

INEQUALITIES IN EMPLOYMENT

How do we use statistics to identify the issues?

NISRA

The statistical information that is available for those who want to understand employment trends, identify target groups for training, and develop new initiatives is published by the Northern Ireland Statistics and Research Agency (NISRA) on their website www.nisra.gov.uk. The Northern Ireland Multiple Deprivation Measure (NIMDM) is a measure of multiple deprivation at the small area level. The lower the rank the higher the deprivation. The employment deprivation domain includes the unemployment claimant count and a range of benefit data encapsulating the number of adults at working age who would like to work but are unable to.

Background information on Multiple Deprivation and how it is measured is also available from NISRA.

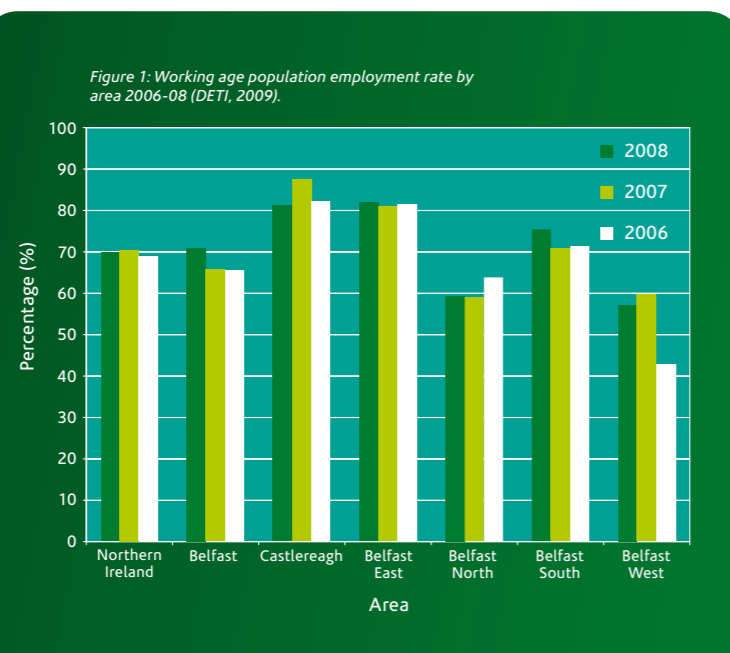
Information available on NISRA for Employability:

- Annual Survey of Hours and Earnings (Gross Weekly Pay)
- Census of Employment (Employee Jobs) (Jobs by Broad Industry Type)
- Claimant Count (Annual Averages) (Long term Unemployed Annual Averages)
- Benefit Recipients
- Labour Force Survey (Economic Activity) (Qualifications)
- Redundancies by Industry
- School Leavers Survey (GCSEs) (A levels) (Destination After School)
- Further Education Enrolments
- Higher Education Enrolments
- Higher Education Qualifications (Country of Institution) (Subject Area) (Level of Study)

What do the statistics show for East?

Latest available figures from the 2008 Labour Force Survey (LFS) record Belfast as having a working age population of 166,000. In East Belfast there are approximately 10% more people of working age in employment than the Northern Ireland average.

Although this appears to be very positive, East Belfast's Jobs and Benefits offices have experienced a notable rise in the number of Jobseeker Allowance (JSA) claimants from 1,288 in April 2008 to 2,533 in April 2009 and then to 3,373 in April 2010. These figures do not include individuals who have suffered redundancy and chosen to not claim benefits, therefore the true extent of East's unemployment position remains unknown.



Understanding where people who are unemployed or under employed are located, the factors that influence their inability to improve their fortunes and developing more holistic approaches to dealing with these is critical to achieving long term success. The challenge is not just to find appropriate work for people but to ensure that they are able to stay in work and improve their skills.

Where next for Employability in East?

