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Mini-Jobs in the London Labour Market

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Introduction

The concept of “mini jobs” came to the fore during the welfare reforms of the early to mid 2000’s when the Labour Government embarked on a series of initiatives aimed at increasing employment rates amongst lone parents. Policy makers believed that mini-jobs, jobs working less than 16 hours, were useful stepping stones for either parents or lone parents who had a desire to return to work gradually. Qualitative and quantitative studies during this period supported this assumption and suggested that “mini-jobs” improved motivation, work habits and employability, as well as supporting the view that people did transfer from mini-jobs to working 16 hours or more. However, the evidence for the latter transition effect was mixed as the role of the “mini-job” or mini-jobs in the transition to working longer hours may well have been overstated.

In more recent times, mini-jobs have returned to the policy agenda as a result of the current Government’s welfare reforms. These include the introduction of the Universal Credit, which has the specific aim of increasing work incentives across the board (including jobs working less than 16 hours), and increasing the obligation placed upon parents claiming benefits to look for and start work. Whilst this latter policy is an extension of the previous Government’s agenda, the former is very much the foundation of attempts to bring the UK welfare system into the 21st Century.

In addition to greater incentives and obligations, the Government has extended and increased the level of support available to those wishing to enter or re-enter the labour market in a short hours role. For example, parents can claim up to 15 hours per week of free child care for three and four year olds. Parents will also be able to claim up to 70 per cent of child care costs back through the tax credits system and where this previously only applied to those working 16 hours or more, it has now been extended to those working fewer hours, potentially benefitting around 80,000 families.

If people behave as the economic models suggest by responding favourably to the new incentives and increased levels of support (all other things being equal), then we might expect to see an increase in demand for short hour jobs. However, we are less sure how this will impact on the number or type of mini-jobs in the wider economy, or whether mini-jobs are in fact viable work options.

This analysis sets a baseline for the future exploration of mini-jobs in London. It provides a snapshot of the quantity and relative quality of mini-jobs, as well as enabling us to understand the wider characteristics and composition of the mini-job workforce. Through this initial work we hope to lay the foundations for an informed debate on mini-jobs and their role in London’s economy, whether as a potential stepping stone for parents and mothers to get back to full-time work, or for students to earn a little extra whilst studying for full-time education.

Key Findings

The analysis presented here uses the Annual Population Survey dataset. This is provided under special license agreement with the Office for National Statistics and the Economic and Social Data Service (ESDS). For more information see Appendix. A.

Overall Characteristics

- During 2010, 240,000 Londoners were employed in roles requiring less than 16 hours .
- Three in five mini-job workers did not want a full-time job, whilst a further 25 per cent were students or at school.
- Mini-job workers are more than twice as likely as the average worker to hold more than one job.
- Females were more than twice as likely to work in mini-jobs as males.
- Couple parent mothers are the most likely group to be employed in roles requiring less than 16 hours, more than twice as likely as lone parent mothers.
- In general, Londoners working less than 16 hours per week are less well qualified than those working longer hours. Only 36 per cent are qualified to degree level compared with 55 per cent of full-time workers.

Employment Characteristics

- Mini-job workers are under-represented among the highly skilled workforce and are more likely to be employed in sales and customer services or elementary occupations than their full-time counterparts.
- Mini-jobs are concentrated in the public admin, education and health (36 per cent) and distribution, hotels and restaurants (27 per cent) sectors.
- More than a quarter of those in roles of less than 16 hours had been with their current employer for less than a year.

- One in five is in a temporary role compared with just one in twenty of those in full-time employment.
- The main reasons given for temporary employment among mini-jobs workers were seasonal or casual work and working with an employment agency or on a contract or fixed period arrangement.

Pay

- Mini-job workers are extremely concentrated at the lower end of the income distribution.
- The median rate of pay for mini-jobs workers in London was £8 per hour in 2010, compared with £15 per hour for full-time workers.
- A fifth earned less than £5.90 per hour.
- Those in roles of less than 16 hours per week are over-represented in sectors where median pay is lowest (distribution, hotels and restaurants - £6.50 per hour).
- Those who are employed in sectors which are typically more highly paid, such as banking and finance, are worst off relative to the overall average for those sectors. For example, those in banking and finance and working less than 16 hours earned just over half of that by the average worker in that sector.

Travel

- The average journey to work for a Londoner working less than 16 hours per week took 28 minutes to complete in 2010, 12 minutes less than that of their full-time equivalents.
- Indeed, four in ten mini-job workers take less than 20 minutes to travel between work and home.
- The difference in journey times according to place of work is marked. Those working in outer London spend 14 minutes less per journey getting to work than those employed in central London locations.
- Short hours workers in London are more than twice as likely to live and work in the same local authority as full-time workers.

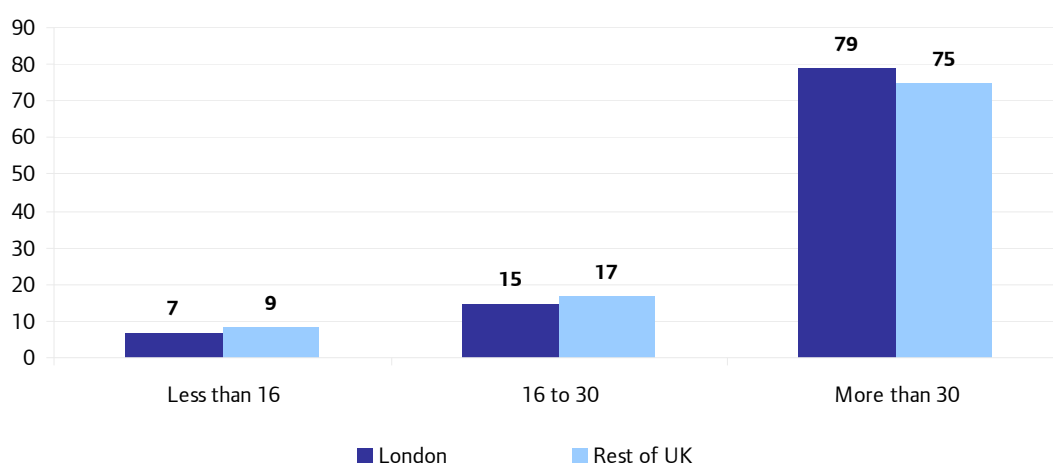
- An important consideration in travel and employment location choices is childcare. Three in ten mini-job workers are parents. This may be behind the greater tendency for localised employment choices among short hours workers.
- Those working less than 16 hours are less than half as likely to travel by railway, train, underground train, light railway train or tram as full-time workers. In contrast, bus, coach or private bus proved a more popular travel method.

Overall Characteristics

There were over 4.2 million people in employment in London in 2010. Of those in employment, 236,000 people were working less than 16 hours per week, equivalent to six per cent of the total. Looking at those who are resident in London in isolation shows that of the 3.7 million Londoners in employment, 240,000 were working less than 16 hours per week (seven per cent). The remainder of this report will present data relating to those who are resident in London.

The proportion working less than 16 hours per week in the rest of the UK was slightly higher at nine per cent. This reflects the overall pattern of greater prominence for part-time employment in the rest of the UK, where 26 per cent of all those in employment worked in part-time roles (less than 30 hours), compared with 22 per cent of Londoners (See Chart 1).

Chart 1: Employment by residence and hours worked, per cent, 2010

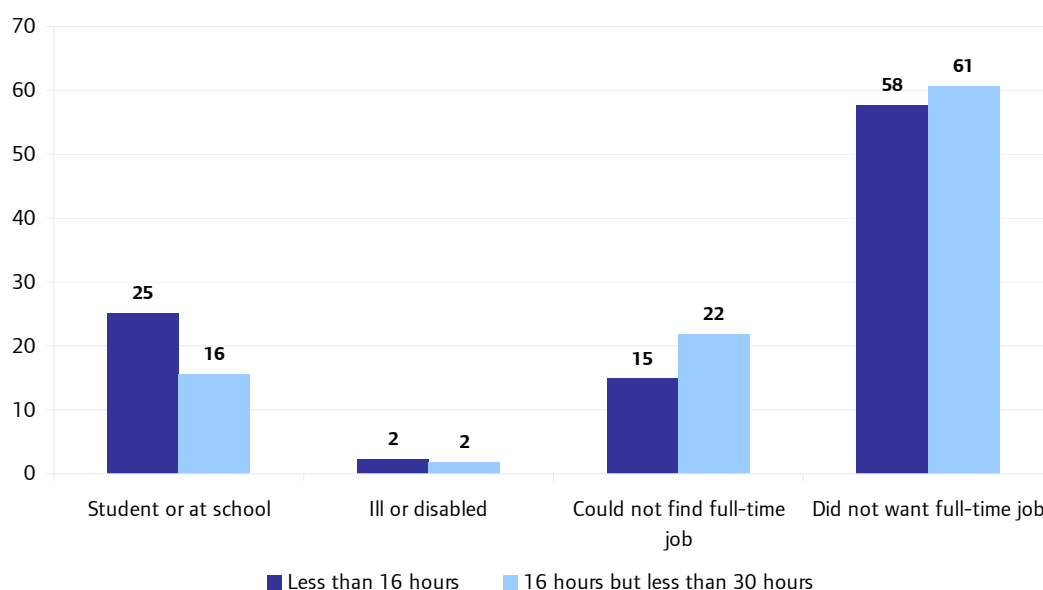


Source: Annual Population Survey, Jan-Dec 2010

Reason for part-time employment

One in four Londoners in roles of less than 16 hours are working part-time because they are students or at school, nine percentage points higher than the proportion for those working 16-30 hours (See Chart 2). The proportion who were working in part-time roles due to illness/disability or because they did not want a full-time job varied little according to whether working less or more than 16 hours. However, those working 16 hours or more are seven percentage points more likely to be in part-time roles because they could not find a full-time job than their counterparts working fewer hours.

