

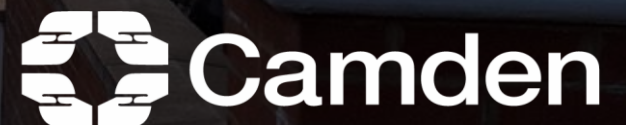
Camden Women into Work

Camden Women's Forum: 4th inquiry

Data appendix

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3 March 2026



Camden Women's Forum (CWF)



The Forum has done three inquiries so far:

- **Women's Economic Participation (2020)**
- **Domestic Abuse & VAWG (2021)**
- **Cost-of-Living Crisis – Impact on Women (2023)**

Camden Women's Forum brings together a range of experts from across Camden and beyond to discuss complex issues and barriers facing women and girls in the borough. The forum is working **directly with women and girls to hear their concerns and experiences**, and partnering with employers and businesses, the voluntary sector and services providers to develop practical solutions.

The forum produce themed reports and make practical, tangible recommendations about how the Council, partners and communities can work together **to ensure every woman and girl in Camden has a voice**, the chance to live without prejudice or discrimination, and the opportunities they need to succeed

Women's economic participation

Camden's demographics may influence the higher level of economic inactivity e.g. the high student population

66% of women in Camden are economically active, 21% lower than Camden men (87%)

(Annual Population Survey – NOMIS, Oct 2024-Sep 2025)

51% of economically inactive women are aged between 20-24 compared to **24%** who are **aged between 50-64 ***

(Annual Population Survey – NOMIS, Oct 2024-Sep 2025)

Camden has an **13% higher**** number of women who are economically inactive because they are students compared to the **London average**

**with a 95% confidence interval of ± 17.6 % points, this Camden estimate should be interpreted with caution as the true proportion may be substantially different.

(Annual Population Survey – NOMIS, Oct 2024-Sep 2025)

In 2025 there was a **3% increase of economically inactive** women from the previous year, **6%** up from Sept 2023, whereas male economic inactivity fell by **4%** in the last year and was at similar level in Sept 2023.

(Annual Population Survey – NOMIS, Oct 2022-Sep 2025)

The age range with the lowest occurrence of economic activity in the borough is 16-24 (**likely due to a higher number of students**)

(Annual Population Survey – NOMIS, Oct 2024-Sep 2025)

In Dec 2025, the age range with the **highest claimant count** was **25-49** for both male and females (2,105 and 2,035 respectively).

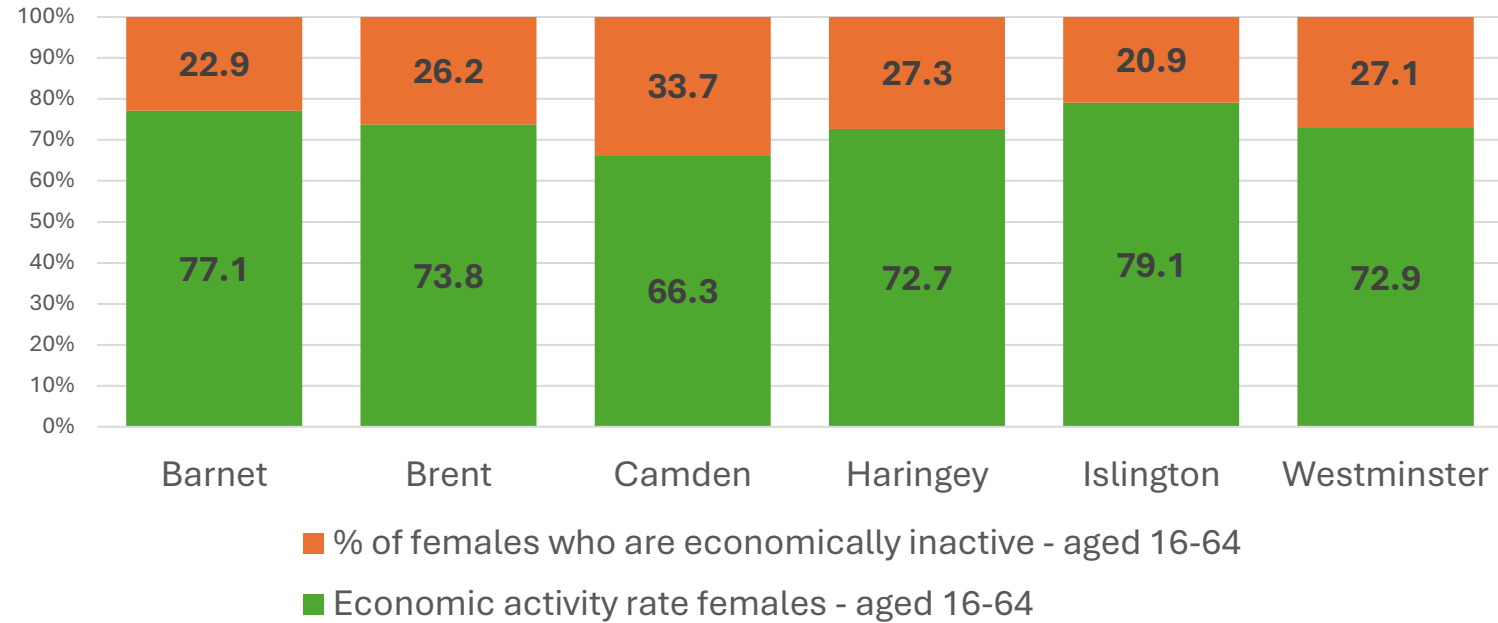
(Claimant count for females and males– NOMIS, Dec 2025)

Women's economic participation

Camden has a lower proportion of economically active women compared to neighbouring boroughs.

Economic inactivity is measured as people not in employment who have not been seeking work within the last 4 weeks and/or are unable to start work within the next 2 weeks.

Economic activity rates and inactivity rates for women in Camden and neighbouring boroughs



Annual Population Survey - NOMIS, Oct 2024-Sep 2025

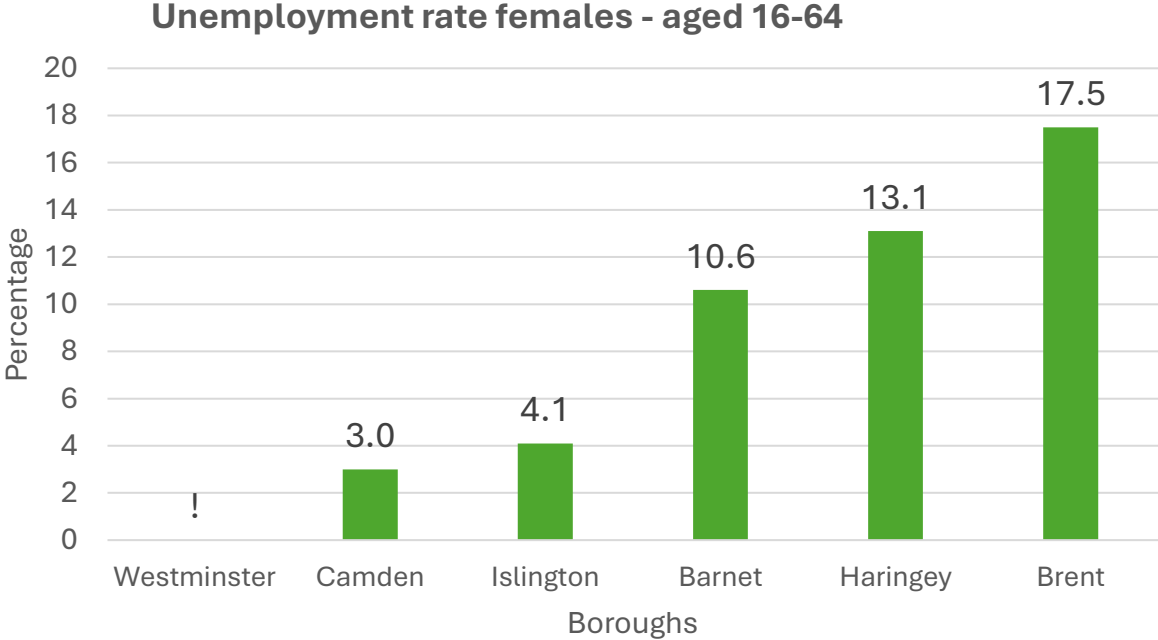
The percentage of women in Camden (**23.4%**) who are economically inactive due to being **long term sick** is almost 6% higher than London's figure (17.6%)

