

## **Hotel and Restaurant Sector**

### **1. Executive Summary**

- This sector employs a total resident population of 4,550
- Employment in this sector is fairly balanced between the sexes 56.4% male, 43.6% female
- There is a large representation of Chinese, Bangladeshi and Other Ethnic Groups employed in this sector
- There are lots of 16-19 employed in this sector (second highest proportion of all the industries). The age range with the most employees is 20-29 (20.3% male and 13.9% female)
- This sector provides 4.2% of workplace<sup>1</sup> employment (a total of 2,520 jobs within the borough), a low share (10<sup>th</sup> out of 13)
- Elementary, skilled trade and managerial occupations provide the most employment (10.24%, 10.32% and 9.47% respectively)
- Females dominate administration and elementary occupations (these count for a total of 60.9% of female employment in this sector). Males dominate all other occupations
- 47.7% of all females in this industry work part-time, this is a high percentage
- there is not a high level of qualification attainment in this sector with the highest number of employees having no qualifications (18.8% male and 15.2% 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**

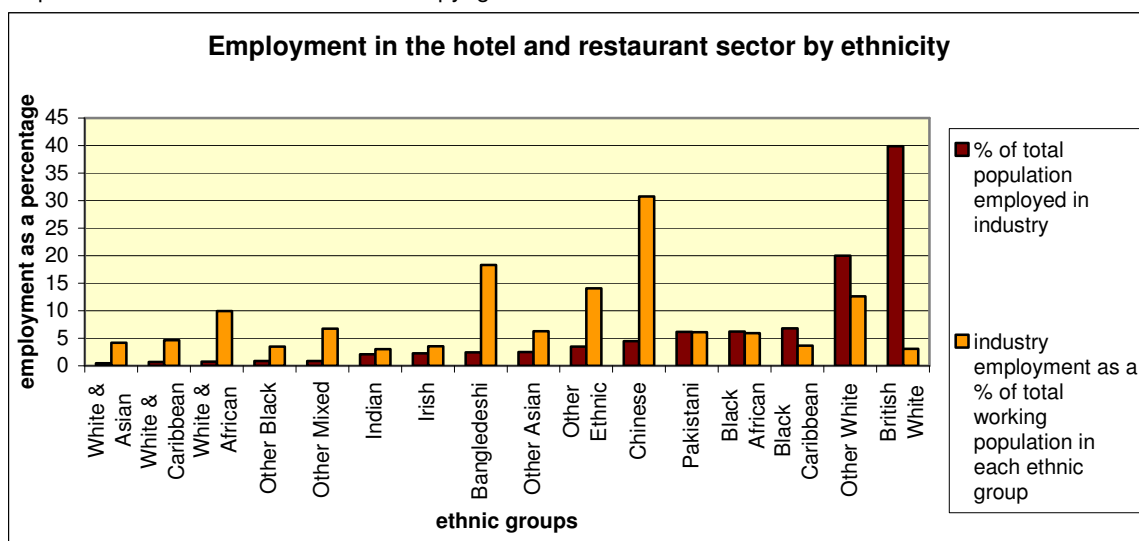
2.1 The hotel and restaurant sector in Waltham Forest employs a total of 4,550 people, of which (56.4% are Male and 43.6% are female). As a whole the hotel and restaurant sector accounts for 4.9% of the total male employment for those living in the borough, and 4.4% of female borough resident employment<sup>2</sup>.

**3. Employment by ethnicity**

3.1 As graph 1 below highlights the hotel and restaurant sector is dominated by White British workers, who make up 39.9% of the total number employed in this industry. The Other White (19.9%) group also have larger employment in this sector. Chinese (4.5%), Pakistani (6.2%), Black African (6.2%) and Black Caribbean (6.8%) ethnic groups also have average, or above average employment in this sector. These figures for Waltham Forest are in contrast with the rest of the UK where 81.2% of the workers in the hotel and catering industry are White British, with the next largest employment group being Other White (5.5%) and then Chinese (2.9%).

3.2 However when the numbers employed are taken as a percentage of the total working population of each ethnic group, employment in the hotel and restaurant sector looks less dominated by the White British ethnic group. In fact it is the Chinese ethnic group that has the highest representation (30.8%); followed by Bangladeshi (18.9%) and Other ethnic groups (14%). The British White ethnic group only has a 3.1% share in this sector. The large range of ethnic group shares in this sector (range from 3.01-30.8%) shows that not all ethnic groups have equal access to this industry. However this could be in part due to the popularity of some food types such as chinese and curry dishes, which are specialised dishes distinct to a specific ethnic group. Analysis of restaurants in Waltham Forest show that 30.5% of restaurants in Waltham Forest are of Indian origin, followed by 16.8% Chinese and 12.6% Italian and traditional foods<sup>3</sup>.

