



**Using the ONS Longitudinal Study to contextualise cross-sectional results:
An example from the study of occupational sex segregation by ethnic group**

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Introduction

- Definitions
- Occupational segregation by sex and ethnicity in the 1991 Census
- Data used
- Methods
 - Comparability and context: longitudinal evidence
- 1991 and 2001 compared
- Changing patterns of concentration

CAVEAT: WORK IN PROGRESS

Acknowledgement: Bob Blackburn, Cambridge University

Definition

- Occupational segregation describes the tendency for different groups in the population (women and men, ethnic groups, full- and part-timers) to work in different occupations.

Analysis of occupational sex segregation by ethnic group in the 1991 Census

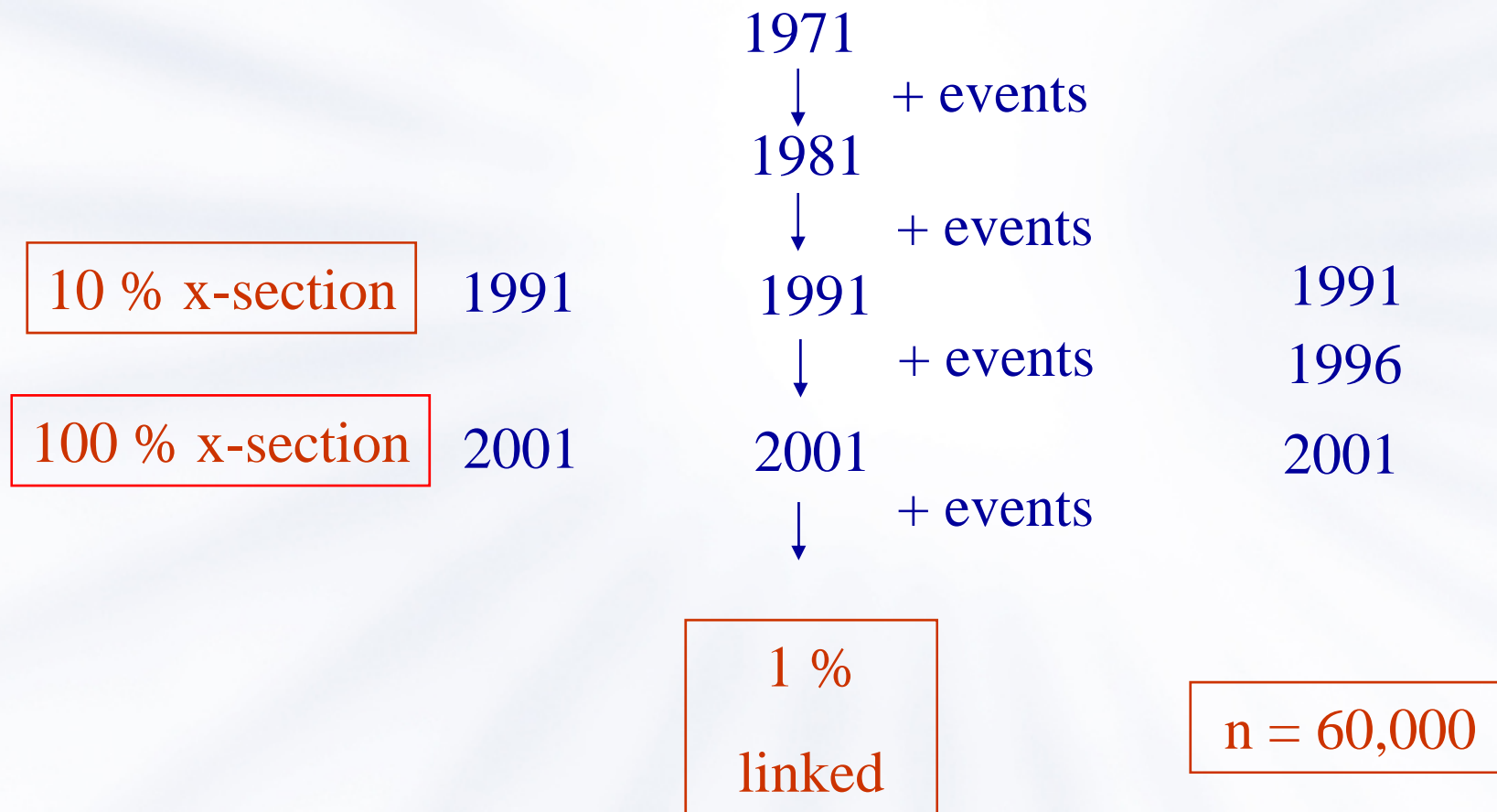
- Do gender and ethnicity combine to create cumulative disadvantage in employment?
- What role does women's part-time work play?
- Blackwell, L (2003) 'Gender and ethnicity at work: occupational segregation and disadvantage in the 1991 British Census', *Sociology* Vol 37(4):713-731.

Results from 1991 Census analysis

- Most minority ethnic groups were less sex segregated than white people
- There was more ethnic variation in men's employment than in women's
- In every ethnic group, women part-timers were more sex segregated than women full-timers
- Associations between part-time work, occupational segregation and disadvantage did not hold for all ethnic groups. Some minority ethnic groups were advantaged relative to white people and Bangladeshi women *in employment* were less disadvantaged than co-ethnic men
- Suggests 'cumulative disadvantage' of sex and ethnicity is too simplistic

Data used (1)

