

5 Employment, Economy and Education

Further information relating to Gosport's economy can also be found in the evidence base for the Gosport Economic Development Strategy: <https://www.gosport.gov.uk/article/1963/Gosport-Economic-Development-Strategy-2020-2031>

Indicator	Latest Data	Previous Data	Trend
Percentage of 16-64 economically active	81.5% (2019)	76.1% (2011)	↑
Jobs density	0.50 (2018)	0.68 (2000)	↓
Gross Value Added Per Head	£14,383 (2016)	£12,577 (2006)	↑
Total local units in Gosport	2,345 (2019)	2,010 (2011)	↑
Total enterprises in Gosport	1,935 (2019)	1,615 (2011)	↑
Earnings by place of residence – Gross weekly pay	£580 (2019)	£452 (2009)	↑
Earnings by place of residence – Hourly pay	£14.50 (2019)	£11 (2009)	↑
Earnings by place of work – Gross weekly pay	£523 (2019)	£445 (2009)	↑
Earnings by place of work - Hourly pay	£12.60 (2019)	£11.20 (2009)	↑
Unemployment rates	3.7 % (2019)	6.8% (2010)	↓
Employment floorspace completed in Gosport Borough	5,173 m2 (2020)	15,824 m2 (2010)	↓
Educational attainment			
% with NVQ4+	18.9% (2018)	16.8% (2010)	↑
% with NVQ3+	46.3% (2018)	31.4% (2010)	↑
% with NVQ2+	69.8% (2018)	60.2% (2010)	↑

% with NVQ1+	88.4% (2018)	85.2% (2010)	↑
% with other qualifications	4.7% (2018)	9.2% (2010)	↓
% with no qualifications	6.9% (2018)	- sample too small (2010)	↔

Economically active people

Over the period January 2019 to December 2019 there were 45,500 economically active (aged 16-64) people living in Gosport Borough¹. This is 81.5% of the total population (aged 16 and over), similar to the South East (82%). Of these 45,500 economically active people, 24,000 (52.7%) are male and 21,500 (47.3%) are female. Figure 5.1 shows the trend in the number of economically active people as a proportion of the total resident population between December 2011 and December 2019.

Economically active as a percentage of the total population

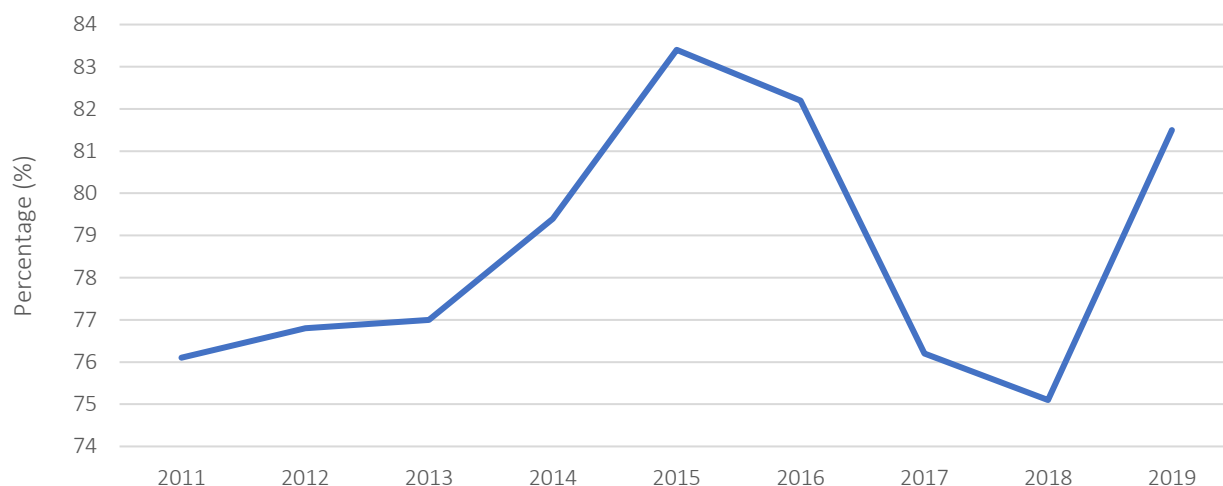


Figure 5.1: Economically active as a percentage of the total population (ONS 2019)

Economic activity

Census

In 2011, there were 59,499 economically active residents in the Borough (aged 16 to 74), compared to 54,584 people in 2001. Between the Census in 2001 and 2011 the proportion of Gosport residents who were employed in full time jobs decreased by 3.1%. Over the same period the percentage of those employed part time or self-employed has risen by 3%. This could reflect a shift in the Borough away from employers such as the MoD towards a more flexible workforce.

There are more economically inactive retired people than there were in 2001 however the proportion of economically inactive people classed as sick or disabled and looking after home or family has decreased.

¹ ONS annual population survey

Economic Activity (Census 2001 and 2011)

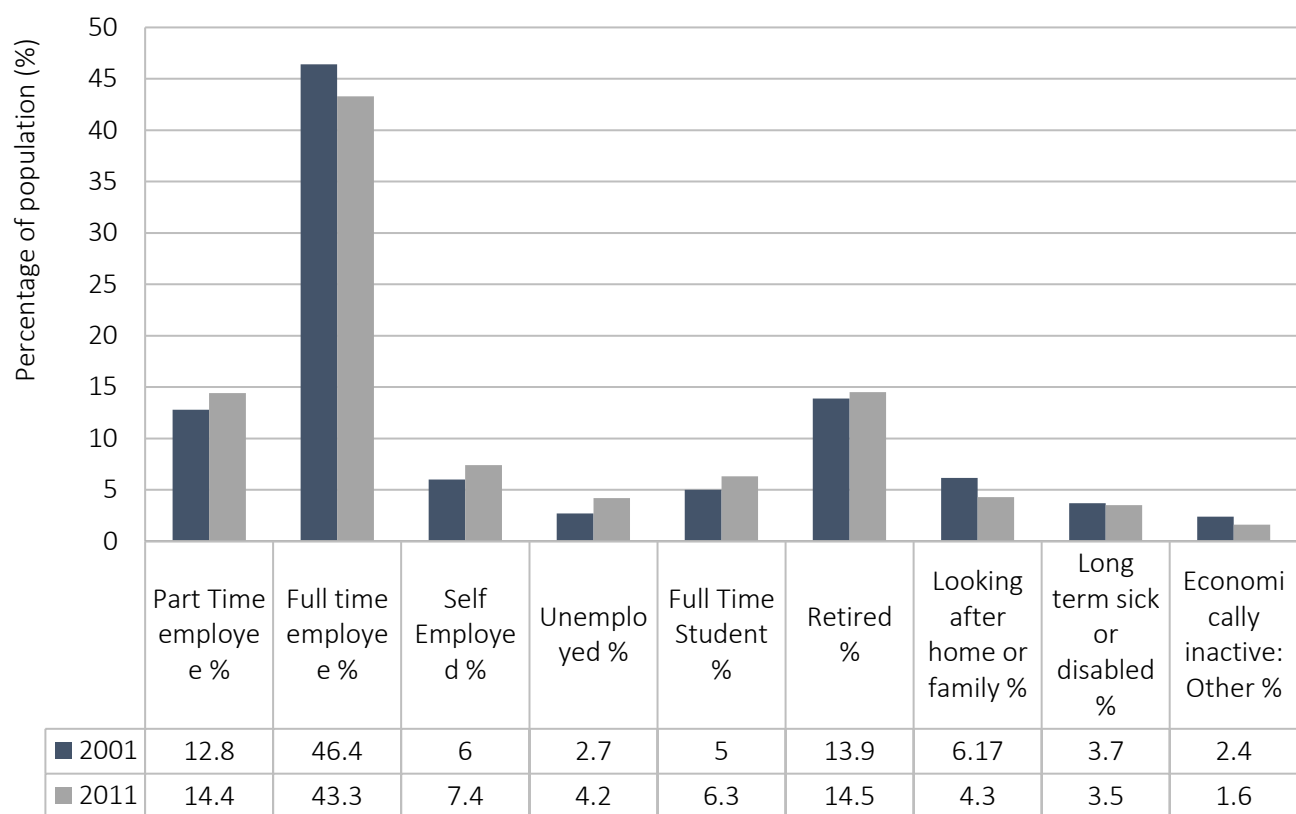


Figure 5.2: Economic activity (Census 2001 & 2011)

Compared to the National and Hampshire Averages Gosport has a higher proportion of people who are employed in full time jobs but fewer self-employed people. This potentially reflects the predominance of the MoD as an employer within Gosport. The proportion of students is the same as the Hampshire average but lower than the National Average.

	Part-time	Full-time	Self-employed	Unemployed	Retired	Student	Looking after home or family	Long-term sick or disabled	Economically inactive: Other
England	13.7	38.6	9.8	4.4	13.7	5.8	4.4	4.0	2.2
Hampshire	14.6	42.3	10.4	3.0	15.2	3.6	4.0	2.6	1.4
Gosport	14.4	43.4	7.5	4.2	14.5	3.6	4.3	3.6	1.7

Figure 5.3: Comparison with England and Hampshire (Census 2011)

Unemployment

Unemployment in Gosport Borough fell throughout the 1990's to a low point in 2004. The recession caused an increase in unemployment, and the rate of unemployment stayed high until 2012. The levels of unemployment have since fallen again and are getting close to the lower levels seen pre-recession. The levels of unemployment in Gosport Borough have been historically lower than those of Great Britain as a whole but higher than those of the South East Region. However, in the period between 2001 and 2008 the level of unemployment fell below that of the South East Region, though the gap has since closed.

