

Ethnic Minority Women and Access to the Labour Market in Southwark

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Foreword

Southwark Council's Regeneration Department has welcomed the opportunity to participate in the innovative national *Gender and Employment in Local Labour Markets* research project led by Sheffield Hallam University's Centre for Social Inclusion. The second stage of the project has produced this new research study entitled "Ethnic Minority Women and Access to the Labour Market in Southwark".

This study of black and minority ethnic women in Southwark's labour market provides a combination of statistical quantitative data as well as qualitative focus group data. The direct quotes from the women participating add a distinctive flavour enhancing the picture of their experiences. We are glad to have this helpful research, and our next step will be to consider the report's findings and recommendations in the light of future developments for Southwark.

A handwritten signature in black ink, appearing to read "P. Evans", on a white background.

Paul Evans

Strategic Director of Regeneration
Southwark Council



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Key findings

This study has explored the situation of ethnic minority women in Southwark - particularly those resident in the wards of Camberwell Green, Livesey and Peckham - in relation to their access to the labour market.

The study has used a range of quantitative and qualitative methods, and has built on other research. This report presents its findings, noting that:

- A range of national policy initiatives have been developed to tackle the inequalities faced by ethnic minorities in relation to education, training and employment. These include *Aimhigher*; the work of the *Ethnic Minority Employment Task Force* and the *Ethnic Minority Outreach scheme*; and the *Fair Cities Programme*.
- At the regional (London) and local level, a number of strategies and initiatives focus on increasing the number of women, ethnic minorities and other disadvantaged groups in education, training and employment. These tackle barriers relating to skills, access to affordable childcare and transport. There is limited information available on how effective these have been.
- Refugees are now among the most disadvantaged groups in the labour market, due to their sometimes limited fluency in English and issues in relation to their other skills and qualifications. They are also affected by their country of origin and their gender. Official rules restricting their access to employment, benefits and other services during the application process put them at further disadvantage in the labour market.

Our new analysis of data from the 2001 Census reveals that:

- Almost half the female population of Southwark is from ethnic minority groups. It includes over 20,000 Black African women and girls, 14,000 women and girls from White Irish/White Other backgrounds, 11,000 of Black Caribbean background, and almost 5,000 of Asian origin.
- In the Southwark wards considered in more detail in the report, the ethnic minority population is larger still - representing 75% of

the female population in Peckham, and about 60% in Camberwell Green and Livesey. In these wards the ethnic minority population is considerably younger than in the wider London area or in England as a whole.

- Among economically active women in Southwark, and especially in the selected wards, unemployment rates were very much higher among Black Caribbean and Black African women than for White British women living in these localities.

Other evidence relating to the London Borough of Southwark and to London as a whole shows that:

- The ethnic composition of Southwark is continuing to change, with increased numbers of refugees and asylum seekers in recent years, posing particular challenges for local agencies.
- Transport and childcare remain important issues affecting access to employment, especially for certain groups of women.
- Some groups of ethnic minority women (notably the Black African group) are highly entrepreneurial, and contain some who are succeeding in business.
- The unemployment rates and levels of racial discrimination experienced by local women are worrying and needs action.

The arts-based workshops conducted as part of the study with a small group of ethnic minority women living in the selected wards suggest that for these women, disadvantage in the labour market was related to the following factors:

- migration history
- language, qualifications, skills and experience
- aspirations and confidence
- infrastructure of the local area
- limited range of job opportunities
- cultural/family expectations/circumstances
- discrimination and racism

The workshops could not explore the views of all ethnic minority women in the area (and should not be taken as a basis for generalisation). However they gave voice to many issues important to those involved, and identified a number of key issues.

Introduction

This report presents research undertaken as part of the *Gender and Employment in Local Labour Markets* (GELLM) research programme (Appendix 1). Parallel local research studies on women in ethnic minority communities have also been conducted in four other local authorities (Southwark, Leicester, Somerset, and Southwark), and these are reported separately. A synthesis report of the findings from all five areas is also available (Stiell et al, 2006). The *Gender Profile of Southwark's Labour Market* (Buckner et al 2004) provides the borough-wide statistical evidence and context for the study. This study is one of three local research studies relating to Southwark; the others are also available as separate reports (Bennett et al 2006; Escott et al 2006). This study aimed to:

- Research the skills, achievements and aspirations of ethnic minority women in selected localities.
- Investigate mismatches between skills and employment opportunities.
- Identify the support needs of ethnic minority women which need to be met if they are to overcome barriers in accessing the labour market or progressing within it.
- Provide opportunities for activities that will be empowering and confidence-building for women from ethnic minority groups.
- Make recommendations about ways of supporting ethnic minority women in entering /progressing in the labour market.

The study included:

- Detailed analysis of 2001 Census data for ethnic minority women living in Camberwell Green, Livesey and Peckham, and comparisons with Southwark and England as a whole.
- A review of existing local information and data on these issues.
- Qualitative evidence gathered during innovative arts-based workshops with a diverse group of first and second generation migrant women living locally. The workshops were developed in close collaboration with local authority officers and two community artists.

The study explores differences in labour market patterns and experiences for ethnic minority women in the wards of Camberwell Green, Livesey and Peckham. These areas were chosen

by the local authority for the focus of this study because less was known about the diversity of issues facing ethnic minority women in these areas.

This report, which relates specifically to Southwark, outlines the national and local policy background in this field as it affects statutory and voluntary sector organisations, and highlights the main findings from the research.

Ethnic minority women and the labour market: national and local policy developments

National policy

Across England there are complex variations in levels of labour market participation and achievement among men and women from ethnic minority groups. Although a high proportion of people from ethnic minority groups enter post-16 education and training, many face barriers to learning, gaining qualifications, and finding and progressing within employment (PIU 2002; Berthoud 2003; Barnes et al 2005; TUC, 2006). Muslim women - mainly those from Pakistan and Bangladesh - have the highest rates of economic inactivity and unemployment, and suffer the greatest employment penalty of any ethnic group (Twomey 2001; Lindley et al 2004; Berthoud and Blekesaune 2006). Whilst differences between first and subsequent generations of Muslim women have been identified (Dale et al 2002), the employment rates of female Muslim graduates still lag far behind those of their male counterparts, and of other female graduates (Steer 2005).

The labour market disadvantage of ethnic minority groups is a major policy concern for government, and has resulted in a number of national policy initiatives relating to education, skills, training, employment and social inclusion, including:

- The *Aimhigher* initiatives, which seek to increase the higher education participation rates of under-represented groups by raising the aspirations and motivation of young people.¹
- The *Learning and Skills Councils* equality and diversity strategy, which includes initiatives

¹ www.aimhigher.ac.uk

aimed at ethnic minority learners and staff (Ethnic Minority Student Achievement Grant; Adult Ethnic Minority Student Achievement Grant; Neighbourhood Learning in Deprived Communities; Black Leadership Initiative) (LSC 2004, 2005).

- The *Ethnic Minority Employment Task Force*, set up to deliver the recommendations of the 2003 Strategy Unit report, *Ethnic Minorities and the Labour Market*.² The Task Force focuses on: *building employability*, to improve education and skills; *connecting people to work* in the most disadvantaged areas with limited support services; and *equal opportunities in the workplace*, to tackle employer discrimination. Its strategy highlights the importance of English language skills, noting that three-quarters of Bangladeshi women aged over 25 are unable to speak English fluently, and the need to better understand the demand for ESOL training (Ethnic Minority Employment Task Force 2004:27).
- The Department for Work and Pensions' *Ethnic Minority Outreach* (EMO) schemes, which report to the *Ethnic Minority Employment Task Force* and operate through Jobcentre Plus. These work through private and voluntary sector organisations to attract job seekers into the mainstream labour market, offering outreach-based, employer focused, and positive action training provision. The EMO schemes have been successful in increasing ethnic minorities' awareness of employment and training opportunities, especially among Indian and Pakistani women, where the language and outreach skills of EMO staff were crucial in reaching these groups (Barnes et al 2005).
- The employer-led *Fair Cities Programme*, which highlights the barriers to employment often faced by ethnic minorities in urban areas, including: low levels of basic and workplace skills; their disproportionate concentration in localities with poor employment opportunities; and the relatively weak social networks available to help people from ethnic minority groups gain access to employment³.

Recent data suggests that refugees are now among the most disadvantaged groups in the

labour market (Bloch 2002). The causes of their flight, their first language literacy skills, and their English fluency, as well as their country of origin, education, age, class, household composition, culture and religious beliefs vary greatly, and are key determinants of their economic activity, with important variations by gender (Bloch 2004; Kirk 2004). The removal of asylum seekers' employment concessions in 2002 further reduced the employment prospects of those in exile.

