

EQUALITY IMPACT ASSESSMENT SCREENING

Name of Programme:

Cornwall and the Isles of Scilly Convergence Operational Programme

1. Screening undertaken by:

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2. Brief description of programme***Introduction***

As a result of a continuing low GDP per head figure, Cornwall and the Isles of Scilly has been designed as a Convergence region, eligible for substantial Structural Fund support. It is the only one of its type in England. The Convergence Operational Programme, funded by the European Regional Development Fund, will success the current Objective One Programme. The ERDF financial allocation is €458m over the period 2007-2013.

Objectives

The focus of the ERDF Programme is on improving competitiveness of the regions of Europe, while taking account the need to develop an inclusive society and protect and enhance the environment. The Convergence Operational Programme sets out four broad areas for intervention – Innovation and Research and Development; Enterprise and Investment; Transformational Infrastructure; and Place Based Regeneration. This is a balanced set of Priorities which takes account of the Lisbon and Gothenburg agendas.

The Programme strategy has been developed after extensive consultation with stakeholders, including a number of Task and Finish Groups, convened by the South West RDA, which helped to focus the resources available to transform the economy.

Cornwall and the Isles of Scilly has experienced considerable employment growth in the last five years, but remains a low wage economy, with a low proportion of companies involved in national and international markets. New developments

such as the Eden Project and the Combined Universities in Cornwall are helping to raise the confidence and ambition of the business community. The Convergence Programme seeks to build on the momentum established by the Objective One programme. It is on this basis that strategic objectives are:

- Transforming the economy to a more knowledge based, high value added economy with a broader range of sectors, and a reduced dependence on low paid jobs
- Supporting all sections of the community to access opportunities that meet their needs and aspirations
- Managing economic and population growth in a sustainable manner
- Take a leading role in aspiring to carbon neutrality

The programme has four Priorities. These are:

- Innovation, research and development
- Enterprise and investment
- Transformational infrastructure
- Unlocking the Economic Potential of Place

These priorities fit closely with national policy and the Regional Economic Strategy. They address the need to move from a low value economy, to one where a much higher proportion of economic activity is knowledge based and higher value added.

Priorities and Actions

Priority Axis 1: Innovation and Research and Development

This Priority aims to enable Cornwall and IoS to compete as a centre for creativity, innovation, and research and development. It will build on the research capacity established by the Combined Universities in Cornwall, and three planned innovation centres. Support provided by the Programme will significantly increase the level of innovation and product development, and where appropriate, will support new enterprises. The key strands of activity are set out below, followed by some of the key outputs and results.

Strands
Stimulating research & development
Supporting ideas, innovation & knowledge
Innovation and incubation
Environmental technologies and renewable energy

Indicators	Target Number
Number of businesses assisted to improve their performance	1,540
Number of new business assisted (sub set of above)	210
Number of environmental technologies and renewable energy enterprises assisted	280
Gross new jobs created	2,187

Gross jobs created in environmental sectors	560
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The Innovation and Research and Development Priority is expected to create a considerable number of new jobs, many of which are likely to be higher skilled and higher paid. There is no particular sectoral focus, as product and process innovation is being interpreted in a broad manner. It is likely however that there will be a focus on manufacturing and design. The Priority is likely to support a number of innovation centres which will have both incubation facilities and an extended outreach service.

Priority Axis 2: Enterprise and Investment

The aim of this Priority is to re-structure the economy to one with a higher proportion of high value added business, under-pinned by more productive enterprises across the business base. This Priority has a key role to play in addressing the low earnings, low skilled nature of the economy. The key strands of activity are set out below, followed by some of the key outputs and results.

Strands
Enterprise Culture
High Growth Business Programme
Productive Businesses: internationalisation, improving productivity, increasing ICT application, investor readiness
Environmental Technologies and Renewable Energy

Indicators	Target Number
Number of businesses assisted to improve their performance	3,500
Number of new business assisted	700
Square metres of new or up-graded premises/facilities	30,000
Number of jobs created	3,866
Number of jobs safeguarded	2,448

The Enterprise and Investment Priority is expected to assist a considerable number of new and established enterprises and have a major employment impact. There is no particular sectoral focus, although many interventions are likely to be targeted. The focus on enterprise culture is likely to be aimed at raising the aspirations of young people, including those at senior school and students. The Priority will support a workspace programme, including rural workspace.

Priority Axis 3: Transformational Infrastructure

This Priority will seek to bring forward a limited number of major infrastructure investments which have the potential to contribute to the transformation of the economy. The emphasis is on connecting Cornwall's business community to knowledge networks and international markets. The key strands of activity are set out below, followed by some of the key outputs and results.

Strands
ICT and Digital
Newquay Airport
Combined Universities in Cornwall

Indicators	Target Number
Major investment projects	4
Number of businesses using new infrastructure	10,000
Number of jobs created	4,000
Number of jobs safeguarded	2,000

The impact of Priority 3 is forecast to be significant, although this is dependent upon all of the proposed investments taking place. The investment in digital infrastructure is likely to have the greatest impact in terms of the priority groups. Fibre optic investment, if this is the preferred option, could dramatically increase the range of services and innovation provided, as well as significantly increasing home and distance working. This has the potential to make an impact on any groups, including those with responsibilities, and those with restricted mobility. At the same time, there is a risk that new investment could widen the digital divide, both for communities and individuals. Further investment in CUC is likely to increase opportunities to the wider community. Again, there is a danger that some groups may have more difficulty accessing opportunities than others.

Priority 4: Unlocking the Economic Potential of Place

There is significant market failure with regard to premises in Cornwall, particularly small, flexible workspace, and many towns have suffered from a long period of under-investment. The Priority will stimulate investment in towns and locations and ensure that it is managed in a sustainable manner. This Priority will take account of the distributed nature of the employment base. The key strands of activity are set out below, followed by some of the key outputs and results.

Strands
Integrated Place Regeneration: Camborne/Pool /Redruth. St Austell and China Clay Country
Realising Place Potential: Truro; Falmouth/Penryn; Newquay; Bodmin; Penzance
Placed Based Investment Fund

Indicators	Target Number
Square metres of floorspace (m ²)	220,000
Hectares of land for development	80
Major investment projects	5
Number of jobs created	5,280
Number of jobs safeguarded	3,520
Private sector investment £m	£220m
Gross increase in GVA	£184.8m

Priority 4: Unlocking the Economic Potential of Place will have a major physical and employment impact across the County. The scale of funds indicates major investment in sites and premises, much of it focussed on key towns. The

employment impact is considerable, and this will lead to a range of new employment opportunities. It will be important that consideration is given to access to major new developments by those dependent upon public transport.

The indicative financial allocations by Priority are set out below.
The allocations by Priority are summarised below.

Summary Financial Table (€m)			
	ERDF	National	Total
Innovation and Research & Development	105.013	35.004	140.017
Competitiveness and Investment	90.011	44.710	134.721
Transformational Infrastructure	105.013	40.838	145.851
Unlocking the Economic Potential of Place	140.017	105.496	245.513
Technical Assistance	18.002	6.001	24.003
Total Convergence	458.056	232.049	690.105

Cross Cutting Themes

The programme has two cross cutting themes – Equal Opportunities and Environment. Both of these themes build upon the experience of the current Objective One Programme. The environment theme now incorporates a greater focus on reducing carbon emissions.

Delivery

Specific delivery mechanisms are now being developed in accordance with national transfer arrangements. One aspect which is already clear is that the Programme will move away from an open bidding approach. It will instead adopt a strategic commissioning approach to ensure investments are wholly aligned with Programme aims and objectives. This approach will also provide greater control to ensure cross cutting themes are fully reflected in all investment decisions. The involvement to date of regional equality networks, led by Equality South West, will be expanded upon to inform the shape and nature of Programme delivery.

3. Relevance to Equality and Diversity Duties

The NSRF states that ‘all structural fund programmes will respect the principles of non-discrimination and equal opportunities. Projects will be encouraged to take account of the needs of the local communities they serve, and where appropriate take account of good practice developed within the Equal Community Initiative.’

The Operational Programme draws on the South West Integrated Regional Strategy aim ‘to make sure that people are treated fairly and can participate fully in society’ and identifies a range of relevant legislation:

Strand	Legislation
Race	Race Relations Act 1976 (Amendment) Race Regulations 2003
Disability	Disability Discrimination Act 1995
Gender	Sex Discrimination (Gender Reassignment) Regulations 1999
Sexual Orientation	Sexual Orientation Regulation came into force in December 2003
Age	Employment Equality (Age) Regulations 2006
Religion or Belief	Employment Equality (Religion or Belief) Regulations 2003

The Operational Programme acknowledges that whilst legislation is in place to prevent discrimination within the workplace, inequalities remain. These inequalities mean that people are working below their full potential due to a number of barriers:

- Childcare and other logistical issues;
- Confidence and self esteem;
- Education and skills; and
- Awareness of opportunities.

