

Ethnic minority women and men

This briefing shows that the experience of women and men from different ethnic minority groups can vary dramatically. However, the lack of data on gender and ethnicity makes it hard for public bodies to identify and address key issues. Further work and a wider range of reliable statistics are required to carry out a more complete investigation.

Key facts

Education and training

- In each ethnic group, a higher percentage of 16 year old girls than boys gained five or more A*– C passes at GCSE. Whilst 79% of Chinese girls compared with 71% of Chinese boys gained these qualifications, giving a difference of 8 percentage points, for the lowest achieving group there was a larger gap of 15 percentage points between Black Caribbean girls (40%) and boys (25%).
- Overall, ethnic minority women had a high participation rate in Higher Education of 58%, followed by ethnic minority men (55%), white women (41%) and white men (34%). However, Pakistani and Bangladeshi women had much lower participation than men.

Labour market

- In each ethnic group, fewer women than men were in employment, except for Black Caribbean women and men for whom the rates were similar. The biggest gaps were of over 30 percentage points between Bangladeshi women and men, and between Pakistani women and men.
- The unemployment rates for Black Caribbean, Black African, Bangladeshi and Pakistani men were more than twice the rate for white men, which is 6%. Black African, Pakistani and Bangladeshi women were at least three times as likely to be unemployed as white women for whom the unemployment rate is 4%.
- The percentages of women outside the labour market and looking after the family or home ranged from 8% of Black Caribbean women to 36% of Pakistani women and 40% of Bangladeshi women.
- The biggest gap in part-time working was between white women (41% of those in employment) and white men (7% of those in employment). There was a smaller but still substantial gap between part-time rates for women and men in employment in most ethnic minority groups, with the exception of Bangladeshi women and men where 38% of each worked part-time.



Ethnic minority women and men

- Of those in employment, across all ethnic groups more men than women were senior officials, managers or in professional occupations. The gender gap was the greatest between Indian men and women.
- Ethnic minority women and men are often concentrated in particular sectors. High percentages of working Chinese men (40%) and Bangladeshi men (45%) worked in hotels and restaurants, an especially low paid sector, compared to 3% of white men.

Income and pay

- Between the ages of 25–64 there was a distinct hierarchy for total individual income. White men received the highest median weekly incomes followed by ethnic minority men, white women and lowest of all, ethnic minority women.
- Based on hourly earnings data for 2003/04, women earned less than men for full-time work. White women earned £9.58 on average and ethnic minority women £9.72. The gender pay gap between white men and women was 17% for full-time employees, and for ethnic minority women and men was 8%.

Scotland

- Compared with Great Britain, white women and men in Scotland had higher unemployment rates at 4.5% and 7.4% respectively. Ethnic minority men had a lower unemployment rate than in Britain of 8.4%, about the same as ethnic minority women (8.3%).
- Some ethnic minority populations were even more concentrated in particular industries in Scotland than in Great Britain: 47% of Pakistani men and 39% of women who worked were in the wholesale and retail sector, whilst 55% of Chinese men and 46% of women were in the hotels and restaurants sector.
- Ethnic minority women in Scotland had high rates of working in professional occupations with 15% overall, compared with 10% of white women in Scotland and 12% of ethnic minority women in Great Britain.

Wales

- White women and men in Wales had higher unemployment rates than in Great Britain of 4.3% and 6.8% respectively. As in Scotland, ethnic minority women and men had lower rates on average compared with Britain overall: 8.1% and 9.1% respectively.
- Compared with Great Britain, Chinese women and men in Wales were more heavily concentrated in the hotels and restaurants sector, in which 50% and 58% worked respectively. Over a third of Indian women and men worked in the health and social work sector, much higher figures than in Great Britain.
- Nearly a quarter of ethnic minority men and 15% of ethnic minority women who worked were in professional occupations. Some ethnic groups were more concentrated in this group: 49% of Indian men and 29% of Indian women were in professional occupations in Wales.

Introduction

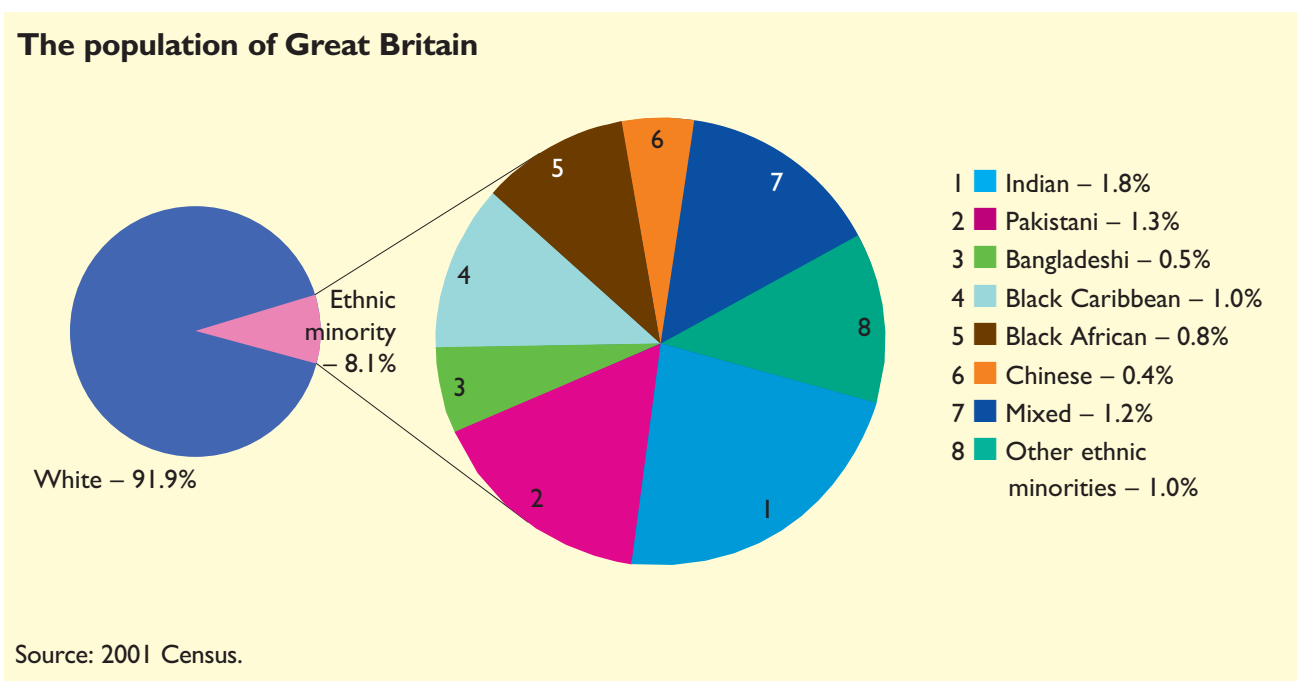
The aim of this briefing is to examine the position of women and men from different ethnic groups in education, training and the labour market. Even such a focused exercise is currently limited by a lack of data sources that provide reliable statistics by ethnicity and gender. Although associated with ethnicity, religion is not covered in this short briefing.