Women from some countries are less likely than men to receive formal education and to be literate in their first language. Research with refugee women found that 16% were in paid work, and that those in employment were most likely to be fluent in English, to be under 35 years old, to have lived in the UK for five years or more, and to have gained a UK qualification. However, their working conditions, terms of employment and pay were generally poor, and the level of their work did not reflect their skills and experience (Bloch 2002).

Official policies and initiatives to tackle this issue include the Home Office's refugee integration strategy *Integration Matters*⁴, launched in 2005, and *Working to Rebuild Lives*⁵, the DWP's refugee employment strategy. Both emphasise refugees 'gaining skills to give something back to the community'. They highlight unemployment, racism and housing problems and the need for regional and local partnership action, which can provide both direct support and volunteering opportunities. However, these initiatives do not address gender directly, and *Working to Rebuild Lives* makes no reference to women or to gender.

These developments at national level have been developed in the context of over 30 years of equalities legislation, including the *Sex Discrimination Act 1975*, the *Race Relations Act 1975* (and its subsequent amendments), and the *Disability Discrimination Act 1995*. The recent enactment of the *Equality Act 2006* will in 2007 establish a *Commission for Equality and Human Rights* and a new duty requiring public bodies to promote gender equality. This will require service providers and public sector employers to design their employment and services to meet the needs of different groups of women and men, and to take action to meet equality goals in consultation with their service users and employees.

² www.emetaskforce.gov.uk/summary.asp

³ www.nationalemploymentpanel.gov.uk

⁴ www.ind.homeoffice.gov.uk/ind/en/home/laws_policy/refugee_integration/a_national_strategy.html

⁵ www.dwp.gov.uk/

The Women and Work Commission has recently reported on its investigations⁶, although some feel more emphasis could have been given to the situation of ethnic minority women⁷. The Equal Opportunities Commission is currently undertaking an investigation into the participation, pay and progression of ethnic minority women in the GB labour market, which may help raise the profile of these issues⁸.

Policy responses in London

The Greater London Authority (GLA) has a range of initiatives targeting ethnic minorities, women and other disadvantaged groups, underpinned by a *Race Equality Scheme* with priorities to improve transport links to many deprived areas with high ethnic minority populations. The GLA's *Gender Equality Scheme* and *Working Group* both aim to increase job opportunities for women, including supporting their entry to traditionally male occupations in transport and construction. The GLA's *Faith Equality Scheme* includes plans to mainstream faith equality and to engage more effectively with faith groups. The GLA also has a target for employing a quarter of its staff from BME backgrounds (met for all groups, but not yet for Asians), and has exceeded its 55% target for women staff⁹.

The London Development Agency's (LDA)¹⁰ *Economic Development Strategy* aims to tackle barriers to employment faced by women and disadvantaged groups in London through initiatives and campaigns including: *Diversity Works for London*; *the Initiative of Enterprising Women*; *Women in New Media*; and *Ready to Invest*. It invests in childcare to support skills development and employment including project in Southwark.

The *Cross River Partnership*¹¹ was established through SRB 4, and aimed to 'Bridge the Gap' between the economic opportunities offered by the City of London and the employment needs of the three border boroughs, including Southwark, Lambeth and Westminster.

The *Learning and Skills Council Central* has targets to raise participation in learning for under-

represented groups, through ESOL¹², basic skills, e-learning and other training; and to raise levels of achievement through other activities such as its *Equalities and Diversity Programme* for employers, and *Challenging Gender Stereotyping in Work-Based Learning* and in *Learning and Employment*.

Jobcentre Plus London, *Connexions London Central*, the *Corporation of London*¹³, and the *Prince's Trust Outreach*, are among the other London-wide agencies offering support to ethnic minority women related to education, training and employment.

Southwark's strategy and policy responses

The London Borough of Southwark and its partner agencies address the needs of ethnic minority women in a number of ways, but principally through the *Employment Strategy*. The *Employment Strategy* and the *Enterprise Strategy* were recently updated and are operational from 2006-2012. These are monitored in accordance with the *Equality Scheme 2005-2008*. The *Equality Impact Assessment* programme for 2002-2005 is a scrutiny process which checks whether the strategies are addressing needs. A number of key issues relating to ethnic minority groups were identified:

- Data collection – data gaps on the up-take of services by specific client groups
- Data monitoring – need for improved, systematic monitoring of equalities data
- Additional staff training – gaps in relation to all equalities issues
- Need to promote/exchange examples of existing good practice
- Need to develop clear corporate standards on translation and interpretation

Other key policies and strategies include:

- Improving the employment rates of people from ethnic minorities (the *Southwark Employment Strategy 2002*; the *Community Strategy for Southwark 2003-2006*).
- Targeting 'hard to place' people in employment (*Employment Strategy*; *Neighbourhood Renewal Strategy 2002-04*).
- Raising the incomes for those in work (*Community Strategy for Southwark 2003-2006*).

⁶ www.womenandequalityunit.gov.uk/publications/

⁷ <http://www.blackbritain.co.uk/news/>

⁸ <http://www.eoc.org.uk>

⁹ <http://www.london.gov.uk/mayor/equalities/new-initiatives.jsp>

¹⁰ <http://www.lda.gov.uk/>

¹¹ <http://www.cityfringe.org.uk/>

¹² English as a Second Language

¹³ Not London wide but covers management of areas in different boroughs.

- Increasing the diversification of BME businesses (*Southwark Enterprise Strategy 2003-2005*) and reviewing the provision of business advice to BME businesses (*Neighbourhood Renewal Strategy 2002-04*).
- Developing and supporting the BME voluntary sector in Peckham and Nunhead (*East Peckham Neighbourhood Plan 2003*).
- Encouraging BME employers participate in employment programmes and that BME candidates entering training programmes have positive outcomes (*Southwark Employment Strategy 2002*).
- Helping people to gain employment by creating more day care places for pre-school children (*Southwark Employment Strategy 2002*), improving the quality of childcare (*Southwark Alliance Annual Progress Report 2004-05*), and offering childcare facilities for the children of refugees and asylum seekers (*East Peckham Neighbourhood Plan 2003*).
- Running ESOL/Basic Skills courses for refugees, asylum seekers and non-English speakers (*East Peckham Neighbourhood Plan 2003*; *Southwark Alliance Annual Progress Report 2004-2005*).
- Health promotion for 'hard to reach' groups and travellers, to improve their chances of employment (*East Peckham Neighbourhood Plan 2003*; *Southwark Alliance Annual Progress Report 2004-2005*).

Relevant training and employment-related projects directly funded by Southwark Council or contracted out using external funding include:

- **Southwark Works!** which provides employment, training, placements, mentors, advice and support to those experiencing barriers to work, including language difficulties, ill health, and childcare problems (funded by Southwark Alliance Local Strategic Partnership on behalf of all agencies)
- The **More For Me and My Kids** project, which supports lone parents in Southwark to go back to work

In *Making a Difference Together: Southwark Neighbourhood Renewal Strategy* (Part 2: the building blocks of the strategy 2002-2004) the local authority also identified the need for further research on the needs of businesses - including ethnic minority businesses - in Southwark.

Council funded voluntary sector initiatives concerned with the employment situation of women from ethnic minority groups include:

- **Southwark Somali Refugee Council** which provides advice for Somali refugees and asylum seekers, with referral to specialist advice when

needed on welfare rights, housing, immigration, health and education.

- **Vietnamese Women's Project** which offers training for young women and language support and other help for older women.
- **Southwark's Asian Women's Centre** which provides advice and guidance and on-site ESOL.
- **Bengali Women's Group** which offers services including health information, home visiting, translation and interpreting.
- **Black Business Initiative (BBI)** which is a social enterprise agency providing support to black and minority ethnic businesses in Southwark.
- **Southwark ex-Offenders Project (RAPt)** which helps drug users on release from prison and other ex-offenders, offering training, employment, housing and other support.

