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The ethnicity pay gap

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List of abbreviations and acronyms

ASHE	Annual Survey of Household Earnings
LFS	Labour Force Survey
ONS	Office for National Statistics
UKHLS	UK Household Panel Survey

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Executive summary

Introduction

This research report explores the ethnicity pay gap, which is defined as the difference between the average hourly pay of ethnic minorities and White British people. It is usually expressed as a percentage difference, with White British people's earnings representing 100%. As well as looking at differences in pay and trends over time, the research identifies the characteristics that explain those differences such as age, occupation and level of education. The research is intended to further debate and highlight areas where intervention may be needed.

Key findings

- The ethnicity pay gap is a longstanding phenomenon. Previous research has shown that people from ethnic minorities tend to earn less, overall, than White people. This is often associated with social disadvantage and is arguably also caused by discrimination. New arrivals to the country may have a poor command of English, possess qualifications which are not generally recognised by employers and be unfamiliar with the UK's culture; these factors affect pay. Immigrants to Britain often work in low-paid occupations and are overqualified for the job they do.
- Before exploring pay gaps, it is important to consider that employment rates – the percentage of a group with a paid job, excluding the self-employed – vary between ethnic groups, and by gender. Among both men and women, White British people have tended to have the highest employment rates in the period 2002-2014, at around 70%, although Indian people have also had noticeably high employment rates. The employment rates of Pakistani and Bangladeshi women have been consistently low – below 30%.
- According to analysis of Labour Force Survey (LFS) data in the period 2002-2014, the mean hourly pay of different ethnic groups varied considerably. Gaps also varied depending on whether people in ethnic minorities were born in the UK

or abroad. Among men, the overall picture was fairly clear. The White British group tended to outperform ethnic minorities in terms of pay – but with a few exceptions. All Indian and Chinese men (that is, both foreign-born and British) and British-born Black African men had similar earnings to White British men. However, all other groups earned noticeably less. Pakistani and Bangladeshi males had particularly severe pay gaps, especially those born outside the UK.

- The pay landscape for women in the same period was more complex. Ethnic minority women generally earned more than White British women, with all Indian, all Chinese, British-born Black Caribbean and British-born Black African women experiencing notable pay advantages. Only two groups had a clear pay disadvantage: these were Pakistani and Bangladeshi immigrant women. However, British-born Pakistani and Bangladeshi women experienced no such disadvantage. Along with female immigrants in the Black African and Black Caribbean group, their pay was found to be fairly similar to White British women's.
- There are different ways to analyse and quantify pay gaps. In this report the analysis is largely based on a statistical predictive model which collated pay data in the period 2002-2014 and is presented in section five. As with the above, this model found that pay gaps are much larger for ethnic minority men born abroad than for those born in the UK. Male Bangladeshi immigrants experienced the largest pay gap of 48%, meaning they earned around half what White British men earned. British-born Bangladeshi men have a 26% pay gap. Pakistani immigrant men experienced a 31% pay gap, while British-born Pakistani men experienced a pay gap of 19%. For immigrant and British-born Black Caribbean men the pay gaps were 17% and 7% respectively. Black African immigrant men had a pay gap of 19% while British-born Black African men earned roughly the same as White British men. Indian and Chinese men's earnings were similar to those of White British men, whether they were born abroad or in this country.
- Based on the same model, pay gaps for ethnic minority women were much smaller than those for ethnic minority men, and some groups had a pay advantage. Female Bangladeshi immigrants and Pakistani immigrants both experienced around a 12% pay gap compared with White British women. All other groups either experienced no pay gap or a pay advantage. Black African British women had a particularly large pay advantage, earning 21% more than White British women.
- This research also analysed change in mean hourly ethnic pay gaps over time in pounds and pence (putting aside country of birth as a factor). Broadly speaking, in the period 1993 – 2014 there has been very little narrowing of ethnic pay gaps

and for some groups they have actually increased, particularly among men. The male cohort is characterised by consistent pay gaps for ethnic minority men over time, albeit very small ones for certain groups such as Chinese and Indian men. Among women, the pay gaps (and advantages) have remained fairly static, and were much smaller than those experienced by men. Looking at the most recent period of analysis, 2007-2014, Bangladeshi men experienced the largest pay gap, earning £4.32 less per hour on average than White British men. Similarly, Bangladeshi women fared the worst when compared with White British women: they experienced a pay gap of £1.53 per hour. Chinese women, however, earned £1.29 more on average.

- The occupational pay gap is the average pay gap within individual occupations, in which people do broadly similar work. Among men, ethnic minorities typically earn less within occupations than their White British counterparts. The picture for women is more mixed, with certain ethnic minorities outperforming women in terms of pay. However, among both men and women, Bangladeshi and Pakistani people have experienced a large and growing occupational pay gap over time.
- Several ethnic minorities have high proportions of people being paid less than the Living Wage.¹ In the period 2011-2014, almost half of Bangladeshi men and around a third of Pakistani men were paid below the Living Wage. This compares with under a fifth of White British men. Among women the differences were less stark, although low pay is much more prevalent for women than men. Around 30% of White British women were paid below the Living Wage, compared with almost 40% of Bangladeshi women and just over a third of Pakistani women.
- The statistical analysis of drivers of ethnic pay gaps reveals some common patterns across ethnic groups, as well as some differences. Part of the pay gaps experienced by Bangladeshi and Pakistani people (both men and women) can be explained by the data. Both sexes are more likely to be found in low-paid occupations. In addition, Pakistani and Bangladeshi British-born men in these groups tend to be younger than their White British counterparts, and this reduces pay.
- Black African immigrant men tend to be segregated into low-paid occupations and have low qualifications – both factors drag down pay. Both British-born and immigrant Black Caribbean men are over-represented in low-paid occupations and under-represented among people with high qualifications. However, these factors account for only a small proportion of the pay gaps for these two groups:

¹ The Living Wage is set independently by the Living Wage Foundation and is based on the cost of living in the UK. Paying the Living Wage is voluntary. It is higher than the National Minimum Wage, which is a legal requirement for employers and is set by Government.

the rest is unexplained. This means there are other factors at play, one of which may be discrimination, although it was not possible in this research to quantify the effect this may have had.

- There are factors which mitigate ethnic pay gaps. London has the highest numbers of people from ethnic minorities; as salaries in London are generally higher than elsewhere, this narrows the national pay gap but masks pay differences within regions. Some ethnic minorities also have higher qualifications than White British people and receive better pay on average. Some work fewer hours overall; this helps to lift their actual hourly pay, even if they still face a pay gap overall.

Background

In 2015 the Equality and Human Rights Commission ('the Commission') commissioned research into the causes of, and potential solutions to, the gender, ethnicity and disability pay gaps. A suite of reports has been produced including a summary report of findings from the entire project. These are available on the Commission's website: www.equalityhumanrights.com.

The Commission holds the view that pay gaps reflect broader inequalities in society and tackling them is an important way to achieve a fairer society. The analysis in this report builds on our previous research on pay gaps and complements our extensive online guidance on fair and equal pay.

Methodology

Firstly a brief literature review was conducted to establish what is already known about ethnicity pay gaps. The statistical analysis then followed, which is based on historical data from the LFS covering the period 1993-2014. The LFS is a quarterly household survey of the employment circumstances of the UK population and is administered by the Office for National Statistics (ONS).

This is used to measure pay gaps for the largest ethnic groups: Indian, Pakistani, Bangladeshi, Black African, Black Caribbean and Chinese people compared with White British people.

The LFS data was used not only to establish the relative pay of different groups but also to identify the personal characteristics that are associated with differences in

pay, such as level of education. These variables are referred to in the report as 'drivers' of pay gaps, although it is only possible to say that these are explanatory factors rather than the cause of the pay gaps. This analysis identifies, based on the data available, how much of the pay gap can be explained and how much is left unexplained. For a full account of the methodology see Chapter two.

1 | Introduction

In 2015 the Equality and Human Rights Commission ('the Commission') commissioned research into pay gaps. Its purpose was to explore the extent of disparities of pay between certain groups, to elucidate their causes and to identify ways to mitigate them. The research focused on pay gaps by gender, ethnicity and disability. As well as statistical analysis of pay data, the project involved a literature review of the causes of pay gaps as well as government and employer interventions that have attempted to address them. Workshop discussions about practical solutions were also held with key stakeholders such as employers and government bodies.

The main aims of the project were to:

- review the evidence base and identify the causes of pay gaps
- establish the size of pay gaps for women, ethnic minorities and disabled people
- analyse the relative impact of different variables on gender, ethnicity and disability pay gaps
- review and discuss with stakeholders the effectiveness of certain interventions by governments, employers and other organisations to reduce pay gaps.

A suite of reports has been produced: three separate reports for disability, ethnicity and gender respectively covering literature reviews of the evidence base and statistical analysis; a report on interventions covering a literature review and stakeholder consultation; plus a summary report of findings from the entire project. These are available on the Commission website: www.equalityhumanrights.com.

This report focuses specifically on the ethnicity pay gap, which is defined as the difference between the average hourly pay of ethnic minorities and White British people. There is firstly a brief summary of the evidence from the existing body of literature. This is followed by statistical analysis of data from the Labour Force Survey (LFS) which looks at differences in pay and how they have changed over time. Comparisons are drawn between the largest ethnic groups: Indian, Pakistani, Bangladeshi, Black African, Black Caribbean and Chinese and White British people.

The analysis also explores the association of certain variables with pay levels such as education, hours worked, occupation, age and so on.

The Commission holds the view that pay gaps reflect broader inequalities in society and tackling them is an important way to achieve a fairer society. The analysis in this report builds on previous research on pay gaps and complements our extensive online guidance on fair and equal pay. It is intended to inform debate and highlight areas where action may be needed.

2 | Methodology

2.1 Data

To analyse ethnicity pay gaps we use data from the Labour Force Survey (LFS) over the period 1993-2014. The LFS is a household survey carried out quarterly by the Office for National Statistics (ONS) which contains a wide range of information on people's demographic characteristics, labour market status, and job characteristics.

This is the only dataset that provides information on both pay and ethnicity and that has a sample size large enough to allow us to analyse pay gaps of both immigrants and British-born people who belong to an ethnic minority. The data are sufficient to focus on the largest ethnic minorities in the UK: Indian, Pakistani, Bangladeshi, Black African, Black Caribbean and Chinese people.

Data limitations mean the analysis excludes people from smaller ethnic minorities. This is necessary in order to achieve sufficiently large sample sizes. White immigrants are also excluded from the analysis, due to the extreme heterogeneity of this group.

Much of the analysis covers the period 1993-2014, but is restricted to 2002-2014 for the analysis of the drivers of pay gaps. This is because the literature has shown the importance of religious affiliation in the explanation of pay gaps (Longhi *et al.*, 2013). Questions on ethnicity, country of birth and year of arrival to the UK have been asked since 1993, while questions on religious affiliation have only been asked since 2002.

Because large sample sizes are required for this latter analysis, we need to pool all years of available data to be able to analyse the determinants of ethnic pay gaps. By pooling all years we are also able to add an additional layer to the analysis and divide each minority group into two sub-groups: those who are born abroad, and those who are born in the UK.

In order to obtain large enough samples, we use data as follows:

- For the change over time graphs in Chapter four, we include Waves 1 and 5 and estimate proportions by calendar year.

- For the graphs of percentages earning below the Living Wage in Chapter four, we include Waves 1 and 5, estimate proportions by calendar year and then average for the whole period.
- For the analysis in Chapters 5 and 6, we include data for Wave 1 only.

The resulting dataset is then analysed as described at Section 2.3 below.

In this report we exclude students who have a job, since these people are likely to be doing 'marginal' jobs in the sense that their job is not their main activity or source of income. We also exclude women on maternity leave, who generally receive only a proportion of their usual pay.

2.2 Definitions

In this report the pay gap is defined as the difference between the average hourly pay of ethnic minorities and White British people. When ethnic minorities are paid less, overall, than White British people they experience a pay gap. When they are paid more they experience a pay advantage. The pay gap is often expressed as a percentage difference between the pay of people from ethnic minorities and the pay of White British people, with the latter representing 100%. It is at other times expressed as the mean difference in hourly rates, in pounds and pence.

We use hourly pay in a person's main job as a measure of how people's time is valued in the labour market, with hours including paid and unpaid overtime. Second jobs are not considered.

The discussion on pay gaps focuses only on people with a paid job, therefore excluding the self-employed. Self-employment is more likely among some ethnic minorities than others, and it is important to bear in mind that in some cases this may not be a choice. Self-employment may arise if people are unable to find salaried employment (Clark, 2015).

2.3 Analysis

In this report we analyse the pay gaps of ethnic minority men and women. However, in contrast with earlier reports such as Longhi and Platt (2008), which compared the pay of ethnic minority women to the pay of White British men, we mainly compare ethnic minority men with White British men, and ethnic minority women with White

British women (Chapter six looks at the gender pay gap within ethnic groups). This type of comparison excludes the effect of the gender pay gap and can give us a better picture of how ethnicity influences women's pay differently from men's. This is an important distinction since we find that the pay gaps between female ethnic groups are very different from those between male ethnic groups.

Chapter four shows trends in employment and pay. These are based on estimates from the LFS, analysed by calendar year, and the results in the pay graphs have been smoothed using locally weighted regression (Cleveland, 1979). This shows the overall trends while hiding year-on-year variation, which is mostly due to sampling. Employment rate estimates have been calculated using data weighted to the population, while median pay has been calculated using unweighted data.

The analysis also measures the pay gap within occupations as well as across the economy as a whole. The occupational pay gap measures the differences between what different groups earn when working in the same field. This is calculated by averaging the pay gaps across around 80 occupational groups.

Percentages earning below the Living Wage have been calculated using data from 2011 to 2014 and averaging the percentages across the four years. The UK Living Wage rates for outside of London, as set by the Living Wage Foundation (2016), are: £7.20 per hour in 2011, £7.45 in 2012, £7.65 in 2013 and £7.85 in 2014. Pay rates are unadjusted for inflation and compared directly with the rates for each year.

Chapter five shows the impact that personal and job characteristics have on pay gaps. We compare two measures: 'raw' pay gaps and 'adjusted' pay gaps. Raw pay gaps measure the unadjusted difference in pay between ethnic minority and White British people, that is, without taking into account that they have different characteristics. Adjusted pay gaps measure the difference in pay when these characteristics are taken into account. Hence, this gives an indication of what proportion of the pay gap is due to the characteristics we measure.

We use an extensive list of characteristics, for example age as a proxy for labour market experience, highest qualification obtained as a measure of skills, whether married or cohabiting, and whether there are dependent children in the household. We include characteristics of the job such as the type of occupation (such as managers, professionals), years of job tenure measured from time with current employer, whether working part-time (less than 30 hours per week), whether the job is temporary and whether it is in the public sector. We also include details of whether the job is located in London (where pay is comparatively higher), Wales or Scotland, where we use England (outside London) as the reference group. Since our analyses

focus on hourly pay, computed including both paid and unpaid overtime, we also include details of the usual number of hours worked (excluding overtime), the number of hours of paid overtime, and the number of hours of unpaid overtime. The full list of characteristics can be found in Table A3.

This analysis of percentage pay gaps uses linear modelling of pay² to provide the unadjusted pay gaps between each group of people, as well as pay gaps adjusted using a range of characteristics which provides the basis for a decomposition analysis. This shows which factors in the model explain the pay gap and in which direction. However, we do not attempt to estimate levels of discrimination through this analysis.

It is often common to think about labour market discrimination when different groups of workers are paid differently on average. However, there is labour market discrimination only when groups of workers ‘with equal productivity’ receive different pay on average (Baldwin and Johnson, 2006). To be able to say that a group of workers is discriminated against, we need to compare their pay after taking into account the full range of characteristics that are valued in the labour market (such as education or work experience) and would justify differences in pay. Only a difference in pay that cannot be explained by characteristics could be called discrimination. In practice, however, no study can take into account all characteristics that are valued in the labour market, and measuring the existence or amount of discrimination in pay cannot be reliably achieved.

² The models are applied to the natural logarithm of pay.

3 | The ethnic pay gap: what we already know

3.1 Immigration

There are various reasons why we may expect ethnic minorities to be paid less on average than White people; part of the explanation is related to a significant proportion of people from ethnic minorities being immigrants. The literature suggests that newly arrived immigrants may face difficulties in the labour market of the host country. For example, they may have problems with the language and customs, and they may lack the connections that could help them find a suitable job (Blackaby *et al.*, 2002; Lindley, 2002). When immigrants' qualifications are not recognised in the labour market of the host country such immigrants will experience 'occupational downgrading' and most likely be overqualified for the job they do, with a consequent impact on their pay (Lindley, 2009). As is widely acknowledged, as immigrants spend more time in the host country, they gain the necessary knowledge, skills and connections to move into their preferred occupation and earn higher salaries.

When the focus is on the ethnic pay gap rather than the 'immigrant pay gap' the situation becomes more complex and diverse. It is not easy to make comparisons between different countries because of their different immigration histories (see, for example Dustmann and Frattini, 2011). In countries such as the UK, ethnic minorities include a large proportion of people from an ethnic minority background but born in the UK (about half of the people identifying with the six ethnic minorities analysed in this report were born in the UK). Problems of language, knowledge of the institutions or recognition of qualifications should not apply to established ethnic minorities, or at least should be far less significant. Most of the literature, as expected, finds smaller employment and pay gaps for ethnic minorities born in the UK compared with immigrants (see, for example Algan *et al.*, 2009; Longhi *et al.*, 2013).

3.2 Discrimination

Various studies have focused on discrimination as a source of pay gaps (see Lang and Lehmann, 2012; Guryan and Charles, 2013). Ethnic minorities may be discriminated against because of negative social attitudes towards them. Likewise, employers may deduce the quality of a job applicant from an ethnic minority background based on the perceived average quality of people with the same ethnic background (often called statistical discrimination). This might be the result of stereotypes – for example, a widespread belief that people from a certain background work less hard than others. If employers believe the stereotype they will be more likely not to offer a job to applicants from that ethnic background, or to only offer them lower-paid jobs. Even if within the same job people from different ethnic minorities were paid the same, we would still observe pay gaps if ethnic minorities were less likely to obtain higher-paid jobs.

Brynin and Güveli (2012) distinguish between the general pay gap and the occupational pay gap. The latter is a measure of the average pay gap within occupations (rather than simply looking at average pay across the whole economy). These two measures tell different stories. While the general pay gap is in favour of White British people, the occupational pay gap is generally less so. This implies that when ethnic minorities do broadly similar work to White British people then pay inequality is lower, as we would expect. Therefore much of the general pay gap derives from the concentration of minorities into relatively poorly paid occupations. This issue is examined in further detail later in the report.

There is substantial evidence in the literature that people from ethnic minorities experience discrimination in employment and recruitment. A common type of study involves sending fictitious CVs to real job vacancies. The CVs are equivalent in terms of the ability of the applicant to perform the job but the race or ethnicity of the candidate is apparently revealed by her name. The literature consistently finds that job applicants with supposedly foreign or ethnic names are less likely to be called back for an interview than job applicants with native-sounding names. For example, Wood *et al.* (2009) sent applications to various job vacancies for nine types of occupations (including IT, accountancy, care, sales, office assistance) in seven British cities. They found that job applicants with ethnic or foreign names were less likely to be called back for an interview than job applicants with British-sounding names. It is not clear, however, to what extent the results can be generalised to other types of jobs and to other settings. In addition, although these types of studies give us an indication of the different treatment of CVs of British and ethnic minority job applicants, this methodology cannot provide any evidence about the actual hiring

process (since nobody is sent to the interview) or about the determinants of pay gaps.

Another strand of literature trying to measure discrimination in pay uses regression and decomposition methods. These methods are based on the observation that White British and ethnic minority workers have different characteristics that are valued in the labour market, such as age and levels of qualification. As we discuss in Section 3.3 below, this method can give valuable information on the determinants of pay gaps.

3.3 Determinants of ethnic pay gaps

An important reason why ethnic minorities may receive lower pay than White British people is that they might be different in terms of personal characteristics. As already mentioned, those new to the UK might have qualifications or work experience obtained abroad but not recognised by employers in the UK. The literature finds that ethnic pay gaps tend to reduce when we take characteristics into account (Metcalf, 2009). Decomposition methods are often used to separate the pay gaps into two components: one of which is due to differences in characteristics (called the ‘explained’ part), and one which is due to differences in ‘returns’ or outcomes based on these characteristics (called the ‘unexplained’ part). In most cases the aim of these studies is to identify how much the pay gap reduces when we account for characteristics, and what proportion of the gap remains unexplained. It also ought to be borne in mind that differences in personal characteristics may themselves be the result of ingrained social inequality, such as in education for example.

The part of the pay gap that remains unexplained is a measure of what we don’t know about the causes of the pay gaps and should not necessarily be interpreted as the effect of discrimination. For example, the unexplained part of the pay gap may include the effect of self-employment or unemployment spells for which we rarely have information in the data. A period spent in self-employment may have a negative or positive impact on pay, but is not itself a measure of discrimination. In addition, as we find in this report, not all characteristics decrease pay (thus widening the pay gap). Some characteristics may increase pay (and reduce the pay gap); with the result that various types of characteristics may balance each other out and leave us with no pay gaps on average or with a very large ‘unexplained’ part. This, however, does not necessarily mean that there is an absence of discrimination, or that most of the gap is due to discrimination. A closer look at the positive and negative characteristics driving pay may give us some indication of whether pay gaps may

reduce or increase in future. To gain a better understanding of the determinants of ethnic pay gaps in this report we concentrate on the characteristics that explain pay gaps and how they differ across ethnic groups.

A major factor in ethnic pay gaps is the extent and impact of occupational segregation. For instance, 41% of Black Caribbean and 47% of Black African immigrants work in the health sector (very generally defined), compared with 20% of British-born White people (Dustmann and Fabbri, 2005). On the other hand, some groups are over-represented in professional and relatively well-paid occupations such as teaching and health-related occupations (Elliot and Lindley, 2008; Heath and Cheung, 2006; Brynin and Güveli, 2012).

There is also evidence of ethnic pay gaps within occupations (Elliot and Lindley, 2008). Hatton and Leigh (2011) suggest that concentration in low-paid occupations depends on the immigration history of the minority group. As the minority group becomes more assimilated or integrated into the host society, new labour market entrants from the same group are more likely to distribute across a wider range of occupations than the previous generation. In addition, they suggest that low skill immigrants should be more affected than high skill immigrants by the context of reception, in the sense that the characteristics of the ethnic minority have a higher impact on labour market success of low skill than high skill immigrants.

Entry into low-status or poorly paid jobs, which offer limited career progression, may also be an important factor. Brynin and Longhi (2015) looked at the concentration of ethnic minorities in specific occupations marked either by low pay or large pay gaps, but also those where minorities do relatively well. Ethnic minorities are overrepresented in low-paid occupations such as sales, catering, elementary personal services, hairdressing, textiles and clothing manufacture. Other occupations in which minorities receive significantly lower pay than the White British population are elementary goods storage, assembly and process operation, and to a lesser extent professional jobs in teaching and the health sector. The former group of occupations is predominantly characterised by routine and low skilled work, the latter by high skilled work.

Ethnic minorities are under-represented in occupations in which they actually have a pay advantage – for example, jobs in clerical and secretarial work, cashiers, some communications jobs, and buyers and brokers agents. These are generally semi-routine, white-collar occupations. This ‘broad-brush’ picture is a useful starting point for investigation of policy initiatives which might ameliorate the ethnic pay gap.

Clearly, some characteristics that may ‘explain’ pay gaps, such as lack of qualifications, concentration in low-paid occupations, or unemployment spells may themselves be the result of discrimination or social disadvantage (Longhi *et al.*, 2012). It is also possible that pay gaps develop and increase over people’s careers. In a recent report, Zwysen and Longhi (2016) focused on graduates and found that six months after graduation ethnic minority British graduates were less likely to have a job than White British graduates but, when in employment, they did not seem to experience a pay gap. Three and a half years after graduation, however, a pay gap emerges alongside a persistent employment gap. In this report we aim to identify which characteristics have the largest impact on pay gaps but we are not able to analyse whether these characteristics are themselves the result of discrimination or how pay gaps change over people’s careers.

3.4 Ethnic minorities: measuring the pay gap

Empirical estimations of ethnic minority pay gaps in the UK have evolved as more data have become available. The earlier literature grouped ethnic minorities very broadly. For example, Blackaby *et al.* (1994) simply compared the pay of Black and White people. A few years later Blackaby *et al.* (1998) added a level of detail by analysing the pay of Black, Indian and Pakistani people with White British people. Both studies recognised the importance of comparing ethnic minorities born abroad to ethnic minorities born in the UK, but instead of estimating separate pay gaps for people born abroad and people born in the UK, they only included country of birth as a variable in the models. Hence, in these studies ethnic minorities born abroad and in the UK may have different levels of pay, but the pay gap is the same for both groups.

Blackaby *et al.* (2002) went one step further and compared Black, Indian and Pakistani immigrants, but nevertheless aggregated all UK-born ethnic minorities into one group. Since then, analysis of more well-defined groups has been conducted. These studies found considerable variation between ethnic minorities, with some persistently doing badly, relative to the White British majority (such as Pakistani and Bangladeshi people), but others doing better than White British (such as Indian people). Nevertheless, ethnic penalties remain even after controlling for individual differences, for instance in respect of education (Berthoud, 2000; Platt, 2005; Heath and Cheung, 2006a, b; Heath and Brinbaum, 2007; Heath *et al.*, 2007; Platt, 2009). Longhi *et al.* (2013) compared more refined groups, distinguishing people by their

immigrant status and religious affiliation. They confirmed that pay gaps of UK-born ethnic minorities are much smaller than pay gaps of ethnic minorities born abroad.

Even discounting differences between first and second (or later) generations and religious distinctions, it is important to note that there are major differences in pay between ethnic minorities but also between men and women within these. The literature repeatedly shows that Bangladeshi and Pakistani men are the worst off and that Indian, Chinese and Black Caribbean people are not very much, if at all, worse off on average than the White British population. As we show below, time is also a factor, changing the positions of specific minorities relative to the majority, and that of women, within each group, relative to men. This was found to be important in the US (Stainback and Tomaskovic-Devey, 2012).

As just indicated, many studies reveal a complex picture in which outcomes vary between ethnic minorities, between recent immigrants and ethnic minorities born in the UK, between different religions, and indeed between men and women within ethnic minorities (see, for example Metcalf, 2009). This report explores some of these complexities.

4 | Research findings: the employment rates and pay gaps of ethnic minorities

This chapter discusses trends in employment and median pay, and also explores pay gaps within and across occupations. Looking at the average pay gap within occupations enables us to see whether ethnic minorities tend to receive lower pay for doing broadly the same sort of work as White British people. If they do, this implies either wage discrimination or some barrier to entry into better paid jobs within occupations. If they do not, but a general wage gap exists, this implies that the problem is one of occupational segregation – that is, ethnic minorities being more likely to work in low-paid occupations. In the final section we provide a brief discussion of the proportion of workers who are paid below the living wage, by ethnicity.

4.1 Trends in employment

Figures 4.1 and 4.2 show how the proportion of male and female employees has changed in recent years. The figures show the employment rates for those aged 16-64. Note that self-employed people are excluded, as are other sections of the population, such as immigrants from the European Union (EU) and those from other parts of the world that are not captured by the categories used in this research. These rates are not therefore directly comparable with official figures from the Office for National Statistics (ONS).

Self-employment may constitute a valid alternative to a paid job, and ethnic minorities have higher rates of self-employment than White British people. However, in this analysis we focus on paid jobs only since this provides a more appropriate background for the analysis of pay gaps, which only includes people with a paid job. It is also worth keeping in mind that some of these figures are based on relatively small numbers, and although here we discuss possible trends and differences across groups, such differences may not always be statistically significant. These figures are intended to give an idea of differences and trends; however, unless

differences across groups and trends are clear in the graphs, they should be interpreted with caution. It is also important to bear in mind that trends in employment for ethnic minorities may be related to changes in immigration laws and especially the introduction of the Point Based System in the late 2000s. This means that trends may be driven by the different characteristics of new entrants rather than by people who have been in the UK for a while.

