

This report can be viewed online at:
www.EqualityScotland.com



EDINBURGH

Trust Housing Association Ltd.
9 Albyn Place
Edinburgh
EH2 4NG
Tel: 0131 225 7246
www.trustha.org.uk



Hanover (Scotland) Housing Association Ltd.
95 McDonald Road
Edinburgh
EH7 4NS
Tel: 0131 557 0598
www.hsha.org.uk



Bield Housing Association Ltd.
79 Hopetoun Street
Edinburgh
EH7 4QF
Tel: 0131 273 4000
www.bield.co.uk

GLASGOW

Trust Housing Association Ltd.
25 Park Circus
Glasgow
G3 6AP
Tel: 0141 341 3200
www.trustha.org.uk

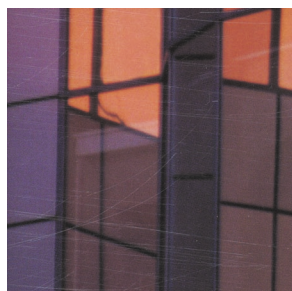
Hanover (Scotland) Housing Association Ltd.
5 Newton Place
Glasgow
G3 7PR
Tel: 0141 353 1353
www.hsha.org.uk

Bield Housing Association Ltd.
12 Somerset Place
Glasgow
G3 7JT
Tel: 0141 270 7200
www.bield.co.uk

2 0 0 1 CENSUS (S C O T L A N D)

PUBLISHED 2004

An Analysis of Older People and Employment Data
for Black & Minority Ethnic Communities In Scotland



PRODUCED AND PUBLISHED BY



Census 2001 (Scotland)

Black and Minority Ethnic Communities

Contents

Part 1 – Older People

Introduction/Background

Page Number

1.1	Population by Ethnic Origin (All People)	2
1.2	Population by Religion	3
1.3	Communities in Scotland (all ages)	4
1.4	Ethnic Origin by Local Authority Area	4
1.5	BME Communities in Scotland (Age by Ethnic Group)	6
1.6	Ethnic group (Age 60 & Over) by Local Authority Areas	6
1.7	Gender and Age by Ethnic Group (Age 60 & Over) White Male & Female	9
1.8	Gender and Age by Ethnic group (Age 60 & Over) BME Male & Female	10
1.9	Comparison of Gender, Age and General Health by Ethnic Group (Age 60 & Over)	11
1.10	Tenure by Ethnic Group of Household Reference Person (HRP)	13
1.11	Household Composition by Ethnic Group of HRP	14
1.12	Age and Highest Level of Qualification comparison by Ethnic Group (Age 60-74)	15
	Findings	

Part 2 – Employment

2.1	Age and Highest Level of Qualifications by Ethnic Group (Age 16-64)	18
2.2	Occupation by Ethnic Group (All people)	20
2.3	Gender and Occupation by Ethnic Group	22
2.4	Economic Activity by Ethnic Group (Age 16-24)	24
2.5	Economic Activity by Ethnic Group (Age 25 & over)	26
2.6	Industry by Ethnic Group (All people)	28
2.7	Gender & Industry by Ethnic Group (Male)	30
2.8	Gender & Industry by Ethnic Group (Female)	32
	Findings	

Introduction

The introduction of the Race Relations (Amendment) Act 2000 and Communities Scotland's Regulation & Inspection (Thematic Regulation Studies 2002) Equalities in Practice means that Trust, Hanover (Scotland) and Bield Housing Associations ("the Associations") are required to have information on Black & Minority Ethnic (BME) Communities in Scotland.

There is an increasing need and obligation to take measures to ensure that all communities have access to the opportunities and services provided in housing and employment. The Associations have recognised these needs when setting out their strategic goals, allocating resources, and taking into consideration opinions and perceptions as a measurement of achievement.

Census (2001) Scotland was completed in 2002, and the results were published in 2003. This report provides information and analysis on two main categories relevant to the Associations' objectives: Older People and Employment Opportunities.

PURPOSE OF THE REPORT

As evidenced by the initiatives undertaken by the Associations and various consultation exercises carried out with the BME communities, the Associations are committed to the ethos of equality and good race relations.

Census 2001 (Scotland) shows that the Black and Minority Ethnic (BME) population accounts for 2.01% (101,644) of the total population of 5.1 million. It also clearly identifies that there is an increasing ageing population in Scotland. The Census also highlights key findings related to economic activities within Scotland's BME communities. It is therefore essential that relevant information is extracted from the population figures, enabling the Associations to gauge the extent of demand for housing and employment within our communities.

This report will also enable the Associations to set their strategic goals, objectives and action plans to reflect the demands that may be made of them. Much work still needs to be done to promote equality and inform all communities of the services provided by the Associations in the areas of housing, care services and job opportunities.

BACKGROUND

Most of the statistics related to ethnicity provided by Census 2001 (Scotland) present population totals in two main categories:

White and Black and Minority Ethnic (BME).

In some instances, Census 2001 (Scotland) provides statistics for White and BME ethnic subcategories, as follows:

White subcategories

White Scottish
Other White British
White Irish
Other White

BME subcategories

Indian
Pakistani
Bangladeshi
Other South Asian
Chinese
Caribbean
African
Black Scottish or Other Black
Mixed Background
Other

The BME category has been further analysed into four sections of ethnic background:

Indian
Pakistani, Bangladeshi & Other South Asian
Chinese
Other – includes Caribbean, African, Black Scottish or Other Black and Mixed backgrounds.

PART 1: Older People

This part of the report details total populations and analyses the population further in local authority areas. It also highlights tenure, health, gender and qualifications of older people in general and then focuses on BME older people.

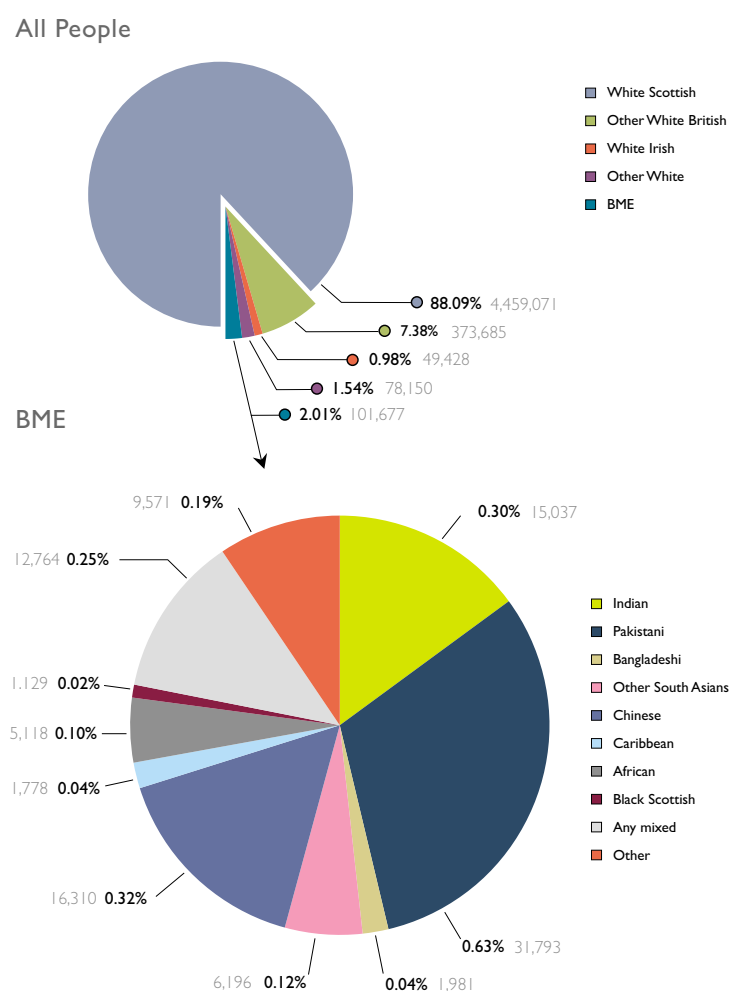
1.1 Population by Ethnic Origin (All People)

Scotland's Black and Minority Ethnic (BME) population of 101,677 accounts for 2.01% of the total population.

The total White population is 4,960,334 and accounts for 97.9% of the total population. As shown in Figure 1 below, 88.09% of the population is White Scottish, with the remainder being Other White British (7.38%), White Irish (0.98%) and Other White (1.54%).

Census 2001 (Scotland) showed that Pakistanis were by far the largest group in the BME population, accounting for 0.63% of the total population. Chinese and Indian populations were also significant, accounting for 0.32% and 0.30%, respectively. Other national groups included in the BME population were Bangladeshi, Other South Asians, Caribbean, African and Black Scottish, with Mixed Background and Other accounting for the remainder.

Fig. 1 – Population by Ethnic Origin (All People)

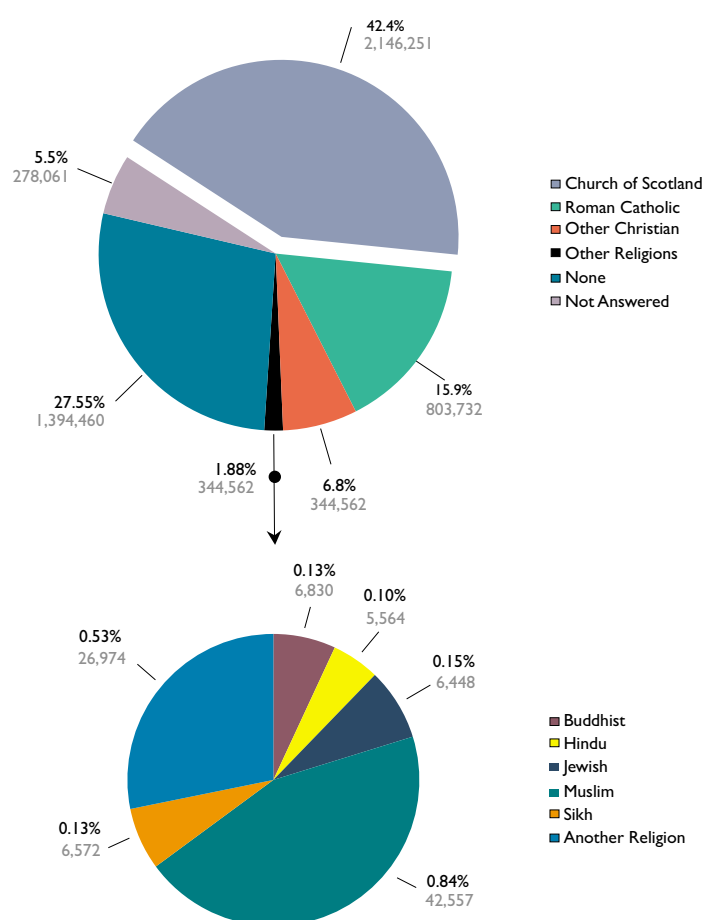


1.2 Population by Religion

As shown in Figure 2 below, Census 2001 (Scotland) showed that 65.1% of Scotland's population consider themselves Christian, with 42.4% stated belonging to the Church of Scotland, 15.9% to the Catholic Church and a further 6.8% falling into the category of Other Christian. A substantial 27.55% stated they had None (no religion) and 5.5% declined to answer this question.

1.88% fell into the category of Other, which was broken down further into the world religion categories of Buddhist, Hindu, Jewish, Muslim, Sikh and Another Religion. Not surprisingly, given that the major proportion of Scotland's BME community is Pakistani, the biggest religious group by far was Muslim, accounting for 0.84% of the total other religions population. Buddhists, Sikhs, Hindus and Jews accounted for similar and significantly smaller proportions of the non-Christian population.