Ethnic minority women in Southwark

In 2001, Southwark's residents included almost 64,000 White British women and girls and some 61,000 women and girls from other ethnic groups. The latter included:

- nearly 34,000 Black women and girls (20,500 Black African, about 11,000 Black Caribbean and 2,400 Other Black)
- almost 14,000 from the White Other/White Irish groups
- 4,700 women and girls of Bangladeshi (1,800), Indian (1,700), Pakistani (500) and other Asian (700) backgrounds
- almost 4,800 of Mixed ethnic backgrounds
- almost 2,300 Chinese
- and 1,900 from other ethnic groups

Taken together, the three wards selected for this study (Camberwell Green, Livesey and Peckham) had almost 19,000 female residents, including women from all the ethnic groups mentioned above, in some cases in quite small numbers. Appendix 3 to this report contains further detail about women and the labour market for those ethnic groups where numbers are sufficiently large to justify statistical presentation. The Figures presented in Appendix 3 thus draw on data for female residents in the three wards as follows:

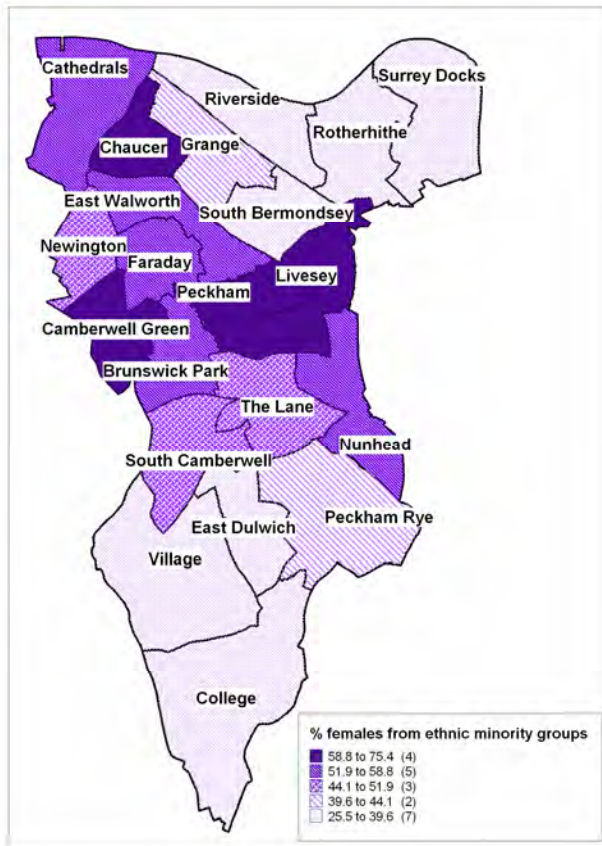
- *All women and girls* (13,380, given as a reference point)
- *White British* (6,228 women and girls)
- *Black African* (9,697 women and girls)
- *Black Caribbean* (1,918 women and girls)

In all other ethnic groups the total female population across the three wards was less than 1,000, and in some cases very small (e.g. Livesey had only 15 females of Pakistani origin in 2001) (Figure A1).

Ethnic minority women in the Southwark wards of Camberwell Green, Livesey, and Peckham

This section of the report provides additional statistical background for the Southwark wards where the arts workshops participants were recruited.

Figure 1 Distribution of ethnic minority women (non-White British) in Southwark's wards



Source: 2001 Census Areas Statistics Theme Tables, Crown Copyright 2003, 2001 Census Output Areas, Crown Copyright 2003. This work is based on data provided through EDINA UKBORDERS with the support of the ESRC and JISC and uses boundary material which is Copyright of the Crown.

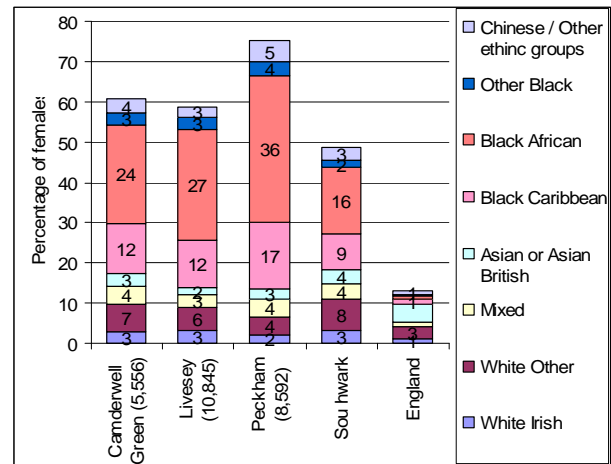
Compared with London and England as a whole, Southwark has a high proportion of ethnic minority women and men: 47% of Southwark's men and 49% of its women are from groups other than White British (Buckner et al 2004).

The highest concentrations of these groups are in the Peckham wards (Figure 1).

The largest ethnic minority group in the borough is Black African (16% of women), followed by Black Caribbean (9%) and 'White Other' women (8%).

In all three wards, the majority of the population are from ethnic minority groups – with between 60% and 75% of the women from these groups (Figure 2).

Figure 2 Ethnic minority women in selected Southwark wards



Source: 2001 Census Standard Tables, Crown Copyright 2003. Crown

Of the three selected wards, **Peckham** has the highest proportion of ethnic minority women (75%). 36% are Black African, 17% are Black Caribbean, 4% White Other and 4% Mixed.

The **Livesey** and **Camberwell Green** wards also have a higher proportion of ethnic minorities than Southwark as a whole. Again, Black Africans are the biggest groups - 27% and 24% for each ward, compared with 16% for Southwark as a whole. There is also a higher proportion of Black Caribbeans in these two wards (12% for both) compared to the borough as a whole (9%).

A high proportion of the Black African female population in the wards is under 16, similar to the pattern in London and across England. However, in Camberwell Green, Livesey and Southwark as a whole, 35% are aged 16-34 (29% in Peckham) compared with just 13-14% in London and England.

Fewer Black African women in Brunswick Park, Camberwell Green, Livesey and Peckham are over 50, 7-9% compared with 19-23% of Black

Caribbean women of similar ages in these wards. In general, Southwark has fewer older Black African and Black Caribbean women aged over 50, compared with their counterparts in London (33% of Black African and 52% of Black Caribbean) and across England (33% of Black African and 54% of Black Caribbean).

Employment status

Black Caribbean women in these wards had lower rates of full time employment, compared with Black Caribbean women in Southwark and in England as a whole (Figure 3). Within the borough, 35% of Black African and 37% of Black Caribbean women in Southwark work full time, compared with 42% of White British women.

Ethnic minority women in Southwark are considerably more likely to be students than White British women in the borough. This is especially true in the Livesey ward, where almost a third of Black African women are students, compared with only 8% of White British women.

Particularly notable features are the very high rates of unemployment among Southwark's economically active Black African and Black Caribbean women.

- In Peckham, 13% of economically active Black African women were unemployed, compared with just 7% of economically active White British women.
- Unemployment rates were also high for Black Caribbean women in Livesey, where 13% were unemployed (compared with 10% of all Black Caribbean women in Southwark and 8% in England).

The much higher proportions of Black Caribbean women in these wards who were unemployed and actively seeking work in 2001 suggest that they experience considerably greater barriers to employment (and possibly more discrimination) than other groups.

As shown elsewhere (Buckner et al, 2004), when in paid work, Black African women in Southwark are less likely to be managers, senior officials and professionals and are more likely to work in sales and customer services, personal services and elementary occupations.¹⁴

¹⁴ Elementary occupations include packers, kitchen and catering assistants, waitresses, cleaners and shelf fillers.

Local knowledge of the issues faced by ethnic minority women

To ensure that our study was also informed by up-to-date local knowledge, requests for information were sent to all key local statutory and voluntary sector organisations that provide services for ethnic minority women in Southwark. An additional internet trawl was also conducted. This section of the report draws on these sources.