The challenge for the Programme is to ensure that all members of society are able to benefit and access the support proposed under this Programme.'

Accordingly, the Operational Programme identifies a number of objectives:

- Increase the take-up of quality training and employment by under-represented target groups;
- Increase the number of people in under-represented groups accessing training and employment in higher skilled occupations and sectors where they are currently under-represented;
- Ensure that business support is inclusive and responsive to the needs of all communities and under represented groups;
- Increase the participation of people from under-represented groups in the management and implementation structures of the programme. It is important that partnerships, selection panels and other administrative groups are representative at all levels and positive steps are taken to gain the active involvement of under-represented groups;
- Increase the number of under-represented groups owning their own business.

4. Evidence base for screening

The primary source of baseline data supporting development of the Operational Programme is the Regional Economic Strategy (RES) Evidence Base, the South West Regional Observatory and ONS. Alongside other data this identifies the following evidence relevant to Equal Opportunities:

	Key Facts
Gender	<p><i>Employment</i> – Women accounted for 48% of the total working age population, a slight decrease since 2000. Women are more likely to work in part-time jobs than their male counterparts.</p> <p><i>Average Earnings</i> – Female full time earnings are increasing faster than the male equivalent, however, they are still lagging in absolute terms.</p> <p><i>Economic Activity</i> – In 2005, women of working age had a lower economic activity rate (73%) than their male counterparts (85%).</p> <p><i>Unemployment</i> – Female unemployment has dropped significantly over the last ten years to 1.5% in 2005, compared to 4.5% for men. Women have a lower average duration of unemployment.</p>
Age	<p><i>Employment</i> - The over-50's have lower rates of employment (37.6%) than other age groups, however, this has grown from a rate of 33.6% in 2000.</p> <p><i>Unemployment</i> – Unemployment is highest (10.3%) amongst the 16-24 age group.</p> <p><i>Economic activity</i> – The over 50's have the lowest economic activity rates at 38.4%, however this has increased significantly since 1995 (31.8%).</p>
Ethnicity	<p><i>Population</i> – 1% of the population of the South West are from BME backgrounds compared to 2.3% in the South West and 9.1% nationally.</p> <p><i>Employment</i> – The employment rate is 81% for BME individuals compared to 75% for all people. This performance is better than that of England, with 59% and 75% respectively.</p>
Disabilities	<p><i>Population</i> – 22% of the working age population are classified as disabled and 19% have a disability that impacts on their ability to work.</p> <p><i>Employment and Economic Activity</i> – 57% of working age disabled people in Cornwall and the Isles of Scilly were classified as economically active, compared to 55% nationally and 78% for all people. There are district differences in economic activity rates ranging from 65% in Kerrier to 48% in Caradon.</p>
Sexual Orientation	Limited data is available outside of the Stonewall and Treasury nationally agreed estimate that 5% to 7% of the UK population is lesbian or gay (this figure doesn't include bisexual and trans

	gender people)
Religion/ belief	Data collected by the 2001 Census indicates Cornwall has a higher proportion of Christians than England and a lower proportion of people from other religions (1.5% compared to 6% across England). It is not possible to make a clear distinction between those identifying themselves as Christian and members of other religions. Against some indicators some religious groups outperform their Christian and non-religious counterparts (such as the proportion employed in senior positions).
<p>The obvious gaps in this evidence base relate to Sexual Orientation and to Religion/Belief. It is apparent and appropriate that these issues will be explored in greater detail with support from relevant partners when establishing delivery mechanisms This should ensure that gaps in the known evidence are filled and that underrepresented groups are not discriminated against either directly or indirectly.</p>	

5. Risks and opportunities

The Operational Programme identifies the following issues and proposed responses:

Priority Axis	Issue	Response
Innovation and Research and Development	There is a risk that 'Supporting ideas, innovation and knowledge' activity will be interpreted as only applying to the technical/engineering type companies which are traditionally male dominated.	Activities must encompass the whole intellectual property spectrum
	Access to research facilities	Ensure new provision and facilities accessing revenue support have appropriate access and facilities for people with disabilities
Enterprise and Investment	Risk that some less achieving 'special measure' schools may be missed out	Need to operate a fully inclusive approach though all schools
	Women and disadvantaged groups are less likely to start their own business	Making facilities and services accessible to women and disadvantaged groups
	New starts in the knowledge	Monitoring and targeted

	intensive and high-growth areas are more likely to be male dominated	activity at women and disadvantaged groups as required
	The environmental technologies sector is male dominated	Monitoring and targeted activity at women and disadvantaged groups as required
	Limited broadband coverage in certain areas	Provide 100% broadband across the entire county and increase bandwidth to support greater market where able
Transformational Infrastructure	Danger of new technology widening the digital divide, particularly for groups on low incomes.	Develop the potential of CUC and new digital infrastructure to provide opportunities for key target groups, including older people.
Unlocking the Economic Potential of Place	Risk of not including disadvantaged communities	Link to ESF to target groups in areas where significant new employment is anticipated.
	Ensuring there are options for people without a car	Assessing potential impact on people without a car. Take account of transport and public transport links in planning major investments. Ensure that new premises and wider developments take account of the needs of people with disabilities.

As a result of this Screening Exercise the following additions are suggested to the Operational Programme:

- Monitoring at the proposal stage of access for people with disabilities for all buildings and premises being supported by the Programme.
- Explicit plans incorporated into proposals for enterprise culture which focus on challenges faced by the priority groups.
- Development of an access strategy to accompany digital investment, to reduce the digital divide
- Access plan targeting disadvantaged groups to accompany new investment in CUC
- Consideration of access, including public transport, for all major investments funded under Priority 4

- The production of employment access plans, possibly funded by ESF, for major investments under Priority 4.

The additions will help to ensure that the Programme makes the maximum contribution to reducing inequalities in Cornwall and the Isles of Scilly.

6. Proportionality

The Operational Programme sets a number of indicative targets for Equal Opportunities and Diversity, taking account of provisional indicators set out in the draft Quantification Framework for ERDF prepared by DCLG and states it will be the subject of consultation.

ERDF Indicators	Target Number
Number of persons from under represented groups ¹ assisted in starting a business	10% of all persons assisted
Number of women assisted in starting a business	40% of all persons assisted
Proportion of Programme committee and sub committee members who are women	50% of Committee members
¹ Defined as people from a black and minority ethnic background, and people with a disability	

It will be important to monitor the extent to which priority groups are able to benefit from the programme. This will be particularly important for women, where economic activity rates are low, and people with disabilities, again where economic activity rates are low. In the later years of the Programme, monitoring data needs to be used as benchmarks for levels of engagement.

7. Decision

The Cornwall and Isles of Scilly Convergence Operational Programme addresses the Equal Opportunities cross cutting theme in detail. It identifies an appropriate evidence base and targets. The Operational Programme includes proposals for working with Regional Equalities Networks and Equality South West to address gaps in the known evidence and to develop delivery mechanisms that will promote and embed equality and diversity within the Programme. This will include:

- An Equality and Diversity Advisor in place at the beginning of the programme
- An Equalities Advisory group to provide specialist support
- A comprehensive and robust data collection system
- Specific equalities training for everyone involved with the management and implementation process, including partners and project appraisers
- Robust and inclusive monitoring and evaluation systems.

The draft Operational Programme included a clear commitment to Equal Opportunities and Diversity, and a number of explicit commitments with regard to implementation, management and monitoring. These have been extended as a result of the Screening Process to incorporate a number of programme and Priority specific actions. This has further strengthened the initial proposals.

On this basis the decision reached by carrying out the screening is that a full impact assessment is not required.

ADDENDUM : EQUAL OPPORTUNITIES AND DIVERSITY

Equal Opportunities and Diversity Summary

The Equal Opportunities and Diversity paper provides an overview of the key diversity issues facing the South West labour market. The issues identified in this paper will inform the European ERDF and ESF Programme for both the South West Competitiveness and Convergence regions. The main purpose of this analysis is to ensure that the European Programmes assists in tackling the various diversity issues facing the region.

1. Older People

The age profile of the South West is older than the rest of the country, and is expected to become increasingly older over time. Despite strong employment growth, the over 50s are much less likely to be in employment, compared to the working age population as a whole. Those aged between 50-retirement are less likely to hold qualifications, and less likely to be economically active. In 2006 in the South West a total of 206,500 individuals aged between 50-retirements were inactive and 16,200 unemployed.

