



The University of Manchester



Ethnic Inequalities in the Greater Manchester labour market and in educational attainment and trajectories

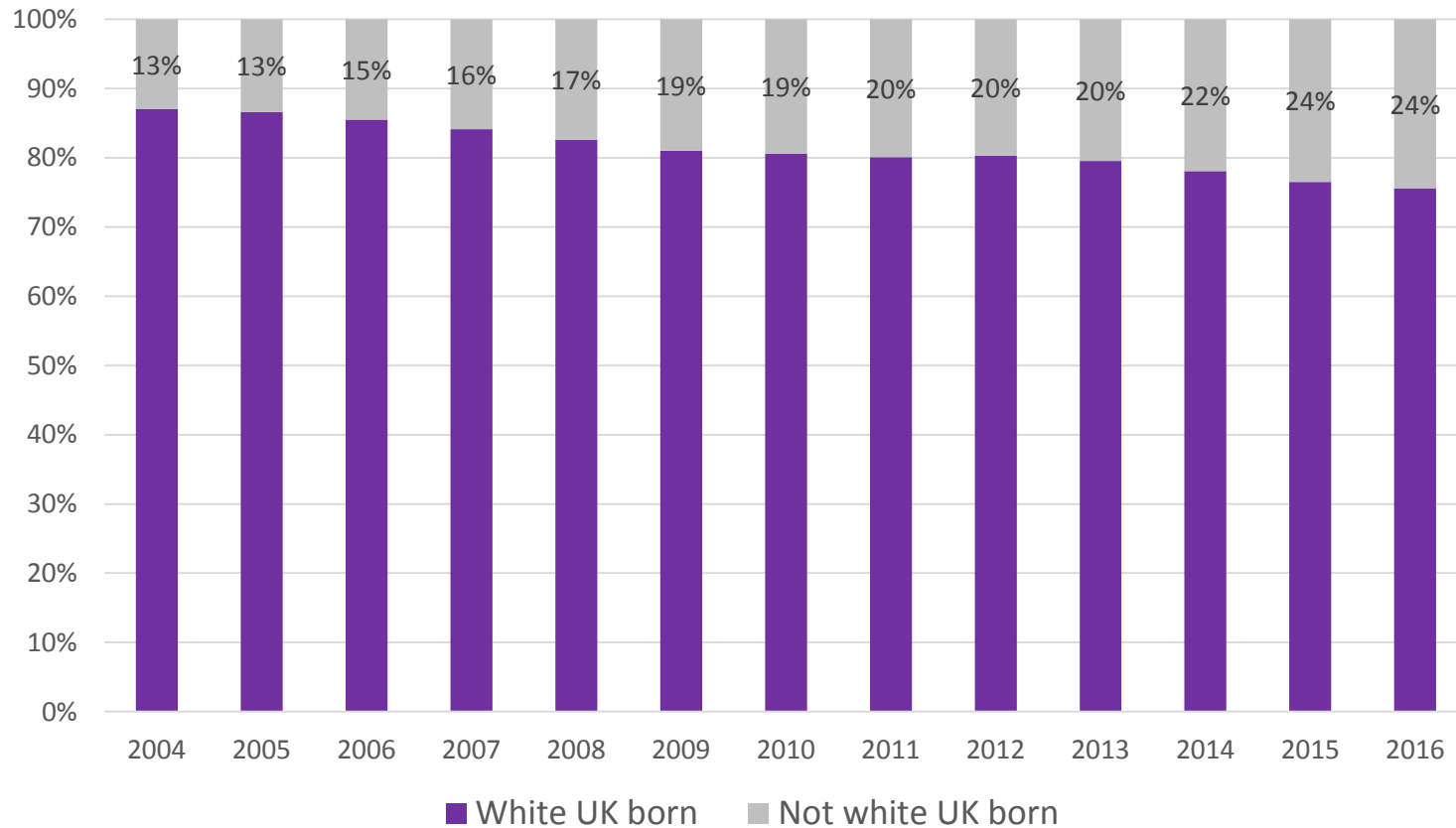
**Inclusive Growth Analysis Unit (IGAU) University of Manchester
With the Runnymede Trust**

About this slide pack

- This pack supports IGAU Policy Briefing Paper No 7: “Ethnic Inequalities in the Greater Manchester Labour Market”
- The briefing paper was commissioned by IGAU and produced by the Runnymede Trust.
- It focuses on what can be done to address disparities in labour market outcomes between ethnic groups in Greater Manchester.
- The briefing is available at <http://www.mui.manchester.ac.uk/igau/research/policy-briefings/>
- This slide pack provides more detailed analysis than could be included in the briefing. It also includes information on ethnic disparities in educational attainment and trajectories, since these will influence future labour supply.
- The slide pack and briefing are intended to stimulate interest and action around these issues. They do not claim to be a comprehensive analysis.

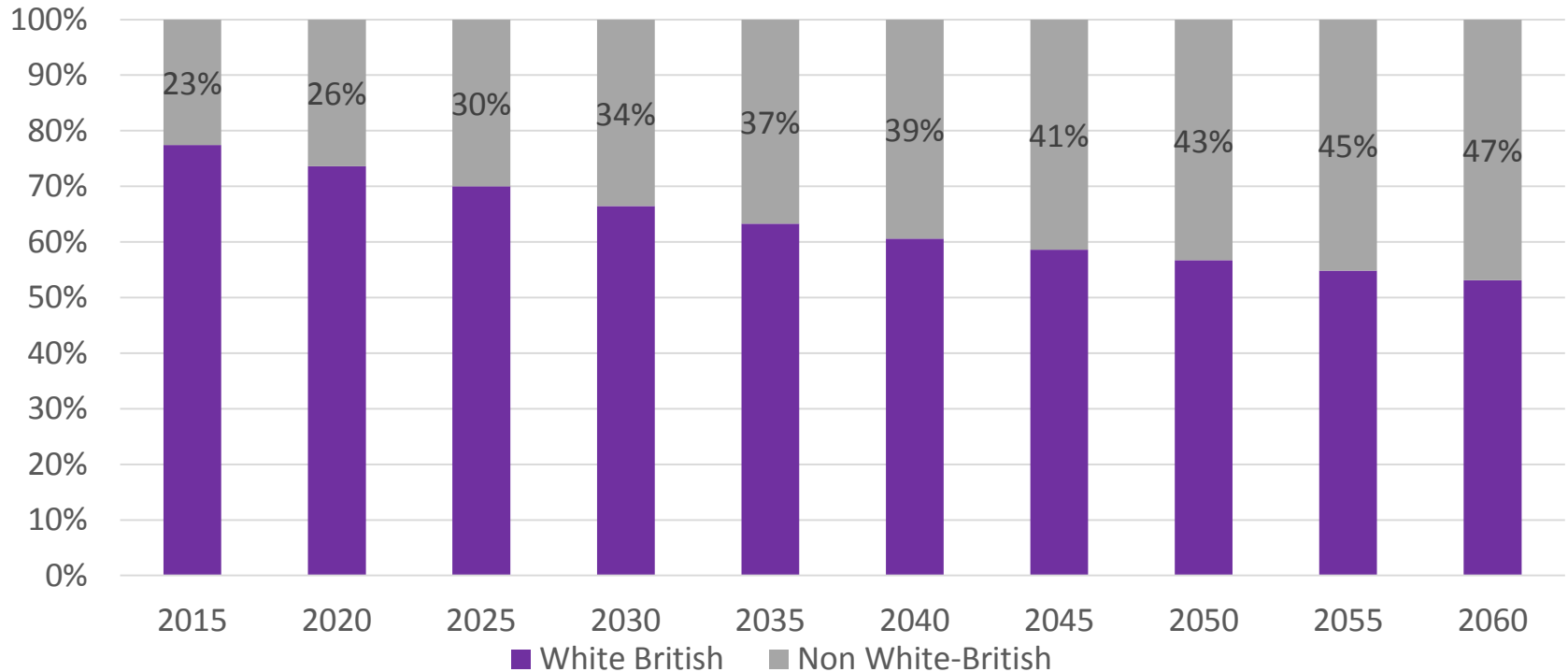
Section 1: Ethnic minorities in Greater Manchester

Greater Manchester's working age (16-64) population is majority white, UK born, but has been diversifying



Source: Annual Population Survey
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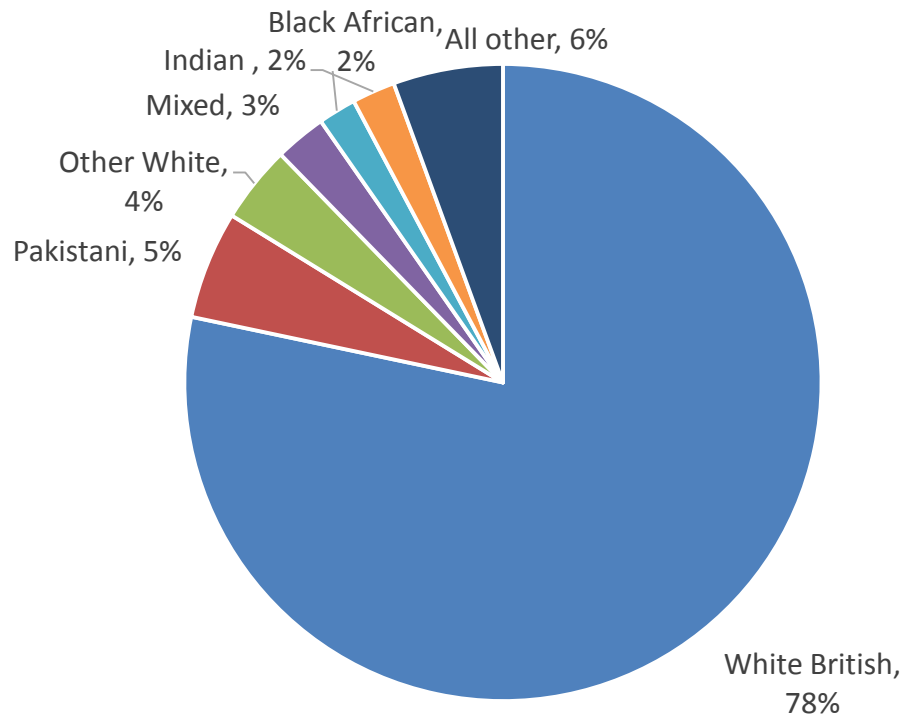
This trend is projected to continue



Source: Wohland P, Burkitt M, Rees P, Norman P, Lomax N, Clark S; ETHPOP Database, NewETHPOP- Evaluation, Revision and Extension of Ethnic Population Projections, www.ethpop.org. Extracted 03/08/2017
Note: These estimates do not take account of any projected changes arising from EU exit

As at the 2011 Census, the largest minority group was of Pakistani heritage.