Graph 1 Source ONS Crown Copyright Census 2001



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

<sup>3</sup> figures from analysis of businesses registered with yellow pages [www.yell.com](http://www.yell.com)

**4. Employment by age**

4.1 High numbers of young people (aged 16-19) employed in the hotel and restaurant sector (4.8 male and 4.0% female), second only to the retail and wholesale sector. This could be primarily due to the use of hotel and restaurant work as a part-time, holiday or weekend job for young people; it has to be noted that there are age restrictions on serving alcohol so many of the 16-19 age range will probably be 18-19. There is a dramatic increase after the age of 19 for both male and female workers. The height of employment, both for male and female workers, is 20-29 (20.3% male and 13.9% female). This young peak could be related in part to the use of this sector, especially bar work, as a stopgap when travelling, or between careers. There is a decline for both sexes after 29, with a sharp decline for male workers from 39-49. There are more males in the workforce than females, until the sharp decline in the male employment rates leading to more female employment in the 50-59 age range.

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 hotel and restaurant sector. However of the population of hotel and catering workers who are residents in Waltham Forest 2,858 of them (62.8% of the total resident hotel and catering sector workers) commute out of the borough to work in the hotel and restaurant sector elsewhere.

5.2 1,692 workers both work and live in Waltham Forest. In addition 828 workers commute in from other areas into Waltham Forest to work in hotel and catering businesses based in Waltham Forest. This gives a total workplace<sup>4</sup> population for the hotel and restaurant sector of 2,520, a share of 4.2% of the total workplace population (a relatively low share – 10<sup>th</sup> out of 13 industries).

5.3 There is a deficit (-2,030) of those leaving the borough to work in this sector elsewhere. This deficit could be accounted for by the large number of hotel and catering occupations available in the West End and Central London, and the ease of commuting from Waltham Forest to these jobs.

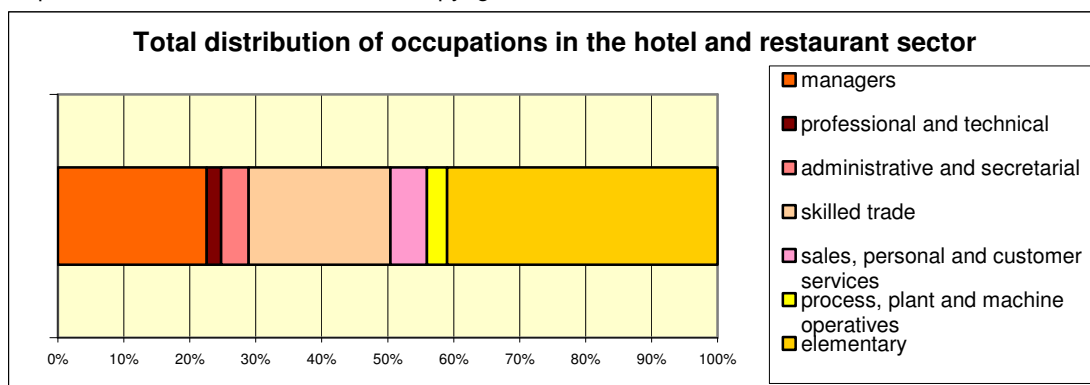
<sup>4</sup> Workplace population are all those employed by a company located within Waltham Forest, therefore both those who live and work in Waltham Forest and those who inflow, commute, into the borough from outside to work in the industry.

**6. Occupation distribution**

6.1 Using workplace population statistics on the hotel and restaurant sector, graphs 3 and 4 below show which occupations are most prominent in this sector, and how the different sexes take up different roles within the industry.

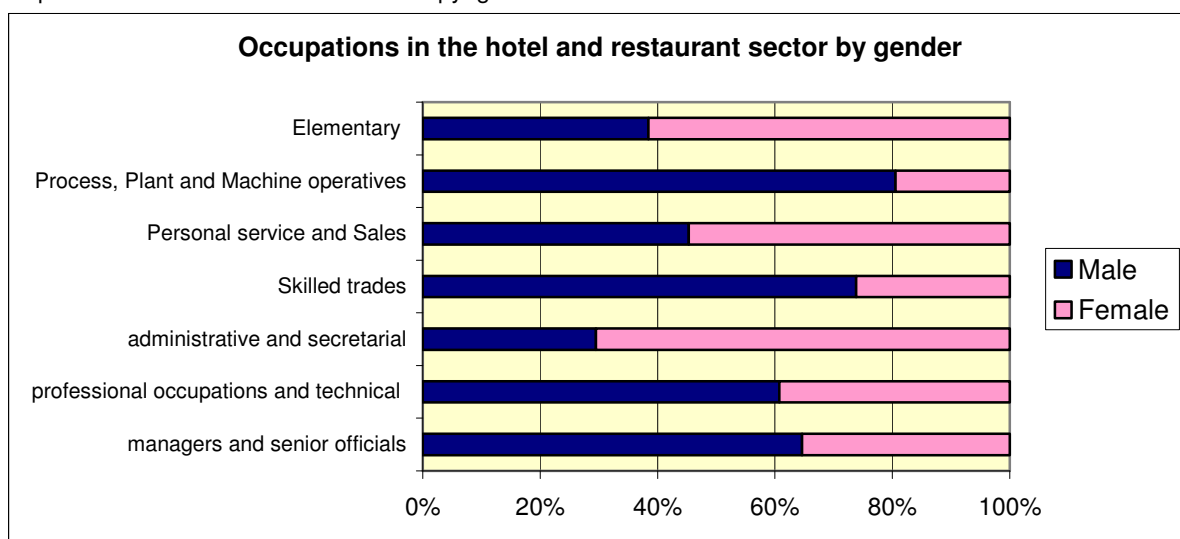
6.2 As Graph 3 highlights it is elementary, skilled trade and managerial occupations (10.24%, 10.32% and 9.47% respectively) that provide the most employment within this sector.