We know that there is no simple solution – a co-ordinated plan is required to deliver sustainable employment opportunities for our young people and those who have to consider a change of employment. Accurate and timely skills forecasting is essential to design relevant programmes addressing existing gaps and projected needs in the labour force. Securing more effective links between employers, schools and training organisations to ensure this information is a priority for the Partnership.

Current Provision

The Department for Employment and Learning (DEL) is responsible for assisting people into sustainable employment; improving access to skills and employment through education and training. DEL deliver local programmes in-house or externally with contracted providers. Key initiatives are included in the table below :

Target Audience	Description
16-18 year olds	Training for Success Provides young people with the tools and skills needed to get a job.
	Apprenticeships NI Provides an opportunity to train in your chosen occupational area.
Unemployed (or working less than 16 hours/week)	STEPS: Steps to Work / Step Ahead Provides an opportunity to set up in business for a period of up to 26 weeks, whilst retaining benefits and gaining an additional training allowance.
Employment & Support Allowance or Incapacity benefit	Pathways to Work Help is tailored specifically for each person taking part in the programme.
Long-term unemployed	LEMIS Employment matching services.
	Bridge to Employment Training unemployed people to fill current vacancies.

Further information on DEL programmes can be viewed on www.delni.gov.uk

Enterprise and self-employment offer an alternative avenue out of unemployment with business start-up initiatives such as the "Go For It" programme and even business nurturing initiatives such as the "Growth Programme" for those starting businesses; these are delivered locally through East Belfast Enterprise.

www.eastbelfast.org

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eastBELFAST PARTNERSHIP

Employability Briefing

September 2010



Making the Most of New Opportunities

While it is anticipated that the Titanic Quarter development will continue to present opportunities for people in East Belfast and beyond over the coming decades, there are opportunities in construction, on site now, that are bypassing unemployed people in this part of the city. We need to act quickly to reverse this situation.

The opening of the Titanic Signature Project (TSP) in Spring 2012 is a key opportunity to test both the effectiveness of local planning and the ability of our training providers and schools to work together; ensuring that our school leavers are prepared for the range of opportunities that this development will provide. The TSP is expected to be one of the largest visitor attractions in Northern Ireland, with jobs including management positions, hospitality and catering, communication and marketing, maintenance and visitor servicing.

Designing appropriate training for people of all ages in East Belfast who could benefit from these opportunities in TQ needs to be a priority. Improving the support available within schools is also important as getting qualifications can be a lengthy and costly process, particularly when the opportunities presented in the formal education system have not been taken. Information on training and employment opportunities within TQ is available on www.titanic-quarter.com/community

The Partnership is working directly with TQ, the other Area Partnerships and Belfast City Council to ensure that structures are in place that will provide up to date information on jobs. Effectively connecting these to our schools and community based training organisations will be central to maximising employment opportunities.



Introduction

This briefing paper has been produced by East Belfast Partnership (EBP) to provide information on employability in East Belfast and an outline of the key issues affecting employment in the area. It also illustrates some of the different methods of presenting the information that is available.

The information in the briefing is targeted at those who need to understand the future direction of the local employment market and what initiatives are needed to ensure that local people access new opportunities. This could be our politicians, training providers, careers advisors in our schools and individuals.

The briefing sets out some of the challenges and opportunities for ensuring the widest access to existing and new employment opportunities in East Belfast and some of the trends and influences that are driving the employment market.

More detailed information on all the issues raised is contained on the East Belfast Partnership website: www.eastbelfastpartnership.org

Background

Traditionally East Belfast thrived on industrial powerhouses such as Belfast Rope Works and Harland & Wolff. Today the economic geography has dramatically changed with a decline in manufacturing and an increase in the service sector. As a result individuals possessing industry skills are finding it difficult to adapt these to other fields and are unable to find appropriate work.

On the positive side, the regeneration of Titanic Quarter (TQ) is expected to create 25,000 new full-time jobs over the next 15-20 years. The sectors that will benefit most are ICT, financial services, hospitality and tourism, hi-tech industries such as creative media, and support services aligned with the development. Other regeneration initiatives in the city such as Sirocco Quays, the Skainos project and the Connswater Community Greenway are all important for East Belfast.

