

New Deal Intelligence Report Article

Comparison of the Characteristics of Inactive “Sufferers” and “Carers” Who Want to Work in Glasgow and Scotland

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COMPARISON OF THE CHARACTERISTICS OF INACTIVE “SUFFERERS” AND “CARERS” WHO WANT TO WORK IN GLASGOW AND SCOTLAND

Main Findings

- Glasgow has considerably greater challenges than Scotland as a whole when tackling unemployment, ill health and crime
- Glasgow City has 11.8% of Scotland’s working age population but has over 20% of all IS and IB claimants in Scotland
- The evidence from the Labour Force Survey suggests that willingness to work of inactive carers and sufferers is no more of a barrier in Glasgow than in Scotland
- 47.8% of people on IB in Glasgow are on IB due to mental or behavioural disorders. Estimates suggest over 30% of people suffering from mental disorders are willing to work
- Willingness to work of inactive sufferers and carers in Glasgow appears to decrease considerably once people are over 40 years of age
- Willingness to work is higher amongst inactive carers with children under 5 years of age than those with older children. Also willingness to work of those out of work for over 5 years is very low. Therefore it appears that targeting people soon after leaving the labour market is important to their long term willingness to work
- A very large proportion of inactive sufferers and carers in Glasgow have below level 2 qualifications. Providing basic skills training in Glasgow may place a lot of people closer to the labour market
- The analysis suggests that one possible group which may prove to be very willing to work is young, single males who are on incapacity benefit

1 Introduction

September’s edition of the New Deal Intelligence Report involved an article looking at segmenting the group of inactive “sufferers” and “carers”. This report tried to identify individual groups of sufferers and carers who are most likely to respond to welfare to work initiatives. The report highlighted some interesting points about the characteristics of inactive people who are willing to work in Scotland. These include the fact that willingness to work is high amongst people who are on incapacity benefit due to heart conditions and also that willingness to work is high amongst single females in Scotland. This article highlighted issues for all of Scotland but given that 20.8%¹ of all incapacity benefit (IB) claimants and 21.9%² of all income

¹ Benefits and Tax Credits in Scotland, Report for August 2002

support (IS) claimants are in Glasgow it is of interest to see if the general picture in Scotland holds for Glasgow.

2 Background

According to the 2002 population estimate³ there were 370,329 people of working age⁴ in Glasgow City in 2002. This was 11.8% of the total working age population in Scotland. However, as noted in the previous section, over 20% of all IS and IB claimants are in Glasgow. Glasgow also had over 16,000 JSA claimants in October 2003 which equates to a claimant unemployment rate of 5.9%, the highest in Scotland. Looking at the annual average, Glasgow had the third highest rate in Scotland in 2002 with 5.7% (North Ayrshire was first with 6.3% followed by West Dunbartonshire with 5.8%). Table 1 below gives some comparisons of economic, health and crime statistics for Glasgow and Scotland to highlight the various problems facing Glasgow.

Table 1 – Economic, Health and Crime Statistics

	Scotland	Glasgow
Economic Indicators		
Economically Inactive (Working age) (y/e Aug 2003)	21.1%	30.9%
Employment Rate (y/e Aug 2003)	74.3%	63.7%
Claimant Unemployment (October 2003)	3.8%	5.9%
% Unemployed over 6 Months (October 2003)	30.7%	36.1%
% Unemployed over 1 year (October 2003)	13.9%	16.9%
% Population of Working age (2002)	62.7%	64.7%

General Health Indicators for Glasgow Health Board		
< 75 years Deaths Rate from CHD (per 100,000 pop) (2001)	84	102
< 75 years Death Rate from Stroke (per 100,000 pop) (2001)	28	33
< 75 years Death Rate from Cancer (per 100,000 pop) (2001)	152	176
Number of Drug Related Deaths (per 100,000 pop) (2002)	7.6	14.5
Number of Suicides (per 100,000 pop) (2002)	7.2	9.4

Crime, rates per 10,000 populaion (2002)		
Non-sexual crimes of violence	33	85
Crimes of Indecency	13	29
Crimes of Dishonesty	465	745
Fire-raising, vandalism	189	282
Other Crimes	144	309
Serious Assault	13	38
Offensive Weapons	19	58
Domestic Housebreaking	58	90
Vandalism	177	262
Total Crimes	843	1450

² Department for Work and Pensions, IAD Information Centre, May 2003

³ General Registers Office (Scotland)

⁴ Working age defined as men aged 16-64 and women aged 16-59

The table shows that over 30% of the working age population in Glasgow are economically inactive. This is over 9 percentage points higher than the Scotland average and is in fact the highest rate in Scotland. Table 1 also shows that a higher proportion of unemployed people are unemployed for over 6 months and for over a year in Glasgow than in Scotland as a whole.

Turning to health, death rates in Glasgow (Health Board) are higher than Scotland for Coronary Heart Disease, Stroke and Cancer. In fact Glasgow has by far the highest standardised death rate for CHD in Scotland and the death rate from stroke is consistently higher than average. This indicates the large problem with heart and circulatory diseases in Glasgow. This helps explain why 17.8% of all people claiming IB because of circulatory problems are in Glasgow. Table 1 also shows that Glasgow has a higher drug related death and suicide rate. In fact 33% of all drug related deaths and 22% of all suicides in 2002 were in Glasgow. It is then perhaps no surprise that 25% of all people claiming IB due to mental and behavioural disorders are in Glasgow. A more general note on health is that Glasgow has almost half of the most health deprived 10% of wards in Scotland.

Looking at crime in the area, Table 1 shows that Glasgow has a crime rate which is over 72% higher than the Scottish average. Breaking this down a bit, Glasgow has a rate of 745 per 10,000 population for crimes of dishonesty compared to the Scottish average of 465. The rate per 10,000 population for domestic housebreaking in Glasgow is 90 compared to the Scottish average of 58. Glasgow also has a considerably higher rate for non-sexual crimes of violence and serious assault.

Although not all these statistics are directly related to the labour market or unemployment rates they do highlight the more complex situation in Glasgow when trying to tackle worklessness compared to other areas of Scotland.

