

EMPLOYMENT AND ETHNICITY*

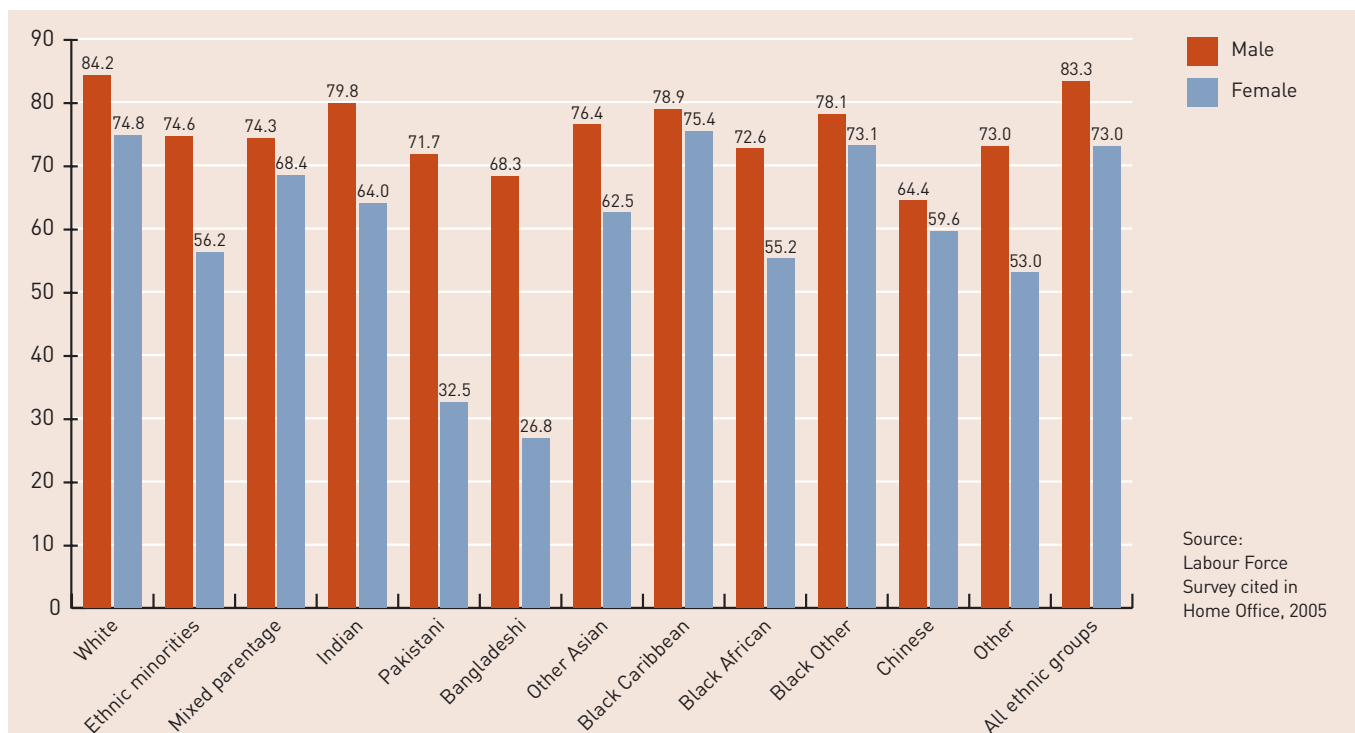
INTRODUCTION

In 2003, the Prime Minister's Strategy Unit published a report on ethnic minority employment.¹ A ministerial task force² was set up in response to tackle barriers to ethnic minority employment. The 2002 spending review adopted a public service agreement target (SR02) of reducing the gap between White and ethnic minority employment rates (which were 75% and 58%, respectively), through improvements in educational performance, employment programmes and equal opportunities policies, and by tackling specific barriers.³ The government's objective was that 'in ten years' time, no one should be disadvantaged in their employment prospects because of their ethnicity'. The White/ethnic minority gap in employment rates was reduced from 16.9 to 15.4 percentage points between spring 2003 and spring 2005 (which was sufficient to meet the SR02 PSA target).⁴

WORKING AGE POPULATION

Great Britain's ethnic minority population has been growing strongly. This is due to a high birth rate and net international migration. It is therefore younger on average than the White population. In 2004, the median age for White people was 40 years, compared to 27 years for ethnic minorities.⁵ Consequently, the ethnic minority share of the working age population is increasing, reaching 3.26 million or 9.3% of the 35.2 million people of working age⁶ in 2004 (1.4% higher than the percentage in spring 2001), and is likely to continue increasing.⁷

Figure 1
Percentage of working age economically active, Great Britain 2004



* **NOTE:** In this factfile, which draws on Census and Labour Force Survey data, the term 'ethnic minority' refers to people who chose a category other than White in the 2001 Census. It therefore excludes White ethnic minorities who are normally included in the CRE's use of the term.

This share varies greatly between the three countries that make up Great Britain: from 1.9% in Scotland and 2.6% in Wales to 10.4% in England.

ECONOMIC ACTIVITY AND INACTIVITY

In 2004, 79.6% of Great Britain's working age population as a whole, but only 65.3% of the working age ethnic minority population, were economically active.⁸ The difference in economic activity rates between White people and ethnic minorities varied by country, being only 10.3 percentage points in Wales but 16.8

percentage points in Scotland. Men (84.2%) were more likely to be economically active than women (74.8%), as were people in the 25-49 age group than younger and older people. There are also differences in economic activity between individual ethnic minority groups (see Figure 1). Men from the Indian, Black Caribbean and Black Other groups have similar economic activity rates to that of White people, while Black Caribbean women are more likely than women from other ethnic minorities to be economically active. Chinese, Pakistani and Bangladeshi men are least likely to be economically active, and more than two-thirds of Pakistani and Bangladeshi women of working age are not in the labour market.

