



Access to the Labour Market

Some statistical
comparisons of
African and Caribbean
experiences

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Headline Labour Market features

- In the July-Sept 2012 Labour Force Survey (LFS), reported on quarterly by the ONS, it was showed that while the UK unemployment rate fell to 8.1% and in London to 9.2%¹, the black unemployment rate stood at 16% overall in contrast to 7.4% of whites².
- Black men and Bangladeshi women fare worse, with black men representing 17.5% of the unemployed compared to 8.0% of white men and Bangladeshi women standing at 29.5% compared to white women at 6.8%³.
- As Table 1 shows, proportionately more Africans than Caribbeans are employees and more likely to be self-employed (51% and 5.1% compared to 50.2% and 4.8%);
- More Caribbean women are employed than African women (52.5% compared to 46%) and more likely to be self-employed (3.7% compared to 3.3%)

Table 1: Employee compared to self-employment by gender and ethnicity: 2011

	Caribbeans (%)		Africans (%)	
	Employees	Self-employed	Employees	Self-employed
All	50.2	4.8	51	5.1
Male	48.2	6.3	56.2	7
Female	52.5	3.7	46	3.3

Source: Based on 2010 LFS National Statistics (created 2011)

To what extent does holding a degree (or its equivalent) enhance the chance of employment?

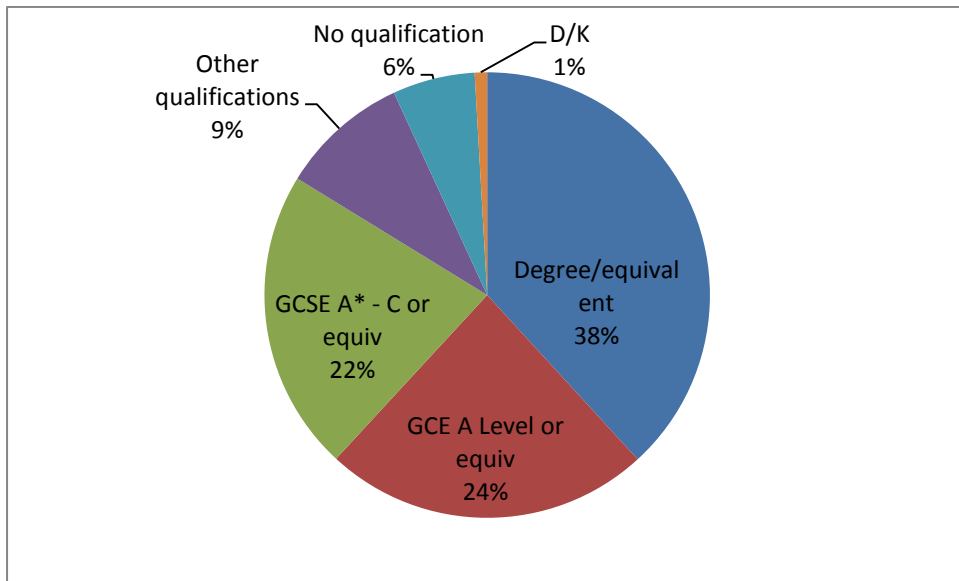
- Recent data from ONS indicate that 38% of those in work have a higher education qualification or degree and that those with no qualification comprise 6% of the workforce. In terms of employment prospects, it seems you are more likely to secure employment if you have a higher education qualification than other types of qualification (including A Levels: 24%. See Fig 1).
- 3% Black British in employment hold a degree (Fig 2) compared to 8% of Asians with a degree.

