



International Journal of Development and Sustainability

Online ISSN: 2168-8662 – www.isdsnet.com/ijds

Volume 2 Number 3 (2013): Pages 1770-1786

ISDS Article ID: IJDS13032602



Are ethnic minorities fairly treated in the UK labour market?

Mohammad Rezaul Karim *

Graduate School of Public Administration, National Institute of Development Administration, 118, Seri Thai Road, Bangkok, Bangkok 10240, Thailand

Abstract

Racial and ethnic inequality means uneven distribution or under representation of population at the workplace on basis of race and ethnicity comparing with the rate of total active population of a country. There has been a racial and ethnic inequality in employment in the UK labour market. The quantitative research based on secondary source of data claims that there are some visible and invisible factors in the labour that creates discrepancy. The patterns of jobs, human capital, social and cultural differences are responsible for creating this inequality. This study aims at examining the reality at the workplace of the UK and explains the factors affecting the disparity. From the research findings it is found that the mainstream white people are in the managerial jobs with higher salary. They are favoured by the institutions. On the other hand, ethnic people do the manual jobs in the lower positions with less salary. Many institutions including the Cambridge University create discriminations for them. The human capital creates positive impact on employment. The white people are highly skilled and qualified whereas ethnic are not. Even having same qualified degree ethnic minorities are employed in the lower position not unlike white mainstream. Since white people can maintain wide network, big group, the employment environment favours them which goes against the minorities. Cultural difference and family values are the cause of employment inequality. Although the UK government has been trying to create sustainable, comfortable labour market, there has been unfairness in terms of race and ethnicity in the formal sectors of labour market.

Keywords: Ethnic minorities, Employment, Inequality, Workplace

*Copyright © 2013 by the Author(s) – Published by ISDS LLC, Japan
International Society for Development and Sustainability (ISDS)*

Cite this paper as: Karim, M.R. (2013), "Are ethnic minorities fairly treated in the UK labour market?", *International Journal of Development and Sustainability*, Vol. 2 No. 3 , pp. 1770-1786.

1. Introduction

Race and ethnicity are the popular terms in the social sciences. However, social scientists concede that there is no logical or analytical distinction given by the theorists. The terms ethnic group and race are frequently used interchangeably (Fenton, 1999). Race is a group of people with a physical (biological) differences e.g. skin, colour, facial and body features. On the other hand, ethnicity refers to colour differences with common ancestry/language, national, regional origin. Race is powerful notion of common thinking of social relations whereas ethnicity is important in sociology (Fenton, 1999:3-4; Fenton, 2003:14; Pilkington, 2003:11-18, Jenkins, 1997). 'The House of Lords has provided a definition of 'ethnic group' as a group that regards itself, or is regarded by others, as a distinct community by virtue of certain characteristics¹ that will help to distinguish the group from the surrounding community' (<http://www.cre.gov.uk/diversity/ethnicity/index.html>).

For being ethnic minority there is a chance of getting unequal treatment in some areas not only in the developing countries but also in the developed nation like the UK. Racial and ethnic inequality means uneven distribution or under representation of population at the workplace on basis of race and ethnicity comparing with the rate of total active population of this country. It is related to multiple factors such as ideology of the ethnic minorities as well as family culture, religion, education, globalization, national economy (Brah, 1994:169). Even the direct and indirect discrimination of the employers create this inequality between the mainstream white people and ethnic minorities. There may be some social and personal constraints of the ethnic groups; it is fact still this inequality exists in the workplace in spite of ten-point equal opportunities policy as well as some acts have been enacted by the UK government (<http://cre.gov.uk/gdpract/equalopps.html>).

There are many visible and invisible issues involved in employment that change the job patterns for the employees, specially for the ethnic minorities. The aim of the essay is to explain different patterns of racial and ethnic inequality in employment in the UK.

2. The UK labor market and ethnic minorities

The rate of ethnic² minorities (EM) and white people are 7.9 per cent and 92.1 per cent respectively of the total (58,789,194) population³ of the UK. The employment rate for ethnic men is 66 per cent, but it is 80 per cent for white. The unemployment rate of ethnic men (10.7 per cent) is higher than that of white (4.6 per cent). This inequality is also found for women. About 50 per cent of ethnic women is employed whereas it is

¹ Two certain characteristics; 1) A long shared history, of which the group is conscious as distinguishing it from other groups, and the memory of which it keeps alive. 2) A cultural tradition of its own, including family and social customs and manners, often but not necessarily associated with religious observance

² Ethnic groups: According to Census 2001 ethnic groups are, A) White: British, Irish, Other White; B) Mixed: White and Black Caribbean, White and Black African, White and Asian, Other Mixed; C) Asian or Asian British: Indian, Pakistani, Bangladeshi, Other Asian; D) Black: Black Caribbean, Black African, Other African, Other Black; E) Chinese or Other Ethnic Group: Chinese, Other ethnic group. (Pilkington, 2003:26)

³ Source: http://www.statistics.gov.uk/downloads/theme_compendia/fom2004/migration.pdf

69 per cent for white. The unemployment rate of white women (3.7 per cent) is lower than that of ethnic women (9.1 per cent)⁴. Table 1 shows the women's status. The rate of unemployment for the ethnic qualified men is also also higher than that of white counterparts (Drew, 1995: 191; Table 1, Appendix1).