Chart 2: Employment by hours worked and reason for working part-time, London, per cent, 2010

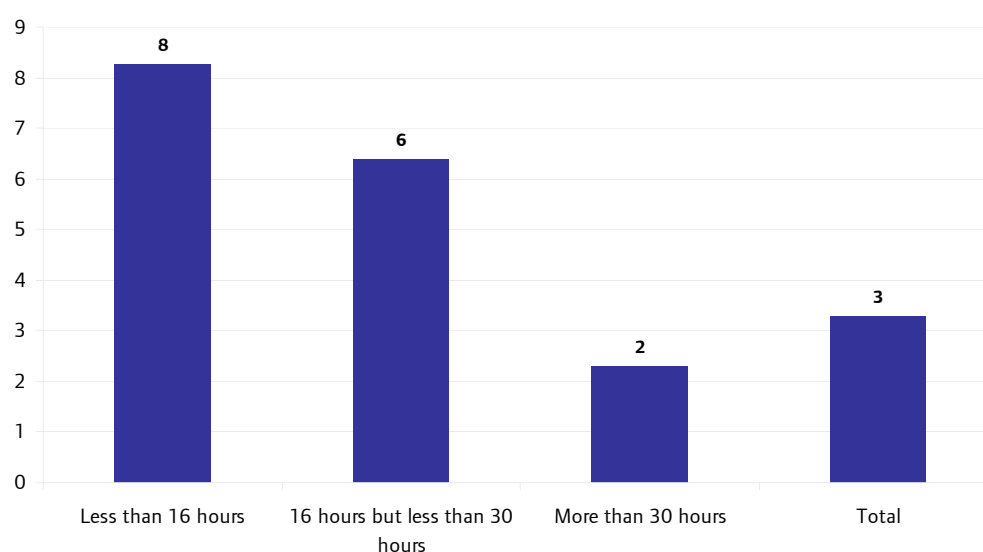


Source: Annual Population Survey, Jan-Dec 2010

Second Job

Chart 3 shows those Londoners working less than 16 hours per week were more than twice as likely as the average Londoner to hold more than one job, though as a proportion of all those in that category, the share is relatively small at eight per cent and there is little between those working less than 16 hours and those at least 16 but less than 30 hours per week (six per cent).

Chart 3: Percentage with a second job, by hours worked, London, 2010



Source: Annual Population Survey, Jan-Dec 2010

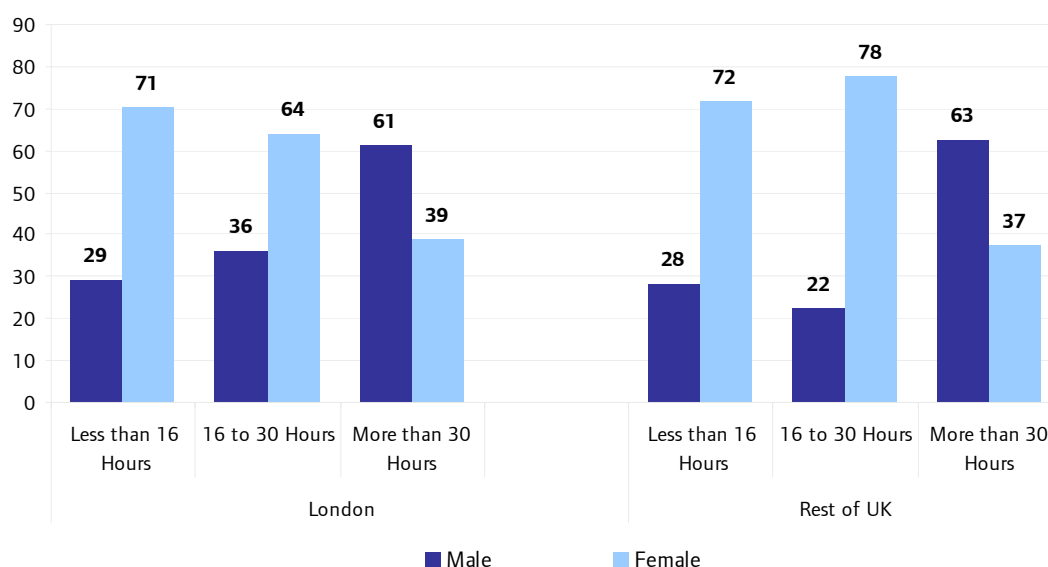
Gender

Almost 169,000 females were working less than 16 hours in London during 2010, compared with just over 70,000 males. In terms of share of total employment for each gender, females are more than twice as likely to be employed in roles requiring less than 16 hours (10 per cent) than males (four per cent). The picture is very similar in the rest of the UK, where females remain more than twice as likely to be employed in such roles compared with males, though the proportions for each gender are slightly higher at 13 per cent and 5 per cent respectively.

In total, females accounted for 71 per cent of all those working less than 16 hours in London. This falls to 64 per cent for those working more than 16 hours but less than 30 hours per week. In the rest of the UK, the share for those working less than 16 hours is similar at 72 per cent, however, females working more than 16 hours but less than 30 account for 78 per cent of the total, 14 percentage points higher than the London share (See Chart 4).

In summary, there is very little difference between London and the rest of the UK in terms of the likelihood for females to undertake paid employment of less than 16 hours when compared to males. However, females in the rest of the UK account for a significantly larger share of 16-30 hours employment than those in London, relative to males.

Chart 4: Employment by gender, residence and hours worked, per cent, 2010



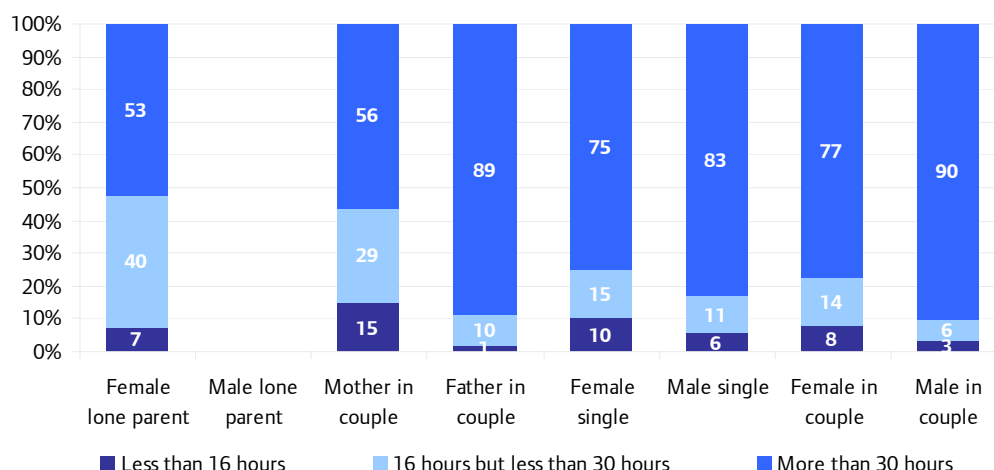
Source: Annual Population Survey, Jan – Dec 2010

Parenthood

Overall, lone parent females were the most likely parental group to be employed in part-time roles, with 47 per cent working 30 hours or less, compared with 44 per cent of couple mothers, and 25 per cent of single females. However, couple parent mothers were more likely to be employed in roles of 16 hours or less at 15 per cent compared with just seven per cent of lone

parent females, perhaps reflecting reduced financial pressure among mothers with dual sources of income (See Chart 5).