Unemployment in Gosport Borough compared to Great Britain and the South East region

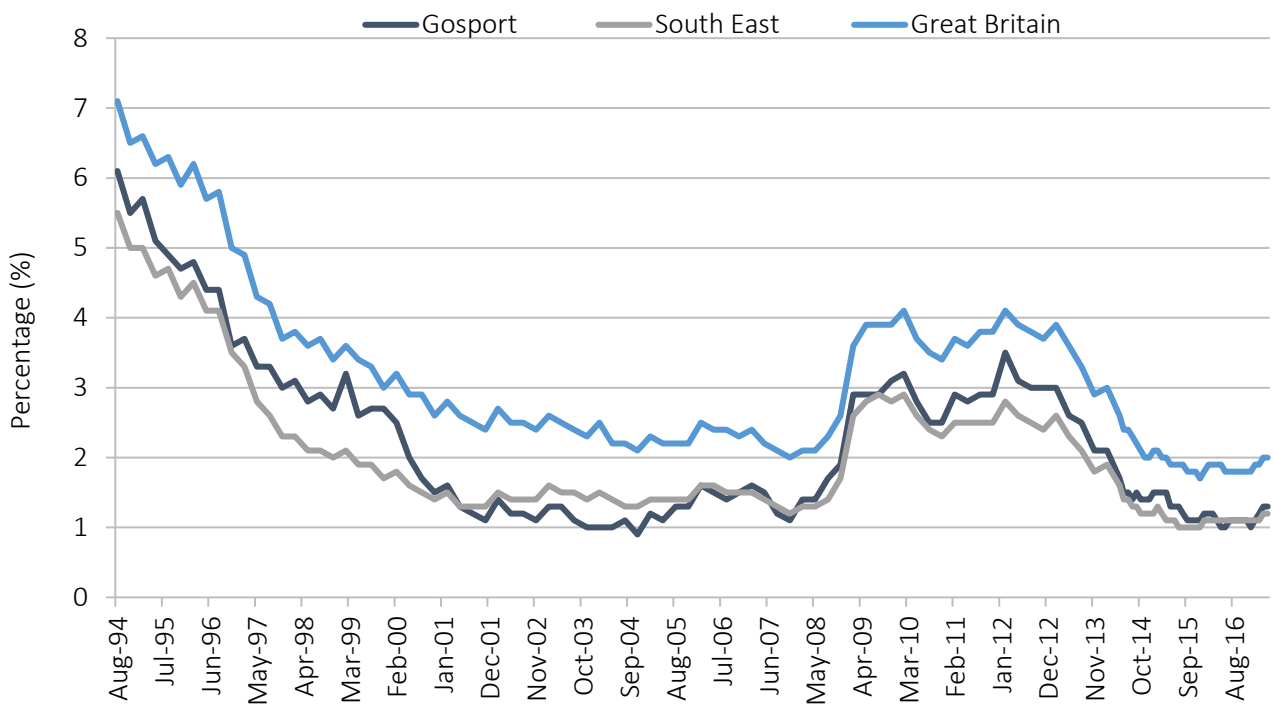


Figure 5.4: Unemployment (ONS Annual Population Survey, 2020)

Universal credit claimants

From 28th November 2018 Universal Credit became available to Gosport residents and replaced Jobseekers Allowance. Under Universal Credit a broader span of claimants are required to look for work than under Jobseeker's Allowance. As Universal Credit Full Service is rolled out in particular areas, the number of people recorded as being on the Claimant Count is therefore likely to rise.

Claimant Count in Gosport

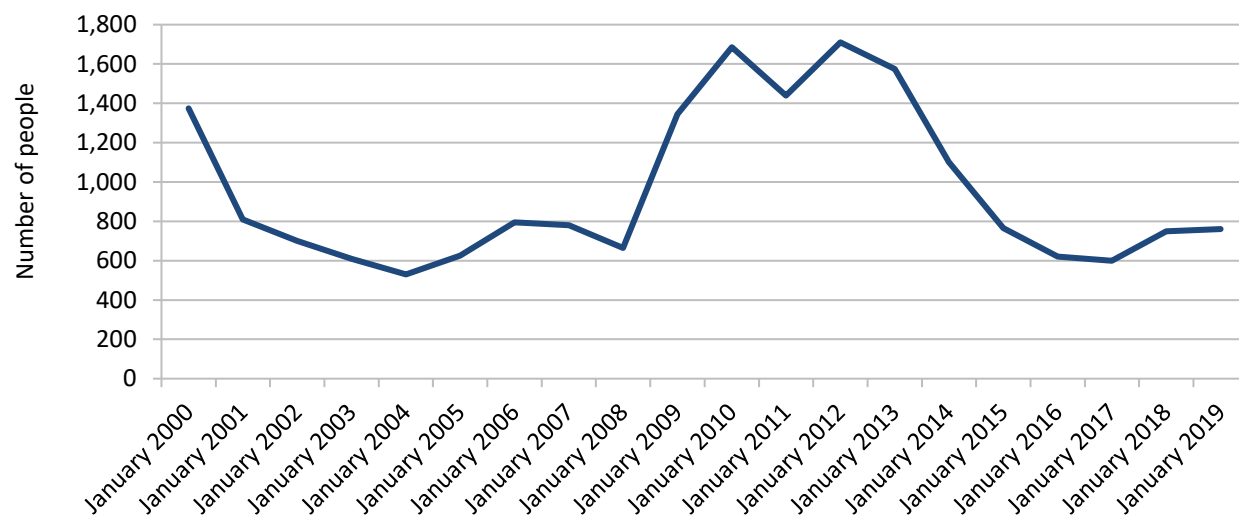


Figure 5.5: Claimant Count (ONS, 2020)

Average Earnings

Earnings by place of residence

The gross weekly pay for people living in Gosport Borough is consistently below the average for the South East and Great Britain. Gross weekly pay for Gosport residents has increased from £452 in 2009 to £580 in 2019. Figure 5.6 shows the gross weekly pay for all full time workers between 2002 and 2019.

Earnings by residence - Gosport
Gross Weekly Pay - all full time workers

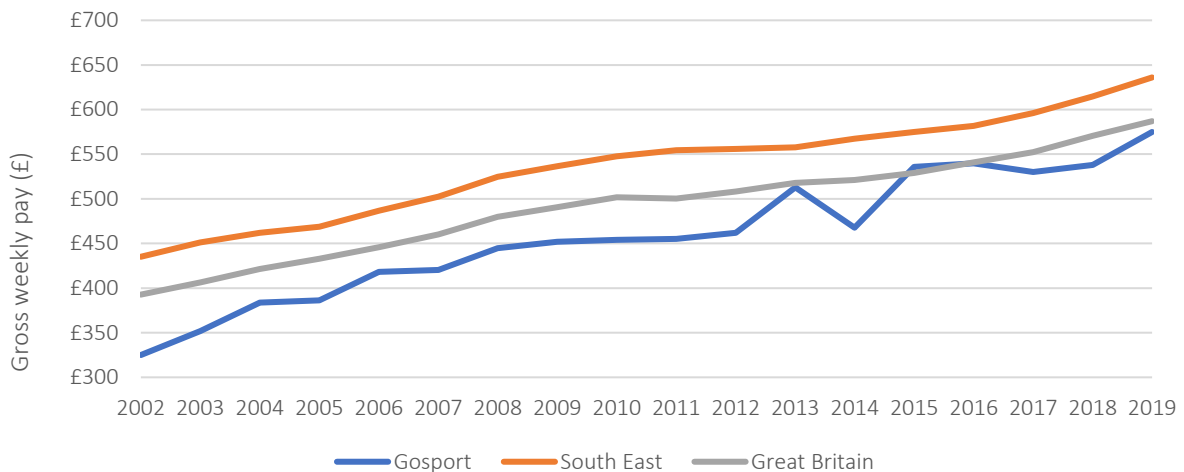


Figure 5.6: Earnings by residence – Gosport (ONS 2019)

The average hourly wages for people living in Gosport Borough are also consistently lower than the averages for both the South East and Great Britain. In 2009, hourly pay for Gosport residents was £11, in 2019 it stands at £14.50. shows the hourly pay (excluding overtime) for all full time workers between 2002 and 2019.

Earnings by residence - Gosport
Hourly pay (excluding overtime) - all full time workers

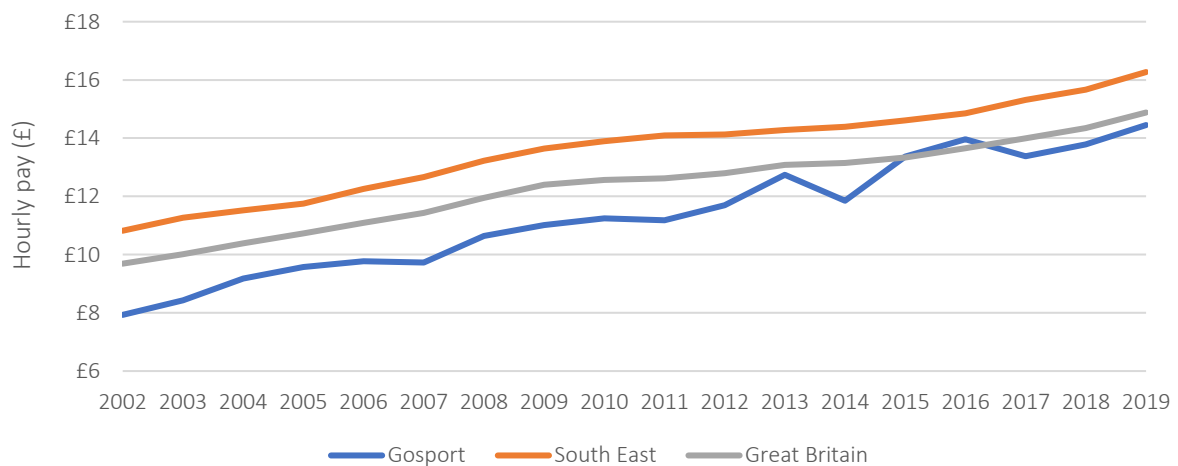


Figure 5.7: Earnings by residence – Gosport (ONS 2019)

Earnings by place of work

The gross weekly pay for people working in Gosport Borough is consistently below the average for the South East and Great Britain. Gross weekly pay for people working in the Borough increased from £445 in 2009 to £523 in 2019. Figure 5.8 shows the gross weekly pay for all full time workers who work in the Borough between 2002 and 2019.

