

Race Equality Framework for Scotland

Employability, Employment and Income

Evidence Paper (Updated May 2016)



This paper is divided into four parts:

1. Background
2. Key terms
3. Evidence and context
4. Appendix: Key underpinning threads and questions

Part One: Background

The Scottish Government has renewed its approach to race equality, having worked in partnership to develop a Race Equality Framework for Scotland to promote equality and tackle racism. This Framework will be in place for 2016-2030.

The Scottish Government led on this work with involvement and input from key stakeholders and with support from the Coalition for Racial Equality and Rights (CRER).

In the lead up to the development of the Race Equality Framework for Scotland, an Interim Evidence Paper collating a range of evidence and information on employability, employment and income in the context of race equality was provided to stakeholders to assist in engagement and help frame discussion and further research.

This Evidence Paper has now been updated following additional research. The information provided is accurate and up-to-date to the best of CRER's knowledge at the time of publication.

Please note, the information contained in these evidence papers has been gathered by CRER across a range of sources including the Scottish Government and its Agencies research publications and National or Official statistics, in order to inform the development phase of the Race Equality Framework for Scotland. Scottish Government and its staff are not responsible for any content in these papers outside its own publications.

Why take action on employability, employment and income?

Employability, employment and income has been identified as one of the five priority areas¹ in the development of the new Race Equality Framework for Scotland due to the range of evidence demonstrating that minority ethnic groups are disadvantaged on a range of measures and indicators throughout these areas. Research suggests that minority ethnic people experience disparate levels of unemployment and under-employment, mismatches between educational qualifications and types of employment, and employment discrimination. Poverty rates are also higher for minority ethnic groups.

The evidence gathered on these subjects can be found in Part Three of this evidence paper.

¹ The other priority areas within the Framework are: community cohesion and safety; participation and representation; education and lifelong learning; and health and home.

Key issues:

- High educational attainment does not translate to labour market advantage for minority ethnic people.
- Unemployment rates in Scotland are significantly higher for non-white minority ethnic groups compared to white majority ethnic groups.
- Despite high attainment rates significant barriers persist for minority ethnic people entering the workforce, including a trend within the public sector for shortlisted candidates to be disproportionately rejected at interview.
- Minority ethnic people are twice as likely to be in poverty in Scotland and their potential routes out of poverty are reduced by barriers, many of which are connected to racism and structural discrimination.

Part Two: Key terms

What do we mean by employability, employment and income?

This section sets out the key terminology and context employability, employment and income used to develop the Race Equality Framework for Scotland.

Employability

According to the University of Edinburgh, employability refers to the capacity of a graduate to function in a job and be able to move between jobs. It can be defined as a set of achievements such as skills, understandings, and attributes that make it more likely that an individual will gain employment and be successful in their career and the workforce.²

Employability in Scotland defines employability as, “the combination of factors and processes which enable people to progress towards employment, move into, or stay in employment and to move on within the workforce.”³

Employment

This topic examines the disparity in employment levels between minority ethnic individuals and white majority ethnic individuals.

According to the Scottish Parliament Information Centre (SPICe), non-white minority ethnic groups are overall less likely to be in employment than their white ethnic counterparts. Those from non-white minority ethnic groups are more likely than those from white ethnic groups to be economically inactive. Research indicates that discrimination is likely to be the key factor affecting entry into and progress within the labour market.⁴

Furthermore, according to the Joseph Rowntree Foundation, the distribution of non-white minority ethnic groups in occupational types is unequal compared to relatively ‘even’ distribution of white ethnic groups, with significant differences between minority ethnic groups. Some minority ethnic groups are over-represented within certain occupation types; where these are low-skilled jobs, this could indicate discrimination from entry into other forms of employment or stereotyping into particular jobs.⁵

Employability refers to the development of skills, abilities and personal attributes that enhance one’s capability to secure rewarding and satisfying outcomes in their economic, social and community lives.⁶ In the context of race equality in employment, this can refer to efforts to improve employment among minority ethnic communities, such as employability and skills development courses and the work of the third sector. However, CRER notes that this can lead to the belief that the disparity in employment levels is due to minority ethnic

² The University of Edinburgh. [Employability Initiative at Edinburgh.](#)

³ Employability in Scotland. [Homepage.](#)

⁴ Scottish Parliament Information Centre. [SPICe Briefing: Ethnicity and Employment.](#)

⁵ Joseph Rowntree Foundation. [Ethnic Minority Disadvantage in the Labour Market.](#)

⁶ Manchester Metropolitan University. [What is employability?](#)

communities lacking employability skills, when evidence indicates discrimination, racism and prejudice are more likely to limit employment of minority ethnic individuals.^{7 8}

Discussion surrounding unemployment, under-employment and employability must consider the reasons for the disparity in employment rates between ethnic groups and efforts to address this to achieve equal representation of minority ethnic communities in the labour market and wider race equality.

Income

Employment inequality is a major contributor to the economic disadvantage faced by minority ethnic communities in Scotland. The Scottish Government reports that in 2012-2013, non-white minority ethnic individuals were more likely to be in relative poverty before housing costs compared to white ethnic individuals (25% to 14%). Some non-white minority ethnic communities, such as 'Black/Black British' and 'mixed' experience higher rates than the average.⁹

In addition to having higher levels of unemployment than their white ethnic counterparts, non-white minority ethnic communities are also disproportionately represented in low-paid sectors, contributing to lower income levels and higher rates of deprivation, according to the Joseph Rowntree Foundation.¹⁰

This also limits the social mobility of minority ethnic communities. Social mobility is the movement of individuals, families and communities between socio-economic strata in society and indicates a change in social status.¹¹ Whilst there is ongoing debate¹² amongst academics and practitioners on the value of using social mobility as an indicator for measuring equality, there is evidence to suggest those who live in poverty are more likely to remain socially static. Researchers at the Centre of Dynamics of Ethnicity at Manchester University, quoted in The Guardian, found a higher percentage of white ethnic individuals move to higher socio-economic classes than their parents in contrast to non-white minority ethnic communities overall. Non-white minority ethnic women in particular were affected by this.¹³

To achieve race equality in Scotland, the income disparity between minority ethnic communities and white majority ethnic communities must be addressed in order to eradicate disproportionate levels of poverty within the minority ethnic community and improve social mobility.

⁷ Glasgow Works. [Working with Ethnic Minority Clients.](#)

⁸ Equal Opportunities Committee: Race, Ethnicity, and Employment Inquiry. [Submission from the Coalition for Racial Equality and Rights.](#)

⁹ The Scottish Government. [Ethnicity and Income and Poverty.](#)

¹⁰ Joseph Rowntree Foundation. [A review of poverty and ethnicity in Scotland.](#)

¹¹ Boundless. [Social Mobility.](#)

¹² Abigail McKnight, Centre of Analysis of Social Exclusion (CASE). (June 2015) [Downward mobility, opportunity hoarding and the 'glass floor' Research Report.](#) London School of Economics.

¹³ The Guardian. [Ethnic minorities face barriers to social mobility and job opportunities.](#)

Other key terms

The following are some terms and ideas that were useful in framing discussion about employability, employment and income in Scotland.

Racial discrimination

Racial discrimination occurs when someone is treated unfairly or less favourably because of his or her race; this can occur in all spheres of public life. Racial discrimination does not need to be deliberate to be discrimination, and can take direct and indirect forms.¹⁴ Treating someone less favourably than another person due to their actual or perceived race, or the race of someone with whom they are associated, is direct racial discrimination. Indirect racial discrimination occurs when there is a condition, rule, policy or practice in an organisation that particularly disadvantages people who share the protected characteristic of race.¹⁵

Institutional racism

The report following the Stephen Lawrence Inquiry, also known as the Macpherson Report, which scrutinised the Metropolitan Police's mishandling of their investigation into the 1993 murder of Black British teenager Stephen Lawrence, defined institutional racism as:¹⁶

"... the collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people."

In Scotland, research from CRER has shown that institutional racism is present throughout society, including in the criminal justice system, the NHS, housing, and education sectors.¹⁷

Unconscious bias

Research suggests that explicit conscious racial bias begins at approximately five years of age, but, when not supported, tends to fade from ten to twelve years of age, as children become more aware of principles of fairness and social justice. Implicit unconscious racial bias can develop as young as three years of age and are resistant to change throughout adulthood, according to the Guardian, drawing on research from American academics.¹⁸

Several studies have found that in Western countries, on tests of unconscious racial bias, approximately 70% of majority ethnic individuals show a preference for their own race. The Implicit Association Test measures how quickly individuals are able to categorize photos of members of their own race with positive characteristics and members of a minority ethnicity with negative characteristics. Unconscious racial biases can have real-world consequences, particularly regarding employment. Studies have shown that, when presented with identical,

¹⁴ Citizens Advice. [Discrimination because of race.](#)

¹⁵ Equality Law. [Types of discrimination: definitions.](#)

¹⁶ The UK Government. [The Stephen Lawrence Inquiry.](#)

¹⁷ Coalition for Racial Equality and Rights. [Institutional Racism: Scotland Still Has Far to Go.](#)

¹⁸ The Guardian. [How can we fix unconscious racism?](#)

moderately good resumes attached to a photograph of a white or non-white candidate, interviewers were significantly more likely to shortlist the white candidate for an interview.¹⁹

However, an inquiry from the Scottish Parliament's Equal Opportunities Committee into race, ethnicity, and employment stated that initiatives such as unconscious bias training are not the solution and can serve to mask underlying negative attitudes towards people from a minority ethnic background²⁰

