

## Gender Profile of Southwark's Labour Market

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# Preface

In Southwark, the Gender Profile shows that women's gross weekly pay in full time jobs is on average £64 per week lower than men's. This is just one of the ways in which local women's experience of the labour market differs from that of men. This Gender Profile of Southwark's Labour Market provides a wealth of information relevant to women's and men's participation in paid employment, and explores the circumstances of those who are in paid work.

Southwark Council welcomes the opportunity to participate in this innovative national gender and employment research project led by Sheffield Hallam University's Centre for Social Inclusion. The first stage of the project has produced this gender profile of the Borough showing comparisons between men and women in Southwark as a local area, the London region, and England as a whole.

The statistics are based on commissioned 2001 Census data tables, the Annual Business Inquiry, the New Earnings Survey, Annual Employment Survey, and the Labour Force Survey. The research covers a range of issues including employment and economic inactivity, qualifications and skills, industrial distribution, pay gap, childcare, unpaid carers, diversity, and transport. It allows us to identify areas of priority and further research opportunities, and provides us with some council wide challenges for the future.

It has highlighted key issues including occupational segregation and low pay linked to education at school, the need for more family friendly working provision and working culture at all levels and sectors including senior managerial levels. It shows that women are more likely to be long term unemployed and also underlines the need to understand how transport facilities and planning affect women's employment, and the importance of having childcare to match demand in all areas.

The gender profile has provided Southwark with baseline statistics to address gender equality issues raised in the recent local Ouseley Report, and will also inform our planning for both the implementation of the Equality Standard for Local Government, and the forthcoming public duty on local authorities to demonstrate gender equality in April 2007. Collecting gender based statistics comparing men and women has helped us to understand how this is an important starting point to planning and developing approaches and solutions to tackle social exclusion. It will also serve as a baseline performance indicator of the picture of employment and training in Southwark from 2001 to the next 2011 census together with ongoing labour market reports. Our next step is to develop action plans to make effective use of the data.

The overall Gender and Employment in Local Labour Markets project will also provide us with further quantitative and qualitative data. Southwark is involved in 3 further local research studies: 'Enhancing employment opportunities for women from Black and Minority ethnic groups'; 'Career development in the local authority sector in England: opportunities and constraints'; and 'Women's poverty & economic disadvantage: the impact of regeneration initiatives and developments'. These studies will help us to construct well-researched regeneration initiatives and include direct consultation with individuals and groups within the local community as well as Council employees.

The timing of this research is especially advantageous for Southwark enabling us to inform the forthcoming high profile regeneration projects including the Elephant & Castle, Bermondsey Spa, Canada Water developments, the cross river tram line implementing a new transport infrastructure, planning for the Aylesbury Estate – one of the largest social housing estates in Europe, and of course the potential benefits of the London Olympics.

Signed



Bob Coomber

Chief Executive

London Borough of Southwark





# Acknowledgements

This Gender Profile for the London Borough of Southwark, one of twelve Gender Profiles published 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 twelve local authorities concerned<sup>1</sup>. In particular we would like to thank Lisa-Marie Bowles from the London Borough of Southwark.

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, Cinnamon Bennett, Lisa Buckner, Karen Escott, Linda Grant, Gerard Poole, Christopher Price, Lucy Shipton, Bernadette Stiell, Anu Suokas, and Ning Tang. We are grateful for the support of Tim Strickland of the University's Enterprise Centre.

The authors of the Gender Profile would also like to thank the project's national partners, especially David Darton and David Perfect of the Equal Opportunities Commission, and Rebecca Gill and Richard Exell of the TUC, for their guidance and suggestions, as well as the project's academic advisers, Professors Ed Fieldhouse, Damian Grimshaw and Irene Hardill. We acknowledge with thanks the co-operation of our contacts at DWP, ONS, DfES and other government departments<sup>2</sup>, and of course the financial support of the European Social Fund, without which this project could not have been developed.

Publication of the Gender Profiles completes Phase 1 of the GELLM project. Phase 2 of the project began in autumn 2004. It involves Local Research Studies 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, December 2005

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<sup>1</sup> 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, the London Borough of Southwark, Somerset County Council, Wakefield Metropolitan District Council, and West Sussex County Council. All the 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 Southwark's Labour Market** explores the relative situation and resources of women and men in Southwark, compared with London and England as a whole. It focuses on how women and men in Southwark 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, Southwark, 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 Southwark'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 Southwark (alongside comparable documents for eleven 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

Southwark is described as an "inner city" borough although it covers both areas of expensive private housing and large estates of social housing. Large scale investment has transformed parts of the borough in recent years, for example along the South Bank of the Thames, opening up opportunities for business and residents. However, the proportion of owner occupied households is lower in Southwark than in London as a whole, with a significant proportion of households renting from social landlords. Single person households and households which include extended family members are

prominent. The proportion of lone parent households is also higher than the average in London, while the proportion of cohabiting or married couple households is lower.

Southwark has a diverse industrial structure made up of international companies and a flourishing small business sector. A third of jobs in the borough are professional jobs in business or in banking, finance and insurance services, a growing sector, with a further third being in the public sector. Fewer women and men in Southwark work in manufacturing, wholesale, retail, restaurants and hotels or in construction than in the region and England as a whole. Jobs in manufacturing have declined steadily over the last decade. Gender differences in industrial sector reflect national trends, but are less pronounced.

Southwark's 'day population' of 217,500 people is considerably larger than its resident population (183,500 in 2001), with a large number of commuters and students coming into the area each day. Southwark's resident population has proportionally more pre-school children, fewer teenagers aged 16-19, more people aged 25-34 and fewer people aged 50+, especially women aged 75 and above, than England.

Taken as a whole, indicators of health and wellbeing in Southwark are similar to those in the London region. As in the case of London, there is a significant gender difference. On the whole, more women than men are living with a limiting long-term illness, particularly in the 50-64 age groups. Men's life expectancy in Southwark is lower than for their counterparts in London and England.

The distinctive cultural mix of Southwark is reflected in the high proportion of men (47 per cent) and women (49 per cent) from Black and Minority Ethnic groups. For the purposes of this report, Black and Minority Ethnic groups include all those groups other than White British. Therefore the White Irish and White Other populations are included as Black and Minority Ethnic Groups. The figure for Southwark is higher than in London (40 per cent of males and 41 per cent of females) and in England (13 per cent of men and 13 per cent of women). In Southwark, the largest Ethnic Minority groups are the Black African group (16 per cent of the population), people of Black Caribbean origin (8 per cent) and the White Other group (8 per cent).

## Education and Skills

At all Key Stages and as found at other geographical levels, boys in Southwark with a special educational need (SEN) were more likely to have a Statement of SEN than girls.

Southwark's official education statistics show a mixed picture, with both boys and girls achieving lower results

than at the London and national levels in the standard assessment tests at ages 7, 11 and 14.

Results for boys at GCSE are 11 percentage points below the London and national averages, while girl's achievements were similar to those of their counterparts in London and England overall. However, a smaller proportion achieved the highest grades, A\*-C. At A level, average point score per candidate, whether male or female, was significantly lower than in either London or England. For boys, 100 points lower than across England, and 109 points lower than the national figure for girls.

In 2003, a similar proportion of pupils stayed on in education and training in Southwark as in London as a whole. A large majority of these boys (31 per cent) and girls (16 per cent) who entered the labour market aged 16 went into jobs in elementary occupations<sup>3</sup>.

Southwark has a lower proportion of women and men with no qualifications than London and England as a whole, and a higher proportion of men in the 25-34 age group who are qualified to degree level or above.

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

Between 1991 and 2003, Southwark experienced a net gain of 19,442 jobs, a 15.8 per cent increase. However, this was lower than both regional (20 per cent) and national (20 per cent) trends. Male full time jobs rose only 3 per cent, in contrast to 9 per cent for men in London as a whole. Women's part time employment rose by 44 per cent, higher than for women in London (35 per cent). The increase in male part-time employment was 10 per cent representing over 5,000 additional part-time jobs. New jobs were concentrated in service sectors such as finance, banking and insurance<sup>4</sup> (full time for men and women) and distribution, hotels and restaurants (part time jobs for women and men).

Among Southwark's men and women, a higher proportion than in London or in England as a whole work in finance, real estate and the category 'other' which includes employment in refuse disposal, membership organisations, recreational and sporting clubs, private households and extra territorial organisations. A higher proportion of men in Southwark work in elementary jobs and in administrative and secretarial occupations than in

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<sup>3</sup> 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.

<sup>4</sup> Banking, finance and insurance includes business services such as advertising, recruitment agencies, accountancy, engineering and architecture.

London and England. Higher proportions of women work in elementary and personal service occupations than among women in London.

A high proportion of men of working age in Southwark work above the threshold of 48 hours per week, similar to the experience of men in London. Southwark women also work long hours. 38 per cent work 38 hours or more. This is higher than for working women in London (37 per cent) and nationally (29 per cent), with fewer Southwark working part time.

Significantly fewer women and men in Southwark drive to work (24 per cent of men and 17 per cent of women) compared with (36 per cent of men and 30 per cent of women in London). Over a quarter of women take the bus to work, compared with only 15 per cent of women in London. More men and women walk to work in Southwark than in London and England. In Southwark 42 per cent of men and 51 per cent of women live within 5km of their workplace, compared with 28 per cent of men and 41 per cent of women in London.

### **The Gender Pay Gap**

For full time workers, the gender pay gap is widest for women working as managers and senior professionals. Across all occupations, women in full time employment earn on average less than their male counterparts at all geographical levels.

Although low pay is less prevalent in Southwark than in London or England as a whole, 5 per cent of women working full time earn less than £250 a week.

### **Unemployment and Economic Inactivity**

Unemployment was higher for people in every age group in Southwark than in London or England as a whole. The difference was greatest for the 35-49 year old age group, particularly men.

Southwark has a relatively high number of unemployed women and men who have never worked. The 16-24 age group has the highest proportion of men and women in this category (29 per cent of men and 24 per cent of women).

31 per cent of unemployed men and 35 per cent of unemployed women in Southwark had not worked for over 5 years. This is significantly higher than in England as a whole.

10 per cent of men and 11 per cent of women of working age in Southwark were students, considerably higher than the London and national averages.

Compared with similar women in London and England slightly fewer women were economically active in Southwark due to family and household commitments.

A third of dependent children in Southwark live in households with no working adult; the proportion is even higher for children aged 5-9. This is well above the national average. More lone parents with dependent children were economically inactive or unemployed compared with England as a whole.

### **Women, Men and Diversity**

There are marked differences in the way Southwark's Black and Minority Ethnic groups experience the labour market.

Among those under 25, there were especially high unemployment rates among young Mixed White and Black African women and men. Part-time employment was most common among young men and women from Bangladeshi, Pakistani and Other Black ethnic groups. A high proportion of young women from Bangladeshi, Mixed White and Black African, and Mixed White and Black Caribbean groups were looking after their home and family full-time. Southwark's young Indian and Chinese populations contained a very high proportion of students.

Amongst Black and Minority Ethnic men over 25 the full-time employment rate was lower than in London and nationally, particularly for Bangladeshi men. Rates were highest for Mixed White and Black African men. Part time employment was mainly found among Bangladeshi men. Economic inactivity due to sickness and disability was highest among White Irish men.

The pattern of economic activity for Black and Minority Ethnic women aged 25-59 is also distinct. The highest full-time employment rates for women were found in Indian and Mixed White and Black African women. Employment rates were very low was found among Southwark's Bangladeshi women (11 per cent in full-time and 6 per cent in part-time employment). Bangladeshi women were also the group most likely to look after their home or family full-time (52 per cent).

The occupational distribution of employment in Southwark also varies by ethnicity. Southwark's Indian and White Other populations contain a higher proportion of men and women who work as managers and senior officials than other ethnic groups. A higher percentage of men and women from the Pakistani and Indian groups were in professional jobs, compared both with other Southwark men and women and with the national pattern.

More women than men from Black and Minority Ethnic groups worked in associate professional and technical jobs. Over a quarter of Other Black men were in elementary occupations well above the average for all men in Southwark.

## Using the Gender Profile<sup>5</sup>

The industrial distribution of employed men and women in Southwark is also variable. Bangladeshi men and women were heavily concentrated in the wholesale, retail, restaurants and hotels sector, 64 per cent compared with 18 per cent of their male counterparts in London. Black Caribbean, Black African and Other Black men were more likely to work in transport, storage and communications than other ethnic groups.

Southwark's men and women from Mixed White and Black Asian, Indian, White Other and Other Mixed groups were more likely to work in finance and real estate than other Southwark residents.

Comparatively more Black Caribbean, Bangladeshi, Other Black and Mixed White and Black Caribbean women worked in public administration than other Southwark women.

As at the national level, Southwark's Black and Minority Ethnic women were more likely than other Southwark women to work in health and social work.

### Work-Life Balance

Analysis of working time patterns in Southwark show that a higher proportion of men working full-time have flexi-time arrangements compared with their counterparts in London and England as a whole. The reverse is true for Southwark women.

8 per cent of men and 11 per cent of women of working age are providing unpaid care in Southwark. There is considerable variation in the amount of unpaid care provided by men and women of different ethnicities. White and Black African men (13 percent) and Pakistani and Bangladeshi women (16 percent) are providing the most unpaid care.

12 per cent of women and 1 per cent of men gave looking after home and family as a reason for economic inactivity. There are marked gender differences, with men in this role being much more likely to be carers of others who require support because of long-term illness or disability than women.

The Gender Profile has been designed as a resource for all those interested in Southwark's men and women. It provides a detailed picture of how Southwark's residents, in all their diversity, are faring in relation to the county's labour market at the start of the 21<sup>st</sup> century. Recent labour market changes and trends, particularly in Southwark'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 Southwark - for example in education, transport, childcare, and care support - and offers insight into continuing differences between men's and women's participation in the labour market and in the experiences of men and women of different ages and from different ethnic backgrounds.

The Gender Profile has been produced using the full range of available official statistics, and includes presentations of data specially commissioned for this study. Almost all data of this type can be disaggregated by sex, although analysis of gender differences has only rarely been a feature of previous local labour market analysis. We hope that this profile (alongside the eleven others produced for other English local authorities) 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.

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<sup>5</sup> 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. However, it is acknowledged that Southwark was one of the areas in England that ONS found the 2001 Census to have undercounted the population, especially of younger men. Other data is produced on an annual basis, and data users should consult the source agency concerned for relevant updates. The work on Gender and Employment in Local Labour Markets project continues until summer 2006. From autumn 2004 onwards the focus has been on the collection of new data through local research studies: "Enhancing Employment Opportunities for Women from Black and Minority Ethnic Groups" and "Women's Poverty and Economic Disadvantage: the Impact of Regeneration Initiatives and Development". Sheffield Hallam University's Centre for Social Inclusion welcome enquiries from organisations and individuals interested in participating or commissioning future work of this type.

## 2. The Local Setting

### The London Borough of Southwark<sup>6,7</sup>

The London Borough of Southwark is centrally located on the south side of the Thames, immediately opposite the cities of London and Westminster. The borough reflects the complex socio-economic profile of the three metropolitan boroughs from which it was formed in 1965 - Bermondsey, Southwark and Camberwell.

Southwark is London's fastest growing tourist quarter and a thriving business location. Attractions include the Tate Modern, the Globe Theatre and Borough market. There is a vibrant arts scene together with a growing reputation for innovative architecture and quality urban design.

Although Southwark is described as an "inner city" borough it covers areas of very diverse housing type, which have driven the changing demographic profile. The borough includes areas of "leafy suburbia" as well as fashionable riverside flats and converted Victorian terraces. In general there is a mix of increasingly expensive private sector housing mingled with large estates of social rented accommodation, often home to people from disadvantaged backgrounds.

Many parts of the borough have been transformed over the last few years. The scale of change has been felt in many places such as Peckham and north Southwark, the latter being repositioned as a vibrant part of central London, opening up new opportunities for residents and businesses. However the problems of poverty and low income remain very real for many people all over the borough.

The London Borough of Southwark is made up of 21 Wards. **Figure 2.1** shows these wards, indicating the Index of Deprivation 2004 scores for the areas within them. Within Southwark the areas of greatest deprivation are in Nunhead ward. One of the areas within this ward is ranked 301 out of 32,482 sub-ward areas in England, known as Super Output Areas (SOA), where 1 is the most deprived. 24 out of Southwark's other 165 SOAs are ranked in the 10 per cent most deprived in the country. None of Southwark's SOAs are ranked nationally in the 10 per cent least deprived areas. Overall, the average of the scores for Southwark rank it 17 out of 354 local authorities, where 1 is the most and 354 the least deprived.

### Southwark's Industrial Structure and Labour Market<sup>8</sup>

Southwark has a diverse industrial structure. The borough has recently seen a large increase in the proportion of people employed by the property, renting and business services sector and a large decrease in the proportion employed by the wholesale, retail and repair sector.

Southwark is a thriving business location with a flourishing small business sector, as well as being London's fastest growing tourist quarter. More than 40 per cent of the borough is covered by a current or planned regeneration area, which will contribute to making Southwark part of London South Central, connecting the middle of the borough with the City economy. The scale of regeneration is significant, with an estimated £3 billion of investment over the next ten years attracted by key schemes including Elephant and Castle, Canada Water, Bermondsey Spa and the Aylesbury Estate. This is in addition to Neighbourhood Renewal Funding of over £23.7million over the next 2 years. These programmes have built on previous large scale regeneration projects such as the one developed in Peckham. This large programme of regeneration is having an impact on Southwark's local labour market, creating a significant number of new jobs in the area.

Businesses based in the borough include the Pearsons Group, which produces the Financial Times and the Daily Express, Lloyds TSB Bank, KPMG, MORI and PricewaterhouseCoopers.

Southwark has a particularly large student population attending a number of institutions within the borough, including the Camberwell College of Arts, London City College, South Bank University and Guy's and St Thomas's Medical and Dental School.

The 'day-time' population<sup>9</sup> of over 217,500<sup>10</sup> for Southwark is considerably larger than the resident population of the borough (183,500 in 2001). 141,900 people work in the borough. Of these, 26 per cent live in the borough, and 105,400 people commute into the borough from outside.

<sup>8</sup> Source: [www.southwark.gov.uk](http://www.southwark.gov.uk)

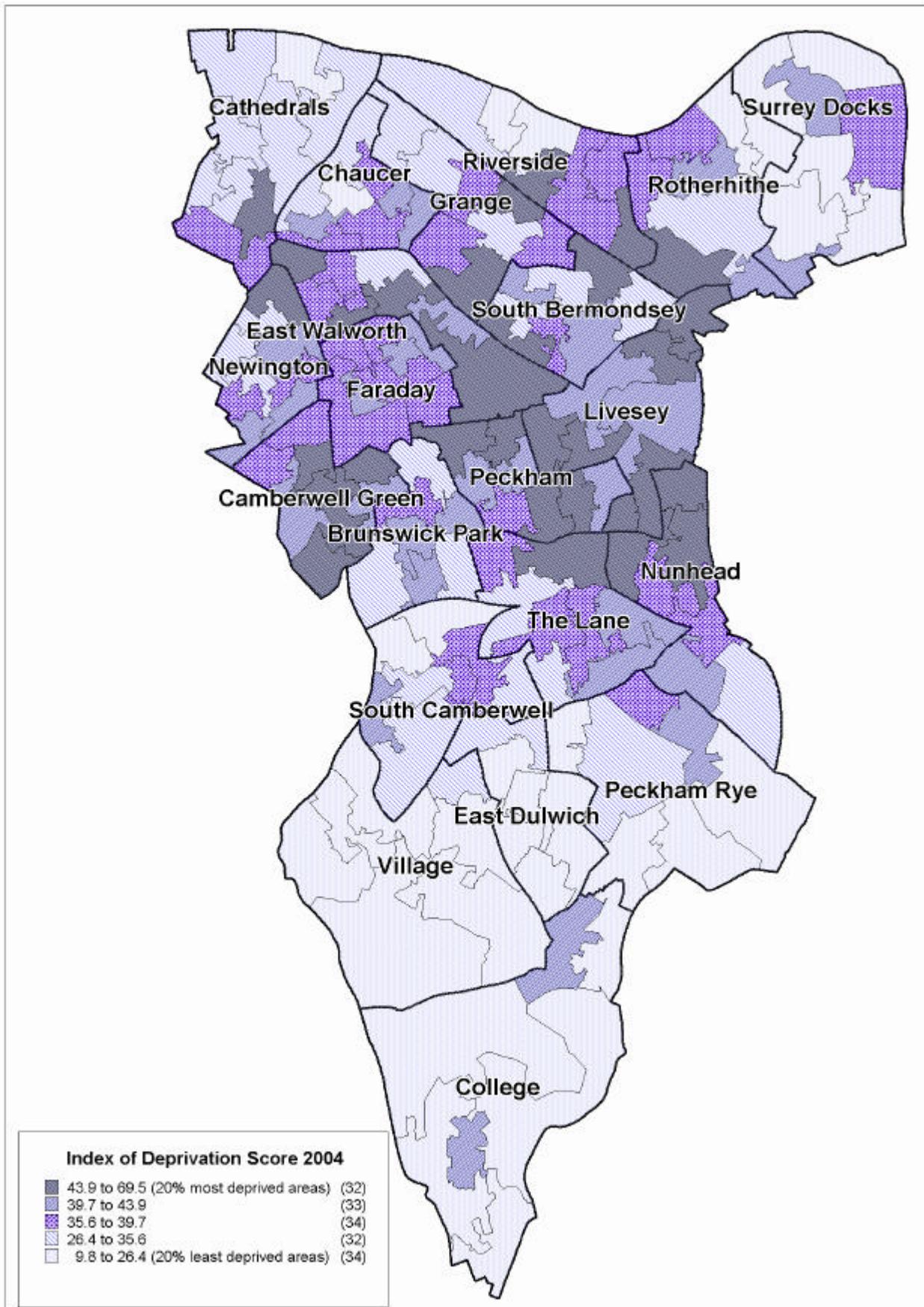
<sup>9</sup> This is made up of those people who live in the borough but are not in employment plus people who work in the borough.

<sup>10</sup> Source: 2001 Census Standard Theme Table on Resident, Workplace and Daytime Populations. Crown Copyright 2003.

<sup>6</sup> Source: [www.southwark.gov.uk](http://www.southwark.gov.uk)

<sup>7</sup> Southwark London Borough Council Corporate Assessment Report 2003/2004, Audit Commission, [www.audit-commission.gov.uk](http://www.audit-commission.gov.uk)

Figure 2.1 Index of Multiple Deprivation 2004



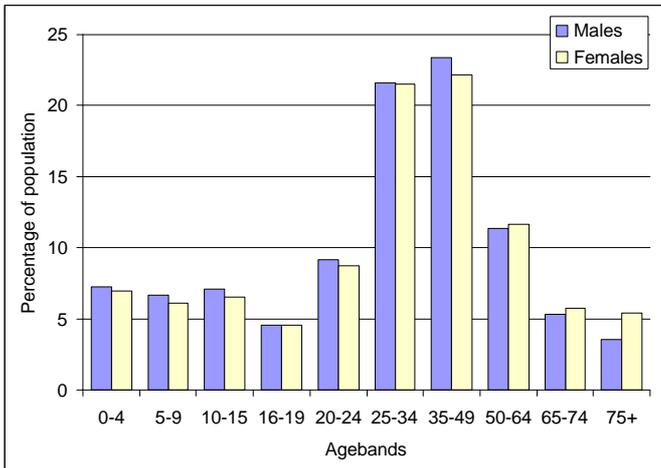
Source: ODPM, Crown Copyright 2004. 2001 Census, Super Output Area Boundaries, Crown Copyright 2003. This work is based on data provided through EDINA UKBORDERS with the support of the ESRC and JISC and uses boundary material which is Copyright of the Crown

## The People of Southwark

Southwark has a population of 227,000<sup>11</sup> people. **Figure 2.2** shows the population profile for Southwark by age and sex, and **Figure 2.3** shows differences between the profiles for Southwark and for England. It can be seen that Southwark has proportionally:

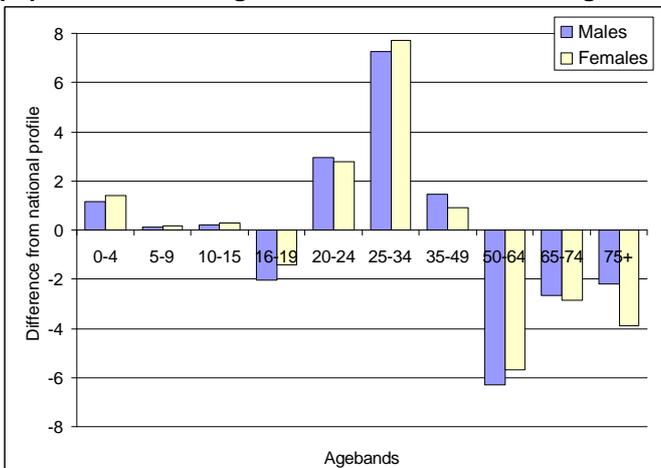
- more young children aged 0-4
- fewer young people aged 16-19
- more people aged 20-34
- fewer people aged 50 or over, especially men and women aged 50-64 and women aged 75 and over

**Figure 2.2 Southwark's population profile by age and sex**



Source: 2001 Census Standard Tables, Crown Copyright 2003

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



Source: 2001 Census Standard Tables, Crown Copyright 2003

## Population Change and Migration

Between 1991 and 2003 the population of Southwark increased by 12 per cent. As **Figure 2.4** illustrates, this was mainly as a consequence of an increase in people of working age. This is similar to the pattern in London. Southwark saw a large fall in its retired population in contrast to England as a whole which saw an increase in people over retirement age.

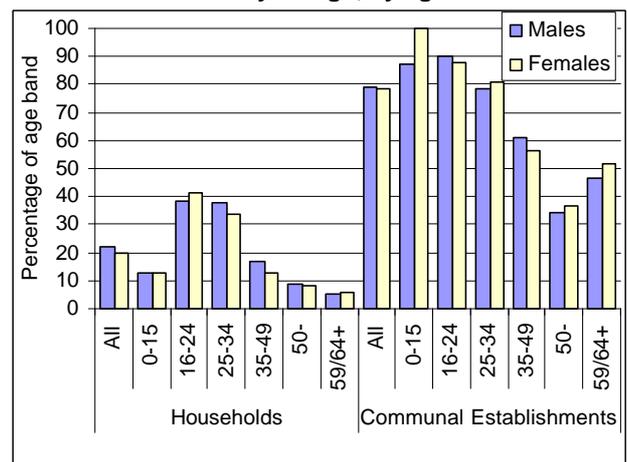
**Figure 2.4 Change in population 1991 to 2003 '000s**

Area	Total change (%)	Change in the proportion in each age group (%)		
		0-15	16-64/59	65/60+
<b>Southwark</b>	26.6 (11.7)	4.2 (9.2)	27.9 (19.1)	-5.6 (-15.6)
<b>London</b>	558.6 (8.2)	109.9 (8.2)	533.1 (12.2)	-84.4 (-7.5)
<b>England</b>	1,980.7 (4.1)	145.5 (1.5)	1,471.7 (5.0)	363.5 (4.1)

Source: Registrar General's Mid 2003 Population Estimate, Crown Copyright 2004. Registrar General's Mid 1991 Population Estimate revised, Crown Copyright 2004

Using data from the 2001 Census<sup>12</sup>, it is also possible to explore the patterns of migration into and out of Southwark in the year prior to the Census. In Southwark, 16 per cent of people had moved in the year before the Census, slightly higher than the figures for London (14 per cent) and England as a whole (12 per cent).

**Figure 2.5 Percentage of people in Southwark with a different address one year ago, by age and sex**



Source: 2001 Census Standard Tables, Crown Copyright 2003

<sup>11</sup> Source: Registrar General's 2003 Mid Year Estimate, ONS, Crown Copyright 2003. The mid 2004 population estimate has subsequently been released which estimates Southwark's population to be 254,700.

<sup>12</sup> Despite rigorous planning, the large field force employed to undertake a UK census, and statistical methods employed to adjust the 2001 Census for any people missed, it has emerged that an undercount occurred. In Southwark it was estimated that 77% of households responded to the Census questionnaire, requiring ONS to impute responses for the remaining 23%. This should be borne in mind when interpreting these data.

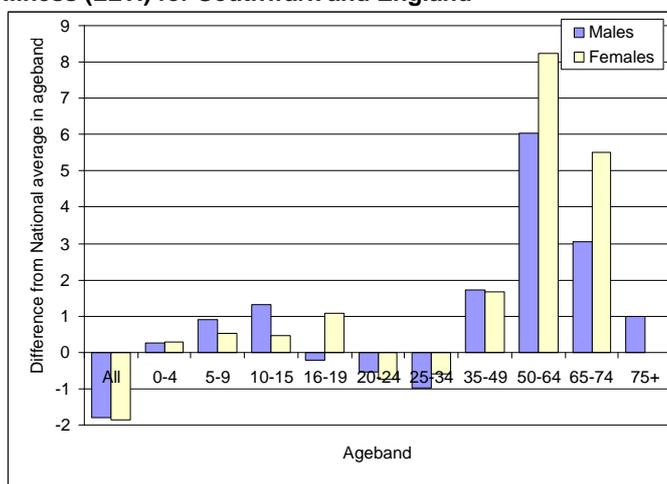
**Figure 2.5** shows the percentage of people in Southwark who were migrants (those with a different address one year before the 2001 Census) by gender, age and whether the person was resident in a household or communal establishment (CE), e.g. a nursing home, hall of residence, or residential care. In Southwark, 2.2 per cent of the population are resident in communal establishments, compared with 1.3 per cent in the London region, and 1.8 per cent in England.

For people resident in households in Southwark, the key age groups for migrants are 16-24 and 25-34 for both men and women. For communal establishment residents, the key age groups are 0-15 and 16-24 for both males and females.

### Selected Health Indicators

The proportion of people with a **Limiting Long-Term Illness (LLTI)** in Southwark (15 per cent of males and 16 per cent females) is similar to London (14 per cent of males and 16 per cent of females) but slightly lower than in England (17 per cent of males and 18 per cent of females). However, **Figure 2.6** shows that when compared with the national profile, proportions are high amongst men, and particularly women, aged 50-64 and 65-74.

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



Source: 2001 Census Standard Tables, Crown Copyright 2003

In Southwark the **conception rate amongst those under 18 years old** was 86.8 per 1000 women<sup>13</sup> (with 63 per cent ending in abortion) in 2001-2003, compared with 86.4 per 1000 women in 1996-1998 (with 54 per cent ending in abortion). This is much higher than the rate for London (51.0 per 1,000 women with 58 per cent ending in abortion) or the rate for

<sup>13</sup> Source: Key Population and Vital Statistics 2001, Office for National Statistics. Crown Copyright 2005.

England as a whole (42.1 with 46 per cent ending in abortion).

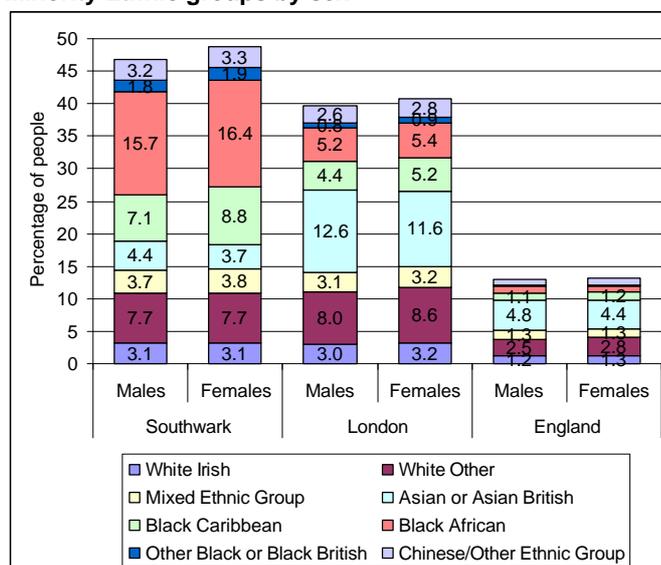
Men in Southwark have a reduced **life expectancy** when compared with men in London and England as a whole. In 2001-2003, males in Southwark had a life expectancy at birth of 74.1 years, compared with 76.0 for London and 76.2 for England. For women, the figures for Southwark, London and England are similar at 80.1, 80.8 and 80.7 respectively.

### Ethnic Minority and Religious Groups

**Figure 2.7** shows that 47 per cent of males and 49 per cent of females in Southwark are from Black and Minority Ethnic groups<sup>14</sup>. This is higher than in London (40 per cent of males and 41 per cent of females) and in England (13 per cent of men and 13 per cent of women).

In Southwark, the largest Ethnic Minority groups are the Black African (39,350 people, 16 per cent of the population), Black Caribbean (19,555 people, 8 per cent) and Other White ethnic groups<sup>15</sup> (18,890 people, 7.7 per cent).

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



Source: 2001 Census Standard Tables, Crown Copyright 2003

The 2001 Census also provides information about religious groups. The largest minority religious groups in Southwark are Muslims (16,774 people or 6.9 per cent of the population), Hindus (2,664 people or 1.1 per cent of the population) and Buddhists (2,621 people or 1.1 per cent of the population). The

<sup>14</sup> Black and Minority Ethnic groups include all those groups other than White British.

<sup>15</sup> The White Other category includes Romany Gypsies, Turkish Cypriots, people from the former Yugoslavia, and other people of Eastern European origin, as well as people from other European countries, South Africa, USA, Canada, Australia and New Zealand.

proportion of people in Southwark who stated that they are Christians, 58 per cent of males and 65 per cent of females, is higher than in London (55 per cent and 61 per cent respectively) but lower than in England as a whole (69 per cent and 75 per cent respectively). 21 per cent of men and 16 per cent of women in Southwark said that they had no religion (compared with 18 per cent of men and 13 per cent of women in London, and 17 per cent of men and 12 per cent of women nationally), and 10 per cent of men and women did not state a religion.

