

Chapter 11 - How do Scotland's Ethnic Groups Fare in the Labour Market?

Introduction

The 2011 Census collected a significant amount of detailed data on Scotland's ethnic groups across a number of key policy areas. Scottish Government equality statisticians sought to maximise use of this as the census is Scotland's richest source of ethnicity data. Following the publication of this information by National Records of Scotland (NRS), equality statisticians used this data to significantly expand the equality evidence base, adding to the ethnicity tables that NRS had already released. They produced three detailed but user-friendly reports⁵ which brought the data to life and painted a picture of ethnicity in Scotland. The following chapter highlights some of the key findings from these reports, focusing on how different ethnic groups fared in the labour market and in education.

Why is this analysis important?

The Scottish Government's Economic Strategy⁶ states that promoting equality, reflecting and understanding the diverse needs and characteristics of our people is key to fully unlocking their potential. Both promoting equality and reducing inequality are inter-linked and the Scottish Government is committed to delivering improvements in both. Addressing both will require tailored and targeted interventions.

As part of this, the Scottish Government will continue to take specific action to address the barriers that many people face accessing and progressing in the labour market and other spheres of public and economic life. This includes challenges facing women, the young workforce, disabled people, and ethnic minority groups. Its aim is to enable equal access to an increased range of opportunities while challenging bias and systemic institutional barriers.

It recognises the importance of increasing employment rates for specific groups who are disadvantaged in the labour market, including people from some ethnic minority backgrounds. Individuals from different ethnic backgrounds enrich Scotland socially, culturally and economically and the Scottish Government is committed to enabling more to access employment.

The following analysis provides detailed evidence on which such tailored and targeted policy interventions can be based. It shows how Scotland's different ethnic groups fare in the labour market and in education, highlighting positive findings but also showing the ethnic groups most likely to be economically inactive, unemployed, in low skill occupations, in the lowest social grades and have low qualifications.

Footnotes

5) ['Analysis of Equality Statistics from the 2011 Census'](#) published on the Scottish Government website.

6) [Government Economic Strategy](#) published on the Scottish Government website.

Key Findings

The analysis showed that:

- people of Polish ethnicity in Scotland were the most economically active;
- those of Indian ethnicity were the most likely to be highly qualified and working in the top professions;
- Pakistani people were the most likely to be self-employed;
- Chinese and Arab people were the most likely to be students.

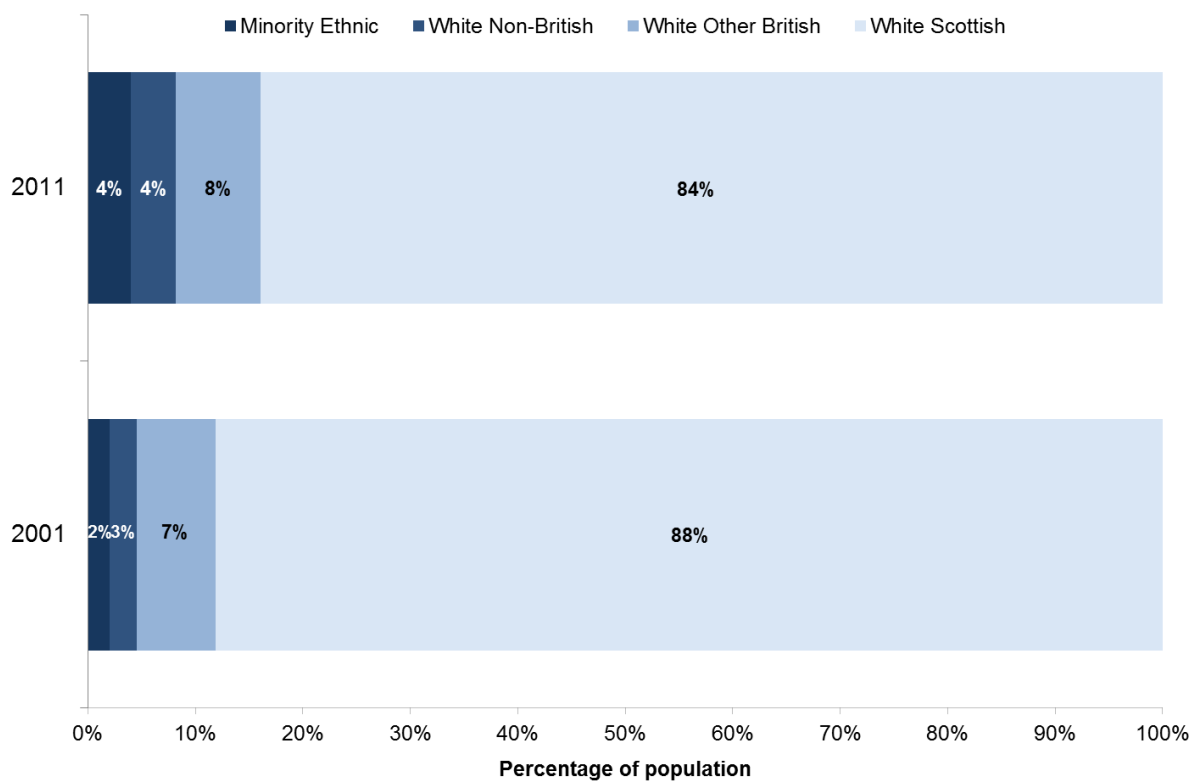
However the analysis also revealed that:

- people of Polish ethnicity in Scotland were likely to be in lower skilled employment;
- people of African ethnicity were the most likely to be unemployed;
- Gypsy/Travellers were much more likely to have never worked or work in elementary occupations and be in the lowest social grade;

Ethnic Groups in Scotland – Demographic Information

So that the analysis of the labour market and education statistics can be put in context, the following two charts illustrate the size of ethnic groups in Scotland.

Figure 11.1: Scotland's population by ethnicity, 2001 and 2011



A large majority of people in Scotland recorded their ethnicity as 'White: Scottish' or as 'White: Other British' (92 per cent), with a much smaller proportion (eight per cent) recording their ethnicity outside either of these two groups.

Scotland however was a more ethnically diverse country than it was in 2001. In the decade to 2011, Scotland's minority ethnic population doubled, from two to four per cent of the total population (from 102,000 to 211,000 people). The white non-British groups also increased, from three to four per cent of the population (127,000 to 222,000 people); and together these groups made up eight per cent of Scotland's population.