In Great Britain, in 2004, 25.4% of men and 43.8% of women of working age from ethnic minorities were economically inactive (compared with 15.8% of White men and 25.2% of White women). Around a third of economically inactive people from ethnic minorities were students, compared with only 21% of the economically inactive population as a whole (reflecting their relative youth).⁹ People from ethnic minorities were also more likely to be inactive because they were looking after a home or family (36%, compared with 31% of the economically inactive population as a whole).¹⁰

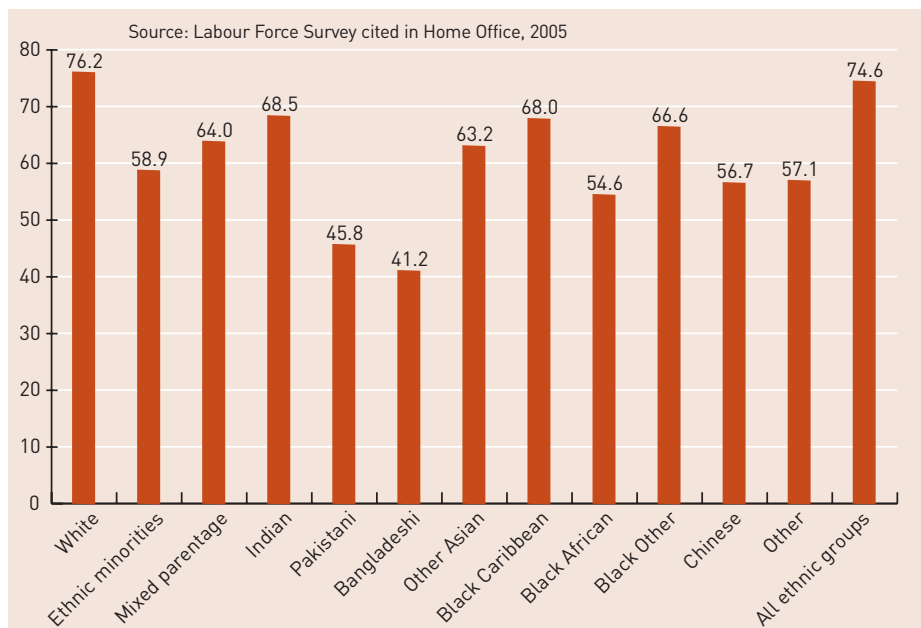
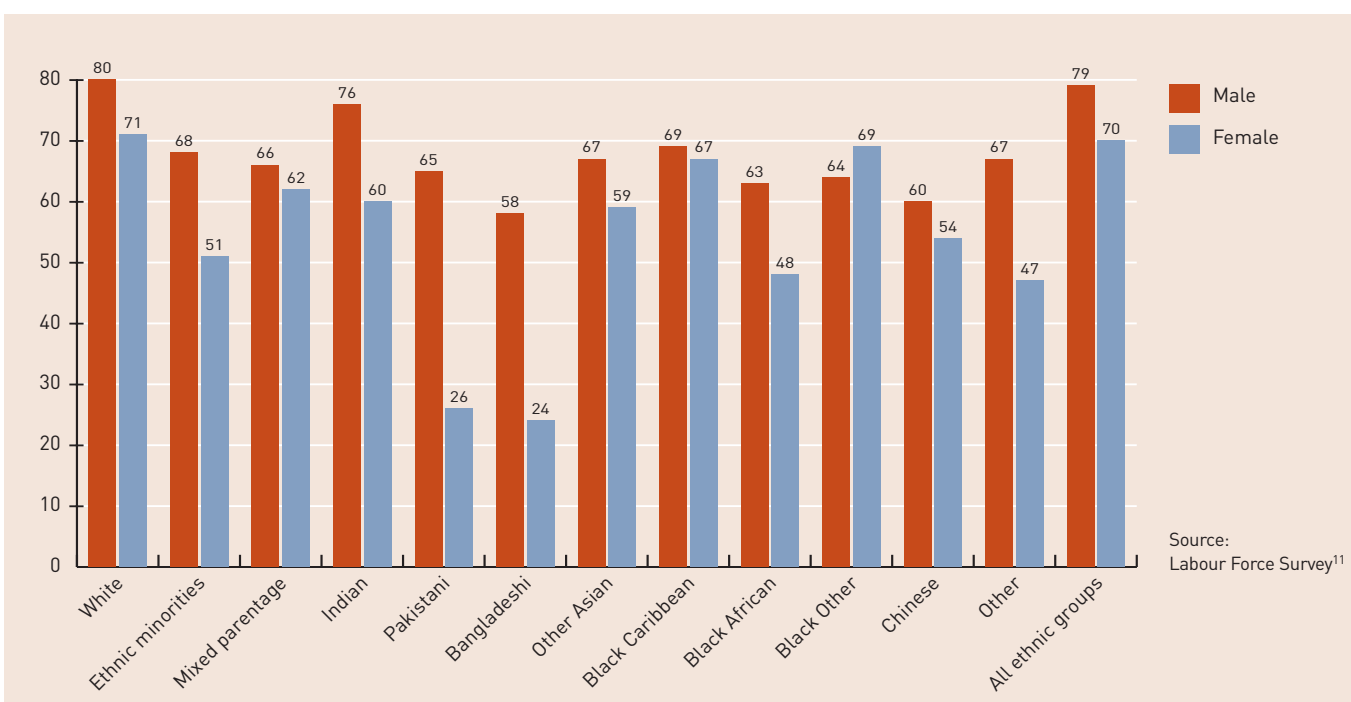


Figure 2
Percentage of working age in employment, Great Britain 2004

Figure 3
Percentage of working age men and women in employment, Great Britain 2004



Source: Labour Force Survey¹¹

WORK

In Great Britain, in 2004, 58.9% of people of working age from ethnic minorities were in employment, compared to 74.6% of the working age population as a whole. At 41.2% and 45.8%, respectively, Bangladeshis and Pakistanis had the lowest employment rates, compared with 76.2% of White people. Indians (68.5%) and Black Caribbeans (68%) were more likely than people from other ethnic minority groups to be in work.

