

CAMBRIDGESHIRE AND PETERBOROUGH

CITY REGION EMPLOYMENT PROFILE | NOVEMBER 2023

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SUMMARY

The Cambridgeshire and Peterborough Combined Authority has the third smallest population of the nine English Combined Authorities. Its employment rate (80.1%) is above the national average, while its unemployment (2.9%) and economic inactivity rates (17.5%) are lower than average.¹ Workers in the region earn a weekly wage of £646,² which is £16 above the national average.

The Cambridgeshire and Peterborough Combined Authority has a lower rate of severely insecure work at 18.9% compared to the national average of 19.8% and has the second lowest level of severely insecure work out of the nine English Combined Authorities.

The Work Foundation defines insecure work through a single holistic measure which combines:

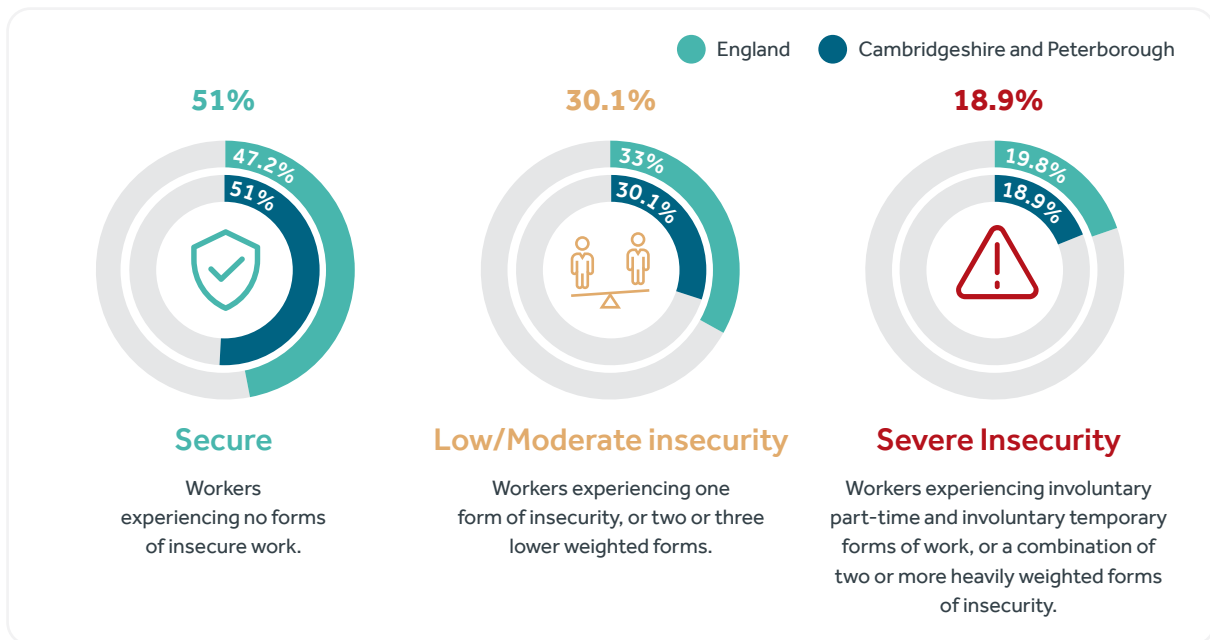
- contractual insecurity, where people are not guaranteed future hours or future work - such as jobs in the gig economy, zero contract work or part-time work
- financial insecurity, where people have unpredictable pay or their pay is simply too low to get by
- lack of access to employment rights and protections.

The Cambridgeshire and Peterborough Combined Authority has a higher than average incidence of second jobs but lower than average levels of low pay, solo self-employment and part-time work.

Across the Cambridgeshire and Peterborough Combined Authority, there is significant variation amongst the six local authorities. Peterborough is the hotspot in the city region for severely insecure work, and above the national average, at 25.9%. Fenland is four percentage points below the national average for workers in severely insecure work and is nine percentage points above the average for those in secure employment.

