

Camden Women's Forum evidence base

Supporting women into employment

There is a powerful economic and social case to increase women's economic participation here in Camden, supporting women who have been out of the labour market due to caring responsibilities back into quality, flexible work and supporting women entering the labour market for the first time, no matter what their age, to find suitable employment. This has a huge impact on women and girls over their life cycle and stops them reaching their full potential.

We are using national and local data, evidence and case studies to examine the barriers to women's economic participation and how economic participation can be increased. Where possible we want to overlay this with a black and minority ethnic, social mobility, and disability perspective to enable us to understand what happens to various groups and use this to ensure the recommendations are focused on the right areas that will have the highest impact.

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Starting out: How do girls achieve in Camden primary schools?

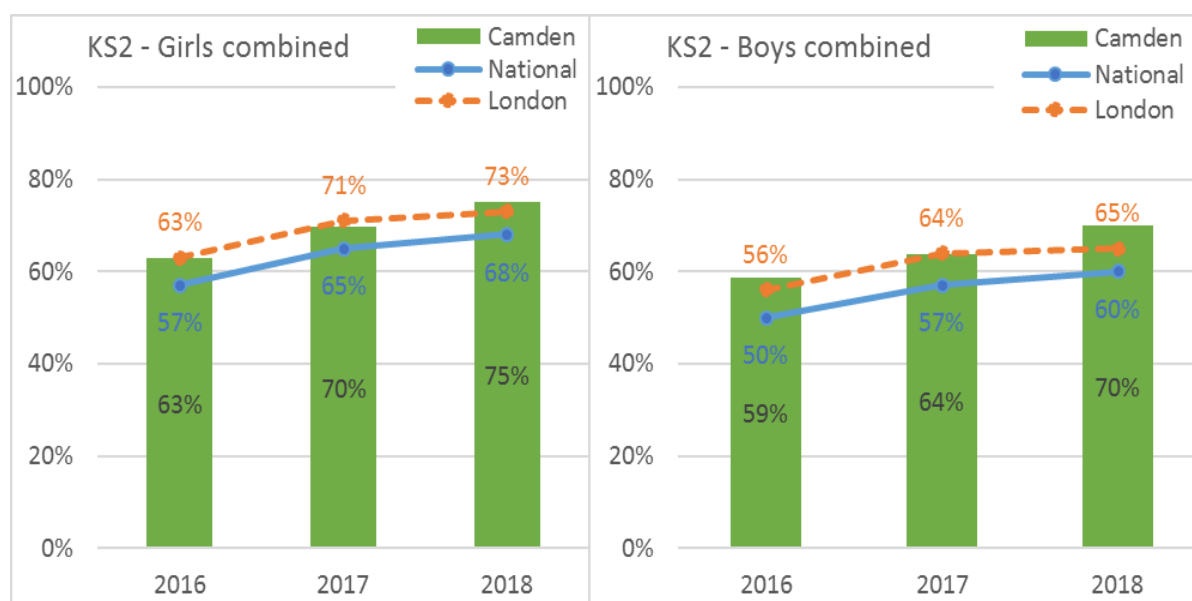
In 2018, attainment increased across all subjects for both genders and **girls continue to outperform boys**.

At Key Stage 2, 75% of girls reached the expected standard in reading, writing and maths compared to 70% of boys. This means the gender gap was 5% percentage points (compared to a national gender gap of 8% percentage points).

At the higher standard, 15% of girls achieved the standard in reading, writing and maths compared to 13% of boys – a gap of 2% percentage points.

At the higher standard, girls outperformed boys in all subjects except in maths where boys outperformed girls by 8 percentage points, with 34% of boys reached the higher level compared to 26% of girls. This pattern is consistent with previous years, where boys only performed better than girls in maths.

% of Key Stage 2 children who reached the expected standard in reading, writing and maths



Attainment at the end of Key Stage 2 (year 6) in reading, writing and maths – % reaching the expected standard (state funded schools)												
	Reading, writing and maths									% difference 2018-2017		
	2016			2017			2018					
	All	Boys	Girls	All	Boys	Girls	All	Boys	Girls	All	Boys	Girls
Camden (1,501 pupils)	61	59	63	67	64	70	72	70	75	6	6	5
National (state-funded schools)	54	50	58	61	57	65	65	61	69	4	4	4
National (all schools)	53	50	57	61	57	65	64	61	68	3	4	3

In terms of science the ‘attainment in Key Stage 2 teacher assessments’ determined that 87% of girls and 85% of boys met the required standard in science in 2018.

How do girls achieve in Camden secondary schools?

GCSE results for 2018

Results by gender are critical to unpicking Camden schools Key Stage 4 results, given the number of girls’ only secondary schools in Camden. Camden has ten secondary schools: six are mixed, and there are three girls’ schools and one boys’ school. At Key Stage 4, 58% of the cohort were female in 2018.

In 2018 female students continued to outperform male students in Camden (as is the case nationally and across London), and gaps have widened in all measures.

Standard pass – overall 66% of Camden pupils achieved at least grade 4 in GCSE English and mathematics (known as a standard pass), which is higher than the national average and close to London average.

Female students’ results improved in 2018 with 73% gaining a standard pass, however, male students’ results dropped, with 57% achieving a standard pass. This has widened the gap between female students and male students to 16 points (gap was 8% nationally).

Strong pass – overall 47% of Camden pupils achieved at least grade 5 in GCSE English and mathematics (known as a strong pass).

54% of female students achieved a strong pass, compared to 38% of male students. These results are well below national levels for male students and above national levels for female students.

Progress 8¹ – P8 results for female students in Camden are significantly above the national and London average. Male students are significantly below the national average and falling. Male students nationally underperform relative to female students, but Camden results are lower than their peers in 2017.

Results for Key Stage 5

The Department for Education published the provisional results for Key Stage 5 in November 2018. Overall 2,144 pupils attending state-funded schools and colleges in Camden were entered for at least one A-level, 1,312 were female students and 832 were male students.

- 80.3% of female students achieved at least 2 A-levels compared to 71.2% of male students.
- Female students' average point score was 29.95 and male students' was 27.77.
- 12.5% of female students achieved grades AAB or better at A-level compared to 11.1% of male students.

In 2018, Camden had the second highest rate nationally for the percentage of science and maths A-levels entered by female students (54% in 2018) compared to 50.5% in 2015/16.²

Children's career aspirations

In 2018, Education and Employers conducted a national survey of 20,000 primary school children that showed that children's career aspirations change very little between the ages of seven to 17, and tend to be based on gender stereotypes, socioeconomic backgrounds and the media. The survey and subsequent report³ found that gender stereotyping is set from an early age and that family, TV, radio and film have the biggest influence on children's career choices. This has implications for social mobility as children from poorer backgrounds may not have successful role models and have limited aspirations as a result. When boys and girls set their sights on career paths dominated by their own gender, this reinforces the gender divide.

Research carried out by UCL based on the most recent data from the Millennium Cohort Study (study of 19,500 children born in 2000) found that teenage girls remain significantly more likely to aspire to going to university (71% average compared to 63% average for boys), and to having a professional or managerial job, than otherwise similar teenage boys.⁴ Despite aiming high in their education and careers,

¹ Progress 8 is a measure of the progress children make between the end of primary school and the end of secondary school.

² Cold Spots Data, Careers and Enterprise Company, 2018

³ Chambers, Nick; Kashefpakdel, Dr Elnaz T; Rehill, Jordan; Percy, Christian (Education and Employers), 'Drawing the Future Published', 2018 (educationandemployers.org/wp-content/uploads/2018/01/DrawingTheFuture.pdf)

⁴ Centre for Longitudinal Studies UCL Institute of Education, 'The university and occupational aspirations of UK teenagers: how do they vary by gender?', 13 December 2017 (hcloser.ac.uk/wp-content/uploads/CLS-briefing-paper-teenage-uni-and-occupational-aspirations-EMBARGOED.pdf)

girls are more likely to aspire to typically female occupations, and to jobs that earn a relatively lower wage, than those boys aspire to.