Ethnic minorities made up 7.3% of all people in work in 2004, but 10.1% of the 25-34 year-olds in work (and only 5% of 45-59 year-olds in work). The employment rate was highest in the 35-44 age group for both White people (83.3%) and people from ethnic minorities (69.8%). Among 16-24 year olds, only 38.1% of people from ethnic minorities were in work, compared to 63% of White people.

GENDER AND EMPLOYMENT

In general, women are less likely to be employed than men, but the differential is greater for ethnic minorities.¹² In Great Britain, in 2004, 79.4% of all men and 70.1% of all women were in work. The figures for ethnic minorities in employment were 67.4% for men and 51.6% for women. The difference in employment rates for men and women was most pronounced among Bangladeshis and Pakistanis, with Bangladeshi women (36.9%), and Pakistani women (36.8%) less likely to be in employment than men from the same groups. Exceptionally, Black Caribbean men and women had similar employment rates.

Nevertheless, the employment rate for ethnic minority women in 2004 represented an increase of 2.2% compared with 2001. The overall employment rate for ethnic minority men stayed the same, but the rate for Black African men increased by 5.2%.¹³

REGIONAL VARIATIONS IN EMPLOYMENT

Nearly half of all ethnic minority people in work lived in London in 2004. A further tenth lived in the South East, while the West Midlands contained another tenth (see Table 1). Peripheral regions of England, Scotland and Wales contained very small percentages of the ethnic minority working population, 96.8% of whom lived in England. People from ethnic minorities represented more than a quarter of the capital's workforce, but elsewhere, only in the West Midlands did they have a larger share of the regional workforce than the British average.

In 2004, the lowest ethnic minority employment rate in Great Britain (at 51.4%) was to be found in the north-west of England and the highest (at 71.8%) in the South West. In 2002/3, people of Pakistani and Bangladeshi backgrounds were least likely to be in employment in all nine government office regions of England, as well as in Wales and Scotland, with employment rates ranging from 39.3% in the East Midlands to 55.8% in the South West. In contrast, people of Indian background were most likely to be in employment, compared with

Table 1
Ethnic minority employment, by region and country 2004

Country, or Government Office Region within England	Regional share of ethnic minorities in work (% of UK)	Ethnic minority employment rate	Ethnic minority share of people in work
England	1.4	59.0	8.2
North East	1.3	59.7	2.3
North West	7.4	51.4	4.6
Yorkshire and Humberside	6.5	53.3	5.5
East Midlands	5.9	62.0	5.6
West Midlands	10.3	55.6	8.3
Eastern	6.0	66.8	4.5
London	46.0	58.4	27.3
South East	10.7	67.4	5.4
South West	2.9	71.8	2.5
Wales	1.8	59.2	2.1
Scotland	1.3	57.2	1.5
Great Britain	100.0	58.9	7.3

Source: Labour Force Survey for Spring 2004 to Winter 2004/5¹⁴

other ethnic minority groups in eight government office regions. The only exception was in the North West, where people of mixed parentage had a slightly higher employment rate (64.3% compared to 65.7%).¹⁵ Among people from the Black groups, employment rates ranged from a low of 23% in the North East to a high of 76.3% in the South West.

Local authority	MANUFACTURING		Local authority	SERVICES	
	Workers	% of workforce		Workers	% of workforce
Newham	5,000	74.2	Newham	48,700	65.7
Redbridge	3,800	56.9	Brent	51,800	52.0
Leicester City	12,700	52.3	Harrow	39,800	44.2
Harrow	3,600	48.6	Ealing	50,700	40.5
Brent	3,500	47.9	Slough	19,100	40.2
Ealing	4,900	33.9	Tower Hamlets	25,300	38.3
Slough	2,900	33.3	Waltham Forest	29,300	37.5
Hounslow	2,400	33.2	Redbridge	36,000	37.1
Tower Hamlets	1,100	32.2	Hounslow	29,200	33.3
Oadby and Wigston	1,200	28.5	Leicester City	29,000	33.3
Waltham Forest	1,700	26.8	Southwark	28,900	30.6
Birmingham	16,400	25.7	Lambeth	31,900	30.2

Source: Annual Population Survey for April 2004 to March 2005. See www.nomisweb.co.uk

Table 2:
Twelve local authorities with largest ethnic minority employment shares in manufacturing and services, 2004

LOCAL VARIATIONS IN EMPLOYMENT

The regional picture conceals even greater local variations. Table 2 shows the 12 local authorities in Great Britain where the ethnic minority share of employment in manufacturing and service industries was greatest in 2004. In Newham and neighbouring London boroughs people from ethnic minorities formed the majority of the workforce. They also represented more than half of the people working in manufacturing in Leicester (garments, textiles and engineering), and more than a quarter of Birmingham's manufacturing workforce. Ethnic minority shares of employment in service industries (which involve a much larger number of workers) were generally lower, but reached nearly two thirds in Newham, and just over half in Brent.

Table 3:
Type of employment, Great Britain 2004

NATURE OF EMPLOYMENT

As Table 3 shows, White men were more likely than ethnic minority men to be working full-time in 2004 (91.0% compared with 83.6%), but the reverse was true for women (56.4% compared with 64.5%). Indian, Black Caribbean and Other Asian men were almost as likely as White men to be working full-time, but less than two thirds of Bangladeshi men did so. Women from the Other Asian and Black Caribbean

	MALES		FEMALES	
	% full-time	% self-employed	% full-time	% self-employed
White	91.0	16.7	56.4	7.2
Ethnic minorities	83.6	16.1	64.5	6.0
Mixed	81.8	11.9	60.9	-
Indian	88.1	18.2	64.0	6.9
Pakistani	82.6	25.6	56.1	-
Bangladeshi	65.2	15.9	65.6	-
Other Asian	86.9	14.5	70.7	-
Black Caribbean	87.7	11.0	67.7	-
Black African	81.8	9.3	65.5	-
Black Other	78.6	-	66.3	-
Chinese	76.2	15.9	62.5	13.0
Other	83.3	13.5	66.4	7.4
All ethnic groups	90.4	16.7	57.0	7.1

Source: Labour Force Survey for Spring 2004 to Winter 2004/5.

ethnic groups were most likely to be working full-time, and only Pakistani women were less likely than White women to be working full-time.