¹ Figures based on 12 months to June 2012 for London and the Annual Population Survey for other areas cited on LSEO, October 2012

² LFS, July – Sept 2012, October 2012: www.ons.gov.uk

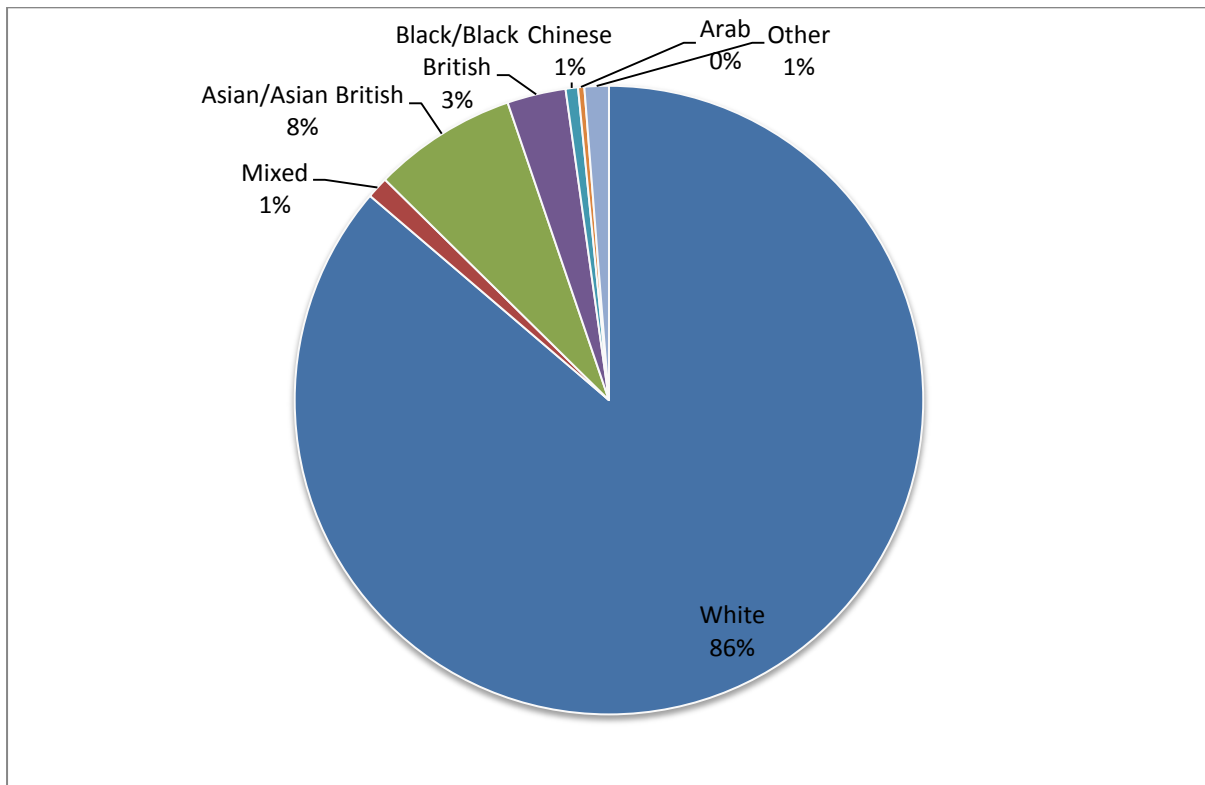
³ LFS, op cit

Fig 1: Employment by level of qualifications: 2011



Source: Office For National Statistics, Created: 31/08/2012.