Figure 4.1 shows that the proportion of White British men in employment has decreased slightly over time, although at around 70% it has still generally been higher than every other ethnic group, apart from Indian men, whose employment rate is now similar. The employment rate of Black Caribbean and Black African men has been consistently lower than that of White British men, and Chinese and Pakistani men have the lowest employment rates, although the low rate of the former is partly related to the high proportion of Chinese students.

Figure 4.2 shows that, as with men, White British women have had the highest employment rate at almost 70%, followed closely by Black Caribbean and Indian women. The other ethnic minority groups have had lower employment rates, particularly Pakistani and Bangladeshi women whose employment rate has been consistently below 30%, although this has been increasing slightly over time.

Figure 4.1: Percentage of men with a paid job (employee) by ethnicity over time

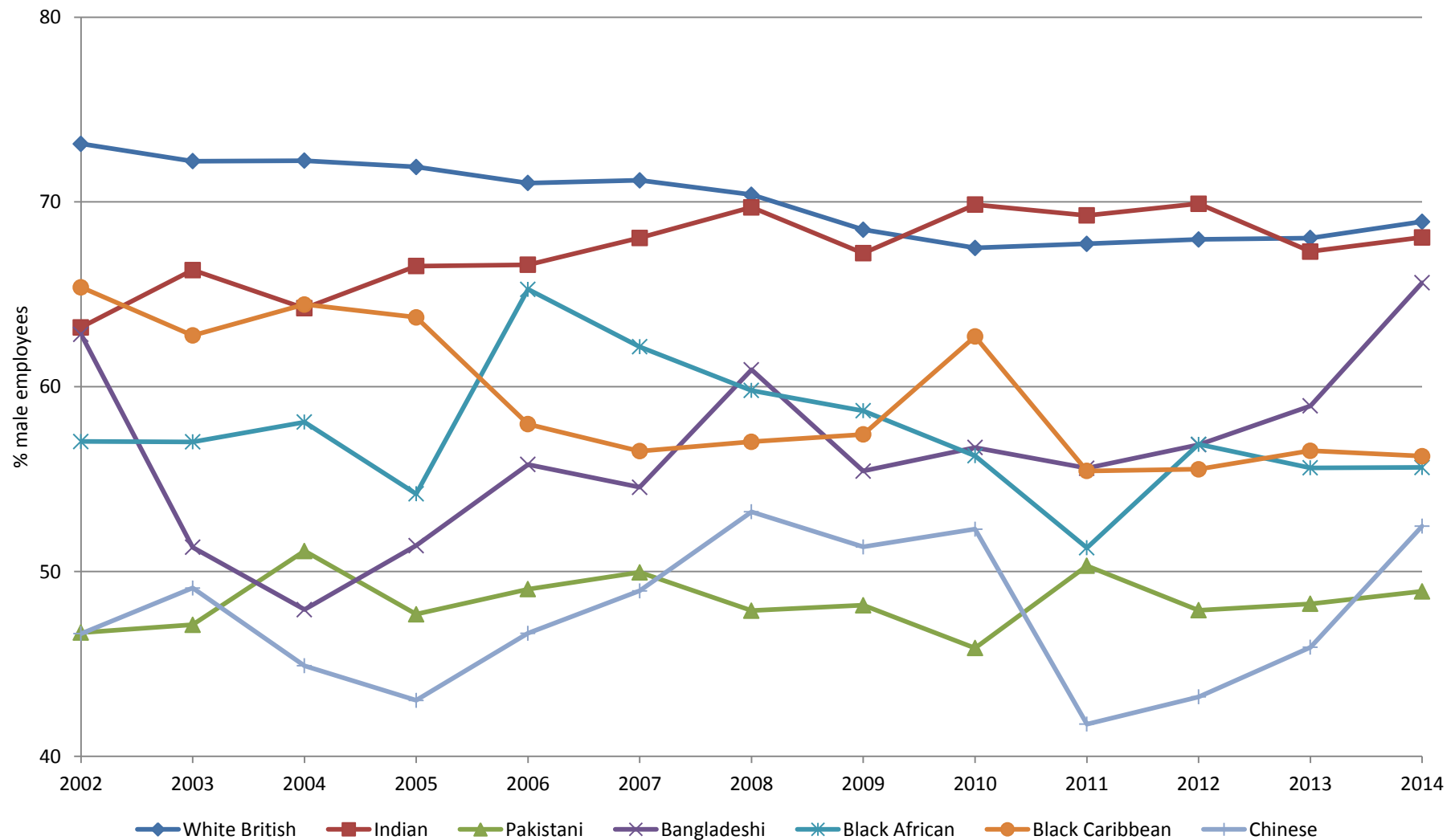
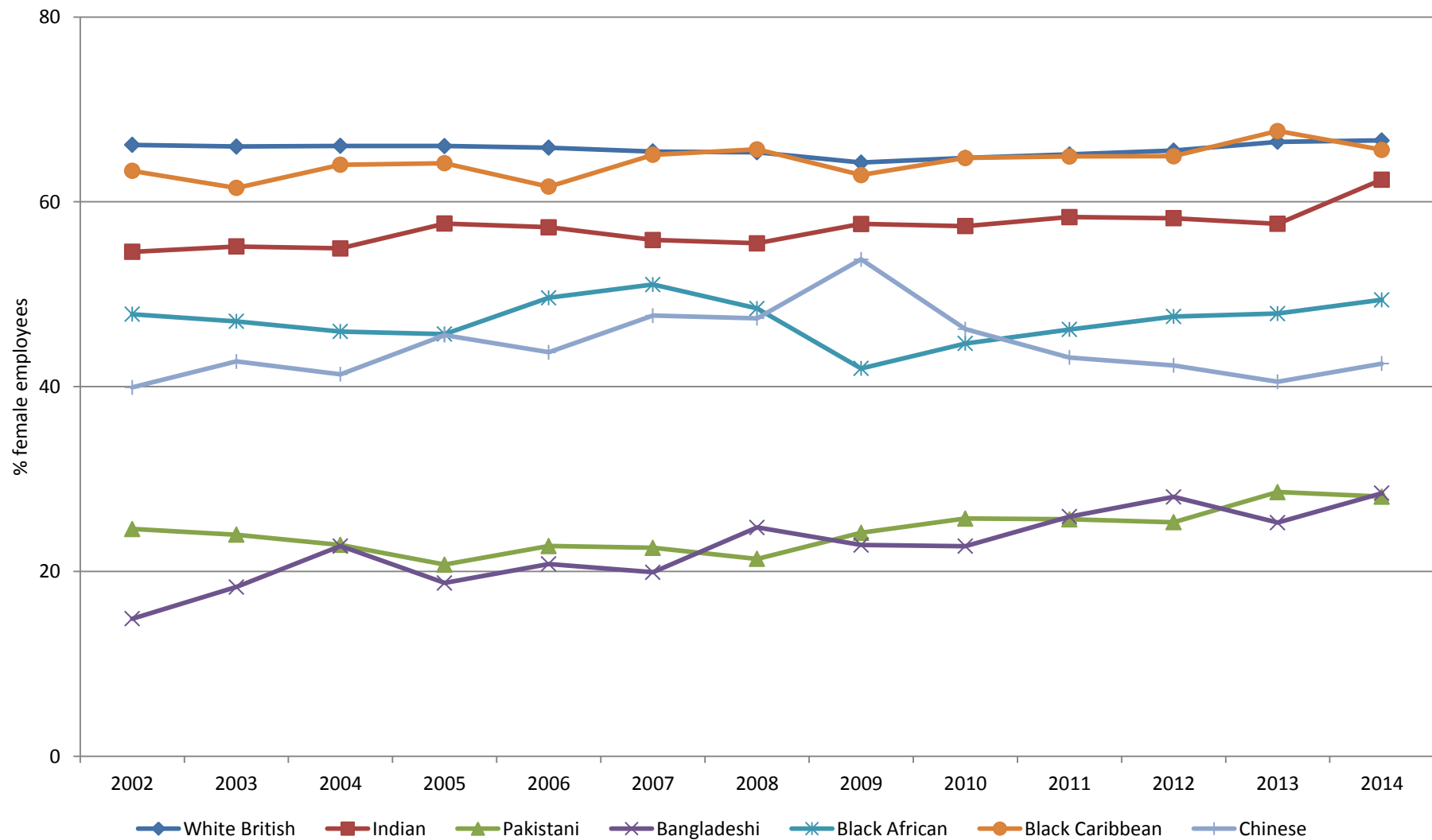


Figure 4.2: Percentage of women with a paid job (employee) by ethnicity over time



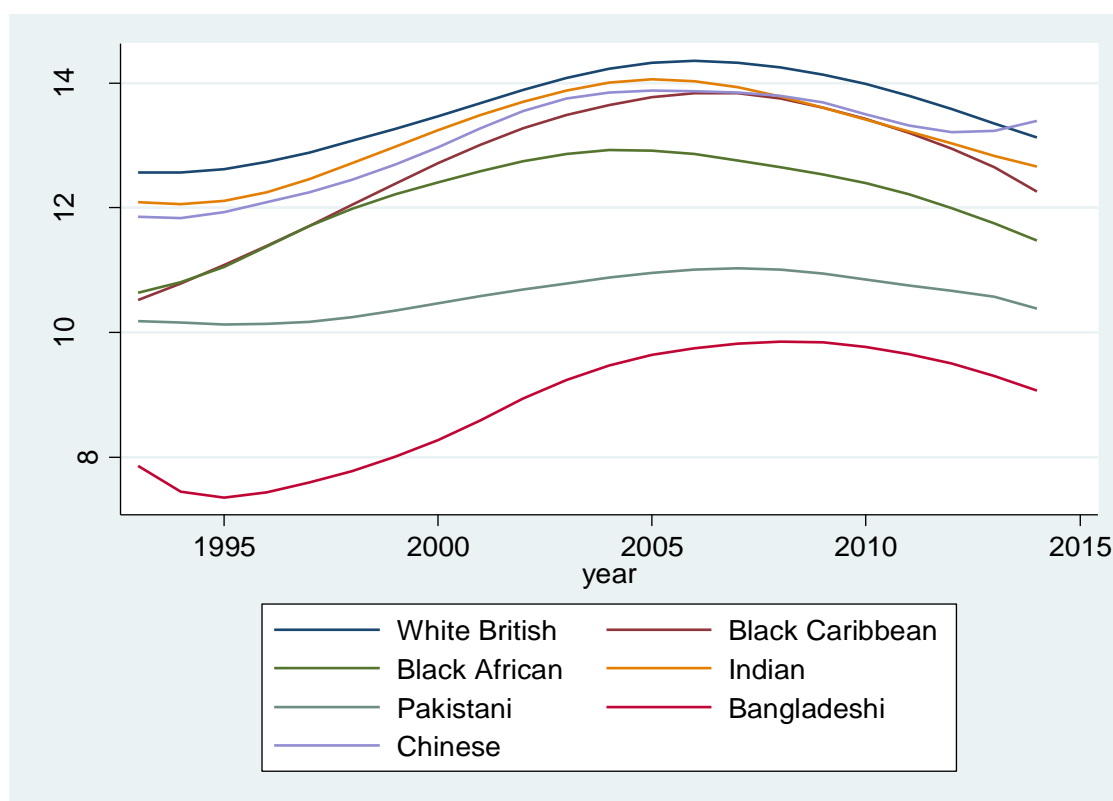
4.2 Trends in median pay

Figure 4.3 for men and Figure 4.4 for women show how median pay differs across ethnic groups. The differences in median pay across groups at any point in time represent the median pay gaps.³

These figures are deflated to remove the effect of inflation in prices. Any remaining trend is therefore the rise in real pay: this simplifies interpretation. For the same reason, the graphs are smoothed. In some cases the real data show considerable fluctuation as a result of small sample sizes.

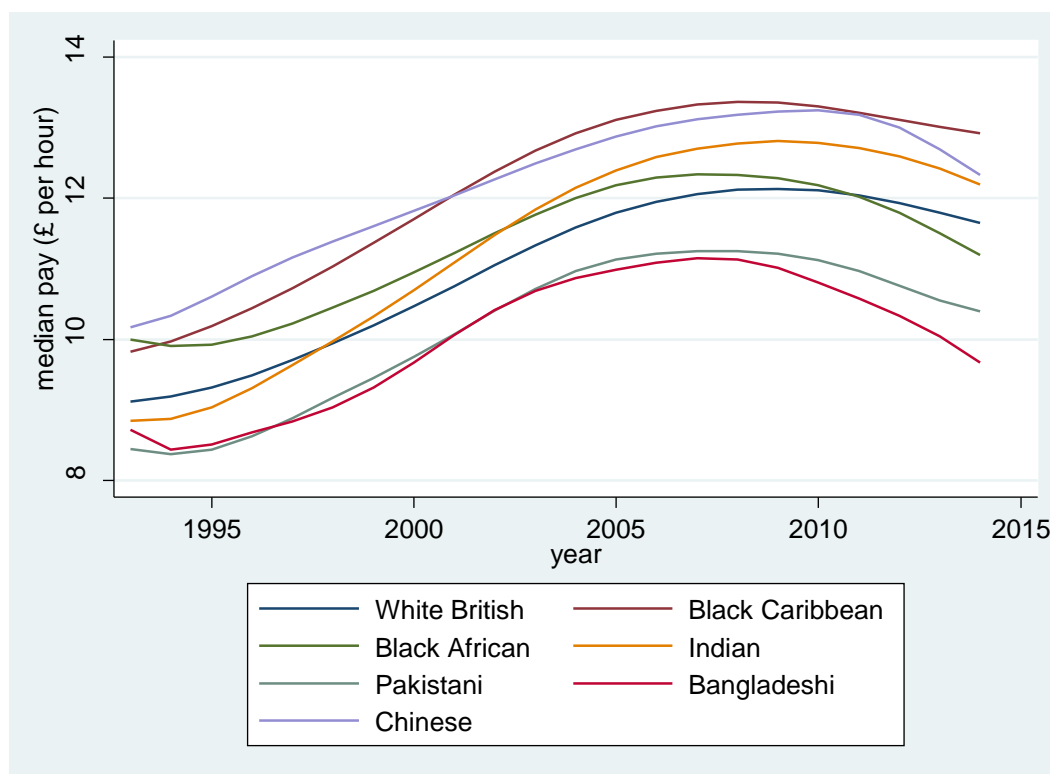
The purpose of the analysis is to compare trends in pay. The general trend for men, affecting all groups if to different degrees, is of a rise until around 2005 followed by decline, so that in nearly all instances the end position is similar to the starting position, albeit slightly higher. In terms of comparisons there is essentially no pay gap for Indian men, and Chinese and Black Caribbean men – who experienced long-term improvement in pay – managed to reduce the gap over time so that by 2014 they were not far behind Indian men. Consistent with the previous literature reviewed above, Pakistani and Bangladeshi men experienced the largest pay gaps. However, the pay of Bangladeshi men has improved slightly, albeit from a very low base.

³ Here and in Section 4.3 we only use hourly pay without accounting for overtime and we exclude people working less than 10 hours per week. Wages are deflated to 2014 prices. The pay data relates to all people aged 16 and over.

Figure 4.3: Median pay for men by ethnicity

For women, Figure 4.4 shows a completely different picture. In general, in comparison with men, there is a much steeper and longer rise followed by a gentler fall, so that the final position is generally higher than the starting position. There is evidence of a favourable pay gap for ethnic minority women – that is, on average they received higher pay than White British women. In addition, there is no clear evidence that the gaps are changing over time.

As mentioned above, when only few people belonging to a minority group have a job, the advantageous characteristics (whether observed or unobserved) of those with a job are likely to widen pay gaps. This may explain why Pakistani and Bangladeshi women seem to fare relatively well compared with White British women in terms of pay, although they still experience pay gaps. Pakistani and Bangladeshi men seem to experience even larger penalties when compared with White British men. We will analyse this in more detail in the next chapter.

Figure 4.4: Median pay for women by ethnicity

4.3 The pay gaps of different ethnic minorities

The previous graphs showed trends in pay and offered a rough estimation of ethnic pay gaps. The following four graphs show the pay gap of the six ethnic minority groups compared with White British. Two graphs show the general gap for men and women separately, followed by two for the occupational gap, again for men and women separately. All these are based on median wages.

Where the line is below zero this indicates that the ethnic minority in question earns less per hour than the White British majority. The lines have again been smoothed using moving averages and as a result do not show the considerable year-on-year fluctuation that exists in some cases (mostly due to small sample sizes).

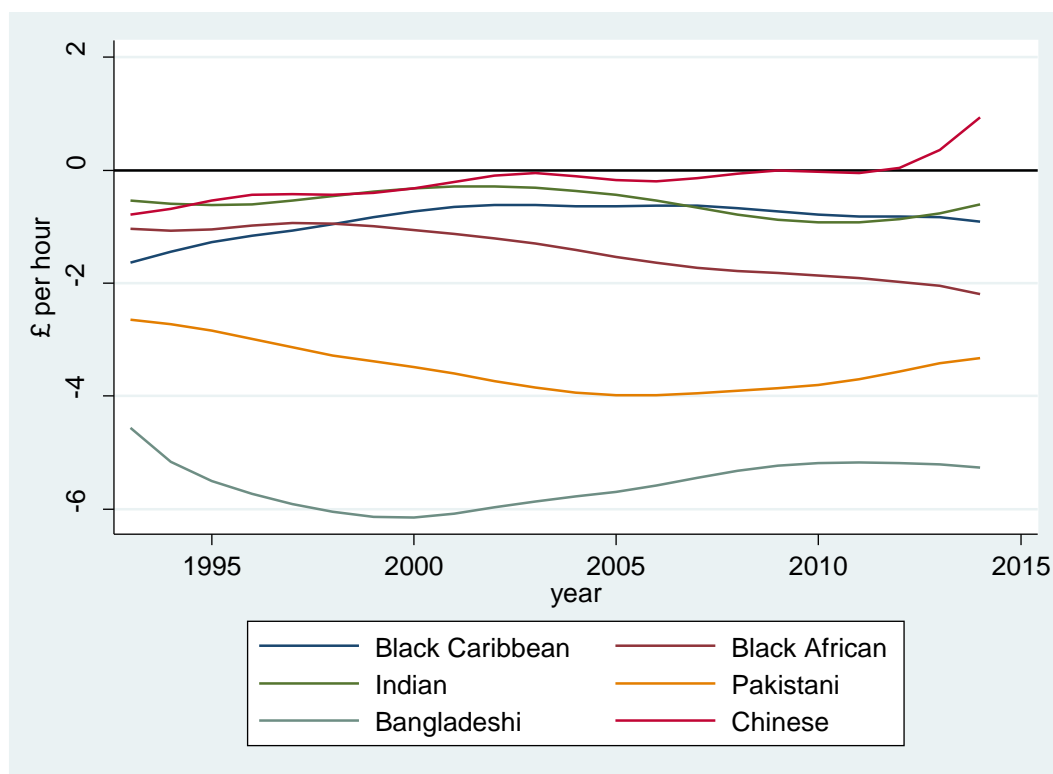
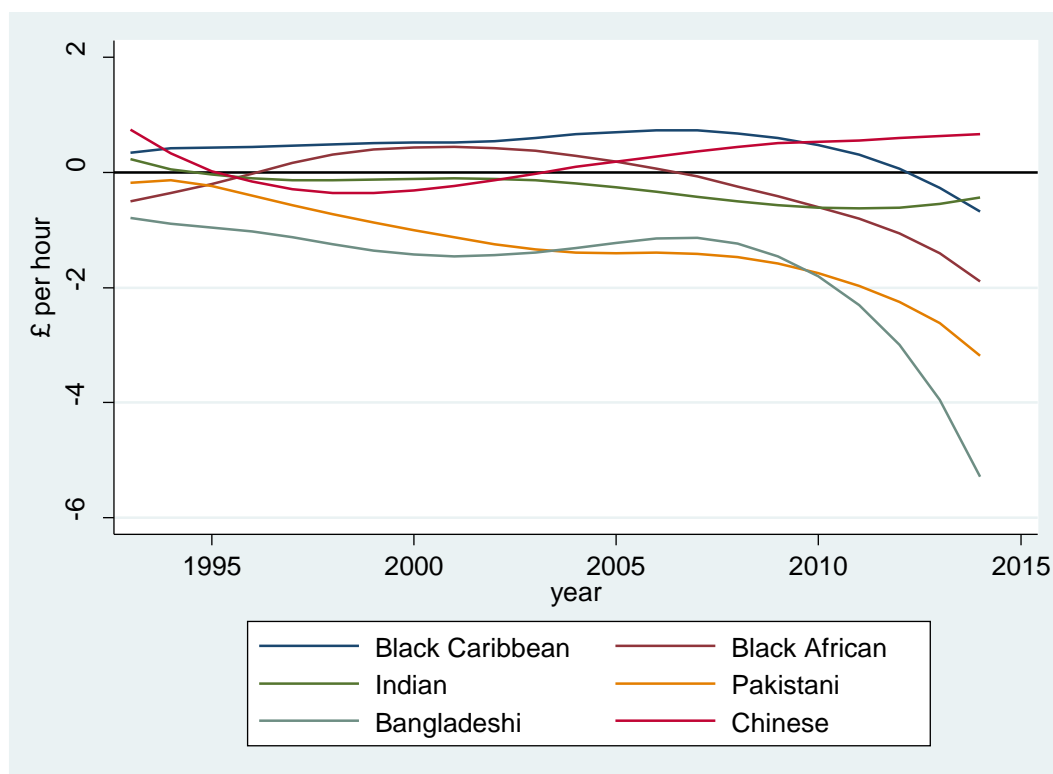
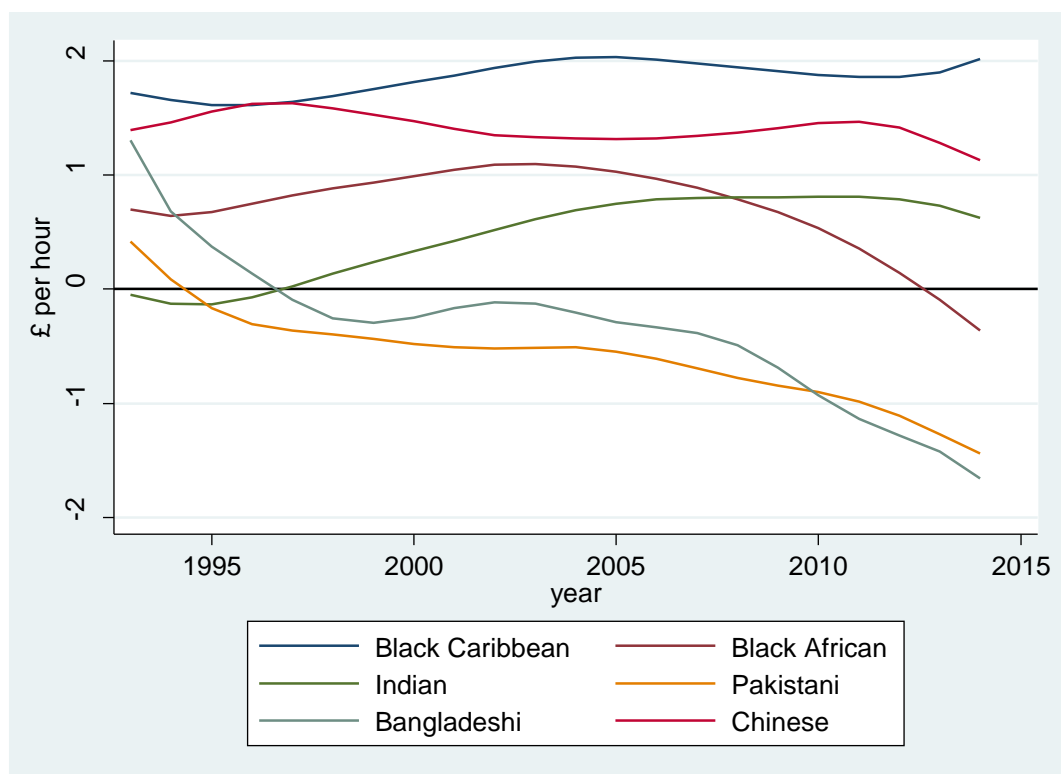
Figure 4.5: The general pay gap (men)

Figure 4.5 shows the general pay gaps for men. It is clear that Indian men have tracked the position of White British men fairly closely. Black Caribbean men have slowly been catching up and Chinese men have even moved slightly ahead. However, the situation for the other three groups has deteriorated. The largest drop is in the case of Black African men. However, the pay of Pakistani and Bangladeshi men has lagged behind the pay of other groups for the entire period. The overall picture is one of considerable pay disadvantage for these two groups.

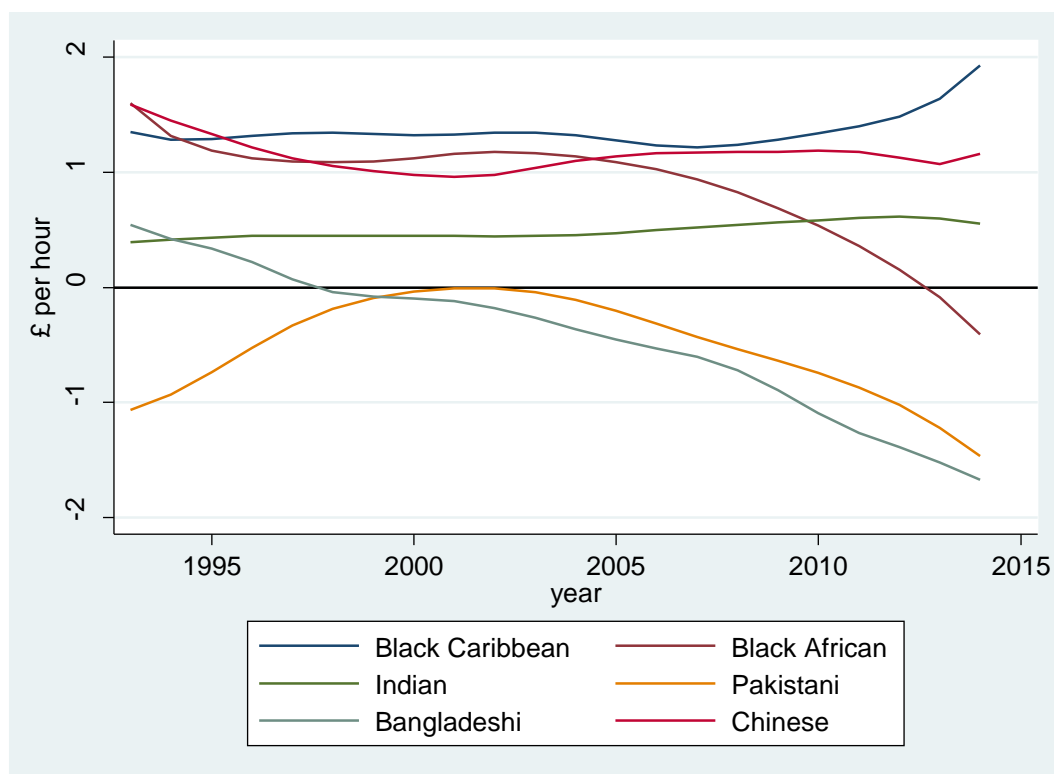
Figure 4.6 below shows the trend in the occupational pay gap for men. The occupational pay gap is the average pay gap within occupations. For all groups the occupational pay gap was generally quite close to zero until roughly 2008. Since then, however, pay has tailed off badly for Black African, Pakistani and Bangladeshi men. The increase in the occupational pay gap for Bangladeshi men is particularly severe. Alongside the continuous worsening of Pakistani men's pay, relative to White British men but not in absolute terms, the outcomes for both groups are very poor. Bangladeshi and Pakistani men have therefore experienced an overall pay gap (as per Figure 4.5), plus they have typically been paid less than White British men even when working in the same occupation as them. Again, the overall picture is unfavourable to ethnic minorities.