Intersectionality

Intersectionality considers the interaction of various aspects of identity that might be associated with a risk of inequality, such as race and ethnicity, sex, gender identity, age, religion, disability and sexual orientation. Additionally, economic class, skills, qualifications, being born in the UK and experience can change the meaning or impact that some demographic characteristics have, according to the Joseph Rowntree Foundation.²¹ Issues of poor equality monitoring, viewing minority ethnic groups and individuals as one group, and additional marginalisation and discrimination continue to affect minority ethnic communities.²²

Social capital

Social capital describes the networks among people and the shared values which arise from those networks; greater interaction among people generates a greater sense of community spirit. The Office for Economic Co-operation and Development (OECD) defines it as, "networks together with shared norms, values and understandings that facilitate co-operation within or among groups."²³ Those with extensive networks are known to have better educational achievement, better employment outcomes and better health.²⁴

According to the Scottish Government, understanding and building social capital could help develop strategies to create strong, resilient communities. Exploration of social capital in Scotland found that levels vary across socio-economic and demographic groups, with those living in large urban areas, those living in the most deprived areas and those with no educational qualifications having the least social capital. Differences in social capital by ethnicity could not be concluded due to small sample sizes.²⁵

Positive action

Positive action is action taken to enable people with protected characteristics to overcome disadvantage, to meet the needs of people with protected characteristics or enable their participation. Organisations have the power to take positive action, as permitted under Section 158 of the Equality Act 2010, although there is no legal requirement to do so. Additional positive action powers in recruitment and promotion set out under Section 159 of

¹⁹ The Guardian. [How can we fix unconscious racism?](#)

²⁰ Equal Opportunities Committee (2016). [Removing Barriers: race, ethnicity and employment.](#) (Scottish Parliament)

²¹ Joseph Rowntree Foundation. [Poverty and Ethnicity: A review of evidence.](#)

²² Centred. [Intersectionality Literature Review.](#)

²³ Office for National Statistics. [Guide to Social Capital.](#)

²⁴ Ibid.

²⁵ The Scottish Government. [Exploring Dimensions of Social Capital in Scotland.](#)

the Equality Act 2010 allow organisations to take account of protected characteristics in making decisions on the appointment or promotion of two equally qualified candidates. This must occur on a case-by-case basis, and cannot be general policy. It is only permitted where someone has a protected characteristic that is underrepresented or connected to disadvantage in the workforce.

Positive discrimination

According to SPICe, in contrast to positive action, which is legal but not required, positive discrimination, which is not legal, occurs where members of a particular group (in this context, minority ethnic groups) are given particular preference over others for no reason other than their belonging to that group, rather than on grounds of merit or qualifications, for example.²⁶

The Equality Act 2010 does not allow recruitment or promotion processes to treat minority ethnic groups more favourably than other employees, instead requiring that the basis for recruitment and promotion should be ability, merit, skills and qualifications. Favouring someone on the basis of ethnicity is not legal, with the exception of the tie-breaker situation for positive action in recruitment and promotion explained previously, which is permitted under Section 159 of the Equality Act 2010.²⁷

²⁶ The Scottish Government. [Exploring Dimensions of Social Capital in Scotland](#).

²⁷ Ibid.

Part Three: Evidence and Context

This section contains a summary of the context, key evidence and data available on employability, employment and income for minority ethnic communities in Scotland. The focus is on the collation of statistical data, although the quality of the information gathered and its impact on practice is beyond the scope of this paper. It should be noted that evidence is lacking in several areas, or is not made publicly available or collected centrally.

With regard to ethnicity terminology, this paper reflects the research methods of its sources. There are differing definitions of the term 'minority ethnic'; some include only non-white groups, others encompass all groups who do not identify themselves as white British. In rare instances, all except for white Scottish are included. Where possible, we have stated that research is exploring differences between, for example, white and non-white ethnicity categories. However, many sources do not use clear definitions – for example using only 'minority ethnic', 'BME' or 'BAME,' without defining who exactly is included in these categories. In these cases we have used the terminology employed by the original authors (without judgement as to the suitability, appropriateness or validity of the terminology used).

It should be noted that this is not just an issue for research collation, but also for policy – broad headline categories fail to capture the intricacies of outcome and experience for specific minority ethnic groups.

Fair Work Framework for Scotland

The Fair Work Convention was established in April 2015 in order to develop, sustain and promote a Fair Work Framework for Scotland. Its remit for its first year has been to consider the pertinent views and research on matters such as innovative and productive workplaces, job security and promoting the Living Wage. It has also been looking to promote a new dialogue between employers, employees and trade unions, public bodies and the Scottish Government.²⁸

As mentioned, the remit of the Convention over its first year is to drive forward the Fair Work agenda by producing a Fair Work Framework, available [here](#). This Framework will:²⁹

- Articulate a practical blueprint for Fair Work which promotes a new type of dialogue between employers, employees and trade unions, public bodies and the Scottish Government.
- Support the Scottish Government's objectives of increasing sustainable economic growth and reducing inequality through the promotion of greater diversity, innovation and equality in the workplace.
- Understand business challenges in adopting Fair Work principles and offer help to support a progressive change.

²⁸ Scottish Government (August 2015). [Scottish Government Response to the Working Together Review](#).

²⁹ Ibid.

Census Figures

The 2011 Scottish Census revealed that Scotland became more ethnically diverse from 2001 to 2011, with the non-white minority ethnic population doubling from 2% to 4% of the total population, or 210,996 people.³⁰ Furthermore, 221,620 individuals identified as being non-British white (including white Irish, white Gypsy/Traveller, white Polish and 'other' white) accounting for approximately 4% of the population. Non-white minority ethnic groups also had a much younger age profile than most 'white' ethnic groups.³¹

Glasgow City and the City of Edinburgh are the largest Scottish local authorities, with approximately 20% of Scotland's population. Collectively, research shows that they house 51% of the minority ethnic population, with Glasgow having a population of 12% and Edinburgh having 8%. Aberdeen City (8%) and Dundee (6%) also have a higher percentage of non-white minority ethnic communities than other areas of Scotland.^{32 33}

Furthermore, according to the 2011 Scottish Census, minority ethnic households overall are more likely to be in urban areas in Scotland, with 85% of African households, 78% of Pakistani households and 77% of Chinese households living in large urban areas compared to 40% of all households. The 2010 Annual Population Survey reported that 0.8% of the population in rural areas were from a minority ethnic background compared with 4% of the population in urban areas.³⁴

It is important to note an increase in the numbers of minority ethnic individuals who were born in the UK, rather than being recent migrants. The effects and impact of some aspects of race inequality for this group will differ in ways to that of recent migrants. According to the Scottish Government's analysis of the 2011 Scottish Census, half of Pakistani and Caribbean or Black groups were born inside the UK and over a quarter of Chinese, Indian and Bangladeshi individuals were born inside the UK.³⁵

Only the white Polish group indicated that less than 80% (71%) spoke, read, and wrote English well. All other ethnic groups reported above 80% speaking, reading and writing English well.³⁶

³⁰ Scotland's Census 2011. [Ethnicity](#).

³¹ Ibid.

³² [Scotland's Census 2011](#).

³³ Joseph Rowntree Foundation. [How has ethnicity changed in Scotland?](#)

³⁴ Scottish Government. [Ethnicity and Rural and Environment](#).

³⁵ Scottish Government. [Analysis of Equality Results from the 2011 Census](#).

³⁶ Scottish Government. [Analysis of Equality Results from the 2011 Census](#).

Employment and Employability

This section presents the key evidence on ethnicity, employment and employability which demonstrates ongoing inequalities for minority ethnic people in these areas.

Apprenticeships

According to the EHRC, less than 2% of all modern apprenticeships (MAs) in Scotland are taken by non-white minority ethnic individuals despite around 4% of the target population (16-24) being from a non-white minority ethnic group.³⁷ One explanation given to the Scottish Parliament Equal Opportunities Committee for the low participation rate is a lack of understanding of the potential value of MAs or a reluctance to work in certain industries.³⁸ During the parliamentary inquiry into race, ethnicity and employment, it was also found that there was a lack of data available on post MA destinations, however there are some findings to suggest that non-white minority ethnic individuals are less likely to complete their MA and less likely to be kept on by employers if they do.³⁹

The Scottish Government's Youth Employment Strategy has set out a number of targets to improve equality in the Modern Apprenticeship programme including steps to increase Black and minority ethnic (BME) representation.⁴⁰

Relevant race equality recommendations in Developing Scotland's Young Workforce include:⁴¹

- Promotion and communication of career options should actively target equalities groups to promote diverse participation across gender, BME groups, young people with disabilities and care leavers. The promotion of MA opportunities should be to the fore of this activity.
- A targeted campaign to promote the full range of MAs to young people and parents from the BME community should be developed and launched to present the benefits of work based learning as a respected career option and alternative to university.
- Skills Development Scotland (SDS) should set a realistic but stretching improvement target to increase the number of young people from BME groups MAs. Progress against this should be reported on annually.

Skills Development Scotland, Equalities Action Plan

SDS developed an equalities action plan which was published in September 2015. Following recommendations set out in the Commission for Developing Scotland's Young Workforce report and the Scottish Government's report, "Developing the Young Workforce: Scotland's

³⁷ Equality and Human Rights Commission (2014). [Modern Apprenticeships, Equality and the Economy: Spreading the Benefits](#).

³⁸ Scottish Parliament Equal Opportunities Committee (2016). [Removing Barriers: race, ethnicity and employment](#)

³⁹ Ibid.

⁴⁰ Scottish Government. [Developing the Young Workforce – Scotland's Youth Employment Strategy](#).

⁴¹ Ibid.