## Households and Housing

### Family Type

There are over 105,806 households in Southwark,<sup>16</sup> of which 37 per cent are single person households. This is higher than in London (35 per cent) and in England as a whole (30 per cent). Southwark has a slightly higher proportion of lone parent households with dependent children (10 per cent) than London (8 per cent) and England (6 per cent). The other main differences in Southwark are:

- the low proportion of cohabiting and married couple households (30 per cent) compared with London (37 per cent) and England (45 per cent)
- the high proportion of households classed as 'other' (16 per cent), compared with only 12 per cent for the region and 7 per cent in England as a whole. This category includes extended families where several generations of a family live in one household, and student households

### Tenure

In Southwark, just 30 per cent of households are owner occupied, 54 per cent are rented from a social landlord (42 per cent rented from the council) and 14 per cent are privately rented. In London the figures are 56 per cent, 26 per cent (17 per cent rented from the council) and 16 per cent respectively and in England 68 per cent, 19 per cent (13 per cent rented from the council) and 10 per cent. Thus, Southwark has:

- a very low proportion of owner occupied households
- a very high proportion of households that rent from the council

- high levels of private renting compared with England as a whole

### House Prices

Data from the Land Registry<sup>17</sup> for the first quarter of the years 2000 and 2005 show that house prices in Southwark rose by 58 per cent in the five years between 2000 and 2005. The average house price rose from £167,670 to £265,510, although 38 per cent fewer houses were sold in the first quarter of 2005 than in the same period in 2000. Over the same 5 year period, the average house price across England increased from £103,375 to £184,130 (an increase of 78 per cent since 2000).

<sup>16</sup> Source: 2001 Census Standard Tables, Crown Copyright 2003.

<sup>17</sup> [www.landreg.gov.uk](http://www.landreg.gov.uk)

### 3. Education and Skills

#### Educational Indicators in Southwark<sup>18</sup>

Within Southwark there are 72 primary, 12 secondary and 9 special schools which teach 23,510, 10,020 and 470 pupils respectively. There are 10 independent schools within the Borough. Post 16 education in Southwark is provided by sixth forms in 2 of the 12 secondary schools and also by four further education colleges.

In 2004 the **pupil to teacher ratio** was lower in Southwark (22.2 pupils per teacher) than in London (23.3 pupils per teacher) or in England as a whole (22.7 pupils per teacher). However Southwark has a higher pupil to teacher ratio for secondary schools (17.4 per cent) than London (17.1 per cent) and England (17.0 per cent). In 2004 the **teacher vacancy rate** in Southwark was also lower, at 0.1 per cent compared with 1.4 per cent in London and 0.7 per cent in England. In 2003/2004 Southwark spent more per pupil (£5,060) than the London average (£4,350) or the average across England as a whole (£3,590).

Southwark has a higher proportion of people from **Black and Minority Ethnic groups** than London and England as a whole. In primary schools in Southwark, 72 per cent of pupils are from Black and Minority Ethnic groups,<sup>19</sup> compared with 58 per cent of pupils in London and 19 per cent in England<sup>20</sup>. The largest of these groups are *Black African* (30 per cent), *Black Caribbean* (13 per cent) and *White Other*<sup>21</sup> (5.4 per cent) pupils. In secondary schools the figures are 76 per cent, 55 per cent and 16 per cent for Southwark, London and England respectively. In Southwark's secondary schools, the largest Black and Minority Ethnic groups are *Black African* (33 per cent), *Black Caribbean* (18 per cent) and *White Other* (6.0 per cent) pupils.

In Southwark, 39 per cent of primary school pupils have a **first language which is other than English**, compared with 36 per cent of pupils in London and 11 per cent in England as a whole. Among pupils in secondary schools the figures are 42 per cent, 32 per

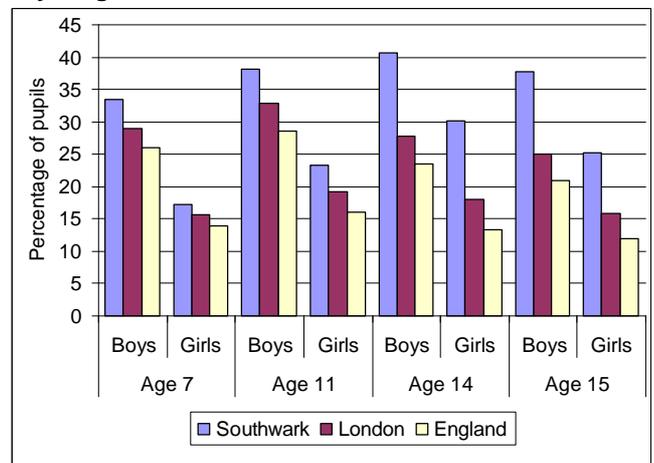
cent and 8.8 per cent in Southwark, London and England respectively.

In maintained nursery and primary schools in Southwark, 35 per cent of pupils are eligible for **free school meals** (FSM)<sup>22</sup> although only 30 per cent of pupils take them, compared with 27 per cent of pupils eligible (27 per cent take FSM) in London and 17 per cent (14 per cent take FSM) in England. In secondary schools in Southwark, the corresponding rates of eligibility for and uptake of FSM are 46 per cent and 41 per cent respectively, compared with 24 per cent and 19 per cent in London and 14 per cent and 11 per cent in England as a whole.

*A higher proportion of boys and girls in Southwark have Special Educational Needs, compared with London and England as a whole*

Figure 3.1 shows the percentages of pupils who have a **Special Educational Need** (SEN) at each Key Stage.

Figure 3.1 Boys and girls with identified Special Educational Needs (SEN) or with a Statement of SEN, by Key Stage in 2004



Source: DfES, Crown Copyright 2005

Children have a Special Educational Need if they have a learning difficulty which calls for special educational provision to be made for them<sup>23</sup>. For children with SEN who require a high level of support, a Statutory Assessment of special educational needs is carried out

<sup>18</sup> Statistics of Education 2004, DfES, Crown Copyright 2005 and School Workforce in England, January 2004, Crown Copyright 2005.

<sup>19</sup> Black and Minority Ethnic groups include all ethnic groups other than 'White British'.

<sup>20</sup> Percentage of the total number of pupils whose ethnicity has been classified (not the total number of pupils) in 2004.

<sup>21</sup> The White Other category includes Romany Gypsies, Turkish Cypriots, people from the former Yugoslavia, and other people of Eastern European origin as well as people from other European countries, South Africa, USA, Canada, Australia and New Zealand.

<sup>22</sup> Pupils eligible for free school meals (FSM) are those who have, or whose parents have, satisfied the relevant authority that they are receiving Income Support or income-based Job Seekers Allowance or support provided under Part 6 of the Immigration and Asylum Act 1999, and they have indicated that they wished their child to have a FSM.

<sup>23</sup> Special Educational Needs Code of Practice, DfES 2001.

## Educational Attainment at ages 7-16

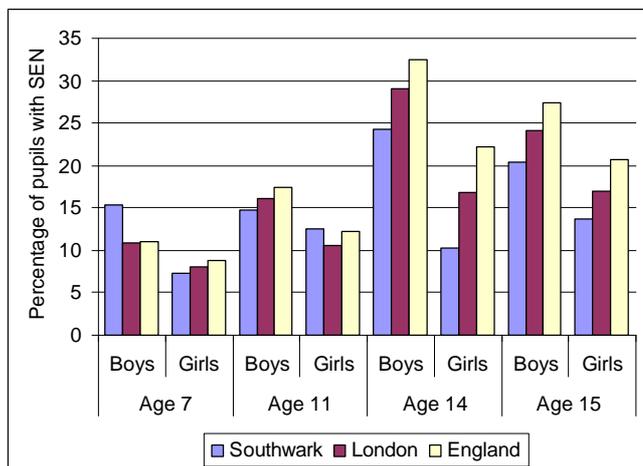
*Both boys and girls in Southwark perform below the level of pupils in London and nationally at ages 7, 11 and 14*

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. In Southwark, significantly more pupils have a SEN than in London and England at all Key Stages. In Southwark the proportion of those with a SEN is particularly high at age 15.

**Figure 3.2** shows that in Southwark, at Key Stage 1, boys with a SEN are more likely to have a Statement of SEN than in London and England, although the reverse is true for girls. At Key Stage 2, while a similar proportion of girls with a SEN have a statement in Southwark as across England, fewer boys with a SEN have a statement in Southwark than in London or nationally. At Key Stages 3 and 4 fewer boys and girls in Southwark who have a SEN have a statement than in London and nationally. At all key stages and geographic levels, boys with a SEN were more likely than girls 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 2004**

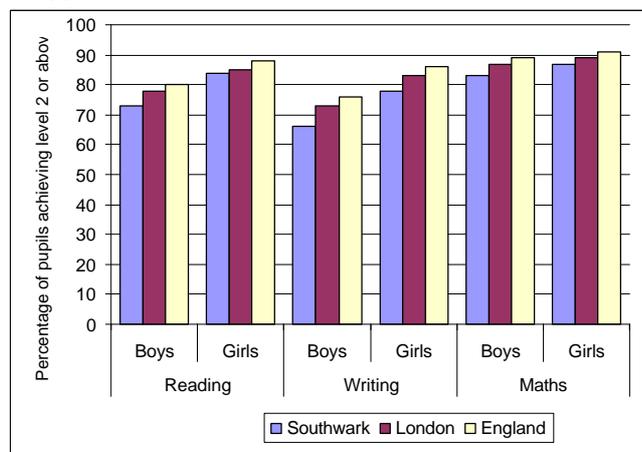


Source: DfES, Crown Copyright 2005

### 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 2004. A lower proportion of both boys and girls in Southwark achieved the expected standard (level 2 or above) in all the three subjects than their counterparts in London and England as a whole. Whilst 83 per cent of boys achieved the expected standard in maths, fewer boys performed well in reading (73 per cent) and writing (66 per cent). Girls in Southwark performed better than boys in all three tested areas, especially maths (87 per cent, 84 per cent in reading and 87 per cent in writing), but despite this proportionally fewer girls attained the required level than in London or nationally.

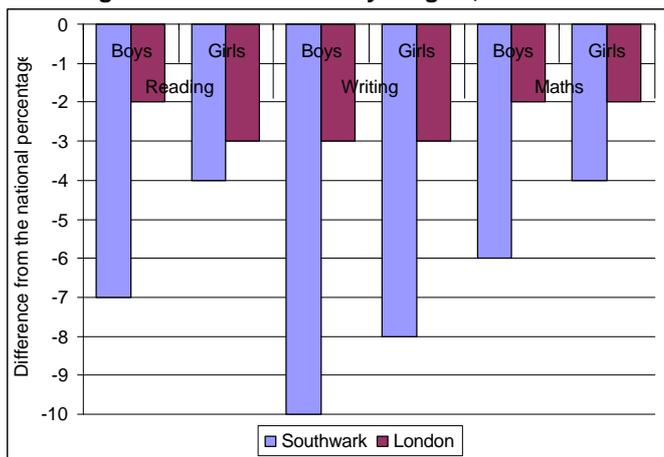
**Figure 3.3 Boys and girls achieving level 2 or above at Key Stage 1 (age 7) in reading, writing and mathematics in 2004**



Source: DfES, Crown Copyright 2005

**Figure 3.4** shows the difference from the national percentage of pupils achieving the expected standard at Key Stage 1. In Southwark both 7 year old boys and girls performed below the national level in reading, writing and mathematics. The greatest difference can be seen in boys' achievements in writing, with proportionally 10 per cent fewer boys achieving the required level than boys nationally. Southwark's girls also performed worse than their counterparts nationally, with 8 per cent fewer achieving level 2 or above in writing, 4 per cent fewer in maths and 4 per cent fewer in reading than girls across England as a whole.

**Figure 3.4** Difference from national levels of pupils achieving level 2 or above at Key Stage 1, in 2004



Source: DfES, Crown Copyright 2005  
 Note: England: Reading - Boys 80%, Girls 88%, Writing - Boys 76%, Girls 86%, Maths - Boys 89%, Girls 91%

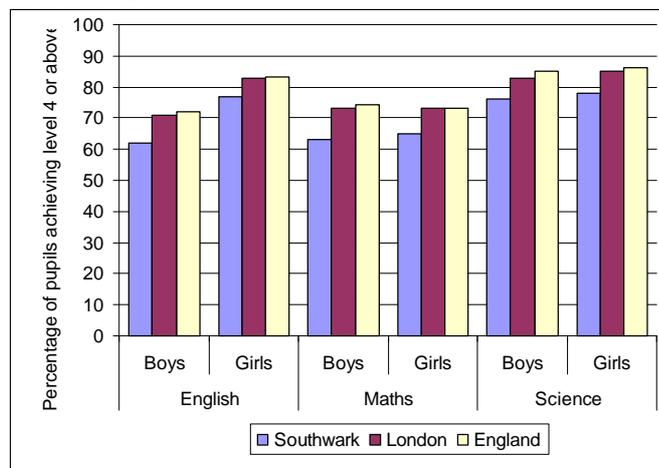
Attainment data for earlier years indicate that since 2000 proportionally fewer boys and girls in Southwark have achieved the expected standard at Key Stage 1 in writing and maths, whilst there has been little change in reading<sup>24</sup>. For writing, this is similar to the London and national patterns, which in 2004 also showed a fall, although to a lesser degree, in the proportion of both boys and girls achieving the required level in writing. In London and England as a whole, there was little change in the proportion of pupils attaining level 2 or above in mathematics.

**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 2004. Fewer Southwark pupils achieved the expected standard at Key Stage 2 than their equivalents in London and England. 76 per cent of boys and 78 per cent of girls achieved the required level in science, 63 per cent of boys and 65 per cent of girls achieved the required level in maths. English showed the greatest gender difference in results, with only 62 per cent of boys achieving the required level, compared with 77 per cent of girls.

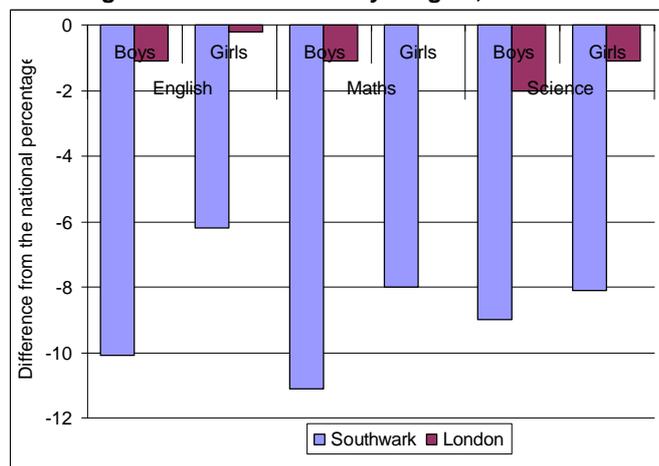
**Figure 3.6** demonstrates the difference from the national percentage of pupils achieving level 4 or higher at Key Stage 2. In Southwark, 11 per cent fewer boys achieved the required level in mathematics, 10 per cent fewer in English and 9 per cent fewer in science than at the national level. For Southwark girls, 8 per cent fewer achieved level 4 or above in maths and science than girls nationally, with 6 per cent fewer achieving the expected standard in English.

**Figure 3.5** Boys and girls achieving level 4 or above at Key Stage 2 (age 11) in English, mathematics and science in 2004



Source: DfES, Crown Copyright 2005

**Figure 3.6** Difference from national levels of pupils achieving level 4 or above at Key Stage 2, in 2004



Source: DfES, Crown Copyright 2005  
 Note: England: English - Boys 72%, Girls 83%, Maths - Boys 74%, Girls 73%, Science- Boys 85%, Girls 86%

Since 2000<sup>25</sup>, there has been an increase in the proportion of girls in Southwark achieving level 4 or above at Key Stage 2 in English (up 7 percentage points), mathematics (up 5 percentage points) and science (up 3 percentage points). This is greater than the increase seen at the national level (4 percentage points in English, 2 in maths and 1 in science) between 2000 and 2004. However, for boys in Southwark there was an increase of just 1-2 per cent in the proportion achieving the expected level since 2000. This is similar to the increase seen for boys in London and England.

<sup>24</sup> Key Stage Attainment 2000 and 2004. www.dfes.gov.uk

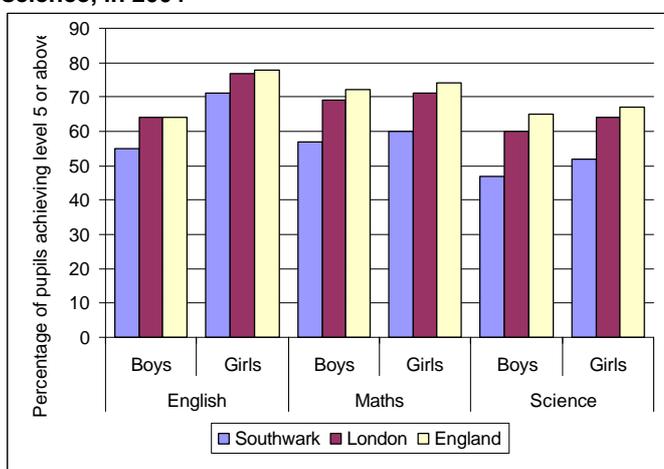
<sup>25</sup> Key Stage Attainment 2000 and 2004. www.dfes.gov.uk

## Key Stage 3 - Age 14

**Figure 3.7** shows pupils' achievements at Key Stage 3 in English, mathematics and science in 2004.

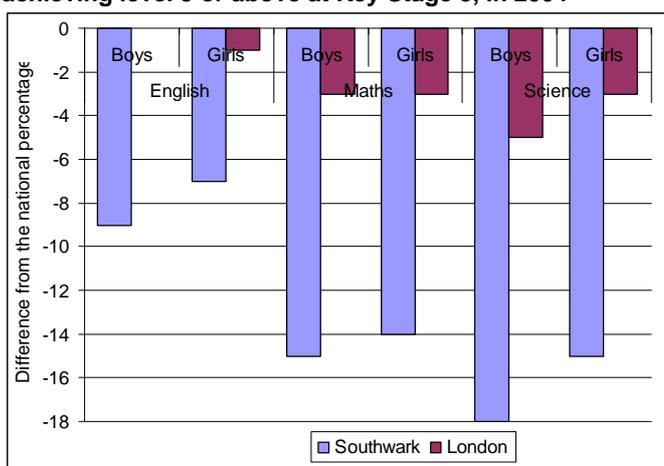
Compared with their counterparts in London and nationally, a lower percentage of both boys and girls in Southwark achieved the expected level in all the three subjects. Only 47 per cent of boys achieved the expected standard in science, well below the figures for London (60 per cent) and England as a whole (65 per cent). Girls in Southwark performed better in English (71 per cent) than in mathematics (60 per cent) and science (52 per cent), but still below the London and national averages.

**Figure 3.7 Boys and girls achieving level 5 or above at Key Stage 3 (age 14) in English, mathematics and science, in 2004**



Source: DfES, Crown Copyright 2005

**Figure 3.8 Difference from national levels of pupils achieving level 5 or above at Key Stage 3, in 2004**



Source: DfES, Crown Copyright 2005

Note: England: English - Boys 64%, Girls 78%, Maths - Boys 72%, Girls 74%, Science- Boys 65%, Girls 67%

**Figure 3.8** shows the difference from the national percentage of pupils achieving level 5 or above at Key Stage 3. Whilst London's results are slightly below the

national level for both boys and girls in all three subjects, far fewer of Southwark's boys and girls achieved the expected level than their counterparts in London or nationally. The greatest difference can be seen in boys' and girls' achievements in science, 18 per cent and 15 per cent below the national figures. Boys' and girls' achievements in mathematics were also well below the London and national averages.

*In Southwark, dramatic improvements have been made in educational attainment at age 14 since 2000.*

Southwark nevertheless has clear evidence of recent educational improvements. Since 2000, the proportion of both boys and girls in Southwark achieving the expected standard at Key Stage 3 has risen dramatically, reflecting a similar trend nationally. In 2004, 29 per cent more boys achieved the expected level in English, 16 per cent more in mathematics and 16 per cent more in science than in 2000 (up 9 per cent, 8 per cent and 4 per cent respectively in England). For girls in Southwark the corresponding figures are 18 per cent, 16 per cent, and 20 per cent (6 per cent, 9 per cent and 9 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 2004 educational attainment statistics for Southwark refer to the pupils indicated in **Figure 3.9** which shows that Southwark has a large number of pupils from Black and Minority Ethnic Groups<sup>26</sup>. In Southwark, these pupils are principally from the Black African, Black Caribbean and White Other<sup>27</sup> ethnic 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.

<sup>26</sup> Black and Minority Ethnic groups include all those groups other than White British.

<sup>27</sup> The White Other category includes Romany Gypsies, Turkish Cypriots, people from the former Yugoslavia, and other people of Eastern European origin as well as people from other European countries, South Africa, USA, Canada, Australia and New Zealand.

**Figure 3.9 Southwark 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	405	398	333
	Black and Minority Ethnic Groups	1,136	1,069	550
Girls	White British	420	450	365
	Black and Minority Ethnic Groups	995	1,006	621

Source: DFES, Crown Copyright 2005

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

#### At age 7

- Southwark's Black and Minority Ethnic girls did better than Southwark's Black and Minority Ethnic boys.
- Proportionally more of Southwark's Black and Minority Ethnic boys achieved the required level in reading (4 per cent) than Southwark's White British boys.
- Southwark's Black and Minority Ethnic boys and girls did less well than similar pupils nationally, with proportionally fewer boys and girls achieving the required level in all three subjects.

#### At age 11

- Southwark's Black and Minority Ethnic boys did less well than Southwark's White British boys (8 per cent fewer achieved the expected standard in English, 10 per cent fewer in mathematics, and 13 per cent fewer in science).
- However, Southwark's Black and Minority Ethnic girls did better than Southwark's White British girls, with 4 per cent more achieving the expected level in both English and mathematics and 3 per cent more in science.
- Southwark's Black and Minority Ethnic boys did much worse than similar boys nationally, with 14 per cent fewer achieving the expected standard in science and 15 per cent fewer in English and mathematics.
- Southwark's Black and Minority Ethnic girls did worse than similar girls nationally (by 5 per cent in science, 6 per cent in English and 7 per cent in mathematics).

#### At age 14

- Southwark's Black and Minority Ethnic boys achieved better results than Southwark's White British boys in English (11 per cent more achieved the expected standard), at a similar level in mathematics, but did less well in science (2 per cent fewer achieved the expected standard).
- Southwark's Black and Minority Ethnic girls did much better than Southwark's White British girls in English (10 per cent more achieved the expected standard) and maths (2 per cent more), but not in science (2 per cent less).
- Overall Southwark's White British and Black and Ethnic Minority pupils of both sexes performed well below the national level, with the exception of Black and Minority Ethnic boys in Southwark, who performed better in English than their counterparts nationally (3 per cent more achieving the expected standard).

#### English as an Additional Language

The numbers of Southwark pupils tested in 2004 at Key stages 1, 2 and 3 who had English as an additional language are shown below.

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

		Numbers		
		Age 7 KS1	Age 11 KS2	Age 14 KS3
Boys	English	925	896	747
	First language other than English	592	548	460
Girls	English	941	910	674
	First language other than English	577	532	550

Source: DFES, Crown Copyright 2005

#### At age 7

- Southwark's boys who have English as an additional language performed better in all subjects than those for whom English was their first language, with 5 per cent more boys achieving the required level in reading and writing and 1 per cent more in mathematics. There was little difference between the girls in each group.
- Boys in Southwark for whom English is an additional language did less well in all the three subjects compared with their national counterparts. Girls for whom English is an

additional language also did less well compared with those nationally, except in reading where a similar proportion (82 per cent) reached the required standard.

#### **At age 11**

- Southwark boys for whom English is an additional language performed less well than similar pupils across England in all three subjects.
- Again, a higher proportion of Southwark girls for whom English is an additional language achieved the required standard than similar girls nationally (2 per cent more in English, 1 per cent more girls in mathematics but 1 per cent less girls in science).

#### **At age 14**

- Southwark boys for whom English is an additional language performed less well than other Southwark boys in English, with 5 per cent fewer achieving level 5 or above, but in maths they performed better, with 3 per cent more achieving the expected level.
- Girls in Southwark with English as an additional language did better, with 1 per cent more achieving the expected standard in English, 3 per cent more in science and 4 per cent more in mathematics than Southwark's girls with English as their first language.
- Yet Southwark boys and girls for whom English is an additional language performed below the national level in all three subjects.

#### **Free School Meals Eligibility**

- In Southwark, London, and nationally, pupils of both sexes who are eligible for free school meals performed less well than other pupils at Key Stages 1 and 2.
- At Key Stage 1 boys who were eligible for free schools meals performed significantly worse than other pupils, with 20 per cent fewer achieving the expected standard.
- In contrast, at Key Stage 3 both boys and girls entitled to free school meals performed considerably better than similar groups nationally in all three subjects.

#### **Special Educational Needs**

##### **At age 7**

- A higher proportion of boys in Southwark who have a SEN reached the required standard in reading than their national counterparts (3 per cent), but 2 per cent fewer achieved the expected level in mathematics.
- Southwark girls who have a SEN outperformed their national counterparts in reading and mathematics, but a lower proportion achieved the national standard in writing.

##### **At age 11**

- Among Southwark pupils who have SEN, attainment is much lower for boys in all three subjects than the national averages for similar pupils.
- Overall a similar proportion of girls with a SEN achieved the required standard compared with their London counterparts, and a higher proportion than nationally, with 3 per cent more girls attaining the desired result in English and 2 per cent more in science.

##### **At age 14**

- Attainment is lower for Southwark boys with a SEN compared with similar boys nationally, with the exception of English, where 1 per cent more Southwark boys achieved the expected standard.
- By contrast, attainment is higher for Southwark girls with a SEN compared with similar pupils nationally, with the exception of Science where fewer girls from Southwark achieved level 5 or above.

## Key Stage 4 GCSE/GNVQ - Age 16

***In Southwark proportionally fewer boys achieved 5 or more GCSE/GNVQs at A\*-C grade in 2004 compared with London and England as a whole***

GCSE/GNVQ achievements by 15 year olds in maintained schools in 2003/04 are presented in **Figure 3.11**. In Southwark, proportionally fewer boys and girls achieved 5 or more A\*-C grades at GCSE/GNVQ level than in London and England, and boys performed much less well than girls. Just 36 per cent of boys and 47 per cent of girls in Southwark achieved 5 or more A\*-C grades, compared with 47 per cent of boys and 57 per cent of girls across England.

**Figure 3.11 GCSE/GNVQ achievements by 15 year olds in maintained schools by gender in 2004**

Area		Percentage of pupils achieving at GCSE/GNVQ		
		5+ A*-C grades	5+ A*-G grades	No passes
Southwark	Males (1,012)	36.1	81.7	7.2
	Females (1,045)	47.0	91.9	2.8
London	Males	47.8	87.8	4.5
	Females	58.0	92.1	2.8
England	Males	47.0	87.5	4.5
	Females	57.2	91.8	3.1

Source: DfES, Crown Copyright 2005

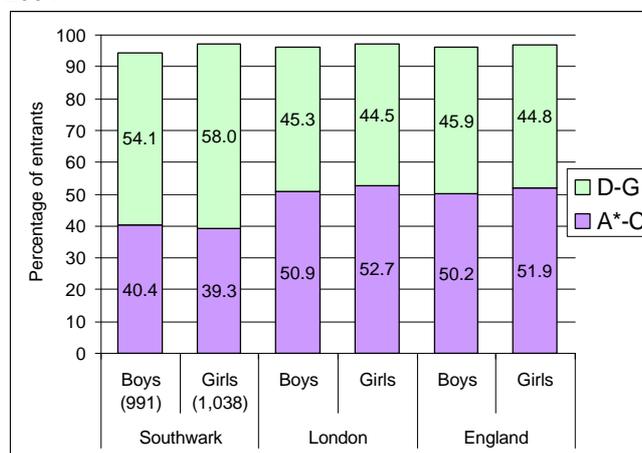
In Southwark, 7.2 per cent of boys did not pass any GCSE/GNVQs. This is considerably higher than in London and England as a whole (4.5 per cent in both cases). The figure for girls is 2.8 per cent, similar to both the London and national averages.

Between 2000<sup>28</sup> and 2004 in Southwark, the proportion of boys and girls achieving 5 or more A\*-C grades at GCSE/GNVQ increased by 11 per cent for boys and 9 per cent for girls. This is above the improvements seen in London (9 per cent for boys and 7 per cent for girls) and nationally (5 per cent for both boys and girls).

**Figures 3.12 - 3.15** show pupils' performance in selected subjects at GCSE. **Figure 3.12** shows the proportion of pupils entered for GCSE mathematics in maintained schools who achieved good grades and other pass grades. Interestingly, in Southwark, unlike elsewhere, boys marginally outscored girls in mathematics. However, proportionally fewer boys and

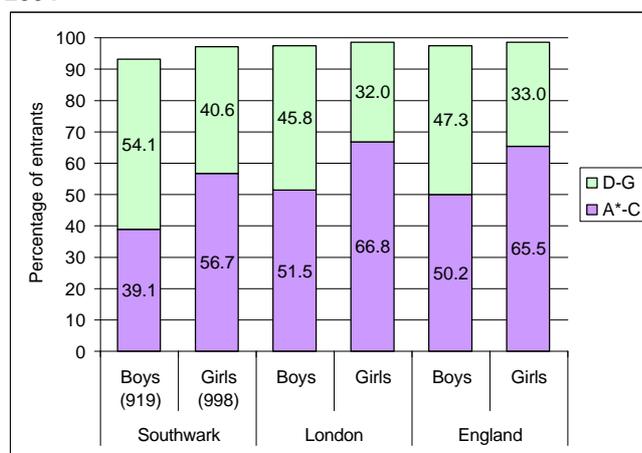
girls achieved good grades, (40 per cent and 39 per cent respectively) compared with London (51 per cent and 53 per cent) and England as a whole (50 per cent and 52 per cent).

**Figure 3.12 Pupils entered for GCSE Mathematics in maintained schools who achieved A\*-C or D-G grades in 2004**



Source: DfES, Crown Copyright 2005

**Figure 3.13 Pupils entered for GCSE English in maintained schools who achieved A\*-C or D-G grades in 2004**



Source: DfES, Crown Copyright 2005

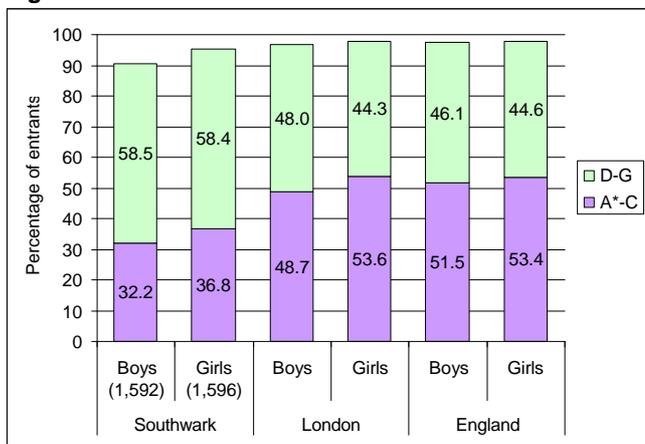
**Figure 3.13** shows the proportion of pupils entered for GCSE English in maintained schools who achieved good grades (A\*-C) and other pass grades (D-G). A much higher proportion of girls than boys achieved good grades, 57 per cent compared with 39 per cent. However, the percentage of boys and girls who achieved good grades in English in Southwark is significantly lower than the figures for London and England, with the London figure 13 per cent and the figure for England as a whole 11 per cent higher.

**Figure 3.14** shows the achievements of pupils entered for GCSE Double Award Science in maintained schools. In Southwark, 32 per cent of boys obtained good grades, considerably fewer than in either London (49 per cent), or England (52 per cent). Similarly, fewer girls achieved good grades in this subject, 37 per cent

<sup>28</sup> Statistics of Education: Public examinations GCSE/GNVQ and GCE/AGNVQ in England 2000. Crown Copyright DfES 2001.

compared with 54 per cent in London and 53 per cent in England.

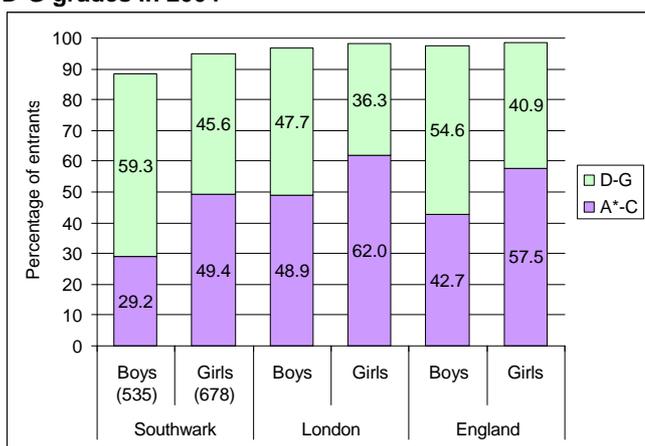
**Figure 3.14 Pupils entered for GCSE Double Award Science in maintained schools who achieved A\*-C or D-G grades in 2004**



Source: DfES, Crown Copyright 2004

Figure 3.15 shows that in Southwark a lower percentage of boys entered for GCSEs in a Modern Language achieved good grades than in London or England as a whole. Girls (49 per cent) performed significantly better than boys (29 per cent), but less well than the national average of 58 per cent or than their London counterparts (62 per cent).

