



**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

1971
↓ + events
1981
↓ + events
1991
↓ + events
2001
↓ + events

1991
1996
2001

10 % x-section

1991

100 % x-section

2001

1 %
linked

n = 60,000

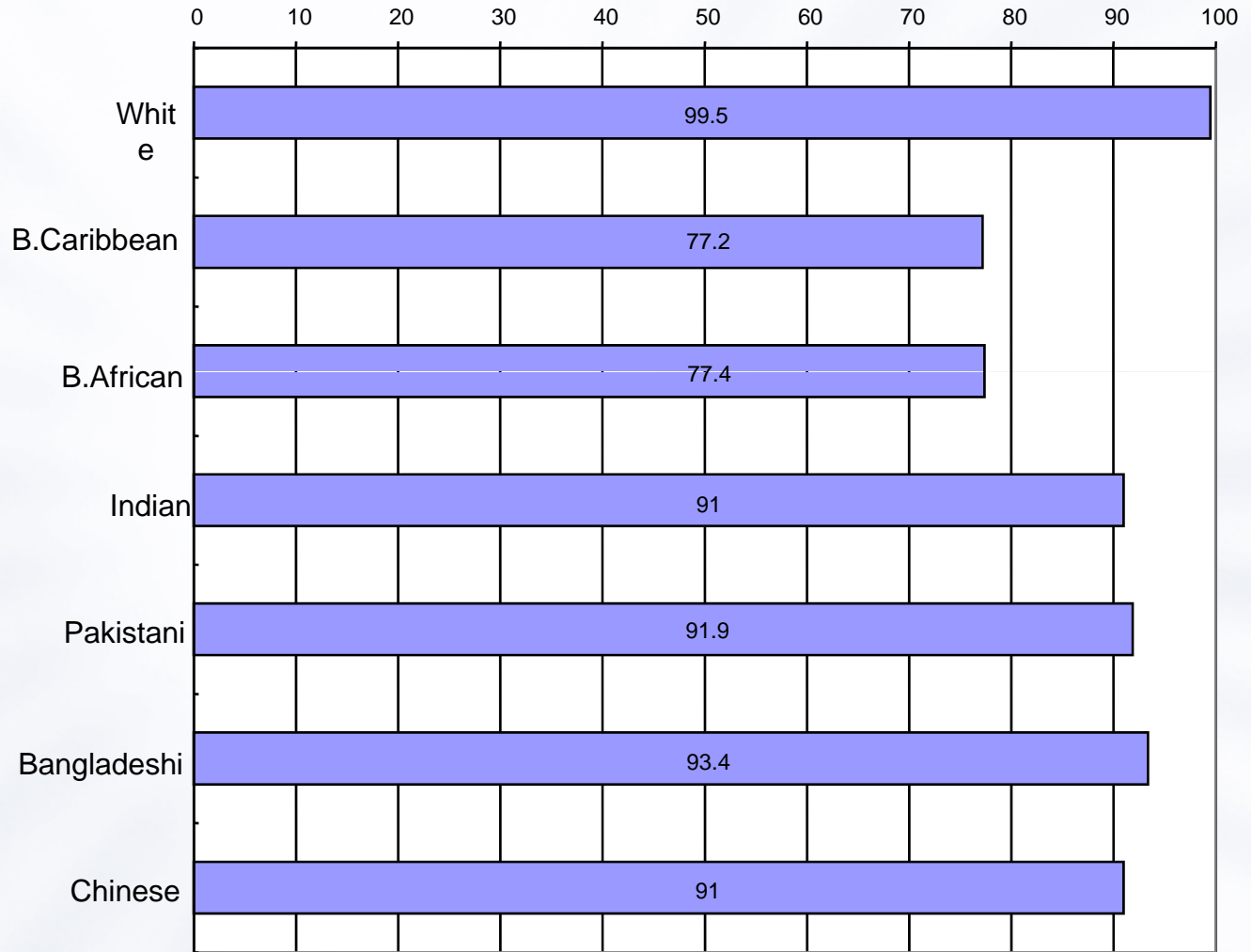
Comparability of ethnic classification: longitudinal evidence (Simpson & Akinwale 2005)

