



EMPLOYMENT AND SOCIO-ECONOMIC FACTORS EMPLOYEES FROM A CHINESE BACKGROUND

Business in the Community (BITC) research shows that 3.8% of employees in the UK are from a Chinese background. The Race at Work 2015, 2018 and 2021 Survey data found that UK employees from a Chinese 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 professional occupations at 5.0% (against a Race at Work Panel sample size of 3.8%).

are underrepresented at supervisor/foreman (2.9%) / skilled manual (2.1%).

are underrepresented in lower (2.4%) and medium (2.7%) paid roles and overrepresented in higher paid roles (4.4%) compared to a sample size of 3.8%.

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 Chinese background report their median wealth assets in the UK as £77,300, compared to £313,900 for a white person.ⁱ



33% of employees from a Chinese background would like a mentor, and 27% have one.



those from a Chinese background working as managers identified a positive annual pay gap of £5,911.



those working in semi-skilled and unskilled occupations identified an average pay range gap of £4,791 – the highest of any ethnicity group.

HOW YOU CAN TAKE ACTION NOW:

- Examine your ethnicity pay gap and review pay for workers from a Chinese background at management levels and professional/senior levels.
- Implement mentoring and sponsorship opportunities and include your employees from a Chinese 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 716 employees in the UK from Chinese backgrounds.

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