Ethnic minority youth employment data analysis

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EXECUTIVE SUMMARY

Introduction

Young people from minority ethnic backgrounds have long experienced higher unemployment and lower wages than their white peers.[1] The impact of the Coronavirus pandemic has only exacerbated these inequalities, with research showing an unequal impact on employment across ethnic groups.[2,3] In addition, previous work has identified substantial gaps in the collection and analysis of data relating to young people from minority ethnic backgrounds. There are particular concerns around systematic erasure in data collection, lack of observations and small sample sizes, and a lack of culturally relevant data.

Learning and Work Institute (L&W) has been commissioned by Youth Futures Foundation (Youth Futures), on behalf of the Youth Employment Group Ethnic Disparities subgroup, to conduct a data analysis and gap mapping exercise in order to:

- Understand labour market outcomes for young people (aged 16-24 inclusive) from minority ethnic backgrounds over the last 15 years.

- Provide evidence on gaps in data and analysis of employment outcomes for minority ethnic young people, and solutions for better analysis, evidence and research to facilitate better policy.

The project includes two main research activities: secondary data analysis and a quantitative evidence review.

The secondary data analysis includes a range of datasets used in the preparation of National and Official Statistics, including the Labour Force family of surveys, Understanding Society, the Millenium Cohort Study, the Family Resources Survey and the Household Finances Survey. In addition, pooled datasets have been created using Quarterly Labour Force Survey (QLFS) data from the previous five and 10 years respectively, in order to conduct analysis for which sample size is insufficient in individual datasets. The analysis involves intersectional analysis of employment outcomes by granular ethnic groups and demographic characteristics, and considers both what is and isn't possible to analyse based on existing data.

The quantitative evidence review used keyword searches across a range of databases to systematically identify quantitative evidence relating to employment outcomes among minority ethnic young people. Evidence was restricted to that which contained additional data sources or analysis to that included in our data analysis. In total, 27 pieces of

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[1] Bowyer et al (2020) Race-Inequality-in-the-Workforce-Final.pdf (ucl.ac.uk)

[2] Resolution Foundation. (2020). One-in-five young people and over one-in-five BAME workers who were furloughed during lockdown have since lost their jobs

[3] Learning and Work Institute. (2021). Facing the future - employment prospects for young people after Coronavirus.

evidence were included in the quantitative review, covering a range of different types of evidence. Academic papers were the most common type of evidence, followed by third-sector reports and Government statistics websites. Evidence identified in the review has been assessed against a gap mapping framework in order to explore the availability and coverage of evidence across different areas. The gap mapping framework includes a range of criteria, such as ethnic groups at different levels of granularity, demographic characteristics, employment details, intersectional analysis and relevance of data.

Trends in employment outcomes

There are substantial differences in employment rates between ethnic groups. Young people from white backgrounds are the most likely to be employed with an overall employment rate of 58% over the 5-year pooled data. In contrast, young people from Chinese backgrounds are the least likely to be employed, with an equivalent rate of 20%. Employment rates for young people from other ethnic groups are spread between approximately 30% and 45%, with a high degree of overlap. Analysis by demographic characteristics (such as gender), show that differences in employment between ethnic groups are often larger than within ethnic groups, with some exceptions. Differences in employment rate between ethnic groups increase as age increases; for young men, this is a continuing divergence, whereas for young women differences between groups stop increasing at about age 22. Analysis of employment by religious groups shows some significant differences between individuals of different religions within the same ethnic group; for example, young Muslims from black backgrounds have significantly lower employment rates than their Christian or non-religious peers.

Analysis of young people's participation in education show the reverse of trends in employment: young people from white backgrounds are the least likely to be in education, with a rate of 45% over the 5-year pooled data. In contrast, young people from Chinese backgrounds are the most likely to be in education, with an equivalent rate of 77%. Education rates for other ethnic groups are spread between approximately 58% and 68%, with a high degree of overlap. The analysis shows that there are larger gender differences within ethnic groups in education than in employment. For example, 62% of young women from a mixed/multiple background are in education compared to 54% of young men.

Analysis of hours worked showing greater differences in hours worked between genders within ethnic groups, than between ethnic groups. Across most ethnic groups young women work on average fewer hours than young men. However, the size of the difference varies substantially; for example, there is an average 3 hour a week difference for young people from a mixed/multiple background, compared to a 6 hour a week difference for young people from black backgrounds. In addition, analysis of part-time work by gender and religious group shows young men identifying as Muslim are significantly more likely to work part-time than their Christian or non-religious peers.

Analysis of the Understanding Society and Millennium Cohort Study show broadly similar results to the Labour Force Surveys. For example, the analysis of Understanding Society

shows high levels of paid employment for white British young people, and lower levels for young people from minority ethnic backgrounds. Conversely, young people from most minority ethnic backgrounds are more likely to be full-time students.

Data gaps

A key finding of the data analysis is that pooling of QLFS surveys is required to conduct meaningful analysis of employment outcomes for minority ethnic young people, due to large confidence intervals for analysis conducted using single Labour Force Survey (LFS) and Annual Population Survey (APS) datasets. However, although pooled analysis is successful in increasing available sample size, and thus reducing confidence intervals, sample sizes remain small for some groups and variables, limiting the level of granular and intersectional analysis that can be conducted. Other surveys also have substantial limitations. For example, the Millennium Cohort Study did not ask young people (aged 17) their ethnicity, and so analysis was required to be based on parental ethnicity. Both the Family Resources Survey/Households Below Average Income, and the Household Finances Survey, have too few respondents from minority ethnic backgrounds for any meaningful analysis.

Despite these limitations, the quantitative review finds that broad ethnic groupings are generally available across the evidence, with almost all the evidence (26 out of 27) at least partially covering this criteria. Breakdowns by separate ethnic groups are fairly common in the evidence (22 at least partially covered this), although often not comprehensive. Inclusion of ethnic subgroups is identified as a substantial gap in the review, with none of the evidence including these. Inclusion of other relevant subgroups (such as immigration status) is also identified as a major gap.

Demographic characteristics are generally poorly represented in the evidence. Gender and socioeconomic status are the most well represented, with the majority including at least partial breakdowns by gender (24 out of 27) and just over half by socioeconomic status (14). Other criteria such as disability, region, subregion, and age within young people are all poorly represented across the evidence. The inclusion of religion is identified as a substantial gap, with none of the evidence including this.

Coverage of intersectional analysis was mixed. Two-way intersectional analysis is generally available across the evidence, with most (20 out of 27) meeting this. In contrast, only four pieces of evidence included any three-way intersectional analysis.

Employment characteristics are also poorly represented across the evidence. While employment status is generally available across the evidence (24 out of 27), other characteristics such as pay and progression are far less frequently covered (10 and 7 respectively). Discrimination in employment is identified as a major gap, with only one piece of evidence at least partially meeting this criteria. In addition, the data analysis found that pay data is only available for approximately 10% of young respondents to the QLFS, limiting the conclusions it is possible to draw from analysis of this characteristic.

Inclusion of culturally relevant data is also limited, with just over half of the evidence including this (14 out of 27). Timeliness of data is generally good, with all pieces of evidence at least partially meeting this criteria. However, only four included a time period covering both pre- and post-pandemic data.

Gaps and recommendations

The data analysis and quantitative review have identified a range of gaps in data and analysis of the employment outcomes of young people from minority ethnic backgrounds, broadly relating to the three themes of systematic erasure in data collection, lack of observations and sampling, and a lack of culturally relevant data. This includes gaps in terms of availability of ethnic breakdowns; demographic data; employment details and features of surveys or datasets.

In order to address these gaps, we would make the following recommendations:

- Ensure increased observations of separate ethnic and religious groups in national surveys, through modifications to sampling methods or boosters for specific groups. Young people should always be asked to identify their own ethnic background in surveys, and there should be a particular focus on ensuring the representation of Gypsy, Roma and Traveller groups in data and analysis.

- All government and national statistics should include ethnic breakdowns in as much granularity as possible. Published Government statistical analysis (e.g. the Ethnicity Facts and Figures website) should include wider demographic breakdowns and more in-depth intersectional analysis.

- ONS should provide a standardised list of ethnic subgroups in order to facilitate their identification in data collection.

- National surveys should contain a wider range of data on employment, including aspects such as progression and discrimination at work, and on different types of employment, such as apprenticeships and equivalent programmes.

- Research should be undertaken to identify and design key culturally relevant questions in relation to employment outcomes for separate ethnic groups.

- There should be increased collection and publication of local and regional employment datasets, with sufficient sample size for minority ethnic groups.

INTRODUCTION

Young people from minority ethnic backgrounds have long experienced higher unemployment and lower wages than their white peers.[4] The impact of the Coronavirus pandemic has only exacerbated these inequalities, with research showing an unequal impact on employment across ethnic groups.[5,6]

In response to these issues the Youth Employment Group (YEG) has launched an Ethnic Disparities subgroup, which aims to tackle systemic racism and discrimination, and improve employment outcomes for minority ethnic young people. The subgroup is co-chaired by Youth Futures Foundation (Youth Futures) and the Joseph Rowntree Foundation (JRF), (until November 2021).[7] The Council of Somali Organisations took over the co-chair role from JRF in November 2021.

In Autumn and Winter 2021, Learning and Work Institute (L&W) was commissioned by Youth Futures, on behalf of the subgroup, to conduct a rapid evidence review on the impact of government policies on employment outcomes for young people from minority ethnic backgrounds. Upon completion of the review, L&W has been commissioned to build on this work by conducting a data analysis and gap mapping exercise to assess employment outcomes for minority ethnic young people and identify gaps in existing data and analysis.

Context

Previous work has identified substantial gaps in the collection and analysis of data relating to young people from minority ethnic backgrounds. There are particular concerns around systematic erasure in data collection, lack of observations and small sample sizes, and a lack of culturally relevant data.

Systematic erasure has been identified as a significant problem in this area. Much analysis focuses on broad ethnic groups or a binary comparison between white and minority ethnic individuals. Where more detailed ethnic groups are included in data collection, there is frequent exclusion of smaller ethnic groups (i.e. groups with small UK population sizes) due to data limitations. For example, mixed ethnic groups generally only include categories featuring a white background (e.g. white and black African), and exclude mixed groups featuring two minority ethnic backgrounds. Groups that are subcategories of standard ethnic group breakdowns (e.g. Somalis as a subcategory of black African) are frequently excluded.

[4] Bowyer et al (2020) Race-Inequality-in-the-Workforce-Final.pdf (ucl.ac.uk)

[5] Resolution Foundation. (2020). One-in-five young people and over one-in-five BAME workers who were furloughed during lockdown have since lost their jobs

[6] Learning and Work Institute. (2021). Facing the future - employment prospects for young people after Coronavirus.

[7] Youth Futures Foundation. YEG sub-group on ethnic disparities.

Data sources commonly contain relatively few observations for individuals from minority ethnic groups. This may be due to a combination of sampling methods and missing response data on ethnic background. Much primary and secondary analysis is therefore limited in the granularity of analysis that can be achieved. In many cases individuals from separate ethnic groups are combined into broader ethnic groups, or a single group representing all minority ethnic individuals, due to small sample sizes. In other cases, data must be pooled across several survey waves in order to generate sufficient sample sizes. Such analysis risks missing differences in outcomes and experiences between separate ethnic groups, or reducing the timeliness (and relevance) of findings. In addition, there is a strong interaction between ethnic group and other demographic characteristics (such as gender and socioeconomic background), which can be obscured where there is insufficient sample size for intersectional analysis.

Finally, many data collection instruments do not cover questions or considerations that are culturally relevant for specific ethnic groups. Many communities experience challenges or barriers not shared by the majority population, or by other minority ethnic communities. There are also differences in practices, experiences and systems of support across different cultures and communities, such as different approaches to debt or differences in access to personal protective equipment, that may be missed or misunderstood without the collection of relevant data.

Aims and objectives

The research has two main aims. Firstly, to understand labour market outcomes for young people (aged 16-24 inclusive) from minority ethnic backgrounds over the last 15 years. Secondly, to provide evidence on gaps in data and analysis of employment outcomes for minority ethnic young people, and solutions for better analysis, evidence and research to facilitate better policy.

More specifically, this research has sought to explore the following questions:

- Using an intersectional approach, what were the differences in pay, employment, occupation, and sector by geography for young ethnic minorities in England over the last 15 years?

- Using this analysis, what and where are the biggest employment gaps for young ethnic minorities in England?

- Finally, what are the existing gaps in data on young ethnic minorities? How might these gaps be filled by policies and changes from the government and others?

What do we mean by minority ethnic groups?
The term 'minority ethnic' has been used throughout this report to refer to individuals from all ethnic backgrounds other than white British. This includes minority white groups, such

as Gypsies, Roma and Travellers.[8] Where possible, alternative terms for minority ethnic groups (such as BAME) have been avoided.

Methods

The project has included two main research activities: secondary data analysis and a quantitative evidence review.

Data analysis

Secondary data analysis has been conducted to explore the first two research questions, and inform the third. A range of datasets used in the preparation of National and Official Statistics have been examined in order to directly analyse employment outcomes for young people from minority ethnic backgrounds over the last 10-15 years, and to identify relevant gaps in the datasets.

The following datasets have been analysed as part of this research:

- The Quarterly Labour Force Survey

- The Two and Five Quarter Longitudinal Labour Force Survey

- The Annual Population Survey

- The Two-year Longitudinal Annual Population Survey

- The Three-year Pooled Annual Population Survey

- Understanding Society (including the COVID special surveys)

- Millennium Cohort Study

- Family Resources Survey

- Household Finances Survey

In addition, pooled datasets have been created using Quarterly Labour Force Survey (QLFS) data from the previous five and 10 years respectively. This 5- and 10-year pooled data has been used to conduct analysis for which sample size is insufficient in individual datasets. Although this process has increased sample size available for the analysis, a limitation of this approach is the reduced timeliness of data.

The analysis has focused on employment outcomes such as employment status, education status, employment details (e.g. occupation and sector) and pay. Intersectional analyses have been conducted (where possible), based on a range of demographic variables such as detailed ethnic group, age within young people, gender, disability, religion, and region/subregion. The analysis has considered both what is and isn't possible to analyse, in relation to the limitations of current data discussed in the Introduction.

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[8] c.f. Gov.uk. Writing about ethnicity.

Confidence intervals have been calculated in all analyses, at a 95% level. Further details on the analysis can be found in the Technical Report.

Quantitative evidence review

A quantitative evidence review has been conducted to explore the third research question by identifying existing gaps in published data and analysis on young people from minority ethnic backgrounds. Keyword searches across a range of databases have been used to systematically identify quantitative evidence relating to employment outcomes among minority ethnic young people. The review included studies, reports and data sources that contained a substantial component of primary or secondary data or analysis on the target group. Evidence was restricted to that which contained additional data sources or analysis to that included in our data analysis. The full quantitative review protocol can be found in the Technical Report.

Evidence identified in the review has been assessed against a gap mapping framework in order to explore the availability and coverage of evidence across different areas. The gap mapping framework includes a range of criteria, such as ethnic groups at different levels of granularity, demographic characteristics, employment details, intersectional analysis and relevance of data. Evidence was scored against how well it met each criteria. For each criteria, assessments considered (where relevant) whether variables are available, whether variables are suitable, whether there is sufficient sample size for analysis and response rate. The full gap mapping framework can be found in the Technical Report.

This report

The remainder of this report is split into four chapters. The first chapter presents the results of the data analysis, identifying key findings relating to the employment outcomes of young people from minority ethnic backgrounds and summarising what is and isn't possible in relation to the data analysis. The second chapter summarises the results of the gap mapping assessment of the quantitative evidence review. The third chapter identifies the key gaps in data and analysis in this area, with recommendations for how these gaps can be addressed. The fourth chapter concludes the report by providing a brief summary of the findings.

DATA ANALYSIS

Key Findings

- Pooling of QLFS surveys was required due to large confidence intervals in the analysis of single LFS and APS datasets. Although this was successful in increasing available sample size, there are still limits on the level of granular and intersectional analysis that can be meaningfully conducted.
- There are substantial differences in employment rates between ethnic groups. Young people from white backgrounds are the most likely to be employed (58%), and those from Chinese backgrounds the least likely (20%). Employment rates for other ethnic groups are spread between approximately 30% and 45%, with a high degree of overlap. Analysis by demographic characteristics show that differences in employment between ethnic groups are often larger than within ethnic groups.
- There are also substantial differences in the proportion of young people in education between ethnic groups. Trends in education are essentially a reverse of those trends in employment, since most young people who are not in employment are in education. The analysis shows larger gender differences within ethnic groups in education rate than in employment rate. For example, 62% of young women from a mixed/multiple background are in education compared to 54% of young men.
- Pay data is only available for approximately 10% of young respondents to the QLFS, limiting conclusions that can be drawn. However, an analysis of pay by ethnicity and gender was able to identify a gender pay gap for young people from white backgrounds, with young men being paid significantly more on average than young women. In terms of hours worked, the analysis showed greater differences between genders within ethnic groups, than between ethnic groups; across most ethnic groups young women work on average fewer hours. However, the size of the difference varies substantially.
- Analysis of the Understanding Society and Millennium Cohort Study showed similar results in terms of education and employment, with some additional limitations. Income-based surveys on family and household incomes had too few respondents from minority ethnic backgrounds for any meaningful analysis.

Labour Force Surveys

Most of our analysis has been conducted using variants of the Labour Force Survey. The Labour Force Survey is a large survey (84,205 interviews achieved in October-December 2021[9]) conducted by the Office for National Statistics with a quarterly coverage of the UK. In total, 7% of the responses are for young people, but the proxy responses by another household member are high for young people under 20 (over 90% proxy) and higher for minority ethnic responses (45.7% compared to 37.1% for White responses).

Employment

Figure 1 shows an analysis of employment rate for young people (aged 16-24) by ethnic group using the Quarterly Labour Force Survey (QLFS), Annual Population Survey (APS) and 3-year pooled APS. Given small sample sizes, there is an estimated range (confidence interval) for each group – which tends to increase as sample size decreases. Figure 1 shows a large degree of overlap in these confidence intervals for the employment estimates of separate ethnic groups, which means that differences between these groups cannot be accurately identified.

Some limited trends can be identified using the larger APS 3-year dataset. For example, employment rates for white British young people are significantly higher than most other ethnic groups. However, in general sample sizes are too small across these datasets for meaningful analysis. For example, in the QLFS[10] the largest number of observations for young people from a single minority ethnic group was 182, with observations below 100 for young people from all but five of the 16 ethnic groups. Although the APS 3-year dataset has the largest sample size, there remain four ethnic groups with observations below 200. These small sample sizes result in large confidence intervals that prevent the identification of a 'true' employment rate with a reasonable level of confidence, or of distinguishing significant differences between ethnic groups. Due to these small sample sizes, subsequent analyses were conducted using 5-year and 10-year pooled QLFS data (see Technical Report for full details). All pooled analysis used the UK dataset, with the exception of 16-group breakdowns that used the England and Wales dataset.

It is also notable that there are some sizable differences between the mean employment rates of certain ethnic groups between the three surveys. For example, the employment rate for young people from a Chinese background varies by approximately 35 percentage points between the QLFS and the APS three-year. Partly this is due to the low number of observations leading to inaccurate results. In addition, as there are differences in the sample period between the surveys these variations may partially reflect differences over time.

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[9] Labour Force Survey Performance and quality monitoring report: October to December 2021: ONS. Downloaded from https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/articles/labourforcesurveyperformanceandqualitymonitoringreport/2022-02-15 on 06 April 2022.
[10] England and Wales version

Figure 1: Employment rate by 16-group ethnic breakdown, using APS 1-year, APS 3-year and QLFS data

Employment rates and ethnicity (16-24)
16 categories - England and Wales

Legend: APS 1 yr · APS 3 yr · QLFS

Categories (top to bottom): White British, White Irish, Other White, White and Black Caribbean, White and Black African, White and Asian, Other Mixed / multiple ethnic background, Indian, Pakistani, Bangladeshi, Chinese, Other Asian background, Black African, Black Caribbean, Other Black / African / Caribbean background, Other ethnic group

X-axis: 20%, 40%, 60%, 80%

Learning and Work Institute analysis of ONS dataset from the UK Data Service

Analysis of employment rates using 5-year pooled data shows substantial variation by ethnic group. UK figures (with a nine group ethnic breakdown) show that white young people are the most likely to be employed (58%), while young people from a Chinese background are the least likely to be (22%) (see Figure 2). For all other ethnic groups, there is a high degree of overlap – no statistically significant difference was identified in the

employment rates of Pakistani, Bangladeshi, other Asian, and black young people (16-24 year olds), which all gravitate around 34%. The employment rates of both Indian and mixed/multiple young people are significantly higher at around 40%, although there is no statistically significant difference between these groups.

Extending to 10 years of pooled data enables some further differentiation between groups, albeit over a longer time scale and so with less sensitivity to changes over time. In general, there is little difference between employment rates using a five-year or 10-year pool. However, the 10-year analysis shows that young people from a mixed/multiple background are significantly more likely to be employed than young people from an Indian background (at 43% and 38%, respectively), and that young people from a Bangladeshi background are significantly more likely to be employed than young people from a Pakistani background (at 35% and 31%, respectively). However, no significant difference was identified between the employment rates of young people from a Bangladeshi background or an Indian background.