Ethnic minority women in London and Southwark

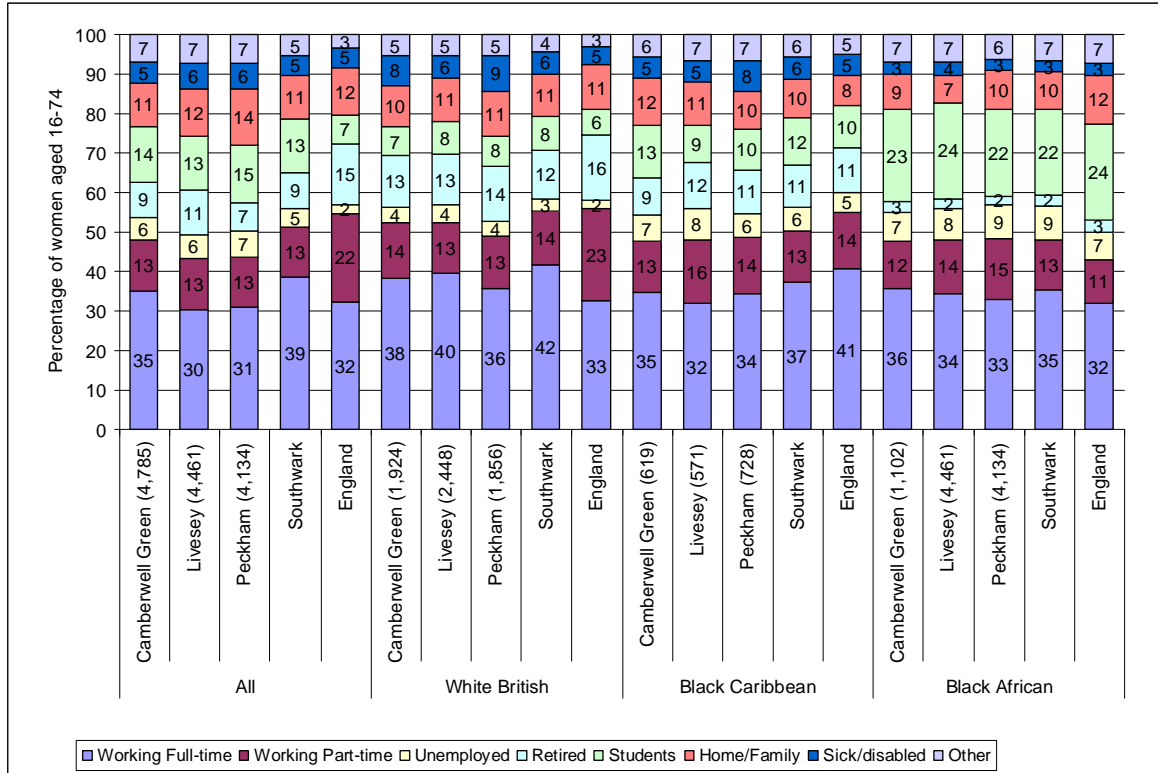
The GLA has recently noted that ethnic minority women account for 27% of all working women in London (the wider labour market that Southwark women can access), and that this figure is expected to rise. By 2011, 80% of the increase in London's workforce will consist of ethnic minority workers (GLA 2006b:9). The differential impact this growth in jobs is likely to have for different groups of ethnic minority women across London is currently being investigated by the GLA.

The population of Southwark grew rapidly between 1991 and 2003 (+27,900 people of working age), partly due to net immigration, which is forecast to continue rising (LBC 2006a). Having increased significantly between 1991 and 2003 (+over 8,000 full-time and about 11,500 part-time jobs), the number of jobs in the borough is also expected to continue rising, by a further 12%, between 2002 and 2016 (Buckner et al 2005; GLA June 2005). Job growth in London as a whole was also significant between 1991 and 2003 (+12% for full-time jobs and +52% for part-time jobs). Despite this, many ethnic minority women in the borough face difficulties in accessing employment, and female employment rates in some parts of the borough, as we have seen (Figure 3), are significantly lower than the national average.

Other studies have shown that, in addition to the ethnic and gender 'penalty' suffered by ethnic minority women, having dependent children further reduces the likelihood of women working in London – to a greater degree than in the rest of the UK¹⁵. Access to affordable childcare remains a very significant barrier for mothers in London, especially lone parents, those on benefits or low incomes, and those from ethnic minority groups

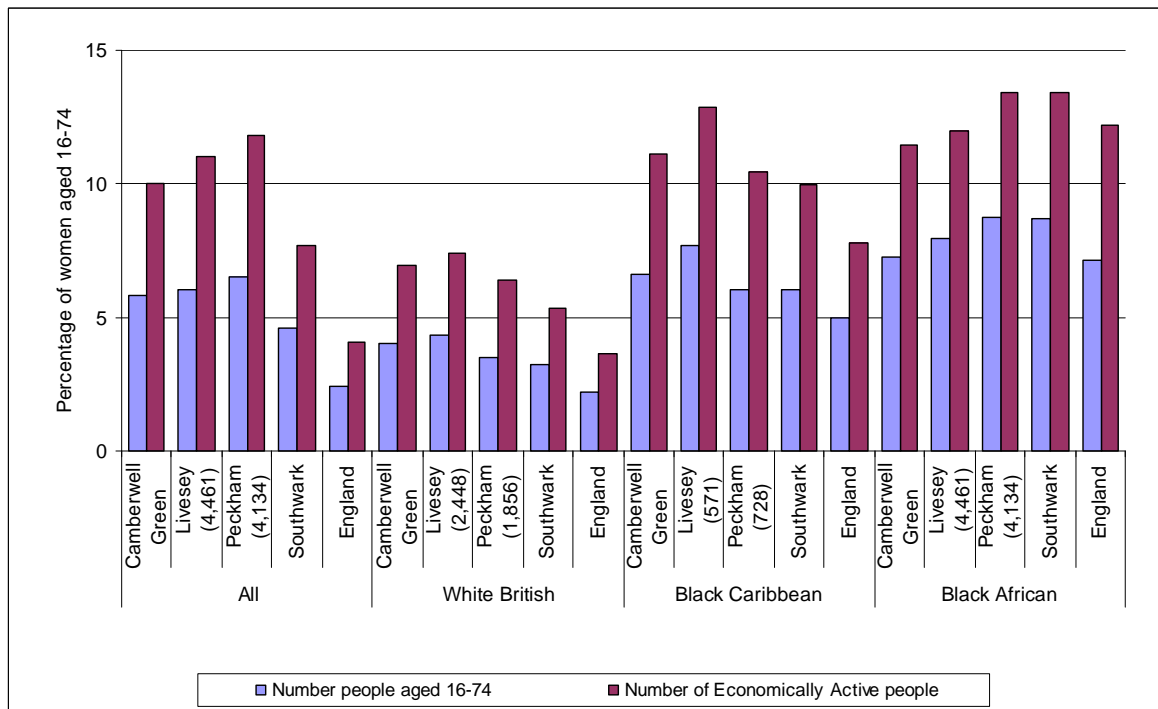
¹⁵ The 2004 *Annual Population Survey* indicated that in London, 54% of all women with dependent children were in employment, compared with 68% in the rest of the UK.

Figure 3 Economic activity status of women by ethnicity (selected groups)¹⁶



Source: 2001 Census Standard Tables, Crown Copyright 2003.

Figure 4 Unemployment among economically active women by ethnicity (selected groups)



Source: 2001 Census Standard Tables, Crown Copyright 2003.

¹⁶ Gender and ethnicity disaggregated data on economic activity rates are only available at ward level for women aged 16-74.

(Bivand et al 2003). Although White and Black Caribbean families are more likely to use childcare than Asian or Black African groups, differences in use of childcare by White and Black families depend on whether the parent works full or part-time, their income level, ease of travel and whether they live in a deprived area (Bell et al 2005). As we commented in the *Gender Profile of Southwark's Labour Market* (Buckner et al 2005), in 2003 the borough had childcare places per 1,000 children as follows:

- crèche places 6 per 1,000
- out of school care 327 per 1,000
- sessional day care 223 per 1,000
- full day care 164 per 1,000
- childminder places 41 per 1,000

compared with 12, 170, 97, 147 and 66 per 1,000 children respectively in England as a whole.

*Ouseley report*¹⁷

Lord Ouseley's report to Southwark Council in 2005 included a number of recommendations about engaging with local ethnic minority communities and with ethnic minority staff within the local authority (Ouseley 2005), including proposals relating to training and employment, recruitment and selection, and career progression.

Other research reports relating to ethnicity minority women in London

In 2002, a skills audit of 300 refugee women in London found that many had qualifications in professions where there are current skills shortages in the capital (teaching, nursing and medicine), but were unable to access jobs or training at their previous level (Dumper 2002).

Research on entrepreneurship in the capital, including a survey of London entrepreneurs, found that ethnic minority groups are significantly more entrepreneurial than White residents. It was suggested that this may be related both to the ethnic minorities' younger age profile and to barriers they face when accessing mainstream employment opportunities. Total entrepreneurial activity (TEA) rates among Indian and Pakistani respondents were twice as high as for White

respondents, and in the Black African community almost three times higher.

Other research also reported that Black African women were significantly more entrepreneurial than other women (London Business School 2006), and the London Annual Business Survey (2003) highlighted a sharp increase in business start-ups by ethnic minority women, and Black women's high level of business ownership (LDA 2005).

Southwark's (settled) ethnic minority women

A number of agencies and reports have explored the situation of specific groups of Southwark women. These include:

➤ *Albanian, Somali and Bangladeshi residents*
A consultation with 61 Albanian, Somali and Bangladeshi residents in Southwark (LBS 2005) found that there was little contact between these communities and Southwark Council and a lack of understanding of their needs. The report called for improved working relationships between the local authority and its different language communities, more translation of local authority literature into community languages, and improved interpreting services, noting that women in these communities were particularly likely to feel their concerns had not been treated seriously.

➤ *Black Africans*

In 2005, the *Guardian* newspaper drew attention to fact that the 2001 Census showed the Black African community (378,933) in London to be larger than the Black Caribbean community (343,567). It noted that although often described as 'Nigerian', many in this community in Southwark, and particularly in Peckham, originate from Sierra Leone - about 15,000 of the borough's residents. Census data indicate that over half of Southwark's Black African women were born in South and Eastern Africa, with other large groups coming from Central and Western Africa (ONS, Census 2001).

