

Gender Profile of Sandwell's Labour Market

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Acknowledgements

This Gender Profile for Sandwell, 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 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.

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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.

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1. Introduction and Executive Summary

This **Gender Profile of Sandwell's Labour Market** explores the relative situation and resources of women and men in Sandwell, compared with the West Midlands region and England as a whole. It focuses on how women and men in Sandwell experience the labour market, both in working within it and seeking to enter it, drawing attention to features which are specific to, or particularly important in, Sandwell, 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 Sandwell'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, naturally 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 all forms of analysis and decision-making.

At all levels of analysis - international, national, regional and local - it is widely recognised that participation in formal labour markets is highly gendered. 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 choices freely made, but it is also known that stereotyping, discrimination, recruitment practices and promotion arrangements all sometimes 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 Sandwell (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

Sandwell has a long history of heavy reliance on manufacturing industries and a more recent growth in service sector employment. Restructuring in the manufacturing sector has resulted in major economic change which has impacted on the local labour market and the borough's employment opportunities in a number of ways. The profile describes the contemporary picture for men and women living in Sandwell.

The borough has, by national standards, a comparatively young population with proportionally more children and young people. Sandwell has fewer people aged 35-64 but proportionally more people over retirement age compared with the region and England as a whole.

General indicators of health and well-being in the borough are poor. Sandwell has one of the lowest life expectancy rates in the country. The borough also has a high proportion of people who have a Limiting Long-term Illness (LLTI), especially among women aged 35 and over, and a high teenage pregnancy rate compared with England as a whole.

The distinctive cultural mix of Sandwell is reflected in the high proportion of men and women from Black and Minority Ethnic Groups (22 per cent), which is above the regional average (14 per cent) and English average (13 per cent). The largest black and minority ethnic groups in the borough are people of Indian origin (9 per cent), people of Black Caribbean origin (3 per cent) and people of Pakistani origin (3 per cent).

By comparison with the English average, a high proportion of households in Sandwell rent from the council and there is a concomitant low level of owner occupation and private renting. Average house prices in Sandwell have been below the national average level, but have risen fast since 2000.

Education and Skills

Sandwell's official education statistics show a mixed picture, with both boys and girls achieving lower results than regionally and nationally in most of the standard assessment tests at ages 7, 11 and 14. Girls perform better than boys and significant improvements have been achieved in educational attainment at age 14 since 2000.

Results at GCSE and A level are also below the regional and national average, and there is evidence of gendered subject choice among pupils at these stages. Only 1 per cent of girls and boys took A level maths in Sandwell, compared with 10 per cent of boys and 6 per cent of girls across England.

In 2003, a lower proportion of pupils stayed on in education in Sandwell than nationally and regionally. 14 per cent of young men and 8 per cent of young women entered the labour market at this age.

Among Sandwell's working age population, far fewer men and women are well qualified than regionally and nationally. This is particularly notable among men and women over 50. In addition, Sandwell's residents are less likely to hold degree level qualifications. Only 9 per

cent of young women and 7 per cent of young men aged 16-24 have degree level qualifications, compared with 13 per cent and 11 per cent nationally.

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

Between 1991 and 2002, Sandwell experienced an increase of 5,000 part-time jobs. These jobs, concentrated in service sectors such as finance and distribution, were predominantly filled by men.

At the same time there was a 4 per cent net fall in full-time employment, representing over 4,000 jobs. The loss was concentrated in manufacturing with 5,500 male full-time jobs lost in the sector during the period 1991-2002. By contrast women's full-time employment increased by over 1,500.

There are marked gender differences in the industrial sectors in which men and women work, with 36 per cent of men employed in manufacturing compared with 15 per cent of women, and nearly 29 per cent of women working in health and social work and in education, compared with 6 per cent of men. Among Sandwell's men, a higher proportion than at the national scale works in elementary occupations and fewer men as managers and senior officials. Among women, work in manufacturing and technical occupations is at a comparatively high level.

In Sandwell, a high proportion of women live close to their place of work with 26 per cent of them working within 2km, compared with 16 per cent of men. 10 per cent of men and 21 per cent of women travel by bus to work, though this has fallen since 1991. Travel to work by car among women has increased over the same period (up 11 per cent).

About one fifth of men in Sandwell work over 48 hours a week, including about 7 per cent who work over 60 hours a week. This is particularly prevalent among men aged over 35.

The Gender Pay Gap

In Sandwell, low pay is prevalent with 13 per cent of men and 31 per cent of women earning less than £250 a week in 2003. Women working full-time in the borough earned on average £8.64 an hour, compared with £9.67 for men, considerably lower than in the region and England as a whole.

The gender pay gap is narrowest for full-time jobs in administrative and secretarial occupations and widest for sales and customer service occupations. Sandwell has a significant gender pay gap in managerial and senior

professional occupations and relatively lower rates of pay for the top 10 per cent of male and female earners.

Unemployment and Economic Inactivity

Sandwell has high unemployment as well as economic inactivity rates which are above both regional and national averages. The official unemployment rate for men in Sandwell is 8 per cent and for women 4 per cent. This significantly underestimates those who seek employment, particularly for women, as the estimated 'real' unemployment rate is 8 per cent higher than the claimant count. The borough has high **long term unemployment rates** for both men and women – 21 per cent of unemployed men and 32 per cent of unemployed women have not worked for over 5 years.

9 per cent of men and 15 per cent of women of working age in Sandwell have never worked and the Borough has a particularly high proportion of young people under 25 and women of working age who have never had a paid job.

Compared with similar women in the West Midlands and England, a high proportion of women of working age (17 per cent) were looking after their home and family on a full-time basis. Many men and women in Sandwell are economically inactive because they are permanently sick or disabled.

Over a quarter of dependent children in Sandwell live in households with no working adult; the proportion is even higher for young children. Only 37 per cent of dependent children live in households with two or more working adults, compared with 50 per cent nationally. High proportions of lone parents with dependent children were economically inactive or unemployed (47 per cent of lone fathers and 61 per cent of lone mothers).

Women, Men and Diversity

There are marked differences in the way Sandwell's black and ethnic minority groups experience the labour market. Among people of working age, the Indian, Pakistani, Black Caribbean and Bangladeshi populations are the largest groups after the White British population.

Economic activity indicators vary considerably between ethnic groups. Among those under 25 years, there were much higher unemployment rates among young Mixed White and Black Caribbean, Black Caribbean and Bangladeshi men and women. Part-time employment was more common among young women from Other Black and Mixed White and Asian ethnic groups. A higher proportion of young women from Bangladeshi, Pakistani and Mixed White groups were looking after their home and family.

Amongst Black and Minority Ethnic men aged over 25 to retirement age the full-time employment rate was lower than in the region and nationally, particularly for Bangladeshi men. Rates were highest for Black Caribbean and Chinese men, who were also most likely to be self-employed. Economic inactivity due to sickness and disability was highest among White Irish men.

For Black and Minority Ethnic women aged over 25 to retirement highest full-time employment rates were found in Black Caribbean, Other Ethnic Groups and Mixed White and Black Caribbean groups. Lowest employment rates were found among Bangladeshi and Pakistani women who were also more likely to looking after home or family full-time than other Sandwell women.

The occupational distribution of employment in Sandwell also varies by ethnicity. More women than men from Black and Minority Ethnic groups worked in associate professional and technical jobs, and proportionally more Black and Minority Ethnic women in Sandwell than regionally and nationally worked in administrative and secretarial jobs. Bangladeshi and Chinese men were more likely to work in skilled trades than any other ethnic groups in Sandwell. Black African, Other Black, Mixed White and Black Caribbean and Black Caribbean groups were more likely to work in personal service than their counterparts nationally. Concentrations of employment are found in particular occupations; 39 per cent of Pakistani men work as process, plant and machine operatives and 19 per cent of Indian women also work in this occupation.

The industrial distribution also shows a diverse pattern by ethnicity. Sandwell's Black and Minority Ethnic groups are less likely to work in manufacturing, with the exception of 36 per cent of Indian men. A high proportion of White Irish men work in construction, and Bangladeshi and Chinese men are heavily concentrated in the wholesale, retail, restaurants and hotels sector. Sandwell's Black and Minority Ethnic women are more likely to work in health and social work, especially those from the Other Ethnic group (53 per cent) and half of Black African women.

Work-Life Balance

Analysis of working time patterns show that men and women who work part-time in Sandwell are more likely than their regional and national counterparts to have a flexitime arrangement in place. However flexitime working is less widespread among women and men in Sandwell than their counterparts regionally and nationally.

Term time only contracts are held by fewer part-time and full-time women than regionally and nationally. No Sandwell men have term-time only contracts.

As nationally, women in Sandwell are more likely to provide unpaid care than men, and this varies considerably by ethnicity. A high proportion of women who were providing over 50 hours a week of unpaid care were looking after their home or family full-time – a higher level than regionally and nationally.

By national and regional standards, Sandwell has fewer childcare places per 1,000 children, with day nursery provision concentrated in certain areas and some areas of the borough having no provision at all.

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.

Using the Gender Profile³

The Gender Profile has been designed as a resource for all those interested in Sandwell's men and women. It provides a detailed picture of how Sandwell's people, in all their diversity, are faring in relation to the county's labour market at the start of the 21st century. Recent labour market changes and trends, particularly in Sandwell'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 Sandwell - for example in education, transport, childcare, and care support - and offers insight into continuing difference 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

³ 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 Sandwell 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: "Building Bridges to Work: Gender, Local Labour Markets and Neighbourhood Projects"; "Career Development in the Local Authority Sector in England: Opportunities and Constraints"; 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.

2. The Local Setting

Sandwell⁴

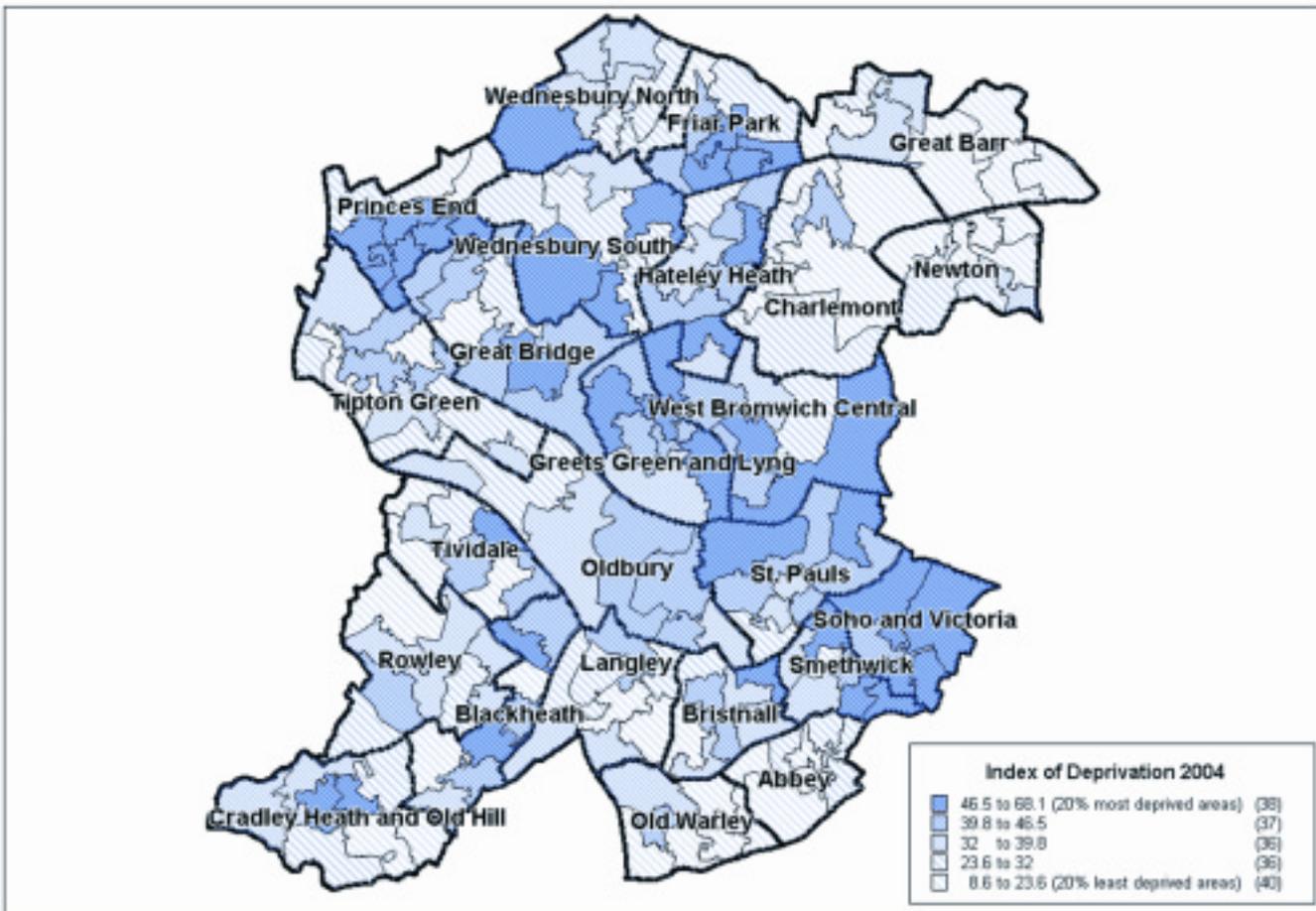
The borough of Sandwell is made up of the six historical towns of Oldbury, Rowley Regis, Smethwick, Tipton, Wednesbury and West Bromwich. It covers an area of 8,600 hectares and has borders with Birmingham, Walsall, Wolverhampton and Dudley.

Although Sandwell's population has decreased by 10,000 since 1991, it remains a densely populated area, and has the highest number of residents per unit of residential land in the West Midlands. This obviously has an impact on Sandwell residents' living environment. Moreover, the Borough is surrounded by other urban areas, reducing access to the facilities normally associated with rural areas.

Sandwell has high levels of deprivation, which is spread throughout the borough rather than being concentrated in particular areas. A relatively high proportion of employment is in the manufacturing sector, whilst unemployment is above the above UK average.

Figure 2.1 shows the wards in Sandwell and indicates the Index of Deprivation 2004 scores for the areas within them. This shows that within Sandwell the worst areas of deprivation are in Soho and Victoria ward and Princes End ward. One of the areas within this ward is ranked 372 out of 32,482 sub-Ward areas in England, known as Super Output Areas (SOAs), where 1 is the most deprived. 16 out of Sandwell's 187 SOAs are in the 5 per cent most deprived areas in the country and none of Sandwell's SOAs are in the 10 per cent least deprived areas. Overall the average of the scores for Sandwell ranks it 16 out of 354 local authorities (where 1 is the most deprived and 354 the least).

Figure 2.1 Index of Deprivation 2004



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

⁴ Source: Sandwell Metropolitan Borough Council, www.sandwell.gov.uk

Sandwell's Industrial Structure and Labour Market⁵

Sandwell's economy remains intensively manufacturing orientated. It has the highest proportion of manufacturing to service jobs in the country. This situation represents a major disadvantage for local people, as manufacturing jobs are highly exposed to the pressures of globally driven competition. In particular the local economy is dependent on metal manufacturing and on the automotive supply industry. These sectors face strong foreign competition. There is also a dependence on low value-added products which causes difficulties in generating the profits necessary to support new investment in capital stock and employees.

However, the number of jobs in the area rose significantly during the 1990s, mainly as a result of increases in service sector employment. The largest employment sector in Sandwell is wholesale, retail, distribution and repair, but the banking, finance and insurance sectors are particularly under-represented.

Sandwell has one of the highest proportions of employees in medium sized workplaces (25-199 employees) when compared with other metropolitan and unitary districts, and relatively low proportions of employees in large workplaces or small workplaces.

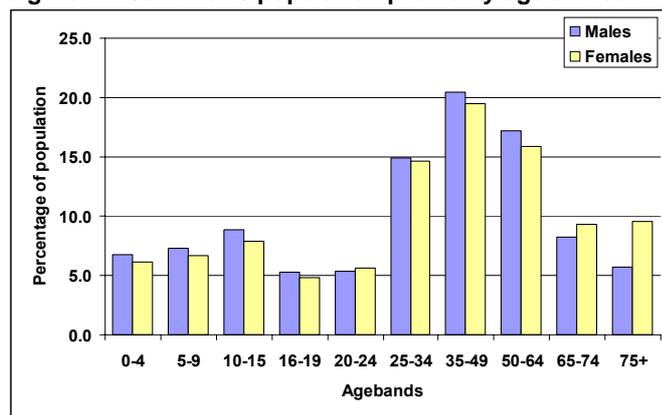
Further information about the Industrial Structure and Labour Market in Sandwell is presented in Chapter 4.

The People of Sandwell

Sandwell has a population of 284,900⁶. **Figure 2.2** shows the population profile for Sandwell and **Figure 2.3** the difference between the profiles for Sandwell and England. It can be seen that Sandwell has proportionally:

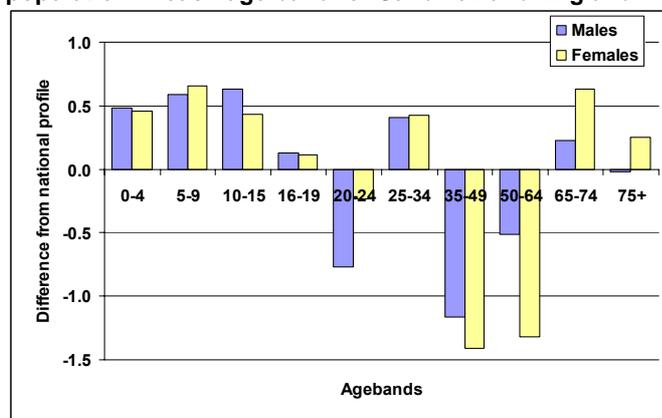
- more children
- more young people aged 16-19
- fewer men aged 20-24 and fewer people aged 35-64, especially women
- more people aged 25-34 and 65 and over, especially older women

Figure 2.2 Sandwell's population profile by age and sex



Source: Registrar General's Mid 2002 Population Estimate, Crown Copyright 2003

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



Source: Registrar General's Mid 2002 Population Estimate, Crown Copyright 2003

Population Change and Migration

Between 1991 and 2002 the population of Sandwell decreased by 7,700 people or 2.4 per cent of the total. However, as **Figure 2.4** illustrates, this was mainly as a consequence of a reduction in the number of people of working age and post-retirement. This is in contrast to the pattern in the West Midlands region and 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+
Sandwell	-7,700 (-2.6)	200 (0.3)	-4,800 (-2.7)	-3,100 (-5.5)
West Midlands	74,400 (1.4)	-2,900 (-0.3)	27,700 (0.9)	49,500 (5.3)
England	1,686,800 (3.5)	171,500 (1.8)	1,241,000 (4.2)	274,200 (3.1)

Source: 2001 Census Standard Tables, Crown Copyright 2003. 1991 Local Based Statistics, Crown Copyright 1993.

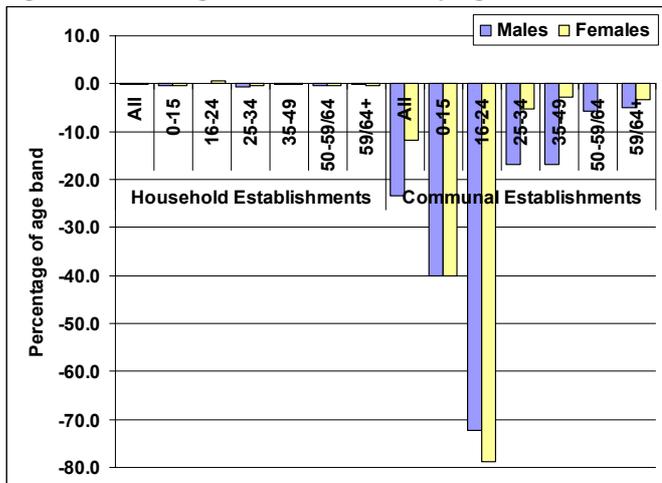
⁵ Sandwell Trends 2003. Sandwell Metropolitan Borough Council

⁶ Source: Registrar General's Mid 2002 population estimate, Population Estimates Unit, ONS, Crown Copyright 2003.

Using data from the 2001 Census, it is also possible to explore the patterns of migration into and out of Sandwell in the year prior to the Census. In Sandwell, 9 per cent of people had moved in the year before the Census, which is similar to the region (11 per cent) and England as a whole (12 per cent).

Figure 2.5 shows the net migration (in migration minus out migration) in the year before the 2001 Census, by 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 Sandwell, less than 1 per cent of the population are resident in communal establishments, compared with 1.5 per cent in the West Midlands and 1.8 per cent in England. For people resident in households in Sandwell, there is little difference between men and women in the percentage of the age group who are migrants, and the key age group for migrants is 25 to 34 for men and 16-34 for women. For communal establishment residents, the key age group for migrants is 0 to 15. Overall a higher proportion of women in communal establishments had a different address one year ago than men in communal establishments.

Figure 2.5 Net migration in Sandwell by age and sex, 2000

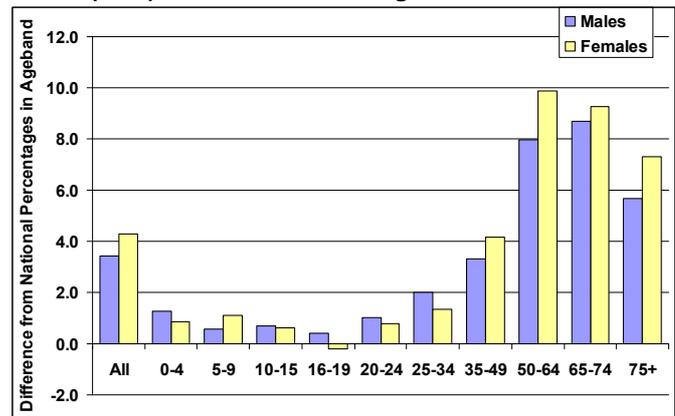


Source: 2001 Census Standard Tables, Crown Copyright 2003

Selected Health Indicators

The proportion of people with a **Limiting Long-Term Illness (LLTI)** in Sandwell (20 per cent of males and 22 per cent females) is higher than in the West Midlands (17 per cent of males and 19 per cent of females) and in England (17 per cent of males and 18 per cent of females), **Figure 2.6** shows that, when compared with England, there is a high level of LLTI amongst people, especially women, aged 35 and above.

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



Source: 2001 Census Standard Tables, Crown Copyright 2003

In Sandwell the **conception rate amongst 15-17 year olds** was 63.4 per 1000⁷ (with 38 per cent ending in abortion) in 1999-2001 compared with 69.1 per 1000 in 1996-1998 (with 37 per cent ending in abortion). This was higher than the rates for both the West Midlands (55.4 per 1,000 women with 41 per cent ending in abortion) and for England as a whole (43.5 with 45 per cent ending in abortion).

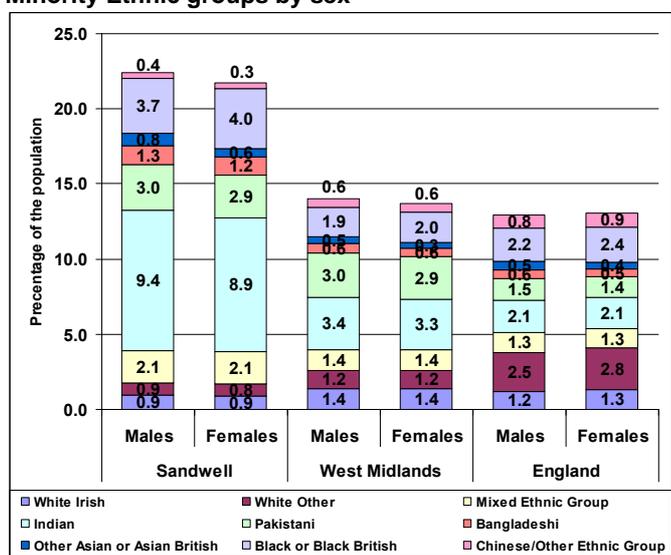
People in Sandwell also have a lower **life expectancy** when compared with the West Midlands and England. In 1999-2001, males in Sandwell had a life expectancy at birth of 73.4 years, compared with 75.1 for the West Midlands and 75.7 for England. For women the figures were 78.5, 80.0 and 80.4 for Sandwell, the West Midlands and England respectively. Sandwell ranks as 351th for men and 354th for women for life expectancy out of 374 local authorities, where the local authority in which men and women have the highest life expectancy is ranked as 1. Thus Sandwell has one of the lowest life expectancy rates in the country.

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

Minority Ethnic and Religious Groups

Figure 2.7 shows that 22.4 per cent of males and 21.7 per cent of females in Sandwell are from Black and Minority Ethnic groups⁸. This is higher than the West Midlands (14.0 per cent of males and 13.7 per cent of females) and for England (12.8 per cent of men and 13.1 per cent of women). In Sandwell, the largest Ethnic Minority group is the Indian group (25,860 people, 9.1 per cent of the population), followed by people of Black Caribbean origin (9,400 people, 3.3 per cent of the population) and then people of Pakistani origin (8,345 people, 2.9 per cent of the population).

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 Sandwell are Sikhs (19,430 people or 6.9 per cent of the population) and Muslims (13,051 people or 4.6 per cent of the population). 66 per cent of males and 71 per cent of females in Sandwell state that they are Christians, which is lower than in the West Midlands (70 per cent of males and 75 per cent of females) and England as a whole (69 per cent of males and 75 per cent of females). 12 per cent of men and 9 per cent of women said that they had no religion, and 7 per cent of men and women did not state a religion.

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

Households and Housing

There are 115,430 households in Sandwell⁹, of which 30 per cent are single person households. This is similar to the West Midlands (31 per cent) and England as a whole (30 per cent). Sandwell has a higher proportion of lone parent households with dependent children (8 per cent) than the West Midlands (7 per cent) and England (6 per cent). The other main differences are:

- the low proportion of cohabiting and married couple households, which make up 42 per cent of all Sandwell's households compared with 46 per cent in the West Midlands and 45 per cent in England
- the high proportion of single pensioner households, which account for 16 per cent of all households compared with 14 per cent in both the West Midlands and England

In Sandwell, 60 per cent of households are owner occupied, 30 per cent are rented from a social landlord (27 per cent rented from the council) and 5 per cent are private rented. In the West Midlands the figures are 69 per cent, 21 per cent (14 per cent rented from the council) and 7 per cent respectively and in England 68 per cent, 19 per cent (13 per cent rented from the council) and 10 per cent. Thus, Sandwell has:

- a low 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 Sandwell rose substantially. The average house price rose from £59,700 to £100,900 (a 70 per cent increase) and 11 per cent more 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 Sandwell¹⁰

After 16, Sandwell pupils are much less likely to continue studying in schools than their counterparts in England.

Within Sandwell there are 99 primary, 18 secondary and 5 special schools which teach 31,410, 19,780 and 470 pupils respectively. There are no independent schools within the Borough. Ten of the secondary schools in Sandwell have a sixth form. Of the 54 per cent of 16 and 17 year olds who are in full-time education, 30 per cent are in maintained schools, 6 per cent are studying at sixth form colleges and 65 per cent are in other further education establishments. This differs a little from the regional picture, where 62 per cent of 16 and 17 year olds are in full-time education. Of these 39 per cent are in maintained schools, 8 per cent at Independent schools, 15 per cent in sixth form colleges and 39 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 both primary and secondary schools (24 and 17 pupils per teacher respectively) was higher than in the West Midlands region (22.5 and 17) and England as a whole (22.6 and 17.0). In the same year the **teacher vacancy rate** in Sandwell was higher, at 1.6 per cent compared with 0.8 per cent in the region and 0.9 per cent in England. However, in 2003/2004 Sandwell spent slightly more per pupil (£3,670) than the regional average (£3,490) or the average across England as a whole (£3,590).

Sandwell has a higher proportion of students from **Black and Minority Ethnic groups** than the West Midlands region and England as a whole. In primary schools in Sandwell, 31.9 per cent of pupils are from Black and Minority Ethnic groups¹¹ compared with 21.1 per cent of pupils in the region and 17.8 per cent in England¹². The largest of these groups are *Indian* (11 per cent), *Pakistani* (6.1 per cent) and *Black Caribbean* pupils (3.4 per cent). In secondary schools the figures are 28.4 per

cent, 18.6 per cent and 15.6 per cent for Sandwell, the West Midlands region and England respectively. In Sandwell's secondary schools, the largest Black and Minority Ethnic groups are *Indian* (11.1 per cent), *Pakistani* (4.7 per cent) and *Black Caribbean* pupils (3.8 per cent).

In Sandwell, 19.7 per cent of primary school pupils have a **first language which is other than English**, compared with 12.9 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 18.0 per cent, 10.7 per cent and 8.8 per cent in Sandwell, the region and England respectively.

In maintained nursery and primary schools in Sandwell, 22.6 per cent of pupils are eligible for **free school meals** (FSM) although only 18.4 per cent of pupils take them, compared to 18.5 per cent of pupils eligible (15.5 per cent take FSM) in the region and 16.8 per cent (13.5 per cent take FSM) in England. In secondary schools in Sandwell, the corresponding rates of eligibility for and uptake of FSM are 27.7 per cent and 15.0 per cent respectively, compared to 15.6 per cent and 11.4 per cent in the West Midlands region and 14.5 per cent and 10.6 per cent in England as a whole.

A high proportion of boys and girls in Sandwell 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 a SEN who require a high level of support, a Statutory Assessment of 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 all Key Stages significantly more pupils in Sandwell have a SEN with no statement than in the region and England as a whole.

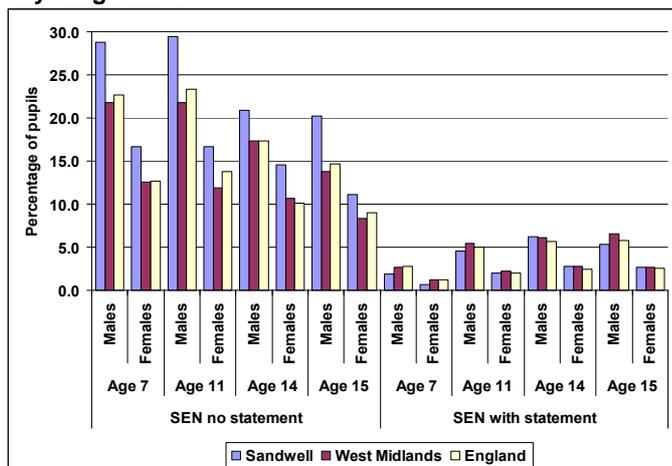
¹⁰ Statistics of Education 2003, DfES, Crown Copyright 2003 and School Workforce in England, January 2003 (revised), Crown Copyright 2003.

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.