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



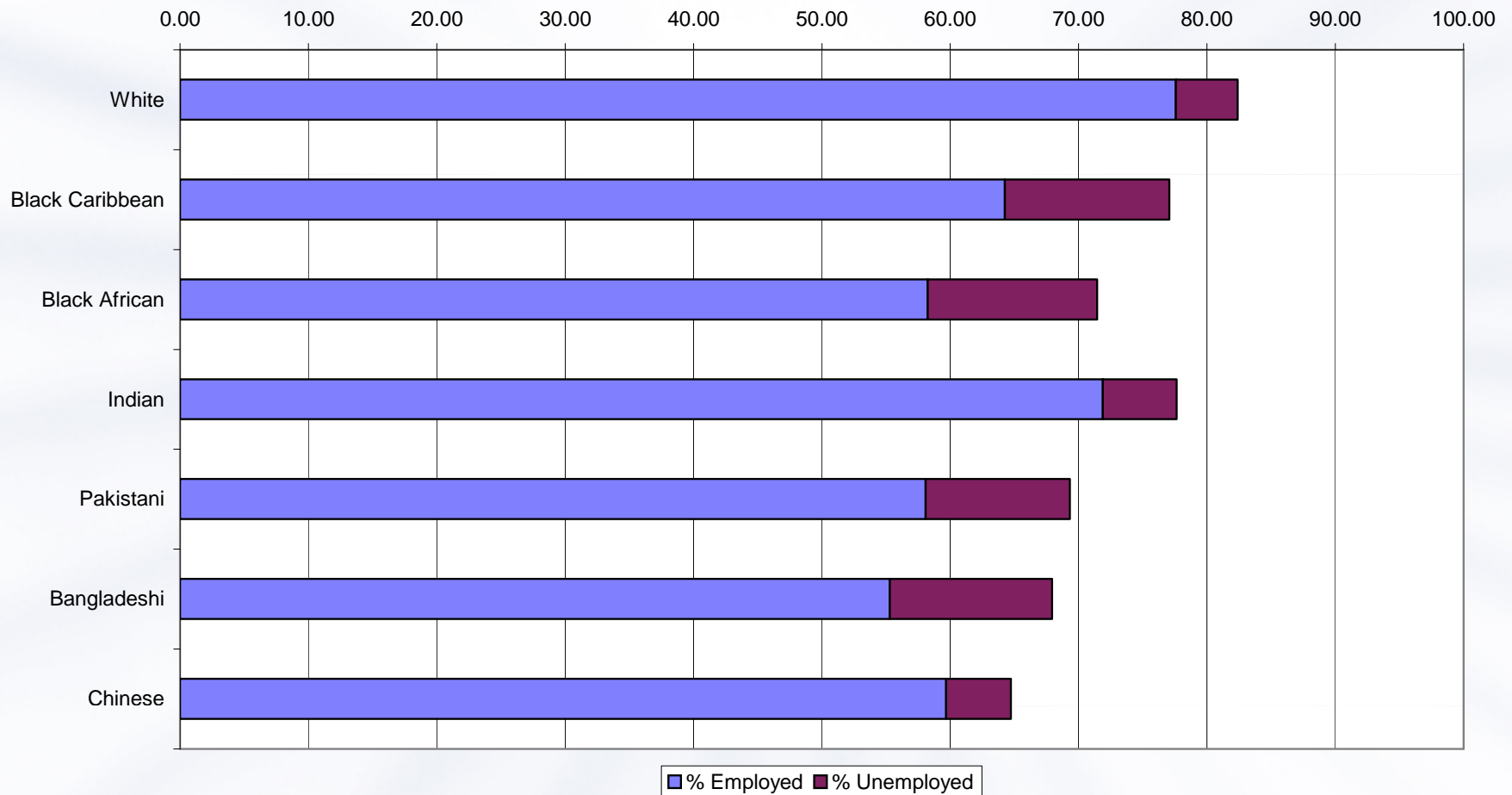
Comparability between Standard Occupational Classifications used in the 1991 and 2001 Censuses