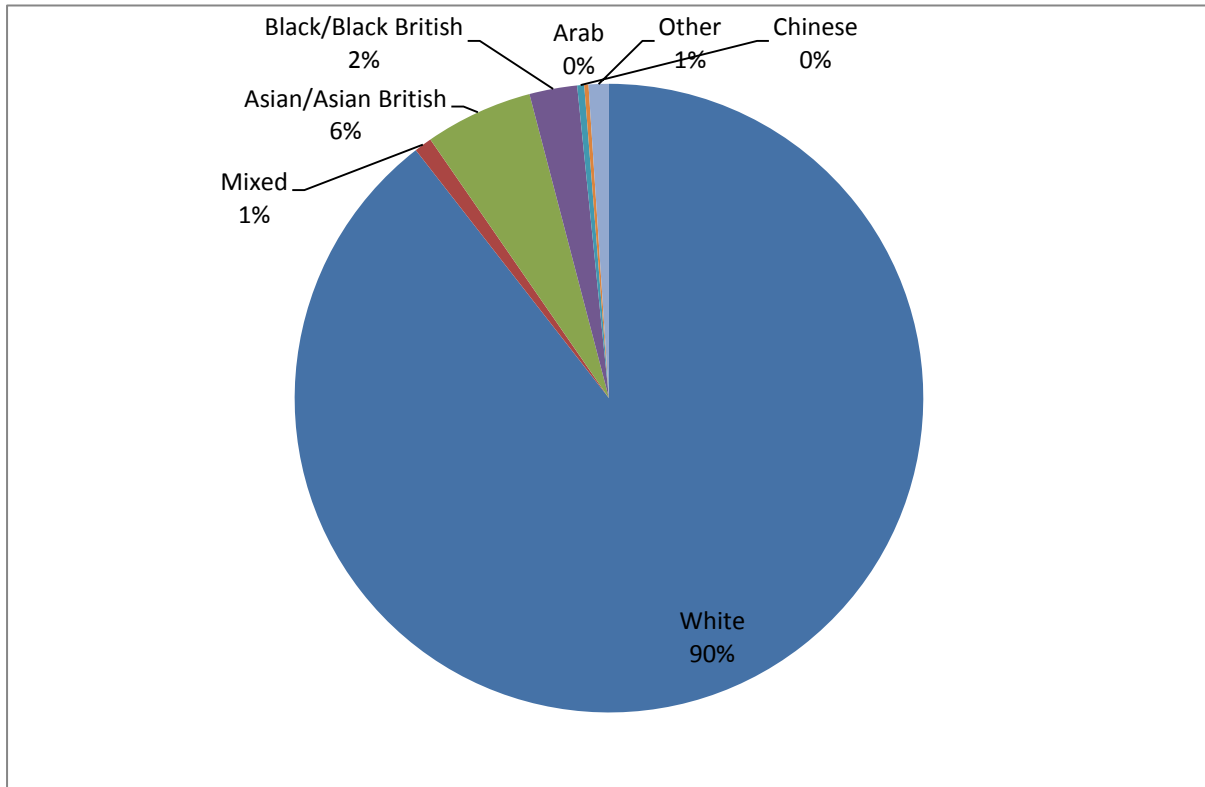
Fig 2: Proportionate split of those in employment holding a degree by ethnicity: 2011



Source: ONS, 31st August 2012

- According to the ONS data, 2% of the Black/Black British population of working age (16 – 64yrs) are in employment (Fig 3), which compares less favourably with Asians, who comprise 6% of the work force. Compared to their respective demographic profile, Black people comprise 3.4% in contrast to Asians who comprise 6.8% - statistically twice the size of the Black population⁴.

Fig 3: Ethnic split across 16 – 64yrs in employment: 2011



Source: ONS, 31st August 2012

While there is an acknowledgement that the holding of a degree (or its equivalent) offers good employment prospects, how do Caribbeans and Africans compare in terms of participation at higher education institutions?

- As Table 2 shows, in 2010/11, there were 113,155 students of African and Caribbean heritage attending universities who were resident in the UK (i.e. excludes overseas students) and includes those on post graduate and research programmes.
- There are significantly more Africans attending universities than those of Caribbean heritage – whether part-time or full-time (72% of all black African and Caribbean population);
- The black African student population were two-and-a-half times the size of the black Caribbean student population (82,020 compared to 31,135), with more women overall than men attending universities: 59% compared 41%.
- Caribbean women outnumbered Caribbean men in universities by 2:1 significantly more than the difference between African women and African men (56% compared to 44%)