Figure 4.6: The occupational pay gap (men)

For ethnic minority women the situation is very different. In 1995, according to Figure 4.7, all ethnic minority women earned more than their White British counterparts apart from Pakistani and Indian women. By the end of the period, however, the picture has changed considerably. Black African, Pakistani and Bangladeshi women have all experienced a considerable drop in their earnings relative to White British women. In the case of Pakistani and Bangladeshi women, this decline has been steady and continuous.

Figure 4.7: The general pay gap (women)

The occupational pay gap for women in Figure 4.8 (below) shows a fairly similar picture, with Black Caribbean, Chinese and Indian women having done consistently well compared with White British women. However, Black African women have lost their pay advantage, while Pakistani and Bangladeshi women for most of the period were also on a downward trend.

Figure 4.8: The occupational pay gap (women)

In summary, ethnic minorities have experienced distinctly different trajectories in terms of pay gaps since the early 1990s. Relative to the situation of the White British majority, men from all ethnic minorities earned less than White British men with the exception of Chinese men who achieved a pay advantage only very recently. While the gap is small for some groups, for Pakistani and Bangladeshi men it has been consistently large.

The occupational gap is smaller for men and sometimes in favour of ethnic minorities. This implies that pay inequality within occupations is less extreme and suggests that much pay inequality derives from concentration into poorly paid occupations. However, in recent years even the occupational pay gap has worsened, particularly for Pakistani and Bangladeshi men, leading to a pay disadvantage not just across the whole economy but also within occupations.

The situation for ethnic minority women has been more favourable, with the difference between the general and occupational gaps having been far less marked than for men. Ethnic minority women tend to have been paid more than White British women in the same occupation and this is perhaps the source of their general pay advantage. Again, though, and on both counts, Pakistani and Bangladeshi women have fared badly.

The above graphs show trends in the pay gap for each ethnic minority group relative to White British people but without any indication as to whether the differences are statistically significant. Some of the samples are very small (for example, for Bangladeshi working women) and this would reduce the likelihood of the gaps being statistically significant, though they are apparently large. Furthermore, calculations based on the mean often produce different results from the median. In Tables 4.1 and 4.2, therefore, we show results separately for each gender based on the mean, again for the entire period but for ease of presentation split into three groups of seven years (eight years in the final group). All results are highly significant statistically ($p < .001$) unless otherwise stated.

Table 4.1: Mean pay gaps of ethnic minority men relative to White British men (£ per hour)

	1993-1999	2000-2006	2007-2014
Black Caribbean	-1.09	-0.57	-0.66
Black African	-1.21	-1.11	-1.69
Indian	-0.45 ^{**}	0.03 ^{NS}	-0.69
Pakistani	-2.73	-3.17	-3.30
Bangladeshi	-5.28	-4.78	-4.32
Chinese	-0.75 ^(*)	-0.12 ^{NS}	-0.68 [*]

Note: Figures statistically significant at $p < .001$ except: ^{**} $p < .01$; ^{*} $p < .05$; ^(*) $p < .1$; NS=not statistically significant.

In the case of men, all ethnic minority groups in all three periods earned less than White British men, with the exception of Indian men in the middle period (where the difference was not statistically significant) and Chinese men (where the difference was negative but still not significant). As above, Bangladeshi and Pakistani men experienced the largest pay gaps. Indian men have experienced the smallest difference in pay, followed by Chinese men.

Across the three time periods there was a clear improvement in pay for just one group: Bangladeshi men. For all other groups except Pakistani men, who have experienced continuous decline, the trend is one first of improvement but then followed by deterioration. Relative to White British men, Black African, Indian and

Pakistani men were all worse off at the end of the period than they were at the beginning.

Table 4.2 shows the situation for women, which is very different from men. Black Caribbean, African and Chinese women have had hourly wages above those of White British women (though in the third period this advantage had disappeared for Black African women). Indian women also gained a pay advantage in the two later time periods. Bangladeshi women experienced a pay gap but this was not statistically significant for the first two time periods – almost certainly because too few were in employment. However, by the third period the negative gap had become both larger and statistically significant. Pakistani women, like Pakistani men, have been worse off throughout the three time periods, though their position has been relatively stable.

Table 4.2: Mean pay gaps of ethnic minority women relative to White British women (£ per hour)

	1993-1999	2000-2006	2007-2014
Black Caribbean	1.03	1.41	1.14
Black African	0.45 [*]	0.50 ^{**}	0.01 ^{NS}
Indian	-0.20 ^{NS}	0.68	0.59
Pakistani	-1.12	-0.49 ^(*)	-1.08
Bangladeshi	-0.53 ^{NS}	-0.58 ^{NS}	-1.53
Chinese	1.87	0.87 ^{**}	1.29

Note: Figures statistically significant at $p < .001$ except: ^{**} $p < .01$; ^{*} $p < .05$; ^(*) $p < .1$; NS=not statistically significant.

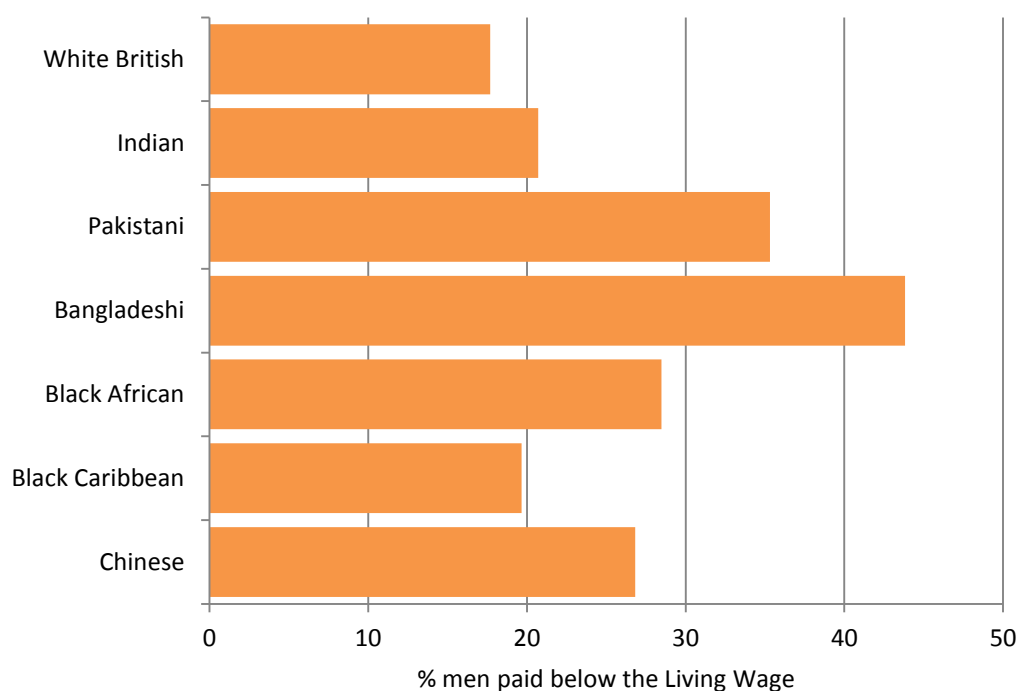
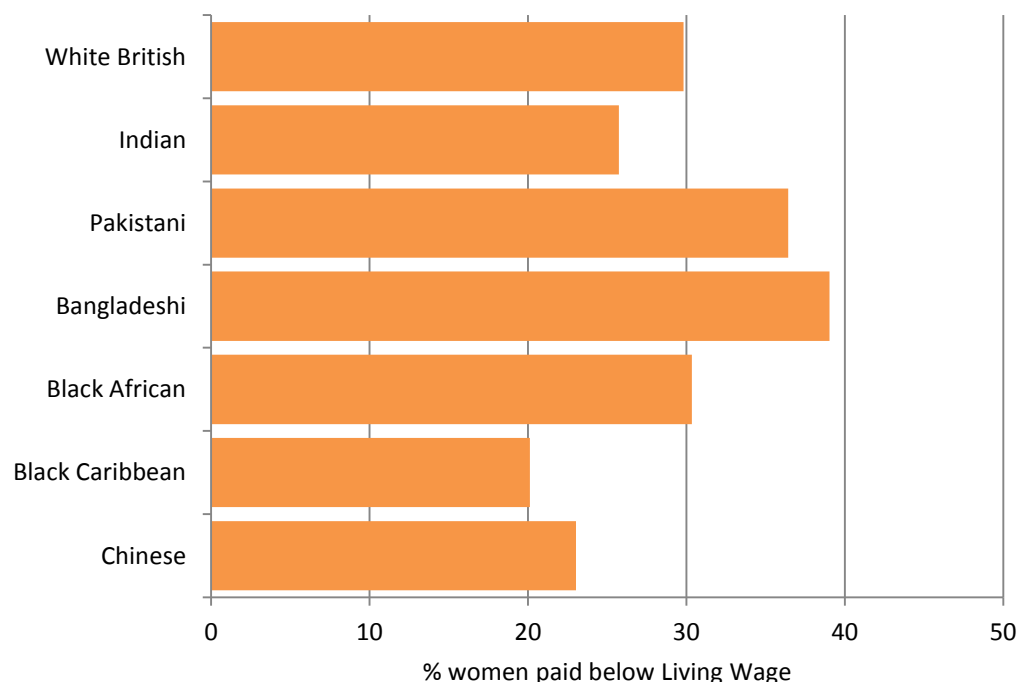
4.4 The living wage

As well as relative differences in pay between ethnic minorities and White British people, it is also important to explore the proportion of those that receive low pay. This offers an insight into those groups experiencing the most acute social and economic disadvantage.

According to the Living Wage Foundation, the Living Wage is a level of salary which is high enough to maintain a normal standard of living and is generally higher than the National Minimum Wage. The figures produced by the Living Wage Foundation estimated the Living Wage to be £7.20 per hour in 2011, rising to £7.45 in 2012, £7.65 in 2013 and £7.85 in 2014. For London, the Living Wage was £8.30 per hour in 2011, £8.55 in 2012, £8.80 in 2013 and £9.15 in 2014.⁴ In this report the Living Wage is used purely as a benchmark against which to measure the relative pay of different ethnic groups.

In Figures 4.9 and 4.10 below we show the proportion of men and women from each ethnic group that are paid below the Living Wage. What we present here are percentages averaged across the four years (2011-2014) taking into account an individual's place of work (whether in London or outside). Pay here does not account for inflation since we compare pay in each year with the Living Wage that was deemed appropriate for that year.

⁴ Note that this is higher than the National Living Wage introduced in 2016. Since 1 April 2016, all employees aged over 25 are entitled to be paid a minimum of £7.20 per hour. This is now called the National Living Wage. Those under 25 receive the National Minimum Wage, which is, in 2016, £6.70 per hour for 21-25 year olds, £5.30 for 18-20 year olds, £3.87 for under-18s and £3.30 for most apprentices.

Figure 4.9: Proportion of men paid below the Living Wage by ethnicity**Figure 4.10: Proportion of women paid below the Living Wage by ethnicity**

In line with the figures showing median pay, Figure 4.9 shows that the proportion of employed men paid less than the Living Wage is lowest for White British, Black Caribbean and Indian men (on or below 20%). About 28% of Black African and

Chinese men are paid below the Living Wage, while the percentage increases to about 35% for Pakistani men and 45% for Bangladeshi men.

A larger proportion of women than men are paid below the Living Wage, and differences across ethnic minority groups seem slightly less pronounced than among men (see Figure 4.10). About 20-25% of Chinese, Black Caribbean and Indian women are paid below the Living Wage, compared with around 30% of White British and Black African women. It is again Pakistani and Bangladeshi workers who are more likely to be paid below the Living Wage (35-39%).

4.5 Summary

- Employment rates among men vary, with some ethnic minorities, such as Indian and Black African men not showing any important difference compared with White British men. Employment rates among women are fairly similar, with the exception of Pakistani and Bangladeshi women, who are much less likely than White British women to have a paid job.
- There are clear pay gaps for Pakistani and Bangladeshi men compared with White British men while most ethnic minority women are paid similarly or more than White British women.
- There is a difference between the average pay gap between ethnic minorities and the White British majority when this is measured within occupations rather than across the whole economy. In some cases the occupational gap is less than the general gap. This implies that the group in question tends to receive roughly equal pay for equal work even when they work in low paid occupations. However, both Bangladeshi and Pakistani men and women have seen a widening of the occupational pay gap in recent years.

5 | Research findings: the drivers of ethnic pay gaps

5.1 Differences in characteristics

Before exploring what is driving differences in pay between ethnic groups, this section of the report analyses the differences in characteristics among men and women of different ethnicities. These are covered in detail Tables A1 and A2 in the Appendix. There is a clear difference in age across groups: all ethnic minorities, with the exception of Black Caribbean immigrants and Chinese immigrants, are on average younger than White British people. This difference is even larger for British ethnic minorities. Since pay tends to increase with age, we would therefore expect most people from ethnic minorities to be paid less on average because of their younger age.

Another important factor which determines pay is level of education. Consistent with recent studies (for instance, Brynin and Longhi, 2015), most ethnic minorities have higher qualifications than White British people; the only exceptions are Pakistani immigrants, Bangladeshi immigrants and Black Caribbean people (both British-born and immigrants). The qualification level of British ethnic minorities tends to be higher than that of ethnic minority immigrants. Among women, none of the ethnic minorities have lower qualifications than White British employees. In general, both male and female immigrants have a higher proportion of 'other' qualifications. Some of these are likely to be qualifications obtained abroad that do not correspond directly with the British system. It is also possible that some of these qualifications are not recognised in the British labour market.

In terms of pay, male Indian and Chinese immigrants are paid on average more than White British people. As we have seen earlier in the report, Table A1 confirms that Pakistani and Bangladeshi men have the highest pay gaps compared with White British men. Among women, Pakistani, Bangladeshi and Black African immigrants receive lower average pay than White British women, but the pay gaps are not as large as those among men (see Table A2).

Part-time and temporary jobs tend to pay on average lower wages, while wages tend to increase with years of job tenure. In most cases ethnic minority men are more likely to work part-time (with the exception of Indian men), to have a temporary job and shorter job tenure than White British men. With the exception of some groups, ethnic minorities are also less likely to work in the public sector. Among women, most ethnic minorities seem less likely to work part-time than White British women, with the exception of female Pakistani and Bangladeshi immigrants. However, ethnic minority women are generally more likely to have a temporary job and tend to have shorter job tenure. With the exception of Indian and Chinese women, ethnic minority women are more likely to work in the public sector than White British women.

5.2 The impact of characteristics on the pay gaps of ethnic minority men

To analyse the impact that employee and job characteristics have on pay gaps we compare the 'raw' pay gaps and the 'adjusted' pay gaps.

Raw pay gaps measure those experienced on average by ethnic minorities and do not take into account that ethnic minorities have different characteristics from White British people. In contrast to the raw pay gaps, the adjusted pay gaps take these characteristics into account. The analysis factors in a range of characteristics: age (to measure labour market experience), highest qualification obtained as a measure of skills, whether married or cohabiting, and whether there are dependent children in the household. We also include details of whether the respondent has a long-term illness.

The analysis also includes characteristics of the job such as the following:

- Type of occupation (managerial, professional, administrative, and so on)
- Years of job tenure
- Full or part-time (part-time meaning less than 30 hours per week)
- The usual number of hours worked (excluding overtime), the number of hours of paid overtime, and the number of hours of unpaid overtime
- Temporary or permanent job status
- Whether based in the public sector or not
- Geographical location including London (where pay is comparatively higher), Wales or Scotland.

The full list of characteristics and the raw and adjusted pay gaps are in Tables A3-A5 (Appendix).

It is important to bear in mind that other characteristics, which we cannot measure in our data, may affect pay and pay gaps. For example, a proportion of ethnic minority workers who were born abroad will have gained their qualifications outside the UK. Qualifications that are not recognised by employers in the UK may lead to lower pay. However, in our data we do not know whether the qualification was obtained abroad, and therefore whether or not it was recognised by the employer. For this reason, our aim here is not to explain the pay gaps but to analyse, among the characteristics which we can measure, which ones have the most relevant impact on the pay gaps.

The raw pay gaps for men belonging to ethnic minorities are shown in Figure 5.1. In this figure the vertical axis lists the ethnic groups while the horizontal axis measures the pay gaps. The average pay gap for each ethnic minority group compared with White British men is shown by the dots, while the horizontal lines either side of the dots show the minimum and maximum value of the pay gap at a confidence level of 95%. This means that with a 95% probability the pay gap ranges between the minimum and maximum value. When the line crosses the vertical line at zero it means that the gap may be either positive or negative, or zero. In this situation we cannot confidently say that there is a pay gap. The larger the confidence interval (the longer the horizontal line through the dot), the greater the uncertainty about the size of the pay difference. Pay gaps are shown with positive values – these are the dots to the right hand side of the vertical line. Negative values, those to the left of the vertical line, indicate pay advantages.

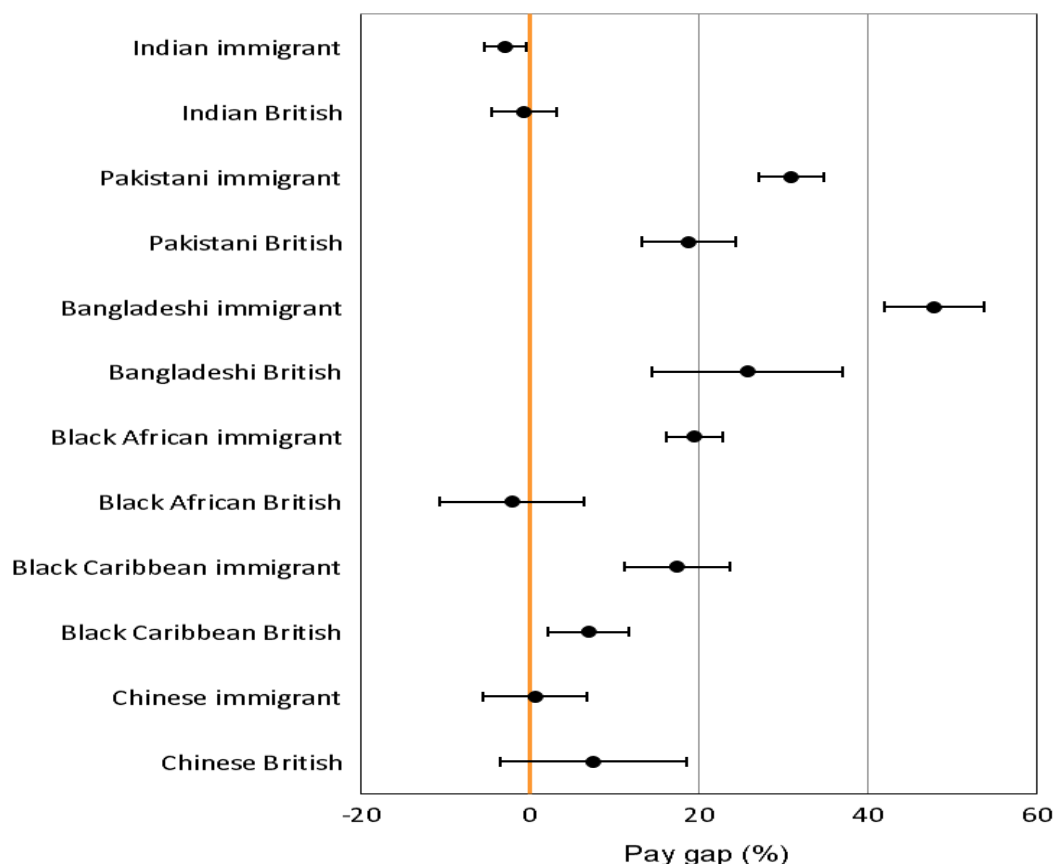
Figure 5.1: Pay gaps of ethnic minority men

Figure 5.1 shows that there are no pay gaps for Indian British, Black African British, or Chinese men (whether British or Chinese-born), while Indian immigrant men seem to be paid on average about 2.9% more than White British men. The largest pay gaps are for Bangladeshi immigrants (about 47.8%), Pakistani immigrants (30.9%) and Bangladeshi British men (25.7%). Pay gaps are 19.4% for Black African immigrants, 18.7% for Pakistani British, 17.4% for Black Caribbean immigrants and 6.9% for Black Caribbean British. In all cases, the pay gaps of ethnic minority British people are smaller than the pay gaps of immigrants from the same ethnic group.

Which characteristics contribute most to pay gaps? In the following figures we show the raw pay gap (first bar) and how much of this raw pay gap is explained by the fact that ethnic minority people have different characteristics than White British people (second bar). The 'explained' bar tells us by how much the pay gap would be reduced if people from ethnic minorities had the same characteristics as White British people.

The 'adjusted' pay gap, which is the remaining pay gap once we take characteristics into account, can be calculated by subtracting the 'explained' value from the raw pay

gap. The graphs also show the four main characteristics that contribute to the gaps and the four main characteristics that mitigate the gaps. The bars that go in the same direction of the pay gap (upwards, above zero) contribute to the gap, while the bars that go in the opposite direction (downwards, below zero) reduce it.

The explained bar is the sum of all characteristics that contribute to and reduce the pay gap and therefore gives us an indication of how much of the pay gap is explained by the combination of the characteristics we analyse. It is possible that the sum of the positive and negative contributions is zero; in this case the explained bar would be zero, but we can still see what characteristics reduce or increase the pay gap. In some cases the explained bar may even be taller than the pay gap itself. This may occur if more characteristics reduce than explain the pay gap and indicates that if the minority group had the same characteristics as White British people their pay gap would be even larger than it actually is.

For example, we know that pay in London is higher than pay in the rest of the UK and ethnic minority people are more likely to work in London than White British people. If the proportion of ethnic minority people working outside London was the same as that of White British people, on average the pay of ethnic minority workers would be lower and pay gaps would be larger.

The figures below only show the main determinants, and only for those ethnic minorities where there are clear pay gaps, as shown in Figure 5.1. The full set of results is reported in Table A4 in the Appendix.

5.2.1 Pakistani men

Figure 5.2: Impact of characteristics on pay gaps for Pakistani men born abroad

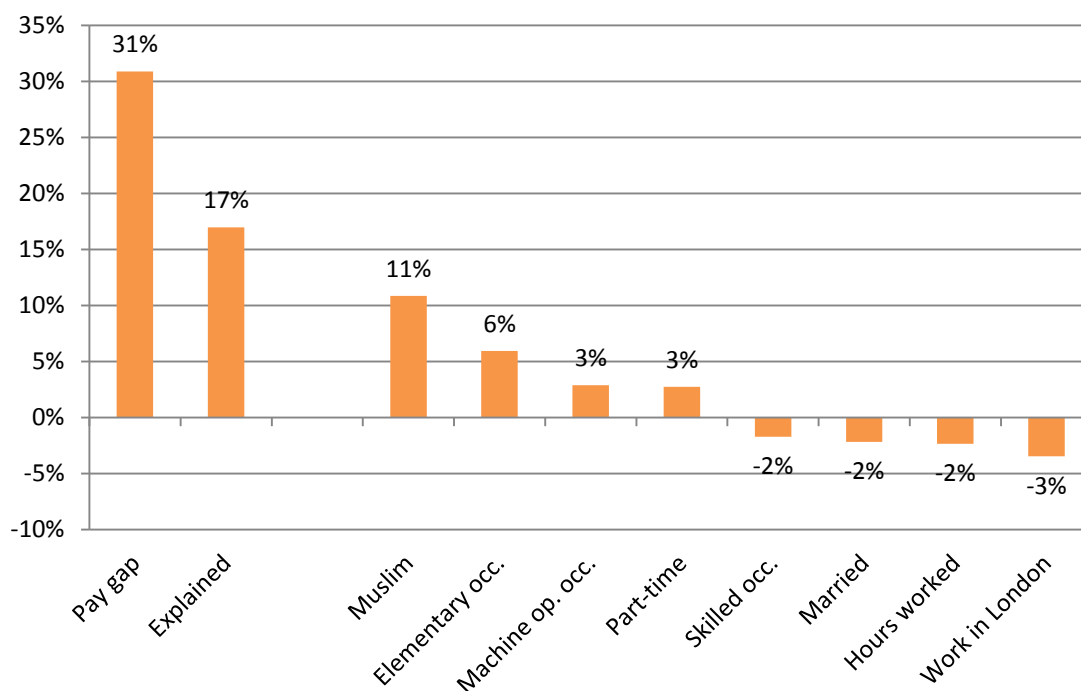


Figure 5.2 shows that male Pakistani immigrants experience a 30.9% pay gap, of which about half can be explained by taking characteristics into account, while the rest is unexplained by the data. Figure 5.2 shows that a large proportion of the pay gap is associated with being a Muslim. It ought to be borne in mind that a very high proportion of Pakistani immigrants are Muslim, therefore this association may not be particularly meaningful. The numbers of non-Muslim Pakistani immigrants, with which to draw a comparison, are likely to be both very small and they may possess other characteristics which have a bearing on pay, aside from religion. Much deeper investigation would be needed to determine the extent and nature of the impact of religion on pay gaps, if indeed there is one.

The other most important drivers of the pay gaps of male Pakistani immigrants are occupation and working part-time hours. Pakistani immigrant men are more likely than White British men to work in part-time jobs and in Elementary and Machine operative occupations. On the other hand, their under-representation in Skilled occupations mitigates the pay gap very slightly. First of all, despite their label, Skilled occupations are not among the highest paid ones: these jobs are mostly in the 'agricultural and related trades', 'metal, electrical and electronic trades', 'construction and building trades', and 'textiles and printing' industries. Although they require skills that are often acquired with job training, they do not often require high levels of

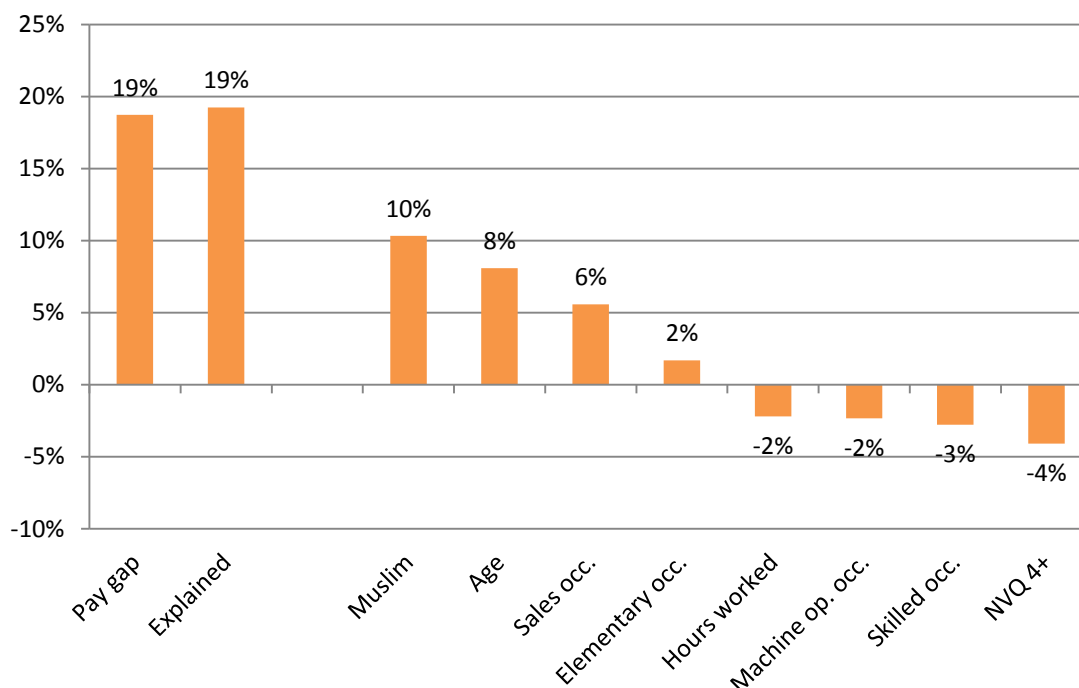
educational qualifications. In addition, although Skilled occupations, in general, are not among the lowest paid occupations for White British people, they are, however, for ethnic minority workers. Because of the nature of such jobs, ethnic minority people working in Skilled occupations are paid similarly to people from ethnic minorities working in Elementary or in Machine operative occupations.