Census Longitudinal Study LFS



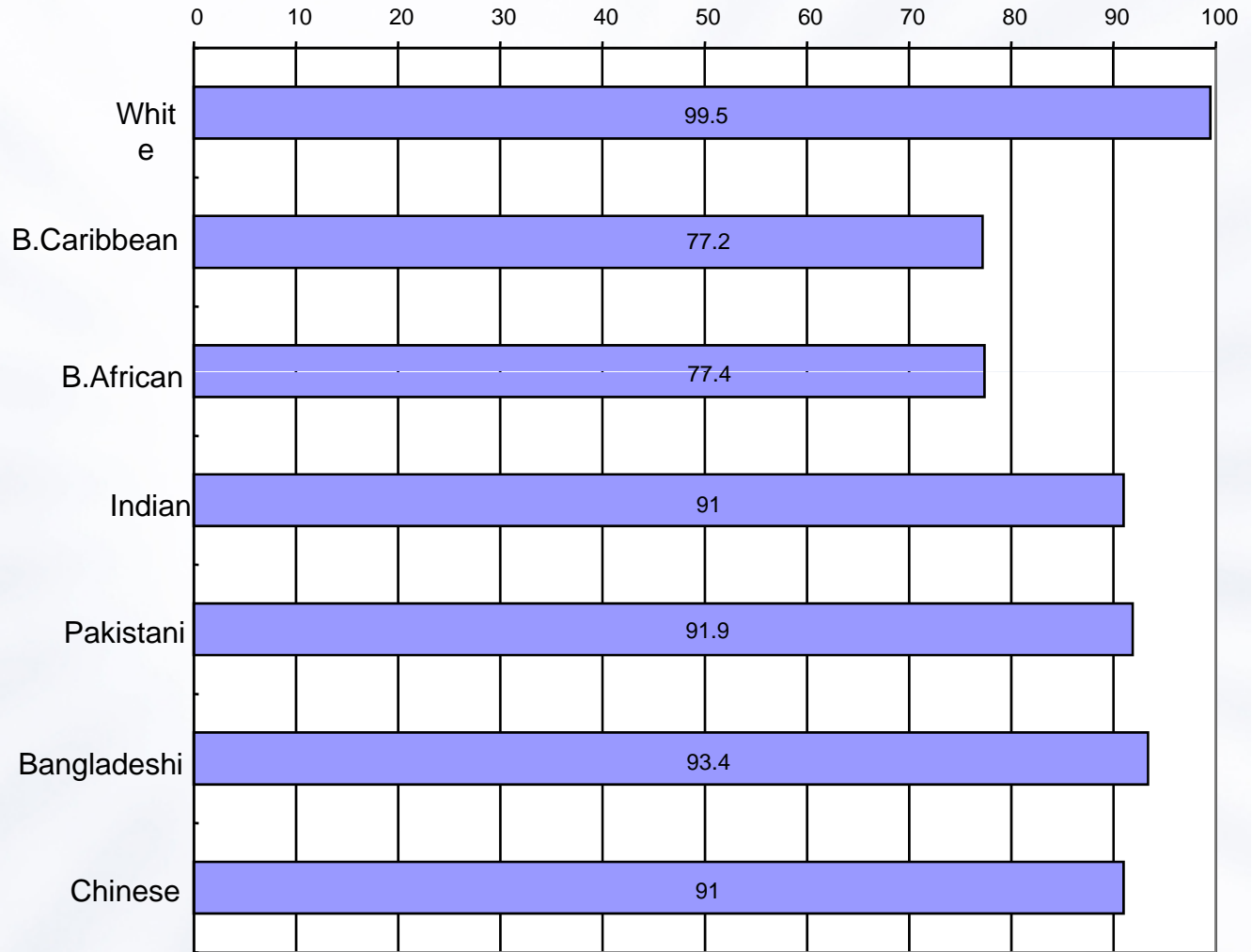
Comparability of ethnic classification: longitudinal evidence (Simpson & Akinwale 2005)

2001 groups left out:

- White/B. Caribbean
- White/B. African
- White/Asian
- Other mixed

1991/2001 groups left out:

- Other Black
- Other Asian
- Other Ethnic Group



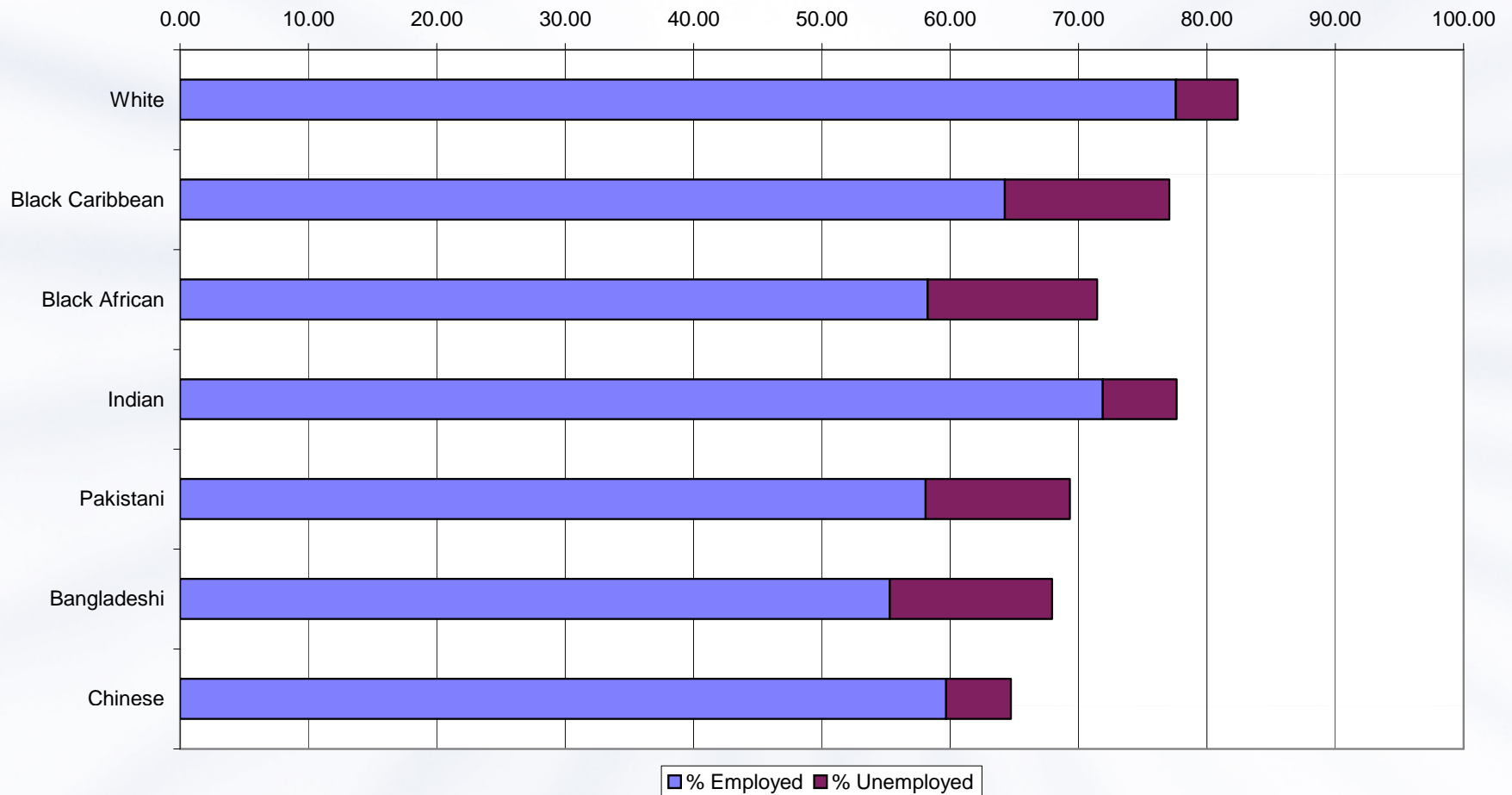
Comparability between Standard Occupational Classifications used in the 1991 and 2001 Censuses

- Gini scores based at Minor Group Level.
- Why Minor Group Level?
Finest classification with least zeros.
- Why finest?
Broad classifications
'average out' segregation.