Analysis shows that women, workers from ethnic minority backgrounds, disabled people and workers between the ages of 16 and 24 are most likely to be in severely insecure work in the Cambridgeshire and Peterborough Combined Authority.

Figure 1: Insecurity amongst the Cambridgeshire and Peterborough workforce, 2021-2022



Source: Work Foundation calculations of the Office for National Statistics Labour Force Survey; 2021- 2022.

1. ONS 2023, Annual Population Survey, January-December 2022.
 2. Centre for Cities Cambridgeshire and Peterborough Factsheet:
<https://www.centreforcities.org/combined-authority/cambridgeshire-and-peterborough>

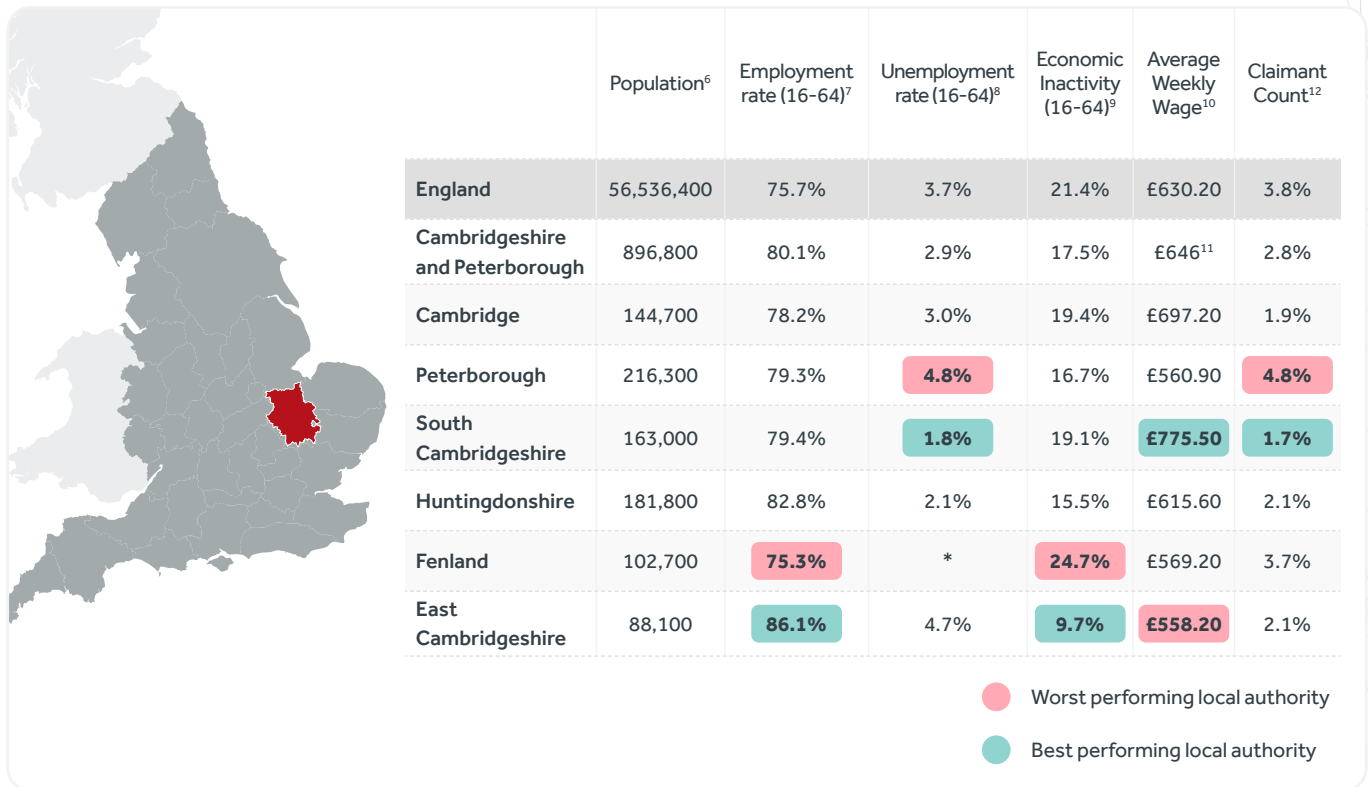
1. CAMBRIDGESHIRE AND PETERBOROUGH OVERVIEW

