

FACTSHEET

EMPLOYMENT AND SOCIO-ECONOMIC FACTORS IN THE UK BY ETHNIC GROUP

Business in the Community (BITC) Race at Work 2015, 2018 and 2021 Survey data about UK employees has highlighted disparities in employment conditions.

The ONS reported that the **median wealth assets of a person from^{1..}**

a Black African background is £34,300

a Bangladeshi background is £65,000

a Chinese background is £77,300

a Black Caribbean background is £85,900

a Mixed background is £162,000

a Pakistani background is £224,500

an Indian background is £313,200

a White British background is £313,900

¹[ONS Wealth and Assets Survey](#) 2016-2018

As the Cost-of-Living crisis worsens, employers must examine the disproportionate impact of the pandemic and pay disparities through the lens of ethnicity and socio-economic factors.

Race at Work Survey 2015, 2018 and 2021 found the following data on gross personal income from all sources, including wages, salaries, or rents, and before tax deductions ²:

Employees from an Indian background commonly stated £22,500 PA as their gross personal income from all sources

Employees from a Black African background commonly stated £32,500 PA as their gross personal income from all sources

Employees from a Chinese background commonly stated £22,500 PA, as their gross personal income from all sources

Business in the Community (BITC) Race at Work Survey found the following data on pay gaps³:

Employees from a Black African background working as managers identified an average annual pay gap of £2134

Employees from a Pakistani or Bangladeshi background working as managers identified an average annual pay gap of £4,186

Employees from a Mixed background working as managers identified an average annual pay gap of £1,164

HOW YOU CAN TAKE ACTION NOW:

- Examine your ethnicity pay gap and review pay for workers from a Black Caribbean, Black African, Mixed, Chinese, Indian, Pakistani, or Bangladeshi background at management levels and professional/senior levels.
- Implement mentoring and sponsorship opportunities and include employees from diverse ethnic backgrounds.
- Be transparent about the pay range on job adverts and pay the successful candidate within the advertised range.
- Commit to paying the real living wage and offering flexibility to all employees
- Target support towards your low income and vulnerable employees using workforce data
- For more information, please visit our website bitc.org.uk/race/

² Race at Work 2015, 2018, 2021 longitudinal study Professor Ian Thomson, [Lloyds Banking Group Centre for Responsible Business](#), University of Birmingham and [Professor Nelarine Cornelius, Queen Mary University](#), September 2022

³ Race at Work 2015, 2018, 2021 longitudinal study Professor Ian Thomson, Lloyds Banking Group Centre for Responsible Business, University of Birmingham and Professor Nelarine Cornelius, Queen Mary University, September 2022