

**Milestone 15: Increasing the employment rates of groups, such as lone parents and ethnic minorities, that are relatively disadvantaged in the labour market**

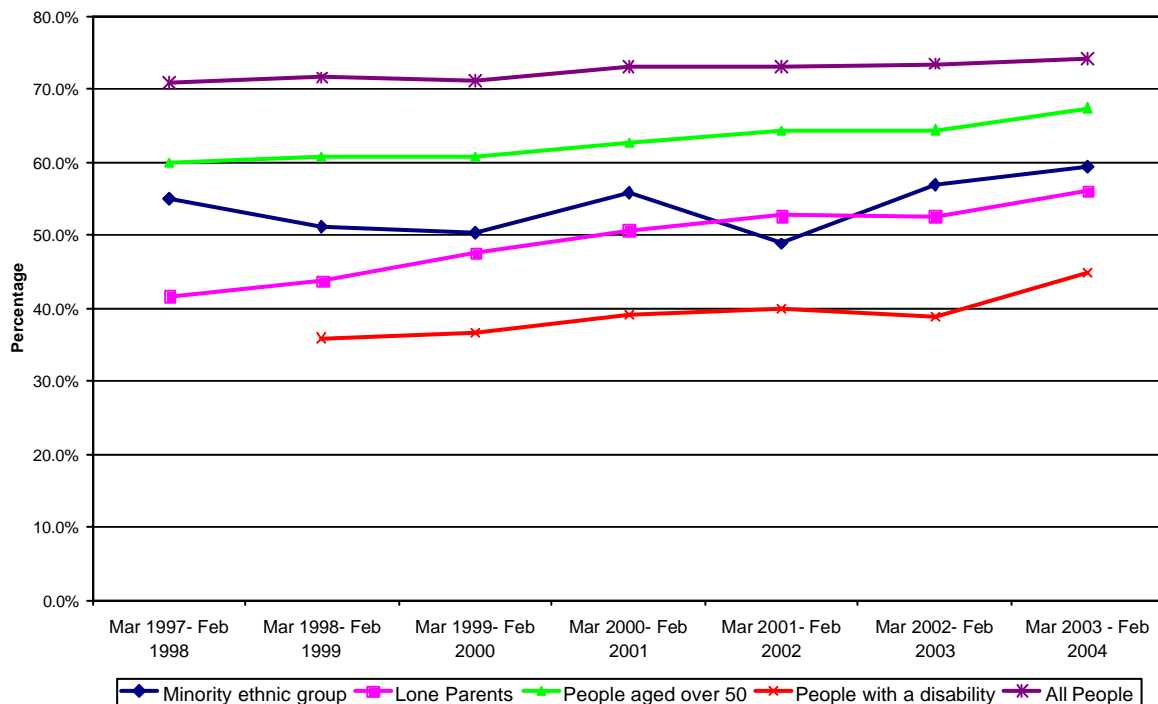
This milestone is measured by 4 separate indicators which are taken from the Labour Force Survey (LFS). The latest information is available for the 12 month period ending in February 2004. The indicators are defined as the proportion of working age people from specific groups in Scotland who are in employment. The four categories are

- a) lone parents – a single working aged adult household with dependent children, and no non-dependent children. Dependent children are defined as those aged 0-15 or aged 16-18 in full-time education;
- b) people from minority ethnic groups;
- c) people aged 50 or more; and
- d) people with a disability which affects day to day activities, is work limiting or both.

***Employment of disadvantaged groups in the labour market***

Since 1997 there has been an increase in the Scotland level employment rate, and there is evidence from the IFS to show that the employment rates of disadvantaged groups in the labour market have also increased during this period. The employment rates of lone parents have seen the most significant increase rising by some 15 percentage points, to just over 56 per cent in the year ending February 2004.

**Chart 15a: Percentage of working age people in employment, 1997 - 2004**



Source: Labour Force Survey: Office for National Statistics

Notes: The baseline for people with a disability is year ending Feb1998, and for the other categories is year ending feb1997.

