

Ethnic Minority Women and Local Labour Market Disadvantage in England

Sue Yeandle

University of Leeds

Email s.m.yeandle@leeds.ac.uk

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Outline of presentation

- **Background to the investigation**
- **Key facts about ethnic minority women and the LM in England**
- **Method and research questions**
- **Results of our statistical investigation**
- **Conclusions**

- *Contribution of Dr Lisa Buckner, Senior Research Fellow in Social Statistics, University of Leeds*
- *GELLM Research Programme based on work of a team of 10 colleagues at Sheffield Hallam University 2003-6*
- *EOC was formal partner in GELLM and sponsored our research*



Background

- ***Gender and Employment in Local Labour Markets***
Research Programme (2003-6) (Funded by ESF and 13 UK partners)
- ***Ethnic Minority Women and Access to the Labour Market*** Yeandle, Stiell and Buckner (2006) Sheffield: Centre for Social Inclusion

Equal Opportunities Commission (EOC) General Formal Investigation “Moving on Up?” www.eoc.org.uk

- ***Ethnic Minority Women and Local Labour Markets***
Buckner, Yeandle & Botcherby (2007) Manchester, Equal Opportunities Commission
 - <http://www.eoc.org.uk/Default.aspx?page=20060>

Gender Profile of Sandwell's Labour Market

Dr Lisa Buckner
Dr Ning Tang
Professor Sue Yeandle

Centre for Social Inclusion

7. Women, Men and Diversity

The Economic Circumstances of People from Black and Minority Ethnic Groups

There are marked differences in the way women and men from Black and Minority Ethnic groups in Sandwell experience the labour market.

As described in Chapter 1, Sandwell has a comparatively large population of residents from Black and Minority Ethnic groups. Figures 7.1 and 7.2 show the economic activity status of young men and women under 25 by ethnicity. The largest groups of young people are found among the Indian (3,990), Pakistani (1,995), Black Caribbean (887), and Bangladeshi (712) groups; Mixed White and Black Caribbean (556), and White Other (289) ethnic groups.

Among mature people of working age (25-59 years for women, and 25-64 years for men), the figures for each population group are also significant: Indian (13,249), Black Caribbean (5,085), Pakistani (3,085), White Irish (1,392), White Other (1,218), Bangladeshi (1,173), and Other Asian (1,021).

The economic activity, occupations and industrial distribution of the above Black and Minority Ethnic groups are the focus of discussion in this section. Data for all Black and Minority Ethnic groups identified in the 2001 Census are shown in the figures presented.

Economic Activity

Economic Activity: 16-24 year olds

Figures 7.1 and 7.2 show that in Sandwell, among 16-24 year olds, young White British people were more likely to be employed full time (57 per cent of men and 50 per cent of women), compared with 45 per cent of men and 32 per cent of women of the total young population, 54 per cent of young White British men and 37 per cent of young White British women in Sandwell. Young White Other people in Sandwell also had a comparatively higher full-time employment rate (31 per cent for men and 26 per cent for women), followed by 29 per cent of young men and 19 per cent of young women from Mixed White and Caribbean background. Sandwell's young Black Caribbean men had a lower full-time employment

Figure 7.1 Economic Activity by ethnicity for men aged 16-24 in Sandwell

rate, 17 per cent, compared with their counterparts in the region (19 per cent) and nationally (21 per cent). In contrast, young Pakistani women were the least likely to be in full-time employment, 11 per cent, compared with 13 per cent of similar women nationally.

Higher unemployment rates were found in young Mixed White and Black Caribbean people in Sandwell (16 per cent for men and 10 per cent for women), in young Black Caribbean people (15 per cent for men and 7 per cent for women), and in young Bangladeshi people (16 per cent for men and 8 per cent for women), compared with 11 per cent of men and 6 per cent of women in Sandwell's overall 16-24 population. These patterns were similar to those found in the West Midlands region, but more marked than in England as a whole.

In Sandwell, part-time employment was more widespread among young women from Other Black and Mixed White and Asian groups (21 per cent and 12 per cent respectively), compared with other young women. On the other hand, a higher proportion of young women from Bangladeshi (32 per cent), Pakistani (22 per cent), Mixed White and Black Caribbean (19 per cent) and White other (18 per cent) groups were looking after their home or family full-time, compared with 12 per cent in Sandwell's overall 16-24 female population and their counterparts nationally (22 per cent, 19 per cent, 10 per cent and 5 per cent respectively).

Sandwell's young Chinese population contained a very high proportion of students, about 76 per cent of men and 69 per cent of women, compared with 34 per cent of both men and women in Sandwell's overall 16-24 population and 26 per cent of young White British men and 29 per cent of young White British women. Consequently there were far fewer Chinese young people in other types of economic activity status. Only 11 per cent of young Chinese men were in full-time employment, compared with 45 per cent men in Sandwell's overall 16-24 population. However young Chinese women in Sandwell were more likely than their counterparts regionally and nationally to be in full-time employment, 23 per cent (including 9 per cent of full-time self-employed).

Economic Activity: men aged 25 - 64 years

Figure 7.3 shows that 59 per cent of Black Caribbean men were employed full time, followed by men from Mixed White and Black Caribbean, Indian and Other Mixed ethnic groups (57 per cent respectively), compared with a higher proportion of the overall 25-64 male population (52 per cent) and of White British men (54 per cent) employed full-time in Sandwell.



Key facts about ethnic minority women in the labour market in England

- **15% of women of working age** belong to ethnic minority groups
- **Economic activity (EA) and unemployment (UE) rates and industrial/occupational distribution** of EM women are highly variable
- **Very uneven geographical distribution** of EM women in England/UK

Employment status of women of working age: selected ethnic minority groups

England & Wales 2001

thousands

	White British	Indian	Pakistani	Bangl- adeshi	Black Caribbean
Working Age	13,522	353	210	80	200
Economically Active	9,621	222	64	21	146
In employment	8,836	192	47	14	125
Unemployed	363	14	9	3* 3.5	12* 11.6

Women aged 25 - 44 resident in England: % who are economically active, by place of birth :

