

**HARLOW** - see something **different**



# **Harlow Labour Market Statistics (2009)**

Regeneration Unit

Harlow District Council  
April 2009

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## Summary of Key Statistics

- Harlow has the second lowest volume of businesses in the East of England, although the number is low for authorities of similar size
- On the whole, the balance of industrial groups in Harlow is indicative of the picture both regionally and nationally. Harlow has retained nonetheless, a larger proportion of manufacturers than elsewhere.
- Harlow's employment composition has a greater proportion of larger employers than comparative areas Essex, East of England, and Great Britain. In turn, it has a lower proportion of small businesses (employing 1-10 persons).
- Harlow's main industrial areas are located to the north and west of the Town. The main retail area is located to the centre of the town (Town Centre) and Templefields (retail park).
- Harlow's largest business type is 'real estate, renting and business activities which accounts for around 26% of the total number of businesses in the town and is Harlow's fastest growing sector.
- All sectors other than public administration and financial administration have grown in number since 1998.
- The number of businesses per head of population in Harlow is low but the rate is growing steadily. In 1998 there were 28 businesses per 1,000 population, this grew to 34.6 by 2006, but is far lower than the rate for Britain (39.9) and Essex (42.7) The majority of Harlow's business growth (see Figure 8 below) has been driven by an increase in the number of small businesses which have grown from 1,274 in 1998 to 1,822 by 2007.
- Harlow has a high rate of economic activity. This means that there is a high rate of persons whom are employed or unemployed and looking for work.
- The rate of those who are economically active and employed (77%) is similar to the regional average but higher than the national (GB) average.
- Harlow's unemployment rate has grown significantly since the beginning of the 2008 recession and the Town's volume of Job Seekers Allowance claimants is the highest for 12 years. This increase is similar to other new towns such as Basildon and Stevenage however.
- Despite the large presence of manufacturers in the Town, the number of persons employed in the industry is shrinking. In contrast, there has been an increase in the proportion of persons employed in the Town's service sector.
- There has been little change in full time vs. part time employment but resident females are increasingly working.
- At 14.2 employees to employer, Harlow has the 7<sup>th</sup> highest ratio of persons employed per employer in the East of England. The rate is contextually high from the sectors, 'health and social work', and manufacturing and wholesale and retail.

- In 2008, Harlow was ranked as the 151<sup>st</sup> (of 407) in the UK competitiveness index. The Index measures which areas in the country are performing best and worst in terms of business, productivity and the economy.
- Data from the DWP shows that Harlow has experienced significant migration from overseas nationals during the past 6-7 years. At 18.47 persons per 1,000 working age population, this equivalent to the highest rate in Essex, albeit lower than the national average.
- Education results in Harlow improved markedly from 2001 to 2008 and the percentage of pupils now attaining 5 or more A\*-C GCSE's is now close to the county and national average.
- Harlow has a greater proportion of persons with no qualifications than similar towns such as Basildon and Stevenage. Statistics from the annual population survey suggests a skills gap in the town as the number of persons qualified to NVQ levels 1 and 2 is lower in Harlow than elsewhere.
- The APS also suggests that the rate of persons with 'other qualifications' is growing, whilst the percentage of the working age population with NVQ 1+ or 2+ is falling. Paradoxically, the proportion of those qualified to NVQ 3+ and 4+ has increased on average.
- Harlow's resident occupations are closely aligned to skills levels. This means that there are a larger proportion of persons employed in elementary and process type and skilled trade occupations and a smaller proportion of persons employed administrative and managerial positions than elsewhere.
- Harlow's residents earn significantly lower wages than those in comparative towns Basildon and Stevenage. Data pertaining to 2007/08 also suggests that there was a pay 'decrease' during the period which was particularly evident for resident females.
- In contrast to resident wages, workplace wages are far higher than elsewhere. At 25.9K per annum for females and 35.2K for males, workplace earners earn significantly higher wages than regional and national averages.
- This means that the gap between resident and workplace earners is substantial (and growing).

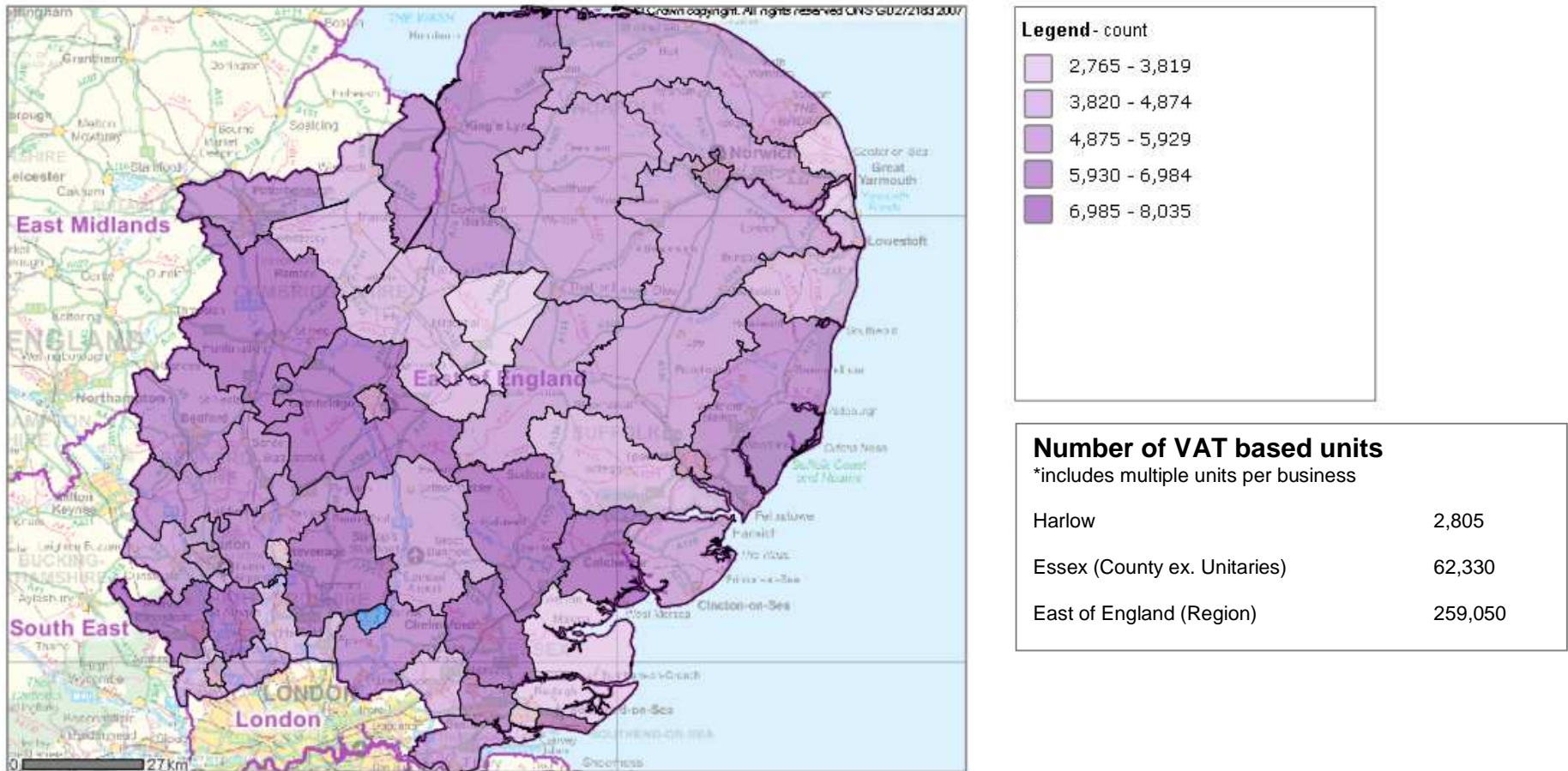
For more information on this Report, please visit, [www.harlow.gov.uk](http://www.harlow.gov.uk)

or contact Graham Pearman, Regeneration Unit, Civic Centre, [graham.pearman@harlow.gov.uk](mailto:graham.pearman@harlow.gov.uk)

## Counts of VAT Based Local Units by Broad Industrial Group (Regional)

According to Neighbourhood Statistics for 2008, Harlow has the second lowest number of VAT based local units by Local Authority Area in the East of England region (2,805). This low number is characteristic, however, of other authorities of similar size and population, e.g. Stevenage (3,070), Castle Point (3,150), and Broxbourne (3,895). Harlow's VAT based local units account for 1.1% of all local units regionally.

**Figure 1: All VAT and/or PAYE Based Local Units (Count, Local Units, Mar 08)**

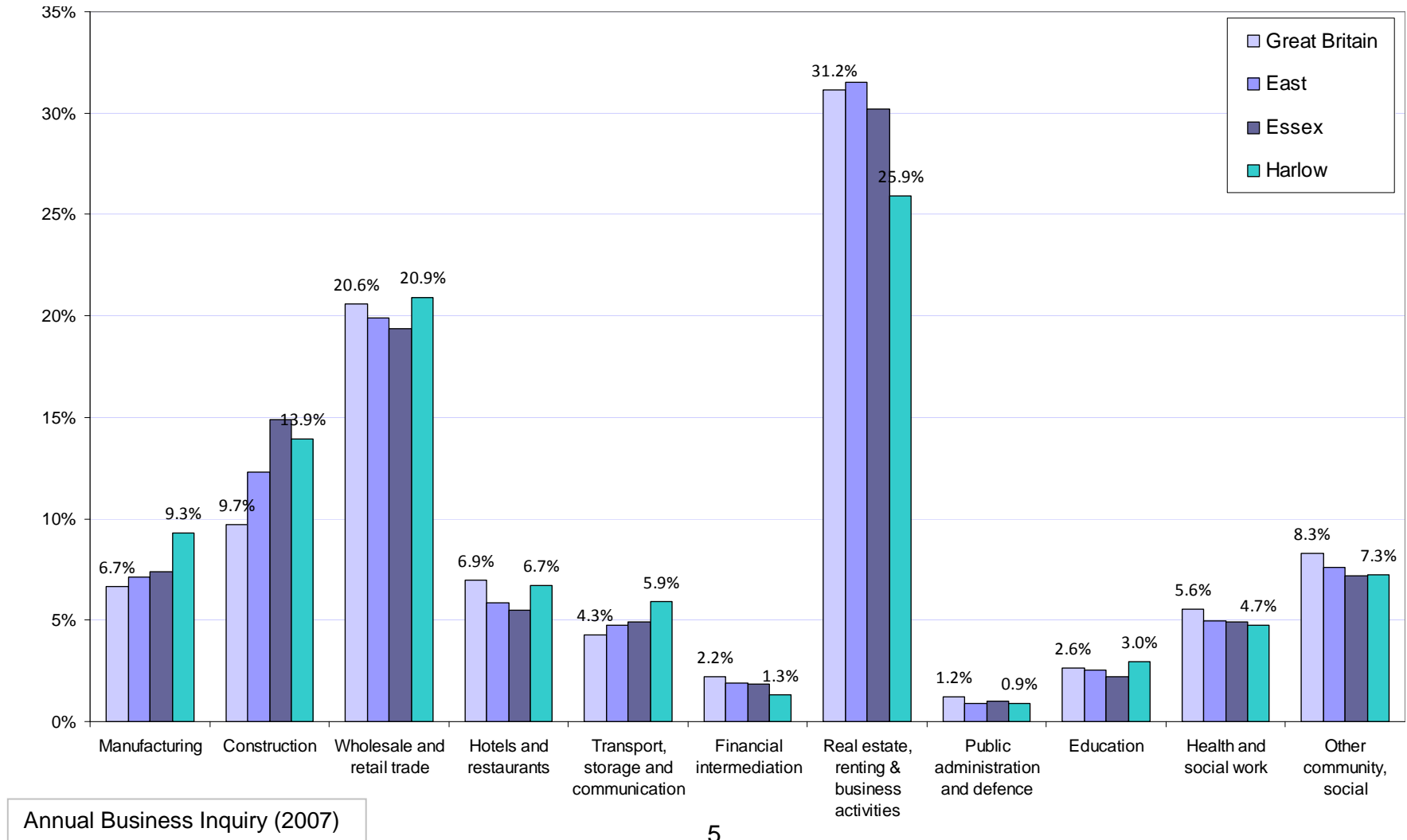


Neighbourhood Statistics (March 2008)

## Counts of VAT Based Local Units by Broad Industrial Group (Percentages, Local/Regional/National)

The below chart illustrates how Harlow's industrial composition compares regionally and nationally. On the whole, the balance of industrial groups in Harlow is indicative of the picture both regionally and nationally. Of note, the proportion of Harlow's VAT based units belonging to manufacturing is significantly greater in Harlow when compared regionally and nationally. This is largely due to Harlow's legacy as a post-war manufacturing town.

**Figure 2: Comparative employment by sector:**

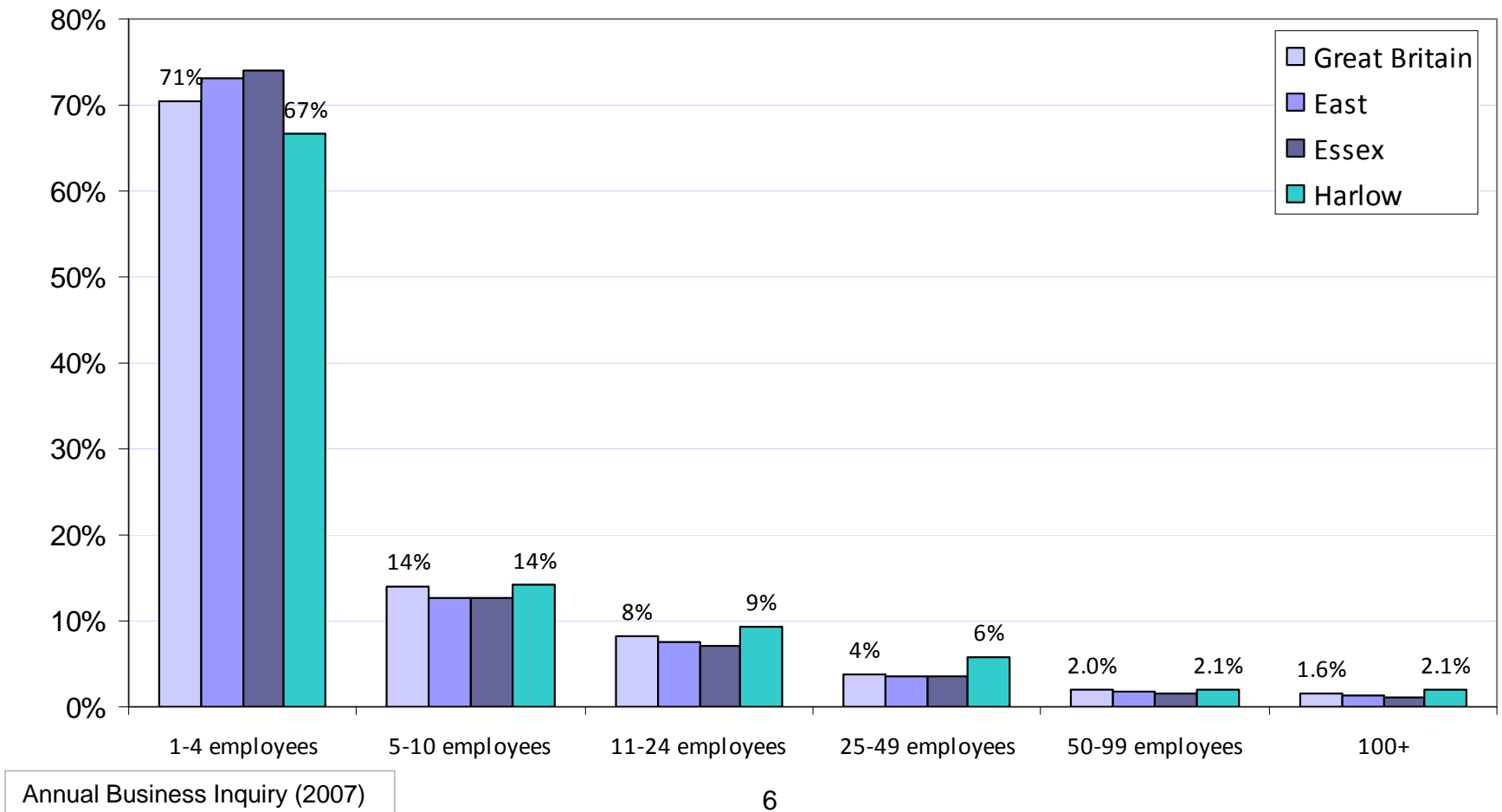


## Counts of VAT Based Local Units by Size (Percentages, Local/Regional/National)

The below chart illustrates how Harlow's industrial composition compares regionally and nationally. On the whole, the balance of industrial groups in Harlow is indicative of the picture both regionally and nationally. It is notable however that Harlow's proportion of small businesses (1-10 employees) is comparatively smaller than in Essex (87%) and Great Britain (84%). This means that Harlow has more medium sized businesses, (employing 11-49 persons) and a greater proportion of large employers, (4.2%) compared to 3.6% nationally.