Pakistani (25.6%) and Indian (18.2%) men were most likely to be self-employed in 2004, compared with an average of 16.7%. Ethnic minority women were less likely to be self-employed than White women (7.2%), with women from the Chinese (13%), Other (7.4%) and Indian (6.9%) ethnic groups most likely to be self-employed. A total of 54,900 White and 8,100 people from ethnic minorities were classified as 'unpaid family workers'.

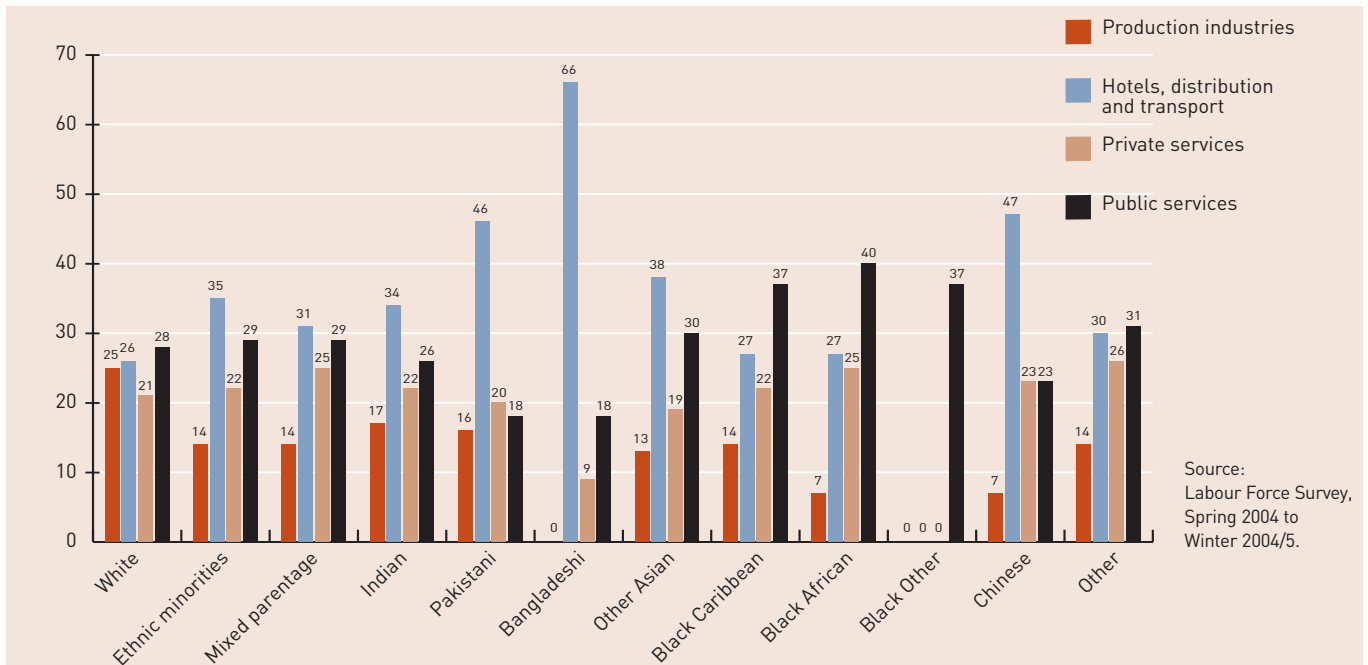


Figure 4
Percentage working in each industry by ethnic group, Great Britain 2004

TYPE OF INDUSTRY

In 2004, people from ethnic minorities were far less likely (13.6%) than White people (24.7%) to work in production (primary, manufacturing, construction) industries, with over a third of them (35.1% compared to 26.1% of White workers) working in hotels and catering, distribution and transport and communications. Similar percentages worked in private services (including business and financial services) and public services.

Two-thirds of Bangladeshis (65.9%), and nearly half of Chinese (47.2%) and Pakistanis (46.1%) who were in employment worked in hotels and catering, wholesale and retail, distribution and transport, and communication. These industries also employed 33.9% of Indians and 37.9% of people from the Other Asian group. Around a quarter of people of Other backgrounds (25.7%), Mixed parentage (25.2%) and the Black African group (25.3%) worked in business, financial and other private service industries.

The pattern was rather different for men and women. White men were twice as likely to work in production industries than ethnic minority men (36.7% compared with 18%), while only 10.4% of White and 7.6% of ethnic minority women worked in these industries. Bangladeshi men were overwhelmingly (80.6%) to be found working in the hotels and catering, distribution, and transport and communications industries, where more than half of Pakistani and Chinese men also worked. Ethnic minority women as a whole were less likely than men (27.3% compared to 41.1%) to work in these industries, with Chinese (41.9%), Pakistani (31.1%) and Indian (30.7%) women most likely to do so.

Black Africans (39.9%), Black Caribbeans (37.1%), and people from the Black Other group (37.1%) were most likely, and Pakistanis and Bangladeshis (18% in each case) least likely, of all ethnic groups to work in public services (public administration, education, health and social care).