Our challenge is to ensure that those entering the labour market from our schools and others seeking to access new and different employment have the support they need to take advantage of these opportunities.



Deprivation and social exclusion are persistent problems within certain pockets of East Belfast and it requires detailed analysis of statistics to understand where the long term employed people live and what combination of these factors are influencing their ability to take up work opportunities.

East is ranked as the 6th most deprived constituency in Northern Ireland (out of a possible 18); however in terms of employability it is ranked one of the best (17th). Although it is seen to have many comparative advantages over other Belfast areas it is the disparity between the 'best and worst' wards that is significant.

Figure 2 illustrates a strong positive relationship between the level of multiple deprivation and employment - therefore being in work is one of the key measures to address deprivation and poverty.

Figure 3 illustrates striking differences in economic circumstances between wards. This can be characterised by high levels of dependence on income support, housing benefit and low wages for those in work.

East retains a long standing trend of having the lowest rate of JSA claimants in Belfast; 34.1% of claimants are aged 16-24 years and males represent the majority of claimants - almost four times more than females.

The long term unemployed accounted for 12.6% of the total claimant count (those people claiming unemployment related benefits), a decrease of almost 5% since 2005.

There has been a significant increase in numbers of confirmed redundancies between 2004 and 2009 across Belfast. East experienced an enormous jump from 14 redundancies in 2008 to 609 in 2009, following the start of the economic downturn in 2008. The sector affected most in East Belfast was manufacturing bearing 80% of the redundancies, see Figure 4.

The 2001 Census reported 38.8% of those of working age in East were deemed 'economically inactive', similar to the Northern Ireland average. When considered alongside the 2008 Labour Force Survey a rise of 4% could be projected for 2010. However, this does not consider the impact of the recession. The economically inactive included 16.5% students, 28% people with family/home responsibilities, 40% permanently sick/disabled and 15.5% other. This differs substantially from the Northern Ireland figures which were 31% students, 24% family/home responsibilities and 31% permanently sick.

		Job Seeker's Allowance	Incapacity Benefits	Income Support	Housing Benefits
5 Most Deprived	Ballymacarrett	299	169	735	1199
	The Mount	267	160	693	1193
	Island	172	115	391	760
	Woodstock	340	170	552	1019
	Tullycarnet	95	54	219	340
5 Least Deprived	Hillfoot	46	13	19	21
	Gilnahirk	48	14	22	23
	Dundonald	79	27	30	90
	Ballyhanwood	66	15	32	52
	Stormont	85	32	54	86

Figure 2: NIMDM Multiple vs. Employment deprivation (NINIS, 2010).

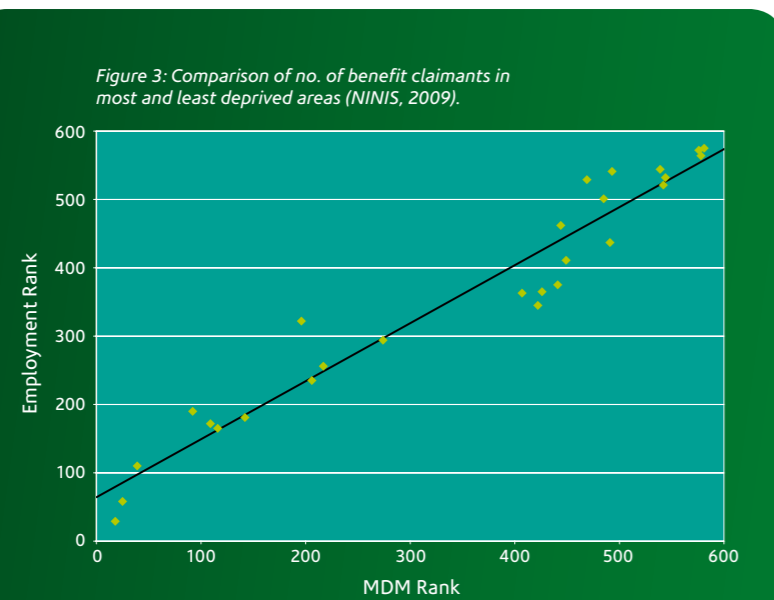


Figure 3: Comparison of no. of benefit claimants in most and least deprived areas (NINIS, 2009).