Further work and a wider range of reliable statistics would be required to carry out a more complete investigation into the complex interaction between gender and ethnicity. The lack of data on gender and ethnicity makes it hard for public bodies to identify and address key issues.

The 2001 Census¹ is the main source for this briefing, with additional data provided where possible by administrative records (e.g. for pupils or students in education) and survey sources. Unless otherwise stated, data are from the 2001 Census and relate to Great Britain in 2001. They thus give a 'snapshot' of the situation. Information on trends can be seen in other sources listed at the back.²

The seven main ethnic groups referred to are: Indian, Pakistani, Bangladeshi, Black Caribbean, Black African, Chinese and white, with data included for 'mixed' and 'other' ethnic groups in the population section. Here white includes all white groups in the Census. Gypsies and travellers are not looked at in this briefing since they are not separately identified in the Census tables. The term 'ethnic minority'³ is used to refer to people from all except the white group.

Although in a short briefing such as this it is not possible to cover the issues in great detail or to consider explanations for differences between ethnic groups, it is important to recognise that the experience of women and men from different ethnic minority populations can vary dramatically. Treating ethnic minority women and men as a single population cannot capture the complex picture of gender and ethnicity in Britain today so, wherever data are available, information will be presented on the seven main ethnic groups listed above. However in some areas, small samples restrict available statistics to the aggregate 'ethnic minority' group.



Ethnic minority women and men

Population

In 2001, the national Census recorded 2.35 million ethnic minority women and 2.27 million ethnic minority men in Great Britain, or 8.1% of the overall population. The ethnic minority population made up 9% of the population of England, and 2% each of the populations of Scotland and Wales.

The largest ethnic minority populations in England and Wales were Indian and Pakistani, whilst the Pakistani population was the largest in Scotland, followed by similar numbers of Indian and Chinese people.

Geographic distribution

The ethnic minority population tends to live in Britain's major cities and conurbations. London is significant in that a tenth of all white people lived there compared to almost half (45%) of all ethnic minority people. Two-fifths of people from ethnic minorities in Wales lived in Cardiff and a further fifth in total in the cities of Swansea and Newport. In Scotland, 32% of the ethnic minority population lived in Glasgow and 18% in Edinburgh.

A third of the population of Inner London and a quarter of the population of Outer London were from ethnic minority groups, after which the regions with the highest concentrations were the West Midlands at 11%, followed by 7% each in Yorkshire and Humberside and the East Midlands.

Ethnic minority women and men are disproportionately represented in many of those areas where indicators of disadvantage are highest.⁴ E.g. Over 60% of the population of Newham and 30% of Birmingham were from ethnic minorities. For ethnic minority women and men in these areas, this has far reaching implications affecting employment, access to childcare, health, housing and education.

Age distribution

The relatively recent immigration patterns of some ethnic minorities mean that their age structure differs from the population as a whole. The ethnic minority population is relatively young: for example, 38% of the Bangladeshi population were under 16, which was double the figure for the white population. Thus the ethnic minority population forms a higher than average percentage of pupils and young people leaving education. It has been projected that ethnic minorities will account for half the growth in the working-age population over the ten years to 2009.⁵

Nearly a fifth of white women were over 65 compared with 15% of white men. However in contrast, in the Pakistani, Bangladeshi and Black Caribbean groups more men than women were over 65.

Age distributions Per cent

Ethnic groups	Girls (0-15)	Boys (0-15)	Women (16-64)	Men (16-64)	Women (65+)	Men (65+)
White	18%	20%	63%	65%	19%	15%
Black Caribbean	19%	22%	71%	66%	10%	12%
Chinese	18%	20%	77%	76%	5%	5%
Indian	22%	24%	71%	70%	7%	7%
Black African	29%	31%	69%	66%	2%	2%
Pakistani	35%	35%	62%	60%	4%	5%
Bangladeshi	38%	39%	60%	57%	2%	4%
Mixed	48%	52%	48%	46%	3%	3%

Source: 2001 Census.

Education

Disparities in educational attainment are complex and cannot easily be summarised. This section picks out some of the wide variations according to ethnic group and gender using a variety of sources. Of course, other factors also have a significant impact on educational attainment. Socio-economic advantage or disadvantage is one factor contributing to differences both between and within ethnic groups.⁶

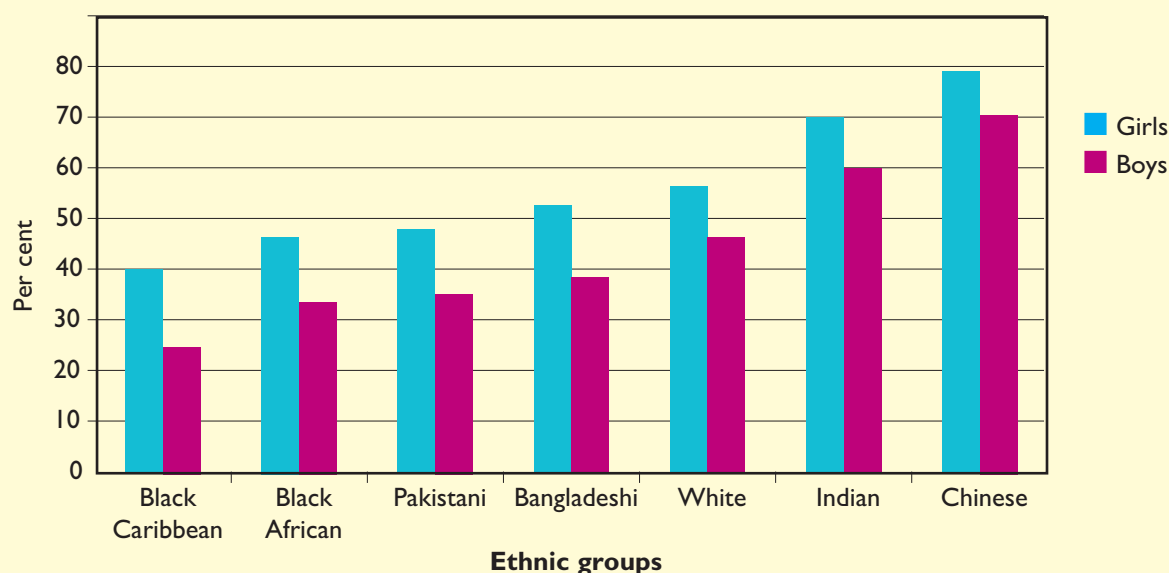
National curriculum assessments at ages 7, 11 and 14 (Key stages 1-3)

