

## **Construction Industry**

### **1. Executive Summary**

- This sector employs a total resident population of 5,889
- Employment in this sector is dominated by male workers (89% male and 10.83% female)
- There is a larger representation of the Irish, White British, White and Black Mixed and White and Black Caribbean mixed ethnic groups in this sector.
- Employment is not evenly distributed amongst the ethnic groups in this industry with the Chinese, Other Mixed and Other Ethnic Groups having lower employment in this industry
- There are relatively high levels of the 16-19 age range (especially male) employed in this sector (3.6%). The age range with the most employees for both sexes is the 30-39 age range (28.9% male and 3.4% female)
- This sector provides 8.5% of workplace<sup>1</sup> employment (a total of 5,343 jobs within the borough), the 6<sup>th</sup> highest share out of all the sectors
- Skilled trade occupations provide the most employment (56.4%)
- Females dominate administrative and secretarial occupations (64.6%). Males dominate all other occupations
- 24.26% of all females in this industry work part-time, this is a relatively high percentage
- There is not a high level of qualification attainment in this sector with the highest number of male employees having no qualifications and highest number of females have level 2 (29.3% male and 2.5% female)

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<sup>1</sup> Workplace population are all those employed by a company located within Waltham Forest, therefore both those who live and work in Waltham Forest and those who inflow, commute, into the borough from outside to work in the industry.

**2. Employment figures**

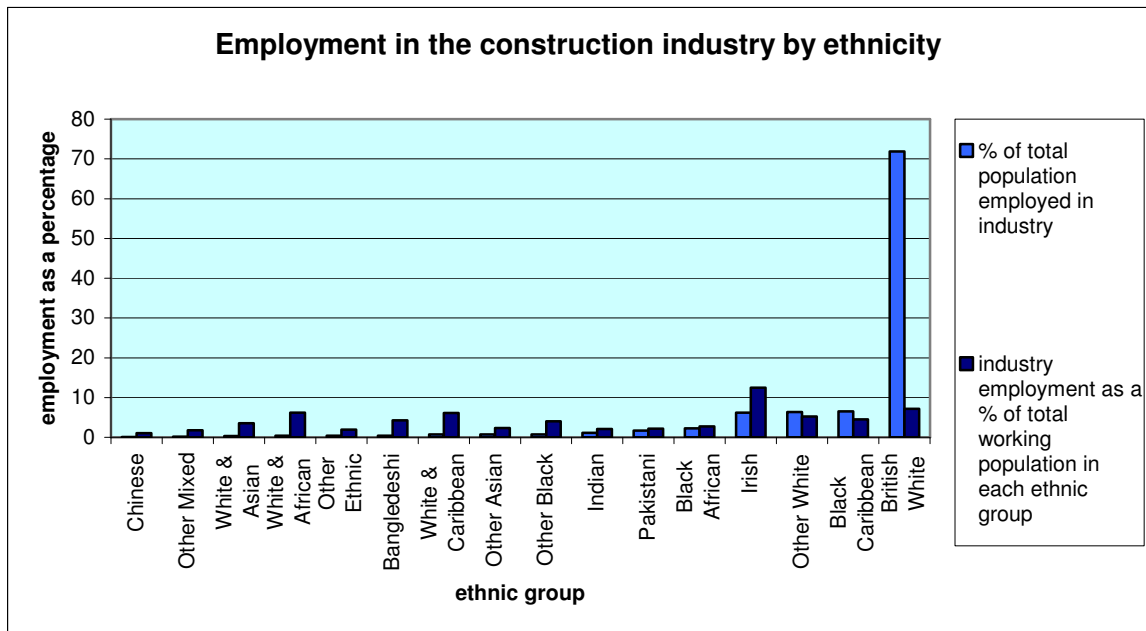
2.1 The construction industry employs a total of 5889 people of which (89% are Male and 10.83% are female). As a whole the construction industry accounts for 10.05% of the total male employment for those living in the borough, and 1.40% of the female borough resident employment<sup>2</sup>.