3 Methodology

This study analysed data for Glasgow, from the Labour Force Survey (LFS), as the article in the September Intelligence Report analysed data for Scotland. This meant looking at groups “willingness to work” by taking the proportion of inactive respondents who said they were available to work and who said they would like a job.

The article looks at characteristics such as age, qualifications, family type and child caring responsibilities and compared the proportion willing to work in Glasgow with the proportion willing to work in Scotland. This allows a comparison of these proportions to see if the national picture is mirrored in Glasgow or if some more specific measures are required to take into account Glasgow’s unique problems.

Statistical note: The publication threshold for Annual LFS data is 6,000 but since many of the estimates we are looking at are below 6,000 it was required to combine more quarters of the LFS together to allow the publication threshold to be reduced to 4,000. Some figures below 4,000 were used to calculate proportions in this report but any conclusions based on these figures should be treated with caution as should any figures which are near the publication threshold.

4 Why do working age people become economically inactive

Table 2 – Reasons for Inactivity

	Glasgow		Scotland	
	Number	%	Number	%
Students	22000	18.2%	121000	18.0%
Looking After Family Home	23000	19.0%	165000	24.6%
Temporarily Sick or Injured	6000	5.0%	26000	3.9%
Long Term Sick or Disabled	59000	48.8%	260000	38.7%
Retired or various less common reasons	11000	9.1%	100000	14.9%
Total	121000	100.0%	672000	100.0%

Table 2 above shows the number of people who are inactive by the reason they are inactive, for Glasgow and Scotland. The table shows that there are similar proportions of students in Scotland and Glasgow and a fairly similar proportion of people who are temporarily sick or injured. However, for the two groups this report is mostly interested in, looking after family home (“carers”) and long term sick and disabled (“sufferers”), there appear to be different proportions for Scotland and Glasgow. Just under 40% of Scotland’s inactive population fall into the sufferers category compared to nearly 50% in Glasgow and around 25% of the inactive population for Scotland are carers compared to just 20% in Glasgow.

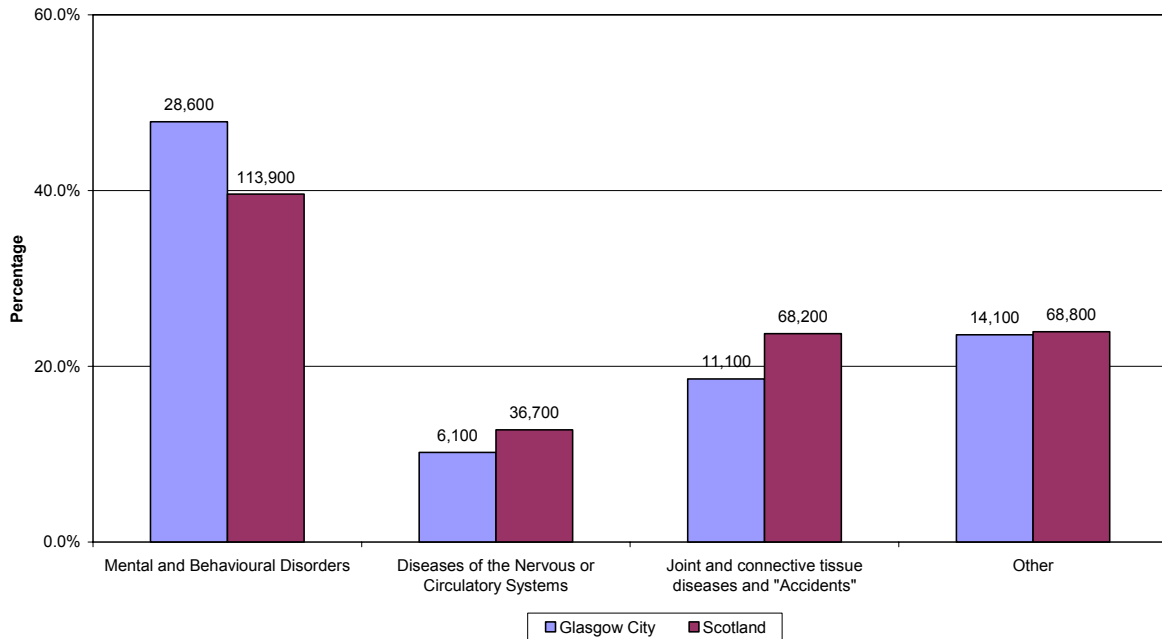
Looking at the number of inactive sufferers who are available to work, 37.2% (22,000) are willing to work in Glasgow compared to 36.2% (94,000) for Scotland. Looking at the inactive carers, 45.7% (11,000) of those available to work in Glasgow would like to work compared to just 35.9% (58,000) for Scotland as a whole. The rest of this article will investigate other information that can be used to help focus Welfare to Work initiatives to target the people who are most likely to want to work.

4.1 Health and Disability

As at 31st May 2003 there were 287,600 people claiming IB in Scotland of which 59,800 (20.8%) were in Glasgow. Chart 1 overleaf looks at benefit claimants by official diagnosis of why they are on IB.

Chart 1 shows that the majority of IB claimants in Scotland are officially registered as claiming due to mental and behavioural disorders. This is especially true of Glasgow where 47.8% of claims were for mental or behavioural disorders as at May 2003. This chart also shows that around 10% of claims in Glasgow are for diseases of the circulatory or nervous system. This would include heart problems and blood pressure problems. Also around 20% are for joint and connective tissue diseases, which would include any problems with hands, legs, knees etc.

