



## EMPLOYMENT AND SOCIO-ECONOMIC FACTORS – UK EMPLOYEES FROM A PAKISTANI AND BANGLADESHI BACKGROUND

**Business in the Community (BITC) research shows that 3% of employees in the UK are from a Pakistani or Bangladeshi background. The Race at Work 2015, 2018 and 2021 Survey data found that UK employees from a Pakistani or Bangladeshi background...**

commonly stated £17,500 PA, as their gross personal income from all sources, including wages, salaries, or rents and before tax deductions.

are mainly distributed across the job roles in line with overall sample distribution (Race at Work Panel sample size of 3.5%).

are underrepresented at skilled manual labour level at 2.1% and on par at management level of 3.5%.

are mainly distributed across high/medium and low paid job roles in line with overall sample distribution (compared to a sample size of 3.5%).

**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.**



Pakistani employees report their median wealth assets in the UK as £224,500, and Bangladeshi as £65,000.<sup>i</sup>



39% of employees from a Pakistani or Bangladeshi background would like a mentor, and 43% have one.



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



those working in professional occupations identified an average pay range gap of £2,633.

### HOW YOU CAN TAKE ACTION NOW:

- Examine your ethnicity pay gap and review pay for workers from a Pakistani or Bangladeshi background.
- Implement mentoring and sponsorship opportunities.
- 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/](http://bitc.org.uk/race/)

<sup>i</sup> 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 614 employees in the UK from Pakistani backgrounds.

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