

## **MOVING ON UP**

*Improving employment outcomes for young black men in London*

### **BRIEFING PAPER No 9**

**February 2019**

*Moving on Up is an employment initiative helping young black men to find jobs and careers in London's competitive labour market. The Moving on Up ambition is to increase the employment rate for economically active young black men in London from 64% in 2014 to 84% by 2020. Within the Moving on Up programme, and in this Briefing Paper, 'young' means age 16 to 24 and 'black' includes people from black British, black African, black Caribbean, other black and mixed black ethnic groups<sup>1</sup>.*

## **ONE: DATA HEADLINES**

### **Population**

More than 86,000 young men in London are from black and mixed black ethnic groups. Young black men make up 18% of all young men in London.

### **Employment**

In the period January to December 2017, the employment rate for young black men in London was 86%; that is, 86% of the young black men in London available for work were in employment. The employment rate for young white men in the same period was 89%.

This increase in the employment rate for young black men (up from 74% for the period January to December 2016) is encouraging. However, it is important to note that these statistics are derived from very small survey samples and are therefore subject to a high margin of error. This higher employment rate will need to be sustained longer term to be confident that the MoU ambition to increase the employment rate for young black men in London has been fully achieved.

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<sup>1</sup> There are some variations in the age range and ethnic groups within the data presented in the following sections. Please refer to the notes on page 7 for further information about definitions and for all data sources.

## Economic activity

In the period January to December 2017, the economic activity rate for young black men in London was 37%; that is, 37% of young black men in London were either in employment or available for and actively seeking employment. The economic activity rate for young white men in the same period was 64%.

The lower economic activity rate reflects that over half (54%) of young black men are students, compared with less than one third (29%) of young white men.

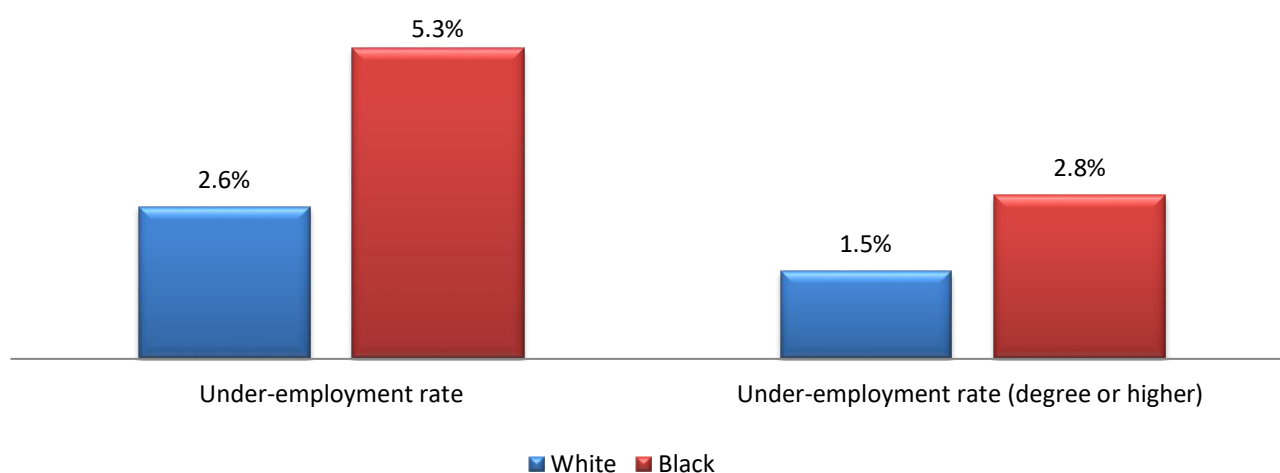
## Unemployment

In the period January to December 2017, the unemployment rate for young black men in London was 14%, indicating that around 3,000 young black men were available for and actively seeking work. The unemployment rate for young white men in the same period was 11%.