Figure 5.2 also shows that being more likely to work in London, where for all workers pay is on average higher than in the rest of the country, partly reduces the pay gap of male Pakistani immigrants. This highlights the problems of previous studies focusing only on the proportion of the pay gap which is explained (see the discussion in Chapter three). Those studies which do not include information on the place of work are likely to find that a much larger proportion of the pay gap is explained, simply because some important factors counteracting the pay gaps have been left out of the analysis.

Pakistani men that have come to live in the UK are also more likely than White British men to be married and this has a positive impact on their pay. This does not mean that marriage increases pay, but men who are married may have other unmeasured characteristics that are associated with high pay. Perhaps surprisingly, we also find that hours worked decrease the pay gap. This is because, when working full-time, Pakistani migrant men work on average about half an hour less than White British men. Since most people are paid per week or month, working fewer hours for the same weekly or monthly pay translates into higher pay per hour. By contrast, part-time Pakistani immigrant men work more than one hour longer than White British men and this contributes to the negative impact of part-time work.

The pay gap for British-born Pakistani men is 18.7%. This is smaller than the pay gap for Pakistani immigrants and is completely explained by their characteristics (see Figure 5.3). As we explained earlier, the reason that the 'explained' bar is bigger than the pay gap itself is because more characteristics reduce rather than explain the pay gap: British-born Pakistani men have more positive than negative characteristics compared with White British men when it comes to drivers of pay. In this case, if the distribution of characteristics of British-born Pakistani men was the same as White British men, the pay gap would be even bigger than it actually is.

Figure 5.3: Impact of characteristics on pay gaps for Pakistani men born in the UK



Similarly to male Pakistani immigrants, the main determinant of the pay gap for British Pakistani men is their Muslim religion, although the caveat provided above must again be borne in mind (a clear majority of Pakistani men are Muslim). British Pakistani men also tend to be concentrated in low paid occupations, such as Sales and Elementary occupations; however, they are underrepresented in Machine operatives and Skilled occupations, which partly reduces the pay gap (due to the low pay of these occupations).

Thus, although occupational segregation is an important determinant of pay gaps for both groups of Pakistani men, those who are born abroad are often found in the lowest paid occupations, while those who are born in the UK tend to go into slightly better paid occupations, albeit ones that also pay relatively poorly.

The accumulation of work experience and career progression means that for most people pay increases with age. British Pakistani men are on average much younger than White British men, and this partly contributes to their pay gap. It could be that their pay gap will decrease in the future as British Pakistani men get older and accumulate work experience.

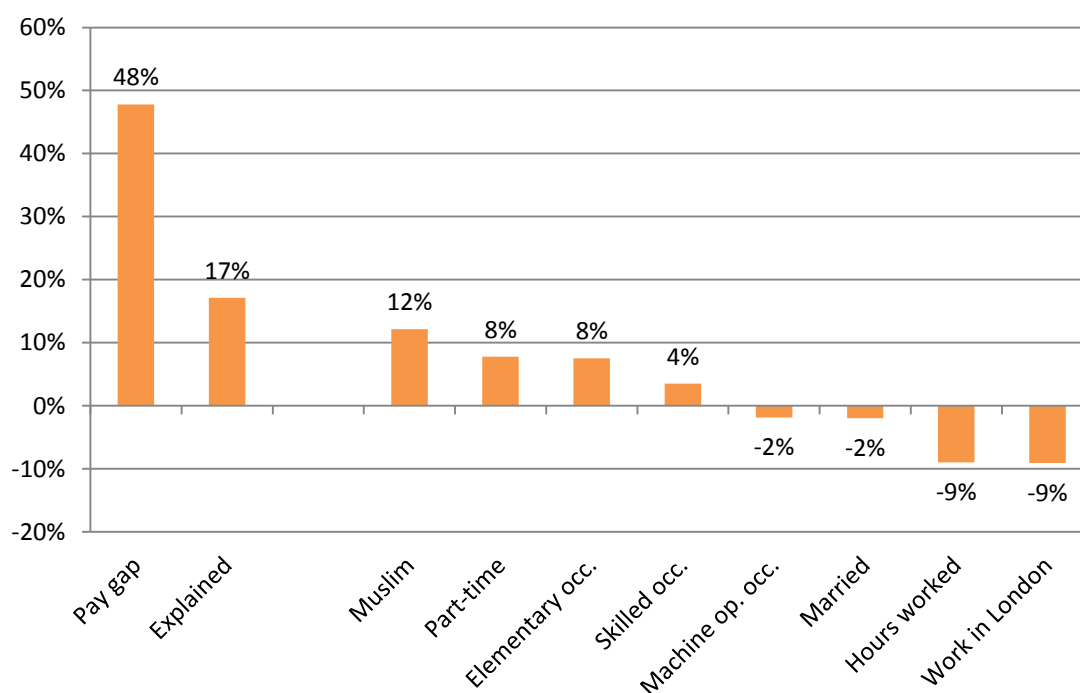
We also find that British Pakistani men are more likely than White British men to have NVQ 4 qualifications and above (higher education qualifications such as a degree, diploma or HND, for example) and this partly reduces the pay gap. British

Pakistani men are therefore concentrated in low-paid occupations despite the high proportion of highly qualified workers. Finally, similarly to the case of immigrants, we find that British Pakistani men tend to work fewer hours than White British men and this partly reduces their pay gap.

5.2.2 Bangladeshi men

Bangladeshi men that have settled in the UK experience a large pay gap of 47.8%, which decreases to 30.7% once we take characteristics into account. About a third of the pay gap is explained by characteristics, suggesting that we do not have a clear explanation for the gap.

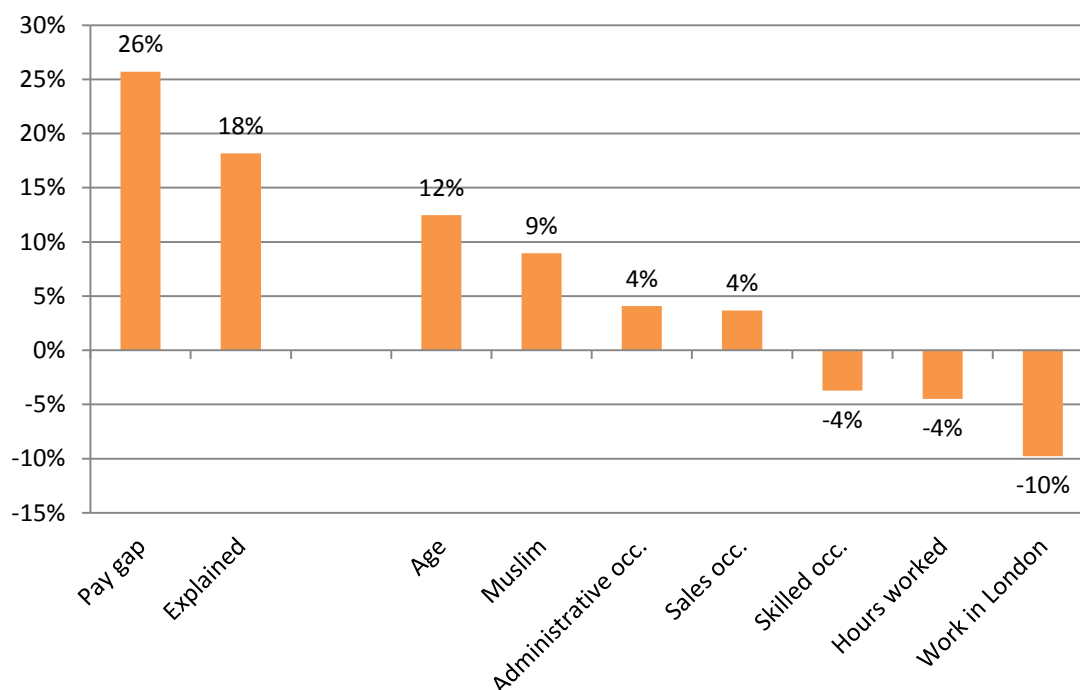
Figure 5.4: Impact of characteristics on pay gaps for Bangladeshi men born abroad



The main positive and negative determinants of pay gaps for male Bangladeshi immigrants are remarkably similar to the determinants of pay gaps for Pakistani immigrants. The most important is their Muslim religion, followed by overrepresentation in part-time jobs and in low-paid occupations such as Elementary and Skilled occupations. Similarly to male Pakistani immigrants, male Bangladeshi immigrants are more likely than White British men to work in London, to be married, and to work fewer hours. All these factors, together with their under-representation in Machine operative occupations, mitigate the pay gap, although only partially.

In terms of pay gaps, the experience of British Bangladeshi men is similar to the experience of British Pakistani men (see Figure 5.5 below).

Figure 5.5: Impact of characteristics on pay gaps for Bangladeshi men born in the UK

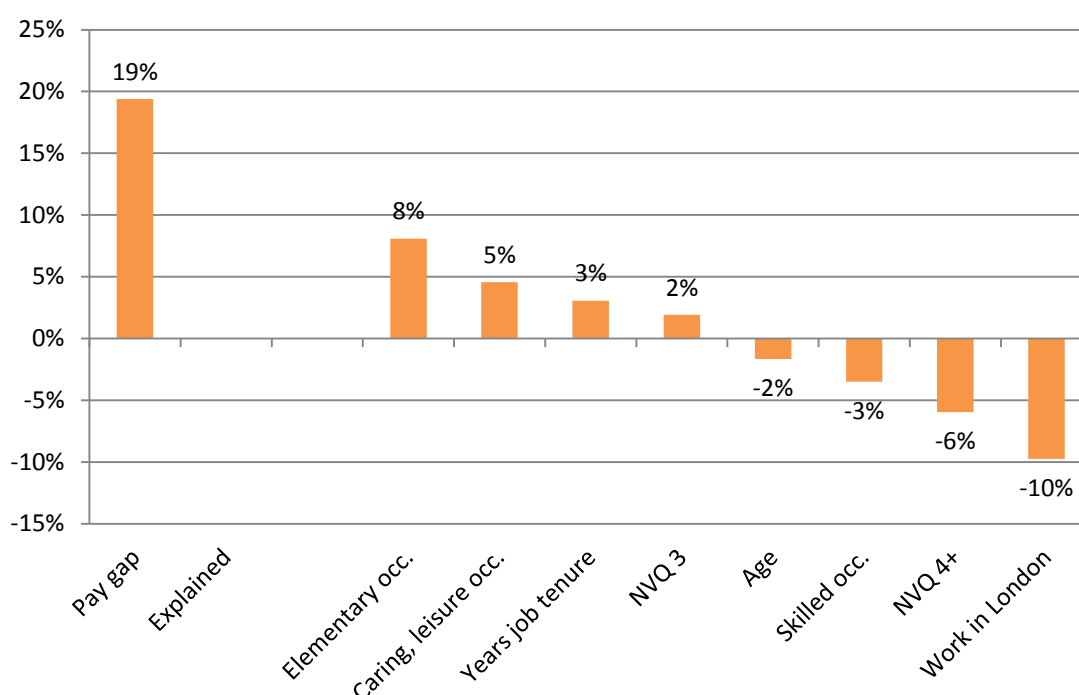


British Bangladeshi men experience a pay gap of 25.7%, roughly two-thirds of which is explained by their characteristics (see Figure 5.5). Similarly to British Pakistani men, age and religion are the main determinants of pay gaps for British Bangladeshi men, although in this case age is a larger contributory factor than religion. British Bangladeshi men are also overrepresented in Administrative and Sales occupations, and this partly contributes to their pay gaps. However, similarly to Bangladeshi immigrants, the pay gap of British Bangladeshi men is partly reduced by their concentration in London and under-representation in Skilled occupations. Their shorter working hours also contribute to reduce the pay gaps.

5.2.3 Black African immigrant men

Black African men that have moved to the UK experience a raw pay gap of 19.4% which remains largely unchanged when we control for characteristics. Figure 5.6 shows that the positive and negative drivers of pay tend to balance each other out, so that the raw pay gap is essentially the same as the adjusted pay gap (in other words, taking all positive and negative characteristics into account, the pay gap cannot be explained by the data). This highlights the importance of analysing the factors that improve pay as well reduce it.

Figure 5.6: Impact of characteristics on pay gaps for Black African men born abroad



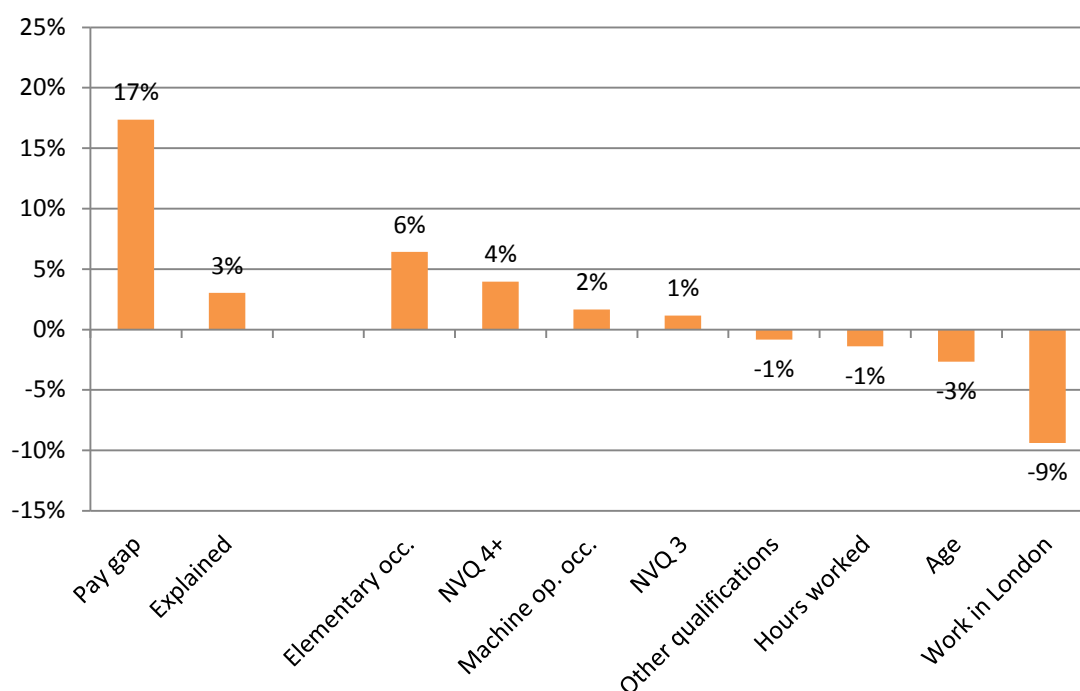
A drag on the pay of male Black African immigrants is their overrepresentation in Elementary and in Caring and leisure occupations. In contrast to other ethnic groups, Black African immigrant men are underrepresented among people with NVQ level 3 qualifications and tend to have shorter job tenure; both factors reduce pay.

On the other hand, and similarly to most ethnic minorities, Black African immigrant men are over-represented in London, a characteristic which improves their pay. This group is also over-represented among people with high qualifications (NVQ 4 or above), and underrepresented in Skilled occupations, and this also improves pay.

5.2.4 Black Caribbean men

Figure 5.7 shows that male Black Caribbean immigrants experience a pay gap of 17.4%, which decreases only to 14.4% when we take characteristics into account. Less than a fifth of the raw pay gap is explained by characteristics.

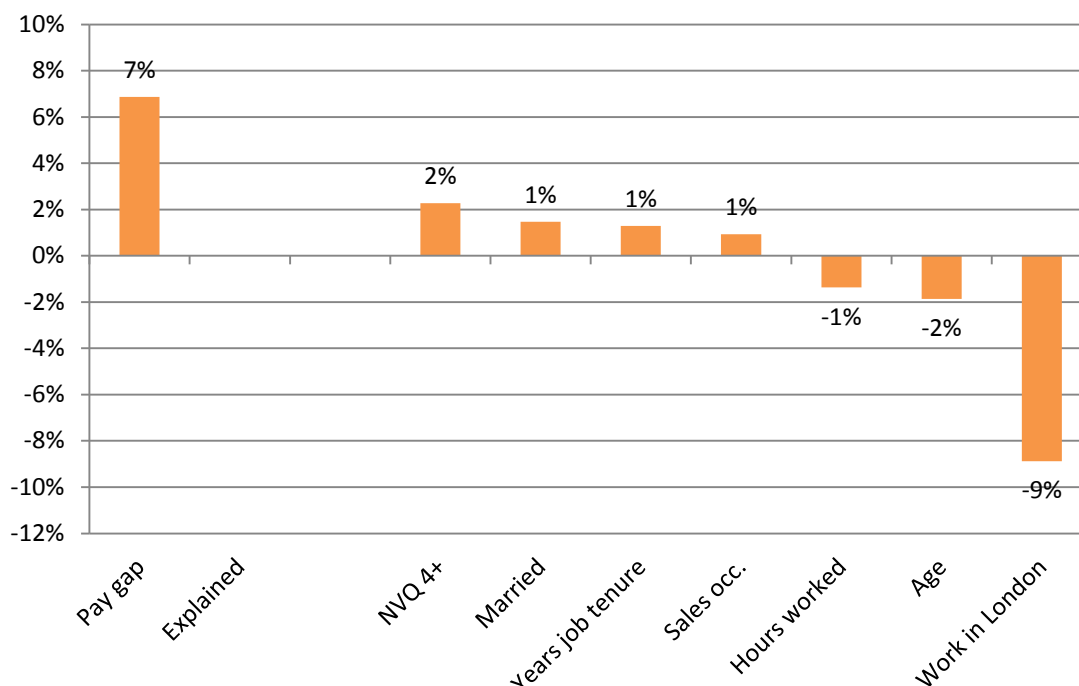
Figure 5.7: Impact of characteristics on pay gaps for Black Caribbean men born abroad



The most important characteristics explaining the pay gap for this group are over-representation in Elementary and in Machine operatives occupations and under-representation among people with high qualifications (NVQ 3 and NVQ 4 or above). However, their pay gaps are partly reduced by their concentration in London, their older age and fewer hours worked.

Finally, we analyse the pay gap of Black Caribbean British men. Again, we see that the pay gap is not explained by characteristics (see Figure 5.8). However, it is important to note that the pay gap is small, at 6.9%.

Figure 5.8: Impact of characteristics on pay gaps for Black Caribbean men born in the UK



The most important determinant of pay for Black Caribbean British men is their concentration in London, which contributes to an increase in pay on average. However, in spite of the supposed advantage this brings, this group still experiences a pay gap overall, albeit a fairly small one. In essence, for all ethnic minorities, and especially for Black Caribbean men, pay gaps are reduced by the fact that they work in London, where jobs tend to have higher pay.

For Black Caribbean British men, underrepresentation among people with high levels of qualifications (NVQ 4 or above), among married people, and short job tenure, together with their overrepresentation in Sales occupations, contribute to the explanation of the pay gap. Black Caribbean British men are on average slightly younger than White British men, but older than other British ethnic minority groups. In this case, age, together with hours worked, partly reduces the pay gap.

In summary, occupations and qualifications are important determinants of pay gaps for all groups of men, although different ethnic minorities are concentrated in different, albeit generally low paid occupations and have varying levels of qualification.

An interesting finding is that the concentration of ethnic minorities in London, where pay is comparatively higher for all jobs, tends to mitigate pay gaps for all ethnic minorities. This 'London effect' is consistent for all ethnic minorities, even those for

whom we do not observe a pay gap. However, this suggests that for all ethnic minorities we find a much larger pay gap when we take into account their concentration in London.

Being Muslim has a negative impact on pay for Pakistani and Bangladeshi men (and for Indian immigrant men, even though they do not have a pay gap). Being Muslim cannot be considered an explanation for pay gaps; however, the data suggest that inequalities exist for some religious groups – bearing in mind the fact that there is a strong link between ethnicity and religion. For example, the vast majority of Pakistani and Bangladeshi men are Muslim, therefore those that are not are likely to be both small in number and may have other unique characteristics which affect their pay.

Of the six major ethnic minorities, when it comes to British-born men, three of these groups experience pay gaps: these are Pakistani, Bangladeshi and Black Caribbean men. Chinese, Black African and Indian British-born men do not experience a pay gap. Where pay gaps occur they are partly explained by the younger average age, and therefore shorter work experience, of this group.

5.3 The role of characteristics on pay gaps for ethnic minority women

The pay gaps experienced by ethnic minority women compared with White British women are shown in Figure 5.9. The worker and job characteristics that have the largest impact on female pay gaps, for the two groups that do experience a gap, are shown in Figures 5.10 (Pakistani immigrants) and 5.11 (Bangladeshi immigrants), while Table A5 in the Appendix shows the full set of results.

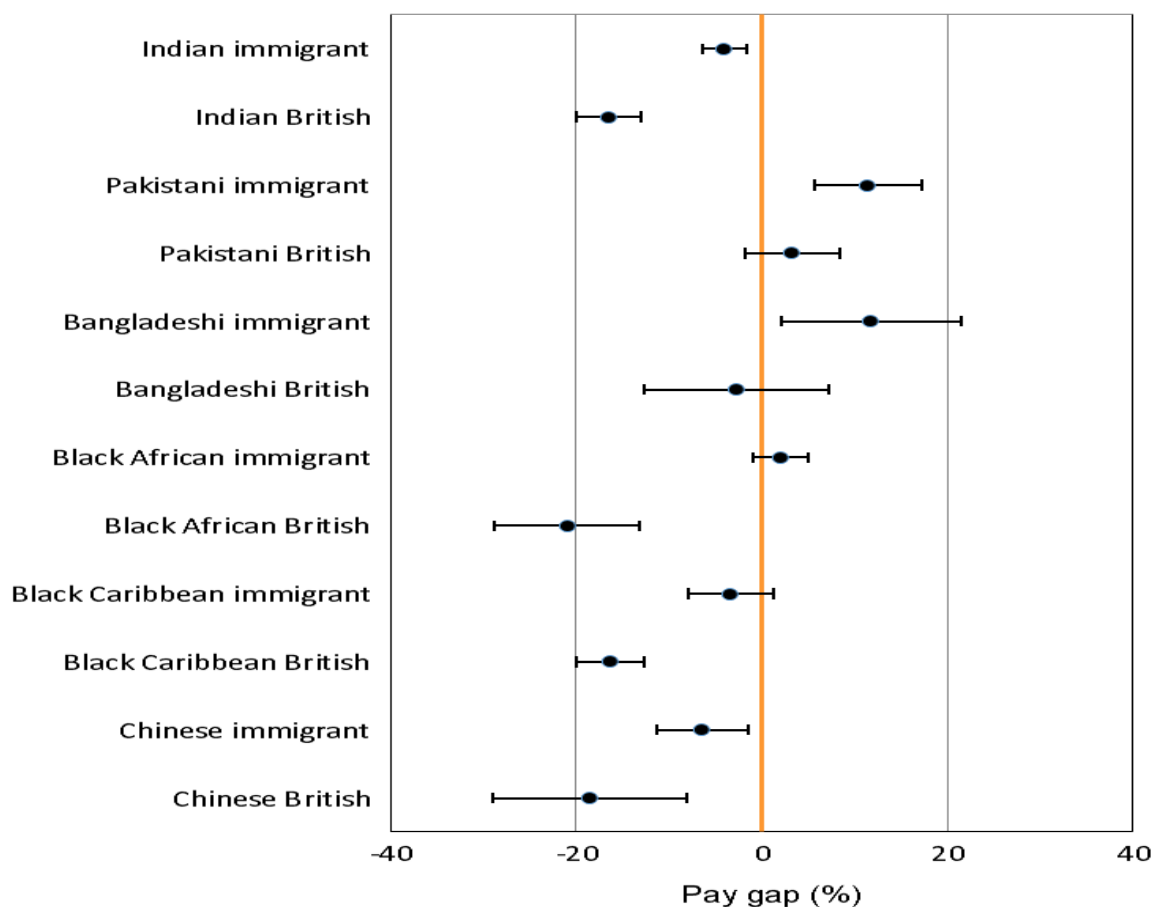
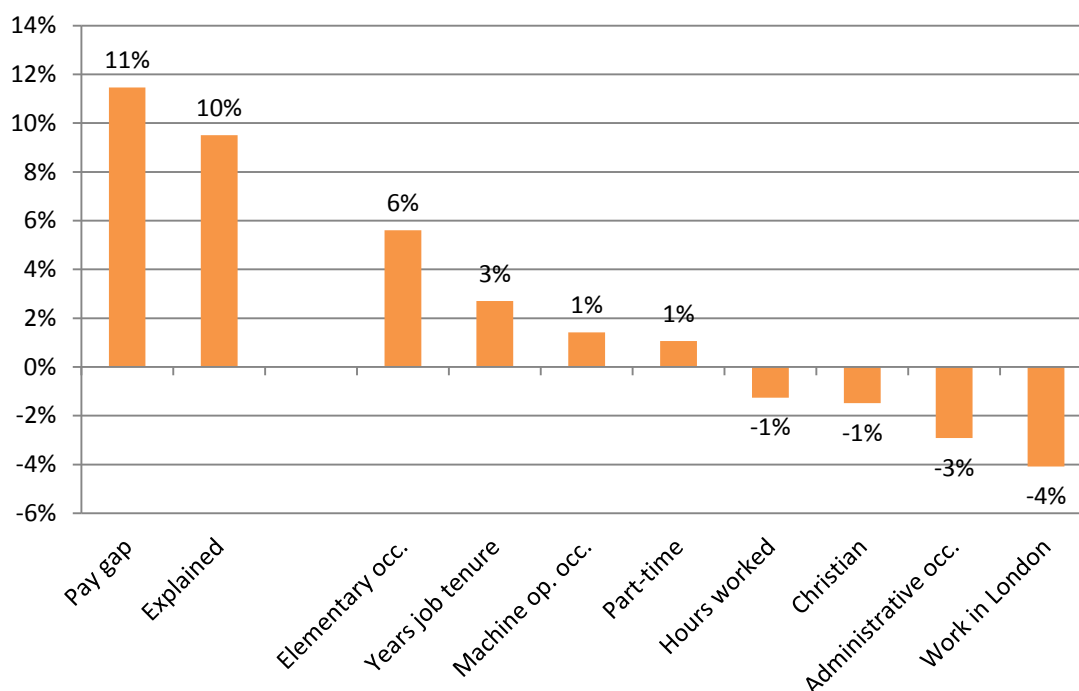
Figure 5.9: Pay gaps of ethnic minority women

Figure 5.9 shows that among women there are no pay gaps for any ethnic minority with the exception of Pakistani and Bangladeshi immigrants. The pay gaps for Pakistani and Bangladeshi immigrant women, however, are much lower than those experienced by Pakistani and Bangladeshi immigrant men: Pakistani immigrant women are paid 11.5% less than White British women, while Pakistani immigrant men are paid 30.9% less than White British men. The pay gaps are 11.8% for Bangladeshi immigrant women compared with White British women and 47.8% for Bangladeshi immigrant men compared with White British men.

Indian, British Black African, British Black Caribbean and Chinese women all seem to have higher pay, on average, than White British women. Here, however, we cannot draw any conclusion about how the pay of ethnic minority women compares with the pay of ethnic minority men. For this analysis see Chapter six.