(Annual Population Survey - NOMIS, Oct 2024-Sep 2025)

The Job Seekers Allowance rate for women in Camden is on par with the London rate at 0.2**

(Jobseeker's Allowance with rates and proportions - NOMIS, Oct 2024-Sep 2025)

Camden's unemployment rate appears low compared to neighbouring boroughs; however, this is partly because many women are not actively seeking work, meaning a larger share are **economically inactive** rather than unemployed.

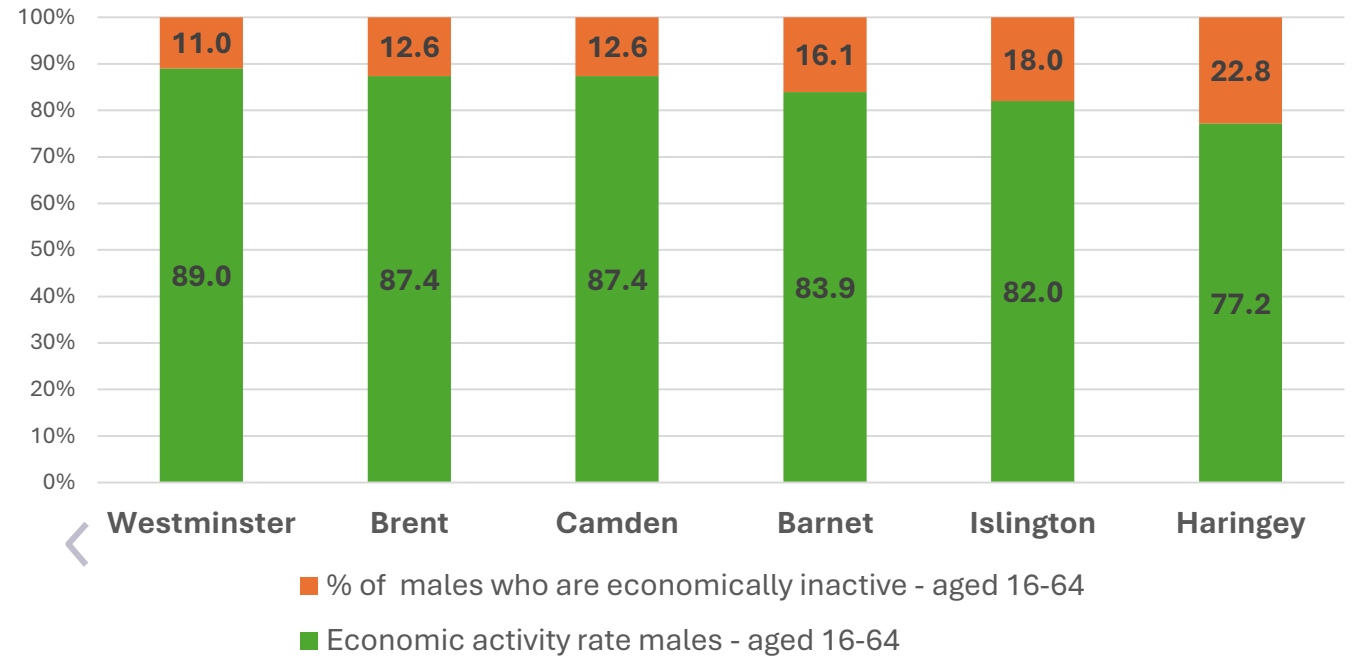


(Annual Population Survey – NOMIS, Oct 2024-Sep 2025)
! Westminster estimate not available since the group sample size is zero or disclosive



Camden's male economic participation is strong amongst neighbouring boroughs

Economic activity rate and economic inactivity rate for men in Camden and some neighbouring boroughs

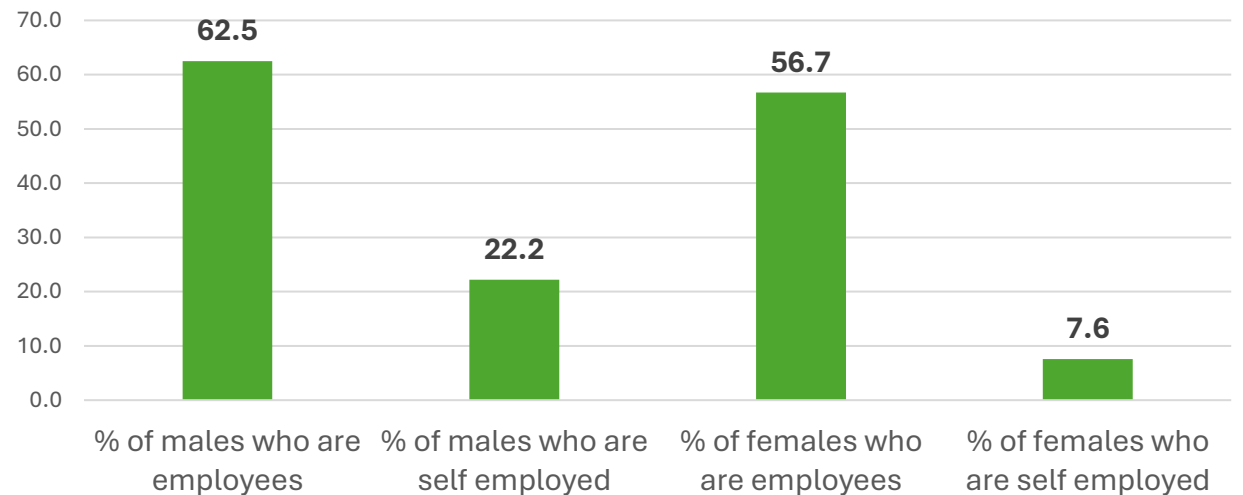


Camden's men are almost three times more likely to be self-employed as women (22.2% vs **7.6%**) a gap of 14.6 percentage points.

(Annual Population Survey – NOMIS, Oct 2024-Sep 2025)

This suggests that women may face additional barriers to entering or sustaining work in self-employment.