Table 1. Employment by Ethnic group in Great Britain-2005 (People aged 16-64)

Women	In employment		Employment rate	Unemployment rate
	% full time	% part time		
White	57	43	69	3.7
Mixed	66	34	64	10.3
Indian	68	32	61	5.8
Pakistani	55	45	23	21.7
Bangladeshi	52*	48*	18	-
Black Caribbean	73	27	64	7.6
Black African	73	27	48	9.4
Chinese	74	26	55	-
All Ethnic minorities	68	32	50	9.1
All aged 16-64	58	42	67	4.1
Men	In employment		Employment rate	Unemployment rate
	% full time	% part time		
White	91	9	80	4.6
Mixed	85	15	63	9.9
Indian	91	9	75	6.4
Pakistani	80	20	63	10.1
Bangladeshi	61	39	54	19.1
Black Caribbean	87	13	71	14.6
Black African	78	22	63	15.4
Chinese	82	18*	49	14.4*
All Ethnic minorities	84	16	66	10.7
All aged 16-64	91	9	79	5.1

1. All no-white groups, including those not listed separately.

• High relative standard error, estimate may be unreliable.

- Not shown as based on sample.

Source: http://www/eoc.org.uk/pdf/facts_about-GB_2005.pdf

2.1. Objectives of the study

This paper attempts at examining why the inequality exists in the UK labour market and what are the factors for this discrepancy.

⁴ Source: : http://www/eoc.org.uk/pdf/facts_about-GB_2005.pdf

3. Methodology

This is an explanatory research on the ethnic and racial inequality why the UK employment is affected by these difference creating factors (Babbie, 2011). This research is mainly based on secondary data collected from various books, journals, reports, class lectures. Conceptual framework was developed on the basis of factors related to labour market and ethnicity. This framework helps identifying independent variables those basically cause to inequality. This is a quantitative research where hypotheses were tested with secondary data. Descriptive statistics has been used for analysis.

4. Conceptual framework

Racial and ethnic inequality in employment is related to many issues and factors of the labour market, society, cultural differences and human capital perspectives. These explanations and factors involved are interrelated. For the ethnic minorities, human capital, social, cultural and labour markets have a great impact creating this uneven distribution at the workplace, while white groups are very associated with these factors which serve them as a helping agent not as differential factors.

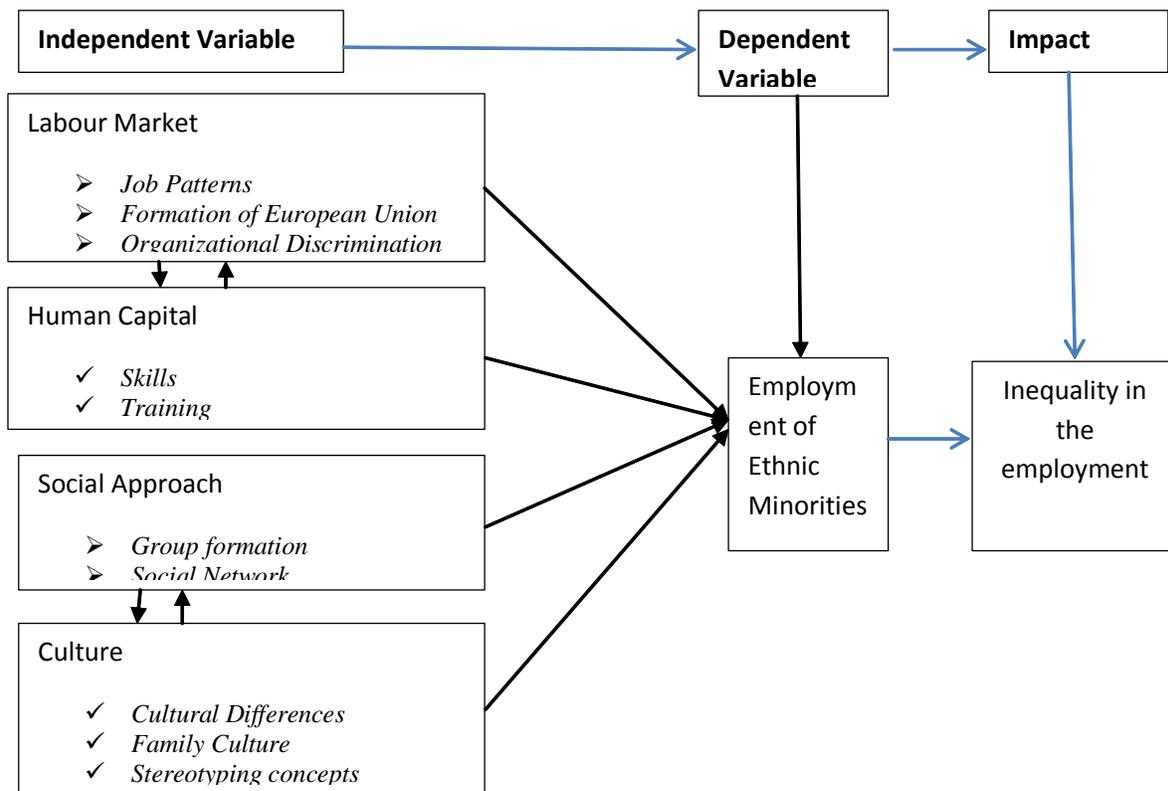


Figure1. Conceptual Framework

Hypotheses;

H1 Patterns of job have a positive effect on ethnic and racial inequality.