Chart 1 Percentage of IB Claimants by General Diagnosis Group

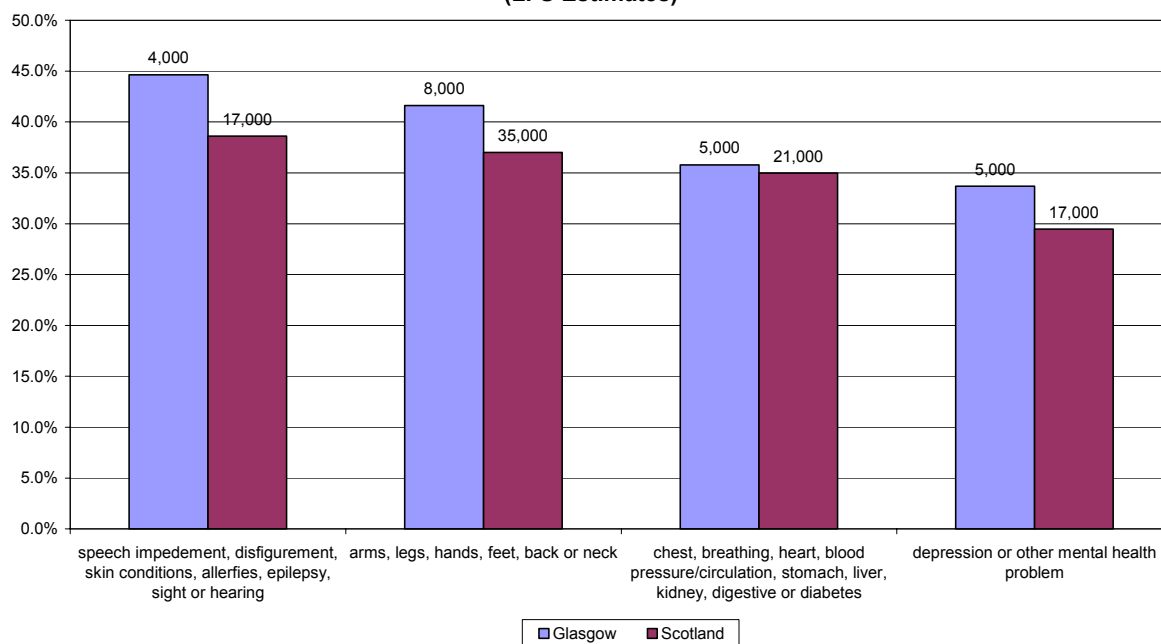


These figures are based on the official ICD10⁵ code provided by the claimants doctor. However figures from the LFS produce different proportions in each health category for inactive sufferers than those in the official figures. The most noticeable difference in the proportions is that there is a much smaller proportion in the depression or other mental health problems than would be expected. A possible explanation for this difference is that the LFS is based on self reported health problems. This may mean that people either misunderstand why they are on IB or that they do not wish to report themselves as suffering from mental health problems due to the stigma attached to these types of problems. Another possible reason is that people may originally be placed on IB for physical problems but due to the stress of the physical problem they may eventually be put onto IB for depression or other mental health problems.

Turning to the willingness to work of each group, chart 2 overleaf shows the percentage willing to work by health problem for Glasgow and Scotland. Where possible an estimate of the number of people who are willing to work is also shown.

⁵ ICD10 codes are the World Health Organisation definitions for health diagnoses

Chart 2 Percentage of Inactive Sufferers Who Want to work by Health Problem (LFS Estimates)



The chart shows that the propensity to work in Glasgow is higher than in Scotland for all the different groups of health problems. The estimates suggest that over 40% of people in Glasgow who have problems with their limbs are willing to work. This equates to around 8,000 people according to the estimates. It is also worth noting that nearly 35% of people with depression or other mental health problems in Glasgow are willing to work compared to less than 30% in Scotland. The cohort which includes those with a speech impediment, disfigurement, skin condition etc show a high willingness to work. Around 45% in Glasgow and just under 40% in Scotland are willing to work.

Conclusion: The willingness to work in Glasgow appears to be high regardless of which band of health problem looked at. The numbers in each health banding estimated by the LFS do not appear to be consistent with official figures. However, assuming the proportions willing to work are correct there are still a lot of people in each group who want to work.

4.2 Age Group

The proportion of inactive sufferers who would like a job in Glasgow is higher than in Scotland for each of the age groups used in this analysis (see chart 3). Unfortunately, due to the small sample size, age bands have had to be combined more than would be desired. The chart shows that the willingness to work reduces as the age group increases, as would be expected. The willingness to work in the 50 plus group is only 35% for Glasgow. However, this still equates to an estimate of 10,000 people willing to work which is the highest out of the three age bands. The other two groups have estimates of around 6,000 people in each group willing to work.

The proportions of inactive carers who wish to work again reduces as age increases (see chart 4) and the proportion is consistently higher for Glasgow in each group. The number of inactive carers over 40 in Glasgow is low which would suggest that the group is mainly carers dealing with children rather than other family members. It is estimated that over 50% of inactive carers between the ages of 16 and 39 in Glasgow are willing to work.