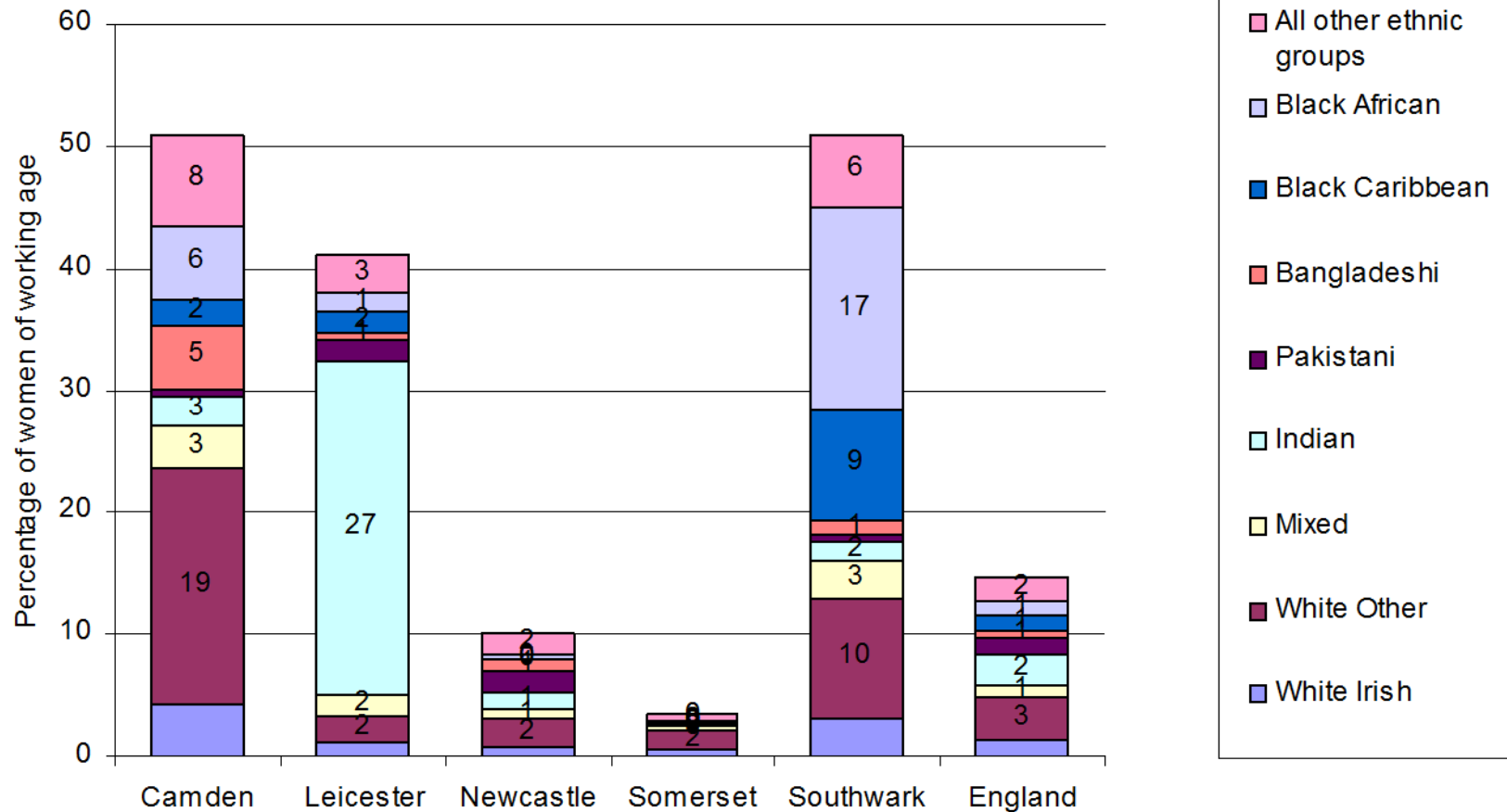
	White	Indian	Pakistani	Bangla- deshi	Black Caribbean	Black African
1991						
UK born	71	73	36	27	75	68
Non-UK born	68	67	22	11	49	60
2001						
→ UK born	76	79	47	48	79	80
Non-UK born	73	70	24	19	51	61

Source: 2001 and 1991 Census SARs. Census output is Crown copyright and is reproduced with the permission of the Controller of HMSO and the Queen's Printer for Scotland. This work is based on the SARs provided through the Centre for Census and Survey Research of the University of Manchester with the support of ESRC and JISC..

England: Women aged 25-44 who are unemployed as a proportion of those economically active, by place of birth

	White	Indian	Pakistani	Bangladeshi	Black Caribbean	Black African
1991						
UK born	5	13	34	..	13	26
Non-UK	8	10	26	41	10	24
2001						
UK born	4	5	13	7	7	12
Non-UK	5	5	13	23	10	18

Women of working age by ethnicity, excl. White British women: selected localities and England