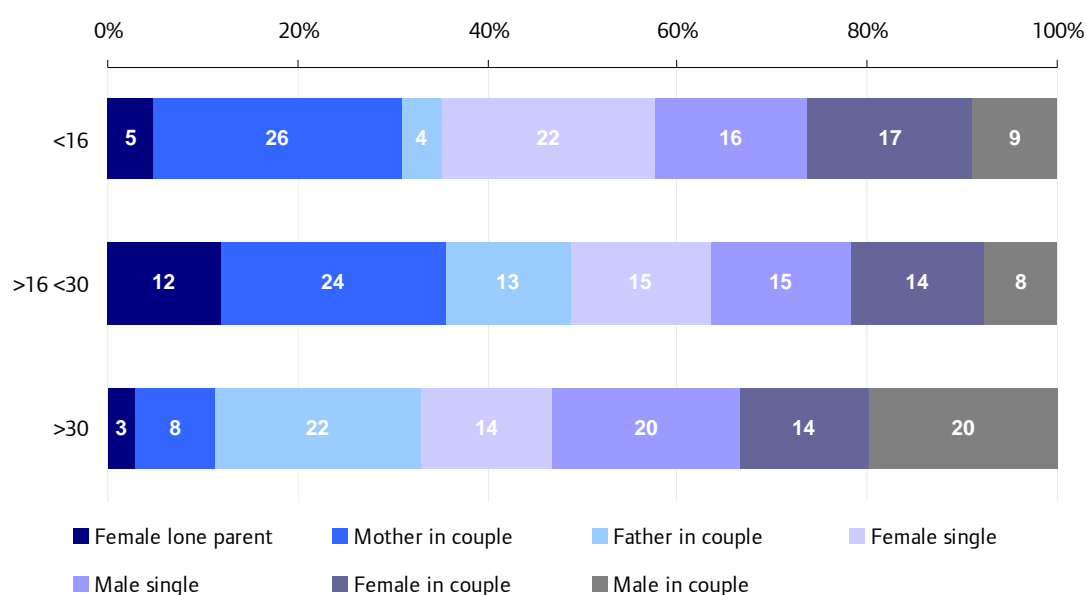
Chart 5: Parental status by hours worked, London, 2010



Source: Annual Population Survey, Jan – Dec 2010

Mothers in a couple formed the largest share of Londoners employed in short-hours roles at 26 per cent. In contrast, the same group account for just eight per cent of Londoners employed on a full time basis. The picture for fathers in couples is almost the reverse, accounting for just four per cent of those working less than 16 hours but 22 per cent of full-time workers. Other significant differences exist for single males who form a smaller share of full-time than short-hours employment and males in couples who account for a greater share of full time (20 per cent) than short-hours employment (9 per cent).

Chart 6: Number of hours worked by parental status, London, 2010

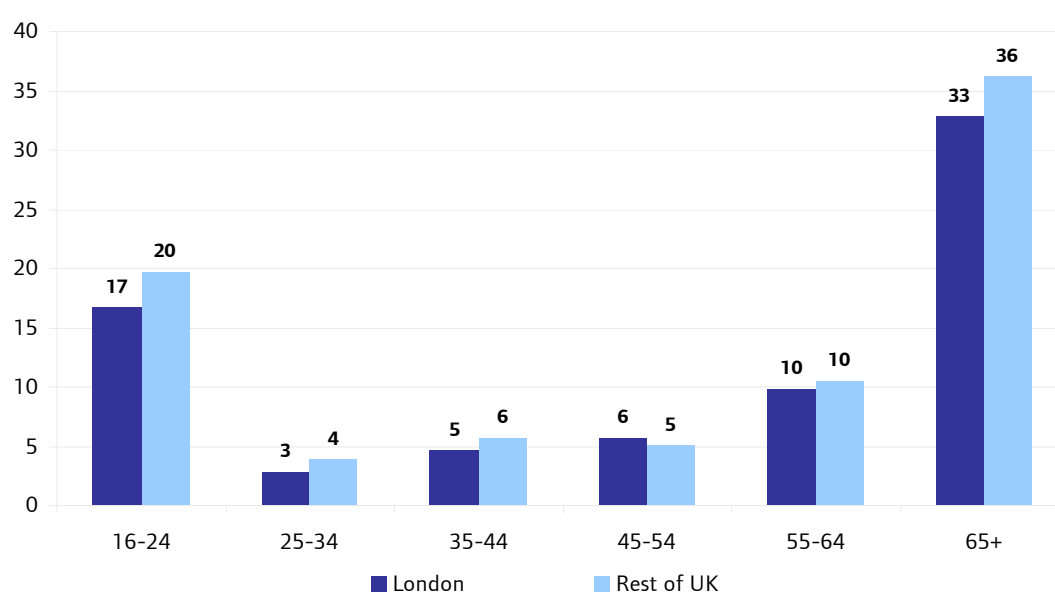


Source: Annual Population Survey, Jan-Dec 2010

Age group

The propensity for paid employment of less than 16 hours per week is highest amongst those aged 65 or higher (See Chart 7). One in three of those aged 65 and over and in employment work less than 16 hours a week in London – equivalent to 24,000 people. The young also show a high propensity for short-hours employment, with 17 per cent working less than 16 hours. Between ages 25 and 64, the likelihood of being employed in roles requiring less than 16 hours per week increases with age. The rest of the UK has slightly higher rates across all but one age-group.

Chart 7: Percentage of employed population working less than 16 hours per week by residence and broad-age group, per cent, 2010



Source: Annual Population Survey, Jan-Dec 2010

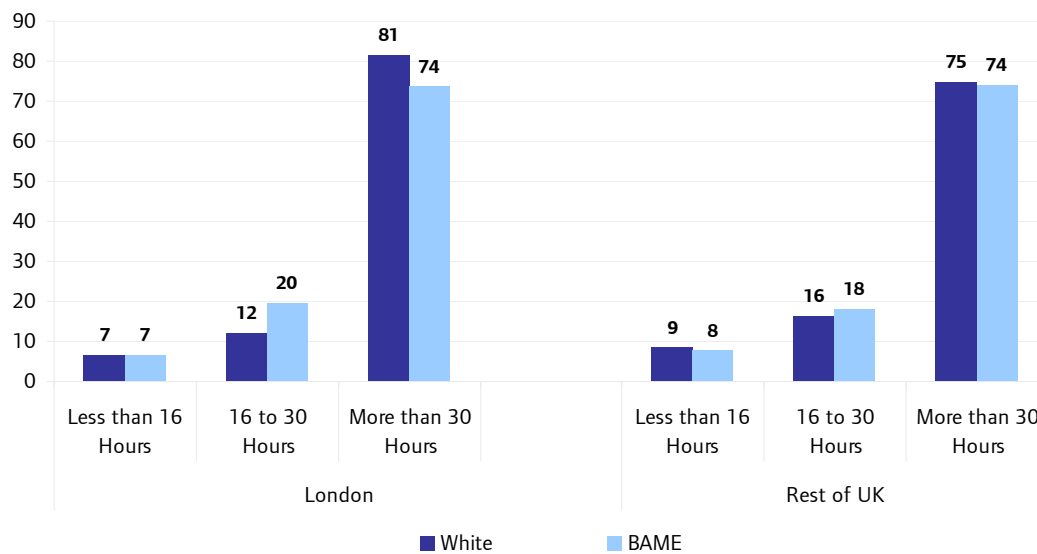
Ethnicity

There were almost 2.5 million white Londoners in employment in 2010, of which seven per cent (161,000) were in roles requiring less than 16 hours per week. BAME Londoners accounted for the remaining 1.1 million of the working population. Close to 78,000 were working less than 16 hours per week, also equivalent to 7 per cent of the BAME workforce. BAME workers were however more likely to be employed in roles of more than 16 hours but less than 30 at 20 per cent compared to 12 per cent of the white workforce. The 20 per cent of BAME workers employed in roles of between 16 and 30 hours in London is slightly higher than the equivalent figure for the rest of the UK. In contrast, White Londoners are slightly less likely to be employed in such roles compared with their counterparts in the rest of the UK (See Chart 8).

Country of Birth

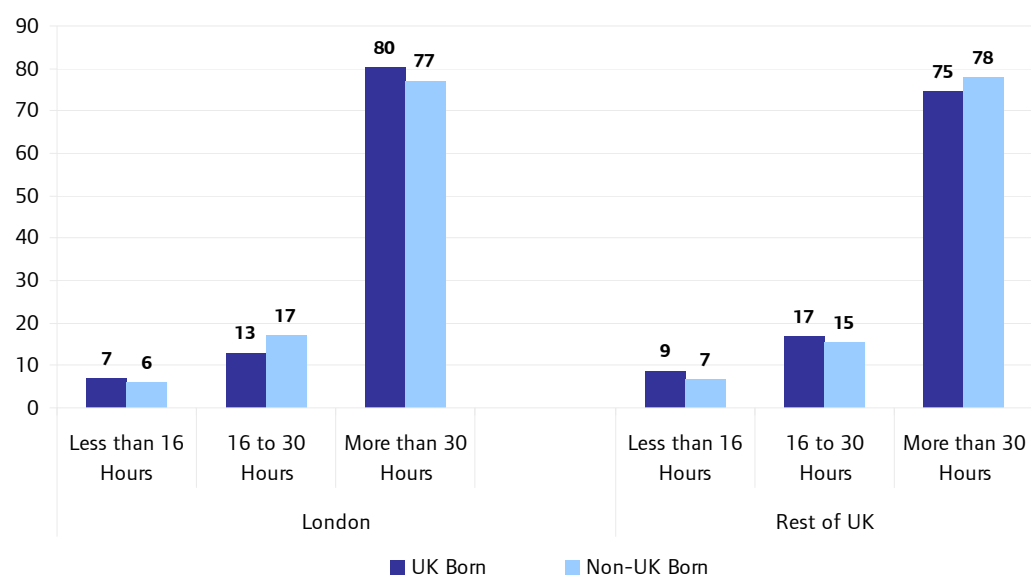
In 2010, there were almost 1.4 million people employed in London who were born outside the UK. Those working in roles of less than 16 hours a week numbered 84,000 equivalent to six per cent. Non-UK born workers are slightly more likely to be employed in roles of 16-30 hours compared to their UK born equivalents and slightly less likely to be employed in full-time roles. Interestingly, this pattern is reversed elsewhere in the UK although the differences are marginal (See chart 9).

