

## Article

# 2011 Census: Workplace Population Analysis

The 2011 Census provides information on the population in England and Wales based on different population bases, including resident population, workplace population and workday population. This report presents the characteristics of the workplace population in the local authorities of England and Wales. The workplace population in a local authority is defined as the population whose usual place of work is in that local authority, including both individuals who live and work in the local authority and individuals who work in the local authority but commute from a home elsewhere within England or Wales.



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# 1 . Summary

The workplace population data highlights the difference between the characteristics of workers employed in London compared with the rest of England and Wales. For example in 2011:

- The workforce in London was younger, with 54 % of the workplace population aged 39 or below, compared with 45% in the rest of England and Wales.
- Skill levels were higher in London with almost half (49%) of the workplace population having level 4 (degree level) qualifications. By contrast, outside London, the only local authorities with a share greater than 45% were Oxford and Cambridge. The average for England and Wales excluding London was 32%.
- There were fewer part-time jobs in London with 24% of the workplace population part-time compared with 30-32% in the other English regions and Wales.
- The share of the workplace population who were not born in the UK and had arrived in the UK in the previous 10 years was 19% in London compared with 5% of the workplace population in the rest of England and Wales.

Differences among workplace population characteristics within the rest of the English regions and Wales are best shown by local authority data, because the regional averages tend to be similar. Analysis by local authority shows that in 2011:

- Part-time employment was most common in the coastal local authorities of Weymouth & Portland (41%), Torbay (37%) and Scarborough (37%).
- The three local authorities with the highest share of Elementary occupations were in the East Midlands region, namely Corby, Harborough, and Bolsover. The share of Skilled trades occupations was highest in the largely rural areas of Torrington, Powys and Mid Devon.
- Manufacturing accounted for more than a quarter of the workplace population in Corby (27%) and Flintshire (26%). Overall, 9% of the workplace population in England and Wales is employed in the sector.
- Barrow in Furness, Copeland and Ribblesdale (all in the North West) had the highest share of apprenticeship qualifications amongst their workplace populations.
- Blackpool, Hastings and Blaenau Gwent had the highest share of workplace population reporting bad or very bad health.
- West Somerset and North Norfolk had the highest share (39%) of 50 to 74 year olds in their workplace populations.
- South Holland (13%) and Boston (12%) had the highest share of workplace population holding passports from the EU accession countries.

Finally, analysing data for England's eight core cities -- the eight largest city economies outside London <sup>1</sup> -- shows that in 2011:

- The highest share of the workplace population employed in professional, managerial and technical occupations was in Manchester (47%) and Bristol (46%), with a 39-43% share in the other Core Cities. This compares to 53% in London.
- Manchester and City of Bristol are also most similar to London in their share of workplace population within professional, scientific and technical industries: Manchester's share is 10%, Bristol's is 9%, and London's is 11%. Similarly, in the financial and insurance activities industry, Manchester, Leeds (both 7%) and Bristol (8%) only have slightly smaller shares of their workplace population employed in this industry than London (9%).
- The core cities with the highest share of part-time workers among the workplace population were Sheffield (32%), Liverpool (30%) and Nottingham (30%). The lowest share was in Manchester (26%).
- The percentage of the workplace population with level 4 qualifications was highest in Manchester (45%), Bristol (42%) and Newcastle upon Tyne (40%). These numbers were below the London share (49%). The core city with the lowest share of its workplace population with these qualification levels was Sheffield (34%).
- The share of the workplace population in the core cities who were not born in the UK and had arrived in the UK in the previous 10 years was highest in Manchester (10%). In three of the core cities (Newcastle, Liverpool and Sheffield) the share was 5%, the same as the average for England and Wales excluding London. This compares to London's share of 19%.

## Notes for Summary

1. The eight core cities in England are: Birmingham, Bristol, Leeds, Liverpool, Manchester, Newcastle, Nottingham and Sheffield.

## 2 . Data

Work Place population tables for Workplace Zones in England and Wales can be found on the [Nomis website](#).

## 3 . Introduction

This report presents the characteristics of the workplace population of the local authorities in England and Wales. The workplace population of an area is an estimate of the number of people working in the area, both residents (including both home workers and resident workers with no fixed place of work) and non-resident commuters into the area. Note that only commuters who are resident in either England or Wales are included.

This report mostly focuses on presenting 2011 Census data on the characteristics of the workplace populations for local authorities in England and Wales. Data on industry, occupation, employment status, hours worked, qualifications, age, gender, health, passport held, country of birth and length of residency are included.

Data are also available for smaller geographies. In particular, the release of workplace population data is the first time that data has been made available for a new Workplace Zones geography. The final section of this report briefly considers the analytical potential of these new geography boundaries.

## Workplace population: Comparison with other population bases (resident and workday population)

The 2011 Census provides information on the population in England and Wales based on different population bases, including: usual residence population, workplace population, and workday population.

In line with the usual residence and workday populations, the workplace population is based on individuals who were present in England and Wales, or intending to be present, for 12 months or longer. In other words, it excludes short-term residents (anyone living in England and Wales who was born outside the UK and who intended to stay in the UK only for a period of between 3 and 12 months).

- The usual residence population in area A is defined as the population residing in area A. It is an estimate of all individuals that live in area A, irrespective of whether they work or where they work.
- The workplace population in area A is defined as the population working in area A, regardless of where within England and Wales they live.
- The workday population in area A is defined as all people that are in area A during a normal workday. It includes all people that work in area A, whether residents or non-residents in the area, plus all residents in the area not in work, i.e. it is the sum of the workplace population and residents not in work.

Note, an individual working in Area A but living in Scotland will not be included in the workplace population of Area A. This data is compiled from the England and Wales census only and therefore includes only residents of England and Wales in the workplace (and workday) populations.

The chart below illustrates the relation between these three population bases, where:

\* A1: Resident population in work in area A. (All individuals that live in area A and work in area A or who live in area A and have no fixed workplace).

\* A2: Resident population not in work. (All individuals that live in area A and don't work).

\* A3: Resident population not in work in the area, but in work elsewhere. (i.e. out-commuters that live in area A and work in a different area).

\* B: Non-resident population in work in the area (i.e. in-commuters who live in other areas different from A but work in area A).

And the three population bases are defined as:

\* Resident population in area A =  $A1 + A2 + A3$

\* Workplace population in area A =  $A1 + B$

\* Workday population in area A =  $A1 + A2 + B$ , or

\* Workday population in area A = Workplace population + A2

## Comparison of three population bases: Resident, workplace, and workday



In summary, the resident population is the population that have usual residency in an area, the workplace population is the population working in an area, and the workday population is the population in an area during a typical working day, including both those working in the area and those residing in the area that are not in work.

This report is the first Census 2011 report to analyse the workplace population data. An analysis of the workday population has already been published and is available [here](#). All other Census 2011 articles published to date by ONS have focused on analysis of residential population, i.e. geographically based by where people live.

## 4 . Employment characteristics

This section summarises characteristics of the employment patterns of the workplace population as collected in the 2011 Census. The information is self-reported by individuals via the Census – it is not a survey of businesses. The sample includes all individuals who were economically active and in employment the week before Census day.

Estimates are presented on industry, occupation, qualifications, employment status, and hours worked. In general, data are considered first at the regional level and then each section highlights key differences across the local authorities in England and Wales.

### Industry

The 2011 Census classifies Industry type into 21 different groups. Table 1 shows the regions/countries with highest and lowest shares of workplace population working in each of these 21 industry categories. For example, 2% of the workplace population in Wales worked in agriculture, forestry and fishing (industry group A), making it the region with the highest share of workplace population employed in this sector. At the other extreme, London has the lowest share of workplace population employed in this industry group (0.1% share).

**Table 1: Highest and lowest rates of industry of employment for English regions and Wales (workplace population)**

Industry	Highest		Lowest	
	Region /Country	Per cent	Region/Country	Per cent
A: Agriculture, forestry and fishing	Wales	2	London	0.1
B: Mining and quarrying	North East	0.3	North West	0.1
C: Manufacturing	East Midlands	13	London	3
D: Electricity, gas, steam and air conditioning supply	North East	1	London	0.2
E: Water supply, sewerage, waste management and remediation activities	Wales	1	London	0.4
F: Construction	East of England	9	London	6
G: Wholesale and retail trade; repair of motor vehicles and motor cycles	East Midlands	18	London	12
H: Transport and storage	London	5	Wales	4
I: Accommodation and food service activities	South West	6	East of England	5
J: Information and communication	London	7	Wales	2
K: Financial and insurance activities	London	9	East Midlands	2
L: Real estate activities	London	2	East Midlands	1
M: Professional, scientific and technical activities	London	11	Wales	4
N: Administrative and support service activities	London	6	Wales	4
O: Public administration and defence; compulsory social security	North East	8	East of England	5
P: Education	South East	10	London	9
Q: Human health and social work activities	North East	15	London	10
R,S: Arts, entertainment and recreation; other service activities	London	6	Yorkshire and The Humber	4
T: Activities of households as employers; undifferentiated goods - and services - producing activities of households for own use	London	0.3	North East	0.04
U: Activities of extraterritorial organisations and bodies	East of England	0.2	Wales	0.01

Source: Census 2011, Office for National Statistics

The data in Table 1 shows that East Midlands was the region with the highest share of its workforce working in the manufacturing sector (category C) at 13%. This share was similar in other northern and midland regions of England, and Wales, which all had between 10% and 13% of their workplace population working in this sector. London had the lowest share of workers in Manufacturing (3%), followed by the South East, South West and East of England, with shares between 8% and 9%.

London had the highest percentage share of workplace population working in a number of the main technical and high skilled industries: 7% of workplace population in London was in the Information and communication sector (category J), 9% in Financial and insurance (category K), and 11% in Professional, scientific and technical activities (category M). In total, 27% of London's workforce was employed in these three sectors.

