

Report from the Office of the Chief Executive

Economic Dashboard and Overview of Part Time Working in York

Summary

1. A copy of the economic dashboard is included in Annex A. This includes the same variables as previous dashboards, but is arranged in a revised format.
2. The new dashboard reflects the fact we are moving to a new automated system of Key Performance Indicators (KPI) monitoring and measurement. This will ensure that scrutiny always have the most up to date information at the time of Committee meetings.
3. This report also includes an evaluation, asked for by the Chair of Economic and City Development Overview and Scrutiny, on the current situation regarding part time working in York.
4. This report provides an analysis of part time working and finds that:
 - There are higher levels of part time working in York than in other cities in the UK for both males and females;
 - The rate of part time working is particularly high for females - Nationally York is in the top ten local authorities for part time working.
 - Part time workers in York are relatively well-paid compared to some other areas of the country. However, it is also true that part time employment on average pays a lower rate per hour than full time work.
5. Since the last scrutiny meeting, significant new data was released on 19th January, including the Centre for Cities fact book. This is produced as part of the Centre for Cities outlook work which was published on the same day. Since the last meeting, the *Annual Survey of Household and Earnings* (ASHE) data was published in November 2014. Information from the ASHE is included in both the section on part time working and the dashboard.
6. York's ranking in the series that Centre for Cities collects is included in this report. This shows that York performs very well in measures on skills and employment but performs less well on measures of housebuilding and housing affordability.

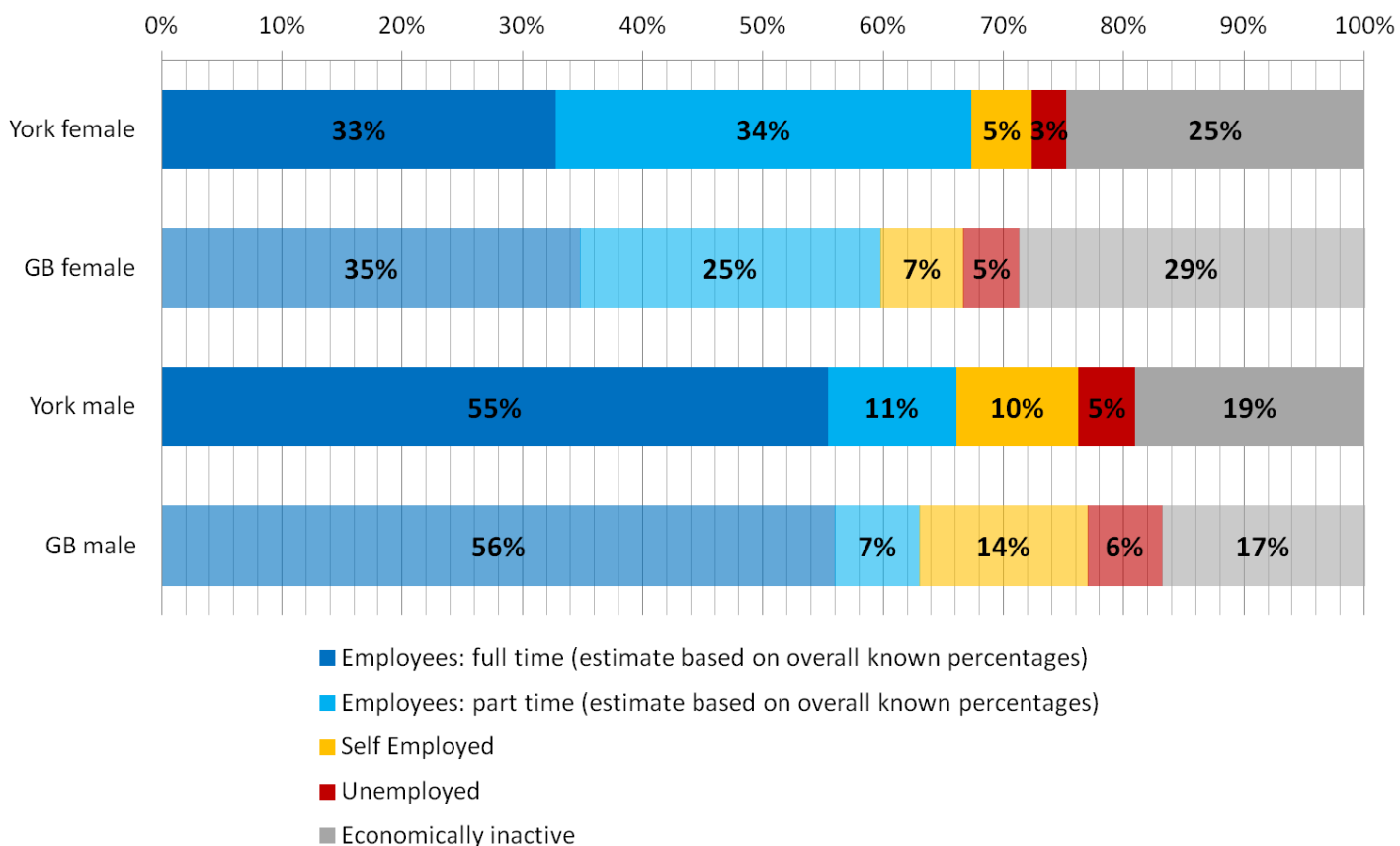
This will be updated when the data next becomes available in January 2016. Members may wish to draw their attention to these items.

