



Ethnic Minority Employment Task Force – 1 Year On.....

Afsana Shukur

Sarah Kissack

&

Professor Shammit Saggarr

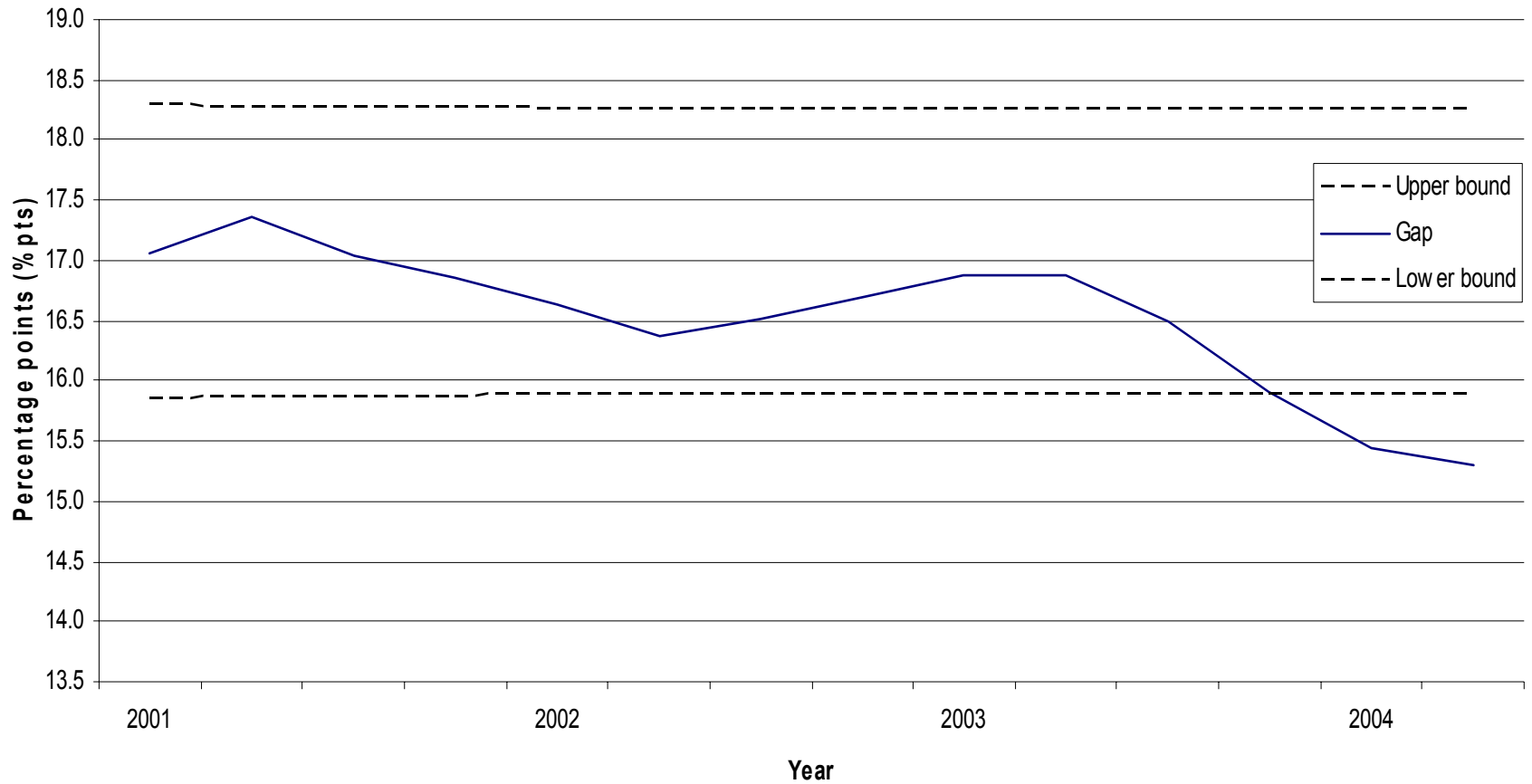
28th October 2004



