



In this bulletin Dorset refers to the Dorset Council area coming into effect 1st April 2019 unless stated otherwise

Economic inclusion: Inclusive Dorset

This bulletin is part of a series which makes up the 2018/19 local economic assessment of Dorset.

It is important that as many people as possible can be economically productive, if they want to be. This benefits both the individual and wider society as economic participation increases. Economic participation has been growing for many decades, adding to the pool of talent that employers can choose from, or increasing the number of entrepreneurs starting businesses. So it is important that we make sure that people are able to fully participate in Dorset's economy and overcome any barriers that may hold them back.

Big Numbers

34% of adults in GB reported that they were limited in the type or amount of work that they did

14% is the gender pay gap in Dorset

39% of Dorset's working age population is aged 50+

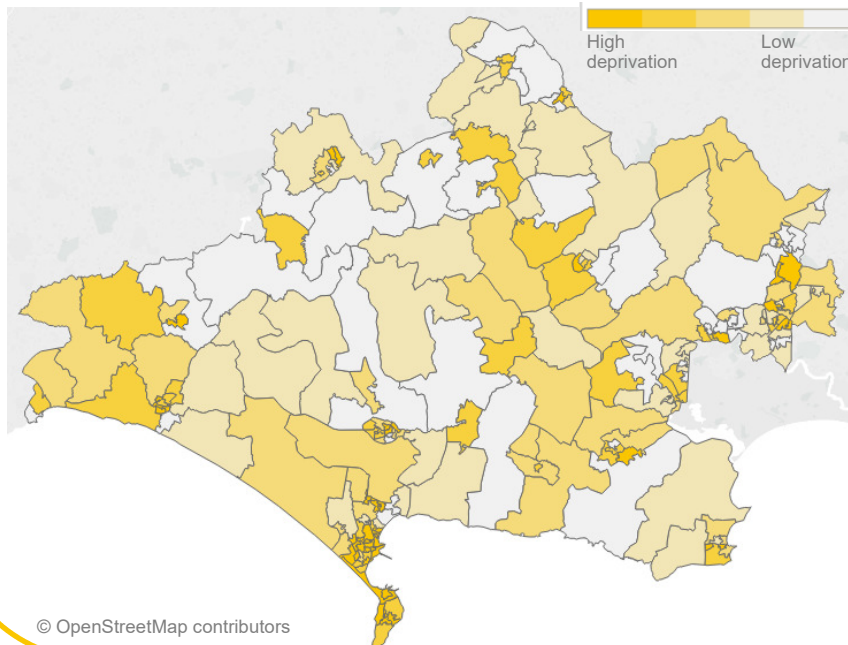
12% of households in Dorset are workless

9 out of **10** of the most deprived areas in Dorset are in Weymouth & Portland

Box 1: Economic deprivation

- Employment deprivation measures the proportion of the working age population excluded from the labour market. This may be because people are looking for a job, are unable to work due to illness or disability, or are caring for others.

Employment Deprivation



- Employment deprivation tends to be centred around urban areas with nine of the ten most deprived areas in Dorset found in Weymouth & Portland. The three least deprived areas by this measure are Blandford Camp, Greenhill & Furzehill in East Dorset and Dorchester Monmouth Road¹.
- 12% of households in Dorset are workless, compared to 16% last year. This is a much greater fall than seen nationally, where the figure remains at 15%².
- Income deprivation is closely linked to employment deprivation, as these are often areas of poorly paid employment.

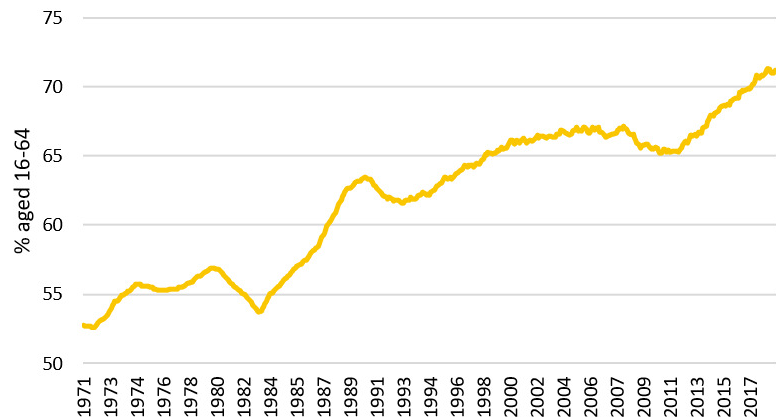
Sources:

- 1 English Indices of Deprivation (2015), DCLG
- 2 Annual Population Survey (2017), Households by combined economic activity status, ONS



Box 2: Economic participation

Employment rate: Women¹⁰



- Barriers to economic participation include³
 - Health conditions,
 - A disability,
 - Family responsibilities,
 - Lack of job opportunities,
 - Lack of qualifications,
 - Caring for others.
- In a survey, the main **barrier to work** was family responsibilities, although people with an impairment (e.g. loss of sight) also cited health conditions. Cost is most commonly cited as the main **barrier to using transport** (both car owners and public transport users). After cost, poor availability of public transport is a significant barrier. Cost is also the main **barrier to education and training**³.
- Employers with more than 250 staff now have to report their gender pay gap. In 2017, the gap for full-time workers in the UK stood at 9%, down from 10% in 2011⁵. However, the gender pay gap in Dorset is higher at 14%⁶.
- Similarly, women are under-represented on the boards of large companies with 24% of board roles in FTSE100 companies.⁷
- Ethnic minorities are also under-represented with 7% of board roles in FTSE100 companies, despite making up 13% of the UK population⁷.
- Women's participation has been increasing over many decades, due to better child care provision and more flexible working options together with a shift in society's view of gender roles. As well as increasing productivity, greater female participation has been shown to increase wages for men and women⁴. The increase over the last few years has been partly due to changes to the State Pension age for women.
- Economic activity rates are typically lower among ethnic minorities. Locally, 30% of ethnic minorities are economically inactive compared to 19% of white UK-born residents⁸. This difference is also seen at the national level. The reasons for this are complicated and vary across ethnic groups, but can include: a younger age profile (more likely to be students), looking after family, or being long term sick or disabled.
- Dorset's workforce is getting older. The proportion of the working age population aged 50+ is expected to increase from 39% to 41% over the next 10 years⁹. Older workers have experience and skills and, as more people retire, other workers need training to fill the gaps.

Our plans include

- Ensure economic growth benefits everyone.
- Place the environment at the heart of growth.
- Actively listen to businesses and the community.
- Grow relationships between schools and business, including a key sectors approach.
- Establish a Dorset School Improvement Board, with a focus on Weymouth.
- Raise the aspirations of young people through the Careers Enterprise Company.
- Deliver an Apprenticeship strategy founded on good practice shown by Dorset Council.
- Enhance further education provision through investment in local colleges.

Sources:

- What barriers do people face when accessing work, transport, education and training?, ONS, 10/04/2014
- <https://hbr.org/2018/01/when-more-women-join-the-workforce-wages-rise-including-for-men> [Accessed 12/12/18]
- Understanding the gender pay gap in the UK, ONS, 17/01/2018
- ASHE Residents' hourly FT earnings 2018
- The Green Park Leadership 10,000 2016-2017, Green Park and DRIVE
- Annual Population Survey, Table 04, Jul'17-Jun'18, ONS
- Population projections, 2016, ONS
- UK labour market: January 2019 (Labour Force Survey), ONS