### *Analysis from the 2001 Census*

The 2001 Census allows a comparison of employment rates between various subgroups and areas to be made. The 2001 Census information on employment is not directly comparable with the LFS because (i) The census is a self-completion survey whereas the Labour Force Survey is based on interview; (ii) the census is based on 100% sample of the population, whereas the Labour Force Survey produces estimates based on a survey of a smaller sample of the population and subject to sampling error; and (iii) the Census data is a snapshot of circumstances at 29 April 2001 and the Labour Force Survey covers a 12 month period. The LFS is the official source of labour market statistics.

When looking at the comparisons of employment rates it is also useful to take into account the levels of working age economic activity, which is the number of people in employment plus the number of people who are unemployed as a proportion of the total number of working age people. By definition the employment rate is bounded by the economic activity rate. People who are not economically active include people who have retired early, students, people looking after the home or family, and people who are permanently sick or disabled.

The 2001 Census showed the Scotland level employment rate to be 70 per cent, with a relatively higher employment rate among men. As with unemployment rates there are differences across council areas, the Census show employment rates of 58 per cent in Glasgow City and 63 per cent in Dundee City. In all council areas the male employment rates are higher than the female rates.

Both male and female employment rates are relatively higher in rural areas and the large urban areas show relatively lower employment rates.

There are differences between both the employment and economic activity rates across minority ethnic groups. The economic activity and employment rates of minority ethnic groups are lower than the Scottish rates. Within the Pakistani and Bangladeshi minority ethnic groups the low employment rates are explained to some degree by the low female economic activity rates.

**Table 15b: Employment rates by council area, urban rural classification, minority ethnic group and Interim Scottish Multiple Index of Deprivation, 2001 Census**

<b>Council Area</b>			
	All	Male	Female
<b>Scotland</b>	<b>70</b>	<b>73</b>	<b>67</b>
Aberdeen City	73	77	69
Aberdeenshire	77	83	71
Angus	74	78	70
Argyll & Bute	73	76	70
Clackmannanshire	67	70	64
Dumfries & Galloway	71	75	68
Dundee City	63	64	62
East Ayrshire	67	71	63
East Dunbartonshire	74	77	72
East Lothian	76	79	72
East Renfrewshire	75	79	71
Edinburgh, City of	72	74	70
Eilean Siar	72	73	70
Falkirk	72	75	69
Fife	71	74	67
Glasgow City	58	59	56
Highland	74	77	70
Inverclyde	66	67	65
Midlothian	77	80	74
Moray	75	80	69
North Ayrshire	65	69	62
North Lanarkshire	67	70	63
Orkney Islands	77	81	73
Perth & Kinross	76	79	72
Renfrewshire	72	74	70
Scottish Borders	77	80	73
Shetland Islands	81	85	76
South Ayrshire	70	72	67
South Lanarkshire	70	73	66
Stirling	70	74	67
West Dunbartonshire	67	68	66
West Lothian	75	79	71

<b>SHS Urban Rural</b>			
	All	Male	Female
<b>Scotland</b>	<b>70</b>	<b>73</b>	<b>67</b>
Large Urban Areas	66	69	64
Other Urban Areas	71	74	68
Accessible Small Towns	73	77	69
Remote Small Towns	72	75	69
Accessible Rural	74	79	70
Remote Rural	74	78	69

<b>Minority ethnic group</b>			
	All	Male	Female
<b>Scotland</b>	<b>70</b>	<b>73</b>	<b>67</b>
White	70	73	67
Indian	61	69	51
Pakistani and other South Asian	47	60	31
Chinese	54	60	48
Other	52	55	48

<b>Scottish Multiple Index of Deprivation</b>			
	All	Male	Female
<b>Scotland</b>	<b>70</b>	<b>73</b>	<b>67</b>
Most Deprived - Quintile 1	57	59	55
Quintile 2	67	70	64
Quintile 3	72	74	69
Quintile 4	76	80	73
Least deprived - Quintile 5	77	81	73

Source: 2001 Census

Note: Employment rates are calculated as a percentage of the total working age population.