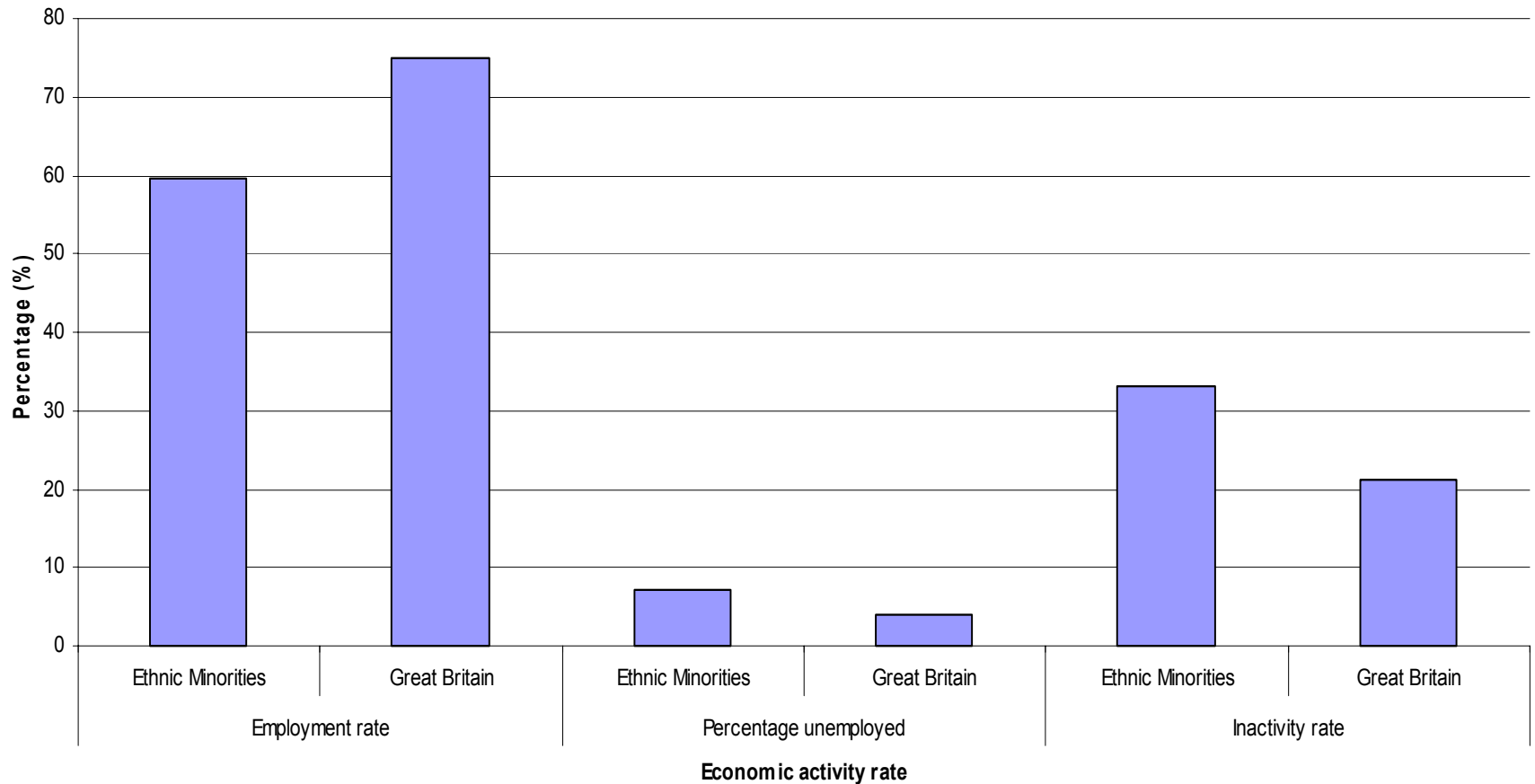
Outline of Presentation

- **Evidence**
- **Progress to date**
- **Gaps and emerging themes**
- **Concluding thoughts**
- **Questions**