The over 50s population represents a significant and growing resource for the region, however, the over 50s face specific skills issues. For example, (i) older people are less likely to hold formal qualifications and (ii) longer term economic inactivity among older workers may reflect a mismatch between those skills held by older workers and the skills relevant to the region's current industrial structure. A further challenge will be the replacement of skills lost as increasing numbers of staff in the region leave the labour force for retirement.

2. Gender

Despite high employment the male and female employment gap persists in the South West. However, it has narrowed fastest in those sectors in which women are least represented.

Women on average experience lower rates of unemployment and lower unemployment claimant duration periods; however women are also more likely to be economically inactive. This suggests that fewer women in the region are actively seeking employment. For those women that do work, they are more likely to be employed in part-time positions, within service sector based organisations. Across the region women are less likely to fill the most senior positions within an organisation and despite recent wage growth outpacing that of men, the gender pay gap persists within the region.

3. Ethnicity

There is a low representation of Ethnic Groups within the region; however in Bristol the proportion approaches the national average. While a gap remains between BME and Non-BME labour market performance, the regional indicators are generally positive in comparison with the national figures. However, the performance of ethnic groups varies considerably, particularly

the Pakistani and Bangladeshi population which has significant levels of unemployment and inactivity

4. Disabled People

The region exhibits relatively positive levels of economic activity and employment among disabled people; however there is a substantial gap between the performance of disabled people, compared to non-disabled people. There are wide variations at the sub-regional level, with the performance of Cornwall lagging the regional figures, especially concerning the performance of disabled males.

5. Religion

The South West is under-represented in a number of religious groups, notably Muslims, and economic performance does vary by religion. While there is some evidence of disadvantage for some non-Christian groups, the picture is mixed; particularly concerning occupation type, where Christian individuals perform relatively less well.

1.1 Introduction

This paper provides an overview of the key diversity issues of the South West labour market, highlighting gaps in the performance of key target groups. The conclusions of this paper will inform the following European Programmes:

- The Competitiveness Programme for the South West, funded by European Regional Development Fund (ERDF);
- The Employment Programme for the South West, funded through the England European Social Fund (ESF) Operational Programme; and
- The Convergence Programme for Cornwall and the Isles of Scilly.

In addition to identifying key issues and gaps at the regional level, this paper will identify the key intra-regional disparities, placing particular emphasis on the Convergence Area.

This paper focuses on the following equality strands:

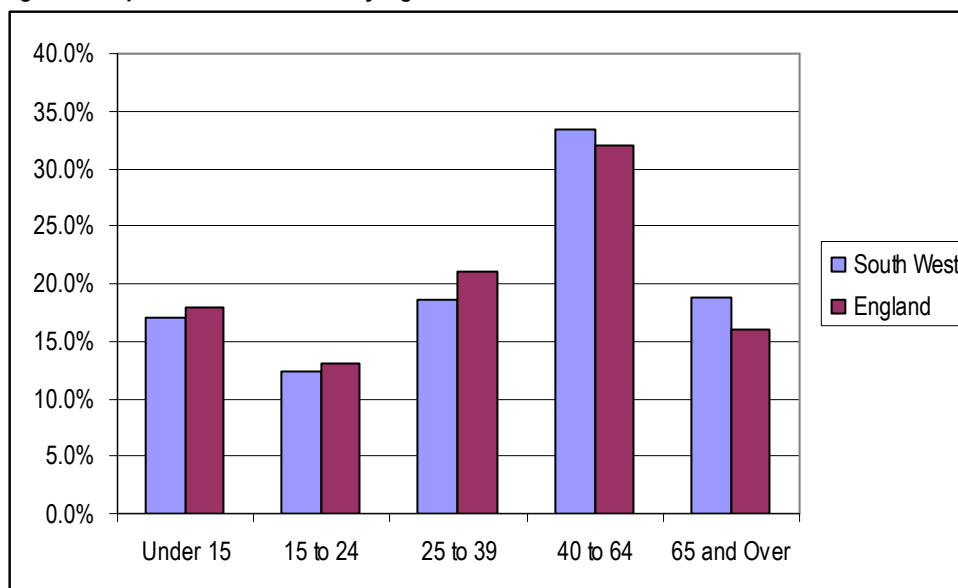
- Age;
- Gender;
- Ethnic Minorities;
- Disabilities; and
- Religion.

Lesbian, Gay, Bisexual, and Transgender (LGBT) individuals form the final equality strand of the European Programmes. Unfortunately, limited data is available outside of the Stonewall and Treasury nationally agreed estimate that 5% to 7% of the UK population is lesbian or gay. This figure does not include bisexual and transgender people.

1.2 Age

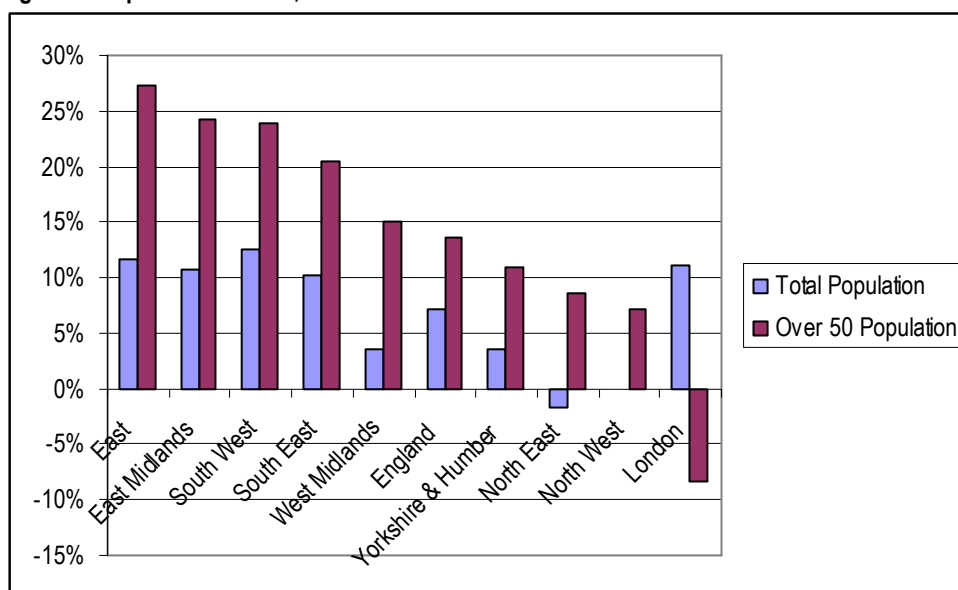
Overall, the population age profile of the South West is older than that seen nationally, with a higher proportion of individuals aged between 40 and 64, as illustrated in Figure below. At the regional level, the South West has the highest proportion of residents aged over 50 (38%, compared to 34% across England), and has seen the third highest proportionate increase in this population over the past 20 years.

Figure 1: Population Distribution, by Age, 2005



Source: ONS Mid-Year Population Estimates (Nomis)

Figure 2: Population Growth, 1985-2005



Source: ONS Mid-Year Population Estimates (Nomis)

1.2.1 Employment

The employment rate for the over 50s is considerably lower for the under 50s, nationally and regionally, in part reflecting the large proportion of retired individuals in this age category. However, employment in this age category has increased significantly in the past five years, and there is potential for participation among this age group to increase further.

Table 1: Employment and Employment Growth, by Age, 2006

	Employment as a % of Working Age People			% Change In Number Employed 2001-06		
	16-24	25-49	50 and over	16-24	25-49	50 and over
England	57.4%	81.2%	38.2%	-0.7%	-0.5%	11.9%
South West	61.3%	85.3%	37.9%	0.6%	-0.8%	10.9%
Cornwall and IoS	57.8%	84.8%	31.5%	5.3%	13.8%	11.5%
Devon	55.9%	79.1%	30.2%	16.6%	0.8%	9.1%
Dorset & Somerset	67.2%	81.3%	29.6%	-11.0%	-3.5%	14.7%
GWNS	68.1%	83.1%	37.6%	7.1%	5.5%	19.8%

Source: Annual Population Survey / Labour Force Survey

The OECD estimates that the British economy loses nearly £30 billion annually due to the number of 50 to 69 years olds that do not work. Coupled with the region's high proportion of residents aged over 50, the potential gains to the region of increasing participation among the over 50s are significant. The DTI Age Matters report identifies 'two nations of unemployment', where economic activity among the over 50s is particularly pronounced:

1. Those in higher occupations, where more people have been choosing early retirement, as increased prosperity has been used to purchase increased leisure time; and
2. Men in manual occupations, who have left the labour market due to a lack of demand for their skills¹.