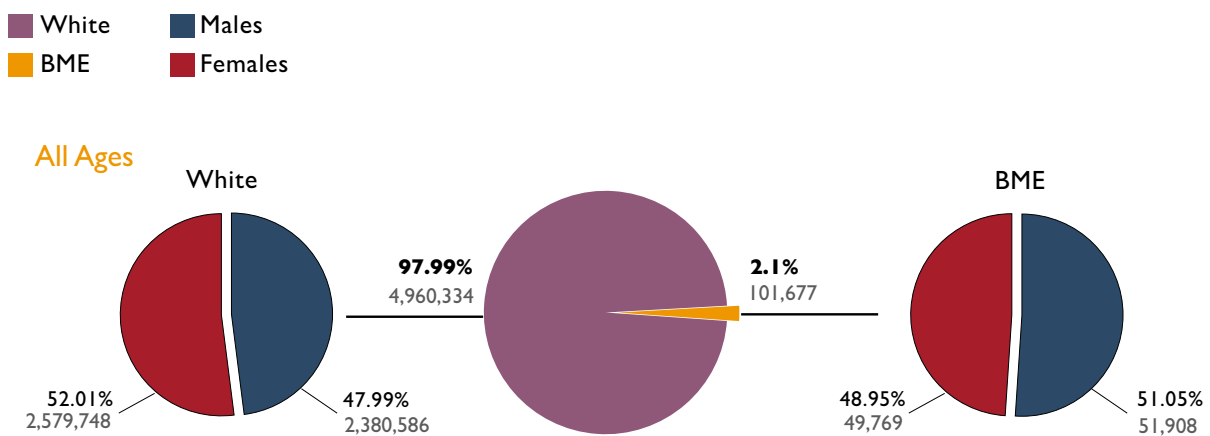
Fig. 2 – Current Religion



1.3 Black & Minority Ethnic Communities in Scotland (All Ages)

Analysis of White and BME populations according to gender shows that 52.01% of the White population is female, compared to 48.95 % of the BME population.

Fig. 3 – Black & Minority Ethnic Communities in Scotland



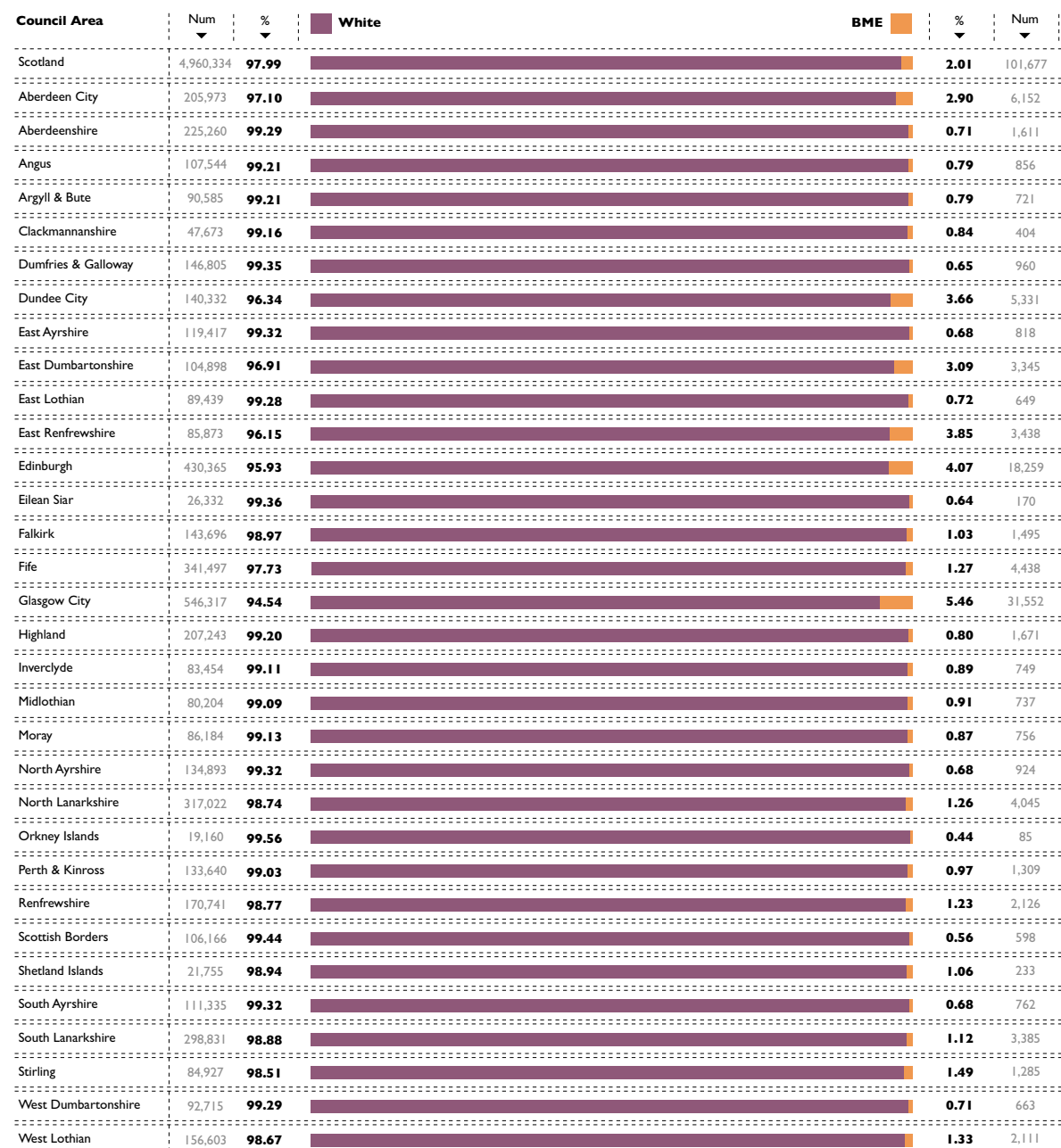
1.4 Ethnic Origin by Local Authority Area

Glasgow City Council recorded the highest BME population at 5.46% of the total population. Other council areas recording significant BME populations were Edinburgh (4.07%), East Renfrewshire (3.85%), Dundee City (3.66%), East Dumbartonshire (3.09%) and Aberdeen City (2.90%).

The councils with the lowest percentage of BME populations were predominantly rural areas – the Scottish Borders with 0.56%, and the Orkney Islands with only 0.44%.

This means that the greatest demand for BME housing and employment will be in those council areas with the highest percentages of BME populations. It should also be recognised however that BME people in council areas with relatively small BME populations may feel isolated and lack the support of their own community or community organisations and service providers. There is a need here to consider ways of making contact with these small BME populations.

Fig. 4 – Ethnic Origin by Local Authority Area



Older People

1.5 Black & Minority Ethnic Communities in Scotland (Age by Ethnic Group)

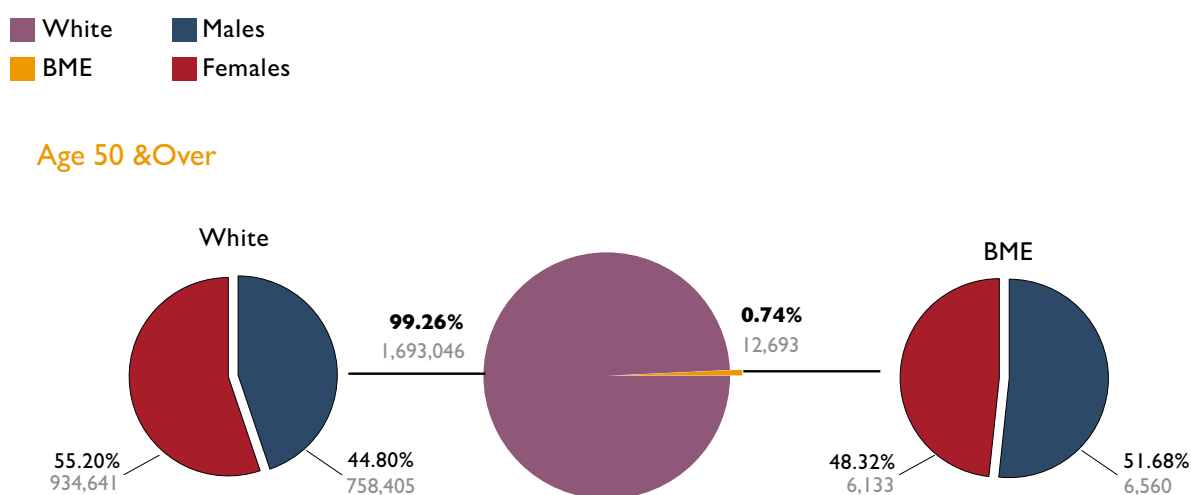
Further breakdown of BME groups shows that the total Age 50 & Over (12,693) number nearly doubles from Age 60 & Over (6,488). It projects a significant increase in the number in older people from BME communities.

Further breakdown

The total number of BME people Age 50 & Over in Scotland comprises Indian 19.2% (2,444), Pakistani and Other South Asians 36% (4,570), Chinese 18.4% (2,344), and Other 26.2% (3,335)

Interestingly, the difference in gender percentages between White and BME populations was further exaggerated in Age 50 & Over: 55.20% of the White population was female, compared to 48.32% of the BME population.

Fig. 5 – Black & Minority Ethnic Communities in Scotland Age by Ethnic Group Age 50 & Over



1.6 Ethnic Group Age 60 & Over by Local Authority Areas

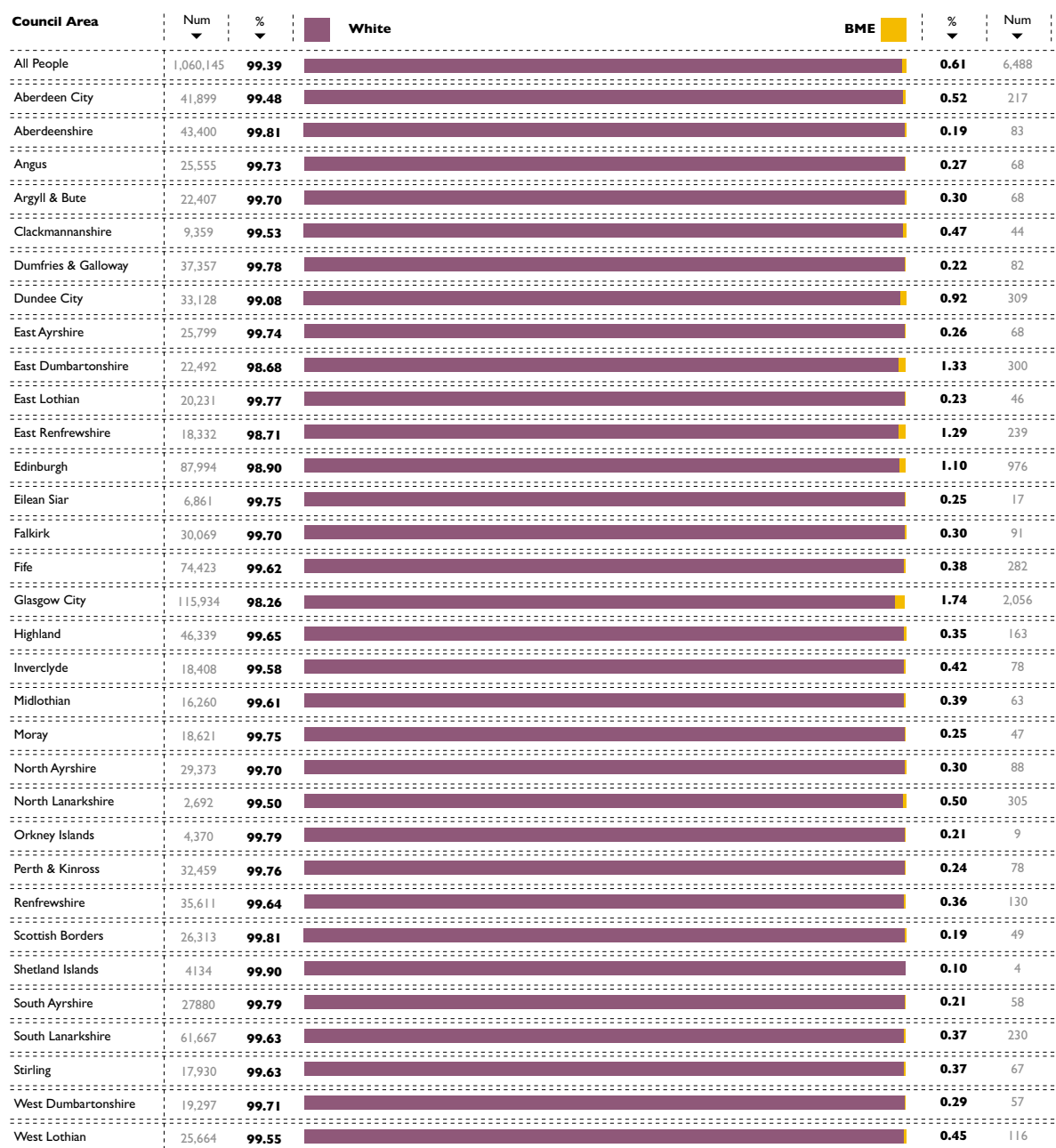
Similar to Figure 3 (Ethnic Origin by Local Authority Area), the council areas with the highest populations of BME people also had the highest number of BME people Age 60 & Over (although not in the exact same order): Glasgow City 1.74%, East Dumbartonshire (1.33%), East Renfrewshire (1.29%), Edinburgh (1.10%) and Dundee City (0.92%).

