

MAYOR OF LONDON

Workforce Integration Network priority groups briefing

An analysis of intersectionality and underrepresentation within London's labour market.

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1. Introduction

- The Mayor's Academy programme will provide support to employers to ensure groups underrepresented in the labour market are supported through measures to promote workforce diversity and inclusion, including in terms of recruitment, retention and progression.
 - There are significant differences between the unemployment rates of people in London, with certain groups being markedly underrepresented in the workplace. Underrepresented groups include BAME Londoners, women, young people, lone parents, deaf and disabled Londoners. Many groups navigate a system of barriers including biased recruitment processes, unequal pay and prospects for progression. These barriers are not inevitable and mean many businesses overlook and exclude people from underrepresented groups, missing out on their talent and drive.
 - The Workforce Integration Network (WIN) program aims to improve pathways for underrepresented groups in the workplace. In its first phase the WIN programme has focused on supporting young black men aged 16 to 24 years into living wage employment in the construction and digital sector in London.
 - WIN is designed to produce long-term systemic change. We want to create a culture which recognises young black men and their talent. Our work to date has shown that it is ineffective to simply direct young black men into jobs as retention rates are poor and there is unequal opportunity for progression. To date our research has highlighted that employers in the Technology and Construction sectors struggle to not only attract but also retain and progress young black men. Structural barriers such as workplace hostility towards BAME employees, a lack of BAME representation at a more senior level, unequal pay and opportunities for progression all contribute to poor retention rates.
 - WIN takes an **intersectional approach** to diversity and inclusion by examining how ethnicity interacts with other factors such as age, gender, education and class in shaping people's experiences with work. We also recognise the importance of understanding the different experiences between different ethnic groups and their sub populations. The categorization of '**BAME**' is often too broad and masks important differences in the context and challenges faced between different ethnic groups.
 - The Mayor's Academy programme plans to build on the work of the Workforce Integration Network (WIN) by engaging directly with employers to tackle barriers and support them in building more inclusive workforces. The underrepresented groups
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focused on in this document, are evidenced based and sector specific, aimed at building a more inclusive workforce.

- This document is intended for key stakeholders within the academies programme. The analysis presented here has taken a combination of data sources (**See Appendix 2 for full detail**) including broad labour market statistics, sector specific data and a rapid evidence review of the literature from Work Advance and Institute of Employment Studies. The data combined has led to the identification of the priority groups contained within this document.

2. Summary

An intersectional analysis shows that there are specific groups who experience especially significant inequality and exclusion because they possess one or more characteristics in addition to ethnicity that compounds disadvantage: such as gender, age, education, and socio-economic status. Our priority groups include

- **Black men (16-24) and (50+)**
- **Pakistani and Bangladeshi women**
- **Black women**

Key sector takeaways

Creative

- Asian, self-employed
- Asian, aged 50-64
- Black, aged 50-64
- Asian, below degree-level qualification
- Black, below degree-level qualification
- Female Asian
- Female Black

Digital

- Black professional occupations
- Black below degree-level qualification
- Asian below degree-level qualification

Hospitality

- Asian and other ethnic group females
- Black professionals

Green (construction)

- Black females
- Asian females
- Black, professional occupations
- Asian, professional occupations
- Black, below degree-level educated
- Asian, below degree-level educated

Health

- Black males
- Black professional occupations

3. Background

- Data shows that specific ethnic minority groups (and sub-populations within them) experience structural inequalities which translates into underrepresentation and a lack of workforce diversity in key sectors of London's economy. These structural inequalities impact their experience with the labour market overall, including in terms of:
 - Participation in employment
 - Job security; insecure employment
 - Earnings
- Specific ethnic minority groups were also disproportionately impacted by the pandemic. Due to these pre-existing structural inequalities many have suffered worse employment outcomes and economic hardship.
 - In London during the pandemic research shows that the largest increases in unemployment were recorded amongst **Pakistani/Bangladeshi London residents**. A large increase was also witnessed amongst **Black and Black British London residents, who accounted for the highest absolute numbers of unemployed for ethnic minorities**.¹
 - Between July- September 2020 the black unemployment rate in London was almost double that of their White and Asian counterparts with over one in ten black people unemployed.²
 - Results from a YouGov Poll aligned with the increasing unemployment rate for Black people. BAME people were more likely to be worried about their job security (54% against 47%) and prospects for career progression (56% against 45%).³
 - In 2022, labour market figures suggest a similar picture. Nearly one in twelve Black Londoners (8.5%) were unemployed in the period April 2021 to March 2022, nearly double the rate for their White counterparts (4.5%).
- The National evidence paints a similar picture with ethnic minorities, particularly Black, Pakistani and Bangladeshi communities facing higher unemployment rates.
 - Unemployment rates were higher for Pakistani, Bangladeshi and Black African / Caribbean people aged 16 and over in April–June 2020 at 8%, compared with a rate of 3.5% for White people (ONS, 2020).⁴

¹ Volterra, [A detailed study of unemployment in London, March 2021](#)