- 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

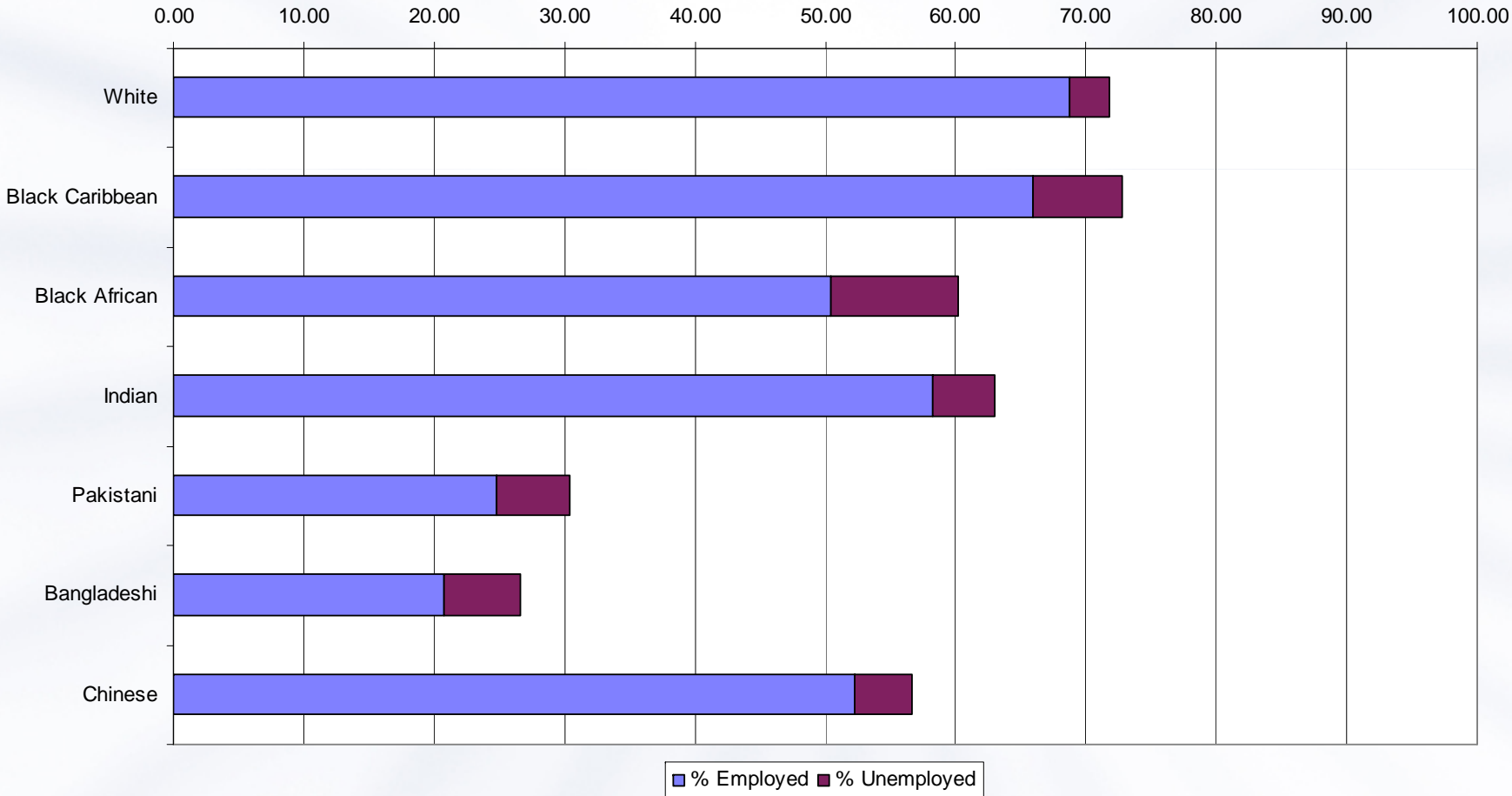
Ethnic differences in economic activity for men aged 16 to 64 (Source: 100 per cent 2001 Census data)