Ethnic Breakdown of GM 16-64 Population



Few minority groups have more than 1% of the working age population (around 25,000 people)

This means that they are in very small numbers in sample surveys, making estimates (e.g. of employment rates) unreliable for all but the larger groups

Minority groups are concentrated in particular areas

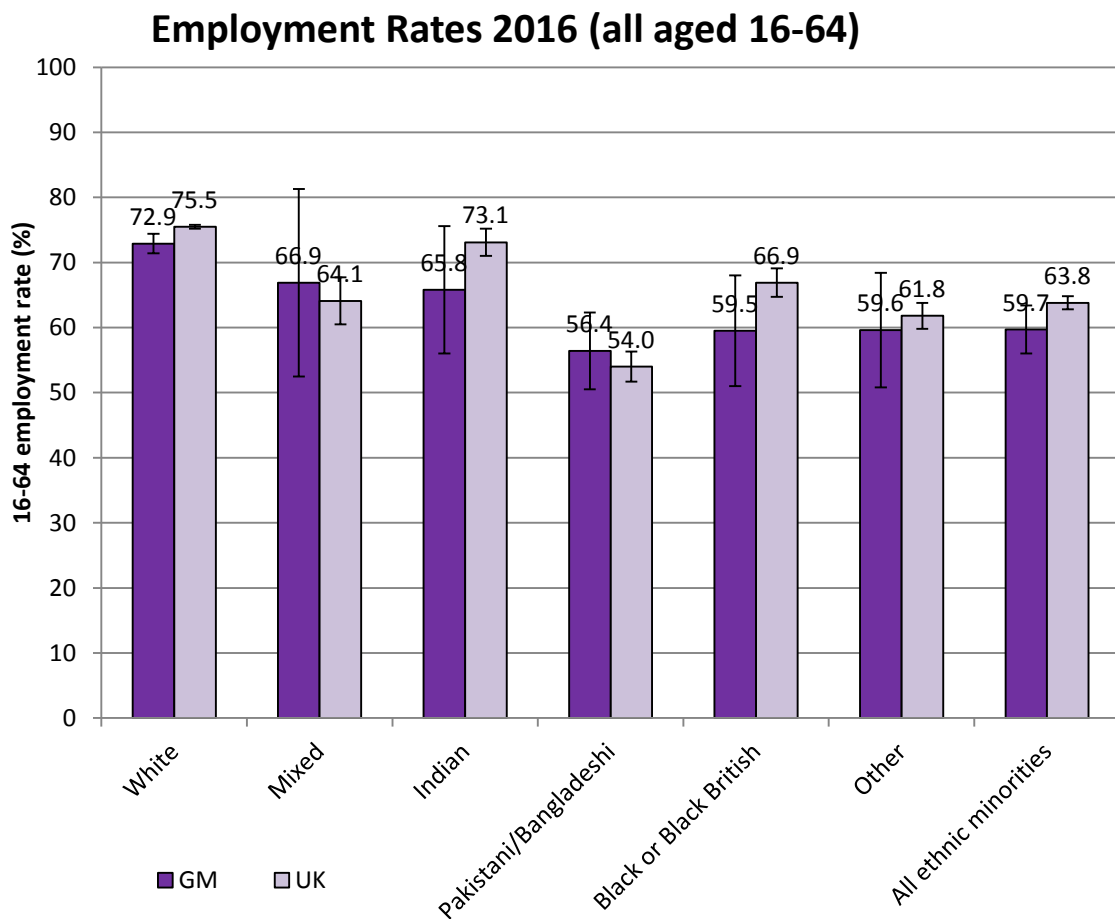
According to the 2011 Census:

- 34% of GM's Asian working age population lived in Manchester (compared with 20% of the whole population).
- 63% lived in Manchester, Bolton, Oldham or Rochdale. (compared with 46% of the whole population). People of Asian heritage made up 18% of Oldham's working age population, 17% in Manchester and 14% in Bolton and Rochdale.
- 57% of GM's Black African or Caribbean working age population lived in Manchester, and 76% lived in Manchester, Salford or Trafford.
- Black people of African or Caribbean heritage made up 8% of Manchester's working age population, but not more than 3% in any other LA

Inequalities between groups will affect some communities more than others, although individuals may be affected in any area.

Section 2: Ethnic Minorities in the GM Labour Market

At present (2016 data), all minority groups have lower employment rates than the White group



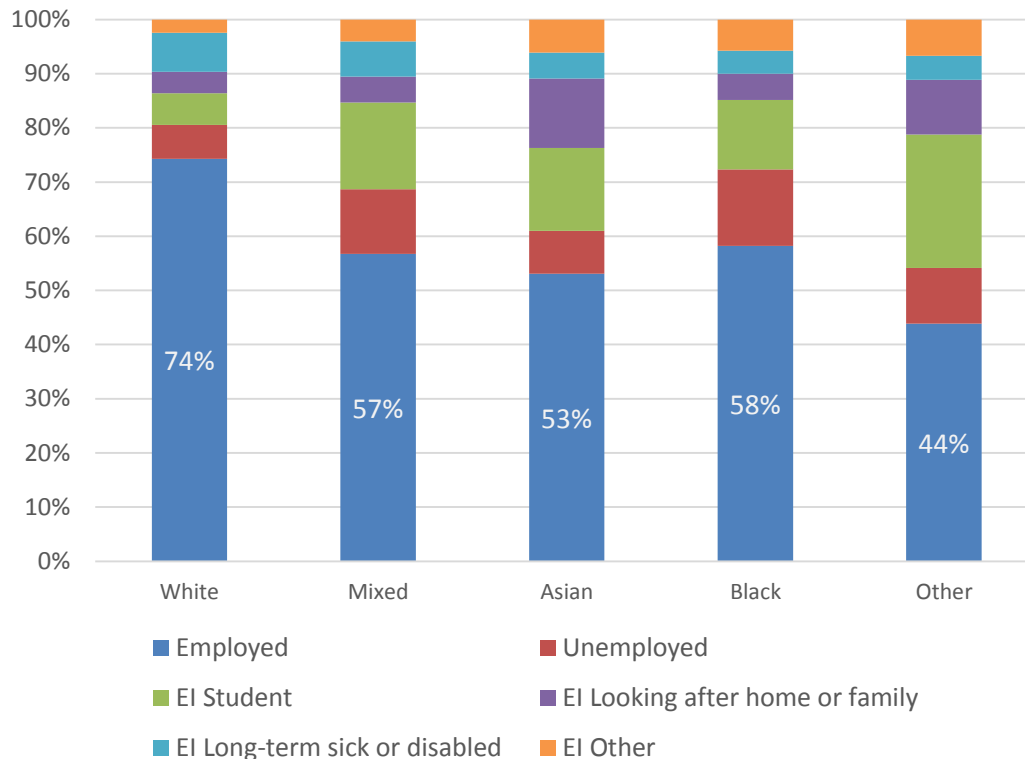
Confidence intervals are shown around the estimates. For Mixed and Indian groups these are particularly large.

For the largest minority group (Pakistani/Bangladeshi), the estimate is more reliable. This group has much the lowest employment rate (GM and UK).

Most GM employment rates are lower than for the UK, but it is only for the White group that we can be sure this is the case.

The 2011 Census suggests a similar picture of lower employment rates for minority groups

**Employment Rates 2011, Greater Manchester
(all aged 16 and over excluding retired people)**



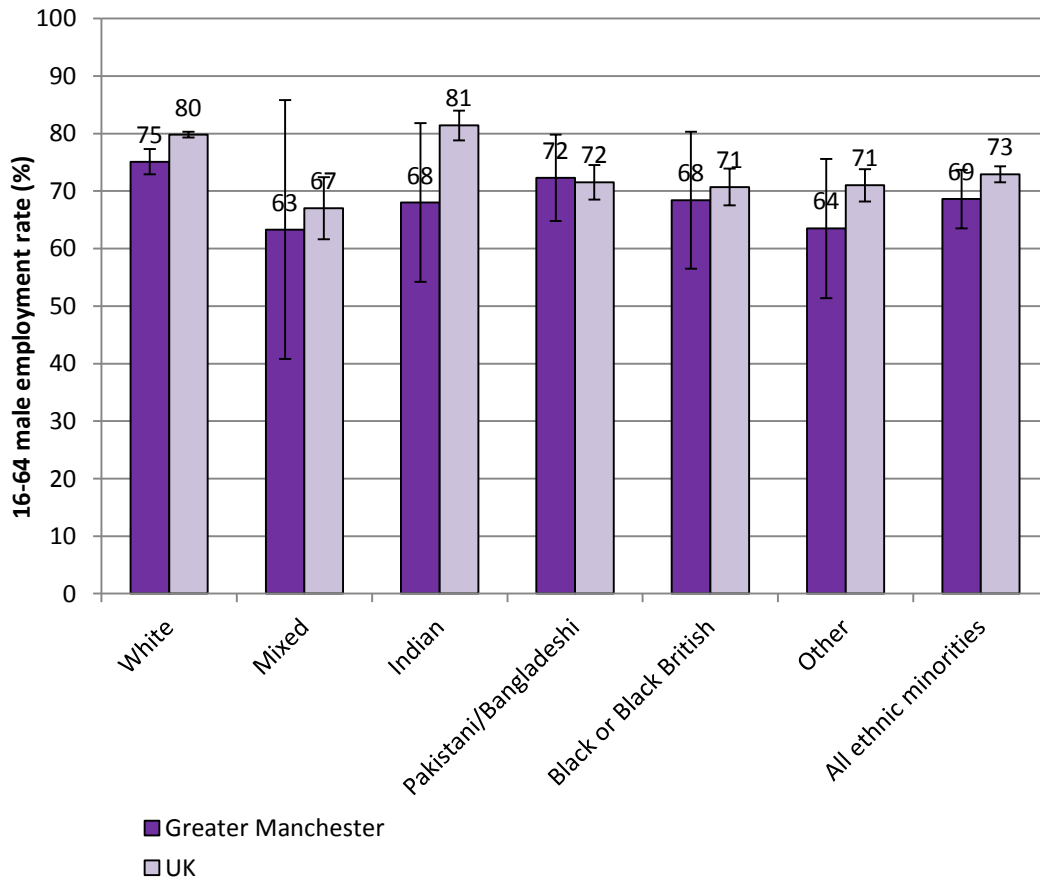
The similar picture shown by the Census means we can be sure that ethnic minority employment rates are lower than white, even if the APS estimates make it hard to know by how much.