Chart 3 Percentage of Inactive Sufferers Who Want to Work by Age Band

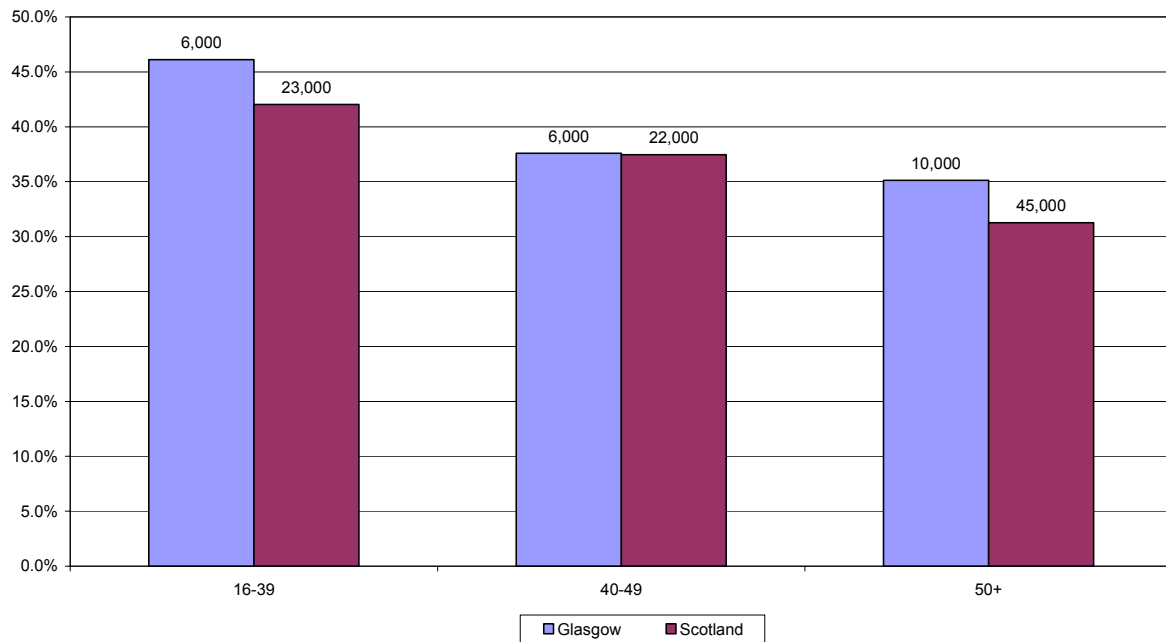
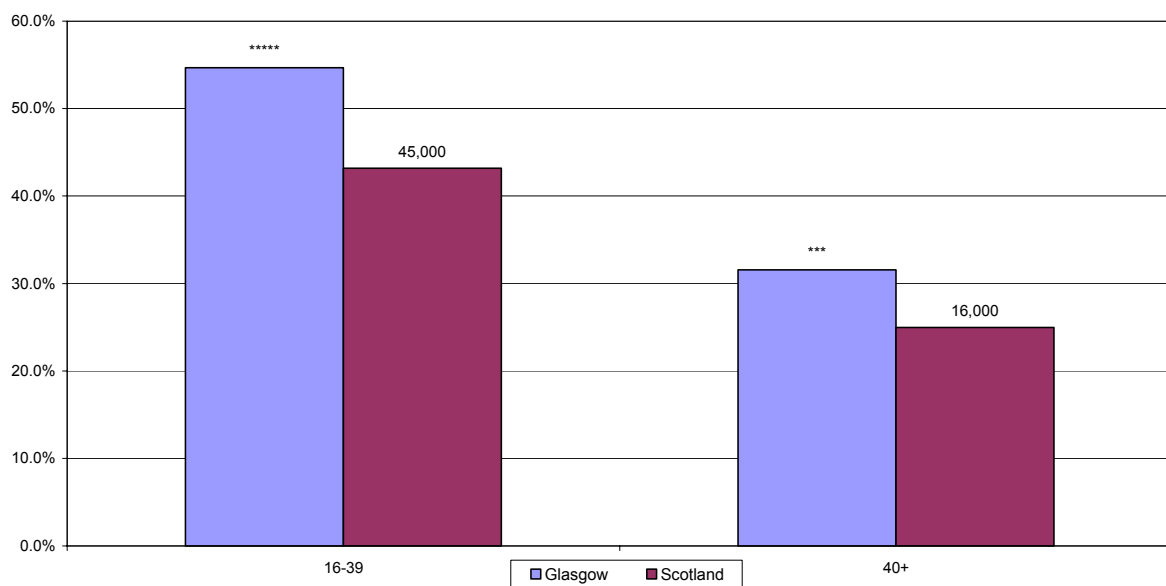


Chart 4 Percentage of Inactive Carers Who Want to Work by Age group



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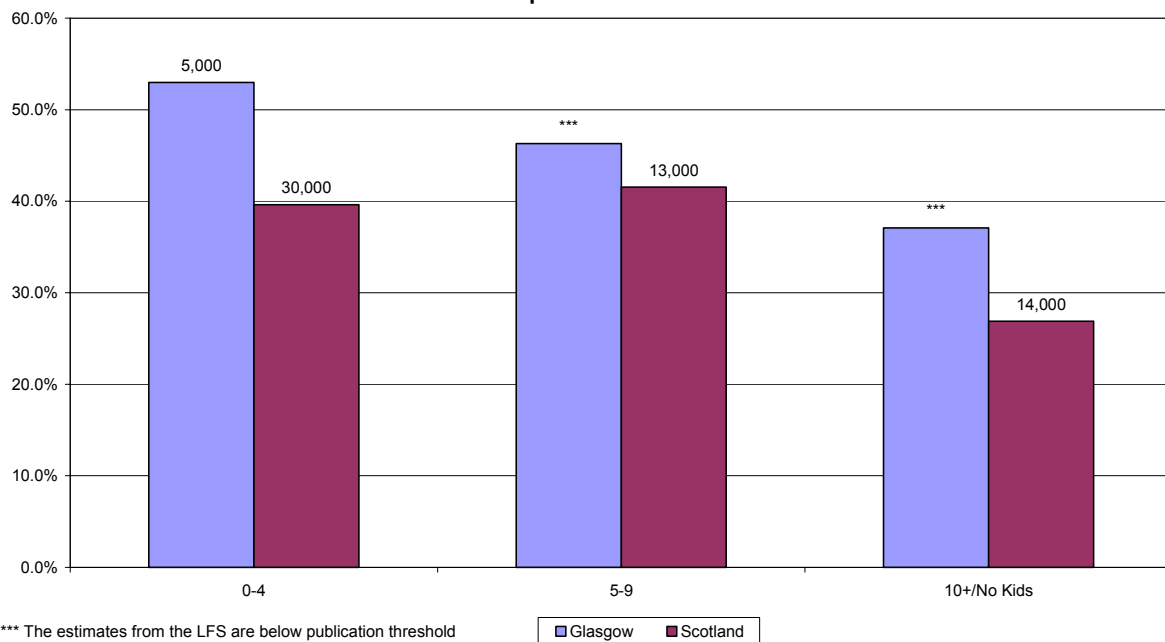
*** The estimates from the LFS are below publication threshold

4.3 Childcare Responsibilities

The willingness of carers to work in Glasgow seems highly correlated with the age of the youngest dependent child. The proportion willing to work reduces as the age of the youngest dependent child increase. Over 50% of inactive carers with children below 5 in Glasgow would like to work. This proportion drops to just over 45% for youngest children between 5 and 9 and then to just over 35% for those with children over 10 or no children at all. This would suggest that affordable accessible childcare may be a barrier for those with young children. However this group are likely to be younger and possibly have lower qualifications which will also be barriers to getting into work. The barrier for the people in the group with children over 10 or no children is perhaps less likely to be childcare. It is possible that they are more likely to be caring for another member of their family who is sick or disabled. It may be that this group would be slightly harder to help as they may be less likely to be willing to leave there sick or disabled family member with a carer.

The estimates of numbers who are willing to work in the inactive sufferers group by age of youngest dependent child are very small. Over 80% of the inactive sufferers in Glasgow do not have children. Therefore it would seem childcare is not a major barrier to getting inactive sufferers in Glasgow into work.