⁴ See BTEG's Statistical Digest – Census 2011: www.bteg.co.uk

Table 2: Participation in HE by level, gender and ethnicity (2010/11)

	Caribbeans (actual)		Africans (actual)		Total
	Full-time	Part-time	Full-time	Part-time	
All	18970	12165	56110	25910	113155
Male	6435	3450	24830	11475	46190
Female	12535	8715	31280	14435	66965

Source: HESA, 2011

- As Table 3 and Fig 4 illustrate, Caribbean undergraduates (part-time and full-time) represent 2% of all undergraduates in 2010/11 compared to 4% of Africans (26,995 compared to 68,500). In terms of all Black undergraduates in 2010/11, Caribbeans represent 28% of the cohort, which is to say, one out of every 4 black undergraduates are of Caribbean heritage!
- At Annex 1, over the three years to 2010/11, the rate of increase across all ethnic groups indicates that black Caribbeans had the second lowest rate of increase of 119% compared to Pakistanis at 158%, Indians at 155% and Mix heritage at 152%.

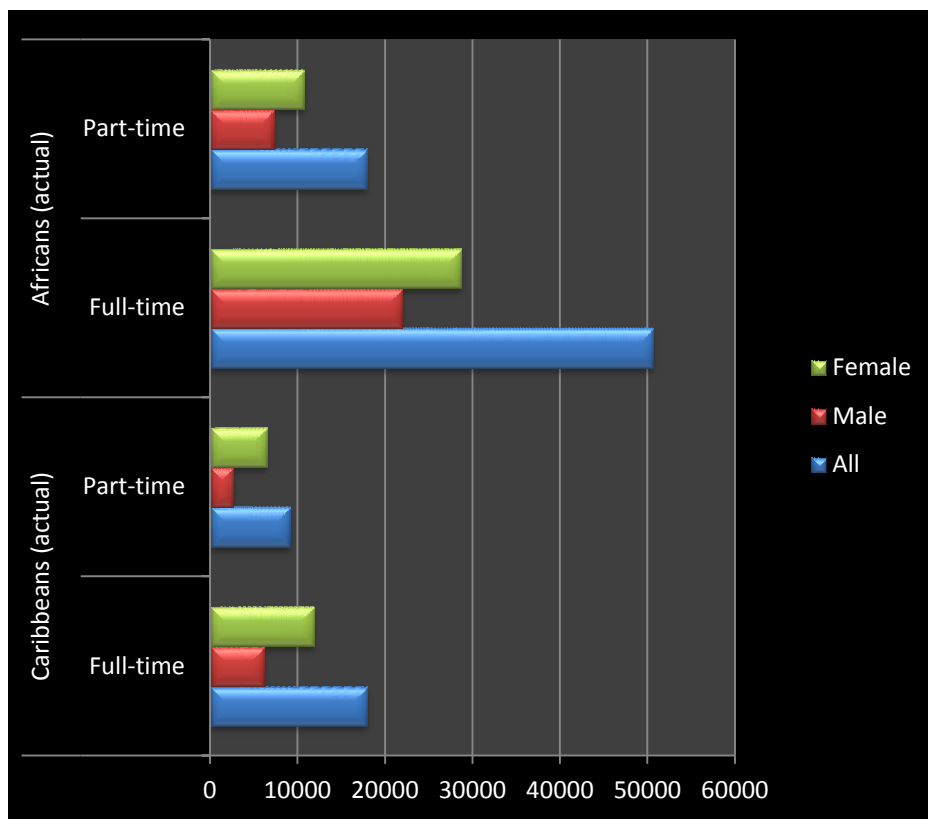
Table 3: 2010/11 Undergraduates compared to all undergraduates and within category

	Caribbeans	Africans	Total
	(actual/per cent)	(actual/per cent)	
All	26995	68500	95495
% of all undergrads	2%	4%	
% of Black undergrads	28%	72%	

