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1. Introduction

The Gender Equality Duty, which came into force in April 2007, requires public authorities to promote gender equality and eliminate unlawful sex discrimination. The duty places legal responsibility on public authorities to demonstrate that they treat men and women fairly. The duty will affect policy making, public services, such as transport, and employment practices such as recruitment and flexible working.

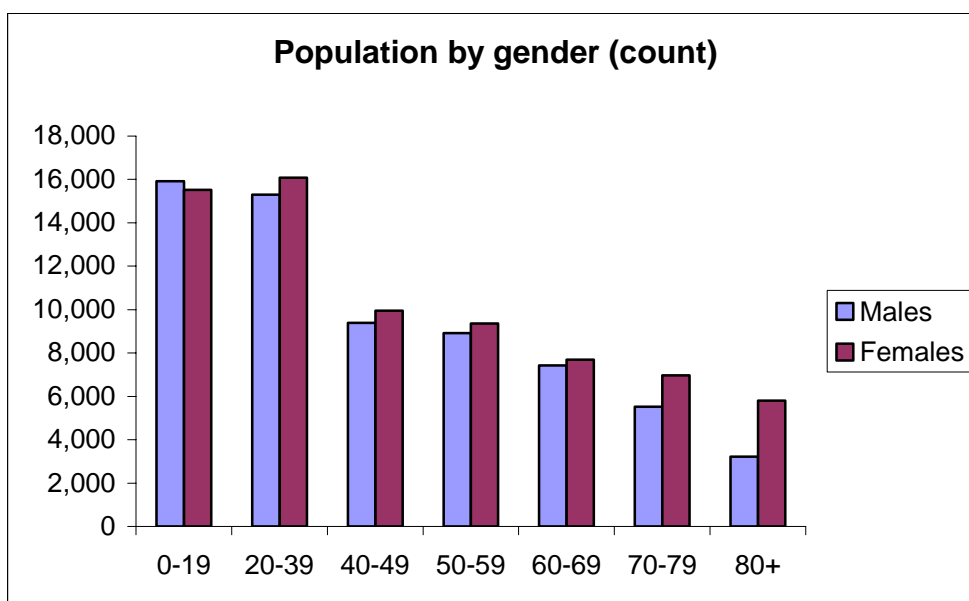
This paper seeks to inform discussion on gender-related issues by providing information on men and women in Poole with respect to a range of socio-economic indicators. Where appropriate, national comparisons are made.

2. Population

- **Poole's total population¹ is 137,100 of whom 65,700 (48%) are males and 71,400 (52%) are females.**

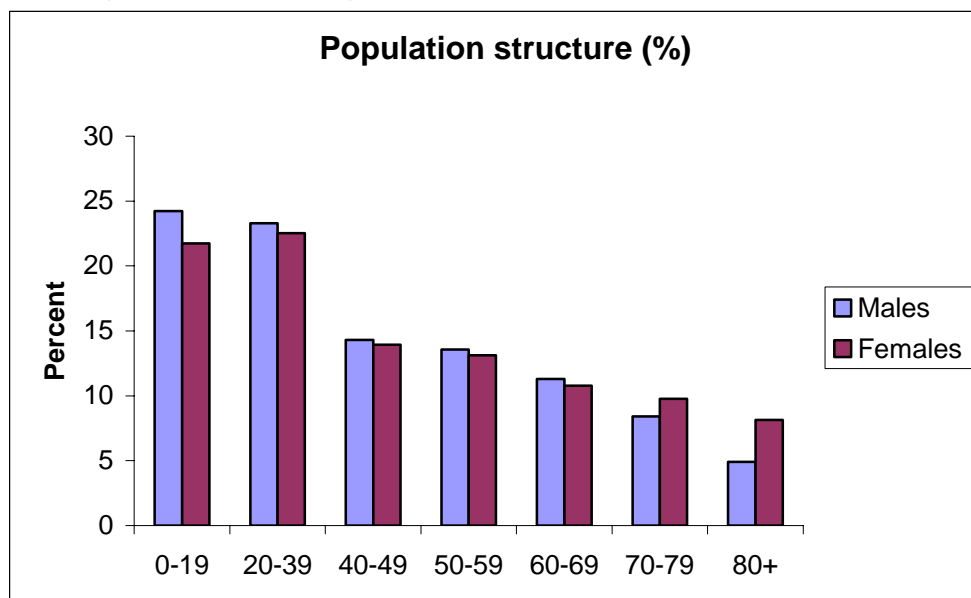
Charts 1 and 2 below look at the age structure in terms of numbers and percent of each gender.

