

Race inequality in the workforce:

Analysing the state of play in the coronavirus economy





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Trust and
Fulfilling Work

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Current strategic plan:

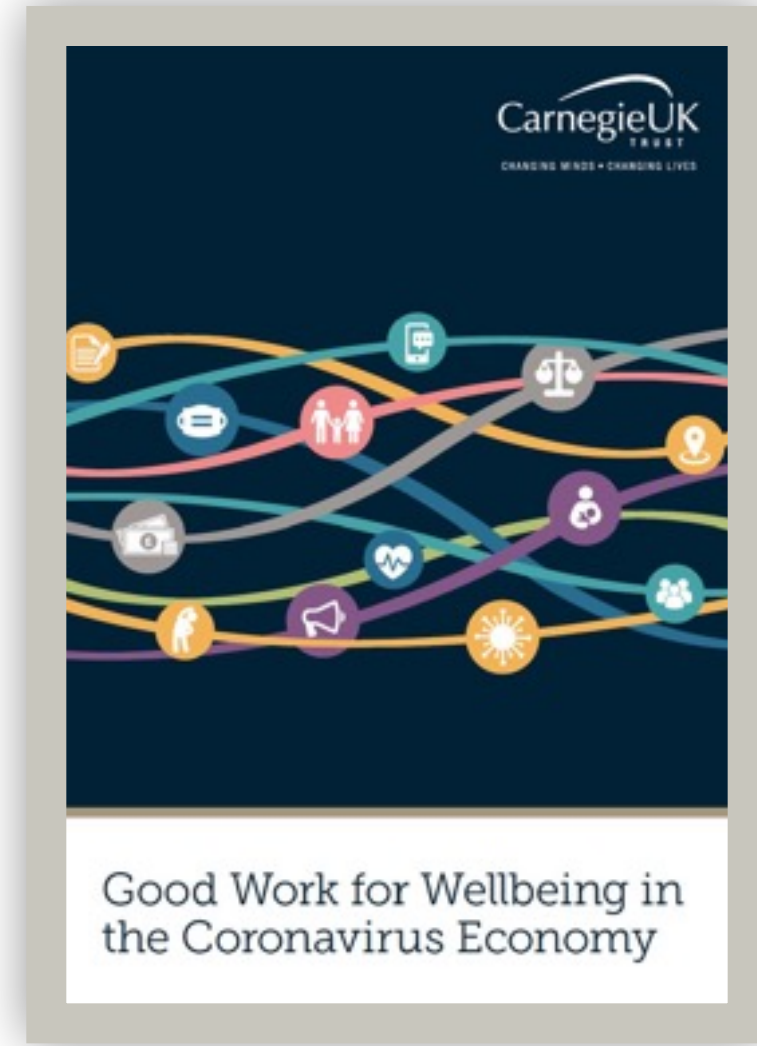
- Fulfilling Work
- Digital Futures
- Embedding Wellbeing


- Flourishing Towns

“Since its creation by Andrew Carnegie in 1913, the Trust has worked with many partners in the UK and Ireland to help build our modern society - promoting policy change, creating new organisations, and supporting innovative practice.”

➔ Fulfilling Work

- What is good work?
- How do you measure it?
- How do you retain a focus on job quality in the coronavirus context?





