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LABOURMARKET:BEYONDHEADLINES

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Introduction

In 2009, the overall proportion of the London working-age population who were in work was around two percentage points below that of the UK but this does not begin to tell the story of London's labour market. London is a complex city of extremes, and there are significant differences between various sub-groups of the population. It is important for policy-makers to understand which groups are doing well and those doing poorly in order to direct resources appropriately.

In order to help understand some of the complexities of London's labour market, this report aims to look beyond the usual headline findings by seeking to analyse employment patterns in greater detail than found elsewhere.

This chapter will focus on the labour market position of London's resident working-age population with particular attention on data from the 2009 Annual Population Survey (APS), released in August 2010, which is likely to reflect some of the effects of the recent recession. It will look at employment rates and pay for different groups within the population and compare the differences between London and the UK average.

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Executive Summary

- > In the third quarter of 2010, London's employment rate stood at 68.4 per cent, just over **two percentage points below the UK average**. Rates for men were 0.4 points behind the UK average and for women were 4.2 points behind.
- > In 2009, London had **the highest employment rate of any English metropolitan area** at 73 per cent compared with 70 per cent for all other metropolitan areas as a whole.
- > The working-age employment rate for **men**, excluding full-time students, in 2009 was **above the UK average**, but the rate for **women** in the capital was **behind every UK region except for Northern Ireland**.
- > Among **women**, the rates of **full-time employment are higher in London** than in the rest of the UK in two age groups - **25-39 and 55+**. The **part-time employment rates are significantly lower** than average in each age group in London though particularly in the 25-39 group.
- > **Full-time** pay in London was around **26 per cent above the UK average** but **part-time** pay was **only 15 per cent above average**. Part-time workers earn 42 per cent less per hour on average than full-time workers.
- > Employment rates range from **43 per cent** for those with **no qualifications** to **85 per cent** for those with **NQF level 4 and above**. The gender gap between rates in London tends to be smaller at higher levels of qualification. However, the gap between male and female pay is larger at higher levels of qualification.
- > People from **White** ethnic groups are more likely to be in work at each qualification level than people from **BAME** groups, **with the gap being much higher for people with low qualifications**.
- > The employment rate for **mothers** with dependent children was **55 per cent in London compared with 68 per cent for the rest of the UK**. Mothers in London are much less likely to be in work, than women without children - a gap of 16 percentage points, whereas in the UK as whole, the gap in rates is considerably smaller at just two percentage points.
- > **Women without dependent children** in London tend to have **higher employment rates compared with the UK average** (71 per cent and 68 per cent respectively).

Latest labour market position of Londoners

In the third quarter of 2010 there were around 5.4 million people of working-age (16 to 64) in London. Around 3.7 million of this group were in work (68.4 per cent), 373 thousand were unemployed (6.9 per cent), and the rest – around 1.3 million – were economically inactive (24.7 per cent). This final group includes students who are not working, people looking after their family or home, and the long-term sick. The 16 to 64 unemployment rate (out of economically active people) was 9.2 per cent.

Employment rates over the past four years have improved against the UK average. In 2006 the male rate (excluding students) in London was two percentage points lower than the rest of the UK but by 2009 was two points higher. For women over the same period, the gap improved by about half as much, changing from five points behind to less than four points below the rest of the UK.

In 2009, 65 per cent of London men (excluding full-time students) were working as an employee and a further 16 per cent were self-employed. The inactivity rate was slightly higher outside London for men. However for women, the inactivity rate was higher in London.

Chart 1: Economic Activity by Gender, London and Rest of UK, 2009



Source: Annual Population Survey 2009

As for men, the proportion of women who were self-employed was higher in London, though the proportion of employees was much lower at 58 per cent compared with 64 per cent outside London (Chart 1).

Regional comparisons

In the third quarter of 2010, the employment rate for men in London was only slightly below the UK average, indeed only four of the 12 UK regions had higher rates. However, rates for women were considerably below average and over eight percentage points lower than in the neighbouring South East region. London has a higher proportion of ethnic minority groups, some of which have particularly low female employment rates. The 16+ unemployment rates follow a broadly similar pattern, where rates for men were similar to the UK average while the rates for women were the second highest in the UK after the North East (Table 1).

It should be kept in mind that London is the only entirely urban region. Urban areas tend to have lower employment rates and higher unemployment rates. Comparing London with other English metropolitan areas shows that the capital has the highest employment rate (73 per cent) with West Yorkshire and Greater Manchester coming second and third (Chart 2, p. 6) -

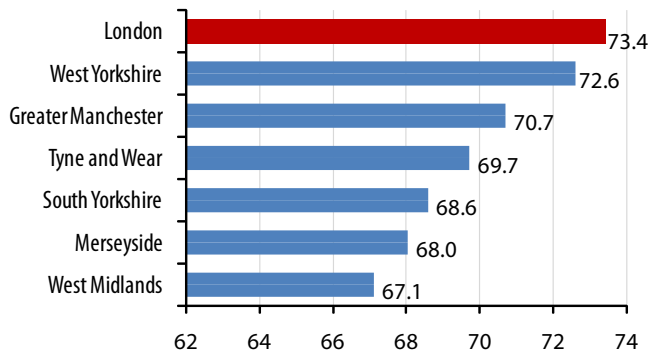
Table 1: Employment and Unemployment Rates by Gender, London and the UK, Aug-Oct 2010

	Employment (16-64)			Unemployment (16+)		
	Total	Men	Women	Total	Men	Women
North East	66.8	71.5	62.1	9.7	10.1	9.3
North West	69.2	73.5	64.8	8.1	9.0	7.1
Yorks & Humber	68.2	71.6	64.8	9.3	10.7	7.7
East Midlands	70.8	75.8	65.8	8.2	8.5	7.8
West Midlands	69.0	74.6	63.4	8.9	10.0	7.5
East	73.8	80.3	67.2	6.7	7.1	6.3
London	68.4	75.4	61.3	9.1	9.0	9.1
South East	75.0	80.5	69.7	6.2	6.6	5.7
South West	74.9	80.8	69.2	5.7	5.8	5.5
England	71.0	76.4	65.5	7.8	8.3	7.2
Wales	67.1	71.4	62.9	8.6	10.2	6.8
Scotland	70.8	74.1	67.6	8.7	9.6	7.6
Northern Ireland	65.7	70.6	60.9	7.6	9.6	5.0
United Kingdom	70.6	75.8	65.5	7.9	8.6	7.1

Note: Figures include students. Throughout the report employment data will exclude full-time students unless otherwise stated.

Source: Labour Force Survey, August to October 2010

Chart 2: Employment Rate, Metropolitan Areas, 2009



Note: Definitions of Met Counties can be found in the Notes section (p.26).

Source: Annual Population Survey 2009

the average for all metropolitan areas excluding London was 70 per cent. The gap between London and West Midlands, a metropolitan area with the lowest employment rate, is over six percentage points. When broken down by gender, London's male rate (82 per cent) is seven percentage points above the average for all metropolitan areas excluding London, and the female rate (65 per cent) is one point above the average.

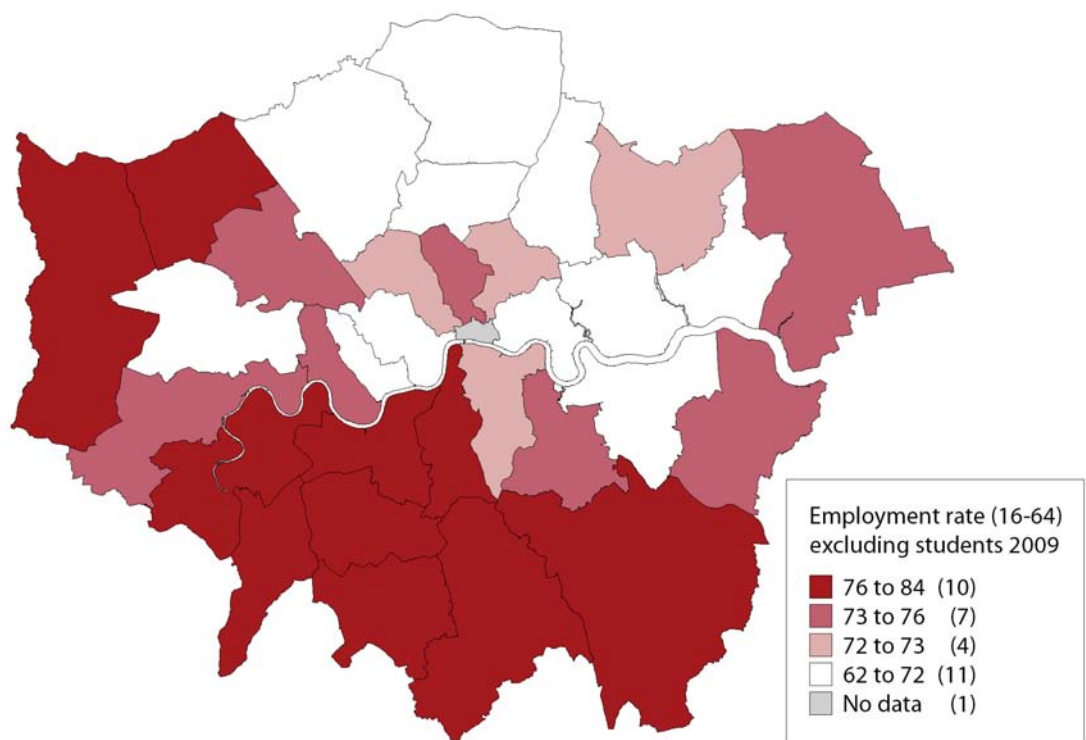
Borough comparisons

Employment rates vary considerably by borough. The highest rate in 2009 was in Wandsworth (84 per cent), followed by Sutton and Kingston, with most of the other high rates being in boroughs in South West London (Figure 1). The lowest rate was in Newham (62 per cent), followed by Tower Hamlets, Enfield and Haringey.

There has also been a contrast in the change in employment rates between 2008 and 2009 across London. Despite the slight downward trend in London, ten boroughs had an increase in rate. Lambeth and Westminster have seen the biggest improvements of over four percentage points. This is notable when compared with the regional average which fell by one percentage point. At the other end of the scale, the biggest falls were in Havering, Enfield, Merton and Ealing.

“London’s male employment rate is seven points above the average of all other metropolitan areas of England, and the female rate is one point above average.”