² GLA Economics, COVID-19 Labour Market analysis, December 2020

³ GLA City Intelligence, COVID-19 polling, 2020

⁴ APS, Unemployment rates, 2020

- Before the onset of Covid-19 (Q2- Q4 2019), one-in-four (25 per cent) economically active Black 16-24-year-olds were unemployed, compared to one-in-ten (10 per cent) of their White counterparts. By Q2-Q4 2020, the unemployment rate rose to 34 per cent (a 9-percentage point increase) among Black young people and to 13 per cent (a 2 point rise) among White young people.⁵
- Between October and December 2020, the Office of National Statistics reported that 41.6 per cent of young Black people aged between 16 and 24 were unemployed while the figure for equivalent White workers was 12.4 per cent. This compares to pre-pandemic levels (January-March 2020) of 25.3 per cent and 10.6 per cent respectively.⁶
- There was also a significant disparity in youth employment for this group. The evidence shows that particularly young people from Black and Asian groups experienced reduced employment rates at four times and three times the rate of young white people.⁷
- The pandemic shone a light on these historical and long-standing inequalities which meant that ethnic minorities- in particular Black, Pakistani and Bangladeshi communities- were more susceptible to the negative economic impacts. For example, it is widely reported that ethnic minority groups are more likely to be unemployed and in precarious work than their white counterparts, in particular Pakistani and Bangladeshi groups have high rates of self-employment.^{8,9} This is subsequently reflected in the share of wealth and low rate of savings these communities have compared to other ethnic groups. (**see Appendix: table 1**).
 - It is particularly significant in London where the ethnicity pay gap is higher than the rest of England, the gap in median hourly pay between White employees and Black and Minority ethnic group (BAME) employees in London (more than 25 per cent) is much higher than that across England & Wales outside London (around 10 per cent).¹⁰
 - In comparing individual groups with the largest group (White British) in London and nationally shows clear disparities, with some groups, notably Chinese and Indian employees doing relatively well in terms of pay, while others tend to have much lower pay – particularly Pakistani, Bangladeshi and Black African employees.¹¹
 - In addition, as Pakistani, Bangladeshi and Black workers are more likely to be in precarious work, such as temporary, shift or zero-hour contracts, they were less entitled to any financial support through their workplace. ¹²

⁵ Resolution Foundation, [Uneven Steps](#), pg3, April 2021

⁶ ONS, [Unemployment](#), 2020

⁷ IES, [An Unequal Crisis: The impact of the pandemic on the youth labour market](#), February 2021

⁸ UCL, [Bame millennials at greater risk of being on unstable employment](#), March 2020

⁹ Doreen Lawrence Review, [An Avoidable Crisis: The disproportionate impact of COVID-19 on Black, Asian and minority ethnic communities](#), April 2020

¹⁰ GLA City Intelligence, [Economic Fairness](#), 2020

¹¹ Ibid

¹² What Works Wellbeing, [Covid-19 and wellbeing inequalities: Employment and Income](#), August 2021

- Furthermore, during the pandemic Black and Pakistani communities were more likely than other groups to be in shutdown sectors (**see Appendix: table 2**) and less likely to gain jobs in growing ones.¹³ In particular Pakistani and Bangladeshi workers are more likely to work in catering, restaurants and related businesses, as well as in taxi driving and chauffeuring, all industries which suffered huge job losses.¹⁴ These communities were twice as likely to have a job at risk of redundancy compared to the White population.¹⁵
 - In London young black men are also overrepresented in low paid sectors such as accommodation, food, transport and storage and retail trades,¹⁶ representing some of the hardest hit industries during the pandemic.¹⁷ (**see Appendix: table 3**)
- Equally those in the most at-risk sectors and occupations also had less to fall back on, being around 25% more likely than average to live in families with no savings at all.¹⁸ People with a vulnerable economic status are also more likely to have a partner who has relatively insecure work.¹⁹ Ethnic minorities- particularly Black, Pakistani and Bangladeshi- were least likely out of those in shutdown sectors to have a partner in employment, thus demonstrating further the financial hardship faced by these communities (**see Appendix: table 4**).

¹³ Ibid

¹⁴Early Intervention Foundation, [Facing up to the unequal economic impacts of the Covid-19 pandemic](#), October 2021

¹⁵ Ibid

¹⁶ Annual Population Survey 3-year pooled dataset 2017-19; ONS average weekly earnings by industry

¹⁷ Economics Observatory, [Update: Which firms and industries have been most affected by Covid-19?](#) , May 2021

¹⁸Resolution Foundation, [Doing what it takes Protecting firms and families from the economic impact of coronavirus](#), March 2020

¹⁹ What Works Wellbeing, [Covid-19 and wellbeing inequalities: Employment and Income](#), August 2021

4. Key findings

- To identify priority groups, we conducted an intersectional analysis that combined ethnicity with other characteristics to identify people that experience multiple forms of disadvantage in the labour market. The analysis combined three different sources, including statistical data and rich qualitative data, to explore trends in underrepresentation. This analysis included the following sources: **(See Appendix 2 for full detail)**
1. **Broad labour market statistical data:** We analysed datasets extracted from the Annual Population Survey (ONS) to explore which groups experienced worse outcomes across several labour market indicators. More detail below*
 2. **Sector specific statistical data:** We analysed the characteristics of workers within the five key sectors to identify underrepresented groups, and within this conducted a further intersectional analysis examining the intersection between ethnicity and other characteristics. This analysis was drawn from 3-year pooled Annual Population Survey data, covering 2017-2019.
 3. **External rapid evidence reviews x5:** The individual sector reviews draw together recent published data on diversity and key intersections which serve to illuminate the findings from the statistical analysis. The evidence reviews also explore the nuances in underrepresentation within the sectors which are not immediately clear from the statistical findings alone.
- The use of different datasets serves to corroborate the emerging findings on priority groups. A number of priority groups emerged consistently through the different methods of analysis. These were:
 - **Black men, particularly those aged 16-24, and 50+**
 - **Pakistani and Bangladeshi women**
 - **Black women**
 - The different labour market indicators highlight in more detail the disparities of experience compared to other groups. *