Chart 1. Population structure, count, 2005



¹ Mid-year estimate, 2005. Source: ONS

Chart 2. Population structure, percent, 2005



3. Economics

3.1 Employment

Table 1 below shows key employment statistics² by gender for Poole. The figures in parenthesis are UK rates. The percentage of women of working age who are economically active is less than that of men; however, for those who are economically active the unemployment rate in Poole is higher for women than for men, the reverse of the national picture.

Table 1. Employment

Indicator	Males	Females
Economically active	86.3% (83%)	71.0% (73%)
Employment rate	83.4% (78.3%)	68.4% (69.7%)
Unemployment rate	3.4% (5.6%)	3.8% (4.6%)

Source: APS, April 2005- Mar 2006

3.2 Pay

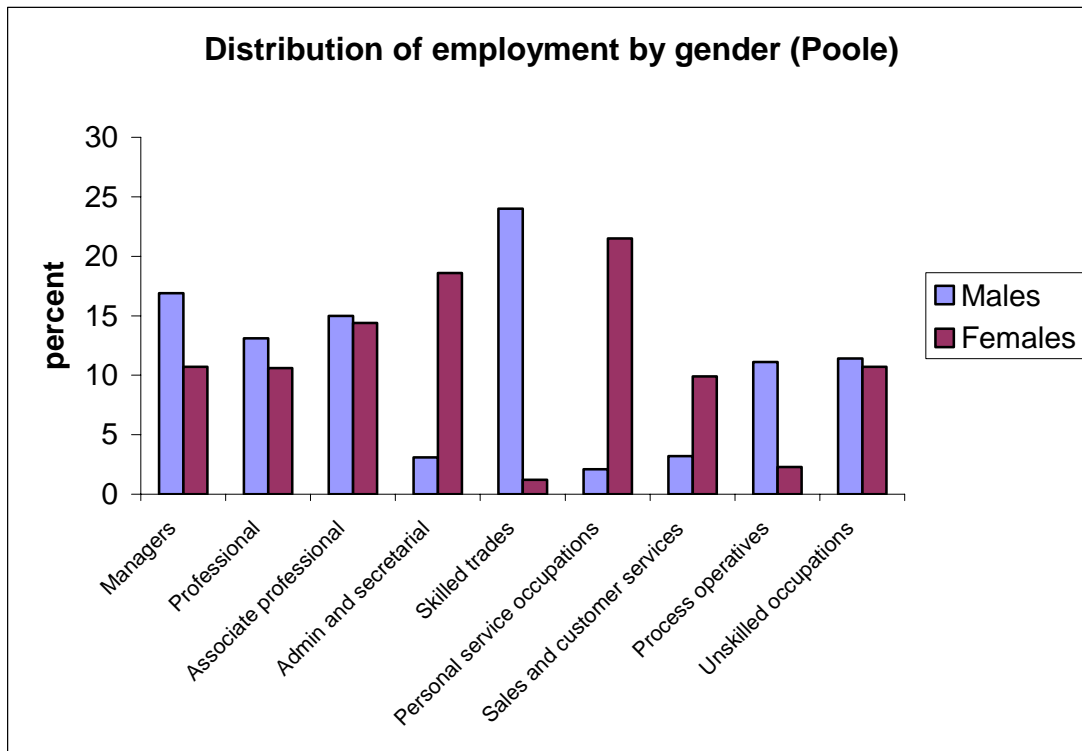
Our best source of data on pay is the Annual Survey of Hours and Earnings April 2005-06). From this we can see that, for the UK, the median income of male full-time workers was £25,769 and for female full-time workers was £20,131 (or 78% of the figure for males). Also, for example, 40% of full-time male workers earned at least £29,000 per annum yet only 25% of female full-time workers earned at least that amount. It should be stressed that we are not comparing like-for-like jobs here, but simply overall figures.

Figures on income are also published for Poole but the standard errors in the most recent survey are too high to attach statistical confidence to the quoted results. Nonetheless, we do not expect the local situation to show any major departure from the national picture. (The data suggests that full-time female workers resident in Poole have a median income of 72% of the corresponding figure for men but, as mentioned above, it is not statistically reliable.)

It may be instructive to examine the types of jobs carried out by male and female workers resident in Poole. There are striking differences in employment profiles. For example, 19% of the females work in admin or secretarial jobs as opposed to only 3% of males. Chart 3 below shows the percentage of male and female workers working in 9 broad sectors.