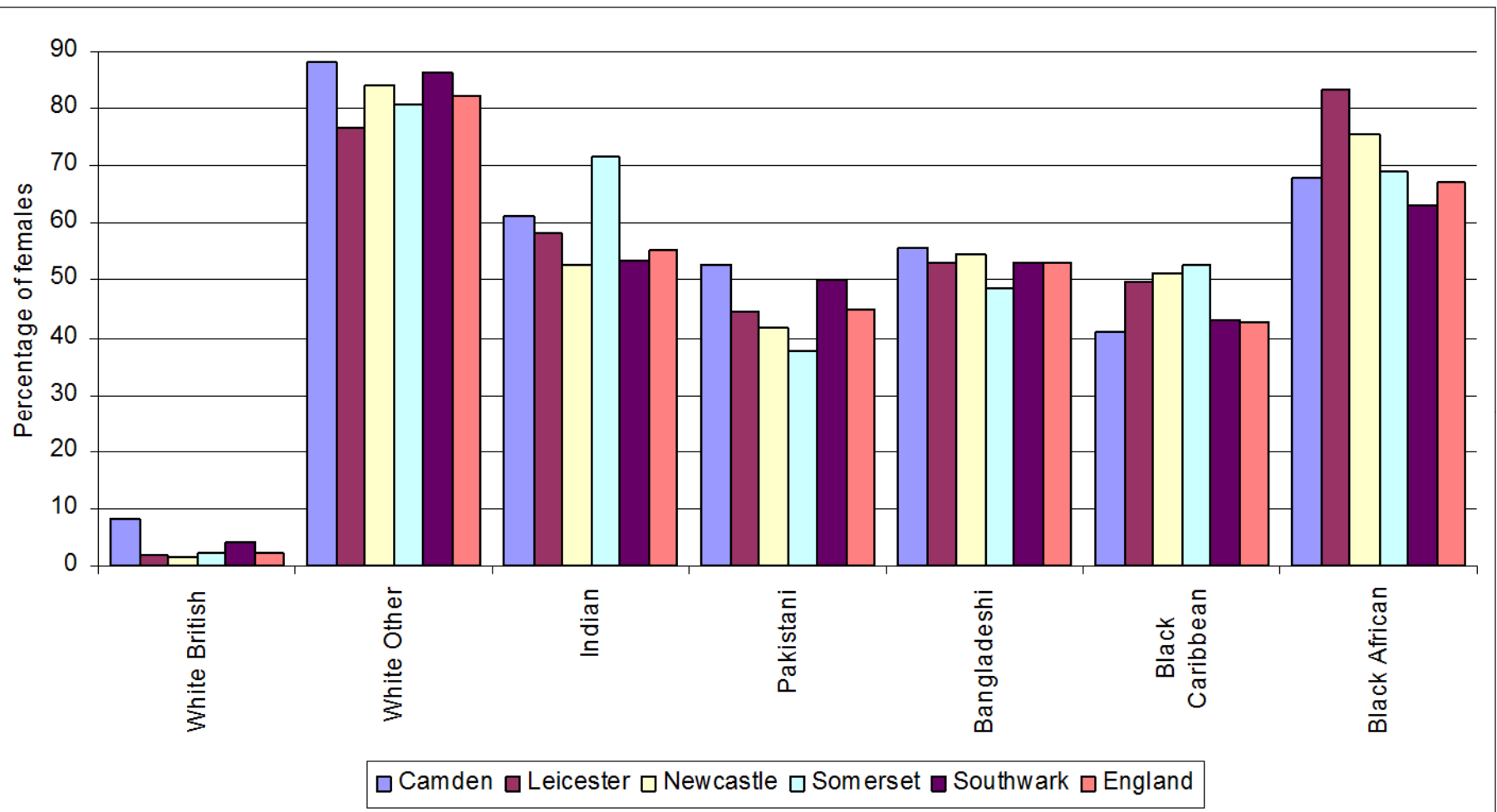


Source: 2001 Census Standard Tables, Crown Copyright 2003, as presented in Yeandle, Buckner and Stiell (2006).

Women and girls born outside the UK:

selected localities and ethnicities

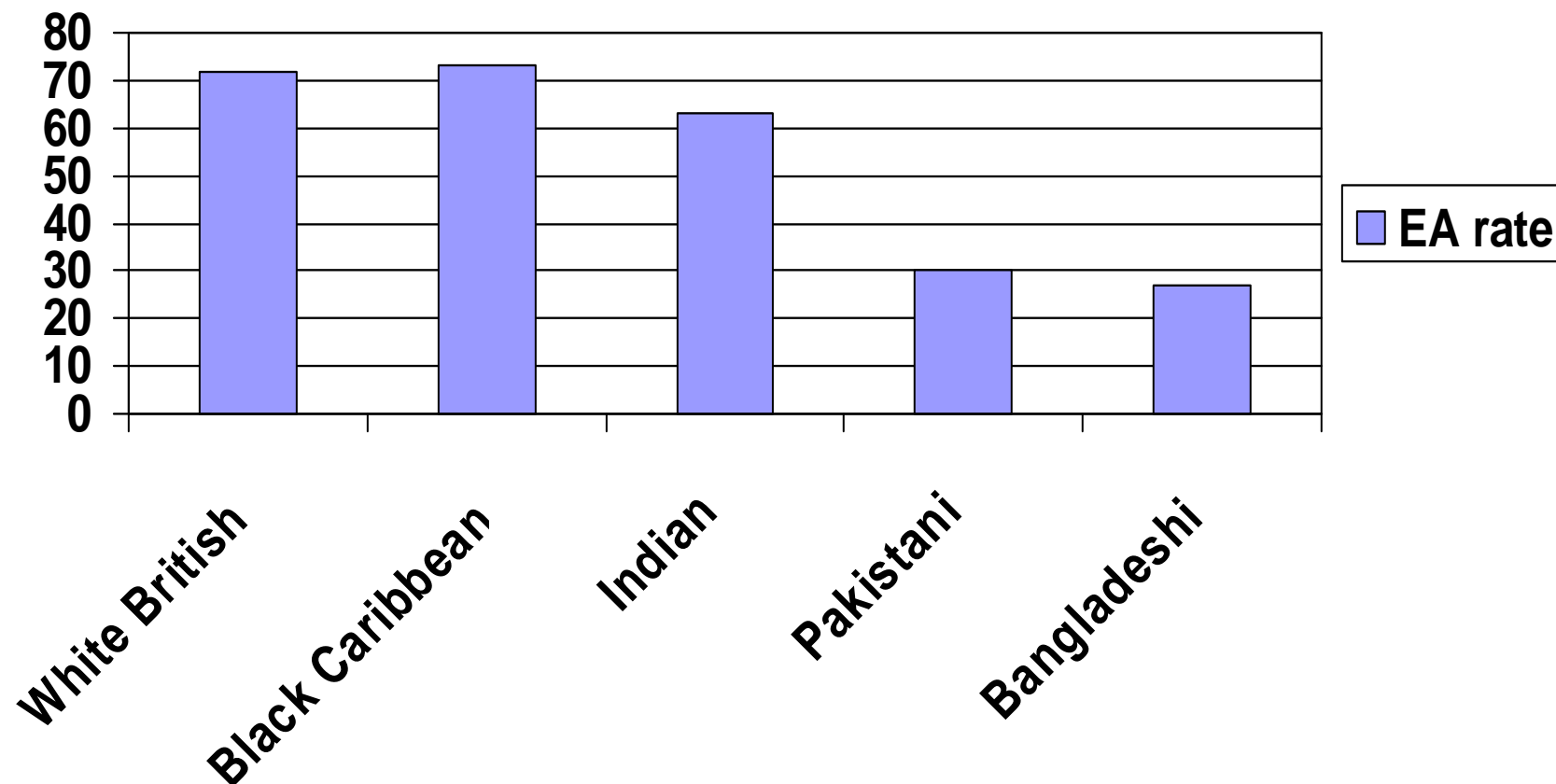
Examples from GELLM Gender Profiles



Source: 2001 Census Standard Tables, Crown Copyright 2003

Economic activity rates of women aged 16-59, selected ethnic groups

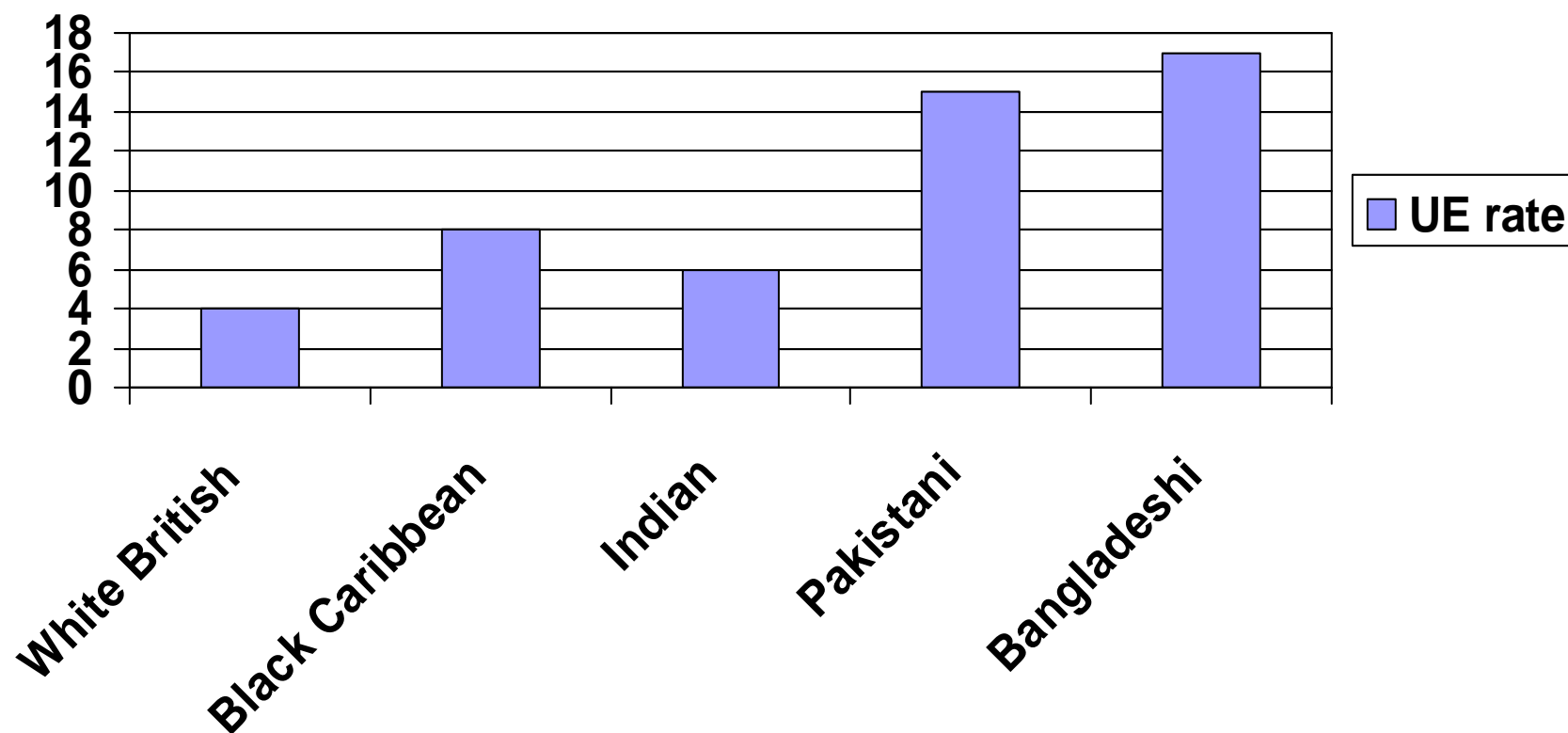
England & Wales



Source: Buckner, Yeandle and Botcherby, 2007

Unemployment rates of women aged 16-59: selected ethnic groups

England & Wales



Source: Buckner, Yeandle and Botcherby, 2007



Headlines from the GELLM study of Ethnic Minority women

- **2.1m women** of working age in England are from EM groups
- FT and PT employment rates **varied by both locality and ethnicity**
- Unpaid **caring responsibilities** more common for women in some EM groups
- Some **LLMs operating in ways which seriously disadvantage women** in certain groups

Clustering in the labour market

■ Among women in employment, for example:

- 28% of Indian women in Leicester worked in *plant, process and machine operative* jobs;
- 40% of Bangladeshi women in Camden worked in *sales and customer service* jobs;
- 42% of Black African women in Birmingham worked in *health and social work* occupations;
- 33% of Pakistani women in Newcastle, and 49% of Chinese women in Sandwell, worked in the *wholesale, retail, restaurants and hotels* sector;
- 31% of Black Caribbean women in Southwark worked in *administrative and secretarial* jobs

■ In the *social care* sector, in all the districts studied (and in England as a whole),

- **Black women were disproportionately concentrated in jobs as care workers/care assistants**
- **Asian women were under-represented in this segment of the labour market (Yeandle et al 2006b).**

(see also GELLM Gender Profiles; Buckner et al 2004-06)



Employment in manufacturing: example of Leicester

- 34% Indian women worked in manufacturing (12% White British women).
- Within manufacturing, Indian women more strongly concentrated in lower level jobs than White British women or than Indian men.
- Only 4% of Indian women (18% of White British women, 12% of Indian men) held better paid jobs in the sector, as managers, professionals, or technicians.



Ethnic minority women and access to the labour market – GELLM study design

Built on our Gender Profile chapters - “Women Men and Diversity”

This study was carried out in Camden, Leicester, Newcastle, Somerset and Southwark

- 1) Statistical analysis** - mapping and profiling district/ward level data on ethnic minority women and the labour market
- 2) Documentary analysis** -
 - 1) Trawl for relevant local research and policy analysis
 - 2) Review of national and local level policy developments
- 3) Views of local women** –
 - 1) Arts-based workshops to capture ‘voices rarely heard’ – locality/focus chosen by LA partners

Ethnic Minority Women and Access to the Labour Market Synthesis Report

Sue Yeandle
Bernadette Stiel
Lisa Buckner

Locality Reports

*of this study were
produced for:*

Camden

Leicester

Newcastle

Somerset

Southwark



Research Questions for the EOC investigation in 2007

- Are EM women disadvantaged in the LM mainly **because they are clustered in localities where LM opportunities are poor?**
- Do different groups of EM women have consistently high/low levels of EA and UE, **irrespective of where they live?**

Moving on up?
Ethnic minority women
and work

**Ethnic Minority Women and
Local Labour Markets**

Lisa Buckner,
Sue Yeandle
and Sue Botcherby





EOC Investigation Methodology (1)