Levels	SOC90	SOC2000
Major Group	9	9
Sub-Major Group	22	25
Minor Group	77	81
Unit Group	371	353

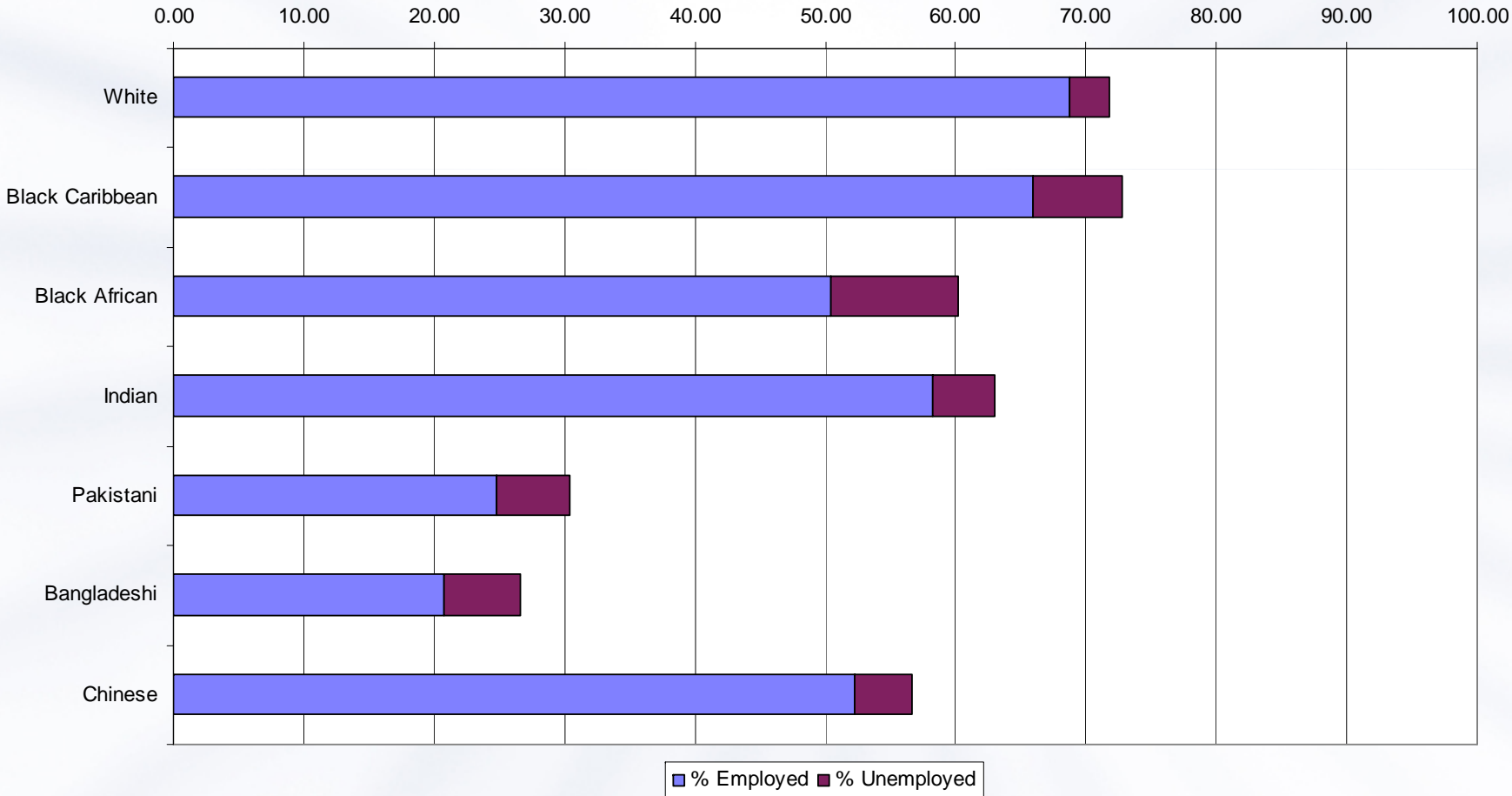
Ethnic differences in economic activity for men aged 16 to 64 (Source: 100 per cent 2001 Census data)

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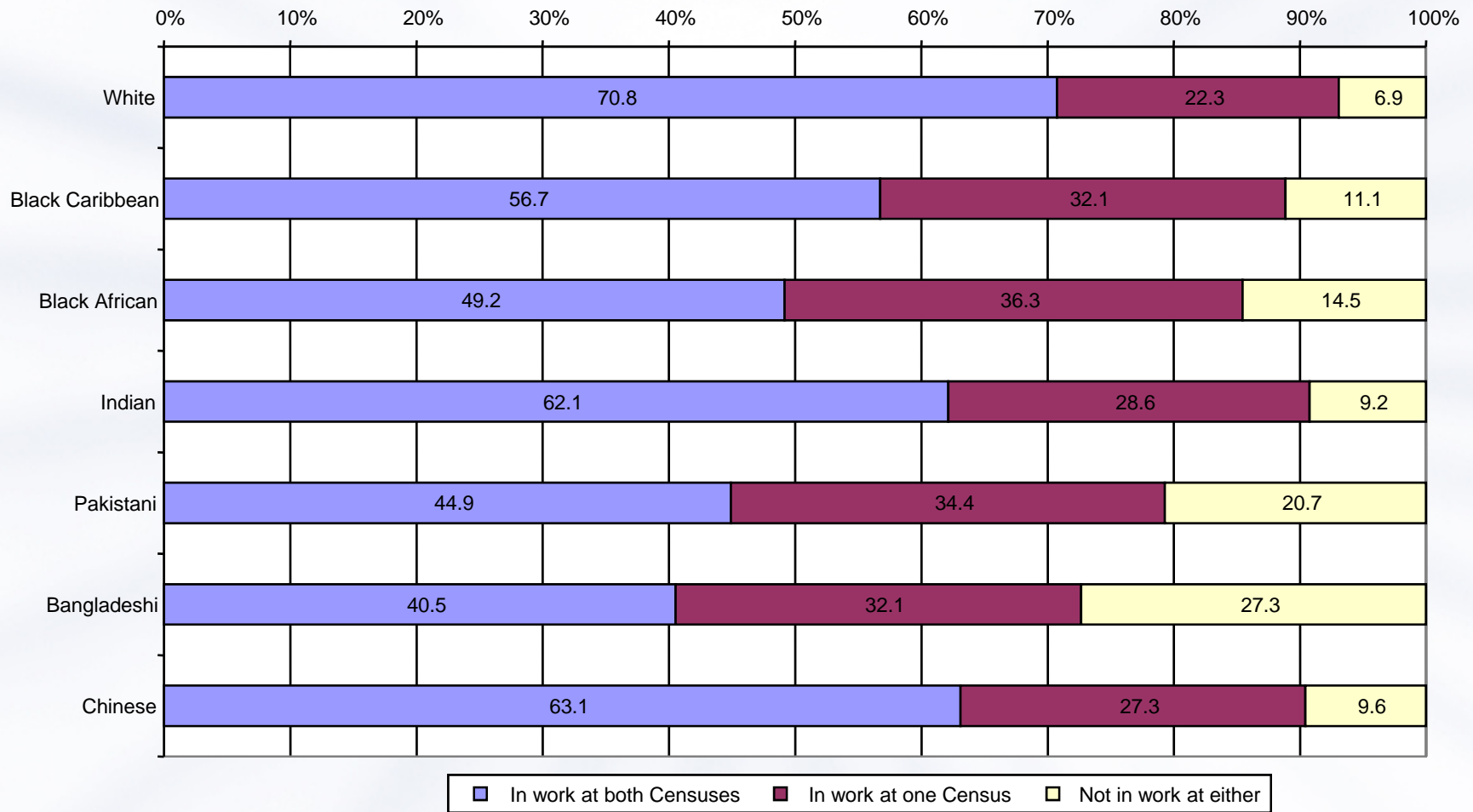
Ethnic differences in economic activity for women aged 16 to 59 (Source: 100 per cent 2001 Census data)