The Cambridgeshire and Peterborough became a Combined Authority in March 2017 and brings together six local authorities: Cambridge, Peterborough, South Cambridgeshire, Huntingdonshire, Fenland, East Cambridgeshire. It has a population of 896,800, with a working age population of 570,900.³

The elected mayor, Dr Nik Johnson came to office in May 2021, and has focussed on aiming to double the size of the region's economy by 2041, transport, house building and improving quality of life by tackling areas of deprivation. Dr Johnson also has ambitions to provide the UK's most technically skilled workforce, as well improving the Combined Authorities' environment.⁴

43% of the workforce in the Cambridgeshire and Peterborough Combined Authority work in the public administration, education, wholesale and retail, and health and social care sectors. A quarter (25.8%) of the jobs in the Combined Authority are publicly funded while 13.8% of jobs are high-skilled jobs in the private sector.⁵ The Cambridgeshire and Peterborough Combined Authority economy has an average annual economic growth rate (2001-21) of 3.8%, which is slightly above the UK average. Its unemployment rate is 2.9% which is lower than the England wide average. Cambridgeshire and Peterborough has the highest average weekly wages (£646) across the nine English Combined Authorities.

Figure 2: Cambridgeshire and Peterborough economy



Source: Work Foundation calculations of the Office for National Statistics Labour Force Survey; 2021- 2022.

3. ONS 2022, Population estimates-local authority based by five-year age band, 2021 data

4. <https://cambridgeshirepeterborough-ca.gov.uk/about-us/mayor/#:~:text=Dr%20Nik%20Johnson%20is%20the%20current%20elected%20Mayor%20of%20Cambridgeshire%20and%20Peterborough>.

5. Centre for Cities Cambridgeshire and Peterborough Factsheet: <https://www.centreforcities.org/combined-authority/cambridgeshire-and-peterborough>

6. ONS 2022, Population estimates-local authority based by five-year age band, 2021 data.

7. ONS 2023, Annual Population Survey, January-December 2022.

8. ONS 2023, Annual Population Survey, January-December 2022.

9. ONS 2023, Annual Population Survey, January-December 2022.

10. ONS 2022, Annual Survey of Hours and Earnings (ASHE), average gross weekly workplace-based earnings, 2022 data.

11. Centre for Cities Cambridgeshire and Peterborough Factsheet: <https://www.centreforcities.org/combined-authority/cambridgeshire-and-peterborough>