Observing the distribution of workers working in these three high-skilled service sector industries (categories J, K, and M) across regions, there was a higher share of workers in the Greater South East (East of England, London and the South East). More than half of the total workplace population in England and Wales working in these three sectors work in one of these three regions. Therefore, whilst the Greater South East accounted for 42% of the workplace population of England and Wales overall, for these sectors the share was higher:

- 60% for Information and communication,
- 57% for Financial and Insurance, and
- 55% for Professional, scientific and technical industries

Table 2 lists the top 3 local authorities which had the highest share of workforce population in each of the 21 industry groups. Some local authorities had high concentrations of workforce working in one single industry; for example, the local authorities with more than a quarter of their population working in one single industry were:

\* Manufacturing: Corby (27%) and Flintshire (26%)

\* Wholesale and retail trade; repair of motor vehicles and motorcycles: Broxbourne, Harborough, Thurrock (28% each), Dartford (26%), and Welwyn Hatfield (25%)

\* Financial and insurance activities: City of London (46%) and Tower Hamlets (33%).

\* Public administration and defence; compulsory social security: Richmondshire (32%).

The local authorities with the highest share of their workforce in agriculture, forestry and fishing (category A) were Powys in Wales and Torridge in the South West; the local authorities with highest shares of workforce employed in education jobs (category P) were Oxford, Cambridge, and Canterbury, and the local authorities with the highest share of jobs in the arts and entertainment industries (categories R and S) were Kensington and Chelsea and Richmond Upon Thames in London.





**Table 2: Local authorities with highest share of workplace population by industry**

Industry	Local authority	Region /Country	Per cent
A Agriculture, forestry and fishing	Powys	Wales	9
	Torrridge	South West	9
	Eden	North West	8
B Mining and quarrying	Spelthorne	South East	3
	Redcar and Cleveland	North East	2
	Selby	Yorkshire and The Humber	2
C Manufacturing	Corby	East Midlands	27
	Flintshire	Wales	26
	Ribble Valley	North West	24
D Electricity, gas, steam and air conditioning supply	West Somerset	South West	5
	Copeland	North West	5
	Selby	Yorkshire and The Humber	4
E Water supply, sewerage, waste management and remediation activities	Copeland	North West	4
	Warrington	North West	4
	Tonbridge and Malling	South East	2
F Construction	Castle Point	East of England	15
	Epping Forest	East of England	15
	Broxbourne	East of England	14
G Wholesale and retail trade; repair of motor vehicles and motor cycles	Broxbourne	East of England	28
	Harborough	East Midlands	28
	Thurrock	East of England	28
H Transport and storage	Crawley	South East	26
	Hillingdon	London	22
	North Warwickshire	West Midlands	17
I Accommodation and food service activities	Isles of Scilly	South West	27
	West Somerset	South West	16
	South Lakeland	North West	13
J Information and communication	Hammersmith and Fulham	London	18
	Bracknell Forest	South East	15
	Wokingham	South East	15
K Financial and insurance activities	City of London	London	46

	Tower Hamlets	London	33
	Calderdale	Yorkshire and The Humber	13
L Real estate activities	Kensington and Chelsea	London	4
	Westminster	London	3
	Barnet	London	3
M Professional, scientific and technical activities	City of London	London	22
	Camden	London	21
	Islington	London	18
N Administrative and support service activities	Crawley	South East	9
	Luton	East of England	8
	Newham	London	8
O Public administration and defence; compulsory social security	Richmondshire	Yorkshire and The Humber	32
	Rutland	East Midlands	17
	North Kesteven	East Midlands	16
P Education	Oxford	South East	23
	Cambridge	East of England	23
	Canterbury	South East	17
Q Human health and social work activities	Middlesbrough	North East	23
	Denbighshire	Wales	23
	Eastbourne	South East	22
R,S Arts, entertainment and recreation; other service activities	Kensington and Chelsea	London	9
	Richmond upon Thames	London	9
	Forest Heath	East of England	9
T Activities of households as employers; undifferentiated goods - and services - producing activities of households for own use	Kensington and Chelsea	London	1
	Wandsworth	London	1
	Barnet	London	1
U Activities of extraterritorial organisations and bodies	Forest Heath	East of England	12
	South Northamptonshire	East Midlands	1
	Huntingdonshire	East of England	1

Source: Census 2011, Office for National Statistics

## Occupation

There are 9 different occupational categories, which can be compressed into the following 3 groups:

\* Professional, managerial and technical

- Managers, directors and senior officials
- Professional occupations
- Associate professional and technical occupations

\* Skilled, semi-skilled

- Administrative and secretarial occupations
- Skilled trades occupations
- Caring, leisure and other service occupations
- Sales and customer service occupations
- Process, plant and machine operatives

\* Elementary

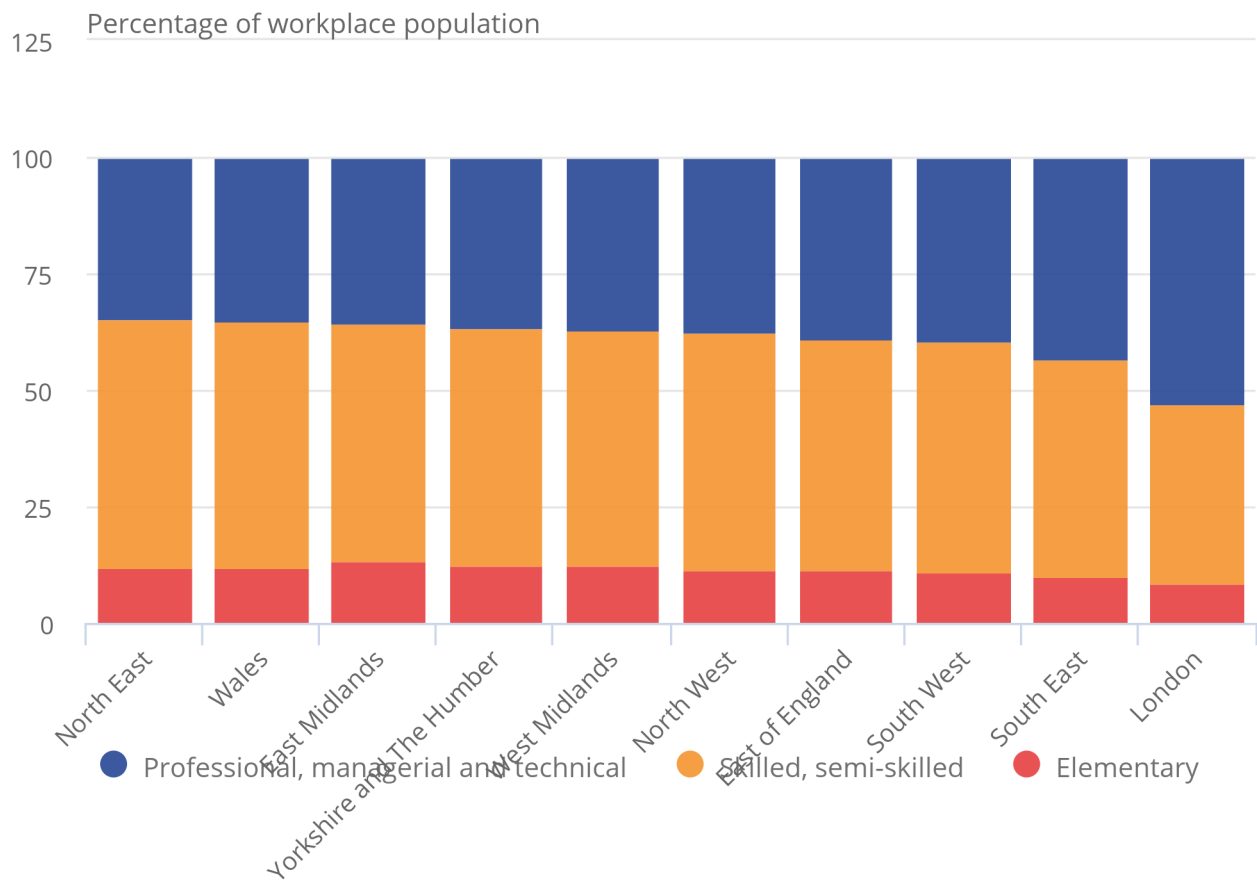
- Elementary occupations

Figure 2 shows the share of workplace population in each of the regions and Wales, based on the three aggregated groups. The data shows that all regions except London (and to a lesser extent the South East) had broadly similar proportions of their workplace population assigned to each group. Therefore excluding London and the South East, all regions and Wales had 35-39% of their workplace population in Professional occupations, 50-53% in Skilled or semi-skilled jobs, and 11-13% in Elementary occupations.

London by contrast had 53% of its workplace population in Professional occupations, 39% in Skilled or semi-skilled jobs, and 9% in Elementary occupations (43%, 47% and 10% respectively in South East).

Figure 2: Occupation group (workplace population)

Figure 2: Occupation group (workplace population)



Source: 2011 Census, Office for National Statistics

Table 3 presents the top 3 local authorities which had the highest share of workplace population in each of the 9 original occupational categories. The highest shares of Managers, directors and senior officials were in City of London and Tower Hamlets (home to Canary Wharf) as well as Isles of Scilly. The highest shares within professional occupations were Cambridge, Oxford and the London borough of Camden.

The highest share of workplace population across the combined Professional, managerial and technical sectors was 74% in City of London, followed by 66% in Tower Hamlets and 65% in Camden. The highest shares by region/country were within the local authorities of Cambridge (East of England) 55%; Oxford (South East) 54%; Richmondshire (Yorkshire and The Humber) 49%; Warwick (West Midlands) 47%; Manchester (North West) 47%; City of Bristol (South West) 46%; Rushcliffe (EM) 44%; Cardiff (Wales) 43%; and Newcastle Upon Tyne (North East) 43%.