Chart 5 Percentage of Inactive Carers Who Want to Work by Age of Youngest Dependent Child



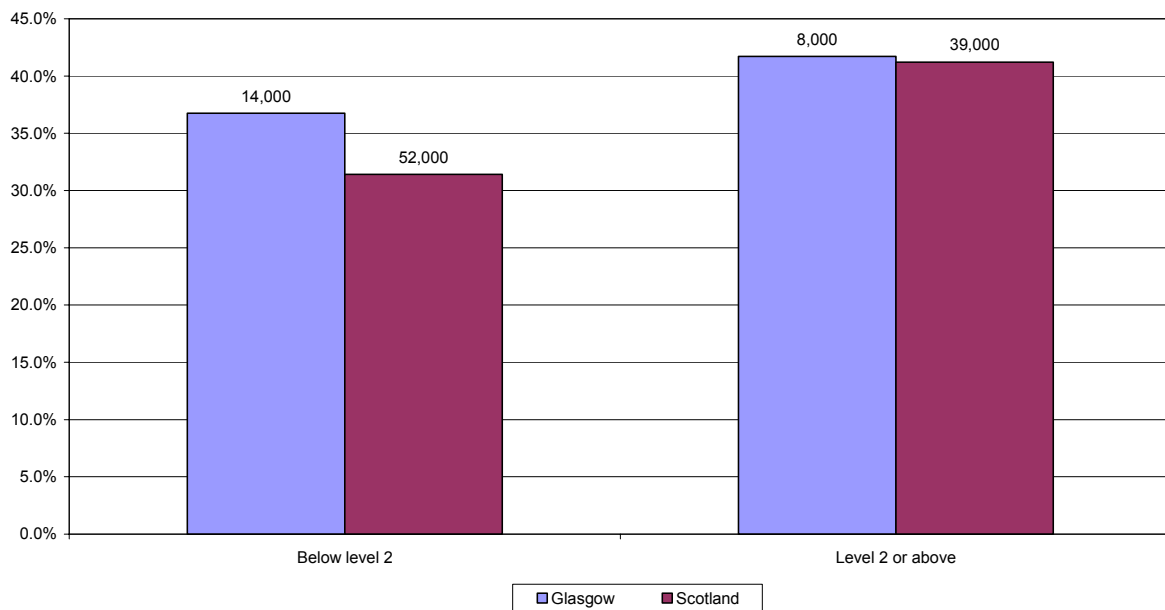
Conclusion: Providing affordable, accessible childcare for inactive carers with young children in Glasgow may allow a large proportion to join the workforce. It may be that many of these people will return to the workforce when their children start school. However if it was possible to get them back into the workforce while the children are still young it will prevent them from moving too far away from the workforce.

4.4 Qualifications

As mentioned in the September Intelligence Report, education/training to SVQ level 2 is required to minimise the risk of social exclusion. 68% of all inactive sufferers in Glasgow have below level 2 qualifications compared to 64% in Scotland. Perhaps more interestingly, 62% of inactive carers in Glasgow have below level 2 qualifications in Glasgow compared to just 45% in Scotland.

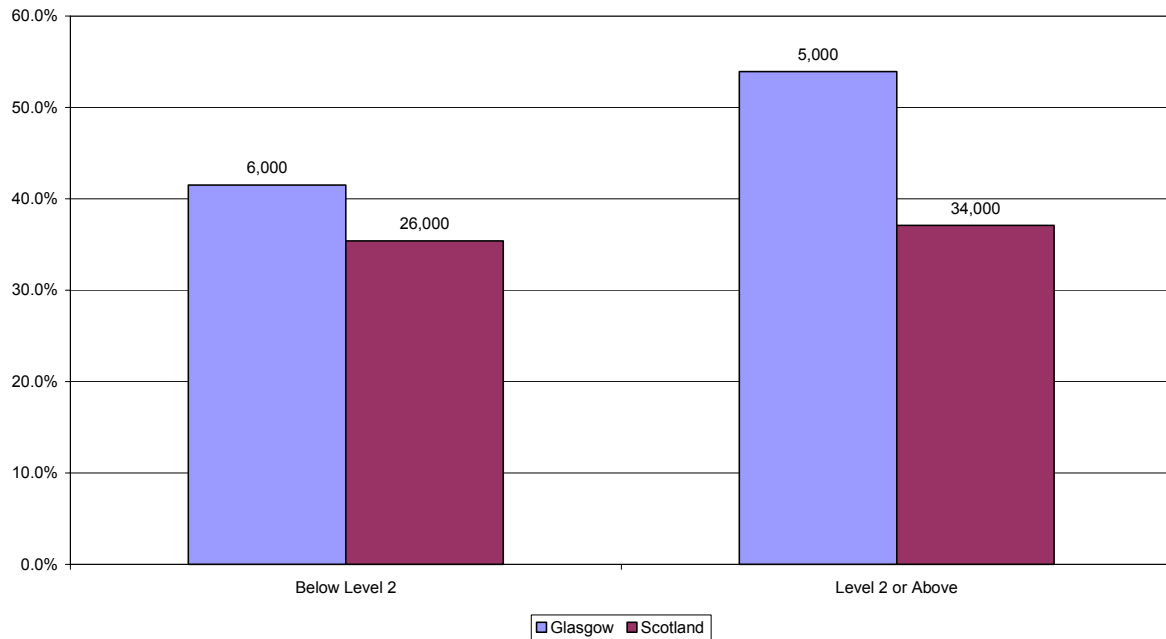
Chart 6 shows that the proportion willing to work of those who are qualified at level 2 or above in the inactive sufferers group is similar for both Glasgow and Scotland, around 40%. The LFS gives an estimate of around 8,000 inactive sufferers in Glasgow who are qualified at level 2 or above who would like to work. Looking at inactive sufferers with qualifications below level 2, just over 35% of people in this group in Glasgow would like to work compared to just over 30% in Scotland. This equates to an estimated 14,000 people in the inactive group with below level 2 qualifications who would like to work.

