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**Social Experimentation for Active Aging
Local Mapping/Base-line report**

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Background

The population of the UK, as elsewhere throughout the developed world, is ageing. Between 1971 and 2006, the population aged 65+ grew by 31 percentage points while the proportion aged 16 and under declined by 19 points. It is anticipated that one third of the nation will be over age 50 by 2020. Average life expectancy has increased over recent decades: from age 77 in 1981 to age 84 in 2008 for women and from age 71 to age 81 for men. This trend is expected to continue. In addition, fertility rates have fallen below replacement levels. As a result, demographic support ratios are falling; in 2006, there were 3.3 people of working age for every person of state pensionable age and this ratio is projected to fall to 2.9 by 2031.

In response to concerns that current systems will be unable to cope with an ageing population, the government has targeted key areas for reform, including: social and health care, education, benefits and pensions. Extending working lives has become a key policy objective. To this end, Employment Equality (Age) Regulations came into force in October 2006, outlawing age discrimination in the workplace. The age regulations do not, however, apply beyond the workplace to goods or service provision.

Employment

After the age of 50, labour market participation among men and women drops precipitously. In recognition that declining employment rates among older people are not sustainable in a context of population ageing, skills shortages and fear of a pension's crisis, the government has introduced a range of initiatives over the past 15 years. Measures include age discrimination legislation, increased SPAs, flexible working regulations, an Age Positive campaign, reform of pension access rules and a new emphasis on worker capacity designed to get unemployed older people with a disability or in poor health back into work more quickly. It is increasingly recognised that the key to extending working life is flexibility (Cabinet Office, 2000; Department for Work and Pensions, 2005) – in working arrangements, retirement age and access to pensions while still working. The right to request flexible working has been extended to some individuals with eldercare responsibilities; this is an important step given that it has been suggested that eldercare may become **the** work and

family issue of the 21st century. The Age Positive campaign provides advice and guidance for employers and promotes examples of good practice, and the Finance Act has enabled individuals to draw down their pension while still employed without having to change employer or contract. After a prolonged period of declining rates of employment among older people, particularly men, labour market participation has been growing more recently. It is too early to assess the collective impact of government initiatives, however, and it is not clear whether recent improvements in employment participation rates merely reflect a previously buoyant economy or sustainable structural and cultural change. Alongside rising employment participation levels, there has also been a modest increase in the use of flexible working among older men and women since 2000 and, among men only, an increase in the incidence of part-time working. There is evidence to suggest, however, that while many older workers would appreciate the opportunity to work flexible hours, more widespread is a desire for less stressful working conditions.

Job quality is an important issue for older workers. Changing jobs later in life, in search of greater flexibility or less stress, risks downward occupational mobility, poorer terms and conditions, and the segmentation of older workers into lower quality jobs. Evidence suggests that while employers are now more willing to **retain** older workers and will take steps to maintain their employment, the impetus to **recruit** older workers has not increased to the same extent. Opportunities for older workers therefore become concentrated in a narrower range of occupations.

Issues of job quality and discrimination in recruitment processes are more acute for older people with other disadvantages. Evidence is scant, but the few studies that have investigated ageing and disability, gender or ethnicity have demonstrated that the odds of unemployment or low-paid work can accumulate the more types of disadvantage are endured. Other analyses, of disability and ageing, suggest that the lowered odds of employment among the disabled are not unduly exacerbated at older ages. Studies of employment, ageing and faith or lesbian, gay, bisexual or transgender (LGBT) groups were not encountered. It is clear, however, that the employment gap (which, although improving, still persists) applies both between older and younger people and also within the older population. Employment prospects at older ages are largely determined by life-course experiences, employment histories and skill sets, which in turn may be related to class, health and levels of education. Patterns of internal migration among older people also bear upon their employment

prospects, given the geographical spread of employment opportunities and variations at the local labour market level.

Preferences remain highly diverse, with many older people resentful of the expectation that they should work for longer. Others, typically working in more interesting jobs, are keen to remain in work beyond the SPA. Disadvantaged older people, from lower social classes and ethnic minority groups, are more likely to leave work prematurely for reasons of ill health or prolonged unemployment. Other low income groups continue working beyond their perceived ideal due to financial imperatives. Either way, their decisions are characterised by highly constrained choices.

Key facts and figures on older workers quarter two 2009

Source: Labour Force Survey (Q2 2009 Great Britain)

There are 20.2 million people aged 50 and over in Great Britain. Of these 9.0 million are aged between 50 and State Pension Age (SPA), accounting for 24.4% of people age 16-SPA
71.8% of those aged 50-SPA are in employment. This is lower than the employment rate for people aged 25 to 49 (80.1%) but higher than for those age 16-24 (52.2%).

Looking at the PSA target; the gap between the 50-69 employment rate and the 16-SPA employment rate is 16.8 percentage points, a reduction of 1.6 percentage point on the previous year.

Older workers are more likely to work part time than their younger counter parts. 24.6% of those in work aged 50-SPA compared with 21.0% for 25-49 year olds.

Employment rates vary by English government office region and country, from 77.6% in the South East to 63.2% in the North East.

Self employment is more common amongst those aged 50-SPA compared to younger workers. 17.3% of employed 50-SPA people are self-employed compared to 12.7% of employed 25-49 year olds and only 3.9% of 16-24 year olds.

People aged 50-SPA have spent on average 13.4 years in their current employment, compared with those below 50 with an average of 6.1 years.

50-SPA group has a high level of people with no qualifications. 17.6% those aged 50-SPA report no qualifications, compared with 9.6% of those under 50.

ILO unemployment is lower amongst those aged 50-SPA (4.8%) compared to those younger than 50 (8.9%)

People aged 50-SPA are more likely to be long-term unemployed. 30.7% of those unemployed aged 50-SPA compared with 21.0% of those under 50

Inactivity rates of those aged 50-SPA are higher than that of those below 50. 24.6% of the 50-SPA age group are inactive compared to 19.9% of those below 50

Of those claiming Incapacity Benefit (IB) or Severe Disablement Allowance (SDA) 47.0% are aged over 50

In the last year, workers aged 50-SPA have been negatively affected by the recession. There has been a 0.6 percentage point drop in the employment rate and a 1.3 percentage point rise in the ILO unemployment rate.

Statistics at the Great Britain level

TABLE 1: HISTORICAL SERIES QUARTER 2 BROAD LABOUR MARKET INDICATORS OF PEOPLE IN THE GB LABOUR MARKET (BY AGE)

Source ONS Labour Force Survey¹ (2nd Quarter 2009, GB, thousands, column per cent)

	1997	2003	2009
In Employment			
Number of people (000s):			
16-SPA	24,970	26,490	26,780
16-24	3,741	3,850	3,713
25-49	16,140	16,516	16,625
50-SPA	5,089	6,124	6,443
SPA+	794	906	1,345
Employment rate:			
16-SPA	72.8%	74.7%	72.7%
16-24	61.4%	59.9%	52.2%
25-49	79.2%	81.3%	80.1%
50-SPA	64.9%	70.4%	71.8%
SPA+	8.0%	8.8%	12.0%

ILO unemployed:			
Number of people (000s):			
16-SPA	1,947	1,365	2,322
16-24	622	512	871
25-49	1,013	649	1,124
50-SPA	312	204	328
SPA+	19	17	33
ILO unemployment rate:			
16-SPA	7.2%	4.9%	8.0%
16-24	14.3%	11.7%	19.0%
25-49	5.9%	3.8%	6.3%
50-SPA	5.8%	3.2%	4.8%
SPA+	2.3%	1.8%	2.4%

Inactive:			
Total (000s):			
16-SPA	7,390	7,593	7,759
16-24	1,731	2,067	2,535
25-49	3,216	3,153	3,015
50-SPA	2,444	2,373	2,208
SPA+	9,169	9,379	9,831
Inactivity rate:			
16-SPA	21.5%	21.4%	21.0%
16-24	28.4%	32.1%	35.6%
25-49	15.8%	15.5%	14.5%
50-SPA	31.2%	27.3%	24.6%
SPA+	91.9%	91.0%	87.7%

TABLE 1A: HISTORICAL SERIES QUARTER 2 BROAD LABOUR MARKET INDICATORS OF PEOPLE IN THE GB LABOUR MARKET (BY AGE AND GENDER)

Source ONS Labour Force Survey¹ (2nd Quarter 2009, GB, thousands, column per cent)

	1997	2003	2009	1997	2003	2009
	Male			Female		
In Employment						
Number of people (000s):						
16-SPA	13,763	14,525	14,605	11,206	11,965	12,174
16-24	1,934	2,009	1,920	1,806	1,841	1,793
25-49	8,750	8,894	8,851	7,390	7,622	7,773
50-SPA	3,078	3,622	3,834	2,011	2,502	2,609
SPA+	263	323	425	531	584	920
Employment rate:						
16-SPA	77.8%	79.3%	75.9%	67.5%	69.8%	69.1%
16-24	63.3%	61.9%	52.8%	59.5%	57.8%	51.4%
25-49	86.7%	88.4%	86.0%	71.9%	74.3%	74.2%
50-SPA	67.6%	72.4%	72.2%	61.1%	67.6%	71.1%
SPA+	7.3%	8.4%	10.2%	8.3%	9.0%	13.1%

