

General Services Employment in the London Boroughs

Overall Employment

The survey shows that the London boroughs (including the City) employ 170,825 general services staff. If employees on local grades (17,817) are excluded the figure is 153,008.

Of these 153,008 employees: 72% (110,580) are female and 28% (42,428) are male; and 57% (86,817) are full-time and 43% (66,191) are part-time. Of the part-time staffs 90% (59,722) are female; part-time female is also the largest employee group and account for 39% of total employment. Table 1 summarises the overall position.

Table 1: General Services Employment in the London Boroughs – SCPs 2 to 49

Group	Number	Share	Concentration
Full-time: Female	50,858	59%	33%
Full-time: Male	35,959	41%	24%
Full –time: Total	86,817	100%	57%
Part-time: Female	59,722	91%	39%
Part-time: Male	6,469	9%	4%
Part-time - Total	66,191	100%	43%
Total	153,008	N/A	100%

Note: (1) Share refers to the percentage of females/males in each 'group', so for full-time employees, 59% are female and 41% are male. (2) Concentration refers to employees in a group as a percentage of total employment; for example full-time employees, make-up 57% of total employment.

Employment By Gender

One of the central features of the pay gap in local government is the horizontal (occupation) and vertical (grade) segregation of the workforce. The survey results, as shown in Table 2, highlight how female employees are over-represented on the lower grades.

Table 2: General Services Employment in London Boroughs By Grade and Gender

	Number of Employees			Share		Concentration	
	Females	Males	Total	Female	Male	Female	Male
Scale 1 (SCP 2-10)	34009	9262	43271	78.6%	21.4%	30.8%	21.8%
Scale 2 (SCP 11-13)	12366	1792	14158	87.3%	12.7%	11.2%	4.2%
Scale 3 (SCP 14-17)	11463	2952	14415	79.5%	20.5%	10.4%	7.0%
Scale 4 (SCP 18-21)	10135	3419	13554	74.8%	25.2%	9.2%	8.1%
Scale 5 (SCP 22-25)	8998	3237	12235	73.5%	26.5%	8.1%	7.6%
Scale 6 (SCP 26-28)	7962	3083	11045	72.1%	27.9%	7.2%	7.3%
SCP 29-34	11544	6164	17708	65.2%	34.8%	10.4%	14.5%
SCP 35-41	9144	6688	15832	57.8%	42.2%	8.3%	15.8%
SCP 42-49	3984	4364	8348	47.7%	52.3%	3.6%	10.3%
SCP49+	975	1467	2442	39.9%	60.1%	0.9%	3.5%
All Grades	110580	42428	153008	72.3%	27.7%	100%	100%

Note: (1) Share refers to the percentage of females/males in each 'grade', so for Scale 1, 78.6% of employees are female and 21.4% are male. (2) Concentration refers to employees in a grade/SCP as a percentage of total employment; for example, so for females, 30.8% of all female staff are employed on Scale 1; for males the respective figure is 21.8%.

Aggregating the data up in to broad grade/SCP group show the following:

Share

- Scale 1 to 3 - 81% of employees are female and 19% are male
- Scales 4 to 6 - 74% of employees are female and 26% are male
- SCP 29 to 41 - 62% of employees are female and 38% are male
- SCP 42 to 49 - 48% of employees are female and 52% are male
- SCP 49+ - 40% of employees are female and 60% are male

The overall distribution of the workforce is **72%** (110,580) female and **28%** (42,428) male.

Concentration

- Scale 1 to 3 - 52% of all females are employed on these grades/SCPs (33%)
- Scale 4 to 6 - 25% of all females are employed on these grades/SCPs (23%)
- SCP 29 to 41 - 19% of all females are employed on these grades/SCPs (30%)
- SCP 42 to 49 - 4% of all females are employed on these grades/SCPs (10%)
- SCP 49+ - 1% of all females are employed on these grades/SCPs (3%)

***Respective male percentage shown in the bracket.**

The figures show that 77% of female employees are employed on Scale 6 and below (56%) and 24% are employed on S01 (SCP 29) and above (43%). (Again, the respective male percentage is shown in the bracket.) The earnings figures are likely to be more skewed as these figures take no account of bonus payments.

Employment By Ethnic Group

Of the 153,008 employees ethnicity data is provided for 120,518 (79%) with the remaining being classified as 'not known'. In inner London the number of employees classified as 'not known' is 8.7% compared to 28.4% in outer London.