Split of employees and self employed



Cost of living

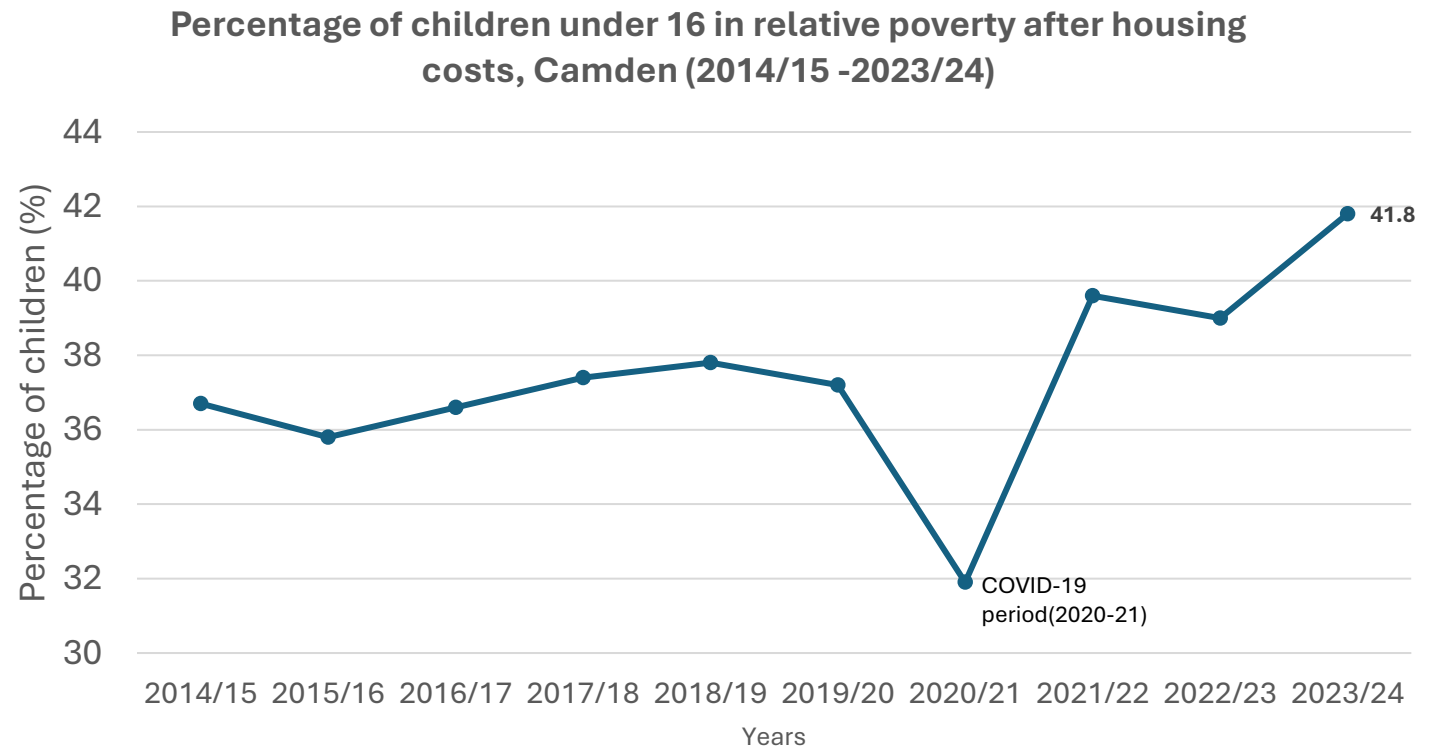
The impact of the cost of living, including housing costs, can have an impact on children in the borough, in part because the burden of managing household budgets and care largely falls to female parents and guardians, who are most affected by rising living costs.

In 2024, 1 in 5 Camden children were living in relative poverty; this rate doubles after housing costs are included to 2 in 5 children (**42%**), which is significantly higher than the London Borough average of 35%.

(Local indicators of child poverty after housing costs, 2023/24, Loughborough University)

Camden's child poverty rate after housing costs has been consistently rising since 2014/15, when it was 37%.

(Proportion of children in poverty before and after housing costs by London borough, 2023/24, Trust for London)



Cost of living

Although Camden's median equivalised household income rose by 5% in 2025, there are still households who are affected by the cost of living.

In Camden **37%** of economically inactive females **want a job**

Estimate not available for economically inactive males
(Annual Population Survey – NOMIS, Oct 2024-Sep 2025)

8.5% of Camden residents were earning below the London Living Wage in 2024

(Proportion of borough residents' jobs that are paid below London Living Wage (2025), Trust for London.)

Among Camden residents who work, 10% of women are in low paid jobs compared with 12% of Camden men.

As fewer women are in paid employment, these percentages are not directly comparable.

(Proportion of borough residents' jobs that are paid below London Living Wage (2025), Trust for London.)

In 2025, **18%** of households had an annual equivalised income **below £30,000**.

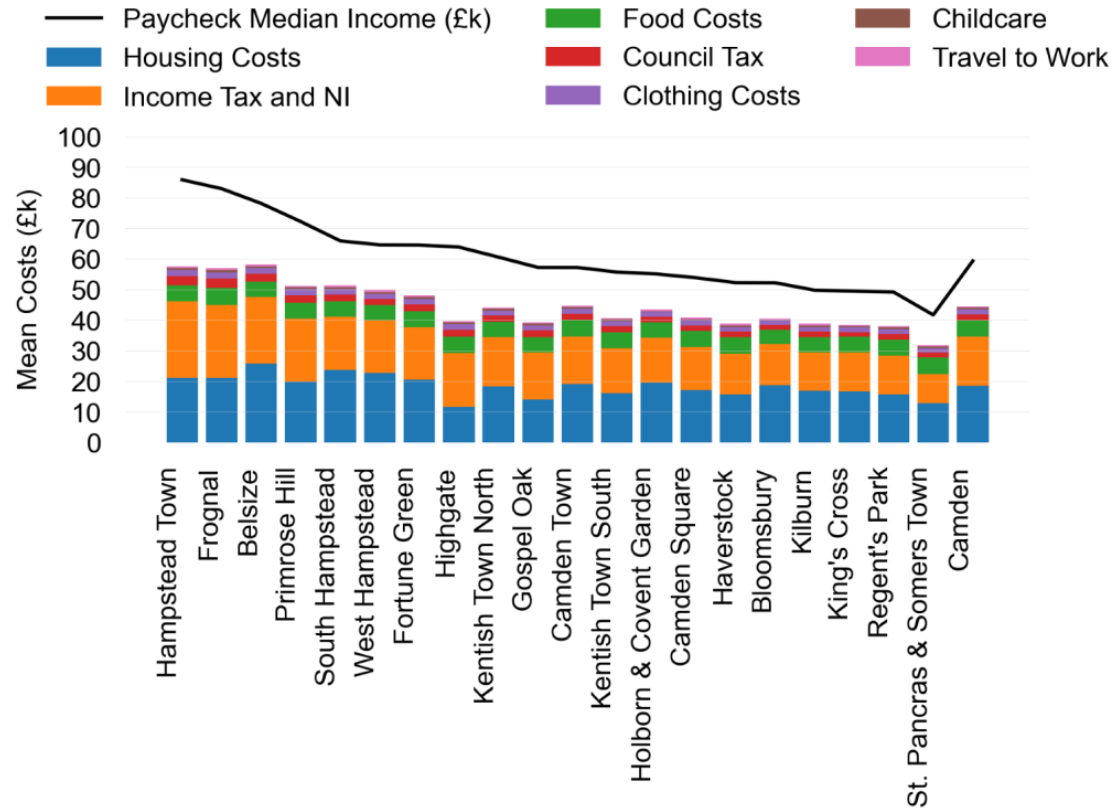
(Annual Population Survey – NOMIS, Oct 2024-Sep 2025)

In March 2025, the average monthly rent in Camden's **private rented sector** was **£2,637**, higher than the London average of £2,163 and England's average of £1,334.