12. ONS 2023, Claimant Count, June 2022 data.

2. INSECURE WORK IN CAMBRIDGESHIRE AND PETERBOROUGH

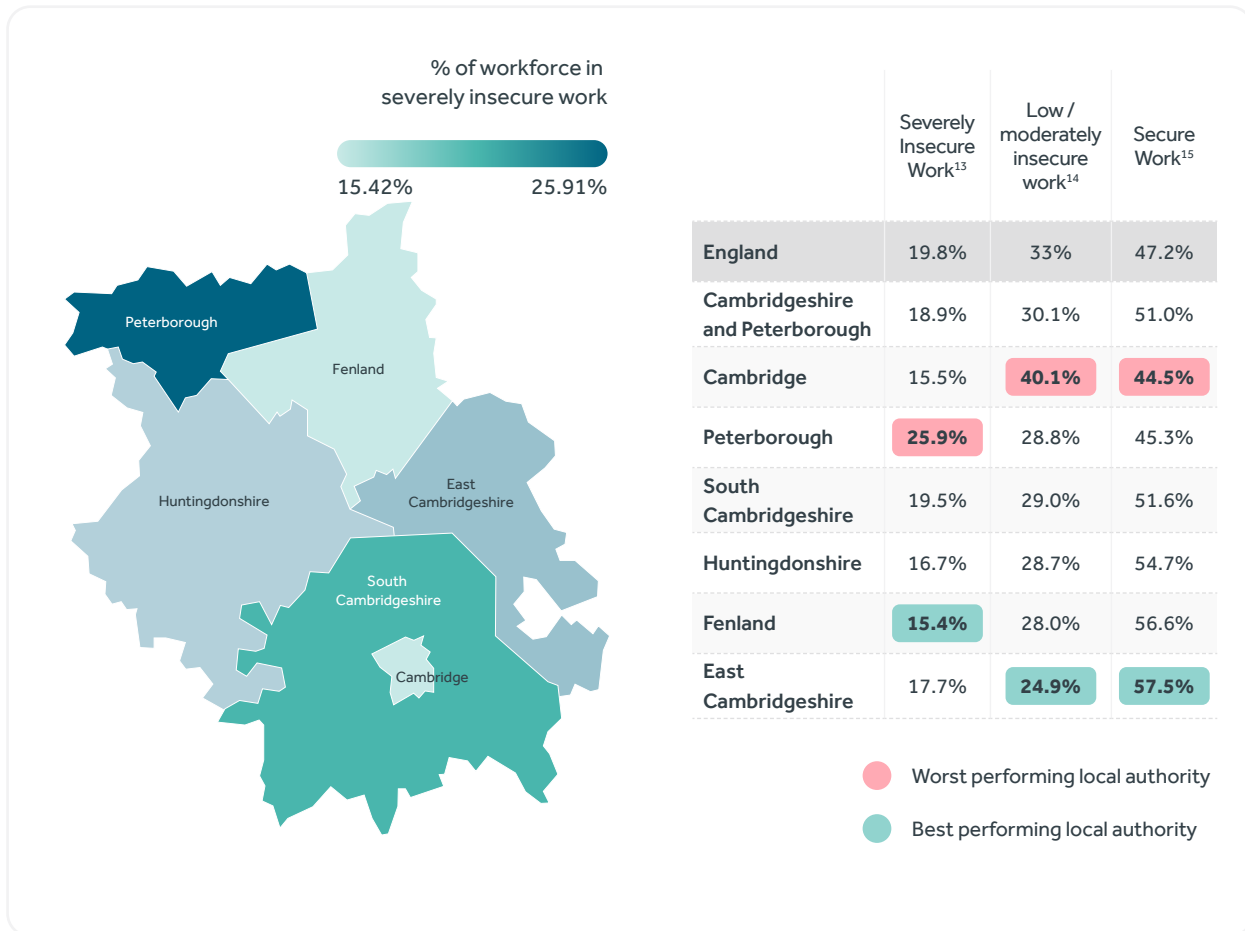
Between 2021-2022, we find the Cambridgeshire and Peterborough Combined has a higher than average incidence of second jobs but lower than average levels of low pay, solo self-employment and part-time work.

Nearly one in five workers (18.9%) in the Combined Authority are in severely insecure work, which is just below English average. The Combined Authority has the second lowest levels of severely insecure work out of the nine English Combined Authorities.

There is some variation in the incidence of severely insecure work within the local authorities of Cambridgeshire and Peterborough too. Peterborough has the highest proportion of workers in severely insecure work (25.9%). Fenland has the lowest number of workers in severely insecure work and more than half are in secure work (56.6%). However, it also has the lowest employment rate, highest economic inactivity (24.7%) and average weekly wages (£569) below the national average of £630.

Meanwhile, South Cambridgeshire has the highest average weekly wages in the region (£776) which is £200 higher than both the East Cambridgeshire (£558.20) and Peterborough (£560.90) local authorities.

Figure 3: Cambridgeshire and Peterborough labour market



Map created with Datawrapper.