**Table 3: Local authorities with highest share of workplace population by occupation**

England and Wales, 2011

Occupation	Local authority	Region/Country	Per cent
Managers, directors and senior officials	Isles of Scilly	South West	20
	City of London	London	18
	Tower Hamlets	London	17
Professional occupations	Cambridge	East of England	34
	Camden	London	32
	Oxford	South East	32
Associate professional and technical occupations	Richmondshire	Yorkshire and The Humber	29
	City of London	London	27
	Hammersmith and Fulham	London	22
Administrative and secretarial occupations	Cheltenham	South West	18
	Westminster	London	16
	Preston	North West	16
Skilled trades occupations	Torridge	South West	24
	Powys	Wales	22
	Mid Devon	South West	20
Caring, leisure and other service occupations	Tendring	East of England	15
	Thanet	South East	15
	Rother	South East	14
Sales and customer service occupations	Dartford	South East	16
	Thurrock	East of England	14
	North Tyneside	North East	13
Process, plant and machine operatives	South Holland	East Midlands	19
	Corby	East Midlands	17
	Fenland	East of England	16
Elementary occupations	Corby	East Midlands	20
	Harborough	East Midlands	20
	Bolsover	East Midlands	19

Source: Census 2011, Office for National Statistics

Skilled trades occupations in the workplace population were highest in the largely rural areas of Torridge, Powys and Mid Devon. The three local authorities with the highest share of elementary occupations were in East Midlands: Corby, Harborough, and Bolsover whilst Corby also had one of the highest shares of workplace population in Process, plant and machines operatives occupations.

## Employment status

Table 4 presents employment status for the regions and Wales. It is classified into three categories: Employee, Self-employed and Full-time student. The Full-time student category in this section only includes full-time students who are also in employment. The employee and self-employed categories exclude these working full-time students.

The data show that all regions had an equal ratio of full-time students who were in employment (4% of their workplace population). The regions with the highest percentage of self-employed workers (17%) were London, South East and South West, while the region with the lowest share of self-employed was the North East (11%), followed by North West and Yorkshire and the Humber (13% each).

**Table 4: Composition of the workplace population by employment status, within regions/Wales**

England and Wales, 2011

Region/Country	Employment status (per cent)		
	Employee	Self-employed	Full-time student
North East	85	11	4
North West	83	13	4
Yorkshire and The Humber	82	13	4
East Midlands	82	14	4
West Midlands	82	14	4
East of England	80	16	4
London	79	17	4
South East	79	17	4
South West	79	17	4
Wales	81	14	4
Total England and Wales	81	15	4

Source: Census 2011, Office for National Statistics

Table 5 lists the top 10 local authorities with the highest share of workplace population in each of these three employment status categories. As with the regional/country statistics shown in Table 4, all local authorities with a higher share of self-employed workers were in London and the South, except Powys in Wales. The local authority with a higher number of self-employed workers was Isles of Scilly (33% of its workforce); otherwise, local authorities with a high level of self-employment in the workforce were a mix of urban London boroughs (Haringey, Waltham Forest) and largely rural boroughs in the South West, South East and Wales.

**Table 5: Local authorities with highest share of workplace population by employment status**

England and Wales, 2011

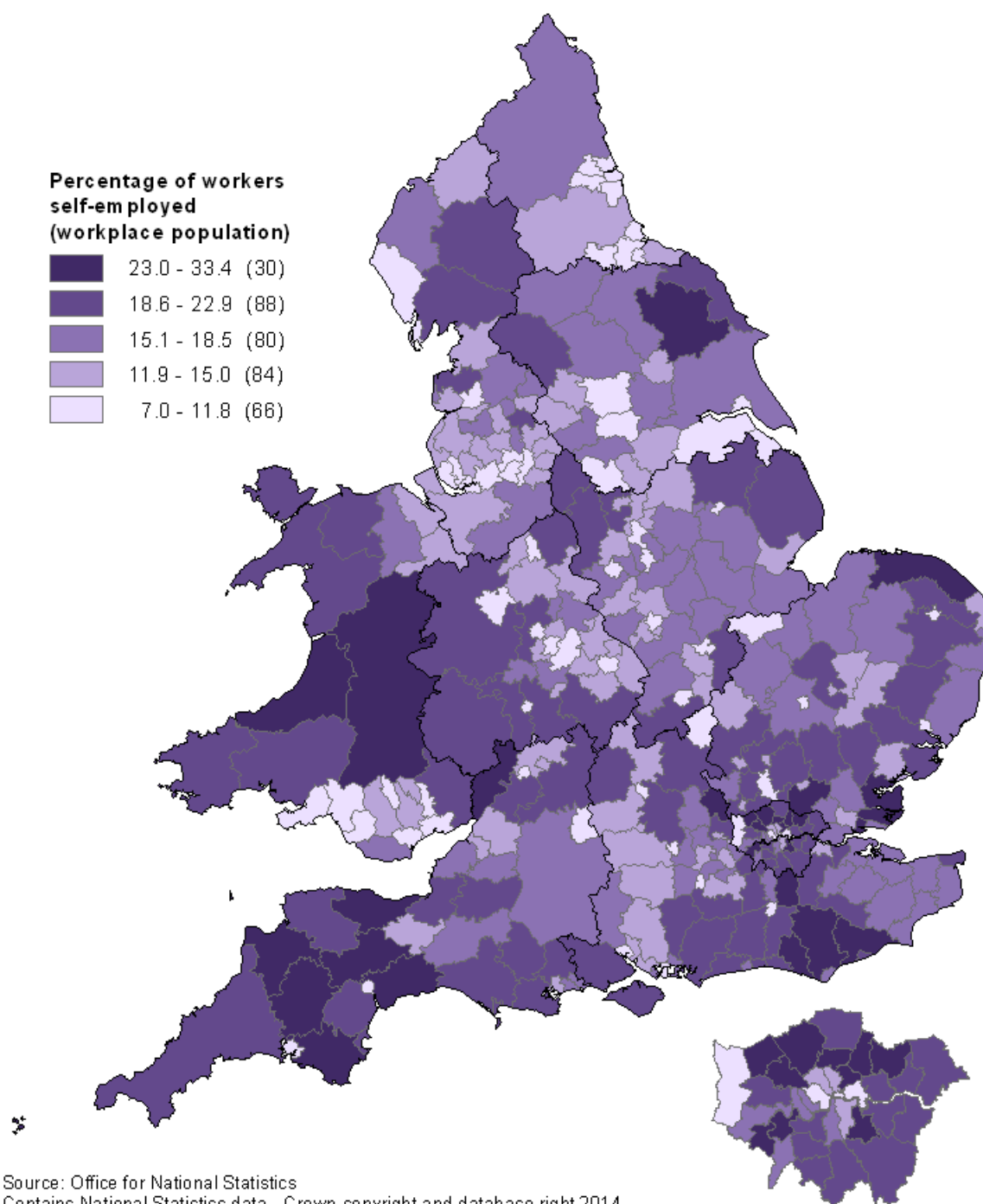
Employment status	Local Authority	Region/Country	Per cent
Employee	City of London	London	91
	Crawley	South East	89
	Corby	East Midlands	88
	Westminster	London	87
	Sunderland	North East	87
	Halton	North West	87
	Barrow-in-Furness	North West	87
	Tower Hamlets	London	87
	Newport	Wales	87
	Copeland	North West	87
Self-employed	Isles of Scilly	South West	33
	Haringey	London	29
	Torridge	South West	29
	West Devon	South West	29
	Wealden	South East	28
	Rother	South East	27
	Powys	Wales	27
	Waltham Forest	London	27
	Mid Devon	South West	27
	West Somerset	South West	27
Full-time student	Canterbury	South East	7
	Kingston upon Thames	London	7
	Southampton	South East	7
	Newham	London	7
	Ceredigion	Wales	7
	York	Yorkshire and The Humber	6
	Cambridge	East of England	6
	Brighton and Hove	South East	6
	Oxford	South East	6
	Lincoln	East Midlands	6

Source: Census 2011, Office for National Statistics

The share of self-employed workers in the workforce of all local authorities is shown in Map 1. The highest shares of self-employed workers ranged between 33.4% and 23% (30 local authorities) and the lowest ones ranged between 11.8% and 7% (66 local authorities).



**Map 1: Share of self-employed workers in the workplace population, local authorities in England and Wales, Census 2011**



Source: Office for National Statistics  
 Contains National Statistics data - Crown copyright and database right 2014  
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## Part-time and full-time workers

Tables 6 and 7 present statistics for the share of part-time (less than 30 hours) and full-time workers in the regions/country and local authorities of England and Wales. There were no major regional/country differences between the share of part-time and full-time workers, except for London. The proportion of workers working part-time was 30% to 32% for all regions/countries excluding London, whereas 24% of the workplace population reported having part-time jobs in London. The region with the highest percentage of part-time workers was the South West (32%).

**Table 6: Composition of the workplace population by hours worked, within regions/Wales**

England and Wales, 2011

Region/Country	Hours worked (percentage)	
	Part-time	Full-time
North East	31	69
North West	30	70
Yorkshire and The Humber	31	69
East Midlands	30	70
West Midlands	30	70
East of England	30	70
London	24	76
South East	30	70
South West	32	68
Wales	30	70
Total England and Wales	29	71

Source: Census 2011, Office for National Statistics

Table 7 presents the top 10 local authorities with the highest share of part-time workers and full-time workers. The local authority with the highest share of part-time workers was Weymouth and Portland (41% of its workplace population reported working part-time); the local authority with the lowest share of part-time workers was the City of London (8% of its workplace population), followed by Westminster (15%) and Tower Hamlets (16%). Only two of the ten local authorities with the highest share of workplace population working full-time were outside London: Slough and Rushmoor, both in the South East.

