

## **ECONOMIC DEVELOPMENT COMMITTEE EDC-02-00(p.5)**

**Date:** 26 January 2000  
**Venue:** Committee Room 1, National Assembly Building  
**Title:** Baseline Data for Monitoring Structural funds

### **PURPOSE**

1. To inform the Committee of the current situation on baseline data for monitoring Structural Funds programmes, as requested at the last meeting. The actual setting of targets depends on the outcome of negotiations on the Single Programming Document between the European Commission and the partnership in Wales.

### **SUMMARY**

2. The papers consider the sources for routinely published data, lists the major existing economic data sources, outlines the proposed indicators in the present draft of the Objective One SPD for the five Priorities, and the way in which targets for Priorities and Measures will be set, and describes the current situation with data on equal opportunities. The review of statistics on equal opportunities from the Ex-ante evaluation is included as an Annex.

### **BACKGROUND**

#### **a. Matters Arising**

3. GDP and employment data were discussed at the last meeting of the Committee. We have been investigating with ONS the possibility of getting more timely GDP data. It appears that there is little possibility of bringing forward the timetable for the conventional income method of measuring GDP for the UK regions. However it may be feasible to calculate a more timely index of GDP using the output method, as the Scots are now doing. ONS have been asked whether it would be prepared to undertake a feasibility study and provide estimates of what such work would cost. Any new estimates of GDP which were ultimately produced would be revised as the income data became available. The 'definitive' final estimate of Welsh GDP would be available on the same time scale as at present.

#### **b. Structural Funds**

3. Measuring the impact or outcome of Structural Funds programmes involves knowing the situation before the programme was undertaken. Therefore relevant data need to be collected to allow comparison. Which data sets are relevant depends on the objectives of the programme. Some relevant data may be routinely collected already, some administrative data may be generated by the programmes themselves, and some data may need to be specially commissioned.

### **CONSIDERATION**

#### **Sources of Data**

4. Very broadly there are three sources of data:

## **i. Data arising from public sector administrative records.**

5. A classic example of such data is the number of people on the 'claimant count': the claimant count unemployed. These data are simply the record of everyone claiming Job Seekers Allowance. They may not record everyone without a job who would like one, but they do include, in principle, everyone claiming the relevant benefit. Figures from these sort of sources are often available for very small geographical units. Similarly the administrative records of programmes, provided they are set up to do so, can record, for example, the number of firms or people assisted, together with characteristics of the assisted, such as ethnicity or gender.

## **ii. Collection of data from businesses and organisations – usually based on their own administrative records**

6. Much economic information comes from surveys of businesses, often with complete coverage of larger units and samples from the population of smaller firms. For example, data on wages, salaries and profits will be held by businesses for their own purposes and will be collected in a suitably standardised form. There can be problems with coverage, eg of smaller units and less conventional forms of economic activity.

## **iii. Surveys of Households**

7. Much data on individuals comes from surveys of households. The Census of Population covers everyone once a decade. But most household surveys are based on a sample of households. Surveys may be regular or one-off.

8. Each source of data has associated strengths and weaknesses. Administrative data records, for example, the exact number of people claiming JSA with no sample error. But it cannot answer the question of how many jobless people would like a job, because not all such people will be JSA claimants. Household surveys such as the Labour Force Survey, **can** answer such questions, but are usually subject to sampling error and, sometimes, respondent bias (eg the estimates of household consumption of alcohol and tobacco from the Household Expenditure Survey are always below the sales of the alcohol and tobacco industry).

9. Two points should therefore be noted.

- Published statistics should be thought of as current best estimates rather than incontrovertible facts.
- It is always possible to think of questions which current data cannot answer.

## **Existing Data Sources**

10. Appendix One shows the major published economic series. More detailed industry and occupational data are sometimes available as well. The Appendix covers the major sources, but it is not intended to be exhaustive. In addition the Census of Population in 2001 will provide the usual extensive array of information.

11. The Appendix shows the smallest geographical unit for which the data is available. The standard 'geographies' come from the European NUTS (La Nomenclature des Unites territoriales statistiques) classification – see map on intranet at [http://intranet/aegis/Subject%20Index/atlas/maps/1english\\_maps/nuts.pdf](http://intranet/aegis/Subject%20Index/atlas/maps/1english_maps/nuts.pdf)

(step-by-step guide: [Subject Index](#), [Atlas](#), [Contents](#), [Administrative](#) and then [NUTS Areas](#)).

12. It is possible to create indicators for 'home-made' geographies intermediate between two NUTS levels, provided that they are made up from units of the lower of the two NUTS classifications. Feedback from the Commission suggests that there may be a need to have indicators at levels lower than the West

Wales and the Valleys NUTS2 region.

13. For example, a broadly rural area could be made up of the NUTS3 areas of the Isle of Anglesey, Gwynedd , Conwy and Denbighshire, and South West Wales. And a broadly industrial area could be made up of the NUTS3 areas of Swansea, Bridgend and Neath Port Talbot, the Central Valleys and the Gwent Valleys. It is possible to get reasonably meaningful data on GDP, household income (eventually) employment, unemployment and inactivity from existing data sources for these areas – See Table One and Two

14. Data is also available on these variables for all NUTS3 areas, though the meaningfulness of data on GDP on this basis becomes more questionable. In some areas the employment and unemployment data also are difficult to interpret because of travel-to-work patterns. These issues were discussed in [previous paper EDC-10-99(p11) Targets]

## **B. Structural Funds Indicators**

15. The current draft of the Objective One Single Programming Document identifies five high-level Priorities, each of which has associated Measures (see Chapter 5 and 6). It is intended that each Priority should have associated Activity indicators, Output Indicators and Impact Indicators. **Activity** indicators record activity under the programme, eg SMEs assisted. **Output** indicators record outputs such as new jobs created by assisted firms, without any allowance for whether the jobs would have been created without assistance, (or, in jargon, whether jobs are genuinely additional) or whether new jobs created by an assisted firm lead to job losses in other firms in the area (or, in jargon, whether jobs have been 'displaced'). **Impact** indicators (sometimes called **outcome** indicators) allow for additionality and displacement effects and therefore measure, for example, net additional jobs in the relevant area.

