

Racism Ruins Lives

***A user's guide to the quantitative findings from the
Trade Union Congress' 2016-2017 Racism at Work
Survey***

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FOREWORD

This document provides a detailed overview of the main statistical findings from the Trade Union Congress' (TUC) 2016-2017 *Racism at Work Survey*. We have sought to present the information contained in this document in a user-friendly manner so that it is of use to trade union race equality officers, as well as equality and diversity practitioners more broadly, in their efforts to draw attention to and challenge workplace racism. To this end, we have also drawn attention to the main points to be taken from the various figures and tables presented below. Moreover, we have provided a set of comments which suggest how the design of the survey could be improved should this survey be replicated in the future.

Almost fifty years after the 1965 Race Relations Act was amended in order to outlaw, among other things, racial discrimination in employment, the evidence presented here attests to the persistence of workplace racism. Moreover, this document bears witness to the various, multiple and cumulative impact that workplace racism has on people's everyday lives, both inside and outside the workplace. It also highlights some of the ways in which survey participants have chosen to respond to racism at work.

What is more, the quantitative findings outlined here provides the basis for the qualitative analysis of the TUC's *Racism at Work* survey offered in our report, [*Racism Ruins Lives*](#). This report provides an in-depth analysis of the 4,833 responses that were given to the survey's open-ended questions. In doing so, this report offers insight into the everyday ways that people continue to encounter and attempt to challenge racism in workplaces across Britain.

We would like to thank the 5,191 people who took the TUC's 2016-2017 *Racism at Work* survey. Without you we would not have been able to draw further attention to the nature, scale, and impact of workplace racism in Britain.

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SECTION 1: OVERVIEW OF THE SURVEY SAMPLE

5,191 people took part in the TUC's 2016/2017 online *Racism at Work* survey.

It is important to note that the analysis presented below is based on a non-representative survey sample. That is to say, the survey sample is not representative of the general population of Britain as a whole. Therefore, the analysis presented in this document cannot be generalised beyond that of the surveyed population itself. This is a consequence of the survey employing convenience rather than probability sampling, as well as the opt-in nature of the survey which is reflected in the overall demographic profile of the survey participants. Nevertheless, the findings presented below provide a number of significant insights into the nature and scale of workplace racism in this country.

ETHNIC DIVERSITY OF SURVEY PARTICIPANTS

Due to the small sample sizes within each of the sixteen ethnic minority groups provided in the survey, the original categories have been grouped into four broader ethnic categories groups (Asian, Black, Mixed and White Other) in order to allow us to provide statistically meaningful comparisons. For the same reasons, these four ethnic minority categories were further re-grouped into two groups (e.g. Non-White ethnic minorities and White Other) in some of the analyses presented below. The distribution of all ethnic categories, as well as the aforementioned re-grouping, is available in the TABLE A1 (see Appendix 2).

Almost half of all participants (45%) described themselves as White British, while 40% of respondents identified themselves as Asian (13.5%), Black (19.1%) and Mixed Race & Other (7.6%). 14% of participants described themselves as White Other.

DEMOGRAPHIC CHARACTERISTICS

GENDER

Overall, slightly more men took the *Racism at Work* survey (55% male; 45% female). The percentage of male and female respondents varied across different ethnic groups, with the highest percentage of males identifying as White British (61%) and the highest percentage of females identifying as Black (59%). The exact distribution of male and female participants in each ethnic group is available in Table A2 (see Appendix 2).

AGE

Due to the low response rate of people in the younger categories, we have regrouped the age categories into three groups: (1) participants aged less than 30 years old; (2) participants aged 30-49 years; and (3) participants aged 50 years and above.

Nearly half of all the respondents were aged 30-49 years (49%), while 37% of participants were aged 50-65 years. Less than 1% of participants were aged 16-19 years, while just 5% were aged 20-25 years. 7% of survey respondents were aged 26-29 years. Only 1.6% of respondents were aged older than 65 years.

Further details relating to the age distribution of the survey sample can be found in

TABLE A3 (see Appendix 2).

REGION

25% of survey participants lived in London, with 13% residing in the South East, and 12% residing in the South West, of England. Very few respondents lived outside England: Scotland (6%), Wales (4%) and Northern Ireland (1%).

In most of the presented analyses, the original eleven regions have been re-grouped into five broader categories: (1) Midlands/Yorkshire/East of England; (2) North of England; (3) South of England; (4) London; and (5) Scotland/Wales/Northern Ireland.

Further details relating to the regional distribution of the survey sample, as well as the re-grouped regional categories, can be found in TABLE A4 (see Appendix 2).

TRADE UNION MEMBERSHIP AND EMPLOYMENT TYPE

The vast majority of survey respondents were members of a trade union (82.4%). Moreover, 80% of participants were in permanent employment, while 68% of respondents worked for a large company employing over 1,000 people (68%). 73% of participants stated that they were currently in full-time employment, while 66% reported that they were employed in the public sector.

SECTION 2: PREVALENCE OF RACIAL HARASSMENT AND UNFAIR TREATMENT AT WORK

When filling out the *Racism at Work survey*, participants were asked the following questions (See Appendix 1 for a copy of the full survey questionnaire):

Question 12: Have you experienced racial harassment at work in any of the following ways in the last 5 years? Please select as many as apply.

- Been bullied at work for reasons related to your race
- Racist remarks directed at you or made in your presence, e.g. verbal abuse, racist jokes or banter
- Racist literature or music distributed in the workplace or racist material being shared on social media
- Physical violence, threats and intimidation
- Being subjected to ignorant and insensitive questioning about your culture or religion
- Being excluded from workplace related social events or being subjected to racism at workplace organised social events or informal gatherings
- Other

Question 15: Have you experienced any of the following types of racial discrimination at work in the last 5 years? Please select as many as apply.

- Request for training turned down
- Been passed over for or denied promotion
- Been denied development/acting-up opportunities
- Unfairly disciplined
- Given an unfair performance assessment
- Being subjected to excessive surveillance and scrutiny by colleagues, supervisors and managers
- Not given adequate hours
- Not offered overtime
- Kept on temporary or fixed term contract
- Being questioned on your ability to speak English
- Treated as an intellectual inferior

Overall, 65% of all ethnic minority employees reported that they had experienced racial harassment at work in the past 5 years. What is more, nearly half of all ethnic minority respondents (49.1%) said that they were treated unfairly by their employer because of their race. 48% of all ethnic minority survey participants reported that they had not been subjected to either racial harassment or unfair treatment.

Over 70% of Asian and Black employees, and over 60% of participants from a Mixed heritage background reported that they had experienced racial harassment at work. At the same time, almost 50% of White Other participants stated that they had

experienced racial harassment in the workplace. In addition to this, around 60% of Asian and Black participants, and almost 40% of respondents from a Mixed heritage background reported that their employer had treated them unfairly because of their race. 28% of White Other employees also reported being treated unfairly by their employer because of their race (see FIGURE 1).

When looking at the original range of ethnic groups provided in the survey, respondents from a Bangladeshi, African and Caribbean background were the most likely to report that they had experienced at least one of the various forms of racism measured by the survey (see FIGURE 2). When the ethnic categories were re-grouped into five categories, more than three-quarter of Black and Asian employees, more than two-third of participants from a Mixed heritage background and more than half of White Other respondents employees, reported that they had experienced racism and/or unfair treatment at work. One-third of White British employees also reported they had experienced racial harassment and/or unfair treatment.¹

Survey participants aged 30-49 years were slightly more likely to report racial harassment than respondents aged 30 years and younger, and respondents aged 50 years and older (see FIGURE 3).

The relative proportion of respondents within each age category who said that they had experienced racial harassment at work was significantly higher among non-White ethnic minority groups (see FIGURE 4). However, this difference was reduced in the youngest age group, where the non-White minority groups were somewhat less likely to report that they had been subjected to racial harassment at work. Survey participants in the White Other group were also more likely than the White British to report that they had experienced racial harassment in the workplace.

Male and female survey participants were equally likely to report racial discrimination (see Appendix 2, Table A5).

In most ethnic groups, female survey participants were slightly more likely to report being subjected to unequal treatment at work because of their race. That said, in comparison to Asian and White British females, Asian and White British males were slightly more likely to report that they had experienced unequal treatment at the hands of their employer because of their race (see Appendix 2, Table A6). Such small statistical differences are difficult to interpret given the non-representative nature of the survey sample.

There were no significant variations in terms of the levels of reported experiences of racial discrimination between either public and private sector employees, and trade union and non-trade union members.

¹ Throughout this document we have reported the responses given by survey respondents who self-identified as White British. It is, however, our contention that we must make a distinction between racism and the forms of racial prejudice and bias which White British survey participants have highlighted using the *Racism at Work* survey. We are in no way suggesting that the types of workplace interactions highlighted by White British respondents are not unpleasant and/ or upsetting for the individuals involved. However, it is our view that to equate these interactions with racism would be to denude racism of its historical specificity, as well as obscuring the structural and institutional nature of racism. For further discussion of how we define racism, see our forthcoming report, [Racism Ruins Lives: An Analysis of the 2016/2017 Racism at Work Survey](#).

In comparison to respondents in permanent jobs, survey participants employed on non-permanent contracts were more likely to report both racial harassment and unfair treatment. What is more, there was a difference of almost 10% in the levels racial harassment and unfair treatment reported by employees on permanent and non-permanent contracts (see

FIGURE 5).

In comparison to participants in full-time employment, survey respondents working less than 16 hours per week were around 7% more likely to report that they had experienced racial harassment at work (see Appendix 2, Table A7). However, there was no significant variation in the level of unfair treatment reported by participants across different working patterns (e.g. hours worked per week).

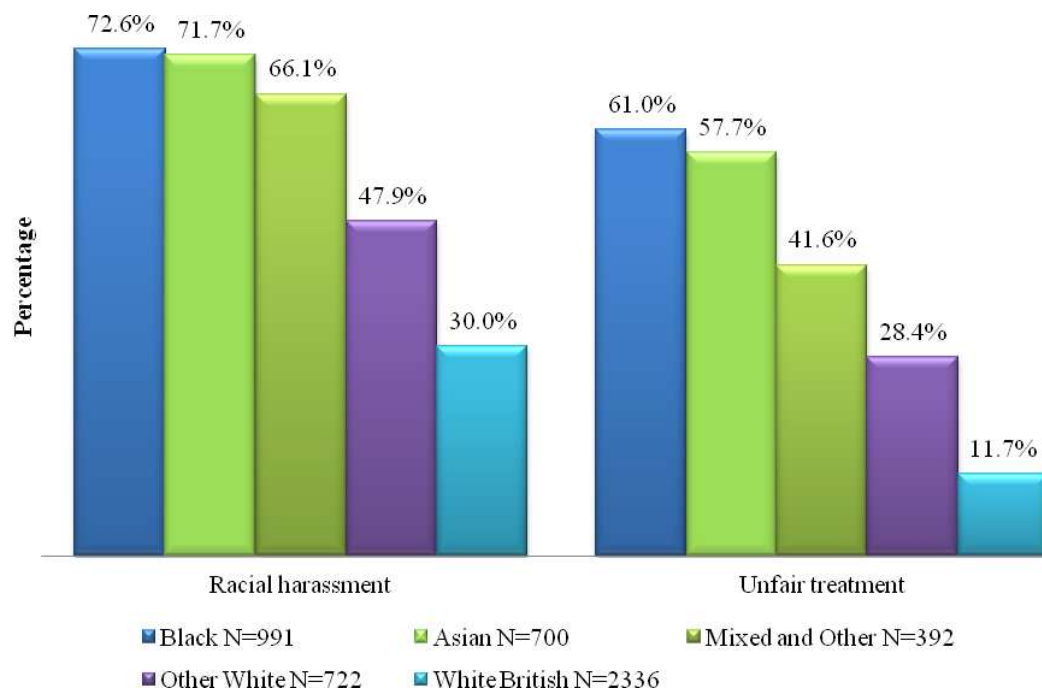
Employees working in small companies (i.e. less than 100 employees) were 13% more likely to report that they had experienced racial harassment and 9% more likely to report experiencing unfair treatment at the hands of their employer than those participants that worked for companies employing more than 1,000 employees (see

FIGURE 6).

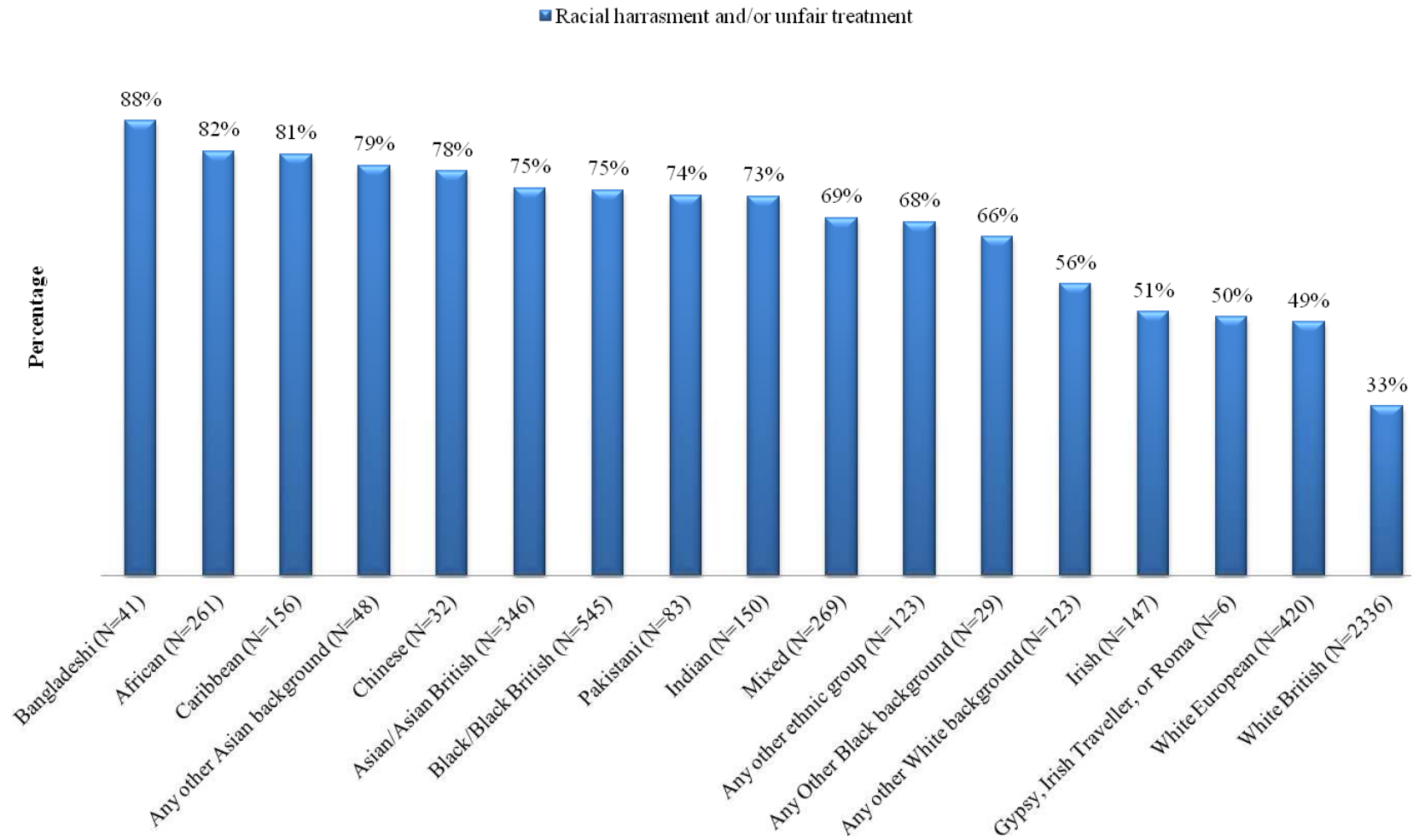
Around half of Black and Asian employees reported that they had witnessed racial discrimination or harassment directed at colleagues, clients and service users (see

FIGURE 7). What is more, 43% of Mixed and Other and one-third of White Other respondents also reported that they had witnessed racial discrimination or harassment towards colleagues, clients or service users. Just under one-quarter of White British participants reported that they had witnessed racial discrimination or harassment in the workplace.