## Under-employment

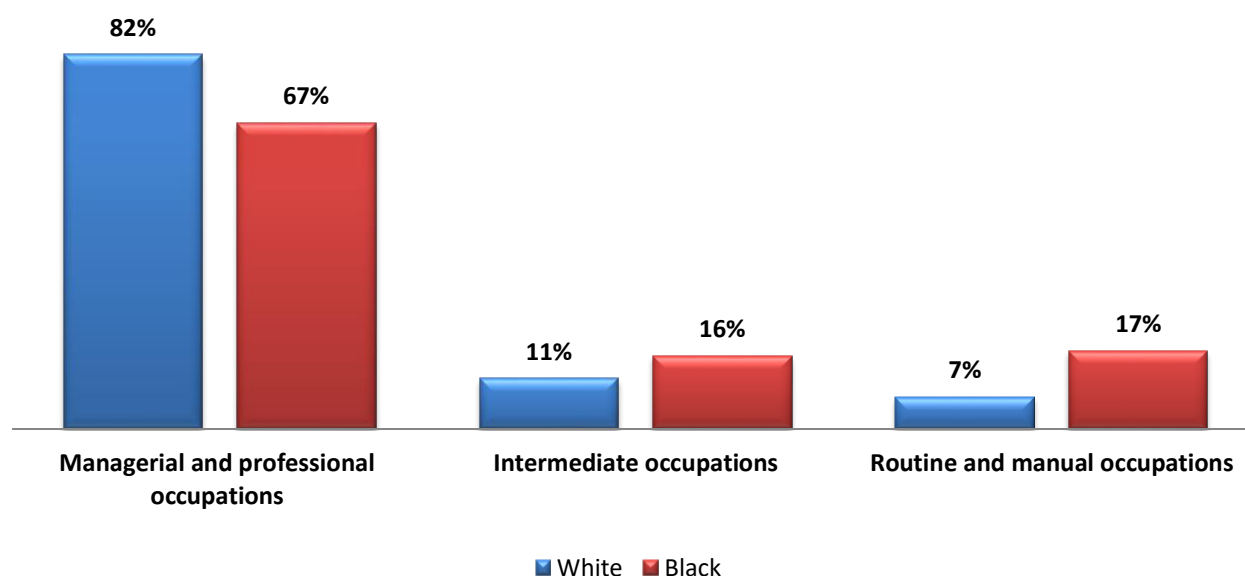
Under-employment can be defined as those in employment who are working part-time because they cannot find a full-time job. Chart i shows that under-employment rates on this measure are higher for black employees than for white employees, including for graduates.

Chart i: Under-employment in London, 2017



An alternative measure of under-employment is to look at those whose highest qualification is degree level or higher but working in occupations which do not generally require higher level qualifications. Under-employment on this measure is shown in Chart ii. Of people employed in non-degree level occupations, 17% of black employees have degree level qualifications, compared with only 7% of white employees.

Chart ii: Graduates working in non-graduate occupations, London, 2017



## **TWO: JOBSEEKERS ALLOWANCE CLAIMANTS**

Briefing Paper 8 reported on JSA claimant rates for April 2017. The most recent figures available are for August 2018.

In August 2018, the number of young black male JSA claimants in London was 1,200. Across London, around one-third (35%) of young male JSA claimants in London were black. This proportion has increased since the MoU programme started; in March 2015 around 28% of all young male JSA claimants in London were black.

Table i shows the number of young black male JSA claimants in selected London boroughs in April 2017 and August 2018 and the increase or decrease between these time points. Between April 2017 and August 2018:

- The number of young black male JSA claimants decreased in most MoU target boroughs but increased in Brent, Hackney, Lewisham and Newham.
- The percentage of all young male JSA claimants who are black increased in Brent, Hackney, Lambeth, Lewisham and Newham.

Table ii and Chart iii illustrate the disproportionality between young black male JSA rates and young white male JSA rates in selected London boroughs.

Table i: Young black male JSA claimants in London and selected London boroughs

Borough	Number of YBM claimants	April 2017	August 2018	Percentage change
	% of young male claimants who are black			Percentage point change
BRENT	Number	80	110	+38%
	Percentage	43%	46%	+3
CROYDON	Number	20	10	-50%
	Percentage	36%	50%	+14
EALING	Number	70	25	-64%
	Percentage	36%	29%	-7
HACKNEY	Number	90	150	+67%
	Percentage	50%	55%	+5
HARINGEY	Number	100	95	-5%
	Percentage	50%	44%	-6
LAMBETH	Number	115	40	-65%
	Percentage	64%	67%	+3
LEWISHAM	Number	95	100	+5%
	Percentage	45%	51%	+6
NEWHAM	Number	60	90	+50%
	Percentage	34%	38%	+4
SOUTHWARK	Number	20	0	+100%
	Percentage	36%	0%	0
LONDON	Number	1,325	1,200	-9%
	Percentage	35%	35%	0