➤ *Somali refugees*

In 2005, Southwark Council's own assessment identified Somalis as one of Southwark's largest refugee populations, estimated to be between 6,000 and 20,000 (Hadjifotiou 2005). This report noted an increase in female headed households, and more extended family households within this community. It also pointed out that many Somali refugees come from nomadic farming

¹⁷Lord Ouseley's independent review was published in March 2005. Its purpose was to assess the effectiveness of Southwark Council's framework for addressing equality and diversity. The review identified a range of good practice and made recommendations for further improvement.

communities or are professionals whose find difficulty in gaining recognition of their skills in England. These issues are compounded by poor English language skills and inadequate access to ESOL and interpreter services. For many, the trauma of forced migration has also resulted in mental health issues which are not always recognised, which present further barriers to employment. Young Somalis face additional difficulties at school. Problems include: understanding the system and language; communicating with parents; exclusions from school; and youth services that are insensitive to needs. The report recommended: improved access to training and employment programmes and qualification conversion programmes; family learning with ESOL support in sensitive locations; the employment of Somali speaking education advocates; and greater employment of Somalis in the public sector (Hadjifotiou 2005).

➤ *Ex-offenders*

The *Red Kite Learning project* in Southwark supports women ex-offenders, and finds that about half of its service users are women from ethnic minority groups. Staff in this project consider that the main barriers to education and training faced by this group are:

- Lack of affordable childcare provision for undertaking training and employment
- Lack of support from family/partners when wanting to return to education or employment
- Difficulties entering 'non-traditional' vocational areas (e.g. construction), even when relevant qualifications/skills were gained in prison
- Benefits trap – perception of being financially worse off coming off benefits
- Substance misuse among some women, which needs to be addressed alongside their attempts to find work.

The concerns and aspirations of ethnic minority women living in Camberwell Green, Livesey, and Peckham

To understand more about the complexity of ethnic minority women's circumstances and experiences, we provided positive, arts-based opportunities for women to reflect on: their skills and aspirations; their past achievements and experiences; the role of paid and unpaid work in their lives; the mismatch between their skills and employment opportunities; and the support they needed to overcome the barriers they still faced.

Daytime collage workshops and evening African drumming workshops were run with experienced local artists to attract local employed and unemployed women to participate in the study. Three sessions of each workshop were held in October 2005, at Rye Oak Primary School and the Peckham Pulse leisure centre. (See Appendix 2 for details of the research methods). Workshop participants were recruited using posters and leaflets distributed at local venues. The artists also contacted women known to them through their other work, targeting unemployed people. After the first session, a few women joined the groups via word of mouth.

These findings from the workshops reflect the views of those involved, and are not representative of *all* ethnic minority women in the area. This section of the report identifies the issues that were particularly important to this group of women.

Attitudes to paid employment and work histories

All of the women in the focus groups had some experience of paid employment. A few had been working for many years before giving up their jobs to care for young children or because of poor health. However, they remained committed to return to the labour market in the future. As with other groups of women returners, they faced problems finding jobs which fitted around school hours and paid enough money.

Before having children, I worked as office assistant. It was a dead-end job, but you have to be practical, it's not what you want, but what you got. I stopped working since I had my first daughter. When she was 5, I worked again, but not for long, and then I had the second one. I can't

wait until the second one is 5, but it's good for her [that I'm a full-time mum].



Those who had experienced well paid employment, such as in finance, found the experience of living on benefit degrading and difficult.

It's depressing and it takes your self worth away if you are not careful. If you don't find something to do, because you can't afford to, you can't afford to go to the gym, can't afford to do an evening class, because they are not letting you have any money to do that. £56 this winter, £20 goes on gas, £10 on electric, don't even talk about luxuries. Nobody's allowed to be without a TV these days, and the licence fee - and then all your money's gone. Forget about eating, much less healthy eating.

During my pregnancy I used to go to my auntie's because I knew which day she used to go shopping and buy fruit. I used to eat what I could because £56 is not going to buy what I need.

Several women described their local statutory support agencies in very negative terms. They felt that the Benefits Agency and Job Centre Plus did not cater for those with skills and aspirations but instead were focused on long term unemployed people and people whose lives were in crisis. They felt that staff had failed to listen to what they wanted or what they were capable of.

If they actually listened they would find that we don't want to be unemployed, we don't want to sit inside. We all have brains, we all have ambitions, but after a while you go there and they look at you and it starts to make you feel, 'What's the point- I'm useless.' That's why a lot of people get depression who sign on.
They said to me, 'We have these kinds of jobs you can look at.' You're telling me to work for £9,600

for 39 hours a week! Excuse me, Miss, I cannot do that, even a school leaver wouldn't do that.

She said, 'Oh, you can do this one.' Guess what it was, a building site. I said, 'This does not cater for what I have done in the past. Do I look as if I want to work on a building site?' I wake in the morning and say, 'Oh guess what, Mummy's going to be a builder today.'

I wanted to know if there's a career path, training. They said, 'Stop, we don't have training.' They do send you to some training, but it's for things like nails and hair.

No one seems to care whether I look for work or not, as long as I come 10 minutes before my signing on time.

These women were angry about the amount of time they were obliged to spend sorting benefit applications and the inflexibility of signing-on systems which prevented them from studying and attending job interviews.

They tell you that if you are on JSA you can look for a job over or under 16 hours, and if you work you can also go to school. But that is a lie, because if you go to school you have to sign on at 1.15pm but the lecture is happening at quarter past one.

I get job interviews. I told the lady - 'I've got a job interview in the West End, and they told me to get there for 2pm, my sign on time is 1.15pm. Is there any way I can change it?' She said, 'You have to sign on at 1.15 and if you miss it you won't be able to get paid for this week.'



In desperation one woman conformed to the expected stereotypes in order to get better service.

The homeless walk in, these are people who don't have any address, get over the counter giro. So I said if I am homeless, a drug addict, a drunkard, I could walk in and I could get my giro, but it seems like because I am educated, I speak properly, I don't shout, I don't swear, I have to wait in the queue. So when I go to the DSS I don't dress nice, I don't even smile good, I eat garlic so my breath stinks so my giro will be there at 2pm.



Views of the locality

Many of the women said that they would prefer local employment because of their childcare responsibilities. Their concerns centred on the additional time involved in travelling into central London, as this meant they needed to earn more to cover the cost of out-of-school care. A few women who had experience of working in central London highlighted other additional expenditure which came with 'West End' jobs.

Peckham has lower living expenses. When I worked at West End, I had to put on suits, to be nicely dressed, because people there all dressed like that. I had to spend £5 for lunch and drink £1.20 water as everyone else drank £1.20 water. But in Peckham, I can drink cold water in bottle from my kitchen.

Some women highlighted difficulties with local public transport, where they relied on buses which ran unpredictably, in and out of the centre rather than round the neighbourhoods, and in their view were expensive.

The women enjoyed living in Peckham. Most had extensive networks of family and friends. They found goods locally to be reasonably priced and they appreciated the ability to buy a wide range of their native vegetables and fruit from the local market. They spoke of the summer, when the

streets felt vibrant with street artists and local festivals.

Peckham shows all colours and cultures and summer here is fun.

Some women said that discrimination and racism was not a major issue for them because they lived in an area where they were among the largest ethnic minority. Some women made reference to the difficulties they perceived that Asian people living and working in the area face living amongst large Afro-Caribbean and White populations. A few painted a very different picture of Peckham estates where there were tensions between ethnic minority groups of young people which made their daily lives difficult and frightening. They had strategies for protecting themselves and their families.

They move one set of families to a certain area, and that boy or that girl is part of a gang, and you move that person there, you are causing trouble - because their friends will come and visit them and then on that estate there's another gang.

Last summer I stood on my balcony and saw these boys with sticks, bottles, poles, and I was meant to go and meet my daughter at the bus stop and I thought 'X is going to walk through in a minute.' So I thought, 'What do I do?' I phoned my son and said, 'Wait at the library.' I had to go round the back, through the park, up the road, met them and I said, 'Let's just stay here for a bit, because they're going round the street.' These boys were beating the hell out of each other.

You wake up in the morning and then step out through the blood and think, 'What happened there yesterday night?' So although you're happy and have all these lovely things, lovely environment - at the same time you have this crime that is facing you.

Several women were passionate about wanting to improve the situation for their families and their community. They had channelled this into voluntary work, and it influenced their thinking about the types of jobs they wanted.