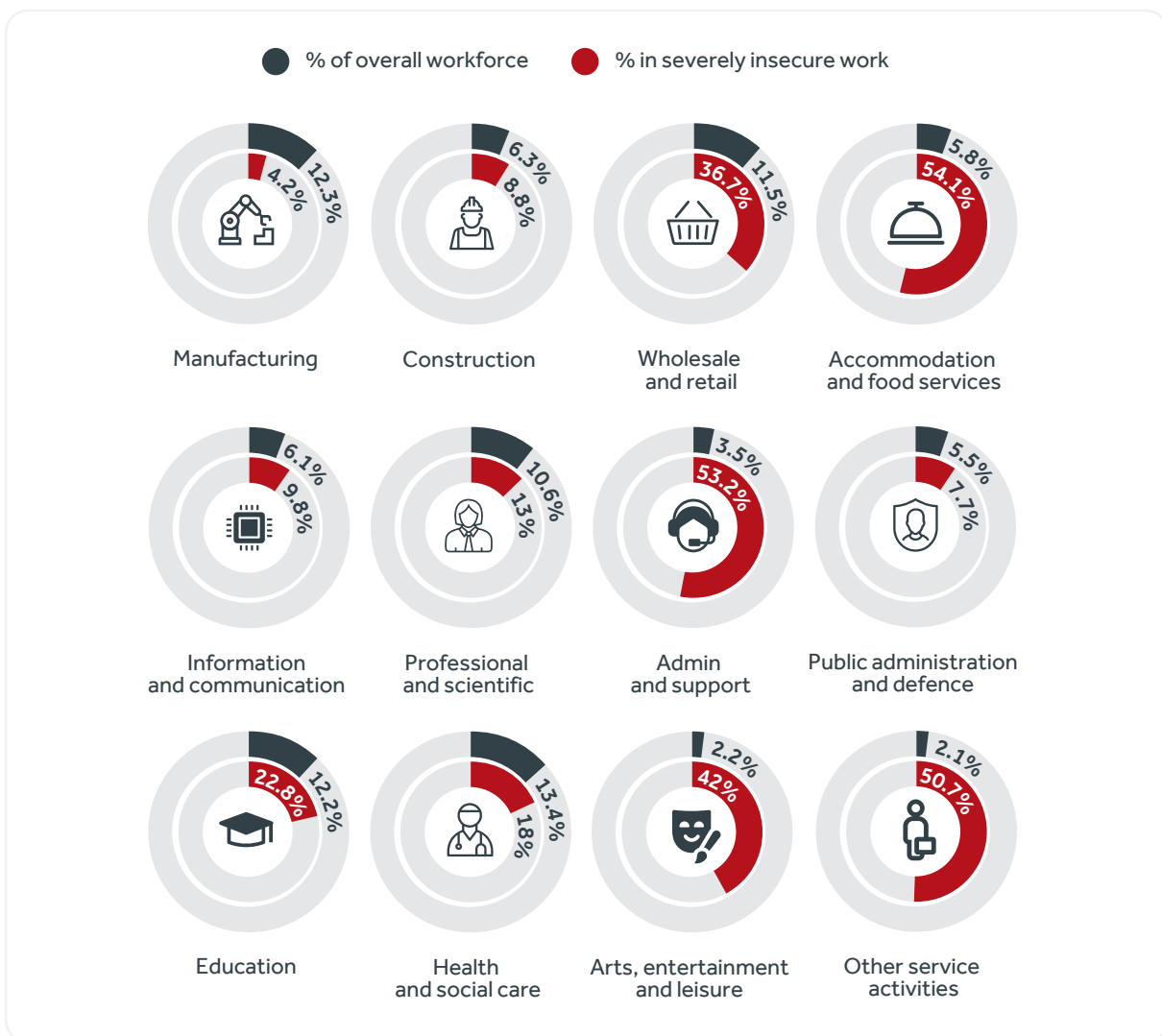
13. Work Foundation calculations of the ONS Labour Force Survey; 2021-2022.
 14. Work Foundation calculations of the ONS Labour Force Survey; 2021-2022.
 15. Work Foundation calculations of the ONS Labour Force Survey; 2021-2022.

Sectors

Insecure work in the Cambridgeshire and Peterborough Combined Authority is driven by four sectors: wholesale and retail, accommodation and food services, education and health and social care. These four sectors make up almost half of the overall workforce between 2019-2022.