Youth Employment Strategy”, coupled with support from partners within the third sector, a number of action points were drawn up with specific reference to race equality. Their main objectives were to broaden the range of career opportunities available to Scotland’s BME communities as well as improving the uptake of MAs by individuals from a BME background.⁴²

Outcomes to achieve this included:⁴³

- Improved capacity within employer networks to embrace positive action recruitment practices and support young people in MAs.
- Increased engagement with female BME community and more young BME women progressing to MAs.
- Training providers can identify good practice and are better prepared to recruit and support BME young people on SDS programmes.

The Action Plan itself is to be implemented over five years, between 2015 and 2020, however many of the outcomes and actions are to be initiated before 2017.

⁴² Skills Development Scotland (2015). [Equalities action plan: For Modern Apprenticeships in Scotland](#).

⁴³ Ibid

Statistics from SDS and the 2011 Scottish Census detail the following:⁴⁴

Participation in Modern Apprenticeships: apprentices in-training Scotland by ethnicity, 2015

Ethnicity	Total number of apprentices	As a % of apprentices *	% of population in same ethnic group aged 16-24, 2011	% of population in same ethnic group overall, 2011	Estimated apprenticeship rate (%)**	Likelihood of undertaking an apprenticeship compared to white Scottish***
BME - total	386	1.10	6.16	3.98	0.99	6 x less likely
Asian - total	205	0.58	4.48	2.65	0.72	9 x less likely
Pakistani	93	0.27	1.2	0.93	1.22	5 x less likely
Indian	41	0.17	0.82	0.61	0.79	8 x less likely
Bangladeshi	5	0.01	0.09	0.07	0.81	8 x less likely
Chinese	15	0.04	1.77	0.63	0.13	48 x less likely
Other Asian background	51	0.15	0.58	0.39	1.38	4 x less likely
African, Caribbean and Black - total	33	0.09	0.76	0.68	0.68	9 x less likely
African	17	0.05	0.61	0.55	0.43	14 x less likely
Caribbean	6	0.02	0.08	0.06	1.18	5 x less likely
Other Black background	10	0.03	0.06	0.05	2.40	3 x less likely
Mixed background	86	0.25	0.56	0.37	2.39	3 x less likely
Other minority ethnic	62	0.18	0.34	0.27	2.81	2 x less likely
White - total	34,367	98.03	93.8	96.0	5.79	Almost equal
White Scottish	31,504	89.87	80.4	83.9	6.19	-
White other British	2,148	6.13	7.55	7.87	4.50	Nearly as likely
White Irish	73	0.21	1.12	1.02	1.03	6 x less likely
Other white background	642	1.82	4.67	3.16	2.17	3 x less likely
Prefer not to say	302	-	-	-	-	
Total	35,055	-	-	-	-	

⁴⁴ Data provided by [Skills Development Scotland](#) and [Scottish Census 2011 data](#)

Source: Skills Development Scotland and Scottish Census 2011

* Calculations do not include the 366 apprentices who preferred not to disclose their ethnicity

** Percentage of people aged 16-24 within the ethnic group undertaking apprenticeship – estimate only as a small number of apprentices will be in older age groups

*** Calculation based on the percentage given in the previous column; figures rounded to the nearest whole number

The above data refers to people in-training on a MA in March 2015. A breakdown of those who leave during the period of apprenticeship or ethnicity data for those who complete their apprenticeship was not readily available. Whilst school leaver destination data shows that people from non-white minority ethnic communities are less likely to enter employment than their white counterparts, it is not clear if this is down to conscious positive choice or not.

Economic Activity

In the table below, people (aged 16 and over) are defined as being economically active if they were working or looking for work in the week before the Scottish Census 2011. It is therefore a measure of whether or not a person was an active participant in the labour market, either in work or actively seeking work.

The data is as follows: ⁴⁵

Economic activity by ethnicity, Scotland 2011

	All aged 16 and over	White	Mixed or multiple ethnic groups	Asian, Asian Scottish or Asian British	African	Caribbean or Black	Other ethnic groups
Total	4,379,072	4,221,402	10,718	109,229	21,864	5,041	10,818
Economically active: Total	2,750,136	2,655,046	7,117	63,616	15,233	3,525	5,599
Economically active: Employee: Total	2,222,098	2,152,791	5,499	46,202	11,011	2,648	3,947
Employee: Part-time	628,024	604,203	1,754	16,338	3,767	733	1,229
Employee: Full-time	1,594,074	1,548,588	3,745	29,864	7,244	1,915	2,718
Self-employed: Total	305,722	292,625	766	10,345	862	312	812
Unemployed	222,316	209,630	852	7,069	3,360	565	840
Economically inactive: Total	1,628,936	1,566,356	3,601	45,613	6,631	1,516	5,219
Retired	975,121	967,210	536	6,224	365	335	451
Student	219,215	186,433	2,049	23,129	3,995	574	3,035
Looking after home or family	142,682	130,826	415	9,332	919	217	973
Long-term sick or disabled	209,935	206,098	334	2,667	337	213	286
Economically inactive: Other	81,983	75,789	267	4,261	1,015	177	474

Source: Scottish Census 2011: Economic activity by ethnicity

⁴⁵ [Scottish Census 2011.](#)

Data of particular note includes:⁴⁶

- 5.0% of people from white ethnic groups were unemployed, compared to 8.0% of people from mixed or multiple ethnic groups, 6.5% of people from Asian ethnic groups, 11.2% of people from Caribbean or Black ethnic groups, 7.8% of people from 'other' ethnic groups and 15.4% of people from African ethnic groups.
- Patterns of self-employment varied across ethnic groups, with 6.9% of white people recorded as being self-employed, alongside 9.5% of Asian people and 3.9% of African people.
- 4.4% of white people were recorded as economically inactive students, compared to 19.1% of people of mixed/multiple ethnicity, 21.2% of people of Asian ethnicity, 18.3% of people of African ethnicity, 11.4% of people of Caribbean/Black ethnicity and 28.1% of people from 'other' ethnic groups.

A SPICe briefing⁴⁷ gives further breakdown on the economic activity data by three broad age ranges – 16-24, 25-49 and 50-64. It reports that:

- For people aged 16-24, white ethnic groups are significantly more likely to be in employment (52.1%) than their non-white minority ethnic counterparts (24.9%). Those from non-white minority ethnic groups (57.2%) are far more likely than their white peers (26.4%) to be economically inactive as a result of taking part in study.
- Looking at the 25-49 age group, there is a higher representation in employment among both white and non-white minority ethnic groups, relative to the younger age group. However, the employment rate is significantly higher for white ethnic groups (72%) than for non-white minority ethnic groups (55.2%). There remains a significantly higher proportion of non-white minority ethnic individuals who are economically inactive due to studying (10.9%) than among the white ethnic groups (1.5%). There is evidence of a growing division in unemployment rates, with non-white minority ethnic groups having an unemployment rate of 7.9% compared with 5.5% among the white ethnic groups. There is also evidence among non-white minority ethnic groups of higher rates of economic inactivity due to looking after family (10.0%) compared with among white ethnic groups (4.9%).
- For those aged 50-64 years, white ethnic groups are more likely to be employees (54.7%) than non-white minority ethnic groups (42.3%). There are also higher rates of retirement among the white ethnic groups (17.6%) compared with non-white minority ethnic groups (11.9%). It is in this older working age group that significant differences in self-employment rates become apparent – with non-white minority ethnic groups far more likely (18.3%) than white ethnic groups (10.4%) to be participating in self-employment.

⁴⁶ [Scottish Census 2011.](#)

⁴⁷ Scottish Parliament Information Centre. [SPICe Briefing: Ethnicity and Employment.](#)

Occupation by ethnic group

The following table gives information for all people aged 16 to 74 in employment the week before the 2011 Scottish Census.⁴⁸

Occupation by ethnicity, Scotland 2011

	All people aged 16 to 74	White	Mixed or multiple ethnic groups	Asian, Asian Scottish or Asian British	African	Caribbean or Black	Other ethnic groups
All people aged 16 to 74 in employment	2,516,895	2,434,669	6,251	56,411	11,861	2,954	4,749
Managers, directors and senior officials	210,819	201,975	429	7,333	434	198	450
Professional occupations	421,639	401,029	1,750	13,783	3,010	663	1,404
Associate professional and technical occupations	318,380	310,329	1,071	4,788	1,225	472	495
Administrative and secretarial occupations	286,144	280,074	588	4,044	880	250	308
Skilled trades occupations	315,177	307,381	429	6,009	564	246	548
Caring, leisure and other service occupations	244,508	237,412	458	3,846	2,077	365	350
Sales and customer service occupations	234,367	224,020	697	7,836	1,159	269	386
Process, plant and machine operatives	193,594	190,671	139	2,008	382	130	264
Elementary occupations	292,267	281,778	690	6,764	2,130	361	544

Source: Scottish Census 2011: Occupation by ethnic group.

⁴⁸ [Scottish Census 2011.](#)

Looking at the data to compare people from white ethnic groups to all people from non-white ethnic groups, some of the biggest differences show that:⁴⁹

- 25.1% of people from non-white groups are recorded as being in professional occupations compared to 16.5% of people from white groups.
- 7.4% of people from non-white groups are recorded as being in administrative and secretarial occupations compared to 11.5% of people from white groups.
- 3.6% of people from non-white groups are recorded as being process, plant and machine operatives, compared to 7.8% of people from white groups.

