

census 2021



Labour market and Travel to work – a briefing

InformGloucestershire

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1. What is the 2021 Census?

The census is a survey of all people and households in England and Wales that happens every 10 years. It is designed to collect detailed information about where people live, what they do for a living, what sort of homes and families they have, their general health, their educational attainment and how these factors have changed over time. There is simply nothing else that gives so much detail about us and the society we live in. It tells us what our needs are now and what they are likely to be in the future. It also gives a snapshot of how we live, for future generations to look back on.

The information given by the public during the census helps local authorities plan and fund public services. It informs where billions of pounds are spent, for instance on things like roads, schools and hospitals.

The 2021 Census was conducted on the 21st March 2021, it is unique as it was conducted during national lockdown as a result of the COVID-19 pandemic.

This briefing provides analysis of the data around labour market and travel to work, released by the Office for National Statistics (ONS) on the 8th December 2022.

2. Caveats – Covid¹

The 2021 Census took place during national lockdown which was initiated in response to COVID-19. *'For most of the population, the coronavirus pandemic would not have affected where they considered themselves resident.'*² However, there is indication that some subgroups of the population may have changed where they lived during this time, mainly students and some urban residents:

- **Students-** There is evidence to suggest there was a higher proportion of students not living at their term-time address on the 21st March compared with previous years. Also, usually resident international students may have returned to their home country early and not have been residing in the UK at the time of the 2021 Census. To combat the impact of this, the ONS asked students to complete the form for their term-time address which they *'intended to stay at regularly during term time in this academic year, even if they are not currently there'*³. Furthermore, international students were counted if they were still present in the UK or had attended university during

¹ See

<https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/methodologies/qualityandmethodologyinformationqmfforcensus2021#quality-summary> for further information

² ONS, 2022

³ *Ibid.*

the Autumn 2020/Winter 2021 academic terms and were intending to return: up to the 21st March 2022.

- **Urban residents-** There is some evidence to suggest that the population of Greater London may have fallen in the COVID-19 pandemic due to young adults leaving, higher mortality of over 75s and increased internal migration. However, there is also indication that the population has begun growing since then. This may also have been reflected in other urban centers.

In addition the national lockdown, associated guidance and furlough measures will have affected the labour market topic. The ONS gave extra guidance to help people on furlough answer the census questions about work. However, they are unable to determine how furloughed people followed the guidance.

This guidance said that people on furlough should identify themselves as "temporarily away from work". This would ensure they were still included in the economically active population. However, research suggests that there are inconsistencies between the number of people answering "Temporarily away from work" in Census 2021 and other administrative data sources. This may result in scattering of furloughed responses through other labour market categories.

Information around travel behaviour was also affected, travel data is expected to be substantially different from past censuses because of the pandemic, with changes in travel mode and increased home working. The guidance to work from home where possible will have increased the number of people selecting the "Work from home" box for their place of work and method of transport. The shift from other methods of transport to "working from home" may not represent longer-term trends pre- and post-pandemic. In line with the previously tested question design, people working from home were not asked their workplace address, as this is assumed to be the same as their home address. The increase in the proportion of home workers during the lockdown means that a smaller proportion of the population have provided their "usual" workplace address. This could result in decreases in average distance travelled in some occupations and industries that would ordinarily have longer commutes but now have high levels of home working.

Guidance for furloughed workers requested that they provide their "usual" travel behaviours, so they may have provided workplace type and address. This could lead to increased average distance travelled in industries or occupations with concentrations of people on furlough. For those occupations and industries where there are both furloughed and home workers, these changes may cancel each other out. Distance travelled may also have been affected by behavioural changes for those who were travelling into work – for example, travelling shorter distances to local workplaces rather than city centres. This may correlate with industries that were more likely to commute longer distances, such as workers in the financial sector in London.

Government guidance was to avoid public transport, if possible, to reduce transmission. For those who continued to travel to work, there may have been substantial changes in travel behaviours. Behavioural change would vary across geographies, industries and personal characteristics, and responses from people on furlough would add further complexity to the data. Data collected will be a snapshot in time, but with limited utility in measuring pre- or post-pandemic travel patterns.

3. What do the results tell us about Gloucestershire?

3.1 Economic activity status

The 2021 Census asked everyone aged 16 years and over to answer questions on their economic activity status. It showed that in Gloucestershire 61.7% of the 16+ population were economically active⁴ ⁵, this was higher than the national average of 60.6% and the regional average of 59.5%. Conversely 203,763 people or 38.3% of Gloucestershire’s 16+ population were economically inactive⁶, which was lower than the national average of 39.4% and the South West average of 40.5%.

Table 1 shows there is some variation at district level, the Forest of Dean has the highest level of economic inactivity in the county with 42.8% of the 16+ population falling into this group, this was followed by Cotswold (40.2%), both exceeding the national average. Gloucester has the lowest proportion of residents aged 16+ who were economically inactive with 35.5% of the 16+ population falling into this group.

Table 1: Economic activity status, 2021⁷

	Economically active		Economically inactive	
	Number	% of 16+ population	Number	% of 16+ population
Cheltenham	61,873	62.9%	36,563	37.1%
Cotswold	45,652	59.8%	30,663	40.2%
Forest of Dean	41,777	57.2%	31,269	42.8%
Gloucester	68,956	64.5%	37,983	35.5%
Stroud	62,038	61.9%	38,159	38.1%
Tewkesbury	48,226	62.3%	29,127	37.7%

⁴ meaning they were in employment or unemployed

⁵ The economically active population includes people who were put on furlough at the time of Census 2021, who were considered to be temporarily away from work.

⁶ This group includes those who are retired, looking after the family or home, long-term sick and disabled and students.

⁷ 2021 Census, ONS

Gloucestershire	328,522	61.7%	203,763	38.3%
South West	2,817,230	59.5%	1,918,616	40.5%
England	28,001,502	60.9%	18,005,455	39.1%
England and Wales	29,448,850	60.6%	19,117,521	39.4%

Figure 1 shows the distribution of the economically inactive population at Lower Super Output Area Level (LSOA). There are 10 LSOA's in the county where more than 50% of the 16+ population are economically inactive. Three of these areas are in Cotswold (Abbey 1, Lechlade, Kemsford and Fairford South 4 and Stow), two are in Cheltenham (Prestbury 4 and Park 1), two are in Stroud (Minchinhampton 1 and Painswick and Upton 2), two are in Tewkesbury (Churchdown Brookfield with Hucclecote 1 and Winchcombe 2) and one is in the Forest of Dean (Hartpur and Redmarley 1). Many of these areas are associated with student populations or high levels of retirement, which explains why they have higher proportions of economically inactive than elsewhere in the county.

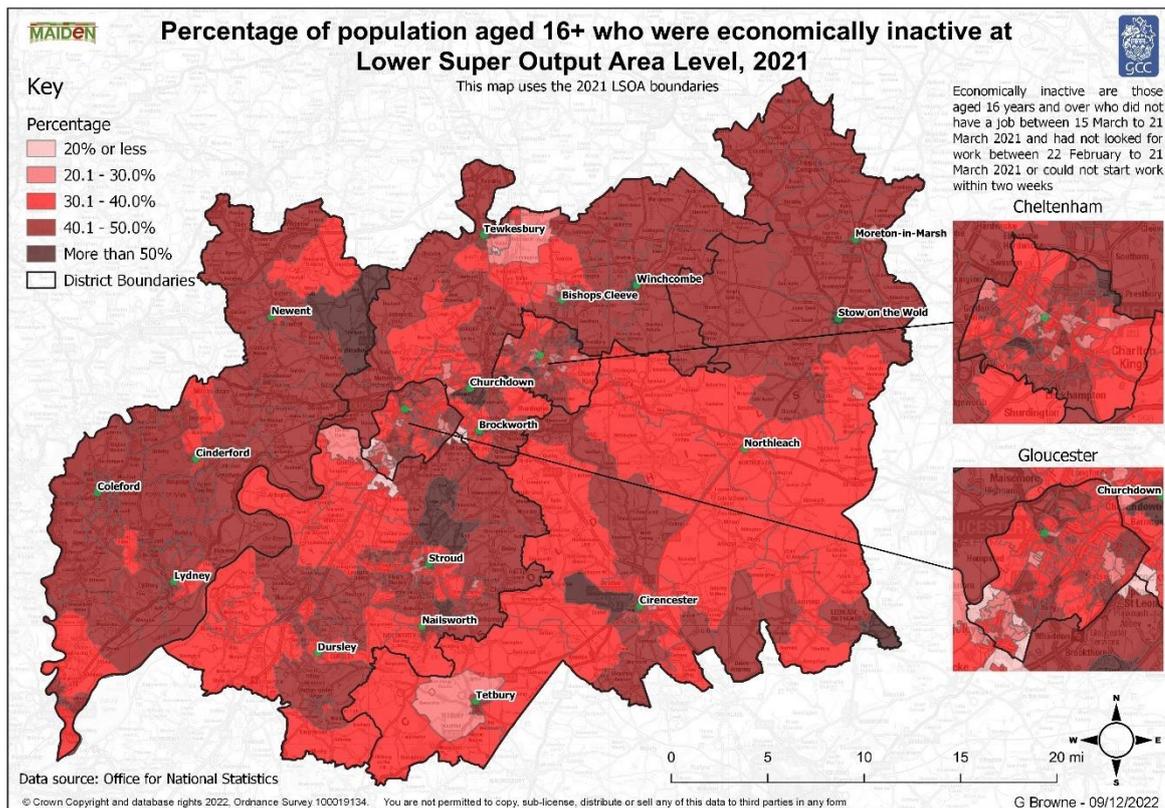


Figure 1: Percentage of population aged 16+ who were economically inactive at Lower Super Output Area Level, 2021⁸

⁸ *Ibid.*

Since 2011 the proportion of Gloucestershire residents aged 16+ who were economically inactive increased from 35.0% in 2011 to 38.3% in 2021, conversely the proportion of residents who were economically active fell from 65.0% in 2011 to 61.7% in 2021. Similar changes were observed at a county and regional level as well as in all of Gloucestershire’s districts. To some extent this is likely to be a result of the aging population, with a greater proportion of the population being of retirement age, although other factors may have also played a role.