A national survey of primary school teachers in 2017 found that 90% of teachers thought that careers-related learning, with the support of employers, could help challenge the gender stereotypes that children have around the jobs that people do and the subjects they study.⁵

Aspirations expressed by children according to gender

Rank	Top jobs for girls	%
1	Teacher/lecturer	18.6
2	Vet	11.2
3	Sportsman/woman	9.0
4	Doctor	7.3
5	Artist	6.2
6	Singer/musician	5.8
7	Hairdresser	3.8
8	Scientist	3.2
9	Dancer	3.1
10	Nurse/health visitor	2.9

Rank	Top jobs for boys	%
1	Sportsman/woman	34.1
2	Social media and gaming	9.4
3	Police	8.2
4	Army/navy/airforce/firefighter	5.7
5	Scientist	5.3
6	Engineer (civil, mechanical, electrical)	4.3
7	Doctor	3.0
8	Teacher/lecturer	2.9
9	Vet	2.4
10	Mechanic	2.1

The survey found that children’s career aspirations have little in common with projected workforce needs – so we are failing to attract young people into careers in future growth sectors and those where there are already significant skills gaps. For example, there is a lack of interest in careers like engineering (2.5%) and nursing (1.6%).

Gender differences also emerged in STEM-related professions. Over four times the number of boys wanted to become engineers compared to girls and nearly four times the number of girls wanted to become vets as boys. This could still be linked to

⁵ Kashefpakdel, Dr. Elnaz; Rehill, Jordan (Education and Employers); Hughes, Dr. Deirdre OBE (DMH Associates), ‘What Works? Career related learning in primary schools’, Careers and Enterprise Company, 2018 (educationandemployers.org/wp-content/uploads/2018/12/1145_what_works_primary_v6_digital9.pdf)

gender as many secondary school girls tend to explain an interest in these careers for vocational, caring reasons.

Work experience and careers guidance

Education and Employers surveyed young people and found that there was a positive relationship between the number of employer contacts (for example, careers talks or work experience) that young people aged 14 to 19 experienced when at school and their confidence in achieving their ultimate career goals, their likelihood of not being in education, employment or training (NEET) and their salary.⁶

They found that independent schools have extensive links with employers and use these to give their pupils advantages in their transitions out of school, and that those who have most to gain from employer engagement have least access to it.

Nationally careers guidance is patterned, with girls, BAME, working class, lower attaining pupils, those less sure of their aspirations and those planning to leave school at 16 are less likely to report receiving careers education.⁷

Where do pupils go after the end of Key Stage 5?

The latest data we have is for the period 2015/16 when there were 1,700 pupils in state funded schools and colleges in Camden. 650 were males and 1,050 were female.⁸

Overall, 87% of females and 82% of males went into an education or employment destination. 71% of females and 67% of males went to an education destination. Of these 59% of females and 55% of males went onto higher education at level 4 or above.

Destinations of school leavers	Females	Males
Top third most selected Higher Education Institutes (HEIs)	17%	14%
All other HEIs, HE alternative providers and Further Education (FE) colleges.	42%	41%
Further education at level 3 or below	10%	9%
Sustained employment destination	14%	13%
To a destination that was not sustained	10%	10%
Other education destinations.	1%	3%
Sustained apprenticeships	3%	3%
No data recorded	3%	8%

⁶ Mann, Dr. Anthony (Education and Employers), 'It's who you meet: why employer contacts at school make a difference to the employment prospects of young adults', 2016 (educationandemployers.org/wpcontent/uploads/2014/06/its_who_you_meet_final_26_06_12.pdf)

⁷ Archer Ker, L Moote, JK (King's College London), 'Aspires 2 Project Spotlight: Year 11 Students' Views of Careers Education and Work Experience', 2016

⁸ Students attending school in Camden – some councils do not have post-16 provision.

Total	100%	100%
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Girls studying and working in science, technology, engineering and maths (STEM)

Both girls and boys study all three sciences, physics, chemistry and biology until the age of 16. However, from A-levels through to higher education and employment, gender gaps appear and deepen, with less females choosing to study science at a higher level and fewer females pursuing careers in science than males.⁹

Findings from the three-year UPMAP study show that students are more likely to continue to study maths and physics if they recognise that studying one or more of these subjects post-16 will lead to a well-paid, interesting job, they are encouraged to do so by a key adult (family/teacher) or they are good at the subject.¹⁰

The study also found that female students are much less likely to continue to study maths and physics post-16, even though female students do as well in these subjects at GCSE as male students. The study also found that female students were less likely to receive encouragement to keep studying these subjects than male students and had less positive experiences of physics lessons than male students.

At A-level, there is a persistent gender imbalance in entries in physics and computing and a smaller difference in mathematics. In 2015, just 12% of entries to A-level computing in London were from females and females made up just a fifth of entries in physics. While females outperform males in every STEM subject, 40% more males than females took STEM subjects.¹¹

The two most popular university courses by subject area for women are education and subjects allied to medicine. In contrast, the most popular university courses for men are business and administrative studies and engineering and technology.¹²

The fact that females are less likely to take up science, technology, engineering or mathematics (STEM) is reflected in the STEM workforce. There are several UK studies such as the report of the Institute for Fiscal Studies 2018, which show that females have higher occupational aspirations, are more motivated at school, and achieve higher exam results than males. However, women still make up just 14 % of individuals working in STEM occupations in the UK, but as many as 70 % of women with STEM qualifications are working in non-STEM related industries.¹³

This is particularly important here in Camden, where analysis for Camden's 2017 STEAM Commission found that over the period 2012 – 2017 employment opportunities in creative, digital and scientific industries in Camden had expanded by 34%, representing 31% of all jobs in Camden.

⁹ Deloitte, Women in STEM – technology, career pathways and the gender pay gap, 2016

¹⁰ 'Understanding participation rates in post-16 Mathematics and Physics: Conceptualising and operationalising the UPMAP Project', International Journal of Science and Mathematics Education 9 (2), 273 – 302

¹¹ Department for Education, 'A-level and other level 3 results: 2014 to 2015', January 2016

¹² Ibid

¹³ Institute for Fiscal studies, August 2018 (<https://www.ifs.org.uk/publications/13277>)

International STEM data

Starting from 2000, every three years a Programme for International Student Assessment (PISA) worldwide study has been conducted by the Organisation for Economic Co-operation and Development (OECD), which measures 15-year-old school pupils' performance on mathematics, science, and literacy. The study highlighted that neither males nor females are well prepared for the job market.¹⁴

Across the OECD countries that distributed a questionnaire about students' career expectations, almost one in four girls and one in five boys reported that they did not know how to search for a job. 43% of girls and 37% of boys reported that they had not mastered the skills needed to perform well at a job interview; and almost one in three boys and girls reported that they had not acquired the skills needed to write a CV or a summary of their qualifications.

Furthermore, the study highlighted that 20% of 15-year-old boys in OECD countries contemplate pursuing a career in engineering or computing, while less than 5% of girls do. In the United Kingdom, nearly 13% of boys but only 2% of girls envision such a career for themselves.

'Women into Science and Engineering (WISE) published that in 2016, 802,848 women were 24% of the core STEM workforce.¹⁵ In 2017, it rose by 2% to 864,278. Although little progress can be seen, it has been suggested that gender differences in students' attitudes towards school subjects and in students' expectations for their future studies and careers could be reinforced by a lack of practical skills about how to find out about and search for jobs. For example, 20% of 15-year-old boys in OECD countries contemplate pursuing a career in engineering or computing, while less than 5% of girls do (in the United Kingdom, nearly 13% of boys but only 2% of girls envision such a career for themselves).¹⁶

The PISA study shows that girls are more likely than boys to get information about future studies or careers through online research, while boys are more likely than girls to get hands-on experience by working as interns, job shadowing or visiting a job fair.¹⁷

As stated by Andreas Schleicher, Director for Education and Skills at the OECD:

"Narrowing or eliminating gender gaps in education and employment requires some effort from all of us: from parents who encourage both their sons and their daughters to succeed in school; from teachers who ask all their students to think independently; and from employers who are willing to reward the knowledge and skills they seek wherever – and in whomever – they're found."

