



Gender Profile of South Yorkshire's Labour Market 2000



Produced for Objective 1 Programme Directorate by:
Sue Yeandle, Lisa Buckner, Tony Gore and Ryan Powell -
Centre for Social Inclusion, Sheffield Hallam University
Tel: 00 44 (0) 114 225 2830





Preface

Equality between women and men

The world economy has seen enormous changes over the last decade. Many aspects of women's lives have improved. There is better understanding of the vital importance of their contribution to social and economic life. However, women's greater participation still occurs in the face of formidable obstacles. There remain significant differentials between women and men in basic areas such as education, health and nutrition. Women are more likely to receive less financial recognition for the work they do, to be unemployed, to have sole responsibility for childcare and the care of other dependents, and to be subjected to violence and sexual exploitation. Poverty is more commonly experienced by women than men. Throughout the European Union there remains a significant lack of gender equality, and this continuing disparity runs counter to the principle of democracy which assumes the active and full participation of women in all aspects of public and private life. There is strong international consensus that balanced, sustainable society cannot be achieved without a full and equal share by women in all areas of decision making. Efforts to address gender imbalance in the labour market and public life are thus a necessary investment.

To this end, a series of amendments have been made to the founding Treaties, goals and functions of the European Community. The Structural Funds, the Community's main instrument for addressing economic disparities between member states and building social

Yours

Sven Kjellstom
Director
DG Employment and Social Affairs
European Commission



Sven Kjellstom

cohesion, are no exception. Reform has been under way since 1993 to strengthen the Funds' ability to deliver quantitative and qualitative improvements in women's integration into the labour market. The most recent change to the framework regulation covers the Funds' operation from 2000 onwards. This legal regulation states that the principle of equal opportunities for both sexes in the labour market is a Community objective to which all measures and projects co-financed by the Structural Funds must contribute. The term used to describe this commitment is 'gender mainstreaming'. In concrete terms, this clause means that women's and men's relative situations and resources must be taken into account at all stages of the preparation, implementation and ex-post evaluation of measures co-financed by the Funds. Monitoring during project implementation must also take equal opportunities into account.

The Gender Profile of the South Yorkshire Labour Market 2000 is a key part of the gender mainstreaming strategy of the South Yorkshire Objective 1 Programme. It provides a baseline of women's and men's relative positions in the sub-region in 2000 which will enable policy makers, project managers and evaluators to understand better where intervention is needed and which disparities to prioritise during the remainder of the programme. This research contributes to the development of best practice in Structural Funds' operations to achieve gender mainstreaming and is to be applauded.

Introduction to the Gender Profile

The Gender Profile of the South Yorkshire Labour Market 2000 updates the original profile undertaken to inform the submission of the Single Programming Document for the Objective 1 Programme South Yorkshire. It explores the relative situation and resources of women and men in South Yorkshire's labour market in greater depth. For example, it has a particular focus on the ways in which inequality has many dimensions arising from women's and men's race, ethnicity, disability and age

The research was commissioned from the team at Sheffield Hallam University who had completed the original profile, led by Professor Sue Yeandle. The start date was determined by the release of the findings of the 2001 Census of Population which, as anticipated, has been a vital source of data at the sub-regional level. It has not been possible to achieve all the aims of the research since the collection of sex disaggregated data at the sub-regional level is not systematic across government, although the situation is improving as awareness of the importance of this level of information grows.

The research gives a picture of women's and men's position in relation to the labour market in 2000, the beginning of the Objective 1 Programme in South Yorkshire. Hence the profile does not reflect the improvements in the economic climate which have occurred since then nor does it show

how interventions taken by the Programme have impacted on women's and men's lives. However, what it does offer for the first time is a baseline to work from. For the Programme it provides policy-makers, project managers and evaluators with an opportunity to review the areas to prioritise for action, it also represents the strongest case yet that a gender perspective is relevant and needed in all areas of activity if the economic goals for the sub-region are to be realised. The research will be of interest to those tracking the labour market changes in South Yorkshire, such as employers and social partners as well as academics.

The Gender Profile is a unique resource for South Yorkshire. It may also become a model for regeneration practitioners nationally since it is the first time that this type of analysis has been produced in England, which shows the statistically significant gender disparities at sub-regional and district level.

The Profile is divided into four sections: Education, Employment, Unemployment and Inactivity, and Gender Pay Gap. At the end of each section there is a brief description of how the Objective 1 Programme in South Yorkshire is currently attempting to tackle some of the issues raised. Further information about these and other activities funded through the Programme can be obtained via the contact details listed at the back of the Profile.

Authors

The Centre for Social Inclusion (CSI) was established in 2003 to take forward Sheffield Hallam University's growing portfolio of research and evaluation projects in the social inclusion field. The Centre is directed by Professor Sue Yeandle, who previously led the social policy research strand within the University's Centre for Regional Economic and Social Research. The Centre has an active programme of work relating to social inclusion and exclusion, which currently comprises:

- Projects analysing and exploring disadvantage and discrimination in labour force participation, pay determination and economic restructuring.
- Projects addressing issues of work-life balance, family-friendly employment, and the reconciliation of work and family life, with particular reference to carers.
- Projects supporting the community development, gender mainstreaming and social inclusion agenda of EU Structural Funds programmes (including the South Yorkshire Objective 1 programme).

- Projects exploring socio-legal issues in relation to housing, neighbourhoods and communities, including the implications of current government policy tackling anti-social behaviour.
- Projects exploring the social inclusion/exclusion of different population groups in relation to sexuality, health, drugs, and other social issues.

CSI has a dedicated group of research staff including the Director, two Research Fellows, and four Researchers. In addition it has the active involvement of eight members of academic teaching staff who are highly experienced and well-qualified social researchers, all of whom are currently engaged in externally funded work. The authors would like to thank and acknowledge the Department of Education and Skills, Department of Work and Pensions, Office of National Statistics and Connexions for supplying data used in this profile. Crown Copyright material is reproduced with the permission of the Controller of HMSO.



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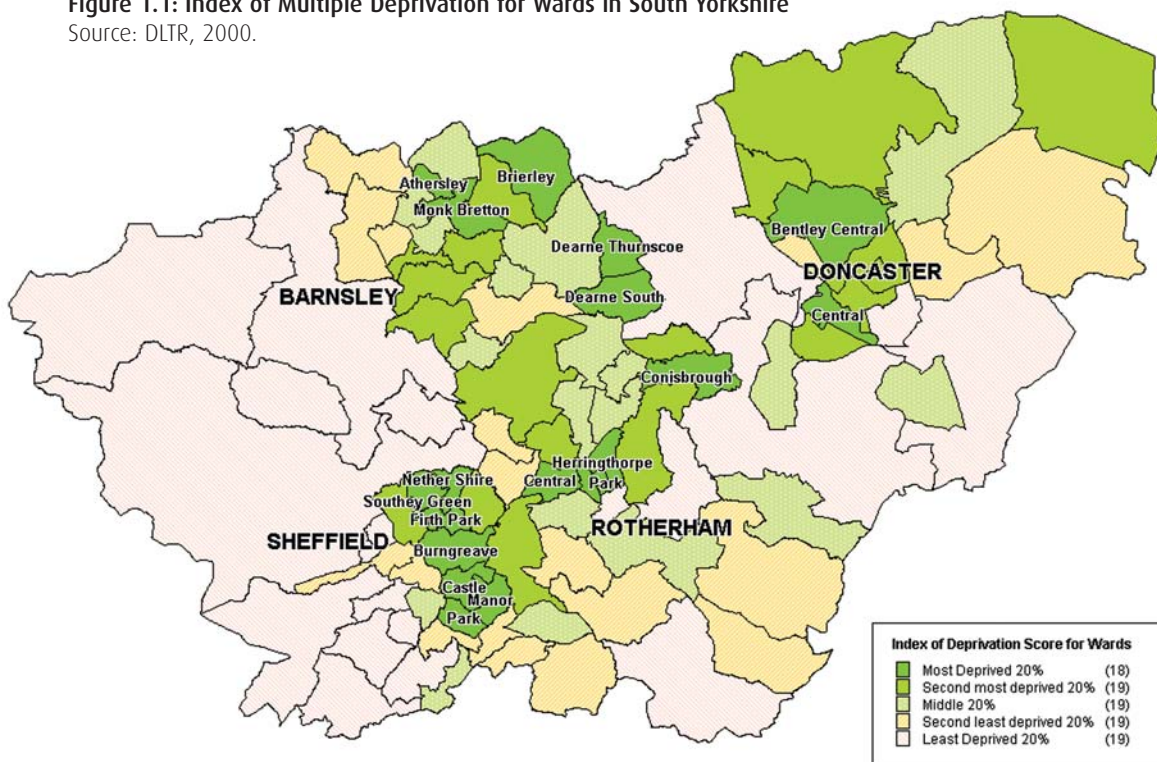
This profile is about identifying similarities and differences in the ways in which women and men in South Yorkshire experience the labour market, and gain access to positions within it. South Yorkshire has EU Objective 1 funding to assist government, regional and local agencies in addressing the entrenched problems of social and economic disadvantage which have previously held back development in the sub-region. This profile seeks to support the gender mainstreaming strategy of the Objective 1 Programme.

In this opening section of the Gender Profile, we set the more detailed information about labour force participation, unemployment, employment and education (found in later sections) in its sub-regional context. This shows that, at the start of the Objective 1 period, especially in some parts of the sub-region, acute socio-economic deprivation represented a serious challenge for project promoters, policy-makers and the men and women who live and work in these districts. A map, showing the concentrations of deprivation at ward level, is included in this section, as is contextual information about the age structure and ethnicity of the resident population in South Yorkshire.

The four South Yorkshire Districts, Barnsley, Doncaster, Rotherham and Sheffield, are identified separately in much of the data presented in the Gender Profile. We have shown differences and similarities between the four Districts wherever this is possible on the basis of the sources we have available. No single district has the monopoly on disadvantage, just as no district is without its problems. There are challenges to be faced in every part of the sub-region, as well as trends which give rise to optimism that socio-economic circumstances are improving, or are capable of improvement. A key challenge is to ensure that both women and men benefit from development, investment, enterprise and services. This is what gender mainstreaming is all about, and we hope the evidence in this document will be a valuable support for those planning for, and committed to achieving positive change and a secure future for all of South Yorkshire's women and men.

Figure 1.1: Index of Multiple Deprivation for Wards in South Yorkshire

Source: DLTR, 2000.



Deprivation in South Yorkshire

There are distinct areas of socio-economic deprivation in South Yorkshire which the Objective 1 Programme aims to tackle. In Figure 1.1, each ward in South Yorkshire is shown according to its degree of deprivation in 2000, as assessed by the ward level National Index of Multiple Deprivation (IMD). The index is made up from information about residents' income, health, housing, employment, education and geographical access to services. It shows that socio-economic deprivation is mainly concentrated in the sub-region's urban centres, although some outlying wards have especially worrying indicators.

South Yorkshire's Population

In South Yorkshire there are 1.27 million women and men affected by the Objective 1 Programme. The age range of the population by gender is shown in **Figure 1.2**. This range of ages is similar to the national population. Among children (0-15 year olds) boys outnumber girls by almost 6,000, while in the older population (65+ years old) women outnumber men by almost 35,000. Overall South Yorkshire has a working age population of around 800,000 people made up of roughly equal numbers of women and men. **Figure 1.3** shows a comparison of women's and men's ages by districts. Sheffield has a higher proportion of young adults (aged 16-24 years old) and proportionally fewer older adults (aged 40+) than the other districts in South Yorkshire or England as a whole. The other districts have a relatively older population than England as a whole.

Figure 1.2: Age profile of men and women in South Yorkshire

Source: Registrar General's Mid Year Estimate - 2001, ONS

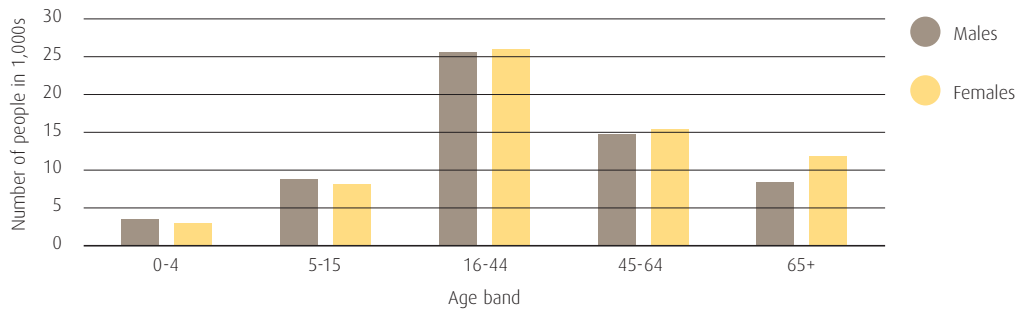
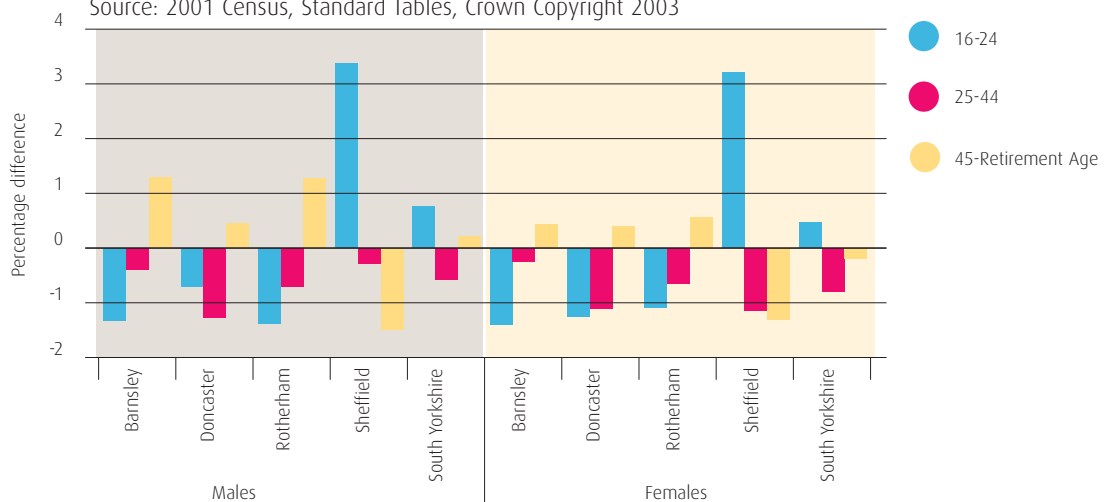


Figure 1.3: The working age population in South Yorkshire - The percentage difference from national picture

Source: 2001 Census, Standard Tables, Crown Copyright 2003

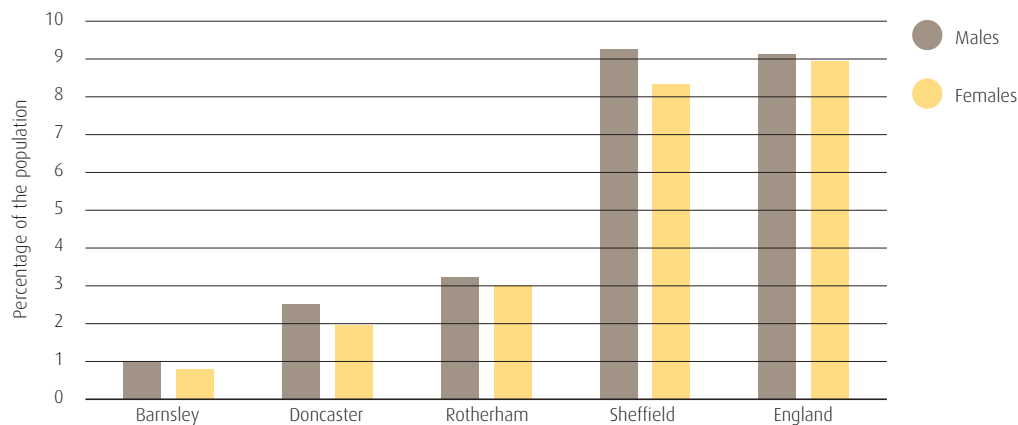


South Yorkshire's Black and Minority Ethnic Population

South Yorkshire's population has fewer men and women from black and minority ethnic (BME) groups than England as a whole. **Figure 1.4** shows that in all South Yorkshire's districts BME men outnumber BME women. Sheffield has a markedly larger BME population (approximately 45,000) than Barnsley, Rotherham or Doncaster where BME populations are very small (Barnsley approx. 2,000, Doncaster approx. 6,600 and Rotherham approx. 7,700).

Figure 1.4: Percentage of the population from Black and Minority Ethnic (BME) groups

Source: 2001 Census, Standard Tables Crown Copyright 2003



In South Yorkshire the great majority of working age people, over 725,010 out of a total of around 773,900 are White British women and men. There are a little under 4,040 White Irish people and just over 8,100 White 'Other' people. The largest group of non white people of working age are from Asian backgrounds, 12,620 from Pakistan, 4,000 Indian, 11,800 Bangladeshi and 2,080 'Other' Asian groups. Around 71,050 working age people are from one of the following Black groups: Black Caribbean, Black African and 'Other' Black. Just over 2,500 working age people are of Chinese origin. About 5,190 working age people describe their ethnicity as 'Mixed' including 'White and Black African, White and Black Caribbean and White and Black Asian.



Education

The data in this section shows the challenging agenda which has confronted the South Yorkshire Objective 1 Programme, and the region's schools and Local Education Authorities.

Understanding the gender gap which is part of the historical legacy of low educational attainment in South Yorkshire is critical if successful strategies for improving educational outcomes and linking these to labour market opportunities are to be achieved.

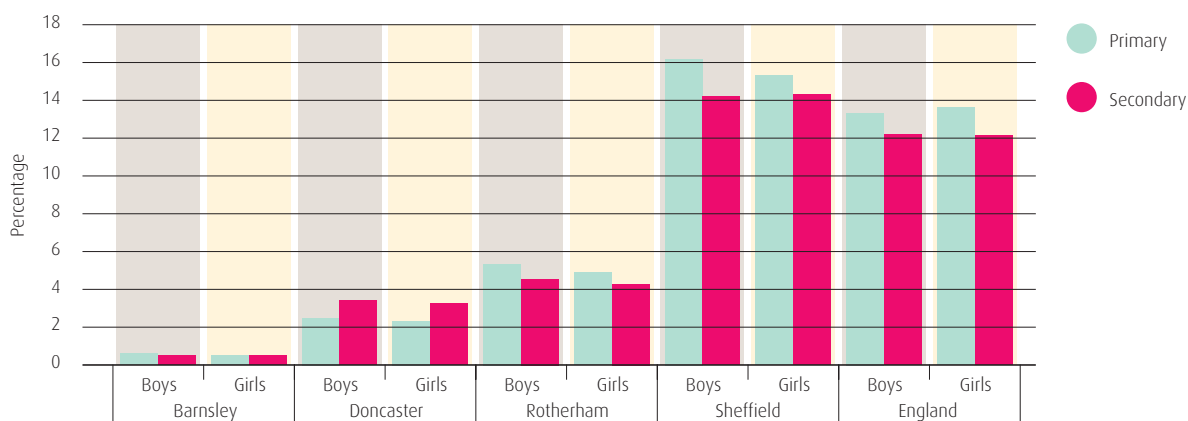
The data used here relates to 2002 towards the start of the Objective 1 Programme. This provides a benchmark against which subsequent progress in educational attainment can be assessed.

Characteristics of South Yorkshire’s school age population

When comparing the South Yorkshire districts, it is important to note the relative sizes of their 0-18 year old populations. In Sheffield this population is around twice the size of that in the other three districts. Barnsley has the smallest number of people in this age group; fewer than 35,000 young people aged 5-16 years old. **Figure 2.1** reveals that, except in Sheffield, South Yorkshire’s schools include only a very small proportion of girls and boys from Black and minority ethnic groups, especially in Barnsley. This mirrors the ethnic composition of the sub-region as a whole. In Sheffield a higher percentage of pupils in both primary and secondary age groups and among girls and boys are from BME populations.

Figure 2.1: Percentage school pupils in maintained schools who belong to Black and Minority Ethnic Groups

Source: DfES, 2001



In most districts of South Yorkshire the proportion of pupils whom schools assess as having **special educational needs (SEN)** is close to the national average (around 25% of boys and 15% of girls), although as **Figure 2.2** shows, markedly fewer pupils are considered to have SEN in Barnsley. These pupils are not necessarily the focus of an official Statement of Special Educational Need, as shown by **Figure 2.3**. Only around 4% of boys and 2% of girls fall into this category. Doncaster has a higher proportion of pupils with official statements of SEN than the other districts. This figure also shows that fewer pupils with Statements of SEN attend special schools in South Yorkshire compared with England as a whole, with a particularly small percentage in special schools in Barnsley (around 12% of boys and 18% of girls with Statements of SEN compared with 35% of boys and 38% of girls in the whole of England). This may be a reflection of the extent to which South Yorkshire’s Local Educational Authorities (LEAs) are successfully implementing national policy on enabling pupils with SEN to attend ordinary schools where possible. However, it will have resource implications, and may have other effects on the wider educational picture.