H2 a. Human capital creates a positive impact on employment.

b. Lower level human capital tends to higher level inequality.

H3 Social issues have a positive effect on ethnic employment.

H4 There is a relationship between the UK labour market and cultural difference and practices.

5. Reality at workplace: A comparative picture of white and non-white

More than four million ethnic minorities have been living in the UK. Among them 66 per cent male and 50 per cent (Table 1) female of this groups are employed. So there is a significant number of ethnic people are unemployed. There may have some reasons behind this unemployment, in fact the inequality prevails in the labour market comparing with white people in the UK. By the highest British qualification the rate of male unemployment for white is 19 per cent, whereas it is 46 per cent for Pakistanis and Bangladeshis, 42 per cent for Caribbean (Table 2); for the female 13 per cent for white, 54 per cent for Pakistanis and Bangladeshis and 19 per cent for Caribbean (Table 3). The rate is also higher for ethnic minorities than the white in terms of non-manual and manual work (Table 4). Ethnic minorities live in those areas where unemployment is much higher specially for Caribbean, Pakistanis and Bangladeshis. For example 28 per cent of Bangladeshi and Pakistani, 42 per cent of Caribbean live the inner metropolitan area where it is less for white people (Table 5).

Table 2. Rate of male unemployment, by the highest British qualification (all ages)

	White	Caribbean	Indian/African Asian	Pakistani/Bangladeshi
None	19	42	20	46
O-level	11	31	20	36
A-level	12	23	12	17

Source: Pilkington (2003)

Table 3. Rate of female unemployment, by the highest British qualification (all ages)

	White	Caribbean	Indian/African Asian	Pakistani/Bangladeshi
None	13	19	13	54
O-level	10	16	10	42
A-level	7	16	12	18

Source: Pilkington (2003)

Table 4. Unemployment rate, by manual and non-manual work (base: economically active)

	White	Caribbean	Indian	African Asian	Pakistani/Bangladeshi	Chinese	All ethnic
Non-manual							
Men	8	24	8	7	19	1	12
Women	5	12	3	7	19	2	8
Manual							
Men	17	28	21	17	34	13	25
women	9	17	11	9	24	14	14

Source: Pilkington (2003)

Table 5. Unemployment in inner cities

	Inner London and inner metropolitan	Outer London and outer metropolitan	Rest of England and Wales
Unemployment rate			
<i>Men</i>			
White	26%	14%	12%
Caribbean	41%	30%	23%
Indian/African Asian	27%	15%	20%
Pakistani/Bangladeshi	47%	40%	31%
Unemployment rate			
<i>Women</i>			
White	12%	8%	8%
Caribbean	18%	18%	17%
Indian/African Asian	14%	12%	11%
Pakistani/Bangladeshi	48%	42%	31%
Percentage of ethnic group that lives in these area			
White	11%	18%	71%
Caribbean	41%	32%	27%
Indian/African Asian	11%	61%	29%
Pakistani/Bangladeshi	28%	42%	30%

Source: Pilkington (2003)

Another significant dimension is that the pay difference between men and women is also noticeable where ethnic minorities are the main sufferers. Data prove that Women are paid significantly less than men (Cully, et al., 1999:159; Hatt, 1997:133; Houston, 2005; Rubery et al., 1999). This difference involves gender dimensions, job timing i.e. full time and part time working, working patterns, educational qualification, unionisation, size of the companies (Karim, 2007). In fact, female workers draw less salary or wages doing the same jobs with same qualifications. From the findings of Women and Work Commission report (2006) it is seen that women who are working full-time earn 17 per cent less than the average earnings of men who are working full-time. Part time working women earn 41 per cent less than the average men who are working full time.

Case Study: Ethnic Minorities in West Yorkshire Police

In the West Yorkshire Police ethnic minorities are 4 per cent comparing with the economically active population of 8.4 per cent whereas it is 94 per cent for white people. The same scenario is also for police staff. It is only 3 per cent for ethnic minorities whereas it is 97 per cent for white people. There is also a gender gap exists in police officers (male 76 per cent, female 24 per cent) and police staff (male 44 per cent, female 56 per cent). There is no ethnic minority in the positions of Chief Superintendents, superintendents and traffic wardens.