5.3.1 Pakistani immigrant women

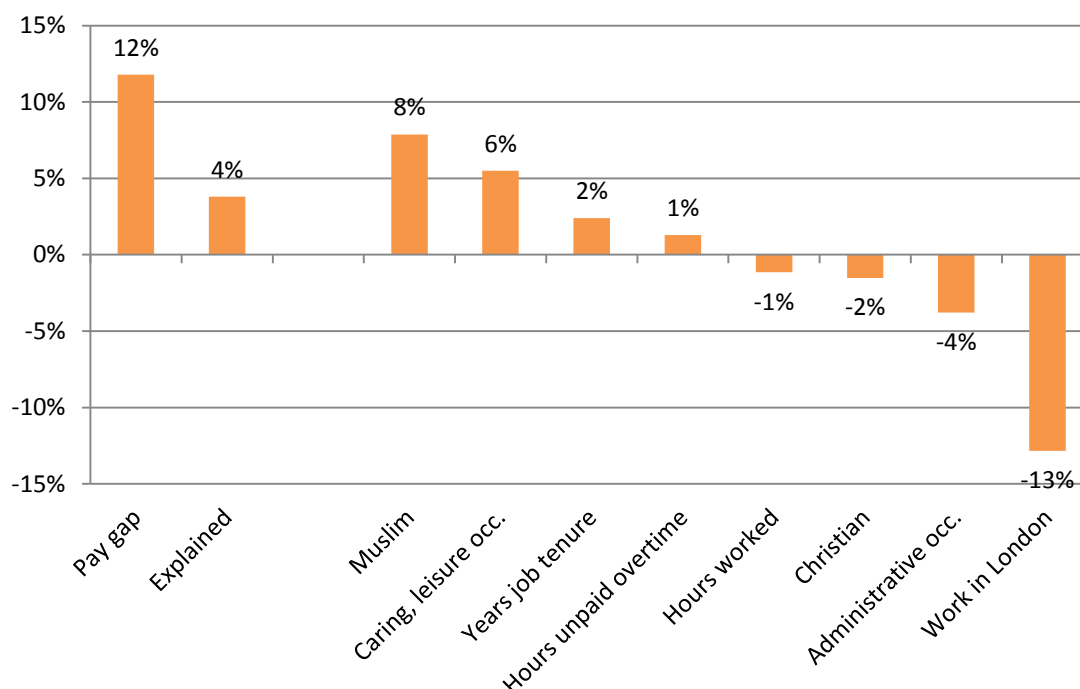
Figure 5.10: Impact of characteristics on pay gaps for Pakistani women born abroad



Pakistani immigrant women experience a pay gap of 11.5% and most of it is explained by characteristics, particularly their concentration in Elementary and in Machine operatives occupations, and by their short job tenure. Perhaps unsurprisingly at this point, pay gaps of Pakistani immigrant women are partly reduced by their concentration in London, under-representation in Administrative occupations and under-representation among Christians since, for both men and women people who do not affiliate to any religion have on average higher pay than people who do.

5.3.2 Bangladeshi immigrant women

Figure 5.11: Impact of characteristics on pay gaps for Bangladeshi women born abroad



For Bangladeshi immigrant women we observe a pay gap of 11.8%, which decreases only to 8% when characteristics are taken into account. Hence, only about a third of the pay gap is explained by their characteristics. Similarly to Bangladeshi men, a large proportion of their pay gap is explained by their overrepresentation among Muslims, followed by their concentration in Caring and leisure occupations. Their short job tenure also plays a part. Similarly to all other ethnic minority groups, their concentration in London partly mitigates the pay gap, together with their underrepresentation in Administrative occupations and among Christians.

As is the case for men, women's qualifications and occupation play an important role in pay gaps and advantages although, again, the concentration of ethnic minority women in London either drives a pay advantage or mitigates a pay disadvantage. Religion also plays a role, although this seems to be less of a driver for women than it is for men. In contrast with men, most ethnic minority women experience a pay advantage compared with White British women, particularly in the case of British-born ethnic minorities where the advantage is often substantial. This is in spite of ethnic minorities' younger average age – and therefore shorter labour market experience – which acts as a drag on pay.

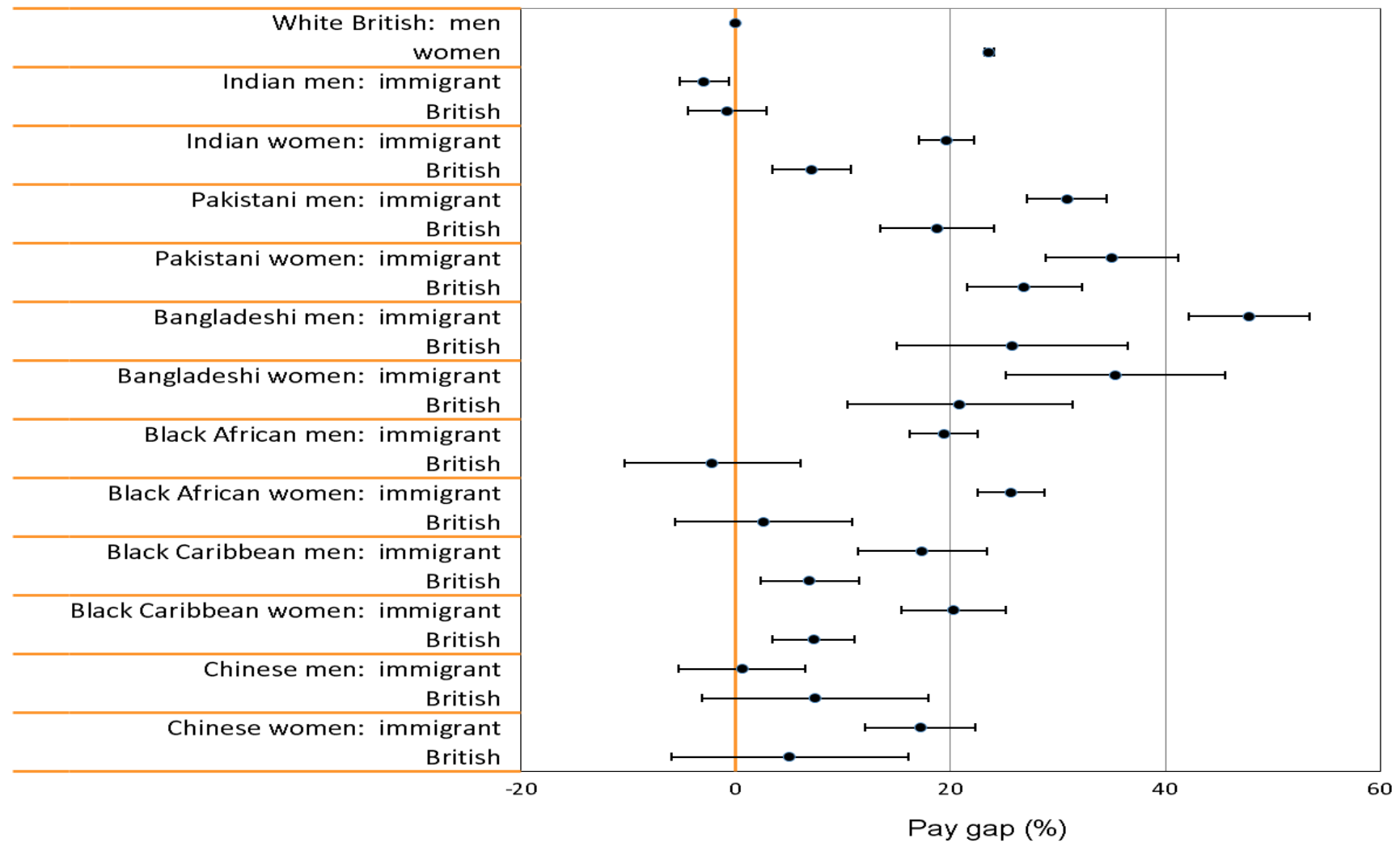
5.4 Summary

- We observe pay gaps for most ethnic minority men that are immigrants and also those born in the UK, but the pay gaps are much smaller for the latter. Pay gaps are very large for Pakistani and Bangladeshi men. Among women, only those that have immigrated to the UK from Pakistan or Bangladesh experience pay gaps, while all other groups experience either no pay gap or a pay advantage.
- Pay gaps among women are substantially lower than among men.
- Pay gaps are almost completely explained for women and for British-born ethnic minority men. Pay gaps for Black male immigrant groups remain unexplained.
- Certain characteristics seem relevant to the pay gaps for all ethnic minorities and for both genders, particularly occupation and level of qualifications. In some cases these factors ameliorate pay, but more often than not they contribute to a pay disadvantage. In addition, most ethnic minorities are concentrated in London, where pay is comparatively higher for all jobs; this tends to mitigate pay gaps for men and explain pay advantages for women.
- Muslims are paid on average less than people who do not affiliate to any religion. This is a problem especially for Pakistani and Bangladeshi people, and particularly for men. As explained above, being Muslim cannot be considered a standalone explanation of pay gaps. The strong association between religion and ethnicity for certain groups means this finding must be treated with caution. Furthermore, there may be other differences in characteristics or behaviour which are not included in our analysis.
- Although certain British-born ethnic minorities do not experience pay gaps, the results indicate that their young age and short job tenure drag down pay.

6 | How do ethnic minority women and men compare?

6.1 Ethnic pay gaps relative to White British men

In the previous chapters we have focused on how the pay of ethnic minority men compares with the pay of White British men, and how the pay of ethnic minority women compares with that of White British women. In this chapter we show how the pay of ethnic minority women compares with the pay of men from the same ethnic minority group and to the pay of White British men. Such pay gaps are shown in Figure 6.1 and in Table A6 in the Appendix.

Figure 6.1: Summary of pay gaps of ethnic minority men and women

Over the period 2002-2014 White British women experienced a pay gap of about 23.6% relative to White British men. Indian women (both immigrant and British-born) earned more than White British women, but still less than White British men and Indian men. The pay gap for Indian immigrant women is 19.6% compared with White British men, while the pay gap for British Indian women is only 7%. As already shown in the previous chapter, there are no pay gaps for Indian men. Among Chinese people, only female immigrants experience a pay gap (17.2%).

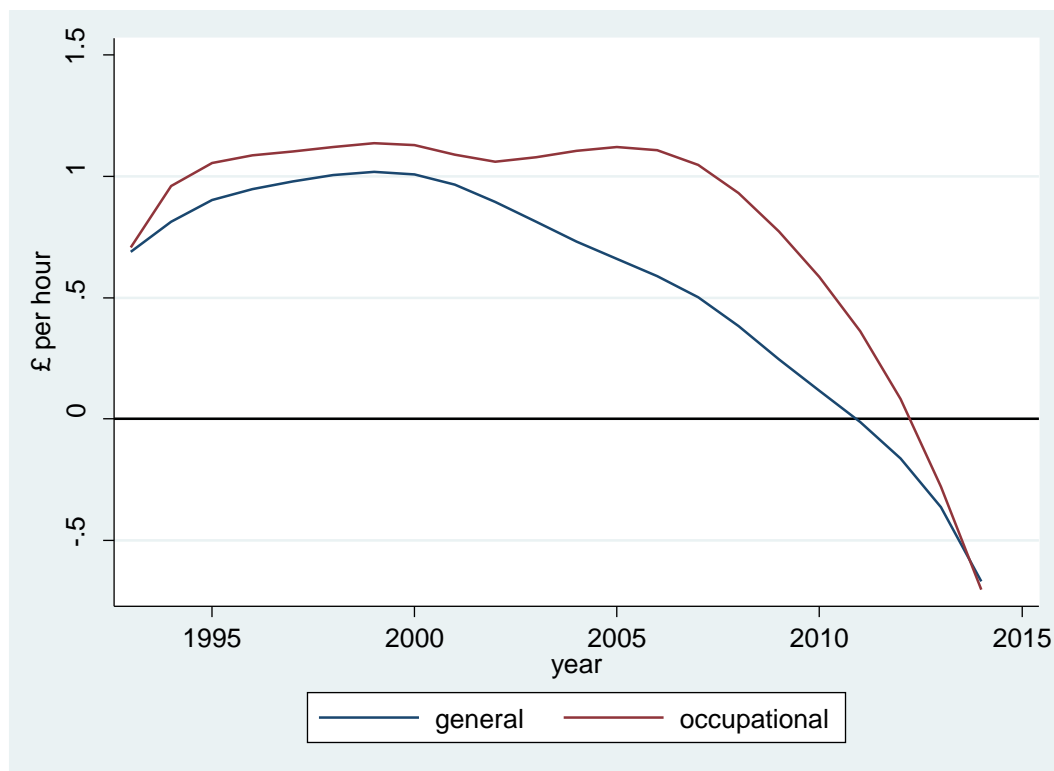
The pay gaps of Pakistani immigrant men and women are 30.9% and 35% respectively, relative to White British men. Although the difference between Pakistani immigrant men and women is not large, both experience pay gaps that are larger than the pay gap of White British women. British-born Pakistani men and women experience pay gaps similar to the pay gaps of White British women (18.7% and 26.9%). Among Bangladeshi people, women seem to have smaller pay gaps than men: immigrant men are those with the largest pay gaps (47.8%) followed by immigrant women (35.4%). Pay gaps for British Bangladeshi men are 25.7% and for British Bangladeshi women 20.9%. In both cases these are statistically similar to the pay gap of White British women (the confidence intervals in Figure 6.1 overlap).

Among Black African people, male and female immigrants experience pay gaps that are similar to those of White British women (19.4% and 25.6% respectively) while Black African British men and women do not have a pay gap compared with White British men and are therefore paid more than White British women. Among Black Caribbean people, we do not see much difference between men and women: pay gaps of Black Caribbean immigrant men and women are 17.4% and 20.3% respectively while British Black Caribbean men and women experience respective pay gaps of 6.9% and 7.2% compared with White British men.

6.2 The gender pay gap within ethnic minorities

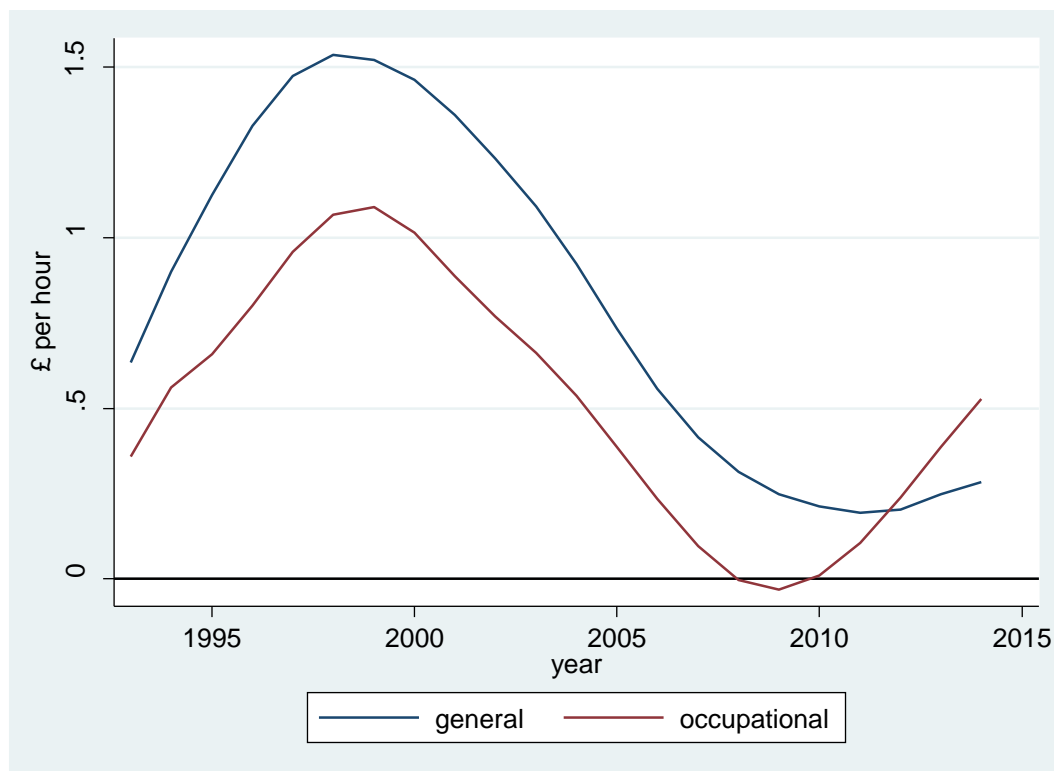
This section of the report considers the gender pay gap for each of the ethnic minorities and looks at change over time. The purpose is to explore gender differences within different ethnic groups in order to provide some insight into the intersection of gender and ethnicity. In the following graphs the vertical axis shows pounds per hour; if this figure is negative, that is, the curve is below the zero line, it means women earn less than men. All these graphs are based on median wages. As the focus here is on the gender, much of the analysis and narrative focuses on women's position in relation to men. Women have tended to earn less than men overall, although some of the graphs below run counter to this trend.

Figure 6.2: The general and occupational gender pay gaps (Black Caribbean people)

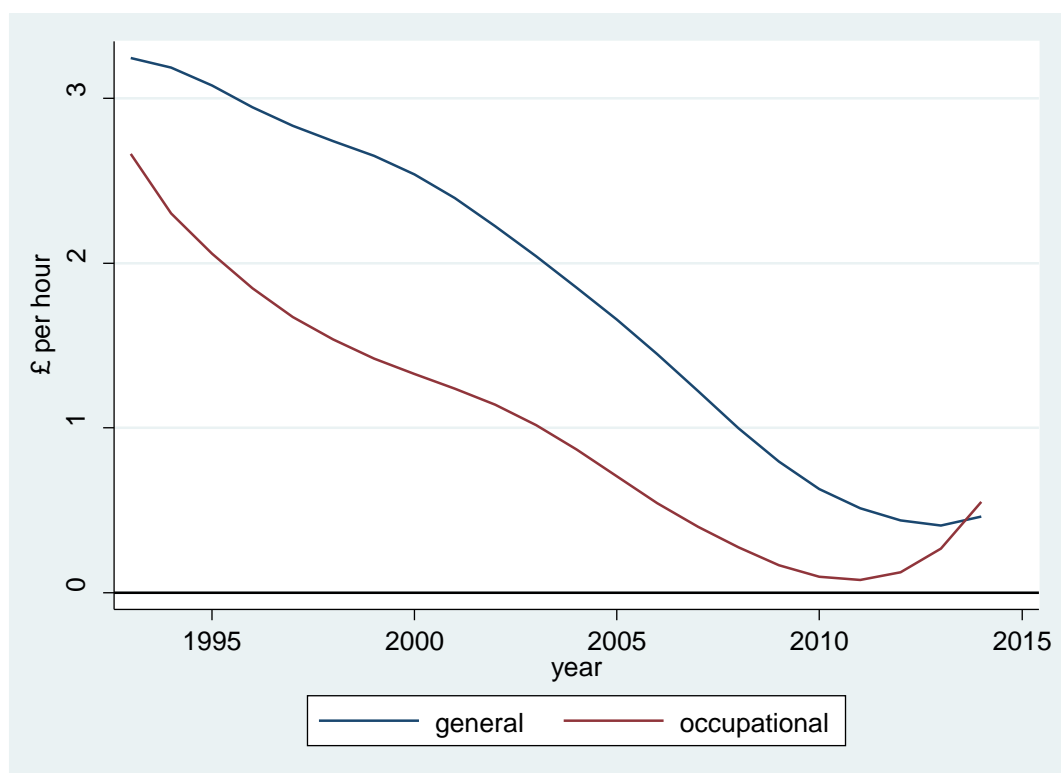


The results in Figure 6.2 for Black Caribbean people show that the pay gaps were in the past mostly in favour of women, while the occupational gap was larger than the general gap. However, in recent years women have begun to experience a slight pay disadvantage compared with men, both generally and within occupations.

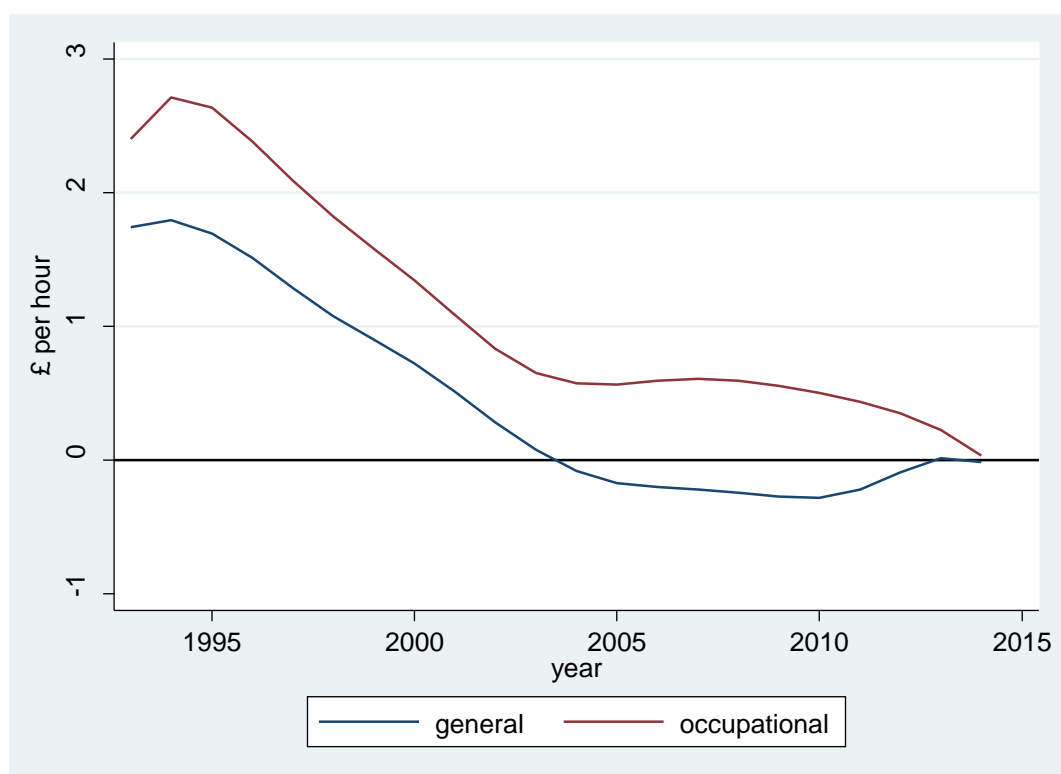
Figure 6.3: The general and occupational gender pay gaps (Black African people)



Black African women have also tended to have a pay advantage over men, albeit a fluctuating one. The occupational and general gaps have converged, though in the last few years they have changed position. As with Black Caribbean people, there is a pattern of female advantage within ethnic minorities which then declines later in the period.

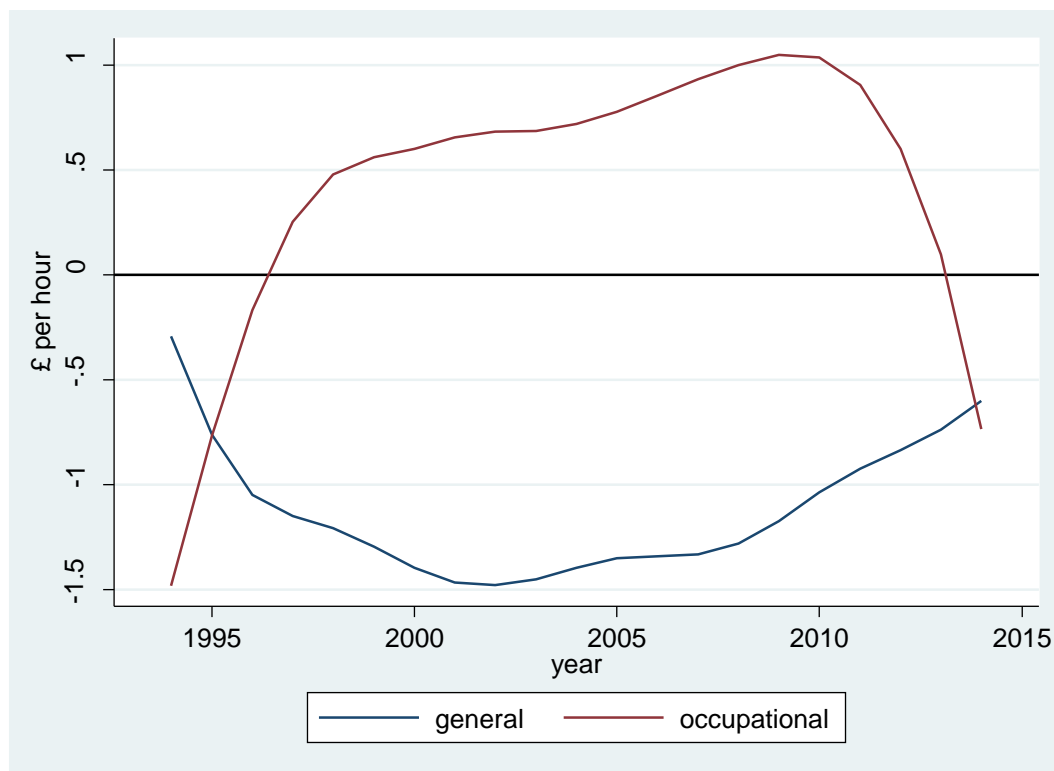
Figure 6.4: The general and occupational gender pay gaps (Indian people)

According to Figure 6.4 Indian women have been doing better than Indian men, although the advantage has been in continuous decline over much of the period. The general gap has tended to be bigger than the occupational one, although both are now similarly small.

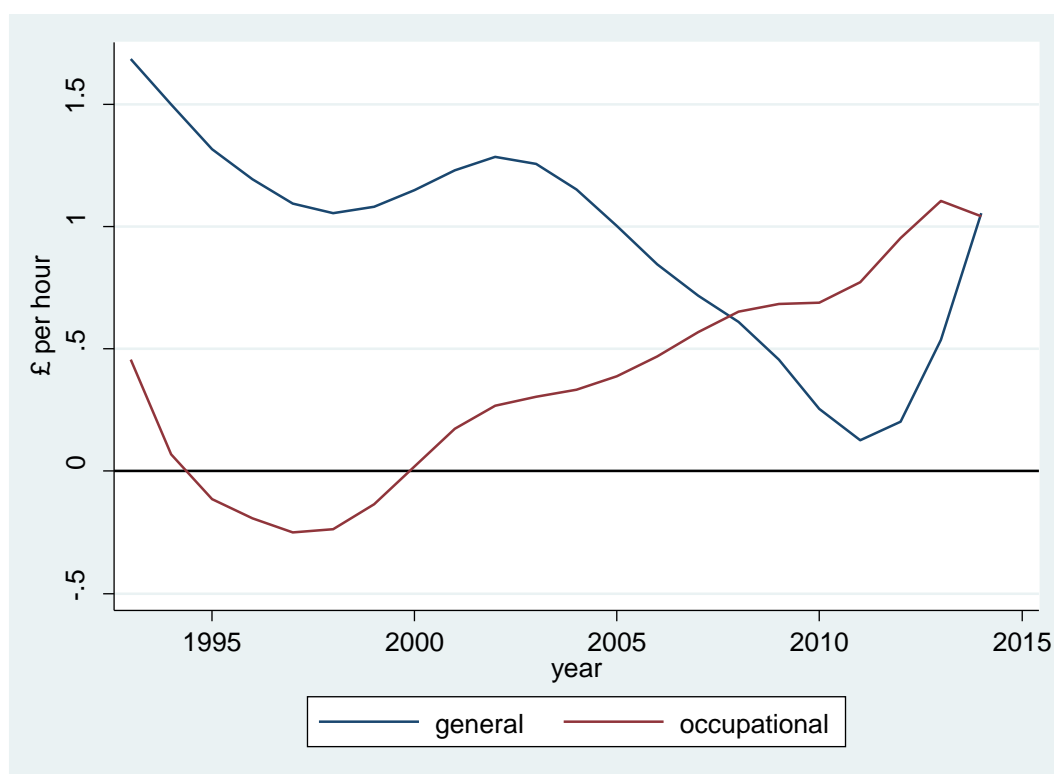
Figure 6.5: The general and occupational gender pay gaps (Pakistani people)

This is again similar to the preceding patterns in that women's pay advantage has declined over time. The occupational gap has been higher than the general gap, although the latest data suggest both gaps are close to zero.