Part of the reason I want to do social work is that most of the children doing crime are not realising what they're doing. The main problem that we have in Southwark is that kids are so bored. I've been at home for 4 months and I feel boredom. There's nothing. After a while they start self-destructing, so they're hanging out on street corners. There's no more youth clubs in Peckham because of the crime. No one wants to be a youth club manager because they get beaten up or killed.



Aspirations, motivation and prospects

All the women we spoke to had high aspirations for themselves. Those who were mothers were also motivated to be role models for their children.

I have a son, 24, and a daughter, 22. I started working on Saturdays when my children were younger as shop assistant, but I didn't like it. I didn't want my children to see me sat there behind the till. I wanted to show them what I can do, and that they can achieve too.

They spoke about challenging the expectations of their children's teachers at school and career advisors about what their children were capable of.

[The Headteacher] called them bad apples. S. went to university - he's got a degree in business. He's going to get a job as a manager in Curry's because he works really hard. A. is starting his own business - and it goes on. All of the kids that come in my home are doing something, and they are the ones she called bad apples.

When my daughter left school she went to the Job Centre and she wanted to get a good job. They said they had vacancies in MacDonaldis. They took one look at her and offered MacDonaldis. A week later she got a job in a bank, and she hasn't looked back since.

All the women we spoke to were aware of the importance of educating themselves in order to get better paid employment.

I did my degree. Now I tell people, 'Do a degree, it will make you different, you will be in a different life.'

I have been in this country for 41 years. I want more money, a comfortable home. So I'm going to do a 3 year health and psychology course. I want to do 3 days paid work and 2 days voluntary work.

The first difficulty is to find a job. Second is to work in such a pattern.

Many of the women had considerable experience of voluntary work, and several wanted to prioritise this in their lives, as it gave them so much personal reward. For a couple of women this had resulted in paid employment:

I did voluntary work for 7 months, supporting couples with children who needed help. Then a post came up, to co-ordinate support work.

I was a voluntary pastoral carer on Saturdays during term time. My children went [to the school] there and I worked with another lady. We supported each other. My children have left school now, but I continue my work there on Saturdays. I enjoy it and love to see children doing various kinds of musical activities. Then they made me a permanent post.

Recently I'm doing a training course. I'm interested in working with young people, guiding them and giving them information.

Support networks

Many of the women described their family networks and friends who supported and helped with childcare and with job search.

Mother and sisters live very close, some across the street, so they help a lot with childcare. We always help each other with childcare and other housework.

My aunt is a social worker. She gave my contact name and phone to the council to do voluntary homeless work.

I wanted to start a poetry club with a friend. I like to put words together, to discuss meanings. But both of us have little kids, and not enough energy and time at the moment. I hope to do my own business in the future - I can do anything.



For a few women, their kin network in the Caribbean was an essential part of their identity, and they worked to prove themselves to their relatives overseas as much as for their immediate family. One woman's future plans centred on returning to the warm outdoor environment of the Caribbean:

Recently, on every Sunday morning, we talk about stories in the newspapers, what we think about them. I've brought up my children on my own, as I didn't find another partner since splitting up. I want to show my children a good model. My mum and sisters help and support a lot. Both my parents went back to the Caribbean when they retired.

This collage shows I have always maintained my own independence, my own self-employment, my own ideas and so forth. I've come out after 9 years of working indoors and I've seen there are opportunities [in the Caribbean]. It's not going to be easy, it's not quick, but you have to know what you can do and go for it. My aim is to become a foster carer of children.

Key points and recommendations

This study has explored the situation of ethnic minority women in Southwark - particularly those resident in the wards of Camberwell Green, Livesey and Peckham - in relation to their access to the labour market. It used a range of quantitative and qualitative methods, building on local intelligence and other research.

Our new analysis of data from the 2001 Census has shown that:

- Almost half the female population of Southwark is from ethnic minority groups. It includes over 20,000 Black African women and girls, 14,000 women and girls from White Irish/White Other backgrounds, 11,000 of Black Caribbean background, and almost 5,000 of Asian origin.
- In the Southwark wards of Peckham, Camberwell Green and Livesey, the ethnic minority population is larger still - representing 75% of the female population in Peckham, and about 60% in Camberwell Green and Livesey. In these wards the ethnic minority population is considerably younger than in the wider London area or in England as a whole.
- Among economically active women in Southwark, and especially in the selected wards, unemployment rates were very much higher among Black Caribbean and Black African women than for White British women living in these localities.

Other evidence relating to the London Borough of Southwark and to London as a whole shows that:

- The ethnic composition of Southwark is continuing to change, with increased numbers of refugees and asylum seekers in recent years, posing particular challenges for local agencies.
- Transport and childcare remain important issues affecting access to employment, especially for certain groups of women.
- Some groups of ethnic minority women (notably the Black African group) are highly entrepreneurial, and contain some who are succeeding in business.
- The unemployment rates and levels of racial discrimination experienced by local women are worrying and needs action.

The arts-based workshops conducted as part of the study with a small group of ethnic minority women living in the selected wards could not explore the views of all ethnic minority women in the area (and should not be taken as a basis for generalisation). However they gave voice to many issues important to those involved, and identified a number of factors underlying the disadvantage faced by many ethnic minority women in engaging with the labour market, summarised below:

- *Migration history:* women's settlement and assimilation patterns, residency status, and whether they were first or subsequent generation residents affected their access to the labour market.
- *Local area:* The women's experience was that there are still important weaknesses in the local support infrastructure, including access to childcare, public transport and other services.
- *Language, qualifications, skills and experience:* Women's confidence, employment aspirations and achievements, and their ability to access information and support services, was constrained if English was not their first language, or if their qualifications and experience had been obtained outside the UK.
- *Aspirations/confidence:* The women who attended the workshops had high personal aspirations, and felt it important to act as role models for their children and to challenge others' low expectations of them. However, some found that after a break from employment, usually to raise children, it was much more difficult to access the kind of jobs they had previously held or aspired to.
- *Suitable job opportunities:* Jobs available in the locality or within reach outside the borough were often poorly designed for working parents, or for those with limited skills and qualifications who required development opportunities. Some had found routes into work through the voluntary sector, but insecure funding in many projects meant that career opportunities here were limited.
- *Cultural/family circumstances:* Those who were mothers felt that local jobs were very important - especially those wishing to work part-time and needing to avoid high travelling costs.

- *Discrimination and racism:* The women mostly liked living in the locality and some felt shielded from the racism and harassment they encountered elsewhere by living in a very ethnically diverse community. Others reported tensions between young people from different ethnic groups on particular estates, which could sometimes be intimidating. Some wished to work near to their children to be able to offer them protection from harassment.

Locally, there are a number of examples of good practice in supporting ethnic minority women to move closer to the labour market. Nevertheless, as we have seen in this report, major challenges remain for women in this growing and changing community. The London Borough Southwark and its partner agencies needs to continue to explore ways of developing closer partnerships with local agencies, and of deepening understanding of the support and provision needed by its resident ethnic minority women. Our recommendations, based on the various sources of information presented in this report, are set out below for different key stakeholder groups to consider:

Voluntary/community sector organisations

- *Need longer-term funding,* to support the work of local, community-focused organisations, with a track record in meeting the needs of ethnic minority women. These centres successfully engage hard-to-reach groups, by building their trust, increasing their skills, confidence and employability, and bringing them closer to the labour market. They offer 'value-added' by encouraging women's self-help and independence, as participants progress from 'beneficiaries' to volunteers.
- *Could increase opportunities for training and progression:* e.g. to accredit skills and experience gained in the voluntary sector, and to provide improved career structures and opportunities for gaining professional qualifications, while retaining opportunities for women lacking qualifications to enter the sector.
- *Extended ESOL/English-language support is needed:* Free access is needed in community-based centres providing opportunities to develop skills and confidence in a safe environment, alongside basic skills/IT training to enhance employability. This provision needs to be culturally appropriate and gender sensitive.

- *Increased provision of personal development and confidence-building courses and activities would be beneficial:* Arts-based/creative activities can be highly positive and empowering, without over-reliance on verbal communication skills. Group activities further enhance mutual understanding and shared experiences.

Employers/employers' organisations

- *Recognition of prior qualifications and skills gained abroad* needs to improve, building on existing schemes. Employer awareness needs to be raised by challenging misconceptions and assumptions about particular groups, and recognising that prior experience and motivation to work can be an indication of potential.
- *Work placement and on-the-job training opportunities are needed:* tasters of alternative and non-traditional opportunities; and opportunities to gain experience and 'a foot-in-the-door'.
- *A much wider range of part-time jobs* is needed, to enable women to progress and achieve their potential, and to fit the availability of working mothers and with tax credit/benefit rules.
- *Staff management, career progression and staff development support may need to be enhanced.* Managers need to be aware of workplace cultures that directly or indirectly exclude certain groups. Practices need to be sensitive to individual differences and need, and to recognise that lack of confidence can hamper performance and progression for some groups.