6. Discussion and findings

6.1. Patterns of racial and ethnic inequality in employment

6.1.1. Low status job

Most of the ethnic minorities are engaged in such jobs which are low in status due to their unskillness and semi-skillness. They face low paid job status in the workplace as they are treated as under class because they can not get benefits from the employment like their white counter parts (Pilkington, 2003: 56 & 61). They are rarely seen in the higher management position in the organisations. Here is a trend to be appointed in the lower positions which is different for white people. In West Yorkshire police there is no ethnic minorities in the chief superintendents, Superintendents positions (Appendice-2).

6.1.2. Male female ratio

There is an uneven distribution in the workplace for both white and ethnic minorities. In that case rate of male (white men 80 per cent & ethnic men 66 per cent) in employment is much higher than female (white women 69 per cent & ethnic women 50 per cent) (Table 1). Even ethnic women are not in good position comparing with the ethnic men and white women; the reason may be ethnic women are home-centred and do not have such a quality or qualification to get a standard job (Hakim, 2000:60 & 158).

6.1.3. Manual and non-manual job

White men along with African Asians, Indians are about evenly divided between manual and non-manual jobs. But two thirds of Bangladeshis, Pakistanis, and Caribbean are in the manual work whereas this case happens for Chinese in non-manual jobs (Table 6, 7).

Table 6. Job level of men by ethnic group, 1994 (%)

Socio-Economic group	White	Caribbean	Indian	African Asian	Pakistani	Bangladeshi	Chinese
Prof./Managers/employers	30	14	25	30	19	18	46
Employers & Mangers (Large establishments)	11	5	5	3	3	0	6
Employers & Mangers (Small establishments)	11	4	11	14	12	16	23
Professional workers	8	6	9	14	4	2	17
Intermediate & Junior non manual	18	19	20	24	13	19	17
Skilled manual and foremen	36	39	31	30	46	7	14
Semi skilled manual	11	22	16	12	18	53	12
Unskilled manual	3	6	5	2	3	3	
Others	2	0	3	2	2	0	5
Non-manual	48	33	45	54	32	37	63
Manual	50	67	52	44	67	63	31

Source: Pilkington (2003)

Table 7. Job level of women by ethnic group, 1994 (%)

Socio-Economic group	White	Caribbean	Indian	African Asian	Pakistani	Chinese
Prof./Managers/employers	16	5	11	12	12	30
Intermediate non manual	21	28	14	14	29	23
Junior non manual	33	36	33	49	23	23
Skilled manual and foremen	7	4	11	7	9	13
Semi skilled manual	18	20	27	16	22	9
Unskilled manual	4	6	4	1	4	2
Others	0	1	1	1	0	0
Non-manual	70	69	58	75	64	76
Manual	29	30	42	24	35	24

Source: Pilkington (2003)

White people are mostly engaged in skilled non-manual works whereas ethnic minorities, especially Pakistanis and Bangladeshis are engaged in manual works; Indians are close to the white people in the non-manual jobs (Modood, 2005). The occupational distribution of women in manual and non-manual work is almost same except Indian between ethnic and white people (Table 6, 7 & 8). In that case feminist theorists remark that gender division is stronger than the ethnic minorities (Pilkington, 2003:73; Modood et al., 2000:104).

Table 8. Job level of women in work (%) base: female employees and self employed)

	White	Caribbean	Indian	African Asian	Pakistani	Chinese
Prof./Managers/employers	16(15) ¹	5(5)	11(7)	12(10)	12(6)	30(25)
Intermediate non manual	21	28	14	14	29	23
Junior non manual	33	36	33	49	23	23
Skilled manual and foremen	7(2)	4(2)	11(3)	7(3)	9(3)	13
Semi skilled manual	18	20	27	16	22	9
Unskilled manual	4	6	4	1	4	2
Others	0	1	1	1	0	0
Non-manual	70	69	58	75	64	76
Manual	29	30	42	24	35	24

Source: Modood (2006)

6.1.4. Low paid job

As EM are facing institutional discrimination, less qualified or untrained persons according to the demand of the labour market are compelled to sell their labour being engaged in low paid jobs (Modood, 2005:71). The rate of part time workers (both male and female) is also higher than that of white people (Table 1); and part time workers draw less than full time employees in the labour market. This is also more frustrating for the women who are still concentrated in low paid, part time, semi skilled jobs and their advancement is slower than their male counterparts (Drew, 1995:10).

6.1.5. Earnings

An earnings of men and women is also set as a criteria to evaluate inequality in employment. There is a parity among white, African, Asian and Chinese in terms of income of Male and female. There is a huge disparity exists between white and Bangladeshi and Pakistani people (Modood, 2005:67). In this case Modood (2005) discusses with data that there is a less gap between women of all groups whereas it is better among the men. However fact is that Pakistani and Bangladeshi women face double discrimination (Bahvam 1994 in Modood, 2005: 69).

6.2. Labour market approach

Declining manufacturing employment and old industries affects the ethnic minorities and creates inequality in employment as these industries traditionally employed migrant people. Even the reallocation of employment creates this inequality as industries are set away from those urban areas where Pakistanis lived (Wrench, 1996:31). 'The severe employment concentration of this areas and sectors has led to particularly high unemployment amongst this ethnic group' (Owen and Green, 1992 cited in Wrench, 1996:31).