Although the accommodation and food sector makes up only 5.8% of the overall workforce in this Combined Authority, 54.1% of workers in this sector were in severely insecure work. The level of insecurity is also very high in the admin and support (53.2%), other services (50.7%), as well as the arts and entertainment sector (42%), although these sectors make up a small proportion of the overall workforce. Information and communications is the most secure sector with 61.9% of workers in secure work. However, this sector makes up only 6.1% of the workforce in the Combined Authority.

Figure 4: Insecurity across sectors in Cambridgeshire and Peterborough

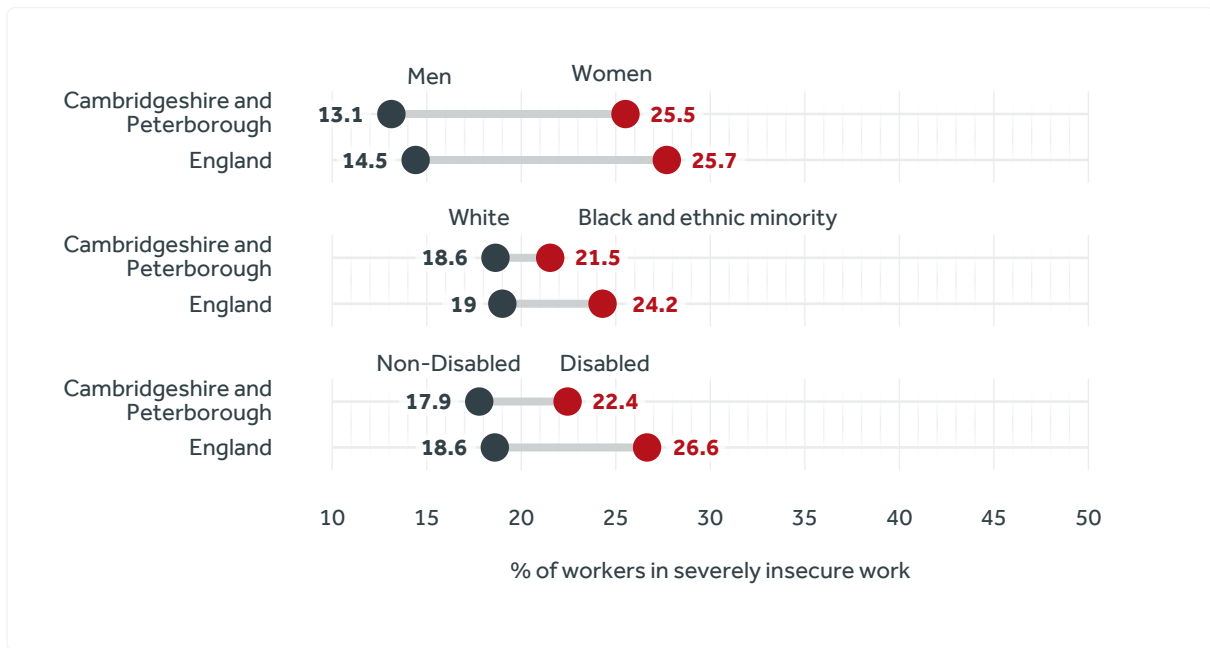


Source: Work Foundation calculations of the Office for National Statistics Labour Force Survey; 2021- 2022.

The insecurity gap

Women in the Cambridgeshire and Peterborough Combined Authority are 1.9 times more likely to be in severely insecure work than men, which is slightly above the English average. Compared with the national average, there is a smaller share of workers from a Black and ethnic minority background in the Cambridgeshire and Peterborough Combined Authority (10.2% compared with 13.8%). However, it appears that Black and ethnic minority workers are 1.2 times more likely to experience severely insecure work (21.5% compared to 18.6%). Disabled workers are 1.3 times more likely to be in severely insecure work than non-disabled workers, which is below the national average.

