of unpaid care people provide increases:

- men and women are more likely to be permanently sick or disabled. This is especially noticeable in working age men
- the proportion of people looking after their home and family increases
- both men and women are less likely to be in paid work, especially full-time positions

Figure 6.8 in Chapter 6 showed that 16 per cent of women and 1 per cent of men of working age in Thurrock gave looking after their home or family as their reason for economic inactivity. This equates to 476 men and 7,128 women of working age who look after their home and family full-time as their main activity. Thus, women outnumbered men in this category by almost 15 to 1. This response includes both those women and men caring for a child, and those caring for other family dependents. **Figure 8.7** shows the amount of unpaid care that men and women who look after their home or family full-time provide. This shows a marked gender difference, with men in this role being much more likely to be carers of others who require support because of long-term ill-health or disability. In Thurrock, over one third of the men in this category were providing more than 50 hours or more care, compared with just 8 per cent of the much larger group of women in this category.

Figure 8.7 Men and women of working age who look after their home and family and the provision of unpaid care



Source: 2001 Census Commissioned Table, Crown Copyright 2004

Childcare

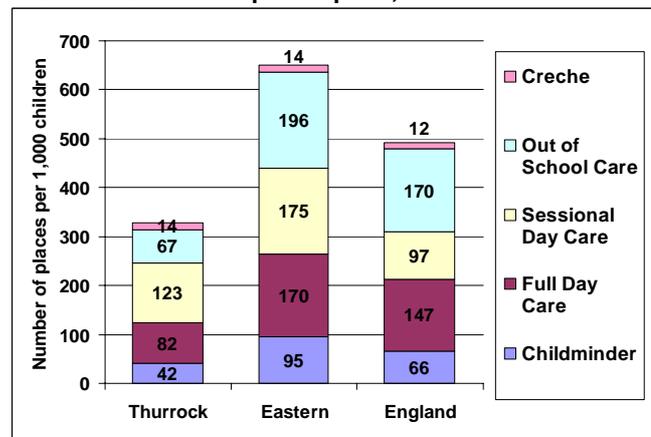
Large areas of Thurrock have no nursery care provision

Across the Borough, lack of available, affordable childcare is a significant barrier to women's employment. A combination of poor job and pay prospects and high childcare and associated transport costs, can make it uneconomic for many women to consider working before their children reach school age. Even for those with school age children, the multiple journeys involved in moving children between childcare providers, aggravated by a lack of flexible working options, may continue to exclude many women from taking up job opportunities.

Figure 8.8 shows places available for children under 8 in the following types of registered childcare:

- Childminders
- Full day care - includes day nurseries, children's centres and family centres
- Sessional day care - day care for children under 8 for a session which is less than a continuous period of 4 hours per day
- Out-of-school care - day care for children under 8 which operates before or after school or during the school holidays
- Crèches - facilities that provide occasional care for children under 8