ILO unemployed:						
Number of people (000s):						
16-SPA	1,208	833	1,432	740	532	891
16-24	373	305	531	249	207	340
25-49	612	386	655	401	263	468
50-SPA	223	142	245	90	61	83
SPA+	9	9	15	10	8	19
ILO unemployment rate:						
16-SPA	8.1%	5.4%	8.9%	6.2%	4.3%	6.8%
16-24	16.2%	13.2%	21.7%	12.1%	10.1%	15.9%
25-49	6.5%	4.2%	6.9%	5.1%	3.3%	5.7%
50-SPA	6.7%	3.8%	6.0%	4.3%	2.4%	3.1%
SPA+	3.3%	2.7%	3.4%	1.9%	1.4%	2.0%

Inactive:						
Total (000s):						
16-SPA	2,730	2,947	3,201	4,660	4,646	4,557
16-24	748	933	1,183	983	1,134	1,352
25-49	726	777	786	2,489	2,376	2,229
50-SPA	1,256	1,238	1,232	1,188	1,136	976
SPA+	3,327	3,491	3,745	5,842	5,888	6,087
Inactivity rate:						
16-SPA	15.4%	16.1%	16.6%	28.1%	27.1%	25.9%
16-24	24.5%	28.7%	32.5%	32.3%	35.6%	38.8%
25-49	7.2%	7.7%	7.6%	24.2%	23.2%	21.3%
50-SPA	27.6%	24.7%	23.2%	36.1%	30.7%	26.6%
SPA+	92.4%	91.3%	89.5%	91.5%	90.9%	86.6%

TABLE 2: CHARACTERISTICS OF PEOPLE IN THE GB LABOUR MARKET (BY AGE)

Source ONS Labour Force Survey¹ (2nd Quarter 2009, GB, thousands, column per cent)

Background Details:	All aged between 16-SPA	16-24	25-49	50-59/64 (SPA)	SPA and over
Total population (000s)	36,861	7,119	20,764	8,978	11,210
per cent of all 16+ population	76.7%	14.8%	43.2%	18.7%	23.3%
per cent from ethnic minorities	11.9%	61.5%	13.5%	5.9%	3.6%
per cent women	47.8%	49.0%	50.4%	40.8%	62.7%
per cent with no qualifications	11.5%	11.6%	8.9%	17.6%	13.9%

In employment:					
Total (000s)	26,780	3,713	16,625	6,443	1,345
per cent of age band	72.7%	52.2%	80.1%	71.8%	12.0%
per cent of all in employment who are:					
- self-employed	12.6%	3.9%	12.7%	17.3%	22.8%
- working part-time	24.3%	38.9%	21.0%	24.6%	66.2%
- in a permanent job	82.0%	83.2%	82.9%	78.8%	66.6%
proportion of those with no qualifications who are in employment	7.1%	5.2%	5.4%	12.5%	22.7%
average time in current job (yrs)	7.9	1.9	7.1	13.4	15.5
average gross hourly wage (£)	£11.85	£7.16	£13.33	£13.08	£10.25

ILO unemployed:					
Total (000s)	2,322	871	1,124	328	33
per cent of age band	6.3%	12.2%	5.4%	3.7%	0.3%
ILO unemployment rate	8.0%	19.0%	6.3%	4.8%	2.4%
per cent of all ILO unemployed who are unemployed for a year or more	22.4%	18.3%	23.1%	30.7%	32.7%

Inactive:					
Total (000s)	7,759	2,535	3,015	2,208	9,831
per cent of age band	21.0%	35.6%	14.5%	24.6%	87.7%
would like work (000s)	1,831	511	848	472	186
per cent of population	5.0%	7.2%	4.1%	5.3%	1.7%
... and available to start work in a fortnight (000s)	669	227	277	166	107
per cent of age band	1.8%	3.2%	1.3%	1.8%	1.0%
retired (000s)	524	^	7	517	9,152
per cent of age band	1.4%	^	0.0%	5.8%	81.6%
per cent claiming IB or SDA	5.1%	1.9%	5.6%	12.4%	0.4%

^ Data below sample variance

TABLE 2A: CHARACTERISTICS OF PEOPLE AGED 50 TO 69 IN THE GB LABOUR MARKET (BY AGE)

Source ONS Labour Force Survey¹ (2nd Quarter 2009, GB, thousands, column per cent)

Background Details:	50-69	50-54	55-59	60-64	65-69
Total population (000s)	13,545	3,747	3,483	3,585	2,729
per cent of all 16+ population	28.2%	7.8%	7.2%	7.5%	5.7%
per cent from ethnic minorities	5.4%	7.7%	5.5%	3.7%	4.2%
per cent women	51.1%	50.6%	50.8%	51.2%	51.8%
per cent with no qualifications	22.6%	16.0%	18.5%	24.9%	33.7%

In employment:					
Total (000s)	7,560	2,982	2,475	1,618	485
per cent of age band	55.8%	79.6%	71.0%	45.1%	17.8%
per cent of all in employment who are:					
- self-employed	17.6%	15.2%	16.2%	20.8%	29.3%
- working part-time	30.4%	23.2%	26.8%	39.5%	62.8%
- in a permanent job	77.6%	81.2%	79.9%	73.6%	57.1%
proportion of those with no qualifications who are in employment	13.6%	10.9%	13.2%	16.9%	20.9%
average time in current job (yrs)	13.5	12.4	13.9	14.6	14.7
average gross hourly wage (£)	£12.68	£13.34	£12.85	£11.67	£10.26

ILO unemployed:					
Total (000s)	359	143	129	70	17
per cent of age band	2.6%	3.8%	3.7%	1.9%	0.6%
ILO unemployment rate	4.5%	4.6%	5.0%	4.1%	3.4%
per cent of all ILO unemployed who are unemployed for a year or more	30.9%	28.5%	29.9%	37.1%	32.6%

Inactive:					
Total (000s)	5,626	622	879	1,897	2,227
per cent of age band	41.5%	16.6%	25.2%	52.9%	81.6%
would like work (000s)	658	173	180	190	115
per cent of population	4.9%	4.6%	5.2%	5.3%	4.2%
... and available to start work in a fortnight (000s)	273	51	64	87	70
per cent of age band	2.0%	1.4%	1.8%	2.4%	2.6%
retired (000s)	3,257	29	172	1,201	1,854
per cent of age band	24.0%	0.8%	4.9%	33.5%	67.9%
per cent claiming IB or SDA	n/a	10.1%	12.8%	8.5%	n/a

TABLE 3: CHARACTERISTICS OF PEOPLE IN THE GB LABOUR MARKET (BY AGE AND GENDER)

Source ONS Labour Force Survey¹ (2nd Quarter 2009, GB, thousands, column per cent)

	16-24		25-49		50-(SPA)		over SPA	
	Male	Female	Male	Female	Male	Female	Male	Female
Total population (000s)	3,634	3,485	10,293	10,471	5,311	3,667	4,184	7,025
per cent of all 16+ population	15.5%	14.1%	43.9%	42.5%	22.7%	14.9%	17.9%	28.5%
per cent from ethnic minorities	14.4%	14.7%	13.4%	13.7%	5.4%	6.7%	3.9%	3.5%
per cent with no qualifications	12.3%	10.9%	8.7%	9.0%	16.2%	19.6%	25.7%*	35.0%*

In employment:								
Total (000s)	1,920	1,793	8,851	7,773	3,834	2,609	425	920
per cent of age band	52.8%	51.4%	86.0%	74.2%	72.2%	71.1%	10.2%	13.1%
per cent of all in employment who are:								
- self-employed	5.6%	2.0%	16.6%	8.3%	22.8%	9.4%	40.1%	14.8%
- working part-time	31.8%	46.5%	5.6%	38.5%	12.9%	41.8%	58.5%	69.7%
- in a permanent job	80.8%	85.8%	79.9%	86.4%	73.7%	86.4%	48.2%	75.0%
- have no qualifications	6.2%	4.1%	6.3%	4.4%	12.4%	12.7%	24.4%	21.9%
average time in current job (yrs)	1.9	1.8	7.5	6.6	14.5	11.8	18.4	11.2
average gross hourly wage (£)	£7.23	£7.08	£14.93	£11.69	£14.11	£11.77	£11.66	£9.81

ILO unemployed:								
Total (000s)	531	340	655	468	245	83	15	19
per cent of age band	14.6%	9.7%	6.4%	4.5%	4.6%	2.3%	0.4%	0.3%
ILO unemployment rate	21.7%	15.9%	6.9%	5.7%	6.0%	3.1%	3.4%	2.0%
per cent who are unemployed for a year or more	19.8%	16.0%	23.4%	22.6%	32.8%	24.5%	31.1%	34.0%

Inactive:								
Total (000s)	1,183	1,352	786	2,229	1,232	976	3,745	6,087
per cent of age band	32.5%	38.8%	7.6%	21.3%	23.2%	26.6%	89.5%	86.6%
would like work (000s)	241	271	269	579	281	191	64	122
per cent of population	6.6%	7.8%	2.6%	5.5%	5.3%	5.2%	1.5%	1.7%
... and available to start work in a fortnight (000s)	115	111	82	194	107	59	40	67
per cent of age band	3.2%	3.2%	0.8%	1.9%	2.0%	1.6%	1.0%	1.0%
retired (000s)	^	^	3	4	385	131	3,554	5,598
per cent of age band	^	^	0.0%	0.0%	7.3%	3.6%	84.9%	79.7%
per cent claiming IB or SDA	2.0%	1.8%	6.1%	5.1%	13.0%	11.5%	0.2%	0.5%

^ Data below sample variance

* Respondents over the age of 70 who are not in employment are *not* asked about their qualifications therefore this cell only calculates proportion of age SPA to 69 with no qualification.