Figure 1: Employment Rates, London boroughs, 2009



Source: Annual Population Survey 2009

Table 2: Employment Rates by Gender and Region, London and the UK, 2009

	Including full-time students		Excluding full-time students	
	Working-age	Working-age	Males	Females
North East	66.2	69.8	74.2	65.4
North West	68.1	71.5	76.7	66.4
Yorks & Humber	68.8	72.3	77.6	67.1
East Midlands	72.2	75.8	81.4	70.1
West Midlands	68.2	72.0	77.4	66.5
East of England	74.3	77.4	84.3	70.5
London	68.3	73.4	81.6	65.2
Inner London	66.8	72.4	80.2	64.5
Outer London	69.5	74.1	82.5	65.7
South East	75.0	78.3	84.7	72.1
South West	74.2	77.2	82.4	72.0
Wales	66.6	69.9	74.0	65.9
Scotland	71.9	75.1	79.7	70.7
Northern Ireland	65.1	69.6	74.9	64.3
United Kingdom	70.6	74.2	80.1	68.4

Source: Annual Population Survey 2009

Employment rate

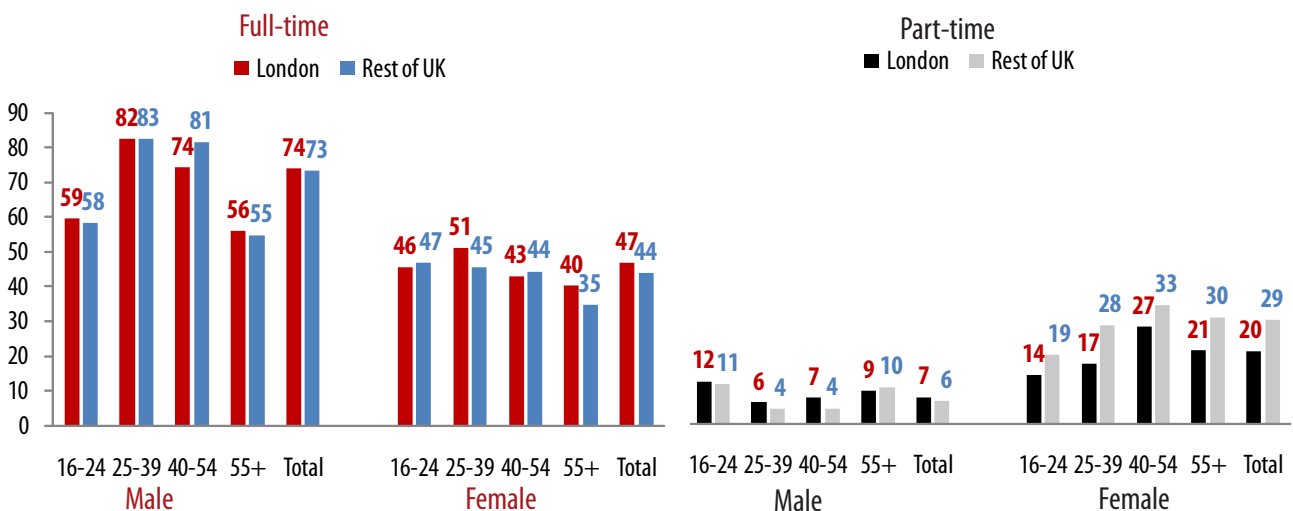
The working-age employment rate, excluding full-time students, in 2009 was 73.4 per cent – below the UK average of 74.2 per cent. London has a high proportion of students and this affects the employment rates since students are less likely to be in work. This is the main reason why it is useful to compare employment rates that exclude full-time students (see page 21 for more on students). Throughout the rest of the report, employment data will exclude full-time students unless otherwise stated.

The employment rate was higher for those living in outer than inner London. The rate for men in London (81.6 per cent) was above the UK average, and the outer London male rate was behind only the South East and East regions, while the inner London male rate was slightly above average. The rates for women in the capital were behind every UK region except for Northern Ireland with little difference between inner and outer London (Table 2).

Employment rate by age

Both men and women are more likely to work full-time in London compared with the rest of the UK. Men are also more likely to work part-time than average but women are far less likely to work part-time when compared with the rest of the UK.

Chart 3: Employment Rates by Age, Gender and Hours Worked, London and Rest of UK, 2009



Source: Annual Population Survey 2009

time employees, which is partially offset by the higher percentage working part-time (Chart 3, p.7).

Among women, the rates of full-time employment are higher in London than in the rest of the UK in two age groups - 25-39 and 55+. The difference in the former is especially notable since this is the age when women are most likely to be looking after a family. The difference between London and the UK may indicate that in London women who do have children tend to return to full-time work compared with the rest of the UK, where they are more likely to go into part-time work. The highest rate of female part-time working is in the 40-54 age group, at 27 per cent. The part-time employment rates are significantly lower than average in each age group in London though particularly in the 25-39 group. Women in London are less likely to work part-time compared with outside London, which would indicate that it is not financially viable for them to use part-time work as a route back into employment, or that part-time jobs are not as readily available in London.

If the London employment rates matched the rest of the UK for both part time and full time in each of the four age groups, there would be an additional 53,000 men in full-time work but 42,000 fewer men in part-time work, and an additional 189,000 women in part-time work but 51,000 fewer women in full-time work - a net figure, for women, of 137,000, which represents around six per cent of the female working-age population (excluding

full-time students). The same proportion for men would be less than half of one per cent.

Employment rates by hours worked

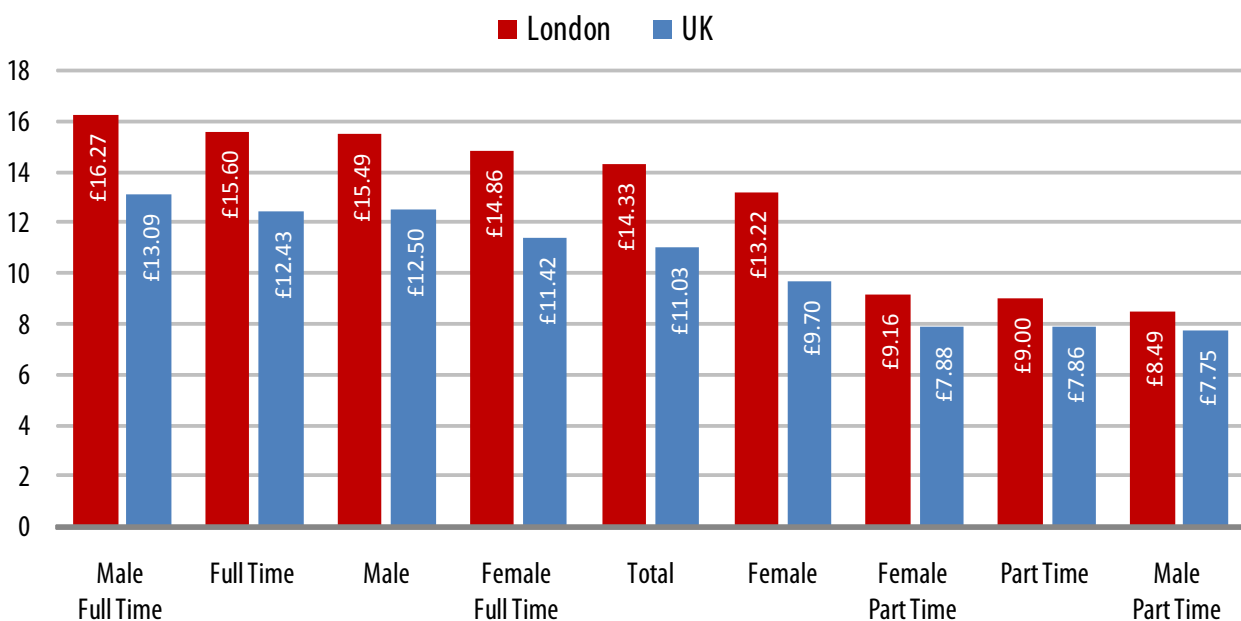
The percentage of the working-age population who are working full-time in London is slightly higher than the UK average (59 and 57 per cent respectively). Rates are similar for men, though the rate for women is three percentage points higher in London. However, while the male part-time employment rate is slightly above average, the rate for women is considerably lower than average at 20 per cent, compared with 29 per cent in the UK. The difference between London and the rest of the UK may be explained by barriers to part-time work that are more difficult to overcome in the capital – barriers such as higher travel costs, higher childcare costs, and lower availability of childcare.

Pay by hours worked and gender

The impact of higher costs of working is often compounded by lower hourly rates often found in part-time work. Low earners including workers earning the national minimum wage (currently £5.93 per hour for workers aged 21 years and older) may find these costs easier to meet outside London. The median hourly part-time earnings for women in London were 38 per cent lower than full-time workers in 2009.

In London, part-time workers earn 42 per cent less per hour on average than full-time workers. The gap between full and part-time earnings is slightly smaller

Chart 4: Median Pay by Hours Worked and Gender, London and the UK, 2009



Source: Annual Survey of Hours and Earnings, 2009

nationally though wages are lower in the UK as a whole for every group (Chart 4, p.8). Full-time wages in London are around 26 per cent above the UK average but part-time wages are only 15 per cent above average.

Women earn 15 per cent less than men in London despite on average holding a higher qualification, though the gender gap is wider in the UK at 22 per cent. However, females working part-time earn more than male part-time workers even though qualification levels of part-time workers are similar irrespective of gender. It needs to be noted that there are almost two and a half times more female part-time workers.

Hours worked

Compared with the UK, a higher percentage of London residents in employment (employees and self-employed) work long hours (over 45 hours) compared with the UK average (23 per cent and 19 per cent respectively). However, the pattern varies by gender. Both sexes have a lower proportion of working less than 15 hours a week. However, while a slightly higher than average percentage of London men work 16-30 hours, a much lower proportion of London women in employment work these hours. Working women in London are far more likely to work long hours, with 65 per cent working over 31 hours compared with 56 per cent in the UK. This pattern is even more pronounced for employees, whereas London women in self-employment are more likely than average to work 16-30 hours – 34 per cent of self-employed women are working these hours, compared with 24 per cent of women who are employees. Self-employed London men are less likely than average to be working over 45 hours (Table 3).

Between the October to September 2007/08 and 2008/09 periods there were a total of 22,000 fewer full-time workers in London. Over the same period, the number of part-time workers increased by 19,000. Furthermore, the number of people with second jobs increased by 14 thousand. These changes may be caused by people working reduced hours due to the recession, which turns a full-time job into a part-time one. Those workers may then require a second job to meet their income requirements. The proportion of part-time workers who wanted a full-time job but could not find one had increased from 13 per cent in 2006/07 to

Table 3: Hours Worked for Employees and Self-employed by Gender, London and the UK, 2009

	Employees (%)		Self-employed (%)		
	Men	Women	Men	Women	
London	Up to 15 hours	2.9	8.5	5.3	20.5
	16 up to 30 hours	9.2	23.6	14.5	33.6
	31 up to 45 hours	59.8	54.3	46.1	28.1
	Over 45 hours	28.0	13.6	34.1	17.9
UK	Up to 15 hours	4.1	12.1	5.0	24.4
	16 up to 30 hours	7.4	30.6	14.6	31.6
	31 up to 45 hours	62.8	48.4	44.7	26.9
	Over 45 hours	25.6	9.0	35.6	17.0

Source: Annual Population Survey 2009

15 per cent in 2008/09. In London, three per cent of men and four per cent of women in work have more than one job (110,000 people).

Employment rates by qualification

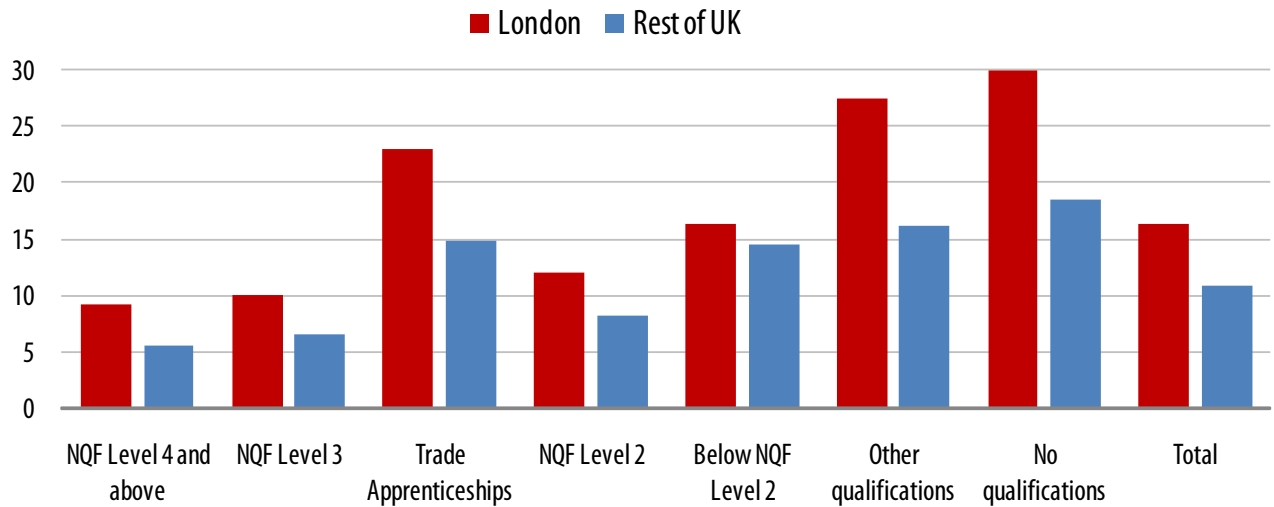
Employment rates are considerably affected by level of qualification held, and range from 43 per cent for those with no qualifications to 85 per cent for those with NQF level 4 and above (see notes section for definitions of NQF levels). There is less difference in employment rates between those who hold below NQF level 2 (65 per cent) and NQF level 3 (77 per cent) (Table 4). The gender