Figure 2.2: Percentage of pupils in maintained schools with Special Educational Needs (SEN)

Source: DfES, 2002

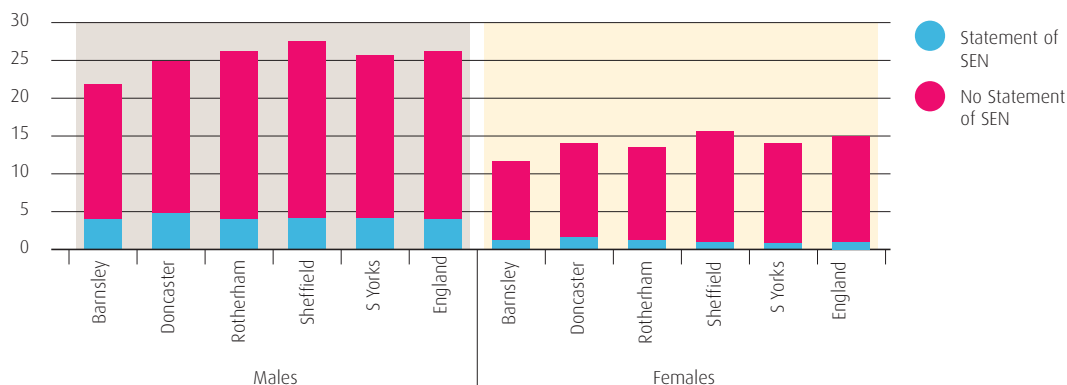
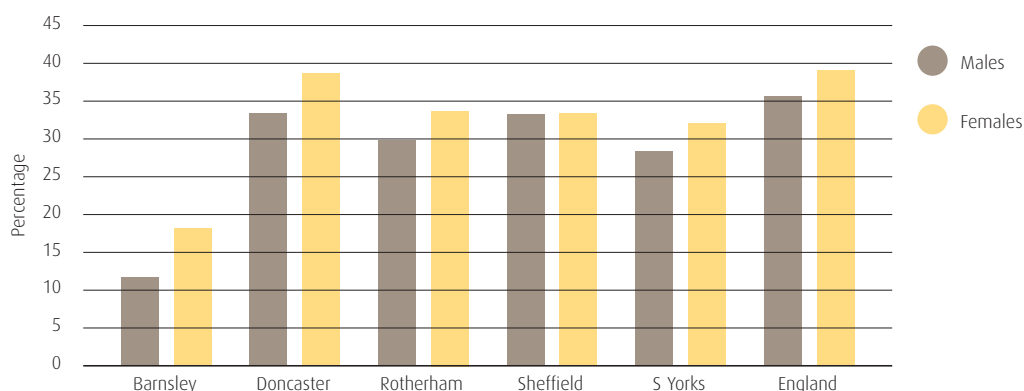


Figure 2.3: Percentage of pupils with SEN who attend special schools

Source: DfES, 2002



Educational provision in South Yorkshire

For infant and junior age groups the type of provision available to pupils is broadly similar in all districts with most pupils in primary schools catering for the 5-11 age group. At secondary level there are greater differences. Sheffield contains more large schools and for pupils in the post-16 age group there is varied provision with school-based sixth forms concentrated in the south western part of the city (the least deprived wards). In Barnsley and in other parts of Sheffield many pupils continuing their education 16-18 attend Further Education colleges. There is only one sixth-form in the maintained sector in Barnsley and only 7 in Sheffield. In contrast Doncaster and Rotherham have comparatively large numbers of schools with sixth forms.

Pupil attainment at junior level

Girls and boys are under achieving in all age groups compared to pupils in England as a whole

The next page shows the results for 2002 from the national Key Stage tests taken by all children at ages 7 and 11 as part of the national curriculum. In each figure, the bars below the '0' line indicate a poorer performance than the English average, while bars above the line indicate a better outcome.

Key Stage 1 Results at age 7: Figures 2.4 – 2.7 show that the attainment levels in Barnsley and Sheffield are below the English average in all curriculum areas tested, for both girls and boys. The picture in Doncaster and Rotherham is closer to the average. The results for boys in reading and writing across the sub-region are especially poor, while results for girls in maths give cause for concern.

Figure 2.4: Barnsley - Test results for pupils age 7 (KS1) Difference from national average results

Source: DfES, 2002

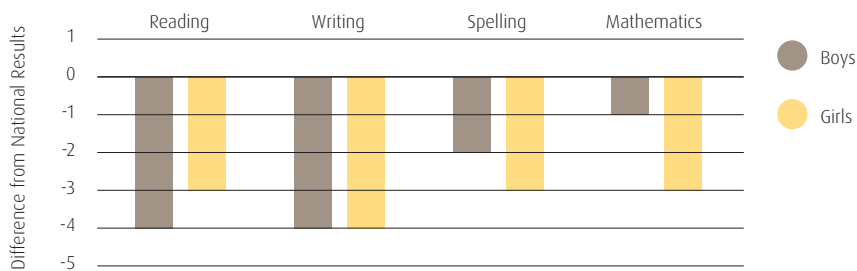


Figure 2.5: Doncaster - Test results for pupils age 7 (KS1) Difference from national average results

Source: DfES, 2002

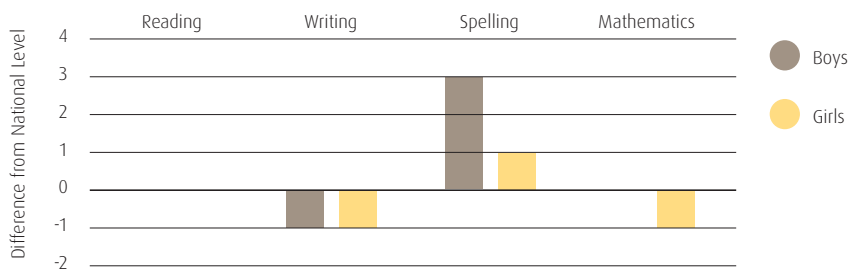


Figure 2.6: Rotherham - Test results for pupils age 7 (KS1) Difference from national average results

Source: DfES, 2002

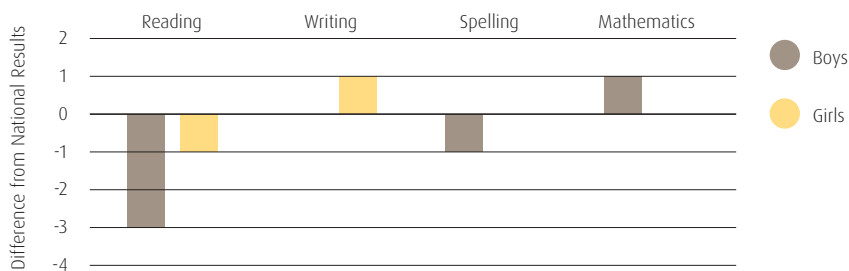
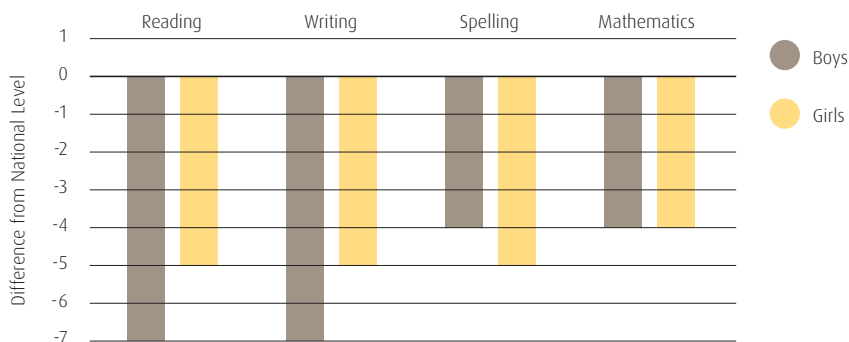


Figure 2.7: Sheffield - Test results for pupils age 7 (KS1) Difference from national average results

Source: DfES, 2002



Key Stage 2 Results at age 11: Figures 2.8 – 2.10 reveal that girls and boys in all South Yorkshire’s districts, in all the curriculum areas tested, are performing at below the English average. Results in Barnsley are the most worrying. Here girls perform poorly in maths and science and boys in english.

Figure 2.8: English test results for pupils aged 11 (KS2) - Difference from national results

Source: DfES, 2002

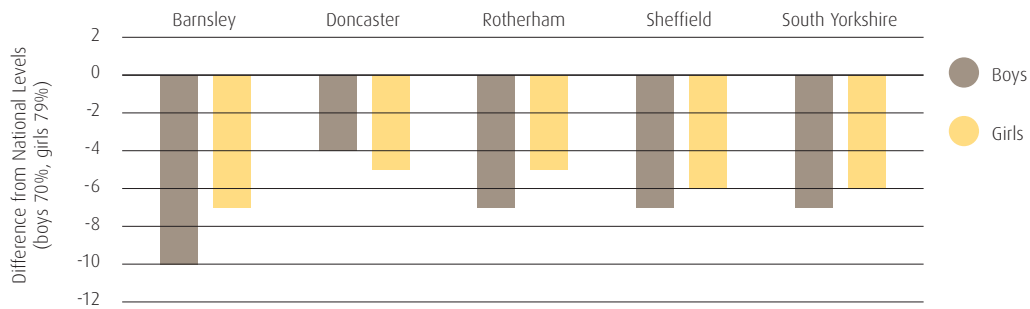


Figure 2.9: Mathematics test results for pupils aged 11 (KS2) - Difference from national results

Source: DfES, 2002

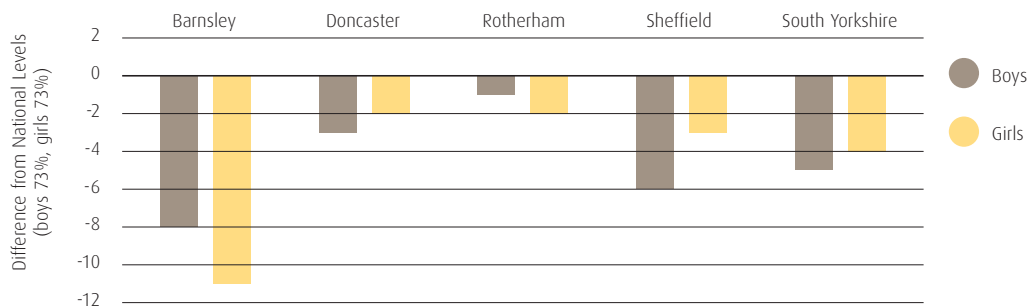
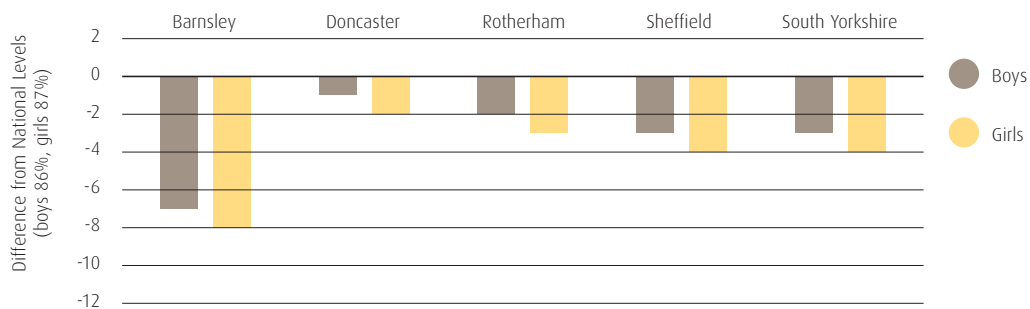


Figure 2.10: Science test results for pupils aged 11 (KS2) - Difference from national results

Source: DfES, 2002



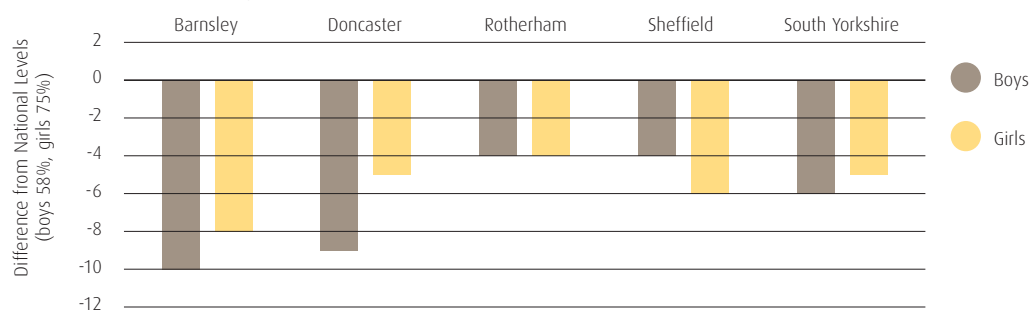
Pupil choices and attainment at secondary level

Gender stereotypes influence boys’ and girls’ subject choices and attainment at secondary level

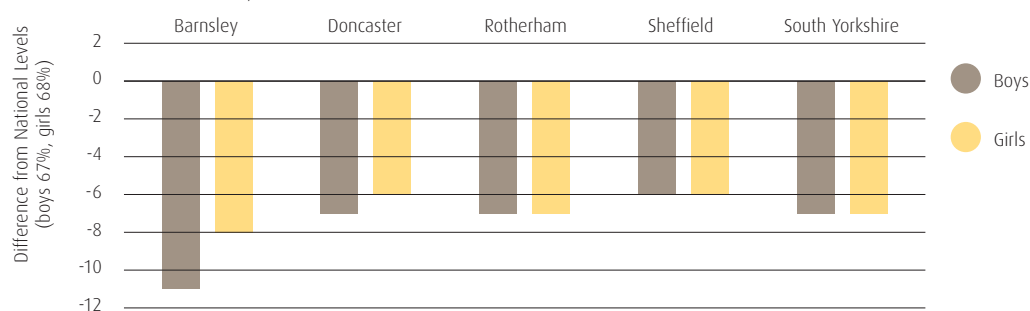
Key Stage 3 Results at age 14: Figures 2.11 – 2.13 show that results are again poor by national standards across all districts. In english there is a particular problem among boys in Barnsley and Doncaster. Maths results are poor everywhere and well below the national average for both sexes, especially for boys in Barnsley. The science results are markedly worse than the national average. Girls’ performance is particularly worrying in Rotherham.

Figure 2.11: English test results for pupils aged 14 (KS3) - Difference from national results

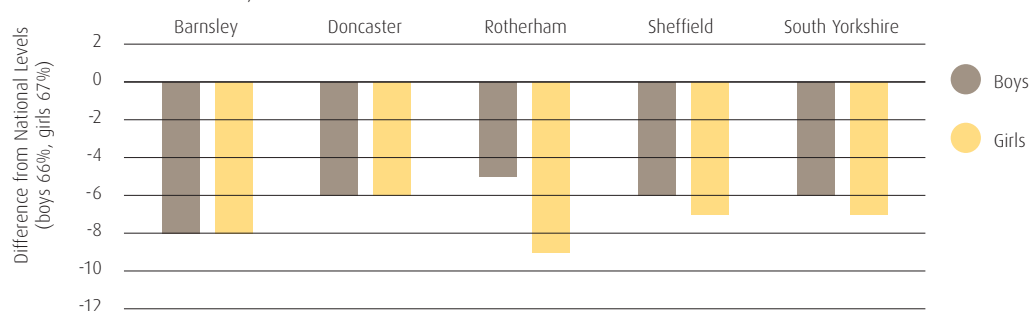
Source: DfES, 2002

**Figure 2.12: Mathematics test results for pupils aged 14 (KS3) - Difference from national results**

Source: DfES, 2002

**Figure 2.13: Science test results for pupils aged 14 (KS3) - Difference from national results**

Source: DfES, 2002



The GCSE and GNVQ results for 15-16 year olds in **Figure 2.14** show the large gap between the national average scores and the districts with the worst results in South Yorkshire. Greater numbers of girls than boys achieve grades A-C in all South Yorkshire's districts, although girls' average point score is 3 points lower than that of girls in England as a whole. Boys in South Yorkshire achieve average scores which are 3 points lower than boys in England. Boys in Barnsley are scoring almost 7 points below the national average and girls 6 points below.

Figure 2.14: GCSE and GNVQ results for pupils aged 15-16. Source: Dfes, 2002

Area	Boys		Girls	
	% attaining 5+ A*-C grades	Average point score	% attaining 5+ A*-C grades	Average point score
Barnsley	30	29	41	35
Doncaster	38	35	49	39
Rotherham	34	32	46	37
Sheffield	36	33	49	39
South Yorkshire	35	33	47	38
England	43	36	53	41

Figures 2.15 – 2.18 break down the GCSE and GNVQ results by subject to reveal striking differences in girls’ and boys’ choice of subjects and achievement. In **maths** both girls and boys achieve fewer good grades than is the case nationally. Sheffield comes closest to the national average, but there are particularly poor results for girls and boys in Barnsley and Doncaster. In **english** boys’ performance is poor across all districts. While girls strongly out perform boys locally, they are still achieving below the national standard. In **double science** South Yorkshire’s results were weak compared with England as a whole. In Barnsley fewer than 40% of boys entered achieved an A to C grade. In Rotherham boys performed slightly better than girls which was against the national trend. In **modern languages** there is a very significant difference in girls’ and boys’ results in South Yorkshire, with performance levels well below the national average. While 60% of girls nationally achieve an A to C grade in modern languages only 43% reached this standard in South Yorkshire. Boys performed less well than girls, mirroring national trends. Relatively few pupils in South Yorkshire enter for the GCSE in **computer studies** (2,500 in total in 2001, *not shown in graphs*). In Rotherham, girls and boys who took this subject did well, exceeding national results. By contrast, girls’ performance in Barnsley was weaker than boys’, and against all the trends.

Figure 2.15: Percentage of GCSE Mathematics entrants who achieved grades A* - C - 2001

Source: DfES, 2002

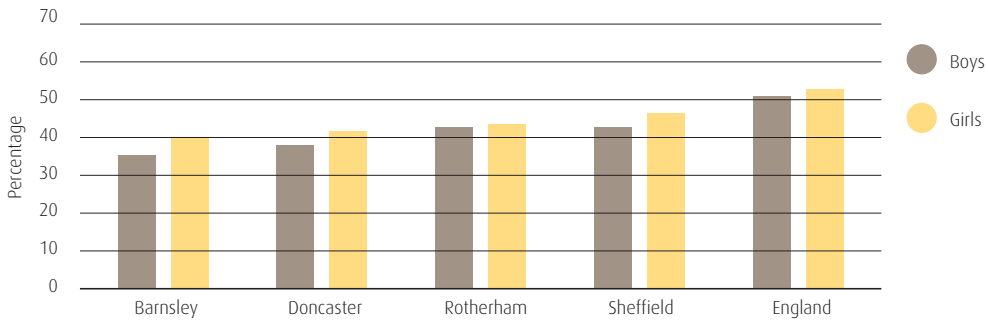


Figure 2.16: Percentage of GCSE Double Award Science entrants who achieved grades A* - C - 2001

Source: DfES, 2002

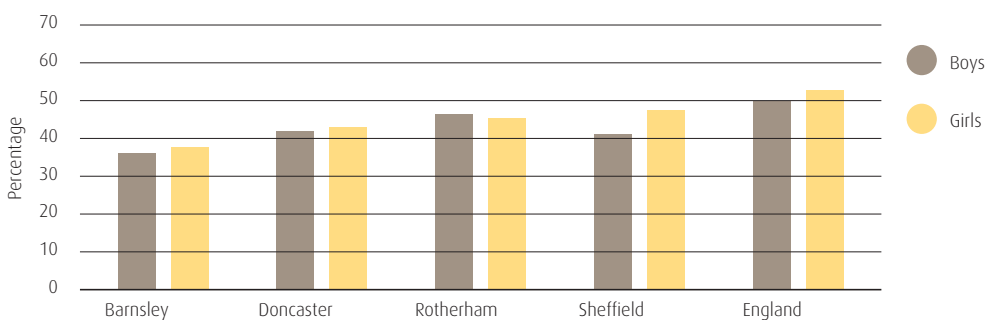


Figure 2.17: Percentage of GCSE English entrants who achieved grades A* - C - 2001

Source: DfES, 2002

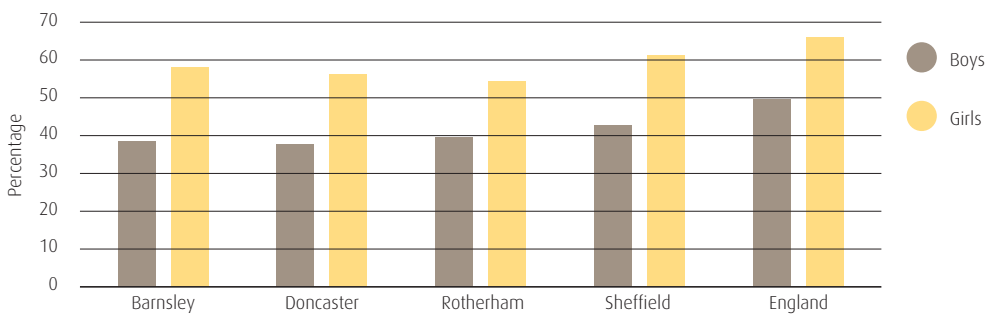
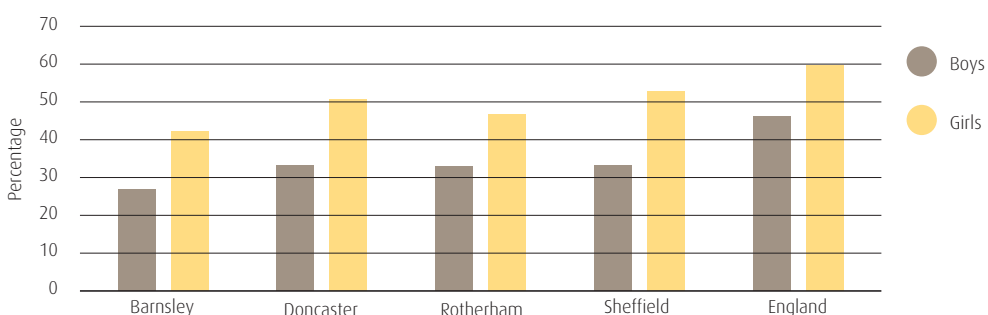


Figure 2.18: Percentage of GCSE Modern Language entrants who achieved grades A* - C - 2001

Source: DfES, 2002



Pupil choices and attainment post 16

Pupils who enter employment at 16 appear heavily influenced by gender stereotypes of 'men's' and 'women's' work.