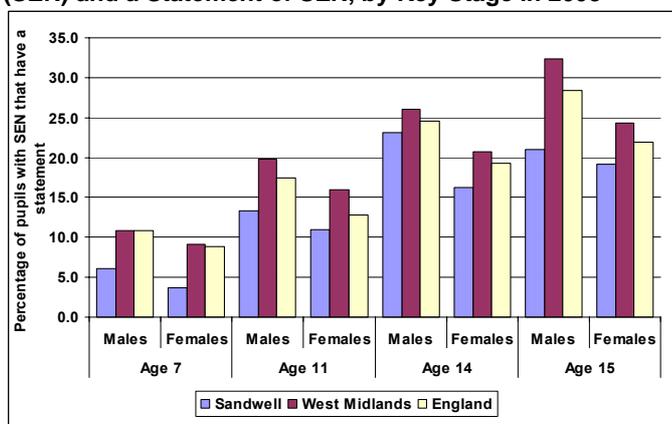
Figure 3.1 Boys and girls with identified Special Educational Needs (SEN) and with a Statement of SEN, by Key Stage in 2003



Source: DfES, Crown Copyright 2004

Figure 3.2 shows that in Sandwell, at all Key Stages, children with a SEN are less likely to have a Statement of SEN than their counterparts in the region and England. At all geographical levels, and at all Key Stages, 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 in 2003



Source: DfES, Crown Copyright 2004

Educational Attainment at Ages 7 to 16

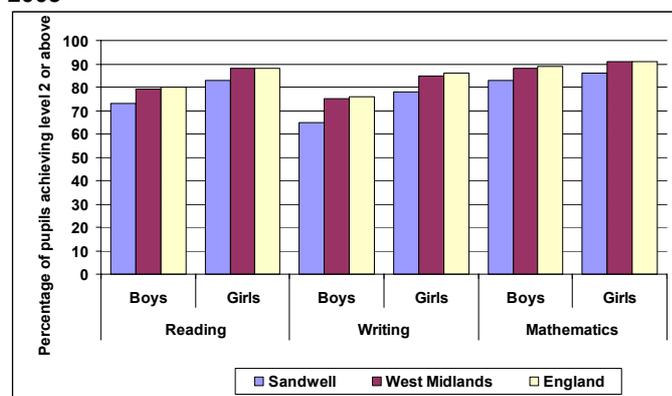
Both boys and girls in Sandwell performed below the level of pupils regionally and nationally

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 Sandwell achieved the expected standard (in all the three subjects of reading, writing and

mathematics) than their counterparts in the West Midlands region and England. This difference is particularly acute in reading and writing. While 83 per cent of boys achieved the expected standard in mathematics, compared with 88 per cent in the region and 89 per cent in England, fewer boys performed well in reading (73 per cent) and in writing (65 per cent), compared with 79 per cent and 75 per cent in the region and 80 per cent and 76 per cent in England. Girls in Sandwell performed better than boys in all the three subjects, 83 per cent in reading, 78 per cent in writing and 86 per cent in mathematics. However this is still a lower proportion than the regional and national averages.

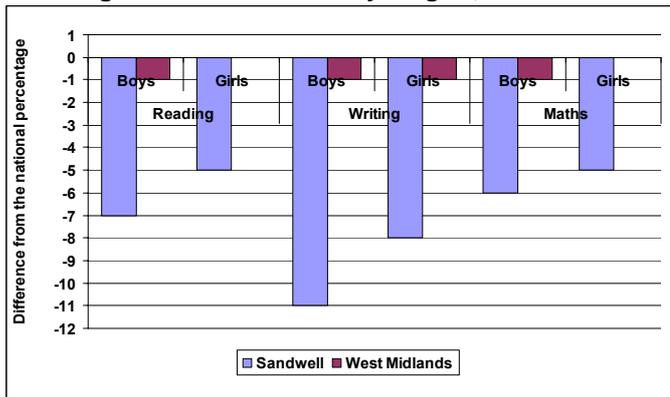
Figure 3.3 Boys and girls achieving level 2 or above at Key Stage 1 (aged 7) in reading, writing and mathematics in 2003



Source: DfES, Crown Copyright 2004

Figure 3.4 shows how pupils' performance in Sandwell and the West Midlands differs from the national percentage of pupils achieving the expected standard at Key Stage 1. Both 7 year old boys and girls in Sandwell performed well below the national level in reading, writing and mathematics, whereas girls in the West Midlands region performed at the national level in reading and mathematics. The greatest difference can be seen in Sandwell pupils' achievements in writing, 11 per cent and 8 per cent below the national level for boys and girls respectively. Girls in Sandwell performed better than boys in all the three subjects, but significantly fewer of them achieved the expected standard, compared with girls nationally, 5 per cent below in reading as well as in mathematics and 8 per cent below in writing.

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



Source: DfES, Crown Copyright 2004

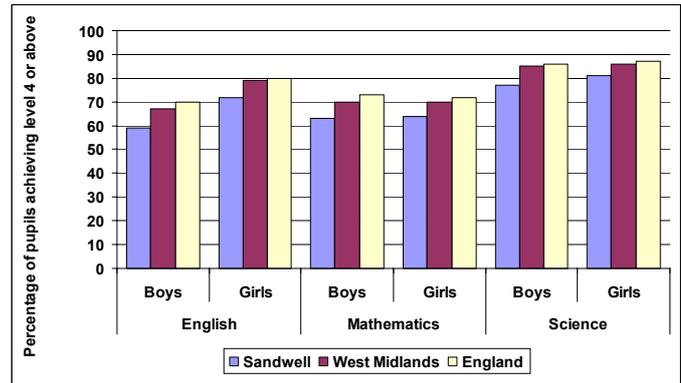
Note: England: Reading - Boys 80%, Girls 88%, Writing - Boys 76%, Girls 86%, Mathematics - Boys 89%, Girls 91%

Attainment data for previous years indicate that since 2000, proportionally fewer boys in Sandwell have achieved the expected standard in all Key Stage 1 subjects. This differs from regional and national trends, which show an improvement in the proportion of both boys and girls achieving the required level in reading and mathematics in 2003. The results for girls in Sandwell suggest a negative trend too, with a small increase in the proportion achieving the expected standard since 2000 in reading (2 per cent more), but a fall in writing (4 per cent fewer) and mathematics (1 per cent fewer). This contrasts with the national trend, which shows a levelling off or slight improvement in girls' performance.

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 Sandwell achieved the expected standard at Key Stage 2 than their equivalents in the West Midlands region and England. While 77 per cent of boys and 81 per cent of girls achieved the required level in science (compared with 85 per cent and 86 per cent in the region and 86 per cent and 87 per cent in England), a much lower proportion of pupils achieved this level in English (59 per cent for boys and 72 per cent for girls, compared with 67 per cent and 79 per cent regionally and 70 per cent and 80 per cent nationally), and in mathematics (63 per cent for boys and 64 per cent for girls, compared with 70 per cent for both boys and girls regionally and 73 per cent for boys and 72 per cent for girls nationally). Girls performed better than boys, in particular in English and Science, nevertheless performing less well than their counterparts in the region and across England.

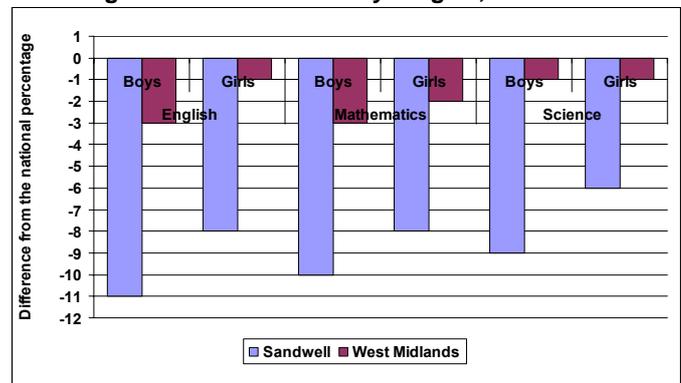
Figure 3.5 Boys and girls achieving level 4 or above at Key Stage 2 (aged 11) in English, mathematics and science in 2003



Source: DfES, Crown Copyright 2004

Figure 3.6 demonstrates the difference from the national percentage of pupils achieving level 4 or higher at age 11. In Sandwell, boys' performance is below the national level by 11 per cent in English, 10 per cent in mathematics and 9 per cent in science. For Sandwell girls, the difference is 8 per cent below the national level in both English and mathematics and 6 per cent below in science.

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%

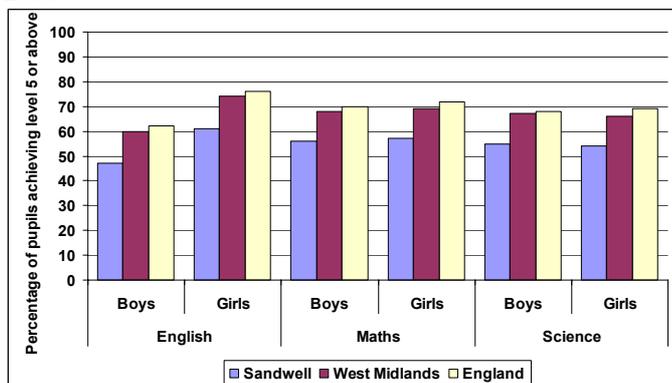
Since 2000, more girls in Sandwell have achieved level 4 or more at Key Stage 2 in English (up 2 per cent), maths (up 4 per cent) and science (up 3 per cent). The picture for boys over this period is down 1 per cent in English, up 2 per cent in mathematics, and up 1 per cent in science. This is similar to the 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 age 14 in English, mathematics and science in 2003. Compared with their counterparts regionally and nationally, a lower percentage of Sandwell boys and girls achieved the expected level in all the three subjects. Even fewer boys achieved the expected standard in English (47 per cent),

compared with the regional (60 per cent) and national (62 per cent) averages. Sandwell girls performed better in English (61 per cent) than in mathematics (57 per cent) and science (54 per cent), nevertheless they are still below the regional and national averages.

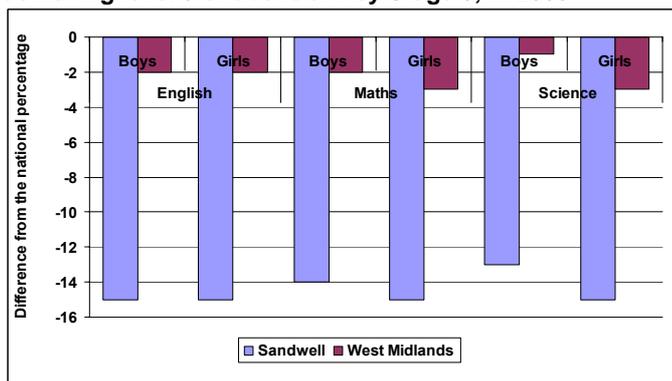
Figure 3.7 Boys and girls achieving level 5 or above at Key Stage 3 (aged 14) in English, mathematics and science in 2003



Source: DfES, Crown Copyright 2004

Figure 3.8 shows the difference from the national percentage of pupils achieving level 5 or above at Key Stage 3. Whilst the regional level is no more than 3 per cent below the national level for both boys' and girls' achievements in all subjects, both sexes in Sandwell performed below the national level by more than 13 per cent in all subjects. The greatest difference, however, is in girls' achievements, 15 per cent below the national percentage in all the three subjects.

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

Sandwell has clear evidence of recent educational improvements. Since 2000, the proportion of both boys and girls in Sandwell who achieved the expected standard at Key Stage 3 has in many cases risen faster than improvements at the national level. In 2003, 6 per cent more boys achieved the expected level in English,

10 per cent more in mathematics and 16 per cent more in science than in 2000 (up 7 per cent, 6 per cent and 7 per cent respectively in England). For Sandwell girls the corresponding figures are down 2 per cent in English, up 6 per cent in mathematics and up 14 per cent in science (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 Sandwell refer to the following pupils in the table below.

Figure 3.9 Sandwell 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	1,288	1,508	1,300
	Black and Minority Ethnic Groups	656	586	545
Girls	White British	1,245	1,420	1,279
	Black and Minority Ethnic Groups	572	528	485

Source: DfES, Crown Copyright 2004

As **Figure 3.9** shows, Sandwell has a large number of pupils from Black and Minority Ethnic Groups. In Sandwell, these pupils are principally concentrated in *Indian* and *White and Black Caribbean* groups. These figures 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. The test results for 7, 11 and 14 year-old pupils showed:

At age 7

- Sandwell's Black and Minority Ethnic girls did better than Sandwell's Black and Minority Ethnic boys.
- Sandwell's Black and Minority Ethnic boys and girls did less well than Sandwell's White British boys and girls.
- Sandwell's Black and Minority Ethnic boys and girls performed less well than similar boys and girls nationally, 6 per cent fewer boys and 2 per cent fewer girls achieving expected standards in reading, 10 per cent fewer boys and 4 per cent fewer girls in

writing, and 6 per cent fewer boys and 3 per cent fewer girls in mathematics.

At age 11

- Sandwell's Black and Minority Ethnic boys did better than Sandwell's White British boys in English, with 2 per cent more achieving the expected standard.
- Sandwell's Black and Minority Ethnic girls did a little less well than Sandwell's White British girls (1-2 per cent fewer achieved expected standards in all subjects).
- Sandwell's Black and Minority Ethnic boys and girls did less well than similar boys and girls nationally.

At age 14

- Sandwell's Black and Minority Ethnic boys did less well than Sandwell's White British boys (6 per cent fewer achieving the expected standard in English, 3 per cent fewer in mathematics, and 7 per cent fewer in science).
- Sandwell's Black and Minority Ethnic girls did better than Sandwell's White British girls with 2 per cent more achieving expected standards in English, 4 per cent more in mathematics and in science.
- Sandwell's Black and Minority Ethnic pupils of both sexes did less well than their national counterparts (14 per cent fewer boys and 9 per cent fewer girls achieved expected standards in English, 10 per cent fewer boys and 6 per cent fewer girls in mathematics and 9 per cent fewer boys and 4 per cent fewer girls in science).

English as an Additional Language

The numbers of Sandwell pupils tested in 2003 at Key stages 1, 2 and 3 who had English as an additional language are shown below.

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

		<i>Numbers</i>		
		Age 7 KS1	Age 11 KS2	Age 14 KS3
Boys	English	1,541	1,761	1,524
	First language other than English	438	371	348
Girls	English	1,490	1,689	1,466
	First language other than English	351	307	315

Source: DfES, Crown Copyright 2004

At age 7

- Sandwell's boys and girls who have English as an additional language performed less well in all subjects than those for whom English was their first language. (4 per cent fewer boys and 5 per cent fewer girls gained expected standards in English, 6 per cent fewer boys and 4 per cent fewer girls in writing, and 4 per cent fewer boys and 3 per cent fewer girls in mathematics, compared with the majority of pupils for whom English is their first language.)
- Sandwell's boys and girls for whom English is an additional language performed below the level of their national counterparts.

At age 11

- Sandwell's girls who have English as an additional language did better than similar boys in English (12 per cent more) and science (2 per cent more), but 4 per cent fewer of them achieved the expected standard in mathematics, compared with similar boys in Sandwell.
- Sandwell's boys and girls for whom English is an additional language did less well than their national counterparts.

At age 14

- Sandwell boys for whom English is an additional language performed less well than other Sandwell boys in English and science, but were level in mathematics.
- Sandwell girls with English as an additional language did a little less well than other Sandwell girls, 2 per cent fewer achieving expected standards in English and mathematics, and 1 per cent fewer in science.

Free School Meals Eligibility

- In Sandwell, the West Midlands 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.
- Sandwell's boys and girls who are eligible for free school meals performed below the level of similar boys and girls nationally at ages 7, 11 and 14.

Special Educational Needs

At age 7

- Sandwell boys who have a SEN but no statement did better than similar girls in mathematics, with 9 per cent more achieving the expected standard.
- Sandwell boys who have a SEN performed less well in 2003 than their national counterparts (10 per cent fewer achieved expected standards in reading, 12 per cent in writing and 9 per cent in mathematics).
- Sandwell girls who have a SEN performed less well than their national counterparts with 8 per cent fewer achieving the desired level in reading, 16 per cent fewer in writing and 11 per cent fewer in science.

At age 11

- Among Sandwell pupils who have 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, 9 per cent fewer boys and 8 per cent fewer girls achieved expected standards; in mathematics the figures were 12 per cent fewer boys and 4 per cent fewer girls, and in science 15 per cent fewer boys and 7 per cent fewer girls.

At age 14

- Among Sandwell pupils who have SEN but do not have a statement of SEN, boys did better than girls in all subjects with 2 per cent more achieving the expected standard in English, 11 per cent more in mathematics and 10 per cent more in science.

- Sandwell boys and girls who have a SEN performed less well than their national counterparts in all Key Stage 3 subjects.

Key Stage 4 GCSE/GNVQ - Age 15

In Sandwell a higher proportion of boys and girls did not gain any GCSE/GNVQs passes

GCSE/GNVQ achievements by 15 year olds in maintained schools in 2002/03 are presented in **Figure 3.11**. In Sandwell, comparatively fewer boys and girls achieved 5 or more A-C grades at GCSE/GNVQ level than at the regional or national level, with boys performing less well than girls. 31 per cent of boys in Sandwell achieved 5 or more A-C grades, compared with 41 per cent of girls.

In Sandwell, 9 per cent of boys and 6 per cent of girls who sat these examinations did not achieve any GCSE/GNVQ passes. These figures are higher than for the region and England, at 6 per cent for boys and 4 per cent for girls at both levels.

Although GCSE/GNVQ results in 2003 were poor compared with the region and England, improvement has been made since 2000. Between 2000 and 2003 the proportion of pupils achieving 5 or more A-C grades at GCSE/GNVQ increased by 5 per cent for boys and 3 per cent for girls. The comparable figures for the region were 6 per cent (boys) and 5 per cent (girls), and in England as a whole were 6 per cent for both boys and girls.

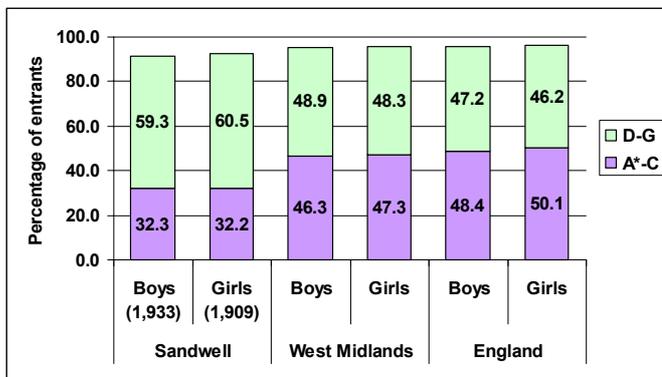
Figure 3.11 GCSE/GNVQ achievements by 15/16 year olds in maintained schools by gender in 2002/2003

LEA		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
Sandwell	Males (1,875)	30.6	80.9	76.9	9.1
	Females (1,789)	41.4	87.3	83.2	5.6
West Midlands	Males	44.9	86.9	84.1	6.2
	Females	55.7	91.1	88.5	4.2
England	Males	47.9	86.6	84.2	6.3
	Females	58.2	91.0	89.0	4.1

Source: DfES, Crown Copyright 2004

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 Sandwell, fewer boys and girls (32 per cent in both cases) achieved good grades than in the West Midlands region and England. The data show that although the overall pass rate is only slightly lower in Sandwell compared with the regional and national levels, Sandwell pupils are much less likely to achieve a good GCSE pass in this subject.

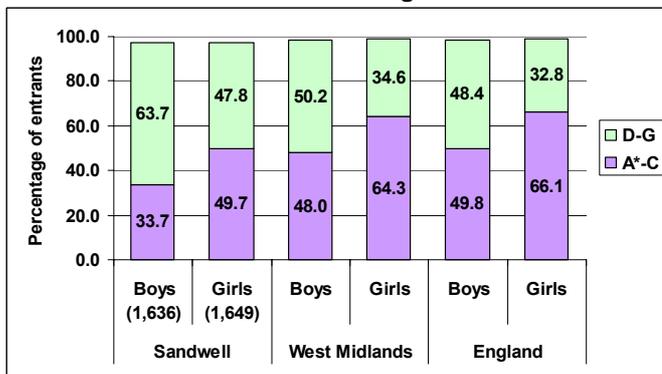
Figure 3.12 Pupils entered for GCSE Mathematics in maintained schools who achieved A*-C or D-G grades in 2003



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. Here, a much higher proportion of girls than boys achieved good grades, 50 per cent compared with 34 per cent. Nevertheless the percentages of both boys and girls who achieved good grades in Sandwell are much lower than the regional and national levels.

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

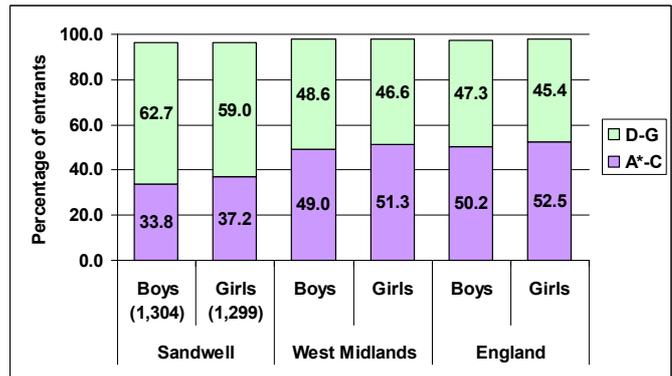


Source: DfES, Crown Copyright 2004

Figure 3.14 shows the achievements of pupils entered for GCSE Double Award Science in maintained schools. In Sandwell, only 34 per cent of boys and 37 per cent of

girls obtained good grades, a much lower figure than in the West Midlands region (49 per cent for boys and 51 per cent for girls) and in England (50 per cent for boys and 53 per cent for girls). The overall pass rate is similar at all geographical levels, but Sandwell pupils, both boys and girls, are less likely to achieve good grades.

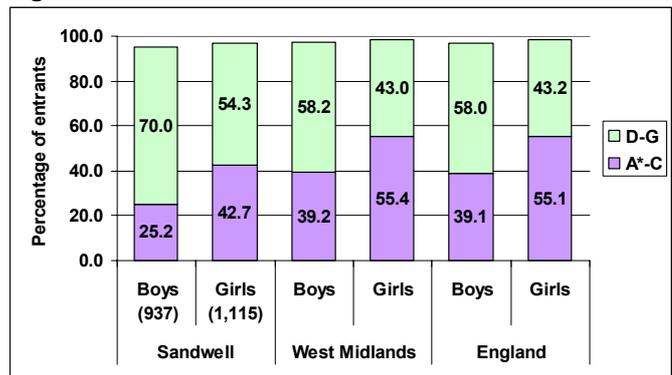
Figure 3.14 Pupils entered for GCSE Double Award Science in maintained schools who achieved A*-C or D-G grades in 2003



Source: DfES, Crown Copyright 2004

Figure 3.15 shows that in Sandwell a lower percentage of pupils entered for GCSE in a Modern Language achieved good grades than in the region and England as a whole. Girls (43 per cent) performed much better than boys (25 per cent) in achieving good grades, but still performed well below the regional and national averages of 55 per cent at both levels. The overall pass rate is slightly lower in Sandwell than in the region and England.

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/GNVQ 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

- Sandwell's Black and Minority Ethnic boys and girls outperformed Sandwell's White British boys and girls in achieving 5 or more good GCSE/GNVQ grades (4 per cent more boys and 10 per cent more girls).
- Sandwell's Black and Minority Ethnic boys and girls performed less well than their national counterparts, with 10 per cent fewer boys and 7 per cent fewer girls gaining 5 or more good GCSE/GNVQ grades.

English as an additional language:

- In Sandwell amongst those whose first language is not English, a higher proportion of boys (40 per cent) and girls (55 per cent) achieved 5 or more good GCSE/GNVQ grades, compared with boys (28 per cent) and girls (39 per cent) whose first language is English.
- Sandwell girls for whom English is an additional language reach equivalent grades to their national counterparts at age 15-16 in GCSE/GNVQ.
- Sandwell boys for whom English is an additional language performed less well than similar boys nationally.

Free school meal eligibility

- In Sandwell, 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, compared with girls and boys who are not eligible for free school meals.
- Mirroring the overall pattern, 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 Sandwell 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 (31 per cent) and in England as a whole (29 per cent).

Special Educational Needs

- In Sandwell, 5 per cent fewer boys and 3 per cent fewer girls with a SEN but without a statement achieved 5 or more good GCSE/GNVQ passes, compared with their counterparts nationally.
- Sandwell's boys with a SEN were less likely than similar girls to achieve 5 or more good GCSE/GNVQ passes, and more likely to gain no GCSE/GNVQ passes.

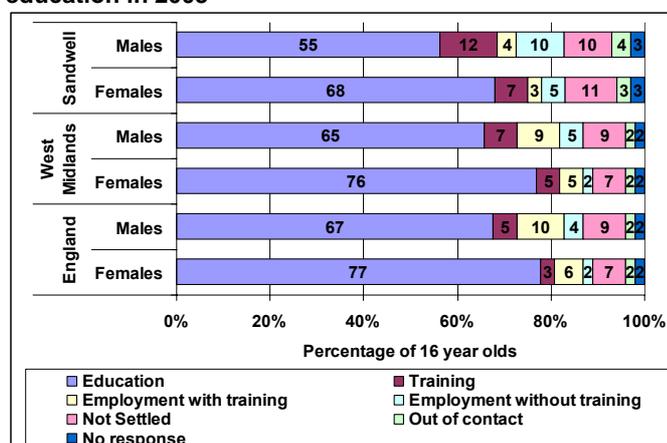
Destinations of pupils after age 16

In Sandwell, many boys who enter employment at 16 go into jobs in skilled trades and as process, plant and machine operatives

Over half of girls in Sandwell who enter employment at 16 go into administrative, secretarial and 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 lower in Sandwell than in the West Midlands region and across England. Nevertheless, in 2003, in Sandwell most 16 year olds continued in education or training, with more female students (68 per cent) than male students (55 per cent) doing so. More young men entered the labour market than young women, 14 per cent compared with 8 per cent. Note that 10 per cent of young men and 11 per cent of young women in Sandwell were reported to be 'not settled' - slightly higher figures than in the region and nationally.

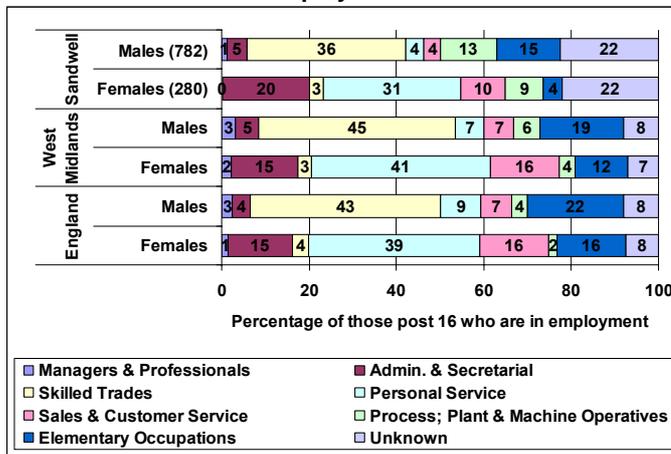
Figure 3.16 Destination of pupils at the end of compulsory education in 2003



Source: ConneXions 2004

Figure 3.17 shows the first occupation of those who go into employment after leaving school at 16. In all areas, 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 Sandwell, of those whose occupation were known, a lower proportion of young men are employed in elementary occupations (15 per cent) and as process, plant and machine operatives (13 per cent). Young women who leave school at 16 in Sandwell were employed in administrative and secretarial (20 per cent) and personal service occupations (31 per cent). Meaningful comparisons with the region and England are not possible because the occupations of so many (22 per cent) were unknown.

Figure 3.17 Occupations of 16-17 year olds who left education and entered employment in 2003



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.

Figure 3.19 Five most popular A Levels (excluding General Studies) in 2003

	Sandwell		West Midlands		England	
	Males	Females	Males	Females	Males	Females
1	ICT	English	Mathematics	English	English	English
2	English	Art and Design	English	Psychology	Mathematics	Psychology
3	Business Studies	Psychology	Business Studies	Social Studies (excluding Psychology)	Business Studies	Social Studies (excluding Psychology)
4	Physics	Geography	Physics	Biological sciences	Physics	Biology
5	Computer Studies	Social Studies (excluding Psychology)	Biological sciences	Art and Design	History	Business Studies

Source: *DfES, Crown Copyright 2004*

A/AS Level Attainment

Fewer boys and girls in Sandwell achieve good grades at A level

Figure 3.18 shows that in Sandwell the average point score per candidate achieving A/AS levels is lower than that in the West Midlands region and in England. For boys in Sandwell, it is about 89 points lower than in the region and 93 points lower than in England. Although girls in Sandwell achieved a higher point score than boys, their score was 68 lower than the regional average and 71 points lower than the national average.

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

LEA	Average point score by candidates achieving A/AS levels			
	Per candidate		Per entry	
	Males	Females	Males	Females
Sandwell	136.7	185.4	53.6	62.7
West Midlands	225.4	253.4	69.2	75.7
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. The five most popular subjects for boys suggest that Sandwell boys are particularly interested in ICT and Computer Studies, whereas their counterparts across England prefer Mathematics and History in addition to English, Business Studies and Physics. Girls in Sandwell favour English, Psychology and Social Studies like their English counterparts, but prefer Art and Design and Geography over Biology and Business Studies.

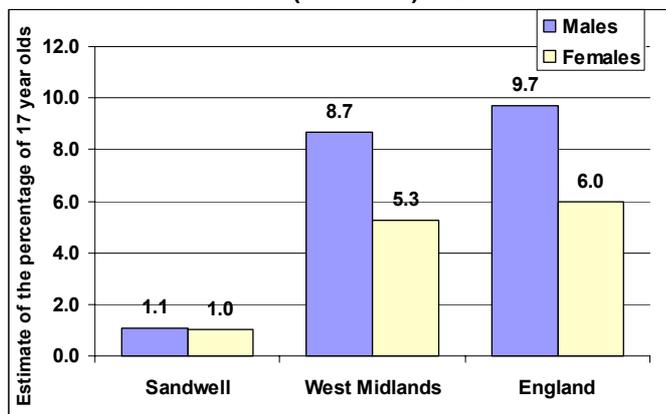
Figure 3.20 shows the results of boys and girls entered for 'A' level maths in maintained schools. In Sandwell, only very small numbers of pupils took this subject, and 43 per cent of boys achieved good grades, compared with only 32 per cent of girls.

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

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



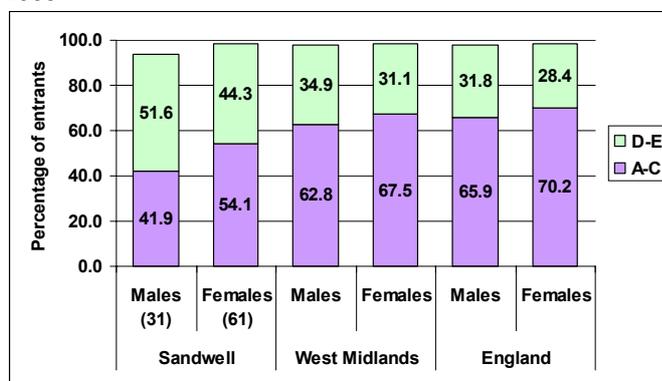
Source: DfES and ONS Population Estimates Unit, Crown Copyright 2004

Using estimates of the population it is possible to compare the proportion of 17 year olds in Sandwell who entered maths 'A' level with that in the region and England. These estimates are presented in **Figure 3.21**, and show that only 1 per cent of both 17 year old boys and girls in Sandwell took 'A' level maths in 2003,

compared with nearly 9 per cent of 17 year old boys and 5 per cent of girls in the region, and with 10 per cent of boys and 6 per cent of girls in England as a whole. This may require a local policy response.