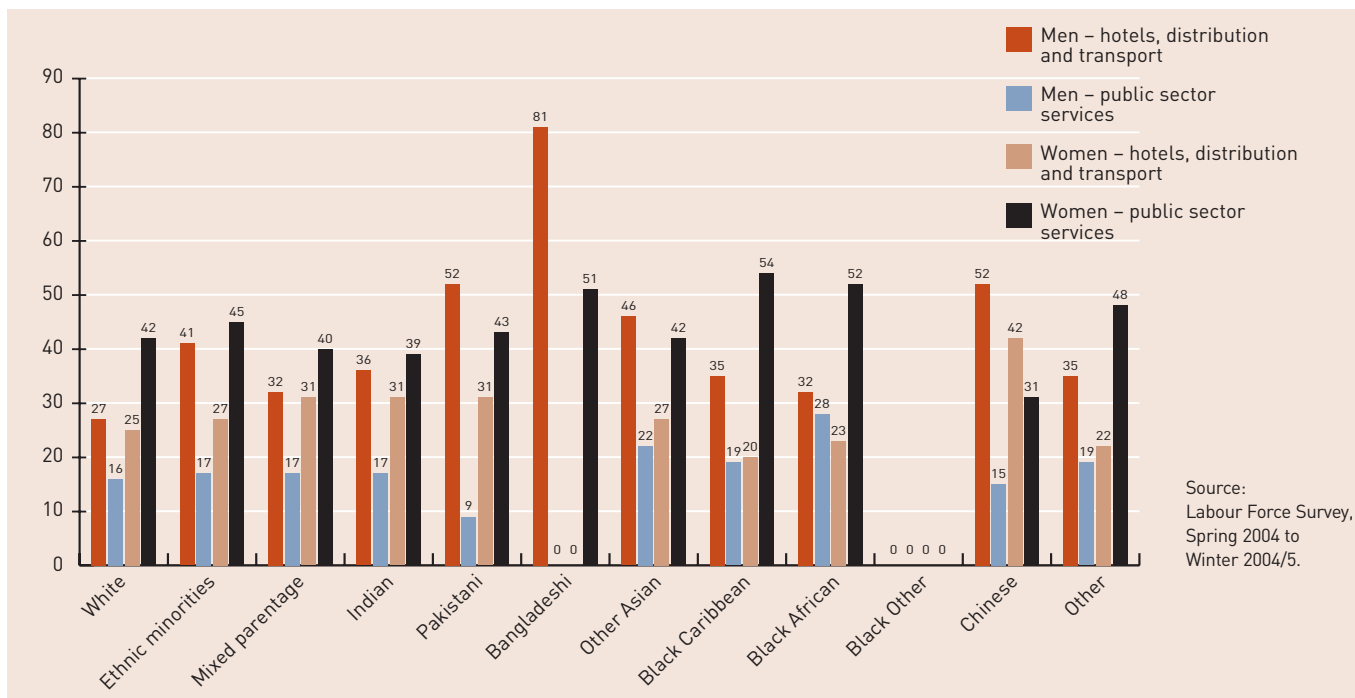


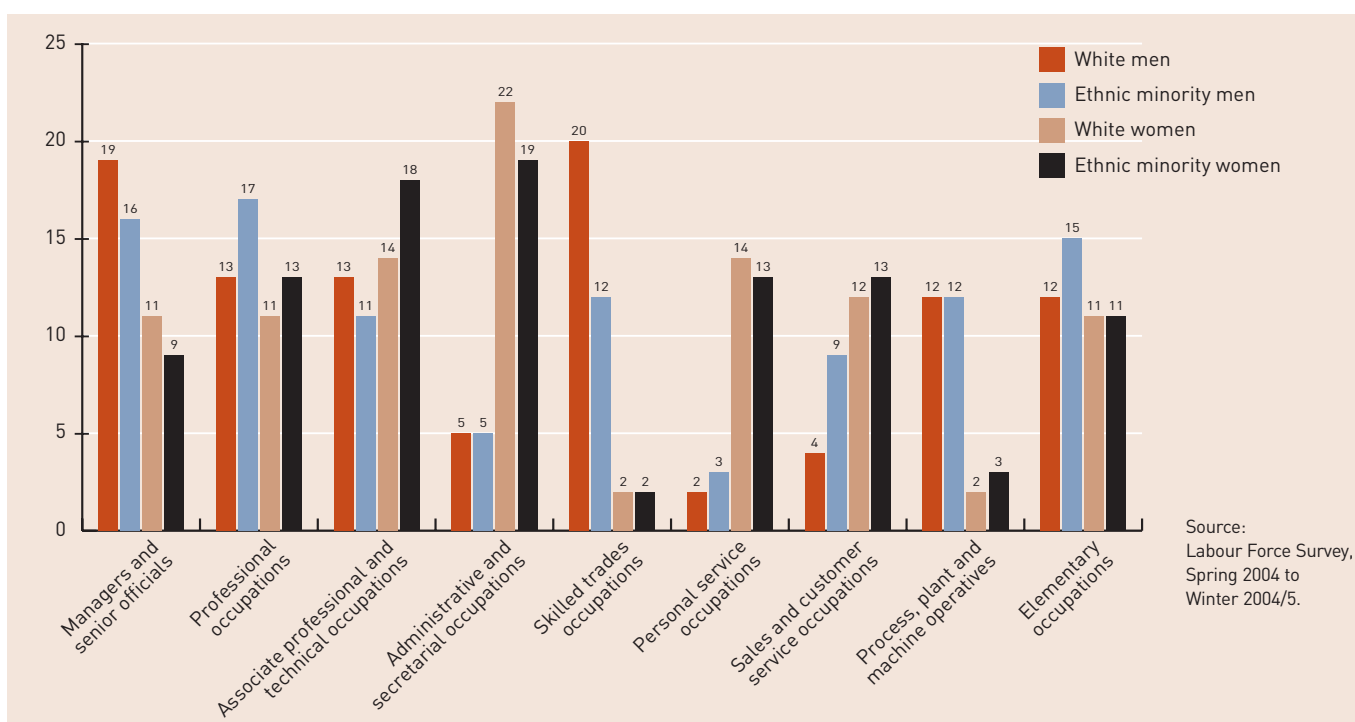
Figure 5
Percentage of men and women working in selected industries by ethnic group, Great Britain 2004

In contrast, among ethnic minorities, women (42.3%) were much more likely than men (15.5%) to work in public sector services. More than half of the women in work from the Black Caribbean (54%), Black African (52.1%) and Bangladeshi (50.8%) ethnic groups worked in public sector services. Among men, those from the Black African (28.1%) and Other Asian (21.6%) ethnic groups were most likely to be working in this sector.