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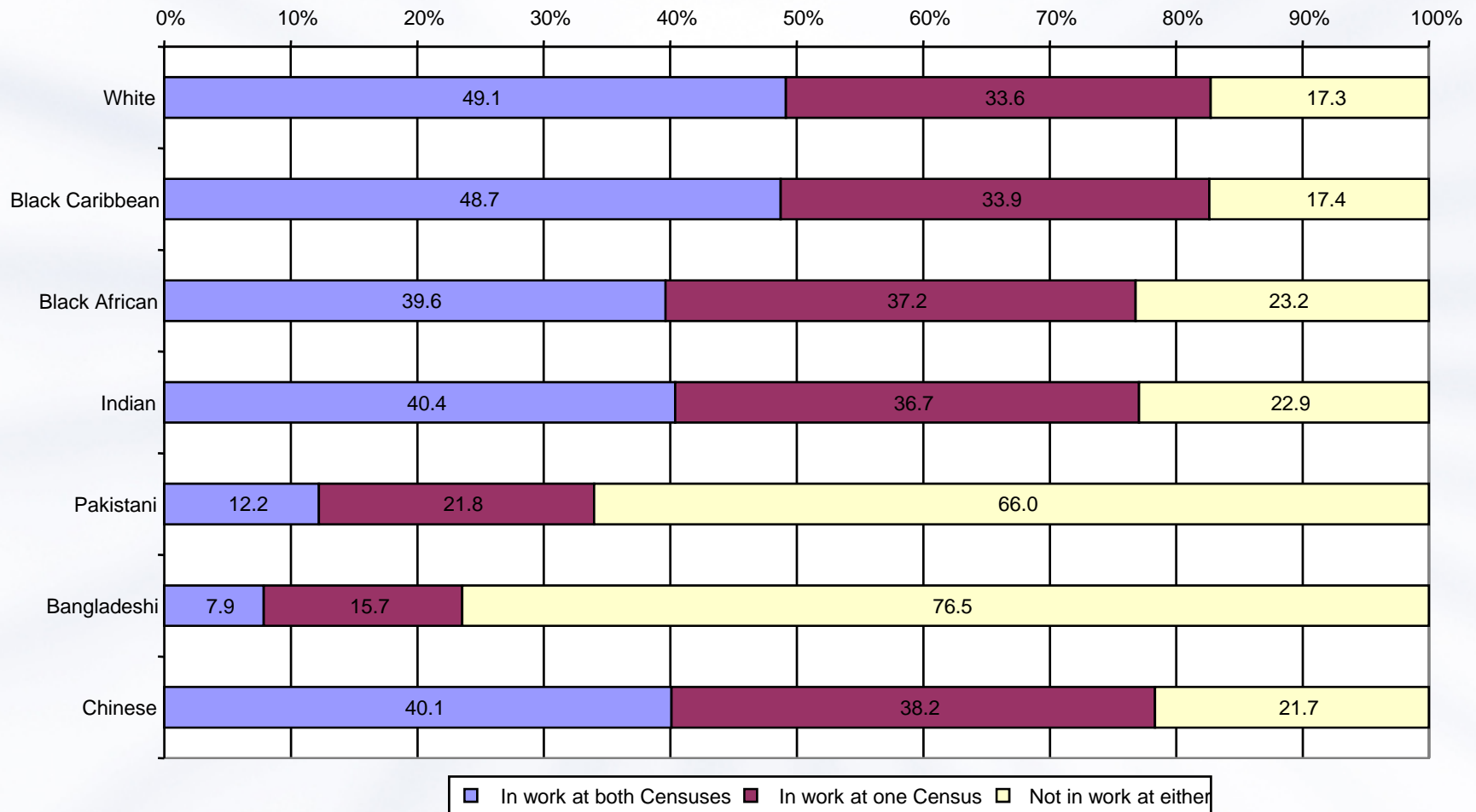
Ethnic variation in economic activity over time:

1991/01 economic activity of males aged 26-65 in 2001 by 2001 ethnic group (Source: ONS Longitudinal Study)