Figure 11.2: Relative size of ethnic groups in Scotland (excluding white British groups)

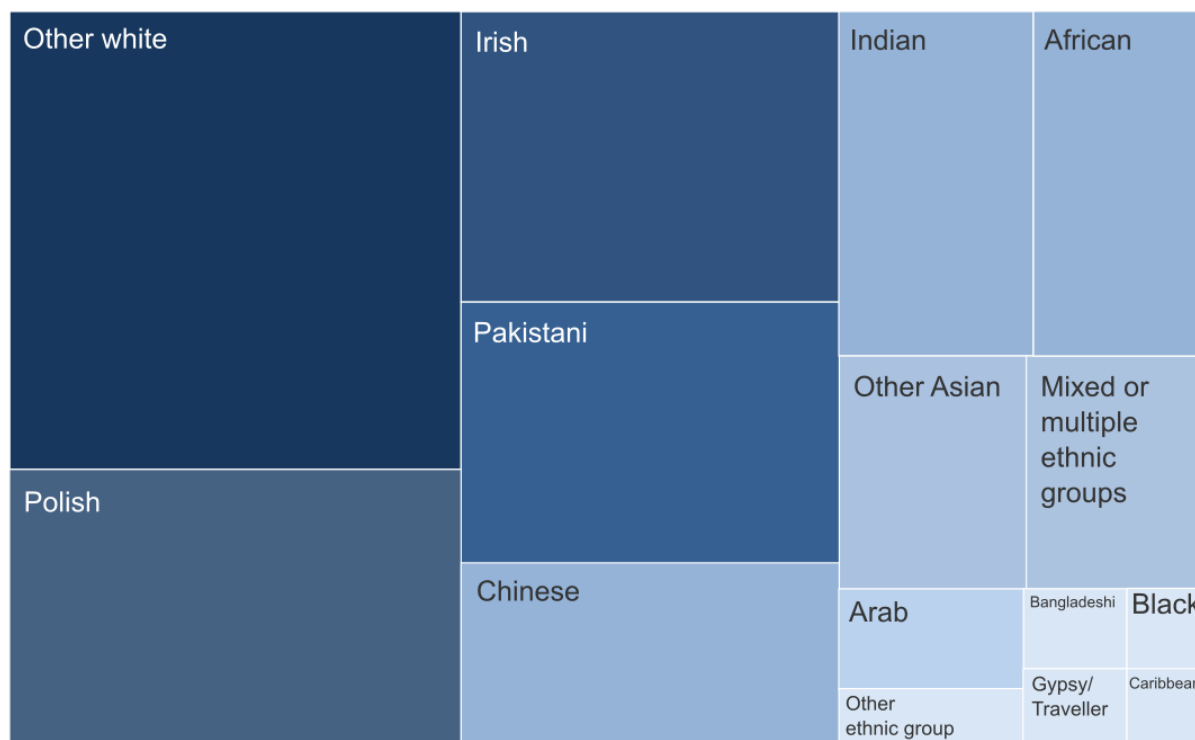


Figure 11.2 presents the relative size of ethnic groups in Scotland (excluding the 'White: Scottish' and 'White: Other British' groups). When combined, these groups made up 8 per cent of Scotland's total population.

The 'Other White'⁷ (102,000 people), 'White: Polish' (61,000 people) and 'White: Irish' (54,000 people) were the largest of these groups.

'Pakistani' (49,000 people) was the next largest ethnic group, and the largest of the Asian ethnicities, followed by 'Chinese' (34,000 people). There were roughly equal numbers of people who recorded their ethnicity as 'Indian' as there were recording their ethnic group as 'African' (33,000 and 30,000 people, respectively).

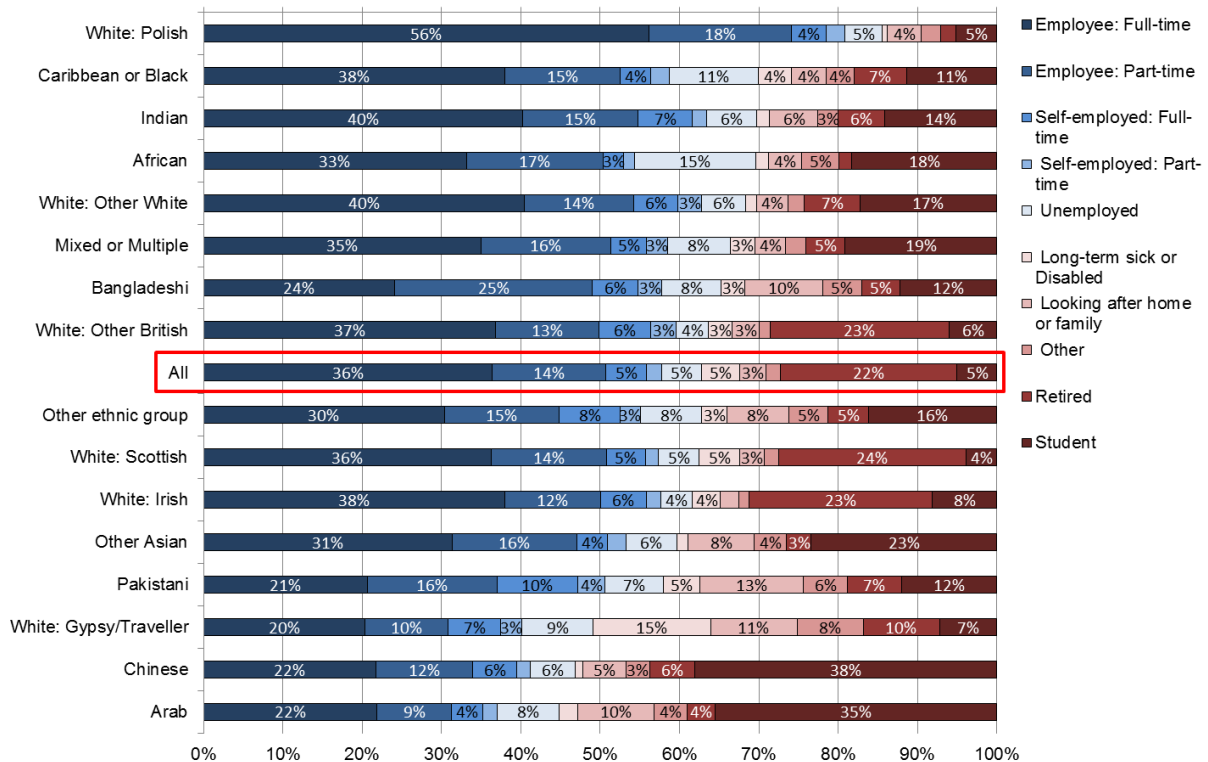
Footnote

7) The 'Other White' group included Western and Eastern Europe, North America, Baltic States, Australia and New Zealand amongst others.