Ethnic minority workers in public sector services tend to be concentrated in lower-grade positions. In the Civil Service, for example, ethnic minority staff made up 8.2% of civil servants whose ethnicity was known in 2004 (3.8% Asian, 2.5% of Black, 0.9% Mixed parentage and 0.2% Chinese). But only 120 were in senior grades (comprising 3.3% of all senior staff), compared with 9.7% in the administrative grades. This was similar to the pattern reported for 2003.¹⁶

In Figure 5, the percentages working in hotels, catering, distribution and transport and in public sector services are compared for men and women.

Figure 6
White and ethnic minority employment by sex and standard occupational classification major group, Great Britain 2004



OCCUPATIONAL STRUCTURE

Men and women specialise in different types of job. In 2004, men were more likely than women to be managers or senior officials or workers in skilled trades, while women dominated in administrative and secretarial and personal service occupations. Ethnic minority men and women were more likely than White men and women to be employed in professional and sales and customer service occupations. However, ethnic minority men were less likely than White men to be employed in skilled trades (11.7% compared with 20.2%) and more likely than White men to be employed in unskilled 'elementary occupations' (15.2% compared with 11.5%).

UNEMPLOYMENT

In 2004, the chance of a person from an ethnic minority group being unemployed was 2.28 times greater than for a White person (see Table 4), with the odds rising to three times or more for Bangladeshis, Black Africans and Pakistanis. Indians and Chinese people had the lowest unemployment rates.

The unemployment rates for men and women were generally similar, but at 20.2%, Pakistani women¹⁷ had an extremely high unemployment rate: five times the rate for White women (4.0%), and more than double the rate for Pakistani men (9.7%).

	Men	Women	All	Relative to White
White	4.6	4.0	4.3	1.00
Ethnic minorities	9.6	10.0	9.8	2.28
Mixed parentage	11.1	9.0	10.0	2.33
Indian	4.8	5.6	5.1	1.20
Pakistani	9.7	20.2	12.9	3.00
Bangladeshi	15.7	-	14.4	3.34
Other Asian	11.9	-	9.5	2.21
Black Caribbean	12.9	10.8	11.8	2.75
Black African	12.9	13.0	13.0	3.02
Black Other	-	-	-	-
Chinese	-	-	8.4	1.96
Other	8.2	11.4	9.5	2.21
All ethnic groups	5.0	4.4	4.7	1.10

Table 4:
Unemployment rates for people of working age, by ethnic group and sex, Great Britain 2004

Source: Labour Force Survey, Spring 2004 to Winter 2004/5.

VARIATIONS BETWEEN COUNTRIES

The patterns described for Great Britain mainly reflect the situation in England, where the overwhelming majority of people from ethnic minorities live. Wales and Scotland have small but significant ethnic minority populations and Table 5 shows the labour market situation of broadly defined ethnic groups in 2004. Economic activity rates among Asian and Asian British people were slightly higher in Wales and Scotland than in England, while the rate for Chinese and Other people was lower. Asian and Asian British people were the largest ethnic minority groups in the workforces of all three countries. Black and Black British people formed a very small percentage of the workforces in Scotland and Wales. Employment rates for all ethnic groups were lower in Wales and Scotland than England, but the rate for people of mixed parentage was high in Scotland.

Economic activity rate	England	Wales	Scotland	Great Britain
White	79.9	75.7	79.6	79.6
Mixed parentage	70.6	-	77.5	71.1
Asian or Asian British	63.2	64.9	63.3	63.3
Black or Black British	69.7	-	-	69.7
Chinese or Other	63.2	57.3	52.1	62.8

Table 5:
Economic activity, by broad ethnic group and country, 2004

Ethnic group share of employed population

White	91.8	97.9	98.5	92.7
Mixed parentage	0.7	-	0.3	0.6
Asian or Asian British	4.0	1.1	0.7	3.6
Black or Black British	2.1	-	-	1.8
Chinese or Other	1.4	0.5	0.3	1.3

Employment rate

White	76.5	72.4	75.3	76.2
Mixed parentage	63.3	-	77.5	64.0
Asian or Asian British	57.9	56.8	56.4	57.8
Black or Black British	61.1	-	-	61.0
Chinese or Other	57.3	57.3	46.3	57.0

Source: Labour Force Survey, Spring 2004 to Winter 2004/5.

PAY

In 2004, ethnic minority workers earned an average of £7.50 per hour, compared with £8.00 per hour for workers from White backgrounds. This gap has been increasing since 1998. Within the overall average for ethnic minorities, earnings were highest for Indian (£8.41) and lowest for Pakistani and Bangladeshi (£6.25) workers (see Table 6). Pay rates for all ethnic groups have tended to increase since 1998, but there are large annual changes for individual ethnic groups. The relative pay of each ethnic group has remained fairly constant, with the exception that the pay rate of Black people has tended to fall behind that of Indian people.¹⁸