Average **social rent** in Camden in March 2024 was **£560** compared to London's £530 and England's average of £432.

(Private rent – ONS, Price Index of Private Rents, 2025/26
Social rent – MHCLG 2023/24 (note these 2 data sets represent 2 different time periods))

Median Household Income and Essential Spend Categories



The affordability margin (income minus essentials) is widest in wealthier areas because incomes are much higher than the essential costs.

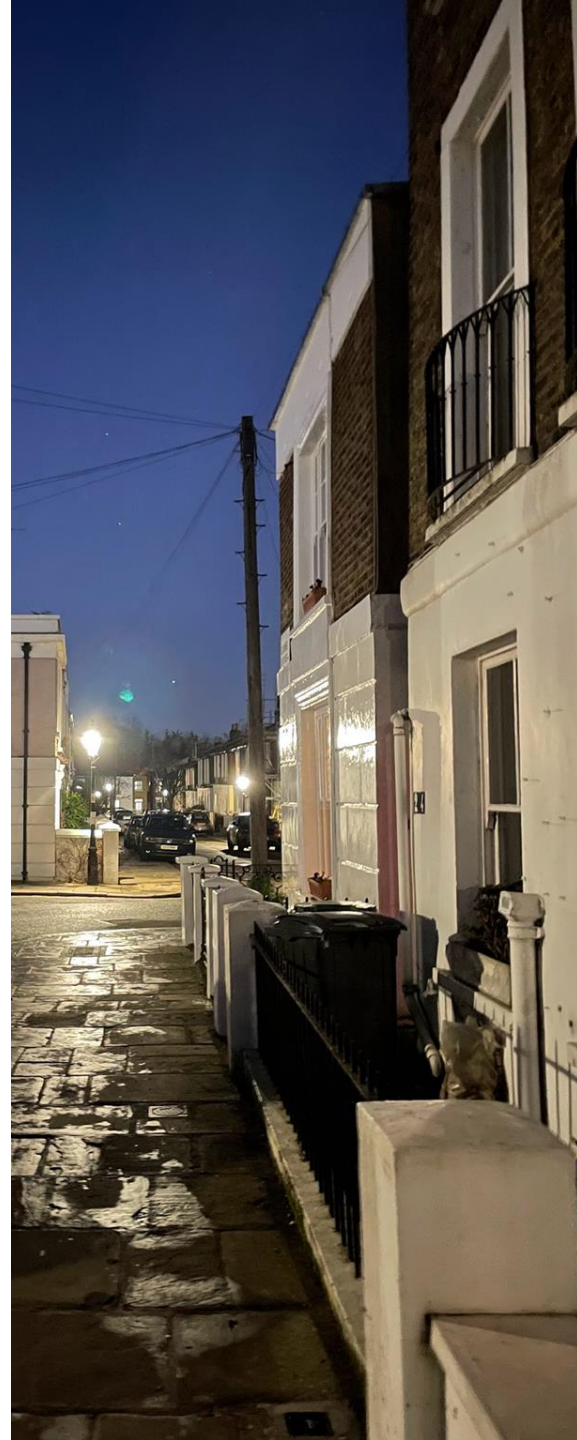
In places like St Pancras & Somers Town and King's Cross, incomes are lowest but the essential costs don't reduce proportionately, squeezing budgets and leaving the thinner margins.

Source: CACI - Paycheck Disposable Income, 2025

Household spend across major cost categories, such as housing (mortgage, private rent and social rent), council tax, food, clothing, childcare, travel to work, income tax and national insurance payments. These are calculated for the households who have the relevant spend, meaning childcare only for households paying for childcare, rather than averaging across the whole population, but is not equalised.

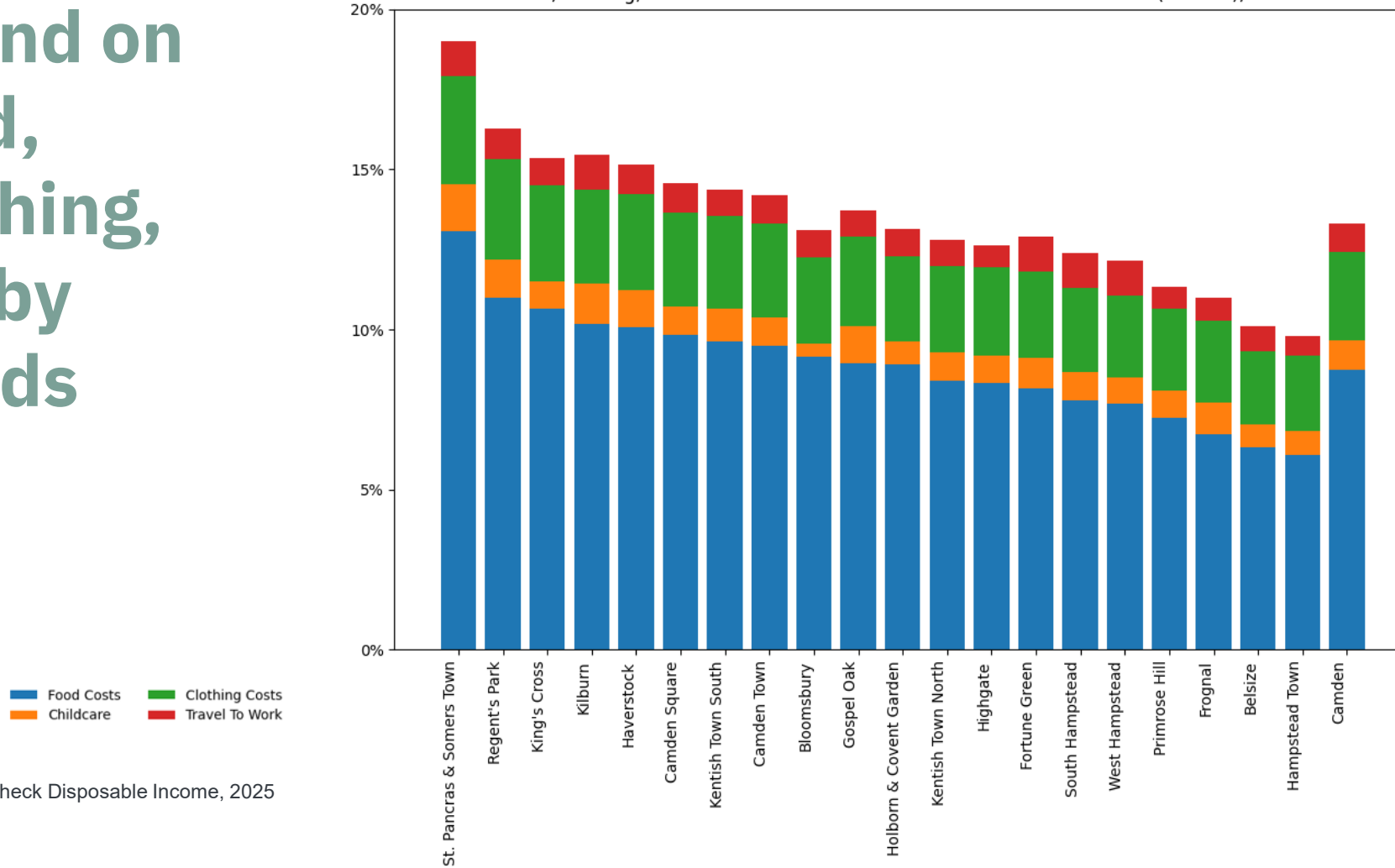
Comparing essential annual spend categories with median post tax household income (black line) across wards shows that housing (around £12–£25k annually) and income tax and national insurance (around £9–£25k) are the main spend. Food is the next big spend category (~£4–£6k) and council tax, travel, clothing and childcare are smaller but still significant.