Table ii: Number of young black men who need to come off JSA to reduce the YBM claimant rate to the YWM claimant rate, August 2018

	YOUNG BLACK MEN			YOUNG WHITE MEN			No of YBM claimants if rate was same as for YWM	No of YBM who need to come off JSA to get to this
	Pop	Number on JSA	% of pop on JSA	Pop	Number on JSA	% of pop on JSA		
Brent	3,430	110	3.2%	5,420	30	0.6%	19	91
Hackney	2,560	150	5.9%	5,920	70	1.2%	30	120
Haringey	2,740	95	3.5%	6,960	70	1.0%	28	67
Lambeth	3,370	40	1.2%	8,150	10	0.1%	4	36
Lewisham	3,490	100	2.9%	5,940	75	1.3%	44	56
Newham	3,390	90	2.7%	5,720	45	0.8%	27	63
<b>London</b>	<b>64,000</b>	<b>1,200</b>	<b>1.9%</b>	<b>202,720</b>	<b>1,255</b>	<b>0.6%</b>	<b>396</b>	<b>804</b>

Chart iii: Proportion of young men on JSA in selected London boroughs, August 2018

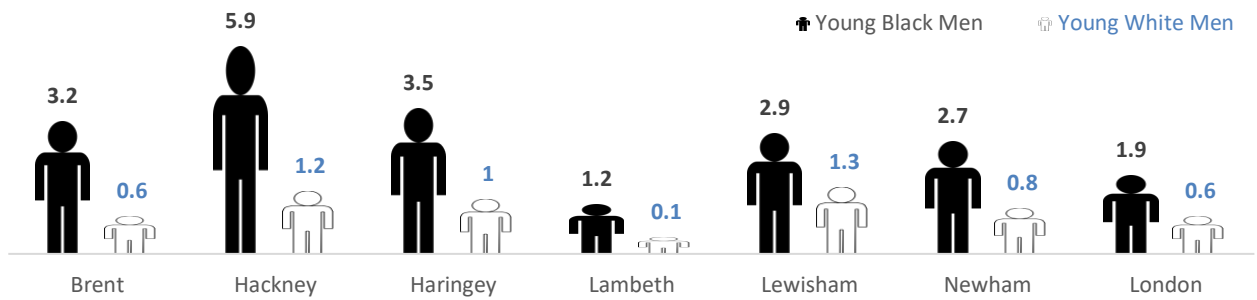
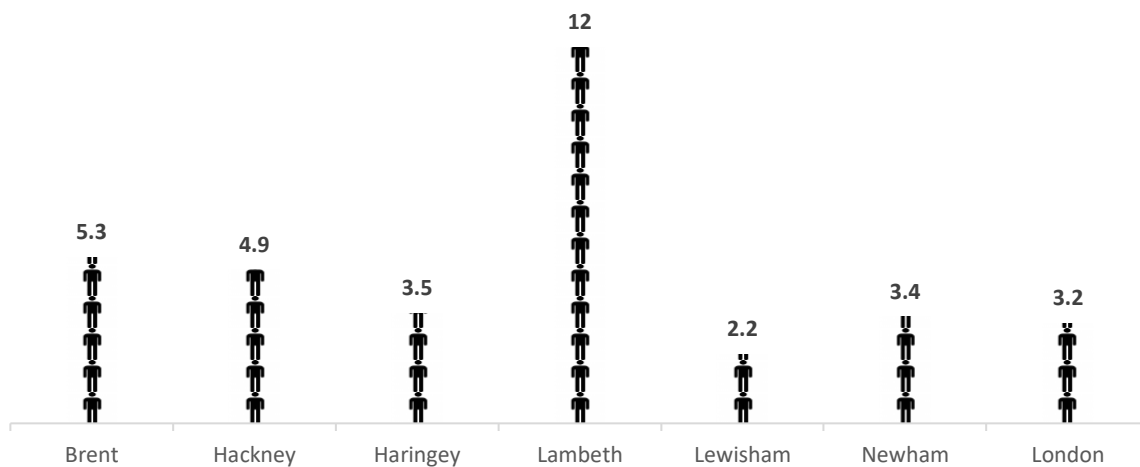


Chart iv shows how many times greater the young black male claimant rate is than the young white male claimant rate in each borough. The chart shows, for example, that in Brent the JSA claimant rate for young black men is 5.3 times greater, and across London it is 3.2 times greater than the rate for young white men.