The Census suggests that higher rates of studying are the main factor for most groups (these data include GM's student population)

Looking after home and family is a factor particularly for the Asian group and higher unemployment particularly for Black and mixed groups.

Going back to 2016 estimates, for men, minority rates are lower than White, but differences between groups are not huge

Employment Rates 2016 (men aged 16-64)



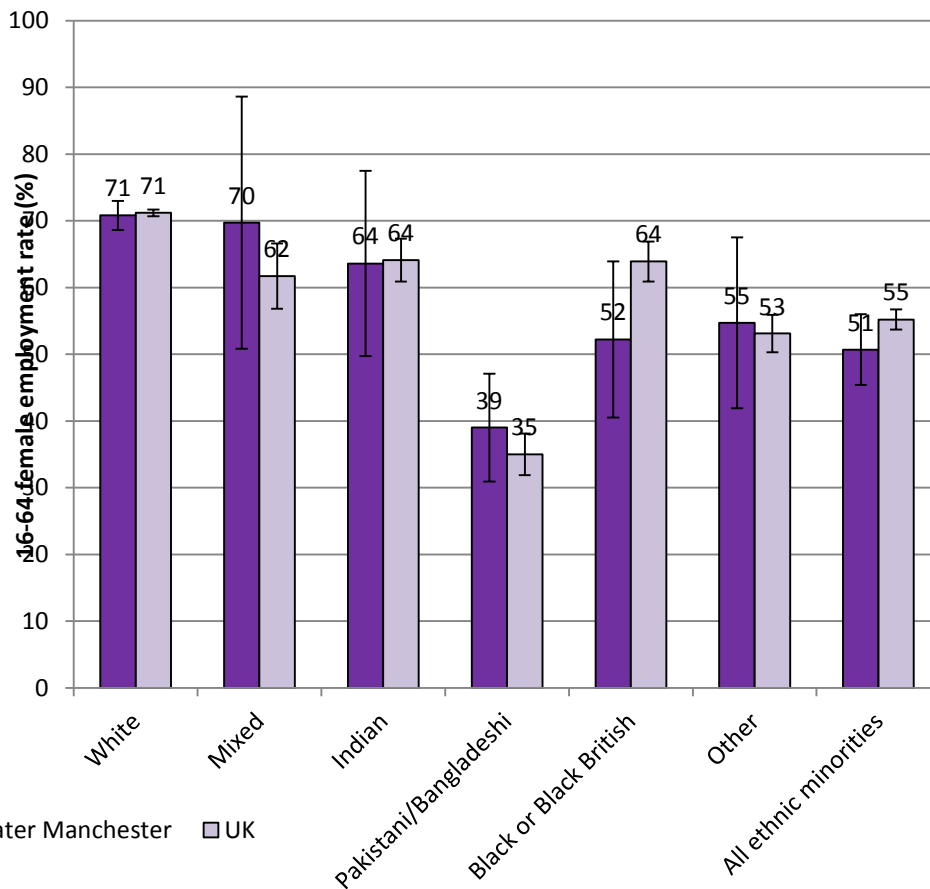
Overall, the employment rate for ethnic minority men in GM is 6 percentage points below that for White men.

Pakistani and Bangladeshi men have an estimated employment rate 3 points lower than White men.

Rates for mixed and other groups appear much lower, but the confidence intervals are very wide, so it is harder to be certain of these data.

For women, minority rates are much lower than White, with very big differences between groups

Employment Rates 2016 (women aged 16-64)



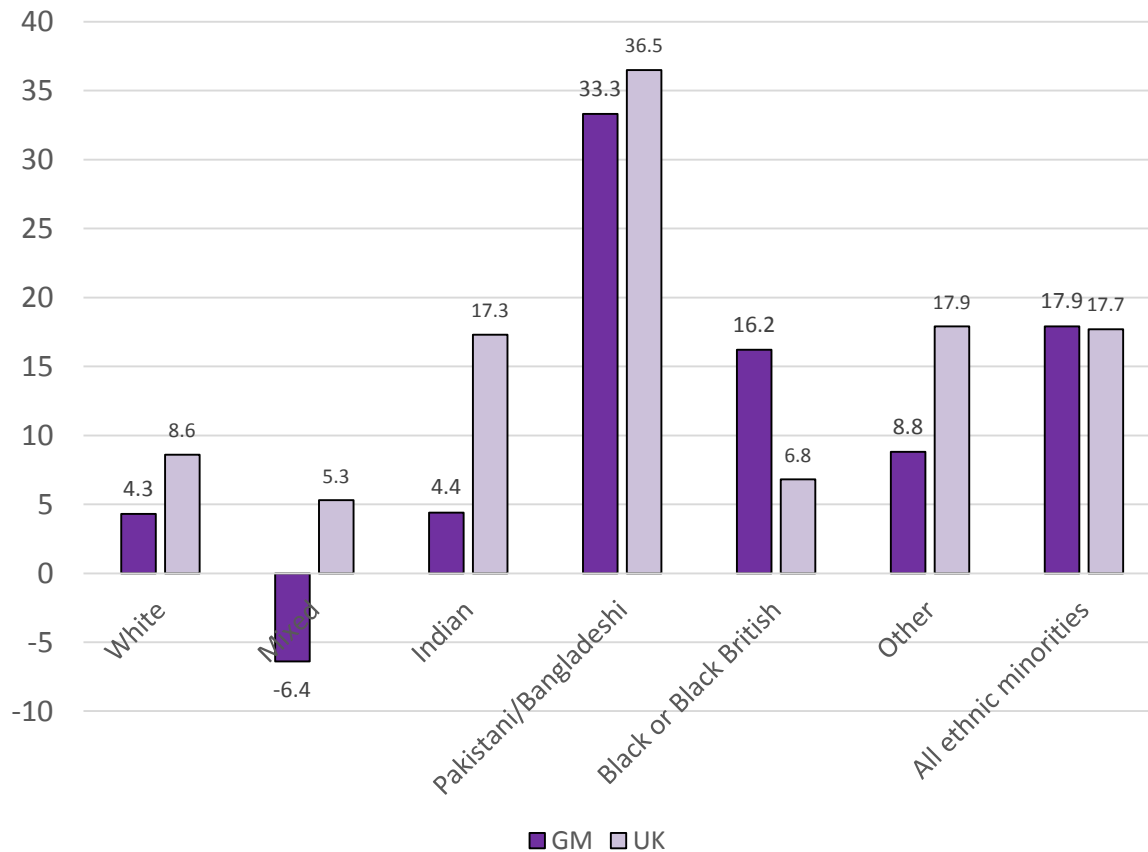
Overall, the employment rate for ethnic minority women in GM is 20 percentage points below that for White women.

Pakistani and Bangladeshi women have an estimated employment rate 32 points lower than White women.

Black or Black British women also appear to have much lower, but the confidence intervals are very wide, so it is harder to be certain of these data.

Gaps between men's and women's employment rates are higher in some ethnic groups than others