The remaining ethnic groups were much smaller: the 'Bangladeshi' (4,000 people), 'Gypsy/Traveller' (4,000 people), 'Caribbean' (3,000 people) and 'Black' (2,000 people) groups were of similar size.

Ethnic Groups in Scotland – Analysis of Labour Market data

Figure 11.3: Ethnic Group by Economic Activity All People (16 years+), Scotland, 2011



Economic activity relates to whether or not a person aged 16 and over was working or looking for work in the week before the census. Rather than a simple indicator of whether or not someone was currently in employment, it provides a measure of whether or not a person was an active participant in the labour market.

Figure 11.3 shows that 63 per cent of the population were economically active and 36 per cent worked as full-time employees. 'White: Polish' people were the most likely to work full-time as an employee (56 per cent) and were also the most likely to be economically active (86 per cent).

The 'Pakistani' group reported the highest proportion of people who were self-employed (14 per cent), whilst the 'Chinese' and 'Arab' groups had the highest proportions of people who were students (38 and 35 per cent, respectively).

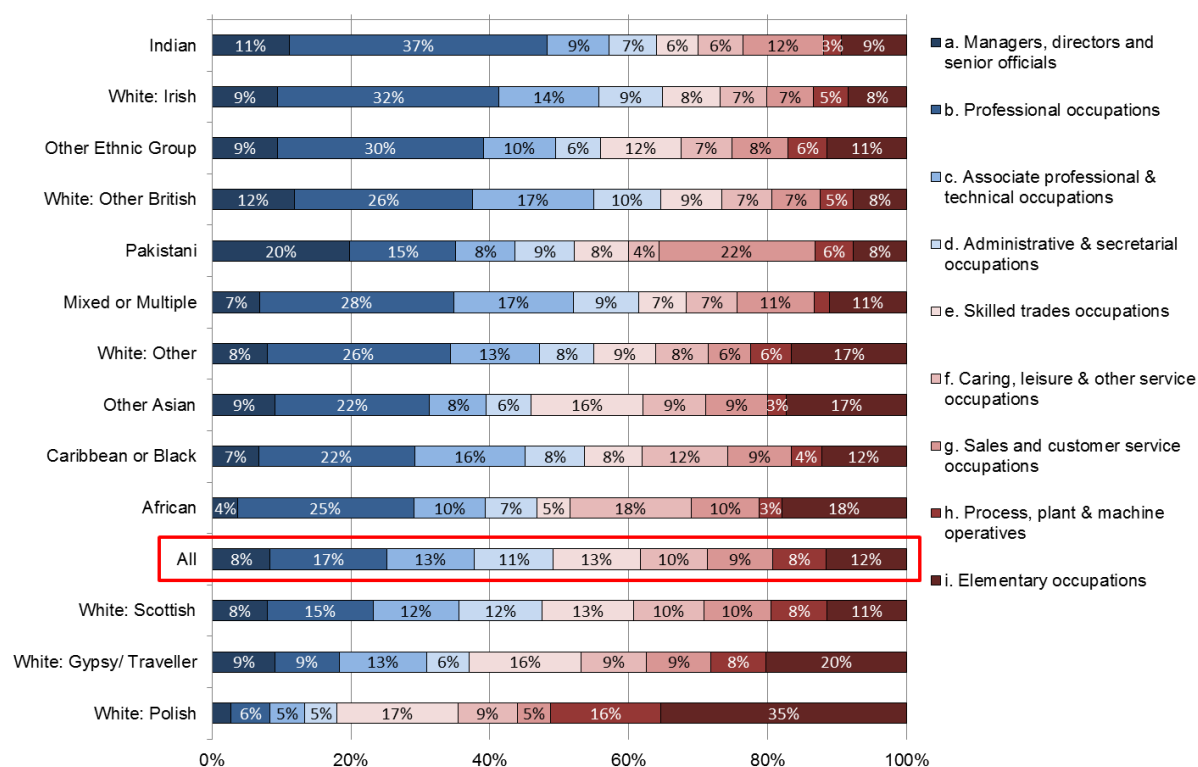
The 'White: Scottish' (24 per cent), 'White: Other British' (23 per cent) and 'White: Irish' (23 per cent) groups had the highest proportions of people who were retired.

The 'Pakistani', 'White: Gypsy/Traveller', 'Bangladeshi' and 'Arab' groups had relatively high proportions of people who were economically inactive because they were looking after home or family (13, 11, 10 and 10 per cent, respectively).

Annual Population Survey (APS)⁸ estimates showed that employment rates (for those aged 16 to 64 years) for minority ethnic groups increased by just under six percentage points over two years (from 57.1 per cent in October 2011-September 2012 to 62.8 per cent in October 2013-September 2014), a higher increase than the 1.7 percentage point seen for the population of Scotland as a whole.

It should be noted that there are a number of differences in the results from the 2011 Census and the APS. These are explained further in the [background note](#).

Figure 11.4: Ethnic Group by Occupational Group All People 16-74 years in Employment, Scotland, 2011



A person's occupational group relates to their main job and is derived from either their job title or details of the activities involved in their job.

Figure 11.4 shows that, for people aged 16 to 74 in employment, a high proportion of people from the 'Indian' group were 'Managers, Directors and Senior Officials' and 'Professionals'. Nearly half (48 per cent) of people from the 'Indian' group were in these high occupation groups, compared to a quarter of the population as a whole, and only eight per cent of people in the 'White: Polish' group.

People from the 'Pakistani' group were the most likely to be self-employed. They were also the most likely to be 'Managers, Directors and Senior Officials' (20 per cent).

Footnote

8) [Annual Population Survey \(APS\)](#) published on the Scottish Government website.