16. However the actual setting of these targets at both Priority and Measure level are totally dependent on the outcome of negotiations on the SPD currently being conducted between the European Commission and the partnership in Wales. Targets at Priority level will clearly be dependent on the financial allocations which are agreed as a result of the negotiations. The setting of targets at measure level will form part of the Programme Complement which the Monitoring Committee will agree at the very beginning of the programming period following the successful conclusion of the negotiations.

17. The current proposals (see SPD Chapter 6) are outlined in Appendix Two

18. The list of indicators in Appendix Two were drawn from a Commission approved 'menu' which it was understood had to be used. The latest understanding is that it may be possible to choose indicators that are not on the menu, and the list will be revised accordingly.

19. The activity indicators can be derived from administrative data from the programmes. The output indicators will need to be collected as part of the administrative recording process. The impact indicators raise more complicated issues.

20. It is often thought that impacts can be simply calculated by comparing output data or routinely collected aggregate statistics for, for example, employment with baseline data (however collected). But this approach simply assumes that in the absence of the programme the baseline indicators would be unchanged. Such an assumption is usually wrong. To work out the true impact of a programme we need to compare outputs against what would otherwise have happened.

21. Coming to an informed and reasonable view of what would have happened otherwise is usually difficult, but not impossible. Forming such views is the heart of policy/programme evaluation exercises. A typical procedure for the evaluation of a grant scheme for, say, investment by firms would be to interview a random sample of those who had received grant aid and assess whether the firm would have made the investment anyway, or whether the grant had at least brought the investment forward or increased its scale. In jargon, the evaluation would try to assess how much of the reported investment was genuinely additional. Assessments would also be made of the degree to which competitor firms' investments were reduced as a result of the competition from the assisted investment. In the current state of the art these assessment are matters of judgement rather than science. But the implication is that monitoring and baseline data on their own are not enough to assess the overall impact (outcome) of a programme.

## C. Equal Opportunities

22. Section 4 of the Ex-ante Evaluation of the Objective One SPD deals with equal opportunities. Part three discusses the Statistical Base (reproduced as an annex to this paper).

23. The main document also discusses indicators and baseline data for equal opportunities. The relevant extracts are quoted here:

### **Women**

*24. At present the Labour Force Survey shows that 68% of women of working age in Wales were economically active, compared to 72.5% in the UK as a whole and 79% of men in Wales. A target of 72.5% for 2010 would be feasible (and recognise that not all women wish to be economically active for the whole of their 'working' lives). Sensible intermediate targets would be 69% by 2002, and 71% by 2006. Average earnings of women in Wales are 74% of those of men. In the UK the equivalent figure is 73%, but this reflects low Welsh male earnings rather than high Welsh female earnings. Women's earnings in Wales are 91% of the UK level, but are broadly similar to the levels ruling in Scotland and England outside of London, the South East and the East. In the circumstances a realistic target might be to raise women's earnings in Wales from 74% of men's to 78% by 2010, with intermediate steps of 75% by 2002, 76.5% by 2006 and 78% by 2010.*

### **Ethnic minorities**

*25. The programme will also seek to increase activity rates and earnings levels among ethnic minorities living in the region and will promote targeted action to support this objective. Indicators will be provided once data is available. **The need to collect baseline data at NUTS 2 level for ethnic minorities, disabled people and women is clearly identified in the ex-ante report on equal opportunities and will need to be taken forward by the Programme Monitoring Committee.***

### **Disabled people**

*26. Targets for ethnic minorities and people with disabilities will be set once the baseline study mentioned in the previous paragraph is completed, showing what data is available.*

*27. Indicators to be monitored should focus as much on evidence of a shift in culture as on absolute outcomes and could include;*

- o Increased choice of accessible educational and vocational qualification training for disabled people*
- o Numbers of disabled people and people from ethnic minorities seeking employment advice*
- o Numbers of employers seeking equality advice*
- o Numbers of disabled people and people from ethnic minorities applying for training and employment opportunities*
- o Numbers of women, disabled people and people from ethnic minorities in professional jobs*
- o Diversity of occupations occupied by both ethnic minorities and disabled people*

- Provision of childcare facilities, appropriate to the needs of all parents, linked to employment or learning opportunities

## **. Research**

*28. The need for and implementation of inclusive practice, and its effects on the economic development of the West Wales and Valleys area, will need to be studied in more detail throughout the life of the programme. In particular there is an urgent need for clearer disaggregated baseline data on the socio-economic activity of these excluded sectors of the community, building on initial ex-ante research, together with structural and attitudinal audits of the real and perceived barriers to socio-economic activity. Such audits will direct specific and general support programmes as part of clear mainstream commitment to developing and disseminating good practice. Details of this are discussed in more detail in the element of the ex ante assessment dealing with equal opportunities.*

## **Comments**

29. The scale and nature of the problem is different for gender, ethnicity and the disabled.

## **Gender**

30. There is no problem in defining gender and many questions **can** be answered from existing data sources. The problems with questions that **cannot** be answered - for example, precise information about women in management or female entrepreneurship - often arise from the small number of people with the relevant characteristics in the samples from which the household surveys are drawn. Increasing the sample size of the household surveys would make some difference – though it needs to be remembered that to halve the sample variability the sample needs to be quadrupled. The alternative is to commission specific surveys of people with the relevant characteristics, which generally involves an extensive pre-sampling exercise to identify them.