Earnings by place of work - Gosport
Gross Weekly Pay - all full time workers

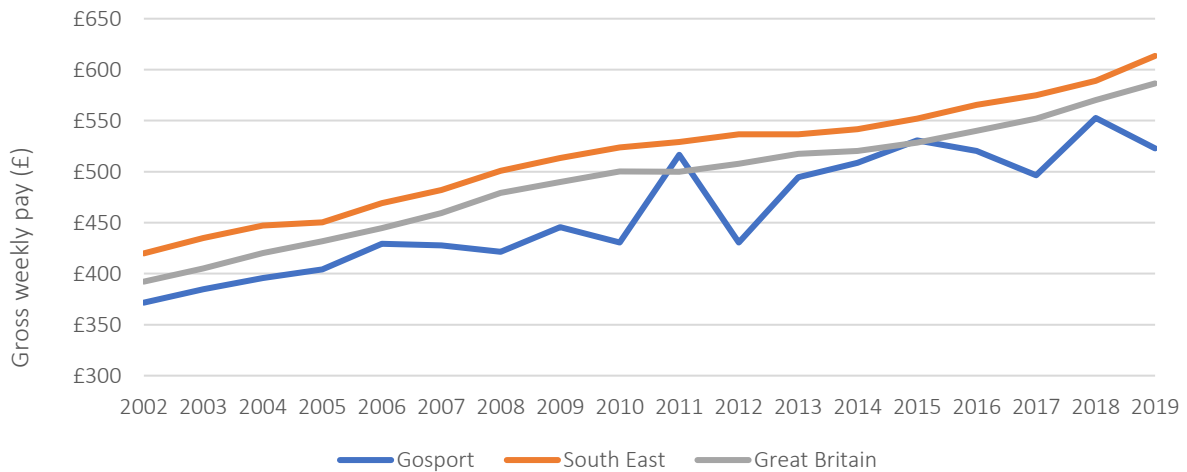


Figure 5.8: Earnings by place of work – Gosport (ONS 2019)

The average hourly wages for people working in Gosport Borough are also consistently below the average for the South East and Great Britain. Hourly pay for those working in the Borough increased from £11.20 in 2009 to £12.60 in 2019. Figure 5.9 shows the hourly pay (excluding overtime) for all full time workers between 2002 and 2019.

Earnings by place of work - Gosport
Hourly pay (excluding overtime) - all full time workers

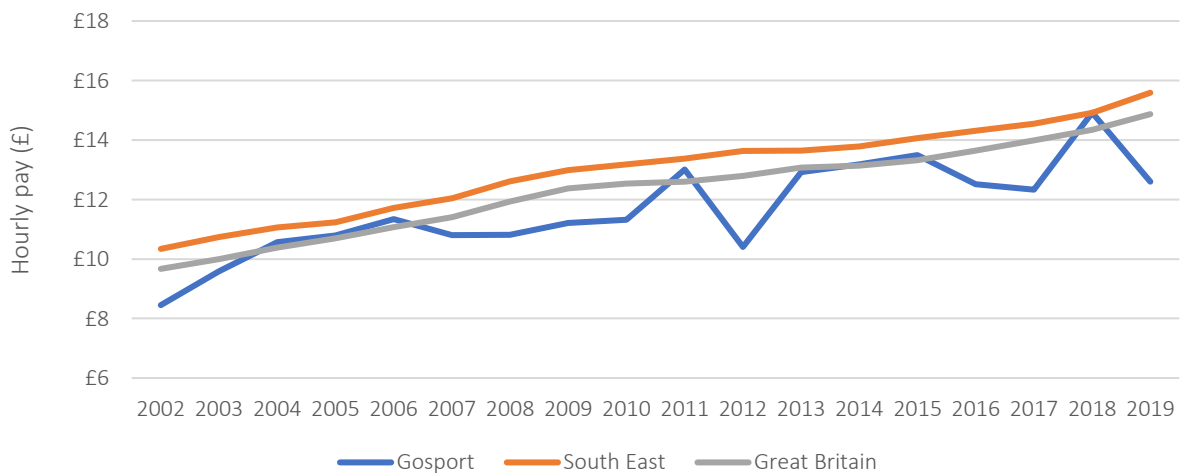


Figure 5.9: Earnings by place of work – Gosport (ONS 2019)

Jobs density

Job density represents the number of jobs available per head of the working age population. A job density figure of 1 means that there is one job per working age person; a job density of 0.5 means that there are two working age people for every job. Within Gosport the job density is much lower than in all Hampshire districts and the average for England and the South East. **As of 2018, Gosport's Job Density stood at 0.50.**

Jobs density: Hampshire districts, Portsmouth and Southampton, South East Region and England

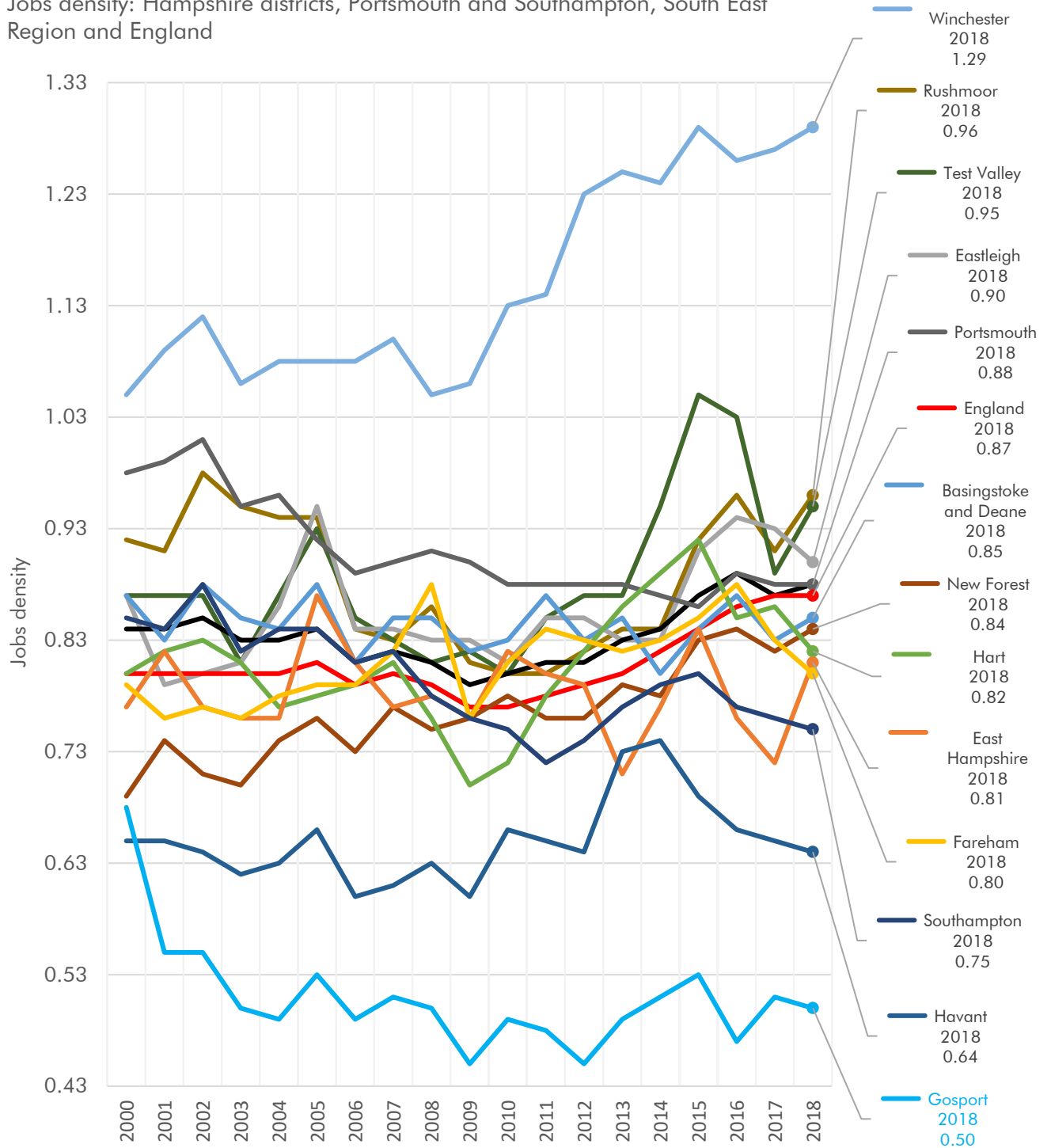


Figure 5.10: Jobs density (ONS 2020)

Gross value added

Gross Value Added (GVA) relates the value added by production activity in a region to the resident population of that region, and it can therefore be subject to distortion due to the effects of commuting and variations in the age distribution of the population. Therefore, small areas such as local authorities, can be subject to large distortions and this should be borne in mind when interpreting the statistics. Figure 5.11 and Figure 5.12 compare the GVA of Gosport with other districts in Hampshire and the two cities. Figure 5.13 shows a breakdown of the GVA per head.