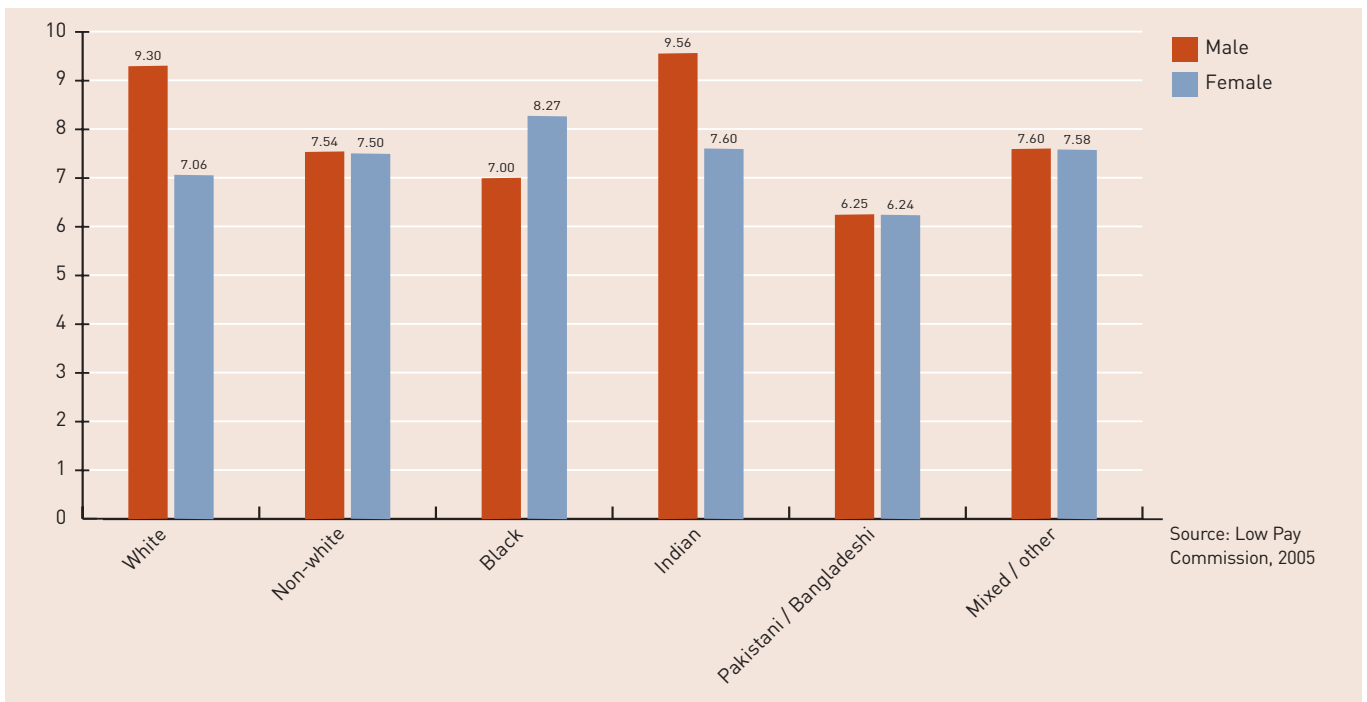
	£ PER HOUR			
	1998	2000	2002	2004
White	6.29	6.76	7.51	8.00
Ethnic minorities	5.95	6.36	7.13	7.50
Black	5.83	7.04	7.41	7.33
Indian	6.11	6.57	7.00	8.41
Pakistani/Bangladeshi	5.24	4.94	5.80	6.25
Mixed/Other	6.54	6.00	7.75	7.60

Table 6:
Median earnings per hour for employees aged 18 and over, by ethnic group, 1998-2004 (UK)

Source: Low Pay Commission, 2005

GENDER AND PAY

On average, White men earned more than Black men in 2005, but Black women earned more than White women. Overall, ethnic minority women earned about £0.70 per hour more than White women; this was because a larger proportion of White women tended to work part-time, which does not pay as well as full-time work. However, pay differences between men and women in some of the industries where ethnic minority women worked



were large, an example being personal service occupations in the health sector.¹⁹ On average, White men were paid higher hourly rates than men from ethnic minorities - a difference of about £1.80 per hour in spring 2004. Indian men were paid about the same as White men, but Pakistani and Bangladeshi men were paid about £3.00 per hour less, on average (see Figure 7).

Figure 7
Median hourly wage by ethnicity and gender for employees, aged 18 and over, 2004

UNION MEMBERSHIP

In autumn 2005, 26.2% of employed people in the UK belonged to a union. Workers from Black backgrounds were most likely (30.2%) to be members of a union, compared with 29.2% for White workers. At 25.7%, union membership rates were lowest among those of Asian background, and stood at 21.1% each for Chinese and Other groups.²⁰ Ethnic minority women workers were more likely to be union members than their male counterparts; there was little gender difference among White people.²¹ In London, union membership rates fell faster for ethnic minority than White workers during the 1990s²² and, while the number of ethnic minority workers in hotels and catering has increased greatly, rates of union membership remain low.²³

RACIAL DISCRIMINATION

In 2004/5, 3,080 applications involving complaints of racial discrimination were lodged in employment tribunals, compared with 3,922 in 1999/2000. Complaints of racial discrimination accounted for 2.4% of all claims in 1999/2000, and 2.1% of all claims in 2004/5. The overall success rate fell from 43% to 18% during this period, while the success rate for racial discrimination cases brought to tribunal fell from 16% to 3%.²⁴

In 2004, 78 awards were made in racial discrimination cases, where the claimant had been treated less favourably for reasons of race, colour, nationality (including citizenship) or ethnic or national origins.²⁵ Most of the cases (21) concerned unfair dismissal. It should be noted that not all incidents of racial discrimination are reported, and that many of those that are reported and pursued are settled before they reach a tribunal. In 59 racial discrimination cases, the maximum award during 2004/5 was £170,953, the median £6,699 and the mean award £19,114 (compared to £14,159 for sex discrimination cases).

ETHNIC PENALTIES

Statistical studies show that people from non-white ethnic groups fare worse in employment, earnings or career progress than their white counterparts, even after taking into account other factors known to affect performance, such as age, sex, educational qualifications, English language fluency, and place of residence (this is known as the ‘ethnic penalty’).

For example, a study of employment penalties for family units, looked at the probability of non-employment associated with ethnicity, after taking account of any disadvantages associated with having low skills and qualifications, being disabled, being a lone parent or living in an area of high unemployment. It found that the largest employment penalty was experienced by families headed by a Pakistani or Bangladeshi, for whom the average probability of non-employment was 15%, compared to an average of 4% for a family headed by a white person and 9% for a family headed by an Indian or a Black person. Chinese families were the only ethnic minority group not to experience a penalty.²⁶

NATIONALITY

In 2004, 2.857 million foreign nationals lived in the UK, accounting for 4.9% of the total UK population,²⁷ and 1.445 million worked in the UK, representing 5.4% of the workforce. Nearly half (45.5%) lived in London, and two-thirds in the south-east of England as a whole.

In 2004, 141,000 labour migrants came to the UK; 92,000 of them were foreign nationals, and 39,000 from the rest of the EU.

