

Race inequality in the workforce:

Analysing the state of play in the coronavirus economy





Carnegie UK Trust and Fulfilling Work

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CHANGING MINDS • CHANGING LIVES

Carnegie UK Trust – a remit for wellbeing



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.”

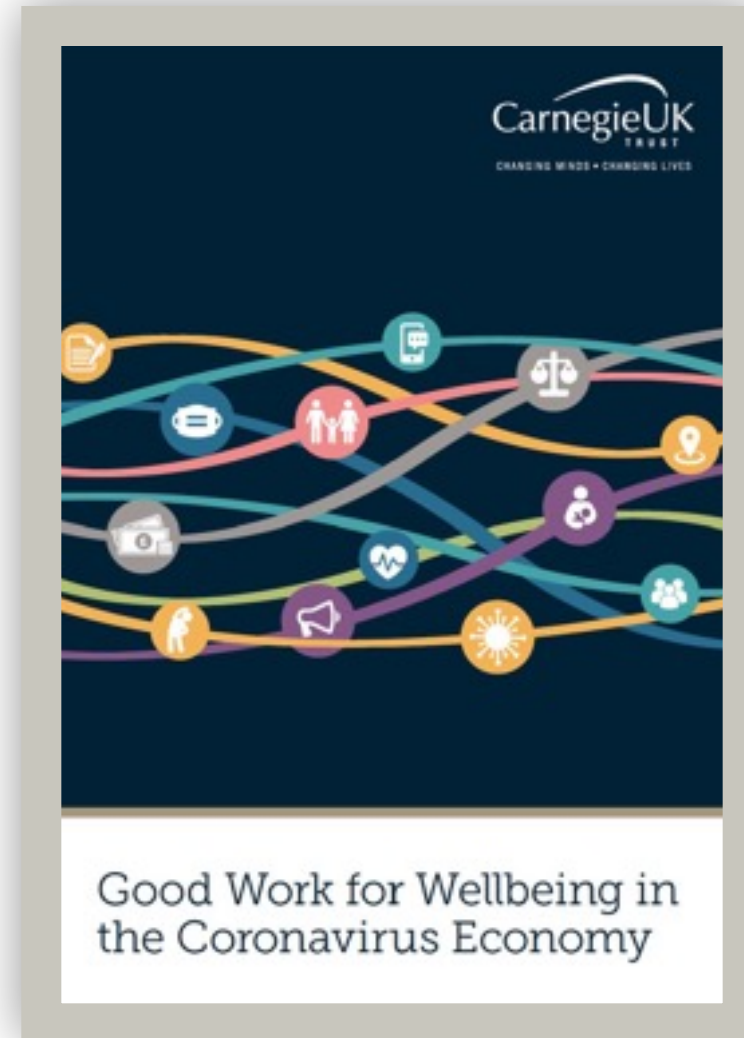


Fulfilling Work

What is good work?

How do you measure it?