Chart 6 Percentage of Inactive Sufferers Who Want to Work by Level of Qualification



Turning to the inactive carers group Chart 7 shows that over 50% of people with qualifications of level 2 or over in Glasgow would like to work compared to under 40% in Scotland overall. The percentage of those with below level 2 qualifications who are willing to work in Glasgow is just over 40% which is still higher than Scotland at 35%. This suggests that around 6,000 inactive carers in Glasgow, who have below level 2 qualifications would like to work.

Chart 7 Percentage of Inactive Carers Who Want to Work by Level of Qualification



Conclusion: There are higher proportions of people in Glasgow with qualifications below SVQ level 2 compared to Scotland, especially in the inactive carers group. However in both groups the proportion willing to work is higher in Glasgow than in Scotland. It may be that by providing help with basic skills training and education it would be possible to get a higher proportion of those in the inactive carers and sufferers group in Glasgow closer to employment.

4.5 Duration of Inactivity

Due to problems with the sample size it is not possible to break down the duration of inactivity for the inactive sufferers and carers as much as would be liked. However it is clear from Charts 8 and 9 that those in Glasgow who have been out of work for less than 5 years are much more likely to want to work than those who have been out of work longer. This is true for both the inactive carers and sufferers groups. It is worth noting that the data suggests a different mix of periods of inactivity for Glasgow and Scotland. In the sufferers group 83% of people were inactive for over 5 years compared to 76% in Scotland. In the inactive carers group 76% of people have been inactive for more than 5 years compared to only 57% in Scotland as a whole.

Conclusion: There is a very high proportion of those who have been out of work for less than 5 years who are willing to work in Glasgow for both the sufferers and carers groups (50 and 60% respectively). However there is a much higher proportion inactive for over 5 years for Glasgow in both groups, which may provide a significant barrier to returning to employment.

Chart 8 Percentage of Inactive Sufferers Who Want to Work by Time Since Last Job

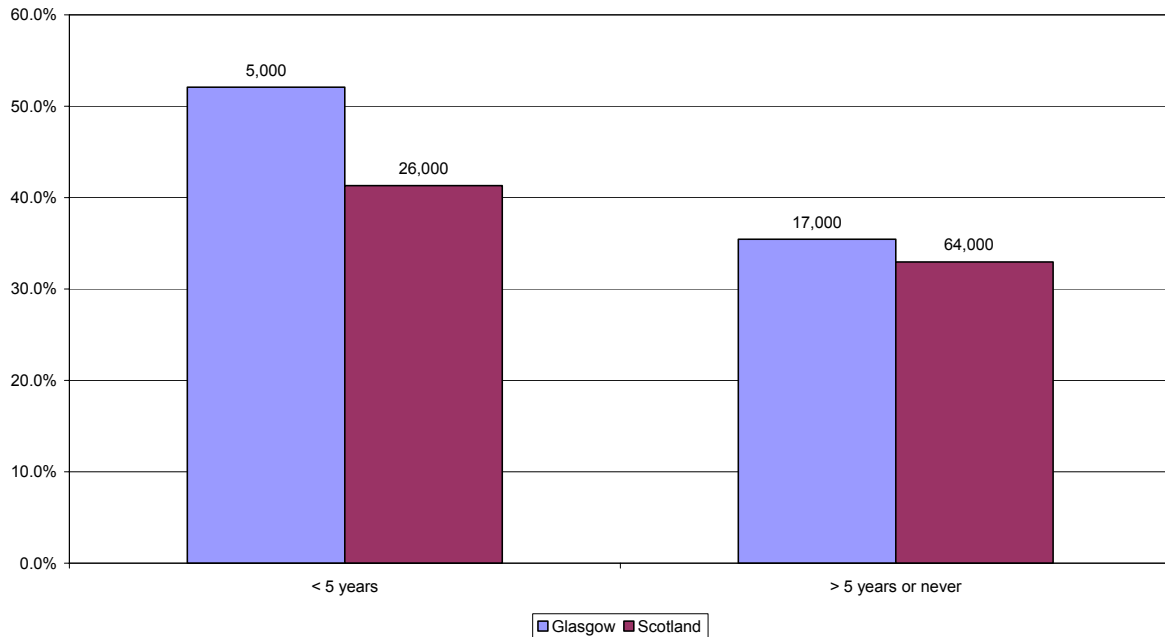
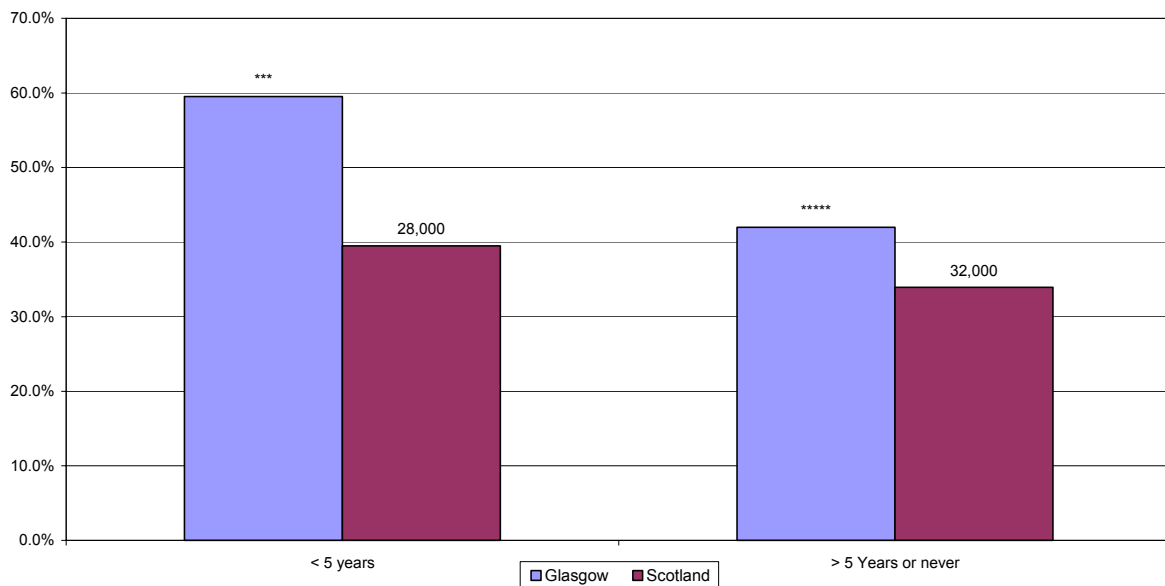