⁴⁹ [Scottish Census 2011.](#)

Occupational (Industrial) Segregation

Data on industry by ethnic group by age for all people aged 16 to 74 in employment the week before the 2011 Scottish Census was as follows:⁵⁰

Occupation / Industry by ethnicity, Scotland 2011

	All people aged 16 to 74	White	Mixed or multiple ethnic groups	Asian, Asian Scottish or Asian British	African	Caribbean or Black	Other ethnic groups
Total	2,516,895	2,434,669	6,251	56,411	11,861	2,954	4,749
Agriculture, energy, water	115,273	113,310	223	962	470	124	184
Manufacturing	202,396	199,388	281	1,854	451	165	257
Construction	200,343	198,510	192	1,022	329	132	158
Wholesale / retail; repair of motor vehicles / motorcycles	376,622	361,483	836	12,128	1,279	318	578
Transport and storage	125,111	122,249	164	2,059	349	103	187
Accommodation and food service	158,175	144,407	627	11,228	924	238	751
Information / communication	69,014	65,601	306	2,417	403	117	170
Financial / insurance	113,505	109,087	313	3,186	649	146	124
Real estate	29,522	28,805	67	494	97	24	35
Professional, scientific and technical	131,315	126,641	526	2,920	740	177	311
Administrative and support service	109,264	105,619	242	1,757	1,318	165	163
Public admin. and defence; compulsory social work	175,326	172,428	384	1,646	464	202	202
Education	211,954	206,174	740	3,596	691	219	534
Human health and social work	376,813	361,507	968	9,572	3,283	639	844
Other	122,262	119,460	382	1,570	414	185	251

Source: Scottish Census 2011: Occupation/Industry by ethnicity

Of particular note is that the data shows that:⁵¹

- 3.3% of people within the Asian ethnicity category work in manufacturing and 1.8% in construction compared to 8.0% (in each area) of the overall population.

⁵⁰ [Scottish Census 2011.](#)

⁵¹ Ibid.

- 19.9% of those in the Asian category work in accommodation and food services compared to 6.3% of the overall population.
- 27.7% of those in the African category work in human health and social work activities compared to 15.0% of the overall population.

Public Services

NHS

Non-white minority ethnic groups are reasonably represented in the NHS at around 3% of the workforce.⁵²

Research gathered by NHS Scotland has found that employee assumptions about inflexibility in work and prejudice attitudes based on ethnicity have hindered career progression. It has also been suggested that the emphasis on internal recruitment can be a barrier where there already exists a low percentage of non-white minority ethnic individuals in employment.⁵³

Research has suggested that the quality of data available on the diversity of NHS Health Boards is insufficient, making national analysis more difficult as it relies on comparable data being published from all 22 boards. Research published in 2013 found that it was very difficult for members of the public to compare data on ethnicity between health boards and in some cases incomplete information regarding the number of staff employed has been published.⁵⁴

Police Scotland

As noted in the 2015 Police Scotland mainstreaming report, the percentage of non-white minority ethnic police officers was 1% at 28/02/2013 and remained static at 31/03/2014. This has been the trend since 2010. 47% of police officers from a non-white minority ethnic background have identified their ethnic origin as Asian.⁵⁵

The percentage of non-white minority ethnic Scottish Police Authority (SPA) / police staff was 1% at 28/02/2013 and remained static at 31/03/2014. This has been the trend since 2010. 68% of SPA/police staff from a non-white minority ethnic background have identified their ethnic origin as Asian.

The percentage of non-white minority ethnic special constables was 1% at 28/02/2013 and remained static at 31/03/2014. 73% of special constables from a non-white minority ethnic background have identified their ethnic origin as Asian.

⁵² NHS National Services Scotland (2015). [Submission to Scottish Parliament Equal Opportunities Committee \(Removing Barriers: Race, Ethnicity and Employment\)](#).

⁵³ Ibid.

⁵⁴ W. Mejka. (2013). [BME people, work & the NHS in Scotland](#).

⁵⁵ Police Scotland. [Equality and Diversity: Mainstreaming Progress Report April 2015](#)

Similar trends were found in police officer recruitment with only 2% of applications coming from applicants who described themselves as coming from a non-white minority ethnic background between April 2013 and March 2014. Less than 1% of newly appointed police officers recorded their ethnicity recorded as non-white minority ethnic in this same period.⁵⁶

In the first ever SPA/Police Scotland opinion survey, it was found that less than half (47%) of non-white minority ethnic police officers felt that they were treated fairly at work. This was the lowest recording of the groupings marked, with 50% of those with a disability and 63% of women saying they felt they were treated fairly at work.⁵⁷ With this survey being completed by only half of all Police Scotland staff these figures may be even higher.

Scottish Fire and Rescue Service

The Scottish Fire and Rescue Service has very low rates of employment of people from a non-white minority ethnic background. According to their 2015 *Mainstreaming and Equality Outcomes Report* states that out of a total of 8,373 employees only 0.45% (35 people) were from a non-white minority ethnic background.⁵⁸

According to CRER, there are also fewer non-white minority ethnic people applying to join the Fire Service compared with other public services, with only 1.8% of applicants being from a non-white background in 2011-2012. Out of the 16 non-white minority ethnic candidates shortlisted for interview in 2011-12, none were appointed.⁵⁹

Enterprise and Self-employment

Minority ethnic groups tend to be over-represented in small to medium-sized enterprise employers. The Scottish Government reports that in 2014, 6% of all small to medium-sized enterprise employers in Scotland were run by a member or mostly by members of minority ethnic groups, which is an increase of 3 percentage points from 2012.⁶⁰

Furthermore, self-employment rates tend to be higher for non-white minority ethnic groups. In 2014, the self-employment rate for non-white minority ethnic groups was 17% compared to 12% for those from a white ethnic background.⁶¹

In particular, according to the Scottish Government, the proportion of all those who are in employment who were self-employed was highest for the Pakistani ethnic group (27%) and the Gypsy/Traveller ethnic group (23%), and lowest for the white Scottish ethnic group (11%) and the African ethnic group (7%).⁶²

⁵⁶ Police Scotland. [Equality and Diversity: Mainstreaming Progress Report April 2015](#)

⁵⁷ Police Scotland (2015). [SPA/Police Scotland Opinion Survey 2015](#). Published by Axiom

⁵⁸ Scottish Fire and Rescue Service (2015). [Mainstreaming and Equality Outcomes](#).

⁵⁹ CRER (2014). [The State of the Nation: Employment, Race and Racism in Scotland](#).

⁶⁰ The Scottish Government. [Ethnicity and Business, Enterprise and Tourism](#).

⁶¹ Ibid.

⁶² The Scottish Government. [Ethnicity and Business, Enterprise and Tourism](#).

Labour Market Participation

Data on labour market participation disaggregated by ethnicity is largely drawn from the 2011 Census or the Annual Population Survey.

The SPICe Labour Market update in May 2015 looked at the comparison of employment rates by ethnicity for the period 2004-2014. For white (working age) groups, the rate has remained fairly constant at around 73% for the whole ten-year period, while the rate for non-white minority ethnic groups has fluctuated a little, but always within the range of 55-65%, and was at a low of 51% in 2013 and was at 60% in 2014.⁶³

When looking at smaller minority ethnic groups, the employment rates vary significantly. The Indian ethnic group had the highest employment rate in 2014 at just over 80%, which is higher than the overall rate for Scotland. However, most other ethnic groups have an employment rate significantly below the Scottish average, with the Pakistani/Bangladeshi group around 52%.⁶⁴

Labour Market Experiences

Data presented previously indicates that higher educational attainment is not leading to higher rates of labour market participation for minority ethnic groups.

A review of research and statistics conducted by Heriot Watt University (Netto et al, 2011) notes: "High unemployment rates, stronger gender-biased employment patterns in certain groups and lack of knowledge regarding the extent to which self-employment (high in certain groups) is a positive choice or an alternative route to employment, [are]... areas of concern."⁶⁵

Whilst it would be unusual for employers to confess to direct racial discrimination, research from the Commission for Racial Equality (CRE) into the private sector labour market in 2000 found that a quarter of employers with no equality programme in place believed that formal equality policies were 'divisive' and when asked if they would initiate a racial equality programme, the majority of respondents said 'No' even if they were convinced it would reap commercial benefits.⁶⁶

The 2009 Department of Work and Pensions (DWP) Test for Racial Discrimination in recruitment practices⁶⁷, which matched job applications from white and non-white minority ethnic applicants found that in cities throughout the UK including Glasgow, applicants with

⁶³ Scottish Parliament Information Centre. [SPICe Briefing: Labour Market Update, May 2015](#).

⁶⁴ Ibid.

⁶⁵ Netto, G, Sosenko, F and Bramley, G (2011). [Poverty and Ethnicity in Scotland: review of the literature and datasets](#). Joseph Rowntree Foundation.

⁶⁶ Commission for Racial Equality in Scotland (2000). [Equal Opportunities and Private Sector Employment in Scotland](#).

⁶⁷ Department for Work and Pensions (2009). [A test for racial discrimination in recruitment practice in British cities](#).

non-white minority ethnic sounding names were 29% more likely to be rejected than those with 'white' sounding names.