Figure 6.6: The general and occupational gender pay gaps (Bangladeshi people)



The Bangladeshi pay gap is unexpected but is due to the small sample size for Bangladeshi women. The smoothed lines mask a great deal of actual fluctuation. Overall, though, it seems clear that the general gap has been consistently in favour of Bangladeshi men. However, the occupational pay gap has tended to favour women but, even in this case, men now have the advantage. This pattern is therefore unlike the previous patterns.

Figure 6.7: The general and occupational gender pay gaps (Chinese)

There is also considerable fluctuation for Chinese people, again because of a small sample size, this time for both men and women. Again, the smoothed lines mask the fluctuation. The picture is not very clear but suggests a rising occupational gap in favour of Chinese women and until recently a declining general gap in their favour. This is again a distinctive pattern.

Summarising these results for ethnicity, it is of note that the general trend in the whole sample is towards a reduced gender pay gap from a starting position of female advantage. This pattern is clear, though we do not know directly from this if the position of men has improved or that the position of women has deteriorated.

These results imply that gender and ethnicity, when combined, have not created a 'double disadvantage' for women in ethnic minorities. As we have seen, many ethnic minority women are paid more than both White British women and men of the same ethnicity. That is not to say, of course, that these groups do not face barriers and discrimination.

There is some difference between the women of different ethnic minority groups but mostly in respect of the relative positions of the general and occupational pay gaps. In some cases the general pay gap has been bigger than the occupational gap (for Black African, Indian and Chinese women). This implies that women in these groups

have been able to enter relatively high-paying occupations rather than receiving substantial pay benefits from, for example, being in better jobs within these occupations.

For Black Caribbean and Pakistani women the gaps have been mostly in women's favour and the occupational gap has been higher. In this case where they have been doing broadly the same work as the equivalent men they have generally earned more. For Bangladeshi people the general gap has been uniformly unfavourable to women but the occupational gap has mostly been favourable. This implies that Bangladeshi women do well relative to Bangladeshi men where they share occupations. The concentration of Bangladeshi women in low-paying occupations is therefore the likely driver of the general pay gap.

7 | Conclusions

In this report we have measured pay gaps for the main ethnic minorities compared with White British people in Great Britain in order to identify which factors most contribute to differences in pay. To have a better picture of how pay gaps vary by groups we have compared Indian, Pakistani, Bangladeshi, Black African, Black Caribbean and Chinese people, and within each group we have compared those born abroad with those born in the UK.

In addition, to analyse whether ethnicity has a different impact on men and women we have estimated pay gaps for ethnic minority men compared with White British men, and for ethnic minority women compared with White British women. Finally, we have explored gender pay disparities within ethnic groups.

Whether a person is foreign or British-born is an important factor in determining pay. While most ethnic minority men born abroad experience pay gaps, Black African, Chinese and Indian men born in the UK are paid similarly to White British men. British-born Pakistani, Bangladeshi and Black Caribbean men do experience a pay gap, however. Among women, only Pakistani and Bangladeshi immigrants experience pay gaps, while all other ethnic groups are paid the same as, or more than, White British women. Evidently, people who are born and brought up in the UK are much less likely to face the types of language and cultural barriers confronted by immigrants, and this has an effect on pay.

The research has shown that in the period 2011-2014 almost half of Bangladeshi men and around a third of Pakistani men were paid below the Living Wage, compared with under a fifth of White British men. Around 30% of White British women were paid below the Living Wage, compared with almost 40% of Bangladeshi women and just over a third of Pakistani women. This highlights the strong prevalence of ethnic minorities in low-paid work.

Chapter five analysed the characteristics of different ethnic groups, such as age, occupation and educational attainment, to quantify the extent to which these were driving differences in pay. Some common patterns emerged, with young age, over-representation in low-paid occupations and lower educational qualifications tending to drag down the pay of ethnic minorities. Being a Muslim is associated with low pay,

although this is likely to be because of the close link between Islam and ethnicity in Britain. The concentration of ethnic minorities in high-paying London, on the other hand, tends to mitigate pay gaps.

Pay gaps for Black immigrant men (both African and Caribbean) remain largely unexplained by the data, and the pay gaps for several other ethnic groups are only partially explained by their personal characteristics. This highlights the limitations of this kind of analysis and suggests other factors may have an influence. Just because a pay gap cannot currently be fully explained by this analysis, however, does not necessarily mean there is discrimination at play. Nevertheless, it begs the question why such groups are apparently underperforming; as shown in Chapter three, previous research has found evidence of racial discrimination by employers.

Similarly, as mentioned, occupations and qualifications are relevant to pay gaps for all ethnic minorities analysed in this report. However, we also find that the picture is quite varied as different ethnic minorities are concentrated in different occupations. Most people from ethnic minorities born in the UK, with the exception of British Black Caribbean men, have higher than average levels of qualifications, which reduces pay gaps.

Despite this, higher proportions of ethnic minority people are found in low-paid occupations and almost all groups are over-represented in the lowest-paid Elementary occupations. This suggests that people from ethnic minorities are facing difficulties accessing higher-paid occupations. Again, this does not necessarily mean discrimination is occurring, although that could be a factor. Just as likely is the difficulty that some ethnic minorities face in penetrating established social and professional networks and accessing the opportunities they afford. Ethnic groups may also have different attitudes and career aspirations, an issue which is often linked to social disadvantage generally.

The findings from this report highlight several areas where targeted action and further research could help to address ethnic pay gaps. It would be helpful to:

- identify and remove barriers to the entry of people from ethnic minorities into higher-paying occupations
- raise educational attainment among those groups that are under-performing
- conduct further research into the ethnic minority pay gaps which are unexplained or only partially explained
- investigate career development and pathways for ethnic minorities, particularly those that are starting out on their careers, and

- conduct more in-depth research into the links between geography and ethnic minority pay gaps to take better account of the 'London effect' which lifts the overall pay of ethnic minorities but hides regional variations.

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Appendix: Tables of descriptive statistics and regression results

Table A1: Differences in characteristics of ethnic minority men

(Continues on next three pages)

	White British	Indian Migrant	Indian British	Pakistani Migrant	Pakistani British	Bangladeshi Migrant	Bangladeshi British
Age	42	41	33	38	30	36	28
Married/Cohabiting	0.577	0.840	0.574	0.881	0.625	0.853	0.379
Dependent children	0.406	0.562	0.484	0.733	0.630	0.818	0.544
Qualification Level 4+	0.344	0.497	0.583	0.365	0.468	0.276	0.437
Level 3	0.169	0.058	0.128	0.060	0.133	0.078	0.184
Level 2+ Apprenticeship	0.220	0.079	0.125	0.069	0.150	0.102	0.117
Less than 2	0.124	0.035	0.087	0.069	0.133	0.072	0.146
Other	0.060	0.229	0.031	0.251	0.037	0.247	0.010
None	0.082	0.103	0.046	0.186	0.077	0.225	0.107
Average pay (prices 2014q4)	16.28	17.06	16.34	11.96	13.45	9.79	12.62
Part-time	0.064	0.064	0.043	0.163	0.117	0.349	0.146
Hours worked no overtime	39	39	39	37	37	30	35
Hours paid overtime	2	1	1	1	1	1	1
Hours unpaid overtime	2	2	2	1	1	1	1
Job tenure	9	7	6	6	5	5	4
Job temporary	0.035	0.067	0.061	0.045	0.056	0.046	0.087
Public sector	0.203	0.212	0.184	0.135	0.169	0.088	0.155

Occupation 1 Managers	0.190	0.140	0.178	0.082	0.122	0.113	0.155
2 Professional Occupations	0.162	0.313	0.244	0.165	0.178	0.075	0.107
3 Associate Professional	0.150	0.085	0.187	0.083	0.164	0.067	0.165
4 Administrative and Secretarial	0.052	0.055	0.081	0.051	0.091	0.048	0.165
5 Skilled Occupations	0.154	0.077	0.066	0.100	0.068	0.260	0.039
6 Caring, Leisure and Other Service	0.026	0.038	0.020	0.022	0.019	0.029	0.010
7 Sales and Customer Service	0.038	0.046	0.086	0.075	0.157	0.080	0.117
8 Process, Plant, Machine Op.	0.124	0.120	0.065	0.199	0.063	0.075	0.078
9 Elementary Occupations	0.104	0.126	0.072	0.223	0.138	0.252	0.165
Health condition	0.198	0.164	0.134	0.119	0.063	0.113	0.068
No religion	0.278	0.021	0.066	0.006	0.037	0.016	0.029
Christian	0.710	0.139	0.041	0.013	0.005	0.000	0.010
Muslim	0.001	0.113	0.147	0.962	0.946	0.968	0.942
Other religion	0.012	0.726	0.746	0.020	0.012	0.016	0.019
Observations	120720	2223	897	866	427	373	103

	White British	Black African Migrant	Black African British	Black Caribbean Migrant	Black Caribbean British	Chinese Migrant	Chinese British
Age	42	39	36	48	38	41	31
Married/Cohabiting	0.577	0.637	0.427	0.585	0.371	0.716	0.280
Dependent children	0.406	0.577	0.455	0.391	0.466	0.504	0.299
Qualification Level 4+	0.344	0.527	0.618	0.221	0.275	0.620	0.645
Level 3	0.169	0.069	0.101	0.109	0.173	0.032	0.196
Level 2+ Apprenticeship	0.220	0.089	0.140	0.209	0.245	0.032	0.093
Less than 2	0.124	0.039	0.067	0.079	0.180	0.049	0.028
Other	0.060	0.214	0.051	0.197	0.051	0.148	0.009
None	0.082	0.062	0.022	0.185	0.075	0.119	0.028
Average pay (prices 2014q4)	16.28	12.78	16.20	12.95	15.56	16.74	15.12
Part-time	0.064	0.100	0.090	0.082	0.074	0.119	0.093
Hours worked no overtime	39	38	37	38	38	38	37
Hours paid overtime	2	2	1	2	2	1	1
Hours unpaid overtime	2	1	2	1	2	2	2
Job tenure	9	4	5	9	7	6	5
Job temporary	0.035	0.096	0.062	0.055	0.054	0.093	0.047
Public sector	0.203	0.253	0.326	0.233	0.250	0.232	0.206

Occupation 1 Managers	0.190	0.070	0.112	0.073	0.123	0.148	0.121
2 Professional Occupations	0.162	0.183	0.298	0.112	0.147	0.400	0.280
3 Associate Professional	0.150	0.134	0.157	0.115	0.179	0.090	0.187
4 Administrative and Secretarial	0.052	0.061	0.079	0.036	0.070	0.043	0.121
5 Skilled Occupations	0.154	0.046	0.022	0.185	0.158	0.162	0.084
6 Caring, Leisure and Other Service	0.026	0.113	0.073	0.048	0.042	0.003	0.037
7 Sales and Customer Service	0.038	0.048	0.067	0.033	0.058	0.032	0.103
8 Process, Plant, Machine Op.	0.124	0.082	0.017	0.167	0.109	0.043	0.000
9 Elementary Occupations	0.104	0.264	0.174	0.230	0.116	0.078	0.065
Health condition	0.198	0.113	0.129	0.224	0.166	0.101	0.121
No religion	0.278	0.030	0.146	0.115	0.198	0.591	0.682
Christian	0.710	0.796	0.798	0.827	0.771	0.220	0.234
Muslim	0.001	0.160	0.045	0.009	0.007	0.000	0.000
Other religion	0.012	0.014	0.011	0.048	0.025	0.188	0.084
Observations	120720	1204	178	330	571	345	107

Table A2: Differences in characteristics of ethnic minority women

(Continues on next three pages)

	White British	Indian Migrant	Indian British	Pakistani Migrant	Pakistani British	Bangladeshi Migrant	Bangladeshi British
Age	42	41	33	38	30	34	28
Married/Cohabiting	0.546	0.820	0.540	0.751	0.529	0.702	0.426
Dependent children	0.434	0.556	0.532	0.677	0.575	0.693	0.593
Qualification Level 4+	0.352	0.423	0.611	0.374	0.493	0.351	0.500
Level 3	0.143	0.066	0.151	0.086	0.200	0.184	0.185
Level 2+ Apprenticeship	0.209	0.094	0.127	0.112	0.176	0.149	0.176
Less than 2	0.158	0.079	0.081	0.093	0.080	0.149	0.111
Other	0.042	0.226	0.013	0.195	0.010	0.105	0.000
None	0.097	0.112	0.017	0.141	0.041	0.061	0.028
Average pay (prices 2014q4)	12.47	13.14	14.33	11.48	12.00	10.93	12.36
Part-time	0.413	0.336	0.255	0.508	0.374	0.482	0.361
Hours worked no overtime	30	32	33	27	29	27	30
Hours paid overtime	1	1	0	0	1	0	0
Hours unpaid overtime	2	1	1	1	1	1	1
Job tenure	8	7	5	5	5	6	4
Job temporary	0.044	0.072	0.058	0.077	0.087	0.018	0.074
Public sector	0.393	0.382	0.342	0.422	0.432	0.447	0.454

Occupation 1 Managers	0.101	0.059	0.093	0.042	0.060	0.070	0.046
2 Professional Occupations	0.146	0.197	0.236	0.169	0.198	0.132	0.222
3 Associate Professional	0.145	0.157	0.181	0.102	0.145	0.105	0.130
4 Administrative and Secretarial	0.220	0.160	0.219	0.118	0.220	0.088	0.287
5 Skilled Occupations	0.016	0.015	0.003	0.013	0.002	0.000	0.000
6 Caring, Leisure and Other Service	0.149	0.110	0.091	0.192	0.167	0.263	0.130
7 Sales and Customer Service	0.104	0.100	0.129	0.112	0.140	0.167	0.120
8 Process, Plant, Machine Op.	0.018	0.060	0.008	0.051	0.014	0.009	0.000
9 Elementary Occupations	0.101	0.141	0.038	0.201	0.053	0.167	0.065
Health condition	0.194	0.129	0.117	0.192	0.121	0.114	0.083
No religion	0.213	0.019	0.062	0.010	0.010	0.018	0.028
Christian	0.775	0.182	0.052	0.042	0.007	0.026	0.019
Muslim	0.001	0.066	0.097	0.933	0.971	0.912	0.926
Other religion	0.012	0.733	0.790	0.016	0.012	0.044	0.028
Observations	128809	1811	889	313	414	114	108

	White British	Black African Migrant	Black African British	Black Caribbean Migrant	Black Caribbean British	Chinese Migrant	Chinese British
Age	42	39	36	48	39	40	33
Married/Cohabiting	0.546	0.475	0.364	0.413	0.255	0.638	0.381
Dependent children	0.434	0.644	0.653	0.438	0.614	0.407	0.320
Qualification Level 4+	0.352	0.510	0.688	0.367	0.430	0.560	0.742
Level 3	0.143	0.085	0.131	0.087	0.152	0.051	0.031
Level 2+ Apprenticeship	0.209	0.112	0.085	0.163	0.174	0.067	0.103
Less than 2	0.158	0.045	0.034	0.135	0.172	0.056	0.062
Other	0.042	0.176	0.034	0.091	0.028	0.173	0.021
None	0.097	0.073	0.028	0.157	0.044	0.093	0.041
Average pay (prices 2014q4)	12.47	11.71	14.89	12.26	14.34	13.84	15.77
Part-time	0.413	0.291	0.239	0.236	0.268	0.320	0.206
Hours worked no overtime	30	32	33	33	32	32	34
Hours paid overtime	1	1	1	1	1	1	1
Hours unpaid overtime	2	1	2	1	2	1	2
Job tenure	8	5	5	10	7	6	6
Job temporary	0.044	0.084	0.085	0.032	0.034	0.107	0.052
Public sector	0.393	0.411	0.455	0.524	0.466	0.293	0.227

Occupation 1 Managers	0.101	0.045	0.068	0.062	0.097	0.098	0.134
2 Professional Occupations	0.146	0.171	0.244	0.129	0.158	0.211	0.268
3 Associate Professional	0.145	0.190	0.227	0.181	0.169	0.169	0.227
4 Administrative and Secretarial	0.220	0.078	0.233	0.165	0.249	0.149	0.165
5 Skilled Occupations	0.016	0.013	0.006	0.024	0.011	0.027	0.031
6 Caring, Leisure and Other Service	0.149	0.281	0.108	0.234	0.146	0.078	0.031
7 Sales and Customer Service	0.104	0.060	0.080	0.062	0.096	0.113	0.072
8 Process, Plant, Machine Op.	0.018	0.011	0.006	0.014	0.013	0.013	0.000
9 Elementary Occupations	0.101	0.151	0.028	0.131	0.060	0.142	0.072
Health condition	0.194	0.124	0.142	0.266	0.166	0.104	0.082
No religion	0.213	0.023	0.085	0.054	0.141	0.536	0.567
Christian	0.775	0.869	0.875	0.909	0.842	0.269	0.289
Muslim	0.001	0.096	0.040	0.006	0.001	0.002	0.000
Other religion	0.012	0.011	0.000	0.032	0.016	0.193	0.144
Observations	128809	1254	176	504	827	450	97

Table A3: Impact of characteristics on pay gaps of ethnic minority men and women (continues on next five pages)

	(1)	(2)	(1)	(2)
	Men	Men	Women	Women
Indian migrant	0.029+	-0.071*	0.040*	-0.009
	(0.012)	(0.012)	(0.012)	(0.011)
Indian British	0.008	-0.057*	0.165*	0.030+
	(0.020)	(0.016)	(0.018)	(0.014)
Pakistani migrant	-0.309*	-0.152*	-0.115*	-0.027
	(0.020)	(0.021)	(0.030)	(0.027)
Pakistani British	-0.187*	-0.007	-0.033	0.004
	(0.028)	(0.026)	(0.026)	(0.025)
Bangladeshi migrant	-0.478*	-0.324*	-0.118+	-0.106*
	(0.030)	(0.027)	(0.049)	(0.039)
Bangladeshi British	-0.257*	-0.067	0.027	-0.031
	(0.057)	(0.044)	(0.051)	(0.039)
Black African migrant	-0.194*	-0.188*	-0.021	-0.066*
	(0.017)	(0.013)	(0.015)	(0.011)
Black African British	0.022	-0.124*	0.210*	-0.063+
	(0.044)	(0.031)	(0.040)	(0.028)
Black Caribbean migrant	-0.174*	-0.136*	0.033	-0.065*
	(0.032)	(0.023)	(0.024)	(0.017)
Black Caribbean British	-0.069*	-0.107*	0.164*	-0.004
	(0.024)	(0.018)	(0.018)	(0.013)

Chinese migrant	-0.006 (0.031)	-0.166* (0.023)	0.064+ (0.025)	-0.035 (0.018)
Chinese British	-0.074 (0.056)	-0.115* (0.040)	0.186* (0.054)	-0.029 (0.038)
Paid hourly rate		-0.059* (0.016)		-0.022+ (0.011)
Hours worked no overtime		-0.010* (0.000)		-0.004* (0.000)
Hours paid overtime		-0.007* (0.000)		-0.017* (0.000)
Hours unpaid overtime		0.016* (0.000)		0.016* (0.000)
Part-time		-0.279* (0.007)		-0.110* (0.004)
Christian		-0.008* (0.003)		-0.021* (0.003)
Muslim		-0.096* (0.017)		-0.046* (0.018)
Other religion		-0.015 (0.010)		-0.035* (0.008)
Years job tenure		0.006* (0.000)		0.009* (0.000)
Job temporary		-0.060* (0.000)		-0.057* (0.000)

	(0.006)	(0.005)
Public sector	-0.032*	0.012*
	(0.003)	(0.002)
Working in London	0.257*	0.251*
	(0.004)	(0.004)
Wales	-0.061*	-0.027*
	(0.006)	(0.005)
Scotland	-0.011+	0.002
	(0.005)	(0.004)
Age	0.054*	0.034*
	(0.001)	(0.001)
Age square	-0.001*	-0.000*
	(0.000)	(0.000)
Qualification Level 4+	0.323*	0.294*
	(0.005)	(0.004)
Qualification Level 3	0.193*	0.142*
	(0.005)	(0.005)
Qualification Level 2+ Apprentice	0.124*	0.099*
	(0.005)	(0.004)
Qualification Level 2-	0.083*	0.057*
	(0.005)	(0.004)
Qualification Others	0.066*	0.062*
	(0.006)	(0.006)

Married/Cohabiting	0.070*	0.016*
	(0.003)	(0.002)
Dependent children	0.035*	-0.018*
	(0.003)	(0.002)
Has health problem	-0.021*	-0.019*
	(0.003)	(0.003)
2 Professional Occupations	-0.004	0.030*
	(0.004)	(0.004)
3 Associate Professional	-0.132*	-0.103*
	(0.004)	(0.004)
4 Administrative and Secretarial	-0.359*	-0.286*
	(0.006)	(0.004)
5 Skilled Occupations	-0.327*	-0.492*
	(0.004)	(0.009)
6 Caring, Leisure and Other Service	-0.524*	-0.481*
	(0.008)	(0.004)
7 Sales and Customer Service	-0.472*	-0.483*
	(0.007)	(0.005)
8 Process, Plant, Machine Op.	-0.385*	-0.436*
	(0.005)	(0.008)
9 Elementary Occupations	-0.508*	-0.562*
	(0.005)	(0.005)
Year 2003	0.007	0.012+

	(0.007)	(0.005)
Year 2004	0.022*	0.038*
	(0.007)	(0.005)
Year 2005	0.049*	0.066*
	(0.007)	(0.006)
Year 2006	0.051*	0.064*
	(0.007)	(0.005)
Year 2007	0.066*	0.081*
	(0.007)	(0.005)
Year 2008	0.061*	0.072*
	(0.007)	(0.005)
Year 2009	0.045*	0.073*
	(0.007)	(0.006)
Year 2010	0.015+	0.052*
	(0.007)	(0.006)
Year 2011	-0.003	0.025*
	(0.007)	(0.006)
Year 2012	-0.017+	0.006
	(0.007)	(0.006)
Year 2013	-0.037*	-0.011
	(0.007)	(0.006)
Year 2014	-0.033*	-0.017*
	(0.007)	(0.006)

_cons	2.607*	1.745*	2.371*	1.847*
	(0.002)	(0.017)	(0.001)	(0.015)
Adj_R2	0.005	0.490	0.002	0.502
Observations	127816	127816	135653	135653

Standard errors in parenthesis; + statistically significant at 5%; * statistically significant at 1%

Table A4: Contribution of characteristics to pay gaps of ethnic minority men

(continues on next 14 pages)

	Indian		Pakistani		Bangladeshi		Black African		Black Caribbean		Chinese	
	Migrant	British	Migrant	British	Migrant	British	Migrant	British	Migrant	British	Migrant	British
Differential												
Prediction: White British	2.607*	2.607*	2.607*	2.607*	2.607*	2.607*	2.607*	2.607*	2.607*	2.607*	2.607*	2.607*
	(0.002)	(0.002)	(0.002)	(0.002)	(0.002)	(0.002)	(0.002)	(0.002)	(0.002)	(0.002)	(0.002)	(0.002)
Prediction: ethnic minority	2.637*	2.615*	2.299*	2.420*	2.129*	2.350*	2.413*	2.629*	2.434*	2.539*	2.601*	2.533*
	(0.013)	(0.020)	(0.020)	(0.028)	(0.027)	(0.056)	(0.015)	(0.041)	(0.027)	(0.024)	(0.037)	(0.058)
Difference	-	-0.008	0.309*	0.187*	0.478*	0.257*	0.194*	-0.022	0.174*	0.069*	0.006	0.074
	0.029+											
	(0.013)	(0.020)	(0.020)	(0.028)	(0.027)	(0.056)	(0.015)	(0.041)	(0.027)	(0.024)	(0.037)	(0.058)
Explained												
Paid hourly rate	0.000	-0.000	0.000	-0.000	0.000	-0.000*	0.000	-0.000*	0.000	0.000	0.000	0.000

	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.001)
Hours worked no overtime	-0.000	0.001	-0.023*	-0.022*	-0.090*	-0.045*	-0.011*	-0.020*	-0.014*	-0.014*	-0.009	-0.022*
	(0.002)	(0.003)	(0.004)	(0.005)	(0.006)	(0.010)	(0.003)	(0.007)	(0.005)	(0.003)	(0.006)	(0.008)
Hours paid overtime	-0.003*	-0.004*	-0.003*	-0.007*	-0.009*	-0.004	0.001	-	0.004	-0.001	-0.009*	-0.005
								0.004+				
	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)	(0.002)	(0.001)	(0.002)	(0.002)	(0.001)	(0.001)	(0.003)
Hours unpaid overtime	0.006*	-0.001	0.018*	0.011*	0.023*	0.019*	0.017*	0.004	0.010*	0.005	0.003	0.002
	(0.002)	(0.003)	(0.002)	(0.003)	(0.002)	(0.005)	(0.002)	(0.005)	(0.003)	(0.003)	(0.004)	(0.007)
Part-time	-0.000	-0.006*	0.027*	0.015*	0.078*	0.023+	0.010*	0.007	0.005	0.003	0.015*	0.008
	(0.001)	(0.002)	(0.004)	(0.004)	(0.007)	(0.010)	(0.002)	(0.006)	(0.004)	(0.003)	(0.005)	(0.008)
Christian	-0.005*	-0.005*	-0.005*	-0.005*	-0.006*	-0.005*	0.001*	0.001+	0.001+	0.000+	-0.004*	-0.004*
	(0.002)	(0.002)	(0.002)	(0.002)	(0.002)	(0.002)	(0.000)	(0.000)	(0.000)	(0.000)	(0.001)	(0.001)
Muslim	0.011*	0.015*	0.109*	0.103+	0.122*	0.090+	0.009+	0.004	0.001	0.001	-0.000	-0.000
	(0.003)	(0.005)	(0.040)	(0.041)	(0.046)	(0.045)	(0.004)	(0.003)	(0.001)	(0.000)	(0.000)	(0.000)

Other religion	0.007 (0.008)	0.020+ (0.008)	0.000 (0.000)	0.000 (0.000)	0.000 (0.000)	0.000 (0.000)	0.000 (0.000)	-0.000 (0.000)	0.001 (0.001)	0.000 (0.000)	0.005+ (0.002)	0.002 (0.001)
Years job tenure	0.012* (0.001)	0.023* (0.001)	0.020* (0.001)	0.028* (0.002)	0.029* (0.002)	0.034* (0.002)	0.031* (0.001)	0.026* (0.002)	0.003 (0.003)	0.013* (0.002)	0.020* (0.002)	0.026* (0.003)
Job temporary	0.002* (0.000)	0.002* (0.001)	0.001 (0.000)	0.001 (0.001)	0.001 (0.001)	0.004 (0.002)	0.004* (0.001)	0.002 (0.001)	0.001 (0.001)	0.001 (0.001)	0.004* (0.001)	0.001 (0.001)
Public sector	0.000 (0.000)	-0.001 (0.000)	-0.003* (0.000)	-0.001 (0.001)	-0.004* (0.001)	-0.002 (0.001)	0.002* (0.000)	0.005* (0.001)	0.001 (0.001)	0.002* (0.001)	0.001 (0.001)	0.000 (0.001)
Working in London	-0.066* (0.003)	-0.058* (0.004)	-0.034* (0.004)	-0.008 (0.005)	-0.091* (0.007)	-0.098* (0.014)	-0.097* (0.004)	-0.129* (0.011)	-0.094* (0.008)	-0.089* (0.006)	-0.050* (0.007)	-0.054* (0.012)
Wales	-0.002* (0.000)	-0.003* (0.000)	-0.003* (0.000)	-0.002* (0.000)	- 0.001+ (0.001)	-0.001 (0.001)	-0.002* (0.000)	-0.002* (0.001)	-0.002* (0.000)	-0.002* (0.000)	-0.002* (0.000)	- 0.002+ (0.001)
Scotland	- 0.001+ (0.000)	-0.001 (0.000)	-0.000 (0.000)	-0.000 (0.000)	-0.001 (0.000)	-0.001 (0.000)	-0.000 (0.000)	-0.000 (0.000)	-0.001 (0.000)	-0.001 (0.000)	-0.000 (0.000)	-0.000 (0.000)

