

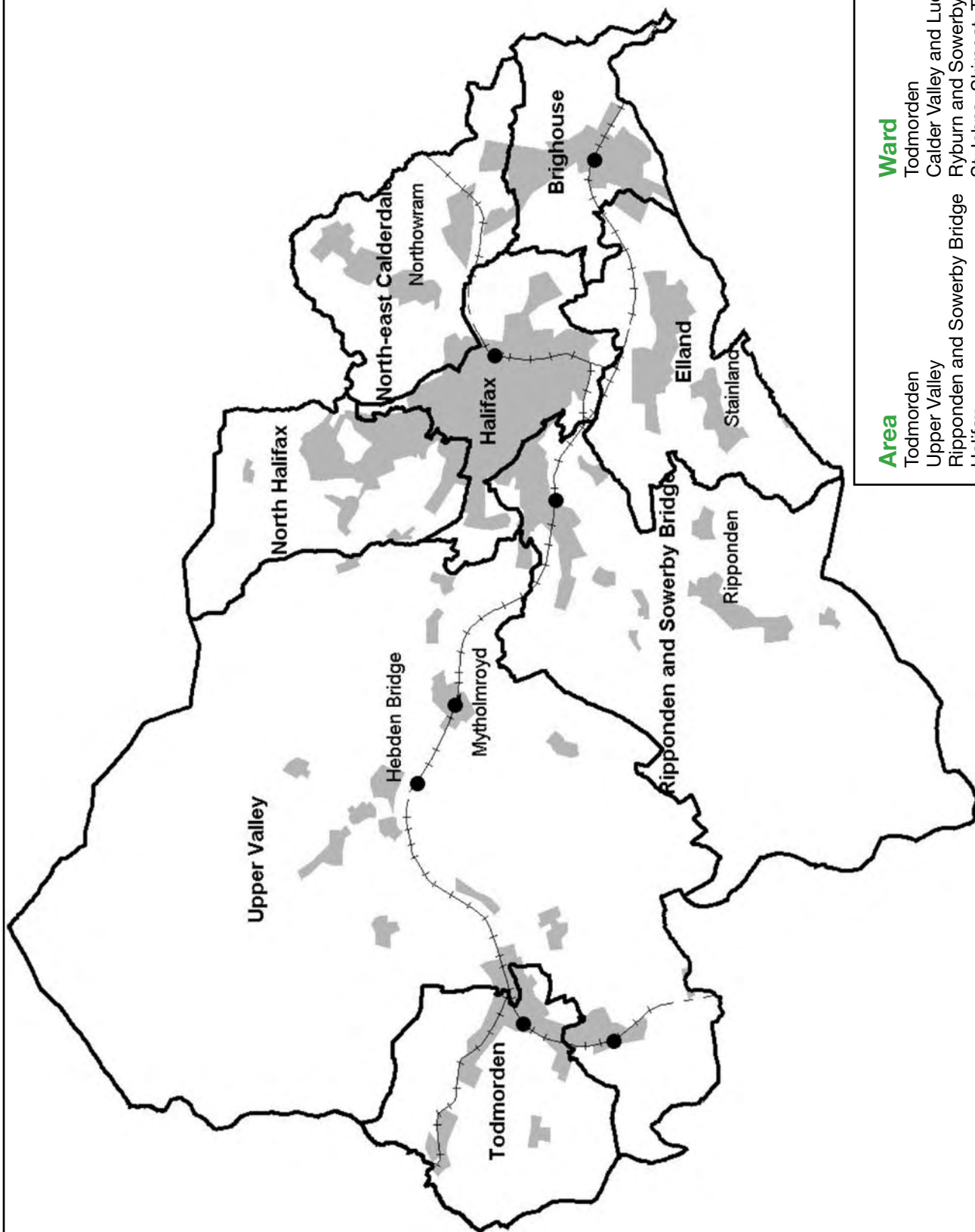
Employment and Commuting in Calderdale

A Topic Report by the Chief Executive's Office

August 2006

Areas of Calderdale

(based on 2001 ward boundaries)
See Part 3 for Area Profiles



Area

Todmorden
Upper Valley
Ripponden and Sowerby Bridge
Halifax
Elland
North Halifax
North-East Calderdale
Brighouse

Ward

Todmorden
Calder Valley and Luddendenfoot
Ryburn and Sowerby Bridge
St Johns, Skircoat, Town and Warley
Elland and Greetland & Stainland
Ilkington, Mixenden and Ovenden
Hipperholme & Lightcliffe and Northowram & Shelf
Brighouse and Rastrick

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Executive Summary

EXECUTIVE SUMMARY

The nature of employment is changing along with traditional relationships between where people live and where they work. These developments are especially relevant in Calderdale, which has a strategic location between the fast developing conurbations of Greater Manchester and West Yorkshire.

This report examines the latest information about how employment and travel to work patterns have changed in recent years. These trends are of great importance as they directly impact on the work prospects of residents, demand for housing and employment land, and transportation requirements.

The report reveals significant changes in the nature of employment within the district and for its residents, as well as the increasing extent of the labour market interrelationships between the district, neighbouring areas and regional centres. It also highlights the differences between different parts of the district and in the levels of economic self containment.

Employment Changes

- total employment in Calderdale has recovered strongly over the last decade or so, and growth has been particularly marked in the three years up to 2004. These developments are reversing the long term contraction of jobs in the district. The number of district residents in employment also rose by 3% in the decade up to 2001
- the sectoral shift in the types of jobs in the local economy has continued along historic and national trends – the manufacturing sector now accounts for under a quarter of jobs (although this is still well above the national average) whilst employment in finance and business services has increased sharply and is now equal in size to manufacturing
- as well as sectoral changes in employment, the nature of jobs has also seen significant developments with a gradual shift from full-time to part-time working, particularly amongst men. Part-time employment now makes up almost a quarter of the employment of district residents, and among women full-time employment is lower than it was a decade previously
- the gender split between employment in different sectors and between full-time and part-time employment has not changed in the last ten years. Manufacturing employment in Calderdale remains male dominated and over 90% of employees work full-time; in contrast, in Banking & Finance and Administration, women make up a large share of the employment and over one third of jobs are part-time
- weekly and hourly pay rates for people working in Calderdale have been consistently well above the regional average and amongst the highest in West Yorkshire since 2001, although below the national average

- the qualification level of Calderdale residents is generally comparable to, or above, other West Yorkshire districts on most measures. However, it is below the national average and around one in three have no qualifications at all. Figures in the last three years show a decline in those educated to NVQ 2 or 3, but an increase of those at NVQ4 or above

Travel to Work and Commuting Patterns

- Calderdale's location makes it a part of two sub-regional conurbations that have dynamic and fast developing economies. Travel patterns have also been influenced by the growth in car ownership as well as the district's good communication links
- around 45,000 people travel into or out of the district to work each day (a rise of one fifth in the decade to 2001)
- over one quarter of residents who are in employment work outside the district, with 25,000 commuting out of Calderdale daily
- 20,000 jobs in the district are filled by non-residents; thus there is a net balance of 5,000 more movements out of the district than into it each day
- the level of labour market "self-containment" – the proportion of an area's employed residents who work within that area – shows Calderdale to be more self-contained than Kirklees or Wakefield, but less so than Bradford and Leeds
- in the decade up to 2001, both outward and inward commuting rose by over 20% as Calderdale became increasingly part of sub-regional and inter-regional labour markets. The scale of these increases is far greater than changes in the growth in employment
- more people are also working from home or have no fixed place of work – now 12% of those in employment
- people also travel further to work. Whereas only 18% of residents in employment travelled more than 10 kms to work in 1991, by 2001 this had risen to 25%, of which 11% travelled more than 20 kms. Conversely the proportion of residents working within 5 kms of their home fell from 61% to 53% in the same period
- Calderdale continues to experience a net outflow of commuters to Bradford, Leeds and Wakefield whilst there is a net inflow from Kirklees. Short distance movements have increased less rapidly than longer distance movements, for example to Leeds, Wakefield and Manchester
- notwithstanding the increase in commuting trips, the gap between inward and outward movements is getting smaller between Calderdale and most neighbouring areas
- car usage for employment purposes is 20% higher amongst people commuting into or out of Calderdale than it is among residents working within the District. In 2001 6% of out-commuters used the train

- the increase in car usage among Calderdale residents travelling to work reflects a shift away from buses (down 5% since 1991); in 2001, 15% of residents working in the district used a bus, twice the level of out-commuters
- the Finance and Related Business sector has the highest propensity for in-commuting, with 32% of employment in this sector accounted for by in-commuters. With respect to out-commuting, around one third of residents working in the Transport & Communications, Finance and Public Administration, Education, Health & Social Work sectors work outside Calderdale
- commuting is highest amongst males and those in Managerial, Professional and Technical occupations
- overall, between 1991 and 2001 there has been an increase of 3,000 daily trips by car by district residents travelling to work. This does not take account of those who travel through the district or trips for leisure, shopping and educational purposes
- weekday traffic flows in and out of Calderdale during the morning and evening rush hours in the four years to 2003 show a 4 to 5% increase in inward movements and small decrease in outward movements. This may reflect the above shifts between different types of transport and the spread of journey times

Area Profiles

- a key variation in employment and commuting patterns in different parts of the district is the proportion of local jobs filled by residents of the same area. This ranges from 15% in Halifax and 26% in Brighouse up to 46% in the Upper Valley and 59% in Todmorden
- the proportion of residents commuting out from Calderdale varies from around 40% in North East Calderdale and Brighouse, down to 21-22% in Halifax and North Halifax
- only two areas have a net inflow of commuters from outside Calderdale – Halifax (over 3,000, mainly from other parts of West Yorkshire) and Brighouse (with the main net inflow coming from Huddersfield)
- there is substantial out-commuting from the Upper Valley and Todmorden to Greater Manchester, and from Brighouse and Elland into Kirklees. Most areas have significant numbers commuting to Leeds, whilst 20% of employed residents in North East Calderdale work in Brighouse
- the Manufacturing sector is particularly important in Brighouse, the Upper Valley and North East Calderdale; employment in Banking and Finance is dominated by Halifax (where it accounts for 34% of all employment), whilst employment in Public Administration, Education & Health is highest in Halifax, North Halifax and Todmorden

- Managers and Professionals (Social Grades A/B) have above average representation in the Upper Valley and North East Calderdale, whilst North Halifax has the lowest proportion in these Grades. Conversely, the proportion of residents in Grades C2 (Skilled Manual) and D (Semi-skilled and Unskilled Manual) is highest in North Halifax and lowest in North East Calderdale and the Upper Valley.
- the median household income is highest in North East Calderdale, where it is £3,500 above the Calderdale figure; in this area, 30% of households have an income in excess of £40,000.
- North Halifax has a median income substantially below the Calderdale median, and 30% of households have an income below £15,000 per annum. Halifax also has average incomes somewhat below the District figure.

INTRODUCTION

Background

Topic Reports are part of Calderdale Council's set of publications based mainly on the 2001 Census. The first Census data became available in 2003, and the Council has since produced a range of reports and digests summarising this data and presenting it in a format suitable for forward planning purposes.

This Report on Employment and Commuting is the fourth in the series of Topic Reports. The 2001 Census is the key source for this Report, since no other data set compares in both its coverage and the detail it provides. Much of the Census data used in this Report is taken from the Workplace Origin-Destination Statistics, which link the location of a resident's home with the location of his/her workplace. This data was the last to be processed and was published in 2005.

In addition to the Census Workplace data, the Report uses some other key sources, including the Annual Business Inquiry (a survey of business employment); the Household Surveys undertaken by the Learning and Skills Council West Yorkshire; and the Annual Survey of Hours and Earnings. The report provides the most reliable and comprehensive data available, and is as up-to-date as possible.

Purpose of the Report

The objective of this Report is to present data on recent changes in the nature of employment and travel to work patterns within Calderdale and amongst Calderdale's population. In particular, it is intended that this will assist, first, in a better understanding of Calderdale's position in the local and regional labour markets; and second, that it will provide a background for analysis of the dynamics behind commuting into and out of Calderdale, and the implications that this has for traffic and transport.

Report Structure

There is an enormous amount of data on employment that is available, at different geographies and dates, changing classifications, and variable reliability.

It is recognised that readers will have different levels of information needs and for this reason most of the detailed data is presented in Appendices.

The structure of the remainder of the report is as follows:

Part 1. Overview of Employment Trends

This section provides a brief overview of the main developments in employment, looking both at the employment of Calderdale residents and at employment/jobs located in Calderdale.

Part 2. Commuting

This section looks at changes in commuting, in particular between the 1991 and 2001 Census. It then examines related topics such as distance travelled to work and numbers working from home. It also provides a profile of in-commuters and out-commuters in terms of age, gender, industrial sector, occupation and qualifications, and compares commuters with the profile of Calderdale residents working within Calderdale.

Part 3. Area Profiles

For the purposes of the analysis of employment and commuting, Calderdale has been split into eight areas. For each, a brief profile is provided that includes a map of in- and out-commuting, and charts showing industrial sector of employment, social composition, and household income.

Appendices

- A Employment Information
- B Area Profiles Data
- C Data Sources
- D Technical Note: Adjustments to the Data

Further Information

For further information, for clarification, or for details of other Census publications, please contact Pete Phillips (pete.phillips@calderdale.gov.uk, 01422 393087) or David Cant (david.cant@calderdale.gov.uk, 01422 393101)

TERMINOLOGY AND DEFINITIONS

Residents' Employment

This refers to the employment of people usually resident in Calderdale (or whatever area is under discussion). Not all of the employed residents will work within the area concerned.

Employment in Calderdale

This relates to people who work within Calderdale, or jobs that are located within Calderdale (or the area under discussion). Not all of these people will live within the area concerned.

Modal Split

This refers to the proportion of people travelling by different transport “modes” (bus, car, foot, etc).

Industrial Sector

The Census provides data for 15 industrial sectors, although in some output tables these groups have been aggregated. The Annual Business Inquiry (ABI) – which is a key source of data for employment – provides much greater flexibility and more detailed categories, but this Report has used the nine Broad Industrial Groups. There is, unfortunately, not a perfect match between the Census and ABI classifications of industry.

Part-time and Full-time

Both the 2001 Census and the Annual Business Inquiry define part-time working as 30 hours or less per week. In the 1991 Census, full-time or part-time was part of the question on economic activity and so was “self-assessed”.

Household Income

Data on household income encompasses all income, including benefits, and is a gross figure before tax and other deductions.

Mean and Median

The Mean refers to the calculation usually understood as the “average”. For example, for any area the Mean is the total of all household incomes divided by the total number of households. The Median Income is the income of the household in the middle; for example, if there were 9 households in an area, the Median would be the income of the 5th highest/5th lowest household.

In terms of income the Median generally represents a more meaningful picture since the Mean can be raised substantially by a relatively small number of households with very high incomes.

Qualifications

NVQ Level 4 is broadly equivalent to Degree Level and in the Census this category also includes HNC, HND, and Qualified Teacher.

NVQ Level 3 is generally regarded as broadly equivalent to A Level.

NVQ Level 2 is generally regarded as broadly equivalent to GCSE (Grade A-C)

Daytime Population

This is the total population, plus people who work in the District but live elsewhere, minus people who live in the District but work elsewhere. It does not take account of other daily population movements, for example for education or shopping purposes.

Part 1

Overview of Employment Trends

PART 1 OVERVIEW OF EMPLOYMENT TRENDS

This section summarises the most important changes in employment patterns in recent years. It is important to keep in mind the distinction between Employment in Calderdale and Residents' Employment.

Employment in Calderdale refers to the jobs and employment located within Calderdale (many of which may be undertaken by people not resident in Calderdale). Residents' Employment concerns the characteristics of employment among people who live in Calderdale (many of whom may work elsewhere).

Detailed data on Employment and Employment Trends are provided in Appendix A.

Jobs and sectoral changes

- there has been a significant growth in employment since the early 1990s in both Residents' Employment and Employment in Calderdale
- the share of Manufacturing in total employment has continued to fall, and is now under one quarter. It remains well above the national average. The decline has affected employment in Calderdale more strongly than the employment pattern of Calderdale residents
- the Banking and Finance sector has grown correspondingly and now accounts for about the same employment as Manufacturing, between 20% and 25%. Residents' Employment in this sector is lower than Employment in Calderdale, reflecting the influence of major finance sector businesses within the District
- the two other broad industrial sectors which account for a major share of employment are Distribution, Wholesale, Retail, Hotels & Restaurants, and Public Administration, Health, Education & Social Care. For both Residents' Employment and Employment in Calderdale, both sectors employ about 20% of the total; the former has grown by several percent over the last decade or so and the latter has changed little

Full-time and part-time working, gender differences

- among Calderdale Residents, there has been a continued gradual shift from full-time to part-time working, this growth faster amongst men than women. Excluding students in employment, 24% of Calderdale residents who are employed work part-time
- including students, Employment in Calderdale is now about 30% part-time, close to the national average
- although women now account for almost half of total employment, women in full-time employment now account for a lower proportion of the total than they did 8-12 years ago

- within Calderdale, employment in the Manufacturing sector remains male dominated, as does Construction; in Public Administration, Health, Education & Social Care, women account for about three quarters of the workforce, and in Banking & Finance, more than 60%. This pattern broadly reflects the national position
- a similar pattern exists with respect to full-time and part-time working. In Manufacturing and Construction, the Calderdale workforce is over 90% full-time, whilst for services as a whole, this falls to 62% (55% in Public Administration, Health, etc.) This closely reflects the national picture

Hours of work, incomes and qualifications

- 55% of employees in Calderdale work 38 hours or more per week, and there has been a rise in the proportion working between 16 and 30 hours per week
- average (mean and median) hourly pay and gross weekly pay rates for jobs in Calderdale are consistently above regional averages but below national ones.
- average (mean) household income in Calderdale was £ 29,800 in 2006, compared to the UK average of £ 32,300. The median figure for Calderdale was approximately £ 25,000, compared to the UK figure of £ 27,100.
- Calderdale residents aged 16-74 have qualification levels (Degree, 2+ A Levels, 5+ GCSEs at A-C grade) below the national average. Amongst the economically active, a lower percentage than the national average has NVQ4 or above.

Part 2

Commuting

PART 2 COMMUTING

Introduction

This section explores information on commuting patterns and the characteristics of commuters into and out of the district. Comprehensive data on commuting can currently only be obtained from the ten-yearly Census of Population, which matches respondents' home addresses to those of their places of work. The results of the 2001 Census, which have recently become available, are the primary source of information for this analysis.

Changes between 1991 and 2001

Table 1 provides the aggregate figures for commuting into and out of Calderdale.

Table 1 Commuting into and out of Calderdale

	1991	2001	% Change (1991 - 2001)
Residents in Employment	85330	88038	+3.2
Residents working outside District (out-commuters)	20300	24711	+21.7
As % of Residents in Employment	23.8	28.1	+4.3
Employment within Calderdale	81750	83269	+1.9
in-commuters to Calderdale	16500	19942	+21.2
% of Employment in Calderdale	20.2	23.9	+3.7
Total In- and Out-Commuting	36800	44653	+21.3
Net out-commuting	3800	4769	+25.5
Daytime Population aged 16-74	n/a	131962	n/a
Resident Population aged 16-74	n/a	136731	n/a

Source: ONS, Census 1991, 2001. © Crown Copyright

The 1991 figures on in-and out-commuting have been adjusted from the raw data originally released. See Appendix D for explanation.

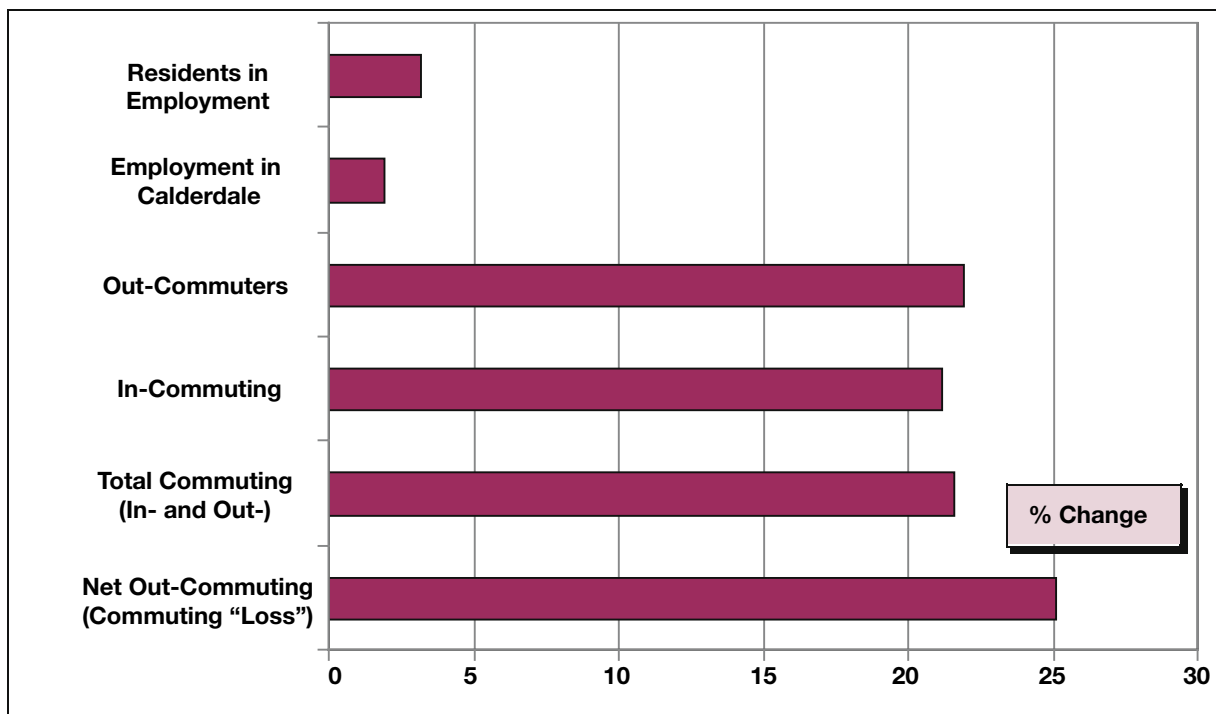
The key points shown by Table 1 are:

- altogether, almost 45,000 people travel into or out of Calderdale to work
- more than one quarter of residents in employment work outside the District
- almost one quarter of people in employment within Calderdale travel from other areas
- almost 5,000 more people travel out of Calderdale to work than travel in, confirming that the employment of residents has increased faster than employment within the district
- between 1991 and 2001, the number of people commuting out of Calderdale and into Calderdale both rose by over 20%

It can also be seen that Calderdale’s “daytime population” aged 16-74 is smaller than its resident population of that age, reflecting net out-commuting. However, these figures do not take account of shopping and other purposes for people to come to or leave Calderdale.