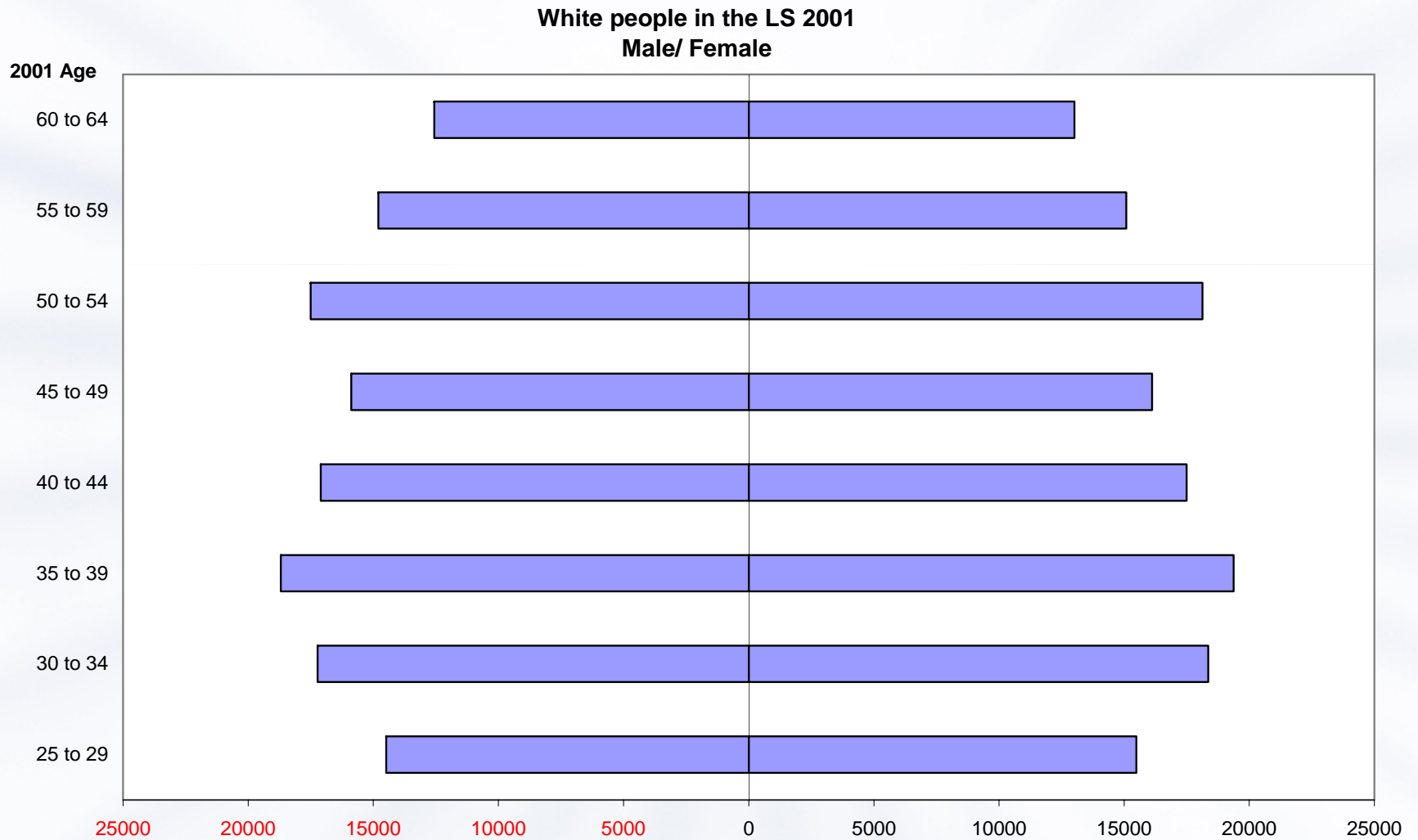


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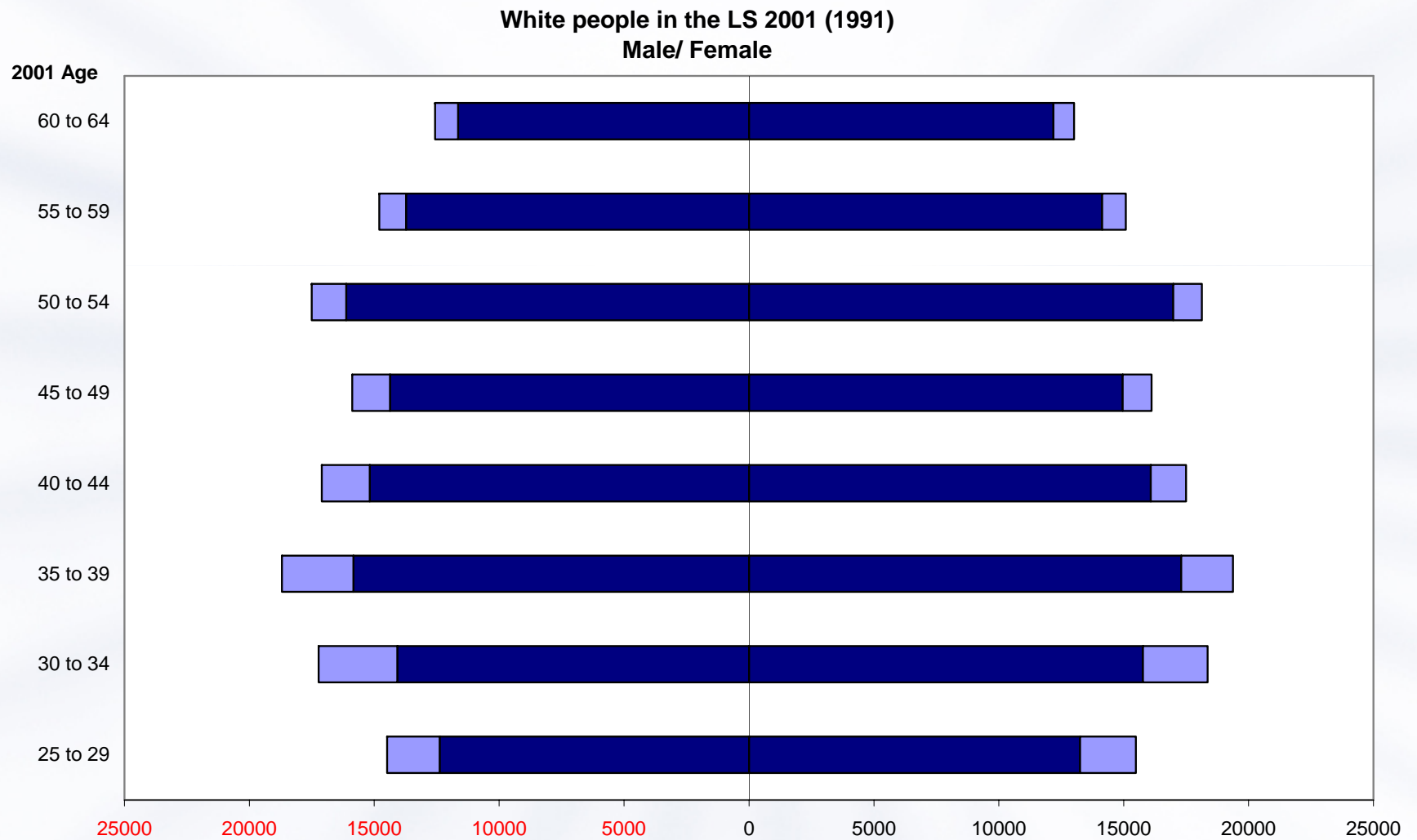
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Demography and presence over time