Figure 2: Employment rate by nine-group ethnic breakdown, using 5-year pooled QLFS data

Employment by ethnic group
Quarterly Labour Force Survey 5 year pooled estimate

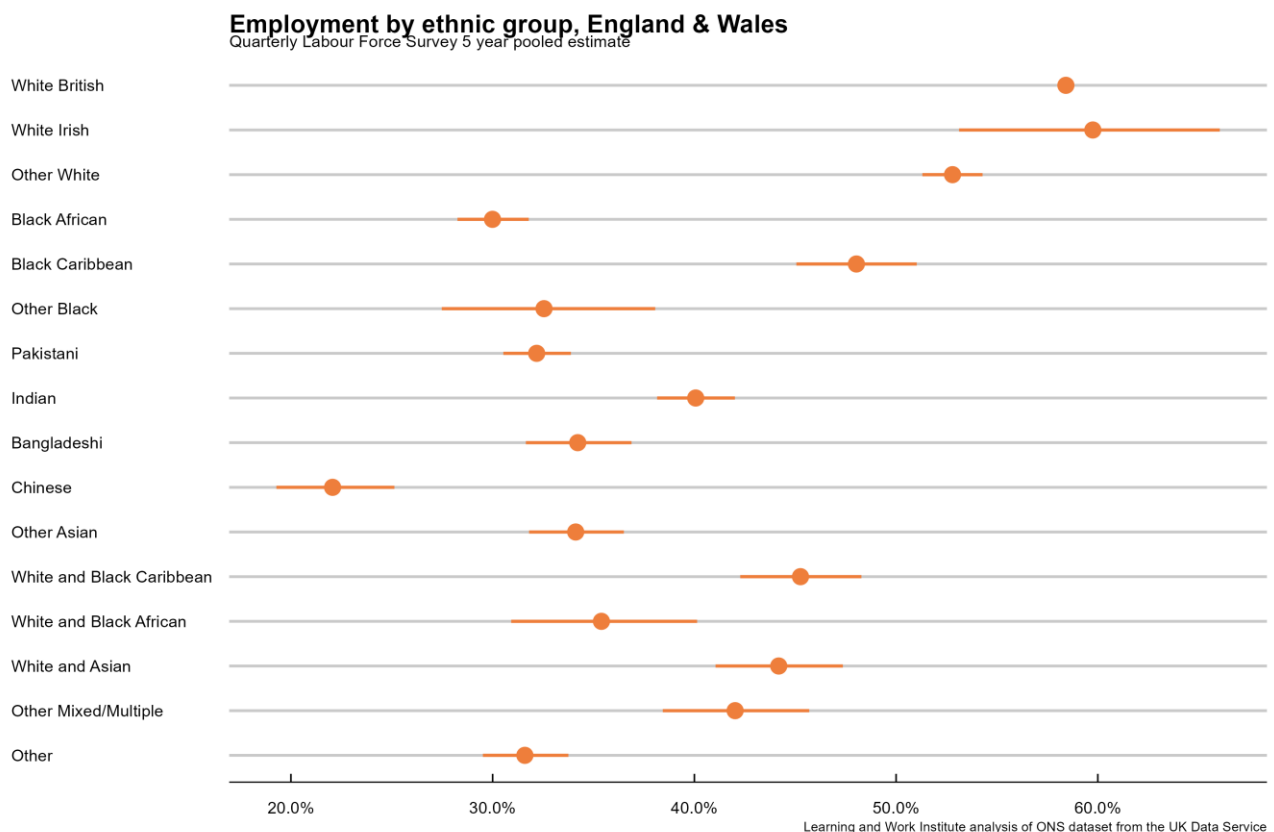Learning and Work Institute analysis of ONS dataset from the UK Data Service
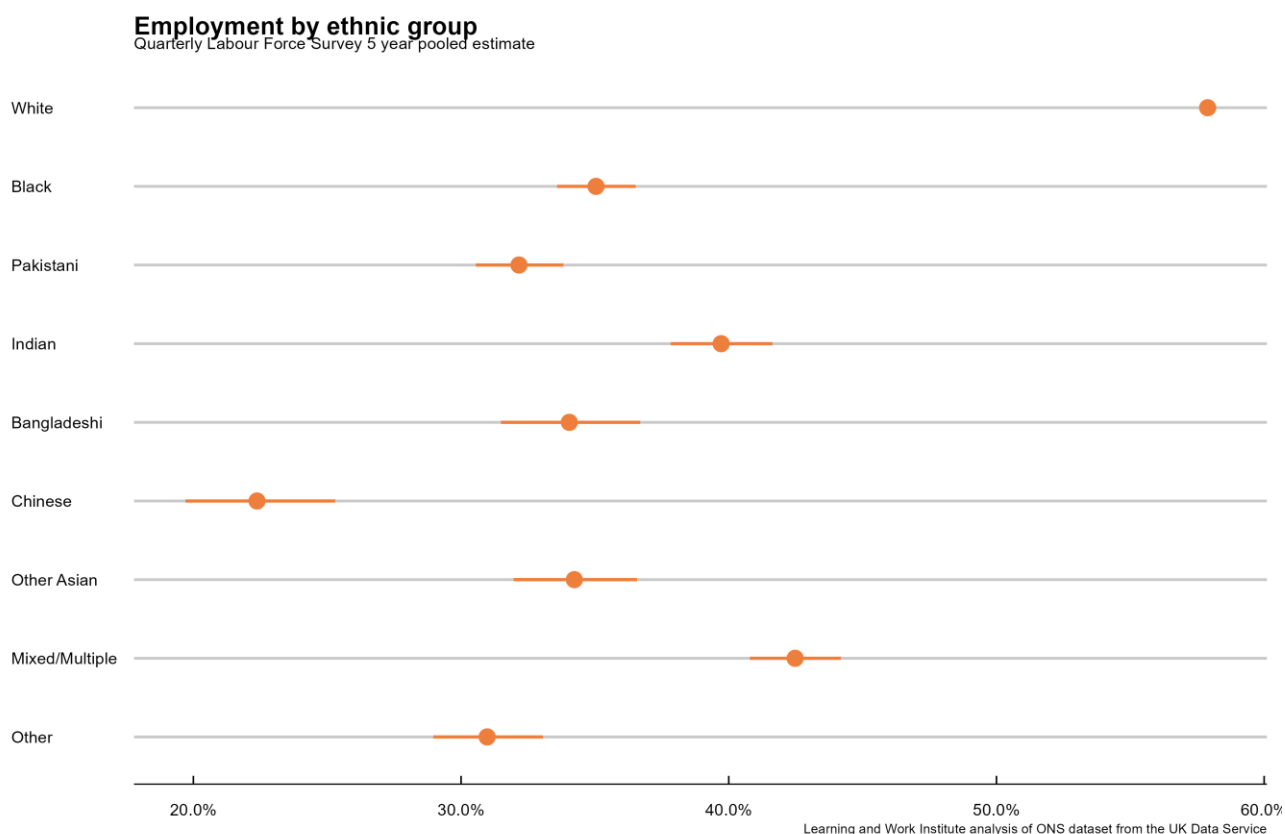
A more detailed 16 category breakdown of ethnic groups (using figures for England and Wales) enables us to identify further differences between certain ethnic groups at a more granular level (see Figure 3). The 5-year pooled analysis shows that when the mixed/multiple category is broken down into four ethnic groups, young people from white

and black African backgrounds have significantly lower employment rates than young people from white and Caribbean or white and Asian backgrounds (35% compared to 45% and 44%, respectively). Similarly, breaking down the black group into its three constituent groups shows young people from black Caribbean backgrounds have a significantly and substantially higher employment rate than young people from black African or black other backgrounds (48% compared to 30% and 33%, respectively).

While the 16-group categorisation provides more granular detail for minority ethnic groups, it also puts greater constraints on the sample size, creating a trade-off between representation and precise estimates. Extending to 10 years of pooled data enables some further differentiation between groups due to the larger available sample size. This analysis shows that young people from Indian backgrounds are significantly less likely to be employed than young people from either white and black Caribbean, white and Asian or other mixed/multiple backgrounds. However, no significant difference in employment rates was identified between young people from Indian or white and black African backgrounds.

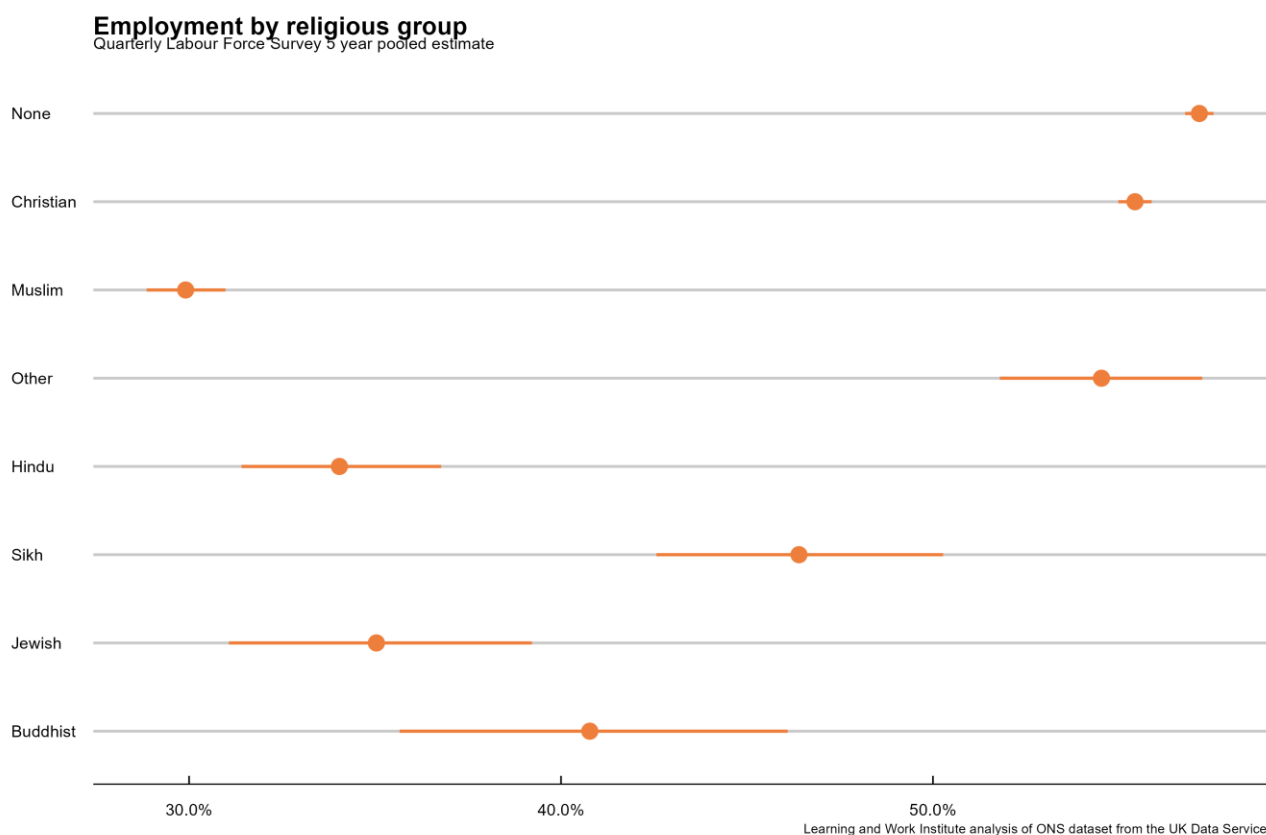**Figure 3: Employment rate by 16-group ethnic breakdown, using 5-year pooled QLFS data**

Employment by ethnic group, England & Wales
Quarterly Labour Force Survey 5 year pooled estimate

Learning and Work Institute analysis of ONS dataset from the UK Data Service

Employment by religion

Analysis of employment rates of different religious groups[11] (Figure 4) using the 5-year pooled data shows that the employment rates of young people with no religion, who are Christian, or with an 'other' religion (with employment rates of 55%, 57%, and 54%, respectively) are significantly higher than any other religious group. Young people from a Sikh background also have significantly higher employment rates (42%) than young people from Muslim, Jewish or Hindu backgrounds (29%, 31%, and 31%, respectively). Conversely, the employment rate of Muslim young people is significantly lower than that of any other religious group.

Figure 4: Employment rate by religious group, using 5-year pooled QLFS data

Employment by religious group
Quarterly Labour Force Survey 5 year pooled estimate

Learning and Work Institute analysis of ONS dataset from the UK Data Service

Employment by gender and ethnicity

An analysis of the 5-year pooled data by gender and ethnicity shows that employment for both men and women broadly follows the same pattern as for young people as a whole: white young people from both genders have the highest employment rate, Chinese young people of both genders the lowest rate and an employment rate between 30% and 50% for both genders from all other ethnic groups (see Figure 5). Only two ethnic groups showed significant differences between the employment rates of men and women. Young women

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[11] There will be a large degree of overlap between certain religious and ethnic groups. In addition, some religious groups are also considered to be ethnic groups – although these are not included in the standard ONS 16-18 group categories.

from white backgrounds and young women from black backgrounds have significantly higher employment rates than their male peers, with respective employment rates of 58% and 57% for white young people and 37% and 32% for young people from black backgrounds.

Extending to 10 years of pooled data shows that young men from Bangladeshi backgrounds are significantly more likely to be employed than their female peers, with respective employment rates of 38% for men and 32% for women. However, the 10-year data does not show any further differentiation between groups.

Figure 5: Employment rate by gender and ethnic group, using 5-year pooled QLFS data

Employment by gender and ethnic group
Quarterly Labour Force Survey 5 year pooled estimate

Learning and Work Institute analysis of ONS dataset from the UK Data Service
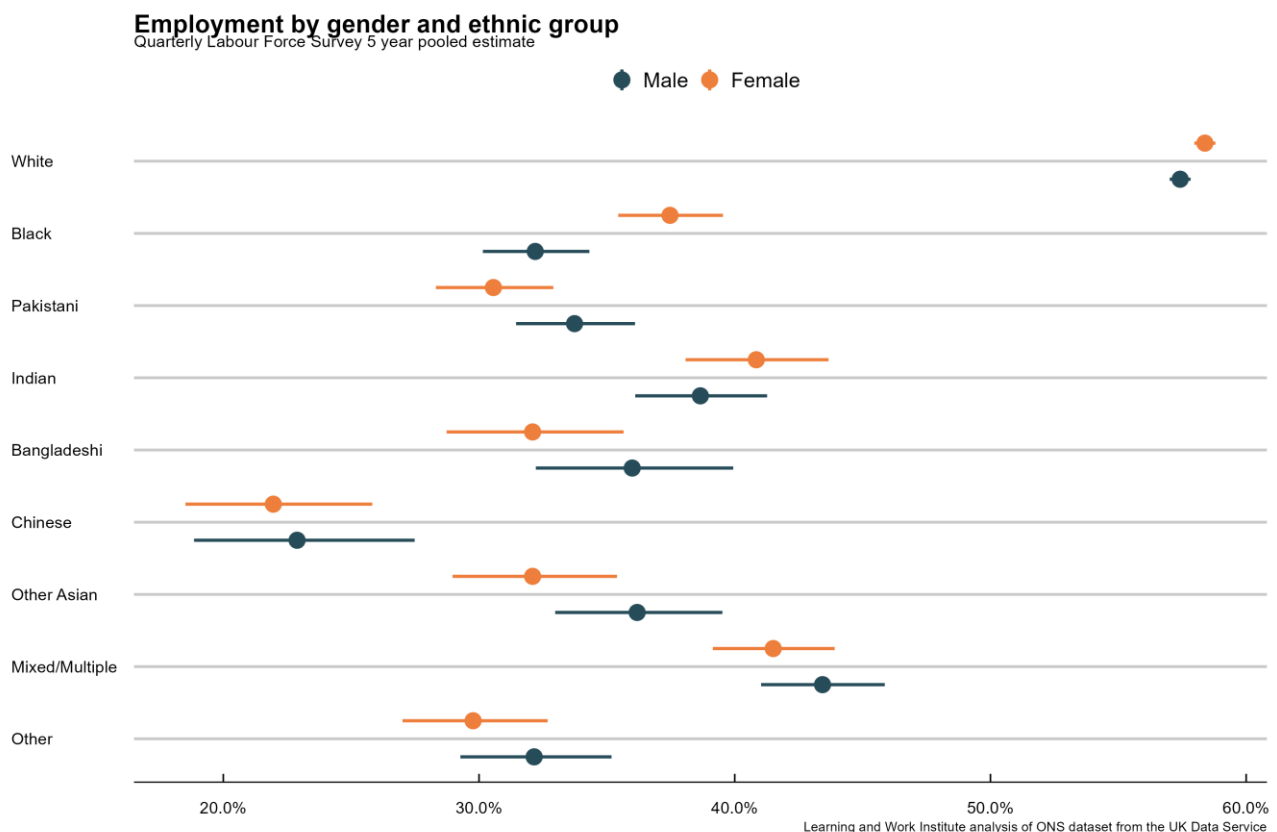
An analysis of economic activity[12] by gender and ethnicity using the 5-year pooled data identifies some further differences (see Figure 6). As for employment rates, no significant differences were identified between the economic activity of young men and women across most ethnic groups. However, for young people from white, mixed/multiple and Pakistani backgrounds young women are significantly less likely to be economically active than young men, with respective figures of 64%, 50% and 39% for young women compared to 66%, 55% and 44% for young men.

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[12] Economic activity counts the total of those who are employed and unemployed, out of the entire labour force available.

Figure 6: Economic activity rate by gender and ethnic group, using 5-year pooled QLFS data

Economic activity by gender and ethnic group
Quarterly Labour Force Survey 5 year pooled estimate

● Male ● Female

Learning and Work Institute analysis of ONS dataset from the UK Data Service
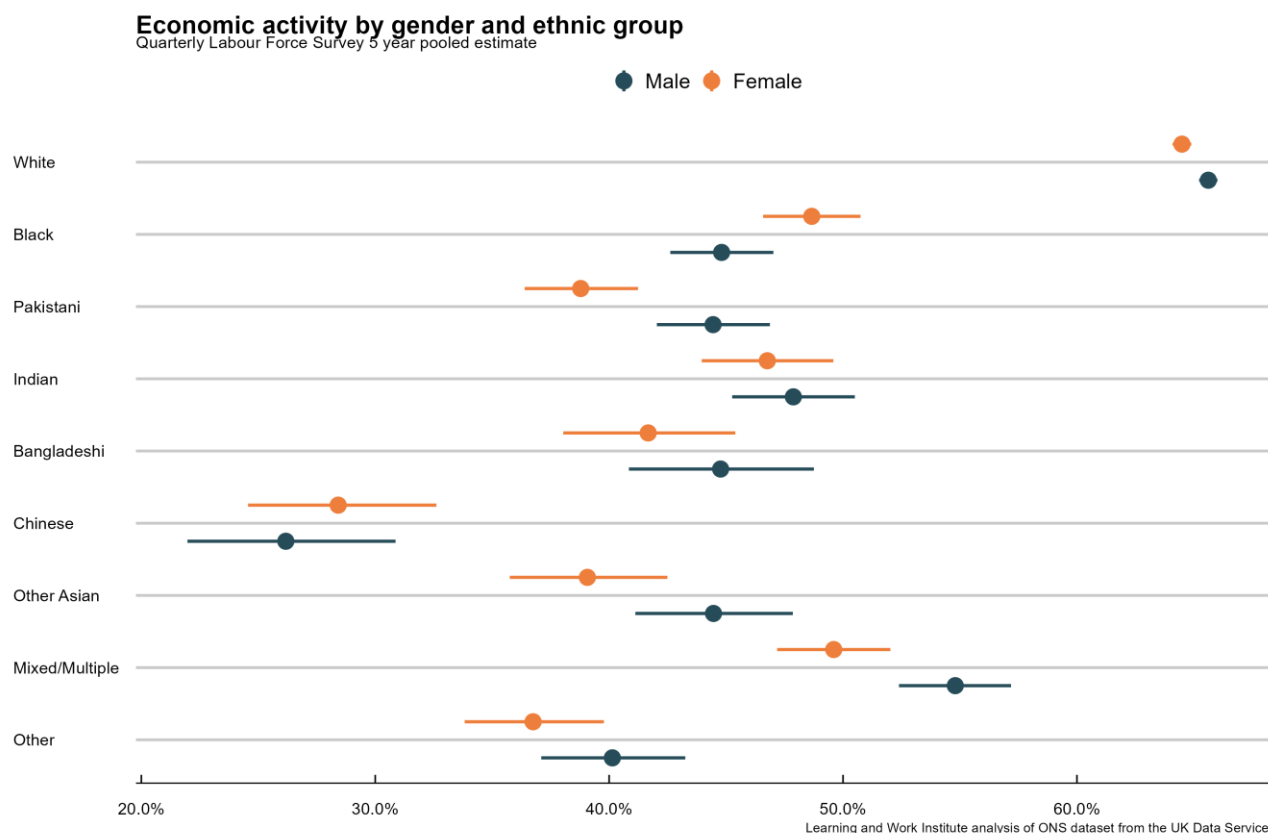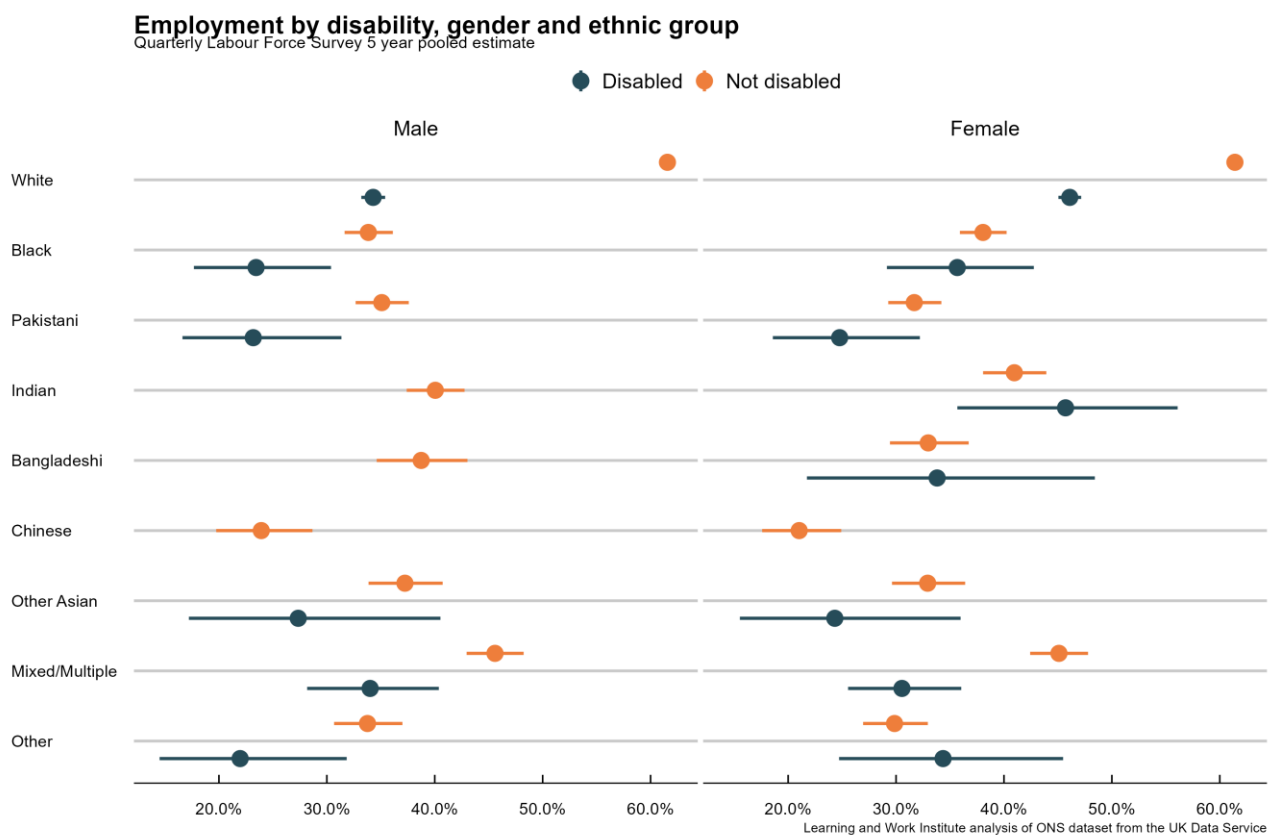
Employment by disability, gender and ethnicity

The pooled data contains very few young people from minority ethnic backgrounds with a declared disability[13]. This limits the conclusions that can be drawn from the analysis. However, an analysis of employment rate by disability, ethnicity and gender using the 5-year data does show that where suitable data exists, in some ethnic groups young men with no declared disability have significantly higher employment rates than their disabled peers. There are particularly large differences for white, black, Pakistani and mixed/multiple background young men (see Figure 7).[14] For young white men, the difference is especially large, with 62% of non-disabled young white men being in employment compared to 34% of disabled young white men. The differences between disabled and non-disabled young women were generally not significant, except for white women and women from mixed backgrounds, where individuals without a declared disability were significantly more likely to be employed by approximately 15 and 10 percentage points, respectively.

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[13] The full 10-year sample contains data on 44,959 individuals identified as disabled, approximately 13% of the sample. However, only 5,163 of these individuals are identified as part of an ethnic minority group, representing only 1.5% of the sample.

