

# Secondary Data Analysis of National Social and Economic Surveys

## A contribution to *emda's* strategic evidence base

NatGen – National Centre for Social Research

March 2009

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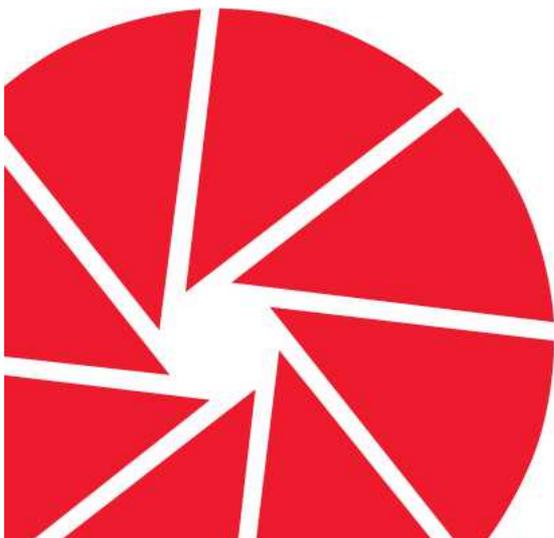
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# Evidence Base of the Single Regional Strategy - *NatCen* Contribution

Prepared for: East Midlands Development Agency

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## Glossary

<b>BHC</b>	Before Housing Costs
<b>CEYP</b>	Childcare and Early Years Survey of Parents/ Childcare and Early Years Provision: Parents Survey
<b>CS</b>	Citizenship Survey
<b>CSD</b>	Complex Survey Design
<b>EHCS</b>	English House Condition Survey
<b>FACS</b>	Families and Children Study
<b>GHS</b>	General Household Survey
<b>GOR</b>	Government Office Region
<b>HBAI</b>	Households Below Average Income
<b>HHSRS</b>	Housing Health and Safety Rating System
<b>HRP</b>	Household Reference Person
<b>LFS</b>	Labour Force Survey
<b>NALS</b>	National Adult Learning Survey
<b>NTS</b>	National Travel Survey
<b>PSU</b>	Primary Sampling Unit
<b>SEH</b>	Survey of English Housing
<b>SIC</b>	UK Standard Industrial Classification of Economic Activities
<b>WERS</b>	Workplace Employment Relations Survey
<b>WLBS</b>	Work-Life Balance: Employers' Survey

## Notes on Report Tables

The tables reproduced in this report share a general pattern and their presentation follows a number of general, often widely shared conventions.

Tables show percentages and, more specifically, row percentages. All percent figures are rounded to the nearest full number. Row percentages present the percentage of a population group (named in the first, left-hand column of each table) who gave a particular response. In tables which report mutually exclusive responses the percentages sum to 100, shown under total in the penultimate column.

Some tables present multiple responses, which allowed a respondent to choose more than one response to a question. In these instances, percentages will not add to 100, and this is indicated in a note ('multiple responses') at the bottom of the relevant tables.

**Although the tables display all percentages as estimated by the analyses, small case numbers may limit the robustness and validity of the statistics. As a general rule, statistics based on 25 to 49 cases (shown in the 'unweighted base' column) should be treated with caution. Figures based on fewer than 25 cases are best ignored and should not be released or reported.**

- [ ] Figures in [ ] are based on fewer than 50 actual cases and should, therefore, be treated with caution
- 0 (nil) in the context of a percentage figure indicates a value greater than 0, but less than 0.5, which is rounded down.  
(blank) a blank space where a percent figure is expected indicates that no respondent gave the relevant answer
- \* (an asterisk) indicates a significant difference between an estimate for the East Midlands and the corresponding estimate for England at the 5% level.

# 1 Introduction

## 1.1 Background

In order to inform the current phase of the preparation of the Single Regional Strategy (SRS) for the East Midlands, the East Midlands Development Agency (EMDA) commissioned NatCen to carry out secondary analysis of a number of national social and economic surveys for comparison of the East Midlands region with England.

The SRS signals the next step in the development of Regional Development Agencies (RDAs) as they take on a wider range of responsibilities following the preparation of Regional Economic Strategies (RES) and taking account of Regional Spatial Strategies (RSS) prepared by the Regional Assemblies in 2007. Under the new arrangements to come into place, RDAs will be charged with preparing SRS that will incorporate RES and RSS as well as Regional Housing Strategies. Housing and infrastructure/spatial development signal major new responsibilities for RDAs. At the same time, it is anticipated that RDAs will be more closely scrutinised by local authorities, in particular in the area of economic development, while Regional Assemblies will be abolished by 2010.

Regional performance will be monitored with respect to key outcome areas, which include

- employment and worklessness
- education and skills
- investment in housing and infrastructure
- enterprise, and
- creating an attractive local environment for businesses and citizens.

The evidence base for the East Midlands First SRS will need to be in place by April 2010. The preparation of the SRS effectively requires RDAs to prepare a new, up-to-date evidence base that accurately depict the social and economic conditions prevailing in the regions, providing both a link to previous baseline data and, potentially, to serve as indicators for monitoring regional activity. Initially, this will involve updating the information presented in the East Midlands Regional Economic Strategy documents of 2006, including its accompanying Evidence Base.

In 2005/06, NatCen provided EMDA with a series of tabular reports accompanied by brief executive summaries, based on the analysis of major national surveys, comparing the region with England on a range of social and economic, and labour market statistics. This time the secondary analysis project has a slightly different set of surveys and the data from the various sources have been analysed thematically and integrated into themed chapters. In addition, the current report provides a time series perspective by presenting the most recent data alongside matching earlier data.

## 1.2 Analysis

In this section the thematic research headings and the data sources used under each theme are presented. Further background information specific to each survey is presented in Appendix A. The report is laid out in order of the themed chapters, each beginning with the main findings followed by the supporting tables (latest data for the East Midlands and England followed by the earlier - usually 2003 - data).

## **The Labour Market, Childcare and Living standards**

### *The labour market*

To explore the shape and working of the East Midlands labour market, in particular the availability and uptake of flexible working arrangements, equal opportunities and adult learning, four data sources were analysed:

- The Work-Life Balance Survey (Employers) (WLBS)
- The Labour Force Survey (LFS)
- The Workplace Employment Relations Survey (WERS)
- The National Adult Learning Survey (NALS).

### *Childcare*

To explore the childcare situation in the East Midlands from different perspectives two surveys were used:

- The Work-Life Balance Survey (Employers) (WLBS)
- The Childcare and Early Years Survey of Parents (CEYP).

### *Living Standards*

The Families and Children Study (FACS) was used to look at living standards; more specifically risk of income poverty by different family types.

## **Housing**

The main focus of the Housing analysis was to establish housing conditions. However, the chapter on housing has been subdivided into three sections: the first focusing on a more general overview on housing in the East Midlands by household characteristics; the second looking at the adequacy of housing conditions and the final section exploring respondents' desired improvements to the surrounding area. This analysis draws on three surveys:

- Survey of English Housing (SEH)
- English House Condition Survey (EHCS)
- General Household Survey (GHS).

## **Mobility and spatial patterns**

This chapter, focusing on modes of transport for travelling to work and journey time to local services, draws on data from the National Travel Survey (NTS).

## **Citizenship and social cohesion**

The analyses under the Citizenship heading are based on the Citizenship Survey (CS). The survey was used to estimate the prevalence of volunteering in the East Midlands. Other indicators of social and community cohesion explored included respondents' sense of belonging and perceptions of neighbourliness.

## 1.3 Analysis issues and complications

### Survey changes over time

Over time, some survey questions in the NTS and the EHCS changed, and this affected their analysis.

The NTS was affected by changes as follows. First, a number of the questions were rotated modules that were asked only in alternate years. These were questions about the distance to GP surgeries, chemists or general hospitals, which were asked in 2002 but not in 2003. Hence some comparisons over time are between 2006 (the latest year) and 2002, rather than 2003, which was the principal comparison year.

Second, the questions relating to the journey time to nearest services changed between 2002/2003 and 2006. In 2002 and 2003 separate questions were asked about the walking distance and the bus time to each service. By 2006, NTS included only one question for each service, which now queried the journey time “on foot or by public transport using whichever is the quickest” (Cronberg, Christophersen, Pickering and Tipping, 2007). For the purposes of this analysis the two separate questions of 2002/2003 were combined, which allowed the quickest journey time for accessing each service to be identified.

Third and related to the above, the time intervals (in minutes of travel) provided as answer categories for these questions also changed between 2002/2003 and 2006. The categories were collapsed in order to obtain as close a match as possible across the different waves.

The EHCS was also affected by changes over time, on this occasion as a result of changes of the formal definition of what constituted a “decent home” in April 2006. The EHCS tables on decent homes in the report section on housing adequacy (Chapter 3) are based on the original definition of decent homes for comparability purposes. Statistics pertaining to 2006 and based on the more recent definition are also included in Appendix E for reference.

### Break variable category inconsistencies

An attempt has been made to keep the definitions and categories of break variables as consistent as possible across the different surveys and especially between years of the same surveys. Where this was not possible, the category labels explain definitions and highlight differences between break variables.

The household composition variable most frequently varied, if slightly, because the information that was typically collected and required to derive this variable differed between surveys. Variations in reported age ranges of and their dependency status caused differences between waves of the CS. The CS used a dependency definition<sup>1</sup> of children in the 2003 dataset, but an age definition in the 2007 dataset (up to the age of 18). NALS 2005 uses an age definition with the cut-off at the age of 16 (0-15; 16 and above), while the 2001/2002 data uses a cut off age of 18 (0-17; 18 and above). In neither case was it possible to recode the data, because the individual ages of children were not reported. The analysis was, therefore, left with two different age breakdowns for NALS. The NTS is the only other survey that used the age definition with the cut-off at the age of 16. LFS 2007-08, SEH 2006/07 and EHCS all use the dependency definition.

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<sup>1</sup> Involving age ranges and the condition of full-time education or training.

Finally, the NTS deviated from the conventional definition of disability, which is defined as a 'limiting' disability and illness. In contrast, the NTS defines disability in relation to difficulties with travel and mobility.

## **The regional representativeness of WLBS and WERS results**

A comparison of the industrial breakdown of establishments by region in the two employer surveys (WLBS and WERS) with corresponding information from the National Statistics publication *UK Business: Activity, Size and Location*, revealed that in both instances, the distribution of business and their industrial sectors deviated from the official national statistics, in particular in the East Midlands. This most likely reflected the fact that neither survey sample had been stratified by region. The risk that the industrial composition of a geographic region did not match the actual industrial composition of establishments as recorded by business census data was augmented by the small number of establishments in the surveys that were based in the East Midlands.

Findings based on data which do not match the industrial composition of establishments in the region can distort conclusions. Therefore, two types of tabular outputs are presented; the tables in (Section 2.1) record the statistics as derived from the two business surveys. In addition, tables presenting statistics with the industrial distribution of establishments adjusted to match the distribution of establishments as recorded in the national census<sup>2</sup> are included in Appendix B. The adjustment was achieved by proportionately increasing or decreasing the relative size of the three main SIC break categories shown in the relevant tables to mirror the census distribution. This adjustment allows for direct comparisons of survey responses for *all* industries, but not the main standard industrial classifications' statistics. The latter are not recommended for detailed scrutiny because each is based on a very small number of cases. These adjustments were also applied to the comparison area, England.

## **The Labour Force Survey**

In order to obtain the employee perspective of flexible working arrangements the most recent LFS data on flexible working (April-June 2008) were analysed. However, response data about the flexible working had not been included in the datasets prior to April-June 2007 when they were deposited by the ONS at the UK Data Archive. For this reason, a comparison over time with cross-sectional quarterly data pertaining to 2003 was not possible.

The relevant variable had however been included in the 5-quarter longitudinal LFS datasets (see Appendix A for an explanation of the 5-quarter longitudinal LFS data). While these data have a much reduced sample size, they were analysed to provide the time series element (see Appendix C for tables).

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<sup>2</sup> *UK Business: Activity, Size and Location*

## 2 The labour market, childcare and income poverty

### 2.1 The labour market

#### Flexible working

The Work-Life Balance (Employers) survey (WLBS) was used to investigate the availability and take-up of flexible working practices from an employer perspective, while the Labour Force Survey (LFS) was used to explore the use of flexible working arrangements from an employee perspective. These tables do not match the employer tables completely as they do not include part-time working as a category of flexible working. See Appendix C for additional LFS tables using the 5-quarterly longitudinal LFS datasets for 2003 and 2007. In this summary, we only report the results shown in the main tables.

- The proportion of establishments with any employees working from home was significantly lower in the East Midlands (5%) compared with England (16%) in 2003. In 2007, in the East Midlands, proportionately more establishments in the public sector, larger establishments and companies with a union presence, employed staff who worked flexi-time than was the case in England as a whole (Table 2.1 to Table 2.4).
- Table 2.5 to Table 2.16 cover both the availability and take-up of flexible working arrangements among employers as well as the prevalence of part-time working among the workforce of employers who offered this working arrangement. In 2007, there were no overall differences between employers offering flexible working arrangements<sup>3</sup> in the East Midlands compared with England as a whole. There are some differences by subgroups; however, the small sub-group sample sizes make comparisons unreliable. In 2003, 84% of employers in the East Midlands did not offer working from home, while 88% did not offer compressed working week arrangements (77% and 81% respectively in England).
- In 2007 half of all surveyed employers in the East Midlands had 50% or more of their employees working part-time compared with 34% of employers in England (Table 2.17 to Table 2.20).
- Overall, employers in the East Midlands held very similar attitudes towards work-life balance as employers in England as a whole did in both 2003 and 2007. An exception were employers in the East Midlands who, in 2007, were more likely to agree or strongly agree that it was not easy to accommodate employees with different working patterns, but were less likely to agree or strongly agree that it was *not* the employer's responsibility to help people balance their work with other aspect of their life (Table 2.21 to Table 2.52).
- The April-June 2008 quarterly data showed no significant differences between flexible working arrangements reported by employees in East Midlands compared with England (Table 2.53 to Table 2.54).

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<sup>3</sup> Term-time only working and annualised hours were not included in the 2007 WLBS.

## Equal opportunities policies and practices

Data from the 2004 Workplace Employment Relations Survey (WERS) manager interviews were used to examine equal opportunity policies relating to recruitment, selection, promotion and relative pay rates (Table 2.55 to Table 2.70). WERS has not been repeated since 2004; hence, no comparison over time can be made.

- Proportionately fewer employers in the East Midlands monitored promotions by gender (4%), ethnicity (4%), disability (4%) or age (3%) compared with England (9%, 9%, 8% and 7% respectively).
- The proportion of employers who had carried out a formal assessment of workplace accessibility to disabled employees or job applicants was also smaller in the East Midlands (37%) than in England as a whole (48%). The proportions of East Midlands establishments in the manufacturing, utilities and production, and construction sector (7%) and organisations without a recognised union presence (28%) that had carried out such assessments was smaller than the corresponding categories for England (28% and 42% respectively).

## Education and skills

The National Adult Learning Survey (NALS) was analysed to extract regional information about the extent of taught and self-directed learning in the recent past and self-assessed likelihood of doing job-related learning in the near future. In the report prepared by NatCen for EMDA in 2005 the 2001 and 2002 NALS datasets were combined to obtain a larger sample size. However, NALS 2005 was the only more recent wave of the survey and it was, hence, not possible to enhance the sample size - and thus the robustness of the analysis - by combining two waves. This adversely affected the reliability of some of the break variable statistics.

- The 2005 NALS showed no overall differences between the East Midlands and England as a whole with regard to taught and self-directed learning (Table 2.71, Table 2.72), but there are some differences by subgroups. A larger proportion of women in the East Midlands (50%) had engaged in both taught and self-directed learning in the past 3 years than women in England as a whole (42%), while a smaller proportion of women in the East Midlands had done self-directed learning only (9%) compared with England (14%).
- In 2001/2002, taught learning only was marginally but significantly less common in the East Midlands (12%) compared with England (15%) (Table 2.73, Table 2.74).
- In 2005, a lower proportion of people in the East Midlands (7%) thought it was not at all likely that they would do any job-related training in the next two to three years (12% in England) (Table 2.75, Table 2.76). In 2001/2002, a higher proportion of people in the East Midlands (18%) thought it was not very likely that they would do any job-related training in the next two to three years compared with England (15%) (Table 2.77, Table 2.78).

**Table 2.1 Establishments with employees working flexibly in the last 12 months, East Midlands 2007**

Row per cent		Percentage of establishments with employees who use the following flexible working arrangements...						Unweighted base
		Part-time	Job share	Flexi-time	Compressed hours	Reduced hours	From home	
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[60]	[3]	[12]	[16]	[31]	[26]	30
	Retail, Transport, Finance & business services	[95]*	[7]	[19]	[19]	[33]	[16]	32
	Public administration & other services	[84]	[40]	[61]*	[18]	[31]	[19]	33
Size of establishment	5 to 49 employees	[82]	[9]	[21]	[17]	[28]	[17]	49
	50 or more employees	[95]	[39]	[64]*	[25]	[68]*	[38]	46
Ownership type of establishment	One of several UK workplaces of the same organisation	81	18	33	19	42	13	64
	A single independent establishment	[88]	[4]*	[15]	[16]	[17]	[28]	31
Union recognition	Union exists and is recognised	[81]	[28]	[58]*	[14]	[45]	[21]	39
	Union does not exist or is not recognised	83	8	20	11	33	22	50
Female employees as a proportion of all employment	0% to 9%	[67]		[9]	[33]	[8]	[38]	8
	10% to 49%	[79]	[1]*	[17]	[10]	[14]	[24]	33
	50% or more	89	22	33	23	47	14	53
Crude indicator of employee skill level	No skilled employees	[82]	[5]	[18]	[31]	[26]	[17]	21
	Some skilled employees	86	19	32	7	37	21	74
All		84	13	26	18	32	19	95

Base: Establishments with 5 or more employees

Source: Work-Life Balance Employer Survey 2007

**Table 2.2 Establishments with employees working flexibly in the last 12 months, England 2007**

Row per cent		Percentage of establishments with employees who use the following flexible working arrangements...						Unweighted base
		Part-time	Job share	Flexi-time	Compressed hours	Reduced hours	From home	
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	61	7	21	7	18	21	288
	Retail, Transport, Finance & business services	77	12	22	10	21	13	475
	Public administration & other services	92	26	34	17	34	20	476
Size of establishment	5 to 49 employees	76	12	22	10	20	14	694
	50 or more employees	90	33	45	22	51	32	545
Ownership type of establishment	One of several UK workplaces of the same organisation	78	16	25	13	27	13	802
	A single independent establishment	77	13	25	8	18	21	437
Union recognition	Union exists and is recognised	85	30	37	15	36	17	457
	Union does not exist or is not recognised	76	12	23	10	21	17	719
Female employees as a proportion of all employment	0% to 9%	49	8	13	4	6	10	128
	10% to 49%	68	9	22	8	15	18	444
	50% or more	89	20	29	15	32	16	666
Crude indicator of employee skill level	No skilled employees	73	8	21	11	20	10	263
	Some skilled employees	81	19	28	11	26	20	976
All		78	15	25	11	23	16	1239

Base: Establishments with 5 or more employees

Source: Work-Life Balance Employer Survey 2007

**Table 2.3 Establishments with employees working flexibly in the last 12 months, East Midlands 2003**

Row per cent		Percentage of establishments with employees who use the following flexible working arrangements...								
		Part-time	Job share	Flexi-time	Compressed hours	Reduced hours	From home	Term-time only	Annualised hours	Unweighted base
SIC 92: aggregated	Production and construction	[50]	[7]	[18]	[3]	[11]	[5]*	[2]	[6]	38
	Retail, transport, finance, business services	[78]	[7]	[21]	[4]	[8]	[2]*	[16]	[5]	36
	Public admin and other services	[89]	[29]	[32]	[12]	[20]	[7]*	[44]	[13]	45
Size of establishment	5 to 49 employees	70	11	20	3	10	2*	17	6	76
	50 or more employees	[88]	[28]	[42]	[24]	[28]	[18]	[39]	[17]	43
Ownership type of establishment	One of several UK workplaces of the same organisation	75	24	23	8	23	6*	21	13	68
	A single independent establishment	71	5	24	4	4*	4*	18	3	51
Union recognition	Union exists and is recognised	[70]	[34]	[36]	[16]	[22]	[10]	[30]	[12]	42
	Union does not exist or is not recognised	75	7	19	4	9	3*	17	7	71
Female employees as a proportion of all employment	0% to 9%	[39]		[10]		[6]	[3]			12
	10% to 49%	[69]	[4]	[23]	[5]	[6*]	[4]*	[4]	[8]	44
	50% or more	83	24	26	8	19	5*	37*	8	59
Crude indicator of employee skill level	No skilled employees	[78]	[3]	[8]*	[3]	[14]	[1]*	[20]	[6]	28
	Some skilled employees	70	18	30	7	12	6*	19	8	91
All		72	13	23	6	12	5*	20	7	119

Base: Establishments with 5 or more employees

Source: Work-Life Balance Employer Survey 2003

Note: Multiple responses

**Table 2.4 Establishments with employees working flexibly in the last 12 months, England 2003**

Row per cent		Percentage of establishments with employees who use the following flexible working arrangements...								
		Part-time	Job share	Flexi-time	Compressed hours	Reduced hours	From home	Term-time only	Annualised hours	Unweighted base
SIC 92: aggregated	Production and construction	54	5	14	4	10	17	4	7	300
	Retail, transport, finance, business services	76	8	22	7	16	14	10	6	516
	Public admin and other services	84	29	34	10	18	18	31	13	461
Size of establishment	5 to 49 employees	73	12	22	6	13	14	13	7	820
	50 or more employees	81	25	33	16	30	26	24	15	462
Ownership type of establishment	One of several UK workplaces of the same organisation	77	16	25	8	18	15	17	10	860
	A single independent establishment	69	10	22	6	10	17	12	6	422
Union recognition	Union exists and is recognised	84	29	31	11	24	17	29	17	467
	Union does not exist or is not recognised	71	9	22	6	13	16	11	5	791
Female employees as a proportion of all employment	0% to 9%	45	3	8	6	3	9	1	2	134
	10% to 49%	64	8	24	6	13	18	6	7	448
	50% or more	87	19	26	8	19	16	24	10	675
Crude indicator of employee skill level	No skilled employees	78	5	17	3	14	5	10	7	330
	Some skilled employees	72	18	27	9	16	21	17	9	952
All		74	13	24	7	15	16	15	8	1282

Base: Establishments with 5 or more employees

Source: Work-Life Balance Employer Survey 2003

Note: Multiple responses

**Table 2.5 Flexible working arrangements used or available to employees, East Midlands 2007**

Row per cent		Work part time			Work temporarily reduced hours			Unweighted base
		No	Currently being used	Available, not used	No	Currently being used	Available, not used	
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[5]*	[60]	[35]	[23]	[31]	[46]	30
	Retail, Transport, Finance & business services	[4]	[95]	[0]	[20]	[33]	[47]	32
	Public administration & other services	[11]	[84]	[5]	[30]	[31]	[39]	33
Size of establishment	5 to 49 employees	[7]	[82]	[11]	[24]	[28]	[48]	49
	50 or more employees	[0]*	[95]	[5]	[11]	[68]	[21]	46
Ownership type of establishment	One of several UK workplaces of the same organisation	4	81	15	14	42	45	64
	A single independent establishment	[9]	[88]	[3]	[36]	[17]	[46]	31
Union recognition	Union exists and is recognised	[9]	[81]	[10]	[22]	[45]	[33]	39
	Union does not exist or is not recognised	6	83	10	22	33	45	50
Female employees as a proportion of all employment	0% to 9%	[0]*	[67]	[33]	[8]*	[8]	[84]	8
	10% to 49%	[14]	[79]	[7]	[32]	[14]	[54]	33
	50% or more		89	11	17	47	36	53
Crude indicator of employee skill level	No skilled employees	[2]*	[82]	[16]	[7]*	[26]	[66]	21
	Some skilled employees	9	86	5	35	37	28	74
All		6	84	10	23	32	45	95

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

**Table 2.6 Flexible working arrangements used or available to employees, England 2007**

Row per cent		Work part time			Work temporarily reduced hours			Unweighted base
		No	Currently being used	Available, not used	No	Currently being used	Available, not used	
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	18	61	20	39	18	44	288
	Retail, Transport, Finance & business services	9	77	15	23	21	57	475
	Public administration & other services	4	92	4	22	34	45	476
Size of establishment	5 to 49 employees	10	76	14	27	20	54	694
	50 or more employees	4	90	6	14	51	34	545
Ownership type of establishment	One of several UK workplaces of the same organisation	6	78	16	19	27	54	802
	A single independent establishment	14	77	9	33	18	49	437
Union recognition	Union exists and is recognised	8	85	7	21	36	43	457
	Union does not exist or is not recognised	10	76	15	26	21	53	719
Female employees as a proportion of all employment	0% to 9%	23	49	28	42	6	52	128
	10% to 49%	15	68	17	34	15	52	444
	50% or more	3	89	8	16	32	52	666
Crude indicator of employee skill level	No skilled employees	9	73	18	25	20	56	263
	Some skilled employees	9	81	10	25	26	49	976
All		9	78	13	25	23	52	1239

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

**Table 2.7 Flexible working arrangements used or available to employees, East Midlands 2003**

Row per cent		Work part time			Work temporarily reduced hours			Unweighted base
		No	Currently being used	Available, not used	No	Currently being used	Available, not used	
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[40]	[50]	[10]	[67]	[11]	[22]	38
	Retail, Transport, Finance & business services	[13]	[78]	[9]	[75]*	[8]	[17]	36
	Public administration & other services	[6]	[89]	[4]	[59]	[20]	[21]	45
Size of establishment	5 to 49 employees	22	70	7	72	10	18	76
	50 or more employees	[2]*	[88]	[10]	[37]	[28]	[36]	43
Ownership type of establishment	One of several UK workplaces of the same organisation	15	75	11	52	23	25	68
	A single independent establishment	24	71	5	80*	4	16	51
Union recognition	Union exists and is recognised	[25]*	[70]	[5]	[49]	[22]	[29]	42
	Union does not exist or is not recognised	17	75	7	73	9	17	71
Female employees as a proportion of all employment	0% to 9%	[58]	[39]	[4]	[65]	[6]	[29]	12
	10% to 49%	[27]	[69]	[4]	[79]*	[6]	[15]	44
	50% or more	5	83	12	58	19	24	59
Crude indicator of employee skill level	No skilled employees	[15]	[78]	[7]	[78]	[14]	[8]	28
	Some skilled employees	22	70	8	63	12	25	91
All		20	72	8	68	12	20	119

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

**Table 2.8 Flexible working arrangements used or available to employees, England 2003**

Row per cent		Work part time			Work temporarily reduced hours			Unweighted base
		No	Currently being used	Available, not used	No	Currently being used	Available, not used	
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	37	54	9	69	10	21	300
	Retail, Transport, Finance & business services	15	76	9	59	16	25	516
	Public administration & other services	11	84	5	57	18	25	461
Size of establishment	5 to 49 employees	19	73	8	63	13	24	820
	50 or more employees	13	81	6	46	30	24	462
Ownership type of establishment	One of several UK workplaces of the same organisation	14	77	9	56	18	26	860
	A single independent establishment	24	69	7	68	10	21	422
Union recognition	Union exists and is recognised	9	84	7	47	24	29	467
	Union does not exist or is not recognised	21	71	8	65	13	23	791
Female employees as a proportion of all employment	0% to 9%	41	45	14	73	3	24	134
	10% to 49%	27	64	10	64	13	24	448
	50% or more	8	87	6	56	19	25	675
Crude indicator of employee skill level	No skilled employees	15	78	6	66	14	20	330
	Some skilled employees	19	72	9	58	16	26	952
All		18	74	8	61	15	24	1282

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

**Table 2.9 Flexible working arrangements used or available to employees, East Midlands 2007**

Row per cent		Job share			Work from home			Unweighted base
		No	Currently being used	Available, not used	No	Currently being used	Available, not used	
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[41]	[3]	[56]	[67]	[26]	[7]	30
	Retail, Transport, Finance & business services	[42]	[7]	[51]	[75]	[16]	[9]	32
	Public administration & other services	[28]	[40]	[32]	[74]	[19]	[7]	33
Size of establishment	5 to 49 employees	[41]	[9]	[50]	[75]	[17]	[8]	49
	50 or more employees	[26]	[39]	[35]	[55]	[38]	[7]	46
Ownership type of establishment	One of several UK workplaces of the same organisation	20*	18	62	75	13	11	64
	A single independent establishment	[68]	[4]	[28]	[69]	[28]	[3]	31
Union recognition	Union exists and is recognised	[28]	[28]	[43]	[72]	[21]	[7]	39
	Union does not exist or is not recognised	44	8	47	68	22	10	50
Female employees as a proportion of all employment	0% to 9%	[15]*		[85]	[62]	[38]		8
	10% to 49%	[66]	[1]	[33]	[63]	[24]	[13]	33
	50% or more	21	22	57	81	14	5	53
Crude indicator of employee skill level	No skilled employees	[37]	[5]	[58]	[73]	[17]	[11]	21
	Some skilled employees	40	19	41	73	21	6	74
All		39	13	48	73	19	8	95

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

**Table 2.10 Flexible working arrangements used or available to employees, England 2007**

Row per cent		Job share			Work from home			Unweighted base
		No	Currently being used	Available, not used	No	Currently being used	Available, not used	
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	55	7	38	66	21	13	288
	Retail, Transport, Finance & business services	43	12	45	77	13	10	475
	Public administration & other services	23	26	51	67	20	13	476
Size of establishment	5 to 49 employees	41	12	46	75	14	11	694
	50 or more employees	30	33	37	52	32	16	545
Ownership type of establishment	One of several UK workplaces of the same organisation	34	16	50	76	13	11	802
	A single independent establishment	49	13	38	68	21	11	437
Union recognition	Union exists and is recognised	24	30	46	66	17	17	457
	Union does not exist or is not recognised	44	12	44	73	17	10	719
Female employees as a proportion of all employment	0% to 9%	61	8	31	82	10	8	128
	10% to 49%	50	9	41	71	18	11	444
	50% or more	30	20	51	73	16	12	666
Crude indicator of employee skill level	No skilled employees	42	8	49	81	10	9	263
	Some skilled employees	39	19	43	67	20	13	976
All		40	15	45	73	16	11	1239

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

**Table 2.11 Flexible working arrangements used or available to employees, East Midlands 2003**

Row per cent		Job share			Work from home			Unweighted base
		No	Currently being used	Available, not used	No	Currently being used	Available, not used	
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[82]	[7]	[11]	[90]*	[5]	[5]	38
	Retail, Transport, Finance & business services	[70]	[7]	[23]	[82]	[2]	[16]	36
	Public administration & other services	[37]	[29]	[34]	[81]	[7]	[11]	45
Size of establishment	5 to 49 employees	69	11	20	88*	2	9	76
	50 or more employees	[34]	[28]	[38]	[58]	[18]	[24]	43
Ownership type of establishment	One of several UK workplaces of the same organisation	49	24	27	82	6	12	68
	A single independent establishment	77	5	18	86	4	10	51
Union recognition	Union exists and is recognised	[25]	[34]	[41]	[80]	[10]	[10]	42
	Union does not exist or is not recognised	74	7	19	87*	3	10	71
Female employees as a proportion of all employment	0% to 9%	[65]		[35]	[97]*	[3]		12
	10% to 49%	[84]*	[4]	[12]	[87]*	[4]	[9]	44
	50% or more	47	24	29	79	5	15	59
Crude indicator of employee skill level	No skilled employees	[83]	[3]	[13]	[91]	[1]	[8]	28
	Some skilled employees	56	18	26	81*	6	13	91
All		64	13	22	84*	5	11	119

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

**Table 2.12 Flexible working arrangements used or available to employees, England 2003**

Row per cent		Job share			Work from home			Unweighted base
		No	Currently being used	Available, not used	No	Currently being used	Available, not used	
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	77	5	18	77	17	6	300
	Retail, Transport, Finance & business services	66	8	26	79	14	6	516
	Public administration & other services	45	29	26	74	18	9	461
Size of establishment	5 to 49 employees	64	12	24	80	14	6	820
	50 or more employees	49	25	27	64	26	11	462
Ownership type of establishment	One of several UK workplaces of the same organisation	56	16	28	77	15	8	860
	A single independent establishment	71	10	20	78	17	5	422
Union recognition	Union exists and is recognised	34	29	37	72	17	11	467
	Union does not exist or is not recognised	70	9	21	79	16	5	791
Female employees as a proportion of all employment	0% to 9%	73	3	24	86	9	5	134
	10% to 49%	73	8	20	77	18	6	448
	50% or more	53	19	28	77	16	7	675
Crude indicator of employee skill level	No skilled employees	72	5	23	90	5	5	330
	Some skilled employees	57	18	25	71	21	8	952
All		62	13	24	77	16	7	1282

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

**Table 2.13 Flexible working arrangements used or available to employees, East Midlands 2007**

Row per cent		Work flexi-time			Work compressed working week			Unweighted base
		No	Currently being used	Available, not used	No	Currently being used	Available, not used	
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[24]*	[12]	[64]	[32]	[16]	[52]	30
	Retail, Transport, Finance & business services	[58]	[19]	[22]	[60]	[19]	[21]	32
	Public administration & other services	[21]*	[61]	[18]	[65]	[18]	[17]	33
Size of establishment	5 to 49 employees	[45]	[21]	[34]	[55]	[17]	[28]	49
	50 or more employees	[18]	[64]	[18]	[42]	[25]	[33]	46
Ownership type of establishment	One of several UK workplaces of the same organisation	34	33	33	43	19	38	64
	A single independent establishment	[54]	[15]	[31]	[71]	[16]	[13]	31
Union recognition	Union exists and is recognised	[28]	[58]	[14]	[51]	[14]	[34]	39
	Union does not exist or is not recognised	41	20	40	58	11	31	50
Female employees as a proportion of all employment	0% to 9%	[8]*	[9]	[84]	[51]	[33]	[15]	8
	10% to 49%	[48]	[17]	[35]	[66]	[10]	[23]	33
	50% or more	40	33	27	45	23	33	53
Crude indicator of employee skill level	No skilled employees	[41]	[18]	[40]	[33]	[31]	[36]	21
	Some skilled employees	43	32	25	71	7	22	74
All		42	26	32	54	18	28	95

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

**Table 2.14 Flexible working arrangements used or available to employees, England 2007**

Row per cent		Work flexi-time			Work compressed working week			Unweighted base
		No	Currently being used	Available, not used	No	Currently being used	Available, not used	
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	47	21	32	65	7	28	288
	Retail, Transport, Finance & business services	44	22	33	58	10	32	475
	Public administration & other services	41	34	25	53	17	30	476
Size of establishment	5 to 49 employees	46	22	32	60	10	31	694
	50 or more employees	29	45	26	45	22	32	545
Ownership type of establishment	One of several UK workplaces of the same organisation	45	25	30	52	13	35	802
	A single independent establishment	42	25	33	66	8	25	437
Union recognition	Union exists and is recognised	36	37	26	46	15	39	457
	Union does not exist or is not recognised	45	23	32	62	10	29	719
Female employees as a proportion of all employment	0% to 9%	51	13	36	68	4	28	128
	10% to 49%	42	22	36	63	8	29	444
	50% or more	44	29	27	53	15	32	666
Crude indicator of employee skill level	No skilled employees	47	21	33	56	11	33	263
	Some skilled employees	42	28	30	60	11	29	976
All		44	25	31	58	11	31	1239

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

**Table 2.15 Flexible working arrangements used or available to employees, East Midlands 2003**

Row per cent	Work flexi-time			Work compressed working week			Unweighted base	
	No	Currently being used	Available, not used	No	Currently being used	Available, not used		
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[64]	[18]	[18]	[93]*	[3]	[4]	38
	Retail, Transport, Finance & business services	[65]	[21]	[14]	[85]	[4]	[11]	36
	Public administration & other services	[64]	[32]	[3]	[86]	[12]	[2]	45
Size of establishment	5 to 49 employees	69	20	11	91*	3	6	76
	50 or more employees	[35]*	[42]	[23]	[65]	[24]	[11]	43
Ownership type of establishment	One of several UK workplaces of the same organisation	64	23	13	84	8	8	68
	A single independent establishment	65	24	12	90*	4	5	51
Union recognition	Union exists and is recognised	[55]	[36]	[9]	[83]	[16]	[1]	42
	Union does not exist or is not recognised	66	19	14	88	4	9	71
Female employees as a proportion of all employment	0% to 9%	[64]	[10]	[26]	[86]		[14]	12
	10% to 49%	[65]	[23]	[12]	[93]*	[5]	[2]	44
	50% or more	64	26	10	83	8	9	59
Crude indicator of employee skill level	No skilled employees	[87]*	[8]	[5]	[87]	[3]	[10]	28
	Some skilled employees	55	30	15	88*	7	5	91
All		65	23	12	88*	6	6	119

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

**Table 2.16 Flexible working arrangements used or available to employees, England 2003**

Row per cent	Work flexi-time			Work compressed working week			Unweighted base	
	No	Currently being used	Available, not used	No	Currently being used	Available, not used		
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	71	14	15	86	4	10	300
	Retail, Transport, Finance & business services	62	22	16	82	7	11	516
	Public administration & other services	55	34	12	77	10	13	461
Size of establishment	5 to 49 employees	63	22	15	83	6	11	820
	50 or more employees	53	33	14	69	16	15	462
Ownership type of establishment	One of several UK workplaces of the same organisation	62	25	13	81	8	12	860
	A single independent establishment	62	22	16	82	6	11	422
Union recognition	Union exists and is recognised	55	31	14	76	11	13	467
	Union does not exist or is not recognised	63	22	15	83	6	11	791
Female employees as a proportion of all employment	0% to 9%	72	8	20	84	6	10	134
	10% to 49%	61	24	15	84	6	11	448
	50% or more	61	26	13	79	8	13	675
Crude indicator of employee skill level	No skilled employees	69	17	14	88	3	9	330
	Some skilled employees	58	27	15	78	9	13	952
All		62	24	14	81	7	12	1282

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

**Table 2.17 Employee uptake of part-time working in the past 12 months, East Midlands 2007**

Row per cent		Percentage of employees at establishment who made use of: Part time					Total	Unweighted base
		Less than 5%	5 to 9%	10 to 24%	25 to 49%	50% or more		
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[28]	[23]	[27]	[22]		100	23
	Retail, Transport, Finance & business services	[0]	[2]	[25]	[12]	[61]*	100	29
	Public administration & other services	[5]		[19]	[10]	[65]	100	30
Size of establishment	5 to 49 employees	[4]	[6]	[25]	[13]	[52]	100	41
	50 or more employees	[24]	[2]	[17]	[17]	[41]*	100	41
Ownership type of establishment	One of several UK workplaces of the same organisation	4	5	17	4	70*	100	55
	A single independent establishment	[10]	[7]	[34]	[27]	[23]	100	27
Union recognition	Union exists and is recognised	[21]		[16]	[6]	[58]	100	32
	Union does not exist or is not recognised	5	8	28	18	42	100	45
Female employees as a proportion of all employment	0% to 9%	[45]	[55]				100	6
	10% to 49%	[10]	[10]	[44]	[18]	[17]	100	24
	50% or more	2	0	12	11	75*	100	52
Crude indicator of employee skill level	No skilled employees	[0]		[39]		[61]	100	18
	Some skilled employees	11	10	12	24	42	100	64
All		6	6	24	13	50*	100	82

Base: Establishments with 5 or more employees offering flexible working arrangements

Source: Work-Life Balance Employer Survey 2007

**Table 2.18 Employee uptake of part-time working in the past 12 months, England 2007**

Row per cent		Percentage of employees at establishment who made use of: Part time					Total	Unweighted base
		Less than 5%	5 to 9%	10 to 24%	25 to 49%	50% or more		
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	28	20	34	14	3	100	215
	Retail, Transport, Finance & business services	10	5	29	20	36	100	390
	Public administration & other services	7	5	18	25	46	100	436
Size of establishment	5 to 49 employees	8	7	27	21	37	100	552
	50 or more employees	35	9	20	18	19	100	489
Ownership type of establishment	One of several UK workplaces of the same organisation	12	6	21	20	41	100	684
	A single independent establishment	11	9	33	21	26	100	357
Union recognition	Union exists and is recognised	15	5	19	19	43	100	402
	Union does not exist or is not recognised	11	8	29	21	32	100	586
Female employees as a proportion of all employment	0% to 9%	30	26	26	4	15	100	81
	10% to 49%	16	12	34	18	20	100	353
	50% or more	8	3	22	23	44	100	607
Crude indicator of employee skill level	No skilled employees	7	3	23	23	44	100	207
	Some skilled employees	14	9	28	19	29	100	834
All		12	7	26	20	34	100	1041

Base: Establishments with 5 or more employees offering flexible working arrangements

Source: Work-Life Balance Employer Survey 2007

**Table 2.19 Employee uptake of part-time working in the past 12 months, East Midlands 2003**

Row per cent		Percentage of employees at establishment who made use of: Part time					Total	Unweighted base
		Less than 5%	5 to 9%	10 to 24%	25 to 49%	50% or more		
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[16]	[19]	[41]	[20]	[4]	100	21
	Retail, Transport, Finance & business services	[3]	[2]	[59]	[7]	[29]	100	28
	Public administration & other services	[6]	[3]	[13]	[27]	[51]	100	36
Size of establishment	5 to 49 employees	3	7	42	17	32	100	52
	50 or more employees	[31]	[5]	[22]	[16]	[26]	100	33
Ownership type of establishment	One of several UK workplaces of the same organisation	[6]	[11]	[31]	[13]	[39]	100	47
	A single independent establishment	[8]	[3]	[45]	[20]	[24]	100	38
Union recognition	Union exists and is recognised	[4]	[12]	[18]	[24]	[43]	100	29
	Union does not exist or is not recognised	7	5	46	16	25	100	53
Female employees as a proportion of all employment	0% to 9%	[55]	[45]				100	5
	10% to 49%	[8]	[6]	[69]	[12]	[4]*	100	29
	50% or more	2	4	20	22	53	100	51
Crude indicator of employee skill level	No skilled employees	[11]		[46]	[9]	[34]	100	21
	Some skilled employees	5	10	35	21	30	100	64
All		7	6	39	17	31	100	85

Base: Establishments with 5 or more employees offering flexible working arrangements  
 Source: Work-Life Balance Employer Survey 2003

**Table 2.20 Employee uptake of part-time working in the past 12 months, England 2003**

Row per cent		Percentage of employees at establishment who made use of: Part time					Total	Unweighted base
		Less than 5%	5 to 9%	10 to 24%	25 to 49%	50% or more		
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	18	17	43	15	6	100	186
	Retail, Transport, Finance & business services	8	8	29	17	38	100	395
	Public administration & other services	6	7	21	24	42	100	385
Size of establishment	5 to 49 employees	5	8	29	20	38	100	595
	50 or more employees	33	14	22	15	16	100	374
Ownership type of establishment	One of several UK workplaces of the same organisation	9	9	23	19	40	100	669
	A single independent establishment	9	9	36	19	26	100	300
Union recognition	Union exists and is recognised	10	9	23	21	37	100	379
	Union does not exist or is not recognised	8	9	31	18	34	100	574
Female employees as a proportion of all employment	0% to 9%	38	19	26	2	15	100	71
	10% to 49%	13	14	41	16	16	100	313
	50% or more	4	6	21	23	46	100	575
Crude indicator of employee skill level	No skilled employees	3	6	23	17	51	100	257
	Some skilled employees	12	11	31	20	26	100	712
All		9	9	28	19	35	100	969

Base: Establishments with 5 or more employees offering flexible working arrangements  
 Source: Work-Life Balance Employer Survey 2003

**Table 2.21 Employer attitudes towards work-life balance, East Midlands 2007<sup>4</sup>**

Row per cent		Whether, as an employer, agree that everyone should be able to balance their work and home lives in the way that they want					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[14]	[24]	[17]	[44]	[0]	100	29
	Retail, Transport, Finance & business services	[17]	[44]	[15]	[25]		100	32
	Public administration & other services	[12]	[12]	[16]	[59]	[1]	100	31
Size of establishment	5 to 49 employees	[15]	[31]	[17]	[37]	[0]	100	47
	50 or more employees	[18]	[42]	[6]	[33]	[1]	100	45
Ownership type of establishment	One of several UK workplaces of the same organisation	14	42	8	36	0	100	64
	A single independent establishment	[17]	[17]	[28]	[37]	[1]	100	28
Union recognition	Union exists and is recognised	[20]	[17]	[21]	[42]		100	38
	Union does not exist or is not recognised	16	27	15	40	0	100	50
Female employees as a proportion of all employment	0% to 9%		[79]		[21]		100	7
	10% to 49%	[10]	[25]	[27]	[38]	[0]	100	33
	50% or more	19	37	8	35	0	100	51
Crude indicator of employee skill level	No skilled employees	[23]	[33]	[17]	[27]	[1]	100	21
	Some skilled employees	8	33	14	44	0	100	71
All		15	33	16	36	0	100	92

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

**Table 2.22 Employer attitudes towards work-life balance, England 2007**

Row per cent		Whether, as an employer, agree that everyone should be able to balance their work and home lives in the way that they want					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	18	34	14	29	5	100	287
	Retail, Transport, Finance & business services	17	54	7	18	4	100	469
	Public administration & other services	18	47	10	20	4	100	473
Size of establishment	5 to 49 employees	18	49	9	19	4	100	689
	50 or more employees	14	46	9	28	2	100	540
Ownership type of establishment	One of several UK workplaces of the same organisation	19	52	7	18	3	100	798
	A single independent establishment	16	44	12	23	5	100	431
Union recognition	Union exists and is recognised	17	45	9	24	5	100	456
	Union does not exist or is not recognised	18	49	10	20	4	100	716
Female employees as a proportion of all employment	0% to 9%	15	47	11	19	8	100	127
	10% to 49%	16	49	10	19	5	100	442
	50% or more	19	49	8	21	3	100	659
Crude indicator of employee skill level	No skilled employees	20	56	6	17	0	100	260
	Some skilled employees	16	44	11	22	6	100	969
All		18	49	9	20	4	100	1229

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

<sup>4</sup> Significance test of difference in proportion of respondents stating "Disagree" or "Strongly disagree" in East Midlands compared with England.

**Table 2.23 Employer attitudes towards work-life balance, East Midlands 2003<sup>5</sup>**

Row per cent		Whether, as an employer, agree that everyone should be able to balance their work and home lives in the way that they want					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[5]	[43]	[24]	[27]		100	36
	Retail, Transport, Finance & business services	[28]	[30]	[15]	[19]	[8]	100	35
	Public administration & other services	[18]	[58]	[15]	[9]		100	42
Size of establishment	5 to 49 employees	18	40	20	19	4	100	71
	50 or more employees	[19]	[56]	[9]	[15]		100	42
Ownership type of establishment	One of several UK workplaces of the same organisation	20	53	15	12	0	100	65
	A single independent establishment	[17]	[33]	[21]	[24]	[6]	100	48
Union recognition	Union exists and is recognised	[17]	[53]	[23]	[7]	*	100	42
	Union does not exist or is not recognised	19	39	17	22	4	100	71
Female employees as a proportion of all employment	0% to 9%		[61]	[22]	[17]		100	11
	10% to 49%	[18]	[26]	[21]	[29]	[7]	100	43
	50% or more	22	55	15	8	0	100	56
Crude indicator of employee skill level	No skilled employees	[17]	[33]	[16]	[28]	[6]	100	27
	Some skilled employees	19	46	19	14	2	100	86
All		18	42	18	19	3	100	113

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

**Table 2.24 Employer attitudes towards work-life balance, England 2003**

Row per cent		Whether, as an employer, agree that everyone should be able to balance their work and home lives in the way that they want					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	10	44	14	29	3	100	297
	Retail, Transport, Finance & business services	15	54	14	16	1	100	507
	Public administration & other services	15	54	14	15	3	100	456
Size of establishment	5 to 49 employees	13	53	13	19	2	100	805
	50 or more employees	16	49	19	16	1	100	460
Ownership type of establishment	One of several UK workplaces of the same organisation	16	54	13	16	1	100	849
	A single independent establishment	11	49	15	22	3	100	416
Union recognition	Union exists and is recognised	15	57	14	13	1	100	467
	Union does not exist or is not recognised	14	50	13	20	2	100	789
Female employees as a proportion of all employment	0% to 9%	4	52	15	25	4	100	131
	10% to 49%	12	46	16	23	3	100	444
	50% or more	17	56	13	14	1	100	666
Crude indicator of employee skill level	No skilled employees	15	55	13	15	2	100	325
	Some skilled employees	13	51	14	20	2	100	940
All		14	52	14	18	2	100	1265

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

<sup>5</sup> Significance test of difference in proportion of respondents stating "Disagree" or "Strongly disagree" in East Midlands compared with England.