- Examined **2001 Census** (100% sample):
detailed question about ethnicity
 - Economic activity rates
 - Unemployment rates
- Identified **highest and lowest rates EA/UE** in
376 local authority districts (LADs)
- **Mapped geographical distribution** among
selected groups of EM women



EOC Investigation Methodology (2)

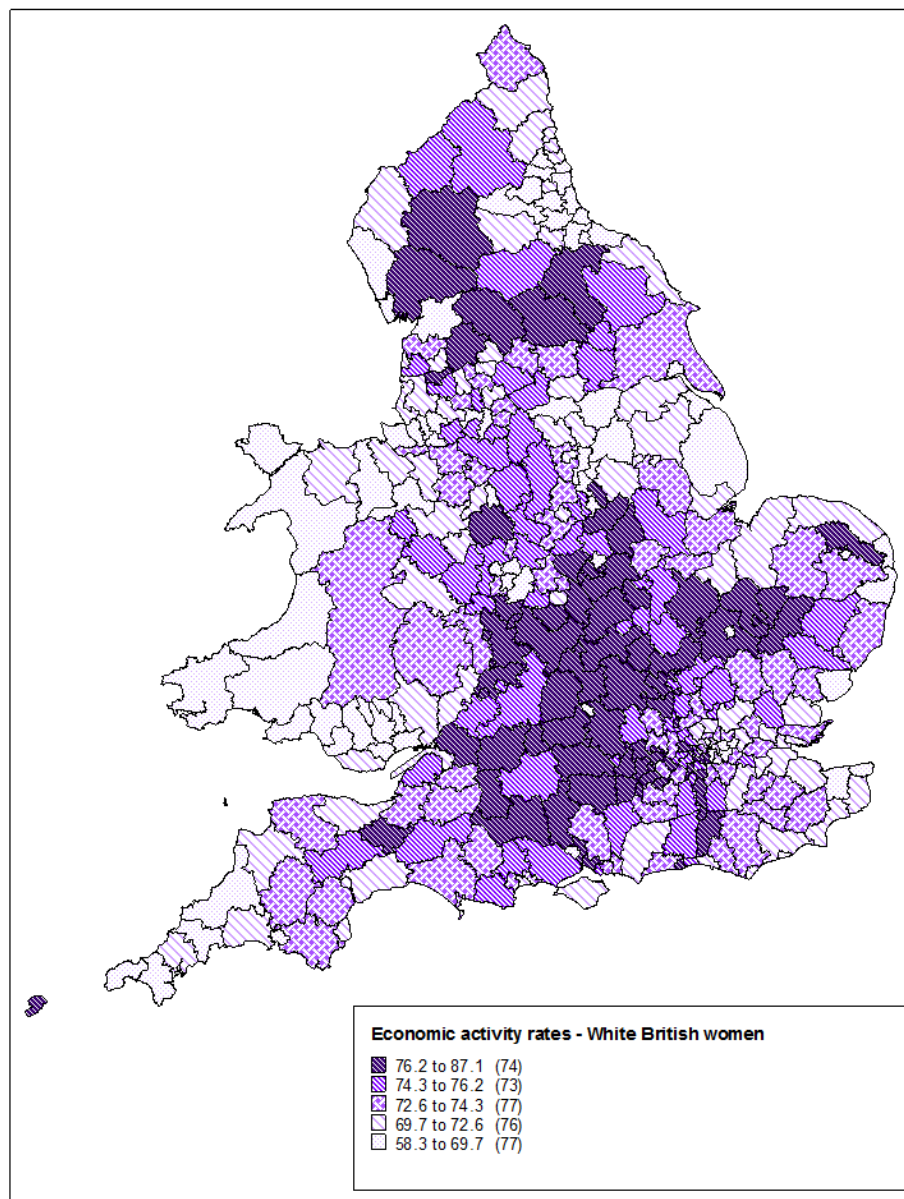
- EA/UE in **major conurbations** with large EM populations
- ‘**pairs**’ of **LADs** where EA/UE rates for White British women similar
- EA/UE rates in **86 Neighbourhood Renewal Areas**, where high % of EM women live



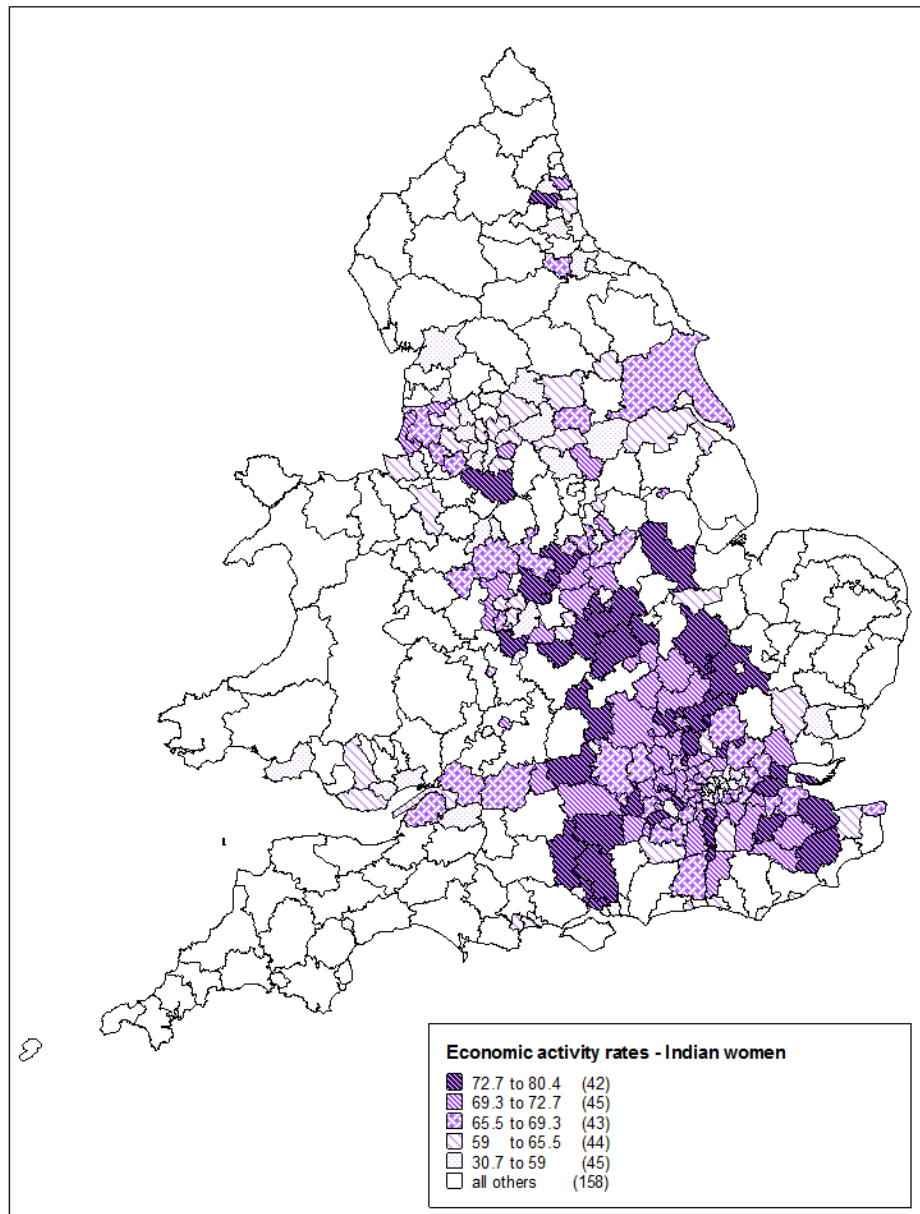
Results of the EOC investigation: 5 aspects