The main developments are illustrated in Figure 1 below.

Figure 1 Changes in Employment and Commuting. 1991-2001



Source: calculated from ONS, Census 1991, 2001. © Crown Copyright

The impact of the above may include the following:

- there are increasing numbers travelling during the rush hours every day. The figures quoted above do not take account of all the commuting to work within Calderdale, and all the commuting that passes through Calderdale
- the implications of this for road congestion and crowded trains are evident and visible with knock-on effects on people’s time and health, on freight transport and on local and wider pollution. In addition, the duration of the rush hour is getting “stretched” in both the morning and the evening
- as an ever greater proportion of employment in Calderdale comes from outside, and larger numbers of residents work outside the District, the link between the nature of the economy and the social composition of residents is reduced. This can have implications for the sort of retailing and other businesses that the towns of Calderdale can support, and for the other facilities required by residents
- where there are clear social and income contrasts between out- and in-commuters, there are likely to be implications for the levels and nature of housing demand and the availability of affordable housing

Working at or from Home

In parallel with the growth in commuting, there has been a dramatic rise in numbers working at or from home. This is not a simple definition, since some people may work at home most of the week but go to work some days; others may work from home (and so have no other “place of work”) but travel a lot in their work. Accordingly, the figures given below are the best estimates that can be obtained from the 1991 and 2001 Censuses. 12% of the workforce (almost one in eight) now either work from home or have no fixed place of work

Table 2 Working from Home

	1991		2001	
	Number	%	Number	%
Working mainly at or from home	3175	3.7	7703	8.7
No fixed place of work	n/a	n/a	2884	3.3

Source: ONS, Census 1991, 2001. © Crown Copyright

Distance Travelled to Work

Accompanying the growth in commuting, there has also been an increase in distance travelled to work. Table 3 provides figures for Calderdale residents working in Calderdale, and for in- and out-commuters. It shows that:

- commuters travelled far greater distances than Calderdale residents working within the District. Whilst not a surprising finding, the Table shows the impact of commuting on distances
- almost two thirds of all commuters travel 10 kilometres or further
- out-commuters tend to travel further than in-commuters, with 35% travelling further than 20 km (against 28% of in-commuters)

Table 3 Distance Travelled to Work

Distance Travelled	Residents Working in Calderdale		Out-Commuters	In-Commuters
	All	Those Travelling to Work (i)		
	%	%	%	%
0.5 km	61.7	74.1	6.5	11.0
5-10 km	17.8	21.4	22.8	28.7
10-20 km	3.7	4.4	36.0	32.8
20-30 km	0.1	0.1	17.6	12.5
30 kms and over	0.0	0.0	17.1	15.1
Working at/from Home or No Fixed Workplace	16.7 (ii)			

Source: ONS, Census 2001. © Crown Copyright

i. i.e. Excluding those working at or from home, or with no fixed workplace

ii. This figure is different from that given in Table 2 because it is calculated only on the basis of Residents working within Calderdale.

The above figures go some way to explain the changes in distance travelled to work between 1991 and 2001 by Calderdale residents, as shown in Table 4 below.

Table 4 Changes in Distance Travelled to Work by Calderdale Residents

Distance	1991 (i)	2001 (ii)	
	%	Number	%
0-5 km	61.4	40647	52.6
5-10 km	20.4	16895	21.9
10-20 km	11.4	11245	14.6
20 km and over	6.8	8464	11.0

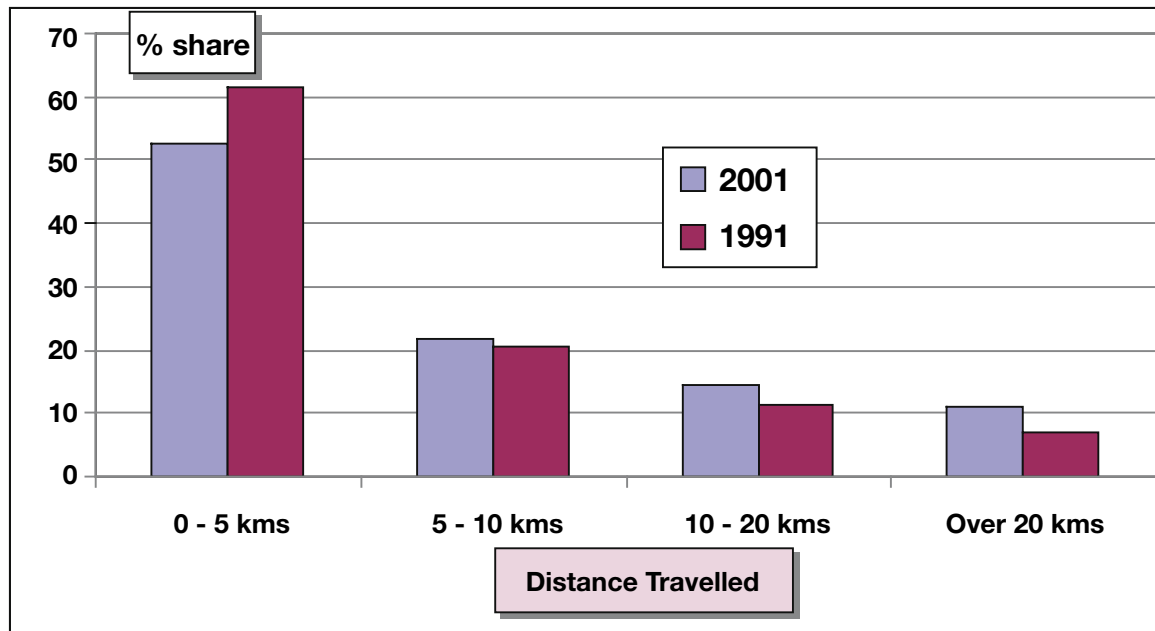
Source: ONS, Census 1991, 2001. © Crown Copyright

i. The 1991 Census figures omitted a substantial number for whom residence and/or workplace could not be identified. These have been allocated pro rata.

ii. Figures exclude those working mainly at or from home, those with no fixed place of work, and those working offshore or outside the UK.

The figures, illustrated below, show the scale of the change in the course of a decade, with the proportion living within 5 kilometres of work falling by 9%, whilst the proportion who work more than 10 kilometres from home has risen to over one quarter. These changes are much more significant for travel volumes than the effect of more residents working at or from home.

Figure 2 Change in Distance Travelled to Work, 1991-2001



Source: calculated from ONS, Census 1991, 2001. © Crown Copyright

The average distance travelled to work by *Calderdale residents* in 2001 was 11.0 kms compared to 13.3 kms for England. (These figures exclude those working at/from home.)

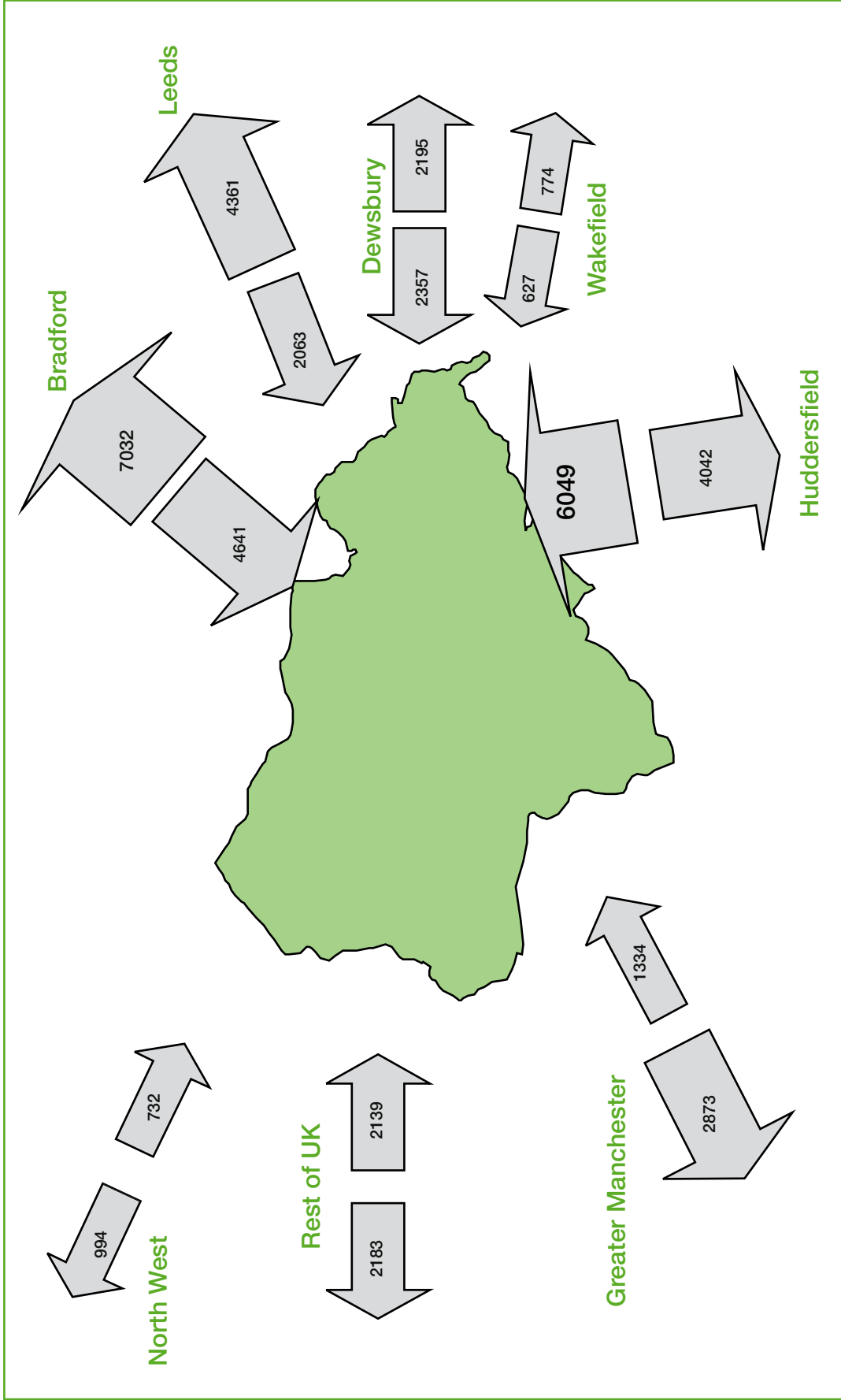
In comparison, the average distance travelled by all people *working in Calderdale* in 2001 was 8.0 kms, a rise of 2.6 kms (48%) on 1991.

These two figures confirm that on average out-commuters from Calderdale travel substantially further than in-commuters into Calderdale.

Origins and Destinations of Commuters

Map 1 below illustrates daily trips in and out of Calderdale. It shows that the districts/towns to which Calderdale “loses” commuters are principally Bradford (net out-commuting of about 2,400), Leeds (2,300) and Greater Manchester (1,540). Huddersfield is the one area from which Calderdale has a large net “gain” – of about 2,000 per day.

Map 2 Travel to work patterns to and from Calderdale 2001



Source: Data from 2001 Census of Population © Crown Copyright
 Map extract is © Crown Copyright. All Rights Reserved (Calderdale MBC) (100023069) (2005)

Table 5 Changes in Commuting: Calderdale to and from other West Yorkshire Districts, Greater Manchester, and the Rest of the UK.

Calderdale	1991	2001	Change 1991 - 2001	
	Number	Number	Number	%
To Bradford	6571	7032	+ 461	+ 7.0
From Bradford	4006	4641	+ 635	+ 15.9
Net Inflow/Outflow (+/-)	- 2565	- 2391	- 174 *	- 6.8 *
To Kirklees	5439	6237	+ 798	+ 14.7
From Kirklees	7819	8406	+ 587	+ 7.5
Net Inflow/Outflow (+/-)	+ 2380	+ 2169	- 211 *	- 8.9 *
To Leeds	3030	4361	+1331	+ 43.9
From Leeds	1132	2063	+ 931	+ 82.2
Net Inflow/Outflow (+/-)	- 1898	- 2298	+ 400 *	+ 21.1 *
To Wakefield	555	774	+ 219	+ 39.5
From Wakefield	368	627	+ 259	+ 70.4
Net Inflow/Outflow (+/-)	- 187	- 147	- 40 *	- 21.4 *
To Greater Manchester	2309	2873	+ 564	+ 24.4
From Greater Manchester	1152	1334	+ 182	+ 15.8
Net Inflow/Outflow (+/-)	- 1157	- 1539	+ 382 *	+ 33.0 *
To Rest of UK	2288	3177	+ 889	+ 38.9
From Rest of UK	1964	2871	+ 907	+ 46.2
Net Inflow/Outflow (+/-)	- 324	- 306	- 18 *	- 5.6 *

* This figure shows whether the net inflow/outflow has grown (+) or decreased (-)

Source: ONS, Census 2001. © Crown Copyright

Table 5 shows the following changes in the origins and destinations of commuting out of and into Calderdale:

- there is a net outflow of commuters to Bradford, Leeds, Wakefield, Greater Manchester, and the Rest of the UK
- in contrast, there is a substantial net inflow from Kirklees
- for all 6 of the areas/Districts named above, there has been an increase in commuting both to and from Calderdale
- however, the extent of this increase has varied greatly. The smallest increases have been in Bradford (7% more commuting to Bradford and 16% more from Bradford) and Kirklees (15% and 7.5%). The largest increase has been commuting to or from Leeds (up 44% and 82% respectively), with commuting to and from Wakefield and the rest of the UK also having grown rapidly
- despite the overall increase in numbers commuting, in the case of Bradford, Wakefield and the Rest of the UK, the size of the net outflow has actually decreased, suggesting a trend towards a more balanced flow
- similarly, the net inflow from Kirklees has fallen, again hinting at a more even flow
- the size of the net loss to Leeds has increased, but less rapidly than the growth in commuting, again suggesting a slight balancing of the flows
- only with respect to Greater Manchester has the net outflow increased more rapidly than the overall change in commuting

Mode of Travel

The Table below shows the mode of travel used by people in employment, broken down into:

- Calderdale residents working in Calderdale
- Calderdale residents commuting out of Calderdale to work
- Non-residents commuting into Calderdale to work

Table 6 Commuters: Mode of Travel

Mode of Travel	Calderdale Residents in Employment		Non-Residents
	Working in Calderdale *	Out-Commuters	In-Commuters
	%	%	%
Car driver	56.1	77.8	79.4
Car passenger	9.2	5.4	6.6
Bus	14.7	7.0	8.2
Train	0.6	6.0	1.9
Foot	16.4	1.5	1.6
Bicycle	1.1	0.4	0.6
Motorbike	0.9	1.0	1.1
Other	1.0	0.9	0.6

Source: ONS, Census 2001. © Crown Copyright

* Figures for Calderdale residents working in Calderdale exclude those working mainly at or from home

The Table shows the very large impact of commuting, largely because of the greater distances involved, on mode of travel. About 20% fewer people living and working in Calderdale use the car to travel to work than is the case amongst commuters, the difference being accounted for almost entirely by bus travel and going to work on foot. These two modes, together with bicycle, account for about one third of journeys to work amongst this group.

Amongst commuters, Calderdale residents commuting to other areas are substantially more likely to use the train (6.0% against 1.9%). The explanation may be related to greater congestion involved in travelling into Bradford, Manchester or Leeds in the morning, than travelling to towns in Calderdale from these localities.

Table 7 shows how the mode of travel to work has changed for:

- all Calderdale residents in employment
- all people working in Calderdale

Figures are provided only for the aggregated categories. Those working from home are excluded from the figures, and 1991 figures excluded a substantial number who did not provide mode of travel to work.

Table 7 Change in Mode of Travel to Work, 1991-2001

Mode of Travel	Calderdale Residents in Employment		All People working in Calderdale	
	1991 %	2001 %	1991 %	2001 %
Car driver	57.3	62.8	56.4	62.2
Car passenger	8.3	8.1	8.3	8.6
Train	1.6	2.3	0.7	0.9
Bus	17.3	12.3	18.4	13.0
Foot	13.6	11.8	14.3	12.5
Cycle/Motorcycle	2.0	1.8	2.0	1.9
Other	-	0.8	-	0.9

Source: ONS, Census 1991, 2001. © Crown Copyright

The Table shows that:

- both for Calderdale residents and for all working within Calderdale, there has been a continued shift towards travelling to work in one's own car.
- the percentage increase in car drivers is almost exactly matched by the decreased percentage using the bus. There has been a substantial increase in the number of Calderdale residents using the train to travel to work, amounting to about 500 people (a 38% rise). However, its share in 2001 remains very small
- the percentage using bicycle or motorcycle remains at about the 1991 level, around 2% combined
- walking to work has continued to decline. This is likely to be more as a result of greater distances travelled to work than reluctance to walk
- perhaps surprisingly in the context of greater congestion, there has been no shift towards travelling to work as a passenger (which could be seen as an imperfect proxy for car-sharing).

Profile of Commuters

This section considers in more detail the characteristics of commuters.

Age

The Table below shows the age profile of in-commuters and out-commuters. Whilst younger adults (under 35) are the largest group of in-commuters to employment in Calderdale, the middle age group (aged 35-49) makes the largest group of out-commuters.

For both in-commuting and out-commuting, the “propensity to commute” falls considerably in the 50+ age group.

Table 8 Profile of Commuters by Age

Age	Calderdale Residents		Residents of other areas employed in Calderdale
	Employed in the district	Employed outside the district	
	%	%	%
16-34	34.7	36.2	41.1
35-49	38.0	41.7	38.8
50+	27.3	22.2	20.1

Source: ONS, Census 1991, 2001. © Crown Copyright

Gender

The following Table shows that substantially more men than women commute. This can be attributed to the far higher part-time working rate amongst women, associated with childcare. Further, it is often not financially worthwhile travelling the longer distances usual in commuting where work is only part-time.

Table 9 Profile of Commuters by Gender

Gender	Calderdale Residents		Residents of other areas employed in Calderdale
	Employed in the district	Employed outside the district	
	%	%	%
Male	50.2	61.2	63.7
Female	49.8	38.8	36.3

Source: ONS, Census 1991, 2001. © Crown Copyright

Industrial Sector

The Table below shows the rates of commuting into and out of Calderdale for different industrial sectors. It reveals the following:

- there is a substantial range of commuting rates. The proportion of employment in different sectors composed of in-commuters is highest in the Finance (32%) and Manufacturing (26%) sectors
- the lowest rates are 17% (Hotels & Restaurants) and 18% (Transport, Storage & Communications)
- out-commuting rates are highest for residents working in Finance; Transport, Storage & Communications; and Public Administration, Health, Education & Social Work
- out-commuting rates are lowest in the Hotels & Restaurants sector

These characteristics reflect trends in employment growth which were summarised in Part 1, along with the higher income levels in professional occupations (see also following information on Occupations).

Table 10 Profile of Commuters by Industrial Sector

Sector	Proportion of Employment in Sector provided by:		Proportion of Residents ...	
	Calderdale Residents %	In-Commuters %	Working in Calderdale %	Commuting out %
Manufacturing*	74	26	72	28
Transport, Storage & Communications	82	18	66	34
Construction	77	23	77	23
Wholesale & Retail	77	23	73	27
Hotels & Restaurants	83	17	89	11
Finance, Real Estate & Related Business	68	32	69	31
Public Admin, Education, Health & Social Work	80	20	68	32
Other	83	17	79	21

Source: ONS, Census 1991, 2001. © Crown Copyright

* including electricity, gas and water supply

Occupation

In terms of occupation, Table 11 shows that:

- commuting remains much higher among Managers, Professionals, and Associated Professional & Technical Occupations. These three occupational groups account for 55% of out-commuters and 53% of in-commuters.
- people in Personal Service, Sales & Customer Service, Process, Plant and Machine Operatives, and “Elementary Occupations” account for 24% of Out-Commuters and 23% of In-Commuters, despite accounting for 40% of residents working within Calderdale.
- Managers and Skilled Trades account for more in-commuters than out-commuters, whilst among Professional and Technical occupations the reverse is true.