**Table 2.25 Employer attitudes towards work-life balance, East Midlands 2007<sup>6</sup>**

Row per cent		Whether, as an employer, agree that employees should not expect to be able to change their working pattern if it would disrupt the business					Total		
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base		
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[60]	*	[33]	[1]	[5]	100	29	
	Retail, Transport, Finance & business services	[23]		[55]	[12]	[11]	100	32	
	Public administration & other services	[9]		[40]	[27]	[24]	100	31	
Size of establishment	5 to 49 employees	[29]		[47]	[12]	[12]	100	47	
	50 or more employees	[30]		[45]	[15]	[11]	100	45	
Ownership type of establishment	One of several UK workplaces of the same organisation	15		55	19	11	0	100	64
	A single independent establishment	[53]		[33]	[1]	[13]		100	28
Union recognition	Union exists and is recognised	[17]	*	[32]	[20]	[31]		100	38
	Union does not exist or is not recognised	36		46	8	10	0	100	50
Female employees as a proportion of all employment	0% to 9%	[31]	*	[69]				100	7
	10% to 49%	[42]	*	[45]	[1]	[12]		100	33
	50% or more	20		46	22	12	0	100	51
Crude indicator of employee skill level	No skilled employees	[38]		[42]	[12]	[7]		100	21
	Some skilled employees	22		50	12	16	0	100	71
All		29		46	12	12		100	92

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

**Table 2.26 Employer attitudes towards work-life balance, England 2007**

Row per cent		Whether, as an employer, agree that employees should not expect to be able to change their working pattern if it would disrupt the business					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	23	57	7	11	2	100	285
	Retail, Transport, Finance & business services	15	58	6	18	2	100	470
	Public administration & other services	16	51	12	19	2	100	465
Size of establishment	5 to 49 employees	17	56	8	17	2	100	681
	50 or more employees	19	58	7	13	3	100	539
Ownership type of establishment	One of several UK workplaces of the same organisation	15	59	8	15	3	100	787
	A single independent establishment	20	53	7	19	2	100	433
Union recognition	Union exists and is recognised	13	58	10	17	2	100	450
	Union does not exist or is not recognised	18	56	7	17	2	100	714
Female employees as a proportion of all employment	0% to 9%	22	48	8	19	4	100	126
	10% to 49%	16	57	6	20	1	100	441
	50% or more	17	57	9	14	3	100	652
Crude indicator of employee skill level	No skilled employees	17	59	5	18	1	100	257
	Some skilled employees	17	55	9	16	3	100	963
All		17	56	8	17	2	100	1220

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

<sup>6</sup> Significance test of difference in proportion of respondents stating "Agree" or "Strongly agree" in East Midlands compared with England.

**Table 2.27 Employer attitudes towards work-life balance, East Midlands 2003<sup>7</sup>**

Row per cent		Whether, as an employer, agree that employees should not expect to be able to change their working pattern if it would disrupt the business					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[24]	[34]	[23]	[18]	[1]	100	36
	Retail, Transport, Finance & business services	[22]	[47]	[7]	[13]	[11]	100	35
	Public administration & other services	[23]	[35]	[21]	[17]	[4]	100	43
Size of establishment	5 to 49 employees	25	41	15	13	6	100	71
	50 or more employees	[8] *	[32]	[24]	[32]	[5]	100	43
Ownership type of establishment	One of several UK workplaces of the same organisation	14	40	13	22	12	100	66
	A single independent establishment	[31]	[40]	[19]	[10]	[1]	100	48
Union recognition	Union exists and is recognised	[14]	[38]	[19]	[25]	[4]	100	42
	Union does not exist or is not recognised	25	41	15	13	6	100	71
Female employees as a proportion of all employment	0% to 9%	[22]	[25]	[14]	[40]		100	11
	10% to 49%	[31]	[41]	[16]	[12]		100	43
	50% or more	16	40	17	15	12	100	56
Crude indicator of employee skill level	No skilled employees	[28]	[42]	[4]	[12]	[13]	100	27
	Some skilled employees	20	39	21	17	2	100	87
All		23	40	16	15	6	100	114

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

**Table 2.28 Employer attitudes towards work-life balance, England 2003**

Row per cent		Whether, as an employer, agree that employees should not expect to be able to change their working pattern if it would disrupt the business					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	24	50	11	13	2	100	297
	Retail, Transport, Finance & business services	15	46	13	23	3	100	507
	Public administration & other services	15	45	16	21	3	100	455
Size of establishment	5 to 49 employees	18	46	14	20	3	100	804
	50 or more employees	11	49	12	24	4	100	460
Ownership type of establishment	One of several UK workplaces of the same organisation	13	43	13	26	4	100	848
	A single independent establishment	22	51	14	12	1	100	416
Union recognition	Union exists and is recognised	12	40	15	30	4	100	466
	Union does not exist or is not recognised	19	49	13	17	3	100	788
Female employees as a proportion of all employment	0% to 9%	19	53	12	15	1	100	131
	10% to 49%	20	45	15	17	3	100	443
	50% or more	14	46	13	23	4	100	665
Crude indicator of employee skill level	No skilled employees	16	44	12	23	5	100	325
	Some skilled employees	17	48	14	19	2	100	939
All		17	46	14	20	3	100	1264

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

<sup>7</sup> Significance test of difference in proportion of respondents stating "Agree" or "Strongly agree" in East Midlands compared with England.

**Table 2.29 Employer attitudes towards work-life balance, East Midlands 2007<sup>8</sup>**

Row per cent		Whether, as an employer, agree that it is not easy trying to accommodate employees with different patterns of working					Total		
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base		
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[18]	*	[77]		[5]		100	29
	Retail, Transport, Finance & business services	[17]		[58]	[5]	[16]	[4]	100	32
	Public administration & other services	[4]		[75]	[0]	[20]	[1]	100	31
Size of establishment	5 to 49 employees	[15]	*	[68]	[2]	[12]	[2]	100	47
	50 or more employees	[16]		[48]	[5]	[28]	[2]	100	45
Ownership type of establishment	One of several UK workplaces of the same organisation	4		71	5	17	4	100	64
	A single independent establishment	[33]	*	[58]		[9]		100	28
Union recognition	Union exists and is recognised	[20]		[55]	[3]	[22]		100	38
	Union does not exist or is not recognised	16	*	67	0	14	3	100	50
Female employees as a proportion of all employment	0% to 9%	[33]		[13]		[55]		100	7
	10% to 49%	[24]	*	[73]		[3]		100	33
	50% or more	7		63	5	21	4	100	51
Crude indicator of employee skill level	No skilled employees	[16]	*	[70]	[6]	[4]	[5]	100	21
	Some skilled employees	15	*	62	0	23	0	100	71
All		15	*	66	3	14	2	100	92

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

**Table 2.30 Employer attitudes towards work-life balance, England 2007**

Row per cent		Whether, as an employer, agree that it is not easy trying to accommodate employees with different patterns of working					Total		
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base		
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	13		54	14	17	2	100	283
	Retail, Transport, Finance & business services	16		51	6	25	1	100	463
	Public administration & other services	18		51	6	23	2	100	471
Size of establishment	5 to 49 employees	15		52	8	23	1	100	679
	50 or more employees	22		47	6	22	3	100	538
Ownership type of establishment	One of several UK workplaces of the same organisation	15		52	8	23	1	100	791
	A single independent establishment	17		51	7	23	2	100	426
Union recognition	Union exists and is recognised	17		49	6	26	2	100	451
	Union does not exist or is not recognised	16		53	8	22	1	100	711
Female employees as a proportion of all employment	0% to 9%	12		44	18	25	1	100	124
	10% to 49%	14		58	5	21	1	100	437
	50% or more	18		48	8	24	2	100	655
Crude indicator of employee skill level	No skilled employees	15		52	8	24	1	100	258
	Some skilled employees	17		52	7	23	2	100	959
All		16		52	7	23	2	100	1217

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

<sup>8</sup> Significance test of difference in proportion of respondents stating "Agree" or "Strongly agree" in East Midlands compared with England.

**Table 2.31 Employer attitudes towards work-life balance, East Midlands 2003<sup>9</sup>**

Row per cent		Whether, as an employer, agree that it is not easy trying to accommodate employees with different patterns of working					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[9]	[50]	[24]	[17]		100	36
	Retail, Transport, Finance & business services	[16]	[42]	[13]	[25]	[5]	100	34
	Public administration & other services	[9]	[62]	[16]	[12]		100	42
Size of establishment	5 to 49 employees	12	50	19	17	2	100	71
	50 or more employees	[10]	[54]	[7]	[30]		100	41
Ownership type of establishment	One of several UK workplaces of the same organisation	5	53	15	23	4	100	64
	A single independent establishment	[17]	[49]	[19]	[15]	[0]	100	48
Union recognition	Union exists and is recognised	[9]	[50]	[12]	[29]		100	41
	Union does not exist or is not recognised	13	50	19	15	2	100	71
Female employees as a proportion of all employment	0% to 9%		[52]		[48]		100	11
	10% to 49%	[21]	[44]	[22]	[13]		100	43
	50% or more	5	55	16	20	4	100	55
Crude indicator of employee skill level	No skilled employees	[19]	[49]	[6]	[19]	[6]	100	26
	Some skilled employees	9	51	22	18	0	100	86
All		12	50	17	19	2	100	112

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

**Table 2.32 Employer attitudes towards work-life balance, England 2003**

Row per cent		Whether, as an employer, agree that it is not easy trying to accommodate employees with different patterns of working					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	14	55	14	17	1	100	297
	Retail, Transport, Finance & business services	15	49	12	24	1	100	503
	Public administration & other services	13	52	8	26	1	100	455
Size of establishment	5 to 49 employees	14	50	12	24	1	100	802
	50 or more employees	14	58	8	19	0	100	458
Ownership type of establishment	One of several UK workplaces of the same organisation	12	51	11	24	1	100	846
	A single independent establishment	17	50	11	21	1	100	414
Union recognition	Union exists and is recognised	13	50	9	27	0	100	465
	Union does not exist or is not recognised	14	51	12	22	1	100	786
Female employees as a proportion of all employment	0% to 9%	16	67	3	14		100	130
	10% to 49%	17	49	12	21	1	100	441
	50% or more	12	50	12	26	1	100	665
Crude indicator of employee skill level	No skilled employees	12	48	13	24	2	100	324
	Some skilled employees	15	52	10	22	0	100	936
All		14	51	11	23	1	100	1260

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

<sup>9</sup> Significance test of difference in proportion of respondents stating "Agree" or "Strongly agree" in East Midlands compared with England.

**Table 2.33 Employer attitudes towards work-life balance, East Midlands 2007<sup>10</sup>**

Row per cent		Whether, as an employer, agree that it's not the employer's responsibility to help people balance their work with other aspects of their life						Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base		
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[4]	*	[13]	[36]	[34]	[14]	100	29
	Retail, Transport, Finance & business services	[3]	*	[16]	[10]	[67]	[5]	100	32
	Public administration & other services	[8]		[32]	[10]	[46]	[5]	100	31
Size of establishment	5 to 49 employees	[4]	*	[18]	[14]	[57]	[6]	100	47
	50 or more employees	[5]		[20]	[30]	[32]	[12]	100	45
Ownership type of establishment	One of several UK workplaces of the same organisation	2		20	23	49	5	100	64
	A single independent establishment	[7]	*	[16]	[5]	[63]	[10]	100	28
Union recognition	Union exists and is recognised	[4]		[17]	[25]	[47]	[8]	100	38
	Union does not exist or is not recognised	4	*	17	17	55	8	100	50
Female employees as a proportion of all employment	0% to 9%		*	[10]	[30]	[59]		100	7
	10% to 49%	[3]	*	[12]	[6]	[71]	[8]	100	33
	50% or more	5		23	23	42	6	100	51
Crude indicator of employee skill level	No skilled employees			[17]	[20]	[52]	[11]	100	21
	Some skilled employees	8		19	13	57	3	100	71
All		4	*	18	16	54	7	100	92

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

**Table 2.34 Employer attitudes towards work-life balance, England 2007**

Row per cent		Whether, as an employer, agree that it's not the employer's responsibility to help people balance their work with other aspects of their life						Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base		
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	9	30	15	37	9	100	284	
	Retail, Transport, Finance & business services	4	32	9	47	8	100	463	
	Public administration & other services	6	26	11	44	12	100	471	
Size of establishment	5 to 49 employees	5	31	10	45	9	100	679	
	50 or more employees	7	28	12	44	10	100	539	
Ownership type of establishment	One of several UK workplaces of the same organisation	5	27	10	48	9	100	791	
	A single independent establishment	5	35	11	39	9	100	427	
Union recognition	Union exists and is recognised	5	23	14	45	14	100	454	
	Union does not exist or is not recognised	6	32	10	44	8	100	708	
Female employees as a proportion of all employment	0% to 9%	7	36	17	22	18	100	126	
	10% to 49%	6	29	7	50	8	100	438	
	50% or more	5	30	12	44	8	100	653	
Crude indicator of employee skill level	No skilled employees	4	28	9	48	10	100	254	
	Some skilled employees	6	32	11	42	9	100	964	
All		5	30	11	45	9	100	1218	

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

<sup>10</sup> Significance test of difference in proportion of respondents stating "Agree" or "Strongly agree" in East Midlands compared with England.

**Table 2.35 Employer attitudes towards work-life balance, East Midlands 2003<sup>11</sup>**

Row per cent		Whether, as an employer, agree that it's not the employer's responsibility to help people balance their work with other aspects of their life					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	100	Unweighted base
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[4]	[29]	[23]	[41]	[3]	100	36
	Retail, Transport, Finance & business services	[5]	[21]	[19]	[50]	[5]	100	35
	Public administration & other services	[3]	[26]	[16]	[47]	[9]	100	42
Size of establishment	5 to 49 employees	5	26	20	45	4	100	71
	50 or more employees	[1]	[20]	[12]	[56]	[11]	100	42
Ownership type of establishment	One of several UK workplaces of the same organisation	2	15	14	63	6	100	65
	A single independent establishment	[6]	[33]	[23]	[33]	[5]	100	48
Union recognition	Union exists and is recognised	[4]	[21]	[13]	[48]	[14]	100	42
	Union does not exist or is not recognised	4	26	21	46	3	100	71
Female employees as a proportion of all employment	0% to 9%		[30]	[17]	[53]		100	11
	10% to 49%	[8]	[31]	[23]	[36]	[3]	100	43
	50% or more	2	20	17	54	8	100	56
Crude indicator of employee skill level	No skilled employees	[6]	[18]	[18]	[56]	[1]	100	27
	Some skilled employees	3	28	20	42	7	100	86
All		4	25	19	46	5	100	113

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

**Table 2.36 Employer attitudes towards work-life balance, England 2003**

Row per cent		Whether, as an employer, agree that it's not the employer's responsibility to help people balance their work with other aspects of their life					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	100	Unweighted base
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	3	30	21	40	6	100	297
	Retail, Transport, Finance & business services	4	25	17	48	6	100	507
	Public administration & other services	4	24	14	48	10	100	455
Size of establishment	5 to 49 employees	4	26	17	45	7	100	804
	50 or more employees	3	20	15	52	10	100	460
Ownership type of establishment	One of several UK workplaces of the same organisation	4	23	17	48	8	100	848
	A single independent establishment	4	29	17	43	6	100	416
Union recognition	Union exists and is recognised	2	19	14	54	11	100	466
	Union does not exist or is not recognised	4	28	18	44	6	100	790
Female employees as a proportion of all employment	0% to 9%	4	40	23	32	1	100	131
	10% to 49%	4	29	16	43	7	100	443
	50% or more	4	21	16	50	9	100	666
Crude indicator of employee skill level	No skilled employees	6	25	18	46	6	100	325
	Some skilled employees	3	26	17	46	8	100	939
All		4	26	17	46	7	100	1264

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

<sup>11</sup> Significance test of difference in proportion of respondents stating "Agree" or "Strongly agree" in East Midlands compared with England.

**Table 2.37 Employer attitudes towards work-life balance, East Midlands 2007**

Row per cent		Whether, as an employer, agree that people work best when they can balance their work and the other aspects of their lives					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[19]	[73]	[1]	[7]		100	29
	Retail, Transport, Finance & business services	[31]	[69]				100	32
	Public administration & other services	[42]	[58]				100	31
Size of establishment	5 to 49 employees	[28]	[70]		[2]		100	47
	50 or more employees	[48]	[51]	[2]			100	45
Ownership type of establishment	One of several UK workplaces of the same organisation	39	61	0	0		100	64
	A single independent establishment	[15]*	[80]	[0]	[5]		100	28
Union recognition	Union exists and is recognised	[41]	[47]		[12]		100	38
	Union does not exist or is not recognised	31	69	0	0		100	50
Female employees as a proportion of all employment	0% to 9%	[4]*	[96]				100	7
	10% to 49%	[26]	[69]	[0]	[4]		100	33
	50% or more	34	66	0	0		100	51
Crude indicator of employee skill level	No skilled employees	[36]	[64]				100	21
	Some skilled employees	25	71	0	3		100	71
All		30	68	0	2		100	92

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

**Table 2.38 Employer attitudes towards work-life balance, England 2007**

Row per cent		Whether, as an employer, agree that people work best when they can balance their work and the other aspects of their lives					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	25	60	7	8		100	286
	Retail, Transport, Finance & business services	35	59	3	3	1	100	465
	Public administration & other services	46	50	1	2	0	100	474
Size of establishment	5 to 49 employees	36	57	3	4	0	100	685
	50 or more employees	37	58	4	1	0	100	540
Ownership type of establishment	One of several UK workplaces of the same organisation	38	55	3	3	1	100	795
	A single independent establishment	33	59	3	5		100	430
Union recognition	Union exists and is recognised	42	54	1	3	1	100	455
	Union does not exist or is not recognised	35	57	4	4	0	100	713
Female employees as a proportion of all employment	0% to 9%	29	55	9	3	3	100	126
	10% to 49%	33	58	4	5		100	442
	50% or more	40	57	1	3	0	100	656
Crude indicator of employee skill level	No skilled employees	40	56	1	2	1	100	260
	Some skilled employees	34	58	4	4	0	100	965
All		36	57	3	3	0	100	1225

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

**Table 2.39 Employer attitudes towards work-life balance, East Midlands 2003**

Row per cent		Whether, as an employer, agree that people work best when they can balance their work and the other aspects of their lives					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[28]	[62]	[9]	[1]*		100	36
	Retail, Transport, Finance & business services	[36]	[58]	[2]	[3]		100	34
	Public administration & other services	[49]	[47]	[4]			100	43
Size of establishment	5 to 49 employees	39	55	4	1		100	70
	50 or more employees	[31]	[61]	[8]	[1]		100	43
Ownership type of establishment	One of several UK workplaces of the same organisation	45	54	0	0		100	66
	A single independent establishment	[31]	[58]	[9]	[3]		100	47
Union recognition	Union exists and is recognised	[62]	[37]	[1]			100	42
	Union does not exist or is not recognised	31	62	5	2		100	70
Female employees as a proportion of all employment	0% to 9%	[43]	[57]				100	11
	10% to 49%	[27]	[64]	[8]	[0]*		100	42
	50% or more	44	51	2	2		100	56
Crude indicator of employee skill level	No skilled employees	[35]	[57]	[8]			100	26
	Some skilled employees	39	56	4	2		100	87
All		38	56	5	1		100	113

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

**Table 2.40 Employer attitudes towards work-life balance, England 2003**

Row per cent		Whether, as an employer, agree that people work best when they can balance their work and the other aspects of their lives					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	26	64	7	3	1	100	296
	Retail, Transport, Finance & business services	39	58	2	1	0	100	506
	Public administration & other services	47	49	2	1	1	100	457
Size of establishment	5 to 49 employees	38	57	3	1	1	100	803
	50 or more employees	40	53	4	3		100	461
Ownership type of establishment	One of several UK workplaces of the same organisation	42	55	2	1	0	100	850
	A single independent establishment	34	59	6	1	1	100	414
Union recognition	Union exists and is recognised	51	46	1	1	0	100	467
	Union does not exist or is not recognised	35	59	4	1	1	100	788
Female employees as a proportion of all employment	0% to 9%	21	72	5	2		100	131
	10% to 49%	32	61	5	1	1	100	442
	50% or more	47	50	2	1	0	100	666
Crude indicator of employee skill level	No skilled employees	39	56	4	1	1	100	324
	Some skilled employees	39	56	3	2	1	100	940
All		39	56	3	1	1	100	1264

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

**Table 2.41 Employer attitudes towards work-life balance, East Midlands 2007<sup>12</sup>**

Row per cent		Whether, as an employer, agree that policies that help employees balance work and other interests are often unfair to some employees					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[4]	[33]	[2]	[62]	[0]	100	28
	Retail, Transport, Finance & business services		[50]	[5]	[46]	[0]	100	32
	Public administration & other services	[12]	[45]	[7]	[35]	[1]	100	30
Size of establishment	5 to 49 employees	[2]	[46]	[4]	[47]		100	45
	50 or more employees	[7]	[39]	[4]	[47]	[3]	100	45
Ownership type of establishment	One of several UK workplaces of the same organisation	4	39	2	54	0	100	63
	A single independent establishment	[1]	[54]	[8]	[37]		100	27
Union recognition	Union exists and is recognised	[6]	[48]	[12]	[32]	[2]	100	37
	Union does not exist or is not recognised	3	36	4	57	0	100	50
Female employees as a proportion of all employment	0% to 9%	[21]	*	[67]	[12]		100	7
	10% to 49%		[42]	[7]	[51]		100	32
	50% or more	5	46	2	46	1	100	50
Crude indicator of employee skill level	No skilled employees		[45]		[55]	[0]	100	21
	Some skilled employees	6	45	8	41	0	100	69
All		3	45	4	47	0	100	90

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

**Table 2.42 Employer attitudes towards work-life balance, England 2007**

Row per cent		Whether, as an employer, agree that policies that help employees balance work and other interests are often unfair to some employees					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	3	40	16	38	4	100	277
	Retail, Transport, Finance & business services	9	34	13	41	4	100	462
	Public administration & other services	5	35	11	43	6	100	461
Size of establishment	5 to 49 employees	7	34	13	42	4	100	665
	50 or more employees	7	42	12	34	5	100	535
Ownership type of establishment	One of several UK workplaces of the same organisation	7	33	12	43	4	100	780
	A single independent establishment	6	38	14	38	4	100	420
Union recognition	Union exists and is recognised	7	41	10	36	5	100	446
	Union does not exist or is not recognised	7	34	14	41	5	100	699
Female employees as a proportion of all employment	0% to 9%	16	28	11	42	3	100	122
	10% to 49%	6	34	12	44	4	100	431
	50% or more	6	37	14	39	5	100	646
Crude indicator of employee skill level	No skilled employees	6	35	15	40	4	100	250
	Some skilled employees	7	35	11	42	4	100	950
All		7	35	13	41	4	100	1200

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

<sup>12</sup> Significance test of difference in proportion of respondents stating “Agree” or “Strongly agree” in East Midlands compared with England.

**Table 2.43 Employer attitudes towards work-life balance, East Midlands 2003<sup>13</sup>**

Row per cent		Whether, as an employer, agree that policies that help employees balance work and other interests are often unfair to some employees					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[6]	[42]	[38]	[14]	[0]	100	35
	Retail, Transport, Finance & business services	[8]	[28]	[33]	[32]		100	35
	Public administration & other services	[3]	[36]	[24]	[37]	[0]	100	42
Size of establishment	5 to 49 employees	6	33	34	26	0	100	71
	50 or more employees	[2]	[42]	[15]	[39]	[1]	100	41
Ownership type of establishment	One of several UK workplaces of the same organisation	3	41	19	36	0	100	65
	A single independent establishment	[8]	[29]	[42]	[20]	[0]	100	47
Union recognition	Union exists and is recognised		[40]	[25]	[34]	[1]	100	42
	Union does not exist or is not recognised	7	33	34	26	0	100	70
Female employees as a proportion of all employment	0% to 9%	[13]	[52]	[14]	[22]		100	11
	10% to 49%	[11]	[33]	[43]	[12]	[0]	100	42
	50% or more	0	34	23	44	0	100	56
Crude indicator of employee skill level	No skilled employees	[9]	[37]	[27]	[28]		100	27
	Some skilled employees	4	34	34	28	0	100	85
All		6	35	32	28	0	100	112

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

**Table 2.44 Employer attitudes towards work-life balance, England 2003**

Row per cent		Whether, as an employer, agree that policies that help employees balance work and other interests are often unfair to some employees					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	5	40	23	30	2	100	295
	Retail, Transport, Finance & business services	6	36	19	38	1	100	506
	Public administration & other services	3	37	21	37	2	100	455
Size of establishment	5 to 49 employees	5	37	20	36	2	100	802
	50 or more employees	4	41	18	35	2	100	459
Ownership type of establishment	One of several UK workplaces of the same organisation	4	37	17	40	2	100	848
	A single independent establishment	6	38	25	30	1	100	413
Union recognition	Union exists and is recognised	2	35	18	43	2	100	467
	Union does not exist or is not recognised	6	38	21	34	2	100	786
Female employees as a proportion of all employment	0% to 9%	6	46	17	30	1	100	131
	10% to 49%	6	37	21	34	2	100	441
	50% or more	4	37	20	37	2	100	665
Crude indicator of employee skill level	No skilled employees	6	37	18	39	1	100	323
	Some skilled employees	4	38	21	34	2	100	938
All		5	38	20	36	2	100	1261

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

<sup>13</sup> Significance test of difference in proportion of respondents stating “Agree” or “Strongly agree” in East Midlands compared with England.

**Table 2.45 Employer attitudes towards work-life balance, East Midlands 2007<sup>14</sup>**

Row per cent		Whether, as an employer, agree that employers should make a special effort to accommodate the particular difficulties parents of young and disabled children face in balancing their work and family life					Total		
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base		
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[7]	[76]	[8]	[9]		100	29	
	Retail, Transport, Finance & business services	[17]	[77]	[0]	[5]		100	32	
	Public administration & other services	[25]	[66]	[6]		[3]	100	30	
Size of establishment	5 to 49 employees	[15]	[78]	[3]	[4]		100	47	
	50 or more employees	[24]	[49]	[6]	[16]	[5]	100	44	
Ownership type of establishment	One of several UK workplaces of the same organisation	23	71	3	3	1	100	63	
	A single independent establishment	[6]	[81]	[4]	[9]		100	28	
Union recognition	Union exists and is recognised	[17]	[48]	[8]	[23]	*	[4]	100	38
	Union does not exist or is not recognised	17	77	3	2	0	100	49	
Female employees as a proportion of all employment	0% to 9%	[5]	[20]	[55]	[21]		100	7	
	10% to 49%	[16]	[78]	[2]	[4]		100	33	
	50% or more	17	75	2	5	1	100	50	
Crude indicator of employee skill level	No skilled employees	[17]	[82]	[0]			100	21	
	Some skilled employees	15	68	6	10	1	100	70	
All		16	75	3	5	1	100	91	

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

**Table 2.46 Employer attitudes towards work-life balance, England 2007**

Row per cent		Whether, as an employer, agree that employers should make a special effort to accommodate the particular difficulties parents of young and disabled children face in balancing their work and family life					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	17	67	8	8	0	100	284
	Retail, Transport, Finance & business services	25	63	6	6	1	100	466
	Public administration & other services	29	62	5	3	0	100	469
Size of establishment	5 to 49 employees	25	63	6	5	0	100	682
	50 or more employees	23	64	6	7	0	100	537
Ownership type of establishment	One of several UK workplaces of the same organisation	26	64	5	6	0	100	790
	A single independent establishment	23	63	7	5	1	100	429
Union recognition	Union exists and is recognised	24	61	8	6	0	100	453
	Union does not exist or is not recognised	25	64	6	5	0	100	711
Female employees as a proportion of all employment	0% to 9%	17	63	11	8		100	125
	10% to 49%	30	60	6	4	0	100	439
	50% or more	22	66	5	6	1	100	654
Crude indicator of employee skill level	No skilled employees	29	63	4	4		100	257
	Some skilled employees	22	64	7	6	1	100	962
All		25	63	6	6	0	100	1219

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

<sup>14</sup> Significance test of difference in proportion of respondents stating "Disagree" or "Strongly disagree" in East Midlands compared with England.

**Table 2.47 Employer attitudes towards work-life balance, East Midlands 2003<sup>15</sup>**

Row per cent		Whether, as an employer, agree that employers should make a special effort to accommodate the particular difficulties parents of young and disabled children face in balancing their work and family life					Total
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[6]	[75]	[13]	[6]	100	36
	Retail, Transport, Finance & business services	[27]	[53]	[4]	[15]	100	35
	Public administration & other services	[43]	[45]	[10]	[2]	100	42
Size of establishment	5 to 49 employees	26	56	9	9	100	71
	50 or more employees	[18]	[66]	[8]	[8]	100	42
Ownership type of establishment	One of several UK workplaces of the same organisation	37	48	7	8	100	65
	A single independent establishment	[15]	[65]	[10]	[9]	100	48
Union recognition	Union exists and is recognised	[39]	[46]	[1]	[13]	100	42
	Union does not exist or is not recognised	21	61	11	7	100	71
Female employees as a proportion of all employment	0% to 9%	[9]	[44]	[21]	[26]	100	11
	10% to 49%	[11]	[71]	[8]	[10]	100	43
	50% or more	41	47	7	5	100	56
Crude indicator of employee skill level	No skilled employees	[20]	[56]	[10]	[13]	100	27
	Some skilled employees	27	58	8	7	100	86
All		25	57	9	9	100	113

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

**Table 2.48 Employer attitudes towards work-life balance, England 2003**

Row per cent		Whether, as an employer, agree that employers should make a special effort to accommodate the particular difficulties parents of young and disabled children face in balancing their work and family life					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	13	66	14	5	1	100	296
	Retail, Transport, Finance & business services	21	67	7	4	1	100	507
	Public administration & other services	27	57	9	5	1	100	456
Size of establishment	5 to 49 employees	21	63	9	5	1	100	804
	50 or more employees	20	67	11	2	0	100	460
Ownership type of establishment	One of several UK workplaces of the same organisation	25	63	8	3	1	100	850
	A single independent establishment	16	65	11	7	1	100	414
Union recognition	Union exists and is recognised	30	59	8	4	0	100	467
	Union does not exist or is not recognised	19	65	10	5	1	100	788
Female employees as a proportion of all employment	0% to 9%	11	69	13	8	1	100	130
	10% to 49%	16	65	11	6	1	100	443
	50% or more	27	61	8	4	0	100	667
Crude indicator of employee skill level	No skilled employees	18	66	11	4	1	100	326
	Some skilled employees	23	63	9	5	1	100	938
All		21	64	9	5	1	100	1264

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

<sup>15</sup> Significance test of difference in proportion of respondents stating “Disagree” or “Strongly disagree” in East Midlands compared with England.

**Table 2.49 Employer attitudes towards work-life balance, East Midlands 2007**

Row per cent		Whether, as an employer, agree that people who work flexibly are just as likely to be promoted as those who don't					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[3]	[49]	[5]	[31]	[12]	100	29
	Retail, Transport, Finance & business services	[23]	[51]	[20]	[6]	[0]	100	32
	Public administration & other services	[20]	[74]		[6]		100	30
Size of establishment	5 to 49 employees	[14]	[55]	[14]	[13]	[4]	100	46
	50 or more employees	[41]	[50]	[0]	[8]	[0]	100	45
Ownership type of establishment	One of several UK workplaces of the same organisation	25	67	0	8	0	100	64
	A single independent establishment	[5]	[34]	[33]	[20]	[8]	100	27
Union recognition	Union exists and is recognised	[33]	[45]		[21]		100	38
	Union does not exist or is not recognised	7	59	17	13	4	100	49
Female employees as a proportion of all employment	0% to 9%		[86]		[12]	[2]	100	7
	10% to 49%	[4]	[44]	[25]	[20]	[7]	100	33
	50% or more	29	61	3	7	0	100	50
Crude indicator of employee skill level	No skilled employees	[25]	[43]	[15]	[10]	[7]	100	20
	Some skilled employees	12	64	10	15	0	100	71
All		18	54	12	12	3	100	91

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

**Table 2.50 Employer attitudes towards work-life balance, England 2007**

Row per cent		Whether, as an employer, agree that people who work flexibly are just as likely to be promoted as those who don't					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	12	58	12	16	2	100	280
	Retail, Transport, Finance & business services	22	60	5	11	2	100	457
	Public administration & other services	26	57	6	9	1	100	470
Size of establishment	5 to 49 employees	21	59	7	11	2	100	668
	50 or more employees	22	61	4	12	2	100	539
Ownership type of establishment	One of several UK workplaces of the same organisation	21	63	4	10	2	100	789
	A single independent establishment	21	54	11	14	1	100	418
Union recognition	Union exists and is recognised	20	61	3	15	1	100	451
	Union does not exist or is not recognised	21	58	7	11	2	100	700
Female employees as a proportion of all employment	0% to 9%	11	62	14	9	4	100	123
	10% to 49%	19	58	8	13	2	100	433
	50% or more	24	59	4	11	2	100	650
Crude indicator of employee skill level	No skilled employees	19	65	6	9	1	100	255
	Some skilled employees	22	55	7	13	2	100	952
All		21	59	7	12	2	100	1207

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

**Table 2.51 Employer attitudes towards work-life balance, East Midlands 2003**

Row per cent		Whether, as an employer, agree that people who work flexibly are just as likely to be promoted as those who don't					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[17]	[52]	[20]	[10]		100	36
	Retail, Transport, Finance & business services	[30]	[37]	[15]	[19]		100	35
	Public administration & other services	[23]	[59]	[11]	[6]		100	42
Size of establishment	5 to 49 employees	24	49	15	13		100	71
	50 or more employees	[26]	[45]	[17]	[12]		100	42
Ownership type of establishment	One of several UK workplaces of the same organisation	34	48	5	13		100	65
	A single independent establishment	[16]	[48]	[24]	[12]		100	48
Union recognition	Union exists and is recognised	[40]	[50]	[5]	[5]		100	42
	Union does not exist or is not recognised	19	48	18	15		100	71
Female employees as a proportion of all employment	0% to 9%	[9]	[70]		[21]		100	11
	10% to 49%	[21]	[35]	[28]	[16]		100	43
	50% or more	27	58	7	9		100	56
Crude indicator of employee skill level	No skilled employees	[19]	[48]	[16]	[17]		100	27
	Some skilled employees	26	48	15	11		100	86
All		24	48	15	12		100	113

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

**Table 2.52 Employer attitudes towards work-life balance, England 2003**

Row per cent		Whether, as an employer, agree that people who work flexibly are just as likely to be promoted as those who don't					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	10	59	19	11	2	100	295
	Retail, Transport, Finance & business services	20	58	12	10	1	100	506
	Public administration & other services	20	61	11	7	1	100	455
Size of establishment	5 to 49 employees	17	59	14	9	1	100	802
	50 or more employees	24	56	10	8	1	100	459
Ownership type of establishment	One of several UK workplaces of the same organisation	20	60	8	10	1	100	847
	A single independent establishment	14	56	20	8	1	100	414
Union recognition	Union exists and is recognised	24	59	9	7	1	100	467
	Union does not exist or is not recognised	16	59	14	10	1	100	786
Female employees as a proportion of all employment	0% to 9%	8	63	14	15	0	100	130
	10% to 49%	16	55	16	10	2	100	441
	50% or more	20	61	11	7	1	100	666
Crude indicator of employee skill level	No skilled employees	18	58	13	11	1	100	325
	Some skilled employees	18	59	14	9	1	100	936
All		18	59	13	9	1	100	1261

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

**Table 2.53 Flexible working arrangements, East Midlands 2008**

Row per cent		Type of agreed working arrangement							Total		
		Flexitime	Annualized hours contract	Term time working	Job sharing	Nine day fortnight	Four and a half day week	Zero hours contract	None of these	Unweighted base	
Sex	Male	9	4	1	0	0	1	0	85	100	1840
	Female	11	3	8	1	0	1	1	75	100	1637
Ethnicity	White	10	4	5	0	0	1	0	80	100	3277
	Non-white	12	5	2			2	1	80	100	200
Limiting long-term illness/disability	No	10	4	5	0	0	1	0	80	100	2950
	Yes	10	3	6	0	0	2	0	79	100	527
Age	16 - 34	9	3	3	0	0	1	0	83	100	1073
	35 - 44	10	4	6	0	0	1	1	77	100	901
	45 - 60/65	11	4	5	1	0	1	0	79	100	1311
	60/65+	9	2	9	1				79	100	192
Family type (household composition)	Single person household	10	4	4		0	1	0	79	100	338
	Couple, no children	11	4	4	0		1	0	79	100	1007
	Couple with dependent children	10	4	6	0	0	0	0	79	100	1257
	Couple with non-dependent children	12	2	4	0		1		82	100	384
	Lone parent with dependent children	7	5	9	1			1	75	100	151
	Other	7	2	2	0	0	0	1	87	100	340
SIC 92: aggregated	Production and construction	7	3	0	0	0	2	0	88	100	931
	Retail, transport, finance, business services	9	3	1	0	0	0	0	86	100	1368
	Public admin and other services	14	4	13	1	0	0	1	67	100	1162
All		10	4	5	0	0	1	0	80	100	3477

Base: Adults aged 16 and over living in private households and in work  
Source: Labour Force Survey 2008 Q2

**Table 2.54 Flexible working arrangements, England 2008**

Row per cent		Type of agreed working arrangement							Total		
		Flexitime	Annualized hours contract	Term time working	Job sharing	Nine day fortnight	Four and a half day week	Zero hours contract	None of these	Unweighted base	
Sex	Male	9	3	1	0	0	1	0	84	100	19900
	Female	12	4	8	1	0	0	1	74	100	18356
Ethnicity	White	11	4	5	1	0	1	0	79	100	35083
	Non-white	11	4	3	1	0	1	1	80	100	3159
Limiting long-term illness/disability	No	11	4	5	1	0	1	0	79	100	32812
	Yes	11	4	5	1	0	1	1	77	100	5444
Age	16 - 34	9	3	3	0	0	1	1	82	100	11427
	35 - 44	12	4	6	1	0	1	0	77	100	10004
	45 - 60/65	11	4	5	1	0	1	0	78	100	14623
	60/65+	9	3	6	1	0	0	1	80	100	2202
Family type (household composition)	Single person household	13	4	2	0	0	1	1	78	100	4171
	Couple, no children	11	4	4	1	0	1	0	79	100	10173
	Couple with dependent children	10	3	6	1	0	1	0	78	100	13319
	Couple with non-dependent children	9	4	4	1	0	1	1	81	100	4380
	Lone parent with dependent children	11	4	10	1	0	0	1	73	100	1798
	Other	9	4	3	1	0	1	1	82	100	4415
SIC 92: aggregated	Production and construction	8	3	0	0	0	2	0	87	100	8494
	Retail, transport, finance, business services	8	3	1	1	0	0	1	86	100	16092
	Public admin and other services	15	5	12	1	0	0	1	66	100	13396
All		11	4	5	1	0	1	1	79	100	38256

Base: Adults aged 16 and over living in private households and in work  
Source: Labour Force Survey 2008 Q2

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**Table 2.55 Employers with Equal Opportunities Policies by target group, East Midlands 2004**

Row per cent		Equal opportunities policy				Unweighted base
		Gender	Ethnicity	Disability	Age	
SIC 2003: aggregated	Manufacturing, Utilities and production & Construction	[31]	[31]	[29]	[23]	42
	Retail, Transport, Finance & business	47	47	42	23*	72
	Public admin & other services	83	83	74	70	58
Size of establishment	5 - 49	47	47	42	31	75
	50+	87	87	79	53	97
Ownership type of establishment	One of several UK workplaces of the same organisation	73	73	66	46	122
	A single independent establishment	[23]	[23]	[20]	[18]	48
Union recognition	Union exists and is recognised	90	90	88	72	77
	Union does not exist or is not recognised	40	40	35	23*	95
Establishment age	Up to 9 years	[44]	[44]	[43]	[34]	32
	10 to 24 years	40*	40*	33*	15*	53
	25 or more years	67	67	62	53	87
Female employees as a proportion of all employment	0% to 9%	[42]	[42]	[36]	[35]	13
	10% to 49%	41	41	41	27	73
	50% or more	59	59	50	38	86
Crude indicator of employee skill level	No skilled employees	[51]	[51]	[44]	[25]*	49
	Some skilled employees	51	51	48	42	123
All		51	51	46	33	172

Base: Establishments with 5 or more employees

Source: Workplace Employment Relations Survey 2004

Note: Multiple responses

**Table 2.56 Employers with Equal Opportunities Policies by target group, England 2004**

Row per cent		Equal opportunities policy				Unweighted base
		Gender	Ethnicity	Disability	Age	
SIC 2003: aggregated	Manufacturing, Utilities and production & Construction	33	32	30	22	391
	Retail, Transport, Finance & business	52	51	50	38	869
	Public admin & other services	75	76	72	62	696
Size of establishment	5 - 49	51	50	48	39	830
	50+	84	84	82	63	1126
Ownership type of establishment	One of several UK workplaces of the same organisation	71	71	69	55	1456
	A single independent establishment	28	28	25	19	463
Union recognition	Union exists and is recognised	82	83	81	66	888
	Union does not exist or is not recognised	47	45	44	34	1068
Establishment age	Up to 9 years	49	47	49	34	412
	10 to 24 years	59	58	57	46	568
	25 or more years	55	54	49	42	969
Female employees as a proportion of all employment	0% to 9%	36	36	33	25	189
	10% to 49%	46	43	43	31	714
	50% or more	63	64	61	51	1046
Crude indicator of employee skill level	No skilled employees	57	56	55	43	515
	Some skilled employees	52	52	49	41	1441
All		55	54	52	41	1956

Base: Establishments with 5 or more employees

Source: Workplace Employment Relations Survey 2004

Note: Multiple responses

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**Table 2.57 Employers monitoring equal opportunities in recruitment by target group, East Midlands 2004**

Row per cent		Monitor recruitment and selection				Unweighted base
		Gender	Ethnicity	Disability	Age	
SIC 2003: aggregated	Manufacturing, Utilities and production & Construction	[27]	[16]	[27]	[37]	42
	Retail, Transport, Finance & business	10	9	11	10	72
	Public admin & other services	36	37	37	28	58
Size of establishment	5 - 49	19	15	19	20	75
	50+	30	31	32	26	97
Ownership type of establishment	One of several UK workplaces of the same organisation	26	26	27	24	122
	A single independent establishment	[13]	[5]	[13]	[18]	48
Union recognition	Union exists and is recognised	28	28*	29	17*	77
	Union does not exist or is not recognised	18	14	18	22	95
Establishment age	Up to 9 years	[32]	[32]	[32]	[29]	32
	10 to 24 years	13	5*	13	13	53
	25 or more years	20	20	22	24	87
Female employees as a proportion of all employment	0% to 9%		[1]*	[3]		13
	10% to 49%	26	18	27	32*	73
	50% or more	17	18*	18	14	86
Crude indicator of employee skill level	No skilled employees	[9]*	[9]*	[10]	[9]*	49
	Some skilled employees	31	25	31	33	123
All		20	17	21	21	172

Base: Establishments with 5 or more employees

Source: Workplace Employment Relations Survey 2004

Note: Multiple responses

**Table 2.58 Employers monitoring equal opportunities in recruitment by target group, England 2004**

Row per cent		Monitor recruitment and selection				Unweighted base
		Gender	Ethnicity	Disability	Age	
SIC 2003: aggregated	Manufacturing, Utilities and production & Construction	10	8	10	16	391
	Retail, Transport, Finance & business	14	14	14	14	869
	Public admin & other services	37	40	38	28	696
Size of establishment	5 - 49	17	17	17	17	830
	50+	37	38	35	26	1126
Ownership type of establishment	One of several UK workplaces of the same organisation	26	27	26	22	1456
	A single independent establishment	8	6	8	12	463
Union recognition	Union exists and is recognised	43	47	45	31	888
	Union does not exist or is not recognised	12	11	12	14	1068
Establishment age	Up to 9 years	19	18	17	19	412
	10 to 24 years	17	18	17	16	568
	25 or more years	21	22	23	20	969
Female employees as a proportion of all employment	0% to 9%	7	7	8	10	189
	10% to 49%	13	12	13	14	714
	50% or more	25	26	25	22	1046
Crude indicator of employee skill level	No skilled employees	18	18	17	17	515
	Some skilled employees	21	21	22	19	1441
All		19	20	19	18	1956

Base: Establishments with 5 or more employees

Source: Workplace Employment Relations Survey 2004

Note: Multiple responses

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**Table 2.59 Employers reviewing equal opportunities in recruitment by target group, East Midlands 2004**

Row per cent		Review recruitment and selection procedures to identify indirect discrimination				Unweighted base
		Gender	Ethnicity	Disability	Age	
SIC 2003: aggregated	Manufacturing, Utilities and production & Construction	[27]	[16]	[27]	[26]	42
	Retail, Transport, Finance & business	14	15	15	15	72
	Public admin & other services	28	30	27	25	58
Size of establishment	5 - 49	20	18	20	19	75
	50+	25	27	27	26	97
Ownership type of establishment	One of several UK workplaces of the same organisation	28	28	28	28	122
	A single independent establishment	[11]	[6]	[12]	[10]	48
Union recognition	Union exists and is recognised	22	26	22	20	77
	Union does not exist or is not recognised	20	17	20	20	95
Establishment age	Up to 9 years	[30]	[31]	[27]	[28]	32
	10 to 24 years	13	7*	14	13	53
	25 or more years	23	24	24	23	87
Female employees as a proportion of all employment	0% to 9%	[1]	[1]*	[4]	[1]	13
	10% to 49%	25	19	26	24	73
	50% or more	19	20	18	19	86
Crude indicator of employee skill level	No skilled employees	[15]	[16]	[16]	[14]	49
	Some skilled employees	26	22	26	26	123
All		20	19	21	20	172

Base: Establishments with 5 or more employees

Source: Workplace Employment Relations Survey 2004

Note: Multiple responses

**Table 2.60 Employers reviewing equal opportunities in recruitment by target group, England 2004**

Row per cent		Review recruitment and selection procedures to identify indirect discrimination				Unweighted base
		Gender	Ethnicity	Disability	Age	
SIC 2003: aggregated	Manufacturing, Utilities and production & Construction	10	10	9	8	391
	Retail, Transport, Finance & business	12	12	12	11	869
	Public admin & other services	34	36	35	29	696
Size of establishment	5 - 49	16	16	16	14	830
	50+	27	29	28	22	1126
Ownership type of establishment	One of several UK workplaces of the same organisation	23	24	23	20	1456
	A single independent establishment	6	7	7	7	463
Union recognition	Union exists and is recognised	35	37	36	28	888
	Union does not exist or is not recognised	12	12	12	11	1068
Establishment age	Up to 9 years	15	16	14	13	412
	10 to 24 years	18	17	18	17	568
	25 or more years	17	19	18	15	969
Female employees as a proportion of all employment	0% to 9%	5	5	6	6	189
	10% to 49%	12	12	11	9	714
	50% or more	22	23	23	20	1046
Crude indicator of employee skill level	No skilled employees	17	17	16	16	515
	Some skilled employees	17	18	18	14	1441
All		17	18	17	15	1956