Education statistics for England in 2003⁷ indicated that in all ethnic groups, girls did better than boys in English across Key Stages 1–3, but that results were much closer in Mathematics and Science. At age 14 the difference in the percentages of girls and boys achieving the expected level for English was in the range 12–15 percentage points for most groups. The gap was highest between Black Caribbean girls and boys. Whilst two-thirds of Black Caribbean girls achieved the expected level 5 or above, fewer than half of boys achieved this level.

GCSE and equivalent at age 16

In England in 2003, 46% of white and 42% of ethnic minority boys achieved five or more GCSE passes at A*– C, compared to 57% of white and 54% of ethnic minority girls. Across all ethnic groups, smaller percentages of boys than girls passed five or more GCSEs at A*– C. The biggest gap of 15 percentage points was between Black Caribbean girls and boys compared to the smallest gap of 8 percentage points between Chinese girls and boys. Indian and Chinese girls and boys achieved the highest results at this level.

Young people achieving five or more A*–C GCSEs, England



Source: DfES, see note 7.

In Scotland, where tariff scores are used to combine results from different qualifications, there were broadly similar patterns of attainment to England.⁸ In 2003 in year S4, boys achieved lower average tariff scores than girls across most ethnic groups. Indian and Chinese girls and boys again achieved some of the highest results at this level.

School exclusions

There were 9,300 permanent exclusions from schools in England in 2002/03, and 82% of excluded pupils were boys. Black Caribbean pupils were three times as likely to be permanently excluded from school as white pupils.⁹

Ethnic minority women and men

Participation in full-time education from age 16

Participation in full-time education by 16–24 year olds varied widely by ethnic group, with white men having the lowest participation. The biggest gender differences were in the Pakistani and Bangladeshi groups, where young women had much lower participation than men in the same groups.

Full-time students Percentage of 16-24 year olds

Ethnic groups	Women	Men
Chinese	82%	83%
Black African	70%	72%
Indian	60%	64%
Black Caribbean	52%	47%
Pakistani	44%	55%
Bangladeshi	42%	56%
White	40%	37%

Source: 2001 Census

Post-compulsory education statistics in England cover both further education (FE) and work-based learning such as Apprenticeships (previously called Modern Apprenticeships). In 2002/03, young ethnic minority women and men were particularly under represented in work-based learning, with only 6% of female and 5% of male learners coming from ethnic minority groups.¹⁰ This compares with 12% of the British population aged 16–24 who were from ethnic minority groups. Although there is a substantial group with ethnicity unknown in FE, ethnic minority participation is much higher than for work-based learning, with 11% of women and 12% of men from ethnic minority groups.

Higher education

Provisional estimates of participation rates up to age 30 in HE for England have recently been published.¹¹ Overall, young women had higher participation rates than young men. Ethnic minority women had a high participation rate of 58%, followed by ethnic minority men (55%), white women (41%) and white men (34%).

The gender gap was highest in the Black Caribbean group, where participation was estimated as 52% for women and 36% for men. Pakistani and Bangladeshi women had much lower participation than men, with a difference of ten percentage points in both groups. Bangladeshi women, alongside white and Black Caribbean men, had particularly low participation in HE of around a third.

Graduates

In contrast to current patterns of participation, more men than women in all groups in the population, except Black Caribbean, were qualified to degree level or equivalent.¹² The gender gaps were greatest in the Indian and Pakistani groups.

Graduates Percentage of people aged 16 and over qualified to degree level or above

Ethnic groups	Women	Men
Chinese	24%	29%
Indian	21%	28%
Black African	17%	22%
White	16%	18%
Black Caribbean	15%	11%
Pakistani	8%	14%
Bangladeshi	*	*

* small sample, reliable estimate not available

Source: ONS (2004) Labour Force Survey Spring 2004 dataset

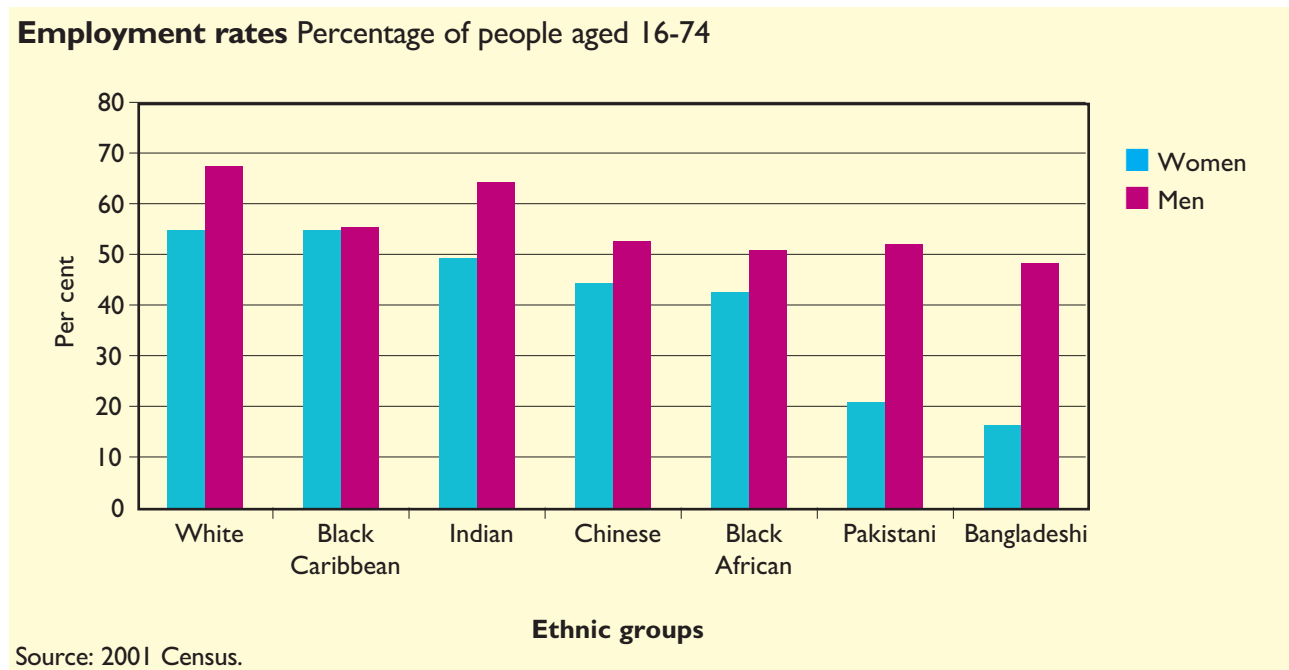
Labour market

Labour market statistics from the 2001 Census divide the 16–74 population into those in employment, unemployed or outside the labour market.¹³ Employees and the self-employed are further classified by full-time or part-time and according to their occupation and the industry in which they work.