The contrasts between commuters and non-commuters is likely to reflect pay and the trade-off between time taken and pay/career advancement. The relatively small differences between in- and out-commuters may be the result chiefly of the sectoral changes discussed above, with managers and skilled trades being highly represented in Finance and Manufacturing respectively.

Table 11 Profile of Commuters' Occupation

Occupation	Residents working in Calderdale %	Out-Commuters %	In-Commuters %
Managers	12.2	20.5	22.3
Professional	7.9	16.9	14.5
Technical & Associate Professional	10.9	17.8	16.0
Administrative and Secretarial	12.9	11.5	11.3
Skilled Trades	13.8	9.2	12.6
Personal Service	8.8	3.7	2.9
Sales and Customer Service	7.3	5.4	4.7
Process, Plant & Machine Operatives	12.5	9.2	8.6
Elementary	13.7	5.8	7.1

Source: ONS, Census 1991, 2001. © Crown Copyright

Qualifications

Table 12 Profile of Commuter Qualifications - 2005

Qualification Level	Residents working in Calderdale	Out-Commuters	In-Commuters
	%	%	%
NVQ Level 2 or above	69.7	81.4	73.8
NVQ Level 3 or above	44.8	65.0	48.3
NVQ Level 4 or above	24.0	46.9	30.9

Source: Learning & Skills Council, Calderdale Household Survey, 2005

The survey results from the LSC suggest a very strong contrast in qualifications between Calderdale residents working in Calderdale, in-commuters and out-commuters. Most notable is the very high qualification levels of out-commuters, with almost 47% having an NVQ Level 4 qualification or above, almost double the proportion among residents working within the District and also far higher than the figure for in-commuters.

Traffic and Travel

Car Use

The rise in employment, growth in the rate and distance of commuting, and increasing use of car to travel to work have combined to produce an increase of approximately 3,000 in the number of Calderdale residents travelling to work each day in their own car between 1991 and 2001. Over the same period, there has been a decrease in bus usage, for travel to work, of a similar number, possibly up to 4,000.

Journeys to work by Calderdale residents are only part of the traffic picture. The above estimates do not include in-commuters to Calderdale, people commuting through Calderdale to work, or the rise in travel as part of work, including the movement of freight.

In addition to travel to work and travel in work, there are other developments that have had a very substantial effect on the amount of journeys made, and the amount of road traffic. Broadly, these fall into the following categories:

- travel for leisure purposes. This has been affected by the rapid growth in car ownership, including numbers of households with more than 1 car and numbers of young people owning or having access to cars.
- shopping. Growth in out of town shopping and the readiness to travel long distances to shops. Car ownership and use is dynamically related to such developments
- the “school run”. For a range of reasons, numbers of children being taken to work in a car has risen very substantially over the last decade.

Of these three developments, the journey to school has had the most marked impact on rush hour traffic, in particular the morning rush hour. Although it is partly a local issue, there is a general impact on traffic beyond the neighbourhood of schools.

Car Ownership

Data on vehicle registration shows that the number of vehicles registered in Calderdale has risen by 60% since 1979, to a total of 82,660 in 2002. In the last ten years (1992-2002) the increase has been 15%.

This number represents an average of about 1 vehicle per household. The 2001 Census showed that 25% of households now have two or more cars although 31% of households did not own a vehicle.

Rush Hour Traffic

Traffic surveys provide data on weekday traffic flows across the District boundary on major roads. Comparisons of the peak flow into and out of the District in 1999 and 2003 are shown below:

Table 13 Rush Hour Flows into and out of Calderdale*

Time Period	1999 Number	2003 Number	Change 1999-2003 %
Morning 8.00 - 9.00			
In	11,350	11,800	+4.0
Out	10,610	10,430	-1.7
Total	21,960	22,230	+1.2
Evening 17.00 - 18.00			
In	11,440	11,980	+4.7
Out	11,060	10,960	-0.9
Total	22,500	22,940	+2.0

Source: CMBC Regeneration & Development Directorate, Transport Section

* Main Roads only

The Table shows fairly moderate changes over the 4 year period, with increases in the number of vehicles coming into Calderdale but decreases in those going out. This reinforces the earlier observation that out-commuters are now somewhat less car-dependent than in-commuters, and may reflect the greater congestion or other difficulties (such as parking) in the destinations of out-commuters. (The data, of course, relates only to the specified rush hours and will not reflect movements starting before or after these hours.)

Cordon surveys measure the amount of traffic travelling into or out of a town on a number of key routes. The Table below shows the changes in the peak hour flows for Halifax, Brighouse and Sowerby Bridge.

Table 14 Changes in traffic flows 1993 –2003

Cordon Area	Increase in traffic flows (in- and out-flows combined) 1993 - 2003	
	Morning peak (8 am – 9 am) %	Evening Peak (5 pm – 6 pm) %
Halifax	+6.3	+6.8
Brighouse & Rastrick	+22.6	+17.1
Sowerby Bridge	+46.1	+41.9

Source: CMBC Regeneration & Development Directorate, Transport Section

The much slower increase in the Halifax peak flows may be indicative of the impact of congestion, and may suggest either a relative shift to other modes or increasing spreading of the rush hour flows outside the two peak hours measured here.

Part 3

Area Profiles

PART 3 AREA PROFILES

The following pages provide short profiles of the 8 areas into which Calderdale has been divided for the purpose of further analysis of commuting. Each profile comprises:

- * a map showing the main towns and the commuting flows into and out of the area
- * graphics illustrating the sectoral breakdown of employment in the area; the social class of residents, and the patterns of household income.

In addition to these Profiles, a set of tables showing data for each area, together with Calderdale as a whole, is provided in Appendix B.

Summary

BRIGHOUSE

This area, which includes Rastrick, provides a high proportion of Calderdale's employment. Only one quarter of the total number employed live within the area. Whilst the largest part of the workforce comes from other parts of Calderdale, there is a substantial net inflow from Huddersfield. Overall, Brighouse has a net inflow of commuters.

Employment in Brighouse is dominated by Manufacturing, which accounts for over 39% of the total (compared to 22.5% for Calderdale and under 15% for England). The Distribution, Hotels & Restaurants sector is also large, whilst Banking and Public Administration are relatively small.

A relatively high proportion of residents are defined as Social Grade A/B (Senior Management/Professional)

The area shows relatively high household incomes, with 21% having an income of under £15,000 whilst 27% have a household income in excess of £40,000. The median income is above the Calderdale figure.

ELLAND

This area includes Greetland & Stainland. Approximately one third of the workforce live in the area. There is a substantial commuting outflow to other parts of Calderdale, a net outflow to Leeds and Bradford, but an inflow from Kirklees and Wakefield. Despite employment centres such as Lowfields, there is a significant overall outflow of commuters.

Manufacturing accounts for one third of employment, well above the District average. The Construction industry is also large, whilst Banking and Public Administration are relatively small.

The proportion of residents in the different Social Grades is very close to the Calderdale averages.

Almost one quarter of households have incomes below £15,000, slightly below the Calderdale average. The proportion with an income in excess of £50,000 is higher than the District average. The median income is slightly above that of Calderdale as a whole.

HALIFAX

The Halifax area (including King X, Boothtown, Skircoat, Siddal, Southowram and Warley) accounts for the largest number of employees in Calderdale, with almost 35,000 people working in the area. Only 15% of this workforce lives in the area, whilst almost two thirds come from other parts of Calderdale. Halifax is a major commuting destination, with far more people commuting into Halifax than commuting out.

The Banking, Finance and Insurance sector employs more than one third of all people working in Halifax, far above the District average. Public Administration is also relatively large, while the Manufacturing Sector is small.

Whilst the proportion in Social Grades A/B and C1 (Other Non-Manual) falls below the Calderdale average, Grades D (Semi-skilled and Unskilled Manual) and E (Unemployed/On Benefit) are somewhat over-represented.

27% of Halifax households have an income below £15,000, compared to a District figure of 24%, while only 21% have a household income above £40,000. The median income of £23,500 is significantly below the Calderdale figure of £25,000.

NORTH EAST CALDERDALE

Within this area (including Northowram, Shelf, Claremount, Bailiff Bridge and Hipperholme) over 6,000 people are employed. The area and other parts of Calderdale each account for 36% of this employment, and there is a large net outflow of commuters, with almost 8,000 residents travelling to work in other parts of Calderdale or West Yorkshire, compared to 3,700 commuting in.

The Manufacturing sector is very large; at 42% the highest proportion of all 8 Areas, and the Banking & Finance sector correspondingly small.

A high proportion of residents fall into Social Grades A/B and C1, with a very low percentage in Grade D (Semi-skilled and Unskilled Manual).

Only 20% of household incomes fall below £15,000, whilst 30% have income in excess of £40,000. The median household income is £3,500 above the Calderdale median.

NORTH HALIFAX

This area has a high net outflow of commuters, with the number commuting out of the area more than double the number of in-commuters. Of those employed in North Halifax, 36% are residents of the area.

The sectoral breakdown of employment is generally close to the District pattern, although Distribution, Hotels etc is under-represented and Public Administration over-represented.

There are relatively low numbers of residents in Social Grade A/B (Senior Management/ Professional) and high numbers in C2 (Skilled Manual) and D (Semi-skilled and Unskilled Manual).

The area is characterised by relatively low household incomes, with 30% having incomes below £15,000 and only 16% above £40,000. The median income is the lowest of the 8 areas and is £3,500 below that of Calderdale.

RIPPONDEN & SOWERBY BRIDGE

A relatively high proportion of the 6,700 people employed in this area are resident here (42%), and there is a substantial net outflow of commuters, chiefly to other parts of Calderdale.

In terms of sector, the main difference from Calderdale is the small size of the Banking & Finance sector.

Social Grades A/B are somewhat over-represented among Ripponden & Sowerby Bridge residents, whilst the proportions in Grades D and E are slightly below average.

Household incomes are generally higher on average, with 22% on incomes below £15,000 and 28% having incomes over £40,000. The median income is £2,000 above the Calderdale figure.

TODMORDEN

The Todmorden area has the highest proportion (59%) of residents employed in the area where they live. There is also a substantial net outflow of commuters, both to Calderdale and West Yorkshire and to Greater Manchester and the North West.

Distribution, Hotels & Restaurants, and Public Administration are over-represented in Todmorden, and there is a relatively low percentage working in Banking & Finance.

The proportions in Grade A/B are below average whilst Grade D is over-represented amongst residents of Todmorden.

Incomes are broadly similar to Calderdale as a whole, although relatively few have incomes above £50,000. The median income is just £500 below the Calderdale figure .

UPPER VALLEY

The Upper Valley area (excluding Todmorden) also has a relatively high proportion of its employment accounted for by residents of the area (46%). There is substantial net outflow of commuters, to other parts of Calderdale, as well as to the rest of West Yorkshire and Greater Manchester.

The proportion of employment accounted for by Manufacturing is 41%, second only to North East Calderdale. The Banking & Finance sector is relatively small, providing only 9% of employment.

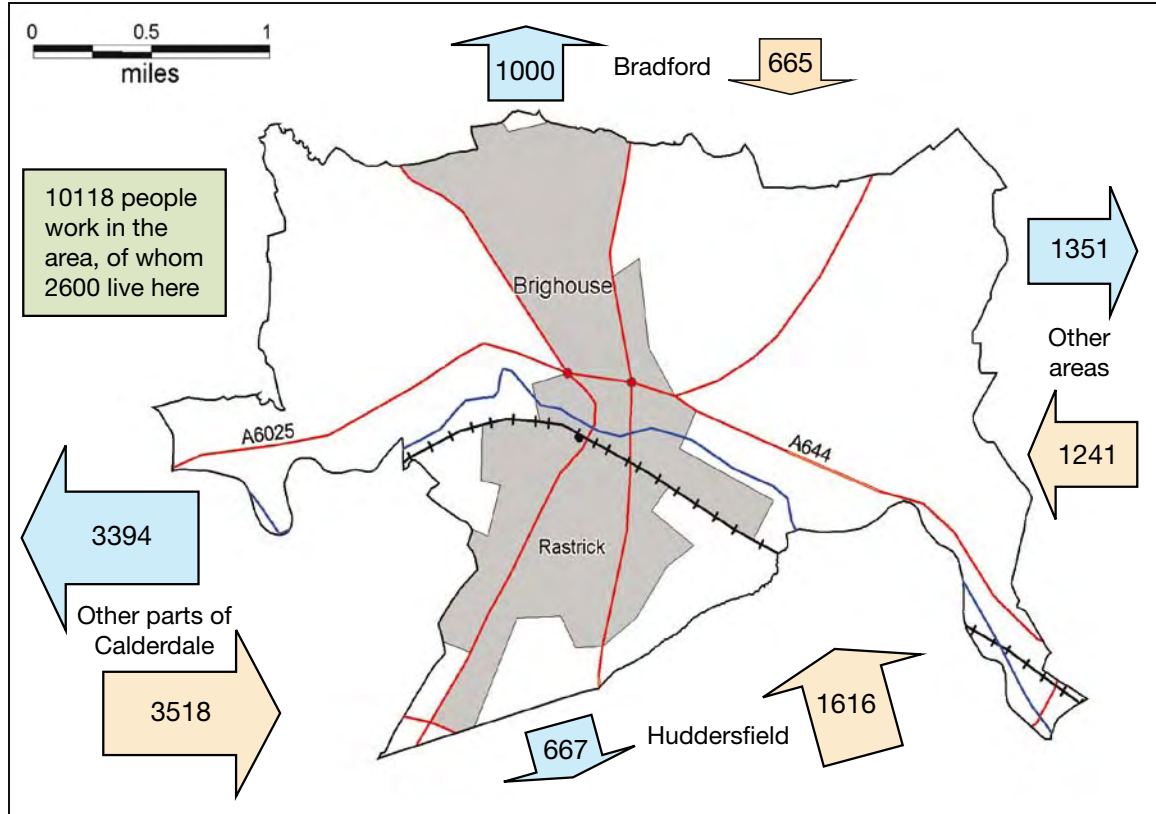
Social Grades A/B are heavily over-represented among Upper Valley residents (25% compared to the District figure of 20%), whilst Grade D is significantly under-represented.

Average household incomes are somewhat higher than Calderdale as a whole; fewer than 23% are on incomes below £15,000 and 25% on incomes above £40,000 (the Calderdale figures being 24% and 23.4% respectively). The median income is a little above the Calderdale figure.

Brighouse Area

The area covers Brighouse and Rastrick following the 2001 ward boundaries. Only 26% of the workforce live in the area, the remainder commuting in from other parts of the district (35%), Huddersfield (16%), other parts of West Yorkshire (19%), and other areas (4%).

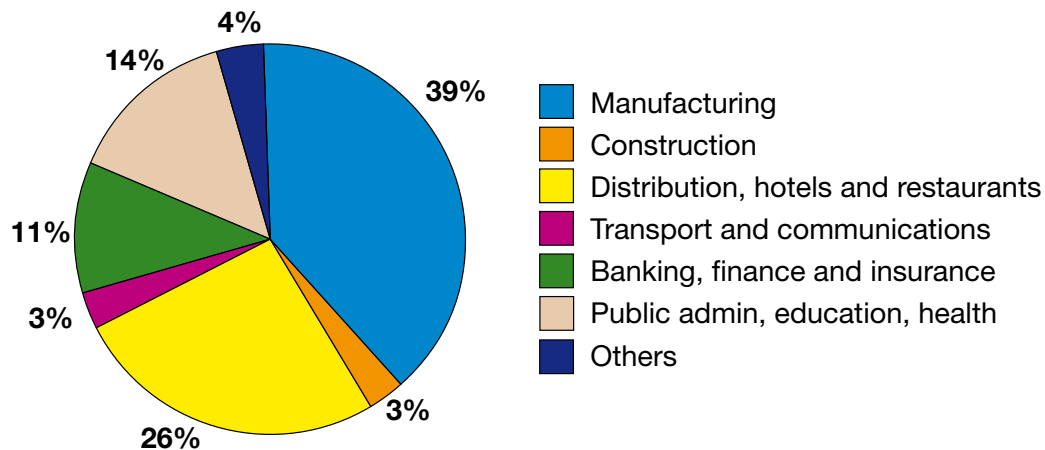
Commuting patterns



Source: Data from 2001 Census of Population © Crown Copyright
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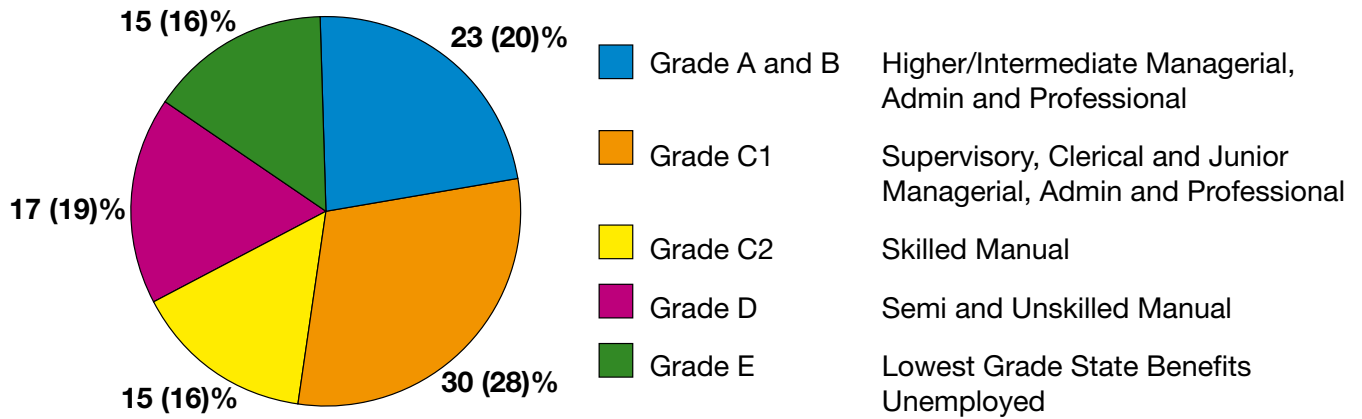
Employment by Sector

Major private employers include Avocet Hardware Ltd and H W Architectural (architectural hardware and ironmongery), UV Modular (motor vehicle bodies and trailers) and C P Group (tile manufacture and distribution).



Source: Annual Business Inquiry 2001

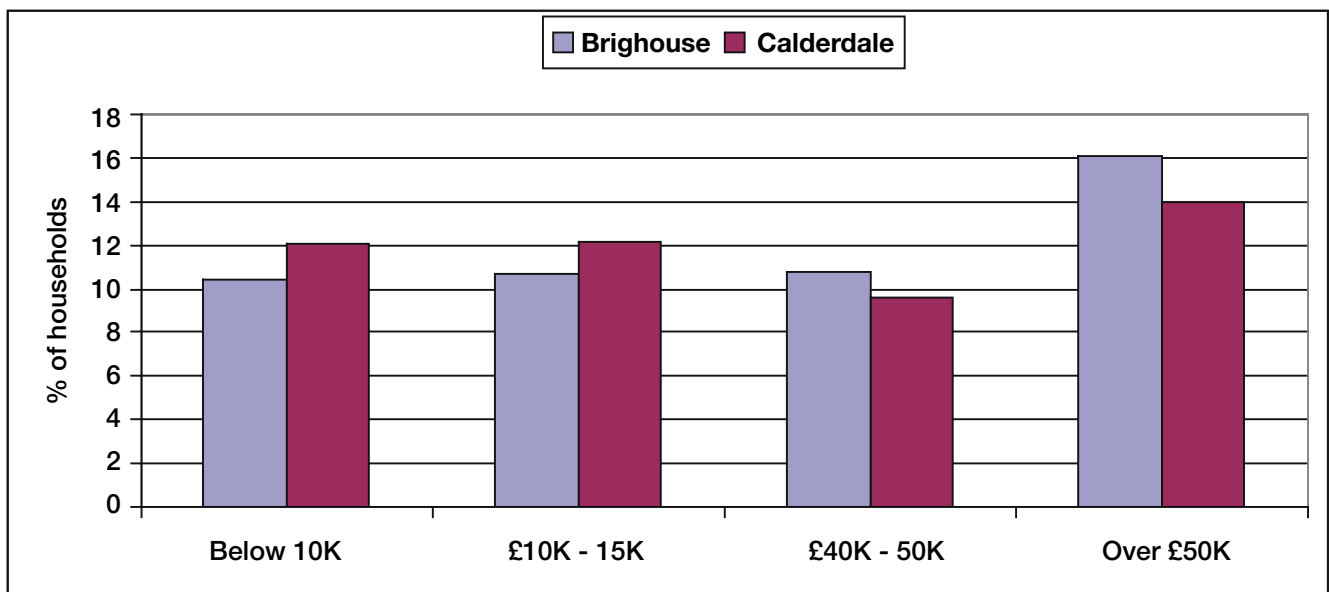
Social Grade of Residents



Source: 2001 Census - Calderdale % in brackets

The proportion of Social Grade A and B living in the area is 3 points above the Calderdale average and 1 point above the figure for England. The employment profile suggests about half this group work outside the area. In contrast the proportion in Grade D is significantly below the Calderdale figure, and the area is a net importer of this grade for employment.

