

# Appendix A

## Employment Information



# APPENDIX A EMPLOYMENT INFORMATION

## Contents

### Page

#### 1. Employment in Calderdale

Workplace Employment	56
Sectoral change	57
Gender and full-time/part-time working	58
Sector, gender and full-time/part-time working	59
Qualifications of the workforce	61
Employee earnings	62

#### 2. Residents' Employment

Total and sectoral employment	63
Gender split and full-time/part-time working	63
Earnings 65	
Household Incomes	66
Qualifications	67

#### Tables

Table A1 Total Employment within Calderdale	56
Table A2 Sectoral Breakdown of Employment	57
Table A3 Gender and Full-Time/Part-Time Working	58
Table A4 Gender and Employment by sector: 2003	59
Table A5 Part and Full-Time Employment by sector	60
Table A6 Qualifications of people working in Calderdale	61
Table A7 Earnings of Full-Time Workers	62
Table A8 Calderdale residents in Employment	63
Table A9 Residents' Employment: gender, Part-time, Full-time	64
Table A10 Hours worked by Calderdale residents	64
Table A11 Comparative Earnings of Calderdale Residents - 2005	65
Table A12 Household Incomes – 2006	66
Table A13 Qualifications of Calderdale Residents	67

#### Figures

Figure A1 Employment in Calderdale: 1998-2004	56
Figure A2 Changes in sectoral breakdown: 1993-2003	57

## 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		

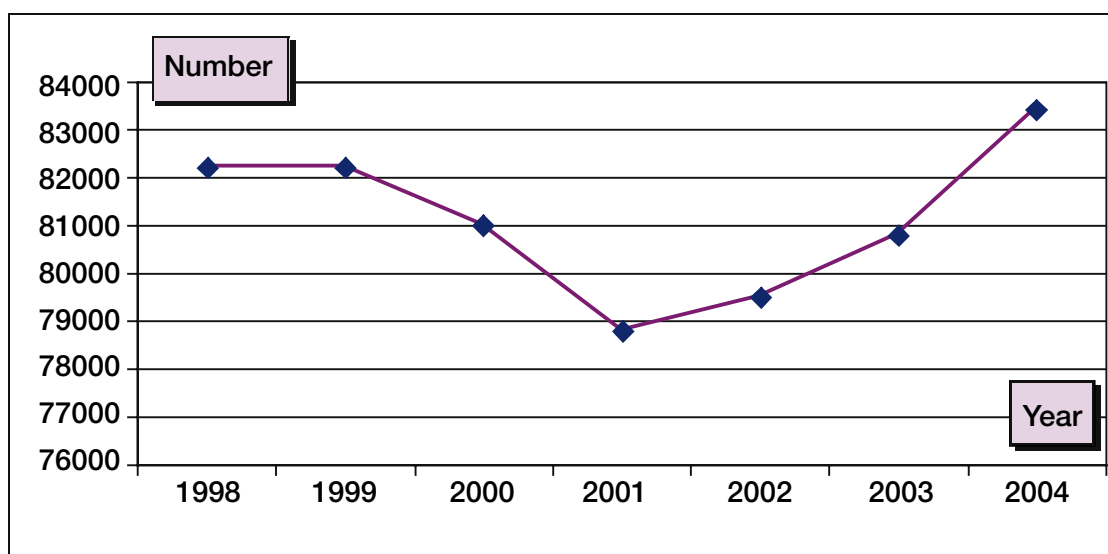
Sources: ONS, Annual Business Inquiry. The figure for 2004 is provisional. Figures for 1991 and 1995 are taken from its predecessor, the Census of Employment. Census of Population 1991 and 2001

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

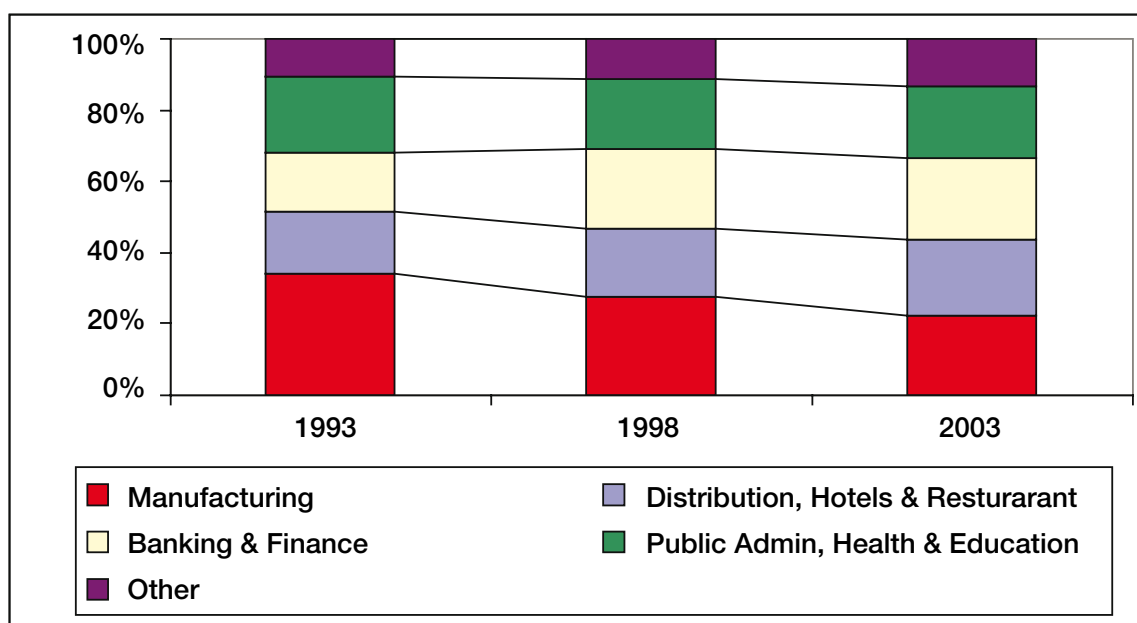
Source: ONS, Annual Business Inquiry. Figures for 1993 and 1995 taken from its predecessor, the Census of Employment.

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 &amp; 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 &amp; 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