Table 2: Percentage of 16+ population by economic activity status, 2011 and 2021⁹

	Economically active		Economically inactive	
	2011	2021	2011	2021
Cheltenham	65.7%	62.9%	34.3%	37.1%
Cotswold	63.3%	59.8%	36.7%	40.2%
Forest of Dean	61.5%	57.2%	38.5%	42.8%
Gloucester	67.7%	64.5%	32.3%	35.5%
Stroud	65.5%	61.9%	34.5%	38.1%
Tewkesbury	65.0%	62.3%	35.0%	37.7%
Gloucestershire	65.0%	61.7%	35.0%	38.3%
South West	62.6%	59.5%	37.4%	40.5%
England	63.6%	60.9%	36.4%	39.1%
England and Wales	63.3%	60.6%	36.7%	39.4%

3.1.1 Economically active

In Gloucestershire, 315,290 residents aged 16 years and over were recorded as economically active and in employment in the week before Census 2021. This was 59.2% of all usual residents aged 16 years and over. The percentage who were in employment was larger than England and Wales (57.2%) and the South West (56.9%).

Across the 6 districts, the percentage who were in employment exceeded the national average in all areas except the Forest of Dean and ranged from 54.8% in the Forest of Dean to 61.4% in Gloucester.

Those in employment are made up of employees and self-employed. In Gloucestershire 48.6% of residents aged 16+ were employees and 10.5% were self-employed. Gloucestershire had a higher proportion of people who were employees and self-employed than England and Wales, the proportion of employees was higher than the South West average while the figure for self-employed was in line with the regional average. At district level, the proportion of employees was highest in Gloucester (53.9%) and lowest in the Forest of Dean

⁹ 2011 Census and 2021 Census, ONS

(43.6%) and Cotswold (43.7%) where it was below the national average. Conversely levels of self-employment were highest in Cotswold (14.0%), followed by Stroud (12.3%) and the Forest of Dean (11.2%), levels of self-employment were considerably higher in these areas than in Gloucestershire as a whole and at regional and local level, suggesting it is a strength within these districts.

In 2021, there were 13,232 Gloucestershire residents who were economically active and unemployed (2.5% of residents aged 16 years and over). This included people who were looking for work and could start within two weeks, or waiting to start a job that had been offered and accepted. The proportion of residents who were unemployed was lower than the national average of 3.4% and broadly in line with the regional average of 2.6%.

In Gloucestershire’s six districts, the largest percentage of people who were unemployed was in Gloucester with 3.2% of people 16+ falling into this group, this was higher than the county and regional averages but lower than the national average. Levels of unemployment were lowest in Cotswold and Stroud with 2.1% of residents aged 16+ over being unemployed.

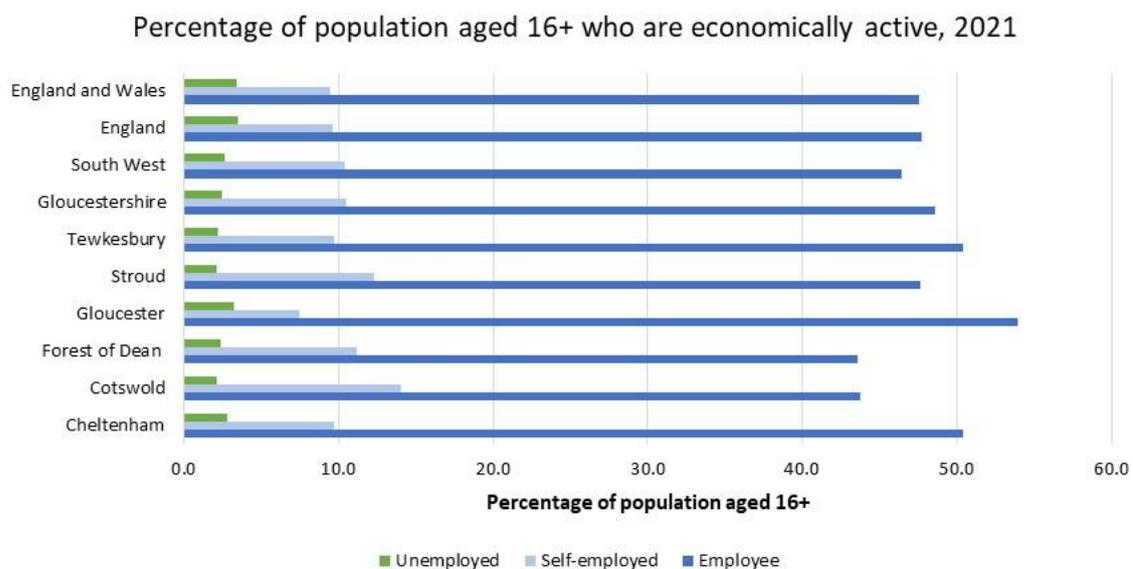


Figure 2: Percentage of population aged 16+ who are economically active, 2021¹⁰

Figure 3 shows the distribution of the unemployed at Lower Super Output Area level. In most areas, the proportion of residents aged 16+ who were unemployed was low, however there are pockets of the county where unemployment was higher. There were 4 LSOAs with more than 6% of the 16+ population classing themselves as unemployed, these areas were all in Gloucester (Westgate 2, Podsmead 1, Westgate 5 and Matson and Robinswood 1). In addition, there were 9 areas where more than 5% of residents were unemployed, these areas

¹⁰ 2021 Census, ONS

were in all in Gloucester (mainly around Barton and Tredworth) and Cheltenham (around St Paul's).

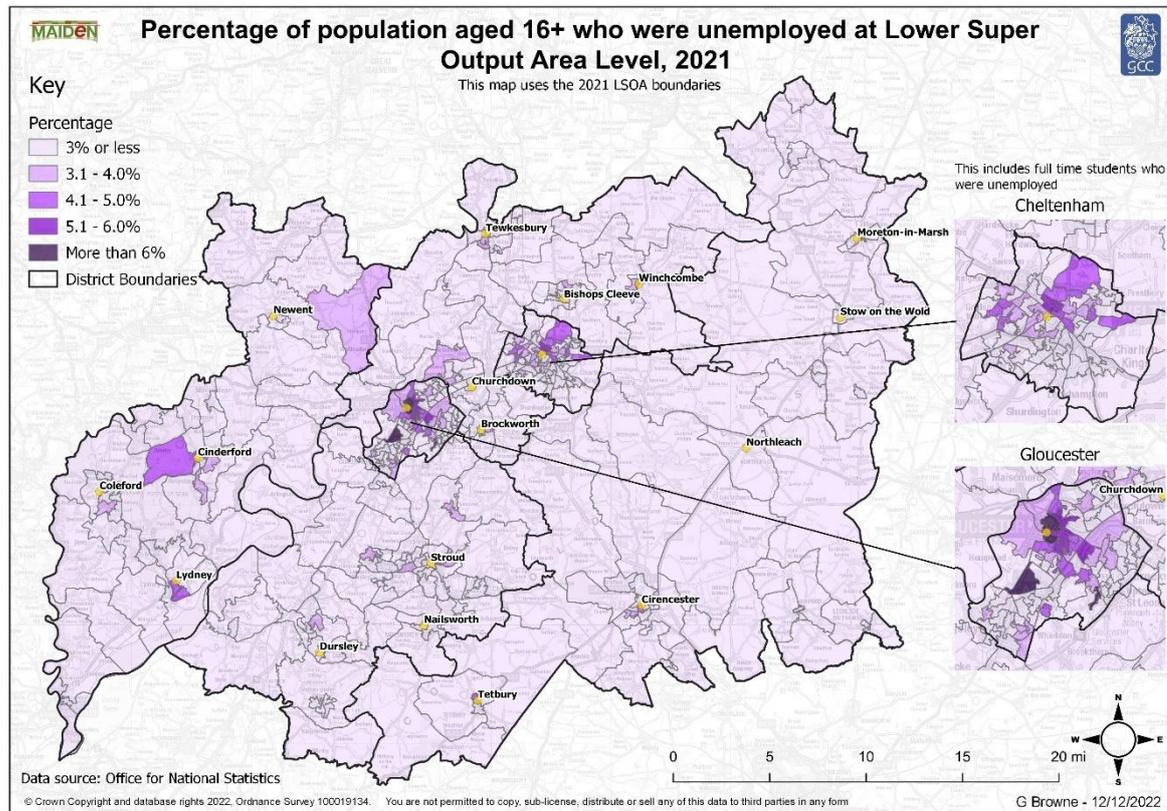


Figure 3: Percentage of population aged 16+ who were unemployed at Lower Super Output Area Level, 2021¹¹

Since 2011 the proportion of people aged 16+ in employment has fallen in Gloucestershire, the South West and across the country. Figure 4 shows this has largely been driven by a fall in the proportion of people who are employees which fell from 52.3% of Gloucestershire residents aged 16+ in 2011 to 50.4% in 2021. During the same period the proportion of people aged 16+ who were self employed increased marginally at a county level from 10.2% in 2011 to 10.5% in 2021. This growth in self employment has also been reflected across the South West and England and Wales as well as in three of Gloucestershire’s six districts; Cheltenham, Gloucester and Stroud. This suggests self-employment is becoming an increasingly important part of the labour market.