Base: Establishments with 5 or more employees

Source: Workplace Employment Relations Survey 2004

Note: Multiple responses

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**Table 2.61 Employers monitoring equal opportunities in promotion by target group, East Midlands 2004**

Row per cent		Monitor promotion				Unweighted base
		Gender	Ethnicity	Disability	Age	
SIC 2003: aggregated	Manufacturing, Utilities and production & Construction	[1]	[1]	[1]	[0]*	42
	Retail, Transport, Finance & business	0*	0*	0*		72
	Public admin & other services	18	18	14	13	58
Size of establishment	5 - 49	3*	3*	2*	2*	75
	50+	13	13	13	9	97
Ownership type of establishment	One of several UK workplaces of the same organisation	4*	4*	4*	3*	122
	A single independent establishment	[5]	[5]	[3]	[3]	48
Union recognition	Union exists and is recognised	14	14	11*	8	77
	Union does not exist or is not recognised	2*	2*	2	2	95
Establishment age	Up to 9 years	[8]	[8]	[5]	[5]	32
	10 to 24 years	1*	1*	1*	1*	53
	25 or more years	6	6	6	4	87
Female employees as a proportion of all employment	0% to 9%			[2]		13
	10% to 49%	2*	2*	2	1*	73
	50% or more	6*	6*	5*	4*	86
Crude indicator of employee skill level	No skilled employees	[0]*	[0]*	[0]*	[0]*	49
	Some skilled employees	8	8	7	6	123
All		4*	4*	4*	3*	172

Base: Establishments with 5 or more employees

Source: Workplace Employment Relations Survey 2004

Note: Multiple responses

**Table 2.62 Employers monitoring equal opportunities in promotion by target group, England 2004**

Row per cent		Monitor promotion				Unweighted base
		Gender	Ethnicity	Disability	Age	
SIC 2003: aggregated	Manufacturing, Utilities and production & Construction	3	2	2	1	391
	Retail, Transport, Finance & business	6	6	5	5	869
	Public admin & other services	19	22	19	15	696
Size of establishment	5 - 49	8	8	7	6	830
	50+	17	17	15	12	1126
Ownership type of establishment	One of several UK workplaces of the same organisation	12	13	11	10	1456
	A single independent establishment	3	3	2	2	463
Union recognition	Union exists and is recognised	22	24	22	16	888
	Union does not exist or is not recognised	5	5	4	4	1068
Establishment age	Up to 9 years	7	6	5	5	412
	10 to 24 years	9	10	8	7	568
	25 or more years	10	10	10	8	969
Female employees as a proportion of all employment	0% to 9%	3	3	3	3	189
	10% to 49%	5	5	4	3	714
	50% or more	12	13	12	10	1046
Crude indicator of employee skill level	No skilled employees	9	10	8	8	515
	Some skilled employees	8	9	8	6	1441
All		9	9	8	7	1956

Base: Establishments with 5 or more employees

Source: Workplace Employment Relations Survey 2004

Note: Multiple responses

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**Table 2.63 Employers reviewing equal opportunities in promotion by target group, East Midlands 2004**

Row per cent		Review promotion procedures to identify indirect discrimination				Unweighted base
		Gender	Ethnicity	Disability	Age	
SIC 2003: aggregated	Manufacturing, Utilities and production & Construction	[5]	[5]	[5]	[4]	42
	Retail, Transport, Finance & business	9	8	8	9	72
	Public admin & other services	22	23	22	17	58
Size of establishment	5 - 49	10	10	9	9	75
	50+	18	18	18	16	97
Ownership type of establishment	One of several UK workplaces of the same organisation	15	15	15	14	122
	A single independent establishment	[6]	[6]	[5]	[4]	48
Union recognition	Union exists and is recognised	17	17	17	12	77
	Union does not exist or is not recognised	9	9	8	9	95
Establishment age	Up to 9 years	[11]	[13]	[11]	[8]	32
	10 to 24 years	6	5	5	6	53
	25 or more years	15	15	15	14	87
Female employees as a proportion of all employment	0% to 9%					13
	10% to 49%	8	7	7	7	73
	50% or more	14	14	14	12	86
Crude indicator of employee skill level	No skilled employees	[11]	[11]	[10]	[11]	49
	Some skilled employees	11	11	11	8	123
All		11	11	10	10	172

Base: Establishments with 5 or more employees

Source: Workplace Employment Relations Survey 2004

Note: Multiple responses

**Table 2.64 Employers reviewing equal opportunities in promotion by target group, England 2004**

Row per cent		Review promotion procedures to identify indirect discrimination				Unweighted base
		Gender	Ethnicity	Disability	Age	
SIC 2003: aggregated	Manufacturing, Utilities and production & Construction	4	3	3	2	391
	Retail, Transport, Finance & business	7	7	6	6	869
	Public admin & other services	21	23	21	18	696
Size of establishment	5 - 49	8	9	9	8	830
	50+	18	18	17	14	1126
Ownership type of establishment	One of several UK workplaces of the same organisation	14	14	14	12	1456
	A single independent establishment	2	3	2	2	463
Union recognition	Union exists and is recognised	22	22	22	19	888
	Union does not exist or is not recognised	6	6	6	5	1068
Establishment age	Up to 9 years	7	7	6	6	412
	10 to 24 years	9	10	10	8	568
	25 or more years	12	12	12	11	969
Female employees as a proportion of all employment	0% to 9%	3	2	2	3	189
	10% to 49%	6	5	5	4	714
	50% or more	13	14	14	12	1046
Crude indicator of employee skill level	No skilled employees	10	10	10	9	515
	Some skilled employees	9	10	9	8	1441
All		10	10	10	9	1956

Base: Establishments with 5 or more employees

Source: Workplace Employment Relations Survey 2004

Note: Multiple responses

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**Table 2.65 Employers reviewing equal opportunities in pay by target group, East Midlands 2004**

Row per cent		Review relative pay rates				Unweighted base
		Gender	Ethnicity	Disability	Age	
SIC 2003: aggregated	Manufacturing, Utilities and production & Construction	[5]	[1]	[1]	[4]	42
	Retail, Transport, Finance & business	7	1	1	4	72
Size of establishment	Public admin & other services	6	10	5	6	58
	5 - 49	7	3	2	4	75
Ownership type of establishment	50+	3*	1*	1*	6	97
	One of several UK workplaces of the same organisation	11	5	4	8	122
Union recognition	A single independent establishment	[0]*	[0]*	[0]*	[0]*	48
	Union exists and is recognised	22	11	7	6	77
Establishment age	Union does not exist or is not recognised	2	1	1	4	95
	Up to 9 years	[3]	[3]	[3]	[5]	32
	10 to 24 years	11			6	53
Female employees as a proportion of all employment	25 or more years	4	6	4	3	87
	0% to 9%					13
	10% to 49%	5	2	2	5	73
Crude indicator of employee skill level	50% or more	8	4	2	5	86
	No skilled employees	[10]	[1]	[1]	[4]	49
All	Some skilled employees	3*	5	3	5	123
		6	3	2	5	172

Base: Establishments with 5 or more employees

Source: Workplace Employment Relations Survey 2004

Note: Multiple responses

**Table 2.66 Employers reviewing equal opportunities in pay by target group, England 2004**

Row per cent		Review relative pay rates				Unweighted base
		Gender	Ethnicity	Disability	Age	
SIC 2003: aggregated	Manufacturing, Utilities and production & Construction	5	2	2	4	391
	Retail, Transport, Finance & business	5	3	3	4	869
Size of establishment	Public admin & other services	9	9	7	8	696
	5 - 49	5	4	3	5	830
Ownership type of establishment	50+	12	7	6	7	1126
	One of several UK workplaces of the same organisation	9	6	5	7	1456
Union recognition	A single independent establishment	1	2	1	2	463
	Union exists and is recognised	15	12	10	10	888
Establishment age	Union does not exist or is not recognised	4	2	2	4	1068
	Up to 9 years	4	3	3	3	412
	10 to 24 years	7	4	4	6	568
Female employees as a proportion of all employment	25 or more years	7	5	4	5	969
	0% to 9%	1	1	1	1	189
	10% to 49%	5	3	3	5	714
Crude indicator of employee skill level	50% or more	7	6	5	6	1046
	No skilled employees	5	3	3	5	515
All	Some skilled employees	7	5	4	5	1441
		6	4	4	5	1956

Base: Establishments with 5 or more employees

Source: Workplace Employment Relations Survey 2004

Note: Multiple responses

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**Table 2.67 Assessment of workplace accessibility, East Midlands 2004**

Row per cent		Formal assessment of workplace accessibility to disabled employees or job applicants.		Total	
		Yes	No	Unweighted base	
SIC 2003: aggregated	Manufacturing, Utilities and production & Construction	[7]*	[93]	100	42
	Retail, Transport, Finance & business	40	60	100	72
	Public admin & other services	66	34	100	57
Size of establishment	5 - 49	34*	66	100	74
	50+	61	39	100	97
Ownership type of establishment	One of several UK workplaces of the same organisation	42	58	100	122
	A single independent establishment	[24]	[76]	100	47
Union recognition	Union exists and is recognised	67	33	100	77
	Union does not exist or is not recognised	28*	72	100	94
Establishment age	Up to 9 years	[30]	[70]	100	31
	10 to 24 years	21*	79	100	53
	25 or more years	57	43	100	87
Female employees as a proportion of all employment	0% to 9%	[30]	[70]	100	13
	10% to 49%	17*	83	100	73
	50+	51	49	100	85
Crude indicator of employee skill level	No skilled employees	[35]	[65]	100	49
	Some skilled employees	38	62	100	122
All		37*	63	100	171

Base: Establishments with 5 or more employees  
Source: Workplace Employment Relations Survey 2004

**Table 2.68 Assessment of workplace accessibility, England 2004**

Row per cent		Formal assessment of workplace accessibility to disabled employees or job applicants.		Total	
		Yes	No	Unweighted base	
SIC 2003: aggregated	Manufacturing, Utilities and production & Construction	28	72	100	387
	Retail, Transport, Finance & business	44	56	100	859
	Public admin & other services	70	30	100	689
Size of establishment	5 - 49	45	55	100	824
	50+	66	34	100	1111
Ownership type of establishment	One of several UK workplaces of the same organisation	55	45	100	1441
	A single independent establishment	35	65	100	457
Union recognition	Union exists and is recognised	68	32	100	879
	Union does not exist or is not recognised	42	58	100	1056
Establishment age	Up to 9 years	46	54	100	405
	10 to 24 years	46	54	100	564
	25 or more years	50	50	100	960
Female employees as a proportion of all employment	0% to 9%	21	79	100	188
	10% to 49%	42	58	100	707
	50+	56	44	100	1034
Crude indicator of employee skill level	No skilled employees	45	55	100	514
	Some skilled employees	50	50	100	1421
All		48	52	100	1935

Base: Establishments with 5 or more employees  
Source: Workplace Employment Relations Survey 2004

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**Table 2.69 Employers measuring Equal Opportunities, East Midlands 2004**

Row per cent		Measure the effects of Equal Opportunities policies on the workplace or employees		Total	
		Yes	No	Unweighted base	
SIC 2003: aggregated	Manufacturing, Utilities and production & Construction	[11]	[89]	100	33
	Retail, Transport, Finance & business	11	89	100	53
	Public admin & other services	18	82	100	56
Size of establishment	5 - 49	11	89	100	52
	50+	27	73	100	90
Ownership type of establishment	One of several UK workplaces of the same organisation	14	86	100	110
	A single independent establishment	[13]	[87]	100	31
Union recognition	Union exists and is recognised	14	86	100	72
	Union does not exist or is not recognised	13	87	100	70
Establishment age	Up to 9 years	[12]	[88]	100	25
	10 to 24 years	[11]	[89]	100	39
	25 or more years	16	84	100	78
Female employees as a proportion of all employment	0% to 9%	[4]	[96]	100	10
	10% to 49%	22	78	100	58
	50+	10	90	100	74
Crude indicator of employee skill level	No skilled employees	[5]*	[95]	100	39
	Some skilled employees	22	78	100	103
All		13	87	100	142

Base: Establishments with 5 or more employees  
Source: Workplace Employment Relations Survey 2004

**Table 2.70 Employers measuring Equal Opportunities, England 2004**

Row per cent		Measure the effects of Equal Opportunities policies on the workplace or employees		Total	
		Yes	No	Unweighted base	
SIC 2003: aggregated	Manufacturing, Utilities and production & Construction	10	90	100	304
	Retail, Transport, Finance & business	11	89	100	677
	Public admin & other services	23	77	100	654
Size of establishment	5 - 49	14	86	100	576
	50+	19	81	100	1059
Ownership type of establishment	One of several UK workplaces of the same organisation	16	84	100	1332
	A single independent establishment	11	89	100	276
Union recognition	Union exists and is recognised	25	75	100	848
	Union does not exist or is not recognised	10	90	100	787
Establishment age	Up to 9 years	15	85	100	325
	10 to 24 years	9	91	100	467
	25 or more years	19	81	100	838
Female employees as a proportion of all employment	0% to 9%	4	96	100	147
	10% to 49%	13	87	100	567
	50+	17	83	100	915
Crude indicator of employee skill level	No skilled employees	12	88	100	407
	Some skilled employees	17	83	100	1228
All		15	85	100	1635

Base: Establishments with 5 or more employees  
Source: Workplace Employment Relations Survey 2004

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**Table 2.71 Taught and self-directed learning in the past 3 years/ since CFTE, East Midlands 2005**

Row per cent		Taught/self-learn in past 3yrs/since CFTE				Total	
		Both	Taught learning only	Self learning only	Neither	Unweighted base	
Sex	Male	46	15	22	18	100	148
	Female	50*	17	9*	24	100	192
Ethnicity	White	49	15	16	19*	100	317
	Non-white	[28]*	[22]	[4]*	[46]	100	21
Limiting long-term illness/disability	No	54	15	14*	17	100	211
	Yes	37	17	17	29*	100	128
Age	16 - 34	69*	17	6*	8	100	79
	35 - 44	56	17	14	13	100	74
	45 - 60/65	52	10	22	16	100	80
	60/65+	16	19	18	47	100	107
Household composition	Single person household	32	22*	15	31*	100	107
	Couple, no children	41	17	21	21	100	91
	Couple with children<16	68*	8*	13	11	100	69
	Couple with children>16	[69]*	[3]*	[9]*	[18]	100	20
	Lone parent with children<16	[44]	[25]	[3]*	[28]	100	38
	Other	[32]	[27]	[18]	[23]	100	15
All		48	16	15	21	100	340

Base: Adults aged 16 and over living in private households

Source: National Adult Learning Survey 2005

Note: CFTE = Continuous Full-time Education

**Table 2.72 Taught and self-directed learning in the past 3 years/ since CFTE, England 2005**

Row per cent		Taught/self-learn in past 3yrs/since CFTE				Total	
		Both	Taught learning only	Self learning only	Neither	Unweighted base	
Sex	Male	44	12	22	22	100	1648
	Female	42	16	14	28	100	2088
Ethnicity	White	42	14	18	25	100	3423
	Non-white	44	14	18	25	100	306
Limiting long-term illness/disability	No	49	14	18	19	100	2505
	Yes	28	15	18	39	100	1221
Age	16 - 34	58	15	15	12	100	821
	35 - 44	52	13	18	16	100	817
	45 - 60/65	44	14	21	21	100	1101
	60/65+	15	14	19	52	100	996
Household composition	Single person household	28	14	19	39	100	1019
	Couple, no children	40	14	19	27	100	1032
	Couple with children<16	52	14	17	17	100	856
	Couple with children>16	47	13	22	18	100	241
	Lone parent with children<16	40	21	15	24	100	351
	Other	49	13	11	27	100	236
All		43	14	18	25	100	3735

Base: Adults aged 16 and over living in private households

Source: National Adult Learning Survey 2005

Note: CFTE = Continuous Full-time Education

**Table 2.73 Taught and self-directed learning in the past 3 years/ since CFTE, East Midlands 2001-2002**

Row per cent		Taught/self-learn in past 3yrs/since CFTE				Total	
		Both	Taught learning only	Self learning only	Neither	Unweighted base	
Sex	Male	41	10	20	29	100	499
	Female	37	14*	13	37	100	653
Ethnicity	White	39	12*	17	32	100	1096
	Non-white	21*	16	9	53*	100	53
Limiting long-term illness/disability	No	42	12*	17	29*	100	1020
	Yes	14	11	13	62	100	131
Age	16 - 34	51	15	14	19	100	285
	35 - 44	55	11*	13	21	100	237
	45 - 60/65	40	11	24*	24	100	376
	60/65+	8	10*	11	71*	100	254
Household composition	Single person household	28	9*	13	50	100	227
	Couple, no children	38	11*	17	34	100	485
	Couple with child <18	48	14	16	22	100	280
	Lone parent, child <18	42	12*	18	28	100	73
	Couple/ Lone parent, child>18	[34]*	[26]	[22]	[18]	100	47
	Other	[40]	[12]	[20]	[28]	100	40
All		39	12*	16	33	100	1152

Base: Adults aged 16 and over living in private households

Source: National Adult Learning Survey 2001 and 2002

Note: CFTE = Continuous Full-time Education

**Table 2.74 Taught and self-directed learning in the past 3 years/ since CFTE, England 2001/-002**

Row per cent		Taught/self-learn in past 3yrs/since CFTE				Total	
		Both	Taught learning only	Self learning only	Neither	Unweighted base	
Sex	Male	42	12	19	26	100	5288
	Female	35	18	12	34	100	6871
Ethnicity	White	39	15	16	31	100	11308
	Non-white	35	16	13	35	100	823
Limiting long-term illness/disability	No	42	16	16	26	100	10488
	Yes	13	13	13	61	100	1660
Age	16 - 34	52	17	15	16	100	2910
	35 - 44	51	17	15	18	100	2676
	45 - 60/65	41	14	19	25	100	3742
	60/65+	9	14	12	65	100	2831
Household composition	Single person household	27	13	13	47	100	2517
	Couple, no children	37	15	16	32	100	4725
	Couple with child <18	49	16	17	18	100	2990
	Lone parent, child <18	37	20	12	31	100	872
	Couple/ Lone parent, child>18	47	20	18	14	100	503
	Other	38	12	17	33	100	552
All		38	15	15	31	100	12159

Base: Adults aged 16 and over living in private households

Source: National Adult Learning Survey 2001 and 2002

Note: CFTE = Continuous Full-time Education

**Table 2.75 Self-assessed likelihood of job-related training in the next two or three years, East Midlands 2005**

Row per cent		Likelihood of doing any job-related learning, training, or education in the next 2/3 years				Total	
		...very likely	fairly likely	not very likely	or not at all likely?	Unweighted base	
Sex	Male	48	23	22	6*	100	90
	Female	61	18	14	8*	100	98
Ethnicity	White	54	21	17	7*	100	176
	Non-white	[47]	[19]	[33]		100	11
Limiting long-term illness/disability	No	51	22	20*	7*	100	146
	Yes	[63]*	[18]	[12]	[7]*	100	42
Age	16 - 34	57	28	15		100	59
	35 - 44	53	28	13	6	100	65
	45 - 60/65	56*	9*	25	10	100	53
	60/65+	[21]	[11]	[29]	[40]	100	11
Household composition	Single person household	[51]	[18]	[22]	[10]	100	40
	Couple, no children	[53]	[21]	[19]	[7]*	100	46
	Couple with children<16	61	18	14	7	100	58
	Couple with children>16	[53]	[31]	[12]	[4]	100	15
	Lone parent with children<16	[43]	[27]	[21]	[9]*	100	18
	Other	[45]	[12]	[42]*		100	11
All		54	21	18	7*	100	188

Base: Adults aged 16-70 working or planning to work in the future; Adults aged 70+ and economically active

Source: National Adult Learning Survey 2005

**Table 2.76 Self-assessed likelihood of job-related training in the next two or three years, England 2005**

Row per cent		Likelihood of doing any job-related learning, training, or education in the next 2/3 years				Total	
		...very likely	fairly likely	not very likely	or not at all likely?	Unweighted base	
Sex	Male	52	23	14	12	100	1041
	Female	53	21	13	12	100	1105
Ethnicity	White	52	21	14	12	100	1956
	Non-white	55	26	8	11	100	186
Limiting long-term illness/disability	No	54	22	13	11	100	1734
	Yes	48	20	14	18	100	408
Age	16 - 34	62	23	10	5	100	607
	35 - 44	56	23	12	10	100	646
	45 - 60/65	44	20	18	18	100	796
	60/65+	17	21	20	42	100	97
Household composition	Single person household	50	21	15	14	100	404
	Couple, no children	50	19	17	14	100	545
	Couple with children<16	56	21	13	11	100	681
	Couple with children>16	52	23	12	13	100	176
	Lone parent with children<16	51	30	12	8	100	184
	Other	55	27	7	11	100	156
All		53	22	13	12	100	2146

Base: Adults aged 16-70 working or planning to work in the future; Adults aged 70+ and economically active

Source: National Adult Learning Survey 2005

**Table 2.77 Self-assessed likelihood of job-related training in the next two or three years, East Midlands 2001-2002**

Row per cent		Likelihood of doing any job-related learning, training, or education in the next 2/3 years					Total	
		...very likely	fairly likely	not very likely	or not at all likely?	Don't know/refused	100	Unweighted base
Sex	Male	45	20	19*	16	0	100	372
	Female	40	23	17	19	1	100	500
Ethnicity	White	43	21	18	18	0	100	830
	Non-white	[38]	[21]	[29]*	[10]	[2]	100	39
Limiting long-term illness/disability	No	43	22	17	17	1	100	831
	Yes	[35]	[5]*	[32]*	[28]	[ ]	100	41
Age	16 - 34	50	25	17*	7		100	280
	35 - 44	49	21	17	12	1	100	225
	45 - 60/65	35	20	22	23	1	100	320
	60/65+	[10]	[3]	[8]*	[78]	[ ]	100	47
Household composition	Single person household	41	20	13	25	1	100	114
	Couple, no children	42	15*	19	23	0	100	343
	Couple with child <18	42	26	18	13	1	100	268
	Lone parent, child <18	48	15*	21	15		100	70
	Couple/ Lone parent, child>18	[39]	[38]	[19]	[4]	[ ]	100	46
	Other	[47]	[27]	[16]	[11]	[ ]	100	31
All		42	21	18*	18	1	100	872

Base: Adults aged 16 and over living in private households  
Source: National Adult Learning Survey 2001 and 2002

**Table 2.78 Self-assessed likelihood of job-related training in the next two or three years, England 2001-2002**

Row per cent		Likelihood of doing any job-related learning, training, or education in the next 2/3 years					Total	
		...very likely	fairly likely	not very likely	or not at all likely?	Don't know/refused	100	Unweighted base
Sex	Male	47	22	15	16	1	100	3872
	Female	41	23	15	19	1	100	5163
Ethnicity	White	44	22	15	18	1	100	8325
	Non-white	42	26	14	17	2	100	688
Limiting long-term illness/disability	No	45	23	15	17	1	100	8523
	Yes	28	19	17	34	2	100	505
Age	16 - 34	53	26	12	8	1	100	2870
	35 - 44	49	24	15	12	1	100	2605
	45 - 60/65	35	20	19	25	1	100	3085
	60/65+	9	6	16	69	0	100	475
Household composition	Single person household	41	21	15	22	1	100	1254
	Couple, no children	40	19	16	24	1	100	3164
	Couple with child <18	46	25	16	12	1	100	2907
	Lone parent, child <18	44	26	14	14	2	100	831
	Couple/ Lone parent, child>18	49	27	14	8	1	100	477
	Other	50	24	12	14	0	100	402
All		44	22	15	18	1	100	9035

Base: Adults aged 16 and over living in private households  
Source: National Adult Learning Survey 2001 and 2002

## 2.2 Childcare

The childcare situation in the East Midlands compared with England was explored from two angles. Firstly, employer provision of childcare facilities and assistance with childcare for employees was analysed using the WLBS (Employers). Secondly, the Childcare and Early Years Survey of Parents (CEYP) was used to look at parental views of local childcare as well as both childcare arrangements and support that helped respondents work, and child-related reasons for the respondent not working.

- Overall, there were no significant differences between the East Midlands and England in the proportion of employers which provide no assistance with childcare (Table 2.79 to Table 2.82).
- In 2004, parents in the East Midlands held more positive views with regard to quality, affordability and availability of local childcare compared with England (Table 2.83 to Table 2.94).
- In 2007, a significantly larger proportion of working parents in the East Midlands cited help from relatives and friends as the most important childcare arrangement that helped the respondent work (17% compared with 12% in England). Especially parents with the youngest child of primary school age (5 to 11 years) (19% in the East Midlands compared with 12% in England) stand out (Table 2.95 to Table 2.98).
- The proportion of parents in the East Midlands stating specific child-related reasons for not working, where significant, was generally lower than in England as a whole in both 2004 and in 2007 (Table 2.99 to Table 2.102).

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**Table 2.79 Employer Childcare Arrangements, East Midlands 2007<sup>16</sup>**

Row per cent	Childcare arrangements by employer				Total		
	No help with childcare	Childcare situated at workplace	Financial help only	Other help with childcare	Unweighted base		
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[96]		[4]		100	30
	Retail, Transport, Finance & business services	[74]	[1]	[23]	[3]	100	32
	Public administration & other services	[69]	[7]	[24]		100	33
Size of establishment	5 to 49 employees	[82]	[1]	[16]	[2]	100	49
	50 or more employees	[53]	[11]	[36]		100	46
Ownership type of establishment	One of several UK workplaces of the same organisation	71	3	27	0	100	64
	A single independent establishment	[91]	[0]	[5]	[4]	100	31
Union recognition	Union exists and is recognised	[48]	[10]	[42]		100	39
	Union does not exist or is not recognised	81	1	17	2	100	50
Female employees as a proportion of all employment	0% to 9%	[98]*		[2]		100	8
	10% to 49%	[76]	[1]	[19]	[4]	100	33
	50% or more	79	3	18	0	100	53
Crude indicator of employee skill level	No skilled employees	[86]	[0]	[14]		100	21
	Some skilled employees	72	3	21	3	100	74
All		78	2	18	2	100	95

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

**Table 2.80 Employer Childcare Arrangements, England 2007**

Row per cent	Childcare arrangements by employer				Total		
	No help with childcare	Childcare situated at workplace	Financial help only	Other help with childcare	Unweighted base		
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	93	0	3	4	100	288
	Retail, Transport, Finance & business services	82	1	13	4	100	475
	Public administration & other services	73	11	12	5	100	476
Size of establishment	5 to 49 employees	84	3	9	4	100	694
	50 or more employees	65	6	25	4	100	545
Ownership type of establishment	One of several UK workplaces of the same organisation	74	3	17	6	100	802
	A single independent establishment	92	3	2	3	100	437
Union recognition	Union exists and is recognised	65	10	20	5	100	457
	Union does not exist or is not recognised	85	2	9	4	100	719
Female employees as a proportion of all employment	0% to 9%	87	2	5	5	100	128
	10% to 49%	85	1	10	4	100	444
	50% or more	78	5	13	4	100	666
Crude indicator of employee skill level	No skilled employees	82	1	12	5	100	263
	Some skilled employees	81	5	10	4	100	976
All		81	3	11	4	100	1239

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

<sup>16</sup> 'Other help with childcare' consists of childcare arrangements during school holidays; information about local provision and/or establishment is a childcare facility, can be used in emergency.

**Table 2.81 Employer Childcare Arrangements, East Midlands 2003**

Row per cent		Childcare arrangements by employer				Total	
		No help with childcare	Childcare situated at workplace	Financial help only	Other help with childcare	Unweighted base	
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[98]		[2]	0	100	38
	Retail, Transport, Finance & business services	[100]		[0]		100	36
	Public administration & other services	[84]	[8]	[4]	[3]	100	45
Size of establishment	5 to 49 employees	96	2	1	1	100	76
	50 or more employees	[86]	[5]	[8]	[1]	100	43
Ownership type of establishment	One of several UK workplaces of the same organisation	93	3	4	0	100	68
	A single independent establishment	96	2	1	2	100	51
Union recognition	Union exists and is recognised	[86]	[4]	[9]	[1]	100	42
	Union does not exist or is not recognised	97	2	0	1	100	71
Female employees as a proportion of all employment	0% to 9%	[100]				100	12
	10% to 49%	[97]		[2]	[0]	100	44
	50% or more	92	4	2	2	100	59
Crude indicator of employee skill level	No skilled employees	[100]				100	28
	Some skilled employees	92	3	3	2	100	91
All		95	2	2	1	100	119

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

**Table 2.82 Employer Childcare Arrangements, England 2003**

Row per cent		Childcare arrangements by employer				Total	
		No help with childcare	Childcare situated at workplace	Financial help only	Other help with childcare	Unweighted base	
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	96	0	1	3	100	300
	Retail, Transport, Finance & business services	94	1	3	2	100	509
	Public administration & other services	85	8	2	5	100	461
Size of establishment	5 to 49 employees	92	2	2	3	100	813
	50 or more employees	88	5	3	3	100	462
Ownership type of establishment	One of several UK workplaces of the same organisation	90	3	4	3	100	855
	A single independent establishment	94	2	1	4	100	420
Union recognition	Union exists and is recognised	80	9	5	6	100	467
	Union does not exist or is not recognised	95	1	1	3	100	788
Female employees as a proportion of all employment	0% to 9%	95	1	1	3	100	134
	10% to 49%	95	0	3	1	100	444
	50% or more	88	5	2	5	100	673
Crude indicator of employee skill level	No skilled employees	95	1	2	2	100	324
	Some skilled employees	90	4	2	4	100	951
All		92	3	2	3	100	1275

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

**Table 2.83 Parents' perceptions and views about local childcare, East Midlands 2007<sup>17</sup>**

Row per cent		Quality of childcare in local area					Total	
		Very good	Fairly good	Fairly poor	Very poor	Don't Know	Unweighted base	
Household working status	Couple - both working	23	41	8	5	23	100	300
	Couple - one working	23	39	10	2	26	100	172
	Lone parent working	13	45	13	6	24	100	74
	Workless household	14	36	9	11	31	100	103
Respondent industry code	Production and construction	16	39	9	6	30	100	102
	Retail, transport, finance, business services	19	42	7	6	25	100	234
	Public admin and other services	23	40	11	5	21	100	282
Age of youngest child	0 to 2 years	22	48	10	1	19	100	196
	3 to 4 years	33	49	8	2	9	100	114
	5 to 11 years	18	39	11	7	25	100	262
	12 to 14 years	16	30	7	8	40	100	77
All		20	41	9	5	25	100	649

Base: All parents

Source: Childcare and Early Years Survey of Parents 2007

**Table 2.84 Parents' perceptions and views about local childcare, England 2007**

Row per cent		Quality of childcare in local area					Total	
		Very good	Fairly good	Fairly poor	Very poor	Don't Know	Unweighted base	
Household working status	Couple - both working	23	44	8	2	24	100	3086
	Couple - one working	20	43	8	2	27	100	1822
	Lone parent working	16	42	11	3	28	100	764
	Workless household	14	40	13	4	29	100	1431
Respondent industry code	Production and construction	19	43	9	2	27	100	808
	Retail, transport, finance, business services	20	40	10	3	28	100	2692
	Public admin and other services	21	45	9	2	24	100	3156
Age of youngest child	0 to 2 years	20	45	11	2	22	100	2441
	3 to 4 years	29	50	7	2	12	100	1388
	5 to 11 years	18	41	9	3	28	100	2563
	12 to 14 years	16	36	8	2	39	100	711
All		20	43	9	3	26	100	7103

Base: All parents

Source: Childcare and Early Years Survey of Parents 2007

<sup>17</sup> Significance test of the difference in proportion of respondents stating "Very good" or "fairly good" in East Midlands compared with England.

**Table 2.85 Parents' perceptions and views about local childcare, East Midlands 2004<sup>18</sup>**

Row per cent		Quality of childcare in local area					Total	
		Very good	Fairly good	Fairly poor	Very poor	Don't Know	Unweighted base	
Household working status	Couple - both working	24 *	47	8	2	19	100	334
	Couple - one working	20	47	7	3	23	100	165
	Lone parent working	19 *	52	6	6	17	100	66
	Workless household	11	48	10	6	24	100	80
Respondent industry code	Production and construction	27	36	7	4	25	100	103
	Retail, transport, finance, business services	19 *	53	9	3	16	100	260
	Public admin and other services	20	48	8	2	21	100	262
Age of youngest child	0 to 2 years	23 *	54	9	1	13	100	206
	3 to 4 years	27	47	8	3	15	100	124
	5 to 11 years	19 *	46	6	4	24	100	255
	12 to 14 years	16	43	11	4	27	100	60
All		21 *	48	8	3	20	100	645

Base: All parents

Source: Childcare and Early Years Survey of Parents 2004

**Table 2.86 Parents' perceptions and views about local childcare, England 2004**

Row per cent		Quality of childcare in local area					Total	
		Very good	Fairly good	Fairly poor	Very poor	Don't Know	Unweighted base	
Household working status	Couple - both working	21	45	8	2	24	100	3440
	Couple - one working	21	42	8	2	28	100	2064
	Lone parent working	16	39	11	4	29	100	841
	Workless household	13	37	12	4	34	100	1451
Respondent industry code	Production and construction	19	36	10	3	32	100	902
	Retail, transport, finance, business services	18	43	9	2	28	100	3088
	Public admin and other services	21	43	9	2	25	100	3314
Age of youngest child	0 to 2 years	20	45	10	2	24	100	2546
	3 to 4 years	26	48	9	2	14	100	1531
	5 to 11 years	18	40	9	3	30	100	2955
	12 to 14 years	13	36	9	3	40	100	764
All		19	42	9	2	28	100	7796

Base: All parents

Source: Childcare and Early Years Survey of Parents 2004

<sup>18</sup> Significance test of the difference in proportion of respondents stating "Very good" or "fairly good" in East Midlands compared with England.

**Table 2.87 Parents' perceptions and views about local childcare, East Midlands 2007<sup>19</sup>**

Row per cent		Affordability of childcare in local area					Total	
		Very good	Fairly good	Fairly poor	Very poor	Don't Know	Unweighted base	
Household working status	Couple - both working	9	35	18	12	26	100	300
	Couple - one working	6	35	14	13	32	100	172
	Lone parent working	6	27	23	12	31	100	74
	Workless household	7	19	11	24	40	100	103
Respondent industry code	Production and construction	12	28	15	15	29	100	102
	Retail, transport, finance, business services	6	28	18	13	35	100	234
	Public admin and other services	8	37	18	13	25	100	282
Age of youngest child	0 to 2 years	7	40	18	12	23	100	196
	3 to 4 years	14	44	19	15	8	100	114
	5 to 11 years	6	28	17	17	32	100	262
	12 to 14 years	9	22	13	10	46	100	77
All		8	32	17	14	30	100	649

Base: All parents

Source: Childcare and Early Years Survey of Parents 2007

**Table 2.88 Parents' perceptions and views about local childcare, England 2007**

Row per cent		Affordability of childcare in local area					Total	
		Very good	Fairly good	Fairly poor	Very poor	Don't Know	Unweighted base	
Household working status	Couple - both working	7	34	26	10	23	100	3086
	Couple - one working	8	33	21	11	27	100	1822
	Lone parent working	4	30	26	14	25	100	764
	Workless household	6	22	21	17	33	100	1433
Respondent industry code	Production and construction	7	29	24	10	30	100	808
	Retail, transport, finance, business services	6	30	24	13	27	100	2693
	Public admin and other services	7	33	24	13	24	100	3157
Age of youngest child	0 to 2 years	6	33	26	15	19	100	2443
	3 to 4 years	11	42	24	10	13	100	1388
	5 to 11 years	6	29	23	13	29	100	2563
	12 to 14 years	5	22	21	9	44	100	711
All		7	31	24	12	26	100	7105

Base: All parents

Source: Childcare and Early Years Survey of Parents 2007

<sup>19</sup> Significance test of the difference in proportion of respondents stating "Very good" or "fairly good" in East Midlands compared with England.

**Table 2.89 Parents' perceptions and views about local childcare, East Midlands 2004<sup>20</sup>**

Row per cent		Affordability of childcare in local area					Total	
		Very good	Fairly good	Fairly poor	Very poor	Don't Know	Unweighted base	
Household working status	Couple - both working	8 *	40	24	10	17	100	334
	Couple - one working	5 *	39	22	9	24	100	165
	Lone parent working	9 *	37	29	12	14	100	66
	Workless household	5 *	21	23	16	36	100	80
Respondent industry code	Production and construction	6 *	38	14	8	35	100	103
	Retail, transport, finance, business services	8 *	36	26	12	17	100	260
	Public admin and other services	7 *	39	26	10	19	100	262
Age of youngest child	0 to 2 years	7 *	45	27	11	10	100	206
	3 to 4 years	13 *	34	25	10	18	100	124
	5 to 11 years	7 *	33	22	12	26	100	255
	12 to 14 years	2 *	37	25	7	29	100	60
All		7 *	37	24	11	21	100	645

Base: All parents

Source: Childcare and Early Years Survey of Parents 2004

**Table 2.90 Parents' perceptions and views about local childcare, England 2004**

Row per cent		Affordability of childcare in local area					Total	
		Very good	Fairly good	Fairly poor	Very poor	Don't Know	Unweighted base	
Household working status	Couple - both working	7	33	26	10	25	100	3440
	Couple - one working	7	30	23	10	29	100	2064
	Lone parent working	4	27	26	16	28	100	841
	Workless household	5	19	23	16	37	100	1451
Respondent industry code	Production and construction	5	27	21	10	36	100	902
	Retail, transport, finance, business services	6	27	26	13	28	100	3088
	Public admin and other services	7	33	25	11	25	100	3314
Age of youngest child	0 to 2 years	5	31	28	13	22	100	2546
	3 to 4 years	11	37	25	11	16	100	1531
	5 to 11 years	6	27	24	12	30	100	2955
	12 to 14 years	4	22	20	10	44	100	764
All		6	29	25	12	28	100	7796

Base: All parents

Source: Childcare and Early Years Survey of Parents 2004

<sup>20</sup> Significance test of the difference in proportion of respondents stating "Very good" or "fairly good" in East Midlands compared with England.

**Table 2.91 Parents' perceptions and views about local childcare, East Midlands 2007<sup>21</sup>**

Row per cent		Whether sufficient formal childcare places in local area				Total	
		Too many	About the right number	Not enough	Don't Know	Unweighted base	
Household working status	Couple - both working	1	46	39	15	100	300
	Couple - one working	0	49	39	11	100	172
	Lone parent working	1	40	43	16	100	74
	Workless household	1	35	44	20	100	103
Respondent industry code	Production and construction	1	45	30	24	100	102
	Retail, transport, finance, business services	1	43	42	14	100	234
	Public admin and other services	1	45	44	10	100	282
Age of youngest child	0 to 2 years	1	49	41	10	100	196
	3 to 4 years	1	60	33	6	100	114
	5 to 11 years	1	39	42	18	100	262
	12 to 14 years		40	39	21	100	77
All		1	44	40	15	100	649

Base: All parents

Source: Childcare and Early Years Survey of Parents 2007

**Table 2.92 Parents' perceptions and views about local childcare, England 2007**

Row per cent		Whether sufficient formal childcare places in local area				Total	
		Too many	About the right number	Not enough	Don't Know	Unweighted base	
Household working status	Couple - both working	1	46	37	17	100	3086
	Couple - one working	1	46	33	19	100	1821
	Lone parent working	2	37	41	20	100	764
	Workless household	1	42	40	17	100	1433
Respondent industry code	Production and construction	1	43	36	21	100	807
	Retail, transport, finance, business services	1	44	37	17	100	2693
	Public admin and other services	1	44	38	17	100	3157
Age of youngest child	0 to 2 years	1	47	39	13	100	2443
	3 to 4 years	2	54	36	8	100	1388
	5 to 11 years	1	40	38	20	100	2563
	12 to 14 years	0	41	32	27	100	710
All		1	44	37	18	100	7104

Base: All parents

Source: Childcare and Early Years Survey of Parents 2007

<sup>21</sup> Significance test of the difference in proportion of respondents stating "Too many" or "About the right number" in East Midlands compared with England.

**Table 2.93 Parents' perceptions and views about local childcare, East Midlands 2004<sup>22</sup>**

Row per cent		Whether sufficient formal childcare places in local area					Total	
		Too many	About the right number	Not enough	Don't Know	Unweighted base		
Household working status	Couple - both working	1 *	49	36	14	100	334	
	Couple - one working		48	34	18	100	165	
	Lone parent working	*	48	37	15	100	66	
	Workless household	1	42	39	18	100	80	
Respondent industry code	Production and construction	1	45	31	24	100	103	
	Retail, transport, finance, business services	1 *	54	35	11	100	260	
	Public admin and other services	0	45	39	16	100	262	
Age of youngest child	0 to 2 years	1 *	53	34	12	100	206	
	3 to 4 years	1	44	43	12	100	124	
	5 to 11 years	1 *	50	35	15	100	255	
	12 to 14 years		37	40	24	100	60	
All		0 *	48	36	15	100	645	

Base: All parents

Source: Childcare and Early Years Survey of Parents 2004

**Table 2.94 Parents' perceptions and views about local childcare, England 2004**

Row per cent		Whether sufficient formal childcare places in local area				Total	
		Too many	About the right number	Not enough	Don't Know	Unweighted base	
Household working status	Couple - both working	1	42	40	17	100	3440
	Couple - one working	2	42	38	19	100	2065
	Lone parent working	1	35	47	18	100	841
	Workless household	1	35	41	23	100	1451
Respondent industry code	Production and construction	1	39	36	24	100	902
	Retail, transport, finance, business services	1	41	41	17	100	3088
	Public admin and other services	2	40	42	17	100	3315
Age of youngest child	0 to 2 years	1	41	43	15	100	2546
	3 to 4 years	2	48	40	10	100	1531
	5 to 11 years	1	38	41	20	100	2956
	12 to 14 years	1	34	36	29	100	764
All		1	40	40	19	100	7797

Base: All parents

Source: Childcare and Early Years Survey of Parents 2004

<sup>22</sup> Significance test of the difference in proportion of respondents stating "Too many" or "About the right number" in East Midlands compared with England.