**Figure 3.15 Pupils entered for GCSE in a Modern Language in maintained schools who achieved A\*-C or D-G grades in 2004**



Source: DfES, Crown Copyright 2004

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

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

## Ethnicity

- Southwark's Black and Minority Ethnic boys did less well than Southwark's White British boys, with 9 per cent fewer gaining 5 or more good GCSE/GNVQ grades.
- Southwark's Black and Minority Ethnic girls did better than Southwark's White British girls, with 3 per cent more gaining 5 or more good GCSE/GNVQ grades.
- Southwark's Black and Minority Ethnic boys did less well than their counterparts nationally, 18 per cent fewer achieved 5 or more good GCSE/GNVQ grades.
- Southwark's Black and Minority Ethnic girls also did less well than similar girls nationally, with 18 per cent less achieving 5 or more good GCSE/GNVQ grades.

## English as an additional language:

- In Southwark, amongst those pupils who have English as an additional language, a lower proportion of boys (35 per cent) achieved 5 or more A\*-C GCSE/GNVQ grades, compared with similar boys in London (48 per cent) and in England (46 per cent).
- Southwark girls for whom English is an additional language also performed below similar girls in London and nationally, 52 per cent achieving 5 or more A\*-C GCSE/GNVQ grades, compared with 60 per cent in London and 58 per cent nationally.
- Only 1 per cent of girls in Southwark who have English as an additional language gained no passes at GCSE/GNVQ, compared with 2 per cent of similar girls in London and 3 per cent in England as a whole.

## Free school meal eligibility

- In Southwark, mirroring the London and national patterns, girls who are eligible for free school meals are significantly more likely than boys to achieve 5 or more good GCSE/GNVQ passes, and less likely to achieve no passes.
- In Southwark, 40 per cent of girls who are eligible for free school meals achieved 5 or more good GCSE/GNVQ passes, a higher proportion than for

similar girls in England as a whole (30 per cent), and the same as girls in London.

- Fewer Southwark girls who are eligible for free school meals did not achieve 5 or more GCSE/GNVQ passes, 5 per cent compared with 7 per cent nationally, but more than similar girls in London (4 per cent).

### Special Educational Needs

- At all geographical levels, boys with a SEN are less likely to achieve 5 or more GCSE/GNVQ passes at grades A\*-C, and more likely to have no passes at GCSE/GNVQ, than girls.
- In Southwark, more pupils with a SEN but without a statement achieved 5 or more good GCSE/GNVQ passes, and fewer boys and girls gained no GCSE/GNVQ passes than their national counterparts.

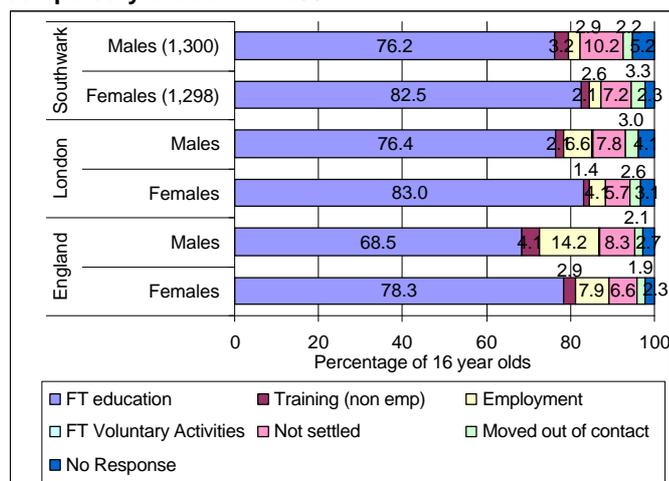
### Destinations of pupils after age 16

*In Southwark, 83 per cent of girls and over three quarters of boys stay on in education after the end of compulsory schooling*

**Figure 3.16** shows the situation of pupils after the end of compulsory education. It indicates that a higher proportion of students stay on in education in Southwark than across England. In 2004, most 16 year olds continued in education or training, with more female students (83 per cent) than male students (76 per cent) doing so in Southwark. Here fewer young men (2.9 per cent) and women (2.6 per cent) entered the labour market at 16 than in London (6.6 per cent of young men and 4.5 per cent of young women) or nationally (14 per cent and 7.9 per cent). A higher proportion of young men (10 per cent) in Southwark were reported to be 'not settled' than in the region and nationally. Note that there was no response by 5.2 per cent of young men in Southwark, a higher proportion than in London or England (2-3 per cent).

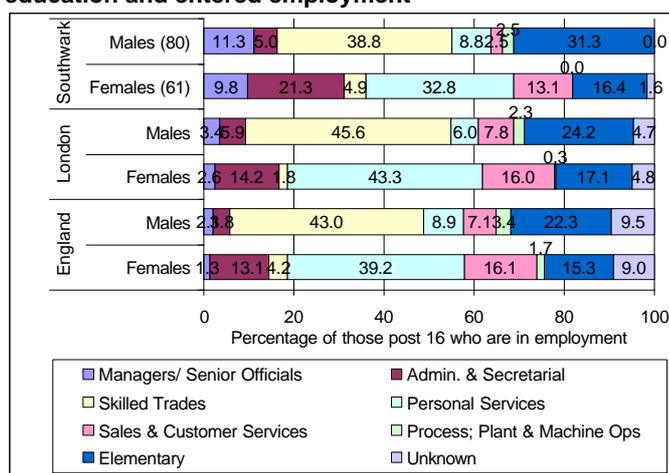
**Figure 3.17** shows the first occupation of the small minority of pupils who went into employment after leaving school at 16. In Southwark, a third of these young women entered personal service occupations, with a further fifth working in administrative and secretarial jobs and 13 per cent initially employed in sales and customer services.

**Figure 3.16 Destination of pupils at the end of compulsory education - 2004**



Source: Connexions Annual Activity Survey 2004

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



Source: Connexions Annual Activity Survey 2005

Note: **Personal services** include nursing auxiliaries and assistants, ambulance staff (excluding paramedics), dental nurses, care assistants and home carers, nursery nurses, child minders, playgroup leaders, educational assistants, veterinary nurses, sports and leisure assistants, travel agents, travel and tour guides, air/rail travel assistants, hairdressers, barbers, beauticians, housekeepers, caretakers, undertakers and pest control officers.

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

A much higher proportion of young men entering employment at 16 in Southwark went into elementary occupations, 31 per cent of a total of 80 boys, compared with 24 per cent in London and 22 per cent across England. 39 per cent of these young men entered skilled trades, a much smaller percentage than in London and England as a whole (46 per cent and 43 per cent respectively).

In Southwark, 11 per cent of 16 year old male entrants to the labour market and 10 per cent of female entrants went into jobs as managers and senior officials, a much higher proportion than in London (3.5 per cent of males and 2.6 per cent of females) and in England as a whole (2.1 per cent and 1.3 per cent).

### A/AS Level Attainment

Table 3.18 shows that in Southwark the average point score per candidate achieving A/AS levels was significantly lower than in London or England as whole. For boys in Southwark, it was almost 100 points lower than in England, and for girls 109 points lower than nationally.

**Table 3.18 Average GCE/VCE A/AS point scores of 16-18 year old candidates by gender 2004**

Area	Average point score by candidates achieving A/AS levels			
	Per candidate		Per entry	
	Males	Females	Males	Females
Southwark	144.8	158.1	58.2	67.5
London	224.2	242.0	73.1	77.5
England	243.6	267.5	72.7	78.4

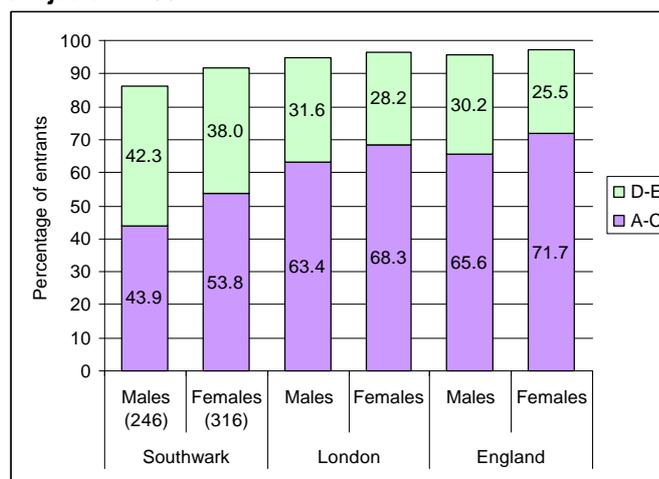
Source: DfES, Crown Copyright 2005

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

Overall, there were just 134 males and 146 females aged 16-18 entered for at least one GCE/VCE A level in Southwark in 2004. 196 people aged 16-18 were entered for VQ Intermediate or Advanced qualifications in Southwark.

Figure 3.19 shows the achievements of boys and girls who took 'A' levels in maintained schools across all subjects. In Southwark, the percentage of girls achieving a good pass (54 per cent) was lower than in London (68 per cent) or across England (72 per cent). The proportion of boys in Southwark who achieved good grades was also lower than in London and England, 44 per cent compared with 63 per cent and 66 per cent respectively.

**Figure 3.19 Pupils entered for 'A' levels in maintained schools who achieved A-C or D-E grades across all subjects in 2004**



Source: DfES, Crown Copyright 2005

Table 3.20 shows boys' and girls' five most popular subjects at 'A' Level in 2003. At the national level, boys' and girls' preferences differ, except in choosing English. Southwark boys chose ICT and Biology, whereas boys across England preferred Business Studies, and History in addition to English and Mathematics. Girls in Southwark favoured English and Social Studies like their counterparts in England, but preferred Chemistry over Art and Design.

**Table 3.20 Five most popular 'A' Levels (excluding General Studies) in 2004**

	Southwark		London		England	
	Males	Females	Males	Females	Males	Females
1	Mathematics (30)	Biological Sciences (45)	Mathematics	English	Mathematics	English
2	Physics (24)	English (37)	English	Social Studies	English	Psychology
3	ICT (21)	Chemistry (34)	Social Studies	Psychology	Physics	Social Studies
4	Biological Sciences (15)	Social Studies (33)	Business Studies	Biological Sciences	History	Biological Sciences
5	Business Studies (15)	Psychology (24)	Physics	Art and Design	Business Studies	Art and Design

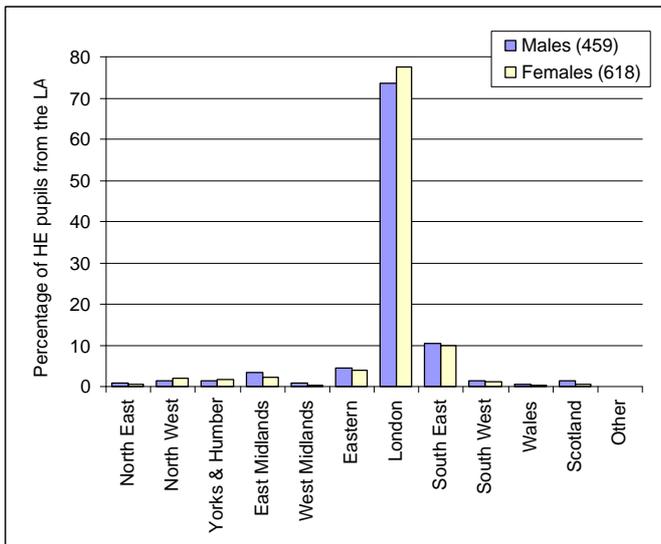
Source: DfES, Crown Copyright 2005

## Higher Education

*Over 70 per cent of young men and young women from Southwark study at a local higher educational institution.*

Figure 3.25 shows that 74 per cent of males and 77 per cent of females from Southwark who are participating in higher education are studying at an institution within London, with a further 10 per cent of both males and females studying in the South East region. The only other region where a significant number of Southwark students have chosen to study is the Eastern region (5 per cent of men and 4 per cent of women). Young women from Southwark are slightly more likely than their male counterparts to study at a local higher education institution.

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



Source: HESA 2004

Data for students from the whole of London show that 53 per cent of men and 59 per cent of women study at a higher education institution within London, with a further 16 per cent of men and women studying in the South East region. Again a significant proportion (10 per cent men and 8 per cent women) attended higher education institutions in the Eastern region.

The data on the region in which people from Southwark reside after completing higher education shows that 57 per cent of males and 63 per cent of females from Southwark were living in London after the end of their course. Note however that there was a high percentage of young people from Southwark whose residence region after higher education was reported to be 'not known' (nearly 17 per cent for both men and women).

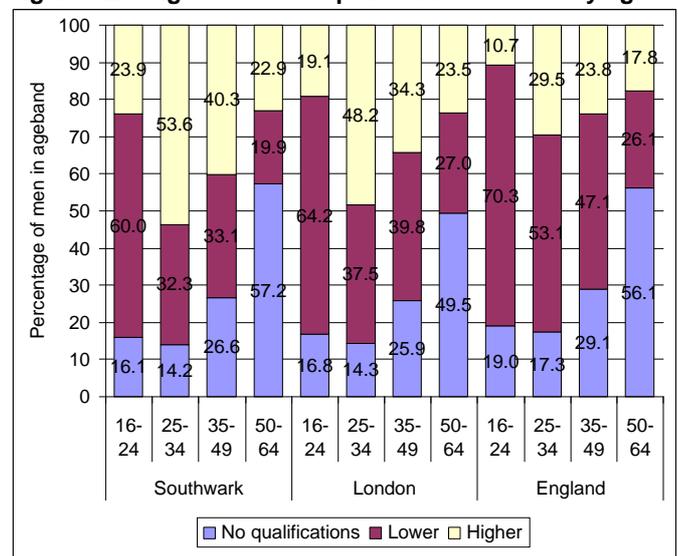
## Qualifications and skills of working age people

*Compared with other Londoners, more Southwark men and women have no qualifications.*

*A high proportion of Southwark men and women aged 25-34 are qualified to degree level or above.*

Figures 3.26 and 3.27 show for all men and women of working age, their highest level of qualification by age. Women are less likely than men to have no qualifications at all geographical levels, with the exception of women aged 35-49 in Southwark who are slightly more likely to have no qualifications (28 per cent) than men aged 35-49 (27 per cent).

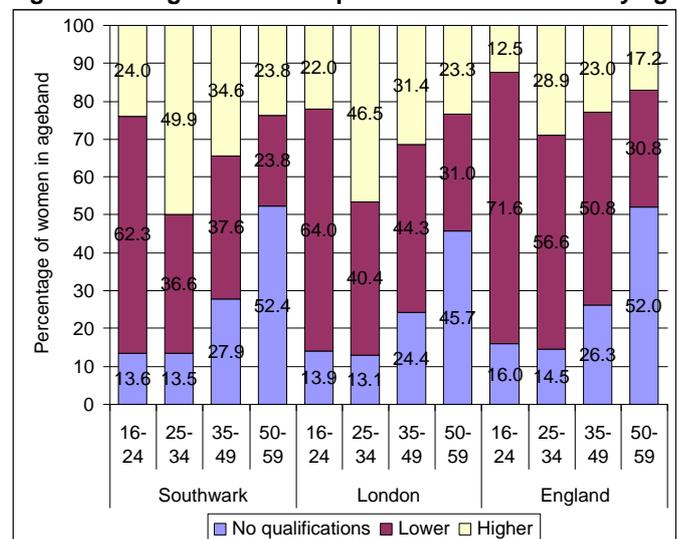
**Figure 3.26 Highest level of qualification for men by age**



Source: 2001 Census Standard Tables, Crown Copyright 2003

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

**Figure 3.27 Highest level of qualification for women by age**



Source: 2001 Census Standard Tables, Crown Copyright 2003

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

In Southwark, a much higher percentage of 25-34 year old men and women are qualified to degree level or above, 54 per cent and 50 per cent compared with 48 per cent and 47 per cent in London, and 30 per cent and 29 per cent nationally. In the 35-49 age group, 40 per cent of Southwark men have higher qualifications, compared with 34 per cent in London and 24 per cent nationally. The figures for women show a similar pattern, 35 per cent in Southwark, compared with 31 per cent in London and 23 per cent in England.

At ages 35+, Southwark residents of both sexes are more likely to be unqualified than their London counterparts.

## Key Points

- At Key Stages 1, 2 and 3 (ages 7, 11 and 14) a higher proportion of pupils have Special Educational Needs (SEN) in Southwark than their counterparts in London and nationally, with more boys having a SEN than girls. At Key Stage 1, 528 boys (28 per cent) and 276 girls (16 per cent) have a SEN, at Key Stage 2 the figures are 572 boys (33 per cent) and 346 girls (20 per cent), at Key Stage 3, 498 boys (33 per cent) and 366 girls (27 per cent) and at Key Stage 4, 386 boys (30 per cent) boys and 268 girls (22 per cent).
- In 2004, achievements among both boys and girls were low in comparison with London and England as a whole in tests at ages 7, 11 and 14.
- GCSE/GNVQ achievements by 16 year olds in maintained schools were low in comparison with London and national levels. Fewer boys (36 per cent) achieved 5 or more good grades than girls (47 per cent). However, significant improvements had been made in recent years.
- Far fewer boys than girls gained good GCSE grades (A\*-C) in English (39 per cent and 57 per cent respectively) and modern languages (29 per cent and 49 per cent), mirroring a national gender gap.
- Although girls aged 16-18 achieved overall higher point scores at 'A' level than boys, the performance of both sexes was below the national level.
- Boys and girls make strongly gendered choices of subject for 'A' level study. In Southwark's schools, girls chose social science and psychology whilst boys tend to study mathematics, physics and ICT.
- More Southwark boys and girls remained in education after 16 than their London and national counterparts.
- In 2004, a very small number of boys (80 out of 1,300) and girls (61 out of 1,298) left school and entered employment at 16. The majority of young women entered personal service occupations, whilst young men favoured skilled trades.
- A high proportion of Southwark's men (54 per cent) and women (50 per cent) aged 25-34 are qualified to degree level or higher.
- In part a historical legacy, levels of qualification are lower amongst women and men over 50 in Southwark compared to other age groups. This is above the London and national averages for the same age group.

## 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 Southwark, compared with London 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 Southwark's labour market opportunities, showing which kinds of jobs have been declining and which increasing.

### Structure of Employment Opportunities

*Part-time employment rose significantly for both sexes in Southwark, between 1991 and 2003.*

Between 1991 and 2003 (the latest available data) there was a net increase of over 19,440 jobs in Southwark. During this period the working age population increased by 27,900. Further analysis by gender, industrial sector and working hours shows some marked differences affecting the situation of men and women.

In 1991, men held 58 per cent of all jobs in Southwark, 93 per cent of them working full-time (7 per cent part-time). In contrast, 72 per cent of women worked full-time, with 28 per cent in part-time employment. Just over a decade later in 2003, the percentage of jobs held by men had decreased to 55 per cent, with fewer men - 88 per cent - working full-time. For women, the percentage of full-time jobs also fell significantly - to 67 per cent by 2003. **Figure 4.1** summarises the actual numbers of employees, and shows a considerable increase in part-time employment, for both sexes.

**Figures 4.2 and 4.3** show details, for 1991-2003, of employed men and women in Southwark, by the industry in which they work. For Southwark's men, there was:

- a marked decline in the share of employment in the manufacturing sector between 1991 and 2003
- a significant increase in banking, finance and insurance jobs (including business services such as advertising, recruitment agencies, accountancy, engineering and architecture)

For Southwark's women there was:

- a fall in the share of women working in manufacturing
- an increase in the proportion of women working in banking, finance and insurance
- a stable situation with around one third of all jobs held by women located in public administration, education and health

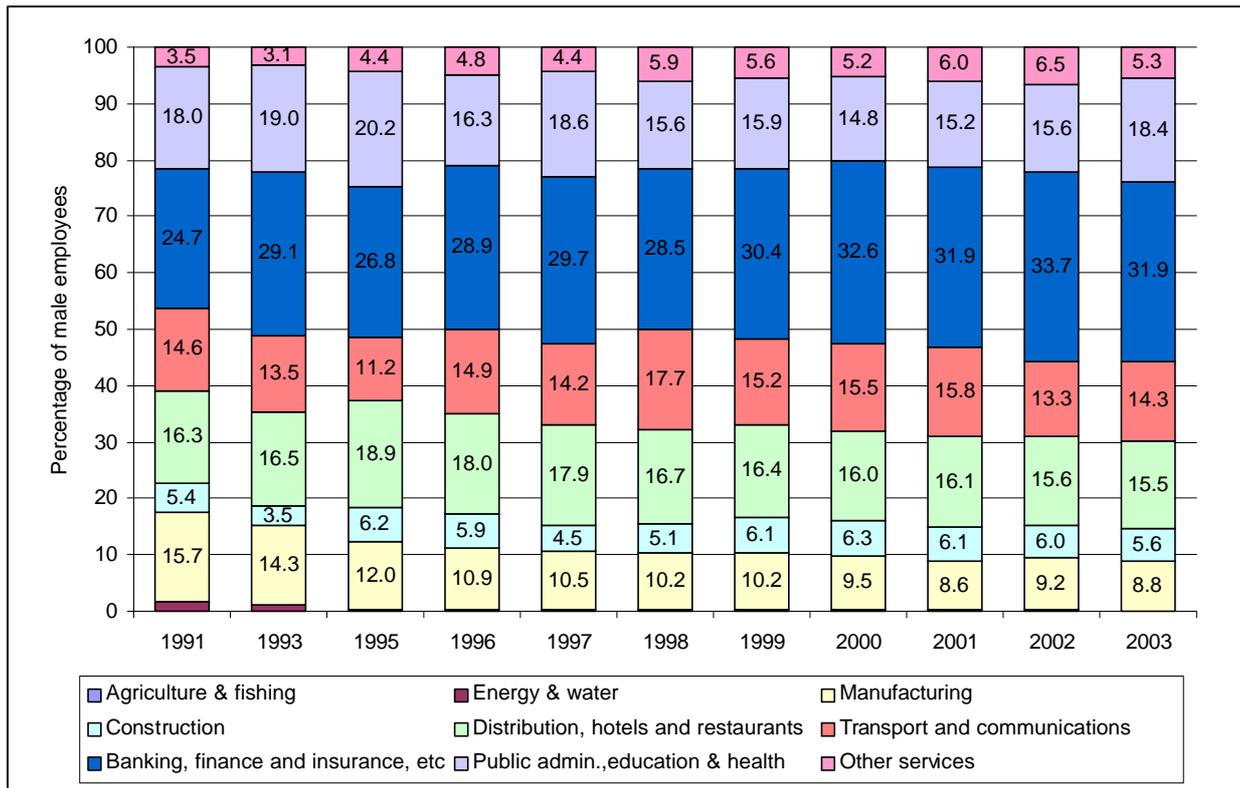
**Figure 4.1 Changes in employment in Southwark 1991-2003 by full-time/part-time status and sex<sup>29</sup>**

Job Type	Sex	Number of jobs		Change in number of jobs 1991-2003	Percentage change 1991- 2003		
		1991	2003		Southwark	London	England
Full-time	Female	37,344	43,335	5,991	16.0	16.5	14.1
	Male	66,652	68,648	1,996	3.0	9.2	8.5
	All	103,997	111,982	7,985	7.7	12.0	10.5
Part-time	Female	14,587	20,999	6,412	44.0	35.2	33.1
	Male	4,758	9,797	5,039	105.9	110.0	107.6
	All	19,344	30,799	11,455	59.2	52.4	46.2
All	All jobs	123,339	142,781	19,442	15.8	20.0	19.9

Source: Annual Employment Survey/Census of Employment 1991, Annual Business Inquiry 2003, ONS

<sup>29</sup> These data relate to jobs held by men and women resident in Southwark. Some of these people may work elsewhere.

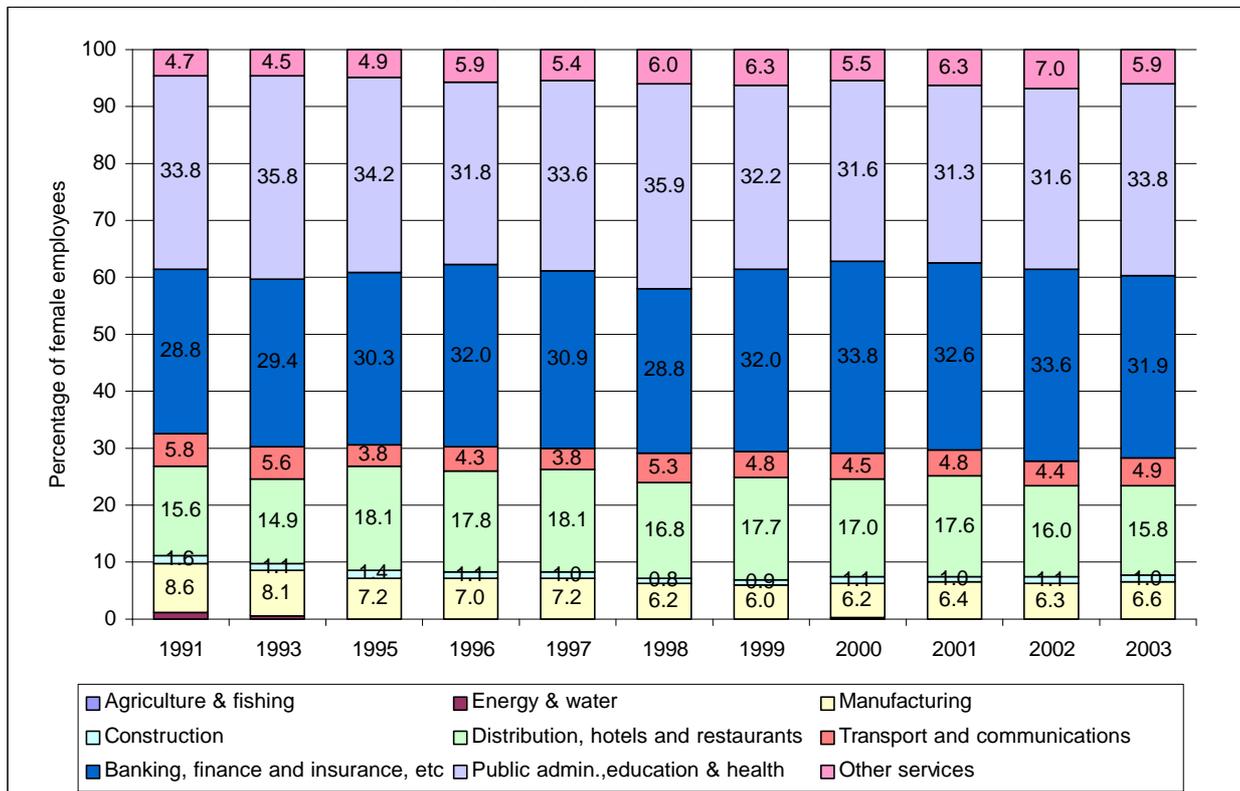
**Figure 4.2 Men of working age in employment by industry, in Southwark, 1991-2003**



Source: Census of Employment, AES 1991, 1993,, Rescaled AES 1995-1997, ABI 1998-2003

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

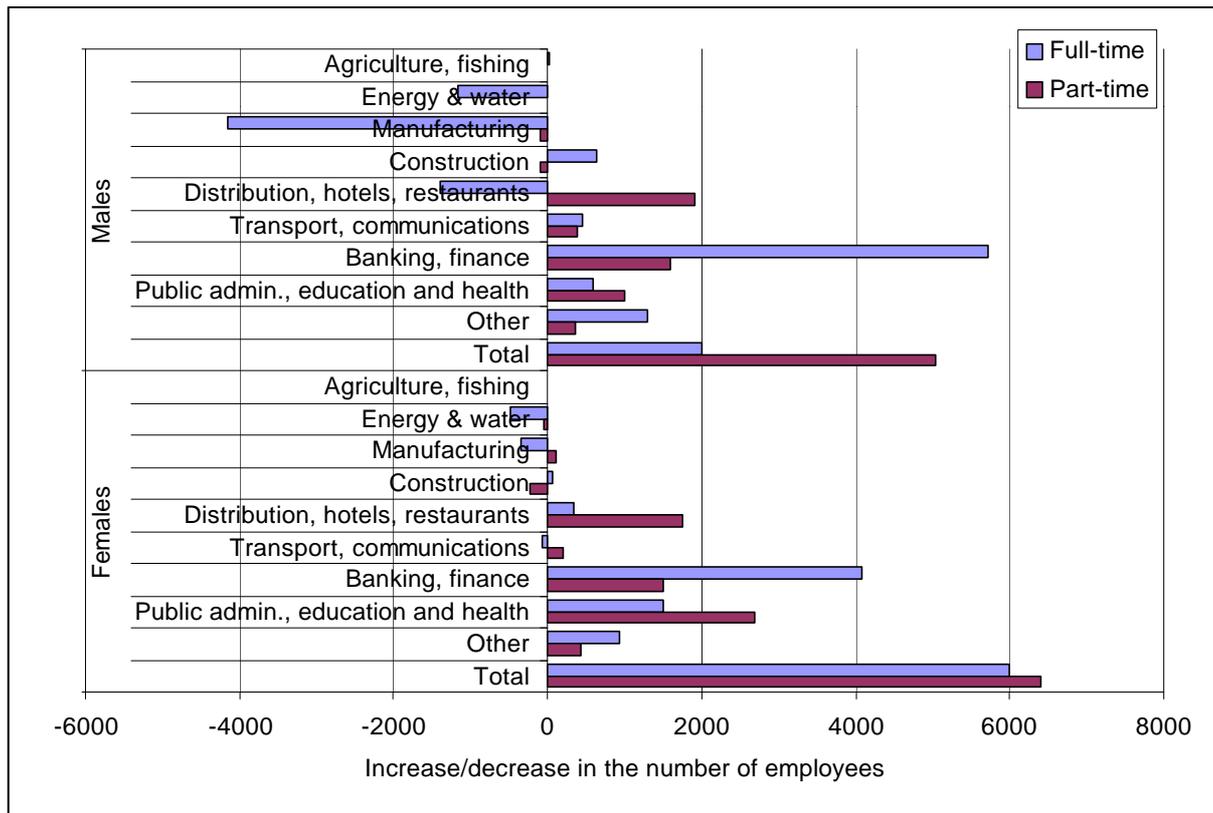
**Figure 4.3 Women of working age in employment by industry, in Southwark, 1991-2003**



Source: Census of Employment, AES 1991, 1993,, Rescaled AES 1995-1997, ABI 1998-2003

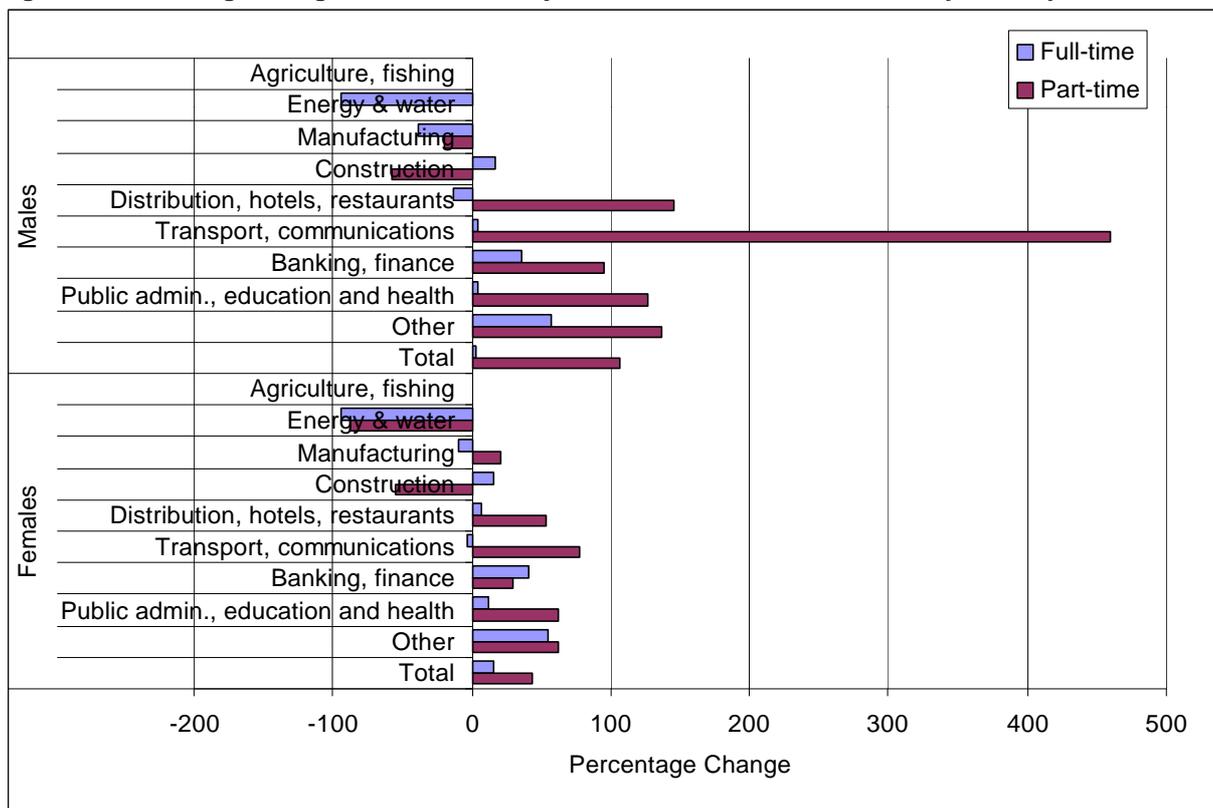
Note: 'Other Services' includes sewage and refuse disposal, activities of membership organisations, recreational, cultural and sporting clubs, private households with employed persons, extra territorial organisations.