The proportion of people aged 16+ who were unemployed also fell, with this group accounting for 3.4% of Gloucestershire residents aged 16+ in 2011 compared to 2.5% in 2021. This fall was reflected at a national and regional level and in all of Gloucestershire’s districts.

¹¹ *Ibid.*

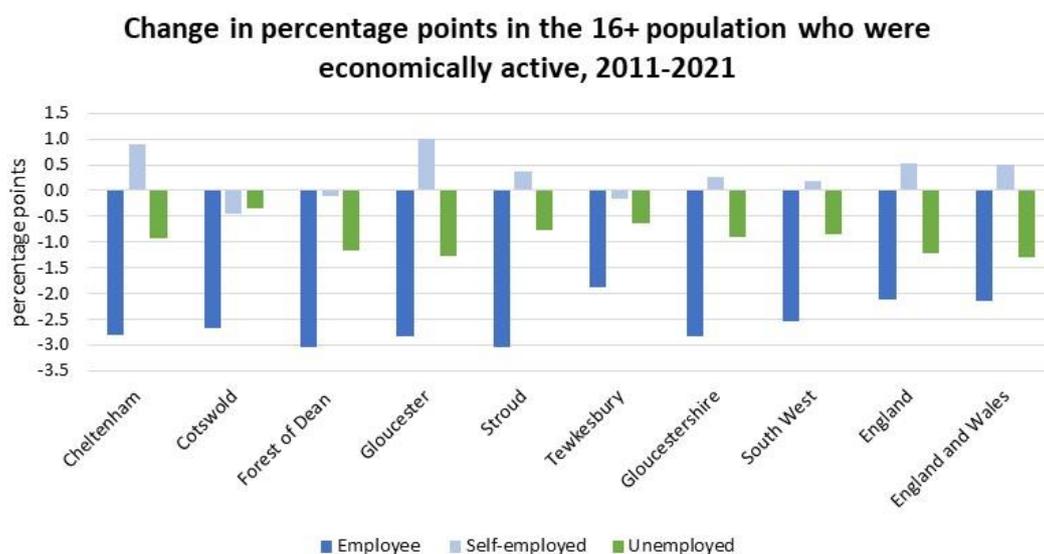


Figure 4: Change in percentage points in the 16+ population who were economically active

3.1.2 Economically inactive

People aged 16 years and over were economically inactive if, in the week before Census 2021, they were not in employment, and they were:

- not looking for work
- looking for work, but were not able to start work in the next two weeks

The reason why they were inactive was recorded as being one of the following:

- retired (whether receiving a pension or not)
- studying
- looking after home or family
- long-term sick or disabled
- another reason

Because of the impact of the coronavirus (COVID-19) pandemic on the UK labour market, in some areas the estimated number of people who were economically inactive might be higher than anticipated. It is possible that some people on furlough may have identified as economically inactive, instead of temporarily away from work.

In 2021 203,763 people or 38.3% of Gloucestershire’s 16+ population were economically inactive¹², which was lower than the national average of 39.4% and the South West average of 40.5%.

The most-selected reasons for economic inactivity in Gloucestershire were being retired (24.9% of residents aged 16+) and studying (4.1%), reflecting the most common reasons seen at a national and regional level. However, the proportion of people who were retired was larger in Gloucestershire than nationally, conversely the proportion of people who were economically inactive for other reasons was higher in England and Wales than across the county, this may be due to Gloucestershire having an older age profile than the national average.

At district level Cotswold, Forest of Dean, Stroud and Tewkesbury stand out as having a higher proportion of retired residents than the urban districts of Gloucester and Cheltenham and the national average. All districts have a lower proportion of people who are students, looking after the home or family, long-term sick or disabled and economically inactive for other reasons than nationally, with the exception of Gloucester which has a marginally higher proportion of people who are long-term sick or disabled.

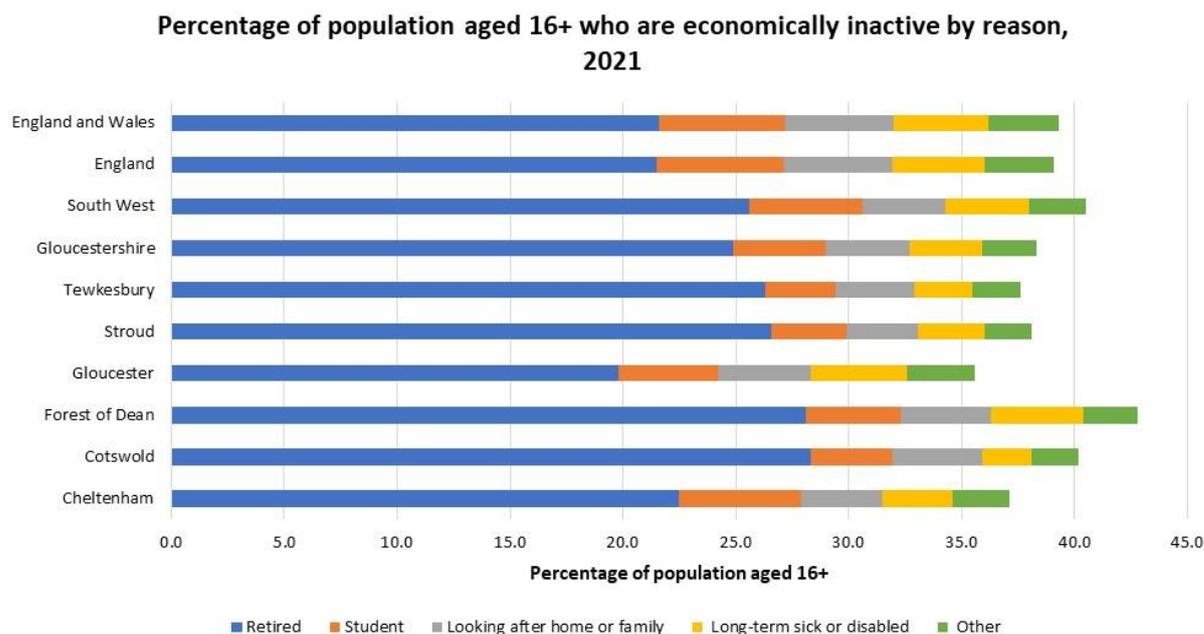


Figure 5: Percentage of population aged 16+ who are economically inactive by reason, 2021¹³

Since 2011 the proportion of Gloucestershire residents aged 16+ who were economically inactive increased from 35.0% in 2011 to 38.3% in 2021. Figure 6 shows this growth has largely been driven by a growth in the proportion of people

¹² This group includes those who are retired, looking after the family or home, long-term sick and disabled and students.

¹³ 2021 Census, ONS

who are retired, which increased from 23.3% of Gloucestershire’s 16+ population in 2011 to 24.9% in 2021. The growth in the proportion of retired people was also seen at a national and regional level, although at a lesser extent than observed in Gloucestershire and all its districts except Gloucester and Tewkesbury. This difference is likely to be due to the population of Gloucestershire and several of its districts ageing at a faster rate than nationally, meaning more people are reaching retirement age.

The proportion of people who were economically inactive because they were students, looking after home or family, long-term sick or disabled, and economically inactive for other reasons also increased in all areas except Cheltenham and Cotswold which saw a decline in the proportion of people who were students. It is possible the growth in those who are economically inactive for other reasons was exacerbated by the pandemic with people who were furloughed identifying in this group, instead of temporarily away from work.

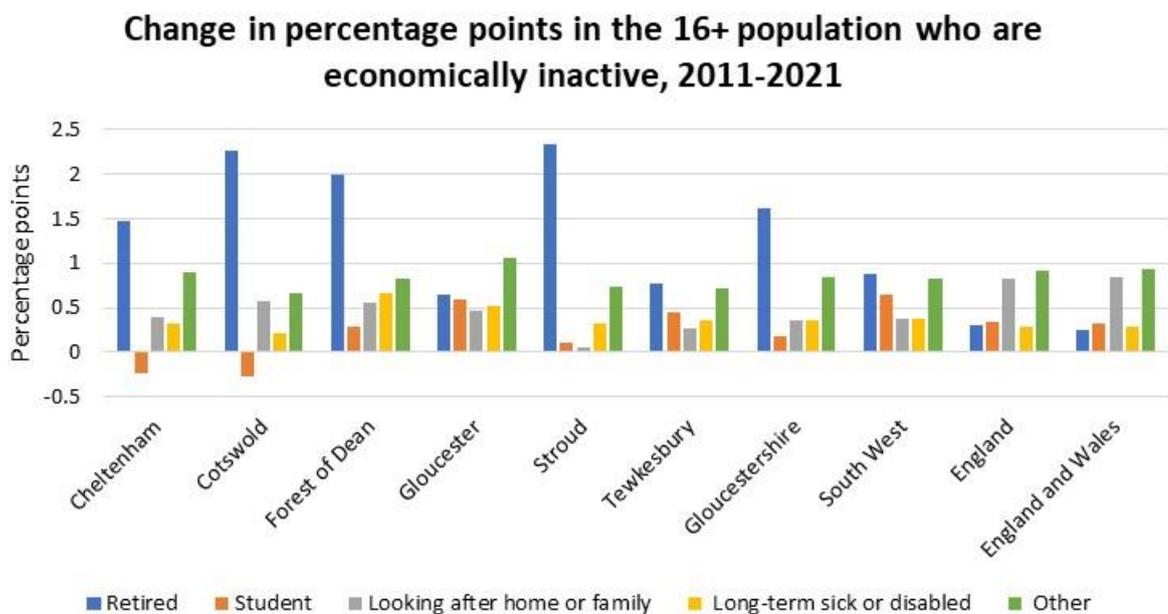


Figure 6: Change in percentage points in the 16+ population who are economically inactive, 2011-2021¹⁴

¹⁴ 2011 Census and 2021 Census, ONS

3.2 Employment history

3.2.1 Hours worked

The hours worked variable records the number of hours worked per week, including both paid and unpaid overtime, by anyone over the age of 16 years in their main job.