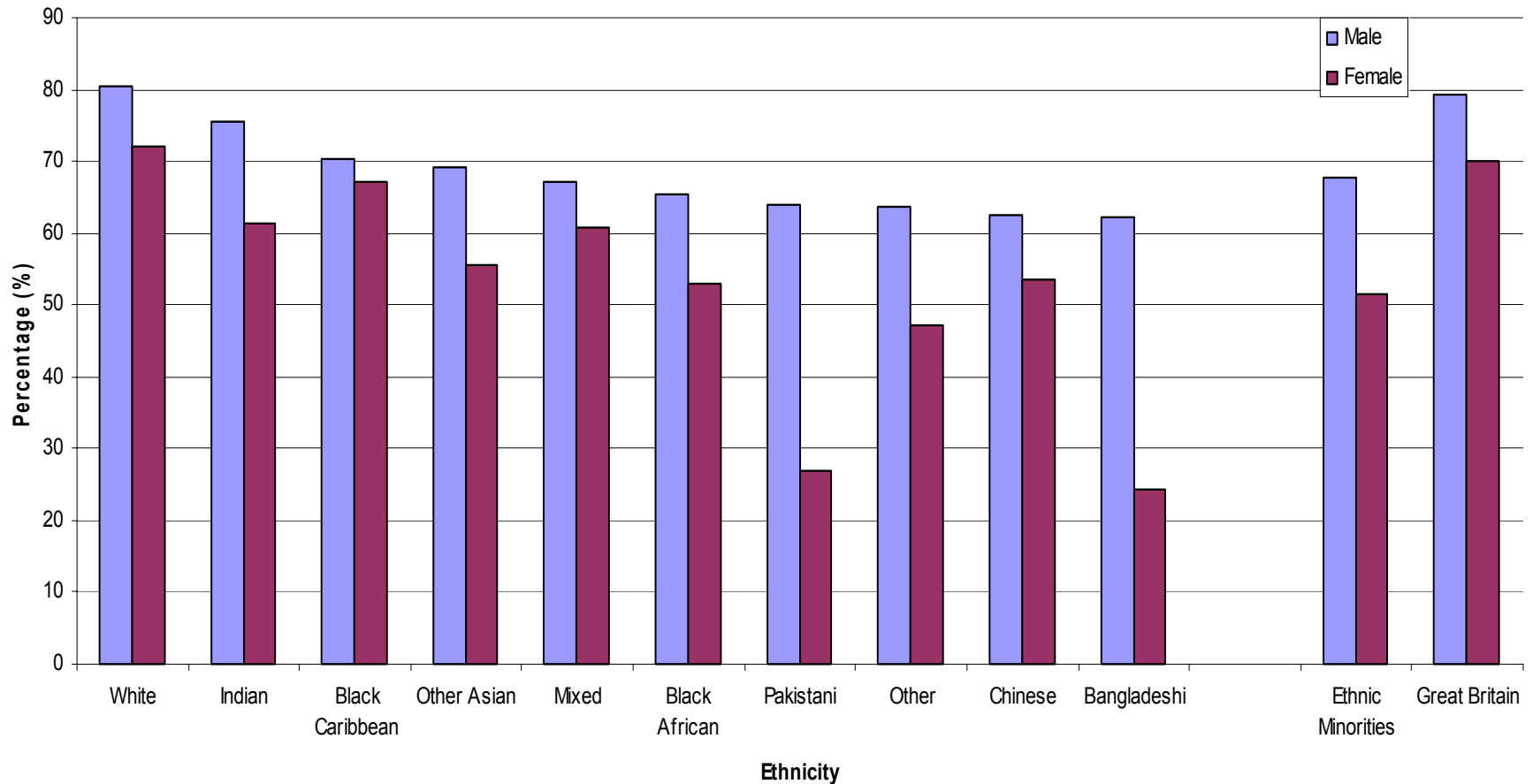
On course for PSA target



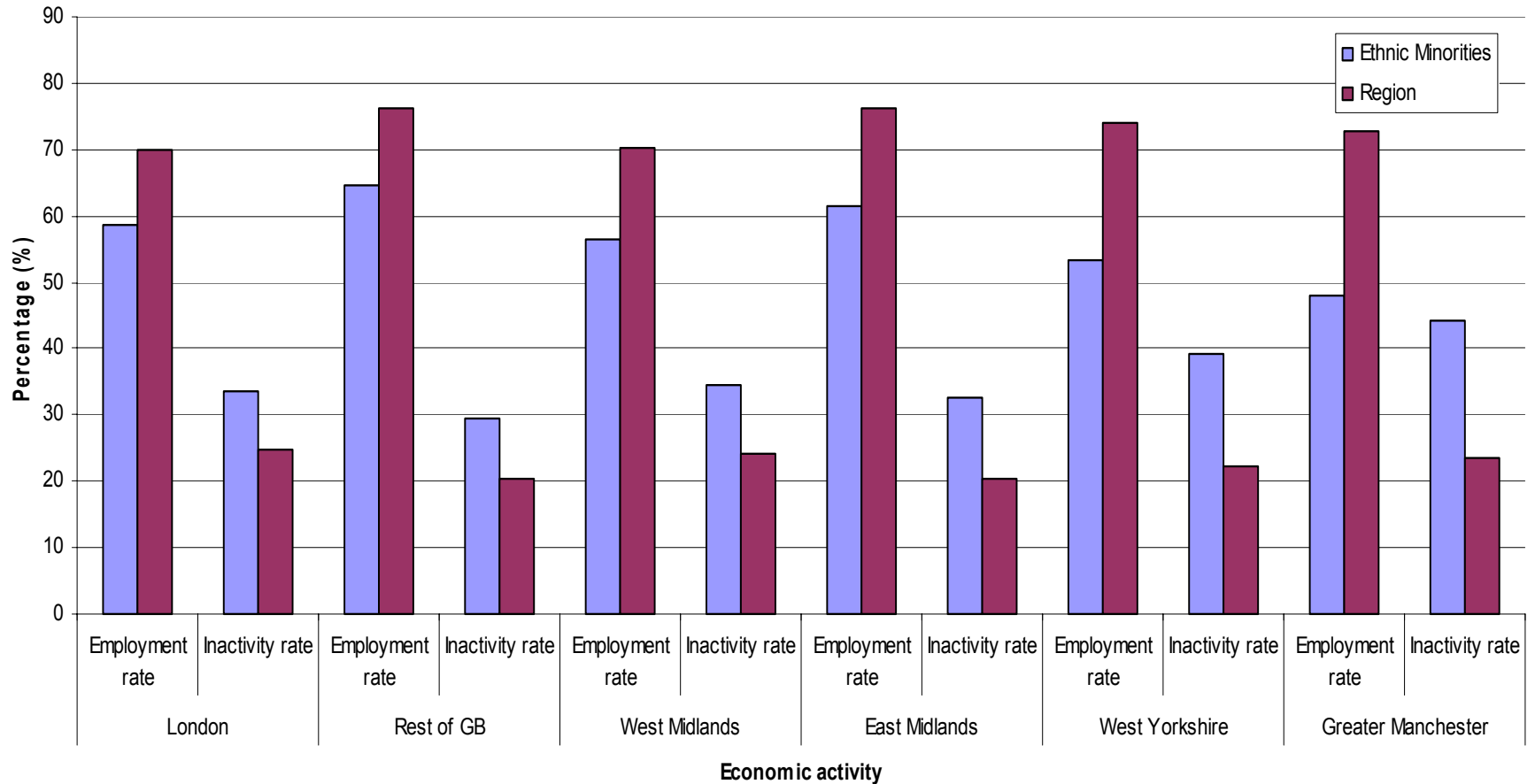
Ethnic minorities continue to experience substantial labour market disadvantage