Figure 3: Comparative employment by size:

Employment Units by Size - Comparative (2007)



**Figure 4: Harlow's business areas:**

Harlow's main industrial areas are located to the north (Templefields) and west, (Pinnacles) of the Town. The main retail areas are located in the centre of the Town (Town Centre), and Templefields (retail park). There are additional small shopping areas within Harlow's neighbourhood hatches.

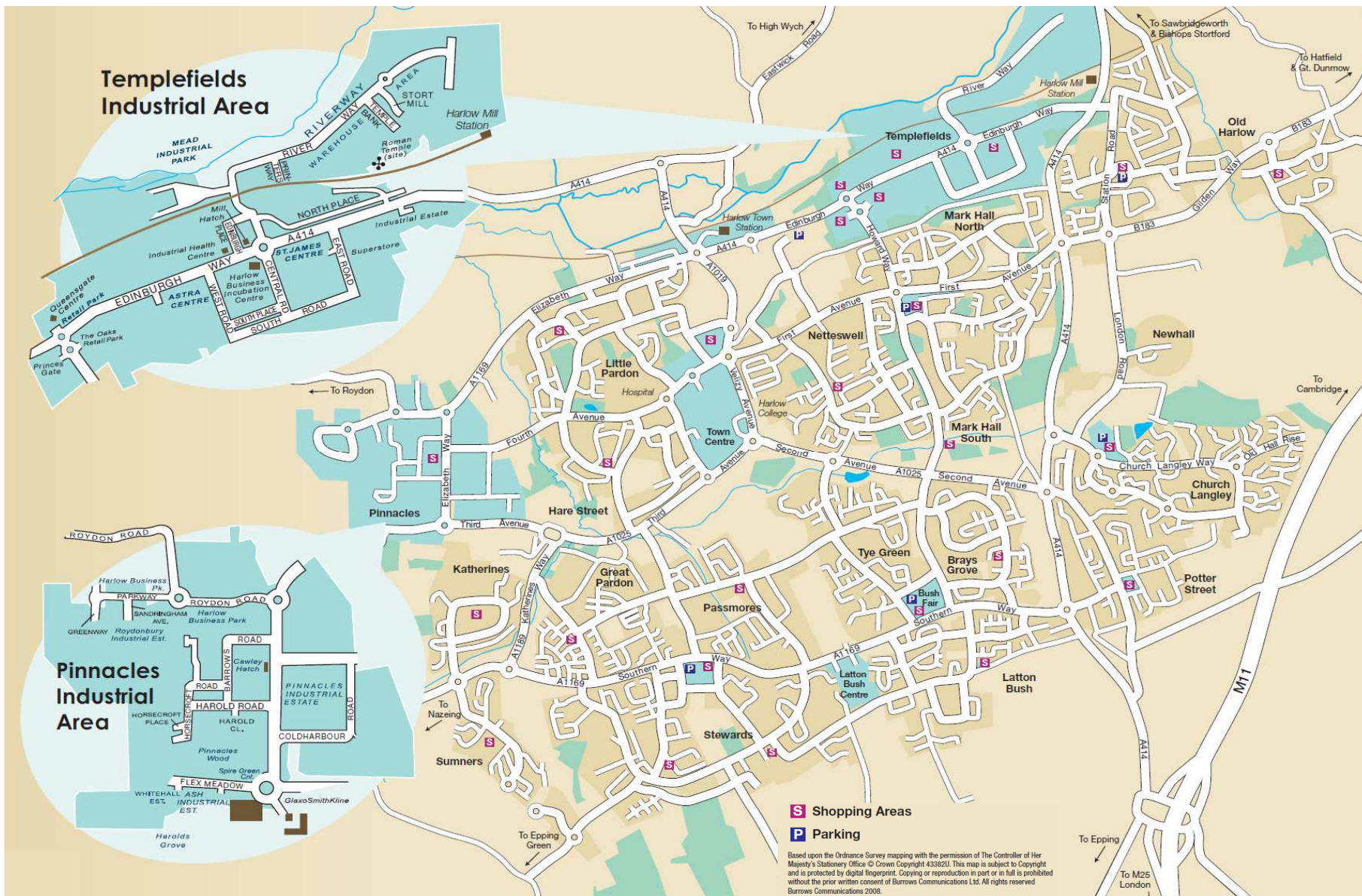
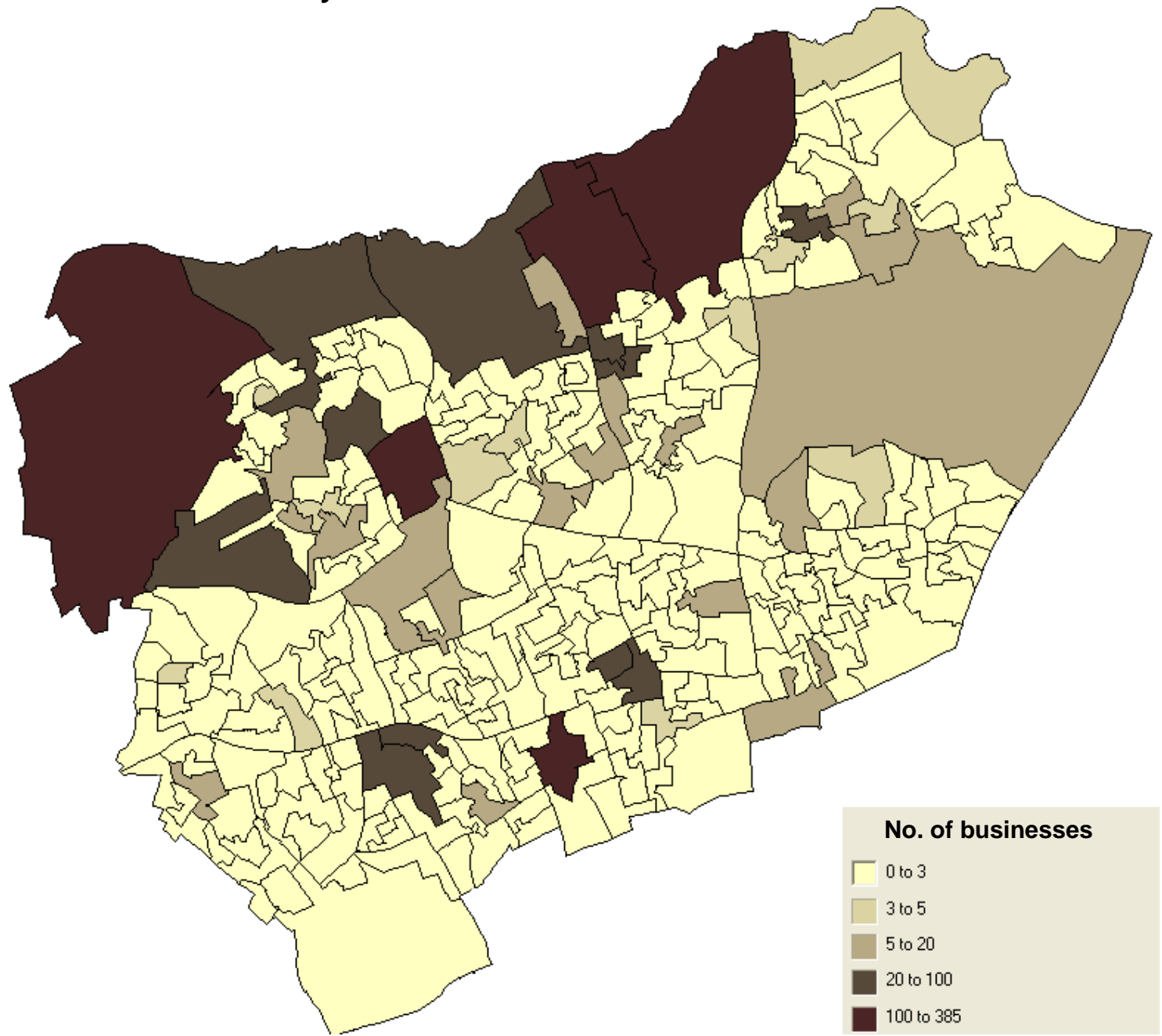




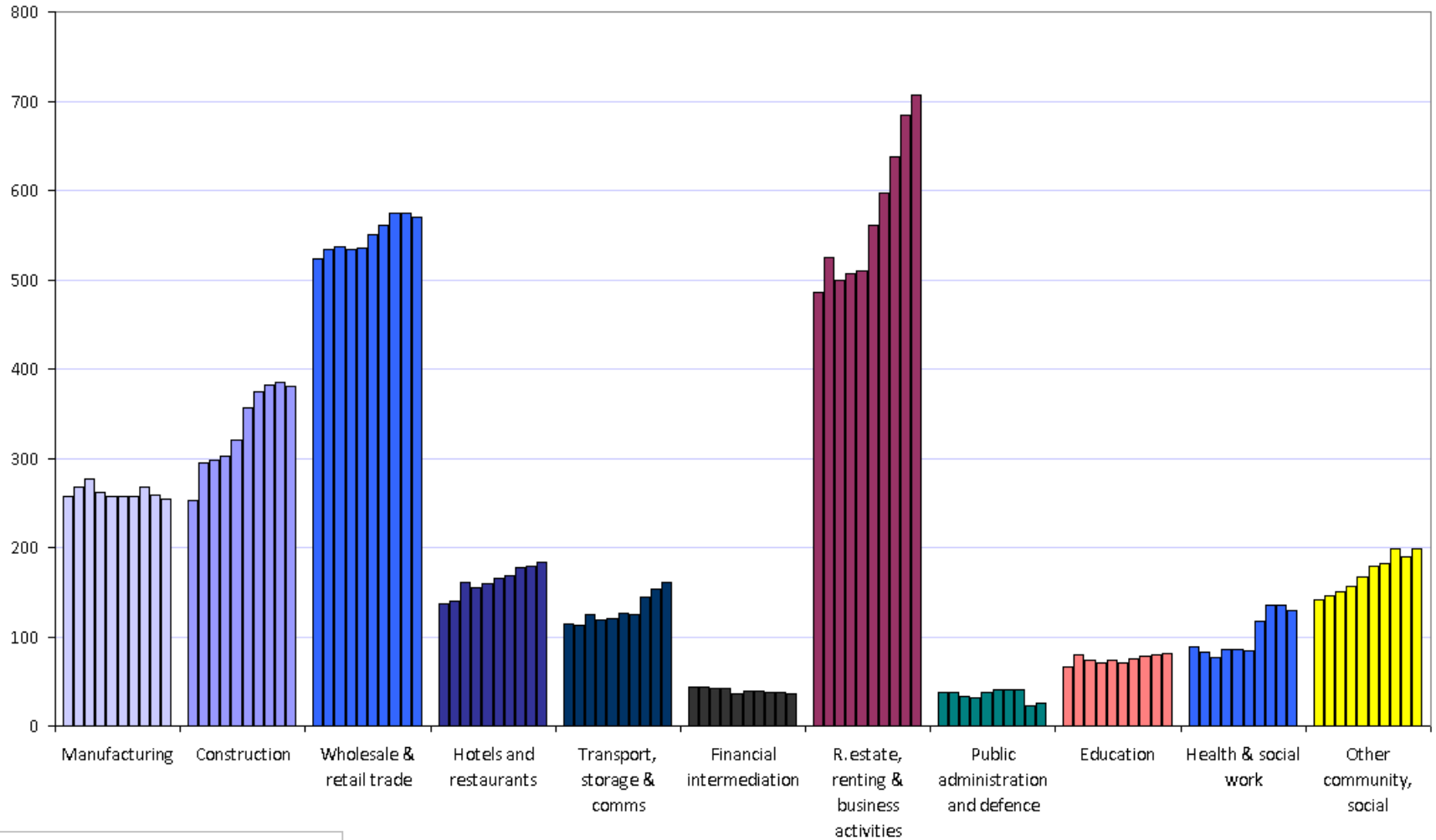
Figure 5: Harlow's business density:



## Harlow Business Sectors (number of businesses located in Harlow by sector)

With over 700 business units the largest broad industrial group in Harlow is **real estate, renting and business activities**, which accounts for around 26% of the total number of businesses in the town and is also Harlow's fastest growing sector. Wholesale and retail trade accounts for the second highest volume of businesses and has grown steadily during the past nine years. Construction accounts for the third highest number of businesses in Harlow followed by manufacturing. According to the Annual Business Inquiry all sectors other than public administration and financial intermediation have grown in number since 1998.

Figure 6: Harlow – number of businesses by sector (1998 – 2007)

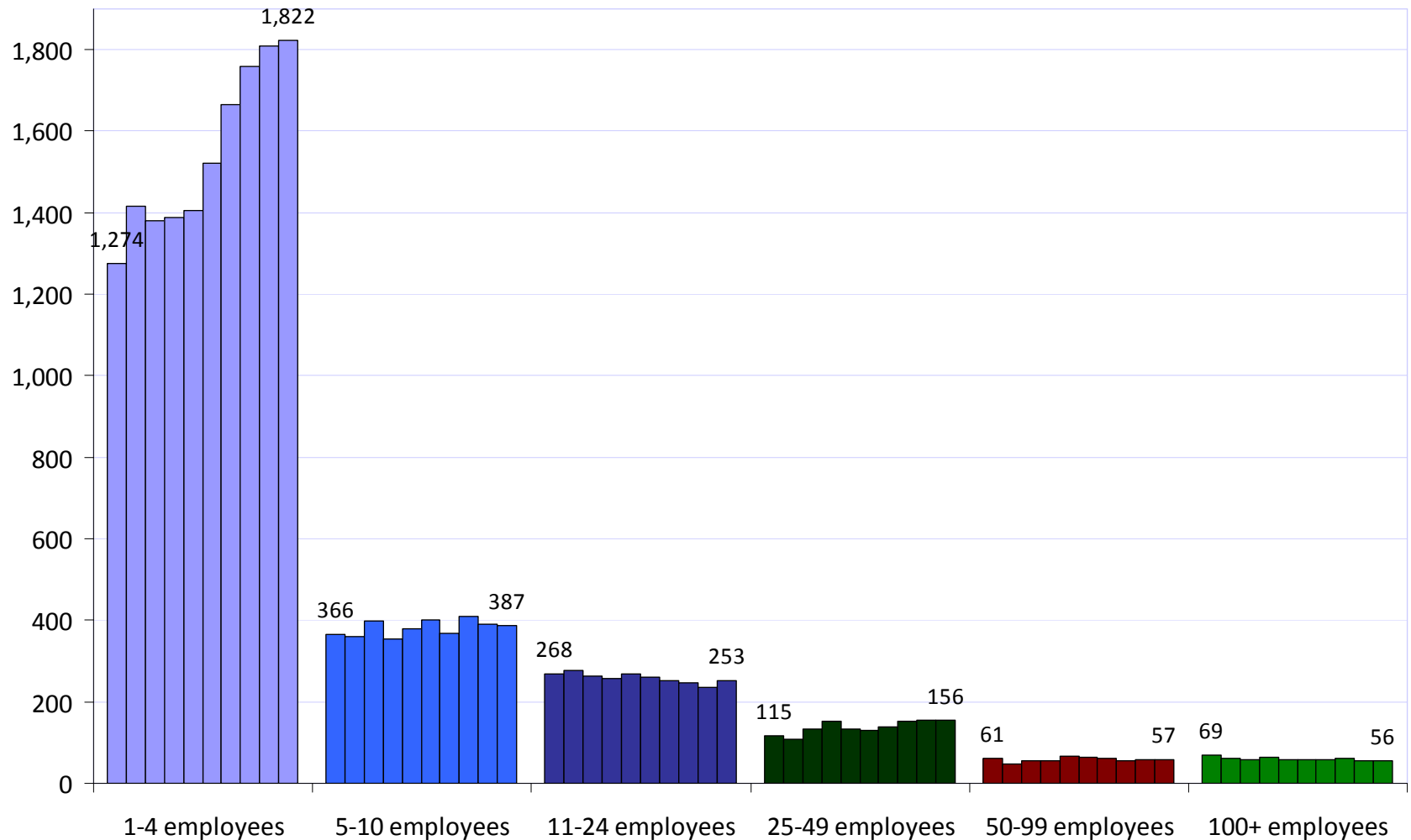


Annual Business Inquiry (2007)

## Harlow Business (number of businesses located in Harlow by size)

The majority of Harlow's business growth (see Figure 8 below) has been driven by an increase in the number of small businesses which have grown from 1,274 in 1998 to 1,822 by 2007. Businesses employing 5-10 employees have grown by a small margin during the same period (NET increase of 11); whilst businesses employing 11-24 employees have shrunk by 15 businesses. On average therefore, medium sized businesses can be said to have stayed static during the period. There has been a marginal increase in the number of businesses employing 25-49 persons, whilst the number of large employers has mainly remained static.