Total undergraduates = 1,698,040

Source: HESA, 2011

Fig 4: Undergraduates: 2010/11 by levels of participation (part-time/full-time)



Source: HESA, 2011

Other than our concerns about education attainment and employment market trends, there continue to be a concern about the number of BME in the criminal justice system. Specifically, the proportion of black prisoners of British origin is most stark:

- Out of the British national prison population, 10% are black and 6% are Asian⁵. For black Britons this is significantly higher than the 2.8% of the general population they represent⁶.
- The immediate custody rate for indictable offences for all ethnicities was 25.9 per cent. This varied between ethnicities with: White offenders having a custody rate of 24.9 per cent; Black offenders having a custody rate of 29.6 per cent; Asian offenders having a custody rate of 31.3 per cent; and 'other' having a custody rate of 43.8 per cent.
- While all groups increased in size in the prison population between 2005 and 2009, the largest increases were for the Asian and Mixed groups. Those of a White ethnic background had the smallest increases⁷.
- According to the work of the Prison Reform Trust, the social characteristics of prisoners highlight school exclusion as an important risk factor leading to likely involvement in criminality. For example, 42% of prisoners had been expelled or permanently excluded from school and that 63% of offenders who had been expelled or permanently excluded from

⁵ Table A1.19, Ministry of Justice (2012) Offender Management Caseload Statistics 2011, London: Ministry of Justice

⁶ Table 4, Office for National Statistics (2011-) Population Estimates by Ethnic Group 2002 – 2009, London: Office for National Statistics

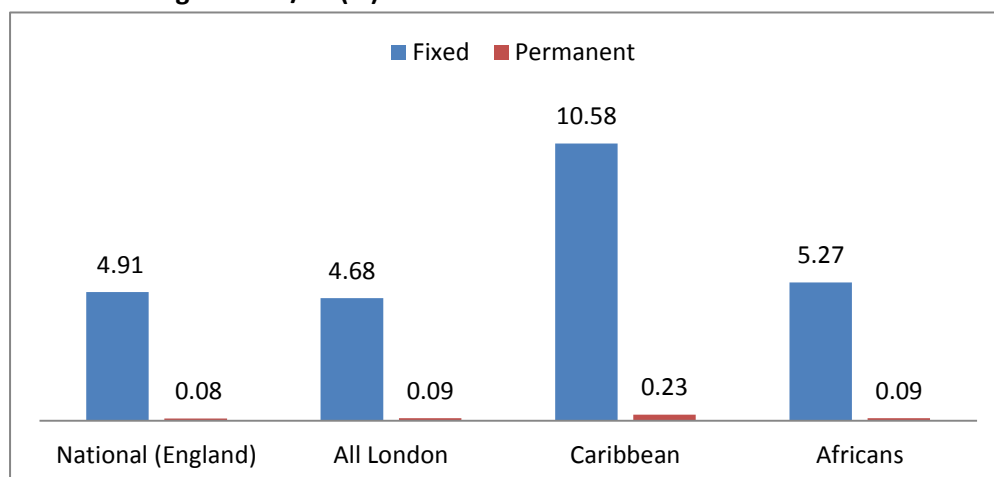
⁷ Statistics on Race and the Criminal Justice System 2008/09: A Ministry of Justice publication under Section 95 of the Criminal Justice Act 1991; Criminal Justice Statistics, Quarterly Update June 2010

schools were reconvicted for an offence within a year compared with 44% of offenders who were not.⁸

If school exclusion is a strong proxy for likelihood of involvement in criminal activities, what are the experiences of African and Caribbean pupils within the school system?