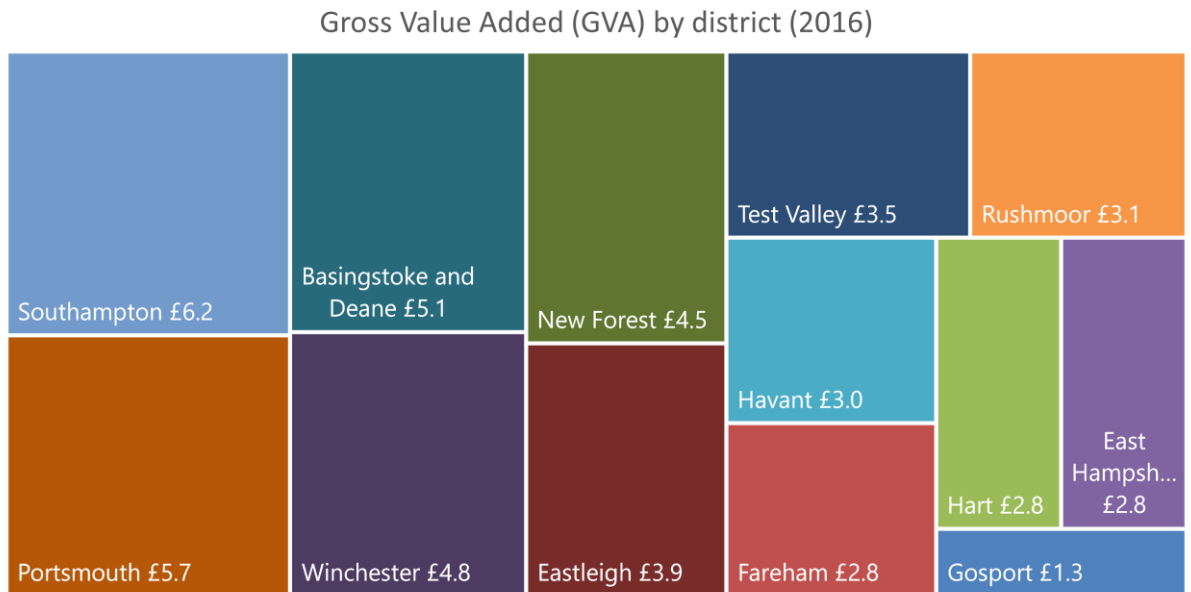


Figure 5.11: Gross Value Added (GVA) by district (2016) (ONS 2017)

Total GVA in 2016 (£ million)

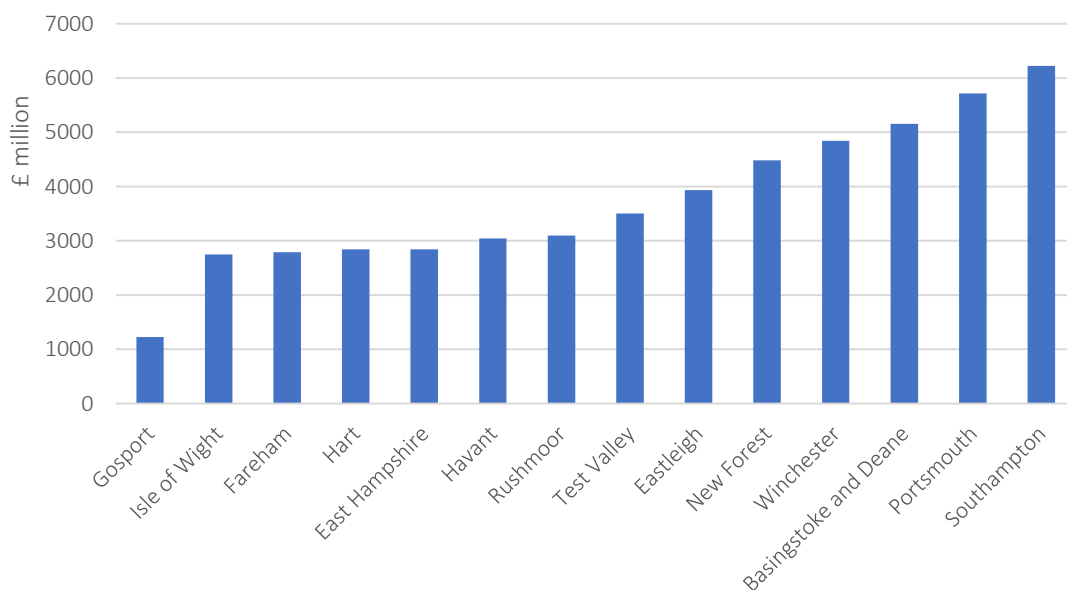


Figure 5.12: Total Gross Value Added in 2016 (ONS 2017)

GVA per head (£ per head)

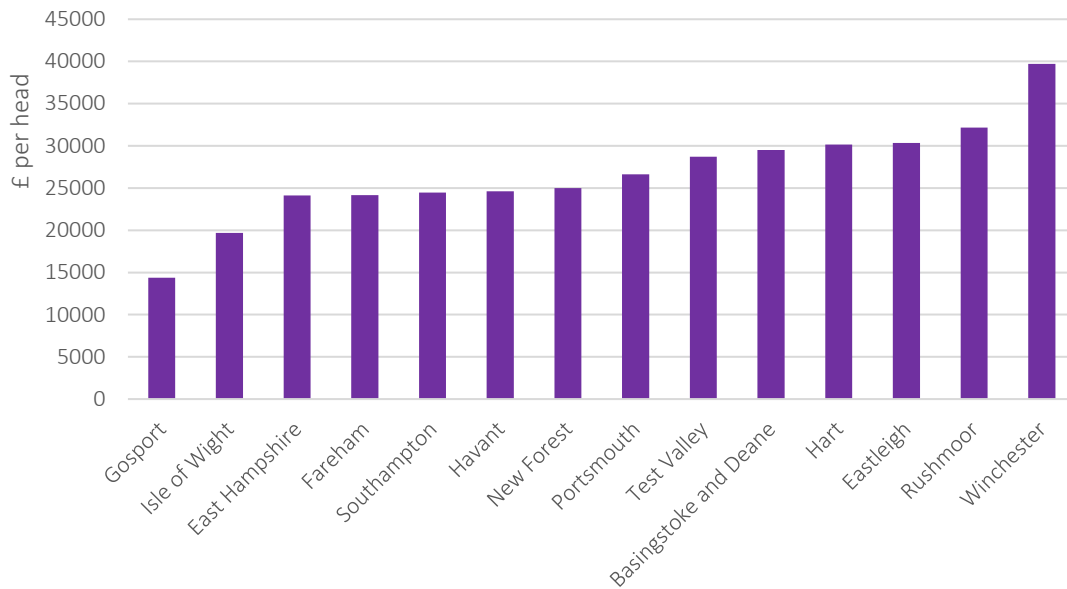


Figure 5.13: Total GVA per head (£) (ONS 2017)

Gosport’s total output is estimated to be around £1.3bn (2016). The sectors representing the most significant proportion of output (GVA) are ‘real estate activities’ and ‘manufacturing’. Gosport’s economic output represents the smallest output in the Solent Local Enterprise Partnership.

Gosport Total Output (GVA) by Broad Industrial Sector, as Proportion of Total GVA

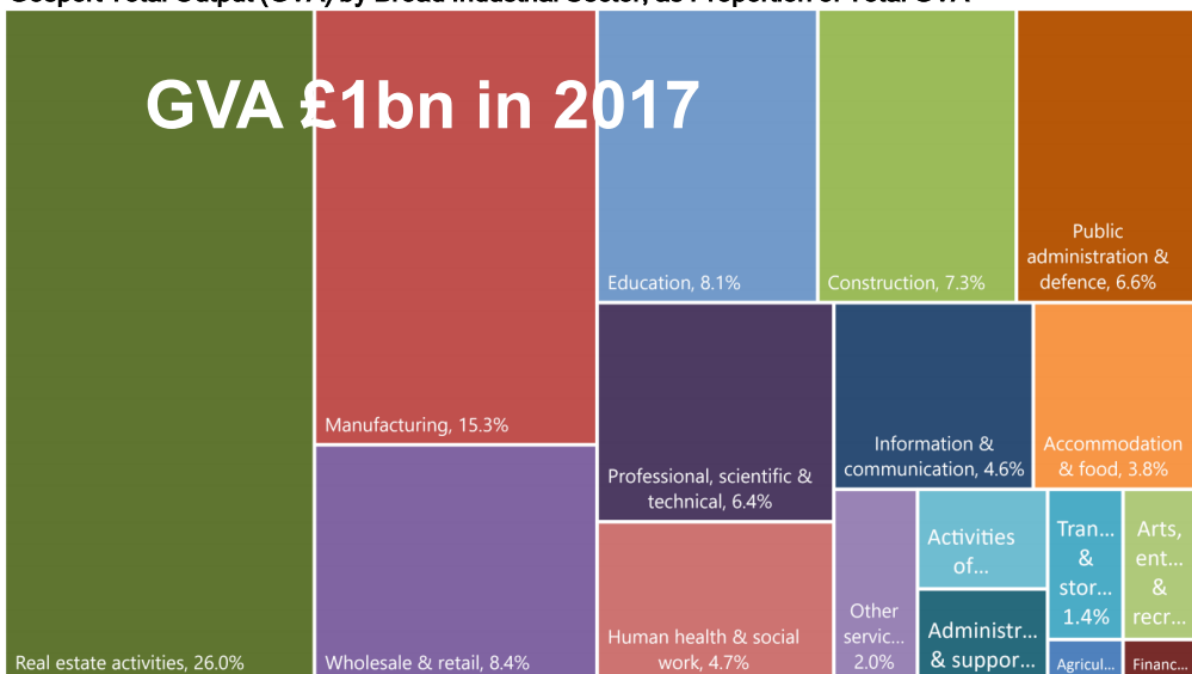


Figure 5.14: GVA by broad industrial sector as a proportion of Total GVA (ONS 2017)

Employee Jobs by Industry

The ONS Business Register and Employment Survey (BRES) publishes employee and employment estimates for detailed geographical and industrial levels and is regarded as the official source of employee and employment estimates by detailed geography and industry.

The latest estimates for Gosport (2018) along with a comparison with the South East and Great Britain are shown in Figure 5.15.