**Table 2.95 Most important childcare arrangement that helps respondent work, East Midlands 2007**

Row per cent		Most important childcare arrangement that helps respondent work											Total	
		Reliable free/cheap childcare	Good quality childcare	Childcare that fits around parents' working hours	Children are at school	Children are old enough to look after themselves	Shift parenting	Children's other parent able to help	Relatives or friends able to help	Employer provides/pays for some or all of childcare	Get help with cost from tax credits	None of the above or can't choose	Unweighted base	
Household working status	Couple - both working	10	17	14	18	4	2	7	14*	0	1	14	100	298
	Couple - one working	[2]	[10]	[6]	[7]	[3]	[18]	[10]	[30]*		[1]	[12]	100	27
	Lone parent working	9	13	12	19	2	0	8	20	0	5	13	100	73
Respondent industry code	Production and construction	[17]	[11]	[19]	[13]	[4]	[]	[9]	[9]			[17]	100	47
	Retail, transport, finance, business services	10	13	12	16	3	3	7	17	0	2	16	100	147
	Public admin and other services	7	19	12	20	3	3	7	18	0	2	10	100	204
Age of youngest child	0 to 2 years	12	34	20	1	0	4	6	17	0	2	4	100	97
	3 to 4 years	19	24	22	6	0	5	0	11	1	6	5	100	56
	5 to 11 years	11	12	10	25	0	3	7	19*	0	0	12	100	182
	12 to 14 years	1	3	10	21	13	0	11	15	0	1	26	100	63
All		9	15	13	17	3	3	7	17*	0	1	13	100	398

Base: All working respondents

Source: Childcare and Early Years Survey of Parents 2007

**Table 2.96 Most important childcare arrangement that helps respondent work, England 2007**

Row per cent		Most important childcare arrangement that helps respondent work											Total	
		Reliable free/cheap childcare	Good quality childcare	Childcare that fits around parents' working hours	Children are at school	Children are old enough to look after themselves	Shift parenting	Children's other parent able to help	Relatives or friends able to help	Employer provides/pays for some or all of childcare	Get help with cost from tax credits	None of the above or can't choose	Unweighted base	
Household working status	Couple - both working	9	18	12	22	4	5	5	11	0	1	12	100	3060
	Couple - one working	5	8	5	11	1	9	27	6	1	0	26	100	282
	Lone parent working	14	14	10	23	4		4	15	0	5	12	100	760
Respondent industry code	Production and construction	11	23	11	17	1	2	6	8	0	2	19	100	405
	Retail, transport, finance, business services	10	16	11	18	3	6	8	12	0	2	14	100	1481
	Public admin and other services	9	16	11	24	5	3	6	12	0	1	12	100	2215
Age of youngest child	0 to 2 years	12	31	16	2	0	8	7	12	1	3	9	100	1061
	3 to 4 years	11	26	20	9	0	5	6	12	0	4	7	100	764
	5 to 11 years	9	13	9	31	1	3	7	12	0	1	13	100	1741
	12 to 14 years	7	4	5	28	16	2	6	9		0	22	100	536
All		10	16	11	21	4	4	7	12	0	1	13	100	4102

Base: All working respondents

Source: Childcare and Early Years Survey of Parents 2007

**Table 2.97 Most important childcare arrangement that helps respondent work, East Midlands 2004**

Row per cent		Most important childcare arrangement that helps respondent work											Total	
		Reliable free/cheap childcare	Good quality childcare	Childcare that fits around parents' working hours	Children are at school	Children are old enough to look after themselves	Shift parenting	Children's other parent able to help	Relatives or friends able to help	Employer provides/pays for some or all of childcare	Get help with cost from tax credits	None of the above or can't choose	Unweighted base	
Household working status	Couple - both working	6	21	9*	23	5	4	8	13	1	1	11	100	327
	Couple - one working	[ ]	[16]	[3]	[28]	[ ]	[5]	[21]	[25]			[2]	100	18
	Lone parent working	15	18	7	16	3		9	14		5	14	100	65
Respondent industry code	Production and construction	4	19	9	23	4		7	12		11	11	100	50
	Retail, transport, finance, business services	6	20	6*	20	4	7	8	15		1	14	100	164
	Public admin and other services	9	21	9	23	4	1	9	12	1		9	100	196
Age of youngest child	0 to 2 years	7	39	11	1		2	7	15	1	4	12	100	114
	3 to 4 years	10	24	11*	19		8	10	8	1	1	9	100	74
	5 to 11 years	6	13	8	32	1	4	9	15		1	11	100	174
	12 to 14 years	[7]	[10]	[2]	[27]	[19]		[9]	[11]	[1]		[13]	100	48
All		7	20	8*	22	4	3	8	13	1	2	11	100	410

Base: All working respondents

Source: Childcare and Early Years Survey of Parents 2004

**Table 2.98 Most important childcare arrangement that helps respondent work, England 2004**

Row per cent		Most important childcare arrangement that helps respondent work											Total	
		Reliable free/cheap childcare	Good quality childcare	Childcare that fits around parents' working hours	Children are at school	Children are old enough to look after themselves	Shift parenting	Children's other parent able to help	Relatives or friends able to help	Employer provides/pays for some or all of childcare	Get help with cost from tax credits	None of the above or can't choose	Unweighted base	
Household working status	Couple - both working	9	17	12	23	3	6	6	11	0	1	11	100	3412
	Couple - one working	7	8	4	11	1	9	29	8	2	1	21	100	273
	Lone parent working	13	15	10	23	5		3	13	0	5	13	100	839
Respondent industry code	Production and construction	10	19	12	23	3	2	6	11	0	2	12	100	423
	Retail, transport, finance, business services	10	15	10	20	3	6	7	14	0	1	13	100	1745
	Public admin and other services	9	17	12	24	4	4	7	10	0	2	12	100	2356
Age of youngest child	0 to 2 years	13	32	15	2	0	6	6	15	1	3	8	100	1124
	3 to 4 years	10	23	17	12		7	7	11	1	3	9	100	843
	5 to 11 years	9	12	10	31	1	4	7	12	0	1	11	100	1978
	12 to 14 years	7	4	4	31	15	4	7	7	0		22	100	579
All		10	16	11	22	3	5	7	12	0	2	12	100	4524

Base: All working respondents

Source: Childcare and Early Years Survey of Parents 2004

**Table 2.99 Child related reason for not working, East Midlands 2007**

		Percentage of parents stating the following child related reasons for not working:									
Row percent		I cannot find free/cheap childcare which would make working worthwhile	I cannot find good quality childcare	I cannot afford good quality childcare	I cannot find reliable childcare	I cannot find childcare for the hours/days I would need to go out to work	I cannot find childcare near where I live	I want to stay with my child(ren)	My child(ren) is/are too young	My child(ren) would suffer if I went out to work	Unweighted base
Household working status	Couple - one working	11	1	6	1	6	3	44	16	13	171
	Workless household	7*	3	11	5	4	8	30	20	7	102
Respondent industry code	Production and construction	10	2	8	1*	7	2	38	20	13	56
	Retail, transport, finance, business services	5*	4	10	2	7	5	42	14*	8*	101
	Public admin and other services	16	1*	6	6	4	8	35	16	11	86
Age of youngest child	0 to 2 years	10*	2*	12	1*	5	2	43	29	14	106
	3 to 4 years	16	3	9	1	6		51	37	17	62
	5 to 11 years	9	3	6	6	6	11*	37	5*	9*	87
	12 to 14 years					7		[14]			18
All		10	2	8	3	6	5	38	18	11	273

Base: All non-working respondents  
 Source: Childcare and Early Years Survey of Parents 2007  
 Note: Multiple response

**Table 2.100 Child related reason for not working, England 2007**

		Percentage of parents stating the following child related reasons for not working:									
Row percent		I cannot find free/cheap childcare which would make working worthwhile	I cannot find good quality childcare	I cannot afford good quality childcare	I cannot find reliable childcare	I cannot find childcare for the hours/days I would need to go out to work	I cannot find childcare near where I live	I want to stay with my child(ren)	My child(ren) is/are too young	My child(ren) would suffer if I went out to work	Unweighted base
Household working status	Couple - one working	10	2	5	2	4	1	40	22	17	1818
	Workless household	15	5	11	5	7	4	29	19	10	1427
Respondent industry code	Production and construction	8	4	5	3	5	2	33	16	14	436
	Retail, transport, finance, business services	13	3	8	3	5	3	35	20	14	1347
	Public admin and other services	14	4	10	3	6	3	35	21	13	1021
Age of youngest child	0 to 2 years	17	5	11	3	5	2	42	33	15	1486
	3 to 4 years	14	2	8	3	8	2	39	26	16	671
	5 to 11 years	9	3	7	4	6	4	31	9	14	889
	12 to 14 years	3	2	2	1	1	0	16	1	5	199
All		12	4	8	3	5	3	35	21	14	3245

Base: All non-working respondents  
 Source: Childcare and Early Years Survey of Parents 2007  
 Note: Multiple response

**Table 2.101 Child related reason for not working, East Midlands 2004**

Row percent		Percentage of parents stating the following child related reasons for not working:									
		I cannot find free/cheap childcare which would make working worthwhile	I cannot find good quality childcare	I cannot afford good quality childcare	I cannot find reliable childcare	I cannot find childcare for the hours/days I would need to go out to work	I cannot find childcare near where I live	I want to stay with my child(ren)	My child(ren) is/are too young	My child(ren) would suffer if I went out to work	Unweighted base
Household working status	Couple - one working	14	1*	5	3	3	1	51	19*	23	146
	Workless household	9	2*	2*	1*	8	2	28	18	12	80
Respondent industry code	Production and construction	10	2	3*	4	3		47	24	21	53
	Retail, transport, finance, business services	14	1*	6	1*	7	2	35	21	15	92
	Public admin and other services	10	1	4*	2	2*		46	11*	19	61
Age of youngest child	0 to 2 years	19	2*	6*		6	3	54	36	25	89
	3 to 4 years	19	2	3*	6	10	1	50	25	16	50
	5 to 11 years	5	1*	4	2*	3		31	5*	15	76
	12 to 14 years							[25]		[20]	11
All		12	1*	4*	2*	5	1*	41	19	19	226

Base: All non-working respondents

Source: Childcare and Early Years Survey of Parents 2004

Note: Multiple response

**Table 2.102 Child related reason for not working, England 2004**

Row percent		Percentage of parents stating the following child related reasons for not working:									
		I cannot find free/cheap childcare which would make working worthwhile	I cannot find good quality childcare	I cannot afford good quality childcare	I cannot find reliable childcare	I cannot find childcare for the hours/days I would need to go out to work	I cannot find childcare near where I live	I want to stay with my child(ren)	My child(ren) is/are too young	My child(ren) would suffer if I went out to work	Unweighted base
Household working status	Couple - one working	11	3	7	3	5	2	52	25	21	1789
	Workless household	13	5	10	5	6	4	30	19	14	1455
Respondent industry code	Production and construction	11	4	8	3	5	2	43	21	19	477
	Retail, transport, finance, business services	14	4	8	4	6	3	43	25	18	1333
	Public admin and other services	11	3	8	3	6	3	42	19	18	937
Age of youngest child	0 to 2 years	16	5	11	3	5	4	51	38	20	1410
	3 to 4 years	15	4	9	4	7	3	44	26	20	687
	5 to 11 years	9	4	7	5	6	3	34	9	16	966
	12 to 14 years	4	1	5	2	1	1	26		14	181
All		12	4	9	4	5	3	42	22	18	3244

Base: All non-working respondents

Source: Childcare and Early Years Survey of Parents 2004

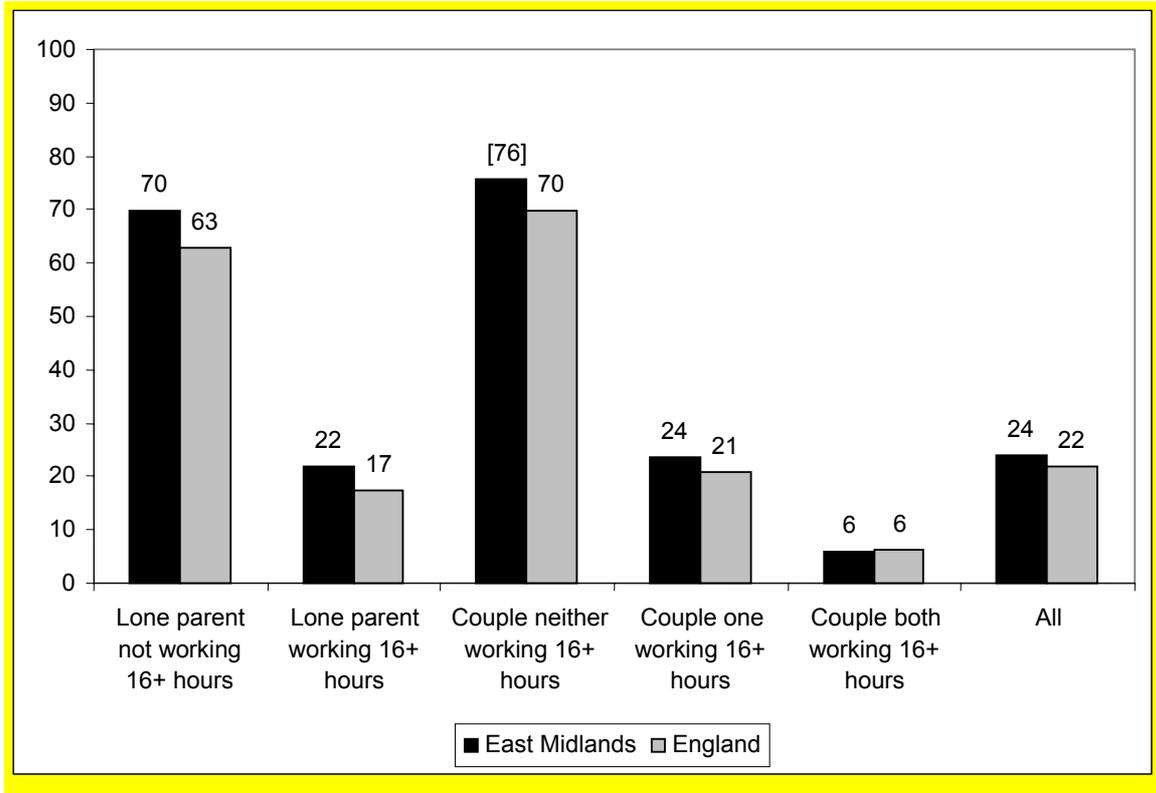
Note: Multiple response

## 2.3 Living Standards

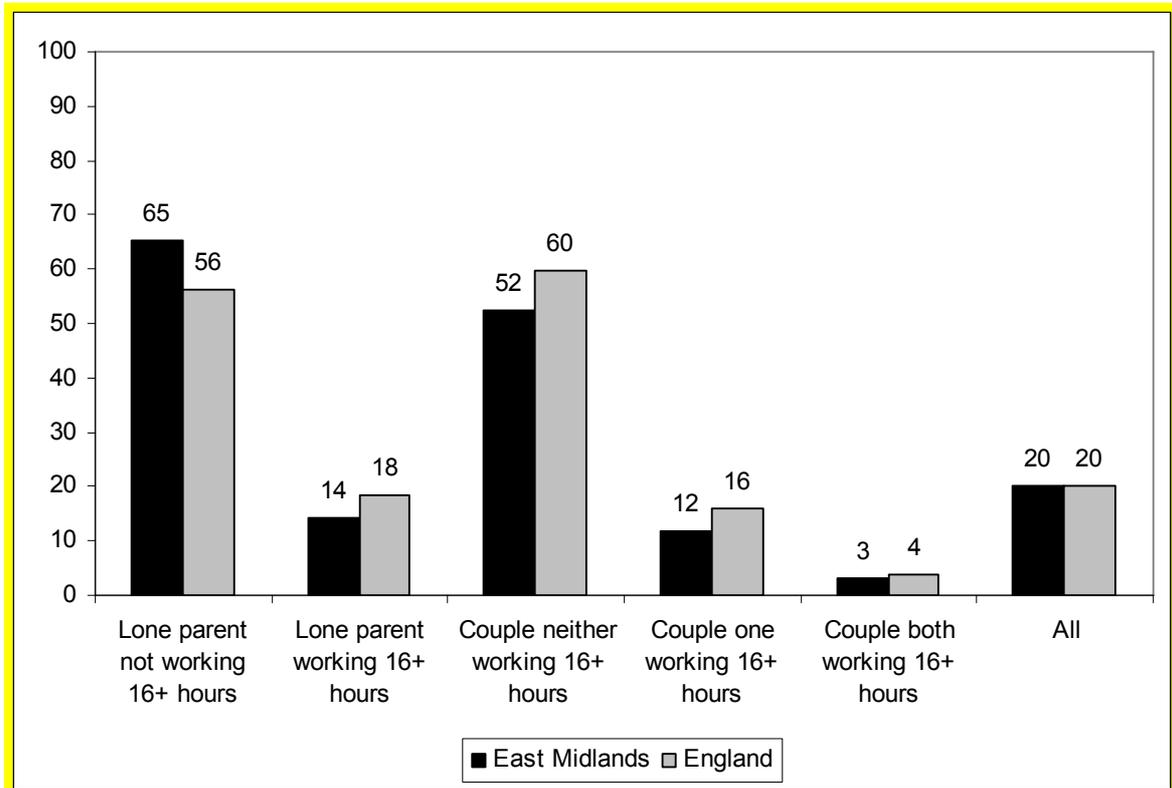
In order to look at families at risk of being income poor, data from the Families and Children Study (FACS) were analysed, replicating for the East Midlands the figures produced by Barnes, Lyon and Millar (2008). The methodology for setting the income poverty threshold used was the same as that outlined in their study (see the notes on the FACS survey in Appendix A).

- There were no significant differences in risk of income poverty before housing costs (BHC) by family work status between the East Midlands and England in either 2003 or 2006 (Figures 2.1, 2.2; for the corresponding tables, see Appendix D).

**Figure 2.1 Risk if income poverty (BHC) by family work status and region 2006**



**Figure 2.2 Risk of income poverty (BHC) by family work status and region 2003**



## 3 Housing

### 3.1 Household characteristics

To get an overview of housing indicators a number of tables produced in the Department for Communities and Local Government Housing Statistics publication were replicated with a regional breakdown for the years 2002/03 and 2006/07 using the Survey of English Housing (SEH) (Table 3.1 to Table 3.22; see also

Table 3.19 to Table 3.44 on housing adequacy, and Table 3.53 to Table 3.56 on improvements to the area based on SEH data).

- Both in 2006/07 and in 2002/03, a larger proportion of full-time households with a full-time employed household reference person owned their home outright in the East Midlands (32% in 2006/07 and 29% in 2002/03) compared with England (26% and 25% respectively) (Table 3.3, Table 3.4, Table 3.7 and Table 3.8).
- In 2002/03, fewer households had a combined gross annual income of the HRP and their partner in excess of £30,000, compared with England as a whole. In 2006/07 there was no significant difference in income (Table 3.9, Table 3.10, Table 3.13 and Table 3.14).

### 3.2 Housing adequacy

Three surveys, the SEH, the English House Condition Survey (EHCS) and General Household Survey (GHS)<sup>23</sup> were analysed to look into the adequacy of housing. This analysis focused on measures such as overcrowding, the decent homes standard and damp as well as resident satisfaction with the accommodation. The EHCS analysis of the decent homes criteria is presented separately for both households and dwellings (see Appendix A for the survey-specific definitions of households and dwellings). As noted earlier, the official definition of what constitutes decent homes changed between the two survey years analysed here. The EHCS tables below (Table 3.45 to Table 3.52) are based on the original definition of decent homes for comparability purposes; 2006 tables based on the more recent definition are included in Appendix E for reference.

Based on analysis of the bedroom standard of overcrowding in both the SEH and the GHS, the results show that fewer households in the East Midlands lived in overcrowded conditions compared with England as a whole (

- Table 3.19, Table 3.20 and Table 3.23 to Table 3.28).
- The 2002/03, EHCS shows that there were fewer households living in non-decent homes in the East Midlands (26%) than in England as a whole (30%). In the 2005/06 EHCS, half of privately renting households in the East Midlands lived in non-decent households, a significantly higher proportion than the 40% of private renters in England as a whole. By dwelling, the 2002/03 EHCS again shows a smaller proportion of non-decent dwellings in the East Midlands. However, while newer dwellings (built after 1965) in the East Midlands were significantly more likely to be classified decent in both years, in 2005/06 more dwellings built before 1919, terraced and semi-detached dwellings were non-decent compared with England in 2005/06 (Table 3.45 to Table 3.52).

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<sup>23</sup> Two of the housing condition questions in the GHS (regarding damp and natural light) were not asked in 2003.

- A somewhat different picture emerged using the newer decent homes definition, with higher proportions of private renters (58%), households with an unemployed HRP (57%) and lone parents households (43%) in the East Midlands living in non-decent homes, compared with England (47%, 42% and 33% respectively) (Appendix E).

### **3.3 Improvements to the Area**

Questions about improvements to their area that respondents wished to see were last asked in 2004/5. Comparisons were, therefore, made between responses in that year and in 2002/03.

- In both 2002/03 and 2004/05, a smaller proportion of East Midlands residents would have liked improvements to the quantity and quality of housing (11% in both years) than residents in England as a whole (14% in 2002/03 and 15% in 2004/05).
- On the other hand, a larger proportion of East Midlands residents would have liked improvements to local shopping and commercial facilities (24% in 2002/03 and 22% in 2004/05) compared with England (20% and 19% respectively). The difference was more marked among house owners (Table 3.53 to Table 3.56).

**Table 3.1 Household characteristics: household composition, East Midlands 2006/07**

Row per cent		Household composition						Total	
		Single person household	Couple, no children	Couple with dependent children	Couple with non-dependent children	Lone parent with dependent children	Other	Unweighted base	
Household tenure type	Own with mortgage	15	33*	37	7*	6	2*	100	603
	Own outright	29	49	9*	7	3*	4*	100	591
	Private rented	35	29	14	3	5	13	100	127
	Social rented	44	17	17	4	15	4*	100	278
All		26	35*	22	6	7	4*	100	1599

Base: Private households

Source: Survey of English Housing 2006/07

**Table 3.2 Household characteristics: household composition, England 2006/07**

Row per cent		Household composition						Total	
		Single person household	Couple, no children	Couple with dependent children	Couple with non-dependent children	Lone parent with dependent children	Other	Unweighted base	
Household tenure type	Own with mortgage	16	29	37	9	5	4	100	6639
	Own outright	31	46	7	8	1	6	100	5569
	Private rented	34	26	16	2	9	14	100	1943
	Social rented	43	13	15	3	17	8	100	3338
All		28	31	21	7	7	7	100	17489

Base: Private households

Source: Survey of English Housing 2006/07

**Table 3.3 Household characteristics: economic activity status of household reference person, East Midlands 2006/07**

Row per cent		Economic activity status of HRP					Total	
		Full-time employment	Part-time employment	Unemployed	Retired	Other inactive	Unweighted base	
Household tenure type	Own with mortgage	85	8	1	3	3	100	603
	Own outright	32*	10	1	52	6	100	591
	Private rented	66	11	2	9	12	100	127
	Social rented	23	9	11	32	25	100	278
All		54	9	3	26	8	100	1599

Base: Private households

Source: Survey of English Housing 2006/07

**Table 3.4 Household characteristics: economic activity status of household reference person, England 2006/07**

Row per cent		Economic activity status of HRP					Total	
		Full-time employment	Part-time employment	Unemployed	Retired	Other inactive	Unweighted base	
Household tenure type	Own with mortgage	86	7	1	3	3	100	6633
	Own outright	26	9	1	59	5	100	5563
	Private rented	59	9	4	10	18	100	1942
	Social rented	22	9	7	32	30	100	3336
All		52	8	2	27	11	100	17474

Base: Private households

Source: Survey of English Housing 2006/07

**Table 3.5 Household characteristics: household composition, East Midlands 2002/03**

Row per cent		Household composition					Total		
		Single person household	Couple, no children	Couple with dependent children	Couple with non-dependent children	Lone parent with dependent children	Other	Unweighted base	
Household tenure type	Own with mortgage	17	29	35	11	5	4	100	701
	Own outright	35	45	7	8	1	5	100	576
	Private rented	40	24	8*	3	7	17	100	145
	Social rented	42	16	15	4	18	4*	100	315
All		29	31	20	8	6	5*	100	1737

Base: Private households

Source: Survey of English Housing 2002/03

**Table 3.6 Household characteristics: household composition, England 2002/03**

Row per cent		Household composition					Total		
		Single person household	Couple, no children	Couple with dependent children	Couple with non-dependent children	Lone parent with dependent children	Other	Unweighted base	
Household tenure type	Own with mortgage	17	28	36	9	5	5	100	8176
	Own outright	33	46	6	8	1	6	100	5753
	Private rented	34	24	15	2	10	15	100	1858
	Social rented	39	16	14	4	19	7	100	3853
All		28	31	21	7	7	7	100	19640

Base: Private households

Source: Survey of English Housing 2002/03

**Table 3.7 Household characteristics: economic activity status of household reference person, East Midlands 2002/03**

Row per cent		Economic activity status of HRP					Total	
		Full-time employment	Part-time employment	Unemployed	Retired	Other inactive	Unweighted base	
Household tenure type	Own with mortgage	85	7	1	4	3	100	699
	Own outright	29*	6	1	59	5	100	576
	Private rented	54	7	4	15	20	100	145
	Social rented	21	10	5	38	26	100	315
All		53	7	2	29	10	100	1735

Base: Private households

Source: Survey of English Housing 2002/03

**Table 3.8 Household characteristics: economic activity status of household reference person, England 2002/03**

Row per cent		Economic activity status of HRP					Total	
		Full-time employment	Part-time employment	Unemployed	Retired	Other inactive	Unweighted base	
Household tenure type	Own with mortgage	86	6	1	4	3	100	8168
	Own outright	25	8	0	62	4	100	5748
	Private rented	58	9	3	12	18	100	1855
	Social rented	21	9	4	37	29	100	3848
All		53	7	2	28	10	100	19619

Base: Private households

Source: Survey of English Housing 2002/03

**Table 3.9 Household characteristics: gross annual income of HRP and partner, East Midlands 2006/07<sup>24</sup>**

Row per cent		Gross annual income							Total		
		Up to £4,999	£5,000 - £9,999	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £29,999	£30,000 - £39,999	£40,000 - £49,999	£50,000+	Unweighted base	
Household tenure type	Own with mortgage	1	2	8	9	17	22	16	24	100	515
	Own outright	1	22	21	16	17	10	6	7	100	395
	Private rented	9	23	14	12	17	11	10	4	100	104
	Social rented	12	42	22	11	9	4	1	0	100	233
All		4	17	15	12	16	14	10	13	100	1247

Base: Private households  
Source: Survey of English Housing 2006/07

**Table 3.10 Household characteristics: gross annual income of HRP and partner, England 2006/07**

Row per cent		Gross annual income							Total		
		Up to £4,999	£5,000 - £9,999	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £29,999	£30,000 - £39,999	£40,000 - £49,999	£50,000+	Unweighted base	
Household tenure type	Own with mortgage	1	3	6	8	20	19	16	27	100	5650
	Own outright	3	19	18	14	19	10	5	10	100	4267
	Private rented	9	20	14	12	19	12	6	8	100	1663
	Social rented	14	41	20	9	9	4	2	1	100	2906
All		5	17	13	11	17	13	9	15	100	14486

Base: Private households  
Source: Survey of English Housing 2006/07

**Table 3.11 Household characteristics: length of residence, East Midlands 2006/07<sup>25</sup>**

Row per cent		Length of residence						Total				
		Less than 1 year	1 - 2 years	3 - 4 years	5 - 9 years	10 - 19 years	20 - 39 years	40 years+	Unweighted base			
Household tenure type	Own with mortgage	11	18	15	23	23	*	10	*	0	100	603
	Own outright	2	6	5	14	23		37		14	100	591
	Private rented	38	32	11	7	4	*	6	*	2	100	127
	Social rented	9	17	13	24	21	*	11	*	5	100	278
All		10	15	11	19	21		19		6	100	1599

Base: Private households  
Source: Survey of English Housing 2006/07

**Table 3.12 Household characteristics: length of residence, England 2006/07**

Row per cent		Length of residence						Total		
		Less than 1 year	1 - 2 years	3 - 4 years	5 - 9 years	10 - 19 years	20 - 39 years	40 years+	Unweighted base	
Household tenure type	Own with mortgage	9	17	14	23	24	12	1	100	6638
	Own outright	3	5	5	12	20	39	16	100	5567
	Private rented	38	29	11	10	5	4	3	100	1942
	Social rented	10	16	12	21	21	15	5	100	3332
All		11	15	11	18	20	20	6	100	17479

Base: Private households  
Source: Survey of English Housing 2006/07

<sup>24</sup> Note: HRP= Household Reference Person. Significance test of the difference in proportion of households with HRP and partner joint incomes greater than £30,000 p.a. gross in East Midlands compared with England.

<sup>25</sup> Significance test of the difference in proportion of households living for more than 10 years in the dwelling.

**Table 3.13 Household characteristics: gross annual income of HRP and partner, East Midlands 2002/03**

Row per cent		Gross annual income								Total	
		Up to £4,999	£5,000 - £9,999	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £29,999	£30,000 - £39,999	£40,000 - £49,999	£50,000+	Unweighted base	
Household tenure type	Own with mortgage	2	5	10	13	28	17 *	11 *	12	100	636
	Own outright	11	29	19	12	17	6 *	2 *	4	100	469
	Private rented	13	28	12	19	18	4 *	5 *	1	100	126
	Social rented	30	37	16	10	5	1			100	285
All		11	20	14	13	20	9 *	6 *	6	100	1516

Base: Private households  
Source: Survey of English Housing 2002/03

**Table 3.14 Household characteristics: gross annual income of HRP and partner, England 2002/03**

Row per cent		Gross annual income								Total	
		Up to £4,999	£5,000 - £9,999	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £29,999	£30,000 - £39,999	£40,000 - £49,999	£50,000+	Unweighted base	
Household tenure type	Own with mortgage	2	5	8	11	26	18	12	18	100	7125
	Own outright	10	26	19	13	16	7	4	6	100	4576
	Private rented	17	21	12	13	18	9	4	6	100	1597
	Social rented	29	40	16	8	6	2	0	0	100	3399
All		11	19	13	11	18	11	7	10	100	16697

Base: Private households  
Source: Survey of English Housing 2002/03

**Table 3.15 Household characteristics: length of residence, East Midlands 2002/03**

Row per cent		Length of residence							Total	
		Less than 1 year	1 - 2 years	3 - 4 years	5 - 9 years	10 - 19 years	20 - 39 years	40 years+	Unweighted base	
Household tenure type	Own with mortgage	10	20	14	18	26	10	1	100	701
	Own outright	3	6	6	9	21	38	17	100	576
	Private rented	35	32	8	7	9	5	3	100	145
	Social rented	11	17	16	18	19	13	6	100	315
All		10	16	11	14	22	19	7	100	1737

Base: Private households  
Source: Survey of English Housing 2002/03

**Table 3.16 Household characteristics: length of residence, England 2002/03**

Row per cent		Length of residence							Total	
		Less than 1 year	1 - 2 years	3 - 4 years	5 - 9 years	10 - 19 years	20 - 39 years	40 years+	Unweighted base	
Household tenure type	Own with mortgage	9	18	14	21	26	10	1	100	8174
	Own outright	3	6	5	10	21	40	16	100	5750
	Private rented	39	27	10	10	5	5	3	100	1856
	Social rented	10	18	12	19	20	16	6	100	3853
All		11	16	11	16	21	20	6	100	19633

Base: Private households  
Source: Survey of English Housing 2002/03

**Table 3.17 Household characteristics: recently moved, East Midlands 2006/07**

Row per cent		Number of moves in past year			Total	
		0	1	2 or more	Unweighted base	
Household tenure type	Own with mortgage	89	10	1	100	603
	Own outright	98	2	0	100	591
	Private rented	62	28	10	100	126
	Social rented	91	8	1	100	278
All		90	8	1	100	1598

Base: Private households

Source: Survey of English Housing 2006/07

**Table 3.18 Household characteristics: recently moved, England 2006/07**

Row per cent		Number of moves in past year			Total	
		0	1	2 or more	Unweighted base	
Household tenure type	Own with mortgage	91	8	1	100	6637
	Own outright	97	2	0	100	5567
	Private rented	62	29	9	100	1941
	Social rented	90	8	2	100	3332
All		89	9	2	100	17477

Base: Private households

Source: Survey of English Housing 2006/07

**Table 3.19 Housing adequacy: Overcrowding, East Midlands 2006/07**

Row per cent		Bedroom standard of overcrowding			Total	
		Below standard	Meets standard	Above standard	Unweighted base	
Household tenure type	Own with mortgage	1*	16	83	100	603
	Own outright	1	7	93	100	591
	Private rented	5	29	67	100	127
	Social rented	5	45	51	100	278
All		2*	19	79	100	1599

Base: Private households

Source: Survey of English Housing 2006/07

**Table 3.20 Housing adequacy: Overcrowding, England 2006/07**

Row per cent		Bedroom standard of overcrowding			Total	
		Below standard	Meets standard	Above standard	Unweighted base	
Household tenure type	Own with mortgage	2	19	79	100	6639
	Own outright	1	8	91	100	5568
	Private rented	6	42	53	100	1943
	Social rented	6	52	42	100	3338
All		3	25	72	100	17488

Base: Private households

Source: Survey of English Housing 2006/07

**Table 3.21 Household characteristics: recently moved, East Midlands 2003/04**

Row per cent		Number of moves in past year			Total	
		0	1	2 or more	Unweighted base	
Household tenure type	Own with mortgage	91	9	1	100	762
	Own outright	98	2		100	582
	Private rented	56	36	8	100	149
	Social rented	88	10	2	100	285
All		90	9	1*	100	1778

Base: Private households

Source: Survey of English Housing 2003/04

**Table 3.22 Household characteristics: recently moved, England 2003/04**

Row per cent		Number of moves in past year			Total	
		0	1	2 or more	Unweighted base	
Household tenure type	Own with mortgage	91	8	1	100	8001
	Own outright	98	2	0	100	5826
	Private rented	61	30	9	100	1868
	Social rented	90	9	2	100	3696
All		90	9	2	100	19391

Base: Private households

Source: Survey of English Housing 2003/04

**Table 3.23 Housing adequacy: Overcrowding, East Midlands 2002/03**

Row per cent		Bedroom standard of overcrowding			Total	
		Below standard	Meets standard	Above standard	Unweighted base	
Household tenure type	Own with mortgage	2	17	81	100	700
	Own outright	0*	8	91	100	576
	Private rented	2*	36	62	100	145
	Social rented	3*	48	49	100	315
All		2*	22	77	100	1736

Base: Private households

Source: Survey of English Housing 2002/03

**Table 3.24 Housing adequacy: Overcrowding, England 2002/03**

Row per cent		Bedroom standard of overcrowding			Total	
		Below standard	Meets standard	Above standard	Unweighted base	
Household tenure type	Own with mortgage	2	20	79	100	8174
	Own outright	1	9	90	100	5753
	Private rented	4	43	52	100	1858
	Social rented	5	51	44	100	3853
All		2	25	72	100	19638

Base: Private households

Source: Survey of English Housing 2002/03

**Table 3.25 Housing adequacy: Overcrowding, East Midlands 2006**

Row per cent		Bedroom standard of overcrowding			Total	
		Below standard	Meets standard	Above standard		Unweighted base
Dwelling type	Terraced	2	22	76	100	169
	Semi-detached	1	16	83	100	259
	Detached	0	9	91	100	298
	Flat	4	63	33	100	68
Household tenure type	Own with mortgage	1	13	86	100	305
	Own outright	1	9	90	100	283
	Private rented	2	30	68	100	88
	Social rented	3	48	49	100	124
HRP Economic activity status	Full-time work	1	16	83	100	419
	Part-time work	5	32	64	100	58
	Unemployed	[19]	[23]	[58]	100	12
	Retired	0	15	85	100	237
Household composition	Other inactive	1	49	50	100	69
	Single person household		20	80	100	206
	Couple, no children		6	94	100	295
	Couple with dependent children	3	27	70	100	160
	Couple with non-dependent children		[22]	[78]	100	35
	Lone parent with dependent children	[2]	[52]	[46]	100	47
	Other	8	33	59	100	57
All		1	20	79	100	800

Base: Private households

Source: General Household Survey 2006

**Table 3.26 Housing adequacy: Overcrowding, England 2006**

Row per cent		Bedroom standard of overcrowding			Total	
		Below standard	Meets standard	Above standard		Unweighted base
Dwelling type	Terraced	3	25	73	100	2312
	Semi-detached	2	19	80	100	2682
	Detached	0	7	93	100	2138
	Flat	5	60	35	100	1163
Household tenure type	Own with mortgage	1	19	80	100	3263
	Own outright	1	9	90	100	2807
	Private rented	3	41	56	100	772
	Social rented	5	55	40	100	1481
HRP Economic activity status	Full-time work	2	23	75	100	4219
	Part-time work	5	33	62	100	708
	Unemployed	6	56	38	100	133
	Retired	0	18	82	100	2444
Household composition	Other inactive	6	45	49	100	749
	Single person household		26	74	100	2322
	Couple, no children		8	92	100	2625
	Couple with dependent children	4	31	65	100	1857
	Couple with non-dependent children	3	25	72	100	433
	Lone parent with dependent children	8	56	35	100	572
	Other	7	42	51	100	514
All		2	25	73	100	8323

Base: Private households

Source: General Household Survey 2006

**Table 3.27 Housing adequacy: Overcrowding, East Midlands 2002/03**

Row per cent		Bedroom standard of overcrowding			Total	
		Below standard	Meets standard	Above standard	100	Unweighted base
Dwelling type	Terraced	3	28	69	100	143
	Semi-detached	1	18	81	100	232
	Detached	2	8	90	100	213
	Flat	[5]	[56]	[40]	100	41
Household tenure type	Own with mortgage	2	19	78	100	256
	Own outright	1	7	92	100	214
	Private rented	4	28	68	100	58
	Social rented	4	41	55	100	104
HRP Economic activity status	Full-time work	2	18	80	100	315
	Part-time work		20	80	100	60
	Unemployed	[16]	[32]	[52]	100	6
	Retired		17	83	100	186
Household composition	Other inactive	7	41	52	100	57
	Single person household		19	81	100	173
	Couple, no children	0	7	92	100	221
	Couple with dependent children	[3]	[26]	[71]	100	118
	Lone parent with dependent children		52	48	100	15
	Other <sup>1</sup>	9	35	56	100	86
All		2	19	78	100	613

Base: Private households

Source: General Household Survey 2002/03

Note: <sup>1</sup> 'Other' includes households with only non-dependent children

**Table 3.28 Housing adequacy: Overcrowding, England 2002/03**

Row per cent		Bedroom standard of overcrowding			Total	
		Below standard	Meets standard	Above standard	100	Unweighted base
Dwelling type	Terraced	3	25	72	100	2049
	Semi-detached	1	17	82	100	2399
	Detached	0	8	92	100	1757
	Flat	5	60	35	100	1163
Household tenure type	Own with mortgage	1	20	78	100	2995
	Own outright	1	9	90	100	2283
	Private rented	4	40	56	100	749
	Social rented	5	52	43	100	1395
HRP Economic activity status	Full-time work	2	24	75	100	3799
	Part-time work	3	28	69	100	653
	Unemployed	5	42	53	100	141
	Retired	0	19	80	100	1993
Household composition	Other inactive	8	43	49	100	755
	Single person household	0	27	73	100	2086
	Couple, no children	0	12	88	100	2525
	Couple with dependent children	4	31	65	100	1315
	Lone parent with dependent children	8	55	37	100	188
	Other <sup>1</sup>	7	34	59	100	1082
All		2	24	74	100	7196

Base: Private households

Source: General Household Survey 2002/03

Note: <sup>1</sup> 'Other' includes households with only non-dependent children

**Table 3.29 Housing adequacy: Central heating, East Midlands 2006/07**

Row per cent		Availability of central heating in living rooms and bedrooms			Total	
		In all of these rooms	In some but not all	In none of these rooms		Unweighted base
Household tenure type	Own with mortgage	92	3	5	100	603
	Own outright	91	4	5*	100	591
	Private rented	78	3	19	100	127
	Social rented	90	5	5	100	278
All		90	4	6	100	1599

Base: Private households

Source: Survey of English Housing 2006/07

**Table 3.30 Housing adequacy: Central heating, England 2006/07**

Row per cent		Availability of central heating in living rooms and bedrooms			Total	
		In all of these rooms	In some but not all	In none of these rooms		Unweighted base
Household tenure type	Own with mortgage	92	4	5	100	6639
	Own outright	88	6	6	100	5567
	Private rented	80	5	15	100	1943
	Social rented	89	5	6	100	3337
All		89	5	7	100	17486

Base: Private households

Source: Survey of English Housing 2006/07

**Table 3.31 Housing adequacy: Central heating, East Midlands 2002/03**

Row per cent		Availability of central heating in living rooms and bedrooms			Total	
		In all of these rooms	In some but not all	In none of these rooms		Unweighted base
Household tenure type	Own with mortgage	88	6	6	100	701
	Own outright	85	9	6*	100	576
	Private rented	73	6	21	100	145
	Social rented	88	8	5*	100	314
All		85	8	7*	100	1736

Base: Private households

Source: Survey of English Housing 2002/03

**Table 3.32 Housing adequacy: Central heating, England 2002/03**

Row per cent		Availability of central heating in living rooms and bedrooms			Total	
		In all of these rooms	In some but not all	In none of these rooms		Unweighted base
Household tenure type	Own with mortgage	89	5	6	100	8176
	Own outright	84	8	8	100	5753
	Private rented	75	6	18	100	1858
	Social rented	84	7	9	100	3851
All		85	7	8	100	19638

Base: Private households

Source: Survey of English Housing 2002/03

**Table 3.33 Housing adequacy: Central heating, East Midlands 2006**

Row per cent		Central heating		Total	
		Yes	No	Unweighted base	
Dwelling type	Terraced	93	7	100	169
	Semi-detached	98	2	100	259
	Detached	97	3	100	298
	Flat	89	11	100	68
Household tenure type	Own with mortgage	97	3	100	305
	Own outright	96	4	100	283
	Private rented	85	15	100	88
	Social rented	98	2	100	124
HRP Economic activity status	Full-time work	95	5	100	419
	Part-time work	96	4	100	58
	Unemployed	[100]		100	12
	Retired	95	5	100	237
Household composition	Other inactive	97	3	100	69
	Single person household	93	7	100	206
	Couple, no children	95	5	100	295
	Couple with dependent children	99	1	100	160
	Couple with non-dependent children	[96]	[4]	100	35
	Lone parent with dependent children	[100]		100	47
	Other	93	7	100	57
All		95	5	100	800

Base: Private households

Source: General Household Survey 2006

**Table 3.34 Housing adequacy: Central heating, England 2006**

Row per cent		Central heating		Total	
		Yes	No	Unweighted base	
Dwelling type	Terraced	93	7	100	2312
	Semi-detached	96	4	100	2682
	Detached	99	1	100	2138
	Flat	93	7	100	1163
Household tenure type	Own with mortgage	97	3	100	3263
	Own outright	95	5	100	2807
	Private rented	89	11	100	772
	Social rented	96	4	100	1481
HRP Economic activity status	Full-time work	96	4	100	4219
	Part-time work	95	5	100	708
	Unemployed	90	10	100	133
	Retired	94	6	100	2444
Household composition	Other inactive	95	5	100	749
	Single person household	92	8	100	2322
	Couple, no children	96	4	100	2625
	Couple with dependent children	97	3	100	1857
	Couple with non-dependent children	96	4	100	433
	Lone parent with dependent children	98	2	100	572
	Other	95	5	100	514
All		95	5	100	8323

Base: Private households

Source: General Household Survey 2006

**Table 3.35 Housing adequacy: Central heating, East Midlands 2002/03**

Row per cent		Central heating		Total	
		Yes	No	Unweighted base	
Dwelling type	Terraced	83	17	100	143
	Semi-detached	97	3	100	232
	Detached	99	1	100	213
	Flat	[93]	[7]	100	41
Household tenure type	Own with mortgage	95	5	100	256
	Own outright	94	6	100	214
	Private rented	83	17	100	58
	Social rented	98	2	100	104
HRP Economic activity status	Full-time work	94	6	100	315
	Part-time work	91	9	100	60
	Unemployed	[100]		100	6
	Retired	93	7	100	186
Household composition	Other inactive	95	5	100	57
	Single person household	92	8	100	173
	Couple, no children	93	7	100	221
	Couple with dependent children	96	4	100	118
	Lone parent with dependent children	[100]		100	15
	Other <sup>1</sup>	97	3	100	86
All		94	6	100	613

Base: Private households

Source: General Household Survey 2002/03

Note: <sup>1</sup> 'Other' includes households with non-dependent children only

**Table 3.36 Housing adequacy: Central heating, England 2002/03**

Row per cent		Central heating		Total	
		Yes	No	Unweighted base	
Dwelling type	Terraced	89	11	100	2048
	Semi-detached	94	6	100	2399
	Detached	98	2	100	1757
	Flat	92	8	100	1163
Household tenure type	Own with mortgage	95	5	100	2995
	Own outright	93	7	100	2282
	Private rented	85	15	100	749
	Social rented	93	7	100	1395
HRP Economic activity status	Full-time work	94	6	100	3798
	Part-time work	94	6	100	653
	Unemployed	92	8	100	141
	Retired	92	8	100	1993
Household composition	Other inactive	90	10	100	755
	Single person household	91	9	100	2085
	Couple, no children	93	7	100	2525
	Couple with dependent children	96	4	100	1315
	Lone parent with dependent children	91	9	100	188
	Other <sup>1</sup>	95	5	100	1082
All		93	7	100	7195

Base: Private households

Source: General Household Survey 2002/03

Note: <sup>1</sup> 'Other' includes households with non-dependent children only

**Table 3.37 Housing adequacy: Damp, East Midlands 2006**

Row per cent		Leaking roof, damp walls floors, damp foundations, or rotten floorboards or window frames?			Total
		Yes	No		Unweighted base
Dwelling type	Terraced	19	81	100	169
	Semi-detached	10	90	100	259
	Detached	7	93	100	298
	Flat	19	81	100	68
Household tenure type	Own with mortgage	8	92	100	305
	Own outright	8	92	100	283
	Private rented	29	71	100	88
	Social rented	16	84	100	124
HRP Economic activity status	Full-time work	13	87	100	419
	Part-time work	12	88	100	58
	Unemployed	[28]	[72]	100	12
	Retired	7	93	100	237
Household composition	Other inactive	19	81	100	69
	Single person household	13	87	100	206
	Couple, no children	11	89	100	295
	Couple with dependent children	14	86	100	160
	Couple with non-dependent children	[9]	[91]	100	35
	Lone parent with dependent children	[15]	[85]	100	47
	Other	10	90	100	57
All		12	88	100	800

Base: Private households

Source: General Household Survey 2006

**Table 3.38 Housing adequacy: Damp, England 2006**

Row per cent		Leaking roof, damp walls floors, damp foundations, or rotten floorboards or window frames?			Total
		Yes	No		Unweighted base
Dwelling type	Terraced	17	83	100	2311
	Semi-detached	10	90	100	2681
	Detached	8	92	100	2138
	Flat	21	79	100	1163
Household tenure type	Own with mortgage	11	89	100	3261
	Own outright	8	92	100	2807
	Private rented	25	75	100	772
	Social rented	21	79	100	1481
HRP Economic activity status	Full-time work	13	87	100	4218
	Part-time work	18	82	100	708
	Unemployed	31	69	100	133
	Retired	8	92	100	2444
Household composition	Other inactive	25	75	100	748
	Single person household	14	86	100	2322
	Couple, no children	11	89	100	2625
	Couple with dependent children	13	87	100	1857
	Couple with non-dependent children	10	90	100	432
	Lone parent with dependent children	26	74	100	571
	Other	16	84	100	514
All		14	86	100	8321

Base: Private households

Source: General Household Survey 2006

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**Table 3.39 Housing adequacy: Light, East Midlands 2006**

Row per cent		Too dark, or not enough light?		Total	
		Yes	No		Unweighted base
Dwelling type	Terraced	13	87	100	169
	Semi-detached	8	92	100	259
	Detached	7	93	100	298
	Flat	20	80	100	68
Household tenure type	Own with mortgage	11	89	100	305
	Own outright	5	95	100	283
	Private rented	12	88	100	88
	Social rented	15	85	100	124
HRP Economic activity status	Full-time work	11	89	100	419
	Part-time work	23	77	100	58
	Unemployed	[13]	[87]	100	12
	Retired	5	95	100	237
	Other inactive	11	89	100	69
Household composition	Single person household	10	90	100	206
	Couple, no children	10	90	100	295
	Couple with dependent children	12	88	100	160
	Couple with non-dependent children	[8]	[92]	100	35
	Lone parent with dependent children	[6]	[94]	100	47
	Other	11	89	100	57
All		10	90	100	800

Base: Private households

Source: General Household Survey 2006

**Table 3.40 Housing adequacy: Light, England 2006**

Row per cent		Too dark, or not enough light?		Total	
		Yes	No		Unweighted base
Dwelling type	Terraced	13	87	100	2311
	Semi-detached	8	92	100	2680
	Detached	7	93	100	2138
	Flat	14	86	100	1163
Household tenure type	Own with mortgage	9	91	100	3262
	Own outright	7	93	100	2807
	Private rented	14	86	100	771
	Social rented	14	86	100	1480
HRP Economic activity status	Full-time work	10	90	100	4219
	Part-time work	15	85	100	708
	Unemployed	11	89	100	133
	Retired	7	93	100	2442
	Other inactive	15	85	100	748
Household composition	Single person household	10	90	100	2321
	Couple, no children	9	91	100	2624
	Couple with dependent children	10	90	100	1857
	Couple with non-dependent children	10	90	100	433
	Lone parent with dependent children	17	83	100	571
	Other	11	89	100	514
All		10	90	100	8320

Base: Private households

Source: General Household Survey 2006

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**Table 3.41 Housing adequacy: satisfaction with accommodation, East Midlands 2006/07<sup>26</sup>**

Row per cent		Satisfaction with present accommodation					Total	
		Very satisfied	Fairly satisfied	Neither satisfied nor dissatisfied	Slightly dissatisfied	Very dissatisfied	Unweighted base	
Household tenure type	Own with mortgage	65	30	2	2	0	100	595
	Own outright	77	22	1	1	*	100	584
	Private rented	42	44	4	7	3	100	120
	Social rented	42	39	4	8	6	100	273
All		63	30	2	3	2	100	1572

Base: Private households

Source: Survey of English Housing 2006/07

**Table 3.42 Housing adequacy: satisfaction with accommodation, England 2006/07**

Row per cent		Satisfaction with present accommodation					Total	
		Very satisfied	Fairly satisfied	Neither satisfied nor dissatisfied	Slightly dissatisfied	Very dissatisfied	Unweighted base	
Household tenure type	Own with mortgage	63	31	3	2	1	100	6541
	Own outright	77	20	2	1	0	100	5462
	Private rented	43	39	7	7	3	100	1845
	Social rented	46	36	5	8	6	100	3264
All		62	30	3	3	2	100	17112

Base: Private households

Source: Survey of English Housing 2006/07

<sup>26</sup> Significance test of difference in proportion of respondents "Slightly dissatisfied" or "Very dissatisfied" in East Midlands compared with England.

**Table 3.43 Housing adequacy: satisfaction with accommodation, East Midlands 2002/03<sup>27</sup>**

Row per cent	Satisfaction with present accommodation					Total	
	Very satisfied	Fairly satisfied	Neither satisfied nor dissatisfied	Slightly dissatisfied	Very dissatisfied	Unweighted base	
Household tenure type							
Own with mortgage	63	33	2	2	*	0	100 698
Own outright	74	23	2	1		0	100 569
Private rented	46	39	9	4	*	2	100 134
Social rented	42	39	5	7		6	100 307
All	62	31	3	3	*	1	100 1708

Base: Private households

Source: Survey of English Housing 2002/03

**Table 3.44 Housing adequacy: satisfaction with accommodation, England 2002/03**

Row per cent	Satisfaction with present accommodation					Total	
	Very satisfied	Fairly satisfied	Neither satisfied nor dissatisfied	Slightly dissatisfied	Very dissatisfied	Unweighted base	
Household tenure type							
Own with mortgage	64	31	2	3		1	100 8032
Own outright	76	21	1	1		0	100 5644
Private rented	44	38	6	8		4	100 1760
Social rented	46	36	5	8		6	100 3763
All	62	30	3	4		2	100 19199

Base: Private households

Source: Survey of English Housing 2002/03

<sup>27</sup> Significance test of difference in proportion of respondents "Slightly dissatisfied" or "Very dissatisfied" in East Midlands compared with England.