Age	-0.020*	0.045*	-0.006	0.081*	0.005	0.125*	-0.017*	0.004	-0.027*	-0.019*	-0.020*	0.073*
	(0.002)	(0.004)	(0.003)	(0.006)	(0.005)	(0.012)	(0.003)	(0.009)	(0.005)	(0.005)	(0.005)	(0.012)
Qualification Level 4+	-0.050*	-0.078*	-0.007	-0.041*	0.022*	-0.031	-0.060*	-0.089*	0.040*	0.023*	-0.091*	-0.098*
	(0.004)	(0.006)	(0.005)	(0.008)	(0.008)	(0.016)	(0.005)	(0.012)	(0.008)	(0.006)	(0.009)	(0.015)
Qualification Level 3	0.021*	0.008*	0.021*	0.007+	0.018*	-0.003	0.019*	0.013*	0.012*	-0.001	0.027*	-0.005
	(0.001)	(0.002)	(0.002)	(0.003)	(0.003)	(0.007)	(0.002)	(0.004)	(0.003)	(0.003)	(0.002)	(0.007)
Qualification Level 2+ Apprentice	0.017*	0.012*	0.019*	0.009*	0.014*	0.013*	0.016*	0.010*	0.001	-0.003	0.023*	0.016*
	(0.001)	(0.001)	(0.001)	(0.002)	(0.002)	(0.004)	(0.001)	(0.003)	(0.003)	(0.002)	(0.001)	(0.004)
Qualification Level 2-	0.007*	0.003*	0.004*	-0.001	0.004*	-0.002	0.007*	0.005*	0.004*	-0.005*	0.006*	0.008*
	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)	(0.003)	(0.001)	(0.002)	(0.001)	(0.001)	(0.001)	(0.001)
Qualification Others	-0.011*	0.002*	-0.012*	0.001+	-0.011*	0.003*	-0.010*	0.001	-0.008*	0.001	-0.005*	0.003*
	(0.001)	(0.000)	(0.001)	(0.001)	(0.002)	(0.001)	(0.001)	(0.001)	(0.002)	(0.001)	(0.001)	(0.001)
Married/Cohabiting	-0.019*	0.000	-0.022*	-	-0.020*	0.014*	-0.004*	0.011*	-0.000	0.015*	-0.010*	0.021*
				0.003+								

	(0.001)	(0.001)	(0.001)	(0.002)	(0.002)	(0.003)	(0.001)	(0.003)	(0.002)	(0.002)	(0.002)	(0.003)
Dependent children	-0.006*	-0.003*	-0.012*	-0.009*	-0.015*	-0.005*	-0.006*	-0.002	0.001	-0.002*	-0.004*	0.004+
	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)	(0.002)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)	(0.002)
Has health problem	-0.001*	-0.001*	-0.002*	-0.003*	-0.002*	-0.003*	-0.002*	-	0.001	-0.001	-0.002*	-
								0.001+				0.002+
	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.001)	(0.000)	(0.001)	(0.000)	(0.000)	(0.000)	(0.001)
2 Professional Occupations	0.002+	0.002*	0.000	0.000	-0.002*	-0.001	0.000	0.003*	-	-0.000	0.004*	0.002+
									0.001+			
	(0.001)	(0.000)	(0.000)	(0.000)	(0.000)	(0.001)	(0.000)	(0.001)	(0.000)	(0.000)	(0.001)	(0.001)
3 Associate Professional	-0.009*	0.005*	-0.009*	0.002	-0.011*	0.002	-0.002	0.001	-	0.004	-0.008*	0.005
									0.005+			
	(0.001)	(0.002)	(0.001)	(0.002)	(0.002)	(0.005)	(0.001)	(0.004)	(0.002)	(0.002)	(0.002)	(0.005)
4 Administrative, Secretarial	0.001	0.010*	-0.000	0.014*	-0.002	0.041*	0.003	0.010	-0.005	0.007	-0.003	0.025+
	(0.002)	(0.003)	(0.003)	(0.005)	(0.004)	(0.013)	(0.002)	(0.007)	(0.004)	(0.004)	(0.004)	(0.011)
5 Skilled Occupations	-0.025*	-0.028*	-0.017*	-0.028*	0.035*	-0.037*	-0.035*	-0.043*	0.010	0.001	0.003	-
												0.023+

	(0.002)	(0.003)	(0.003)	(0.004)	(0.007)	(0.006)	(0.002)	(0.004)	(0.007)	(0.005)	(0.006)	(0.009)
6 Caring, Leisure, etc.	0.006*	-0.003	-0.002	-0.004	0.001	-0.008	0.046*	0.025+	0.012	0.009	-0.012*	0.006
	(0.002)	(0.002)	(0.003)	(0.003)	(0.004)	(0.005)	(0.005)	(0.010)	(0.006)	(0.004)	(0.002)	(0.010)
7 Sales and Customer Service	0.004	0.023*	0.017*	0.056*	0.020*	0.037+	0.005	0.014	-0.002	0.009+	-0.003	0.030+
	(0.002)	(0.004)	(0.004)	(0.008)	(0.007)	(0.015)	(0.003)	(0.009)	(0.005)	(0.005)	(0.004)	(0.014)
8 Process, Plant, Machine Op.	-0.002	-0.023*	0.029*	-0.023*	-0.019*	-0.018	-0.016*	-0.041*	0.017+	-0.006	-0.031*	-0.048*
	(0.003)	(0.003)	(0.005)	(0.005)	(0.005)	(0.010)	(0.003)	(0.004)	(0.008)	(0.005)	(0.004)	(0.001)
9 Elementary Occupations	0.011*	-0.016*	0.060*	0.017+	0.075*	0.031	0.081*	0.035+	0.064*	0.006	-0.013	-0.020
	(0.004)	(0.004)	(0.007)	(0.008)	(0.011)	(0.019)	(0.007)	(0.014)	(0.012)	(0.007)	(0.007)	(0.012)
Year 2003	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	-0.000	0.000	0.000	-0.000
	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)
Year 2004	0.001*	0.000	0.000+	0.001+	0.001+	0.001	0.001*	0.001	0.000	0.000	0.000	0.001+

	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.001)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.001)
Year 2005	0.000	0.000	-0.000	0.001+	0.001	0.001	0.001+	-0.000	0.001	0.001	0.000	0.002+
	(0.000)	(0.000)	(0.000)	(0.000)	(0.001)	(0.001)	(0.000)	(0.001)	(0.001)	(0.000)	(0.001)	(0.001)
Year 2006	0.000	0.001	0.001+	0.000	0.001	0.002	0.001	-0.001	-0.000	-0.001	0.001	0.002
	(0.000)	(0.000)	(0.000)	(0.001)	(0.001)	(0.001)	(0.000)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)
Year 2007	-0.000	0.001	-0.001	0.001	0.001	0.001	0.000	-0.001	0.001	-0.000	-0.001	0.001
	(0.000)	(0.001)	(0.001)	(0.001)	(0.001)	(0.002)	(0.001)	(0.002)	(0.001)	(0.001)	(0.001)	(0.002)
Year 2008	-0.000	0.001	0.001	-0.000	0.001	0.001	-0.000	-0.001	0.002	-0.001	0.001	-0.002
	(0.000)	(0.001)	(0.001)	(0.001)	(0.001)	(0.002)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)	(0.002)
Year 2009	0.000	-0.000	-0.000	-0.000	0.000	0.001	-0.000	0.001	0.000	-0.000	0.001	-0.000
	(0.000)	(0.000)	(0.000)	(0.001)	(0.001)	(0.001)	(0.000)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)
Year 2010	-0.000	-0.000	0.000	-0.000	-0.000	-0.000	-0.000	0.000	-0.000	0.000	-0.000	0.000
	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)
Year 2011	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)

Year 2012	0.000	0.000	0.000	0.000	0.000	0.001	0.000	0.000	-0.000	-0.000	0.000	0.000
	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.001)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)
Year 2013	0.001*	0.001+	0.001*	0.000	0.000	0.002	0.001+	0.001	0.000	0.000	0.001	0.001
	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.001)	(0.000)	(0.001)	(0.000)	(0.000)	(0.000)	(0.001)
Year 2014	0.001*	0.000	0.000	0.001+	0.002*	0.001	0.001+	0.000	0.000	0.000	0.001	0.002
	(0.000)	(0.000)	(0.000)	(0.000)	(0.001)	(0.001)	(0.000)	(0.001)	(0.000)	(0.000)	(0.001)	(0.001)
Total	-0.108*	-0.056*	0.170*	0.192*	0.171*	0.182*	-0.006	-0.154*	0.030	-0.045*	-0.160*	-0.042
	(0.012)	(0.017)	(0.043)	(0.046)	(0.050)	(0.061)	(0.013)	(0.032)	(0.022)	(0.017)	(0.021)	(0.041)
<hr/>												
Unexplained												
Paid hourly rate	0.000	-0.000	0.000	-0.000	0.000	0.000	-0.000	-0.000	0.002	0.001	-0.004	0.000
	(0.000)	(0.000)	(0.001)	(0.000)	(0.001)	(0.000)	(0.001)	(0.000)	(0.001)	(0.001)	(0.003)	(0.002)
Hours worked no overtime	-0.168	-0.032	-0.066	-0.112	-0.321*	0.213	-0.018	-0.048	0.076	0.051	-0.032	0.052
	(0.086)	(0.115)	(0.100)	(0.139)	(0.091)	(0.248)	(0.081)	(0.127)	(0.138)	(0.189)	(0.151)	(0.229)

Hours paid overtime	0.000	0.006	-0.006	0.009	-	0.015	0.011+	0.013	0.013+	-0.002	0.008	-0.008
	(0.003)	(0.003)	(0.006)	(0.007)	(0.005)	(0.015)	(0.005)	(0.009)	(0.007)	(0.007)	(0.005)	(0.008)
Hours unpaid overtime	-0.008	-	-0.006	-0.009	-0.017*	-0.025	0.001	-	0.003	0.011	0.004	0.040+
	(0.005)	(0.007)	(0.004)	(0.008)	(0.006)	(0.015)	(0.004)	(0.014)	(0.009)	(0.009)	(0.009)	(0.016)
Part-time	-0.002	0.004	-0.005	0.009	-0.041	0.011	0.002	0.013	-0.008	-0.005	-0.007	-0.018
	(0.004)	(0.004)	(0.010)	(0.012)	(0.023)	(0.029)	(0.006)	(0.012)	(0.008)	(0.008)	(0.016)	(0.014)
Christian	0.031*	0.003	0.005	-0.001	0.000	-0.006	0.014	0.017	-0.002	-0.066	-0.002	-0.036
	(0.009)	(0.003)	(0.002)	(0.001)	(0.000)	(0.007)	(0.048)	(0.056)	(0.052)	(0.034)	(0.015)	(0.023)
Muslim	0.016+	0.016	0.027	0.124	0.498*	-0.348	0.000	0.004	-0.002	0.001	-0.000	-0.000
	(0.007)	(0.009)	(0.119)	(0.104)	(0.180)	(0.302)	(0.010)	(0.006)	(0.001)	(0.001)	(0.000)	(0.000)
Other religion	0.102+	0.098*	-0.002	0.002	0.012+	0.004	0.003	-0.001	-0.003	-0.003	-0.006	-0.004
	(0.044)	(0.036)	(0.003)	(0.002)	(0.006)	(0.008)	(0.004)	(0.002)	(0.005)	(0.003)	(0.012)	(0.008)
Years job tenure	-0.009	0.003	-0.016	-0.005	0.043+	0.016	-0.021	0.053	-0.033	-0.013	-0.015	-
												0.092+

	(0.010)	(0.018)	(0.019)	(0.021)	(0.019)	(0.052)	(0.014)	(0.030)	(0.022)	(0.019)	(0.029)	(0.040)
Job temporary	-0.001	-0.008	-0.004	-0.003	0.012+	0.012	-0.005	-0.002	-0.005	0.009	-0.006	0.007
	(0.002)	(0.004)	(0.003)	(0.004)	(0.005)	(0.011)	(0.004)	(0.008)	(0.008)	(0.005)	(0.010)	(0.007)
Public sector	-0.025*	-0.005	-0.030*	-0.001	-0.023*	-	-0.021*	-	-0.010	0.006	-0.006	0.004
						0.037+		0.046+				
	(0.006)	(0.006)	(0.007)	(0.008)	(0.008)	(0.018)	(0.007)	(0.018)	(0.011)	(0.012)	(0.014)	(0.018)
Working in London	0.053*	0.017	0.037*	0.006	0.052*	0.051	0.096*	0.176*	0.070*	0.037+	0.042+	-0.004
	(0.007)	(0.010)	(0.009)	(0.008)	(0.016)	(0.043)	(0.011)	(0.033)	(0.017)	(0.015)	(0.017)	(0.025)
Wales	0.000	-0.000	-0.001	-0.000	0.002	-0.007	-0.003	0.004	0.002	0.004	-0.006	-0.007
	(0.001)	(0.000)	(0.001)	(0.002)	(0.003)	(0.008)	(0.002)	(0.003)	(0.002)	(0.004)	(0.004)	(0.006)
Scotland	0.002	-0.001	0.002	0.001	0.000	-0.001	0.002	0.002	-0.001	0.002	0.011	0.006
	(0.001)	(0.002)	(0.002)	(0.004)	(0.001)	(0.002)	(0.002)	(0.002)	(0.002)	(0.001)	(0.006)	(0.007)
Age	0.495*	-0.382	0.343	0.227	1.136*	2.043+	0.763*	1.621+	0.370	0.120	0.314	-0.594
	(0.189)	(0.261)	(0.238)	(0.355)	(0.368)	(0.880)	(0.166)	(0.677)	(0.277)	(0.315)	(0.433)	(0.518)
Qualification Level 4+	0.036	-0.055	-0.010	-	0.050*	-0.023	0.055*	0.089	0.031+	-0.002	-0.039	0.536*
				0.085+								

	(0.020)	(0.041)	(0.018)	(0.035)	(0.018)	(0.062)	(0.020)	(0.114)	(0.015)	(0.023)	(0.071)	(0.124)
Qualification Level 3	0.007+	-0.013	-0.001	-0.008	0.018+	-0.035	0.003	0.016	0.010	0.001	-0.004	0.102*
	(0.003)	(0.009)	(0.004)	(0.010)	(0.007)	(0.026)	(0.003)	(0.019)	(0.007)	(0.014)	(0.006)	(0.039)
Qualification Level 2+ Apprentice	0.003	-0.012	-0.007	-0.013	0.014	0.001	0.010*	0.018	0.001	-0.009	0.007	0.050
	(0.004)	(0.009)	(0.004)	(0.012)	(0.007)	(0.015)	(0.004)	(0.024)	(0.011)	(0.018)	(0.006)	(0.025)
Qualification Level 2-	0.001	-0.003	-0.001	-0.018	0.002	-0.011	0.005	-0.001	-0.003	-	0.002	0.009
										0.029+		
	(0.002)	(0.007)	(0.004)	(0.010)	(0.004)	(0.020)	(0.004)	(0.015)	(0.006)	(0.014)	(0.006)	(0.009)
Qualification Others	-0.006	-0.001	-0.004	0.003	0.019	-0.003	-0.000	-0.007	0.004	-0.003	-0.023	0.010
	(0.008)	(0.004)	(0.010)	(0.005)	(0.012)	(0.004)	(0.008)	(0.010)	(0.010)	(0.004)	(0.017)	(0.011)
Married/Cohabiting	0.021	-0.002	0.044	-0.002	-0.041	0.014	0.024	-0.007	0.040	0.002	0.139*	-
												0.063+
	(0.024)	(0.023)	(0.038)	(0.032)	(0.057)	(0.039)	(0.017)	(0.030)	(0.022)	(0.015)	(0.048)	(0.027)
Dependent children	0.010	0.005	0.116*	0.010	0.064	0.131+	-0.004	-0.027	0.039+	0.009	-0.015	-0.010
	(0.014)	(0.019)	(0.026)	(0.029)	(0.045)	(0.059)	(0.017)	(0.029)	(0.016)	(0.019)	(0.031)	(0.022)

Has health problem	-0.001	0.009	-0.000	0.009	-0.004	0.002	0.004	-0.023	0.004	-0.010	-0.014	-
	(0.005)	(0.006)	(0.005)	(0.006)	(0.005)	(0.010)	(0.004)	(0.015)	(0.011)	(0.008)	(0.008)	0.037+
2 Professional Occupations	-0.076*	-	-0.063*	-	-	-0.038	-0.035*	-0.030	-0.009	-0.006	-	-0.076*
		0.025+		0.032+	0.022+						0.107+	
	(0.013)	(0.013)	(0.015)	(0.015)	(0.010)	(0.020)	(0.012)	(0.031)	(0.012)	(0.011)	(0.047)	(0.028)
3 Associate Professional	-0.003	-0.013	-0.015	-0.037*	-0.029*	-0.041	-0.005	0.035	-0.018	0.003	-0.018	-0.003
	(0.004)	(0.010)	(0.008)	(0.014)	(0.010)	(0.025)	(0.009)	(0.020)	(0.010)	(0.014)	(0.011)	(0.024)
4 Administrative, Secretarial	0.001	-0.008	-0.014*	-	-0.022*	-0.045	-	-0.023	0.000	0.005	0.001	-0.006
				0.019+			0.009+					
	(0.003)	(0.004)	(0.005)	(0.009)	(0.008)	(0.024)	(0.004)	(0.014)	(0.005)	(0.008)	(0.008)	(0.013)
5 Skilled Occupations	0.004	-0.004	-0.017	-0.012	-0.026	0.019	-0.004	-0.003	-0.009	0.010	0.018	0.045+
	(0.004)	(0.004)	(0.009)	(0.007)	(0.022)	(0.016)	(0.003)	(0.004)	(0.015)	(0.011)	(0.021)	(0.018)
6 Caring, Leisure, etc.	0.001	0.001	-0.008*	-0.004	-0.009	-0.003	-	-0.003	0.001	-0.004	-0.002	0.003
							0.018+					

	(0.002)	(0.002)	(0.003)	(0.003)	(0.004)	(0.004)	(0.007)	(0.010)	(0.004)	(0.003)	(0.002)	(0.009)
7 Sales and Customer Service	0.005	-0.008	-	-0.046*	-0.026*	-	-0.006	0.005	0.000	-0.007	-0.000	0.009
			0.013+			0.059+						
	(0.003)	(0.006)	(0.006)	(0.014)	(0.009)	(0.028)	(0.004)	(0.009)	(0.004)	(0.005)	(0.005)	(0.011)
8 Process, Plant, Machine Op.	0.007	-0.008	-0.042*	-0.018*	-	-	-	-0.008	-0.015	0.010	-0.008	0.000
					0.015+	0.050+	0.013+					
	(0.006)	(0.004)	(0.015)	(0.007)	(0.007)	(0.021)	(0.005)	(0.005)	(0.015)	(0.008)	(0.007)	(0.000)
9 Elementary Occupations	0.004	-0.014*	-0.066*	-0.058*	-0.069*	-0.053	-0.021	-0.018	-0.001	0.010	0.013	0.009
	(0.006)	(0.005)	(0.017)	(0.014)	(0.021)	(0.031)	(0.015)	(0.020)	(0.019)	(0.009)	(0.010)	(0.009)
Year 2003	0.004	0.009	0.002	-0.000	-0.003	0.019	-0.005	0.015	0.003	0.003	-0.017	-0.004
	(0.003)	(0.006)	(0.005)	(0.011)	(0.005)	(0.016)	(0.003)	(0.014)	(0.012)	(0.008)	(0.010)	(0.021)
Year 2004	-0.003	0.012	0.003	-0.006	-0.009	0.009	-0.000	0.023+	0.008	-0.001	-	-0.007
											0.024+	
	(0.004)	(0.006)	(0.004)	(0.009)	(0.006)	(0.009)	(0.004)	(0.012)	(0.010)	(0.006)	(0.012)	(0.009)
Year 2005	0.003	0.005	-0.000	0.001	-0.003	0.004	-0.003	0.026	0.002	0.006	-0.017	0.012

	(0.004)	(0.005)	(0.005)	(0.007)	(0.005)	(0.007)	(0.003)	(0.014)	(0.006)	(0.004)	(0.011)	(0.009)
Year 2006	-0.000	0.008	-0.004	-0.005	-0.010	-0.009	0.000	0.039	-0.010	0.003	-0.025	0.002
	(0.004)	(0.006)	(0.005)	(0.012)	(0.008)	(0.014)	(0.005)	(0.022)	(0.010)	(0.007)	(0.014)	(0.011)
Year 2007	0.002	0.015+	0.009	0.005	-0.009	-0.002	0.001	0.025	-0.002	0.006	-0.031	-0.007
	(0.005)	(0.007)	(0.007)	(0.012)	(0.007)	(0.014)	(0.006)	(0.017)	(0.008)	(0.008)	(0.018)	(0.013)
Year 2008	0.007	0.012	0.009	0.006	-0.016	-0.006	-0.003	0.029	0.002	0.009	-0.009	0.010
	(0.006)	(0.007)	(0.007)	(0.014)	(0.008)	(0.018)	(0.006)	(0.018)	(0.008)	(0.008)	(0.014)	(0.019)
Year 2009	-0.005	0.008	0.001	0.006	-0.015	0.012	-0.000	0.023	-0.001	0.016+	-	0.002
											0.026+	
	(0.004)	(0.008)	(0.006)	(0.014)	(0.008)	(0.014)	(0.005)	(0.012)	(0.009)	(0.008)	(0.012)	(0.014)
Year 2010	-0.004	0.019*	-0.001	0.017	-0.011	0.013	0.002	-0.002	-0.004	-0.001	-	0.010
											0.038+	
	(0.004)	(0.007)	(0.005)	(0.015)	(0.011)	(0.019)	(0.005)	(0.009)	(0.010)	(0.009)	(0.019)	(0.010)
Year 2011	0.001	0.021+	0.006	-0.000	-0.016	-0.010	-0.001	0.033+	0.005	0.000	-0.018	-0.004
	(0.005)	(0.009)	(0.006)	(0.011)	(0.009)	(0.021)	(0.006)	(0.015)	(0.009)	(0.007)	(0.015)	(0.017)
Year 2012	0.001	0.017+	0.009	-0.000	-0.012	0.016	0.006	0.046+	0.003	0.002	-0.017	-0.033

	(0.004)	(0.007)	(0.006)	(0.014)	(0.009)	(0.024)	(0.006)	(0.020)	(0.006)	(0.005)	(0.013)	(0.019)
Year 2013	0.006	0.022*	0.004	0.011	-0.004	0.047	0.007	0.025	0.000	0.017+	-0.031	-0.006
	(0.004)	(0.008)	(0.007)	(0.011)	(0.007)	(0.029)	(0.006)	(0.016)	(0.008)	(0.007)	(0.016)	(0.014)
Year 2014	0.007	0.020*	0.010	0.011	-0.016	0.025	-0.000	0.022	0.001	0.016	-0.034	0.017
	(0.005)	(0.008)	(0.006)	(0.015)	(0.012)	(0.022)	(0.005)	(0.015)	(0.008)	(0.009)	(0.018)	(0.020)
_cons	-0.438	0.324	-0.088	0.034	-	-1.787	-0.613*	-1.957*	-0.411	-0.097	0.207	0.198
					0.814+							
	(0.240)	(0.301)	(0.269)	(0.413)	(0.393)	(1.138)	(0.221)	(0.727)	(0.345)	(0.391)	(0.453)	(0.543)
Total	0.078*	0.048*	0.139*	-0.005	0.307*	0.075	0.200*	0.132*	0.144*	0.114*	0.166*	0.116*
	(0.013)	(0.018)	(0.043)	(0.045)	(0.051)	(0.062)	(0.013)	(0.030)	(0.020)	(0.019)	(0.028)	(0.040)
Observations	122431	121105	121076	120639	120583	120315	121411	120390	120541	120782	120556	120319
Minority	2,219	893	864	427	371	103	1,199	178	329	570	344	107

Standard errors in parenthesis; + Statistically significant at 5%; * Statistically significant at 1%

Table A5: Contribution of characteristics to pay gaps of ethnic minority women

(continues on next 14 pages)

	Indian		Pakistani		Bangladeshi		Black African		Black Caribbean		Chinese	
	Migrant	British	Migrant	British	Migrant	British	Migrant	British	Migrant	British	Migrant	British
Differential												
Prediction: White British	2.371*	2.371*	2.371*	2.371*	2.371*	2.371*	2.371*	2.371*	2.371*	2.371*	2.371*	2.371*
	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)
Prediction: ethnic minority	2.412*	2.537*	2.257*	2.339*	2.254*	2.399*	2.351*	2.581*	2.405*	2.535*	2.436*	2.557*
	(0.013)	(0.017)	(0.033)	(0.026)	(0.047)	(0.045)	(0.013)	(0.040)	(0.020)	(0.017)	(0.029)	(0.065)
Difference	-0.040*	-0.165*	0.115*	0.033	0.118+	-0.027	0.021	-0.210*	-0.033	-0.164*	-0.064+	-0.186*
	(0.013)	(0.017)	(0.033)	(0.026)	(0.047)	(0.045)	(0.013)	(0.040)	(0.020)	(0.017)	(0.029)	(0.065)
Explained												
Paid hourly rate	0.000	-0.000	-0.000+	-0.000	-0.000	-0.000+	0.000	0.000	0.000	-0.000	0.000	0.000

	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)
Hours worked no overtime	0.010*	0.015*	-0.013*	-0.002	-	0.001	0.012*	0.014*	0.013*	0.012*	0.012*	0.020*
					0.011+							
	(0.001)	(0.002)	(0.003)	(0.002)	(0.005)	(0.005)	(0.001)	(0.003)	(0.002)	(0.002)	(0.003)	(0.004)
Hours paid overtime	0.002	-0.005*	-0.005*	-0.002	-	-0.012*	0.011*	0.004	0.003	-0.000	-0.003	-0.005
					0.005+							
	(0.001)	(0.001)	(0.002)	(0.002)	(0.003)	(0.001)	(0.002)	(0.005)	(0.002)	(0.002)	(0.002)	(0.003)
Hours unpaid overtime	0.012*	0.001	0.012*	0.008*	0.013*	0.009+	0.013*	-0.004	0.005	-	0.005	-0.014
										0.005+		
	(0.001)	(0.002)	(0.003)	(0.003)	(0.005)	(0.004)	(0.001)	(0.005)	(0.003)	(0.002)	(0.003)	(0.008)
Part-time	-0.009*	-0.018*	0.011*	-0.004	0.008	-0.006	-0.014*	-0.020*	-0.020*	-0.016*	-0.010*	-0.023*
	(0.001)	(0.002)	(0.003)	(0.003)	(0.005)	(0.005)	(0.002)	(0.004)	(0.002)	(0.002)	(0.003)	(0.005)
Christian	-0.012*	-0.015*	-0.015*	-0.016*	-0.015*	-0.015*	0.002*	0.002*	0.003*	0.001*	-0.010*	-0.010*
	(0.002)	(0.002)	(0.002)	(0.002)	(0.002)	(0.002)	(0.000)	(0.001)	(0.000)	(0.000)	(0.001)	(0.002)
Muslim	0.003	0.005	0.052	0.081+	0.079+	0.080+	0.006+	0.003	0.000	0.000	0.000	-
												0.000+