Table 4: Employment Rates by Level of Qualification and Gender, London and Rest of UK, 2009

Level of highest qualification held	All		Men		Women	
	London	Rest of UK	London	Rest of UK	London	Rest of UK
NQF Level 4 and above	85.3	85.2	89.8	88.0	80.6	82.5
NQF Level 3	77.4	82.2	82.2	85.2	72.1	78.7
Trade Apprenticeships	75.8	77.7	81.6	79.9	58.6	65.0
NQF Level 2	71.6	76.1	78.4	80.9	66.3	72.7
Below NQF Level 2	64.6	68.9	73.6	76.8	57.2	62.3
Other qualifications	68.6	72.5	81.4	79.6	54.0	63.4
No qualifications	42.9	44.8	58.8	55.0	28.8	36.5
Total	73.4	74.4	81.6	79.9	65.2	69.0

Source: Annual Population Survey 2009

Chart 5: Employment Gender Gap by Level of Qualification, London and Rest of UK, 2009



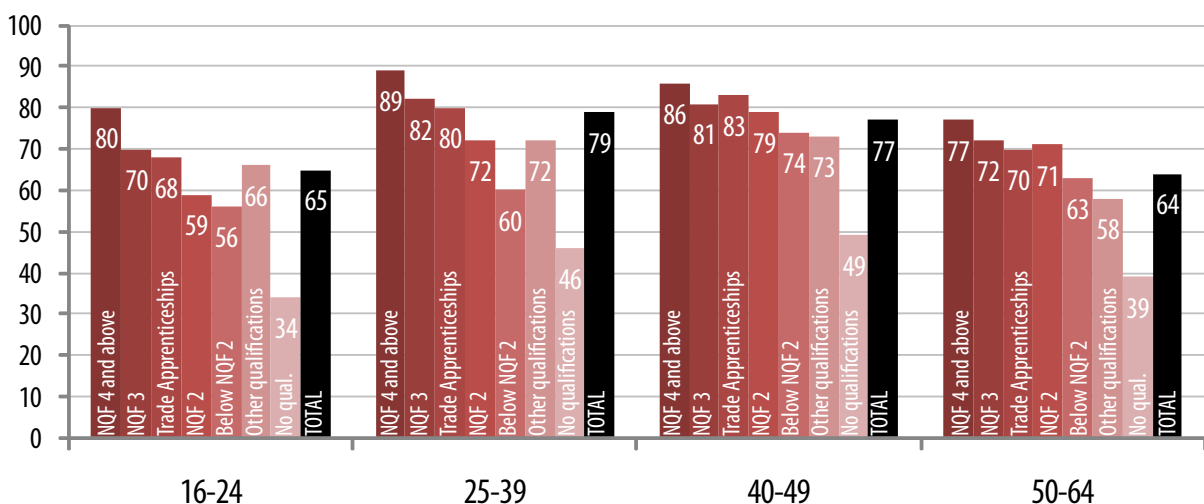
Source: Annual Population Survey 2009

gap in London tends to be smaller at higher levels of qualification, for example for men and women qualified to NQF 4 or over, the gap is ten percentage points, compared with 30 points for those without qualifications (Chart 5). Outside London the employment gender gap is smaller at every level of education.

There is variation in employment rates by age and qualification level. The 25-39 cohort has the highest rate among people with NQF level 3 and above while the 40-49 group is ahead among those with Trade Apprenticeships and NQF level 2 and below. People with NQF level 4 and above and those with 'other qualifications' are the only groups in which employment rates of the 16-24 group are higher than for the 50-64 group. In general, across all age groups the higher the level of qualification held the higher the employment rate (Chart 6).

Employment rates broken down by age groups reveal that the 25-39 age group has the highest proportion of people in work – 79 per cent – with a slightly lower figure in the 40-49 age group – 77 per cent. Employment rates for the youngest and the oldest groups in employment are lower, at 65 and 64 respectively.

Chart 6: Employment Rates by Age Group and Qualification, London, 2009



Source: Annual Population Survey 2009

Chart 7: Median Full-time Hourly Pay by Qualification and Gender, London, 2009



Source: Annual Population Survey 2009

Pay by qualification

Median pay for full-time male workers who hold NQF 4 or higher was £19.23 per hour (gross), around 14 per cent higher than female pay with the same level of qualifications. A similar gender gap is present at NQF 3, but for people with qualifications below this level the gap is far lower at between one and four per cent (Chart 7). There is a large gap (33 per cent for men) in earnings between NQF level 3 and 4, but much smaller

gaps between other levels. This means that, pay for men with below NQF 2 is 15 per cent lower than pay of people with NQF 3 but 43 per cent lower than pay for those holding NQF 4 or above.

The gender gap for those with trade apprenticeships was by far the highest at 44 per cent – though far fewer (22,000) women hold trade apprenticeships as their highest qualification than men (64,000), indicating that people holding these qualifications work in male dominated industries. Trade Apprenticeships represents the second highest pay category for men but the lowest for women.

Pay by qualification, sector and sex

Pay is generally a little higher in the public sector, especially for those holding lower qualifications. For people holding NQF level 4 or above as their highest qualification, pay is slightly higher in the private sector, though this is truer for men as there is little difference between public and private sector pay for highly qualified women (Table 5).

“Despite the level of pay for highly qualified people being slightly higher in the private sector, a higher proportion are employed in the public sector suggesting that salary is not the only factor in the choice of profession.”

Compared with private sector, a far higher proportion of public sector workers hold a qualification at NQF level 4 or above. Among men, 60 per cent hold higher level qualifications in the public sector compared with only

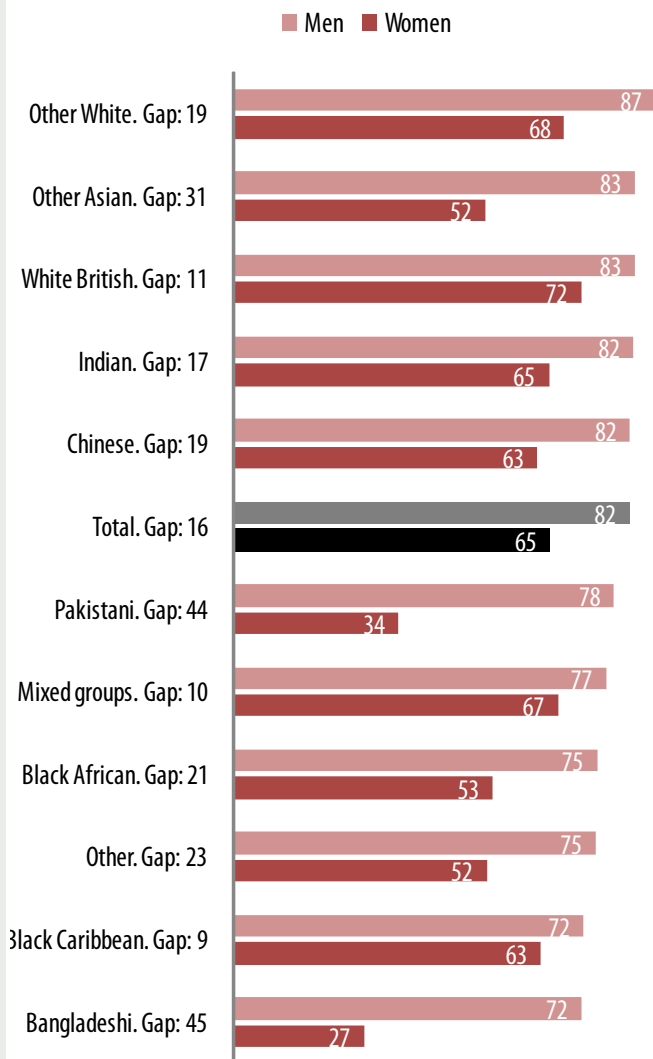
45 per cent in the private sector. The private sector tends to have a significantly higher proportion of people with ‘other qualifications’ in London. Despite the level of pay for highly qualified people being slightly higher in the private sector, a higher proportion of highly skilled people are employed in the public sector suggesting that salary

Table 5: Median Hourly Pay by Qualification, Gender and Sector, and Qualifications Held by Sector, London, 2009

Level of highest qualification held	Private (£)			Public (£)			Qualifications (%)	
	Male	Female	Total	Male	Female	Total	Private	Public
NQF Level 4 and above	19.22	16.10	17.71	18.02	16.03	16.71	46	58
NQF Level 3	12.33	10.49	11.55	12.54	10.81	11.38	10	11
Trade Apprenticeships	13.42	7.63	11.67	14.43	6.61	13.51	2	1
NQF Level 2	10.92	10.43	10.69	13.11	10.00	10.95	10	10
Below NQF Level 2	10.08	9.23	9.71	12.39	9.89	10.40	8	8
Other qualifications	10.36	8.76	9.65	11.36	10.92	11.00	16	8
No qualifications	7.50	7.40	7.47	9.63	8.47	9.35	8	4

Source: Annual Population Survey 2009

Chart 8: Employment Gender Gap by Ethnicity, London, 2009



Source: Annual Population Survey 2009

is not the only factor influencing the choice of profession.

Employment rate by ethnicity

Employment rates by ethnic group range from 46 per cent for working-age Bangladeshis to 75 per cent for White British. The female employment rates of some ethnic groups are much closer to the male rates than others. For example, between Black Caribbean men and women there is only a nine percentage point gap and only 11 points for White British, whereas for the Bangladeshi and Pakistani groups, the gap is 45 and 44 points respectively (Chart 8). These gaps are generally consistent with those for the UK as a whole. Of course, London has a much higher proportion of its population

in each BAME group (with London accounting for around 42 per cent of the working-age BAME population of the UK), which will affect the London average relative to the UK.

Rates for men have less variation by ethnicity ranging from 72 per cent for Bangladeshis to 87 for Other White, whereas for women they range from 27 per cent for Bangladeshis to 72 per cent for White British.

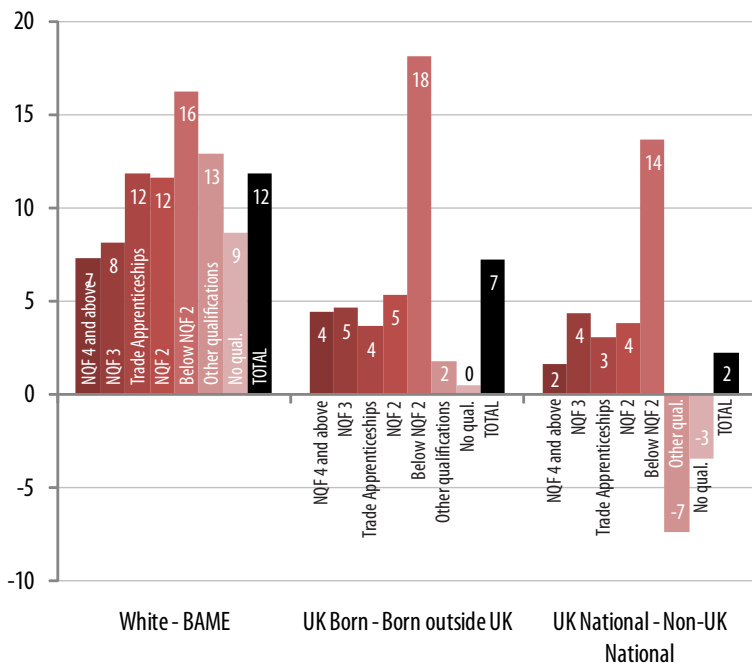
Employment rates for White and BAME men overall are relatively close, especially when level of education is controlled for. However, the gap between White and BAME women is larger at every level of education (Table 6). In 2009 the gap among men stood at 6 per cent while the figure for women was almost three times bigger – 16 per cent. The gap between White and BAME groups broken down by gender is present at almost every education level – the only two exceptions being men with Trade Apprenticeships and No qualifications for which White and BAME rates are the same, 82 and 59 per cent respectively. For every education level the

Table 6: Employment Rates by Ethnicity, Qualifications and Gender, London and Rest of UK, 2009

	Ethnicity	Men		Women	
		London	Rest of UK	London	Rest of UK
NQF Level 4 and above	White	91	88	84	83
	BAME	86	87	74	77
NQF Level 3	White	84	86	75	79
	BAME	78	76	67	65
Trade Apprenticeships	White	82	80	64	65
	BAME	82	72	-	-
NQF Level 2	White	81	81	71	73
	BAME	72	77	57	61
Below NQF Level 2	White	77	77	63	63
	BAME	66	67	43	45
Other qualifications	White	85	79	63	66
	BAME	78	81	44	50
No qualifications	White	59	55	34	38
	BAME	59	58	22	23
Total	White	84	80	71	70
	BAME	77	77	55	55

Source: Annual Population Survey 2009

Chart 9: Employment Rate Gaps by Ethnicity, Place of Birth, and Nationality, London, 2009



Source: Annual Population Survey 2009

White-BAME divide is more pronounced among women than men.