**Table 3.45 Housing adequacy: Decent Homes, East Midlands 2005-2006**

Row per cent		Decent homes		Total	
		Decent	Non-decent	Unweighted base	
Household tenure type	Own with mortgage	78	22	100	434
	Own outright	74	26	100	305
	Private rented	50	50*	100	190
	Social rented	74	26	100	474
Length of residence	less than 1 year	70	30	100	168
	1-2 years	70	30	100	138
	3-4 years	77	23	100	180
	5-9 years	75	25	100	300
	10-19 years	78	22	100	263
	20-29 years	73	27	100	162
	30+ years	67	33	100	192
HRP Economic activity status	Full-time work	76	24	100	638
	Part-time work	75	25	100	117
	Unemployed	54	46	100	53
	Retired	72	28	100	398
	Other Inactive	66	34	100	197
Household composition	Single person aged <60	69	31	100	159
	Single person aged 60 or over	65	35	100	220
	Couple <60	76	24	100	253
	Couple aged 60 or over	75	25	100	214
	Couple with dependent children	78	22	100	319
	Lone parent with dependent children	70	30	100	124
	Other	73	27	100	114
All		73	27	100	1403

Base: Private households  
Source: English House Condition Survey 2005-2006

**Table 3.46 Housing adequacy: Decent Homes, England 2005-2006**

Row per cent		Decent homes		Total	
		Decent	Non-decent	Unweighted base	
Household tenure type	Own with mortgage	78	22	100	4564
	Own outright	74	26	100	3393
	Private rented	60	40	100	2145
	Social rented	73	27	100	5546
Length of residence	less than 1 year	72	28	100	1654
	1-2 years	74	26	100	1667
	3-4 years	78	22	100	1838
	5-9 years	77	23	100	3301
	10-19 years	76	24	100	3048
	20-29 years	74	26	100	2058
	30+ years	66	34	100	2081
HRP Economic activity status	Full-time work	77	23	100	7171
	Part-time work	74	26	100	1288
	Unemployed	63	37	100	514
	Retired	72	28	100	4569
	Other Inactive	70	30	100	2106
Household composition	Single person aged <60	66	34	100	1964
	Single person aged 60 or over	66	34	100	2555
	Couple <60	76	24	100	2550
	Couple aged 60 or over	77	23	100	2313
	Couple with dependent children	79	21	100	3482
	Lone parent with dependent children	75	25	100	1587
	Other	71	29	100	1197
All		74	26	100	15648

Base: Private households  
Source: English House Condition Survey 2005-2006

**Table 3.47 Housing adequacy: Decent Homes, East Midlands 2002-2003**

Row per cent	Decent homes		Total		
	Decent	Non-decent	Unweighted base		
Household tenure type	Own with mortgage	80	20*	100	390
	Own outright	72	28	100	293
	Private rented	54	46	100	164
	Social rented	70	30*	100	463
Length of residence	less than 1 year	69	31	100	179
	1-2 years	75	25	100	171
	3-4 years	82	18*	100	179
	5-9 years	82	18*	100	234
	10-19 years	71	29	100	245
	20-29 years	67	33	100	149
	30+ years	67	33	100	153
HRP Economic activity status	Full-time work	78	22*	100	583
	Part-time work	74	26	100	117
	Unemployed	[65]	[35]	100	45
	Retired	68	32	100	361
	Other Inactive	68	32	100	204
Household composition	Single person aged <60	72	28*	100	169
	Single person aged 60 or over	60	40	100	193
	Couple <60	78	22*	100	243
	Couple aged 60 or over	75	25	100	189
	Couple with dependent children	82	18*	100	280
	Lone parent with dependent children	74	26	100	136
	Other	60	40	100	100
All	74	26*	100	1310	

Base: Private households

Source: English House Condition Survey 2002-2003

**Table 3.48 Housing adequacy: Decent Homes, England 2002-2003**

Row per cent	Decent homes		Total		
	Decent	Non-decent	Unweighted base		
Household tenure type	Own with mortgage	74	26	100	4873
	Own outright	70	30	100	3197
	Private rented	53	47	100	2099
	Social rented	66	34	100	5781
Length of residence	less than 1 year	67	33	100	1964
	1-2 years	70	30	100	2216
	3-4 years	74	26	100	1946
	5-9 years	73	27	100	2883
	10-19 years	70	30	100	3277
	20-29 years	71	29	100	1755
	30+ years	60	40	100	1909
HRP Economic activity status	Full-time work	73	27	100	7413
	Part-time work	69	31	100	1215
	Unemployed	58	42	100	587
	Retired	67	33	100	4479
	Other Inactive	64	36	100	2256
Household composition	Single person aged <60	64	36	100	2113
	Single person aged 60 or over	62	38	100	2571
	Couple <60	73	27	100	2711
	Couple aged 60 or over	72	28	100	2164
	Couple with dependent children	75	25	100	3502
	Lone parent with dependent children	69	31	100	1667
	Other	64	36	100	1222
All	70	30	100	15950	

Base: Private households

Source: English House Condition Survey 2002-2003

**Table 3.49 Housing adequacy: Decent Homes (Dwellings), East Midlands 2005-2006**

Row per cent		Decent homes		Total	
		Decent	Non-decent		Unweighted base
Dwelling type	Terraced	62	38*	100	391
	Semi-detached	70	30*	100	437
	Detached	84	16	100	251
	Bungalow	85	15	100	171
	Flat	61	39	100	197
Dwelling age	pre 1919	49	51*	100	292
	1919 to 1944	66	34	100	241
	1945 to 1964	71	29	100	303
	1965 to 1980	78	22*	100	362
	post 1980	94	6*	100	249
Type of area	city and other urban centres	62	38	100	266
	suburban residential areas	75	25	100	831
	rural areas	73	27	100	350
All		73	27	100	1447

Base: Private dwellings

Source: English House Condition Survey 2005-2006

**Table 3.50 Housing adequacy: Decent Homes (Dwellings), England 2005-2006**

Row per cent		Decent homes		Total	
		Decent	Non-decent		Unweighted base
Dwelling type	Terraced	71	29	100	4916
	Semi-detached	76	24	100	4200
	Detached	84	16	100	2073
	Bungalow	84	16	100	1491
	Flat	56	44	100	3589
Dwelling age	pre 1919	61	39	100	3179
	1919 to 1944	70	30	100	2882
	1945 to 1964	74	26	100	3836
	1965 to 1980	73	27	100	3880
	post 1980	91	9	100	2492
Type of area	city and other urban centres	65	35	100	3872
	suburban residential areas	76	24	100	9563
	rural areas	73	27	100	2834
All		73	27	100	16269

Base: Private dwellings

Source: English House Condition Survey 2005-2006

**Table 3.51 Housing adequacy: Decent Homes (Dwellings), East Midlands 2002-2003**

Row per cent		Decent homes		Total	
		Decent	Non-decent		Unweighted base
Dwelling type	Terraced	66	34	100	360
	Semi-detached	71	29	100	434
	Detached	86	14	100	202
	Bungalow	80	20	100	165
	Flat	60	40*	100	193
Dwelling age	pre 1919	53	47	100	296
	1919 to 1944	70	30	100	205
	1945 to 1964	70	30	100	333
	1965 to 1980	78	22*	100	304
	post 1980	94	6*	100	216
Type of area	city and other urban centres	64	36	100	264
	suburban residential areas	77	23*	100	687
	rural areas	71	29	100	403
All		73	27*	100	1354

Base: Private dwellings

Source: English House Condition Survey 2002-2003

**Table 3.52 Housing adequacy: Decent Homes (Dwellings), England 2002-2003**

Row per cent		Decent homes		Total	
		Decent	Non-decent		Unweighted base
Dwelling type	Terraced	67	33	100	5131
	Semi-detached	71	29	100	4267
	Detached	82	18	100	1890
	Bungalow	78	22	100	1518
	Flat	51	49	100	3842
Dwelling age	pre 1919	56	44	100	3499
	1919 to 1944	64	36	100	3023
	1945 to 1964	67	33	100	3886
	1965 to 1980	71	29	100	3689
	post 1980	87	13	100	2551
Type of area	city and other urban centres	61	39	100	4588
	suburban residential areas	72	28	100	8879
	rural areas	69	31	100	3181
All		69	31	100	16648

Base: Private dwellings

Source: English House Condition Survey 2002-2003

**Table 3.53 Desired improvements to area, by tenure, East Midlands 2004/05**

Row per cent		Main improvements to the area											Unweighted base
		Amount and quality of housing	Availability of jobs	Crime and vandalism	Local amenities, parks and leisure facilities	Local health services	Opportunities and facilities for children and young people	Public transport service	Quality of environment	Schools and colleges	Shopping and commercial facilities	None of these	
Household tenure type	Own with mortgage	10	16	31	36	18	46	27	16*	13	22	10	653
	Own outright	8*	12	32*	24	14*	31	25	18	6	22*	18	573
	Private rented	19	11	24	24	14	36	27	13	4*	19	12	139
	Social rented	15*	13*	32	29	15	35*	19	16	5*	20	16	311
All		11*	14	31	30	16	38	25	16*	8	22*	14	1676

Base: Private households

Source: Survey of English Housing 2004/05

Note: Multiple responses

**Table 3.54 Desired improvements to area, by tenure, England 2004/05**

Row per cent		Main improvements to the area											Unweighted base
		Amount and quality of housing	Availability of jobs	Crime and vandalism	Local amenities, parks and leisure facilities	Local health services	Opportunities and facilities for children and young people	Public transport service	Quality of environment	Schools and colleges	Shopping and commercial facilities	None of these	
Household tenure type	Own with mortgage	12	14	31	36	19	45	27	19	12	20	11	7264
	Own outright	11	12	29	21	18	29	27	17	5	18	19	5823
	Private rented	24	16	24	24	16	31	25	15	8	17	14	1844
	Social rented	24	17	35	30	14	41	20	19	9	19	14	3455
All		15	14	30	29	17	38	25	18	9	19	14	18386

Base: Private households

Source: Survey of English Housing 2004/05

Note: Multiple responses

**Table 3.55 Desired improvements to area, by tenure, East Midlands 2002/03**

Row per cent		Main improvements to the area											Unweighted base
		Amount and quality of housing	Availability of jobs	Crime and vandalism	Local amenities, parks and leisure facilities	Local health services	Opportunities and facilities for children and young people	Public transport service	Quality of environment	Schools and colleges	Shopping and commercial facilities	None of these	
Household tenure type	Own with mortgage	8*	17	30	38	20	45	29	16*	15	26*	11	701
	Own outright	8	13	28	22	15*	30	27	16	3*	22*	19	576
	Private rented	18*	19	20	28	12	30	31	15	9	23	15	145
	Social rented	17*	17	34	31	11*	41	25	17	10	25	17	315
All		11*	16	29*	31	16*	38	28	16	10	24*	15	1737

Base: Private households

Source: Survey of English Housing 2002/03

Note: Multiple responses

**Table 3.56 Desired improvements to area, by tenure, England 2002/03**

Row per cent		Main improvements to the area											Unweighted base
		Amount and quality of housing	Availability of jobs	Crime and vandalism	Local amenities, parks and leisure facilities	Local health services	Opportunities and facilities for children and young people	Public transport service	Quality of environment	Schools and colleges	Shopping and commercial facilities	None of these	
Household tenure type	Own with mortgage	11	16	32	36	20	43	30	19	13	21	10	8176
	Own outright	10	14	29	21	18	28	30	16	5	18	19	5753
	Private rented	25	18	25	25	17	31	27	16	8	19	16	1858
	Social rented	23	18	36	31	14	42	23	17	8	21	15	3853
All		14	16	32	30	18	38	28	18	9	20	14	19640

Base: Private households

Source: Survey of English Housing 2002/03

Note: Multiple responses

# 4 Mobility and Spatial Patterns

## 4.1 Travel to work

The National Travel Survey (NTS) was analysed to explore the modes of transport used by residents to travel to work, differentiating by a number of respondent characteristics<sup>28</sup>.

- In both 2006 and 2003, a significantly larger proportion of respondents in the East Midlands travelled to work by car.

### Access to local services

The NTS was also used to investigate residents' access to local public and private services. The journey time to the nearest service provider (ranging from GP services and the Post Office to shopping centres) was analysed by the car ownership status, tenure type, length of residence and household composition of the household (see Section 1.3 for information about the data recoding required for this analysis).

- A smaller proportion of households without cars in the East Midlands lived within 15 minutes of the nearest GP surgery (74%) or Chemist (82%) compared with England (83% and 89%) in 2006, and within a 13-minute journey of the Chemist (71%) in 2002 (82% in England as a whole).
- Overall, a smaller proportion of residents in the East Midlands lived within a 15-minute/13-minute journey from the nearest Chemist (76% in 2006 and 70% in 2002) compared with England as a whole (83% in 2006 and 76% in 2002).

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<sup>28</sup> Note: The NTS uses the term 'disabled' to describe a person who has difficulty, for reasons of longstanding poor health or physical disability, in using buses or cars or in going out of the house on foot. This includes problems attributable to old age.

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**Table 4.1 Travel to work, East Midlands 2006**

Row per cent		Usual means of travel to work						Total	
		Car	Bicycle	Walk	Bus	Train	Other	100	Unweighted base
Sex	Male	82*	6	6	2	3	2	100	415
	Female	74*	2	14	8	1	1	100	362
Ethnicity	White	79*	5	10	4	2	1	100	737
	Non-white	[70]*		[6]	[20]	[3]	[2]	100	40
Disability	No	78*	5	10	5	2	1	100	751
	Yes	[79]		[4]	[9]		[7]	100	26
Age	16 - 39	74*	5	10	7	3	1	100	327
	40 - 59	82*	4	9	3	1	2	100	396
	60+	78	5	10	4		3	100	54
Economic activity	Employed	77*	5	10	5	2	1	100	701
	Self-employed	91*	1	3	2	1	1	100	76
Household composition	Single person household	75*	4	13	5	1	2	100	81
	Couple, no children	76*	5	9	6	3	1	100	261
	Couple with children	85*	2	8	2	1	2	100	176
	Lone parent with children	[85]*	[8]		[7]			100	12
	Other	76*	6	10	6	2	1	100	247
All		78*	4	10	5	2	1	100	777

Base: Adults in work, aged 16 and over, who do not usually work from home

Source: National Travel Survey 2006

**Table 4.2 Travel to work, England 2006**

Row per cent		Usual means of travel to work						Total	
		Car	Bicycle	Walk	Bus	Train	Other	100	Unweighted base
Sex	Male	72	4	7	6	8	3	100	9250
	Female	64	2	15	10	7	1	100	8072
Ethnicity	White	70	3	11	7	7	2	100	15858
	Non-white	51	1	11	18	17	2	100	1454
Disability	No	68	3	11	8	8	2	100	16740
	Yes	70	2	11	11	4	2	100	581
Age	16 - 39	63	3	11	9	11	2	100	8174
	40 - 59	73	3	10	6	5	2	100	7943
	60+	74	2	10	7	4	3	100	1205
Economic activity	Employed	67	4	11	8	8	2	100	15393
	Self-employed	78	1	7	2	7	5	100	1929
Household composition	Single person household	63	3	11	9	11	3	100	1530
	Couple, no children	69	3	9	7	10	2	100	5354
	Couple with children	74	3	10	5	6	2	100	4436
	Lone parent with children	61	2	20	10	5	2	100	382
	Other	65	3	12	10	6	3	100	5620
All		68	3	11	8	8	2	100	17322

Base: Adults in work, aged 16 and over, who do not usually work from home

Source: National Travel Survey 2006

**Table 4.3 Travel to work, East Midlands 2003**

Row per cent		Usual means of travel to work						Total	
		Car	Bicycle	Walk	Bus	Train	Other	Unweighted base	
Sex	Male	82*	4	7	4	1	2	100	389
	Female	68	3	18	10	1	1	100	349
Ethnicity	White	75*	4	12	7	1	2	100	701
	Non-white	70*	3	16	9	3		100	36
Disability	No	75*	4	12	7	1	2	100	704
	Yes	76	3	15	6			100	34
Age	16 - 39	72*	3	14	8	1	1	100	345
	40 - 59	77	4	10	6	1	2	100	357
	60+	83*	6	6	3		2	100	36
Economic activity	Employed	74*	4	12	7	1	1	100	679
	Self-employed	85	2	9		2	3	100	59
Household composition	Single person household	71	7	14	6		1	100	52
	Couple, no children	79*	3	8	8	1	1	100	237
	Couple with children	83*	2	10	3	1	1	100	192
	Lone parent with children	59	5	26	9			100	22
	Other	68	4	16	9	2	2	100	235
All		75*	4	12	7	1	1	100	738

Base: Adults in work, aged 16 and over, who do not usually work from home

Source: National Travel Survey 2003

**Table 4.4 Travel to work, England 2003**

Row per cent		Usual means of travel to work						Total	
		Car	Bicycle	Walk	Bus	Train	Other	Unweighted base	
Sex	Male	72	4	7	6	8	4	100	4592
	Female	63	2	16	10	7	2	100	3961
Ethnicity	White	69	4	11	7	6	3	100	7819
	Non-white	49	1	10	21	16	2	100	729
Disability	No	68	3	11	8	7	3	100	8257
	Yes	69	4	11	12	4	1	100	296
Age	16 - 39	62	3	12	10	10	3	100	4187
	40 - 59	74	3	10	6	4	3	100	3833
	60+	72	3	9	8	4	4	100	533
Economic activity	Employed	67	4	11	9	7	2	100	7665
	Self-employed	77	1	6	2	7	7	100	888
Household composition	Single person household	63	3	10	9	11	3	100	754
	Couple, no children	68	4	9	8	9	2	100	2611
	Couple with children	74	3	11	5	6	2	100	2271
	Lone parent with children	58	1	21	12	6	2	100	217
	Other	64	4	13	10	5	3	100	2700
All		68	3	11	8	7	3	100	8553

Base: Adults in work, aged 16 and over, who do not usually work from home

Source: National Travel Survey 2003

**Table 4.5 Access to public and private services, East Midlands 2006**

Row per cent		Journey time to nearest GP			Total	
		15 minutes or less	16-40 minutes	41 minutes+		Unweighted base
Household car ownership	No	74*	24	2	100	125
	Yes	75	20	5	100	566
Household tenure type	Own outright or with mortgage	74	21	5	100	524
	Private or social rented	76	20	4	100	164
Length of residence	Less than 1 year	81	16	3	100	52
	1 - 2 years	73	23	4	100	89
	3 - 4 years	74	19	7	100	79
	5 - 10 years	68*	27	5	100	117
	10 years+	74	21	5	100	156
	Always lived here	78	18	4	100	198
Household composition	Single person household	69*	27	4	100	173
	Couple, no children	75	19	6	100	262
	Couple with children	78	17	5	100	124
	Lone parent with children	[69]	[21]	[10]	100	28
	Other	79	19	2	100	104
All		75	21	5	100	691

Base: Private households

Source: National Travel Survey 2006

**Table 4.6 Access to public and private services, England 2006**

Row per cent		Journey time to nearest GP			Total	
		15 minutes or less	16-40 minutes	41 minutes+		Unweighted base
Household car ownership	No	83	15	1	100	1817
	Yes	77	19	4	100	6030
Household tenure type	Own outright or with mortgage	78	19	3	100	5646
	Private or social rented	82	16	3	100	2107
Length of residence	Less than 1 year	80	17	3	100	757
	1 - 2 years	80	17	2	100	1059
	3 - 4 years	80	17	3	100	847
	5 - 10 years	79	17	4	100	1414
	10 years+	78	18	4	100	1537
	Always lived here	77	20	3	100	2235
Household composition	Single person household	79	18	3	100	2111
	Couple, no children	76	20	4	100	2694
	Couple with children	81	16	3	100	1456
	Lone parent with children	81	15	4	100	347
	Other	79	18	3	100	1241
All		79	18	3	100	7849

Base: Private households

Source: National Travel Survey 2006

**Table 4.7 Access to public and private services, East Midlands 2002**

Row per cent		Journey time to nearest GP			Total	
		13 minutes or less	14-43 minutes	44 minutes+		Unweighted base
Household car ownership	No	55	41	4	100	129
	Yes	55	34	11	100	532
Household tenure type	Own outright or with mortgage	55	35	10	100	516
	Private or social rented	58	35	7	100	141
Length of residence	Less than 1 year	57	31	12	100	72
	1 - 2 years	59	32	9	100	107
	3 - 4 years	54	35	11	100	63
	5 - 10 years	54	39	7	100	113
	10 years+	52	43	6	100	131
	Always lived here	57	31	12	100	175
Household composition	Single person household	57	34	9	100	175
	Couple, no children	53	35	12	100	234
	Couple with children	58	35	6	100	117
	Lone parent with children	54	39	6	100	34
	Other	54	39	7	100	101
All		55	35	9	100	661

Base: Private households

Source: National Travel Survey 2002

**Table 4.8 Access to public and private services, England 2002**

Row per cent		Journey time to nearest GP			Total	
		13 minutes or less	14-43 minutes	44 minutes+		Unweighted base
Household car ownership	No	63	35	2	100	1924
	Yes	54	38	8	100	5586
Household tenure type	Own outright or with mortgage	54	39	7	100	5381
	Private or social rented	62	34	4	100	2034
Length of residence	Less than 1 year	56	37	7	100	730
	1 - 2 years	57	36	7	100	1104
	3 - 4 years	59	35	6	100	795
	5 - 10 years	56	37	7	100	1242
	10 years+	56	38	6	100	1658
	Always lived here	55	39	6	100	1981
Household composition	Single person household	57	37	6	100	2095
	Couple, no children	53	39	8	100	2584
	Couple with children	57	37	6	100	1350
	Lone parent with children	61	35	4	100	386
	Other	60	35	5	100	1095
All		56	37	6	100	7510

Base: Private households

Source: National Travel Survey 2002

**Table 4.9 Access to public and private services, East Midlands 2006**

Row per cent		Journey time to nearest chemist			Total	
		15 minutes or less	16-40 minutes	41 minutes+		Unweighted base
Household car ownership	No	82*	17	1	100	125
	Yes	75	19	6	100	566
Household tenure type	Own outright or with mortgage	75*	20	5	100	524
	Private or social rented	81	13	6	100	164
Length of residence	Less than 1 year	85	10	5	100	52
	1 - 2 years	76	18	6	100	88
	3 - 4 years	78	14	8	100	79
	5 - 10 years	74*	19	7	100	117
	10 years+	74	19	7	100	157
	Always lived here	76	21	2	100	198
Household composition	Single person household	82	14	4	100	173
	Couple, no children	70*	24	6	100	262
	Couple with children	78	14	8	100	123
	Lone parent with children	[86]	[7]	[7]	100	28
	Other	77	20	4	100	105
All		76*	18	5	100	691

Base: Private households

Source: National Travel Survey 2006

**Table 4.10 Access to public and private services, England 2006**

Row per cent		Journey time to nearest chemist			Total	
		15 minutes or less	16-40 minutes	41 minutes+		Unweighted base
Household car ownership	No	89	10	1	100	1830
	Yes	80	16	3	100	6042
Household tenure type	Own outright or with mortgage	82	15	3	100	5654
	Private or social rented	86	12	2	100	2123
Length of residence	Less than 1 year	83	14	2	100	773
	1 - 2 years	84	14	2	100	1063
	3 - 4 years	83	15	3	100	848
	5 - 10 years	84	13	3	100	1416
	10 years+	81	15	4	100	1538
	Always lived here	82	16	2	100	2236
Household composition	Single person household	86	13	2	100	2121
	Couple, no children	79	18	3	100	2704
	Couple with children	84	13	3	100	1458
	Lone parent with children	85	13	2	100	346
	Other	84	13	2	100	1245
All		83	15	3	100	7874

Base: Private households

Source: National Travel Survey 2006

**Table 4.11 Access to public and private services, East Midlands 2002**

Row per cent		Journey time to nearest chemist			Total	
		13 minutes or less	14-43 minutes	44 minutes+		Unweighted base
Household car ownership	No	71*	28	1	100	129
	Yes	70	25	4	100	532
Household tenure type	Own outright or with mortgage	70	26	4	100	516
	Private or social rented	73*	25	2	100	141
Length of residence	Less than 1 year	70	28	2	100	72
	1 - 2 years	68*	28	4	100	107
	3 - 4 years	70	24	6	100	63
	5 - 10 years	66*	33	2	100	113
	10 years+	75	22	3	100	131
	Always lived here	72	24	5	100	175
Household composition	Single person household	76	22	2	100	175
	Couple, no children	65*	29	6	100	234
	Couple with children	72	25	2	100	117
	Lone parent with children	73	27		100	34
	Other	68*	28	4	100	101
All		70*	26	4	100	661

Base: Private households

Source: National Travel Survey 2002

**Table 4.12 Access to public and private services, England 2002**

Row per cent		Journey time to nearest chemist			Total	
		13 minutes or less	14-43 minutes	44 minutes+		Unweighted base
Household car ownership	No	82	18	1	100	1932
	Yes	74	23	3	100	5600
Household tenure type	Own outright or with mortgage	74	23	3	100	5388
	Private or social rented	82	17	2	100	2047
Length of residence	Less than 1 year	79	20	1	100	741
	1 - 2 years	77	21	2	100	1111
	3 - 4 years	78	19	2	100	795
	5 - 10 years	75	23	3	100	1242
	10 years+	76	21	3	100	1659
	Always lived here	73	24	3	100	1984
Household composition	Single person household	78	20	2	100	2106
	Couple, no children	72	25	3	100	2591
	Couple with children	78	21	2	100	1349
	Lone parent with children	84	16	0	100	388
	Other	77	20	2	100	1098
All		76	22	2	100	7532

Base: Private households

Source: National Travel Survey 2002

**Table 4.13 Access to public and private services, East Midlands 2006**

Row per cent		Journey time to nearest general hospital			Total	
		15 minutes or less	16-40 minutes	41 minutes+		Unweighted base
Household car ownership	No	25	50	24	100	125
	Yes	17	45	38	100	564
Household tenure type	Own outright or with mortgage	16	46	37	100	523
	Private or social rented	26	44	30	100	163
Length of residence	Less than 1 year	36	42	22	100	52
	1 - 2 years	27	39	34	100	88
	3 - 4 years	15*	44	41	100	79
	5 - 10 years	18	45	37	100	117
	10 years+	16	44	40	100	155
	Always lived here	14*	52	34	100	198
Household composition	Single person household	20	53	27	100	171
	Couple, no children	18	41	40	100	262
	Couple with children	17	50	33	100	123
	Lone parent with children	[22]	[50]	[28]	100	28
	Other	18	38	44	100	105
All		19	46	36	100	689

Base: Private households

Source: National Travel Survey 2006

**Table 4.14 Access to public and private services, England 2006**

Row per cent		Journey time to nearest general hospital			Total	
		15 minutes or less	16-40 minutes	41 minutes+		Unweighted base
Household car ownership	No	27	49	24	100	1829
	Yes	22	44	34	100	6037
Household tenure type	Own outright or with mortgage	21	44	34	100	5651
	Private or social rented	27	48	25	100	2121
Length of residence	Less than 1 year	30	44	26	100	773
	1 - 2 years	25	46	29	100	1062
	3 - 4 years	25	44	30	100	847
	5 - 10 years	21	45	33	100	1418
	10 years+	21	45	34	100	1535
	Always lived here	20	46	34	100	2233
Household composition	Single person household	24	48	29	100	2117
	Couple, no children	22	43	35	100	2701
	Couple with children	23	45	32	100	1459
	Lone parent with children	24	51	25	100	346
	Other	23	45	33	100	1245
All		23	45	32	100	7868

Base: Private households

Source: National Travel Survey 2006

**Table 4.15 Access to public and private services, East Midlands 2002**

Row per cent		Journey time to nearest general hospital			Total	
		13 minutes or less	14-43 minutes	44 minutes+		Unweighted base
Household car ownership	No	16	54	29	100	129
	Yes	15	49	36	100	532
Household tenure type	Own outright or with mortgage	15	49	36	100	516
	Private or social rented	16	57	27	100	141
Length of residence	Less than 1 year	16	53	31	100	72
	1 - 2 years	23	46	30	100	107
	3 - 4 years	19	43	38	100	63
	5 - 10 years	16	61	23	100	113
	10 years+	10*	46	44	100	131
	Always lived here	12	51	37	100	175
Household composition	Single person household	17	54	29	100	175
	Couple, no children	13	45	42	100	234
	Couple with children	15	52	33	100	117
	Lone parent with children	15	64	21	100	34
	Other	18	50	32	100	101
All		15	50	34	100	661

Base: Private households

Source: National Travel Survey 2002

**Table 4.16 Access to public and private services, England 2002**

Row per cent		Journey time to nearest general hospital			Total	
		13 minutes or less	14-43 minutes	44 minutes+		Unweighted base
Household car ownership	No	20	58	22	100	1928
	Yes	17	53	30	100	5588
Household tenure type	Own outright or with mortgage	17	53	30	100	5379
	Private or social rented	21	57	22	100	2040
Length of residence	Less than 1 year	24	53	23	100	737
	1 - 2 years	21	54	25	100	1105
	3 - 4 years	19	54	27	100	794
	5 - 10 years	19	56	25	100	1240
	10 years+	15	51	33	100	1659
	Always lived here	15	56	29	100	1981
Household composition	Single person household	19	55	26	100	2103
	Couple, no children	16	53	31	100	2581
	Couple with children	20	54	26	100	1349
	Lone parent with children	21	54	25	100	388
	Other	18	56	27	100	1095
All		18	54	28	100	7516

Base: Private households

Source: National Travel Survey 2002

**Table 4.17 Access to public and private services, East Midlands 2006**

Row per cent		Journey time to nearest shopping centre			Total	
		15 minutes or less	16-40 minutes	41 minutes+		Unweighted base
Household car ownership	No	54	42	4	100	125
	Yes	50	38	12	100	564
Household tenure type	Own outright or with mortgage	51	39	10	100	522
	Private or social rented	50	39	11	100	164
Length of residence	Less than 1 year	59	31	10	100	52
	1 - 2 years	44	44	11	100	88
	3 - 4 years	54	33	13	100	79
	5 - 10 years	46	42	12	100	116
	10 years+	51	37	12	100	157
	Always lived here	52	41	7	100	197
Household composition	Single person household	48	45	7	100	172
	Couple, no children	53	35	12	100	262
	Couple with children	53	36	12	100	123
	Lone parent with children	[64]	[29]	[7]	100	28
	Other	44	44	12	100	104
All		51	39	11	100	689

Base: Private households

Source: National Travel Survey 2006

**Table 4.18 Access to public and private services, England 2006**

Row per cent		Journey time to nearest shopping centre			Total	
		15 minutes or less	16-40 minutes	41 minutes+		Unweighted base
Household car ownership	No	60	36	4	100	1833
	Yes	50	41	9	100	6039
Household tenure type	Own outright or with mortgage	51	40	9	100	5651
	Private or social rented	55	39	6	100	2126
Length of residence	Less than 1 year	58	36	6	100	775
	1 - 2 years	53	40	7	100	1064
	3 - 4 years	53	39	8	100	847
	5 - 10 years	51	40	9	100	1416
	10 years+	50	41	9	100	1538
	Always lived here	51	42	7	100	2234
Household composition	Single person household	55	39	7	100	2122
	Couple, no children	51	40	9	100	2704
	Couple with children	50	41	9	100	1458
	Lone parent with children	54	40	5	100	345
	Other	52	41	7	100	1245
All		52	40	8	100	7874

Base: Private households

Source: National Travel Survey 2006

**Table 4.19 Access to public and private services, East Midlands 2003**

Row per cent		Journey time to nearest shopping centre			Total	
		13 minutes or less	14-43 minutes	44 minutes+		Unweighted base
Household car ownership	No	58	41	1	100	138
	Yes	50	44	7	100	535
Household tenure type	Own outright or with mortgage	50	44	5	100	528
	Private or social rented	56	40	4	100	139
Length of residence	Less than 1 year	59	35	7	100	67
	1 - 2 years	49	44	8	100	101
	3 - 4 years	60	33	7	100	71
	5 - 10 years	47	49	4	100	117
	10 years+	46	49	5	100	138
	Always lived here	53	42	5	100	179
Household composition	Single person household	57	41	1	100	175
	Couple, no children	47	44	10	100	237
	Couple with children	51	45	4	100	125
	Lone parent with children	73*	27		100	34
	Other	46	48	6	100	102
All		51	43	5	100	673

Base: Private households

Source: National Travel Survey 2003

**Table 4.20 Access to public and private services, England 2003**

Row per cent		Journey time to nearest shopping centre			Total	
		13 minutes or less	14-43 minutes	44 minutes+		Unweighted base
Household car ownership	No	59	40	2	100	2031
	Yes	49	46	5	100	5819
Household tenure type	Own outright or with mortgage	50	46	5	100	5571
	Private or social rented	57	40	3	100	2173
Length of residence	Less than 1 year	59	38	3	100	782
	1 - 2 years	53	42	4	100	1111
	3 - 4 years	51	45	4	100	867
	5 - 10 years	51	46	4	100	1346
	10 years+	51	45	5	100	1631
	Always lived here	50	46	4	100	2113
Household composition	Single person household	55	42	3	100	2152
	Couple, no children	48	46	6	100	2608
	Couple with children	52	45	4	100	1500
	Lone parent with children	57	41	2	100	408
	Other	52	44	4	100	1182
All		52	44	4	100	7850

Base: Private households

Source: National Travel Survey 2003

**Table 4.21 Access to public and private services, East Midlands 2006**

Row per cent		Journey time to nearest grocer			Total	
		15 minutes or less	16-40 minutes	41 minutes+		Unweighted base
Household car ownership	No	95	5		100	125
	Yes	91	7	3	100	567
Household tenure type	Own outright or with mortgage	90	7	2	100	525
	Private or social rented	96	3	1	100	164
Length of residence	Less than 1 year	96	2	2	100	52
	1 - 2 years	96	3	1	100	89
	3 - 4 years	92	6	2	100	79
	5 - 10 years	91	6	3	100	117
	10 years+	88	8	4	100	157
	Always lived here	91	8	1	100	198
Household composition	Single person household	91	8	1	100	173
	Couple, no children	90	7	3	100	262
	Couple with children	93	6	1	100	124
	Lone parent with children	[93]		[7]	100	28
	Other	94	5	2	100	105
All		92	6	2	100	692

Base: Private households

Source: National Travel Survey 2006

**Table 4.22 Access to public and private services, England 2006**

Row per cent		Journey time to nearest grocer			Total	
		15 minutes or less	16-40 minutes	41 minutes+		Unweighted base
Household car ownership	No	96	4	0	100	1836
	Yes	92	7	2	100	6045
Household tenure type	Own outright or with mortgage	92	7	1	100	5658
	Private or social rented	94	5	1	100	2127
Length of residence	Less than 1 year	94	5	1	100	775
	1 - 2 years	92	7	1	100	1066
	3 - 4 years	93	6	1	100	848
	5 - 10 years	93	5	1	100	1418
	10 years+	91	7	2	100	1539
	Always lived here	92	7	1	100	2237
Household composition	Single person household	93	6	1	100	2126
	Couple, no children	91	7	2	100	2705
	Couple with children	93	6	1	100	1459
	Lone parent with children	96	3	1	100	347
	Other	93	6	1	100	1246
All		93	6	1	100	7883

Base: Private households

Source: National Travel Survey 2006

**Table 4.23 Access to public and private services, East Midlands 2003**

Row per cent		Journey time to nearest grocer			Total	
		13 minutes or less	14-43 minutes	44 minutes+		Unweighted base
Household car ownership	No	89	10	1	100	138
	Yes	85	13	2	100	535
Household tenure type	Own outright or with mortgage	84	15	2	100	528
	Private or social rented	94	5	1	100	139
Length of residence	Less than 1 year	92	4	4	100	67
	1 - 2 years	86	13	2	100	101
	3 - 4 years	90	9	1	100	71
	5 - 10 years	82	16	2	100	117
	10 years+	84	14	2	100	138
	Always lived here	86	14	0	100	179
Household composition	Single person household	87	13	0	100	175
	Couple, no children	83	14	3	100	237
	Couple with children	89	10	1	100	125
	Lone parent with children	100*			100	34
	Other	83	16	1	100	102
All		86	13	2	100	673

Base: Private households

Source: National Travel Survey 2003

**Table 4.24 Access to public and private services, England 2003**

Row per cent		Journey time to nearest grocer			Total	
		13 minutes or less	14-43 minutes	44 minutes+		Unweighted base
Household car ownership	No	92	8	0	100	2029
	Yes	87	12	1	100	5820
Household tenure type	Own outright or with mortgage	87	12	1	100	5573
	Private or social rented	92	7	1	100	2170
Length of residence	Less than 1 year	92	7	1	100	782
	1 - 2 years	89	10	0	100	1110
	3 - 4 years	89	10	1	100	866
	5 - 10 years	87	11	1	100	1346
	10 years+	88	11	1	100	1631
	Always lived here	87	12	1	100	2114
Household composition	Single person household	88	11	1	100	2153
	Couple, no children	87	11	2	100	2606
	Couple with children	90	9	1	100	1501
	Lone parent with children	94	6	0	100	407
	Other	88	11	1	100	1182
All		88	11	1	100	7849

Base: Private households

Source: National Travel Survey 2003

**Table 4.25 Access to public and private services, East Midlands 2006**

Row per cent		Journey time to nearest Post Office			Total	
		15 minutes or less	16-40 minutes	41 minutes+		Unweighted base
Household car ownership	No	84	15	1	100	125
	Yes	85	13	2	100	567
Household tenure type	Own outright or with mortgage	84	14	2	100	525
	Private or social rented	89	11		100	164
Length of residence	Less than 1 year	89	9	2	100	52
	1 - 2 years	88	11	1	100	89
	3 - 4 years	86	12	2	100	79
	5 - 10 years	83	15	2	100	117
	10 years+	83	14	3	100	157
	Always lived here	85	14	1	100	198
Household composition	Single person household	82	17	1	100	173
	Couple, no children	83	14	3	100	262
	Couple with children	85	14	1	100	124
	Lone parent with children	[90]	[7]	[3]	100	28
	Other	92	7	1	100	105
All		85	13	2	100	692

Base: Private households

Source: National Travel Survey 2006

**Table 4.26 Access to public and private services, England 2006**

Row per cent		Journey time to nearest Post Office			Total	
		15 minutes or less	16-40 minutes	41 minutes+		Unweighted base
Household car ownership	No	89	10	1	100	1835
	Yes	85	13	2	100	6042
Household tenure type	Own outright or with mortgage	86	13	1	100	5657
	Private or social rented	88	11	1	100	2126
Length of residence	Less than 1 year	87	12	2	100	774
	1 - 2 years	87	12	1	100	1065
	3 - 4 years	86	12	2	100	847
	5 - 10 years	87	11	1	100	1419
	10 years+	85	13	2	100	1539
	Always lived here	87	13	1	100	2235
Household composition	Single person household	87	12	1	100	2124
	Couple, no children	85	13	2	100	2703
	Couple with children	86	12	2	100	1460
	Lone parent with children	88	11	0	100	347
	Other	88	11	1	100	1245
All		86	12	1	100	7879

Base: Private households

Source: National Travel Survey 2006

**Table 4.27 Access to public and private services, East Midlands 2003**

Row per cent		Journey time to nearest Post Office			Total	
		13 minutes or less	14-43 minutes	44 minutes+		Unweighted base
Household car ownership	No	83	16	1	100	138
	Yes	79	20	2	100	535
Household tenure type	Own outright or with mortgage	78	21	1	100	528
	Private or social rented	87	12	1	100	139
Length of residence	Less than 1 year	84	13	3	100	67
	1 - 2 years	80	19	2	100	101
	3 - 4 years	77	22	1	100	71
	5 - 10 years	76	22	2	100	117
	10 years+	80	18	2	100	138
	Always lived here	82	18		100	179
Household composition	Single person household	79	20	0	100	175
	Couple, no children	79	18	2	100	237
	Couple with children	82	17	1	100	125
	Lone parent with children	91	9		100	34
	Other	76	23	1	100	102
All		80	19	1	100	673

Base: Private households

Source: National Travel Survey 2003

**Table 4.28 Access to public and private services, England 2003**

Row per cent		Journey time to nearest Post Office			Total	
		13 minutes or less	14-43 minutes	44 minutes+		Unweighted base
Household car ownership	No	87	13	0	100	2024
	Yes	80	18	1	100	5814
Household tenure type	Own outright or with mortgage	80	18	1	100	5567
	Private or social rented	86	13	1	100	2165
Length of residence	Less than 1 year	84	15	1	100	772
	1 - 2 years	82	17	1	100	1109
	3 - 4 years	82	17	1	100	867
	5 - 10 years	81	18	1	100	1345
	10 years+	83	16	1	100	1631
	Always lived here	81	18	1	100	2114
Household composition	Single person household	82	17	1	100	2146
	Couple, no children	80	18	2	100	2603
	Couple with children	83	16	1	100	1499
	Lone parent with children	87	13		100	408
	Other	82	17	1	100	1182
All		82	17	1	100	7838

Base: Private households

Source: National Travel Survey 2003

## 5 Citizenship and social cohesion

The analyses under this heading draw on data from the Citizenship Survey (CS). The CS is a principal source of Home Office monitoring of Public Service Agreement (PSA) objectives. Both of the two strands of this chapter fall under PSA 21 “Build more cohesive, empowered and active communities”.

### 5.1 Exploring active communities

The extent of involvement in active communities is explored by examining the prevalence of formal volunteering, informal voluntary help and participation in civic activities.

- In 2003, respondents without a limiting long-term illness or disability (70%), 16 – 34 year olds (75%) and respondents living in a childless couple household (67%) in the East Midlands were more likely to have provided informal help in the past year than people with these characteristics in England as a whole (65%, 69% and 61%). Meanwhile respondents with a limiting long-term illness or disability (47%) in the East Midlands were less likely to have given informal help than disabled respondents in England as a whole (54%) (Table 5.5 to Table 5.8).

### 5.2 Exploring strong communities

The strength and cohesion of communities were explored by analysing questions relating to respondents' sense of belonging to their neighbourhood, enjoyment of living in the neighbourhood and their trust in their neighbours.

- In 2003, respondents in the East Midlands were less likely to state they had a very strong or fairly strong sense of belonging to their neighbourhood (65% compared with 70% in England). This was particularly the case among young people (16 – 34 year olds 49%) and employed respondents (57%) (England: 60% and 67% respectively).
- In 2007, a larger proportion of respondents of white ethnic background (78%) and of employed respondents (77%) in the East Midlands reported belonging "very or fairly strongly" to their neighbourhoods; a partial reversal of the 2003 findings (Table 5.17 to Table 5.20).