**3. Employment by ethnicity**

3.1 As graph 1 below highlights the construction industry has several dominant ethnic groups who make up a large majority of the workforce, namely the Irish, White British, Black Caribbean and Other White ethnic groups. Black and Asian workers account for 1.7%<sup>3</sup> of the UK construction industry workforce, whereas in Waltham Forest they account for 13.53% of the construction industry work force.

3.2 However when the numbers employed are taken as a percentage of the total working population of each ethnic group, employment in the construction industry looks less different. In fact it is the Irish ethnic group (12.5%) that has the highest representation; followed by White British (7.2%), White and Black African Mixed (6.2%) and White and Black Caribbean (6.1%) groups. Employment in this sector is not equal amongst the ethnic groups, the Chinese, Other Mixed and Other Ethnic groups have below average representation (1.1%, 1.8% and 2% respectively). Further analysis would be needed to ascertain whether this uneven employment distribution is a choice by the ethnic groups or an active exclusion by the industry.

Graph 1 Source ONS Crown Copyright Census 2001



**4. Employment by age**

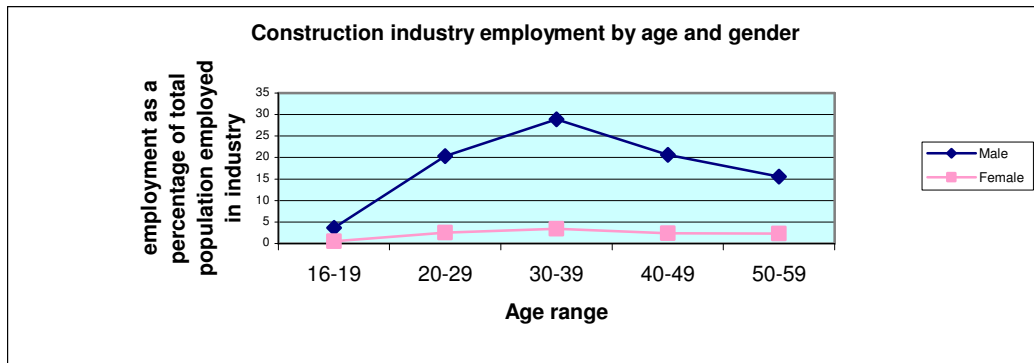
4.1 As graph 2 highlights there are relatively high numbers of young people (aged 16-19) entering the construction industry, especially male workers (3.6%). Despite this high young worker rate there is still a dramatic increase after the age of 19, especially with male workers; this increase could be due to the influx of qualified trade workers who have been gaining additional

<sup>2</sup> Figures ONS Crown Copyright Census 2001

<sup>3</sup> Construction Industry Training Board [www.citb.co.uk](http://www.citb.co.uk)

qualifications to work in this industry. The height of employment both for male and female workers is 30-39 (28.89% male and 3.44% female) but then there is decline in the male workforce after 39, probably due to the manual nature of the work, to only 15.55% of the total construction industry population at age 50-59. Female employment on the other hand stays relatively constant from the age of 20 through to 59, females are mainly employed in administration roles within the industry (see graph 4) and therefore there will not be the same physical constraints on working at an older age for females in the non-manual roles within this sector.