People from White ethnic groups are more likely to be in work at each qualification level. For people with NQF level 4 or above (equivalent to degree) the gap is seven percentage points, but the gap is higher for people with low qualifications - for those with below NQF level 2 qualifications the difference is 16 points. A higher proportion of people from BAME groups (47 per cent) do not speak English as a first language compared with those from White groups (11 per cent). This equates to over a million Londoners, with 16 per cent of them saying that language problems give them difficulties with finding or keeping a job.

Employment rates are higher for White, UK born and UK nationals than for BAME, non-UK born and foreign nationals.

However, the gap between BAME and White is generally larger at each level of qualification compared with place of birth or nationality. In fact, within the White and BAME groups whether people are migrants to London or were born in the UK makes little difference to employment rates.

The rates for non-UK nationals are slightly below those for UK nationals at higher levels of education, and are higher for those holding 'other qualifications' or 'no qualifications'. Many foreign qualifications are classified in the 'other' category. The gaps are far larger by all these diversity measures for people with 'Below NQF Level 2' qualifications (Chart 9).

Pay by ethnicity

People from White ethnic groups, those born in the UK and UK nationals earn more per hour than those from BAME groups, those born outside the UK and non-UK nationals at every level of qualification other than Trade Apprenticeships. Among highly qualified Londoners, the biggest gap is between White and BAME Londoners, with BAME groups earning 21 per cent less (Table 7).

Londoners, the biggest gap is between White and BAME Londoners, with BAME groups earning 21 per cent less (Table 7).

Employment rates by migrant status

There is little difference in employment rates between migrant groups who came to the UK before or after 2004. The only big exception is among migrants from South Asia, where recent migrants have much lower employment rates compared with those who arrived before 2004 (Table 8, p.14).

Table 7: Median Hourly Pay by Qualification and Ethnicity, Place of Birth, Nationality and Gender, London, 2009

	White	BAME	UK Born	Born outside UK	UK National	Non-UK National	Male	Female
NQF Level 4 and above	18.29	14.43	17.92	16.16	17.64	16.15	18.69	16.03
NQF Level 3	11.96	10.40	11.86	10.42	11.70	10.20	12.35	10.63
Trade Apprenticeships	11.90	13.13	11.90	12.70	12.02	12.81	13.46	7.60
NQF Level 2	11.67	8.47	11.26	9.23	11.00	8.81	11.21	10.28
Below NQF Level 2	10.41	8.31	10.41	7.70	10.28	7.00	10.54	9.60
Other qualifications	10.69	9.09	10.40	9.91	10.16	10.00	10.43	9.34
No qualifications	8.65	6.63	8.61	7.03	8.00	7.31	7.78	7.70

Source: Annual Population Survey 2009

Table 8: Employment Rates of Migrants by World Geographical Group, Gender and Year Arrived, London, 2009

	Migrated to UK before 2004			Migrated to UK since 2004		
	Men	Women	All people	Men	Women	All people
EU	86	71	78	91	73	82
Total excluding EU	78	56	71	85	50	68
Africa	76	60	68	85	52	70
Caribbean, Central & South America	76	68	72	88	63	73
Australia, New Zealand, USA & Canada	87	82	85	95	80	88
South Asia	79	42	74	86	33	60
Other Asia	71	50	61	73	42	57
All migrants	79	59	72	87	59	73

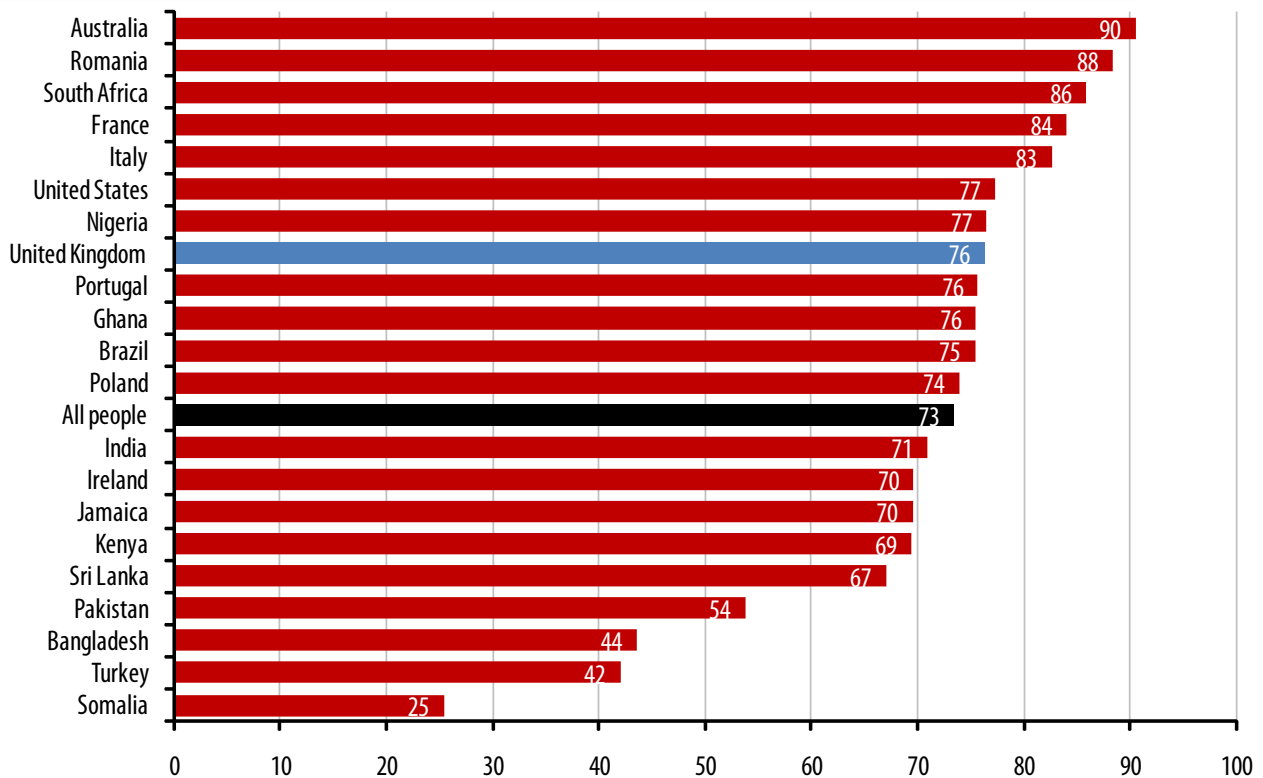
Source: Annual Population Survey 2009

Looking at data that groups countries together helps us to examine it in more detail. For example, migrants from the countries that joined European Union since 2004 (the A10 countries) tend to have very high rates

of self-employment. Compared with immigrants from all other regions, migrants from the Middle East and Africa were most likely to be unemployed. Migrants from the Middle East and South East Asia have the highest proportion of students, those from Bangladesh and Pakistan are most likely to be looking after the family/home compared with other groups, and migrants from 'Other Europe' had the highest proportion that were sick or disabled (Table 11, p.22).

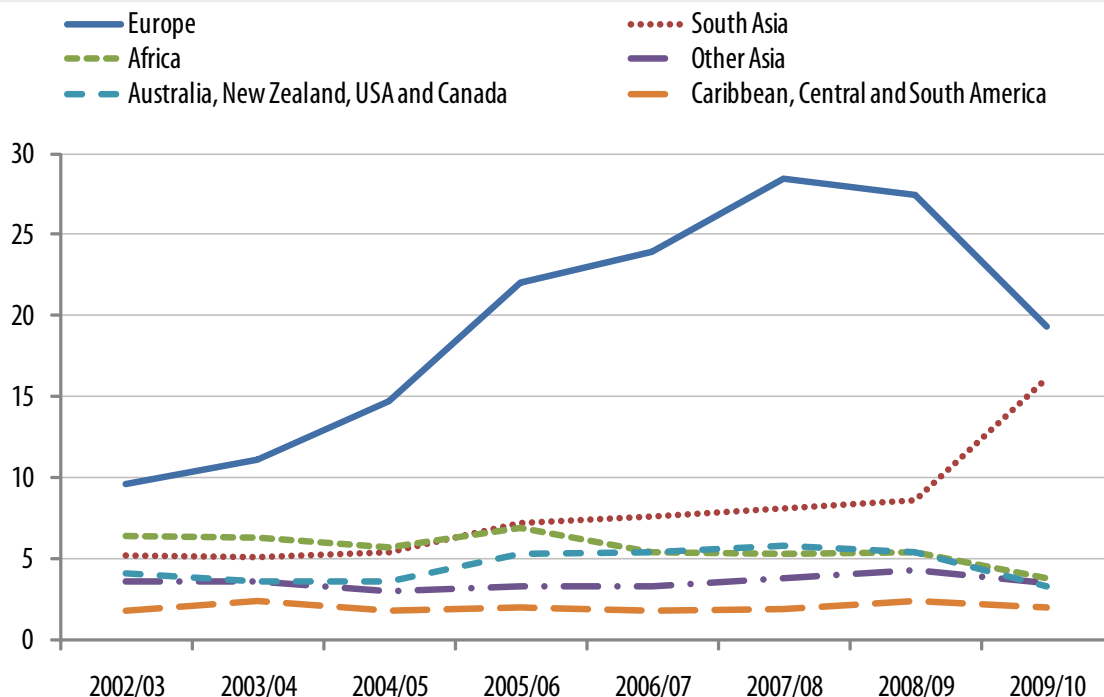
Employment rates of London's 20 largest communities by country of birth, range from 25 per cent for migrants from Somalia to 90 per cent for Australians. The Romanian community is a relatively new and fast growing one in London, and they also have high employment rates (88 per cent), (Chart 10). There are likely to be significant differences by gender for some countries, though small sample sizes do not produce reliable figures by gender for many groups.