² Economically active and employment rates are percentages of the working age population. Unemployment rate is a percentage of the economically active.

Chart 3. Distribution of employment by gender.

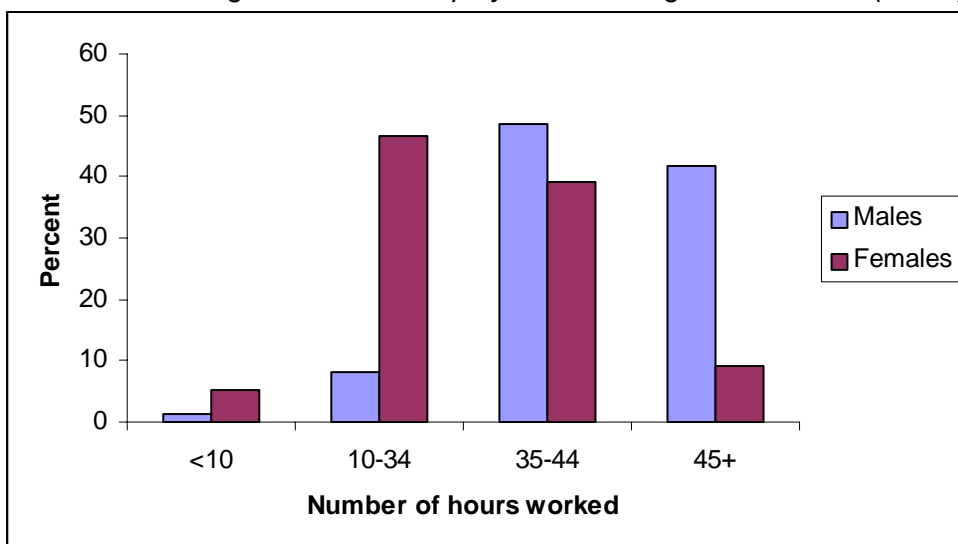


Source: APS, July 2005-June 2006,

3.3 Hours worked

There is a marked difference in the distribution of hours worked by male and female workers. Women are much more likely to work part-time – more than half of females in employment (52%) work less than 35 hours, while this is true for less than 10% of the male workforce. See Chart 4 below.

Chart 4. Percentage of those in employment working various hours (Poole)

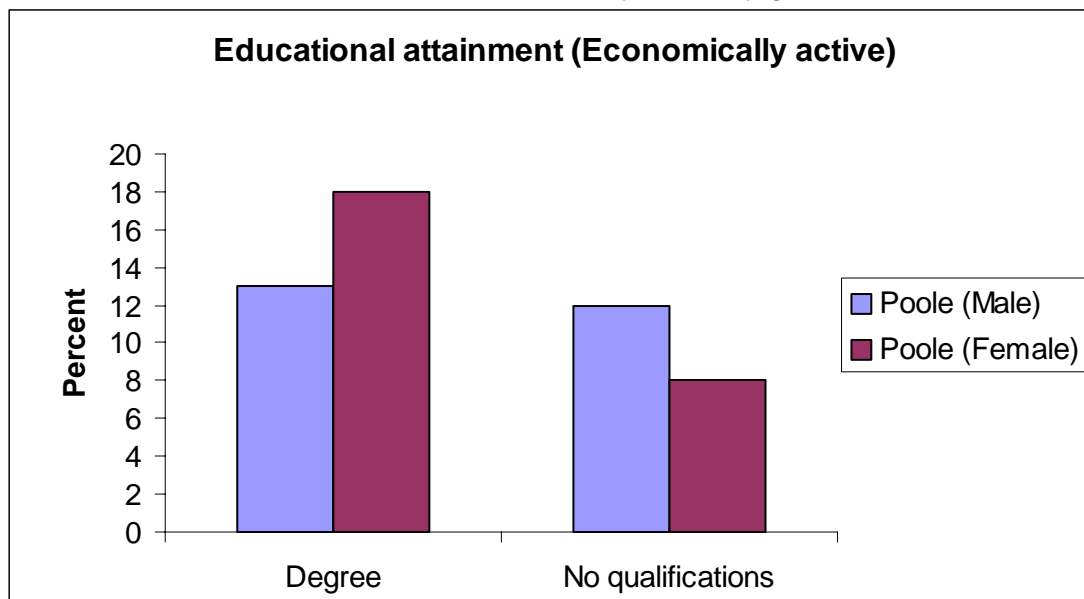


Source: APS, Apr2005 – Mar 2006

3.4 Qualifications of workers

Although female worker residents of Poole are (probably) paid less than their male counterparts they are, if anything, better educated. The chart below examines the proportions of those *who are economically active* who are educated to degree level and also, at the other extreme, those who have no qualifications.