Graph 3 Source ONS Crown Copyright Census 2001



6.3 Graph 4 shows the distribution of these occupations by sex. Female workers dominate the administrative and secretarial and elementary occupations, and these two occupation areas account for 60.9% of the total female employment in this sector. Males dominate other occupation areas, especially process, plant and machine operatives, managers and senior officials and skilled trades.

Graph 4 Source ONS Crown Copyright Census 2001



**7. Hours worked**

7.1 The majority of people in the hotel and restaurant sector are employees (88.4%) as apposed to self-employed. Of the self-employed the majority (65.5% male and 20.5% female) have at least one employee. The high rate of employees is due to the fact that the majority of the jobs will be within restaurants, bars or hotels, which will employ lots of staff. It is difficult to run a hotel, bar or restaurants single –handed, therefore those who are running

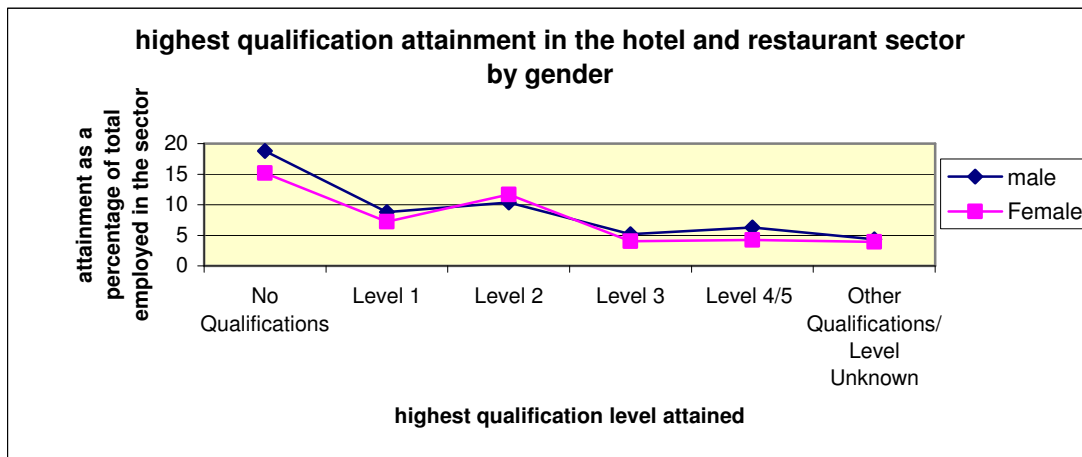
self-employed businesses have to employ other staff to help them. It can be assumed that the majority of the self employed businesses will be small snack or take-away establishments, and some family run pubs, because to run a hotel, large restaurant or bar as a self-employed business is less likely.

7.2 Of the part-time employees females make up the largest proportion (61.7%). 47.7% of all females in this sector work part-time (30 hours or less per week). This is one of the highest rates of part-time female employees in any industry. This high rate could be due to the anti-social hours that will often have to be worked, which do not fit in with a caring role females might have, and due to the temporary role of many jobs in this sector.

**8. Qualification attainment**

8.1 Graph 5 below shows that females achieve slightly higher qualifications than males in the hotel and restaurant sector at level 2, and that the highest education attainment for both sexes is Level 2<sup>5</sup> (10.4% male and 11.7% female). However the largest majority for both sexes in this industry (18.8% male and 15.2% female) have no qualifications.

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

<sup>5</sup> See box 1 for definitions

## 9. **Additional information**

The below statements are from the Caterer and Hotelier magazine website at [www.caterer-online.com](http://www.caterer-online.com)<sup>6</sup>:

- The number of hotels in the UK remained fairly static during the eight years between 1996 and 2002, although numbers have shown a decline since 1998. The number of meals served decreased in 2003, to 627 million. Food sales were also down.
- The number of restaurants in the UK remained fairly constant between 1996 and 2003, but the number of meals served and the real value of food sales have both increased substantially. The number of pubs in the UK declined by just more than 6,000 between 1996 and 2003 but again the real value of food and the number of meals produced are both up.
- The number of quick-service restaurants (such as hamburger outlets) in the UK fell between 1996 and 1998, but has since risen slightly to 29,451

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<sup>6</sup> Source: Horizons/Foodservice Intelligence [www.horizonsforsuccess.com](http://www.horizonsforsuccess.com)