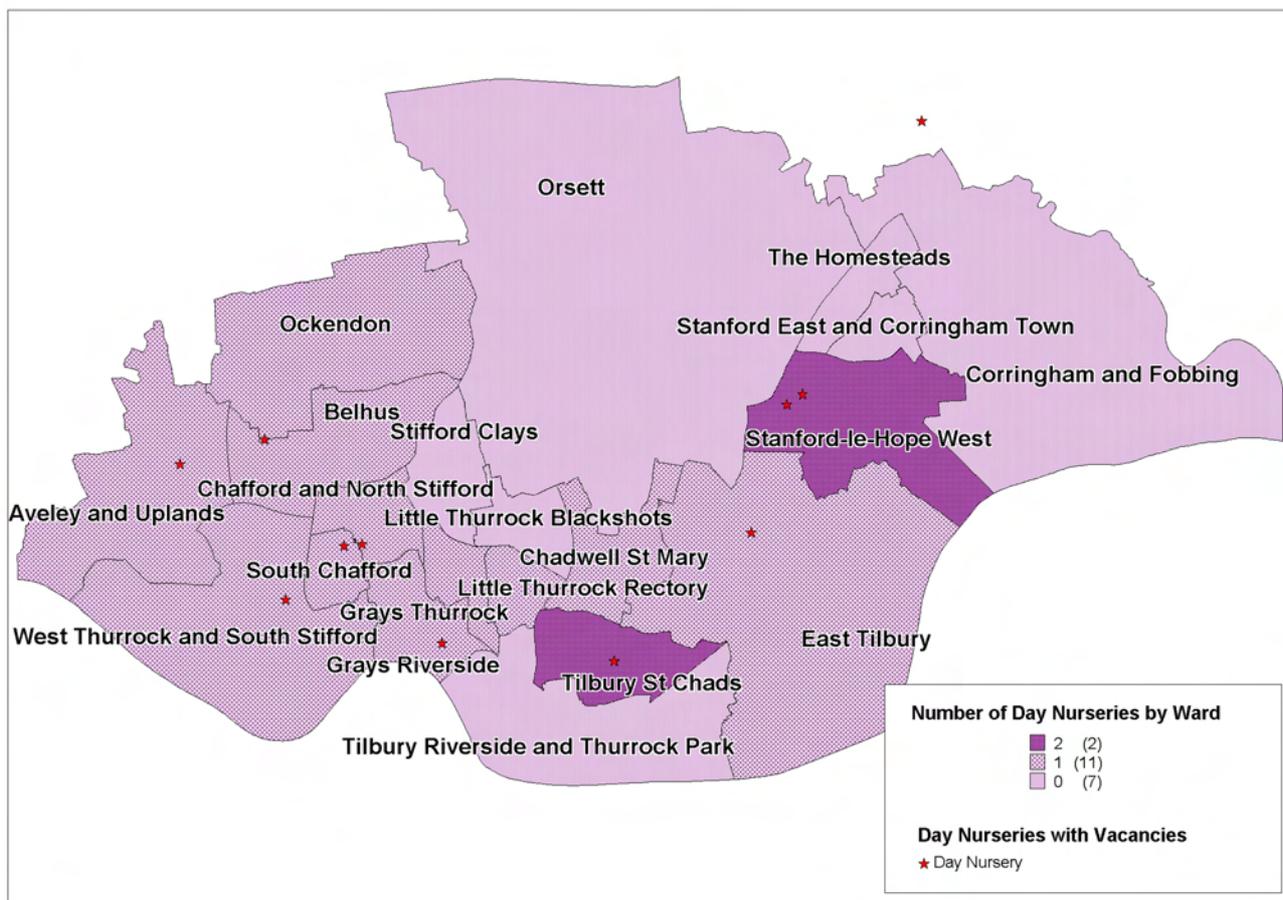
Figure 8.8 Providers of day care facilities and the estimated number of places per 1,000 children



Source: Ofsted, 2003 and Registrar General's Mid Year Population Estimates 2002, Vital Statistics, ONS

This shows the estimated number of places per 1,000 children for Thurrock, the Eastern region and England. The data are published by Ofsted and relate to September 2003. In Thurrock, there were, overall, far fewer childcare places per 1,000 children than in the

Figure 8.11 Day nurseries and vacancies in Thurrock, July 2004



Source: Thurrock County Council and Children's Information Service, 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

Eastern region and England as a whole. Thurrock had less provision of childminder, full day care, sessional day care and out of school care facilities, compared with the region or England as a whole.

Figure 8.11 shows the distribution of day nurseries within the wards in Thurrock, together with an indication of the nurseries that had vacancies in July 2004. Seven areas of Thurrock had no day nursery provision. 11 areas had only 1 nursery and 2 areas had 2 nurseries.

Key Points

- In Thurrock, fewer men who work full-time have flexitime arrangements and no men who work part-time have flexitime, annualised hours or term-time only contracts.
- Fewer women in part-time jobs in Thurrock work flexitime or have term-time contracts, and no part-time women employees have annualised hours contracts.
- A smaller number of Black African men and women provide care in Thurrock, compared with the region

and England as a whole, and with all Thurrock men and women.

- More Indian and Black African men work and provide unpaid care than Indian and Black African women, in contrast to the regional and national pictures
- More men than women work full-time and provide 50 or more hours a week of unpaid care.
- Many men who provide 50 or more hours a week of unpaid care are themselves permanently sick or disabled.
- A high proportion of women and men who are looking after their home and family are also providing more than 50 hours a week of unpaid care.
- Thurrock has far fewer childcare places per 1,000 children than the Eastern region and England as a whole. Some areas in Thurrock have no day nursery provision.