¹⁴ PISA, 'Results in Focus: What 15-year-olds know and what they can do with what they know', 2012

¹⁵ WISE, 'Women in the STEM workforce', 2016

¹⁶ OECD, 'The ABC of gender Equality in Education, Aptitude, Behaviour, Confidence', PISA Publishing, 2015

¹⁷ PISA, 'Results in Focus: What 15-year-olds know and what they can do with what they know', 2012

Qualifications

Analysis of the 2011 census shows that older women living in Camden are more likely to have no qualifications than younger women. Overall, 14% of Camden women (aged 19+) had no qualifications compared to 12% of men. This rose to 20% for both women and men aged 50 to 64.

Overall, 50% of Camden women and 51% of men had a level 4 qualification or above, rising to 71% for both men and women aged 25 to 29.

Women's employment

The unemployment statistics are currently undergoing an extended period of change. There are currently three sets of unemployment indicators at a local authority level, all of which have strengths and weaknesses. On balance, we currently consider the interim Claimant Count, which is a combination of JSA and Universal Credit (UC) claimants to be the most useful indicator for Camden. Eventually a new 'claimant count' will emerge based largely on Universal Credit, probably at some point in 2019.

In September 2018, there were 2,725 claimants in Camden. 1,555 were men and 1,170 were women. 55 additional women are unemployed and claiming benefits compared with a year ago, an additional five men are claiming benefits.

Women claiming unemployment benefits – by age (September 2018)

Age band	Number of claimants	% change since March 2013	% claimants as a % of all claimants	% change since 2013
16 - 24	145	-57%	12.4%	-5.2%
25 – 49	625	-51%	53.4%	-12.2%
50+	400	+23%	34.2%	+17.4%

Men claiming unemployment benefits – by age (September 2018)

Age band	Number of claimants	% change since March 2013	% claimants as a % of all claimants	% change since 2013
16 - 24	215	-57%	13.8%	-2.6%
25 – 49	790	-60%	50.8%	-13.3%
50+	550	-8%	35.4%	+16%

As the tables demonstrate the number of men and women claiming benefits in Camden has fallen in every age category over the last five years, **except for women aged 50+ where the figure has risen by 23%.**

Women aged 50+ also form a larger proportion of the unemployment claimant count than they did five years ago, as do men.

Females claiming unemployment benefits by ward	Numbers
Belsize	55
Bloomsbury	35
Camden Town with Primrose Hill	55
Cantelowes	70
Fortune Green	40
Frognal and Fitzjohns	25
Gospel Oak	75
Hampstead Town	20
Haverstock	95
Highgate	55
Holborn and Covent Garden	90
Kentish Town	75
Kilburn	105
King's Cross	70
Regent's Park	90
St Pancras and Somers Town	120
Swiss Cottage	40
West Hampstead	65
Camden total	1,170

The wards with the highest numbers of claimants are St Pancras and Somers Town and Kilburn, but St Pancras and Somers Town is also the largest by population size.¹⁸

Women's economic activity rates

65.3% of women aged 16 to 64 are economically active in Camden.¹⁹ Of these 46.3% are employed and 15.4% are self-employed.²⁰

34.7% of women aged 16 to 64 are economically inactive, a total of 30,800. **69.6% (21,500) of economically inactive women do not want a job and 30.4% (9,400) do want a job.**²¹

Camden's economic activity rates are relatively low when compared to London and national levels. The Annual Population Survey provides reasons for inactivity. In Camden, the three main reasons for economic inactivity were being a student (33%), long-term sickness, mentioned by 25%, followed by looking after home/family 20%. The percentage of people who are inactive due to long-term sickness is higher than London and national figures. There are no gender breakdowns for these figures.

¹⁸ It is not possible to calculate this in percentage terms as the GLA have not provided denominator figures since 2015.

¹⁹ Economic activity rate is the proportion (%) of the resident population of 'working age' (16-64) who are either in employment or actively seeking work.

²⁰ Annual Population Survey, June 2018

²¹ Ibid

London Borough of Camden July 17 – June 18 (annual population survey)	Females	Males
Variable	%	%
Economic activity rate – aged 16-64	65.3	75.9
Employment rate – aged 16-64	62.5	72.7
% of aged 16-64 who are employees	46.3	54.1
% of aged 16-64 who are self employed	15.4	16.8
% of who are economically inactive – aged 16-64	34.7	24.1
% of economically inactive who want a job	30.4	28.1
% of economically inactive who do not want a job	69.6	71.9

Source: Annual Population Survey, 2018

Poverty and economic participation

It should be highlighted that being in paid employment in itself is not a safeguard against poverty. Despite an increase in women’s employment in the UK women in the UK are slightly more likely to live in poverty than men when this is measured on the usual household basis (21% of adult women, compared to 19% of adult men in 2016-17).

Women are poorer due to their employment type and low pay. They are more likely to be on low pay, and zero-hour and part-time contracts (73% of part-time workers are women).²² The gender pay gap was 18.4% in 2017 and had remained stable in the last 20 years. Family and care responsibilities also reduce their ability to work, which is made harder by a system that hinders women’s ability to combine care commitments with paid work.²³

Furthermore, the likelihood of being in poverty for BAME women is significantly greater. Racial inequalities intersect with and compound gender inequalities, as stated by the Women’s Budget Group “Although BME women have seen improvements in their education outcomes, this has not translated into equivalent labour market success. Racism and sexism in the workplace affect BME women’s employment circumstances, with discrimination and bias rife at every stage of the recruitment process”.²⁴ “Households from ethnic minority backgrounds tend to have much lower incomes and are more likely to be in poverty. In 2015/16, 50% of Bangladeshi, 40% of Black African/Caribbean and 46% of Pakistani households were in poverty, compared to 19% of White British households.”²⁵

Black, Asian and minority ethnic (BAME) women in employment

Employments statistics: what we know about BAME women in Camden

²² Women’s Budget Group, ‘Women, employment and earnings’, 2017 (bit.ly/2EOwyXZ)

²³ Women’s Budget Group, ‘The Female Face of Poverty’, July 2018 (wbg.org.uk/wp-content/uploads/2018/08/FINAL-Female-Face-of-Poverty.pdf)

²⁴ Women’s Budget Group, ‘The Female Face of Poverty’, July 2018 (wbg.org.uk/wp-content/uploads/2018/08/FINAL-Female-Face-of-Poverty.pdf)

²⁵ JRF, ‘Poverty rate by ethnicity’, 2017 (bit.ly/2kqKttS)

At the time of the last census, in 2011, 34% of Camden's residents were from BAME groups, making up 74,283 residents. Of this 39,246 were BAME women.²⁶

As stated earlier the unemployment statistics are currently in a state of flux and the measure that is currently the most useful does not provide breakdowns by ethnic group.

Gender breakdowns are available for the numbers claiming Job Seekers Allowance and gender and ethnic breakdowns for Employment Support Allowance. The latest figures for April 2018 found that there were 1,045 women claiming JSA in Camden from a total of 2590 claimants.²⁷

In August 2018 (the most up to date statistics) there were 9,780 residents claiming Employment Support Allowance, of which 2,890 were BAME and 1,400 were BAME women.²⁸

The national picture

According to most up to date government statistics published in 2018, the largest rates of employment were found in the White British and Other White ethnic groups, at 76% and 81% respectively. For BAME people (all genders) the percentage of those employed was 65%.²⁹

When broken down by gender, the rate of employment for men was higher than the rate for women in all ethnic groups. The difference in the employment rate between men and women of the same ethnicity was largest in the Pakistani/Bangladeshi ethnic group, where 71% of men and 38% of women were employed (a gap of 33 percentage points).