Background

Part Time Working levels in York

- The proportion of part time workers in York is considerably higher in York than the national average for part time workers. Around 32,400 residents in York work on a part time basis. The majority of part time workers in York are women (24,900), and in fact over half of all working women in the city work part time. Table one compares working patterns in York with the national average.

Table 1: Male and Female Working Patterns in York versus the GB average



(March 2013, Annual population survey)

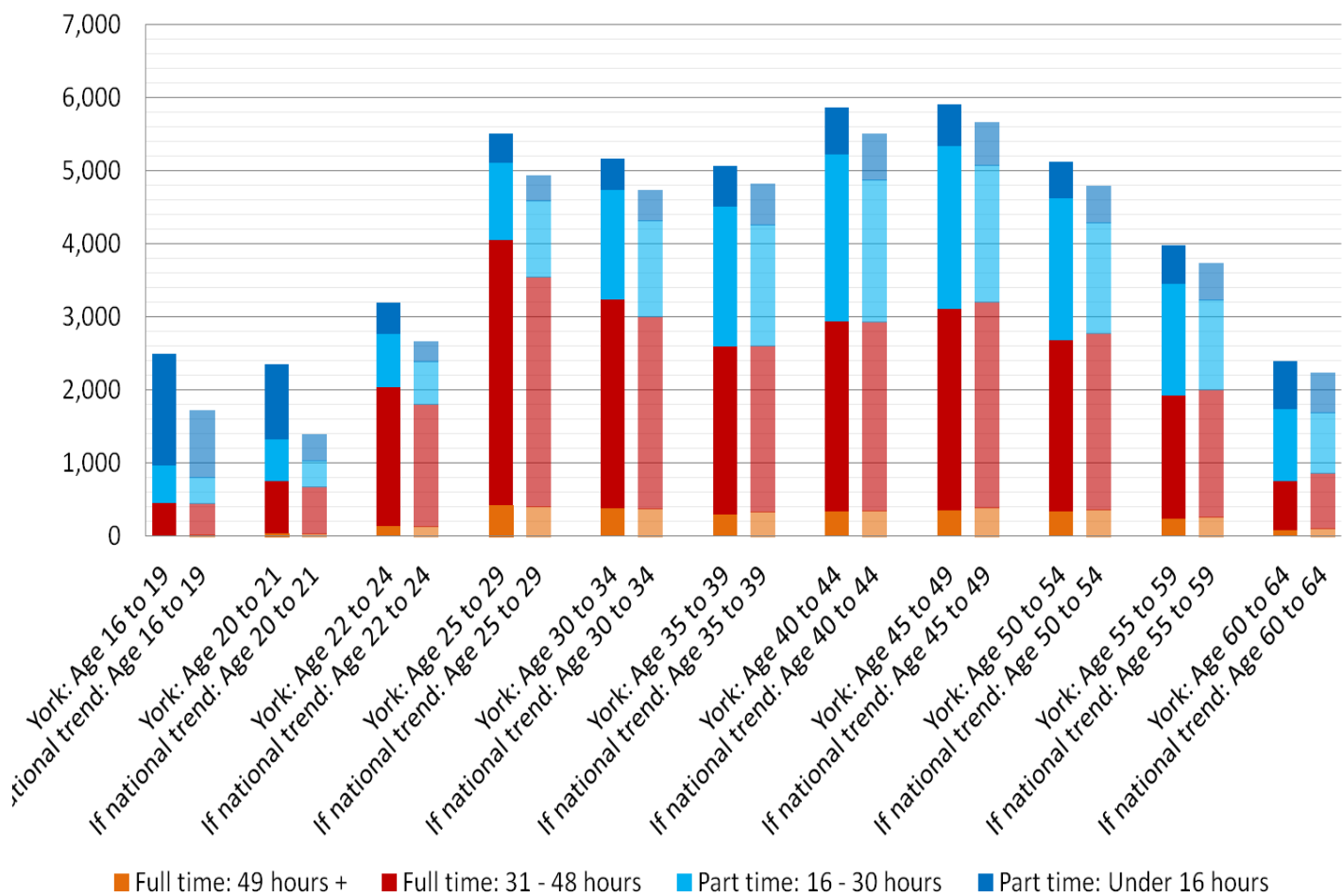
What are the implications of higher part time working rates in York?