Employment is also lower among the 16-24 age group, reflecting both the age group's higher rate of unemployment and economically inactive full time students. Both nationally and regionally, employment growth among this age group has remained relatively static; however this hides wide disparities at the sub-regional level. Devon witnessed significant increases in employment among this age group between 2001 and 2006 (of 17%), compared to the sharp contraction within Dorset and Somerset. Between 2001 and 2006 total employment of 16 to 24 year olds declined by 8,000 (or 11%), where as the 16-24 population base declined by only 2,000 over this period.

¹ Age And Employability, Learning Theme Report, April 2005 - Skills And Learning Intelligence Module, Marchmont Observatory, University Of Exeter

1.2.2 Unemployment

Unemployment among the over 50s is low across England, and has declined significantly since 2001; however economic activity is also low among the 50 to retirement age group, suggesting high degree of worklessness.

The rate of youth unemployment within the region is lower than nationally, but still significant. In 2006 there were 360,400 unemployed individuals aged between 16 and 24, representing almost 9% of total South West unemployment. Youth unemployment has increased significantly across the South West, despite a fall in overall unemployment, which has outpaced the increase nationally.

The pattern of youth unemployment varies across the region, being most pronounced in Cornwall and the Isles of Scilly and the GWNS sub-region. In addition, the intra-regional disparities have increased in recent years, with the problem declining in Devon, Dorset and Somerset while increasing across the GWNS sub-region.

Table 2: Unemployment and Unemployment Growth, by Age, 2006

	Unemployment as a % of Economically Active Population			% Change In Number Unemployed 2001-06		
	16-24	25-49	50 and over	16-24	25-49	50 and over
England	13.5%	3.8%	2.7%	4.6%	-24.1%	-23.5%
South West	9.9%	2.3%	2.2%	15.6%	-38.9%	-11.8%
Cornwall and IoS	11.3%	1.2%	2.7%	*	-78.6%	*
Devon	9.2%	2.3%	2.3%	-22.2%	-40.9%	-38.3%
Dorset and Somerset	7.7%	3.2%	2.6%	-12.9%	-1.8%	*
GWNS	10.8%	2.1%	1.9%	20.7%	-17.1%	-26.3%

Source: Annual Population Survey / Labour Force Survey (* denotes data is suppressed)

1.2.3 Economic Activity

The region performs relatively well in terms of economic activity, activity among the under 50s has remained largely unchanged over the past five years. Economic activity of those aged over fifty has increased since 2001, albeit at a slower rate than that seen nationally.

Economic activity levels at the sub-regional level are generally in line with the South West figures, however the activity rate of the over 50s in Cornwall is below elsewhere, and Dorset and Somerset have seen a sharp decrease in the proportion of 16-24 year old that are economically active.

Table 3: Economic Activity, by Age

	2006			% Change, 2001-06		
	16-24	25-49	50 to retirement	16-24	25-49	50 to retirement
England	66.4%	84.4%	73.3%	1.0%	-0.8%	8.2%
South West	68.0%	87.3%	74.7%	1.0%	-1.7%	6.2%
Cornwall and IoS	65.2%	85.8%	66.9%	5.8%	9.3%	9.8%
Devon	65.7%	86.2%	73.0%	11.3%	-0.8%	3.4%
Dorset and Somerset	69.6%	86.9%	72.6%	-11.1%	-3.5%	8.5%
GWNS	68.9%	88.2%	78.9%	2.5%	-2.9%	5.2%

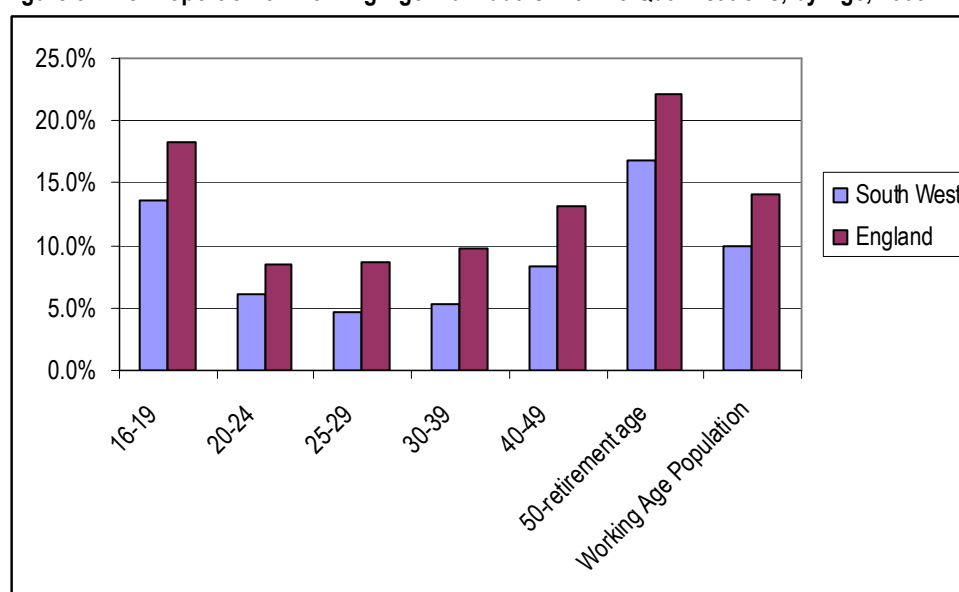
Source: Annual Population Survey / Labour Force Survey

1.2.4 Skills

Generally the population aged over 50 is less qualified than their 25-49 year old counterparts, with proportion of the population trained to each NVQ level being lower for those over 50. This issue is highlighted in Figure 3, which plots the relationship between age and holding no qualifications. While the South West outperforms England, a significant proportion of the population (10%) do not hold any qualifications, rising to 17% for individuals aged between 50 and retirement.

The peak of no qualifications among 16 to 19 is most likely to reflect the fact that many will not yet have completed college courses, however the proportion without NVQ levels 1 or 2 (GCSE equivalent and below) is significant and highlights an additional key challenge for the region. In particular, the issue of a skills deficit among the 16-19 population is relevant to the discussion surrounding youth unemployment, and in particular the NEET (Not in Education, Employment or Training) population within the region.

Figure 3: The Proportion of Working Age Individuals with No Qualifications, by Age, 2005



Source: Labour Force Survey

1.2.5 Cornwall and the Isles of Scilly

The population profile of Cornwall is older than for the South West, and has increased over the past 20 years. In 2005 42% of the Cornish population were aged over 50, compared to 38% across the South West and only 34% nationally; within Cornwall this proportion has increased from 37% in 1985.

Employment among the over 50s is low, despite strong recent growth; however unemployment for this age group remains healthy, reflecting the low levels of economic activity of this age group and the proportion of this age group that are retired. As with the South West and England, there is a skills deficit among the over 50s, with 17% of the 50-retirement age group holding no qualifications.

As with England and the South West, unemployment among the 16 to 24 age group is higher than general unemployment, and while Cornwall performs better than nationally, it is the worst performing South West sub-region.

Key Points

- The age profile of the South West is older than the rest of the country, and is expected to become increasingly older over time;
- The over 50s are much less likely to be in employment, despite strong employment growth within this age group;
- Youth unemployment is less severe than for England, however it still represents a significant pool of young people; and
- The region's population is relatively well educated, however there issues concerning the level of young people with no qualifications and the skills deficit among older workers.

1.3 Gender

Across many of the indicators, the women within the South West are performing comparatively well compared to the performance of women nationally. However, the performance of women within the region still lags, sometimes significantly, behind that of men, and these headline figures hide wide intra-regional disparities. Closing this gender gap across the South West and beyond will generate significant capacity related benefits to the national and regional economies.

The Women and Work Commission was set up in 2004 to examine the issues surrounding the gender pay gap. It found that the pay gap within Britain is among the worst in Europe, with full time women earning 17% less than men, and the figure falling to 38% for part-time employees. The Commission estimate that the national economy loses £23bn per annum due to women's skills being lost or under utilised².

² Equality South West, <http://www.equalitysouthwest.org.uk/our-networks/gender/women-and-work-commission-work.html>

1.3.1 Employment

The level of participation within the South West is higher for both male and females, however the region still exhibits an employment gender gap, with only 74% of working age females being employed, compared to 81% of males. Since 2001, the gender gap has narrowed with female employment increasing at a faster than average rate, and this pace of change is faster than that seen nationally; however this is due to a lower rate of employment growth for men, compared to nationally, rather than a faster than average female employment growth in the South West.