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**Table 5.1 Formal volunteering, East Midlands 2007**

Row per cent		Whether given any formal voluntary help in last 12 months		Total	
		No	Yes		Unweighted base
Sex	Male	57	43	100	380
	Female	57	43	100	468
Binary ethnicity variable	White	55	45	100	792
	Non-white	72	28	100	56
Limited long-term illness/disability	Yes	55	45	100	634
	No	62	38	100	213
Age of respondent	16 - 34	62	38	100	177
	35 - 44	50	50	100	173
	45 - 60/65	56	44	100	235
	60/65+	57	43	100	262
Economic activity status	Employee	54	46	100	396
	Self-employed	59	41	100	56
	Unemployed	[61]	[39]	100	20
	Inactive	61	39	100	372
Household Composition	Single person household	64	36	100	231
	Couple, no children	57	43	100	291
	Couple with dependent children	49	51	100	176
	Couple with non-dependent children	[51]	[49]	100	45
	Lone parent with dependent children	[75]	[25]*	100	48
	Other	67	33	100	50
All		57	43	100	841

Base: Adults aged 16 and over living in private households  
Source: Citizenship Survey 2007

**Table 5.2 Formal volunteering, England 2007**

Row per cent		Whether given any formal voluntary help in last 12 months		Total	
		No	Yes		Unweighted base
Sex	Male	59	41	100	3854
	Female	55	45	100	4946
Binary ethnicity variable	White	56	44	100	7982
	Non-white	61	39	100	819
Limited long-term illness/disability	Yes	55	45	100	6793
	No	65	35	100	1981
Age of respondent	16 - 34	59	41	100	2046
	35 - 44	49	51	100	1712
	45 - 60/65	55	45	100	2439
	60/65+	62	38	100	2602
Economic activity status	Employee	54	46	100	4098
	Self-employed	49	51	100	691
	Unemployed	61	39	100	214
	Inactive	63	37	100	3782
Household Composition	Single person household	66	34	100	2471
	Couple, no children	57	43	100	2923
	Couple with dependent children	47	53	100	1593
	Couple with non-dependent children	56	44	100	530
	Lone parent with dependent children	58	42	100	533
	Other	62	38	100	691
All		57	43	100	8741

Base: Adults aged 16 and over living in private households  
Source: Citizenship Survey 2007

**Table 5.3 Formal volunteering, East Midlands 2003**

Row per cent		Whether given any formal voluntary help in last 12 months		Total	
		No	Yes		Unweighted base
Sex	Male	57	43	100	319
	Female	55	45	100	480
Binary ethnicity variable	White	57	43	100	752
	Non-white	[42]	[58]*	100	47
Limited long-term illness/disability	Yes	64	36	100	207
	No	54	46	100	592
Age of respondent	16 - 34	55	45	100	213
	35 - 44	51	49	100	161
	45 - 60/65	56	44	100	213
	60/65+	62	38	100	212
Economic activity status	Employee	55	45	100	404
	Self-employed	[52]	[48]	100	38
	Unemployed	[46]	[54]	100	20
	Inactive	59	41*	100	337
Household Composition	Single person household	63	37	100	206
	Couple, no children	60	40	100	265
	Couple with dependent children	49	51	100	190
	Couple with non-dependent children	[59]	[41]	100	38
	Lone parent with dependent children	56	44	100	59
	Other	[48]	[52]	100	41
All		56	44	100	799

Base: Adults aged 16 and over living in private households  
Source: Citizenship Survey 2003

**Table 5.4 Formal volunteering, England 2003**

Row per cent		Whether given any formal voluntary help in last 12 months		Total	
		No	Yes		Unweighted base
Sex	Male	59	41	100	3978
	Female	57	43	100	4942
Binary ethnicity variable	White	56	44	100	8212
	Non-white	68	32	100	705
Limited long-term illness/disability	Yes	67	33	100	2205
	No	55	45	100	6711
Age of respondent	16 - 34	58	42	100	2203
	35 - 44	51	49	100	1743
	45 - 60/65	54	46	100	2470
	60/65+	66	34	100	2504
Economic activity status	Employee	54	46	100	4326
	Self-employed	52	48	100	633
	Unemployed	58	42	100	230
	Inactive	64	36	100	3722
Household Composition	Single person household	64	36	100	2492
	Couple, no children	61	39	100	2754
	Couple with dependent children	48	52	100	2055
	Couple with non-dependent children	61	39	100	446
	Lone parent with dependent children	59	41	100	677
	Other	62	38	100	496
All		58	42	100	8920

Base: Adults aged 16 and over living in private households  
Source: Citizenship Survey 2003

**Table 5.5 Informal helping, East Midlands 2007**

Row per cent		Whether given any informal voluntary help in last 12 months		Total	
		No	Yes	Unweighted base	
Sex	Male	38	62	100	380
	Female	35	65	100	468
Binary ethnicity variable	White	36	64	100	792
	Non-white	42	58	100	56
Limited long-term illness/disability	Yes	36	64	100	634
	No	40	60	100	213
Age of respondent	16 - 34	33	67	100	177
	35 - 44	33	67	100	173
	45 - 60/65	37	63	100	235
	60/65+	43	57	100	262
Economic activity status	Employee	33	67	100	396
	Self-employed	35	65	100	56
	Unemployed	[19]	[81]*	100	20
	Inactive	44	56	100	372
Household Composition	Single person household	43	57	100	231
	Couple, no children	38	62	100	291
	Couple with dependent children	34	66	100	176
	Couple with non-dependent children	[35]	[65]	100	45
	Lone parent with dependent children	[38]	[62]	100	48
	Other	26	74	100	50
All		36	64	100	841

Base: Adults aged 16 and over living in private households  
Source: Citizenship Survey 2007

**Table 5.6 Informal helping, England 2007**

Row per cent		Whether given any informal voluntary help in last 12 months		Total	
		No	Yes	Unweighted base	
Sex	Male	37	63	100	3854
	Female	34	66	100	4946
Binary ethnicity variable	White	36	64	100	7982
	Non-white	37	63	100	819
Limited long-term illness/disability	Yes	34	66	100	6793
	No	43	57	100	1981
Age of respondent	16 - 34	32	68	100	2046
	35 - 44	28	72	100	1712
	45 - 60/65	37	63	100	2439
	60/65+	45	55	100	2602
Economic activity status	Employee	32	68	100	4098
	Self-employed	29	71	100	691
	Unemployed	35	65	100	214
	Inactive	43	57	100	3782
Household Composition	Single person household	42	58	100	2471
	Couple, no children	37	63	100	2923
	Couple with dependent children	29	71	100	1593
	Couple with non-dependent children	36	64	100	530
	Lone parent with dependent children	32	68	100	533
	Other	37	63	100	691
All		36	64	100	8741

Base: Adults aged 16 and over living in private households  
Source: Citizenship Survey 2007

**Table 5.7 Informal helping, East Midlands 2003**

Row per cent		Whether given any informal voluntary help in last 12 months		Total	
		No	Yes	Unweighted base	
Sex	Male	35	65	100	319
	Female	35	65	100	481
Binary ethnicity variable	White	36	64	100	753
	Non-white	[29]	[71]*	100	47
Limited long-term illness/disability	Yes	53	47*	100	207
	No	30	70*	100	593
Age of respondent	16 - 34	25	75*	100	213
	35 - 44	32	68	100	161
	45 - 60/65	40	60	100	213
	60/65+	47	53	100	213
Economic activity status	Employee	30	70	100	404
	Self-employed	[23]	[77]	100	38
	Unemployed	[35]	[65]	100	20
	Inactive	44	56	100	338
Household Composition	Single person household	44	56	100	207
	Couple, no children	33	67*	100	265
	Couple with dependent children	32	68	100	190
	Couple with non-dependent children	[42]	[58]	100	38
	Lone parent with dependent children	27	73	100	59
	Other	[40]	[60]	100	41
All		35	65	100	800

Base: Adults aged 16 and over living in private households  
Source: Citizenship Survey 2003

**Table 5.8 Informal helping, England 2003**

Row per cent		Whether given any informal voluntary help in last 12 months		Total	
		No	Yes	Unweighted base	
Sex	Male	38	62	100	3977
	Female	36	64	100	4943
Binary ethnicity variable	White	36	64	100	8213
	Non-white	46	54	100	704
Limited long-term illness/disability	Yes	46	54	100	2204
	No	35	65	100	6712
Age of respondent	16 - 34	31	69	100	2203
	35 - 44	32	68	100	1742
	45 - 60/65	40	60	100	2470
	60/65+	46	54	100	2505
Economic activity status	Employee	32	68	100	4326
	Self-employed	32	68	100	633
	Unemployed	38	62	100	229
	Inactive	45	55	100	3723
Household Composition	Single person household	42	58	100	2493
	Couple, no children	39	61	100	2754
	Couple with dependent children	32	68	100	2054
	Couple with non-dependent children	43	57	100	446
	Lone parent with dependent children	28	72	100	677
	Other	40	60	100	496
All		37	63	100	8920

Base: Adults aged 16 and over living in private households  
Source: Citizenship Survey 2003

**Table 5.9 Participation any civic activities, East Midlands 2007**

Row per cent		Whether participated in any civic activity in last 12 months		Total	
		No	Yes		Unweighted base
Sex	Male	62	38	100	380
	Female	63	37	100	468
Binary ethnicity variable	White	61	39	100	792
	Non-white	75	25	100	56
Limited long-term illness/disability	Yes	62	38	100	634
	No	62	38	100	213
Age of respondent	16 - 34	70	30	100	177
	35 - 44	54	46	100	173
	45 - 60/65	62	38	100	235
	60/65+	62	38	100	262
Economic activity status	Employee	61	39	100	396
	Self-employed	56	44	100	56
	Unemployed	[70]	[30]	100	20
	Inactive	64	36	100	372
Household Composition	Single person household	67	33	100	231
	Couple, no children	60	40	100	291
	Couple with dependent children	56	44	100	176
	Couple with non-dependent children	[54]	[46]	100	45
	Lone parent with dependent children	[82]	[18]*	100	48
	Other	77	23	100	50
All		62	38	100	841

Base: Adults aged 16 and over living in private households  
Source: Citizenship Survey 2007

**Table 5.10 Participation any civic activities, England 2007**

Row per cent		Whether participated in any civic activity in last 12 months		Total	
		No	Yes		Unweighted base
Sex	Male	61	39	100	3854
	Female	62	38	100	4946
Binary ethnicity variable	White	60	40	100	7982
	Non-white	71	29	100	819
Limited long-term illness/disability	Yes	61	39	100	6793
	No	62	38	100	1981
Age of respondent	16 - 34	68	32	100	2046
	35 - 44	56	44	100	1712
	45 - 60/65	57	43	100	2439
	60/65+	62	38	100	2602
Economic activity status	Employee	61	39	100	4098
	Self-employed	52	48	100	691
	Unemployed	67	33	100	214
	Inactive	63	37	100	3782
Household Composition	Single person household	65	35	100	2471
	Couple, no children	57	43	100	2923
	Couple with dependent children	59	41	100	1593
	Couple with non-dependent children	61	39	100	530
	Lone parent with dependent children	69	31	100	533
	Other	69	31	100	691
All		61	39	100	8741

Base: Adults aged 16 and over living in private households  
Source: Citizenship Survey 2007

**Table 5.11 Participation any civic activities, East Midlands 2003**

Row per cent		Whether participated in any civic activity in last 12 months		Total	
		No	Yes		Unweighted base
Sex	Male	64	36	100	319
	Female	60	40	100	481
Binary ethnicity variable	White	62	38	100	753
	Non-white	[66]	[34]	100	47
Limited long-term illness/disability	Yes	68	32	100	207
	No	60	40	100	593
Age of respondent	16 - 34	67	33	100	213
	35 - 44	56	44	100	161
	45 - 60/65	59	41	100	213
	60/65+	64	36	100	213
Economic activity status	Employee	61	39	100	404
	Self-employed	[56]	[44]	100	38
	Unemployed	[65]	[35]	100	20
	Inactive	63	37	100	338
Household Composition	Single person household	65	35	100	207
	Couple, no children	60	40	100	265
	Couple with dependent children	59	41	100	190
	Couple with non-dependent children	[69]	[31]	100	38
	Lone parent with dependent children	58	42	100	59
	Other	[72]	[28]	100	41
All		62	38	100	800

Base: Adults aged 16 and over living in private households

Source: Citizenship Survey 2003

**Table 5.12 Participation any civic activities, England 2003**

Row per cent		Whether participated in any civic activity in last 12 months		Total	
		No	Yes		Unweighted base
Sex	Male	62	38	100	3976
	Female	62	38	100	4943
Binary ethnicity variable	White	61	39	100	8212
	Non-white	70	30	100	704
Limited long-term illness/disability	Yes	64	36	100	2204
	No	61	39	100	6711
Age of respondent	16 - 34	67	33	100	2202
	35 - 44	58	42	100	1743
	45 - 60/65	56	44	100	2469
	60/65+	65	35	100	2505
Economic activity status	Employee	61	39	100	4326
	Self-employed	56	44	100	633
	Unemployed	62	38	100	229
	Inactive	64	36	100	3722
Household Composition	Single person household	64	36	100	2492
	Couple, no children	59	41	100	2753
	Couple with dependent children	59	41	100	2055
	Couple with non-dependent children	67	33	100	446
	Lone parent with dependent children	64	36	100	677
	Other	69	31	100	496
All		62	38	100	8919

Base: Adults aged 16 and over living in private households

Source: Citizenship Survey 2003

**Table 5.13 Enjoyment of living in neighbourhood, East Midlands 2007**

Row per cent	Enjoy living in neighbourhood			Total	
	Yes, definitely	No or to some extent		Unweighted base	
Sex	Male	68	32	100	379
	Female	62	38	100	467
Ethnicity	White	66	34	100	790
	Non-white	60	40	100	56
Limiting long-term illness/disability	No	66	34	100	633
	Yes	61	39	100	212
Age	16 - 34	51	49	100	177
	35 - 44	59	41	100	172
	45 - 60/65	75*	25	100	235
	60/65+	76	24	100	261
Economic activity status	Employee	67	33	100	396
	Self-employed	68	32	100	56
	Unemployed	[43]	[57]	100	20
	Inactive	64	36	100	370
Household Composition	Single person household	65	35	100	230
	Couple, no children	71	29	100	290
	Couple with children<18	64	36	100	176
	Couple with children>18	[62]	[38]	100	45
	Lone parent with children<18	[48]	[52]	100	48
	Other	55	45	100	50
All		65	35	100	839

Base: Adults aged 16 and over living in private households  
Source: Citizenship Survey 2007

**Table 5.14 Enjoyment of living in neighbourhood, England 2007**

Row per cent	Enjoy living in neighbourhood			Total	
	Yes, definitely	No or to some extent		Unweighted base	
Sex	Male	65	35	100	3847
	Female	65	35	100	4941
Ethnicity	White	66	34	100	7971
	Non-white	60	40	100	818
Limiting long-term illness/disability	No	66	34	100	6786
	Yes	64	36	100	1977
Age	16 - 34	56	44	100	2044
	35 - 44	63	37	100	1709
	45 - 60/65	69	31	100	2434
	60/65+	75	25	100	2600
Economic activity status	Employee	64	36	100	4093
	Self-employed	70	30	100	691
	Unemployed	49	51	100	213
	Inactive	67	33	100	3777
Household Composition	Single person household	65	35	100	2464
	Couple, no children	72	28	100	2920
	Couple with children<18	64	36	100	1592
	Couple with children>18	64	36	100	530
	Lone parent with children<18	46	54	100	533
	Other	59	41	100	690
All		65	35	100	8729

Base: Adults aged 16 and over living in private households  
Source: Citizenship Survey 2007

**Table 5.15 Enjoyment of living in neighbourhood, East Midlands 2003**

Row per cent		Enjoy living in neighbourhood		Total	
		Yes, definitely	No or to some extent	Unweighted base	
Sex	Male	58	42	100	319
	Female	63	37	100	481
Binary ethnicity variable	White	61	39	100	753
	Non-white	[58]	[42]	100	47
Limited long-term illness/disability	Yes	60	40	100	207
	No	61	39	100	593
Age of respondent (4 categories)	16 - 34	46	54	100	213
	35 - 44	64	36	100	161
	45 - 60/65	66	34	100	213
	60/65+	72	28	100	213
Economic activity status	Employee	59	41	100	404
	Self-employed	[61]	[39]	100	38
	Unemployed	[46]	[54]	100	20
	Inactive	64	36	100	338
Household Composition	Single person household	65	35	100	207
	Couple, no children	65	35	100	265
	Couple with dependent children	65	35	100	190
	Couple with non-dependent children	[47]	[53]	100	38
	Lone parent with dependent children	44	56	100	59
	Other	[43]	[57]	100	41
All		61	39	100	800

Base: Adults aged 16 and over living in private households  
Source: Citizenship Survey 2003

**Table 5.16 Enjoyment of living in neighbourhood, England 2003**

Row per cent		Enjoy living in neighbourhood		Total	
		Yes, definitely	No or to some extent	Unweighted base	
Sex	Male	63	37	100	3976
	Female	63	37	100	4941
Binary ethnicity variable	White	63	37	100	8209
	Non-white	59	41	100	705
Limited long-term illness/disability	Yes	61	39	100	2204
	No	64	36	100	6709
Age of respondent (4 categories)	16 - 34	52	48	100	2203
	35 - 44	64	36	100	1743
	45 - 60/65	67	33	100	2468
	60/65+	72	28	100	2503
Economic activity status	Employee	62	38	100	4324
	Self-employed	66	34	100	633
	Unemployed	46	54	100	230
	Inactive	65	35	100	3721
Household Composition	Single person household	61	39	100	2491
	Couple, no children	69	31	100	2752
	Couple with dependent children	63	37	100	2056
	Couple with non-dependent children	62	38	100	446
	Lone parent with dependent children	44	56	100	677
	Other	58	42	100	495
All		63	37	100	8917

Base: Adults aged 16 and over living in private households  
Source: Citizenship Survey 2003

**Table 5.17 Sense of belonging to neighbourhood, East Midlands 2007**

Row per cent		How strongly do you belong to your neighbourhood			Total
		Very or fairly strongly	Not very or not at all strongly		Unweighted base
Sex	Male	77	23	100	380
	Female	79	21	100	466
Ethnicity	White	78*	22	100	790
	Non-white	75	25	100	56
Limiting long-term illness/disability	No	78	22	100	632
	Yes	78	22	100	213
Age	16 - 34	66	34	100	177
	35 - 44	78	22	100	172
	45 - 60/65	82	18	100	235
	60/65+	89	11	100	261
Economic activity status	Employee	77*	23	100	395
	Self-employed	77	23	100	56
	Unemployed	[63]	[37]	100	20
	Inactive	82	18	100	371
Household Composition	Single person household	78	22	100	230
	Couple, no children	81	19	100	291
	Couple with children<18	78	22	100	175
	Couple with children>18	[81]	[19]	100	45
	Lone parent with children<18	[78]	[22]	100	48
	Other	66	34	100	50
All		78	22	100	839

Base: Adults aged 16 and over living in private households  
Source: Citizenship Survey 2007

**Table 5.18 Sense of belonging to neighbourhood, England 2007**

Row per cent		How strongly do you belong to your neighbourhood			Total
		Very or fairly strongly	Not very or not at all strongly		Unweighted base
Sex	Male	73	27	100	3826
	Female	77	23	100	4910
Ethnicity	White	75	25	100	7926
	Non-white	76	24	100	811
Limiting long-term illness/disability	No	75	25	100	6746
	Yes	77	23	100	1966
Age	16 - 34	66	34	100	2021
	35 - 44	74	26	100	1698
	45 - 60/65	78	22	100	2427
	60/65+	86	14	100	2589
Economic activity status	Employee	72	28	100	4072
	Self-employed	78	22	100	688
	Unemployed	68	32	100	209
	Inactive	80	20	100	3753
Household Composition	Single person household	74	26	100	2445
	Couple, no children	78	22	100	2911
	Couple with children<18	77	23	100	1581
	Couple with children>18	79	21	100	529
	Lone parent with children<18	66	34	100	528
	Other	67	33	100	684
All		75	25	100	8678

Base: Adults aged 16 and over living in private households  
Source: Citizenship Survey 2007

**Table 5.19 Sense of belonging to neighbourhood, East Midlands 2003**

Row per cent		How strongly do you belong in your neighbourhood		Total	
		Very or fairly strongly	Not very or not at all strongly	Unweighted base	
Sex	Male	61*	39	100	315
	Female	68*	32	100	477
Binary ethnicity variable	White	65*	35	100	747
	Non-white	[64]	[36]	100	45
Limited long-term illness/disability	Yes	68*	32	100	206
	No	64	36	100	586
Age of respondent (4 categories)	16 - 34	49*	51	100	211
	35 - 44	65	35	100	159
	45 - 60/65	72	28	100	211
	60/65+	80	20	100	211
Economic activity status	Employee	57*	43	100	401
	Self-employed	[77]	[23]	100	37
	Unemployed	[73]	[27]	100	19
	Inactive	74	26	100	335
Household Composition	Single person household	70	30	100	205
	Couple, no children	69	31	100	263
	Couple with dependent children	64	36	100	187
	Couple with non-dependent children	[63]	[37]	100	37
	Lone parent with dependent children	47*	53	100	59
	Other	[52]	[48]	100	41
All		65*	35	100	792

Base: Adults aged 16 and over living in private households  
Source: Citizenship Survey 2003

**Table 5.20 Sense of belonging to neighbourhood, England 2003**

Row per cent		How strongly do you belong in your neighbourhood		Total	
		Very or fairly strongly	Not very or not at all strongly	Unweighted base	
Sex	Male	68	32	100	3940
	Female	72	28	100	4895
Binary ethnicity variable	White	70	30	100	8149
	Non-white	73	27	100	683
Limited long-term illness/disability	Yes	73	27	100	2177
	No	70	30	100	6655
Age of respondent (4 categories)	16 - 34	60	40	100	2178
	35 - 44	69	31	100	1729
	45 - 60/65	75	25	100	2452
	60/65+	81	19	100	2476
Economic activity status	Employee	67	33	100	4292
	Self-employed	73	27	100	627
	Unemployed	63	37	100	226
	Inactive	76	24	100	3681
Household Composition	Single person household	70	30	100	2453
	Couple, no children	73	27	100	2735
	Couple with dependent children	71	29	100	2044
	Couple with non-dependent children	72	28	100	442
	Lone parent with dependent children	65	35	100	671
	Other	61	39	100	490
All		70	30	100	8835

Base: Adults aged 16 and over living in private households  
Source: Citizenship Survey 2003

**Table 5.21 Trust people in neighbourhood, East Midlands 2007**

Row per cent		How much people can be trusted in neighbourhood			Total	
		Many people can be trusted	Some people can be trusted	A few or none can be trusted	Unweighted base	
Sex	Male	51	34	16	100	367
	Female	47	35	17	100	451
Ethnicity	White	50	35	15	100	766
	Non-white	32	33	35	100	52
Limiting long-term illness/disability	No	51	33	16	100	611
	Yes	43	41	16	100	206
Age	16 - 34	35	36	29	100	168
	35 - 44	48	35	17	100	166
	45 - 60/65	56	35	9*	100	229
	60/65+	58	32	10	100	254
Economic activity status	Employee	50	35	16	100	382
	Self-employed	43	43	14	100	54
	Unemployed	[43]	[36]	[21]	100	19
	Inactive	50	32	18	100	359
Household Composition	Single person household	47	38	15	100	222
	Couple, no children	56	27	17	100	281
	Couple with children<18	50	38	12	100	166
	Couple with children>18	[41]	[50]	[8]	100	45
	Lone parent with children<18	[31]	[39]	[30]	100	47
	Other	40	33	27	100	50
All		49	35	16	100	811

Base: Adults aged 16 and over living in private households  
Source: Citizenship Survey 2007

**Table 5.22 Trust people in neighbourhood, England 2007**

Row per cent		How much people can be trusted in neighbourhood			Total	
		Many people can be trusted	Some people can be trusted	A few or none can be trusted	Unweighted base	
Sex	Male	48	35	17	100	3732
	Female	46	36	18	100	4770
Ethnicity	White	50	35	16	100	7737
	Non-white	27	45	28	100	765
Limiting long-term illness/disability	No	47	36	17	100	6566
	Yes	45	36	18	100	1911
Age	16 - 34	33	42	26	100	1967
	35 - 44	44	38	17	100	1654
	45 - 60/65	54	33	13	100	2350
	60/65+	60	30	10	100	2529
Economic activity status	Employee	45	37	18	100	3956
	Self-employed	55	34	11	100	666
	Unemployed	26	45	29	100	203
	Inactive	49	33	17	100	3662
Household Composition	Single person household	47	35	17	100	2364
	Couple, no children	55	32	13	100	2829
	Couple with children<18	45	38	17	100	1555
	Couple with children>18	51	37	12	100	520
	Lone parent with children<18	24	45	31	100	516
	Other	34	39	27	100	659
All		47	36	17	100	8443

Base: Adults aged 16 and over living in private households  
Source: Citizenship Survey 2007

**Table 5.23 Trust people in neighbourhood, East Midlands 2003**

Row per cent		How much people can be trusted in neighbourhood			Total	
		Many people can be trusted	Some people can be trusted	A few or none can be trusted		Unweighted base
Sex	Male	49	35	16	100	308
	Female	49	36	14	100	468
Binary ethnicity variable	White	49	35	15	100	733
	Non-white	[45]	[46]	[8]*	100	43
Limited long-term illness/disability	Yes	50	31	19	100	202
	No	49	37	14	100	574
Age of respondent (4 categories)	16 - 34	32	47	21	100	204
	35 - 44	53	31	16	100	157
	45 - 60/65	52	35	13	100	207
	60/65+	66	26	8*	100	208
Economic activity status	Employee	43	40	17	100	393
	Self-employed	[57]	[26]	[17]	100	37
	Unemployed	[39]	[48]	[13]*	100	18
	Inactive	57	31	12*	100	328
Household Composition	Single person household	52	33	15	100	197
	Couple, no children	54	33	13	100	260
	Couple with dependent children	46	40	14	100	185
	Couple with non-dependent children	[50]	[32]	[17]	100	35
	Lone parent with dependent children	32	38	30	100	59
	Other	[44]	[42]	[14]	100	40
All		49	36	15	100	776

Base: Adults aged 16 and over living in private households  
Source: Citizenship Survey 2003

**Table 5.24 Trust people in neighbourhood, England 2003**

Row per cent		How much people can be trusted in neighbourhood			Total	
		Many people can be trusted	Some people can be trusted	A few or none can be trusted		Unweighted base
Sex	Male	48	36	16	100	3863
	Female	45	38	16	100	4780
Binary ethnicity variable	White	49	36	15	100	7978
	Non-white	27	44	29	100	662
Limited long-term illness/disability	Yes	47	35	18	100	2128
	No	47	38	15	100	6511
Age of respondent (4 categories)	16 - 34	32	45	23	100	2098
	35 - 44	47	36	17	100	1705
	45 - 60/65	54	34	12	100	2408
	60/65+	58	31	11	100	2432
Economic activity status	Employee	46	39	15	100	4204
	Self-employed	54	31	16	100	622
	Unemployed	30	38	33	100	216
	Inactive	48	35	16	100	3592
Household Composition	Single person household	46	37	17	100	2385
	Couple, no children	54	33	13	100	2685
	Couple with dependent children	46	39	15	100	2011
	Couple with non-dependent children	46	43	12	100	436
	Lone parent with dependent children	27	42	30	100	654
	Other	39	38	23	100	472
All		47	37	16	100	8643

Base: Adults aged 16 and over living in private households  
Source: Citizenship Survey 2003

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# Appendix A Surveys

## Significance testing

All analysis was undertaken using weighted data. The weights were supplied with the datasets.

Except the LFS, all surveys analysed have complex survey designs (CSD). Wherever primary sampling unit (PSU) and stratification variables were supplied with the datasets the significance testing took into account clustering in the survey design. Where significance testing does not take the clustering into account and standard errors are calculated assuming a simple random sample design the results will not reflect the true variation. The CSD can lead to a substantial increase in standard error if the respondents within PSUs are relatively homogenous but the PSUs differ from one another with respect to the survey measures. Stratification tends to reduce standard error (Green & Farmer, 2004). It was not possible to take the complex survey design into account on the following surveys: WERS, CEYP 2004, WLBS, GHS, SEH, EHCS and NALS 2002.

Throughout this report the comparison area used is England. In order to compare the East Midlands region with England as a whole (rather than the remaining Government Office Regions (GOR) in England), a point estimate for the difference (d) between the English and the East Midlands estimate was calculated as follows:

$$d = \bar{x}_s - \bar{x}_n$$

where the subscript 's' refers to the East Midlands and 'n' refers to estimate for England.

To calculate a standard error attached to this difference (and so build a confidence interval around it to see whether it includes the value zero) it would then be customary to use a formula that combines together the standard errors attached to both the East Midlands and England estimates.

However, this is not possible - and would not be statistically correct - because the England estimate represents a pooled estimate across all the GORs – including the East Midlands. To address this, a standard error is calculated for a 'national' estimate based on the remaining GORs. The standard error for the difference can then be calculated by the formula:

$$se(d) = \frac{r}{t} \sqrt{(se(\bar{x}_r))^2 + se(\bar{x}_s)^2}$$

where 'r' refers to the weighted sample size of the remaining GORs and 't' refers to the weighted total sample size. A 95% confidence interval for the difference between the estimated can then be calculated in the usual fashion:

$$d \pm 1.96 * se(d).$$

In summary, although the England estimate is used to estimate the difference between the East Midlands and England, the confidence interval for that difference uses a standard error for the England estimate that is computed from the 'rest' of England (i.e. the remaining English GORs).

## **Work-life Balance Survey – Employers (WLBS)**

The Work-Life Balance Study (WLBS) series began in 2000 with a study that aimed to provide baseline information about the extent to which employers in Great Britain operated work-life balance policies and practices, and whether employees felt existing practices were meeting their needs. A second study was carried out in 2003 to monitor change since the first study and to establish a robust baseline for future evaluation of the provisions brought in under the Employment Act 2002. The third WLBS survey was carried out in 2007 to monitor change since 2003, specifically with respect to work-life balance, and to provide a baseline for future evaluation of the provisions of the Work and Family Act 2006.

The current report draws on the 2003 and 2007 Employer surveys. The sample bases were employers in Great Britain, with five or more employees. The 2007 wave achieved a sample of 1,462 workplaces in Great Britain with five or more employees, with interviews carried out between March and August 2007 (Hayward, Fong & Thornton, 2007). For the 2003 wave, 1509 interviews with employers were conducted between December 2002 and April 2003, typically referring to the employers' situation at that time or, when applicable, the employers' arrangements during the year prior to being interviewed.

In both waves the samples were drawn from the Inter-Departmental Business Register (IDBR), which is maintained by the Office for National Statistics, and stratified by SIC and size (Fong, 2007). The interviews were conducted by telephone with a manager at the workplace who had day-to-day responsibilities for personnel and employment relations issues.

## **Workplace Employment Relations Survey (WERS)**

The Workplace Employment Relations Survey (WERS) 2004 is the fifth in the series of surveys carried out at British workplaces. The previous surveys were conducted in 1980, 1984, 1990 and 1997/98.

The WERS 2004 used the IDBR as its sampling frame and the complex sample design used differential sampling fractions according to establishment size and the industrial group (SIC 2003) of the establishment. WERS 2004 achieved a sample of just under 2,300 workplaces with 5 or more employees. Face to face CAPI interviews with management respondents, defined as “the senior manager dealing with personnel, staff or employment relations” were conducted at the establishment (Chaplin, Mangla, Purdon & Airey, 2005).

There is a panel element to the survey, as well as data based on interviews with employee representatives at the sampled establishments. However, the analysis for the current report is based on the cross-sectional WERS 2004 management interview data.

## Labour Force Survey (LFS)

The Labour Force Survey (LFS) began in 1973 and is the largest survey of individuals living in private households (or NHS accommodation or student halls of residence) in the UK. The purpose of the LFS is to provide information on the UK labour market in order to inform, develop and evaluate labour market policies. Since 1992, when the 5-quarter panel design was introduced, the LFS has had an unclustered random sample design.

Each respondent is interviewed in five successive quarters, with a fifth of the sample replaced each quarter, resulting in an 80% overlap in the samples for each successive quarter. Each LFS quarter consists of five "waves"; approximately 11,000 private households in each. The 5-quarter longitudinal LFS combines all five quarters of one of these waves. The initial interview is face to face with subsequent follow-ups by telephone at quarterly intervals. The fifth and final quarterly interview with each respondent household takes place on the anniversary of the first. (ONS, n.d.).

The tables in Chapter 2 of this report are based on data from the April-June 2008 quarter cross-sectional dataset. In order to provide a time comparison, tables for 2003 and 2007 are also included in Appendix C. These are based on the analysis of 5-quarter longitudinal datasets and therefore have significantly reduced sample sizes. The question about flexible working arrangements is asked in two quarters each year (quarters two and four); we based the analyses of flexible working arrangements on information from both the second and the fourth quarter in order to reduce any seasonal effects. Where respondents had provided information in both quarters, we randomly selected one; where data was only available in one quarter, that quarter was used.

## National Adult Learning Survey (NALS)

The National Adult Learning Survey (NALS) was conducted in 1997, 2001, 2002 and 2005. The survey explores adult participation in learning activities. It seeks to monitor learning participation outside and beyond continuous full-time education.

The survey fieldwork was conducted between October 2005 and February 2006 with 4,983 achieved interviews with one eligible adult in each household. The eligibility criteria changed for the 2005 survey. Previously, to be eligible to participate, a person had to be aged 16 and above, and not in continuous full-time education. For NALS 2005, people aged 25 and above were included even if they were still in continuous full-time education (Snape, Tanner, Sinclair, Michaelson & Finch, 2006).

The 2001 NALS data set contains 6,451 cases; the 2002 NALS data set contains 6,668 cases. The combined data set, thus, included 13,119 cases, representative of the adult population, aged 16-69 and living in private households, in England and Wales, and no longer in continuous full-time education. Since NALS 2005 was the only more recent wave currently available, it was not possible to increase the sample size of 4,983 respondents by similar means.

## **Childcare and Early Years Survey of Parents<sup>29</sup> (CEYP)**

Commissioned by the Department for Children, Schools and Families (DCSF), the Childcare and Early Years Survey of Parents (CEYP) provides comprehensive data on parents' take-up, views and experiences of childcare. The 2007 CEYP is the most recent wave in the series, and provides information to assess some important policy initiatives introduced since the previous wave in 2004. The 2004 wave, the inception of the current survey series, saw the combination of two series that preceded it: the Parents' Demand for Childcare series and the Survey of Parents of Three and Four Year Old Children and their use of Early Years Services series. At least two further waves, carried out in 2008 and 2009, are to be included in the current series.

For the 2007 survey, just under 7,200 parents in England, randomly drawn from Child Benefit records, were interviewed between January and early April 2007. In 2004, just under 8,000 parents had been interviewed between September 2004 and January 2005. All respondents had children aged 14 years and under and the main respondent was the parent or guardian with main or shared responsibility for childcare decisions and tended to be the mother of the children (92% of the respondents in 2007 were women) (Kazimirski et al., 2008).

## **Families and Children Study (FACS)**

The Families and Children Study (FACS) is a longitudinal survey which investigates the circumstances of British families with dependent children. The study began in 1999 as the Survey of Low Income Families (SOLIF), a survey of lone parent families and couple families on low to moderate incomes. In 2001, the third annual study was enlarged to be representative of all families with dependent children across Great Britain.

The main objectives of FACS are to provide information on the effects of work incentive measures, the effects of policy on families' living standards, and changes in family circumstances over time. FACS is a survey of families with dependent children, using the benefit definition of dependency. A dependent child is defined as any resident child aged 16 years or under, or aged 17 or 18 and in full-time education (Connolly & Kerr, 2008).

FACS can be used as a series of surveys by observing the panel families over time. As the survey includes an annual booster sample to ensure each wave is representative of families in Great Britain, it can also be used as a cross-sectional survey. The present analysis treated FACS as a cross-sectional survey looking at two points in time, the 2003 and the 2006 FACS waves.

The 2003 FACS was conducted between September 2003 and January 2004 and achieved completed interviews with 7250 families with at least one dependent child in the household. The 2006 FACS was conducted between September 2006 and January 2007 and achieved completed interviews with 6,928 families with at least one dependent child in the household.

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<sup>29</sup> Some data documentation refer to this as the Childcare and Early Years Provision: Parents Survey.

The analysis aimed to replicate for the East Midlands statistics produced by Barnes, Lyon & Millar (2008) using FACS 2005 data on the risk of income poverty by family type. The authors used the standard definition of income poverty used in the Households Below Average Income (HBAI) statistics published annually by DWP. This income poverty definition sets a poverty threshold at 60% of the net equivalised median household income. The equivalence scale used in HBAI is the OECD modified scale, and the FACS datasets include a derived variable that gives the net (OECD modified) equivalised income for the FACS family unit. In order to ensure that the proportion of income poor families in FACS matches the official statistics, Barnes et al (2008) applied the proportion estimate from the HBAI series to the FACS dataset. Thus the FACS poverty line was set at the net equivalised income that ensured the same proportion of the FACS families fell below the line as did families with dependent children according to official statistics (18% in 2005).

For the present analysis, the same procedure was followed and separate income poverty thresholds were set for the East Midlands and England as a whole based on HBAI statistics. According to HBAI 24% of families with children in the East Midlands and 22% in England were below 60% median income in 2006/07 before housing costs (BHC). In 2003/04 the proportions were 20% for the East Midlands and 20% in England BHC.

### **Survey of English Housing (SEH)**

The Survey of English Housing (SEH) is a continuous household survey carried out for Communities and Local Government and provides important housing data on owner occupation and on the social and private rented sectors. The SEH was first commissioned by the then Department of the Environment in 1993/94 and continued as an annual survey until 2007/08. 17,489 households were interviewed for the Survey of English Housing (SEH) in the year to March 2007 (2006/07). In 2002/03, 19,658 interviews took place throughout the year beginning 12 April 2002. A household is defined as one person or a group of people who have the accommodation as their only or main residence and (for a group) either share at least one meal a day or share a living room. Where an address was multi-occupied (i.e. occupied by more than one household), interviews were sought with all households at the address.

The sample is stratified by Government Office Region (GOR) and within each region, postcode sectors were further stratified according to selected housing and economic indicators from the 2001 Census.

In April 2008 a new survey, the English Housing Survey (EHS), was launched. This represents a merger of the Survey of English Housing with Communities and Local Government's other household survey, the English House Condition Survey (EHCS) (CLG 2006; CLG 2008; SEH user guide).

### **English House Condition Survey (EHCS)**

The EHCS is a multi-stage clustered sample stratified by tenure (rented tenures are over-represented and owner-occupiers under-represented). The 2003 dataset includes 16,648 cases from the Interview, Physical and Market Value Surveys, while the 2006 dataset includes 16,269 cases. The core interview focused on household characteristics, attitudes to the state of repair of the home, housing related costs, income, responsibility for maintenance and satisfaction with landlords.

The data reported as 2005 (2003) EHCS are the combined results of two consecutive years of continuous EHCS fieldwork, conducted in 2004-05 and 2005-06 (2002-03 and 2003-04). Each EHCS comprised three separate but related surveys:

- a household interview survey;
- a physical survey of the dwelling carried out by a surveyor;
- a market value survey of dwelling.

The EHCS is a dwelling-based survey. A dwelling is defined as a self-contained unit of accommodation with all the rooms and amenities for the exclusive use of the household(s) occupying them. The majority of dwellings are occupied by one household but some are vacant and others may contain more than one household (HMO). A typical example of an HMO is a house divided into a number of bedsits. Unlike the SEH, only one interview is conducted at an HMO but the whole dwelling is surveyed and valued.

The tables in Chapter 3 refer to the “Decent Home” standard. The criteria for being classified as a decent home are that the dwelling:

- meets the current statutory minimum standard for housing (the tables in Chapter 3 are based on the criteria which employ the fitness standard<sup>30</sup>);
- is in a reasonable state of repair;
- has reasonably modern facilities and services; and
- provides a reasonable degree of thermal comfort (CLG, 2007; EHCS User guide).

### General Household Survey (GHS)

The General Household Survey (GHS) is a continuous national survey of people living in private households conducted on an annual basis since 1971. The main GHS consists of a household questionnaire, completed by the HRP, and an individual questionnaire, completed by all adults aged 16 and over resident in the household. The household questionnaire covers household information, accommodation type, housing tenure, consumer durables including vehicle ownership, and migration.

The GHS sample is stratified by region, car ownership and socio-economic group based on sector information from the Census. In 2005, the GHS adopted a new sample design in line with European requirements, changing from a cross-sectional to a longitudinal format. The new GHS sample design follows a four-year sample rotation in which households remain in the sample for four waves with a quarter of the sample being replaced each year. The 2006 GHS household dataset is composed of 9,731 households conducted during the 2006 calendar year, while the 2002/03 dataset includes data from 8,620 records from household interviews conducted between April 2002 and March 2003 (UK Data Archive – GHS; Ali et al, 2008).

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<sup>30</sup> From April 2006, the fitness standard was replaced by the Housing Health and Safety Rating System (HHSRS). The EHCS began collecting data on the HHSRS from April 2005, which were included in the 2006 EHCS; tables relating to this Decent Homes standard are report in Appendix E.

## National Travel Survey (NTS)

The National Travel Survey (NTS) is a series of household surveys designed to provide regular, up-to-date data on personal travel and monitor changes in travel behaviour over time. The first NTS was commissioned by the Ministry of Transport in 1965/66; subsequent surveys were carried out in 1972/73, 1975/76, 1978/79 and 1985/86. Since July 1988 the NTS has been carried out as a continuous survey with field work being carried out in every month of the year, and an annual set sample of over 5000 addresses. Continuous study allows for analysis of seasonal and cyclical movements as well as trend changes over time. The survey provides detailed information on different types of travel; where people travel from and to (county level), distance, purpose and what kinds of people are doing the travelling and how often. It also includes information on cycling and walking.

The 2002, 2003 and 2006 datasets used in this analysis contain hierarchical data relating to households, individuals, vehicles, seven-day travel diaries, and long-distance journey records. Only data relating to individuals' travel behaviour and households' estimated journey times (both based on interview data) are used in this analysis. In 2003, fully completed interviews were conducted with 19,467 individuals in 8,258 households in England, Scotland and Wales. In 2006, 22,141 individual interviews were conducted in 9,309 households (NTS user guide 1; Cronberg, Christophersen, Pickering & Tipping, 2007).

## Citizenship Survey

The Citizenship Survey is a biennial series, which started in 2001. The Citizenship Survey is designed to provide information for the Home Office's policy evidence base. The 2007 survey covered: identity and social networks; feelings about the community, including community cohesion; trust and influence; volunteering; civil renewal; race and religious prejudice, and perceptions of discrimination; religion; social mixing between people of different backgrounds; values; and demographic and some geo-demographic information.

The sample of adults was designed to be representative of people aged 16 and over living in private households in England and Wales, but also included a boost sample of non-white minority ethnic respondents to permit analyses by ethnicity.

The analysis for the current report is based on the core sample. The sample is stratified based on minority ethnic density information about sectors (more than 10% of households are headed by a member of ethnic minority group versus less than 10%) from Census data. The Citizenship Survey, 2007 dataset includes a core sample of 9,336 people aged 16 and over, resident in England and Wales. In the 2003 dataset the core sample consists of 9,486 adult respondents (Green & Farmer, 2004; UK data archive - CS).

## Appendix B WLBS/ WERS adjustment

**Table B.1 Establishments with employees working flexibly in the last 12 months, East Midlands 2007**

Row per cent		Percentage of establishments with employees who use the following flexible working arrangements...						Unweighted base
		Part-time	Job share	Flexi-time	Compressed hours	Reduced hours	From home	
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[60]	[3]	[12]	[16]	[31]	[26]	30
	Retail, Transport, Finance & business services	[95]*	[7]	[19]	[19]	[33]	[16]	32
	Public administration & other services	[84]	[40]	[61]*	[18]	[31]	[19]	33
Size of establishment	5 to 49 employees	[83]	[7]	[18]	[18]	[28]	[17]	49
	50 or more employees	[94]	[38]	[62]*	[21]	[69]*	[41]	46
Ownership type of establishment	One of several UK workplaces of the same organisation	82	15	29	20	42	14	64
	A single independent establishment	[87]	[3]*	[14]	[15]	[17]	[27]	31
Union recognition	Union exists and is recognised	[79]	[28]	[55]	[11]	[43]	[20]	39
	Union does not exist or is not recognised	84	7	17	11	35	22	50
Female employees as a proportion of all employment	0% to 9%	[67]	*	[9]	[33]	[8]	[38]	8
	10% to 49%	[81]	[1]*	[13]	[11]	[15]	[23]	33
	50% or more	87	18	31	23	48	14	53
Crude indicator of employee skill level	No skilled employees	[83]	[5]	[18]	[30]	[26]	[15]	21
	Some skilled employees	[85]	[15]	[27]	[6]	[38]	[23]	74
All		84	10	23	18	32	19	95

Base: Establishments with 5 or more employees

Source: Work-Life Balance Employer Survey 2007

**Table B.2 Establishments with employees working flexibly in the last 12 months, England 2007**

Row per cent		Percentage of establishments with employees who use the following flexible working arrangements...						Unweighted base
		Part-time	Job share	Flexi-time	Compressed hours	Reduced hours	From home	
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	61	7	21	7	17	21	288
	Retail, Transport, Finance & business services	77	12	22	10	21	13	475
	Public administration & other services	92	26	34	17	33	20	476
Size of establishment	5 to 49 employees	74	11	22	9	18	14	694
	50 or more employees	88	30	41	20	48	32	545
Ownership type of establishment	One of several UK workplaces of the same organisation	76	14	24	13	26	12	802
	A single independent establishment	75	12	24	7	16	21	437
Union recognition	Union exists and is recognised	80	25	37	13	32	14	457
	Union does not exist or is not recognised	74	11	22	9	20	17	719
Female employees as a proportion of all employment	0% to 9%	48	8	13	4	6	10	128
	10% to 49%	67	9	21	7	15	18	444
	50% or more	88	17	28	14	31	15	666
Crude indicator of employee skill level	No skilled employees	70	8	20	11	20	10	263
	Some skilled employees	78	16	26	10	23	19	976
All		75	13	24	10	22	16	1239

Base: Establishments with 5 or more employees

Source: Work-Life Balance Employer Survey 2007

**Table B.3 Establishments with employees working flexibly in the last 12 months, East Midlands 2003**

Row per cent		Percentage of establishments with employees who use the following flexible working arrangements...								
		Part-time	Job share	Flexi-time	Compressed hours	Reduced hours	From home	Term-time only	Annualised hours	Unweighted base
SIC 92: aggregated	Production and construction	[50]	[7]	[18]	[3]	[11]	[5]*	[2]	[6]	38
	Retail, transport, finance, business services	[78]	[7]	[21]	[4]	[8]	[2]*	[16]	[5]	36
	Public admin and other services	[89]	[29]	[32]	[12]	[20]	[7]*	[44]	[13]	45
Size of establishment	5 to 49 employees	72	9	20	2*	8	2*	14	5	76
	50 or more employees	[84]	[20]	[35]	[27]	[28]	[13]*	[34]	[10]	43
Ownership type of establishment	One of several UK workplaces of the same organisation	75	17	17	6	20	5*	17	12	68
	A single independent establishment	73	5	25	4	2*	2*	16	1*	51
Union recognition	Union exists and is recognised	[53]*	[30]	[38]	[11]	[17]	[8]	[21]	[9]	42
	Union does not exist or is not recognised	79	6	17	4	9	3*	16	6	71
Female employees as a proportion of all employment	0% to 9%	[31]		[8]	*	[5]	[2]	*	*	12
	10% to 49%	[77]	[3]*	[25]	[5]	[4]*	[3]*	[4]	[9]	44
	50% or more	80	19	21	5	17	4*	31	4*	59
Crude indicator of employee skill level	No skilled employees	[78]	[2]	[6]*	[3]	[12]	[2]*	[21]	[7]	28
	Some skilled employees	70	16	33	6	9*	5*	14	5	91
All		74	10	22	5	10	3*	17	6	119

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003  
Note: Multiple responses

**Table B.4 Establishments with employees working flexibly in the last 12 months, England 2003**

Row per cent		Percentage of establishments with employees who use the following flexible working arrangements...								
		Part-time	Job share	Flexi-time	Compressed hours	Reduced hours	From home	Term-time only	Annualised hours	Unweighted base
SIC 92: aggregated	Production and construction	54	5	14	4	10	17	4	7	300
	Retail, transport, finance, business services	76	8	22	7	16	14	10	6	516
	Public admin and other services	84	29	34	10	18	18	31	13	461
Size of establishment	5 to 49 employees	72	9	21	5	13	14	11	7	818
	50 or more employees	82	21	29	18	29	25	20	12	459
Ownership type of establishment	One of several UK workplaces of the same organisation	77	12	22	7	18	14	13	9	857
	A single independent establishment	69	8	22	5	11	17	10	5	420
Union recognition	Union exists and is recognised	82	22	27	10	25	16	22	17	465
	Union does not exist or is not recognised	72	8	21	6	13	15	10	5	788
Female employees as a proportion of all employment	0% to 9%	45	4	8	6	3	9	1	2	134
	10% to 49%	64	7	24	5	13	16	5	6	447
	50% or more	87	15	23	8	19	16	19	9	672
Crude indicator of employee skill level	No skilled employees	79	5	15	3	15	5	10	7	328
	Some skilled employees	70	14	27	9	15	22	13	8	949
All		73	10	22	7	15	15	12	7	1277

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003  
Note: Multiple responses

**Table B.5 Flexible working arrangements used or available to employees, East Midlands 2007**

Row per cent		Work part time			Work temporarily reduced hours			Unweighted base
		No	Currently being used	Available, not used	No	Currently being used	Available, not used	
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[5]*	[60]	[35]	[23]	[31]	[46]	30
	Retail, Transport, Finance & business services	[4]	[95]	[0]	[20]	[33]	[47]	32
	Public administration & other services	[11]	[84]	[5]	[30]	[31]	[39]	33
Size of establishment	5 to 49 employees	[6]	[83]	[11]	[23]	[28]	[49]	49
	50 or more employees	[0]	[94]	[5]	[9]	[69]	[22]	46
Ownership type of establishment	One of several UK workplaces of the same organisation	2	82	16	12	42	46	64
	A single independent establishment	[10]	[87]	[3]	[37]	[17]	[46]	31
Union recognition	Union exists and is recognised	[11]	[79]	[10]	[23]	[43]	[34]	39
	Union does not exist or is not recognised	5	84	11	21	35	44	50
Female employees as a proportion of all employment	0% to 9%	[0]*	[67]	[33]	[8]*	[8]	[84]	8
	10% to 49%	[13]	[81]	[6]	[30]	[15]	[56]	33
	50% or more	*	87	13	17	48	35	53
Crude indicator of employee skill level	No skilled employees	[2]*	[83]	[15]	[8]*	[26]	[66]	21
	Some skilled employees	9	85	6	35	38	27	74
All		5	84	11	22	32	46	95

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

**Table B.6 Flexible working arrangements used or available to employees, England 2007**

Row per cent		Work part time			Work temporarily reduced hours			Unweighted base
		No	Currently being used	Available, not used	No	Currently being used	Available, not used	
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	19	61	20	39	17	44	288
	Retail, Transport, Finance & business services	9	77	15	23	21	57	475
	Public administration & other services	4	92	4	22	33	45	476
Size of establishment	5 to 49 employees	11	74	15	27	18	54	694
	50 or more employees	5	88	7	15	48	37	545
Ownership type of establishment	One of several UK workplaces of the same organisation	6	76	18	20	26	55	802
	A single independent establishment	15	75	10	34	16	49	437
Union recognition	Union exists and is recognised	9	80	10	21	32	47	457
	Union does not exist or is not recognised	11	74	16	27	20	53	719
Female employees as a proportion of all employment	0% to 9%	24	48	28	43	6	51	128
	10% to 49%	16	67	18	34	15	52	444
	50% or more	3	88	9	16	31	53	666
Crude indicator of employee skill level	No skilled employees	10	70	20	25	20	56	263
	Some skilled employees	11	78	11	27	23	50	976
All		10	75	15	26	22	52	1239

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

**Table B.7 Flexible working arrangements used or available to employees, East Midlands 2003**

Row per cent		Work part time			Work temporarily reduced hours			Unweighted base
		No	Currently being used	Available, not used	No	Currently being used	Available, not used	
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[40]	[50]	[10]	[67]	[11]	[22]	38
	Retail, Transport, Finance & business services	[13]	[78]	[9]	[75]*	[8]	[17]	36
	Public administration & other services	[6]	[89]	[4]	[59]	[20]	[21]	45
Size of establishment	5 to 49 employees	20	72	8	75*	8	17	76
	50 or more employees	[1]*	[84]	[15]	[42]	[28]	[31]	43
Ownership type of establishment	One of several UK workplaces of the same organisation	15	75	10	56	20	24	68
	A single independent establishment	20	73	8	83*	2	15	51
Union recognition	Union exists and is recognised	[44]*	[53]	[3]	[62]	[17]	[21]	42
	Union does not exist or is not recognised	12*	79	9	72	9	18	71
Female employees as a proportion of all employment	0% to 9%	[66]	[31]	[3]	[72]	[5]	[23]	12
	10% to 49%	[19]	[77]	[5]	[80]*	[4]	[16]	44
	50% or more	7	80	13	62	17	21	59
Crude indicator of employee skill level	No skilled employees	[13]	[78]	[8]	[78]	[12]	[9]	28
	Some skilled employees	21	70	8	66	9	26	91
All		18	74	8	71*	10	19	119

