

## **Gender in Focus**

This report is focusing on employment, unemployment and qualifications of male and female residents and workers in Waltham Forest

### **1. Summary**

- There are slightly more female residents in Waltham Forest than male (51.3% and 48.7% respectively)
- The unemployment rate for men is significantly larger 3.5.66% female unemployment in September 2004)
- It is important to note that a significant proportion of women who are not in work do not claim unemployment benefit, therefore skewing the results
- There are industries where male employment is dominant, i.e. transport storage and communications, manufacturing and construction (11.64%, 10.74% and 10.05%).
- There are also sectors where female employment is dominant, i.e. health and social work and education (18.39% and 13.8%).
- There is a need to establish whether these gender differences within sectors have occurred through choice, or whether there are barriers to inclusion as a result of gender
- Men in the workforce population<sup>1</sup> dominate the process, plant and machine operatives, skilled trade, professional and technical and managerial occupations (86.6%, 92.2%, 63.3 and 69.5% respectively).
- Females in contrast are dominant in personal, customer and sales services and administrative and secretarial occupations (70.9% and 78% respectively)
- On average females earn slightly more than men, (£8.71 per hour compared to £8.39 per hour) this is a contradiction to the Greater London trend, according to the ONS Labour Force Survey 1999-2000
- Females achieve slightly higher qualification levels than men, especially at Level 2
- Females are more likely to be at home looking after the family than males, especially those with no qualifications (74.8%) compared to males with no qualifications (4.12%). This rate decrease dramatically with females with higher level qualifications (5.98% compared to the male 2.69% rate)
- There are a lower proportion of unemployed females across the qualification categories than males
- There are higher employment rates of females (85.5% lower qualification attainment and 92.6% higher attainment rates of female employment, compared to 84.7% and 88.3% male employment rates)

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<sup>1</sup> The workplace population is the total number of jobs provided by the borough, therefore including residents who live and work in the borough, plus those who commute (inflow) from outside the borough to work in Waltham Forest

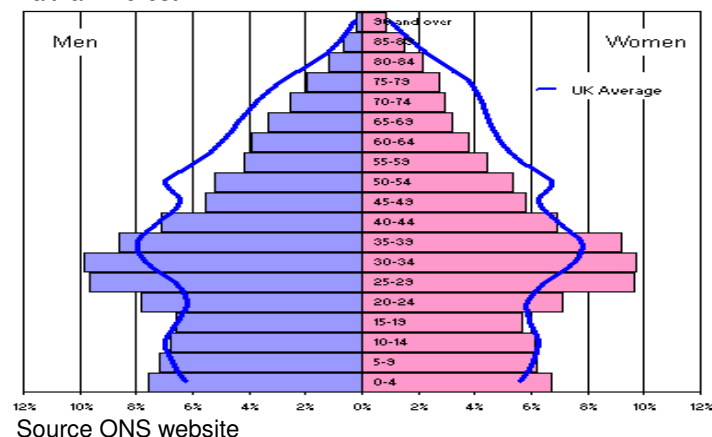
## 2. Population

2.1 As table 1 and graph 1 highlights there is a gender split in Waltham Forest of 48.7% Male and 51.3% female. The largest age range for both sexes is the 25-39 range and as graph 1 illustrates this age range is larger than the UK average and the 45-84 age range is below the UK average. This highlights that the population of Waltham Forest has an above UK average population of younger economically active people.

Table 1 Waltham Forest population by gender  
Source ONS crown copyright 2001 Census

Age Range	Total	Males	Females
0 – 4	15541	8038	7503
5-9	14603	7649	6954
10-14	14017	7177	6840
15 – 19	13358	7018	6340
20 – 24	16294	8289	8005
25 – 29	21040	10254	10786
30 – 34	21358	10454	10904
35 – 39	19471	9175	10296
40 – 44	15334	7576	7758
45 – 49	12395	5884	6511
50 – 54	11530	5537	5993
55 – 59	9470	4469	5001
60 – 64	8404	4188	4216
65 – 69	7103	3528	3575
70 – 74	5991	2733	3258
75 – 79	5182	2104	3078
80 – 84	3673	1246	2427
85 – 89	2376	688	1688
90 and over	1201	238	963
<b>Totals</b>	<b>218341</b>	<b>106245</b>	<b>112096</b>
<b>Percentage of Waltham Forest Population</b>		<b>48.7%</b>	<b>51.3%</b>

Graph 1 age and gender distribution of the population of Waltham Forest.