Household Income



Source: Paycheck 2006

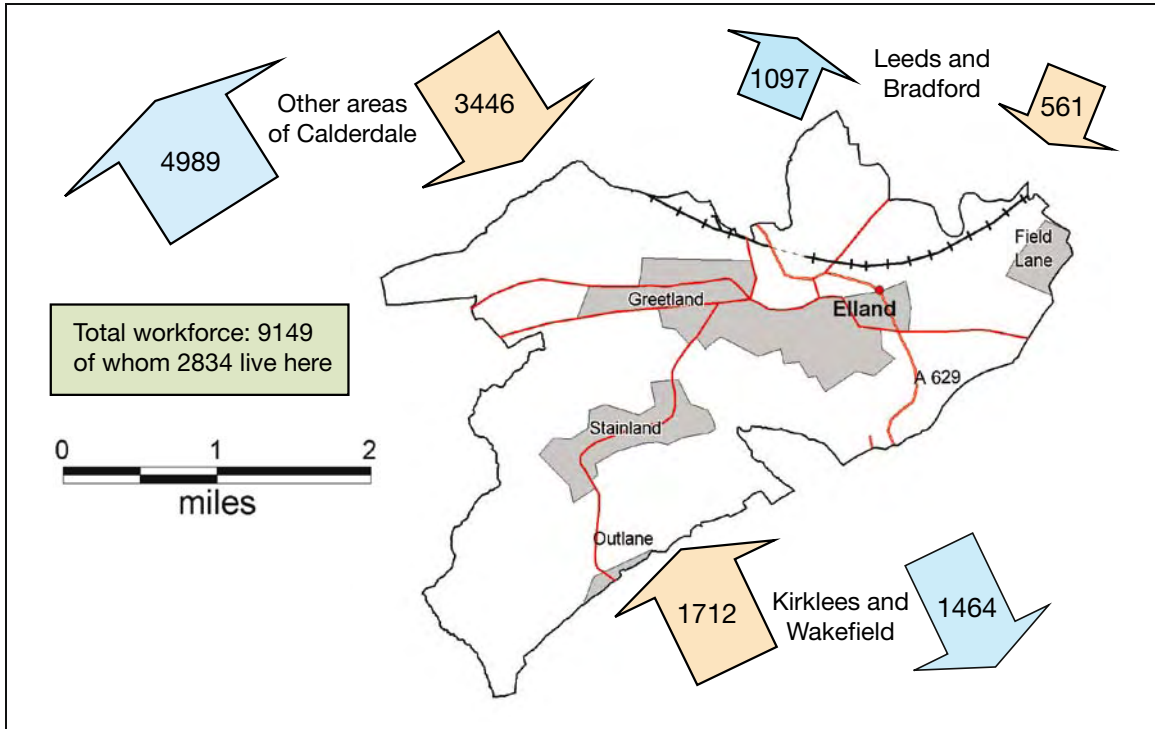
This area has a significant number of households with incomes above the Calderdale average. Both the group of households whose income is above £50,000 and the group with income from £40,000 to £50,000 have a higher percentage figure than the Calderdale mean. Correspondingly, there are proportionately fewer households with incomes below £15,000.

The median figure for this area is £27,000, above that of £25,000 for Calderdale.

Elland Area

This area covers the 2001 wards of Elland and Greetland & Stainland. 9149 people work in the area, 31% coming from the area itself, 38% from other parts of Calderdale, 25% from other parts of West Yorkshire, and 6% from other areas.

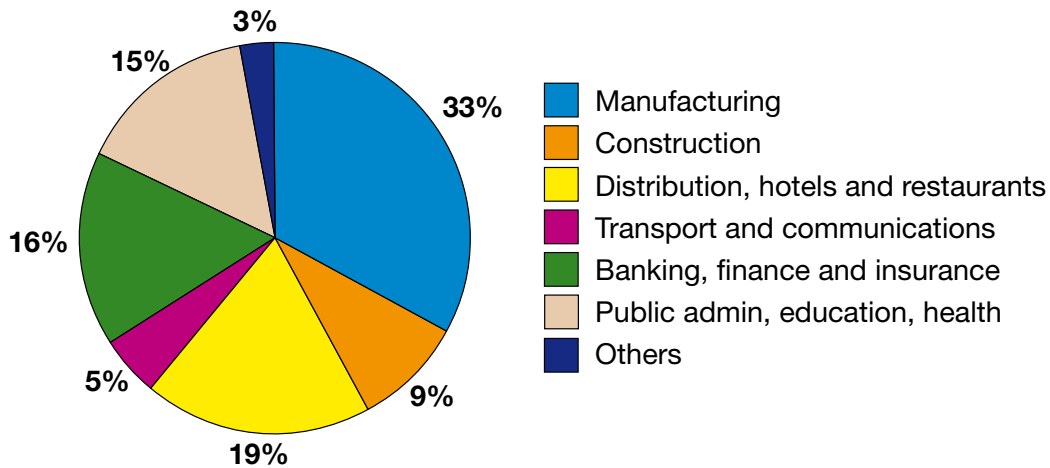
Commuting Patterns



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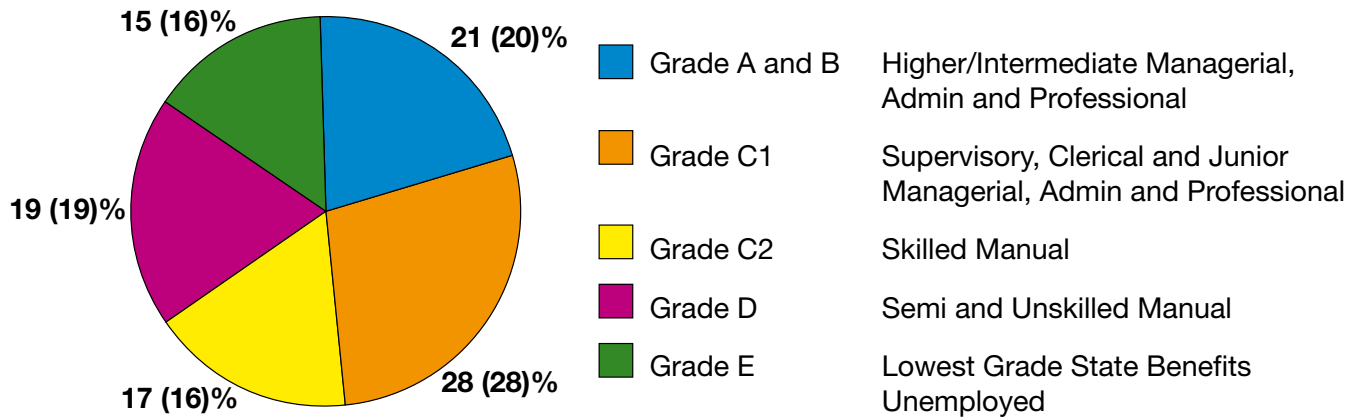
Employment by Sector

There is a concentration of industry at the Lowfields Business Park, with good access to the motorway network from the A629 at Junction 24 on M62.



Source: Annual Business Inquiry 2001

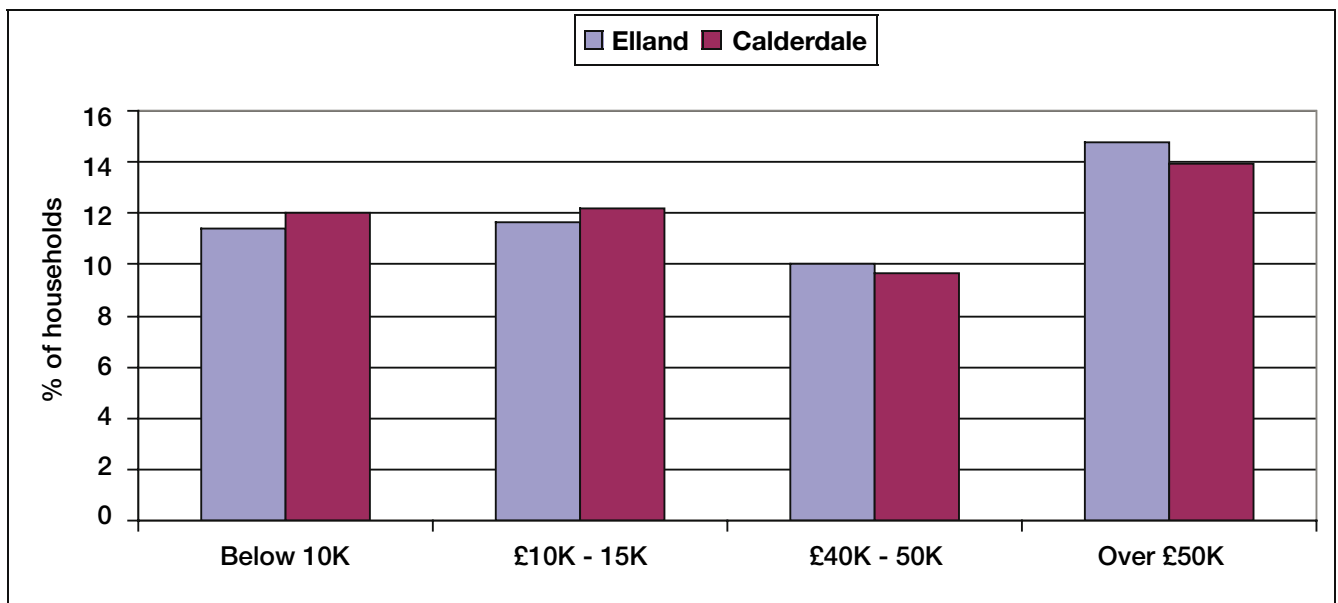
Social Grade of Residents



Source: 2001 Census - Calderdale % in brackets

Although the social grade proportions of the whole area reflect those of Calderdale, there are significant differences within the area. In Elland ward, there are only 16% in grades A and B, whereas Greetland & Stainland is well above the Calderdale average with 26%. At the other end of the scale, Greetland and Stainland has only 11.3% in Grade E, the lowest in Calderdale. Elland, with 17%, is just above the Calderdale average.

Household Income



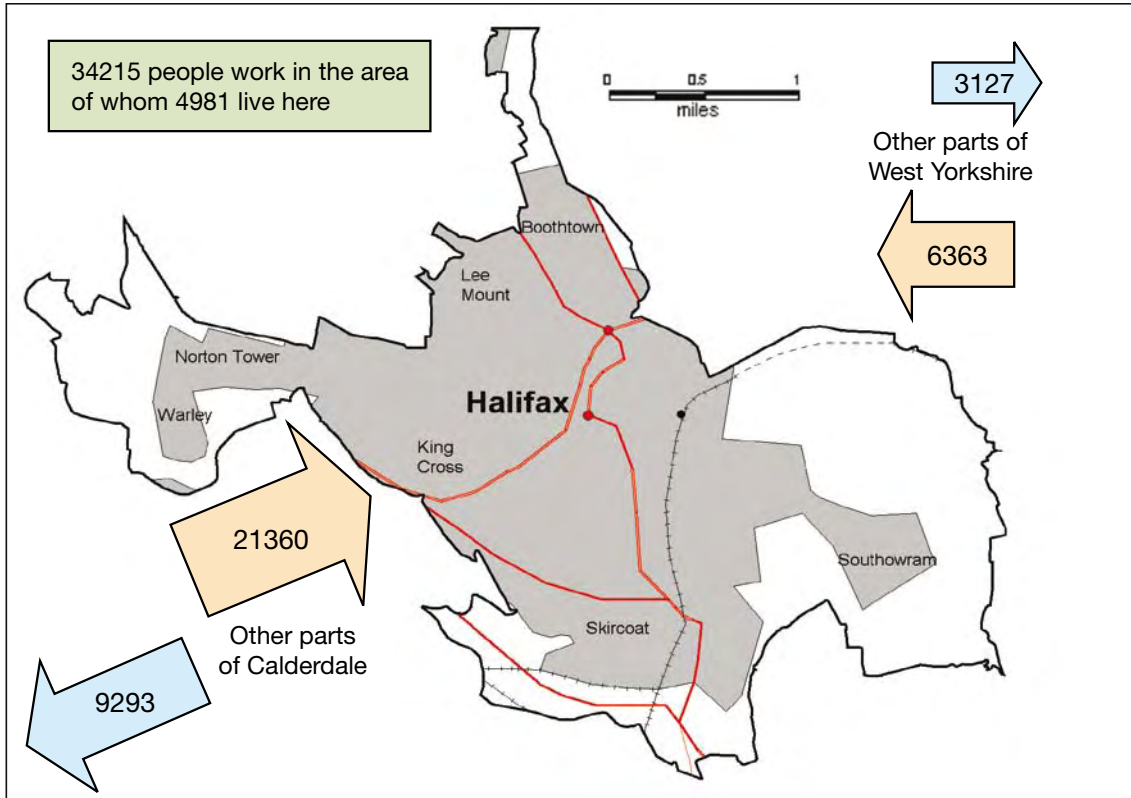
Source: Paycheck 2006

Comparing the area as a whole with Calderdale, income levels are broadly similar, although there are slightly more households in the higher income groups and slightly fewer in the lower income groups. The median for the area is only slightly higher than the Calderdale district (£25,500 for Elland compared with £25,000 for Calderdale).

Halifax Area

The Halifax area covers the 2001 wards of St Johns, Skircoat, Town and Warley. 15% of the workforce live in the area, 62% come from other parts of Calderdale, 19% from other West Yorkshire districts, and the remainder come from other parts of the UK.

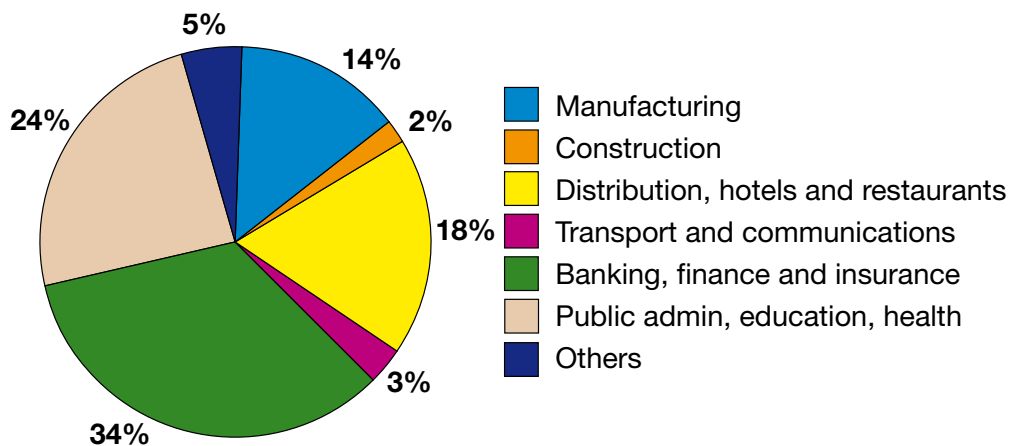
Commuting Patterns



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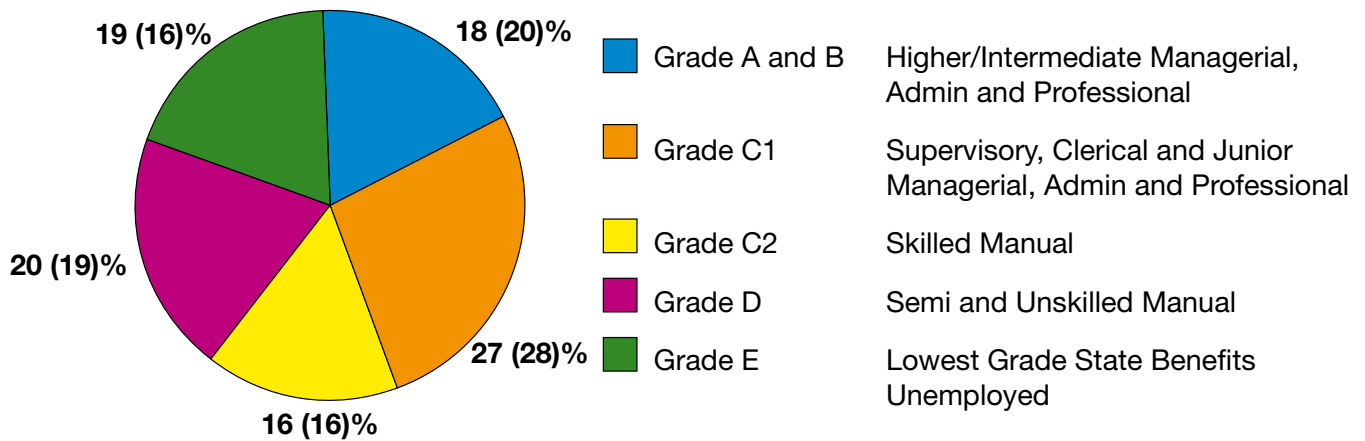
Employment by Sector

Major private employers include HBOS (Halifax plc), Nestle UK Ltd and McVitie's Cake Co.



Source: Annual Business Inquiry 2001

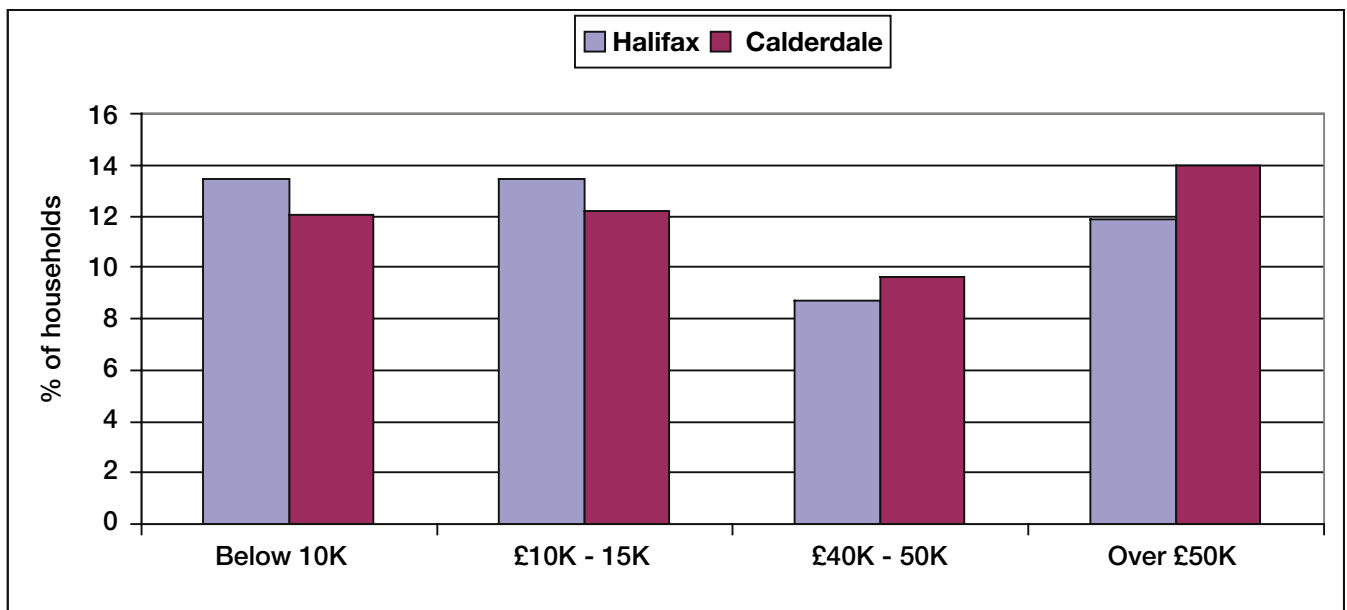
Social Grade of Residents



Source: 2001 Census - Calderdale % in brackets

The most significant difference between this area and Calderdale district as a whole is that there are 3 percentage points of households in Grade E. The 2001 wards of Town and St Johns had over 20% of households in this category, greater than anywhere else in the district. In contrast, Skircoat ward had over 30% in Grade A, showing this to be an area of contrasting social groups and prosperity.