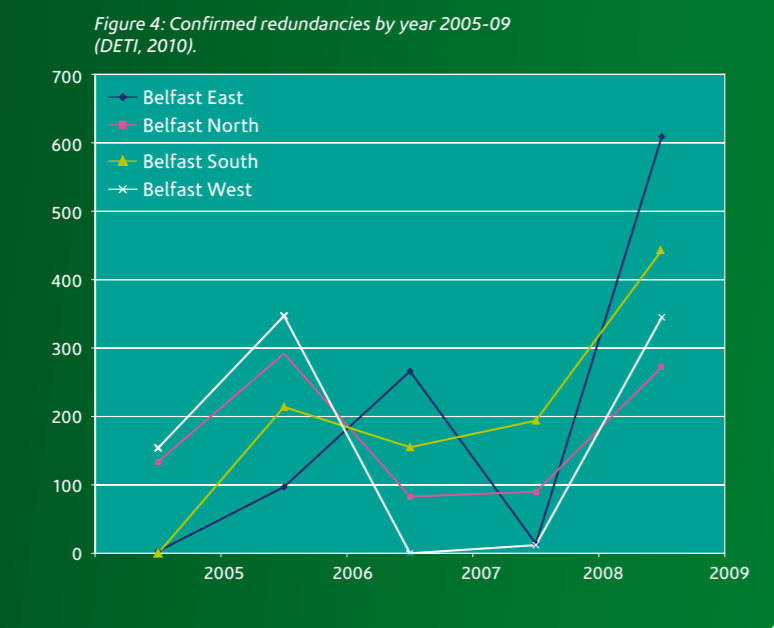


Figure 4: Confirmed redundancies by year 2005-09 (DETI, 2010).

Working for Less?

While East Belfast has a higher number of people in employment, many who are employed are in poorly paid work. The number of full time jobs recorded in East by the Annual Survey of Hours and Earnings (ASHE) was 22,000 in 2009, a drop of almost 30% from 2008.

Employees in East receive almost £100 less than those working in South. The average gross weekly earnings in East of full time employees was £470.20 in 2009, £30 less than the year before and 14% less than the Belfast average.

Reducing wages have become a feature of the current recession suggesting that this trend may continue. Figure 5 illustrates East Belfast as having one of the greatest gender pay gaps (measured by the median* hourly pay excluding overtime). For full-time male employees the annual percentage change between 2008 and 2009 was +1.2% compared to a dramatic -16% for females. This drop was not felt in other parts of the city. On average males receive over £1 an hour more than females, with the median full-time weekly wage being £100 a week.

The low level of wages in East may be attributed to the skills base of the adult population in some areas. Poor levels of literacy, numeracy and ICT skills restrict people from competing for higher level and better paid jobs.