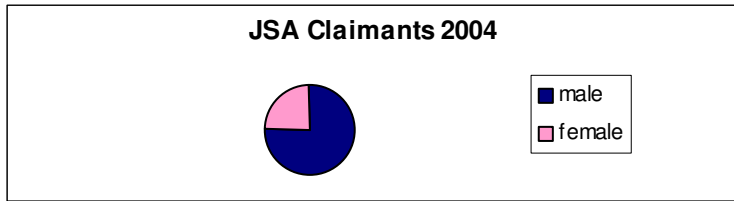


## 3. Unemployment

3.1 The unemployment rate for men is significantly larger than that of the women's unemployment rate, according to the Census 2001 figures (9.1% of the economically active male population are unemployed compared to 5.9% female unemployment in 2001)<sup>2</sup>. The most recent GLA Job Seeker Allowance Claimant count (September 2004) supports this pattern (7.4% male and 3.5% female unemployment). However, it is important to note that a significant proportion of women who are not in work do not claim unemployment benefit, and are therefore not represented in the claimant count figures used to calculate these rates, as demonstrated in graph 2 below. As maps 1 and 2 (appendix 1) highlight it is in the south of the borough where unemployment is at its highest for both sexes, and in the north of the borough where unemployment is at its lowest, with Leytonstone ward having slightly less unemployment than its surrounding wards.

<sup>2</sup> NB these figures are from 2001 and therefore not the most up to date unemployment figures

Graph 2 Source ONS claimant count with rates and proportions (April 2004)