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

**Table B.8 Flexible working arrangements used or available to employees, England 2003**

Row per cent		Work part time			Work temporarily reduced hours			Unweighted base
		No	Currently being used	Available, not used	No	Currently being used	Available, not used	
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	37	54	9	69	10	21	300
	Retail, Transport, Finance & business services	15	76	9	60	16	25	516
	Public administration & other services	11	84	5	57	18	25	461
Size of establishment	5 to 49 employees	19	72	9	63	13	24	818
	50 or more employees	12	82	6	46	29	25	459
Ownership type of establishment	One of several UK workplaces of the same organisation	15	77	9	56	18	26	857
	A single independent establishment	23	69	8	68	11	21	420
Union recognition	Union exists and is recognised	9	82	9	45	25	30	465
	Union does not exist or is not recognised	20	72	8	64	13	23	788
Female employees as a proportion of all employment	0% to 9%	43	45	12	74	3	23	134
	10% to 49%	25	64	11	64	13	24	447
	50% or more	7	87	6	56	19	25	672
Crude indicator of employee skill level	No skilled employees	15	79	7	65	15	21	328
	Some skilled employees	20	70	10	58	15	26	949
All		18	73	9	61	15	24	1277

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

**Table B.9 Flexible working arrangements used or available to employees, East Midlands 2007**

Row per cent		Job share			Work from home			Unweighted base
		No	Currently being used	Available, not used	No	Currently being used	Available, not used	
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[41]	[3]	[56]	[67]	[26]	[7]	30
	Retail, Transport, Finance & business services	[42]	[7]	[51]	[75]	[16]	[9]	32
	Public administration & other services	[28]	[40]	[32]	[74]	[19]	[7]	33
Size of establishment	5 to 49 employees	[42]	[7]	[51]	[75]	[17]	[8]	49
	50 or more employees	[24]	[38]	[37]	[54]	[41]	[6]	46
Ownership type of establishment	One of several UK workplaces of the same organisation	19*	15	66	74	14	12	64
	A single independent establishment	[70]*	[3]	[26]	[71]	[27]	[2]	31
Union recognition	Union exists and is recognised	[30]	[28]	[42]	[73]	[20]	[8]	39
	Union does not exist or is not recognised	45	7	48	68	22	10	50
Female employees as a proportion of all employment	0% to 9%	[15]*		[85]	[62]	[38]		8
	10% to 49%	[65]	[1]	[34]	[63]	[23]	[14]	33
	50% or more	22	18	60	82	14	4	53
Crude indicator of employee skill level	No skilled employees	[37]	[5]	[58]	[73]	[15]	[11]	21
	Some skilled employees	42	15	42	72	23	5	74
All		40	10	50	73	19	8	95

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

**Table B.10 Flexible working arrangements used or available to employees, England 2007**

Row per cent		Job share			Work from home			Unweighted base
		No	Currently being used	Available, not used	No	Currently being used	Available, not used	
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	55	7	38	66	21	13	288
	Retail, Transport, Finance & business services	43	12	45	77	13	10	475
	Public administration & other services	23	26	50	67	20	13	476
Size of establishment	5 to 49 employees	44	11	45	76	14	10	694
	50 or more employees	33	30	37	52	32	16	545
Ownership type of establishment	One of several UK workplaces of the same organisation	36	14	50	77	12	11	802
	A single independent establishment	52	12	37	69	21	11	437
Union recognition	Union exists and is recognised	27	25	47	69	14	17	457
	Union does not exist or is not recognised	46	11	43	73	17	10	719
Female employees as a proportion of all employment	0% to 9%	62	8	30	83	10	7	128
	10% to 49%	51	9	40	70	18	11	444
	50% or more	32	17	50	74	15	11	666
Crude indicator of employee skill level	No skilled employees	44	8	48	82	10	9	263
	Some skilled employees	42	16	42	68	19	12	976
All		43	13	44	73	16	11	1239

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

**Table B.11 Flexible working arrangements used or available to employees, East Midlands 2003**

Row per cent		Job share			Work from home			Unweighted base
		No	Currently being used	Available, not used	No	Currently being used	Available, not used	
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[82]	[7]	[11]	[90]*	[5]	[5]	38
	Retail, Transport, Finance & business services	[70]	[7]	[23]	[82]	[2]	[16]	36
	Public administration & other services	[37]	[29]	[34]	[81]	[7]	[11]	45
Size of establishment	5 to 49 employees	72	9	19	87	2	11	76
	50 or more employees	[41]	[20]	[39]	[58]	[13]	[29]	43
Ownership type of establishment	One of several UK workplaces of the same organisation	54	17	29	83	5	12	68
	A single independent establishment	79	5	16	84	2	13	51
Union recognition	Union exists and is recognised	[35]	[30]	[35]	[85]	[8]	[7]	42
	Union does not exist or is not recognised	73	6	21	84	3	14	71
Female employees as a proportion of all employment	0% to 9%	[72]		[28]	[98]*	[2]		12
	10% to 49%	[83]	[3]	[14]	[83]	[3]	[14]	44
	50% or more	52	19	29	81	4	14	59
Crude indicator of employee skill level	No skilled employees	[85]*	[2]	[13]	[90]	[2]	[8]	28
	Some skilled employees	56	16	28	79	5	16	91
All		68	10	22	84	3	13	119

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

**Table B.12 Flexible working arrangements used or available to employees, England 2003**

Row per cent		Job share			Work from home			Unweighted base
		No	Currently being used	Available, not used	No	Currently being used	Available, not used	
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	77	5	19	77	17	6	300
	Retail, Transport, Finance & business services	66	8	26	80	14	6	516
	Public administration & other services	45	29	26	74	18	9	461
Size of establishment	5 to 49 employees	67	9	24	80	14	6	818
	50 or more employees	53	21	26	64	25	12	459
Ownership type of establishment	One of several UK workplaces of the same organisation	61	12	28	79	14	7	857
	A single independent establishment	71	8	20	77	17	6	420
Union recognition	Union exists and is recognised	38	22	40	74	16	9	465
	Union does not exist or is not recognised	71	8	22	79	15	6	788
Female employees as a proportion of all employment	0% to 9%	73	4	23	86	9	4	134
	10% to 49%	73	7	21	77	16	7	447
	50% or more	58	15	28	78	16	6	672
Crude indicator of employee skill level	No skilled employees	71	5	24	90	5	4	328
	Some skilled employees	61	14	25	70	22	8	949
All		65	10	25	78	15	7	1277

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

**Table B.13 Flexible working arrangements used or available to employees, East Midlands 2007**

Row per cent		Work flexi-time			Work compressed working week			Unweighted base
		No	Currently being used	Available, not used	No	Currently being used	Available, not used	
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[24]*	[12]	[64]	[32]*	[16]	[52]	30
	Retail, Transport, Finance & business services	[58]	[19]	[22]	[60]	[19]	[21]	32
	Public administration & other services	[21]*	[61]	[18]	[65]	[18]	[17]	33
Size of establishment	5 to 49 employees	[47]	[18]	[35]	[54]	[18]	[28]	49
	50 or more employees	[18]	[62]	[20]	[43]	[21]	[36]	46
Ownership type of establishment	One of several UK workplaces of the same organisation	36	29	35	40	20	40	64
	A single independent establishment	[56]	[14]	[30]	[72]	[15]	[13]	31
Union recognition	Union exists and is recognised	[31]	[55]	[14]	[51]	[11]	[38]	39
	Union does not exist or is not recognised	42	17	40	57	11	32	50
Female employees as a proportion of all employment	0% to 9%	[8]*	[9]	[84]	[51]	[33]	[16]	8
	10% to 49%	[51]	[13]	[36]	[65]	[11]	[24]	33
	50% or more	42	31	27	44	23	34	53
Crude indicator of employee skill level	No skilled employees	[42]	[18]	[40]	[33]	[30]	[37]	21
	Some skilled employees	46	27	27	71	6	22	74
All		44	23	33	53	18	29	95

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

**Table B.14 Flexible working arrangements used or available to employees, England 2007**

Row per cent		Work flexi-time			Work compressed working week			Unweighted base
		No	Currently being used	Available, not used	No	Currently being used	Available, not used	
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	47	21	32	66	7	27	288
	Retail, Transport, Finance & business services	44	22	33	58	10	32	475
	Public administration & other services	41	34	25	53	17	29	476
Size of establishment	5 to 49 employees	46	22	32	61	9	31	694
	50 or more employees	30	41	29	48	20	32	545
Ownership type of establishment	One of several UK workplaces of the same organisation	46	24	30	53	13	34	802
	A single independent establishment	42	24	34	67	7	26	437
Union recognition	Union exists and is recognised	33	37	30	44	13	43	457
	Union does not exist or is not recognised	46	22	32	62	9	29	719
Female employees as a proportion of all employment	0% to 9%	52	13	35	69	4	27	128
	10% to 49%	43	21	36	64	7	29	444
	50% or more	44	28	28	53	14	33	666
Crude indicator of employee skill level	No skilled employees	48	20	32	57	11	33	263
	Some skilled employees	42	26	31	61	10	30	976
All		45	24	32	59	10	31	1239

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

**Table B.15 Flexible working arrangements used or available to employees, East Midlands 2003**

Row per cent		Work flexi-time			Work compressed working week			Unweighted base
		No	Currently being used	Available, not used	No	Currently being used	Available, not used	
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[64]	[18]	[18]	[93]	[3]	[4]	38
	Retail, Transport, Finance & business services	[65]	[21]	[14]	[85]	[4]	[11]	36
	Public administration & other services	[64]	[32]	[3]	[86]	[12]	[2]	45
Size of establishment	5 to 49 employees	68	20	12	90	2	9	76
	50 or more employees	[42]	[35]	[23]	[65]	[27]	[8]	43
Ownership type of establishment	One of several UK workplaces of the same organisation	69	17	14	82	6	12	68
	A single independent establishment	62	25	13	90	4	6	51
Union recognition	Union exists and is recognised	[54]	[38]	[8]	[88]*	[11]	[1]	42
	Union does not exist or is not recognised	67	17	16	86	4	11	71
Female employees as a proportion of all employment	0% to 9%	[71]	[8]	[21]	[89]		[11]	12
	10% to 49%	[60]	[25]	[14]	[94]*	[5]	[1]	44
	50% or more	67	21	12	79	5	15	59
Crude indicator of employee skill level	No skilled employees	[89]*	[6]	[5]	[85]	[3]	[12]	28
	Some skilled employees	48	33	19	88*	6	6	91
All		65	22	14	87	5	9	119

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

**Table B.16 Flexible working arrangements used or available to employees, England 2003**

Row per cent		Work flexi-time			Work compressed working week			Unweighted base
		No	Currently being used	Available, not used	No	Currently being used	Available, not used	
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	71	14	15	86	4	10	300
	Retail, Transport, Finance & business services	62	22	16	82	7	11	516
	Public administration & other services	55	34	12	77	10	13	461
Size of establishment	5 to 49 employees	64	21	15	84	5	11	818
	50 or more employees	55	29	16	69	18	13	459
Ownership type of establishment	One of several UK workplaces of the same organisation	64	22	14	81	7	11	857
	A single independent establishment	61	22	17	83	5	11	420
Union recognition	Union exists and is recognised	58	27	15	77	10	13	465
	Union does not exist or is not recognised	64	21	15	83	6	11	788
Female employees as a proportion of all employment	0% to 9%	74	8	18	86	6	9	134
	10% to 49%	60	24	16	84	5	11	447
	50% or more	63	23	14	79	8	13	672
Crude indicator of employee skill level	No skilled employees	70	15	15	88	3	9	328
	Some skilled employees	58	27	15	78	9	13	949
All		63	22	15	82	7	11	1277

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

**Table B.17 Employee uptake of part-time working in the past 12 months, East Midlands 2007**

Row per cent		Percentage of employees at establishment who made use of: Part time					Total	Unweighted base
		Less than 5%	5 to 9%	10 to 24%	25 to 49%	50% or more		
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[28]	[23]	[27]	[22]		100	23
	Retail, Transport, Finance & business services	[0]	[2]	[25]	[12]	[61]*	100	29
	Public administration & other services	[5]		[19]	[10]	[65]	100	30
Size of establishment	5 to 49 employees	[4]	[6]	[25]	[14]	[51]	100	41
	50 or more employees	[24]	[2]	[18]	[15]	[40]*	100	41
Ownership type of establishment	One of several UK workplaces of the same organisation	4	5	17	3	71*	100	55
	A single independent establishment	[10]	[7]	[35]	[28]	[20]	100	27
Union recognition	Union exists and is recognised	[23]		[17]	[6]	[53]	100	32
	Union does not exist or is not recognised	[5]	[8]	[29]	[17]	[41]	100	45
Female employees as a proportion of all employment	0% to 9%	[45]	[55]				100	6
	10% to 49%	[10]	[10]	[45]	[18]	[16]	100	24
	50% or more	2		10	11	77*	100	52
Crude indicator of employee skill level	No skilled employees	[0]		[40]		[60]	100	18
	Some skilled employees	12	11	11	26	40	100	64
All		6	6	24	14	49*	100	82

Base: Establishments with 5 or more employees offering flexible working arrangements

Source: Work-Life Balance Employer Survey 2007

**Table B.18 Employee uptake of part-time working in the past 12 months, England 2007**

Row per cent		Percentage of employees at establishment who made use of: Part time					Total	Unweighted base
		Less than 5%	5 to 9%	10 to 24%	25 to 49%	50% or more		
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	28	20	34	13	3	100	215
	Retail, Transport, Finance & business services	10	5	29	20	36	100	390
	Public administration & other services	7	5	18	25	46	100	436
Size of establishment	5 to 49 employees	9	7	29	20	34	100	552
	50 or more employees	40	9	18	14	18	100	489
Ownership type of establishment	One of several UK workplaces of the same organisation	13	6	22	19	40	100	684
	A single independent establishment	12	10	35	20	22	100	357
Union recognition	Union exists and is recognised	17	4	22	16	40	100	402
	Union does not exist or is not recognised	12	9	30	20	30	100	586
Female employees as a proportion of all employment	0% to 9%	32	26	25	2	15	100	81
	10% to 49%	17	12	35	18	19	100	353
	50% or more	8	3	24	23	42	100	607
Crude indicator of employee skill level	No skilled employees	8	3	24	23	43	100	207
	Some skilled employees	16	10	31	18	25	100	834
All		13	8	28	20	32	100	1041

Base: Establishments with 5 or more employees offering flexible working arrangements

Source: Work-Life Balance Employer Survey 2007

**Table B.19 Employee uptake of part-time working in the past 12 months, East Midlands 2003**

Row per cent		Percentage of employees at establishment who made use of: Part time					Total	Unweighted base
		Less than 5%	5 to 9%	10 to 24%	25 to 49%	50% or more		
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[16]	[19]	[41]	[20]	[4]	100	21
	Retail, Transport, Finance & business services	[3]	[2]	[59]	[7]	[29]	100	28
	Public administration & other services	[6]	[3]	[13]	[27]	[51]	100	36
Size of establishment	5 to 49 employees	1	5	52	12	29	100	52
	50 or more employees	[32]	[4]	[29]	[11]	[25]	100	33
Ownership type of establishment	One of several UK workplaces of the same organisation	[4]	[9]	[39]	[7]	[41]	100	47
	A single independent establishment	[7]	[2]	[57]	[16]	[19]	100	38
	Union recognition							
Union recognition	Union exists and is recognised	[4]	[13]	[16]	[24]	[42]	100	29
	Union does not exist or is not recognised	6	4	55	11	24	100	53
Female employees as a proportion of all employment	0% to 9%	[55]	[45]			*	100	5
	10% to 49%	[7]	[3]	[76]	[8]	[6]*	100	29
	50% or more	1	4	28	17	50	100	51
Crude indicator of employee skill level	No skilled employees	[7]		[53]	[10]	[29]*	100	21
	Some skilled employees	4	9	45	13	28	100	64
All		6	5	49	12	29	100	85

Base: Establishments with 5 or more employees offering flexible working arrangements

Source: Work-Life Balance Employer Survey 2003

**Table B.20 Employee uptake of part-time working in the past 12 months, England 2003**

Row per cent		Percentage of employees at establishment who made use of: Part time					Total	Unweighted base
		Less than 5%	5 to 9%	10 to 24%	25 to 49%	50% or more		
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	18	17	43	15	6	100	186
	Retail, Transport, Finance & business services	7	8	29	17	38	100	395
	Public administration & other services	6	7	21	24	42	100	385
Size of establishment	5 to 49 employees	5	8	31	19	37	100	593
	50 or more employees	35	14	23	10	17	100	373
Ownership type of establishment	One of several UK workplaces of the same organisation	8	9	24	18	41	100	668
	A single independent establishment	10	9	40	17	24	100	298
	Union recognition							
Union recognition	Union exists and is recognised	11	9	23	23	35	100	378
	Union does not exist or is not recognised	8	9	32	17	34	100	572
Female employees as a proportion of all employment	0% to 9%	34	19	28	1	18	100	71
	10% to 49%	13	14	42	14	17	100	312
	50% or more	4	6	22	22	46	100	573
Crude indicator of employee skill level	No skilled employees	3	5	23	18	52	100	255
	Some skilled employees	13	12	35	18	22	100	711
All		9	9	30	18	34	100	966

Base: Establishments with 5 or more employees offering flexible working arrangements

Source: Work-Life Balance Employer Survey 2003

**Table B.21 Employer attitudes towards work-life balance, East Midlands 2007<sup>31</sup>**

Row per cent		Whether, as an employer, agree that everyone should be able to balance their work and home lives in the way that they want					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[14]	[24]	[17]	[44]	[0]	100	29
	Retail, Transport, Finance & business services	[17]	[44]	[15]	[25]		100	32
	Public administration & other services	[12]	[12]	[16]	[59]	* [1]	100	31
Size of establishment	5 to 49 employees	[15]	[33]	[17]	[35]	[0]	100	47
	50 or more employees	[16]	[48]	[7]	[28]	[1]	100	45
Ownership type of establishment	One of several UK workplaces of the same organisation	15	46	7	33	0	100	64
	A single independent establishment	[17]	[17]	[30]	[36]	[1]	100	28
Union recognition	Union exists and is recognised	[19]	[19]	[22]	[40]		100	38
	Union does not exist or is not recognised	17	28	16	38	0	100	50
Female employees as a proportion of all employment	0% to 9%		[79]		[21]		100	7
	10% to 49%	[9]	[26]	[28]	[37]	[0]	100	33
	50% or more	21	39	7	33	0	100	51
Crude indicator of employee skill level	No skilled employees	[23]	[34]	[18]	[25]	[0]	100	21
	Some skilled employees	8	35	14	43	0	100	71
All		15	34	16	34	0	100	92

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

**Table B.22 Employer attitudes towards work-life balance, England 2007**

Row per cent		Whether, as an employer, agree that everyone should be able to balance their work and home lives in the way that they want					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	18	34	14	29	5	100	287
	Retail, Transport, Finance & business services	17	54	7	18	4	100	469
	Public administration & other services	18	47	10	20	4	100	473
Size of establishment	5 to 49 employees	18	49	9	19	4	100	689
	50 or more employees	14	47	10	28	2	100	540
Ownership type of establishment	One of several UK workplaces of the same organisation	19	54	7	18	3	100	798
	A single independent establishment	16	42	13	23	6	100	431
Union recognition	Union exists and is recognised	19	43	8	24	6	100	456
	Union does not exist or is not recognised	17	49	10	20	4	100	716
Female employees as a proportion of all employment	0% to 9%	16	45	12	20	8	100	127
	10% to 49%	16	49	11	20	5	100	442
	50% or more	19	50	7	21	3	100	659
Crude indicator of employee skill level	No skilled employees	20	57	6	17	0	100	260
	Some skilled employees	16	44	12	22	7	100	969
All		18	49	9	20	4	100	1229

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

<sup>31</sup> Significance test of difference in proportion of respondents stating "Disagree" or "Strongly disagree" in East Midlands compared with England.

**Table B.23 Employer attitudes towards work-life balance, East Midlands 2003<sup>32</sup>**

Row per cent		Whether, as an employer, agree that everyone should be able to balance their work and home lives in the way that they want					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[5]	[43]	[24]	[27]		100	36
	Retail, Transport, Finance & business services	[28]	[30]	[15]	[19]	[8]	100	35
	Public administration & other services	[18]	[58]	[15]	[9]		100	42
Size of establishment	5 to 49 employees	21	34	19	20	6	100	71
	50 or more employees	[26]	[52]	[5]	[16]		100	42
Ownership type of establishment	One of several UK workplaces of the same organisation	26	44	16	14	0	100	65
	A single independent establishment	[19]	[31]	[19]	[23]	[9]	100	48
Union recognition	Union exists and is recognised	[18]	[60]	[17]	[6]	*	100	42
	Union does not exist or is not recognised	23	32	17	22	6	100	71
Female employees as a proportion of all employment	0% to 9%		[73]	[16]	[10]		100	11
	10% to 49%	[22]	[20]	[21]	[25]	[11]	100	43
	50% or more	26	48	15	12	0	100	56
Crude indicator of employee skill level	No skilled employees	[17]	[31]	[19]	[25]	[7]	100	27
	Some skilled employees	26	41	16	14	3	100	86
All		22	37	17	19	5	100	113

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

**Table B.24 Employer attitudes towards work-life balance, England 2003**

Row per cent		Whether, as an employer, agree that everyone should be able to balance their work and home lives in the way that they want					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	10	44	13	29	3	100	297
	Retail, Transport, Finance & business services	15	54	14	16	1	100	507
	Public administration & other services	15	54	14	15	3	100	456
Size of establishment	5 to 49 employees	14	53	13	19	2	100	803
	50 or more employees	17	49	18	15	0	100	457
Ownership type of establishment	One of several UK workplaces of the same organisation	17	54	12	16	1	100	846
	A single independent establishment	10	49	16	21	3	100	414
Union recognition	Union exists and is recognised	16	58	13	12	1	100	465
	Union does not exist or is not recognised	14	51	14	20	2	100	786
Female employees as a proportion of all employment	0% to 9%	5	54	14	24	3	100	131
	10% to 49%	13	47	16	22	3	100	443
	50% or more	17	56	13	14	1	100	663
Crude indicator of employee skill level	No skilled employees	15	54	13	16	2	100	323
	Some skilled employees	13	51	14	20	2	100	937
All		14	52	14	18	2	100	1260

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

<sup>32</sup> Significance test of difference in proportion of respondents stating "Disagree" or "Strongly disagree" in East Midlands compared with England.

**Table B.25 Employer attitudes towards work-life balance, East Midlands 2007<sup>33</sup>**

Row per cent		Whether, as an employer, agree that employees should not expect to be able to change their working pattern if it would disrupt the business					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[60]	*	[33]	[1]	[5]	100	29
	Retail, Transport, Finance & business services	[23]		[55]	[12]	[11]	100	32
	Public administration & other services	[9]		[40]	[27]	[24]	100	31
Size of establishment	5 to 49 employees	[31]		[47]	[11]	[11]	100	47
	50 or more employees	[29]		[45]	[16]	[10]	100	45
Ownership type of establishment	One of several UK workplaces of the same organisation	15		57	18	10	100	64
	A single independent establishment	[55]		[32]	[1]	[12]	100	28
Union recognition	Union exists and is recognised	[17]		[37]	[21]	[26]	100	38
	Union does not exist or is not recognised	38		45	7	10	100	50
Female employees as a proportion of all employment	0% to 9%	[31]	*	[69]			100	7
	10% to 49%	[44]	*	[45]	[1]	[10]	100	33
	50% or more	20		48	20	12	100	51
Crude indicator of employee skill level	No skilled employees	[39]		[42]	[13]	[7]	100	21
	Some skilled employees	24		52	10	15	100	71
All		31		47	11	11	100	92

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

**Table B.26 Employer attitudes towards work-life balance, England 2007**

Row per cent		Whether, as an employer, agree that employees should not expect to be able to change their working pattern if it would disrupt the business					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	23	57	7	11	2	100	285
	Retail, Transport, Finance & business services	15	58	6	18	2	100	470
	Public administration & other services	16	51	12	19	2	100	465
Size of establishment	5 to 49 employees	17	57	7	17	2	100	681
	50 or more employees	21	57	7	12	3	100	539
Ownership type of establishment	One of several UK workplaces of the same organisation	15	60	8	15	3	100	787
	A single independent establishment	20	54	6	18	2	100	433
Union recognition	Union exists and is recognised	14	58	9	17	3	100	450
	Union does not exist or is not recognised	18	57	7	17	2	100	714
Female employees as a proportion of all employment	0% to 9%	22	47	8	18	4	100	126
	10% to 49%	16	57	7	20	1	100	441
	50% or more	17	59	7	13	3	100	652
Crude indicator of employee skill level	No skilled employees	17	59	5	18	1	100	257
	Some skilled employees	17	56	8	16	3	100	963
All		17	57	7	16	2	100	1220

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

<sup>33</sup> Significance test of difference in proportion of respondents stating "Agree" or "Strongly agree" in East Midlands compared with England.

**Table B.27 Employer attitudes towards work-life balance, East Midlands 2003<sup>34</sup>**

Row per cent		Whether, as an employer, agree that employees should not expect to be able to change their working pattern if it would disrupt the business					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[24]	[34]	[23]	[18]	[1]	100	36
	Retail, Transport, Finance & business services	[22]	[47]	[7]	[13]	[11]	100	35
	Public administration & other services	[23]	[35]	[21]	[17]	[4]	100	43
Size of establishment	5 to 49 employees	25	45	11	12	8	100	71
	50 or more employees	[6]	[33]	[24]	[29]	[8]	100	43
Ownership type of establishment	One of several UK workplaces of the same organisation	13	43	8	20	16	100	66
	A single independent establishment	[30]	[43]	[16]	[10]	[0]	100	48
Union recognition	Union exists and is recognised	[10]	[35]	[16]	[31]	[9]	100	42
	Union does not exist or is not recognised	25	45	12	11	7	100	71
Female employees as a proportion of all employment	0% to 9%	[14]	[19]	[11]	[57]		100	11
	10% to 49%	[31]	[45]	[13]	[11]		100	43
	50% or more	17	42	12	12	16	100	56
Crude indicator of employee skill level	No skilled employees	[27]	[42]	[5]	[14]	[12]	100	27
	Some skilled employees	20	44	18	14	5	100	87
All		23	43	12	14	8	100	114

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

**Table B.28 Employer attitudes towards work-life balance, England 2003**

Row per cent		Whether, as an employer, agree that employees should not expect to be able to change their working pattern if it would disrupt the business					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	24	50	11	13	2	100	297
	Retail, Transport, Finance & business services	15	46	13	23	3	100	507
	Public administration & other services	15	45	16	21	3	100	455
Size of establishment	5 to 49 employees	18	46	13	21	3	100	802
	50 or more employees	10	50	12	24	5	100	457
Ownership type of establishment	One of several UK workplaces of the same organisation	13	42	13	27	4	100	845
	A single independent establishment	22	53	13	11	1	100	414
Union recognition	Union exists and is recognised	12	37	15	32	4	100	464
	Union does not exist or is not recognised	18	49	12	18	3	100	785
Female employees as a proportion of all employment	0% to 9%	17	53	11	18	1	100	131
	10% to 49%	19	46	15	18	2	100	442
	50% or more	14	45	12	24	4	100	662
Crude indicator of employee skill level	No skilled employees	16	45	13	23	4	100	323
	Some skilled employees	17	47	13	19	2	100	936
All		17	46	13	21	3	100	1259

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

<sup>34</sup> Significance test of difference in proportion of respondents stating "Agree" or "Strongly agree" in East Midlands compared with England.

**Table B.29 Employer attitudes towards work-life balance, East Midlands 2007<sup>35</sup>**

Row per cent		Whether, as an employer, agree that it is not easy trying to accommodate employees with different patterns of working					Total		
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base		
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[18]	*	[77]		[5]		100	29
	Retail, Transport, Finance & business services	[17]		[58]	[5]	[16]	[4]	100	32
	Public administration & other services	[4]		[75]	[0]	[20]	[1]	100	31
Size of establishment	5 to 49 employees	[16]	*	[67]	[3]	[12]	[2]	100	47
	50 or more employees	[17]		[45]	[6]	[31]	[1]	100	45
Ownership type of establishment	One of several UK workplaces of the same organisation	4		69	5	18	4	100	64
	A single independent establishment	[34]	*	[59]		[7]		100	28
Union recognition	Union exists and is recognised	[23]		[51]	[4]	[21]		100	38
	Union does not exist or is not recognised	17	*	66	0	14	3	100	50
Female employees as a proportion of all employment	0% to 9%	[33]		[13]		[55]		100	7
	10% to 49%	[26]	*	[73]		[2]		100	33
	50% or more	7		62	6	21	4	100	51
Crude indicator of employee skill level	No skilled employees	[16]	*	[69]	[6]	[4]	[5]	100	21
	Some skilled employees	16		61	0	23	0	100	71
All		16	*	65	3	14	2	100	92

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

**Table B.30 Employer attitudes towards work-life balance, England 2007**

Row per cent		Whether, as an employer, agree that it is not easy trying to accommodate employees with different patterns of working					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	13	54	14	17	2	100	283
	Retail, Transport, Finance & business services	16	51	6	25	1	100	463
	Public administration & other services	18	51	6	23	2	100	471
Size of establishment	5 to 49 employees	15	53	8	23	1	100	679
	50 or more employees	23	45	6	23	3	100	538
Ownership type of establishment	One of several UK workplaces of the same organisation	15	53	8	23	1	100	791
	A single independent establishment	17	51	8	23	2	100	426
Union recognition	Union exists and is recognised	17	47	6	28	2	100	451
	Union does not exist or is not recognised	16	53	8	22	1	100	711
Female employees as a proportion of all employment	0% to 9%	12	45	19	23	1	100	124
	10% to 49%	14	59	5	21	1	100	437
	50% or more	18	48	8	25	1	100	655
Crude indicator of employee skill level	No skilled employees	15	52	9	24	1	100	258
	Some skilled employees	16	52	8	23	2	100	959
All		16	52	8	23	1	100	1217

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

<sup>35</sup> Significance test of difference in proportion of respondents stating "Agree" or "Strongly agree" in East Midlands compared with England.

**Table B.31 Employer attitudes towards work-life balance, East Midlands 2003<sup>36</sup>**

Row per cent		Whether, as an employer, agree that it is not easy trying to accommodate employees with different patterns of working					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[9]	[50]	[24]	[17]		100	36
	Retail, Transport, Finance & business services	[16]	[42]	[13]	[25]	[5]	100	34
	Public administration & other services	[9]	[62]	[16]	[12]		100	42
Size of establishment	5 to 49 employees	13	46	17	19	4	100	71
	50 or more employees	[15]	[47]	[3]	[35]		100	41
Ownership type of establishment	One of several UK workplaces of the same organisation	4	48	17	24	7	100	64
	A single independent establishment	[21]	[45]	[15]	[19]		100	48
Union recognition	Union exists and is recognised	[7]	[37]	[15]	[41]		100	41
	Union does not exist or is not recognised	15	48	16	17	4	100	71
Female employees as a proportion of all employment	0% to 9%	*	[37]		[63]		100	11
	10% to 49%	[28]	[37]	[19]	[15]		100	43
	50% or more	3	54	15	21	6	100	55
Crude indicator of employee skill level	No skilled employees	[20]	[47]	[7]	[18]	[7]	100	26
	Some skilled employees	9	46	22	23	0	100	86
All		14	47	16	21	3	100	112

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

**Table B.32 Employer attitudes towards work-life balance, England 2003**

Row per cent		Whether, as an employer, agree that it is not easy trying to accommodate employees with different patterns of working					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	14	55	13	17	1	100	297
	Retail, Transport, Finance & business services	15	49	12	24	1	100	503
	Public administration & other services	13	52	8	26	1	100	455
Size of establishment	5 to 49 employees	14	49	12	23	1	100	800
	50 or more employees	14	57	8	21	0	100	455
Ownership type of establishment	One of several UK workplaces of the same organisation	12	50	12	24	1	100	843
	A single independent establishment	18	50	11	21	1	100	412
Union recognition	Union exists and is recognised	13	47	11	29	0	100	463
	Union does not exist or is not recognised	14	51	12	21	1	100	783
Female employees as a proportion of all employment	0% to 9%	16	65	4	15		100	130
	10% to 49%	19	48	12	21	1	100	440
	50% or more	11	50	14	25	1	100	662
Crude indicator of employee skill level	No skilled employees	13	47	14	24	2	100	322
	Some skilled employees	15	52	10	22	0	100	933
All		14	50	12	23	1	100	1255

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

<sup>36</sup> Significance test of difference in proportion of respondents stating "Agree" or "Strongly agree" in East Midlands compared with England.

**Table B.33 Employer attitudes towards work-life balance, East Midlands 2007<sup>37</sup>**

Row per cent		Whether, as an employer, agree that it's not the employer's responsibility to help people balance their work with other aspects of their life						Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base		
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[4]	*	[13]	[36]	[34]	[14]	100	29
	Retail, Transport, Finance & business services	[3]	*	[16]	[10]	[67]	[5]	100	32
	Public administration & other services	[8]		[32]	[10]	[46]	[5]	100	31
Size of establishment	5 to 49 employees	[4]	*	[17]	[14]	[59]	[6]	100	47
	50 or more employees	[3]		[23]	[36]	[27]	[11]	100	45
Ownership type of establishment	One of several UK workplaces of the same organisation	2		19	24	50	5	100	64
	A single independent establishment	[7]	*	[15]	[5]	[64]	[10]	100	28
Union recognition	Union exists and is recognised	[3]		[19]	[28]	[44]	[7]	100	38
	Union does not exist or is not recognised	4	*	15	17	56	8	100	50
Female employees as a proportion of all employment	0% to 9%		*	[10]	[30]	[59]		100	7
	10% to 49%	[3]	*	[13]	[6]	[70]	[8]	100	33
	50% or more	5		21	24	44	6	100	51
Crude indicator of employee skill level	No skilled employees		*	[16]	[20]	[53]	[11]	100	21
	Some skilled employees	7		18	13	58	3	100	71
All		4	*	17	17	55	7	100	92

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

**Table B.34 Employer attitudes towards work-life balance, England 2007**

Row per cent		Whether, as an employer, agree that it's not the employer's responsibility to help people balance their work with other aspects of their life						Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base		
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	9	31	14	37	9	100	284	
	Retail, Transport, Finance & business services	4	32	9	47	8	100	463	
	Public administration & other services	6	26	11	44	12	100	471	
Size of establishment	5 to 49 employees	5	31	10	45	9	100	679	
	50 or more employees	7	28	13	43	9	100	539	
Ownership type of establishment	One of several UK workplaces of the same organisation	5	28	10	48	9	100	791	
	A single independent establishment	6	35	11	40	9	100	427	
Union recognition	Union exists and is recognised	4	27	13	43	13	100	454	
	Union does not exist or is not recognised	6	32	10	44	8	100	708	
Female employees as a proportion of all employment	0% to 9%	7	34	18	23	18	100	126	
	10% to 49%	6	30	6	51	8	100	438	
	50% or more	5	31	13	43	8	100	653	
Crude indicator of employee skill level	No skilled employees	4	28	9	49	9	100	254	
	Some skilled employees	6	33	11	41	8	100	964	
All		5	31	11	44	9	100	1218	

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

<sup>37</sup> Significance test of difference in proportion of respondents stating "Agree" or "Strongly agree" in East Midlands compared with England.

**Table B.35 Employer attitudes towards work-life balance, East Midlands 2003<sup>38</sup>**

Row per cent		Whether, as an employer, agree that it's not the employer's responsibility to help people balance their work with other aspects of their life					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	100	Unweighted base
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[4]	[29]	[23]	[41]	[3]	100	36
	Retail, Transport, Finance & business services	[5]	[21]	[19]	[50]	[5]	100	35
	Public administration & other services	[3]	[26]	[16]	[47]	[9]	100	42
Size of establishment	5 to 49 employees	5	24	21	46	5	100	71
	50 or more employees	[1]	[23]	[7]	[61]	[7]	100	42
Ownership type of establishment	One of several UK workplaces of the same organisation	1 *	9	13	72	5	100	65
	A single independent establishment	[7]	[35]	[24]	[28]	[5]	100	48
Union recognition	Union exists and is recognised	[2]	[16]	[9]	[63]	[10]	100	42
	Union does not exist or is not recognised	5	25	21	45	4	100	71
Female employees as a proportion of all employment	0% to 9%		[22]	[10]	[67]		100	11
	10% to 49%	[9]	[31]	[20]	[38]	[2]	100	43
	50% or more	1	18	20	52	9	100	56
Crude indicator of employee skill level	No skilled employees	[7]	[14]	[18]	[59]	[2]	100	27
	Some skilled employees	2	31	20	39	8	100	86
All		4	24	19	48	5	100	113

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

**Table B.36 Employer attitudes towards work-life balance, England 2003**

Row per cent		Whether, as an employer, agree that it's not the employer's responsibility to help people balance their work with other aspects of their life					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	100	Unweighted base
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	2	30	21	40	6	100	297
	Retail, Transport, Finance & business services	4	25	17	48	6	100	507
	Public administration & other services	4	24	14	48	10	100	455
Size of establishment	5 to 49 employees	4	26	18	46	7	100	802
	50 or more employees	3	21	14	53	9	100	457
Ownership type of establishment	One of several UK workplaces of the same organisation	4	23	17	49	7	100	845
	A single independent establishment	4	30	18	42	6	100	414
Union recognition	Union exists and is recognised	2	17	14	58	9	100	464
	Union does not exist or is not recognised	4	28	18	44	6	100	787
Female employees as a proportion of all employment	0% to 9%	4	39	24	33	0	100	131
	10% to 49%	5	30	15	43	7	100	442
	50% or more	3	20	17	51	8	100	663
Crude indicator of employee skill level	No skilled employees	5	24	18	48	5	100	323
	Some skilled employees	3	26	16	46	8	100	936
All		4	26	17	46	7	100	1259

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

<sup>38</sup> Significance test of difference in proportion of respondents stating "Agree" or "Strongly agree" in East Midlands compared with England.

**Table B.37 Employer attitudes towards work-life balance, East Midlands 2007<sup>39</sup>**

Row per cent		Whether, as an employer, agree that people work best when they can balance their work and the other aspects of their lives					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[19]	[73]	[1]	[7]		100	29
	Retail, Transport, Finance & business services	[31]	[69]				100	32
	Public administration & other services	[42]	[58]				100	31
Size of establishment	5 to 49 employees	[26]	[71]		[2]		100	47
	50 or more employees	[50]	[48]	[2]			100	45
Ownership type of establishment	One of several UK workplaces of the same organisation	39	61	0	0	0	100	64
	A single independent establishment	[13]	* [82]	[0]	[5]		100	28
Union recognition	Union exists and is recognised	[40]	[45]		[15]		100	38
	Union does not exist or is not recognised	31	69	0	0	0	100	50
Female employees as a proportion of all employment	0% to 9%	[4]	* [96]				100	7
	10% to 49%	[26]	[69]	[0]	[4]		100	33
	50% or more	32	68	0	0	0	100	51
Crude indicator of employee skill level	No skilled employees	[37]	[63]				100	21
	Some skilled employees	22	74	0	4	0	100	71
All		29	69	0	2		100	92

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

**Table B.38 Employer attitudes towards work-life balance, England 2007**

Row per cent		Whether, as an employer, agree that people work best when they can balance their work and the other aspects of their lives					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	25	60	7	8		100	286
	Retail, Transport, Finance & business services	35	59	3	3	1	100	465
	Public administration & other services	46	50	1	2	0	100	474
Size of establishment	5 to 49 employees	34	58	3	4	0	100	685
	50 or more employees	36	58	5	2	0	100	540
Ownership type of establishment	One of several UK workplaces of the same organisation	36	57	3	2	1	100	795
	A single independent establishment	32	59	4	5		100	430
Union recognition	Union exists and is recognised	41	53	1	4	0	100	455
	Union does not exist or is not recognised	34	58	4	4	0	100	713
Female employees as a proportion of all employment	0% to 9%	30	55	9	3	3	100	126
	10% to 49%	32	58	5	5		100	442
	50% or more	38	58	1	3	0	100	656
Crude indicator of employee skill level	No skilled employees	38	57	2	2	1	100	260
	Some skilled employees	32	59	5	5	0	100	965
All		34	58	4	4	0	100	1225

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

<sup>39</sup> Significance test of difference in proportion of respondents stating "Agree" or "Strongly agree" in East Midlands compared with England.

**Table B.39 Employer attitudes towards work-life balance, East Midlands 2003**

Row per cent		Whether, as an employer, agree that people work best when they can balance their work and the other aspects of their lives					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[28]	[62]	[9]	[1]		100	36
	Retail, Transport, Finance & business services	[36]	[58]	[2]	[3]		100	34
	Public administration & other services	[49]	[47]	[4]			100	43
Size of establishment	5 to 49 employees	39	56	3	2	0	100	70
	50 or more employees	[23]	[65]	[11]	[1]		100	43
Ownership type of establishment	One of several UK workplaces of the same organisation	46	54	0	0	0	100	66
	A single independent establishment	[28]	[61]	[7]	[4]		100	47
Union recognition	Union exists and is recognised	[59]	[39]	[1]			100	42
	Union does not exist or is not recognised	32	61	4	3	0	100	70
Female employees as a proportion of all employment	0% to 9%	[30]	[70]				100	11
	10% to 49%	[28]	[64]	[8]	[0]		100	42
	50% or more	43	53	1	4	0	100	56
Crude indicator of employee skill level	No skilled employees	[33]	[62]	[5]			100	26
	Some skilled employees	39	54	3	4	0	100	87
All		37	58	4	2		100	113

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

**Table B.40 Employer attitudes towards work-life balance, England 2003**

Row per cent		Whether, as an employer, agree that people work best when they can balance their work and the other aspects of their lives					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	26	64	7	3	1	100	296
	Retail, Transport, Finance & business services	39	58	2	1	0	100	506
	Public administration & other services	47	49	2	1	1	100	457
Size of establishment	5 to 49 employees	38	58	3	1	0	100	801
	50 or more employees	37	56	4	3		100	458
Ownership type of establishment	One of several UK workplaces of the same organisation	41	56	2	1	0	100	847
	A single independent establishment	32	61	5	1	1	100	412
Union recognition	Union exists and is recognised	50	47	1	2	0	100	465
	Union does not exist or is not recognised	35	60	4	1	0	100	785
Female employees as a proportion of all employment	0% to 9%	20	72	6	2		100	131
	10% to 49%	33	61	4	1	1	100	441
	50% or more	44	53	2	1	0	100	663
Crude indicator of employee skill level	No skilled employees	39	57	3	1	0	100	322
	Some skilled employees	37	58	3	2	0	100	937
All		38	58	3	1	0	100	1259

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

**Table B.41 Employer attitudes towards work-life balance, East Midlands 2007<sup>40</sup>**

Row per cent		Whether, as an employer, agree that policies that help employees balance work and other interests are often unfair to some employees					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[4]	[33]	[2]	[62]	[0]	100	28
	Retail, Transport, Finance & business services		[50]	[5]	[46]	[0]	100	32
	Public administration & other services	[12]	[45]	[7]	[35]	[1]	100	30
Size of establishment	5 to 49 employees	[2]	[46]	[4]	[48]		100	45
	50 or more employees	[9]	[37]	[3]	[49]	[2]	100	45
Ownership type of establishment	One of several UK workplaces of the same organisation	3	39	1	56	0	100	63
	A single independent establishment	[1]	[54]	[8]	[37]		100	27
Union recognition	Union exists and is recognised	[8]	[52]	[11]	[28]	[2]	100	37
	Union does not exist or is not recognised	2	36	4	58	0	100	50
Female employees as a proportion of all employment	0% to 9%	[21]	*	[67]	[12]		100	7
	10% to 49%			[42]	[8]		100	32
	50% or more	3	46	2	49	0	100	50
Crude indicator of employee skill level	No skilled employees		[44]		[56]	[0]	100	21
	Some skilled employees	5	46	8	41	0	100	69
All		2	45	4	48	0	100	90

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

**Table B.42 Employer attitudes towards work-life balance, England 2007**

Row per cent		Whether, as an employer, agree that policies that help employees balance work and other interests are often unfair to some employees					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	3	40	16	37	4	100	277
	Retail, Transport, Finance & business services	9	34	13	41	4	100	462
	Public administration & other services	5	35	11	43	6	100	461
Size of establishment	5 to 49 employees	7	34	13	42	4	100	665
	50 or more employees	8	43	13	32	4	100	535
Ownership type of establishment	One of several UK workplaces of the same organisation	7	34	13	42	4	100	780
	A single independent establishment	7	37	14	38	4	100	420
Union recognition	Union exists and is recognised	8	45	11	32	4	100	446
	Union does not exist or is not recognised	7	34	14	41	4	100	699
Female employees as a proportion of all employment	0% to 9%	16	29	12	39	4	100	122
	10% to 49%	5	34	13	44	4	100	431
	50% or more	7	38	14	37	4	100	646
Crude indicator of employee skill level	No skilled employees	6	35	15	39	4	100	250
	Some skilled employees	7	35	12	41	4	100	950
All		7	35	13	40	4	100	1200

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

<sup>40</sup> Significance test of difference in proportion of respondents stating "Agree" or "Strongly agree" in East Midlands compared with England.

**Table B.43 Employer attitudes towards work-life balance, East Midlands 2003**

Row per cent		Whether, as an employer, agree that policies that help employees balance work and other interests are often unfair to some employees					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[6]	[42]	[38]	[14]	[0]	100	35
	Retail, Transport, Finance & business services	[8]	[28]	[33]	[32]		100	35
	Public administration & other services	[3]	[36]	[24]	[37]	[0]	100	42
Size of establishment	5 to 49 employees	7	31	34	28	0	100	71
	50 or more employees	[1]	[41]	[24]	[33]	[1]	100	41
Ownership type of establishment	One of several UK workplaces of the same organisation	1	32	27	40	0	100	65
	A single independent establishment	[11]	[32]	[38]	[20]		100	47
Union recognition	Union exists and is recognised		[41]	[28]	[31]	[1]	100	42
	Union does not exist or is not recognised	8	30	34	28	0	100	70
Female employees as a proportion of all employment	0% to 9%	[7]	[66]	[11]	[16]		100	11
	10% to 49%	[14]	[31]	[45]	[9]	[0]	100	42
	50% or more	0	29	22	49	0	100	56
Crude indicator of employee skill level	No skilled employees	[8]	[38]	[28]	[25]		100	27
	Some skilled employees	5	28	36	31	0	100	85
All		7	32	33	29	0	100	112

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

**Table B.44 Employer attitudes towards work-life balance, England 2003**

Row per cent		Whether, as an employer, agree that policies that help employees balance work and other interests are often unfair to some employees					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	5	40	22	30	2	100	295
	Retail, Transport, Finance & business services	6	36	19	38	1	100	506
	Public administration & other services	3	37	21	37	2	100	455
Size of establishment	5 to 49 employees	5	37	20	36	1	100	800
	50 or more employees	4	39	17	37	2	100	456
Ownership type of establishment	One of several UK workplaces of the same organisation	4	36	17	41	2	100	845
	A single independent establishment	7	39	24	29	1	100	411
Union recognition	Union exists and is recognised	2	32	18	46	1	100	465
	Union does not exist or is not recognised	6	38	21	34	1	100	783
Female employees as a proportion of all employment	0% to 9%	6	47	16	30	0	100	131
	10% to 49%	6	36	21	35	2	100	440
	50% or more	4	37	19	38	1	100	662
Crude indicator of employee skill level	No skilled employees	7	36	18	39	1	100	321
	Some skilled employees	4	38	21	35	2	100	935
All		5	37	20	36	1	100	1256

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

**Table B.45 Employer attitudes towards work-life balance, East Midlands 2007<sup>41</sup>**

		Whether, as an employer, agree that employers should make a special effort to accommodate the particular difficulties parents of young and disabled children face in balancing their work and family life					Total		
Row per cent		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base		
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[7]	[76]	[8]	[9]		100	29	
	Retail, Transport, Finance & business services	[17]	[77]	[0]	[5]		100	32	
	Public administration & other services	[25]	[66]	[6]		[3]	100	30	
Size of establishment	5 to 49 employees	[15]	[78]	[3]	[4]		100	47	
	50 or more employees	[21]	[50]	[6]	[19]	[3]	100	44	
Ownership type of establishment	One of several UK workplaces of the same organisation	22	72	2	3	1	100	63	
	A single independent establishment	[6]	[81]	[4]	[9]		100	28	
Union recognition	Union exists and is recognised	[16]	[44]	[8]	[30]	*	[3]	100	38
	Union does not exist or is not recognised	[17]	[78]	[3]	[2]		100	49	
Female employees as a proportion of all employment	0% to 9%	[5]	[20]	[55]	[21]		100	7	
	10% to 49%	[16]	[77]	[2]	[5]		100	33	
	50% or more	15	77	2	6	1	100	50	
Crude indicator of employee skill level	No skilled employees	[18]	[82]	[0]		*	100	21	
	Some skilled employees	13	69	6	11	1	100	70	
All		15	75	3	6	0	100	91	

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

**Table B.46 Employer attitudes towards work-life balance, England 2007**

		Whether, as an employer, agree that employers should make a special effort to accommodate the particular difficulties parents of young and disabled children face in balancing their work and family life					Total	
Row per cent		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	18	67	8	8	0	100	284
	Retail, Transport, Finance & business services	25	63	6	6	1	100	466
	Public administration & other services	29	62	5	3	0	100	469
Size of establishment	5 to 49 employees	24	64	6	6	0	100	682
	50 or more employees	22	65	6	7	0	100	537
Ownership type of establishment	One of several UK workplaces of the same organisation	24	64	5	6	0	100	790
	A single independent establishment	23	63	7	6	1	100	429
Union recognition	Union exists and is recognised	22	61	9	8	0	100	453
	Union does not exist or is not recognised	25	64	6	5	0	100	711
Female employees as a proportion of all employment	0% to 9%	17	64	11	9		100	125
	10% to 49%	28	61	6	4	0	100	439
	50% or more	21	66	5	7	1	100	654
Crude indicator of employee skill level	No skilled employees	29	63	4	4		100	257
	Some skilled employees	21	64	7	7	1	100	962
All		24	64	6	6	0	100	1219

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

<sup>41</sup> Significance test of difference in proportion of respondents stating "Disagree" or "Strongly disagree" in East Midlands compared with England.