Figure 4.4 Change in the number of jobs held between 1991 and 2003 by industry, Southwark



Source: Census of Employment, AES 1991, ABI 2003

Figure 4.5 Percentage change in the number of jobs held between 1991 and 2003 by industry, Southwark



Source: Census of Employment, AES 1991, ABI 2003

Data for London and England as a whole over this period show a marked decline in male employment in the manufacturing sector between 1991 and 2003 (from 13 per cent to 7 per cent in London, and from 26 per cent to 19 per cent in England). However, unlike Southwark, London and England as a whole saw a rise in male employment in distribution, hotels and restaurants (from 20 per cent to 23 per cent in London and from 19 per cent to 23 per cent in the rest of the country). There was also a significant increase in the share of male employment in the banking, finance and insurance industry in London (up from 26 per cent to 34 per cent), and a rise nationally (of 15 per cent to 22 per cent).

For women in London and nationally there was also a sustained fall in the percentage of women working in manufacturing (from 7 per cent to 4 per cent in London), with an even more marked decline in England as a whole (from 12 per cent to 7 per cent).

The rise in women's employment in banking, finance and insurance in Southwark was also seen across London, with an increase from 27 per cent to 30 per cent, compared with a rise from 17 per cent to 19 per cent in England as a whole. As in Southwark, women's employment in other services also increased, both in London (from 6 per cent to 7 per cent) and nationally (from 5 per cent to almost 6 per cent).

**Figure 4.4** shows the change in the **number of full-time and part-time** jobs in Southwark between 1991 and 2003, by industry and by sex. (Due to the extremely small number of jobs in agriculture data for this industry are excluded from the analysis.) This shows:

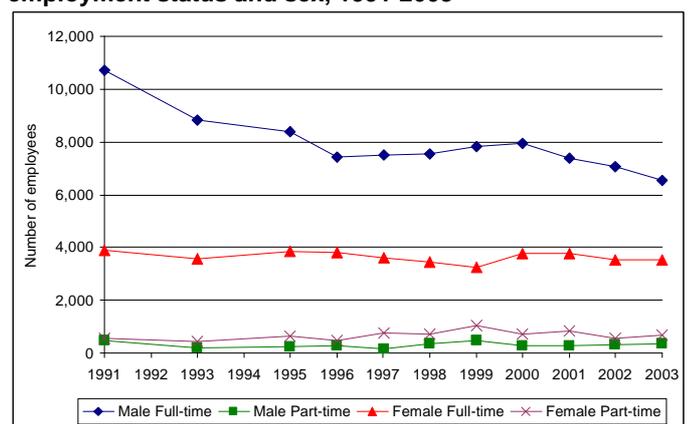
- a fall in full-time jobs for both men and women in energy and water, and in manufacturing
- a fall in full-time jobs for men in distribution, hotels and restaurants and a slight fall for women in transport and communication
- a significant rise, particularly for men, in employment in banking and finance
- a rise in employment in public administration, education and health, especially for women
- Over 11,000 additional part time jobs (5,000 for men and over 6,000 for women) and 8,000 additional full-time jobs, 6,000 held by women

**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 the sharp drop in employment in energy and water, need to be seen in the context of relatively small numbers at the start of the period.

**Figures 4.6, 4.7 and 4.8** show the change in the numbers of jobs for selected industries in Southwark in more detail.

- In manufacturing there was a sharp decrease in male full-time jobs between 1991 and 2003, although the data year on year shows a brief recovery in 2000 before falling again. Full-time employment, especially among men, continues to dominate this sector
- In banking and finance, there was an increase in both women's and men's full-time employment after 1991, although with a sharp decrease after 2000 - 2001.
- In public administration, education and health female full-time employment continued to be the dominant working pattern, although the situation was very dynamic, with many peaks and troughs in both women's and men's full-time employment. Over the period as a whole there was a small rise in full-time and part-time employment for both men and women

#### 4.6 Change in the number of jobs in manufacturing, by employment status and sex, 1991-2003



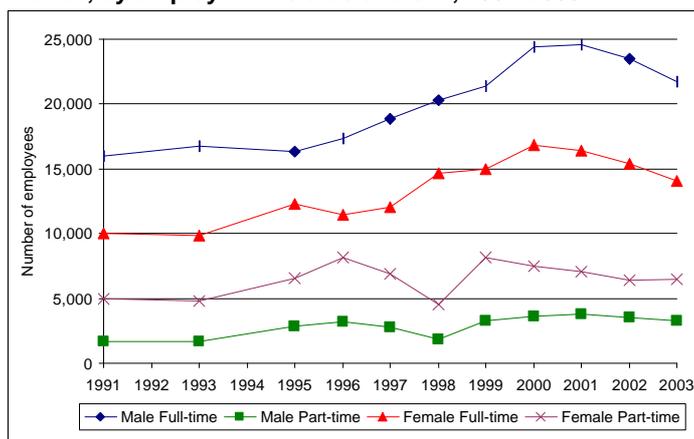
Source: Census of Employment, AES 1991, 1993, Rescaled AES 1995-1997, ABI 1998-2003

## People and Employment<sup>30</sup>

*In Southwark a low proportion of young men and women are economically active.*

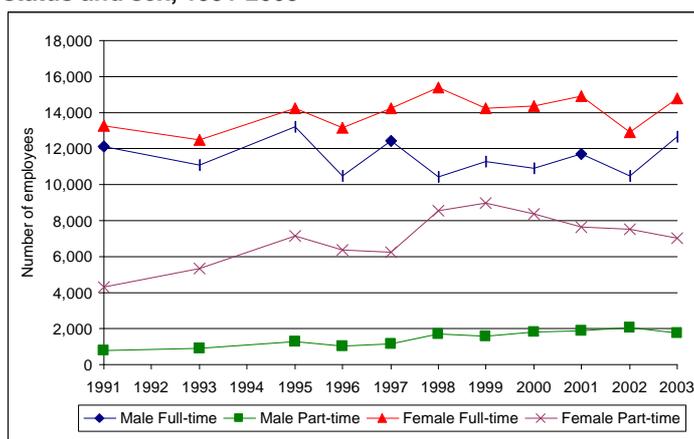
The 2001 Census showed 84,005 men and 81,520 women of working age in Southwark, of whom 64,285 men and 54,088 women were economically active<sup>31</sup> (defined as either in employment, economically active students or unemployed<sup>32</sup>). Economic activity is lower for both sexes in Southwark than in London or in England as a whole, and varies by age, as can be seen in **Figure 4.9**. Lower economic activity rates are particularly evident among 16-24 year olds in Southwark. Figure 6.8 in Chapter 6 shows how this picture is affected by the high proportion of students in Southwark.

**Figure 4.7 Change in the number of jobs in banking and finance, by employment status and sex, 1991-2003**



Source: Census of Employment, AES 1991, 1993, Rescaled AES 1995-1997, ABI 1998-2003

**Figure 4.8 Change in the number of jobs in public administration, education and health, by employment status and sex, 1991-2003**



Source: Census of Employment, AES 1991, 1993, Rescaled AES 1995-1997, ABI 1998-2003

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

	Age group	Economically active (%)		
		Southwark	London	England
Men	16-24	54.3	62.3	68.3
	25-34	86.4	89.6	91.0
	35-49	84.8	88.1	90.2
	50-64	67.5	72.5	72.8
	Working age	76.5	80.6	81.9
Women	16-24	52.3	58.1	62.1
	25-34	73.0	73.2	73.7
	35-49	70.1	70.8	75.8
	50-59	61.7	64.1	65.3
	Working age	66.4	68.0	70.6

Source: 2001 Census Standard Tables, Crown Copyright 2003

<sup>30</sup> The data in this section, drawn from the Census, relate to the population resident in Southwark, some of whom will work in other areas.

<sup>31</sup> All people who were working in the week prior to the Census are described as economically active. In addition, the category includes people who were not working but were looking for work and were available to start work within two weeks. Full-time students who were economically active are included but identified separately.

<sup>32</sup> A person is defined as unemployed if he or she is not in employment, is available to start work in the next two weeks and has either looked for work in the last 4 weeks or is waiting to start a new job. This is consistent with the International Labour Office (ILO) standard classification.

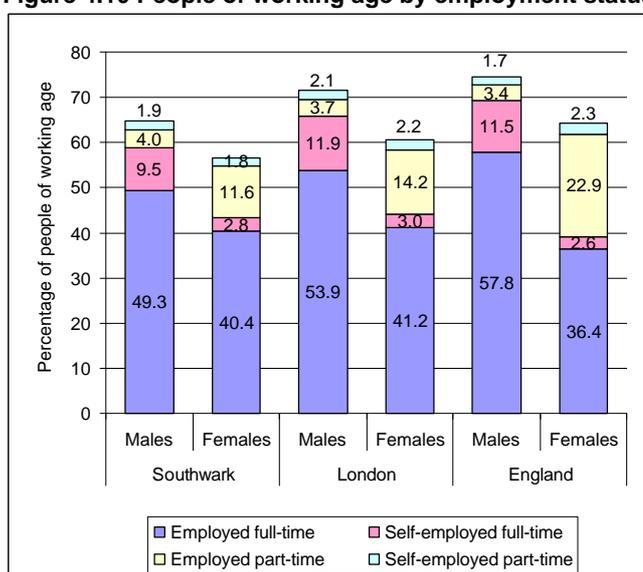
## Employment Status

*The majority of self-employed people in Southwark have high levels of qualifications.*

In Southwark, 54,360 men and 46,190 women of working age were in employment in 2001. Proportionally fewer men in Southwark are employed full-time (59 per cent of all men of working age) than in London (66 per cent) or at the national level (69 per cent). For women in Southwark the figure of 43 per cent is similar to the figure for London (44 per cent) and higher than for England as a whole (39 per cent). This is illustrated in **Figure 4.10**, which also shows that in Southwark

- in the context of a large increase in jobs, about the same proportion of men of working age worked part-time (6 per cent compared with 6 per cent in London and 5 per cent in England as a whole)
- significantly fewer women were employed part-time in Southwark (12 per cent) than in London (14 per cent) or in England as a whole (23 per cent).
- there was a lower level of self-employment among men in Southwark (11 per cent compared with 14 per cent in London and 13 per cent nationally).

**Figure 4.10** People of working age by employment status

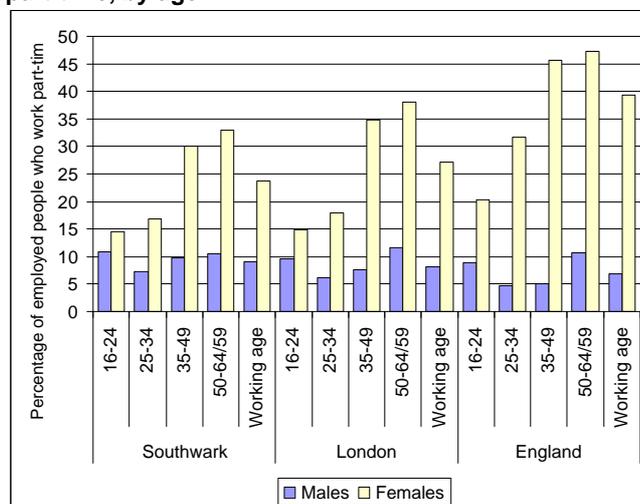


Source: 2001 Census Standard Tables, Crown Copyright 2003

**Figure 4.11** shows that the proportion of people who work part-time also varies significantly with age, with more young men (16-24) and older men (50 to state pension age) working part-time, and more women aged 35 to state pension age. In Southwark, a relatively high proportion of men aged 35-49 also work part-time, in contrast to the picture in London and England as a whole. Consistent with the national profile, the highest level of part-time working is seen in

women aged 50 to retirement age. This suggests a link between part-time employment and family or caring responsibilities for women.

**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 the majority of self-employed men, across all geographical levels, are self-employed full-time, without employees. The majority of self-employed women in Southwark and London are self-employed full-time (also without employees), although in England as a whole self-employed women mostly work part-time without employees.

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

Area		Percentage of all men and women who are self-employed			
		Self employed with employees		Self employed without employees	
		Part-time	Full-time	Part-time	Full-time
Southwark	Males	2.8	27.9	13.8	55.4
	Females	6.3	19.0	32.7	42.0
London	Males	2.6	31.5	12.2	53.7
	Females	8.4	19.7	34.2	37.7
England	Males	2.2	33.6	10.6	53.5
	Females	11.6	23.5	35.2	29.7

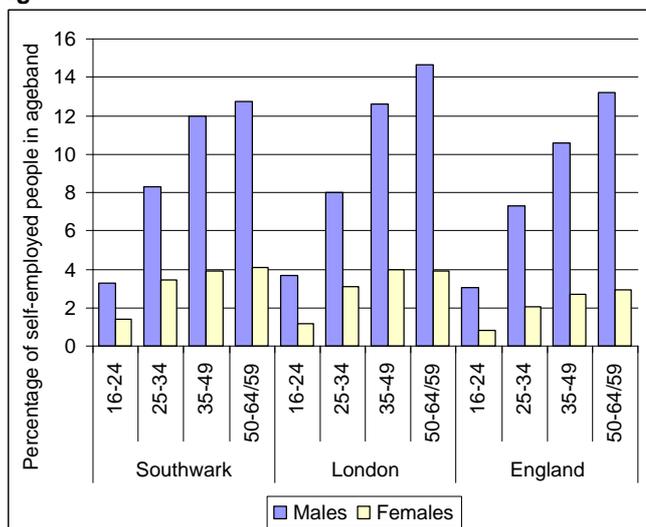
Source: 2001 Census Standard Tables, Crown Copyright 2003

Data from the London Annual Business Survey 2003 shows that just over a third (37 per cent) of all small and medium size enterprises (SMEs) in Southwark (businesses with less than 50 employees), are partly female-owned<sup>33</sup>.

<sup>33</sup> Access to Finance for SMEs Study, London Borough of Southwark.

The variation in self-employment by age is shown in **Figure 4.13**. In Southwark the peak age for self-employment among men is 50+. This is consistent with the situation in London and in England. A similar, but less pronounced, pattern is seen in self-employed women.

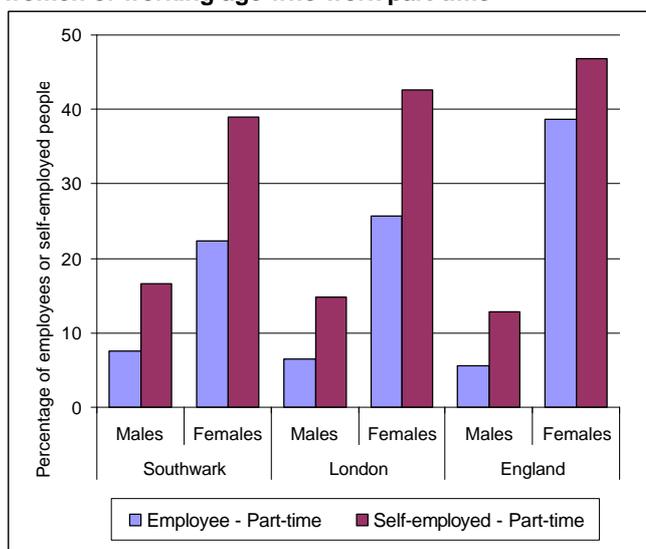
**Figure 4.13 Men and women who are self-employed by age**



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 than employees to work part-time.

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

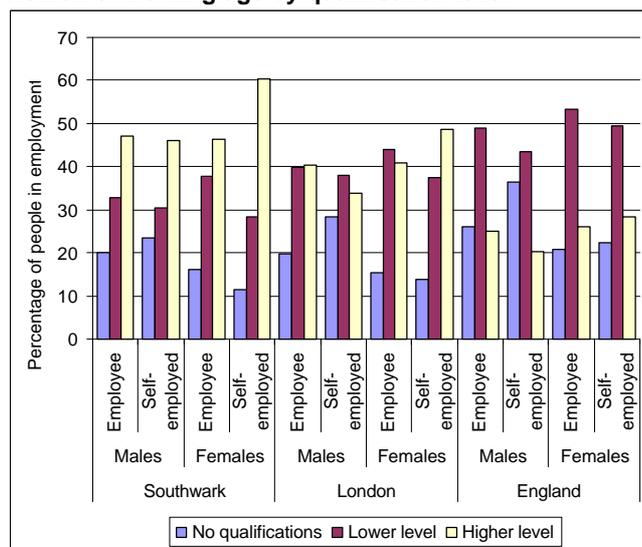


Source: 2001 Census Standard Tables, Crown Copyright 2003

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 Southwark, a very high proportion of employed and self-employed men and women are qualified to degree level and above, compared with their counterparts in London and England. This is particularly marked for self-employed women in Southwark, 60 per cent of who have a degree. Comparatively few men and women employees, or self-employed men and women, in Southwark have no qualifications.

**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

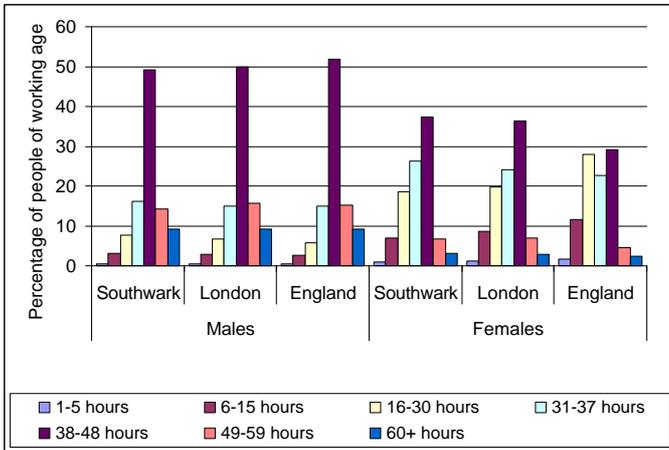
**Figure 4.16** shows men, on average, work much longer hours than women in Southwark. However, compared with men in London and England as a whole, men of working age in Southwark work slightly shorter hours, with 23 per cent working above the threshold level of 48 hours and 73 per cent working more than 37 hours per week (compared with 25 per cent and 75 per cent in London and 24 per cent and 76 per cent in England). 9 per cent of Southwark men work over 60 hours per week, the same figure as for men in London and England. However a relatively high proportion of men (11 per cent) work less than 30 hours per week (compared with 10 per cent in London and 9 per cent in England).

Women in Southwark work shorter hours than men (8 per cent working fewer than 15 hours, compared with 4 per cent of men in Southwark). There are substantial differences between women in Southwark and their counterparts in London and England with:

- a high proportion of women working above the threshold level of 48 hours per week (10 per cent in Southwark compared with 10 per cent in London and 7 per cent across England as a whole)

- a much lower proportion of women working part-time: just 27 per cent, compared with 30 per cent for women in London and 41 per cent of women across England as a whole.

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

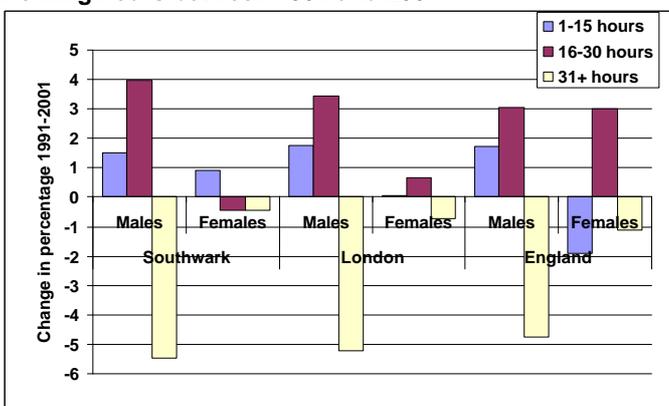


Source: 2001 Census Standard Tables, Crown Copyright 2003

A high proportion of men aged 35-49 in Southwark work 30 hours or less per week (10 per cent) compared with men aged 35-49 in London (8 per cent) and England as a whole (5 per cent). In contrast, a higher proportion of young men aged 16-24 in Southwark work more than 48 hours per week (15 per cent) compared with young men in London (13 per cent), and in England as a whole (11 per cent).

Across all ages, women in Southwark are much less likely to work part-time (30 or fewer hours per week): (19 per cent of women aged 25-34, 31 per cent of women aged 35-49 and 23 per cent of women aged 50-59) compared with women in London (19, 35 and 39 per cent) and England as a whole (32, 46 and 47 per cent).

**Figure 4.17 Change in men's and women's weekly working hours between 1991 and 2001**



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

Comparing the data from the 1991 and 2001 Censuses, it is possible to look at the change in working hours over that period. This is shown in

**Figure 4.17.** There was a fall in the proportion of men working more than 31 hours per week (down 5 percentage points in Southwark) and an increase in men working part-time, especially 16-30 hours per week, up 4 percentage points. For women the picture was much more stable, with a small fall in the proportions working 16-30 hours each week and more than 31 hours per week. In Southwark and London there appears to have been very little change in the working hours of women, in contrast to the picture nationally, where there was a significant reduction in the number of women working less than 15 hours between 1991 and 2001.

### Travel to Work

*In Southwark a high proportion of women travel to work by bus or walk to work.*

*A high proportion of men and women take the underground to work whilst fewer people drive to work than in London as a whole.*

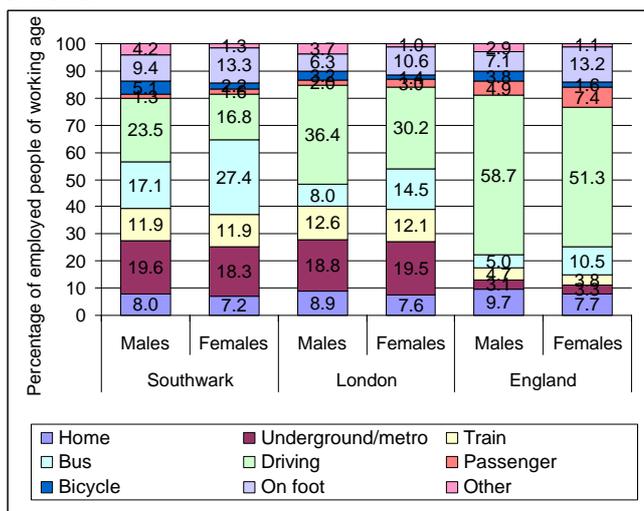
**Figure 4.18** shows the mode of travel to work by men and women of working age. In Southwark:

- Significantly fewer people drive to work (just 24 per cent of men and 17 per cent of women), compared with London (36 per cent of men and 30 per cent of women) and England (59 per cent of men and 51 per cent of women)
- Over a quarter of women (27 per cent) take the bus to work, compared with 15 percent of women in London and 11 per cent in England
- More people walk to work (9 per cent of men and 13 per cent of women) compared with 6 per cent and 11 per cent in London and 7 per cent and 13 per cent in England

There are significant differences in the way men and women travel to work. Within Southwark,

- Men in Southwark are less likely to go to work by bus (17 per cent) than women (27 per cent)
- Men are less likely to walk to work (9 per cent compared with 13 per cent of women who walk to work)
- Women are less likely to drive to work (17 per cent) than men (24 per cent)

**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 also significant variations in the way people travel to work by age. People aged 16-24 and 25-34 tend to travel to work by public transport. In Southwark, 64 per cent of men and 72 per cent of women aged under 25, and 48 per cent of men and 56 per cent of women aged 25-34, travel by bus, train or underground. This compares with just 38 per cent of men and 48 per cent women aged 35-49, and 43 per cent of men and 37 per cent of women over 50. Young men were the most likely to walk to work (14 per cent), however, 25-39 year old women were the women most likely of the women to work to work (18 per cent).

In Southwark, very high proportions of men and women of all ages, particularly those aged 16-24, use public transport to get to work (64 per cent of men and 72 per cent of women), compared with young men and women in London (52 per cent and 61 per cent) and in England as a whole (21 per cent and 29 per cent). This is mainly as a consequence of high bus use in the borough by people of all ages. Almost a third of women aged 16-24 take the bus to work (compared with 22 per cent of young women in London and 20 per cent nationally). Amongst working age men in employment, those aged 50-64 are most likely to take the bus (26 per cent compared with 7 per cent of comparable men in London and just 3 per cent nationally), in contrast to London and England as a whole where young men are most likely to travel by bus.

Comparison of data from the 1991 and 2001 Censuses shows the change in method of travel to work by people of working age<sup>34</sup>. In Southwark, there was a fall in men driving to work (down 11 percentage points) but no change in the proportion of women driving to work.

Fewer men and women took the bus (down 2 percentage points for men and 5 for women), but in contrast there was an increase in the use of the underground (up 6 percentage points for men and women). There was also a decrease in women walking to work (down 4 percentage points) and an increase in both men and women (up 4 and 3 percentage points respectively) working at home.

Figure 4.19 shows the estimated distance travelled to work. Women in Southwark tend to work closer to home than men and also than women in London and nationally. 58 per cent of Southwark's women work at or within 5km of home, compared with 50 per cent of Southwark's men, 48 per cent of women in London and 56 per cent of women nationally.

Men in Southwark also tend to travel shorter distances (42 per cent travel less than 5km to work), compared with men in London (28 per cent) and in England (33 per cent). Just 5 per cent of men in Southwark travel more than 20km to work compared with 9 per cent of men in London and 16 per cent of men in England.

**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

Men under 25 in Southwark are the most likely to work within 5km of home (50 per cent), compared with 42 per cent of men aged 25-34, 40 per cent aged 35-49 and 42 per cent aged over 50. This is higher than for young men in London (38 per cent) and in England (47 per cent).

Like young men in Southwark, more young women work within 5km of home (52 per cent) compared with London (43 per cent), although slightly fewer than in England (53 per cent). Fewer young women in Southwark travel over 20km to work (2 per cent) than in London (6 per cent) and England (9 per cent).

<sup>34</sup> Source: 1991 Census LBS, Crown Copyright 1993, 2001 Census Standard Tables, Crown Copyright 2003.

## Occupation and Industry

*Southwark has a relatively high proportion of women working as professionals and associate professionals.*

*One third of Southwark's men and a quarter of Southwark's women work in finance and real estate.*

**Figure 4.20** shows a gendered occupational distribution. A high proportion of both women (47 per cent) and men (53 per cent) in Southwark work in higher level jobs (as managers and senior officials, professionals and associate professionals and in technical occupations). Women in Southwark are more likely than men to work in associate professional and technical jobs (20 per cent compared with 18 per cent), while men are more likely to work as professionals (17 per cent compared with 14 per cent) or as managers and senior officials (17 per cent compared with 13 per cent). Far more women than men work in personal services positions (11 per cent compared with 3 per cent) while the limited opportunities for work in skilled trades are reflected in the figures for men (10 per cent) and women (2 per cent), which for men is well below the national picture (19 per cent of men and 2 per cent of women).

In Southwark there was an increase in the proportion of women working in higher level jobs between 1991 and 2001<sup>35</sup> (up 9 percentage points in Southwark, 9 in London and 6 in England), and a decrease in women employed in administrative and secretarial occupations (down 10 percentage points in Southwark, 9 in London and 6 in England). Among men in Southwark there was also an increase in the proportion of men working in higher level jobs (up 13 percentage points in Southwark, 11 in London but only 2 percentage points in England). Over the same period there was a fall in the proportion of men employed as process, plant and machine operatives (down 3 percentage points in Southwark, 2 in London and 1 in England).

**Figure 4.21** shows the industry in which people work, with again a marked difference between men and women. In Southwark, men are much more likely to work in finance and real estate (32 per cent), and in 'other occupations', which includes people working in private households and for overseas employers (9 per cent), than in London or in England as a whole. Women in Southwark are also more likely to work in these occupations than women in England as a whole.

Between 1991 and 2001<sup>36</sup> there was a fall in the proportion of men employed in manufacturing (down 4 percentage points in Southwark, 5 in London and 7 nationally). In Southwark there was an increase in the proportion of men working in construction (up 6 percentage points), in contrast to a decrease in London (down 2 percentage points) and in England as a whole (down 1 percentage point). There was also a large increase in men (up 12 percentage points) and women (up 5 percentage points) working in banking, finance and real estate.

## Second Jobs

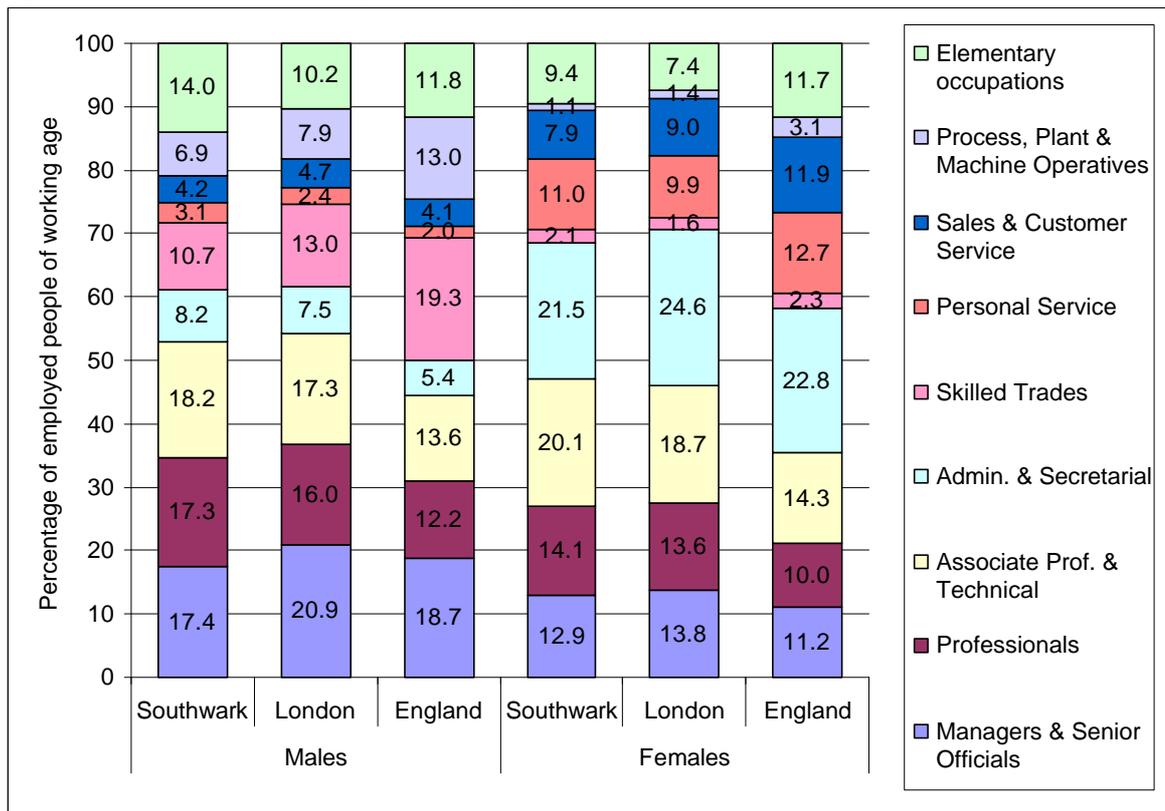
The census data relates to the main job that men and women are employed in. A major limitation of this source is that it does not collect information about men and women who have more than one job. Estimates for the number of people with a second job can be obtained from the Labour Force Survey (LFS) which is carried out annually. This shows that in Southwark 2.4 per cent of men and 2.5 per cent of women have a second job<sup>37</sup>. These figures are similar to those for London (2.2 per cent of men and 2.5 per cent of women), but the figure for women is slightly lower than at the national level (2.5 per cent of men and 3.7 per cent of women).

<sup>35</sup> Source: 1991 Census LBS, Crown Copyright 1993, 2001 Census Standard Tables, Crown Copyright 2003.

<sup>36</sup> Source: 1991 Census LBS, Crown Copyright 1993, 2001 Census Standard Tables, Crown Copyright 2003.

<sup>37</sup> Source: LFS 2003, ONS, Crown Copyright.

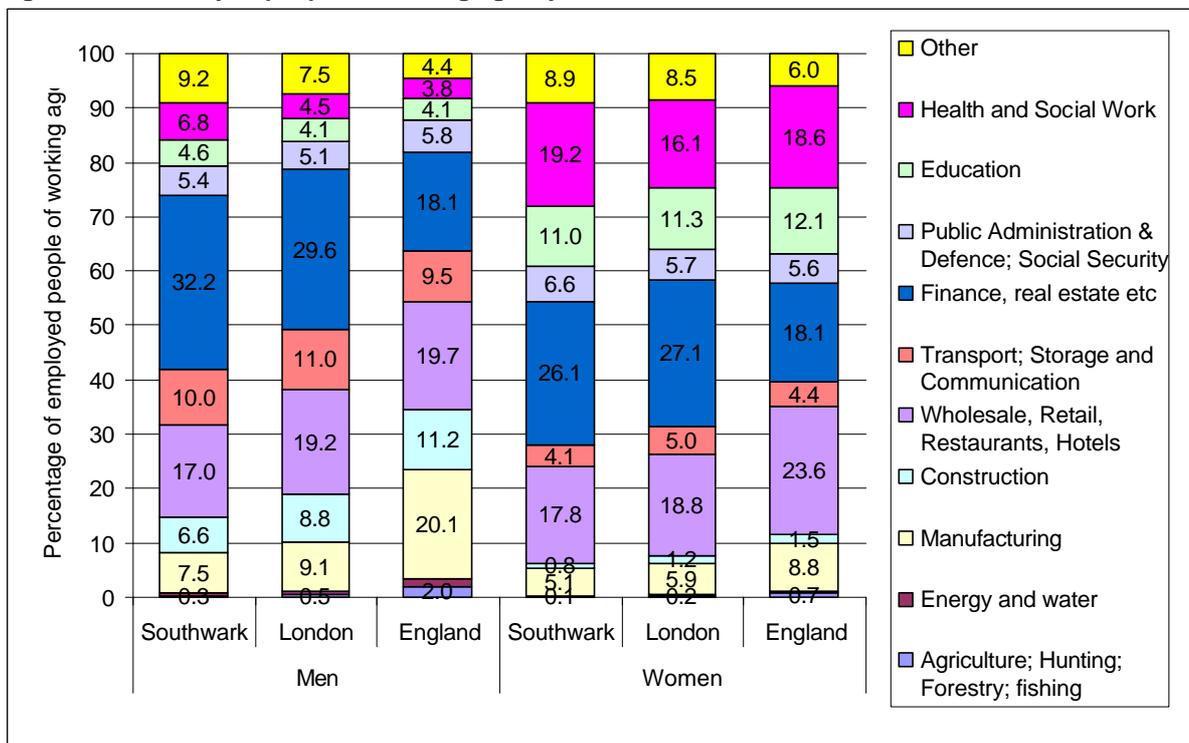
**Figure 4.20 Occupations of people of working age, by sex**



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 2003 there was a net increase of just over 19,000 employees in Southwark, or 16 per cent employment growth, while the number of part-time jobs increased by almost 60 per cent. Full-time male jobs increased by 3 per cent and part-time male jobs by 106 per cent, compared with an increase in female full-time jobs of 16 per cent and of part-time female jobs of 44 per cent. These changes occurred alongside an increase of almost 28,000 in the working age population.
- Between 1991 and 2003 Southwark saw a decline in men's employment in manufacturing industry. This contrasts with a large increase in men's and women's employment in the banking, finance and insurance sector. The share of women's employment in other sectors was relatively stable between 1991 and 2003.
- Southwark has a comparatively low proportion of men and women of working age who are economically active, especially among 16-24 year olds. This in part reflects the high proportion of students living in the area, and higher staying on in education rates at age 16.
- A lower proportion of women of working age in Southwark work as part-time employees than in London or England as a whole.
- A high proportion of Southwark's employees and self-employed people, especially self-employed women, are qualified to degree level.
- 23 per cent of men in Southwark work over 48 hours per week slightly fewer than in London or nationally. Compared with London or England, more women in Southwark work 38 hours or more, with fewer working part-time.
- Between 1991 and 2001 there was a fall in the proportion of men driving to work (down 6 percentage points) and an increase in use of the underground. A high proportion of women in Southwark travel to work by bus.
- A comparatively high proportion of employed men and women of working age in Southwark are employed in higher level jobs (as managers and senior officials, professionals, associate professional and in technical occupations).
- A high proportion of both men and women in Southwark work in finance and real estate.
- Southwark has relatively high proportions of men and women working in 'other occupations', which includes workers in private households and for overseas employers.