## **Ethnicity**

31. There are two significant data problems here. The first is the definition of ethnicity: various definitions are possible, and ensuring consistent definitions between different data sources and different responses is not straightforward. Definition difficulties can also lead to ethnicity questions being left unanswered in both administrative and survey sources.

32. The second problem is simply the sample size problem. Using the 1991 Census results the ethnic population of Wales was relatively small (a bit over 40,000) of whom well over one third were in Cardiff. The Census also showed significant populations in Newport (about 4,500) and Swansea (about 3,500) with populations a little under 2,000 in Rhondda Cynon Taff and the Vale of Glamorgan. Therefore few relevant people are likely to turn up in the household surveys. Increasing the sample size is unlikely to make much difference. The alternative is specifically targeted research. The Census will provide data for 2001, though it will not become available for some time afterwards.

## **Disability**

33. The biggest problem here is definitional. Since Spring 1997 the Labour Force Survey has included questions which allow a very broad estimate of the numbers of disabled to be calculated. This follows from a definition of someone having a (long-term) disability if either they have a current Disability Discrimination Act (DDA)– covered disability or a work-limiting disability. Under this broad definition nearly one in five of the working age population in UK is disabled. In Wales over 40 per cent of the 50-59/64 age group are disabled on this definition, compared to a UK average of 32.3 per cent and over 15 per cent of those aged under 50, compared to a UK average of 13.4 per cent. The Welsh rates are the second highest in the UK, after the North-East of England.

34. Narrower definitions are possible, eg only those with a current DDA–covered disability, those with a work-limiting disability, or those registered with Social Services.

35. Since the number of people covered by the broad definition is so large quite reasonable information can be obtained from the Labour Force Survey. However if a narrower definition of disability is used there is much less information available.

## **Conclusion**

36. The Committee is invited to note the process that is underway between the partnership and the Commission to prepare targets and indicators for the Objective One programme.

## **ANNEX TO EDC-02-00(p.5)**

### **SECTION 3 OF THE ASSESSMENT OF THE SITUATION REGARDING EQUAL OPPORTUNITIES EXTRACTED FROM THE EX-ANTE EVALUATION FROM THE OBJECTIVE ONE SPD**

#### **The Statistical Base**

1. This section outlines the key issues and problems with the collection and compilation of equality statistics in Wales. It identifies key sources of data for the specific groups and offers some commentary on the strengths and weaknesses of the current sources of data. A statistical digest is appended to this report.

#### **Primary sources of data:**

1991 Census

Labour Force Survey (Office for National Statistics) (quarterly)

NOMIS data (DFEE)

New Earnings Survey (Office for National Statistics) (annual)

Welsh Training and Education Survey (Welsh Office)

Statistics of Education and Training in Wales: Schools (Welsh Office).

Further & Higher Education & Training Statistics in Wales (Welsh Office) (annual)

Digest of Welsh Statistics (Welsh Office) (annual)

Welsh Economic Trends (Welsh Office) (annual)

School Leavers: Results of the 1996 School Leavers' Survey (Welsh Office)

Statistical Report on the Summer Examinations 1998 (Welsh Joint Education Committee) (annual)

2. In addition to these published sources there are statistics that are generated as a by-product of administrative procedures or internal surveys for example by TECs and local authorities. Measures of unemployment are generated as an outcome of the allocation of the Job Seekers' Allowance. However, ***the procedures by which such statistics are produced and the rules governing them need to be examined*** to ensure that the dimensions of gender, ethnicity, and disability are represented fairly. For example, rules that make some women ineligible for the Job Seekers' Allowance, such as availability irrespective of childcare commitments or number of hours available mean that such figures underestimate women's demand for work. Labour Force Survey data are also problematic, and estimate unemployment using a different criterion: job search behaviour. Research has shown that the ILO definition of people saying they would take a job if offered provides a fairer reflection of true unemployment rates.

3. The 2001 Census offers the opportunity for up to date data disaggregated by gender, ethnicity and disability. Work needs to be undertaken immediately to influence the selection of ***workable definitions*** to encompass the dimensions of ethnicity and to ensure appropriate definitions of disability and that questions relevant to Wales are incorporated. This data will need to be used to the full while it has shelf life. Commissioning work to undertake ***secondary analysis*** of this data to explore key issues of labour market participation by minority groups must be a priority. For example, on gender, the work by Hakim (1998) using the Sample of Anonymised Records (SARs) from the 1991 Census demonstrated how myths can be dispelled and unexpected correlations emerge. This type of analysis is vital to the development of workable targets and indicators in Wales.

### **Statistical sources for measuring gender equality**

4. Statistics have a value as a knowledge and policy resource. The regular production and use of gender disaggregated statistics in policy development and review is a key element of the mainstreaming approach to equal opportunities, as the European Commission Communication (EC 1996) and the Council of Europe report on mainstreaming (Council of Europe 1998) make clear.