Chart 10: Employment Rates of London's Largest 20 Groups by Country of Birth, 2009



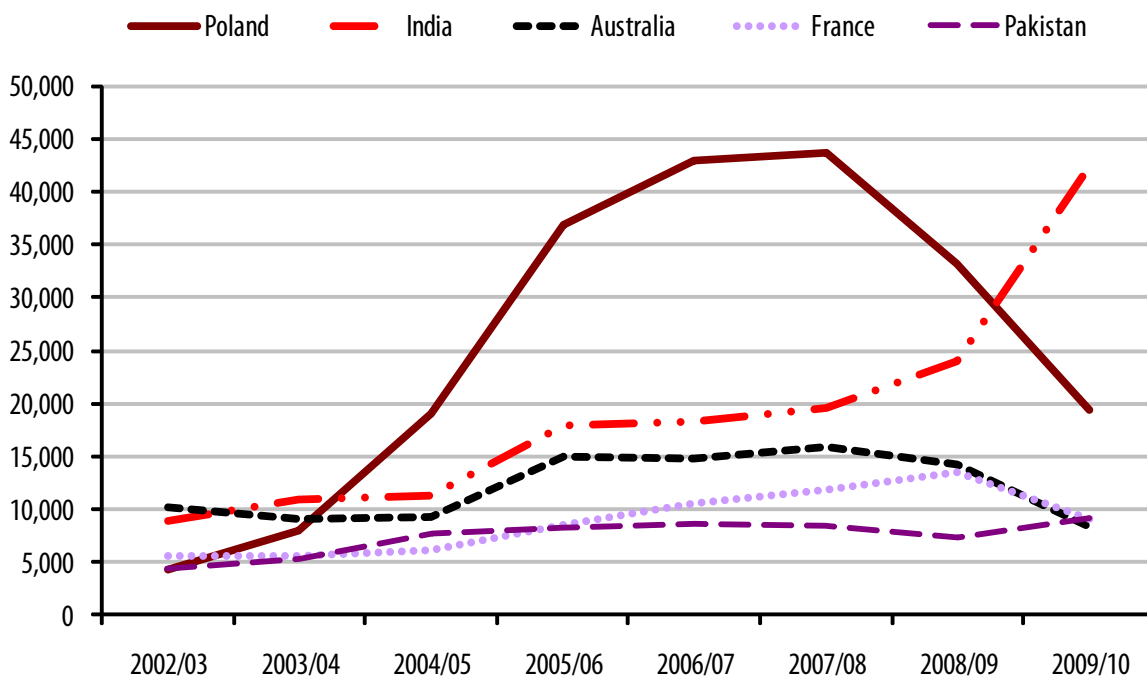
Source: Annual Population Survey 2009

Chart 11: Rate of National Insurance Registrations per Thousand Working-age Population by World Geographical Group, London, 2002/03 to 2009/10



Source: Department for Work and Pensions

Chart 12: Numbers of National Insurance Registrations for Top Five Countries of Origin, London, 2002/03 to 2009/10



Source: Department for Work and Pensions

National insurance number registrations

People need to apply for a national insurance number (NINo) to have a right to work, claim benefits and/or tax credits, or have applied for a student loan. The NINo data is a good measure of migrants entering the country, though it does not measure the numbers of migrants who leave the UK.

The rate of registrations has been between 47 and 54 per thousand working-age population for each of the last five years - though it fell between 2008/09 and 2009/10 from 54 to 48. The rate of registrations of migrants from European countries had been steadily increasing between 2002/03 and 2007/08 but since then has dropped off - in 2009/10 the registration rate per thousand working-age population fell to 19 from 29 in 2007/08. The rate for people from South Asian countries increased significantly from 9 in 2008/09 to 16 in 2009/10 (Chart 11, p.15). There was a huge increase in applications from Nepal, Bangladesh and India in 2009/10. This was due to the change in rules for student visa applications in March 2009. In 2009/10 the application rate from all other countries in the world was 13, down from 17 the year before.

The total number of applications fell by 26,380 to 249,230 in 2009/10. Poland registered the biggest drop by a single country - a fall by 13,720 (down 41 per cent) - more than twice the second biggest fall registered by Romania (down 6,290). While numbers from Poland fell, applications from India rose by over 18,000 to 42,390. This made India the number one country of origin for new registrations - Poland was top each year since 2004/05 (Chart 12, p.15).

In line with the overall fall in registrations, the rate of applications in most boroughs fell too. Rates fell in 23 boroughs, remained the same in three and increased in seven. The largest drop was seen in Hammersmith and Fulham (down by 24 persons per thousand working-age population). Fourteen boroughs saw a decrease in rate of at least 10 while only one borough saw an increase of more than 10. The increase was registered in Newham which received 42 more applications per 1,000 working-age population.

Employment rates by family type

Qualification levels vary considerably by family type. For example, in London 56 per cent of heads of married

Table 9: Qualifications Held and Employment Rates by Family Type, London, 2009

Head of family unit	NQF Level 4 and above	No qualifications	Employment rate
Cohab couple with no children	56	6	92
1 person - female	55	7	69
1 person - male	47	8	64
Married couple with no children	47	9	84
Married couple with dep children	42	11	87
Married couple, non-dep children only	31	16	80
Cohab couple with dep children	26	11	83
Female lone par, non-dep children only	26	20	64
Female lone par with dep children	25	16	47
Total	43	11	74

Source: Labour Force Survey Household Dataset Oct-Dec 2009

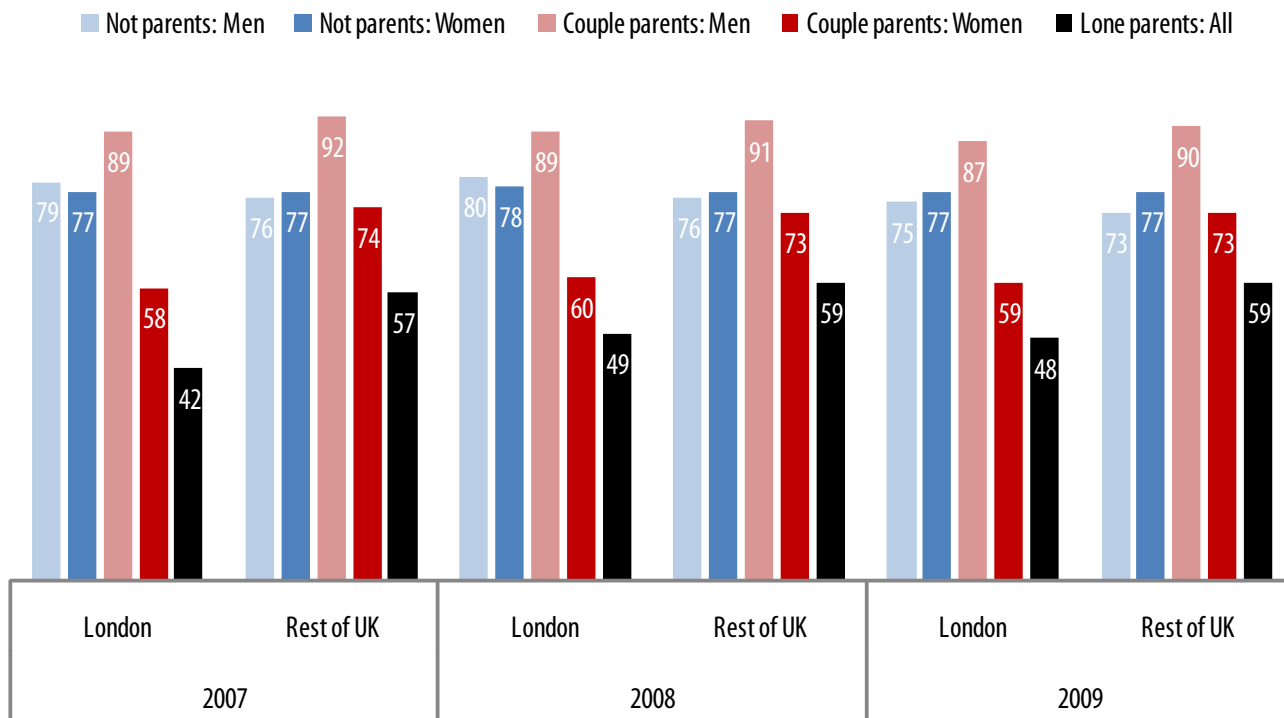
couple families with no children hold NQF level 4 or above compared with just 25 per cent for female lone parents with dependent children. Employment rates are also highest for heads of cohabiting couples with no dependent children (92 per cent), while being the lowest for female lone parents with dependent children (47 per cent). Single women have a higher employment rate than single men (69 and 64 per cent respectively) as well as higher qualifications (Table 9).

Employment rates by parenthood

Among men and women who are not parents, the difference in employment rates between London and the rest of UK is small, and the same is true for fathers in couples. However, rates for mothers in couples and lone parents are well below average in London (14 and 12 percentage points below the rate in the rest of the UK respectively). Between 2008 and 2009, the employment rate for men who are not parents fell by six percentage points in London - a large drop compared with all other groups where the rates only fell slightly (Chart 13, p.17).

In London, men in couples with young children tend to have very high employment rates, ranging from 88 per cent to 91 per cent depending on the age of the youngest child up to age 15. The rate for men drops to 79 per cent in families where the youngest child is aged 15 or over. Women in couples who have a child aged 0-4 had an average employment rate of 52 per cent in 2009. This rate steadily increases as the youngest child gets older and by the time the youngest child is 15 or older, the rates for women and men are similar. Employment rates for lone parents with young children are very

Chart 13: Employment Rates by Parenthood, London and Rest of UK, 2009



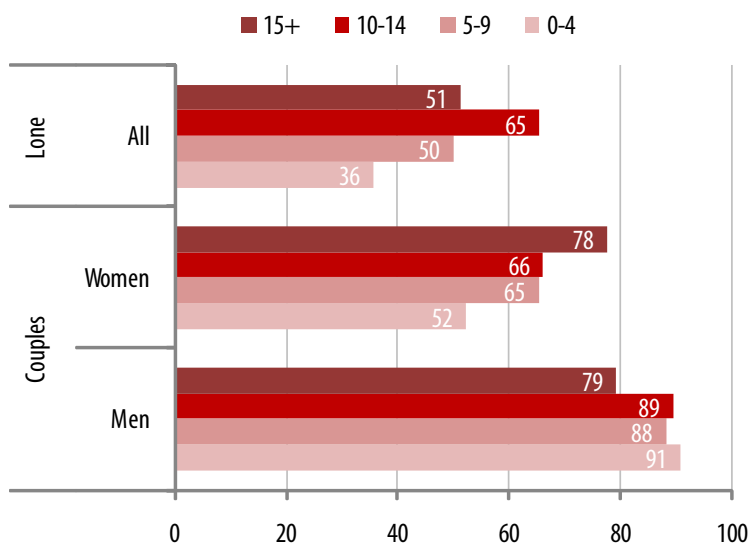
Source: Labour Force Survey Household Dataset Oct-Dec 2009

low at 36 per cent, though this rises as the child gets older, and matches the women in couples rate when the youngest child is aged 10-14, though is only 51 per cent in lone parent families where the youngest child is 15 or over (Chart 14).

Employment of mothers

London mothers are less likely to be employed than mothers in the rest of the UK. Employment rates of mothers rise as the age of the youngest child increases. However, employment rates for mothers who are also the head of the family unit, i.e. lone mothers, are significantly lower at most ages, though rates are much closer once the youngest child reaches their mid to late teens. The lines in the graph for London are more erratic than for the UK but this is probably down to small sample size within the survey rather than a significant difference in trend between London and the rest of the UK. Despite this, it is clear the London lines are below those for the rest of the UK with the exception of lone mothers with children aged under 3 (Chart 15, p.18).