Of the 315,289 residents over the age of 16 and in employment in Gloucestershire, 31.2% (98,424 people) worked part-time hours of 30 hours or less per week prior to the 2021 Census and 68.8% (215,865 people) worked full-time hours of 31 hours or more. In comparison, there was a higher proportion of part-time workers (32.3%) and a lower proportion of full-time workers (67.7%) in the South West but a lower proportion of part-time workers (29.8%) and a higher proportion of full-time workers (70.2%) in England and Wales overall.

Between 2011 and 2021, there was a 9.1% increase in the number of part-time hours workers (8,213 additional people) and a 3.4% increase in the number of full-time workers (7,036) in Gloucestershire. In the South West, there was a smaller increase in the number of part-time workers (7.7% increase) and a larger increase in the number of full-time workers (3.8% increase) than Gloucestershire. Likewise in England and Wales overall, with a 8.4% increase in part-time workers and a 3.7% increase in full-time workers.

Table 3: Hours worked per week in England and Wales¹⁵

Hours worked	Part-time	Part-time: 15 hours or less worked	Part-time: 16 to 30 hours worked	Full-time	Full-time: 31 to 48 hours worked	Full-time: 49 or more hours worked
Cheltenham	30.7%	10.9%	19.8%	69.3%	60.1%	9.2%
Cotswold	32.2%	13.2%	19.0%	67.8%	53.5%	14.3%
Forest of Dean	32.4%	11.7%	20.6%	67.6%	55.8%	11.8%
Gloucester	29.7%	9.1%	20.7%	70.3%	61.8%	8.4%
Stroud	33.1%	12.1%	21.0%	66.9%	56.3%	10.7%
Tewkesbury	29.6%	9.8%	19.9%	70.4%	60.0%	10.4%
Gloucestershire	31.2%	11.0%	20.2%	68.8%	58.3%	10.5%
South West	32.3%	11.3%	21.0%	67.7%	57.0%	10.8%
England	29.8%	10.3%	19.5%	70.2%	59.1%	11.1%
England and Wales	29.8%	10.3%	19.5%	70.2%	59.1%	11.0%

Table 3 indicates out of Gloucestershire’s districts Stroud had the highest number of people in employment working part-time hours (33.1%) and

¹⁵ 2021 Census, ONS

Tewkesbury the lowest (29.6%). The inverse can be interpreted for full-time workers.

Looking at the categories in more details, Cotswold accounted for the highest proportion of the population who worked 15 hours or less (13.2%) and those who worked 49 hours or more a week (14.3%). These two proportions are above both the South West and national figures.

Figure 7 is a map of the proportion of the population who were in employment and worked part-time hours by Lower Super Output Area (LSOA) in Gloucestershire. The darker the green the LSOA is, the higher the proportion of workers in the area are part-time and the lower the proportion of workers who worked full-time hours.

Stroud contains the LSOAs with the highest three proportions of part-time workers, they are: Rodborough 1 (41.0%), Nailsworth 1 (40.8%) and Painswick and Upton 3 (40.5%). Charlton Park 1 in Cheltenham was the only LSOA, outside of Stroud, where more than 40.0% of the population worked 30 hours or less. Inversely, many of the LSOAs with lower proportions of part-time workers were located in and around Gloucester as well as the center of Cheltenham.

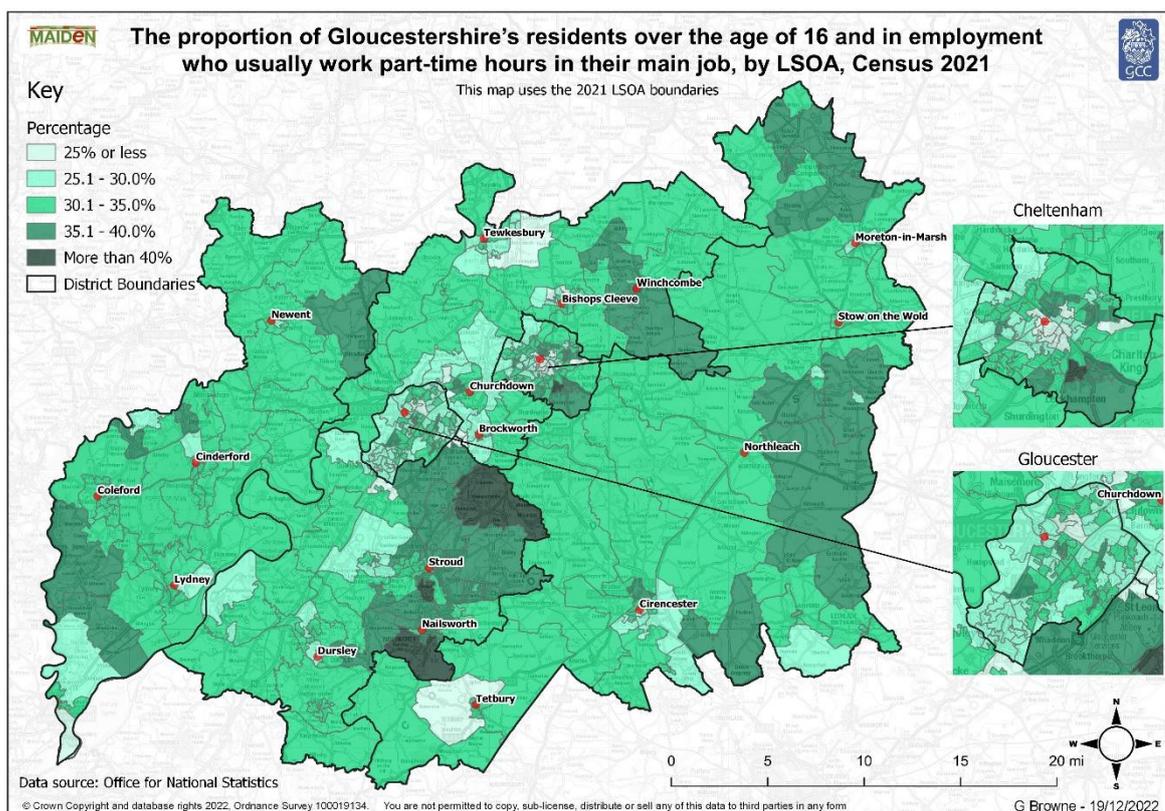


Figure 7: Proportion of the population in employment who worked part-time hours by LSOA in Gloucestershire.¹⁶

¹⁶ 2021 Census, ONS

3.2.2 Has ever worked

The has ever worked variable classifies people who were not in employment into three categories: worked in the last 12 months, not worked in the last 12 months, and never worked. The variable is not comparable to the 2011 Census.

On Census Day, 21st March 2021, of the 216,996 residents not in employment in Gloucestershire (% of the population) 12.8% had worked in the last 12 months (27,725 people), 68.9% had not worked in the last 12 months (149,591 people) and 18.3% had never worked (39,680 people). The South West had a similar proportional distribution of its population between these categories compared to Gloucestershire. However, in England and Wales overall, whilst there was a similar proportion of residents who had worked in the previous 12 months, there was a lower proportion of the population who had not worked in the previous 12 months (61.4%) but a higher proportion of the not in employment population who had never worked (25.5%). This may be because England and Wales has a younger population than Gloucestershire meaning there is a larger proportion of the population are still in education so have not had the opportunity to participate in paid employment yet.

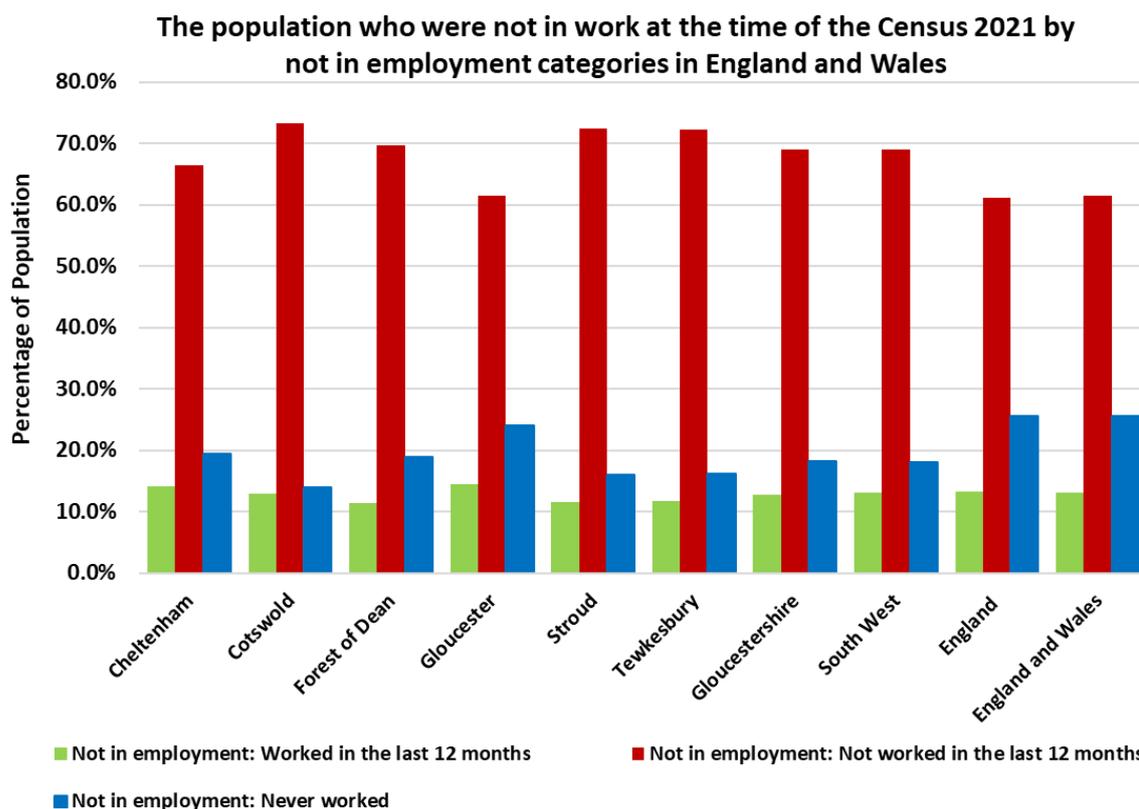


Figure 8: The not in employment population by unemployment category in England and Wales¹⁷