Department of Education and Skills (DfES) data on the participation of 17 year olds in education for the period 1995/6 to 1999-00 show that while in England participation among this age group remained broadly stable at around 58%, in South Yorkshire it was much lower, stable in Doncaster (46%) Sheffield (47%-48%) and Rotherham (54%), and falling from 43% to 40% in Barnsley over the period.

Data collected by Connexions, in 2002 shown in **Figures 2.19 and 2.20**, gives information about the **first employment destinations of post 16 year olds** who opted to leave education. Both boys and girls in South Yorkshire are more likely to leave education at 16 than is the case nationally. In Barnsley, Doncaster and Rotherham significant minorities of boys enter employment (including modern apprenticeships), 19.7% compared to 14.3% in England. Girls are also more likely to enter employment at this stage than girls nationally, 11.5% compared to 8% nationally. **Figure 2.20** shows that of those 17 year olds entering employment there are significant gender differences in girls' and boys' choice of occupation. Much higher proportions of boys than girls entered skilled trades. High proportions of girls entered sectors which are 'traditional' for women; clerical / secretarial, personal services and sales.

Figure 2.19: First destinations after leaving compulsory schooling, percentage of those aged 16

Source: Connexions, 2002

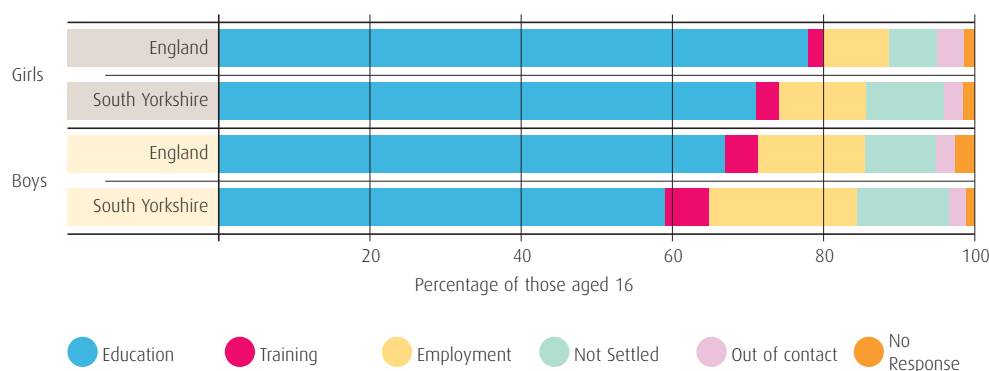
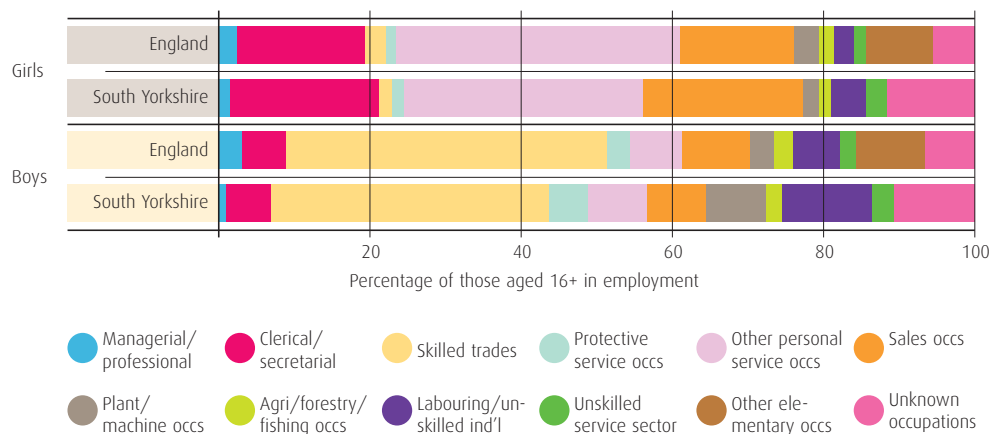


Figure 2.20: Choice of occupation after leaving compulsory schooling, percentage of those aged 16+

Source: Connexions, 2002



The following pages explore the subject choices of pupils opting to stay in **post 16 education**. **Figures 2.21 - 2.28** show the percentage of pupils who take selected 'A' level subjects at age 17-18 and their attainment. English and maths are among the most popular 'A' level subjects.

Maths 'A' Level: Fewer boys in South Yorkshire take maths at 'A' level than in England. The same is true for girls in all districts, except Rotherham which reflects the national average. The numbers of entrants in Barnsley is particularly worrying. Girls' and boys' results in Barnsley, Doncaster and Rotherham are poorer than for pupils of their sex in England. Despite entering more girls and boys in Rotherham, their results are disappointing. **English 'A' Level:** More girls in Doncaster and Rotherham entered for 'A' level English than in England as a whole. The achievement of girls and boys in all districts is below the national average. **Physics 'A' Level:** Numbers of entrants for both sexes in South Yorkshire are lower than for England. There are considerable variations in achievement of girls across the districts. For boys, only those in Sheffield are close to the national average. **Biology 'A' Level:** The numbers of girls and boys entering for biology in Barnsley, and of girls in Sheffield, are significantly different from national entrants. Girls across all districts are close to national levels of attainment, boys in all districts, and particularly in Barnsley, under perform in this subject.

Figure 2.21: Estimate of the percentage of 17 year olds entered for 'A' level Mathematics in 2001
Source: DfES and Registrar General's 2001 Mid-Year Estimate, ONS, 2002

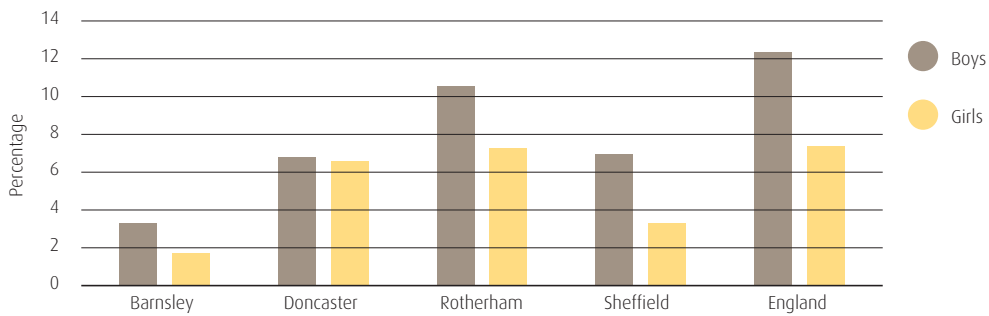


Figure 2.22: Percentage of entrants for 'A' level Mathematics who achieved Grades A-C or D-E in 2001
Source: DfES, 2002

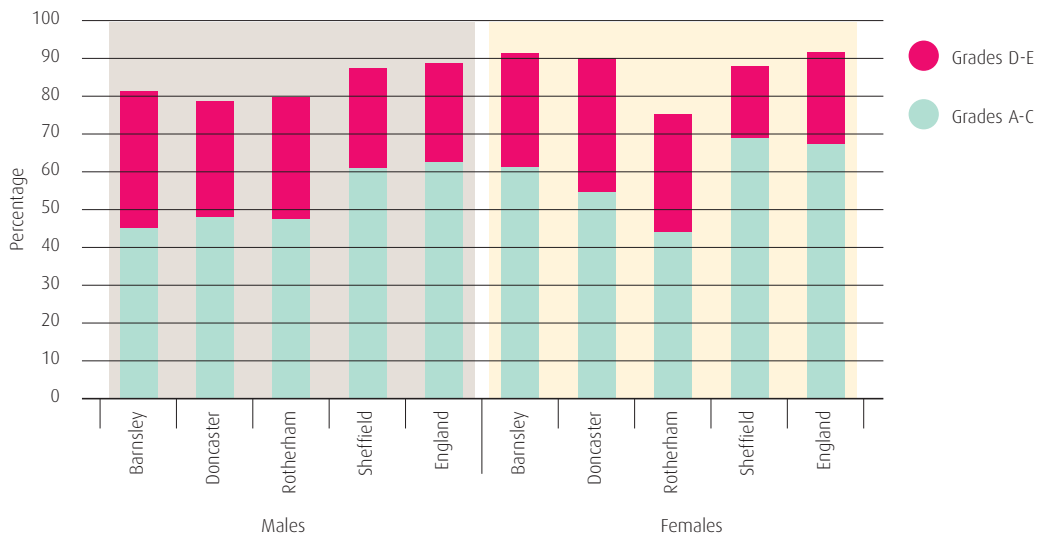


Figure 2.23: Estimate of the percentage of 17 year olds entered for 'A' level English in 2001

Source: DfES and Registrar General's 2001 Mid-Year Estimate, ONS, 2002

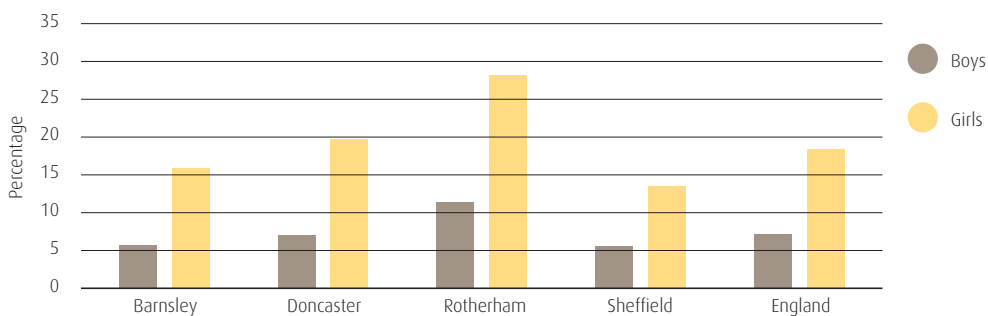


Figure 2.24: Percentage of entrants for 'A' level English who achieved Grades A-C or D-E in 2001

Source: DfES, 2002

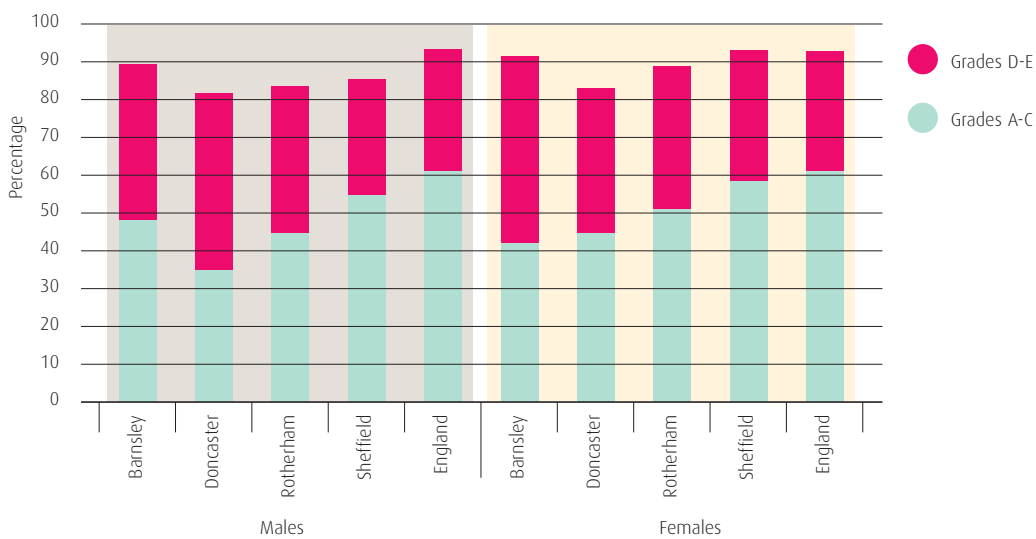


Figure 2.25: Estimate of the percentage of 17 year olds entered for 'A' level Biology in 2001
 Source: DfES and Registrar General's 2001 Mid-Year Estimate, ONS, 2002

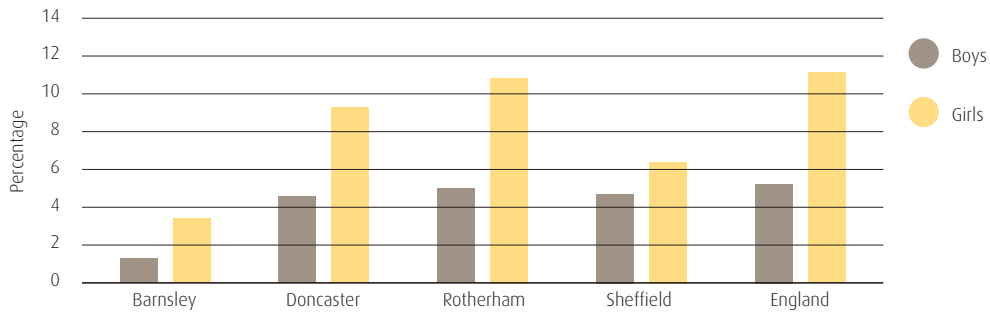


Figure 2.26: Percentage of entrants for 'A' level Biology who achieved Grades A-C or D-E in 2001
 Source: DfES, 2002

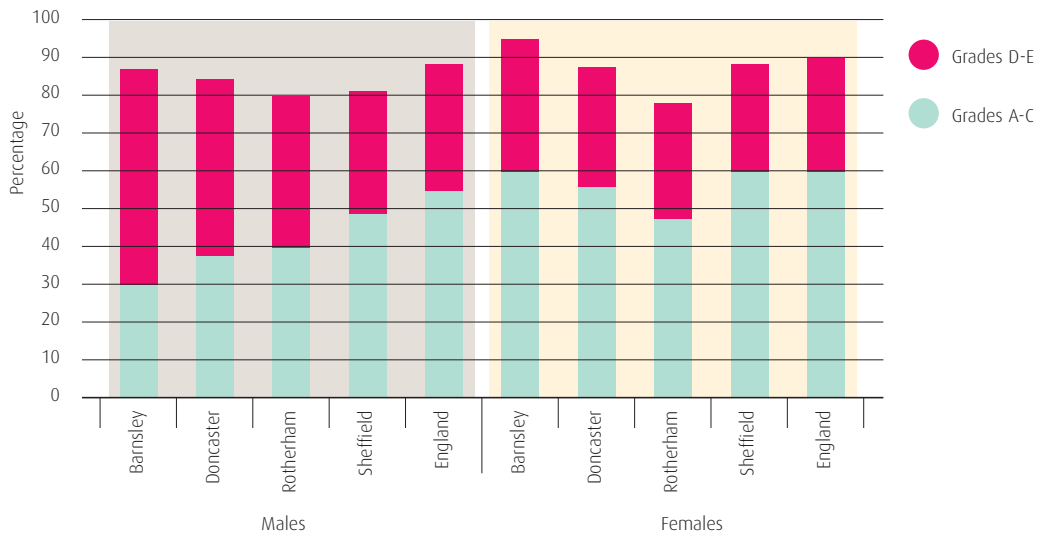


Figure 2.27: Estimate of the percentage of 17 year olds entered for 'A' level Physics in 2001

Source: DfES and Registrar General's 2001 Mid-Year Estimate, ONS, 2002

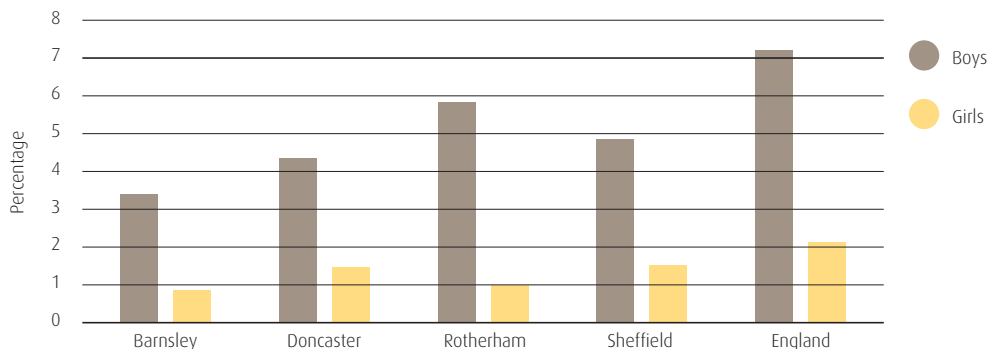
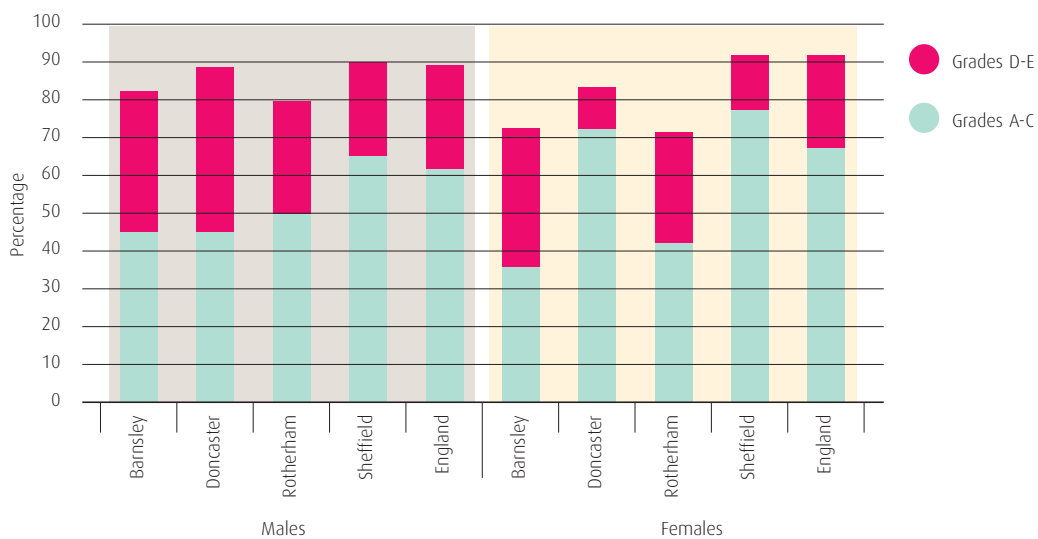


Figure 2.28: Percentage entrants for 'A' level Physics who achieved Grades A-C or D-E in 2001

Source: DfES, 2002





Objective 1 Programme Strategy for Education

The Objective 1 Programme has dedicated significant resources to building a world-leading learning region. Funding is being used to enhance national and local government efforts to raise the achievement of pupils in numeracy, literacy and reading, to support the take up of vocational qualifications and to encourage pupils to progress into further and higher education. It is doing this in several ways.

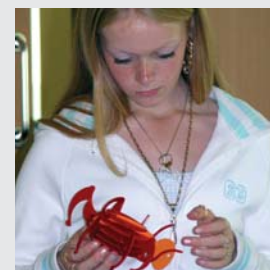
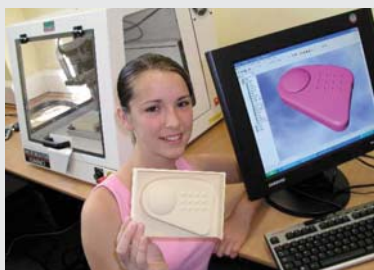
The Programme will unlock the potential of 'e-learning' – learning which uses new forms of information communication technology (ICT). Broadband technology is being installed into all South Yorkshire's schools alongside the provision of training for teachers so that they can use it to transform the ways in which the curriculum is delivered. Access to this technology will give every 11 year old and above in South Yorkshire the opportunity to become computer literate and better equipped for the job market of the future. The 'e-learning' programme goes hand in hand with other initiatives to make the curriculum more appropriate for the world of employment. Work is underway to increase the teaching of vocational GCSEs and NVQs and to transfer educational experiences outside the classroom into workplaces. The aim is to make learning more applied for all pupils and particularly for those who are not suited to academic study.

Examples of gender focused interventions

Despite popular acceptance that women have the right to work in all occupations and increasing portrayal in the media of women in professional and leadership roles, evidence in this study suggests that gender stereotyping remains as strong as ever in South Yorkshire's schools. Data reveal that girls are opting out of the parts of the curriculum traditionally associated with boys, for example science and maths. This in turn limits and directs their choice of employment away from better paid, higher skilled areas of work. The same is true for some groups of boys who are negatively influenced by socio-economic and cultural attitudes. Pilot projects are being funded through the programme to explore how gender stereotypes negatively affect girls' and boys' educational performance and influence their choices of career. The lessons learned from these projects about how to challenge negative stereotypes will be built into mainstream teaching practices.

Inequality Challenge in South Yorkshire Schools

This project is responding to the low take up of the design and technology curriculum in schools by girls and Black and minority ethnic boys. South Yorkshire's LEAs are working in partnership with pilot schools in each district to raise awareness of the wide range of stimulating careers in design manufacturing, engineering and construction which a qualification in this area of the curriculum can open up. Examples of successful strategies to promote non-stereotypical subjects to girls will be piloted in schools in collaboration with teachers and employers' organisations. There will be a focus on the use of CAD/CAM software and study visits to real workplaces. It is anticipated that successful strategies developed through the project will become integrated into mainstream activity across South Yorkshire Schools.