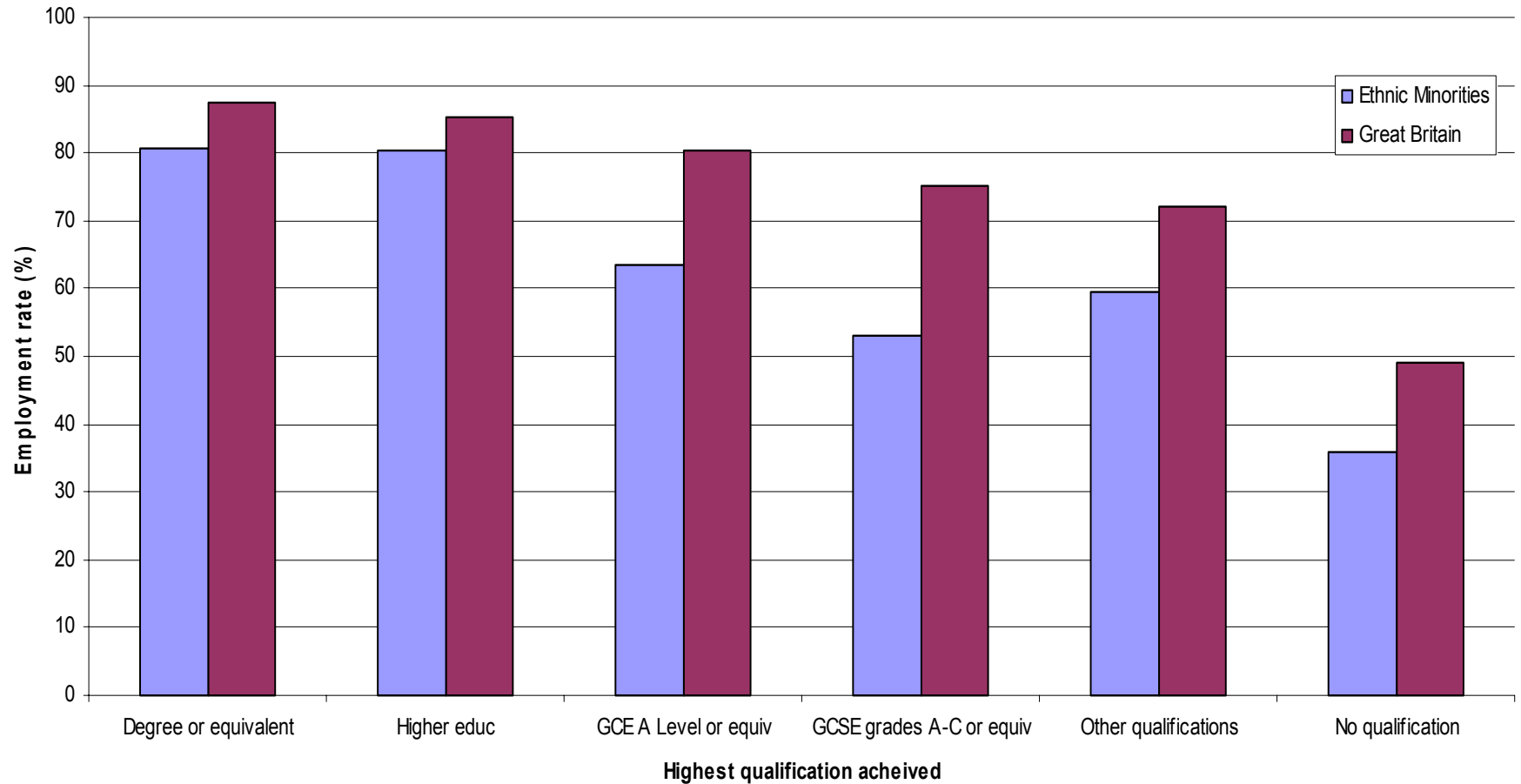
Employment rates continue to vary by ethnic group and gender



Employment rate gap exists across regions where ethnic minorities concentrate...



Employment rate gap lower for graduates





Summary

- Longstanding labour market disadvantage for ethnic minority groups, overall and to varying extent for each group
- Recent evidence of improvement in ethnic minority employment rate – equivalent to extra 58,000 ethnic minority people in employment in terms of current working age population
- Progress slow towards vision of no ethnic penalty - if ethnic minority employment rate was same as current national average then extra 490,000 employed in terms of current working age population
- Representation of ethnic minorities in working age population will continue to increase, currently 3.2m, 8.9% of total



Building Employability

- **Black Caribbean boys - lowest attainment levels**
- **Pakistani, Bangladeshi and Black African university graduates have unemployment rates that are double those of their white counterparts (HESA, 2000)**
- **Over 95.5% of white graduates are in work 6 months after leaving university. But for Black African graduates 83%, BC 87% and B/P's 82% and 80% (ibid)**
- **DFES- recs 1-7**
- **Aiming High Strategy**
- **Rec: 1 Collection of attainment data**
- **Rec: 2 Combating Racism Thematic Inspection put in place.**
- **Rec: 3 EMAG is allocated through a needs-based Formula**
- **Rec: 7 Research undertaken**



Connecting People To Work

- Job outcomes for EMs are significantly worse than for white Jobcentre Plus customers with EMs achieving 70% of the job outcomes of whites (DWP 2004)
- New Deal programmes so far have helped more than 125,000 EMs into work.
- Combined effect of unemployment and inactivity is that 73% of Pakistani females and 76% of Bangladeshi females are not in employment
- DWP delivery through Jobcentre Plus
- Rec 8: Jobcentre Plus action plan, RES and Ethnic Minority Business Focus Group
- Rec 9: Revised Performance and Resources Agreement (PRA)
- Rec 10,11: Building on New Deal (BoND)
- Rec 12: Jobcentre Plus partnerships with social housing providers



Connecting People To Work - outcomes

- **Ethnic Minority Outreach:** by the end of July 2004 over 15,000 people has started the programme and 22% had entered employment
- **Latest figures from New Deal** show that EMs achieved 78% of the job outcomes of white leavers from the NDYP
- **ND25plus and NDLP** slightly closer to parity at 87% and 84% respectively
- **The trend in performance data** has been steadily improving while the ND25+ has seen a decrease over the more recent months