**Figure 7: Harlow – number of businesses by size (1998 – 2007)**



## Business growth– contextual growth by geography

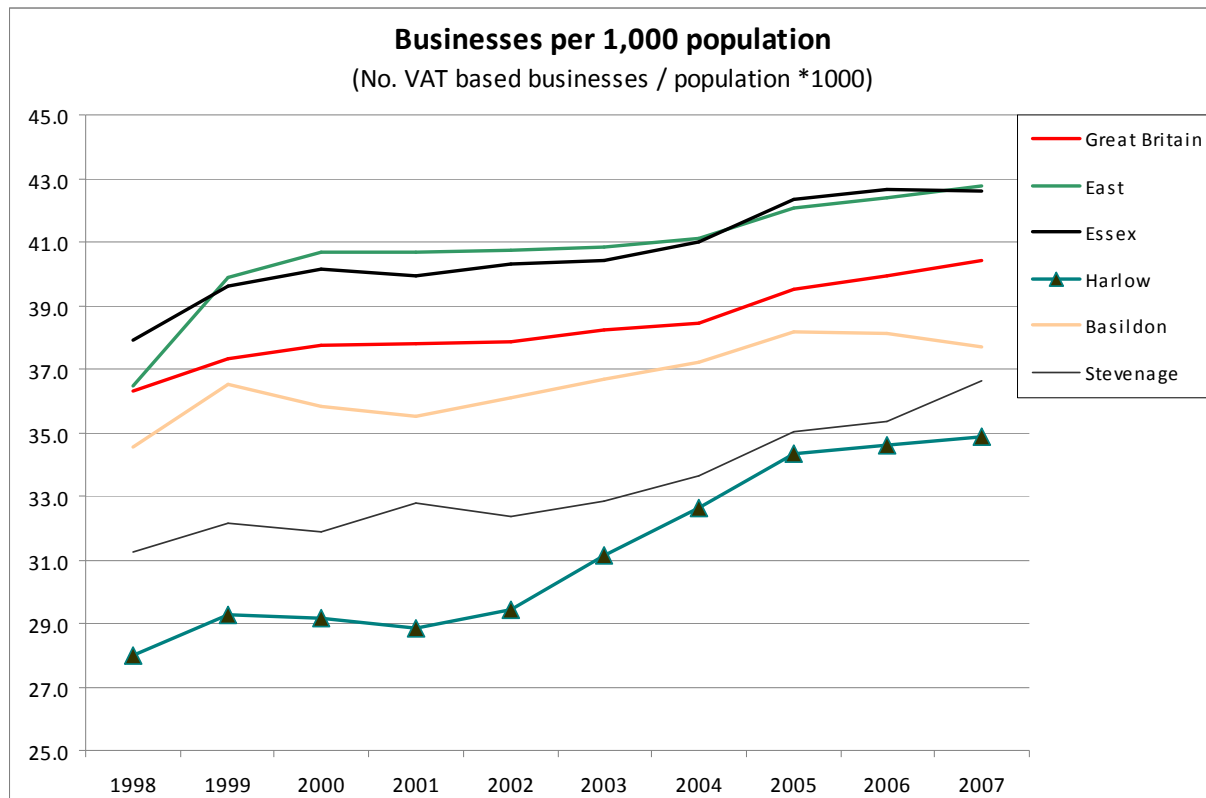
**Table 1: Business per 1,000 population**

The below table shows Harlow's traditionally low rate of businesses per head of population. In 1998 this stood at a rate of 28 against a rate of 36 nationally and regionally, and as high as 38 for Essex.

	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
Great Britain	36.3	37.3	37.8	37.8	37.8	38.2	38.5	39.5	39.9	40.4
East	36.5	39.9	40.7	40.7	40.7	40.9	41.1	42.1	42.4	42.8
Essex	37.9	39.6	40.1	39.9	40.3	40.4	41.0	42.3	42.7	42.6
<b>Harlow</b>	<b>28.0</b>	<b>29.3</b>	<b>29.2</b>	<b>28.8</b>	<b>29.4</b>	<b>31.1</b>	<b>32.6</b>	<b>34.3</b>	<b>34.6</b>	<b>34.9</b>
Basildon	34.5	36.5	35.9	35.5	36.1	36.7	37.2	38.2	38.1	37.7
Stevenage	31.2	32.1	31.9	32.8	32.4	32.8	33.6	35.0	35.4	36.7

As the below chart shows Harlow's rate of businesses per head of population has grown consistently during the past nine years and is now close to the rate for Stevenage. As mentioned previously, this is mostly due to the growth in the number of businesses classified in real estate renting and business activities, construction, and in transport, storage and communications.

**Figure 8: Harlow – Number of VAT based businesses per population, (1998-2007)**

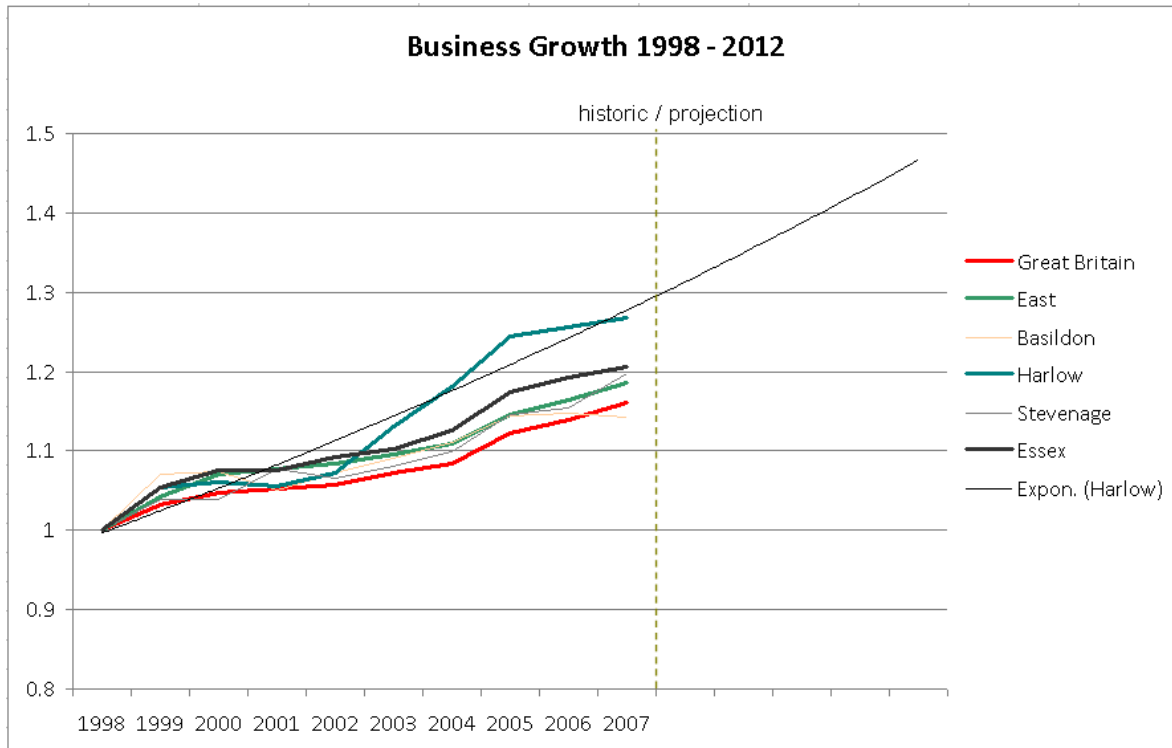


Annual Business Inquiry (2007)

## Business growth continued...

Shown as a rate of growth from 1998, the below chart shows that the rate of business growth in Harlow has been faster than comparative areas Great Britain, East of England, Essex, Basildon and Stevenage. Data pertaining to 2007 shows that this rate is predicted to continue onto 2012 although this does not factor into account the recent economic turn down from 2008 onwards which is anticipated to have a negative affect on business growth.

Figure 9: Harlow – VAT based business growth, (1998-2007)



Annual Business Inquiry (2007)

## Labour Supply:

Statistics from the Annual Population Survey show that Harlow has a high rate of persons whom are 'economically active', (86.6%), that is persons who are either in employment or unemployed as a percentage of all people aged 16-59/64.

The rate of persons who are economically active and in employment (77.1%) is similar to the regional average and higher than the national (GB) average.

**Table 2: Employment / Unemployment (2007-2008)**

Employment and unemployment (Jul 2007-Jun 2008)				
	Harlow (numbers)	Harlow (%)	East (%)	Great Britain (%)
<b>All people</b>				
Economically active <sup>†</sup>	44,400	86.6	81.2	78.8
In employment <sup>†</sup>	39,900	77.1	77.7	74.5
Employees <sup>†</sup>	38,300	73.8	66.5	64.7
Self employed <sup>†</sup>	#	#	10.9	9.4
Unemployed (model-based) <sup>§</sup>	2,400	5.7	4.2	5.2
<b>Males</b>				
Economically active <sup>†</sup>	23,800	90.7	86.3	83.2
In employment <sup>†</sup>	21,900	82.8	82.6	78.7
Employees <sup>†</sup>	20,700	77.9	66.7	65.0
Self employed <sup>†</sup>	#	#	15.5	13.3
Unemployed <sup>§</sup>	#	#	4.1	5.4
<b>Females</b>				
Economically active <sup>†</sup>	20,600	82.1	75.7	73.9
In employment <sup>†</sup>	18,000	71.0	72.3	70.1
Employees <sup>†</sup>	17,600	69.6	66.2	64.5
Self employed <sup>†</sup>	!	!	5.7	5.2
Unemployed <sup>§</sup>	#	#	4.3	5.0

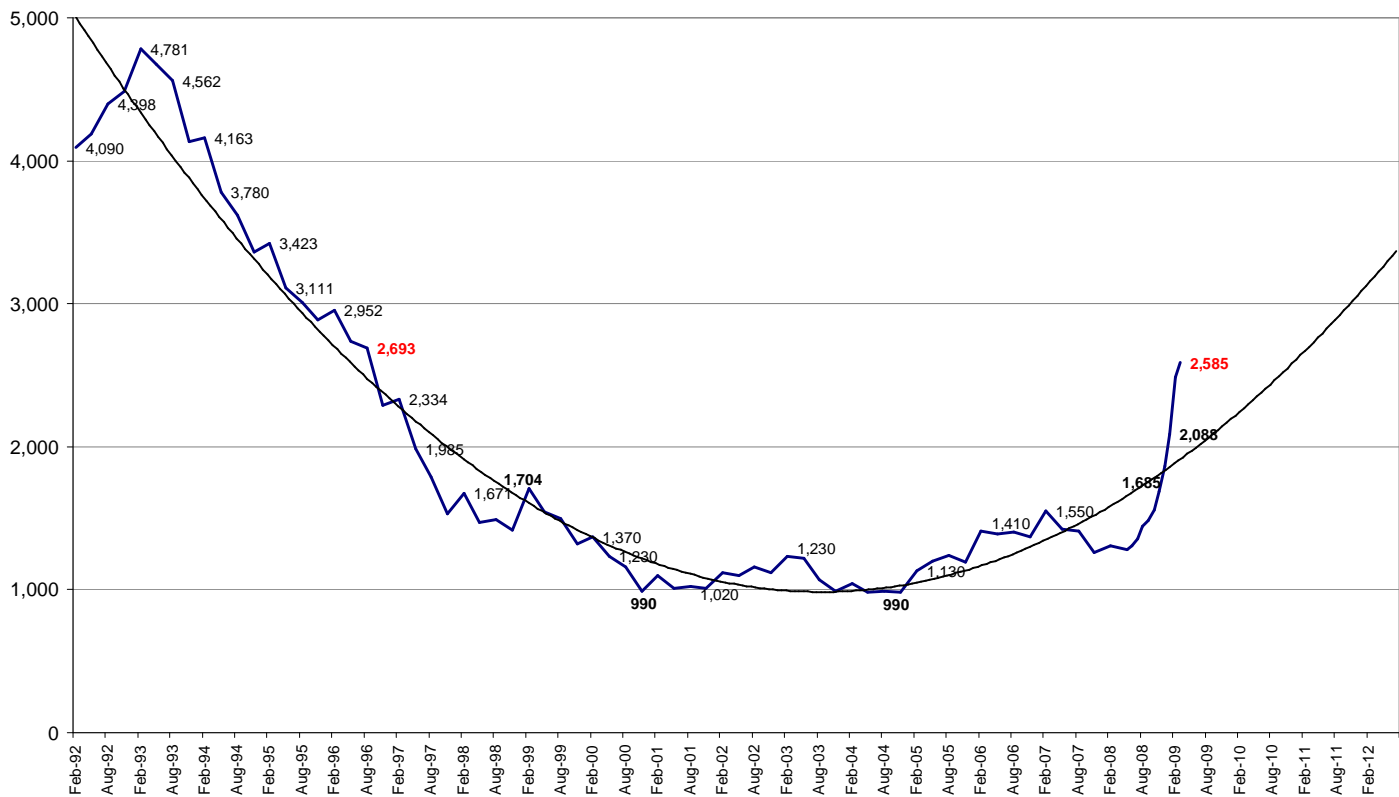
Source: ONS annual population survey

As of June 2008 the Town's (model-based) unemployment rate was estimated to be 5.7%. Since then, figures from the DWP show that the volume of Job Seekers Allowance Claimants has risen substantially (see below) which would suggest a subsequent increase in the unemployment rate also.

## Unemployment:

The impact of the recession has been especially apparent in Harlow during the past six months reaching 2,585 persons by March 2009, and the highest volume for 13 years (see figure 10, below).