**Table 7: Local authorities with highest share of workplace population by hours worked**

England and Wales, 2011

Hours worked	Local Authority	Region/Country	Per cent
Part-time	Weymouth and Portland	South West	41
	Torbay	South West	37
	Scarborough	Yorkshire and The Humber	37
	Tendring	East of England	37
	Castle Point	East of England	36
	Isle of Wight	South East	36
	West Devon	South West	36
	Waveney	East of England	36
	Thanet	South East	36
	Canterbury	South East	36
Full-time	City of London	London	92
	Westminster	London	85
	Tower Hamlets	London	84
	Camden	London	82
	Islington	London	80
	Southwark	London	80
	Slough	South East	79
	Hammersmith and Fulham	London	78
	Hounslow	London	78
	Rushmoor	South East	77

Source: Census 2011, Office for National Statistics

## Qualifications

The 2011 Census questionnaire collects data on the highest level of academic, vocational or professional qualification. The level categorisation used is:

- \* No qualifications: No formal qualifications,
- \* Level 1: 1-4 GCSEs or equivalent qualifications,
- \* Level 2: 5 GCSEs or equivalent qualifications,
- \* Apprenticeships,
- \* Level 3: 2 or more A-levels or equivalent qualifications,

\* Level 4 or above: Bachelors degree or equivalent, and higher qualifications,

\* Other qualifications including foreign qualifications.

Figure 3 presents the share of workplace population for each of these categories at the regional/country level <sup>2</sup>. All areas showed similar shares for each category, except London.

The averages for England and Wales excluding London were: 11% of workers had no qualifications, 15% had Level 1 qualifications, 18% Level 2 qualifications, 4% Apprenticeships, 15% Level 3 qualifications, 32% Level 4 qualifications, and 5% Other qualifications.

London differed considerably from these average values: its share of workers with no qualifications and level 1 qualifications was smaller and its shares of workers in all other categories were larger, especially in the category "Level 4 qualifications and above": 49% of London's workplace population had Level 4 qualifications and above.

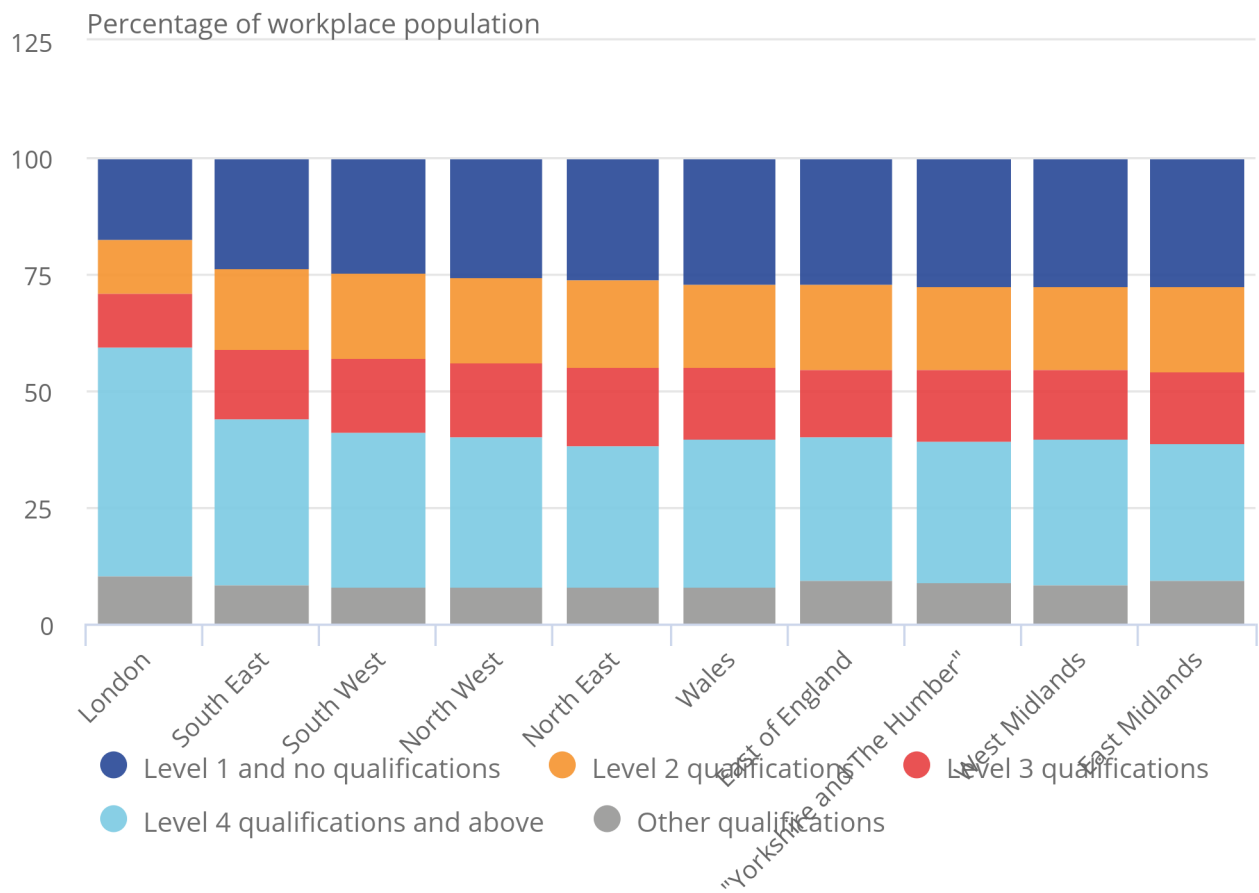
<sup>2</sup> In Figure 3, the categories No qualifications and Level 1 qualifications are grouped into one category.

Figure 3: Highest level of qualification (workplace population)

English regions and Wales, 2011

Figure 3: Highest level of qualification (workplace population)

English regions and Wales, 2011



Source: 2011 Census, Office for National Statistics

Table 8 shows the top 3 local authorities with the highest share of workplace population for each of the qualification categories. The results from these rankings are in line with the regional level results; for example, the local authorities with the highest share of workplace population with Level 4 qualifications and above were all in London - the top one is City of London, with a share of 66%.

The share of workplace population with Level 1 or No qualifications ranged from 38% (Castle Point) to 9% (City of London) for all local authorities. In total, 65 local authorities had a share between 30% and 38%, 255 had a share of less than 30% but more than 20%, and 28 local authorities had a share between 20% and 9%. Most local authorities in this latter group were in the Greater South East, except four: Manchester, Bath and North East Somerset, Cheltenham, and Isles of Scilly.

**Table 8: Local authorities with highest share of workplace population by level of qualification**

England and Wales, 2011

Qualifications	Local authority	Region/Country	Per cent
No qualifications	Blaenau Gwent	Wales	18
	Sandwell	West Midlands	18
	Walsall	West Midlands	17
Level 1 qualifications	Castle Point	East of England	21
	Thurrock	East of England	20
	Rochford	East of England	20
Level 2 qualifications	Richmondshire	Yorkshire and The Humber	21
	Tendring	East of England	21
	North East Lincolnshire	Yorkshire and The Humber	21
Apprenticeship	Barrow-in-Furness	North West	9
	Copeland	North West	7
	Ribble Valley	North West	7
Level 3 qualifications	Isles of Scilly	South West	20
	Barrow-in-Furness	North West	19
	Plymouth	South West	18
Level 4 qualifications and above	City of London	London	66
	Camden	London	63
	Westminster	London	61
Other qualifications	Forest Heath	East of England	16
	Brent	London	16
	Ealing	London	15

Source: Census 2011, Office for National Statistics

Table 9 lists the local authorities with the highest share of workers with Level 4 or above qualifications. Panel A presents the data for London; Panel B presents the data for all other regions in England, and Wales.

There were twelve London boroughs where over 50% of their workplace population had level 4 qualifications. These were the ten in Table 9-Panel A plus Richmond upon Thames and Wandsworth. Only Oxford and Cambridge had similar shares outside of London. Meanwhile, Manchester was the only local authority outside of the Greater South East in the top 10 list in Table 9-Panel B, with a share of 45% of its workforce having level 4 qualifications. The highest shares in the other regions/countries not mentioned in Table 9-panel B are Cheltenham (SW) 42%, Warwick (WM) 42%, Cardiff (Wales) 41%, Newcastle-upon-Tyne (NE) 40%, Rushcliffe (EM) 39% and York (Yorkshire and The Humber) 39%.