- Based on the Department for Education’s statistics on school exclusion in 2010/11, nationally, 3.28% of Black Caribbeans had a fixed term exclusion compared to 1.7% of all African pupils. This is significantly greater than the overall national average across all ethnicity, which is 1.12%⁹.
- As Fig 5 shows, while the England average for fixed term exclusion is 4.91% for all pupils, the rate for Caribbean pupils stands at 10.58% and Africans at 5.27%.
- Permanent exclusion is also a concern with the data indicating a higher proportion of permanent exclusion of Caribbean pupils (0.23%) compared to the national average (0.08%) and the London average (0.09%) and is more than twice that of their African counterpart.

Fig 5: Caribbean & African fixed & permanent exclusions nationally compared to England and London averages: 2010/11 (%)



Source: SFR, Department of Education, 2012

What does this tell us?

- The evidence suggests that the Caribbean population are least likely to be employed and to go into self-employment than their African counterparts;
- Within the broader black category, that there are fewer Caribbean undergraduates (28%) than there are African undergraduates (72%) and, in relation to all undergraduates, Caribbeans represent just 2% of the total undergraduate population compared to 4% by African students;
- As a broad category, black people are disproportionately identified in the criminal justice system, with almost three times as many in prison as there are at universities.

⁸ Bromley Briefings – Prison Factfile, November 2012, The Prison Reform Trust [p.26]:

www.prisonreformtrust.org.uk

⁹ Statistical First Release (SFR), Department for Education, 2012

- Fixed term exclusion rates are significantly higher for Caribbeans compared to Africans, and according to reports, this places them at a higher risk of involvement in criminal activities.

Questions for discussion

1. To what extent does this picture say more about Caribbeans and their lifestyle and aspiration than about 'institutionalised' factors when compared to their African counterparts who, on the whole, share the same racial characteristics and social conditions?
2. The role and responsibilities of parents and similar significant others are important in setting the scene and framing the socialisation agenda. It is important that those in contact with children are able to demonstrate those aspects of the lived experience that individuals have control over and hence able to change, rather than reliance on anecdotal and hearsay experiences as a reference point. To what extent are these significant others enabling or disabling their children and, within a community context, a debilitating force?

BTEG would like to hear your views on some or all of the key themes indicated within this paper. In particular, we would:

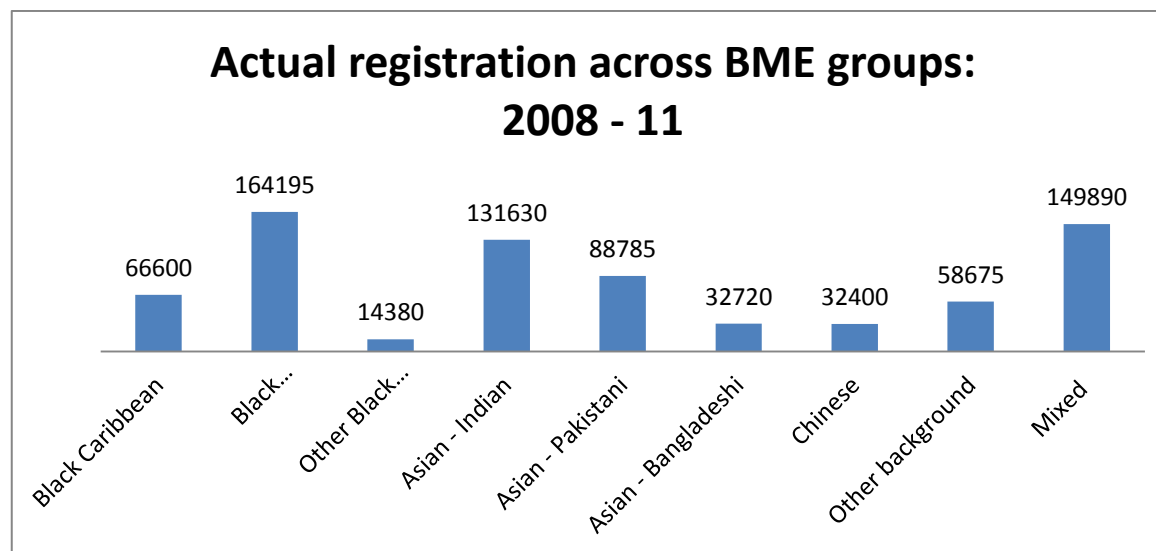
- Welcome your thoughts on the question posed above;
- In particular, welcome your thoughts/ comments as to what parents (and/or 'mentors') could do to make a difference as framed at question 2.
- Like to hear from you as to whether the data produced in this (and through our other avenues) is of any value - and if so, how?