- Whilst York has higher part time working rates than other places, without further data it would be too simplistic to imply that this is necessarily an issue for the City. There are many reasons why an individual might work part time.

It could be for reasons related to an individual's lifestyle (for example, alongside a university course or to manage childcare or caring responsibilities) or it could be involuntary part time work where the individual in question would like to work full time but full time work is unavailable.

- Further analysis of the rate of female part time working (see table two) suggests that higher than average part time working occurs for York women in almost every age group, but is more likely to be for under 25 year olds (there is a large proportional population of students in York), and for women aged between 35 and 50.

Table 2: Resident York females in full and part time employment by age

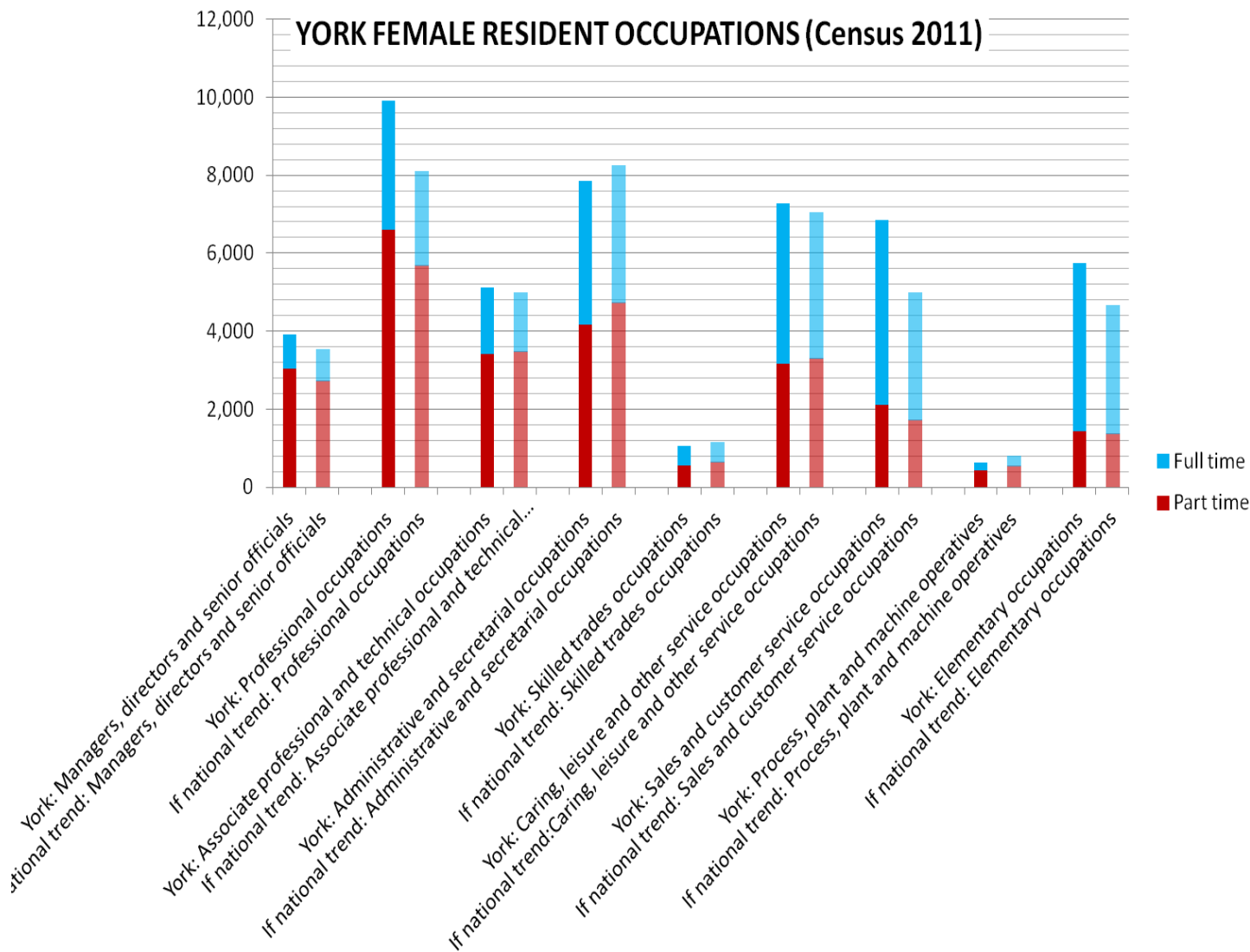


- Consequently - despite headline figures, and without investment in independent research - given the explanations above it is difficult to conclude that part-time working per se is a specific problem any more than it is at a national level.
- Nevertheless, at a national level we know part-time workers are paid lower wages and are more likely to want to work more hours, so it is important to better understand these key issues in parallel with the absolute figures.