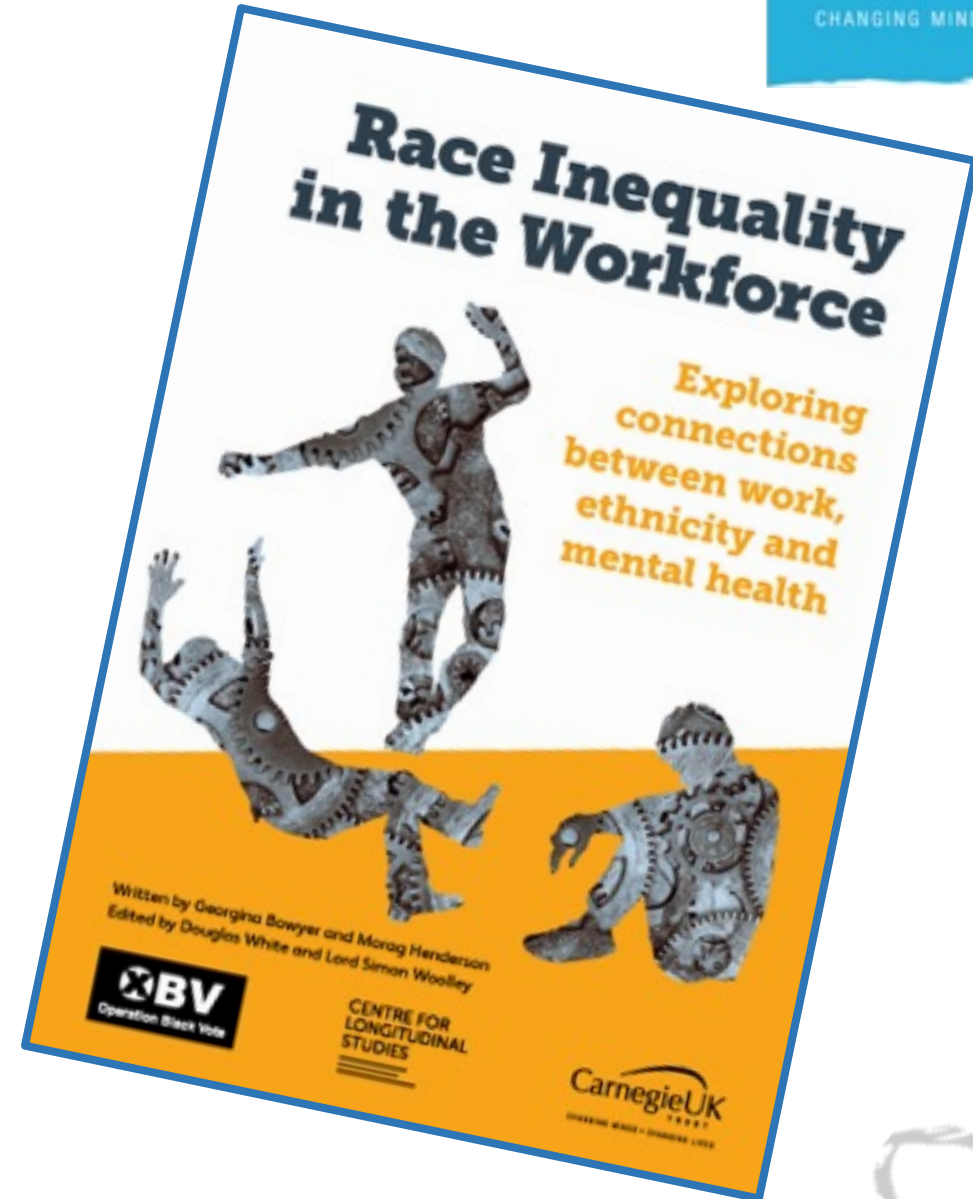
How do you retain a focus on job quality in the coronavirus context?




Race inequality 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



A stylized illustration of a person with a textured, grey body and a black head, standing on the left and pointing their right hand towards a large, white smartphone. The smartphone is tilted slightly to the right and has a black outline. On its screen, the title 'Race Inequality, Work and Covid-19' is written in a blue, sans-serif font. The background is a solid blue color.

Race Inequality, Work and Covid-19

Race inequality in the workforce – analysing the state in play in the coronavirus economy

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



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 1 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





Good Work for Wellbeing in the Coronavirus Economy

Recommendations



Supporting jobs and incomes

- 1 [Redacted]
- 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 [Redacted]
- 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 [Redacted]
- 17 Encourage employers to offer Living Hours



Pay

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



Skills and training

- 21 Continue to invest and innovate in supporting skills



Health

22 [Redacted]



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 [Redacted]
- 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 ★



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Voice and Representation

- 26 [Redacted]
- 27 Remove barriers to strengthening worker voice
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- 29 [Redacted]
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Building the movement for good work

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Actions that employer's can take

- **Build awareness of any potential inequalities in your organisations**
 - Look at your organisation's data
 - Look at staff surveys
 - Consider facilitating conversations / consultations / workshops
- **Make use of existing guidance and support offered through employer bodies**
- **Make a commitment**
 - * Attitude and behaviour of leaders and managers is key
 - * Join the BITE Race at Work Charter or equivalent
- **Share stories**
 - * Good practice
 - * Learning

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