Percentage point gaps between men's and women's employment rates 2016

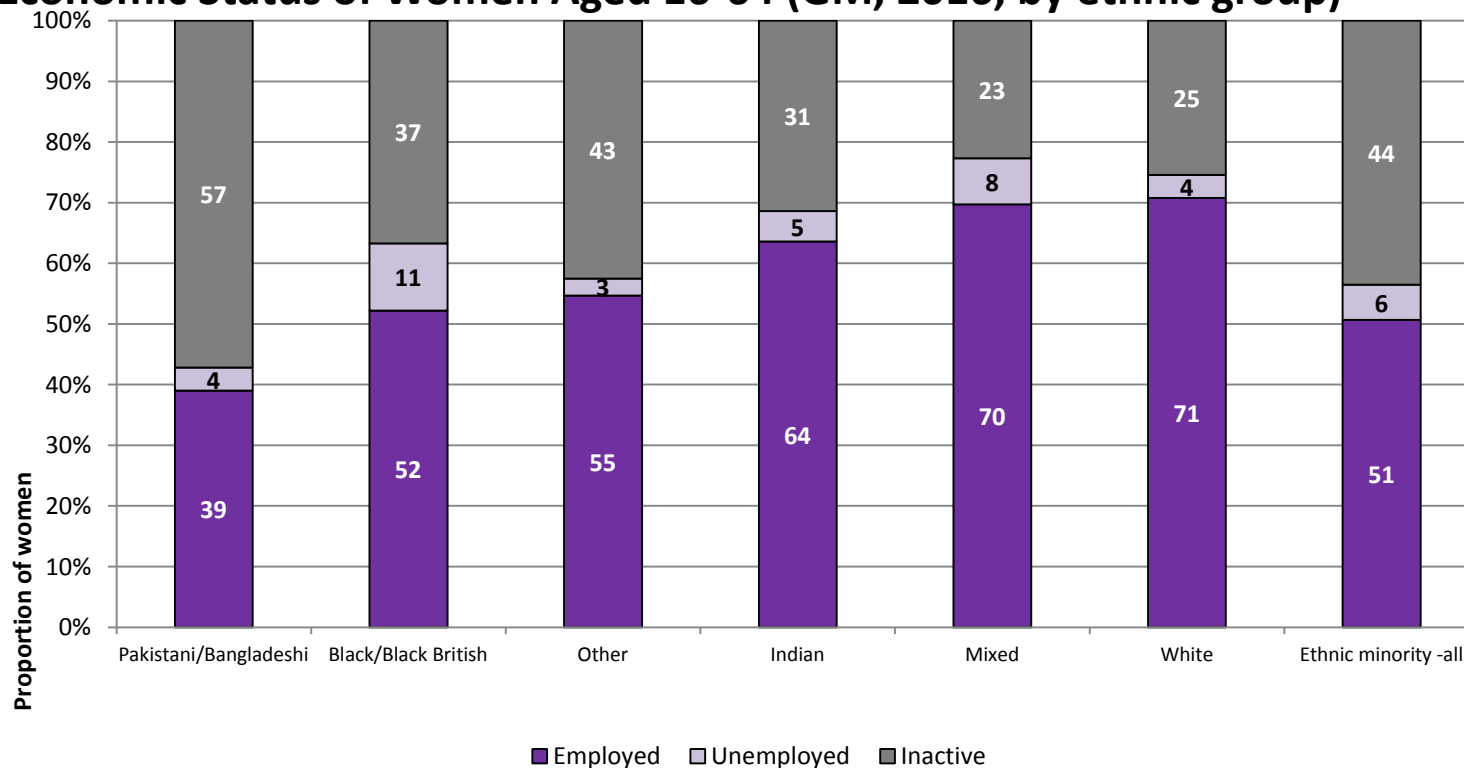


The gender gap is much higher in the Pakistani/Bangladeshi group than all other groups.

For the smaller groups, large differences between GM and national rates likely reflect sample size issues.

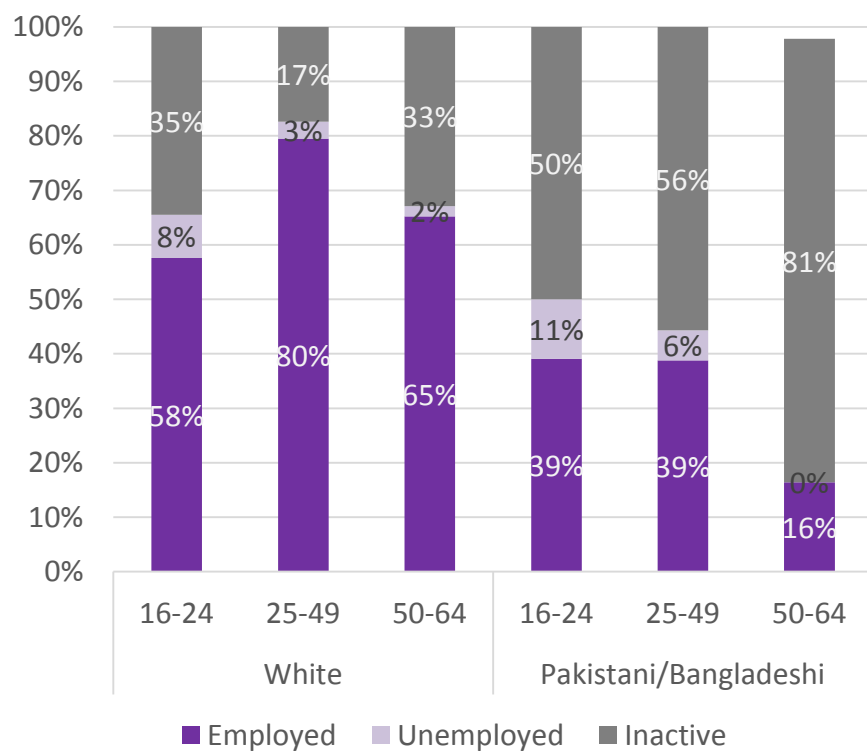
Low employment rates for women are principally driven by high economic inactivity

Economic Status of Women Aged 16-64 (GM, 2016, by ethnic group)



Nationally, economic inactivity is particularly high for older Pakistani and Bangladeshi women

Labour market status of women, by age, GB, 2015



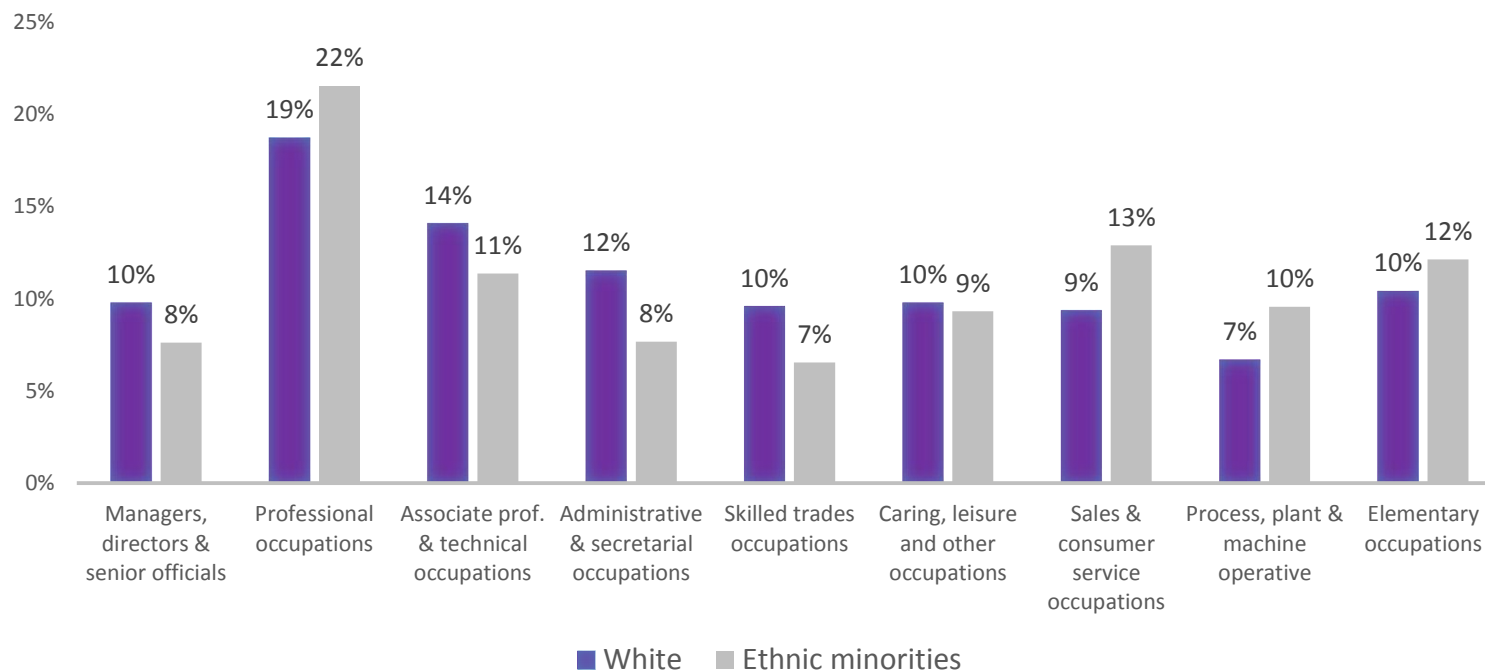
Four fifths of Pakistani/Bangladeshi women aged over 50 are economically inactive.

Economic inactivity among women aged 25-49 is lower, but still three times as common as for White women.

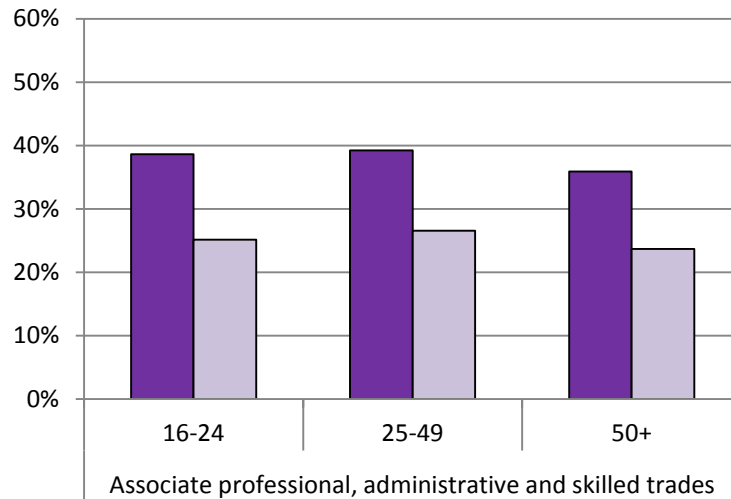
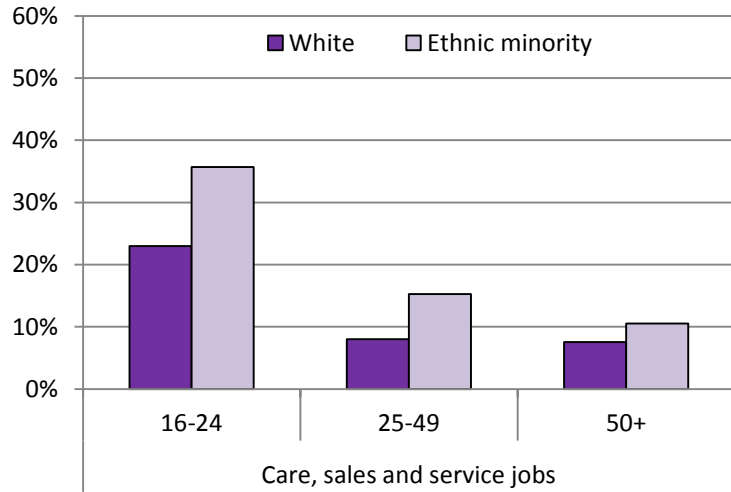
Among women aged 16-24 much of the difference is explained by higher rates of full-time education (FTE) among Pakistani/Bangladeshi women. Of those not in FTE, 26% of Pakistani/Bangladeshi women are economically inactive compared with 20% of White women.