Median income declines significantly from the affluent west and north of the borough (Hampstead Town, Frognal, and Belsize, at ~£75–£85k) toward central and southern areas (down to ~£42–£55k around Regent's Park, King's Cross, St Pancras & Somers Town). For Camden overall it is close to ~£60k (£59,334). State of the Borough, 2026



Spend on food, clothing, etc by wards

Food, clothing, childcare and travel-to-work costs as a share of income (median), 2025



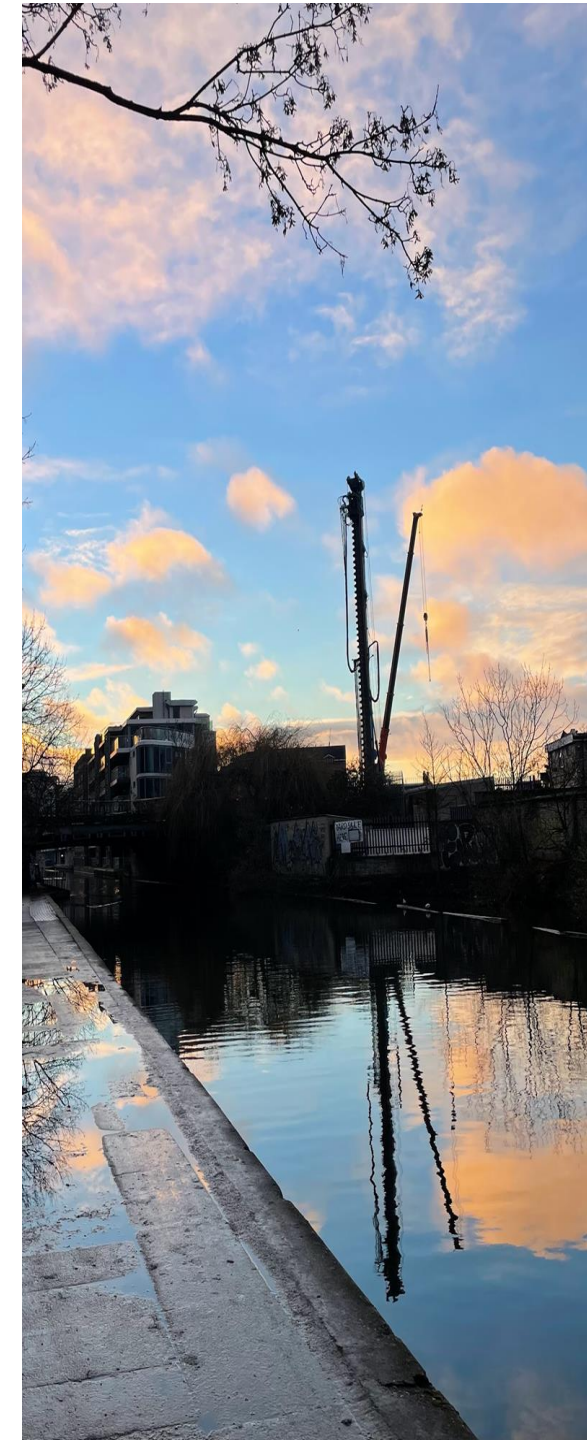
CACI- Paycheck Disposable Income, 2025

Total mean outgoings on food, clothing, childcare and travel vary across wards, with Frognal recording the highest overall spending, largely driven by relatively higher clothing and childcare costs.

Households in St Pancras and Somers Town allocate the greatest proportion of their median income to these four categories (19%), well above the Camden average (13.3%). They also spend the highest share on food (13.1%). This is followed by Regent's Park (11%), King's Cross (10.7%), Kilburn (10.2%) and Haverstock (10.1%), all of which exceed the Camden average (8.7%), while Belsize records the lowest food share (6.3%).

Spending on clothing ranges from 2.3% to 3.4% of median income, with St Pancras and Somers Town at the upper end (3.4%), followed by Regent's Park (3.1%), both above the Camden average (2.8%). Childcare costs account for between 0.4% and 1.5% of median income overall, with St. Pancras and Somers Town again at the highest end of this range.

Travel-to-work typically represents between 0.6% and 1.1% of median income. South Hampstead records the highest share (1.1%), above the Camden average (0.9%), followed by South Hampstead, St. Pancras and Town and Kilburn (each 0.8%) .



Gender pay and employment gap

Taking time out due to pregnancy or caring and ongoing caring responsibilities may be a contributor to the pay gap increasing when aged 40

The majority of women in employment work **35-44 hours** (51%); however, a significant proportion of women work **between 10-34 hours (28%)**.

(Annual Population Survey – NOMIS, Oct 2024-Sep 2025)

In 2025, the median **hourly pay** for Camden's women was **£24** compared to Camden's men at **£29.66**.

(Annual survey of hours and earnings – workplace analysis (ONS) 2025)

In 2025, **20%** of economically inactive women were looking after family and home.

(Annual Population Survey – NOMIS, Oct 2024-Sep 2025)

ONS research reveals that 5 years after the birth of a first child, monthly earnings are reduced by an average of **42%**.

(The impact of motherhood on monthly employee earnings and employment status, England: April 2014 to December 2022, ONS, 2025)

Camden's annual median gender **pay gap** has **grown** by **5%** over the last year. In 2025, it was 24.2%, compared to 19.1% in 2024.

(Gender pay gap in the UK: 2025 ONS, 2025. The gender pay gap in this bulletin measures the difference between median hourly earnings (excluding overtime) of men and women, as a proportion of men's median hourly earnings (excluding overtime).)

Camden's median gender pay gap is **24.2%** annually, which means women are earning about **76p** for every **£1** earned by men.

The ONS UK Gender Pay Gap 2025 bulletin shows the **largest** gender **pay gap** is seen for those who are 40 years and over.

The same bulletin states the pay gap is larger among high-paid employees than those who are lower-paid and the share of **women** employees in **high paying occupations decreases** with age.

Childcare is the biggest reason why accessing good jobs is a challenge

Balancing work and childcare responsibilities brings a range of challenges

6.4% of Camden households are single parents with dependent children

(Census 2021 Table TS003 – Household Composition)

A 2023 Gingerbread report stated that 33% of single parents identified as disabled.

(Single Parents in 2023, an overview of single parents in the UK today, and the impact of the cost of living crisis. Gingerbread, 2023)

In 2024, nursery fees in Camden were **£8 per hour**, the same as the London median.

(State of the Borough Camden, 2026)

In 2024/25, full-time childcare for 3- and 4-year-olds cost **£11,600 per year** after free hours are applied.

(State of the Borough Camden, 2026)

In a Totaljobs and The Fawcett Society survey of over 3,000 working parents with at least one child aged 4 or under, a third of working mums (34%) lost confidence in their skills and abilities after returning to work from parental leave

(Paths to parenthood: Uplifting new mothers at work, Totaljobs, Fawcett Society, 2024)

According to a City & Guilds Neurodiversity Index Report in 2025, 24% of parents or carers of a neurodivergent child surveyed said they needed flexible working arrangements

(City & Guilds Neurodiversity Index Report 2025, Understanding the power of different minds and creating environments for everyone to thrive)

Intersectionality

Women are not a homogeneous group. There are many social categories that may create further barriers.