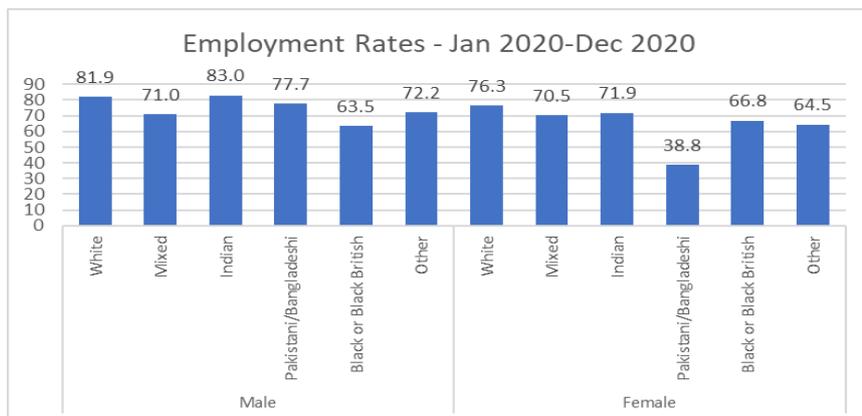
Participation in employment

- For example, in the 12 months ending March 2021, the London average for unemployment was 6.1%, the following groups all had a rate significantly higher than the average:²⁰
 - Pakistani/Bangladeshi women 11.3%
 - Black women 10.5%

²⁰ Annual population survey (APS), [Unemployment](#), March 2020-March 2021

- o Black men 12.4%

- In addition, there are also significant disparities between these groups and their white counterparts. The data shows Black male long-term unemployment at 3.7% compared to only 0.9% for white men. Pakistani/Bangladeshi women long-term unemployment is 1.9% and Black women is 1.4% compared to only 0.8% of white women. ²¹
- Employment rates also display important differences from an intersectional angle. We note differences within the intersections between ethnicity and gender. For example, Pakistani/Bangladeshi women have a significantly reduced employment rate compared to their male counterparts, at 38.8% compared to 77.7%.²²
- The same is true of all ethnicities where we observe female employment rates as lower than their white counterparts. The one difference is observed when looking at black women who have a slightly higher employment rate than black men, 66.8 % compared with 63.5%, whilst this is only a small disparity it does align with other intersectional findings on black individuals (see unemployment rates above).



Job security

- In London we also see rates of insecure employment are far higher for Black and Pakistani/Bangladeshi groups than their white counterparts. In 2019 the London average for those employed in insecure employment was 8.9%, the following groups all had a rate significantly higher than the average:²³
 - o Pakistani/Bangladeshi 14%
 - o Other Asian 10.5%

²¹ Annual Population Survey, 2017-2019 pooled dataset. This is defined as 'unemployed for over 12 months' It is probably better to use the 3 year dataset figures as the bases are higher, plus it avoids any Covid effects from 2020, which may distort the picture.

²² Annual Population Survey, 2020, employment

²³ Annual Population Survey, 2019, insecure employment

- Black 13.3%
 - Other 13.4%
- The data also shows the significant disparity in rates of insecure employment when looking at the intersection between ethnicity and gender. For example, in 2020, 20,000 black men working in London were in insecure employment.²⁴ In 2020 the London average was 7.8%, in comparison 12.2% of black men were in insecure employment and 12.7% of Black women were in insecure employment.²⁵

Earnings

- In terms of earnings, the data shows us that there is a higher proportion of Pakistani, Bangladeshi and Black Londoners who are in employment where they are paid below the London Living Wage compared to other ethnic groups.²⁶

Trends within sectors

- We also found that the priority groups experienced underrepresentation in different ways across sectors: in some sectors (such as creative and digital), there were issues of barriers to entry as well as retention and progression. In other sectors (such as hospitality and health) the underrepresentation existed within senior and managerial occupations and was underpinned by a lack of progression.²⁷ For example, whilst hospitality and health have relatively diverse workforces, ethnic minority women are less represented within senior occupations and experience a significant pay penalty in hospitality.²⁸ Older Londoners tend to be underrepresented in Creative and Hospitality sectors and young Londoners tend to be underrepresented in Digital, Health and Green (Construction) sectors.

The significance of disability and socio-economic status as intersecting factors

- The analysis also shows that disabled Londoners and those from low socioeconomic background face significant structural disadvantage. For example, the employment gap between disabled and non-disabled Londoners is 25.1%, which represents a significant gap between these two groups.²⁹ Research also indicates that disabled Londoners are particularly underrepresented within the Creative, Digital and Green (construction) sectors.³⁰ In both the creative and digital sectors, where skill demands are higher, and

²⁴ Annual Population Survey, 2020, [insecure employment](#)

²⁵ Annual Population Survey, 2020, [insecure employment](#)

²⁶ [London Living Wage by Ethnicity](#), MQT, 2021

²⁷ Interim report, Work Advance and Institute for Employment studies (not yet published)

²⁸ *Ibid*

²⁹ Annual Population Survey, 2020, [Employment gaps](#)

³⁰ Interim report, Work Advance and Institute for Employment Studies (not yet published)

self-employment is more prevalent, socioeconomic status plays a significant role in accessing these industries.³¹

- In addition, sectoral findings on Black Londoners, both male and female, tends to be reflective of how they fare in the labour market overall. For example:
 - Black Londoners experience significant underrepresentation across all the sectors which reflects the broader Labour market.
 - Black Londoners are also less likely than other ethnic groups to have a degree which is reflected in many of the sectors but is also true across London.
 - Black Londoners are the ethnic group least likely to be working in higher managerial, administrative and professional occupations.³² This pattern is mirrored when looking at Black Londoners working in all sectors in London
- These findings point to the structural inequalities and exclusion faced by this group which is further exacerbated in some sectors because they possess one or more characteristics, in addition to their ethnicity, that compounds disadvantage: such as gender, age, education, and socio-economic status. The section below will explore this in more detail.