Chart 14: Employment Rates of Parents by Age of Youngest Dependent Child, London, 2009



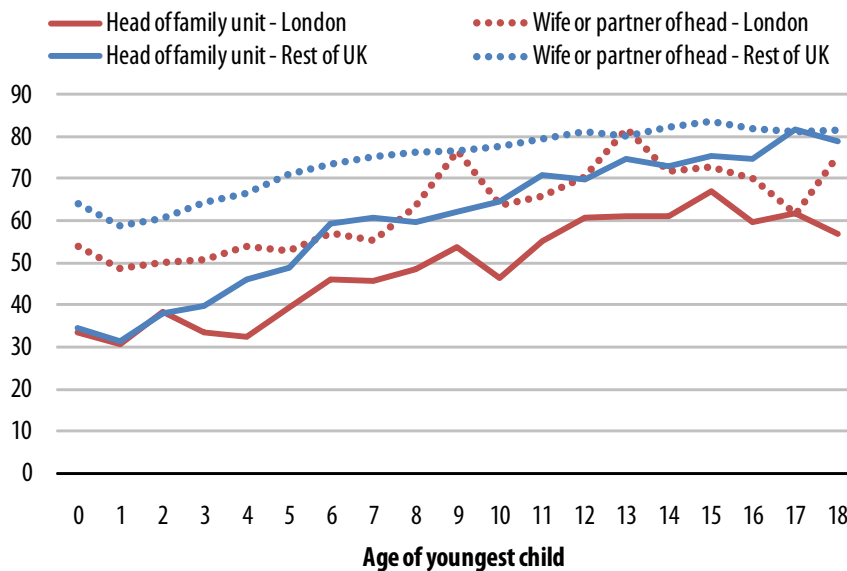
Source: Labour Force Survey Household Dataset Oct-Dec 2009

Some ethnic groups do not display a typical pattern of change of employment rates by the age of youngest child. In most ethnic groups employment rates start low and increase as the age of the youngest child increases, but in the Pakistani and Bangladeshi groups the rates start much lower (22 per cent at age 0 to 2) and remain low, never getting above 31 per cent in any group (it should be noted that given restrictions of sample size in the APS, only UK-level data is reliable enough to analyse). Black

African and 'Other Asian' groups start quite low (around 40 per cent) but increase steadily and end up at 79 and 72 per cent respectively when the youngest child reaches 15 to 18 years old. Black Caribbean, Indian, and White mothers are more likely to work after having a baby with employment rates just below 60 per cent at ages 0 to 2 and steadily rising to around 80 per cent (Chart 16).

Overall the employment rate for mothers with dependent children was 55 per cent in London compared with 68 per cent for the rest of the UK. Mothers in London are much less likely to be in work than women without children - a gap of 16 percentage points, whereas in the UK as whole, the gap in rates was very small at just two percentage points. The employment rates of mothers with dependent children vary hugely between ethnic groups. In London, women from most ethnic groups are less likely to be in work if they have dependent children, with the exception being the Indian

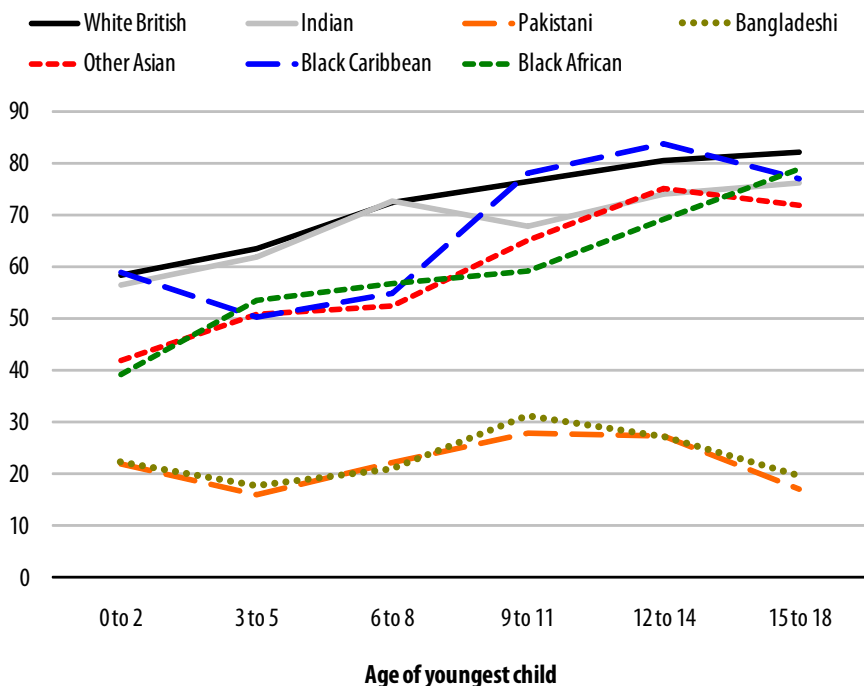
Chart 15: Employment Rates of Mothers by Age of Youngest Child and Whether Head of Family Unit, London and Rest of UK, 2009



Source: Annual Population Survey 2009

group where employment rates are two percentage points higher for mothers. A similar pattern can be seen for the UK average. In the UK, two other ethnic groups have higher rates for mothers, White British and Chinese. The groups with the biggest difference between mothers and women without children is Other White (difference of 27 percentage points). There are significant differences in employment rates for women who are not mothers in London ranging from 35 per cent (Bangladeshi) to 77 per cent (Other White).

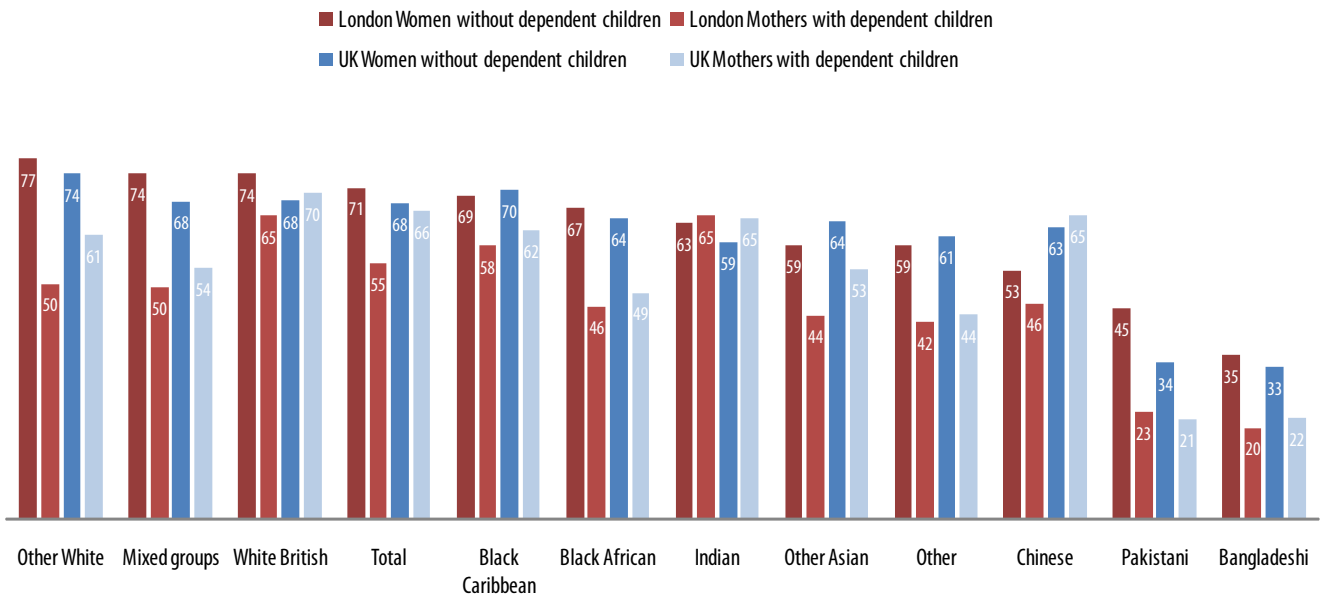
Chart 16: Employment Rates of Mothers by Selected Ethnic Group, and Age of Youngest Child, UK, 2009



Source: Annual Population Survey 2009

Women without dependent children in London tend to have higher employment rates compared with the UK average (71 per cent and 68 per cent respectively), and this is true for most ethnic groups with Pakistani women doing particularly well in London compared with the UK as a whole. However, there are a few exceptions, with Chinese being the most notable, where rates for women without dependent

Chart 17: Employment Rates of Women with and without Dependent Children by Ethnic Group, London and the UK, 2009



Note: Women here include head of family unit and wife/partner of head of family, but exclude children of head of family.

Source: Annual Population Survey 2009

children are nine percentage points lower in London. This is consistent with the case of Chinese mothers in London who also have much lower employment rates than the UK average. Mothers from Other Asian and Other White groups also have low rates when compared with the UK average (Chart 17).

“London mothers who can only access lower paid employment find it less financially viable to go to work.”

Data for women who have no dependent children by qualifications shows that employment rates are generally high for the well qualified, with the exception of Black women. But at lower

levels of qualification, employment rates are very low for Asian (26 per cent) and ‘Other’ groups (35 per cent). Given they are not mothers, it is possible to see that motherhood is not the only factor to have a significant influence on employment for women. Employment rates of women from White groups are higher at 49 per cent.

Employment rates for mothers are much higher for women with higher-level qualifications compared with those with lower-level qualifications. In London, the rate for well qualified mothers with dependent children was 72 per cent, while for mothers with middle and lower

level qualifications, the rate dropped to 53 and 34 per cent respectively (see notes section for definitions of qualifications levels). This compares with rates of 82, 69 and 49 per cent for the rest of the UK. The gap between the London and rest of UK figures are greater at lower levels of qualification, which may indicate that London mothers who can only access lower paid employment find it less financially viable to go to work.

Employment by disability

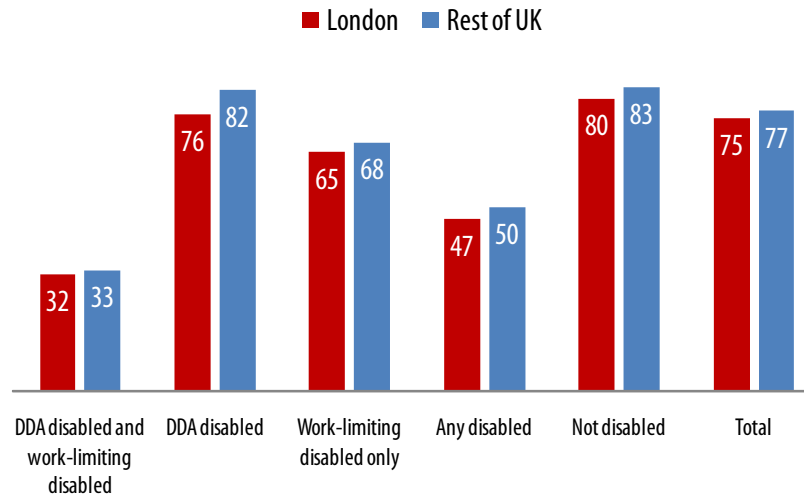
The employment rate for working-age disabled people excluding full-time students in London was 47 per cent, slightly lower than outside London where the rate was 50 per cent. The rates are broadly the same whether full-time students are included or not because a relatively low proportion of disabled Londoners are students at just five per cent compared with the non-disabled population at 12 per cent. People who are both DDA disabled and work-limiting disabled make up over 60 per cent of the total disabled population and employment rates in this group were the lowest at 32 per cent compared with those who are DDA disabled only or work-limiting disabled only (76 per cent and 65 per cent respectively) (Chart 18, p.20) (see notes section for definitions of types of disability).

Rates for disabled people are lower even when broken down by qualification, though the rates are much closer to average for those disabled people who have higher qualifications compared with those who have none. For example, 67 per cent of disabled people qualified to NQF level 3 or above were in employment, 14 percentage points below the non-disabled population, whereas for those with no qualifications, the gap is significantly larger at 34 percentage points (Chart 19).

Pay by disability

The employment rate gap between disabled and non-disabled is considerable with the latter group having a much higher rate. However, not only is there hardly any gap in terms of pay, disabled people in full-time employment earn on average 77p an hour more than non-disabled. This is partially due to higher levels of qualifications among disabled full-time workers but even after controlling for education disabled people earn on average 19p an hour more. It is worth noting that a far higher proportion of disabled people in work, were working part-time (27 per cent), compared with non-disabled (18 per cent).