The % of Camden residents from an ethnic minority background who were economically inactive fell by **22%** from the period of Oct 2023 – Sep 2024 to Oct 2024 – Sep 2025.

(Annual Population Survey – NOMIS. The confidence intervals on these estimates are high indicating substantial statistical uncertainty. These figures should be treated as indicative only.)

22% of Camden women do not have English as a main language; however, only 3% cannot speak English or cannot speak English well

(Table TS029 – Proficiency in English, Census 2021)

The Women's Organisation estimates 8% of women in England are both neurodivergent and menopausal. However, this area is under-researched and there is a need for better data.

(Neurodivergence and Menopause in the Workplace, The Women's Organisation, Jan 2025)

15% of Camden residents have a disability, slightly higher than across London (13%), with 7% stating that day to day activities are limited a lot. A further 6% identified a long-term physical or mental health condition but day to day activities are not limited (not disabled under the Equality Act).

(Table TS038 – Long-term health problem or disability, Census 2021)

A National Institute of Economic and Social Research report found that Bangladeshi and Pakistani women in particular faced several barriers to employment including discrimination, challenges with recognising overseas qualifications and lack of professional networks.

(Bangladeshi and Pakistani Women in Good Work Barriers to Entry and Progression, National Institute of Economic and Social Research, August 2025,

Languages and new skills

Building up confidence in speaking English helps people participate more fully in the economy.

Learning new skills can help develop self-esteem and confidence.

Camden Adult Community Learning's self assessment report 2023-24 shared good performance with retention, pass and achievement rates of 95%, 99% and 94% respectively.

(Camden Adult Community Learning Self Assessment Report (SAR) 2023-24)

Of those who responded to a Camden Adult Community Learning survey, **11%** said they were now **in paid employment** for 16hr /+ per week, 10% were looking for work and 5% were volunteering.

(Camden Adult Community Learning Self Assessment Report (SAR) 2023-24)

86% of Camden Adult Community Learning students in 2023-24 intended to take on other ACL courses.

(Camden Adult Community Learning Self Assessment Report (SAR) 2023-24)

In 2023-24, the majority of Camden ACL learners were women (79%). The majority of learners were in the 35-44 age group. 24% of learners declared a disability.

(Camden Adult Community Learning Self Assessment Report (SAR) 2023-24)

89% of Camden ACL learners passed accredited digital skills training in 2023-24.

(Camden Adult Community Learning Self Assessment Report (SAR) 2023-24)

High pass rates were seen in both accredited and non-accredited ESOL classes: 92% and 99% respectively.

(Camden and Islington ESOL advice service annual report 2022-23)

Women have a higher risk of long-term inactivity and income loss

Life stages

Women have a higher risk of long-term inactivity and income loss at different points in their lifetime.

- Analysis of England's data by the ONS shows that the total average earnings loss over five years was £65,618 following the birth of a first child.
- After the birth of a second child, the average was £26,317, and following the birth of a third child, it was £32,456.
- The probability of paid employment is reduced after a second and third child for five years, compared with one year before birth.
(The impact of motherhood on monthly employee earnings and employment status, England: April 2014 to December 2022 ONS, October 2025)
- London-wide reasons for economic inactivity follows a life stages pattern.
- Women aged 16-24 represent the highest number of students (82.6%)
- For the age range 25-49, the biggest reason for not being in work is to look after family/home (64.2%)
- And for the age range of 50-64, the most common reason cited is long-term sick (37.3%)
(Annual population survey - regional - economic inactivity by reasons, London ONS, Oct 2024- Sept 2025)
- The ONS reports that over the past year, the UK unemployment rate of people aged 50 to 64 years has increased by 0.7 percentage points to 3.1% going against the general downward trend over the past ten years
(Economic labour market status of individuals aged 50 and over, trends over time: September 2025 - ONS, September 2025)

Health

One in eight women in the UK have taken time off work due to symptoms linked to periods.

More than a third of these women gave a different reason to their employer, likely due to issues of stigma and taboo.

60% of referrals to NHS gynaecology services are aged **25-50**. Primary reasons include **menstrual disorders** and/or **endometriosis** or **fertility-related** issues.

(Camden Sexual Wellbeing and Reproductive Health System Review and Work Programme 2025-2030)

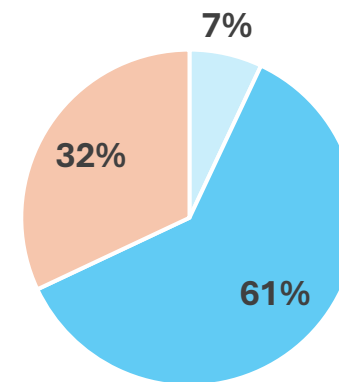
Over 50s make up **35%** of referrals in Camden for **menopause support**, pelvic health and **chronic condition** management.

(Camden Sexual Wellbeing and Reproductive Health System Review and Work Programme, 2025-2030)

Over 80% of women experience menopausal symptoms, with **25%** describing these symptoms as **severe**.

(British Menopause Society, - What is the menopause? Factsheet, 2026)

Camden patient by age



■ 14 to 24 years ■ 25 to 50 years ■ 50+ years

(NCL ICB Gynae Taskforce Report, 2024/25)

Health

“No woman says she is in pain unless she is in real pain. No woman says she is anxious unless she is really anxious. No woman wants to appear weak or appear incapable until she really is, until she cannot cope any more, and it should not be that way.”

- **Naga Munchetty, Women and Equalities Committee**

Women spend more of their time living in **ill health and disabling conditions** throughout their working years than men.

(Silence, sexism and stigma: The state of working-age women's health in England, Nuffield Trust, 2025)

Working age women are more likely to suffer from a condition marked by **ongoing pain**.

(Silence, sexism and stigma: The state of working-age women's health in England, Nuffield Trust, 2025)

In the UK Civil Service, sickness absence levels for women (**9.1 days**) was 2 days higher than men (7.3 days).