73% of white women were in employment, the highest percentile. Whereas women with mixed ethnicity were employed at 66%, black women at 62%, and Asian women at 53%.

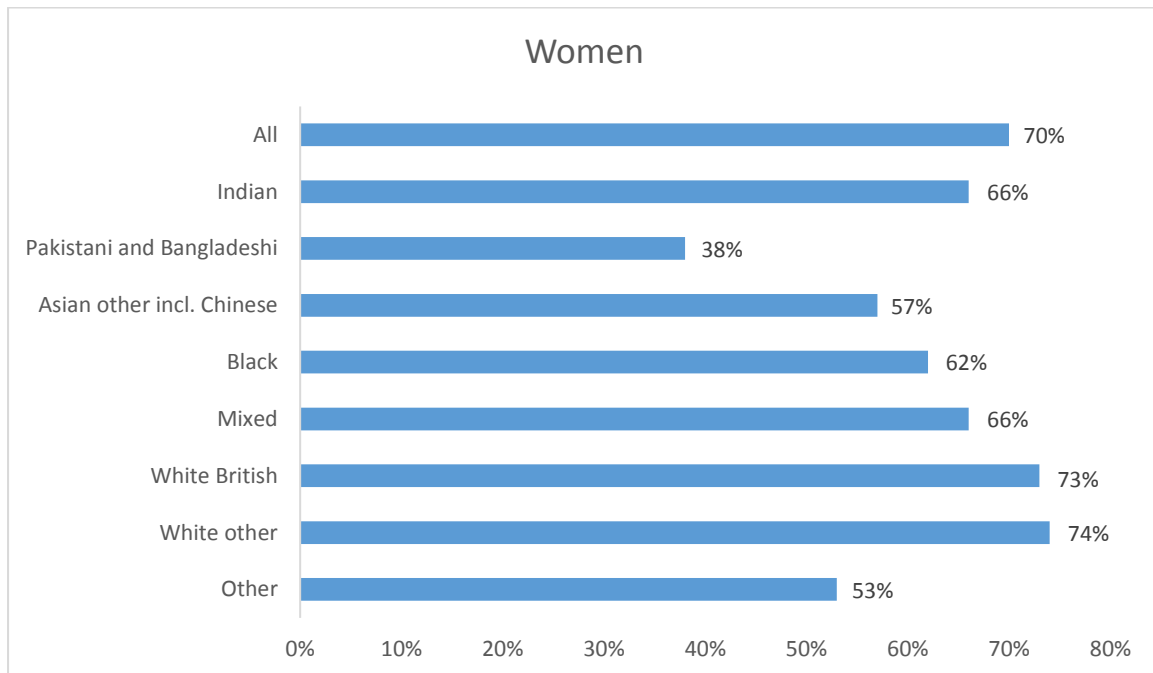
²⁶ Camden Open Data, Census 2011 (opendata.camden.gov.uk/People-Places/2011-Census-In-Camden-LATEST/c6rq-u7nw)

²⁷ Camden Open Data, JSA Unemployment Bulletin (opendata.camden.gov.uk/People-Places/JSA-Unemployment-Bulletin-LATEST-MONTH/i3pb-hm7n)

²⁸ Camden Open Data, JSA (opendata.camden.gov.uk/browse?tags=jobseekers+allowance+%28jsa%29&sortBy=newest&utf8=%E2%9C%93)

²⁹ Gov.uk, Facts and Figures (ethnicity-facts-figures.service.gov.uk/work-pay-and-benefits/employment/employment/latest#history)

Employment percentages for women in the UK in 2018 broken down by ethnicity



The employment gap between BAME women and white women overall has remained fairly constant over the last five years.³⁰

BAME women's education, qualifications and employment

National figures show that BAME people are more likely to be unemployed or paid less than white counterparts with similar qualifications. A study, by the Institute for Economic Research at the University of Sussex found

British ethnic minority graduates are between 5% and 15% less likely to be employed than their white British peers six months after graduation.³¹ The study also found that three-and-a-half years after they left university, the difference between earnings for ethnic minorities, especially women, and their white peers increases, suggesting they may be finding it harder to climb the career ladder.³² Furthermore, TUC research in 2016 found there was a 23% gap in hourly pay between black and white university graduates.³³

For women at level 4 and about (degree level or above) white women have lower levels of unemployment (2%) compare with women from the asian (5%) and black ethnic groups. Similarly, at level 3, white women had lower levels of unemployment (3%) compared with women from the asian (7%) and black (8%) groups³⁴.

³⁰ Race, BAME Women in the UK, 2010: (race.bitc.org.uk/all-resources/research-articles/bame-women-uk)

³¹ Institute for Economic Research at the University of Sussex, Labour market disadvantage of ethnic minority British graduates: university choice, parental background or neighbourhood?, 2016

³² Ibid

³³ TUC News, 'Black Workers degrees earn quarter less than white counterparts, finds TUC', 2016 (tuc.org.uk/news/black-workers-degrees-earn-quarter-less-white-counterparts-finds-tuc)

³⁴ Ethnicity Facts and Figures (ethnicity-facts-figures.service.gov.uk/work-pay-and-benefits/unemployment-and-economic-inactivity/unemployment-by-qualification-level/latest)

Despite BAME people being over represented at university, their outcomes in terms of job and salary after graduation are far worse than their white peers. Women outnumber men in all ethnic groups at university, with the exception of students from Pakistani origin.

Barriers to employment faced by BAME women

Barriers, according to Community Links, “barriers include: a **lack of confidence**; lack of (financial) **independence** among the women; and social and cultural barriers (e.g. not having family support to work). An additional barrier is **not having the required skills and qualifications to get into work and a lack of familiarity with recruitment processes**, although some evidence suggests **that even with improved technical skills BAME women still face significant barriers**. A lot of the women we work with tend to struggle with a balanced **family and work life** and find it difficult to find employment which provides flexible hours. Another factor we have seen, particularly in our work with economically inactive BAME women, has been a lack of familiarity with recruitment processes, as a majority of women we have spoken to have either never applied for a job or have a huge gap and don’t know where to begin”³⁵.

Research by CIPD (The Chartered Institute of Personnel and Development)³⁶ states that the key barriers for BAME people were:

- Language
- Care giving responsibilities
- Role models
- Cultural sensitivity

The **Camden Black Workers Group** recognised the following barriers to progression and flourishing employment for BAME women:

- BAME staff are less likely to be seen as succeeding by their managers and therefore less likely to get pay rises and promotions
- This has led to the widening gap in pay
- Unconscious bias on interview panels
- Feeling that positions are 'reserved' for certain people, and not them

Disabled women in employment

A Commons Library Briefing provides national data on the levels of employment among disabled women.³⁷ From July to September 2018, 50.8% of disabled women were in work compared to 51.9% of disabled men. Nationally, 76.6% of non-disabled women and 86% of non-disabled men were in employment.

³⁵ Community Links, ‘Diversity and inclusion at the workplace and the barriers to employment’ (community-links.org/news-item/diversity-and-inclusion-at-the-workplace-and-the-barriers-to-employment-for-bame-women/)

³⁶ CIPD, ‘Barriers to BAME employee career progression to the top’ (cipd.co.uk/knowledge/fundamentals/relations/diversity/bame-career-progression)

³⁷ House of Commons Library Briefing Paper Number 7540, 30 November 2018

From 2013 - 2017 the employment rate for disabled people has been increasing. The employment rate for women increased by 9%, and for men it increased by 6.6%. The employment rates for non-disabled women and men increased by 4.2% and 3.2% respectively.