Figure 3.22 shows the results of pupils entered for 'A' level English in maintained schools. Again, in Sandwell the difference between boys (42 per cent) and girls (54 per cent) who achieved good grades is greater than in the West Midlands region (63 per cent for boys and 68 per cent for girls) and England (66 per cent for boys and 70 per cent for girls), and by national standards results are poor.

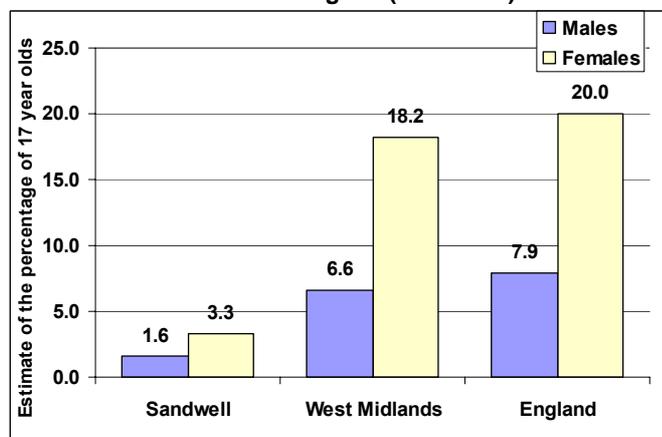
Figure 3.22 Pupils entered for 'A' level English in maintained schools who achieved A-C or D-E grades in 2003



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 (2 per cent) and girls (3 per cent) took A level English compared with the region (7 per cent of boys and 18 per cent of girls) and England as a whole (8 per cent of boys and 20 per cent of girls). Again, these are very low figures.

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

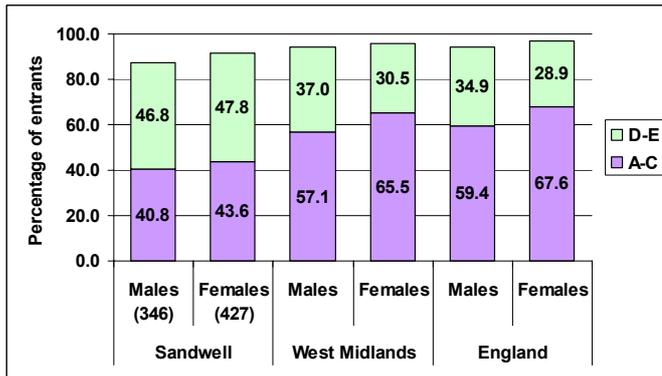


Source: DfES and ONS Population Estimates Unit, Crown Copyright 2004

Figure 3.24 shows the achievements of boys and girls who took 'A' levels in maintained schools across all subjects. In Sandwell, the percentage of girls achieving

a good pass (44 per cent) was much lower than their counterparts in the region (66 per cent) and across England (68 per cent). The proportion of boys in Sandwell who achieved good grades was also lower than those in the West Midlands region and England, 41 per cent compared with 57 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

Higher Education

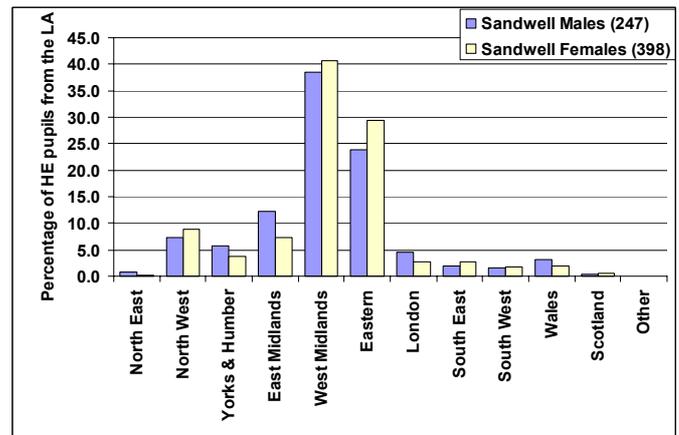
Young people from Sandwell tend to study at a local higher educational institution.

Figure 3.25 shows that 39 per cent of males and 41 per cent of females from Sandwell who are participating in higher education are studying at an institution within the West Midlands region, with a further 24 per cent of males and 29 per cent of females studying in the Eastern region and 12 per cent of males and 7 per cent of females in the East Midlands. It appears that young people from Sandwell prefer to study at a local higher education institution.

Data for all students from the West Midlands region show that 27 per cent of men and 34 per cent of women from the region study at a higher education institution within the region, with only 5 per cent of men and 4 per cent of women choosing to study in London. Again, a significant proportion, (14 per cent of men and 16 per cent of women), attended higher education institutions in the Eastern region as well as in the East Midlands (12 per cent of men and 9 per cent of women).

The data on the region in which people from Sandwell reside after completing higher education show that 65 per cent of males and 75 per cent of females from Sandwell were living in the region after the end of their course, with a further 5 per cent of males and 1 per cent of females staying in the East Midlands and 2 per cent and 3 per cent in London.

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



Source: HESA 2004

Qualifications and Skills in the working age population

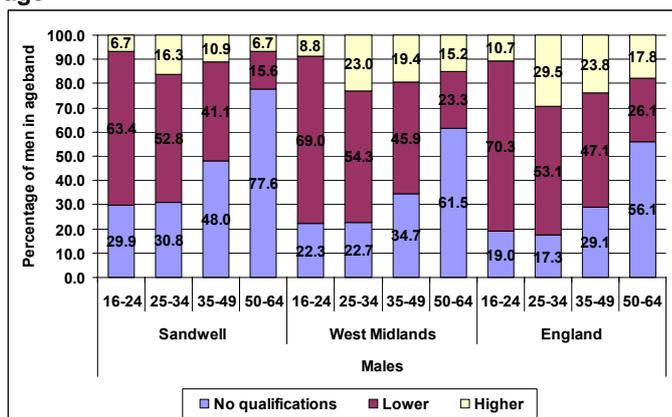
A high proportion of men in Sandwell have no qualifications.

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

Figures 3.26 and 3.27 show men's and women's highest level of qualification by age. Women are less likely than men to have no qualifications. In Sandwell only 9 per cent of young women and 7 per cent of young men aged 16-24 have degree level qualifications, compared with 13 per cent of young men and 11 per cent of young women across England.

Sandwell has a very high proportion of men and women aged over 50 who have no qualifications (76 per cent and 75 per cent compared with 62 per cent and 58 per cent regionally and 56 per cent and 52 per cent nationally). The Borough also has far fewer men and women with higher qualifications than the region and England as a whole. In the 25-34 age group, 16 per cent of Sandwell men have higher qualifications, compared with 23 per cent in the region and 30 per cent nationally. The figures for women show a similar pattern, 16 per cent in Sandwell, compared with 23 per cent in the region and 29 per cent in England. Sandwell also has significantly higher levels of men and women aged 35-49 with no qualifications, compared to the regional and national pictures.

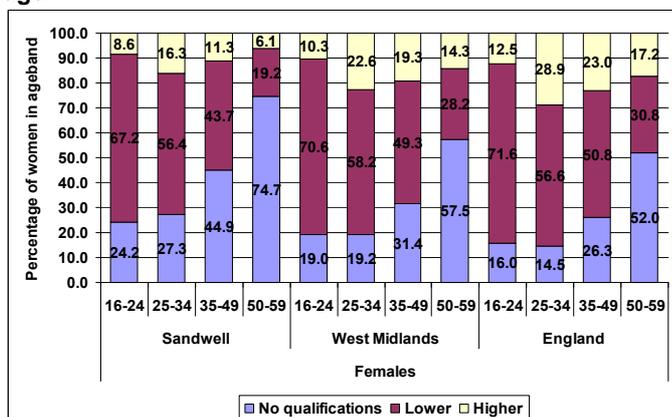
Figure 3.26 The highest level of qualification for men by age



Source: 2001 Census Standard Tables, Crown Copyright 2003

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

Figure 3.27 The 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 and higher level qualifications are equivalent to first degree and above

Key Points

- At all Key Stages (ages 7, 11, 14 and 16) a higher proportion of pupils have Special Educational Needs (SEN) in Sandwell than in the West Midlands region and England as a whole, with more boys having a SEN than girls.
- Achievement among pupils, especially boys, is low in comparison with the West Midlands region and England in tests standard at ages 7, 11 and 14.
- GCSE/GNVQ achievements by 15 year olds in maintained schools are low in comparison with the regional and national levels. Fewer boys (31 per cent) achieved 5 or more good grades than girls (41 per cent). This again compares unfavourably with the regional and national averages.

- Far fewer boys than girls gained good GCSE grades in English and modern languages, mirroring a national gender gap.
- Although girls aged 16-18 achieved higher point scores at 'A' level than boys, their performance was worse than the regional and national averages.
- Boys and girls make strongly gendered choices of subjects for 'A' level study. In Sandwell's schools, fewer girls chose maths and fewer boys chose English, compared to their counterparts in England as a whole.
- In the 'A' level subjects for which they are entered, 44 per cent of girls achieved good grades (lower than the regional and national averages). Even fewer boys, 41 per cent, reached this level of achievement, and in Sandwell 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 Sandwell are listed as not settled.
- More boys than girls (10 per cent compared with 5 per cent) enter employment without training at age 16.
- 782 boys and 280 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 took personal service or administrative and clerical jobs.
- Sandwell'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 Sandwell, compared with the West Midlands region and England as a whole. Its focus is on the proportions of men and women 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 Sandwell's labour market opportunities, showing which kinds of jobs have been declining and which increasing.

Structure of Employment Opportunities

Large increase in part-time employment, for men between 1991 and 2002 in Sandwell.

Men's full-time employment has decreased, while women's full-time employment has increased, between 1991 and 2002 in Sandwell.

Between 1991 and 2002 (the latest available data) there was a net increase of only 1,058 jobs in Sandwell with a 0.8 per cent change in employment between 1991-2002. This compares with 14 per cent in the region, and 19 per cent in England. Over the same period, the working age population resident in Sandwell decreased by nearly 5,000 people. Underlying this situation, analysis by

gender, industrial sector and working hours reveals some marked differences affecting the situation of men and women.

In 1991, men held 60 per cent of all jobs in Sandwell, 95 per cent of them working full-time. In contrast, 56 per cent of employed women worked full-time, with 44 per cent in part-time employment. Just over a decade later in 2002, the percentage of jobs held by men had decreased to 58 per cent, with fewer men - 90 per cent - working full-time. For women, the percentage of jobs that were full-time held steady at - 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 regionally and nationally, a trend which is apparent in Sandwell but more so for men and women.

Figures 4.2 and 4.3 show details, for 1991-2002, of employed men and women in Sandwell, by the industry in which they work. **For Sandwell's men**, there was:

- A marked decline in employment in manufacturing industry between 1996 and 2002.
- A notable decline in employment in the construction industry, especially between 1991 and 1997.
- A continuing increase in the share of jobs in the transport and communications sector.
- A significant increase in employment in distribution, hotels and restaurants, banking, finance and insurance, public administration, education and health, and other services.

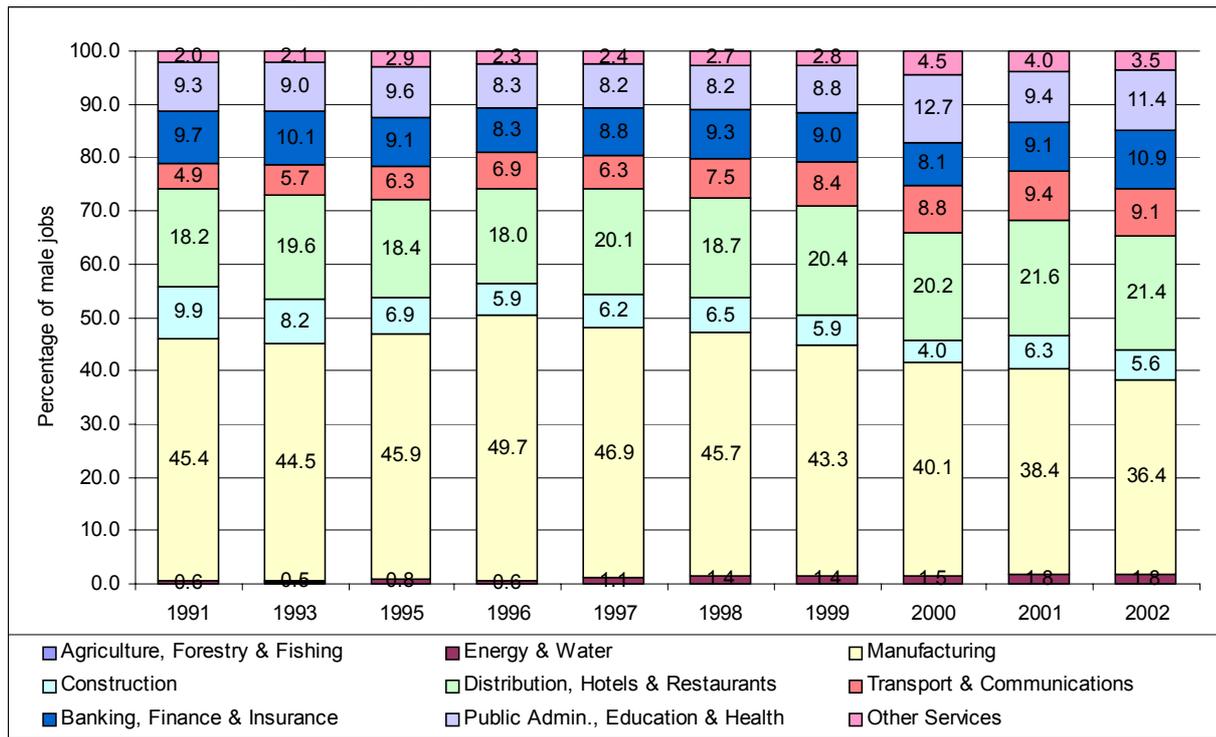
Figure 4.1 Changes in employment in Sandwell 1991-2002 by full-time/part-time status and sex¹⁴

Job Type	Sex	Number of jobs		Change in number of jobs 1991-2002	Percentage change 1991- 2002		
		1991	2002		Sandwell	West Midlands	England
Full-time	Female	28, 762	30, 271	1, 509	5.2	5.6	12.7
	Male	72, 717	67, 270	-5, 447	-7.5	3.2	9.3
	All	101, 479	97, 541	-3938	-3.9	4.0	10.6
Part-time	Female	22, 694	24, 052	1, 358	6.0	31.0	30.8
	Male	4, 081	7, 719	3, 638	89.1	115.9	103.1
	All	26, 775	31, 771	4, 996	18.7	44.4	43.6
All	All jobs	128, 254	129, 312	1, 058	0.8	14.1	19.2

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

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

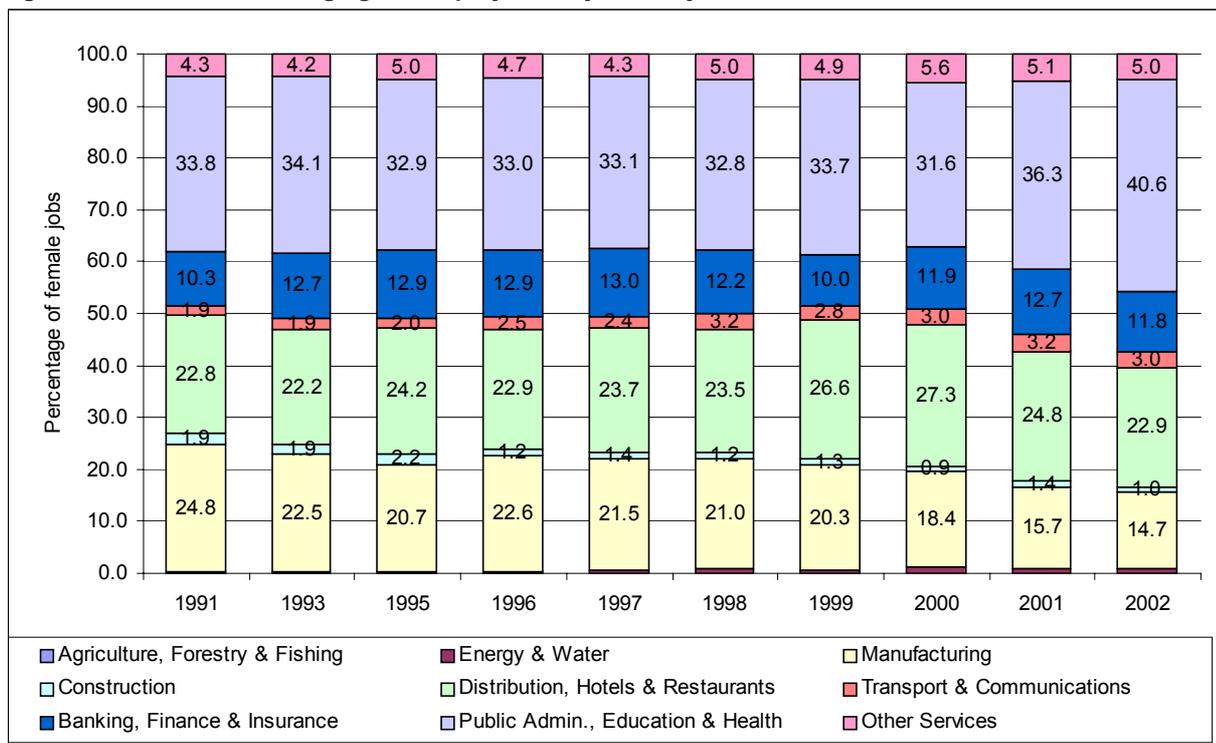
Figure 4.2 Men of working age in employment by industry, in Sandwell, 1991-2002



Source: Census of Employment, AES 1991, 1993, 1995, 1996-2002

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

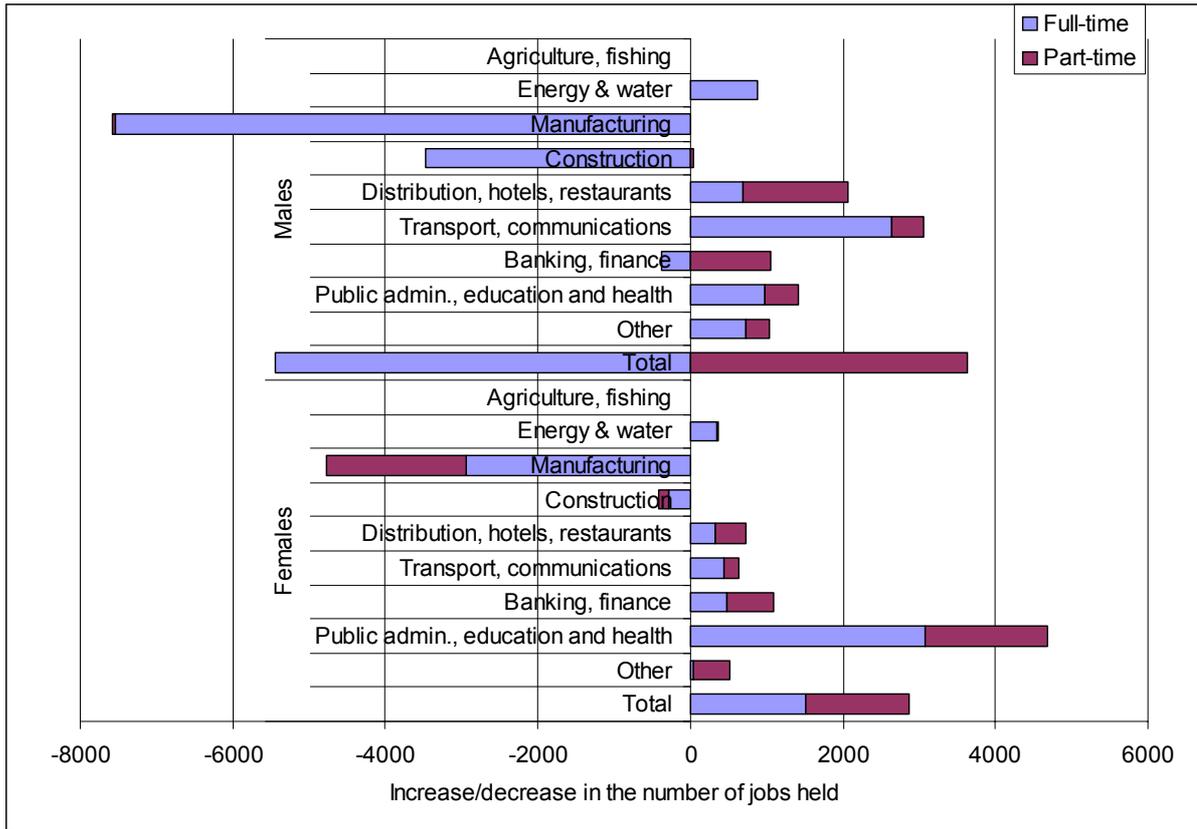
Figure 4.3 Women of working age in employment by industry, in Sandwell, 1991-2002



Source: Census of Employment, AES 1991, 1993, 1995, 1996-2002

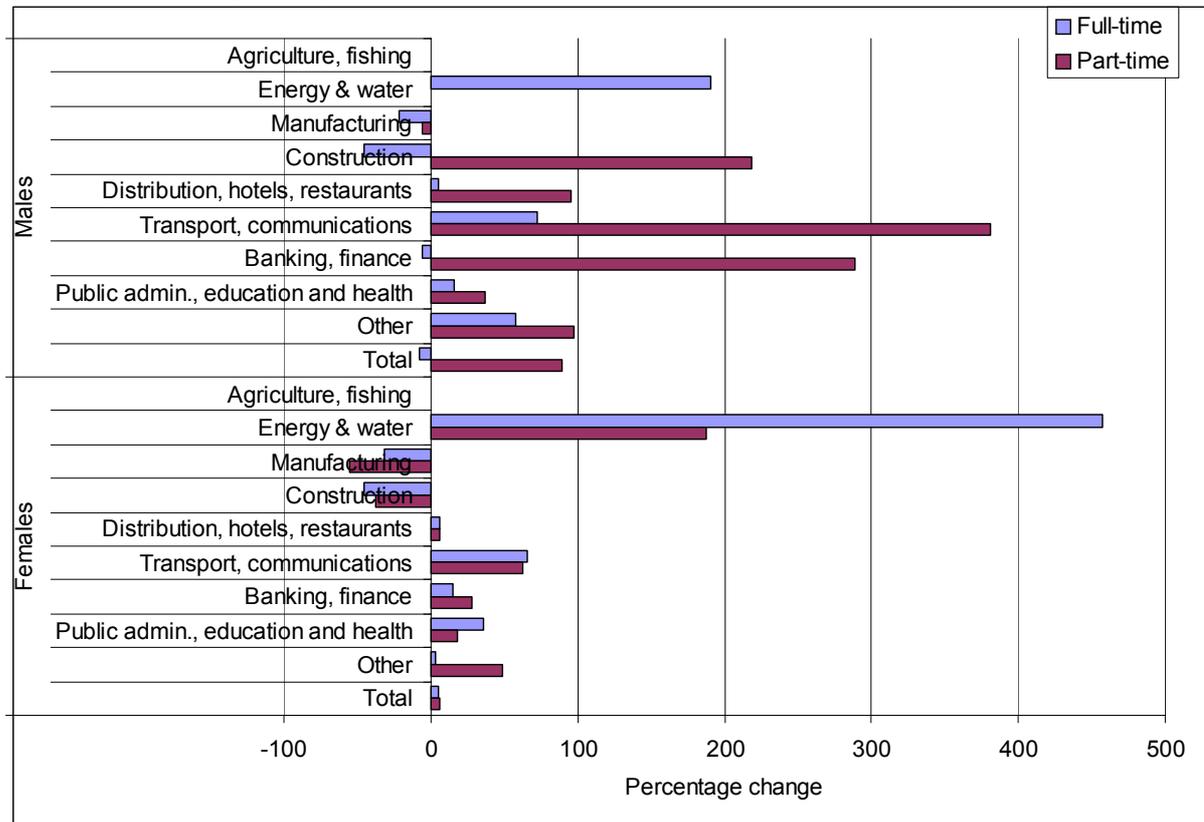
Note: 'Other' includes sewage and refuse disposal, activities of membership organisations, recreational, cultural and sporting clubs, private households with employed persons, extra territorial organisations.

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



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

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



Source: Census of Employment, AE/ABIS 1991, 2002

For **Sandwell's women** there was:

- A 10 per cent fall in the share of women working in manufacturing industry.
- A similar proportion of women working in distribution, hotels and restaurants as a decade ago, with a peak in 1999 and 2000.
- A significant increase in employment in public administration, education and health, especially after 2001.
- A notable increase in employment in transport and communications, banking, finance and insurance, and other services.

Data for the West Midlands region and England as a whole over this period show a similar decline in male manufacturing jobs (from 38 per cent to 28 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 (18 per cent to 22 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 11 per cent to 17 per cent in the West Midlands region, 15 per cent to 21 per cent nationally). In Sandwell, men's employment in the construction industry remained fairly stable at around 7 per cent, which was similar to the regional and national picture.

For women in the region and in England as a whole, the decline in manufacturing was also pronounced (from 17 per cent to 10 per cent in the region, 12 per cent to 7 per cent in England). Women too have experienced an increase in employment in distribution, hotels and restaurants (24 per cent to 26 per cent in the West Midland region, 25 per cent to 27 per cent nationally), although women's employment in these areas remained more or less the same in Sandwell. Women's employment in banking and finance and other services increased in the region (14 per cent to 17 per cent and 4 per cent to 5 per cent respectively) and in England (17 per cent to 19 per cent and 5 per cent to 6 per cent respectively) as in Sandwell.

Figure 4.4 shows the change in the **number of full-time and part-time** jobs in Sandwell 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:

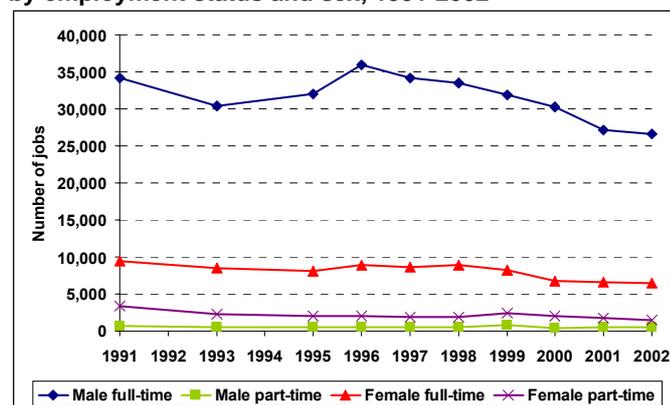
- A marked fall in full-time **manufacturing** jobs for men, and in both full-time and part-time jobs in this sector for women.

- A decline in jobs in **construction** held by men, almost all full-time.
- A large increase in employment in **transport and communications** for men, mostly full-time jobs.
- A large increase in both full-time and part-time jobs for women in **public administration, education and health**.

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 full-time and part-time jobs in the transport and communications sector for both men and women, need to be seen in the context of very small numbers at the start of the period. Nevertheless, these are marked changes, suggesting a dynamic situation in the Sandwell labour market.

Figures 4.6, 4.7 and 4.8 show the change in the numbers of jobs for selected industries in Sandwell by employment status and sex. There are marked differences in employment patterns between men and women. **Figure 4.6** shows that men working full-time held most of the jobs in the **manufacturing** sector, although their number declined from nearly 35,000 in 1991 to slightly over 25,000 in 2002. Fewer than 10,000 full-time jobs were held by women in this sector in 1991, and their number had declined to 6,000 by 2002.

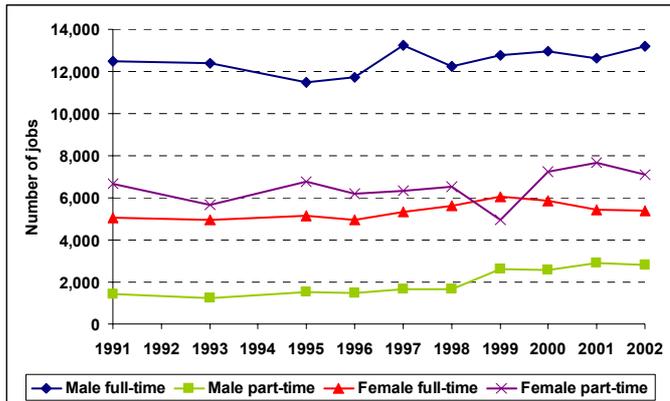
Figure 4.6 Change in the number of jobs in manufacturing, by employment status and sex, 1991-2002



Source: Census of Employment, AES 1991, 1993, 1995, 1996-2002

Figure 4.7 shows a notable increase in men's full-time employment in **distribution, hotels and restaurants**. Men's part-time opportunities had also increased steadily, though still less than 3,000 part-time jobs were held by men in this sector by 2002. By contrast, women's part-time employment in this sector had experienced a fall in 1998 to less than 5,000 jobs in 1999, followed by a rise to over 7,000 jobs by 2002. Women held fewer full-time jobs in this sector, although the trend remained stable with a peak in 1999.

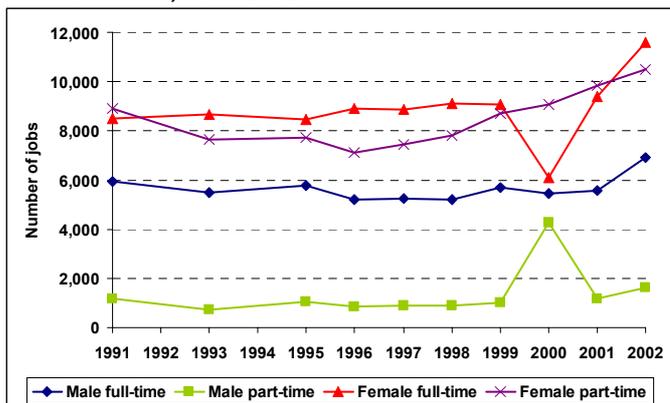
Figure 4.7 Change in the number of jobs in distribution, hotels and restaurants, by employment status and sex, 1991-2002



Source: Census of Employment, AES 1991, 1993, 1995, 1996-2002

Figure 4.8 shows changes in employment in **public administration, education and health**. While women held the majority of both full-time and part-time jobs in this sector, full-time employment for women in this sector dropped sharply in the period of 1999-2000 to about 6,000 jobs and then increased dramatically to nearly 12,000 jobs by 2002. Interestingly, part-time jobs for men in this sector had increased from around 1,000 to over 4,000 jobs between 1999-2000 and dropped to about 2,000 jobs by 2002. On the other hand, full-time employment for men remained stable (around 6,000 jobs) until 2001 with an increase of about 1,000 jobs by 2002.

Figure 4.8 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, 1993, 1995, 1996-2002

People and Employment

In Sandwell a lower proportion of men and women of working age are economically active.

The 2001 Census recorded 86,230 men and 81,520 women of working age in Sandwell, of whom 68,915 men and 53,425 women were economically active (either in employment, economically active students or unemployed)¹⁵. Economic activity is lower for both sexes in Sandwell than in the region and England, and varies by age, as can be seen in **Figure 4.9**. Higher economic activity rates among men aged between 16-24, as in Sandwell, reflect low numbers of students, and should not necessarily be seen as a positive indicator.