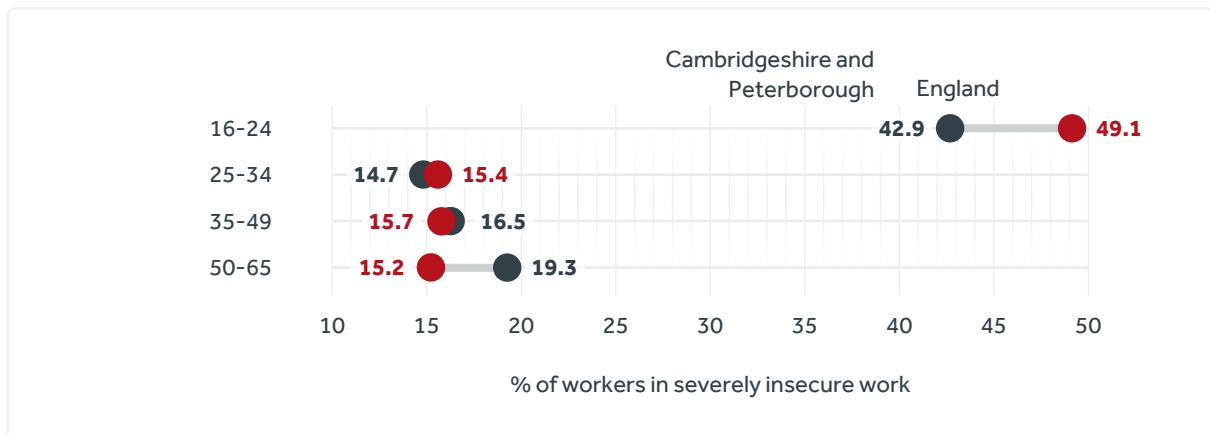
Figure 5: The gender, ethnicity and disability insecurity gaps



Source: Work Foundation calculations of the Office for National Statistics Labour Force Survey; 2021-2022.

The age insecurity gaps in the Cambridgeshire and Peterborough Combined Authority are approximately on par with the UK average. However, severe insecurity in the 16-24 age category is significantly higher. 49.1% of workers in that age bracket are in severely insecure work relative to the UK average of 42.9%.

Figure 6: The age insecurity gap



Source: Work Foundation calculations of the Office for National Statistics Labour Force Survey; 2021-2022.

3. HOW SECURE WORK CAN REDUCE REGIONAL INEQUALITY

Insecure work is a national issue, but the consequences are felt locally. In order to reduce regional inequalities and limit the impacts of severely insecure work on individuals in the Cambridgeshire and Peterborough Combined Authority, the UK Government and Combined Authority Mayors must focus on two complementary ambitions over the next five years:

1. to significantly reduce levels of severely insecure jobs across the UK by 2030
2. to ensure that no English Mayoral Combined Authority is home to higher levels of severely insecure work than the national average.

Recommendations for Combined Authorities

- **Recognise insecure work in economic development and skills strategies** based on the sectors and roles within where it is concentrated, and the worker groups who are primarily impacted
- **Include the regular tracking of insecure work indicators** as part of existing Combined Authority labour market analysis
- **Explore partnerships and engagement with employment charters** to share lessons and best practice
- **Harness procurement and investment incentives** by building clear employment standards requirements into the commissioning and procuring goods and services
- **Support national enforcement bodies** by helping to build relationships with local employers and reporting non-compliance or violations of rights in your area.

For further research and recommendations on insecure work across England's Mayoral Combined Authorities, please see: [Delivering Levelling up? How secure work can reduce regional inequality \(2023\)](#).

For further information on our methodology, please see our [Technical Annex for the UK Insecure Work Index](#). Please note: our insecurity measure counts people where they live as opposed to where they work. Household composition and demographic traits can therefore affect results meaning that insecurity at a local level will not always correlate with the level of economic deprivation in that area.

CITATION

If you are using this document in your own writing, our preferred citation is: Tigwell, R., Navani, A. & Florisson, R. (2023). Cambridgeshire and Peterborough Combined Authority employment profile. The Work Foundation at Lancaster University.

MORE INFORMATION

For further information, please contact the Work Foundation at Lancaster University at: info@theworkfoundation.com.