Ethnic minorities are over-represented in some high skill and low skill occupations and under-represented in middle occupations

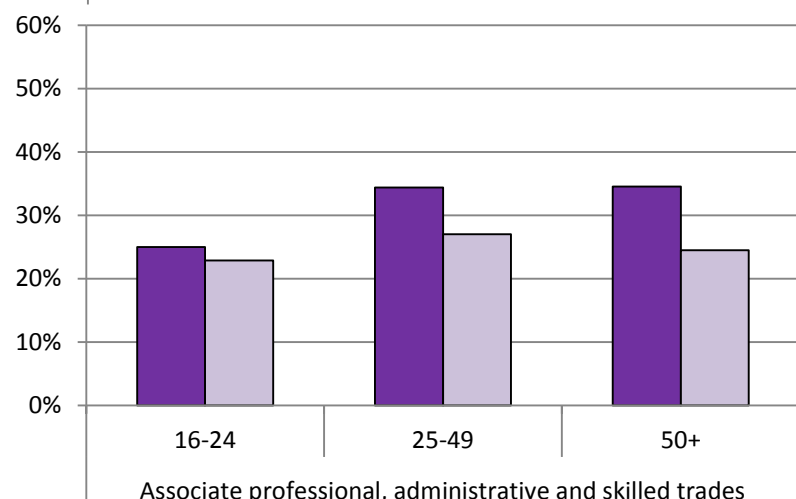
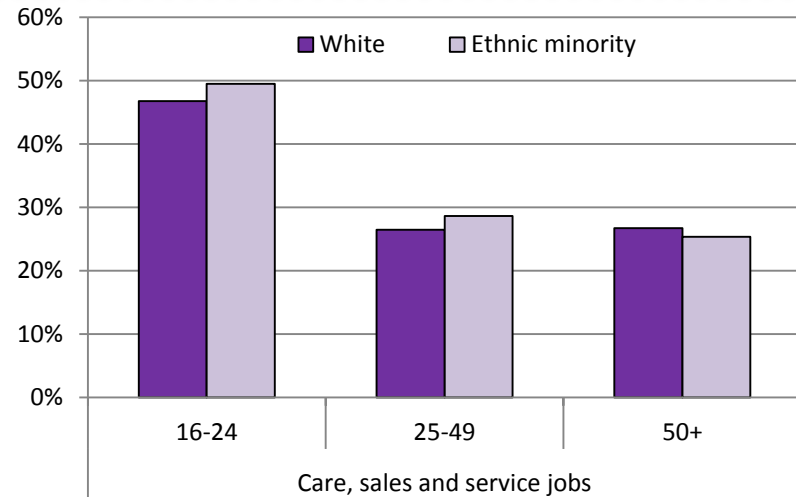
Percentage of workers aged 16+ in different occupations, by ethnicity, GM (2016)



Occupational differences are more pronounced among men than women (GM data, 2011 Census)

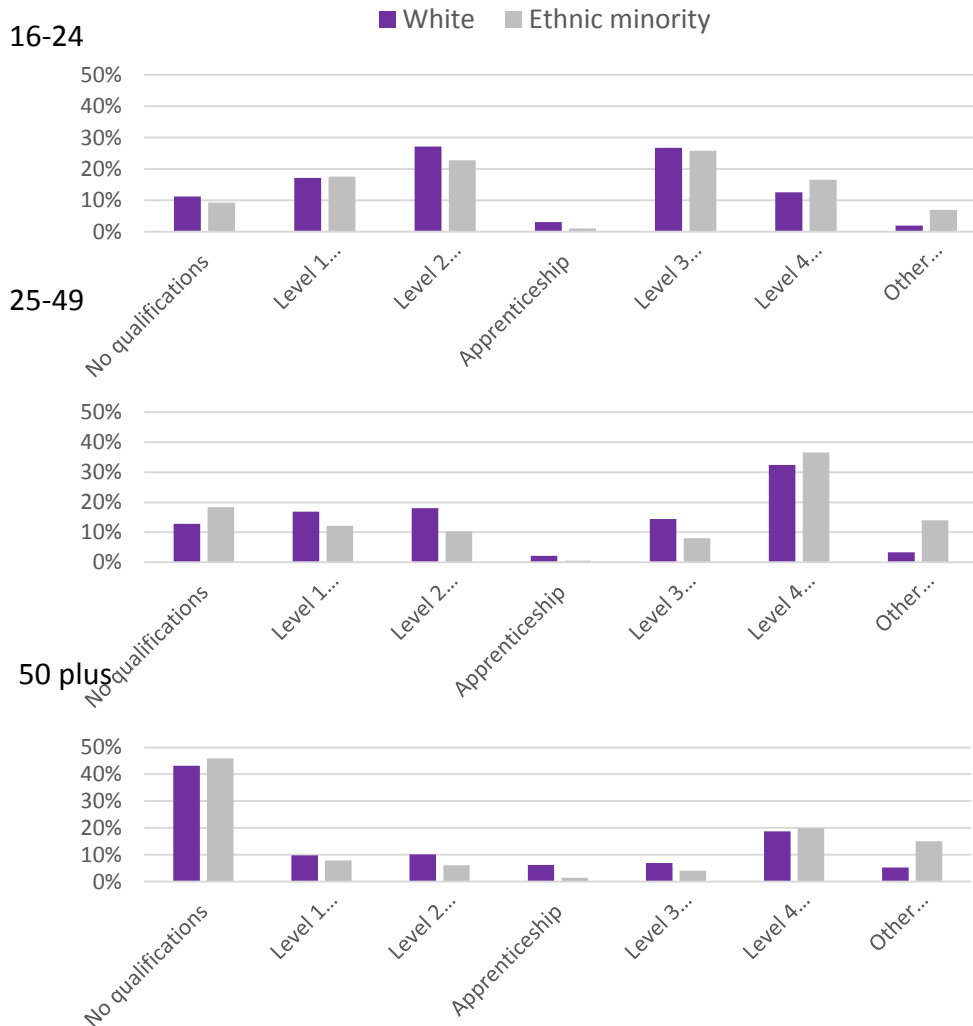


MEN



WOMEN

In part, this is related to qualification levels



Greater Manchester 2011, Highest qualification held

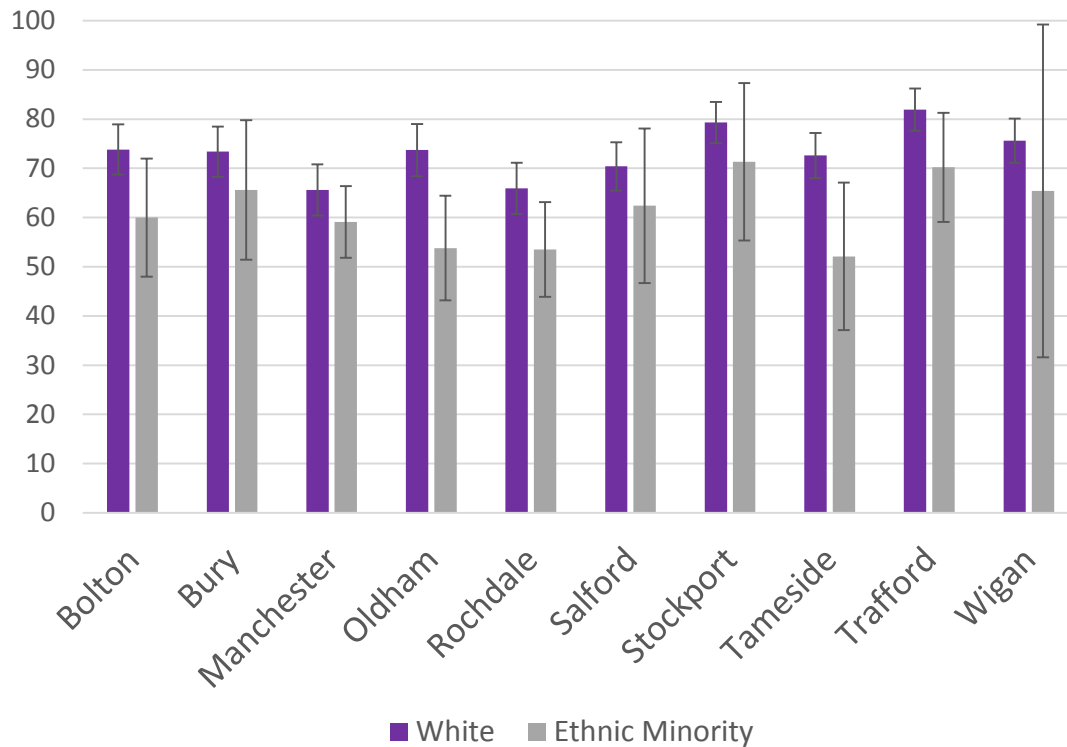
People from ethnic minorities are more likely than White people to have high level qualifications and (in older age groups) no qualifications.

They are less likely to have their highest qualification at GCSE or A level and less likely to have an apprenticeship.

They are more likely to have 'other' qualifications, not part of the UK qualifications framework.