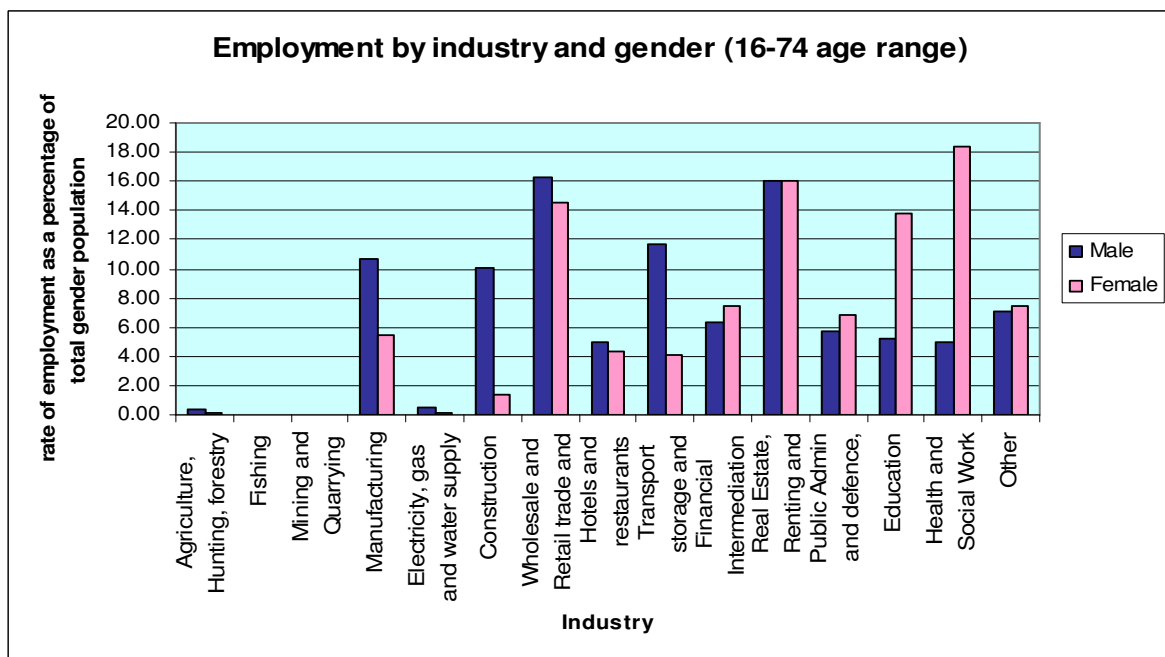


3.2 As GLA figures, over the period January 2003-December 2003, show it is the younger generations and men who are the largest proportion of claimants, with men from 16-24 accounting for 9%, men 35-44 for 8.5%, and women 16-19 for 8.4%<sup>3</sup> of claims.

**4. Employment**

4.1 As highlighted in graph 3 there are certain male dominated industries where female employment is significantly lower than the male employment rate, such as transport storage and communications, manufacturing, construction (11.64%, 10.74% and 10.05% respectively). There are also sectors where female employment is dominant, such as in health and social work and education (18.39% and 13.8%). However there are other areas where there is a fairly even balance between the sexes. It will be important to research whether the gender differences within sectors have occurred through choice, i.e. women not wanting to work in the construction industry, or whether there are barriers created by the industries that exclude one sex or the other, either intentionally or unintentionally.

Graph 3 Source ONS crown copyright Census 2001



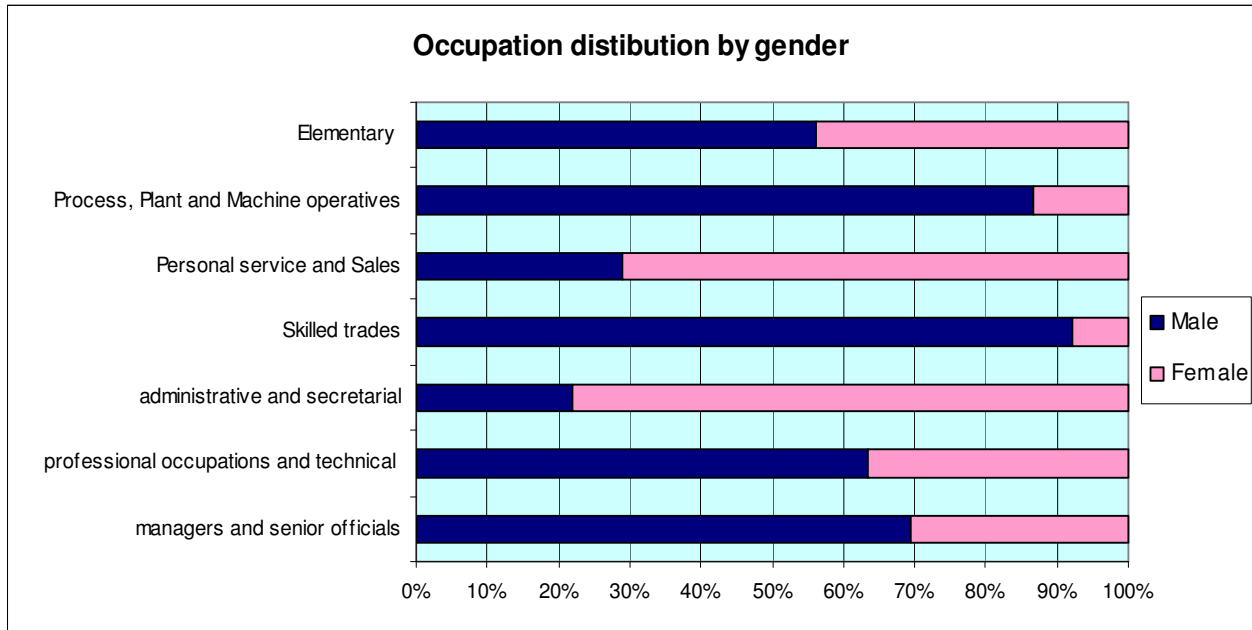
**5. Occupations**

5.1 These figures are from the workplace population<sup>4</sup>. As Graph 4 below highlights men dominate the process, plant and machine operatives, skilled trade, professional and technical and managerial occupations (86.6%, 92.2%, 63.3 and 69.5% respectively). Females in contrast are dominant in personal, customer and sales services and administrative and secretarial occupations (70.9% and 78% respectively).