**Figure 10: Job Seekers Allowance Claimants: Harlow, 1992 - 2009**

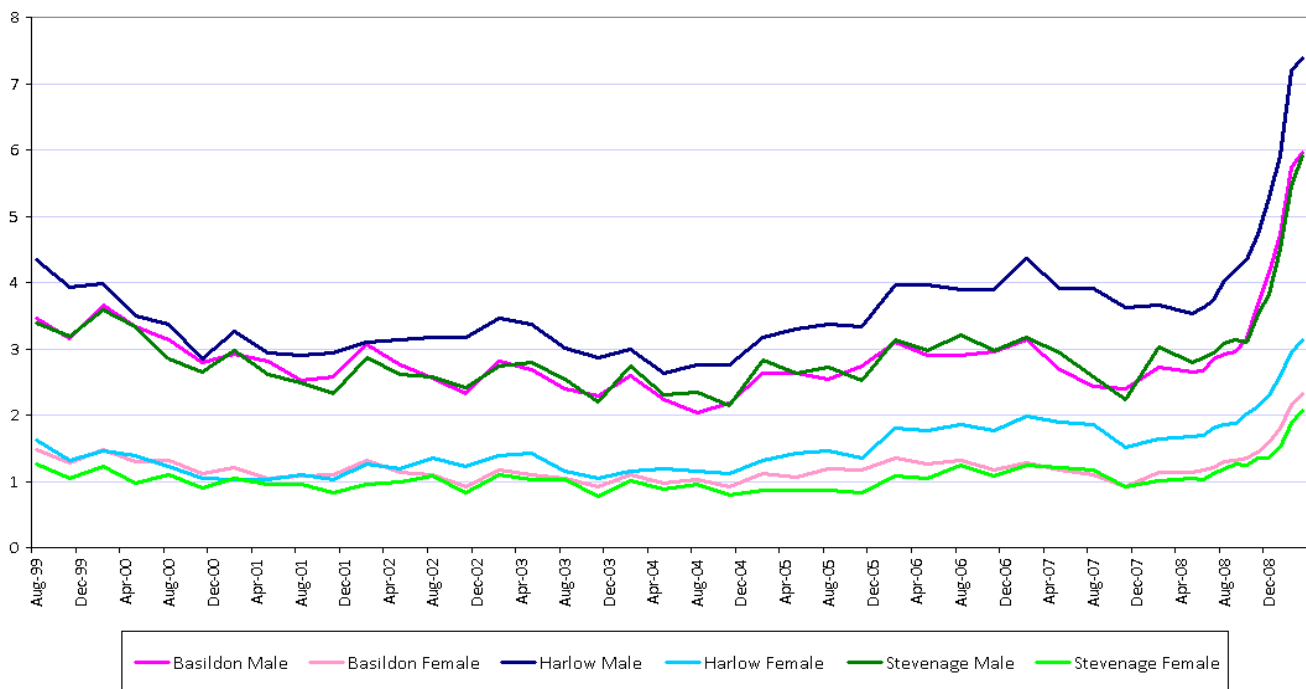


DWP / NOMIS (2009)

When viewed in the context of similar new Towns Basildon and Stevenage, it is evident that Harlow's unemployment levels have increased at a similar rate to that of other towns; this is evident for both males and females.

**Figure 11: Job Seekers Allowance Claimants: District Comparison**

Number of JSA claimants per 100 working age population



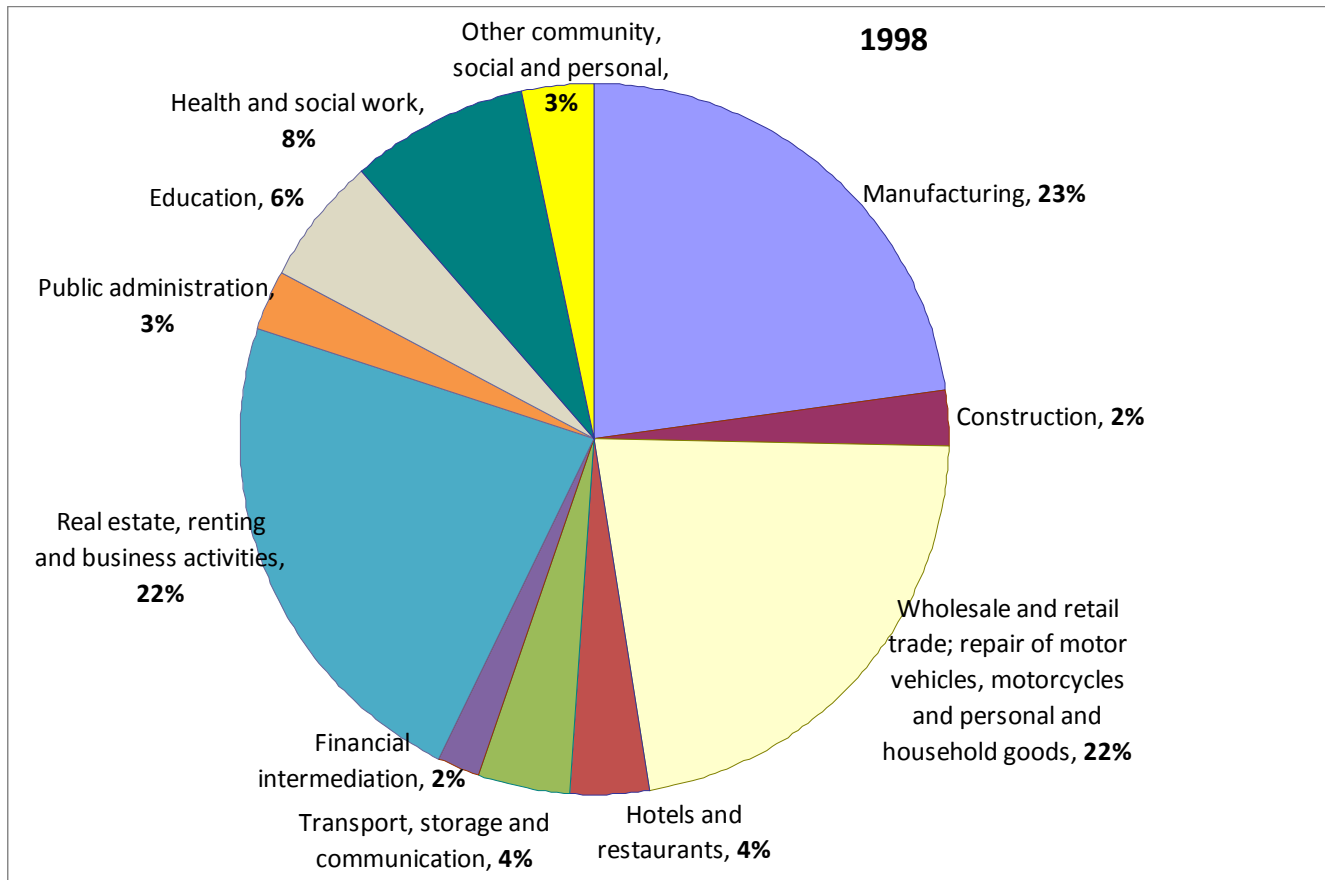
DWP / NOMIS (2009)

## Harlow Employment Trends:

Similar to other areas throughout the country, Harlow's type of employment is changing.

The below chart provides a breakdown of how people were employed in 1998. The largest groups during that time were in manufacturing, wholesale and retail, and business activities. One-third of Harlow workers were employed part-time vs. two-thirds full time. 87% of male workers were employed full-time, vs. 13% part-time.

**Figure 12: Harlow Employment trends by sector: 1998**



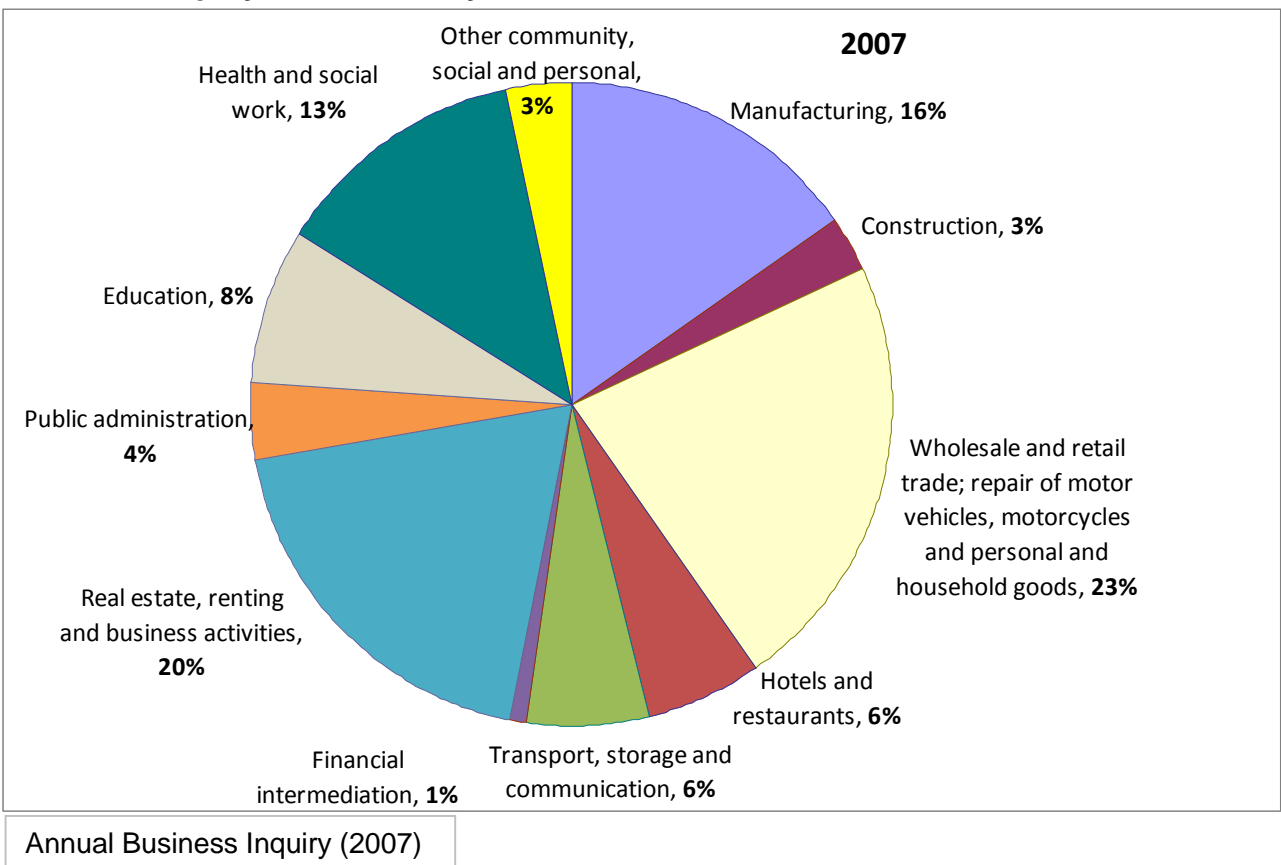
Annual Business Inquiry (2007)

By 2007 (see figure 13), there had been shrinkage of manufacturing employment and an increase in service sector employment, wholesale & retail, hotels and restaurants, transport storage and communication. There was also an increase in the number of people employed in health and social work, education and public administration.

In terms of the full-time / part-time shift there was little change between 1998 and 2007 with one-third of workers remaining part-time vs. two-thirds full-time. There was a change in the employment patterns of males and females however: the rate of female full-time employment grew from 49% to 55%, whilst male full-time employment shrunk from 87% to 83%.



**Figure 13: Harlow Employment trends by sector: 2007**



**Employment ratios by sector:**

The below table shows employment densities by sector within the East of England, i.e. the number of persons employed per employer (2007). In Harlow the average ratio was 14.2 employees per employer, which is the seventh highest ratio in the East of England (48 districts). Harlow's most densely populated sectors are within the public sector, (public administration, health and social work, education); manufacturing and wholesale & retail account for the next highest density sectors.

**Table 3: Employment densities by sector (East of England)**

	Agriculture, hunting and forestry	Manufacturing	Construction	Wholesale and retail trade	Hotels and restaurants	Transport, storage, commus.	Financial intermediation	Real estate, renting and business activities	Public administration	Education	Health and social work	Other community, social and personal	Total
1 Norwich	4.0	21.6	9.8	10.8	10.1	24.9	51.4	11.0	108.6	67.6	22.0	10.0	16.7
2 Peterborough	33.8	25.7	5.4	12.8	10.1	21.2	44.0	4.8	88.5	38.5	34.0	7.3	15.4
3 Luton	2.8	26.9	5.5	11.9	9.5	38.1	12.7	11.3	37.9	51.6	25.9	9.7	15.1
4 Wavyn Hatfield	24.9	15.2	6.0	22.0	10.3	27.3	11.5	3.5	75.1	67.2	21.9	8.8	14.9
5 Cambridge	10.5	18.1	6.7	10.5	11.5	21.0	3.8	3.8	48.1	68.7	51.7	7.0	14.8
6 Stevenage	1.5	32.0	4.7	11.5	12.3	15.2	13.6	13.6	80.5	86.7	57.0	11.0	14.6
<b>7 Harlow</b>	<b>8.5</b>	<b>23.3</b>	<b>2.7</b>	<b>15.1</b>	<b>11.9</b>	<b>14.7</b>	<b>9.7</b>	<b>10.4</b>	<b>63.6</b>	<b>36.5</b>	<b>38.4</b>	<b>6.4</b>	<b>14.2</b>
8 Ipswich	2.8	15.2	6.0	11.1	10.3	16.7	33.1	3.5	97.6	56.1	26.2	8.7	13.7
9 Watford	1.5	19.4	8.7	13.6	11.3	17.7	17.8	3.0	66.2	37.3	25.2	8.0	12.7
10 Thurrock	21.6	17.2	3.0	16.9	12.0	15.4	3.4	5.5	35.0	49.6	15.4	9.0	12.2
11 Basildon	15.9	21.1	4.0	12.7	11.3	9.7	23.8	5.9	57.4	32.1	34.3	7.8	11.7
12 Great Brilari	29.6	17.7	5.5	9.0	10.7	15.2	23.0	3.3	52.2	38.6	24.3	7.0	11.1
13 Bectford	24.0	14.4	5.5	10.5	8.3	14.3	3.5	3.1	62.7	38.1	22.3	6.1	10.8
14 St Edmundsbury	34.8	21.3	4.9	9.2	10.1	7.7	11.1	4.2	58.0	35.4	27.2	5.9	11.5
15 Great Yarmouth	28.5	12.9	4.3	8.5	10.3	10.5	3.0	5.5	36.9	42.3	33.8	7.4	10.4
16 Chelmsford	24.0	11.3	4.7	9.4	11.0	13.1	22.6	5.0	33.0	40.2	28.5	8.0	10.3
17 Waveney	39.6	25.5	5.9	7.8	8.7	9.3	3.7	4.3	31.7	37.2	17.1	5.3	8.9
18 Fencham	81.2	20.7	8.7	5.5	8.8	3.5	3.0	58.0	38.2	21.5	4.8	5.9	15.9

## Competitiveness:

The UK Competitiveness Index examines which areas in the country are performing best and worst in terms of business, productivity and the economy. It also reveals the areas that are most likely to show sustained business growth in years to come. According to the 2008 Index, Harlow was the 23rd most improved District in the Survey. In 2006, it was ranked 189th out of 407, but is now ranked 151st on the table.\*

Harlow's climbing rank was informed by high economic activity rates, high employment rates, significantly high levels of workplace wages and a modest GVA per capita. These features are undoubtedly driven by the presence of Harlow's significant knowledge based businesses including GSK, Raytheon and Nortel.