At the sub-regional level, female participation ranged between 70% in Cornwall and the Isles of Scilly to 76% in the GWNS sub-region. Between 2001 and 2006, the employment gender gap increased in Dorset and Somerset, as the contraction of employment in the sub-region affected female staff to a greater extent. Overall, 18 of the region's 45 Local Authorities have seen an increase in the employment gender gap, and are located across the four sub-regions. In addition to a number of rural districts, these Local Authority areas include the urban districts of Bristol, Exeter, Christchurch, Torbay, and Weymouth and Portland.

Table 4: Employment Rate, by Gender, 2006

	2006			% Change in employment, 2001-06		
	Total	Male	Female	Total	Male	Female
England	74.4%	78.8%	69.7%	1.6%	1.1%	2.3%
South West	77.6%	81.3%	73.6%	1.3%	0.4%	2.4%
Cornwall and IoS	73.6%	77.4%	69.5%	11.6%	10.7%	12.7%
Devon	75.9%	79.3%	72.3%	3.9%	3.4%	4.4%
Dorset and Somerset	76.9%	81.1%	72.5%	-1.7%	-0.9%	-2.2%
GWNS	79.6%	83.2%	75.7%	-0.2%	-2.0%	2.0%

Source: Annual Population Survey / Labour Force Survey

In addition to the gap in overall employment figures, female employees are far more likely to work part-time; with almost 50% of female employees in the South West working part-time, compared to 10% of male employees. The incidence of part-time working among females is more common across the South West, compared to England as a whole, however this reflects a higher incidence of part-time working in the region generally. There is a clear spatial pattern of part-time employment moving from East to West, with only 45% of female employees working part-time in the GWNS sub-region, compared to 52% in Cornwall and the Isles of Scilly.

The extent of part-time working reflects the contrasting industrial structures of the sub-regional economies, described in further detail below, with the West of the region being more dependent on sectors that employ a higher proportion of part-time staff, such as Tourism. A high incidence of part-time employment may reflect labour market demand and generate economic benefits, if it allows individuals that are unable to work full-time (for example, lone parents or carers) to participate in the labour market. However, part-time work is

generally more prevalent among low value added sectors and consequently often low paid. In some sectors part-time and other flexible employment patterns are chosen to meet the needs of employers, rather than staff.

If it is the case that improvements to the female employment rate are achieved through employment growth in the low paid, low value added sectors of the economy, then this presents significant challenges moving forward. Closing the gender gap requires female representation to increase in higher valued added positions. These issues are further discussed in the wage and industrial structure sections below.

Table 5: Total Employment by Part Time / Full Time Employees and Gender (000s), 2006

	Males			Females			Total		
	FT (%)	PT (%)	Total	FT (%)	PT (%)	Total	FT (%)	PT (%)	Total
England	90.70	9.30	12,384	58.40	41.50	10,357	76.00	23.90	22,741
South West	89.80	10.20	1,246	51.90	48.10	1,060	72.40	27.60	2,307
Cornwall IoS	88.40	11.40	120	47.70	52.30	100	69.90	30.00	220
Devon	87.30	12.70	258	48.10	51.90	224	69.10	30.90	482
Dorset & Som.	89.50	10.50	292	51.50	48.50	247	72.10	27.90	539
GWNS	91.30	8.70	576	54.80	45.20	490	74.50	25.50	1,066

Source: Annual Population Survey

1.3.2 Employment Structure

Female employees are most heavily represented in the service sector, accounting for more than 60% of total employment in the 'health and social work', education, and 'hotels and restaurants' sectors. In line with the findings above, females are over-represented in part-time positions across all sectors, in particular the education, 'hotels and restaurants', and the 'wholesale and retail trade...' sectors.

Table 6: South West Employment by Gender and Sector, 2005

	% of All Employees		% of Full-Time Employees	
	Male	Female	Males	Female
N: Health and social work	16.3%	83.7%	25.0%	75.0%
M: Education	28.4%	71.6%	42.1%	57.9%
H: Hotels and restaurants	39.8%	60.2%	52.3%	47.7%
J: Financial intermediation	42.7%	57.3%	48.7%	51.3%
G: Wholesale and retail trade...	45.6%	54.4%	64.4%	35.6%
O: Other community, social,	47.7%	52.3%	58.9%	41.1%
K: Real estate, renting & bus' act'	50.9%	49.1%	60.2%	39.8%
L: Public admin and defence...	55.2%	44.8%	62.4%	37.6%
E: Electricity, gas and water	72.2%	27.8%	74.9%	25.1%
A: Agriculture, hunting and forestry	73.2%	26.8%	78.5%	21.5%
D: Manufacturing	74.4%	25.6%	78.9%	21.1%
I: Transport, storage, commun.	74.7%	25.3%	80.7%	19.3%
B: Fishing	75.1%	24.6%	92.8%	7.2%
F: Construction	87.1%	12.9%	93.0%	7.0%
C: Mining and quarrying	89.0%	11.0%	91.6%	8.4%

Source: Annual Business Enquiry

Across the region, the most significant levels of employment growth were witnessed in the 'Real Estate, renting, and business activities' and 'health and social work sectors'; however female employment growth was under-represented in each of these sectors. Female employment growth exceeds that of men in the education, construction, 'other community, social, and personal service activities' and the 'public admin and defence...' sectors.

Table 7: South West Sectoral Employment Growth, by Gender, 2001-05

	Male	Female	Total
K: Real estate, renting and business activities	40.3%	22.8%	31.7%
N: Health and social work	39.0%	21.5%	24.3%
M: Education	2.6%	20.4%	15.3%
F: Construction	12.6%	19.9%	13.5%
H: Hotels and restaurants	14.9%	12.3%	13.3%
I: Transport, storage and communication	13.9%	3.5%	11.2%
O: Other community, social & personal service	8.3%	10.2%	9.3%
G: Wholesale and retail trade...	12.0%	-0.2%	5.4%
L: Public admin and defence...	-11.0%	10.1%	-1.6%
J: Financial intermediation	9.7%	-12.1%	-2.8%
A&B: Agriculture, hunting, forestry, and fishing	-4.3%	-6.1%	-4.8%
E: Electricity, gas and water supply	-5.7%	-41.1%	-15.6%
D: Manufacturing	-14.5%	-23.8%	-16.9%
C: Mining and quarrying	-22.9%	-23.8%	-23.0%

Source: Annual Business Enquiry

1.3.3 Occupational Structure

The patterns of employment by occupation are provided in the table below. At this headline level, a number of the patterns fall in line with the general gender stereotypes, for example:

- Female employment is over-represented in 'sales and customer service' and 'administrative and secretarial' occupations; and
- Male employment is over-represented in skilled trades occupations and 'process, plant and machine operatives'.

These patterns provide examples of broad sections of the economy where employment is associated with gender and may highlight areas in which participation among males or females may be promoted.

However, more significantly the data highlights the under-representation of women among the 'managers and senior officials' and the professional occupations. This is not a phenomena particular to the South West (the figures for these groups are in line with those for England). It does, however, illustrate a serious shortfall in the number of women that rise to the more senior positions within organisations. The closing of this gender gap must be a priority for the region, although it is unlikely that the gap is due to direct forms of discrimination. The narrowing of the gap would require organisations to identify and remove glass ceilings and other barriers to the progression of women in the workplace.

Table 8: Employment, by Occupation and Gender, 2006

	Total	Male	Female
1: managers and senior officials	15%	19%	11%
2: professional occupations	12%	13%	11%
3: associate prof & tech occupations	14%	13%	15%
4: administrative and secretarial occupations	12%	5%	21%
5: skilled trades occupations	12%	21%	2%
6: personal service occupations	8%	2%	15%
7: sales and customer service occupations	8%	5%	12%
8: process, plant and machine operatives	7%	11%	2%
9: elementary occupations	12%	12%	12%

Source: Annual Population Survey

1.3.4 Unemployment

The female employment rate has remained below that of men both regionally and nationally in 2001 and 2006, and despite a decline in the overall level of unemployment; the regional gender gap has remained unchanged since 2001.

At the sub-regional level, the patterns differ with female unemployment ranging from only 2.2% in Cornwall and the Isles of Scilly, to almost 4% in Devon, where the female unemployment rate exceeds that of men.