	(0.002)	(0.003)	(0.040)	(0.037)	(0.035)	(0.035)	(0.003)	(0.002)	(0.000)	(0.000)	(0.000)	(0.000)
Other religion	0.027*	0.022*	0.000	0.000	0.001	0.000	-0.000	-	0.001	0.000	0.005+	0.004+
								0.000+				
	(0.007)	(0.008)	(0.000)	(0.000)	(0.001)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.002)	(0.002)
Years job tenure	0.010*	0.025*	0.027*	0.033*	0.024*	0.039*	0.033*	0.029*	-0.019*	0.011*	0.024*	0.024*
	(0.002)	(0.002)	(0.003)	(0.002)	(0.005)	(0.003)	(0.001)	(0.004)	(0.004)	(0.002)	(0.003)	(0.005)
Job temporary	0.002*	0.001	0.002+	0.002*	-	0.002	0.002*	0.003	-0.001	-0.001	0.004*	0.001
					0.002+							
	(0.000)	(0.001)	(0.001)	(0.001)	(0.001)	(0.002)	(0.001)	(0.001)	(0.000)	(0.000)	(0.001)	(0.001)
Public sector	0.000	0.001*	-0.000	-0.000	-0.001	-0.001	-0.000	-0.001	-0.002*	-0.001*	0.001*	0.002*
	(0.000)	(0.000)	(0.000)	(0.000)	(0.001)	(0.001)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.001)
Working in London	-0.076*	-0.069*	-0.041*	-0.022*	-0.128*	-0.121*	-0.107*	-0.162*	-0.118*	-0.121*	-0.056*	-0.053*
	(0.003)	(0.004)	(0.006)	(0.005)	(0.013)	(0.013)	(0.004)	(0.010)	(0.006)	(0.005)	(0.006)	(0.012)
Wales	-0.001*	-0.001*	-0.001*	-0.001*	-0.001*	-	-0.001*	-0.001*	-0.001*	-0.001*	-	-0.001*
						0.001+					0.001+	
	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)

Scotland	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)
Age	-0.014*	0.014*	-0.005	0.039*	0.011	0.054*	-0.013*	-0.006	-0.011*	-0.020*	-0.013*	0.018+
	(0.001)	(0.002)	(0.003)	(0.004)	(0.006)	(0.006)	(0.002)	(0.005)	(0.003)	(0.002)	(0.002)	(0.007)
Qualification Level 4+	-0.021*	-0.077*	-0.007	-0.042*	0.000	-0.044*	-0.046*	-0.099*	-0.005	-0.023*	-0.061*	-0.116*
	(0.003)	(0.005)	(0.008)	(0.007)	(0.013)	(0.014)	(0.004)	(0.011)	(0.006)	(0.005)	(0.007)	(0.013)
Qualification Level 3	0.011*	-0.001	0.008*	-0.008*	-0.006	-0.006	0.008*	0.002	0.008*	-0.001	0.013*	0.016*
	(0.001)	(0.002)	(0.002)	(0.003)	(0.005)	(0.005)	(0.001)	(0.004)	(0.002)	(0.002)	(0.002)	(0.003)
Qualification Level 2+ Apprentice	0.012*	0.008*	0.010*	0.003	0.006	0.003	0.010*	0.012*	0.005*	0.004*	0.014*	0.011*
	(0.001)	(0.001)	(0.002)	(0.002)	(0.003)	(0.004)	(0.001)	(0.002)	(0.002)	(0.001)	(0.001)	(0.003)
Qualification Level 2-	0.005*	0.004*	0.004*	0.005*	0.000	0.003	0.007*	0.007*	0.001	-0.001	0.006*	0.006*
	(0.001)	(0.001)	(0.001)	(0.001)	(0.002)	(0.002)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)	(0.002)
Qualification Others	-0.011*	0.002*	-0.008*	0.002*	-	0.002*	-0.008*	0.000	-0.003*	0.001+	-0.007*	0.001
					0.003+							

	(0.001)	(0.000)	(0.002)	(0.000)	(0.002)	(0.000)	(0.001)	(0.001)	(0.001)	(0.000)	(0.001)	(0.001)
Married/Cohabiting	-0.004*	0.000	-0.003*	0.000	-0.002*	0.002+	0.001*	0.003*	0.002*	0.005*	-0.001*	0.003*
	(0.001)	(0.000)	(0.001)	(0.000)	(0.001)	(0.001)	(0.000)	(0.001)	(0.000)	(0.001)	(0.000)	(0.001)
Dependent children	0.002*	0.002*	0.005*	0.003*	0.005*	0.003*	0.004*	0.004*	0.000	0.003*	-0.001	- 0.002+
	(0.000)	(0.000)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)	(0.000)	(0.001)	(0.000)	(0.001)
Has health problem	-0.001*	-0.002*	-0.000	-0.001*	- 0.002+	-0.002*	-0.001*	- 0.001+	0.001*	- 0.001+	-0.002*	-0.002*
	(0.000)	(0.000)	(0.000)	(0.000)	(0.001)	(0.001)	(0.000)	(0.001)	(0.000)	(0.000)	(0.000)	(0.001)
2 Professional Occupations	-0.001*	-0.002*	-0.001	- 0.001+	0.000	-0.002	-0.001	- 0.002+	0.000	-0.000	-0.002*	- 0.003+
	(0.000)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)	(0.000)	(0.001)	(0.000)	(0.000)	(0.001)	(0.001)
3 Associate Professional	0.001	0.004*	- 0.004+	-0.000	-0.004	-0.002	0.005*	0.009*	0.004+	0.003	0.003	0.009
	(0.001)	(0.001)	(0.002)	(0.002)	(0.003)	(0.003)	(0.001)	(0.003)	(0.002)	(0.001)	(0.002)	(0.004)
4 Administrative, Secretarial	-0.017*	0.000	-0.029*	-0.000	-0.038*	0.019	-0.041*	0.004	-0.016*	0.008	-0.020*	-0.016

	(0.003)	(0.004)	(0.005)	(0.006)	(0.008)	(0.013)	(0.002)	(0.009)	(0.005)	(0.004)	(0.005)	(0.011)
5 Skilled Occupations	-0.000	-0.006*	-0.002	-0.007*	-0.008*	-0.008*	-0.002	-0.005	0.004	-0.003	0.005	0.007
	(0.001)	(0.001)	(0.003)	(0.001)	(0.000)	(0.000)	(0.002)	(0.003)	(0.003)	(0.002)	(0.004)	(0.009)
6 Caring, Leisure, etc.	-0.019*	-0.028*	0.021	0.009	0.055*	-0.009	0.064*	-0.019	0.041*	-0.001	-0.034*	-0.057*
	(0.004)	(0.005)	(0.011)	(0.009)	(0.020)	(0.016)	(0.006)	(0.011)	(0.009)	(0.006)	(0.006)	(0.009)
7 Sales and Customer Service	-0.002	0.012+	0.004	0.018+	0.030	0.008	-0.022*	-0.014	-0.021*	-0.004	0.005	-0.015
	(0.003)	(0.005)	(0.009)	(0.008)	(0.017)	(0.015)	(0.003)	(0.010)	(0.005)	(0.005)	(0.007)	(0.013)
8 Process, Plant, Machine Op.	0.018*	-0.005*	0.014*	-0.002	-0.004	-0.008*	-	-	-0.002	-0.002	-0.002	-0.008*
							0.003+	0.005+				
	(0.002)	(0.001)	(0.005)	(0.003)	(0.004)	(0.000)	(0.001)	(0.002)	(0.002)	(0.002)	(0.002)	(0.000)
9 Elementary Occupations	0.023*	-0.035*	0.056*	-0.027*	0.037	-0.021	0.028*	-0.041*	0.017+	-0.023*	0.023+	-0.016
	(0.005)	(0.004)	(0.013)	(0.006)	(0.020)	(0.013)	(0.006)	(0.007)	(0.008)	(0.005)	(0.009)	(0.015)
Year 2003	0.000	0.000	0.000	0.000	0.000	0.001	0.001+	0.000	0.000	0.000	0.001+	0.000

	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)
Year 2004	0.001*	0.001	0.001	0.002*	0.003*	-0.000	0.001*	0.002*	-0.000	0.000	0.001*	-0.000
	(0.000)	(0.000)	(0.001)	(0.000)	(0.001)	(0.001)	(0.000)	(0.001)	(0.001)	(0.000)	(0.000)	(0.001)
Year 2005	-0.000	0.001*	0.002+	0.001	0.001	0.000	0.001*	0.000	0.001	-0.000	0.000	-0.002
	(0.000)	(0.000)	(0.001)	(0.001)	(0.001)	(0.002)	(0.000)	(0.001)	(0.001)	(0.001)	(0.001)	(0.002)
Year 2006	0.000	0.001	0.002	0.001	0.001	0.000	-0.000	0.001	0.001	0.001	0.000	-0.000
	(0.000)	(0.001)	(0.001)	(0.001)	(0.002)	(0.002)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)	(0.002)
Year 2007	0.001	0.000	0.002	-0.000	-0.000	0.005*	0.001	-0.001	-0.001	-0.000	-0.001	0.003
	(0.001)	(0.001)	(0.001)	(0.001)	(0.002)	(0.002)	(0.001)	(0.002)	(0.001)	(0.001)	(0.001)	(0.002)
Year 2008	-0.001	-0.001	0.000	0.002+	-0.001	-0.003	0.000	0.002	0.001	-0.000	-0.000	-0.000
	(0.001)	(0.001)	(0.001)	(0.001)	(0.002)	(0.002)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)	(0.002)
Year 2009	-0.000	0.001	-0.001	-0.001	-0.000	-0.003	0.000	-0.000	-0.000	0.000	-0.001	-0.001
	(0.001)	(0.001)	(0.001)	(0.001)	(0.002)	(0.002)	(0.001)	(0.002)	(0.001)	(0.001)	(0.001)	(0.002)
Year 2010	-0.001	0.000	-0.002	0.000	0.001	0.000	0.000	-0.000	0.001	-0.001	0.000	0.002
	(0.000)	(0.000)	(0.001)	(0.001)	(0.001)	(0.001)	(0.000)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)

Year 2011	-0.000	-0.000	-0.000	0.000	-0.001	0.000	-	-0.001	-0.000	-0.000	-0.001	0.001
							0.001+					
	(0.000)	(0.000)	(0.000)	(0.000)	(0.001)	(0.001)	(0.000)	(0.001)	(0.000)	(0.000)	(0.000)	(0.001)
Year 2012	-0.000	-0.000	-0.000	-0.000	-0.000	-0.000	-0.000	-0.000	-0.000	-0.000	-0.000	-0.000
	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)
Year 2013	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	-0.000	-0.000	-0.000
	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)
Year 2014	0.000	0.001+	0.001	0.001	0.000	0.001	0.000+	-0.000	0.000	0.000	0.001	0.001
	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.001)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.001)
Total	-0.050*	-0.144*	0.095+	0.072	0.038	-0.030	-0.049*	-0.283*	-0.107*	-0.177*	-0.103*	-0.219*
	(0.012)	(0.015)	(0.045)	(0.042)	(0.049)	(0.050)	(0.011)	(0.026)	(0.018)	(0.013)	(0.018)	(0.039)
<hr/>												
Unexplained												
Paid hourly rate	0.000	0.000	-0.000	0.002	-0.000	0.000	0.000	-0.000	-0.000	-0.000	-0.001	-0.002
	(0.001)	(0.000)	(0.000)	(0.001)	(0.000)	(0.000)	(0.001)	(0.003)	(0.001)	(0.001)	(0.002)	(0.003)

Hours worked no overtime	-0.060 (0.057)	-0.122 (0.091)	-0.196 (0.134)	-0.324* (0.106)	-0.092 (0.184)	-0.043 (0.214)	0.016 (0.090)	-0.016 (0.180)	0.125 (0.104)	-0.117 (0.102)	0.292* (0.110)	0.005 (0.318)
Hours paid overtime	-0.004 (0.003)	0.001 (0.003)	0.002 (0.004)	0.006 (0.007)	-0.006 (0.006)	0.005 (0.005)	-0.009* (0.003)	0.000 (0.009)	-0.005 (0.003)	0.000 (0.003)	-0.008 (0.007)	0.010 (0.018)
Hours unpaid overtime	-0.006 (0.003)	-0.007 (0.005)	-0.002 (0.007)	0.010 (0.006)	0.007 (0.007)	0.014 (0.023)	-0.000 (0.003)	0.018 (0.013)	-0.002 (0.005)	-0.007 (0.006)	0.003 (0.010)	-0.027 (0.017)
Part-time	-0.008 (0.013)	-0.012 (0.014)	-0.087 (0.050)	-0.087* (0.027)	0.011 (0.071)	0.033 (0.051)	-0.006 (0.014)	-0.027 (0.025)	0.012 (0.013)	-0.010 (0.014)	0.048 (0.027)	-0.027 (0.039)
Christian	0.043* (0.012)	-0.002 (0.004)	0.013 (0.013)	0.000 (0.002)	0.020 (0.015)	0.025 (0.019)	0.040 (0.062)	-0.032 (0.082)	-0.032 (0.051)	-0.005 (0.037)	-0.008 (0.014)	-0.036 (0.027)
Muslim	0.012* (0.005)	-0.004 (0.006)	0.154 (0.194)	-0.087 (0.304)	0.398 (0.308)	0.259 (0.145)	0.002 (0.007)	-0.008 (0.006)	0.000 (0.001)	0.000 (0.000)	0.000 (0.000)	-0.000 (0.000)
Other religion	0.148* (0.047)	-0.007 (0.046)	0.006 (0.006)	-0.003 (0.005)	0.014 (0.016)	0.003 (0.007)	0.001 (0.001)	-0.000 (0.000)	-0.003 (0.003)	-0.001 (0.002)	-0.002 (0.010)	-0.002 (0.018)

Years job tenure	0.039*	0.007	-0.048	-0.044	-0.044	0.066	-0.020	-0.021	0.059*	0.003	0.017	0.115
	(0.013)	(0.013)	(0.033)	(0.028)	(0.043)	(0.054)	(0.011)	(0.036)	(0.017)	(0.012)	(0.024)	(0.060)
Job temporary	-0.002	-	0.003	0.002	-0.005	-0.006	-0.012*	-0.003	0.007+	-0.003	-0.003	-0.008
	(0.003)	(0.003)	(0.009)	(0.006)	(0.005)	(0.007)	(0.004)	(0.009)	(0.003)	(0.002)	(0.007)	(0.009)
Public sector	-0.002	0.006	-0.031	-0.015	0.024	-0.071	-0.028*	0.023	-0.012	0.008	0.010	0.001
	(0.008)	(0.009)	(0.030)	(0.016)	(0.039)	(0.041)	(0.009)	(0.032)	(0.015)	(0.012)	(0.012)	(0.029)
Working in London	0.064*	0.036*	0.042+	0.033*	0.056	0.068	0.101*	0.081	0.061*	0.038*	-0.017	0.035
	(0.007)	(0.009)	(0.018)	(0.009)	(0.038)	(0.038)	(0.010)	(0.060)	(0.014)	(0.013)	(0.015)	(0.026)
Wales	-0.001	-0.000	-0.004	0.002	0.000+	0.001	0.001	-0.007	-0.000	-0.000	-0.001	-0.000
	(0.001)	(0.001)	(0.005)	(0.001)	(0.000)	(0.003)	(0.001)	(0.007)	(0.000)	(0.001)	(0.003)	(0.000)
Scotland	0.001	-0.002	0.005	-0.003	0.004	0.000+	0.000	-0.002	0.001	-0.004	-0.004	-0.007
	(0.001)	(0.001)	(0.006)	(0.004)	(0.004)	(0.000)	(0.001)	(0.004)	(0.001)	(0.003)	(0.004)	(0.008)
Age	0.237	-0.667*	0.440	0.478	0.591	1.865	0.190	0.561	0.015	-0.007	0.090	0.001
	(0.147)	(0.246)	(0.368)	(0.470)	(0.487)	(1.086)	(0.149)	(0.673)	(0.242)	(0.249)	(0.304)	(0.400)

Qualification Level 4+	0.008 (0.017)	0.196* (0.070)	0.001 (0.031)	0.001 (0.059)	-0.042 (0.056)	-0.029 (0.114)	0.050 (0.028)	-0.112 (0.139)	-0.010 (0.021)	-0.018 (0.024)	-0.016 (0.042)	0.289 (0.214)	
Qualification Level 3	0.004 (0.003)	0.041+ (0.017)	0.008 (0.010)	0.007 (0.025)	-0.003 (0.027)	-0.003 (0.039)	0.004 (0.005)	-0.010 (0.026)	0.006 (0.006)	-0.009 (0.009)	-0.005 (0.005)	0.012 (0.013)	
Qualification Level 2+ Apprentice	-0.003 (0.004)	0.046* (0.015)	0.010 (0.010)	0.013 (0.023)	-0.007 (0.020)	-0.008 (0.036)	0.007 (0.007)	-0.014 (0.020)	-0.001 (0.008)	-0.009 (0.009)	0.007 (0.006)	0.092+ (0.044)	
Qualification Level 2-	0.001 (0.003)	0.031* (0.010)	0.002 (0.009)	0.021 (0.011)	-0.006 (0.022)	-0.008 (0.024)	0.003 (0.003)	-0.004 (0.008)	- (0.007)	0.016+ (0.009)	-0.013 (0.009)	0.014 (0.007)	0.018 (0.021)
Qualification Others	- 0.018+ (0.008)	0.006+ (0.003)	-0.003 (0.015)	0.001 (0.002)	0.003 (0.016)	0.000 (0.000)	-0.005 (0.009)	-0.007 (0.008)	-0.003 (0.005)	-0.002 (0.002)	-0.009 (0.012)	0.009 (0.010)	
Married/Cohabiting	0.034 (0.021)	-0.013 (0.015)	-0.046 (0.044)	-0.006 (0.021)	-0.006 (0.045)	-0.053 (0.041)	-0.002 (0.009)	-0.081* (0.027)	-0.002 (0.011)	-0.006 (0.007)	0.021 (0.028)	-0.057 (0.041)	

Dependent children	-0.037*	0.016	0.018	0.039	-0.001	-0.044	0.005	-0.014	-0.019	0.009	-0.033	-0.011
	(0.012)	(0.016)	(0.042)	(0.026)	(0.052)	(0.044)	(0.015)	(0.060)	(0.014)	(0.017)	(0.020)	(0.028)
Has health problem	-0.003	0.004	-0.012	-0.001	0.011	-0.007	0.003	-	-0.008	-0.001	-0.005	0.016
	(0.004)	(0.004)	(0.013)	(0.006)	(0.011)	(0.007)	(0.004)	0.027+	(0.012)	(0.008)	(0.005)	(0.006)
2 Professional Occupations	0.002	-0.023	0.015	-0.014	-0.022	0.017	-0.003	-0.023	-0.014	-0.010	-0.072*	-0.153*
	(0.011)	(0.012)	(0.029)	(0.020)	(0.027)	(0.037)	(0.011)	(0.036)	(0.013)	(0.008)	(0.023)	(0.056)
3 Associate Professional	0.019+	-	0.025	0.013	0.018	0.011	0.003	-0.005	-	-0.018	-0.026	-
	(0.009)	0.020+	(0.019)	(0.014)	(0.023)	(0.022)	(0.012)	(0.035)	0.039+	(0.018)	(0.009)	0.104+
4 Administrative, Secretarial	0.017	-0.010	0.006	0.001	-0.007	-0.017	-0.006	-0.004	-0.049*	-0.024	-0.022	-
	(0.009)	(0.011)	(0.019)	(0.020)	(0.014)	(0.049)	(0.005)	(0.039)	(0.018)	(0.013)	(0.015)	0.092+
5 Skilled Occupations	0.003	-0.001	0.004	0.001	0.000	-0.000	-0.001	-0.001	-0.006	-0.003	0.002	-0.012
	(0.002)	(0.001)	(0.004)	(0.001)	(0.000)	(0.000)	(0.001)	(0.002)	(0.003)	(0.002)	(0.005)	(0.012)

6 Caring, Leisure, etc.	0.016+	-0.006	0.023	-0.003	0.016	-0.001	-0.008	-0.003	-	-0.014	-0.010	-0.023
									0.058+			
	(0.006)	(0.005)	(0.030)	(0.017)	(0.046)	(0.023)	(0.018)	(0.019)	(0.027)	(0.008)	(0.009)	(0.016)
7 Sales and Customer Service	0.021*	-	0.020	-0.012	0.001	-0.036	0.000	0.010	-0.007	-0.010	0.001	-0.024
		0.018+										
	(0.006)	(0.008)	(0.018)	(0.014)	(0.031)	(0.025)	(0.004)	(0.013)	(0.008)	(0.006)	(0.012)	(0.019)
8 Process, Plant, Machine Op.	0.014*	-0.000	0.006	0.001	0.001	-0.000	-0.000	0.001	-0.004	-	-0.002	-0.000
										0.004+		
	(0.004)	(0.001)	(0.009)	(0.002)	(0.002)	(0.000)	(0.001)	(0.002)	(0.002)	(0.002)	(0.002)	(0.000)
9 Elementary Occupations	0.017+	-0.003	0.005	-0.009	-0.022	0.008	0.004	0.002	-0.029	-0.005	0.000	0.008
	(0.008)	(0.003)	(0.030)	(0.007)	(0.030)	(0.015)	(0.010)	(0.008)	(0.016)	(0.004)	(0.015)	(0.019)
Year 2003	0.004	-0.002	-0.012	-0.003	-0.002	-0.009	-0.001	0.037+	0.003	0.011+	0.005	-0.039
	(0.004)	(0.005)	(0.011)	(0.010)	(0.012)	(0.009)	(0.003)	(0.015)	(0.005)	(0.004)	(0.008)	(0.025)
Year 2004	0.005	0.006	0.000	0.002	-0.012	0.003	0.000	0.006	0.003	0.013+	-0.006	-0.026
	(0.004)	(0.005)	(0.014)	(0.004)	(0.011)	(0.021)	(0.004)	(0.006)	(0.005)	(0.005)	(0.008)	(0.027)

Year 2005	0.002	0.001	-0.005	0.006	-0.007	-0.020	-0.000	0.012	0.001	0.012*	-0.003	-0.026
	(0.003)	(0.003)	(0.006)	(0.005)	(0.009)	(0.013)	(0.003)	(0.009)	(0.003)	(0.004)	(0.007)	(0.023)
Year 2006	-0.001	-0.001	-0.005	0.015	-0.005	-0.018	-0.002	0.016	0.005	0.004	0.013	-0.017
	(0.004)	(0.006)	(0.010)	(0.008)	(0.011)	(0.020)	(0.005)	(0.010)	(0.005)	(0.006)	(0.012)	(0.025)
Year 2007	0.004	0.002	-0.008	0.008	0.009	0.005	0.003	0.027	-0.002	0.021*	0.001	-0.026
	(0.004)	(0.007)	(0.010)	(0.009)	(0.015)	(0.008)	(0.005)	(0.014)	(0.006)	(0.007)	(0.012)	(0.021)
Year 2008	0.010+	0.008	-0.011	0.007	0.002	0.003	-0.003	0.045	0.004	0.011+	-0.006	-0.038
	(0.005)	(0.007)	(0.014)	(0.006)	(0.017)	(0.028)	(0.005)	(0.024)	(0.004)	(0.005)	(0.012)	(0.028)
Year 2009	-0.005	0.001	-0.006	0.017	-0.020	-0.030	0.004	0.036*	0.003	0.009	0.005	-0.029
	(0.004)	(0.006)	(0.015)	(0.009)	(0.016)	(0.031)	(0.005)	(0.014)	(0.005)	(0.005)	(0.012)	(0.031)
Year 2010	0.002	0.008	0.002	0.012	-0.012	-0.007	0.004	0.027+	-0.005	0.013+	0.010	-0.009
	(0.005)	(0.006)	(0.019)	(0.008)	(0.012)	(0.015)	(0.005)	(0.012)	(0.004)	(0.006)	(0.010)	(0.013)
Year 2011	-0.003	0.007	-0.011	0.014	-0.009	-0.005	-0.002	0.043*	0.009	0.018*	0.005	-0.020
	(0.004)	(0.007)	(0.015)	(0.007)	(0.015)	(0.012)	(0.006)	(0.016)	(0.007)	(0.006)	(0.013)	(0.017)
Year 2012	0.004	0.006	-0.008	0.005	0.003	-0.006	0.008	0.033+	-0.009	0.009+	-0.001	-0.016

	(0.004)	(0.006)	(0.011)	(0.010)	(0.016)	(0.017)	(0.006)	(0.015)	(0.005)	(0.005)	(0.011)	(0.025)
Year 2013	0.002	0.002	-0.009	0.013	0.004	0.012	0.013+	0.023	-0.002	0.009+	0.007	-0.024
	(0.004)	(0.007)	(0.017)	(0.010)	(0.012)	(0.019)	(0.006)	(0.014)	(0.005)	(0.004)	(0.008)	(0.022)
Year 2014	0.008	0.006	0.004	0.013	-0.025	-0.018	0.003	0.014	0.002	0.008+	0.001	-0.017
	(0.004)	(0.008)	(0.017)	(0.011)	(0.018)	(0.026)	(0.006)	(0.011)	(0.004)	(0.004)	(0.013)	(0.029)
_cons	-0.583*	0.472	-0.292	-0.171	-0.759	-1.954	-0.286	-0.519	0.094	0.117	-0.254	0.296
	(0.186)	(0.289)	(0.500)	(0.638)	(0.687)	(1.108)	(0.179)	(0.732)	(0.311)	(0.273)	(0.351)	(0.543)
Total	0.010	-0.021	0.020	-0.039	0.080	0.003	0.070*	0.073+	0.074*	0.013	0.039	0.034
	(0.012)	(0.015)	(0.051)	(0.042)	(0.047)	(0.049)	(0.011)	(0.033)	(0.014)	(0.013)	(0.021)	(0.049)
Observations	130519	129595	129021	129120	128822	128816	129958	128883	129211	129535	129156	128805
Minority	1,811	887	313	412	114	108	1,250	175	503	827	448	97

Standard errors in parenthesis; + statistically significant at 5%; * statistically significant at 1%

Table A6: Pay gaps of ethnic minority men and women

	(1)
White British women	-0.236*
	(0.002)
Indian migrant men	0.029+
	(0.012)
British Indian men	0.008
	(0.019)
Indian migrant women	-0.196*
	(0.013)
British Indian women	-0.070*
	(0.019)
Pakistani migrant men	-0.309*
	(0.019)
British Pakistani men	-0.187*
	(0.027)
Pakistani migrant women	-0.350*
	(0.031)
British Pakistani women	-0.269*
	(0.027)
Bangladeshi migrant men	-0.478*
	(0.029)
British Bangladeshi men	-0.257*

	(0.055)
Bangladeshi migrant women	-0.354*
	(0.052)
British Bangladeshi women	-0.209*
	(0.053)
Black African migrant men	-0.194*
	(0.016)
British Black African men	0.022
	(0.042)
Black African migrant women	-0.256*
	(0.016)
British Black African women	-0.026
	(0.042)
Black Caribbean migrant men	-0.174*
	(0.031)
British Black Caribbean men	-0.069*
	(0.023)
Black Caribbean migrant women	-0.203*
	(0.025)
British Black Caribbean women	-0.072*
	(0.019)
Chinese migrant men	-0.006

	(0.030)
British Chinese men	-0.074
	(0.054)
Chinese migrant women	-0.172*
	(0.026)
British Chinese women	-0.050
	(0.056)
Intercept	2.607*
	(0.002)
Adj_R2	0.043
Observations	263469

Standard errors in parenthesis; + statistically significant at 5%; * statistically significant at 1%

Contacts

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