Household Income



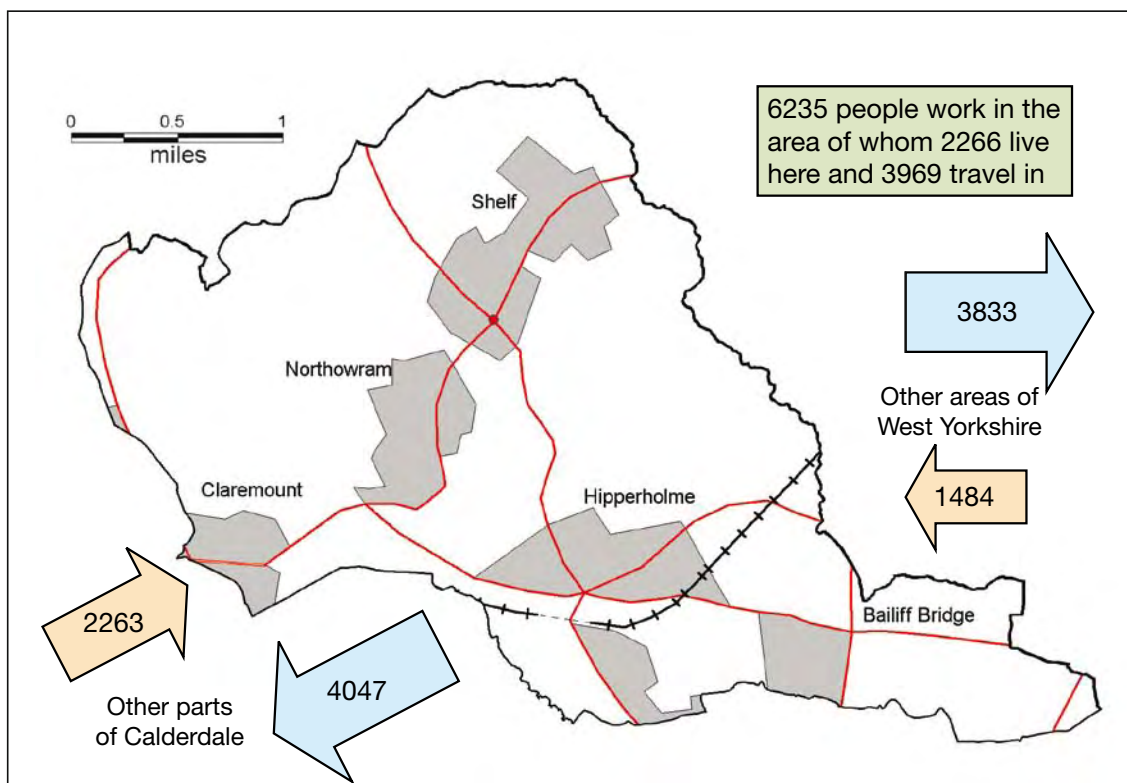
Source: Paycheck 2006

The household incomes data shows significant proportions of households with incomes below £15,000 (27% compared to Calderdale's 24%). At the other end of the scale, 21% have an income of above £40,000. The median figure of £23,500 is significantly below the Calderdale figure of £25,000.

North East Calderdale Area

This area covers the 2001 wards of Hipperholme & Lightcliffe and Northowram & Shelf. 36% of the workforce live in the area, 36% travel from other parts of Calderdale, 24% from other districts of West Yorkshire and 4% from other parts of the country.

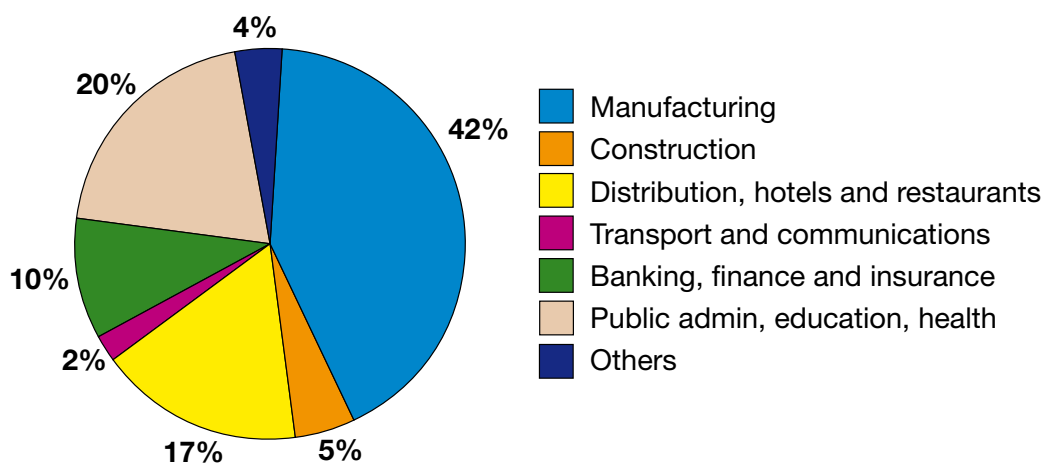
Commuting Patterns



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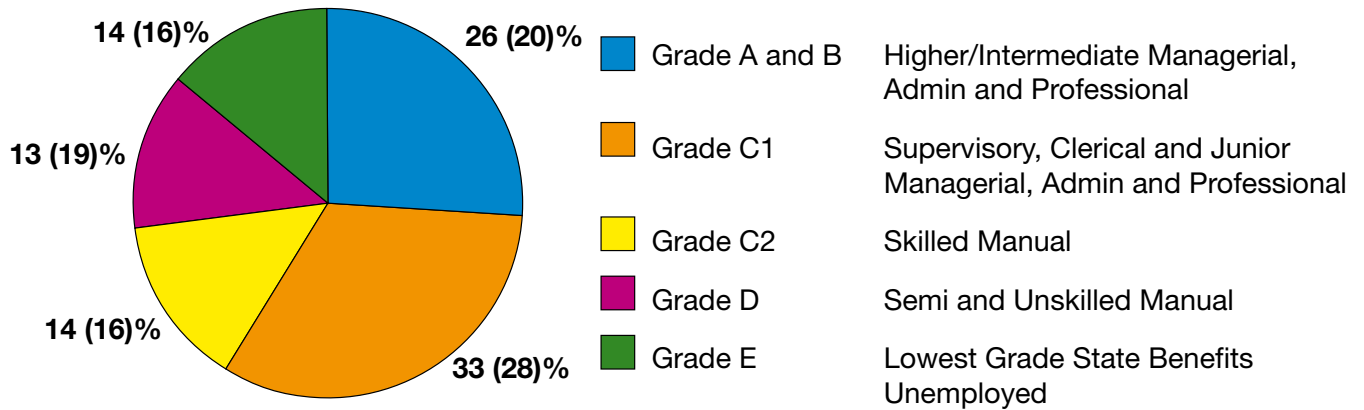
Employment by Sector

Major private employers include Crosslee (domestic electrical appliances), Interface Europe Ltd (carpets and rugs), QC Supplies (distribution of office supplies) and Dyson Insulation (contractor and distributor).



Source: Annual Business Inquiry 2001

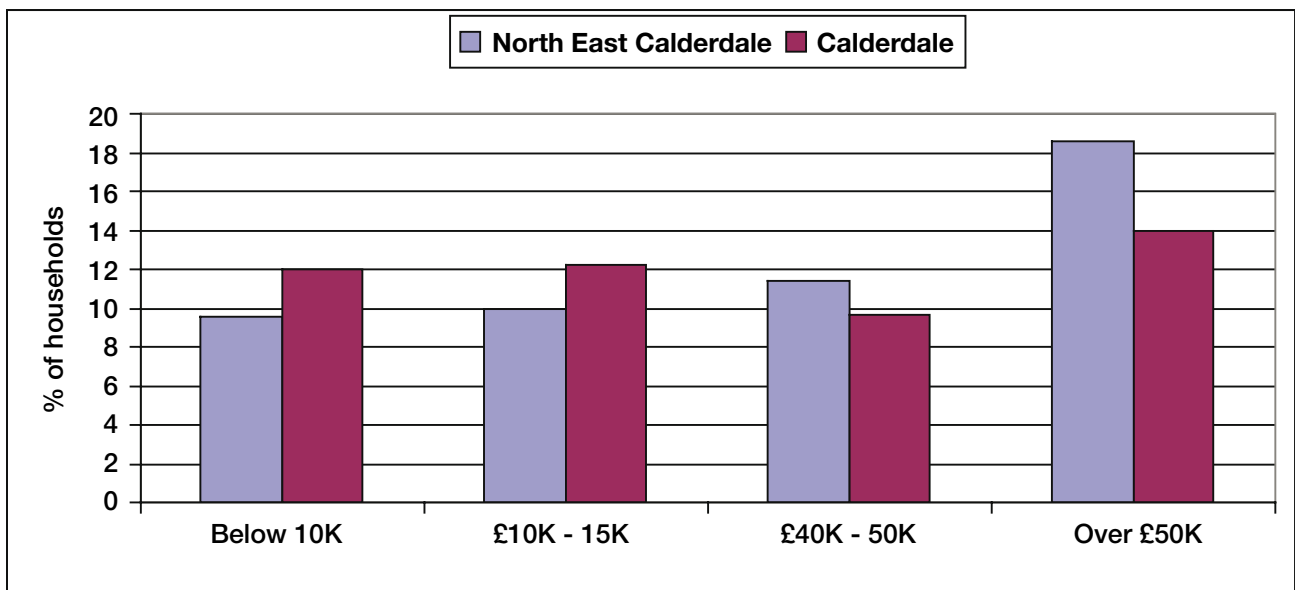
Social Grade of Residents



Source: 2001 Census - Calderdale % in brackets

This area diverges most from the Calderdale average in terms of the Social Grade of its residents. Grades A, B, C1 and D have significantly different proportions from the district average. A significant proportion of those in Grades A, B and C1 travel out of the area to work.

Household Income



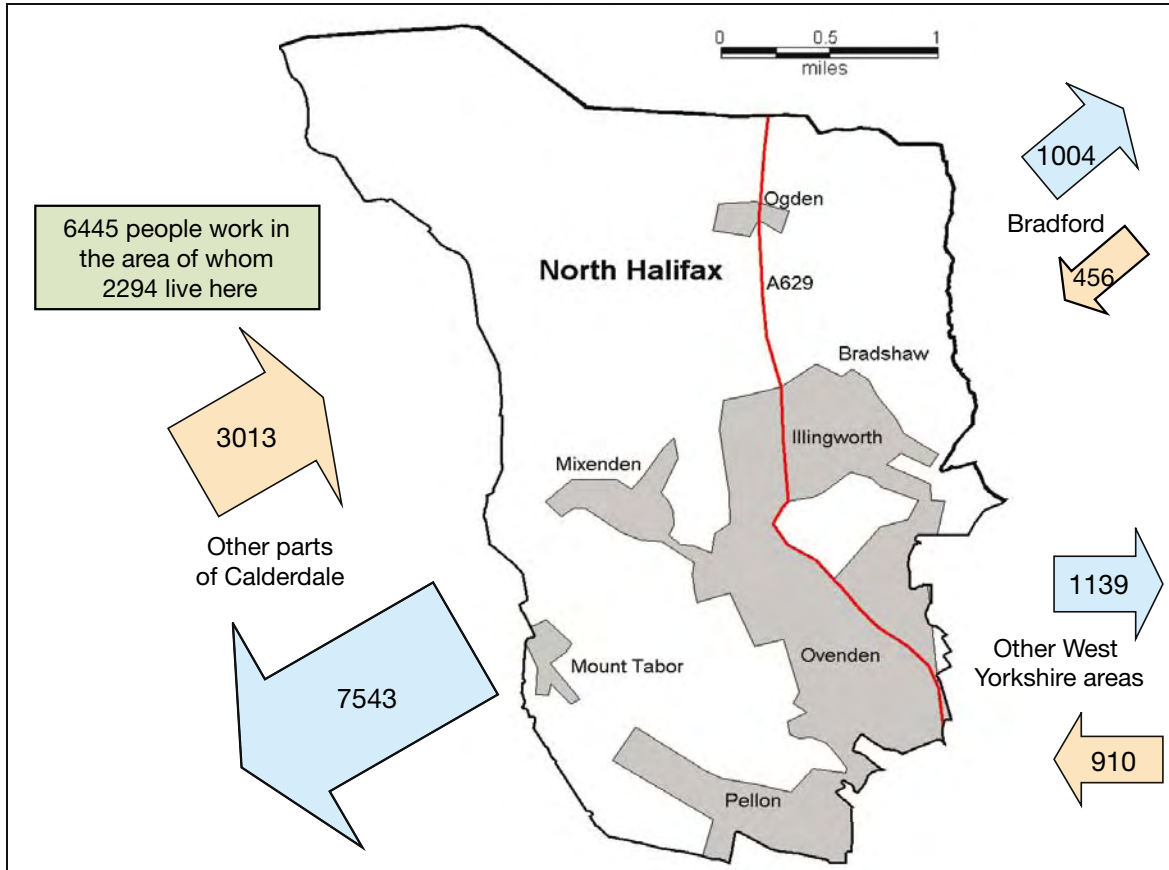
Source: Paycheck 2006

There are significant differences in the proportions of households on high and low incomes, compared to the Calderdale figures. This is particularly noticeable at the extremes – only 9.5% of households have incomes below £10,000, compared to Calderdale's 12%. Similarly, 18.5% of households have incomes over £50,000 compared with 14% for the whole of Calderdale. The median figure for the area of £28,500 is well above the Calderdale figure of £25,000, showing there are considerable numbers of households earning higher than average incomes.

North Halifax Area

The North Halifax area covers Illingworth, Mixenden and Ovenden and follows the 2001 ward boundaries. 6,445 people were employed in the area in 2001, 35.6% coming from this area, 46.8% from other parts of Calderdale, and 17.6% from other areas.

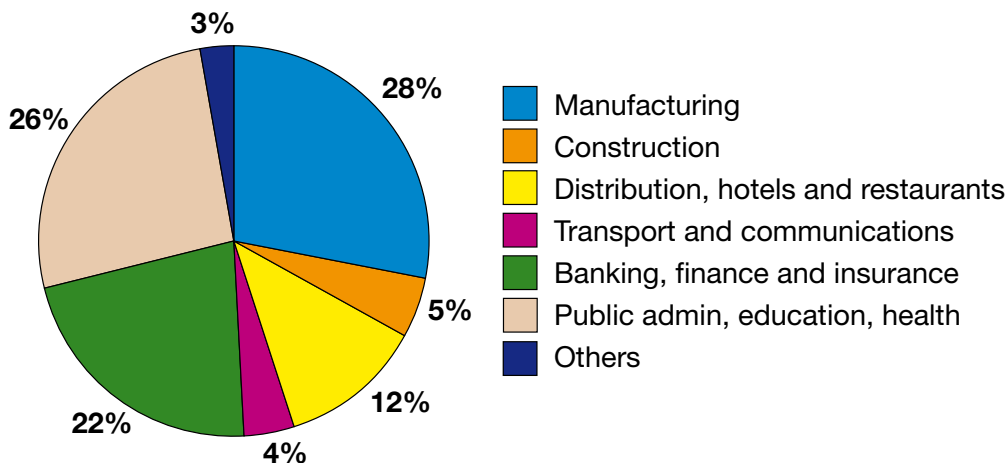
Commuting Patterns



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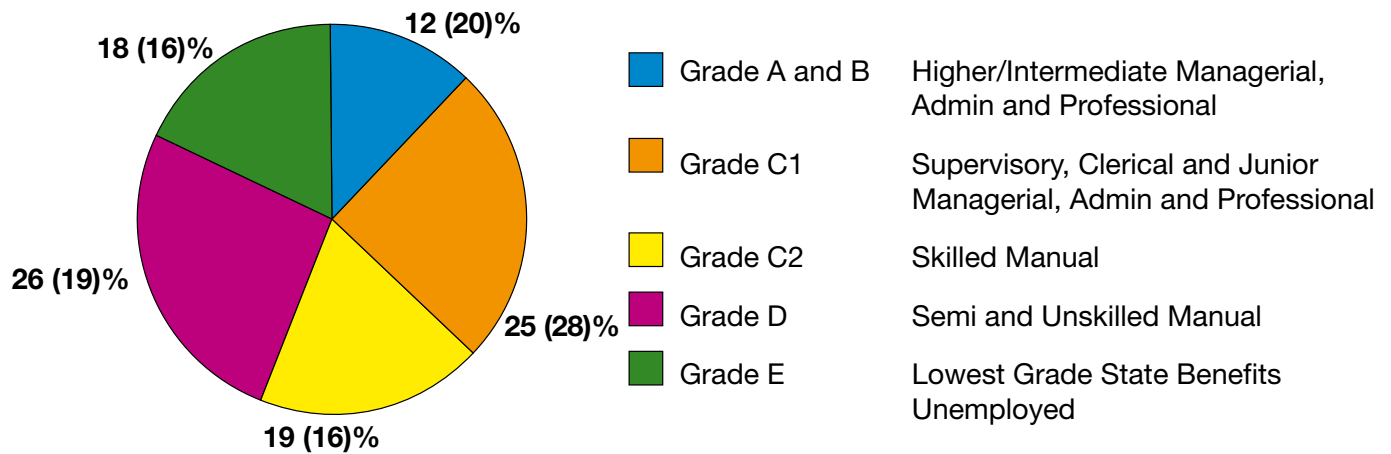
Employment by Sector

Major private employers are Siddal & Hilton (wire manufacture and healthcare products) and Gower Furniture, both located at Holmfield.



Source: Annual Business Inquiry 2001

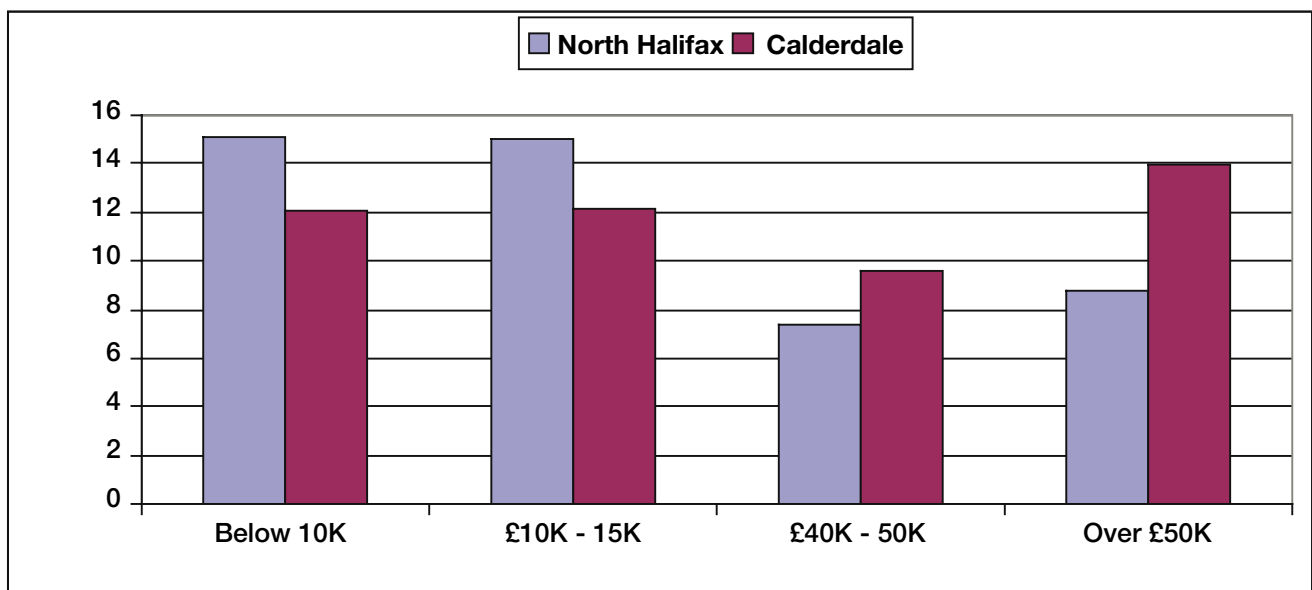
Social Grade of Residents



Source: 2001 Census - Calderdale % in brackets

There are significant differences between the proportion of residents in different social grades in this area compared to Calderdale as a whole. The most significant differences are the low proportion of those in Grade A and B and the relatively high proportion in Grade D.

Household Income



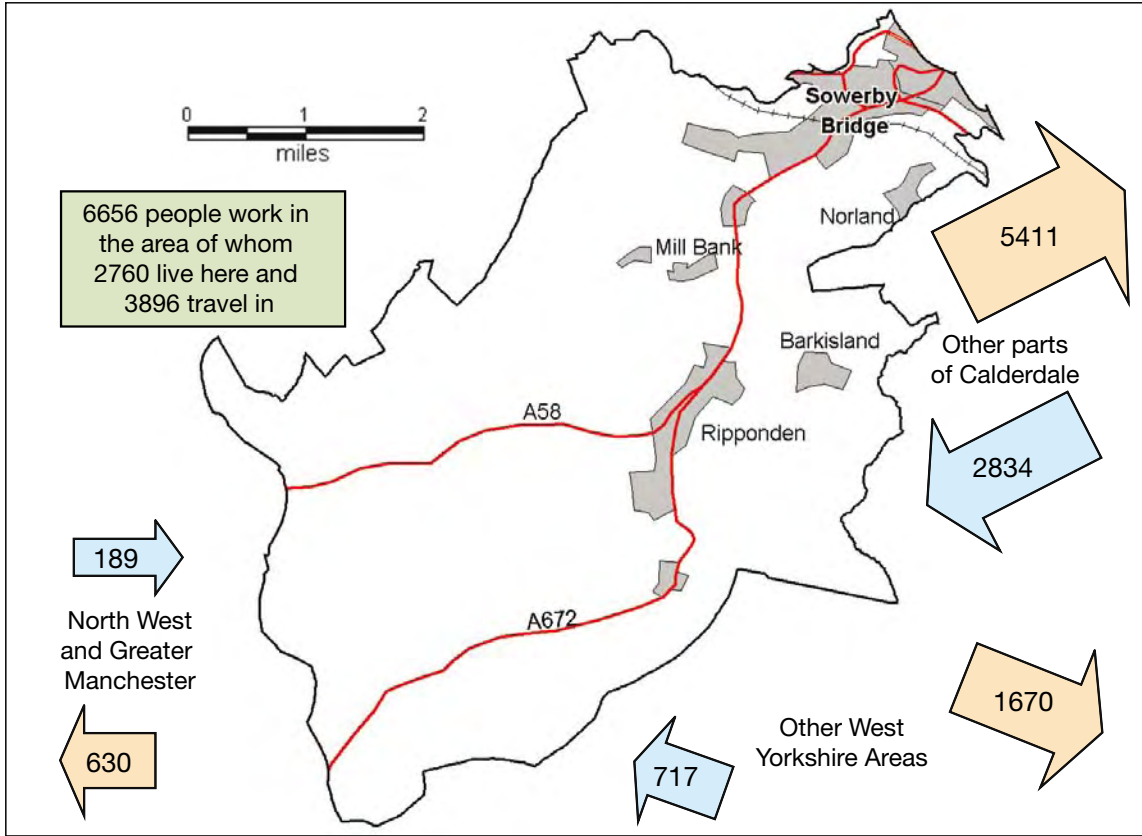
Source: Paycheck 2006

This area has relatively high proportions of households in the lower income groups, and correspondingly fewer in the higher income groups, than Calderdale as a whole. Over 30% of households in this area have incomes below £15,000, compared to 24% in Calderdale district. The median income is £3,500 below that for Calderdale – the lowest of the eight areas used in this study.