Employee Jobs by Industry (2018)

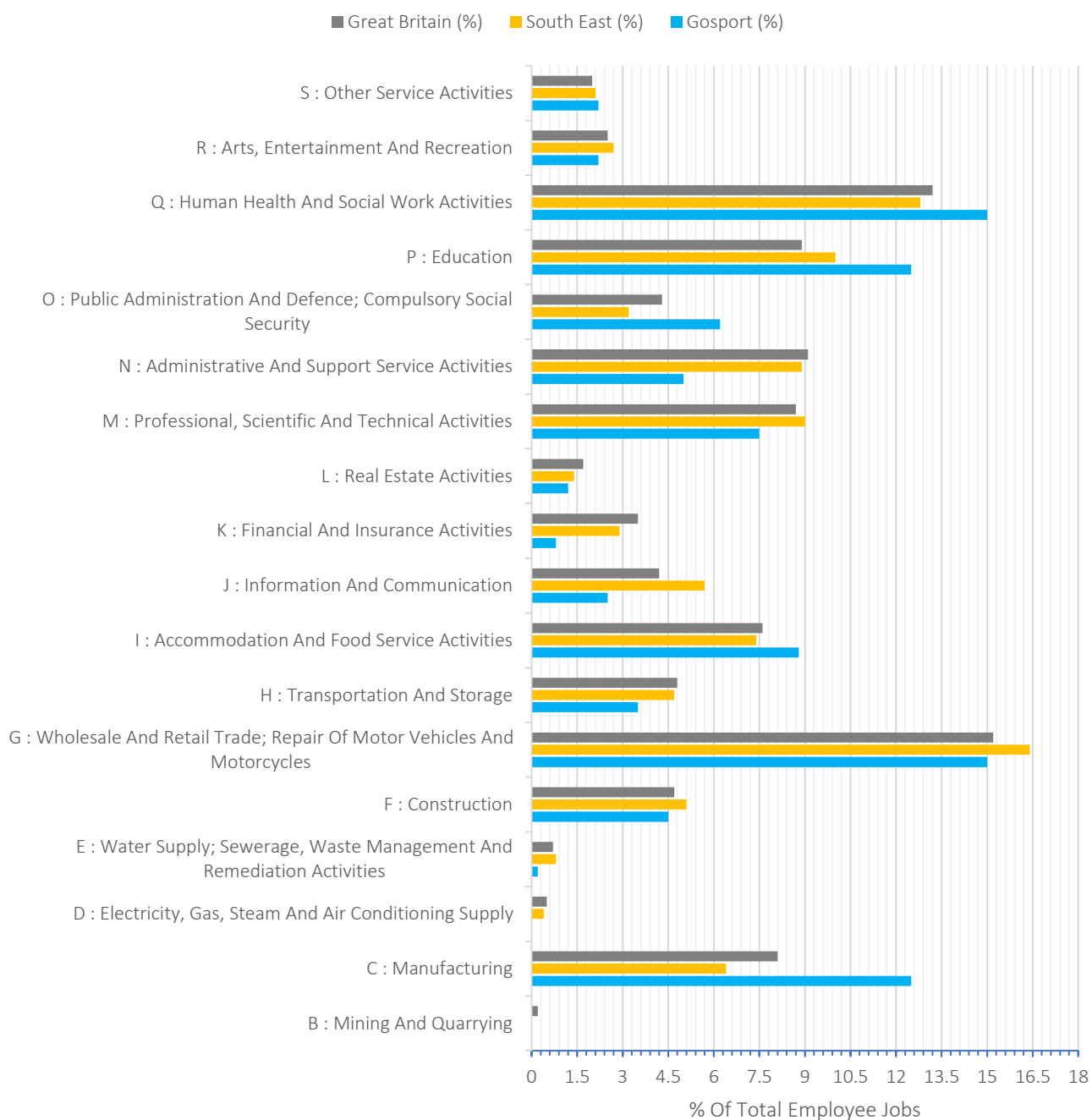


Figure 5.15: Employee jobs by industry (2018) (ONS)

Key clusters in Gosport

Gosport has a number of key employment clusters which provide jobs for a large number of the residents of the Borough. The Locational Quotient is based against the South East Average. A figure of 1 would be the same as the South East average. Where the figures are greater than 1 then there is a greater level of that type of employment in Gosport than is the average for the South East. The Marine, Analytical Instruments and Aerospace and Defence sectors are all especially prevalent within Gosport and provide a large number of jobs.

Name of cluster	No. of employees	Locational Quotient: SE Base
Business Services	4,275	0.68
Aerospace and Defence	3,281	2.27
Local training and education	2,708	1.08
Pharmaceutical	2,683	1.24
Analytical Instruments	2,623	2.27
Retail	2,551	0.95
Local health	2,521	1.08
Advanced Manufacturing	2,500	1.49
Education and Knowledge Creation	2,426	1.13
Marine	2,224	2.48
Leisure and tourism	1,909	0.84
Local food and beverage	1,735	1.04
ICT	1,461	0.71
Local community and civic	1,337	0.98
Distribution services	1,300	0.76

Gosport Borough Employment Land Review (labour market bulletins)

Figure 5.16: Employment clusters (labour market bulletins)

Employment by occupation

The Office for National Statistics uses the Standard Occupational Classification 2010² (SOC2010) to classify jobs by their skill level and skill content. The groups are split as follows:

- Major Group 1: Managers, Directors and Senior Officials
- Major Group 2: Professional Occupations
- Major Group 3: Associate Professional and Technical Occupations
- Major Group 4: Administrative and Secretarial Occupations
- Major Group 5: Skilled Trades Occupations
- Major Group 6: Caring, Leisure and Other Service Occupations
- Major Group 7: Sales and Customer Service Occupations
- Major Group 8: Process, Plant and Machine Operatives
- Major Group 9: Elementary Occupations

The following charts show the percentage of all in employment who are in each SOC2010 group over the period 2004 to 2019. A comparison with the South East region is provided.

Major Group 1: Managers, Directors and Senior Officials

The percentage of those employed in Major Group 1 roles has fluctuated considerably since 2004. As of 2019, 11.1% are employed in this group. This is considerably higher than 3.1% in 2012 but lower than the high point of 12.3% in 2017.

Major Group 1 (% of all in employment)

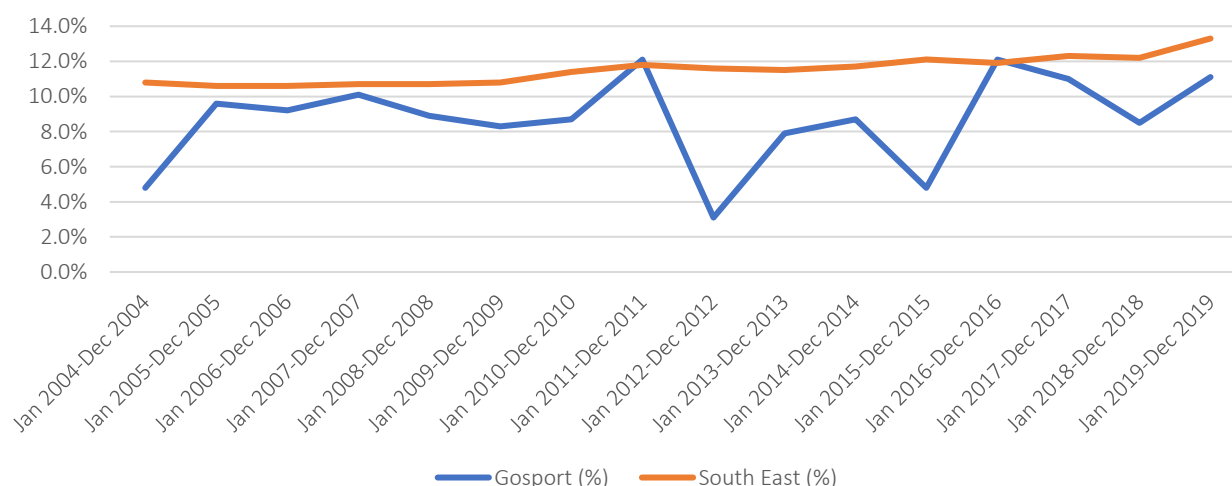


Figure 5.17: Major Group 1 (ONS annual population survey)

² ONS Standard Occupation Classification 2010
<https://www.ons.gov.uk/methodology/classificationsandstandards/standardoccupationalclassificationsoc/soc2010>

Major Group 2: Professional Occupations

The percentage of those employed in Major Group 2 steadily rose to a peak of 18.8% in 2016. As of 2019, 18% were employed in this group.

Major Group 2 (% of all in employment)

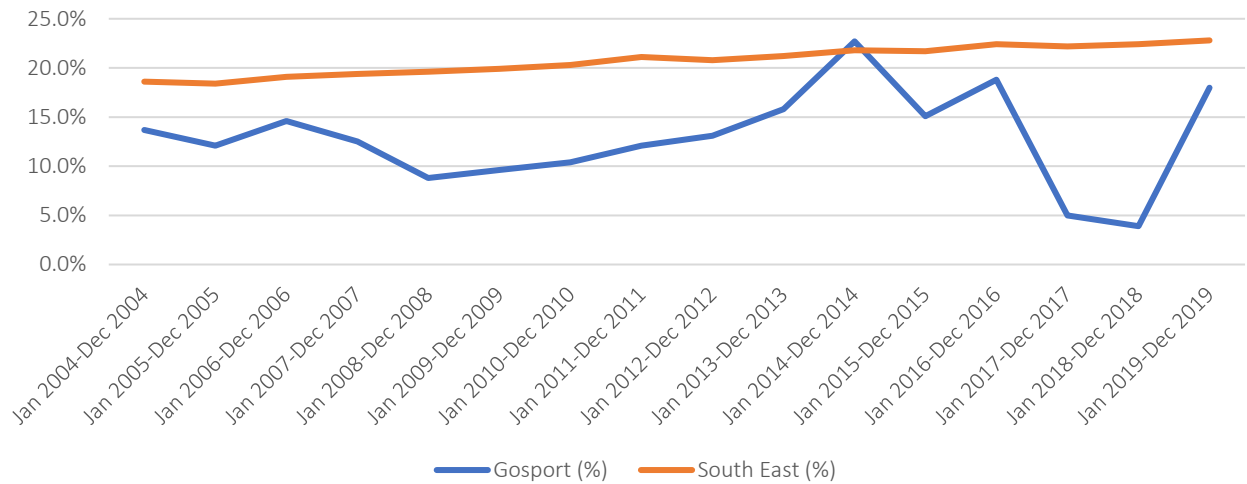


Figure 5.18: Major Group 2 (ONS annual population survey)

Major Group 3: Associate Professional and Technical Services

The percentage of those employed in Major Group 3 has fluctuated since 2004 although largely remained above the percentage for the South East. In 2019, 14.6% of those employed were employed in this group.

Major Group 3 (% of all in employment)



Figure 5.19: Major Group 3 (ONS annual population survey)

Major Group 4: Administrative and Secretarial Occupations

The percentage of those in employment who are employed in Major Group 4 has fallen significantly compared to pre 2008. In 2013 and 2016 there were two significant downward drops in this employment group.