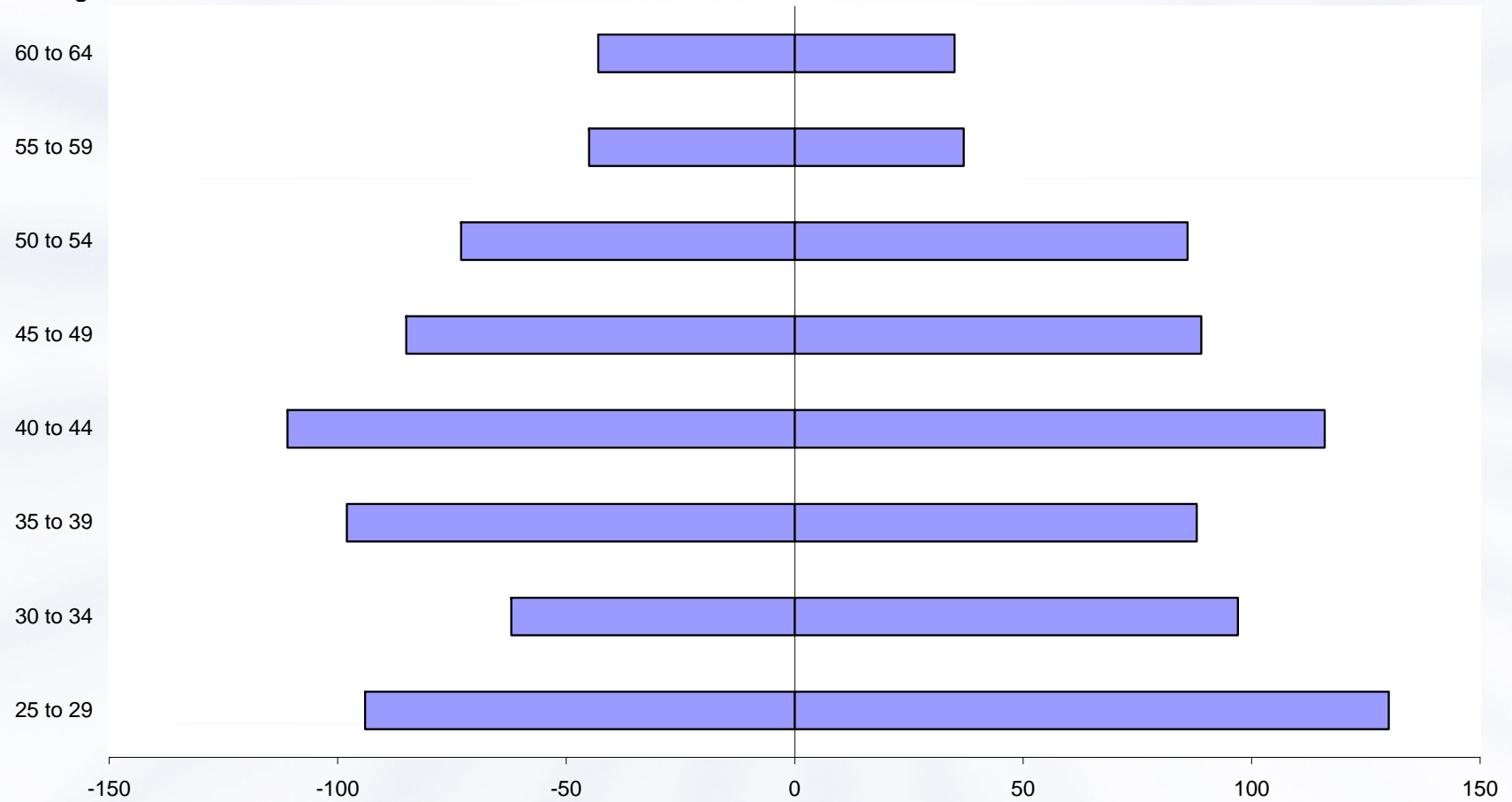
Demography and presence over time



Demography and presence over time

Chinese people in the LS (2001)
Male/Female

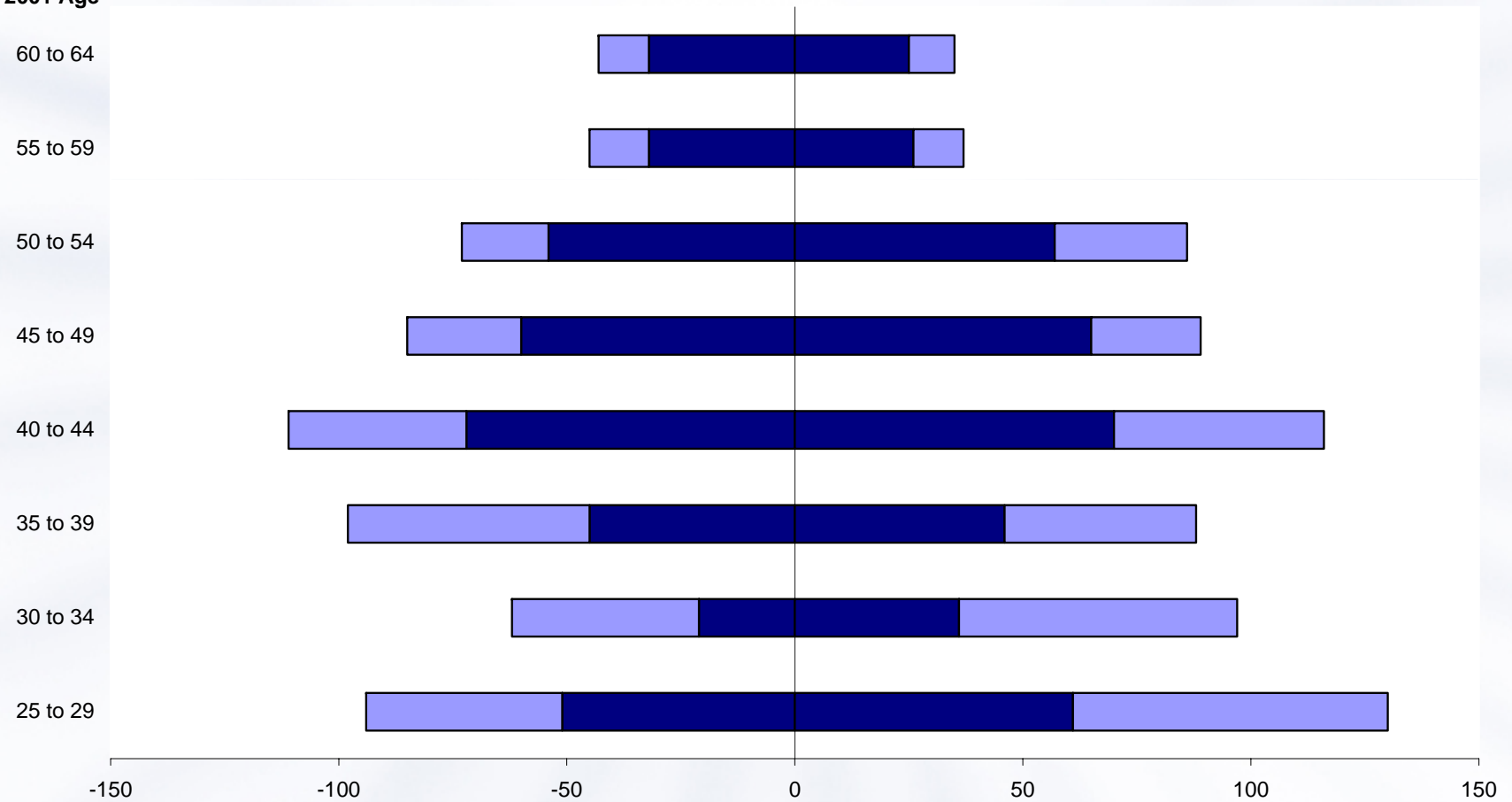
2001 Age



Demography and presence over time