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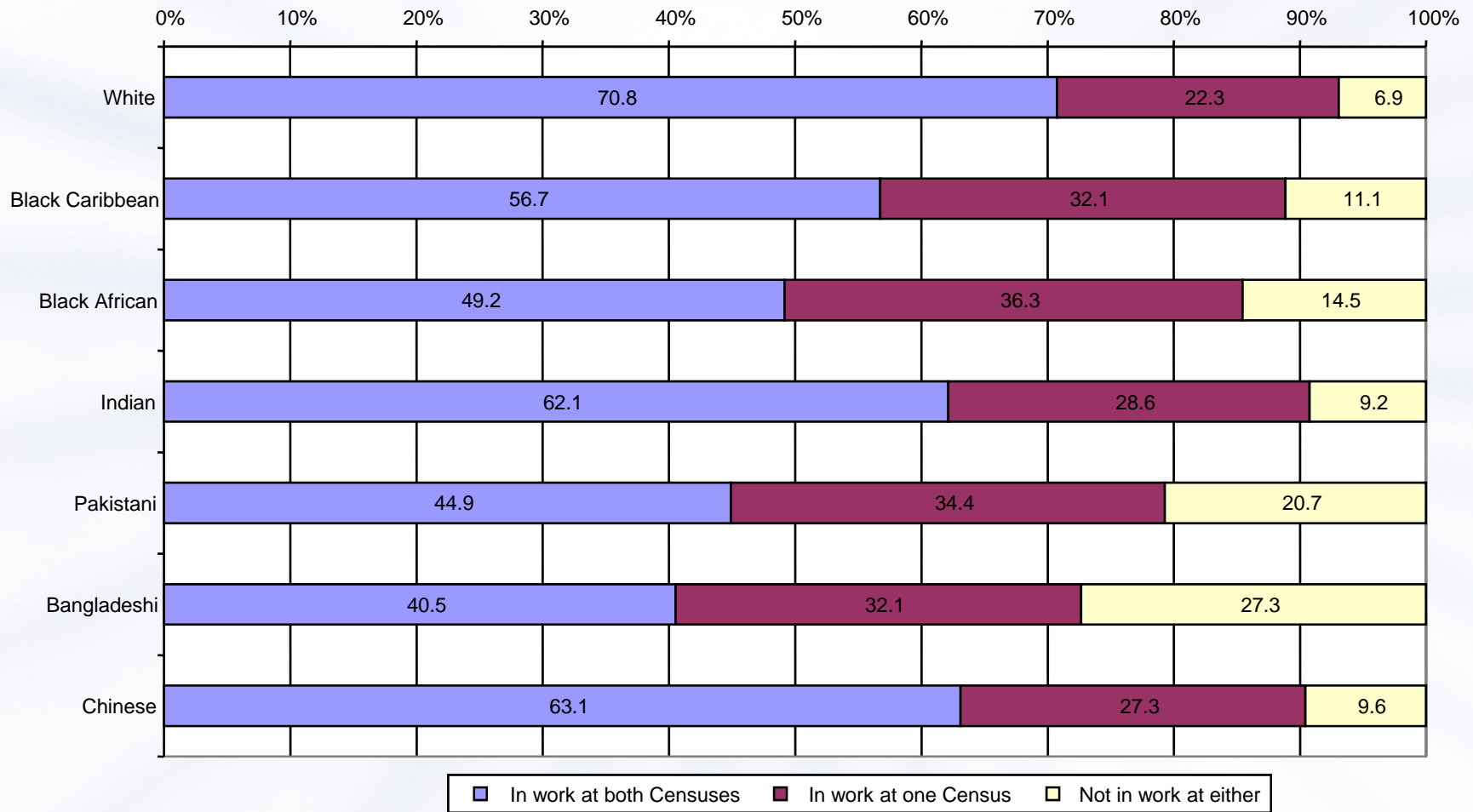
Ethnic differences in economic activity for women aged 16 to 59 (Source: 100 per cent 2001 Census data)