Major Group 4 (% of all in employment)

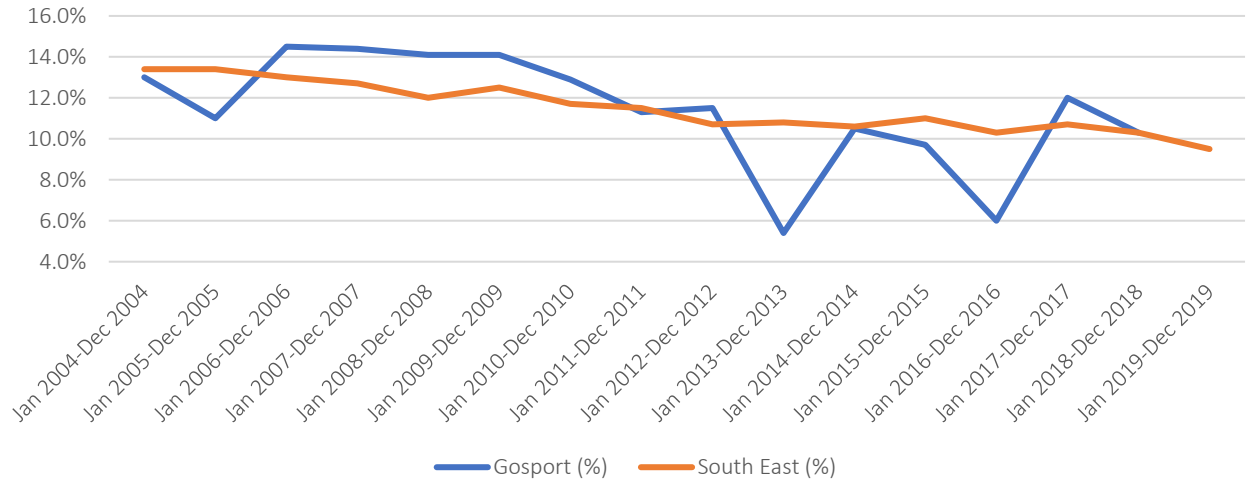


Figure 5.20: Major Group 4 (ONS annual population survey)

Major Group 5: Skilled Trades Occupations

On average the Skilled Trades employment group accounts for more jobs in Gosport than the South East average. In 2019, 14.8% of those in employment were employed in Major Group 5. Down from a high point of 22.6% in 2016 but still a higher proportion than between 2004 and 2015.

Major Group 5 (% of all in employment)

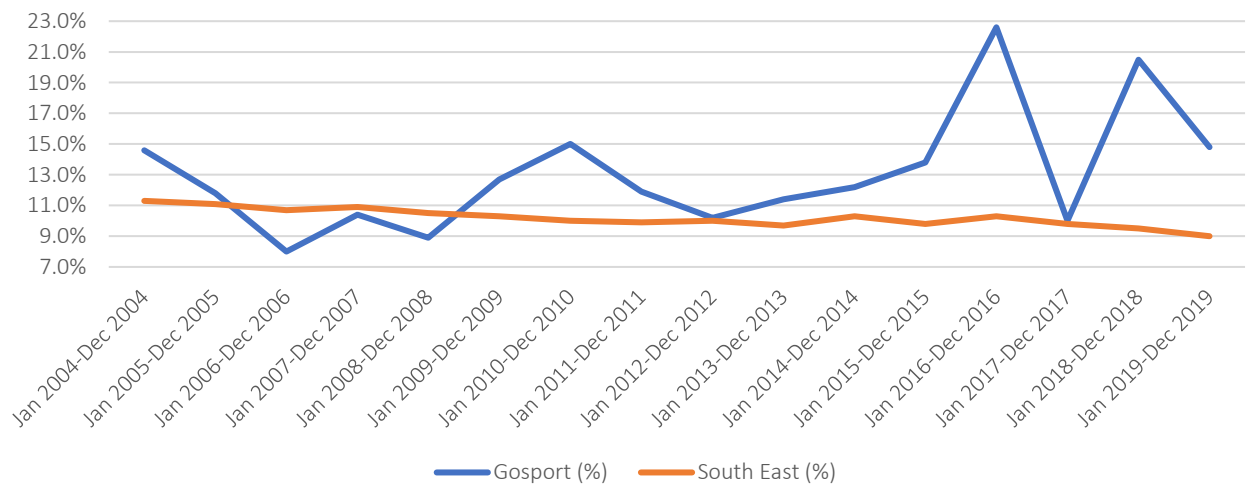


Figure 5.21: Major Group 5 (ONS annual population survey)

Major Group 6: Caring, Leisure and Other Service Occupations

The proportion of people employed in Major Group 6 has fluctuated considerably with significant peaks in 2008 and 2013. As of 2019 12.5% are employed in this group, higher than the South East average of 8.7%.

Major Group 6 (% of all in employment)

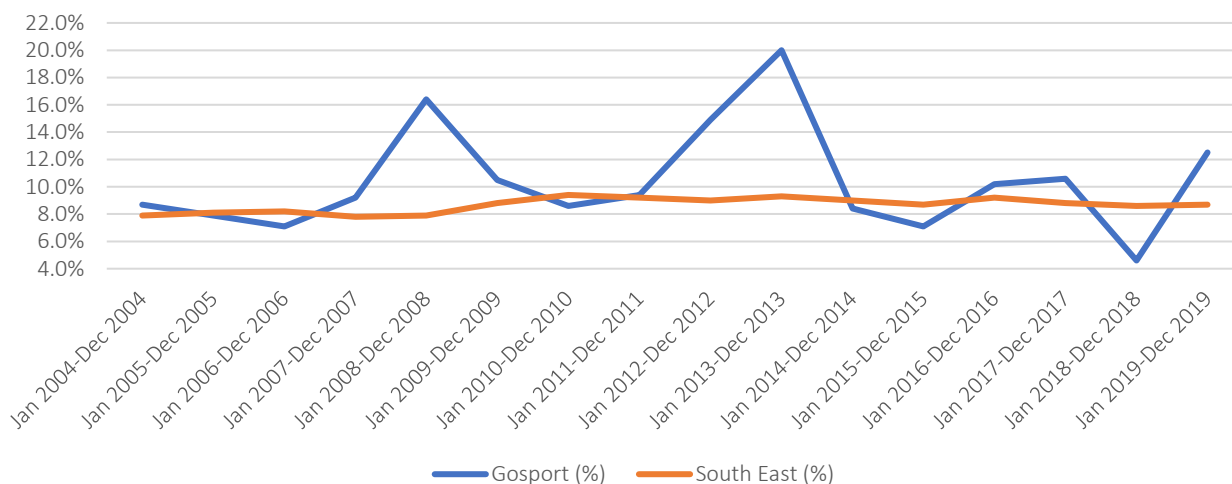


Figure 5.22: Major Group 6 (ONS annual population survey)

Major Group 7: Sales and Customer Service Occupations

In 2015 the proportion employed in Major Group 7 fell to a low of 3.1%. This has rapidly increased since. In 2019 11.5% were employed in this group, the highest proportion in the period 2004 to 2019.

Major Group 7 (% of all in employment)

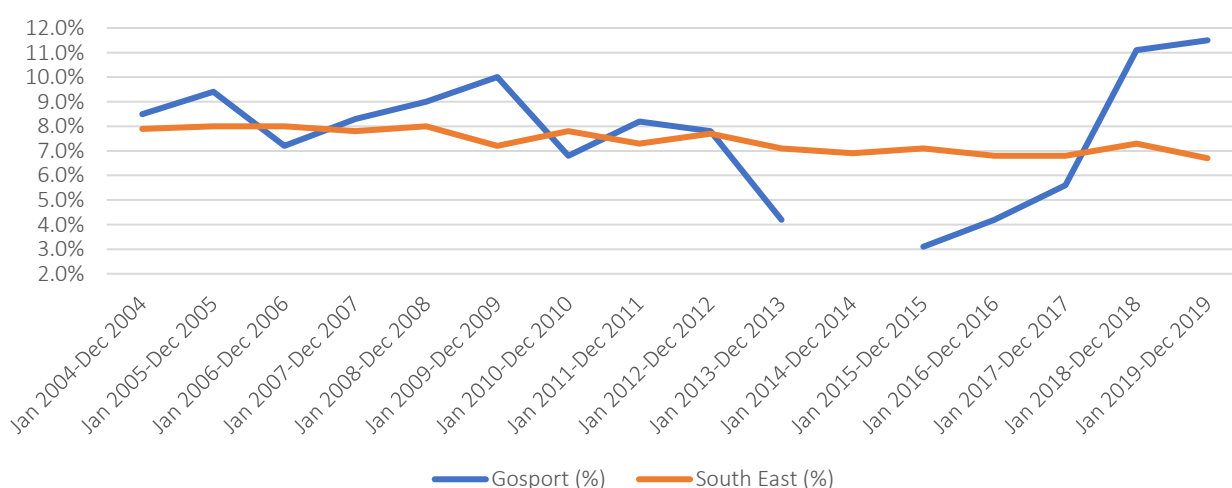


Figure 5.23: Major Group 7 (ONS annual population survey)

Major Group 8: Process, Plant and Machine Operatives

The proportion employed in Major Group 8 is significantly above the average for the South East region. This employment group appears to go through considerable peaks and troughs. For example, there was a fall from 9.6% in 2006 to 4.7% in 2009. This trend is mirrored with a fall from 9.8% in 2010 to 4.1% in 2014.