**TABLE 3A: CHARACTERISTICS OF PEOPLE AGED 50 TO 69 IN THE GB LABOUR MARKET
(BY AGE AND GENDER)**

Source ONS Labour Force Survey¹ (2nd Quarter 2009, GB, thousands, column per cent)

	50-54		55-59		60-64		65-69	
	Male	Female	Male	Female	Male	Female	Male	Female
Total population (000s)	1,851	1,896	1,713	1,771	1,748	1,837	1,316	1,413
per cent of all 16+ population	7.9%	7.7%	7.3%	7.2%	7.5%	7.5%	5.6%	5.7%
per cent from ethnic minorities	7.8%	7.6%	5.2%	5.7%	3.1%	4.2%	4.1%	4.3%
per cent with no qualifications	14.8%	17.1%	14.7%	22.2%	19.2%	30.3%	25.7%	41.1%

In employment								
Total (000s)	1,534	1,448	1,314	1,160	985	632	280	205
per cent of age band	82.9%	76.4%	76.7%	65.5%	56.4%	34.4%	21.3%	14.5%
per cent of all in employment who are:								
- self-employed	20.9%	9.1%	22.0%	9.7%	26.7%	11.7%	37.2%	18.7%
- working part-time	7.0%	40.4%	12.0%	43.6%	23.2%	64.8%	51.4%	78.4%
- in a permanent job	76.1%	86.5%	74.2%	86.3%	69.1%	80.7%	51.3%	65.2%
- have no qualifications	11.4%	10.4%	11.2%	15.5%	15.4%	19.1%	17.4%	25.8%
average time in current job (yrs)	13.7	11.0	14.9	12.8	15.1	13.7	15.6	13.6
average gross hourly wage (£)	£14.93	£11.85	£14.04	£11.66	£12.82	£10.15	£12.00	£8.71

ILO Unemployed								
Total (000s)	98	44	91	39	56	14	13	4
per cent of age band	5.3%	2.3%	5.3%	2.2%	3.2%	0.7%	1.0%	0.3%
ILO unemployment rate	6.0%	3.0%	6.4%	3.2%	5.4%	2.1%	4.6%	1.7%
per cent who are unemployed for a year or more	29.7%	26.0%	32.9%	22.8%	38.1%	33.1%	34.2%	26.5%

Inactive:								
Total (000s)	218	404	308	572	706	1,191	1,022	1,205
per cent of age band	11.8%	21.3%	18.0%	32.3%	40.4%	64.8%	77.7%	85.2%
would like work (000s)	78	95	84	96	119	71	64	51
per cent of population	4.2%	5.0%	4.9%	5.4%	6.8%	3.8%	4.8%	3.6%
...able to start work in a fortnight (000s)	22	29	35	29	51	37	40	30
per cent of age band	1.2%	1.6%	2.0%	1.6%	2.9%	2.0%	3.0%	2.1%
retired (000s)	11	18	58	114	315	886	832	1,022
per cent of age band	0.6%	0.9%	3.4%	6.4%	18.0%	48.2%	63.2%	72.3%
per cent claiming IB or SDA	10.0%	10.3%	12.7%	13.0%	16.9%	0.6%	n/a	n/a

[^] Data below sample variance

TABLE 4: CHARACTERISTICS OF SELECTED DISADVANTAGED GROUPS (BY AGE AND GENDER)

Source ONS Labour Force Survey¹ (2nd Quarter 2009, GB, thousands, column per cent)

Background Details:	Disabled				Ethnic minorities			
	16-SPA		50-SPA		16-SPA		50-SPA	
	Male	Female	Male	Female	Male	Female	Male	Female
Total population (000s)	2,952	2,785	1,510	1,019	2,191	2,189	288	245
per cent of all 16+ population	61.1%	47.8%	31.2%	17.5%	93.1%	89.9%	12.2%	10.0%
per cent with no qualifications	23.2%	22.9%	24.5%	30.4%	15.1%	17.3%	24.6%	27.0%

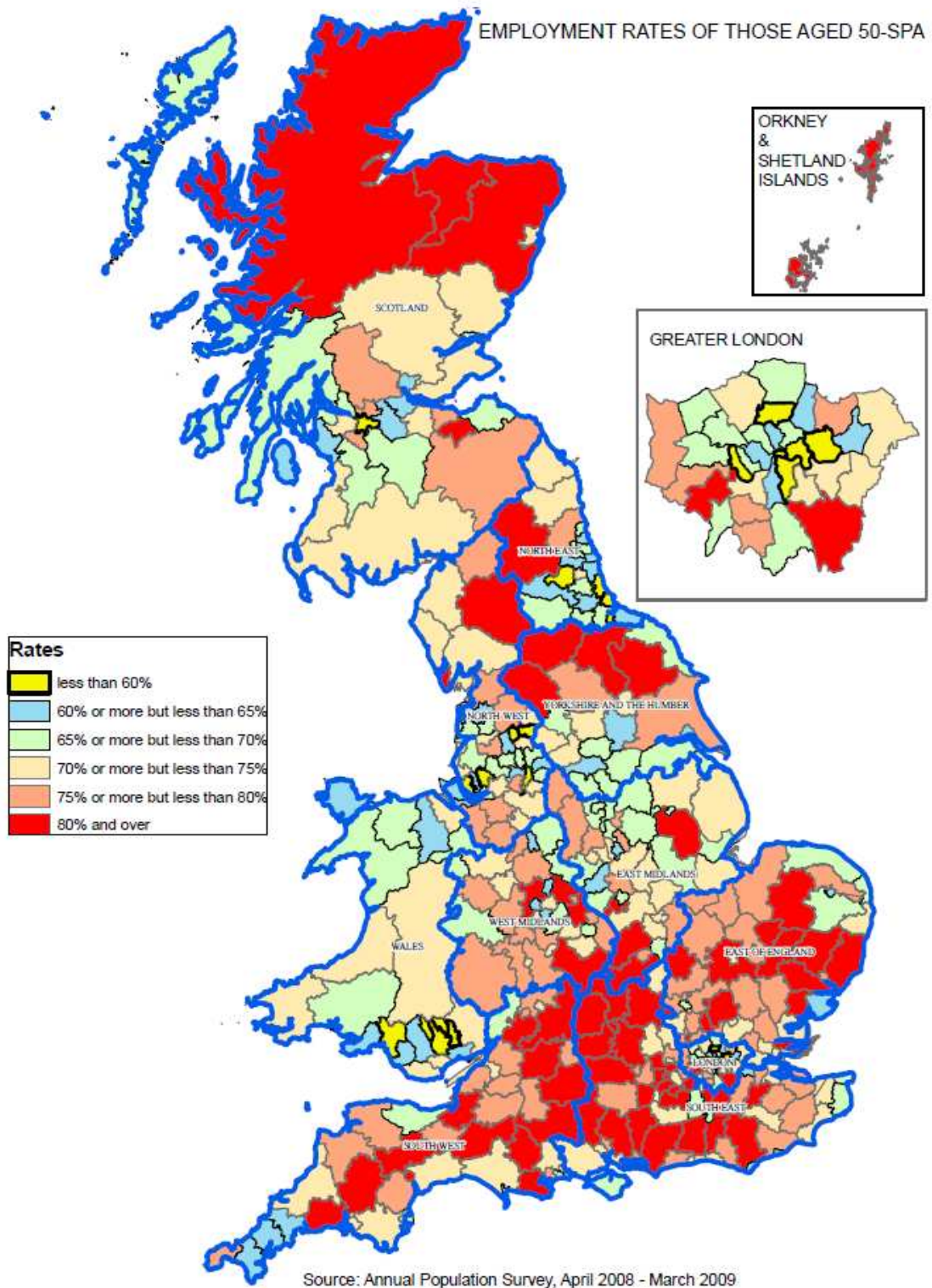
In employment:								
Total (000s)	1,417	1,307	683	463	1,471	1,106	190	142
per cent of age band	48.0%	46.9%	45.3%	45.5%	67.2%	50.5%	65.8%	57.9%
per cent of all in employment who are:								
- self-employed	19.2%	8.1%	22.6%	9.4%	17.5%	7.0%	26.9%	11.3%
- working part-time	17.0%	44.6%	19.5%	46.4%	18.8%	36.0%	14.5%	35.3%
- in a permanent job	76.0%	85.6%	73.5%	85.9%	74.4%	83.8%	69.7%	85.6%
proportion of those with no qualifications who are in employment	10.3%	8.2%	13.4%	13.8%	11.0%	6.5%	16.5%	12.7%
average time in current job (yrs)	10.9	8.0	14.5	11.3	5.4	5.2	11.4	11.6
average gross hourly wage (£)	£12.46	£10.49	£13.35	£10.82	£12.82	£11.55	£12.59	£11.45

ILO unemployed:								
Total (000s)	178	127	57	21	218	169	27	10
per cent of age band	6.0%	4.6%	3.8%	2.0%	9.9%	7.7%	9.3%	4.0%
ILO unemployment rate	11.2%	8.9%	7.7%	4.3%	12.9%	13.2%	12.4%	6.5%
per cent of all ILO unemployed who are unemployed for a year or more	4.2%	2.9%	3.1%	1.1%	3.5%	2.6%	4.0%	2.7%

