



EMPLOYMENT AND SOCIO-ECONOMIC FACTORS – UK EMPLOYEES FROM AN INDIAN BACKGROUND

Business in the Community (BITC) research shows that 10% of employees in the UK are from an Indian background. The Race at Work 2015, 2018 and 2021 Survey data found that UK employees from an Indian 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 or higher technical work/ higher mechanical work at 12.2% (against a Race at Work Panel sample size of 9.6%).

are underrepresented at skilled, semi-skilled and unskilled manual labour level at 6.1% and 4.7% respectively (against a Race at Work Panel sample size of 9.6%).

are overrepresented in senior higher paid roles which include professional, higher technical and higher management levels at 11.7% (compared to a sample size of 9.6%).

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.



employees from an Indian background report their median wealth assets in the UK as £313,200, compared to £313,900 for a white person.ⁱ



44% of employees from an Indian background would like a mentor, and only 30% have one.



those from an Indian background working in sales and service roles identified an annual pay gap of £1,770.



a positive pay range gap of £5,050 - £5,591 in managerial and professional occupations was found - amongst the highest of any ethnicity.

HOW YOU CAN TAKE ACTION NOW:

- Examine your ethnicity pay gap and review pay for workers from an Indian background.
- Implement mentoring and sponsorship opportunities and include your employees from an Indian 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 these insights are from BITC's Race at Work 2015, 2018 and 2021 YouGov panel surveys of 1725 employees in the UK from Indian backgrounds.

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