Ripponden and Sowerby Bridge Area

This area covers the 2001 wards of Ryburn and Sowerby Bridge. Of the 6656 people who work in the area, 41.5% live here, 42.5% travel in from other parts of Calderdale, and 13.5% come from other areas of West Yorkshire, Manchester and the North West.

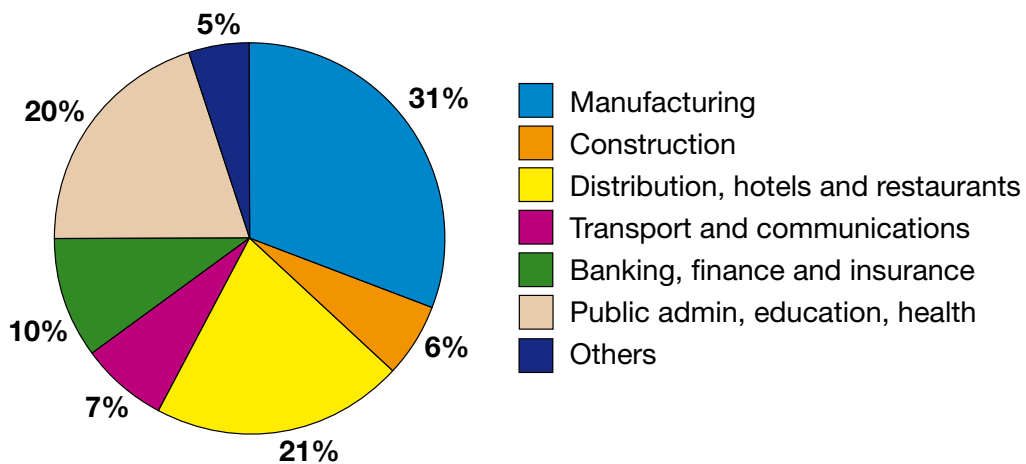
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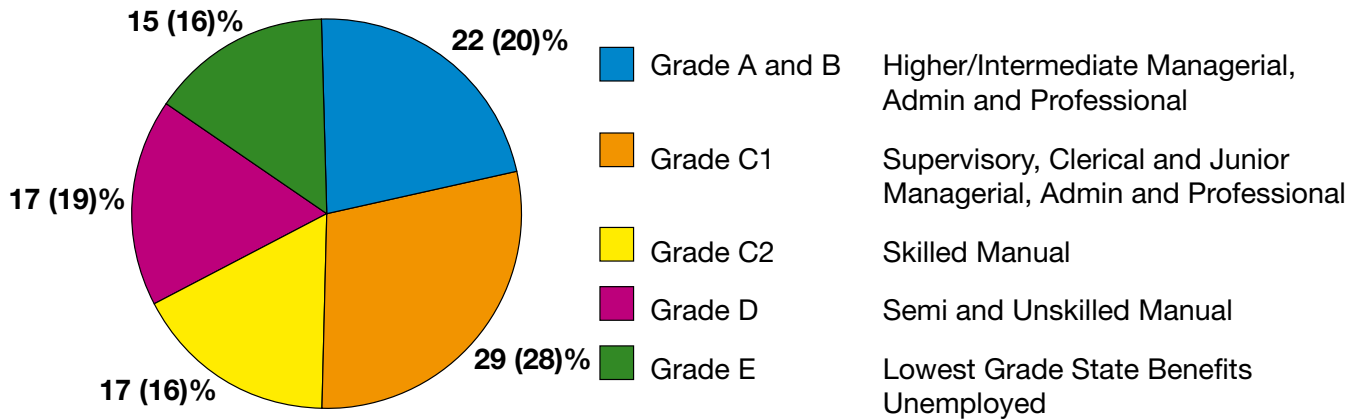
Employment by Sector

Large private employers include JLA Ltd (commercial laundry equipment distributor) and Aflex Hose Ltd.



Source: Annual Business Inquiry 2001

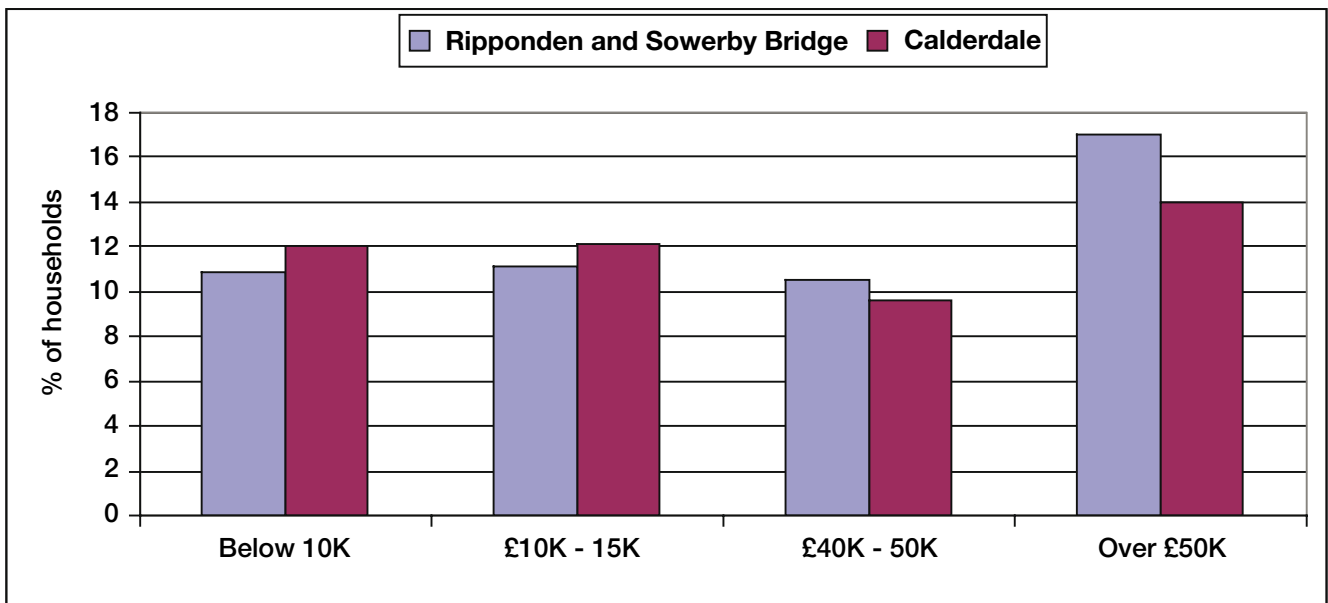
Social Grade of Residents



Source: 2001 Census - Calderdale % in brackets

There are only slight differences between the social profile of this area and the Calderdale district profile. However, within the area there are considerable differences. For example, in Sowerby Bridge only 16% of households are in Grades A and B, compared to 28% in Ryburn ward.

Household Income



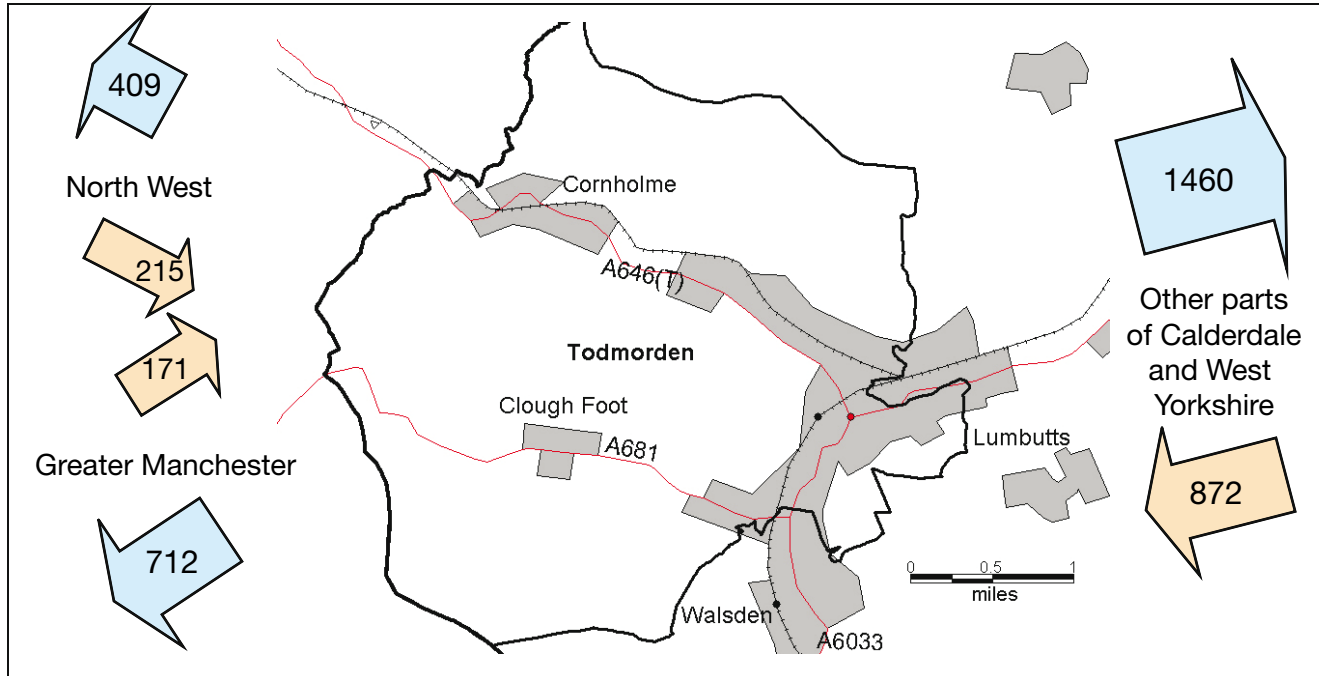
Source: Paycheck 2006

The household income data shows that there is a higher proportion of households with incomes over £40,000 than in Calderdale district. The median figure of £27,000 is £2,000 above that for Calderdale.

Todmorden Area

Just under 3,200 people work in the Todmorden area, as defined by the 2001 ward boundary. 59% of the workforce live in the area, the most self-contained in Calderdale; 25% come from other parts of Calderdale; 12% from Greater Manchester and the North West.

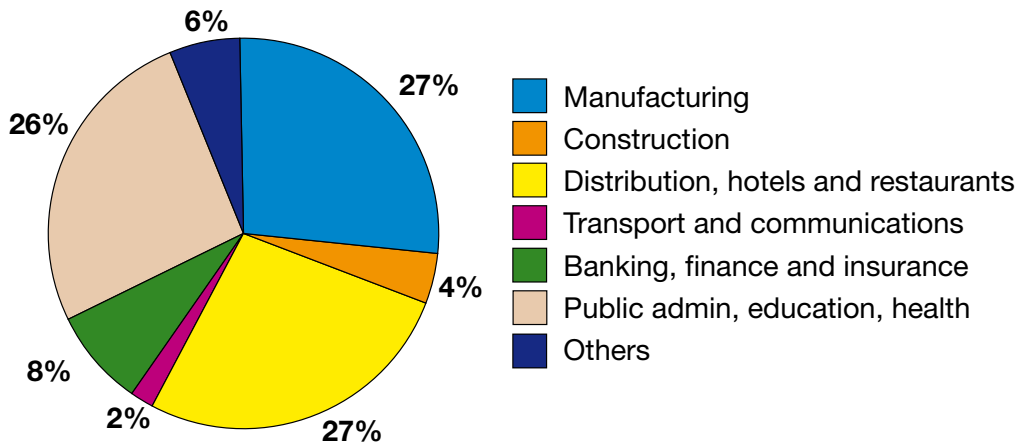
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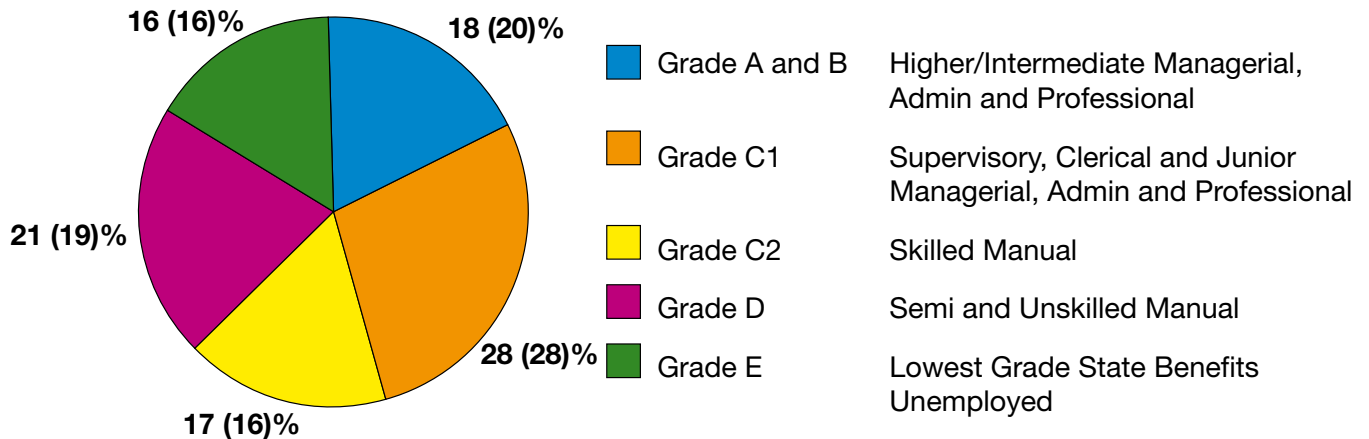
Employment by Sector

27% work in manufacturing, almost double the national figure of 14%; only 8% work in banking, finance and insurance, well below the district's 23%. Major private employers include Weir Minerals (pump and casting manufacture) and two furniture manufacturers, James H Sutcliffe & Sons and White & Newton Ltd.



Source: Annual Business Inquiry 2001

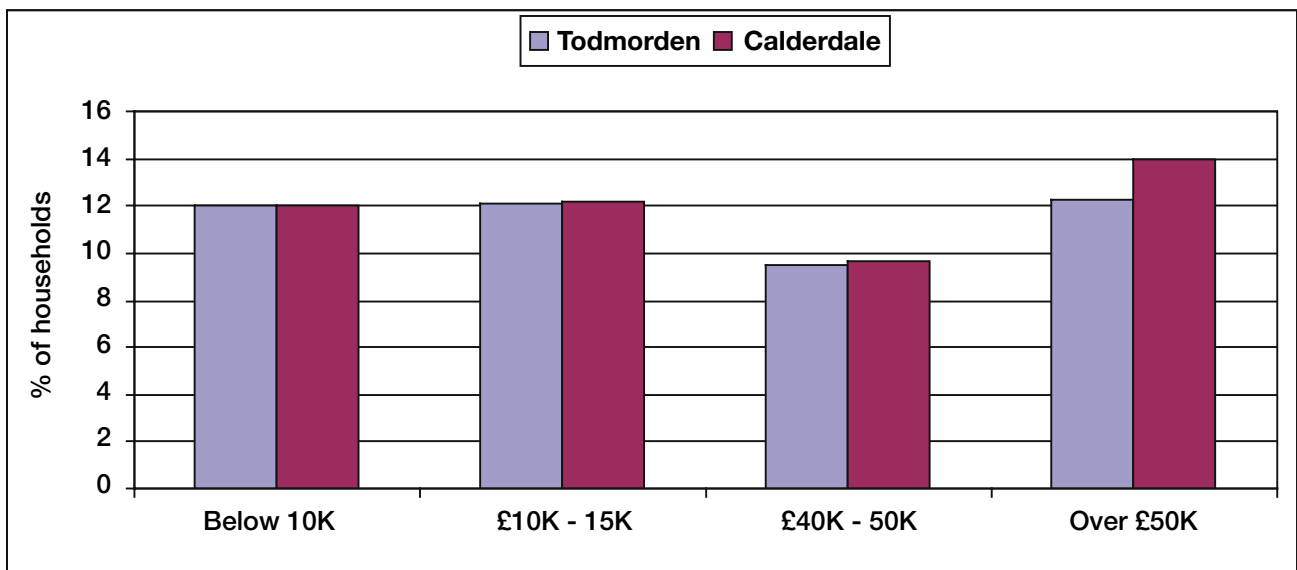
Social Grade of Residents



Source: 2001 Census - Calderdale % in brackets

There are no outstanding differences between the social grade of the residents of this area compared to the rest of Calderdale. There is a lower proportion of those in Grades A and B, but a slightly higher proportion in Grade D.

Household Income



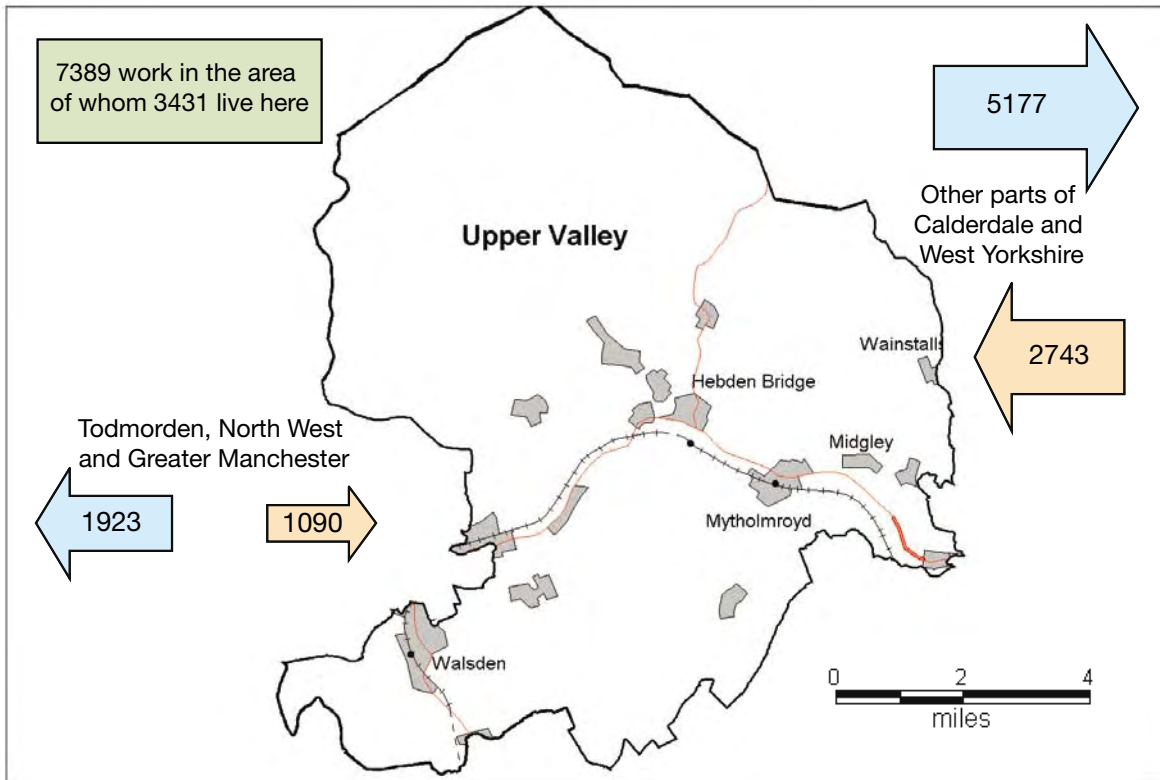
Source: Paycheck 2006

The household incomes data shows that the proportion of households with incomes below £15,000 is very close to that for the whole of Calderdale, but at the other end of the scale, only about 12% of households have an income of above £50,000, compared to 14% for Calderdale. The median figure of £24,500 is very close to the Calderdale value of £25,000.

Upper Valley Area

The Upper Valley area covers the 2001 wards of Calder Valley and Luddendenfoot. 46% of the workforce live in the area, 37% come from other parts of Calderdale (excluding Todmorden) and West Yorkshire, 15% travel into the area from the west, and the remainder come from other parts of the UK.