Chart 9 Percentage of Inactive Carers Who Want to work by Time Since Last Job



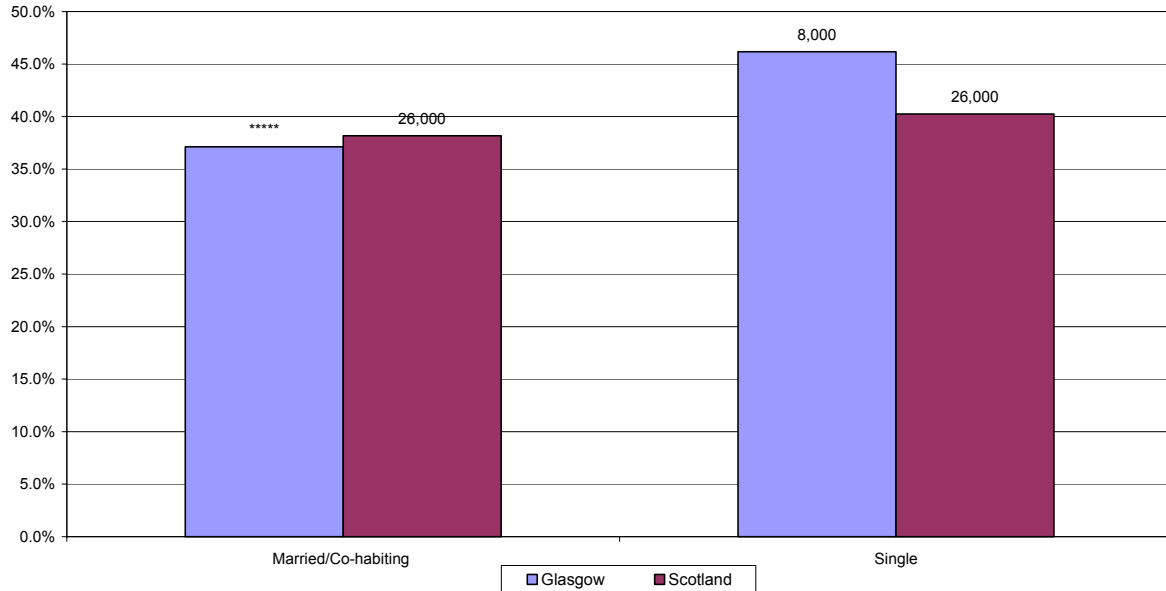
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 *** The estimates from the LFS are below publication threshold

4.6 Marital/Co-habiting Status

The proportion willing to work appears to be higher in single males and married/cohabiting females in Glasgow than in Scotland for the inactive sufferers group. The LFS estimates that there are around 14,000 single people in the sufferers group who are willing to work (8,000 males, 6,000 females). The proportion willing to work in the inactive carers group (Females only as estimates for

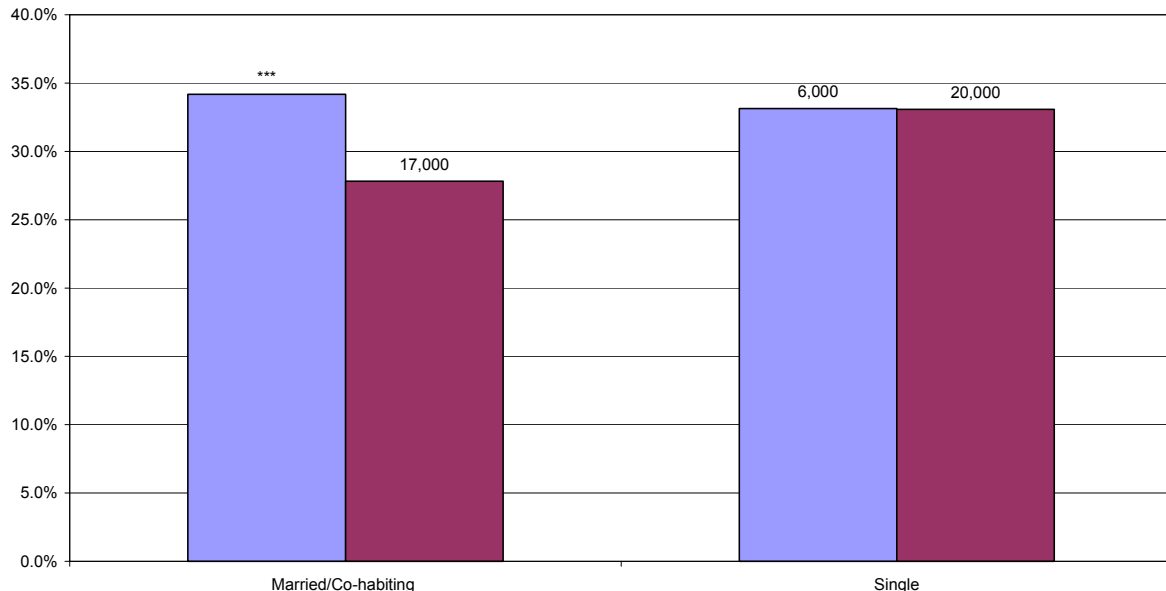
males are to small) is much higher amongst those who are single for both Glasgow and Scotland. 59% and 54% respectively compared to 30% and 27% for the married/co-habiting group. Estimates suggest that there are 6,000 inactive, single, female carers in Glasgow who would like to work.