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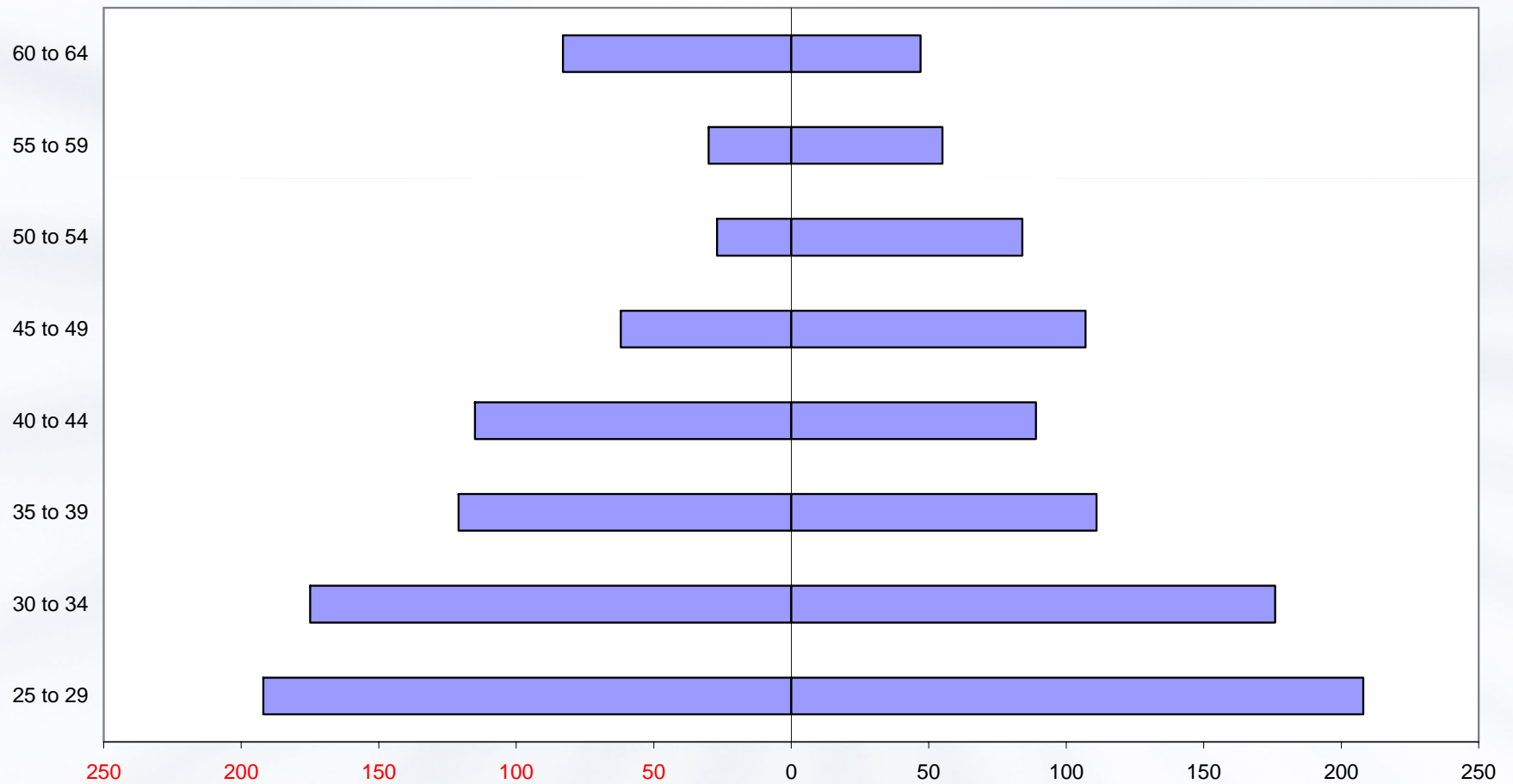
2001 Age



Demography and presence over time

Bangladeshi people in the LS 2001
Male/ Female

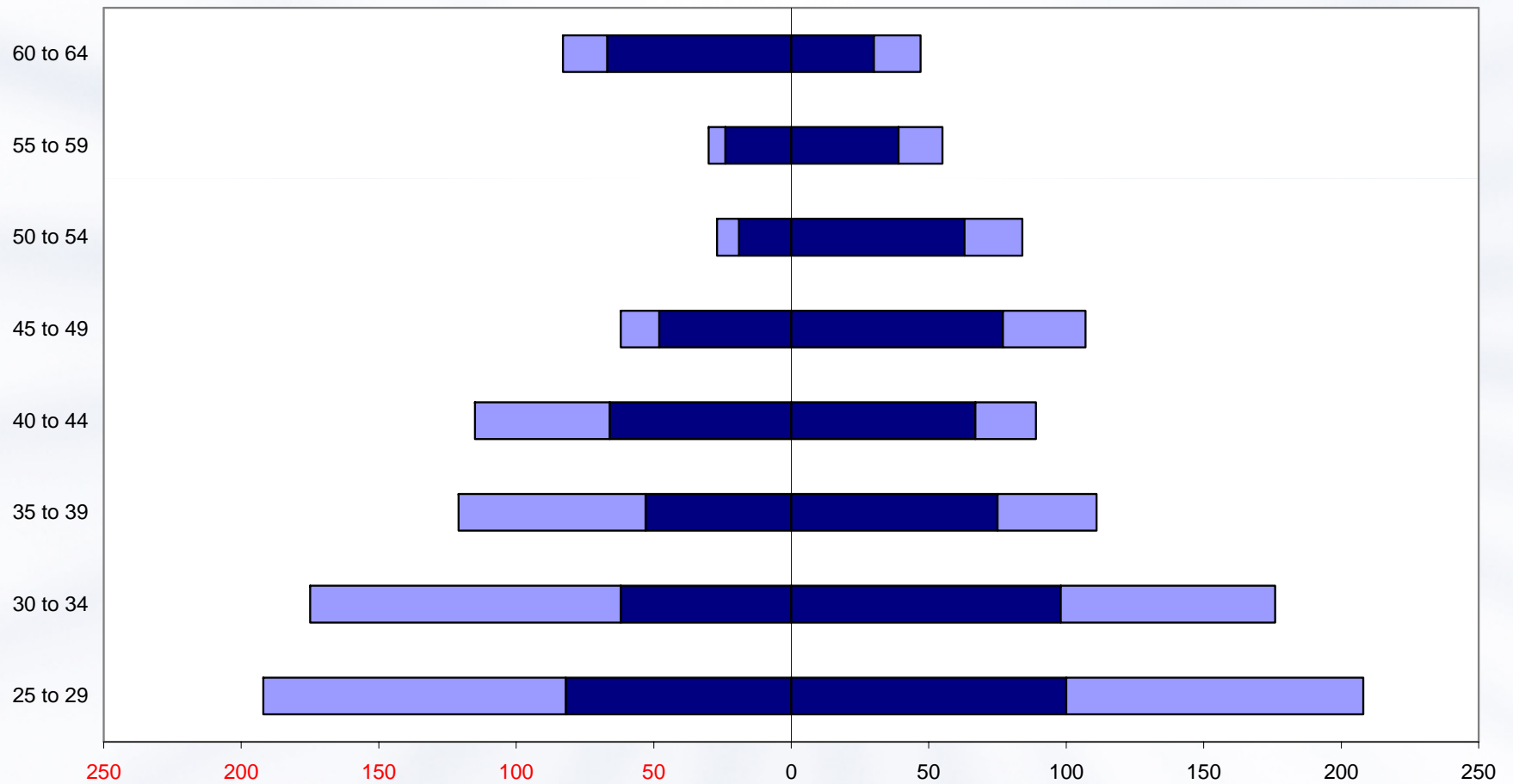
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Demography and presence over time