**Table 4: UK Competitive Index: Harlow and comparative districts**

Dataset	UK/GB	Harlow	Stevenage	Basildon
Employment Rate: Working Age People (Jan 2006-Dec 2006) APS	74.1	81	75.6	76.1
Rank (out of 407)		<b>65</b>	<b>219</b>	<b>203</b>
% with NVQ4+ - working age (Jan 2006-Dec 2006) APS	27.3	21.9	19.1	19.6
Rank (out of 406)		<b>286</b>	<b>346</b>	<b>334</b>
Business Start-Ups 2006	2.9	2.6	2.5	3.0
Rank (out of 408)		<b>234</b>	<b>259</b>	<b>181</b>
Business Density 2006	30.6	23.0	23.5	28.5
Rank (out of 408)		<b>306</b>	<b>301</b>	<b>237</b>
ASHE Gross Weekly Pay 2006 (£)	£447	£477	£535	£490
Rank (out of 405)		<b>76</b>	<b>27</b>	<b>59</b>
FT Workers Median Weekly pay - gross 2005 (£)	£431	£470	£481	£482
Rank (out of 405)		<b>61</b>	<b>51</b>	<b>50</b>
Claimant Rate/Working Age Pop Aug 2007 (%)	2.3	3.0	2.1	1.9
Rank (out of 407)		<b>344</b>	<b>248</b>	<b>226</b>
Economic activity rate - working age (Jan 2006-Dec 2006)	78.4	84	81.5	79.9
Rank (out of 407)		<b>66</b>	<b>151</b>	<b>210</b>
Proportion of Knowledge-Based Business 2005	20.5%	17.1%	24.3%	18.8%
Rank (out of 408)		<b>208</b>	<b>75</b>	<b>170</b>
GVA per capita 2004 (£ per head)	£17,451.00	£17,571.24	£24,348.37	£17,099.83
Rank (out of 408)		<b>110</b>	<b>32</b>	<b>118</b>
UK Competitiveness Index 2006	100.0	96.3	105.9	97.9
<b>Rank 2006 (out of 407)</b>		<b>189</b>	<b>85</b>	<b>163</b>
UK Competitiveness Index 2008	100.0	98.2	106.4	99.4
<b>Rank 2008 (out of 407)</b>		<b>151</b>	<b>79</b>	<b>138</b>
Change in Score		1.9	0.5	1.4
Change in Rank (+/-)		38	6	25

\* For more info on the UK Competitiveness Index, see <http://www.cforic.org/pages/ukci2008.php>

## **Workplace Migration:**

The below information is an excerpt from the Local Government Association's (LGA) November 2008 paper on migration, 'A resource guide on local migration statistics' [www.lga.gov.uk/lga/aio/1308026](http://www.lga.gov.uk/lga/aio/1308026). It provides a useful background and indication of wider migration patterns which have been experienced within Harlow and the wider area.

- The UK has a long history of inward (immigration) and outward (emigration) flows.
- The trend over the last decade has been one of increasing migration flows, involving a more diverse set of origins than formerly, culminating in net inward migration to the UK. Since 2004 there has been substantial in-migration from the so-called 'A8' countries of Central and Eastern Europe.
- In recent years migration has accounted for a greater proportion of population increase than natural change at UK scale.
- The majority of in-migrants to the UK are young adults.
- Much recent attention regarding migration to the UK has focused on migrant workers – particularly those from Central and Eastern Europe.
- Migrant workers are not evenly distributed across sectors and occupations. Sectors with a relatively high concentration of migrant workers include agriculture, manufacturing, construction, hotels & restaurants and health & social work.
- Changing economic conditions in the UK, in alternative destination countries and in migrants' countries of origin may make migration to the UK a more or less attractive proposition in future.

## **National Insurance numbers (NINOs) allocated to overseas nationals:**

There are several statistical sources which monitor employment migration flows (and in-migration employment flows in particular), perhaps the best source for measuring migration, however, are national insurance numbers allocated to overseas nationals. The below tables and charts show that the number of registrations in Harlow has increased annually since 2002; this corroborates with the picture nationally (UK).

It also shows that as a rate of the working age population, the level of migration in Harlow (18.47 per 1,000 w/age pop) is more pronounced than elsewhere in Essex. When compared to the national average of 19.3 NINO's per 1,000 working age population however, the rate is slightly lower.

Data relating to 2005/07 shows that the largest number of National Insurance Registrations in Harlow in respect of non-UK Nationals came from persons from Poland, India, the Slovak Republic, Bangladesh, Ghana and South Africa respectively. Of note, the number of National Insurance registrations from persons from Bangladesh and Ghana are significantly higher in Harlow when compared to other areas in the County.

**Table 5: Number of NINO Registrations, 2002 – 2008 (Essex)**

Local Authority	<i>Number</i>					
	2002/03	2003/04	2004/05	2005/06	2006/07	2007/08
Basildon	610	550	500	790	820	820
Braintree	250	250	390	730	820	620
Brentwood	250	270	260	370	360	320
Castle Point	80	70	100	110	140	110
Chelmsford	620	790	680	970	970	920
Colchester	770	920	920	1560	1430	1610
Epping Forest	300	270	360	560	600	550
<b>Harlow</b>	<b>410</b>	<b>480</b>	<b>550</b>	<b>820</b>	<b>820</b>	<b>900</b>
Maldon	70	70	100	160	180	160
Rochford	90	80	90	120	130	130
Tendring	170	190	360	480	490	490
Uttlesford	200	210	300	520	510	450

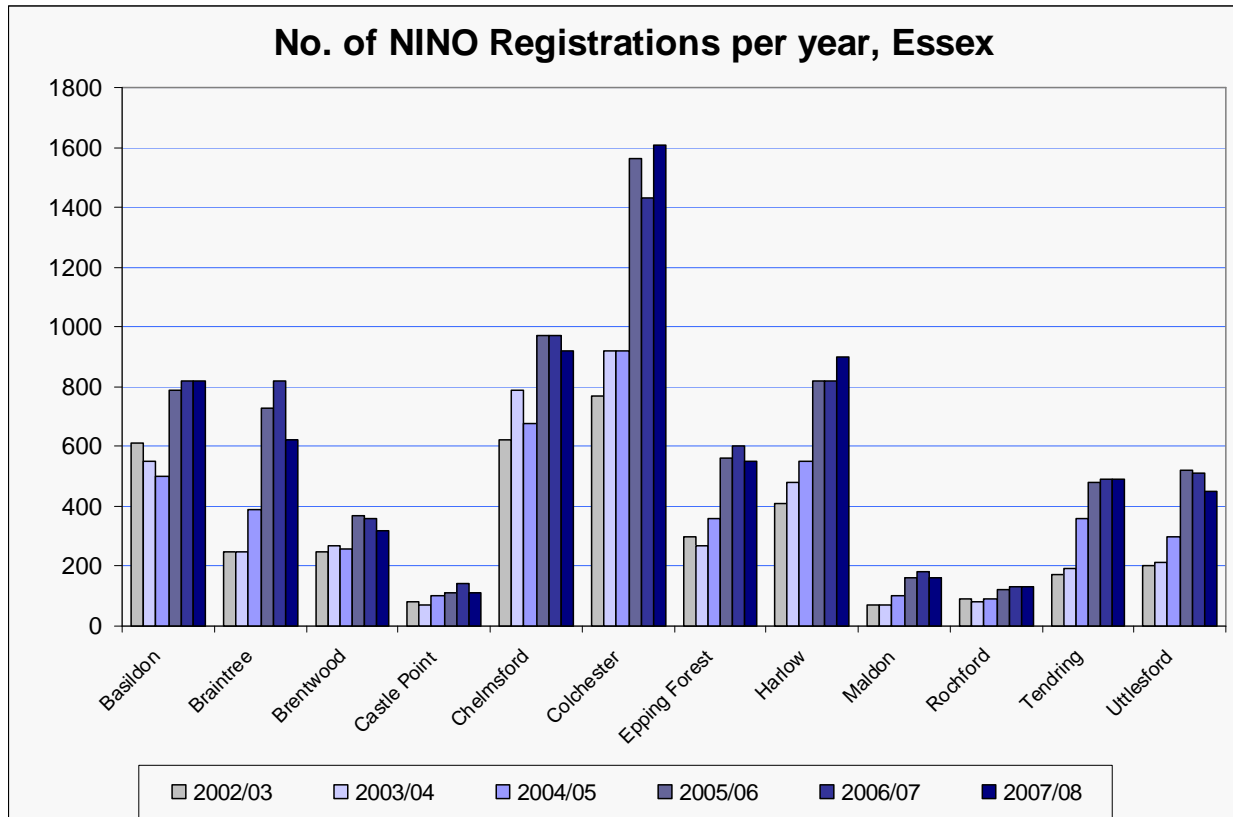
Department for Work and Pensions (2008)

**Table 6: Rate of NINO Registrations, 2002 – 2008 (Essex) / (UK)**

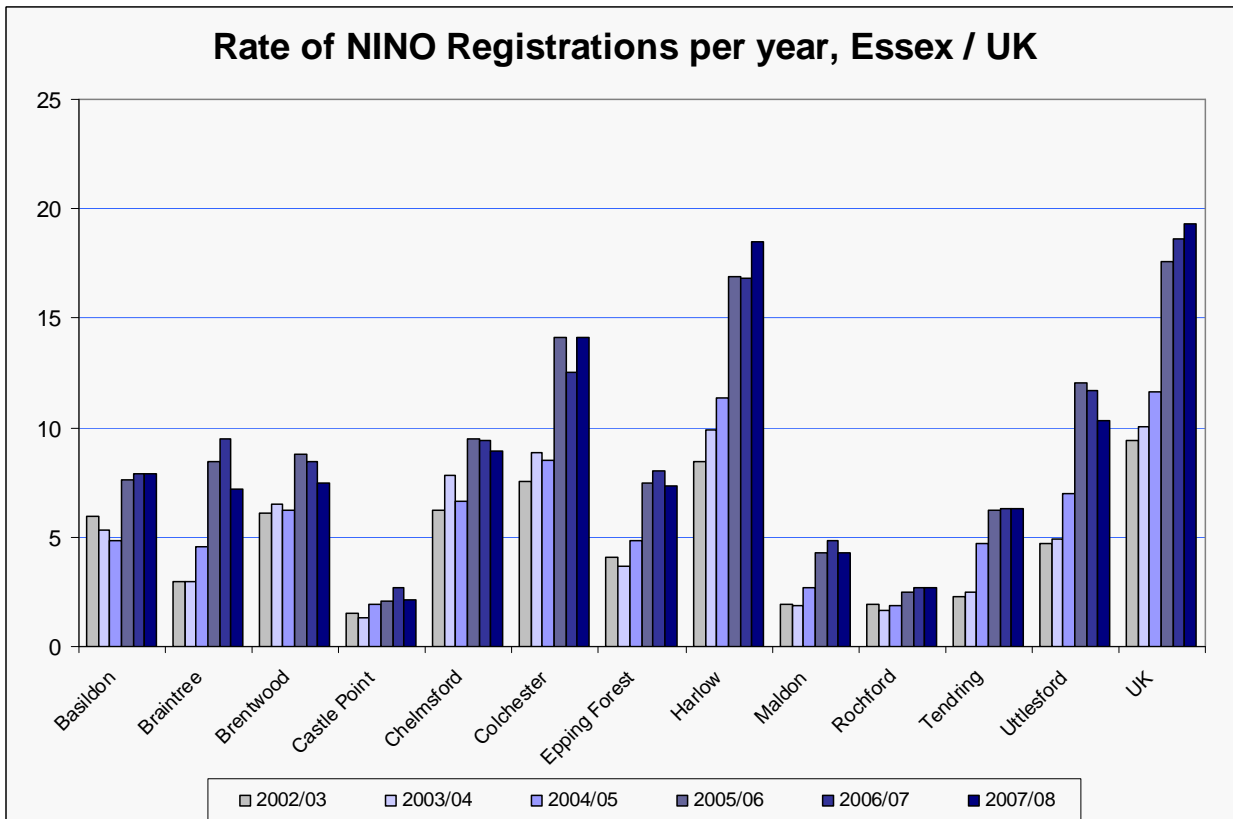
Local Authority	<i>Rate per 1,000 working age population</i>					
	2002/03	2003/04	2004/05	2005/06	2006/07	2007/08
Basildon	5.97	5.35	4.84	7.62	7.86	7.86
Braintree	2.99	2.96	4.56	8.47	9.50	7.18
Brentwood	6.10	6.51	6.21	8.78	8.45	7.51
Castle Point	1.52	1.34	1.91	2.11	2.69	2.11
Chelmsford	6.22	7.83	6.67	9.48	9.41	8.93
Colchester	7.56	8.84	8.53	14.10	12.54	14.12
Epping Forest	4.06	3.65	4.85	7.47	8.00	7.33
<b>Harlow</b>	<b>8.47</b>	<b>9.94</b>	<b>11.35</b>	<b>16.90</b>	<b>16.82</b>	<b>18.47</b>
Maldon	1.91	1.90	2.70	4.30	4.82	4.29
Rochford	1.91	1.69	1.89	2.51	2.69	2.69
Tendring	2.25	2.50	4.71	6.24	6.32	6.32
Uttlesford	4.69	4.93	7.02	12.05	11.72	10.34
<b>UK</b>	<b>9.40</b>	<b>10.07</b>	<b>11.63</b>	<b>17.58</b>	<b>18.62</b>	<b>19.34</b>

Department for Work and Pensions (2008)

**Figure 14: Number of NINO Registrations, 2002 – 2008, (Essex)**



**Figure 15: Number of NINO Registrations, 2002 – 2008, (Essex) / (UK)**

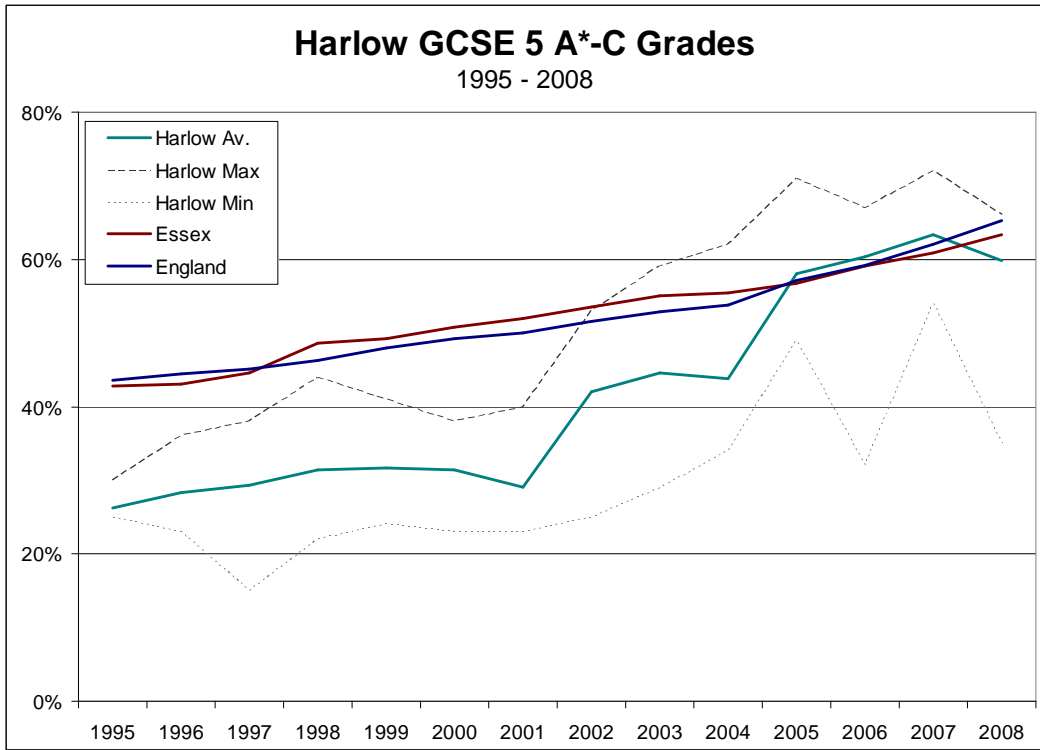


## Education and Skills:

### GCSE's:

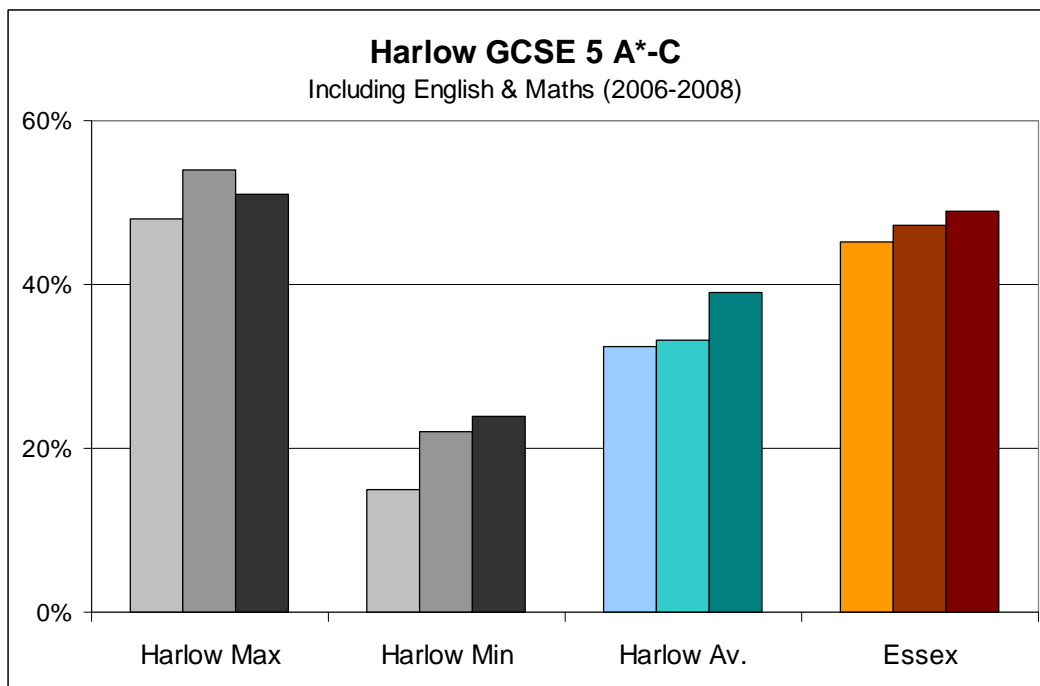
Education results in Harlow improved markedly from 2001 to 2008 and the percentage of pupils now attaining 5 or more A\*-C GCSE's is now close to the county and national average. The percentage of pupils attaining 5 or more A\*-C GCSE's including English and Maths is lower in Harlow however at 39% compared to 49% for Essex and 48% nationally.