³¹ Ibid

³²The [National Statistics Socio-economic classification \(NS-SEC\)](#) is an occupationally based socio-economic classification. Though it does provide a measure of socio-economic differences, it should not be confused with other [measures of socio-economic background](#) like 'type of secondary school attended', 'parents' qualifications', 'parents' occupations' and 'eligibility for Free School Meals during school years'. Only NS-SEC is available from the survey where the workforce diversity information is obtained, so is used as an imperfect proxy

Sectoral differences³³

- The data below comprises a deep dive into the five sectors of interest. Initially the data analysis explored the characteristics of workers in particular industries in London. Each sector of interest in London was compared against London overall, using as the benchmark 'Londoners aged 16+ who are in employment. The initial insight was then built upon, by looking within ethnic group- specifically Black and Asian Londoners- to determine any disparities in how these groups experience the labour market.

Creative sector

- In the Creative sector both Asian and Black Londoners are underrepresented. The following intersectional groups emerge as underrepresented:
 - Asian, self-employed
 - Asian, aged 50-64
 - Black, aged 50-64
 - Asian, below degree-level qualification
 - Black, below degree-level qualification
 - Female Asian
 - Female Black
- The Culture sector is a highly educated one with only around a quarter not being degree-educated. For Asian Londoners and Black Londoners, the pattern is again the same but even more so, so there are lower proportions of those who are not degree-educated of these ethnic groups in the Culture sector. (See Appendix 3)
- Senior leadership in key creative roles is constrained for ethnic minority groups. Privilege also has an influence, with those who are more privileged on entry also more likely to see progression. High self-employment also affects progression.

Digital sector

- In the Digital sector Black Londoners are underrepresented.
 - Black professionals: Black Londoners are the ethnic group most likely to not be working in higher managerial, administrative and professional occupations in the digital sector. This pattern is mirrored when looking at Black Londoners working in all sectors in London. **(See Appendix 3)**

³³ GLA City Intelligence, Annual Population Survey 2017-2019 pooled dataset, intersectional analysis has been conducted using ethnicity, in particular black and Asian to explore how they intersect with other characteristics. Annual Population Survey 3 years pooled dataset covering January 2017-December 2019 to look at the characteristics of workers in particular industry sectors in London. The London percentages show the benchmark for 'Londoners aged 16+ who are in employment'. This work was produced using statistical data from ONS.

- The Digital sector is a highly educated one with only around a quarter not being degree-educated. For Asian Londoners and Black Londoners, the pattern is again the same, so there are lower proportions of those who are not degree-educated of these ethnic groups in the Digital sector. Black Londoners are the ethnic group most likely to not be degree-level educated. This pattern is mirrored when looking at Black Londoners working in all sectors in London. **(See Appendix 3)**
 - Ethnic minorities are better represented in the sector than they are in the workforce as whole but are underrepresented compared to London's working population as a whole.
- Our initial data analysis shows the following additional characteristics as key factors.
 - 16-24
 - Disabled Londoners
 - Christian
 - Muslim
 - Lower social classes
 - Education below degree level
 - Female
 - Foreign born
 - Black

Hospitality

- The initial analysis shows that the Hospitality sector is broadly representative of London's population. However, when we look at the data from an intersectional perspective, we find that females belonging to the Asian and Other ethnic group are the ethnic groups with the lowest proportions of females. (See Appendix 3)
- Qualitative research suggests that in Greater London, ethnic minorities are better represented in senior roles, than the rest of the country. However, it also suggests that the priority groups identified face significant challenges in terms of progression to senior positions. For example, Black Londoners are the ethnic group most likely to not be working in higher managerial, administrative and professional occupations in this sector. This pattern is mirrored when looking at Black Londoners working in all sectors in London.

Health

- The initial analysis shows that the Health sector is ethnically diverse, for example you are far more likely to be Black in this industry compared with London. The sector also has a far greater proportion of females compared to the London average. However, when we look at the data from an intersectional perspective Black Londoners are the ethnic group most likely to not be working in higher managerial, administrative and professional occupations in this division. (see Appendix 3). This pattern is mirrored when looking at Black Londoners working in all sectors in London. Similarly, this finding is corroborated by the qualitative research which suggests that females, ethnic minorities and particularly female ethnic minorities are underrepresented in senior positions.
- In addition, there are a lower proportion of male Londoners compared with London overall. In particular Black Londoners are the ethnic group least likely to be male. This pattern is mirrored when looking at Black Londoners working in all sectors in London. (see Appendix 3) Black Londoners are the ethnic group most likely to not be degree-level educated. This pattern is mirrored when looking at Black Londoners working in all sectors in London. (see Appendix 3)

Our initial analysis also shows the following characteristics as key factors.