In terms of actual populations in council areas, Glasgow has the largest BME population (2,056), followed by Edinburgh (976), then Dundee (309).

Surprisingly, Shetland Islands has only (4) and Orkney Islands (9), BME older individuals over 60 years whilst North Lanarkshire has (305), followed by East Dumbartonshire (300), East Renfrewshire (239) and South Lanarkshire (230) have a considerable number of older people age 60 and over from BME communities.

Groups from the Indian sub-continent are the most concentrated in these council areas, particularly Glasgow. Together, they include 68% of the total BME population compared. The remaining 32% is distributed throughout the rest of Scotland. Chinese and Other Group are more dispersed across Scotland.

Fig. 6 – Ethnic Group Age 60 & Over



Older People

Further breakdown

The highest number of BME older people (Age 60 & Over) are from Pakistani and Other South Asian category 38% (2,477), followed by Indian at 19.1% (1,244), Chinese 18% (1,174) and Other at 24.5% (1,593).

- **Glasgow**

By ethnic origin, the highest number of BME people age 60 & Over in Glasgow City are of Pakistani and Other South Asian origin (1,066), followed by Indian (368), Chinese (358), and Other (264).

- **Edinburgh**

The Age 60 & Over population in Edinburgh is composed of Pakistani and Other South Asian (377), followed by Chinese (254), then Other (219) and Indians (126).

- **Dundee City**

The Age 60 & Over population in Dundee comprises Pakistani and Other South Asian (116), followed by Indian (99), Other (49), and Chinese (49).

- **North Lanarkshire**

The Age 60 & Over population in North Lanarkshire comprises Pakistani and Other South Asian (136), Other (83), Indian and Chinese (43 each).

- **East Dumbartonshire**

There is a slight shift in the composition of the 60 & Over BME population in Fife. The most predominant ethnicity is Indian (175), followed by Pakistani and South Asian (64), Chinese (36), and Other (25).

- **Fife**

The trend again shifts in Fife with Other having the highest population (97), followed by Pakistani and South Asians (93), Chinese (57), and Indians (35).

- **East Renfrewshire**

The Age 60 & Over population in East Renfrewshire comprises Pakistani and South Asians (147), Indian (53), Other (24), and Chinese (15).

- **South Lanarkshire**

The Age 60 & Over population in South Lanarkshire comprises Pakistani and South Asians (73), followed by Other (62), Indians (59), and Chinese (36).

- **Aberdeen**

The Age 60 & Over population in Aberdeen predominantly comprises Other (95), followed by Chinese (53), then Pakistani and South Asians (43) and Indian (26).

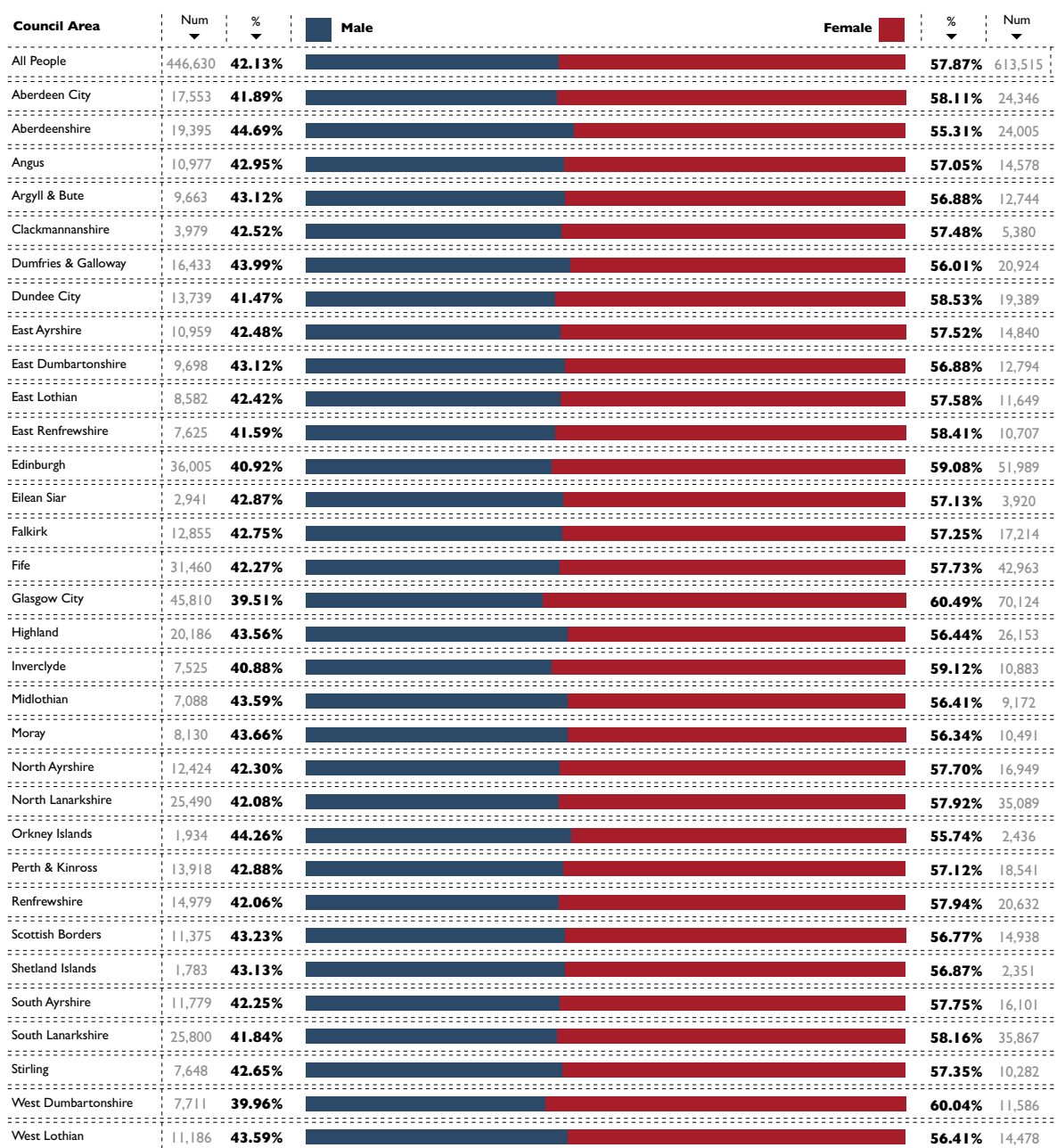
- **Renfrewshire**

The Age 60 & Over population in Renfrewshire comprises Other (44), Indian (36), Pakistani and South Asians (31) and Chinese (19).

1.7 Gender and Age by Ethnic Group (Age 60 & Over) White Male & Female

In all council areas, the female White population Age 60 & Over is higher than the male. All areas reflect general trends across the male and female populations, Glasgow City and West Dumbartonshire have even higher female populations compared to others.

Fig. 7 – Sex and Age by Ethnic Group (Age 60 & Over) White Male & Female

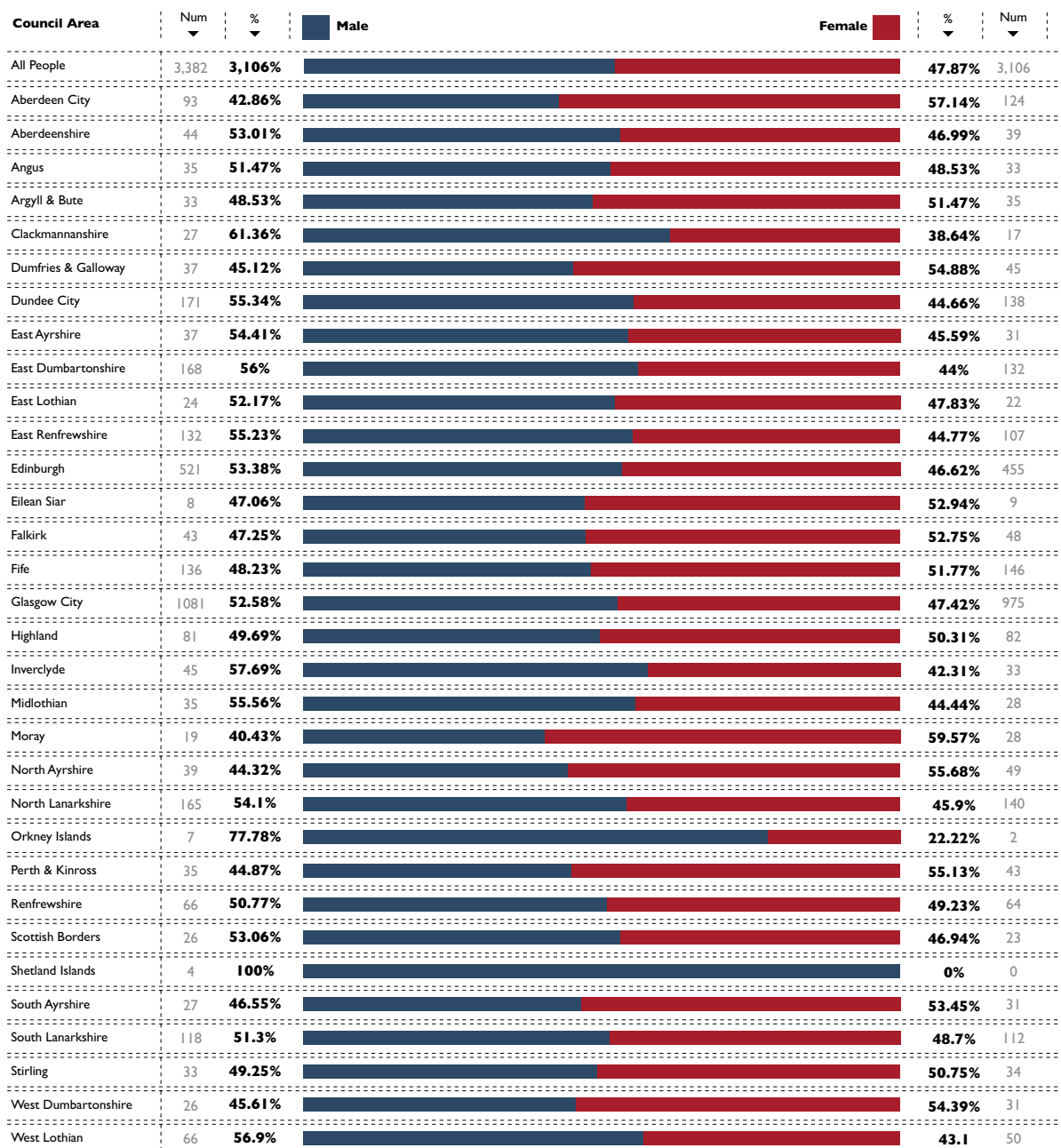


Older People

1.8 Gender and Age by Ethnic Group (Age 60 & Over) Black and Minority Ethnic Male & Female

Unlike its counterpart age group amongst the White population, the BME Over 60 population features a much higher percentage of males. Also, unlike the comparable White population, the levels of male and female populations varies between council areas.

Fig. 8 – Sex and Age by Ethnic Group (Age 60 & over) Black and Minority Ethnic Male & Female



In the BME community, the lowest percentage of females in a council area was in the Shetland Isles (where there was no representation whatsoever), whereas the highest was in Moray. Other very low percentages of female population were in the Orkney Islands (22.22%) and Clackmananshire (38.64%).

Male - Within the BME population, the Pakistani and South Asian nationality groups have the highest male population (1,399), followed by Indian (703), Other (697) and Chinese (583).