### ***Sources at EU level***

5. European developments in statistics are important because, ideally, comparative data should be generated for Member States to benchmark and for the management of Commission programmes. In Sweden there is an initiative to set up an EU Gender Institute which would focus, *inter alia*, on gender disaggregated statistics at the EU level. Currently the main source for making EU comparisons is the Labour Force Survey. There are indicators available from EUROSTAT within the new CRONOS database, which comprises approximately 70 million harmonised data items for the EU Member States. Within the REGIO database, there is information on the regional economies of each EU Member State. (Le Centre European d'Expertise en Evaluation 1998:22). The REGIO database provides seventy standard tables broken down by region including demographics, unemployment and workforce surveys. The latter focuses on working hours, gender segregation and unemployment. In addition, Eurostat (1995) has produced a statistical portrait of men and women in the EU, which includes the results of opinion surveys, and *Employment in Europe*, produced annually, includes some statistics disaggregated by gender, particularly in more recent years. Rubery et al (1998) have produced an exhaustive account of women's employment in the EU Member States drawing on such statistics as are available.

### ***Sources at Member State level***

6. The advent of mainstreaming as a major policy approach has put a fresh emphasis on gender statistics at Member State level, but no national system has managed to reach complete information on gender. However, some are much further ahead than others. *Statistics Sweden* is an annual publication that provides gender disaggregated statistics that are in the public domain. It is seen as a model for the collection and dissemination of gender disaggregated statistics in the EU. Other Scandinavian countries have followed Sweden's suit. In the UK, a guide to gender statistics has been produced by the EOC and the ONS that identifies some of the issues, difficulties and sources (EOC/ONS 1998).

7. In some countries there is a legal underpinning to the annual production of gender disaggregated statistics by companies. This is the case in the United States and Australia for example. In Northern Ireland, employers must produce annual statistics on employees broken down by religion, and given that the Fair Employment Commission has recently merged with the other equality bodies, this paves the way for gender disaggregated statistics in the future. It remains to be seen whether this opportunity will be taken up.

### **Sources for Wales**

8. Gender is a crucial variable in education, training and the labour market and yet gaining access to gender disaggregated data in Wales is far from straightforward (Rees 1999). Many data sources have not routinely published data broken down by gender, or have failed to cross tabulate gender disaggregated statistics with other variables, giving misleading or obscure results. For example, a review of women in post-compulsory education and training in Wales found that the Training and Enterprise Councils were unable to provide data disaggregated by sex and that Welsh Office training statistics provided only raw data: percentages had to be calculated by the reader (Istance and Rees 1994).

9. There is a range of regular and ad hoc secondary sources that provide a broad picture of the position of women and men in education, training and the labour market. They include annual digests, such as Welsh Office publications. These include statistics disaggregated by gender for some variables. The EOC has to undertake its own analysis of Labour Force Survey data for Wales in order to produce its annual fact cards on men and women (see for example EOC 1999). There are academic analyses, such as the annual reviews that appear in *Contemporary Wales*: these sometimes but not always include a gender dimension. There are also one-off statistical publications such as *Women: A Statistical Focus on Wales* (Welsh Office 1998) and reviews such as *Women and Work: 25 Years of Gender Equality in Wales* (Rees 1999). The latter involved a considerable amount of secondary analysis from a range of sources in order to highlight the gender dimension. In addition, *Chwarae Teg* has commissioned studies on women in the Welsh workforce (ERES 1996) and produced some background statistical material for the technical assistance project on mainstreaming equality in Structural Funds (*Chwarae Teg* 1998).

### **Statistical gaps in Wales**

11. There are three kinds of difficulties with databases in Wales. The first relates to the misrecording of gender differences in existing datasets because of underlying androcentricity in the rules: this tends to lead to an under-recording of women in statistics. Women wanting part time work who do not appear in the measures of unemployment based on the Job Seekers' Allowance are a case in point. The hours threshold under records women's paid work. Similarly, the sectors women work in are excluded from the Census of Employment, leading to an underestimate of women's participation in paid work. The second lies in the absence of useful data sources on some variables altogether: there are no reliable data on men or women who are homeworkers or co-entrepreneurs for example. It is difficult to acquire reliable, regular data on household division of labour or caring responsibilities. Some data sources are only available at an all Wales level. The third is the problem of lack of analysis combining gender with other variables. The particular difficulties faced by single parents for example are often obscured in this way. Lack of cross tabulation can lead to misleading conclusions.

12. Some particular data gaps are highlighted here, which echo the issues identified in the earlier general overview of the economy. There are particular problems with data on *men and women in management* in Wales. The concept of management is difficult to operationalise in the first instance. While figures suggest an increase in numbers of women in management, the effects of new technologies in the retail and finance services has led to a reduction in level of decision-making at branch level. Managers of branches of building societies do not have the same level of responsibility, autonomy, pay and status that they did years ago. The rise of women in management has to be considered within this context. These difficulties were expressed in a recent study of women in senior management in Wales. Because the numbers of people included in surveys covering Wales was very small and because the definition of manager was too broad to distinguish between levels of management, it was hard to establish any clear picture (Blackaby et al 1999). The authors concluded that 'the processes by which gender disaggregated data are collected and published for the public sector requires improvement.'

13. *Part time work* is highly complex and problematic to record accurately but given its significance in the Welsh economy, this is a task that needs tackling. Similarly women's *contribution to small businesses*, such as small-holdings and farms tends to be under recorded.