There is considerable spatial variation in labour market outcomes

Employment rates 16-64, 2016, by LA



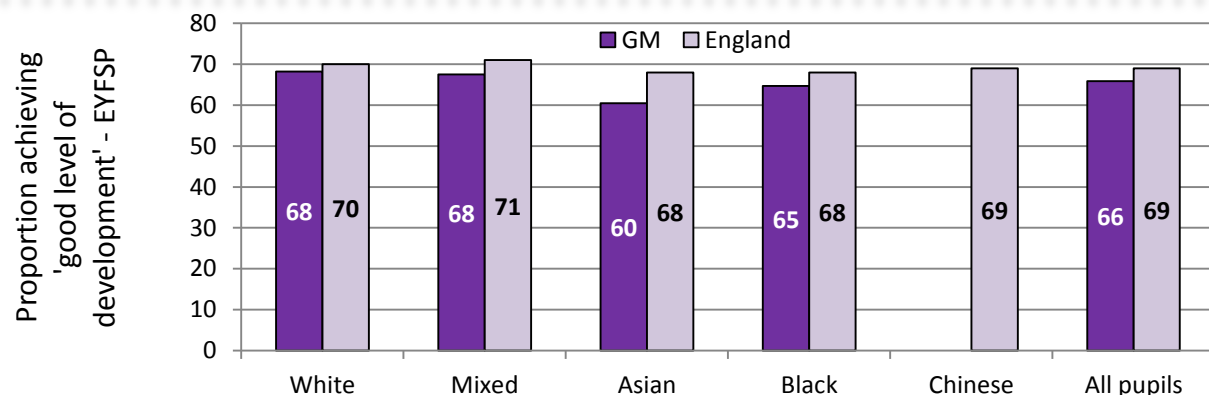
Employment rates are lower for ethnic minorities in all GM LAs. Confidence intervals are wide but the 2011 Census shows the same broad picture.

In general ethnic minorities have better outcomes where White people do too, suggesting that labour market and compositional characteristics matter.

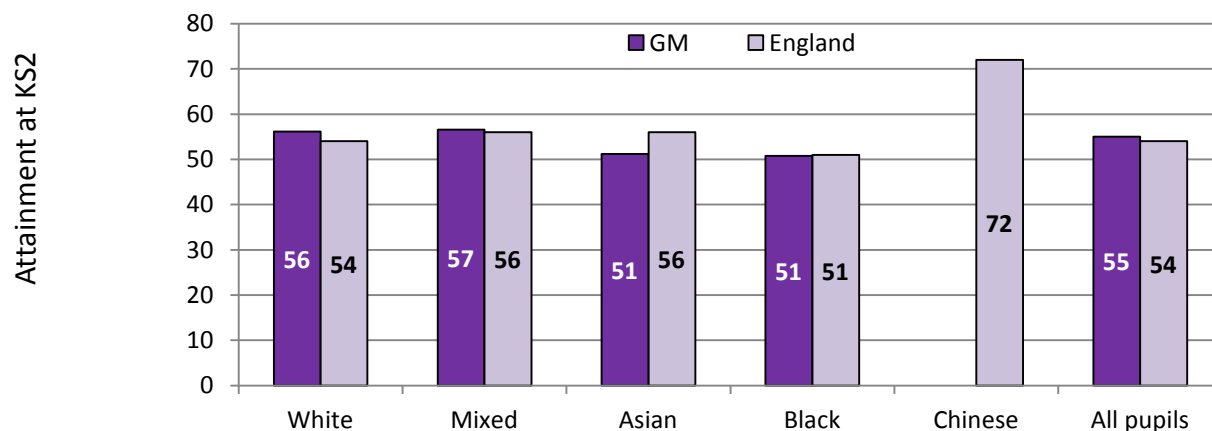
But some areas have particularly large gaps, suggesting that the that are hold minority groups back vary from place to place and that local understanding and action are necessary.

Section 3: Educational Attainment

Rates of attainment for some minority ethnic populations are lower than for white group at younger ages



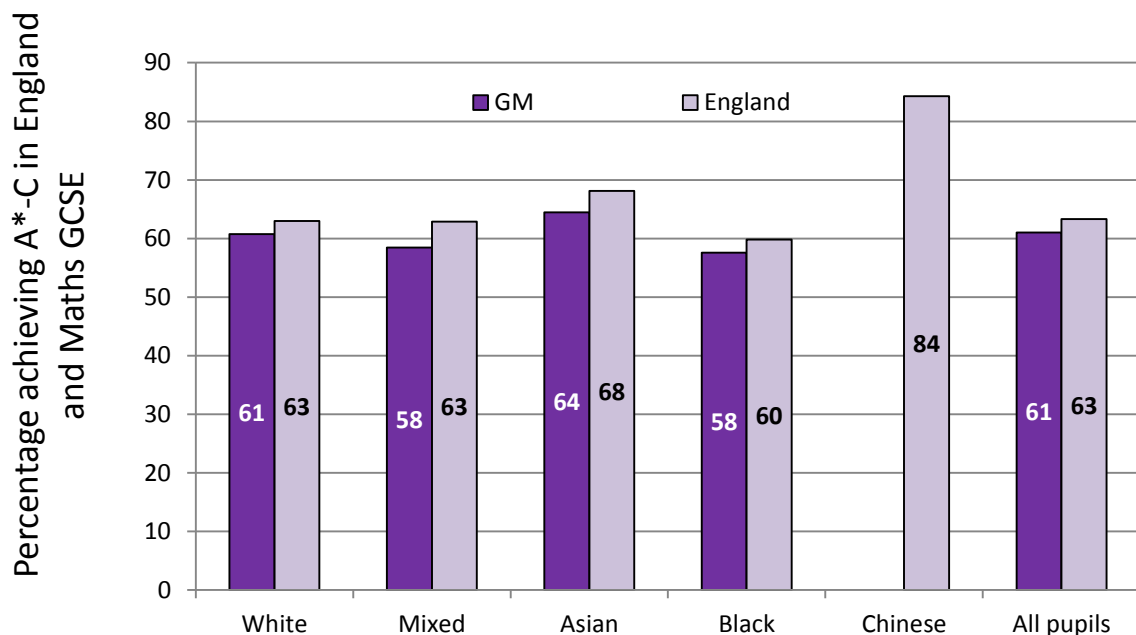
In 2016 68% of white & mixed children were assessed as having reached a good level of development at age 5 compared to 65% black children.



The attainment of Asian children was low and lagged national average at both age 5 and age 11 (60% compared to 68%, and 51% against 56% at age 11).

Note: Attainment data for Chinese students not available for GM

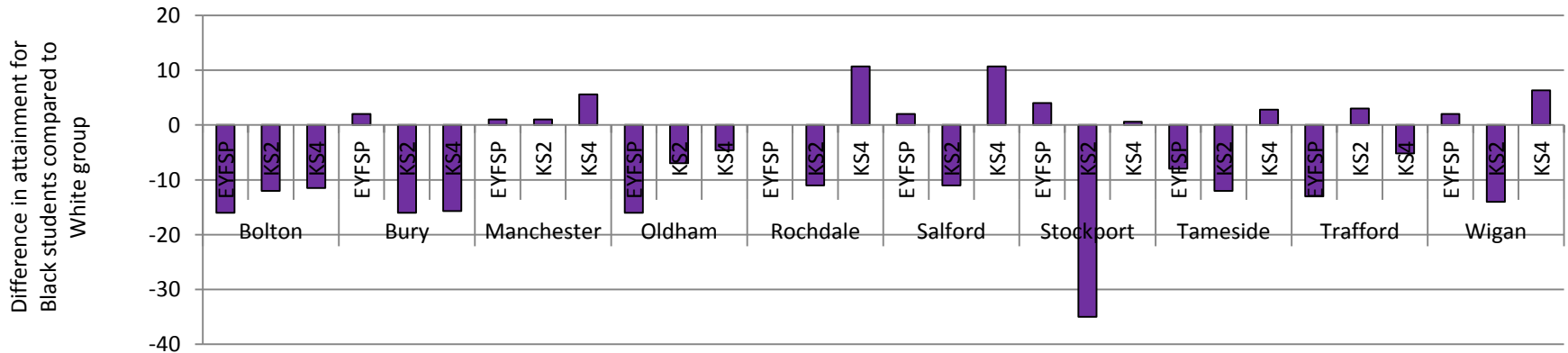
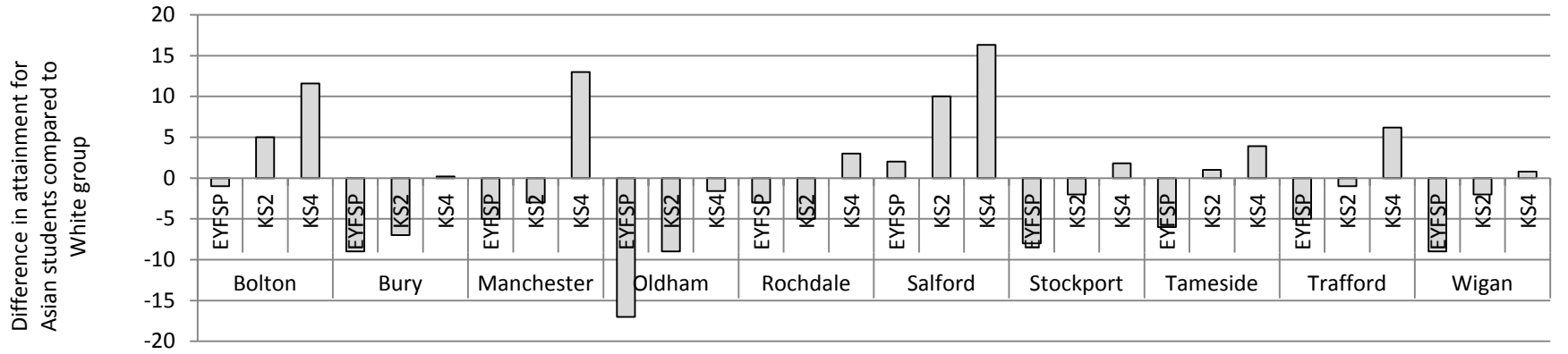
But higher rates of success at GCSE



In 2016, nationally at GCSE Asian young people had the highest success rate achieving A*-C in English and mathematics (68% compared with 63% for white and mixed groups and 60% for black).