Female – Similarly, Pakistani and other South Asian nationality groups have the highest female population (1,078), followed by Indian (541), Other (896) and Chinese (591). In comparison to other BME groups, the Chinese female population is slightly higher than male, making it similar to its White counterpart.

1.9 Comparison of Sex, Age and General Health by Ethnic Group (Age 60 & Over)

Within BME communities there is an age bias towards the younger age category of older people. However, within this younger age group of older people ethnic groups from the Indian subcontinent have a much higher rate of health problems than their White counterparts.

With Limiting Long-term illness

Pakistani and South Asian recorded the highest levels of limiting Long term illness 62.9% (1,558), followed by Indian 55.7% (694), Other 50% (802) and Chinese 48.6% (571).

In this category in percentage terms, the Chinese population showed the highest levels of good health 61.3% (350), followed by Other 58.8% (472), Indian 45.5% (316), and Pakistani and South Asian 44.5% (693).

In the not good health category, Pakistani and South Asian recorded the highest percentage 55.5% (865), followed by Indian 54.5% (378), Other 41.1% (330) and Chinese 38.7% (221).

Without Limiting Long-term illness

In the category of without limiting long term illness, the Chinese had the highest percentage at 51.4% (603), followed by Other 49.6% (791), Indian 44% (550), and Pakistani and South Asians 37% (919).

The Chinese also recorded the highest percentage of people age 60 and over in good health 96.5% (582), followed by Indian 96% (528), and the two remaining groups both having similar percentages, Pakistani and South Asian 94.1% (865) and Other 94% (744).

In the not good health category, the Pakistani and South Asian group was 5.9% (54), closely followed by Other 5.9% (47), and finally, Indian 4% (22) and Chinese 3.5% (21).

Mental health issues are crucial to the well being of an individual in later life. However, mental health issues, particularly dementia, tend to be under-recorded across the BME population of older people, due to lack of understanding and information available to the families and communities.

Older People

Fig. 9 – Comparison of Sex, Age and General Health by Ethnic Group (Age 60 & over)

	All People	White	% White	BME	% BME
All People	1,066,633	1,060,145	99.39%	6,488	0.61%
With limiting long-term illness	546,451	542,826	51.20%	3,625	55.87%
Good or fairly good Health	319,294	317,463	58.48%	1,831	50.51%
Not good health	227,157	225,363	41.52%	1,794	49.49%
	546,451	542,826		3,625	
Without limiting long-term illness	520,182	517,319	48.80%	2,863	0.55%
Good or fairly good health	508,722	506,003	97.81%	2,719	94.97%
Not good health	11,460	11,316	2.19%	144	5.03%
	520,182	517,319		2,863	
	1,066,633	1,060,145		6,488	

	All People	White	% White	BME	% BME
Males	450,012	446,630	99.25%	3,382	0.75%
With limiting long-term illness	227,272	225,492	50.49%	1,780	52.63%
Good or fairly good Health	132,063	131,130	58.15%	933	52.42%
Not good health	95,209	94,362	41.85%	847	47.58%
	227,272	225,492		1,780	
Without limiting long-term illness	222,740	221,138	49.51%	1,602	47.37%
Good or fairly good health	218,137	216,614	97.95%	1,523	95.07%
Not good health	4,603	4,524	2.05%	79	4.93%
	222,740	221,138		1,602	
	450,012	446,630		3,382	

	All People	White	% White	BME	% BME
Females	616,621	613,515	99.50%	3,106	0.50%
With limiting long-term illness	319,179	317,334	51.72%	1,845	59.40%
Good or fairly good Health	187,231	186,333	58.72%	898	48.67%
Not good health	131,948	131,001	41.28%	947	51.33%
	319,179	317,334		1,845	
Without limiting long-term illness	297,442	296,181	48.28%	1,261	40.60%
Good or fairly good health	290,585	289,389	97.71%	1,196	94.85%
Not good health	6,857	6,792	2.29%	65	5.15%
	297,442	296,181		1,261	
	616,621	613,515		3,106	

1.10 Tenure by Ethnic Group of Household Reference Person (HRP)

Note: Household Reference Person (HRP) replaces Head of Household used in 1991 census.

As shown in Figure 8 below, owner occupation is the predominant form of housing in Scotland for all ethnic groups; 62% of Scotland's White population own their own house, compared to 56.99% of the BME community.

Census 2001 (Scotland) found that 21.71% of White people rented from the Council, compared to only 11.84% of BME households.

Similar percentages of both the White and BME community fell into the Other Social Rented accommodation, 5.57% and 5.74% respectively.

However, the Census found a significant difference between the percentages of White (10.05%) and BME (25.43%) people in the category of Private Rented or Living Rent Free.

- Owned**

Ownership is the most desired and favoured tenure by BME communities.

The highest ownership is by Indian 65% (3,231), followed by Chinese 64% (3,506), Pakistani and Other South Asian 62% (6,668) and Other Ethnic Group 41% (4,062).

The lowest ownership was by the "Other" category.

- Rented from Council**

Within the BME category, the percentage of people in the Other category living in council rented housing was 18.4% (1,791), followed by Pakistani and Other South Asian 10% (1,074), Chinese 8.7% (472), and the lowest, Indian 5.9% (291).

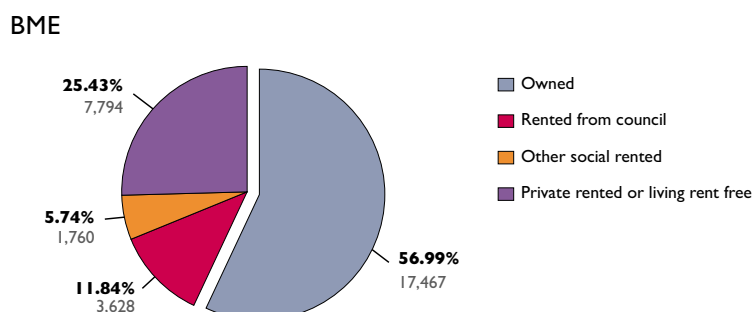
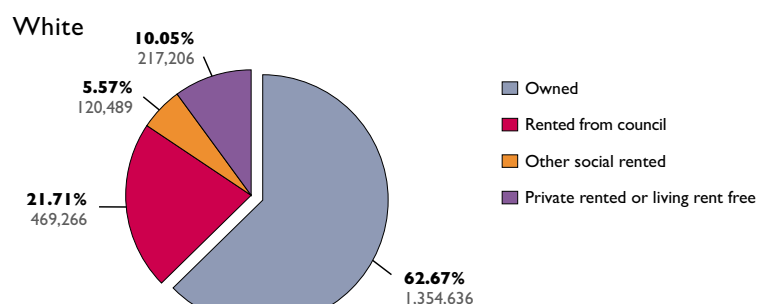
- Other Social Rented**

Similarly, the percentage of people in the Other category, living in Other Social Rented was 7.6% (738), followed by Pakistani and Other South Asian 5.8% (616), Chinese 4.2% (227) and Indian 3.6% (179).

- Private Rented or Living Rent Free**

Again, the highest use of this tenure was by people in the Other category at 32% (3,123), followed by Indian 25% (1,234), Chinese 22% (1,195).

Fig. 10 – Tenure by Ethnic Group of Household Reference Person (HRP) (Continued)



1.11 Household Composition by Ethnic Group of HRP

Note: Household Reference Person (HRP) replaces Head of Household used in 1991 census.

Census 2001 (Scotland) highlighted a striking difference between the percentage of pensioners and non-pensioners as HRPs in White and BME households.

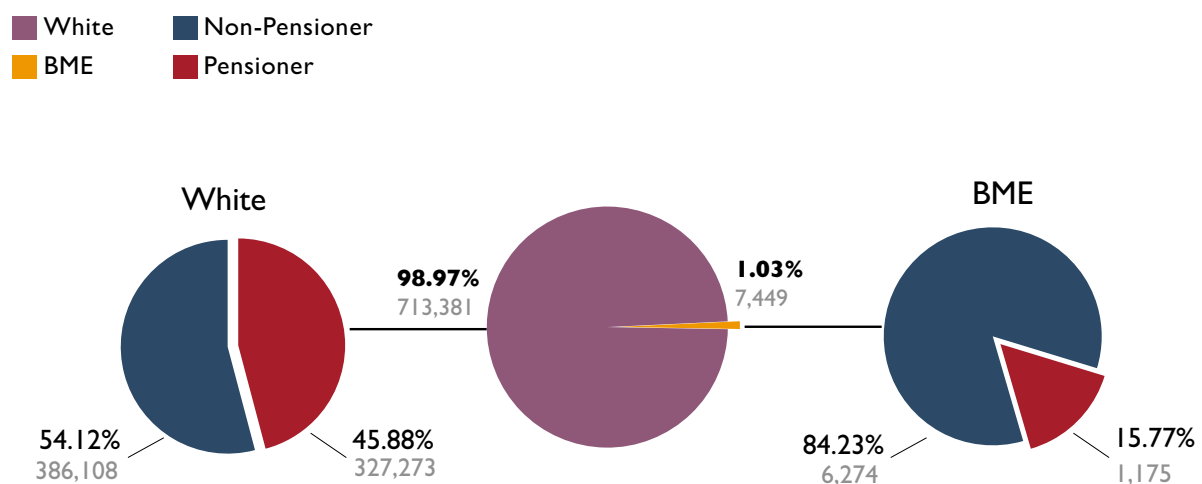
As shown in Figure 11 below, 45.88% of HRPs in the White community were of pensionable age, compared to just 15.77% in BME households.

Further breakdown

Of the total 7,449 BME one-person households, Indian accounted for 13.6% (1,015), Pakistani and Other South Asian 24.4% (1,818), Chinese 18.5% (1,380) and Other 43.4% (3,236). The census shows that the Other group has the highest of one-person households within the BME community.

One-person pensioner households within BME communities differ from the total number: Indian 18% (182), Pakistani and Other South Asian 15.4% (281), Chinese 18% (248) and Other 14.3% (464).

Fig. 11 – Household Composition by Ethnic Group of HRP



1.12 Age and highest level of Qualification comparison by ethnic group (Age 60 – 74)

Although the high percentages of people Age 60-74 without qualifications is similar in the White and BME populations (63.98% and 66.20%, respectively), the breakdown of qualifications at the various levels is quite different.

As shown in Figure 10 below, the BME population has a higher percentage (20.88%) of first degrees, higher degrees and professional qualifications, compared to just 14.54% in the White community.

People in the age category 60–74 with HNDs, HNCs, RSAs, Higher diplomas, SVQs (level 4 and 5) accounted for 2.28% in the White community and 1.70% in the BME community.

People with Higher grades, ONCs, ONDs and SVQs (level 3) accounted for 6.09% of the White population and 3.36% of the BME population.

At the lowest level of qualification – people holding O grades, Standard grades, SVQ (levels 1 and 2) - the Census found 13.12% of the White population in this category and 7.86% of the BME community.

The total number from BME communities in this age range is composed of Indian (1,015), Pakistani and Other South Asian (2,123), Chinese (936) and Other (1,104).

Following is a further analysis of qualification and ethnicity for this age group:

- **Group 1. O Grade, Standard Grade, SVQ Level 1 or 2 or equivalent**

The highest percentage is from the Other group 10.1% (112), followed by Pakistani and Other South Asian group 9.1% (186), Indian 7.1% (73) and Chinese 3.8% (36).

- **Group 2. Higher grade ONC, OND, SVQ level 3 or equivalent**

The statistics of all groups from BME communities is low: Other 5.6% (62), Indian 3.4% (35), by Pakistani and Other South Asian 2.6% (55) and Chinese 2.3% (22).

- **Group 3. HND, HNC, RSA, Higher Diploma, SVQ level 4 or 5 or equivalent**

Similar to group 2, the statistics for all BME groups is low: Indian 3.4% (35), Other 2.7% (30), Pakistani and Other South Asian 1.3(27) and Chinese 0.6% (6).

- **Group 4. First Degree, Higher Degree, Professional Qualifications**

The category shows the highest numbers within this age range from BME communities: Indian 40% (406), followed by Other 28.2% (312), Pakistani and Other South Asian 13% (276) and Chinese 9.2% (87).