¹⁷ 2021 Census, ONS

Gloucester and Cheltenham, shown in Figure 8, had the highest proportion of residents not in employment but worked in the last 12 months accounting for 14.5% and 14.4% respectively. Likewise, they also accounted for the highest proportion of residents who have never worked, 24.1% in Gloucester and 19.4% in Cheltenham. However, the highest proportion of people not in employment and who have not worked in the last 12 months was in Cotswold (73.2%) and Stroud (72.4%).

Figure 9 shows a map of the proportion of people who were not in employment on Census Day 2021 and have never worked by Lower Super Output Area (LSOA) in Gloucestershire. The areas with the highest concentration of people who have never worked were largely centred around the urban areas of Gloucester and Cheltenham, these districts also accounted for the top 10 highest LSOA proportions.

Lansdown 4, in Cheltenham, had the highest proportion of people who have never worked with 45.4% of residents who were not in employment. This is followed by Barton and Tredworth 5 and Barton and Tredworth 2 with 42.6% and 41.5% of the population not in employment respectively.

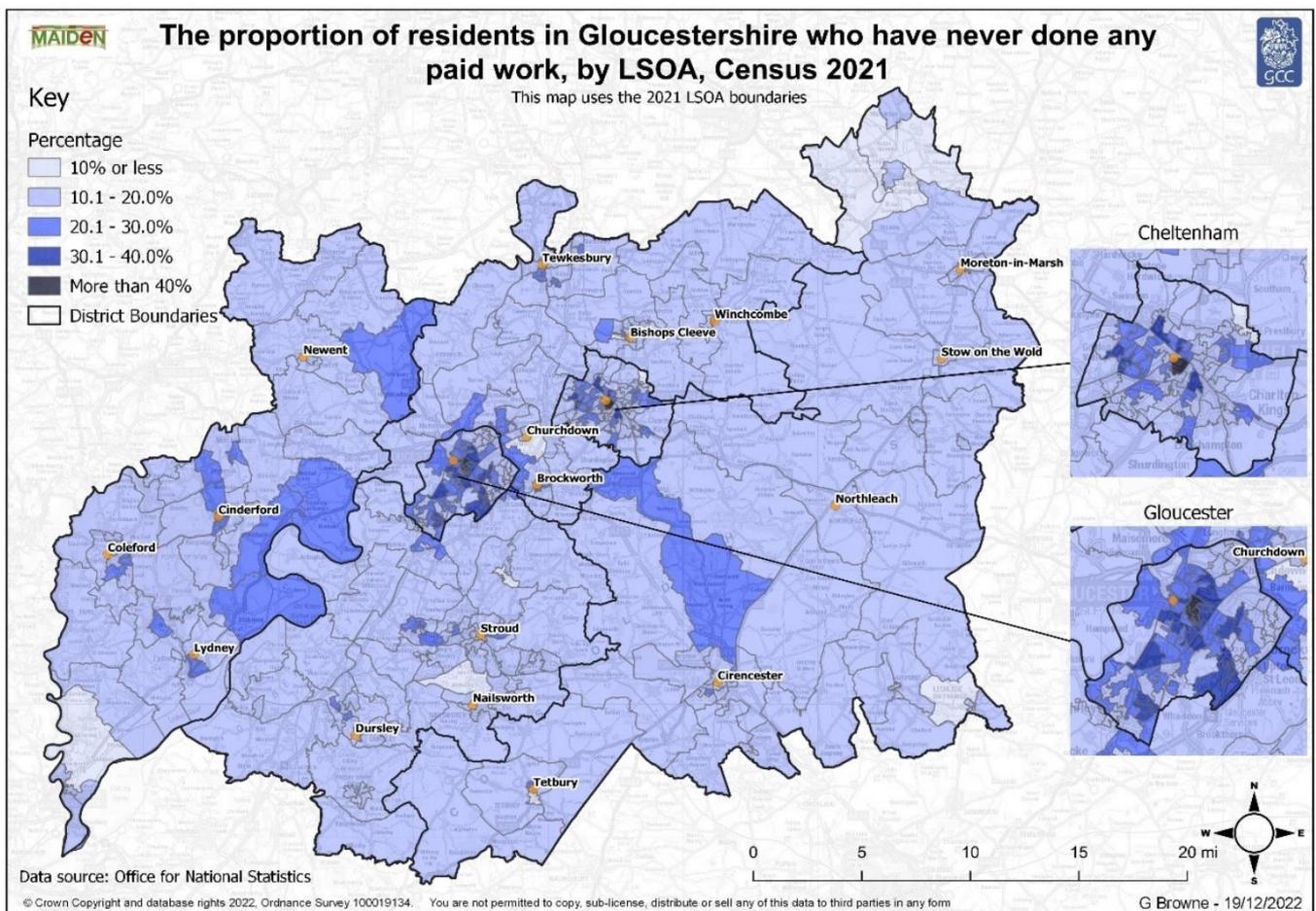


Figure 9: A map of the proportion of the population who are not in employment and have never worked by LSOA in Gloucestershire¹⁸

3.3 Industry

In 2021 the wholesale and retail trade employed the largest number of people in Gloucestershire (45,581 people or 14.5% of people in employment), this was closely followed by human health and social work activities (14.1%). Figure 10 shows this was a picture reflected at national level, while across the South West human health and social work activities accounted for the largest proportion of employment followed by wholesale and retail trade. In Cheltenham, Cotswold, Forest of Dean and Tewkesbury, the wholesale and retail trade is the largest sector followed by human health and social work activities. In Gloucester and Stroud human health and social work activities is the largest sector followed by wholesale and retail trade.

The manufacturing sector is over-represented in Gloucestershire and four of its districts (Forest of Dean, Gloucester, Stroud and Tewkesbury) when compared to the national and regional average, with the sector accounting for 8.8% of

¹⁸ 2021 Census, ONS

employment in Gloucestershire compared to 7.3% nationally and 7.4% across the South West. Conversely Gloucestershire and all of its districts have an under-representation of employment in transport and storage with the sector accounting for 3.4% of employment in Gloucestershire and 5.0% across England and Wales.

Each district also has other areas where there are strengths or weaknesses when compared to the national average, the most notable are detailed below

- Cheltenham has an over-representation of employment in the public administration and defence sector (8.8% of employment in Cheltenham and 5.9% of employment in England and Wales. Conversely it has an under-representation of employment in the wholesale and retail trade (13.6% compared to 15.0% nationally).
- Cotswold has an over-representation of employment in agriculture, forestry and fishing (3.0% of employment in Cotswold and 0.9% in England and Wales) and professional, scientific and technical activities (8.9% compared to 6.6% nationally). Conversely it has an under-representation of employment in human health and social work activities (10.1% compared to 14.7% nationally).
- The Forest of Dean has an over-representation of employment in agriculture, forestry and fishing (2.6% of employment in Forest of Dean and 0.9% in England and Wales) and construction (11.1% compared to 8.7% nationally). Conversely it has an under-representation of employment in professional, scientific and technical activities (5.2% compared to 6.6% nationally).
- Gloucester has an over-representation of employment in human health and social work activities (17.8% of employment in Gloucester and 14.6% in England and Wales) and wholesale and retail trade (16.4% compared to 15.0% nationally). Conversely it has an under-representation of employment in professional, scientific and technical activities (4.0% compared to 6.6% nationally) and education (8.0% of employment in Gloucester compared to 9.8% nationally).
- Stroud has an under-representation of employment in wholesale and retail trade (13.7% compared to 15.0% nationally).
- Tewkesbury has an over-representation of employment in public and administration and defence activities (8.5% of employment in Tewkesbury and 5.9% in England and Wales). Conversely it has an under-representation of employment in human health and social work activities (13.2% of employment in Tewkesbury compared to 14.2% nationally).