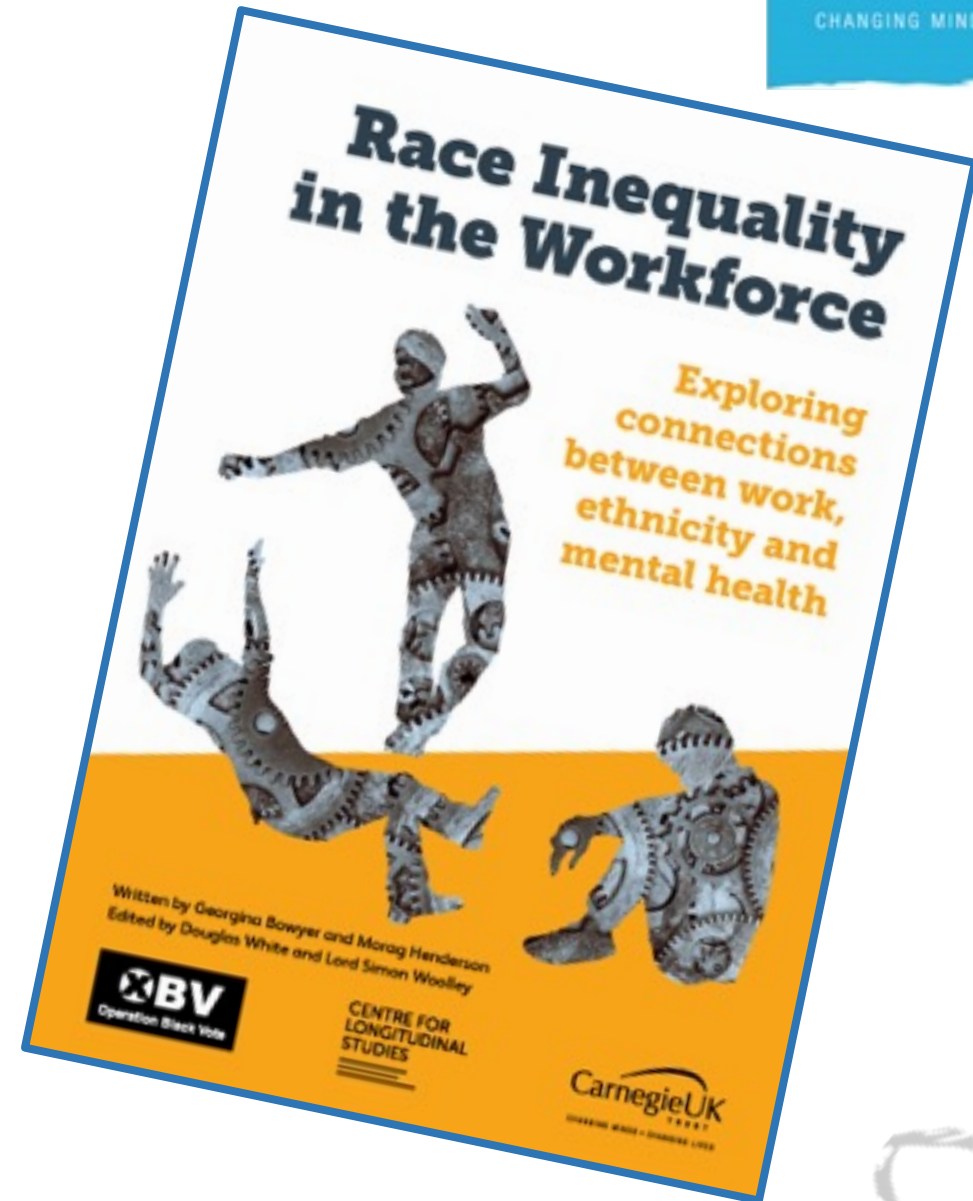
Race Inequality,
Work
and
Covid-19

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Race inequality in the workforce

March 2020 report found that:

- BAME young adults are 58% more likely to be unemployed
- BAME young adults are 47% more likely than White young adults to be on a zero hour contract
- There are significant links between employment status and poor mental health



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Aiming to assess impacts on job quality for ethnic minority workers.

Terms of employment

Job security
Minimum guaranteed hours
Underemployment



Health, safety and psychosocial wellbeing

Physical health and injury
Mental health



Social support and cohesion

Peer support
Line manager relationship



Work-life balance

Over-employment
Overtime



Pay and benefits

Pay (actual)
Satisfaction with pay



Job design and nature of work

Use of skills
Control
Opportunities for progression
Sense of purpose



Voice and Representation

Trade union membership
Employee information
Employee involvement



Findings part 1

Covid-19 has impacted specific groups in the labour market more than others, including those with an ethnic minority background.