Chart 8: Employment by residence, ethnicity and hours worked, per cent, 2010



Source: Annual Population Survey, Jan-Dec 2010

Chart 9: Employment by residence, country of birth and hours worked, per cent, 2010

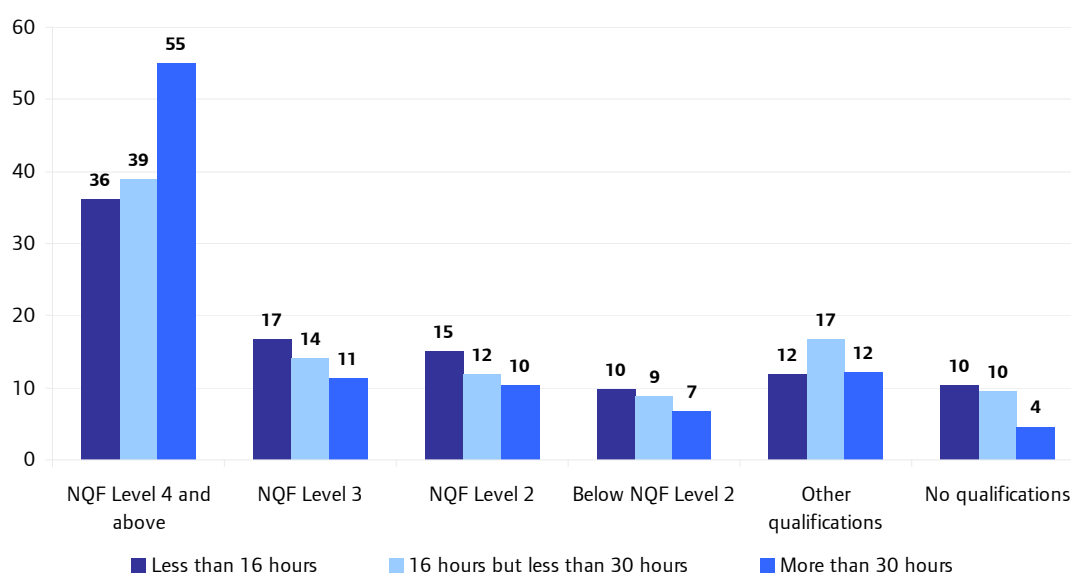


Source: Annual Population Survey, Jan – Dec 2010

Qualification Level

In general, Londoners working in roles requiring less than 16 hours per week are less well qualified than those working longer hours. Just over a third of those employed in such roles are qualified to degree level, 19 percentage points lower than those working 30 hours or more, but similar to those working between 16 and 30 hours per week (See Chart 10). At the opposite end of the qualification scale, one in ten Londoners in short-hours employment have no qualifications, more than twice the rate of those working 30 hours or more (four per cent). Short-hours workers are slightly more likely to be qualified National Qualification Framework (NQF) level 3 or 2, though this may in part reflect the presence of a relatively large number of those who recently left further education to enter higher education and as such, are studying towards higher qualification levels.

Chart 10: Employment by hours worked and highest level of qualification, London, per cent, 2010



Source: Annual Population Survey, Jan – Dec 2010

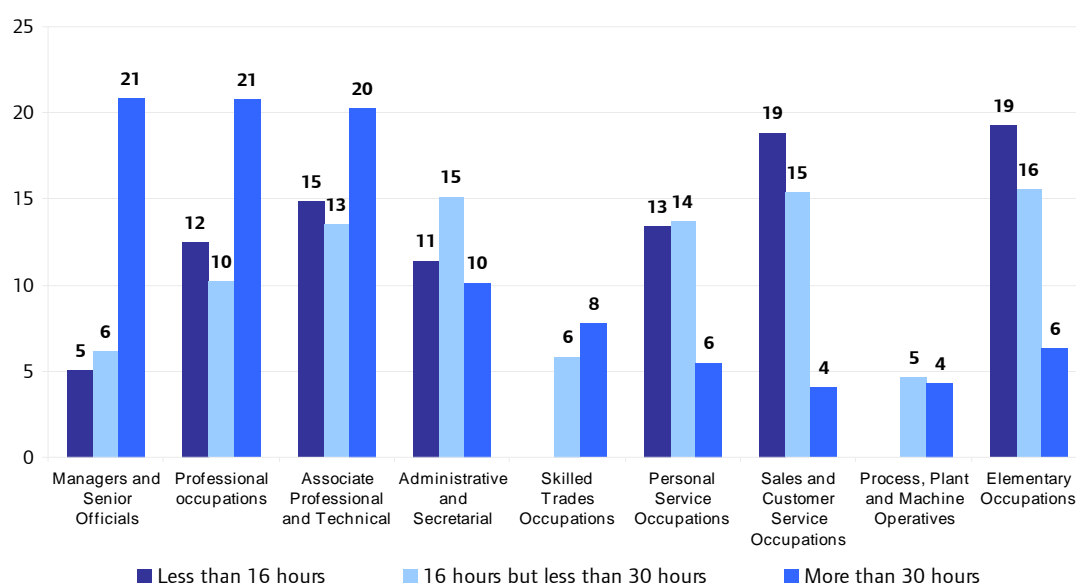
Employment Characteristics

Occupation

Taking the three highest skilled groups within the occupational classification shows that those working less than 16 hours are under-represented among the highly skilled workforce relative to their full-time counterparts, though slightly more likely to work in such occupations than part-time workers who have longer hours. Almost a third of those working less than 16 hours per week are employed in manager and senior officials, professional occupation or associate professional and technical roles, compared with 62 per cent of full-time employees and 27 per cent of those working between 16 and 30 hours per week.

In contrast short-hours workers are more likely to be employed in sales and customer service occupations (19 per cent) or elementary occupations (19 per cent) than their full-time equivalents (4 and 6 per cent respectively) (See Chart 11).

Chart 11: Employment by hours worked and occupational classification, London, per cent, 2010



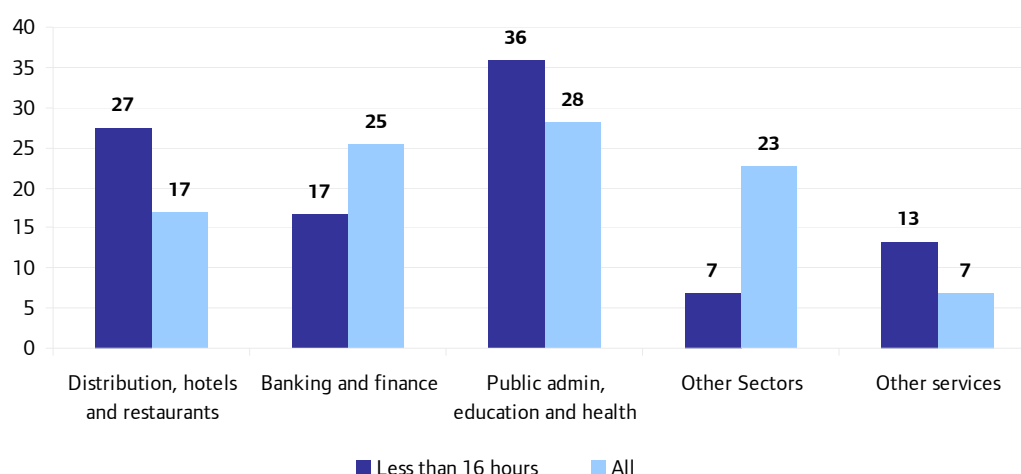
Data for the "Skilled Trades Occupations" and "Process, Plant and Machine Operatives" have been suppressed due to small sample sizes.