**Figure 16: Harlow GCSE's (5+ A\*-C Grades)**



DSCF (2008)

**Figure 17: Harlow GCSE's (5 A\*-C Grades including English and Maths)**



DSCF (2008)

## Education and Skills:

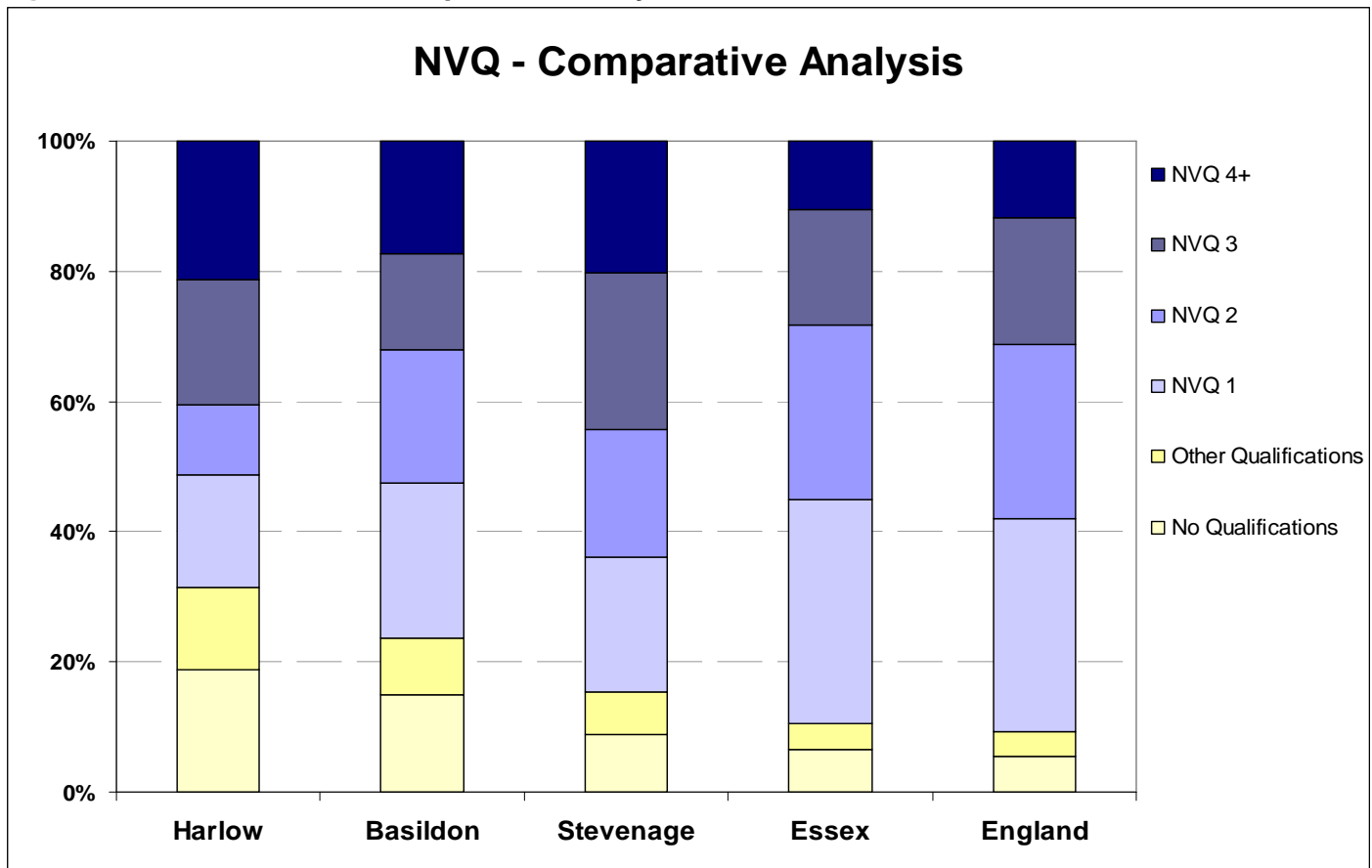
### National Vocational Qualification's (NVQ's) Comparative:

The below bar chart shows how Harlow compares to similar towns Basildon and Stevenage with regards to its working age population skills levels.

Harlow has a greater proportion of persons with no qualifications than similar towns Basildon and Stevenage. The number of working age people qualified to NVQ1 or NVQ2 (e.g. GCSE's / O Levels) is also lower in Harlow than elsewhere and may be related to the historically low level of GCSE attainment cited previously. There could also be a linkage between Harlow's higher than (Essex) average rate of NINO migrations (above) and the proportion of residents with 'other qualifications' which would not necessarily be recognised in the UK.

Paradoxically, however, Harlow has a greater concentration of people qualified to degree level (NVQ 4+) than Basildon and Stevenage.

**Figure 18: Harlow NVQ's – Comparative Analysis**



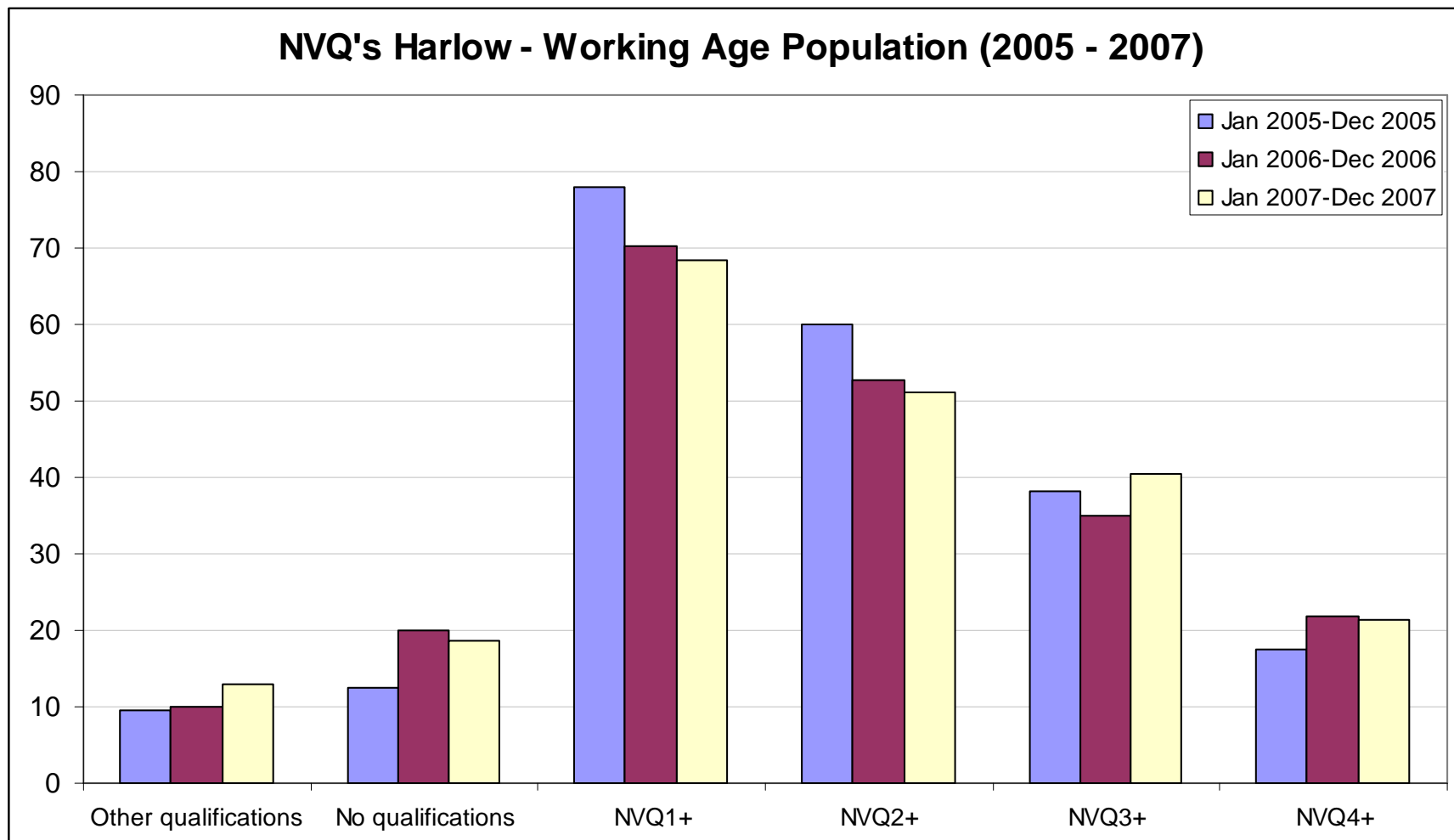
Annual Population Survey (Jan – Dec 2007)

## Education and Skills:

### National Vocational Qualification's (NVQ's) Trends:

The below chart shows that during the years 2005 to 2007, there was a decrease in the proportion of Harlow's resident working age population qualified to NVQ1 and NVQ 2, and an increase in the proportion of those qualified to NVQ 3. There was also an increase in the proportion of persons with 'other qualifications', and an increasing trend of persons with 'no qualifications'.

Figure 19: Harlow NVQ's – Trend Analysis



Annual Population Survey (Jan – Dec 2007)

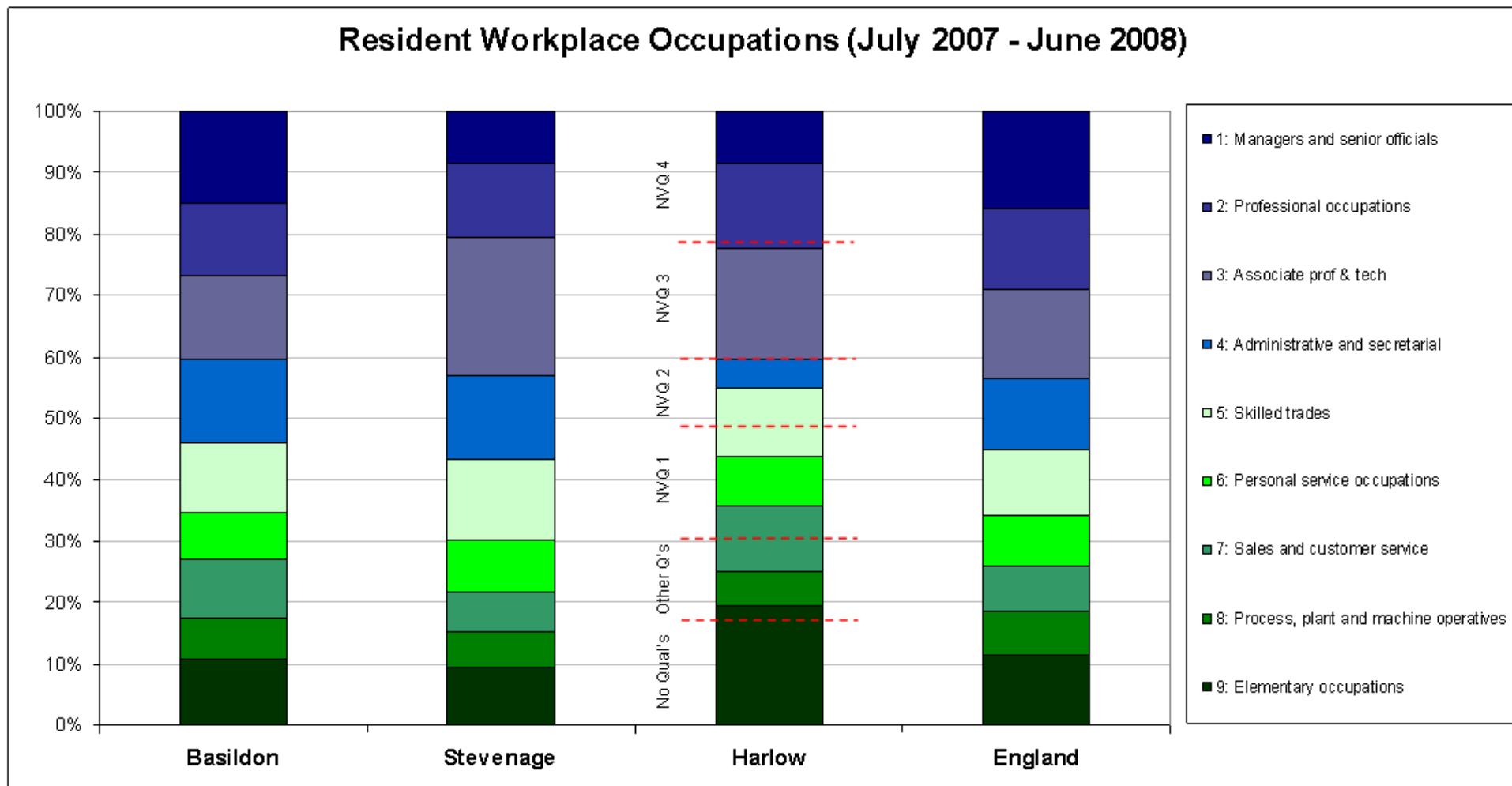


## Resident Occupations:

Figure 20 (below) shows the workplace destinations or occupations of Harlow's residents. Harlow has a larger proportion of residents employed in elementary and process, plant and machine operatives than comparative areas Basildon, Stevenage, and the national average.

As expected, there is a strong correlation between resident qualifications and workplace occupations (this is shown by the relationship between the bars and dotted red lines on the below chart).