'White: Polish' people were the most likely to be full-time employees and were also the most likely to be working in 'Elementary occupations' (35 per cent), as 'Process, plant and machine operatives' (16 per cent) and in 'Skilled trades occupations' (17 per cent).

People from the 'Pakistani' group were the most likely to be working in 'Sales and Customer Service occupations' (22 per cent), while the 'African' group had the highest proportion of people working in 'Caring, Leisure & Other Service occupations' (18 per cent).

Figure 11.5: Ethnic Group by Industry All People 16-74 years in Employment, Scotland, 2011

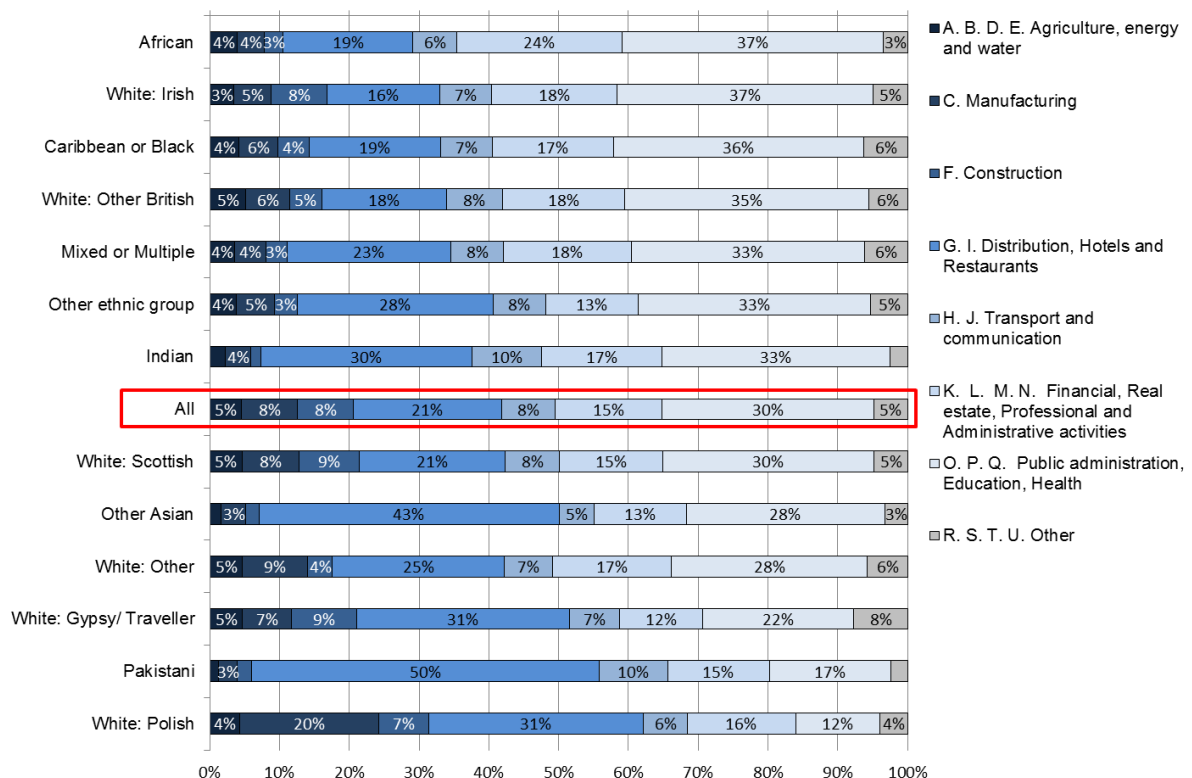


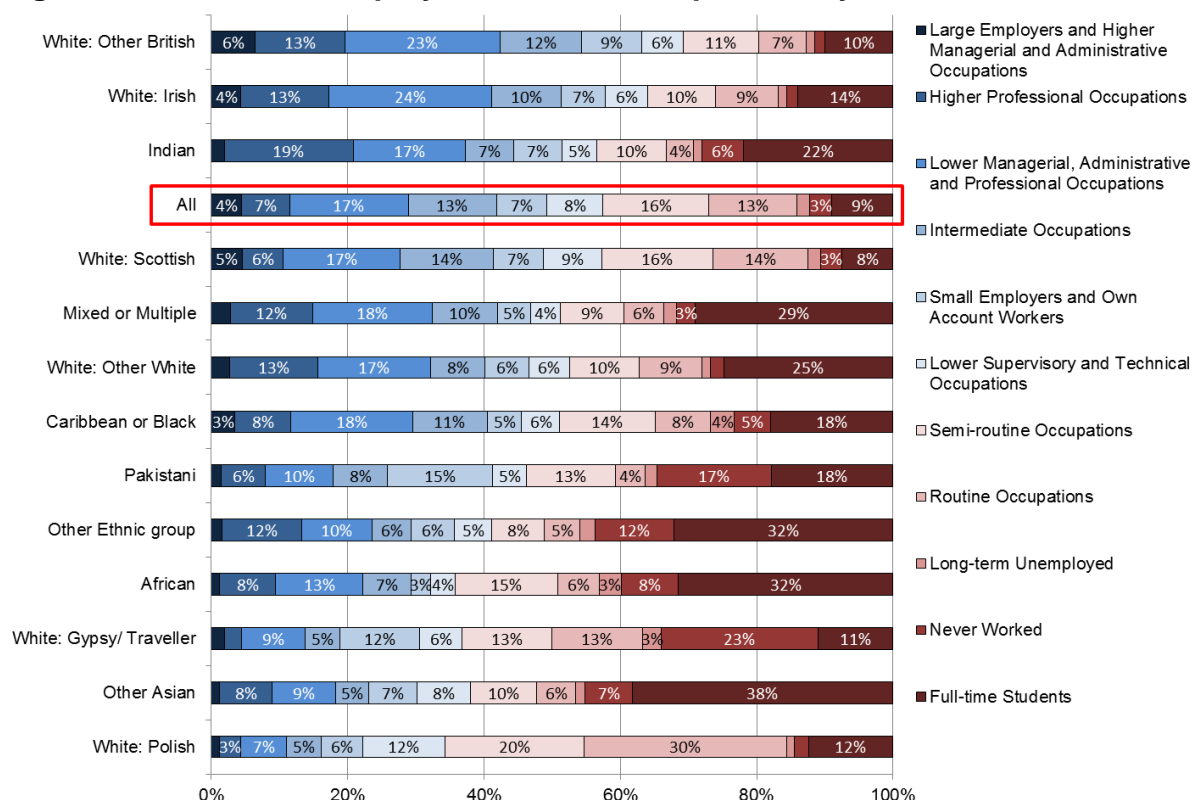
Figure 11.5 shows that the largest industries for people aged 16 to 74 years in employment were 'Public Administration, Education and Health' (30 per cent), 'Distribution, Hotels and Restaurants' (21 per cent), and 'Financial, Real Estate, Professional and Administrative activities' (15 per cent). 'Agriculture, energy and water', 'Manufacturing' and 'Construction' combined amounted to 21 per cent.