6.2.1. Job patterns

The increase of high skilled jobs and non-manual works leads EM to unemployment because of their engagement in manual jobs and less qualification. Wrench (1996) explains that a good number of young persons begin their career with a poor start in the labour market because of leaving school without adequate qualification.

6.2.2. Formation of European Union

Formation of European Union (EU) causes a reduction in employment opportunities for the migrants ethnic people because qualified EU nationals can move freely anywhere in these areas and can get jobs easily where EM face as the process institutes discrimination (Wrench, 1996: 32). The EU process creates different categories⁵ of people who enjoy advantage from the labour markets and these are mostly white counterparts.

6.2.3. Direct and discrimination and institutional racism

In the labour market EM face indirect discrimination⁶ and intuitional racism in terms of recruitment, selection, retention, promotion without following standard system in this connection (Bland et al., 1999, Cashmore, 2001, Jenkins, 1986, Wight, 2003). Career progression is slower than that of white groups (Bland et al., 1999). Ethnic women are more disadvantaged than men. Even ethnic women are very less in the top and senior positions comparing with white women because of glass ceiling for them to move upward position created by the male dominated society or management (Wirth, 2004; Pilkington, 2003:60-61; Gardiner, 2007).

Unskilled and under qualification may be main reasons. Manual work is also a reason for declining as EM are mostly engaged in that type jobs where the promotion prospect is limited. Whereas in the non-manual jobs there is a prospect to move upwards where the good number of white people work (Modood et al., 2000:139).

6.3. Human capital approach

6.3.1. Skill, training and education

EM can not utilise human capital fully because they are less skilled or less-qualified. So it is difficult for them to get jobs competing with the qualified and trained workforce because of receiving less attention as the placements are not provided by the providers. Even this is sometimes done on the racist criteria. It is found that if they are placed for training they are placed in small companies rather than major companies (Noon and Blyton, 2002: 268). As they are not getting the advantage of training some ethnic people like Bangladeshis and Pakistanis face problem for getting good job due to be less qualified, less skilled or

⁵ Categories of People in EU: 1) citizens, Denizens from EU countries, 2) Denizens from non-EU countries, and 3) Foreigners.

⁶ **Indirect discrimination** means that a requirement or condition which is applied equally to everyone. (http://www.cre.gov.uk/downloads/duty_ethmon.pdf)

untrained in the relevant field (Modood et al., 2000). This less qualification serves as a hindrance to enter the job market and creates inequality in the employment. This type of less qualification may be for their study at less effective schools or their basic education in the origin country (Drew, 1995:30, Modood *et al.*: 2000). Shiner and Modood (2002) cited in Modood (2005:91) find that old universities including the Cambridge⁷ discriminates due to racism and are more likely to select white than ethnic minorities whereas opposite scenario is found in new universities where Pakistanis, Bangladeshis, Chinese are favoured (Laurence and Blackburn, 2007; Shiner and Modood, 2002). They treated it as an ethnic penalty for candidates. A degree from a reputed old university may affect in recruitment process (Pilkington, 2003:47).

6.4. Social approach

6.4.1. Forming group

There is a trend to form a group with homogenous factors. Ethnic minorities form group within themselves. Group formation is not a new culture; even it is universal where every country or society has experienced with this culture that people like to form group for the purpose of religion, language, race, ethnicity, continental, geography, power, gender and so many issues. This culture draws boundary line within them and it serves as a hindrance to mix with the mainstream of the country. So they remain backward in every step like education, employment sectors. This may be true for the ethnic minorities in the UK.

6.4.2. Establishing network

There is always a network between the homogenous groups like white people or ethnic minorities. If people can maintain network with various walks of people in the workplace which can help them to get jobs very easily for providing information. In this case ethnicity is not a matter, communication and maintaining relations plays vital role. As the white ethnic people are a large group, they have good connection with wide network that helps them to be engaged in jobs. But through this informal network ethnic minorities may have less access (Pilkington, 2003: 47; Tomlinson, 2007).

6.4.3. Creating peer group

Peer group culture can also be helpful for the group members. They want to live together to share everything that makes a good relation. It helps to maintain the network. So in this case ethnic people can get the advantage from their white peer groups if they maintain connection. This is one kind favouritism exists in the groups. However EM can not get this type advantage from the labour markets as they are very small and the connection is not wide.

⁷ A former St John's College medical student has launched legal proceedings against the School of Clinical Medicine, claiming that his application to the school was affected by racial discrimination (Laurence and Blackburn, 2007). Source: http://www.tcs.cam.ac.uk/download/TCS_Volume9_Michaelmas_Issue5.pdf

6.5. Cultural approach

6.5.1. Cultural differences

Ethnic minorities have cultural differences that create inequality at every level. So they remain themselves backwards. Race, immigration, religion, colour, cultural orientations make inequality at workplace. The colour and newness are negative issues for them to be welcomed in Britain (Pilkington, 2003:40). Immigration starts after the commonwealth formation, many unskilled, semiskilled became immigrants coming from Pakistan, from the East Africa and then they settled there in the UK. These groups are mostly Muslims, Sikhs and Jains. Different ethnic minorities from different parts of the world with multicultural orientation enter the mainstream people. These groups were mostly backward and less educated which has great impact in the labour market where they have to struggle for good position (Modood et al., 2006:38).