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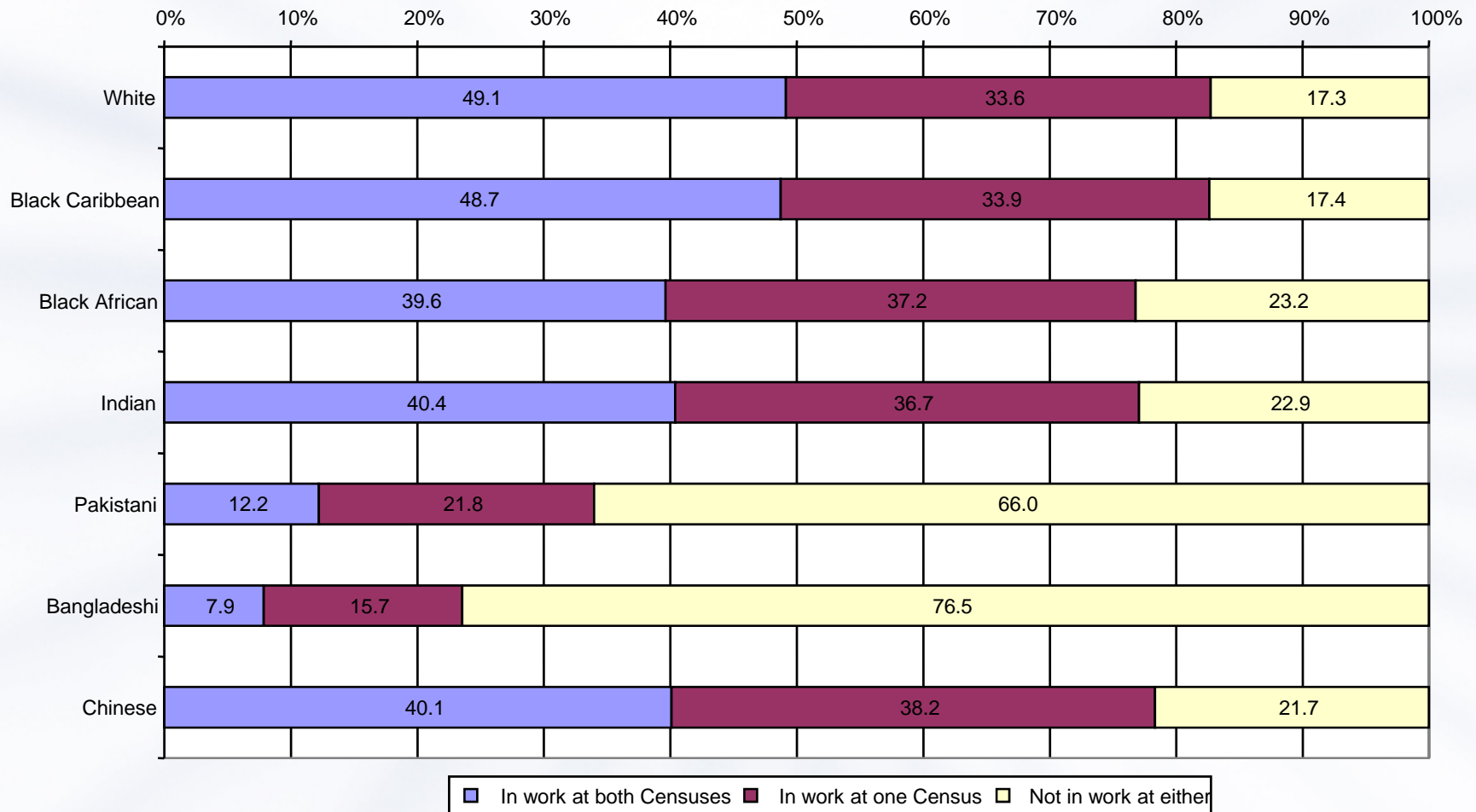
Ethnic variation in economic activity over time:

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

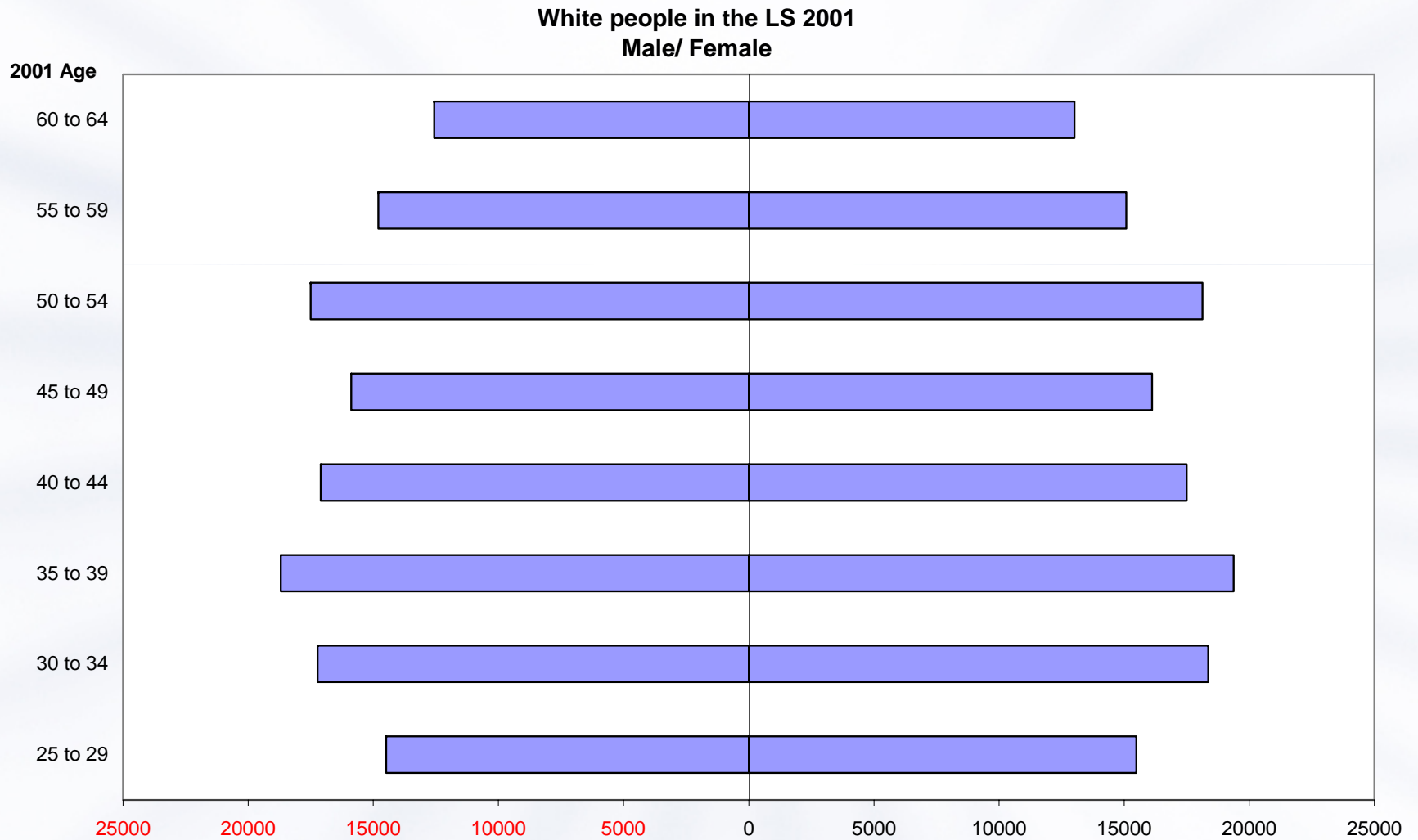


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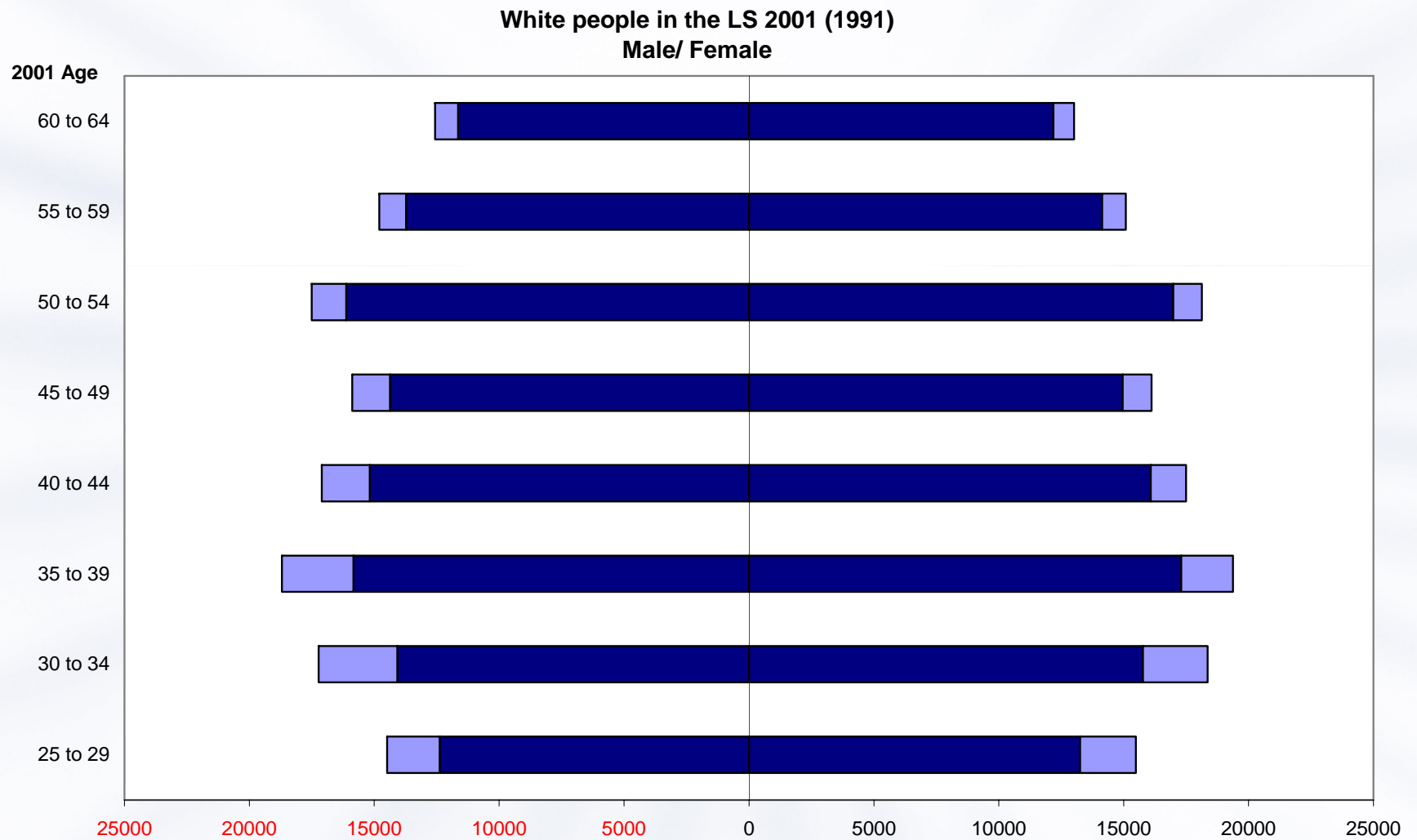
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Demography and presence over time