The 'White: Polish' group had the highest proportion of people who were employed in 'Manufacturing' (20 per cent).

Half of people (50 per cent) from the 'Pakistani' group worked in the 'Distribution, Hotels and Restaurants' industry, which was also the predominant industry for the 'Other Asian' group (43 per cent).

The 'African' and 'White: Irish' groups were the most likely to be employed in 'Public Administration, Education and Health' (37 per cent).

Figure 11.6: Ethnic Group by NS-SeC, All People 16-74 years, Scotland, 2011



The National Statistics Socio-economic Classification (NS-SeC) provides an indication of socio-economic position based on occupation. It is an Office for National Statistics (ONS) standard classification.

Figure 11.6 shows that the 'White: Other British' group had slightly higher representation than the 'White: Irish' and 'Indian' groups in the three highest NS-SeC groups.

Around a quarter (23 per cent) of people who identified as 'White: Gypsy/Traveller' had never worked; this proportion was considerably higher than the other ethnic groups presented in the chart.

The 'White: Polish' group had the highest proportion of people in 'Routine Occupations' (30 per cent); this was over double the proportion reported for the population as a whole.

Relatively high proportions of the 'Other Asian', 'African', 'Other Ethnic group' and 'Mixed or Multiple' groups were full-time students (38, 32, 32 and 29 per cent, respectively).

Figure 11.7: Ethnic Group by Hours Worked All People 16-74 years in Employment (excluding Full-Time students), Scotland, 2011

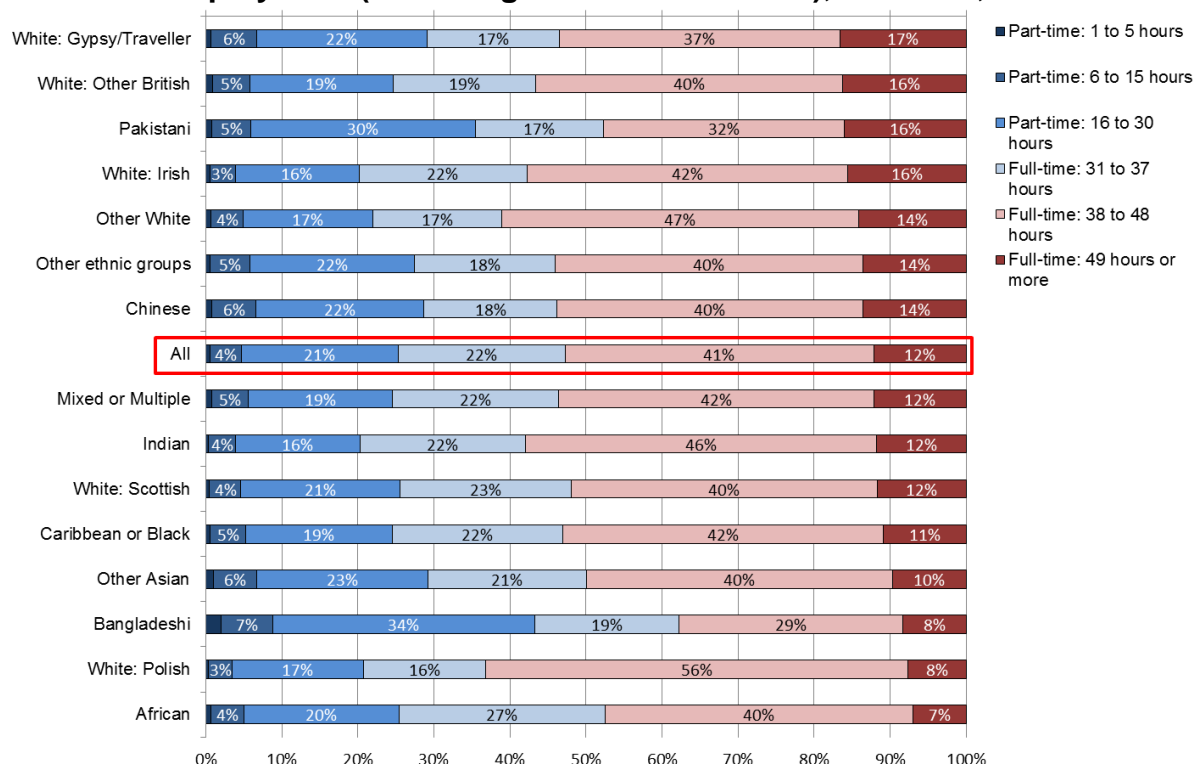
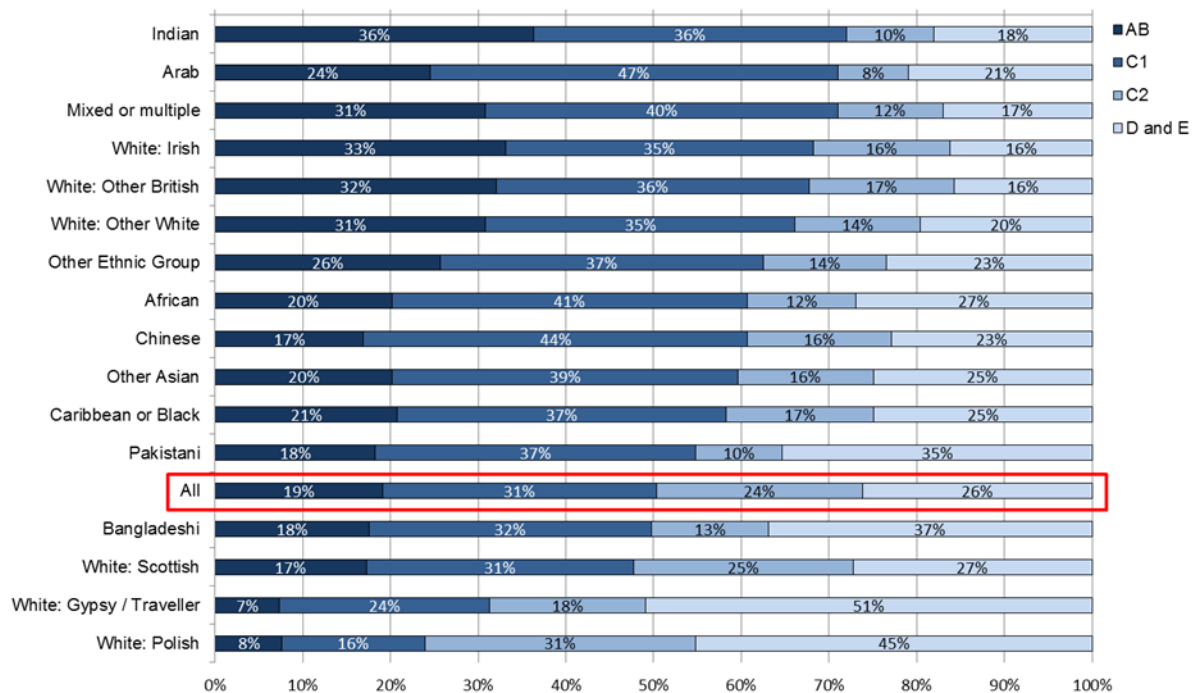