Ethnic Group	Including 'not known'	Excluding 'not known'
White	56.3%	71.4%
Mixed	1.5%	1.9%
Asian	6.1%	7.7%
Black	13.4%	17.1%
Chinese	1.5%	1.9%
Not known	21.2%	

Detail Information By SCP

The full survey results are shown as Appendix A

Chart 1 - Male and Female Share of the London Boroughs Workforce by Pay Grade

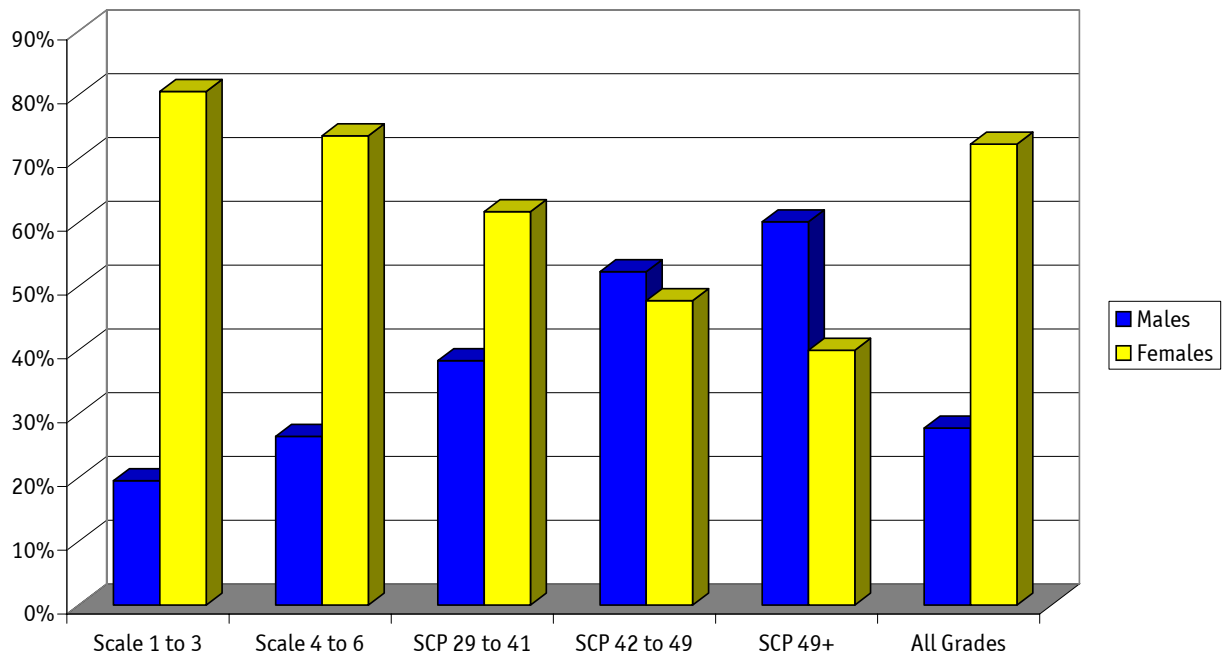
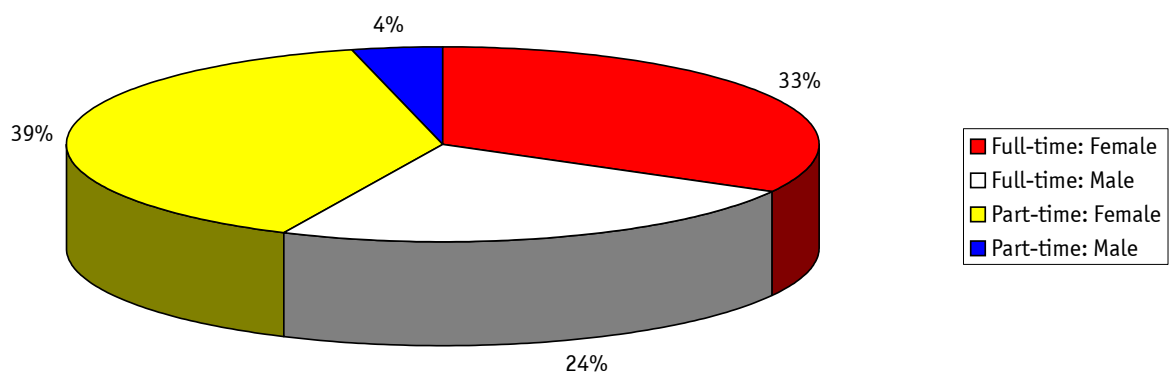