Graph 2 Source ONS Crown Copyright Census 2001



## 5. Workplace population

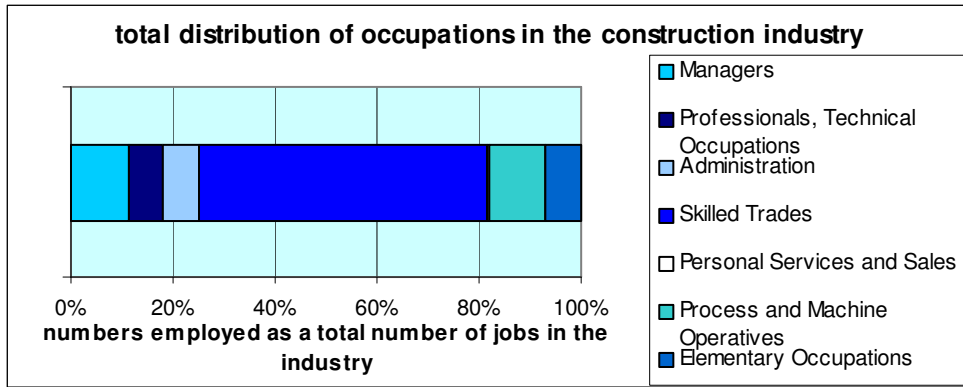
- 5.1 All the above figures have been related to those of the population who are residents in Waltham Forest and work in the construction industry. However of the population of construction workers who are residents in Waltham Forest, 2,581 of them (43.83% of the total resident construction industry workers) commute out of the borough to work in the construction industry.
- 5.2 A further 3,292 workers both work and live in Waltham Forest. In addition 2,051 workers inflow from other areas into Waltham Forest to work in the construction businesses based in Waltham Forest. This gives a total of 5,343 workers in the workplace<sup>4</sup> construction industry population in Waltham Forest; this is an 8.5% share of the total workplace population (the 6<sup>th</sup> highest share out of all the sectors). The difference between the numbers of workers coming into the borough to work and leaving the borough to work in the construction industry is almost replacement level but there is a –530 deficit between inflow and outflow workers in the Waltham Forest construction industry.

## 6. Occupation distribution

- 6.1 Using workplace population statistics on the construction industry, graphs 3 and 4 below show which occupations are most prominent in the construction industry, and how the different sexes take up different roles within the industry.
- 6.2 As Graph 3 highlights it is skilled trades that make up the largest proportion of the construction industry (56.43%); sales and personal services only account for 0.58% of the occupations.

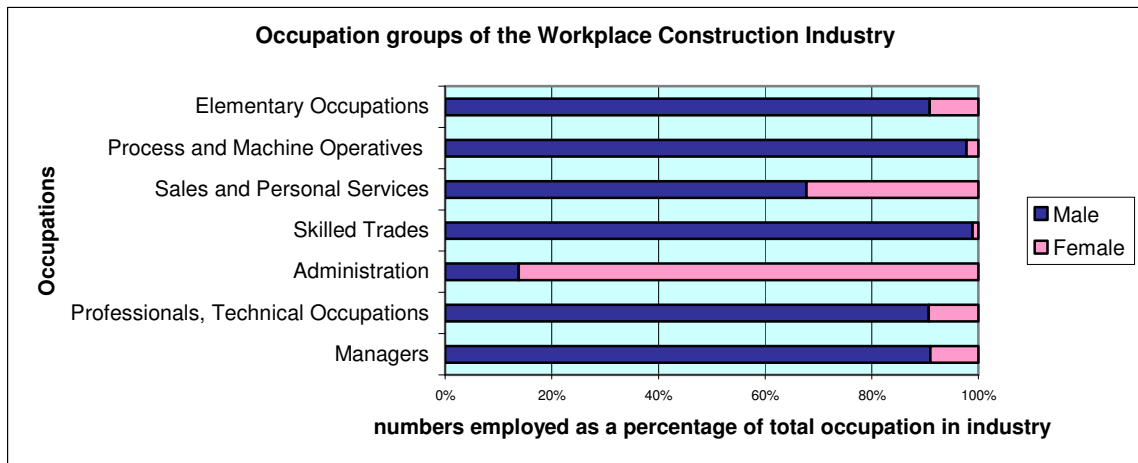
Graph 3 Source ONS Crown Copyright Census 2001

<sup>4</sup> Workplace population are all those employed by a company located within Waltham Forest, therefore both those who live and work in Waltham Forest and those who inflow, commute, into the borough from outside to work in the industry.



6.3 Graph 4 shows the distribution of these occupations by sex. It is only administration and secretarial occupations that employ more females than males and these occupations accounts for 64.61% of the total female employment in the construction industry. Males dominate all the other occupations in this industry as highlighted by graph 4.

Graph 4 Source ONS Crown Copyright Census 2001



**7. Hours worked**

7.1 The majority of people in the construction industry are employees (59%) as apposed to self-employed. Of the self-employed the majority (33% male and 6.2% female) do not have any employees, only 12% of male and 2.5% of females have a self-employed business that employs others. Therefore the industry seems to be dominated by some large employers with limited opportunities for small self-run businesses.