Disabled people are more likely to work part-time than non-disabled people – 36% of disabled people worked part-time compared to 24.1% of non-disabled people.³⁸

A 2018 TUC report evaluated the pay gap between disabled and non-disabled people and found that disabled women face the largest pay gap when compared to non-disabled men. They estimate that the combined impact of both the gender and disability pay gap means that disabled women earn 22.1% less (or £3.40 per hour) than a non-disabled man.³⁹

A 2017 survey of 2,000 disabled people commissioned by Scope found that when applying for jobs only half of applications result in an interview, compared with 69% for non-disabled applicants. Disabled people also, on average, apply for 60% more jobs than non-disabled people in their job search (on average 8 applications compared with 5) and 37% of disabled people who don't feel confident about getting a job believe employers won't hire them because of their impairment or condition.

Disabled women in employment in Camden

We do not have up to date figures on the numbers of disabled people who are economically active in Camden. However, in the 2011 census 17% of women aged 16 or over said that their day-to-day activities were limited a little or a lot, compared to 15% of men. Of these, 30.4% of men were economically active and 23.5% of women were.

- 6.5% of residents with learning disabilities who are in receipt of council services were employed in December 2018
- 5.7% of mental health clients were in employment in September 2018.

Lone parents

The 2011 census recorded 6,228 lone parents living in Camden. **5,828 lone parents were women (93.6%)** and 400 were men. 27% of these women worked part-time, 21% worked full-time and 52% were not in employment. 20% of male lone parents worked part-time, 37% worked full-time and 44% were not in employment.

³⁸ Ibid

³⁹ TUC, 'Disability employment and pay gaps', 25 May 2018 (tuc.org.uk/research-analysis/reports/disability-employment-and-pay-gaps-2018)

Older women

Carers

According to the 2011 census 7.9% of people in Camden are caring for others (not as part of their paid work). This equates to around 16,000 people.⁴⁰ **The majority of carers are over the age of 40 and 70% are women.** Compared to the general population carers are more ethnically diverse and proportionately more live in the most deprived areas of Camden. In November 2013 there were 2780 carers' allowance claimants in Camden.⁴¹ 74% of carers claiming carers' allowance were women and 26% were men.

In 2011, 44% of female carers were economically inactive, compared to 31% of male carers.

ONS recently produced a report, Living Longer⁴², which uses national data to show that an increasing number of older workers are providing unpaid care for family members. One in four older female workers and one in eight male workers, have caring responsibilities. These people are having to try and balance work with their caring responsibilities. Those in their 50s and 60s are most likely to provide informal care.

Carers are less likely to work than non-carers but this is driven by men. Men who care are less likely to work than non-carers, while women are equally likely to work whether providing care or not. This could be because older women workers are far more likely to work part-time than older male workers. Most of the care that men provide is to their spouse or parents, whereas women are more likely to provide care to a broader range of people including non-relatives.

Workers over the age of 50 years are most likely to say that working part-time and flexible working hours would help them delay retirement.⁴³ This is particularly important for those managing health conditions and/or caring responsibilities.

Menopause and work

The ONS recently reported that women over the age of 50 are the fastest growing group in the workforce and the average age for the menopause transition is 51. Analysis of ONS data by Rest Less found that the gender pay gap is at its most extreme for women in their 50s, with women's average salaries being 28% lower

⁴⁰ The census records people who care for someone for more than one hour per week. To claim Carers' Allowance if they spend at least 35 hours a week caring for someone, earn less than £102.00 or study less than 21 hours a week.

⁴¹ Camden Clinical Care Commissioning Group, 'Camden Carers Profile 2014', 1 September 2015 (opendata.camden.gov.uk/Health/Camden-Carers-Profile-2014/3ddh-2cac)

⁴² ONS, March 2019 (ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/ageing/articles/livinglongerhowourpopulationischangingandwhyitmatters/2019-03-15#overview)

⁴³ NatCen, British Social Attitudes Survey, 2015

than men's.⁴⁴ As more and more women go through the menopause while in work, employers are beginning to consider how to support and retain female workers.

Earlier this year YouGov surveyed 1,409 women experiencing menopausal symptoms on behalf of CIPD.⁴⁵ This survey found 59% of working women aged 45 to 55 experiencing menopause symptoms said they had a negative impact on them at work. Those who were affected negatively at work, reported the following issues:

- Nearly two-thirds (65%) said they were less able to concentrate
- More than half (58%) said they experienced more stress
- More than half (52%) said they felt less patient with clients and colleagues

Nearly a third of women surveyed (30%) said they had taken sick leave because of their symptoms, but only a quarter of them felt able to tell their manager the real reason for their absence.

The most common symptoms reported by women in the CIPD's survey were hot flushes (72%), sleep disturbances (64%) and night sweats (58%). Psychological issues (56%), such as mood swings, anxiety and memory loss, were also widely reported.

In April 2019, the Police Federation of England and Wales (PFEW)⁴⁶ published the results of their menopause survey examining the impact of the menopause on their workforce. As a result of this work the PFEW are currently working on National Guidance on the Menopause which they hope to publish soon. Some of their headline findings were:

- 76% of respondents who had either gone through or were going through the menopause said that they had found the symptoms either moderately or extremely problematic at work.
- Over 80% of respondents said that tiredness and sleep disturbances resulting from the menopause had been either moderately or extremely problematic for them at work.
- 20% of respondents had considered leaving work as they had due to difficulties dealing with the menopause at work; this rose to 44% for those with extremely problematic symptoms.
- 44% of respondents who had taken sickness absence due to the menopause had not told their manager the real reason for their absence; only 9% who had told their manager the real reason said that their absence had been recorded accurately.

⁴⁴ The Independent, 'Gender pay gap at its widest among women in their 50s', 28 October 2019

⁴⁵ CIPD, 'Majority of working women experiencing the menopause say it has a negative impact on them at work', 26 March 2019

⁴⁶ Dr Fran Boag-Munroe, (Police Federation of England and Wales), 'Menopause Survey Headline Statistics', April 2019

LGBT employment

Background data for UK⁴⁷

- The proportion of the UK population aged 16 years and over identifying as heterosexual or straight has decreased from 94.4% in 2012 to 93.2% in 2017.
- Over the last five years, the proportion of the UK population identifying as lesbian, gay or bisexual (LGB) has increased from 1.5% in 2012 to 2.0% in 2017, although the latest figure is unchanged from 2016.
- In 2017, there were an estimated 1.1 million people aged 16 years+ identifying as LGB out of a UK population aged 16 years and over of 52.8 million.
- Males (2.3%) were more likely to identify as LGB than females (1.8%) in 2017.
- People aged 16 to 24 years were most likely to identify as LGB in 2017 (4.2%).
- Regionally, people in London were most likely to identify as LGB (2.6%).

The Economist recently reported that there are as many as 22 different surveys estimating the number of LGB residents in the United Kingdom, which have all returned different figures.⁴⁸ In addition, there is no definitive figure for the transgender population with Government estimates ranging from 200,000 to 500,000 people. Sexual orientation and gender identity will be included in the next census, in 2021, for the first time, which will provide more accurate figures and provide Camden with valuable local data.

Camden

The Office for National Statistics (ONS) carried out some experimental research using data from the Annual Population Survey to estimate the proportion of the population who identified themselves as lesbian, gay or bisexual. This research found that **Camden had the 5th highest gay and lesbian population in the UK, with an estimate of 3.8%.**⁴⁹ The local authority with the highest gay or lesbian population was Lambeth (5.5%). **0.6% of Camden's population identified as bisexual.** However, we do not have gender breakdowns for these figures.

Looking for work

Stonewall ran a work survey in 2018, and found that **one in five (18%) respondents who were looking for work had been discriminated against because of their sexual orientation and/or gender** identity in the previous year.⁵⁰ In addition, one in eight black, Asian and minority ethnic LGBT employees (12 per cent) said they had lost a job in the last year because of being LGBT, compared to four per cent of white LGBT staff.