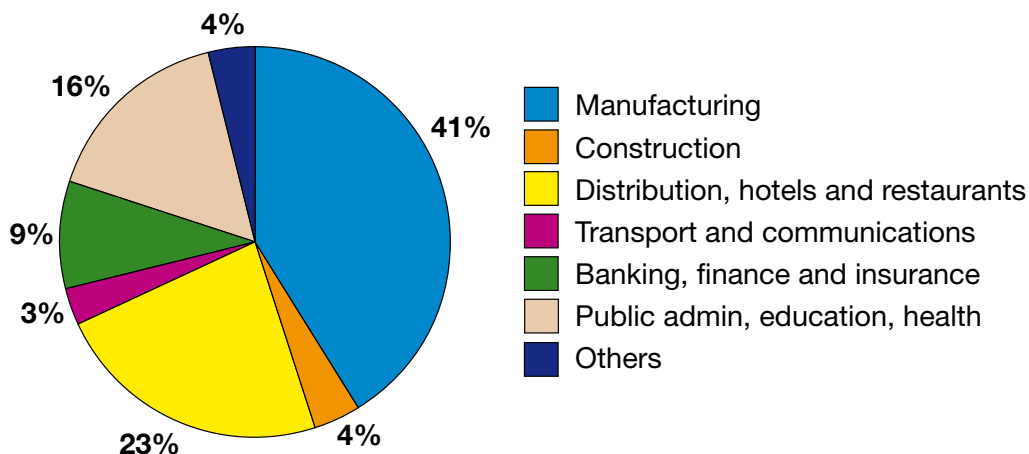
Commuting Patterns



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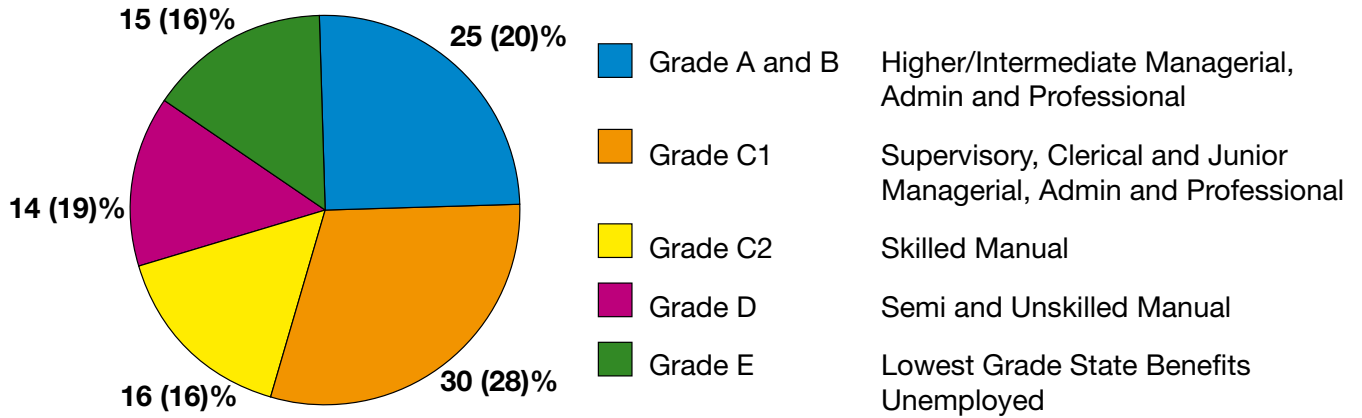
Employment by Sector

Major private employers include MSI Ltd (garage equipment), Sweet & Maxwell (legal services), Vale Upholstery (chair and seat manufacturer) and VTL (motor industry parts manufacture).



Source: Annual Business Inquiry 2001

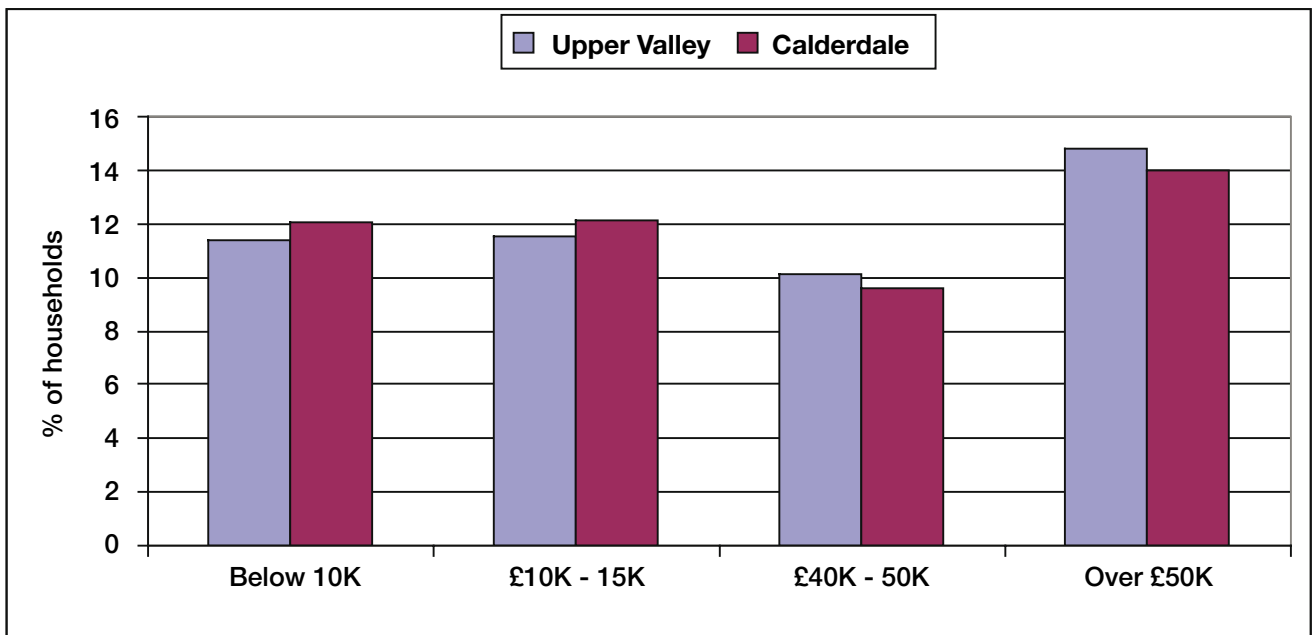
Social Grade of Residents



Source: 2001 Census - Calderdale % in brackets

There are significant differences in two groups, Grade A and B – 25% compared to 20% in Calderdale; and Grade D – 14% compared to 19% in Calderdale. The other groups are closer to the area average.

Household Income



Source: Paycheck 2006

There are significant differences in the proportions at either end of the income scale – 2% fewer households on incomes below £10,000 compared to Calderdale, 2% more on incomes over £50,000. The median figure is slightly above the Calderdale figure, indicating an even spread of incomes over the various groups.

Appendix A

Employment Information

APPENDIX A EMPLOYMENT INFORMATION

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1. Employment in Calderdale

Workplace Employment

This section presents data relating to employment within Calderdale, that is, jobs located in Calderdale (as distinct from the employment profile of Calderdale Residents).

The Table below shows workplace employment figures in Calderdale, showing changes over time but also comparisons between the two information sources (Annual Business Inquiry and Census of Population).

Table A1 Total Employment within Calderdale

Source:	1991	1995	1999	2001	2003	2004(p)
ABI	74100	76300	82200	78800	80800	83400
Census	81750			83269		

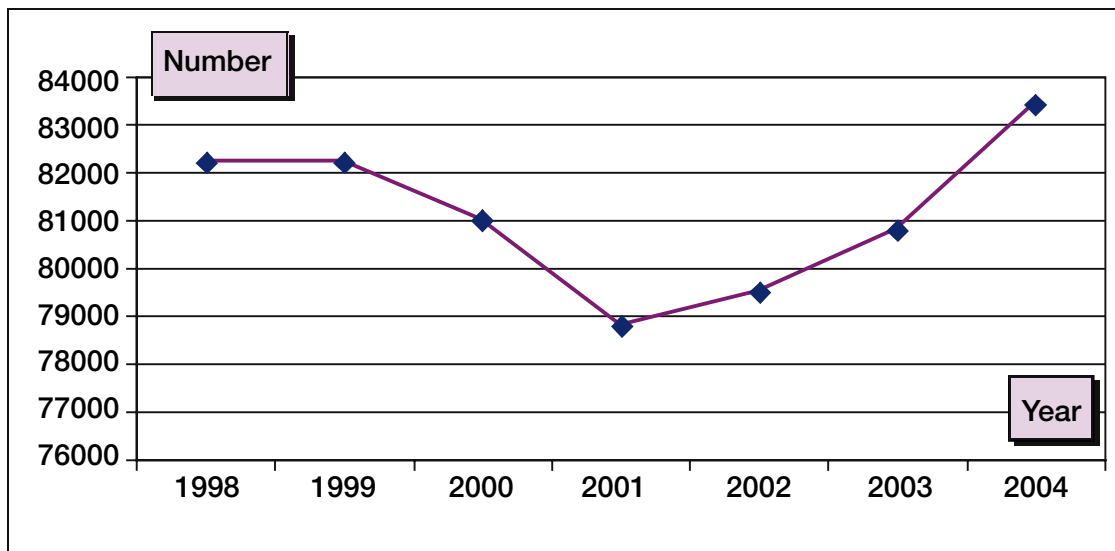
Sources: ONS, Annual Business Inquiry. The figure for 2004 is provisional. Figures for 1991 and 1995 are taken from its predecessor, the Census of Employment. Census of Population 1991 and 2001

Note: The Annual Business Inquiry/Census of Employment data is affected by changes in methodology over the period shown, and also by problems arising from errors in self-completion and sampling error.

The overall picture is of a rise in employment in Calderdale over the last decade.

Figure A1 shows the changes over the more recent period, since 1998. It suggests a significant dip in employment within Calderdale from 1999 to 2001, followed by steady growth up to 2003. The 2004 figure shows a strong rise although this is a provisional figure and should be treated with caution.

Figure A1 Employment in Calderdale: Trends 1998-2004



Sectoral Change

Table A2 provides figures on the sectoral distribution of employment within Calderdale.

Table A2 Sectoral Breakdown of Employment within Calderdale

Sector	1993 %	1995 %	1998 %	2001 %	2003 %
Manufacturing	33.9	31.2	27.6	25.4	22.2
Construction	3.6	3.3	3.5	3.7	3.7
Distribution, hotels & restaurants	17.8	17.6	19.2	19.2	21.4
Transport & communications	3.1	3.5	3.2	3.5	3.8
Banking, finance, etc	16.6	21.3	22.2	23.0	22.7
Public administration, educ, health	21.1	20.0	19.8	20.6	20.6
Other (mainly Other Services)	4.0	3.1	4.4	4.6	5.6

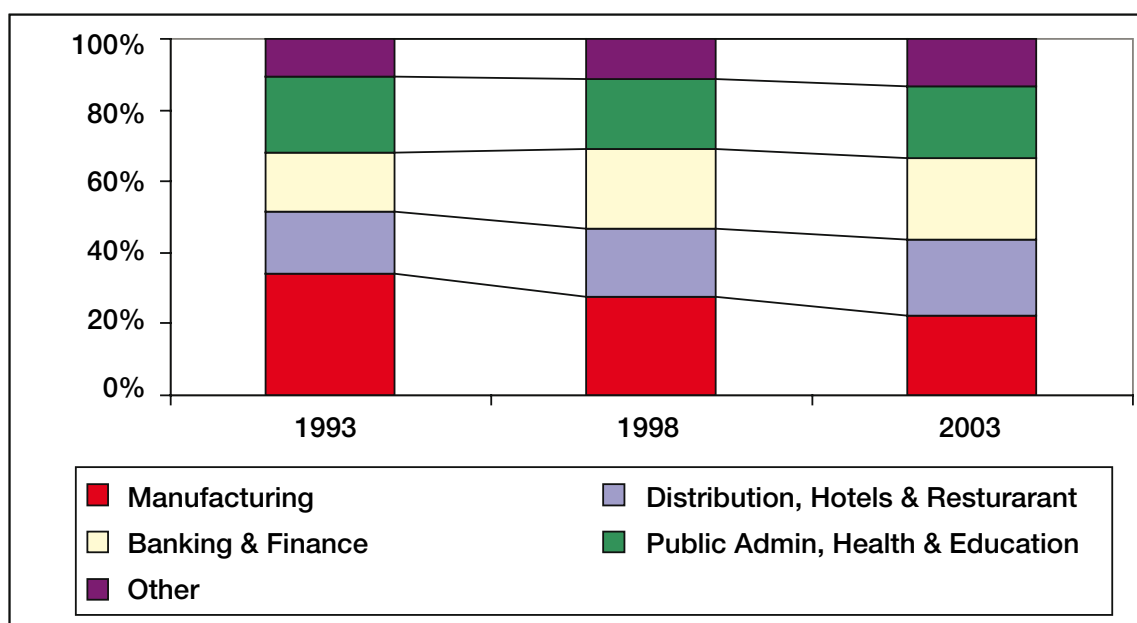
Source: ONS, Annual Business Inquiry. Figures for 1993 and 1995 taken from its predecessor, the Census of Employment.

Table A2 shows the following trends:

- Manufacturing employment has decreased from over one third of all employment to under one quarter in 2003, although its contribution remains far above the national average
- Banking, finance and related services have risen from under 17% of employment to 23% and are now the single largest sector
- The Distribution, hotels and restaurants sector grew rapidly between 1995 and 2003

These changes are illustrated in Figure A2 below.

Figure A2 Changes in Sectoral Breakdown, 1993 - 2003



Source: ONS, Annual Business Inquiry; Census of Employment

Gender and Full-time/Part-time Working

The Table below shows changes in the composition of employment within Calderdale by gender and full-time or part-time status.

Table A3 Gender and Full-time/Part-time Working

Gender & Full/Part-time	Calderdale			England
	1995	2001	2003	2003
	%	%	%	%
Full-time	76	67	69.6	68.2
Part-time	24	33	30.4	31.8
Male	52	49	50.9	50.7
Female	48	51	49.1	49.3
Male Full-time	49	44	44.8	42.8
Female Full-time	28	23	24.8	25.4
Male Part-time	4	6	6.2	7.9
Female Part-time	20	27	24.2	23.9

Source: ONS, Annual Business Inquiry. Figures for 1991 and 1995 taken from its predecessor, the annual Census of Employment.

The Table shows the following trends:

- a growing parity between men and women in employment in Calderdale. Female employment actually exceeded male employment for the first time in 2001, although data for 2003 does not repeat this
- a rapid and continuing increase in the proportion of employment that is part-time
 - a significant rise in the percentage of total employment accounted for by male part-time working, to over 6%
- rapid growth of female part-time working between 1995 and 2001 – and a corresponding fall in the proportion accounted for by male full-time working. However, in both cases this development appears to have been reversed between 2001 and 2003
- In 2003 Calderdale had a lower rate of part-time working than the national average. Male full-time staff comprised a larger share of employment in the area than the national average, and male part-time working was lower than the national average. For women, the reverse was true, with part-time working slightly above average and full-time working below national rates.

Sector, Gender and Full-time/Part-time Working

The gender and full-time or part-time composition of the workforce varies enormously across the different sectors. Tables 4 and 5 show, respectively, the percentage male & female and the percentage full-time and part-time, for the largest sectors only. The Tables also show the England figures for comparison.

Table A4 shows that manufacturing employment continues to be overwhelmingly male, in Calderdale and nationally. In Calderdale, the proportion of manufacturing employment accounted for by men has in fact risen substantially in recent years, from 67% in 1989 to 71% in 1995. Whilst surprising in the context of the general growth in female employment, it is likely that this is the result principally of the decline in textile industries, which traditionally had high female employment in Calderdale.

The male share of construction employment has also risen, from 79% in 1989 and 82% in 1995 to the 2001 figure of 86%, which is close to the national average. There is no obvious explanation for this development.

Service employment, which has expanded enormously over the last decades, remains primarily female. In particular, the Banking & Finance and Public Administration, Health & Social Care sectors are very heavily dependent on women.

In Calderdale, the proportion of service employment accounted for by women has remained largely stable since 1989. However, it is notable that this proportion is markedly higher than the national picture, where men account for 45% of service employment. This can be explained by the relatively large manufacturing sector in Calderdale, which accounts for more male employment.

The Banking and Finance sector in Calderdale shows a very different gender profile from the national figures. Nationally, over half of this sector is male, whilst in Calderdale 62% is female.

Table A4 Gender Composition of Employment, by Sector - 2003

Sector	% Male		% Female	
	Calderdale	England	Calderdale	England
All Sectors	51	51	49	49
Manufacturing	77	74	23	26
Construction	86	85	14	15
All Services	41	45	59	55
<i>Distribution, Hotels & Restaurants</i>	50	48	50	52
<i>Banking, Finance, etc.</i>	38	53	62	47
<i>Public Admin, Health, etc</i>	26	28	74	72

Source: Annual Business Inquiry, 2003

Table A5 shows that:

- part-time employment, both in Calderdale and nationally, is overwhelmingly concentrated in the Service sector. In Calderdale, 38% of all Service sector employees are part-time (compared to 37% nationally), rising to 45% in Public Administration, Education and Health
- Manufacturing and Construction are predominantly preserves of full-time employment
- the part-time/full-time profile of Banking & Finance in Calderdale differs considerably from England (as it does with relation to the gender split), with more part-time working in Calderdale
- the level of part-time employment in Manufacturing and Construction is actually lower than in 1989. The simultaneous overall growth in part-time employment can only be explained therefore by the increase in service sector employment, within which there is far greater part-time working

Table A5 Part-time and Full-time Employment, by Sector - 2003

Sector	% Full-time		% Part-time	
	Calderdale	England	Calderdale	England
All Sectors	70	68	30	32
Manufacturing	91	92	9	8
Construction	92	92	9	8
All Services	62	63	38	37
<i>Distribution, Hotels & Restaurants</i>	56	53	44	47
<i>Banking, Finance, etc.</i>	70	76	30	24
<i>Public Admin, Health, etc</i>	55	57	45	43

Source: Annual Business Inquiry, 2003

Qualifications of Workforce in Calderdale

There is limited information available about qualification levels among the workforce employed within Calderdale. This topic is not included in the Census and the only source is the Household Surveys conducted by the Learning and Skills Council West Yorkshire, which only cover people resident in West Yorkshire. Nevertheless, these surveys provide a useful guide as they achieve sample coverage of over 1,000; and West Yorkshire (including Calderdale itself) is the residence of 95% of the people working within Calderdale.

Figures for 2002 and 2005 are shown below.

Table A6 Qualifications of People Working in Calderdale

Qualification Level	2002 %	2005 %
NVQ2 or above	71.5	70.7
NVQ3 or above	48.2	45.7
NVQ4 or above	22.2	25.7

*Source: Learning & Skills Council West Yorkshire;
Calderdale in Depth, 2004;
Calderdale Household Survey, 2005*

As can be seen, overall qualification levels at NVQ2+ or NVQ3+ have fallen, but NVQ4+ have risen significantly.

Analysis of qualification levels between in-commuters, out-commuters and those residing and working within Calderdale is provided in the main body of the report, in the section on Commuting.

Employee Earnings in Calderdale

Table A7 shows earnings of people in employment in Calderdale, compared to Leeds, regional and national figures.

Table A7 Earnings of Full-time Workers

Gross Weekly Pay (£)

Year	Calderdale		Leeds		Yorkshire & Humber		England	
	Median	Mean	Median	Mean	Median	Mean	Median	Mean
1998	311	361	310	358	314	352	335	400
2001	365	436	353	423	346	397	382	459
2005	417	497	425	519	399	467	436	526

Hourly Pay (£) (excluding Overtime)

Year	Calderdale		Leeds		Yorkshire & Humber		England	
	Median	Mean	Median	Mean	Median	Mean	Median	Mean
1998	7.76	9.14	7.50	9.05	7.47	8.74	8.16	10.02
2001	9.20	11.44	8.82	10.77	8.31	9.93	9.34	11.59
2005	10.72	13.28	10.82	13.22	9.85	11.81	10.85	13.40

Source: *New Earnings Survey; Annual Survey of Hours and Earnings*

The surveys of hours and earnings have a relatively small sample size and the figures should be regarded as indicative rather than definitive. Nevertheless, the figures taken over 3 different years show Calderdale's pay rates to be consistently well below the national average, but consistently above the regional average.

More surprisingly, in terms of hourly pay rates, Calderdale rates have generally been above those for Leeds both in terms of the mean figure and the median. However, the 2005 (and 2004) figures indicate that Leeds hourly and gross weekly pay rates are now above those of Calderdale. Nevertheless, Calderdale rates remain higher than other parts of West Yorkshire

2. Residents' Employment

This section provides a profile of Calderdale Residents who are in employment. Since not all of these work within the District, the characteristics are distinct from that of employment within Calderdale.

Total and Sectoral Employment

The latest comprehensive and reliable data on the employment of Calderdale residents comes from the 2001 Census.

The Table below shows the employment of Calderdale residents both in total and by sector in 1991 and 2001.