Inactive:								
Total (000s)	1,357	1,350	769	535	502	914	72	93
per cent of age band	46.0%	48.5%	51.0%	52.5%	22.9%	41.7%	24.8%	38.1%
would like work (000s)	418	372	215	122	100	175	20	17
per cent of population	14.2%	13.3%	14.2%	12.0%	4.5%	8.0%	7.0%	6.9%
... and available to start work in a fortnight (000s)	112	85	59	24	25	62	6	5
per cent of age band	3.8%	3.1%	3.9%	2.4%	1.1%	2.8%	2.2%	1.9%
retired (000s)	118	30	117	30	15	5	14	4
per cent of age band	4.0%	1.1%	7.7%	2.9%	0.7%	0.2%	4.9%	1.7%

^aData below sample variance

Statistics by Country and Government Office Region¹



¹ The Labour Force Survey has not yet been setup to reflect the changes made in local authority boundaries that came into effect on 1st April 2009. The changes in full can be found using the following link.
<http://www.communities.gov.uk/documents/localgovernment/doc/1226948.doc>

TABLE 5: CHARACTERISTICS OF PEOPLE IN THE GB LABOUR MARKET (BY age and COUNTRY)

Source ONS Labour Force Survey¹ (2nd Quarter 2009, GB, thousands, column per cent)

	Great Britain		Scotland		Wales		England	
	16-SPA	50-69	16-SPA	50-69	16-SPA	50-69	16-SPA	50-69
Total population (000s)	36,861	13,545	3,212	1,244	1,791	730	31,858	11,570
per cent of all 16+	76.7%	28.2%	76.4%	29.6%	74.4%	30.3%	76.8%	27.9%
per cent from ethnic minorities	11.9%	5.4%	3.5%	0.8%	3.3%	1.3%	13.2%	6.1%
per cent women	47.8%	51.1%	48.6%	51.7%	47.8%	51.0%	47.7%	51.0%
per cent with no qualifications	11.5%	22.6%	13.0%	25.2%	14.3%	25.4%	11.2%	22.1%

In employment:								
Total (000s)	26,780	7,560	2,371	689	1,249	377	23,161	6,494
per cent of age band	72.7%	55.8%	73.8%	55.4%	69.7%	51.6%	72.7%	56.1%
per cent of all in employment who are:								
- self-employed	12.6%	17.6%	10.1%	16.3%	13.9%	18.8%	12.8%	17.7%
- working part-time	24.3%	30.4%	24.4%	27.9%	24.3%	31.3%	24.3%	30.6%
- in a permanent job	82.0%	77.6%	84.4%	78.9%	80.7%	77.7%	81.8%	77.4%
proportion of those with no qualifications who are in employment	7.1%	13.6%	8.9%	17.0%	9.1%	15.2%	6.8%	13.1%
Average time in current job (yrs)	7.9	13.5	8.5	14.4	8.5	14.1	7.8	13.4
Average gross hourly wage (£)	£12.58	£12.88	£11.80	£11.64	£10.98	£11.84	£12.75	£13.06

ILO unemployed:								
Total (000s)	2,322	359	187	36	104	22	2,031	301
per cent in age band	6.3%	2.6%	5.8%	2.9%	5.8%	3.1%	6.4%	2.6%
ILO unemployment rate	8.0%	4.5%	7.3%	4.9%	7.7%	5.6%	8.1%	4.4%
per cent who are unemployed for a year or more	22.4%	30.9%	20.4%	36.5%	23.2%	27.9%	22.5%	30.3%

Inactive:								
Total (000s)	7,759	5,626	654	519	438	331	6,667	4,776
per cent of age band	21.0%	41.5%	20.4%	41.7%	24.4%	45.3%	20.9%	41.3%
would like work (000s)	1,831	658	153	67	101	36	1,577	554
per cent of age band	5.0%	4.9%	4.8%	5.4%	5.6%	4.9%	5.0%	4.8%
... and available to start work in a fortnight (000s)	669	273	60	27	34	12	576	234
per cent of age band	1.8%	2.0%	1.9%	2.1%	1.9%	1.7%	1.8%	2.0%
retired (000s)	524	3,257	45	303	25	174	453	2,779
per cent of age band	1.4%	24.0%	1.4%	24.4%	1.4%	23.8%	1.4%	24.0%
per cent claiming IB or SDA	6.5%	12.4%	8.4%	15.2%	9.7%	18.3%	6.2%	11.7%

TABLE 6: INACTIVITY OF THOSE AGED 50-SPA IN THE GB LABOUR MARKET (BY COUNTRY AND GOVERNMENT OFFICE REGION)

Source ONS Labour Force Survey¹ (2nd Quarter 2009, GB, thousands, row per cent) and Work and Pensions longitudinal study February 2009 provided by the DWP Information Directorate

	Total number of people aged 50-59/64 SPA (000s)	50-SPA employment rate %	50-SPA Unemployment rate %	Numbers of Inactive	Inactive as a proportion of the population	Numbers on IB/SDA	Those on IB and/or SDA as a proportion of the population	Proportion of 50-SPA Retired.
Great Britain	8,978	71.8%	4.8%	2,208	24.6%	1,112	12.4%	5.8%
Wales	478	66.2%	6.3%	140	29.3%	88	18.3%	5.3%
Scotland	831	71.1%	5.2%	207	25.0%	126	15.2%	5.4%
England	7,670	72.2%	4.7%	1,860	24.3%	899	11.7%	5.8%
North East	409	63.2%	6.8%	132	32.2%	72	17.4%	5.1%
North West and Merseyside	1,052	70.1%	4.5%	279	26.6%	174	16.6%	5.7%
Yorkshire and the Humber	795	68.3%	5.0%	224	28.1%	104	13.2%	8.0%
East Midlands	697	72.5%	4.9%	166	23.8%	79	11.5%	5.3%
West Midlands	813	70.6%	6.3%	200	24.6%	103	12.6%	5.6%
Eastern	883	76.2%	3.9%	183	20.7%	74	8.5%	5.8%
South East	1,285	77.6%	3.0%	257	20.0%	96	7.5%	5.5%
South West	839	74.4%	3.8%	190	22.6%	78	9.4%	6.4%
Greater London	897	69.3%	6.6%	231	25.7%	117	12.8%	4.9%
Inner London	301	64.1%	7.5%	93	30.8%	54	17.3%	3.7%
Outer London	596	72.0%	6.3%	138	23.2%	64	10.5%	5.6%

Labour market segmentation statistics

TABLE 7: GB WORKFORCE BY INDUSTRY (INDSECT) (by AGE AND GENDER)

Source ONS Labour Force Survey¹ (2nd Quarter 2009, GB, thousands, row per cent)

	All in industry (000's)	16 - 24			25 - 49			50 - 59/64 SPA			SPA +		
		All	Men	Women	All	Men	Women	All	Men	Women	All	Men	Women
Agriculture and Fishing	428	1.2%	1.9%	0.4%	1.4%	2.1%	0.6%	1.8%	2.5%	0.7%	3.4%	7.0%	1.8%
Energy and Water	357	1.0%	1.3%	0.6%	1.3%	1.8%	0.7%	1.5%	2.2%	0.4%	0.5%	0.9%	0.3%
Manufacturing	2,931	6.8%	9.0%	4.4%	11.0%	15.4%	6.0%	12.1%	16.0%	6.4%	7.2%	11.3%	5.3%
Construction	2,214	7.4%	13.1%	1.3%	8.0%	13.4%	1.9%	8.8%	13.7%	1.7%	4.2%	8.2%	2.3%
Distribution, Hotels and Restaurants	5,252	40.0%	39.0%	41.1%	15.7%	15.2%	16.2%	14.8%	13.5%	16.6%	19.4%	17.3%	20.4%
Transport and Communication	1,832	3.9%	4.9%	2.8%	6.9%	9.6%	3.8%	7.6%	10.6%	3.0%	4.7%	8.5%	3.0%
Banking, Finance and Insurance	4,784	13.4%	13.3%	13.5%	18.7%	20.1%	17.1%	15.6%	17.0%	13.5%	15.9%	23.4%	12.4%
Public administration, Education and Health	8,397	16.9%	9.8%	24.4%	31.5%	17.7%	47.4%	32.6%	19.3%	52.1%	36.1%	13.9%	46.4%
Other services	1,712	9.5%	7.7%	11.4%	5.5%	4.8%	6.4%	5.2%	5.1%	5.5%	8.5%	9.5%	8.1%

¹ Data below sample variance

TABLE 7A: GB WORKFORCE BY OCCUPATION TYPE (BY AGE AND GENDER)

Source ONS Labour Force Survey¹ (2nd Quarter 2009, GB, thousands, row per cent)

	All in Occupation (000's)	16 - 24			25 - 49			50 - 59/64 SPA			SPA +		
		All	Men	Women	All	Men	Women	All	Men	Women	All	Men	Women
Managers and Senior Officials	4,402	3.7%	4.0%	3.3%	17.9%	21.2%	14.0%	17.2%	20.9%	11.9%	14.2%	20.0%	11.5%
Professional	3,828	4.9%	5.1%	4.8%	15.2%	16.2%	14.1%	15.0%	15.4%	14.4%	11.9%	16.2%	9.8%
Associate Professional and Technical	4,140	10.6%	11.4%	9.7%	17.0%	15.5%	18.7%	12.3%	11.7%	13.1%	10.7%	11.1%	10.5%
Administrative and Secretarial	3,169	11.1%	6.6%	15.8%	10.7%	4.0%	18.2%	11.3%	4.4%	21.5%	19.5%	5.5%	26.0%
Skilled Trades	2,927	11.0%	20.4%	1.1%	9.9%	17.2%	1.6%	12.3%	19.2%	2.2%	6.6%	15.2%	2.7%
Personal Service Occupations	2,433	10.9%	3.6%	18.6%	8.4%	2.3%	15.4%	7.5%	2.6%	14.6%	11.1%	3.8%	14.5%
Sales and Customer Service	2,055	21.4%	17.3%	25.9%	5.2%	2.9%	7.7%	4.8%	2.2%	8.6%	7.3%	2.5%	9.5%
Process, Plant and Machine Operators	1,928	4.0%	6.6%	1.1%	6.8%	11.3%	1.6%	9.2%	13.9%	2.4%	4.6%	11.7%	1.4%
Elementary Occupations	3,170	22.4%	25.1%	19.6%	9.0%	9.4%	8.5%	10.3%	9.7%	11.3%	14.1%	14.1%	14.1%