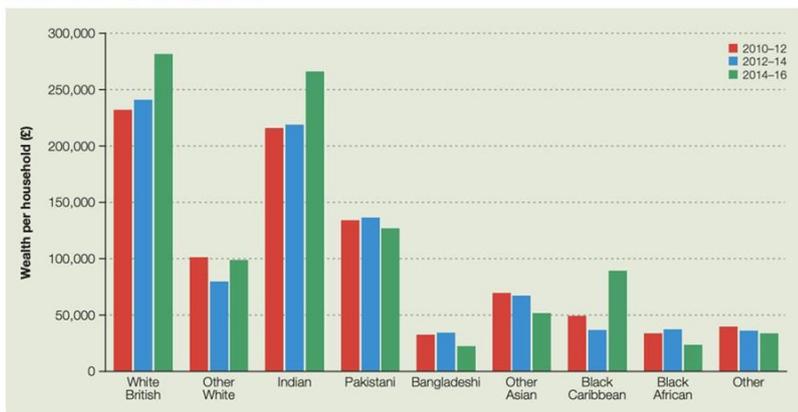
- 16-24
- No religion
- Foreign national

Green (construction)

- In the Green (construction) sector Asian and Black Londoners are underrepresented. The following intersectional groups emerge as underrepresented.
 - Black females
 - Asian females
 - Black, professional occupations
 - Asian, professional occupations
 - Black, below degree-level educated
 - Asian, below degree-level educated
- In the Construction sector there is a lower proportion of higher managerial, administrative and professional occupations compared with London overall. However, Black Londoners are the ethnic group most likely to not be working in higher managerial, administrative and professional occupations in this sector. This pattern is mirrored when looking at Black Londoners working in all sectors in London. Asian Londoners are the ethnic group most likely to be working in higher managerial, administrative and professional occupations in this sector. (see Appendix 3)

Appendix 1: Data charts

Figure 5. Wealth by ethnic group, 2010-16



Source: ONS Wealth and Assets Survey

Figure 6. Relative wealth by ethnic group



Table 1: Source: Runnymede Trust

Figure 7: Wealth by ethnic group 2016-2018, median total household wealth £ (shown in descending order)³⁴

Ethnic group	Wealth
White British	313,900
Indian	313,200
Unknown	309,400
Pakistani	224,500
Other Asian background	162,100
Mixed/Multiple	162,000
Other white	118,000
Black Caribbean	85,900
Chinese	77,300
Bangladeshi	65,600
Any other ethnic group	35,000
Black African	34,300

Table 2: Source: Office for National statistics, *Household wealth in Great Britain by ethnicity*

³⁴<https://www.ons.gov.uk/peoplepopulationandcommunity/personalandhouseholdfinances/incomeandwealth/datasets/householdwealthingreatbritainbyethnicity>

Percentage of adults living in households below 60% contemporary median income after housing costs (relative poverty) in 2015/16



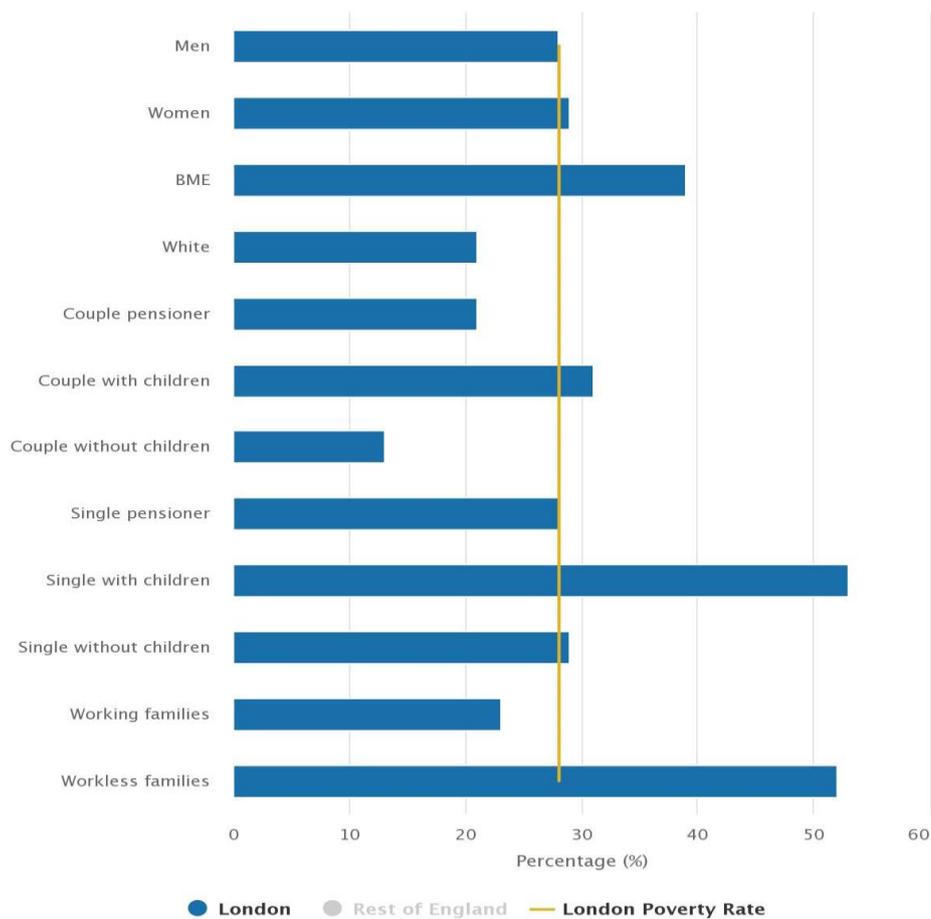
*Average line represents the percentage of the whole population living below 60% contemporary median income after housing cost

“
 People already in poverty are more likely to have been negatively affected by changes in the labour market
 ”

Table 3: source: Equality and Human rights Commission 2020

Poverty rates by demographic characteristics in London (2019/20)

Data source: Households Below Average Income, Department for Work and Pensions.