Figure 4.9 Percentage of men and women of working age who are economically active

	Age group	Economically active (%)		
		Sandwell	West Midlands	England
Men	16-24	71.8	68.0	68.3
	25-34	90.2	90.9	91.0
	35-49	86.9	89.9	90.2
	50-64	67.7	72.9	72.8
	All working age	79.9	81.4	81.9
	Women	16-24	59.2	60.3
	25-34	69.1	72.6	73.7
	35-49	71.3	75.9	75.8
	50-59	56.7	64.2	65.3
	All working age	65.5	69.6	70.6

Source: 2001 Census Standard Tables, Crown Copyright 2003

Employment Status

Lower self-employment rates and part-time employment rates for both men and women in Sandwell.

In Sandwell, 60,210 men and 47,660 women of working age were in employment in 2001. A slightly higher proportion of men were employed full-time (59 per cent) than in the West Midlands region and England (58 per cent). However the percentage of self-employed full timers was lower (7 per cent) than the regional (11 per cent) and national (12 per cent) averages. For women full-time workers, both employed and self-employed, the figure of 36 per cent is lower than for the region (37 per

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

cent) and England (39 per cent). This is illustrated in **Figure 4.10**, which also shows that in Sandwell:

- Despite the big increase in part-time jobs, proportionally fewer men of working age worked part-time (4 per cent compared to 5 per cent in the region and England respectively)
- Fewer women were employed part-time in Sandwell than in the West Midlands region and England as a whole.
- Fewer men and women were self-employed (8 per cent of men and 2 per cent of women) than in the region (12 per cent and 4 per cent) and nationally (13 per cent and 5 per cent).

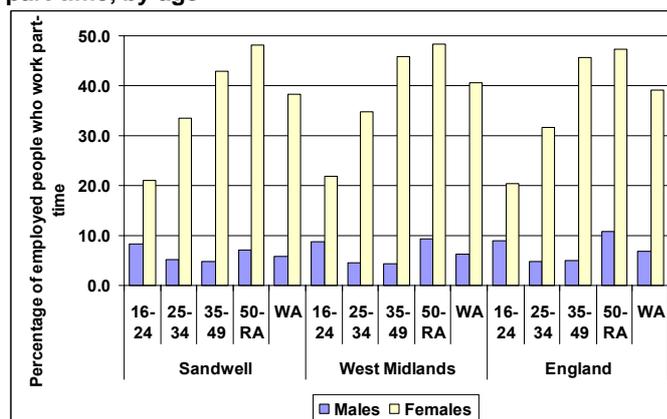
Figure 4.10 People of working age by employment status



Source: 2001 Census Standard Tables, Crown Copyright 2003

Figure 4.11 shows that the proportion of people who work part-time also varies significantly with age. More young men (16-24) and older men (50 to retirement age), and more women aged 35 to retirement age worked part-time, presenting a similar picture to that for the region and England as a whole. 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 4.11 Men and women in employment who work part-time, by age



Source: 2001 Census Standard Tables, Crown Copyright 2003

Figure 4.12 refers to men and women who are self-employed. It shows that over half of self-employed men, across all geographical levels, are self-employed full-time, without employees. Slightly over a third of full-time self-employed men had employees. On the other hand, 41 per cent of self-employed women in Sandwell were part-timers (with and without employees), although this was a lower proportion than among their counterparts in the region (46 per cent) and England (47 per cent).

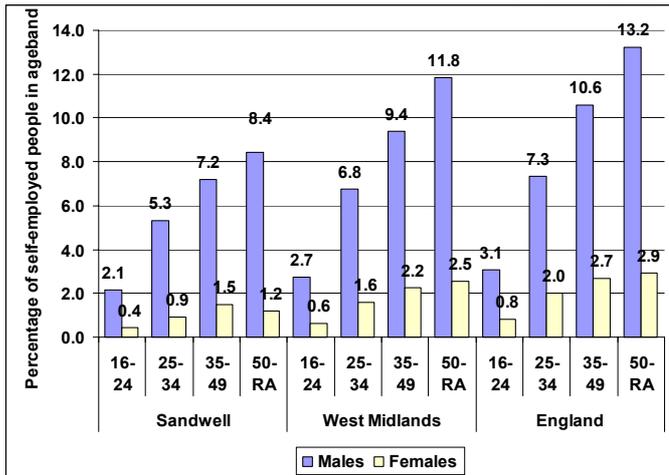
Figure 4.12 Self-employed men and women by full and part-time working and employees

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
Sandwell	Males	2.2	34.2	9.1	54.5
	Females	11.5	29.4	29.2	29.9
West Midlands	Males	2.2	35.5	9.8	52.5
	Females	12.6	25.8	33.1	28.5
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 4.13**. In Sandwell the peak age for self-employment among men is in the 50+ age group, consistent with that for the region and England. For women, it is in the age group 35-49, whereas regionally and nationally it is most common among women over 50.

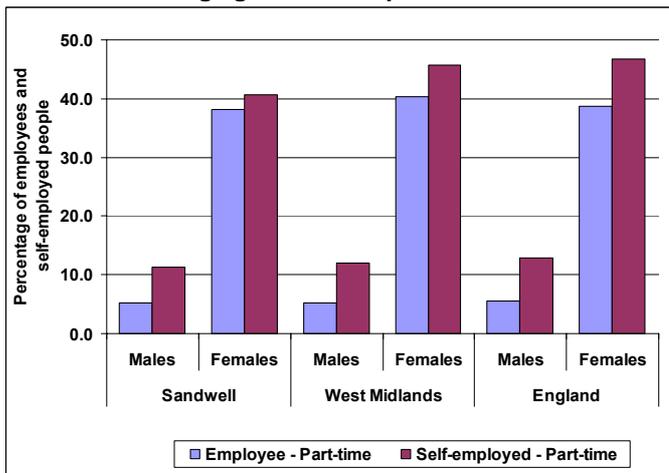
Figure 4.13 Men and women who are self-employed by age



Source: 2001 Census Standard Tables, Crown Copyright 2003

Figure 4.14 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.

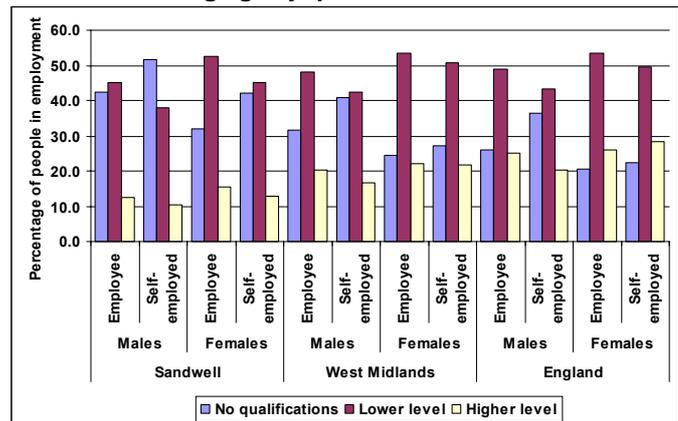
Figure 4.14 Employees and self-employed men and women of working age who work part-time



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 4.15**. In Sandwell, over half of self-employed men have no qualifications, compared with those in the region (41 per cent) and England as a whole (36 per cent). Fewer men and women employees, or self-employed men and women, in Sandwell are qualified to degree level or above.

Figure 4.15 Employees and self-employed men and women of working age by qualification level

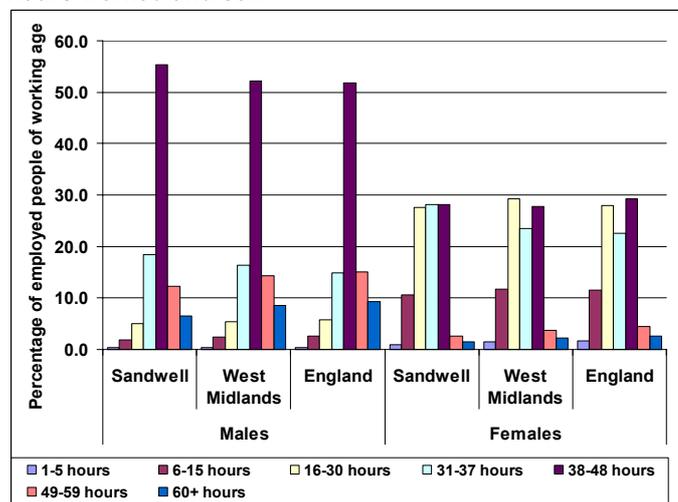


Source: 2001 Census Standard Tables, Crown Copyright 2003

Working Hours

Figure 4.16 illustrates the working hours of men and women. Men of working age in Sandwell work very long hours, with 56 per cent working between 38-48 hours per week, a higher proportion than in the East Midlands region and England (52 per cent at both levels). Nearly 20 per cent of Sandwell men work above the threshold of 48 hours, including 7 per cent who work over 60 hours per week, a figure similar to that for the West Midlands region (9 per cent) and England (9 per cent).

Figure 4.16 People of working age in employment by hours worked and sex



Source: 2001 Census Standard Tables, Crown Copyright 2003

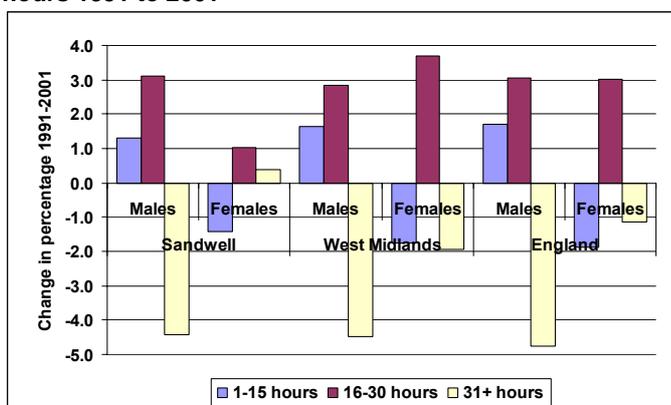
Women in Sandwell, on the other hand, work shorter hours, with over 10 per cent working fewer than 15 hours, and nearly 30 per cent working 16 to 30 hours per week, a similar picture to that in the region and in England. However more women work between 31-37 hours, nearly 30 per cent as compared with less than 25 per cent regionally and nationally. Fewer women work over 48 hours in Sandwell (5 per cent) than in the West Midlands region (7 per cent) and England (8 per cent).

Young men in Sandwell work longer hours than in the region and nationally. 18 per cent of 16-24 year olds work 30 hours or less per week, compared with 22 per cent in the region and 23 per cent in England, and nearly 75 per cent of this age group work 31-48 hours a week, a higher proportion than in the region and in England, (70 per cent at both levels).

Older men in Sandwell also work longer hours, with fewer men aged 50 to 64 working less than 30 hours per week (7 per cent), compared with around 10 per cent regionally as well as nationally. More men aged 50+ work 31-48 hours per week (71 per cent) than in the region (66 per cent) and in England (63 per cent), though fewer of them work more than the threshold of 48 hours compared with their counterparts in the region and England.

Like young men in Sandwell, young women aged under 25 also work longer hours than older women. About 64 per cent of them work between 31-48 hours, compared with 52 per cent of women aged 35 to 49 and 49 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 between 31-48 hours per week. Fewer young women in Sandwell work 30 hours or less per week (33 per cent), compared with those in the region (39 per cent) and in England (38 per cent). On the other hand, older women in Sandwell work longer hours than their counterparts regionally and nationally, with 53 per cent of women aged 35-49 and 49 per cent aged over 50 working 31-48 hours, compared with 48 per cent and 45 per cent in the region and with 47 per cent and 46 per cent in England as a whole.

Figure 4.17 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

Comparing the data from the Census of 1991 and 2001, it is possible to look at the change in working hours over that period. This is shown in **Figure 4.17**. In Sandwell, there was a fall of over 4 per cent in the proportion of men working more than 31 hours per week, although

this is a slightly lower figure than in the region and England. In part this reflects the large losses in manufacturing employment already discussed. For women, in contrast, there has been a small increase in the proportion working more than 31 hours per week, different from the changes in the region as well as in England. The percentage of women working under 15 hours per week fell, but less so than in the region or nationally.

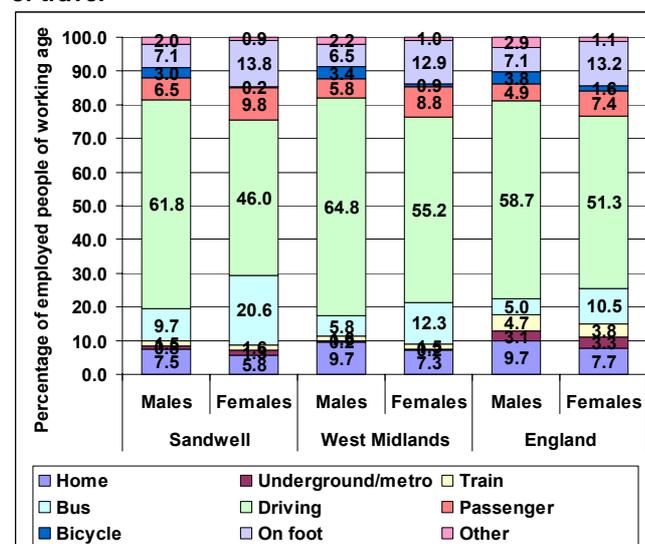
Travel to Work

In Sandwell a high proportion of women and men travel to work by car or bus

Figure 4.18 shows the mode of travel to work by men and women of working age. In Sandwell:

- Fewer men and women work at home, compared with the region and England.
- Significantly more people take the bus to work, 10 per cent of men and 21 per cent of women, compared with 6 per cent and 12 per cent in the West Midlands region and 5 per cent and 11 per cent in England.
- Fewer women (46 per cent) drive to work, compared with 55 per cent in the region and 51 per cent in England.
- More men and women travel to work as passengers in a car compared with regional and national averages.

Figure 4.18 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. 21 per cent of women in Sandwell travel

to work by bus (compared with 10 per cent of men), 10 per cent of women travel as passengers (compared with 7 per cent of men) and 14 per cent of women walk to work (twice the proportion of men). Fewer women drive to work, 46 per cent compared with 62 per cent of men.

Young people tend to travel to work by public transport. In Sandwell, 21 per cent of men and 35 per cent of women aged under 25 travel by bus, train or underground. This compares with just 9 per cent of men, and with 16 per cent of women aged 25-34, 7 per cent of men and 18 per cent of women aged 35-49, and 8 per cent of men and 21 per cent women over 50. Young people are also the most likely to travel to work as passengers, 14 per cent of men and 13 per cent of women aged under 25, a higher proportion than across older age groups.

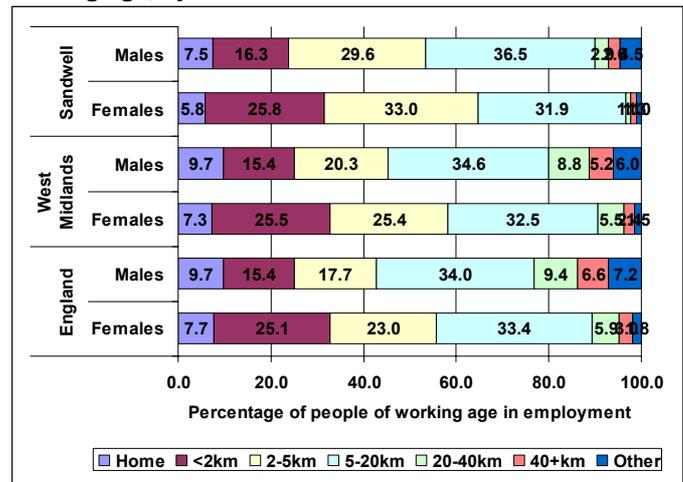
In Sandwell, fewer young people under 25 walk to work, 12 per cent of men and 13 per cent of women, compared with higher figures in the region (14 per cent and 17 per cent) and in England as a whole (15 per cent and 18 per cent).

About two thirds of men aged 25 or over drive to work, compared with only 37 per cent of men under 25. On the other hand, 56 per cent of women aged 25-34, and half of women aged 35-49, drive to work, compared with 28 per cent of women under 25 and 39 per cent over 50. Compared with the regional and national pictures, fewer women in Sandwell drive to work across all age groups, except for the age group of 25-34 per cent.

Comparing data from the 1991 and 2001 Censuses¹⁶ shows the change in method of travel to work by people of working age. In Sandwell, there has been a big leap (11 per cent) in women driving to work, and a fall in travelling to work on foot (8 per cent) and by bus (7 per cent). Similarly fewer men travelled to work on foot or by bus in 2001 (nearly 3 per cent fewer). More men and women, at all geographical levels, were working at home in 2001 compared with 1991.

Figure 4.19 shows the estimated distance travelled to work. Men in Sandwell tend to travel longer distances to work, with fewer of them working from home or within 2km from home, 24 per cent as compared to 25 per cent in both the region and England. The majority of men work between 2-20km away from home, 66 per cent compared with 55 per cent in the region and 52 per cent in England. However fewer of them (6 per cent) work more than 20km away from home than the regional and national averages (14 per cent and 16 per cent).

Figure 4.19 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

Women in Sandwell tend to work closer to home, 26 per cent working within 2km, compared with just 16 per cent of men. Similarly, more women in Sandwell travel between 2km and 20km to work, nearly two thirds of them, compared with 58 per cent in the region and 56 per cent in England as a whole. Again, fewer women travel more than 20km to work than their counterparts regionally and nationally.

Men under 25 in Sandwell are more likely to work within 5km of home (54 per cent), compared with about 45 per cent across all older age groups. This is also higher than their counterparts in the West Midlands region (49 per cent) and in England (47 per cent).

Like young men in Sandwell, more young women under 25 work within 5km of home (59 per cent), compared with the region (56 per cent) and England (53 per cent). Older women tend to work within 5km of home, 60 per cent of them aged 35-49 and 67 per cent over 50, again a higher proportion than in the region and England as a whole.

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

Occupation and Industry

In Sandwell many men are employed in skilled trades and as process, plant and machine operatives. A higher proportion of women work in administrative and secretarial occupations and in elementary occupations.

Figure 4.20 shows the continuing gendered occupational distribution. Nearly half of Sandwell men work in skilled trades (25 per cent) and as process, plant and machine operatives (23 per cent). 14 per cent work in elementary occupations. By contrast nearly half of Sandwell women work in administrative and secretarial (24 per cent) occupations, sales and customer service jobs (13 per cent), and personal services (12 per cent). 16 per cent of women in Sandwell work in elementary occupations.

In Sandwell, fewer men are managers and senior officials, 12 per cent compared with 17 per cent in the region and 19 per cent in England, or work in professional or associate professional and technical jobs; 16 per cent, compared with 22 per cent in the West Midlands region and 26 per cent in England.

35 per cent of women in Sandwell work as managers and senior officials, professionals and associate professionals and in technical occupations, a higher figure than the regional average (32 per cent) but slightly lower than the national average (36 per cent).

Sandwell saw important changes in the occupational distribution of employment between 1991 and 2001¹⁷. The proportion of men working in skilled trades fell from 32 per cent in 1991 to 25 per cent in 2001. There was also a drop in the proportion of men employed as process, plant and machine operatives (25 per cent in 1991 to 23 per cent in 2001). Over the same period there was a marked 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 27 per cent in 1991 to 22 per cent in the region and 23 per cent to 19 per cent in England).

For women, there was a fall in the proportion of women working as process, plant and machine operatives (down 13 per cent to 7 per cent) and in administrative and secretarial occupations (down from 28 per cent to 24 per cent in Sandwell, 28 per cent to 23 per cent in the region and 29 per cent to 23 per cent nationally). On the other hand, in Sandwell there was a big rise in women working in associate professional and technical and professional jobs (from 10 per cent to 17 per cent), and

in sales and customer services (from 10 per cent to 13 per cent).

Figure 4.21 shows the industry in which people work, with a marked difference between men and women. In Sandwell, while 45 per cent of men and 40 per cent of women work in wholesale, retail, restaurants and hotels and in finance and real estate, more men work in manufacturing (35 per cent), construction (10 per cent) and transport, storage and communications (9 per cent), and more women work in health and social work (19 per cent) and education (10 per cent).

Between 1991 and 2001¹⁸ there was a fall in the proportion of men employed in manufacturing (from 47 per cent to 35 per cent in Sandwell, 38 per cent to 29 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 18 per cent to 21 per cent in Sandwell). There was also a small increase in the proportion of men employed in transport and communications (up from 7 per cent to 9 per cent in Sandwell, 8 per cent to 9 per cent in the region and 9 per cent to 10 per cent in England). For both men and women, employment opportunities in public administration, education, health and social work and other services had increased in Sandwell, up from 11 per cent to 12 per cent for men and 34 per cent to 39 per cent for women.

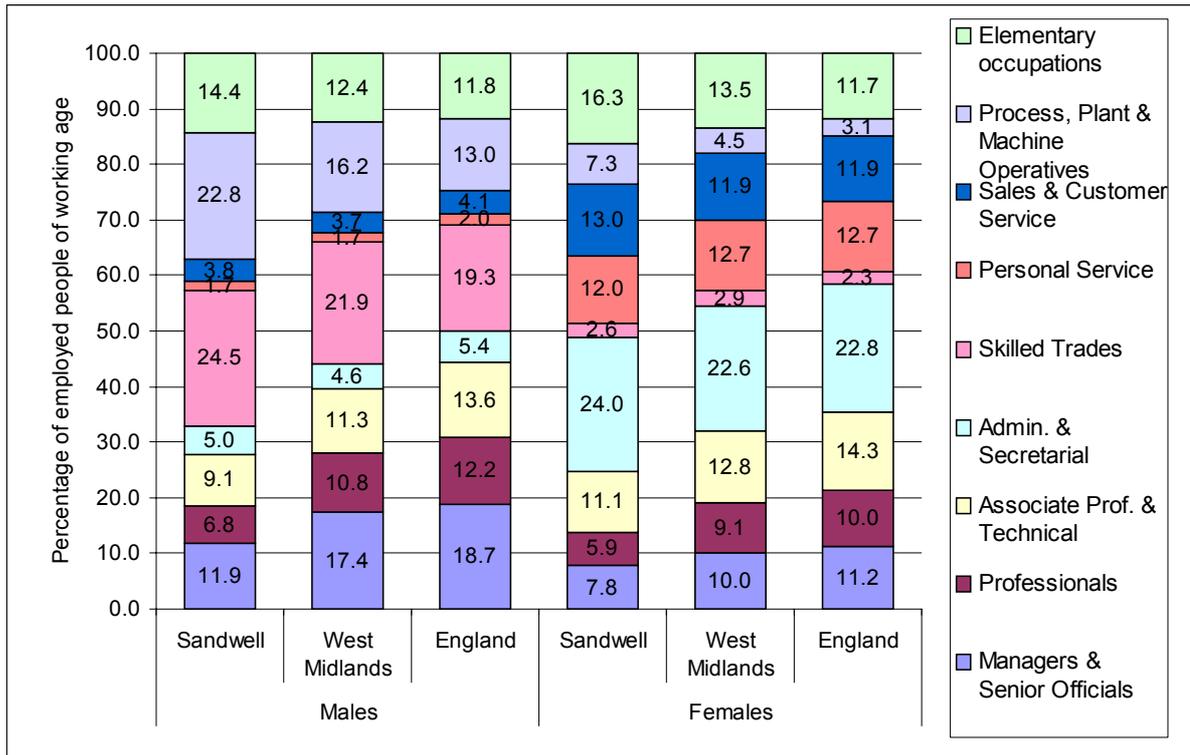
Second Jobs

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 for 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 Sandwell, 5.3 per cent of people have a second job. In the West Midlands, 3 per cent of men and 5 per cent of women have a second job, and across England as a whole the figures are 3 per cent of men and 5 per cent of women.

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

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

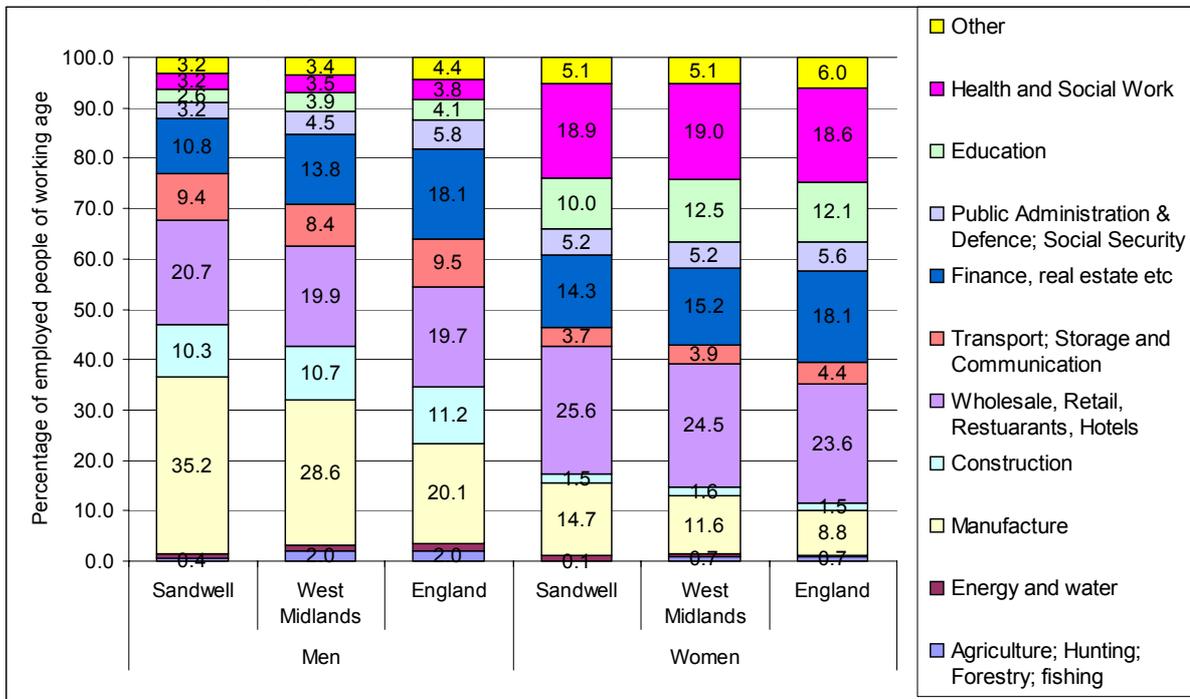
Figure 4.20 Occupations of people of working age, by sex



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.

Figure 4.21 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.

Key Points

- Between 1991 and 2002 there was a **net increase** of just 1,058 jobs in Sandwell (0.8 per cent percentage change). When analysed by gender and full-time/part-time status this varied from an increase of 1,509 full-time jobs for women and 4,996 part-time jobs for both sexes, to a loss of 5,447 full-time jobs for men. Nevertheless the percentage increase in part-time jobs in Sandwell (19 per cent) was much lower than that for the region and England as a whole (44 per cent respectively).
- Since 1991 there has been a significant and continuing decline in jobs for men in **manufacturing industry** in Sandwell (down 12 per cent from 1991 to 2002) and a large increase in employment in **banking, finance and insurance** and in **distribution, hotels and restaurants**.
- Women in Sandwell also experienced the loss of **manufacturing** jobs, but saw a large increase in employment in **banking, finance and insurance**, and in **public administration, education, health and other services**.
- Overall, a **lower proportion** of men and women of working age in Sandwell are **economically active**, compared with men and women nationally.
- Over half of men in Sandwell who are **self-employed have no qualifications**, while Sandwell's self-employed women are better qualified.
- About **one fifth of men in Sandwell work above the threshold of 48 hours per week, including about 7 per cent who work over 60 hours per week**, although this is a lower proportion than the West Midlands region and England as a whole.
- **Men aged over 35** in Sandwell tend to work longer hours, whereas **women aged over 35** work shorter hours.
- Between 1991 and 2001 there was a significant increase in the proportion of women **driving to work** (up 11 per cent) in Sandwell, compared with a decrease in the proportion of women and men travelling to work by bus or on foot.
- **10 per cent of men in Sandwell and 21 per cent of women in Sandwell take the bus to work**, a much higher proportion than their counterparts in the region (6 per cent and 12 per cent) and in England (5 per cent and 11 per cent).
- Sandwell shows continuing gendered occupational segregation, with nearly half of Sandwell men working in skilled trades and as process, plant and machine operatives, and nearly half of Sandwell women working in administrative and secretarial occupation, sales and customer service and personal services.
- More men and women work in **elementary occupations** and fewer men are **managers and senior officials** in Sandwell, when compared with the regional and national averages.
- 35 per cent of employed women in Sandwell work as managers and senior officials, professionals and associated professionals and in technical occupations, a higher figure than the regional average (32 per cent) but slightly lower than the national average (36 per cent).
- A marked gender difference exists in the industries in which men and women work. 35 per cent of men are employed in **manufacturing**, compared with 15 per cent of women and nearly 30 per cent of women, work in **health and social work** and in **education**, compared with 6 per cent of men.
- Between 1991 and 2001 there was a significant increase in women's employment in **public administration, education, health and social work and other services** in Sandwell.

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 Points.

This part of the profile provides for the first time details about this question at district and regional level, indicating the extent to which this problem is of concern in Sandwell.

Women's Incomes over the Lifetime¹⁹

"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 2001²⁰

"The 18% 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%), the electricity, gas and water supply industry (69%), and agriculture, hunting and forestry, etc. (73%). 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% in the public sector compared to 78% 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% of male counterparts in the public sector, compared with 99% in the private sector."

National Institute for Economic and Social Research (NISER) Report 2001²¹

"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% of the full-time male wage in 1973 to 18% in 2000."

¹⁹Rake, K. (2001) *Women's Incomes over the Lifetime*. London: The Stationary Office

²⁰ Kingsmill, D. (2001), *The Kingsmill Review of Women's Pay and Employment*, London, DTI

²¹ 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.

The Gender Pay Gap

This part of the profile explores the patterns in the gross weekly and hourly pay of people in Sandwell, compared with the West Midlands 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 was presented in Chapter 4, and for Sandwell show that many men are employed in skilled trades and as process, plant and machine operatives whilst a high proportion of women work in administrative and secretarial occupations and in personal services.

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 is 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 Sandwell travel to work are 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 Sandwell

In Sandwell low pay is much more prevalent for both men and women than in the region and England as a whole

Figure 5.1 show gross weekly and hourly pay for men and women in Sandwell, the West Midlands region and England as a whole, together with the number of hours they work each week. While the full-time average male worker in England earned £13.10 per hour, and those in the West Midlands region earned £11.75 per hour, men in full-time employment in Sandwell earned only £9.67. Women at all geographical levels earned much less than their male counterparts and women in full-time employment in Sandwell earned just £8.64 per hour, less than those in the region (£10.19) and nationally (£10.70).