TABLE 7B: GB WORKFORCE BY EDUCATIONAL ATTAINMENT⁶, (BY AGE AND GENDER)

Source ONS Labour Force Survey¹ (2nd Quarter 2009, GB, thousands, column per cent)

	16 - 24			25 - 49			50 - 59/64 SPA			SPA +		
	All	Men	Women	All	Men	Women	All	Men	Women	All	Men	Women
All in Employment thousands=100%	3,713	1,920	1,793	16,625	8,851	7,773	6,443	3,834	2,609	1,345	425	920
Split by Educational Attainment:												
Degree or equivalent (NVQ Level 5)	13.6%	11.6%	15.4%	29.9%	29.1%	30.8%	20.5%	21.2%	19.5%	15.6%	19.7%	13.7%
Higher education (NVQ Level 4)	4.5%	4.3%	4.8%	10.0%	8.5%	11.8%	12.3%	10.4%	15.1%	11.1%	7.7%	12.7%
GCE A level or equivalent (NVQ Level 3)	35.5%	34.9%	36.2%	20.6%	22.7%	18.3%	23.5%	29.7%	14.3%	12.9%	19.3%	9.9%
GCSE grades A-C or equivalent (NVQ Level 2)	32.2%	32.5%	31.9%	21.5%	18.7%	24.7%	17.4%	12.3%	24.6%	17.8%	10.5%	21.1%
Other qualifications	8.4%	9.8%	6.9%	11.6%	13.5%	9.6%	13.1%	13.0%	13.1%	19.2%	17.5%	19.9%
No qualifications	5.2%	6.2%	4.1%	5.4%	6.3%	4.4%	12.5%	12.4%	12.7%	22.7%	24.4%	21.9%
Don't know	0.6%	0.5%	0.8%	0.9%	1.3%	0.6%	0.8%	1.0%	0.5%	0.8%	0.9%	0.8%

EMPLOYMENT PROGRAMMES

TABLE 8: STATISTICAL INFORMATION ON SELECTED EMPLOYMENT PROGRAMMES (BY AGE)

Source: DWP Information Directorate, March 2008 to February 2009

	Total		Those aged under 50		Those aged over 50	
	Individual starts	Individual jobs	Individual starts	Individual jobs	Individual starts	Individual jobs
New Deal 25 plus Enhanced	101.43	32.8	78.06	26.06	23.35	6.70
New Deal for Lone Parents	169.67	65.12	163.79	62.44	4.56	1.89
New Deal for Disabled People	32.37	29.78	23.92	21.73	8.44	8.03
New Deal for Partners	2.13	1.21	1.62	0.86	0.08	0.02
Employment Zones	45.27	14.3	40.72	13.29	4.11	0.93
New Deal 50 plus	9.13	12.28	N/A	N/A	9.16	12.25

Information on Pathways to Work performance can be found at:
<http://research.dwp.gov.uk/asd/asd5/reports2007-2008/rrep435.pdf>

Impact of recession statistics

TABLE 9: IMPACT OF RECESSION ON GB LABOUR MARKET (BY AGE)

Source ONS Labour Force Survey¹ (2nd Quarter 2009, GB, thousands, column per cent)

	2008	2009	Percentage point change 2008-2009
In Employment			
Number of people (000s):			
16-SPA	27,387	26,780	
16-24	4,000	3,713	
25-49	16,930	16,625	
50-SPA	6,457	6,443	
SPA+	1,297	1,345	
Employment rate:			
16-SPA	74.7%	72.7%	-2.0
16-24	56.5%	52.2%	-4.4
25-49	81.9%	80.1%	-1.8
50-SPA	72.4%	71.8%	-0.6
SPA+	11.8%	12.0%	0.2
ILO unemployed:			
Number of people (000s):			
16-SPA	1,589	2,322	
16-24	661	871	
25-49	720	1,124	
50-SPA	207	328	
SPA+	22	33	
ILO unemployment rate:			
16-SPA	5.5%	8.0%	2.5
16-24	14.2%	19.0%	4.8
25-49	4.1%	6.3%	2.2
50-SPA	3.1%	4.8%	1.7
SPA+	1.7%	2.4%	0.7
Inactive:			
Total (000s):			
16-SPA	7,694	7,759	
16-24	2,414	2,535	
25-49	3,023	3,015	
50-SPA	2,258	2,208	
SPA+	9,696	9,831	
Inactivity rate:			
16-SPA	21.0%	21.0%	0.1
16-24	34.1%	35.6%	1.5
25-49	14.6%	14.5%	-0.1
50-SPA	25.3%	24.6%	-0.7
SPA+	88.0%	87.7%	-0.3

TABLE 9A IMPACT OF RECESSION ON GB LABOUR MARKET (BY AGE AND GENDER)

Source ONS Labour Force Survey¹ (2nd Quarter 2009, GB, thousands, column per cent)

	2008	2009	Change 2008- 2009	2008	2009	Change 2008- 2009
	Male			Female		
In Employment						
Number of people (000s):						
16-SPA	15,035	14,605		12,352	12,174	
16-24	2,081	1,920		1,919	1,793	
25-49	9,080	8,851		7,850	7,773	
50-SPA	3,875	3,834		2,583	2,609	
SPA+	439	425		859	920	
Employment rate:						
16-SPA	78.6%	75.9%	-2.7	70.4%	69.1%	-1.3
16-24	57.7%	52.8%	-4.8	55.4%	51.4%	-3.9
25-49	88.7%	86.0%	-2.7	75.3%	74.2%	-1.0
50-SPA	73.6%	72.2%	-1.4	70.6%	71.1%	0.5
SPA+	10.7%	10.2%	-0.6	12.4%	13.1%	0.7
ILO unemployed:						
Number of people (000s):						
16-SPA	936	1,432		653	891	
16-24	397	531		264	340	
25-49	394	655		326	468	
50-SPA	144	245		63	83	
SPA+	11	15		12	19	
ILO unemployment rate:						
16-SPA	5.9%	8.9%	3.1	5.0%	6.8%	1.8
16-24	16.0%	21.7%	5.6	12.1%	15.9%	3.8
25-49	4.2%	6.9%	2.7	4.0%	5.7%	1.7
50-SPA	3.6%	6.0%	2.4	2.4%	3.1%	0.7
SPA+	2.4%	3.4%	1.0	1.4%	2.0%	0.6
Inactive:						
Total (000s):						
16-SPA	3,147	3,201		4,547	4,557	
16-24	1,131	1,183		1,283	1,352	
25-49	768	786		2,255	2,229	
50-SPA	1,248	1,232		1,010	976	
SPA+	3,642	3,745		6,054	6,087	
Inactivity rate:						
16-SPA	16.5%	16.6%	0.2	25.9%	25.9%	0.0
16-24	31.3%	32.5%	1.2	37.0%	38.8%	1.8
25-49	7.5%	7.6%	0.1	21.6%	21.3%	-0.3
50-SPA	23.7%	23.2%	-0.5	27.6%	26.6%	-1.0
SPA+	89.0%	89.5%	0.5	87.4%	86.6%	-0.8

TABLE 10 IMPACT OF RECESSION ON GB LABOUR MARKET (BY AGE AND GENDER)

Source ONS Labour Force Survey¹ (2nd Quarter 2009, GB, thousands, column per cent)

Background Details:	2008		2009		Percentage point change	
	All aged between 16-SPA	50- 59/64 (SPA)	All aged between 16-SPA	50-59/64 (SPA)	All aged between 16-SPA	50-59/64 (SPA)
Total population (000s)	36,669	8,922	36,861	8,978		
per cent of all 16+	76.9%	18.7%	76.7%	18.7%	-0.2	-0.0
per cent from ethnic minorities	11.2%	6.0%	11.9%	5.9%	0.6	-0.1
per cent women	47.9%	41.0%	47.8%	40.8%	-0.1	-0.1
per cent with no qualifications	12.2%	18.6%	11.5%	17.6%	-0.7	-1.1

In employment:						
Total (000s)	27,387	6,457	26,780	6,443		
per cent of age band	74.7%	72.4%	72.7%	71.8%	-2.0	-0.6
per cent of all in employment who are:						
- self-employed	12.4%	17.3%	12.6%	17.3%	0.2	0.1
- working part-time	23.5%	24.0%	24.3%	24.6%	0.8	0.6
- in a permanent job	82.4%	78.9%	82.0%	78.8%	-0.4	-0.1
proportion of those with no qualifications who are in employment	7.6%	13.1%	7.1%	12.5%	-0.5	-0.7
average time in current job (yrs)	7.7	13.2	7.9	13.4	0.2	0.1
average gross hourly wage (£)	£11.41	£12.62	£11.85	£13.08	£0.43	£0.47