One measure of the extent of racial discrimination in the workplace could be via the number of racial discrimination cases taken through employment tribunals. However, according to the EHRC Scotland, the introduction in fees for Employment Tribunal (ET) claims has had a significant impact on the number of claims being pursued both in Scotland and across Britain, where race discrimination claims have dropped from 157 in 2012-13 to 90 in 2013-14.⁶⁸

Despite having duties to collect employee monitoring information since 2002, public bodies in Scotland are still struggling to record the ethnic make-up of their workforces – e.g. NHS Lothian only has ethnicity information on 59% of its staff and even the Scottish Government has no knowledge of the ethnicity of 20.9% of its workforce.⁶⁹

CRER's own research showed that across the public sector, whilst the overall proportion of all non-white applicants exceeded their proportion within the Scottish population (perhaps debunking the myth that non-white minority ethnic people do not apply for public sector posts), the inequality of outcomes for non-white minority ethnic short-listed candidates being appointed compared to their white counterparts was stark. It would be reasonable to assume that candidates who have been shortlisted have met the minimum requirements of the person specification for advertised posts, so certain factors (e.g. qualification requirements) can be discounted for in attempting to explain the difference in outcomes. But there must be reasons as to why, for example, as the research found, only 17.7% of non-white people interviewed for local authority jobs were appointed, compared to a figure of 31.9% for white interviewees. The compounded disparity between white and non-white applicants who are shortlisted and then appointed leads to a situation where 7.1% of all white applicants for public sector posts go on to be appointed, but where only 4.4% of non-white applicants get appointed.⁷⁰

This figure was at its starkest in large public sector organisations – where non-white minority ethnic applicants only have a 1.1% chance of being subsequently appointed, compared to 8.1% for their white counterparts. Even within local authorities, white applicants are almost three times more likely to be successful in securing a post than non-white applicants – 6.1% compared to 2.1%.⁷¹

Glasgow Works, in their 2011 publication "Working with Ethnic Minority Clients: A Toolkit for Employability Partnerships and Projects," outlined several reasons why minority ethnic individuals are disadvantaged in the labour market and stated that unequal treatment by employers on grounds of race or colour is likely to be a major factor underlying the pattern of 'ethnic penalties' which restrict access to the labour market, hinder occupational achievement and lead to lower pay.⁷² Additionally, the research found that (some) minority

⁶⁸ Equality and Human Rights Commission Scotland (2015). [Submission to Scottish Parliament Equal Opportunities Committee \(Removing Barriers: Race, Ethnicity and Employment\)](#).

⁶⁹ See mainstreaming update reports, available from the [CRER Public Sector Equality Duties Portal](#)

⁷⁰ CRER (2014). [The State of the Nation: Employment, Race and Racism in Scotland](#).

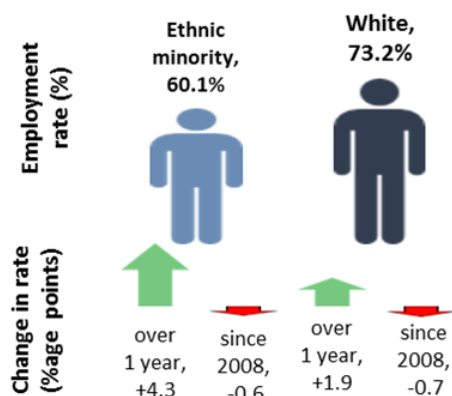
⁷¹ Ibid.

⁷² Glasgow Works. [Working with Ethnic Minority Clients](#), citing: <http://research.dwp.gov.uk/asd/asd5/rports2005-2006/rrep341.pdf>.

ethnic people are less likely to claim benefits (and may face family pressure not to register as unemployed) and that this can limit access to mainstream employability support.

The Scottish Government reports that in 2014, the employment rate for non-white minority ethnic groups increased 4.3 percentage points over the year, from 55.8% to 60.1%.⁷³

Employment rates by ethnicity for 2014, change over year and since 2008, Scotland



Source: *Ethnicity and Labour Market*

Scottish Parliament Equal Opportunities Committee Inquiry

In the summer of 2015 the Equal Opportunities Committee began its inquiry *Removing barriers: race, ethnicity and employment*.⁷⁴ Over a six month period the committee received 63 written submissions from individuals, organisations, employers and leading practitioners and held a series of oral evidence sessions and site visits. Their report, published in January 2016, highlighted some of the key barriers that face minority ethnic groups in the workplace and the steps that could be taken to reduce them:⁷⁵

- “Despite forty years of legislation, training initiatives and equality policies, the world of work is not representative of Scotland’s communities and people.
- If Scotland is to harness its talent and avoid placing an ethnic penalty on its young people, diversity in the workplace should be valued and seen as a positive goal.
- Existing employment and recruitment practices must be improved otherwise we cannot confront any underlying racism and discrimination.
- People from minority ethnic groups are all too often clustered into lower-grade jobs and denied access to the training opportunities that may help them progress into promoted posts.
- The Scottish Government should show leadership in tackling the deep-seated issues which our inquiry has uncovered and commit to long-term concentrated action.
- Initiatives such as unconscious bias training are not the solution and can serve to mask underlying negative attitudes towards people from a minority ethnic background.

⁷³ The Scottish Government. [Ethnicity and Labour Market](#).

⁷⁴ Equal Opportunities Committee (2016). [Removing Barriers: race, ethnicity and employment](#). (Scottish Parliament)

⁷⁵ Ibid.

- There are considerable gaps in data collection which must be addressed with great urgency if the requirements of the Public Sector Equality Duty in relation to occupational segregation are to be met in 2017.”

Income

This section presents the key evidence on ethnicity, income and poverty which demonstrates ongoing inequalities for minority ethnic people in these areas.

Key overarching issues and research gaps

Research published by the Joseph Rowntree Foundation in 2016 has found that within Scotland poverty is higher amongst minority ethnic groups than within majority white groups. Despite this well evidenced link, there has been little policy direction to target poverty within minority ethnic groups.⁷⁶

The Joseph Rowntree Foundation highlighted some important factors in their 2016 research:
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- “Differences in educational qualifications across different ethnic groups do not explain the greater risk of poverty for some minority ethnic groups.
- People from minority ethnic communities with good qualifications face greater barriers to finding work which matches their qualifications, compared with the majority white population.
- Clustering in low-paid work is a significant factor in explaining greater in-work poverty among some minority ethnic groups.
- The most significant factor in determining opportunities for progression in work was the employee’s relationship with their line manager. Lack of affordable, flexible childcare was a key barrier to work for low-income families across all ethnicities.
- Lack of knowledge and information about childcare or support for carers was an important factor in low take-up among some minority ethnic groups.
- There was a lack of inclusive services (both childcare and other care services) which took into account cultural and religious differences.
- Social isolation and a lack of friends are strongly related to a high risk of poverty across all ethnicities.
- Ethnic monitoring in the public sector (at both a local and national level) as well as by private sector employers is patchy, hampering efforts to tackle minority ethnic poverty.”

Poverty Rates

In Scotland, research from the Joseph Rowntree Foundation using the Households Below Average Income dataset has shown that, in the three years to 2013, poverty was twice as high for non-white minority ethnic groups, with racial inequality cited as one of the contributors to the widening gap between the richest and poorest in society. The research

⁷⁶ Joseph Rowntree Foundation (2016). [Poverty and Ethnicity: Key messages for Scotland.](#)

⁷⁷ Ibid.

found that, taking all non-white minority ethnic groups together, the poverty rate was around twice that of the white British poverty rate of 17%.⁷⁸

Further research using the same source with additional data from the DWP Family Resources Survey confirms that minority ethnic groups are more likely to experience poverty in Scotland than white British groups.⁷⁹

Ethnicity and poverty in Scotland before and after housing costs (BHC / AHC), 2013-2014

Ethnicity	Poverty rate BHC	Difference in BHC rate vs. white British	Poverty rate AHC	Difference in AHC rate vs. white British
White British	14%	-	17%	-
White Other	21%	+7%	27%	+10%
Asian / Asian British	20%	+6%	31%	+14%
Combined all other ethnicities*	31%	+17%	41%	+24%

Source: Income and Poverty – Additional Analysis, based on Department of Work and Pensions Family Resources Survey

** Category combining all other ethnicities which could not be reported separately due to small sample sizes. Includes all sub-categories within the following headline categories: Black, African or Caribbean / Black, African or Caribbean British, Chinese / Chinese British, mixed and other ethnicities.*

It should be noted, however, that the statistical practice of clustering ethnic groups can disguise the extent of inequality. Outcomes often differ significantly between individual ethnicities within the broader categories used for statistical purposes. In the case of the analysis above, for example, the Asian / Asian British group will include Indian, Pakistani and Bangladeshi people; deeper analysis has previously shown that levels of poverty are far higher in Pakistani and Bangladeshi communities than Indian communities.⁸⁰

Although not the case in the table above, often the ‘Asian’ statistical headline category also includes Chinese / Chinese British groups, which evidence suggests are amongst the least likely to experience persistent poverty in Britain (along with the white British and ‘other’ white groups)⁸¹ but have high levels of inequality of income within their community, with incomes clustered at the top and bottom of the distribution.⁸²

⁷⁸ Kenway, P. et al (2015) [Monitoring poverty and social exclusion in Scotland 2015](#). Joseph Rowntree Foundation

⁷⁹ Scottish Government. [Income and Poverty: Additional Analysis](#) based on DWP Family Resources Survey, Households Below Average Income dataset.

⁸⁰ Netto, G., Sosenko F. and Bramley, G. (2011) [Poverty and ethnicity in Scotland: Review of the literature and datasets](#). Joseph Rowntree Foundation.

⁸¹ Fisher, P. and Nandi, A. (2015) [Poverty Across Ethnic Groups Through Recession and Austerity](#). Joseph Rowntree Foundation.

⁸² Platt, L. (2011) [Inequality within ethnic groups](#). Joseph Rowntree Foundation.