Table 5.1 Gross weekly pay, hourly pay and the total hours worked for all workers and for those who work full-time, 2003

Area		Gross Weekly Pay (£)		Hourly pay including overtime (£)		Total hours worked weekly (hrs)	
		Males	Females	Males	Females	Males	Females
Sandwell	All	383.97	257.9	9.56	8.29	40.2	31.3
	Full-time	402.05	326.34	9.67	8.64	42.6	37.7
	Part-time	**	**	**	7.26	**	20.8
West Midlands	All	456.15	268.67	11.64	9.04	39.3	30.0
	Full-time	482.37	362.41	11.75	10.19	41.0	37.5
	Part-time	**	143.15	**	7.41	18.2	19.5
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

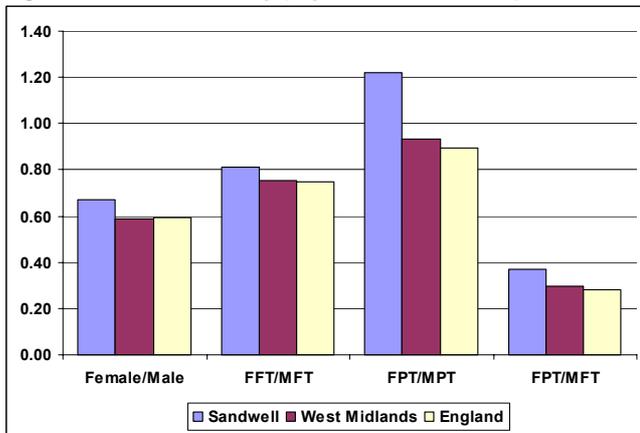
Source: New Earnings Survey 2003, Crown Copyright 2004

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

Average weekly pay is affected by the hours that men and women work. Normal basic hours of work average 40.2 each week for men and 31.3 per week for women in Sandwell. This is longer than the weekly working hours of men and women in the region and England as a whole (about 39 and 30 hours respectively). Although the hours worked each week are longer in Sandwell than in the region and England, the low hourly pay in Sandwell results in lower gross weekly pay. This is shown in **Figure 5.1**. Again men and women in Sandwell earn less than their counterparts in the region and England with women part-timers earning £1.38 less per hour than women working full-time in Sandwell.

Figures 5.2 - 5.5 show women's weekly pay as a ratio of men's weekly pay in selected occupations. Equal pay exists if the bar is at 1. Bars below 1 indicate that women's pay is only a proportion of that of men. Bars above 1 indicate that women are earning more than men. Pay data for all occupations (**Figure 5.2**) shows that Sandwell has a smaller gender pay gap compared with the regional and national pictures. In almost all cases women earn less than men. The only exception is female part-time workers in Sandwell, who earn slightly more than their male counterparts per week.

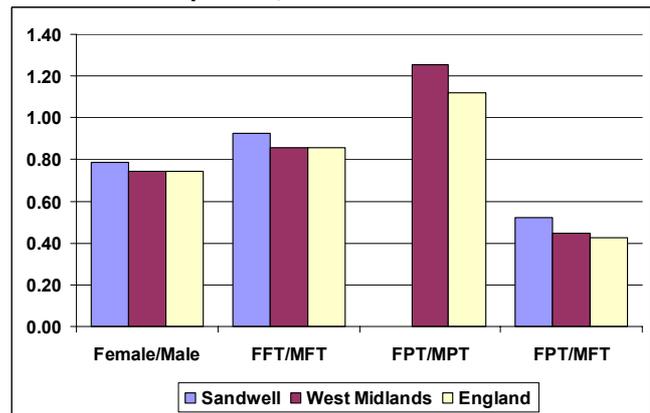
Figure 5.2 Gross weekly pay ratios - All occupations, 2003



Source: New Earnings Survey, 2003

Comparing full-time workers across all occupations shows that the pay gap between women and men is similar in Sandwell, the West Midlands and England as a whole. The pay data for different occupations show that women and men come closest to equal pay in full-time administrative and secretarial occupations, as shown in **Figure 5.3**. In Sandwell the gender pay gap is larger than the regional and national averages in full-time sales and customer service occupations (**Figure 5.5**). However it is between part-time women and full-time men in this occupation that the widest pay gap can be seen in Sandwell.

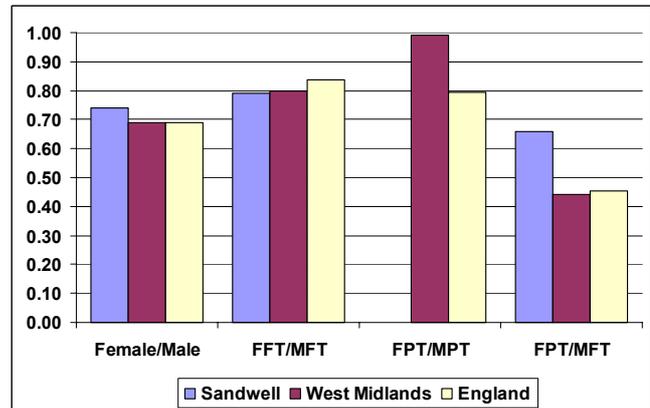
Figure 5.3 Gross weekly pay ratios - Administrative and secretarial occupations, 2003



Source: New Earnings Survey, 2003

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

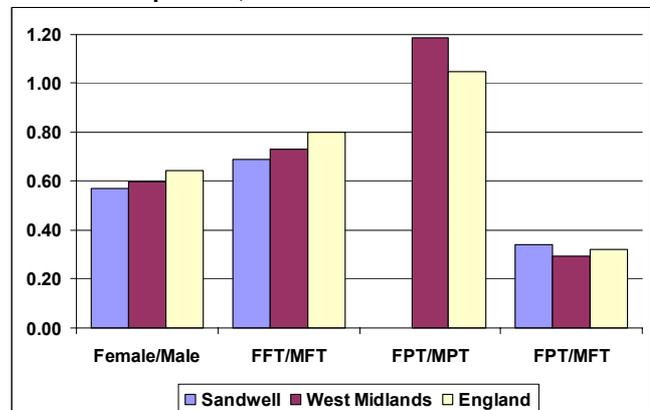
Figure 5.4 Gross weekly pay ratios - Personal services, 2003



Source: New Earnings Survey, 2003

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

Figure 5.5 Gross weekly pay ratios - Sales and customer service occupations, 2003



Source: New Earnings Survey, 2003

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

Low pay is much more prevalent for both men and women full-time workers in Sandwell than in the West Midlands region and England as a whole. **Figure 5.6**

shows the percentages of women and men whose weekly pay falls into different wage bands. Nearly 1 in 3 Sandwell women working full-time earned less than £250 per week, compared with 1 in 4 women in England as a whole. Around 1 in 8 Sandwell men working full-time earned less than £250 per week, which is higher than the proportion in the region and England as a whole.

Among men in full-time employment, while the top 10 per cent in England earned £870 or more per week and in the region the top 10 per cent of men earned at least £748, the top 10 per cent in Sandwell earned only £704

or more per week. Among full-time females in employment, the top 10 per cent of earners earned £575 or more in Sandwell, compared with £588 or more in the region and at least £644 in England as a whole. The earnings levels for men and women in the bottom 10 per cent of earners in Sandwell were also lower than in the West Midlands and England, although at all geographical levels the bottom 10 per cent of full-time women earners earned less than the bottom 10 per cent of full-time male earners.

Figure 5.6 Distribution of weekly earnings: Men and women in full-time employment, 2003

Area		Percentage of people earning under:			10% earn	
		£250	£350	£460	Less than	More than
Sandwell	Males	12.9	39.9	67.3	£239.40	£704.70
	Females	30.6	66.7	79.4	£176.40	£575.00
West Midlands	Males	11.0	36.4	60.0	£243.50	£748.80
	Females	28.5	59.2	77.5	£195.00	£588.20
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

Key Points

- In Sandwell, hourly pay rates for both men and women who work full-time 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.
- Although, for full-time workers across all occupations, the ratio of women's to men's gross weekly pay is slightly higher in Sandwell than in the region and nationally, there is significant variation by occupation. The pay gap is narrowest in administrative and secretarial services occupations and appears widest for women in Sandwell in sales and customer service occupations.
- While the bottom 10 per cent of earners in Sandwell earn less than the regional and national averages, the top 10 per cent of earners in Sandwell who work full-time earn much less than their counterparts in the region and England, especially for men.
- At all geographical levels, the bottom 10 per cent of full-time women earners earn less than the bottom 10 per cent male earners.

6. Unemployment and Economic Inactivity

Unemployment

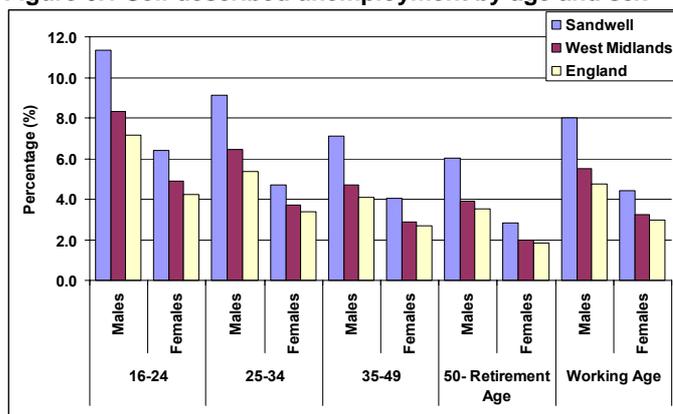
Unemployment in Sandwell is particularly marked amongst young people under 25

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 Sandwell than in the West Midlands region and England as a whole.

Figure 6.1 shows the percentages of men and women who described themselves as unemployed when they completed their 2001 Census return. This shows an unemployment rate for working age men of 8 per cent in Sandwell, which is significantly higher than that in the West Midlands (6 per cent) and England as a whole (5 per cent). For women of working age the unemployment rate is 4 per cent, which is higher than both the West Midlands and England figures, about 3 per cent at both levels.

The highest levels of unemployment are amongst those aged 16-24, where the rate for men and women rises to nearly 12 per cent for men and over 6 per cent for women. At all ages and across all geographical levels the unemployment rate for men is higher than that for women.

Figure 6.1 Self described unemployment by age and sex



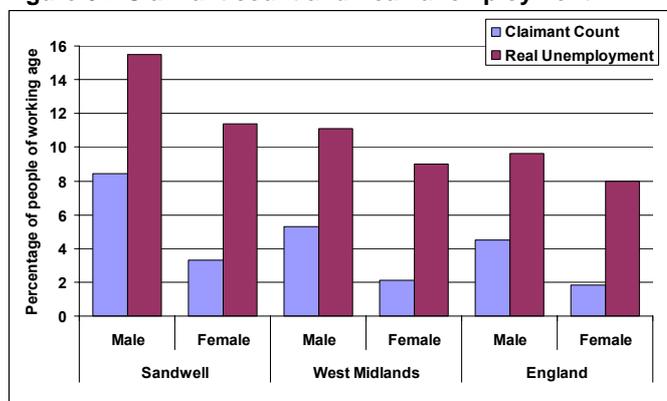
Source: 2001 Census Standard Tables, Crown Copyright 2003

Another measure of unemployment is the number of people claiming unemployment related benefits (claimant count). However, in certain circumstances people may be unemployed but not appear in the claimant count, such as those diverted into early retirement. **Figure 6.2** shows the claimant count and an alternative 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 not only the claimant count but also the large numbers of people diverted onto other benefits (e.g. Incapacity Benefit) or out of the benefits system altogether.

The 'real' unemployment rate for men of 15 per cent and 11 per cent for women in Sandwell is higher than the regional and national equivalents. While 'real' unemployment is higher amongst men in Sandwell, the difference between the claimant count and the 'real' unemployment rate is greatest for women - at over 8 per cent. Thus, many more women 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', Sheffield Hallam University

Another measure of unemployment is the 'Want Work Rate'²² (WWR). The TUC has estimated 'want work' rates which include all those who say they want a job. The working age 'want work' rate is calculated by taking 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 WWRs for Sandwell, the West Midlands region and England. These are presented in **Figure 6.3**. This shows that although the unemployment and 'real unemployment' rates are usually higher for men than women, the converse is true of the WWRs at all geographical levels. The WWRs for both men and women are higher in Sandwell than in the region and nationally. Since the WWR for all people in Sandwell is higher than that for men, it follows that the WWR for women must be higher than the WWR for men.

Among the inactive 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 total²³. The next most common reason was family

²² 'Inactive Britain' - TUC report on working age inactivity in Britain and the rest of Europe, January 2004.

²³ Source: Labour Force Survey 2002, ONS, Crown Copyright 2004.

and care responsibilities, accounting for another 32 per cent. There was a small group of 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
Sandwell	16.4	15.9	**
West Midlands	11.5	10.2	13.1
England	11.1	9.9	12.5

Source: LFS 2002, ONS and Centre for Social Inclusion, Sheffield Hallam University

Note: ** Missing data are due to missing data in the LFS which occurs when the data are based on too few people to make accurate estimates

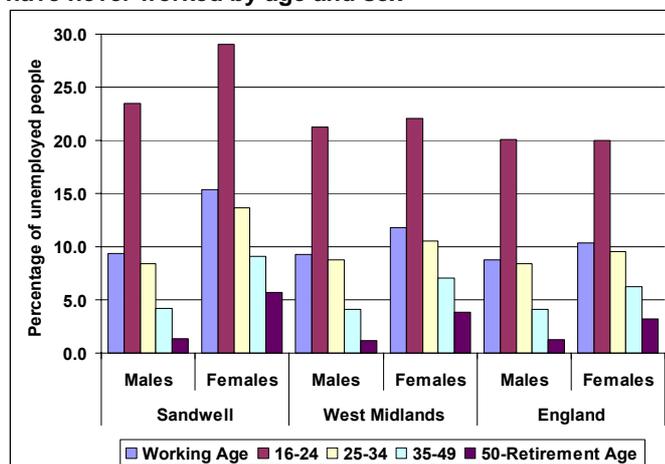
Length of time since last worked and former occupation and industry

In Sandwell, a large number of unemployed women have never been employed

Figure 6.4 shows that Sandwell has a relatively high percentage of unemployed people of working age who have never worked. The figures for men (9 per cent) and women (15 per cent) compare less favourably with the regional and national figures. The lack of participation in the labour market is more acute amongst women and

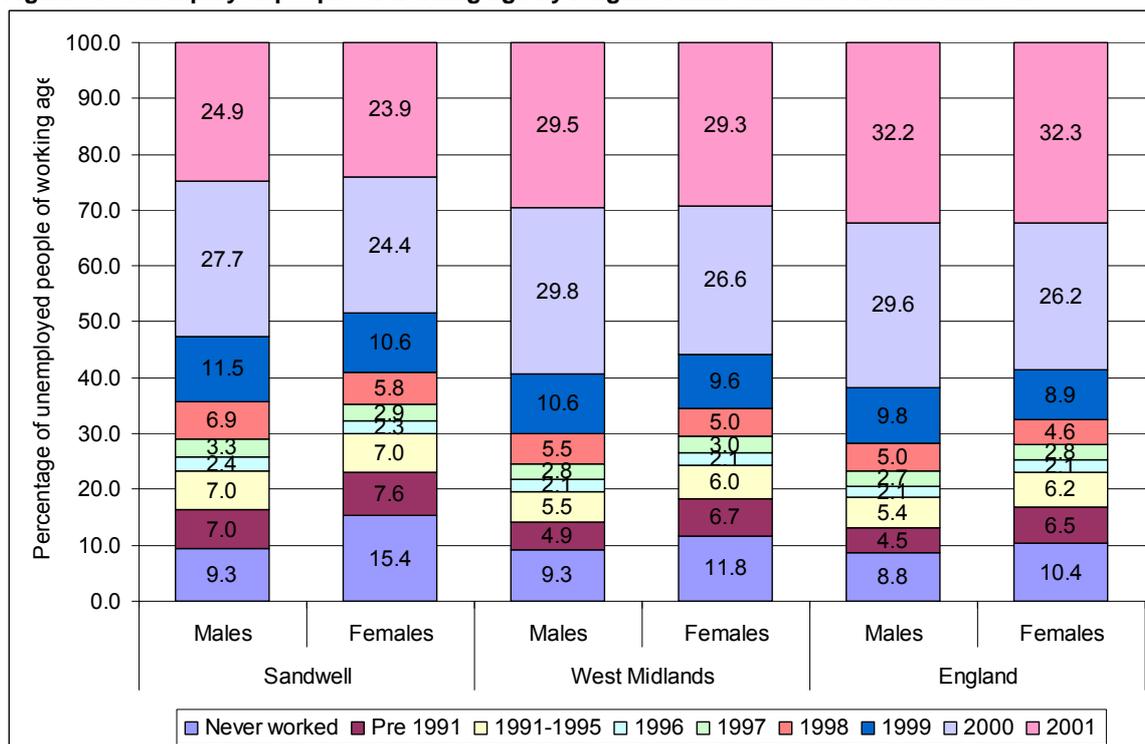
particularly younger women under 25 with nearly 30 per cent of those who are unemployed having never worked. This reflects the situation in the wider region and England, both of which exhibit similar trends, however the problem is more acute locally.

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



Source: 2001 Census Standard Tables, Crown Copyright 2003

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

Figure 6.5 highlights long term unemployment in Sandwell. 26 per cent of the men and 32 per cent of the women had been unemployed for more than 5 years, compared to regional figures of 22 per cent for men and 27 per cent for women, and national figures of 21 per cent for men and 25 per cent for women. Fewer men and women were unemployed less than a year compared with their regional and national counterparts.

Many unemployed men last worked as process, plant and machine operatives and in skill trades occupations.

Many unemployment men and women in Sandwell previously held jobs in manufacturing industry.

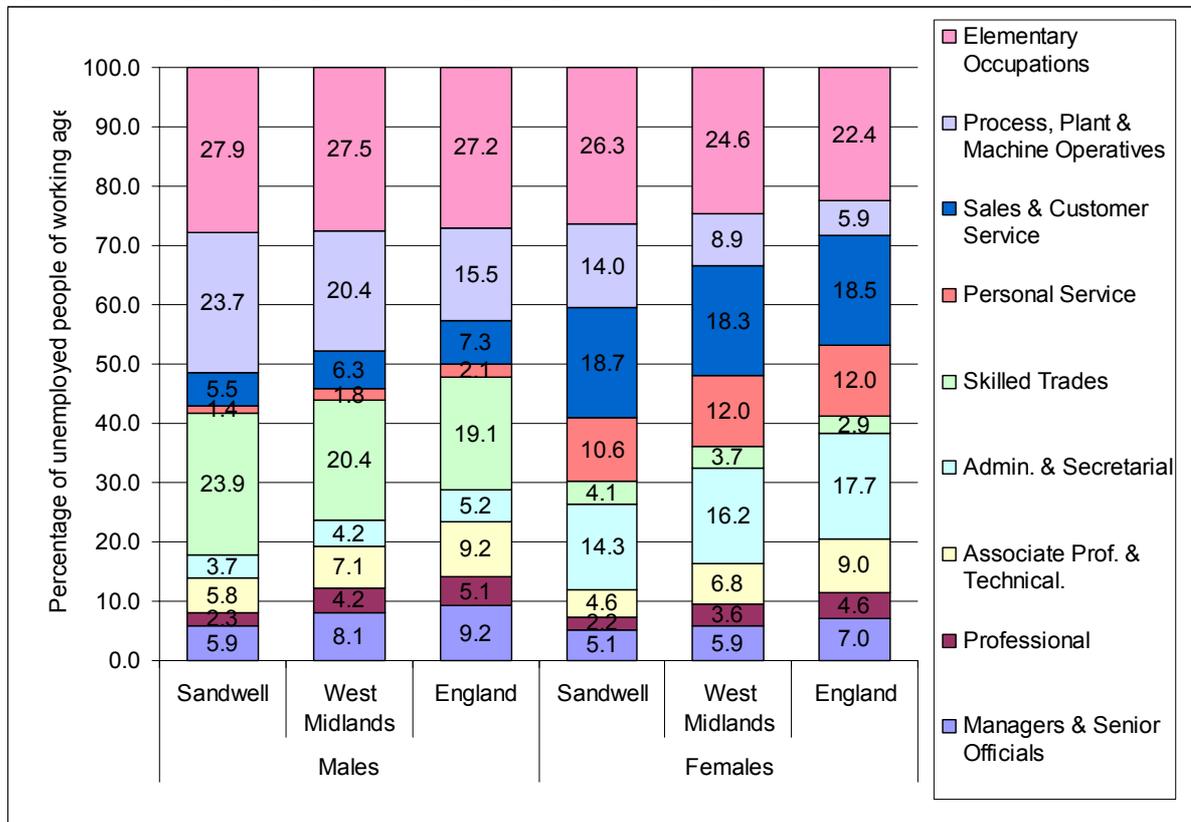
Figure 6.6 shows the former occupation of those people of working age who said they were unemployed. Nearly a quarter of unemployed men were previously employed in occupations as process, plant and machine operatives or in skilled trades. The figures for women were also high, 18 per cent as compared with 13 per cent in the region and 9 per cent in England.

The majority of unemployed women (73 per cent) had previously worked in elementary occupations, as process, plant and machine operatives, or in sales and customer service or in administrative and secretarial occupations. By contrast, the majority of unemployed men (76 per cent) had last worked in jobs in elementary occupations, as process, plant and machine operatives or in skilled trades. Only a small percentage of unemployed women and men formerly worked in professional occupations.

Figure 6.7 shows the former industry of unemployed people of working age. 37 per cent of unemployed men in Sandwell were previously employed in manufacturing industry, a much higher proportion than in West Midlands (30 per cent) and England (21 per cent). The figure for women (22 per cent), is also higher than that for the region (17 per cent) or England (12 per cent).

There is also a higher proportion of both unemployed men (21 per cent) and women (26 per cent) who previously worked in wholesale and retail than in the West Midlands region and England as a whole.

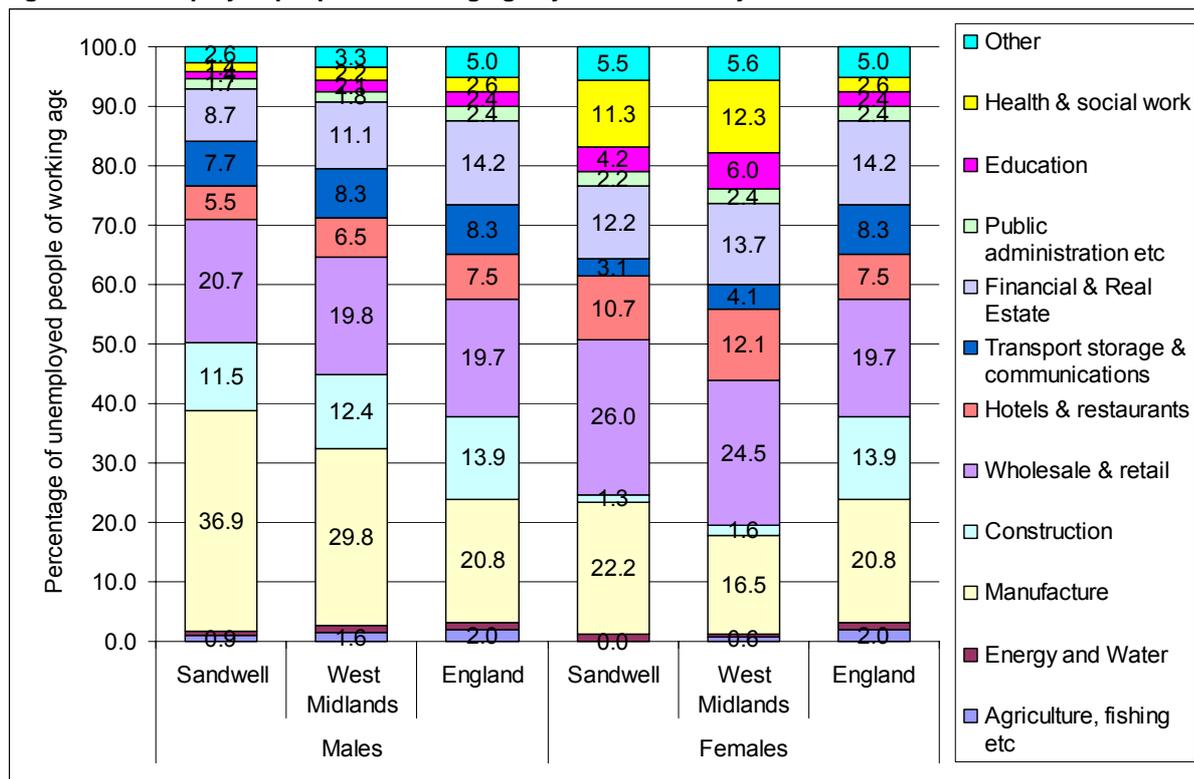
Figure 6.6 Unemployed people of working age by former occupation and sex



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 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.

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

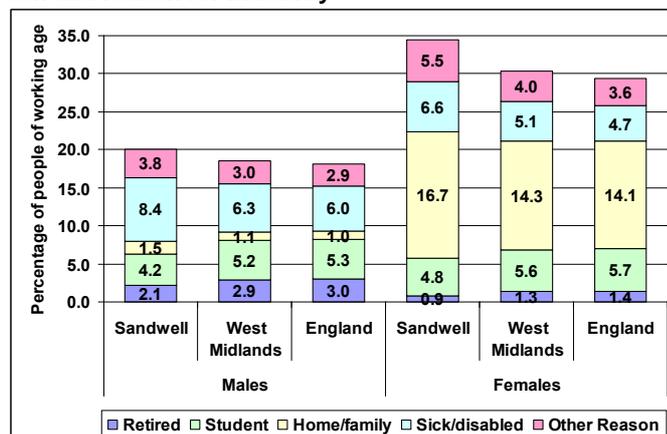
Women in Sandwell, across all ages, are more likely than women in the West Midlands and England to be looking after their home or family

More men and women in Sandwell are economically inactive because they are permanently sick or disabled than in the West Midlands and England

Figure 6.8 provides an explanation of the reasons men and women give when describing themselves as economically inactive. This shows that:

- Sandwell has a below average proportion of retired people and students.
- 17 per cent of women of working age in Sandwell were looking after a home or family. This is significantly more than the 14 per cent in the wider region and England.
- 8 per cent of men and 7 per cent of women of working age in Sandwell were inactive in the labour market because of sickness or disability. This is notably higher than the corresponding regional and national figures.

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 1991 Census show that there has been a large increase in the percentage of men of working age who are economically inactive, from 13 per cent of men in Sandwell in 1991, to 20 per cent in 2001²⁴. Similar increases are seen in the West Midlands (from 13 per cent in 1991 to 19 per cent in 2001) and in England (13 per cent in 1991 to 18 per cent in 2001). In 1991 the percentage of women of working age in Sandwell who were economically inactive was 35 per cent, the same

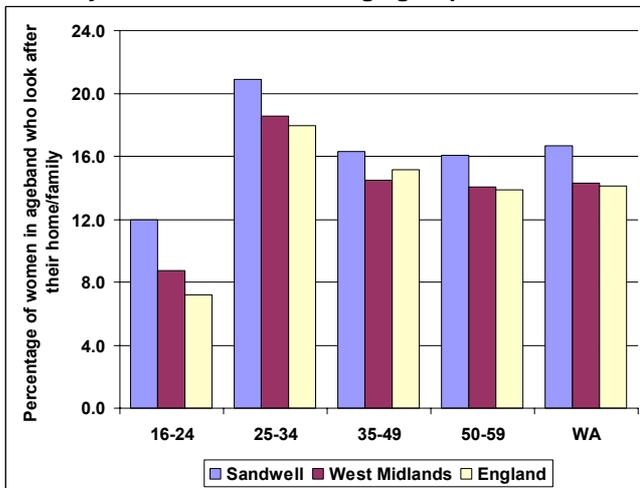
²⁴ Source: 1991 Census LBS, Crown Copyright 1993. Crown Copyright material is reproduced with the permission of the Controller of HMSO.

as the 2001 figure. This is in contrast to the regional and national picture, where there has been a decrease from 33 per cent in 1991 to 30 per cent in 2001 in the West Midlands, and from 32 per cent to 29 per cent in England.

Comparing the data from the 1991 Census with the 2001 Census also shows an increase in the percentage of people of working age who are permanently sick or disabled. The increase is larger in Sandwell (up 2.2 per cent in men and 2.8 per cent in women) than in the West Midlands (up 1.2 per cent in men and 1.7 per cent in women) and England (up 1.2 per cent in men and 1.6 per cent in women).

Figure 6.9 provides an age breakdown of women who look after their home or family full-time, and shows that this varies within each age group. In Sandwell a higher percentage of women were not economically active due to family and household commitments. This is more marked in the 25-34 age group, although the divergence from the regional and national averages is evident across all age groups.

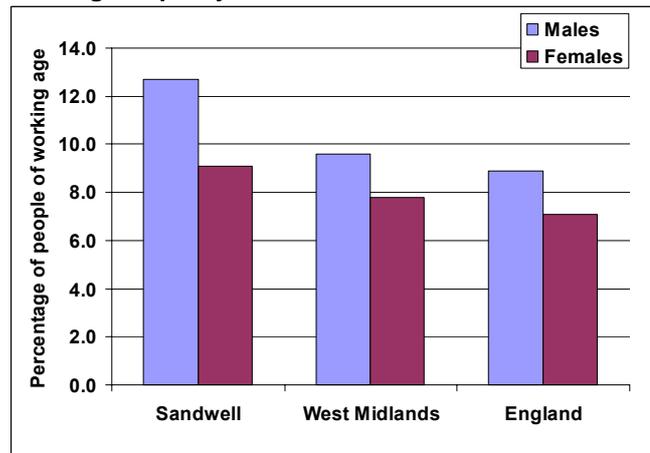
Figure 6.9 Percentage of women who look after their home or family full-time within each age group



Source: 2001 Census Standard Tables, Crown Copyright 2003

In **Figure 6.10** illustrates that the problems of incapacity, and withdrawal from the labour market as a result, are more acute in Sandwell, with more than 12 per cent of men and 9 per cent of women of working age claiming Incapacity Benefit. This is higher than the percentages in the region and in England as a whole.

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



Source: Claimants of Key Benefits, DWP, August 2003

Qualifications and Economic Activity

Qualifications have a significant effect on employment status which appears more marked amongst women

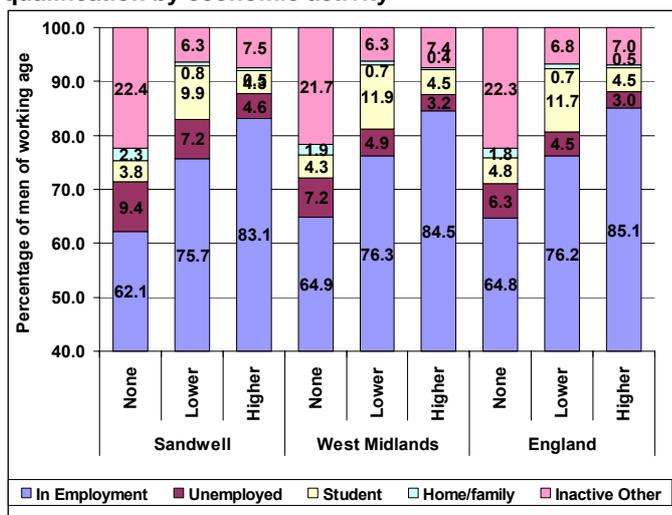
For women, a lack of qualifications is strongly linked to looking after a family or home full-time

Figures 6.11 and 6.12 show the difference qualifications make to employment status, and also highlight the stark difference in the positions of men and women holding the same level of qualification. In Sandwell:

- 45 per cent of women with no qualifications were in employment, compared with 66 per cent for women with a lower qualification and 81 per cent for women with a higher qualification.
- Nearly a quarter of women with no qualifications were looking after their home or family full-time, compared with just 5 per cent of highly qualified women.
- Both males and females with no or lower qualifications are less likely to be in employment than those regionally and nationally.
- Where men and women have similar qualifications, a smaller proportion of women are likely to participate in the labour market than their male equivalents.