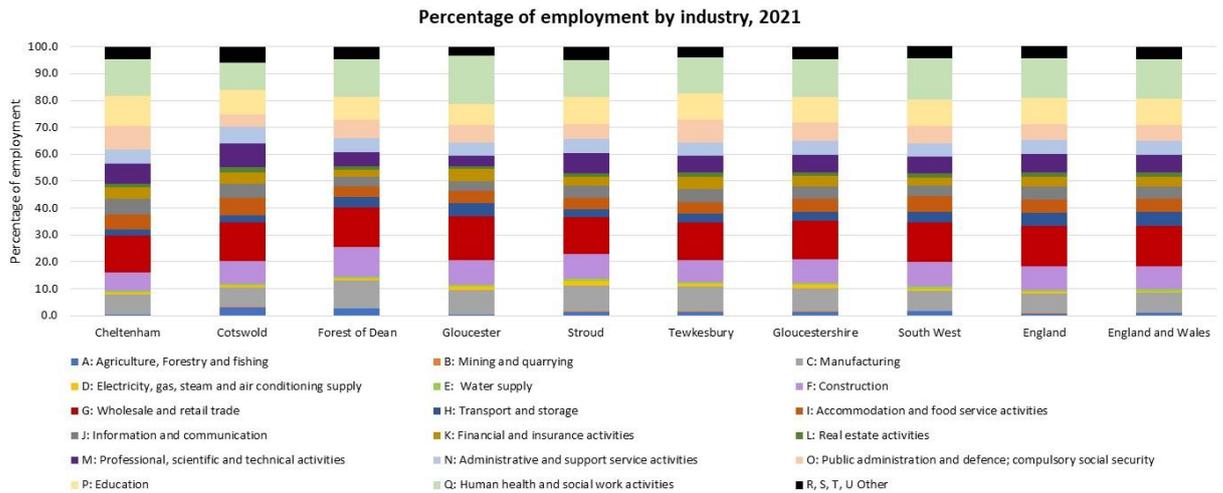


Figure 10: Percentage of employment by industry, 2021¹⁹

Since 2011 the manufacturing sector has seen the largest percentage point decreases in employment, with the proportion of people in Gloucestershire employed in this sector falling from 11.2% in 2011 to 8.8% in 2021. This resulted in manufacturing moving from the third largest sector in the county in 2011 to the fourth largest sector in 2021, behind education. This sector also saw the largest decline at a national and regional level and across all districts in the county, although it is worth noting the decline observed at a county and district level was greater than that seen across the South West and England and Wales.

The human health and social work activities sector saw the largest growth in employment between 2011 and 2021, with this sector accounting for 12.1% of Gloucestershire’s employment in 2011 and 14.1% in 2021. This growth was also reflected at a national, regional and district level.

¹⁹ 2021 Census, ONS

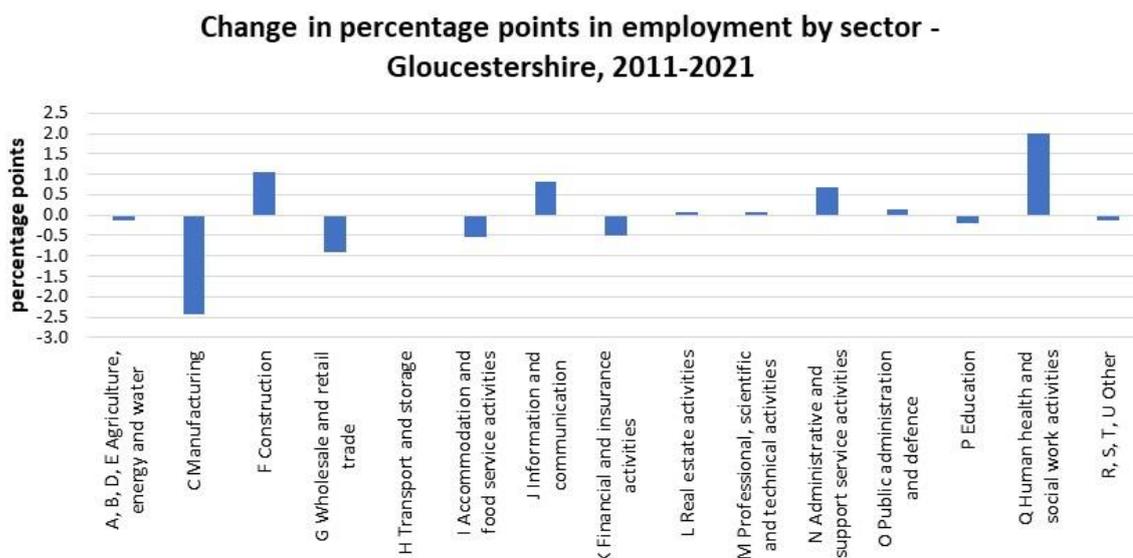


Figure 11: Change in percentage points in employment by sector – Gloucestershire, 2011-2021²⁰

3.4 Occupation

Respondents aged 16 years and over were asked for their full job titles (for their main job, or if not working their last main job) and the main activity of their employer, this was used to break down the population by occupation.

In Gloucestershire, 19.7% of all usual residents aged 16 years and over in employment were employed in professional occupations, making it the largest broad occupation category. In addition, 13.1% of people were employed in associate professional and technical occupations and 13.8% as managers, directors and senior officials. This means that almost half of people in employment in Gloucestershire (46.5%) were employed in managerial, professional or associate professional occupations, this broadly reflects the situation at a regional and national level. At the other end of the scale, Gloucestershire had slightly lower proportions of people with low skills (sales and customer service occupation; process, plant and machine operatives and elementary occupations) than nationally and regionally.

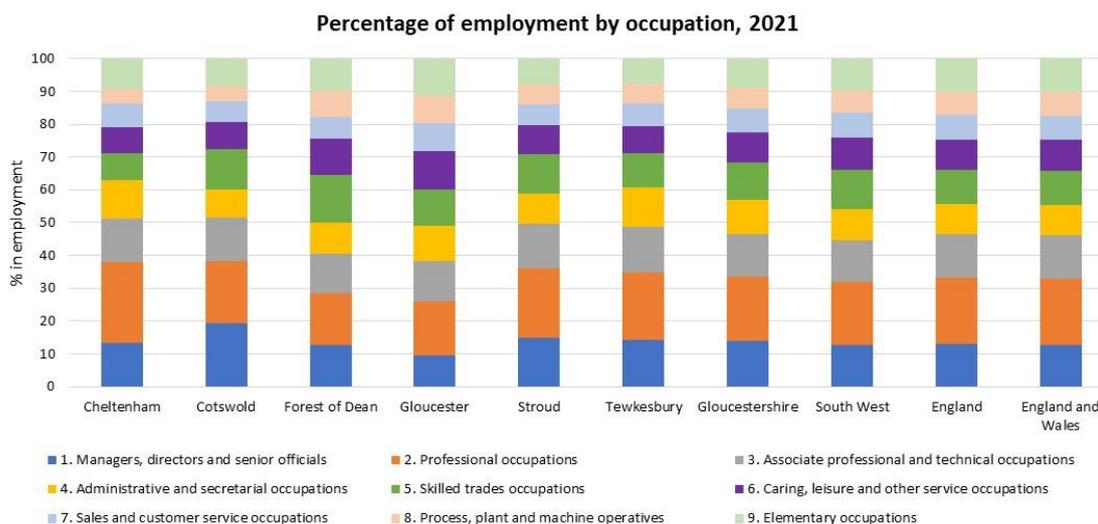
Figure 12 shows the breakdown of employment by occupation at a county, district, national and regional level, it shows there are a number of differences at district level:

- Cheltenham has a much higher proportion of professional occupations than elsewhere, with this group accounting for 24.7% of employment in the district, this compares to 19.7% in Gloucestershire and 20.2% nationally. Conversely Cheltenham has a lower proportion of people

²⁰ 2011 Census and 2021 Census, ONS

employed in skilled trades, caring, leisure and other service activities and process plant machine operatives than Gloucestershire and England and Wales.

- Cotswold has a much higher proportion of managers, directors and senior officials than elsewhere, with this group accounting for 19.4% of employment in the district, this compares to 13.8% in Gloucestershire and 12.8% nationally. The proportion of people employed as process plant machine operatives and in elementary occupations is much lower in Cotswold than Gloucestershire and England and Wales.
- In the Forest of Dean the proportion of people employed in skilled trades occupations is higher than the county and national average, with 14.5% of people employed in this occupation in the Forest of Dean compared to 11.3% in Gloucestershire and 10.3% in England and Wales. The proportion employed in professional occupations was lower in the Forest of Dean (15.6%) than Gloucestershire (19.7%) and England and Wales (20.2%).
- Gloucester has higher proportion of people employed in caring, leisure and other service occupations, administrative and secretarial occupations, process plant and machine operatives and sales and customer service occupations than Gloucestershire and England and Wales. Conversely the proportion of people employed in Professional occupations and as managers, directors and senior officials is lower than the county and national average.
- In Stroud the proportion of people employed as managers, directors and senior officials exceeded the county and national average, with the 15.0% of people employed in this occupation compared to 13.8% in Gloucestershire and 12.8% in England. Stroud also has a higher proportion of people employed in skilled trades (12.3%) than Gloucestershire (11.3%) and England and Wales (10.3%). Conversely it has a lower proportion of people employed in elementary occupations and sales and customer service occupations than the county and national average.
- Tewkesbury has a higher proportion of people employed in administrative and secretarial occupations, with this group accounting for 12.2% of employment, this compares to 10.4% in Gloucestershire and 9.3% in England and Wales. Tewkesbury also has a higher proportion of people employed as managers, directors and senior officials (14.4%) than Gloucestershire (13.8%) and nationally (12.8%). The proportion of people employed in elementary occupations is much lower in Tewkesbury than Gloucestershire and England and Wales.



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Figure 12: Percentage of employment by occupation, 2021

3.4.1 National Statistics Socio-economic Classification (NS-SEC)

The National Statistics Socio-economic Classification (NS-SEC) variable indicates a person's socio-economic position based on their occupation and other job characteristics. It is an Office for National Statistics standard classification. NS-SEC categories are assigned based on a person's occupation, whether employed, self-employed, or supervising other employees. Full-time students are recorded in the "full-time students" category regardless of whether they are economically active. As Census 2021 was during a unique period of rapid change, take care when using this data for planning purposes. This variable is not comparable to the 2011 Census because classifications in the occupation variable have changed.