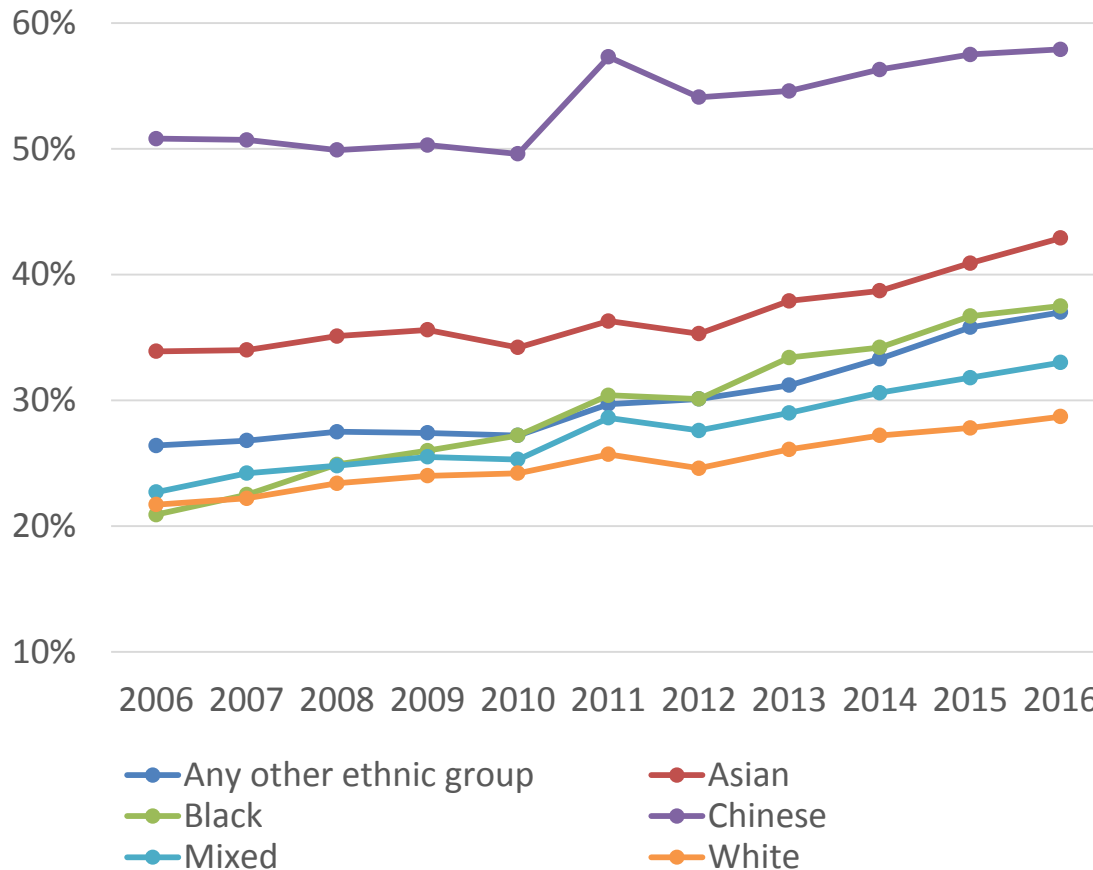
This was also the case in GM (64% for Asian, 61% white, 59% mixed and 58% black).

These patterns vary spatially within Greater Manchester



Young people from minority ethnic groups are more likely to go to university...

Entry rates for English 18 year old state school pupils by ethnic group



All ethnic minority groups are now, on average, significantly more likely to go to university than their White British counterparts.

Black African young people have higher rates of HE participation than other black young people and Indian young people have higher rates than Pakistani or Bangladeshi young people

Sources:

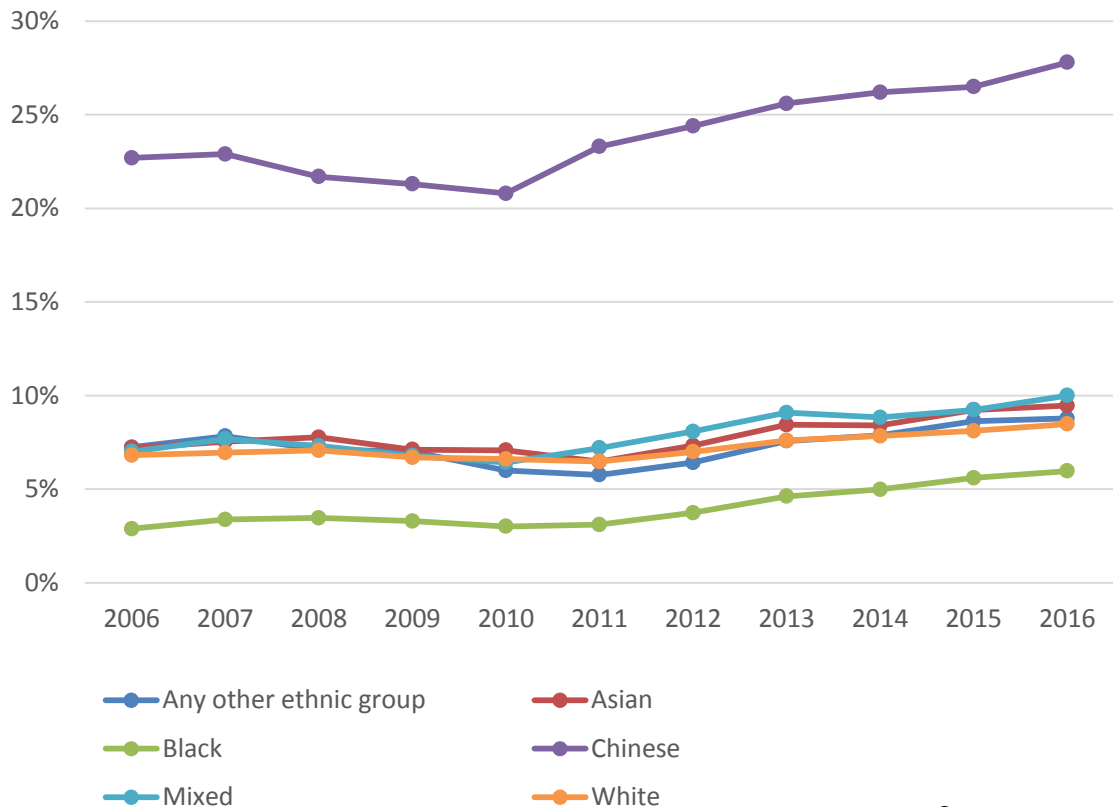
Chart: UCAS End of Cycle Report 2016.

www.ucas.com

Text and supplementary chart: Crawford, C. & Greaves, E. (2015) Socio-economic, ethnic and gender differences in HE participation

Although not so much to higher status universities

Entry rates for English 18 year old state school pupils to higher tariff providers by ethnic group



By contrast with their overall university entrance rates most minority groups are not significantly more likely than White British pupils to attend high tariff universities.

However, Crawford and Greaves report that, after accounting for socio-economic background and attainment level, all ethnic minority groups are now more likely to attend a more selective institution than their otherwise identical White British counterparts.

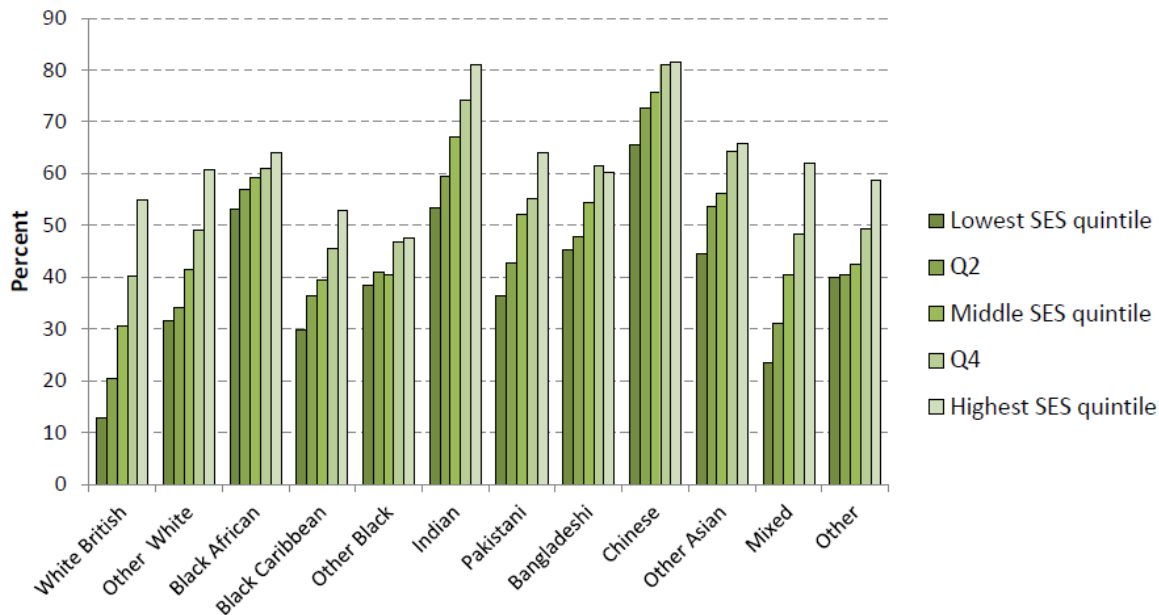
Sources:

Chart: UCAS End of Cycle Report 2016. www.ucas.com

Text and supplementary chart: Crawford, C. & Greaves, E. (2015) Socio-economic, ethnic and gender differences in HE participation

Socio economic factors matter a lot in HE participation, particularly for White British people

Figure 54: HE participation at age 18 or 19 for the cohort taking their GCSEs in 2008, by ethnic and socio-economic quintile groups



Once socio-economic factors and gender are considered, differences in HE participation are very stark.

In 2016, just 7% of White young men eligible for FSM, living in the lowest HE participation neighbourhoods went to HE, compared with 60% of Asian young women not on FSM and living in the highest participation neighbourhoods.