14. As an indication of what is required to give a full insight into the relative situation of women and men Istance and Rees (1984: xii/xiii) make the following recommendations with regard to gender monitoring of statistics for education and training:

- A 'gender scorecard' should be developed made up of a series of indicators. This would enable the identification of gaps in the statistical series, which need to be filled. These include gender disaggregated information on 16-18 year olds not in education, employment or training and data on drop out rates, student trainee destinations, completion rates and staffing.
- Guidelines on gender monitoring systems could be developed for providers. They should allow cross tabulation with other variables such as ethnic origin and disability. They could clarify why data collection is important to developing institutional strategy.
- It is essential to develop an integrated data management system to pool data on education and training in Wales. This will avoid duplication of effort and the emergence of incompatible datasets. It will facilitate the development of strategic approaches towards training women.
- Qualitative research is needed to follow up issues of women's training that cannot be reached through statistics. This would capture women's experience of education and training especially in male dominated areas. The impact of women-only training including trainers, guidance and counselling could usefully be fed into strategic thinking on women and training.
- The development of a consortium approach to the monitoring of gender statistics at the level of Wales would yield invaluable results. As training issues need to be integrated into labour market and economic development policies more generally, these data would of use to clients well beyond education and training providers and TECs.

15. Similar kinds of proposals could be developed for economic activity and employment data. Data produced by TECs and Careers Services are underused but need to be developed into indicators and contextualised in order to be useful and to avoid being misleading. Rolfe suggests that 'Careers Services might benefit from advice on how to improve their use of data they routinely collect and on how it can be used to guide and support their gender equality work. They should take care over the presentation of labour market information which has been analysed by gender' (Rolfe 1999b: 5).

### **Statistical sources for measuring ethnic and racial equality**

16. Wherever possible and relevant, statistics should be disaggregated for ethnicity in order to provide baseline data for the formulation of an equality strategy and for monitoring and evaluation (Article 36). The regular production of such data is vital to policy development and to the monitoring of targets and indicators, in line with the mainstreaming approach. The data will relate ideally to the four priority areas concerning equal opportunities and cover both the current situation and future trends (Braithwaite 1999). Following EU guidance information is needed on:

- employment (activity rates, labour market participation both horizontal and vertical, rates of representation in major public and private organisations, data on applications, recruitment, selection and retention. Rates of unemployment and long term unemployment, involvement in informal work/home working)
- education and training (skills and qualifications of those in and out of work, participation in training schemes, access to training opportunities)
- enterprise (rates of self employment, start-up and failure, characteristics of business run and managed by ethnic minorities such as size, sector, profitability etc. availability of loans)
- reconciliation of professional and family/personal life (demographic trends in family structure, childcare provision, carer support, cultural and religious demands/ideologies, access to support services, access to transport etc)

17. Given the recognised diversity amongst ethnic minority groups, fine tuned information is needed in respect of the above areas for different groupings and according to gender. It is argued that minority women have very particular needs in relation to labour market participation and these must be demonstrated (Bhavnani 1994).

18. Access to data in the above areas disaggregated for ethnicity for Wales is partial and out of date. The most reliable source remains the 1991 Census material, which has been utilised by some authorities to generate local based statistics on an ad hoc basis. In some authorities, for example Cardiff County Borough Council, some very detailed information derived from the Census is held. Other local authorities do not hold statistical information on minorities in

their area. Organisations such as NewEmploy also utilise local based statistics for policy development and review. The EOC has access to data on black and ethnic minority women derived from the 1991 census analysis by David Owen (*Ethnic Minority women and the Labour Market: Analysis of the 1991 Census 1994*) and Bhavnani R. (*Black Women and the Labour Market: a research review 1994*). The former includes material specific to Wales.

19. Annual digests such as the *Digest of Welsh Statistics* and *Welsh Economic Trends* do not provide statistics subdivided by ethnicity. In 1995/96 the Welsh Training and Education Survey did provide information on 'non-whites' for highest qualification only based on a boosted sample of the Labour Force Survey. Annual figures for participation in Government Training Schemes are also available from Assembly office data bases, again for the composite grouping 'non-white'.

20. The Labour Force Survey (LFS) is the main data source on ethnic minority populations for years other than the Census year. The LFS is a quarterly survey based on a sample survey of around 60,000 private households across Britain representing about 1/350 of the total private household population. As with any sample survey LFS estimates are subject to sampling error. In Wales the sample sizes are too small (around 10,000) to derive accurate and viable data on ethnicity. The potential is that within the Welsh sample numbers of ethnic minority households are so small as to make any estimates non viable (Schuman 1999). One way of generating some limited data for Wales is by pooling samples from more than one quarter, preferably no less than eight (combining two years data) and more viably 16 quarters, covering a four year period. This could be used to produce statistics on a composite grouping 'non-white' but not on the different ethnic minority communities.

21. In addition to published sources some statistics are generated by the administrative procedures of major organisations such as the TECs, the NHS Trusts, the Employment Service, the University of Wales. However these lack any systematised Wales wide regulation and the rules governing these statistical compilations needs review. Categories in use vary as do systems of ethnic auditing and monitoring. There is concern expressed over the quality of this data as well as its use.

22. To sum up, in terms of constructing thorough-going baseline data on ethnic minorities in Wales, there are severe difficulties, both logistical and structural:

- The lack of updated information due to the constraints of the LFS.
- The lack of analysis of existing data extrapolated for ethnicity or bringing together combinations of variables. In some instances data exists but is underused.
- The extent of the information dearth even at the most general level.
- The lack of directives/encouragement from the Assembly office requiring or requesting data from public service organisations on ethnic background eg: in the area of education and training. It is clear that information is being collected on an ad hoc and voluntarist basis.
- The lack of appropriate support systems in place for accurate ethnic auditing - or some system of rules/guidance governing ethnic data collection
- The lack of appropriate monitoring and guidance and support systems to assist effective monitoring beyond counting heads (See for example best practice in *'Making Monitoring Work'* (Jones A, 1996, Centre for Research in Ethnic Relations, University of Warwick)
- The lack of qualitative data on experiences of ethnic minority men/women/particular clusters/minority groupings across Wales for example data on household division of labour, caring responsibilities, cultural and ideological constraints on participation, effects of lack of transport, poverty etc.