FIGURE 1 RACIAL HARASSMENT AND UNFAIR TREATMENT AT WORK BY ETHNICITY (BASE: ALL RESPONDENTS)



**FIGURE 2 RACIAL HARASSMENT AND/OR UNFAIR TREATMENT BY ETHNICITY
(BASE: ALL RESPONDENTS)**



**FIGURE 3 RACIAL HARASSMENT AND UNFAIR TREATMENT BY AGE
(BASE: ALL RESPONDENTS)**

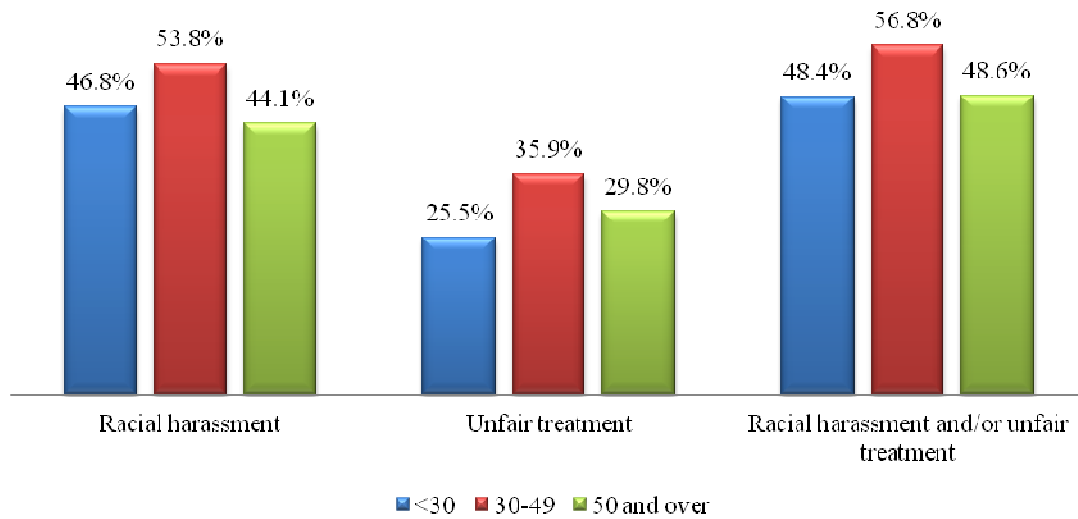
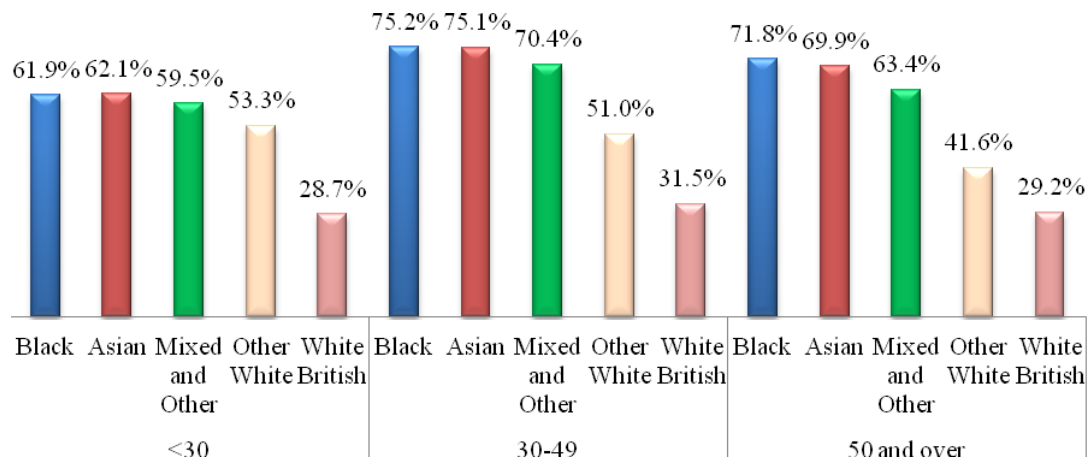
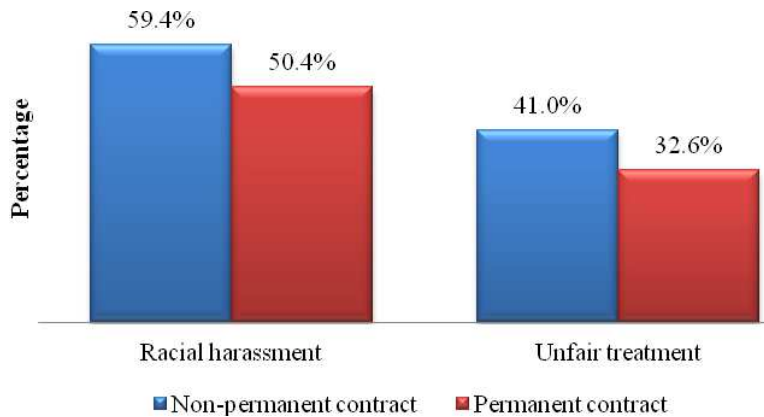


FIGURE 4 RACIAL HARASSMENT BY AGE AND ETHNICITY (BASE: ALL RESPONDENTS)



**FIGURE 5 RACIAL HARASSMENT AND UNFAIR TREATMENT AMONG
PERMANENT AND NON-PERMANENT EMPLOYEES
(BASE: ALL RESPONDENTS)**



**FIGURE 6 RACIAL HARASSMENT AND UNFAIR TREATMENT BY THE SIZE OF
COMPANY (BASE: ALL RESPONDENTS)**

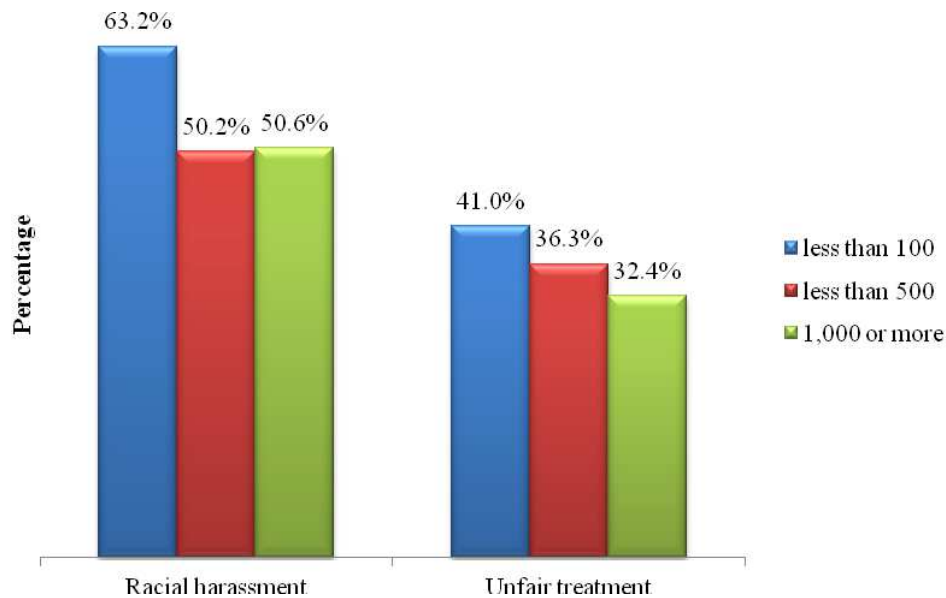
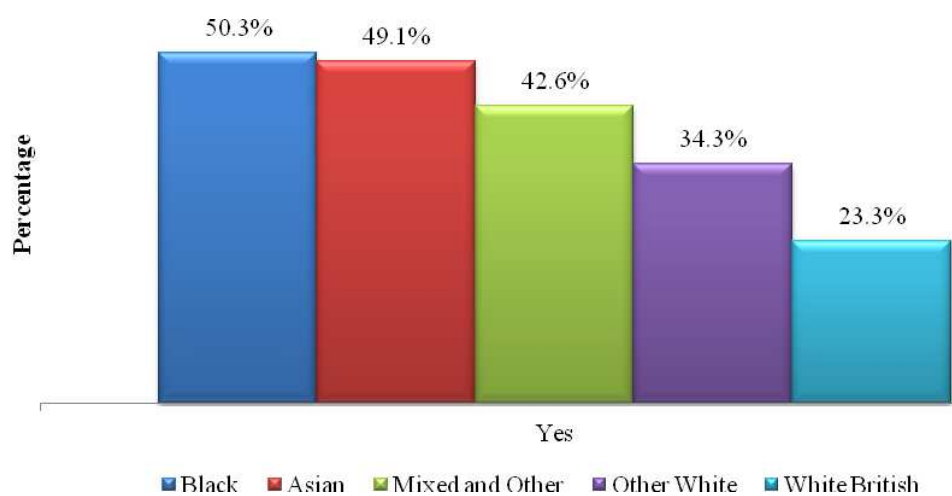


FIGURE 7 PERCENTAGE OF RESPONDENTS WHO WITNESSED RACIAL DISCRIMINATION OR HARASSMENT TOWARDS COLLEAGUES, CLIENTS OR SERVICE USERS IN THE LAST 5 YEARS BY ETHNICITY (BASE: ALL RESPONDENTS)



SECTION 3: TYPES OF RACIAL HARASSMENT AND UNFAIR TREATMENT EXPERIENCED AT WORK

The most prevalent form of racial harassment experienced at work was racist remarks, which the survey defined as 'verbal abuse, racist jokes or banter'. Overall, almost half (46%) of all participants from a non-White ethnic minority background reported that they had had been subjected to racist comments at work. 32% of White Other and 18% of White British participants also reported that they had experienced racist remarks at work (see FIGURE 8).

Over one-third of non-White ethnic minority employees (e.g. 39.7% of Asian, 34.9% of Mixed and Other, and 31.2% of Black participants) and 22% cent of White Other participants said that they had been subjected to ignorant and/or intensive questioning about their culture or religion.

Nearly 30% of Asian and Black respondents and nearly 20% of Mixed and Other participants reported that they had been bullied at work for reasons related to their race. 11.4% of White Other and 3.5% of White British employees also reported that they had been bullied at work because of their race.

Over one in ten of non-White respondents declared that they had experienced physical violence (12% of Asian, 12% of Black, and 8% of Mixed & Other).

Approximately 17% of all non-White ethnic minority participants reported that they had been excluded from workplace related social events. In fact, 21% of Asian, 17% of Black and 11% Mixed and Other respondents reported that they had been excluded from workplace related social events.

Around 7% all non-White ethnic minority respondents reported that they had encountered racist literature or music in their place of work.

Among non-White ethnic minority participants, the most prevalent forms of unfair treatment by employers were (see FIGURE 9):

- being subjected to excessive surveillance and scrutiny by colleagues, supervisors and managers (30%);
- being passed over for or denied promotion (29%);
- being denied development/acting up opportunities (28%);
- being treated as an intellectual inferior (25%);
- being given an unfair performance assessment (22%);
- having their request for training turned down (20%); and
- being unfairly disciplined (19%).

Other less prevalent forms of unfair treatment encountered by non-White ethnic minority workers included: being questioned on their ability to speak English (6%), not being offered overtime (6%) or not being given adequate hours (5%), and being kept on either temporary or fixed term contracts (4%).

When comparing female and male response rates, there was little difference overall in terms of the different types of racial harassment and unequal treatment experienced at the hands of employers (The gender differences in the types of racial harassment and unequal treatment are reported in Appendix 2, TABLE A5 and

TABLE A6).

The most prevalent differences in terms of the types of unfair treatment by employers were among survey participants employed on non-permanent rather than permanent contracts (see FIGURE 10)

Of those respondents who reported that they had experienced racial harassment at work, the highest proportion said that the main perpetrator(s) were colleagues (43%). Moreover, 34% of respondents said that their manager(s) were the perpetrator(s) of workplace racism, while 20% of participants reported that they had experienced harassment from either clients or customers (see FIGURE 11).

Among those who reported experiencing racial harassment, non-White ethnic minority employees were about twice as likely to say that their main perpetrator(s) was a manager(s). More specifically, 48% of Black, 41% of Asian and 35% of Mixed & Other survey respondents identified colleagues and customers as the main perpetrator of racism in their place of work. Less than 22% of White British and 24% of ethnic minorities from a White Other background reported that the main perpetrator(s) work workplace racism were colleague(s) or customer(s) (see FIGURE 12).

When comparing the responses of non-White and White British employees, there were generally no significant differences between female and male participants when it came to identifying the main perpetrator(s) of workplace racism (see FIGURE 13).