Responses please to: karl@bteg.co.uk

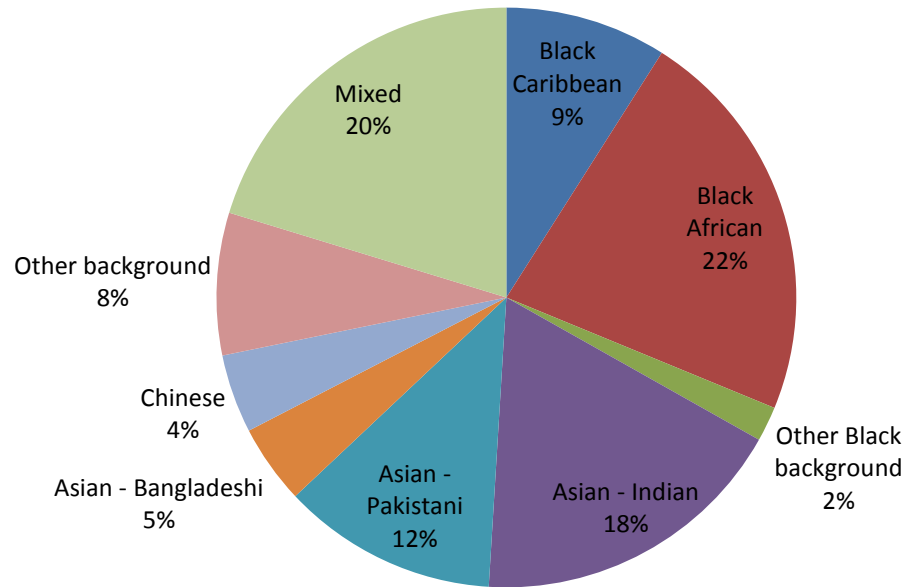
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January 2013

Annex 1: All first degree/undergraduate - a three year comparison: 2008 – 11

	White	Black Caribbean	Black African	Other Black background	Asian - Indian	Asian - Pakistani	Asian - Bangladeshi	Chinese	Other background	Mixed	Not known	Total
2008/009	582495	12275	28860	2840	21365	14585	5540	5390	10280	25125	47840	756595
2009/10	1356330	27335	66840	5960	55795	36570	13530	13615	23490	61380	52465	1713310
2010/11	1352610	26990	68495	5580	54470	37630	13650	13395	24905	63385	36920	1698030
Total undergraduate	3291435	66600	164195	14380	131630	88785	32720	32400	58675	149890	137225	4167935



% split across known BME undergraduates: 2008 - 11



Race Equality in Employment (London) Briefings

BTEG's ***Race and Equality in Employment (London) Briefing*** is for all those whose work focuses on employing people, supporting them into employment or creating jobs. Supported by the *Trust for London*, the *Briefings* aim to show how London's BME communities are faring in the labour market. Each *Briefing* brings the latest figures on employment, unemployment and claimant rates; keeping you up to date with the labour market trends impacting on London's BME population and so help those working for a more inclusive and productive society the opportunity to identify best practice as well as pointers to what actions might be needed in local areas.

We welcome your comments on the issues presented in this *Briefing*. We are keen to include examples of good practice in promoting race equality in employment, so would particularly like to hear from you. For all enquiries about the Race Equality in Employment Briefing, please contact Karl Murray, Head of Employment and Research, Tel: 020 7843 6133 or email: karl@bteg.co.uk

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