Race inequality in the workforce:

Analysing the state of play in the coronavirus economy
Carnegie UK Trust and Fulfilling Work
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.

Current strategic plan:

- Fulfilling Work
- Digital Futures
- Embedding Wellbeing
- Flourishing Towns
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
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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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.
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
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
Good Work for Wellbeing in the Coronavirus Economy

Recommendations

Supporting jobs and incomes
1. Strengthen the labour market safety net
2. 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. Target improvements for social care workers
7. 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. Encourage employers to offer Living Hours

Pay
18. Deliver on the 2024 minimum wage target
19. Protect low paid workers’ incomes now

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. Improve consultation guidance
28. Build on approaches to consultation from the pandemic
29. 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