**Table 9: Local authorities with highest share of workplace population with Level 4 qualifications and above**

England and Wales, 2011

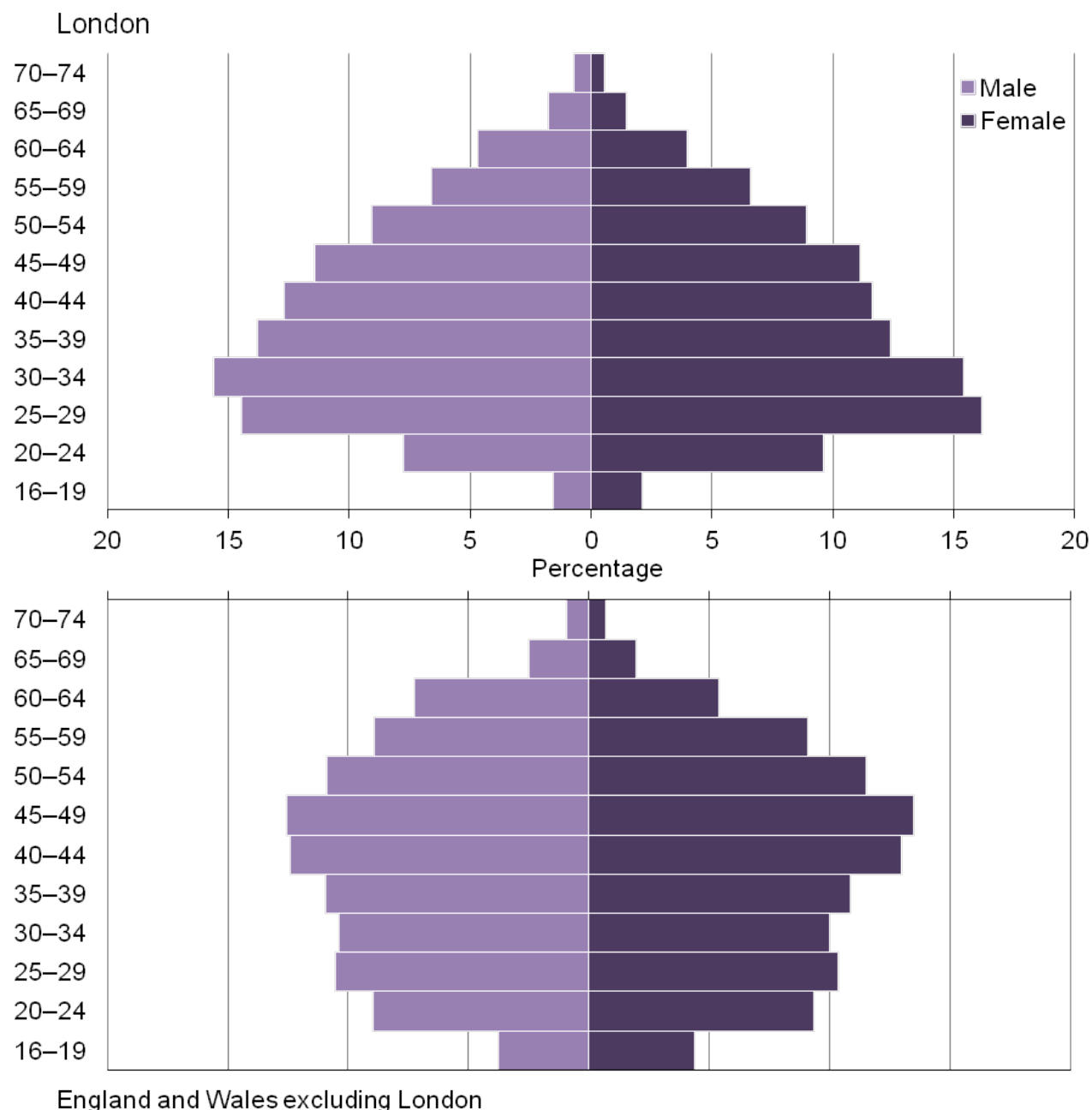
Area group	Local authority	Region/Country	Per cent
Panel A	City of London	London	66
London	Camden	London	63
	Westminster	London	61
	Islington	London	59
	Tower Hamlets	London	59
	Hammersmith and Fulham	London	57
	Southwark	London	56
	Lambeth	London	54
	Kensington and Chelsea	London	54
	Hackney	London	53
Panel B	Cambridge	East of England	55
Rest of English regions and Wales	Oxford	South East	54
	Guildford	South East	45
	Runnymede	South East	45
	Manchester	North West	45
	Wokingham	South East	44
	Mole Valley	South East	44
	South Cambridgeshire	East of England	44
	Winchester	South East	44
	Brighton and Hove	South East	43

Source: Census 2011, Office for National Statistics

## 5 . Workplace population characteristics

This section presents some characteristics of the workplace population in England and Wales, in particular: Age and sex distributions, health, passport held, country of birth, and length of residency of non-UK born workers.

**Figure 4: Workplace population pyramids of London and the rest of regions in England, and Wales**



Source: 2011 Census, Office for National Statistics

Figure 4 shows the population pyramids of London and all other regions in England, and Wales. The workforce in London was younger with the proportion of the workplace population aged 39 or below being 54% in London compared with 45% in the rest of England and Wales.

Tables 10 and 11 present a closer look at the age and gender distribution of workers within local authorities. Table 10 focuses on the share of workers aged 50 to 74, while Table 11 lists the local authorities with the highest workforce shares for each gender.

Table 10 presents the local authorities with the highest proportion of workers age 50 or above. Panel A shows the 10 local authorities with the highest proportion of workplace population aged 50 to 64; Panel B shows the 10 local authorities with the highest proportion of workplace population aged 65 to 74.



Table 10 shows that the highest shares of 50-64 year olds in the workplace population occurred in local authorities that were largely rural, particularly in the South West region. There is a similar picture among 65-74 year olds, with the largest share of workplace population in this age category in Isles of Scilly and West Somerset. Overall, it is West Somerset (South West) and North Norfolk (East of England) that had the highest shares (39%) of 50-74 year olds in their workplace populations. The lowest shares were in City of London (14%) and Tower Hamlets (15%), while the lowest share outside London was in Manchester (21%).

**Table 10: Local authorities with highest share of workplace population age 50 to 74**

England and Wales, 2011

Age group	Local authority	Region/Country	Per cent
Panel A Age 50 to 64	North Norfolk	East of England	33.4
	West Somerset	South West	33.3
	Torridge	South West	32.9
	West Devon	South West	32.6
	West Dorset	South West	32.3
	Rother	South East	32.3
	East Dorset	South West	32.2
	Derbyshire Dales	East Midlands	31.9
	South Hams	South West	31.9
	Tendring	East of England	31.7
Panel B Age 65 to 74	Isles of Scilly	South West	7.5
	West Somerset	South West	6.1
	Powys	Wales	5.8
	West Devon	South West	5.8
	North Norfolk	East of England	5.8
	Rother	South East	5.8
	Wealden	South East	5.7
	Torridge	South West	5.6
	Malvern Hills	West Midlands	5.5
	Ryedale	Yorkshire and The Humber	5.5

Source: Census 2011, Office for National Statistics

Table 11 lists the top 10 local authorities with the highest shares of males and females in their workplace population. The local authority with the highest proportion of male workforce was Richmondshire (64% males); the local authority with the lowest proportion of male workforce was Middlesbrough (44% males, 56% females).

**Table 11: Local authorities with highest share of male/female workplace population**

England and Wales, 2011

Sex	Local authority	Region/Country	Per cent
Males	Richmondshire	Yorkshire and The Humber	64.4
	North Warwickshire	West Midlands	62.2
	City of London	London	61.3
	Tower Hamlets	London	60.4
	Tewkesbury	South West	59.9
	Barking and Dagenham	London	59.5
	Flintshire	Wales	58.9
	Rushmoor	South East	58.9
	Daventry	East Midlands	58.6
	Selby	Yorkshire and The Humber	58.6
Females	Middlesbrough	North East	55.6
	Worthing	South East	53.5
	Lincoln	East Midlands	53.5
	Southend-on-Sea	East of England	53
	Wirral	North West	52.6
	Blackpool	North West	52.6
	Torbay	South West	52.5
	Oxford	South East	52.4
	Kensington and Chelsea	London	52.4
	Eastbourne	South East	52.3

Source: Census 2011, Office for National Statistics

## Health

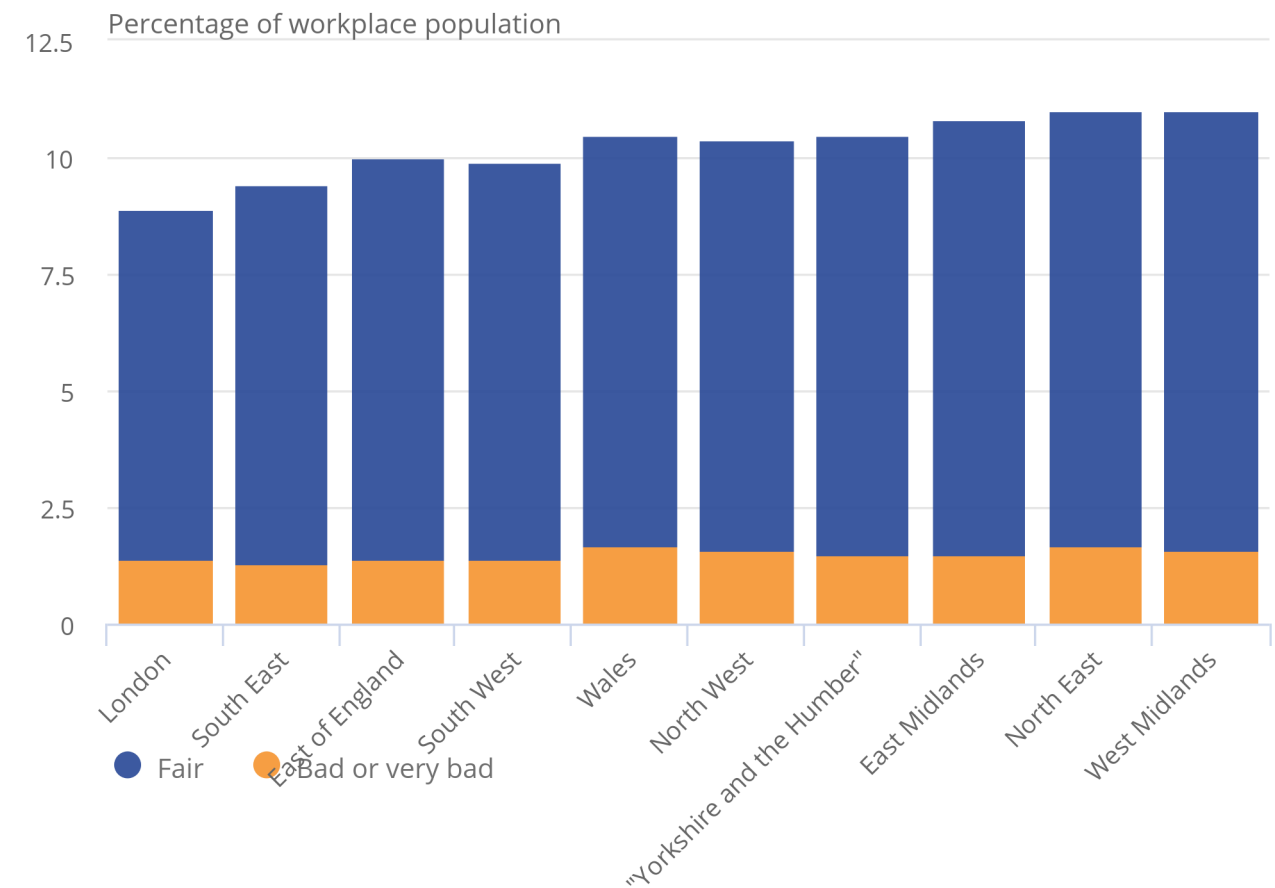
The 2011 Census collected data on self-reported health, based on a 5-point scale: very good, good, fair, bad or very bad. These 5 categories can be grouped into 3 broader categories: Very good or good, Fair, and Very bad or bad. On average, 90% of the workplace population in England and Wales reported having very good or good health, 9% reported having fair health, and 1% reported having bad or very bad health. Figure 5 presents the proportion of workplace population with fair or bad or very bad health in each region of England, and Wales. London had the smallest shares across these two categories (and therefore the largest share reporting good or very good health) and West Midlands the largest.