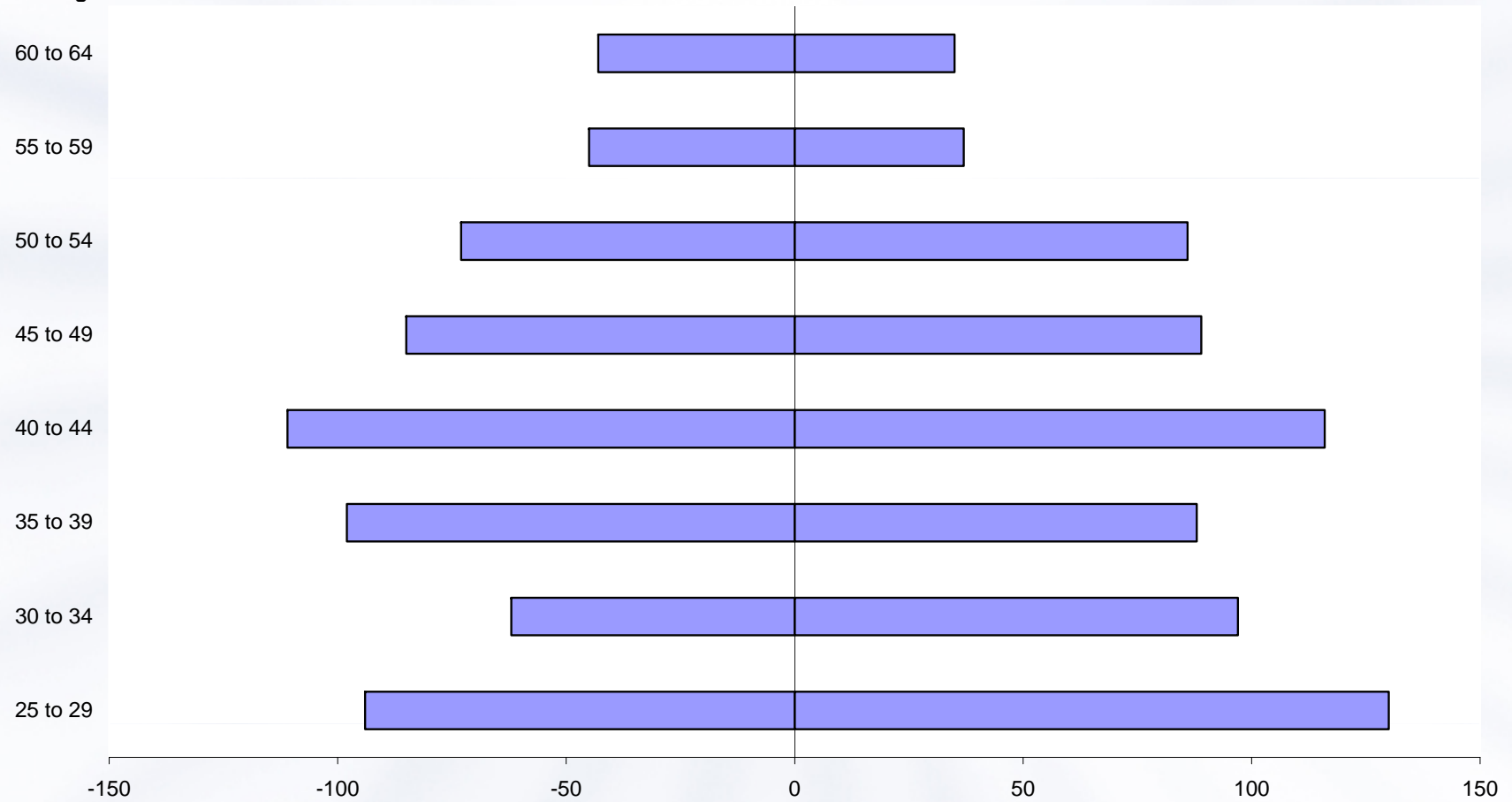
Demography and presence over time



Demography and presence over time

Chinese people in the LS (2001)
Male/Female

2001 Age



Demography and presence over time

Chinese people in the LS 2001 (1991)
Male/Female