6.5.2. Family culture

Ethnic minorities have certain family culture especially for Bangladeshis and Pakistanis where women like to stay at home for doing household works and child caring. They prefer home management rather than individual economic activities outside of the house (Modood et al., 2000:87; Hakim, 2000: 60, 158). There is a concept developed in this culture that male counterparts are the breadwinners of the family. This thinking serves as a hindrance to utilise their potentiality in the labour market and creates inequality in the employment for women. Here, parents and grandfathers' occupations also play a role to be engaged in labour market. Another thing is that senior family members fear for 'people talk' if women go to work outside, this negative thing is formed socially within the Muslim families that leads to inequality in the employment for women (Pilkington, 2003: 64-66).

6.5.3. Stereotyping concepts and discrimination

Sometimes creating rules and regulations or applying conditions in the advertisements employers can impose direct discrimination⁸ in the workplace for the ethnic minorities restricting them to enter the jobs. This happens for stereotyping concepts about EM. 'Discrimination is found not just in face-to-face encounters, or in telephone calls, but also in testing using written applications where it is clear from the applicant's name or biographical details that they are or are not white' (Noon, 1993; Esmail and Everington, 1993 cited in Modood et al., 2000:144, Esmail, 2004). Even sometime EM can not get the job in spite of having same qualifications like their white counterparts (Pilkington, 2003:44-45). Ethnic minorities also face discrimination by religion as the Muslims were not accepted as an ethnic group until 2003 in spite of being second largest religious group in the world whereas other minor religious groups like Sikhs (11th) and Jews

⁸ **Direct discrimination** means treating a person less favourably than another on racial grounds. An example of direct discrimination would be applying harsher discipline to Prisoners from ethnic minorities than others because they are from ethnic minorities. (http://www.cre.gov.uk/downloads/duty_ethmon.pdf)

(12th) are recognised as ethnic groups though they were very small number comparing with 2nd largest Muslims communities in the world (Modood, 2006:38).

Table 9. Data facts for mainstream white people and ethnic minorities and Hypotheses

Contributing factors	White men	White women	Ethnic men	Ethnic women
Employment ratio	80	69	66	50%
Low status job	Less	Less	More	More
Manual and Non-manual Job	Non-manual	Non-manual	Manual	Manual
Effects Formation of European Union	Less	Less	High	High
Effects of <i>Institutional Racism</i>	unidentified	unidentified	strongly	strongly
<i>Hypothesis #1 (Patterns of job have a positive effect on ethnic and racial inequality) is Supported.</i>				
Training and Education	High	High	Less	Less
Job Patterns	Highly skilled	Highly skilled	Unskilled	Unskilled
<i>Hypothesis #2 (a. Human capital creates a positive impact on employment. b. Lower level human capital tends to higher level inequality are supported.</i>				
Forming Group	Wide	Wide	Within them	Within them
Establishing Network	Strong and wide	Moderate	Weak and narrow	Weak and narrow
Creating Peer Group	Strong	Moderate	Weak	Weak
<i>Hypothesis #3 (Social issues have a positive effect on ethnic employment) is supported.</i>				
Cultural Differences	Less	Less	High	High
Family Culture	Liberal	Liberal	Liberal	Conservative
Religious barriers	Less	Less	Moderate	Strong
<i>Hypothesis #4 (There is a relationship between the UK labour market and cultural difference and practices) is supported.</i>				

7. Conclusion and recommendations

Racial and ethnic inequality in employment is related to multi-dimensional issues. This is very much complex situations. Skill and training, educational qualifications, racial disadvantage, family culture, employers' discrimination create this inequality in the employment among the ethnic groups. Data prove that these issues are basically created by social, state policy. There are also some other barriers from the EM side such as less qualification, unskill, cultural constraints, language deficiency etc. For these multiple reasons human capital of EM is underutilised. This group sells their labour at a low cost being engaged in low status, lower level jobs. However females are sufferer from this inequality than their male counterparts. 'Their position in the labour market to be inscribed by a multiplicity of factors, including the impact of the global and local economy on local labour markets, cultural ideologies about women and paid works, the role of education in mediating job aspirations and racism' (Afshar and Maynard, 1994:5). However it will take time as the British government tries to introduce some acts and regulations from 1970s which is very late for such developed country whereas it would worth noting that a developing country like Bangladesh started all kind of racial and ethnic inequality with the introduction of articles (articles 27-29) in the constitution after the

independence in 1971 (Gob, 1997). Nevertheless we can hope with the sanguine views of the black police officer that the inequality may not exist at the workplace, which may be changed because of mutual benefits, changing culture and the enactment of some laws prohibiting discrimination on the basis of race, ethnicity, gender in employment (Cashmore, 2001). This inequality may not be eradicated with the one approach only, however, to minimise the gap integrated approach can be adapted starting with the cultural approach and social approach.