[14] The 5-year pooled sample contained no suitable data for young disabled people from a Chinese background or young disabled men from Indian or Bangladeshi backgrounds.

An analysis of the 10-year pooled data enables the inclusion of disabled young men from a Chinese background, who were absent in the 5-year pooled sample. The analysis shows no significant difference in employment rates between disabled and non-disabled young men from a Chinese background; however, the sample size remains small, which may prevent the identification of any existing differences. No additional information can be gained from the 10-year pooled data, as the available sample for disabled ethnic minority individuals remains relatively small.

Figure 7: Employment rate by disability status, gender and ethnic group, using 5-year pooled QLFS data

Employment by disability, gender and ethnic group
Quarterly Labour Force Survey 5 year pooled estimate

Learning and Work Institute analysis of ONS dataset from the UK Data Service

Employment by age, gender and ethnicity

An analysis of employment by age and gender using the 5-year pooled data is constrained by a lack of suitable data for most ethnic group at younger ages. However, data for those aged 22 and over shows that the previously identified pattern of high employment rates for young people from white backgrounds and low employment rates of young people from Chinese backgrounds persists, with a high degree of overlap in the employment rates of young people from all other ethnic groups (see Figure 8). The analysis demonstrates a trend between age and employment that holds true across ethnic groups and gender: at 18 years of age, young people are less likely to be employed than they are at 24 years of age. This is to be expected, as those who go on to university after Key Stage 5 education typically do so from age 18 to 21. However, within this trend, there is a great deal of variation. For example, at age 18, approximately 46% of young men from a white

background are in employment; at age 24, this figure rises to 83%. For young men from a Pakistani background, at age 18 approximately 18% are in employment; at age 24, this figure rises to 71%. It is also apparent that the differences in employment rates between different ethnic groups increases with age, with fewer significant differences in employment rates between ethnic groups at age 18. As age increases, there is increased dispersion in employment rates between ethnic groups. For men, this dispersion increases with age, but for women, there is a dispersion in employment rates only up to age 22. In addition, at age 24, young people from a white background are not significantly more likely to be in employment than young people from all other religious group, as the difference in employment rates between young people from an Indian background and young people from a white background is statistically insignificant at age 24.

An analysis of the 10-year pooled dataset can identify a few further differences between groups, but there is still a large degree of overlap. This analysis shows that from the age of 20, young men from a Chinese background are significantly less likely to be employed than young men from any other background, although the same is not true for young women from a Chinese background. Young women aged 16 to 23 from a white background are significantly more likely to be employed than young women of this age range from any other background.

Figure 8: Employment rate by age, gender and ethnic group, using 5-year pooled QLFS data

Employment by age, gender and ethnic group
Quarterly Labour Force Survey 5 year pooled estimate

Learning and Work Institute analysis of ONS dataset from the UK Data Service
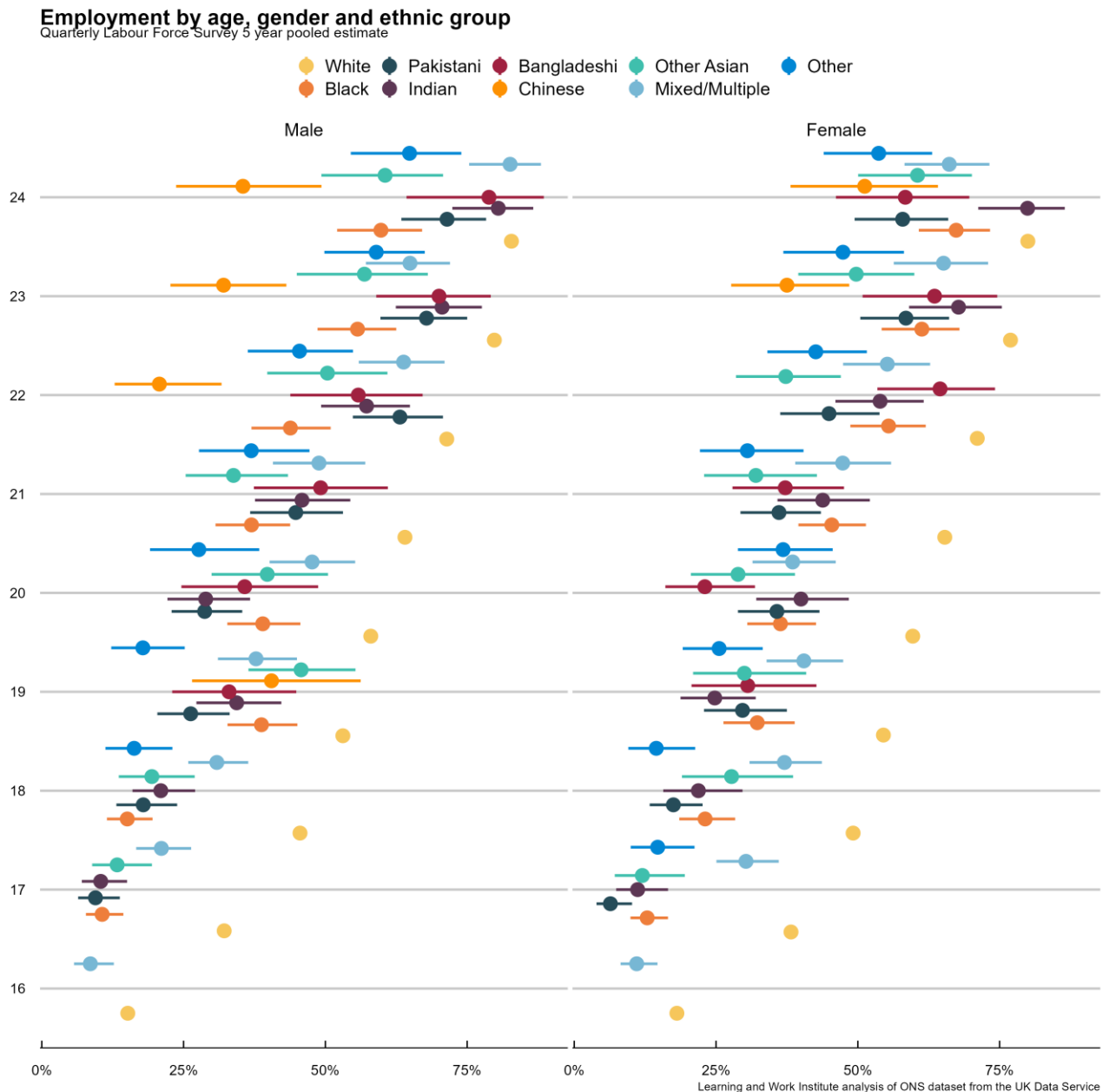
Employment by gender, ethnic group and religious group

An analysis of employment by gender and religious groups (including only those with the largest sample sizes) using the 5-year pooled data shows a high degree of overlap between groups (See Figure 9). There is also missing and unsuitable data for certain subgroups.[15] Taken together, this limits the conclusions that can be drawn from the analysis. However, it is possible to identify that Muslim young people of both genders from

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[15] The 5-year pooled sample contained no Bangladeshi Christians or Chinese Muslims and unsuitable data for other Pakistani and Bangladeshi religious subgroups.

a black or other ethnic background are significantly less likely to be employed than their peers who are Christian or have no religion; the same is true for young women from white backgrounds. For example, Muslim young men from black backgrounds have an employment rate of approximately 21%, while their Christian and non-religious peers are significantly more likely to be employed, at a rate of approximately 35%. Similarly, Muslim young women from black backgrounds are employed at a rate of approximately 23%, while their Christian and non-religious peers significantly more likely to be employed at approximately 40%.

Analysis of 10-year pooled data fills some of the missing subgroups.[16] However, the increase in sample size is insufficient to draw out further differences in employment rates between groups.

Figure 9: Employment rate by gender, ethnic group and religious group, using 5-year pooled QLFS data
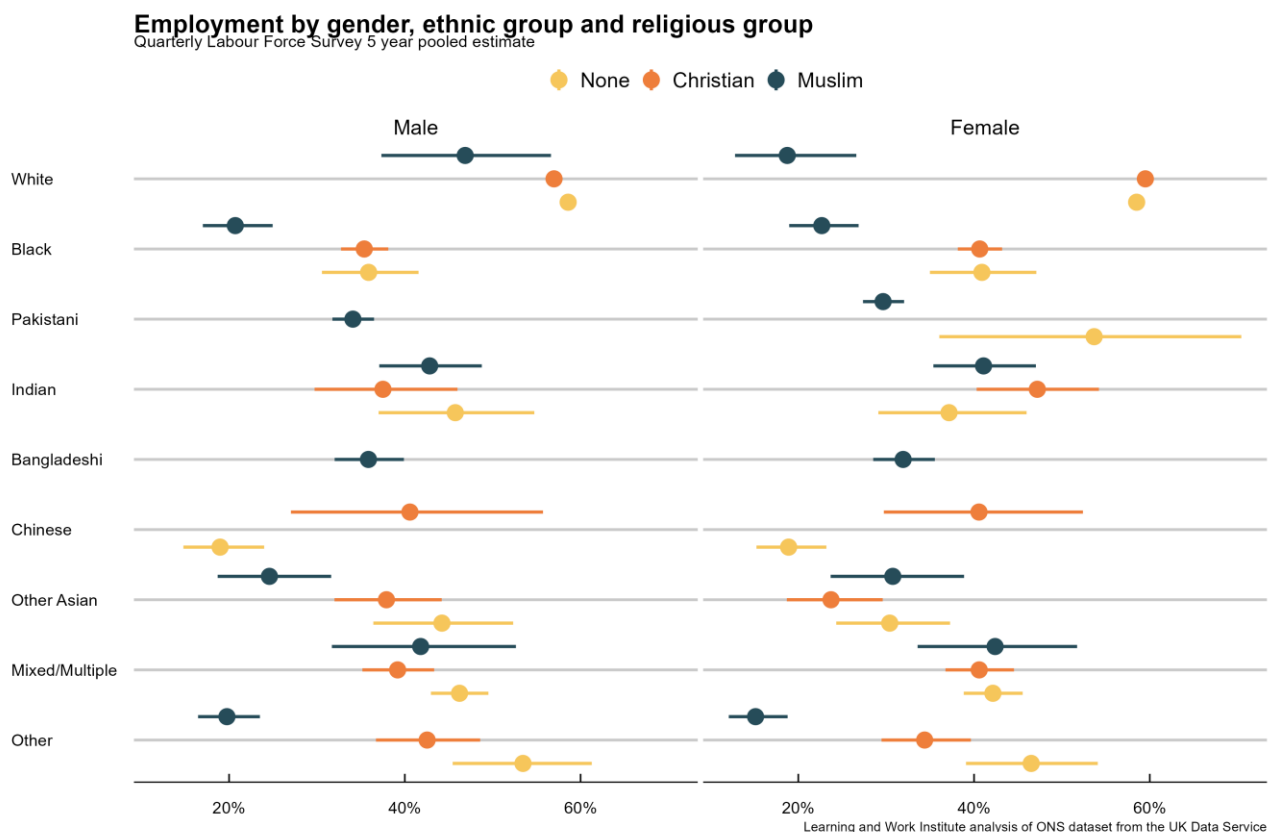

Employment by gender, ethnic group and religious group
Quarterly Labour Force Survey 5 year pooled estimate

Learning and Work Institute analysis of ONS dataset from the UK Data Service

Employment by region and ethnic group

Analysis of employment by region of residence was conducted in order to explore regional differences in the employment rates of minority ethnic young people (see Figure 10). However, the confidence intervals of regional employment estimates are particularly large

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[16] Extending to a 10-year sample helps this issue but still does not rectify it entirely – the 10-year sample contains no male Chinese Muslims or female Bangladeshi Christians.
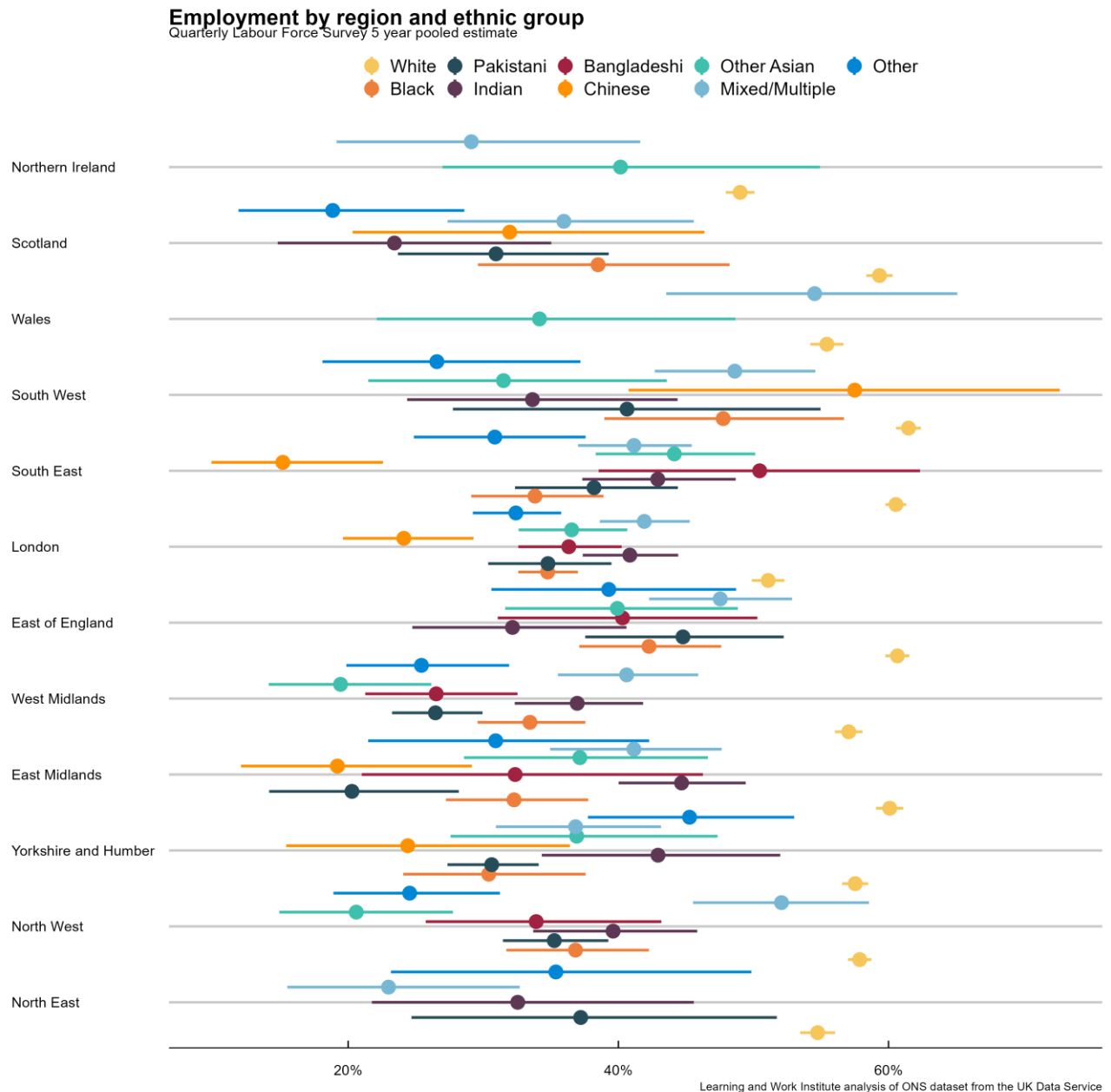
due to severe limitations in sample size[17], which cannot be adequately addressed even by extending the sample to a 10-year pool. However, it should be noted that confidence intervals are smaller for regions with large minority ethnic populations, such as London.

Despite sample size limitations, the analysis shows that, although white young people are significantly more likely to be employed than minority ethnic groups across the whole of the UK, when accounting for regional differences this is not always true. The employment rate of white young people is significantly higher than all other ethnic groups in some regions, for example in the East and West Midlands, but in other regions, such as the South East, South West, or Northern Ireland, the employment rate of young people from a white background is not significantly higher than all other ethnic groups. However, the large confidence intervals for minority ethnic employment rates at regional levels mean no substantive conclusions should be drawn from this – for example there are particularly large confidence intervals on employment estimates of ethnic minorities in the South West, where the small sample sizes for certain ethnic minority groups, such as young people from a Chinese background, result in very large confidence intervals for employment estimates.

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[17] There are unsuitable sample sizes for many smaller regions such as Northern Ireland.

Figure 10: Employment rate by UK region and ethnic group, using 5-year pooled QLFS data

Employment by region and ethnic group
Quarterly Labour Force Survey 5 year pooled estimate

Legend: White, Black, Pakistani, Indian, Bangladeshi, Chinese, Other Asian, Mixed/Multiple, Other

Learning and Work Institute analysis of ONS dataset from the UK Data Service

Employment by sector and ethnic group

Analysis of total employment estimates for broad industrial sectors decomposed by ethnic group[18] using the 5-year pooled data shows that differences between sectors are frequently larger than differences between ethnic groups (see Figure 11). The results show that for all ethnic groups except Chinese, young people are most likely to be employed in the distribution, hotels and restaurants sector; of those employed in each ethnic group, between 30% and 50% are employed in this sector. An analysis of 10-year

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[18] In other words, the number of young people from a particular ethnic group employed in a given sector, expressed as a percentage of the total number of young people from that ethnic group who are employed.

pooled data reinforces this, showing that young people from all ethnic groups (including Chinese young people) are significantly more likely to be employed in the distribution, hotels and restaurants sector than in any other sector. This is unsurprising, given this sector typically employs large numbers of young people who are in education or have recently completed it.

Figure 11: Total employment estimates by broad industrial sector and ethnic group, using 5-year pooled QLFS data

Total employment estimates by sector and ethnic group
Quarterly Labour Force Survey 5 year pooled estimate

Learning and Work Institue analysis of ONS dataset from the UK Data Service
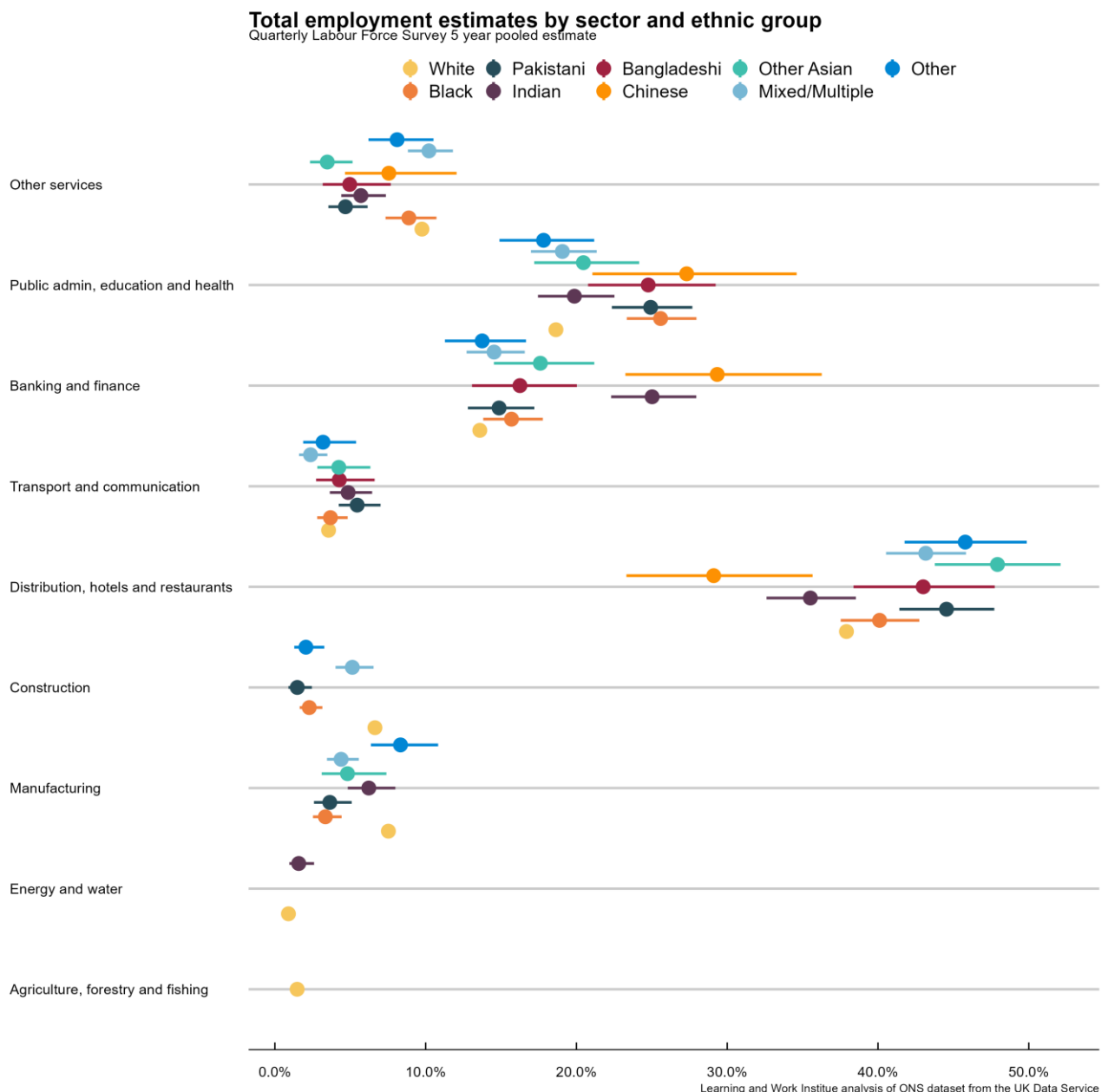
However, the 5-year pooled analysis does allow the identification of some disparities between groups. For example, young people from an Indian or a Chinese background are significantly more likely to be employed in the banking and finance sector (with

approximately 29% of young people from Chinese backgrounds and 25% of young people from Indian backgrounds employed in the sector) than young people from other ethnic groups (with around 14% to 18% of young people from every other ethnic background being employed in the sector). Although the distribution, hotels and restaurants sector is the most common sector across ethnic groups, the percentage of young people working in this industry from Bangladeshi (43%), Pakistani (45%), mixed/multiple (43%), 'other Asian' (48%) and 'other' ethnic groups (46%) is significantly higher than the percentage of young people from white backgrounds working in that sector (38%).

Summary of employment analysis

The employment analysis demonstrated that the pooling of QLFS surveys is required in order to generate sufficient sample size for the intersectional analysis of employment outcomes for minority ethnic young people. However, even 5 and 10 year pooled samples had insufficient sample size for some groups and variables, limiting the analysis that could be conducted. For example, analysis of ethnic groups by region or disability were extremely limited.