## 5. The Gender Pay Gap

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

### Women's Incomes over the Lifetime<sup>38</sup>

"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 2001<sup>39</sup>

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

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

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

### NIESR Report 2001<sup>40</sup>

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

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 Southwark.

<sup>38</sup>Rake, K. (2001) *Women's Incomes over the Lifetime*. London: The Stationery Office

<sup>39</sup> Kingsmill, D. (2001), *The Kingsmill Review of Women's Pay and Employment*, London, DTI

<sup>40</sup> Anderson, T., Forth, J., Metcalf, H. and Kirby, S. (2001) *The Gender Pay Gap: final report to DfEE* London, National Institute for Economic and Social Research.

## Causes of The Gender Pay Gap

This part of the profile explores the patterns in the gross weekly and hourly pay of people in Southwark, compared with London 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.

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 Southwark travel to work were 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 Southwark

*In Southwark, women's gross weekly pay in full-time jobs is on average £65 per week lower than men's.*

Figure 5.1 shows gross weekly and hourly pay for men and women in Southwark, London and England as a whole, together with the number of hours they work each week. Women in Southwark, as in London and across the country, earned much less than their male counterparts, although the difference in the gross weekly earnings of women and men in Southwark (£116) is less than in London (£139) and England as a whole (£180).

Average weekly pay is affected by the hours that men and women work. Normal basic hours of work average 37.3 each week for men and 35.0 per week for women in Southwark. Men and women in Southwark, who worked full-time, worked very similar hours to men and women in London and in England. However, men in Southwark who worked part-time tended to work more hours than their counterparts in London and England, whilst the converse was true for women who work part-time. Male part-time workers in Southwark also tended to work more hours than their female counterparts, in contrast to men who worked part-time in London and England as a whole.

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

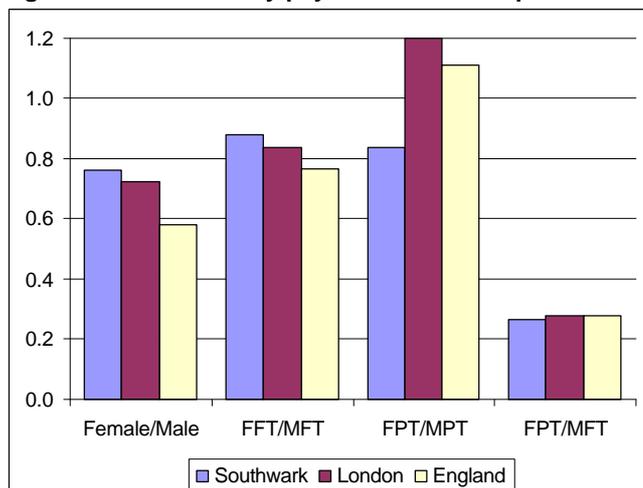
Area		Gross Weekly Pay (£)		Hourly pay including overtime (£)		Total hours worked weekly (hrs)	
		Males	Females	Males	Females	Males	Females
Southwark	All	487.50	371.60	12.97	10.57	37.3	35.0
	Full-time	526.80	463.30	13.71	12.35	37.5	36.0
	Part-time	166.20	139.00	6.94	7.40	21.1	18.4
London	All	504.00	364.70	13.02	10.75	37.3	35.0
	Full-time	537.60	451.50	13.71	12.20	37.5	37.0
	Part-time	125.30	150.40	6.69	7.62	18.3	20.0
England	All	431.10	251.00	10.57	7.80	38.0	35.0
	Full-time	453.40	347.10	10.97	9.24	39.0	37.0
	Part-time	113.50	126.00	6.13	6.21	18.0	20.0

Source: ASHE 2004, Crown Copyright 2005

In Southwark, the average hourly pay of men and women is lower than in London, but higher than in England as a whole. Like women who work part-time in London and England, women in Southwark who work part-time earn on average more per hour than men who work part-time. However, because women in Southwark who work part-time tended to work fewer hours than men in Southwark, their gross weekly pay was less than for men who work part-time.

**Figures 5.2 - 5.6** 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**) show that patterns of pay in Southwark vary somewhat from the London and national pictures. Women in full-time jobs earn less than men.

**Figure 5.2 Gross weekly pay ratios - All occupations**

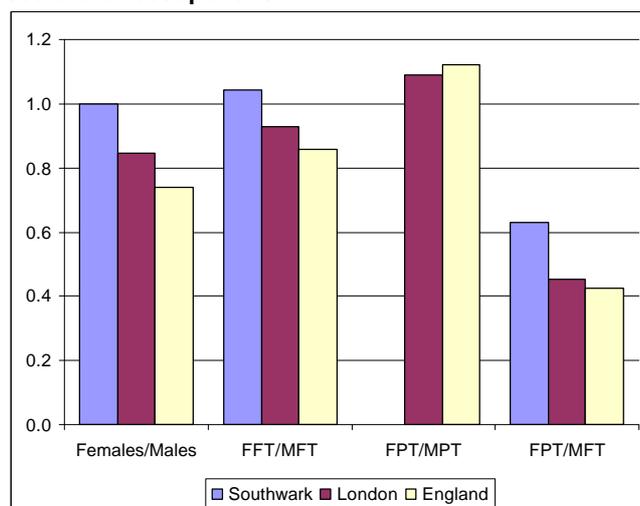


Source: New Earnings Survey, 2003

Comparing full-time workers across all occupations shows that the pay gap between women and men is narrower in Southwark than in London and England as a whole, as shown in **Figure 5.2**. Not surprisingly, the widest gap is between women part-timers and men full-time workers.

In Southwark the gender pay gap in administrative and secretarial occupations is significantly different from the London and national averages, as shown in **Figure 5.3**. Women in Southwark who work full-time in secretarial and administrative jobs earned on average a little more than men who work full-time in this occupation. By contrast, women in London who work full-time in this type of work earned on average just 85 per cent of the weekly pay of their male counterparts (while for women in England as a whole the figure was just 74 per cent).

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

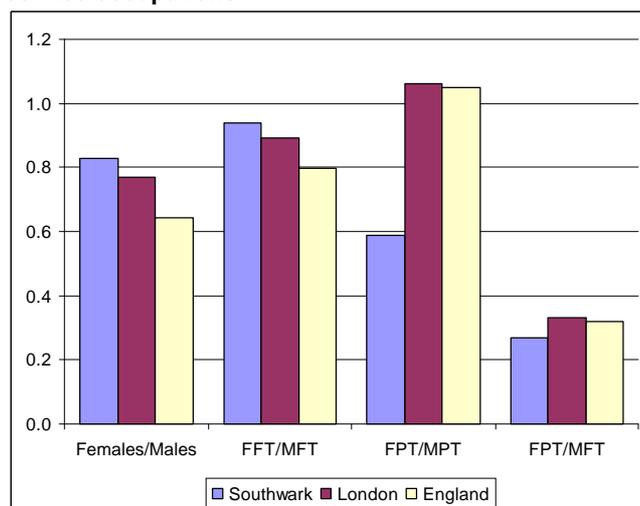


Source: New Earnings Survey, 2003

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

The pay data for those in sales and customer service occupations also shows differences between men and women, especially among part-time workers in Southwark. Female part-time employees in Southwark earned just 60 pence for every pound earned by their male counterparts. This contrasts sharply with their counterparts in London (£1.05 for every £1.00) and England (£1.06 for every £1.00), as seen in **Figure 5.4**.

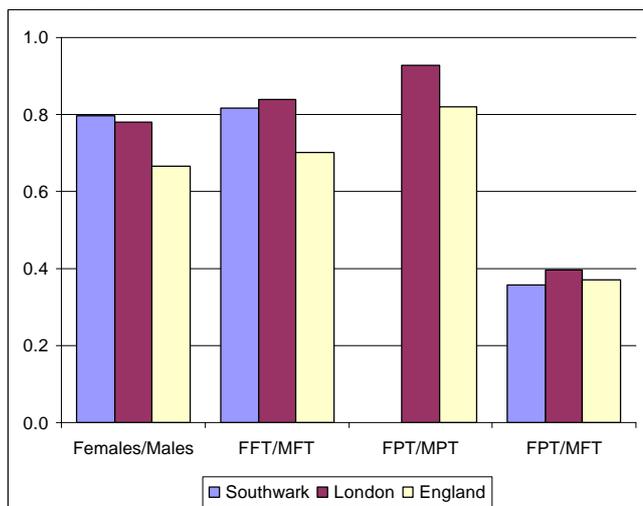
**Figure 5.4 Gross weekly pay ratios - Sales and customer service occupations**



Source: New Earnings Survey, 2003

**Figure 5.5** shows that the pay gap is greatest in the most highly paid occupations. Overall, women who work as managers and senior officials earn on average just 80 per cent of the weekly pay of their male counterparts. The pay gap in these occupations in Southwark is similar to that found in London, but narrower than in England as a whole.

**Figure 5.5 Gross weekly pay ratios - Managers and Senior Officials**



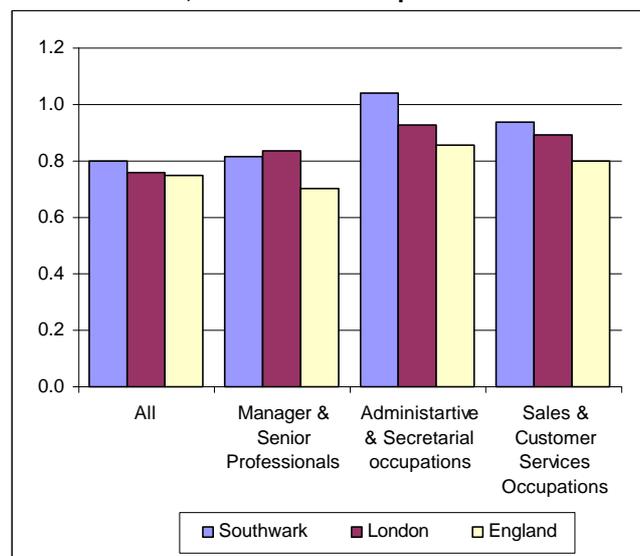
Source: New Earnings Survey, 2003

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

**Figure 5.6** shows that women and men come closest to equal pay in administrative and secretarial occupations, especially in Southwark, where women who worked full-time earned on average approximately the same as men. However, men in this occupation tend to be paid relatively low wages, like women.

Low pay is less prevalent for both men and women full-time workers in Southwark than in London or England as a whole. **Figure 5.7** shows the percentages of women and men whose weekly pay falls into different wage bands. Only 4.7 per cent of Southwark women working full-time earned less than £250 per week, compared with almost 1 in 4 women in England as a whole. Just 2.4 per cent of Southwark men working full-time earned less than £250 per week, again lower than the proportion in London (7 per cent) or England (11 per cent).

**Figure 5.6 Gross weekly pay ratios - Females Full-time /Males Full-time, for selected occupations**



Source: New Earnings Survey, 2003

Among men in full-time employment, the top 10 per cent in England earned £870 or more per week, while the top 10 per cent in Southwark earned £1,033 or more per week, just under the London average of £1,260. Among women in full-time employment, the top 10 per cent of earners earned £927 or more in Southwark, compared with £870 or more in London and well above the figure for England as a whole (£644). Earning levels for men and women in the bottom 10 per cent of earners were also much higher in Southwark than in London and in England as a whole. Nevertheless at all geographical levels the bottom 10 per cent of women full-time earners earned less than the bottom 10 per cent of male full-time earners.

**Figure 5.7 Distribution of weekly earnings: Men and women on adult rates in full-time employment whose pay for the survey period was not affected by absence**

Area		Percentage of people earning under:			10 per cent earn	
		£250	£350	£460	Less than	More than
Southwark	Men	2.4	8.1	20.0	£362.90	£1033.50
	Women	4.7	18.8	40.9	£299.60	£927.90
London	Men	6.7	21.0	36.3	£282.40	£1260.10
	Women	11.1	30.3	52.0	£242.80	£821.60
England	Men	10.6	32.4	53.8	£246.60	£870.20
	Women	23.6	51.9	71.5	£203.10	£644.40

Source: New Earnings Survey 2003, Crown Copyright 2004

## Key Points

- Women in full-time employment earn less than their male counterparts at all geographical levels.
- Across all occupations, Southwark has a smaller gender pay gap than in England as a whole.
- In Southwark, average hourly pay for women who work full-time was higher than in London or in England as a whole, although still well below that for men in Southwark.
- For full-time workers in Southwark, the pay gap is narrower in administrative and secretarial occupations and in sales and customer service occupations and wider for women working as managers and senior professionals.
- Compared with London as a whole, Southwark has lower rates of pay for the top 10 per cent of male earners, but higher rates of pay for the bottom 10 per cent of male earners. For women workers in Southwark there are higher rates of pay for both the top 10 per cent and the bottom 10 per cent.
- The difference in hourly rates of pay for full-time and part-time women workers was £4.95 greater in Southwark than in London (£4.58) or England as a whole (£3.23).

# 6. Unemployment and Economic Inactivity

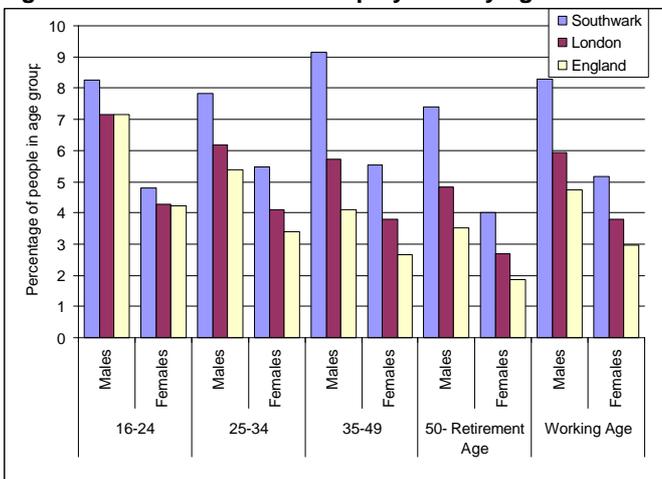
## Unemployment

*Unemployment in Southwark is relatively high among men over 35.*

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 Southwark than in London 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 Southwark, which was higher than for London (6 per cent) or for England as a whole (5 per cent). For women of working age the unemployment rate was 5 per cent, also higher than the London (4 per cent) and England figures (3 per cent).

**Figure 6.1 Self described unemployment by age and sex**



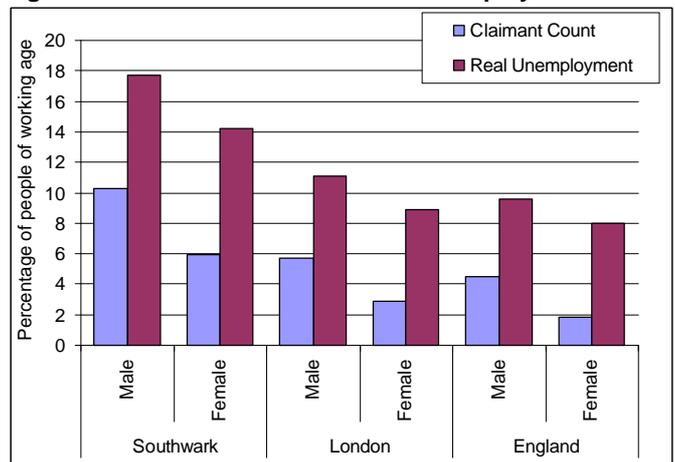
Source: 2001 Census Standard Tables, Crown Copyright 2003

At all ages and across all geographic levels the unemployment rate for men was higher than that for women. However, the highest levels of unemployment in Southwark were amongst men aged 35-49. 9per cent of men in this age group were unemployed, compared with only 6 per cent in London and 4 per cent in England.

Another measure of unemployment is the number of people claiming unemployment related benefits (the claimant count). In certain circumstances people may be unemployed but not appear in the claimant count, such as those who have moved into early retirement. **Figure 6.2** shows the claimant count and an alternative

estimate of the 'real' unemployment rate in January 2002. 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 receiving other benefits (e.g. Incapacity Benefit) or outside the benefits system altogether.

**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'

The 'real' unemployment estimate for men in Southwark was 18 per cent and 14 per cent for women – both figures substantially higher than the corresponding figures for London and England. The relative difference between the claimant count and the 'real' unemployment estimate was proportionally greater for women in Southwark than for men. This suggests that men and women in Southwark are more likely to experience 'hidden' unemployment than those in London and England.

Another measure of unemployment is the 'Want Work Rate'<sup>41</sup> (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 Southwark, London 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 WWR in Southwark, for both men and women, is higher than in the region and nationally. At all these geographical levels, the WWR for women is higher than the WWR for men.

Across England, among the economically inactive who wanted a job, the most common reason given for not

<sup>41</sup> 'Inactive Britain' - TUC report on working age inactivity in Britain and the rest of Europe, January 2004.

looking for work was long-term sickness and disability, covering about 30 per cent of the total<sup>42</sup>. The next most common reason was family and care responsibilities, accounting for another 27 per cent. There was also a large group of students, about 11 per cent of the total. However, 21 per cent gave 'some other reason', including a small number of discouraged workers (about 1.6 per cent) who think there are no jobs available.

**Figure 6.3 Want Work Rates**

	All	Males	Females
<b>Southwark</b>	20.9	19.1	23.0
<b>London</b>	14.7	12.9	16.9
<b>England</b>	11.2	10.1	12.4

Source: LFS 2003, ONS and Centre for Social Inclusion, Sheffield Hallam University

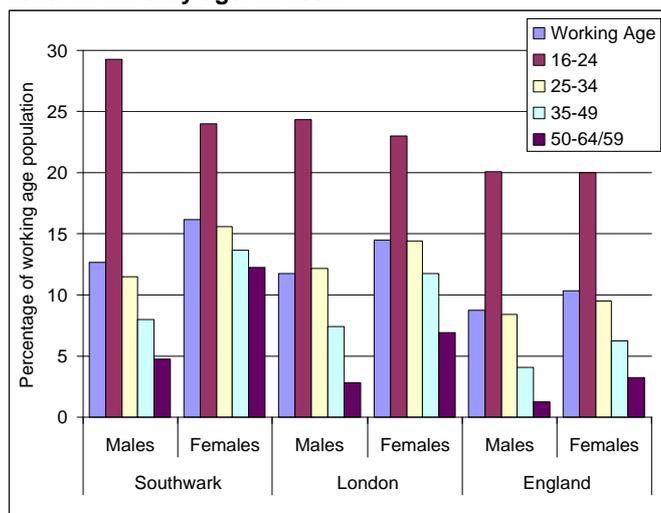
### Length of time since last worked and former occupation and industry

*Long-term unemployment in Southwark affects a higher proportion of unemployed women than men.*

**Figure 6.4** shows that the proportion of Southwark unemployed people of working age who have never worked (13 per cent of men and 16 per cent of women) is higher than in England (9 per cent and 10 per cent), but a little lower than in London (12 per cent and 15 per cent). At all these geographical levels, this entrenched unemployment is more acute amongst women than men. Not surprisingly the 16-24 year old age group has the highest proportion of men and women who have never worked, in part explained by the shorter period over which they have been eligible for work. In Southwark the proportion of 16-24 year old men who have never worked is 29 per cent, 5 per cent higher than for women - a more marked difference than in London generally, and in contrast to the picture at national level.

**Figure 6.5** shows that in 2001, 31 per cent of unemployed men and 35 per cent of unemployed women in Southwark had not worked for more than 5 years. These figures were proportionally higher than those for London, or for England as a whole.

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



Source: 2001 Census Standard Tables, Crown Copyright 2003

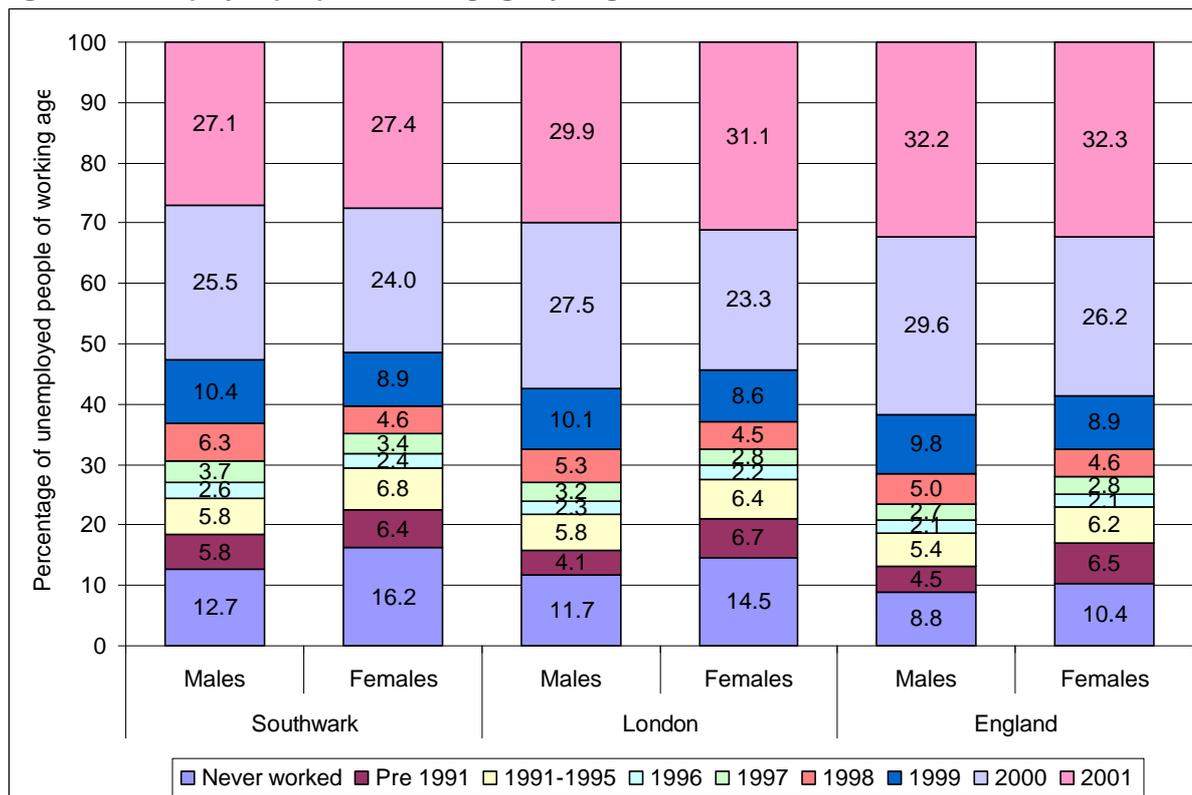
*Many unemployed men and women in Southwark last worked in professional, technical, managerial and senior occupations.*

**Figure 6.6** shows the former occupation of those people of working age who said they were unemployed. In Southwark, many unemployed people were previously employed in associate professional and technical occupations - 14 per cent of unemployed men and 13 per cent of unemployed women of working age. Compared with London and England, slightly fewer unemployed women, and especially men, in Southwark last worked as managers, senior officials and professionals. Overall, 28 per cent of unemployed men in Southwark and 27 per cent of women last worked in these highly qualified or senior roles as managers, professionals or technicians. For men, this compares with 32 per cent in London and 24 per cent in England, and for women, with 30 per cent in the capital and 21 per cent nationally.

By contrast, more of Southwark's unemployed men (28 per cent) and women (19 per cent) were formerly in elementary occupations (such as labourers, packers, porters, catering assistants, cleaners and shelf fillers), compared with their equivalents in London (men 22 per cent, women 14 per cent) and England (men 27 per cent and women 22 per cent). However, in Southwark, unemployed men were generally less likely than their counterparts in London or England to have had previous employment as process, plant and machine operatives (9.5 per cent) and in skilled trades (16 per cent). Unemployed women in Southwark were more likely to have last worked in personal services (13 per cent) than women across London, and fewer last worked in sales and customer service (17 per cent), compared to their counterparts in London and nationally.

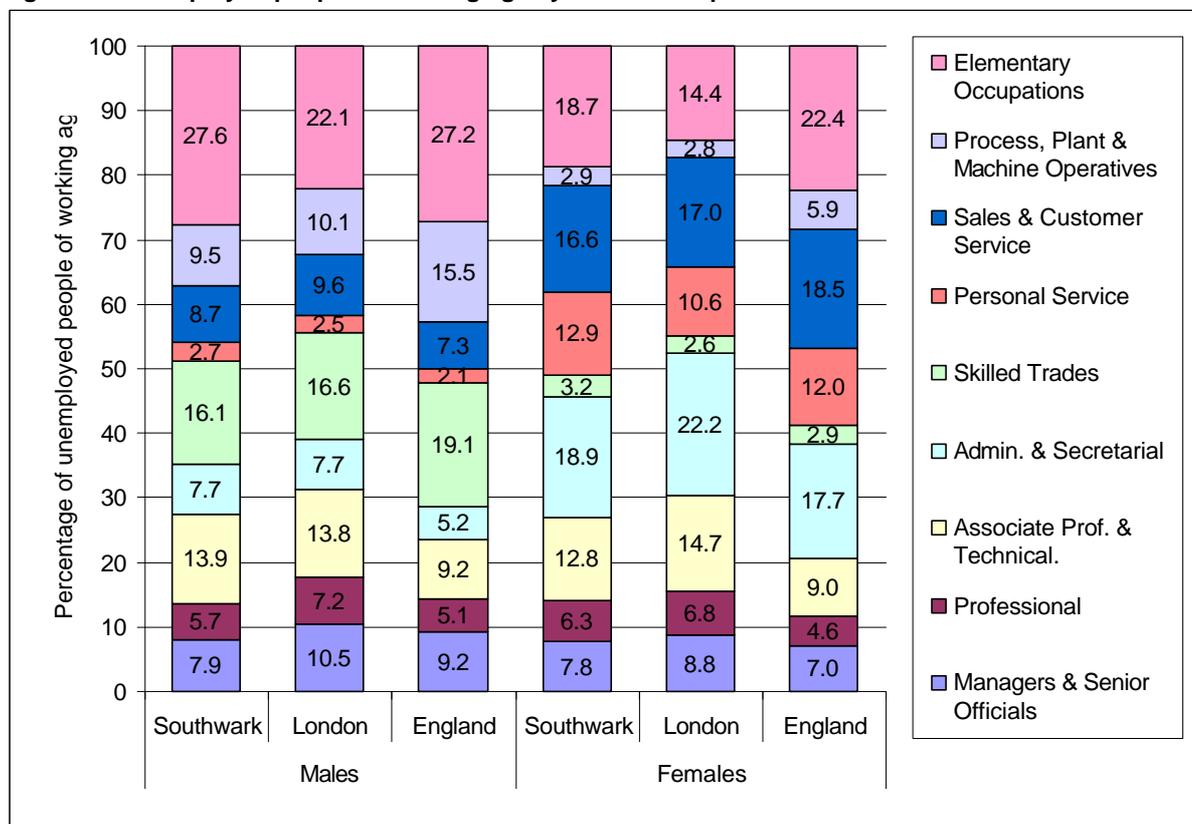
<sup>42</sup> Source: Labour Force Survey 2003, ONS, Crown Copyright 2005.

**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

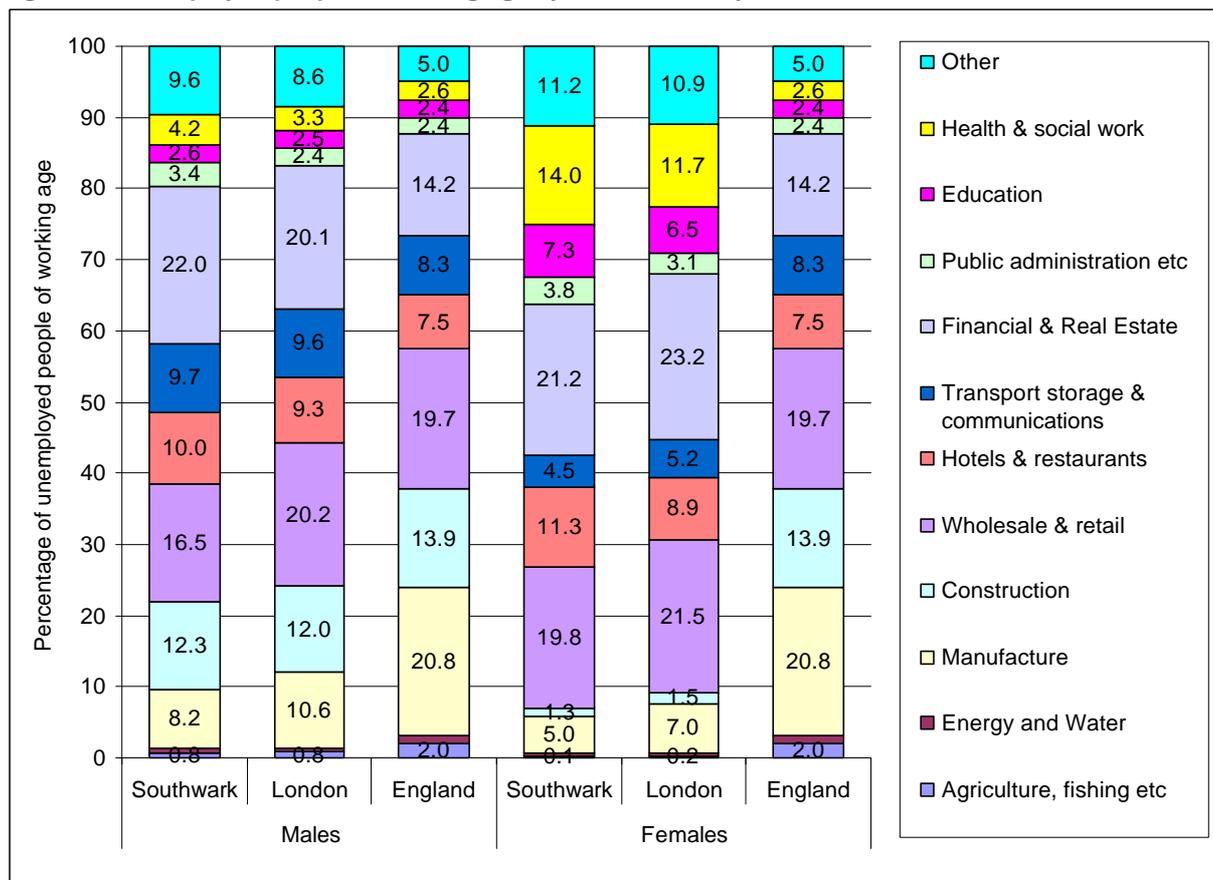
**Figure 6.6 Unemployed people of working age by former occupation and sex**



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 attendants, shelf fillers.

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



Source: 2001 Census Standard Tables, Crown Copyright 2003

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

**Figure 6.7** shows the industrial sector in which unemployed people of working age formerly worked. 22 per cent of unemployed men and 21 per cent of unemployed women in Southwark were previously employed in the financial and real estate sector, similar to the proportions in London (20 per cent for men and 23 per cent for women), but markedly higher than in England (14 per cent for both men and women). Proportionally more unemployed men and women in Southwark were last employed in the hotel and restaurants sector, compared with the London and national patterns. In addition, fewer unemployed men and women in Southwark previously worked in the wholesale and retail sector compared with England as a whole. However, 10 per cent of men and 11 per cent of women in Southwark last worked in 'other' industries. This category includes employees in private households and people working for overseas employers. The comparatively low figures for unemployed men and women whose last job was in manufacturing industry are consistent with the smaller size of this sector in the Borough (as discussed in Chapter 4).