**FIGURE 8 TYPES OF RACIAL HARASSMENT AT WORK BY ETHNICITY
(BASE: ALL RESPONDENTS)**

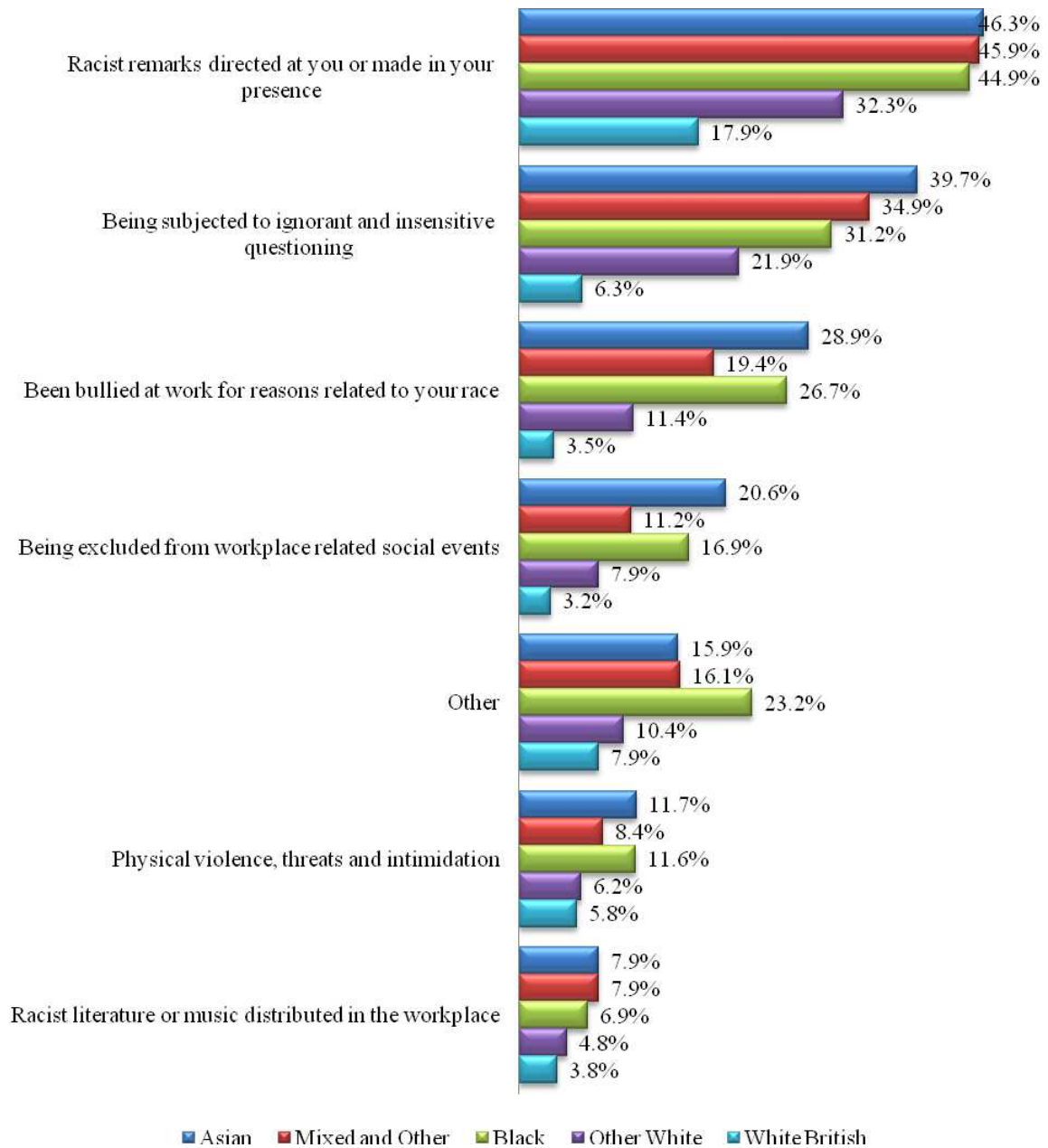


FIGURE 9 TYPES OF UNFAIR, RACIALLY MOTIVATED TREATMENT AT WORK BY ETHNICITY (BASE: ALL RESPONDENTS)

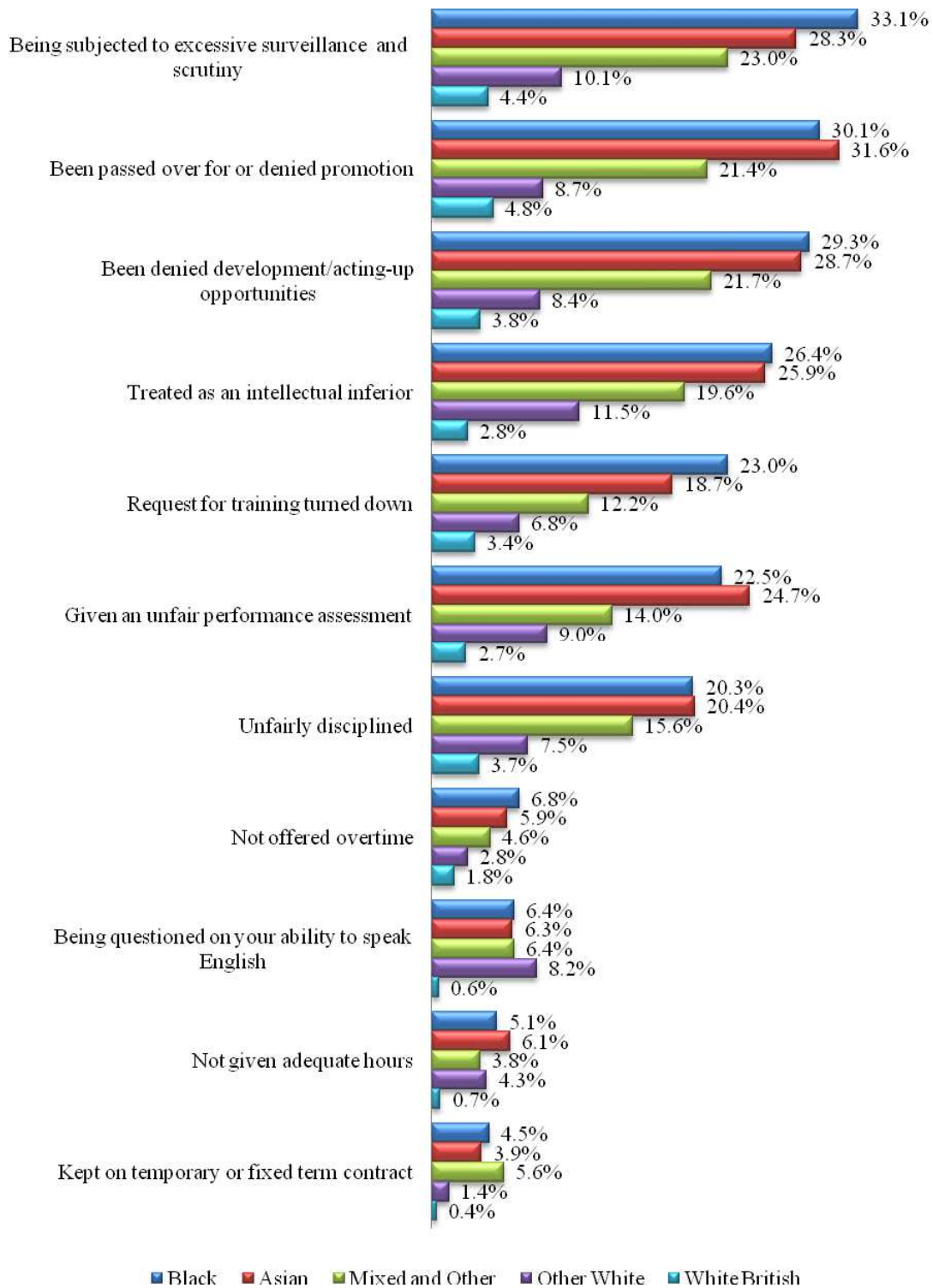
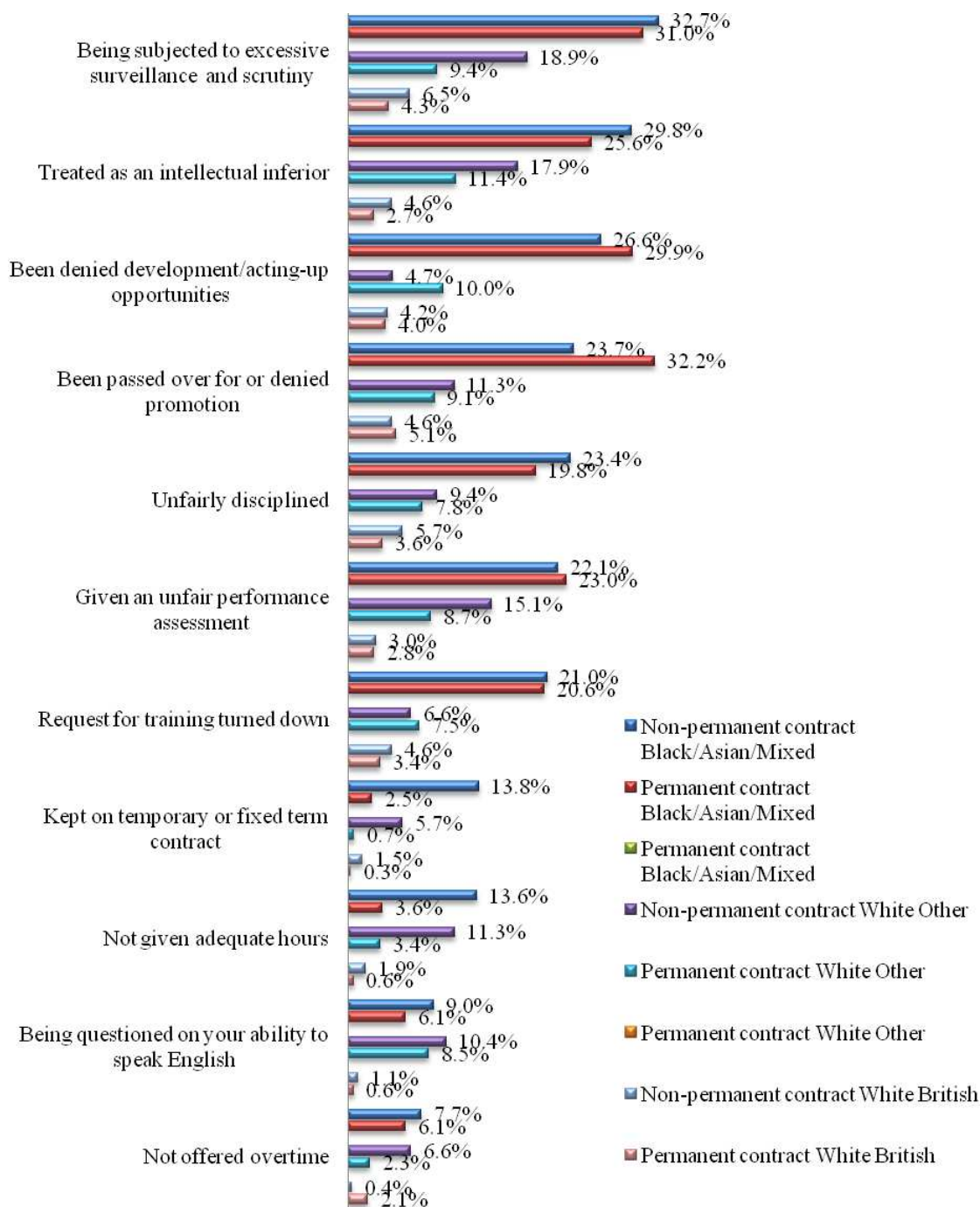
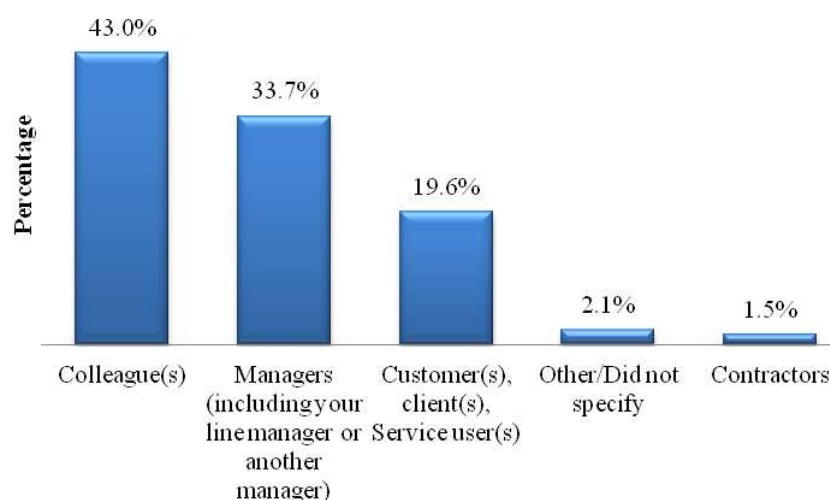


FIGURE 10 TYPES OF UNFAIR, RACIALLY MOTIVATED TREATMENT BY EMPLOYERS AMONG PERMANENT AND NON-PERMANENT EMPLOYEES AND DIFFERENT ETHNIC GROUPS (BASE: ALL RESPONDENTS)²



² Equivalent table with percentages of the type of racial harassment amongst permanent and non-permanent employees and different ethnic groups is available in the Appendix, see Table A9.

**FIGURE 11 MAIN PERPETRATOR(S) OF RACISM
(BASE: THOSE WHO EXPERIENCED RACISM N=2539)**



**FIGURE 12 MAIN PERPETRATOR(S) BY ETHNICITY
(BASE: THOSE WHO EXPERIENCED RACISM EXCLUDING 2 PER CENT WHO DID NOT SPECIFY N=2476)**

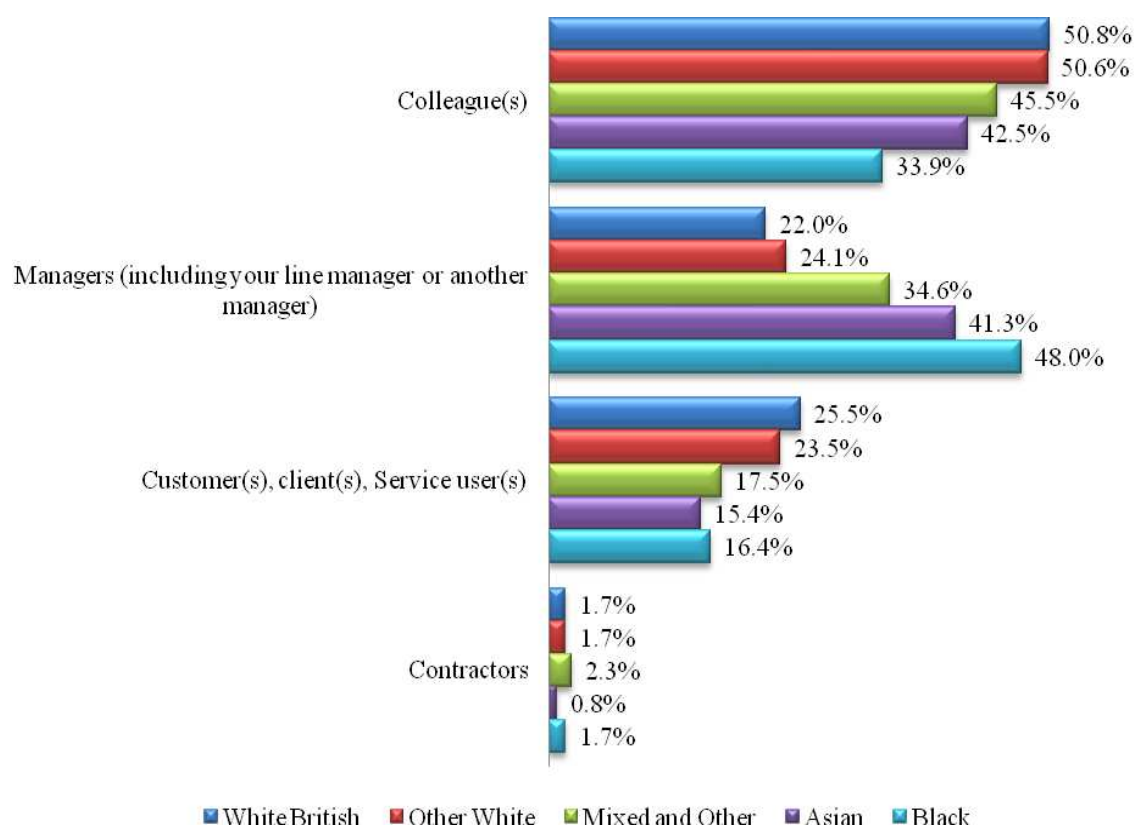
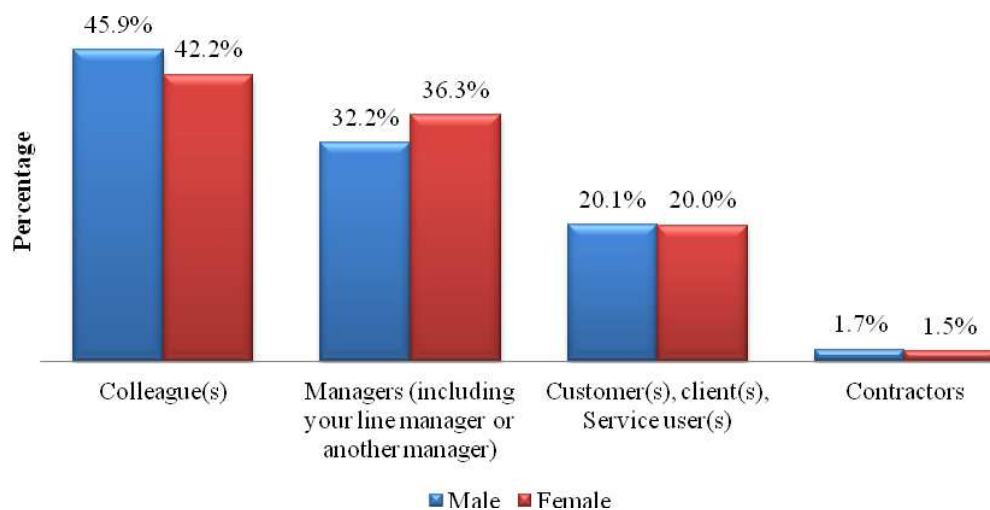


FIGURE 13 MAIN PERPETRATOR(S) BY GENDER
(BASE: THOSE WHO EXPERIENCED RACISM EXCLUDING 2 PER CENT WHO DID NOT SPECIFY N=2427)



SECTION 4: THE IMPACT OF RACISM

Almost nine out of ten survey participants that said that they had experienced some of the various types of racism discussed in the previous section also reported that this had a significant impact on them.