<sup>3</sup> for GLA table please refer to the August Economic Profile report by contacting Sam Weiss Ext 6379

<sup>4</sup> The workplace population is the total number of jobs provided by the borough, therefore including residents who live and work in the borough, plus those who commute (inflow) from outside the borough to work in Waltham Forest

Graph 4 Source ONS crown copyright Census 2001

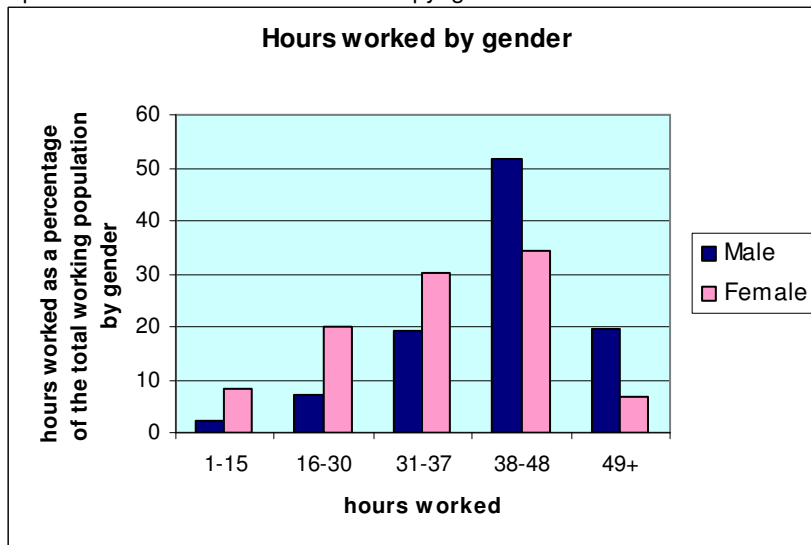


5.2 The ONS Labour Force Survey<sup>5</sup> of February 1999- March 2000 shows that in Waltham Forest on average females earn slightly more than men, (£8.71 per hour compared to £8.39 per hour) this is a contradiction to the Greater London trend where men earn an average hourly wage of £11.83 compared to the female wage of £9.46.

**6. Hours worked**

6.1 Graph 5 highlights a strong pattern showing more females working part-time (0-30 hours) than male workers, however most workers in both sexes work 38-48 hours per week. Further research would need to be undertaken to ascertain whether the lower working hours for females is out of choice or due to caring commitments.

Graph 5 Source ONS crown copyright Census 2001

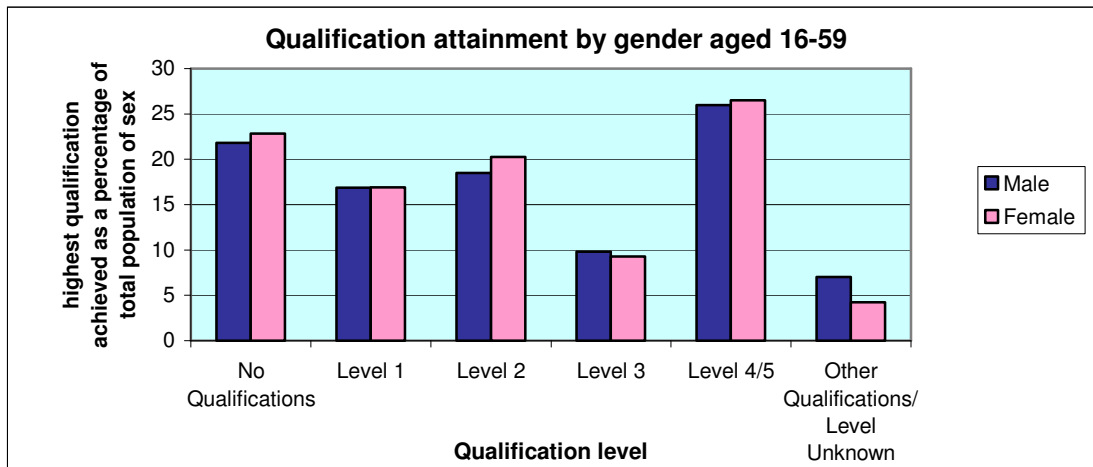


<sup>5</sup> this is a sample survey with estimates based on survey of 215 people in the borough therefore is subject to estimation errors.