Figure 5: Percentage of workplace population with fair, bad or very bad health

English regions and Wales, 2011

Figure 5: Percentage of workplace population with fair, bad or very bad health

English regions and Wales, 2011



Source: 2011 Census, Office for National Statistics

Table 12 presents health statistics for the workplace population at local authority level. The local authority with the highest percentage of workplace population reporting very bad or bad health was Blackpool in the North West (2.2% of its workplace population); the local authority with the lowest share of workplace population in this category was Isles of Scilly (0.5% of its workplace population).

City of London, Westminster, and Tower Hamlets (all in London) were 3 of the 4 local authorities with the highest share of workplace population reporting very good or good health. Relatively young age profiles of the workforce in these local authorities will be one of the explanations for this. The top 10 local authorities that reported highest shares of very good or good health were in London, South East and South West, with shares between 95% and 92% of their population reporting very good or good health. The top 3 local authorities that reported the lowest share of workplace population with very good or good health were Hastings (South East), Thanet (South East), and Sandwell (West Midlands), with 87% of their workplace population reporting having good or very good health.

**Table 12: Local authorities with highest share of workplace population by "general health"**

England and Wales, 2011

Health category	Local authority	Region /Country	Per cent
Very bad or Bad health	Blackpool	North West	2.2
	Hastings	South East	2.1
	Blaenau Gwent	Wales	2.1
	Barking and Dagenham	London	2.1
	Neath Port Talbot	Wales	2.1
	Thanet	South East	2.1
	Rochdale	North West	2
	Merthyr Tydfil	Wales	2
	Haringey	London	2
	Knowsley	North West	2
Very good or Good health	City of London	London	95.1
	Westminster	London	93.3
	Isles of Scilly	South West	93.1
	Tower Hamlets	London	92.8
	Wokingham	South East	92.4
	Windsor and Maidenhead	South East	92.4
	Hart	South East	92.4
	Guildford	South East	92.4
	Hammersmith and Fulham	London	92.3
	Camden	London	92.3

Source: Census 2011, Office for National Statistics

## Nationality (passports held)

This section presents data on nationality using census data on passports held. People may change their nationality over time or acquire dual nationality and hold more than one passport. Data tables give priority to British passports held, then Irish passports; then if someone does not have a British or Irish passport they are coded according to the response written in the 'other' passport box.

Table13 shows that 22% of London's workplace population held a non-UK passport (without holding a UK passport) in 2011. Elsewhere the share varies between 8% of the workplace population in South East and East of England and 3% in the North East.

**Table 13: Composition of the workplace population by passport held, within regions/Wales**

England and Wales, 2011

Region/Country	Passport held (per cent)		
	UK	Europe exc. UK	World exc. Europe
North East	87	1	1
North West	87	3	2
Yorkshire and The Humber	86	3	2
East Midlands	83	4	2
West Midlands	84	3	2
East of England	84	5	3
London	75	13	9
South East	85	5	3
South West	85	3	2
Wales	85	2	1
Total England and Wales	83	5	3
Total England and Wales excluding London	85	4	2

Source: Census 2011, Office for National Statistics

Notes:

1. Source: Census 2011, Office for National Statistics

2. Table notes: Individuals who hold both a UK and non-UK passport are included as having a UK passport rather than a non-UK passport in this analysis.

Table 14 shows the local authorities which had the largest proportion of non-UK passport holders amongst their workplace population in 2011. There were six local authorities outside of London in which the share was 15% or above –the five local authorities shown in Table 14 and Luton. This contrasts with 29 out of the 33 London boroughs having a similar share of 15% or above. The highest share was in Brent where 32% of the workplace population held a non-UK passport. These results, showing a higher share of non-UK passport holders in London, are consistent with the regional/country data in the previous table.

**Table 14: Local authorities with highest share of workplace population with non-UK passport**

England and Wales, 2011

Area group	Local authority	Region/Country	Per cent
London	Brent	London	32
	Kensington and Chelsea	London	31
	Newham	London	31
	Ealing	London	30
	Haringey	London	28
Rest of English regions and Wales	Forest Heath	East of England	23
	Slough	South East	20
	Oxford	South East	16
	Cambridge	East of England	16
	South Holland	East Midlands	16

Source: Census 2011, Office for National Statistics

Notes:

1. Table notes: Individuals who hold both a UK and non-UK passport are included as having a UK passport rather than a non-UK passport in this analysis.

Table 15 focuses on the shares of the workplace population who hold an EU (excluding UK) passport. Overall, the London borough of Brent had the highest share with 19% of its workplace population holding an EU passport in 2011. Focusing just on passport holders from those EU countries that were members of the EU in 2001 (excluding UK), Kensington and Chelsea had the highest share within its workplace population at 13%. Looking just at passport holders from EU accession (post 2004) countries, the East Midlands local authorities of South Holland (13%) and Boston (12%) had the highest shares.



**Table 15: Local authorities with highest share of workplace population with EU passports (excluding UK)**



## England and Wales, 2011

Area group	Local authority	Region/Country	Per cent
Passport from EU countries, excluding UK			
London	Brent	London	19
	Kensington and Chelsea	London	18
	Haringey	London	18
	Ealing	London	17
	Waltham Forest	London	16
Rest of England and Wales	South Holland	East Midlands	15
	Boston	East Midlands	13
	Corby	East Midlands	11
	Slough	South East	11
	Cambridge	East of England	9
Passport from EU countries members before May 2004 Accession, exc. UK			
London	Kensington and Chelsea	London	13
	Westminster	London	10
	Hammersmith and Fulham	London	10
	Brent	London	9
	Islington	London	9
Rest of England and Wales	Cambridge	East of England	6
	Oxford	South East	6
	Runnymede	South East	5
	Elmbridge	South East	5
	Brighton and Hove	South East	4
Passport from EU countries members since May 2005 EU-Accession			
London	Waltham Forest	London	11
	Newham	London	11
	Ealing	London	11
	Haringey	London	10
	Brent	London	10
Rest of England and Wales	South Holland	East Midlands	13
	Boston	East Midlands	12
	Corby	East Midlands	9
	Fenland	East of England	7
	Peterborough	East of England	7

Source: Census 2011, Office for National Statistics

## Notes:

1. This table excludes any holders of both a UK and EU(non-UK) passport – as they are included as having a UK passport rather than a non-UK passport in this analysis.
2. EU countries refers to EU countries at the time of Census 2011.

## Country of birth

The 2011 Census collected information on the country of birth of all resident population in England and Wales. It also collected information on the length of residency of non-UK born residents for the first time in the Census. The next two subsections present this data.

The differences between the data in these two sections and the data in the nationality section that measured passports held arises from the fact that many people born abroad will be UK citizens and hold a UK passport, either because their parents were UK citizens overseas at the time of their birth, or because they have been granted UK citizenship since arriving.

Table 16 presents this data for 2011 at regional level and for Wales. Country of birth has been classified into 3 categories: Born in the UK, born in Europe (non-UK), and born in the Rest of the World (non-Europe). The data shows: o The share of UK-born workplace population was 89% in England and Wales excluding London and 62% in London; o the share of workplace population born in European countries (non-UK) was 5% in England and Wales excluding London and 13% in London, and o the share of workplace population born outside of Europe was 6% in England and Wales excluding London and 24% in London.

**Table 16: Composition of the workplace population by country of birth, within regions/Wales**

England and Wales, 2011

Region/Country	Country of birth (per cent)		
	UK	Europe exc. UK	World exc. Europe
North East	94	2	3
North West	91	3	5
Yorkshire and The Humber	91	4	6
East Midlands	88	5	7
West Midlands	88	4	8
East of England	86	6	8
London	62	13	24
South East	85	6	9
South West	91	4	5
Wales	94	3	3
Total England and Wales	85	6	9
Total England and Wales excluding London	89	5	6

Source: Census 2011, Office for National Statistics

Table 17 presents the local authorities with the largest and smallest shares of UK-born workplace population. The local authority with the highest percentage of UK-born workplace population was Copeland (North West), with 97% of UK-born workplace population; the local authority with the lowest share was Brent in London (40%).

There were 46 local authorities with 20% or more non-UK born workplace population in 2011. Thirty of these were in London and all others were in the rest of the Greater South East, except Leicester (East Midlands). This supports the regional data in Table 16 which show that the South East was the region with the highest share of non-UK born workforce after London, followed closely by East of England.