- As EM are mostly engaged in low paid or less secured job they have to live in a low rent house that the condition is not up to the standard. Even researchers find that Pakistanis and Bangladeshis live in the houses those are the 'worst' in the UK (Karn and Philips, 1998 cited in Pilkington, 2003:110). This may affect negatively on the total community.
- In most cases in Employment EM are in disadvantaged positions. So there is a competition emerged among the ethnic groups. Some non-white groups are trying to overtake the white or make them in the position same as white (Modood, 2005:81). This is only for the existence of the disadvantaged groups.
- A good number of young people of EM including women can not contribute to the national economy of the UK due to unemployed or employed in lower paid jobs (Gardiner, 2007). Most of them are women who perish their labour in unemployed (economically not measured) sectors in the home centred works. In this case Asian young mothers are more likely to be economically inactive than the other young mothers (Drew, 1955: 71). This is not only a loss of concerned community, an underutilization of potential human capital of a society.
- There can be a social crisis that the difference between these two groups regarding socio-economic issues will be visible as a huge gap that may lead critical problem. If so, the gap will not be minimized rather the difference will be extended.

Appendices

Appendix 1. Percentage of qualified and percentage of unemployed, males aged 18 and over by ethnic group

Ethnic Minorities	% of Qualified group	% of Unemployment
Black African	31	29
Other Asian	30	14
Other Other	30	20
Chinese	28	10
Indian	19	13
White	15	11
Ireland	13	15
Black Other	12	25
Pakistani	10	28
Bangladeshi	7	31
Black Caribbean	6	29

Source: Drew (1995), 'Race', Education and Work: The Statistics of Inequality, Aldershot: Avebury, Ashgate Publishing Limited, page: 191

Appendix 2. Ethnic minorities employed West Yorkshire Police

StaffFTE	Total		Ethnicity					Gender%		Ethnicity %			
			White		EM		Not Stated						
	M	F	M	F	M	F	M	F	M	F	White	EM	Not Stated
Command Team	6	4	1	1					83	17	83	17	0
Chief Superintendents	19	16	3						84	16	100	0	0
Superintendents	36	35	1						97	3	100	0	0
Chief Inspectors	65.4	57	5.4	1					92	8	95	5	0
Inspectors	277.4	231.4	40	6					86	14	98	2	0
Sergeants	753.4	609	102.5	27	5.9	9			86	14	94	4	1
Constables	4,527.3	3,162.4	1,171.1	138	45.8	10			73	27	96	4	0
Total Police Officers	5,684.5	4,114.8	1,324	175	51.7	19	0		76	24	96	4	0
Total Probationers	777	458	273	32	14	0	0		63	37	94	6	0
Police Staff	3,182.8	1,262.9	1,809.5	32.8	58.7	8.4	10.5		41	59	97	3	1
PCSOs	461	262	174	21	4				61	39	95	5	0
Traffic Wardens	26.5	14.5	12						55	45	100	0	0
Total Police Staff	3670.3	1,539.4	1,995.5	53.8	62.7	8.4	10.5		44	56	96	3	1
Overall Total	9,354.8	5,654.2	3,319.5	228.8	114.4	27.4	10.5		63	37	96	4	0

References

- Afshar, H. and Maynard, M. (1995), *The dynamics 'Race' and Gender: Some Feminist Interventions (eds)*, Taylor & Francis, London.
- Ahmad, F., Modood, T. and Lissenburgh, S. (2003), *South Asian women and employment in Britain: the interaction of gender and ethnicity*. Policy Studies Institute, London.
- Brah, A. (1994), 'Race' and 'Culture' in the Gendering of Labour Markets', in Afshar H. and Maynard, M. (eds) *The Dynamics of Race and Gender*, Taylor and Francis, London.
- Bland, N., Mundy, G., Russell, J. and Tuffin, R. (1999), *Career Progression of Ethnic Minority Police Officers*, Policing and Reducing Crime Unit Research Paper 107, Briefing Note available at www.homeoffice.gov.uk/rds/racerelate2.html accessed on 25.03.2007
- Blackaby, D.H., Leslie, D.G., Murphy, P.D. and O'Leary, N.C. (2002), 'White/ethnic minority earnings and employment differentials in Britain', *Oxford Economic Papers*, Vol. 54, pp. 270-97.
- Cabinet Office Strategy Unit (2003), *Ethnic Minorities and the Labour Market: Final Report* available at http://www.strategy.gov.uk/work_areas/ethnic_minorities/index.asp
- Cashmore, E. (2001), 'The experiences of ethnic minority police officers in Britain: under-recruitment and racial profiling in a performance culture', *Ethnic and Racial Studies*, Vol. 24, No. 4, pp. 642-59