Table 9: Unemployment, by Gender

	2000			2005		
	Total	Male	Female	Total	Male	Female
England	5.2%	5.6%	4.7%	5.1%	5.5%	4.6%
South West	4.1%	4.3%	3.9%	3.5%	3.7%	3.3%
Cornwall & IoS	5.8%	6.0%	*	3.4%	4.4%	2.2%
Devon	5.2%	5.2%	5.2%	3.4%	3.0%	3.9%
Dorset & Somerset	3.9%	4.3%	3.4%	3.8%	3.9%	3.5%
GWNS	3.5%	3.7%	3.3%	3.4%	3.7%	3.1%

Source: Annual Population Survey

The duration of unemployment (JSA) benefit claimants is lower for women within the South West, with 75% of total claimants claiming for under 6 months, compared to only 67% of male claimants. In addition, the proportion of claimants that have been claiming for over 2 years stands at 3.4% of male claimants, compared to 2.3% of female claimants (a total of 325 women within the South West). This pattern is reiterated by the median duration of claimants, which stands at 11.1 weeks for female claimants within the South West, over four weeks less than their male counterparts. This pattern is not however particular to the South West, with the English median duration figures showing a similar pattern, albeit for longer durations.

Table 10: South West Claimant Count Unemployment, by Gender and Duration, August 2006

	Male		Female		Total	
	number	%	Number	%	number	%
Up to 6 Months	23,335	67.1%	10,470	75.1%	33,805	69.4%
6 to Under 12 Months	6,855	19.7%	2,225	16.0%	9,085	18.6%
12 to Under 24 Months	3,415	9.8%	915	6.6%	4,330	8.9%
Over 24 Months	1,185	3.4%	325	2.3%	1,510	3.1%
Total	34,790		13,935		48,725	

Source: Claimant Count Data, Nomis

Table 11: Median Duration of Unemployment, August 2006

	Male	Female	Total
England	19.1	14.1	17.7
South West	15.6	11.1	14.0

Source: Claimant Count Data, Nomis

1.3.5 Economic Activity

While the unemployment patterns for women with the South West are generally positive, women have lower levels of economic activity, and are consequently less likely to be actively 'looking for work'. In the latter part of the twentieth century, female economic activity has increased substantially, however recent figures suggest that this growth may have stagnated. The five year period 2000 to 2005 witnessed modest decreases in the overall level of economic activity, reflected in the regional figures for both males and females. Overall the level of female activity stood at 76%, in contrast to 85% of working age men.

Table 12: Working Age Economic Activity Rates, by Gender

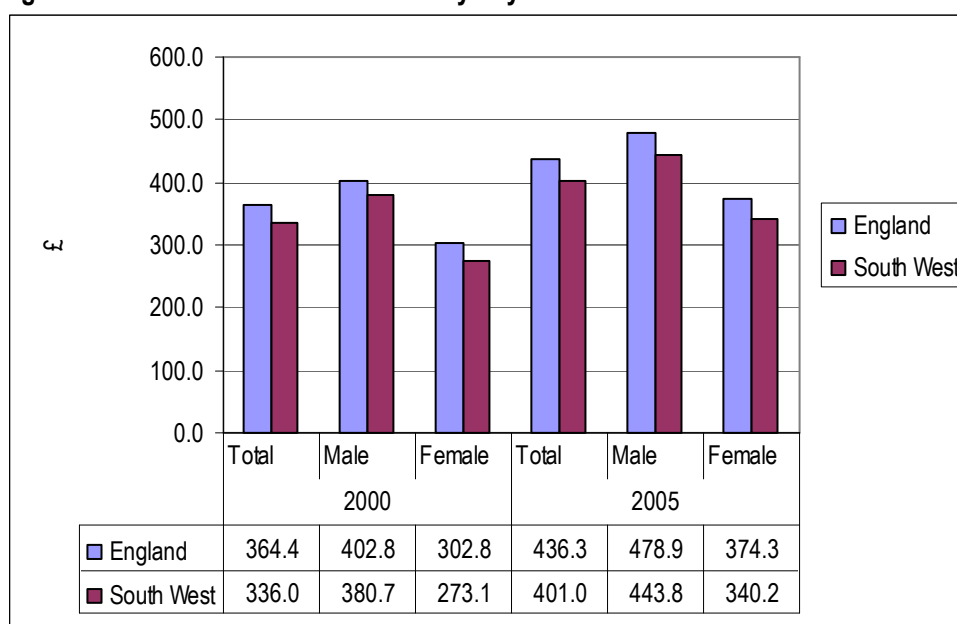
	2000			2005		
	Total	Male	Female	Total	Male	Female
England	79.3%	84.9%	73.4%	78.4%	83.3%	73.1%
South West	82.3%	87.0%	77.4%	80.4%	84.5%	76.1%
Cornwall & IoS	75.0%	81.3%	68.6%	76.2%	80.9%	71.1%
Devon	80.4%	84.5%	76.2%	78.6%	81.8%	75.3%
Dorset & Somerset	82.1%	86.9%	77.0%	79.9%	84.5%	75.1%
GWNS	85.0%	89.3%	80.2%	82.4%	86.4%	78.1%

Source: Labour Force Survey (Four Quarter Average, Ending May)

1.3.6 Average Earnings

The growth of female earnings outpaced the earnings growth of men between 2000 and 2005, increasing by 25% within the South West compared to 19% for men; however, the median full-time gross weekly pay of female employees still remains below that of men. In 2005 the average gross weekly pay for females within the South West stood at 77% of the male figure, broadly in line with the English average of 78% and compares to the figure of 72% for the South West in 2000.

Figure 4: Median Full-Time Gross Weekly Pay



Source: Annual Survey of Hours and Earnings

These figures again highlight the fact that female employees are more likely to work in lower value sectors and are less likely to hold senior positions within those sectors. This is a key issue for the region to address moving forwards. In addition, the figures above provide the median wages of full-time earnings only. Given the over-representation of women in part-time positions, the income gap between all male and female workers will be greater than that provided above.

1.3.7 Qualifications

The pattern of qualifications by gender within the region is mixed, but exhibits the following key points:

- The proportion of individuals educated to NVQ4+ is broadly in line among males and females;
- Women are more likely to be educated to NVQ levels 1 or 2 and less likely to hold trade apprenticeships;
- Women educated to NVQ3 are under-represented in the region and nationally; and
- Women are less likely to hold any qualifications, both regionally and nationally.

There are two key issues concerning the educational attainment of women. Firstly, once women embark on formal qualifications, they are more likely to stop once they have achieved NVQ level 1 or 2, and secondly, there is an initial challenge in getting women to embark on formal qualifications at all.

Table 13: Educational Attainment, by Gender, 2006

	South West	England
--	------------	---------

	Males	Females	Males	Females
NVQ4+	26%	27%	26%	26%
NVQ3 only	18%	15%	16%	14%
Trade Apprenticeships	9%	2%	9%	2%
NVQ2 only	14%	21%	13%	19%
NVQ1 only	14%	18%	13%	17%
Other qualifications	9%	7%	10%	8%
No qualifications	9%	11%	13%	15%

Source: Annual Population Survey

Within Cornwall, the gender gap at NVQ 3 is less significant (19% for women, compared to 21% for men); however the issue in this sub-region is the small proportion that are educated to NVQ4 and above. However, this issue is not specific to women; 20% of women achieve NVQ4+ compared to 21% of men.

1.3.8 Cornwall and the Isles of Scilly

Despite strong employment growth between 2001-06 in Cornwall and the Isles of Scilly, the female employment rate is lower than elsewhere within the region (70%). Women are more likely to work part-time (52%) compared to the other South West sub-regions and the median full-time weekly wage of women (£252.3) is £67.3 below that of full-time male employees – amounting to almost £3,500 annually. However, while significant, the gender wage gap is smaller than for the South West, with the male full-time wage amounting to 80% of the regional figures, compared to 88% for women.

Key Points

- Despite high levels of employment within the region, the gap between male and female employees persists;
- In recent years the employment gap has been closing fastest in those sectors in which women are least represented;
- Women on average experience lower rates of unemployment and lower unemployment claimant duration periods. Women are also more likely to be economically inactive, suggesting that fewer women are actively seeking employment;
- For those women that do work, they are more likely to be employed in part-time positions, within service sector based organisations;
- Across the region women are less likely to fill the most senior positions within an organisation and despite recent wage growth outpacing that of men, the gender pay gap persists within the region.

1.4 Ethnic Minorities

Across the South West, the total number of BME individuals accounted for only 2.3% of the total population. The BME population is underrepresented across all areas of the region, with BME individuals accounting a lower proportion of the total population than the national average of 9.1% for all districts. However, wide disparities do exist between local authorities with the proportion ranging between 8.2% in Bristol, and 1% in Cornwall and the Isles of Scilly. There is also a clear pattern to the spatial distribution of the region's BME communities, with all local authorities with a concentration of BME individuals higher than the regional average, besides Bournemouth, being located in the North East Triangle Functional Zone.