This included a number of work-related consequences, such as (see

FIGURE 14):

- Being less confident at work (42%);
- General negative impact on work (42%);
- Isolation from work colleagues (32%);
- Going off-sick (18%); and
- Leaving one's job (12%).

Almost half (44%) of survey respondents who reported experiencing racism at work also said that workplace racism had impacted on their mental health, including their levels of stress. What is more, just under one-quarter (23%) of participants reporting that they had experienced workplace racism also said that this had impacted on their physical health. A further 23% reported that their encounters with racism at work had impacted on their personal lives.

In general, non-White ethnic minority respondents were at least twice as likely as White British participants to report that their experience of workplace racism had negatively impacted on their work, as well as their personal life, across each of the different dimensions measured by the survey.

The reported impact of racism on participants' mental health was highest among Asian participants (over 60%). What is more, over 50% of Black respondents and participants from a Mixed heritage background also reported that their experiences of workplace racism had impacted on their mental health (see FIGURE 15) In comparison, 24% of White British respondents also reported that their mental health was affected by their experience(s) of workplace racism.

Overall, women of all ethnicities were more likely to report that workplace racism had negatively impacted on their work and/or personal life (see FIGURE 16 and

FIGURE 17)

Importantly, nearly 12% of all participants who experienced racism, and almost 20% of ethnic minority women, declared that racial discrimination had caused them to leave their job.

**FIGURE 14 IMPACT OF WORKPLACE RACISM
(BASE: THOSE WHO EXPERIENCED RACISM)**

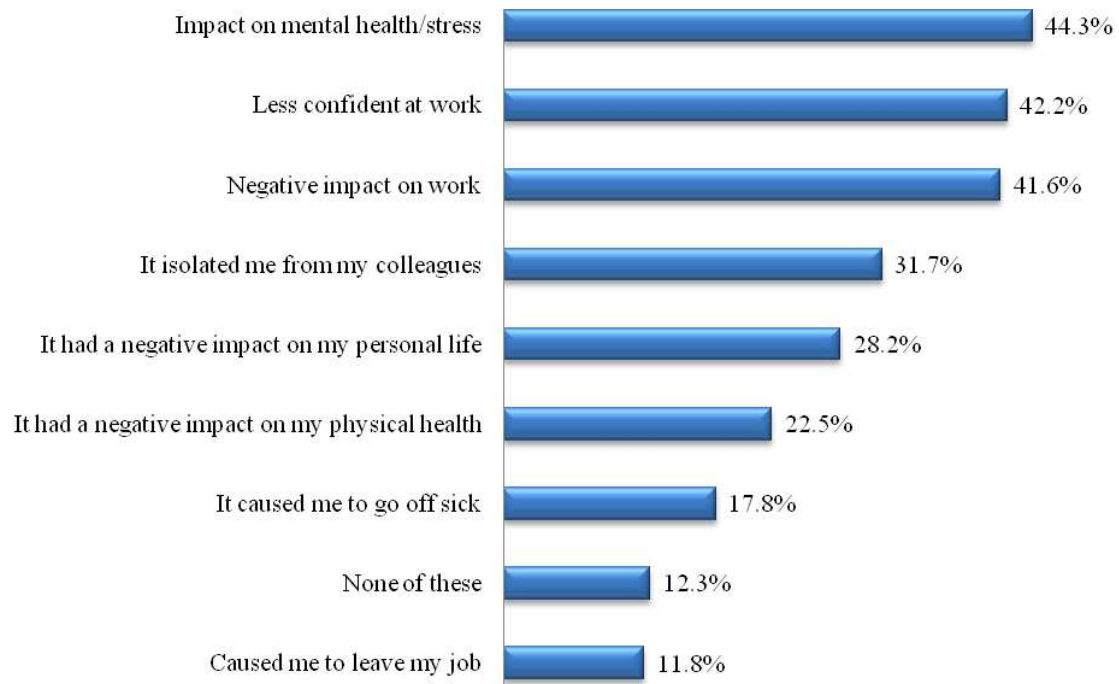
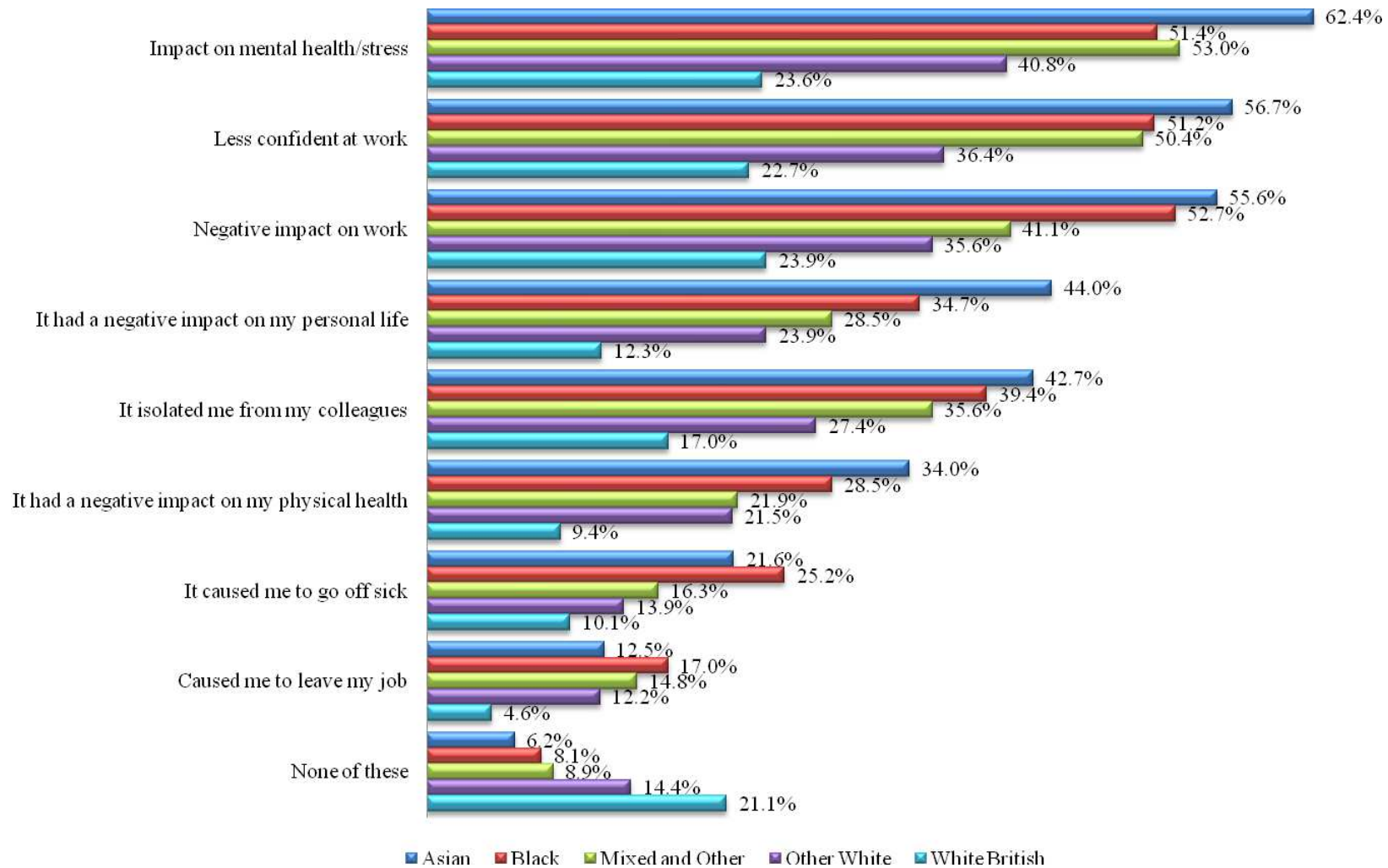
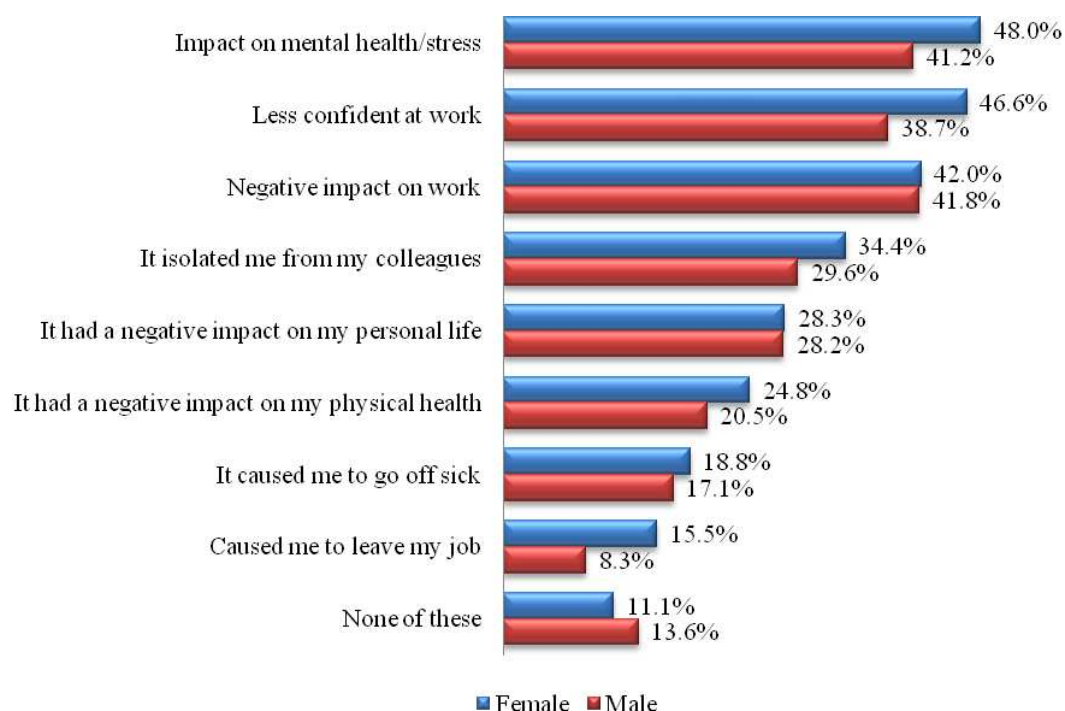


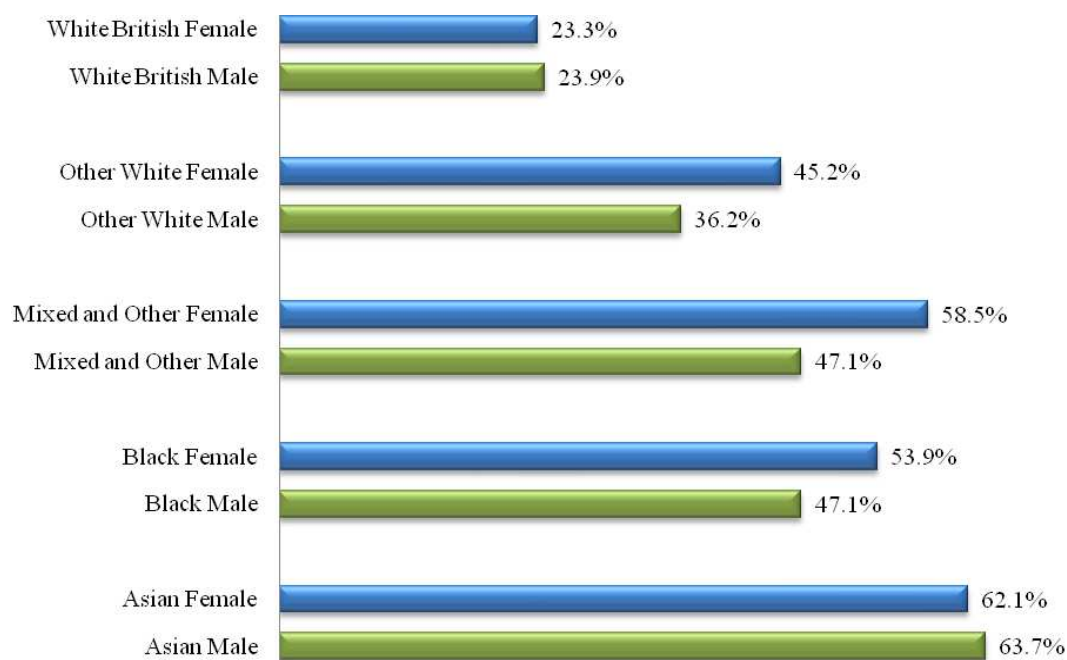
FIGURE 15 IMPACT OF WORKPLACE RACISM BY ETHNICITY (BASE: THOSE WHO EXPERIENCED RACISM)



**FIGURE 16 IMPACT OF WORKPLACE RACISM BY GENDER
(BASE: THOSE WHO EXPERIENCED RACISM)**



**FIGURE 17 IMPACT OF RACISM ON MENTAL HEALTH AMONG MEN AND WOMEN AND DIFFERENT ETHNIC GROUPS
(BASE: THOSE WHO EXPERIENCED RACISM)**



SECTION 5: EMPLOYEE RESPONSES TO RACISM AT WORK

Most of the survey participants that reported experiencing a racist incident at work talked about it with their family and friends (41%) or told their work colleagues (37%) (see FIGURE 18). Only 27% of participants said that they reported racist incidents to their employer, while just 22% sought help from a trade union. One-in-five survey respondents said that they had opted not to do anything about a racist incident(s) at work.