Chart 18: Employment Rates by Disability, London and Rest of UK, 2009

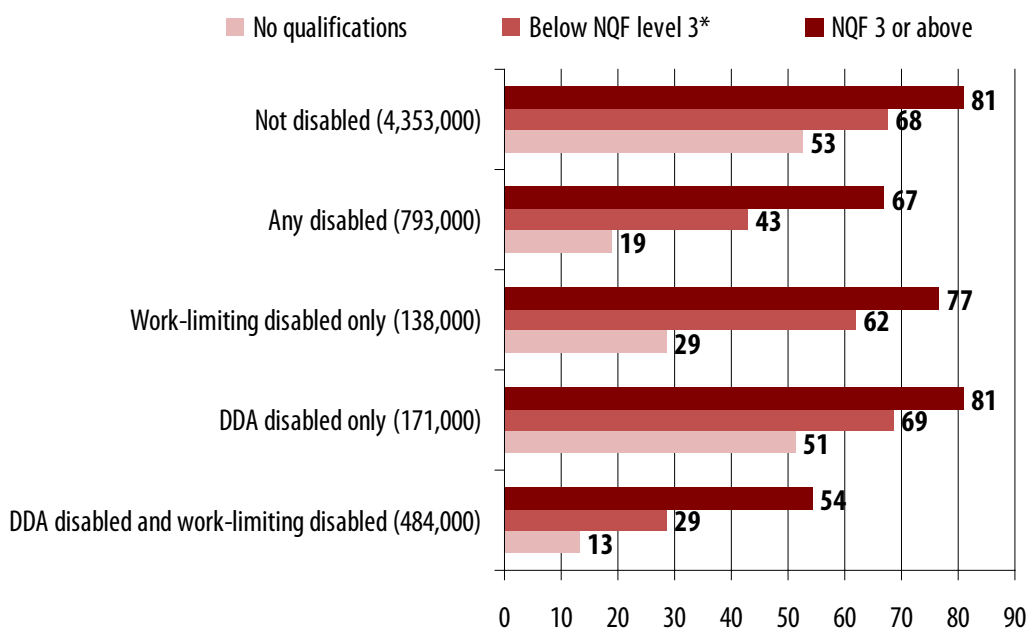


Source: Annual Population Survey 2009

Economic inactivity

Table 12 (p.23) breaks down the economically inactive group and compares this with family type. This table includes all people of working age, so non-dependent children could be included in each of the parent family types. Indeed there are far more working-age sons in female lone parent families, than fathers in male lone

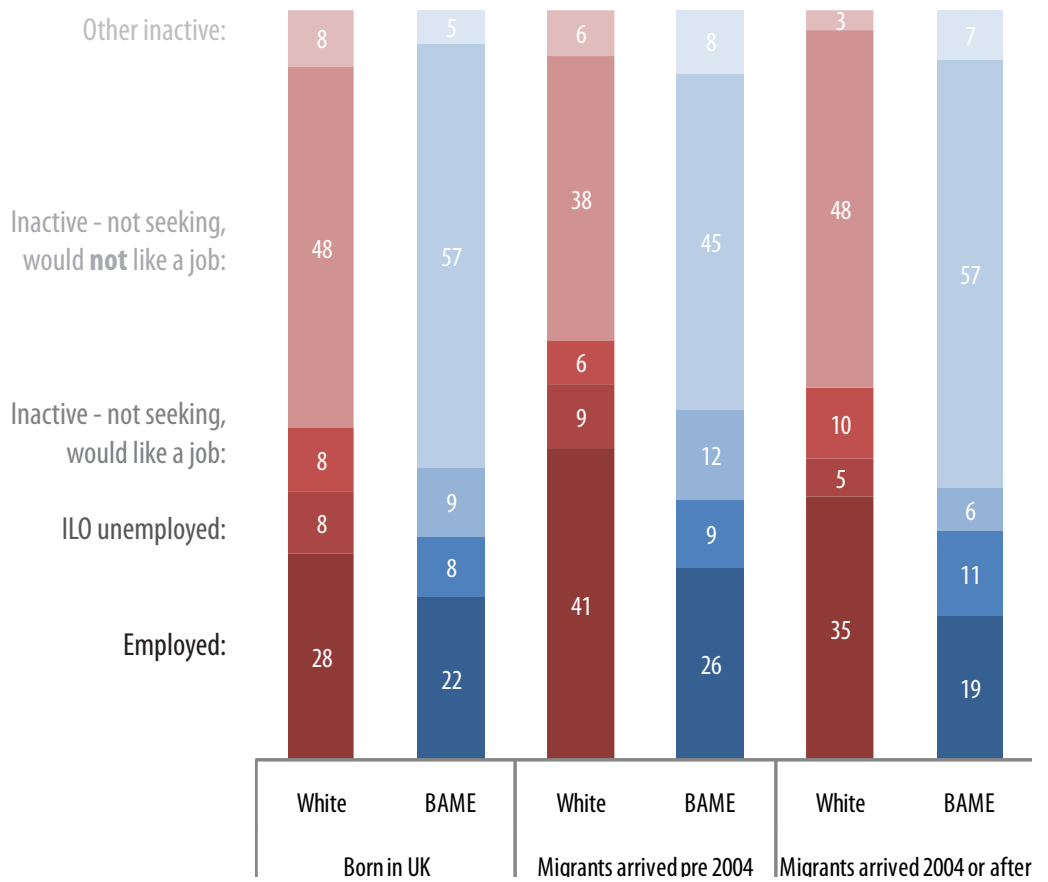
Chart 19: Employment Rates by Disability and Level of Qualification Held, London, 2009



Source: Annual Population Survey 2009

parent families. Each of the groups detailed here include people who are not seeking work (this is not the same as would like a job). Among men, students dominate the inactive group, 47 per cent overall, most of whom would not like a job. This is followed by long term sick or disabled accounting for 24 per cent of inactive men, around a third of whom would like a job. Among women, Looking after the family/home is the number one reason for inactivity, 46 per cent of all women are in this category, most of whom would not like a job. The next largest group is students (26 per cent), while long-term sick accounts for 12 per cent.

Chart 20: Economic Activity of Full-time Students, London, 2009



Source: Annual Population Survey 2009

The breakdown of inactivity is broadly similar for men from both White and BAME groups, however, among inactive women a much higher proportion from BAME groups are economically inactive because they are looking after the family/home compared with women from White groups (21 and 12 per cent respectively).

There are around 566,000 full-time students in London - 55 per cent of these people are from a BAME group (313,000). Just over a quarter of students are in employment, though this ranges from 22 per cent for BAME groups to 30 per cent for White groups. Around a half say they are not seeking and would not like a job, and around nine per cent say they are not seeking but would like a job. The same proportion are unemployed,

Students and people on courses

More than one in ten of the working-age population of London is a full-time student. Around 31 per cent of the working-age economically inactive population of London are students, compared with 25 per cent outside London. Two-thirds (66 per cent) of London students are inactive, compared with 59 per cent in the rest of the UK.

Table 10: Type of Courses Students Enrolled On, London, 2009

	Men			Women		
	White	BAME	Total	White	BAME	Total
Full-time student	53	75	65	50	61	55
Part-time student	24	14	19	28	24	26
Other correspondence course	17	7	12	14	9	12
Other course	6	3	5	8	6	7
Base	174,000	189,000	364,000	222,000	213,000	436,000

Source: Annual Population Survey 2009

which would mean they are actively seeking work and ready to start work within two weeks (Chart 20, p.21).

“Two-thirds of London students are economically inactive, and around 31 per cent of the working-age economically inactive population of London are students.”

Students from White groups are more likely to have a job while students in BAME groups are more likely to not be seeking or not want a job. White migrant students are

more likely to have a job than those born in the UK and those migrants who have been in the UK longest are increasingly likely to have a job. The same is true for BAME migrants though new migrants seem to be closer in their activity profile to UK born BAME students than older migrants.

Employment rates of students excluding school children (under 17) show that for full-time students the rate for BAME groups is 25 per cent compared with 32 per cent for White groups. Women who are full-time students are more likely to be employed than men (30 and 26 per cent respectively). Students who are enrolled on courses but are not full-time students have considerably higher employment rates, with men (82 per cent) and people from White ethnic groups (78 per cent) much more likely to be in employment than women (65 per cent) and those from BAME groups (62 per cent).

Once school-children are excluded from the data there are 476,000 full-time students in London, and further 323,000 ‘other students’. There are 364,000 male and 436,000 female students. A higher percentage of male students are full-time (65 per cent) compared with female (55 per cent). Women are more likely to be taking part-time courses than men. Students from BAME groups are more likely to be taking full-time courses compared with White students. More than one in ten of all students are on a correspondence course, which would mostly include distance-learning courses. These courses are more likely to be taken by White groups than BAME groups (Table 10, p.21).

Table 11: Economic Activity by World Geographical Grouping of Country of Birth, London, 2009

	Employment rate	Employee	Self-employed	ILO unemployed	Student	Looking after family/home	Sick/disabled	Other
Africa	62.7	56	7	10	7	11	6	3
Australia & New Zealand	90.4	74	17	5	1	2	1	2
Bangladesh	44.9	38	7	8	5	28	11	2
Caribbean	67.1	63	4	6	7	7	6	7
Central and South America	69.9	57	13	7	7	10	2	4
Europe A2	83.0	36	47	5	4	6	0	2
Europe A8	75.0	52	23	6	5	10	2	1
India	67.8	63	4	8	6	10	5	3
Middle East	42.2	33	9	12	19	11	9	7
Other EU/EEA	75.1	64	11	6	6	5	4	4
Other Europe	52.4	39	14	7	9	15	12	5
Other South Asia	60.8	51	10	9	11	12	4	3
Pakistan	51.1	37	15	8	8	21	9	2
South East Asia	61.2	54	8	4	15	11	3	7
UK	72.3	62	11	7	7	6	4	3
USA and Canada	75.4	62	14	4	8	5	1	6
Total	69.3	59	11	7	8	8	5	4

Source: Annual Population Survey 2009

Table 12: Economic Inactivity by Sex and Family Type, London, 2009

		1 Person	Couples with dependent children	Couples without dependent children	Lone parents with dependent children	Other	All family types
Men	Inactivity rate	28	17	12	52	24	20
Like a job	Student	7	8	2	19	8	8
	Looking after family/home	0	1	1	3	8	2
	Long-term sick/disabled	12	8	6	0	7	8
Not like a job	Student	41	49	20	51	15	39
	Looking after family/home	0	5	3	8	15	4
	Long-term sick/disabled	17	15	22	3	28	16
	Retired	8	1	25	2	10	8
Other inactive		14	14	22	14	10	15
	Total	100	100	100	100	100	100
Women	Inactivity rate	24	40	16	46	25	31
Like a job	Student	6	3	2	6	6	4
	Looking after family/home	1	12	4	16	5	10
	Long-term sick/disabled	6	1	5	3	10	3
Not like a job	Student	39	18	19	25	18	22
	Looking after family/home	1	54	24	31	12	36
	Long-term sick/disabled	25	4	13	5	28	9
	Retired	5	0	10	0	0	2
Other inactive		17	7	24	14	23	13
	Total	100	100	100	100	100	100

Source: Labour Force Survey Household Dataset Oct-Dec 2009

Notes

Annual Population Survey (APS) and the Labour Force Survey (LFS)

(All tables and charts unless otherwise specified)

The APS is carried out by the Office for National Statistics (ONS) and is the largest regular household survey in the UK. The survey questionnaire is large and collects a wide range of data about people and their labour market position.

The APS/LFS has a panel survey design and respondents are interviewed more than once, in person or by telephone. The APS comprises the Quarterly Labour Force Survey (LFS), plus data from the Annual Local (Area) Labour Force Survey (LLFS) Boosts for England, Scotland and Wales. The APS is based on four successive quarters of the regular quarterly LFS survey and created by taking waves one and five from each of the consecutive quarters. Each wave is interviewed in five successive quarters, such that in any one quarter, one wave will be receiving their first interview, one their second, and so on, with one receiving their fifth and last interview. This means that the APS sample drawn avoids the inclusion of responses from the same household twice.

APS datasets are produced quarterly with each dataset containing 12 months of data. There are approximately 155,000 households and 360,000 persons per dataset (27,000 in London).