TOP TEN New immigrants	Employment rate (%)	TOP TEN Settled immigrants	Employment rate (%)
New Zealand	93.5	Denmark	86.2
Australia	90.6	Malaysia	84.0
Philippines	85.4	Australia	81.9
Canada	82.8	New Zealand	81.5
Bulgaria	82.6	Angola	81.2
South Africa	81.5	Zimbabwe	81.1
Netherlands	75.9	Brazil	80.7
Finland	75.8	Zambia	80.4
Belgium	75.8	Sri Lanka	79.6
Mauritius	75.2	Canada	78.1

Table 7:
Employment rates for 'new'
and 'settled' immigrants,
2004 (highest and lowest 10)

BOTTOM TEN New immigrants	Employment rate (%)	BOTTOM TEN Settled immigrants	Employment rate (%)
Turkey	41.6	Japan	63.2
Iraq	38.0	India	62.9
China	35.8	Cyprus	60.9
Cyprus	35.4	Algeria	60.0
Korea	35.4	China	58.6
Ex-Yugoslavia	35.3	Turkey	48.1
Ethiopia	32.3	Pakistan	43.9
Iran	31.7	Bangladesh	40.0
Angola	30.1	Somalia	38.0
Somalia	12.2	Korea	34.6

The number of work permits issued has grown steadily, from 32,704 in 1995 to 133,396 in 2003 (a fifth of these were for transfers within a company). In 2004, over half (56%) of all work permits were issued to labour migrants in the health, computing and hospitality industries. The main occupations for which work permits are issued are: health associate professionals, computer analysts/programmers and other IT related occupations, and literary, artistic, sports and entertainment professionals.

White immigrants have similar chances of finding employment to UK-born White people, but ethnic minority immigrants, especially Black Africans, Bangladeshis, Pakistanis and Black Caribbeans, do not do as well.²⁸ Between 1994 and 2004, the difference in employment rates between new immigrants and the UK-born population was reduced from 21% to 12%, as more recent immigrants found it easier to obtain work.

Research by the Institute for Public Policy Research in 2005²⁹ contrasts the experience of 'new immigrants' (people who arrived in the UK after 1990) and 'settled' immigrants, who came before that date. Table 7 ranks countries of origin by employment rate, presenting the ten highest and lowest for 'new' and 'settled' immigrants. It shows greater extremes of employment rate among new immigrants, with new immigrants from the countries displaying the highest rates having higher employment rates than the most successful settled immigrants, but the lowest employment rates for new immigrants being much lower than the lowest rates among settled migrants. Immigrants from Europe and the Old Commonwealth (Canada, Australia, New Zealand and South Africa) tend to have the highest employment rates. Settled immigrants from some New Commonwealth countries, such as Pakistan, Bangladesh and Cyprus, have some of the lowest employment rates. Among new immigrants, those with origins associated with refugee migration (for example, Angola and Somalia) tend to have the lowest employment rates.

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Notes

- 1 Strategy Unit (2003) *Ethnic Minorities and the Labour Market: Final Report*, London: Cabinet Office. (<http://www.emetaskforce.gov.uk/reports.asp>)
- 2 See www.emetaskforce.gov.uk
- 3 Ethnic Minority Employment Task Force (2004) *Employment, Opportunity, Success. Year 1 Progress Report*, London: Department for Work and Pensions. (<http://www.emetaskforce.gov.uk/pdf/EMETF.pdf>)
- 4 Labour Force Survey, Winter 2004/5 data, quoted in 'Ethnic Minorities in the Labour Market Statistical Update'. (http://www.emetaskforce.gov.uk/pdf/LFSupdate_wintero4.pdf)
- 5 Labour Force Survey, spring 2004 to winter 2004/5
- 6 The Office for National Statistics (ONS) defines working age as 16-64 for males and 16-59 for females.
- 7 Department for Work and Pensions, 2004
- 8 The ONS and the Department for Work and Pensions (DWP) define as 'economically active' those members of the working age population who are either in paid work, are unemployed or are looking for work.
- 9 Ethnic minority young people are more likely than white young people to stay in education after 16, but this figure may include 161,000 overseas students from Asia, Africa and the Far East in 2003/4. See Higher Education Statistics Agency (HESA) (2002): *Students in Education Institutions 2003/2004*, Table 6a.
- 10 Ethnic Minority Employment Task Force, 2004
- 11 In this and subsequent tables and figures based on data from the Labour Force Survey, percentages based on a weighted sample size under 6,000 are suppressed.
- 12 Ethnic Minority Employment Task Force, 2004
- 13 Department for Work and Pensions, 2004
- 14 ONS - www.statistics.gov.uk/downloads/theme_labour/ethnicity/Wkage_Employ.xls Accessed 2005.
- 15 Ethnic Minority Employment Task Force, 2004
- 16 UK Civil Service: www.civilservice.gov.uk/management_information/statistical_information/statistics/contents_for_civil_service_statistics_2004_report/diversity/index.asp#ethnic_origin
- 17 Bangladeshi women, too, although the numbers are too small for the percentage to be reported.
- 18 Low Pay Commission, 2005
- 19 Greater London Authority (2005) *Women in London's Economy 2005*, London: GLA (http://www.london.gov.uk/mayor/economic_unit/wile/index-2005.jsp)
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- 23 Wright, T. and Pollert, A. (2005) *The Experience of Ethnic Minority Workers in the Hotel and Catering Industry: Routes to Support and Advice on Workplace Problems*, Working Lives Research Institute, London Metropolitan University
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- 29 See S. Kyambi (2005) *Beyond Black and White: Mapping new immigrant communities*, London: IPPR. ISBN: 186030284X. See also the BBC's 'Born Abroad' website (http://news.bbc.co.uk/1/shared/spl/hi/uk/05/born_abroad/economics/html/overview.stm)

Acknowledgement

The CRE gratefully acknowledges the contributions made to this factfile by the Runnymede Trust and by Professor David Owen of the Warwick University Centre for Research in Ethnic Relations



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www.cre.gov.uk

Published April 2006

ISBN 1 85442 591 9