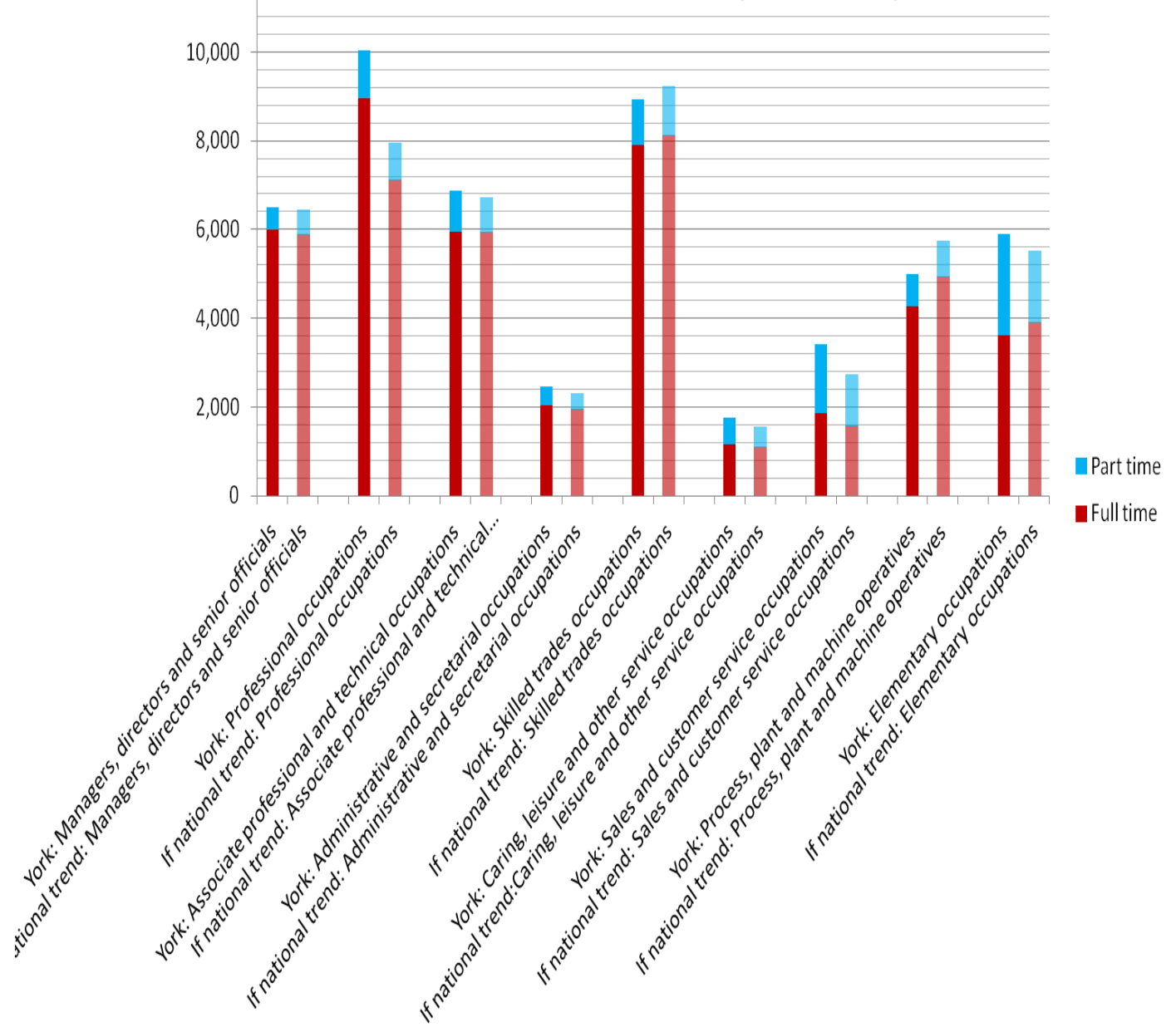
What is the sectoral breakdown of part time jobs in York?

12. The tables below show that there are a number of occupations in York where there are a relatively large number of part time workers (i.e. more part time than full time employees). These include:

- 'Elementary' occupations, whereby further education is not a requirement
- sales and customer service occupations
- caring, leisure and other service occupations



YORK MALE RESIDENT OCCUPATIONS (Census 2011)



13. Whilst this is in line with national trends, given that there are more part time workers in York, the trend here is even more acute. These sectors also tend to be occupations with lower average wages.

TOP PART TIME OCCUPATIONS (WHERE YORK ALSO HAS GREATER NUMBER OF EMPLOYEES THAN THE NATIONAL AVERAGE)	MEDIAN HOURLY WAGE (UK)
Sales and customer service occupations (specifically sales assistants and retail cashiers)	£7.14
Elementary occupations (specifically cleaners, waiters/waitresses, bar staff and kitchen assistants)	£7.15
Caring, leisure and other service occupations	£8.33

(ASHE 2014)

Do part-time employees want to work more hours?

14. This is a difficult question to answer as there is no reliable local data on the issue. However, we can look at national data to see what this could mean for York. It is recognised that a number of part time workers do wish to work longer hours, and nationally we know that this figure equates to approximately 22.1%.