Major Group 8 (% of all in employment)

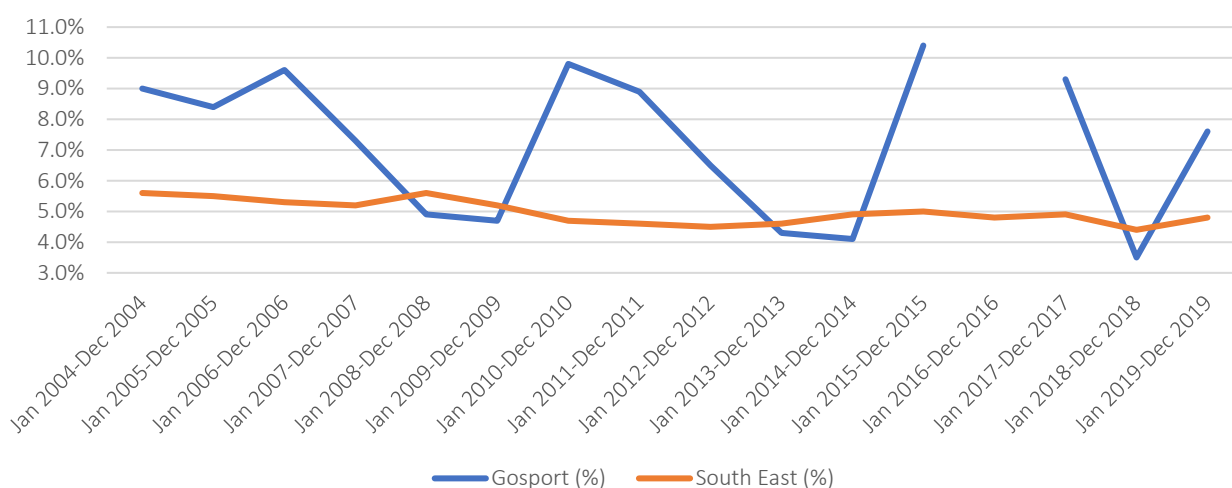


Figure 5.24: Major Group 8 (ONS annual population survey)

Major Group 9: Elementary Occupations

Compared to the South East a significantly proportion of people in Gosport Borough are employed in Major Group 9. This group has accounted for more jobs in the years following the 2008 financial crash.

Major Group 9 (% of all in employment)

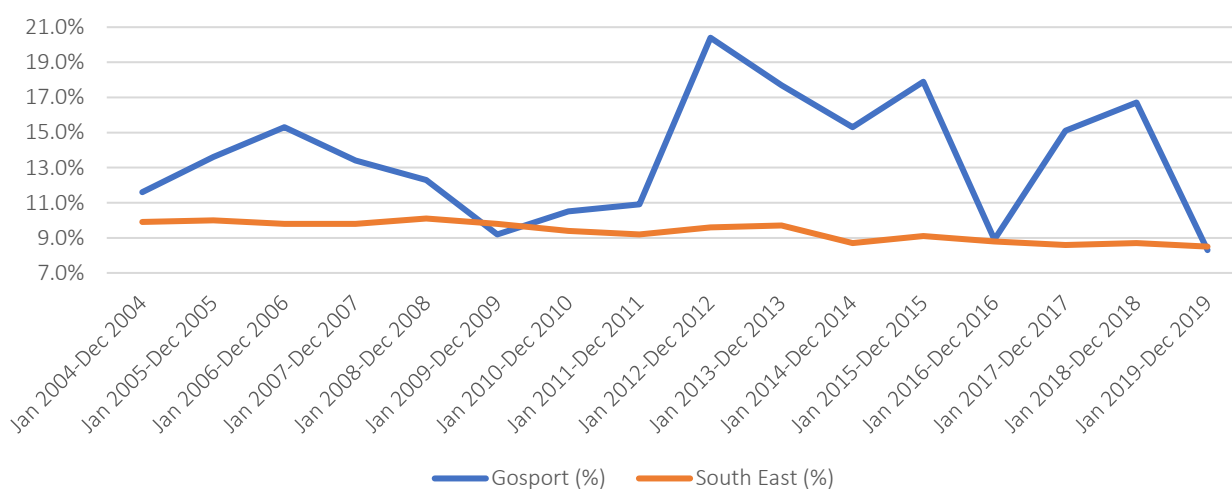


Figure 5.25: Major Group 9 (ONS annual population survey)

Businesses in Gosport

The *Inter-Departmental Business Register (IDBR)* is a comprehensive list of UK businesses used by government for statistical purposes. The ONS classifies businesses in Gosport as either enterprises or local units.

The tables present analysis of businesses at both Enterprise and Local Unit level. An Enterprise is the smallest combination of legal units (generally based on VAT and/or PAYE records) which has a certain degree of autonomy within an Enterprise Group. An individual site (for example a factory or shop) in an enterprise is called a local unit.

Between 2011 and 2019, the total number of enterprises in Gosport Borough has increased by 320 from 1,615 to 1,935. There is a similar trend for local units, with the overall number increasing by 335 from 2,010 to 2,345.

Year	Total local units in Gosport	Total enterprises in Gosport
2011	2,010	1,615
2012	2,035	1,650
2013	2,035	1,645
2014	2,110	1,705
2015	2,245	1,830
2016	2,335	1,920
2017	2,415	1,990
2018	2,355	1,925
2019	2,345	1,935

Source: *Inter Departmental Business Register (ONS 2019)*³

Figure 5.26: Local units and local enterprises (ONS 2019)

Enterprises									
	2011	2012	2013	2014	2015	2016	2017	2018	2019
Micro (0 to 9)	1,435	1,455	1,455	1,500	1,620	1,725	1,795	1,730	1,740
Small (10 to 49)	155	170	170	175	185	175	170	170	170
Medium (50 to 249)	20	20	20	25	20	20	20	20	20
Large (250+)	5	0	0	5	5	5	5	5	5
Total	1,615	1,650	1,645	1,705	1,830	1,920	1,990	1,925	1,935
Local Units									
	2011	2012	2013	2014	2015	2016	2017	2018	2019
Micro (0 to 9)	1,650	1,660	1,665	1,715	1,835	1,940	2,020	1,945	1,955

³ <http://www.nomisweb.co.uk/>

Small (10 to 49)	295	315	305	315	330	320	315	330	320
Medium (50 to 249)	55	50	60	70	70	65	70	70	60
Large (250+)	10	10	5	5	10	10	10	10	5
Total	2,010	2,035	2,035	2,110	2,245	2,335	2,415	2,355	2,345
Enterprises and Local Units									
Total	3,625	3,685	3,680	3,815	4,075	4,255	4,405	4,280	4,280

Figure 5.27: Detailed breakdown of local units and enterprises (ONS 2019)

In and out commuting

The 2011 census indicated that 33,645 Gosport residents commuted. Of these 13,092 or 39% worked within Gosport Borough, the remaining 20,553 commuted out of the Borough to work.

A total of 20,490 people commuted to jobs in Gosport Borough of these 13,092 or 64% also lived in Gosport meaning 7,398 people commuted into Gosport for work.

Since 2001 the proportion of residents commuting out of Gosport for work has increased from 49% to 61%. This is in part driven by loss of some of the MoD facilities in the Borough and in part follows national trends. At the same time the workplace self-containment ratio has fallen from 71% to 64% of Gosport based jobs being filled by local residents.

Since 2001 the number of people commuting out of the Borough for work has increased to 20,553 from 18,159 in 2001, over the same time period the number of people commuting into the Borough for work fell from 7,641 to 7,398. These figures would suggest that there are fewer jobs available in Gosport Borough in 2011 than there were in 2001 (Census 2011).

The number of people commuting in and out of Gosport Borough

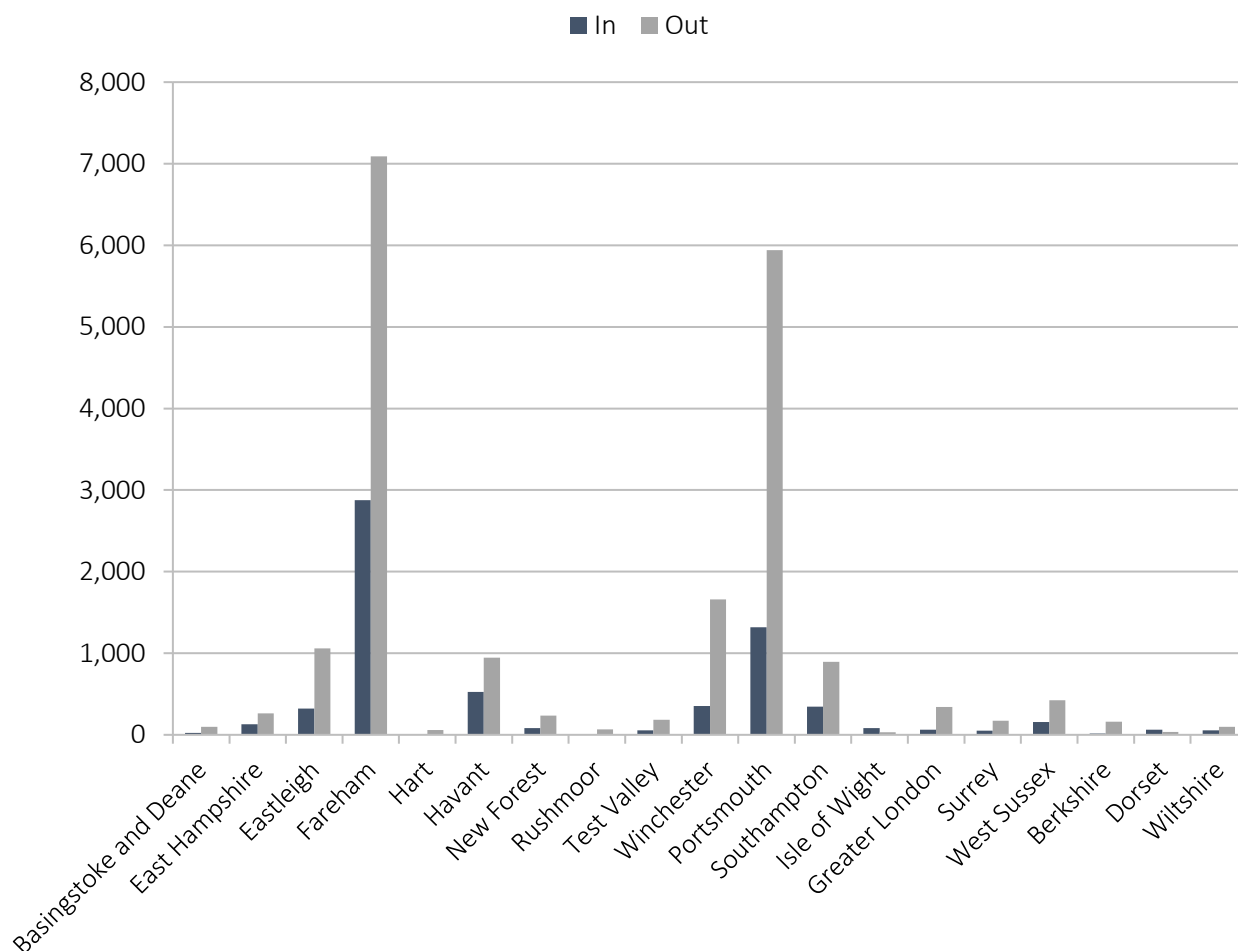


Figure 5.28: In and out commuting to/from Gosport Borough (Census 2011)

Employment floor space completions

The levels of employment floor space completed within the Borough fell considerably between 2010 and 2013 this was in part due to the global economic recession and in part due to a lack of land for additional sites available at this time.