Figure 11.7 shows that people who were in employment were most likely to work between 38 and 48 hours per week (41 per cent). Around a fifth (22 per cent) of people worked between 31 and 37 hours, with a similar proportion (21 per cent) working part-time, between 16 and 30 hours per week. Twelve per cent of people worked longer hours, of 49 or more hours per week.

The 'White: Gypsy/Traveller', 'White: Other British', 'White: Irish' and 'Pakistani' groups had the highest proportions of people working long hours of 49 or more hours per week (17, 16, 16 and 16 per cent, respectively).

People from the 'Bangladeshi' group who were in employment were most likely to work between 16 and 30 hours per week (34 per cent), and over half (56 per cent) of the 'White: Polish' group worked longer hours of between 38 and 48 hours per week.

Figure 11.8: Ethnic Group by Social Grade All People in Households 16-64 years, Scotland, 2011



Note
 AB Higher and intermediate managerial/administrative/professional, C1 Supervisory, clerical, junior managerial/administrative/professional, C2 Skilled manual workers, DE Semi-skilled and unskilled manual workers; on state benefit, unemployed, lowest grade workers.

Social grade is the socio-economic classification used by the Market Research and Marketing Industries, most often in the analysis of spending habits and consumer attitudes. Although it is not possible to allocate social grades precisely from information collected in the 2011 Census, the Market Research Society has developed a method for using census information to provide a good approximation of social grade.

Figure 11.8 shows that the 'Indian' group had the highest proportion of people (36 per cent) in the highest social grade, 'AB'. This compared to under a fifth (19 per cent) of the population.

The majority (51 per cent) of the 'White: Gypsy/Traveller' group were classified as being in the lowest social grades, 'D and E'. This was the highest proportion across all ethnic groups presented in the Figure 11.8, followed by the 'White: Polish' group (45 per cent). Around a third of the 'Bangladeshi' and 'Pakistani' group were also in this grade (37 and 35 per cent, respectively).

Almost half (47 per cent) of people in the 'Arab' ethnic group were classified as a 'C1' social grade.

Ethnic Groups in Scotland – Analysis of Education data

Figure 11.9: Proportion of all people aged 16-24 years who were full-time students, by Ethnic Group, Scotland, 2011

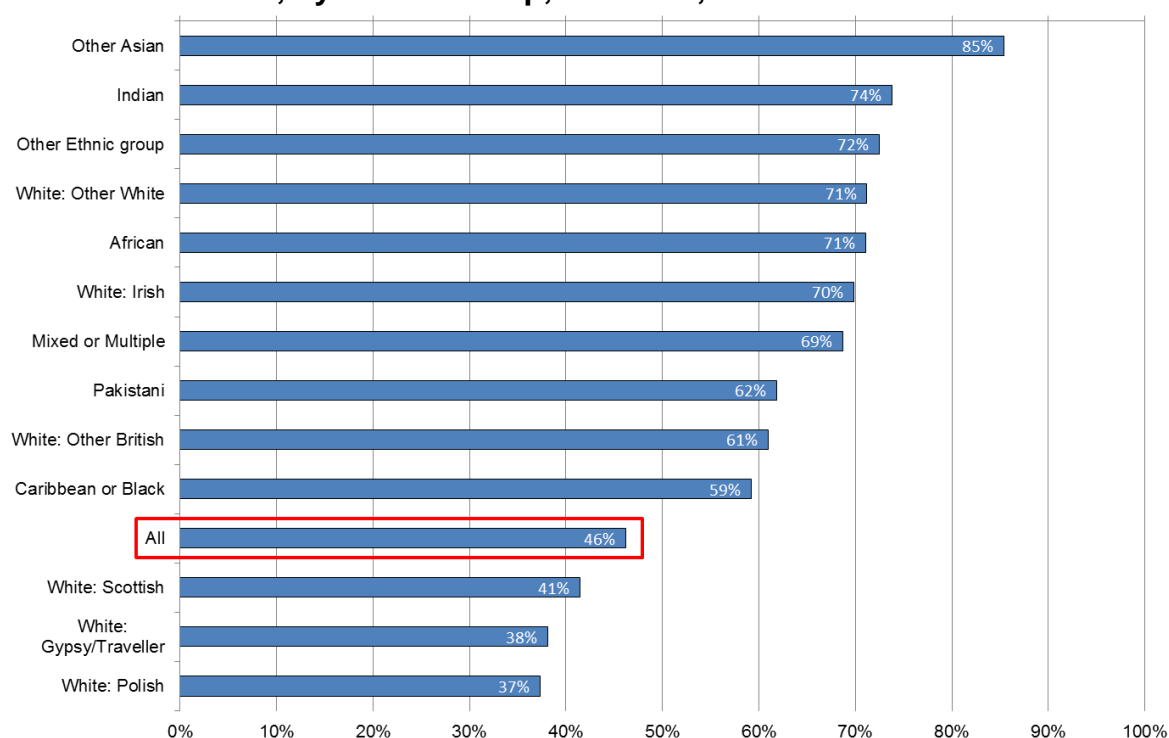


Figure 11.9 shows that almost half (46 per cent) of the population aged 16 to 24 years were full-time students. Most groups recorded a higher proportion of full-time students than the 'White: Scottish' group (41 per cent) - only the 'White: Gypsy/Traveller' (38 per cent) and 'White: Polish' (37 per cent) groups recorded a lower proportion.