Women into the Built Environment Professions (WITBE)

One of the central aims of this project, delivered by Sheffield Hallam University, is to inspire school girls to consider higher education options in the professions of the built environment such as architecture, surveying, planning and construction. The project has set up mentoring relationships between school girls and female undergraduate students, and students and qualified women, to provide encouragement and support along the path into the professions. Teachers, lecturers and careers teachers in schools are participating in special training to explore the ways in which gender stereotypes are unintentionally conveyed in teaching practices and guidance materials. Local employers are providing site visits and taster sessions to school girls to allow them to experience what a career may involve before they make their subject choices at secondary level. The project is linked to regional and national initiatives to increase women's participation in the built environment sector and will channel relevant information into South Yorkshire, to increase the awareness of education providers and local employers about the issues of recruiting young women.



3

Employment

This section explores men's and women's employment in South Yorkshire, looking at employment trends and patterns, at sex-segregation in occupations and industries, at levels of qualification within the workforce, and at the employment of women and men from different ethnic groups. Analysis by gender and ethnicity is only meaningful at district level when the Census, rather than sample surveys, is used. The data here show a first set of results, as 2001 Census data became available in spring 2003.

Changes in women’s and men’s employment by sector over the last decade

South Yorkshire women lost over 2,000 full time jobs between 1991 and 2000 (2% of all full-time jobs) whereas for men there was no net change. This contrasts with the position for Great Britain as a whole, where women’s full time employment increased by 12%.

In order to tackle the weaknesses of the South Yorkshire Labour market it is important to have an understanding of the types of work available and the industries that these jobs are in, as well as the way in which women’s and men’s opportunities in these industries over the last decade have changed. In 1991 there were 444,501 jobs in South Yorkshire. This dropped to 431,792 by the middle of the decade, before rising to 488,299 by 2000. This overall positive picture of decline followed by recovery conceals some very important changes in the numbers of full and part-time jobs and in women’s and men’s experience of job loss.

Figures 3.1 and 3.2 show the change in the percentage of full-time jobs held by men and by women in each industrial sector. The strongest growth in **men’s employment** in South Yorkshire was in banking and finance, the public sector industries and distribution, hotels and restaurants. There were only two sectors where men suffered net job losses, energy and water and agriculture and fishing. The majority of job growth is attributable to increases in men’s part-time jobs. There were four employment sectors where there were net job losses of **female jobs** over the period 1991 and 2001. These were energy and water, agriculture and fishing, as for men, but also manufacturing and construction. Women made a small net gain in part-time jobs and a small net loss in full-time jobs.

Figure 3.1: Percentage change in the number of jobs by employment sector (from 1991 to 2000) - Males
 Source: AES/Census of Employment 1991, ABI 2000, ONS

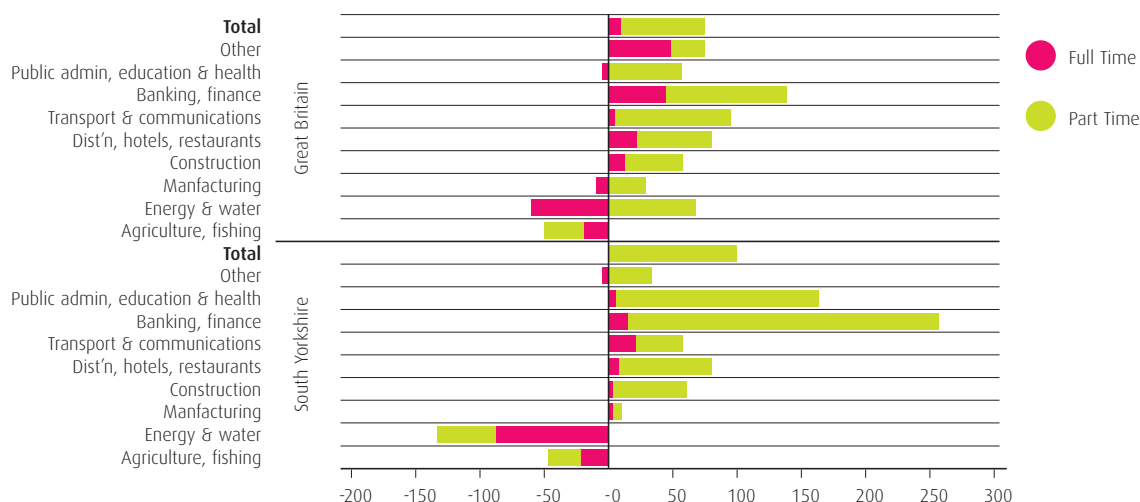


Figure 3.2: Percentage change in the number of jobs by employment sector (from 1991 to 2000) - Females
 Source: AES/Census of Employment 1991, ABI 2000, ONS



Women lost almost 30% of full time jobs in manufacturing against men’s gain of 1% over the decade

Manufacturing, banking and finance, and public administration have been the three largest employment sectors in South Yorkshire over the last decade. **Figures 3.3, 3.4 and 3.5** show women’s and men’s experience of job loss and gain in more detail. In **manufacturing** there has been a continuing and marked decline in women’s full-time and part-time jobs. Women lost almost 30% of full-time jobs against men’s gain of 1%. In **banking, finance and insurance** – men’s full-time jobs recovered between 1996 and 2000 after a sharp loss in the first half of the decade. There was an increase in the numbers of women and men in this sector working part-time. The number of men taking part-time jobs increased by 259% compared with 80% for women. In **public administration, education and health** – there has been sustained growth in part-time jobs for both women and men throughout the decade.

Figure 3.3: Change in the numbers of Manufacturing jobs in South Yorkshire

Source: AES/Census of Employment 1991, 1996, ABI 2000, ONS

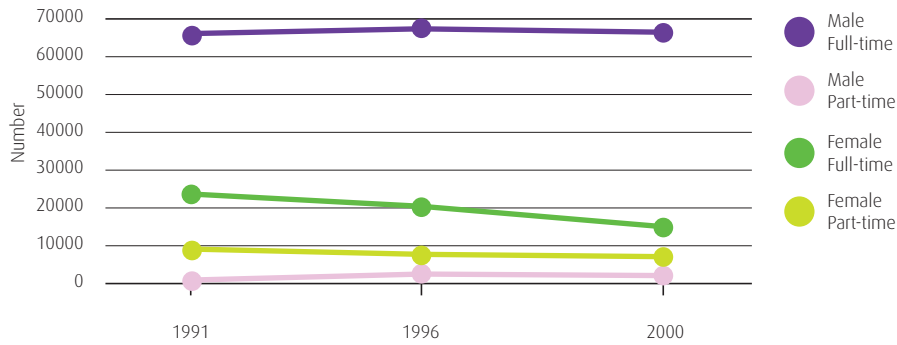


Figure 3.4: Change in the numbers of Banking and Finance jobs in South Yorkshire

Source: AES/Census of Employment 1991, 1996, ABI 2000, ONS

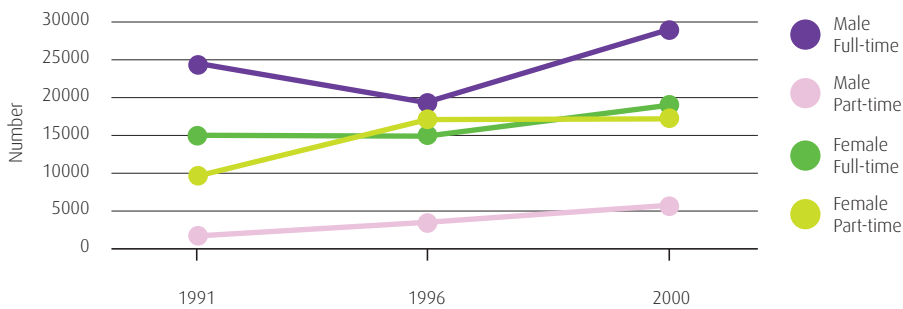
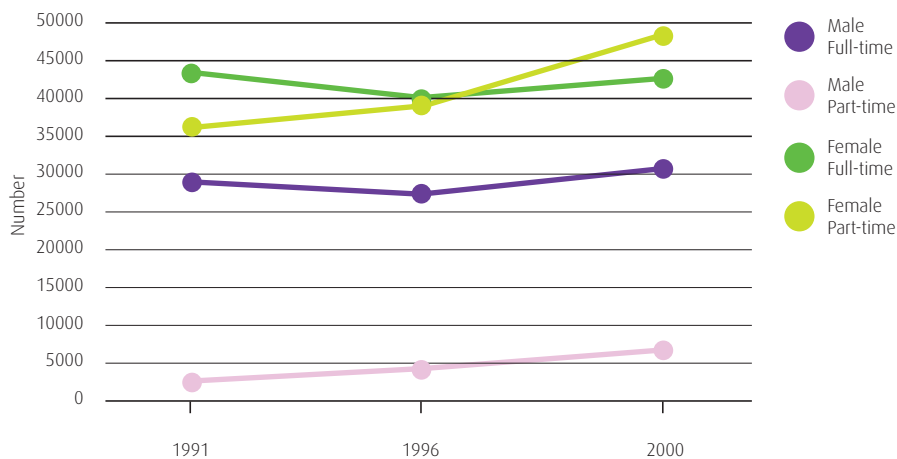


Figure 3.5: Change in the numbers of Public Administration jobs in South Yorkshire

Source: AES/Census of Employment 1991, 1996, ABI 2000, ONS



Gender Segregation in the South Yorkshire labour market

Gender segregation of the workforce is strongly apparent in all South Yorkshire's districts

Information on South Yorkshire's industrial sectors in 2001 reveals that manufacturing, hotels, distribution and restaurants, public administration, education and health and construction play a larger part in the sub-region's employment than is the case in England as a whole. The South Yorkshire situation is shown in **Figures 3.6 and 3.7**.

Figure 3.6: Percentage of Male Workers aged 16-64 by Occupational Group - South Yorkshire

Source: 2001 Census Standard Tables, Crown Copyright 2003

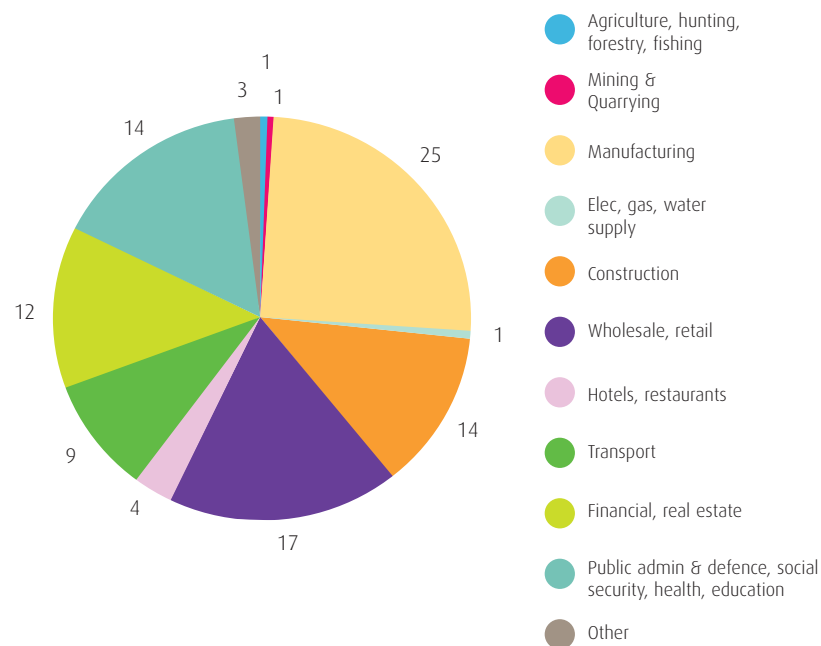
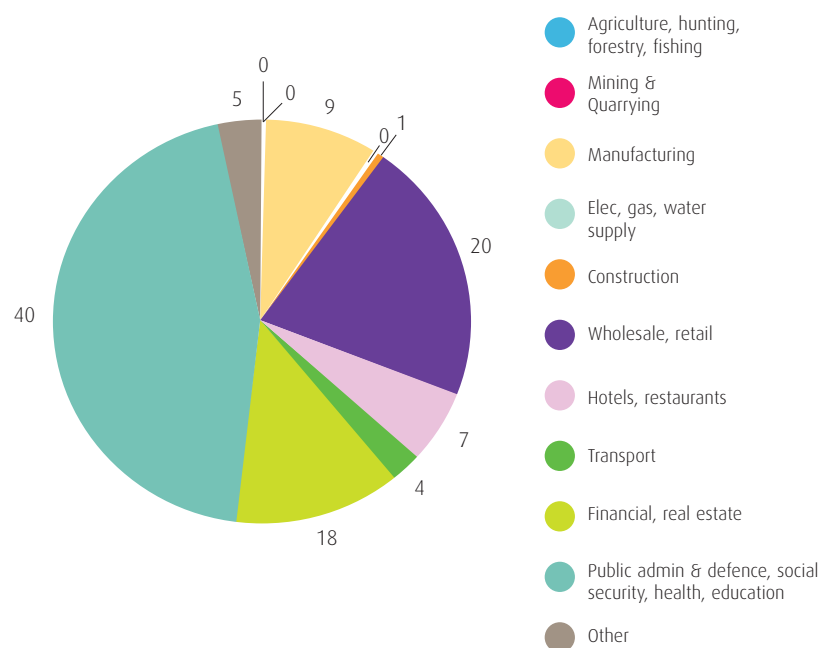


Figure 3.7: Percentage of Female Workers aged 16-64 by Occupational Group - South Yorkshire

Source: 2001 Census Standard Tables, Crown Copyright 2003



The gender segregation of the workforce is apparent in all districts of South Yorkshire. In key sectors, this segregation is more marked than in national patterns of distribution. **Figures 3.8 – 3.11** show women’s and men’s participation by sector from the perspective of each district. For men in all parts of South Yorkshire, the **manufacturing sector** is a more important employer than in England as a whole. It employs over 30% of male full-time workers in Sheffield, Barnsley and especially in Doncaster. Women working full-time are much more likely to be employed in manufacturing in Barnsley and Doncaster than in England as a whole, but this is not the case in Rotherham or Sheffield. In Barnsley and Rotherham the **Construction sector** provides employment for 16% and 12% of all male full-time workers respectively, a stronger trend than in England as a whole, where 8% of full-time men work in this industry. **The hotels, distribution and restaurants sector** is a significant employer for women. More than 45% of female full-time jobs are in this sector in Barnsley and Rotherham, compared with about 37% in England. This sector is an especially important source of part-time employment for women in Sheffield. **The public administration, education and health sector** is a very important employer of part-time labour for women and men across South Yorkshire. In Doncaster it accounts for 45% of all female part-time jobs and 47% of all male part-time jobs in Rotherham.

Figure 3.8: Percentage of the workforce who work in Manufacturing by sex & employment status

Source: ABI 2000, ONS

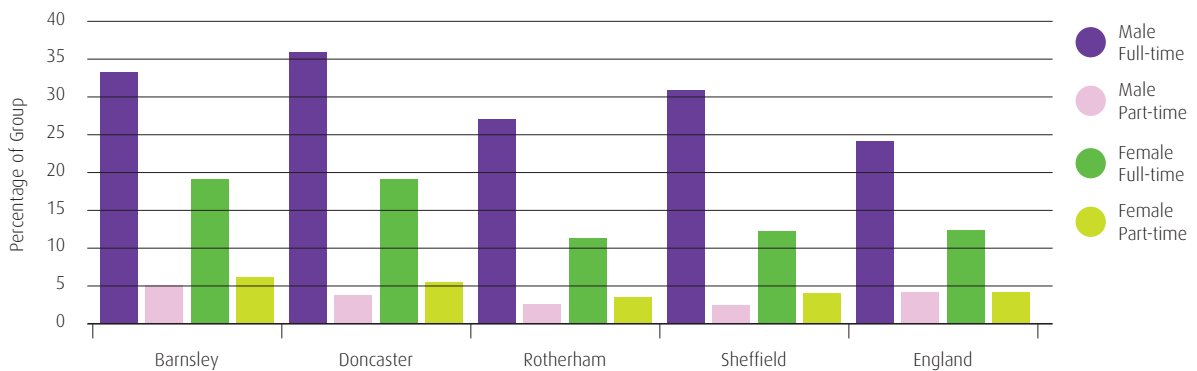


Figure 3.9: Percentage of the workforce who work in Construction by sex & employment status

Source: ABI 2000, ONS

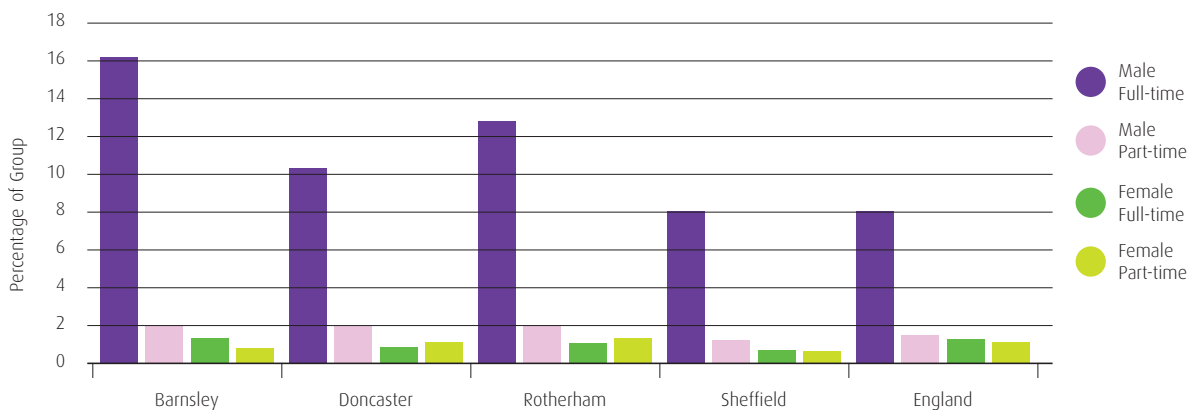


Figure 3.10: Percentage of the workforce who work in Hotels, Distribution & Restaurants by sex & employment status

Source: ABI 2000, ONS

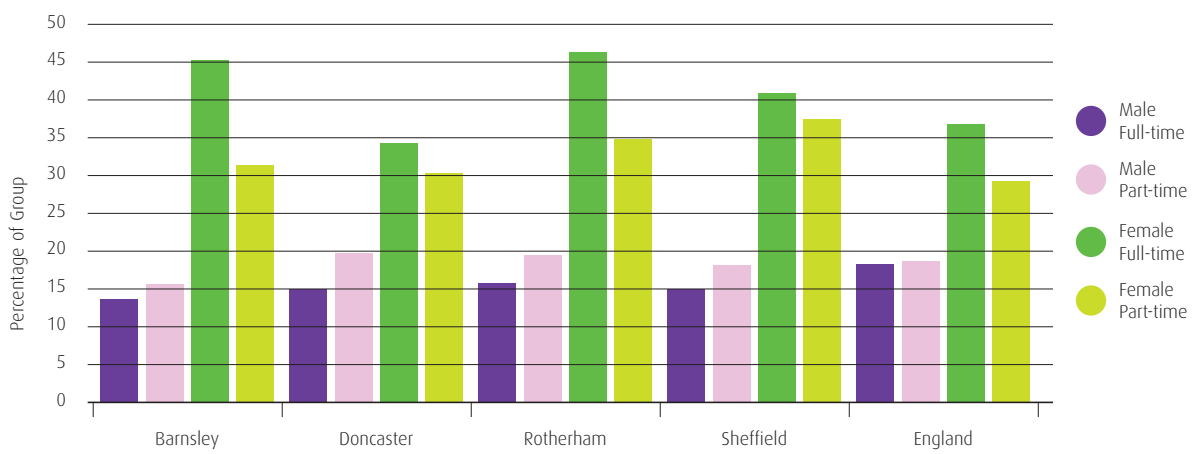


Figure 3.11: Percentage of the workforce who work in Public Admin, Education & Health by sex & employment status

Source: ABI 2000, ONS



Gender segregation in South Yorkshire’s labour market by ethnicity

Women’s and men’s ethnicity affects the employment sector in which they work. Distribution, hotels and restaurants, public administration and transport and communications sectors employ a higher proportion of Black and Minority Ethnic employees than other sectors.

Breaking down women’s and men’s participation in each industrial sector by ethnicity demonstrates that segregation is multi-faceted. **Figures 3.12 and 3.13** show that around 40% of White British men in South Yorkshire work in either **Manufacturing or Construction**. This is much higher than for men in other ethnic groups. Fewer than 15% of men from Indian, Bangladeshi, Chinese or other Asian groups work in these industries. More than half of Chinese and Bangladeshi men in South Yorkshire work in **Distribution, Hotels and Restaurants**. The figures are very similar for Chinese women, but much lower for Bangladeshi women. They compare with around 20% of White British men, and just over 25% of White British women. Around a quarter of Pakistani men - but fewer than one in ten White British and most other groups of men - work in **Transport and Communications**. Very few women in any ethnic group work in this sector. Almost 40% of Indian men, but fewer than 15% of White British men work in **Public Administration, Education and Health**. This is the most important sector for women’s employment - with well over a third of White British women, and over half of Irish, Black Caribbean and Bangladeshi women working within it.