However, the analysis did identify substantial differences in employment rates between ethnic groups. For example, young people from white backgrounds generally have the highest employment rates, and young people from Chinese backgrounds the lowest. In addition, analysis by demographic characteristics (such as gender), show that differences in employment between ethnic groups are generally larger than within ethnic groups, with some exceptions.
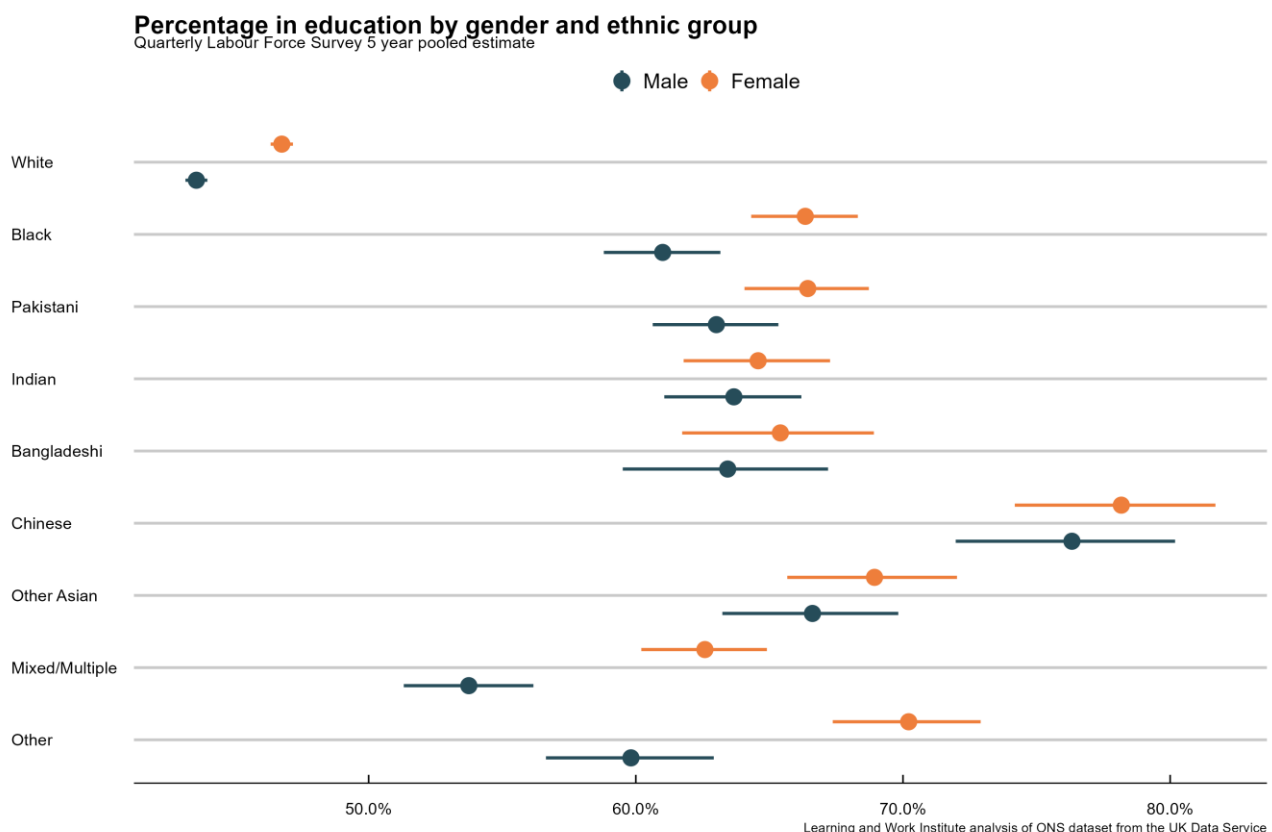
Education

Overall, analysis of education by ethnic group shows trends that are essentially a reverse of those seen in analysis of employment and economic activity. Across the whole sample, approximately 80% of young people identifying as economically inactive are in education. Therefore, ethnic groups with a high proportion of young people who are in employment or economically active are expected to have a low proportion in education, and vice versa (although education and employment are of course not mutually exclusive and there is a high degree of overlap between these categories – approximately one third of those in education are also defined as employed).

Analysis of education by gender and ethnicity using the 5-year pooled data illustrates this point (see Figure 12). The analysis shows that Chinese young people of both genders are significantly more likely to be in education than their peers from other ethnic groups, with education rates of 76% and 78% for men and women respectively. In contrast, white young people of both genders are significantly less likely to be in education than other ethnic groups, with rates of 44% and 47% for men and women respectively. These findings are the direct opposite of those for employment rate. Although other differences between ethnic groups are obscured by the large confidence intervals, an analysis of the 10-year data shows some further details. It shows that young women from a black background are significantly less likely to be in education than young women from an

'other' ethnic background, with 66% of young women from a black background in education compared to 70% of young women from an 'other' ethnic background. In addition, young people from a Chinese background (whatever their gender) are significantly more likely to be in education than both men or women from any other background, with 80% of young men and 78% of young women from a Chinese background being in education.

However, one notable difference in education rates compared to employment rates is a much larger disparity in outcomes between genders of the same ethnic group. In particular, young men from white, mixed/multiple, black and other backgrounds are significantly less likely to be in education than their female peers, despite similar rates of economic activity. The difference between genders is particularly large for young people from a mixed/multiple background, with 62% of young women being in education compared to 54% of young men.

Figure 12: Participation in education by gender and ethnic group, using 5-year pooled QLFS data

Percentage in education by gender and ethnic group
Quarterly Labour Force Survey 5 year pooled estimate

Learning and Work Institute analysis of ONS dataset from the UK Data Service

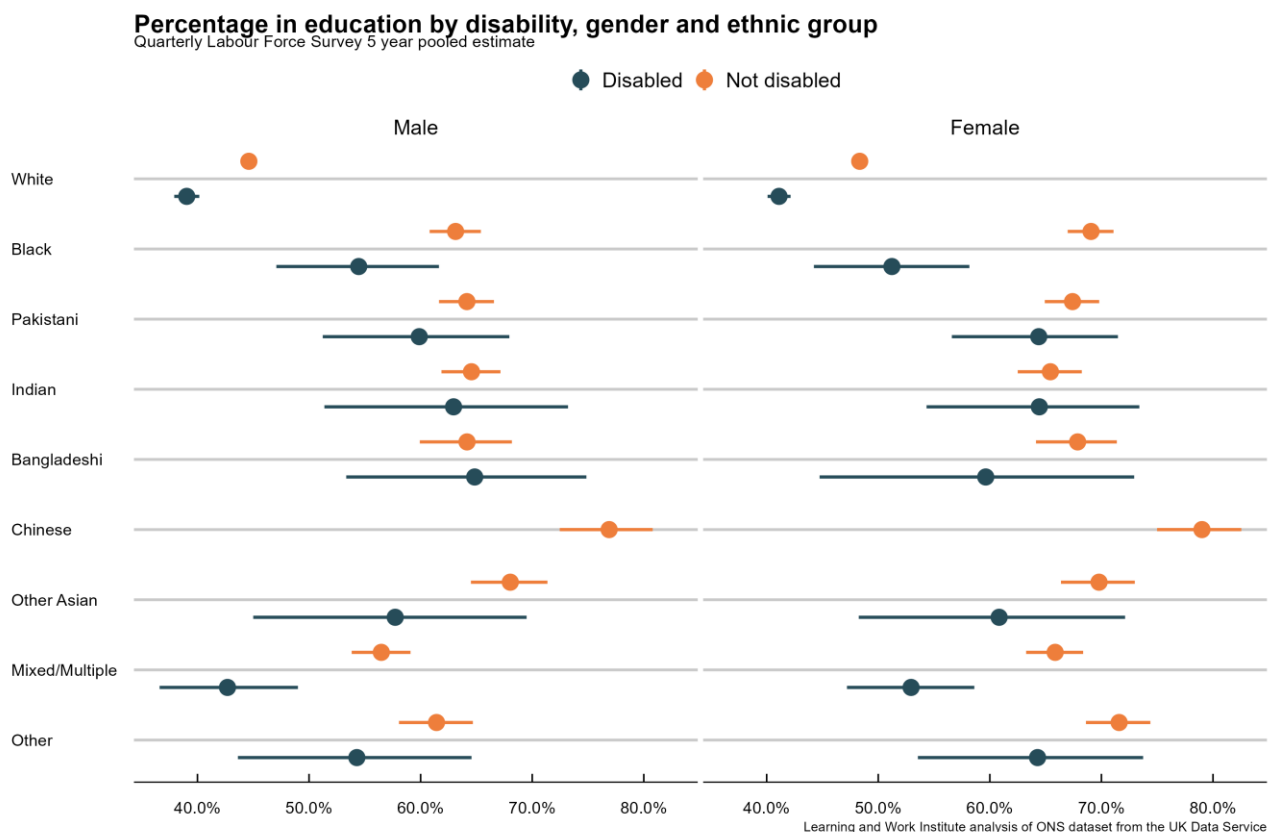**Education by disability, gender and ethnicity**

As mentioned previously, the pooled data contains very few young people from minority ethnic backgrounds with a declared disability; therefore, limited conclusions can be drawn from an analysis of education by disability and gender. However, an analysis of the 5-year pooled data does show that for both young men and young women, disabled individuals

from certain ethnic groups are less likely to be in education than their able-bodied peers. Amongst young men, able-bodied individuals from white or mixed/multiple background without disabilities are significantly more likely to be in education than those with disabilities, with respective education rates of 45% and 39% for young white men, and 54% and 42% for young men from mixed/multiple backgrounds.

Similar findings were also identified for young women, with able-bodied white women significantly more likely to be in education than their disabled peers (48% and 41% respectively), and the same for young women from a mixed/multiple background (66% and 53% respectively). In addition, able-bodied women from black backgrounds were significantly more likely to be in education than disabled black women (69% and 51% respectively).

Figure 13: Participation in education by disability status, gender and ethnic group, using 5-year pooled QLFS data

Percentage in education by disability, gender and ethnic group
Quarterly Labour Force Survey 5 year pooled estimate

Learning and Work Institute analysis of ONS dataset from the UK Data Service

Education by age, gender and ethnic group

An analysis of education by age, gender and ethnic group using the 5-year pooled data again shows a reversal of the trends identified in the analysis of employment rate (see Figure 14). There is a clear downward trend between age and education rate, with education rate decreasing as age increases. This is true for all ethnic groups and across both genders. One potentially surprising result is that for almost all ethnic groups, the education rate is lower for 16 year olds compared to 17 year olds. However, there is a

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large degree of overlap between confidence intervals, and this is likely an unreliable result due to small sample size. In addition, the analysis shows that young men from a Chinese background have a significantly higher education rate than young men from other ethnic groups between the ages of 21 and 24, but not from 16 to 20.

Analysis of the 10-year pooled sample enables the identification of some further disparities, with a larger spread of education rates for young women aged 21 and over. The results also show that young women aged 23 to 24 from a Chinese background have significantly higher education rates than their peers from other ethnic groups.

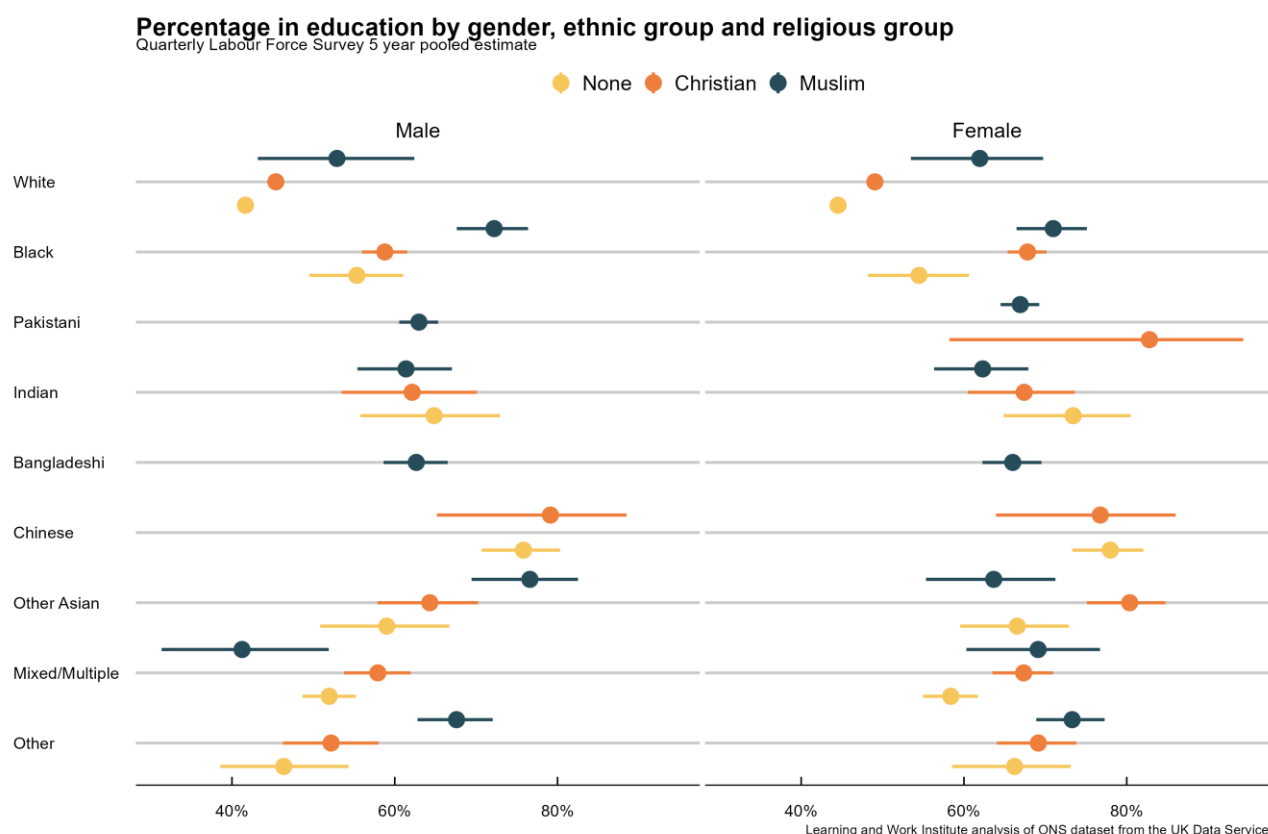**Figure 14: Participation in education by age, gender and ethnic group, using 5-year pooled QLFS data**

Percentage in education by age, gender and ethnic group
Quarterly Labour Force Survey 5 year pooled estimate
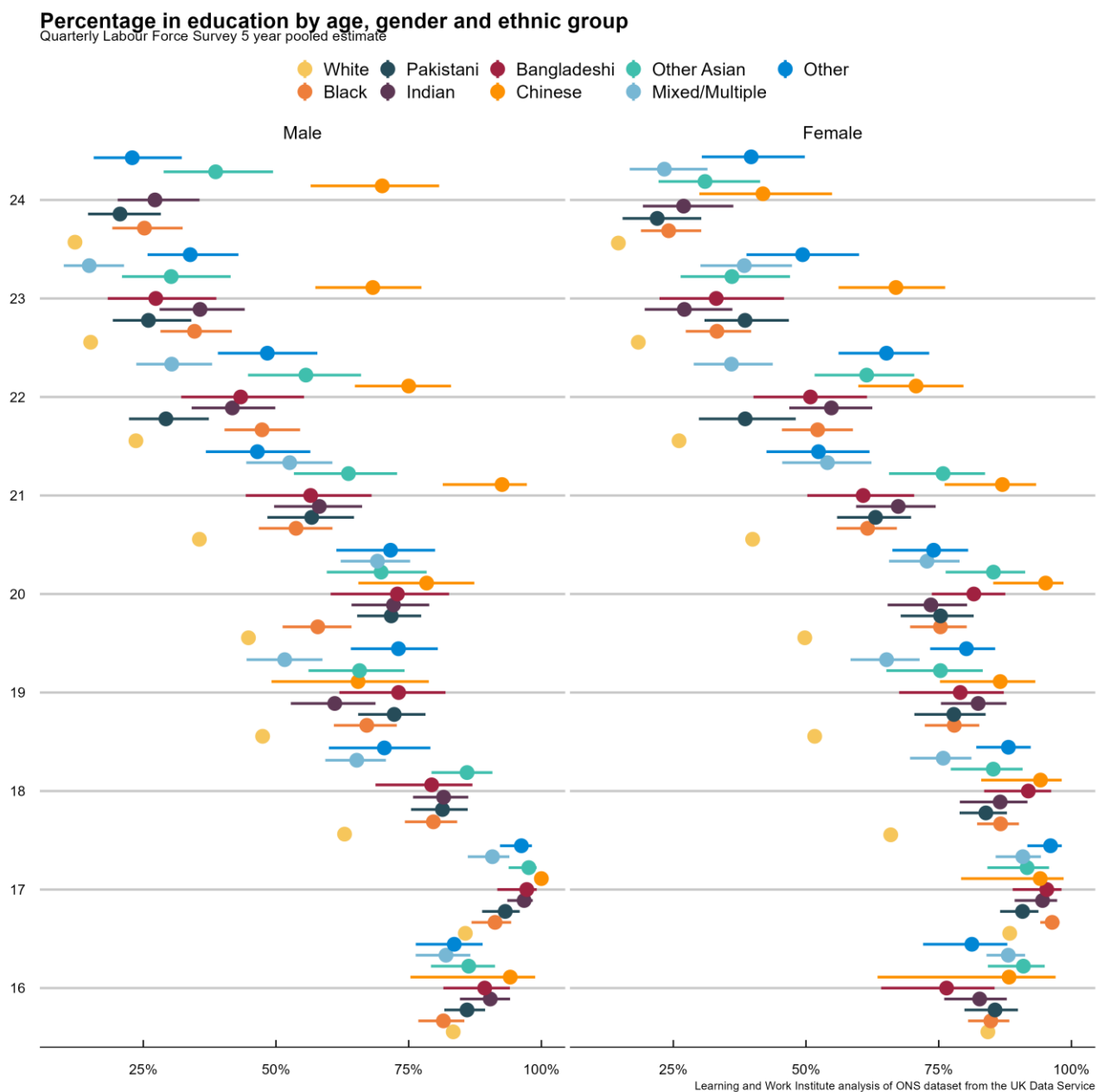
Education by gender, ethnic group and religious group

Figure 15 shows the results of an analysis of education rate by gender, ethnic group and religious group, using the 5-year pooled data. As with employment rates, there are substantial data gaps for ethno-religious subgroups, which are only more severe when considering those in education[19]. However, the analysis does show that for young men of certain ethnic groups, those identifying as Muslim are significantly more likely to be in education than those identifying as Christian or non-religious. For example, for young men from a black background, 72% of those identifying as Muslim are in education, compared to 59% of those identifying as Christian and 55% of those identifying as non-religious. This also holds true for young women from a white background, as 62% of those identifying as Muslim are in education compared to 49% of those identifying as Christian and 45% of those identifying as non-religious (the difference being statistically significant).

Figure 15: Participation in education by gender, ethnic group and religious group, using 5-year pooled QLFS data

Percentage in education by gender, ethnic group and religious group
Quarterly Labour Force Survey 5 year pooled estimate

Learning and Work Institute analysis of ONS dataset from the UK Data Service

For young women from an 'other' Asian ethnic background however, it is those identifying as Christian that are significantly more likely to be in education compared to those

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[19] The 5-year pooled sample contains no data for non-religious Bangladeshi women or Christian Bangladeshi men and unsuitable data for others. Extending the sample to a 10-year pool allows for confidence intervals on the estimate for Christian Pakistani men, and adds data for Christian Bangladeshi men, although no confidence interval can be calculated for the latter.

identifying as Muslim or non-religious (at a rate of 80% compared to 64% and 66%, respectively). However, the statistical significance of the difference between Christian and Muslim women from this group disappears in an analysis of the 10-year pooled data, suggesting that the smaller sample is less representative of the wider population, particularly of Muslim women from an 'other' Asian background, when the confidence intervals are considered.
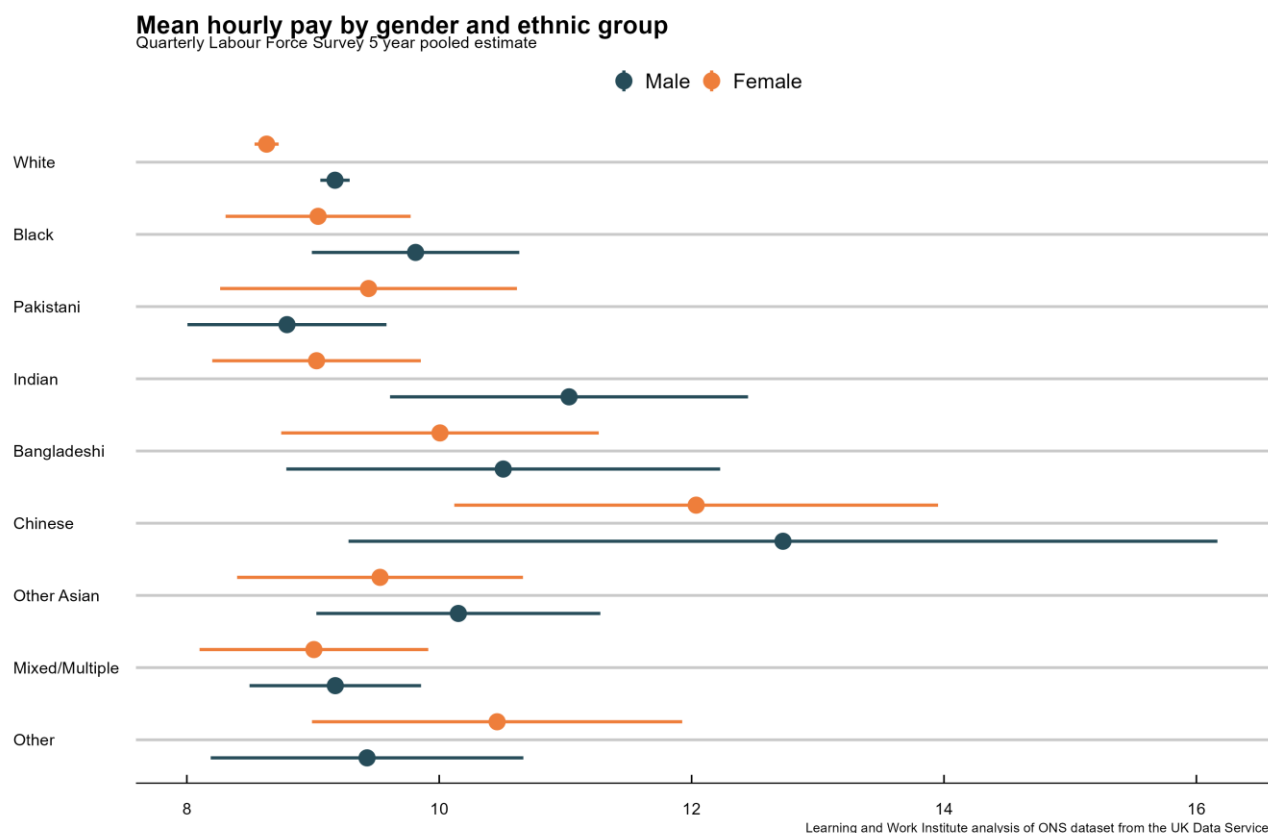
Summary of education analysis

Analysis of young people's participation in education reveals a reversed trend of that seen in the analysis of employment rates: young people from white backgrounds are generally less likely to be in education than young people from all other ethnic backgrounds, while young people from Chinese backgrounds are generally more likely to be so. There are, however, some key differences. For example, the analysis shows larger gender differences within ethnic groups in education rate than in employment rate. For many ethnic groups, women are significantly more likely to be in education than men, which applies even to ethnic groups where there is no significant difference in employment rates between men and women.