Chart 5. Educational attainment of economically active by gender



Source:

APS, Jan- Dec, 2005

3.5 Lone Parents and employment

In Poole, in 2001, there were 3,277 lone-parent households. Of these, 315 were headed by a male and 2,962 by a female.

- 9.6% of lone parent households in Poole are headed by a male and 90.4% by a female.
- 64% of male single parents are employed compared with 51% of female single parents.
- 56% of male single parents are employed full-time compared with 17% of female single parents.

3.6 Mode of travel to work

Differences in personal mobility between the male and female workforce is, perhaps, not as marked as some may believe:

- 71% of males and 66% of females who live in Poole and travel to work drive themselves to their workplace³

However, females are more likely to use public transport:

- 3.1% of the males who live in Poole and travel to work do so by bus. The corresponding figure for females is 8.6%

³ These figures are based on Census data. Car ownership levels among females continue to increase so this gap will have narrowed.

3.7 Dependent Pensioners

It is difficult to determine differences in post-retirement incomes between men and women. The claimant rates for Pension Credit, which can be used as a proxy for income deprivation are, however, broadly similar:

- ❑ In Poole, 19% of male pensioners and 20% of female pensioners are dependent on Pension Credit payments.⁴

4. Educational attainment of young people

At GCSE level, females perform better than males, both locally and nationally. Table 2 below shows the percentage obtaining at least 5 GCSE grades at A*- C in England and Poole. (2005). In both cases the statistics are residence-based.

Table 2. Percentage obtaining 5+ GCSE grades at A* - C, 2005

	Poole	England
All pupils	60	56
Males	57	51
Females	64	61

Source: DfES

At GCE level we again find that girls perform better than boys nationally with respect to average total scores, average scores per entry and the proportion obtaining at least three grade As at A-level. The key findings are shown in Tables 3 – 5 below. Interestingly, the situation in Poole is reversed with respect to the last measure, where males outperform females.

Table 3. Average total score for GCE entries, 2005

	Poole	England
All pupils	293.3	265.8
Males	292.0	253.9
Females	294.5	275.7

Source: DfES

Table 4. Average score per GCE entry, 2005

	Poole	England
All pupils	79.9	77.1
Males	78.0	74.2
Females	81.7	79.4

Source: DfES

Table 5. Percentage of GCE candidates with at least 3 A-levels at grade A, 2005

	Poole	England
All pupils	8.8	6.9
Males	9.4	6.5
Females	8.2	7.3

Source: DfES

⁴ As at August 2006. Source: DWP.

5. Health and Care

5.1 Carers

- ❑ There were 14,326 carers in Poole in 2001, of whom 6,041 (42%) were males and 8,285 (58%) were females.

5.2 Limiting long-term illness

- ❑ 17% of males and 18% of females who were living in households in Poole in 2001 regarded themselves as suffering from a limiting long term illness. (This is 11,077 males and 13,033 females.)

5.3 Life expectancy at birth (2002- 4)

- ❑ Life expectancies at birth for males in Poole is 78.0 (England = 76.6) and for females is 82.2 (80.9).

5.4 Living alone

Older women are more likely to live alone than older men:

- ❑ In Poole, 18% of males and 41% of females aged 65+ live alone. For those aged 85+, the figures are 32% and 53% respectively.

6. Personal Mobility among older people

Nationally (GB), 27% of females aged 70+ hold a driving licence compared to 69% of men. Older women therefore often find themselves without access to a car when a male car-driving partner dies. However, the difference between the proportions of men and women holding a driving licence is expected to significantly reduce over the next decade if present trends continue. (See also §3.6 above.)

7. Crime

The statistics below are based on data collected from April 1, 2005 to March 31, 2006. They relate to reported crime incidents in Poole.

- ❑ For cases where the gender of the victim is recorded, we find that 44% of victims were females and 56% were males.
- ❑ For cases where the gender of the offender is recorded, we find that 20% of offenders were females and 80% were males.
- ❑ In cases of domestic violence, where the gender of the victim is recorded (almost all cases) we find that 79% of victims were females and 21% were males.

Further information

This paper provides a summary of the research and analysis that has been carried out under this heading. For further information on this subject or to access detailed data, maps and information please contact Charles Arthurs at:

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