Employment rates

White men had the highest employment rate at 68%, followed by white women (55%) and ethnic minority men (56%) with similar rates, whilst ethnic minority women had the lowest average employment rate of 42%. The gap between women and men in each of these groups was similar.

Within ethnic minority groups, women had lower employment rates than their male counterparts, except for Black Caribbean women and men where the rates were similar. The biggest gaps were between Pakistani and Bangladeshi women and men. In each group a fifth or fewer of the women worked compared with around half of the men.

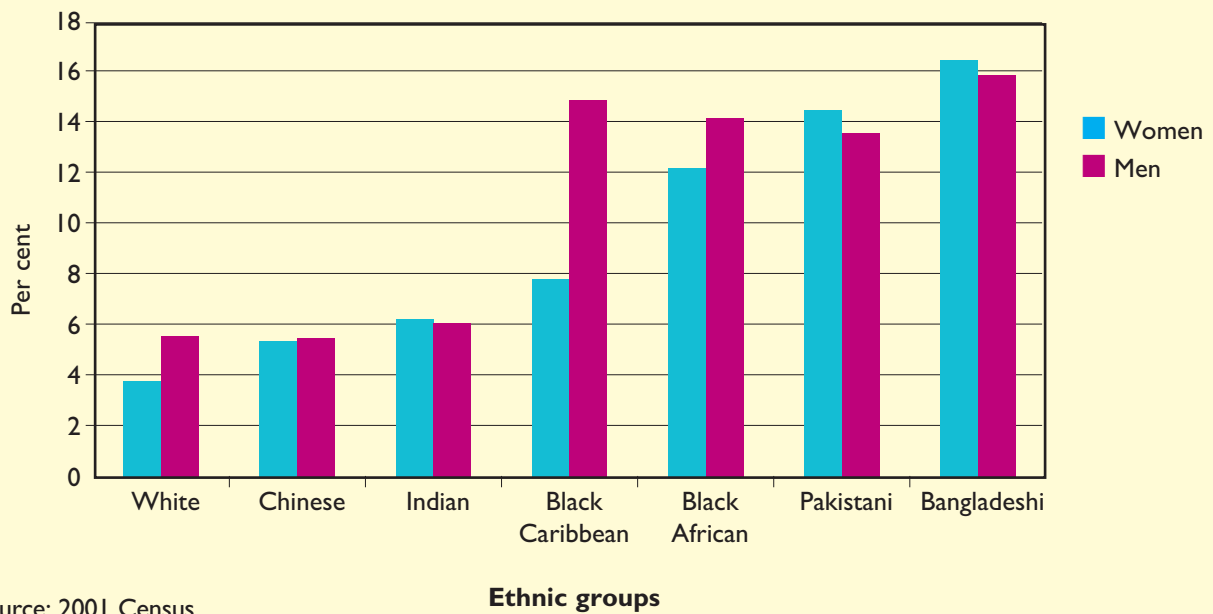


Unemployment rates

The pattern was slightly different for unemployment rates, where the unemployed are those without work, who are looking for and are available to start work. In general, women have lower unemployment rates than men. White women had the lowest unemployment rate of 3.8%, followed by white men (5.6%), ethnic minority women (8.7%) and ethnic minority men had the highest rate (11.0%).

Unemployment rates were influenced more by ethnic group than gender, and were substantially higher for Pakistani, Bangladeshi and Black African women and men as well as Black Caribbean men. The biggest gender gap of seven percentage points was between the unemployment rates of Black Caribbean women and men.

Unemployment rates Percentage of the economically active aged 16-74

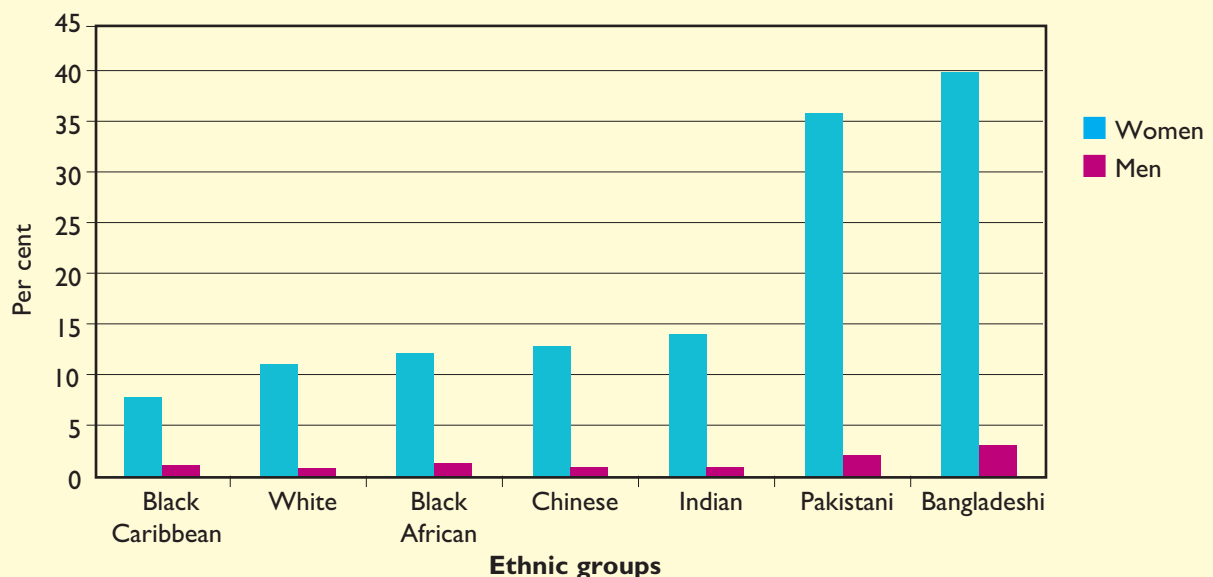


Looking after the home and/or family

A common reason for women being outside the labour market is because they are looking after the home and/or family. Figures for men were generally low, with Bangladeshi men recording the highest figure for men of 3%. Amongst women, Bangladeshi women (40%) and Pakistani women (36%) were most likely to be outside the labour market and looking after the home and/or family, whilst Black Caribbean women at 8% were the least likely.