Chart iv: Ratio of young white male to young black male claimant rates in selected London boroughs, August 2018



### THREE: EMPLOYMENT BY SECTOR

Young black people in employment in London are under-represented in some sectors and over-represented in others. Under-representation is greatest in the information and communication sector, followed by construction, manufacturing, and professional, scientific and technical.

Table iii: Young people (16 to 24) in employment in London, by sector (all young people, no breakdown by gender).

	ALL ETHNIC GROUPS		BLACK		Ratio of black to ALL ethnic groups <sup>1</sup>
	Number	% within group	Number	% within group	
A, B, D, E Agriculture, energy and water	4360	1.0	0	0.0	0.00
C Manufacturing	8443	1.9	483	0.8	0.41
F Construction	28637	6.6	918	1.5	0.23
G Wholesale and retail trade; repair of motor vehicles and motor cycles	102013	23.5	23205	38.3	1.63
H Transport and storage	12132	2.8	1484	2.5	0.88
I Accommodation and food service activities	49340	11.4	3479	5.7	0.51
J Information and communication	18278	4.2	412	0.7	0.16
K Financial and insurance activities	21214	4.9	3133	5.2	1.06
L Real estate activities	4781	1.1	479	0.8	0.72
M Professional, scientific and technical activities	44132	10.2	3353	5.5	0.54
N Administrative and support service activities	23288	5.4	4725	7.8	1.45
O Public administration and defence; compulsory social security	14026	3.2	1406	2.3	0.72
P Education	32163	7.4	4978	8.2	1.11
Q Human health and social work activities	37123	8.6	7939	13.1	1.53
R, S, T, U Other	34198	7.9	4563	7.5	0.96
<b>TOTAL all industry</b>	<b>434128</b>	<b>100.0</b>	<b>60557</b>	<b>100.0</b>	

<sup>1</sup> This column indicates over or under representation of black people within industry sectors. A value of 1 means the same proportion of young black people are employed in this industry as for all young people. A value below 1 indicates under-representation and a value above 1 indicates over-representation.

## DATA SOURCES AND DEFINITIONS

### Population (section one)

Source: Greater London Authority Housing led population projections for 2016-2018

Black= Black/African/Caribbean/Black British/White & Black Caribbean/White & Black African

Young = age 16 to 24

### Employment & unemployment rates, economic activity (section one)

Source: ONS Annual Population Survey, January – December 2017

Black: Black African, Black Caribbean or Black Other

Young = age 16 to 24

Employment rate: The employment rate is shown as the proportion of economically active people who are in employment. The economically active population comprises those in employment plus those meeting the International Labour Organisation definition of unemployed (a person who has actively sought work within the last 4 weeks and is available to start work in the next 2 weeks, or has found a job and is waiting to start in the next 2 weeks). The employment rate is calculated by:

$$\frac{\text{employed}}{\text{employed} + \text{unemployed}}$$

Please note that the employment and unemployment rates are derived from survey samples and are subject to error. When the population of interest is very small (e.g. young black men in London) the margin of error increases. The statistics in this section indicate trends and are useful for comparisons between groups but should not be read as an exact measure of the unemployment or employment rates or numbers for young black men.

### Under-employment (section one)

Source: GLA Economic Fairness measures

<https://data.london.gov.uk/economic-fairness/equal-opportunities/underemployment/>

Additional analysis for MoU Briefing Paper undertaken by GLA using data from ONS Annual Population Survey, January – December 2017

Under-employment rates are for males and females aged 16 or over in employment.

Black = Black/African/Caribbean/Black British/White & Black Caribbean/White & Black African.

### Jobseeker's Allowance claimants (section two)

Source: NOMIS – Jobseeker's Allowance stocks and flows by ethnicity, age and duration

Black= Black/African/Caribbean/Black British/White & Black Caribbean/White & Black African

Young = age 18 to 24

**Employment by sector (section three)**

Source: APS 3-year pooled dataset 2015-17

Black= Black/African/Caribbean/Black British/White & Black Caribbean/White & Black African

Young = age 16 to 24

**FOR FURTHER INFORMATION**

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