23. Comparative information across the nations of Great Britain is available from the CRE and from the Centre for Ethnic Relations, University of Warwick and from several published sources which rely on LFS data such as the Policy Studies Institute surveys. At a European level one of the most accessible sources for comparative purposes is *Demographic Statistics* published by Eurostat

### **Statistical sources for measuring inequality for disabled people**

24. Data sources relating to questions of disability are even less satisfactory. By means of a lengthy search of the World Wide Web a variety of statistical

information pertaining to disability was located. However, very little of this was disaggregated for Wales. No single document was located that indicated the number of disabled people residing in Wales and/or the number of disabled employees in Wales. Data sets are available for the UK and England specifically but the sample for Wales is usually too small to be calculated. There appears to be no formal undertaking to collect data that accurately reflects the socio-economic profile of disabled people in Wales.

25. It is possible to locate some statistical data relevant to disabled people in the Welsh labour market but it is very limited and not readily available to anyone making an application for grant aid funding. What information is available is fragmented and its accuracy questionable.

26. In order to appraise the information available on disabled people in the Welsh labour market an 'end-user' approach was taken for the purposes of this report. A short questionnaire was sent to anticipated data holders to establish what data resource is available to anyone making a bid under European Structural Funds, where this data can be found, and how accurate and relevant it is. In addition an in-depth search of the Internet to locate relevant data was made and some appraisal of the data available was undertaken (see Statistical Appendix). Questionnaires were sent to a variety of organisations that might be expected to have labour market statistics relevant to disabled people in Wales. The target recipients chosen were impairment specific groups (*Wales Council for the Deaf, Scope Cymru etc*), non-impairment specific organisations (*SCOVO, Arts Disability Wales, Phab Wales etc*), and Statutory Agencies (*PACT, Syniad, Welsh Council of TEC's*). Of the 19 questionnaires dispatched, 11 were returned. Table 3.4 shows responses to the most relevant questions.

Question	Yes	No	N/A
Access to data on disabled people in the labour market?	6	5	0
Is data condition specific?	3	5	3
Was information easy to find?	3	6	2
Was data used to support an application for grant aid?	3	5	3
<i>N/A indicates no response to yes or no options</i>			

27. Of the 11 responses, 8 were from organisations directly involved with disabled people, 6 of which indicated that they have disabled employees. Neither of the two Statutory Agencies that responded indicated that they had disabled employees.

28. Target recipients were asked where they had obtained relevant data. The information sources were as shown below:

Data collected within own organisation	2
Data collected from official sources	7
No data collected	2

29. Official sources were identified as ONS Labour Market Trends (*National and Wales*), Employers Forum on Disability, Welsh Office, National Council for

30. Of the 2 recipients who had collected data from their membership, 1 had also accessed official sources.

31. Those respondents to the questionnaire holding statistical evidence relevant to Wales have, in the main, formulated this by comparing the population of Wales and the number of disabled people who have a disability according to Social Services registrations to reach a percentage representing the number of disabled people in Wales. For a number of reasons, the veracity of these, and other, calculations must be challenged.

- Social Services registration is not definitive. Although many disabled people are recipients of personal social services, very many are not. Registration is not compulsory and, similar to the Benefits System, disabled people do not necessarily access services. Also, it is possible to be registered as physically disabled and as having a learning disability; multiple impairments are not recorded separately. The criterion of disability applied is as found in the National Assistance Act 1948.
- Orange Badge parking concessions are indicative only of disabled people who own or have access to a vehicle. Access to an Orange Badge for a non-eligible driver is notoriously easy.
- Numbers in receipt of disability-related benefits cannot be used to calculate the incidence of disability in the Welsh population, as many disabled people are not in receipt of Benefits.
- Most importantly, a definition of 'disability' has not been standardised. Whereas gender or race is naturally self-identified, disablement is not. Paradoxically, disability is essentially a matter for self-identification. When a definition of disability is used as a criterion for information gathering it may exclude some disabled people who should be counted.

### ***Defining Disability***

32. There is no universally accepted definition of disability. Of those that are used as criteria, the United Nations' (*World Health Organisation*) definition of disability is:

'any restriction or inability (*resulting from an impairment*) to perform an activity in the manner or within the range considered normal for a human being'. This describes a functional limitation or activity restriction caused by an impairment. Disabilities are descriptions of disturbances in function at the level of the person.

whereas the American's with Disabilities Act defines disability as;

'a physical or mental impairment that substantially limits one or more of the major life activities of such an individual; a record of such an impairment; or being regarded as having such an impairment'

and the Disability Discrimination Act (DDA) defines disability as;

'a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day to day activities'

None of the above adopt the Social Model definition of disability.

### ***Collecting disability statistics***

33. There is a need to provide a coherent, pan-sector statistical analysis of disablement in Wales. A core, non-impairment specific definition of disability should be adopted and applied to all existing data and used in all future modelling. Where unavailable, data disaggregated for Wales needs to be collected and this should encompass the full spectrum of socio-economic factors relating to disablement in Wales. Considering the rate of change inherent with impairment, research should be updated on a regular basis.