Table A8 Calderdale Residents in Employment

Sector	1991		2001		% Change	
	No	%	No	%	By Sector	Proportion of total
Total	85330		88038		+3.2	
Manufacturing	23216	27.2	19828	22.5	-14.6	-4.7
Construction	5071	5.9	5426	6.2	+7.0	+0.3
Finance & Business Services	10001	11.7	15677	17.8	+56.8	+6.1
Public Admin, Health, Education, Social Care	n/a	n/a	20536	23.3	n/a	n/a
Distribution, Retail, Transport, Communications, Catering	20164	23.6	21520	24.4	+0.7	+0.8

Source: ONS, Census 1991, 2001. © Crown Copyright

Strict comparisons between the above figures and Tables A1 and A2 are not possible due to different categories being used. However, the figures show a pattern very similar to that shown by the Annual Business Inquiry figures on workplace employment: a strong fall in residents engaged in manufacturing, and a large rise in the Finance and related Business services sector, both in actual numbers and in contribution to total employment.

Gender Split and Full-time/Part-time Working

Table A9 shows employment of residents in terms of gender and full-time/part-time, from the 2001 Census.

The Table shows some clear differences from the workplace figures available for 2001 from the Annual Business Inquiry. The latter showed one third of the workplace employees working part-time, whilst the Census suggests that among Calderdale residents the figure is only about 1 in 4. There is also a difference in the gender findings, which is likely to reflect the full-time and part-time split, with the workplace figures showing slightly more women than men in employment, whilst among Calderdale residents in employment, over 53% are male.

Table A9 Residents Employment: Gender, Part-time/Full-time

Gender & Full/Part-time	Calderdale Residents in Employment	
	1991 %	2001 (i) %
Full-time	78.2	76.2
Part-time	21.8	23.8
Male	51.8	53.3
Female	48.2	46.7
Male Full-time	49.7	48.6
Female Full-time	28.5	26.1
Male Part-time	2.0	4.7
Female Part-time	19.7	20.6

Source: ONS, Census 1991, 2001. © Crown Copyright
i. Note that the 2001 figures exclude students

Comparison with 1991 Census figures shows that:

- among Calderdale’s residents, part-time employment has continued to grow significantly
- the percentage of Calderdale residents in employment who are female has fallen, after growing rapidly before 1991, entirely composed of a decline in the share of female full-time working
- the share of male part-time working amongst Calderdale residents has risen sharply, continuing a trend visible before 1991.

Table A10 provides further details on hours worked, with 1991 comparisons where applicable.

Table A10 Hours Worked by Calderdale Residents

Year	0-15 %	16-30 %	31-37 %	38 or more %	Male Av No	Female Av No
2001	7.3	18.0	20.2	54.5	41.8	31.1
			74.7			
1991	8.0	15.4	76.7		n/a	n/a

Source: Census 1991, 2001. © Crown Copyright

Note: 1991 figures calculated after extracting those who “Did Not State”

The percentage working 15 hours or less has fallen slightly, and the percentage working more than 30 hours has fallen significantly, whilst there has been a marked rise in the percentage working between 16 and 30 hours a week.

Earnings

The figures below show the pay and earnings of Calderdale residents in full-time employment, in contrast to Table A7 above which gave figures for people working in Calderdale. The latter are shown in italics on the row below for comparison.

Comparable figures are given for Leeds, Yorkshire and the Humber, and England.

Table A11 Comparative Earnings of Calderdale Residents - 2005

Gross Weekly Pay (£)

Residents/Employees in Calderdale	Calderdale		Leeds		Yorkshire & Humber		England	
	Median	Mean	Median	Mean	Median	Mean	Median	Mean
Residents	400	467	411	484	400	469	438	528
<i>Employees in C'dale</i>	<i>417</i>	<i>497</i>	<i>425</i>	<i>519</i>	<i>399</i>	<i>467</i>	<i>436</i>	<i>526</i>

Hourly Pay (£) (excluding Overtime)

Residents/Employees in Calderdale	Calderdale		Leeds		Yorkshire & Humber		England	
	Median	Mean	Median	Mean	Median	Mean	Median	Mean
Residents	10.14	11.95	10.28	12.27	9.83	11.82	10.88	13.44
<i>Employees in C'dale</i>	<i>10.72</i>	<i>13.28</i>	<i>10.82</i>	<i>13.22</i>	<i>9.85</i>	<i>11.81</i>	<i>10.85</i>	<i>13.40</i>

Source: New Earnings Survey; Annual Survey of Hours and Earnings.

The Table shows that:

- Hourly Pay and Gross Weekly Pay of Calderdale residents are lower than the Leeds and England figures (both median and mean)
- hourly pay of Calderdale residents is well above the regional averages (both median and mean), although the gross weekly median pay is the same as the regional figure and considerably lower than the England average
- mean (average) rates are about the same as Leeds and higher than the Yorkshire and Humber average but well below the national figure
- both mean and median figures for Calderdale residents are below those for people working in Calderdale (shown in italics)
- median figures as a percentage of mean figures are slightly lower in Calderdale than in Leeds and Yorkshire & Humber. This indicates that income inequality may be higher amongst Calderdale residents than the regional average.

Household Incomes

Income data is available only by place of residence. Data for 2006 is shown in the Table below. It includes incomes from all sources

Table A12 Household Incomes - 2006

Income Grouping	Calderdale
Average (Mean) Income	29,800
Median Income (approximate)	25,000
Households with Income less than £10,000 pa	10,090 12.0%
Households with Income less than £20,000 pa	31,480 37.5%
Households with Income greater than £50,000 pa	11711 14.0%

Source: CACI, "PayCheck", 2006

The average (mean) income is calculated by taking total household incomes divided by the total number of households. It can be influenced by relatively small numbers of high income households and is therefore not necessarily a good representation of the position of most households. Calderdale's average (mean) household income in early 2006 was almost £30,000, compared to a UK figure of £32,300.

In many respects a more meaningful figure is the median (see "Terminology and Definitions" section for explanation). The median household income of £25,000 compares with a UK median income of £27,100.

The median income in Calderdale is 16% below the average (mean) income, indicating that a relatively small number of high incomes raise the average (mean) income figure far above the incomes of most households in the District.

The other figures reinforce this point – approximately 1 in 8 households has an income only one-third of the average, and more than 1 in 3 have an income only two-thirds of the average.

Qualifications of Calderdale Residents

Data on qualifications of Calderdale residents is available from the 2001 Census and from the Labour Force Survey. Both sets of data indicate that in terms of higher level qualifications, Calderdale is below the national average.

Table A13 Qualifications of Calderdale Residents

Resident Category and Qualification	Calderdale	West Yorkshire	England
	%	%	%
i. Aged 16-74 with Degree or equivalent (a) (2001)	17.1	16.8	19.9
ii. Aged 16-74 with 2 "A" levels or equivalent (b) (2001)	6.8	8.1	8.3
iii. Aged 16-74 with 5+ GCSEs (A-C) (c) (2001)	19.1	17.4	19.4
iv. Economically active with NVQ4+ (2004/05)	27.8	26.3	29.3
v. Economically active with NVQ3 (2004/05)	23.9	20.6	19.4
vi. Residents in employment with NVQ4+ (2005)	31.7	27.4	n/a
vii. Residents in employment with NVQ3 (2005)	19.9	17.7	n/a
viii. Residents in employment with NVQ2 (2005)	22.1	20.9	n/a

Source: *i, ii and iii* from ONS, *Census 2001*. © Crown Copyright
iv and v from Labour Force Survey, 4-quarter averages
vi, vii and viii from LSC, "Calderdale Household Survey, 2005"

- a. Includes NVQ 4/5, HNC, HND
- b. Includes NVQ 3, Advanced GNVQ
- c. Includes NVQ 2 and Intermediate, 'O' Levels

Whilst the figures do not compare favourably with the national ones, Calderdale exceeds the West Yorkshire average for most measures:

- the 2001 Census showed that in terms of the proportion of the 16-74 population with a first degree or above, or 2+ "A" levels, Calderdale was significantly below the England average, whilst for GCSEs it was slightly lower than the England figure
- in comparison to West Yorkshire, Calderdale had substantially more people aged 16-74 with 5+ GCSEs (or equivalent), slightly more with a degree (or equivalent), but fewer with 2+ "A" Levels (or equivalent)
- more recent data from the Labour Force Survey confirms that in terms of NVQ4/5, HNC or HND, Calderdale falls below the national figure, but above the West Yorkshire figure; for NVQ Level 3, Calderdale's figures are above the national and West Yorkshire
- recent household surveys of Calderdale and West Yorkshire undertaken by the LSC in 2005 confirm that, among residents in employment, Calderdale has higher NVQ qualifications than the West Yorkshire average

Appendix B

Area Profile Data

APPENDIX B AREA PROFILE DATA

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Table B1 Destinations of Out-Commuters, 2001

Area	Number and Percentage of Employed Residents Commuting to ..													
	Bradford		Kirklees		Leeds		Wakefield		Greater Manchester & North West		Rest of UK		All Out-Commuters	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Brighouse	1000	10.1	1517	15.4	759	7.7	126	1.3	176	1.8	290	2.9	3868	39.2
Elland	589	5.3	1327	12.0	508	4.6	137	1.2	343	3.1	335	3.0	3239	29.3
Halifax	1230	6.7	929	5.1	839	4.6	129	0.7	350	1.9	481	2.6	3958	21.7
North East Calderdale	2123	20.0	811	7.6	769	7.2	130	1.2	164	1.5	317	3.0	4314	40.6
North Halifax	1004	8.1	570	4.6	484	3.9	85	0.7	155	1.3	240	1.9	2538	20.5
Ripponden and Sowerby Bridge	538	5.0	581	5.4	468	4.3	83	0.8	630	5.8	348	3.2	2648	24.5
Todmorden	94	2.1	97	2.1	79	1.7	6	0.1	1121	24.6	123	2.7	1520	33.4
Upper Valley	550	5.1	405	3.8	451	4.2	68	0.6	1342	12.4	268	2.5	3084	28.6
Calderdale	7128	8.1	6237	7.1	4357	4.9	764	0.9	4281	4.8	2402	2.7	25169	28.5

Source: Census 2001. © Crown Copyright

Table B2 Employment in Area by Industrial Sector, 2001

Area	% of Area's Employment in . .													
	Manufacturing		Construction		Distribution, Hotels & Restaurants		Transport & Communications		Banking, Finance and Insurance		Public Administration, Education & Health		Other*	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Brighouse	3,782	39.4	248	2.6	2,520	26.2	272	2.8	1,010	10.5	1,354	14.1	424	4.4
Elland	2,835	32.7	807	9.3	1,613	18.6	429	4.9	1,424	16.4	1,281	14.8	284	3.3
Halifax	4,917	13.8	643	1.8	6,302	17.6	1,191	3.3	12,632	35.4	8,398	23.5	1644	4.6
North East Calderdale	2,313	42.2	288	5.3	919	16.8	106	1.9	524	9.6	1,090	19.9	239	4.4
North Halifax	1,581	27.3	266	4.6	721	12.4	211	3.6	1,295	22.4	1,519	26.2	199	3.4
Ripponden and Sowerby Bridge	1,520	30.9	300	6.1	1,032	21.0	361	7.3	493	10.0	977	19.9	230	4.7
Todmorden	668	26.9	88	3.5	638	27.5	59	2.4	196	7.9	649	26.1	142	5.7
Upper Valley	2,468	40.8	259	4.3	1,389	22.9	178	2.9	556	9.2	979	16.2	225	3.7
Calderdale	20,004	25.5	2,899	3.7	15,163	19.3	2,771	3.5	18,122	23.1	16,248	20.7	3,389	4.3

Source: Census 2001. © Crown Copyright

* Other is mainly Other Services but also includes Agriculture, Forestry, Energy and Water

Table B3 Household Incomes, 2006

Area	MEAN Household Income £	MEDIAN Household Income £	% of Households with Household Income ...			
			Below £10k %	£10k-15k %	£40k-50k %	Over £50k %
Brighouse	31,670	27,000	10.4	10.7	10.7	16.0
Elland	30,480	25,500	11.4	11.6	10.0	14.8
Halifax	28,060	23,500	13.4	13.4	8.7	11.8
North East Calderdale	33,410	28,500	9.6	9.9	11.4	18.5
North Halifax	25,600	21,500	15.1	15.0	7.4	8.8
Ripponden and Sowerby Bridge	32,100	27,000	10.9	11.1	10.5	17.0
Todmorden	28,880	24,500	12.0	12.1	9.5	12.3
Upper Valley	30,580	25,500	11.4	11.6	10.1	14.8
Calderdale	29,820	25,000	12.0	12.1	9.6	14.0

Source: estimated by Calderdale MBC from CACI Paycheck data 2006.

See Appendix C - Technical Note on Data Sources.

Table B4 Social Grade of Residents, 2001

Area	Grade A/B – Professionals and Managers	Grade C1 - All Other Non-Manual	Grade C2 – Skilled Manual Workers	Grade D – Semi-skilled and Unskilled Manual Workers	Grade E – On Benefit/ Unemployed
	%	%	%	%	%
Brighouse	23.0	29.4	14.7	17.5	15.4
Elland	20.7	27.5	17.4	19.2	15.2
Halifax	18.2	26.8	15.8	20.4	18.9
North East Calderdale	26.0	32.4	14.3	13.1	14.2
North Halifax	12.4	24.6	19.0	25.8	18.2
Ripponden and Sowerby Bridge	22.3	28.6	16.6	17.4	15.0
Todmorden	18.2	28.6	16.8	20.9	15.5
Upper Valley	25.4	29.6	15.9	14.0	15.1
Calderdale	20.3	28.1	16.3	18.9	16.4

Source: Census 2001. © Crown Copyright

Table B5 Occupations of Calderdale Residents 2001 (*Occupation of Workplace Employment 2001*)

Area	Managers & Senior Officials	Professional	Assoc Prof & Technical	Admin & Secretarial	Skilled Trades	Personal Service	Sales & Customer Service	Process, Plant & Machine Operatives	Elementary
	%	%	%	%	%	%	%	%	%
Brighouse	16 (15)	10 (8)	13 (11)	13 (10)	11 (15)	7 (6)	7 (8)	11 (12)	12 (16)
Elland	15 (15)	9 (8)	12 (10)	13 (10)	13 (17)	7 (7)	7 (5)	12 (14)	12 (13)
Halifax	13 (14)	10 (10)	13 (15)	12 (17)	12 (9)	7 (7)	7 (8)	13 (10)	12 (11)
North East Calderdale	18 (15)	11 (9)	15 (11)	15 (9)	11 (18)	7 (8)	6 (4)	8 (14)	9 (12)
North Halifax	10 (12)	5 (11)	10 (9)	12 (9)	14 (19)	9 (10)	8 (7)	16 (11)	16 (13)
Ripponden and Sowerby Bridge	16 (15)	11 (12)	13 (9)	12 (10)	12 (16)	7 (7)	6 (5)	12 (13)	11 (12)
Todmorden	13 (15)	11 (7)	12 (9)	10 (9)	15 (16)	9 (10)	6 (8)	12 (10)	13 (15)
Upper Valley	16 (15)	16 (10)	15 (12)	10 (8)	13 (19)	7 (9)	5 (5)	9 (13)	8 (11)
Calderdale	14 (14)	10 (9)	13 (12)	13 (12)	13 (14)	7 (7)	7 (7)	12 (12)	12 (12)

Source: Census 2001. © Crown Copyright

Appendix C

Data Sources

APPENDIX C DATA SOURCES

Annual Business Inquiry (ABI)

The Annual Business Inquiry, conducted by the Office for National Statistics. This superceded the Annual Employment Survey. It provides very high, often 100%, coverage of large employers and large samples of smaller employers. It provides information about employment workplaces, and about employment at these places – gender, part-time and full-time, occupations, industrial sector.

Its major problems appear to derive from errors in completion, and errors in coding of industry and place. These particularly affect large companies with several major offices, or whose ownership/head offices have changed. Also, there appears to have been some discontinuity between the Census of Employment and the Annual Business Inquiry, with the latter showing higher employment totals than the Census of Employment.

The Census

The core purpose of the Census of Population is to gather data on residents on Census day. It provides the most detailed and comprehensive data available on people's economic activity, qualifications, employment, occupation, hours worked, travel to work, etc.. This data is not comparable with the Annual Business Inquiry data, which is based on workplace as distinct from residence. However, Census forms are also processed to provide data on the workplace of people, from information they have provided. This provides the only near-100% data available on patterns of travel to work, including modes, purposes and distances. The key limitation is that this data is only available every 10 years, and that the residence based data is not available until 2/3 years after the Census date, and the workplace data is even later.

Census data suffers from some of the same problems as the Annual Business Inquiry, in that it depends for its accuracy and completeness on people filling it in fully and carefully. In 1991, where someone's workplace/destination was missing or could not be deciphered, the data was excluded from the Census Travel to Work figures, with the result that of about 85,000 Calderdale residents in employment, around 7,000 did not have an identifiable destination. By contrast, the 2001 Census has imputed missing records to ensure that it provides data for all people employed.

Additional problems have arisen in the 2001 Census due to the adjustment method used to ensure confidentiality and that no-one can be identified through the Census data. The method used has repeatedly led to somewhat different totals being available, according to how they have been derived in the Census analysis. Although this can lead to some confusion and raise questions about whether errors have been made, the differences are not of a magnitude to alter the message emerging from Census data.

To allow comparability between 1991 and 2001, it has been necessary to make assumptions about the 1991 missing records – see Appendix D.

LSC Household Survey

The Learning & Skills Council West Yorkshire commissions large household surveys that provide detailed information on occupation, qualifications, in-work training, etc.. Recent surveys covering Calderdale have achieved responses from about 1,000 people, giving a good level of accuracy.

Labour Force Survey (LFS)

The Labour Force Survey is a rolling survey conducted by a combination of initial visit and regular phone calls, with a rolling panel. It enables Government to produce estimates of economic activity levels, full-time and part-time employment, and ILO-compliant (non-claimant) estimates of unemployment levels and rates.

The major problem of the LFS is that, for a district of Calderdale's size, the sample is too small to provide robust data.

Household Income Data

Data on household income is taken from a commercial database entitled Paycheck, produced by CACI Ltd, a leading market analysis consultancy. Household income figures are gross figures inclusive of income from all sources (employment, benefits, pensions etc.).

The data produced by CACI are based upon market research statistics generated from a wide range of "lifestyle" surveys (by mail shot to households/individuals, or with purchases/guarantees). These are combined with the latest data from the Census and population estimates, and with geodemographic classifications, and then weighted in line with the Family Expenditure Survey. Modelling the results enables derivation of estimated income ranges, as well as mean, median and modal incomes, down to unit postcode level.

For each postcode, Paycheck provides a median income within a £ 5,000 range (the median income is the income of the middle ranking record). For the purpose of this report, more precise figures have been estimated by aggregating the postcodes and household numbers in different median ranges. The distribution of households in the £5,000 range below and above the median was then analysed, to enable a rough estimate of the actual median income.

Appendix D

Technical Note: Adjustments to the Data

Adjustments to the Data

The Issue

1. In 1991 there were a substantial number of Calderdale residents in employment for whom no workplace could be identified. Equally, there was a large number of people working in Calderdale for whom no origin was available.
2. The reasons for this are likely to include:
 - * section not completed on Census form
 - * indecipherable addresses on Census form
 - * wrong postcodes
 - * confusion about people working in different locations
 - * confusion about working from no fixed location.
3. In the 2001 Census, there are no missing records; routines have been undertaken to ensure all people in work have a work location.
4. **Therefore, to derive accurate figures on the changes in commuting, and changes in the origins and destinations, it is necessary to make an estimate of the 1991 figures that adjusts for the missing records.**

Assumptions

5. The adjusted figures have been derived on the basis of the following assumptions:
 - i. the unstated and unidentified records will apply in equal proportion to people working from home, working outside their home District, or working within their home District
 - ii. the rate of missing records affects all destinations in proportion to the published Census output

Calculations

6. 1991 Special Workplace Statistics (SWS) showed that – **excluding Unstated/Unidentified records** - 23.76% of Calderdale residents in employment worked outside the District.

Applying this rate to the total number of Calderdale residents in employment (85330) gives the following figure:

residents working outside the District in 1991 20270

since this is an estimated figure, this is rounded to **20300**

This represents a grossing up of outflows of 8.99%

7. The SWS also showed that – excluding Unstated/Unidentified records – 20.14% of the Calderdale workforce came from outside the District.

Applying this rate to the total number of people employed within Calderdale (81,750) gives the following figure

employees working within Calderdale who live outside the District 16459

since this is an estimated figure, this is rounded to **16500**

This represents a grossing up of inflows of 9.71%

8. In line with the assumption under 5.ii., all Destination figures have consequently been grossed up by 8.99%
9. In line with the assumption under 5.ii., all Origin figures have been grossed up by 9.71%

Reports available from the Chief Executive's Office providing statistics about the District

Census 2001

Key Statistics Report
Standard Tables Report
Ward Profile Report (2001 Ward Areas)
2004 Ward Digest (2004 Ward Areas)
Ward Profiles (2004 Ward Areas)

Briefing Papers

Areas of High Needs in Calderdale – 2004
Social and Economic Trends in Calderdale – 2004

Topic Reports

Children and Young People
Older Persons
Ethnic Minority Groups
Employment and Commuting in Calderdale

Profiles and Fact Sheets

Calderdale Profile
Summary Information about the District
Population Fact Sheet
Households Fact Sheet
Employment Fact Sheet
Unemployment Fact Sheets – District and Ward levels
Deprivation Fact Sheet



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2001-2002
Local Health Strategies
2003-2004
Transforming Secondary Education