Seeking support within personal social networks was more common among non-White ethnic minority employees. 52% of Asian and Black employees and 45% participants from a Mixed heritage background said that they told a friend or family member, compared to 23% of White British employees (see FIGURE 19). Such responses to racism were also more common among female participants. For example, 48% of all female respondents who experienced racism at work told a friend or family member, compared to 36% of male participants (see FIGURE 20). This was also the most common reaction to workplace racism among Black and Asian women (56%) (see Appendix 2, TABLE A1).

Across all ethnic categories, male participants were only slightly more likely than women not to do anything about workplace racism. Whereas 22% of men said that they did nothing, 17% of women reported that they did not respond to racism they had experienced at work. Female and male participants, across all ethnic categories, were equally likely to respond to workplace racism by initiating a grievance procedure (see FIGURE 20 and Appendix 2, TABLE A14).

White Other survey participants exhibited the largest gender differences when it came to responding to workplace racism. 28% of male participants self-identifying as White Other reported that they did nothing in response to workplace racism. Moreover, White Other male participants were generally the least likely to take any form of action. In comparison, 12.5% of female participants identifying themselves as White Other reported that they did nothing in response to workplace racism (see Appendix 2, TABLE A14).

Overall, the most common and least common types of responses to racism at work were broadly similar across all of the ethnic categories.

**FIGURE 18 EMPLOYEE RESPONSES TO RACIAL DISCRIMINATION
(BASE: THOSE WHO EXPERIENCED RACISM)**

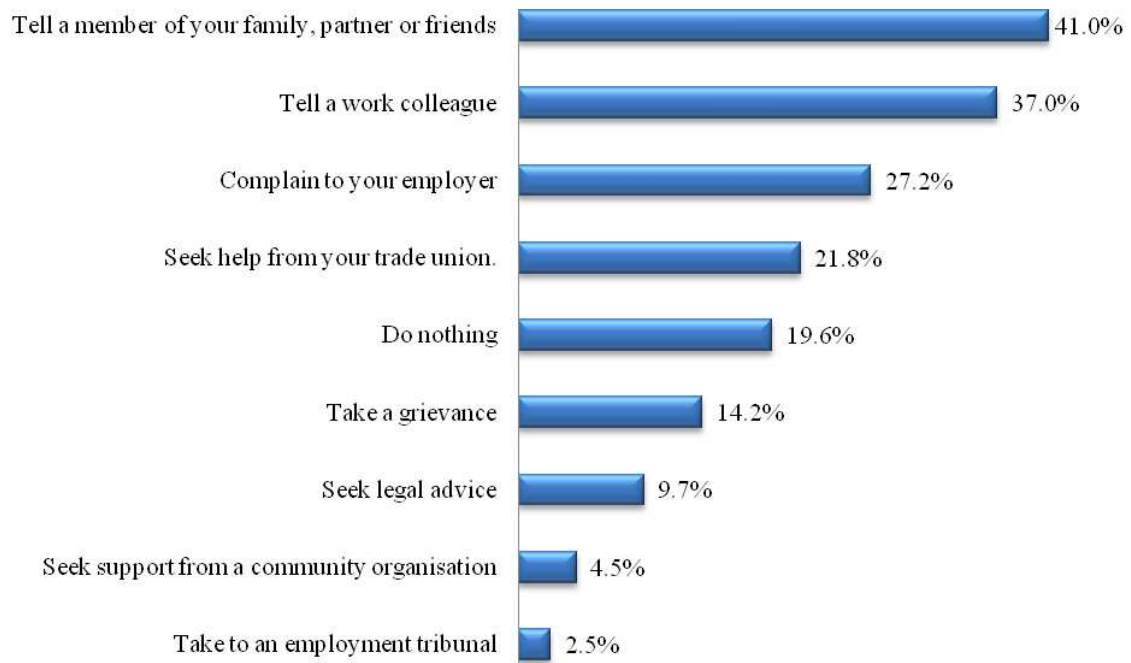


FIGURE 19 EMPLOYEES RESPONSES TO RACIAL DISCRIMINATION BY ETHNICITY (BASE: THOSE WHO EXPERIENCED RACISM)

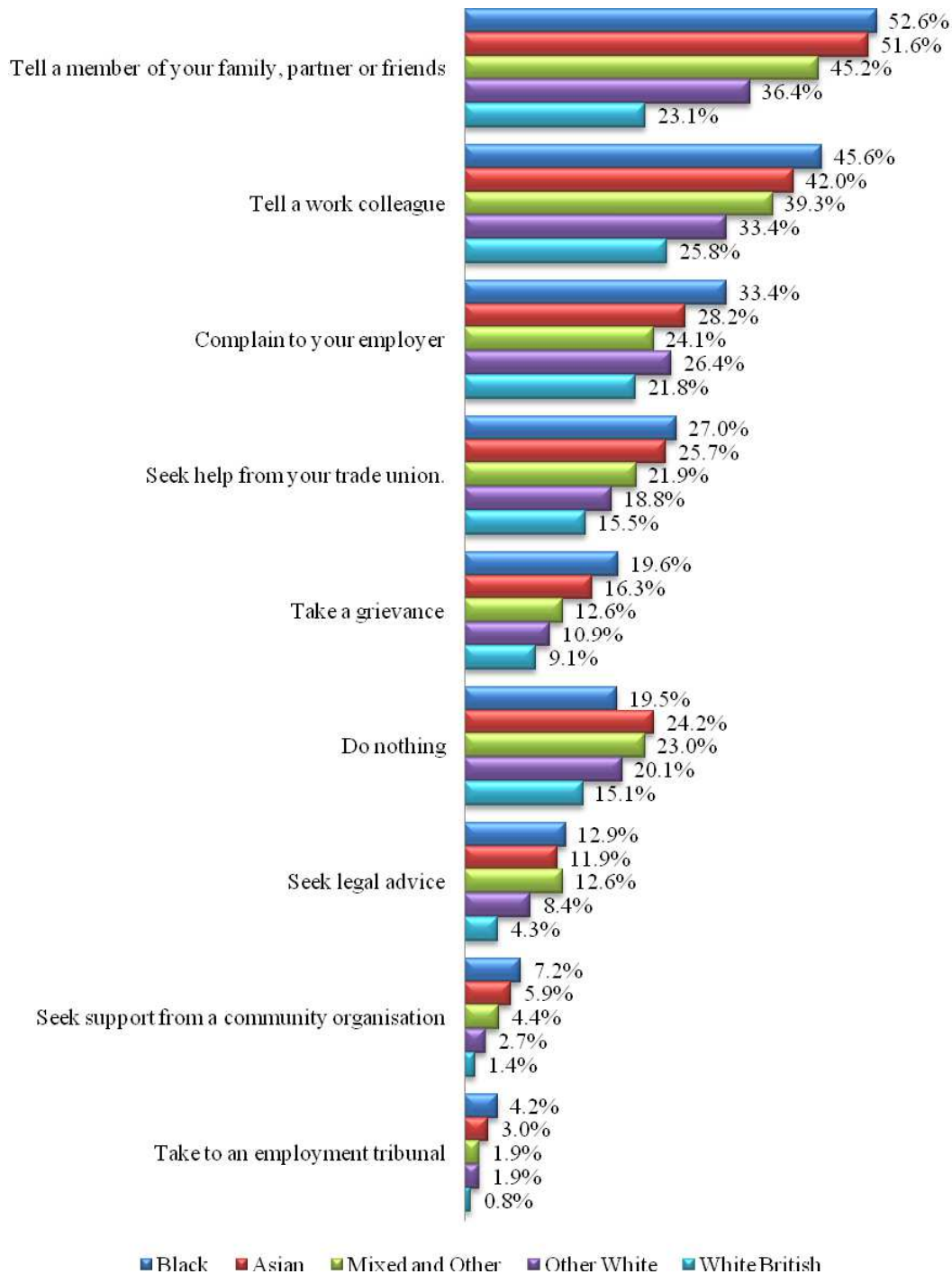
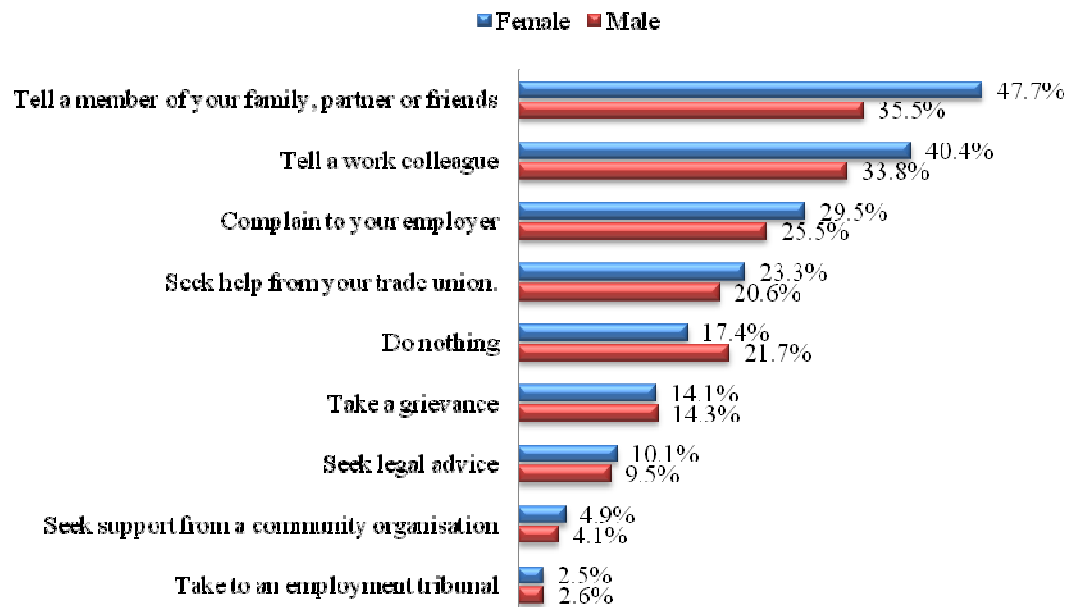


FIGURE 20 EMPLOYEE RESPONSES TO RACIAL DISCRIMINATION BY GENDER (BASE: THOSE WHO EXPERIENCED RACISM)



SECTION 6: SATISFACTION WITH EMPLOYER'S RESPONSE TO THE REPORTED INCIDENTS OF RACISM

Around 19% of employees who reported a racist incident(s) to their employer said that their complaint was ignored, while 18% reported that they were subsequently identified as a 'trouble maker'.

A mere 8% of respondents declared that their complaint was taken seriously by the employer. The same proportion of participants (8%) reported that they were subsequently subjected to a counter-complaint (FIGURE 18).

Around 5% of survey participants that opted to lodge a complaint reported that they were later disciplined in response to doing so. At the same time, 5.5% of respondents said that they were subsequently forced out of their job after making a complaint. A further 5% reported that their employer had responded to their complaint by transferring them to another department or worksite.

In comparison to White British participants, complaints made by ethnic minority respondents were less likely to be taken seriously by employers. To be more specific, 10% of White British respondents reported that their complaint was taken seriously by their employer, compared to just 5.9% of Mixed & Other, 6.2% of Asian, 8% of Black and 8.2% of White Other respondents (see FIGURE 19).

Women were also more likely to report both positive and negative responses to their complaint. The most likely reason for this is that female participants were more likely to respond to workplace racism in a number of ways. As a result, it is difficult to assess whether there were any significant gender differences in terms of the female and male responses to workplace racism (see FIGURE 23).

In comparison to permanent employees, survey participants employed on a non-permanent contract were more likely to report that their employer had responded to their complaint in a negative manner. More specifically, participants on a non-permanent contract were significantly more likely to say that:

- they were subsequently forced out of their job (13.9%, compared to 3.7% of permanent employees);
- they were latter subject to a disciplinary procedure (7.2%, compared to 4.5% permanent respondents); and/or
- be identified as a 'troublemaker' (23%, compared to 17% of permanent employees)(see FIGURE 25).

Employer responses to racism were the most negative towards non-White ethnic minority employees working on non-permanent contracts. In particular, among non-permanent, non-White ethnic minority employees, 25% of female and 19% male respondents said that their complaint was ignored, while 15% of male and female participants said that they had been forced out of their job in result (see Appendix 2, TABLE A16).

With the exception of participants being forced to leave their job, there was very little difference in terms of positive and negative employer reactions to employee complaints when it came to participants working in the public and private sectors (see

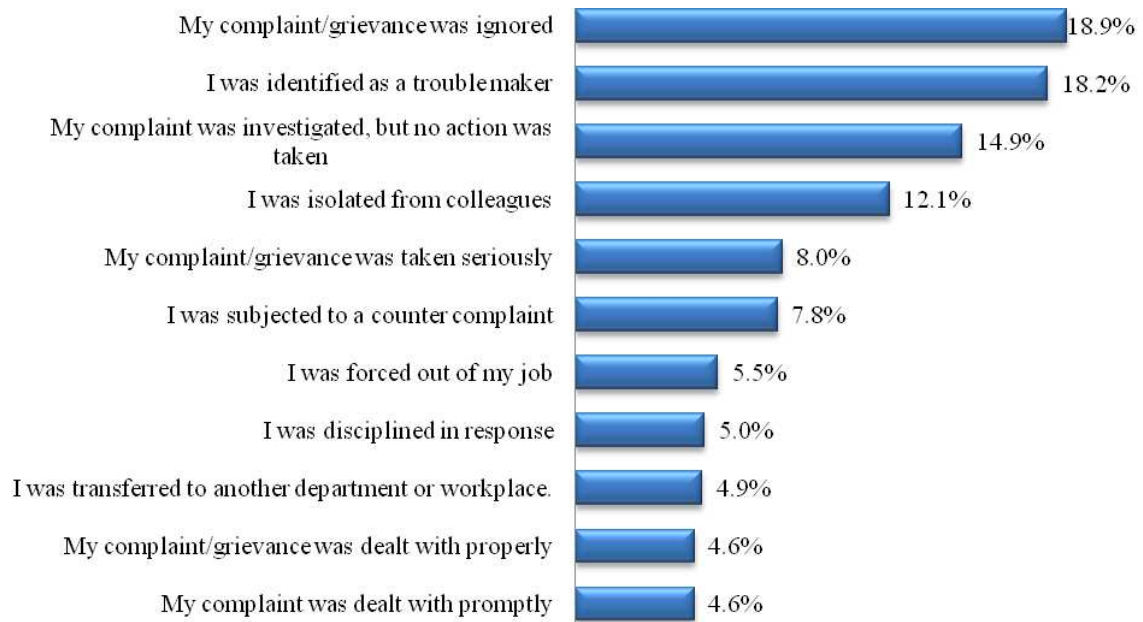
FIGURE 24). Compared to public sector employees (4.5%), a higher proportion of private sector employees (8%) reported that they were forced out of their job (See Appendix 2, TABLE A15 and TABLE A16 for further analyses of positive and negative employer responses to the complaints of public and private sector employees by gender and ethnicity).

Participants were also asked to rate their employer's response to their complaint on a scale '0 to 10' ('0' indicating the lowest level of satisfaction and '10' being the highest level of satisfaction). 47% of respondents gave their employer a rating of '0'. What is more, just 3% of participants gave their employer's response a rating of '10'. In general, the level of participant satisfaction with their employer's' response was low.