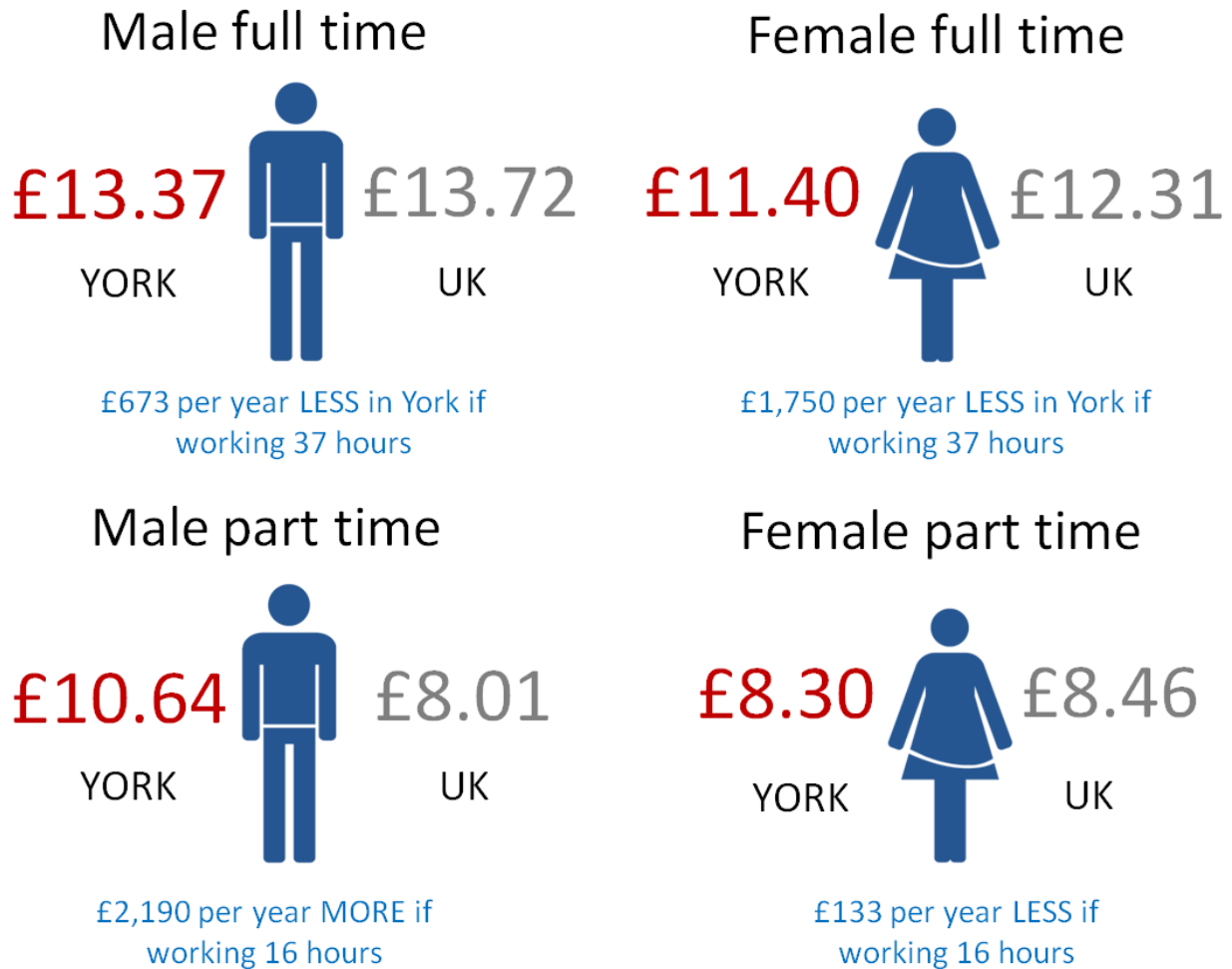
15. If we assume that York has the same trend as the national average, approximately 7,200 York residents currently working part time would also want to work more hours. The occupations to which this applies to also compounds the issue; they are the same as the low pay sectors highly prevalent in part time working.

TOP 3 OCCUPATIONS FOR UNDEREMPLOYMENT	NUMBER OF PEOPLE UNDEREMPLOYED (% underemployed nationally)	% OF ENTIRE WORKFORCE
Elementary Occupations	2456 (21.10%)	2.48%
Sales And Customer Service Occupations	1921 (18.72%)	1.94%
Caring, Leisure And Other Service Occupations	1251 (13.87%)	1.26%

(NOMIS 2014)

How much are part-time employees paid?