Figure 3.12: Industrial Distribution of employed women aged 16-74 in employment in South Yorkshire by ethnicity
Source: 2001 Census Standard Tables, Crown Copyright, 2003

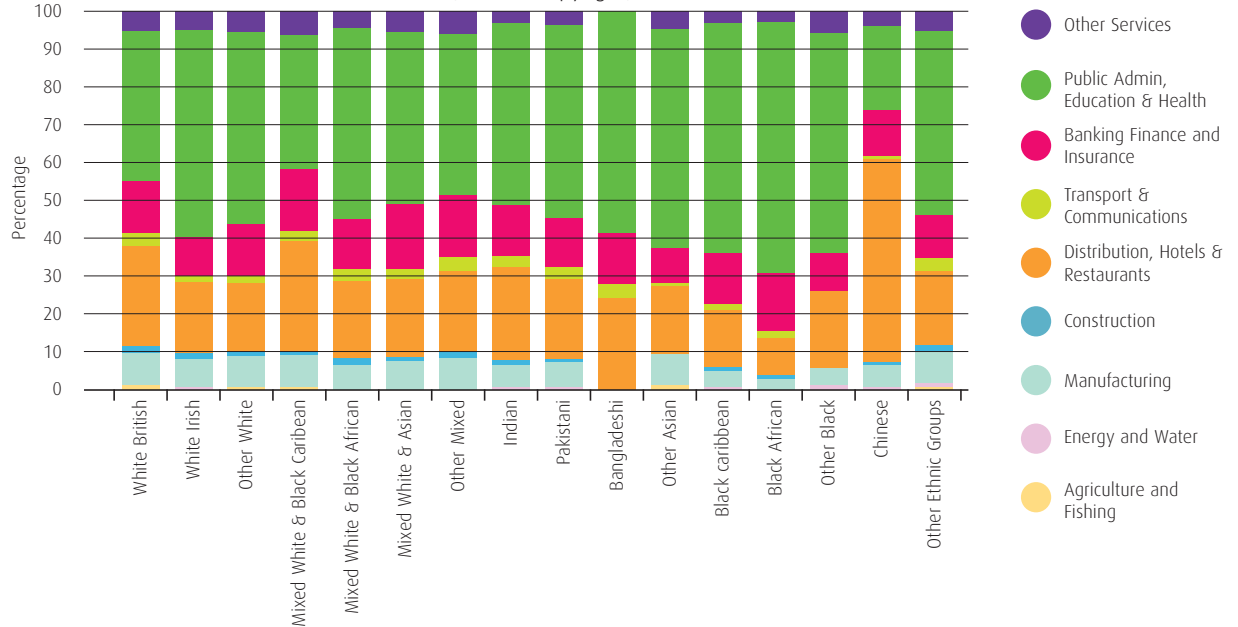


Figure 3.13: Industrial Distribution of employed men aged 16-74 in employment in South Yorkshire by ethnicity
Source: 2001 Census Standard Tables, Crown Copyright, 2003

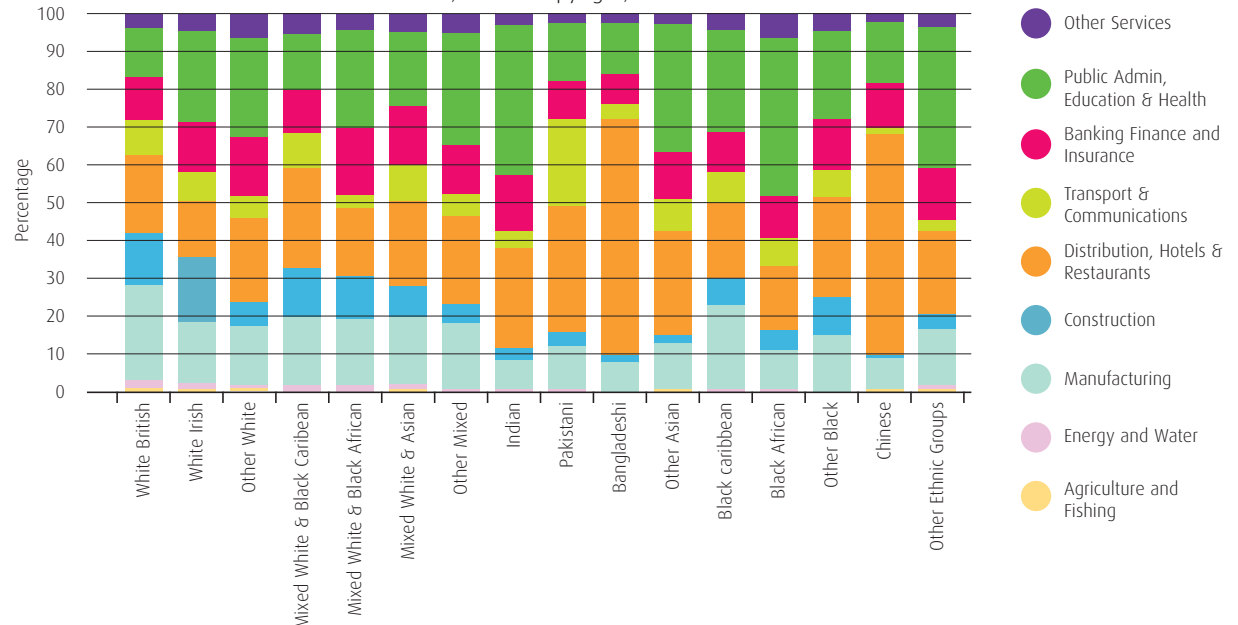
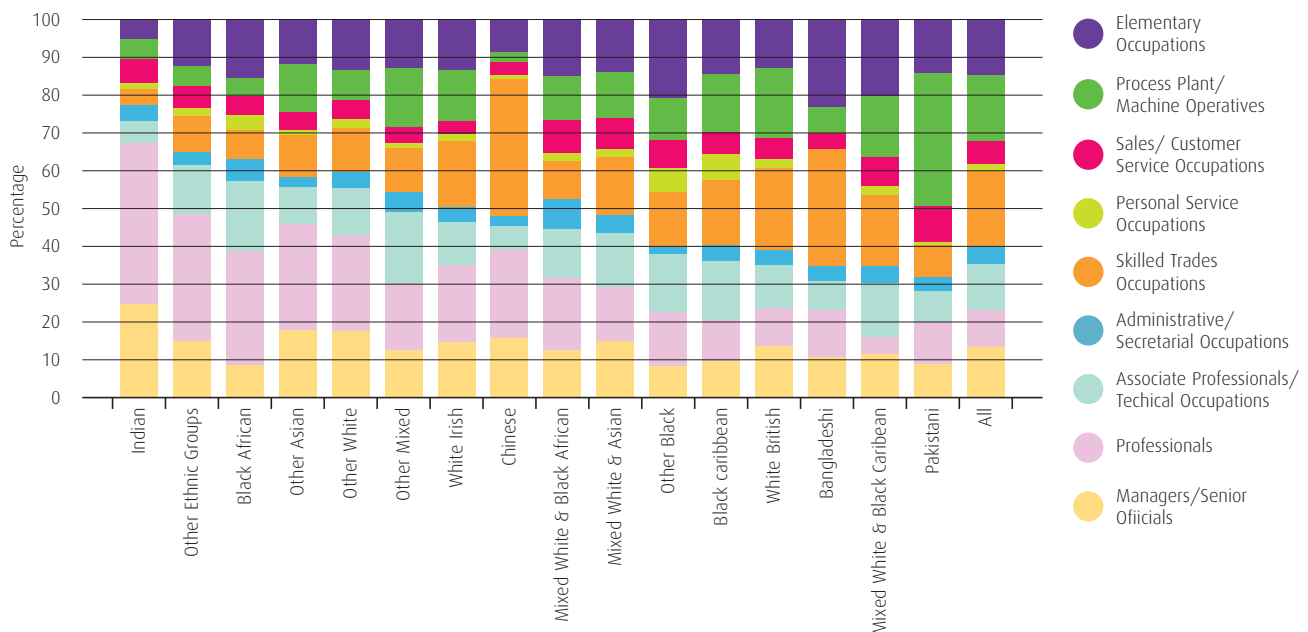
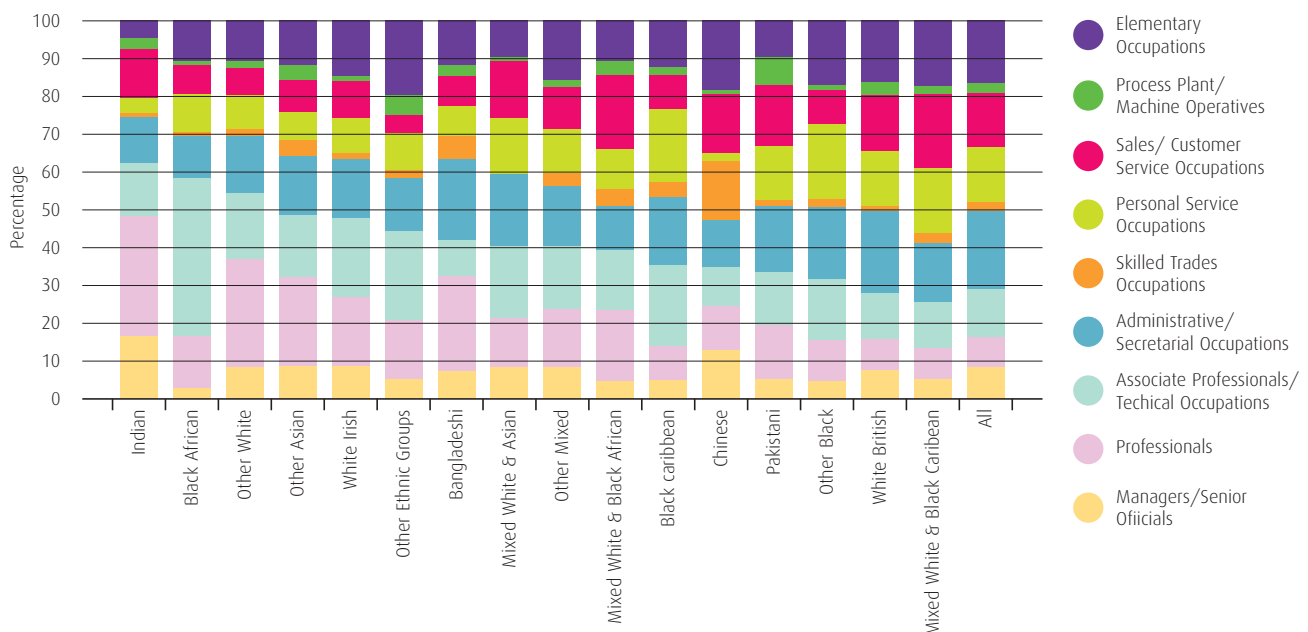


Figure 3.14: Occupational distribution of men aged 16-74 in employment in South Yorkshire by ethnicity

Source: 2001 Census, Standard Tables, Crown Copyright 2003

**Figure 3.15: Occupational distribution of women aged 16-74 in employment in South Yorkshire by ethnicity**

Source: 2001 Census, Standard Tables, Crown Copyright 2003



Figures 3.14 and 3.15 show the type of work done in South Yorkshire, by male and female employees of different ethnicities, using data from the 2001 Census of Population. On average, about 35% of South Yorkshire **men** work in **management, professional and technical jobs**. These jobs mostly require higher level qualifications and are usually associated with higher pay. Note that men in some other ethnic groups are more likely to work in these occupations than White British men - especially Indian men, over two-thirds of whom are in these types of work. Almost a quarter of South Yorkshire men are working in **skilled trades**. This rises to over 31% among Bangladeshi and Chinese men, and falls below 5% among Indian men. At least one in six men in the following groups works in an unskilled job: Bangladeshi; Mixed White and Black Caribbean; Mixed White and Black African; Other Black.

Women are less likely than men to work in higher level jobs such as **management, professional and technical jobs** - fewer than 30% of White British women, compared with over 60% of Indian women and around 50% of Black African, Irish and some other minority ethnic groups of women. Very few women work in **skilled trades**. Chinese women have the highest levels of this type of work (around 8%), which is at a very low level for most other groups including White British women (around 2%). **Unskilled work** in the 'elementary occupations' is slightly higher among women than among men (in both cases close to 12% of employees). Among women, unskilled work is most common among White British, Mixed White and Black Caribbean, 'Other' Black, Chinese, and 'Other Ethnic' women (all with rates above 12%), and least common among Black Caribbean, Mixed White and Asian and White 'Other' women (rates below 9%).

Part-time and full-time working patterns

Women’s working patterns in South Yorkshire are becoming more like those of men. Women are increasing the number of hours they work despite continuing to take more responsibility than men for family commitments.

Segregation not only occurs horizontally, women and men choosing to work in different sectors of the labour market, but also vertically. Women are less likely than men to hold senior positions in workplace hierarchies. Greater responsibility for home and family life is one explanation given for women’s lesser seniority and reduced advancement. Household situation and men’s higher pay continue to play an important part in determining women’s participation in South Yorkshire’s labour market. However, over the past decade women have been increasing their commitment to employment, evidenced by their adoption of longer working hours. This in turn produces an increased need for flexible working patterns to allow women and men with dependants to balance their work and caring responsibilities.

More than half of all men working in South Yorkshire report that they work between 38 and 48 hours per week. Almost one man in 5 works above 48 hours. This is higher than the national trend in some districts.

Figure 3.16 shows how women and men in South Yorkshire reported their usual weekly working hours when they completed the 2001 Census return. More than half of all working men in South Yorkshire work between 38 and 48 hours. Almost one man in 5 works above 48 hours a week. In some districts in South Yorkshire men are working longer hours than the national average. Women in South Yorkshire are less likely than women in England to work longer than 38 hours a week. The majority of women work between 16-30 hours rather than under 16 hours a week.

Figure 3.16: Percentage change in the proportion of people working 1-15, 16-30 or 31+ hours per week 1991-2001
 Source: 2001 Census Standard Tables, Crown Copyright 2003, 1991 Census LBS, Crown Copyright 1993

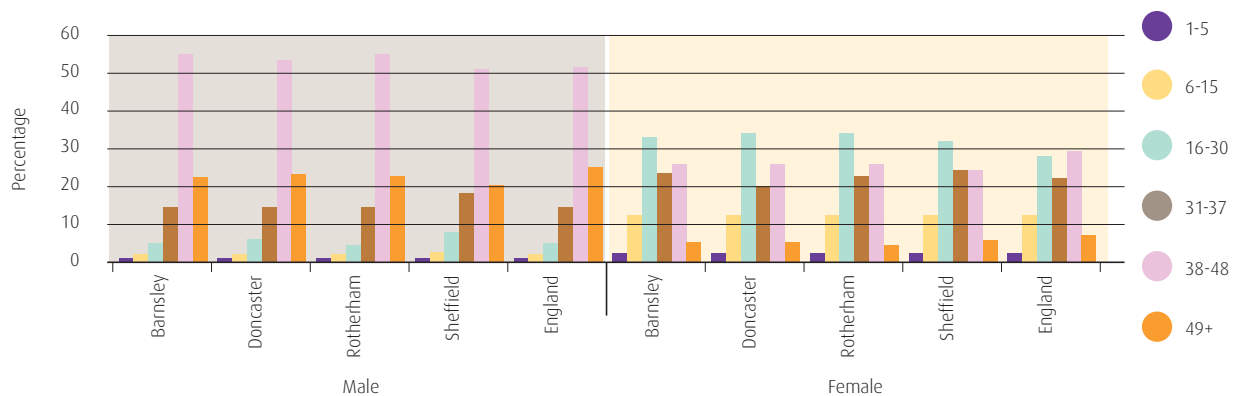


Figure 3.17: Number of hours worked

Source: 2001 Census Standard Tables, Crown Copyright 2003



Figure 3.17 shows the changes over the period from 1991 to 2000. For men the trend has been towards more part-time working in South Yorkshire than in England as a whole. It has been more marked in Doncaster and Sheffield. This may be explained by the employment needs of male students. The picture for women is different. There have been big reductions in the proportion of women working fewer than 16 hours per week and large increases in the number increasing their part time work to between 16-30 hours. Women are becoming more committed participants in the labour market.

Working patterns by gender and ethnicity

Some Black and Minority Ethnic women and men have distinctly different patterns of employment to the majority of South Yorkshire's employees.

Examining the Census of Population 2001 by gender and ethnicity, it is clear that some groups of women and men of different ethnicities have distinctly different employment patterns and hours of work compared with the majority of the South Yorkshire workforce. Among **men** in South Yorkshire aged between 16 and 74 (**Figure 3.18**), those of Indian and Chinese ethnicity are more likely than any other groups to be **in paid employment** (as employees or self-employed) on a **full-time** basis. About 80% of these men are full-time workers. This compares with about 74% of White British men and about 40% of Bangladeshi men. There is a stronger tendency among Indian, Chinese, other Asian and Pakistani men in South Yorkshire to be **self employed** compared with those in England. Around 28% of Bangladeshi men work **part-time** (either in employment or self-employed). This compares with 17.5% of Pakistani men and 6% of White British men.

Among South Yorkshire's **female** population (**Figure 3.19**), Indian, Black Caribbean and Chinese women all have high rates of **full-time working** (employed or self-employed), at between 48% and 51%. This compares with White British women (just over 44%) and with very low rates among Pakistani and Bangladeshi women (around 15-16%). **Part-time working** is least common for women of Black African and Bangladeshi ethnicities (less than 11%). It is most prevalent among White British and White Irish women (between 31 and 33%).

Figure 3.18: Economic activity of all men aged 16-74 in South Yorkshire by ethnicity

(excluding students and those either retired or described as 'inactive other')

Source: 2001 Census, Standard Tables, Crown Copyright 2003

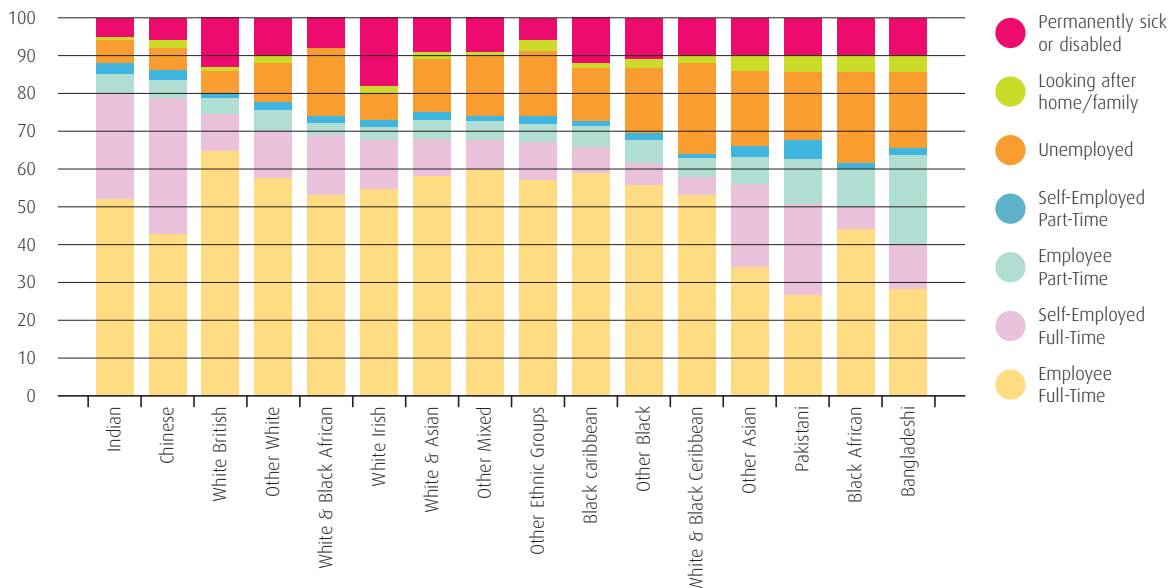
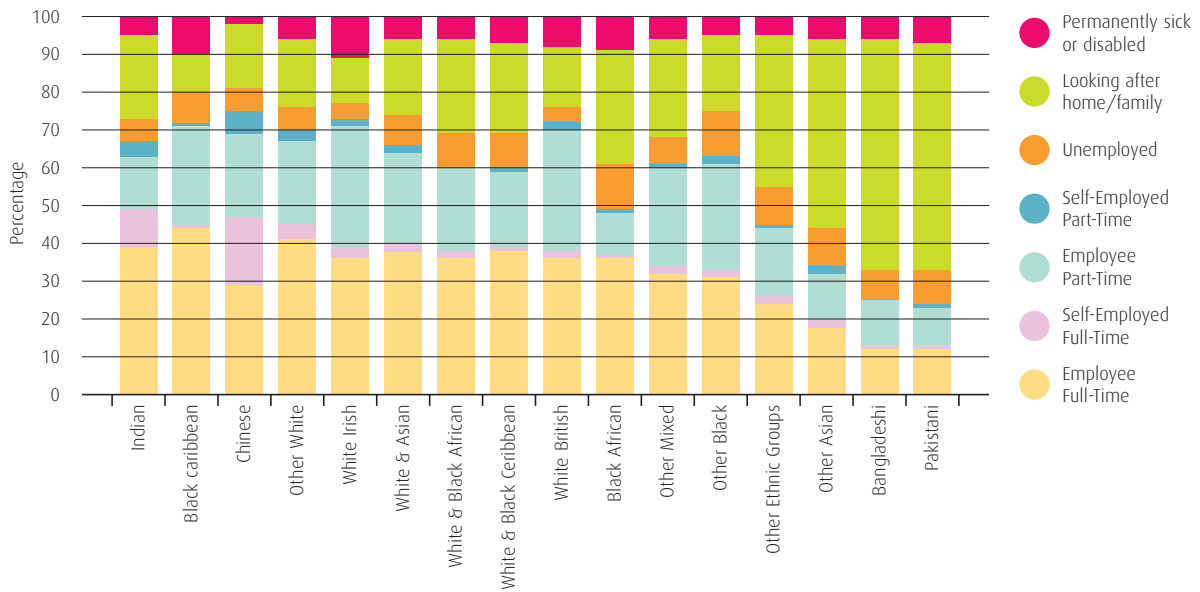


Figure 3.19: Economic activity of all women aged 16-74 in South Yorkshire by ethnicity

(excluding students and those either retired or described as 'inactive other')

Source: 2001 Census, Standard Tables, Crown Copyright 2003



Note: This data has only been released for the entire 16-74 age group at present. To highlight the situation of women and men of working age the categories of retired or 'other inactive' have been excluded. This means that most of those over working age are not included. Data for full-time students is also not included in order to remove the effect of Sheffield's very large student population.