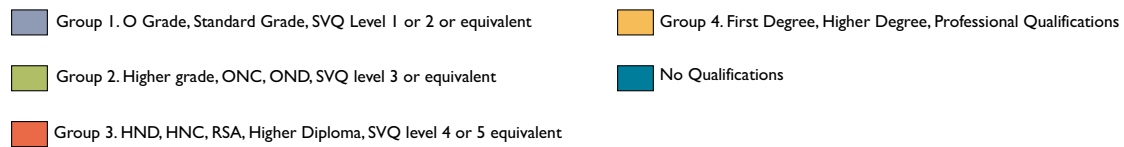
- **No Qualifications**

Within this category, Chinese older people within this age range showed the highest percentage 84% (785), followed by Pakistani and Other South Asian 74% (2,123), Other 53% (588) and Indian 47% (476).

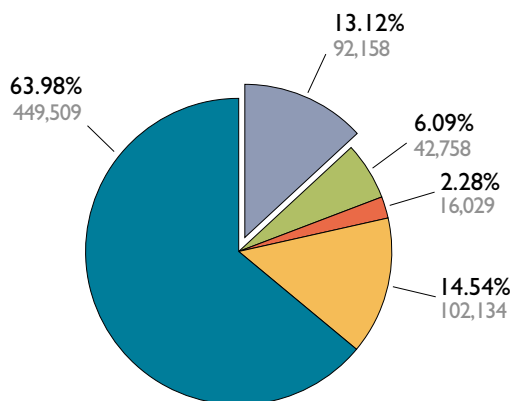
The above data reflects the consequences of language barriers for older people from BME communities in Scotland, particularly for those from Chinese, Pakistani and Other South Asian ethnic groups.

Older People

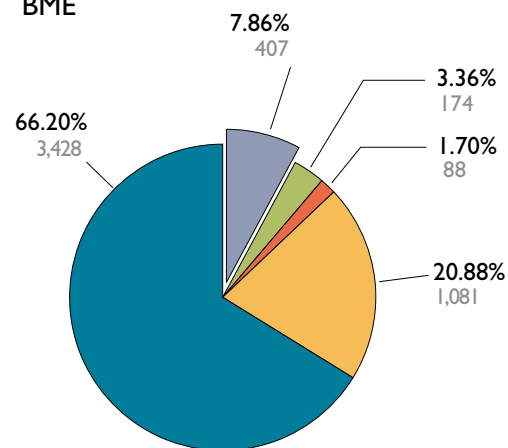
Fig. 12 – Age and Highest level of Qualification Comparison by ethnic group (Age 60 - 74)



White



BME



Findings

Although the high percentages of people Age 60-74 without qualifications is similar in the White and BME populations (63.98% and 66.20% respectively), the breakdown of qualifications at the various levels is quite different.

- Census 2001(Scotland) recorded a total number of 101,677 people from BME communities (2.1% of the population).

Older People

- The total number of BME older people Age 60 & Over recorded is 6,488, but the number nearly doubles to 12,693 for people Age 50 & Over. This shows that there will be a significant increase of BME older people in future.
- The majority of BME older people living in Scotland are from South Asia.
- There is a higher number of males in the BME population in contrast to the higher number of females in the White population.
- In BME communities the younger age category of older people suffers from a high rate of health problems.
- While the percentage of BME older people with no qualifications is similar to their White counterparts, older people from BME communities are likely to encounter language barriers.
- The percentage of BME older people with higher degrees and professional qualifications is much higher than Whites.

PART 2: Employment

This part of the report analyses the trend in employment in Scotland. It looks at levels of qualifications and areas of chosen or preferred work by BME communities.

2.1 Age and Highest Level of Qualification by Ethnic Group (Qualification Age 16-64)

Census 2001(Scotland) showed that the percentage of people with No Qualifications in the Age 16–64 category is significantly lower than in the Age 60–74 group where 28.69% of the White population and 30.50% of the BME population have No Qualifications.

The younger BME population (16-64) has a higher percentage (29.93%) of people with a First Degree, Higher Degree or Professional Qualifications, compared to their White counterpart (20.02%). However, at the lowest level of qualification, the White population has a higher percentage (26.6%), compared to the BME population (16.42%).

Detailed below is a further breakdown of levels of qualifications across different ethnic groups within BME communities. 68,108 (66.9%) people are recorded from BME communities in this age range. Of that, the Indian group is 10,787, Pakistani and Other South Asian 25,687, Chinese 12,00) and Other group 19,629.

Following is a further analysis of qualifications and ethnicity for this age group:

- **Group 1. O Grade, Standard Grade, SVQ Level 1 or 2 or equivalent**

Qualifications at this level were gained by Pakistani and Other South Asian 19% (4,898), followed by groups of similar percentages - Other 15.3% (3,021) and Indian 15.3% (1,652), followed by Chinese 13.4% (1,615).

- **Group 2. Higher grade ONC, OND, SVQ level 3 or equivalent**

Qualifications at this level were gained by Other 17.3% (3,402) followed by Chinese 16.6% (1,992), Indian 15.4% and Pakistani and Other South Asian 14.5% (3,741).

- **Group 3. HND, HNC, RSA, Higher Diploma, SVQ level 4 or 5 or equivalent**

Surprisingly, all ethnic groups in this category record comparatively low numbers: Pakistani and Other South Asian 8% (2,058) followed by Other 7.6% (1,506), and respective percentages of 6.1% for Indian (664) and Chinese (738).

- **Group 4. First Degree, Higher Degree, Professional Qualifications**

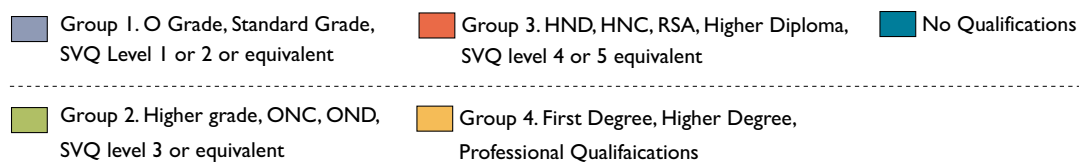
This group records the highest numbers from Indian 40.4% (4,364) and Other 37.7% (7,417), followed by Chinese 28% (3,368), and Pakistanis and Other South Asian 20.3% (5,239).

- **No Qualifications**

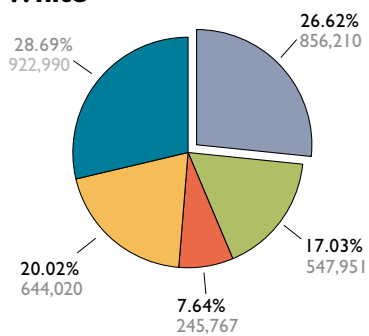
Pakistani and Other South Asian is the largest group having No Qualifications 37.9% (9,751), followed by Chinese 35.7% (4,292), Indian 22.7% (2,445) and Other 21.8% (4,283).

Similar to other Census data, twice as many Chinese and Indian (Age 16-34) have degrees than Whites. There may also be strong differences between socio-economic groups in BME communities. For example, young Indian and Chinese populations tend to be most educated, although older Chinese people are the least educated.

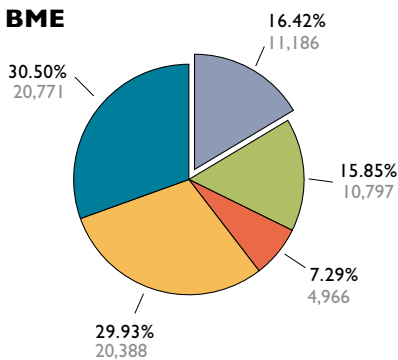
Fig. 1 Age and Highest Level of Qualification by Ethnic Group (Qualification Age 16-64)



White



BME



PART 2: Employment

2.2 Occupation Ethnic Group

Census 2001 (Scotland) showed that the percentage of people with No Qualifications in the Age 16–64 category is significantly lower than in the Age 60–74 group where 28.69% of the White population and 30.50% of the BME population have No Qualifications.

All People

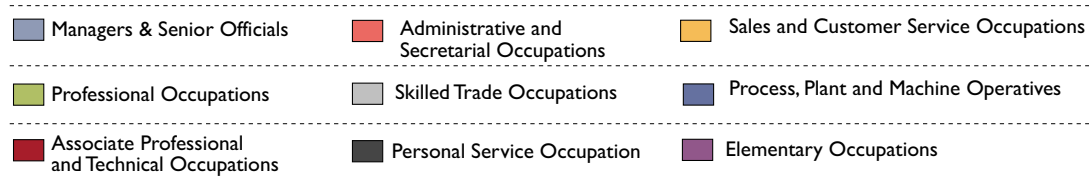
As shown in Figure 12 below, Census 2001 (Scotland) found that 18.44% of the employed BME population are Managers and Senior Officials, compared to 12.07% of the White population.

The percentage of BME people employed in Professional Occupations is also higher (18.37%), compared to the White population (10.72%).

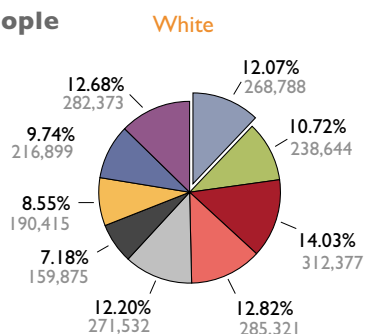
Percentages of BME people employed in Associate Professional and Technical Occupations, Administrative and Secretarial Occupations, Skilled Trade Occupations, Personal Service Occupations, Process, Plant and Machine Operatives, and Elementary Occupations are all lower than in the White population.

The only exception is in the area of Sales and Customer Service Occupations where 14.09% of the BME working population is employed, compared to 8.55% of the White population.

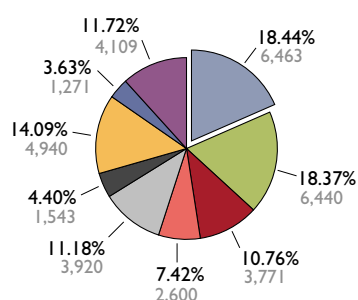
Fig. 2 Occupation by Ethnic Group (All People)



All People



BME



Further key observations regarding the ethnic make up of each occupational category follows:

Further breakdown

- **Managers and Senior Officials**

This group predominantly comprises Pakistani and Other South Asian (25.7%), followed by Indian (20%), Chinese (13.9%) and Other (11.6%).

- **Professional**

The Indian group records a significantly higher percentage (30%), followed by Other (20.3%), Chinese (14.9%) and Pakistani and Other South Asian (12%).

- **Associate Professional and Technical**

In this occupational category, Other has the largest percentage (16.6%), with other ethnic groups having similar percentages of approximately 8%.

- **Administrative and Secretarial**

All numbers in this category are low: Other (8.5%), Indian (7.6%), Pakistani and Other South Asian (7.1%), and Chinese (5.8%).

- **Skilled Trade**

Significantly, this category has a high percentage of Chinese (28%), compared to all other ethnic groups which average 7%.

- **Personal Service**

This is another category with low overall numbers: Other (7.7%) and an average 3% respectively for the remaining ethnic groups.

- **Sales and Customer Service**

As mentioned above, a high percentage (21.5%) of Pakistani and Other South Asian people are employed in these occupations, followed by Indian (12.2%). Chinese and Other averaging approximately 9% each.

- **Process, Plant and Machine Operatives**

All ethnic groups have a low incidence of occupation in this category, the highest being Other (4.3%) and the lowest, Chinese (1.6%).

- **Elementary Occupations**

Elementary occupations recorded Chinese (16.5%), Other 13.6%, Pakistani and Other South Asian (9.4%) and Indian (8.1%).

PART 2: Employment

2.3 Gender and Occupation by Ethnic Group

Male and Female

As seen in Figure 13 below, when the pattern of occupations was considered by gender in both White and BME communities, Census 2001 (Scotland) found that 22.88% of BME males were Managers and Senior Officials, compared to just 14.63% of White males.

The same pattern occurs amongst females: 11.66% of BME females were Managers and Senior Officials, compared to 9.24% of White females.

A greater differential between BME males and BME females in top management jobs was recorded, compared to the differential between White males and White females.