Appendix A

Glossary of 2001 Census Terms³⁰

| | |
|--|--|
| Dependent child | A person aged 0 to 15 in a household (whether or not in a family) or aged 16-18 in full-time education and living with his or her parent(s). |
| Economically Active | All people who were working in the week prior to the census are described as economically active. In addition, the category includes people who were not working but were looking for work and were available to start work within two weeks. Full-time students who were economically active are included but identified separately. The economic activity question was only asked of people aged 16-74. |
| Economically Inactive | Specific categories of Economic Inactivity are: retired, student (excludes students who were working or who were in some other way economically active), looking after home/family, permanently sick/disabled and other. A person who is looking for work but is not available to start within two weeks is counted as economically inactive. The economic activity question was only asked of people aged 16-74. |
| Hours worked | This question is used to derive whether a person is working full-time (31 hour a week or more) or part-time (30 hours a week or less). |
| Household | From the 2001 census, a household is either: one person living alone; or a group of people (not necessarily related) living at the same address and sharing common housekeeping - sharing either a living room or sitting room, or at least one meal a day. |
| Limiting long-term illness (LLTI) | A self assessment of whether or not a person has a limiting long-term illness, health problem or disability which limits their daily activities or the work they can do, including problems that are due to old age. |
| Lone parent family | Usually, a father or mother with his or her child(ren) where the parent does not have a spouse or partner in the household and the child(ren) do not have a spouse, partner or child in the household. It also includes a lone grandparent with his or her grandchild(ren) where there are no children in the intervening generation in the household. |
| Migrant | A person with a different address one year before the Census to that on Census Day. The migrant status of children aged under one in households is determined by the migrant status of their 'next of kin' (defined in order of preference, mother, father, sibling (with nearest age), other related person, Household Representative Person). Note: This has changed from 1991 when children under one were not included as migrants. |
| Other Social rented | Includes rented from Registered Social Landlord, Housing Association, Housing Co-Operative, Charitable Trust and non-profit housing company. |

³⁰ Source: 2001 Census: Definitions, Crown Copyright 2004.

| | |
|----------------------------------|---|
| Part-time working | Working part-time is defined as working 30 hours a week or less. |
| Permanently sick/disabled | A sub-category of 'economically inactive'. There is no direct connection with limiting long-term illness. |
| Private rented | This includes accommodation that is rented from a private landlord or letting agency, employer of a household member, relative or friend of a household member, or other non Social rented |
| Provision of unpaid care | A person is a provider of unpaid care if they give help or support to family members, friends, neighbours or others because of long-term physical or mental health or disability, or problems related to old age. Note that there is no specific reference to whether this care is provided within the household or outside the household. Therefore, no explicit link can be created to infer that an individual providing care is providing it to a person within the household who has poor general health, or a LLTI, disability or health problem. |
| Unemployed | A person is defined as unemployed if he or she is not in employment, is available to start work in the next two weeks and has either looked for work in the last 4 weeks or is waiting to start a new job. This is consistent with the International Labour Office (ILO) standard classification. |
| Working age | Working age is defined as 16 to 64 for males and 16 to 59 for females. |

Appendix B

Examples of Occupations in each of the main 2001 Census Occupational Categories³¹

Managers and Senior Officials

Senior officials in national and local government
Directors and chief executives of major organisations
Managers in mining, energy and construction and production, works and maintenance managers
Marketing, sales, purchasing and financial managers and chartered secretaries
Advertising and public relations managers
Personnel, training and industrial relations managers
Information and communication technology managers
Research and development managers
Quality assurance, customer care managers
Financial institution, office managers
Transport, distribution, storage, warehouse, retail and wholesale managers
Officers in the Armed Forces
Police Inspectors and above
Senior officers in fire, ambulance, prison and related services
Security managers
Hospital, health service, pharmacy, healthcare practice managers
Social services, residential and day care managers
Farm managers
Managers in animal husbandry, forestry and fishing
Hotel and accommodation, conference and exhibition managers
Restaurant and catering managers and publicans and managers of licences premises
Property, housing and land managers
Garage managers and proprietors
Hairdressers and beauty salon managers
Shopkeepers and wholesale/retail dealers

Recycling and refuse disposal managers

Professionals

Chemists, biological scientists, biochemists, physicists, geologists, meteorologists and engineers
IT strategy and planning professionals
Software professionals
Medical and dental practitioners, psychologists, pharmacists, pharmacologists, ophthalmic opticians, veterinarians
Higher, further, secondary, primary, nursery and special needs education teaching professionals
Education officers, school inspectors, registrars and senior administrators of educational establishments
Scientific and social science researchers
Solicitors, lawyers, judges and coroners
Chartered and certified accountants
Management accountants and consultants, actuaries, economists and statisticians
Architects, town planners, quantity and chartered surveyors
Public service administrative professionals, social workers, probation officers, clergy, librarians, archivists and curators