## 7. Qualifications

7.1 As graph 6 below highlights females achieve slightly higher qualification levels than men, especially at Level 2 (for level definitions please see box 1 below).

Graph 6 Source ONS crown copyright Census 2001



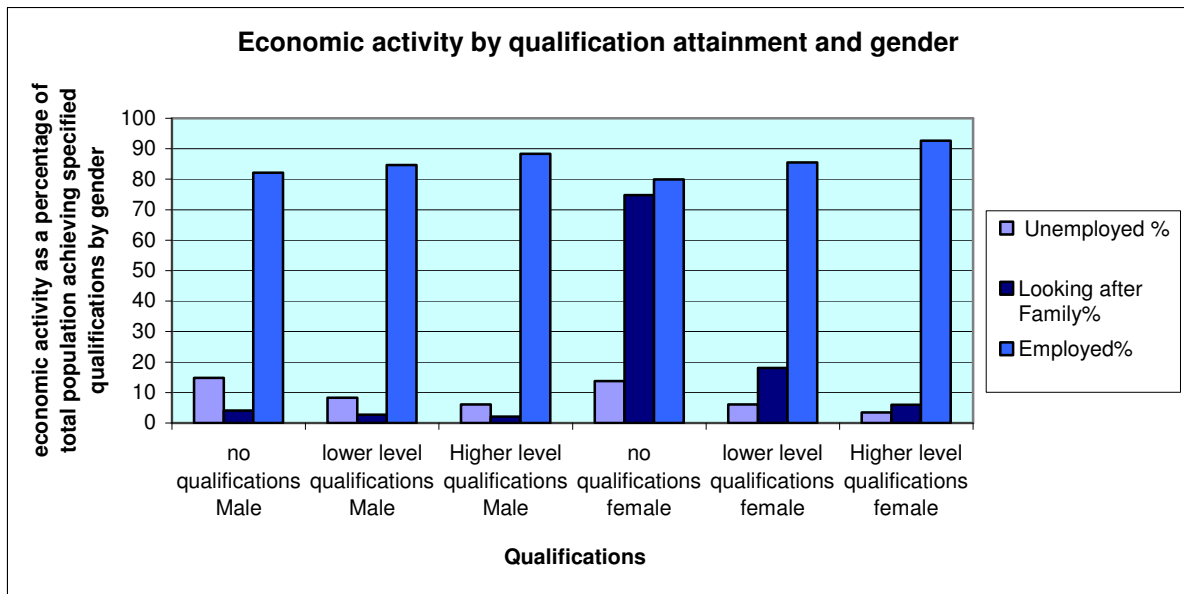
Box 1 Source ONS Census 2001 Crown Copyright

**Level 1:** 1+ 'O' level passes, 1+ CSE/GCSE any grades, NVQ level 1, Foundation GNVQ  
**Level 2:** 5+ 'O' level passes, 5+ CSEs (grade 1) 5+ GCSEs (grades A-C), School Certificate, 1+'A' levels/ AS levels, NVQ level 2, Intermediate GNVQ  
**Level 3:** 2+ 'A' levels, 4+ AS levels, Higher School certificate, NVQ level 3, Advanced GNVQ  
**Level 4/5:** First degree, Higher degree, NVQ levels 4 and 5, HNC, HND, Qualified Teacher status, Qualified Medical Doctor, Qualified Dentist, Qualified Nurse, Midwife, Health Visitor

6.2 There seems to be little difference in qualification attainment by gender, however it is interesting to see how gender and qualification attainment impact on economic activity. As graph 7 below highlights females are more likely to be at home looking after the family than males, and qualification attainment affects this role. Those females with no qualifications are far more likely to stay at home with the family (74.8%) compared to males with no qualifications (4.12%). However, although still higher than the male rate, the number of females staying at home to look after the family who have achieved higher-level qualifications is much lower at 5.98% (male 2.69%).