In regards to Job Seeker's Allowance, the ethnicity statistics are as follows:⁸³

Welfare benefit claims: Jobseeker's allowance (JSA) claims by ethnicity, Scotland, June 2015 - Comparison with 2011 Scottish Census population data

Ethnicity	Total Claimant count %	Total Pop. %	Male** Claimant count %	Male Pop. %	Female** Claimant count %	Female Pop. %
White - British	92.8%	91.8%	93.2%	91.6%	91.8%	92.1%
White - Irish	0.35%	1.02%	0.37%	1.04%	0.32%	1.01%
White - other	2.78%	3.2%	2.44%	3.1%	3.51%	3.2%
Mixed - white and Black Caribbean	0.05%	*	0.05%	*	0.06%	*
Mixed - white and Black African	0.09%	*	0.09%	*	0.08%	*
Mixed - white and Asian	0.08%	*	0.08%	*	0.08%	*
Other mixed	0.27%	*	0.29%	*	0.21%	*
Indian / Indian British	0.22%	0.62%	0.19%	0.71%	0.27%	0.53%
Pakistani / Pakistani British	0.70%	0.93%	0.50%	1.00%	1.13%	0.87%
Bangladeshi / Bangladeshi British	0.04%	0.07%	0.04%	0.08%	0.04%	0.06%
Other Asian / Asian British	0.37%	0.40%	0.34%	0.37%	0.40%	0.42%
Caribbean / Caribbean British	0.06%	0.06%	0.06%	0.07%	0.08%	0.06%
African / African British	0.90%	0.56%	0.97%	0.63%	0.75%	0.50%
Other Black / Black British	0.20%	0.05%	0.21%	0.06%	0.19%	0.05%
Chinese / Chinese British	0.13%	0.64%	0.09%	0.63%	0.23%	0.64%
Other ethnic group	0.91%	0.27%	0.98%	0.32%	0.75%	0.22%
Total	100%	100%	100%	100%	100%	100%
Numerical Total***	72,665	5,295,403	49,335	2,567,444	23,330	2,727,959

Source: NOMIS Jobseeker's Allowance claimant count data and 2011 Scottish Census data

* Census data for the 'mixed' ethnicity category cannot be disaggregated to this level

** Percentages by ethnicity and sex are a percentage of the total claimant count for the male and female categories as opposed to a percentage of the total claimant count

⁸³ [NOMIS](#) Jobseeker's Allowance claimant count data and [2011 Scottish Census data](#)

**** NOMIS data on the total number of JSA claimants has been amended to remove those for whom ethnicity was unknown or undisclosed*

There is a mixed picture of over and under-representation within the claimant count for JSA in comparison to population numbers. Minority ethnic groups which are often collated within the 'Asian' category appear to be very slightly under-represented within the claimant count, with the Chinese group being particularly low in representation.

The exceptions are the African, 'other' Black and 'other' ethnic group categories, each of which are slightly over-represented. Analysis by gender shows that women in some minority ethnic communities are more highly represented in the claimant count than men of the same ethnicity; in particular this is the case for Indian, Pakistani, Chinese and 'other' white women. This trend is reversed in the African and 'other' ethnic groups, where men are more highly represented, as they are in the total claimant count.

Claimant count numbers are very low in many minority ethnic groups, however, which reduces the usefulness of these statistics. Another factor reducing the usefulness of claimant count statistics is the fact that previous research has raised concerns that minority ethnic individuals may have lower rates of benefit take-up, whether as a result of lack of awareness of entitlement or other factors, according to the Joseph Rowntree Foundation.⁸⁴ Rates might therefore differ considerably if full take up for eligible individuals was present in all communities.

The aforementioned concerns regarding low numbers and take-up rates would also apply to Employment and Support Allowance (ESA), the benefit for those unable to work due to illness or disability.

⁸⁴ Netto, G., Sosenko F. and Bramley, G. (2011) [Poverty and ethnicity in Scotland: Review of the literature and datasets](#). Joseph Rowntree Foundation.

In regards to ESA, the ethnicity statistics are as follows, with details regarding sex, age, and duration provided: ⁸⁵

Employment and Support Allowance (ESA) claims by ethnicity and sex, Scotland, June 2015 – Comparison with 2011 Scottish Census population data

Ethnicity	Total Claimant count %	Total Pop. %	Male** Claimant count %	Male Pop. %	Female** Claimant count %	Female Pop. %
White - British	96.93%	91.8%	96.86%	91.6%	97.01%	92.1%
White - Irish	0.38%	1.02%	0.40%	1.04%	0.35%	1.01%
White - other	1.03%	3.2%	1.10%	3.1%	0.94%	3.2%
Mixed - white and Black Caribbean	0.03%	*	0.04%	*	0.02%	*
Mixed - white and Black African	0.03%	*	0.04%	*	0.03%	*
Mixed - white and Asian	0.04%	*	0.03%	*	0.03%	*
Other mixed	0.09%	*	0.10%	*	0.07%	*
Indian / Indian British	0.17%	0.62%	0.17%	0.71%	0.18%	0.53%
Pakistani / Pakistani British	0.51%	0.93%	0.44%	1.00%	0.60%	0.87%
Bangladeshi / Bangladeshi British	0.02%	0.07%	0.02%	0.08%	0.02%	0.06%
Other Asian / Asian British	0.16%	0.40%	0.18%	0.37%	0.41%	0.42%
Caribbean / Caribbean British	0.03%	0.06%	0.03%	0.07%	0.03%	0.06%
African / African British	0.15%	0.56%	0.16%	0.63%	0.14%	0.50%
Other Black / Black British	0.04%	0.05%	0.05%	0.06%	0.03%	0.05%
Chinese / Chinese British	0.05%	0.64%	0.05%	0.63%	0.06%	0.64%
Other ethnic group	0.35%	0.27%	0.36%	0.32%	0.33%	0.22%
Total	100%	100%	100%	100%	100%	100%
Numerical Total***	195,900	5,295,403	102,330	2,567,444	93,590	2,727,959

Source: NOMIS Employment and Support Allowance claimant count data; 2011 Scottish Census data

* Census data for the 'mixed' ethnicity category cannot be disaggregated to this level

⁸⁵ [NOMIS](#) Employment and Support Allowance claimant count data and [2011 Census data](#)

*** Percentages by ethnicity and sex are a percentage of the total claimant count for the male and female categories as opposed to a percentage of the total claimant count*

**** NOMIS data on the total number of ESA claimants has been amended to remove those for whom ethnicity was unknown or undisclosed*

All minority ethnic groups, with the exception of 'other' ethnic groups, are under-represented in the claimant count for ESA. Chinese, Indian, 'other' Asian and African individuals were notably under-represented compared to their proportion within the Scottish population. 'Other' Asian and Pakistani women were represented at a notably higher rate than men in the same ethnic group, but in most other cases rates disaggregated by gender were relatively similar.

Employment and Support Allowance (ESA) claims by ethnicity and age, Scotland, August 2015 – Comparison with 2011 Scottish Census population data⁸⁶

	Total	White: British	White: Irish	White: other	Mixed	Asian (not incl. Chinese)	Black	Chinese or other ethnic group
Total claimant count %	100%	96.9%	0.4%	1.0%	0.2%	0.9%	0.2%	0.4%
Total pop. %	100%	91.8%	1.0%	3.2%	0.4%	2.0%	0.7%	0.9%
Under 18 total claimant count %	0.1%	100%	*	*	*	*	*	*
Under 18 pop. %	19.7%	28.2%	7.4%	16.5%	49.2%	27.4%	27.2%	19.4%
18-24 total claimant count %	6.4%	97.4%	0.2%	1.1%	0.4%	0.6%	0.2%	0.2%
18-24 pop. %	9.6%	9.0%	12.2%	16.3%	14.8%	13.5%	11.3%	25.8%
25-34 total claimant count %	15.8%	96.6%	0.3%	1.1%	0.3%	0.9%	0.3%	0.4%
25-34 pop. %	12.6%	11.4%	16.8%	32.6%	14.9%	24.0%	28.5%	22.7%
35-44 total claimant count %	20.6%	96.3%	0.5%	1.2%	0.2%	1.0%	0.3%	0.5%
35-44 pop. %	13.9%	13.7%	15.3%	16.0%	9.9%	16.8%	19.7%	13.6%
45-49 total claimant count %	14.2%	97.0%	0.4%	1.0%	0.2%	0.8%	0.2%	0.4%
45-49 pop. %	7.8%	8.0%	7.7%	5.2%	3.2%	5.0%	5.1%	5.3%
50-54 total claimant count %	15.8%	97.1%	0.4%	1.0%	0.1%	0.9%	0.2%	0.4%
50-54 pop. %	7.1%	7.3%	7.0%	4.1%	2.2%	4.2%	2.9%	4.2%
55-59 total claimant count %	16.1%	97.2	0.4%	1.0%	0.1%	0.9%	0.1%	0.3%
55-59 pop. %	6.2%	6.5%	6.5%	3.0%	1.8%	2.9%	1.7%	3.2%
60+ total claimant count %	11.0%	97.3%	0.4%	0.8%	0.1%	0.9%	0.1%	0.4%
60+ pop. %	23.2%	24.4%	27.0%	6.4%	3.9%	6.1%	3.1%	5.7%
Numerical total (claimant)	199,000	192,840	730	2,090	370	1,750	430	790

* Data cannot be disaggregated to this level.

**NOMIS data on the total number of ESA claimants has been amended to remove those for whom ethnicity was unknown or undisclosed

⁸⁶ [NOMIS](#) Employment and Support Allowance claimant count data and [2011 Census data](#)

Overall, minority ethnic groups are under-represented in the claimant count for ESA. White British groups were particularly over-represented in the 18-24, 45-49, 50-54, 55-59, and 60 and over age groups. Black minority ethnic groups are particularly under-represented in the 55-59 and the over 60 age groups, with Asian minority ethnic groups particularly under-represented in the 18-24 and the 45-49 age groups.