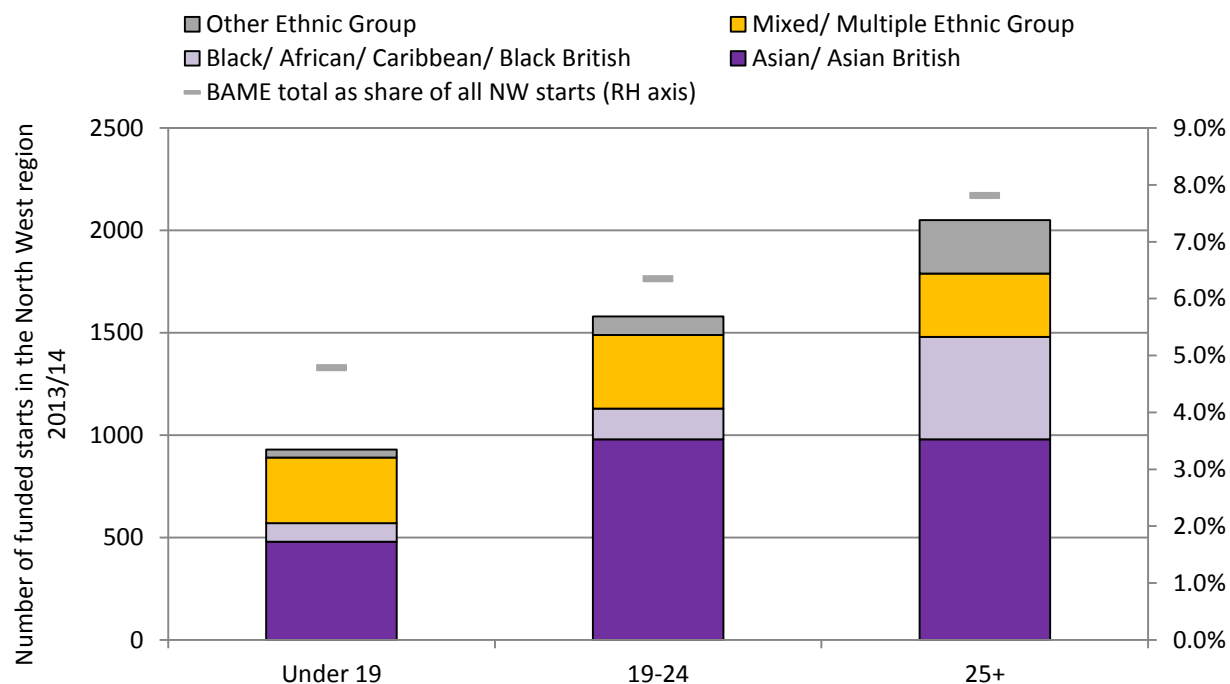
As the chart shows, the socio-economic gradient in HE participation is steepest for White British pupils.

Sources

Chart: Crawford, C. & Greaves, E. (2015) Socio-economic, ethnic and gender differences in HE participation.

Text (2016 data) UCAS End of Cycle Report 2016. www.ucas.com

Ethnic minority learners are under represented among those starting apprenticeships at all ages

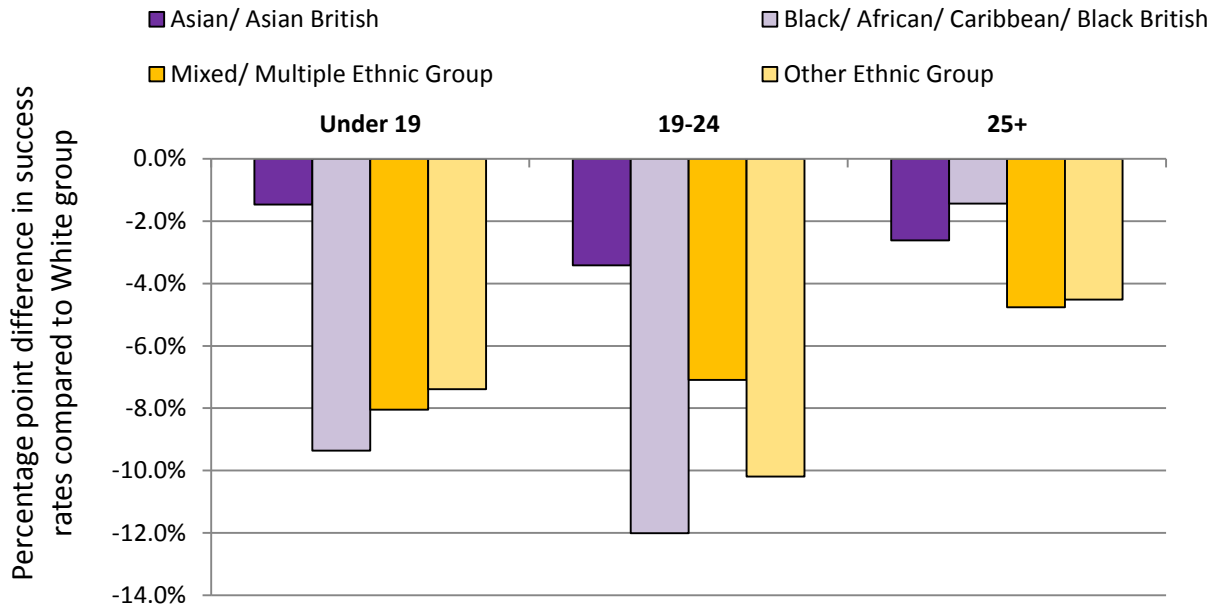


Nationally just 10% of apprenticeships were taken up by ethnic minority learners in 2013/14. In the North West the share is lower.

The graph shows that ethnic minority candidates accounted for just 5% of all starts among under 19s in 2013/14, rising to 8% among those 25+

Source: SFA FE data library. Latest data as at 08/17. Ethnic minority groups are under represented compared to their population share for each age group. See Newton & Williams (2013) Under-representation by gender and race in Apprenticeships for more.

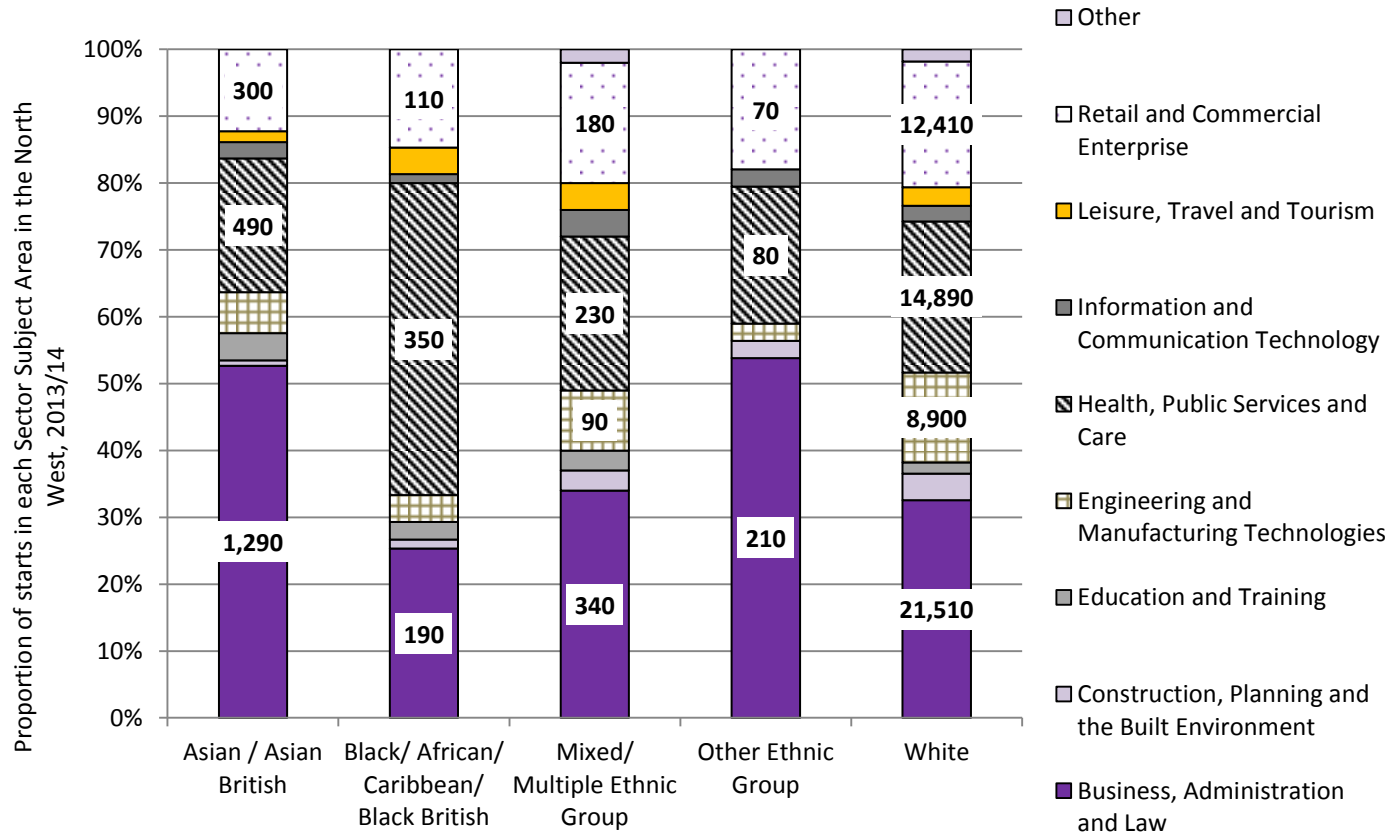
... and there are wide differences in success rates between ethnic groups



National data suggests the gap in success rates was widest for Black apprentices, but the order varies for different ages (and between years).

The gap in success rates is more pronounced for young adults.

... as well as differences in the kinds of apprenticeships started



Most apprenticeships were started in business, administration & law, or in health, public services and care. This was particularly pronounced for Asian and Black ethnic groups (73% and 72% of all starts in 2013/14) compared to 55% for White group