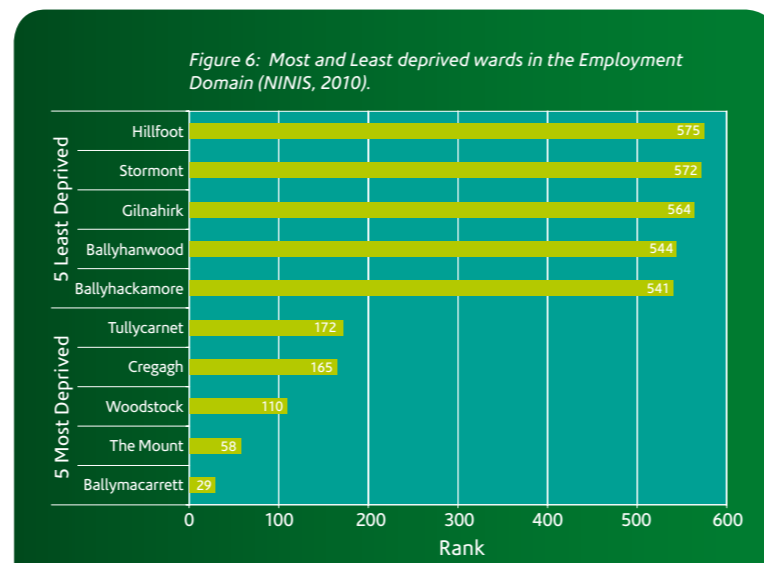


Figure 6: Most and Least deprived wards in the Employment Domain (NINIS, 2010).

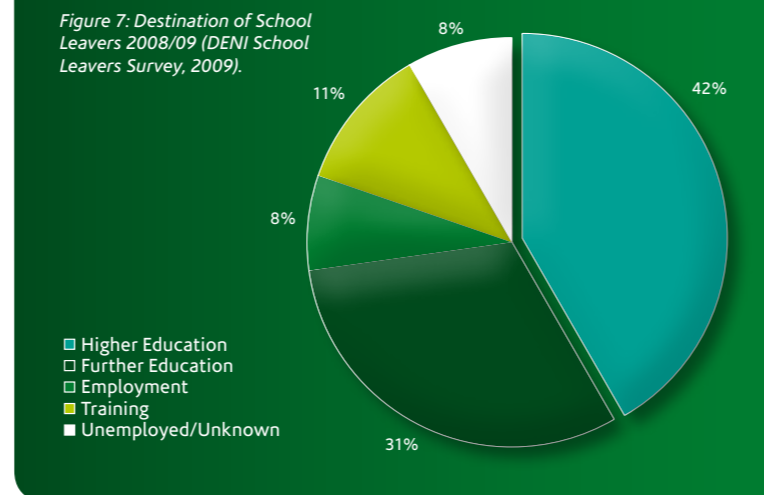


Figure 7: Destination of School Leavers 2008/09 (DENI School Leavers Survey, 2009).

Figure 8 shows the projected demand for qualifications, with almost 50% of skills needed degree level and above.

In the 2007 Census of employment 79% of jobs were in the service sector in East Belfast, a rise of approximately 4000 jobs in 6 years. Between 2001 and 2003 there were 900 less jobs in the manufacturing industry, and between 2005 and 2007 there was a further cut of 500 jobs, see Figure 9. Although the decline in manufacturing jobs is slowing the effects are still evident across the community. This is reflected in sectoral employment change across Belfast with growth in the past decade amongst the Business and Financial Services. The decline in manufacturing is mirrored to a lesser extent across Belfast.

A large proportion of people who attend university study subjects allied around medicine and other sciences (31%). A significant proportion of students also study business related degrees (14%). It is important to note that although the majority of graduates attended universities in Northern Ireland, 1/3 qualified in other UK institutions; this is an increase of 7% since 2005, see Figure 10. It is expected that skills will improve as better qualified young people start replacing older, less qualified workers.



Further information on how to collect and collate your own data from NISRA is available by contacting the Partnership on (028) 9045 1900 or email info@eastbelfastpartnership.org

	Male	Female	Female earnings as % of male earnings
Northern Ireland	11.29	10.63	94.2%
Belfast	12.83	11.84	92.3%
Castlereagh	9.67	11.63	120.3%
Belfast East	10.28	9.16	89.1%
Belfast North	11.19	12.65	113.0%
Belfast South	13.29	12.24	92.1%
Belfast West	12.95	11.52	89.0%

Figure 5: Total Gross Hourly Earnings for full-time employees by sex and area (ASHE, 2009).