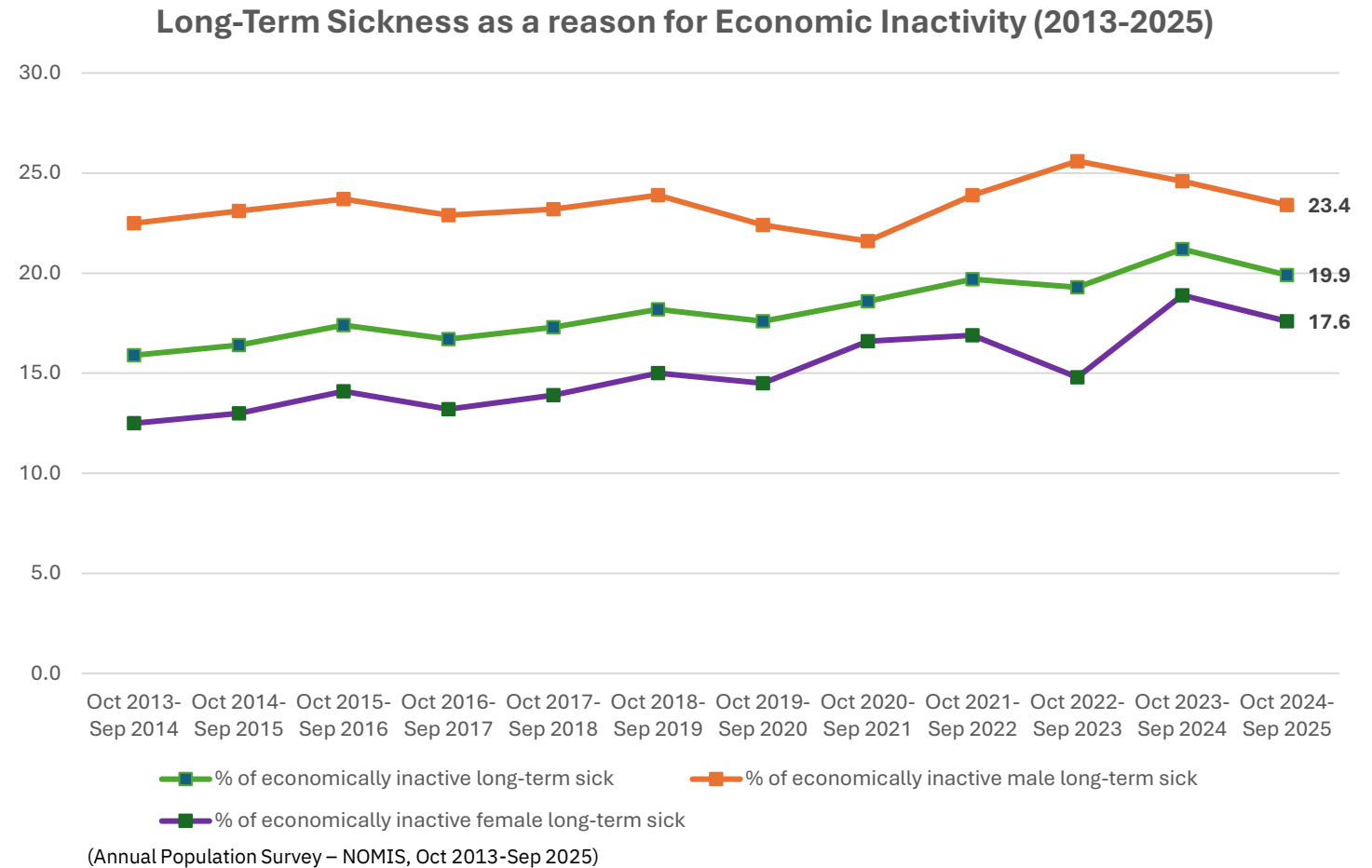
(Civil Service sickness absence, 2023: report)

The Living with Endometriosis in Camden report shared that Camden women reported that their symptoms would be far harder to manage without access to flexible working or the financial and family support they rely on, highlighting how socioeconomic advantage can lead to better health outcomes.

(Healthwatch Camden's report on Living with Endometriosis in Camden November 2024)

Health

Long-term sickness as a reason for economic inactivity has risen gradually over the decade, with rates consistently higher among men than women



One reason men may report ill health as a cause of economic inactivity more often is that they are less likely than women to cite caring for family or managing the home as their main reason.

Flexible working

Part-time roles can be a vital enabler for mothers and carers to remain in work; however, the degree of flexibility offered differs widely across sectors.

24% of Camden females in employment aged 16-64 work part time.

(Annual Population Survey – NOMIS, Oct 2024-Sep 2025)

The Working Families Index 2022 report, based on a survey of almost 3,000 UK parents and carers, indicates less than 65% of those surveyed worked flexibly in:

- Healthcare
- Engineering and manufacturing
- Retail
- Teacher training and education
- Transport and logistics

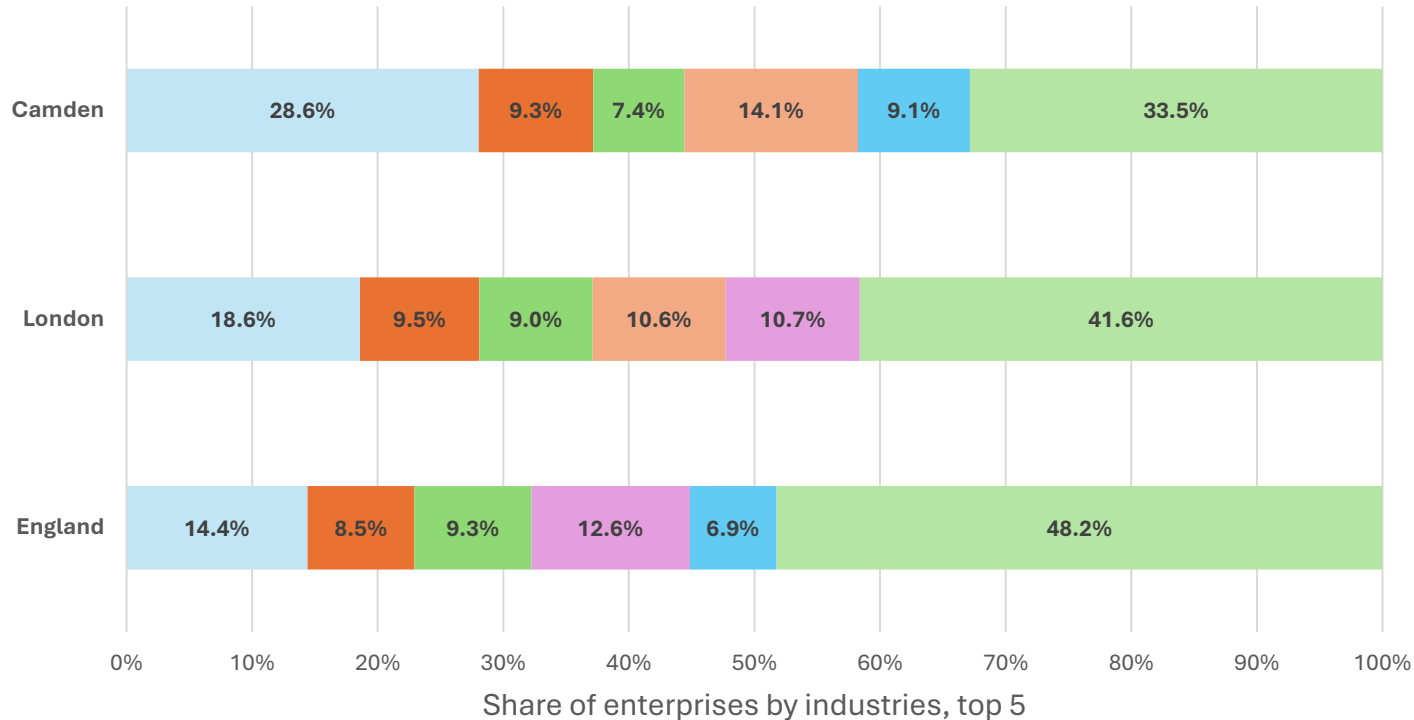
Three of the above sectors employ a large proportion of women, which disproportionality affects women's access to flexible work.

