

Position of Employability Priority Groups in Edinburgh –

Ethnic Minorities

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(this research project was compiled by Robbie Pye an intern with Capital City Partnership during 2010; if you require more information on this work or the work of the Job Strategy Team, please contact Capital City Partnership on 0131 270 6030)



Ethnic Minorities

Outline

Research has shown ethnic minorities to be more disadvantaged than the general population when it comes to entering employment, claiming benefits and living in poverty. This is not always caused by intentional discrimination, but also by a lack of awareness about different cultures and the additional barriers to entering employment or claiming benefits. Ethnic minorities, especially those new to the country, are more likely to be less aware of all the services and benefits available to them, creating a higher likelihood that they will end up in poverty (Jones and Tracey, 2010; Platt, 2010).

There has also been an increase in the amount of Central and Eastern European migrant workers due to EU enlargement in 2004 and 2007. The majority of these migrant workers are Polish (62%), followed by Lithuanians (12%). It is estimated that about 35,000 migrant workers from new EU member states came to Scotland between 2004 and 2006, of which 97% were thought to be in employment (COSLA Strategic Migration Partnership, 2007). Therefore Central and Eastern European migrants are not included in this target group.

Scope

There were approximately **21,000** working age people from an ethnic minority in Edinburgh in 2009, making up **6.8%** of the working age population. Table 1 shows the number of different ethnic minorities in Edinburgh and their percentage of the total working age population.

Table 2: Ethnic makeup of Edinburgh workforce

Mixed	Indian	Pakistani or Bangladeshi	Black or Black British	Other
3,000 (0.9%)	2,300 (0.7%)	5,700 (1.8%)	1,900 (0.6%)	8,800 (2.8%)

(Nomis, 2010)

The 2001 census showed that 9 years ago the largest ethnic group in Edinburgh was Chinese, at 0.9% of the population. Therefore it can be assumed that Chinese make up a significant proportion of the "Other" category. ¹

¹ The Annual Population Survey contains the most up to date statistics. However, its categories for ethnic minorities do not include Chinese as a specific group.

Employment

Table 2 shows the ethnicity of those in employment, taken from the Annual Population Survey, via Nomis.

Table 3: Employment rates by ethnicity

Mixed	Indian	Pakistani or Bangladeshi	Black or Black British	Other
2,000 (66.4%)	1,500 (66.4%)	2,700 (47.2%)	1,600 (81.9%)	4,900 (55.9%)

(Nomis, 2010)

As the employment rate for those who are White is 76.6%, this data shows that almost all ethnic minority groups are less likely to be in employment, with the exception of Black or Black British.

Employment rates also vary significantly within ethnic minority groups. For example, Pakistani and Bangladeshi women have the lowest employment rate, at 39%.

According to the DWP there are 490 people from ethnic minorities claiming JSA in Edinburgh, with a further 180 unknown and 455 who have chosen not to disclose their ethnic background.

(Nomis, 2010).

Barriers to Employment

- Racial discrimination
- Different culture and practices in the UK can create additional employment barriers
- Cultural barriers that create additional barriers for the individual, for example Bangladeshi women traditionally not working
- Underdeveloped skills or skills that do not meet the needs of the economy
- Foreign qualifications may not be recognised or may be held in lesser value than their UK equivalents
- Additional barriers created by social deprivation – 20% of children in poverty belong to an ethnic minority in the UK.
- Less likely to use local services such as Job Centre Plus and less aware of services available
- Difficulty accessing the capital necessary for starting own business
- Linguistic barriers

(Gillespie, Mulvey and Scott, 2005; National Employment Panel, 2007; Jones and Tracy, 2010)

Overlaps

- Out of 11, 342 new clients reported to the Drugs Misuse Database in Scotland less than 100 were from an ethnic minority.
- 114 (2.4%) homelessness presentations in Edinburgh were Black or Asian ethnic minorities, whilst 129 (2.7%) listed their ethnicity as “other”. Ethnic minorities who are homeless have stated the additional barriers they face: more visibly different, lack of trust in the system and social exclusion when other communities link together
- Out of 1,328 children in care in Edinburgh in 2009, 59 (4%) were from an ethnic minority.
- Pakistani and Bangladeshi households have a higher chance of containing a disabled family member. Furthermore, the risk of poverty is significantly higher for ethnic minority households with a disabled family member than it is for white households

(Edinburgh Homelessness Strategy, 2007; Platt, 2010; Information Services Division Scotland, 2010; Scottish Government, 2010a)

Services

***Skillnet Edinburgh** – Provides a number of courses aimed at achieving social and economic equality for ethnic minorities in Edinburgh. This includes English language support, computer skills, job searching and employment advice. They also have a project called Mind2Work, focusing specifically on ethnic minorities with mental health issues.

***Ethnic Minority Law Centre**² – Provides legal advice and access to rights, justice and services for ethnic minorities and refugees and asylum seekers.

Saheliya – This service is for black and minority ethnic women and girls (over 12) and is available in a variety of languages. They also specialise in mental health issues and provide an Employment and Advice Shop.

Shakti Women’s Aid – Provides advice for a variety of issues in a number of languages for all black and minority ethnic women and their children, including employment advice.

Sikh Sanjog – Offers advice and information on training and employment and literacy and numeracy support to Sikh women and their families in Edinburgh.

² An asterisk next to the name of a service denotes that this service is available for multiple target groups. These services are not repeated in the chapters for the other target groups.

Trust, Hanover (Scotland) and Bield Housing Associations – Job Opportunities Support Project – Helps ethnic minorities gain the knowledge, skills and contacts necessary to succeed in the housing sector by providing workshops and work placements.

Research Issues

- The JSA figures for ethnic minority claimants in Edinburgh do not appear consistent with employment rates. This could be due to claimants not willing to disclose their ethnicity or due to unemployed ethnic minorities not claiming benefits.
- Inconsistencies in ethnicity categories used by various surveys. Some of which do not adequately represent the ethnic make-up of Edinburgh.