Source: Annual Population Survey, Jan-Dec 2010

Chart 12 compares the distribution of employment by industry of occupation for those working less than 16 hours per week with the average for all workers. Where individuals have more than one job they are counted here on the classification of their "main job". The data show that 36 per cent of those working less than 16 hours per week were employed in the public admin, education and health sectors, followed by a further 27 per cent in the distribution, hotels and restaurant sectors. Short-hours workers are noticeably over-represented in these sectors relative to the overall average for employed Londoners (See Chart 12).

In contrast, short-hours employees are eight percentage points less likely to be employed in the banking and finance sector in London. The other sectors category in this instance refers to a grouping of the following industry sectors; agriculture, forestry and fishing; energy and water, manufacturing, construction, and transport and communication. These sectors have been grouped together due to small sample sizes in the individual categories. Taken collectively, Londoners working less than 16 hours are far less likely to work in these sectors than their counterparts working longer hours at 7 per cent and 23 per cent respectively.

Chart 12: Employment by hours worked and industry of occupation, London, per cent, 2010



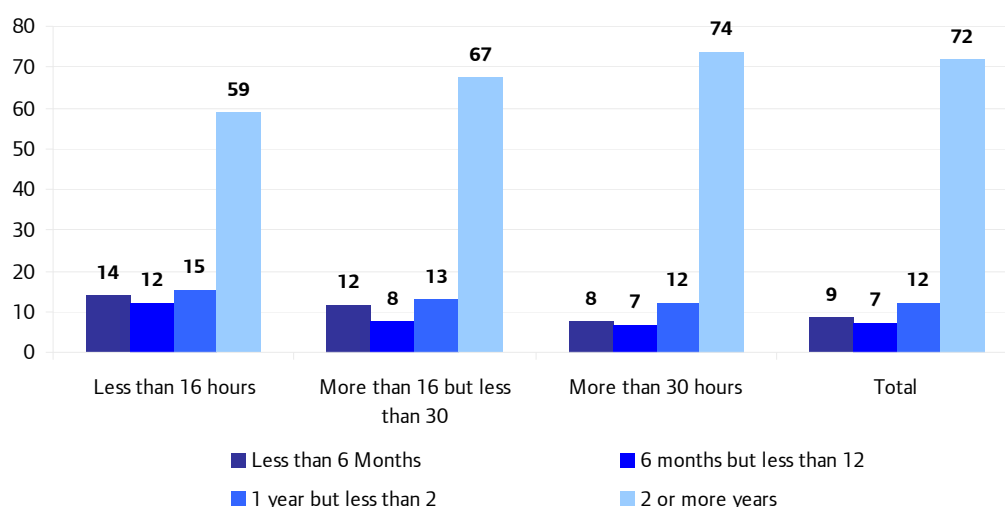
The category 'Other Sectors' refers to a grouping of the following sectors; agriculture, forestry and fishing, energy and water, manufacturing, construction and communication. These sectors have been grouped together due to small sample sizes in the individual categories.

Source: Annual Population Survey, Jan-Dec 2010

Employment Tenure

Short-hours workers in London are less likely to have been with their current employer for two years or more than those who work a greater number of hours per week at 59 per cent compared with 72 per cent overall and 74 per cent when looking exclusively at full-time work. Time spent with current employer increases with number of hours worked and indeed, more than a quarter of those working in roles of less than 16 hours per week have been with their current employer for less than a year. This compared with a fifth of those working between 16 and 30 hours and just 15 per cent for full-time workers (See Chart 13).

Chart 13: Employment by hours worked and time spent with current employer, London, per cent, 2010

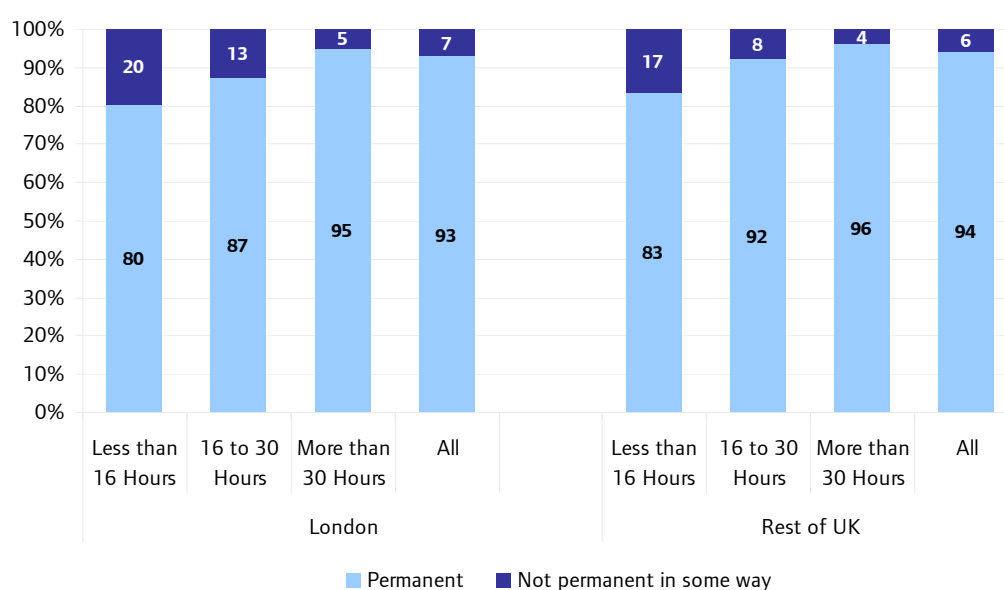


Source: Annual Population Survey, Jan-Dec 2010

Temporary Employment

Those Londoners in roles of less than 16 hours per week are more likely to work in temporary roles than those who work in jobs with a great number of hours. One in five Londoners working less than 16 hours has a temporary role compared with just one in twenty of those who work more than 30 hours. Temporary employment among short-hours workers is also slightly more prominent in London compared with the rest of the UK, where 17 per cent are employed in non-permanent roles (See Chart 14).

Chart 14: Employment by hours worked, permanency and residence, 2010

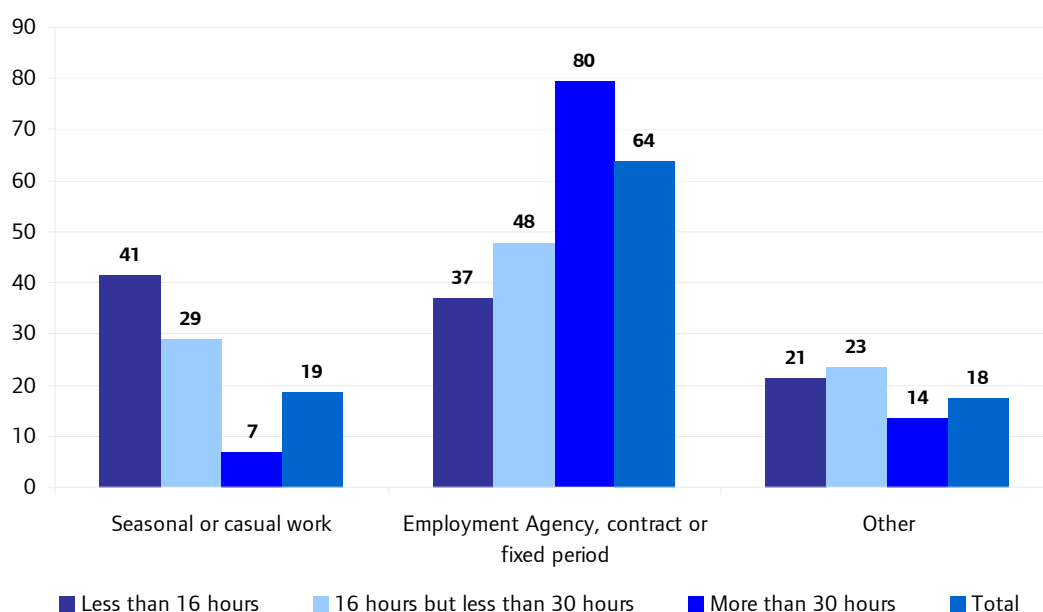


Source: Annual Population Survey, Jan-Dec 2010

Reason for temporary employment

Two in five Londoners working less than 16 hours per week in temporary roles gave seasonal or casual work as the reason they were not in permanent employment. A further two in five cited working for an employment agency or on a contract or fixed period as the reason their current employment was temporary, with the remaining fifth suggesting their employment was not permanent in “some other way”. Seasonal or casual work is far more prominent among those working less than 16 hours per week compared with those working longer hours. Just seven per cent of those in temporary roles and working 30 hours or more were undertaking casual or seasonal employment, 34 percentage points lower than the proportion of those working less than 16 hours. Conversely, those working more than 30 hours per week in temporary employment were twice as likely to be doing so through an employment agency or on a fixed period or contract basis (see Chart 15)

Chart 15: Employment by hours worked and reason for non-permanent employment, London, percent, 2010