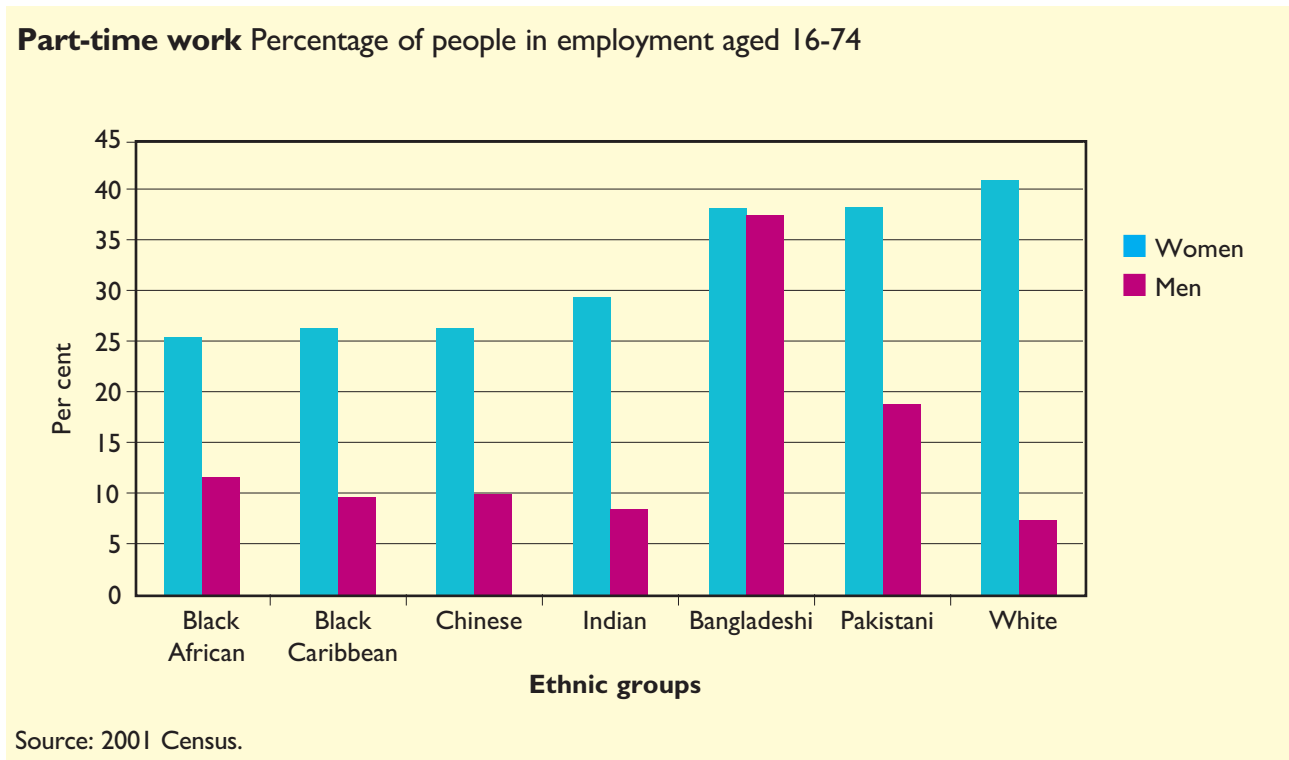
One factor contributing to these differences is the age at which women start a family. Two-fifths of young Bangladeshi women aged 16–24 have dependent children, as do a fifth of young Pakistani women, compared with 15% of young white women. However a quarter of young Black Caribbean women also have dependent children.

Looking after the home and/or family Percentage of people aged 16-74



Part-Time

Working women are much more likely than men to be employed part-time, but the extent of this varies greatly across ethnic groups. The biggest gap was between white women (41% part-time) and white men (7% part-time). There was a smaller but still substantial gap between part-time rates for women and men in employment in most ethnic minority groups, with the exception of Bangladeshi women and men where 38% of each worked part-time.