Jobcentre Plus, Connexions, careers-related services and training organisations

- *Improved access to careers advice is needed:* This should be tailored to women from different backgrounds, with varied experience and aspirations, and should offer advice and guidance on short, medium and longer-term goals. Non-stereotyped careers advice and information on alternative and non-traditional employment and training options, matched to local skills gaps, employers, and job opportunities is required – particularly in schools/colleges.
- *Access to pre-interview and job-preparation support and coaching* in schools, colleges and elsewhere, on: job-search skills, CV writing,

applications, and interview skills. Support needs to recognise that 'self-promotion' in applications and interviews is a cultural barrier for some groups, and may require specific, targeted coaching.

- *Better local information, advice and guidance are needed:* This should relate to employment, training, the education system, benefits, etc., and be offered in community languages or with community language support. Further outreach work by JobCentre Plus and by community organisations needs to be developed, to bring mainstream support, local jobs and information to local women.
- *Targeted supported is needed to tackle the barriers experienced by unemployed ethnic minority women* e.g. for Bangladeshi and Black African women seeking work through JobCentre Plus. Their much higher levels of unemployment in certain areas suggest that entrenched disadvantage and discrimination still persist.
- *Formal accreditation mechanisms that value and recognise practical competences and skills* need to be developed, rather than just formal academic qualifications.

Local authorities and local service providers

- *Work to tackle racism and discrimination needs to be continued.* This could include:
 - Awareness raising and information for the local population, through schools and colleges, local media and employers.
 - Anti-racist, diversity training for service providers and employers (e.g. transport; recruitment panels).
 - Heightened profile of the work, policies and actions taken by Street Wardens, the Police, Victim Support, legal services and other agencies in combating racism.
 - Initiatives to encourage reporting of incidents.
- *Better targeting and promotion of information and support services to ethnic minority women* through trusted community links (organisations, events, workers, volunteers), capitalising on informal communication mechanisms.
- *Improved access to childcare:* flexible, local, affordable and culturally sensitive provision, to support course attendance, training, volunteering activities and paid work.

- *Better monitoring data and targeting of services.* The situation of different groups of ethnic minority women not often captured in local data, even in a borough where this population group is so large.
- *Mainstream equalities/diversity policies:* From 2007, when the new public duty to promote gender equality¹⁸ is in place, all public sector agencies will be required to promote gender equality. New developments in equality policy (under the *Equality Act 2006* and related measures) will place a stronger obligation of local authorities, their partners and the agencies from which they procure services to ensure that the needs of women from different ethnic minority backgrounds are identified, understood and addressed.
- *Positively encourage and promote ethnic minority women's representation and participation in local decision making and governance bodies* (e.g. as local councillors, on Boards, and in other ways) to enable local change.

¹⁸ Under the *Equality Act 2006* all public sector bodies will have a new duty to promote gender equality from 2007.

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Appendix 1 Gender and Employment in Local Labour Markets

The *Gender and Employment in Local Labour Markets* project was funded, between September 2003 and August 2006, by a core European Social Fund grant to Professor Sue Yeandle and her research team at the *Centre for Social Inclusion*, Sheffield Hallam University. The award was made from within ESF Policy Field 5 Measure 2, 'Gender and Discrimination in Employment'. The grant was supplemented with additional funds and resources provided by a range of partner agencies, notably the Equal Opportunities Commission, the TUC, and 12 English local authorities.

The GELLM project output comprises:

- new statistical analysis of district-level labour market data, led by Dr Lisa Buckner, producing separate **Gender Profiles** of the local labour markets of each of the participating local authorities (Buckner, Tang and Yeandle 2004, 2005, 2006) - available from the local authorities concerned and at www.shu.ac.uk/research/csi
- 6 **Local Research Studies**, each involving between three and six of the project's local authority partners. Locality and Synthesis reports of these studies, published spring-summer 2006 are available at www.shu.ac.uk/research/csi. Details of other publications and presentations relating to the GELLM programme are also posted on this website.
 1. *Working below potential: women and part-time work*, led by Dr Linda Grant and part-funded by the EOC (first published by the EOC in 2005)
 2. *Connecting women with the labour market*, led by Dr Linda Grant
 3. *Ethnic minority women and access to the labour market*, led by Bernadette Stiehl
 4. *Women's career development in the local authority sector in England* led by Dr Cinnamon Bennett
 5. *Addressing women's poverty: local labour market initiatives* led by Karen Escott
 6. *Local challenges in meeting demand for domiciliary care* led from autumn 2005 by Professor Sue Yeandle and prior to this by Anu Suokas

The GELLM Team

Led by Professor Sue Yeandle, the members of the GELLM research team at the *Centre for Social Inclusion* are: Dr Cinnamon Bennett, Dr Lisa Buckner, Ian Chesters (administrator), Karen Escott, Dr Linda Grant, Christopher Price, Lucy Shipton, Bernadette Stiehl, Anu Suokas (until autumn 2005), and Dr Ning Tang. The team is grateful to Dr Pamela Fisher for her contribution to the project in 2004, and for the continuing advice and support of Dr Chris Gardiner.

The GELLM Partnership

The national partners supporting the GELLM project are the Equal Opportunities Commission and the TUC. The project's 12 local authority partners are: Birmingham Council, the London Borough of Southwark, East Staffordshire Borough Council, Leicester Council, Southwark Council, Sandwell Metropolitan Borough Council, Somerset County Council, the London Borough of Southwark, Thurrock Council, Trafford Metropolitan Borough Council, Wakefield Metropolitan District Council and West Sussex County Council. The North East Coalition of Employers has also provided financial resources via Southwark Council. The team is grateful for the support of these agencies, without which the project could not have been developed. The GELLM project engaged Professor Damian Grimshaw, Professor Ed Fieldhouse (both of Manchester University) and Professor Irene Hardill (Nottingham Trent University), as external academic advisers to the project team, and thanks them for their valuable advice and support.

Appendix 2 Research methods

This study used a mixed method research design, incorporating:

- Detailed analysis of the 2001 Census
- A review of local information and intelligence using documentary analysis
- Qualitative research with local ethnic minority women

Analysis of the 2001 Census

Data from the 2001 Census relating to women resident in the wards were analysed for Black African and Afro Caribbean groups. This included:

- Background information - population size, age-sex profile, country of birth, household composition
- Economic activity - full-time/part-time employment, unemployment, economic inactivity, Local labour market - occupation and industry for women currently in employment

Where possible, data are shown for women of working age (16-59), however, in some cases, Census output was only available for women aged 16-74.

Review of local information and intelligence

The lead officer at Southwark Council requested relevant information from local statutory and voluntary and community sector organisations that deal with, support or collect data on, ethnic minority women. This mainly consisted of sections of the local authority and some community-based organisations. These sources were supplemented by a trawl of relevant national policy and academic literature, and the internet. These were reviewed for relevant information.

Qualitative methodology: art-based workshops

These innovative workshops enabled women participants to use a range of art forms to creatively represent images of their lives, whilst evidencing their aspirations, skills and capabilities. The women also identified barriers to employment / job progression which affected them, and their support needs. The workshops produced detailed qualitative data relating to the women's:

- views, preferences and values regarding child-care, caring, and employment;
- existing experience, skills, capacities and qualifications;
- personal choices, and how these are influenced by cultural/ family expectations;
- local barriers to employment such as transport, childcare, education & discrimination.

The art-based approach was a way of attracting the women to a research experience that was confidence-enhancing and interactive, but not wholly reliant on their verbal skills and confidence. It was also an alternative means of tapping into, and expressing, their life experiences and stories. The informal and interactive workshop ethos enabled trust and rapport to develop between attendees and encouraged everyone to join in. Participants were reassured that their confidentiality and anonymity would be maintained – their work, images or words would only be used with their informed consent.

The arts based sessions offered in Southwark included 3 daytime collage workshops held in school hours, and 3 evening African drumming workshops. The artists who led these sessions had experience of working in community settings in the borough. They were able to assist in recruiting women to participate in the study. Both workshops were held in accessible local venues; a library and a school. Refreshments and on-site crèche facilities were provided free of charge.