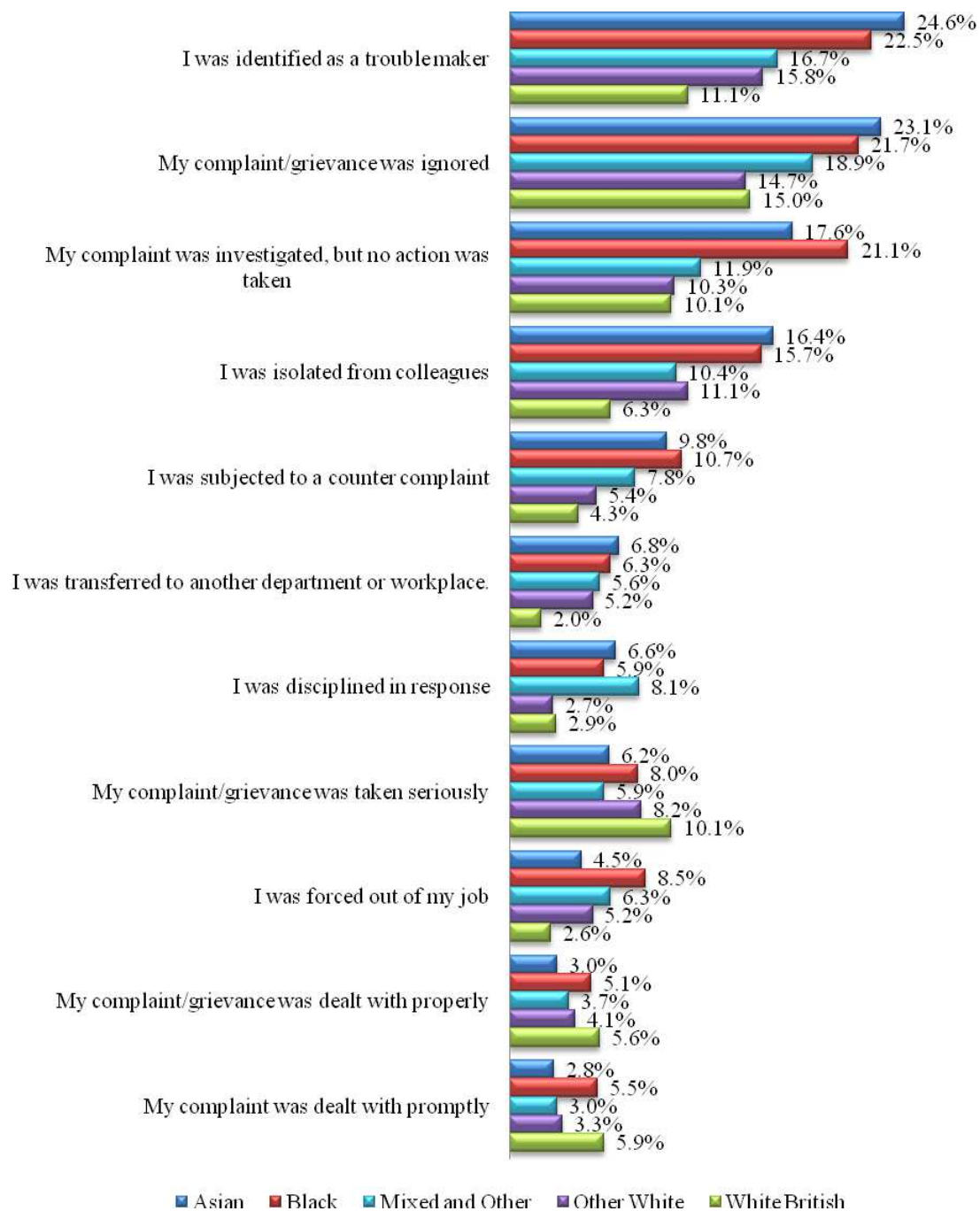
Satisfaction with the employer's response to a complaint was lowest among non-White ethnic minority respondents, followed by the White Other respondents. Compared 5% of White Other, 3% of Asian and just 2% of Black, Mixed and Other survey respondents, close to 10% of White British participants gave their employer a satisfaction rating of '10' (see

FIGURE 26).

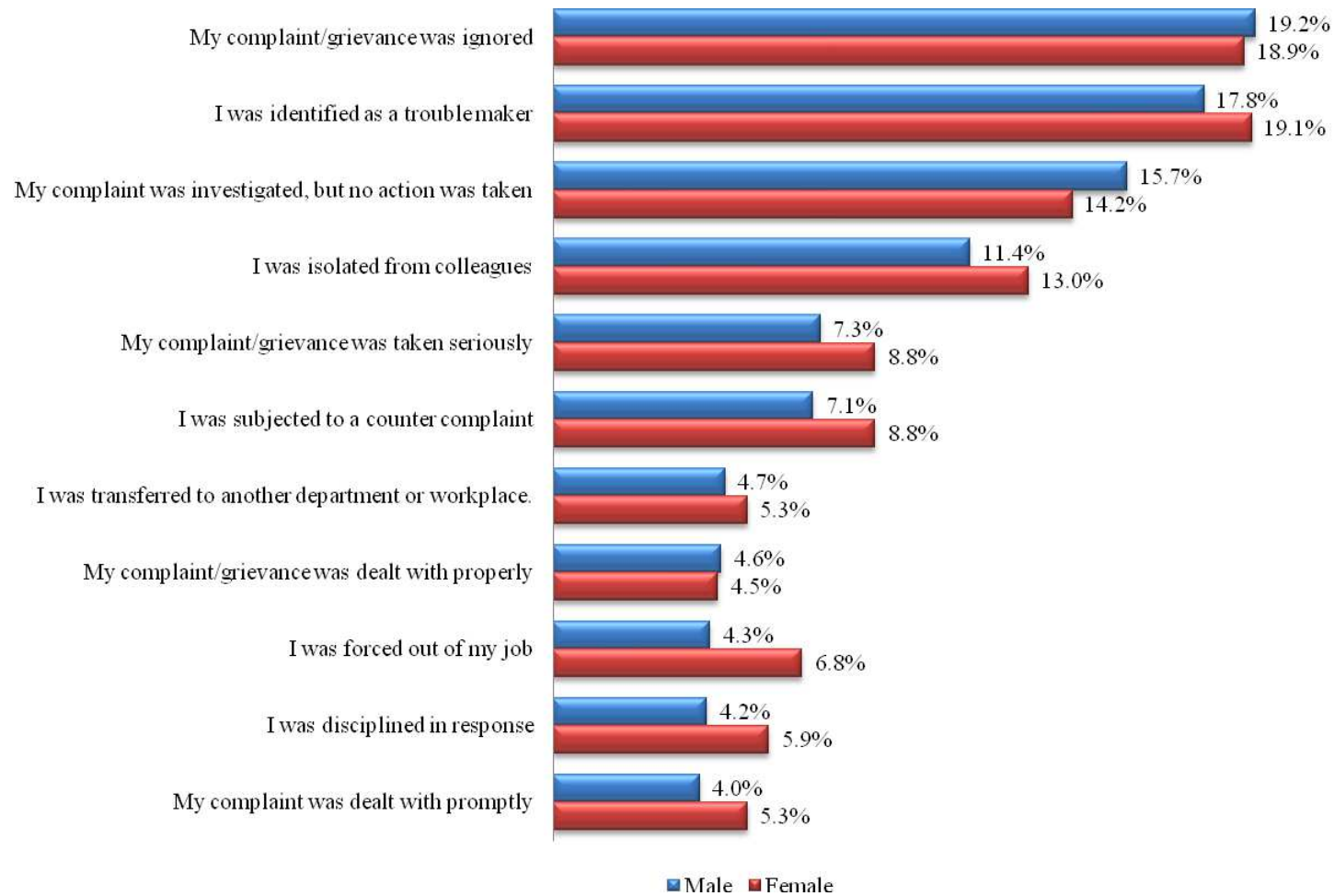
FIGURE 21 EMPLOYER RESPONSES TO THE REPORTED INCIDENT OF RACIAL DISCRIMINATION (BASE: THOSE WHO EXPERIENCED RACISM)



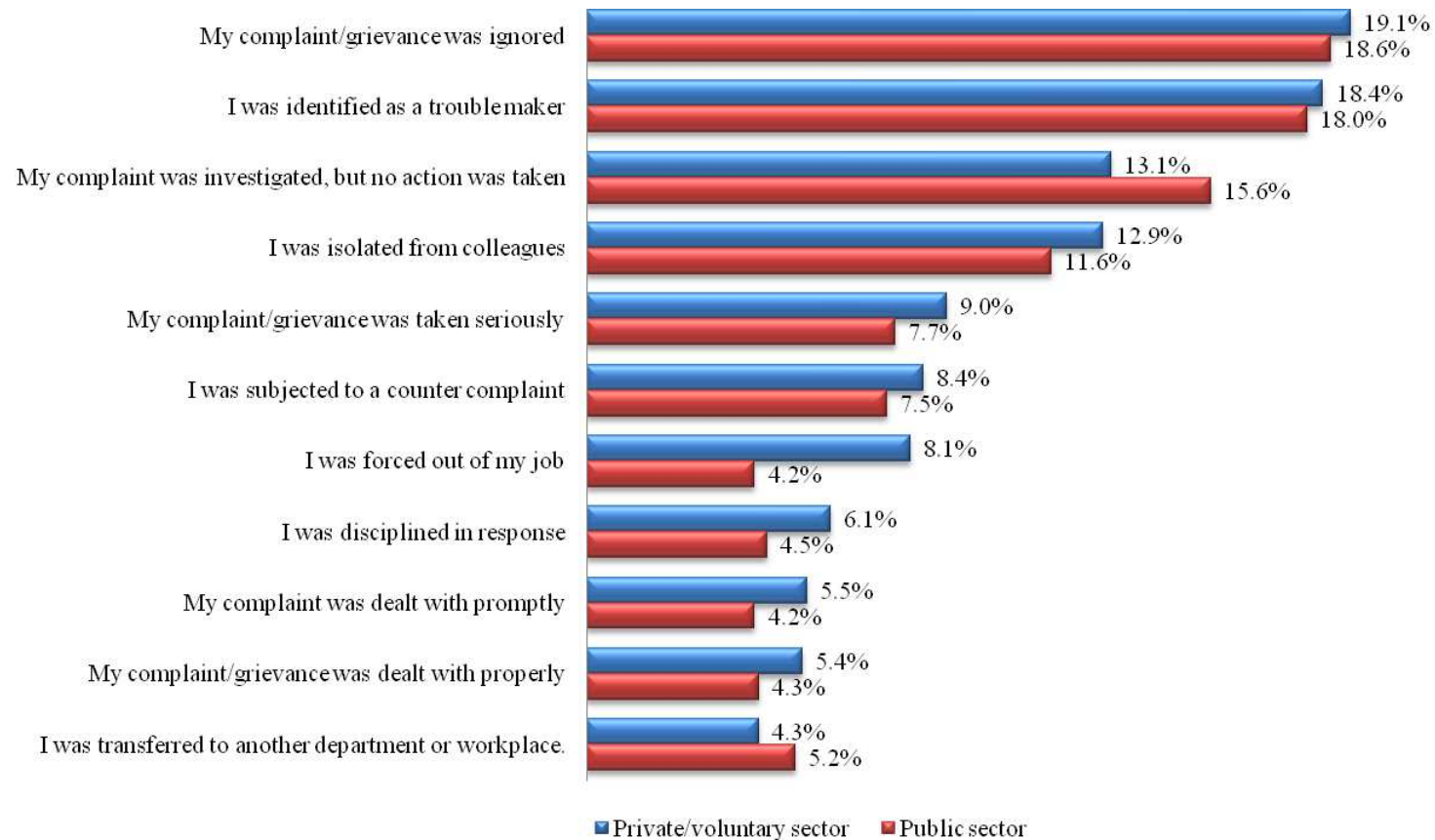
**FIGURE 22 EMPLOYERS RESPONSES TO REPORTS OF RACISM BY
ETHNICITY OF EMPLOYEE
(BASE: THOSE WHO EXPERIENCED RACISM)**



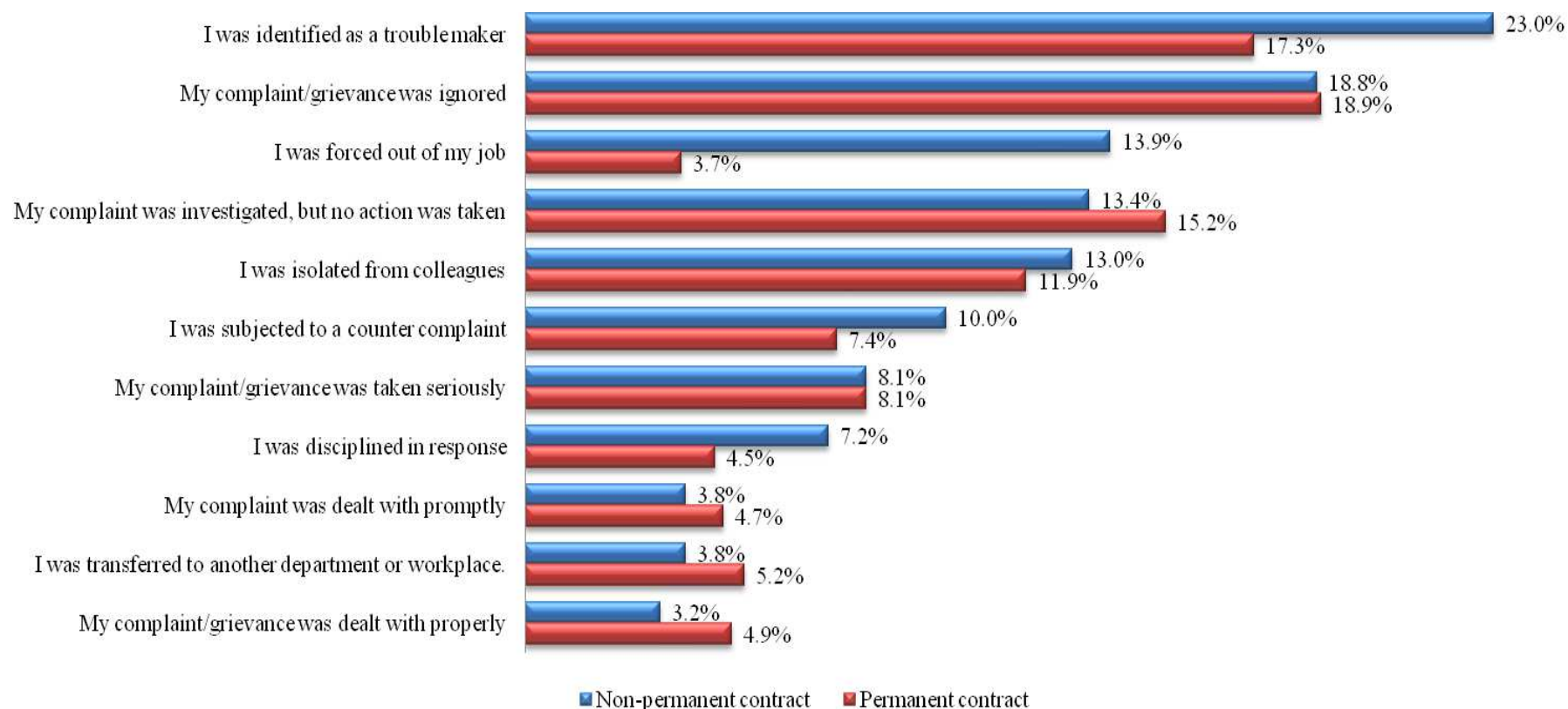
**FIGURE 23 EMPLOYER RESPONSES TO REPORTS OF RACISM BY GENDER
(BASE: THOSE WHO EXPERIENCED RACISM)**