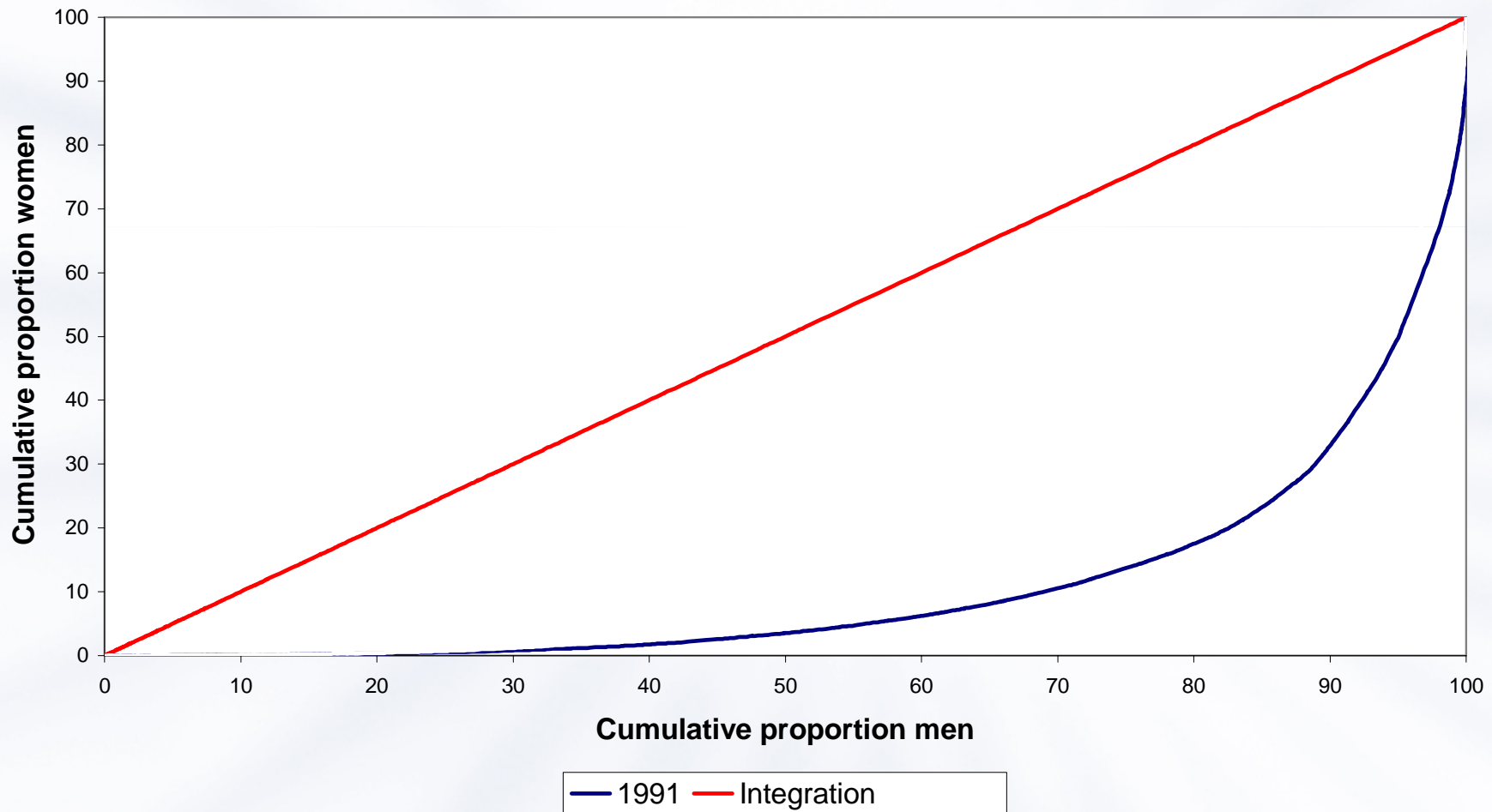
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2001 Age

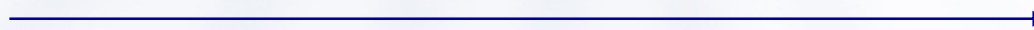


Measuring segregation: The Gini index

Segregation Curve, England and Wales, 1991 & 2001



Per cent female



Occupational sex segregation over time (standardised Gini indices)

	1971 (CO70)	1981 (CO80)	1991 (SOC90)	1996 (SOC90)	2001 (SOC2000)	2001 (SOC90)
Census	-	-	0.78	-	0.69	-
LFS	-	-	0.76	0.75	0.72	
ONS LS	0.81	0.80	0.77	-	0.70	0.72
					(no person imput.)	

Occupational sex segregation by ethnic group 1991 & 2001 (standardised Gini indices)

Ethnic group	1991		2001		Difference
	Index	Rank	Index	Rank	
White	0.78	2	0.70	1	-0.08
Indian	0.61	5	0.54	5	-0.07
Pakistani	0.67	4	0.63	4	-0.04
Bangladeshi	0.76	3	0.69	2	-0.07
B. Caribbean	0.80	1	0.69	2	-0.11
B. African	0.61	5	0.54	5	-0.07
Chinese	0.51	7	0.48	7	-0.03

Discussion

- Decline in occupational sex segregation is consistent with other findings (Elliott & Gerova 2005, Hakim 1992+, Blackburn and Jarman 2005)
- Consistency of decline across ethnic groups suggests structural change, given the flux in the minority ethnic labour force
- This is supported by an examination of occupational concentration, considering the 5 most common occupations for each group and how they changed between 1991 and 2001

Next steps

- Further cross-sectional work: analysis of segregation of full- and part-timers, manual/non-manual, UK- and non UK-born
- LS-based case studies of particular ethnic and occupational groups: Bangladeshi vs Chinese, sewers and first/second generation Indian, Pakistani and Bangladeshi workers.
- LS modelling of transition to work by ethnic groups.
- LS-based comparison of SOC90 and SOC2000.