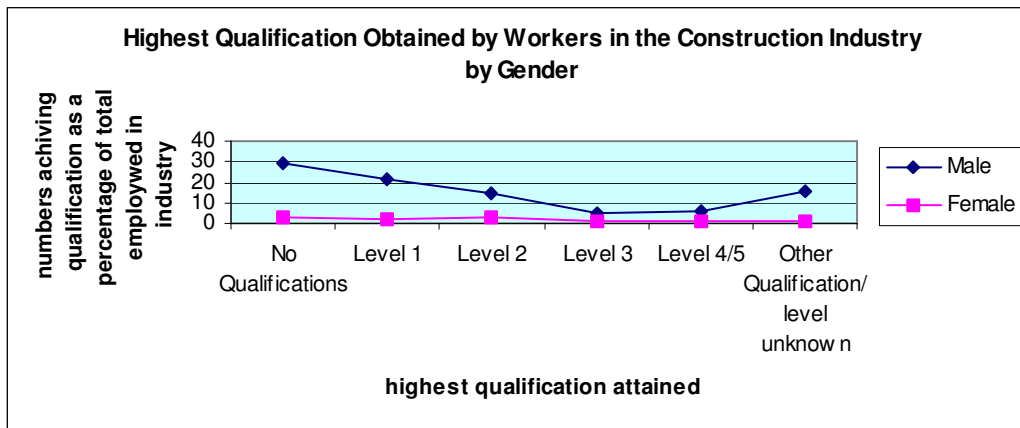
7.2 Females make up the bulk of part-time workers (57%). 24.26% of females work part-time (30 hours or less per week), this is less than the education and hotel and restaurant industries (30,49% and 45.39% respectively<sup>5</sup>) but higher than public administration, real estate and financial intermediation. The higher than other industry levels of part time work in the construction industry could be a choice on the part of female workers, or it could be a reaction to inflexibility of the industry to cater for working mums or carers; therefore forcing them to work part-time as apposed to full-time with flexible hours. Further research would have to be undertaken to see if this was the case.

<sup>5</sup> all figures ONS Crown Copyright Census 2001

**8. Qualification attainment**

- 8.1 As Graph 5 below demonstrates there are high levels of males in the 'other qualification/ level unknown' category which could be skilled trade related qualifications that were not listed in the qualification options (see box 1 for definitions). The highest number of male and second highest number of female workers (29.3% and 2.5% respectively) have no qualifications.
- 8.2 There is a rapid decline in educational attainment as the attainment level increases amongst male employees, however attainment for females remains constant. The largest number of workers attaining level 2 (2.6% of the total industry employees and 27% of all the females employed in the industry) are females, a larger proportion than the male employees (at 15%).

Graph 5 Source ONS Crown Copyright Census 2001



**Box 1**

Qualification Definitions Census 2001

Degree or Professional Qualification - Higher Degree, Degree or Professional Qualification

Teaching, Nursing, HND or Equivalent - Teaching Qualification, Nursing Qualification, HND or Equivalent

NVQ Level 3 or Equivalent - BTEC National Certificate, RSA Advanced Diploma, City and Guilds Advanced Certificate

NVQ Level 2 or Equivalent - BTEC First or General Diploma, RSA Diploma and City and Guilds Craft

NVQ Level 1 or Equivalent - BTEC First or General Certificate, Other RSA Qualifications, Other City and Guilds

**9. Additional information**

- 9.1 The Construction Industry Training Board predicts 40,500 new recruits will be needed in the construction industry in the Greater London area between 2002-2006; this is approximately 8,100 per year when the current rate of recruitment is less than 4,000 each year. 65% of those questioned by the CITB found difficulties recruiting carpenters and joiners and these represent the largest occupation in the construction industry. For more information and trend predictions for the construction industry log on to [www.citb.co.uk](http://www.citb.co.uk).

For further information on this report please contact Sam Weiss, Economic Research Officer, Planning Policy Team, Environmental Services Ext 6379  
 e-mail [samantha.weiss@walthamforest.gov.uk](mailto:samantha.weiss@walthamforest.gov.uk)