- Cully, M., Woodland, S., O'Reilly A. and Dix, G. (2002), *Britain at Work: As depicted by the 1998 Workplace Employee Relations Survey*, Routledge, London.
- Dickens, L. (2005), 'Walking the Talk? Equality and Diversity in Employment' in S. Bach (ed) *Managing Human Resources: Personnel Management in Transition (4th edn)*, Blackwell Publishing, Oxford. pp. 178-211
- Drew, D. (1995), '*Race, Education and Work: The Statistics of Inequality*', Ashgate Publishing Limited, Aldershot.
- Esmail, A. (2004), Racism in the NHS – the prejudice of good people. *British Medical Journal*, Vol. 328, pp.1448-1449
- Fenton, S. (1999), *Ethnicity: Racism, class and culture*. Macmillan, Basingstoke and London.
- Fenton, S. (2003), *Ethnicity*. Polity Press, Cambridge.
- Gardiner, J. (2007), *Key issues in the future of work* (Class Lecture), University of Leeds, Leeds.
- Hakim, C. (2000), *Work-Lifestyle Choices in the 21st Century: Preference Theory*, Oxford University Press, Oxford.
- Hatt, S. (1997), *Gender, Work and Labour Markets*, McMillan Press Limited, Hampshire.
- Houston, D.M. (2005), *Work-Life Balance in the 21st Century*, Palgrave McMillan, Hampshire.
- Jenkins, R. (1986), *Racism and Recruitment*, Cambridge University Press, Cambridge.
- Jenkins, R. (1997), *Rethinking Ethnicity*, Sage, London.
- Jewson, N. and Mason, D. (1986), 'Modes of discrimination in the recruitment process: formalisation, fairness and efficiency', *Sociology* Vol. 20, No. 1, pp. 43-63.
- Karim, M.R. (2007), 'Gender Pay Gap in United Kingdom: An Assessment of the Effectiveness of Equal Pay Legislation (EPL) in Improving Pay Gap (unpublished) submitted to the Leeds University Business School for Gender at Work Module, Leeds University, Leeds.
- Khan, V.S. (1979), 'South Asian Women in South London' in S. Wallman (ed) *Ethnicity at Work*, The McMillan Press Ltd, London.
- Laurence, J. and Blackburn, A. (2007), 'Student Claim Discrimination', *The Cambridge Bulletin*, Volume-10, Issue-5.
- Modood, T. (2005), *Multicultural Politics: Racism, Ethnicity and Muslims in Britain*, Edinburgh University Press, Edinburgh.
- Modood, T. (2006), 'British Muslims and the politics of multiculturalism', in T. Modood, A. Triandafyllidou and R. Zapata-Barrero (eds) *Multiculturalism, Muslims and Citizenship: A European Approach*, Routledge, London.
- Modood, T., Berthoud, R., Lakey, J., Nazroo, J., Smith, P., Virdee, S. and Beishon, S. (2000), *Ethnic Minorities in Britain: Diversity and Disadvantages (Reprint)*, Policy Studies Institute, London.

Pathak, S. (2000), *Race research for the future : ethnicity in education, training and the labour market*, DfEE Publications, Nottingham.

Platt, L. (2005), *Migration and social mobility: the life chances of Britain's minority ethnic communities*, Joseph Rowntree Foundation, York. Available at www.jrf.org.uk/knowledge/findings/socialpolicy/0545.asp

Pilkington, A. (2003), *Racial Disadvantage and Ethnic Diversity in Britain*, Palgrave Macmillan, Basingstoke.

Rubery, J., Smith, M. and Fagan, C. (1999), *Women's Employment in Europe: Trends and Prospects*, Routledge, London and New York.

Shiner, M. and Modood, T. (2002), 'Help or Hindrance? Higher Education and the Route to Ethnic Inequality' *British Journal of Sociology of Education* Vol-2, No. 2, pp. 2.9-30

Tam, M. (1997), *Part-time Employment: a Bridge or a Trap?* Ashgate Publishing Ltd, Aldershot.

Gob (The government of Bangladesh). (1997), *The Constitution of the People's Republic of Bangladesh*, Government Publication, Dhaka

Tomlinson, J. (2007), *Gender, career progression and management (Class Lecture)*, Leeds University, Leeds.

Wight, C. (2003), 'The Agent-Structure Problem and Institutional Racism', *Political Studies*, Vol-51, No.4, pp. 706-21

With, L. (2004), *Breaking through the Glass Ceiling: Women in Management (An update)* available at www.ilo.org/dyn/gender/docs/RES/292/F267981337/Breaking%20Glass%20PDF%20English.pdf

Women and Work Commission (2006), *Shaping a Fairer Future*, Women and Equality Unit, Cabinet Office, London. Available at http://www.womenandequalityunit.gov.uk/women_work_commission/index.htm.

Website:

(<http://cre.gov.uk/gdpract/equalopps.html>).

<http://www.tcs.cam.ac.uk/issue/news/cambridge-university-slams-guardians-discrimination-claims/>

http://www.tcs.cam.ac.uk/download/TCS_Volume9_Michaelmas_Issue5.pdf