**Table 17: Local authorities with highest/lowest share of workplace population born in the UK**

England and Wales, 2011

Workplace population born in the UK	Local authority	Region /Country	Per cent
Highest share local authorities	Copeland	North West	97
	Allerdale	North West	96
	Barrow-in-Furness	North West	96
	Isle of Anglesey	Wales	96
	Redcar and Cleveland	North East	96
Lowest share local authorities	Brent	London	40
	Newham	London	47
	Ealing	London	47
	Haringey	London	51
	Harrow	London	51

Source: Census 2011, Office for National Statistics

## Length of residency

The 2011 Census is the first census to include a question on length of residency for non-UK born residents. Table 18 presents this data, showing a comparison between London and all other regions in England, and Wales. Figure 6 shows these numbers disaggregated by regions. Both Table 18 and Figure 6 show that London was exceptionally different from the rest of England and Wales: 38% of the workplace population in London were born outside the UK, compared with 11% for England and Wales excluding London.

With respect to the proportion of workplace population that was not born in the UK and arrived in the 10 years (2001-2011) prior to the Census, in England and Wales (excluding London) the share was 6% whilst in London it was 19%.

The share of the workplace population that was not born in the UK and arrived in England and Wales before March 2001, meanwhile, was 19% in London and 5% in England and Wales, excluding London.

**Table 18: Composition of workplace population by length of residency in the UK**

England and Wales, 2011

Length of residency in the UK	Share of workplace population (per cent)		
	England and Wales	London versus the Rest	
		London	England and Wales, excluding London
Group A: Not born in the UK			
Group A1: Arrived in the UK less than 10 years before Census 2011			
A1.1: Arrived less than 2 years before Census 2011	2	4	1
A1.2: Arrived from 2 to less than 5 years before Census 2011	3	6	2
A1.3: Arrived from 5 to less than 10 years before Census 2011	4	9	3
Total Group A1: Arrived in the UK less than 10 years before Census 2011	8	19	5
Group A2: Arrived in the UK 10 or more years before Census 2011			
Total Group A2: Arrived in the UK 10 or more years before Census 2011	8	19	5
Total Group A (Group A1+ Group A2): Not born in the UK	15	38	11
Group B: Born in the UK			
Total Group B: Born in the UK	85	62	89

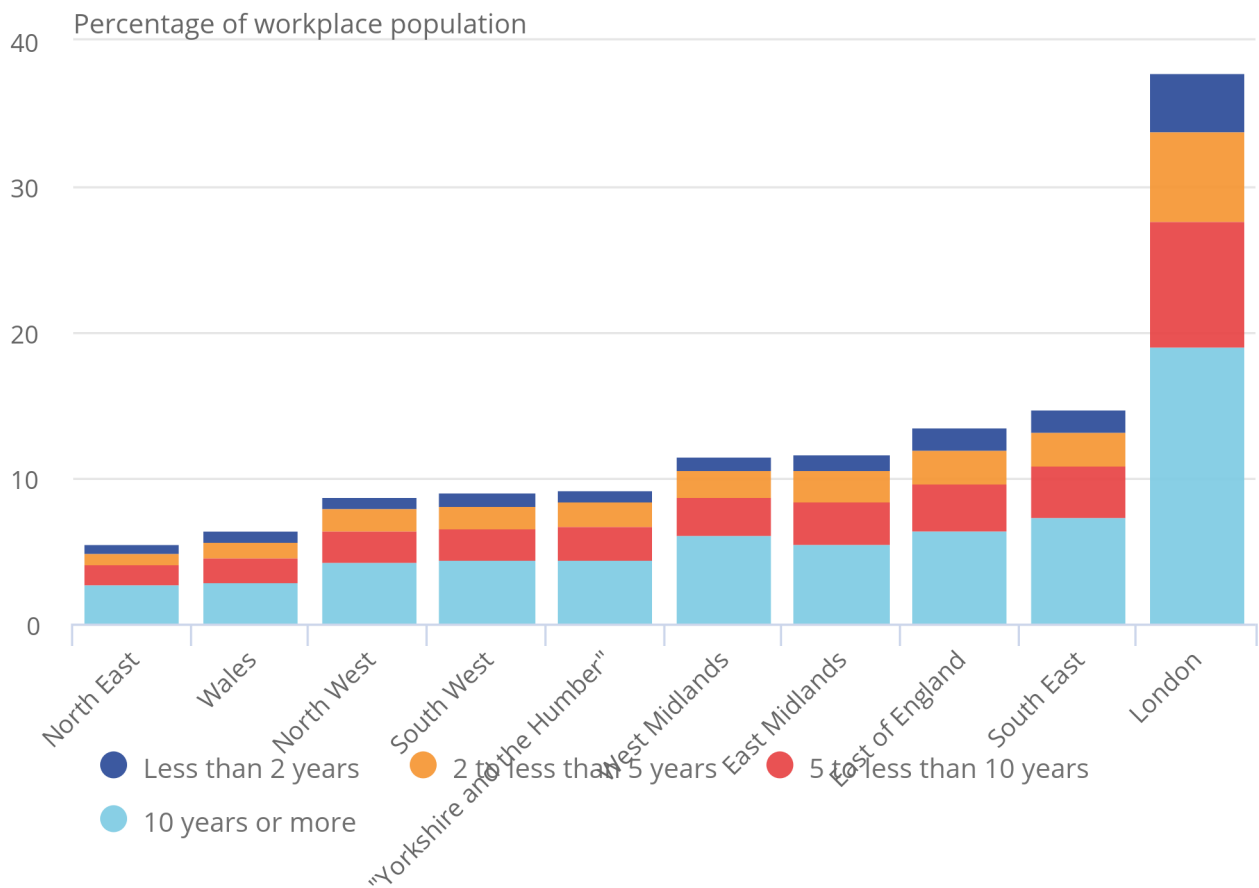
Source: Census 2011, Office for National Statistics

Figure 6: Length of residency of non-UK born workers (workplace population)

English regions and Wales, 2011

Figure 6: Length of residency of non-UK born workers  
(workplace population)

English regions and Wales, 2011



Source: 2011 Census, Office for National Statistics

Tables 19 and 20 show the data at the local authority level. Table 19 presents the top 10 local authorities with the highest share of non-UK born workplace population that arrived in the UK between March 2009 and March 2011, both for London and for all regions in England (excluding London), and Wales. Table 20 presents the equivalent list for non-UK born population that had arrived in the UK between March 2001 and March 2011. The shares of non-UK born workplace population that had arrived in the 2 and 10 years previous to Census 2011 (Tables 19 and 20, respectively) were higher for the top 10 London local authorities than for the top 10 local authorities outside London. The only exception to this is Forest Heath (East of England), which includes a US Air Force Base.

Within London, in Newham, Brent, Ealing and Kensington and Chelsea over a quarter of the workplace population in 2011 consisted of people who were born outside the UK and had arrived in the UK within the previous 10 years. Outside London (and excluding Forest Heath), Slough, South Holland and Boston had the highest shares, followed by Oxford and Cambridge.

**Table 19: Local authorities with highest share of workplace population that is non-UK born and has arrived in the UK between 2009 and 2011**

England and Wales, 2011

Area group	Local authority	Region/Country	Per cent
London	Newham	London	6
	Kensington and Chelsea	London	6
	Brent	London	6
	Hammersmith and Fulham	London	5
	Westminster	London	5
	Tower Hamlets	London	5
	Ealing	London	5
	City of London	London	5
	Haringey	London	5
	Waltham Forest	London	4
Rest of English regions and Wales	Forest Heath (1)	East of England	11
	Boston	East Midlands	4
	South Holland	East Midlands	3
	Oxford	South East	3
	Cambridge	East of England	3
	Slough	South East	3
	Runnymede	South East	3
	Luton	East of England	3
	Peterborough	East of England	3
	Reading	South East	3

Source: Census 2011, Office for National Statistics

Notes:

1. Includes US Air Force Base.

**Table 20: Local authorities with highest share of workplace population that is non-UK born and has arrived in the UK between 2001 and 2011**

England and Wales, 2011

Area group	Local authority	Region/Country	Per cent
London	Newham	London	29
	Brent	London	28
	Ealing	London	26
	Kensington and Chelsea	London	25
	Waltham Forest	London	23
	Haringey	London	23
	Hammersmith and Fulham	London	22
	Tower Hamlets	London	21
	Wandsworth	London	21
	Hounslow	London	21
Rest of English regions and Wales	Forest Heath (1)	East of England	23
	Slough	South East	18
	South Holland	East Midlands	16
	Boston	East Midlands	15
	Oxford	South East	15
	Cambridge	East of England	14
	Luton	East of England	13
	Reading	South East	13
	Watford	East of England	13
	Runnymede	South East	12

Source: Census 2011, Office for National Statistics

Notes:

1. US Air Force Base

## 6 . Workplace zones: a new ONS geography

The analysis in this article has so far described workplace population data at the Local Authority geography. However, the data are also available for a number of different geographies including, for the first time, workplace zones. This section briefly describes workplace zones, giving a few illustrations as to how they can be used for analysis of local geographies.

Workplace zones are a new output geography produced to accompany the 2011 census. They were created to provide a small area geography in which there are a roughly consistent number of workers employed in each zone. This contrasts with the existing output area geography, which is built on the premise of having a broadly consistent number of residents in each zone. There are some significant implications arising from this difference, particularly amongst local areas that are either heavily residential or heavily employment focused.

For areas that are largely residential, the existing output area geography causes disclosure issues when used for workplace population data. This is because the workplace population in such areas is often very small and it therefore becomes impossible to publish information about the characteristics of the workplace population in such areas as it would lead to release of confidential (disclosive) information. The workplace zone geography avoids this problem as, by design, it will not have areas with such small numbers of workers, thus allowing more detail of workers' characteristics to be made available for all workplace zones.