ILO unemployed:						
Total (000s)	1,589	207	2,322	328		
per cent of age band	4.3%	2.3%	6.3%	3.7%	2.0	1.3
ILO unemployment rate	5.5%	3.1%	8.0%	4.8%	2.5	1.7
per cent of all ILO unemployed who are unemployed for a year or more	25.1%	39.7%	22.4%	30.7%	-2.7	-9.0

Inactive:						
Total (000s)	7,694	2,258	7,759	2,208		
per cent of age band	21.0%	25.3%	21.0%	24.6%	0.1	-0.7
would like work (000s)	1,889	461	1,831	472		
per cent of population	5.2%	5.2%	5.0%	5.3%	-0.2	0.1
... and available to start work in a fortnight (000s)	636	140	669	166		
per cent of age band	1.7%	1.6%	1.8%	1.8%	0.1	0.3
retired (000s)	552	544	524	517		
per cent of age band	1.5%	6.1%	1.4%	5.8%	-0.1	-0.3
per cent claiming IB or SDA	5.4%	12.7%	5.1%	12.4%	-0.3	-0.3

Notes to tables

1. LABOUR FORCE SURVEY

The majority of the results presented in this booklet are based on Labour Force Survey (LFS) data for Great Britain in Quarter 2 (April-June) 2009. The LFS is a representative sample survey of 60,000 private households in Great Britain & Northern Ireland. Some of the results in the tables have been omitted where the sample on which they are based is small and the estimates derived are likely to vary considerably from one quarter to another because of sampling variability. None of the estimates presented here are seasonally adjusted, comparisons should be made with the same quarter of previous years. For this please note that due to the re-weighting in with 2007 population figures, comparisons can only be made from quarter two 2009.

For more detailed information the LFS please visit
<http://www.statistics.gov.uk/StatBase/Source.asp?vlnk=358&More=Y>

2. ILO UNEMPLOYMENT

ILO unemployment is the internationally agreed definition of unemployment, defined by the International Labour Organisation (ILO) – an agency of the United Nations. Under ILO guidelines, all people aged 16 and over can be classified into one of three states: in employment, ILO unemployed, or economically inactive.

ILO unemployed people are:

- Out of work, want a job and have actively sought work in the last four weeks and are available to start work in the next 2 weeks or,
- Out of work, have found a job and are waiting to start it in the next two weeks.

The ILO unemployment rate is the number of ILO unemployed divided by the total number of people who are employed or seeking work (e.g. the total ILO employed plus the total ILO unemployed).

3. Inactive

Not in employment and either not seeking work or not available for work.

4. State Pension Age (SPA)

SPA is currently 60 for women and 65 for men. From 2010 the female SPA will be gradually increased to 65 by 2020.

5. People over SPA

Just over 5% of those people who are SPA and over live in medical and care institutions. They are not included in these estimates

6. People over SPA and qualifications

Of those over SPA, only those in employment are asked to provide information about their qualifications.

This information is in the public domain and may be used and copied without prior clearance.

These statistics are compiled by the Department for Work and Pensions, Extending Working Life Unit's Economist Team, and as part of the Government's commitment to provide information on the position of Older Workers in the Labour Market.

Information is from the ONS (Office for National Statistics) Labour Force Survey data for Quarter 2 (Apr- Jun) 2009.

FACTS RELATED TO HEREFORDSHIRE

Nature of Herefordshire employers

Employers in Herefordshire varied greatly in size, ranging from small sole-trading operations to very large organisations employing thousands of people. The vast majority (86.7%) were small employers (1-10 employees) and 89% operated as part of the private sector. Self-employed businesses were largely seeking to grow their turnover and number of clients, although less were seeking to increase their number of associates. Overall, approximately one quarter (26.7%) of all businesses classed as self-employed were not looking to grow their business in any way. Key reasons included being content with the current size; the desire to remain independent; and a lack of resources.

Business outlook

The state of the economy was a concern for 65.3% of employers, and was expected to remain an issue for the next three years. Regulations, management of cash flow and taxation were also significant current and future concerns for many employers. Almost three-quarters (72%) of employers reported that the overall size of their workforce had remained unchanged over the past 12 months, while 14.6% reported an increase and 13% a decrease. The majority of employers were much more optimistic for future employment with 19% forecasting an increase in workforce size.

Overall 27.1% of organisations saw their turnover rise in the past year, although this was more than offset by the 30.1% that experienced a contraction. Employers were generally optimistic about their turnover in the next 12 months with 43% having predicted an increase and just 12.1% forecasting a decrease. Almost half (49%) of employers were found to be working at either full capacity or beyond normal full capacity. Data shows that the proportion of organisations working beyond normal capacity increased with company size.

Markets and international trade

On the whole, Herefordshire employers were orientated towards local customers – 48% stated that the majority of their customers came from within the local town or county, while just 3% stated their custom came predominately from abroad. Public sector organisations had the largest local customer base with 75.7% located within Herefordshire. Just around one-sixth (15.7%) of all organisations were found to be engaged in exporting goods or services from the UK. However, 55% of the largest of firms were engaged with exporting. The most common markets to export to among Herefordshire exporters were Europe, North America and Australia/New Zealand.

Business networking

More than half of all organisations actively networked with other businesses in their own or related sectors. Employers of more than 50 staff were most engaged with networking. The benefits of networking were seen to include the opportunity to develop and share ideas, innovation and best practice, as well as the ability to compare and discuss issues of common interest. A sizeable proportion of employers, however, saw no benefits to networking.

Migrant workers

Just 7.7% of all organisations had recruited any migrant labour over the previous 12 months. Engagement increased with the size of firms, with 62.2% of the largest employers having employed migrant labour. Just under a half (46.6%) of migrant labour recruiters had done so on a permanent basis, while 32% had employed them on a temporary basis. Poland was the primary usual country of residence for employees of Herefordshire organisations, while Latvia, Slovakia and Lithuania were also large contributors of migrant workers to the local economy. Migrant workers were most commonly recruited because they were the most suitable candidate, and, to a lesser extent, because of their higher motivation and better attitude over non-migrants workers.

Broadband

The great majority (81.5%) of employers needed Broadband internet access in order to operate effectively, which matches closely with the proportion which had current access, which totalled 87.2%. Current Broadband provision was largely adequate for those businesses which have access, yet larger businesses were less happy, with just 33% finding access adequate. Just over a third of those surveyed thought faster Broadband would be required in the future, with more service sector employers demanding faster Broadband than other employers. Approximately two-thirds of organisations which wanted faster Broadband forecast that their business would be impaired without it.

Transport

71.5% of organisations in Herefordshire rated an effective transportation system as either “important” or “very important” to the delivery of their goods or services. The transportation infrastructure in the County causes many problems for businesses, with the most common, a loss of man hours, being experienced by a third of all organisations. More than a quarter of employers wanted to see a bypass of Hereford City put in place to ease congestion in the City, while more than a fifth wanted improvements to be made to County roads maintenance. Public transport improvements were a priority for relatively few businesses across the County, although 21.7% of public sector organisations identified them as a priority.

Flexible working and childcare

Just over two-fifths (43.2%) of organisations were aware of a demand for flexible working amongst their employees. Flexible working policies were present in a little over a third of Herefordshire organisations, with the most common flexible working offered being part time hours (available at more than two-thirds of organisations). One in ten organisations were aware of staff which has experienced difficulties in finding quality and affordable childcare, while just 3% of organisations reported having had anyone leave their employment or turn down a job due to childcare issues. Childcare assistance was offered by very few employers with just 8.5% offering flexible working as a solution and even fewer providing Childcare Vouchers or childcare.

Sustainability

Businesses in Herefordshire were very aware of sustainability issues and just short of nine out of ten (86.8%) organisations had taken steps to reduce their environmental impact. Three-quarters of organisations had implemented a waste management plan and a fifth had in place a carbon/energy/fuel reduction plan. Just 5.4% had a travel plan in place, while just 3.6% were part of an accreditation scheme such as ISO 14001 and BREEAM.

Business support

A little over a quarter (28.4%) of organisations had received general support or advice regarding the day-to-day operation or longer term development of the business over the past 12 months. The most common sources of advice and support were accountants, Business Link and Chamber of Commerce. Support seems to be readily available in Herefordshire with less than 10% of organisations being unable to source any specific type of advice. The nature of such support was most often regarding business grants or funding or of a technical and industry-specific nature.

Unemployment

This section shows levels and trends of unemployment in Herefordshire. The Office for National Statistics (ONS) supplies data on numbers and rates¹ of unemployment, the age of those who are unemployed and duration of their unemployment. The following is a summary of the key information as of **October 2010**. All figures are unadjusted for seasonal variation unless otherwise stated.