Pay, Hours and Contracts

Pay by gender and ethnicity

Analysis of the mean hourly pay of young people by gender and ethnicity using the 5-year pooled dataset shows extremely large confidence intervals for most groups (see Figure 16). This is due to the limited availability of data on this variable, with pay data available for approximately 10 percent of the sample only. There is therefore little meaningful information that can be drawn from this analysis.

Figure 16: Mean hourly pay by gender and ethnic group, using 5-year pooled QLFS data

Mean hourly pay by gender and ethnic group
Quarterly Labour Force Survey 5 year pooled estimate

Learning and Work Institute analysis of ONS dataset from the UK Data Service
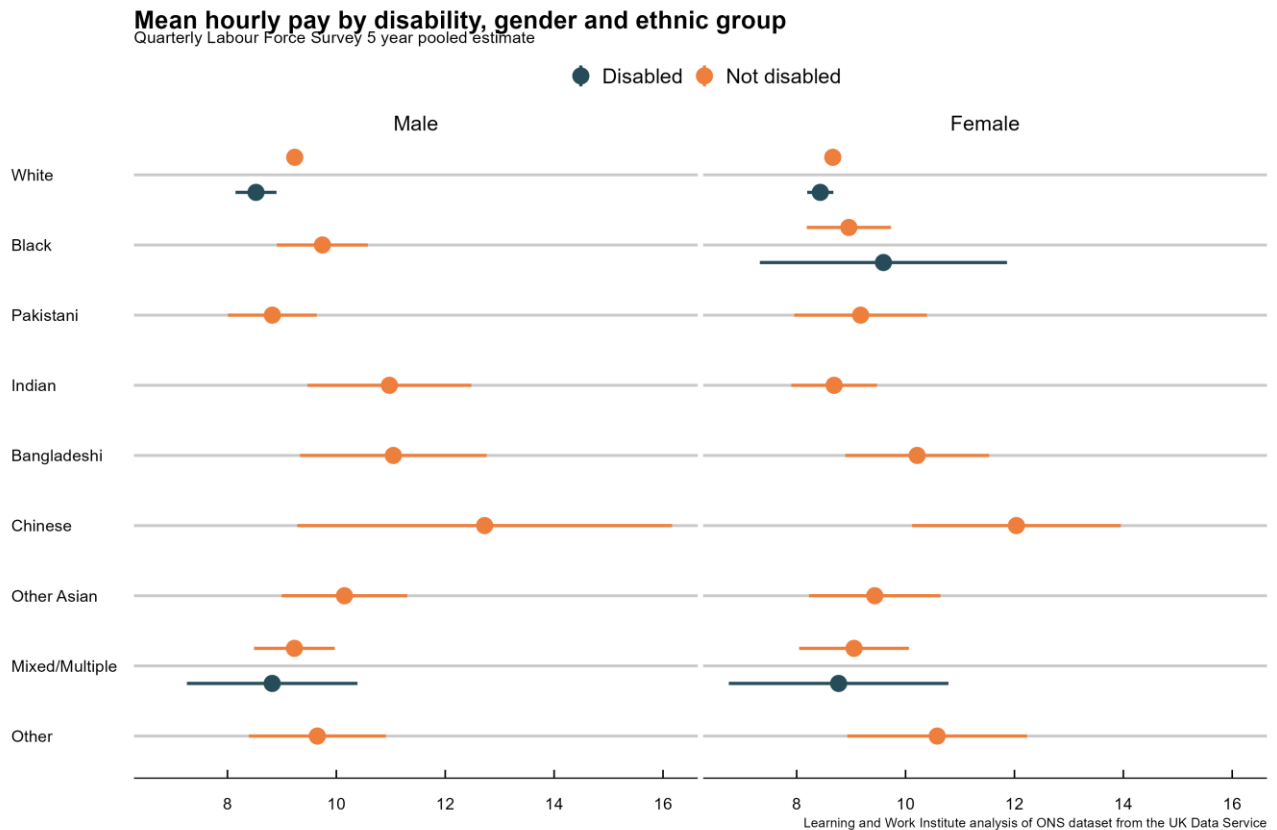
However, the results do show that young women from a Chinese background have significantly higher average pay (earning approximately £12 an hour) than young women from an Indian background or a black background, both young women and men from a mixed/multiple or white background, and young men from a Pakistani background, who all earn on average approximately £9 an hour. Young white men also have significantly higher average pay than young white women, earning on average approximately £0.50 more per hour (£9.17 an hour compared to £8.63 an hour). Because of the limitations on income data present in the QLFS, increasing the sample size to a 10-year pool does little to address the large confidence intervals in mean hourly pay.

Pay by disability, gender and ethnicity

An analysis of average hourly pay by disability, gender and ethnicity using the 5-year pooled data is heavily constrained by the lack of suitable pay data for disabled young people from ethnic minority backgrounds (Figure 17). However, it is possible to identify a small but significant difference for white men, where individuals without disabilities earn on average approximately £0.70 more per hour than their disabled peers. No significant differences were identified for young women.

Figure 17: Mean hourly pay by disability status, gender and ethnic group, using 5-year pooled QLFS data

Mean hourly pay by disability, gender and ethnic group
Quarterly Labour Force Survey 5 year pooled estimate

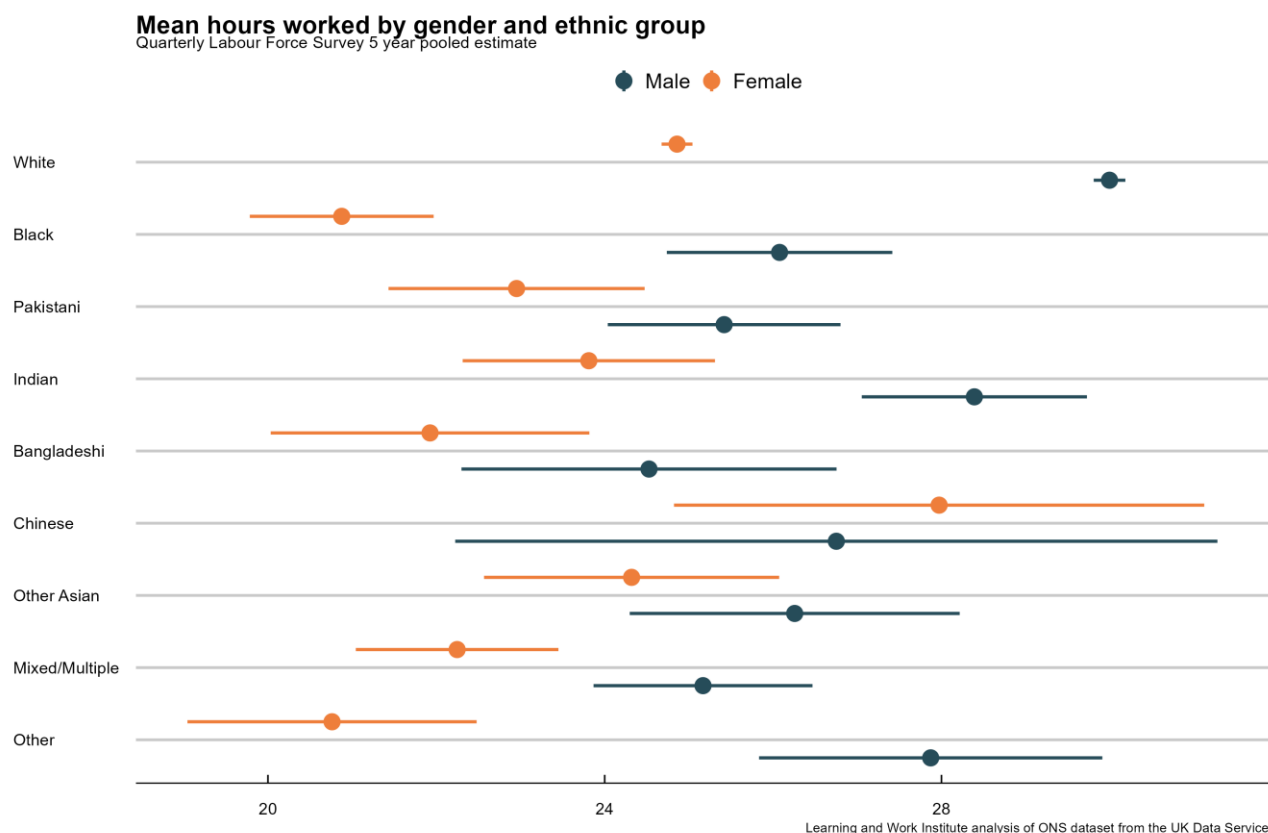Learning and Work Institute analysis of ONS dataset from the UK Data Service

Hours worked by gender and ethnic group

Analysis of the mean hours worked by young people in employment by gender, using the 5-year pooled data, shows greater differences between genders within ethnic groups, than between ethnic groups (see Figure 18). Across most ethnic groups, young women work on average fewer hours than young men, with statistically significant differences for young people from white, mixed/multiple, Indian, black and 'other' backgrounds. However, the size of the difference varies quite drastically. For example, for young people from a mixed/multiple background, young men work on average 25 hours per week compared to 22 hours per week for young women. In contrast, there is a difference of approximately six hours a week between the average hours worked by young men and women from black backgrounds (26 and 20 respectively).

Analysis of the 10-year pooled data enables the identification of further disparities. In particular, young men from a Pakistani background work significantly more hours than their female peers, with young men working on average 26 hours per week while young women work on average 24 hours per week. The 10-year analysis also identifies an additional difference between ethnic groups, with young women from a mixed/multiple background working on average significantly fewer hours per week than young women from an Indian background (22 hours per week and 25 hours per week, respectively).

Figure 18: Mean hours worked per week by gender and ethnic group, using 5-year pooled QLFS data
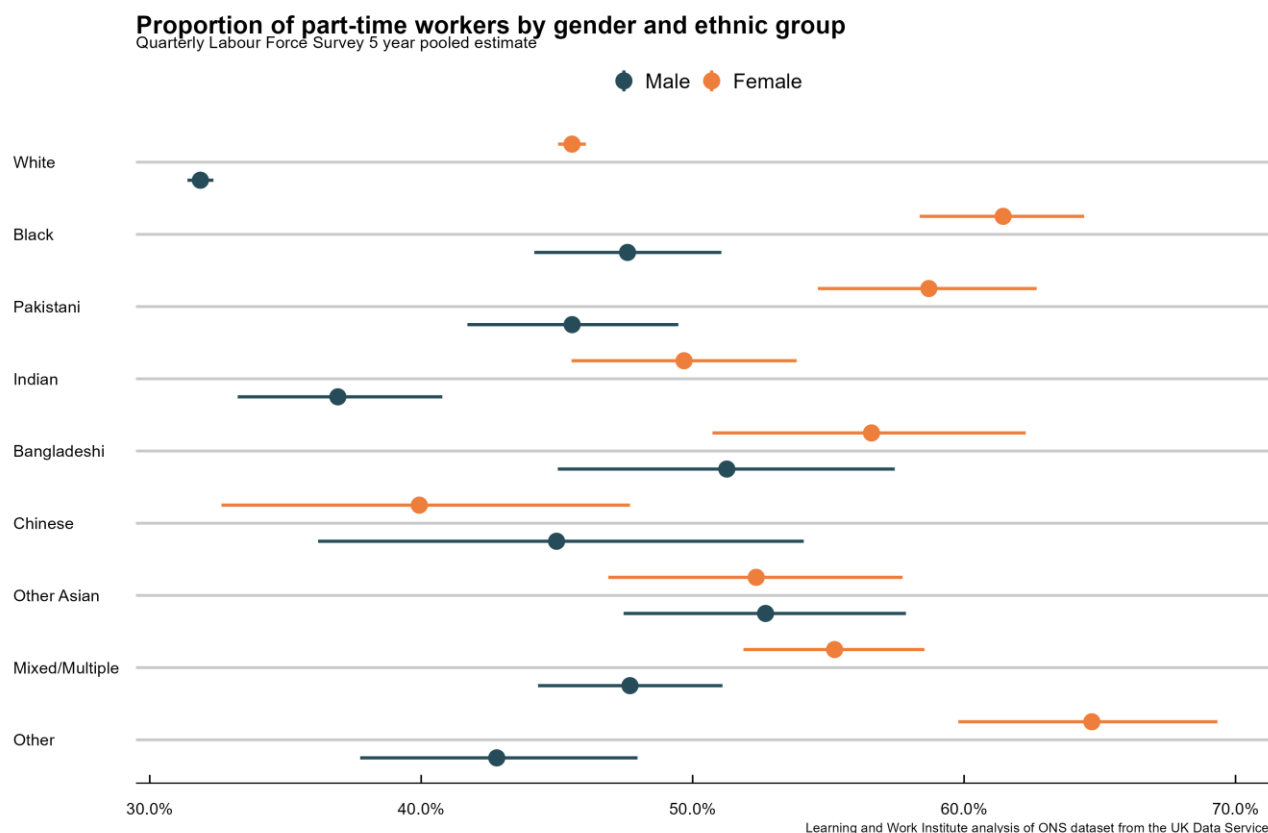

Mean hours worked by gender and ethnic group
Quarterly Labour Force Survey 5 year pooled estimate

● Male ● Female

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Proportion of part-time workers by gender and ethnic group

Analysis of the proportion of those employed who work part-time, using the 5-year pooled data, again shows greater differences between genders within ethnic groups, than between ethnic groups (see Figure 19). In particular, young men from black, Pakistani, Indian, mixed/multiple, white, and other ethnic backgrounds are significantly less likely to work part-time than their female peers. For example, 48% of employed young men from a black background work part-time, while 61% of their female peers do so. Overall, white young men significantly less likely to work part-time than any other group, with only 32% doing so, and young women from an 'other' ethnic background are the most likely to work part-time, with 65% doing so. There are some further differences between young people of the same gender from different ethnic groups. For example, young women from a white background are significantly less likely to work part-time than young women from all other ethnic backgrounds, except young women from Indian and Chinese backgrounds.

Analysis of the 10-year pooled data enables the identification of a further disparity between ethnic groups, with young women from a mixed/multiple background significantly more likely to work part-time than young women from an Indian background, at a rate of 55% compared to 48%, respectively.

Figure 19: Proportion of those employed who work part-time, by gender and ethnic group, using 5-year pooled QLFS data
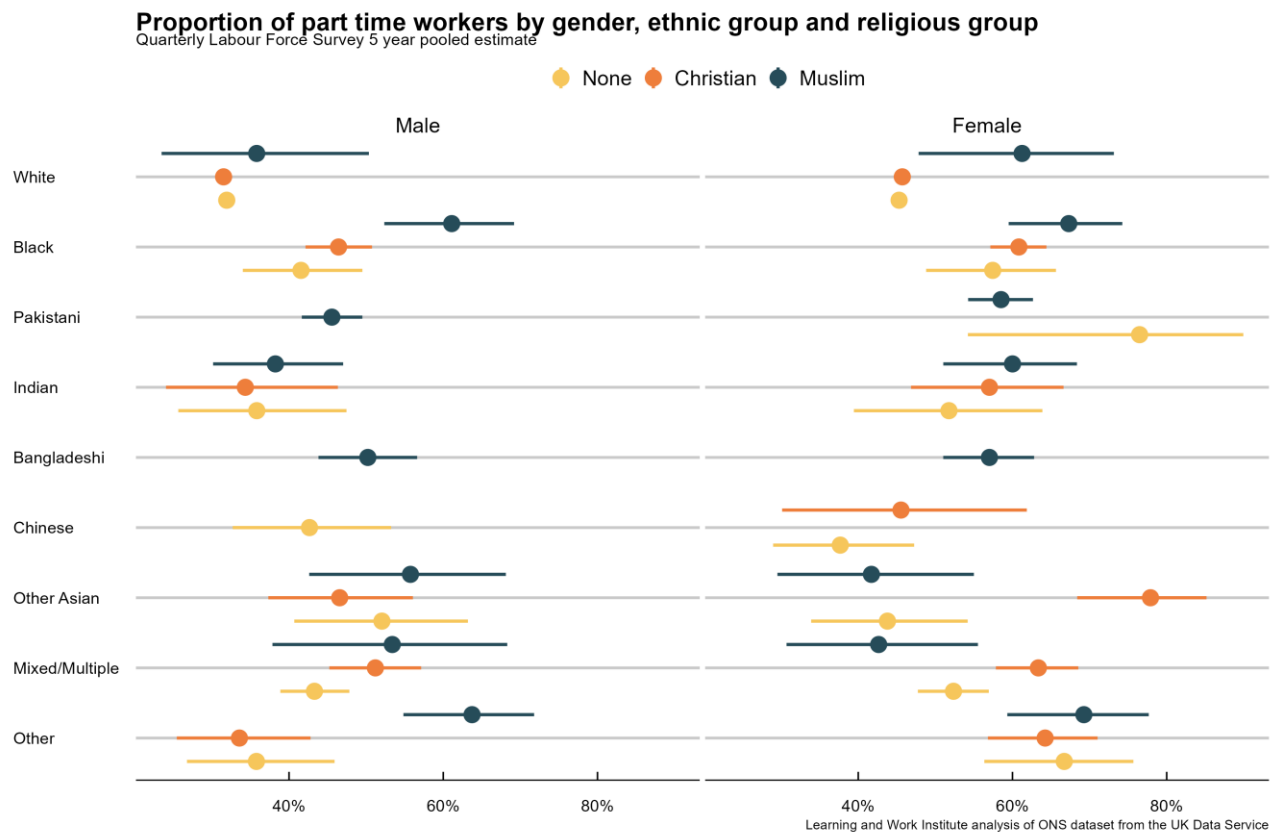

Proportion of part-time workers by gender and ethnic group
Quarterly Labour Force Survey 5 year pooled estimate

Learning and Work Institute analysis of ONS dataset from the UK Data Service

Proportion of part-time workers by gender, ethnic group and religious group
Finally, an analysis of the proportion of young people who work part-time by gender and religious group (Figure 20) shows again that it is difficult to determine significant differences between ethno-religious subgroups[20]. However, it can be determined that for some young men, those identifying as Muslim are significantly more likely to work part time compared to those identifying as Christian or non-religious, which is a similar result to the analysis of education rates across ethno-religious groups. For example, for young men from an 'other' ethnic background, 64% of those identifying as Muslim work part-time compared to 34% of those identifying as Christian and 36% of those identifying as non-religious. This trend also holds true for young women from a white background, as those identifying as Muslim are also significantly more likely to work part-time compared to those identifying as Christian or non-religious, at a rate of 61% compared to 46% and 45%, respectively. Broadly speaking, the results are closely correlated with the analysis of the participation in education of different ethno-religious subgroups. However, these significant

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[20] Missing from the dataset are Chinese Muslims and male Bangladeshi Christians, there is also unsuitable data for other groups. Extending to a 10-year pool gives data for female Chinese Muslims and male Bangladeshi Christians, although confidence intervals cannot be calculated.

differences disappear in the 10-year pooled analysis, suggesting they should be treated with caution.

Figure 20: Proportion of those employed who work part-time, by gender, ethnic group and religious group, using 5-year pooled QLFS data

Proportion of part time workers by gender, ethnic group and religious group
Quarterly Labour Force Survey 5 year pooled estimate

Learning and Work Institute analysis of ONS dataset from the UK Data Service

Summary of pay, hours and contracts analysis

The analysis of pay data was extremely limited, as it is only available for approximately 10% of young respondents to the QLFS, limiting conclusions that can be drawn. However, analysis of other labour market conditions was more successful, with the analysis of hours worked showing greater differences in hours worked between genders within ethnic groups, than between ethnic groups. Across most ethnic groups young women work on average fewer hours, although the size of the difference varies substantially. Significant differences were also found in the proportion of different genders and religious groups who work part time.

Other datasets

This section describes the results of analyses conducted using datasets other than the Labour Force Surveys. This includes a long-running panel survey of UK households, a cohort study of young people born in the UK in 2000-02 and two income-based surveys on family and household incomes. The analyses aimed to confirm trends identified in the analysis of the Labour Force Surveys, and determine the level of analysis of employment

outcomes for minority ethnic young people that can be conducted using these additional surveys.

Understanding Society

Understanding Society (otherwise known as the UK Household Longitudinal Study) is a long-running panel study of households, with the current version starting in 2009, when a panel of households was selected to be representative of the UK household population at that time. It incorporates (from 2010) the earlier and smaller British Household Panel Study, with original panel selected in 1991. The sample size is around 40,000 households, and includes minority ethnic sample boosts. The number varies over time as households change and some refuse further involvement.

Our analysis shows the economic activity (14 categories) by ethnicity (18 categories) for young people aged 16-24, pooling the data from all waves currently available (see Figure 21).[21] The patterns shown are consistent with the Labour Force Survey patterns, with paid employment being high for white British young people and lower (for some groups significantly lower) for young people from minority ethnic backgrounds. On the other hand, young people from minority ethnic backgrounds are more likely to be full time students,[22] with the exception of white and black Caribbean, black Caribbean (mixed) and any other mixed background.

Unlike the other datasets used in this research, results are available for young people from Gypsy and Irish Traveller backgrounds. However, confidence intervals are extremely wide for this groups, limiting what can be drawn from the analysis. However, the results do show that young people from this group have significantly higher unemployment than white British young people. [23] Although some other ethnic groups also have higher unemployment rates than white British young people, none of these other differences are statistically significant.
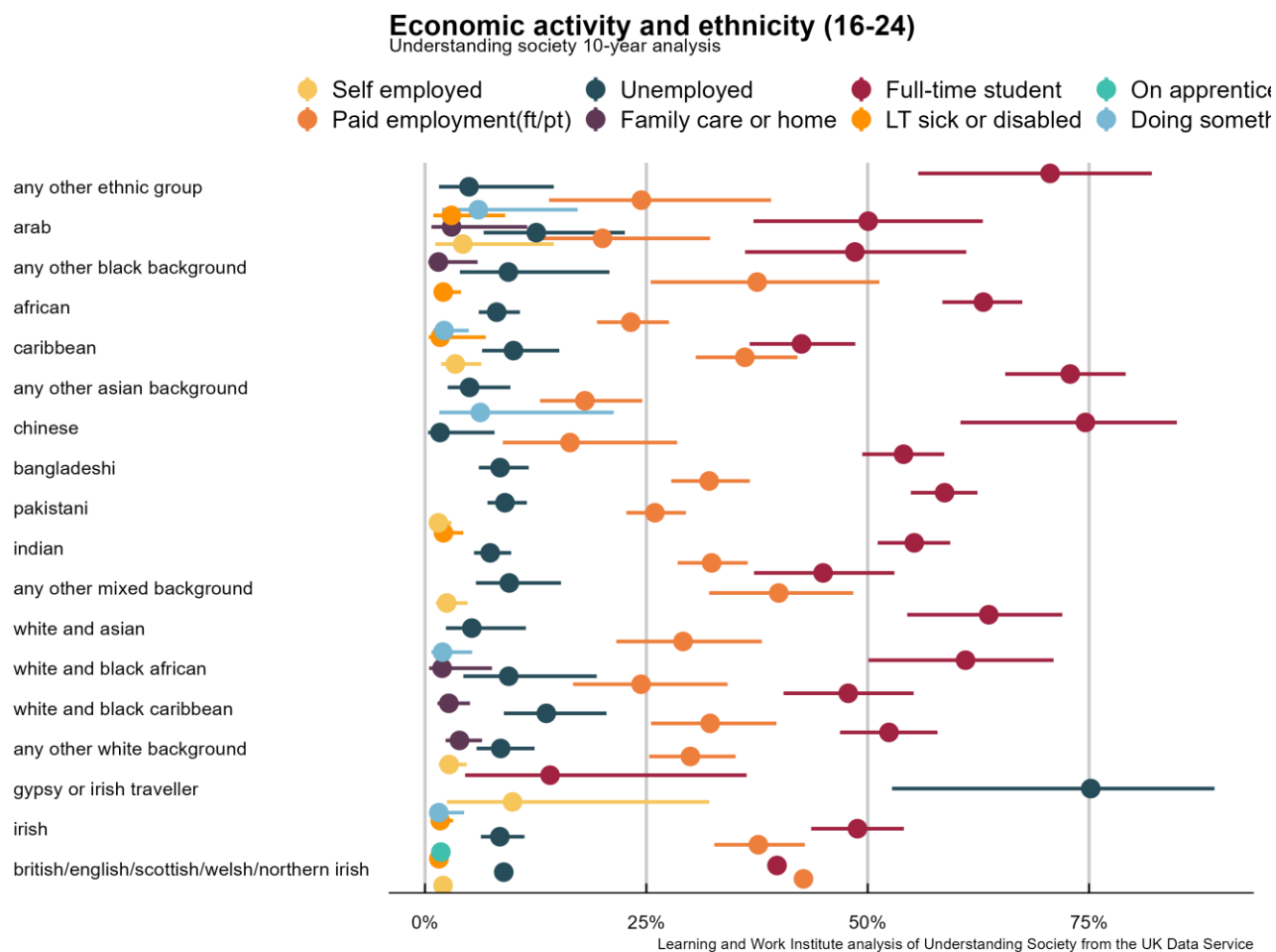
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[21] The data covers the whole period from 2009 to 2019 (wave 7) so averages the positions over that period.
[22] In this breakdown, these two economic activity categories are mutually exclusive, so a young person who is employed and also a full time student would be shown as employed.
[23] Unemployment is shown here as the percentage of young people, rather than the unemployment rate of employed plus unemployed.