Employment and Support Allowance (ESA) claims by ethnicity and duration, Scotland, August 2015 – Comparison with 2011 Scottish Census population data⁸⁷

	Total	White: British	White: Irish	White: other	Mixed	Asian (not incl. Chinese)	Black	Chinese or other ethnic group
Total claimant count %	100%	96.9%	0.4%	1.0%	0.2%	0.9%	0.2%	0.4%
Total pop. %	100%	91.8%	1.0%	3.2%	0.4%	2.0%	0.7%	0.9%
Up to 3 months	7.6%	95.3%	0.4%	2.0%	0.2%	1.1%	0.4%	0.6%
3 months to 6 months	6.6%	95.6%	0.4%	1.7%	0.3%	1.2%	0.3%	0.5%
6 months to 1 year	10.2%	96.3%	0.3%	1.5%	0.2%	0.9%	0.3%	0.4%
1 year to 2 years	18.2%	96.9%	0.3%	1.2%	0.2%	0.8%	0.2%	0.4%
2 years to 5 years	51.3%	97.5%	0.4%	0.7%	0.2%	0.8%	0.1%	0.3%
5 years and over	6.1%	96.7%	0.4%	0.8%	0.2%	1.2%	0.2%	0.6%
Numerical total (claimant)	199,000	192,840	730	2,090	370	1,750	430	790

**NOMIS data on the total number of ESA claimants has been amended to remove those for whom ethnicity was unknown or undisclosed*

All minority ethnic groups are under-represented in the claimant count for ESA. White British groups were particularly over-represented in the '1 year to 2 years' and the '2 years to 5 years' durations.

According to Scottish Government statistics, in 2012-2013, people from non-white minority ethnic groups were more likely be in relative poverty (before housing costs), compared to those from the white British group (25% and 14%, respectively). 22% of people from the Asian / Asian British ethnic group were in poverty, while for the combined 'mixed, Black / Black British, Chinese and 'other' group,' the figure was 27%. Those from the 'other' white ethnic group were more likely than those from the white British group to be in poverty (19% and 14% respectively).⁸⁸

Furthermore, a report from the Scottish Government noted that children from non-white minority ethnic backgrounds were significantly more likely to be living in disadvantaged

⁸⁷ [NOMIS](#) Employment and Support Allowance claimant count data and [2011 Census data](#)

⁸⁸ The Scottish Government. [Ethnicity and Income and Poverty.](#)

circumstances than white children. 36% of non-white minority ethnic children had an annual household income in the lowest quintiles, compared to 22% of white children.⁸⁹

Areas of Multiple Deprivation

Statistics on minority ethnic individuals living in areas of multiple deprivation are mixed, with some ethnic groups faring better than others. Although it should be noted that living in an area of multiple deprivation does not automatically correlate to household poverty, it can worsen opportunities due to the 'double disadvantage' effect where individual and neighbourhood factors combine (for example, being unemployed in an area of high unemployment), according to the Centre on Dynamics of Ethnicity (CoDE).⁹⁰

The table following shows the proportion of people in various ethnic groups who lived in Scotland's 15 most deprived areas in 2011 according to Scottish Government statistics:⁹¹

Percentage of people in listed ethnic groups living in top 15 Scottish Index of Multiple Deprivation (SIMD) areas, 2011

Ethnicity	% living in deprived areas	Difference in % vs white British
White: British	14%	-
White: Irish	13%	-1%
White: Polish	29%	+15%
White: other	10%	-4%
Asian / Asian British: Pakistani	14%	-
Asian / Asian British: Indian	11%	-3%
Asian / Asian British: Chinese	14%	-
African / African British	35%	+21%
Caribbean or Black / Caribbean or Black British*	23%	+9%
Mixed or multiple ethnicity	18%	+4%

Source: Data provided by the Scottish Government

* Combines Census categories for Caribbean and 'other Black' self-identified ethnicity.

Overall, according to Scottish Government statistics:⁹²

- The white British group was slightly underrepresented (14%) in deprived areas, as was the white Irish group (13%).
- The white Polish group was over-represented, with almost a third of people from this community living in Scotland's most deprived areas.
- The three most populous Asian groups (Pakistani, Indian and Chinese) were all under-represented, with people of an Indian ethnicity the least likely to live in a deprived area (11%) compared to the population as a whole (15%).

⁸⁹ Scottish Government (2013). [Growing Up in Scotland: Birth Cohort 2 – Results from the first year.](#)

⁹⁰ Kelly, B. and Ashe, S. (2014) [Geographies of Deprivation and Diversity in Glasgow.](#) CoDE

⁹¹ Source data provided by Scottish Government officials

⁹² The Scottish Government. [Ethnicity and Income and Poverty.](#)

- The most over-represented ethnic group as African, with over one-third of people with an African ethnicity living in a deprived area and almost a quarter of people of Caribbean or Black ethnicity living in a deprived area.

It is possible that the unusually high presence of people from African communities within the top 15 Scottish Index of Multiple Deprivation (SIMD) areas can be partially accounted for by the impact of the asylum system – African nations such as Eritrea and Sudan are represented highly within countries of origin for refugees in Scotland.⁹³ Refugees awaiting a decision on their claim are often housed in Glasgow, which is also the city with the worst results in the Scottish Index of Multiple Deprivation, according to Scottish Government statistics.⁹⁴

Looking specifically at Glasgow, research by the CoDE found that the proportion of minority ethnic groups living in SIMD areas had worsened for minority ethnic communities between the 2001 Census and 2011 Census. This was particularly the case for people from African, Caribbean, ‘other’ white and Chinese ethnic groups. There had been little change in the proportion of white Scottish and white other British people in the 10% most deprived areas in Glasgow, whilst for white Irish and mixed ethnic groups the situation had improved.⁹⁵

The CoDE research found that people in certain minority ethnic communities were more likely to live in SIMD areas which had poor results under the housing domain, which measures overcrowding and lack of central heating. Only 8% of white Scottish groups lived in the most deprived neighbourhoods on the housing domain, compared to 20% of Pakistani, 11% of Caribbean and 11% of ‘other’ white groups.⁹⁶

Austerity and recession

There is a lack of statistical data at Scottish-specific level on the impact of recession and austerity on minority ethnic communities. Across Britain, however, a study for the Joseph Rowntree Foundation found that most ethnic groups appear to have fared worse during the recession (since 2008) due to a range of labour market disadvantages combined with lower investment income and higher housing costs, particularly among groups with higher levels of private renting.⁹⁷

Whilst changing employment patterns seem to have protected the Bangladeshi and Pakistani communities from worsening their levels of poverty during this time (possibly due to the introduction of skill-based immigration laws attracting high calibre workers), poverty was already so high in these communities that they remain worse-off overall. Incomes fell the most for Chinese people (30% fall in income, due in part to a rise in international student numbers from China) followed by Black African, Indian and ‘other’ white groups (10% fall in income each). For the white majority British, Black Caribbean and Bangladeshi groups, incomes fell by 3–4%.⁹⁸

⁹³ See, for example, [Scottish Refugee Council \(2015\) Holistic Integration Service Report - Year 2](#)

⁹⁴ Scottish Government (2013) [High Level Summary of Statistics Trend Update: Scottish Index of Multiple Deprivation](#).

⁹⁵ Kelly, B. and Ashe, S. (2014) [Geographies of Deprivation and Diversity in Glasgow](#). CoDE.

⁹⁶ Ibid.

⁹⁷ Fisher, P. and Nandi, A. (2015) [Poverty Across Ethnic Groups Through Recession and Austerity](#). Joseph Rowntree Foundation.

⁹⁸ Ibid.

Qualitative research undertaken in Glasgow by CRER with participants from three non-white minority ethnic communities (Scottish Pakistani/Asian, Chinese and Black African/Somali) in 2013 explored perceptions of the impact of austerity and recession within these communities. This research identified long-standing issues including persistently low incomes, labour market discrimination, inadequate housing, lack of employability support and experience of racism and other 'ethnic penalties'. The long-standing issues were felt to be compounded during the period of austerity and recession by additional financial pressures, especially amongst those in self-employment or working for small businesses, and by reductions in service provision. Negative impacts on physical and mental health were reported, as well as severe strain on family relationships resulting in some cases in separation or divorce.⁹⁹

These results had many similarities to an earlier qualitative study with minority ethnic participants in Fife and the Highlands, undertaken for the Joseph Rowntree Foundation in 2011. The industries affected by recession and austerity, driving lower wages and employment rates, differed in these areas outside of Scotland's central belt; public sector employment, factory closures and the slowing of the construction industry were emphasised by participants.¹⁰⁰

Pay Gaps

The Scottish Government reports that, according to the Poverty Site, almost half of Bangladeshi and Pakistani employees earned less than £7 an hour, which was a much higher proportion than any other ethnic group. By taking this indicator along with the indicator on work and ethnicity, Bangladeshi and Pakistani individuals had the lowest work rates and, once in work, the highest likelihood of low pay.¹⁰¹

Persistent Poverty

No recent studies have examined persistent poverty rates for minority ethnic groups at Scottish level. However, in Britain as a whole, Bangladeshi, Pakistani, Black, Caribbean and African groups have experienced the highest rates of persistent poverty and material deprivation during the period of recession and austerity since 2008, according to the Joseph Rowntree Foundation.¹⁰²

This study also found that persistent poverty (being in poverty over at least two years during a three year period) was much more likely for minority ethnic groups, particularly Pakistani communities. More than 50% of those in the Pakistani, Bangladeshi and Black African groups had experienced poverty at some point in the three year period 2009-12.