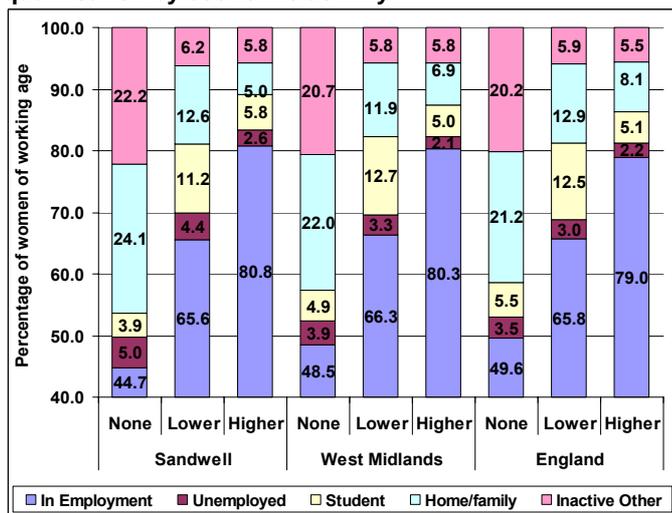
Level of qualification also varies by age. This was discussed fully in Chapter 3.

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 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 and above

Families and Economic Activity

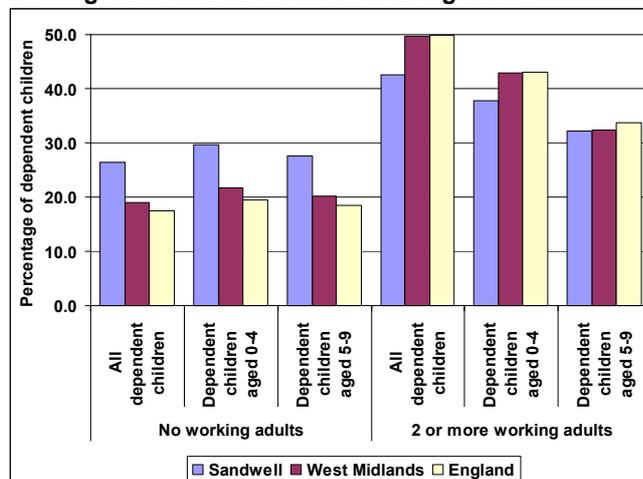
More than a quarter of dependent children in Sandwell are growing up in workless households

Lone parents in Sandwell are more likely to be unemployed or economically inactive than their regional and national counterparts

Figure 6.13 shows that a disproportionately large proportion of dependent children in Sandwell live in households with no working adults (26 per cent), compared with 19 per cent in the West Midlands region and 17 per cent in England. This was even higher for children under five (30 per cent) and for those aged five

to ten (28 per cent). Sandwell has a lower percentage (37 per cent) of dependent children living in households with two or more working adults, compared to 50 per cent at the regional and national level.

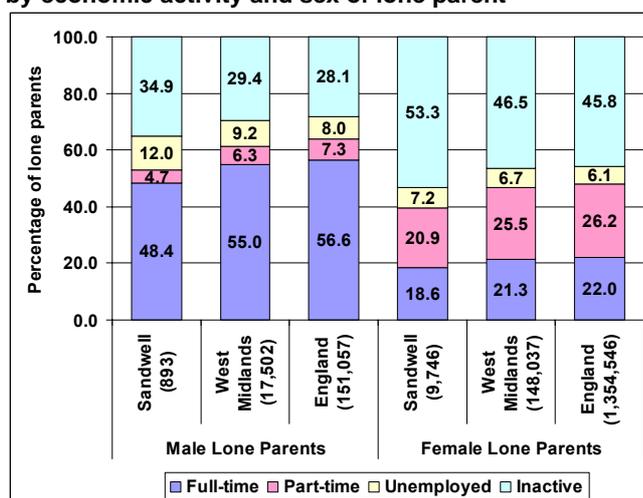
Figure 6.13 Dependent children²⁵ in households with no working adult and two or more working adults



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

Figure 6.14 shows that lone parents in Sandwell are more likely to be unemployed or economically inactive, 47 per cent of lone fathers, compared to 39 per cent in West Midlands and 36 per cent in England, and 61 per cent of lone mothers, compared to 53 per cent in the region and 52 per cent for England.

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

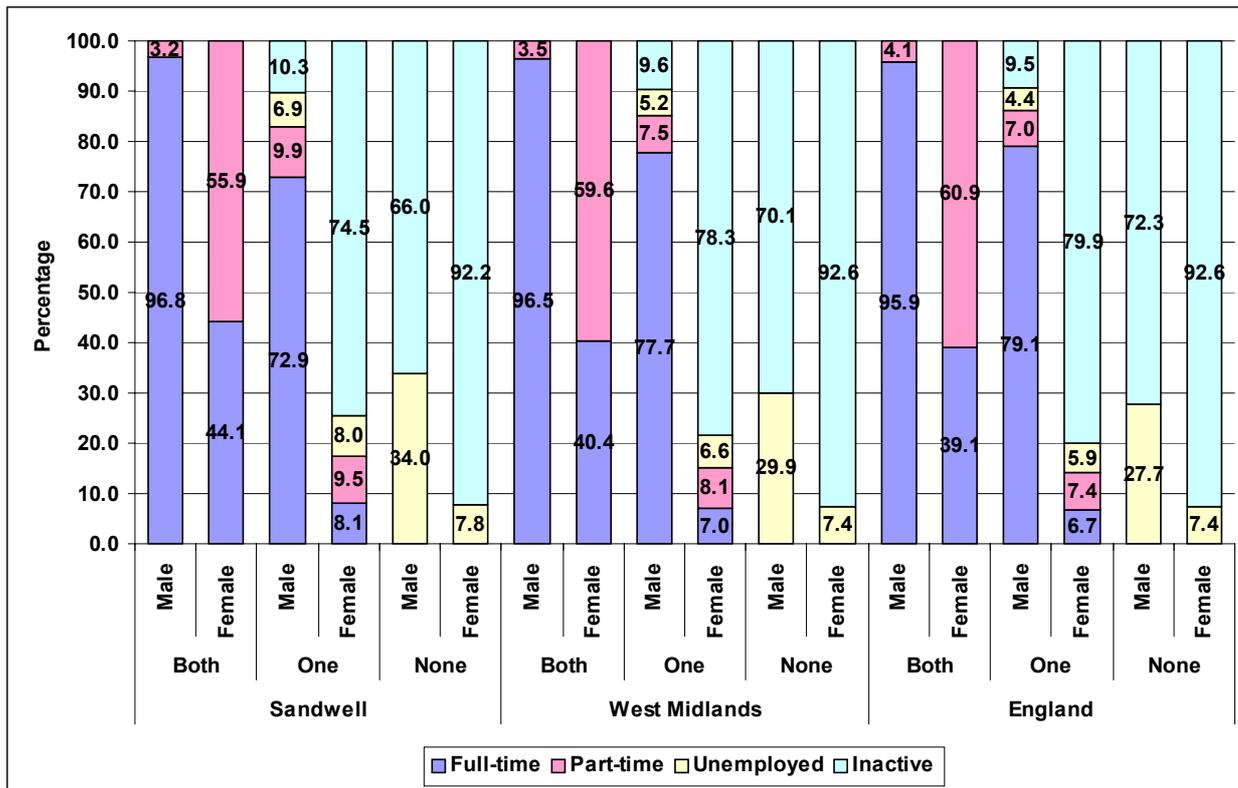


Source: 2001 Census Standard Tables, Crown Copyright 2003

Fewer lone parents are in employment. The percentage of lone fathers working full-time stands at 48 per cent, well below the regional (55 per cent) and

²⁵ 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.

national (57 per cent) equivalents. There are fewer lone mothers in both full and part-time employment than at the regional and national level. Thus, proportionally, more children of lone parents in Sandwell are growing up in workless households.

Figure 6.15 shows the economic activity of adults in couple families with dependent children. In families where both parents worked, 97 per cent of fathers worked full-time, a consistent proportion across all areas. In Sandwell, the employment patterns of mothers in such families varied from the regional and national pictures: 44 per cent of mothers worked full-time, compared with 40 per cent regionally and 39 per cent nationally.

For couple families in which only one adult worked, more mothers were in employment, either full- or part-time (18 per cent), compared with 15 per cent in the West Midlands region and 14 per cent in England. Fathers in Sandwell are more likely to work part-time and to be unemployed than those in the wider region and England. The only notable variation for couple families where neither parent worked was that more Sandwell fathers were unemployed, 34 per cent compared with 30 per cent in the region and 28 per cent in England.

Key Points

- Sandwell has a **high unemployment rate as well as economic inactivity rate**, both above both the regional and national averages.
- Estimates of 'real' unemployment for both men and women in Sandwell suggest that the scale of labour market detachment is strongly underestimated, especially **for women where the 'real' unemployment rate is 8 per cent higher than the claimant count**. Thus, women are more likely to experience 'hidden' unemployment.
- A comparatively **high proportion of unemployed Sandwell women have never worked**. This is even more marked among women under 25 (nearly 30 per cent).
- Sandwell has significant **long term unemployment**, over a quarter of both men and 32 per cent of women were unemployed for more than 5 years.
- Nearly a quarter of unemployed men were as **process, plant and machine operatives and in skilled trades**. The proportions of unemployed

women in these two occupations were also higher than the West Midlands and England.

- The majority of unemployed women were formerly in elementary occupations, process, plant and machine operatives or in sales and customer service or administrative and secretarial occupations (73 per cent), whereas the majority of unemployed men, 76 per cent, were in elementary occupations, process, plant and machine operatives or in skilled trades.
- A higher proportion of unemployed men were formerly employed in **manufacturing**, 37 per cent compared with 30 per cent in West Midlands and 21 per cent in England. The percentage of unemployed women who previously worked in manufacturing (22 per cent) was also high compared with West Midlands (17 per cent) and England (12 per cent).
- Sandwell has a below average proportion of retired as well as students.
- Economic inactivity is associated with sickness or disability, 8 per cent for men and 7 per cent for women, which is higher than in the region and England.
- More women of working age in Sandwell were **economically inactive because of full-time home or family commitments** (17 per cent), compared with the West Midlands and England (both 14 per cent).
- More people of working age were **claiming Incapacity Benefit** in Sandwell than in the West Midlands and England, in particular a higher proportion for men.
- 38 per cent of men and 55 per cent of women with **no qualifications** were either unemployed or economically inactive. This compares with less than 20 per cent of men and women with higher qualifications.
- A much higher percentage of **women with no qualifications were looking after their home or family full-time**, 24 per cent compared with 13 per cent with lower qualifications and 5 per cent with higher qualifications.
- Unemployment and economic inactivity have a severe impact on the household. **More than a quarter of dependent children in Sandwell live in households with no working adult**. The proportion is even higher for young children aged 0-4.
- **A lower percentage (37 per cent) of dependent children were living in households with two or more working adults in Sandwell**, compared with 50 per cent at the regional and national level.
- High proportions of **lone parents with dependent children** were economically inactive or unemployed, 47 per cent of lone fathers and 61 per cent of lone mothers. This is higher than the regional and national averages.
- In couple families with dependent children where no parents worked, more **fathers (34 per cent) were unemployed** than those in the West Midlands region and England.

7. Women, Men and Diversity

The Economic Circumstances of People from Black and Minority Ethnic Groups

There are marked differences in the way women and men from Black and Minority Ethnic groups in Sandwell experience the labour market.

As described in Chapter 1, Sandwell has a comparatively large population of residents from Black and Minority Ethnic groups. **Figures 7.1 and 7.2** show the economic activity status of young men and women under 25 by ethnicity. The largest groups of young people are found among the *Indian* (3,990), *Pakistani* (1,695), *Black Caribbean* (887), and *Bangladeshi* (712) groups; *Mixed White and Black Caribbean* (556), and *White Other* (269) ethnic groups.

Among mature people of working age (25-59 years for women, and 25-64 years for men), the figures for each population group are also significant: *Indian* (13,249), *Black Caribbean* (5,065), *Pakistani* (3,085), *White Irish* (1,392), *White Other* (1,216), *Bangladeshi* (1,173), and *Other Asian* (1,021).

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 identified in the 2001 Census are shown in the figures presented.

Economic Activity

Economic Activity: 16-24 year olds

Figures 7.1 and 7.2 show that in Sandwell, among 16-24 year olds, young White Irish people were more likely to be employed full time (57 per cent of men and 50 per cent of women), compared with 45 per cent of men and 32 per cent of women of the total young population, 54 per cent of young White British men and 37 per cent of young White British women in Sandwell. Young White Other people in Sandwell also had a comparatively higher **full-time employment** rate (31 per cent for men and 28 per cent for women). followed by 29 per cent of young men and 19 per cent of young women from Mixed White and Caribbean background. Sandwell's young Black Caribbean men had a lower full-time employment

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

rate, 17 per cent, compared with their counterparts in the region (19 per cent) and nationally (21 per cent). In contrast, young Pakistani women were the least likely to be in full-time employment, 11 per cent, compared with 13 per cent of similar women nationally.

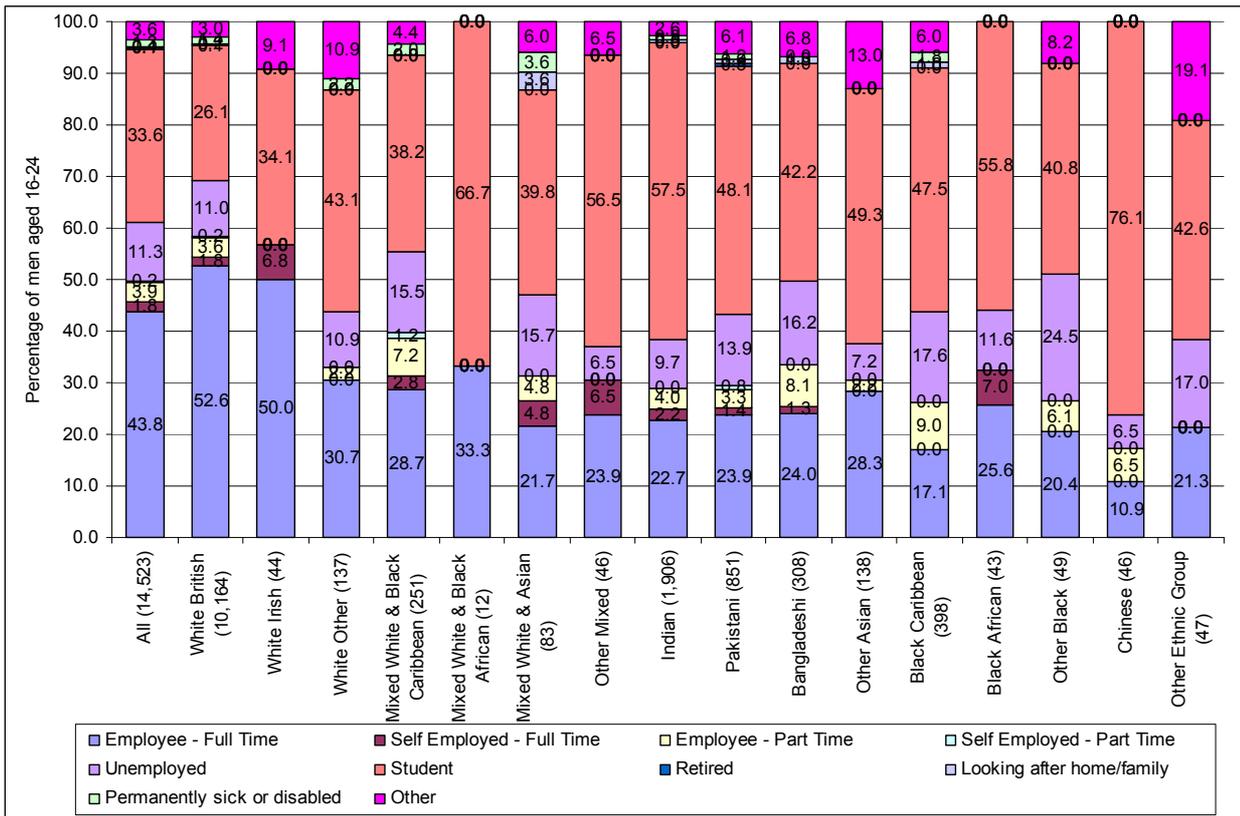
Higher **unemployment** rates were found in young Mixed White and Black Caribbean people in Sandwell (16 per cent for men and 10 per cent for women), in young Black Caribbean people (18 per cent for men and 7 per cent for women), and in young Bangladeshi people (16 per cent for men and 8 per cent for women), compared with 11 per cent of men and 6 per cent of women in Sandwell's overall 16-24 population. These patterns were similar to those found in the West Midlands region, but more marked than in England as a whole.

In Sandwell, **part-time employment** was more widespread among young women from Other Black and Mixed White and Asian groups (21 per cent and 12 per cent respectively), compared with other young women. On the other hand, a higher proportion of young women from Bangladeshi (32 per cent), Pakistani (22 per cent), Mixed White and Black Caribbean (19 per cent) and White other (18 per cent) groups were **looking after their home or family full-time**, compared with 12 per cent in Sandwell's overall 16-24 female population and their counterparts nationally (22 per cent, 19 per cent, 10 per cent and 5 per cent respectively).

Sandwell's young Chinese population contained a very high proportion of **students**, about 76 per cent of men and 69 per cent of women, compared with 34 per cent of both men and women in Sandwell's overall 16-24 population and 26 per cent of young White British men and 29 per cent of young White British women. Consequently there were far fewer Chinese young people in other types of economic activity status. Only 11 per cent of young Chinese men were in full-time employment, compared with 45 per cent men in Sandwell's overall 16-24 population. However young Chinese women in Sandwell were more likely than their counterparts regionally and nationally to be in full-time employment, 23 per cent (including 9 per cent of full-time self employed).

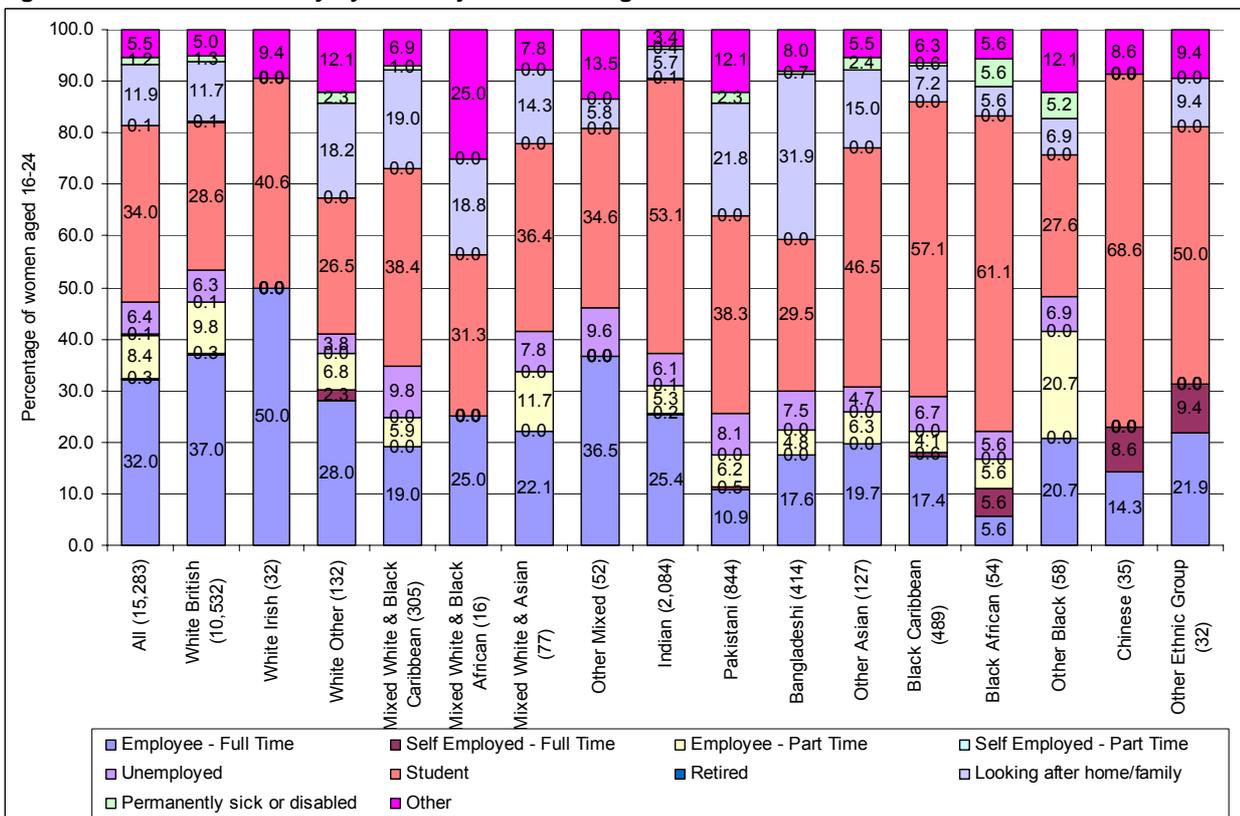
Economic Activity: men aged 25 - 64 years

Figure 7.3 shows that 59 per cent of Black Caribbean men were **employed full time**, followed by men from Mixed White and Black Caribbean, Indian and Other Mixed ethnic groups (57 per cent respectively), compared with a higher proportion of the overall 25-64 male population (62 per cent) and of White British men (64 per cent) employed full-time in Sandwell.



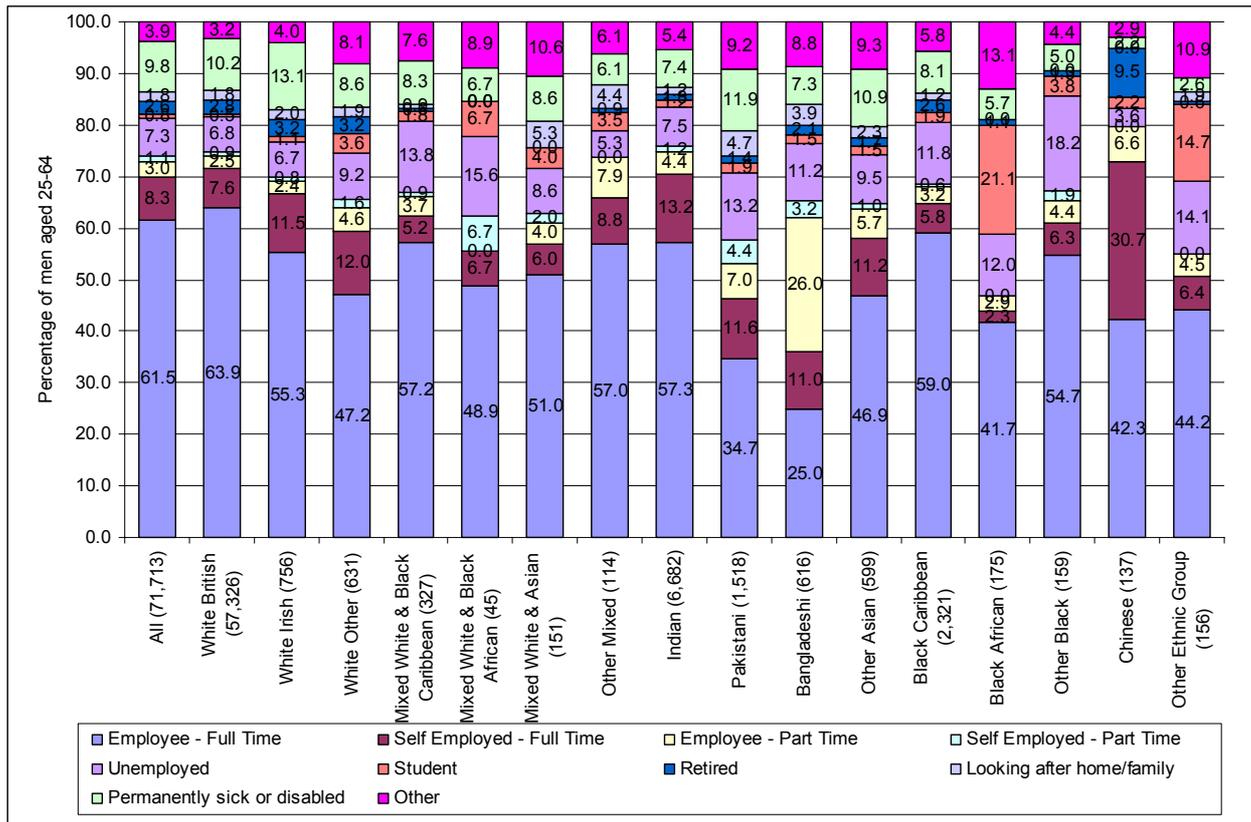
Source: 2001 Census Commissioned Tables, Crown Copyright 2004

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



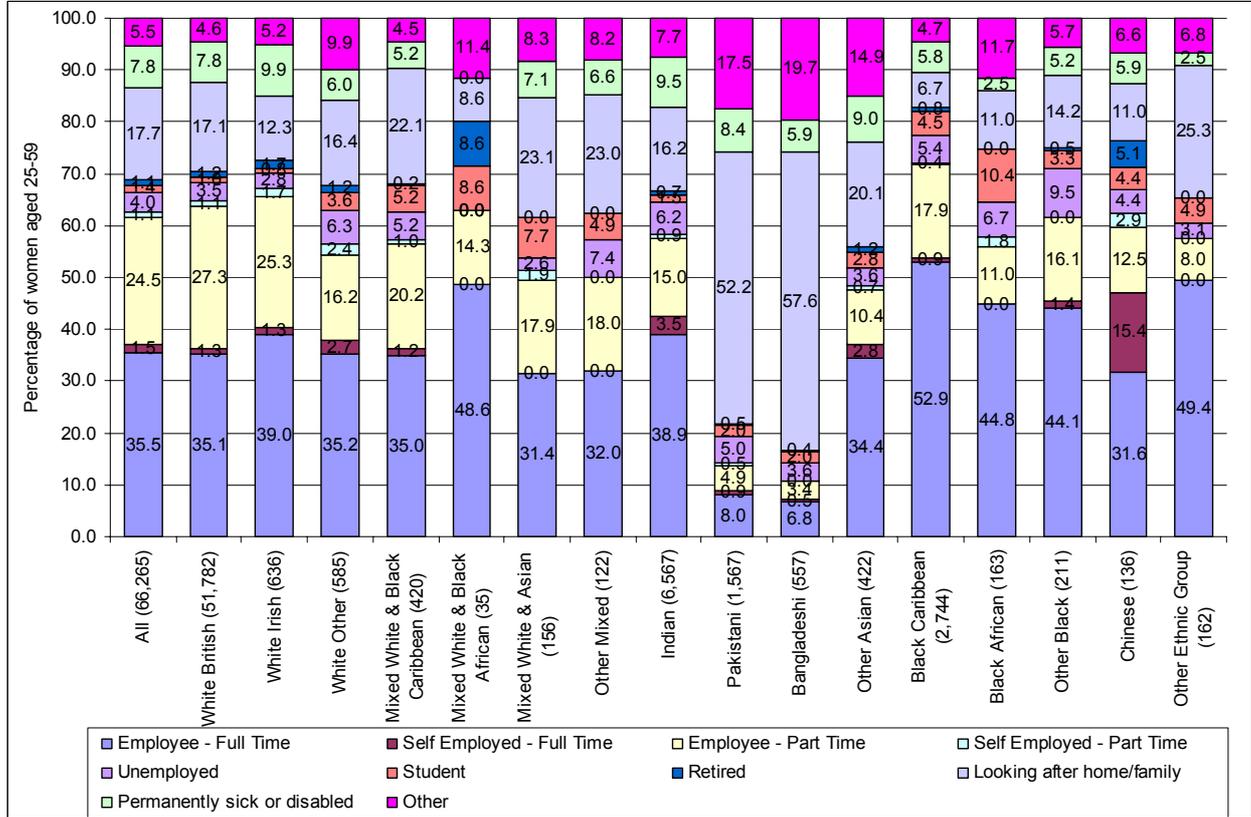
Source: 2001 Census Commissioned Tables, Crown Copyright 2004

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



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 Sandwell



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

Bangladeshi men had the lowest employment rate for full-time work (only 25 per cent).

The highest full-time self-employment rate among men was found in Sandwell's Chinese men (31 per

cent), followed by Indian (13 per cent), White Other, White Irish, Pakistani, Bangladeshi and Other Asian men (11-12 per cent), compared with 8 per cent of the overall 25-64 male population in Sandwell.

Male part-time employment was prominent among Bangladeshi men, with nearly 30 per cent of them either employed or self-employed on a part-time basis. Pakistani men were also more likely than most other groups to work part-time, 11 per cent, compared with 4 per cent of the overall 25-64 male population in Sandwell and 3 per cent of the White British male population.

In Sandwell, the highest **male unemployment** rate was found among Other Black (18 per cent) and Mixed White and Black African (16 per cent) men, followed by 14 per cent of Other Ethnic Group and Mixed White and Black Caribbean men, 13 per cent of Pakistani and 12 per cent of Bangladeshi men and Black Caribbean men. These figures were similar to the corresponding rates for men from the same groups regionally, but higher than national figures. The lowest unemployment rate was found in Chinese men, less than 4 per cent, a considerably lower rate than for the overall 25-64 male population and for White British men in Sandwell (7 per cent).

By comparison with the White British male population and the overall 25-64 male population in Sandwell, among whom only less than 1 per cent were **students**, there was a far higher percentage of students among Sandwell's Black and Minority Ethnic men - over one fifth of Black Caribbean, 15 per cent of Other Ethnic, and 7 per cent of Mixed White and Black African men.

While 10 per cent of the overall male population aged 25-64 in Sandwell were economically inactive due to **sickness and disability**, a higher proportion of White Irish men (13 per cent) were sick or disabled, followed by 12 per cent of Pakistani men and 11 per cent of Other Asian men.

In Sandwell, a significantly higher proportion of Black and Minority Ethnic men reported their activity status as '**other**²⁶': 13 per cent of Black African men, 11 per cent of men from Other Ethnic groups and Mixed White and Asian groups, 9 per cent of Pakistani, Bangladeshi, and Other Asian men, compared with only 3 per cent of the overall 25-64 male population and of White British men in Sandwell.

Economic Activity: women aged 25 - 59 years

Figure 7.4 shows that Sandwell's women have patterns of economic activity which differ both from

their opposite sex and between women of different Black and Minority Ethnic groups. The highest **female full-time employment** rate (including full-time self-employment) was found among Black Caribbean women (53 per cent), compared with only 36 per cent of the total young female population and 35 per cent of young white British women, and also compared with 48 per cent and 51 per cent of their counterparts in the West Midlands region and England as a whole. Sandwell's women from the Other Ethnic and Mixed White and Black Caribbean ethnic groups also had a higher **full-time employment** rate (49 per cent), followed by 45 per cent of Black African women, 44 per cent of Other Black women and 39 per cent of Indian women. Sandwell's Bangladeshi and Pakistani women were the least likely to be in full-time employment, 7 per cent and 8 per cent respectively, which was lower than the regional (9 per cent) and national (12 per cent) figures.