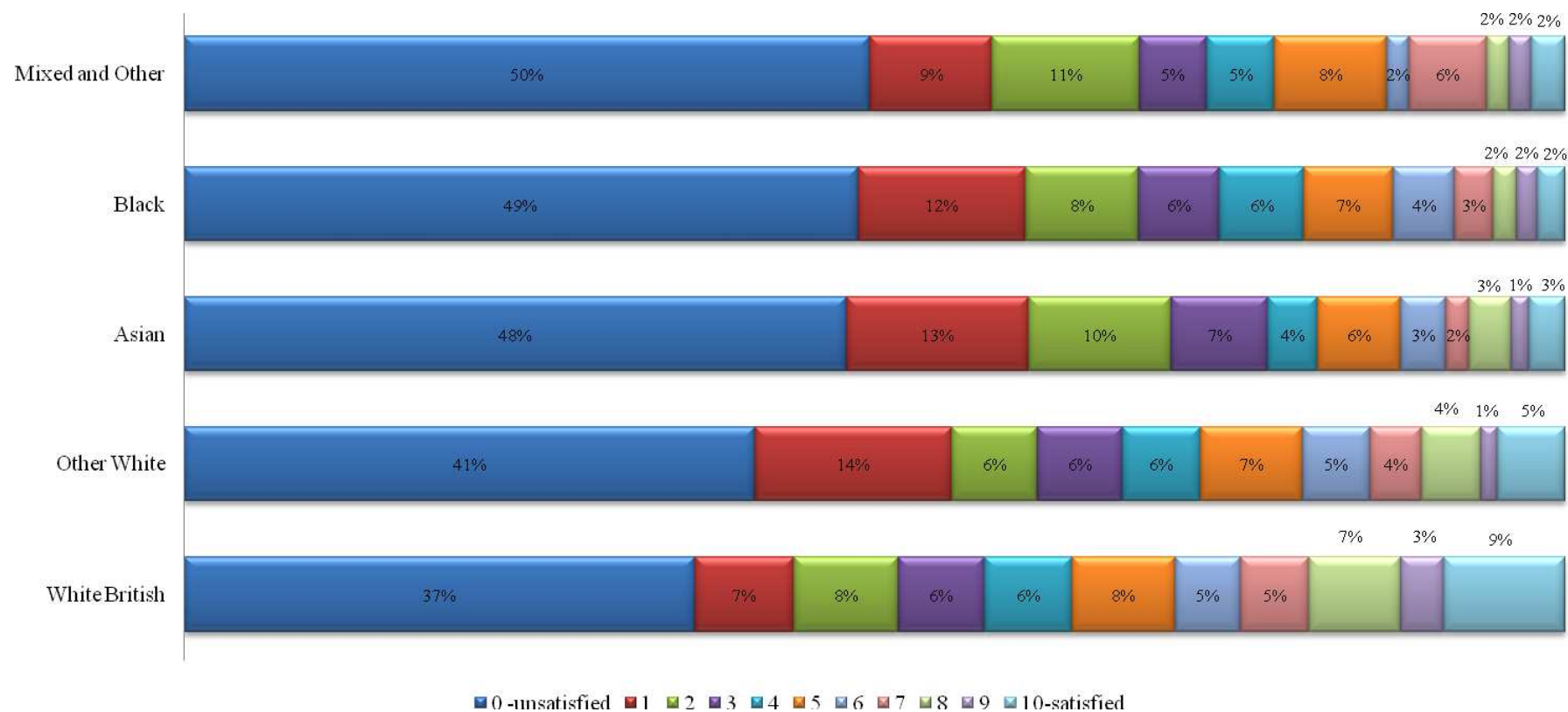
**FIGURE 24 EMPLOYER RESPONSES TO REPORTS OF RACISM AMONG PUBLIC AND PRIVATE SECTOR EMPLOYEES
(BASE: THOSE WHO EXPERIENCED RACISM)**



**FIGURE 25 EMPLOYER RESPONSES TO REPORTS OF RACISM BY PERMANENT AND NON-PERMANENT EMPLOYEES
(BASE: THOSE WHO EXPERIENCED RACISM)**



**FIGURE 26 LEVEL OF SATISFACTION WITH EMPLOYER'S RESPONSE TO REPORTS OF RACISM BY ETHNICITY
(BASE: THOSE WHO EXPERIENCED RACISM)**



SECTION 7: COMMENTS ON THE QUESTIONNAIRE DESIGN

There are a few factors relating to the design of the survey which might have influenced participant response rates which should also be considered when interpreting the statistical findings reported in this document.

A lack of routing affected both the likelihood of 'human error' and the likelihood of providing incorrect answers to some of the questions. For example, a number of people reported that they had not experienced racism at work but then later declared that their experience(s) of workplace racism had a significant impact on their work experience, such as participants declaring that they subsequently felt compelled to leave the job. Such errors could be easily avoided by directing respondents only to those questions that are applicable to them. *As result, we did not include such responses in the analysis presented in this document.*

In addition to this, the design of the survey could be improved by revising the following questions:

- Your details'
If this survey was to be replicated, it would be helpful if it included a question on religious identity, along the lines of that used in the 2011 Census. This would enable a quantitative measure of the level of racism and discrimination encountered by people self-identifying as belonging to particular faith groups.
- Q2: 'How would you describe your ethnic group or background?'
While survey participants self-identified with these categories, they have done so within a limited set of options. This approach displays two limitations: 1) It does not capture the range and multiple categories that survey participants might identify with; and 2) It employs and reproduces racially exclusive categories.
- Q14: 'Which one of the following describes the main perpetrator?'
This question was placed after the question about racial harassment by individuals. However, respondents who were discriminated against only by their employers were not automatically filtered out. It should also be ensured that the respondents cannot choose more than one answer to this question.
- Q17: 'What effects did the racial discrimination/harassment have on you?'
It is not clear from the question wording whether the 'racial discrimination/harassment' refers to discrimination by individuals, employers or both. It should be also ensured that respondents that did not experience either type of racism cannot answer this question.
- Q18: 'Have you witnessed racial discrimination or harassment towards colleagues, clients or service users in the last 5 years?'
It would be useful to distinguish between racism *towards* employees and clients, as well as distinguishing between racial harassment *by* employees, clients and employers.
- Q20: 'If you experienced racial harassment/discrimination did you?'

This question has a different ordering of possible responses to 'harassment/discrimination' than previous questions. Again, it is not clear whether this question refers to racial harassment by individuals, employers or both.

- Q 21: 'If you reported racial harassment/discrimination to your employer....'
Again, it would be useful to automatically filter out those respondents that did not report racism, as well as participants that did not experience racism.

APPENDIX 1: TUC 2016/2017 RACISM AT WORK SURVEY QUESTIONNAIRE

This survey questionnaire devised by the TUC.

Your details

1. Are you:

- Male
- Female
- Prefer not to say

2. How would you describe your ethnic group or background?

- Asian/Asian British
- Bangladeshi
- Chinese
- Indian
- Pakistani
- Any other Asian background
- Black/Black British
- African
- Caribbean
- Any Other Black background
- Gypsy, Irish Traveller, or Roma
- White British
- Irish
- White European
- Any other White background
- Mixed
- Any other ethnic group

3. Are you a member of a trade union?

- Yes
- No

4. If yes, which trade union?

5. What is your age?

- 16-19
- 20-25
- 26-29
- 30-49
- 50-65
- Over 65

6. In which country/region do you live in?

- Midlands
- North East
- North West
- South West
- Scotland
- Wales
- Yorkshire & Humberside
- London
- East of England
- South East
- Northern Ireland

7. Occupation:

8. Which sector do you work in?

- Public
- Private
- Voluntary

9. Type of employment

- Permanent (employed with no date of contract ending)
- Agency (placed in work through an employment agency)
- Temporary/Fixed term contract
- Part-time
- Zero-hours (contract with no set minimum hours)
- Short hours (contract with guarantee of a minimum number of hours but with hours varying)
- Self-employment
- Other

10. How many hours do you work per week?

- Less than 6 hours
- 6 to 15 hours
- 16 - 30 hours
- 31 to 45 hours
- Irregular hours

11. Approximately how many people are employed by the organisation you work for?

- Less than 20
- Less than 100
- Less than 500

- 1,000 or more

Experience of racial harassment at work

These questions will allow you to tell us whether you have been racially harassed by individuals at work.

12. Have you experienced racial harassment at work in any of the following ways in the last 5 years? Please select as many as apply.

- Been bullied at work for reasons related to your race
- Racist remarks directed at you or made in your presence .e.g. verbal abuse, racist jokes or banter
- Racist literature or music distributed in the workplace or racist material being shared on social media
- Physical violence, threats and intimidation
- Being subjected to ignorant and insensitive questioning about your culture or religion
- Being excluded from workplace related social events or being subjected to racism at workplace organised social events or informal gatherings
- Other

13. If you have experienced or witnessed any of the above, please provide further information about the incident(s).

14. Which one of the following describes the main perpetrator?

- Managers (including your line manager or another manager)
- Colleague(s)
- Contractors
- Customer(s), client(s), Service user(s)

Experiences of racial discrimination at work

These questions will allow you to tell us if you have been treated differently by your employer because of your race. For example by being denied promotion, access to training or unfairly disciplined.

15. Have you experienced any of the following types of racial discrimination at work in the last 5 years? Please select as many as apply.

- Request for training turned down
- Been passed over for or denied promotion
- Been denied development/acting-up opportunities
- Unfairly disciplined
- Given an unfair performance assessment

- Being subjected to excessive surveillance and scrutiny by colleagues , supervisors and managers
- Not given adequate hours
- Not offered overtime
- Kept on temporary or fixed term contract
- Being questioned on your ability to speak English
- Treated as an intellectual inferior

16. If you have been treated differently by your employer please provide an example.

17. What effects did the racial discrimination /harassment have on you? Please Select as many as apply.

- Negative impact on work
- Impact on mental health/stress
- Less confident at work
- Caused me to leave my job
- It had a negative impact on my physical health
- It had a negative impact on my personal life
- It caused me to go off sick
- It isolated me from my colleagues
- None of these

18. Have you witnessed racial discrimination or harassment towards colleagues, clients or service users in the last 5 years?

- Yes
- No

19. If yes please describe your experience

Complaints

20. If you experienced racial harassment/discrimination did you? Please select as many as apply.

- Tell a work colleague
- Tell a member of your family, partner or friends
- Seek legal advice
- Seek support from a community organisation
- Seek help from your trade union.
- Complain to your employer
- Take a grievance
- Take to an employment tribunal
- Do nothing

21. If you reported racial harassment/discrimination to your employer what was their response? Please select as many as apply.

- My complaint/grievance was taken seriously
- My complaint/grievance was dealt with properly
- My complaint was dealt with promptly
- My complaint was investigated, but no action was taken
- My complaint/grievance was ignored
- I was identified as a trouble maker
- I was isolated from colleagues
- I was subjected to a counter complaint
- I was disciplined in response
- I was forced out of my job
- I was transferred to another department or workplace.

22. Were you happy with your employer's response? (0 = unsatisfied and 10 = satisfied)

23. Is there anything else you'd like to tell us about your experiences in relation to racial harassment and discrimination?

APPENDIX 2: ADDITIONAL TABLES

TABLE A1 ETHNIC DIVERSITY OF THE SURVEY SAMPLE

Ethnic group Original categories			Ethnic group 5 categories			Ethnic group 3 categories		
	%	N		%	N		%	N
White British	45	2336	White British	45	2336	White British	45	2336
Asian/Asian British	6.7	346	Asian	13.5	700	Asian/Black/Mixed	40.1	2083
Bangladeshi	0.8	41						
Chinese	0.6	32						
Indian	2.9	150						
Pakistani	1.6	83						
Any other Asian background	0.9	48						
Black/Black British	10.5	545						
African	5	261						
Caribbean	3	156						
Any Other Black background	0.6	29						
Mixed	5.2	269	Mixed and Other	7.6	392			
Any other ethnic group	2.4	123						
Gypsy, Irish Traveller, or Roma	0.1	6	Other White	13.9	722	Other White	13.9	722
Irish	2.8	147						
White European	8.1	420						
Any Other White background	2.9	149						
Not specified	0.9	49	Not specified	0.9	49	Not specified	0.9	49

TABLE A2 PERCENTAGE OF MEN AND WOMEN BY ETHNIC GROUP

		Male	Female
Ethnicity	Asian	56.4%	43.6%
	Black	40.8%	59.2%
	White British	61.4%	38.6%
	Other White	53.5%	46.5%
	Mixed and Other	49.1%	50.9%
	Total	54.8%	45.2%

TABLE A3 AGE DISTRIBUTION OF THE PARTICIPANTS

Age group	N	%	Age group	N	%
16-19	32	0.6	<30	643	12.5
20-25	241	4.7		2502	48.7
26-29	370	7.2			
30-49	2502	48.7	30-49	2502	48.7
50-65	1912	37.2	50 and over	1993	38.8
Over 65	81	1.6			

TABLE A4 REGIONAL DISTRIBUTION OF THE SAMPLE

Region	Percent of the sample	Region	Percent of the sample
Midlands	10.9	Midlands, Yorkshire and East of England	23.2
Yorkshire & Humberside	6.8		
East of England	5.5		
North East	5.6	North	16.6
North West	10.9		
South West	12.3	South	24.9
South East	12.6		
London	24.5	London	24.5
Scotland	6.3	Scotland, Wales, Northern Ireland	10.8
Wales	3.5		
Northern Ireland	1		

TABLE A5 RACIAL HARASSMENT BY GENDER AND ETHNICITY

	Gender	
Ethnicity	Male	Female
Asian	73.4%	70.2%
Black	70.1%	74.0%
Mixed and Other	63.9%	70.0%
Other White	47.0%	49.5%
White British	31.3%	27.8%

**TABLE A6 UNEQUAL, RACIALLY MOTIVATED TREATMENT BY EMPLOYERS
AMONG MEN AND WOMEN AND DIFFERENT ETHNIC GROUPS**

	Gender	
Ethnicity	Male	Female
Asian	60.2%	54.5%
Black	56.2%	64.2%
Mixed and Other	39.3%	46.3%
Other White	26.6%	30.7%
White British	13.6%	8.8%

**TABLE A7 RACIAL HARASSMENT AND UNFAIR TREATMENT BY HOURS
WORKED PER WEEK**

	Hours worked		
	<16 or irregular	16-30	31-45
Racial harassment	58.6%	49.9%	51.3%
Unfair treatment	36.5%	32.7%	33.8%

TABLE A8 TYPE(S) OF RACIAL HARASSMENT BY GENDER AND ETHNICITY
(BASE: EMPLOYEES WHO EXPERIENCED ANY TYPE OF RACISM, EXCLUDING THOSE WHO DID NOT SPECIFY THEIR ETHNICITY AND/OR GENDER)