**Table 15c: Economic Activity rates by council area, urban rural classification, minority ethnic group and Interim Scottish Multiple Index of Deprivation, 2001 Census**

Council Area	All	Male	Female
<b>Scotland</b>	<b>75</b>	<b>79</b>	<b>71</b>
Aberdeen City	77	82	72
Aberdeenshire	81	87	74
Angus	79	84	74
Argyll & Bute	78	82	73
Clackmannanshire	72	76	68
Dumfries & Galloway	77	81	72
Dundee City	70	74	67
East Ayrshire	74	79	69
East Dunbartonshire	78	82	74
East Lothian	79	83	75
East Renfrewshire	78	83	74
Edinburgh, City of	76	79	73
Eilean Siar	78	81	74
Falkirk	76	81	72
Fife	76	81	71
Glasgow City	65	68	61
Highland	79	83	74
Inverclyde	72	74	69
Midlothian	80	84	76
Moray	79	85	72
North Ayrshire	73	78	67
North Lanarkshire	72	77	67
Orkney Islands	81	85	76
Perth & Kinross	79	83	75
Renfrewshire	77	80	73
Scottish Borders	81	85	76
Shetland Islands	84	88	79
South Ayrshire	75	80	71
South Lanarkshire	75	80	70
Stirling	75	79	70
West Dunbartonshire	74	78	70
West Lothian	79	84	74

SHS Urban Rural	All	Male	Female
<b>Scotland</b>	<b>75</b>	<b>79</b>	<b>71</b>
Large Urban Areas	72	76	68
Other Urban Areas	76	81	72
Accessible Small Towns	78	83	73
Remote Small Towns	77	82	72
Accessible Rural	78	83	73
Remote Rural	78	83	73

Minority ethnic group	All	Male	Female
<b>Scotland</b>	<b>75</b>	<b>79</b>	<b>71</b>
White	75	80	71
Indian	66	74	56
Pakistani and other South Asian	53	68	37
Chinese	59	66	52
Other	59	64	54

Scottish Multiple Index of Deprivation			
	All	Male	Female
<b>Scotland</b>	<b>75</b>	<b>79</b>	<b>71</b>
Most Deprived - Quintile 1	65	70	61
Quintile 2	73	78	69
Quintile 3	77	80	73
Quintile 4	80	84	75
Least Deprived - Quintile 5	80	84	76

Source: 2001 Census

Note: Economic activity rates are calculated as a percentage of the total working age population

### ***Background data***

The following background data corresponds to the charts and commentary included in this milestone.

**Table 15d: Percentage of working age people in employment from relatively disadvantaged groups in the labour market, 1997 - 2003**

Year Ending	Feb 1998	Feb 1999	Feb 2000	Feb 2001	Feb 2002	Feb 2003	Feb 2004
<b>Lone parents</b>	42	44	48	51	53	53	56
<b>Ethnic minorities</b>	55	51	50	56	49	57	59
<b>People aged 50+</b>	60	61	61	63	64	64	67
<b>People with a disability</b>	-	36	37	39	40	39	45
<b>All people</b>	71	72	71	73	73	74	74

*Source: Labour Force Survey : Office for National Statistics*

*Notes: The baseline for people with a disability is year ending Feb1999, and for the other categories is year ending Feb1998.*

### ***Availability of data and references***

Information at a Scottish level for ethnic minorities and people aged 50 or more is available from 1992. Data for people with a disability is available from 1998 and for lone parents, is available from 1996.

The data on Lone Parents are calculated from the LFS Household datasets. These data have not yet been revised such that they are consistent with the 2001 census.

In previous Social Justice publications, data for the relevant Social Justice milestones was taken from the Spring quarter each year. For milestone 7 and 15, the sample sizes are relatively small and the data is subject to greater sampling errors. To minimise this volatility, annual LFS data has been used for these indicators. This will improve the reliability of the indicator as the annual data is based on a larger sample.

In addition, the Scottish Executive and the Office for National Statistics have jointly undertaken an exercise to boost the Scottish element of the Labour Force Survey. This will produce better estimates for the milestones that are based on the LFS and for some indicators further disaggregation by key client groups and geographical areas will be possible, including an urban/rural split. It is anticipated that results from the first year of the boosted survey will be available in Autumn 2004.