34. It is important that all data should be presented in accessible formats and be available via a variety of mediums eg literature, Internet, floppy disk/CD ROM, Braille and audiotape. Access to information should be made as easy as possible from a variety of locations eg library, disability organisations, local authorities, Welsh Office. Although an excellent source of information, access to the Internet makes assumptions of financial and knowledge resources. Accessible alternatives to the Internet will be needed.

35. The collection of data should not be the sole responsibility of interested parties. A framework of disability 'questions' could be developed using disabled people's organisations, researchers and analysts etc that would enable disability equality monitoring and proofing to take place within all sectors across Wales. The concept of 'mainstreaming' should be applied to data provision and any statistical analysis should recognise multiple oppression.

36. The 2001 Census provides an excellent opportunity for the development of the socio-economic profile of disabled people in Wales. However, an online review of Census preparation gives cause for concern, as no representation of disabled people is evident in the listing of Advisory Groups. Although Advisory Groups cover central government, local authorities, the health service, the business and academic sectors, there appears to be no representation from equality organisations. Also, there are additional groups to cover Census users in Scotland and Northern Ireland but none specifically for Wales. Rule 18 of the United Nations *Standard Rules on the Equalisation of Opportunities for Persons with Disabilities* notes that: *States should recognise the rights of organisations of persons with disabilities to represent persons with disabilities at national, regional and local levels. States should also recognise the advisory role of organisations of persons with disabilities in decision-making on disability matters.*

<b>APPENDIX ONE to EDC-02-00(p.5)</b>		
<u>Employment</u>	<u>Frequency</u>	<u>Geography available</u>
<b>Labour Force Survey</b>		
numbers and rates, by age & gender	Monthly	Wales
numbers and rates, by age & gender	Quarterly	Wales and the former counties <sup>1</sup>
numbers and rates, by age & gender	Annually	Unitary authorities (subject to thresholds)
full-time, part-time & temporary, by gender	Quarterly	Wales and the former counties <sup>1</sup>
self employment - numbers and rates	Quarterly	Wales and the former counties <sup>1</sup>
<b>Employers surveys, LFS</b>		

workforce jobs, by gender	Quarterly	Wales
employee jobs, by gender	Quarterly	Wales
government supported trainees, by gender	Quarterly	Wales
employee jobs by industry, by gender	Quarterly	Wales
<b><u>Unemployment</u></b>		
<b>ILO unemployment (LFS)</b>		
numbers and rates, by gender	Monthly	Wales
numbers and rates, by gender	Quarterly	Wales and the former counties <sup>1</sup>
numbers and rates, by gender	Annually	Unitary authorities (subject to thresholds)
long-term unemployment, by gender	Quarterly	Wales and the former counties <sup>1</sup>
long-term unemployment, by gender	Annually	Unitary authorities (subject to thresholds)
youth unemployment	Quarterly	Wales and the former counties <sup>1</sup>
youth unemployment	Annually	Unitary authorities (subject to thresholds)
<b>Claimant unemployed (Benefits Agency)</b>		
numbers and rates, by gender	Monthly	Unitary authority, constituency, TTWA
by age & duration, by gender	Monthly	Unitary authority, constituency, TTWA
<b>Other economic indicators</b>		
economic activity, by age and gender (LFS)	Quarterly	Wales and the former counties <sup>1</sup>

economic activity, by age and gender (LFS)	Annually	Unitary authorities (subject to thresholds)
economic inactivity, by age and gender (LFS)	Quarterly	Wales and the former counties <sup>1</sup>
economic inactivity, by age and gender (LFS)	Annually	Unitary authorities (subject to thresholds)
economic inactivity, reasons, by gender (LFS)	Quarterly	Wales and the former counties <sup>1</sup>
economic inactivity, reasons, by gender (LFS)	Annually	Unitary authorities (subject to thresholds)
job centre vacancies (employment service)	Monthly	Wales
average earnings (New Earnings Survey)	Annually	Unitary authorities (subject to thresholds)
		and Wales
<b>Other LFS topics</b> (economic)	Quarterly	
type of work (industry sector, occupation)	"	
employment characteristics (number of staff, permanent/temporary, working from home etc)	"	These data are in theory available from the quarterly survey. However, the small
second job	"	numbers of cases in Wales and the ONS
sickness absence	"	confidentiality thresholds will severely
working times and patterns	"	limit the level of geography available.
whether looking for paid work	"	
type of work sought	"	

benefit entitlement	"	(See note above)
previous employment	"	
income	"	
Workless households	Bi-annual	
<b>Other topics (various)</b>		
labour disputes	Annual	Wales
business VAT registrations and deregistrations	"	Wales
stock of VAT registered businesses	"	Wales, UA's
small and medium enterprise (SME) estimates	"	Wales
Family Expenditure Survey	"	Wales
Family Resources Survey	"	Wales
DSS benefits data	Varies with data	Wales
<b>Regional Accounts Data including</b>		
Gross Domestic Product	Annual	Wales, Nuts 2 and 3
Household Income	"	Wales and old counties
Household Disposal Income	"	(new data: Wales, NUTS 2 and 3)

<sup>1</sup>The level of geography on the quarterly LFS is currently under discussion with ONS and other Government Departments.