6.3 It is interesting to note that there are a lower proportion of unemployed females across the qualification categories than males. It has to be noted that females may not categorise themselves as unemployed if they are looking after a family; therefore the lower unemployment rates could be a result of the higher than male rates of females looking after families, especially in females with no qualifications. However it is also important to acknowledge that employment of females with lower and higher qualification attainment are higher than males with the same qualifications, and this would also affect the low female unemployment rate.

Graph 7 Source ONS crown copyright Census 2001



## 7. Additional information

71. Figures from the Equal Opportunities Commission<sup>6</sup> support the findings in this focus including:

- 50% of the population aged 16-64 are women
- More girls than boys (58% and 47% respectively) in the UK gain five or more A\*– C grades at GCSE or equivalent grades.
- 46% of people in the labour market are women.
- 44% of women and only 10% of men in employment work part-time.
- Average hourly earnings for women working full-time are 18% lower, and for women working part-time are 40% lower, than for men working full-time.
- 52% of mothers of under fives are in employment, compared with 91% of fathers of under fives.
- There are 4.5 children aged under eight for each registered place with a child minder, in full day care or in out of school clubs.
- Modern apprentices in hairdressing and in early years care & education are mainly women, while those in construction, engineering & plumbing are mainly men.
- Women provide the majority in administrative and secretarial (80%) and personal service employees (84%), while men hold most skilled trades (92%) and process, plant and machine operative jobs (85%).
- Only 18% of MP's are women.

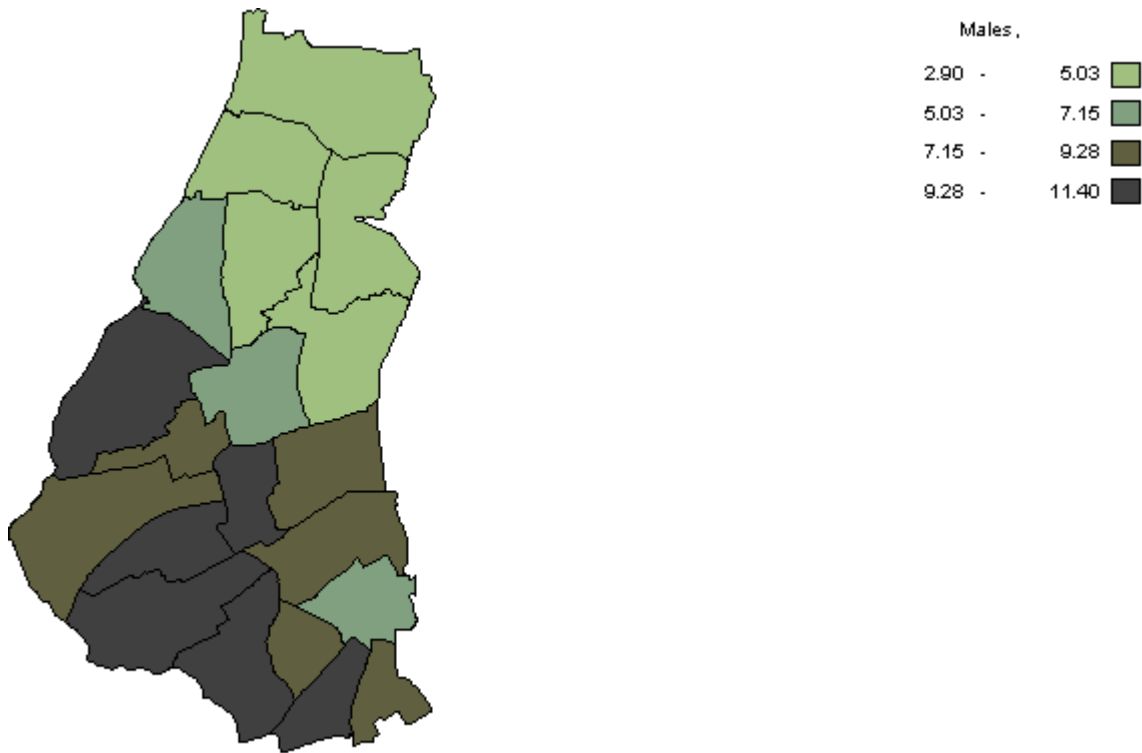
For further information on this report please contact Sam Weiss, Economic Research Officer, Planning Policy Team, Environmental Services Ext 6379  
e-mail [samantha.weiss@walthamforest.gov.uk](mailto:samantha.weiss@walthamforest.gov.uk)