Figure 13 shows the proportion of people in work by NS-SEC category at national, regional, county and district level. The results in this variable broadly reflect the results described by the occupation variable the section above.

In Gloucestershire, the highest proportion of the population aged over 16 was classed as L4, L5 and L6 Lower managerial, administrative and professional occupations accounting for 21.7%, this is followed by L1, L2 and L3 Higher managerial, administrative and professional occupations (14.7%) and L7 intermediate occupations (12.2%). In comparison, 20.9% of the over 16 population in the South West was classified as L4, L5 and L6 Lower managerial, administrative and professional occupations, 12.9% L1, L2 and L3 Higher managerial, administrative and professional occupations and 11.7% in L7

²¹ 2021 Census, ONS

intermediate occupations. However, there was a higher proportion of the population classed as L8 and L9 Small employers and own account workers (12.3%) than those in L7 occupations in the South West. Compared to Gloucestershire, in England and Wales overall, there was a lower proportion of the population classed as L1, L2 occupations and L3, L4, L5 occupations and L6 and L7 occupations (13.1%, 19.9% and 11.4% respectively).

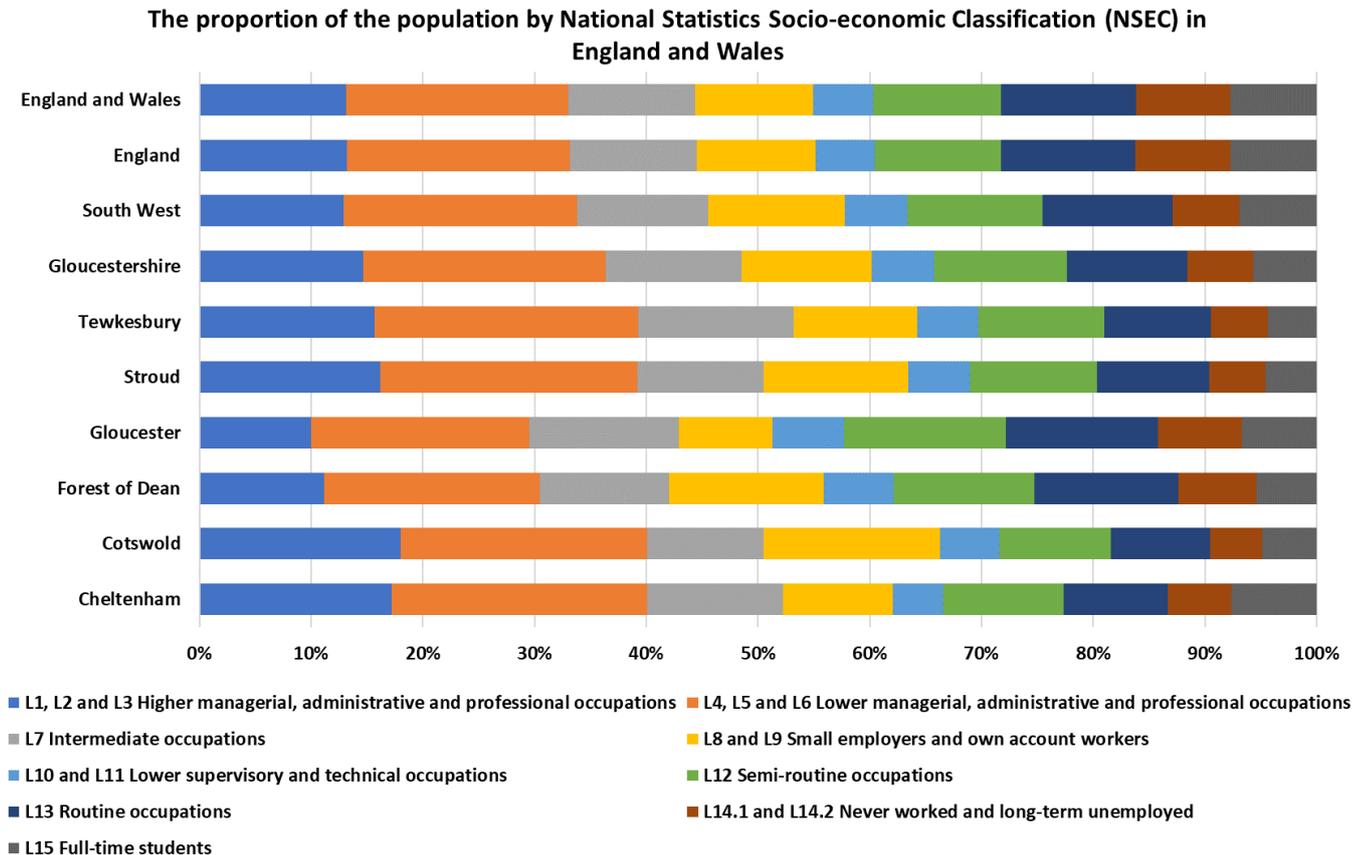


Figure 13: Proportion of the population by NSEC in England and Wales²²

There are noticeable differences between the districts in the distribution of people in work by NS-SEC. Cotswold has the highest proportion of workers classed as L1, L2 and L3 Higher managerial, administrative and professional occupations accounting for 18.0% of the over 16 population whereas, Gloucester has the lowest proportion with 10.0% of its population being placed in the same category.

In contrast, Gloucester has the highest proportion of the over 16 population working in less skilled occupations than the other districts with 34.5% of the population working in L10 to L13 occupations and Cotswold the lowest for the same group of occupations (24.2%).

²² 2021 Census, ONS

3.5 Travel to Work

3.5.1 Distance travelled to work

The distance between a person's residential postcode and workplace postcode was recorded in kilometers, through measuring a straight-line. A distance of 0.1km indicates that the work place post code is the same as the residential postcode. The category work mainly at or from home is made up of those that ticked either the 'Mainly work at or from home' box for the address of workplace question, or the "Work mainly at or from home" box for the method of travel to work question.

Caution should be taken when interpreting this variable due to the Census 2021 taking place during a period of rapid change due to COVID-19. People who were on furlough (about 5.6 million), could have given details based on their patterns before or during the pandemic, or what they did during the census taking place, including Census Day. The data is not comparable to 2011 due to there being a national lockdown in 2021 with the government advice being that people should work from home where possible and avoid public transport.

Figure 14 shows the answers given by residents about the distance they travelled to work at the time of the 2021 Census. In Gloucestershire, 32.5% of all usual residents aged 16 years and over in employment the week before the census mainly worked from home (equivalent to 102,551 people), this is a higher proportion than in the South West (30.4%) and in England and Wales overall (31.2%). In comparison, just over a third of the population travelled a distance of less than 10km to work which is broadly similar to the South West and England and Wales. Furthermore, 4.4% of the population travelled more than 30km to work in Gloucestershire and 1.5% travelled more than 60km. This is comparable to the England and Wales proportions however, in the South West there was a higher proportion of people travelling more than 30km (4.9%) and more than 60km (1.8%).

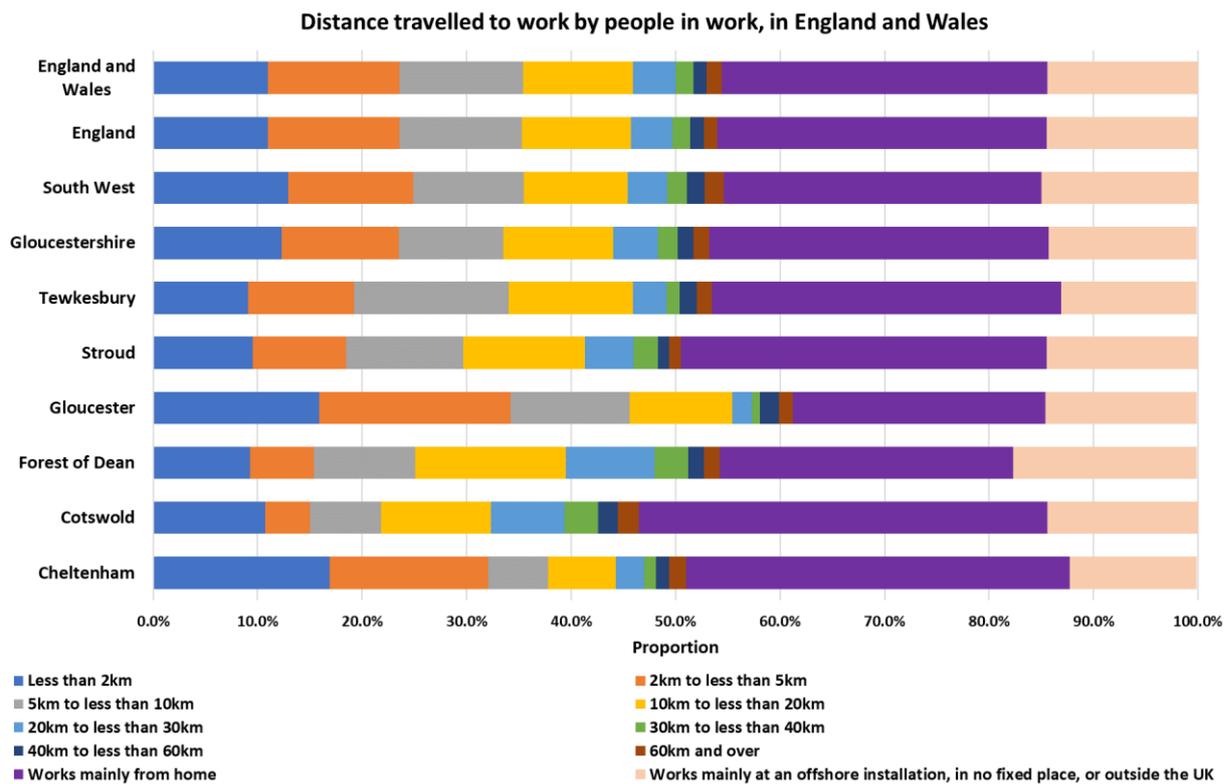


Figure 14: Distance travelled to work by residents in England and Wales²³

It is noteworthy that people living in the rural districts of Cotswold and Forest of Dean accounted for the highest proportions of people travelling further distances to their workplace. Cotswold also had the highest proportion of people who were working from home accounting for 39.1% of those in employment the week before the Census. Conversely, the lowest proportion of workers travelling less than 10km was in Cotswold (21.8%), over 10 percentage points lower than the regional and national figures. However, the highest proportion was in Gloucester (45.6%) which was around 10 percentage points higher than the regional and national figures.