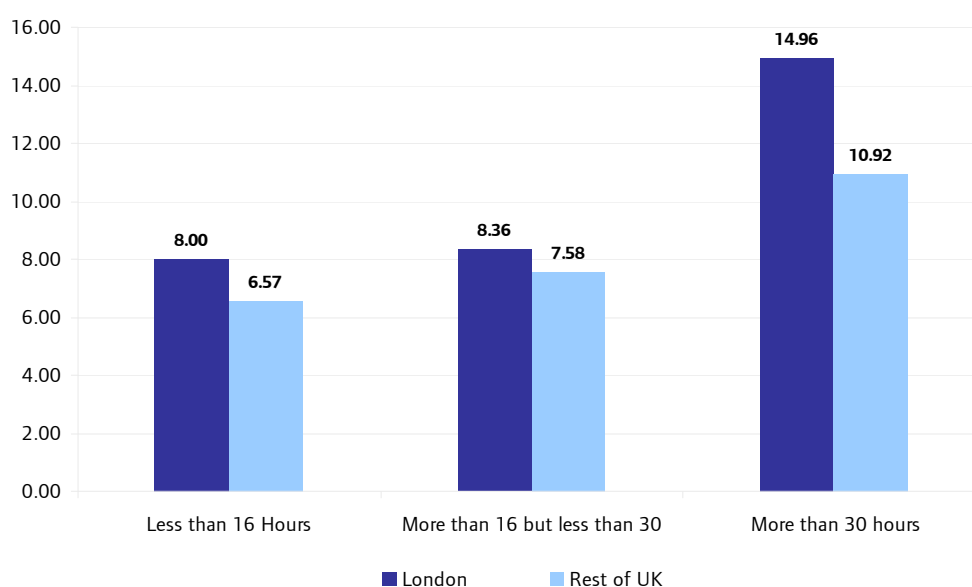
Source: Annual Population Survey, Jan-Dec 2010

Pay

Hourly Pay

The average Londoner working less than 16 hours earned eight pounds per hour in 2010. Those working between 16 and 30 hours, had very similar hourly earnings, however, full-time workers were significantly better off at fifteen pounds per hour, almost double that of short-hours workers (See Chart 16).

Chart 16: Median gross hourly pay by hours worked and residence, (£), 2010



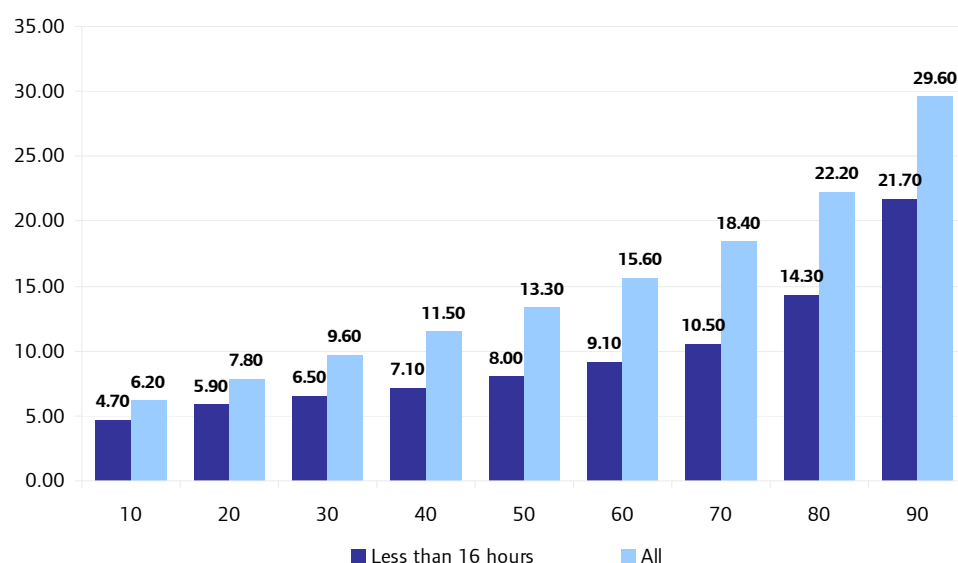
Source: Annual Population Survey, Jan-Dec 2010

Londoners were better off than those in the rest of the UK across all three categories, however the pay gap is by far the largest for those working 30 hours or more at £4 per hour. This means a full-time worker living in the rest of the UK earns just 73 per cent of the hourly wage of their equivalent in London.

Distribution of hourly pay

Chart 17 gives more information about the distribution of hourly pay in London. At the 50th percentile or median, a Londoner working less than 16 hours can expect to earn 60 per cent of that earned by the average worker. One fifth of all Londoners employed in roles requiring less than 16 hours per week earned less than £5.90 per hour (less than the minimum wage for those aged 21 and over). Those working less than 16 hours would have to be in the highest 20 per cent of their income distribution to earn at least the same as the median value for an average working Londoner.

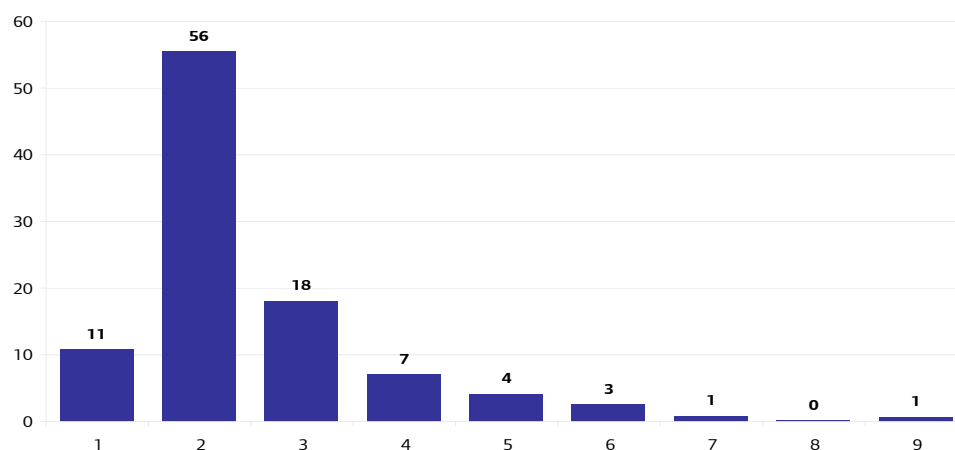
Chart 17: Income thresholds by employed population percentile and hours worked, (£), 2010



Source: Annual Population Survey, Jan-Dec 2010

Chart 18 emphasises the issue of relatively low levels of pay for those in short-hours employment. This method divides the range of incomes from lowest to highest in to ten equal ranges (incomes are capped at £50 per hour to reduce the influence of very few extremely high earners). The number of people in each range of income are then expressed as a percentage of the total number of people employed in short-hours jobs and earning less than £50 per hour, in London. Short-hours workers are extremely concentrated at the lower end of the income distribution. Two thirds of short-hours workers have rates of hourly pay which rank in the lowest 20 per cent of the income range. In fact, just five per cent of all those employed in roles of less than 16 hours per week have hourly pay rates which are in the top half of the distribution.

Chart 18: Income distribution for those working less than 16 hours per week, London, per cent, 2010



Source: Annual Population Survey, Jan-Dec 2010

Hourly pay by occupation and industry

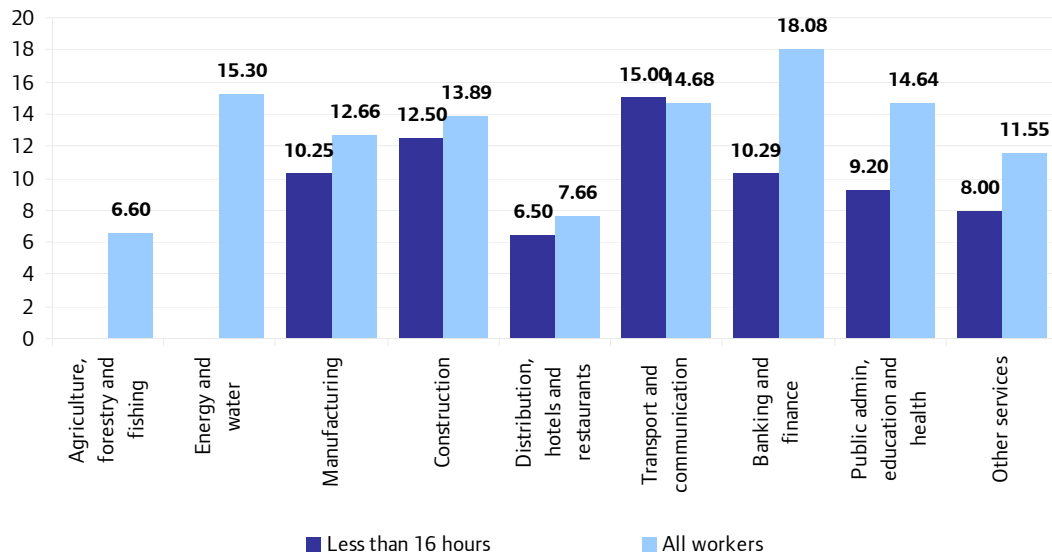
Chart 12 in the previous section illustrated the relative over-representation of short-hours workers in the distribution, hotels and restaurants sector with more than a quarter of all those employed in roles of less than 16 hours employed in this sector, ten percentage points higher than the proportion for all workers. Chart 19 overleaf, examines the median pay of those in short-hours employment against the average for all employed Londoners. Those employed in the distribution, hotels and restaurants sector and working less than 16 hours had median earnings of £6.50 per hour, the lowest rate of pay across all sectors for which data is available.