- Mapping (areas where pop. of EM women 100+ only)
- Highest/lowest rates
- Major conurbations
- Pairs of LADs
- NR areas

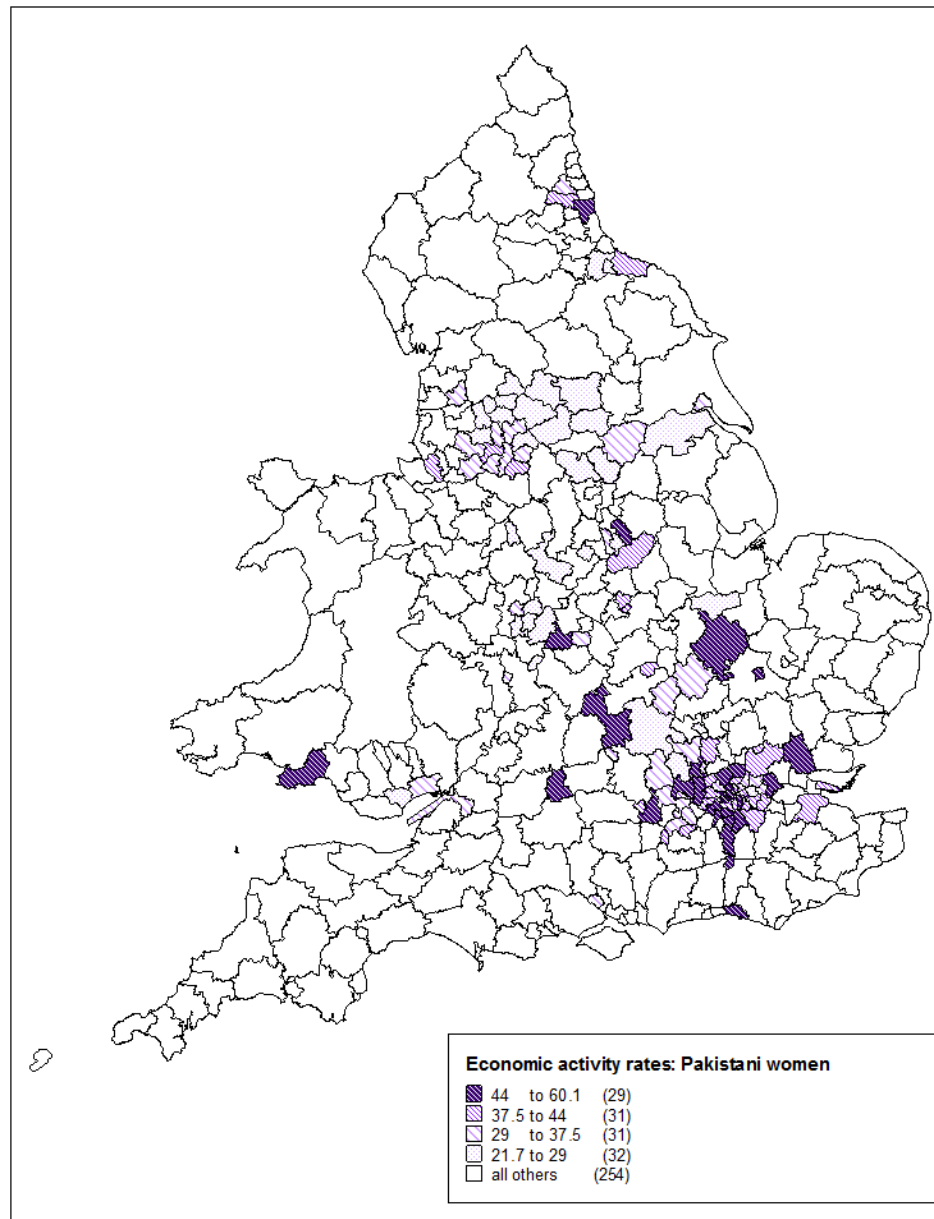
Economic activity rates of White British women aged 16-59