3.5.2 Method of travel

The method of travel indicates the mode of transport a person uses to get to work if they do not work mainly at or from home. Caution should be taken when interpreting this variable due to the Census 2021 taking place during a period of rapid change due to COVID-19. The data is not comparable to 2011 due to there being a national lockdown in 2021, with the government advice being that people should work from home where possible and avoid public transport.

²³ 2021 Census, ONS

Figure 15 shows the proportion of the population aged 16 years and over in employment at national, regional, county and district level. In Gloucestershire, 67.5% of the population did not work mainly at or from home and instead provided a mode of transport used to travel to work. According to the Office for National Statistics, it is likely that the COVID-19 pandemic led to changes in people’s method of travel to work, including the use of public transport due to government guidance. Just under half (49.4%) of the working population in Gloucestershire answered that they travel to work by driving a car or van, this is higher than the South West (49.0%) and national proportion (45.1%). The next highest proportion in Gloucestershire was travelling on foot (8.1%) followed by travelling as a passenger in a car or van (3.7%). These are broadly in-line with the South West and England and Wales proportions. A smaller proportion of the population than nationally, although in line with the South West, answered that they travel to work by train (0.3% in Gloucestershire vs. 1.9% England and Wales) or bus, mini coach or coach (2.2% in Gloucestershire vs. 4.2% in England and Wales).

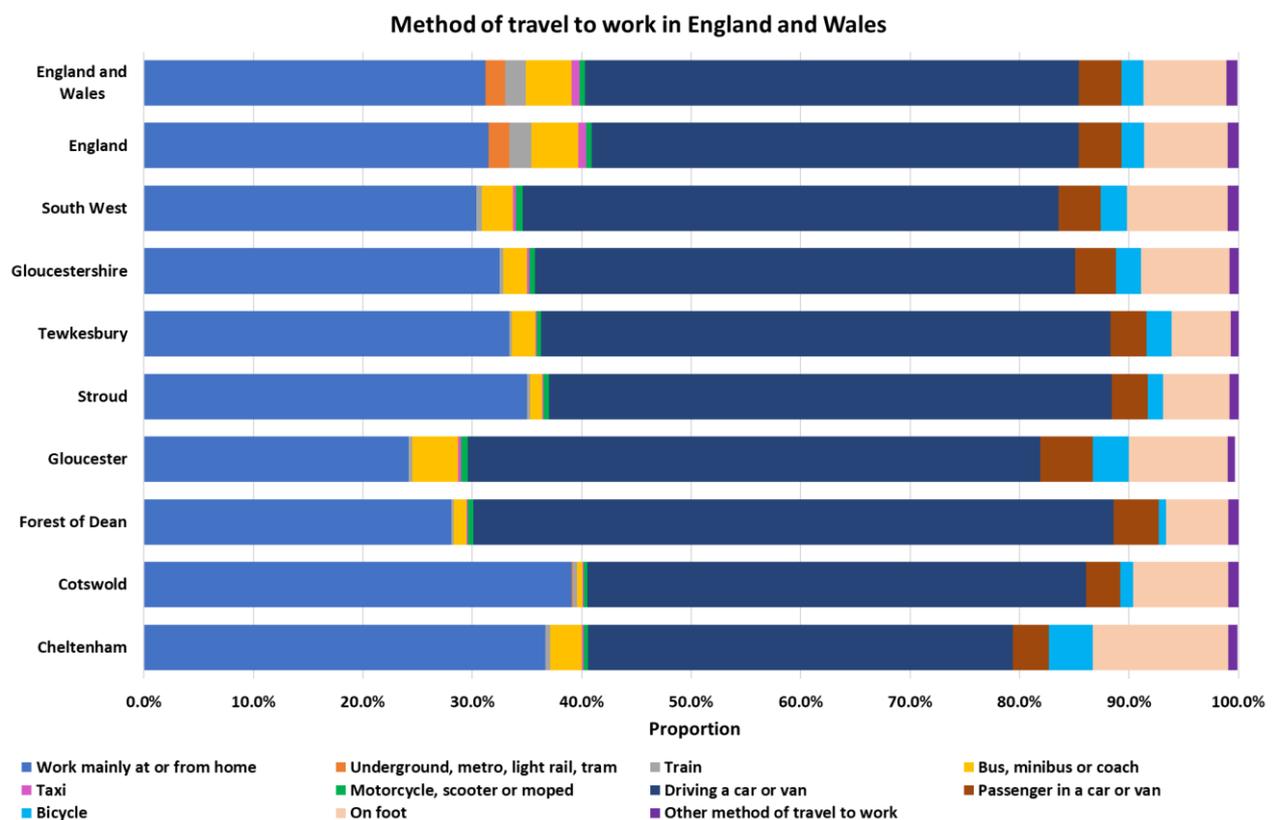


Figure 15: Method of travel to work in England and Wales²⁴

²⁴ 2021 Census, ONS

Out of Gloucestershire's districts, the lowest proportion of people who travelled to work by driving a car or van are residents in Cheltenham, accounting for 38.8% of its employed population. Furthermore, Cheltenham had the highest proportion of people who travel to work by bicycle (4.0%) or on foot (12.4%). In contrast, Forest of Dean had the highest number of people travelling to work by driving a car or van (58.5%) and the lowest proportion of people travelling to work by bicycle (0.7%) whilst Tewkesbury had the lowest proportion of people travelling to work on foot (5.4%).

4. Key messages

- In Gloucestershire 61.7% of the 16+ population were economically active, this was higher than the national average of 60.6% and the regional average of 59.5%. Levels of economic activity were lowest in the Forest of Dean and highest in Gloucester.
- There are pockets in the county with high levels of economic inactivity, there are 10 LSOA's in the county where more than 50% of the 16+ population are economically inactive, these areas are predominantly linked with student population or high levels of retirement.
- Since 2011 the proportion of Gloucestershire residents aged 16+ who were economically inactive increased from 35.0% in 2011 to 38.3% in 2021. Similar changes were observed at a county and regional level as well as in all of Gloucestershire's districts. To some extent this is likely to be a result of the aging population, with a greater proportion of the population being of retirement age, although other factors may have also played a role.
- Gloucestershire has a higher proportion of people who are self-employed than England and Wales. In Cotswold, Stroud and the Forest of Dean levels of self-employment exceed the county average, suggesting it is a strength within these districts. The proportion of residents who are self employed has also increased at a county level, while levels of employees has fallen, suggesting self-employment is growing in importance.
- Levels of unemployment were lower in Gloucestershire and all of its 6 districts than nationally.
- The most-selected reasons for economic inactivity in Gloucestershire were being retired and studying reflecting the most common reasons seen at a national and regional level. However, the proportion of people who were retired was larger in Gloucestershire than nationally. This may be due to Gloucestershire having an older age profile than the national average.
- Since 2011 the proportion of Gloucestershire residents aged 16+ who were economically inactive increased from 35.0% in 2011 to 38.3% in 2021. This

growth has largely been driven by a growth in the proportion of people who are retired, which increased from 23.3% of Gloucestershire's 16+ population in 2011 to 24.9% in 2021.

- A slightly smaller proportion of people in employment worked full-time hours in the week before Census Day 2021 compared to 2011.
- Of Gloucestershire's residents who were not in employment, just under a fifth had never worked and just over two-thirds had not worked in the last 12 months, reflecting the trend seen at regional level.
- In 2021, the wholesale and retail trade employed the largest number of people in Gloucestershire (45,581 people or 14.5% of people in employment), this was closely followed by human health and social work activities (14.1%).
- Since 2011 the manufacturing sector has seen the largest percentage point decreases in employment, with the proportion of people in Gloucestershire employed in this sector falling from 11.2% in 2011 to 8.8% in 2021. This resulted in manufacturing moving from the third largest sector in the county in 2011 to the fourth largest sector in 2021, behind education.
- The human health and social work activities sector saw the largest growth in employment between 2011 and 2021, with this sector accounting for 12.1% of Gloucestershire's employment in 2011 and 14.1% in 2021.
- In 2021, almost half of people in employment in Gloucestershire (46.5%) were employed in managerial, professional or associate professional occupations according to the NS-SEC classification.
- In the week before Census Day 2021, just under a third of all Gloucestershire's usual residents aged 16 years and over in employment the week before the census mainly worked from home, higher than the South West and national proportion.
- There were district variations in the distance travelled to work by those not working from home with longer distances being travelled by residents living in Cotswold.
- Driving to work by car or van was the most popular mode of transport to travel to work followed by walking and travelling as a passenger in a car.

5. What's next?

In 2023 the Office for National Statistics will release multivariate data which will allow us to combine variables and explore relationships between the data.

6. Where can you find out more?

For further information please visit:

<https://www.gloucestershire.gov.uk/inform/population/census-of-population/census-2021/>

Or contact us by emailing informgloucestershire@gloucestershire.gov.uk