16. Part time employees typically earn less per hour than those working full time. This is largely due to the occupations and sectors in which those who work time are employed, as laid out in the table above.
17. Research shows that, both locally and nationally, female part time workers are more likely to receive lower pay than male counterparts:



Centre for Cities Rankings

18. The Centre for Cities produces annual rankings for 64 primary urban areas in the UK for a number of economic factors. The below table summarises the differences between our overall annual ranking in the raw data for 2014 and 2015. The data used for the rankings is the most recent publicly available, which is mostly from 2013 but there are some exceptions. For a more detailed examination of the information, an extract of the Centre for Cities Factbook, including information from York is included in Annex B.

Factor	Rank Centre for Cities 2014 (out of 64 cities)	Rank Centre for Cities 2015(out of 64 cities)	Change in rank
People			
Population change	11th	5 th	+6
Business & Innovation			
Business start ups per 10,000 people	24th	26 th	-2
Business stock per 10,000 population	19th	19 th	=
Patents per 100,000 population	32nd	27 th	+5
GVA per worker	40th	38 th	+2
Skills			
High Level Qualifications	7th	9th	-2
No formal qualifications	7th	11th	-4
5 A*-C GCSEs including English and Maths (2013 data)	4th	1st	+3
Jobs			
Employment	13th	12th	+1
Private sector to public sector ratio	35th	39th	-4
Private sector jobs change	57th	39th	+18
Industrial structure			
Manufacturing jobs	57th	56th	+1
Knowledge intensive jobs	13th	19th	-6
Public service jobs	29 th	25th	+4
Other services jobs	22nd	20th	+2
Unemployment			
JSA claimant count	5th	4 th	+1
Youth claimant count	4th	3 rd	+1
Long term claimant count	6th	6th	=
Claimant count change	4th	9th	-5
Housing			
Average house price	13th	14th	-1
Affordability	12th	11th	+1
Connectivity			
Postcodes with superfast broadband	55th	48th	+7

19. In the Centre for Cities headline report, the organisation analyses in more detail both the differences in rankings over time and, for JSA, comparisons between the best and worst wards within cities.
20. In this analysis, York scores well in the measures around skills and employment. York scores well in terms of inequality (the ratio between job seekers allowance rates in rich vs poor wards), where the city is 5th overall for the UK. We perform less well on housing availability and costs. The city has moved up the overall rankings in terms of housing affordability ratios (i.e. housing is less affordable compared to earnings) and we are the second lowest rank in terms of new house building.
21. Other notable headline stats include:
 - We are the number one city in the UK in terms of GCSE results.
 - We have improved our overall ranking for the creation of private sector jobs by 18 places.
 - We are in the top 10 for all measures on unemployment (indicating low unemployment) and skills (indicated high levels of skills).
 - We have improved on broadband connectivity, but still remain in the bottom half of all cities. This is partly because (i) the data only takes account of BT lines, (ii) York has a higher proportion of rural postcodes and the data covers 2014 which does not capture the ultrafast broadband rollout which will take place in 2015/16.

Council Plan

22. This paper is for information only but the information here is relevant against performance for the Create Jobs and Grow the Economy council priorities.

Implications

23. This paper is for information only.

Financial

24. Paper is for information only

Human Resources (HR)

25. Paper is for information only

Equalities

26. Paper is for information only

Legal

27. Paper is for information only

Recommendations

28. Members are asked to note the contents of this report.

Reason: So the Committee is kept informed about the part-time working situation in York and is updated on economic indicators included in the dashboard.

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Dept Name: Office of the Chief Executive	Title Chief Executive, City of York Council		
Tel No. 553343	Report Approved	<input checked="" type="checkbox"/>	Date 20/01/15
Wards Affected: <i>List wards or tick box to indicate all</i>			All <input checked="" type="checkbox"/>

Annexes

Annex A – Economic Scrutiny and Overview Dashboard as updated on 19th January, 2015

Annex B – Extract from Centre for Cities Factbook – York