## Economic Inactivity

### *Southwark's economically inactive population includes a high proportion of students*

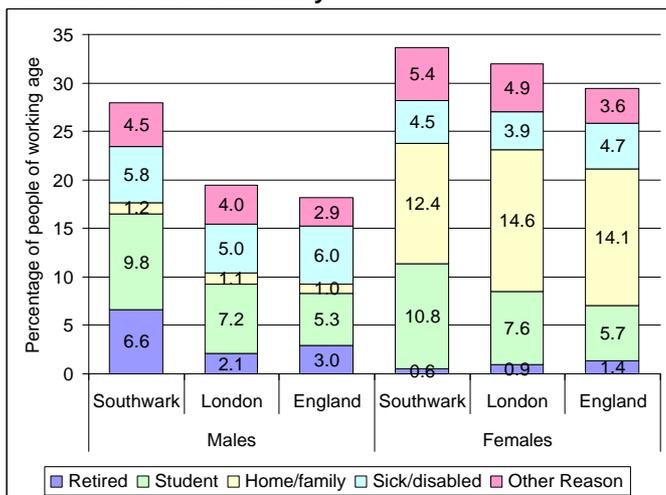
**Figure 6.8** shows the reasons men and women give when describing themselves as economically inactive. This shows that:

- In Southwark, higher proportions of working age men (28 per cent) and women (33 per cent) are economically inactive, compared with those in London and nationally.
- Southwark's inactive population includes an above average proportion of students: 10 per cent of working age men and 11 per cent of women are in full-time study. This considerable student population reflects the popularity of Southwark as a residential area for students attending the numerous universities and colleges in London.
- While 12 per cent of women of working age in Southwark were looking after their home or family -

this figure was about 2 per cent lower than the comparable figures for London and England.

- Sickness or disability was cited by 6 per cent of men and 5 per cent of women of working age in Southwark as the reason for their economic inactivity. These figures for women are higher than the corresponding London ones, but a little below the figures for men, or for women across England.

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



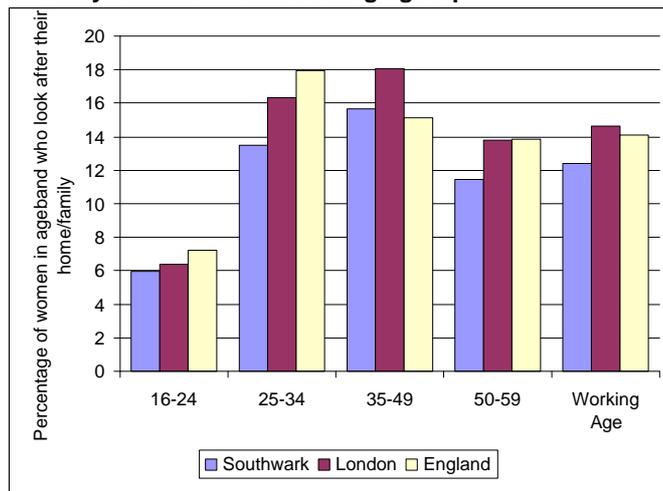
Source: 2001 Census Standard Tables, Crown Copyright 2003

Data from the 1991 and 2001 Censuses show a large increase in the percentage of Southwark men of working age who were economically inactive (from 13 per cent in 1991 to 28 per cent in 2001<sup>43</sup>). Similar, though smaller, increases were seen in London and in England. However, between 1991 and 2001 there was no difference in the percentage of women of working age in Southwark who were economically inactive (remaining at 33 per cent). This is similar to the London picture for women, which showed little change, but different from the national picture, where there was a decrease from 32 per cent to 29 per cent.

Comparing the data from the 1991 and 2001 Censuses also shows an increase in the percentage of people of working age who were permanently sick or disabled. The increase was smaller in Southwark (up 1 percentage point for men and 1 percentage point for women) than in London (up 1 for men and women) or in England (up 1 for men and 2 for women).

**Figure 6.9** shows that in Southwark, fewer women were economically inactive because of their full-time family and household commitments, compared with the London and England figures. In the 35-49 age group, the percentage of Southwark women looking after their home or family full-time rises to its highest (almost 16 per cent), a little above the national figure, but well below the average for London (18 per cent).

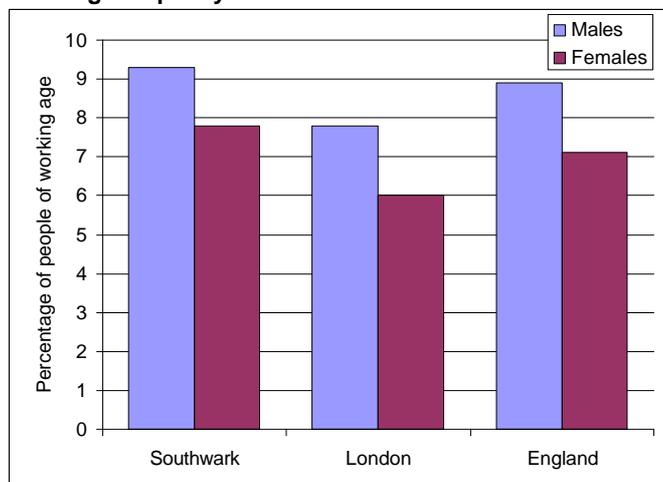
**Figure 6.9 Percentage of women who look after their home or family full-time within each age group**



Source: 2001 Census Standard Tables, Crown Copyright 2003

**Figure 6.10** shows that in Southwark in August 2003 more than 9 per cent of men and almost 8 per cent of women of working age were claiming Incapacity Benefit. These figures were higher than the percentages for men and women in London and for 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

<sup>43</sup> Source: 1991 Census LBS, Crown Copyright 1993. 2001 Census Standard Tables, Crown Copyright 2003.

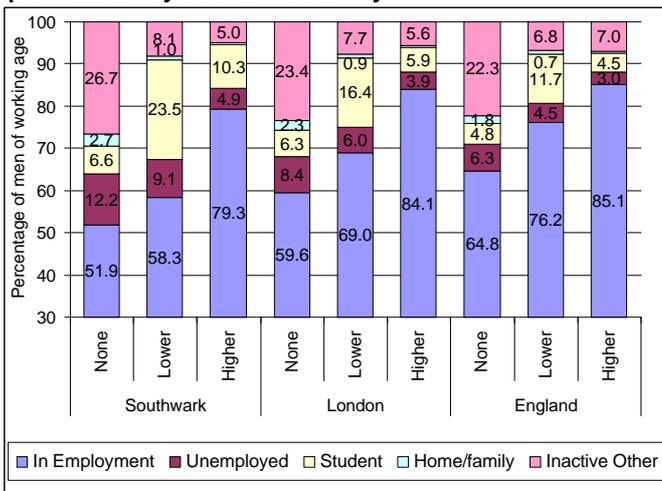
## Qualifications and Economic Activity

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

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

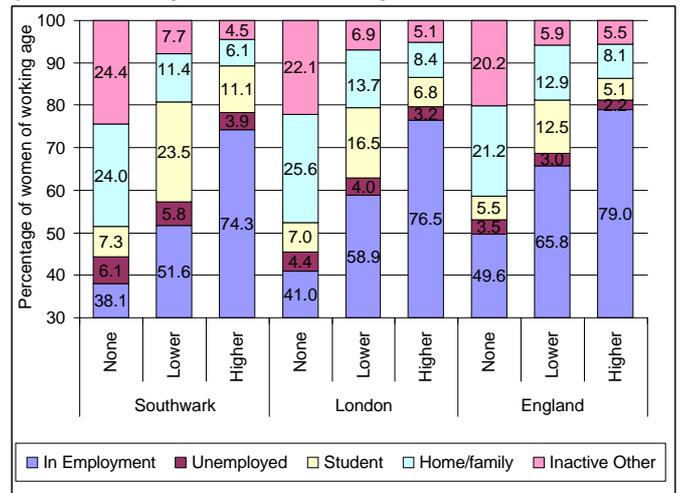
- 38 per cent of women with no qualifications were in employment, compared with 52 per cent of their male equivalents, and 74 per cent of women with a degree.
- Over 24 per cent of women with no qualifications were looking after their home and/or family full-time, compared with less than 6 per cent of highly qualified women.
- Both men and women with no or lower level qualifications were less likely to be in employment than comparable men and women in London and England.
- When men and women with similar qualifications are compared, a smaller proportion of women than of men are in employment, but the gap is narrower among those who are highly qualified. Level of qualification also varies by age, as discussed earlier 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 those equivalent to degree and above

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



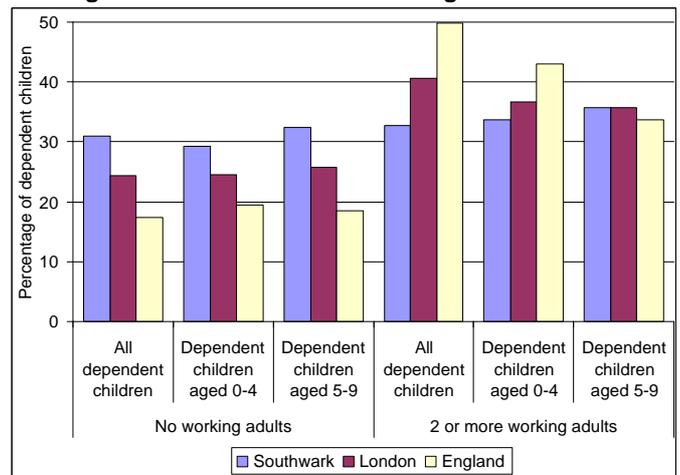
Source: 2001 Census Standard Tables, Crown Copyright 2003  
 Note: Lower level qualifications are equivalent to 'A' level and below. Higher level qualifications are those equivalent to degree and above

## Families and Economic Activity

*Many children in Southwark are growing up in workless households*

Figure 6.13 shows that a disproportionately large proportion of dependent children<sup>44</sup> in Southwark live in households with no working adult, 31 per cent compared with 24 per cent in London and 17 per cent in England. This was even higher for children aged 5 to 9 (33 per cent). Southwark also has a very low percentage of dependent children living in households with two or more working adults, 33 per cent compared with 41 per cent in London and 50 per cent at the national level.

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



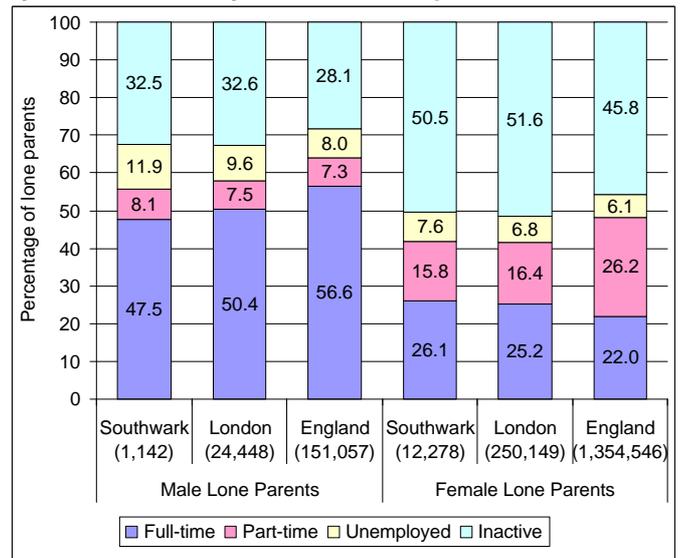
Source: 2001 Census Standard Theme Table on Dependent Children, Crown Copyright 2003

<sup>44</sup> 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).

**Lone parents in Southwark are more likely to be unemployed than their counterparts in London and England**

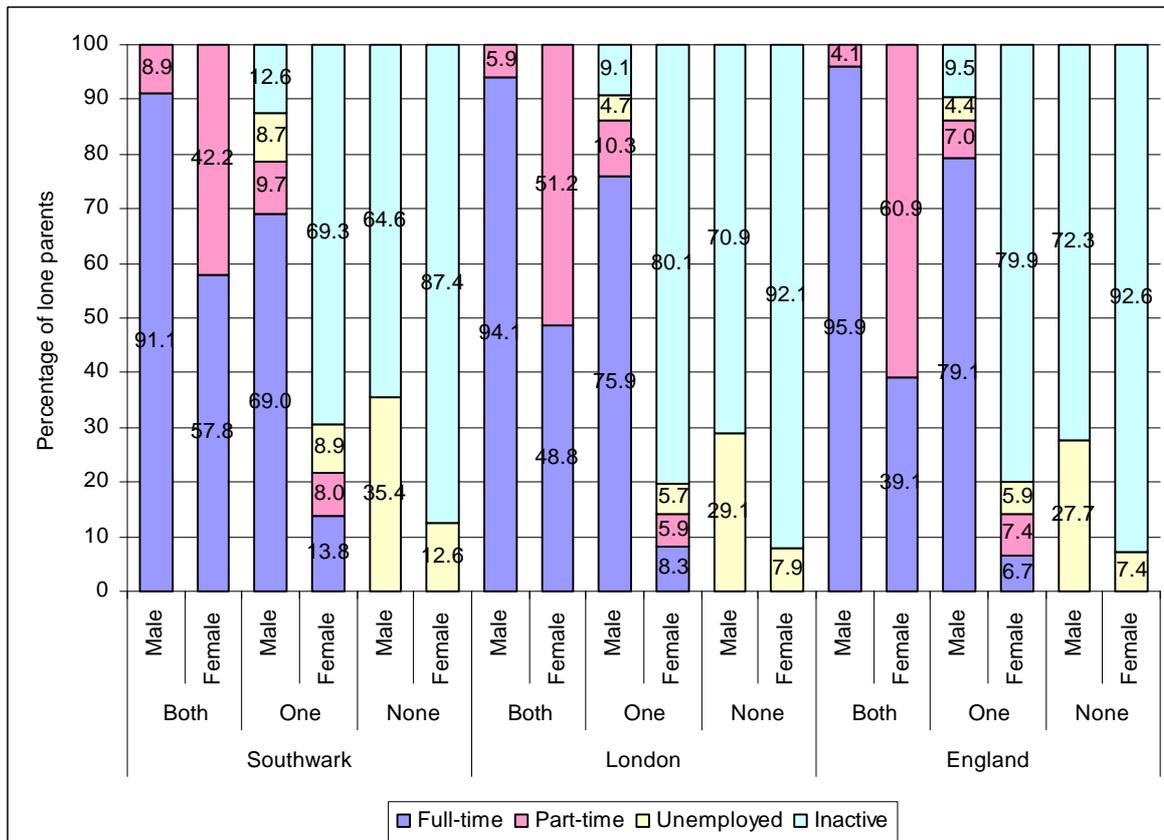
**Figure 6.14** shows that both male and female lone parents in Southwark are more likely to be economically inactive or unemployed than those in England. For women this difference mainly arises from the relatively low proportion of lone parents working part-time – under 16 per cent compared with over 26 per cent nationally. In contrast, more of Southwark's female lone parents work full-time than in London as a whole or across England (26 per cent compared with 25 per cent and 22 per cent). However, note that Southwark's male lone parents have lower rates of full-time employment than similar men at the London and national scale. The higher levels of economic inactivity and unemployment among male lone parents in Southwark are mainly attributable to the lower percentage of lone fathers working full-time (48 per cent).

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



Source: 2001 Census Standard Tables, Crown Copyright 2003

**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.

**Figure 6.15** shows the economic activity of adults in couple families with dependent children. In families where both parents worked, the proportion of fathers who worked full-time varied from 96 per cent of fathers in England as a whole to just 91 per cent in Southwark. This difference can be explained by a greater proportion of Southwark fathers working part-time (9 per cent). In Southwark, the employment patterns of mothers in couple families also varied substantially from the London and national patterns: 58 per cent of mothers worked full-time compared with 49 per cent in London and 39 per cent nationally. For couple families in which only one adult worked, fewer fathers were in full-time employment in Southwark (69 per cent) than in London (76 per cent) and England (79 per cent). Thus compared with London and England, in families where one or both parents work, Southwark mothers are more likely to work full-time, whilst fathers are more likely to be working part-time. Finally, among couple families where neither of the parents worked, a high proportion of mothers and fathers in Southwark were unemployed (13 per cent for mothers and 35 per cent for fathers).

## Key Points

- Southwark has a relatively high proportion of working age women and, in particular, of men aged over 35 who are unemployed.
- Estimates of 'real' unemployment for both men and women in Southwark suggest that the scale of labour market detachment is underestimated, especially for women where the 'real' unemployment estimate is more than double the claimant count.
- Compared with England, Southwark has a much higher proportion of men and women who have never worked across most ages, but particularly those aged 16-24.
- In Southwark 31 per cent of unemployed men and 35 per cent of unemployed women had not worked for over 5 years.
- A high proportion of unemployed people of working age in Southwark (28 per cent of men and 22 per cent of women) were previously employed in elementary occupations.
- Over a fifth of unemployed men and women in Southwark previously worked in the financial and real estate sector. Compared with London and England, more unemployed women and men were formerly employed in health and social work and in education.
- 10 per cent of men and 11 per cent of women of working age in Southwark were students, higher than the London and national figures.
- In Southwark, fewer women of working age were economically inactive because of full-time household or family responsibilities compared with London and England as a whole.
- Sickness and disability was the reason for economic inactivity for 6 per cent of men and 5 per cent of women. Both figures are higher than the London averages.
- Southwark's unqualified women were less likely to be employed than unqualified men, and more likely to be at home full-time looking after their home or family.
- 31 per cent of dependent children in Southwark live in households with no working adult. The proportion is even higher for children aged 5-9. Only 33 per cent of dependent children in Southwark live in households where there are two working adults - 17 per cent lower than the national figure.
- A lower proportion of male and female lone parents were active in the labour market compared with England as a whole. Just 56 per cent of lone fathers and 42 per cent of lone mothers with dependent children were in employment. This compares to national figures of 64 per cent and 48 per cent for men and women respectively.
- In couple families with dependent children where one or both parents worked, more fathers worked part-time while mothers were more likely to work full-time than their counterparts in London or nationally.

## 7. Women, Men and Diversity

### The Employment Circumstances of People from Black and Minority Ethnic Groups<sup>45</sup>

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

As described in Chapter 1, Southwark 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 by ethnicity. Some ethnicity categories contain large numbers, with the largest groups of young people found among the *Black African* (4,404) *White Other*<sup>46</sup> (3,220), *Black Caribbean* (2,428) *Chinese* (1,302) *Indian* (1,263) and *Bangladeshi* (807) groups.

Among mature people of working age (25-59 years for women, and 25-64 years for men), the *Black African* ethnic group (21,271) is the largest number after the majority *White British* category. The next largest population groups are: *White Other* (12,560); *Black Caribbean* (10,266); *White Irish* (4,815); *Other Ethnic Groups* (2,089); *Chinese* (2,070) *Indian* (1,749); and *Other Black groups* (1,597).

### Economic Activity

#### Economic Activity: 16-24 year olds

In Southwark, among White Irish 16-24 year olds, 39 per cent of men and 40 per cent of women were employed full time, compared with 30 per cent of all young men and 28 per cent of all young women, as shown in **Figures 7.1 and 7.2**. 24 per cent of young men and 28 per cent of young women from Other White ethnic groups were employed full time. Young Black Caribbean people in Southwark also had a higher **full-time employment** rate (18 per cent of men and 21 per cent of women) than other Black and Minority Ethnic groups. Young Black African people were the least likely to be employed full-time (10 per cent of both men and women).

<sup>45</sup> Black and Minority Ethnic groups include all those groups other than White British.

<sup>46</sup> The White Other category includes Romany Gypsies, Turkish Cypriots, people from the former Yugoslavia, and other people of Eastern European origin as well as people from other European countries, South Africa, USA, Canada, Australia and New Zealand.

The highest **unemployment** rates were found in Mixed White and Black African young people in Southwark (23 per cent of men and 10 per cent of women), and in Black Caribbean men (19 per cent), Mixed White and Black African men (11 per cent) and White Irish men (10 per cent), and in Black Caribbean women (8 per cent), compared with 8 per cent of men and 5 per cent of women in Southwark's overall 16-24 population. These patterns were similar to those found for these young Black and Minority Ethnic groups in London and in England as a whole.

In Southwark, **part-time employment** was most evident among young men from the Bangladeshi population (8 per cent of men compared with 4 per cent of all young men) and among Black Caribbean young women (7 per cent compared with 6 per cent of all young women).

A higher proportion of young women from Bangladeshi (18 per cent), Mixed White and Black African (13 per cent) and Mixed White and Black Caribbean (12 per cent) groups were **looking after their home or family full-time**, compared with Southwark's overall 16-24 female population (6 per cent).

Southwark's young Indian population contained a very high proportion of **students**, about 81 per cent of both men and women, compared with 52 per cent of men and 51 per cent of women in Southwark's overall 16-24 population. The young Chinese population also had a high proportion of students, 78 per cent of men and 80 per cent of women; these patterns were consistent with the London and national data for Chinese young people. Young people from the Other Asian ethnic groups were also more likely to be full-time students (81 per cent of men and 71 per cent of women) than their counterparts in London and nationally.

#### Economic Activity: Men aged 25 - 64 years

In Southwark, the **full-time employment** rate for men aged 25-64 from Black and Minority Ethnic groups was lower than in London and England as a whole. **Figure 7.3** shows that 71 per cent of Indian men, compared with 66 per cent of the overall 25-64 male population and 71 per cent of White British men in Southwark, were working full-time. The lowest rate of full-time employment was found among Bangladeshi men (35 per cent).

A high proportion of Indian men were **self-employed full-time** (19 per cent), higher than the London and national levels for Indian men (17 per cent in both cases). This compares with 11 per cent of the overall 25-64 male population, and 13 per cent of White British men in Southwark.

**Male part-time employment** was primarily found among Bangladeshi men (18 per cent). However, this was lower than for their London (22 per cent) and national (24 per cent) counterparts. Chinese men and men from the Other Ethnic group (both 8 per cent compared with 6 per cent of the overall 25-64 male population, and of White British men in Southwark) were also more likely than most other men to work part-time.

In Southwark, the highest **male unemployment** rate was found among men from the Other Black ethnic group (16 per cent). It was also high for Black Caribbean (15 per cent), Mixed White and Black Caribbean (15 per cent), Bangladeshi (13 per cent) and Mixed White and Black African men (12 per cent). These figures were, in most cases, higher than the corresponding rates for men from the same groups across London and nationally. The lowest unemployment rates were found among Indian (5 per cent), Pakistani (7 per cent), White Irish (8 per cent) and White Other men (8 per cent), while the rate for the overall 25-64 male population was 8 per cent and for White British men 7 per cent.

By comparison with the White British male population aged 25-64 in Southwark, among whom only 2 per cent were **students**, Southwark's Black and Minority Ethnic men included a far higher percentage of **students** – 15 per cent of men from the Other Ethnic Group, 12 per cent of Black African men, Chinese men and men in the Other Mixed group and 11 per cent of Mixed White and Black African men and of Other Asian men. The lowest proportions of students were found in the White Irish (2 per cent) and the Black Caribbean (3 per cent) populations. The overall male student population for those aged 25-64 in Southwark was 5 per cent.

While 8 per cent of the overall male population aged 25-64 and of White British men in Southwark were economically inactive due to **sickness and disability**, a considerably higher proportion of White Irish (16 per cent) and Bangladeshi men (12 per cent) were permanently sick or disabled.

In Southwark, a high proportion of Black and Minority Ethnic men were in the '**other**' economic activity status<sup>47</sup> (10 per cent of Bangladeshi men, 9 per cent of Mixed White and Black African men, 9 per cent of Mixed White and Black African, 8 per cent of Chinese, Black Caribbean and Mixed White and Black Caribbean men), compared with 5 per cent of the overall 25-64 male population and 4 per cent of White British men in Southwark.

## Economic Activity: women aged 25 - 59 years

**Figure 7.4** shows that Southwark's women have patterns of economic activity which differ both from those of Southwark men and between women of different ethnicity. The highest **female full-time employment** rates were found among Mixed White and Asian women (54 per cent) and Indian women (54 per cent). This compared with 47 per cent of the overall 25-59 female population in Southwark who worked full-time. This was also higher than the figure for White British women in Southwark (51 per cent).

A high proportion of Indian women were **self-employed full-time** (9 per cent), compared with the overall female population aged 25-59 (3 per cent) and with White British women (4 per cent).

A **low employment rate** was found among Southwark's Bangladeshi women, with just 11 per cent in full-time and 6 per cent in part-time employment. At both London and national levels, Pakistani women were also less likely than most other groups to participate in the labour market (21 per cent and 13 per cent respectively working full-time). In Southwark, however, 36 per cent of Pakistani women worked full-time and 12 per cent part-time.

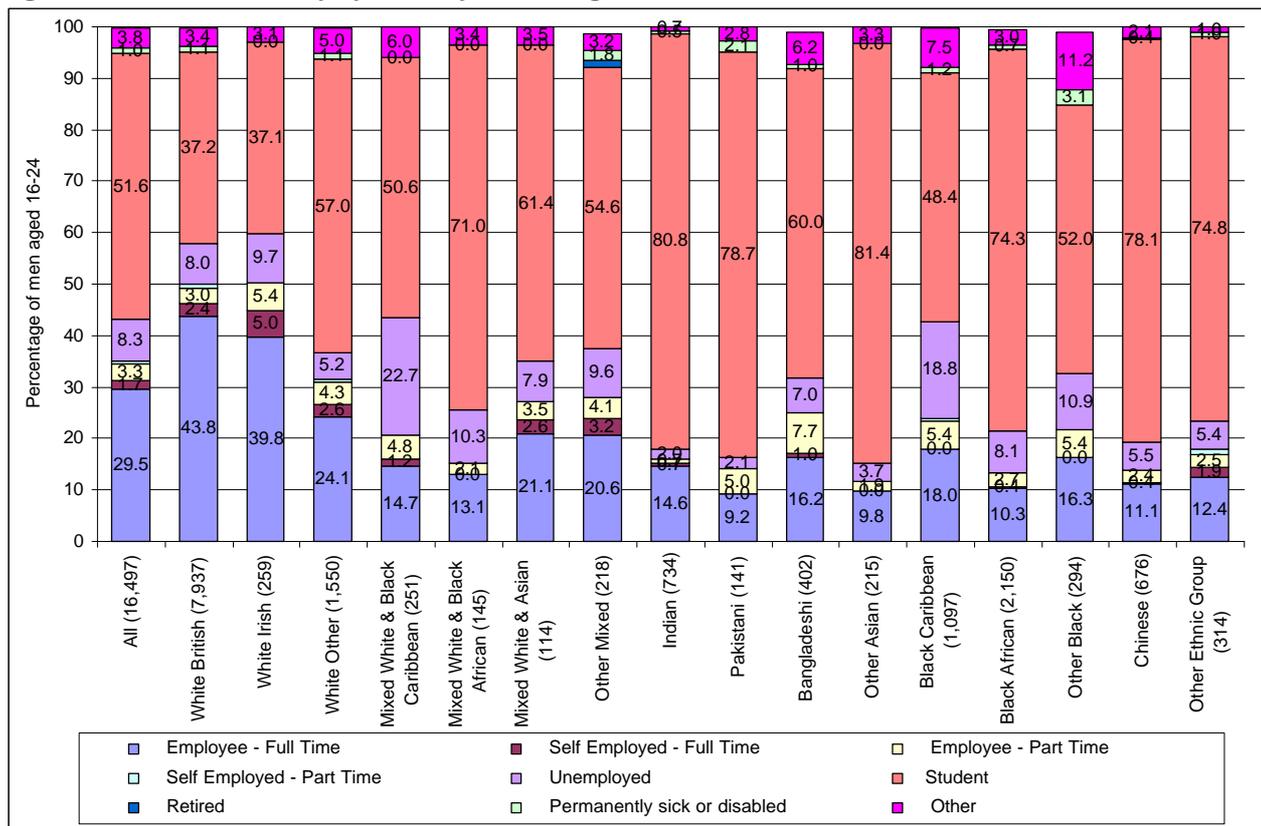
Southwark's Bangladeshi women were much more likely to **look after their home or family full-time** than women from other ethnic groups, (52 per cent compared with 14 per cent of the overall 25-59 female population in Southwark and 14 per cent of White British women). Other ethnic groups with a high proportion of women looking after their home or family full-time were Pakistani (29 per cent), Chinese (26 per cent), Other Ethnic (24 per cent), and Other Asian (20 per cent) groups.

A higher proportion of women from Other Asian (13 per cent), Black Caribbean (13 per cent), Other Ethnic (12 per cent), Mixed White and Black African (12 per cent), Chinese (11 per cent), and White Other (10 per cent) groups were **students**, compared with 6 per cent of the overall 25-59 female population in Southwark and just 3 per cent of White British women.

Economic inactivity related to **sickness and disability** was higher for Southwark's Black and Minority Ethnic women than the average of 5 per cent for the overall 25-59 female population, and of 6 per cent for White British women. The highest rates were found in White Irish (11 per cent), Bangladesh (8 per cent), and Pakistani (7 per cent) women.

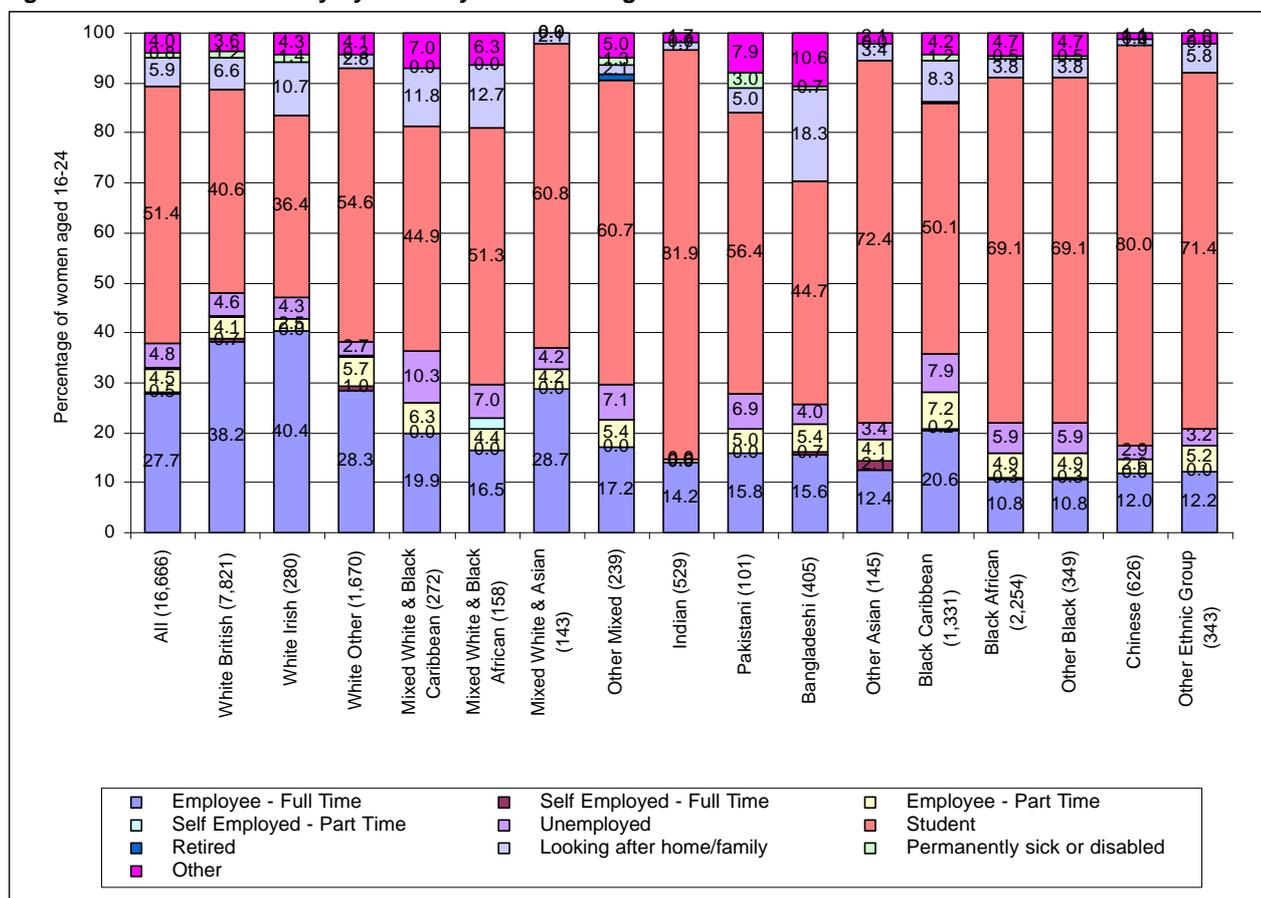
<sup>47</sup> This category includes people who are looking for work but are not able to start a job within 2 weeks.