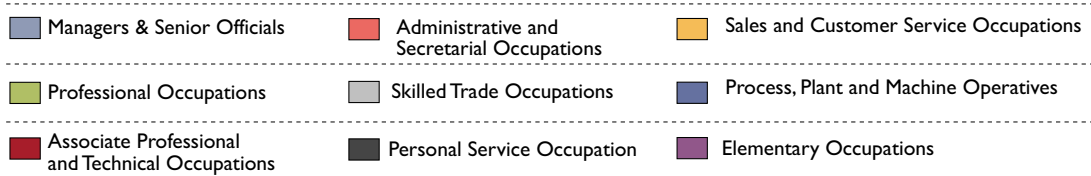
In the Professional Occupations sector, Census 2001 (Scotland) showed both BME males (20.45%) and females (15.20%) to have a higher percentage of employment in this category than their White male counterparts (11.22%) and female counterparts (10.16%).

A very high percentage of BME females (17.90%) were found to be working in the Sales and Customer Service, compared to BME males (11.59%), White females (13.23%), and particularly, White males (4.34%).

Further key observations regarding gender and occupation amongst different ethnic groups follow:

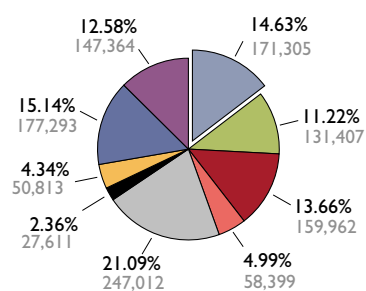
- **Indian** 61% of the male population is in occupation, compared to 38% of female population.
- **Pakistani and Other South Asian** 68% of the male population is in occupation, compared to 31.7% of female.
- **Chinese** The gap in this ethnic group is less with 56.2% male and 43.7% female in occupation.
- **Other** This gap in this group is smaller still, with male occupation at 52.8% and female 47%.

Fig. 3 – Gender and Occupation (Male and Female)

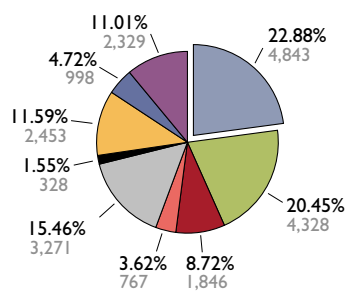


Male

White

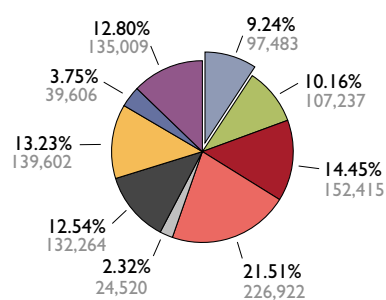


BME

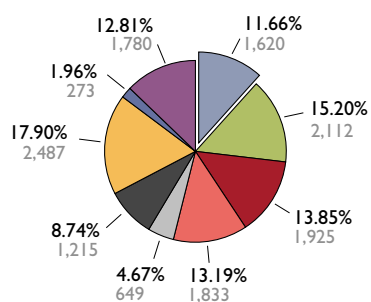


Female

White



BME



PART 2: Employment

2.4 Economic Activity by Ethnic Group (Age 16–24)

15% (547,584) of White and 18.5% (18,893) of BME population falls into this age range. The BME population composed Indian 24.5% (2,781), Pakistani and Other South Asian 27% (7,260), Chinese 28.4% (3,567) and Other 26% (5,285).

As shown in Figure 14 below, Census 2001 (Scotland) showed a considerable variance in the percentage of full time students in the BME (43.45%) and White (24.37%) communities, whilst only 31.68% of the BME population is working full time, compared with 54.30% of the White population.

Self-employment is another area which shows great variance, with the BME population recording a level of 3.75% for full time self-employment, compared with 1.25% in the White population.

Key observations regarding the ethnic make up economically active BME people in the Age 16-24 category follows:

- **Ethnicity of Economically Active**

The economically active category includes Indian 46.8% (1,301), Pakistani and Other South Asian 43.7% (3,174), Chinese 37.7% (1,345) and Other ethnic group 45.5% (2,397). Within this category, the highest percentages and numbers are in full time employment or are full time students.

- **Full Time Employment**

This category comprises Indian 34% (447), Pakistani and Other South Asian 33% (1,054), Chinese 24.6% (332) and Other ethnic group 32% (770).

- **Full Time Students**

Full time student numbers from BME groups are nearly double that of their White counterparts. This comprises Indian 43.5% (566), Pakistani and Other South Asian 35.6% (1,131), Chinese 58.4% (786) and Other ethnic group 45.3% (1,087).

- **Unemployment**

Unemployment is slightly lower for BME groups, compared to the White population in this age range.

- **Self-employment**

Full time self-employment is higher for all BME groups compared to Whites in this age range. Part time self-employment is low for all BME groups, but higher than Whites.

Key observations regarding the ethnic make up of economically inactive BME people in the Age 16-24 category follow:

- **Ethnicity of Economically Inactive**

A high number of people from BME ethnic groups fall into this category: Indian 53.2% (1480), Pakistani and Other South Asian 56.2% (4,086), Chinese 62.2% (2,222) and Other 54.6% (2,888).

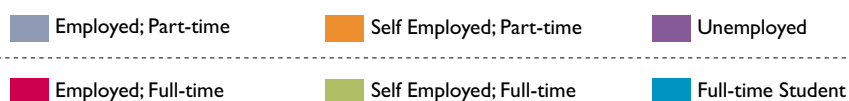
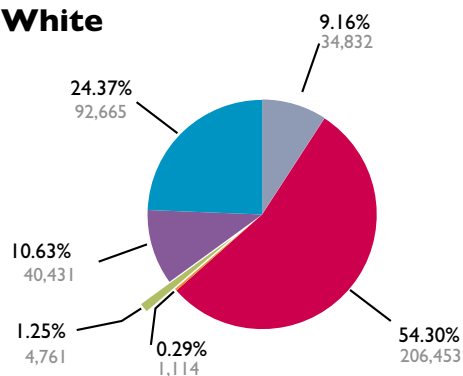
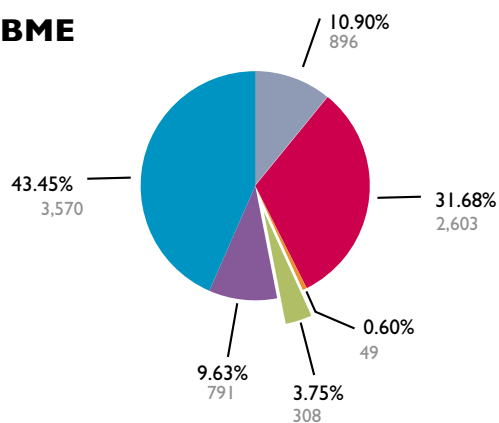
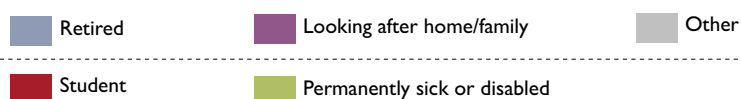
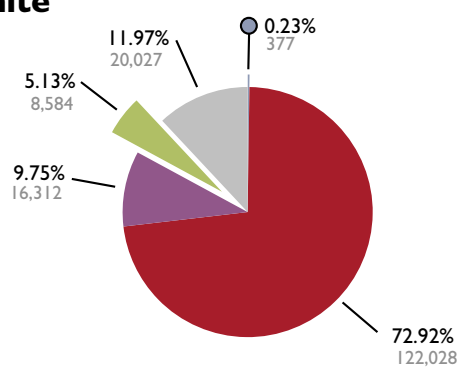
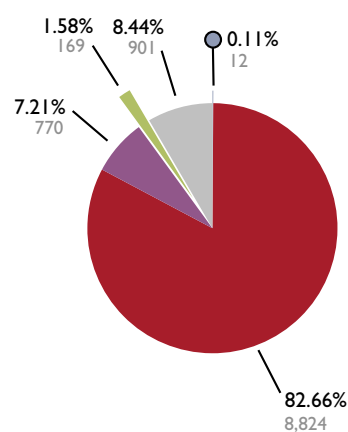
- **Students**

A very high number of BME people from this age group are students: Indian 83.4% (1,235), Pakistani and Other South Asian 75.6% (3,089), Chinese 94.8% (2,108) and Other 82.8% (2,392).

- **Looking After Home and Family**

A moderate-to-low number of people in this age group look after home and family: Indian 8.4% (125), Pakistani and Other South Asian 11.2% (460), Chinese 1.7% (38) and Other 5% (147). It should be noted that a high percentage of BME females fall into this category, compared to males, across all ethnic groups.

Fig. 4 Economic Activity by Ethnic Group (age 16-24)

Economically active**White****BME****Economically inactive****White****BME**

PART 2: Employment

2.5 Economic Activity by Ethnic Group (Age 25 & Over)

Amongst the economically active population of Age 25 & Over, the White community showed 63.73% full time employment, compared with 49.72% for its BME counterpart.

Like the Age 16–24 population, the level of self-employment was much higher in the BME community (19.24%), compared to the White community (9.16%).

For the economically inactive sector, 33.40% of the BME population were looking after family and home, compared to just 16.40% in the White population.

A much smaller percentage of the BME population was retired, only 15.10%, compared to 46.46% of the White population.

Another variance was the percentage of students in this age group; 16.09% in the BME community and just 2.32% in the White community.

Further key observations regarding economically active BME people in the Age 25 & Over category follow:

- **Economically Active**

The ethnic make up of those economically active in this age group was Indian 67.5% (5,779), Pakistani and Other South Asian 53.5% (10,449), Chinese 63.3% (5,689) and Other 61.4% (9,214).

- **Full Time Employment**

There is some difference between full time employed numbers amongst the ethnic groups. The highest full time employment was Other 58% (5,352), followed by Indian 55.2% (3,194) and Chinese 51.8% (2,953). The lowest number of full time employment was Pakistani and Other South Asian 38% (3,978).

- **Self Employed Full Time Employment**

Opposite to the figures for full time employment, the Pakistani and Other South Asian group had the highest incidence of full time self-employment with 27% (2,831). They are followed by Chinese 22% (1,255), Indian 19.9% (1,152) and Other group 8.1% (753).

- **Part-time Employment (Gender)**

Females from BME communities have a significantly higher number in part-time employment 25.7% (3,037), similar to White population 36% (335,625), compared to their male counterparts, where only 3.6% of White and 9% of BME are in part time employment. Additionally the difference is very low amongst Pakistani and Other South Asian males and females in part-time employment.

Further key observations regarding economically active BME people in the Age 25 & Over category follow:

- **Economically Inactive**

The economically inactive status in this age group comprises Indian 32.4% (2,775), Pakistani and Other South Asian 46.5% (9,080), Chinese 36.6% (3,292) and Other 38.5% (5,789).