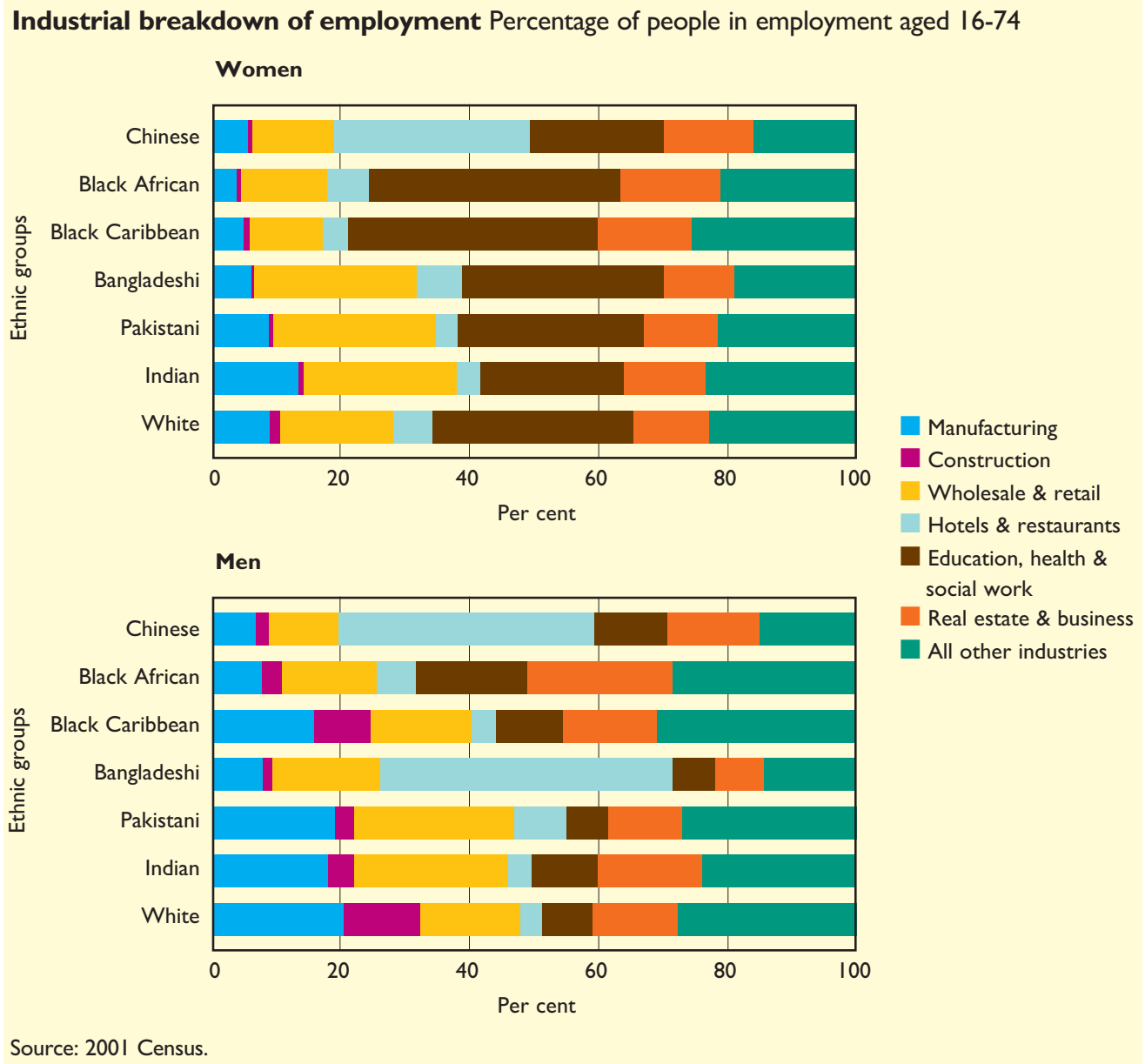
Self-Employed

Working men in all ethnic groups are much more likely to be self-employed than their female counterparts: 8% of white women were self-employed compared to 18% of white men, and on average 8% of ethnic minority women and 20% of ethnic minority men were self-employed. Chinese women and men were the most likely to be self-employed: 31% of working men and 19% of working women. Self-employment was also high for Pakistani and Indian men.

Industries

Particular industries tend to be segregated by both gender and ethnicity, and ethnic minority women and men are often concentrated in particular sectors. Of those in employment, 39% of Black African and Black Caribbean women worked in education, health and social work compared to 31% of white women. High percentages of working Chinese men (40%) and Bangladeshi men (45%) worked in hotels and restaurants, an especially low paid sector, compared to 3% of white men.

Ethnic minority women and men



Occupations

More men than women in employment were managers or senior officials: 18% of white men were managers or senior officials compared to 11% of white women, and 17% of ethnic minority men were managers or senior officials compared to 10% of ethnic minority women. The highest percentages of women and men in these positions were Indian and Chinese. The greatest gender gap was nine percentage points between Indian men and women and the smallest was 3 percentage points between Black Caribbean women and men.

Managers & senior officials

Percentage of people in employment aged 16-74

Ethnic groups	Women	Men
Chinese	14%	20%
Indian	12%	21%
White	11%	18%
Pakistani	9%	15%
Black Caribbean	8%	11%
Black African	7%	12%
Bangladeshi	6%	14%

Source: 2001 Census.

More men than women in employment were in professional occupations: 12% of white men compared to 10% of white women, and 16% of ethnic minority men compared to 12% of ethnic minority women. The difference between ethnic groups was greater for men than women. Chinese and Indian men had the highest representation with 21% of each working in these occupations. A slightly higher percentage of Bangladeshi and Pakistani women than men were in professional occupations, however these groups of women currently have particularly low employment rates.

Professional occupations Percentage of people in employment aged 16–74

Ethnic groups	Women	Men
Chinese	15%	21%
Indian	13%	21%
Pakistani	13%	11%
Bangladeshi	11%	8%
Black African	10%	18%
White	10%	12%
Black Caribbean	9%	9%

Source: 2001 Census.

Labour market in Scotland

Unemployment rates

Compared with Great Britain, white women and men in Scotland had higher unemployment rates at 4.5% and 7.4% respectively. Ethnic minority men had a lower unemployment rate than in Britain of 8.4%, about the same as ethnic minority women (8.3%). Indian, Pakistani and Bangladeshi women all had higher unemployment rates than men in their ethnic group, whilst Black Caribbean and Black African women had lower rates than men. Pakistani and Bangladeshi women and Black Caribbean and Black African men had the highest unemployment rates, which were all in the range 10-12%.

Industries

Some ethnic minority populations were even more concentrated in particular industries in Scotland than in Great Britain: 47% of Pakistani men and 39% of women who worked were in the wholesale and retail sector, whilst 56% of Chinese men and 46% of women were in the hotels and restaurants sector. Overall, 46% of ethnic minority men work in these two sectors in Scotland.

Occupations

Only 9% of working white women and 15% of working white men in Scotland were managers and senior officials, lower percentages than in Great Britain. Over a third of Pakistani men and nearly a quarter of Indian men were managers and senior officials. Women in these groups also had relatively high rates of working in these jobs at 15% each.

Ethnic minority women in Scotland had high rates of working in professional occupations with 15% overall, compared with 10% of white women in Scotland and 12% of ethnic minority women in Great Britain. In most ethnic groups, more men than women worked in professional occupations. In particular over a third of Indian men compared with just over one in five women worked in these jobs, and nearly a third of Black African men compared with one in seven women.

Labour market in Wales

Unemployment rates

White women and men in Wales had higher unemployment rates than in Great Britain of 4.3% and 6.8% respectively. As in Scotland, ethnic minority women and men had lower rates compared with Britain overall: 8.1% and 9.1% respectively. However Indian, Pakistani and Bangladeshi women again had higher unemployment rates than men in their ethnic group. The highest unemployment rates were at a similar level to the highest in Great Britain: 16.8% for Bangladeshi women and 14.6% for Black Caribbean men. Rates were also above 10% for Pakistani and Black African women and men.

Industries

Compared with Great Britain, Chinese women and men in Wales were more heavily concentrated in the hotels and restaurants sector, in which 50% and 58% worked respectively. A third of Indian women and men worked in the health and social work sector, much higher figures than in Great Britain. Two-thirds of Bangladeshi men who worked were in the hotels and restaurants sector.