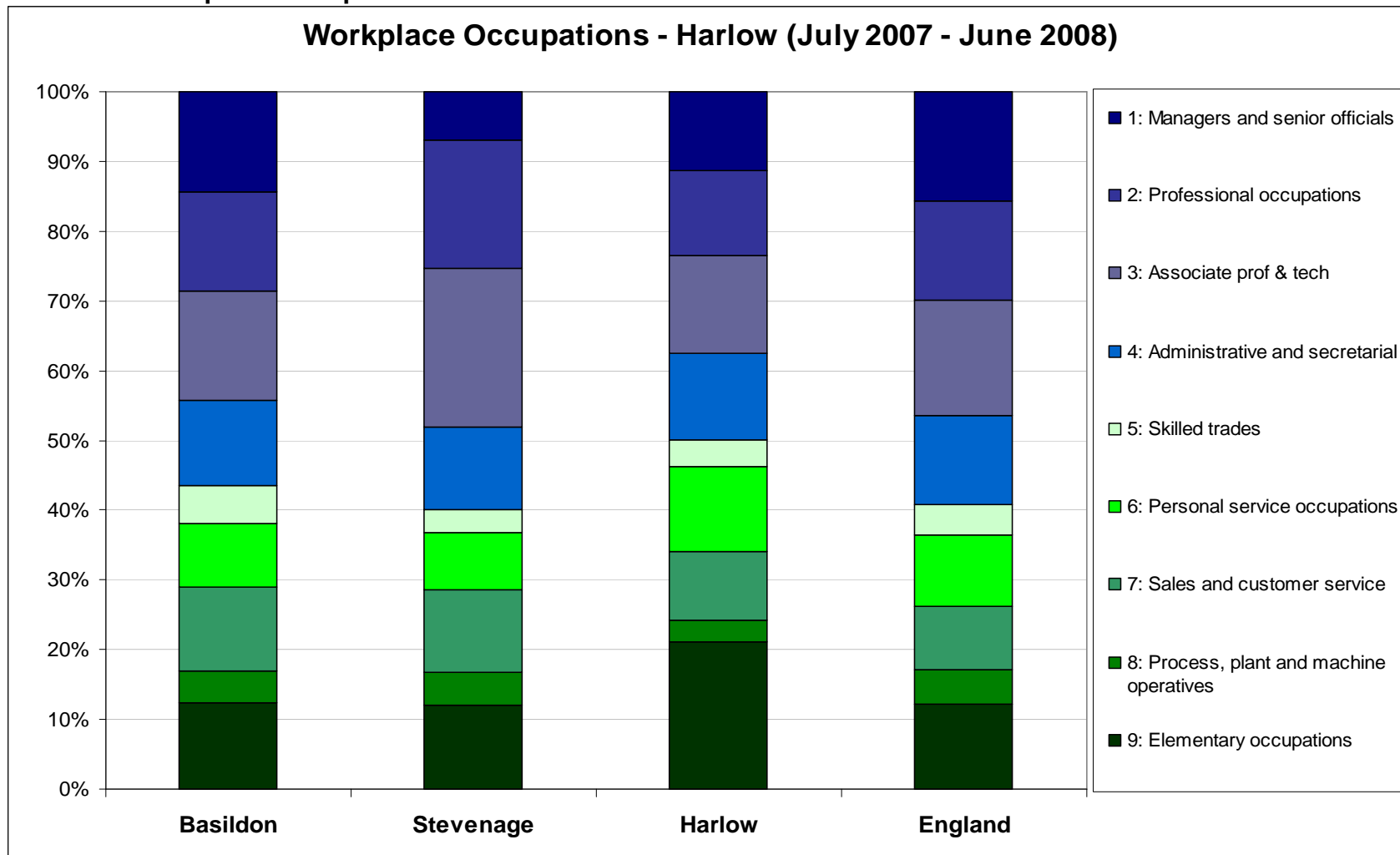
**Figure 20: Harlow Resident Workplace Occupations**



## Workplace Occupations:

Figure 21 (below) shows a (marginal) difference between Harlow’s workplace employers (those who work in Harlow and are not necessarily residents), and Harlow resident occupations. This means that as expected, there are a substantial proportion of non-Harlow residents who work in Harlow, and a large number of Harlow residents who do not work in the Town. The discrepancy is particularly evident in terms of i) skilled trades, (a higher proportion of resident occupations than workplace), and administrative and secretarial (where there is a higher proportion of workplace occupations than resident).

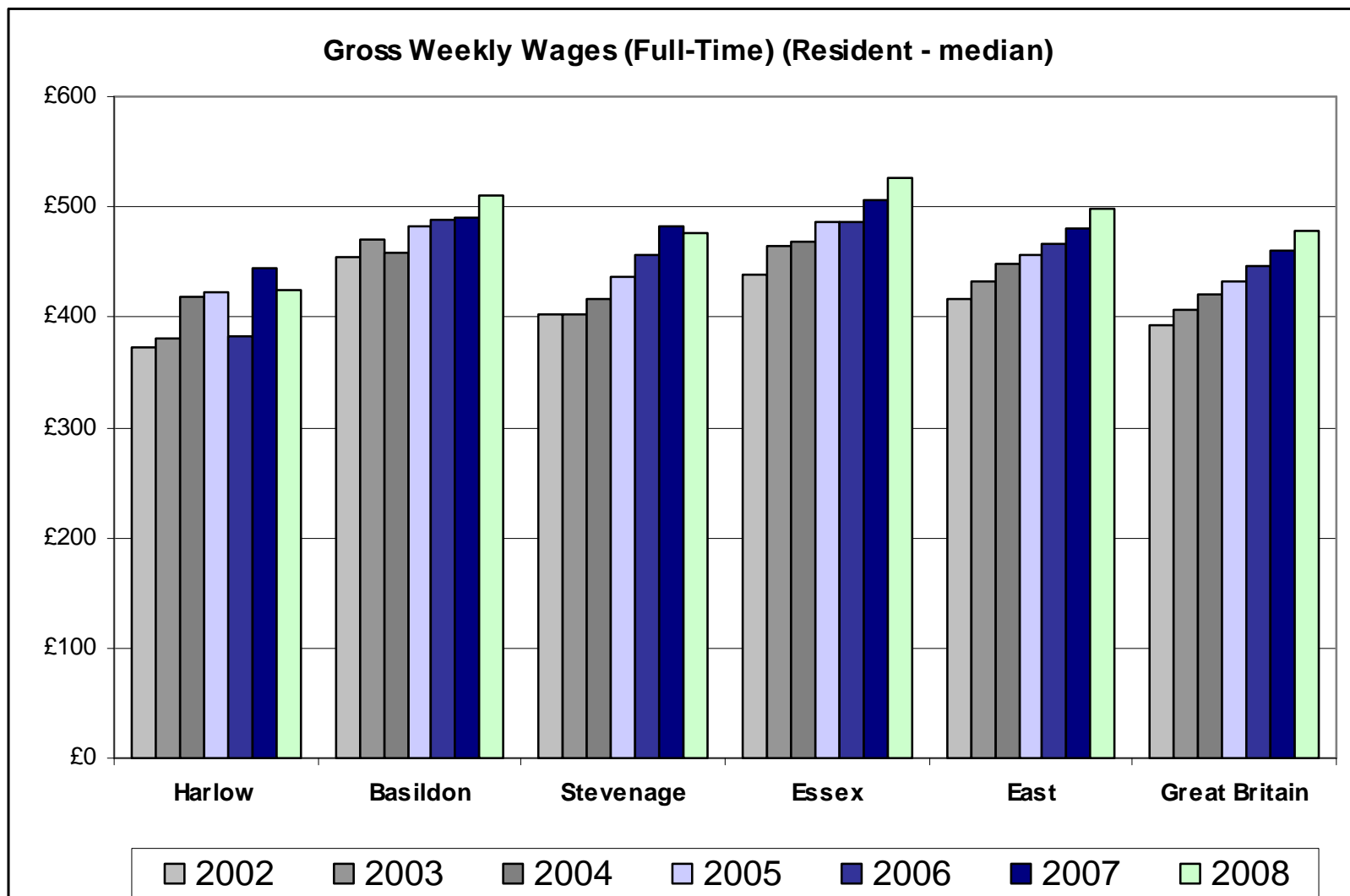
**Figure 21: Harlow’s Workplace Occupations**



## Resident Wages:

Harlow's gross weekly wages are significantly lower than comparative areas. This is inevitably linked to the skills attainment and occupation destinations of Harlow's residents (see pages 19-22). Data from 2007 to 2008 also suggests there was a decrease in average wages during the period.

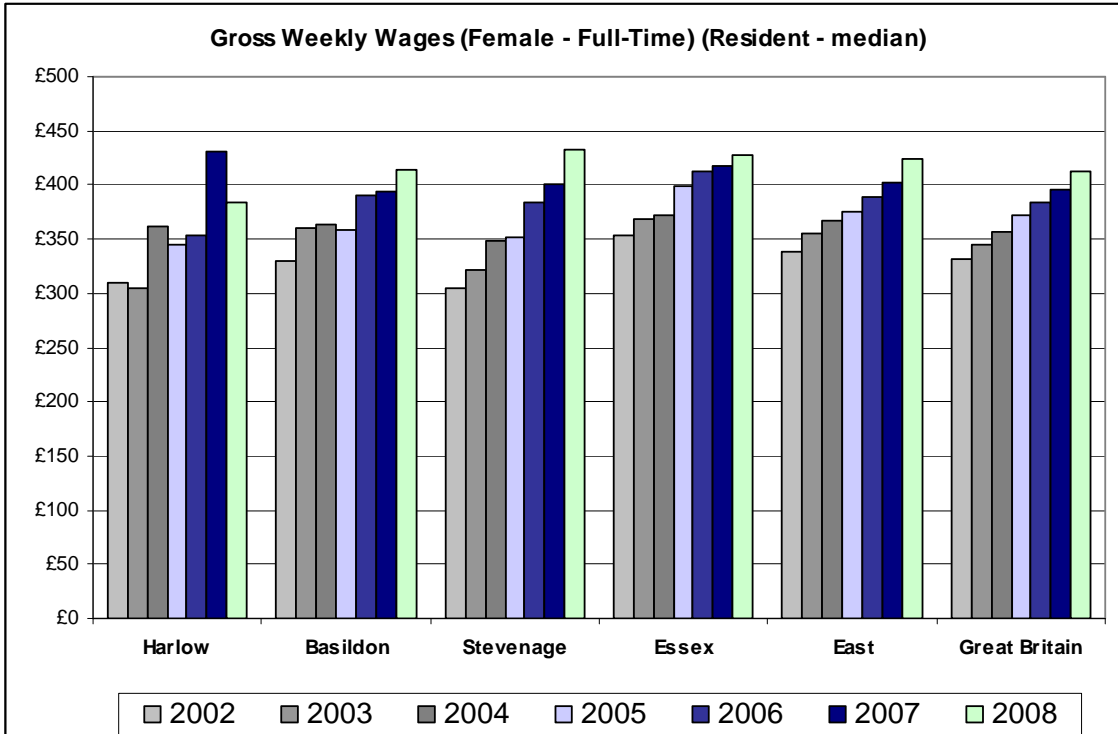
Figure 22: Harlow Resident Wages (2002 – 2008)



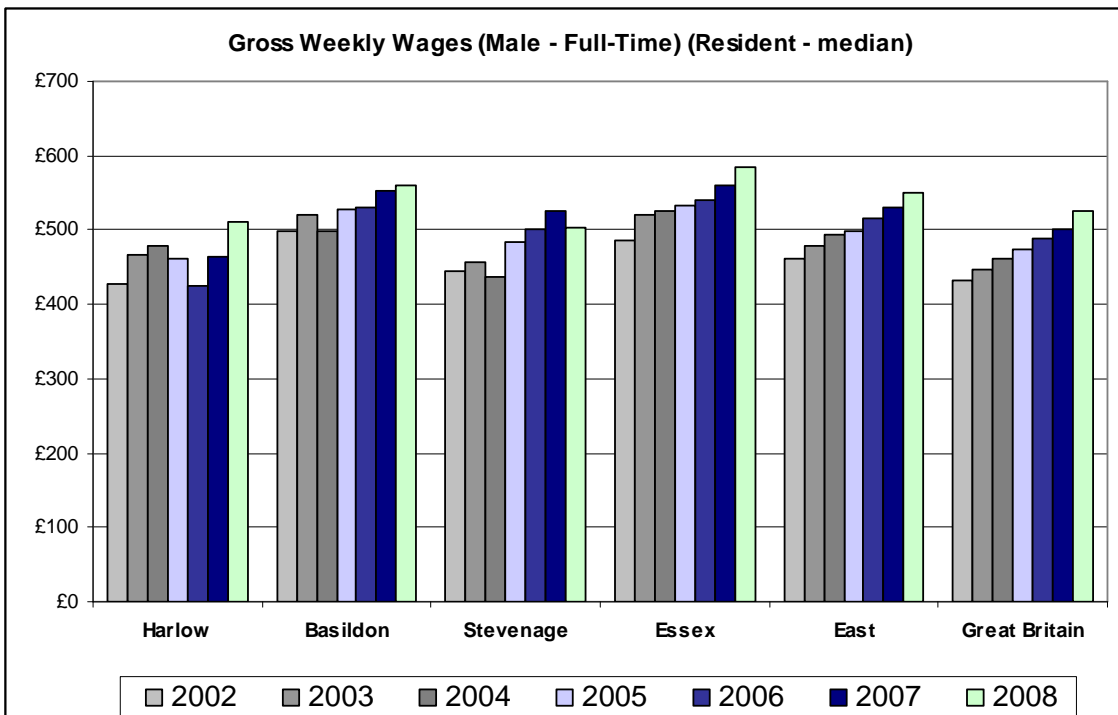
## Resident Wages (Female / Male):

The drop in wages mentioned (above) was due to a significant reduction in female wages during the period 2007-2008. At £383.10 per week (gross) or £19,921 (pa) full-time female residents earn substantially lower wages than comparative areas Basildon and Stevenage. At £511.10 per week (gross) or £26,577 p/a. full-time resident males earn higher wages but they are still comparatively lower than the areas listed below.

**Figure 23: Gross Weekly Wages (Female – Full Time) (Resident – median), 2002-2008**



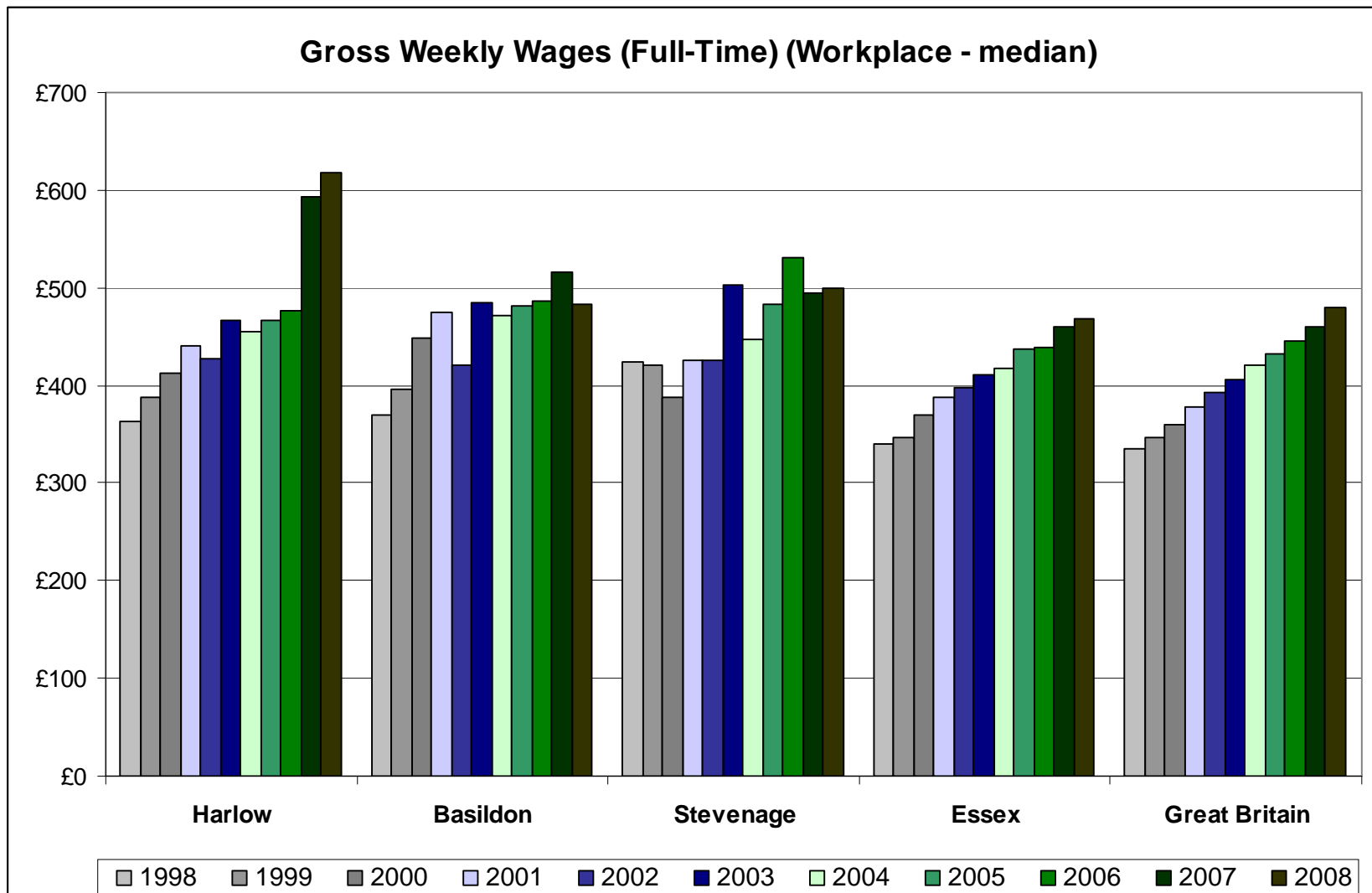
**Figure 24: Harlow Gross Weekly Wages (Male – Full Time) (Resident – median), 2002-2008**



## Workplace Wages:

In contrast to resident wages, Harlow's workplace wages (i.e. persons who work in Harlow but do not necessarily live in Harlow) are far higher. Data for 2007 and 2008 show that Harlow's workplace earners have taken a substantial pay-increase and now earn far higher wages on average (£617.10 per week / £32,089 pa) than those in the comparative areas listed below.