Table 14: Population, by Ethnicity

	White	Total BME
England	90.9%	9.1%
Bristol	91.8%	8.2%
Swindon	95.2%	4.8%
Bournemouth	96.7%	3.3%
Bath and NE Somerset	97.2%	2.8%
Gloucestershire	97.2%	2.8%
South West	97.7%	2.3%
South Gloucestershire	97.7%	2.3%
Poole	98.2%	1.8%
Plymouth	98.4%	1.6%
Wiltshire	98.4%	1.6%
North Somerset	98.6%	1.4%
Dorset	98.8%	1.2%
Somerset	98.8%	1.2%
Torbay	98.8%	1.2%
Devon	98.9%	1.1%
Cornwall and Isles of Scilly	99.0%	1.0%

Source: Census 2001

The ethnic groups with the greatest representation with the South West are 'mixed' and 'Asian or Asian British' individuals, accounting for 0.8% and 0.7% of the total population respectively. Bristol, which accounts for 8% of the region's population, accounts for 28% of the region's BME population. Of its total population, the 'Mixed', 'Asian and Asian British' and 'Black or Black British' ethnic groups account for 2.1%, 2.9%, and 2.3% of the population respectively.

1.4.1 Employment

Across England, the employment rate for working age BME individuals is low, standing at 59% compared to 74% for all people. Comparatively, the BME population of the South West performs well, with 71% of the working age BME population being in employment; however this still lags significantly behind the employment rate of all working age people in the South West, 78%.

The South West employment rate for each of the BME groups exceeds their employment rate nationally, with significantly higher performances for those of Indian origin and 'other ethnic groups'. However, there are still key areas of concern, in particular the employment rate of the Pakistani / Bangladeshi BME groups, where employment in the region stood at only 46%. While higher than the group's national employment rate, this still represents a significant challenge for the future, and compared to the overall employment rate for the South West, represents a larger percentage point gap than nationally.

Table 15: Working Age Employment Rate, by Ethnicity, 2006

	England	South West		Cornwall I & IoS	Devon	Dorset & Somerset	GWNS
Indians	70%	80%		*	74%	77%	80%
All People	74%	78%		74%	76%	77%	80%
White	76%	78%		74%	76%	77%	80%
Other Ethnic Groups	58%	71%		88%	52%	77%	69%
Non-White	59%	71%		80%	58%	78%	71%
Black and Black British	61%	69%		*	57%	92%	69%
Mixed Ethnic Group	64%	66%		*	50%	78%	71%
Pakistanis/Bangladeshis	43%	46%		*	64%	*	45%

Source: Annual Population Survey

The figures for the sub-regions must be treated with some care, due to the small numbers involved in some areas. The GWNS sub-region has the largest BME population; in this area Pakistani / Bangladeshi perform particularly poorly. Within Devon, the poorest performances are seen within the Mixed Ethnic and Other Ethnic groups. Due to the inclusion of Bournemouth, Dorset and Somerset also have a relatively large BME population for the region, however the employment rate of all BME groups in this sub-region provide generally positive results.

1.4.2 Unemployment

The unemployment rate of each BME group within the region (for which data was statistically reliable) is lower than the national rate of unemployment, ranging from 7% for the mixed ethnic group to 5% for the other ethnic group. However, the unemployment rate for BME individuals within the region is high compared to the Non-BME population (4.5% for BME compared to 3.3% for White individuals).

Table 16: Unemployment Rate, by Ethnicity, 2006

	England	South West
Mixed Ethnic Group	12.3%	6.6%
Black and Black British	13.7%	5.0%
Other Ethnic Groups	10.2%	5.0%
Non-White	11.0%	4.5%
All People	5.1%	3.5%
White	4.3%	3.3%
Indians	7.2%	*
Pakistanis/Bangladeshis	13.4%	*

Source: Annual Population Survey

* denotes figure unreliable due to small sample size

1.4.3 Economic Inactivity

The pattern of economic activity by ethnicity is similar to the pattern for unemployment; however, unlike unemployment the 'mixed ethnic' group performs less well than the national average. The level of inactivity among all of the ethnic groups, besides those of Indian origin, is significantly higher than

the figure for the white population. This is particularly the case for the Pakistani / Bangladeshi population.

Table 17: Economic Inactivity Rates, by Ethnicity, 2006

	England	South West
Pakistanis/Bangladeshis	50.8%	46.6%
Mixed Ethnic Group	26.9%	29.1%
Black and Black British	29.1%	26.9%
Non-White	34.0%	25.6%
Other Ethnic Groups	35.3%	24.9%
Indians	24.3%	19.8%
<i>All People</i>	21.6%	19.6%
White	20.0%	19.4%

Source: Annual Population Survey

1.4.4 Cornwall and the Isles of Scilly

BME individuals account for only 1% of the population of Cornwall and the Isles of Scilly, or almost 5,000 individuals and, due to the small population, it is difficult to collect robust labour market statistics for these groups. The very small nature of the BME community presents specific challenges for the sub-region as employers and service providers are less likely to be aware of the specific needs of BME individuals.

Key Points

- There is a low representation of Ethnic Groups within the region, however BME representation is high in Bristol and Swindon;
- While a gap remains between BME and Non-BME labour market performance, the regional indicators are generally positive in comparison with the national figures;
- However, the performance of ethnic groups varies considerably, particularly the Pakistani and Bangladeshi population which has significant levels of unemployment and inactivity.

1.5 Disabilities

Equality South West reports that disabled people within the UK 'face massive discrimination and exclusion'. For example:

- Disabled people are twice as likely to have no qualifications;
- If they are of working age, they are twice as likely as non-disabled people to be out of work and claiming benefits; and
- Disabled workers earn 10% less on average than non-disabled people.³

³ <http://www.equalitysouthwest.org.uk/about-us/promoting-equality-for/disability.html>

The Disability Discrimination Act (DDA) 1995 gave 10 million disabled people new rights in employment, education, access to goods and services, and the buying and renting of land or property and education. Employers have a legal duty not to discriminate against disabled people and must make reasonable adjustments to the working environment to enable them to work. Moving forward, ensuring that disabled people are able to contribute to the future prosperity of the region remains a key challenge for the region.

The regional disability figures for the South West are in line with those nationally. Overall, 18% of the working age population are classified as disabled, 14% of which are recognised as disabled under the Disability Discrimination Act (DDA), and 14% have a disability that impacts their ability to work.

At the sub-regional level, overall levels of disability range from 23% of the working age population (Torbay) to 12% (South Gloucestershire). These two local authorities also have the highest and lowest rates of individuals with a work limiting disability, ranging from 19% in Torbay to 8% in South Gloucestershire. Besides Gloucestershire, the highest disability rates are to be found in the southern authorities of Torbay, Cornwall and the Isles of Scilly, Plymouth, Dorset, and Poole.

Table 18: Disability by Local Authority

	Disabled	DDA & work-limiting disabled	DDA only disabled	Work-limited only disabled
Torbay	23%	15%	4%	4%
Cornwall Isles of Scilly	22%	14%	3%	5%
Plymouth	22%	14%	5%	3%
Dorset	20%	11%	5%	4%
Gloucestershire	20%	10%	7%	4%
Poole	19%	11%	5%	3%
England	18%	11%	4%	3%
South West	18%	10%	4%	4%
Bristol	18%	10%	3%	4%
Devon	18%	11%	3%	4%
Wiltshire	18%	9%	6%	3%
Somerset	17%	10%	4%	4%
Swindon	17%	9%	6%	2%
Bournemouth	16%	9%	4%	3%
Bath and North East Somerset	15%	8%	3%	4%
North Somerset	15%	9%	4%	3%
South Gloucestershire	12%	6%	4%	2%

Source: Annual Population Survey, 2005

1.5.1 Economic Activity and Employment

Across the South West 60% of working age disabled people were classified as economically active, higher than the national rate of 55%. However this compares to an economic activity rate of 80% for all people. The activity rate for disabled working age males was marginally higher than the female figure

within the South West; the gender gap stood at 3.1 percentage points, compared to 4.8 percentage points across England.

Table 19: Working Age Economic Activity Rate, by Disability and Gender, 2005

	All People	All Disabled	Male Disabled	Female Disabled
England	78.4%	55.3%	57.6%	52.8%
South West	80.4%	60.2%	61.7%	58.6%
Cornwall and Isles of Scilly	76.2%	53.7%	51.9%	55.7%
Devon	78.6%	56.2%	57.9%	54.5%
Dorset and Somerset	79.9%	60.9%	63.5%	58.0%
GWNS	82.4%	64.0%	65.7%	62.2%

Source: Annual Population Survey 2005

At the sub-regional level, economic activity rates for working aged disabled people ranged from 64% in the GWNS sub-region to 54% in Cornwall and the Isles of Scilly.