London's Poverty Profile 2021

Table 4: Source: Trust for London poverty rates by demographic characteristics in London (2019/20)³⁵

³⁵ <https://www.trustforlondon.org.uk/data/populations/gender/>

Figure 12. Share of working-age population in shut-down sectors in England and Wales, by ethnic group and sex

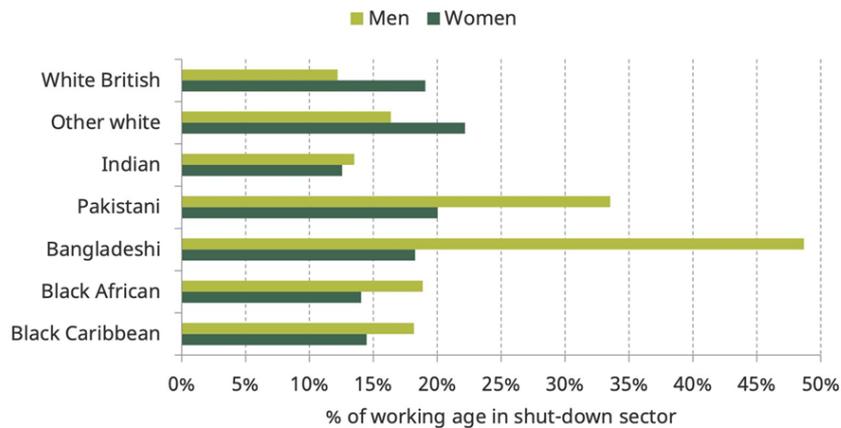


Table 5: source: Institute for Fiscal Studies (IFS)

Appendix 2: Methods of analysis

The analysis has been conducted on various data from different sources. More detail on each of the datasets used is provided in this section.

1. Labour market statistical analysis

The data used here was extracted from the Annual Population Survey (APS) dataset, produced by the Office for National Statistics (ONS)³⁶. The APS comprises key variables from the Labour Force Survey (LFS), all its associated LFS boosts and the APS boost sample.

Participation in employment

This data was extracted from the Labour Force Survey and Annual Population Survey. It looks at unemployment rates for those aged 16 or over. The unemployed population consists of those people out of work, who are actively looking for work and are available to start immediately.

Unemployment rates are also shown for groups with different protected characteristics like age, sex, ethnic group, and disability status.

³⁶ <https://beta.ukdataservice.ac.uk/datacatalogue/series/series?id=200002>

Long term unemployment data is **defined** in this report as 'unemployed for over 12 months'. It is a subset of the overall unemployment rate. As rates are lower, the data is drawn from the 3-year pooled APS 2017-19 data to provide more robustness.

Employment was also analysed for different groups; this measures the number of people aged 16 and over in paid work and those who had a job that they were temporarily away from. The employment rate is the proportion of people aged between 16 and 64 years who are in employment.

Job security

The ONS uses the Equality and Human Rights Commission (EHRC) definition of 'insecure employment' which refers to agency work (including permanent agency work), casual, seasonal, and other temporary work; employees on zero-hours contracts or on-call working; self-employed workers in SOC 6, 8 or 9.³⁷³⁸

Earnings

This data was derived by combining Annual Survey Hours and Earnings (ASHE) data, with the LFS.

The data on ethnicity by nine different ethnic groups, when broken down by year and by location as London, were taken from small sample sizes and should therefore be understood as indicative, and not wholly statistically robust.

2. Sector specific data

This analysis was drawn from 3-year pooled Annual Population Survey data, covering 2017-2019. The initial data looks at the characteristics of workers in particular industry sectors in London. The London percentages i.e. the benchmark, is for 'Londoners aged 16+ who are in employment'. Following this the analysis then focuses within ethnicity to determine any areas of underrepresentation.

This work was produced using statistical data from ONS. The use of the ONS statistical data in this work does not imply the endorsement of the ONS in relation to the interpretation or analysis of the statistical data. This work uses research datasets which may not exactly reproduce National Statistics aggregates.

³⁷<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/adhocs/12504proportionofworkersininsecurejobsbynuts2regionuk2004to2019>;

³⁸ either employed in a job with a temporary contract, working through an employment agency or self-employed in occupations considered insecure*

*such as caring, leisure or other service occupations, process plant and machine operatives or in elementary occupations.
<https://data.london.gov.uk/economic-fairness/labour-market/insecure-employment/>

Definitions

The Health sector is defined as division 86 – Human health activities of the SIC07 classification³⁹. The Creative and Cultural sector follows the DCMS definition⁴⁰. The Digital & Tech sector also follows the DCMS definition⁴¹. The Hospitality sector is defined as Section I of the SIC07 classification. The Green Economy sector uses Section F of the SIC07 classification (Construction) as an imperfect proxy⁴².

³⁹<https://www.ons.gov.uk/methodology/classificationsandstandards/ukstandardindustrialclassificationofeconomicactivities/uksic2007>

⁴⁰ <https://www.gov.uk/government/publications/dcms-sectors-economic-estimates-methodology>

⁴¹ Ibid.

⁴² The Green Economy does not map in a straightforward way onto the SIC classification of activities. The economy has evolved markedly since the last SIC classification of activity, and the classification does not capture adequately the current structure of the economy.

Other definitions

Disabled status is the Equality Act definition of disablement i.e. a health condition/illness lasting 12 months or more which reduces their ability to carry out day-to-day activities.

Social class (NS-SEC) is reported using the official ONS NS-SEC classification based on occupation⁴³. A four-category classification is used.

Managerial status is defined as being responsible for supervising if an employee, or if self-employed with employees.

3. Literature review

The GLA commissioned Work Advance and the Institute for Employment Studies to research workforce diversity and inclusion in the Green Economy, Creative and Cultural Industries, Digital & Tech, Health and Social Care and Hospitality.