## APPENDIX TWO to EDC-02-00(p.5)

### PRIORITY 1 – BUSINESS COMPETITIVENESS

#### Targets



### Activity indicators

nos. SMEs assisted

nos. SMEs receiving financial support

nos. SMEs given advice/information

no start up SMEs assisted

no start up SMEs given financial support

no start up SMEs given advice/information

### Output indicators

gross new jobs

gross safeguarded jobs in SMEs

SME investment (£)

### Impact indicators

net additional jobs

net additional safeguarded jobs

net additional NVQ

## **PRIORITY 2 – DEVELOPING A COMPETITIVE ENVIRONMENT**

### **Targets**

#### Activity indicators

nos. SMEs in key technology sectors assisted

nos. SMEs assisted

nos. Intermodal facilities provided/improved

no start up SMEs assisted

no of access links and sub regional links provided

no of public transport links provided/improved

#### Output indicators

gross new jobs

gross safeguarded jobs

SME investment (£)

private sector investment in energy

infrastructure (£)

No of visitors

visitor expenditure (£)

#### Impact indicators

net additional new jobs

net additional safeguarded jobs

### **PRIORITY 3 – COMMUNITY REGENERATION**

#### **Targets**

#### Activity indicators

nos. Employed people trained

nos. Unemployed people trained

no community groups assisted

no community SMEs given advice/information

#### Output indicators

gross new jobs

gross safeguarded jobs in SMEs

Impact indicators

net additional new jobs

net additional safeguarded jobs

#### **PRIORITY 4 – PROMOTING EMPLOYABILITY AND THE DEVELOPMENT OF A LEARNING SOCIETY**

##### **Targets**

Activity indicators

nos. participating in active measures

nos. beneficiaries

Output indicators

Positive outcomes on leaving

Impact indicators

nos. unemployed in work 6 months after ESF support

net increase in lifelong learning from ESF support

net additional jobs

net safeguarded jobs by ESF support

net increase in female participation in labour

market after ESF support

#### **PRIORITY 5 – THE SUSTAINABLE USE OF NATURAL RESOURCES**

##### **Targets**

### Activity indicators

nos. SMEs assisted

nos. SMEs given advice/information

no start up SMEs assisted

no start up SMEs given financial support

no start up SMEs given advice/information

### Output indicators

gross new jobs

gross safeguarded jobs in SMEs

SME investment (£)

no of visitors

visitors' expenditure

### Impact indicators

net additional jobs

net additional safeguarded jobs

### **TABLE ONE OF PAPER EDC-02-00(p.5)**

#### **GDP data at factor cost:current prices**

	<b>Gross Domestic Product</b>				<b>Gross Domestic Product</b>				<b>Gross Domestic Product</b>			
	<b>(£million)</b>				<b>(£ per head)</b>				<b>(£ per head UK=100)</b>			
	<b>1993</b>	<b>1994</b>	<b>1995</b>	<b>1996</b>	<b>1993</b>	<b>1994</b>	<b>1995</b>	<b>1996</b>	<b>1993</b>	<b>1994</b>	<b>1995</b>	<b>1996</b>
West Wales and the Valleys part A (I)	4,717	4,897	5,385	5,750	6,391	6,616	7,265	7,771	69	68	71	73

West Wales and the Valleys part B (2)	7,515	8,076	8,561	8,955	6,617	7,114	7,556	7,920	71	73	74	74
East Wales	10,080	10,801	11,142	11,292	9,760	10,410	10,688	10,748	105	106	105	100
Wales	22,312	23,775	25,088	25,998	7,676	8,161	8,601	8,900	83	83	84	83

(1) Comprising the NUTS 3 areas of Isle of Anglesey, Gwynedd, Conwy & Denbighshire, and South West Wales

(2) Comprising the NUTS 3 areas of Central Valleys, Gwent Valleys, Bridgend & Neath Port Talbot and Swansea

**TABLE TWO OF PAPER EDC-02-00(p.5)**

<b>Labour Market Data for NUTS 2 Areas in Wales</b>						
<b>People aged 16+ in employment</b>						
	Employment (000s)			Share of Employment (%)		
	March 1995-February 1996	March 1996-February 1997	March 1997-February 1998	March 1995-February 1996	March 1996-February 1997	March 1997-February 1998
West Wales and the Valleys part A (1)	294	291	294	25	24	25
West Wales and the Valleys part B (2)	447	457	447	37	37	37
East Wales	452	473	452	38	39	38
Wales	1,192	1,220	1,192	100	100	100
<b>People aged 16+ who are ILO unemployed</b>						
	ILO unemployment (000s)			Share of ILO unemployment (%)		
	March 1995-February 1996	March 1996-February 1997	March 1997-February 1998	March 1995-February 1996	March 1996-February 1997	March 1997-February 1998
West Wales and the Valleys part A (1)	32	32	27	28	29	27
West Wales and the Valleys part B (2)	48	41	41	42	38	41
East Wales	35	35	31	31	32	31
Wales	115	108	100	100	100	100
<b>People of working age who are economically inactive</b>						
	Economically inactive (000s)			Share of economic inactivity (%)		
	March 1995-February 1996	March 1996-February 1997	March 1997-February 1998	March 1995-February 1996	March 1996-February 1997	March 1997-February 1998
West Wales and the Valleys part A (1)	110	102	103	24	23	23

West Wales and the Valleys part B (2)	191	196	192	43	45	43
East Wales	148	139	156	33	32	35
Wales	449	437	451	100	100	100

Source: Labour Force Survey Local Area Databases

(1) Includes Isle of Anglesey, Denbighshire, Conwy, Gwynedd, Ceredigion, Carmarthenshire and Pembrokeshire

Nb In 1998 West Wales and the Valleys part A accounted for 25 per cent of the Welsh population, West Wales and the Valleys Part B 39 per cent and East Wales 36 per cent