Figure 21: Economic activity by ethnicity, pooled Understanding Society data

Economic activity and ethnicity (16-24)
Understanding society 10-year analysis

Learning and Work Institute analysis of Understanding Society from the UK Data Service

Millennium Cohort Study

The Millennium Cohort Study is a study following an original sample of around 19,000 young people born in the UK in 2000-02. The latest wave available was conducted when they were 17, in January 2018 to March 2019. Information was collected on 10,757 young people, and 10,625 families. Notably, the wave did not ask the young people their ethnicity, although this is planned for the next wave. Our analysis is therefore based on parental ethnicity.

For the 17 year olds, educational participation rate in England varied between 88.9% (for mother mixed white and Asian) and 100% (any other mixed background) (see Figure 22). The overall average was 90.9%. The pattern by ethnic group is shown below, using unweighted data.

For the same group, the employment rate was 39.3% (see Figure 23). The employment patterns by mother's ethnicity showed much higher employment rates for those with white mothers, and for two of the ethnic minority groups, while employment rates were far lower for most minority ethnic groups.

The Millennium Cohort Study has high potential for showing patterns of change between the latest wave published and the forthcoming wave, but the usage for the 17 year olds for employment patterns is limited. The focus of the initial studies using this wave has been on mental health, obesity and substance use, where the data contains substantial information.

Figure 22: Education participation rate of 17 year olds, Millennium Cohort Study data

Millennium Cohort Study
Education participation rate of 17 year olds in England
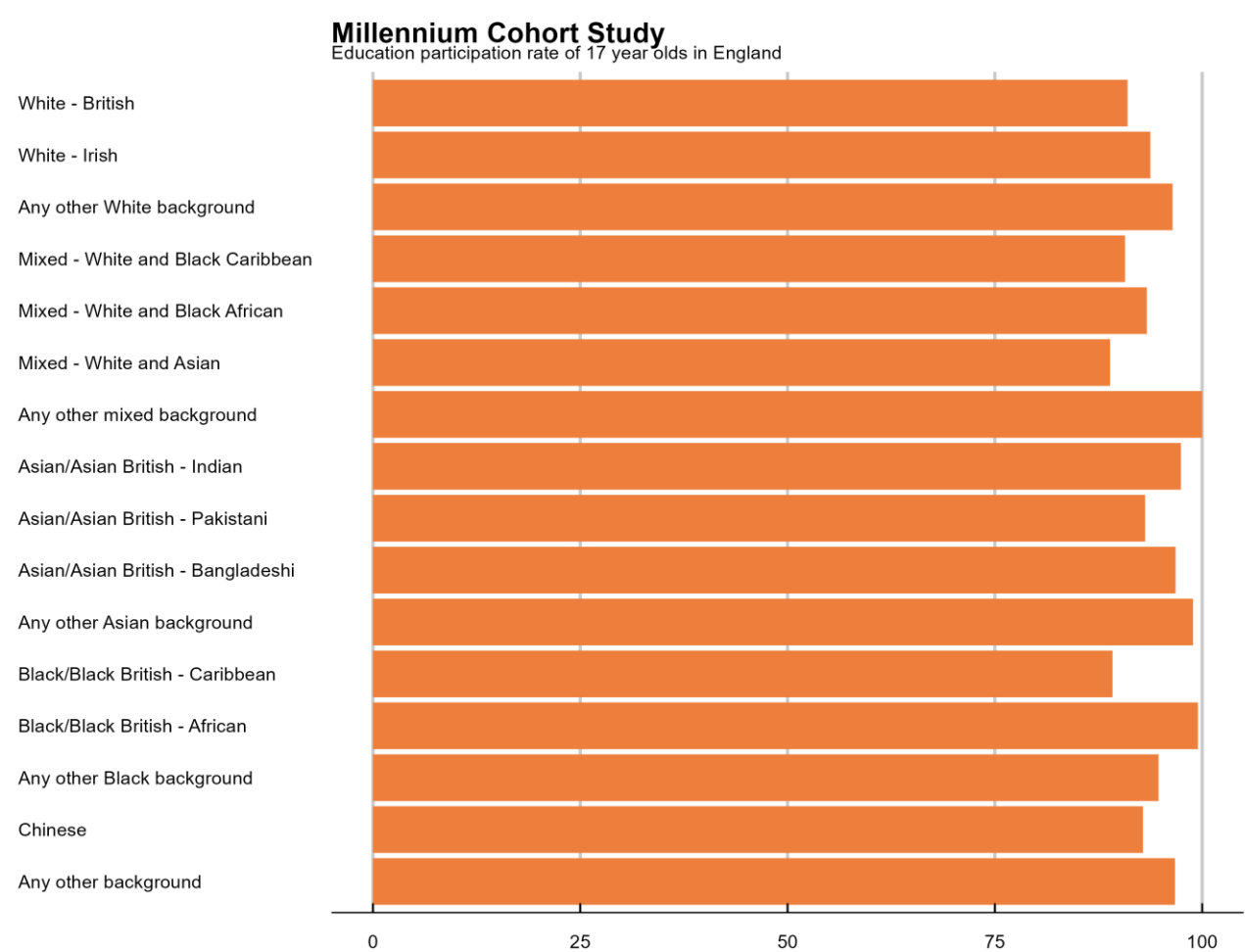
Figure 23: Employment rate of 17 year olds, Millennium Cohort Study data

Millennium Cohort Study
Employment rate of 17 year olds in England
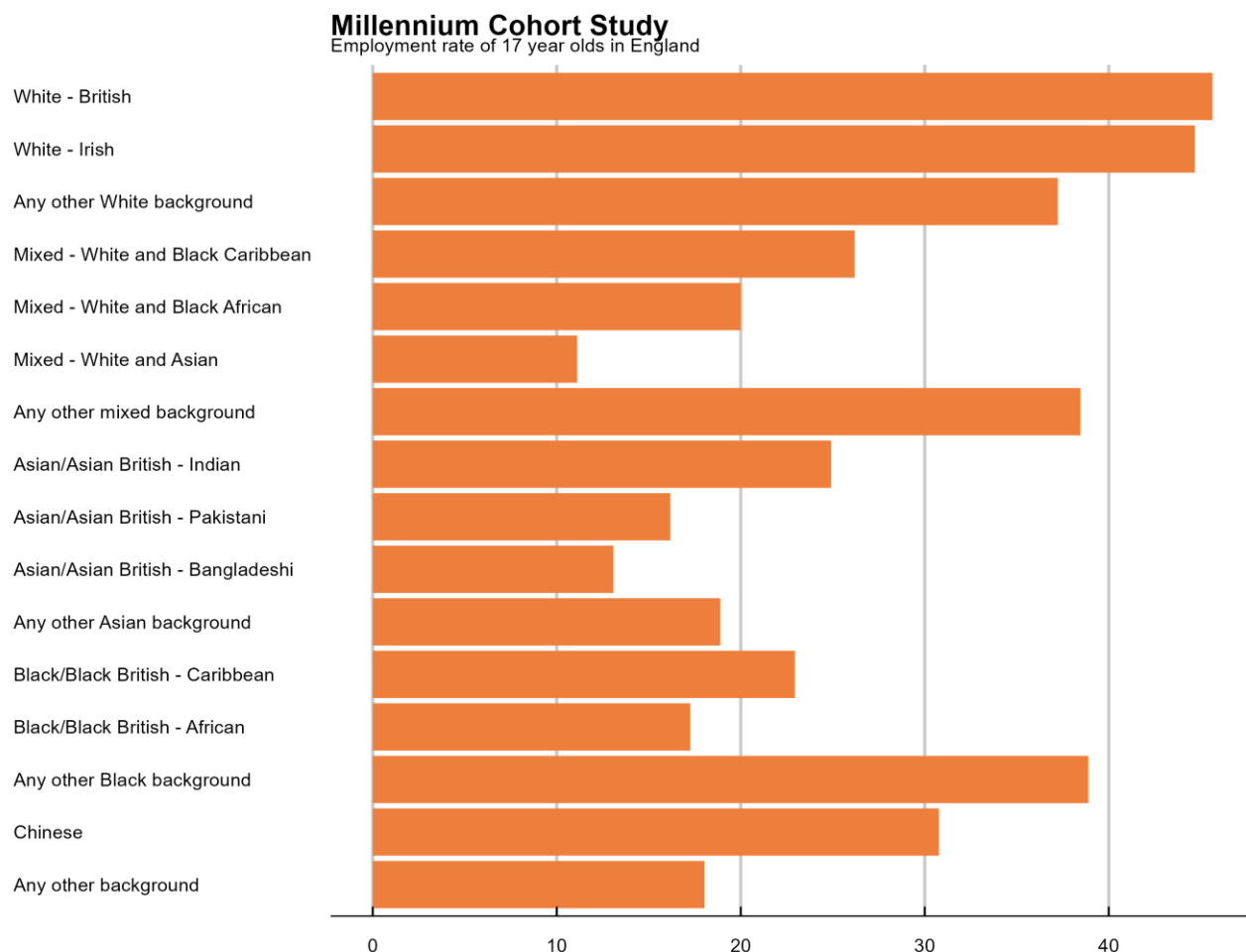
Income-based poverty statistics

There are two sets of official statistics on family and household incomes, based on household level surveys that collect income information from individuals. This section briefly describes the analysis of each survey.

Family Resources Survey/Households Below Average Income
The Family Resources Survey is collected by DWP for a range of purposes concerned with modelling incomes, benefits and taxation. The survey sample is around 10,000 households in 2020/21, which is a response rate (affected by COVID restrictions) of 23%, down from the usual 50%. The survey is cross-sectional, and has no longitudinal sample. It is intended to be representative of the household population of the UK.

The categorisation used for ethnicity differs between UK nations, being based on an England 18 category classification, with White Scottish being distinguished in Scotland and a shorter categorisation used in Northern Ireland. There are grouped classifications, with a five category one covering the UK as a whole. There are a total of 2,443 responses for young people aged 16 to 24 in the survey. Of these, 455 are not classified as white, which

means that limited information can be derived as to the situation of young people from minority ethnic backgrounds. Therefore no further analysis was conducted.

Household Finances Survey (formerly Living Costs and Food Survey) and Effects of Taxes and Benefits datasets
This survey and derived dataset are collected by the Office for National Statistics. The ethnicity classification available in the Living Costs and Food Survey for 2018-19 in the end-user licence dataset is a five-category classification.

There are a total of 996 responses for young people aged 16 to 24 in the survey. Of these, 137 are not classified as White, which means that very limited information can be derived as to the situation of young people from minority ethnic backgrounds. Therefore no further analysis was conducted.

Summary

Analysis of the Understanding Society and Millennium Cohort Study showed broadly similar results to the Labour Force Surveys. The analysis of Understanding Society showed high levels of paid employment for white British young people, and lower levels for young people from minority ethnic backgrounds. Conversely, young people from most minority ethnic backgrounds are more likely to be full-time students. Unlike other datasets, Understanding Society contains data for young people from Gypsy and Irish Traveller backgrounds (albeit with small sample sizes), who are shown to have significantly higher unemployment than white British young people.

Similarly, the Millenium Cohort Study showed generally lower employment for young people from minority ethnic backgrounds, and higher participation in education (albeit with some variation). However, this dataset had a substantial limitation in that it did not ask young people (aged 17) their ethnicity, and so analysis was required to be based on parental ethnicity.

Both the Family Resources Survey/Households Below Average Income, and the Household Finances Survey, had too few respondents from minority ethnic backgrounds for any meaningful analysis.

QUANTITATIVE REVIEW

Key findings

- The review shows that broad ethnic groupings are generally available across analysis in this area, with almost all of the evidence (26 out of 27) at least partially covering them. However, although more granular ethnic breakdowns are fairly common (22 out of 27 covered at least some separate ethnic groups), comprehensive coverage of separate ethnic groups is rare (3). Coverage of ethnic subgroups is a substantial gap, with none of the evidence including these. Other relevant subgroups (such as immigration status) were also rarely covered (3).
- Demographic characteristics are generally poorly represented across the evidence. Gender is the most commonly available demographic variable, with 24 out of the 27 at least partially meeting the criteria. This is followed by socioeconomic status, with just over half (14 of 27) of the evidence at least partially covering it. However, demographic criteria such as disability, region, subregion and age within young people were all poorly represented, with less than half of the evidence including these criteria in their analysis. Religion was identified as a substantial gap, with none of the evidence including this.
- Two-way intersectional analysis is generally available across analysis in this area, with most of the evidence (20 out of 27) meeting this criteria. However, three-way intersectional analysis was rarely covered, with only 4 pieces of evidence including this.
- Characteristics of employment are poorly represented across evidence in this area. Although employment status is generally available (24 out of 27 mostly or fully met this criteria), other employment characteristics are covered less frequently. For example, pay was included in only 10 pieces of evidence and sector and progression in seven pieces each. Discrimination in employment was identified as a substantial gap in this area, with only one piece of evidence partially meeting this criteria.
- The review shows that the inclusion of culturally relevant data is limited in this area, with just over half (14) of the evidence including this. Timeliness of data is generally good, with all pieces of evidence at least partially meeting this criteria. However, only 4 pieces of evidence fully met this criteria by including a time period that covered both pre- and post-pandemic data.

Overview of evidence

In total, 27 pieces of evidence were included in this review, covering a range of different types of evidence. The most common type of evidence was academic papers, which represented 11 of the total 27 pieces of evidence in the review. This was followed by third-sector reports (7) and Government statistics websites including the 'Ethnicity, Facts and Figures' and Stat-Xplore pages (6). The remaining three pieces of evidence included two DfE commissioned reports, and a Greater Manchester Council Authority (GMCA) report.

The evidence included a range of different employment-related outcomes. Most of the evidence (20 of the 27) focused on the employment status of young people from minority ethnic groups. This included young people in general, and specific groups of young people. For example, five pieces of evidence focussed specifically on university graduates and three pieces on second-generation immigrants. Other employment outcomes included apprenticeship participation, underemployment, career satisfaction, and benefits claimant statistics.

A range of different data sources were used by evidence in the review. The most common data source was the Destination of Leavers from Higher Education (DLHE) which was used by four pieces of evidence. DHLE is a cohort study that tracks employment outcomes over time. A fifth study used DLHE data as part of a pooled dataset with Longitudinal Destinations of Leavers from Higher Education (LDHLE) data and other Higher Education Statistics Agency (HESA) data. LFS data was also used by four pieces of evidence, with an additional study using APS data. Three studies used the ONS Longitudinal Study: a cohort study which followed young people aged 16-29 in 2001 over a ten-year period. Other data sources included DWP benefits data, DfE education statistics, the Next Steps longitudinal dataset, Skills Funding Agency data, and the Individualised Learner Record.

Ethnic groups

One of the key criteria in the quantitative review has been the inclusion of ethnic group breakdowns at different levels of granularity. Evidence has been assessed against four different types of ethnic grouping:

- **Broad ethnic groupings**. The aggregation of ethnic groups into larger groups. For this review, the criteria for broad ethnic groupings are based on the standard five ethnic groups included in ONS research (white, black, Asian, mixed, and other).[24]

- **Separate ethnic groups.** The self-identified ethnicity of respondents, often self-defined based on a variety of aspects like country of birth, nationality, and language spoken. For this review, the criteria for separate ethnic groups is based on the 16-18 detailed ethnic groups used in ONS research.[25]

- **Ethnic subgroups.** Ethnic categories with a high level of granularity. For this review, ethnic subgroups have been defined as groups at a more granular level than the standard 16-18 detailed ethnic groups used in ONS research.

- **Other relevant subgroups.** Other characteristics used to group individuals, that has a connection with ethnicity. For example, this could include migration status, refugee status, and generation of immigrants.

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[24] ONS (2022). [Ethnic group, national identity and religion](#)
[25] Ibid.

Broad groupings

The review shows that broad ethnic groupings are generally available across analysis of the employment outcomes of young people from minority ethnic groups. Most of the evidence assessed in the review (18 of the 27) were found to have either mostly or fully met this criteria (see Figure 21).

The types of evidence where broad groupings are most likely to be fully available include analysis on official government statistics websites, such as the 'Ethnicity Facts and Figures' website and DWP Stat-Xplore. Other pieces of evidence that fully met criteria include an academic paper on underemployment, a local authority report on apprenticeships, and a third-sector report on post-pandemic employment outcomes. There is also a range of evidence that includes most of the broad groupings, but does not include a specific mixed ethnic grouping.

Evidence that only partially met the criteria for broad ethnic groupings was also reasonably common (8 out of 27), particularly amongst academic papers using data from the ONS Longitudinal Survey and the Destination of Leavers of Higher Education (DHLE) for their analysis. These studies typically focused on only a small selection of the broad ethnic groupings, entirely missing out two or more broad groups.

It is rare for broad groupings to be completely unavailable, with only one piece of evidence identified where this was the case. This study focused on one ethnic group specifically (young black men) and did not include comparisons or data on other groups.

Ethnic groups

The review shows that most analysis in this area contains some breakdown by separate ethnic groups, with 22 out of the 27 pieces of evidence at least partially meeting this criteria (see Figure 24). However, a complete breakdown by separate ethnic group was only available in a relatively small proportion of the evidence (3 out of 27), which were entirely made up of analysis on official government statistics websites, such as the 'Ethnicity Facts and Figures' website. Furthermore, these were the only pieces of evidence that included different groupings for mixed ethnic groups, such as white and black Caribbean.

Breakdowns for the major South Asian ethnic groups (Indian, Pakistani, Bangladeshi) are fairly common in this area, included in all of the 22 pieces of evidence that covered separate ethnic groups. Chinese was also commonly included as a separate ethnic group. Black African and black Caribbean are generally included in evidence that also includes a broader black grouping.

Ethnic groups for whom limited analysis is available in this area include Irish, Gypsy or Irish Traveller, specific Mixed groups, and Arab. All of these groups were only included in the three pieces of evidence that comprehensively covered separate ethnic groups. Generally, evidence that mostly met the criteria included all ethnic groups except for these.

Where evidence only partially met the criteria, larger groups such as Black African, Black Caribbean, or Chinese were often excluded.

Evidence that did not include separate ethnic groups often conducted analysis on broad ethnic groups only. Only one piece of evidence (the report on young black men in London) did not include any analysis on other broad or separate ethnic groups.

Ethnic subgroups
The inclusion of ethnic subgroups is a significant gap in the analysis of employment outcomes for young people from minority ethnic groups. None of the evidence in the review included ethnic subgroups in their analysis (see Figure 24).

Other relevant subgroups
The inclusion of other relevant subgroups is another substantial gap in this area. Only three pieces of evidence in the review (out of 27) included any relevant subgroups (see Figure 24). These subgroups generally related to immigration. Two of the three studies compared labour market outcomes between first- and second-generation immigrants. The third study was an evaluation of a youth employment programme, that included some limited discussion on the effects of migration/refugee status on employment outcomes.

Figure 24: Coverage of ethnic groups in quantitative evidence
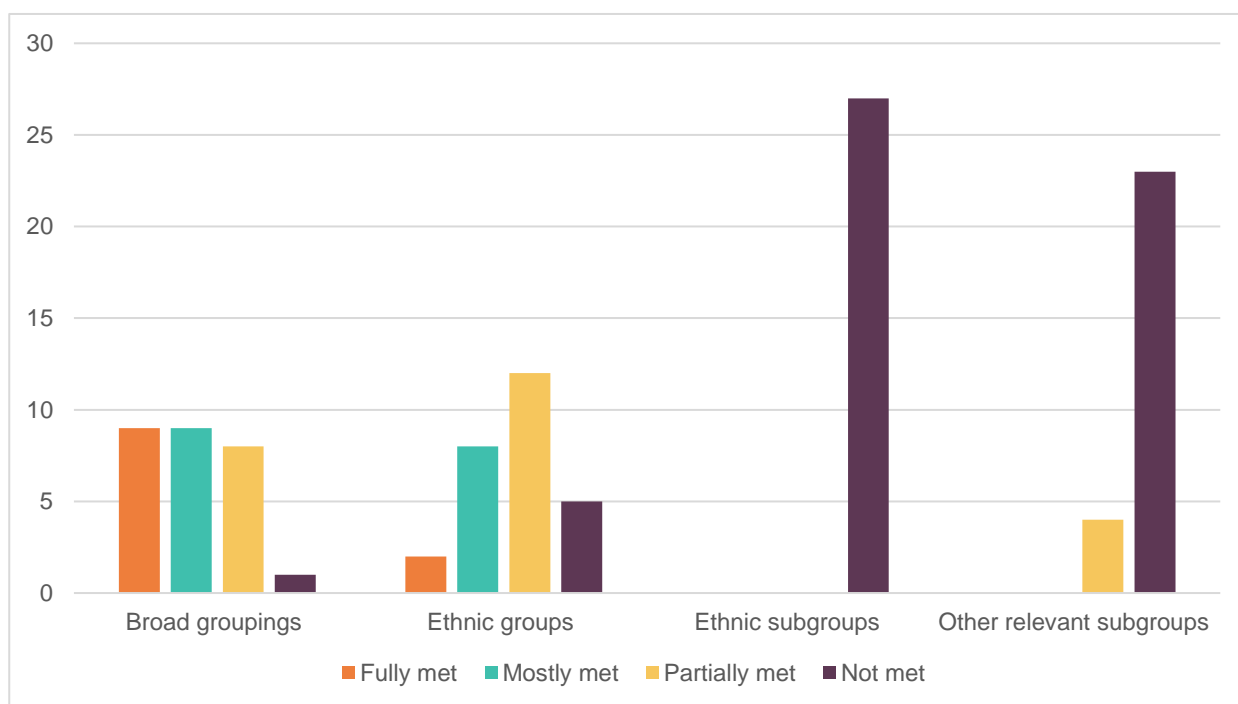
Summary of ethnic groups
Coverage of ethnic groups varies across different levels of granularity. Broad groupings are generally available across the evidence, with only one piece of evidence not including any broad groupings. While the majority (22 out of 27) of evidence at least partially met the criteria for separate ethnic groups, only a small proportion (3 out of 27) included a

comprehensive breakdown of these groups. The inclusion of ethnic subgroups has been identified as a substantial gap in this area, with none of the evidence including these in their analysis. Another major gap is the inclusion of other relevant subgroups, which were only covered by three pieces of evidence.