This is intended to support the London recovery programme and the mission to help Londoners into Good Work. The findings will inform the development of the Mayor's sector skills academies and Workforce Integration Network (WIN) employer toolkits, along with wider skills and employment policy.

A source evidence report was developed for each of the selected sectors, covering baseline information as well as messages from the existing evidence on diversity and inclusion challenges, and strategies in place to address these. This will build towards a fuller understanding of the barriers and opportunities for underrepresented groups in general and the issues Londoners face, as well as strategies that academy hubs could set in place related to getting in and getting on in work in these sectors. The source information for each sector will be summarised within final reporting.

Approach

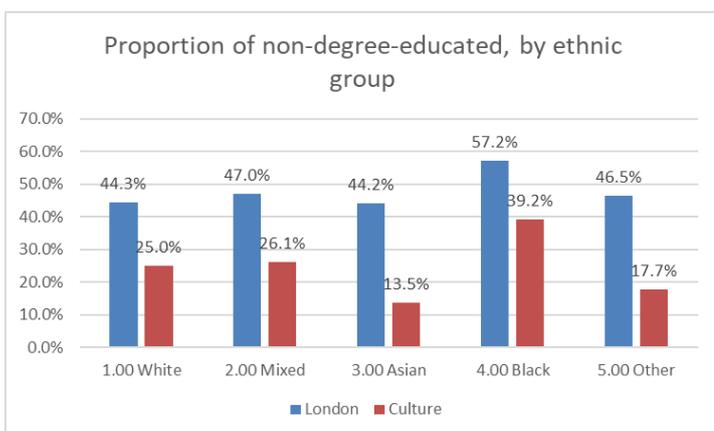
The approach to the review uses three stages:

1. Collating GLA and London intelligence on each of the key sectors at baseline
2. Searching for research and insights on under-representation and strategies to address this from relevant sectoral and equalities bodies
3. Providing draft content to inform final reporting.

⁴³<https://www.ons.gov.uk/methodology/classificationsandstandards/otherclassifications/thenationalstatistics socioeconomicclassificationssrebasedonsoc2010>

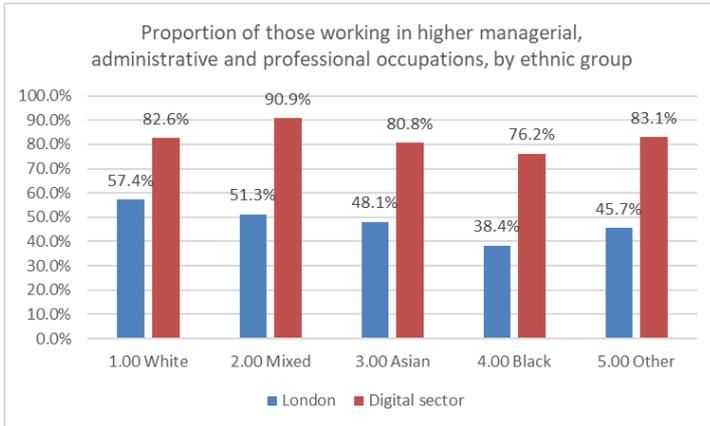
Appendix 3: Intersectional analysis

Creative sector

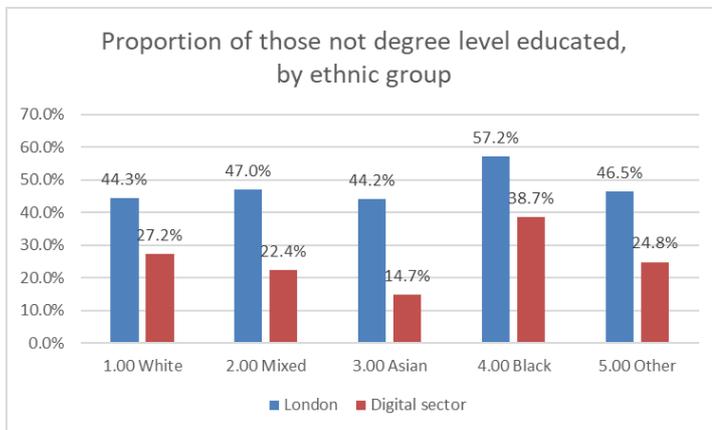


Base size: London: White: 13,242; Mixed: 534; Asian: 3,314; Black: 2,098; Other: 1,024; Culture: White: 1,842; Mixed: 66; Asian: 303; Black: 98; Other: 107

Digital sector

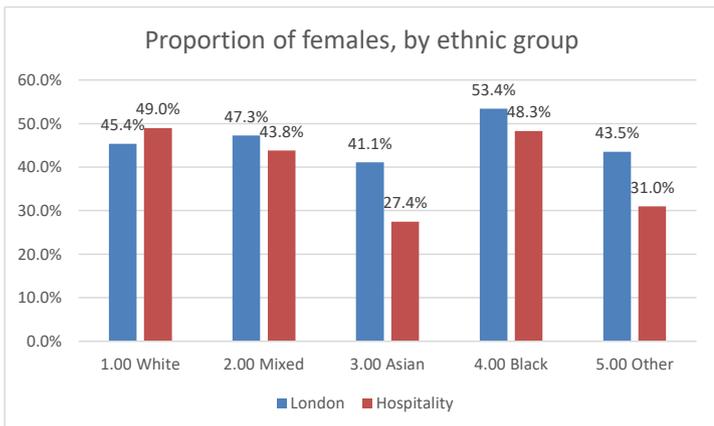


Base size: London: White: 13,411; Mixed: 536; Asian: 3,356; Black: 2,149; Other: 1,034; Digital: White: 1,089; Mixed: 43; Asian: 281; Black: 69; Other: 65