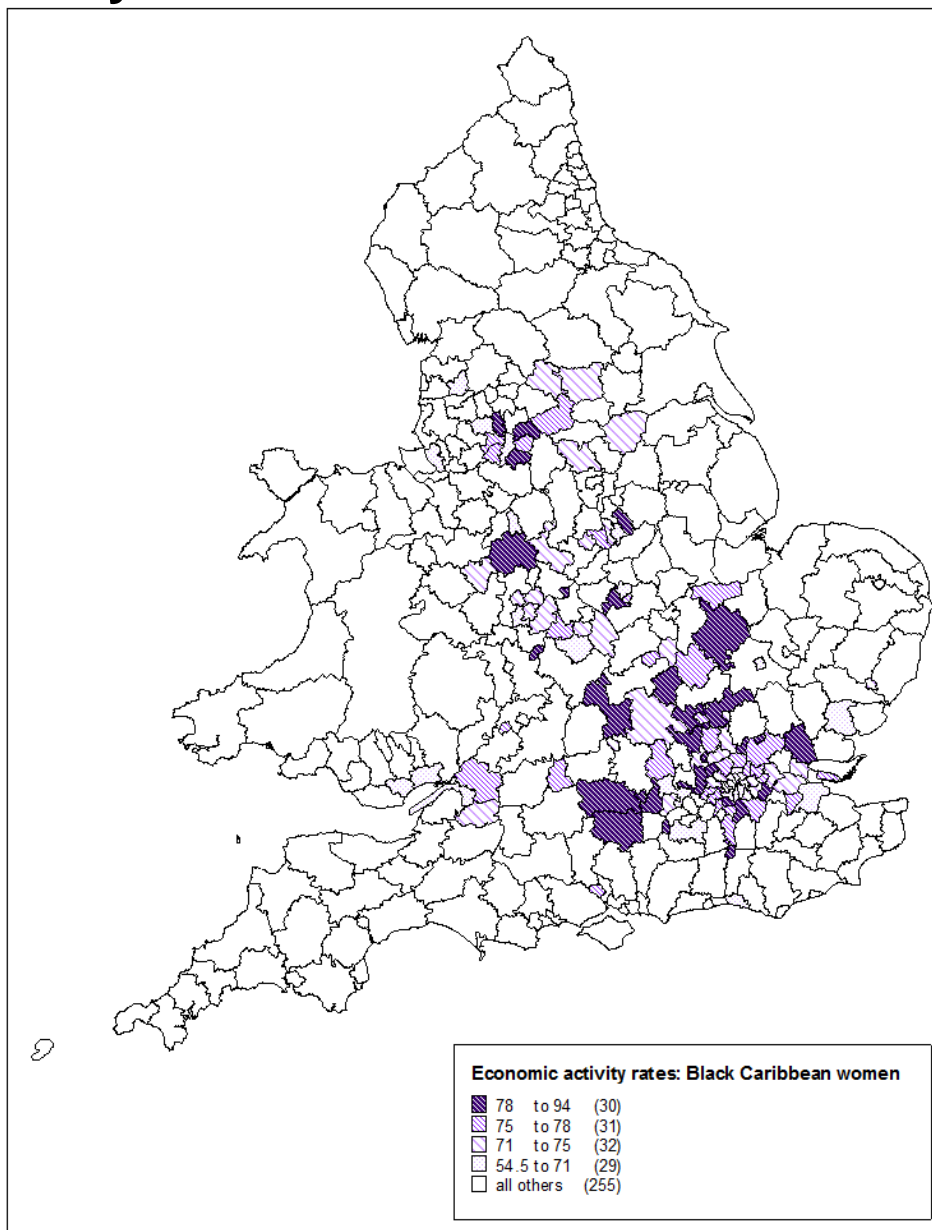
Economic activity rates of Indian women aged 16-59



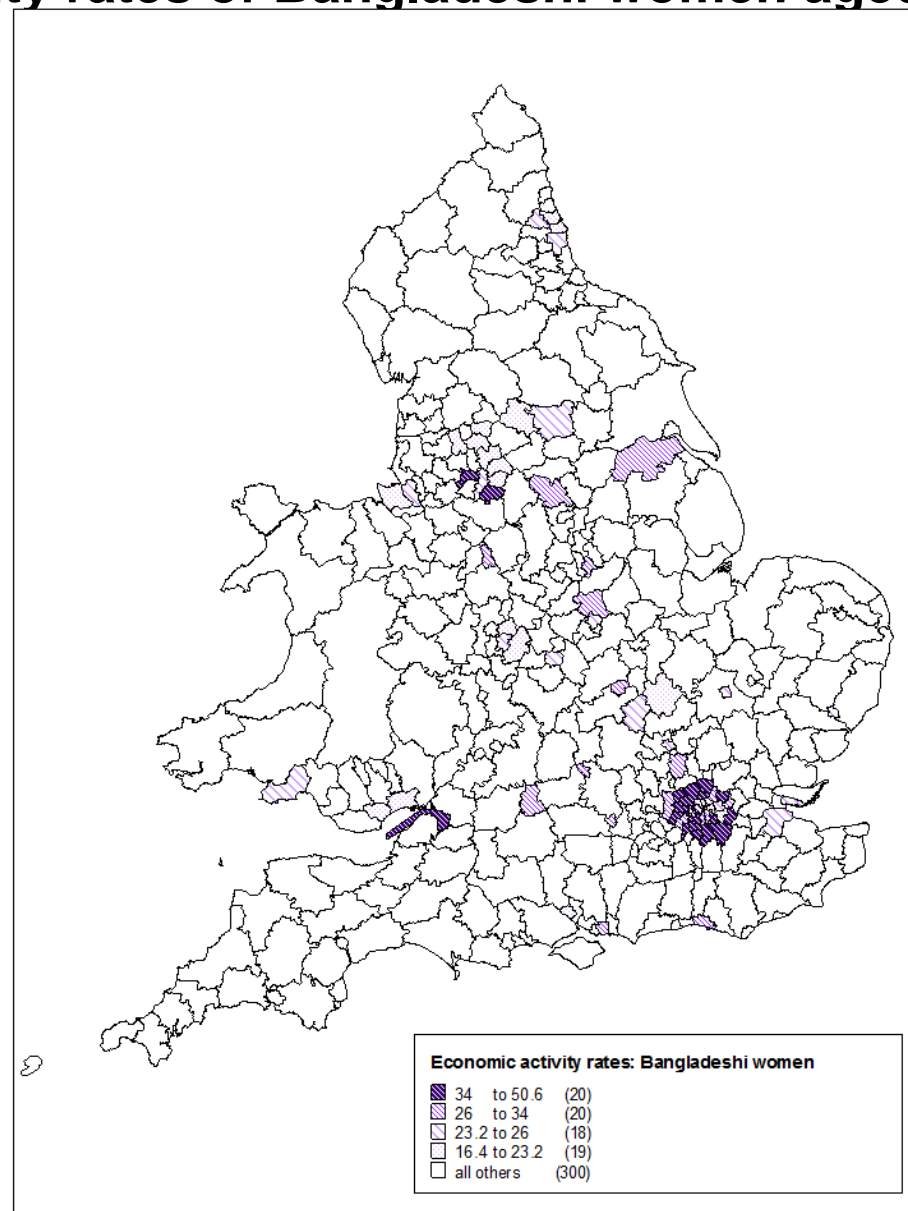
Economic activity rates of Pakistani women aged 16-59,