The 'Other Asian'⁹ group reported the highest proportion of young people who were full-time students (85 per cent), followed by the Indian group (74 per cent).

Footnote

9) The 'Other Asian' group includes 'Chinese' and covers all Asian ethnic groups except 'Indian' and 'Pakistani'

Figure 11.10: Ethnic Group by Highest Level of Qualification All People (16 years+), Scotland, 2011

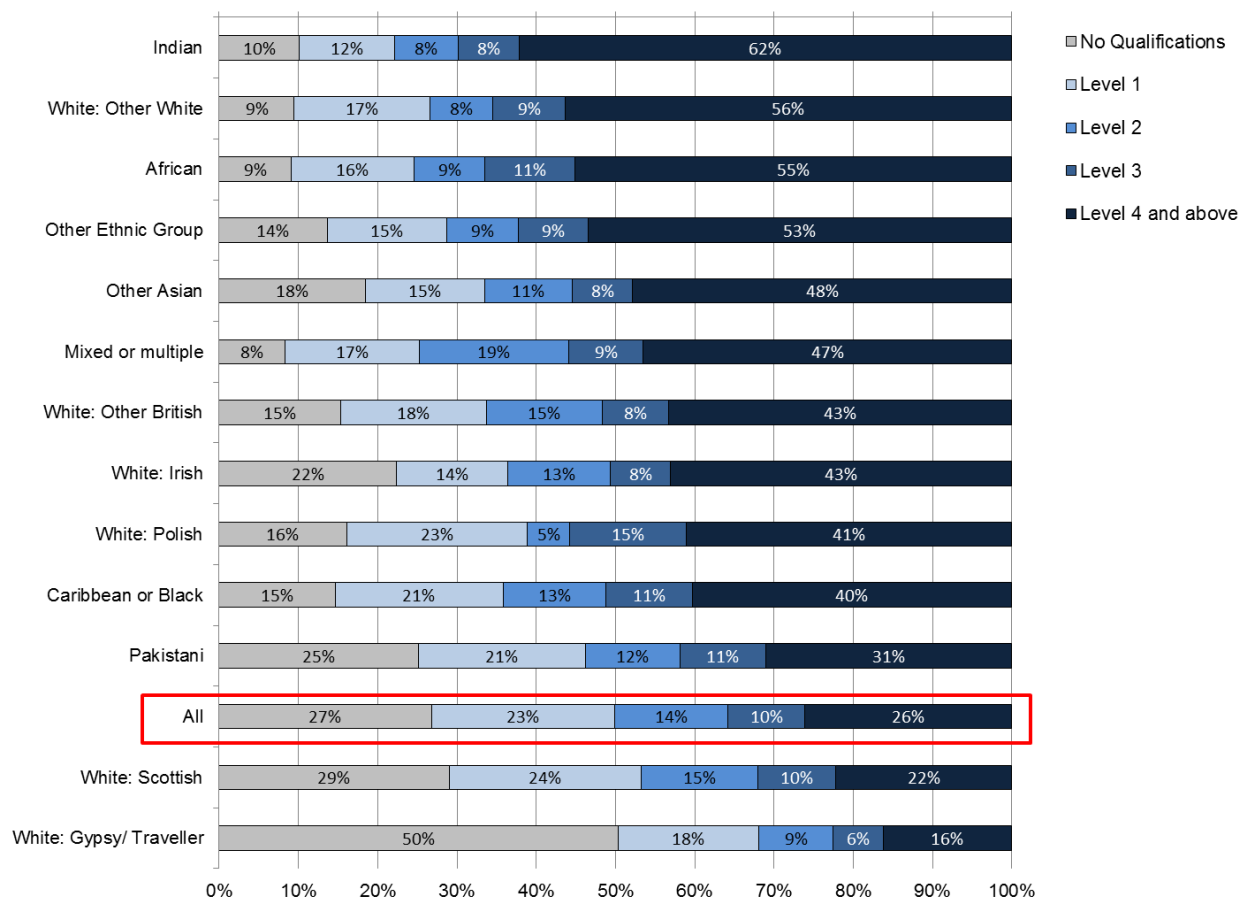


Figure 11.10 shows that people from minority ethnic groups tended to have higher qualification levels than the 'White: Scottish' group.

For those aged 16 and above, 'Indian' people were the most likely to be highly qualified; 62 per cent had a 'Level 4 and above' qualification (degree level and above). In the population as a whole, only a quarter (26 per cent) of people held a 'Level 4 and above' qualification.

Half of people in the 'White: Gypsy/Traveller' group had no qualifications (50 per cent). This was the highest proportion of the ethnic groups presented in the chart and around double the rate in the population as a whole.

'Summary Statistics For Attainment, Leaver Destinations And Healthy Living, no. 4: 2014 Edition - Attainment and Leaver Destinations'¹⁰ showed that most minority ethnic groups had a higher proportion of school leavers who had attained higher levels of qualification compared to the 'White: Scottish' group.

Footnote

10) [Summary Statistics For Attainment, Leaver Destinations And Healthy Living, no. 4: 2014 Edition - Attainment and Leaver Destinations](#) published on the Scottish Government website.