Impact of domestic situation on working patterns

Figure 3.20 shows the division of full-time and part-time employment and the extent of unemployment and economic inactivity in households containing a couple (male and female) with dependent children. In the households where both adults are working, very few men work part-time, while for women in these households part-time employment is the major form of activity. Where only one adult is working in the household, women are typically the 'inactive' partner. Most of the men in these households are full-time workers. Where no adult is working, men are much more likely than women to define themselves as unemployed, although a small number of women also see themselves in this way.

In households headed by one parent the adoption of full-time and part-time work is similarly gendered. **Figure 3.21** shows lone parent men and women by whether they are working full or part-time, unemployed or economically inactive. Lone fathers are much more likely to be employed full-time than lone mothers. In South Yorkshire, part-time working features among both male and female lone parents, at levels similar to those in England, but with many more women in this category than men.

Figure 3.20: Economic activity of families with dependent children

Source: 2001 Census, Standard Tables, Crown Copyright 2003

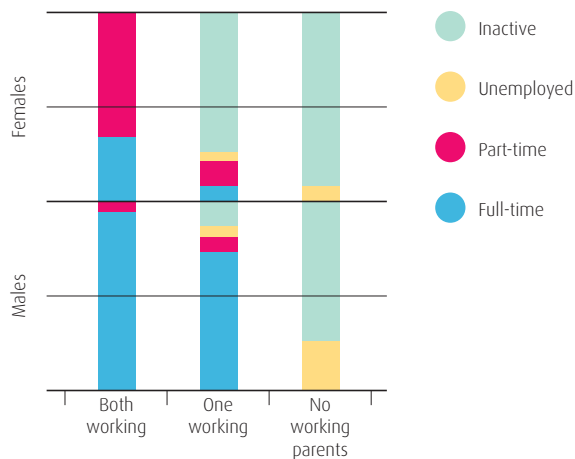


Figure 3.21: Economic activity of lone parents with dependent children

Source: 2001 Census, Standard Tables, Crown Copyright 2003

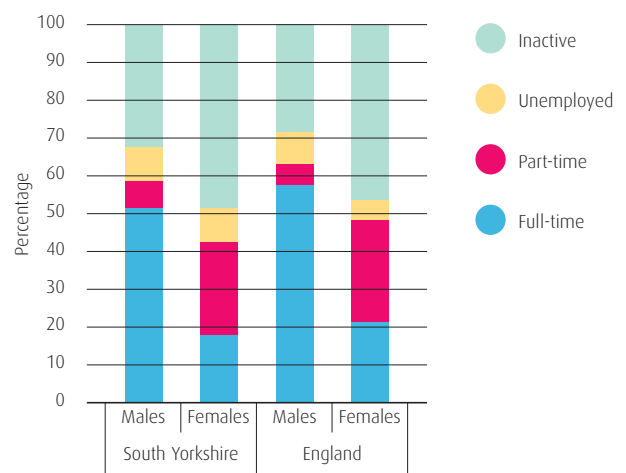


Figure 3.22 uses data from the Autumn 2002 Labour Force Survey to show the numbers of employees who stated that they had a regular flexible working arrangement allowing them to work flexitime, annualised hours or term-time only. In South Yorkshire, almost 64,000 employees (about 11% of those in employment) work flexible hours: this represents about 13% of women employees and about 8% of male employees. Just under 24,000 employees in South Yorkshire have 'term-time only' contracts - of these over 20,000 are women. Over 12,000 of those working term-time only are in part-time jobs. Almost 19,000 employees in South Yorkshire have an annualised hours contract - about two-thirds of these (over 12,000) are male full-time workers.

Figure 3.22: Men and women in full-time and part-time employment in South Yorkshire with selected flexible working arrangements.

Source: LFS, Autumn 2002, ONS

Employed Men 334,284			
Full-Time Men	304,497	Part-Time Men	29,230
Flexitime	27,913	Flexitime	1,909
Annualised Hours	12,146	Annualised Hours	382
Term-time working	3,183	Term-time working	0

Employed Women 263,213			
Full-Time Women	139,788	Part-Time Women	123,054
Flexitime	19,396	Flexitime	14,529
Annualised Hours	3,880	Annualised Hours	2,685
Term-time working	8,011	Term-time working	12,466

Level of qualification of women and men in the workforce

People of working age are less well qualified in South Yorkshire than in England as a whole. This is true for both men and women and for all age groups.

The working patterns displayed by women and men in South Yorkshire may also be responses to the job opportunities available to them based on their level of qualification. For men, an increase in part-time employment and for women the lengthening of part-time hours may represent a necessary strategy to increase income where their employment options are limited to low skilled and low paid work.

Figure 3.23 shows the extent to which men and women in South Yorkshire and England are qualified to higher and intermediate levels of qualification, or are unqualified. The level of qualification is strongly related to age for both men and women. This reflects the increased educational opportunities which have been available to the younger population. People of working age are less well qualified in South Yorkshire than in England as a whole. This is true for both men and women and for all age groups. More men than women in the 25-34 age group in South Yorkshire are without any qualifications.

Figure 3.24 shows men and women by their level of qualification and by their economic activity status. Having no qualifications is strongly associated with being economically inactive for both men and women, and with looking after a home and family for women. In South Yorkshire, women with higher qualifications are almost as likely as similar men to be in employment - and these women have slightly higher rates of employment than their counterparts in England. More men than women are in the 'other inactive' category, with men's rates higher than women's in all qualification categories.

Figure 3.23: Level of qualification of people of working age by economic activity and sex

Source: 2001 Census, Standard Tables, Crown Copyright 2003

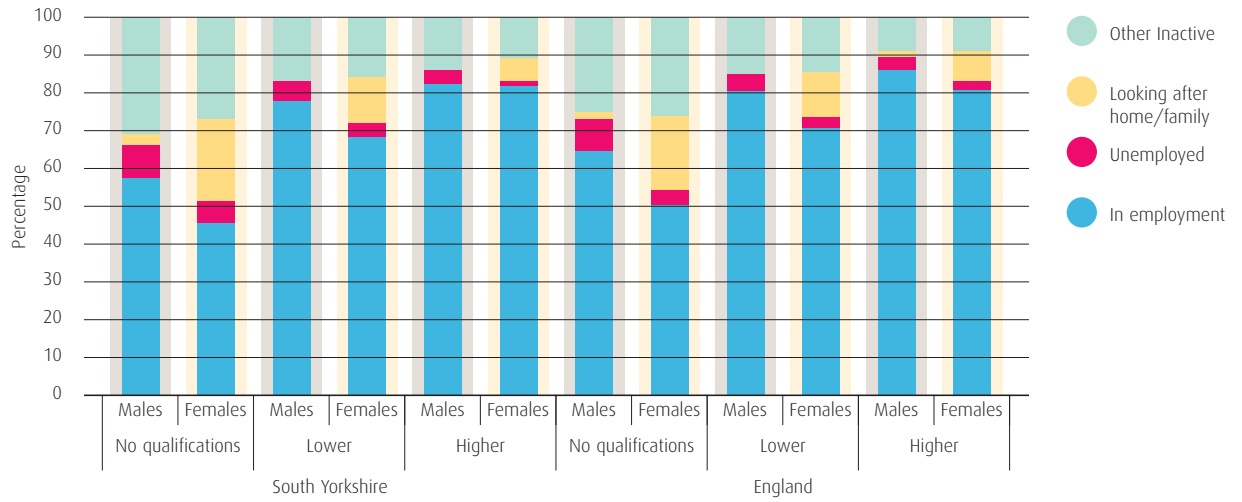
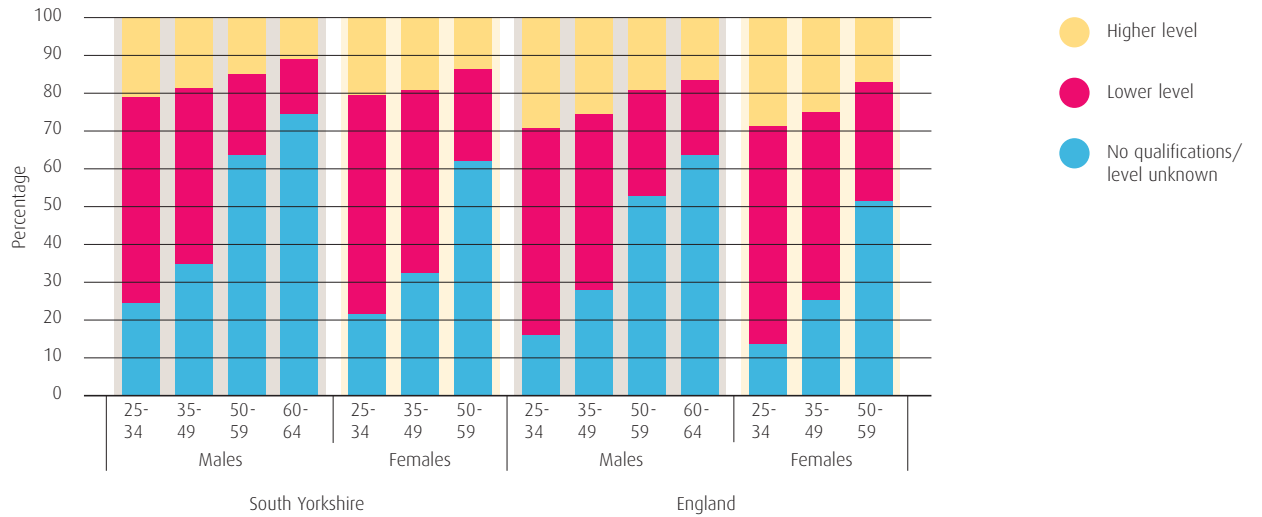


Figure 3.24: Level of qualification by age and sex

Source: 2001 Census, Standard Tables, Crown Copyright 2003





Objective 1 Programme Strategy for Employment

Analysis of South Yorkshire's economic base in the 1990s demonstrated that the sub-region's economy was overly dependent on industries in decline. The focus of the Objective 1 Programme is therefore to stimulate the emergence of new and high-technology growth sectors including bio-sciences industries, creative industries, and high technology manufacturing. Alongside strategies to encourage inward investors, there is a focus on South Yorkshire's existing strengths. The Programme is funding measures to improve the competitiveness and innovation of longstanding businesses in the engineering, metals, manufacturing, and food and tourism sectors. The aim is to provide a greater number of sustainable, high quality jobs for people in South Yorkshire. Activities fall into two areas, support for business growth through the provision of tailored business advice, appropriate premises and competitive finance and support for individuals through the provision of education and training to enable them to access the new job opportunities being created.

Examples of gender focused interventions

As data in this study show the majority of the female workforce in South Yorkshire is segregated in 'feminised' sectors of the labour market where they are over represented in lower occupational levels. Some groups of men are working significantly longer hours than men nationally which may be linked to the low skilled, low paid nature of their employment. To begin to tackle gender imbalance in the sectors of the labour market the Objective 1 Programme is funding a range of gender specific training initiatives in collaboration with industry representatives to develop progression routes for women and men into areas of work which are non-traditional for their gender. By working with employers in South Yorkshire to increase the opportunities for flexible working arrangements, employee take-up of in-work benefits and childcare options, the programme aims to lower the barriers to women's participation in employment and tackle the long hours culture affecting men.



Shockwaves

This project is an industry led training programme to fast track women into electrical engineering. It is an example of a positive action strategy to increase the number of women in an industry where they are barely represented.

Implementing Work Life Balance practices in South Yorkshire's Largest Employers

These projects are led by a group of South Yorkshire's public authorities and a group of small and medium sized enterprises (SMEs). They aim to lower the barriers to employment for women and men. Participating organisations are pioneering employment practices internally which assist their employees to balance better their work and life commitments and simultaneously achieve savings and better service delivery. Through links to the South Yorkshire Chambers of Commerce and other business networks, participating SMEs will disseminate the models they develop to peer-employers. These models will address a variety of employees' commitments, for example to family, religion and personal study. Participating public authorities will develop policy frameworks and training materials to support managers to implement flexible working practices and childcare options more effectively.



Accredited Work Life Balance Training

Practitioners based at Northern College are developing a training course for employers, trade union representatives and human resources professionals on how to implement flexible working arrangements in the workplace which benefit the bottom line as well as the employee. The course will link to the Work Life Balance standards currently under development by Investors in People and the Department of Trade and Industry (Dti).

4

Unemployment & Inactivity

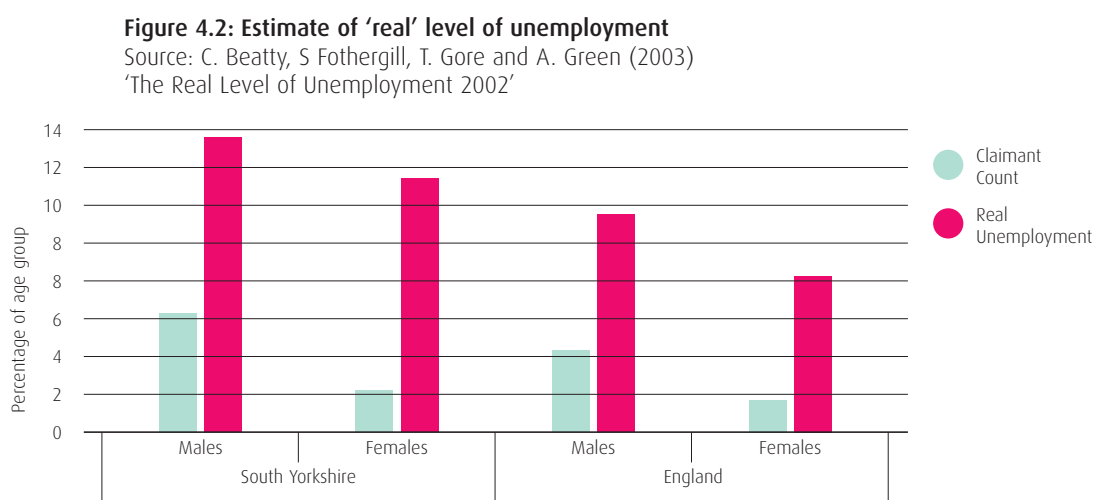
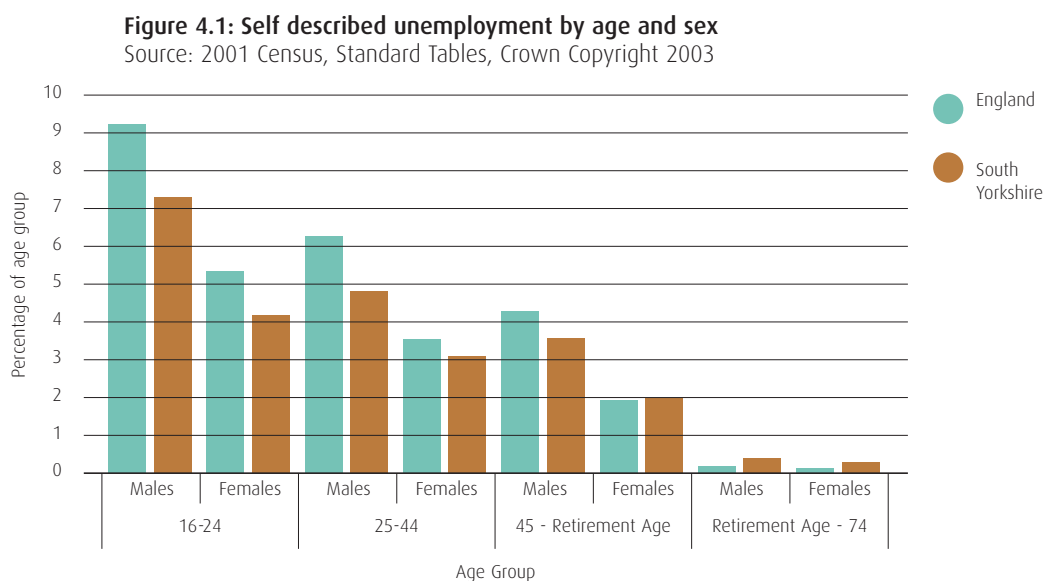
A higher proportion of women and men in South Yorkshire are unemployed or economically inactive than in England as a whole. To make significant inroads into this problem will require a degree of targeting amongst groups in the districts most affected. In particular, support needs to be customised to the circumstances of individual women and men in terms of the distance they are from active labour market participation.

Unemployment

Statistics of job seekers based on claimant counts alone hide the full extent of unemployment, and is especially misleading for women.

Figure 4.1 shows the percentages of women and men who described themselves as unemployed when they completed the 2001 Census return. In South Yorkshire, self-reported unemployment is higher for both women and men than in England as a whole. More men of working age described themselves as unemployed than women in South Yorkshire.

Assessing the level of unemployment accurately is notoriously difficult. The number of people claiming unemployment-related benefits is one measure (claimant count). However in certain circumstances people may be unemployed and yet not make a claim. For example, women may not claim because other household income prevents them from receiving any support, yet they may nevertheless be seeking work. Researchers at Sheffield Hallam University have used a range of measures to calculate an estimate of the 'real' level of unemployment, which includes all those who do not make a claim for unemployment-related benefits (real unemployment count). Both these ways of assessing unemployment (**Figure 4.2**) show that in South Yorkshire the proportion of women and men who are unemployed is greater than in England. Contrasting the claimant count with the estimate of real unemployment reveals that many more women are experiencing 'hidden' unemployment. The claimant count under emphasises the extent of women's unemployment.



Men seeking work in South Yorkshire are becoming more willing to move into areas of employment traditionally associated with women. This mirrors national trends.

The Department of Work and Pensions (DWP) collects information on the 'usual' occupation, and 'sought' occupation of jobseekers contacting their agencies. **Figures 4.3 and 4.4** show that the 'usual' and sought occupations of women and men in South Yorkshire mirror those of women and men in England. Women's and men's choices show marked differences which reflect popular stereotypes of men's and women's work. For example, more men than women seek employment in craft, plant and machine operation and more women than men seek employment in clerical, secretarial, personal and sales occupations. Contrasting the 'usual' occupation and sought occupation of women and men shows that men appear to be more willing to consider employment in 'women's' areas of work than women are to consider traditionally male dominated employment.

Figure 4.3: Unemployment by usual occupation

Source: Job Centre Plus, 2000

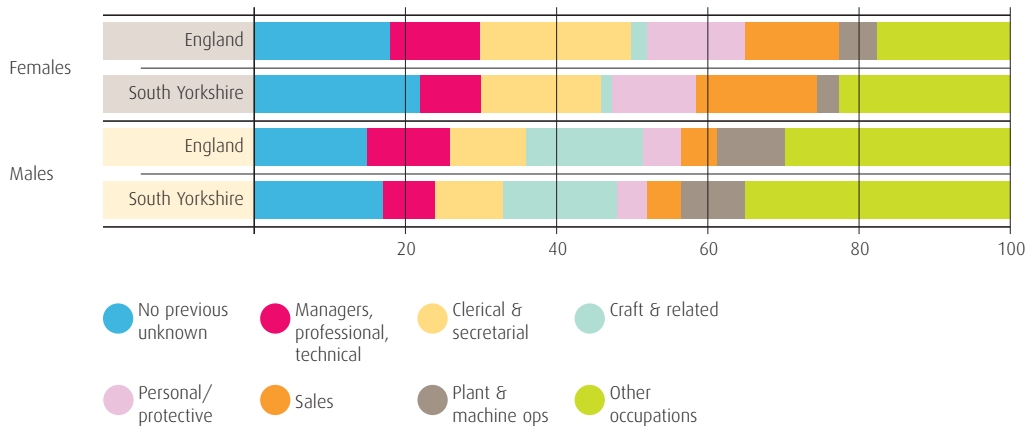
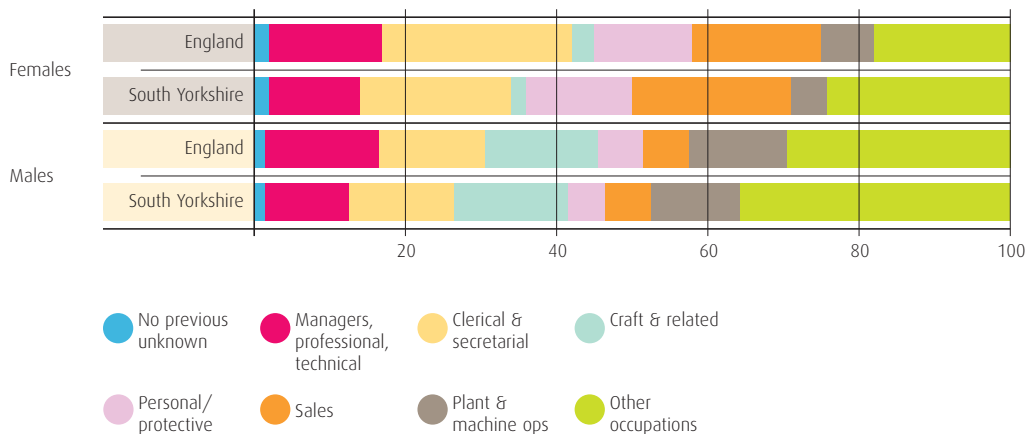


Figure 4.4: Unemployment by sought occupation

Source: Job Centre Plus, 2000



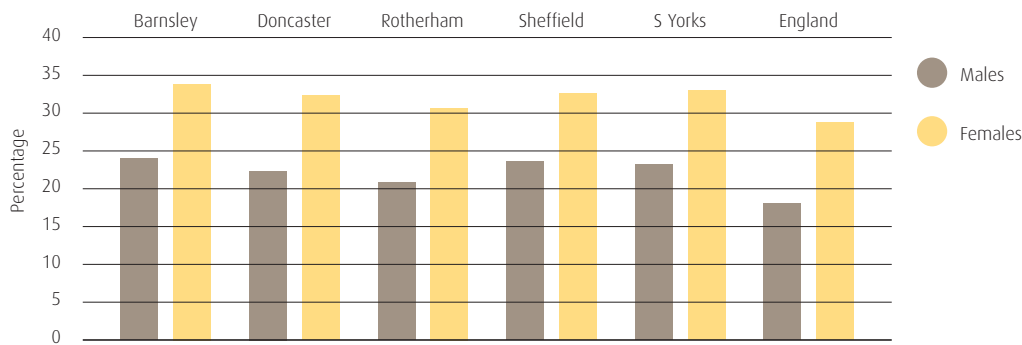
Economic Inactivity

There are significant differences between the South Yorkshire districts in the levels of women's and men's economic inactivity

All those of working age who are not in employment, self employment or unemployed are termed 'economically inactive'. **Figure 4.5** shows the percentage of women and men who reported themselves as economically inactive on the 2001 Census return. More women than men in South Yorkshire report that they are economically inactive. Levels of self reported inactivity are higher for both women and men than in England as a whole. The levels of inactivity for both sexes are highest in Barnsley.

