



EMPLOYMENT AND SOCIO-ECONOMIC FACTORS – UK EMPLOYEES FROM A BLACK AFRICAN BACKGROUND

Business in the Community (BITC) research shows that 4.7% of employees in the UK are from a Black African background. The Race at Work 2015, 2018 and 2021 Survey data found that UK employees from a Black African background...

commonly stated £32,500 PA as their gross personal income from all sources, including wages, salaries, or rents and before tax deductions.

are overrepresented in foreman or supervisor of other workers 6.2% (against a Race at Work panel sample size of 4.7%).

are underrepresented in Skilled Manual Work at 2.6%.

are overrepresented in medium paid roles which include skilled manual/foreman/supervisory roles at 5.3% (compared to sample size of 4.7%).

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.



Those from a Black African background report median wealth assets in the UK of £34,300, compared to £313,900 for a white person.ⁱ



52% of employees from from a Black African background would like a mentor, and only 33% have one.



Those from a Black African background have significant pay gaps: Managers - £2134
Professional - £1713
Skilled manual - £1218
Sales/services - £897



Those working in semi-unskilled occupations identified an average pay range gap of £2259 – the highest of any ethnicity group.

HOW YOU CAN TAKE ACTION NOW:

- Examine your ethnicity pay gap and review pay for workers from a Black African background at management levels and professional/senior levels.
- Implement mentoring and sponsorship opportunities and include your employees from a Black African background.
- 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/.

ⁱ ONS Wealth and Assets Survey 2016-2018.

All other insights are from BITC's Race at Work 2015, 2018 and 2021 YouGov panel surveys of 870 employees in the UK from African backgrounds.

Thank you to Professor Ian Thomson, University of Birmingham and Professor Nelarine Cornelius, Queen Mary University for the longitudinal and thematic study.