In terms of share of employment short-hours workers are under-represented in the banking and finance sector in London to the extent that compared to the average for all workers, those working less than 16 hours are eight percentage points less likely to working in the sector. Chart 19 shows that for those who *are* employed in short-hours roles in the banking and finance sector, the pay gap between median earnings for this group and the overall average is higher than for any other sector at almost eight pounds per hour. That is, an employee working less than 16 hours a week could expect to earn 44 per cent less per hour than the median for all employees in that sector.

In summary, short-hours workers are over-represented in sectors where median pay is lowest and those who *are* employed in sectors which are typically more highly paid, such as banking and finance, are worst of relative to the overall average for those sectors. This further emphasises the conclusions drawn earlier around the concentration of short-hours workers in roles which are low paid in both absolute and relative terms.

Chart 20 develops this point further by looking at median hourly pay by type of occupation and finds that the two sectors where short-hours workers are hugely over represented (38 per cent of the short-hours workforce in London are employed in the sales and customer service or elementary occupations groups compared to just ten per cent of full-time workers) are the lowest paid occupational classifications at £6.43 and £7.22 per hour respectively.

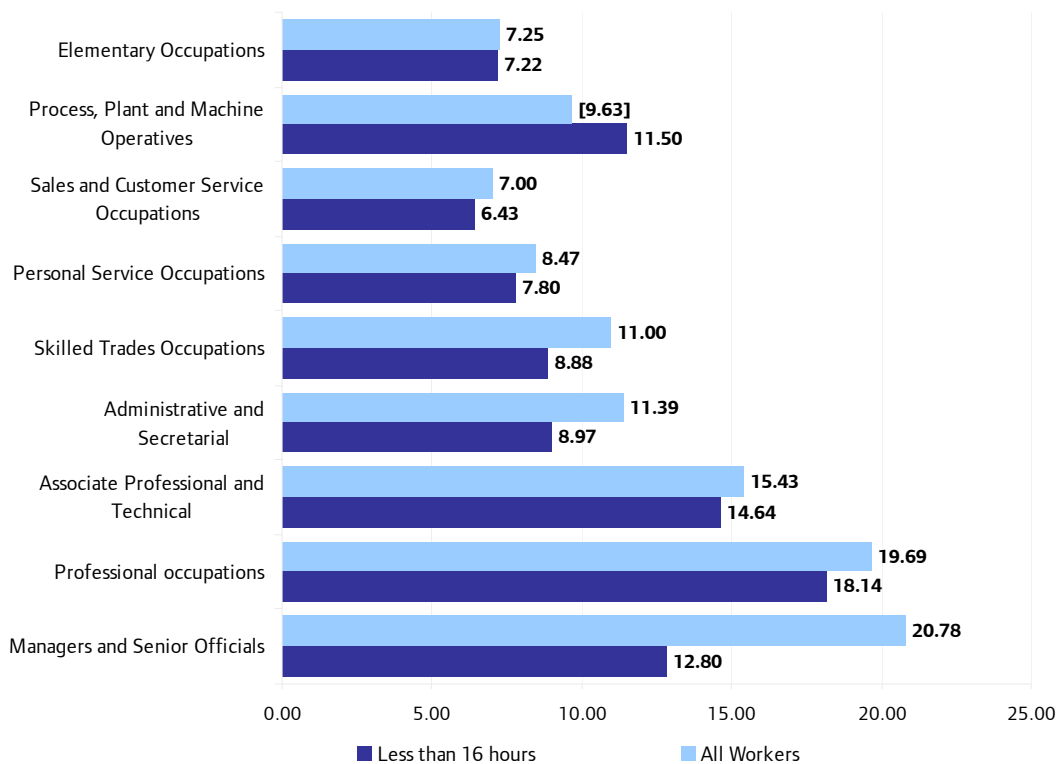
Chart 19: Median gross hourly pay by industry of occupation and hours worked, London, (£), 2010



Data for the 'Agriculture, forestry and fishing' and 'Energy and water' sectors have been suppressed due to small sample sizes.

Source: Annual Population Survey, Jan-Dec 2010

Chart 20: Median gross hourly pay by industry of occupation and hours worked, London, (£), 2010



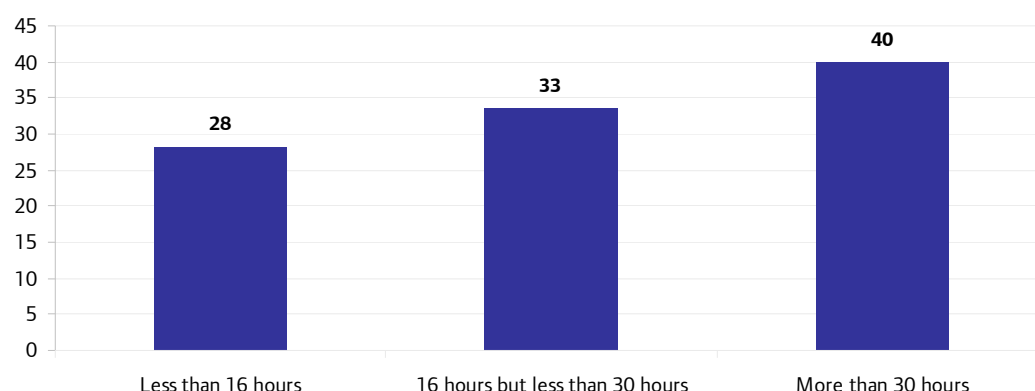
Source: Annual Population Survey, Jan-Dec 2010

Travel to work

Home to work travel times

The Annual Population Survey provides a useful insight into the time spent travelling to work and the main mode of transport used in that journey. Chart 21 shows the mean home to work travel time in minutes. The average journey to work for a Londoner working less than 16 hours per week took 28 minutes to complete, 30 per cent less than the average journey for a full time worker and five minutes less than those working between 16 and 30 hours.

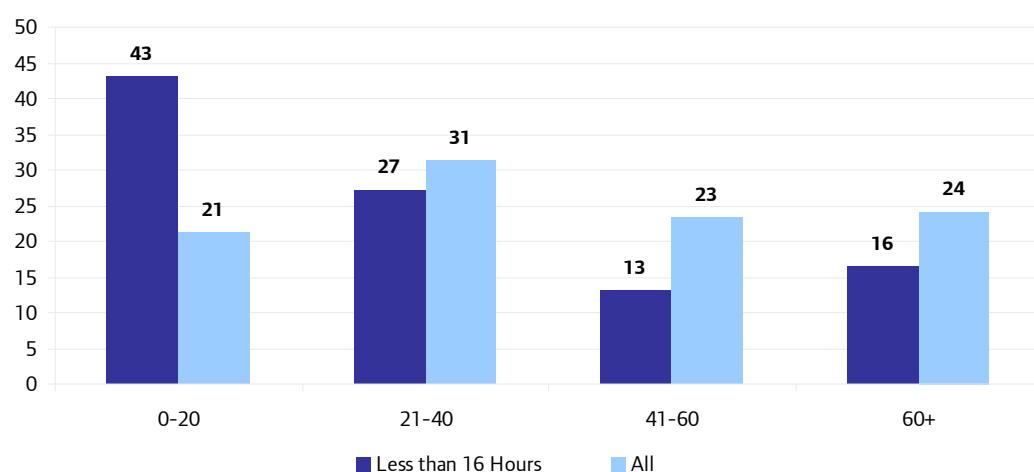
Chart 21: Mean home to work travel times by hours worked, London, minutes, 2010



Source: Annual Population Survey, Jan-Dec 2010

Examining the distribution of journey times emphasises the impression that those working fewer hours tend to spend less time travelling to work. Chart 22 shows that more than four in ten Londoners working less than 16 hours per week spend less than 20 minutes travelling from home to work. This is more than double the average for all workers resident in London.