Full-time self-employment was more prevalent among Chinese women (15 per cent) in Sandwell than among Chinese women elsewhere. The full-time employment patterns of Black and Minority Ethnic women in Sandwell, in most cases, were correspondingly similar to their regional and national counterparts.

A **low employment rate** was found among Bangladeshi women, with just 7 per cent in full-time and 4 per cent in part-time employment. Pakistani women were also less likely than most other ethnic groups to participate in the labour market, 8 per cent of them working full-time and 5 per cent working part-time, compared with 37 per cent working full-time and 26 per cent working part-time among the overall 25-59 female population in Sandwell, and with figures of 36 per cent and 28 per cent for these categories among White British women in Sandwell. Women from the Bangladeshi and Pakistani groups were more likely to **look after their home or family full-time** than women from other ethnic groups, 58 per cent and 52 per cent respectively, compared with 18 per cent of the overall 25-59 female population and of White British women in Sandwell. Other ethnic groups with a higher proportion of women looking after their home or family full-time were Other Ethnic (25 per cent), Mixed White and Asian, Other Mixed (both 23 per cent), Mixed White and Black Caribbean (22 per cent) and Other Asian (20 per cent).

More women from Black African, Mixed White and Black African and Mixed White and Asian groups were **students**, 10 per cent, 9 per cent and 8 per cent respectively, compared with 1 per cent of the overall 25-59 female population and of White British women in Sandwell. Nevertheless, Sandwell's Black and Minority

²⁶ This category includes people who are looking for work but are not able to start a job within 2 weeks.

Ethnic women were less likely to be students than their counterparts at either regional or national levels.

The economic inactivity rate related to **sickness and disability** for Sandwell's Black and Minority Ethnic women was, in most cases, lower than the average of 8 per cent for the overall 25-59 female population in Sandwell or the same percentage for White British women. The highest rates were found in Indian women (10 per cent), Other Asian women (9 per cent) and Pakistani women (8 per cent).

In Sandwell, Bangladeshi, Pakistani, and Other Asian women were more likely to report 'other'²³ economic activity status, 20 per cent, 18 per cent and 15 per cent respectively, compared to less than 6 per cent of the overall 25-59 female population in Sandwell and 5 per cent of White British women. The corresponding figures for their counterparts in England were 19 per cent and 16 per cent.

Occupations of the employed population²⁷

Figures 7.5 and 7.6 show the occupations of the employed population in Sandwell by ethnicity. Sandwell's Chinese and Mixed White and Asian populations contain a higher proportion of men and women who work as **managers and senior officials** than other ethnic groups. 24 per cent of Chinese men and 9 per cent of Chinese women, and 16 per cent of Mixed White Asian men and women were in managerial or senior official positions, compared with 12 per cent of men and 8 per cent of women of the whole population of working age in Sandwell. Other Mixed (6 per cent), Pakistani, Black African and Mixed White and Black Caribbean men (all 8 per cent) were less likely to work in this occupation. Among Sandwell's Black and Minority Ethnic women, Bangladeshi women (4 per cent) and Pakistani women (5 per cent) were least likely to work as managers or senior officials. These figures compare unfavourably with their counterparts both regionally and nationally.

In Sandwell, a higher proportion of men and women from the Black African (27 per cent and 14 per cent), White Other (14 per cent and 17 per cent) and Chinese (10 per cent and 17 per cent) ethnic groups were employed in **professional jobs**, compared with 7

per cent of men and 6 per cent of women of the whole population in this occupation in Sandwell. Sandwell's men and women from Mixed White and Black Caribbean, Black Caribbean and Bangladeshi ethnic groups were less likely to work as professionals than other groups. This, again, compares unfavourably with their counterparts at the national level.

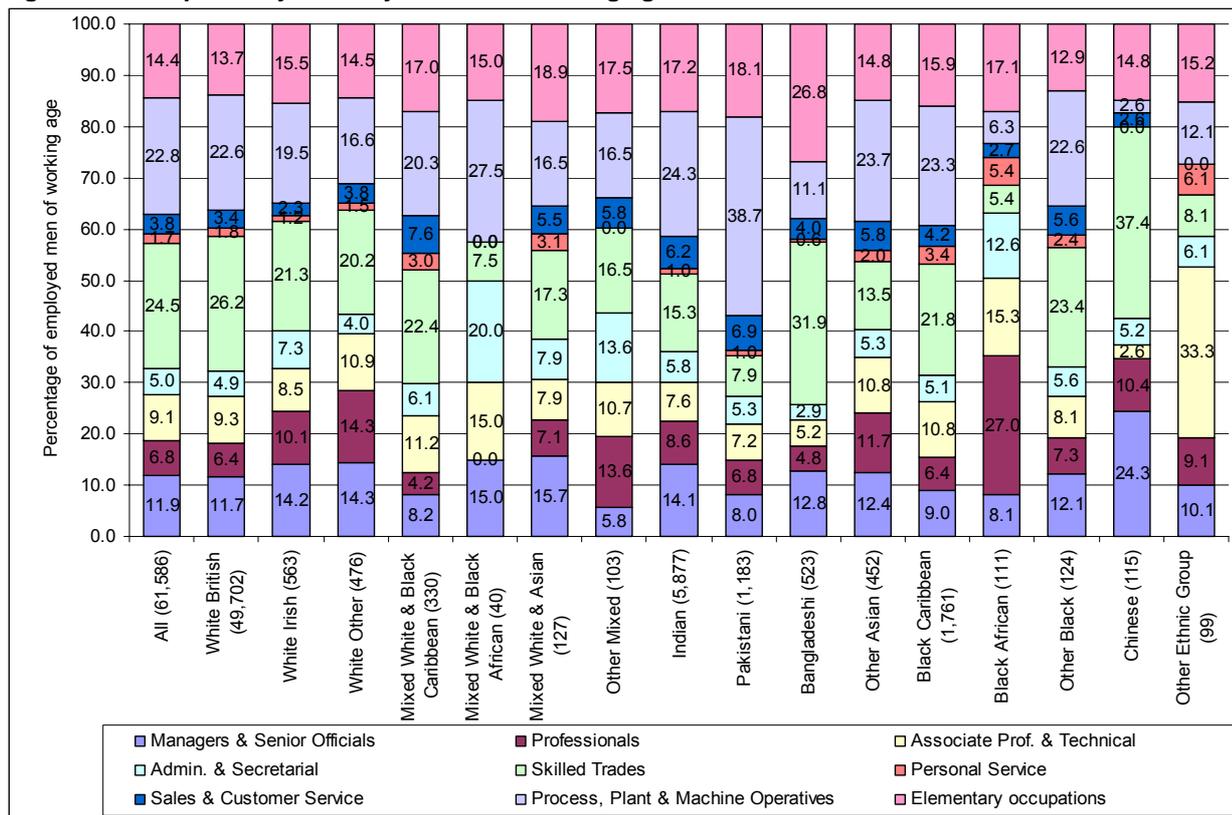
As elsewhere in the country, considerably more women than men from Black and Minority Ethnic groups in Sandwell worked in **associate professional and technical** occupations. A higher proportion of Sandwell women from the Other Ethnic Group (49 per cent) worked in this type of occupation, followed by 25 per cent of Black African, compared with 11 per cent of the whole female population of working age in Sandwell and 10 per cent of White British women. Men from Other Ethnic (33 per cent), Black African and Mixed White and Black African (both 15 per cent) were also more likely to work in this occupation than other Sandwell men. Bangladeshi, Pakistani and Indian men were far less likely to be in associate professional and technical jobs, at 6 per cent, 7 per cent and 8 per cent respectively, compared with 9 per cent of the whole male population of working age in Sandwell, and 8 per cent, 11 per cent and 20 per cent of their counterparts nationally.

Sandwell's Black and Minority Ethnic women were, in most cases, more likely than women from the same ethnic groups in the West Midlands region and in England as a whole to work in **administrative and secretarial** occupations. In Sandwell, a higher proportion of women from Black Caribbean (24 per cent), Pakistani (23 per cent), Mixed White and Black Caribbean and Indian (both 22 per cent), Other Black, Other Asian and Bangladeshi (all 21 per cent) ethnic groups worked in this occupational category. On the other hand, Bangladeshi men were among the least likely to work in this occupation, 3 per cent compared with 5 per cent of the whole male population of working age in Sandwell.

Bangladeshi men, however, together with Chinese men, were most likely to be working in **skilled trades** than other Sandwell men, 32 per cent and 37 per cent respectively, compared with 25 per cent of the whole male population in Sandwell, and with 26 per cent of White British men in Sandwell. The comparison with England was also pronounced as 24 per cent Bangladeshi and 26 per cent Chinese men work in skilled trades. Chinese women were more likely than

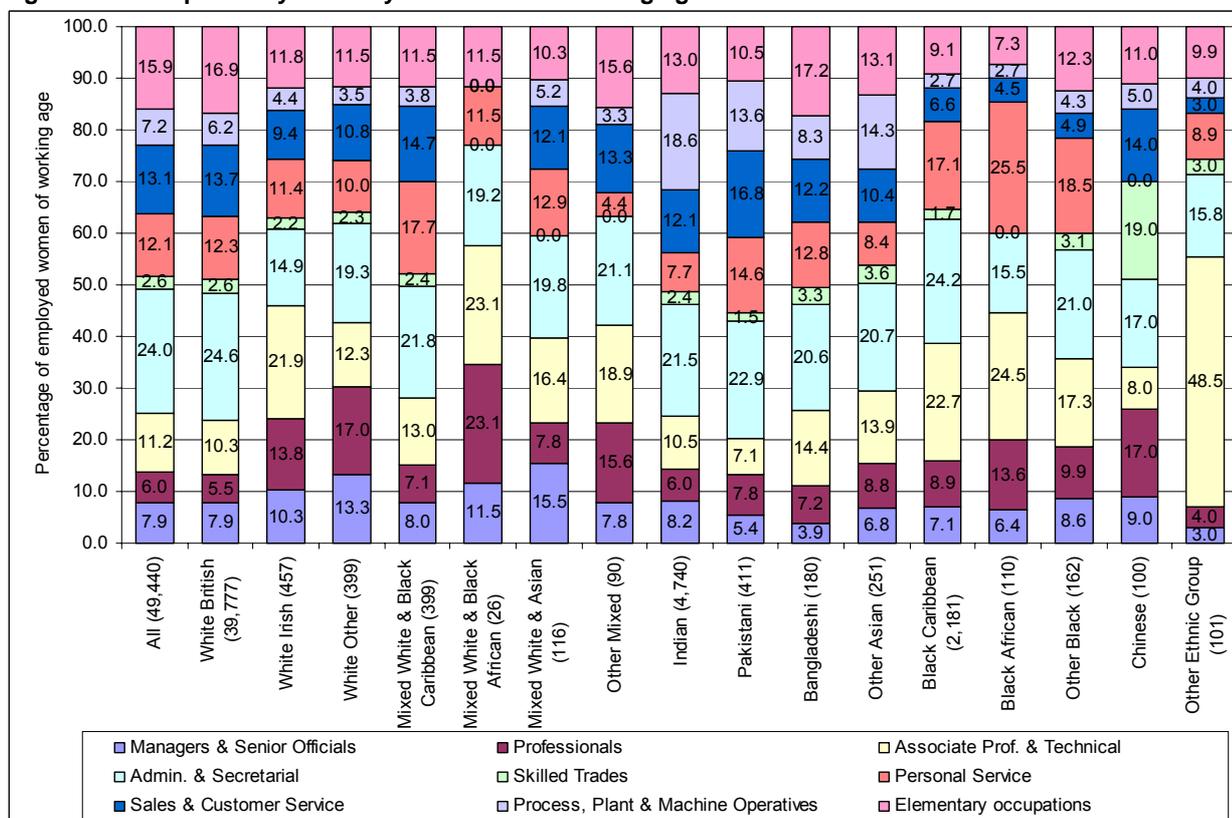
²⁷ Data about the occupations and industrial distribution of people by Black and Minority Ethnic group can only be released by the *Office of National Statistics* at district level for the entire working age population, to comply with legislation on the disclosure of information. This means that in the data which follow, no differentiation between younger and older men and women of working age is possible.

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



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

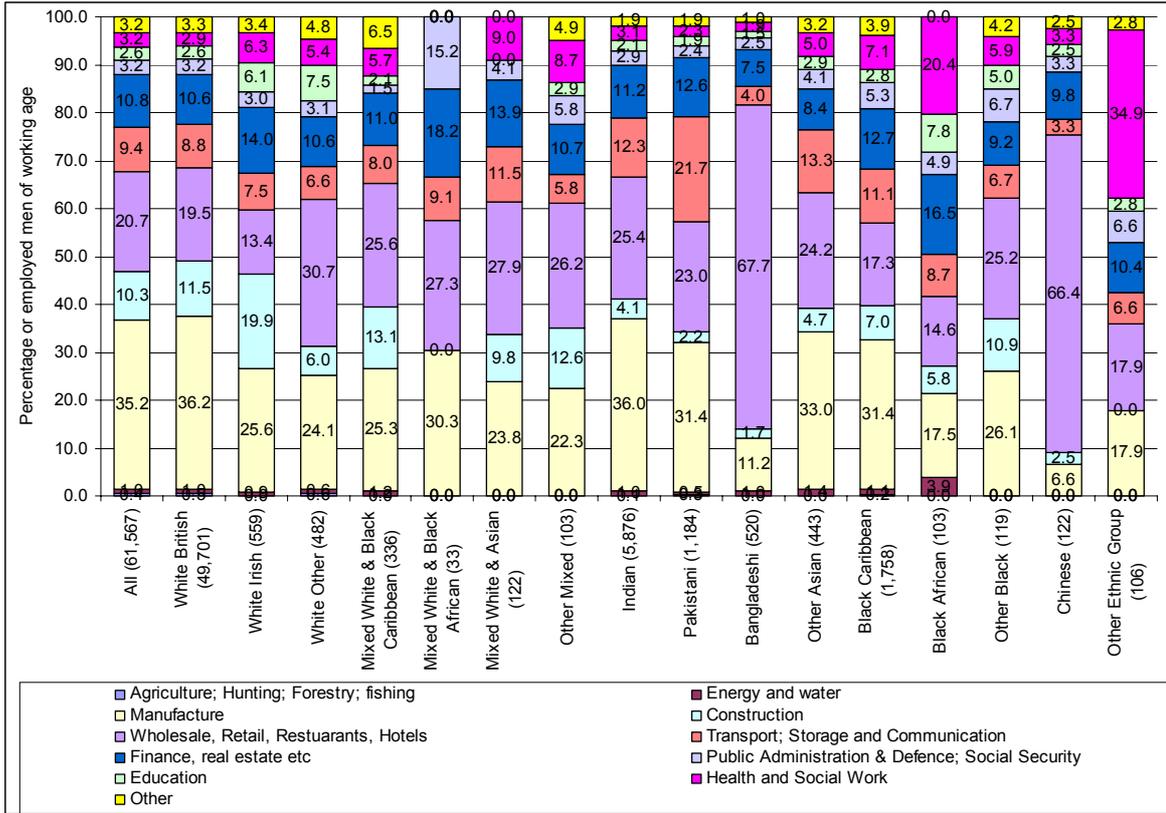
Figure 7.6 Occupation by ethnicity for women of working age in Sandwell



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

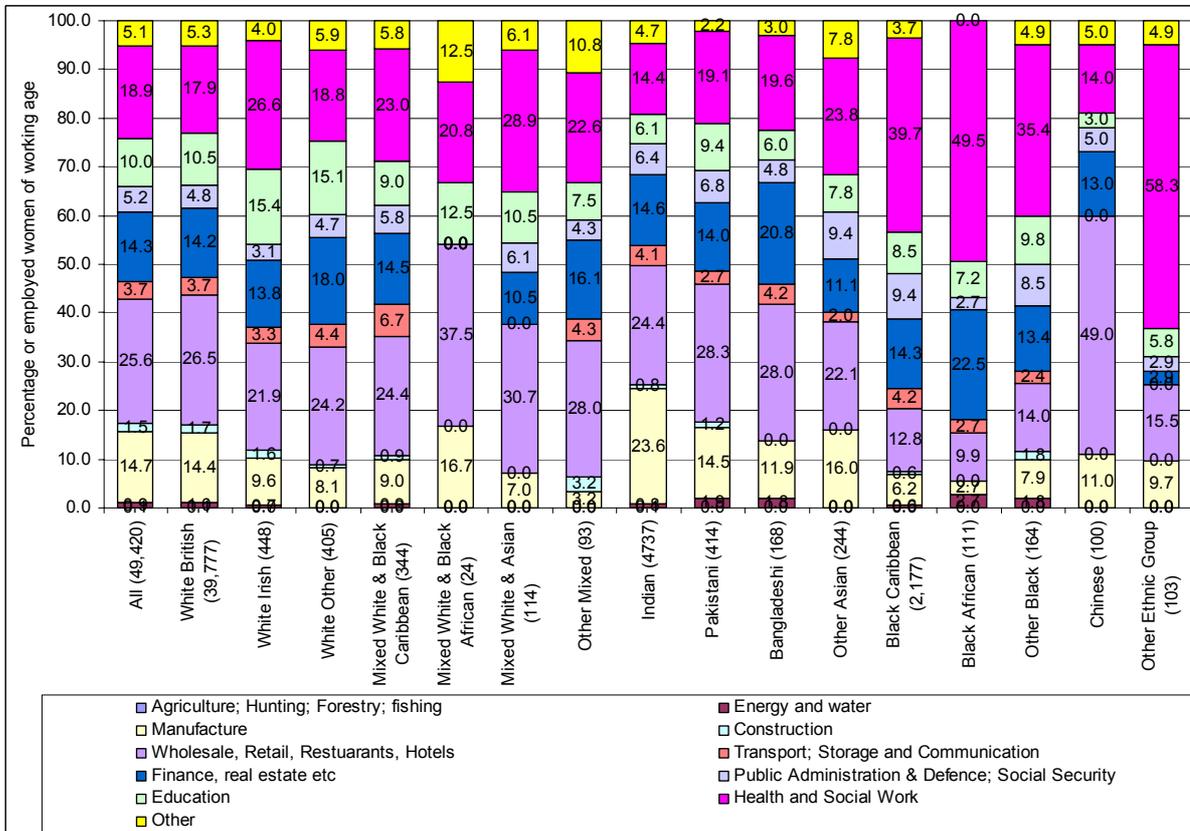
Note: Elementary occupations include farm workers, labourers, packers, postal workers, hospital porters, hotel porters, kitchen and catering assistants, waiters, waitresses, bar staff, window cleaners, road sweepers, cleaners, refuse and salvage occupations, security guards, traffic wardens, school crossing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

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



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 Sandwell



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.

other Sandwell women to be skilled workers (19 per cent compared with 3 per cent of the whole female population and of White British women in Sandwell). This is similar to, but more marked than, the regional and national patterns (11 per cent and 8 per cent respectively).

In Sandwell, women from the Black African (26 per cent), Other Black (19 per cent), Mixed White and Black Caribbean (18 per cent) and Black Caribbean (17 per cent) ethnic groups were more likely than other ethnic groups to work in **personal services**, compared with 12 per cent of White British women in Sandwell, and of women in the entire Sandwell population. Chinese people remained the least likely to be in this occupation at all geographical levels. This trend was more marked in Sandwell with neither men nor women working in this sector.

While at regional and national levels more Bangladeshi people worked in **sales and customer service** than other ethnic groups, in Sandwell more Pakistani men (7 per cent) and women (17 per cent) were found in these jobs, compared with other Black and Minority Ethnic groups and men (3 per cent) and women (13 per cent) of the overall population.

In Sandwell, Black and Minority Ethnic women and men were more likely to work as **process, plant and machine operatives** than in the region and England as a whole. Sandwell's Pakistani men were heavily concentrated in this occupation, 39 per cent compared with 23 per cent of the whole male population of working age and of White British men in Sandwell. Mixed White and Black African men (28 per cent), Indian and Other Asian men (both 24 per cent) Black Caribbean and Other Black men (both 23 per cent) were also found working in these occupations.

For Black and Minority Ethnic women in Sandwell, a much higher percentage of Indian women worked in this occupation (19 per cent compared with only 7 per cent of the whole female population of working age and 6 per cent of White British women in Sandwell). There was also a comparatively higher proportion of Pakistani and Other Asian women (both 14 per cent) working as process, plant and machine operatives.

In Sandwell, over a quarter of Bangladeshi men (27 per cent) were working in **elementary occupations**, followed by 19 per cent of Mixed White and Asian men, 18 per cent of Pakistani and Other Mixed men, 17 per cent of Indian, Mixed White and Black Caribbean men, and Black African men, compared with 14 per cent of the whole male population or of White British men working in these occupations in Sandwell. This was similar to, but more marked than, the national pattern. Sandwell's Black and Minority Ethnic women were, in most cases, more likely than their national counterparts to be

employed in elementary occupations. Like their male counterparts, Bangladeshi women were the most concentrated in these occupations, 17 per cent, similar to the percentage of Sandwell's White British women but slightly higher than 16 per cent of the whole female population working in these occupations in Sandwell. A higher proportion of women from the Other Mixed ethnic group (16 per cent) also worked in elementary occupations.

Industrial distribution of the employed population

Figures 7.7 and 7.8 show the industrial distribution of the employed population in Sandwell by ethnicity. Similar to the national pattern, Sandwell's Black and Minority Ethnic men were less likely to be employed in **manufacturing** than the overall population of Sandwell men. The only exception was Indian men where 36 per cent worked in manufacturing, compared with the same percentage of White British men and 35 per cent of the overall male population. For men from Other Asian (33 per cent), Pakistani and Black Caribbean (both 31 per cent) ethnic groups manufacturing was an important sector of employment. For Black and Minority Ethnic women in Sandwell, the pattern was also similar to the national picture, with more Indian women working in manufacturing, 24 per cent, compared with 15 per cent of the whole female population and 14 per cent of White British women in Sandwell. Black and Minority Ethnic people in Sandwell, in general, were more likely to be employed in manufacturing than Black and Minority Ethnic counterparts in the West Midlands region and across England.

Sandwell's White Irish men were more likely to work in **construction**, 20 per cent, compared with 10 per cent of the whole male population and 12 per cent of White British men in Sandwell. They were followed by 13 per cent of men from Mixed White and Black Caribbean and Other Mixed ethnic groups and 11 per cent of Other Black men working in this industry.

Like their counterparts regionally and nationally, the majority of Sandwell's Bangladeshi men were employed in the **wholesale, retail, restaurants and hotels** sector (68 per cent), a much higher proportion than of the whole male population of working age and of White British men in Sandwell (21 per cent and 20 per cent respectively). This is similar to both the regional and national patterns for men of this ethnicity. There was also a much higher proportion of Chinese men in Sandwell working in this sector, 66 per cent compared with 58 per cent in the region and 49 per cent across England. Chinese women were more strongly

concentrated in this sector than other Sandwell women, 49 per cent compared with 26 per cent of the overall female population and 27 per cent of White British women.

Some Black and Minority Ethnic groups are considerably more likely than others to work in the **transport, storage and communications** sector. 22 per cent of Pakistani men, 13 per cent of Other Asian men, 12 per cent of both Indian and Mixed White and Asian men, and 11 per cent of Black Caribbean men worked in this sector, compared with 9 per cent of the whole male population of working age and of White British men in Sandwell.

Sandwell's Black African population contains a higher proportion of men and women working in **finance and real estate** (17 per cent and 23 per cent), compared with 11 per cent of men and 14 per cent of women of the whole population of working age and of the White British population in Sandwell. Women from the Bangladeshi (21 per cent), White Other (18 per cent) and Other Mixed (16 per cent) ethnic groups were also more likely to work in finance and real estate than women from other ethnic backgrounds.

In Sandwell, 9 per cent of Other Asian, Black Caribbean and Other Black women worked in the **public administration and defence and social security sector**, compared with 5 per cent of the whole female population of working age and of White British women in Sandwell. Women from Black African, White Irish and Other Ethnic groups were the least likely to be employed in this industry (3 per cent for all these groups).

In employment in **education** in Sandwell, women and men from the White Other ethnic group were the most strongly represented, 15 per cent and 8 per cent respectively, compared with 10 per cent and 3 per cent of the whole female and male population of working age in Sandwell. Sandwell's Black and Minority Ethnic men, in most cases, were disproportionately located in education (about 2-3 per cent), compared with their counterparts in the region and England. Among women it was those from the White Irish (15 per cent), Mixed White and Black African (13 per cent) and Mixed White and Asian (11 per cent) communities who were more likely to be employed in this sector.

Sandwell's Black and Minority Ethnic women were, in most cases, more likely than their counterparts regionally and nationally to work in the **health and social work** sector. 58 per cent of women from the Other Ethnic group and half of Black African women were concentrated in this industry, compared with 19 per cent of the whole female population and 18 per cent of White British women working in this sector in Sandwell, also with 38 per cent and 34 per cent of women from similar ethnicity in the region and 28 per cent and 25 per

cent in England as a whole. There was also a much higher proportion than at national levels of Black Caribbean (40 per cent) and Other Black (35 per cent) women working in this industry. In most cases, Sandwell's Black and Minority Ethnic men, like their opposite sex, were more likely to work in this industry than other Sandwell men. A much higher proportion of men from the Other Ethnic Group (35 per cent) and Black African (20 per cent) ethnic groups were employed in this sector, followed by 9 per cent of both Mixed White and Asian and Other Mixed men, and 7 per cent of Black Caribbean men, compared with 3 per cent of the whole male population and of White British men working in this sector in Sandwell.

Key Points

Sandwell has a large ethnic minority population. Among people of working age, the Indian, Pakistani, Black Caribbean, White Irish, White Other, and Bangladeshi populations are the numerically largest groups after the White British group.

Economic activity indicators vary considerably between Black and Minority Ethnic groups. For those aged **under 25** in Sandwell:

- A much higher percentage of White Irish men and women were employed full-time, compared with other Black and Minority Ethnic groups.
- The higher unemployment rates were found in young Mixed White and Black Caribbean, Black Caribbean and Bangladeshi women and men.
- Part-time employment was more common among young women from the Other Black and Mixed White and Asian ethnic groups.
- A higher proportion of young women from Bangladeshi, Pakistani, Mixed White and Black Caribbean and White Other groups were looking after their home or family full-time.
- The majority of the young Chinese population (76 per cent of men and 69 per cent of women) were students, and consequently far fewer Chinese young people were in other economic activity statuses.

For Sandwell's Black and Minority Ethnic **men aged 25 to retirement age**:

- The lowest full-time employment rate was found among Bangladeshi men, whereas the highest full-time employment rate was among Black Caribbean men.

- Chinese men were more likely to be in full-time self employment, while Black African men were the least likely to be working in this way.
- Part-time employment was mainly found in Bangladeshi and Pakistani men.
- The highest unemployment rate was in Other Black and Mixed White and Black African men, and the lowest was found in Chinese men.
- There was a much higher percentage of students among Sandwell's Black and Minority Ethnic men, compared with other Sandwell men.
- A higher proportion of White Irish men were economically inactive due to sickness and disability compared with other ethnic groups.
- A significantly higher proportion of Black and Minority Ethnic men were in the 'other' economic activity status.
- Sandwell's Chinese and Mixed White and Asian populations contain a higher proportion of men and women who work as managers and senior officials than other ethnic groups. Nevertheless, fewer Black and Minority Ethnic men and women worked in this occupation in Sandwell than in the region or nationally.
- In Sandwell, a higher percentage of men and women from Black African, White Other and Chinese ethnic groups were in professional jobs, compared with other Sandwell men and women. Mixed White and Black Caribbean, Black Caribbean and Bangladeshi people were less likely to work as professionals.
- More women than men from Black and Minority Ethnic groups in Sandwell worked in associate professional and technical jobs, in particular a higher proportion of women from Other Ethnic Group and Black African women, compared with the whole female population working in this occupation in Sandwell.

For Sandwell's Black and Minority Ethnic **women aged 25 to retirement age**:

- The highest full-time employment rates were found in Black Caribbean, Other Ethnic Group and Mixed White and Black Caribbean women.
- Full-time self employment was more prevalent among Chinese women.
- Low employment rates were found among both Bangladeshi and Pakistani women.
- Bangladeshi and Pakistani women were more likely to be looking after their home or family full-time than other Sandwell women.
- Sandwell's Black and Minority Ethnic women were more likely to be students than other Sandwell women, but less likely than their counterparts regionally and nationally.
- Fewer of Sandwell's Black and Minority Ethnic women were economically inactive because of sickness and disability than other Sandwell women.
- Bangladeshi and Pakistani women were more likely to be found in 'other' economic activity status than women from other ethnic groups in Sandwell.
- Sandwell's Black and Minority Ethnic women were, in most cases, more likely than women from the same ethnic groups regionally and nationally to work in administrative and secretarial jobs. Bangladeshi men were among the least likely to hold these jobs in Sandwell.
- Bangladeshi men and Chinese men were most likely to work in skilled trades than other ethnic groups in Sandwell. Chinese women were also more likely to be skilled workers than other Sandwell women, a similar but more marked picture than both the regional and national patterns.
- In Sandwell, women and men from the Black African, Other Black, Mixed White and Black Caribbean and Black Caribbean groups were more likely than other ethnic groups to work in personal service. The Chinese population were the least likely to be in this occupation at all geographical levels, but the trend was more marked in Sandwell with neither men nor women working in this sector.
- More Pakistani men and women worked in sales and customer service than other ethnic groups in Sandwell.
- Pakistani men were concentrated in jobs as process, plant and machine operatives, compared with the whole male population of working age in Sandwell. A higher proportion of Indian women worked in this occupation, compared with the whole female

The **occupational distribution** of employed men and women in Sandwell also varies by ethnicity.

population of working age. Sandwell's Black and Minority Ethnic women and men were more likely to work in this occupation than their counterparts regionally and nationally.

- Over a quarter of Bangladeshi men, nearly a fifth of Mixed White and Asian, Pakistani, Other Mixed, Indian, Mixed White and Black Caribbean and Black African men were in elementary occupations, compared with the whole male population in Sandwell. Sandwell's Bangladeshi women were more likely than other Sandwell women to work in elementary occupations.

The **industrial distribution** of employed men and women in Sandwell also shows a diverse pattern by ethnicity:

- Similar to the national pattern, Sandwell's Black and Minority Ethnic men were less likely to be in manufacturing jobs, with the exception of Indian men. Indian women were also most likely to work in manufacturing than other Sandwell women.
- A higher proportion of White Irish men worked in construction than other Sandwell men.
- Bangladeshi men were heavily concentrated in the wholesale, retail, restaurants and hotels sector compared with the whole male population working in this sector in Sandwell. Over two thirds of Chinese men also worked in this industry. Chinese women were also more strongly concentrated in this sector than other women in Sandwell.
- Pakistani, Other Asian, Indian, Mixed White and Asian and Black Caribbean men were more likely to work in transport, storage and communications than other ethnic groups.
- Sandwell's women from Bangladeshi, White Other and Other Mixed ethnic groups were more likely to work in finance and real estate than other Sandwell women.
- Comparatively more Other Asian, Black Caribbean and Other Black women worked in public administration and defence and social security than other Sandwell women.
- Sandwell's women and men from the White Other ethnic group were most likely to work in education, compared with other ethnic groups in Sandwell. Sandwell's Black and Minority Ethnic men, in most cases, were disproportionately located in education

compared with their counterparts in the region and England.