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



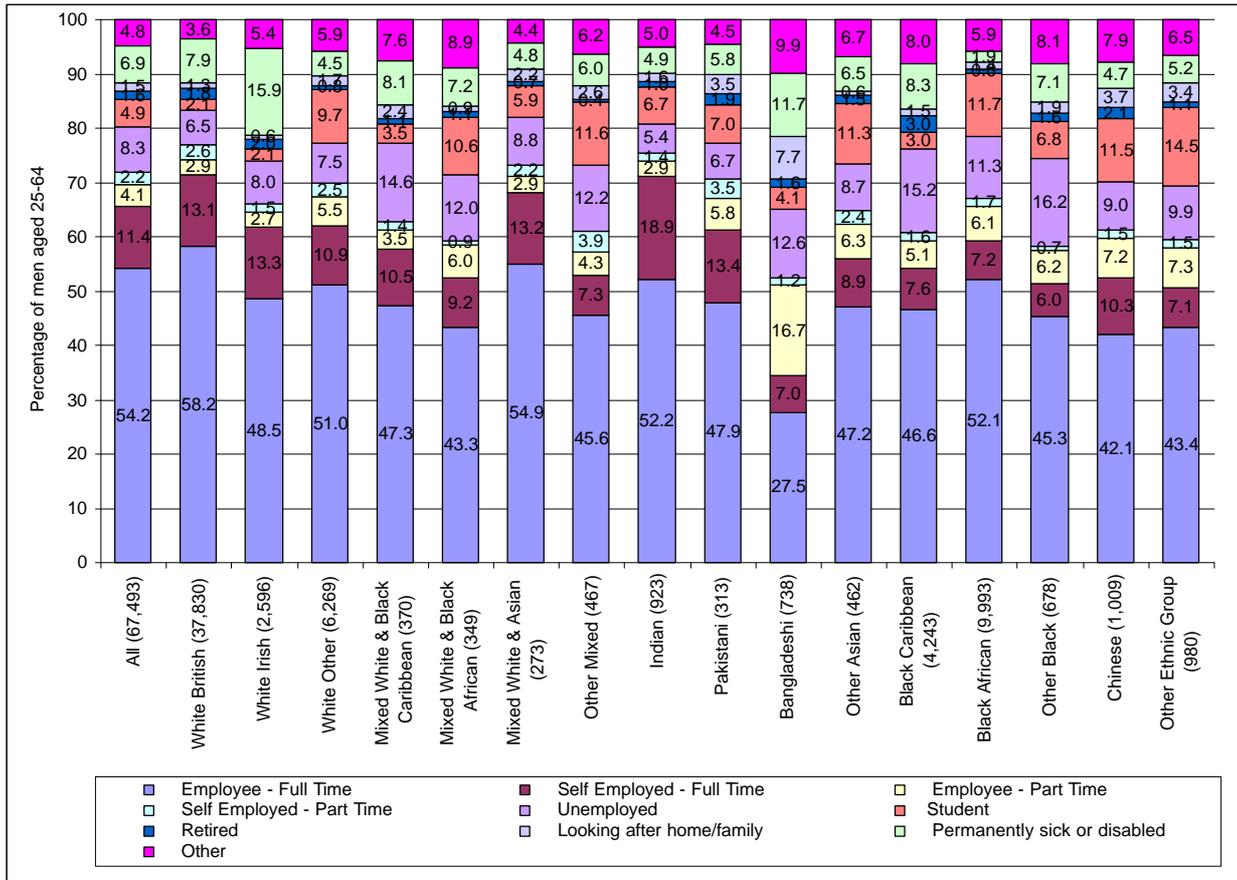
Source: 2001 Census Standard Tables, Crown Copyright 2003

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



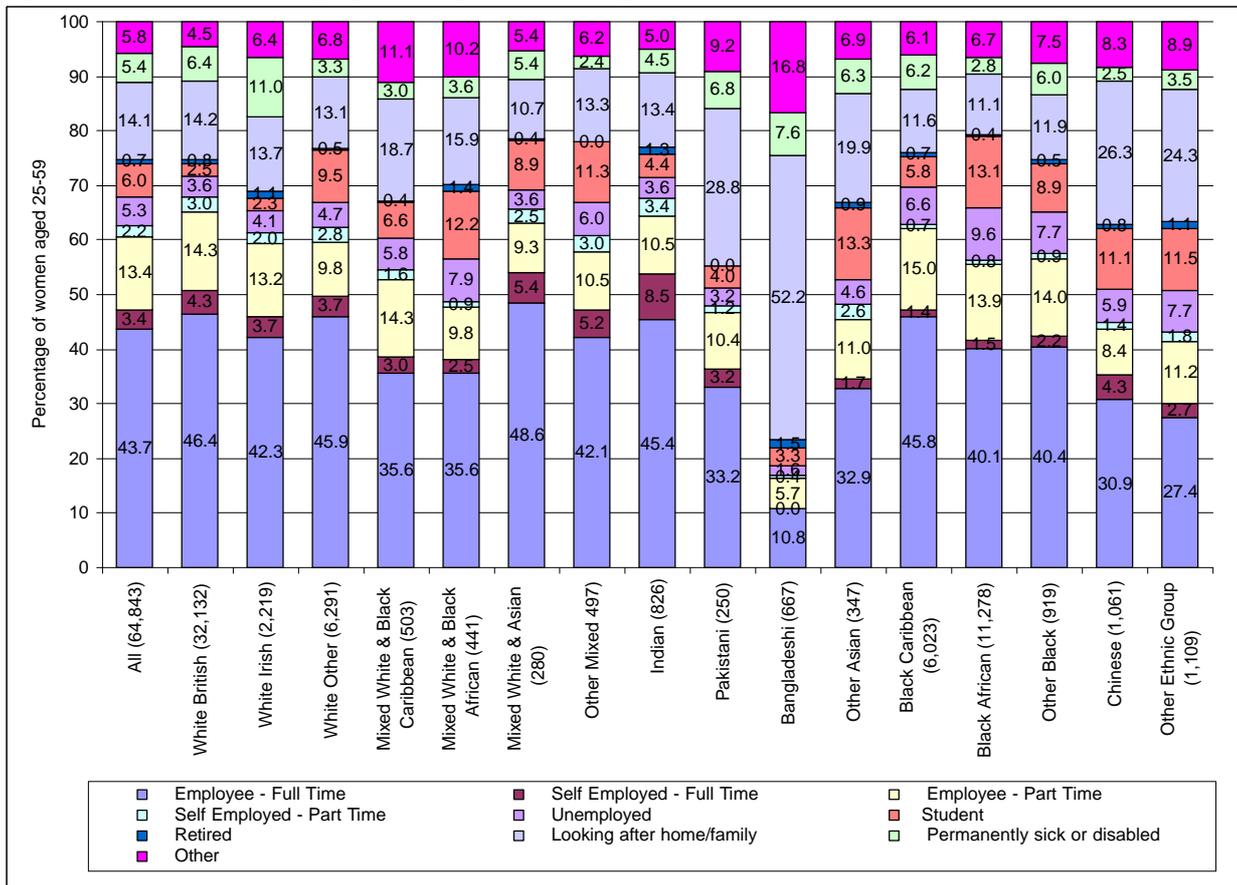
Source: 2001 Census Standard Tables, Crown Copyright 2003

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



Source: 2001 Census Standard Tables, Crown Copyright 2003

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



Source: 2001 Census Standard Tables, Crown Copyright 2003

In Southwark, Bangladeshi women were more likely to be in the 'other' economic activity status (17 per cent compared with 6 per cent of the overall 25-59 female population in Southwark, and with 5 per cent of White British women). This was similar to the corresponding figures for their counterparts in London and England as a whole.

### Occupations of the employed population<sup>48</sup>

**Figures 7.5 and 7.6** show the occupations of the employed population in Southwark by ethnicity. A higher proportion of Southwark's Indian and Pakistani men and Indian and White Other women worked as **managers and senior officials** than in other ethnic groups. Black Caribbean men (9 per cent) and Black African women (7 per cent) were far less likely to work as managers or senior officials in Southwark.

In Southwark, a comparatively high proportion of men and women from the Indian (32 per cent and 25 per cent) and Pakistani (26 per cent and 23 per cent) groups were employed in **professional jobs**, compared with the whole population of men and women (17 per cent of both), and for the White British population (20 per cent and 16 per cent).

As elsewhere in the country, considerably more women than men from Black and Minority Ethnic groups in Southwark worked in **associate professional and technical** occupations. A higher proportion of women and men from the Mixed White and Asian group in Southwark worked in this type of job, 26 per cent and 24 per cent, compared with 20 per cent of women and 18 per cent of men among the whole population of working age in Southwark, and with 22 per cent of White British women and 18 per cent of White British men in Southwark. The male Bangladeshi population was again under-represented in these occupations, with just 7 per cent compared with 14 per cent of men from this ethnic group in London and nationally.

In Southwark 24 per cent of Bangladeshi men and 17 per cent of Black Caribbean men worked in **skilled trades**, compared with 11 per cent of all men of working age and just 7 per cent of Black African men.

In Southwark, women and men from the Black African (20 per cent and 6 per cent), Black Caribbean (16 per

cent and 5 per cent), Mixed White and Black African (16 per cent and 3 per cent) and Other Black (15 per cent and 5 per cent) groups were more likely than other ethnic groups to work in **personal service occupations**. Indian and Chinese people (both 5 per cent of women and 2 per cent of men) were the least likely to be in this type of work.

Southwark's Bangladeshi population were much more likely than other ethnic groups to work in **sales and customer service occupations** (20 per cent of women and 14 per cent of men, compared with 8 per cent of men and 4 per cent of women in the whole population of working age in Southwark). Across London, 24 per cent of Bangladeshi women and 13 per cent of Bangladeshi men worked in these occupations, compared with 21 per cent and 10 per cent of Bangladeshi women and men across England. A high proportion of Chinese people also worked in these occupations, 18 per cent of women and 7 per cent of men, similar to the figures for London and England.

In Southwark, 13 per cent of Black Caribbean men worked as **process, plant or machine operatives**, compared with 7 per cent of all men in Southwark. In many other ethnic minority groups, however, the percentages of men working in this type of job in Southwark was lower than in London or England as a whole. Thus while nationally a quarter of Pakistani men worked in jobs of this type (13 per cent in London), only 1 per cent of Pakistani men worked in these jobs in Southwark.

In Southwark, over a quarter of men from the Other Black ethnic group (26 per cent) were working in **elementary occupations**. High proportions of men from the Black African (24 per cent), Mixed White and Black African (23 per cent), and Other Ethnic groups were also employed in elementary occupations. Indian and Pakistani men were the least likely to work in elementary occupations (both 8 per cent). Women from the Other Ethnic (19 per cent) and Black African groups (16 per cent) were most likely to work in these occupations, whilst Pakistani (2 per cent) and Indian women (4 per cent) were least likely to be employed in these occupations.

<sup>48</sup> Data about the occupations and industrial distribution of people by Black and Minority Ethnic groups has only been released by the Office for National Statistics at district level for the entire working age population, to comply with legislation on the disclosure of information. This means that in the data which follows, no differentiation between younger and older men and women of working age is possible.

## Industrial distribution of the employed population

**Figures 7.7 and 7.8** shows the industrial distribution of the employed population in Southwark by ethnicity. Southwark's Black and Minority Ethnic men were less likely to be employed in **manufacturing** than their counterparts in London and in England as a whole. In Southwark high proportions of men from the Mixed White and Black African groups (12 per cent) were in manufacturing jobs, compared with 5 per cent for the whole male population in Southwark. For Black and Minority Ethnic women in Southwark, the pattern was similar to the picture in London and nationally.

18 per cent of Southwark's White Irish men worked in **construction**, compared with 7 per cent of the whole male population in Southwark. This is, however, a lower percentage than the corresponding figures for White Irish men in London (22 per cent) and in England (20 per cent).

In Southwark, a striking two-thirds of Bangladeshi men were employed in the **wholesale, retail, restaurants and hotels** sector (64 per cent), a much higher proportion than of the whole male population of working age in Southwark (18 per cent). This is similar to both the London and national patterns for men of this ethnicity. For women, a high proportion from Other Ethnic (34 per cent) and Bangladeshi (28 per cent) groups worked in this sector, compared with 18 per cent of the whole female population of working age in Southwark.

Some Black and Minority Ethnic groups are considerably more likely than others to work in the **transport, storage and communications** sector. 17 per cent of Black Caribbean men, 14 per cent of Black African men, and 13 per cent of men from Other Black groups worked in this sector, compared with 10 per cent of men across the district.

A high proportion of Southwark's Mixed White and Asian men (29 per cent) and women (28 per cent) were employed in **finance and real estate**. A high proportion of Indian men (37 per cent) and women (31 per cent) were also employed in these sectors (compared with 32 per cent of all men and 26 per cent of all women in Southwark).

In Southwark, 11 per cent of Black Caribbean and 10 per cent of Bangladeshi women worked in the **public administration and defence and social security** sectors. Women from Chinese (2 per cent), White Other and Other Ethnic groups (both 3 per cent) were the least likely to be employed in this sector.

In Southwark, fewer Black and Minority Ethnic men were employed in **education** than other Southwark men, (with the exception of men from the Other Asian

and Chinese groups, both 6 per cent). This compares with 5 per cent of both the whole male population of working age and of White British men in Southwark. A slightly higher proportion of women from the Bangladeshi (18 per cent) and Pakistani (14 per cent), ethnic groups were in this sector, compared with 11 per cent of the whole female population of working age, and 13 per cent of White British women in Southwark.

Southwark's Black and Minority Ethnic women were more likely than other Southwark women to work in **health and social work**. 30 per cent of Black African women, 28 per cent of Other Asian women, 26 per cent of Black Caribbean women, and 24 per cent of Other Black women worked in this sector, compared with 20 per cent of the whole female population, and 16 per cent of White British women in Southwark. This is similar to the patterns for Black and Minority Ethnic women in London and England. Southwark's Black and Minority Ethnic men were more likely to work in this sector than other Southwark men, with 14 per cent of Indian men, 12 per cent of Other Asian men, 11 per cent of Black African men, 9 per cent of Other Mixed men, and 8 per cent of White Irish men, Mixed White and Black Caribbean men, Black Caribbean men and Chinese men in this sector. White Other, Bangladeshi and Other Black men were least likely to work in this sector (6 per cent), a little lower than the share of the whole male population in Southwark (7 per cent).

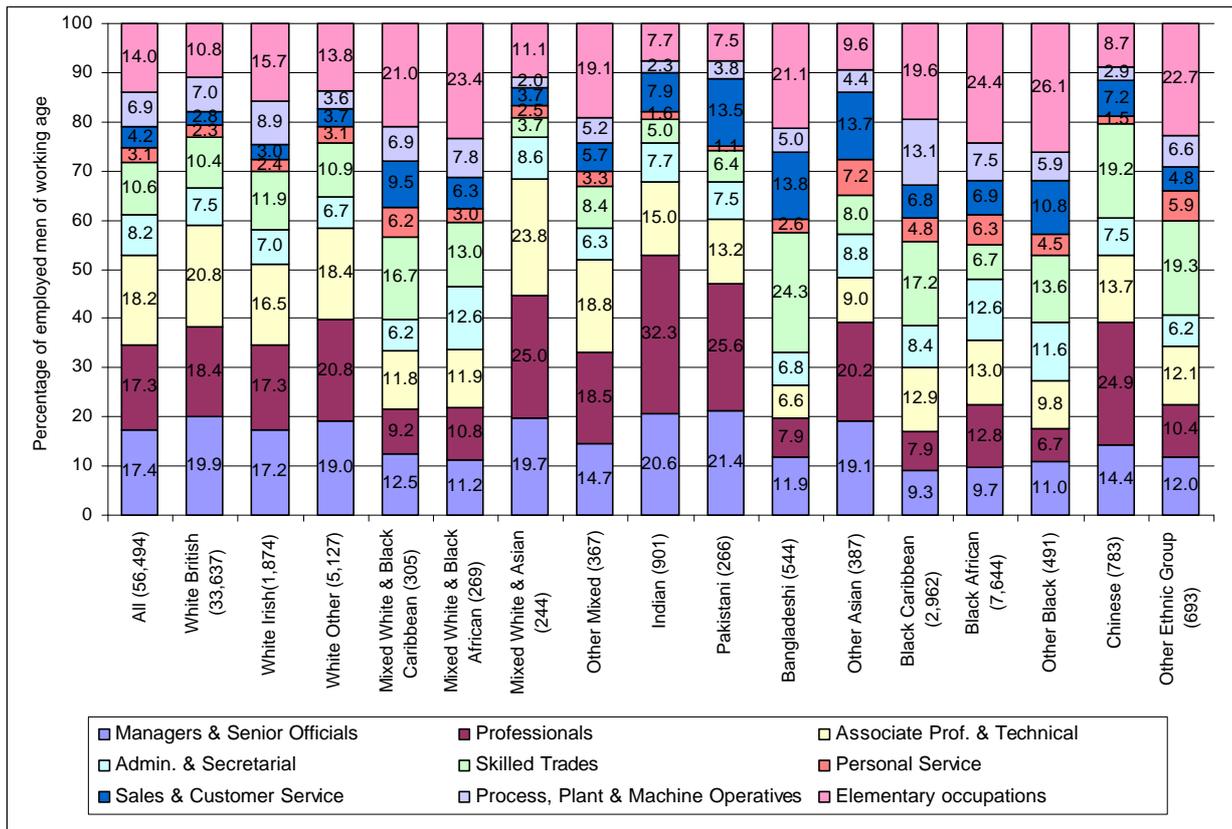
## Key Points

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

Economic activity varies considerably between Black and Minority Ethnic groups. For **those aged under 25** in Southwark:

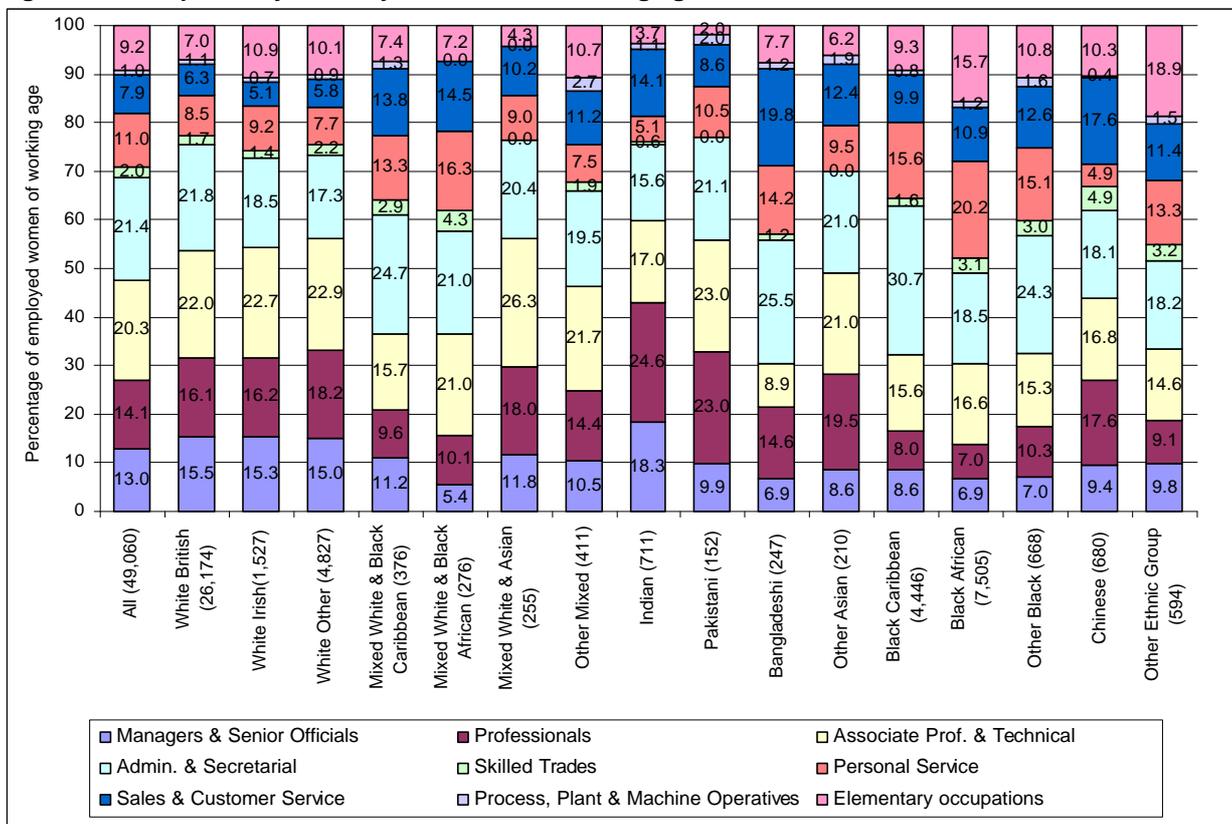
- A high percentage of White Irish men and women (40 per cent of both) were employed full-time.
- The highest unemployment rates were found in young Mixed White and Black Caribbean people (23 per cent of men and 10 per cent of women).
- Part-time employment was more common among young men and women from the Bangladeshi (8 per cent of men and 5 per cent of women), Pakistani (5 per cent of both men and women) and Other Black ethnic groups (5 per cent of men and 5 per cent of women).

**Figure 7.5 Occupation by ethnicity for men of working age in Southwark**



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

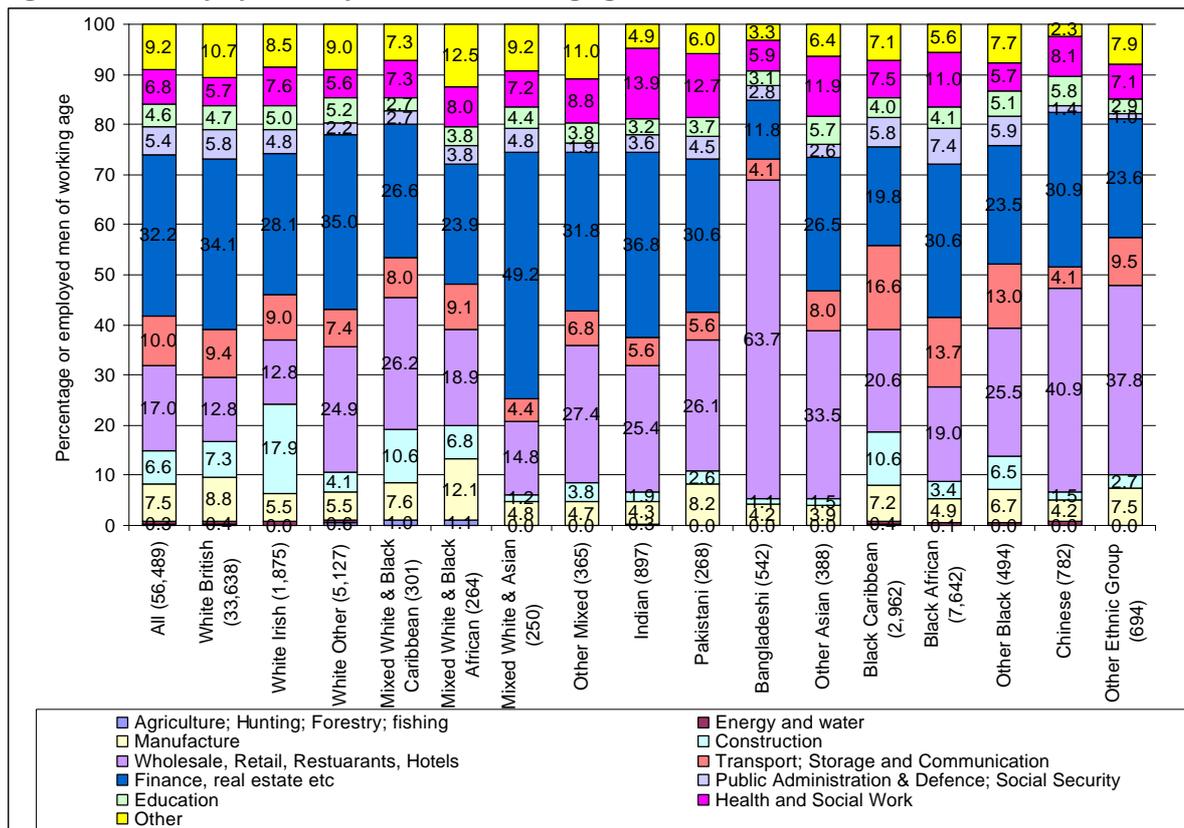
**Figure 7.6 Occupation by ethnicity for women of working age in Southwark**



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

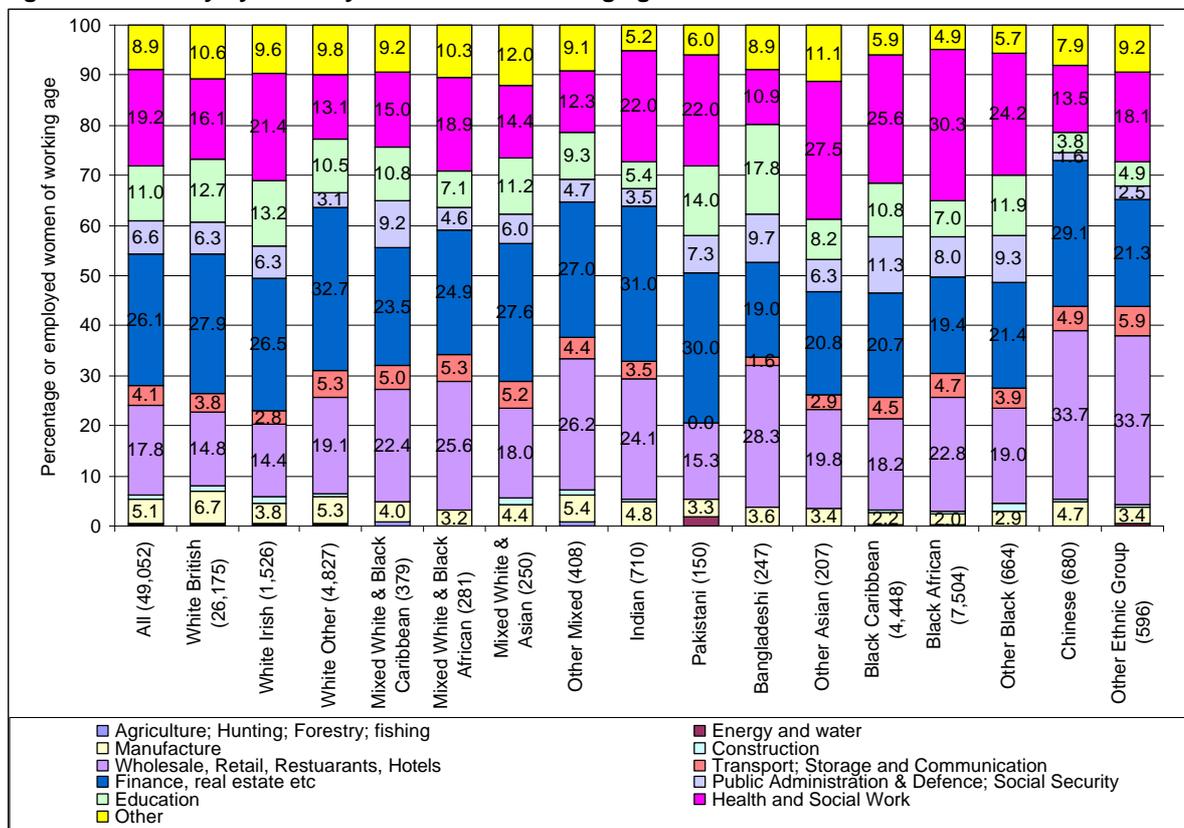
Note: Elementary occupations include farm workers, labourers, packers, postal workers, hospital porters, hotel porters, kitchen and catering assistants, waiters, waitresses, bar staff, window cleaners, road sweepers, cleaners, refuse and salvage occupations, security guards, traffic wardens, school crossing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

**Figure 7.7 Industry by ethnicity for men of working age in Southwark**



Source: 2001 Census Commissioned Tables, Crown Copyright 2004

**Figure 7.8 Industry by ethnicity for women of working age in Southwark**



Source: 2001 Census Commissioned Tables, Crown Copyright 2004

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

- A high proportion of young women from the Bangladeshi (18 per cent), Mixed White and Black African (13 per cent), and Mixed White and Black Caribbean (12 per cent) groups were looking after their home or family full-time.
- 81 per cent of young Indian men and women were students.

For Southwark's Black and Minority Ethnic **men aged 25 to state pension age**:

- The full-time employment rate was lower than in London and England as a whole.
- The full-time employment rate was lowest among Bangladeshi men (35 per cent) and highest full-time employment rate among Indian men (71 per cent).
- Part-time employment was high for Bangladeshi men (18 per cent).
- The highest unemployment rates were found among Other Black (16 per cent), Black Caribbean (15 per cent) and Mixed White and Black Caribbean men (15 per cent), while Indian, Pakistani, White Irish and men from White Other groups were the least likely to be unemployed.
- Southwark's Black and Minority Ethnic men included a much higher percentage of students than other Southwark men (15 per cent of men aged 25 to 64 from Other Ethnic groups and 12 per cent of Chinese, Black African and men from Other Mixed groups were students compared with just 2 per cent of White British men).
- A high proportion of White Irish men (16 per cent) were economically inactive due to sickness and disability.

For Southwark's Black and Minority Ethnic **women aged 25 to state pension age**:

- The highest full-time employment rates were found among Mixed White and Asian (54 per cent) and Indian women (54 per cent).
- Low employment rates were found among Bangladeshi women (11 per cent).
- Bangladeshi (52 per cent) and Pakistani (29 per cent) women were more likely to be looking after their home or family full-time than other Southwark women.

- Southwark's Black and Minority Ethnic women were more likely to be students than White British women (13 per cent of women aged 25 to 59 from Black African and Other Asian groups and 12 per cent of Mixed White and Black African women, and women from other Mixed groups were students compared with just 3 per cent of White British women)
- A higher proportion of Southwark's Black and Minority Ethnic women were economically inactive because of sickness and disability compared with White British women in Southwark.

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

- Southwark's Indian (21 per cent) and Pakistani (21 per cent) men and Southwark's Indian (18 per cent), White Irish (15 per cent) and White Other (15 per cent) women contained a higher proportion of men and women who worked as managers and senior officials than other ethnic groups.
- In Southwark, a higher percentage of men and women from the Pakistani (26 per cent of men and 23 per cent of women) and Indian (32 per cent of men and 25 per cent of women) groups were in professional jobs, compared both with other Southwark men and women, and with their counterparts in England.
- As elsewhere in the country, considerably more women than men from Black and Minority Ethnic groups in Southwark worked in associate professional and technical occupations. Women and men from the Mixed White and Asian group were the most likely to work in this type of job (24 per cent of men and 26 per cent of women).
- A high proportion of Bangladeshi men (24 per cent) worked in skilled trades occupations compared with other ethnic groups in Southwark.
- More Bangladeshi men (14 per cent) and women (20 per cent) worked in sales and customer service than other ethnic groups in Southwark.
- Over a quarter of men (26 per cent) from Other Black groups worked in elementary occupations, and more women from the Other Ethnic and Bangladeshi groups worked in occupations in this category.

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

- Compared with other Southwark men, a higher proportion of White Irish men (18 per cent) worked in construction. Very few women work in this sector.
- Bangladeshi men were heavily concentrated in the wholesale, retail, restaurants and hotels sector (64 per cent).
- In Southwark, Black Caribbean men (17 per cent), Black African men (14 per cent) and men from Other Black groups (13 per cent) were more likely to work in transport, storage and communications than men from other ethnic groups.
- Southwark's Mixed White and Asian men (49 per cent) and Indian men (37 per cent), and Southwark's women from White Other groups (33 per cent) were more likely than other groups to work in the finance and real estate sector.
- Black Caribbean (11 per cent) and Bangladeshi (10 per cent) women were more likely to work in public administration, defence and social security than other Southwark women.
- High proportions of Bangladeshi (18 per cent) and Pakistani (14 per cent) women worked in education.
- Southwark's Black and Minority Ethnic women were, more likely than Southwark White British women to work in health and social work.

## 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 Southwark, over 2,500 people have 'term-time only' contracts, split equally between men and women. Over 1,000 women working term-time only are also in part-time jobs. Almost 2,000 employed people working in Southwark have an annualised hours contract. Of these, one third are women. 17 per cent of Southwark's male full-time workers work flexi-time, compared with 11 per cent of full-time women workers and 16 per cent of part-time workers of both sexes.

Comparison with London and England shows that proportionally, in Southwark:

- a higher proportion of male full-time employees work flexi-time, than comparable men across England and London, although fewer Southwark men work annualised hours
- no men working part-time appear to have annualised hours or term-time only contracts. This may be associated with the relatively small numbers of men working part-time, and the sector in which they work. It should also be noted that the data are based on a sample survey
- compared with similar women across England, fewer Southwark women who work full-time, but more women working part-time, have flexi-time arrangements

**Figure 8.1 Men and women in full-time and part-time employment in Southwark with selected flexible working arrangements<sup>49</sup>, 2003**

Southwark's Employed Men 59,630				
	Full-time: Men 51,926		Part-time: Men 7,704	
	Numbers	%	Numbers	%
<b>Flexitime</b>	8,759	16.9	1,216	15.8
<b>Annualised Hours</b>	1,289	2.5	0	0
<b>Term-time working</b>	1,332	2.6	0	0
Southwark's Employed Women 50,399				
	Full-time: Women 35,732		Part-time: Women 14,667	
	Numbers	%	Numbers	%
<b>Flexitime</b>	3,742	10.5	2,339	15.9
<b>Annualised Hours</b>	643	1.8	0	0
<b>Term-time working</b>	1,204	3.4	1,069	7.3

Comparative data				
Employed men				
	Full-time		Part-time	
	London	England	London	England
<b>Flexitime</b>	7.6	8.1	6.5	6.2
<b>Annualised Hours</b>	3.0	3.6	1.2	2.0
<b>Term-time working</b>	1.0	0.9	3.6	3.2
Employed women				
	Full-time		Part-time	
	London	England	London	England
<b>Flexitime</b>	11.0	12.6	7.7	9.0
<b>Annualised Hours</b>	3.3	4.6	3.3	3.8
<b>Term-time working</b>	4.2	4.9	10.2	10.7

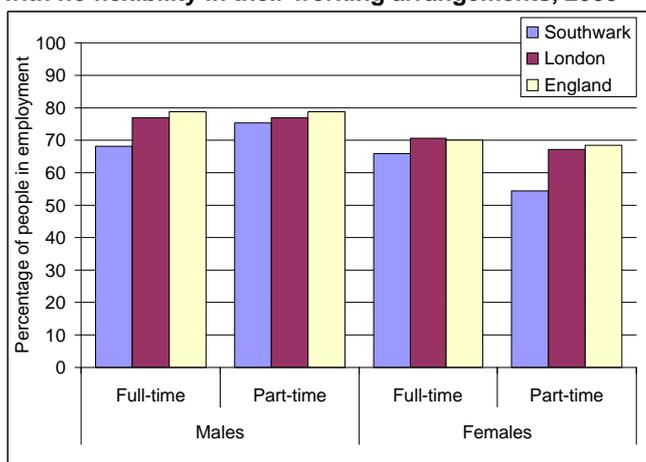
Source: LFS, Autumn 2003, ONS

**Figure 8.2** shows the percentage of men and women who have no flexibility in their working arrangements, by whether they work full-time or part-time. For both full-time and part-time workers, men and women in Southwark were less likely to have no flexibility in their working arrangements than employees in London or in England as a whole.

