



WINDRUSH GENERATION: EMPLOYMENT AND SOCIO-ECONOMIC FACTORS 74 YEARS ON



Business in the Community (BITC) Race at Work Survey data found that UK employees from a Caribbean background...

commonly stated £22,500 PA, as their gross personal income from all sources, including wages, salaries, or rents and before tax deductions.

are overrepresented in clerical occupations. 5.5% (against a Race at Work panel sample size of 4%)

are underrepresented at supervisor/foreman level at 2.9% and on par at management level of 4.1%.

are underrepresented in senior higher paid roles which include professional, higher technical and higher management levels at 3% (compared to sample size of 4%.)

Our research shows that 4% of employees in the UK are from a Caribbean background:



their median wealth assets in the UK is £85,900 compared to £313,900 for a white person. This is £34,300 for the African group.



34% would like a mentor, and only 14% have one.



those who are from a Caribbean background working as managers identified annual pay gap of £980.



those working in professional occupations identified an average pay range gap of £3,814 – the highest of any ethnicity group.

HOW YOU CAN TAKE ACTION NOW:

- Examine your ethnicity pay gap and review pay for workers from a Caribbean background at management levels and professional/senior levels.
- Implement mentoring and sponsorship opportunities and include your employees from a Caribbean background.
- Be transparent about the pay range on job adverts and pay the successful candidate within the advertised range.

For more information, please visit our website bitc.org.uk/race/

All these insights are from BITC's Race at Work 2015, 2018 and 2021 YouGov panel surveys of 779 employees in the UK from Caribbean backgrounds.

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