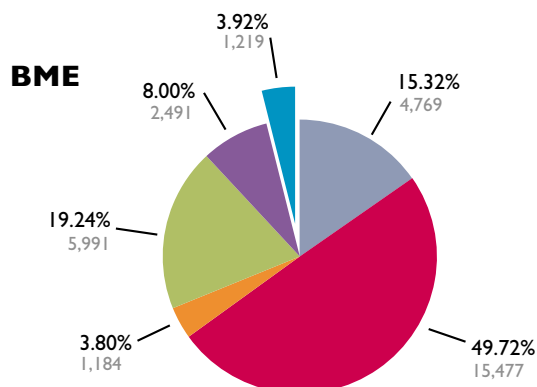
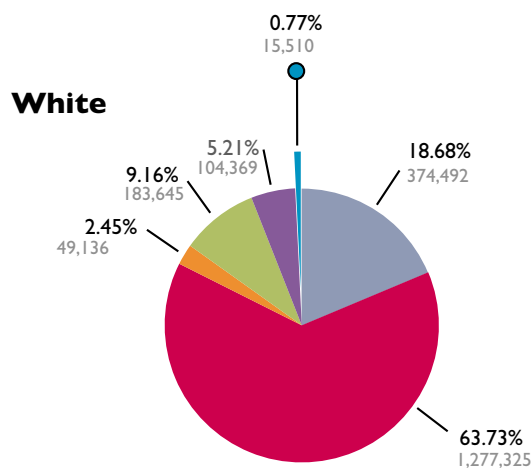
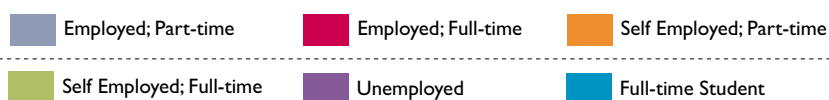
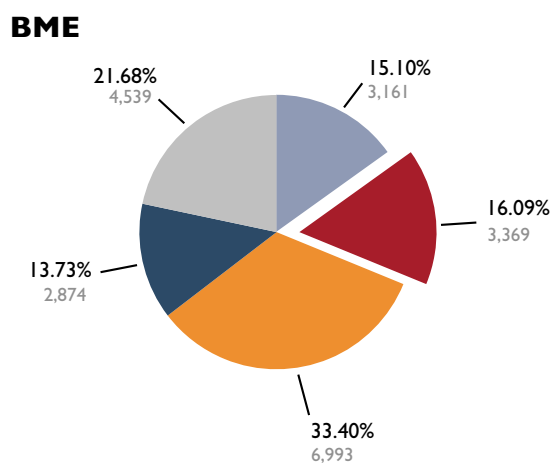
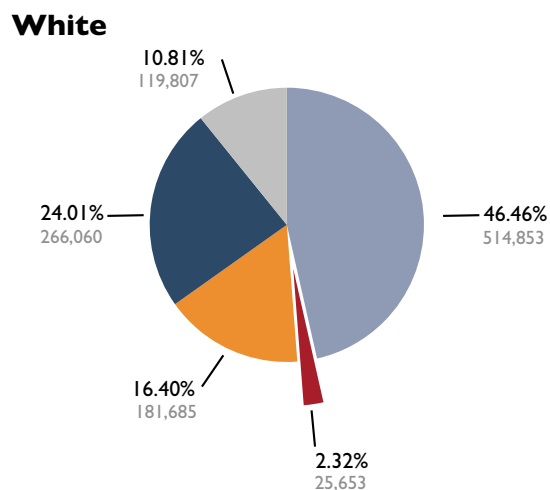
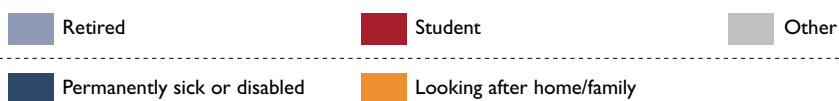
- **Looking After Home and Family**

The percentages of people with responsibility for looking after home and family varies from community to community ie Indian 30.4% (845), Pakistani and Other South Asian 39.7% (3,606), Chinese 29.4% (970) and Other group 27.1% (1,572). Not surprisingly, females recorded very high numbers in all communities, whilst male numbers were significantly low.

- **Retired**

There are low numbers of retired people across all BME communities. Those who are retired in different communities are Indian 21.5% (597), Pakistani and Other South Asian 11.7% (1,065), Chinese 24.4% (805) and Other 11.9% (694). These figures emphasise that the BME population is younger with a higher percentage of employable people.

Fig. 5 – Economic Activity by Ethnic Group (Age 25 & Over)

Economically active**Economically inactive**

PART 2: Employment

2.6 Industry by Ethnic Group

All People

As shown in Figure 16 below, the highest number of BME people are employed in Wholesale and Retail trade, Repairs (23.13%), and Hotels and Restaurants (19.83%). These are followed by Real Estate, Renting and Business Activities (11.59%). This reflects the high number of BME people who are self-employed.

The remaining sectors show considerably less representation by BME people: Health and Social Work (13.9%); Manufacturing (6.50%); Transport, Storage and Communications (4.82%); and Education (6.68%).

Even less are Public Administration and Defence, Social Security (3.80%); Financial Intermediaries (3.70%); Construction (1.96%); and Mining and Quarrying (1.00%).

Sectors with very low (nearly negligible) employment of BME people include Agriculture, Hunting and Forestry (0.61%); Electricity, Gas and Water Supply (0.60%); and Fishing (0.30%).

Finally, 4.12%, of BME people are employed in "Other" non-specified sectors.

It should be noted that two industry sectors employ a high number of BME people compared to Whites: Wholesale and Retail trade (BME 22.13%, White 14.27%) and Hotels and Restaurants (BME 19.83%, White 5.52%). In Health and Social Work, BME employment is marginally higher (13.09%), compared to the White population (12.35%).

A further breakdown of BME ethnic groups by employment sector (presented in order of high BME employment to lowest) follows:

- **Wholesale and Retail trade, Repairs**

This industry comprises predominantly Pakistani and Other South Asian 38.4% (4,587), followed by Indian 22.4% (1,462), Other 11.6% (1,183) and Chinese 8.1% (527).

- **Hotels and Restaurants**

Significantly, this sector is dominated by Chinese 51% (3,283). The remainder is composed of Pakistani and Other South Asian 14.2% (1,700), Other 12.3% (1,253) and Indian 10.9%.

- **Real Estate, Renting and Business Activities**

In this sector, similar percentages are recorded for Indian 13.7% (898) and Other 13.6% (1,384). The remainder includes Pakistani and Other South Asian 8.8% (1,053) and Chinese 8.3% (534).

- **Health and Social Work**

Indian and Other show nearly the same levels of employment, with 18.7% (1,224) and 18% (1,833), respectively, and are followed by Pakistani and Other South Asian 8.6% (1,035) and Chinese 7.7% (498).

- **Manufacturing**

This sector comprises Other 8.7% (886), Indian 6% (398), Pakistani and Other South Asian 5.5% (658) and Chinese 5.2% (337).

- **Transport Storage and Communications**

This sector comprises 6.2% (751) Pakistani & other South Asians, 5.5% (359) Indians, 4.5% (462) Other and 1.8% (118) Chinese are in this industry.

- **Education**

In Education, the highest employment percentage is from Other group with 9.7% (986) followed by a similar 6.6% from Indian (433) and Chinese (424). Pakistani and Other South Asian record employment levels of 4.1% (500).

- **Public Administration and Defence, Social Security**

In Public administration and defence, social security, the highest number and percentage recorded employment is from Other ethnic group with 5.2% (529), Indian 3.9% (259), Pakistani & South Asians 3.5% (423) and Chinese 1.9% (124).

- **Financial Intermediaries**

This sector comprises 4.5% (297) Indians, 3.7% (382) Other group, 3.5% (427) Pakistani and other South Asians and 3% (193) Chinese are in this industry.

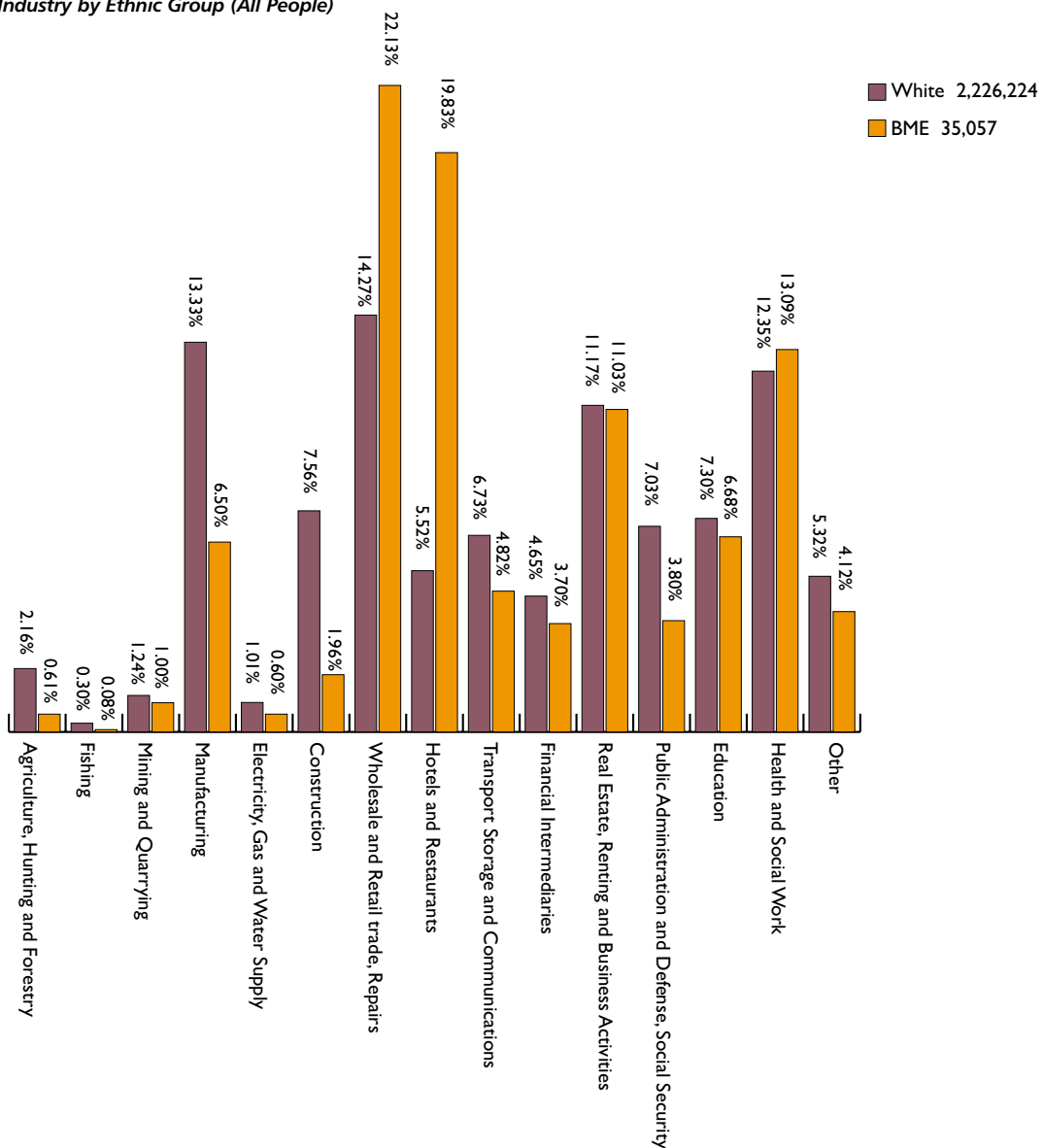
- **Construction**

This sector comprises 2.6% Other group, 1.8% (213) Pakistani & other South Asians, 1.5% (101) Indian and 1.7% (109) Chinese are in this industry.

- **Mining and Quarrying, Agriculture, Hunting and Forestry, Electricity, Gas and Water Supply and Fishing**

Numbers from BME groups in the above industries are very small.

Fig. 6 Gender and Industry by Ethnic Group (All People)



PART 2: Employment

2.7 Gender and Industry by Ethnic Group (Male)

The highest number of BME males in employment are in Wholesale and Retail trade, Repairs (23.64%), followed by Hotels and Restaurants (22.14%), then Real Estate, Renting and Business Activities (11.59%).

Health and Social Work (8.98%), Manufacturing (7.2%), Transport, Storage and Communications (5.56%), and Education (5.13%) recorded significantly fewer numbers than the three sectors listed above.

Sectors with even lower numbers of BME males in employment are Public Administration and Defence, Social Security (3.49%) and Financial Intermediaries (2.96%).

The rest of the industry employs very small numbers of BME people. ie Other (3.44%), Construction (2.88%), Mining and Quarrying (1.42%), Electricity, Gas and Water Supply (0.63%), Agriculture, Hunting and Forestry (0.75%) and Fishing (0.51%).

A further breakdown of BME male employment by specific ethnic groups follows::

- **Indian**

20.7% (836) of Indian males are employed in Wholesale and Retail trade, Repairs, followed by 16% (647) in Real Estate, Renting and Business Activities and 16% (646) in Health and Social Work. A further 13.1% (530) are employed in Hotels and Restaurants, followed by 6.6% (266) in Manufacturing, 6.2% (252) in Transport, Storage and Communications, 5.3% (213) in Education, and 4% (165) as Financial Intermediaries.

- **Pakistani and Other South Asian**

Like their Indian counterparts, a significant number of male from this ethnic group are employed in Wholesale and Retail trade, Repairs 44.6% (3,314), followed by Hotels and Restaurants 18% (1,476). A further 8.5% (697) are employed in Real Estate, Renting and Business Activities, 6.8% (555) in Transport, Storage and Communications, 5.7% (468) in Manufacturing, 5.5% (447) in Health and Social Work, followed by 3% (243) in Public Administration and Defence, Social Security, and 2.3% (189) in Education.