Chart 10 Percentage of Male Inactive Sufferers Who Want to Work by Marital/Co-habiting Status



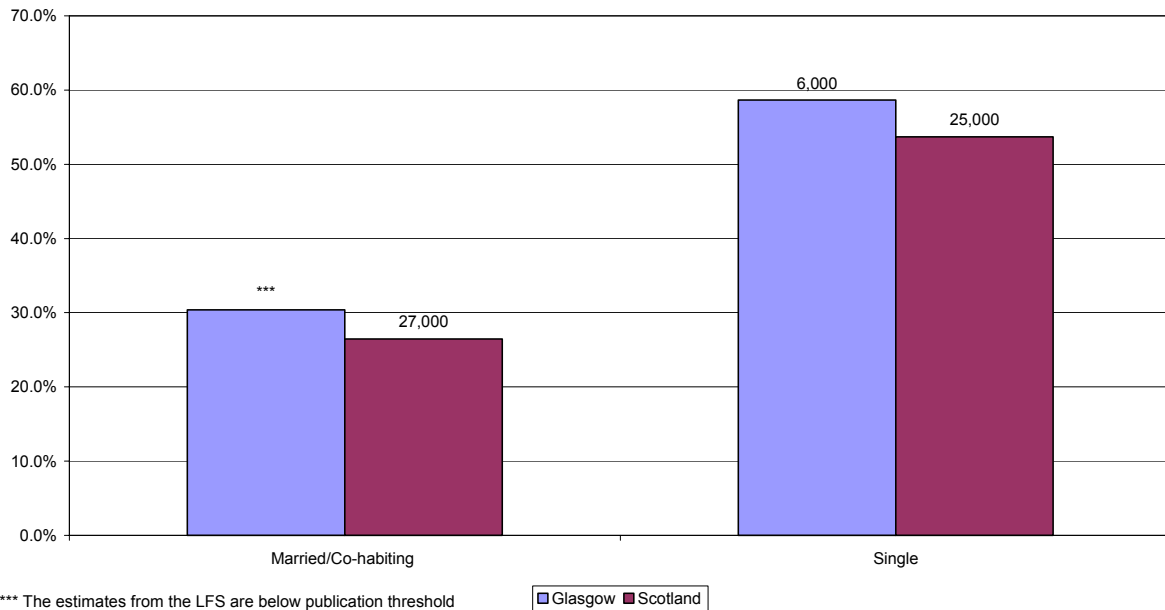
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Chart 11 Percentage of Female Inactive Sufferers Who Want to Work by Marital/Co-habiting Status



*** The estimates from the LFS are below publication threshold

Chart 12 Percentage of Female Inactive Carers Who Want to Work by Marital/Co-habiting Status



Conclusion: There is a high willingness to work in Glasgow for the sufferers group regardless of whether people are male, female, single or married. Perhaps one area to focus on is the young single male population within the inactive sufferers in Glasgow. There appears to be a particularly high willingness to work in this group. Looking at the inactive carers group there is a very high proportion of single females wanting to work (over 60%). This may be caused by the fact that the married inactive carers are more likely to be inactive by choice. The single inactive carers are more likely to be single parents where childcare or qualification are barriers preventing them going out to work.

5 Other Estimates of the Breakdown of Glasgow’s Non JSA Claimants

A research project called “*The Glasgow Challenge: Realising the Potential of Glasgow’s Hidden Unemployed*”, carried out by the Training and Employment Research Unit at the University of Glasgow, looked at breaking the number of jobless people not on JSA into different groups to get an idea of the problems facing Glasgow. Table 3 overleaf shows an extrapolation of the different groups from this report. The table shows that the report estimated around 38,000 jobless people in Glasgow who were not on JSA were intent on looking for work. This compares to the LFS estimate of around 33,000 carers and sufferers who want to work. adding in the temporarily sick or disabled estimate of around 6,000, the estimate from the LFS looks roughly the same. This table also gives a slightly more detailed idea of the barriers which are facing non JSA clients in Glasgow.

Table 3

ESTIMATES FOR GLASGOW'S JOBLESS NOT ON JSA

	Lone Parents	Other Non JSA
Glasgow Total	16,800	70,800
No's looking/intent on looking for work	8,800	29,500
Of these:		
• 18-24	1,400	2,900
• 25-44	3,700	12,900
• 45+	3,700	13,700
• Female	8,100	11,500
• Male	700	18,100
• Children under 16 in Household	8,800	7,600
• Care for Adult	900	3,100
• On benefit < 2 years	3,800	10,400
• On benefit 3-5 years	2,200	5,600
• On benefit 6-10 years	1,500	9,400
• On benefit 10 years+	1,200	4,200
• Time since last regular job < 2 years	3,500	9,600
• Time since last regular job 3-5 years	1,900	7,300
• Time since last regular job 6-10 years	2,000	7,900
• Time since last regular job 10 years +	1,400	4,700
• Need < £150 take home per week	500	5,200
• Need £150-£199 take home per week	1,800	3,700
• Need £200-£249 take home per week	800	5,700
• Need £250-£299 take home per week	3,100	5,100
• Need £300-£399 take home per week	1,600	8,200
• Need £400+ take home per week	1,100	1,600
• No qualification	3,600	17,700
• Health barriers	800	16,000
• Benefit barriers	6,400	17,300
• Family situational barriers (e.g. carer)	8,300	9,600
• Personal situational barriers (e.g. homeless)	1,500	8,200
• Concern over coping with work	6,300	20,900
• Lack what employers want	4,600	20,900

5 Conclusions

The various issues which make Glasgow's worklessness a harder problem to deal with were highlighted at the start of this article. However, based on the analysis shown in this article, it is clear that a high proportion of inactive sufferers and carers in Glasgow are willing to work. This suggests that motivation is not the main barrier to increasing economic activity in Glasgow, as may have been suspected. One drawback of the LFS data is it is not possible to ascertain what are the true barriers to getting these people back into work. Research projects, such as the ones carried out by TERU, can help to shed more light onto these barriers and point to action to help remove some of them.

This article has highlighted that, in general, it seems that roughly the same groups in Glasgow as in Scotland overall have a high willingness to work. However the article has also highlighted the fact that Glasgow has a different proportion in each group. Some possible areas for attention in Glasgow are:

- People on IB for depression or mental health problems as Glasgow has a very high proportion in this group;
- Carers with children under 5 years of age as they are very willing to work, however this is likely to change the longer they are out of work;
- People with qualifications below SVQ level 2. Although a lower proportion wish to work than those with higher than level 2, there is a high number of sufferers and carers with below level 2 qualifications who, if given basic skills training, would become much more likely to get work;
- People who are out of work for less than 5 years as willingness to work drops dramatically after being out of work for more than five years. However, there is still a large number of people out of work for over 5 years, in Glasgow, who want to work;
- Young, single males on IB as there is a large amount who wish to get back into work.