Key findings

- The claimant count (number of Jobseekers Allowance claimants) for Herefordshire saw a decrease between September and October 2010. In October 2010 the count was 2,368, a 1% decrease on September 2010 and a 16% decrease on this time last year (2,831). Compared to

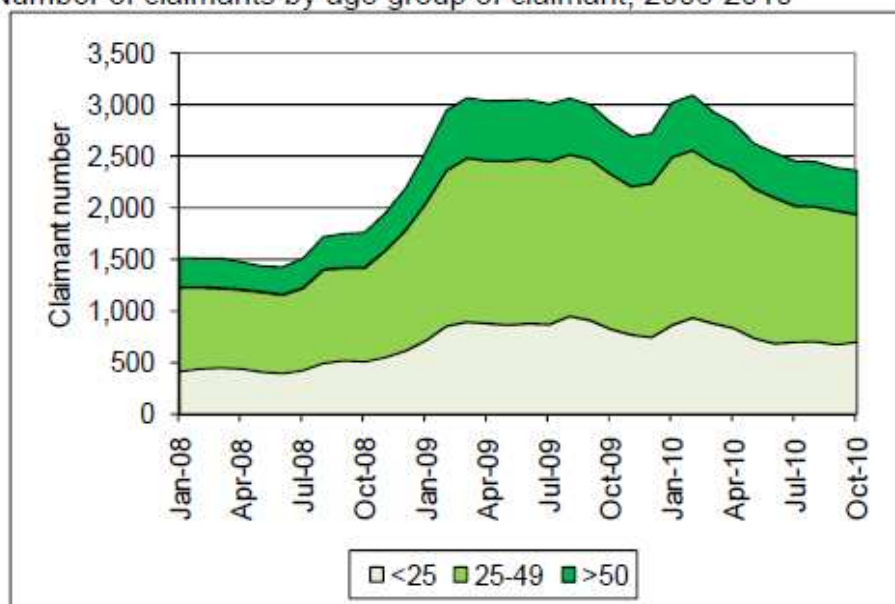
July 2008 (1,505), before any increase associated with the downturn was seen, the claimant count was still up 57%.

- The seasonally adjusted count saw an increase in October 2010, increasing to 2,501 from 2,450 in September.
- In October both the on-flow (new claimants) and the off-flow (claimants leaving benefit) increased, but the off-flow remained slightly higher resulting in a small decrease in stock (claimant count).
- Herefordshire's unemployment rate in October was 2.2%, low compared to West Midlands region (4.4%) and England as a whole (3.5%).
- The unemployment rate for the 18-24s saw an increase in October 2010, increasing to 5.5% from 5.7% in September. The rate for the over 50s remained at 1.3%, whilst the 25-49s decreased by 0.1 percentage points to 2.3%.
- Between June and October 2010 the number of short-term claimants (less than 6 months) has been increasing (+55 claimants, +3%), whilst the number of medium (6-12 months) and long term (over 12 months) claimants has decreased.
- Overall between September and October, 16 wards saw an increase, 3 saw no change and 21 decreased. The wards with the highest unemployment rate in October 2010 were Central (4.6%), Belmont (3.9%), Ross-on-Wye West (3.8%), St Martin's and Hinton (3.7%), Leominster South (3.7%) and Leominster North (3.5%).
- The greatest proportion of claimants by usual occupation are those in the 'elementary administration and service occupations' (12%), 'elementary trades, plant and storage related occupations'² (15%) and the 'sales occupations' (18%). These professions also accounted for the greatest proportion of claimants prior to the recession, although the 'elementary trades, plant and storage related occupations' were typically higher than 'sales occupations'.
- In October the ratio of claimants to vacancies decreased to 2.3, lower than for October 2009 (3.1) and lower than the West Midlands and England as a whole (2.7 and 2.8 respectively).

Age and duration

In October 2010, claimants between 25 and 49 years of age accounted for the greatest proportion of claimants, 52% (1,230 claimants). Those under 25 accounted for 30% and the 50s and over, 18%. The number of claimants under 25 increased slightly (+25) in October, whilst the over 50s increased by 10 and the 25-49s decreased by 60 claimants. Looking at the age specific unemployment rates, the 18-24s had the highest rate in October 2010 (5.7%) (up slightly from 5.5% in September 2010), compared to 2.3%. When calculating the unemployment rate for the younger age group, claimants of 16-17 are excluded as many aren't eligible to claim and so the resulting low numbers of claimants for the 25-49s (down from 2.4% in September). The rate for the over 50s remained at 1.3%.

Chart 2. Number of claimants by age group of claimant, 2008-2010



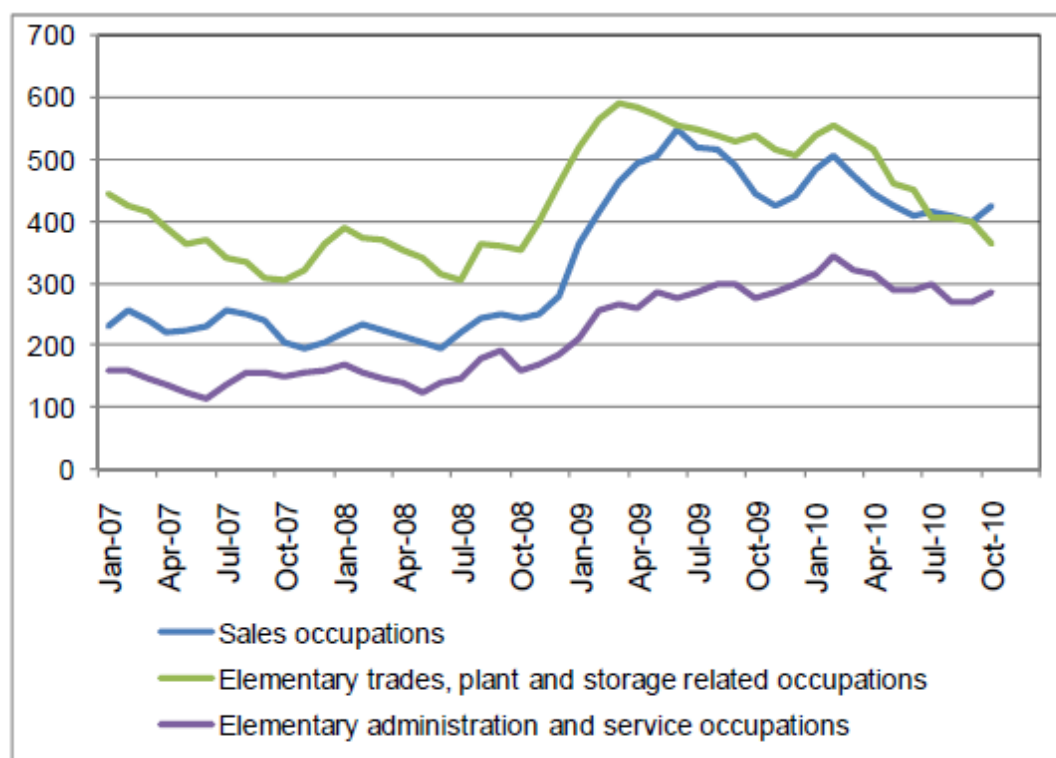
Source – ONS crown copyright

Occupation

When looking at the usual occupation of claimants, the greatest proportion are in the 'elementary administration and service occupations' (12%), 'elementary trades, plant and storage related occupations'⁴ (15%) and the 'sales occupations' (18%). Since February 2010 the 'sales occupations' saw a decrease of 80 claimants since July 2008 and the 'elementary trades, plant and storage related occupations' decreased by 190 claimants. The elementary administration and service occupations also decreased by 60 claimants. These professions

also accounted for the greatest proportion of claimants prior to the recession, although the ‘elementary trades, plant and storage related occupations’ were typically higher than ‘sales occupations’.

Chart 5. Number of claimants for the three highest occupation of claimants



Source – ONS crown copyright

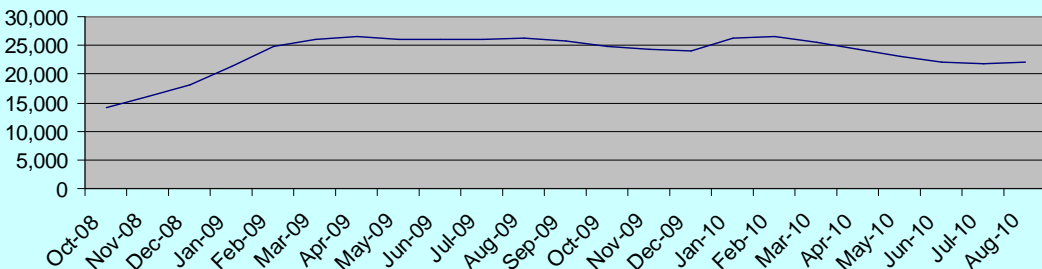
CONCLUSION

Overall the unemployment rate for over 50's in Herefordshire is low at 1.3% and this is lower than the UK overall and the West Midlands specifically. However what all the above data fails to outline is hidden unemployment. We have anecdotal evidence of much hidden unemployment in Herefordshire and this is all the case in Kington. Furthermore, the current recession is and will continue to have a significant impact on rural economies reliant on agriculture, sales and service occupations. For example Appendix 1 notes that the top sought after job was sales, whilst the top two notified vacancies are sales and care assistants/home carers. The public sector in the UK is set for approximately 200,000 job losses by 2014, and this will have a substantive impact in rural communities.