More on this survey can be found at the following link: <http://www.ons.gov.uk/about/who-we-are/our-services/unpublished-data/social-survey-data/aps>.

Household Labour Force Survey datasets

(Tables 9 and 12, and Charts 13 and 14)

While the APS is extensively used for analysis of individuals and their levels of labour market participation, ONS also produce household level datasets for family level analysis. These are produced from the quarterly LFS data and have been used here for analysis of employment rates of parents and other family related indicators. The household datasets are available for two quarters per year.

Reliability of LFS/APS data

As the LFS/APS is a sample survey, all estimates are subject to sampling variability. As a rule, the smaller the estimate the greater the margin of error as a proportion of the estimate. The degree of variability attached to an estimate is often expressed through '95% confidence intervals'. These allow the user to take a view, based on statistical probability theory, about how close an estimate is likely to be to the true population value. Sampling variability can be very high for some groups in the population (e.g. data at London borough level or for some ethnic groups) and should be considered when drawing conclusions from data.

Headline APS data are available for the 32 London boroughs but is not published here for the City of London because the resident population, and the subsequent sample size is too small.

As the APS is a sample survey, all data need to be grossed up/weighted to reflect the size and composition of the general population. The datasets are usually grossed up according to the most up to date (official) population data available at the time of the data release. APS population estimates are usually slightly lower than the official ONS mid-year estimates and the GLA's own demographic estimates. This is because:

- a) ONS APS/LFS datasets are currently grossed up population data that has been superseded
- b) APS/LFS data relate mainly to those living in private households and exclude many groups living in communal establishments

APS and LFS Definitions

The APS/LFS employs a range of concepts and definitions to explore and measure labour market activity: some of the key definitions are presented below.

Working-age

Labour market indicators have changed from the former working age definition (16-59 for women and 16-64 for men) to a 16-64 basis for both men and women.

Qualifications

The National Qualifications Framework (NQF) sets out the levels against which a qualification can be recognised in England, Wales and Northern Ireland.

The NQF now comprises nine levels (entry level to level 8). Entry level and levels 1 to 3 did not change from NVQ levels. Levels 4 and 5 were divided into five levels.

This report aggregates all levels four and above into the same category. Further aggregations used in this report are defined as follows:

Higher Level is NQF 4 or above.

Middle Level includes NQF levels 2 and 3, Trade Apprenticeships and Other qualifications.

Lower Level includes below NQF2 and no qualifications.

Disability definitions used on the APS/LFS

The APS uses two different (but overlapping) definitions of disability to categorise respondents: the DDA definition and the work-limiting definition.

DDA definition: relates to those who identify themselves as having a current disability as covered by the 1995 Disability Discrimination Act. The Disability Discrimination Act (DDA) defines disability as 'a physical or mental impairment, which has a substantial and long term adverse effect on a person's ability to carry out normal day to day activities'. This covers people who said their disability would last more than a year and who said their disability would substantially limit their ability to carry out normal day to day activities. Additionally, people with progressive illnesses (eg cancer, multiple sclerosis) are also included under this definition. However, disabled people's organisations prefer a social approach, which defines disability as 'the loss or limitation of opportunities that prevent people who have impairments from taking part in the life of the community on an equal level with others due to physical and social barriers'.

The 'work-limiting' definition: relates to people who said they had a health problem or disability they felt would last more than a year and who said that the health problem or disability in question affected the kind or amount of work they could do.

People can be disabled according to one or both definitions – just under two-thirds of all disabled people (who qualify on either of the definitions) are disabled according to both definitions. In this report,

people who are disabled according to one or both definitions are referred to as 'disabled people'.

Dependent children, families and parents

Dependent children are children aged under 16 and those aged 16-18 who are never married and in full-time education.

A family unit comprises either a single person or a married/co-habiting couple on their own, or with children (who are never married and who have no children of their own) or lone parents with such children.

In the narrative, the term parents (and fathers and mothers) refers to those who have one or more dependent children living with them, or away at boarding school or university halls of residence. Adoptive and step-parents are included but foster parents and those who live in a separate household from their children are not. In this analysis, only parents of working-age are covered.

Lone parents are people with dependent children who head a lone parent family unit (i.e. are not living with a partner or spouse).

Economic activity

Economically active people are those aged over 16 who are either in employment or ILO unemployed (defined below). This group of people are those active in the labour force.

Economically inactive

People who are neither in employment nor unemployed (on the ILO measure). This group includes, for example, people who caring for their family or retired (as well as those aged under 16).

Employment

People aged 16 or over who did some paid work in the reference week (whether as an employee or self-employed); those who had a job that they were temporarily away from (eg on holiday); those on government supported training and employment programmes; and those doing unpaid family work (i.e. working in family business).

Employment rate (%)

The number of people in employment expressed as a percentage of the population in that age group.

Ethnic groups

Ethnic groups are defined using the National Statistics interim standard classification of ethnic groups. The final categories presented are broadly similar to those used in the 2001 Census (though there is no separate 'White Irish' category). The term BAME (Black, Asian & minority ethnic groups) is used in this context to refer to all ethnic groups except White groups.

ILO unemployment

The International Labour Organisation's (ILO) measure of unemployment refers to people without a job who were able to start work in two weeks following their APS interview and who had either looked for work in the four weeks prior to interview or were waiting to start a job they had already obtained.

ILO unemployment rate (%)

The percentage of economically active people who are unemployed on the ILO measure, usually refers to those aged 16 and over or those of working-age.

Metropolitan Counties

Local authorities included in each Metropolitan County of England are as follows:

Greater Manchester: Bolton, Bury, Manchester, Oldham, Rochdale, Salford, Stockport, Tameside, Trafford, Wigan

Merseyside: Knowsley, Liverpool, St. Helens, Sefton, Wirral

South Yorkshire: Barnsley, Doncaster, Rotherham, Sheffield

Tyne and Wear: Gateshead, Newcastle upon Tyne, North Tyneside, South Tyneside, Sunderland

West Midlands: Birmingham, Coventry, Dudley, Sandwell, Solihull, Walsall, Wolverhampton

West Yorkshire: Bradford, Calderdale, Kirklees, Leeds, Wakefield

Annual Survey of Hours and Earnings (AHSE)

(Chart 4)

The Annual Survey of Hours and Earnings (ASHE) is conducted in April each year to obtain information about the levels, distribution and make-up of earnings and hours worked for employees.

This data set provides information about earnings of employees who are living in an area, who are on adult rates and whose pay for the survey pay-period was not affected by absence.

ASHE is based on a sample of employee jobs taken from HM Revenue & Customs PAYE records. Information on earnings and hours is obtained in confidence from employers. ASHE does not cover the self-employed nor does it cover employees not paid during the reference period.

National Insurance Number Allocations to Adult Overseas Nationals entering the UK

(Charts 10 and 11)

Statistics from the Department for Work and Pensions based on adult overseas nationals registering for a National Insurance number for the purposes of work, benefits or tax credits. Geographic Breakdowns are available for Parliamentary Constituencies, Local Authorities, and Government Office Regions.

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Websites, references and further reading

Department for Work and Pension

www.dwp.gov.uk

Jobcentre Plus

www.jobcentreplus.gov.uk

Labour Market data from Nomis®

www.nomisweb.co.uk

Labour Market Statistics (regional), ONS

www.statistics.gov.uk/onlineproducts/lms_regional.asp

Regional Labour Market Summary, ONS

www.statistics.gov.uk/statbase/product.asp?vlnk=8281

Latest ONS Monthly regional data

www.statistics.gov.uk/StatBase/Product.asp?vlnk=15084

Latest ONS Time Series data in the 'Historical Supplement':

www.statistics.gov.uk/OnlineProducts/LMS_FR_HS.asp

Annual Survey of Hours and Earnings

<https://www.nomisweb.co.uk/articles/showArticle.asp?title=Information&article=ref/ashe/ashe-main.htm>

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<http://www.london.gov.uk/sites/default/files/dmag/Update%2020-2010%20Worklessness%20in%20London.pdf>

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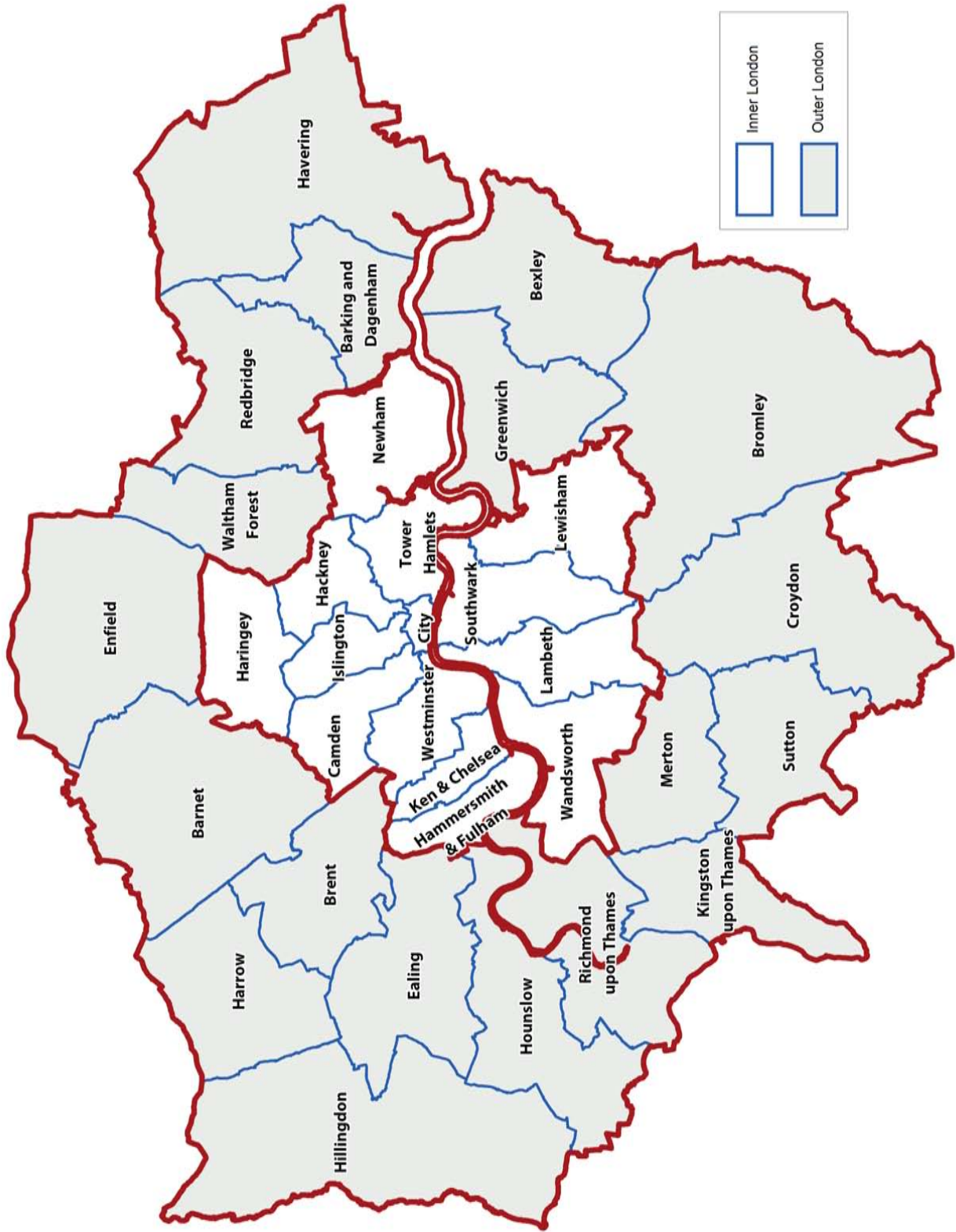
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The London Story 2010 report

<http://lseo.org.uk/the-london-story>



This map shows the ONS definition of inner / outer London. The replacement London Plan uses a different definition.