Demographics

Another important set of criteria in the quantitative review is the inclusion of demographic characteristics in the analysis of employment outcomes for young people from minority ethnic backgrounds. Evidence has been assessed against seven different demographic criteria:

- **Gender.** The self-identified gender of cases.

- **Socioeconomic status.** The socioeconomic background of cases. This can often be measured through a range of proxy variables including parental social class, type of school attended, and free school meal eligibility.

- **Disability.** Information about declared disabilities or long-term health problems.

- **Religion.** Information about religious background or religious identity.

- **Region.** The availability of breakdowns of labour market outcomes by different regions in the UK. UK regions are often defined by the NUTS level 1 list of 12 regions.[26]

- **Subregion.** Geographical information at a more granular level than region. For example, divisions of region by local authority or parliamentary constituency level.

- **Age within young people.** Age groupings within young people (defined in this report as individuals aged 16-24 inclusive); for example, 16-17 and 18-21.

Gender

The review shows that labour market outcomes for young ethnic minority groups by gender were generally available across the evidence. Over half of the evidence (16 of the 27) was found to have fully met this criteria (see Figure 25). Evidence that fully met criteria included official government statistics websites and academic studies.

Some evidence (8 of the 27) only partially met this criteria. In general, these studies include gender as a modelling control variable only, with limited discussion and no gender breakdowns. This was more commonly found in academic studies with regression analysis.

It is rare that evidence did not include any analysis by gender, with only 3 of the 27 not meeting this criteria. Two of these studies were evaluations of youth programmes in

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[26] ONS (2022). Eurostat - An overview of the 3 NUTS and 2 LAU layers in the UK.

London, with one focussed solely on male participants. The final piece of evidence was a government publication on post-16 study outcomes.

Socioeconomic status

The review shows that coverage of socioeconomic status is generally lacking in this area. Only one piece of evidence fully met the criteria, with over half (14) only partially meeting it. The remaining 12 pieces of evidence did not meet it at all (see Figure 25). Where included in evidence, socioeconomic status is commonly measured through a range of proxy variables, for example: parental social class, type of school attended, and free school meal eligibility. There was a general lack of consistency in the measures used across the evidence in the review.

The sole piece of evidence that met the criteria was a DfE commissioned report on the returns to undergraduate degrees by socio-economic group and ethnicity, which included detailed breakdowns of labour market outcomes by socioeconomic status

Evidence that partially met the criteria generally included socioeconomic status as a modelling control variable only, with limited discussion and no breakdowns by socioeconomic status. This was most common amongst the academic literature in the review.

Socioeconomic status was commonly included through a range of proxy measures across the evidence, for example: parental social class, type of school attended, and free school meal eligibility. This measure was often different for each dataset in the review.

In total, 12 pieces of evidence did not meet the criteria. This included analysis of official government statistics from the 'Ethnicity Facts and Figures' website and the Stats-Xplore page for ESA, JSA, and Work Programme statistics. Other pieces of evidence that did not meet the criteria included academic papers, a report by a third sector organisation and one from a local authority, and an evaluation of a youth support programme.

Disability

The review shows that coverage of disability is generally lacking in this area, with only 10 out of the 27 pieces of evidence at least partially meeting criteria (see Figure 25). Of these 10, only one piece of evidence fully satisfied the criteria. This was the Stat-Xplore page for ESA claimants which allowed for full breakdowns by type of disability and illness.

The 3 pieces of evidence that mostly meet criteria included disability in their analysis with some discussion. However, they did not distinguish between different types of disabilities in their analysis. This included the Stat-Xplore page for the Work Programme, analysis of post-16 education outcomes on the 'Ethnicity Facts and Figures' website, and a third sector report focussed on the post-pandemic outcomes for young people.

The remaining six pieces of evidence that partially met criteria included disability as a modelling control variable only, with little discussion and no breakdowns by disability in the main report. This was common amongst the academic literature included in the review.

The way disability was reported differed across the evidence, this included measures such as Learning and Development Disabilities (LDD), Disability Discrimination Act (DDA) definition, and Special Educational Needs (SEN).

Disability is reported in a variety of ways across the evidence, including measures such as Learning and Development Disabilities (LDD), Disability Discrimination Act (DDA) definition, and Special Educational Needs (SEN).

Out of the 17 pieces of evidence that didn't meet this criteria, the majority were academic studies. Other pieces of evidence included statistics from the 'Ethnicity, Facts and Figures' website, third-sector reports, and a local authority report on apprenticeship participation.

Religion
The inclusion of religion is a substantial gap in the analysis of employment outcomes for young people from minority ethnic groups. None of the evidence included in the review include religion as a category in their analysis (see Figure 25)

Region
The review shows that information on regional differences is generally lacking in this area. Only 10 out of the 27 pieces of evidence included in the review at least partially met the criteria for analysis by region (see Figure 25), with only five pieces fully meeting it. Evidence that fully met it included breakdowns of employment outcomes by all UK regions. Three of these pieces were from the Stats-Xplore pages for ESA, JSA, and Work Programme statistics respectively. The fourth was a DfE research report on outcomes after post-16 education. The final piece was the 'Ethnicity, Facts and Figures' website for apprenticeships and trainee data.

The other 5 pieces of evidence that included regional analysis only partially met the criteria. These studies included region as a modelling control variable only, without any discussion in the report or regional breakdowns. All five pieces of evidence were either government commissioned reports or academic papers which featured regression analysis.

All evidence that included some form of regional analysis followed the standard NUTS level 1 list of UK region.[27] In total, 17 pieces of evidence did not meet the criteria. Some evidence that did not meet the criteria did include some regional analysis. However, these studies did not include breakdowns for the key target group of young people from minority ethnic backgrounds. The majority of evidence that did not meet criteria were either academic papers or third-sector reports.

Subregion
Similarly to regions, the review found that breakdowns by subregions were limited across the evidence. Only eight out of the 27 pieces of evidence at least partially met the criteria

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[27] ONS (2022). Eurostat - An overview of the 3 NUTS and 2 LAU layers in the UK.

(see Figure 25). Of these eight, just four were judged to have fully met the criteria. These included the Stat-Xplore pages for ESA, JSA and Work Programme statistics, and the 'Ethnicity, Facts and Figures' page which all allowed for breakdowns by local authority level. Furthermore, the Stat-Xplore page for Work Programme statistics allowed for breakdowns by local constituency.

Two pieces of evidence were found to have mostly met the criteria. The first was from a Youth Programme evaluation that included analysis on the labour market transitions of the four subregions of London (North & East, Central, West, and South). Similarly, a Greater Manchester Combined Authority (GMCA) report on apprenticeships included analysis which compared participation in apprenticeships across 10 different local authorities in Greater Manchester.

The two pieces of evidence that only partially met the criteria included local subregional level data as modelling control variables only, without any discussion in the report or subregional breakdowns. Both pieces of evidence were academic papers.

In total, 19 pieces of evidence did not meet the criteria. This evidence came from a range of sources including academic papers, government statistics websites, and third-sector reports.

Age within young people
Another category that is poorly represented across the evidence in this area is age within young people; only nine out of the 27 pieces of evidence included in the review at least partially met this criteria (see Figure 25). Out of these, only four pieces of evidence fully met the criteria. These included the Stat-Xplore pages for ESA, JSA and Work Programme statistics, which allowed for individual age breakdowns from 18 onwards. The fourth was an academic study which included graphs comparing the estimated average earnings of different ethnic groups from the ages 16 to 66.

Four pieces of evidence mostly met the criteria, by including large age groupings within the target age bracket; for example, grouping cases into under 18 and 18 to 24. This included a mix of sources including a local authority report, an academic paper, a third-sector report, and the 'Ethnicity, Facts and Figures' website for apprenticeships and traineeships. The one piece of evidence that only partially met this criteria (a third-sector youth programme evaluation) included only one subgrouping (under 18) in their analysis.

The remaining 18 pieces of evidence did not meet the criteria. The majority of these were academic studies, though some third-sector reports and government statistics website also did not meet the criteria.

Figure 25: Coverage of demographic characteristics in quantitative evidence
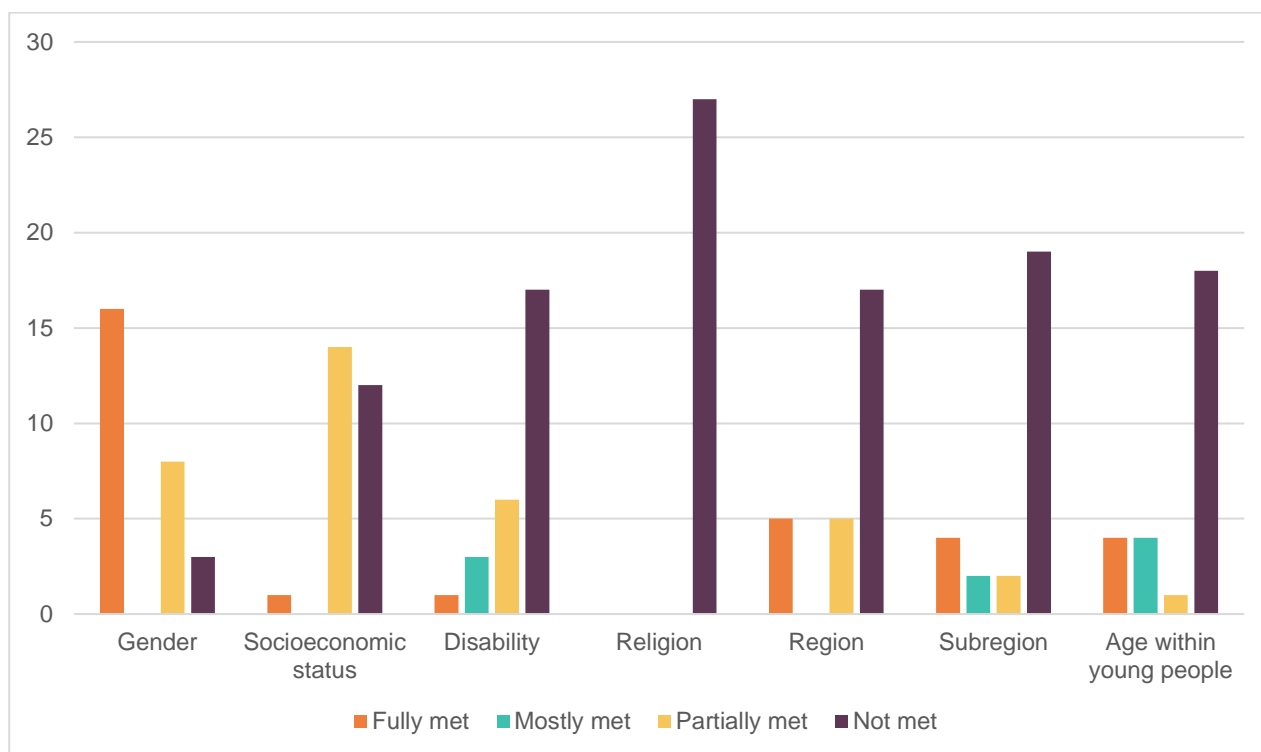
Summary of demographics

The review shows that demographic characteristics are generally poorly represented in evidence on employment outcomes for young people from minority ethnic groups. Of the seven demographic criteria included in the review, only gender was generally available across the evidence. Although socioeconomic status was considered by over half of the evidence, this was only partial coverage in all but one case. Characteristics such as disability, region, subregion and age within young people are all poorly represented, with less than half of the evidence even partially covering them. Religion is identified as a substantial gap, with none of the evidence covering it.

Intersectional Analysis

Intersectional is a key criteria for evaluating the level of analysis amongst the evidence in the quantitative review. Evidence for intersectional analysis has been assessed against two different categories:

- **Two-way intersectional analysis.** In this report, this refers to evidence that includes the analysis of an employment outcome by ethnic group by another variable.

- **Three-way intersectional analysis.** In this report, this refers to evidence that includes analysis of an employment variable by ethnic group by two other variables

Two-way intersectional analysis

The review shows that two-way intersectional analyses are generally available across evidence on the employment outcomes of young people from minority ethnic groups. Most of the evidence in the review included two-way intersectional analysis, with 20 out of 27 pieces of evidence at least partially meeting criteria (see Figure 26). Of these 20, the majority (17) fully met these criteria. Evidence that fully met the criteria often included breakdowns of labour market outcomes (such as average wages and employment) by ethnic group by gender. This was common across both academic literature and grey literature. Other pieces of evidence that fully met the criteria included breakdowns by demographic variables other than gender, such as by education level or disability.

In total, 3 pieces of evidence were found to have only partially met these criteria. All three did not include two-way intersectional breakdowns but did control for demographic characteristics in their regression analysis. None of the evidence was judged to have mostly met the criteria.

The remaining seven pieces of evidence did not meet the criteria. These were a mix of third-sector reports, government statistics websites, and local authority reports. Some of the evidence that did not meet the criteria included two-way intersectional analysis but not by ethnic group or employment outcomes.

Three-way intersectional analysis

The review shows that coverage of three-way intersectional analysis is generally limited in this area, with only four out of 27 pieces of evidence at least partially meeting the criteria. Two of these were found to have fully met the criteria. One was a DfE report on returns to graduate education that includes breakdowns of earnings gaps for different ethnic groups by gender by higher educational achievement. This report also includes analysis of predicted net lifetime ethnicities for different ethnic groups by gender by higher educational achievement. The second was an academic study on labour market disadvantages of ethnic minority groups that included breakdowns of graduate employment and wage effects by ethnic group by gender by social background.

The remaining two pieces of evidence that partially met criteria were an academic study and a grey literature report. Both did not include any three-way intersectional breakdowns but did include a range of demographic controls in their regression analysis.

Figure 26: Coverage of intersectional analysis in quantitative evidence
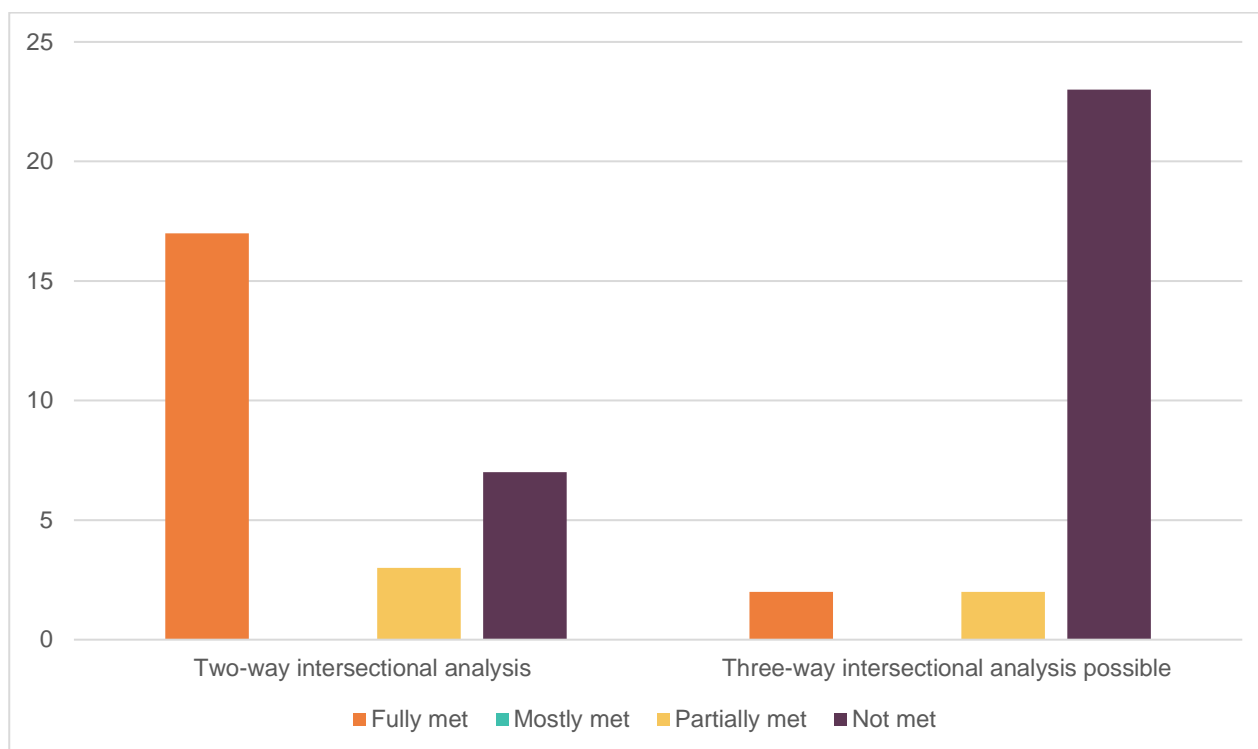
Summary of Intersectional Analysis

The review shows that two-way intersectional analyses are generally available across the evidence, with most of the evidence in the review (20 out of 27) at least partially meeting criteria. The most common type of two-way intersectional analysis is a breakdown of labour market outcomes (such as average wages and employment) by ethnic group and gender. Three-way intersectional analysis is rarer, with only 4 pieces of evidence at least partially meeting the criteria.

Employment

One of the key criteria in the quantitative review has been the inclusion of employment breakdowns. Evidence has been assessed against eight different types of employment grouping criteria:

- **Employment status.** Whether an individual is employed, unemployed, in education, or in training

- **Sector.** Industry sector of employment.

- **Occupation.** Occupational role of employment

- **Contract type.** Details of contract type, such as security of contract or guaranteed hours.

- **Apprenticeships.** Details on apprenticeship participation, level and/or sector.

- **Pay.** Information about salaries, such as yearly averages or hourly pay.

- **Progression.** This refers to information about progression in labour market outcomes of individuals. For example, salary increases or changes in employment status.

- **Discrimination in employment.** Self-identified experiences of ethnic discrimination in the workplace.

Employment status

The review shows that breakdowns by employment status are generally available across analysis of the employment outcomes of young people from minority ethnic groups. Almost all of the evidence in the review contains some breakdowns by employment status, with most (24 out of 27) of the evidence mostly or fully meeting this criteria (see Figure 27).

In total, ten pieces of evidence fully met the criteria. This evidence included full breakdowns by different employment statuses such as employed, unemployed, education, and those not in education, employment, or training (NEET). This was common amongst Government statistics websites and some academic studies which included regression analysis. Some of this evidence also focused on certain labour market transitions such as moving from NEET to in Education, Employment, or Training (EET). Over half of the evidence (14) was judged to have mostly met the criteria. These pieces of evidence often included some employment statuses but not all; for example, including comparisons between employed and unemployed individuals. This was common amongst third-sector reports and academic papers, and the Stat-Xplore pages. Other evidence which mostly met criteria included employment as a dependent variable in a statistical model; these were either academic papers or third-sector reports which included regression analysis. Other evidence only had limited discussion in relation to ethnicity and employment status.

Only one piece of evidence partially met the criteria. This came from a report which included employment status only as a control variable in a model which estimated career satisfaction across different ethnic groups.

The two pieces of evidence that did not include employment status were government statistics pages, focused on apprenticeships and traineeships, and Employment and Support Allowance (ESA) claimants.

Sector

Coverage of industrial sector in the evidence was limited, with only seven of the 27 pieces of evidence at least partially including breakdowns by sector (see Figure 27). Of these seven, only one piece of evidence fully met this criteria. This was a third sector report on employment prospects for young people that included breakdowns by the main industrial sectors.

The two pieces of evidence that mostly covered this criteria both had a focus on apprenticeship participation amongst ethnic minority groups. Both included individual breakdowns for each industry type in their analysis, but only for apprenticeships.

In total, four of the 27 total pieces of evidence only partially met the criteria. Two of these included industrial sectors as a control variable in their analysis. These were academic papers which analysed career satisfaction and underemployment respectively.

Most of the academic literature featured in the review did not include any analysis by industrial sector.

Occupation

The review found that information on occupation is rarely featured in the evidence in this area; only 6 of the 27 pieces of evidence at least partially met this criteria (see Figure 27). Out of these, no piece of evidence fully met the criteria.

Two pieces of evidence were found to have mostly met this criteria. This included a report in the grey literature with employment breakdowns by occupational profile for young people, although only limited discussed by ethnic group, and an academic study that included occupational status (professional/managerial level) as a dependent variable in a statistical model.

Four pieces of evidence partially met the criteria, by either including occupational status only as a modelling control variable, or including only limited discussion of occupation in their analysis. Three of these were academic papers with the fourth being a third-sector report.

Contract type

Another category that is poorly represented across the evidence in this area is contract type. The review found that only 6 of the 27 pieces of evidence at least partially met this criteria (see Figure 27).

Only one piece of evidence fully met this criteria: an academic paper on youth underemployment that included breakdowns by temporary work, part-time work and full-time work. An additional single piece of evidence mostly met the criteria: a third sector report on race inequality in the UK that included detailed breakdowns by contract type (full-time, part-time, and zero hours contracts); however, these breakdowns were only included for a white/minority ethnic binary, rather than for separate ethnic groups.

Four pieces of evidence only partially covered contract types in their analysis. In two cases, contract types were discussed but in a limited capacity. Another included breakdowns by contract types but with limited reference to different ethnic groups. Finally, the fourth piece featured detailed breakdowns but only for a small sample of respondents.

Apprenticeships

The review shows that apprenticeships are another employment characteristic that is scarcely covered in this area, with only six of the total 27 pieces of evidence at least partially meeting the criteria (see Figure 27). Out of these, two reports focussed exclusively on apprenticeships and were judged to have fully met the criteria.

Two pieces of evidence mostly met criteria. The first was a youth programme evaluation that included breakdowns of the transition from NEET into apprenticeships. The second was part of the UK Government's 'Ethnicity, Facts and Figures' website for post-16 outcomes that reported the percentage of school leavers starting apprenticeships.

The final two pieces were judged to have only partially met criteria: a youth programme evaluation and a DfE commissioned research report on post-16 education outcomes. Even though apprenticeships were included in the analysis for both, discussion was either limited or lacking due to low sample sizes.

Pay

The review demonstrates that information about pay is generally lacking in evidence in this area, with only 10 of the 27 pieces of evidence at least partially meeting this criteria (see Figure 27). However, seven out of these 10 pieces fully met the criteria. All the evidence that fully met criteria included full earnings breakdowns for young ethnic minority groups. Of these seven that fully met criteria, four were academic studies, two were third-sector reports, and one was a government commissioned report.

The remaining three pieces of evidence that included pay in their analysis were all judged to have partially met criteria. This was due to limited sample sizes, limited discussion in the report, and the inclusion of pay only as a modelling control variable. Two of these three pieces of evidence were third-sector reports, while the third was an academic study.