⁴⁷ ONS, 'Experimental statistics on sexual orientation in the UK in 2017 by region, sex, age, marital status, ethnicity and socio-economic classification', 2017

⁴⁸ The Economist, 'The next census will count LGBT Britons for the first time', 18 December 2017

⁴⁹ ONS, 'Subnational sexual identity estimates, UK: 2013 – 2015', 19 April 2017

⁵⁰ Stonewall, 'LGBT in Britain – work report', 2018

The Government's 2017 survey had an open text section and those who discussed employment often stated that their sexual orientation or gender identity were barriers to looking for or maintaining a job. Reasons included perceived discrimination by current or potential employers, fear of negative reactions, inappropriate questions, and prejudiced views among colleagues, customers or clients.

LGBT population in employment

In July 2017 the Government ran a nationwide LGBT survey to develop a better understanding of the experiences of LGBT and intersex people in the areas of health, education, personal safety and employment. The survey received over 108,000 responses.⁵¹

The Government points out that care is needed when interpreting the data as the respondents were self-selecting so it may not be representative, although this is impossible to know as there is no robust and representative data of the LGBT population in the UK.

The Government's 2017 survey found **that 80% of LGBT respondents aged 16 to 64 had been employed at some point during the preceding year**, which is broadly consistent with the overall population. However, there were differences **among cisgender respondents according to sexual orientation and men were more likely to have been in employment than women (87% v 79%)**.

63% of trans respondents said that they had had a paid job in the preceding 12 months and by gender identity trans men were least likely to have been in employment (57%) compared to 65% of trans women and 65% of non-binary respondents.

Of LGBT people in work 16% were employed in the wholesale and retail sector, 13% in health and social work and 12% in education. There were similar patterns when looking at cisgender and trans respondents, however survey respondents were particularly overrepresented in 'Education', 'Arts, entertainment and recreation', 'Public admin' and 'Information and Communications' and very **underrepresented in 'Manufacturing and engineering', 'Professional, scientific and technical activities' and 'Construction' sectors**.

LGBT experiences at work

42% of Government survey respondents had experienced only positive reactions to being LGBT or thought to be LGBT at work, 35% said they had experienced no reaction, 21% had experienced positive and negative reactions and 1% only negative reactions.

⁵¹ Government Equalities Office, 'National LGBT Survey', June 2017

These responses are like those received by Stonewall who found that **almost one in five LGBT staff (18%) have been the target of negative comments or conduct from work colleagues in the last year because they were LGBT.**

For cisgender respondents' reactions varied by sexual orientation, 48% of gay and lesbian respondents reported only positive reactions, compared to 20% of asexual respondents. **By gender, more men reported purely positive reactions than women (47% v 38%).**

Trans respondents generally reported less positive reactions to being LGBT or thought to be LGBT than cis respondents. 36% of trans men and 35% of trans women had experienced only positive reactions, compared to 30% of non-binary respondents.

The most common type of incident people had experienced were **someone disclosing that the respondent was LGBT without permission (11%), inappropriate comments or conduct (11%) and verbal harassment, insults or other hurtful comments (9%).**

Trans respondents were more likely than cisgender respondents to have experienced negative incidents. **Trans women were particularly likely to be excluded from events (13% compared to 4.5% overall). Trans women also reported a higher incident of verbal harassment (20% compared to 9.2% overall).**

Stonewall found that **one in ten black, Asian and minority ethnic LGBT staff (10%) have similarly been physically attacked because of their sexual orientation and/or gender identity, compared to three per cent of white LGBT staff.**

In the open text section of the Government survey those describing negative experiences often gave examples of bullying and mentioned a lack of training and awareness of LGBT issues in work and the need for employers to do more to tackle these problems.

Research by the National Institute of Economic and Social Research has found that **discrimination disproportionately affects LGBT people and the consequences of this in terms of employment include restricted job choice, reduced progression, and an inability to be out at work.**⁵² In addition, many LGBT people cannot seek help as they do not know how to raise a complaint or whether policies and practices to address homophobia and transphobia exist in their workplace. This is confirmed by the Stonewall survey which found that **more than a third of LGBT staff (35%) have hidden or disguised that they are LGBT at work in because they were afraid of discrimination.**

⁵² National Institute of Economic and Social Research, 'Inequality among lesbian, gay, bisexual and transgender groups in the UK: a review of evidence', 2016

Reporting discrimination at work

77% of respondents to the Government's 2017 survey who had experienced a negative incident in the last 12 months had not reported it and the most common reason for not reporting was that they thought it was not worth it or nothing would change (52%).

The Stonewall survey found that one in eight lesbian, gay and bi people (12%) wouldn't feel confident reporting any homophobic or biphobic bullying to their employer.

One in five trans people (21%) wouldn't report transphobic bullying in the workplace. In addition, almost a third of non-binary people (31%) and one in five trans people (18%) don't feel able to wear work clothes representing their gender expression.

Looked after children (young women) and employment

The Camden context

In 2018 Camden had 199 Looked After Children (0 to 18 years). Figures released by The Department of Education show that of the **148 care leavers in 2018**, who are aged between 19, 20 and 21 years old, **14 were in higher education (9%)**, **38 were in education other than higher education (26%)** and **47 were in training or employment (32%)**. Overall 67% of care leavers were in training or employment which is above the national average of 51%. The remaining **39 young people were NEET (26%)**. There were 10 young people that Camden does not have information about.⁵³

The most up-to-date (2016) NEET statistics for those aged 16-17 show that in Camden 6.6% of males are NEET and 3.2% of females are NEET.

National achievement - looked after children

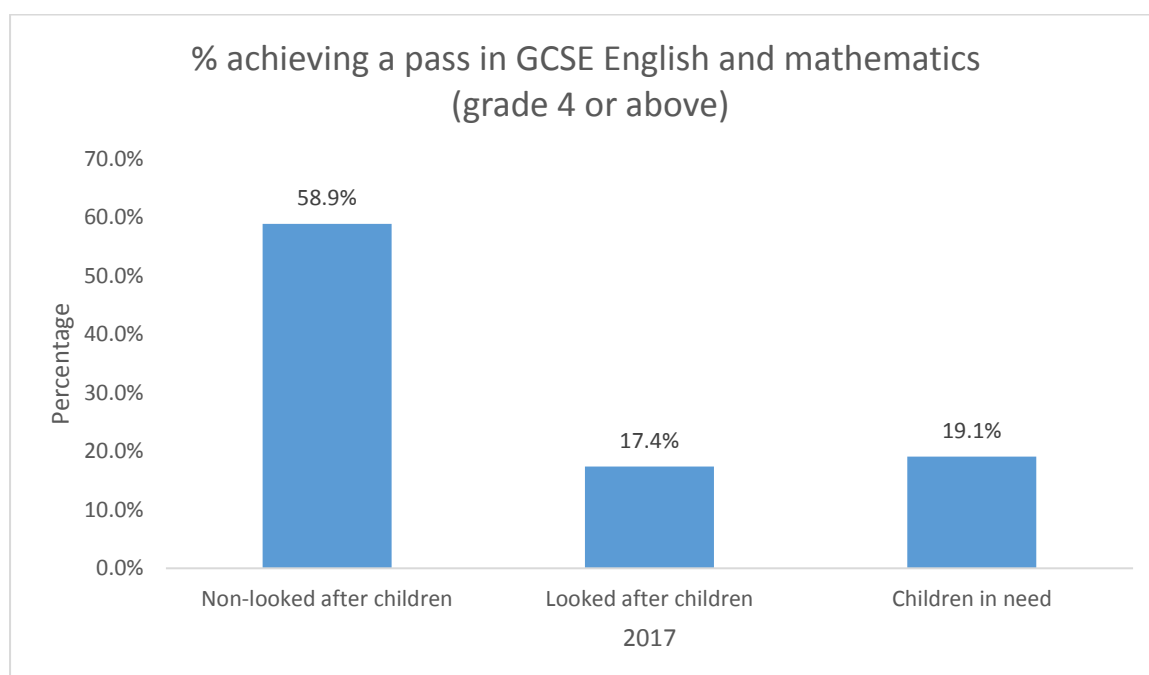
In 2018, **35% of looked after children reached the expected standard** in the headline measures of reading, writing and maths, which is much lower than the 65% for non-looked after children.