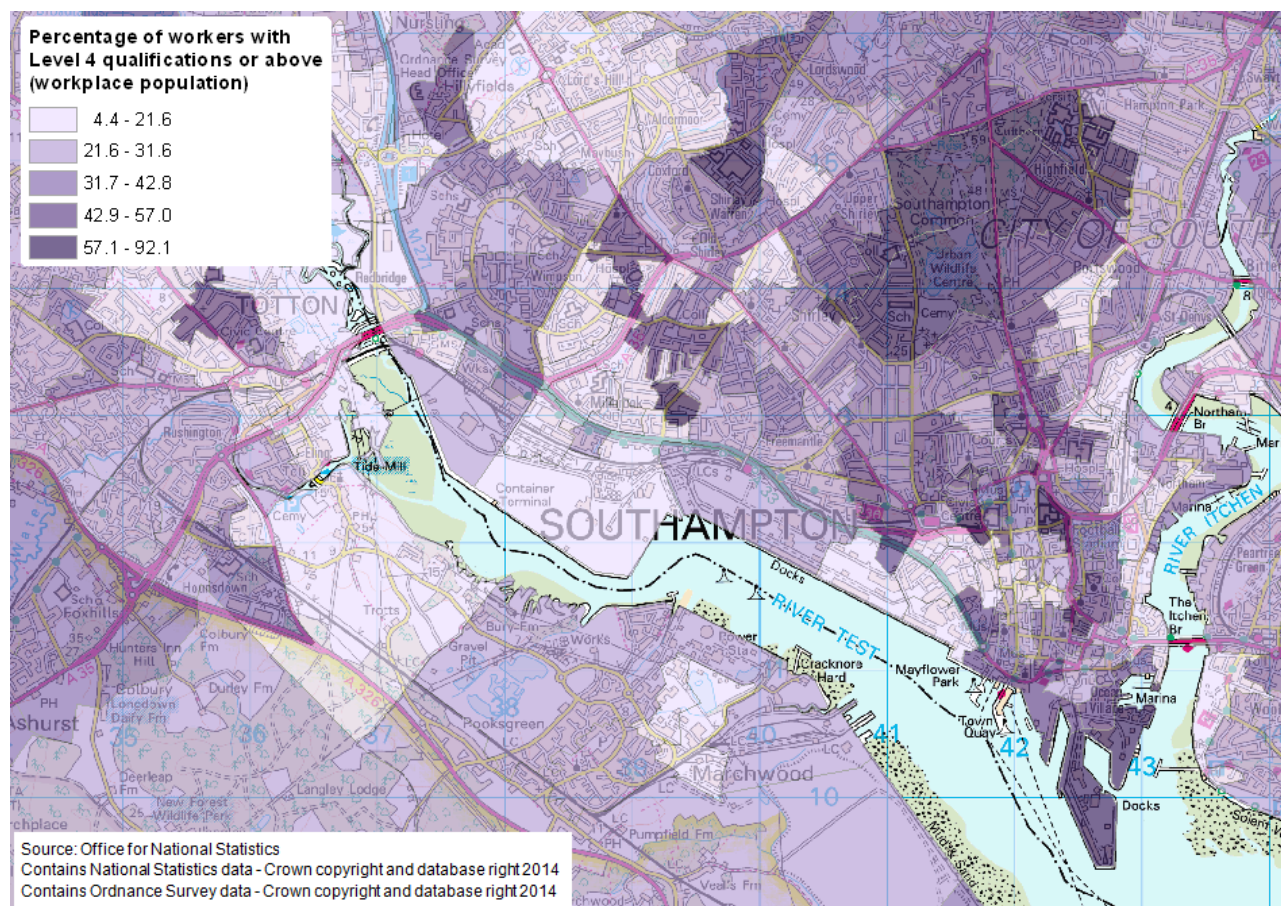
For areas that are largely industrial/business, by contrast, the problem with using output areas has been that in places such as City of London and Canary Wharf (which have relatively few residents), they are covered by only a small number of output areas. When workplace population data is provided for these output areas, the workplace population numbers become very large, and the small area detail for such areas is lost. The workplace zones allow for such areas to be broken down into a much larger number of zones, based on workers not residents. This allows far greater detail to be made available about the geography of workplaces in these areas. As an example, for 2001, data on workplace populations for the City of London were only available divided between 36 output areas. In 2011, it is available divided between 336 workplace zones.

The existence of the workplace zone geography allows users to 'zoom in' and examine the data summarised elsewhere in this article in detail at the local level. The maps in this section give a flavour of the possibilities available. For example, in Map 2, data on the share of workers with level 4 qualifications (equivalent to degree level) are shown for each workplace zone in the Southampton area. The map shows the distribution of graduates across Southampton by the location of their workplace. It can be seen that there is quite a lot of variation, with some local areas having in excess of 42.9% of workers with a degree and other areas having fewer than 21.6%. An interactive Google map allowing users to investigate the same data for their local area is available.

## **Map 2: Percentage of workers with Level 4 (degree) qualifications or above**

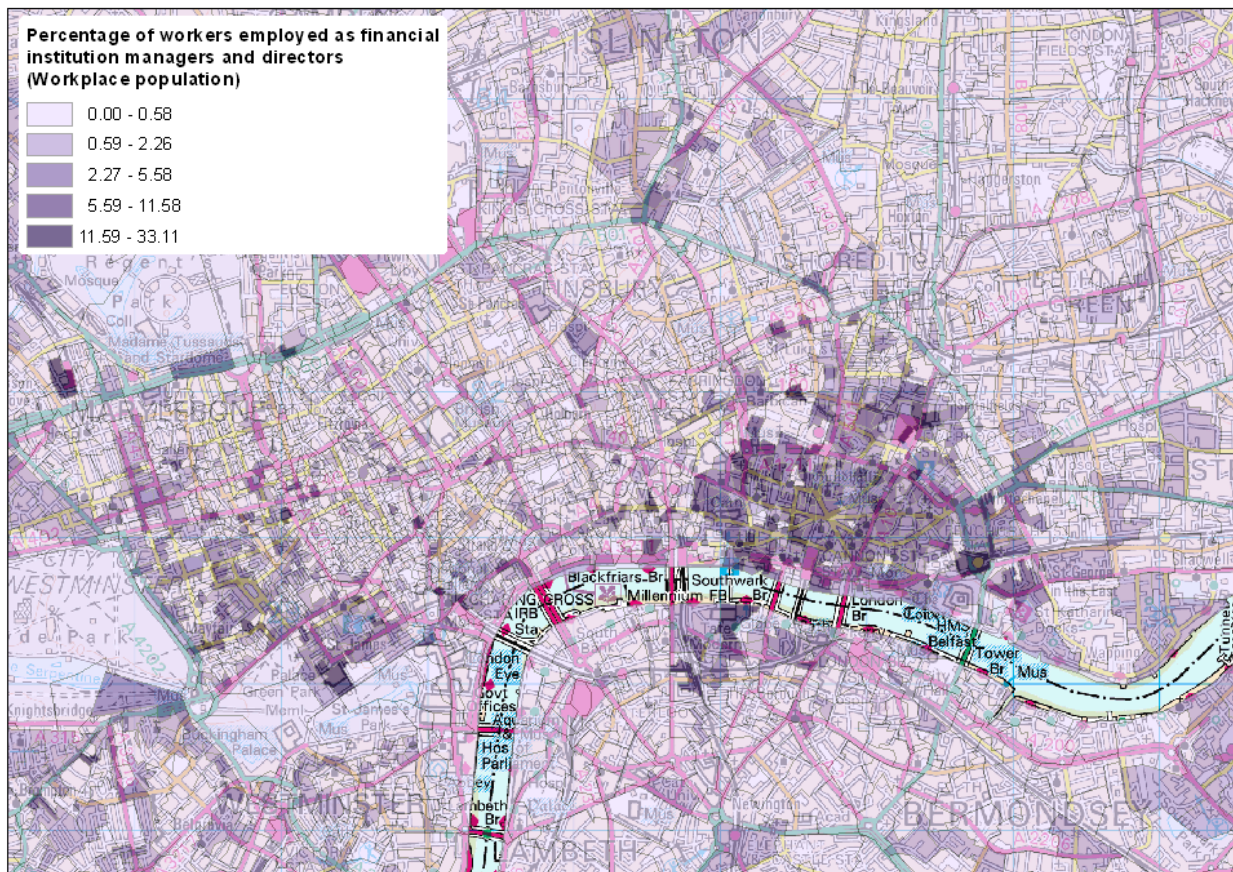


## Workplace population, Southampton, Workplace Zones, 2011



Map 3 uses data on occupation to show the geographical coverage of the finance sector in London. It shows the percentage of workers in each zone who are employed as financial institution managers and directors. It shows both the cluster of finance activity in and around the City of London but also shows a smaller cluster in the Mayfair area of London.

### Map 3: Percentage of workers employed as financial institution managers and directors



There are many analytical possibilities arising from the workplace population data being viewed for the first time using this workplace zone geography. ONS will seek to provide further analysis later in the year. In the meantime, alongside today's release, a number of interactive maps have been published providing Census 2011 workplace population data using the workplace zone geography, in particular focusing on qualifications, economic activity, hours worked and age.

## 7. Background notes

1. Details of the policy governing the release of new data are available by visiting [www.statisticsauthority.gov.uk/assessment/code-of-practice/index.html](http://www.statisticsauthority.gov.uk/assessment/code-of-practice/index.html) or from the Media Relations Office email: [media.relations@ons.gsi.gov.uk](mailto:media.relations@ons.gsi.gov.uk)