Since then the rate of completions have increased suggesting renewed demand and availability of sites such as the Fareham Business Park on Fareham Road and Daedalus. That said, completions remain significantly below the figures seen over the period 2006 to 2009. (GBC Monitoring 2020)

Employment floorspace completions (gross) (square meters) 2006 to 2020

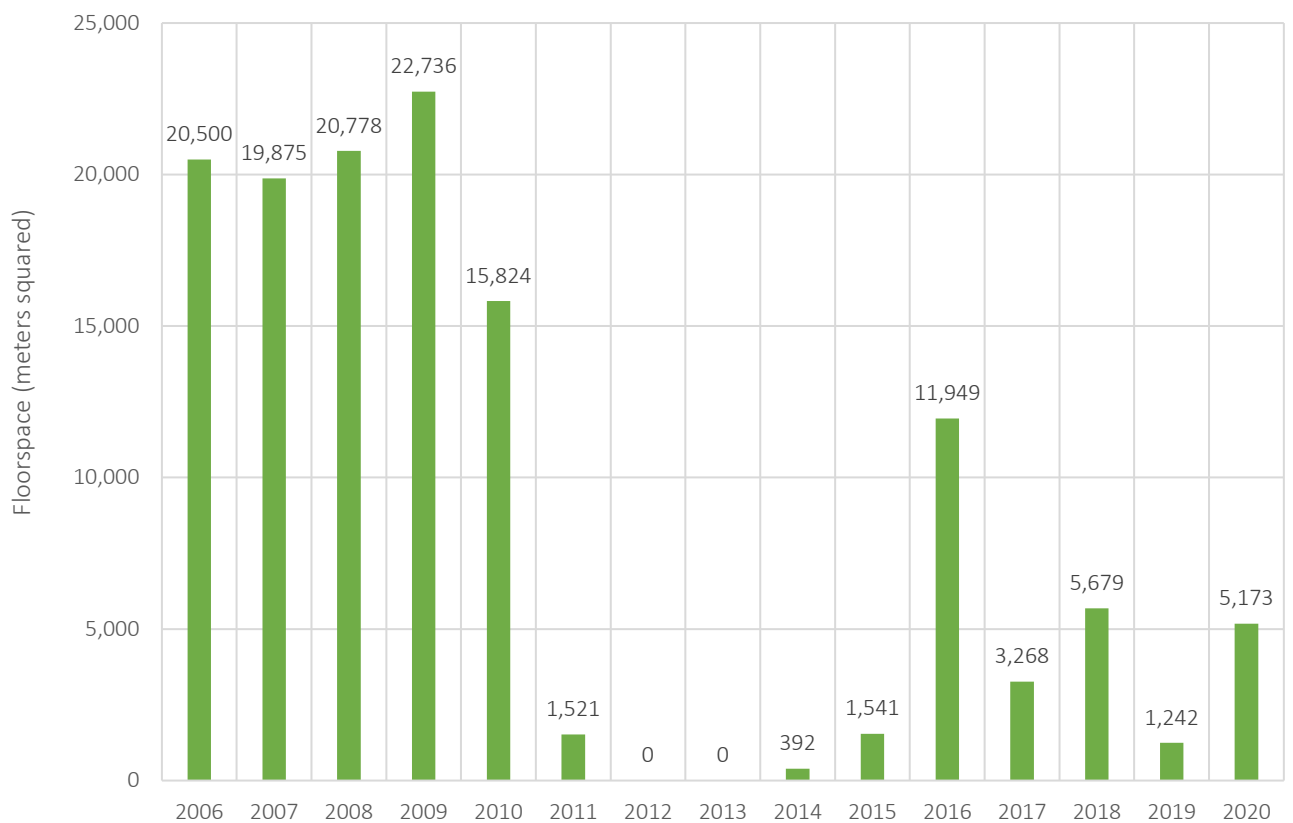


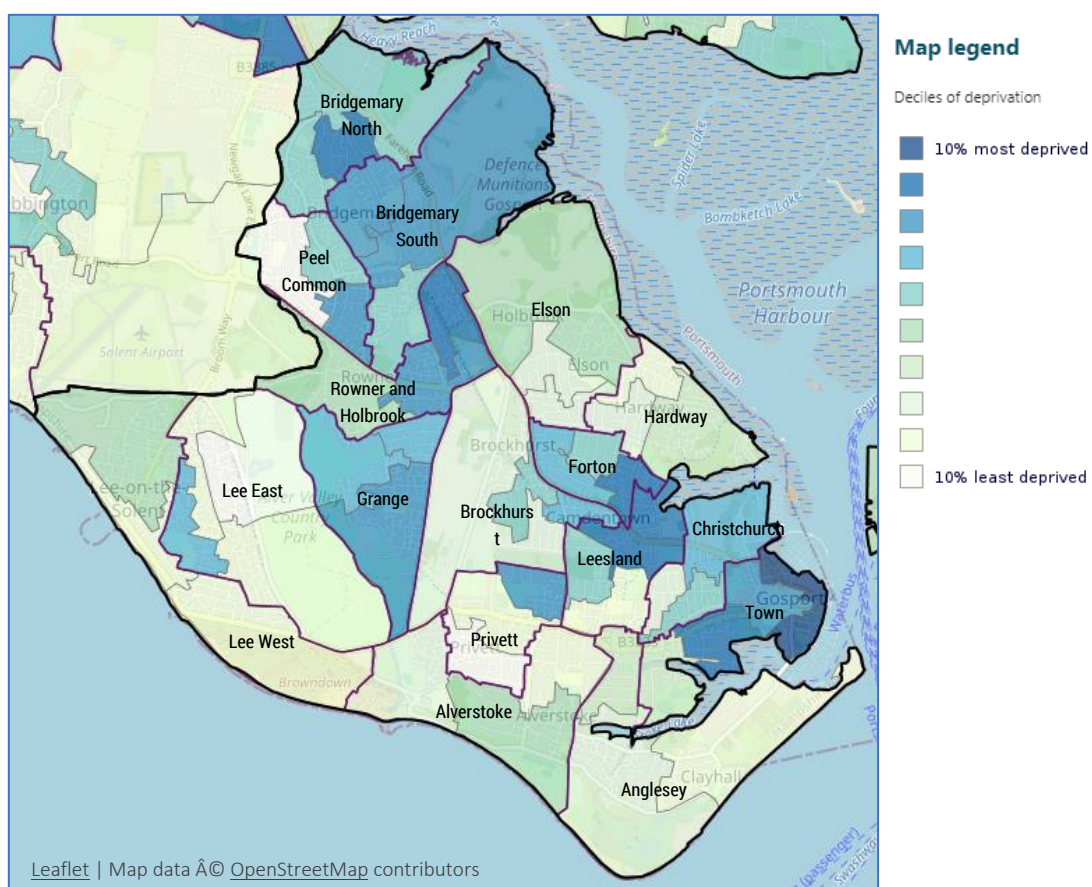
Figure 5.29: Employment floorspace completions (gross) (GBC annual monitoring)

Employment deprivation (Indices of Deprivation 2019)

The Employment Domain of the Indices of Deprivation measures the proportion of the working age population in an area involuntarily excluded from the labour market.

Of the 53 LSOA's in the Borough 1 is in the 10% most deprived nationally, this compares to none in 2015. There are 5 in the 20% most deprived and 7 in the 30% most deprived nationally. 3 LSOA's are in the 10% least deprived nationally and 9 in the 20% least deprived.

Employment deprivation is not as pronounced as overall deprivation. This shows that although it is still an important factor employment deprivation is not likely to be the main driver of deprivation within Gosport Borough. The areas most affected by employment deprivation are areas near the Town. These have become increasingly deprived since 2015.



When using the rank of average score to compare the areas of Hampshire, Gosport Borough is the 2nd most deprived in the Hampshire County Council area.

Further detailed analysis of the **Indices of Deprivation 2019** can be found in the Gosport Profile at: www.gosport.gov.uk/gosportprofile

Educational attainment

The proportion of Gosport's resident population (aged 16-64) educated to degree equivalent (NVQ4) and above is the lowest of all the local and regional comparators. School performance in Gosport at 'progress 8' (a measure of school performance) is below the national and Hampshire average. The educational attainment by working age population (aged 16-64) for Gosport and other neighbouring authorities is shown in Figure 5.30.

Location	% with NVQ4+	% with NVQ3+	% with NVQ2+	% with NVQ1+	% with other qualifications (NVQ)	% with no qualifications (NVQ)
Gosport	18.9	46.3	69.8	88.4	4.7*	6.9*
Fareham	39.7	60.9	80.9	90.7	7.4	1.9
Havant	22.1	40.5	64.9	82.2	9.9	7.9
Portsmouth	35.6	57.7	75.6	86.6	6.5	6.9
Southampton	38.1	62.2	77.9	88.0	6.2	5.8
Winchester	47.6	71.0	85.1	94.1	3.8	2.2
South East	42.2	61.8	78.9	89.2	5.2	5.6
England	39.0	57.7	75.0	85.6	6.8	7.6

**Estimate and confidence interval unreliable since the group sample size is small*

Figure 5.30: Educational attainment by working age population (16-64) 2018 (Annual Population Survey, ONS, 2019)