	Ethnicity	Racist remarks directed at you or made in your presence	Being subjected to ignorant and insensitive questioning	Been bullied at work for reasons related to your race	Being excluded from workplace related social events...	Physical violence, threats and intimidation	Other	Racist literature or music distributed in the workplace...
Male	Asian	64.7%	50.3%	41.3%	27.7%	20.7%	19.0%	14.0%
	Black	65.1%	39.3%	35.3%	18.0%	16.9%	29.5%	10.2%
	White British	57.3%	21.6%	12.0%	11.8%	19.2%	22.1%	13.6%
	Other White	61.2%	36.2%	21.3%	12.8%	13.8%	21.3%	10.6%
	Mixed and Other	73.9%	48.7%	27.7%	11.8%	13.4%	22.7%	13.4%
Female	Asian	57.5%	56.6%	34.2%	27.4%	8.7%	22.4%	5.9%
	Black	53.9%	40.6%	33.6%	24.5%	13.7%	29.4%	8.2%
	White British	48.9%	15.6%	8.1%	5.9%	14.4%	28.1%	8.5%
	Other White	64.9%	50.0%	23.8%	19.6%	10.7%	18.5%	8.9%
	Mixed and Other	62.0%	52.8%	28.9%	20.4%	11.3%	22.5%	9.9%

**TABLE A9 TYPE(S) OF RACIAL HARASSMENT AT WORK AMONG PERMANENT AND NON-PERMANENT EMPLOYEES
AND DIFFERENT ETHNIC GROUPS
(BASE: ALL RESPONDENTS EXCLUDING THOSE WHO DID NOT SPECIFY THEIR CONTRACT TYPE AND/OR ETHNICITY)**

	Ethnicity	Racist remarks directed at you or made in your presence	Being subjected to ignorant and insensitive questioning	Been bullied at work for reasons related to your race	Being excluded from workplace related social events..	Other	Physical violence, threats and intimidation	Racist literature or music distributed in the workplace ...
Permanent contract	Asian	62.4%	51.0%	39.0%	27.8%	20.9%	15.5%	10.4%
	Black	58.0%	39.3%	33.4%	20.7%	30.0%	15.3%	8.0%
	White British	56.2%	19.2%	10.5%	9.3%	23.7%	17.7%	11.1%
	Other White	67.3%	43.8%	22.2%	12.7%	19.0%	13.1%	10.8%
	Mixed and Other	66.0%	48.8%	27.6%	14.3%	23.6%	12.8%	12.8%
Non-permanent contract	Asian	56.4%	60.6%	34.0%	24.5%	22.3%	14.9%	9.6%
	Black	58.8%	43.9%	39.2%	25.7%	29.7%	13.5%	12.2%
	White British	43.9%	19.4%	12.2%	13.3%	26.5%	17.3%	15.3%
	Other White	44.3%	37.7%	23.0%	29.5%	27.9%	8.2%	3.3%
	Mixed and Other	68.2%	56.1%	30.3%	22.7%	22.7%	9.1%	7.6%

**TABLE A10 TYPES OF UNFAIR, RACIALLY MOTIVATED TREATMENT BY THE EMPLOYER BY GENDER AND ETHNICITY
(BASE: EMPLOYEES WHO EXPERIENCED ANY TYPE OF RACISM, EXCLUDING THOSE WHO DID NOT SPECIFY THEIR
ETHNICITY AND/OR GENDER)**

		Been passed over for or denied promotion	Been denied development/acting-up opportunities	Being subjected to excessive surveillance and scrutiny by c	Given an unfair performance assessment	Treated as an intellectual inferior	Unfairly disciplined	Request for training turned down	Not offered overtime	Not given adequate hours	Being questioned on your ability to speak English	Kept on temporary or fixed term contract
Male	Asian	44.0%	41.0%	38.7%	34.3%	33.7%	30.3%	28.0%	10.7%	8.7%	7.3%	4.0%
	Black	38.0%	36.3%	38.3%	22.7%	31.9%	23.7%	29.2%	11.5%	5.8%	9.2%	5.4%
	White British	17.1%	13.8%	15.3%	9.7%	8.9%	13.2%	13.4%	7.4%	2.5%	2.9%	1.9%
	Other White	20.7%	19.1%	16.5%	15.4%	18.6%	12.8%	16.5%	6.4%	7.4%	10.1%	2.1%
	Mixed and Other	32.8%	35.3%	32.8%	19.3%	25.2%	25.2%	21.0%	5.9%	3.4%	7.6%	3.4%
Female	Asian	38.8%	34.7%	37.0%	31.5%	35.2%	23.7%	21.5%	4.1%	7.8%	10.0%	6.4%
	Black	40.0%	38.9%	45.7%	32.7%	35.8%	27.8%	29.8%	6.6%	7.1%	7.3%	6.2%
	White British	10.4%	7.4%	10.4%	5.2%	8.1%	7.8%	4.8%	2.2%	1.9%	0.4%	0.0%
	Other White	13.7%	14.3%	23.8%	20.8%	26.8%	17.9%	9.5%	4.2%	9.5%	23.2%	3.6%
	Mixed and Other	30.3%	30.3%	34.5%	21.1%	32.4%	21.8%	16.2%	7.7%	7.7%	11.3%	12.0%

TABLE A11 TYPES OF UNFAIR, RACIALLY MOTIVATED TREATMENT BY THE EMPLOYER AMONG PERMANENT AND NON-PERMANENT EMPLOYEES AND DIFFERENT ETHNIC GROUPS (BASE: EMPLOYEES WHO EXPERIENCED ANY TYPE OF RACISM, EXCLUDING THOSE WHO DID NOT SPECIFY THEIR ETHNICITY AND/OR CONTRACT

		Been passed over for or denied promotion	Been denied development/acting-up opportunities	Being subjected to excessive surveillance and scrutiny by c	Treated as an intellectual inferior	Given an unfair performance assessment	Unfairly disciplined	Request for training turned down	Being questioned on your ability to speak English	Not offered overtime	Not given adequate hours	Kept on temporary or fixed term contract
Permanent contract	Asian	45.7%	39.0%	38.3%	33.9%	33.6%	28.1%	26.0%	8.6%	7.9%	7.0%	2.1%
	Black	40.2%	39.1%	41.7%	32.7%	28.5%	24.3%	28.7%	7.3%	8.3%	3.4%	3.3%
	White British	15.0%	11.7%	12.8%	8.0%	8.3%	10.7%	10.1%	1.8%	6.2%	1.8%	0.8%
	Other White	16.7%	18.3%	17.3%	20.9%	16.0%	14.4%	13.7%	15.7%	4.2%	6.2%	1.3%
	Mixed and Other	32.5%	32.0%	34.0%	28.6%	21.7%	21.7%	18.7%	7.4%	5.9%	3.0%	5.4%
Non-permanent contract	Asian	23.4%	33.0%	34.0%	36.2%	26.6%	21.3%	20.2%	6.4%	7.4%	13.8%	18.1%
	Black	33.8%	33.1%	47.3%	39.9%	31.8%	34.5%	33.8%	12.2%	10.8%	19.6%	16.2%
	White British	12.2%	11.2%	17.3%	12.2%	8.2%	15.3%	12.2%	3.1%	1.0%	5.1%	4.1%
	Other White	19.7%	8.2%	32.8%	31.1%	26.2%	16.4%	11.5%	18.0%	11.5%	19.7%	9.8%
	Mixed and Other	25.8%	30.3%	31.8%	28.8%	16.7%	25.8%	15.2%	15.2%	9.1%	13.6%	16.7%

TABLE A12 MAIN PERPETRATOR(S) BY GENDER AND ETHNICITY
(BASE: EMPLOYEES WHO EXPERIENCED ANY TYPE OF RACISM, EXCLUDING THOSE WHO DID NOT SPECIFY THEIR ETHNICITY AND/OR GENDER)

		Colleague(s)	Managers (including your line manager or another manager)	Customer(s), client(s), Service user(s)	Contractors
Male	Asian	39.7%	38.0%	16.3%	0.3%
	Black	28.8%	43.1%	17.3%	2.0%
	White British	47.2%	21.6%	20.6%	2.1%
	Other White	54.8%	19.7%	17.0%	1.6%
	Mixed and Other	44.5%	30.3%	19.3%	2.5%
Female	Asian	41.6%	40.2%	12.3%	1.4%
	Black	33.6%	45.3%	13.9%	1.3%
	White British	45.9%	17.8%	28.5%	0.7%
	Other White	38.1%	26.2%	28.0%	1.8%
	Mixed and Other	44.4%	33.1%	14.1%	2.1%

TABLE A13 IMPACT OF RACISM BY GENDER AND ETHNICITY
(BASE: EMPLOYEES WHO EXPERIENCED ANY TYPE OF RACISM, EXCLUDING THOSE WHO DID NOT SPECIFY THEIR ETHNICITY AND/OR GENDER)

Ethnicity		Impact on mental health/stress	Negative impact on work	Less confident at work	It had a negative impact on my personal life	It isolated me from my colleagues	It had a negative impact on my physical health	It caused me to go off sick	Caused me to leave my job	None of these
Male	Asian	63.7%	59.7%	56.3%	47.7%	41.3%	34.7%	22.7%	9.0%	6.0%
	Black	47.1%	52.2%	47.1%	34.9%	36.6%	24.1%	23.1%	10.5%	8.8%
	White British	23.9%	26.4%	23.5%	14.2%	19.0%	10.3%	11.1%	5.2%	21.9%
	Other White	36.2%	35.6%	29.8%	21.3%	26.1%	19.7%	14.9%	10.1%	15.4%
	Mixed and Other	47.1%	42.9%	47.9%	29.4%	30.3%	18.5%	14.3%	10.9%	8.4%
Female	Asian	62.1%	50.2%	56.6%	40.6%	46.1%	33.8%	20.5%	17.4%	6.4%
	Black	53.9%	53.4%	54.5%	34.4%	41.3%	31.1%	26.5%	21.0%	7.7%
	White British	23.3%	19.6%	21.5%	8.5%	13.7%	7.8%	7.8%	3.7%	20.0%
	Other White	45.2%	36.3%	45.2%	27.4%	28.6%	23.8%	13.7%	14.3%	13.7%
	Mixed and Other	58.5%	40.8%	54.2%	28.9%	40.8%	25.4%	19.0%	19.0%	9.9%

**TABLE A14 EMPLOYEE RESPONSES TO RACIAL DISCRIMINATION BY GENDER AND ETHNICITY
(BASE: EMPLOYEES WHO EXPERIENCED ANY TYPE OF RACISM, EXCLUDING THOSE WHO DID NOT SPECIFY THEIR
ETHNICITY AND/OR GENDER)**

		Tell a member of your family, partner or friends	Tell a work colleague	Complain to your employer	Seek help from your trade union.	Do nothing	Take a grievance	Seek legal advice	Seek support from a community organisation	Take to an employment tribunal
Male	Asian	48.7%	40.0%	28.3%	27.0%	25.7%	19.7%	14.3%	5.3%	4.0%
	Black	48.1%	43.4%	33.6%	22.7%	22.0%	19.3%	13.6%	7.8%	5.1%
	White British	21.4%	24.7%	20.2%	16.9%	16.7%	9.9%	4.7%	1.6%	1.0%
	Other White	26.6%	29.8%	21.8%	15.4%	27.7%	9.0%	6.9%	2.7%	1.1%
	Mixed and Other	42.0%	37.8%	25.2%	21.8%	22.7%	13.4%	10.1%	3.4%	0.8%
Female	Asian	56.2%	44.3%	28.3%	24.2%	22.4%	12.3%	9.1%	6.4%	1.8%
	Black	56.1%	46.6%	33.6%	30.0%	18.3%	19.6%	13.0%	6.8%	3.8%
	White British	26.7%	27.8%	25.2%	13.0%	12.2%	7.8%	3.3%	1.1%	0.4%
	Other White	47.0%	38.1%	31.0%	22.0%	12.5%	13.1%	10.1%	3.0%	3.0%
	Mixed and Other	48.6%	41.5%	24.6%	22.5%	22.5%	12.7%	15.5%	5.6%	2.8%

**TABLE A15 EMPLOYER RESPONSES TO REPORTS OF RACISM AMONG WHITE-OTHER AND NON-WHITE ETHNIC MINORITY EMPLOYEES BY PRIVATE AND PUBLIC SECTOR AND GENDER
(BASE: EMPLOYEES WHO EXPERIENCED ANY TYPE OF RACISM, EXCLUDING THOSE WHO DID NOT SPECIFY THEIR ETHNICITY, GENDER)**

			My complaint/ grievance was ignored	I was identifie d as a trouble maker	My complaint was investigated , but no action was taken	I was isolated from colleague s	I was subjecte d to a counter complain t	I was transferred to another departmen t or workplace.	I was discipline d in response	My complaint / grievance was taken seriously	My complaint / grievance was dealt with properly	I was force d out of my job	My complain t was dealt with promptly
Public sector	Male	White Other	13%	16%	8%	10%	7%	6%	2%	5%	3%	4%	3%
		Black/Asian/ Mixed	23%	23%	22%	14%	10%	8%	6%	5%	4%	3%	3%
	Femal e	White Other	18%	15%	9%	11%	5%	6%	5%	10%	3%	7%	3%
		Black/Asian/ Mixed	21%	23%	18%	16%	9%	6%	6%	8%	5%	7%	5%
Private/ voluntar y sector	Male	White Other	15%	17%	11%	10%	3%	3%	0%	10%	6%	3%	4%
		Black/Asian/ Mixed	22%	24%	16%	15%	10%	5%	7%	8%	4%	9%	4%
	Femal e	White Other	12%	24%	18%	18%	6%	3%	6%	6%	3%	9%	0%
		Black/Asian/ Mixed	23%	21%	15%	16%	14%	7%	12%	7%	3%	13%	5%

**TABLE A16 EMPLOYER RESPONSES TO REPORTS OF RACISM AMONG WHITE-OTHER AND NON-WHITE ETHNIC MINORITY EMPLOYEES BY THE TYPE OF EMPLOYMENT AND GENDER
(BASE: EMPLOYEES WHO EXPERIENCED ANY TYPE OF RACISM, EXCLUDING THOSE WHO DID NOT SPECIFY THEIR ETHNICITY, GENDER AND/OR CONTRACT TYPE)**

			My complaint / grievance was ignored	I was identified as a trouble maker	My complaint was investigated , but no action was taken	I was isolated from colleagues	I was subjected to a counter complaint	I was transferred to another department or workplace.	My complaint / grievance was taken seriously	I was disciplined in response	My complaint/ grievance was dealt with properly	I was forced out of my job	My complaint was dealt with promptly
Permanent contract	Male	White Other	13%	16%	10%	9%	5%	6%	7%	1%	4%	2%	4%
		Black/Asian / Mixed	23%	22%	21%	15%	10%	7%	6%	6%	5%	4%	3%
	Female	White Other	18%	15%	11%	12%	5%	7%	9%	2%	4%	4%	2%
		Black/Asian / Mixed	20%	22%	17%	15%	10%	7%	7%	7%	4%	6%	6%
Non-permanent contract	Male	White Other	22%	17%	0%	22%	9%	0%	9%	0%	4%	13%	0%
		Black/Asian / Mixed	19%	29%	18%	12%	9%	5%	4%	6%	0%	15%	4%
	Female	White Other	11%	22%	14%	16%	11%	0%	8%	14%	3%	19%	5%
		Black/Asian / Mixed	25%	25%	17%	17%	13%	4%	10%	9%	5%	15%	2%