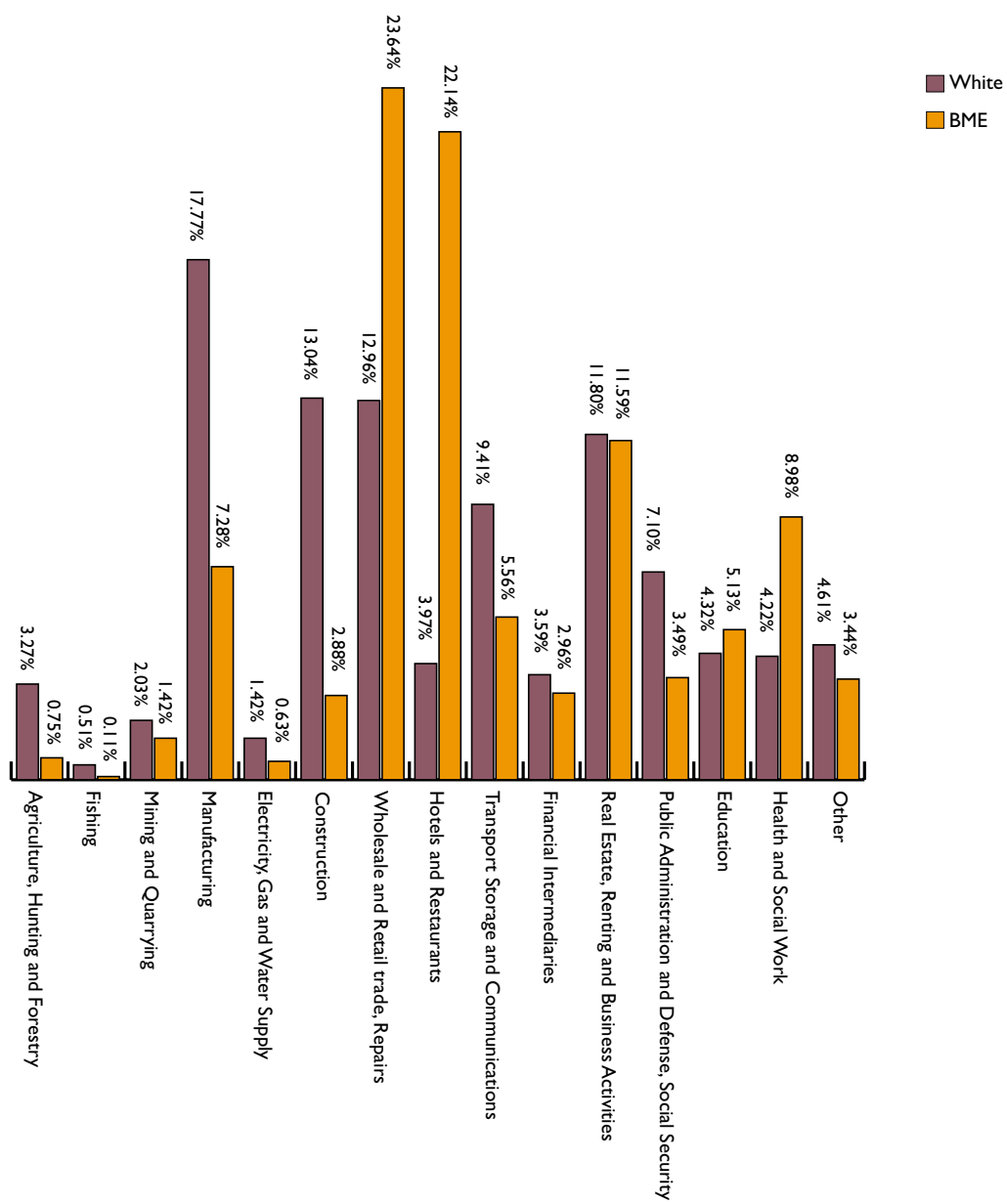
- **Chinese**

More than half of Chinese males, 55% (1,995), are in the Hotels and Restaurants industry. The numbers for all other industries fall drastically: 8.6% (314) in Real Estate, Renting and Business Activities, 6.6% (240) in Wholesale and Retail trade, Repairs, 5.9% (213) in Education, 5.8% (212) in Manufacturing, and 5.2% (189) in Health and Social work.

- **Other**

Unlike the ethnic groups detailed above, within the "Other" ethnic group category there is no dominant industry for males. Employment is recorded across Real Estate, Renting and Business Activities 14.8% (795), Hotels and Restaurants 12.7% (684), Health and Social 11.5% (619), Wholesale and Retail trade, Repairs 11.4% (612), Manufacturing 11% (594), Education 8.7% (471), and Public Administration and Defence, Social Security 5.7% (306).

Fig. 7 – Gender and Industry by Ethnic Group (Male)



PART 2: Employment

2.8 Gender and Industry by Ethnic Group (Female)

The majority of BME females are employed in Wholesale and Retail trade, Repairs (19.84%), Health and Social Work (19.35%) and Hotels and Restaurants (16.32%). Other significant occupations include Real Estate, Renting and Business Activities (10.19%) and Education (9.05%).

Lower numbers of BME females can be found in Manufacturing (5.32%), Financial Intermediaries (4.64%), Public Administration and Defence, Social Security (4.30%) and Transport, Storage and Communications (3.69%).

The nominal numbers of BME females working in, what are traditionally regarded as male-dominated occupations, is to be expected: Electricity, Gas and Water Supply (0.57%), Construction (0.55%), Agriculture, Hunting and Forestry (0.40%), Mining and Quarrying (0.37%) and Fishing (0.04%).

Finally, the number of BME females employed in the "Other" occupational category was 5.17%.

When compared by occupation, there is generally no significant difference between the percentage of BME and White females employed. There are, however, three notable exceptions: significantly more White females (8.42%) are employed in Manufacturing than BME females (5.32%); 19.84% of BME females are employed in Wholesale and Retail trade, Repairs, compared to 15.71% of White females; and most dramatically, BME females dominate employment in Hotels and Restaurants compared to White females (BME 16.32%, White 7.24%).

A further breakdown of BME females in employment by ethnic group follows:

- **Indian**

The highest incidences of employment of Indian females occurs in two areas, Wholesale and Retail trade, Repairs 25% (626), and Health and Social Work 23% (578). Other occupations undertaken by people from the Indian subcontinent include Real Estate, Renting and Business Activities 10% (251), Education 8.8% (220), Hotels and Restaurants 7.4% (186), Public Administration and Defence, Social Security 5.4% (136) and Manufacturing 5.2% (132).

- **Pakistani and Other South Asian**

A significant portion of females from this ethnic group, 33.5% (1,273), are employed in Wholesale and Retail trade, Repairs. Other occupations include Health and Social Work 15.5% (588), Real Estate, Renting and Business Activities 9.3% (356), Education 8.1% (311), Hotels and Restaurants 5.9% (224), and Transport, Storage and Communications 5.1% (196).

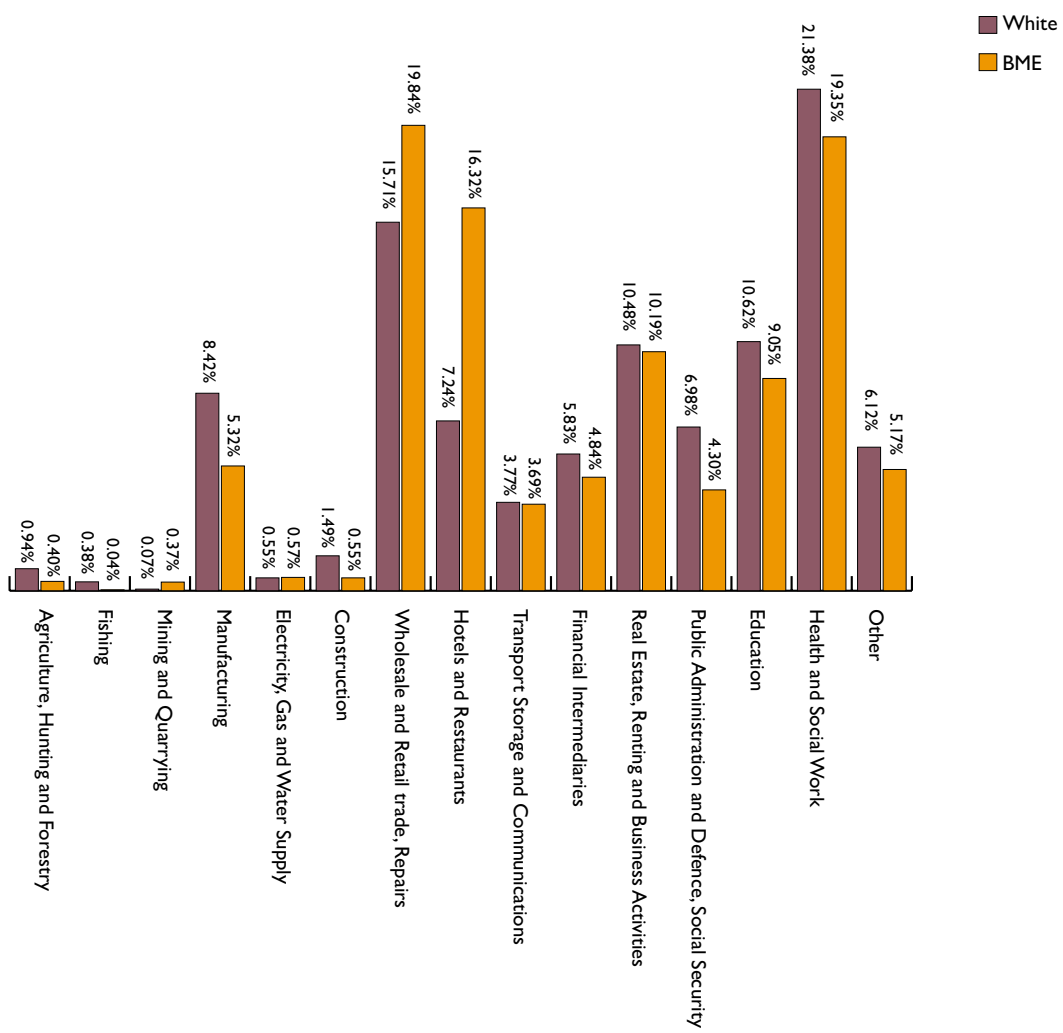
- **Chinese**

Like their Chinese male counterparts, Chinese females work predominantly in the Hotels and Restaurants industry, 45.7% (1,288). The remainder are employed in Health and Social Work 11% (309), Wholesale and Retail trade, Repairs 10% (287), Real Estate, Renting and Business Activities 7.8% (220), Education 7.4% (211) and Financial Intermediaries 3.8% (108).

- **Other**

Amongst BME females in the "Other" ethnic group category, the highest number, 25.3% (1,214), are employed in Health and Social Work. Other sectors include Real Estate, Renting and Business Activities 12.3% (589), Wholesale and Retail trade, Repairs 11.9% (571), Hotels and Restaurants 11.8% (569), Education 10.7% (515) and Manufacturing 6% (292).

Fig. 8 – Gender and Industry by Ethnic Group (Female)



PART 2: Employment

Findings

Employment

- The BME community in Scotland has a higher percentage of people of working age than the White population. Although, the percentage of BME people with no qualifications is slightly higher than White, the number of BME people with higher degrees and professional qualifications is significantly more than Whites.
- The Census shows a higher percentage of BME people are employed as managers and senior officials, compared to Whites. Additionally, a higher percentage is also self-employed.
- It is evident that significant numbers of BME people in the labour market are self-employed, or are in the business industry rather than the service industry. The lower numbers of BME people in managerial positions in the business industry is a direct result of the high percentage of self-employed BME people.
- Health and Social Work, and Education, employ higher percentages of people from BME communities.

Source

- General Register Office for Scotland, Scotland's Census 2001 (Scotland)

Further Reading

- **Scottish Executive**

People, Communities and Living: Equality in Scotland - Ethnic Minorities
(Publication)

- **Scottish Executive**

Analysis of Ethnicity in the 2001 Census

- **Age Concern**

Older People in Scotland: Some Basic Facts Factcard 2004 - 2005