Occupations

There are relatively fewer managers and officials in Wales; 12% of those in employment compared with 15% in Great Britain. One in ten white women and 15% of white men who work were in this occupational group. Slightly more ethnic minority than white women and men were managers and senior officials: 11% and 17% respectively. The highest figures showed over a fifth of Pakistani men in this occupational group, as well as nearly one in six Pakistani women.

Wales continues the pattern of Great Britain with high percentages of ethnic minority women and men in professional occupations. Nearly a quarter (23%) of ethnic minority men and 15% of ethnic minority women who worked were in this occupational group. However some ethnic groups were more concentrated in this group: of those in employment, 49% of Indian men and 29% of Indian women were in professional occupations in Wales.

Income and pay in Great Britain

Income

To identify gender inequalities in income, analysis of the Family Resources Survey 1999–2002 provides information on income from all sources received by individuals, i.e. including benefits, pensions etc as well as earnings.¹⁴ However even after combining three years' surveys, small sample sizes mean that comparisons are restricted to white women and men and ethnic minority women and men.

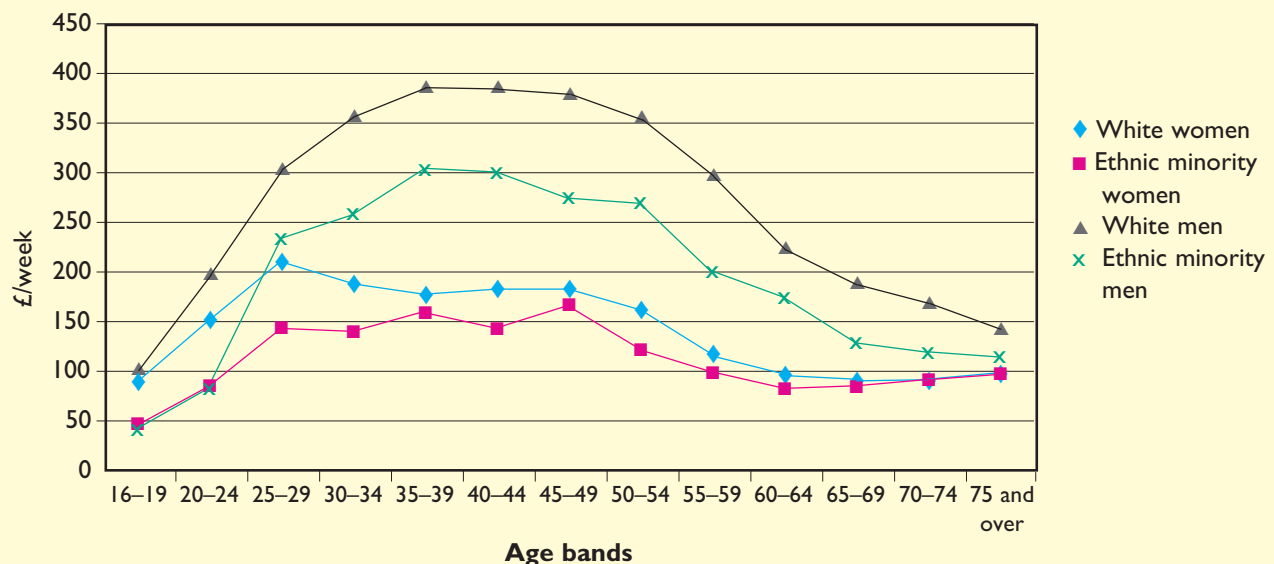
Overall the median total weekly income for white women was £135 per week, 51% less than white men. Ethnic minority women had a total income of £118 per week, 41% less than ethnic minority men. Broad patterns of inequality in the income received by individuals were evident across all age groups, and between the ages of 25–64 there was a distinct hierarchy. White men received the highest median weekly incomes followed by ethnic minority men, white women and lowest of all, ethnic minority women.

Pay

Comparisons of women's and men's pay within ethnic groups are also limited by available data from the Labour Force Survey¹⁵, and are restricted to the white group and all ethnic minority groups combined, as estimates for other groups are less reliable. All figures relate to full-time employees only and, as they are based on a different source, vary slightly from the usual figures quoted for the pay gap.

Broad patterns of inequality in the pay received by individuals were in evidence. In 2003/04, white men who were full-time employees earned on average £11.48 per hour, or 17% more than white women who earned £9.58 on average. However whilst ethnic minority men earned less than white men at £10.60 on average, ethnic minority women earned £9.72 on average or about the same as white women. The gender pay gap was 8% for ethnic minority women and men.

Median total individual income by age



Source: WEU (2004) Individual incomes of men and women by ethnicity.

Availability of statistics by gender and ethnic group

This briefing has used available sources to investigate gender differences within ethnic groups. However available data are currently limited, so it has not been possible to explore certain patterns or gain a complete picture. Data by gender and ethnicity are relatively recent and have not been collected consistently over time. In some instances, where data have been collected, the sample sizes have been too small to accurately report on gender and ethnicity in any detail.

In the process of producing this report we have found limited or no statistics by gender and ethnic group relating to: education in Wales, subject choice pre-16, attainment and course choice in Further and Higher Education, choice of (Modern) Apprenticeships, pay, income, pensions and benefits. This is by no means a complete list, and a further investigation would certainly identify further gaps in statistics.

As with gender statistics in general, a commitment is required from producers of statistics to provide information by gender and ethnicity as follows:

- Ethnic group should be recorded using a consistent classification. Guidance may be obtained from the ONS guide to Ethnic group statistics.¹⁶
- In surveys, the sample size should be sufficient to support analysis by gender and at least the larger ethnic groups. Boost samples or pooling data from consecutive years could be used where the standard sample is insufficient.
- Published analysis from all sources should include cross-tabulations by gender and ethnicity in the same table, so that the results for women and men in each ethnic group can be compared.