Appendix 1. Labour market Bulletin: The Marches District

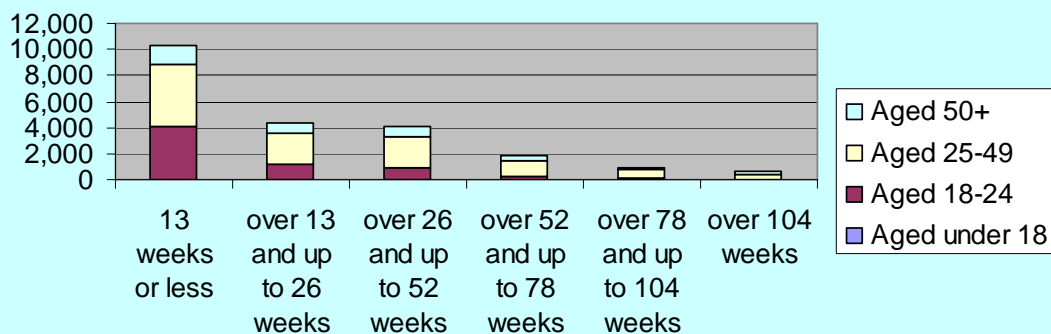
**LABOUR MARKET BULLETIN
THE MARCHES DISTRICT**

Prepared by Jobcentre Plus Regional Office, West Midlands – September 2010

Local Authority information	Local Authority	Population	Working age population	Employment rate (Dec 2009)
	Shropshire	291,800	179,400	75.1%
	Telford & Wrekin	162,300	105,100	68.8%
	Worcestershire	556,500	351,300	75.7%
	Herefordshire	179,100	109,400	76.5%
JSA Claimant Count The Marches Jobcentre Plus District (August 2010)	<ul style="list-style-type: none">▪ 21,832▪ A decrease of -127 (-0.6%) on June 2010▪ A decrease of -4,226 (-16.2%) on July 2009			
<div>JSA Count. The Marches District</div> 				
JSA Claimant Count by duration The Marches Jobcentre Plus District (August 2010)	Duration	Number	Actual change on last month	% change on last month
	13 weeks or less	10,330	900	9.5%
	13 – 26 weeks	4,300	-550	-11.4%
	26 – 52 weeks	4,040	-10	-0.3%
	52 weeks +	3,435	-40	-1.3%
JSA count by age The Marches Jobcentre Plus District (August 2010)	Age	Number	Actual change on last month	% change on last month
	Under 18	70	5	10.8%
	18 - 24	6,460	245	3.9%

2010)	25 - 49	11,735	35	0.3%
	50+	3,845	5	0.1%

JSA Count by age and duration. The Marches



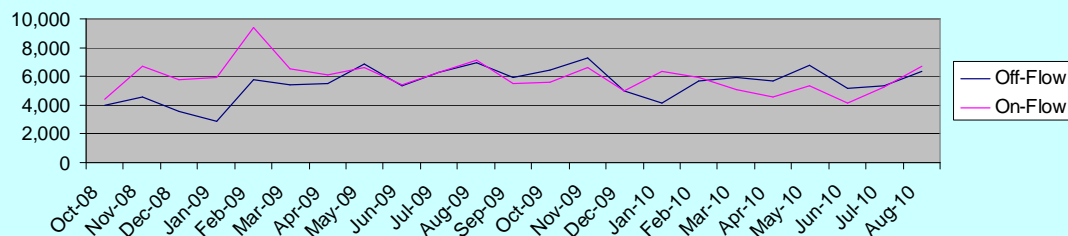
**JSA Off flow
The Marches
Jobcentre Plus
District (August
2010)**

- JSA off flow 6,380
- This is an increase of 1,018 (19.0%) against last month.

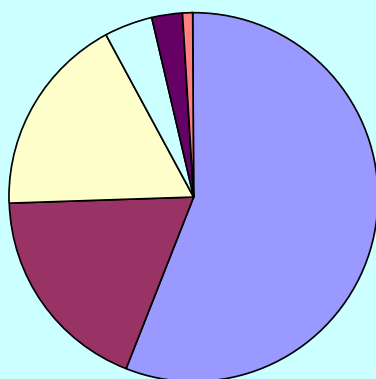
**JSA On flow
The Marches
Jobcentre Plus
District (August
2010)**

- JSA on flow 6,704
- This is an increase of 1,460 (27.8%) against last month.

JSA Flows. The Marches



JSA off flows by duration. The Marches



- 13 weeks or less
- over 13 and up to 26 weeks
- over 26 and up to 52 weeks
- over 52 and up to 78 weeks
- over 78 and up to 104 weeks
- over 104 weeks

Other Benefits February 2010

Local Authority	ESA & IB	Lone Parents
Herefordshire	5,890	1,240
Shropshire	9,470	1,780
Telford and Wrekin	7,680	2,420
Worcestershire	18,260	4,500

Jobcentre Plus total notified vacancies The Marches Jobcentre Plus District (August 2010)

Notified vacancies August 2010	7,978
Notified vacancies July 2010	7,365
Change on month 613 An increase of 8.3%	
Notified vacancies August 2009	7,105
Change on year 873. An increase of 12.3%	

Top ten notified vacancies by occupation The Marches Jobcentre Plus District (August 2010)

3542 : Sales representatives	696
6115 : Care assistants and home carers	648
7111 : Sales and retail assistants	400
9233 : Cleaners, domestics	346
8211 : Heavy goods vehicle drivers	338
9223 : Kitchen and catering assistants	292
4150 : General office assistants/clerks	208
5434 : Chefs, cooks	181
3211 : Nurses	176
8111 : Food, drink and tobacco process	164

	operatives	
Top ten sought occupations by JSA On flow The Marches Jobcentre Plus District (August 2010)	7111 : Sales and retail assistants	1,115
	4150 : General office assistants/clerks	405
	9149 : Other goods handling and storage occupations	400
	8212 : Van drivers	235
	9225 : Bar staff	195
	6115 : Care assistants and home carers	160
	8139 : Assemblers and routine operatives	155
	9121 : Labourers in building and woodworking trades	150
	9139 : Labourers in process and plant operations	145
	9223 : Kitchen and catering assistants	135

Appendix 2: Kington Area Information

Kington

Kington is the smallest of Herefordshire's market towns, situated on the Welsh border in 'Kington Town' ward. The majority of the built-up area is covered by the 'Kington central' area, but some falls into the larger surrounding 'Kington doughnut' LSOA – which also includes the parishes of Kington Rural and Lower Harpton.

- Kington Town has a population of 3,200 people, with a relatively high proportion of pensionable age.

- 'Kington doughnut' has a higher proportion of lone pensioner households than 'Kington central', which has more working-age single person households and lone parents.

- Kington has a relatively high proportion of school pupils living in the ward who speak English as an additional language – the 2nd highest in the county.

- Although not deprived in a national context, 'Kington central' is one of the 25% most deprived areas of Herefordshire in terms of multiple deprivation, being relatively deprived in respect of income, employment, education & skills.

- Almost all of the residents of Kington who are registered with a GP attend The Meads surgery in the town.

- Kington has a relatively low rate of smoking quitters¹⁴. Those who do quit have the lowest success rate in the county (i.e. are still not smoking after 4 weeks).

- Levels of nitrogen dioxide (affected by traffic congestion) at the monitoring site in Kington comfortably satisfy the objective level, but saw the second largest increase in the county between 2004 and 2007. Both areas are amongst the 10% least deprived in England in terms of outdoor living environment, with 'doughnut' one of the least deprived in the county.

Figure 5: Parishes & Lower Super Output Areas (LSOAs) within Kington Town ward



¹⁴ Although it is not possible to be certain that this means fewer smokers quitting: the measure is of quitters per 100,000 population, so a low rate could mean fewer people quitting, or alternatively fewer people smoking in the first place. It could also be influenced by the age structure of the population.

- Both areas fall within the 25% most deprived in Herefordshire in terms of overall income deprivation and income deprivation affecting children: 'Central' is one of the 20% most deprived in the county in both respects, and also for income deprivation affecting older people.
- Kington has a low proportion of working age residents who have a degree or higher level qualification, and a relatively high proportion who have no qualifications at all. Both areas are amongst the most deprived in Herefordshire in terms of adult skills; 'central' is one of the 20% most deprived in England.
- A relatively high proportion of working residents of 'Kington central' walk or cycle to work. 'Kington doughnut' has a high proportion who work from home, but also of people who travel at least 10 km to get to work. A relatively high proportion of workers are self-employed, and employment in the agricultural sector is comparatively common.
- The educational attainment of pupils living in the ward as a whole is slightly better than for the county overall. However, the wider measure of children & young people's education, skills & training deprivation, which takes into account absences and further/higher education participation, shows 'Kington central' to be one of the 20% most deprived areas of Herefordshire in this respect. Only parts of Hereford and Leominster are more deprived. The ward has the highest proportion in the county of resident pupils identified as having a special educational need.
- In the 2007 Youth Survey, young people (aged 13-18) living in the Kington area¹⁵ were more likely to say that they would like to be more involved in decision making about their local area than young people in Herefordshire overall.
- Along with almost half of the county, both 'central' and 'doughnut' are amongst the 10% least deprived in England in terms of crime; 'doughnut' is also one of the least deprived locally. Residents of the wider Kington area¹⁵ are amongst the most likely in the county to feel safe when out in their local area after dark.
- Kington is less deprived than other areas of Herefordshire in terms of geographical barriers to services; almost all households are within set distances of a Post Office and a cashpoint. In terms of perceived access to services, residents of the wider Kington area¹⁵ are amongst the most likely in the county to find it difficult to access either a dentist or a chemist/pharmacy. A relatively high proportion of households in 'Kington central' don't have access to a car or van.
- 'Kington central' has relatively high proportions of rented homes – both from registered social landlords and private landlords; conversely 'doughnut' has a high proportion that are owner occupied without a mortgage. Both areas have relatively high proportions of properties in the two lowest Council Tax bands. Both are also amongst the most deprived in England in terms of indoor living environment; 'Kington doughnut' is one of only three 'urban' or 'town & fringe' areas that are amongst the 25% most deprived in Herefordshire.

¹⁵ Defined, for the analysis of survey responses, as the wards of Kington Town; Castle; Pembridge & Lyonshall with Tilly and Mortimer. It is not possible to analyse surveys for smaller areas due to numbers of responses.