* BAME workers are over-represented in **key worker** categories (and key workers are more likely to be low-paid)

→ 14% of key workers are from BAME backgrounds compared to a workforce average of 12% (ONS)

* BAME workers are more likely to be working on **precarious contracts**

→ Including in sectors that are also 'frontline' (e.g. delivery drivers)

Findings – part I continued

- * BAME workers are more likely to be working in **'shut-down' sectors**

- Over a quarter (27%) of the workers in the passenger transport sector are from a BAME background (ONS LFS)

- 34% of vulnerable jobs in the accommodation and food sector are done by 16 to 24-year-old workers, 16% of whom are from a BAME background (ONS LFS)

- * BAME people are more likely to be **unemployed** (and there are some suggestions they are more likely to be made redundant)

- 4.5% for people from a White ethnic background compared to 8.5% for people from minority ethnic backgrounds (ONS)

Findings part 1 continued

BAME workers are over-represented in jobs which carry a higher degree of exposure to the virus.

*BAME workers are over-represented in roles shown to have the highest rates on Covid-19 deaths, such as care workers, taxi and cab drivers, security guards, and sales and retail assistants
(ONS)*



Findings part 2

Evidence suggests BAME workers are more likely to be allocated to roles or tasks within their work which risk additional exposure to Covid-19.

Examples of evidence: Nursing
Times, ITV News survey

Job quality dimension: Health, safety
and psychosocial wellbeing



Findings part 3

There is also evidence that BAME workers feel less able to speak up when they are being treated unfairly.

Examples of evidence: Channel 4,
Unison in Scotland and TUC surveys

Job quality dimension: Voice and
representation






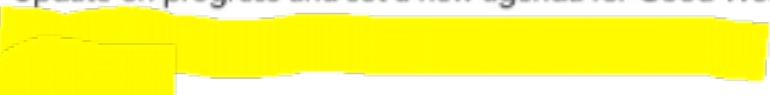
Recommendations

Recommendations

Supporting jobs and incomes

- 1 
- 2 Strengthen the labour market safety net
- 3 Learn and adapt continuously

A renewed focus on good work

- 4 Good work at the heart of the recovery
- 5 Update on progress and set a new agenda for Good Work
- 6 
- 7 Target improvements for social care workers
- 8 A new, national system for measuring good work

Promoting and incentivising good work

- 9 Use points of leverage to support employers to deliver good work
- 10 Assess potential for conditionality within COVID-19 support packages
- 11 Procuring for good work
- 12 Employer organisation support for good work
- 13 Local action


Good work and economic recovery

- 14 A revised Industrial Strategy
- 15 Understand how good work supports productivity

Terms of employment

- 16 
- 17 Encourage employers to offer Living Hours

Pay

- 18 Deliver on the 2024 minimum wage target
- 19 Protect low paid workers' incomes now
- 20 

Skills and training

- 21 Continue to invest and innovate in supporting skills


Health

- 22 

Job design and work-life balance

- 23 Assess the impact and implications of the pandemic for remote and flexible working
- 24 Employer evaluations of flexible working
- 25 Building good job design across the whole labour market

Voice and Representation

- 26 Assess employee consultation during the pandemic
- 27 
- 28 Improve consultation guidance
- 29 Build on approaches to consultation from the pandemic
- 30 A greater role for the Advisory, Conciliation and Arbitration body (Acas)

Building the movement for good work

- 31 Celebrate good practice
- 32 Civil society support

Race inequality in the workforce:

Tailored recommendations

- 1 A multi-year jobs plan
- 2 Put disadvantaged workers at the centre of a new good work plan
- 3 A new, national system for measuring good work
- 4 Use points of leverage to support employers to deliver good work
- 5 Employer organisation support for good work
- 6 Equalities pay reporting
- 7 Continue to invest and innovate in supporting skills
- 8 A new approach to health at work
- 9 Tackle one-sided flexibility
- 10 Commission on Race and Ethnic Disparities ★
- 11 Delivery on existing proposals ★



Actions that organisation's can take

1. Build awareness of any potential inequalities in your organisation

- Look at your organisation's data
- Look at staff surveys
- Consider facilitating conversations / consultations / workshops

2. Make use of existing guidance and support offered through employer bodies

3. Make a commitment

- * Attitude and behaviour of leaders and managers is key
- * Join the BITC Race at Work Charter or equivalent

4. Share stories

- * Good practice
- * Learning

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