**Table B.47 Employer attitudes towards work-life balance, East Midlands 2003**

Row per cent		Whether, as an employer, agree that employers should make a special effort to accommodate the particular difficulties parents of young and disabled children face in balancing their work and family life					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[6]	[75]	[13]	[6]	100	36	
	Retail, Transport, Finance & business services	[27]	[53]	[4]	[15]	100	35	
	Public administration & other services	[43]	[45]	[10]	[2]	100	42	
Size of establishment	5 to 49 employees	26	56	7	11	100	71	
	50 or more employees	[17]	[59]	[10]	[14]	100	42	
Ownership type of establishment	One of several UK workplaces of the same organisation	39	41	8	12	100	65	
	A single independent establishment	[13]	[69]	[6]	[11]	100	48	
Union recognition	Union exists and is recognised	[33]	[44]	[1]	[22]	100	42	
	Union does not exist or is not recognised	23	59	8	9	100	71	
Female employees as a proportion of all employment	0% to 9%	[7]	[33]	[13]	[47]	100	11	
	10% to 49%	[11]	[71]	[6]	[12]	100	43	
	50% or more	41	45	7	7	100	56	
Crude indicator of employee skill level	No skilled employees	[24]	[55]	[7]	[15]	100	27	
	Some skilled employees	26	58	7	9	100	86	
All		25	57	7	12	100	113	

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

**Table B.48 Employer attitudes towards work-life balance, England 2003**

Row per cent		Whether, as an employer, agree that employers should make a special effort to accommodate the particular difficulties parents of young and disabled children face in balancing their work and family life					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	13	65	14	5	1	100	296
	Retail, Transport, Finance & business services	21	67	7	4	1	100	507
	Public administration & other services	27	57	9	5	1	100	456
Size of establishment	5 to 49 employees	21	65	8	5	1	100	802
	50 or more employees	20	65	12	2	0	100	457
Ownership type of establishment	One of several UK workplaces of the same organisation	25	64	8	3	0	100	847
	A single independent establishment	14	68	11	6	1	100	412
Union recognition	Union exists and is recognised	30	58	8	4	0	100	465
	Union does not exist or is not recognised	19	67	9	5	1	100	785
Female employees as a proportion of all employment	0% to 9%	11	68	13	8		100	130
	10% to 49%	16	67	10	6	1	100	442
	50% or more	26	63	7	3	1	100	664
Crude indicator of employee skill level	No skilled employees	18	67	10	4	1	100	324
	Some skilled employees	23	64	8	5	1	100	935
All		21	65	9	4	1	100	1259

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

**Table B.49 Employer attitudes towards work-life balance, East Midlands 2007**

Row per cent		Whether, as an employer, agree that people who work flexibly are just as likely to be promoted as those who don't					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[3]	[49]	[5]	[31]	[12]	100	29
	Retail, Transport, Finance & business services	[23]	[51]	[20]	[6]	[0]	100	32
	Public administration & other services	[20]	[74]		[6]		100	30
Size of establishment	5 to 49 employees	[15]	[53]	[15]	[13]	[4]	100	46
	50 or more employees	[40]	[50]	[0]	[9]	[1]	100	45
Ownership type of establishment	One of several UK workplaces of the same organisation	26	65	0	8	0	100	64
	A single independent establishment	[4]	[34]	[34]	[20]	[8]	100	27
Union recognition	Union exists and is recognised	[31]	[44]		[25]		100	38
	Union does not exist or is not recognised	[8]	[57]	[18]	[13]	[4]	100	49
Female employees as a proportion of all employment	0% to 9%		[86]		[12]	[3]	100	7
	10% to 49%	[3]	[42]	[27]	[21]	[7]	100	33
	50% or more	30	60	3	6	0	100	50
Crude indicator of employee skill level	No skilled employees	[25]	[43]	[16]	[10]	[7]	100	20
	Some skilled employees	10	62	11	16	0	100	71
All		17	53	13	13	3	100	91

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

**Table B.50 Employer attitudes towards work-life balance, England 2007**

Row per cent		Whether, as an employer, agree that people who work flexibly are just as likely to be promoted as those who don't					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	12	58	12	16	2	100	280
	Retail, Transport, Finance & business services	22	60	5	11	2	100	457
	Public administration & other services	26	58	6	9	1	100	470
Size of establishment	5 to 49 employees	20	59	7	12	2	100	668
	50 or more employees	22	60	4	13	2	100	539
Ownership type of establishment	One of several UK workplaces of the same organisation	21	63	3	10	2	100	789
	A single independent establishment	19	54	11	15	1	100	418
Union recognition	Union exists and is recognised	19	61	2	16	2	100	451
	Union does not exist or is not recognised	20	59	8	12	2	100	700
Female employees as a proportion of all employment	0% to 9%	11	61	14	9	4	100	123
	10% to 49%	18	58	9	14	2	100	433
	50% or more	24	60	4	11	2	100	650
Crude indicator of employee skill level	No skilled employees	18	66	6	9	1	100	255
	Some skilled employees	22	55	7	14	2	100	952
All		20	59	7	12	2	100	1207

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

**Table B.51 Employer attitudes towards work-life balance, East Midlands 2003**

Row per cent		Whether, as an employer, agree that people who work flexibly are just as likely to be promoted as those who don't					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[17]	[52]	[20]	[10]		100	36
	Retail, Transport, Finance & business services	[30]	[37]	[15]	[19]		100	35
	Public administration & other services	[23]	[59]	[11]	[6]		100	42
Size of establishment	5 to 49 employees	26	44	15	15		100	71
	50 or more employees	[27]	[41]	[16]	[16]		100	42
Ownership type of establishment	One of several UK workplaces of the same organisation	39	43	2	15		100	65
	A single independent establishment	[15]	[43]	[26]	[15]		100	48
Union recognition	Union exists and is recognised	[44]	[49]	[3]	[4]		100	42
	Union does not exist or is not recognised	23	42	18	17		100	71
Female employees as a proportion of all employment	0% to 9%	[7]	[80]		[13]		100	11
	10% to 49%	[23]	[26]	[32]	[20]		100	43
	50% or more	29	55	3	12		100	56
Crude indicator of employee skill level	No skilled employees	[22]	[43]	[18]	[16]		100	27
	Some skilled employees	29	43	13	14		100	86
All		26	43	15	15		100	113

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

**Table B.52 Employer attitudes towards work-life balance, England 2003**

Row per cent		Whether, as an employer, agree that people who work flexibly are just as likely to be promoted as those who don't					Total	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted base	
SIC 92: aggregated	Manufacturing, agriculture, mining, utilities and Construction	10	59	19	11	2	100	295
	Retail, Transport, Finance & business services	20	57	12	10	1	100	506
	Public administration & other services	20	61	11	7	1	100	455
Size of establishment	5 to 49 employees	17	59	14	10	1	100	800
	50 or more employees	25	54	10	9	2	100	456
Ownership type of establishment	One of several UK workplaces of the same organisation	21	60	8	10	1	100	844
	A single independent establishment	14	55	21	9	1	100	412
Union recognition	Union exists and is recognised	27	58	9	6	1	100	465
	Union does not exist or is not recognised	16	58	14	11	1	100	783
Female employees as a proportion of all employment	0% to 9%	8	64	12	15	0	100	130
	10% to 49%	17	54	17	11	2	100	440
	50% or more	21	60	11	7	1	100	663
Crude indicator of employee skill level	No skilled employees	18	58	12	11	0	100	323
	Some skilled employees	18	58	14	9	1	100	933
All		18	58	13	10	1	100	1256

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

**Table B.53 Employer Childcare Arrangements, East Midlands 2007<sup>42</sup>**

Row per cent	Childcare arrangements by employer				Total	
	No help with childcare	Childcare situated at workplace	Financial help only	Other help with childcare	Unweighted base	
SIC 2003: aggregated						
	Manufacturing, agriculture, mining, utilities and Construction	[96]		[4]	100	30
	Retail, Transport, Finance & business services	[74]	[1]	[23]	[3]	100
	Public administration & other services	[69]	[7]	[24]		100
Size of establishment	5 to 49 employees	[82]	[0]	[16]	[2]	100
	50 or more employees	[55]	[10]	[35]		100
Ownership type of establishment	One of several UK workplaces of the same organisation	71	2	27	0	100
	A single independent establishment	[91]	[0]	[4]	[4]	100
Union recognition	Union exists and is recognised	[54]	[7]	[39]		100
	Union does not exist or is not recognised	80	[80]	[80]	[80]	100
Female employees as a proportion of all employment	0% to 9%	[98]*		[2]		100
	10% to 49%	[77]	[1]	[18]	[4]	100
	50% or more	79	2	19	0	100
Crude indicator of employee skill level	No skilled employees	[86]	[0]	[14]		100
	Some skilled employees	73	3	22	3	100
All		79	1	18	2	100

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

**Table B.54 Employer Childcare Arrangements, England 2007**

Row per cent	Childcare arrangements by employer				Total	
	No help with childcare	Childcare situated at workplace	Financial help only	Other help with childcare	Unweighted base	
SIC 2003: aggregated						
	Manufacturing, agriculture, mining, utilities and Construction	93	0	3	4	100
	Retail, Transport, Finance & business services	82	1	13	4	100
	Public administration & other services	73	11	12	5	100
Size of establishment	5 to 49 employees	85	2	9	4	100
	50 or more employees	68	4	25	3	100
Ownership type of establishment	One of several UK workplaces of the same organisation	75	2	18	5	100
	A single independent establishment	93	2	2	3	100
Union recognition	Union exists and is recognised	69	7	21	4	100
	Union does not exist or is not recognised	85	1	10	4	100
Female employees as a proportion of all employment	0% to 9%	88	2	5	6	100
	10% to 49%	85	1	10	4	100
	50% or more	80	3	13	4	100
Crude indicator of employee skill level	No skilled employees	82	0	13	5	100
	Some skilled employees	84	3	10	4	100
All		83	2	11	4	100

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2007

<sup>42</sup> 'Other help with childcare' consists of childcare arrangements during school holidays; information about local provision and/or establishment is a childcare facility, can be used in emergency.

**Table B.55 Employer Childcare Arrangements, East Midlands 2003**

Row per cent		Childcare arrangements by employer				Total	
		No help with childcare	Childcare situated at workplace	Financial help only	Other help with childcare	Unweighted base	
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	[98]		[2]	[0]	100	38
	Retail, Transport, Finance & business services	[100]*		[0]		100	36
	Public administration & other services	[84]	[8]	[4]	[3]	100	45
Size of establishment	5 to 49 employees	98*	1	1	0	100	76
	50 or more employees	[91]	[2]	[6]	[1]	100	43
Ownership type of establishment	One of several UK workplaces of the same organisation	96*	2	2	0	100	68
	A single independent establishment	[98]*	[1]	[0]	[1]	100	51
Union recognition	Union exists and is recognised	[90]	[3]	[7]	[1]	100	42
	Union does not exist or is not recognised	99*	1	0	1	100	71
Female employees as a proportion of all employment	0% to 9%	[100]*				100	12
	10% to 49%	[99]*		[1]	[0]	100	44
	50% or more	95*	2	1	1	100	59
Crude indicator of employee skill level	No skilled employees	[100]*				100	28
	Some skilled employees	95*	2	2	1	100	91
All		97*	1	1	1	100	119

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

**Table B.56 Employer Childcare Arrangements, England 2003**

Row per cent		Childcare arrangements by employer				Total	
		No help with childcare	Childcare situated at workplace	Financial help only	Other help with childcare	Unweighted base	
SIC 2003: aggregated	Manufacturing, agriculture, mining, utilities and Construction	96	0	1	3	100	300
	Retail, Transport, Finance & business services	94	1	3	2	100	509
	Public administration & other services	85	8	2	5	100	461
Size of establishment	5 to 49 employees	94	1	2	3	100	811
	50 or more employees	90	4	3	3	100	459
Ownership type of establishment	One of several UK workplaces of the same organisation	92	2	4	2	100	852
	A single independent establishment	95	1	1	3	100	418
Union recognition	Union exists and is recognised	81	7	7	5	100	465
	Union does not exist or is not recognised	96	0	2	2	100	785
Female employees as a proportion of all employment	0% to 9%	95	0	1	4	100	134
	10% to 49%	95	0	3	1	100	443
	50% or more	91	3	2	4	100	670
Crude indicator of employee skill level	No skilled employees	96	1	2	1	100	322
	Some skilled employees	92	2	3	3	100	948
All		93	2	3	3	100	1270

Base: Establishments with 5 or more employees  
Source: Work-Life Balance Employer Survey 2003

**Table B.57 Employers with Equal Opportunities Policies by target group, East Midlands 2004**

Row per cent		Equal opportunities policy				Unweighted base
		Gender	Ethnicity	Disability	Age	
SIC 2003: aggregated	Manufacturing, Utilities and production & Construction	[31]	[31]	[29]	[23]	42
	Retail, Transport, Finance & business	47	47	42	23*	72
	Public admin & other services	83	83	74	70	58
Size of establishment	5 - 49	44	44	40	27	75
	50+	85	85	79	50	97
Ownership type of establishment	One of several UK workplaces of the same organisation	73	73	65	42	122
	A single independent establishment	[18]	[18]	[16]	[14]	48
Union recognition	Union exists and is recognised	89	89	87	65	77
	Union does not exist or is not recognised	39	39	34	21*	95
Establishment age	Up to 9 years	[41]	[41]	[40]	[30]	32
	10 to 24 years	39	39	31*	11*	53
	25 or more years	64	64	60	49	87
Female employees as a proportion of all employment	0% to 9%	[44]	[44]	[39]	[38]	13
	10% to 49%	41	41	41	26	73
	50% or more	55	55	47	31*	86
Crude indicator of employee skill level	No skilled employees	[49]	[49]	[43]	[23]*	49
	Some skilled employees	48	48	45	37	123
All		49	49	44	30	172

Base: Establishments with 5 or more employees

Source: Workplace Employment Relations Survey 2004

Note: Multiple responses

**Table B.58 Employers with Equal Opportunities Policies by target group, England 2004**

Row per cent		Equal opportunities policy				Unweighted base
		Gender	Ethnicity	Disability	Age	
SIC 2003: aggregated	Manufacturing, Utilities and production & Construction	33	32	30	22	391
	Retail, Transport, Finance & business	52	51	50	38	869
	Public admin & other services	75	76	72	62	696
Size of establishment	5 - 49	48	47	46	36	830
	50+	82	82	80	61	1126
Ownership type of establishment	One of several UK workplaces of the same organisation	69	68	67	53	1456
	A single independent establishment	25	24	22	17	463
Union recognition	Union exists and is recognised	82	82	81	64	888
	Union does not exist or is not recognised	45	43	42	32	1068
Establishment age	Up to 9 years	46	44	46	31	412
	10 to 24 years	57	57	55	44	568
	25 or more years	52	50	46	39	969
Female employees as a proportion of all employment	0% to 9%	34	35	32	24	189
	10% to 49%	45	42	42	30	714
	50% or more	60	61	58	48	1046
Crude indicator of employee skill level	No skilled employees	56	55	54	41	515
	Some skilled employees	48	48	45	37	1441
All		52	51	49	39	1956

Base: Establishments with 5 or more employees

Source: Workplace Employment Relations Survey 2004

Note: Multiple responses

**Table B.59 Employers monitoring equal opportunities in recruitment by target group, East Midlands 2004**

Row per cent		Monitor recruitment and selection				Unweighted base
		Gender	Ethnicity	Disability	Age	
SIC 2003: aggregated	Manufacturing, Utilities and production & Construction	[27]	[16]	[27]	[37]	42
	Retail, Transport, Finance & business	10	9	11	10	72
	Public admin & other services	36	37	37	28	58
Size of establishment	5 - 49	16	13	17	18	75
	50+	25	24	25	21	97
Ownership type of establishment	One of several UK workplaces of the same organisation	23	23	25	21	122
	A single independent establishment	[10]	[4]	[10]	[16]	48
Union recognition	Union exists and is recognised	22*	22*	23*	14*	77
	Union does not exist or is not recognised	16	13	17	19	95
Establishment age	Up to 9 years	[29]	[29]	[28]	[27]	32
	10 to 24 years	10	4*	11	11	53
	25 or more years	17	17	20	21	87
Female employees as a proportion of all employment	0% to 9%	*	[0]*	[3]	*	13
	10% to 49%	23	17	25	29	73
	50% or more	14	14*	14	12	86
Crude indicator of employee skill level	No skilled employees	[8]*	[8]*	[9]	[8]*	49
	Some skilled employees	28	22	28	31	123
All		17	15	18	18	172

Base: Establishments with 5 or more employees

Source: Workplace Employment Relations Survey 2004

Note: Multiple responses

**Table B.60 Employers monitoring equal opportunities in recruitment by target group, England 2004**

Row per cent		Monitor recruitment and selection				Unweighted base
		Gender	Ethnicity	Disability	Age	
SIC 2003: aggregated	Manufacturing, Utilities and production & Construction	9	8	9	16	391
	Retail, Transport, Finance & business	14	14	14	14	869
	Public admin & other services	37	40	38	28	696
Size of establishment	5 - 49	15	15	15	16	830
	50+	31	32	29	23	1126
Ownership type of establishment	One of several UK workplaces of the same organisation	23	24	23	20	1456
	A single independent establishment	7	5	7	11	463
Union recognition	Union exists and is recognised	39	43	41	29	888
	Union does not exist or is not recognised	11	10	11	14	1068
Establishment age	Up to 9 years	16	16	15	17	412
	10 to 24 years	16	16	15	16	568
	25 or more years	18	18	20	18	969
Female employees as a proportion of all employment	0% to 9%	6	6	8	9	189
	10% to 49%	11	10	11	13	714
	50% or more	22	23	22	20	1046
Crude indicator of employee skill level	No skilled employees	17	17	16	16	515
	Some skilled employees	16	16	17	17	1441
All		17	17	17	17	1956

Base: Establishments with 5 or more employees

Source: Workplace Employment Relations Survey 2004

Note: Multiple responses

**Table B.61 Employers reviewing equal opportunities in recruitment by target group, East Midlands 2004**

Row per cent		Review recruitment and selection procedures to identify indirect discrimination				Unweighted base
		Gender	Ethnicity	Disability	Age	
SIC 2003: aggregated	Manufacturing, Utilities and production & Construction	[27]	[16]	[27]	[26]	42
	Retail, Transport, Finance & business	14	15	15	15	72
	Public admin & other services	28	30	27	25	58
Size of establishment	5 - 49	19	17	19	18	75
	50+	22	23	23	24	97
Ownership type of establishment	One of several UK workplaces of the same organisation	27	27	27	27	122
	A single independent establishment	[9]	[5]	[10]	[9]	48
Union recognition	Union exists and is recognised	16*	19*	16*	15	77
	Union does not exist or is not recognised	20	17	20	20	95
Establishment age	Up to 9 years	[27]	[28]	[26]	[26]	32
	10 to 24 years	11	7*	13	12	53
	25 or more years	22	22	22	22	87
Female employees as a proportion of all employment	0% to 9%	[1]*	[1]*	[4]	[1]	13
	10% to 49%	22	18	24	22	73
	50% or more	18	19	18	18	86
Crude indicator of employee skill level	No skilled employees	[15]	[16]	[16]	[15]	49
	Some skilled employees	24	19	24	24	123
All		19	17	19	19	172

Base: Establishments with 5 or more employees

Source: Workplace Employment Relations Survey 2004

Note: Multiple responses

**Table B.62 Employers reviewing equal opportunities in recruitment by target group, England 2004**

Row per cent		Review recruitment and selection procedures to identify indirect discrimination				Unweighted base
		Gender	Ethnicity	Disability	Age	
SIC 2003: aggregated	Manufacturing, Utilities and production & Construction	9	10	9	7	391
	Retail, Transport, Finance & business	12	12	12	11	869
	Public admin & other services	34	36	35	28	696
Size of establishment	5 - 49	13	14	14	12	830
	50+	23	25	24	19	1126
Ownership type of establishment	One of several UK workplaces of the same organisation	21	21	20	18	1456
	A single independent establishment	5	6	6	5	463
Union recognition	Union exists and is recognised	32	34	33	27	888
	Union does not exist or is not recognised	10	10	10	10	1068
Establishment age	Up to 9 years	12	13	11	10	412
	10 to 24 years	17	16	17	16	568
	25 or more years	15	16	16	13	969
Female employees as a proportion of all employment	0% to 9%	4	4	5	5	189
	10% to 49%	10	11	10	8	714
	50% or more	19	20	20	18	1046
Crude indicator of employee skill level	No skilled employees	15	16	15	14	515
	Some skilled employees	14	14	15	12	1441
All		15	15	15	13	1956

Base: Establishments with 5 or more employees

Source: Workplace Employment Relations Survey 2004

Note: Multiple responses

**Table B.63 Employers monitoring equal opportunities in promotion by target group, East Midlands 2004**

Row per cent		Monitor promotion				Unweighted base
		Gender	Ethnicity	Disability	Age	
SIC 2003: aggregated	Manufacturing, Utilities and production & Construction	[1]	[1]	[1]	[0]	42
	Retail, Transport, Finance & business	0*	0*	0*	*	72
	Public admin & other services	18	18	14	13	58
Size of establishment	5 - 49	2*	2*	2*	1*	75
	50+	9	9	9	6	97
Ownership type of establishment	One of several UK workplaces of the same organisation	3*	3*	3*	2*	122
	A single independent establishment	[3]	[3]	[2]	[2]	48
Union recognition	Union exists and is recognised	10*	10*	8*	6*	77
	Union does not exist or is not recognised	1*	1*	1*	1*	95
Establishment age	Up to 9 years	[5]	[5]*	[3]	[3]	32
	10 to 24 years	1*	1	1*	0*	53
	25 or more years	4*	4*	4*	3*	87
Female employees as a proportion of all employment	0% to 9%	*	*	[3]	*	13
	10% to 49%	1*	1*	1	1*	73
	50% or more	4*	4*	3*	3*	86
Crude indicator of employee skill level	No skilled employees	[0]*	[0]*	[0]*	[0]*	49
	Some skilled employees	6	6	5	4	123
All		3*	3*	2*	2*	172

Base: Establishments with 5 or more employees

Source: Workplace Employment Relations Survey 2004

Note: Multiple responses

**Table B.64 Employers monitoring equal opportunities in promotion by target group, England 2004**

Row per cent		Monitor promotion				Unweighted base
		Gender	Ethnicity	Disability	Age	
SIC 2003: aggregated	Manufacturing, Utilities and production & Construction	3	2	2	2	391
	Retail, Transport, Finance & business	6	6	5	5	869
	Public admin & other services	19	22	19	15	696
Size of establishment	5 - 49	6	7	6	5	830
	50+	14	14	12	10	1126
Ownership type of establishment	One of several UK workplaces of the same organisation	10	11	10	8	1456
	A single independent establishment	2	2	2	2	463
Union recognition	Union exists and is recognised	21	22	21	16	888
	Union does not exist or is not recognised	4	4	3	3	1068
Establishment age	Up to 9 years	5	4	4	4	412
	10 to 24 years	8	9	7	6	568
	25 or more years	8	8	8	7	969
Female employees as a proportion of all employment	0% to 9%	2	3	2	2	189
	10% to 49%	4	4	4	3	714
	50% or more	10	11	10	8	1046
Crude indicator of employee skill level	No skilled employees	8	8	7	6	515
	Some skilled employees	7	7	6	5	1441
All		7	7	7	6	1956

Base: Establishments with 5 or more employees

Source: Workplace Employment Relations Survey 2004

Note: Multiple responses

**Table B.65 Employers reviewing equal opportunities in promotion by target group, East Midlands 2004**

Row per cent		Review promotion procedures to identify indirect discrimination				Unweighted base
		Gender	Ethnicity	Disability	Age	
SIC 2003: aggregated	Manufacturing, Utilities and production & Construction	[5]	[5]	[5]	[4]	42
	Retail, Transport, Finance & business	9	8	8	9	72
	Public admin & other services	22	23	22	17	58
Size of establishment	5 - 49	9	9	8	8	75
	50+	17	17	17	15	97
Ownership type of establishment	One of several UK workplaces of the same organisation	14	14	14	14	122
	A single independent establishment	[5]	[4]	[3]	[3]	48
Union recognition	Union exists and is recognised	12	12	12	8	77
	Union does not exist or is not recognised	9	9	9	9	95
Establishment age	Up to 9 years	[9]	[10]	[9]	[7]	32
	10 to 24 years	6	5	5	6	53
	25 or more years	15	15	15	14	87
Female employees as a proportion of all employment	0% to 9%	*	*	*	*	13
	10% to 49%	8	6	6	7	73
	50% or more	13	13	13	12	86
Crude indicator of employee skill level	No skilled employees	[12]	[11]	[10]	[12]	49
	Some skilled employees	8	8	8	6	123
All		10	9	9	9	172

Base: Establishments with 5 or more employees

Source: Workplace Employment Relations Survey 2004

Note: Multiple responses

**Table B.66 Employers reviewing equal opportunities in promotion by target group, England 2004**

Row per cent		Review promotion procedures to identify indirect discrimination				Unweighted base
		Gender	Ethnicity	Disability	Age	
SIC 2003: aggregated	Manufacturing, Utilities and production & Construction	4	3	3	2	391
	Retail, Transport, Finance & business	7	7	6	6	869
	Public admin & other services	21	23	21	18	696
Size of establishment	5 - 49	7	7	7	7	830
	50+	15	15	14	12	1126
Ownership type of establishment	One of several UK workplaces of the same organisation	12	12	12	10	1456
	A single independent establishment	2	2	2	2	463
Union recognition	Union exists and is recognised	20	20	20	18	888
	Union does not exist or is not recognised	5	5	5	5	1068
Establishment age	Up to 9 years	5	5	5	4	412
	10 to 24 years	8	8	8	7	568
	25 or more years	10	10	10	10	969
Female employees as a proportion of all employment	0% to 9%	2	2	2	3	189
	10% to 49%	5	5	4	4	714
	50% or more	11	12	12	11	1046
Crude indicator of employee skill level	No skilled employees	9	9	9	8	515
	Some skilled employees	8	8	7	6	1441
All		8	8	8	7	1956

Base: Establishments with 5 or more employees

Source: Workplace Employment Relations Survey 2004

Note: Multiple responses

**Table B.67 Employers reviewing equal opportunities in pay by target group, East Midlands 2004**

Row per cent		Review relative pay rates				Unweighted base
		Gender	Ethnicity	Disability	Age	
SIC 2003: aggregated	Manufacturing, Utilities and production & Construction	[5]	[1]	[1]	[4]	42
	Retail, Transport, Finance & business	7	1	1	4	72
	Public admin & other services	6	10	5	6	58
Size of establishment	5 - 49	7	3	2	4	75
	50+	2*	1*	1*	6	97
Ownership type of establishment	One of several UK workplaces of the same organisation	12	4	3	8	122
	A single independent establishment	[0]*	[0]*	[0]*	[0]*	48
Union recognition	Union exists and is recognised	26	8	5	5	77
	Union does not exist or is not recognised	2	1	1	4	95
Establishment age	Up to 9 years	[4]	[3]	[3]	[5]	32
	10 to 24 years	12	*	*	6	53
	25 or more years	3	4	3	2	87
Female employees as a proportion of all employment	0% to 9%	*	*	*	*	13
	10% to 49%	5	2	2	4	73
	50% or more	9	3	1*	5	86
Crude indicator of employee skill level	No skilled employees	[10]	[1]	[1]	[4]	49
	Some skilled employees	3*	4	2	5	123
All		7	2	2	4	172

Base: Establishments with 5 or more employees

Source: Workplace Employment Relations Survey 2004

Note: Multiple responses

**Table B.68 Employers reviewing equal opportunities in pay by target group, England 2004**

Row per cent		Review relative pay rates				Unweighted base
		Gender	Ethnicity	Disability	Age	
SIC 2003: aggregated	Manufacturing, Utilities and production & Construction	5	2	2	4	391
	Retail, Transport, Finance & business	5	3	3	4	869
	Public admin & other services	9	9	7	8	696
Size of establishment	5 - 49	5	3	3	5	830
	50+	11	6	5	7	1126
Ownership type of establishment	One of several UK workplaces of the same organisation	8	5	4	6	1456
	A single independent establishment	1	1	1	2	463
Union recognition	Union exists and is recognised	15	11	10	10	888
	Union does not exist or is not recognised	3	2	2	3	1068
Establishment age	Up to 9 years	4	2	2	3	412
	10 to 24 years	7	4	4	6	568
	25 or more years	6	4	4	5	969
Female employees as a proportion of all employment	0% to 9%	1	1	1	1	189
	10% to 49%	5	3	2	4	714
	50% or more	7	5	4	6	1046
Crude indicator of employee skill level	No skilled employees	5	3	3	5	515
	Some skilled employees	7	4	3	5	1441
All		6	4	3	5	1956

Base: Establishments with 5 or more employees

Source: Workplace Employment Relations Survey 2004

Note: Multiple responses

**Table B.69 Assessment of workplace accessibility, East Midlands 2004**

Row per cent		Formal assessment of workplace accessibility to disabled employees or job applicants.		Total	
		Yes	No	Unweighted base	
SIC 2003: aggregated	Manufacturing, Utilities and production & Construction	[7]*	[93]	100	42
	Retail, Transport, Finance & business	40	60	100	72
	Public admin & other services	66	34	100	57
Size of establishment	5 - 49	33	67	100	74
	50+	58	42	100	97
Ownership type of establishment	One of several UK workplaces of the same organisation	40	60	100	122
	A single independent establishment	[24]	[76]	100	47
Union recognition	Union exists and is recognised	62	38	100	77
	Union does not exist or is not recognised	30	70	100	94
Establishment age	Up to 9 years	[28]	[72]	100	31
	10 to 24 years	23*	77	100	53
	25 or more years	55	45	100	87
Female employees as a proportion of all employment	0% to 9%	[34]	[66]	100	13
	10% to 49%	19*	81	100	73
	50+	49	51	100	85
Crude indicator of employee skill level	No skilled employees	[36]	[64]	100	49
	Some skilled employees	36	64	100	122
All		36	64	100	171

Base: Establishments with 5 or more employees  
Source: Workplace Employment Relations Survey 2004

**Table B.70 Assessment of workplace accessibility, England 2004**

Row per cent		Formal assessment of workplace accessibility to disabled employees or job applicants.		Total	
		Yes	No	Unweighted base	
SIC 2003: aggregated	Manufacturing, Utilities and production & Construction	29	71	100	387
	Retail, Transport, Finance & business	44	56	100	859
	Public admin & other services	70	30	100	689
Size of establishment	5 - 49	43	57	100	824
	50+	63	37	100	1111
Ownership type of establishment	One of several UK workplaces of the same organisation	52	48	100	1441
	A single independent establishment	32	68	100	457
Union recognition	Union exists and is recognised	63	37	100	879
	Union does not exist or is not recognised	40	60	100	1056
Establishment age	Up to 9 years	44	56	100	405
	10 to 24 years	44	56	100	564
	25 or more years	46	54	100	960
Female employees as a proportion of all employment	0% to 9%	20	80	100	188
	10% to 49%	41	59	100	707
	50+	52	48	100	1034
Crude indicator of employee skill level	No skilled employees	43	57	100	514
	Some skilled employees	46	54	100	1421
All		45	55	100	1935

Base: Establishments with 5 or more employees  
Source: Workplace Employment Relations Survey 2004

**Table B.71 Employers measuring Equal Opportunities, East Midlands 2004**

Row per cent		Measure the effects of Equal Opportunities policies on the workplace or employees			Total Unweighted base
		Yes	No		
SIC 2003: aggregated	Manufacturing, Utilities and production & Construction	[11]	[89]	100	33
	Retail, Transport, Finance & business	11	89	100	53
	Public admin & other services	18	82	100	56
Size of establishment	5 - 49	11	89	100	52
	50+	23	77	100	90
Ownership type of establishment	One of several UK workplaces of the same organisation	12	88	100	110
	A single independent establishment	[14]	[86]	100	31
Union recognition	Union exists and is recognised	11*	89	100	72
	Union does not exist or is not recognised	13	87	100	70
Establishment age	Up to 9 years	[9]	[91]	100	25
	10 to 24 years	[12]	[88]	100	39
	25 or more years	15	85	100	78
Female employees as a proportion of all employment	0% to 9%	[4]	[96]	100	10
	10% to 49%	21	79	100	58
	50+	8*	92	100	74
Crude indicator of employee skill level	No skilled employees	[4]*	[96]	100	39
	Some skilled employees	24	76	100	103
All		13	87	100	142

Base: Establishments with 5 or more employees  
Source: Workplace Employment Relations Survey 2004

**Table B.72 Employers measuring Equal Opportunities, England 2004**

Row per cent		Measure the effects of Equal Opportunities policies on the workplace or employees			Total Unweighted base
		Yes	No		
SIC 2003: aggregated	Manufacturing, Utilities and production & Construction	10	90	100	304
	Retail, Transport, Finance & business	11	89	100	677
	Public admin & other services	23	77	100	654
Size of establishment	5 - 49	12	88	100	576
	50+	17	83	100	1059
Ownership type of establishment	One of several UK workplaces of the same organisation	14	86	100	1332
	A single independent establishment	10	90	100	276
Union recognition	Union exists and is recognised	24	76	100	848
	Union does not exist or is not recognised	9	91	100	787
Establishment age	Up to 9 years	12	88	100	325
	10 to 24 years	9	91	100	467
	25 or more years	17	83	100	838
Female employees as a proportion of all employment	0% to 9%	3	97	100	147
	10% to 49%	12	88	100	567
	50+	15	85	100	915
Crude indicator of employee skill level	No skilled employees	11	89	100	407
	Some skilled employees	15	85	100	1228
All		13	87	100	1635

Base: Establishments with 5 or more employees  
Source: Workplace Employment Relations Survey 2004

# Appendix C LFS Tables

**Table C.1 Flexible working arrangements - Employee, East Midlands 2007**

		Type of agreed working arrangement								Total	
		Flexitime	Annualized hours contract	Term time working	Job sharing	Nine day fortnight	Four and a half day week	Zero hours contract	None of these	Unweighted base	
Sex	Male	12	4		0	1	2	1	79	100	204
	Female	13	4	9	1	0	1	0	72	100	175
Ethnicity	White	12	4	4	1	1	2	1	76	100	360
	Non-white	[21]							[79]	100	19
Limiting long-term illness/disability	No	13	3	4	1	1	2	1	76	100	317
	Yes	12	7	1	1		1		77	100	62
Age	16 - 34	11	2	3			2		82	100	88
	35 - 44	12	5	5	1	3			74	100	113
	45 - 60/65	15	4	3	1		3	1	72	100	177
	60/65+								[100]	100	1
Dependent children in household	No	13	4	1	1		2	1	78	100	214
	Yes	12	3	7	0	2	1		73	100	165
SIC 92: aggregated	Production and construction	4*	5			2	6	1	82	100	107
	Retail, transport, finance, business services	15	4	1	1			1	79	100	135
	Public admin and other services	17	3	10	1	1		0	69	100	137
All		13	4	4	1	1	2	1	76	100	379

Base: Adults aged 16 and over living in private households and in work  
Source: Labour Force Survey 2007/08

**Table C.2 Flexible working arrangements - Employee, England 2007**

		Type of agreed working arrangement								Total	
		Flexitime	Annualized hours contract	Term time working	Job sharing	Nine day fortnight	Four and a half day week	Zero hours contract	None of these	Unweighted base	
Sex	Male	12	4	1	0	0	1	0	80	100	2089
	Female	12	5	9	1	0	1	0	72	100	1945
Ethnicity	White	12	4	5	1	0	1	0	76	100	3795
	Non-white	16	6	2	1			0	75	100	239
Limiting long-term illness/disability	No	12	4	5	1	0	1	0	76	100	3430
	Yes	12	5	4	0	0	1	1	77	100	604
Age	16 - 34	12	3	3	0	0	1	0	80	100	976
	35 - 44	12	6	7	1	0	1	0	73	100	1152
	45 - 60/65	12	5	6	1	0	1	0	75	100	1866
	60/65+	[8]	[3]	[5]			[2]	[2]	[80]	100	40
Dependent children in household	No	14	5	3	0	0	1	1	76	100	2162
	Yes	10	4	7	1	0	1	0	77	100	1872
SIC 92: aggregated	Production and construction	10	4	0	0	0	3	0	82	100	895
	Retail, transport, finance, business services	10	4	1	0	0	0	1	84	100	1605
	Public admin and other services	16	6	13	1	0	0	0	63	100	1506
All		12	5	5	1	0	1	0	76	100	4006

Base: Adults aged 16 and over living in private households and in work  
Source: Labour Force Survey 2007/08

**Table C.3 Flexible working arrangements - Employee, East Midlands 2003**

		Type of agreed working arrangement								Total	
		Flexitime	Annualized hours contract	Term time working	Job sharing	Nine day fortnight	Four and a half day week	Zero hours contract	None of these	Unweighted base	
Sex	Male	9	4	2		1	2	1	82	100	179
	Female	20	4	10	2		2		63	100	147
Ethnicity	White	13	4	5	1	1	2	1	74	100	319
	Non-white	[50]							[50]	100	7
Limiting long-term illness/disability	No	13	4	5	1	1	1	1	74	100	274
	Yes	18	2	5			4	2	69	100	52
Age	16 - 34	14	3	5		2	2	1	73	100	89
	35 - 44	9	5	6	1				80	100	94
	45 - 60/65	16	5	5	1		2	1	70	100	141
	60/65+	[42]							[58]	100	2
Dependent children in household	No	15	5	4	0		2	0	73	100	172
	Yes	12	4	7	1	2	1	1	73	100	150
SIC 92: aggregated	Production and construction	9	2		1	3	6		80	100	96
	Retail, transport, finance, business services	11	6		1			1	82	100	127
	Public admin and other services	22	3	17	1			2	55	100	102
All		14	4	5	1	1	2	1	74	100	325

Base: Adults aged 16 and over living in private households and in work  
Source: Labour Force Survey 2003/04

**Table C.4 Flexible working arrangements - Employee, England 2003**

		Type of agreed working arrangement								Total	
		Flexitime	Annualized hours contract	Term time working	Job sharing	Nine day fortnight	Four and a half day week	Zero hours contract	None of these	Unweighted base	
Sex	Male	10	3	1	0	0	2	1	82	100	1962
	Female	13	5	10	2		1	0	69	100	1757
Ethnicity	White	11	4	5	1	0	1	0	76	100	3556
	Non-white	17	1	1	1		2		78	100	163
Limiting long-term illness/disability	No	11	4	5	1	0	1	0	76	100	3212
	Yes	13	5	5	0	0	2	0	75	100	507
Age	16 - 34	11	4	4	1	0	2	0	79	100	1018
	35 - 44	11	4	6	1	0	1	0	77	100	1065
	45 - 60/65	13	4	7	1	0	2	0	73	100	1618
	60/65+	[13]		[11]					[76]	100	18
Dependent children in household	No	12	4	4	1	0	2	0	77	100	1949
	Yes	11	4	7	1	0	1	0	76	100	1757
SIC 92: aggregated	Production and construction	7	3	0	0	0	5	0	84	100	917
	Retail, transport, finance, business services	10	4	1	1	0	0	0	83	100	1480
	Public admin and other services	17	4	14	2	0	1	0	61	100	1301
All		12	4	5	1	0	1	0	76	100	3698

Base: Adults aged 16 and over living in private households and in work  
Source: Labour Force Survey 2003/04

## Appendix D FACS Tables

**Table D.1 Risk of income poverty by family work status - Before Housing Costs, East Midlands 2006**

Row per cent		Poverty threshold - BHC East Midlands		Total	
		Not at risk of income poverty	At risk of income poverty		Unweighted base
Family work status	Lone parent not working 16+ hours	30	70	100	87
	Lone parent working 16+ hours	78	22	100	73
	Couple neither working 16+ hours	[24]	[76]	100	22
	Couple one working 16+ hours	76	24	100	127
	Couple both working 16+ hours	94	6	100	246
All		76	24	100	555

Base: Families with dependent children

Source: Families and Children Survey 2006

**Table D.2 Risk of income poverty by family work status - Before Housing Costs, England 2006**

Row per cent		Poverty threshold - BHC England		Total	
		Not at risk of income poverty	At risk of income poverty		Unweighted base
Family work status	Lone parent not working 16+ hours	37	63	100	788
	Lone parent working 16+ hours	83	17	100	788
	Couple neither working 16+ hours	30	70	100	269
	Couple one working 16+ hours	79	21	100	1618
	Couple both working 16+ hours	94	6	100	2407
All		78	22	100	5870

Base: Families with dependent children

Source: Families and Children Survey 2006

**Table D.3 Risk of income poverty by family work status - Before Housing Costs, East Midlands 2003**

Row per cent		Poverty threshold - BHC East Midlands		Total	
		Not at risk of income poverty"	At risk of income poverty		Unweighted base
Family work status	Lone parent not working 16+ hours	35	65	100	104
	Lone parent working 16+ hours	86	14	100	81
	Couple neither working 16+ hours	[48]	[52]	100	29
	Couple one working 16+ hours	88	12	100	121
	Couple both working 16+ hours	97	3	100	200
All		80	20	100	535

Base: Families with dependent children

Source: Families and Children Survey 2003

**Table D.4 Risk of income poverty by family work status - Before Housing Costs, England 2003**

Row per cent		Poverty threshold - BHC England		Total	
		Not at risk of income poverty"	At risk of income poverty		Unweighted base
Family work status	Lone parent not working 16+ hours	44	56	100	888
	Lone parent working 16+ hours	82	18	100	730
	Couple neither working 16+ hours	40	60	100	278
	Couple one working 16+ hours	84	16	100	1409
	Couple both working 16+ hours	96	4	100	1979
All		80	20	100	5284

Base: Families with dependent children

Source: Families and Children Survey 2003

# Appendix E EHCS Tables

Table E.1 Decent Homes - HHSRS, East Midlands 2005-2006

Row per cent	Decent homes - HHSRS		Total		
	Decent	Non-decent	Unweighted base		
Household tenure type	Own with mortgage	67	33	100	434
	Own outright	66	34	100	305
	Private rented	42	58*	100	190
	Social rented	71	29	100	474
Length of residence	less than 1 year	63	37	100	168
	1-2 years	67	33	100	138
	3-4 years	62	38*	100	180
	5-9 years	69	31	100	300
	10-19 years	71	29	100	263
	20-29 years	62	38	100	162
HRP Economic activity status	30+ years	57	43	100	192
	Full-time work	68	32	100	638
	Part-time work	57	43	100	117
	Unemployed	43	57*	100	53
	Retired	66	34	100	398
Household composition	Other Inactive	61	39	100	197
	Single person aged <60	62	38	100	159
	Single person aged 60 or over	65	35	100	220
	Couple <60	65	35	100	253
	Couple aged 60 or over	63	37	100	214
	Couple with dependent children	70	30	100	319
	Lone parent with dependent children	57	43*	100	124
Other	63	37	100	114	
All	65	35	100	1403	

Base: Private households

Source: English House Condition Survey 2005-2006

Table E.2 Decent Homes - HHSRS, England 2005-2006

Row per cent	Decent homes - HHSRS		Total		
	Decent	Non-decent	Unweighted base		
Household tenure type	Own with mortgage	67	33	100	4564
	Own outright	64	36	100	3393
	Private rented	53	47	100	2145
	Social rented	72	28	100	5546
Length of residence	less than 1 year	64	36	100	1654
	1-2 years	68	32	100	1667
	3-4 years	71	29	100	1838
	5-9 years	68	32	100	3301
	10-19 years	67	33	100	3048
	20-29 years	63	37	100	2058
HRP Economic activity status	30+ years	57	43	100	2081
	Full-time work	66	34	100	7171
	Part-time work	64	36	100	1288
	Unemployed	58	42	100	514
	Retired	65	35	100	4569
Household composition	Other Inactive	66	34	100	2106
	Single person aged <60	61	39	100	1964
	Single person aged 60 or over	62	38	100	2555
	Couple <60	65	35	100	2550
	Couple aged 60 or over	68	32	100	2313
	Couple with dependent children	69	31	100	3482
	Lone parent with dependent children	67	33	100	1587
Other	63	37	100	1197	
All	66	34	100	15648	

Base: Private households

Source: English House Condition Survey 2005-2006

**Table E.3 Decent Homes - HHSRS, East Midlands 2005-2006**

Row per cent		Decent homes - HHSRS		Total	
		Decent	Non-decent		Unweighted base
Dwelling type	Terraced	55	45*	100	391
	Semi-detached	63	37	100	437
	Detached	68	32	100	251
	Bungalow	77	23	100	171
	Flat	71	29*	100	197
Dwelling age	pre 1919	35	65*	100	292
	1919 to 1944	55	45	100	241
	1945 to 1964	66	34	100	303
	1965 to 1980	74	26	100	362
	post 1980	89	11	100	249
Type of area	city and other urban centres	55	45	100	266
	suburban residential areas	69	31	100	831
	rural areas	59	41	100	350
All		65	35	100	1447

Base: Private dwellings

Source: English House Condition Survey 2005-2006

**Table E.4 Decent Homes - HHSRS, England 2005-2006**

Row per cent		Decent homes - HHSRS		Total	
		Decent	Non-decent		Unweighted base
Dwelling type	Terraced	61	39	100	4916
	Semi-detached	66	34	100	4200
	Detached	68	32	100	2073
	Bungalow	75	25	100	1491
	Flat	62	38	100	3589
Dwelling age	pre 1919	42	58	100	3179
	1919 to 1944	60	40	100	2882
	1945 to 1964	68	32	100	3836
	1965 to 1980	70	30	100	3880
	post 1980	88	12	100	2492
Type of area	city and other urban centres	58	42	100	3872
	suburban residential areas	70	30	100	9563
	rural areas	57	43	100	2834
All		65	35	100	16269

Base: Private dwellings

Source: English House Condition Survey 2005-2006