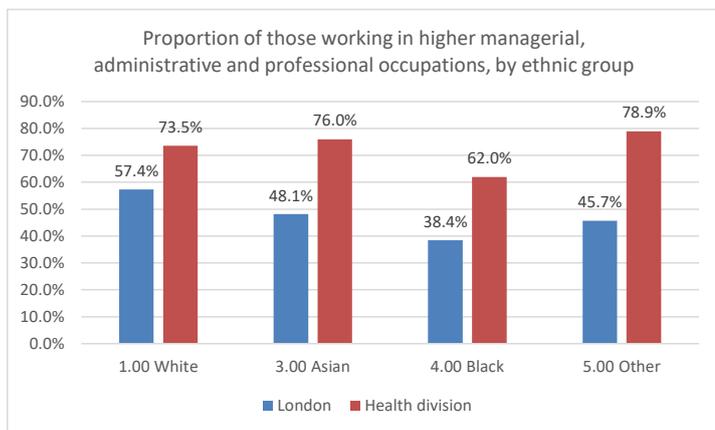
Base size: London: White: 13,242; Mixed: 534; Asian: 3,314; Black: 2,098; Other: 1,024; Digital: White: 1,083; Mixed: 43; Asian: 276; Black: 69; Other: 65

Hospitality

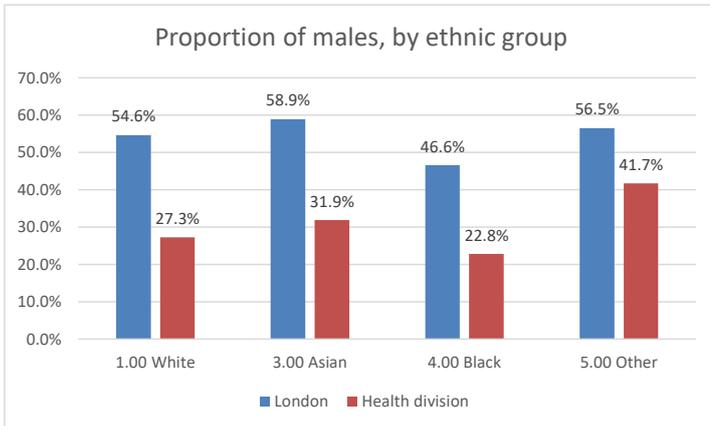


Base size: London: White: 13,411; Mixed: 536; Asian: 3,356; Black: 2,149; Other: 1,034; Hospitality: White: 583; Mixed: 35; Asian: 250; Black: 99; Other: 99

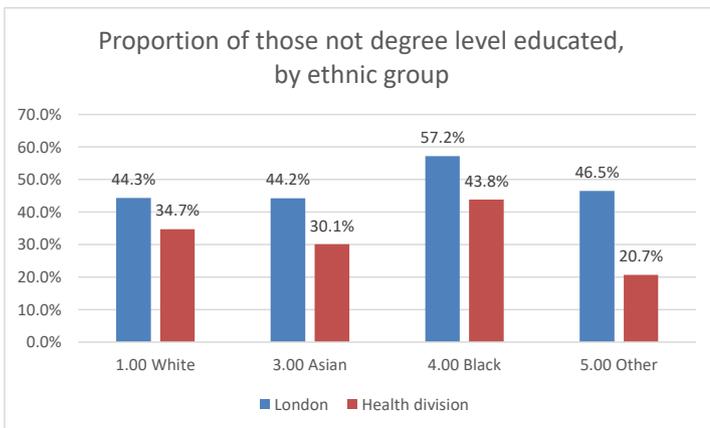
Health sector



Base size: London: White: 13,411; Asian: 3,356; Black: 2,149; Other: 1,034; Health: White: 727; Asian: 259; Black: 224; Other: 70; NB: Data for Mixed ethnic group not available.

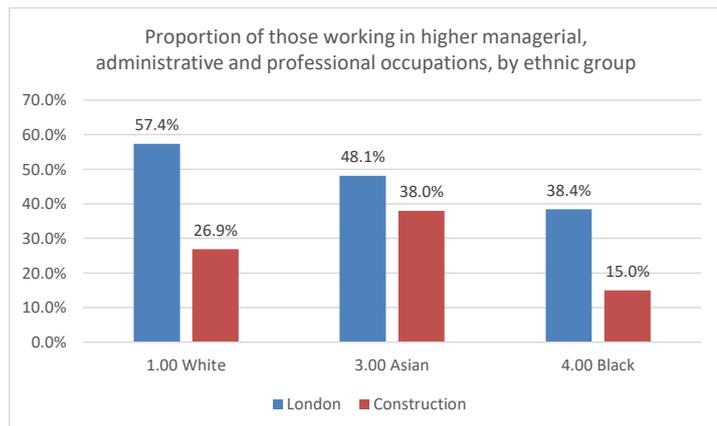


Base size: London: White: 13,411; Asian: 3,356; Black: 2,149; Other: 1,034; Health: White: 727; Asian: 259; Black: 224; Other: 70
 NB: Data for Mixed ethnic group not available.



Base size: London: White: 13,242; Asian: 3,314; Black: 2,098; Other: 1,024; Health: White: 720; Asian: 255; Black: 221; Other: 69
 NB: Data for Mixed ethnic group not available.

Green sector



Base size: London: White: 13,411; Asian: 3,356; Black: 2,149; Construction: White: 1,105; Asian: 118; Black: 79

NB: Data for Mixed and Other ethnic group not available.

Other formats and languages

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