Figure 25: Harlow Workplace Wages (1998 – 2008)



ASHE (2008)

## Workplace Wages (Female / Male):

The increase in workplace wages has been substantial on average for both females and males, with females earning £497.30 per week / £25,859 pa, and males earning £676.40 per week / £35,172 pa in 2008.

Figure 26: Harlow Workplace Wages - Female (1998 – 2008)

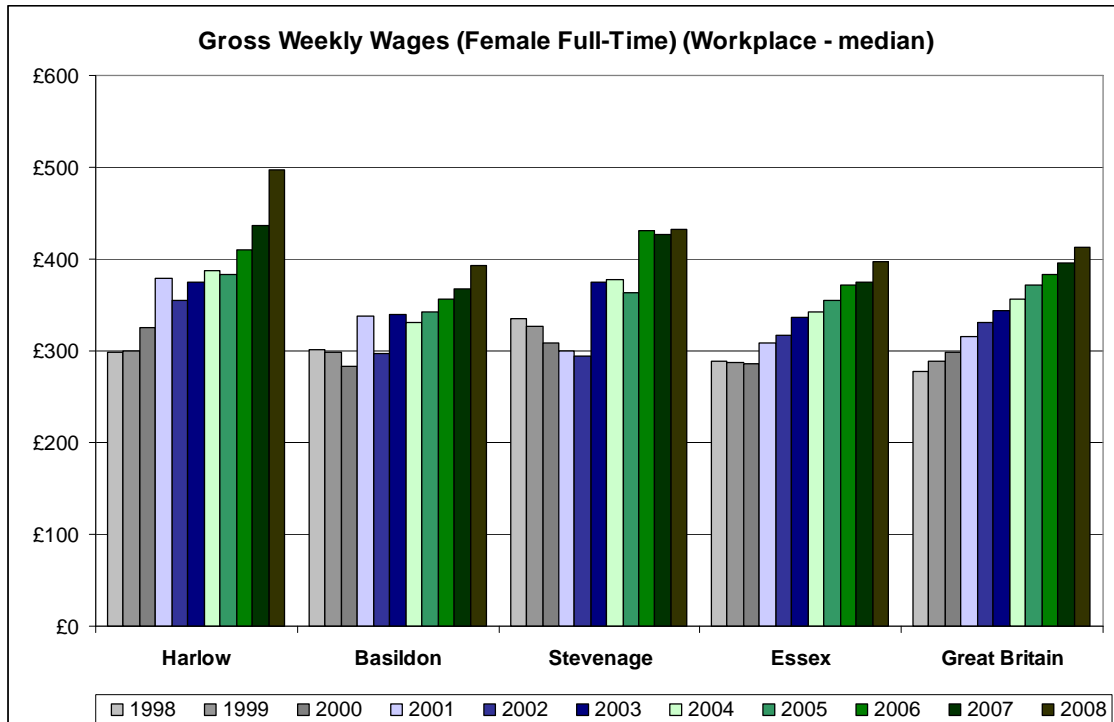
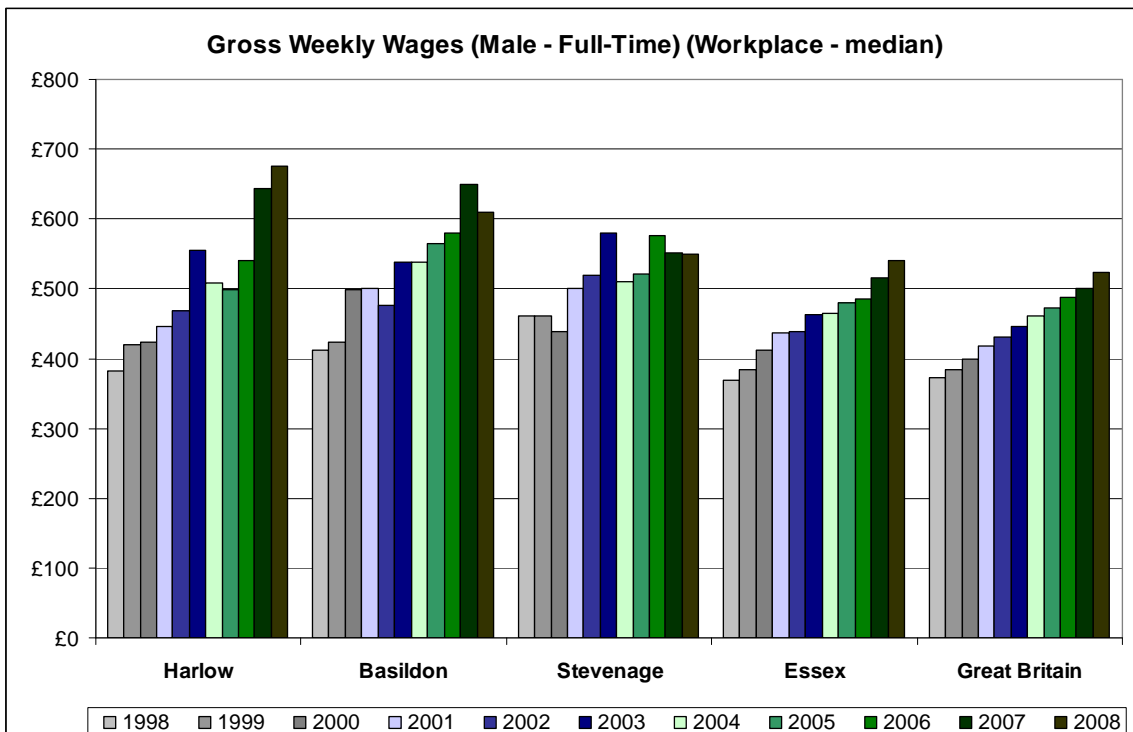


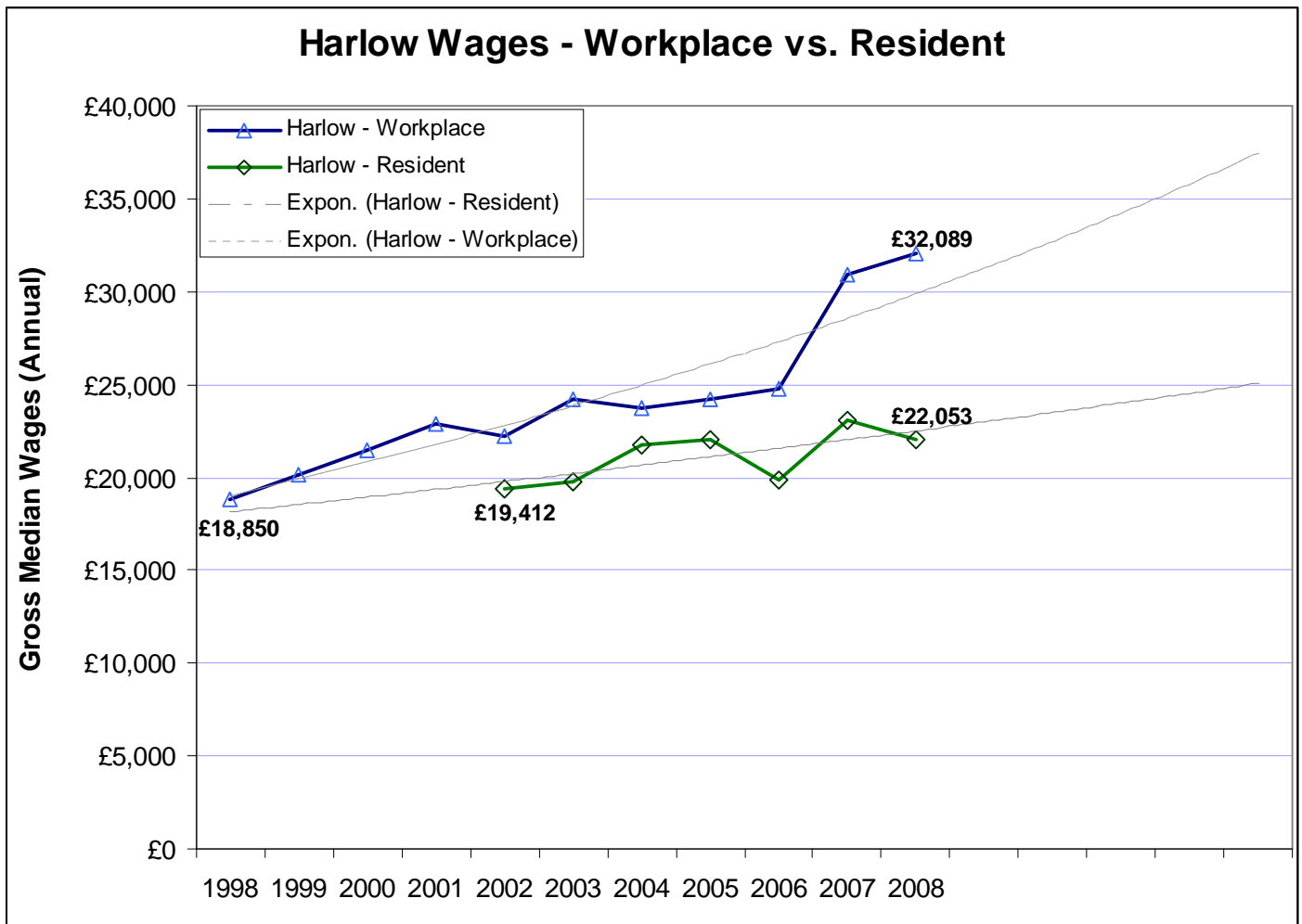
Figure 27: Harlow Workplace Wages - Male (1998 – 2008)



## Resident Wages vs. Workplace Wages (Comparison):

The wage gap between people who work and do not necessarily live in Harlow, and the residents of Harlow has grown starkly during the past seven years. This is due to the fact that Harlow's workplace earners have earned increasingly higher wages in the area year on year whilst Harlow's residents have taken lower paid work; this is especially true of resident's females in the area. This suggests that the town's high profile employers are more likely to employ persons who live outside of the town and commute rather than Harlow residents. This corroborates with the skills gap analysis (pages 19-22).

Figure 28: Harlow Wages – Resident vs. Workplace (1998 – 2008)



ASHE (2008)

English

Harlow council has a telephone interpreting service called Language Line that provides communication between staff and residents who do not speak English. We can arrange for this document to be interpreted if required. These services are available at all council reception centres.

Bengali

হার্লো কাউন্সিলের ল্যাঙ্গুয়েজ লাইন নামে একটি টেলিফোনে অনুবাদ পরিষেবা রয়েছে যার দ্বারা যেসব অধিবাসী ইংরেজি জানেন না তাদের সাথে কর্মীদের যোগাযোগ সম্ভব হয়। প্রয়োজন হলে আমরা এই বিজ্ঞপ্তিটির অনুবাদের ব্যবস্থা করতে পারি। এই সুবিধাগুলি কাউন্সিলের সমস্ত অভ্যর্থনা স্থান বা রিসেপশন পয়েন্টে পাওয়া যাচ্ছে।

Hindi

हार्लो काउंसिल लैंग्वेज लाइन नाम से टेलीफोन अनुवाद सेवा चलाती है जो स्टाफ और अंग्रेजी नहीं बोलने वाले निवासियों के बीच संवाद कायम करती है। अगर जरूरत हो तो हम इस दस्तावेज का अनुवाद करा सकते हैं। ये सेवाएं काउंसिल के सभी स्वागत केंद्रों पर उपलब्ध हैं।

Arabic

تتوافر لمجلس مدينة هارلو خدمة ترجمة فورية عبر الهاتف باسم Language Line (لأنجويدج لاين) لتتيح التعامل بين فريق العاملين لدينا وبين السكان ممن لا يتحدثون بالإنجليزية. يمكننا تدبير الترجمة الفورية لهذا المستند عند الحاجة. تتوافر تلك الخدمات لدى جميع مكاتب الاستقبال التابعة للمجلس.

Gujarati

હાર્લો કાઉન્સિલ, લેંગ્વેજ લાઈન નામે ઓળખાતી, એક ટેલિફોન દુભાષિયા સેવા ધરાવે છે જેના વડે અંગ્રેજી નહીં બોલતા રહેવાસીઓ અને કર્મચારીઓ વચ્ચે સંદેશ વ્યવહાર શક્ય બને છે. અગર જરૂરત હોય તો આ દસ્તાવેજના અર્થઘટનની વ્યવસ્થા અમે કરી શકીએ છીએ. આ સેવાઓ કાઉન્સિલના બધાજ સ્વાગત કેન્દ્રો પર ઉપલબ્ધ છે.

Vietnamese

Hội đồng Harlow cung ứng phiên dịch trên điện thoại qua đường Language Line nhằm giúp thông tin liên lạc giữa nhân viên của Hội đồng và cư dân không nói được tiếng Anh trong vùng. Chúng tôi có thể sắp xếp dịch tài liệu này nếu được quý vị yêu cầu. Quý vị cũng có thể yêu cầu giúp đỡ thông dịch tại các phòng tiếp khách của Hội đồng.

Russian

Совет Harlow предоставляет услуги устного перевода по телефону – Language Line. Посредством этой службы сотрудники могут общаться с жителями, не владеющими английским языком. При необходимости мы можем организовать устный перевод данной документации. Такие услуги доступны во всех местах регистрации клиентов совета.

Chinese

哈勞市議會 (Harlow Council) 設有稱為語言專線 (Language Line) 的電話口譯服務，為議會職員與不諳英語的居民之間提供溝通服務。如有需要，我們可以安排口譯解釋這份文件。所有的市議會接待處都可提供這些服務。

Italian

Harlow Council dispone di un servizio telefonico di interpretariato denominato Language Line. L'obiettivo del servizio è quello di garantire un'efficace comunicazione tra il personale e i residenti che non parlano Inglese. A richiesta, possiamo provvedere alla traduzione del presente documento. Il servizio è disponibile presso tutte le Reception di Harlow Council.

Czech

Rada města Harlow má telefonickou překladatelskou službu nazývanou Jazyková linka (Language Line), která umožňuje komunikaci mezi jejími pracovníky a občany, kteří nehovoří anglicky. V případě potřeby můžeme zajistit překlad tohoto dokumentu. Tyto služby jsou k dispozici na všech kontaktních místech rady.

Turkish

Harlow Belediyesi'nin, belediye görevlileriyle İngilizce bilmeyenlerin iletişim kurabilmesini sağlayan Language Line (Dil Hattı) adlı bir tercüme hizmeti vardır. Gerekirse, bu belgenin sözlü olarak tercüme edilmesini sağlayabiliriz. Bu hizmet tüm belediye resepsiyon noktalarında mevcuttur.

Somali

Golaha Harlow wuxuu leeyahay adeeg turjumadeed oo telefoon ah oo la yiraa Khadka Luqada kaasoo loo isticmaalo xiriirinta shaqaalaha iyo dadka degaanka ah ee aan ku hadal af Ingiriisida. Waxaanu kuu habayn karnaa in dukumentigan lagu turjumo haddii aad rabto. Adeegyadan waxa laga helaa dhamaan goobaha soo dhowaynta ee Golaha