Associate Professional and Technical Occupations

Science and engineering technicians
Draughtspersons and building inspectors, environmental health officers
Nurses, midwives, paramedics, medical and dental technicians, therapists, occupational hygienists
Youth and community workers, housing and welfare officers, careers advisers
NCOs and other ranks, police officers (sergeant and below), fire service officers (leading fire officer and below), prison service officers (below principal officer)
Artists, authors, writers, actors, dancers, musicians, graphic designers, journalists, sports players, sports coaches
Air traffic controllers, pilots, train drivers
Brokers, insurance underwriters, estate agents, auctioneers

Administrative and Secretarial Occupations

Civil service executive officers, administrative officers and assistants, local government clerical officers and assistants

³¹ Source: 2001 Census: Definitions, Crown Copyright 2004.

Officers of non-governmental organisations

Credit controllers, accounts and wages clerks, bookkeepers, other financial clerks, counter clerks

Filing and other records assistants, pensions, insurance and stock control clerks, transport and distribution clerks

Library assistants, database assistants, market research interviewers, telephonists, communication operators

Receptionists, typists and medical, legal, school, company and other secretaries and personal assistants

Skilled Trades

Farmers, horticultural trades, gardeners, groundsmen and groundswomen, agricultural and fishing trades

Smiths, forge workers, moulders, die casters, sheet metal and metal plate workers, shipwrights, riveters, welding trades, pipe fitters

Tool and precision instruments makers and fitters

Motor mechanics and auto engineers, vehicle body builders and repairers, auto electricians, vehicle spray painters

Electricians, able jointers, TV, video and audio, computer, electrical/electronics engineers

Steel erectors, bricklayers, masons, roofers, slaters, plumbers, carpenters and glaziers, plasters, floorers, painters and decorators

Weavers, knitters, upholsterers, leather and related trades, tailors and dress makers

Printers, bookbinders, screen printers

Butchers, bakers, fishmongers, chefs, cooks

Glass and ceramics makers, furniture makers, musical instrument makers and tuners, goldsmiths, silversmiths, florists

Personal Service Occupations

Nursing auxiliaries and assistants, ambulance staff, dental nurses

Houseparents, residential wardens, care assistants and home carers

Nursery nurses, childminders, playgroup leaders, educational assistants

Veterinary nurses, animal care occupations

Sports and leisure assistants, travel agents and tour guides, air and rail travel assistants

Hairdressers, barbers, beauticians

Housekeepers, caretakers

Undertakers and mortuary assistants

Pest control officers

Sales and Customer Service Occupations

Sales and retail assistants, cashiers, checkout operators, telephone sale persons

Credit agents, debt, rent and other cash collectors

Market and street traders, merchandisers and window dressers

call centre agents/operators, customer care occupations

Process, Plant and Machines Operatives

Food, drink, tobacco, glass, ceramic, textile, chemical, rubber, plastics and metal making process operatives, electroplaters

Paper and wood machine operatives, coal mine, energy plant, water and sewage plant operatives

Assemblers, tyre, exhaust and windscreen fitters, sewing machinists

Scaffolders, road and rail construction and maintenance operatives

Heavy goods vehicle, van, bus, coach and taxi drivers, chauffeurs, driving instructors, seafarers and air transport operatives

Crane, fork-lift truck and agricultural machinery drivers

Elementary Occupations

Farm workers, labourers, packers

Postal workers

Hospital porters, hotel porters

Kitchen and catering assistants, waiters, waitresses, bar staff

Window cleaners, road sweepers, cleaners, refuse and salvage occupations

Security guards, traffic wardens, school crossing patrols, school mid-day assistants, car park attendance, shelf fillers.

Centre for Social Inclusion

Sheffield Hallam University
Howard Street
Sheffield S1 1WB

Tel 0114 225 5786

Fax 0114 225 5706

E-mail i.chesters@shu.ac.uk

Web www.shu.ac.uk/research/csi

ISBN 1 843 87107 6

© Sheffield Hallam University 2004



Sheffield
Hallam University

This information can be made available in other formats. Please contact us for further details.