<sup>6</sup> for more information and reports log on to [www.eoc.org.uk](http://www.eoc.org.uk)

**APPENDIX 1**

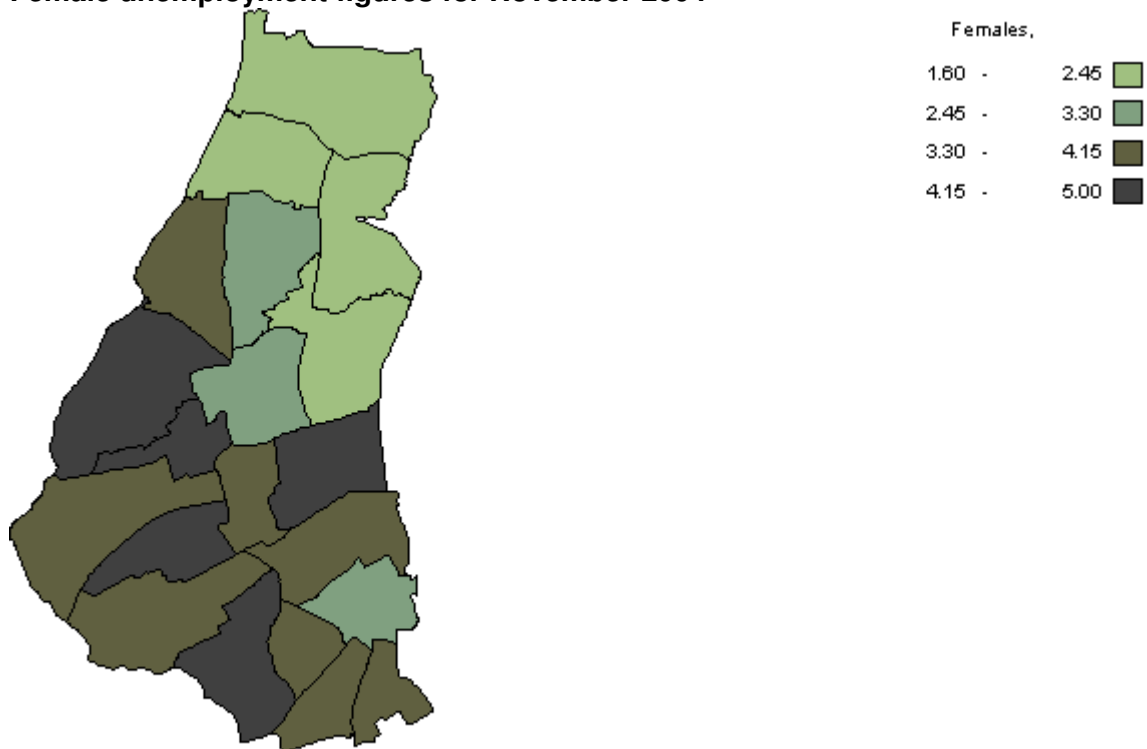
**November unemployment figures by ward and gender**

**Male unemployment figures for November 2004**



Source GLA claimant figures as a percentage of the total economically active in each ward.

**Female unemployment figures for November 2004**



Source GLA claimant figures as a percentage of the total economically active in each ward.