Equal Opportunities in the workplace

- Persistence of 'ethnic penalty' – discrimination (residual/other factors)
- Jobcentre Plus reports in Bradford two and a half times as many job submissions per client are required for Asian applications as for whites.
- Increasing evidence of Islamaphobia
- Discrimination –DTI, HO and CRE
- Rec 17: ACAS diversity equality advisors increased from 13-21 and JCP Specialist Employer advisors introduced (39)
- Rec 20: CRE examination of award and recognition scheme
- Rec 21: NEP Fair cities project established
- Rec 24: DWP and DTI research programme underway
- Rec 25: CRE Code of Practice in Employment
- Rec 26: CRE guide for suppliers produced with CBI



Gaps and Emerging Themes

- **Building Employability**
- **Some groups are doing well, black girls, and Chinese and Indians significantly outperform their white peers.**
- **Priority for the EMTF is to monitor progress and effectiveness of these policies in closing the gap. Will the sum of these activities actually make a difference?**
- **Early years, further and higher education, adult basic skills and ESOL?**
- **Lack of skills –esp. basic skills contribute to poor work outcomes and act as a barrier to social inclusion**
- **On average EMs have lower qualifications than nationally**
- **Narrowing the skills gap?**
- **Relatively high levels of performance at the university level are not translated into employment success**



Building Employability

- **Black and Asian applicants have less prior experience of paid work, although they are more likely to take up work placements while studying, compared with white students.**
- **“Black students tell us they would like to apply to large organisations with graduate recruitment and training programmes, but unless they can see that the workforce is ethnically representative, they do not feel their applications would be welcome” (University of Greenwich)**
- **More young black men enter prison each year than enter university (Phillips 2003)**



Connecting People to work

- **Geographical disadvantage- significant factor**
- **Local Authorities with highest proportions of non-white inhabitants have lower employment rates. The 25 LAs with the highest EM proportions, in absolute terms, are home to more than half of all EMs in the country**
- **Unemployment varies between ethnic groups within a given locality despite the fact that they are each subjected to similar local economic conditions**
- **Strategy to improve deprived neighbourhoods should deliver positive employment outcomes – *we need to tap into this agenda and develop our understanding of what works and what doesn't.***
- ***How are NRF funds demonstrably helping ethnic minorities?***



Connecting People to work

- **Jobcentre Plus activity focused on improving and enhancing job search services to JSA clients**
- **This alone will not achieve a substantial narrowing of the employment gap - needs to be a greater focus on bringing inactive EMs into the labour market**
- **EMTF to consider how we reach people who are inactive**
 - **examine take up of in and out of work benefits**
 - **examine support for childcare**
 - **multiple barriers: housing, health, transport**



Connecting People to work ctd.

- **More jobs in ethnic minority areas as well as fair share of jobs going to ethnic minorities**
- **What are Regional Development Agencies doing?**
- **Role of LSPs**
- **Use of existing levers to maximise outputs e.g. local PSAs, Inspection regimes and Best Value PIs**
- **Newham council have recently agreed local employment PSA for black and EM groups gaining jobs with the council**
- **currently negotiating with LB Tower Hamlets for similar target which focuses on overall employment opportunities within the borough**



Equal Opportunities

- **Retention and progression issues – how can employers be engaged with and support to develop and promote EM employees**
- **Around 1/5 of the workforce are employed in the public sector- contribution of public sector as an employer? Lack of representation at senior levels**
- **Ample anecdotal evidence of discrimination - White candidates are 4 times more likely to get into med school than EM candidates with the same qualifications (Esmail and Everington 1993), CRE and Noon 1993)**
- **Procurement as a lever: diversity of supplier base and greater employment outcomes**



Equal Opportunities

- **Greater use of the RRAA – to support key indicators on EM representation in public authorities and Race Impact Assessments - a tool to support departmental strategic action plans**
- **Duty to promote race equality applies to procurement**
- **Greenwich council includes a specific clause in their planning agreements to secure funding and support for local training and employment initiatives. For larger housing schemes they seek financial contribution for training and employment together with on site presence for their local employment wing**



Concluding thoughts

- **Progress on employment target**
- **Joint contributions from other government departments**
- **Stakeholder group**
- **2/3rd of recommendations implemented**
- **Cannot clearly state the impact of particular policies**
- **Framework in place – needs to be populated**
- **Greater synergies and joining up – Race and community cohesion, CEHR, IPPR taskforce report**
- **Worth reminding ourselves of the overall vision and what we are trying to achieve**