Progression

The review found that coverage of progression is limited in this area, with only seven out of the 27 pieces of evidence at least partially meeting this criteria. Of these, three pieces of evidence had fully met the criteria, three had mostly met it, and one had only partially met it (see Figure 27).

Two of the three pieces of evidence that fully met criteria were focussed on different labour market transitions. These were both government commissioned reports, that analysed post-16 career transitions. The final piece of evidence that fully satisfied the criteria was a third-sector report that analysed pay progressions of graduates from different ethnic groups over a 10 year period.

All three pieces of evidence that mostly met the criteria included breakdowns of labour market transitions but only for broader ethnic groups. The first two both included compared earnings 6 months after employment and 3 and a half years after graduation, but only for the broad groupings of young people from black African/Caribbean, Indian,

Pakistani/Bangladeshi, and Chinese backgrounds. The third piece included analysis of the transitions from NEET to EET status, but only compared outcomes between binary white/minority ethnic groups.

In two of the three pieces of evidence that partially met criteria, progression was included in some qualitative analysis. The only piece of evidence that partially met criteria was a government commissioned report on undergraduate outcomes that included estimated lifetime earnings in their analysis.

Discrimination in employment

The review shows that information on discrimination in employment is a substantial gap in this area. Only one piece of evidence (out of 27), which partially met the criteria, included any mention of discrimination in employment in their analysis (see Figure 27). This was an evaluation of an employment support programme where respondents were surveyed on their experiences of discrimination in the workplace.

Figure 27: Coverage of employment in quantitative evidence
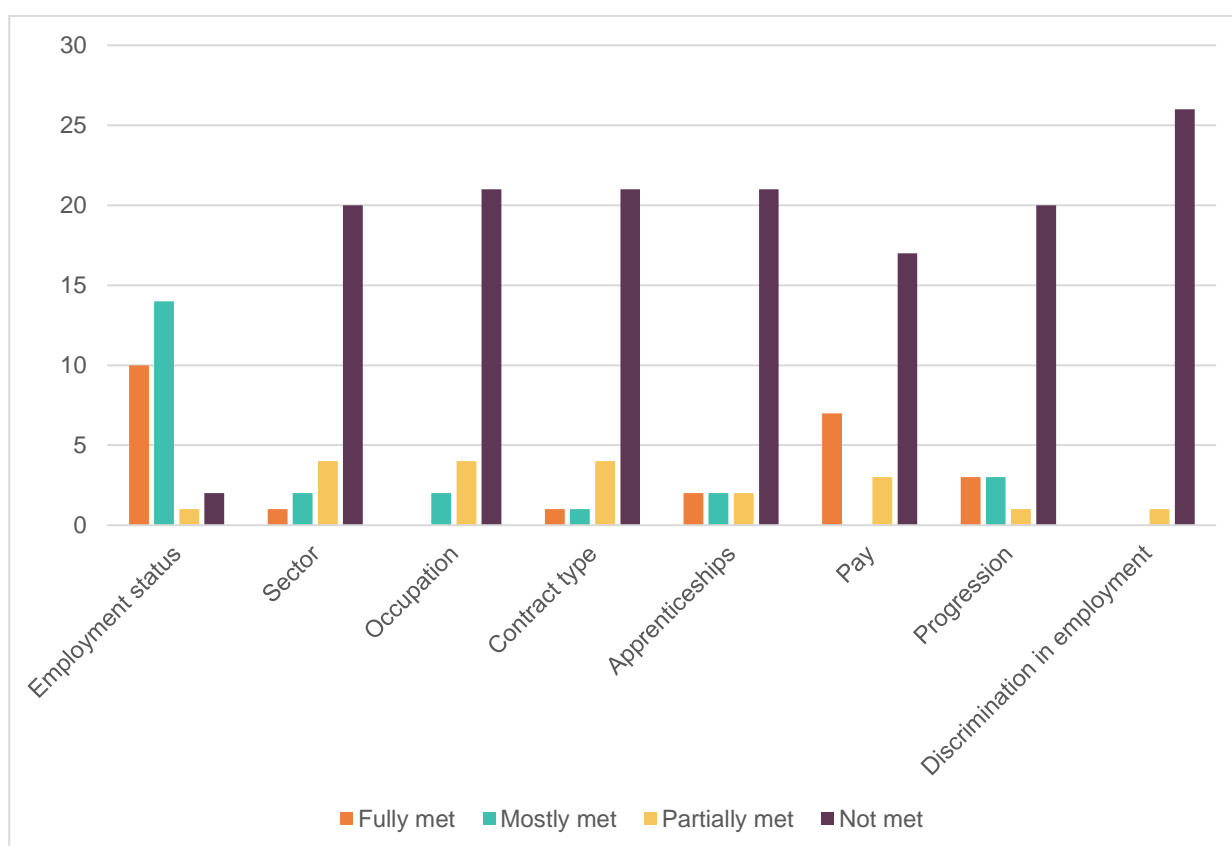
Summary of Employment

The review shows that employment characteristics are generally poorly represented in evidence on employment outcomes for young people from minority ethnic groups. Employment status was the only employment characteristic that was well represented across the evidence, with 25 (of the total 27) pieces of evidence including this

characteristic in their analysis. The second most well represented characteristic was pay; however, this was only included in 10 pieces of evidence.

Discrimination in employment was identified as a substantial gap, with it only partially covered by one piece of evidence. Similarly, most evidence did not include data on sector (included by 7), progression (7), occupation (6), contract type (6), and apprenticeships (6).

Relevance of data

Relevance of data is a key criteria for the evaluation of evidence in the quantitative review. Evidence for relevance of data has been assessed against two different categories:

- **Culturally relevant data.** Any additional information that can provide background or cultural information for specific groups.

- **Timeliness of data.** Considers how up to date the data used in the evidence is, and if the data covers a suitable time for its aims.

Culturally relevant data

The review shows that culturally relevant data is generally lacking in evidence on employment outcomes for young people from minority ethnic groups (see Figure 28), with only 14 of the 27 at least partially meeting this criteria. Of these 14 pieces of evidence, three were found to have fully met this criteria. The first was a London youth programme evaluation that included data from a range of vulnerable groups including LDD, cases with mental health, care leavers, and cases with drug/alcohol abuse. The second was an academic paper on higher educational outcomes that includes a range of relevant information for students, including family background, qualification types, and the amount of career preparation undertaken. The final piece that fully met the criteria was a DfE commissioned research report that included additional information such as socioeconomic background, type of school attended, and first languages.

Five pieces of evidence were found to have mostly met the criteria. Evidence that mostly met the criteria included some culturally relevant information in their analysis. For example, an evaluation of a youth programme included factors relating to social exclusion. The other pieces of evidence were academic studies that included information on parental employment status, number of parents in a household, and neighbourhood information such as deprivation, overcrowding, and employment levels.

The remaining six were found to have only partially met the criteria. These pieces of evidence often included only one piece of culturally relevant data, including parental information, university student characteristics, and type of benefits claimed. Four of these were academic studies while the remaining two were a DfE commissioned report and the Stat-Xplore page for Work Programme claimants.
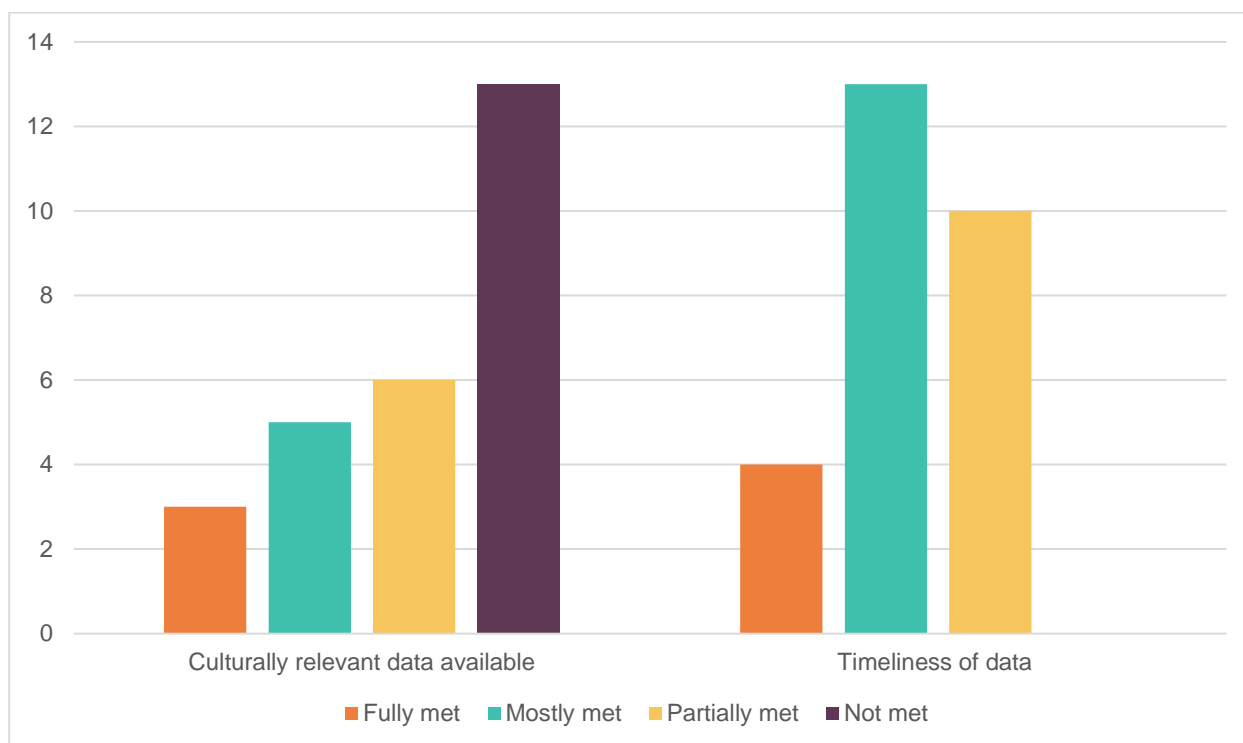
Timeliness of data

The review shows that the evidence in this area includes reasonably timely data, with all evidence at least partially meeting criteria (see Figure 28). However, only four pieces of evidence fully met this criteria. Two of these were the Stat-Xplore pages for ESA and JSA claimants, which cover a recent time period that includes both pre- and post-pandemic data. The third was the apprenticeships page under the Government's 'explore education statistics' website that includes data ranging from the 2016/17 to the first quarter of the 2021/22 academic year. Finally, a third-sector report on post-pandemic outcomes for young people fully satisfied this criteria by including LFS data from the years 1994-2020.

The majority of evidence (13) was judged to have mostly met this criteria. These pieces of evidence often covered a long period of time that was suitable for the aims of the study. However, these pieces of evidence did not include the latest available datasets and therefore only included pre-pandemic analysis. This was common across a range of different sources including academic literature, government statistics websites, and grey literature reports.

The remaining ten pieces of evidence only partially met this criteria. Most of this evidence only covered a short period of time; often times 1-2 years. Other evidence that partially met this criteria did cover a longer period of time, but was not up to date. For example, an academic study on underemployment that included LFS data between 2008 to 2012. Most of the evidence that only partially met criteria were academic studies.

Figure 28: Coverage relevance of data in quantitative evidence

Summary of relevance of data

The review shows that culturally relevant data is generally lacking across evidence in this area. Out of the evidence included in the review, only 3 pieces fully met the criteria, with a further 10 partially or mostly meeting it. Culturally relevant data included data on areas such as specific vulnerable groups, family background, local neighbourhood and first languages.

The review shows that the evidence in this area includes reasonably timely data, with all evidence at least partially meeting criteria. Most evidence contained suitable data over sufficient time periods for the aims of the study. However, much of the evidence did not include the latest available datasets and therefore only included pre-pandemic analysis.

GAPS AND RECOMMENDATIONS

The data analysis and quantitative review have identified a range of gaps in data and analysis of the employment outcomes of young people from minority ethnic backgrounds. As identified in the Introduction, these gaps broadly relate to three themes: systematic erasure in data collection, lack of observations and sampling, and a lack of culturally relevant data. Table 1 summarises the key gaps identified in this research.

Table 1: Key gaps in data and analysis of employment outcomes for young people from minority ethnic backgrounds

Area	Gap	Theme
Availability of ethnic breakdowns	Many surveys and datasets have small sample sizes for minority ethnic groups. In some cases, sample sizes are too small for any analysis by ethnic group. Even where sample sizes are larger, the low number of observations for young people from minority ethnic groups limits the granularity and level of intersectional analysis that is possible. In particular, reliable three-way intersectional analysis of separate ethnic groups is rare. Although pooling of survey waves can increase sample sizes and enable more detailed analysis, there are limits to this approach due to extremely low numbers of observations in each wave for certain groups.	Low observations and sampling
	Breakdowns featuring a comprehensive set of separate ethnic groups (as defined by ONS) is rare in analysis of employment outcomes for minority ethnic young people. Much of the evidence in this area includes only a partial set of ethnic groups. Certain ethnic groups (e.g. Gypsy or Irish Traveller) are not available in many national datasets.	Systematic erasure Low observations and sampling
	Analysis by ethnic subgroups (groups at a more granular level than the standard 16-18 detailed ethnic groups used in ONS research) is impossible using national surveys or datasets, as relevant subgroups (e.g. Somali) are not included. In addition, no evidence was identified that included ethnic subgroups in analysis. This is a substantial gap, that risks erasing the particular experience of smaller groups.	Systematic erasure

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	There is limited data on relevant subgroups (e.g. migrants and refugees) in either national data and surveys or in analysis in this area.	Systematic erasure
	Not all national datasets include breakdowns by ethnic group. In particular, current (and planned future) releases of Universal Credit statistics do not include ethnic breakdowns, unlike statistics on Jobseekers Allowance or Employment and Support Allowance. This gap impedes understanding of the uptake of specific benefits by different ethnic groups.	Systematic erasure
	There is a particular gap in relation to Gypsy, Roma and Irish Traveller groups. These groups are frequently excluded from surveys and national data. Where they are included, sample sizes are too small in order to conduct meaningful analysis. Individuals from these backgrounds may not identify their ethnicity in surveys or may use a broader ethnic group (e.g. Irish). In addition, data on employment outcomes does not contain the nuance necessary to account for specific cultural experiences in this area. The quantitative review also showed that these groups are generally not included in analysis in this area.	Systematic erasure Low observations and sampling Lack of culturally relevant data
Demographic data	The quantitative review showed that there is generally poor coverage of demographic breakdowns for much of the analysis in this area. Although analyses frequently control for demographic variables in modelling, breakdowns by separate demographic groups and ethnicity are rarer. A range of demographic variables are available in national surveys and datasets, and simple breakdowns are feasible. However, sample sizes are frequently too low for granular or multi-dimension intersectional analyses.	Systematic erasure Low observations and sampling
	There is a particular gap in relation to regional and subregional data. Although these variables exist in national surveys and datasets, our analysis shows that sample sizes are generally too small for meaningful regional analysis of the employment outcomes of young people from minority ethnic groups. Regional analysis was also generally lacking in the evidence assessed in	Systematic erasure Low observations and sampling

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	the quantitative review. In addition, there is a lack of published local datasets and data on culturally relevant regional issues.	Lack of culturally relevant data
	Another particular gap is in relation to data on disability. As with data on regions, relevant variables exist in national surveys and datasets to identify disabled individuals. However, sample sizes are too small for certain groups to enable meaningful analysis. In addition, analysis by disability was relatively rare in the evidence assessed in the quantitative review.	Systematic erasure Low observations and sampling
	Analysis by age group within young people is relatively rare in the evidence identified in the quantitative review. Although our data analysis included specific age in the analysis, the results showed that sample sizes amongst minority ethnic groups are too small to conduct much meaningful intersectional or granular analysis involving age. This gap can prevent the differentiation between outcomes at different parts of the 'young person' age range (16-24), which can obscure substantial changes in circumstances occurring over this period.	Low observations and sampling
	Analysis of employment outcomes for young people by religious group is a substantial gap. The quantitative review showed that this was not included by any of the evidence. Our data analysis has identified important results by religious group, but small sample sizes have limited the extent of the granular and intersectional analysis that can be conducted.	Systematic erasure Low observations and sampling
	Analysis by socioeconomic background is another substantial gap. This was not included in our analysis due to the difficulty of identifying relevant socioeconomic variables and small sample sizes. The quantitative review also shows that it is generally poorly covered across the evidence in this area. Where it is covered, a range of different definitions of socioeconomic background are used.	Systematic erasure Low observations and sampling
Employment details	With the exception of employment status, details of employment such as sector and occupation are poorly covered in the analysis of employment outcomes for minority ethnic young people. Our analysis shows that	Systematic erasure

	sample sizes are too small in national surveys to conduct meaningful analysis of employment details by granular ethnic group.	Low observations and sampling
	The quantitative review showed that measures of job quality, such as contract type, hours worked and pay, are generally poorly covered in the evidence in this area. Our data analysis was able to identify some useful findings in relation to job quality. However, sample sizes limited the level of granular and intersectional analysis that could be conducted.	Systematic erasure Low observations and sampling
	Progression and discrimination in employment are substantial gaps in this area. Although they were not included in our data analysis, the quantitative review shows that they are rarely covered in analysis of employment outcomes for minority ethnic young people. This gap prevents a full understanding of the experience of employment by minority ethnic groups.	Systematic erasure
	Analysis of apprenticeship participation is a substantial gap in this area. The quantitative review found very few studies which included analysis of apprenticeship participation amongst young people from minority ethnic groups. Data on apprenticeships and equivalent training programmes is largely unavailable in national datasets.	Systematic erasure
Features of surveys or datasets	Employment rates for specific ethnic groups can vary across surveys, even across the same survey family. This is likely due to a combination of different sampling periods and low observations. This gap can cause difficulty in identifying the 'actual' employment rate for minority ethnic groups.	Low observations and sampling
	The latest wave of the Millennium Cohort Study did not ask young people (aged 17) their ethnicity, requiring the use of parental ethnicity in analysis. This gap masks any changes in ethnic identification between young people and their parents, and may lead to errors where parents are from separate ethnic backgrounds. However, it should be noted that the next wave of the study will ask young people their ethnicity.	Systematic erasure

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	Although the quantitative review identified a number of studies that included culturally relevant data, many national surveys (e.g. Labour Force family of surveys) do not include relevant cultural questions.	Systematic erasure

In order to address these gaps, we would make the following recommendations:

- **Ensure increased observations of separate ethnic and religious groups in national surveys, through modifications to sampling methods or boosters for specific groups.** Survey design should also consider how to maximise response rate and accuracy on questions relating to ethnicity. In addition, **young people should always be asked to identify their own ethnic background in surveys**. Increased sample sizes for minority ethnic groups will enable a greater level of granular and intersectional analysis. **There should be a particular focus on ensuring the representation of Gypsy, Roma and Traveller groups in data and analysis.** Guidance should also be provided on how to interpret differences in results across a single family of surveys.

- **All government and national statistics should include ethnic breakdowns in as much granularity as possible**, whilst recognising trade-offs between cost and granularity and between granularity across different variables (e.g. high granularity in ethnic groups may preclude high geographical granularity in groups with small population sizes). Consideration should also be given to the inclusion of breakdowns by religious group and other relevant subgroups (e.g. migrants and refugees). **Published Government statistical analysis (e.g. the Ethnicity Facts and Figures website) should include wider demographic breakdowns and more in-depth intersectional analysis.** For example, intersectional analysis should (where possible) include breakdowns of employment outcomes by ethnicity and two other variables (three-way intersectional analysis).

- **ONS should provide a standardised list of ethnic subgroups in order to facilitate their identification in data collection.** Ethnic subgroups are ethnic groups at a more granular level than the standard 16-18 detailed ethnic groups used in ONS research. Guidance should also be provided on how to ensure adequate data collection amongst these groups.

- **National surveys should contain a wider range of data on employment, including aspects such as progression and discrimination at work, and on different types of employment, such as apprenticeships and equivalent programmes.** Collection of these variables will enable a fuller picture of the experience of employment by young people from minority ethnic groups.

- **Research should be undertaken to identify and design key culturally relevant questions in relation to employment outcomes for separate ethnic groups.** This should include questions with a national and regional focus. The inclusion of such questions in analysis of employment outcomes will facilitate a nuanced understanding of the impact of cultural factors on employment.

- **There should be increased collection and publication of local and regional employment datasets, with sufficient sample size for minority ethnic groups.** Local datasets will help to identify regional impacts on employment outcomes for minority ethnic young people, and enable the exploration of specific local experiences and factors.

SUMMARY

The data analysis and quantitative review have identified a range of gaps in data and analysis of the employment outcomes of young people from minority ethnic backgrounds, broadly relating to the three themes of systematic erasure in data collection, lack of observations and sampling, and a lack of culturally relevant data.

The data analysis found that single survey datasets generally have too few observations of young people from minority ethnic groups for intersectional and granular analysis of employment outcomes. Pooling datasets can generate sufficient sample size for a range of analysis; however, even (for example) 5 and 10 year pooled QLFS data had insufficient sample size for some groups and variables, limiting the analysis that could be conducted. Some datasets, such as official statistics on family and household incomes, have too few observations for any meaningful analysis of young people from minority ethnic groups.

However, the data analysis did identify a number of key findings. For example, there are substantial differences in employment rates between ethnic groups. Young people from white backgrounds generally have the highest employment rates, and young people from Chinese backgrounds the lowest. Employment rates for other ethnic groups are spread between these two groups, with a high degree of overlap. Analysis by demographic characteristics show that (with some exceptions) differences in employment between ethnic groups are generally larger than within ethnic groups. Trends in participation in education are essentially a reverse of those seen in employment: young people from white backgrounds are generally less likely to be in education than young people from all other ethnic backgrounds, while young people from Chinese backgrounds are generally more likely to be so. However, the analysis shows larger gender differences within ethnic groups in education rate than in employment rate. Although pay data was extremely limited, analysis of other labour market conditions showed greater differences in hours worked between genders within ethnic groups, than between ethnic groups. Across most ethnic groups young women work on average fewer hours, although the size of the difference varies substantially.

The quantitative review found mixed coverage of different types of data and analysis in relation to employment outcomes for young people from minority ethnic groups. For example, coverage of ethnic groups varies across different levels of granularity, with broad groupings almost always available and separate ethnic groups at least partially covered by most of the evidence in this area. However, there was no coverage of ethnic subgroups and little coverage of other relevant subgroups. In contrast, demographic characteristics (with the exception of gender) are generally poorly covered, with few pieces of evidence including data on characteristics such as disability status, region or age. Similarly, employment characteristics (with the exception of employment status) are also generally poorly represented in the evidence, with data on discrimination in employment a notable gap. Another important gap is culturally relevant data, which was included in less than half of the evidence. The review found that two-way intersectional analysis is fairly common

across the evidence, frequently through a breakdown of labour market outcomes (such as average wages and employment) by ethnic group and gender. However, three-way intersectional analysis is rare.

A range of recommendations have been developed in order to address the identified data gaps, including increased observations of separate ethnic and religious groups in national surveys, provision of granular ethnic breakdowns and definitions of ethnic subgroups, widening of the type of data collected about young people from different ethnic backgrounds and the inclusion of culturally relevant questions, and increased collection of local and regional employment datasets.