*Median Pay
Median hourly pay provides a useful comparison however it does not indicate differences in rates of pay for comparable jobs. Pay medians are affected by differing work patterns, such as the proportions in different occupations, their length of time in jobs and whether they work full-time or part-time.

Getting the right qualifications

Matching qualifications and the appropriate skill levels has always been an issue for both job seekers and employers. According to the 2001 Census 41.6% of adults in Northern Ireland had no qualifications and half of East Belfast wards fell below this average. The LFS (2008) would suggest this percentage is projected to fall in the 2011 Census as 21.7% of working age population in Northern Ireland were recorded to have no qualifications. It is forecasted that between 2010-2020 a higher proportion of graduates are required to drive faster productivity growth. The anticipated job opportunities evident to date in TQ confirm this view.

There is a stark contrast in educational achievement for school children living in different parts of East Belfast. As Figure 6 illustrates substantial inequalities exist between areas such as Tullycarnet and Gilnahirk which are less than a mile away from each other. The proportion of school leavers achieving 5 GCSEs or more in 2008 was 26.8% and 96.2% respectively, and these differences are also reflected in A-Level attainment.

The majority of wards in East have experienced considerable improvement within the employability domain. This reflects a changing attitude to employment and greater involvement in area based initiatives. While most school leavers in East Belfast progress on to Higher or Further education, a significant number also go straight into employment or training, good career advice is therefore essential.

Figure 7 shows that 8% of school leavers become unemployed or have an unknown destination, not in education, employment or training (known as NEETs).

Figure 8: Forecasted demand for qualifications 2010-2020 (DETI Oxford Economics, 2009).

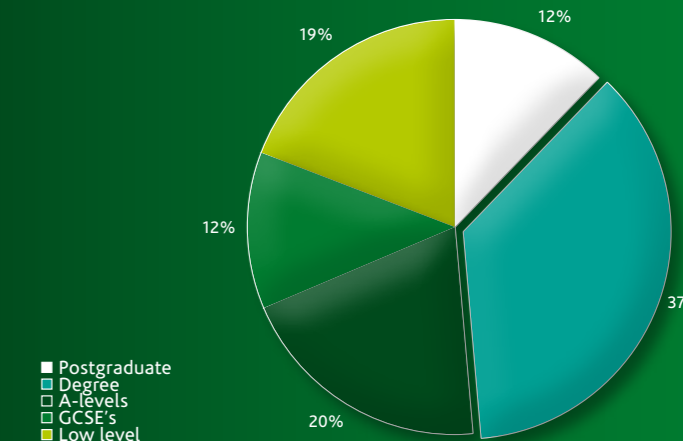


Figure 9: Sectoral employment performance 1998-2008 (DETI, Oxford Economics, 2009).

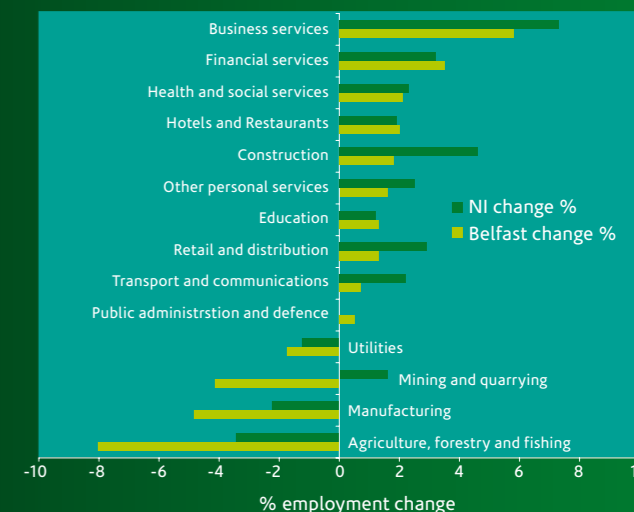


Figure 10: Higher Education qualifications (DENI School Leavers Survey, 2009).