<sup>49</sup> The LFS data include other types of flexible working patterns, including job sharing, nine day fortnight, four and a half day week and zero hours contracts. These are not included here due to the small numbers involved. Note that it is possible for employees to appear in more than one category.

Part-time women workers in Southwark experienced the greatest degree of flexibility in their working arrangements. In the Borough, fewer women than men reported having no flexibility in their working arrangements (54 per cent of women part-time workers, compared with over 65 per cent of men working part-time).

**Figure 8.2 Percentage of men and women in employment with no flexibility in their working arrangements, 2003**



Source: LFS, Autumn 2003, ONS

## Barriers to Employment

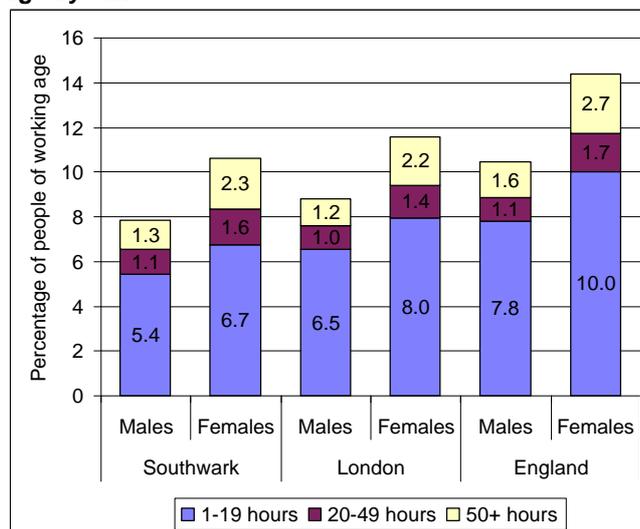
Labour market analysts recognise a range of factors which affect an individual's ability to access and enter employment. These include the existence of employment opportunities, infrastructure considerations such as public transport availability, and responsibilities or attributes which may act as barriers 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 having a disproportionate impact on women.

### Caring Responsibilities

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

**Figure 8.3** shows the number of hours of this 'unpaid care' provided by men and women of working age. 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**

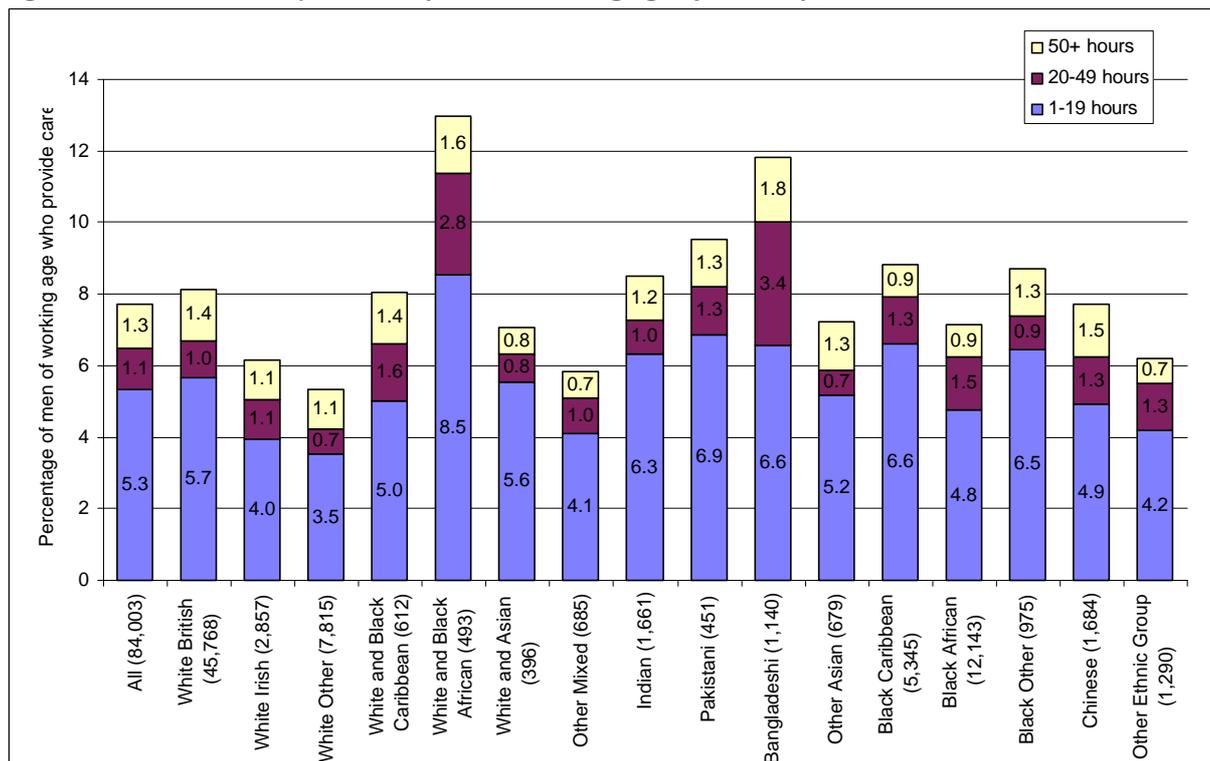


Source: 2001 Census Standard Tables, Crown Copyright, 2003

There is considerable variation in the provision of unpaid care by people of different ethnicities. **Figures 8.4 and 8.5** show the proportions of men and women of working age providing unpaid care among the Black and Minority Ethnic population in Southwark, with:

- a high proportion of Mixed White and Black African men (13 per cent) but fewer women (9 per cent) providing unpaid care in Southwark. This is the reverse of the situation in London (8 per cent of Mixed White and Black African men and 10 per cent for women) and in England as a whole (7 per cent of men and 10 per cent of women)
- a lower proportion of Indian men and women in Southwark (9 per cent for both) provide unpaid care, than in London or England as a whole (12 per cent of Indian men and 14 per cent of Indian women for both)
- a higher proportion of Chinese men (8 per cent) and women (10 per cent) in Southwark provide unpaid care than in London (6 per cent of Chinese men and 8 per cent of Chinese women), or in England as a whole (6 per cent and 7 per cent)

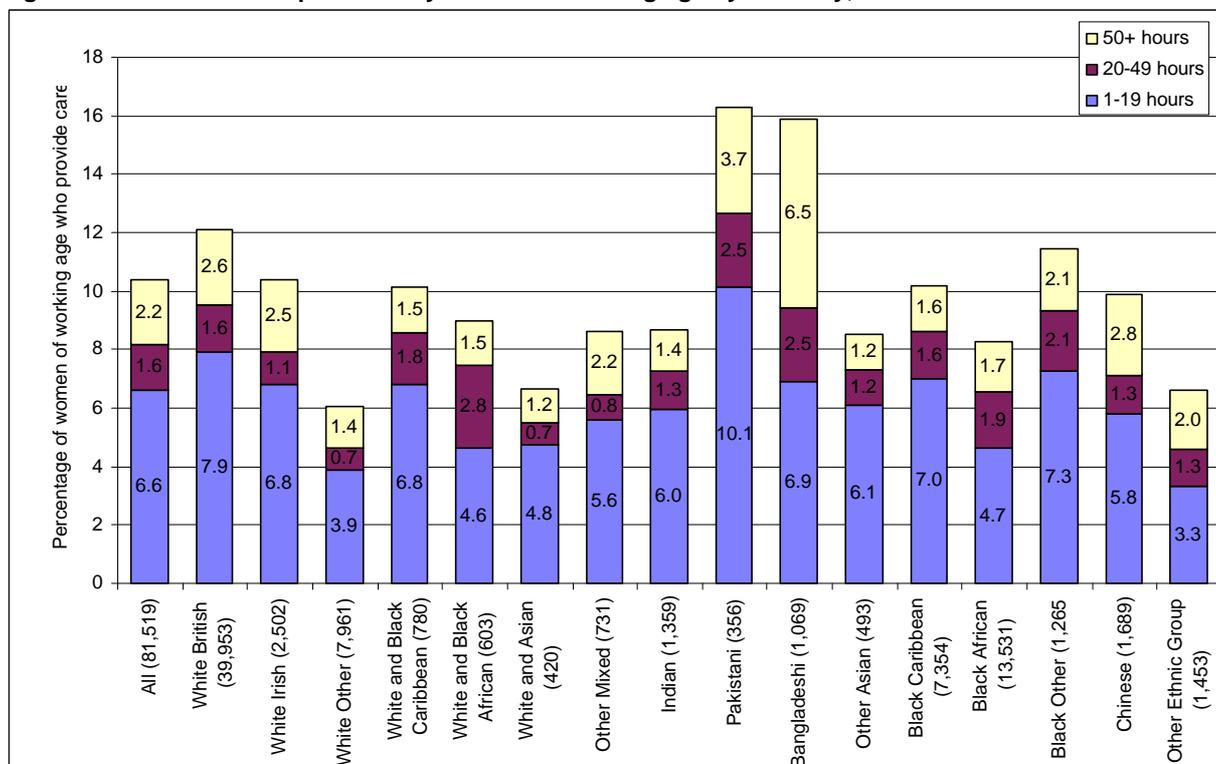
**Figure 8.4 Provision of unpaid care by men of working age by ethnicity, Southwark**



Source: 2001 Census Commissioned Tables, Crown Copyright 2004

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

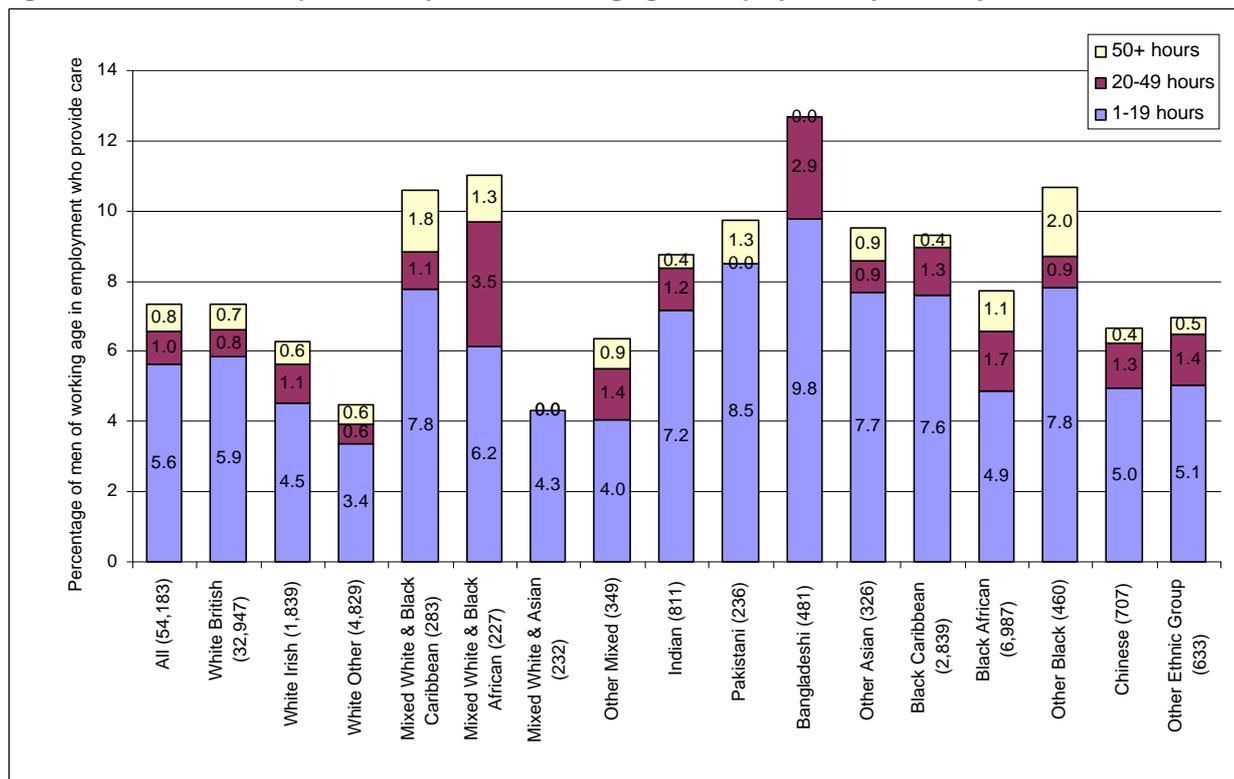
**Figure 8.5 Provision of unpaid care by women of working age by ethnicity, Southwark**



Source: 2001 Census Commissioned Tables, Crown Copyright 2004

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

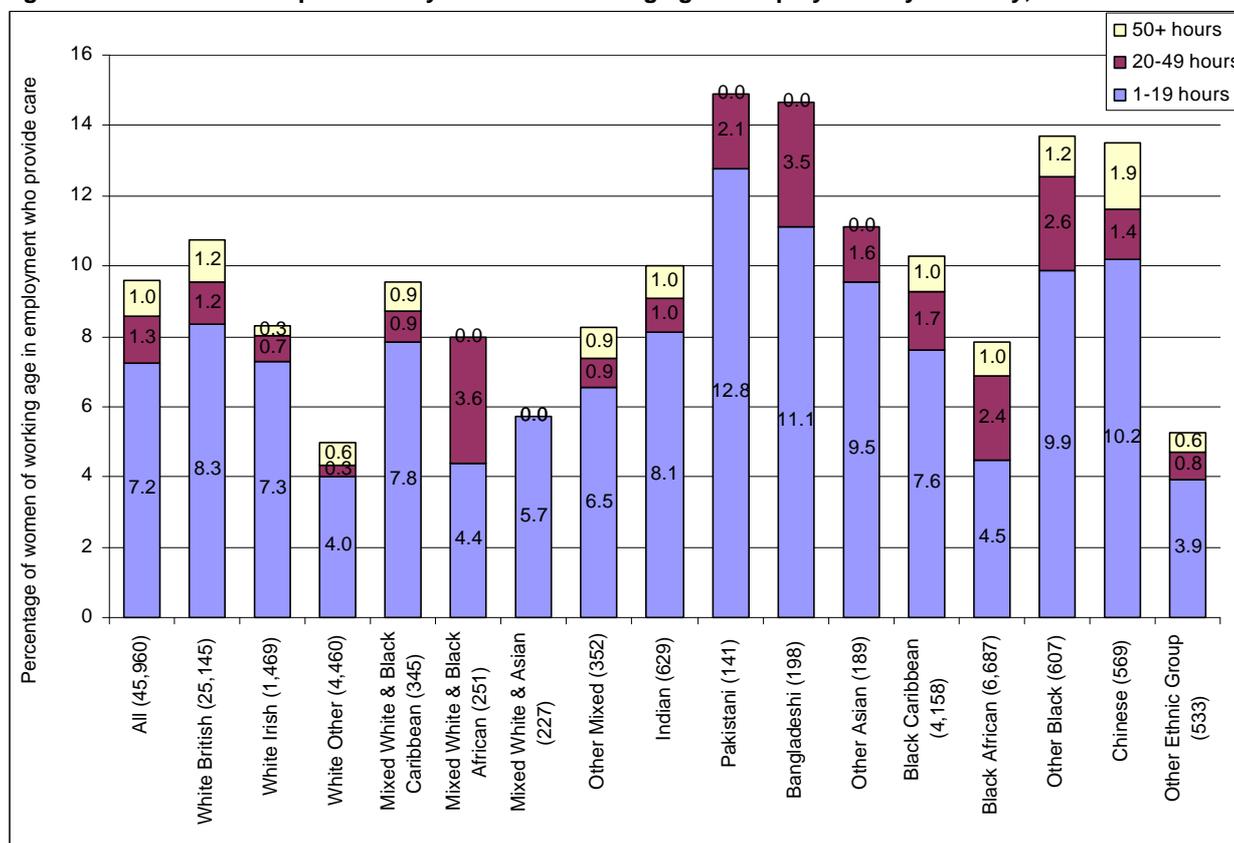
**Figure 8.6 Provision of unpaid care by men of working age in employment by ethnicity, Southwark**



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, Southwark**



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

The amount of unpaid care that men and women provide can also be analysed by their economic activity. In Southwark, 7 per cent of men and 10 per cent of women of working age who are in employment also provided unpaid care. These figures are lower than in London (9 per cent and 11 per cent) and in England as a whole (10 per cent and 14 per cent). However, this again varies by ethnicity, as presented in **Figures 8.6 and 8.7** which refer only to **those who are in employment**. Compared with London and England as a whole, in Southwark:

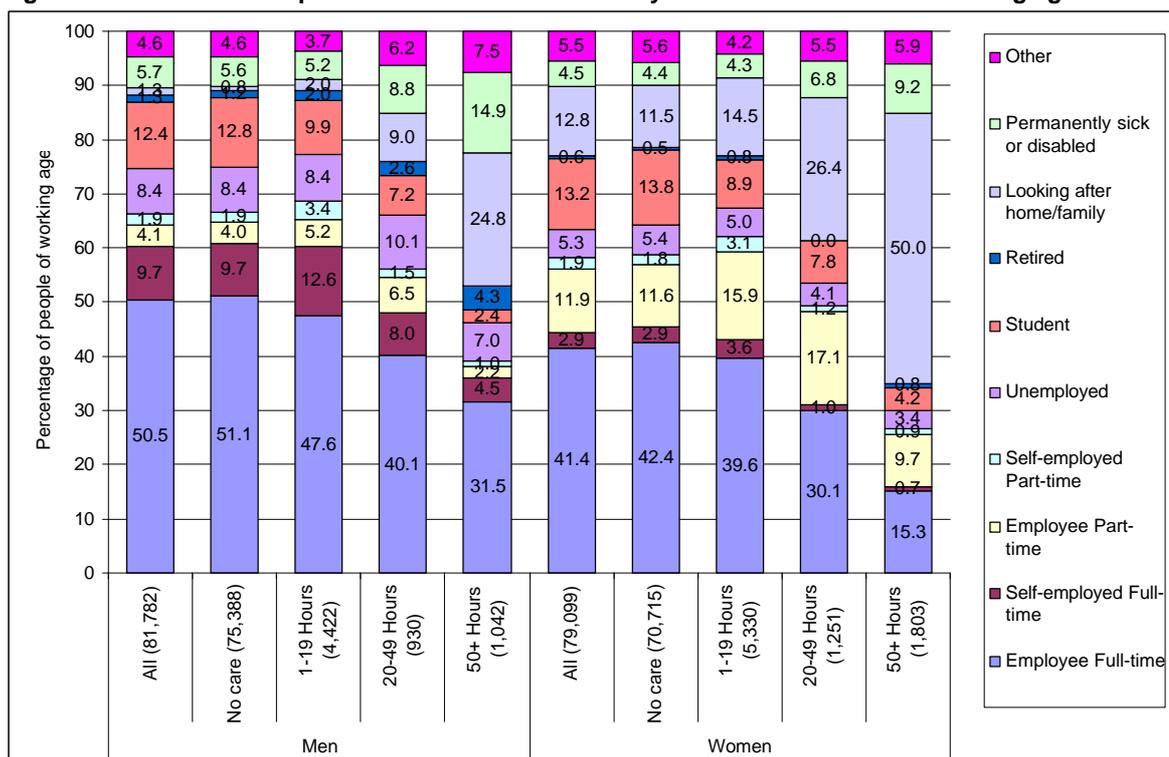
- a lower proportion of Indian men (9 per cent) and women (10 per cent) provide unpaid care, (compared with 13 per cent and 15 per cent for Indian men and women in London as a whole)
- a lower proportion of White Irish men (6 per cent) and White Irish women (8 per cent) provide unpaid care (compared with 7 per cent of White Irish men and 10 per cent of women in London or 9 per cent and 12 per cent in England)
- a high proportion of Chinese women (14 per cent) but a similar proportion of Chinese men (7 per cent) provide unpaid care, compared with Chinese women in London (7 per cent) and England as a whole (8 per cent)

proportion of men than women were providing 50 or more hours of unpaid care and also working full-time, 36 per cent (376 men) compared with 16 per cent (288 women). **As the amount of unpaid care people provide increases:**

- men and women are more likely to be permanently sick or disabled. This was especially noticeable in working age men who provided unpaid care for more than 50 hours per week (15 per cent in Southwark, 13 per cent in London and 17 per cent in England as a whole)
- the proportion of people who are looking after their home and family full-time increases. In Southwark 50 per cent of women and 25 per cent of men who provided more than 50 hours of unpaid care per week were in this group, compared with 46 per cent of women and 21 per cent of men in London and nationally
- people are less likely to be in full-time employment, especially women (16 per cent of those who provide 50 or more hours care per week, compared with 44 per cent of those who provide no care. For men the figures are 60 per cent compared with 36 per cent). This applies across all geographical levels

**Figure 8.8** presents data on the economic activity status of men and women according to their caring circumstances. It shows that in Southwark a higher

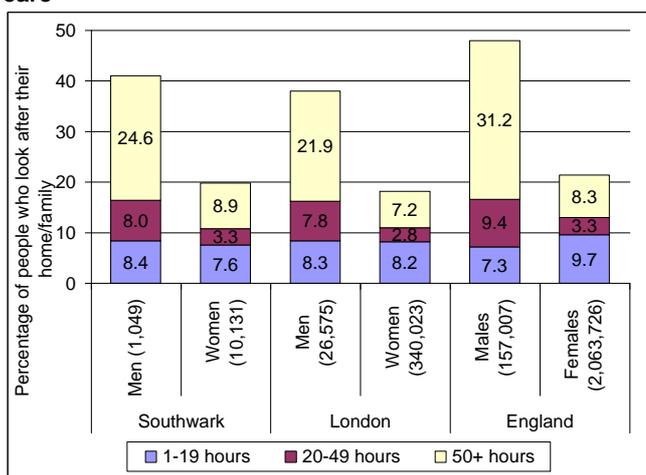
**Figure 8.8 Provision of unpaid care and economic activity for men and women of working age in Southwark**



Source: 2001 Census Commissioned Table, Crown Copyright 2004

Figure 6.8 in Chapter 6 showed that 12 per cent of women and 1.2 per cent of men of working age in Southwark gave looking after their home or family as their reason for economic inactivity: 1,057 men and 10,133 women. This response includes not only 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 that men and women who looked after their home or family provided. There is 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. 25 per cent of men in this category were providing more than 50 hours or more of unpaid care each week, compared with 9 per cent of women in Southwark (These percentages represent 258 men and 902 women).

**Figure 8.9 Men and women of working age who look after their home and family and the provision of unpaid care**



Source: 2001 Census Commissioned Table, Crown Copyright 2004

### Childcare

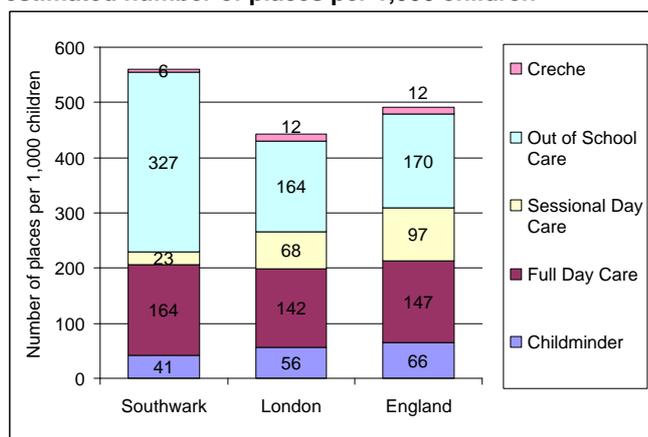
Lack of available, affordable childcare is a significant barrier to women's employment. The combination of poor job and pay prospects and high childcare and associated transport costs, makes it uneconomic for many women to consider working before their children reach school age. Even for those with school 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 the 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**

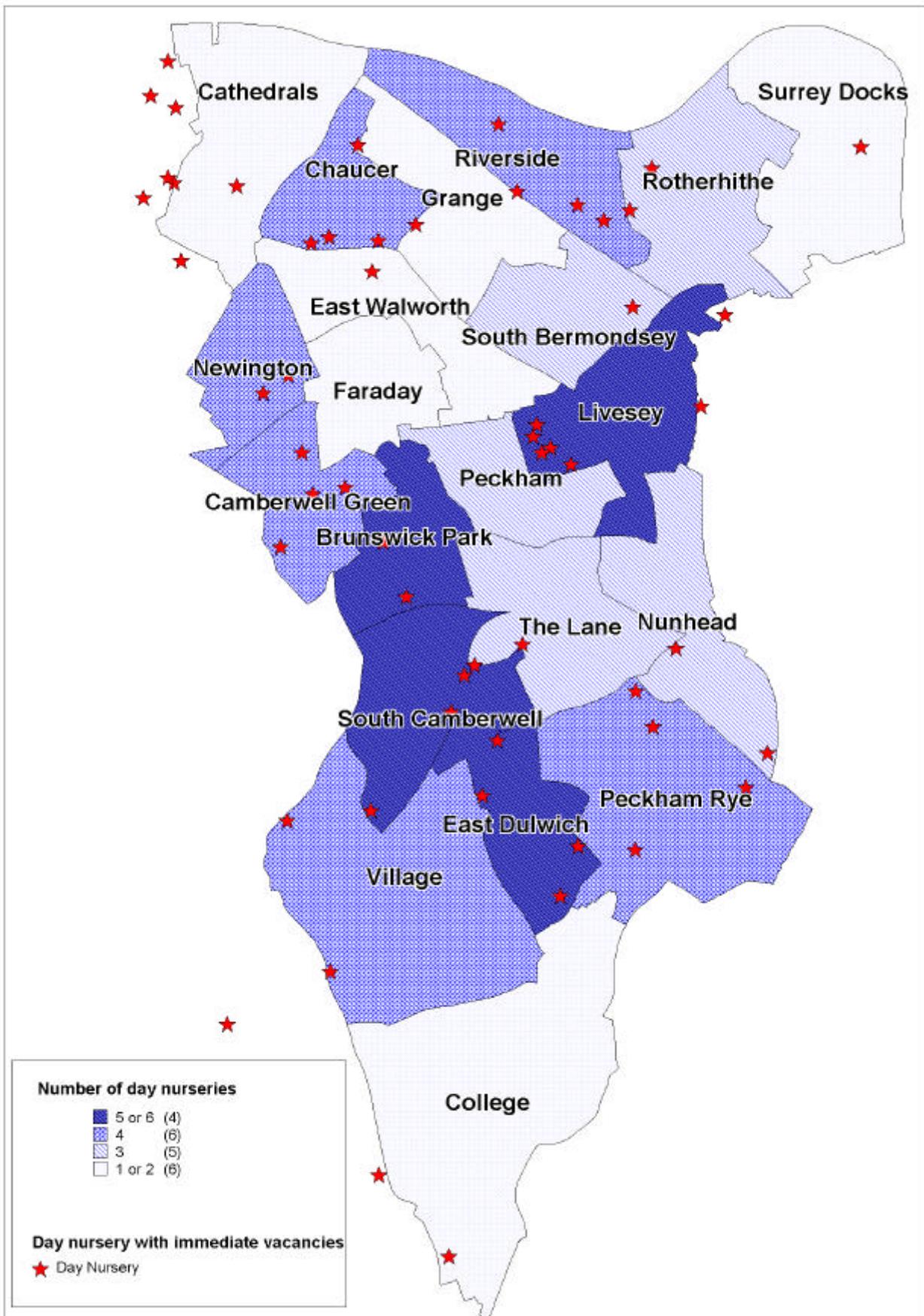


Source: Ofsted, 2003 and Registrar General's Mid Year Population Estimates 2003, Vital Statistics, ONS

It shows the estimated number of places per 1,000 children for Southwark, London and England. The data are published by Ofsted and relate to September 2003. In Southwark, there were, overall, more childcare places per 1,000 children than in London and England as a whole. Southwark had more full day care places than nationally or in London, and more out of school care places, but fewer childminders than in London or nationally.

**Figure 8.11** shows the distribution of day nurseries within the wards in Southwark, together with an indication of the nurseries that had vacancies in June 2005. 6 areas of Southwark had fewer than 3 day nurseries. Day nurseries, including those with vacancies, are concentrated in certain areas, while some areas had no day nurseries vacancies at all.

Figure 8.11 Day nurseries and vacancies in Southwark, June 2005



Source: Children's Information Service, 2005. 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

## Key Points

- In Southwark, men who worked full-time and women who worked part-time had the greatest degree of flexibility in their working arrangements. More men and women had flexible working arrangements, compared with their counterparts in London and across England as a whole.
- Among people of working age in Southwark, a lower proportion of Indian men and women, but a higher proportion of Chinese men and women, provided unpaid care, compared with the corresponding London and national averages.
- Southwark's Mixed White and Black African men and Bangladeshi men were more likely to provide unpaid care than other men in Southwark.
- Pakistani and Bangladeshi women of working age outnumbered other Southwark women in providing unpaid care.
- Similar to the picture in London and nationally, more Bangladeshi men and more Pakistani and Bangladeshi women who were in employment provided unpaid care than men and women from other Black and Minority Ethnic groups.
- Men working full-time were more likely than women employed full-time to provide 50 or more hours of unpaid care per week.
- Among those of working age who provided 50 or more hours a week of unpaid care, more than one in seven men and about one in ten women were themselves permanently sick or disabled.
- 50 per cent of women who were providing more than 50 hours a week of unpaid care were looking after their home and family full-time, a higher proportion than in England as a whole (46 per cent).
- Southwark has more childcare places per 1,000 children than London and England as a whole, but fewer places with childminders.
- Day nursery provision within Southwark is concentrated in certain areas, with some areas having no current day nurseries vacancies at all.

# Appendix A

## Glossary of 2001 Census Terms<sup>50</sup>

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

<sup>50</sup> Source: 2001 Census: Definitions, Crown Copyright 2004.

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

# Appendix B

## Examples of Occupations in each of the main 2001 Census Occupational Categories<sup>51</sup>

### Managers and Senior Officials

Senior officials in national and local government, directors and chief executives of major organisations

Managers in mining, energy and construction and production, works and maintenance managers

Marketing, sales, purchasing and financial managers and chartered secretaries, advertising and public relations managers

Personnel, training and industrial relations managers

Information and communication technology managers

Research and development, quality assurance, customer care managers

Financial institution, office managers

Transport, distribution, storage, warehouse, retail and wholesale managers

Officers in the Armed Forces, Police Inspectors and above, senior officers in fire, ambulance, prison and related services, security managers

Hospital, health service, pharmacy, healthcare practice managers, social services, residential and day care managers

Farm managers, managers in animal husbandry, forestry and fishing

Hotel and accommodation, conference and exhibition managers, restaurant and catering managers and publicans and managers of licences premises

Property, housing and land managers

Garage managers and proprietors

Hairdressers and beauty salon managers

Shopkeepers and wholesale/retail dealers

Recycling and refuse disposal managers

### Professionals

Chemists, biological scientists, biochemists, physicists, geologists, meteorologists and engineers

IT strategy and planning professionals, software professionals

Medical and dental practitioners, psychologists, pharmacists, pharmacologists, ophthalmic opticians, veterinarians

Higher, further, secondary, primary, nursery and special needs education teaching professionals

Education officers, school inspectors, registrars and senior administrators of educational establishments

Scientific and social science researchers

Solicitors, lawyers, judges and coroners

Chartered and certified accountants, management accountants and consultants, actuaries, economists and statisticians

Architects, town planners, quantity and chartered surveyors

Public service administrative professionals, social workers, probation officers, clergy, librarians, archivists and curators

### Associate Professional and Technical Occupations

Science and engineering technicians

Draughtspersons and building inspectors, environmental health officers

Nurses, midwives, paramedics, medical and dental technicians, therapists, occupational hygienists

Youth and community workers, housing and welfare officers, careers advisers

NCOs and other ranks, police officers (sergeant and below), fire service officers (leading fire officer and below), prison service officers (below principal officer)

Artists, authors, writers, actors, dancers, musicians, graphic designers, journalists, sports players, sports coaches

Air traffic controllers, pilots, train drivers

Brokers, insurance underwriters, estate agents, auctioneers

### Administrative and Secretarial Occupations

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

Officers of non-governmental organisations

<sup>51</sup> Source: 2001 Census: Definitions, Crown Copyright 2004.

Credit controllers, accounts and wages clerks, book-keepers, other financial clerks, counter clerks

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

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

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

### Skilled Trades

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

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

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

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

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

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

Printers, bookbinders, screen printers

Butchers, bakers, fishmongers, chefs, cooks

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

### Personal Service Occupations

Nursing auxiliaries and assistants, ambulance staff, dental nurses

Houseparents, residential wardens, care assistants and home carers

Nursery nurses, childminders, playgroup leaders, educational assistants

Veterinary nurses, animal care occupations

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

Hairdressers, barbers, beauticians

Housekeepers, caretakers

Undertakers and mortuary assistants

Pest control officers

### Sales and Customer Service Occupations

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

Credit agents, debt, rent and other cash collectors

Market and street traders, merchandisers and window dressers

call centre agents/operators, customer care occupations

### Process, Plant and Machines Operatives

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

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

Assemblers, tyre, exhaust and windscreen fitters, sewing machinists

Scaffolders, road and rail construction and maintenance operatives

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

Crane, fork-lift truck and agricultural machinery drivers

### Elementary Occupations

Farm workers, labourers, packers

Postal workers

Hospital porters, hotel porters

Kitchen and catering assistants, waiters, waitresses, bar staff

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

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





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