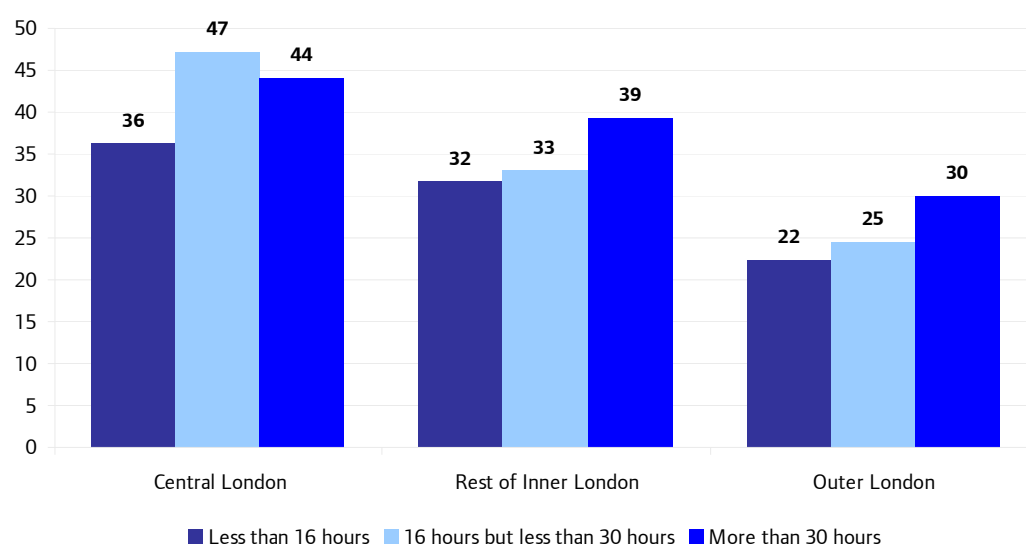
Chart 22: Distribution of home to work travel times by hours worked, London, per cent, 2010



Source: Annual Population Survey, Jan-Dec 2010

Looking at travel times by workplace area shows that those working in Central London have longer mean travel times than those employed in either the rest of Inner London or Outer London regardless of the number of hours worked. The difference in journey times between Central and Outer London workplaces for short-hours workers is marked, with those employed in Outer London spending 14 minutes (40 per cent) less time per journey. Journey times for short-hours workers are lower than for those working in roles requiring more than 16 hours regardless of workplace area (See Chart 23).

Chart 23: Mean home to work travel times by workplace area and number of hours worked, London, minutes, 2010

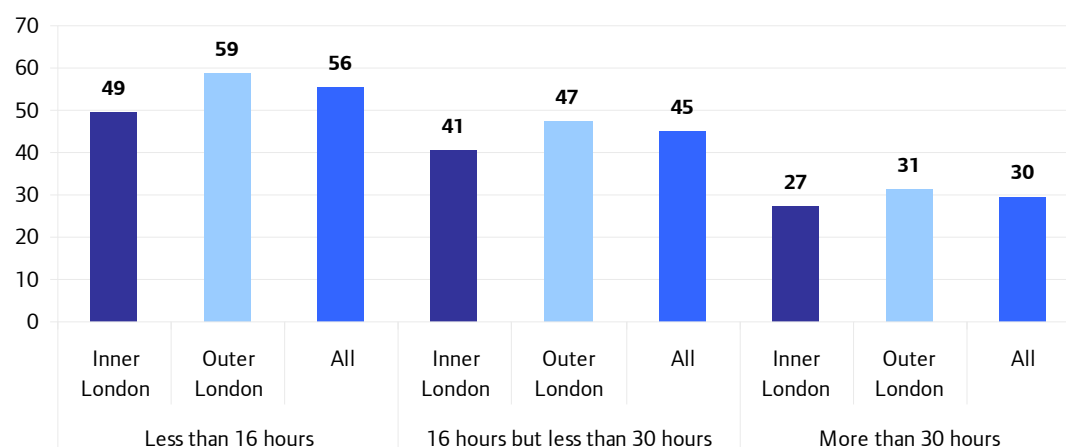


Source: Annual Population Survey, Jan–Dec 2010

Chart 24 looks at the relative propensity for Londoners to live and work in the same local authority by their region of residence and the number of hours worked. The chart emphasises the point apparent when looking at journey times, whereby those working less than 16 hours a week favour working locally when compared with those working in roles with larger numbers of hours. Overall short-hours workers living in London are almost twice as likely to live and work in the same local authority as those who work 30 or more hours per week. The proportion of employees operating in this manner is higher in Outer London than Inner London across all hours worked, however it reaches its peak with those working less than 16 hours where those resident in Outer London are ten percentage points more likely to live and work in the same borough as their counterparts in Inner London.

Perhaps an important consideration when interpreting this data is that of childcare arrangements and the impact of these on the employment choices of a person considering short-hours employment. Three in ten Londoners working in roles of less than 16 hours per week are parents (see Chart 5). As such, working locally, with shorter journey times and relatively cheaper modes of transport are likely to be favourable employment attributes for a significant proportion of those considering short-hours roles.

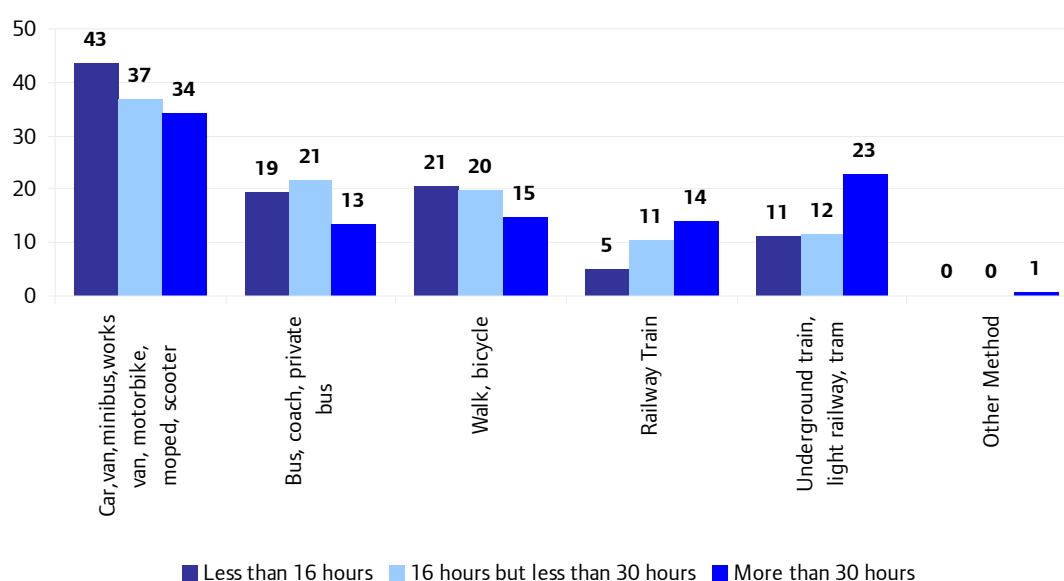
Chart 24: Proportion of all those in employment living and working in the same local authority by hours worked and area of residence, London, percent, 2010



Source: Annual Population Survey, Jan-Dec 2010

Chart 25 shows the single main grouped mode of transport for those working in short-hours roles is car, van, minibus, works van, moped or scooter, with more than two in five opting for this method of travel to work. Those working less than 16 hours are less than half as likely to travel by railway train, underground train, light railway train or tram as their full time equivalents, with just 16 per cent using these modes as their main method of travel compared with 37 per cent of full time workers. In contrast, bus, coach or private bus proved a more popular travel method with short-hours workers. These patterns perhaps reflect the greater emphasis on local employment amongst those working in roles with relatively few hours and perhaps point to the higher transport costs associated with the less popular modes of transport.

Chart 25: Main method of travel to work by hours worked, London, per cent, 2010



Source: Annual Population Survey, Jan-Dec 2010

Appendix A – About the Annual Population Survey

The Annual Population Survey is a large sample survey of UK households, carried out by the Office for National Statistics. The APS was introduced in 2004 and is designed to collect a wide range of data about people and their labour market circumstances. The two key strengths of the APS are:

- **Large sample size** of over 333,000 households, including over 27,000 in Greater London.
- **Wide topic coverage** (including demography, labour market, educational participation and health).

The main limitations of the APS are:

- **Sampling variability:** As the APS is a sample survey, all figures are estimates not precise measures and are subject to a degree of sampling variability. This means data need to be interpreted with some care, particularly those relating to smaller population groups, such as people with a particular health problem or impairment.

For this reason, all numbers/rates based on grossed estimates of less than 10,000 have been flagged or suppressed in this report. Numbers below this threshold are likely to be subject to a very high degree of sampling variability.

- **Coverage Issues:** While the APS is regarded as a high quality survey, response rates are relatively low in London and it is likely that some groups of Londoners may be slightly under-represented in the overall samples (e.g. certain groups of temporary and/or foreign workers, those not fluent in English, those in multi-occupancy accommodation, those with learning difficulties and those with communication issues).

For these reasons, the data are best viewed as statistics that are stronger at profiling the characteristics of the population than estimating the precise size of different groups.

For more information regarding the variables used in this analysis. Please contact the author:

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