However, the figures show that **58% of looked after children at the end of key stage 2 have a special educational need (SEN) identified**, compared to 17% of non-looked after children.

In 2018, **the percentage of looked after children passing their GCSEs in English and Mathematics were significantly lower for looked after children (17.4% compared to 58.9%)**. A lack of this qualification can have a detrimental effect on career prospects and future study.

⁵³ Office for National Statistics, 'Children looked after in England including adoption: 2017 to 2018', November 2018 ([gov.uk/government/statistics/children-looked-after-in-england-including-adoption-2017-to-2018](https://www.gov.uk/government/statistics/children-looked-after-in-england-including-adoption-2017-to-2018))

Outcomes for children looked after by local authorities⁵⁴



According to NICE, **a lack of educational achievement is one of the biggest barriers for looked-after children and young people** to realise their potential.⁵⁵

The educational attainment of looked-after children and young people is below that of the general population and the attainment gap has been widening at Key Stage 4, with only a quarter of looked after young people achieving five or more GCSE grades A*-C compared to three quarters of all pupils. Government figures show that 51% of the total student population in England progressed to higher education in 2016/17 but only 6% of care leavers were in higher education.⁵⁶

The Social Market Foundation found that the proportion of NEET care leavers increased from 38% in 2014 to 40% in 2017.⁵⁷ Youth unemployment also has a detrimental effect on future jobs and future earnings. Youth unemployment imposes a wage scar upon individuals, thus perpetuating the cycle of poverty faced by care leavers and their families.

These findings were verified by anecdotal evidence from Camden staff who work with care leavers. Staff advised that young people leaving care in Camden have a **lack of basic education compared to their peers. This limits them entering the employment market.** Further training and education is offered to Camden's care leaver hostel residents to help fill this gap. The biggest gendered difference

⁵⁴ Office for National Statistics, 'Outcomes for children looked after by local authorities', 31 March 2018 (gov.uk/government/statistics/outcomes-for-children-looked-after-by-las-31-march-2018)

⁵⁵ National Institute for Care Excellence (NICE) Tailored resource for corporate parents and providers on health and wellbeing of looked-after children and young people, quality statement 7: Looked-after children and young people are supported to fulfil their potential

⁵⁶ House of Commons Briefing Paper CBP08429, 'Support for care leavers', Oct 2019

⁵⁷ Social Market Foundation, 'Looked-after children – the silent crisis', 2018

observed was that young women **lack confidence compared to their male peers**, which can manifest itself in reduced motivation that causes a barrier to taking up and sustaining employment. Other barriers noted were the cultural expectations to be care givers and the **gender stereotypes** placed on women which limit their choices in employment.

What sectors are Camden’s women employed in?

Data taken from the 2011 census shows that the most popular industry for Camden women to be employed in were ‘Professional, scientific and technical activities’ (17.6%), followed by human health and social care activities, education (13.5%) and wholesale and retail trade (10.4%) and information and communication (8.3%).

The most popular industry for men to be employed in was also ‘Professional, scientific and technical activities’, with 18.7% working in this area, followed by financial and insurance activities (12.6%), information and communication (11.1%) and wholesale and retail trade (9%).

Industry	% Women by industry	% Men by industry
Camden		
All categories: Industry	100.0%	100%
Agriculture, energy and water	0.4%	0.8%
Manufacturing	1.6%	2.1%
Construction	1.1%	4.5%
Wholesale and retail trade; repair of motor vehicles and motor cycles	10.4%	9.0%
Transport and storage	1.0%	4.0%
Accommodation and food service activities	5.3%	6.8%
Information and communication	8.3%	11.1%
Financial and insurance activities	6.8%	12.6%
Real estate activities	1.9%	2.2%
Professional, scientific and technical activities	17.6%	18.7%
Administrative and support service activities	4.1%	4.1%
Public administration and defence; compulsory social security	3.6%	3.3%
Education	13.5%	7.0%
Human health and social work activities	14.8%	6.0%
Other	9.7%	7.9%

Women in senior positions

Based on 2011 census data 10.6% of Camden women were managers, directors or senior officials compared to 17.3% of men. A similar percentage of men and women were employed in professional occupations. However, women were nearly 2.5 times more likely to be employed in administrative and secretarial occupations (12.4% v 4.9%) and nearly three times more likely to be employed in Caring, leisure and other service occupations (8.7% v 2.9%). However, men were over four times more likely to be employed in skilled trade occupations (6.6% v 1.6%).

Occupation	% Women by occupation	% Men by occupation
Camden		
All categories: Occupation	100.0%	
1: Managers, directors and senior officials	10.6%	17.3%
2: Professional occupations	32.5%	31.2%
3: Associate professional and technical occupations	21.2%	22.2%
4: Administrative and secretarial occupations	12.4%	4.9%
5: Skilled trades occupations	1.6%	6.6%
6: Caring, leisure and other service occupations	8.7%	2.8%
7: Sales and customer service occupations	6.6%	4.4%
8: Process, plant and machine operatives	0.5%	3.7%
9: Elementary occupations	5.8%	6.8%

National data from the Labour Force Survey of the Office for National Statistics shows that the most common occupation category for both sexes was professional with 19% of men and 21% of women in employment working in professional occupations. Within this professional occupation category workers were spread over a wide variety of jobs but with differences for men and women. For example, the most common occupation for women was nursing while the most common for men were programmers and software development professionals. **Men also tended to work in professional occupations associated with higher levels of pay.** For example, programmers and software development professionals earned £20.02 per hour (excluding overtime) while nurses earned on average £16.61.⁵⁸

What are working women in Camden paid?

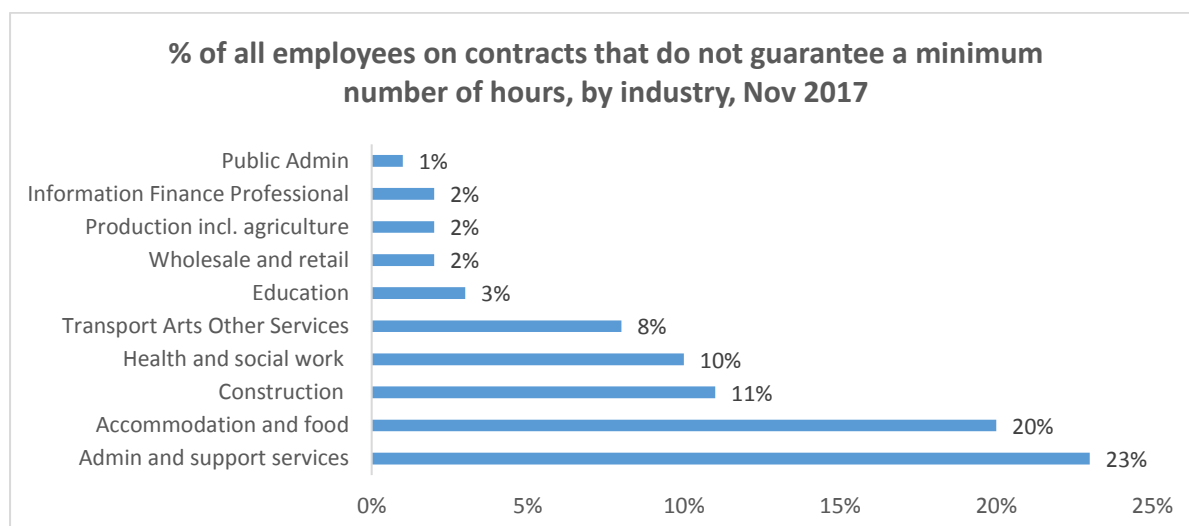
In 2018, the median annual pay for women who work full-time and live in Camden was £37,017.00 for full-time workers. This compares to £45,174.00 for full-time male workers living in Camden. **The Camden pay differential is 82%** which is a larger than central London and greater London (86.8% and 85.3%

⁵⁸ ONS, Annual survey of hours and earnings, 2012

respectively).⁵⁹ This means a Camden woman working full-time earns 18% less than a Camden man who works full-time.