Summary by ethnic group

There are wide variations in participation and achievement in education, training and the labour market by ethnic group. Within ethnic groups there are also differences by gender. A selection of findings for each ethnic group are brought together in the following paragraphs:

- The Indian population was well-qualified, with 21% of women and 28% of men qualified to degree level. Employment rates were slightly below those for white women and men, but high percentages of those in employment worked in professional occupations or as managers and senior officials: 25% of working women and 41% of working men.
- Chinese girls and boys were most likely to gain five or more A*–C GCSE's and this ethnic group had the highest percentages of 16–24 year olds in full-time education; 82% of women and 83% of men. Chinese women and men in employment were the most likely to be self-employed; 19% of women and 31% of men. High percentages worked in the hotels and restaurants sector: 40% of men and 30% of women.
- Gender differences between Black Caribbean women and men were frequently the largest. Only a quarter of boys achieved five or more A*–C GCSE's, compared with 40% of girls, and participation in HE for men was particularly low at 36% compared with 52% for women. Black Caribbean women and men had relatively high and almost equal rates of employment, but whilst the unemployment rate for men was high (15%), the rate for women was much lower (8%).
- Only 42% of young Bangladeshi women were full-time students, compared with 56% of young men, and women's employment was very low at only 17%, whilst nearly half of Bangladeshi men were in employment. Two-fifths of women were outside the labour market and looking after the family/home. Unemployment rates were very high for both women and men, as were rates of part-time working for those in employment.
- Pakistani women had low participation in education from the age of 16; 44% of 16-24 year olds were full-time students. One in five women were in employment, compared with over half of men, and an additional 36% of women were looking after the family/home. Unemployment rates were again high for women and men. Nearly two-fifths of working women were part-time, as were one in five working men.
- High percentages of young Black African women (70%) and men (72%) were in full-time education, and around a fifth of the adult population was qualified to degree level. However in the labour market both women and men had high rates of unemployment. Almost 40% of women who worked were in education, health or social work.
- Young white men were the least likely to be full-time students (37%) and the percentage for white women was also low (40%). Employment rates were high for both women and men. Compared with other groups, white women were the most likely and white men the least likely to work part-time.

The following paragraphs illustrate findings that applied to women or men in all or almost all of the ethnic groups considered in this briefing.

- Compared with women in the same ethnic group, men: had higher employment rates; were more likely to be qualified to degree level; were more likely to be self-employed; and were more likely to be managers or senior officials or in professional occupations.
- A higher percentage of girls achieved five or more A*–C passes at GCSE and women were more likely than men to be: looking after the family/home; working part-time; or working in education, health or social work.

Notes:

- 1 ONS (2003) Census 2001: CD supplement to the National Report for England and Wales; General Register Office for Scotland (2003) Scotland's Census 2001 CD ROM's. See <http://www.statistics.gov.uk/census2001> and <http://www.gro-scotland.gov.uk/grosweb/grosweb.nsf/pages/censushm>
The 2001 Census included a greater range of categories designed to be more representative of changing ethnic identities than the question in the 1991 Census. However, the Census classification does not define ethnicity.
- 2 Lindley J et al (2004) Ethnic differences in women's demographic family characteristics and economic activity profiles 1992 to 2002, Labour Market Trends April 2004.
Scott, A et al (2001) The sizes and characteristics of the minority ethnic populations of Great Britain, Population Trends Autumn 2001.
- 3 The term 'ethnic minority' is preferred by the CRE and is used here. This term has replaced 'black and ethnic minority', which differentiated black people from other ethnic minorities.
- 4 The 44 most deprived local authority areas as defined by DETR's 1998 Index of Local Deprivation.
- 5 Cabinet Office (2003) Ethnic minorities and the labour market.
- 6 Gillborn, F & Mirza, H (2000) Educational Inequality, Ofsted.
- 7 Department for Education and Skills (2004) National curriculum assessment and GCSE/GNVQ attainment by pupil characteristics in England, 2002 (final) and 2003 (provisional).
- 8 Scottish Executive (2004) SQA attainment and school leaver qualifications in Scotland: 2002/03.
- 9 DfES (2004) Permanent exclusions from schools and exclusion appeals, England 2002/2003 (provisional).
- 10 Learning and Skills Council (2004) Further education and work based learning for young people – Learner numbers in England on 1 November 2003.
- 11 Connor H et al (2004) Why the difference? A closer look at Higher Education minority ethnic students and graduates, DfES Research Report RR552.
Participation rates refer to HE initial participation rates (HEIPRs), a measure developed and used by the DfES. It is calculated by summing the percentages of people domiciled in England at ages 17 to 30 who enter HE in the UK for the first time in any one year. Difficulties in calculating HEIPRs by ethnic group are described in the report, and the authors' advice is to view the estimates as provisional.
- 12 Office for National Statistics (2004) Labour Force Survey Spring 2003 dataset.
- 13 Labour market statistics from the 2001 Census are based on the 16-74 age group instead of adults of working age or under 65, so employment rates are slightly lower than usually reported.
Definitions are compatible with the International Labour Organisation (ILO) definition of economic status: Unemployed means a person was not in employment, available to start work in the next two weeks, and either looking for work in the last four weeks or waiting to start a job already obtained; in employment means a person either did paid work in the week before the Census, was on a government-sponsored training scheme, away from a job or business (ill, on maternity leave, on holiday or temporarily laid off) or doing paid or unpaid work for their own or a family business. Anyone in employment or unemployed is classified as economically active, whilst anyone else is outside the labour market. Those in the latter group can be further subdivided into the retired, full-time students, looking after the family or home, permanently sick or disabled and 'other'.
The division between employees and self-employed is self-reported.
Full-time is defined as 31 or more hours per week and part-time up to 30 hours per week in main job.
Industry and occupation are classified according to a version of the UK Standard Industrial Classification of Economic Activities 1992 (SIC92) and the Standard Occupational Classification 2000 (SOC2000) respectively.
- 14 Analysis of the Family Resources Survey 1999–2002 supplied by the Department for Work and Pensions and published in Women and Equality Unit (2004) Individual incomes of men and women by ethnicity. See Women and Equality Unit (2003) Individual income 1996/97 – 2001/02 for details of the methodology. Total income includes income from seven main sources: earnings, self-employment income, occupational pensions, investment income, tax credits, benefit income (including Child Benefit, Income Support, Jobseeker's Allowance, Widow's Pension, and state retirement pension), and other income (including income from an absent partner, trade union sick and strike pay, income from babysitting, odd jobs and other miscellaneous sources). The median value divides a population in two so that half have values below the median and half have values above.
- 15 ONS (2004) Labour Force Survey Spring 2003 – Winter 2003/04 datasets, March 2004 version. Hourly earnings relates to the average gross earnings of full-time employees. These results differ from the usual figures quoted for the gender pay gap as the New Earnings Survey does not include information on ethnic group.
- 16 ONS (2004) Ethnic group statistics: A guide for the collection and classification of ethnicity data.
See http://www.statistics.gov.uk/about/ethnic_group_statistics/ for details.

This briefing is by Sue Botcherby and Karen Hurrell (EOC). The text and additional tables can be downloaded from the EOC website or are available as hard copy.

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Women and Men in Britain



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