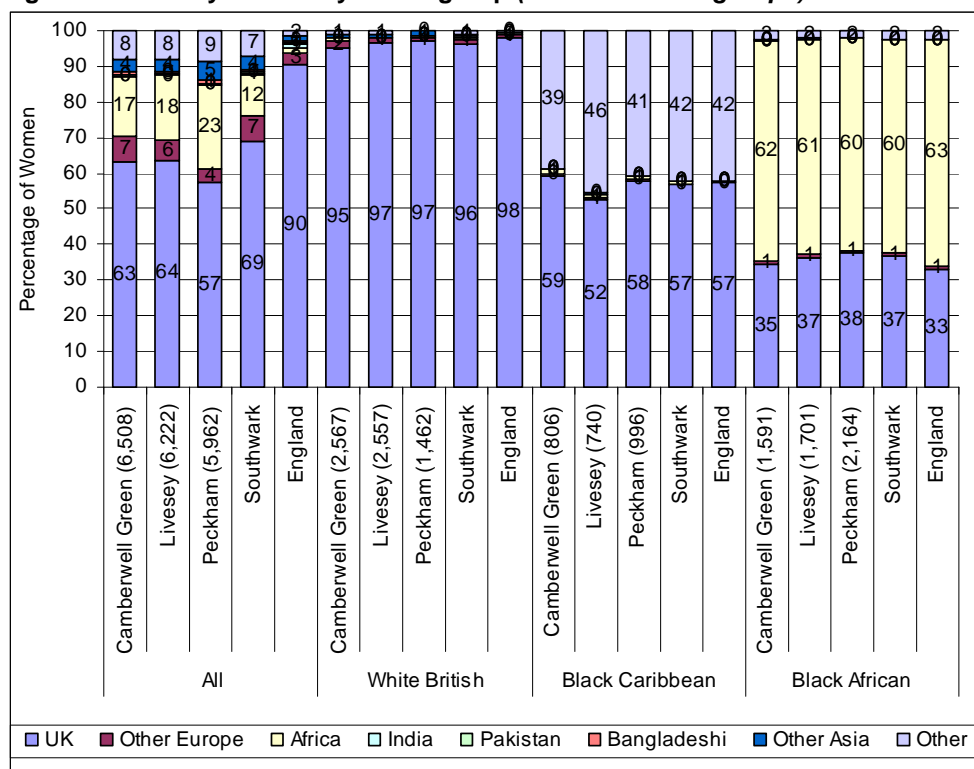
Appendix 3 Additional informational about ethnic minority women in the locality

Table A1 Ethnic Groups

	Camberwell Green	Livesey	Peckham	Southwark	England
All females	6,523	6,190	5,976	125,038	25,216,687
White: British	2,565	2,549	1,472	63,985	21,918,492
White: Irish	192	198	123	3,931	330,054
White: Other White	450	343	268	9,665	699,237
Mixed: White and Black Caribbean	132	101	127	1,772	118,379
Mixed: White and Black African	54	59	62	1,037	38,940
Mixed: White and Asian	20	13	21	685	91,414
Other Mixed	77	34	56	1,262	78,236
Indian	82	37	40	1,676	517,342
Pakistani	18	15	23	493	348,496
Bangladeshi	82	36	58	1,792	136,422
Other Asian	36	26	33	684	107,672
Black Caribbean	804	735	993	11,043	301,365
Black African	1,593	1,700	2,162	20,482	246,835
Other Black	189	171	210	2,380	50,024
Chinese	120	70	205	2,275	114,768
Other Ethnic Group	109	103	123	1,876	119,011

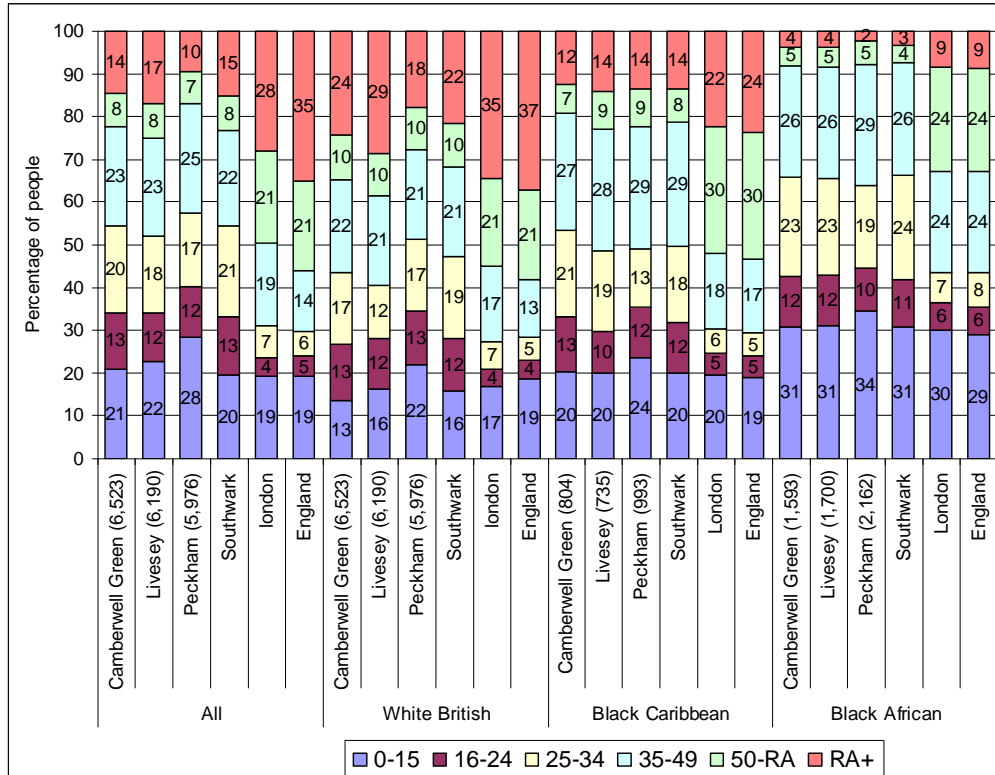
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Figure A2 Country of birth by ethnic group (selected ethnic groups)



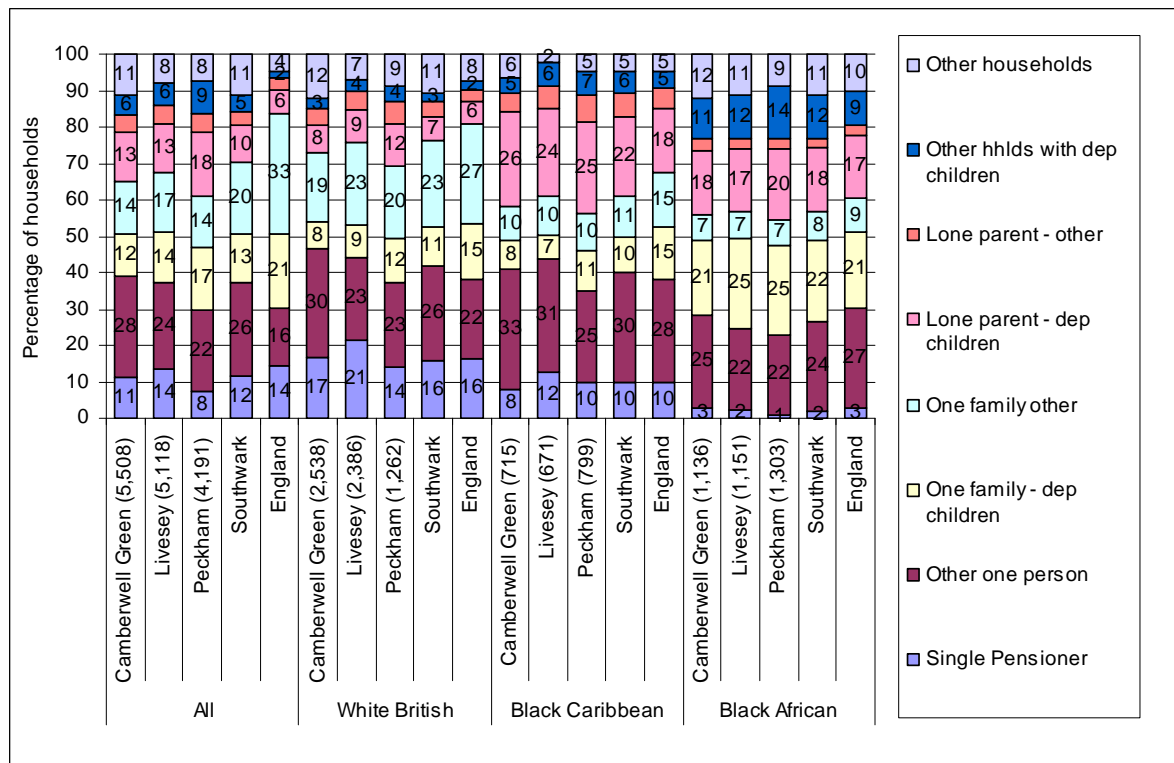
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Figure A3 Age profile for females (selected ethnic groups)



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Figure A4. Household composition by ethnic group of household representative person (selected ethnic groups)



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