⁹⁹ Sosenko, F. et al (2013) [In It Together? Perceptions on ethnicity, recession and austerity in three Glasgow communities](#). Coalition for Racial Equality and Rights.

¹⁰⁰ de Lima, P. (2011) [Community consultation on poverty and ethnicity in Scotland](#). Joseph Rowntree Foundation.

¹⁰¹ The Scottish Government. [Ethnicity and Income and Poverty](#).

¹⁰² Fisher, P. and Nandi, A. (2015) [Poverty Across Ethnic Groups Through Recession and Austerity](#). Joseph Rowntree Foundation.

The data is as follows: ¹⁰³

Proportion of population experiencing poverty by ethnicity, Great Britain 2009-2012

Ethnicity	No experience of poverty over 3 years	Poverty for 1 out of 3 years	Poverty for 2 out of 3 years	Poverty in all 3 years
White British	71.7%	15.2%	7.9%	5.1%
White other	76.5%	13.7%	6.6%	3.2%
Indian	64.9%	19.5%	9.9%	5.7%
Pakistani	31.6%	31.0%	23.7%	13.7%
Bangladeshi	42.9%	32.9%	16.7%	7.5%
Chinese	75.0%	17.5%	2.5%	5.1%
Black Caribbean	58.7%	18.0%	16.7%	6.6%
Black African	47.1%	22.2%	16.6%	14.1%
Mixed	66.3%	18.9%	10.4%	4.4%

Source: Fisher, P. and Nandi, A. (2015) [Poverty Across Ethnic Groups Through Recession and Austerity](#). Joseph Rowntree Foundation.

The white majority British group had relatively low rates of persistent poverty and high rates of never being poor. Nearly 72% were never in poverty over the three years observed in the study, 8% in poverty for two out of the three years and 5% in poverty in all three. The Chinese and 'other' white groups had similar results to the white majority. The study also identified that the ethnic groups experiencing more poverty tend to have a younger age profile, are more likely to live in social housing, have fewer and lower educational qualifications and less likely to be in employment. The Pakistani and Bangladeshi groups are more likely to have children and have slightly larger families, although this pattern is less clear for the other ethnic groups. Persistent poverty was also linked to being a first generation immigrant in the Black African, Black Caribbean and Bangladeshi groups. Having English as a first language reduced the probability of being in persistent poverty, but only by 5%.¹⁰⁴

Living on a low income

Some limited qualitative evidence is available on how people from minority ethnic communities in Scotland cope with life on a low income, both in terms of their perceptions and the practical steps they take to seek support and mitigate the impacts of poverty. Self-reported views on financial wellbeing suggest minority ethnic individuals fare less well than the majority ethnic group. Analysis from the Scottish Household Survey for 2010 showed that people from minority ethnic groups were less likely to feel they were coping financially and more likely to have no savings. 17% of those in minority ethnic groups were 'not coping' financially compared with around 11% for the white British group. Furthermore, 54% of minority ethnicity households had no savings compared to 39% for the white British group.¹⁰⁵

¹⁰³ Fisher, P. and Nandi, A. (2015) [Poverty Across Ethnic Groups Through Recession and Austerity](#). Joseph Rowntree Foundation.

¹⁰⁴ Ibid.

¹⁰⁵ Scottish Government (2011) [The Position of Scotland's Equality Groups. Revisiting Resilience in 2011](#)

Participants in a study conducted in Fife and the Highlands in 2011 described the impact poverty had on their lives and the range of coping strategies they had adopted to deal with this. In many ways, experiences were similar across all ethnic groups. Buying the cheapest food, limiting use of electricity and heating, being unable to spend money on transport and going without any non-essential purchases, leisure or social opportunities were regularly reported. However, the minority ethnic groups interviewed for the study found that their experience of poverty was compounded by racism and their routes out of poverty reduced by a range of structural and racism related barriers which those in the majority ethnic group would not face.¹⁰⁶

Some of the differences in experience for the minority ethnic participants included:¹⁰⁷

- Participants from non-white minority ethnic communities were more likely to regard poverty as inescapable or permanent.
- Prejudice and racism was felt to impact routes out of poverty, for example chances to access employment (particularly cited by Gypsy/Traveller, East European and Chinese participants).
- Some of the participants who were recent migrants experienced barriers connected with this, for example having overseas qualifications, lacking fluency in English and issues relating to legal immigration or asylum status.
- Ability to maintain family ties was reduced for those whose family live overseas, as they lacked the financial means to make regular visits.
- Many participants had little or no contact with statutory agencies and so were not accessing support that may be available to them.
- Specific minority ethnic communities experienced specific issues that impacted their experience of poverty – for example, Gypsy/Traveller participants reported a loss of traditional forms of livelihood whereas participants who had migrated to Scotland from China's mainland reported that they often ended up in employment with Hong Kong Chinese owned businesses where unequal power relations led to exploitative employment with low pay and long hours.

Routes out of poverty

Research has identified a number of factors which can reduce the likelihood of poverty or provide a means of escaping poverty. An overview of some of the key factors is provided in the Joseph Rowntree Foundation report *Tackling Poverty Across All Ethnicities in the UK*, which draws together results from its Poverty and Ethnicity research programme:¹⁰⁸

- Accessing good quality employment in order to avoid the 'low wage trap' of low paid work with poor terms and conditions and lack of opportunity for progression which disproportionately affects minority ethnic people.
- Support with caring within the household (caring is more closely associated with poverty in minority ethnic communities than in white British communities).

¹⁰⁶ de Lima, P. (2011) [Community consultation on poverty and ethnicity in Scotland](#). Joseph Rowntree Foundation.

¹⁰⁷ Ibid.

¹⁰⁸ Barnard, H. (2014) [Tackling Poverty Across All Ethnicities in the UK](#). Joseph Rowntree Foundation.

- Access to informal social networks and capacity to make the most of the opportunities they can provide.
- For migrants, access to services and learning opportunities to counter the impact of barriers associated with being newly resident in the UK (e.g. English for Speakers of Other Languages (ESOL), employability and integration support).

It should be noted that racism and structural discrimination reduce the potential for minority ethnic people to access routes out of poverty in comparison to the white majority British population. This was one of the strongest findings emerging from the Joseph Rowntree Poverty and Ethnicity research programme.¹⁰⁹

¹⁰⁹ Barnard, H. (2014) [Tackling Poverty Across All Ethnicities in the UK](#). Joseph Rowntree Foundation.

Appendix: Key underpinning threads and questions

The concepts outlined throughout this evidence paper provided perspective and additional scope when discussing these issues in the related action forums, which had the same themes as the evidence papers.

These action forums were organised by CRER and the Scottish Government and brought practitioners, policy makers and other stakeholders together to identify priorities and solutions for each theme.

The key underpinning threads and questions for discussion listed below were used to frame and drive forward these workshops. Complete write-ups from these action forums can be found at www.crer.org.uk.

Key underpinning threads for the purposes of this paper may be grouped in the following way:

Employment and employability

- Transitions from learning to employment
- Employability support and post-education careers guidance
- Barriers to seeking and accessing employment
- Recruitment and selection processes
- Workforce representation
- Horizontal and vertical occupational segregation and the pay gap for minority ethnic workers
- Racism and discrimination in the workplace, and support for staff who face racism and discrimination
- Retention and exit from employment
- Unconscious/implicit bias and means of overcoming this
- Continuing professional development
- Career progression
- Organisational structures, policies and practices around employment (including Equality Policies and action to address race equality within employment)
- Self-employment and enterprise
- Employment rights awareness and advice
- Transitions from work to retirement

Income and poverty

- Poverty, deprivation and standards of living
- Differences in experience or impact for minority ethnic people living on low incomes
- Intersectional experiences of poverty and low income – additional impacts of disadvantage linked to gender, age and disability, child poverty etc.; combined impact of racism and poverty stigma
- Access to welfare benefits
- Finance, banking, credit and budgeting
- Money advice and support

Throughout the police development process, the following questions were raised for further exploration and discussion.

Employment and employability

- How can we best address the under-representation of minority ethnic people in many of Scotland's workforces?
- Given the evidence on applications, selections and appointments, what forms of positive action could be taken to improve the success rate of minority ethnic candidates at interview stage and in promotion?
- What are the gaps in support and advice for people to move into and retain work?
- How can the attainment gains made by many minority ethnic students be translated into meaningful employment?
- What are the key elements that contribute to successful career paths for minority ethnic people?
- How can we deal with racism and discrimination (both explicit and implicit) in the workplace, and challenge complacency regarding race equality?
- How can we improve the evidence base on routes into, through and out of employment for minority ethnic people, and use this to create change?

Income and poverty

- How can the factors associated with disproportionately high levels of poverty in some minority ethnic communities be tackled?
- What can be done to ensure minority ethnic individuals have access to support and advice to mitigate the impacts of living on a low income?
- How can we ensure minority ethnic households receive all of the welfare benefits they are entitled to, and do not suffer disproportionately under the current sanctioning system?
- What can Scotland's institutions do to mitigate the impact of income issues that affect some of Scotland's new residents but are not in the Scottish Government's power to change, particularly around lack of recourse to public funds and lack of right to work?

Overarching issues

- How does the visibility of non-white minority ethnic representation within workforces impact these issues – for example in encouraging enrolment in educational institutions, accessing employability support or applying for employment?
- In all of these areas, extensive evidence is collected by agencies and researchers, however its impact on policy making is unclear; how can we ensure policy makers and service providers have access to all the information they need to understand the relationships between employability, employment and income for minority ethnic people?

Please note, the key underpinning issues and questions identified here are not exhaustive.