Ethnic Groups in Scotland – Analysis of Travel to Work data

Figure 11.11: Ethnic Group by Method of Travel to Work All People 16-74 years in Employment (excluding Full-Time students), Scotland, 2011

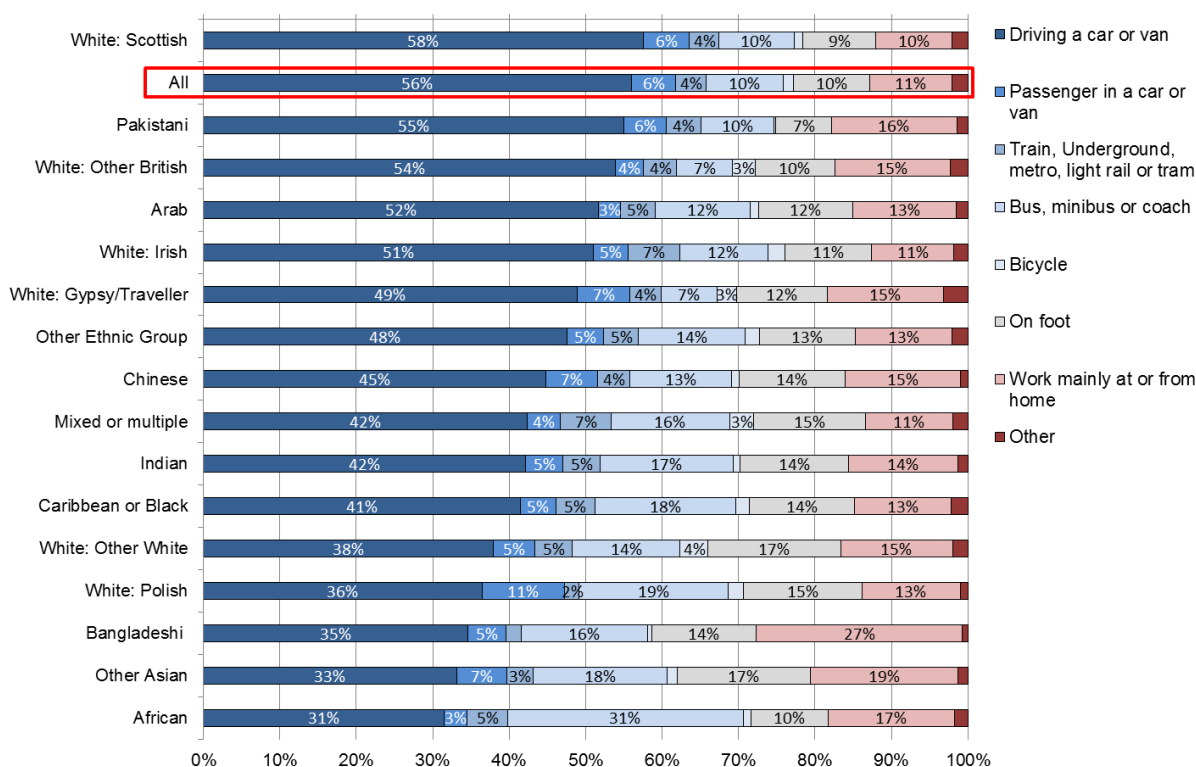


Figure 11.11 shows that the majority of people in employment drove to work (56 per cent). All of the other modes of transport were much less common with only a tenth of people using the bus and a similar proportion walking. A further tenth worked mainly at or from home.

Only the 'White: Scottish' group had a higher than average proportion of people who drove to work (58 per cent). People who recorded an 'African' ethnicity were the least likely to drive to work (31 per cent); this group were most likely to take the bus (31 per cent). The 'Bangladeshi' group were the group most likely to work mainly at or from home (27 per cent).

It should be noted when considering this analysis that minority ethnic groups are more likely to live in urban areas and are less likely to have access to a car or van.

Summary of the Findings by Ethnic Group

The following pulls together the information from the analysis to provide a summary of how some of Scotland's largest ethnic groups fare:

Polish people were Scotland's most economically active, with a high proportion in employment and low numbers of unemployed and retired people. They were however most likely to be in elementary and low skill occupations, despite higher than average qualifications, and this led to them having a high proportion in the

lowest social grade. Younger Polish people were also the least likely to be full-time students. The majority of the group were aged 20 to 34 and many were new to Scotland, having arrived since 2004.

Indian people fared well in the labour market, with a high proportion economically active and in the top professions. This led to them being the group with the highest proportion of people in the top social grade. The group had a fairly young age profile with a cluster around the younger working age groups 20 to 39. There were low proportions of children and retired people. This group also recorded a high proportion of students and the highest proportion of people with degree level qualifications.

Pakistani people had the highest rate of self-employment. They also however recorded a relatively high rate of economic inactivity, with a high proportion looking after home or family. They had a younger than average age profile, which was different to that of the Indian group due to higher proportions of children and teenagers.

Over a third of Chinese people in Scotland were students and a further third were employees. A large proportion of Chinese people in Scotland were aged 20-24.

African people in Scotland had the highest unemployment rate at 15 per cent. They were however more likely than the population to be in the AB and C1 social grades. With a much younger age profile than the Scotland average they were much more likely to be students and much less likely to be retired.

Gypsy/Travellers were much more likely to have never worked or work in elementary occupations and be in the lowest social grade.

Background Note

Scottish Government equality statisticians worked in partnership with NRS statisticians to produce this analysis.

This chapter presents an analysis of ethnicity in the 2011 Census. It is intended as an overview and does not represent a definitive analysis of ethnicity in Scotland. Comparisons have been made to highlight differences both between and within the different ethnic groups.

There are many important inter-relationships between ethnicity and other variables that could not be examined, either due to limitations of Census data or time constraints. In addition, the report does not try to provide commentary on the causes and background to the differences illustrated. The intention is that the report should stimulate discussion by highlighting interesting differences between people of different ethnicities.

The ethnicity question asked in the 2011 Census aimed to classify people according to their own perceived ethnic group and cultural background. The question asked 'What is your ethnic group?' and required each person in Scotland to provide one

response only. The response categories that changed between 2001 and 2011 were as follows:

Separate tick boxes were added for 'White: Gypsy/Traveller' and 'White: Polish'. 'African' was included as a separate section, whereas in 2001 'African' was a tick box within the wider 'Black' section. 'Arab' was added as a category within the 'Other' section.

Where the term 'minority ethnic' is used, this refers to people who ticked a box outside of the 'White' section.

Labour Force Survey (LFS) / Annual Population Survey (APS): There are a number of differences between the outputs from the 2011 Census and the Labour Force Survey (LFS), which occur for various reasons. These include coverage and data collection differences, handling of proxy responses, coding and classification differences, sampling variability (for the LFS) and the self-completion nature of the census.