



EMPLOYMENT AND SOCIO-ECONOMIC FACTORS – UK EMPLOYEES FROM A MIXED RACE BACKGROUND

Business in the Community (BITC) research shows that 12% of employees in the UK are from a Mixed Race background. The Race at Work 2015, 2018 and 2021 Survey data found that UK employees from a Mixed Race background...

commonly stated £27,500 PA, as their gross personal income from all sources, including wages, salaries, or rents and before tax deductions.

are overrepresented in professional occupations at 13.6% (against a Race at Work Panel sample size of 12.5%).

are underrepresented at semi/unskilled (7.9%) sales and service level (8.9%).

are underrepresented in low paid jobs (8.4%) and overrepresented at higher paid roles which include professional, higher technical and higher management levels at 14.1%

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 Mixed Race background report median wealth assets in the UK of £162,000, compared to £313,900 for a white person.¹



36% of employees from a Mixed background would like a mentor, and 28% have one.



those from a Mixed Race background working in sales and services identified an average pay range gap of £3,775.



those from a Mixed Race background working as managers identified a positive annual pay gap of £1,164.

HOW YOU CAN TAKE ACTION NOW:

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

¹ [ONS Wealth and Assets Survey](https://www.ons.gov.uk/peoplepopulationandcommunity/wealthandassets/surveys) 2016-2018.

All these insights are from BITC's Race at Work 2015, 2018 and 2021 YouGov panel surveys of 2213 employees in the UK from Mixed backgrounds. Thank you to Professor Ian Thomson, University of Birmingham and Professor Nelarine Cornelius, Queen Mary University for the longitudinal and thematic study.