In contrast, the best sectors to work flexibly (over 80%) were identified as:

- Marketing, advertising & PR
- Creative arts and design
- Business consulting and management
- Not for profit and charity
- Accountancy, banking and finance

(Working Families Index 2022, Families and flexible working post Covid-19, Working Families)

Share of enterprises by industries, top 5 for each area (Camden, London, England), 2025



- Professional, scientific & technical
- Business administration & support services
- Retail
- Information & communication
- Construction
- Arts, entertainment, recreation & other services
- Others

Camden has a diverse range of business industries across several sectors

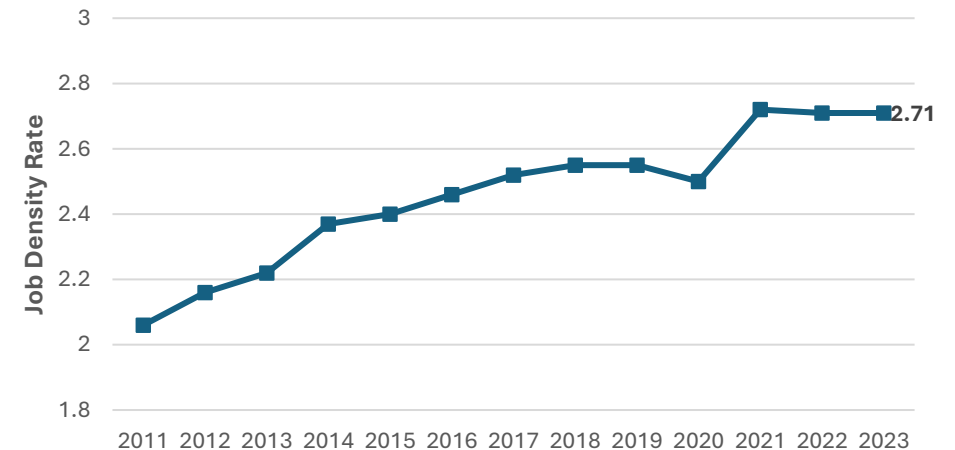
The largest industry sector is the Professional, Scientific and Technical category (27%) with 10,995 businesses.

In 2023 there were 442,000 jobs in Camden, which reflects a job density of 2.71 jobs per working age person.

This is one of the highest in London boroughs, higher than England (0.87) and London (1.07).

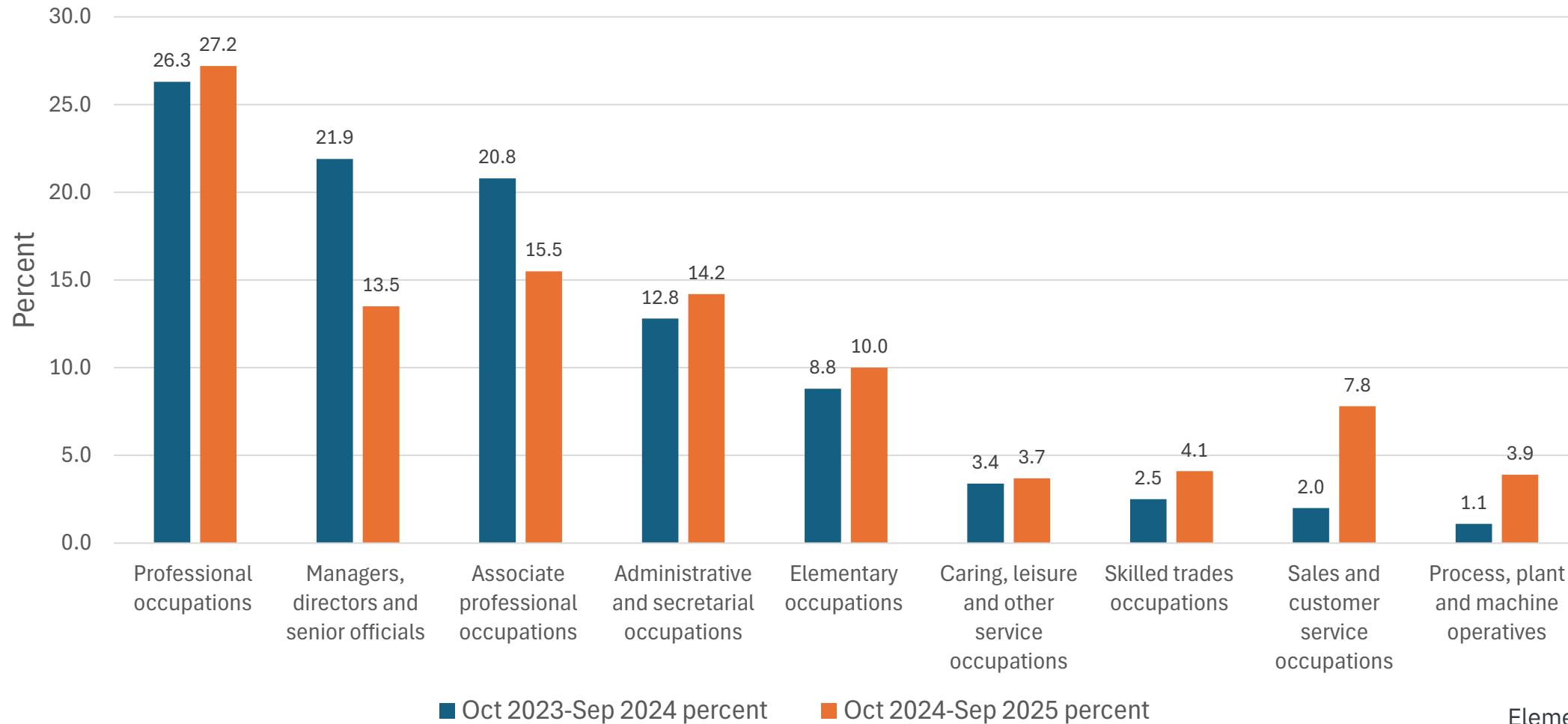
(Inter-Departmental Business Register (IDBR), 2025)

Job density in Camden (Jobs per working age resident – IDBR, 2025)



Camden has a strong professional workforce and diversifying labour market

% all in employment in Camden who are:



Elementary occupations require a minimum general level of education, Some may require short periods of work-related training e.g. health and safety.

Camden has a highly skilled labour market (27% share of professional occupations). Some growth is seen in lower waged roles such as sales and elementary roles. Administrative and skilled trades have seen an increase; however, a significant fall is observed in manager and director roles (8.4%).

(Annual Population Survey – NOMIS, Oct 2023 -Sep 2025)

What women told us:

Quotes from our focus groups



“My daughter’s dad contributes to her monthly, which helps but the amount of money that goes into her and the effort and the work I do during the month cannot compare to the money that he gives me. There’s so much that goes into my [day], then she wants me to buy her a magazine, it’s nearly £10. Now I have to be the parent that says no and she says ‘Mummy, why do you say no to everything?’”

“I cared for my [sick] mother-in-law, I do everything to organise my family and run my household. I know I have skills – but I’ve applied for over 400 jobs and I don’t hear anything.”

“My mum worked my whole childhood, and sometimes it makes me think... I could’ve gone out and done whatever I wanted. And that makes me not want to go back to work because I don’t want that for my kid.”

“It feels like the requirements of entry level roles have gone up but the pay has stayed. You want me to have all these skills to give me a bottom level job.”

“I went to the doctor’s and they said ‘you’re actually not well’, to the point that it was touch and go whether they wanted to rush me to the hospital. I was dying – all the years of caring and trying to juggle work and hold everything together.”

“I saw someone handing round CVs and some shops weren’t even taking them. Some people have to show for the Job Centre that they are looking for work. But that lifestyle can make you feel under pressure, not feel good about yourself, feel like you’re getting antagonised.”