

Work and Families Bill RIA: Race equality impact assessment

The DTI has assessed what the impact of the policies contained in the Work and Families Bill will have on people depending on their racial group. All elements of the proposals contained in this RIA are intended to affect employees equally regardless of their racial or ethnic category.

An assessment of the overall effect of these proposals is that they will apply equally to all groups. The table below shows that fertility rates are often higher among ethnic minority groups. This on its own would suggest that the Work and Families package of measures would benefit ethnic minority groups in particular, as there might be greater take-up of maternity and additional paternity leave. However, as the proposed legislation will apply to employees only, the extent of this effect will be offset by the fact that ethnic minorities are on the whole less likely to be working as employees.

Table: Fertility Rates and Employees by ethnic group

	Total Fertility Rate	Employees as % population aged 16+ by ethnic group		
		Total	Men	Women
All people	1.63	51.9	54.9	49.2
White	*	52.2	54.9	49.7
White: British	1.64	52.4	55.2	49.8
White: Other White	1.49	51.2	53.2	49.3
All ethnic minority groups	*	47.6	52.3	43.3
Mixed	*	55.0	52.8	57.1
White and Black Caribbean	1.72	49.0	51.0	50.0
White and Black African	1.92	*	*	*
White and Asian	1.47	*	*	*
Other Mixed	1.51	59.5	*	70.3
Asian or Asian British	*	45.5	53.1	38.2
Indian	1.41	56.2	61.5	51.1
Pakistani	2.12	30.6	42.2	19.4
Bangladeshi	1.94	29.7	40.6	*
Other Asian	1.85	50.0	54.8	46.2
Black or Black British	*	51.2	52.4	50.2
Caribbean	1.46	51.1	50.0	52.6
African	1.94	51.2	54.2	48.7
Other Black	1.44	*	*	*
Chinese or other ethnic group	*	*	*	*
Chinese	1.29	44.6	45.5	42.9
Other Ethnic Group	1.52	46.4	50.9	42.4

Source: *Fertility Rates*: Unpublished experimental estimates for the Population Estimates by Ethnic Group model, ONS, based on 2001 Census. *Employees*: data are for Autumn 2005, source ONS, LFS Historical Quarterly Supplement

NB: * data not available