Zero-hours contracts

There is no definitive figure for the number of employment contracts that do not guarantee a minimum number of hours of work. ONS estimates, based on the 2017 survey of businesses indicate that there are 1.8 million 'zero-hours' contracts nationally. This represents 6% of all employment contracts.⁶⁰



ONS have also looked at the type of people on zero-hours contracts and found that women make up a bigger share of those working on zero-hours contracts. Those on zero-hours contracts also tend to be younger, in full-time education and working part-time.⁶¹

Childcare

Camden's 2017/18 childcare sufficiency statement found that there were 263 childcare providers in Camden offering around 4,800 early years' childcare places. Camden had 134 childminders, 35 nursery classes in schools or nursery schools, 9 maintained nurseries and 85 private, voluntary and independent nurseries.⁶²

The costs of childcare (excluding funded entitlements and any support through tax-free childcare, universal credit or tax credits) were as follows:

⁵⁹ ONS, 'Annual Survey of Hours and Earnings', November 2018

⁶⁰ ONS, 'Contracts that do not guarantee a minimum number of hours', April 2018

(ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/articles/contractsthatdonotguaranteeaminimumnumberofhours/april2018)

⁶¹ Ibid

⁶² Camden Sure Start, 'Camden Childcare Sufficiency Statement 2017/18'

Price per hour for child	Nursery setting	Childminder	After school club
Under 3 years of age	£7.97	£7.25	N/A
3 and 4 year olds	£7.47	£7.25	N/A
School age	N/A	£7.25	£6.92

This means the average costs of an eight-hour day are approximately £58.00 for a childminder and £62.00 for a nursery. For parents with school-aged children needing holiday childcare the average cost of a holiday club place was £125.00 per week.

The monthly costs for a family with one child in nursery are approximately £1240.00 (£62.00 x 20 days).⁶³ The monthly take home pay for a Camden couple who work full-time and earn the median Camden salary is around £5250.00. This means that their monthly childcare costs total 24% of their salary.

Overall, the assessment found that there were sufficient childcare places in Camden to meet demand and there was very little feedback from parents stating that their childcare needs could not be met.

Democratic leadership in Camden

Camden is one of the 10 (out of 32) London boroughs currently led by women (either as Leader of the Council or Executive Mayor), and Councillor Gould is the fifth woman to hold this office in Camden.

Twenty-three of Camden's 56 Councillors are women – 41% of the total and 40% of the Cabinet are women, including the Leader and Deputy Leader.

⁶³ Ibid

Appendix one: examples of parental employment projects in Camden

Hopscotch

In response to the Camden Equality Taskforce recommendations, Camden commissioned Hopscotch to develop an innovative and bespoke approach to supporting long-term unemployed parents, particularly from Bangladeshi and Somali backgrounds into work. Through seed-funding and supporting the testing and development of the approach, the project was able to trial and shape a highly innovative model, develop the evidence needed to secure future funding and then lever in £1.48 million of external funding (through the Building Better Opportunities fund, via ESF/Big Lottery) to upscale the model across central London.

From March 2014 to 2016, the service worked with 128 parents, supporting 23 parents into employment, with a further 31 into education or training, meaning 35% of participants moved into employment or further training to enhance their employability.

Women Like Us: parental employment

From March 2014 to December 2017, Women Like Us provided an employment casework service for residents seeking to balance work with childcare and parental responsibilities. Their focus was twofold: to provide employment advice, job searching and job matching for the parents; and to work with employers to influence their pay, flexible work arrangements for parents, and other factors which might be barriers to working parents such as commute and security of contract. The project supported 337 residents. 102 progressed into flexible employment (30%). 79 residents accessed training to enhance employability.

Women Like Us: in-work progression

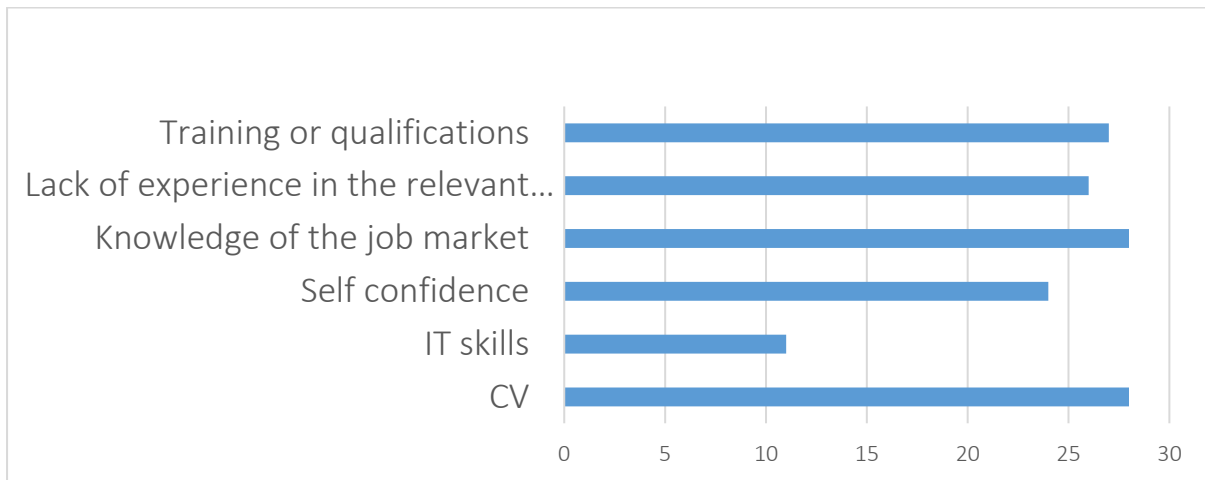
This project was joint-funded by Camden and Jobcentre Plus. It launched in June 2016 to tackle the growing issue of in-work poverty, which is increasingly becoming a priority for both regional and national public services. The project was created to help low-paid workers living in Camden to increase their earnings or progress into better jobs and to encourage employers to offer more flexible employment. It ran until December 2018.

All the participants that the project worked with had a low household income (under £40k). 82% were lone parents, 95% were women, 77% were from BAME groups and 72% were between 30 and 49.

Barriers to better jobs

The top three barriers to securing better jobs, cited by participants were: were out of date CVs (28%), lack of job market knowledge (28%) and lack of training or qualification for desired role (26%). These are closely followed by lack of experience

in the relevant field (26%). Other factors cited include low self-confidence (24%) and a lack of IT skills (11%)



Over the course of the project 113 residents received intensive support. Of these 113, 39 moved into better jobs, 25 of which were paying LLW. 39 participants moved into job with improved working conditions and there was an average increase in household income of £4593.10 per annum.

Part-time apprenticeships

The Equality Taskforce identified that unemployed residents (and particularly parents) faced a range of barriers to the job market including: lack of skills, lack of work experience and lack of flexibility within the job market

Apprenticeships represent a good training opportunity but are not always viable for this group of people as they are generally only offered on a full-time basis. Camden created a proof of concept project to establish the viability of flexible adult apprenticeships and how these could be used for parents and a wide range of people looking to get back into the labour market. The project targeted parents over 25, not currently in employment and with children under the age of 12. Candidates were paid the London Living Wage (LLW), with the Council providing some wage subsidy in order to incentivise employers to take part.

We aimed to create 10 apprentices and were able to place 11 apprentices into nine different roles (two job-shares) across 6 different employers. Six apprentices were offered permanent jobs in the places where they worked, and one has gone on to set up her own online business

Camden have now mainstreamed some of the learning from the pilot into the Camden Apprenticeship offer, which is now open to over 25s (NB not offering wage subsidy). We are continuing to engage with learning providers and employers to promote the benefits of flexible working as part of our Timewise Council status.