- Sandwell's Black and Minority Ethnic women, in most cases, were more likely than their regional and national counterparts to work in health and social work sector. Over half of women from the Other Ethnic group and half of Black African women, were concentrated in this sector. Higher proportions of men from these two ethnic groups were also employed in this sector in Sandwell.

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

Data from the Labour Force Survey can be used to show the numbers of employees who stated that they had a regular flexible working arrangement allowing them to work flexitime, annualised hours or term-time only. This is presented in **Figure 8.1**.

In Sandwell, only 1,228 people have 'term-time only' contracts, all of them being women. Of these women over 400 are in part-time jobs. 4,377 employed people working in the borough have an annualised hours contract. Of these over half are women, and over a third are female part-time workers. Compared with full-time workers, fewer part-time workers have flexible working arrangements, just 452 part-time men compared with 3,110 full-time men and 2,792 part-time women compared with 2,956 full-time women.

Comparison with the region and England shows that proportionally:

- fewer men in Sandwell who work full-time have flexitime arrangements or annualised hours
- more Sandwell men who work part-time have flexitime arrangements or annualised hours
- no Sandwell men have term-time only contracts
- fewer women who work full-time have flexitime arrangements, annualised hours or term-time contracts
- more women working part-time, work flexitime or have annualised hours contracts, but fewer have term-time only contracts

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

Sandwell's employed men 58,355				
	Full-time Men 54,493		Part-time Men 3,862	
	Numbers	%	Numbers	%
Flexitime	3,110	5.7	452	11.7
Annualised Hours	1,613	3	399	10.3
Term-time working	0	0	0	0
Sandwell's employed women 56,956				
	Full-time Women 31,668		Part-time Women 25,288	
	Numbers	%	Numbers	%
Flexitime	2,956	9.3	2,792	11
Annualised Hours	781	2.5	1,584	6.3
Term-time working	811	2.6	417	1.6

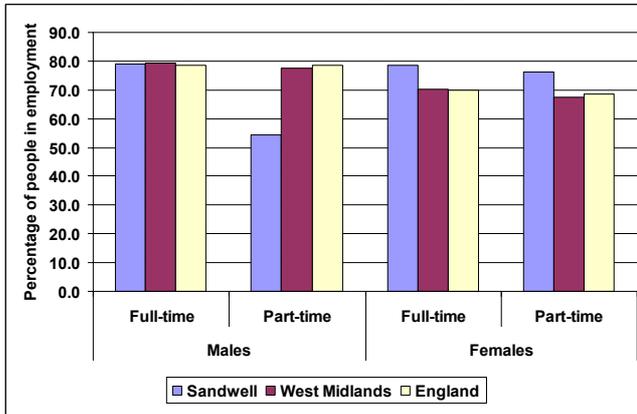
Comparative data				
Employed men				
	Full-time		Part-time	
	West Midlands	England	West Midlands	England
Flexitime	6.6	8.1	5.9	6.2
Annualised Hours	3.1	3.6	2.3	2.0
Term-time working	0.7	0.9	1.7	3.2
Employed women				
	Full-time		Part-time	
	West Midlands	England	West Midlands	England
Flexitime	12	12.6	9.6	9.0
Annualised Hours	5.1	4.6	4.1	3.8
Term-time working	4.0	4.9	10.1	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 full-time or part-time status. The pattern for full-time employed men in Sandwell is similar to that for the region and England as a whole with 80 per cent having no flexibility in their working arrangements at all geographical levels. A similar proportion of women who work full-time in Sandwell reported having no flexibility in their working arrangements, almost 80 per cent compared with 70 per cent in the region and nationally.

This is also true of Sandwell's part-time women workers. However, Sandwell's part-time male workers experience a greater degree of flexibility in working arrangements than women, 45 per cent, compared with over 20 per cent of their counterparts in the region or nationally.

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

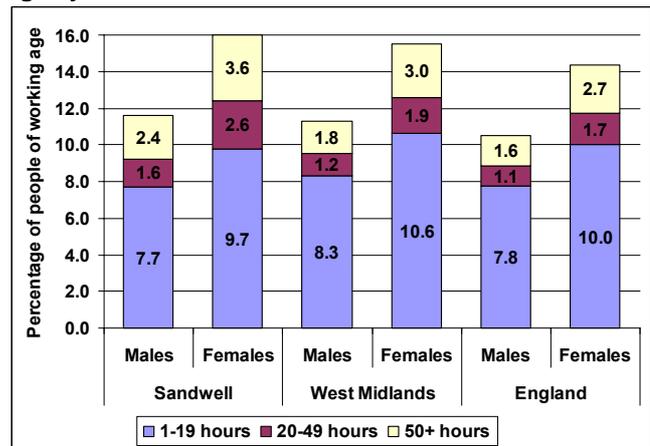
Labour market analysts recognise a range of factors which affect an individual's ability to access and enter employment. These include the existence of employment opportunities, infrastructure considerations such as public transport availability and responsibilities or attributes which may act as barriers to employment in the absence of appropriate support. Childcare and caring responsibilities are commonly cited as barriers to employment, and this section therefore examines data relating to these important roles which are widely recognised as roles which 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 'unpaid care' provided by men and women of working age based on the new Census data. At all geographical levels, women are more likely to provide unpaid care than men, and 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

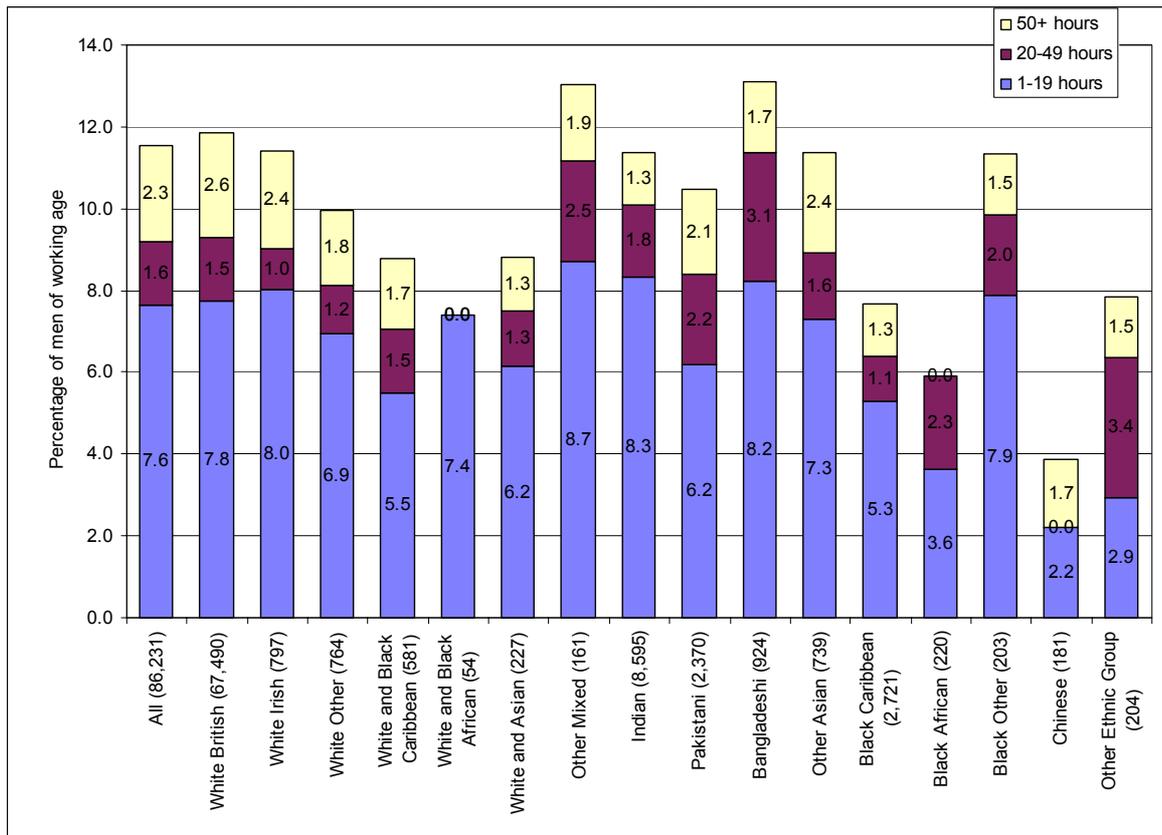


Source: 2001 Census Standard Tables, Crown Copyright, 2003

There is considerable variation in the provision of unpaid care by people of different ethnicities. **Figures 8.4 and 8.5** show the proportion of unpaid care provided by men and women of working age for the main Black and Minority Ethnic groups in Sandwell. 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 to that at the regional level and that this also differs from the national picture with:

- a small number of Chinese men (4 per cent) and a very small number of Black African women (less than 2 per cent) providing care in Sandwell, compared with the region and England as a whole.
- a higher proportion of people from Other Mixed (13 per cent of men and 16 per cent of women) backgrounds and more Bangladeshi (13 per cent) and Black Other (11 per cent) men providing unpaid care in Sandwell than in the region and nationally.

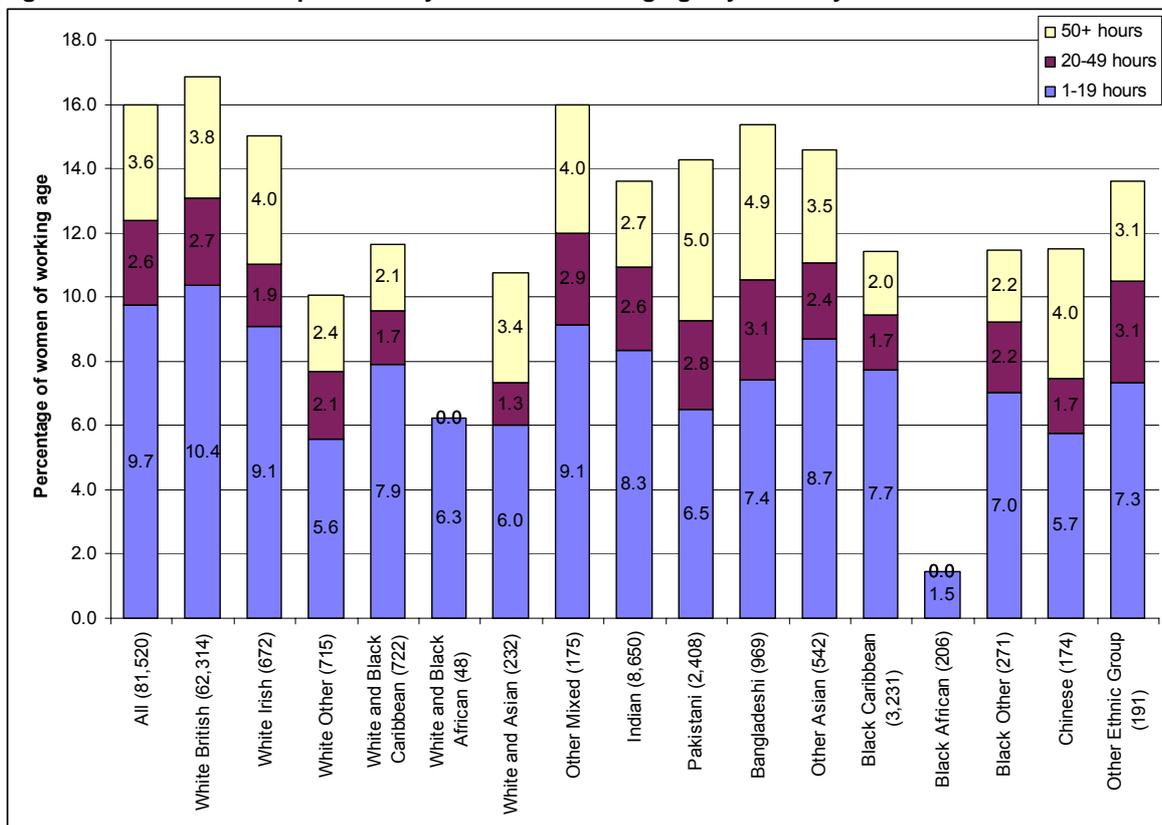
Figure 8.4 Provision of unpaid care by men of working age by ethnicity in Sandwell



Source: 2001 Census Commissioned Tables, Crown Copyright 2004

Note: Numbers in brackets refer to the population size for the working age population by ethnicity

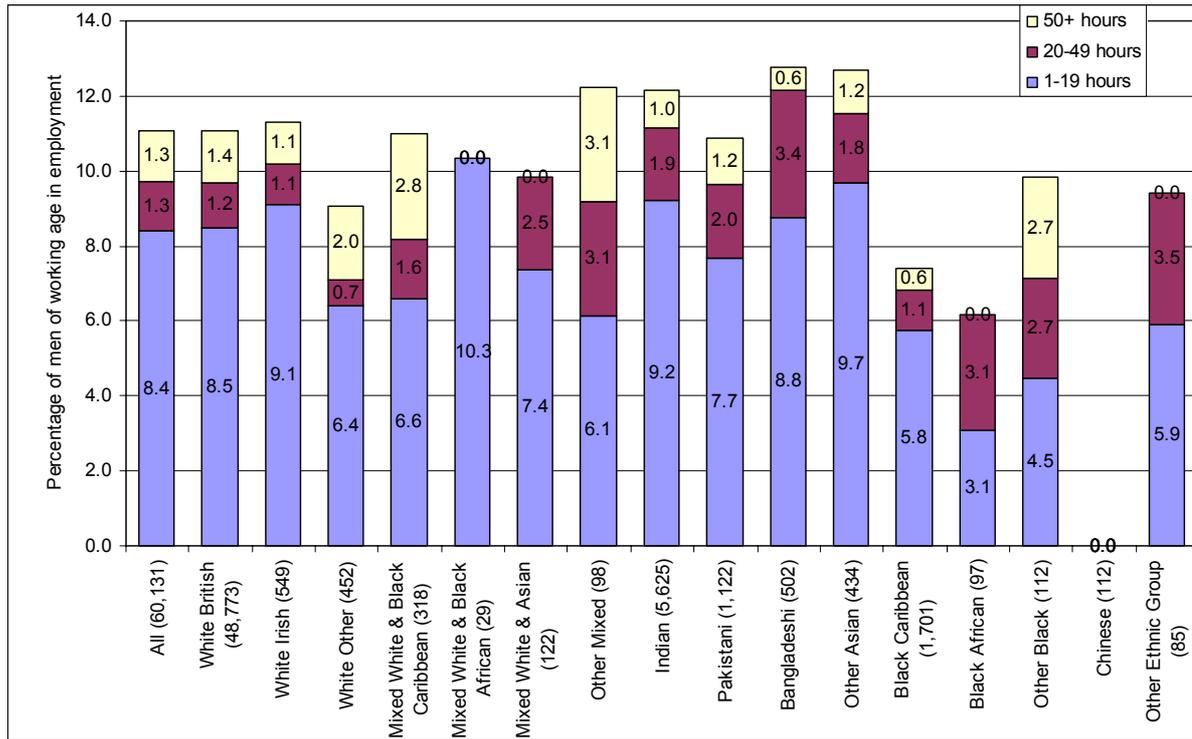
Figure 8.5 Provision of unpaid care by women of working age by ethnicity in Sandwell



Source: 2001 Census Commissioned Tables, Crown Copyright 2004

Note: Numbers in brackets refer to the population size for the working age population by ethnicity

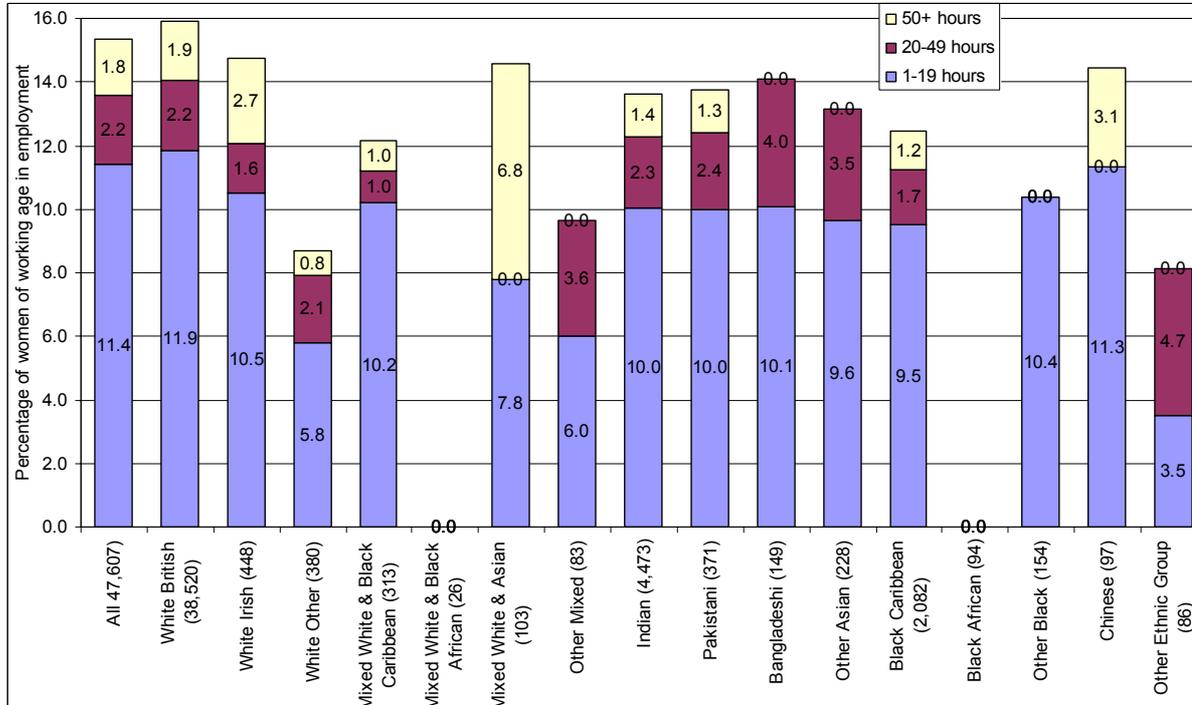
Figure 8.6 Provision of unpaid care by men of working age in employment by ethnicity in Sandwell



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 8.7 Provision of unpaid care by women of working age in employment by ethnicity in Sandwell



Source: 2001 Census Commissioned Tables, Crown Copyright 2004

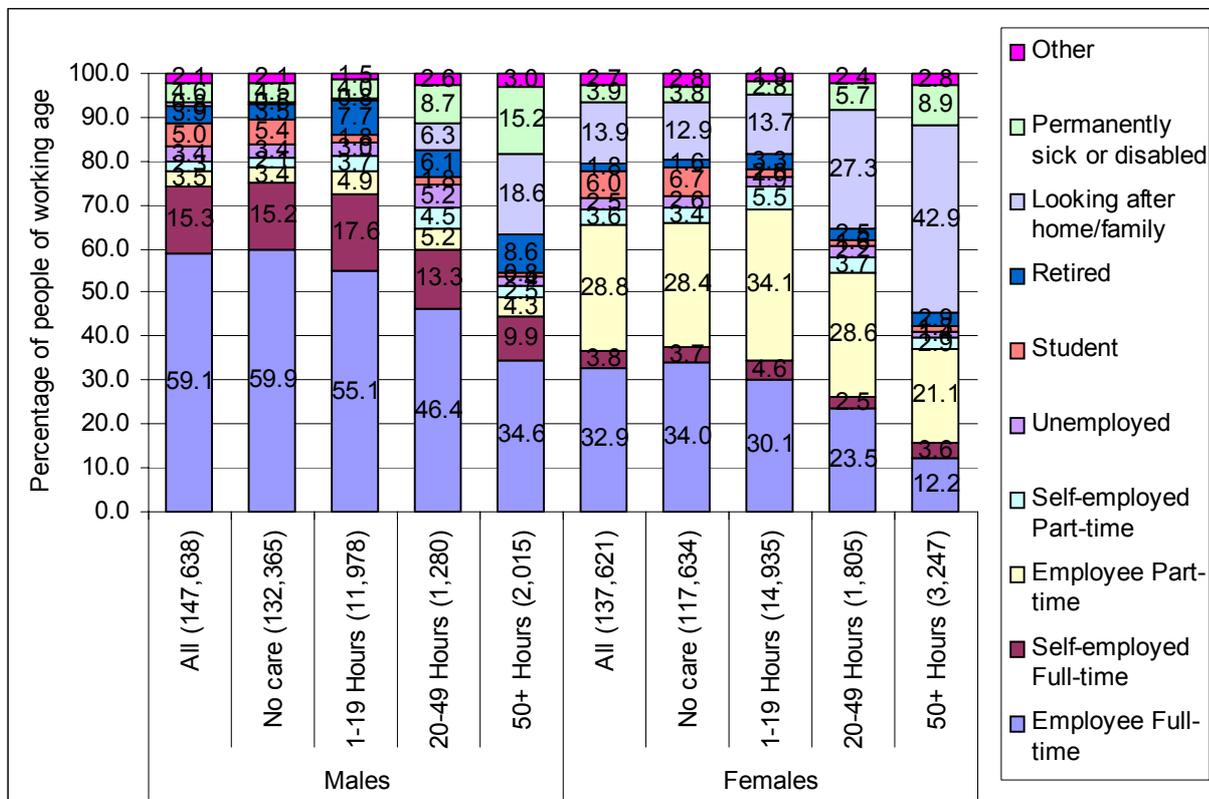
Note: Numbers in brackets refer to the population size for the working age population in employment by ethnicity

It is also possible to look at the amount of unpaid care that men and women provide by their economic activity. In Sandwell, 11 per cent of men and 15 per cent of women of working age in employment also provide unpaid care. This is the same as the regional picture, but slightly higher than the national average of 10 per cent of men and 14 per cent of women. However, this again varies by ethnicity as presented in **Figures 8.6 and 8.7**. This shows that in Sandwell:

- No Chinese men in employment provide unpaid care, compared with 7 per cent of their counterparts in both the region and England as a whole.
- Fewer Black Caribbean and Black African men in employment provide unpaid care than similar men regionally and nationally.
- More Bangladeshi and Other Asian men work and provide unpaid care than other Sandwell men, also compared with similar men in the region and nationally.
- No Mixed White and Black African women and Black African women in employment provide unpaid care.

- More Chinese women (14 per cent) and Mixed White and Asian women (15 per cent) are both in employment and providing unpaid care than their counterparts regionally and nationally. Mixed White and Asian women are more likely to provide 50 hours or more unpaid care per week than other Sandwell working women, 7 per cent compared with 2 per cent of overall female population in employment and 2 per cent of White British working women.

Figure 8.8 Provision of unpaid care and economic activity for men and women of working age in Sandwell



Source: 2001 Census Commissioned Table, Crown Copyright 2004

Figure 8.8 shows that there are more men (733 men) working full-time and providing 50 or more hours of unpaid care than women (377) in Sandwell. This is similar to the situation in the region and England. The

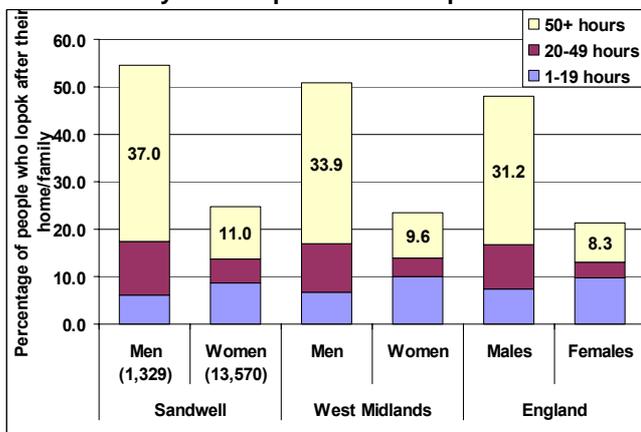
data also show that as the amount of unpaid care people provides increases:

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

Figure 6.8 in Chapter 6 showed that 17 per cent of women and 2 per cent of men of working age in Sandwell gave 'looking after their home or family' as their reason for economic inactivity. This equates to 1,329 men and 13,579 women who look after their home and family full-time as their main activity. Women outnumbered men in this category by 10 to 1. This response not only includes those women and men caring for a child, but also those caring for other family dependants.

Figure 8.9 shows the amount of unpaid care provided by men and women who are economically inactive because they look after their home/family. 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. 37 per cent of men in this category are providing more than 50 hours or more care, compared with just 11 per cent of women in Sandwell. The corresponding figures for the region and England are lower than for Sandwell.

Figure 8.9 People of working age who look after their home or family and the provision of unpaid care



Source: 2001 Census Commissioned Table, Crown Copyright 2004

Childcare

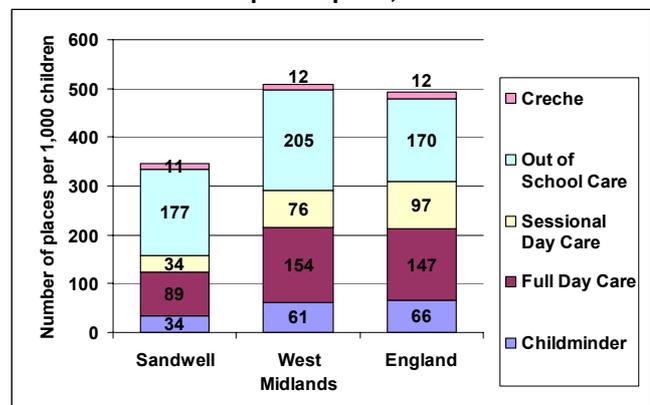
Large areas of Sandwell have no day nursery provision

Across the country, lack of available, affordable childcare is a significant barrier to women's employment. The combination of poor job and pay prospects and high childcare and associated transport costs, makes 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 8.10 shows places available for children under 8 in the following types of registered childcare:

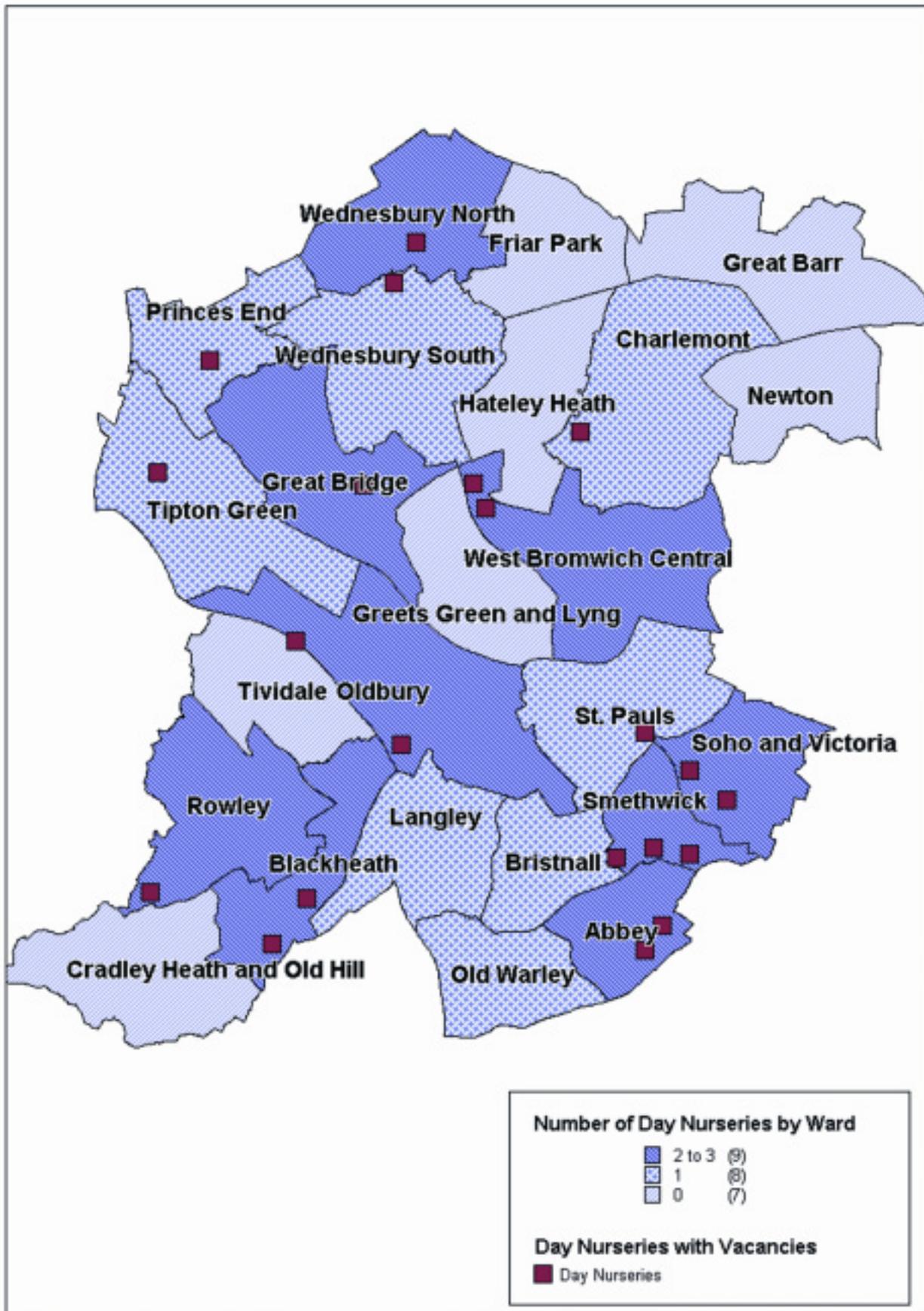
- Childminders
- Full day care - includes day nurseries, children's centres and family centres
- Sessional day care - day care for children under 8 for a session which is less than a continuous period of 4 hours per day
- Out-of-school care - day care for children under 8 which operates before or after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

Figure 8.10 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

Figure 8.11 Day nurseries and vacancies in Sandwell, July 2004



Source: Sandwell 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

It shows the estimated number of places per 1,000 children for Sandwell, the West Midlands region and England. The data are published by Ofsted and relate to September 2003. In Sandwell, there were, overall, fewer childcare places per 1,000 children than in the West Midlands region and England as a whole. In particular, Sandwell had very few full day and sessional day care places, as well as fewer childminder places, than the region or England as a whole.

Figure 8.11 shows the distribution of day nurseries within the wards in Sandwell, together with an indication of the nurseries that had vacancies in July 2004. Large areas of Sandwell have no day nursery provision.

Key Points

- In Sandwell, more men than women who work part-time have flexible working arrangements or annualised hours.
- No Sandwell men have term-time only contracts and fewer women (both full-time and part-time) have term-time only contracts.
- In Sandwell, a high proportion of people from Other Mixed backgrounds and more Bangladeshi and Black Other men provide unpaid care, compared with the region and England as a whole.
- A small number of Chinese men and a very small number of Black African women in Sandwell do both paid work and provide unpaid care, compared with the regional and national pictures.
- A higher proportion of 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 people who are economically inactive because they looking after their home and family, in particular women, are also providing more than 50 hours a week of unpaid care.
- Sandwell has fewer childcare places per 1,000 children than the West Midlands region and England as a whole.
- Day nursery provision within Sandwell is an evenly distributed throughout the borough, with some areas having no day nursery provision.

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