The likelihood of a disabled person being in employment is considerably lower than for population as a whole; however the region performs better against this indicator than England. As with many of the other indicators, there is a clear east-west divide, with employment being more likely among the disabled residents of GWNS and Dorset and Somerset, compared to Devon and Cornwall, which are in line with the national figures.

Table 20: Employment, by Disability as a proportion of working age people

	All People	All Disabled	Male Disabled	Female Disabled
England	74.4%	50.9%	52.4%	49.2%
South West	77.6%	56.5%	58.0%	55.0%
Cornwall and Isles of Scilly	73.6%	50.2%	48.3%	52.3%
Devon	75.9%	51.9%	53.7%	50.0%
Dorset and Somerset	76.9%	57.6%	60.2%	54.8%
GWNS	79.6%	60.3%	61.9%	58.7%

Source: Annual Population Survey

1.5.2 Cornwall and the Isles of Scilly

The County has a relatively high proportion of disabled people, with 22% of the population registered as disabled and 14% classified as DDA and Work Limited Disabled. Concerning participation, the proportion of the disabled population that are economically active is relatively low (54%), especially for male disabled people, where participation in Cornwall and the Isles of Scilly lies significantly below the regions other sub-regions.

Employment of disabled people is also low within the County, with the working age unemployment rate being less than 50% for disabled males.

Key Points

- The region exhibits relatively positive levels of economic activity and employment among disabled people, compared to the national average, however there is a substantial gap between the performance of disabled people, compared to non-disabled people;
- There are wide variations at the sub-regional level, with the performance of Cornwall lagging the regional figures, especially concerning the performance of disabled males.

1.6 Religion

In comparison to England, the South West had a higher proportion of individuals identifying themselves as Christian, in addition to a higher proportion stating that they have no religion. For all other religions, the South West figure is in line or below the national average. In particular, Muslims are the second largest religious group nationally, and within the South West. However they account for only 0.5% of the population of the South West in contrast to 3.1% of the English population.

Table 21: All People, by Religion

	England	South West	Cornwall and the IoS
Christian	71.7%	74.0%	74.3%
Buddhist	0.3%	0.2%	0.2%
Hindu	1.1%	0.2%	0.0%
Jewish	0.5%	0.1%	0.1%
Muslim	3.1%	0.5%	0.1%
Sikh	0.7%	0.1%	0.0%
Any other religion	0.3%	0.4%	0.5%
No religion	14.6%	16.7%	16.7%
Religion not stated	7.7%	7.8%	8.0%
All People	49,138,831	4,928,434	501,267

Source: Census 2001

In 2001, the economic activity rate of all people was marginally higher in the South West than for England. While the economic activity rate of Christians was equal across England and the South West, the economic activity rate of all other religious groups, besides Jewish individuals, was in line or higher than nationally.

Both Jewish and Muslim individuals in the South West performed less well than their Christian counterparts. However, the economic activity rate of Muslim individuals within the region was considerably higher than their performance across England.

Table 22: Economic Activity, by Religion

	England	South West	Cornwall & IoS
All People	66.9%	67.5%	63.1%
Christian	65.9%	65.9%	61.4%
Buddhist	63.2%	66.4%	65.3%
Hindu	67.0%	70.7%	71.8%
Jewish	66.2%	58.5%	56.2%
Muslim	48.3%	57.6%	70.2%
Sikh	66.3%	68.9%	58.8%
Any other religion	68.4%	68.1%	63.2%
No religion	75.8%	75.3%	70.7%
Religion not stated	65.4%	66.5%	62.5%

Source: Census 2001

Across the South West, those from non-Christian religions perform better than their Christian counterparts regarding the proportion employed in the occupational categories 1-3 below (i.e. relatively skilled and senior positions). This ranges from 62% for Jewish individuals to 42% for Muslim individuals, compared to 37% of Christian individuals. However, Muslim and Sikh individuals were more likely to be employed in elementary occupations or as process plant and machine operatives (24% and 25% respectively). As the table below highlights, there are significant variations among religious groups for each of the occupational levels.

Table 23: Occupation, by Religion

	South West (% of total)									
	All People	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Religion Other Any	Religion No	Religion Not Stated
1. Managers and Senior Officials	14.5	14.6	14.3	16.7	22.8	17.7	18.8	14.9	14.4	13.8
2. Professional Occupations	10.3	9.3	17.6	30.2	21.8	14.8	13.1	14.0	13.2	11.2
3. Associate Professional and Technical Occupations	13.6	13.1	21.9	12.1	17.8	9.4	10.9	20.6	15.2	13.4
4. Admin and Secretarial Occs	12.8	13.4	7.4	9.6	11.1	7.9	9.9	11.9	10.9	11.9
5. Skilled Trades Occupations	13.3	13.3	12.2	6.4	6.0	12.7	7.0	9.4	13.5	13.8
6. Personal Service Occupations	7.2	7.7	6.8	2.8	5.2	4.1	3.3	6.9	5.6	6.6
7. Sales and Custmr Service Occs	8.0	8.1	5.9	10.5	6.5	9.2	12.3	6.7	7.8	8.0
8. Process,Plant and Machine Ops	8.1	8.1	4.5	5.7	2.9	9.9	12.8	6.0	7.8	8.6
9. Elementary Occupations	12.2	12.3	9.4	6.0	5.8	14.4	11.8	9.6	11.6	12.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: Census 2001

There are the following key trends for employment by religious group in the South West:

- Muslim individuals are predominantly employed in the Hotels and Catering Sector, 21%, compared to only 6% of all people;
- Hindu and Jewish individuals are over-represented in the Real, Estate, Renting, and Business Activities sector;

- Jewish and Buddhist individuals are over-represented in the Education sector; and
- The Health and Social Work sector is a significant employer of individuals from non-Christian religions, only Sikhs are under-represented in this sector in comparison to all people.

Table 24: Industry of Employment, by Religion

	South West (% of Total)									
	All People	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Religion Other Any	Religion No	Religion Not Stated
A – Agriculture/hunting/forestry	2.5	2.7	2.0	0.2	1.5	0.5	0.5	2.0	1.8	2.4
B - Fishing	0.1	0.1	0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.1
C - Mining and quarrying	0.3	0.4	0.2	0.1	0.0	0.1	0.1	0.1	0.3	0.3
D - Manufacturing	13.9	13.8	9.9	11.3	8.7	12.0	16.3	11.1	14.5	14.5
E - Electricity, gas and water	0.8	0.8	0.5	0.7	0.7	0.6	1.2	0.7	0.8	0.8
F - Construction	7.2	7.2	3.4	3.5	2.9	2.6	2.5	4.3	7.5	7.3
G - Wholesale and retail trade	17.1	17.3	10.4	19.9	17.1	17.7	24.1	13.9	16.5	17.1
H - Hotels and catering	5.6	5.4	13.3	3.3	6.1	21.2	4.8	5.0	6.0	5.8
I - Transport, storage and comms	6.2	6.1	4.3	6.7	4.6	8.0	10.4	6.2	6.4	6.5
J - Financial intermediation	4.3	4.3	2.2	6.6	4.8	3.4	6.3	3.0	4.4	3.9
K - Real estate, renting and bus	11.4	10.9	11.8	15.2	16.8	9.7	13.0	14.3	13.1	12.3
L - Public admin/defence/scial sec	7.0	7.3	5.9	6.0	4.5	3.8	5.2	6.7	6.5	6.4
M - Education	7.6	7.6	10.8	5.2	10.6	4.9	3.7	9.3	7.5	7.3
N - Health and social work	11.0	11.4	18.6	19.3	14.7	12.3	8.2	15.9	9.5	10.1
O, P, Q - Other	4.9	4.8	6.7	1.8	6.8	3.1	3.4	7.4	5.2	5.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

As the data above indicates, the performance of the region's various religious groups varies significantly, and it is not possible to make a clear distinction between those identifying themselves as Christian and those members of other religions. The main issues relate to the wide disparities between particular groups (such as the high proportion of Muslims employed in the lower value added Hotels and Catering sector) and identifying the factors contributing to them.

Key Points

- All proportion of South West residents identifying themselves with all non-Christian religions is in line or below the national average. The South West is particularly under-represented in Muslim residents;
- The economic performance does vary by religion – for example the economic activity rates of Jewish and Muslim individuals was lower than their Christian counterparts.
- However, individuals from all non-Christian religions are more likely to be employed in the higher level occupational categories than their Christian and non-religious counterparts.