Chart 2 - London Boroughs Workforce by Gender and Type of Employment



Source: ALG analysis of Employers Organisation's Spine Column Point Survey 2004

Chart 3 - Female Workforce Differentiated by Pay Grade/SCP

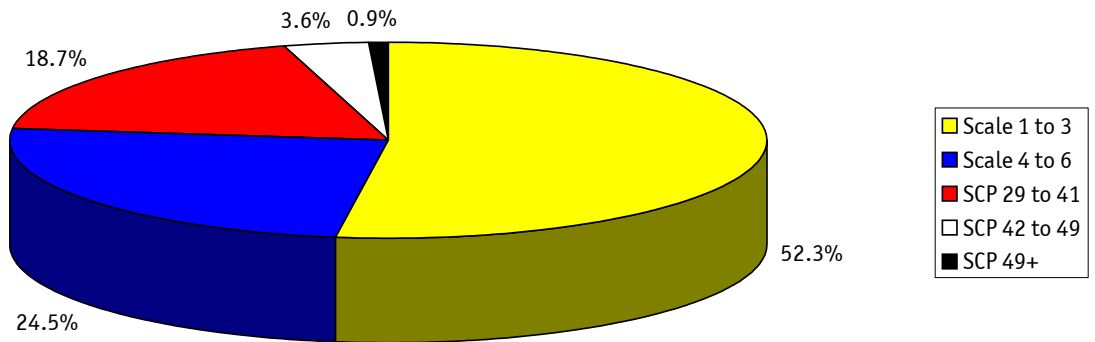
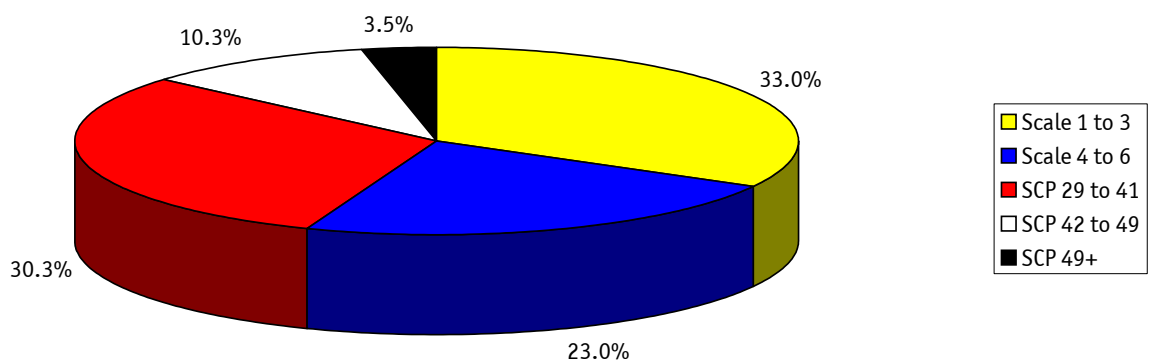
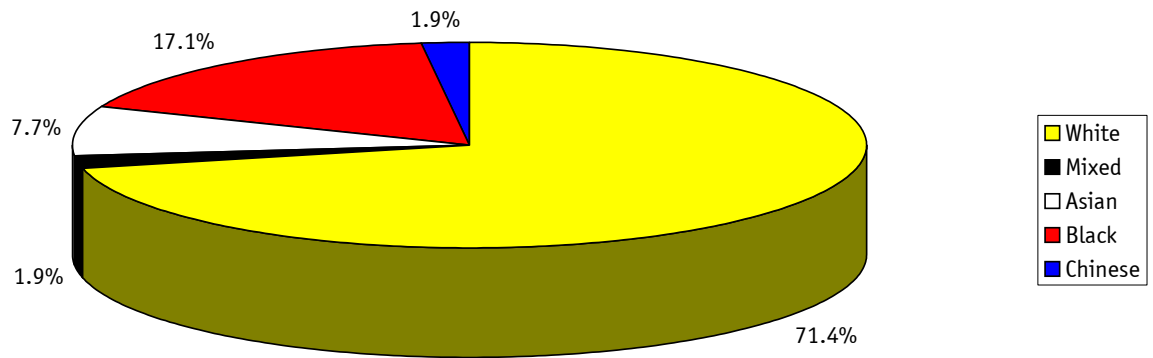


Chart 4 - Male Workforce Differentiated by Pay Grade/SCP



Source: ALG analysis of Employers Organisation's Spine Column Point Survey 2004

Chart 5 - London Boroughs Workforce by Ethnic Group



Source: ALG analysis of Employers Organisation's Spine Column Point Survey 2004

APPENDIX B

The following boroughs responded to the survey:

- Barking & Dagenham
- Barnet
- Bexley
- Brent
- Bromley
- Camden
- Croydon
- Enfield
- Greenwich
- Hackney
- Hammersmith & Fulham
- Haringey
- Harrow
- Havering
- Hillingdon
- Hounslow
- Islington
- Kensington & Chelsea
- Kingston-upon-Thames
- Lambeth
- Lewisham
- Merton
- Newham
- Richmond-upon-Thames
- Southwark
- Sutton
- Tower Hamlets
- Waltham Forest
- Wandsworth

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