Economic activity rates of Black Caribbean women aged 16-59



Economic activity rates of Bangladeshi women aged 16-59





Highest and lowest EA rates

Group of women	Highest	Lowest
White British	87.1	58.3
Pakistani	60.1	21.7
Black Caribbean	94.0	54.5
Bangladeshi	50.6	16.4
Indian	80.4	30.7

Source: 2001 Census Crown Copyright



Highest and lowest UE rates

Group of women	Highest	Lowest
White British	8	2
Pakistani	25	4
Black Caribbean	13	2
Bangladeshi	29	6
Indian	19	2

Source: 2001 Census Crown Copyright

Women's EA rates in major conurbations

	INDIAN	PAKISTANI	BANGLA- DESHI	BLACK CARIBBEAN	WHITE BRITISH
London	+ 66	++ 38	27	73	73
Manchester	-- 43	30	-- 24	-- 66	-- 61
Birmingham	63	-- 23	-- 22	72	69
Bradford	-59	-- 24	-- 22	73	74
Leeds	65	-- 25	- 25	- 71	73
Sheffield	-- 52	-28	26	73	70
Leicester	- 57	++ 38	26	- 69	- 68
LB Newham	-- 50	29	- 25	- 71	-- 62
LB Tower Hamlets	-- 52	++ 42	-- 23	- 68	70
ENGLAND	63	30	27	73	72

Women's UE Rates in major conurbations

	INDIAN	PAKISTANI	BANGLA- DESHI	BLACK CARIBBEAN	WHITE BRITISH
London	6	-- 12	16	8	4
Manchester	6	16	-- 14	+ 10	++ 6
Birmingham	+ 8	++ 22	++ 22	+ 10	+ 5
Bradford	7	++ 20	++ 21	-6	4
Leeds	-4	15	++ 25	-6	4
Sheffield	6	++ 22	17	9	4
Leicester	+ 8	-- 12	17	9	++ 6
LB Newham	++ 9	++ 18	18	+ 10	++ 7
LB Tower Hamlets	7	++ 21	++ 20	++ 11	++ 6
ENGLAND	6	15	17	8	4

Analysis in 'pairs' of LA Districts

- Even where EA/UE rates for White British women are same, EM women have very different experiences, e.g.:
 - Blackburn (NW) and Gravesham (SE)
 - White British women EA is 71% in both areas
 - But Indian women's EA 31% and 68%
 - Redbridge (SE) and Hyndburn (NW)
 - White British women UE is 4% in both areas
 - But Pakistani women 10% and 21%
 - Birmingham and Luton (large EM pops)
 - EA rates of Pakistani women 23% and 27%
 - (WB 69% and 75%)
 - UE rates of Pakistani women 22% and 15%
 - (WB 5% and 4%)



Neighbourhood Renewal Areas

- 75% of all Bangladeshi women and 71% of all Pakistani women of WA live in 47 of the 86 Neighbourhood Renewal Areas (compared with just 22% of White British women of WA).
- 76% of all unemployed Bangladeshi women of WA and 74% of all unemployed Pakistani women of WA live in these 47 areas.

Women's Economic Activity rates in Neighbourhood Renewal districts

selected ethnic minority groups

	WHITE BRITISH	INDIAN	PAKISTANI	BANGLA- DESHI	BLACK CARIBBEAN
Average EA (England)	72	64	30	27	73
Average EA (NRU areas)	69	59	28	25	72
Highest EA in NR areas	78	72	45	36	79
NR areas Lowest EA	59	31	23	22	63

Women's unemployment rates in Neighbourhood Renewal districts

selected ethnic minority groups

	WHITE BRITISH	INDIAN	PAKISTANI	BANGLA- DESHI	BLACK CARIBBEAN
Average UE (England)	4	6	15	17	8
Average UE (NRU areas)	5	7	17	18	9
Lowest UE in NR areas	3	3	10	10	5
Highest UE in NR areas Lowest EA	8	12	25	22	13



Conclusions of EOC Investigation

- The structure and extent of available employment opportunities do NOT fully explain differences in the LM experiences of ethnic minority women
- The relationship between the residential clustering of population groups and women's access to employment is complex

Response to our Research Questions:

- Clustering in poorer districts only partly explains EM women's disadvantage
- Women in the same EM groups do NOT have consistently low/high UE and EA rates – cultural attitudes/preferences may be relevant - but they do NOT have the same effect everywhere; and attitudes and discriminatory practices CAN be changed
- Local, tailored LM targets and policies are needed to address the LM inequality of EM women



Policy Options

- 2001 Census data showed that....
- Unemployment rates for women aged 16-59 were:
 - White British women – 3.7% (of economically active women)
 - Pakistani women - 14.8% (of economically active women)
 - Bangladeshi women - 16.5% (of economically active women)
- To **reduce** unemployment rates to rate for White British women, we have to reduce the number of unemployed in England by:
 - 5,400 for Pakistani women
 - 2,100 for Bangladeshi women
- Targeted policy initiatives could make a major impact



Policy Options (2)

- Places where targeted effort would have greatest impact, e.g.:
 - In 2001, 50% of all Bangladeshi women aged 16-74 lived in just 6 local authority districts (Tower Hamlets, Newham, Birmingham, Camden, Oldham, Luton)
 - 30% of all Bangladeshi women aged 16-74 lived in just 20 wards (including 13 in Tower Hamlets and 4 in Birmingham)
- We know many women in these groups want to work
 - Over 37,000 Pakistani women of working age
 - And 12,000 Bangladeshi women of working ageare unemployed or economically inactive but say they want paid work

(Source: APS Sep 2005- Oct 2006)



Policy Options indicated by the GELLM study

- ***Socio-economic conditions*** crucial factors
- *Special support is needed for EM women*
displaced from declining sectors
- ***Language skills*** are a barrier for some – much better support needed
- Tackle ***unemployment*** among ethnic minority women – variations suggest discrimination still a factor
- Improve support services/ ***local infrastructure***
- ***Build on success*** – examples of successful local projects

For more information about the GELLM Research Programme

- The *Gender and Employment in Local Labour Markets* research programme was directed by Professor Sue Yeandle and based at the Centre for Social Inclusion, Sheffield Hallam University, 2003-6.
- The full set of publications produced during the grant period are available from www.shu.ac.uk/research/csi or from the University of Leeds www.leeds.ac.uk/sociology/research

For more information / to contact Sue Yeandle

- s.m.yeandle@leeds.ac.uk
- Tel 0113 343 4442
- <http://www.leeds.ac.uk/sociology/research>