Figure 4.5: Economic inactivity for all people of working age by sex

Source: 2001 Census, ONS

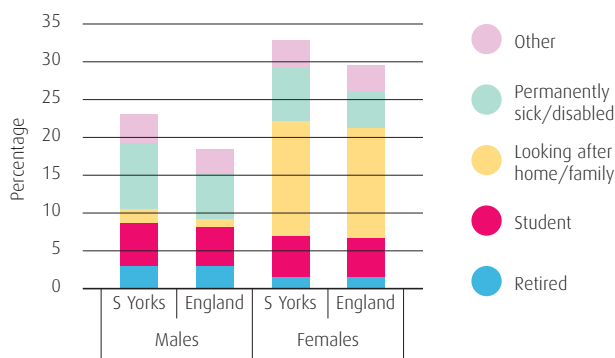


Women's inactivity is strongly linked to family responsibilities and sickness and disability. For men sickness and disability is the largest explanation.

Figure 4.6. provides an explanation of why women and men describe themselves as economically inactive. Fewer women and men in South Yorkshire report that they have retired early compared with people in England. For men, being permanently sick or disabled is the most important explanation. The percentage of men in South Yorkshire reporting this is greater than for England as a whole. Women in South Yorkshire are also more likely to be inactive due to sickness or disability than women in England. Among women, responsibility for looking after a home or family explains about 45% of all women's inactivity in South Yorkshire.

Figure 4.6: Breakdown of inactivity for all people of working age by sex

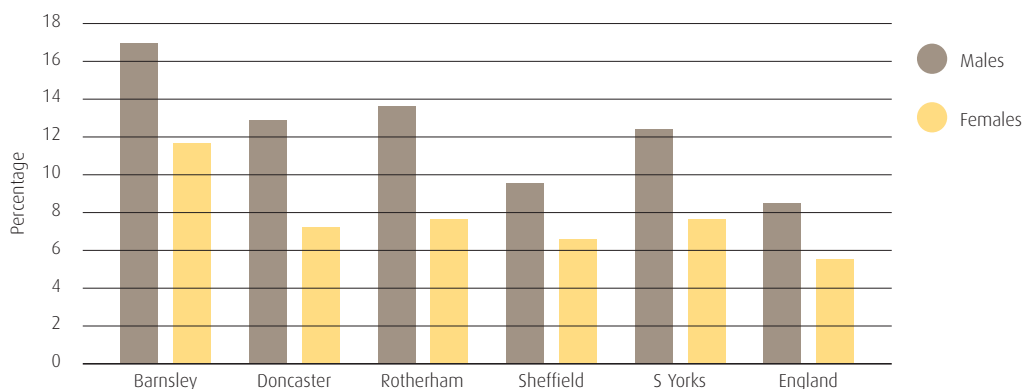
Source: 2001 Census



Given the importance of sickness and disability as a reason for economic inactivity, it is useful to break this down to district level. **Figure 4.7.** shows the percentage of women and men claiming Incapacity Benefit in each district in 2001. There are big variations between districts. This measure of sickness and disability based on benefit claims is reinforced by the data in the Census 2001 return, which asks women and men to give their own report of their health. In Barnsley, 17% of men and almost 12% of women of working age were claiming Incapacity Benefit. This compares with around 12% of men and 8% of women in South Yorkshire.

Figure 4.7: Incapacity Benefit claimants as a percentage of the working age population

Source: DWP, 2001



Unemployment and economic inactivity by gender and ethnicity

The experience of unemployment and explanation of economic inactivity are affected by women's and men's ethnicity

The figures on this page (Figures 4.8 - 4.9) show the experience of unemployment and inactivity among the BME population of South Yorkshire, and their counterparts in England, by self-described ethnicity. Some groups of Black men, and men of mixed ethnicity, are more likely than other groups to be **unemployed**. (Over 23% Black African; over 22% of mixed White and Black Caribbean; over 18% mixed White and Black African; nearly 15% mixed White and Asian men). This compares with much lower rates among White British, Indian and Chinese men (all between 5% and 7%). Only a small percentage of men say they are **looking after their home and family full-time**. This ranges from between 3.5 and 4.6% of Pakistani, Bangladeshi and Black African men, to less than 2% of Indian, White British, White Irish and Black Caribbean men. **Permanent sickness and disability** are not equally distributed across these diverse populations of men and women. Among **men**, the highest rates are among White Irish men (over 17%) and among White British and Black Caribbean men (both just under 12%). This contrasts with much lower rates, under 5%, among Indian and Chinese men.

Figure 4.8: Economic activity of all men aged 16-74 in South Yorkshire by ethnicity

(excluding students and those either retired or described as 'inactive other')

Source: 2001 Census, Standard Tables, Crown Copyright 2003

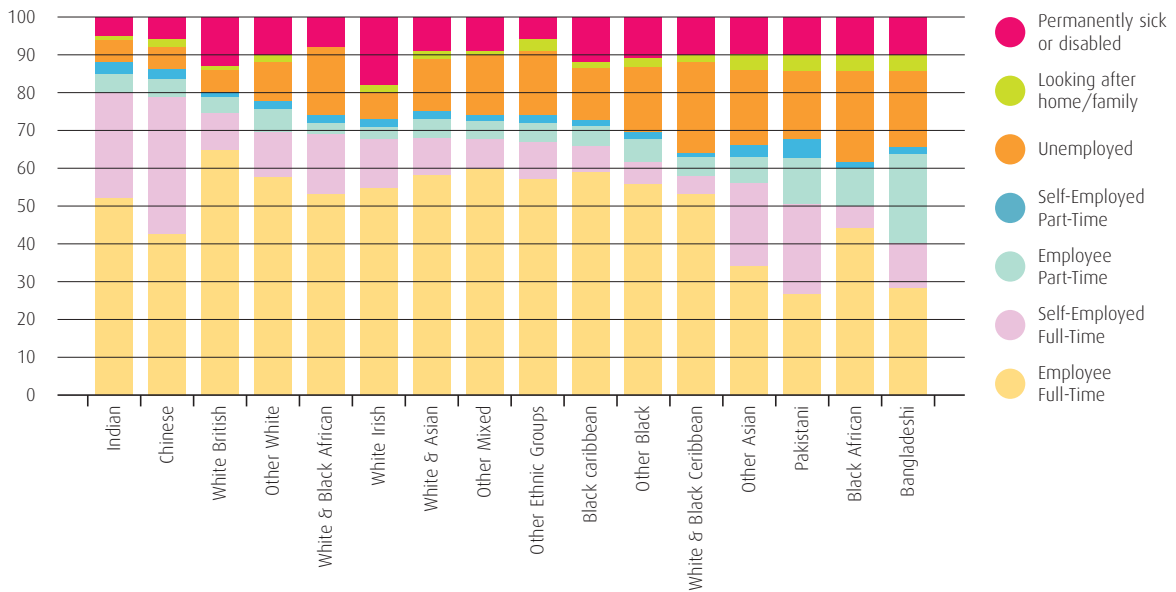
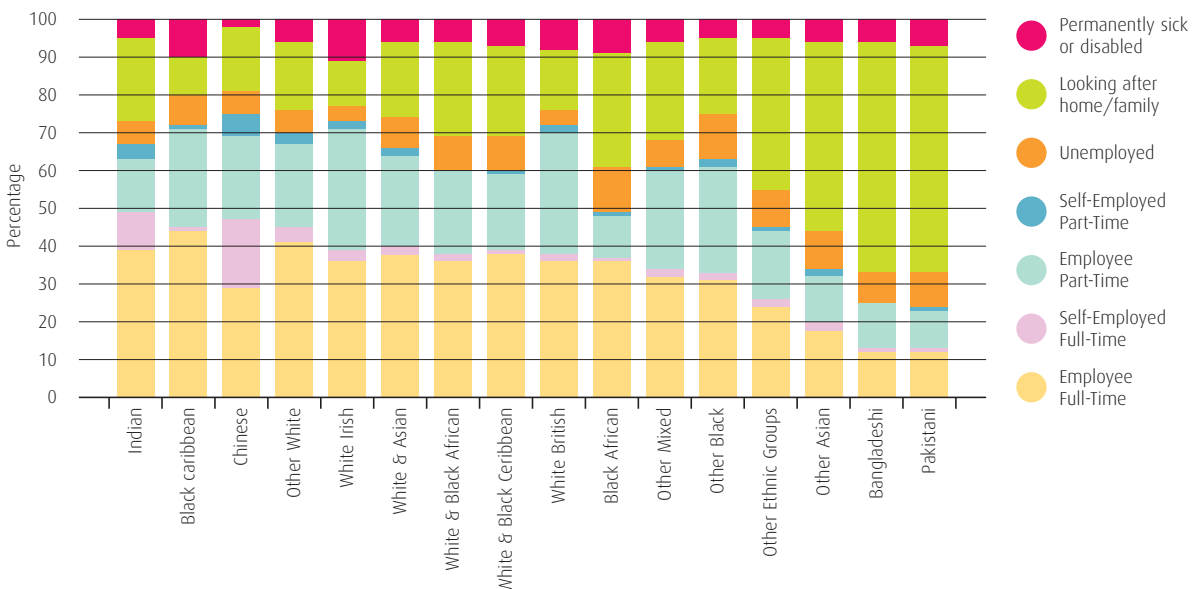


Figure 4.9: Economic activity of all women aged 16-74 in South Yorkshire by ethnicity

(excluding students and those either retired or described as 'inactive other')

Source: 2001 Census, Standard Tables, Crown Copyright 2003



Note: This data has only been released for the entire 16-74 age group at present. To highlight the situation of women and men of working age the categories of retired or 'other inactive' have been excluded. This means that most of those over working age are not included. Data for full-time students is also not included in order to remove the effect of Sheffield's very large student population.

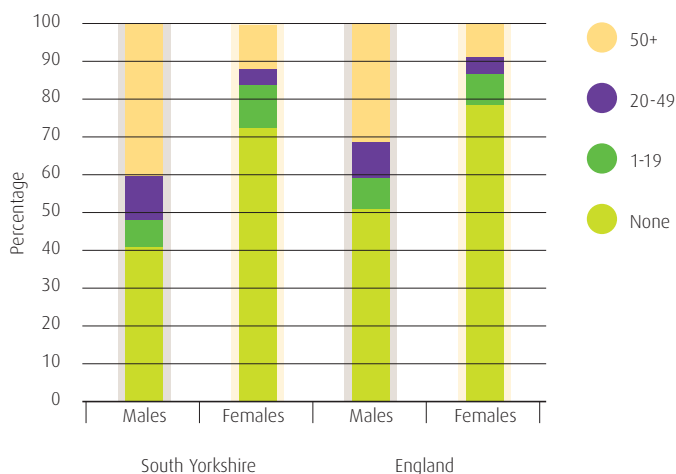
Unemployment is experienced most by White and Black Caribbean, Black African, and 'Other' Black women (rates around 11%). This compares with lower rates for White British and White Irish women (between 3 and 4 %). Some groups of women are much more likely than others to be occupied full-time by **looking after a home and family**. This is highest amongst Bangladeshi and Pakistani women (around 57%) and lowest among Black Caribbean women (under 10%). Around 16% of White British women describe themselves as occupied in this way. The distribution of **permanent sickness and disability** is different for women. The highest rates are among Black Caribbean, White Irish and Black African women (all over 10%), compared with a rate of over 9% for White British women, and very low rates for Indian (under 4%) and Chinese (under 2%) women.

Personal Barriers to employment

As **Figure 4.6** shows about 15% of women and less than 1.4% of men in South Yorkshire give looking after home or family as their reason for economic inactivity. This equates to over 62,000 people who look after a home and family as their main activity. Women outnumber men in this category by about 11 to 1. This response not only includes those women and men caring for children but also those **caring for other family dependants**. **Figure 4.10** shows the number of hours of unpaid care provided by this group of men and women each week to support people with care needs arising from long-term ill-health or disability or old age. When men are in this role, they are proportionately much more likely to be carers of others who need support because of long-term ill-health or disability or old age. Almost 40% of men in this category are providing unpaid care of this type for at least 50 hours a week. This compares with less than 12% for women. The link between caring and home-making is especially strong for men in Barnsley and Rotherham. Here around 59% of all men who say they are mainly occupied in looking after a home are also carers (compared with 48% of men in this situation in England). In most of South Yorkshire, men and women who are themselves permanently sick or disabled are more likely than their counterparts in England as a whole to be unpaid carers of an older or disabled person. South Yorkshire women who are permanently sick or disabled are more likely than similar men to be unpaid carers.

Figure 4.10: Provision of unpaid care by those who are 'looking after the home or family' all people aged 16-74

Source: 2001 Census, Standard Tables, Crown Copyright 2003



Lack of available, affordable **childcare** is a significant barrier to women's employment. The combination of poor job and pay prospects and high childcare and associated transport costs makes it uneconomic for many women to consider working before their children reach school age. Even for those with school age children the multiple journeys involved in moving children between childcare providers, aggravated by a lack of flexible working options, may continue to exclude many women from taking up job opportunities.

Figure 4.11 shows places available for children under 8 in the following types of registered childcare: day nurseries; playgroups and pre-schools; childminders; out-of-school clubs; and holiday schemes. It shows the number of places per 10,000 children, for South Yorkshire's districts, for the Yorkshire and the Humber region, and for England. The data is published by the Department for Education and Skills, and relates to March 2001.

Figure 4.11: Providers of day care facilities and number of places per 10,000 children

Source: DfES, 2001

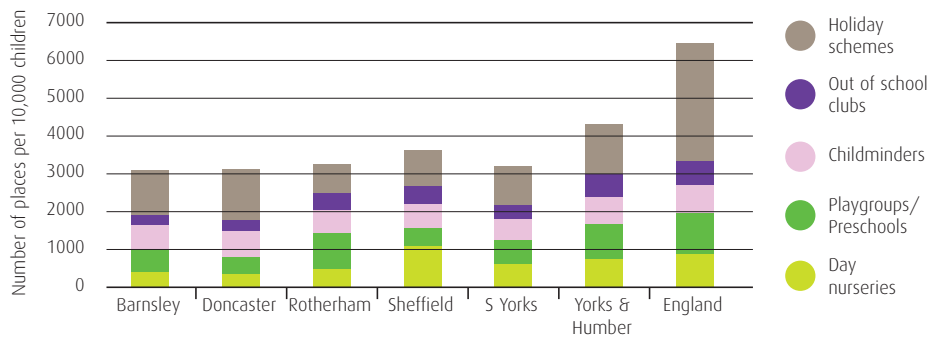


Figure 4.12: Day nurseries and vacancies in South Yorkshire, January 2003

Source: Children's Information Service

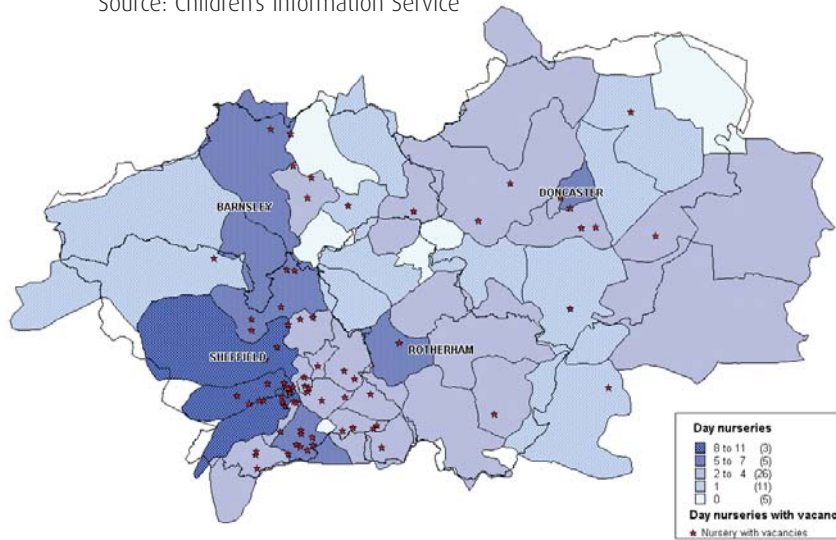
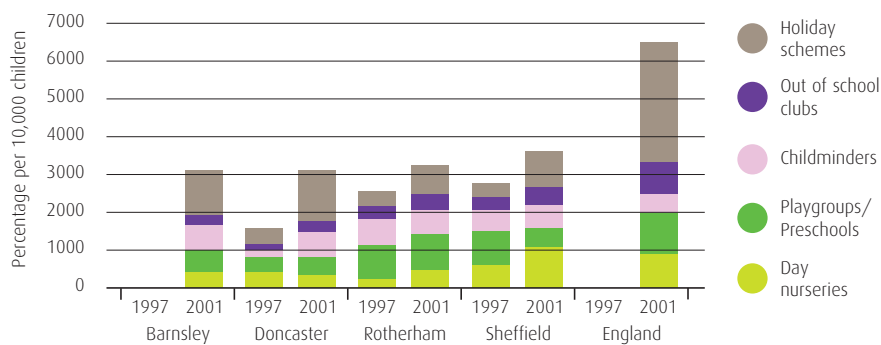


Figure 4.13: Number of childcare places per 10,000 children, 1997 and 2001

Source: DfES

Note: Figure for nurseries, playgroups & pre-schools refer to children aged 0-4, childminders refer to children aged 0-7, figure for out of school clubs & holiday schemes refers to children aged 5-7.



In South Yorkshire, there are only about half as many childcare places for under 8s as in England as a whole. Whereas in England about 1 in 10 children can find a place in a **day nursery**, provision at this level exists only in Sheffield. Doncaster, Barnsley and Rotherham all have very low levels of this type of care available. Some areas have no day nursery provision (**Figure 4.12**). **Playgroup** places are available to about 1 in 10 relevant children in Rotherham - a similar level to England as a whole - but Barnsley, Sheffield and especially Doncaster have far fewer places. Doncaster has slightly more places with **registered childminders** than the national average - about 1 in 20 children can find a place with a childminder. Sheffield lost about one third of its childminders between 1997 and 2001 (down from 998 to 660), and there was a similar pattern in Rotherham (down from 436 to 324) (**Figure 4.13**). There are fewer **out-of-school** clubs per 10,000 children in South Yorkshire than in England as a whole, with very low levels of provision in Doncaster and Barnsley. While **holiday schemes** are now available to about 3 in 10 children in England as a whole, there is far less provision of this type in South Yorkshire, with Rotherham and Sheffield faring particularly badly on this measure.



Objective 1 Programme Strategy to tackle Unemployment and Inactivity

The aim of the Objective 1 Programme is to develop a high-growth economy which offers employment opportunities to all South Yorkshire's communities. The commitment to social equity translates into a two related priorities in the Programme; to assist those at greatest disadvantage to re-engage in the world of work and to connect the most deprived communities into the processes of economic renewal. Interventions to support individuals who are economically inactive and long-term unemployed has targeted the groups who are most affected, for example, lone parents, sections of the Black and minority ethnic population, people with disabilities and ex-offenders. Funding is focused on developing multi-agency support which takes account of individuals' starting points and particular needs. This includes support to build women's and men's confidence and transferable skills, to widen access to appropriate information and guidance, and to overcome personal barriers to employment such as lack of transport or the availability of affordable childcare. Interventions to empower people in communities have been structured through the development of locally led action plans that identify community need, and the setting up of representative partnerships that design and deliver projects.

Examples of gender focused interventions

As the data in this study show significant numbers of women and men in South Yorkshire's districts report themselves as inactive, yet for differing reasons. The same applies among those who are unemployed. To be effective intervention with any group needs to take a gender perspective. Positive action projects serve a key function to flag up the different situations women and men face and to demonstrate how educational opportunities and services can be pragmatically adapted to benefit more members of the target group.

Reengaging men in learning, training and employment

A group of private, public and voluntary and community training providers across South Yorkshire are working together to test innovative approaches to attract older inactive men and young men with no employment record back into the workplace. The projects aim to reengage men in learning through their interests, past-times, community activities and families. Management by male role models is an important part of successful delivery. Lessons gained from these pilot experiences will be disseminated to other agencies and training providers who wish to develop a 'male perspective' in their work.



Women's Learning and Education Partnership

The partnership is a group of women's voluntary and community organisations working across South Yorkshire under the umbrella of the South Yorkshire Women's Development Trust (SYWDT). It is delivering community based, culturally sensitive training for employment to women in deprived neighbourhoods and communities. Each organisation provides practical support, with referral to other agencies, to enable women to overcome barriers to learning, particularly in the areas of childcare, housing, debt and transport issues.



Children Mean Business

This project provides technical support to employers on work life balance issues such as legislative compliance, in-work benefits and tax break schemes such as childcare vouchers, to support employees' childcare costs. Through links to the Children's Information Services across South Yorkshire the project is able to broker relationships between employers and childcare providers close to the workplace. In this way it aims to increase and sustain the provision of local childcare places for employees.



5

Gender Pay Gap

One of the causes of the gender pay gap is the gendered segregation of the labour market. Women and men tend to work in different occupations, or are concentrated at different levels within occupational hierarchies. For example in Britain, 95% of childcare workers are women while the overwhelming majority of engineering workers are men. 10% of all women in Britain work as sales assistants or checkout operators. Jobs in which men predominate tend to be better paid and often offer bonus schemes and pay incentives which are less common in jobs where most of the employees are women. Data on the gendered segregation of women and men by industrial sector has been included in the section on Employment.

The impact of women's family and care responsibilities and the lack of supporting services cannot be underestimated. The unequal impact of these factors is considered in the sections on Employment and Unemployment and Inactivity. Not only does this influence women's choice of career, it also affects the numbers of hours they are able to work and the distance they are prepared to travel to their place of employment. The Census 2001 returns reveal that South Yorkshire women are less likely to drive to work than men in South Yorkshire and than women in England. 1 in 10 men use forms of public transport (except the train) to get to work in South Yorkshire, compared to 1 in every 5 women. Women are also more likely to walk to work. These differences in modes of transport underline the fact that women are less likely to travel long distances to work than men, a choice that limits the job opportunities open to them.

Broken employment patterns and part-time working are strongly linked to women's lower lifetime earnings. They often lead to women being placed on lower pay scales when returning to the labour market following a period of caring. Pay systems also contribute to the gender pay gap. Job grading practices, appraisal systems, reward schemes, individualised wage negotiation practices and retention measures have all been found to have an adverse effect on women's wages.

The Size of the Pay Gap

Average pay in South Yorkshire is considerably lower for women and men than for England as a whole.

The figures on this page describe the gender pay gap in South Yorkshire and contrast women's and men's pay in South Yorkshire with that of their English counterparts. **Figure 5.1** shows women's and men's average hourly pay for those working part-time and full-time in South Yorkshire and in England. While the average male full-time worker in England earned £12.26 per hour (excluding overtime), men in full-time employment in South Yorkshire earned only £10.62. Women in England as a whole averaged much less, £9.48, compared with £8.57 in South Yorkshire. Women working part-time in South Yorkshire averaged just £6.95.

Figure 5.1: Women's and men's average hourly pay in South Yorkshire and England in 2002. Source: New Earnings Survey, 2002, ONS

(£ Sterling)	Including Overtime		Excluding Overtime	
	South Yorkshire	England	South Yorkshire	England
Male Full-Time	10.71	12.50	10.72	12.59
Male Part-Time	7.60	8.73	7.65	8.82
Female Full-Time	9.20	10.21	9.20	10.22
Female Part-Time	6.93	7.40	6.95	7.42
All Male	10.6	12.36	10.62	12.46
All Female	8.55	9.46	8.57	9.48

Average weekly pay is affected by the hours women and men work. Normal basic hours for men average 37 each week and 29 per week for women in both South Yorkshire and England. Using this information and that of average hourly pay it is possible to compare women's and men's gross weekly pay. **Figures 5.2 - 5.6** show women's weekly pay as a ratio of men's weekly pay in selected occupations. Equal pay exists if the bar is at 1. Bars below 1 indicate that women's pay is only a proportion of that of men's. Bars above 1 indicate that they

are earning more. Pay data for all occupations show (**Figure 5.2**) that patterns of pay in South Yorkshire's districts vary only slightly from the national picture. In almost all cases women earn less than men. The only exception is for female part-time workers in Rotherham who earn a little more than men working part-time. Comparing full-time workers across all occupations shows that the pay gap between women and men is narrowest in Doncaster and Sheffield. The pay data for different occupations show that women and men come closest to equal pay in clerical and secretarial occupations (**Figure 5.3**). Men in this occupation tend to be paid low wages, like women. The narrowest pay gap is in Barnsley. In Rotherham the gender pay gap is larger than the national average in full-time sales occupations and in full-time jobs in the personal and protective industries sector.

Figure 5.2: Gross weekly pay ratios - All Occupations

Source: NES 2002 , ONS

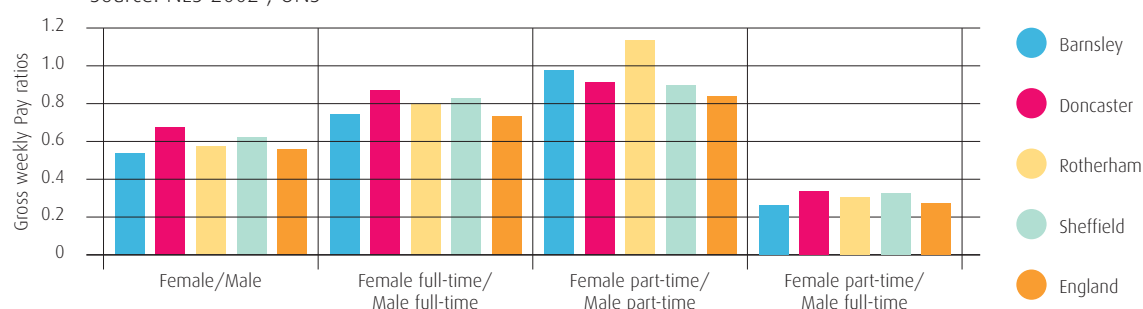


Figure 5.3: Gross weekly pay ratios - Clerical & Secretarial Occupations

Source: NES 2002 , ONS

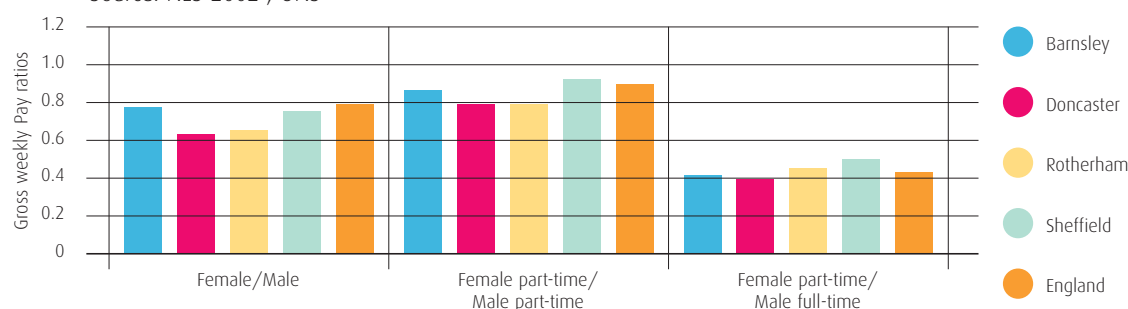


Figure 5.4: Gross weekly pay ratios - Sales Occupations

Source: NES 2002 , ONS

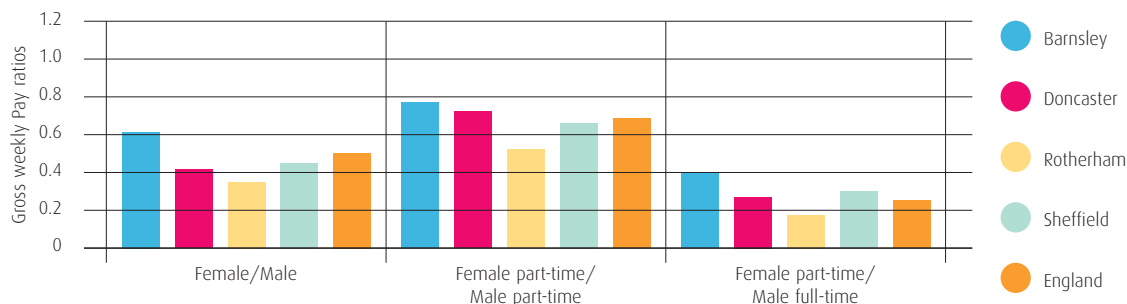


Figure 5.5: Gross weekly pay ratios - Associate Professional & Technical Occupations

Source: NES 2002 , ONS

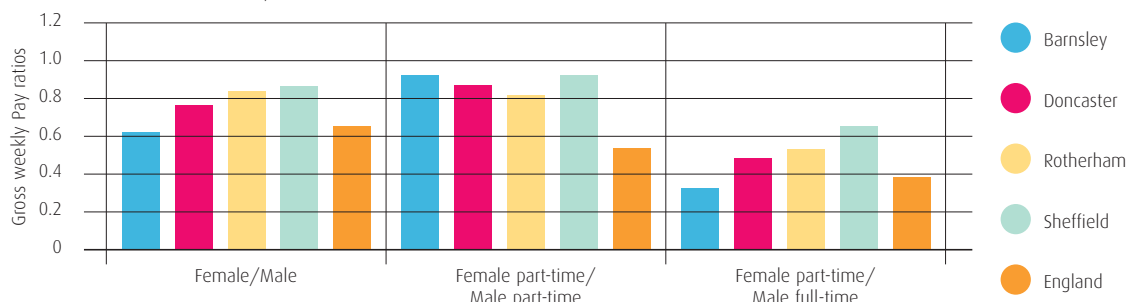


Figure 5.6: Gross weekly pay ratios - Personal & Protective Services

Source: NES 2002 , ONS

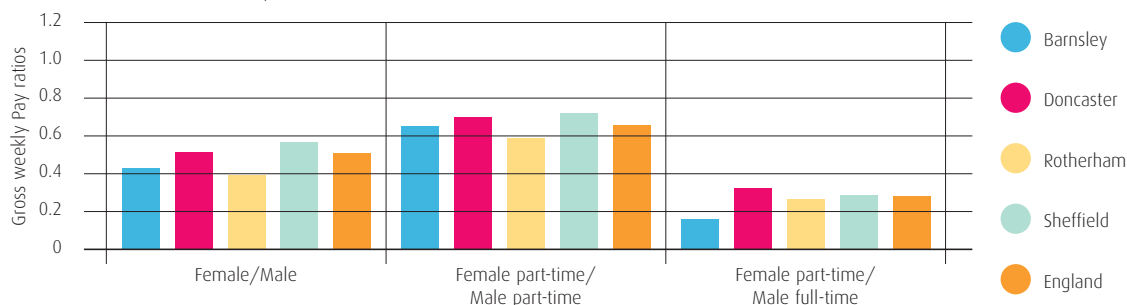


Figure 5.7: Distribution of weekly earnings: Men in full-time employment

Area	% Earning Under			10% Earned	
	£250	£350	£460	less than	more than
Barnsley	17	40	69	£220.50	£668.90
Doncaster	18	49	73	£222.30	£594.00
Rotherham	12	43	68	£230.90	£642.80
Sheffield	15	42	63	£225.00	£715.00
South Yorkshire	15	43	67	£225.30	£656.60
England	12	35	56	£240.00	£852.60

Source: New Earnings Survey 2002

Figure 5.8: Distribution of weekly earnings: Women in full-time employment

Area	% Earning Under			10% Earned	
	£250	£350	£460	less than	more than
Barnsley	12	40	68	£182.20	£577.80
Doncaster	11	35	62	£184.30	£572.90
Rotherham	12	43	71	£182.30	£590.90
Sheffield	8	30	58	£198.30	£591.50
South Yorkshire	10	35	62	£191.20	£579.30
England	8	27	55	£196.20	£623.80

Source: New Earnings Survey 2002

Low pay is much more prevalent for both men and women full-time workers in South Yorkshire than in England as a whole. **Figures 5.7 and 5.8** show the percentages of women and men whose weekly pay falls into different wage bands across South Yorkshire's districts in comparison to England. 1 in 3 South Yorkshire women working full-time earns less than £250 per week. Around 1 in 6 South Yorkshire full-time male employees earn less than £250 per week. Women's pay is lowest in Barnsley, Doncaster and Rotherham, and men's in Barnsley and Doncaster. Among full-time male employees, while the top 10% of earners in England earned £853 or more each week, the top 10% in Doncaster earned £594 or more. Among full-time women employees, the top 10% of earners earned £573 or more in Doncaster, compared with £624 in England as a whole.

Gendered segregation by occupation

Figures 5.9 and 5.10 show the main occupational sectors for women and men in South Yorkshire. South Yorkshire has a smaller share of its employees in managerial and professional and technical jobs than is the case for England as a whole. This is true for women and men. In South Yorkshire the three main occupational sectors for women are administrative and secretarial, sales and customer services and elementary occupations. Just over half of all women work in these sectors compared with only 22% of men. 40% of South Yorkshire men work in the skilled trades and as plant and machine operatives. This compares with just 6 % of women in South Yorkshire and with 32% of men in England as a whole.

Figure 5.9: Percentage of male workers aged 16-64 by Occupational Group - South Yorkshire

Source: 2001 Census, Standard Tables, Crown Copyright 2003

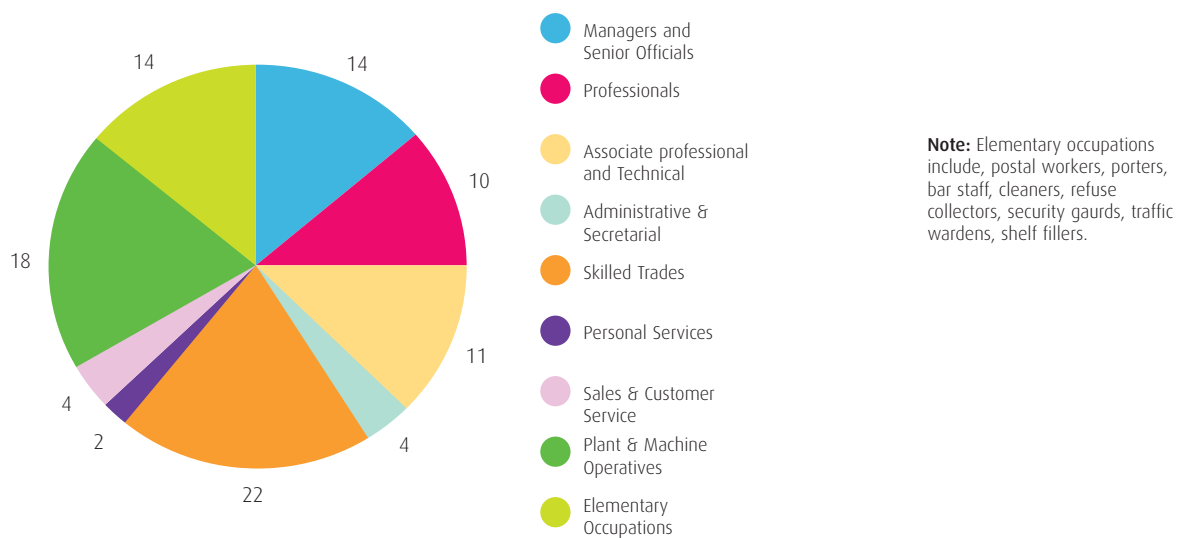
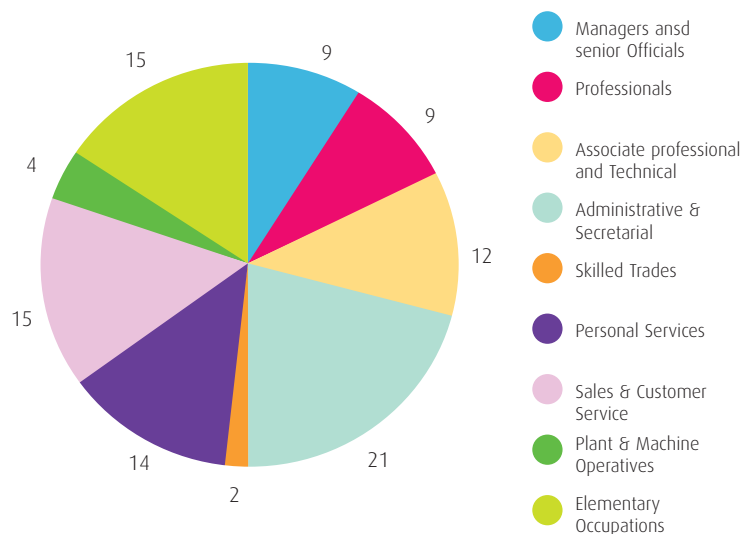


Figure 5.10: Percentage of female workers aged 16-59 by Occupational Group - South Yorkshire

Source: 2001 Census, Standard Tables, Crown Copyright 2003

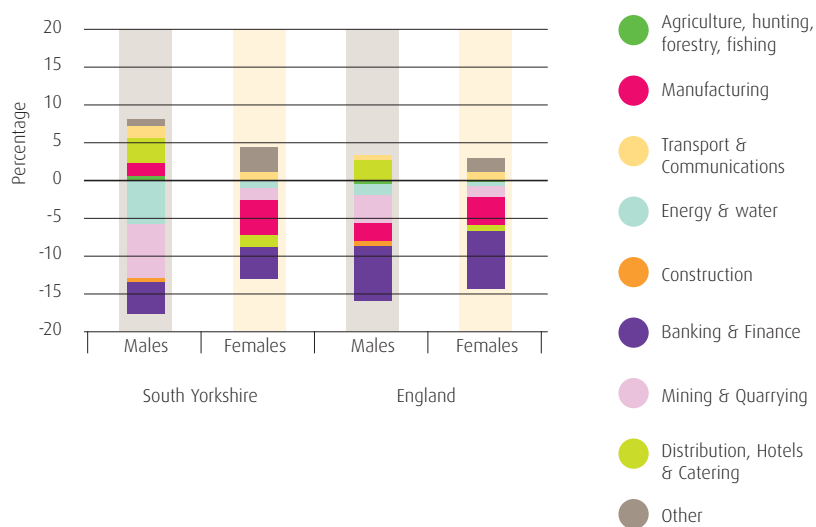


Taking a district perspective, in Barnsley, Doncaster and Rotherham, fewer women and men work in professional occupations than in Sheffield. Employment in skilled trades and as plant and machine operatives is higher than the average for South Yorkshire in Barnsley (men and women) and in Doncaster (women). A higher proportion of women are employed in sales occupations in Rotherham than in the other South Yorkshire districts.

Figure 5.11 shows that between 1991 and 2001 the change in the occupational structure of South Yorkshire broadly mirrored occupational change in England as a whole. Men’s jobs in Associate Professional/Technical and Elementary (unskilled) work increased strongly, offset by losses in Skilled trades and in Personal Service occupations. Women gained most jobs in Associate Professional & Technical, and Sales and Customer Service work. They lost most work in the Administrative and Secretarial, Skilled Trades, and Plant and Machine Operatives categories.

Figure 5.11: Change in industrial distribution from 1991-2001

Source: 1991 Census LBS, Crown Copyright 1993. 2001 Standard tables, Crown copyright 2003



Figures 3.14 and 3.15 (see section Employment) show the type of work done in South Yorkshire by male and female employees of different ethnicities.



Objective 1 Programme Strategy to tackle the Gender Pay Gap

The gender pay gap between South Yorkshire and England and within South Yorkshire is linked to the economic decline of the sub-region, which produced long-term unemployment, poor educational performance and a high percentage of low level, low skilled jobs. Previous sections have described the Programme's approach to the creation of quality jobs in new and established industrial sectors and its support for young people and those furthest from the labour market to access the new opportunities. In addition, there is a focus on building the skills of the existing workforce, linking to national government efforts to promote lifelong learning and industry led initiatives to increase the skills requirements of workers in order to improve industrial competitiveness and adaptability.

Examples of gender focused interventions

Attention is focused on the absence of women in management roles, as business owners, and as leaders in public life. This is symptomatic of women's vertical segregation in the South Yorkshire labour market and contributes to the gender pay gap. By prioritising women's advancement in these three areas the Programme aims to raise employers' awareness of the talents and contribution women make to the workplace and to motivate women by increasing the number of female leaders in the sub-region. Funding supports initiatives to create progression routes for women to managerial grades, and training and guidance for female entrepreneurs and those who wish to contribute to public decision-making processes which affect their community's everyday life and employment opportunities.

Advancing Women in South Yorkshire

This is a group of projects which aim to enhance existing provision of management training and business support to women. In the area of public life the aim is to link to the national DTI campaign to increase the numbers of women on public bodies. Activities include mentoring for women entrepreneurs by female business owners, community-based training in business start up and the management of social enterprises for women in deprived neighbourhoods, a structured programme to encourage women in the public sector to step up the management ladder linked to work life balance options, and a series of self development courses to equip women with the skills and confidence to contribute to public committees and regeneration processes.



Contact

For further information about the Objective 1 Programme please contact:

Objective 1 Programme Directorate
 Silkstone House, Pioneer Close, Manvers Way
 Wath Upon Dearne, Rotherham S63 7JZ

Telephone: 01709 763600

Fax: 01709 763679

Web: www.goyh.gov.uk/objective1



Objective 1 Programme Directorate
Silkstone House, Pioneer Close, Manvers Way
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www.goyh.gov.uk/objective1