2001 Age

60 to 64

55 to 59

50 to 54

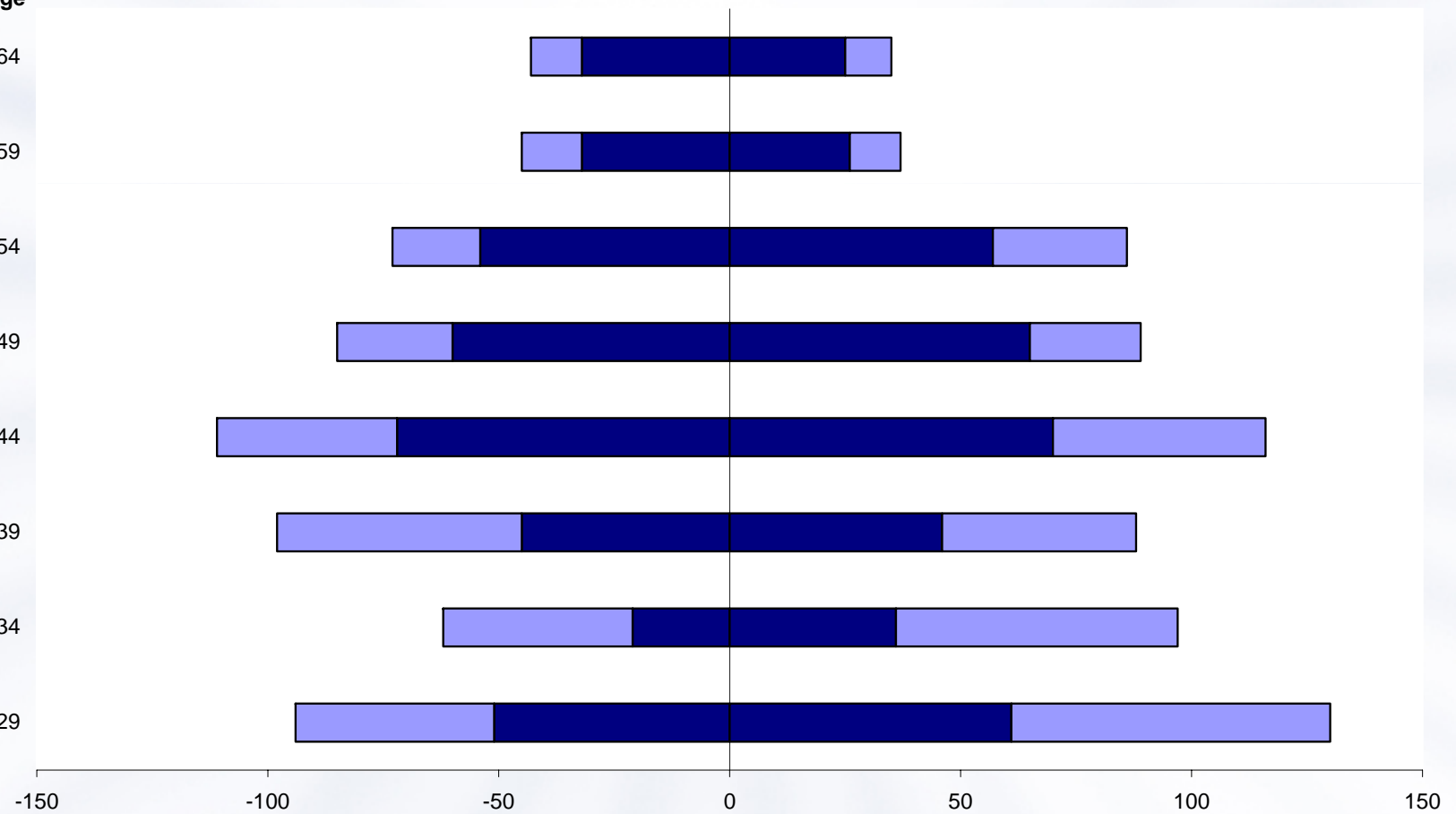
45 to 49

40 to 44

35 to 39

30 to 34

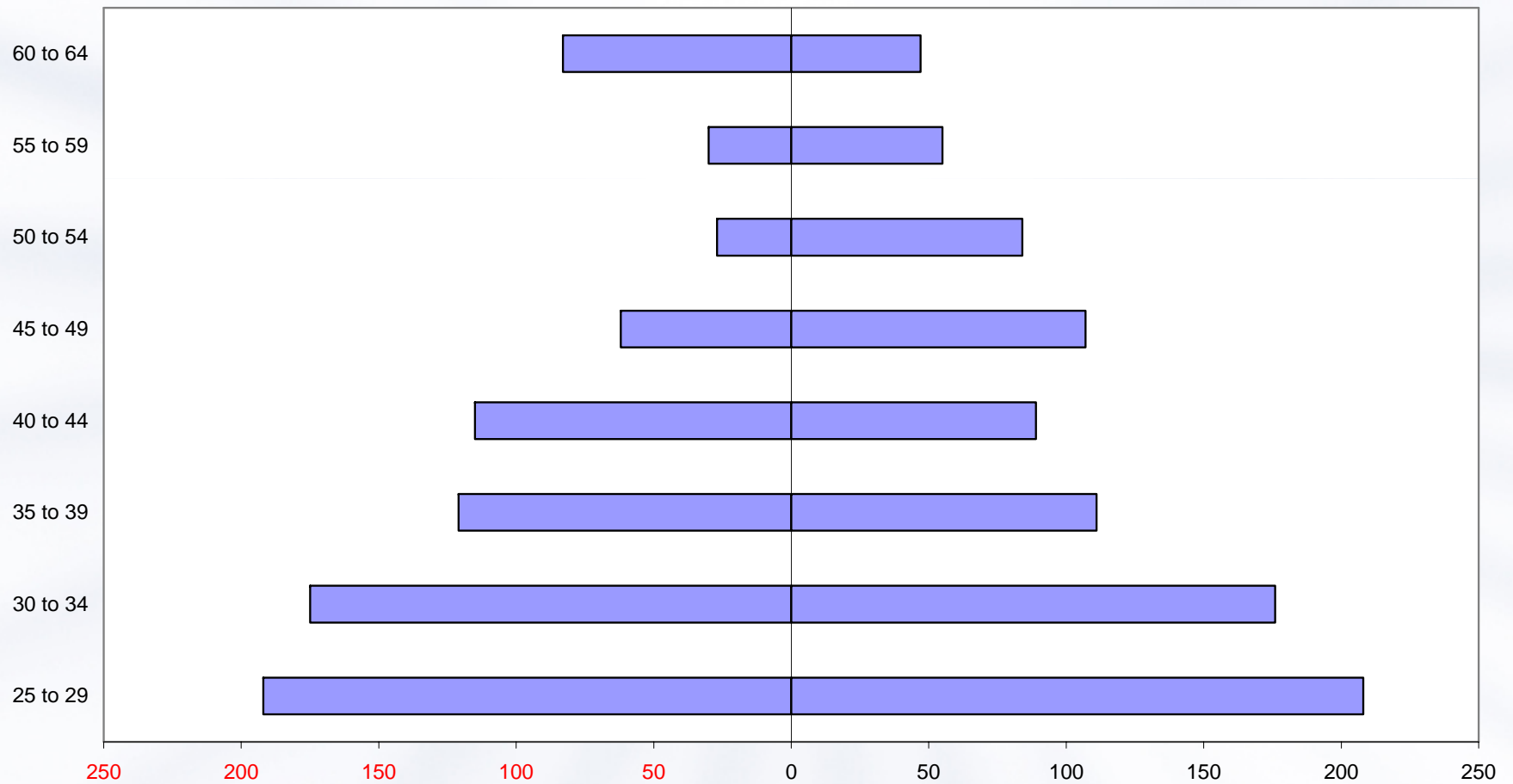
25 to 29



Demography and presence over time

Bangladeshi people in the LS 2001
Male/ Female

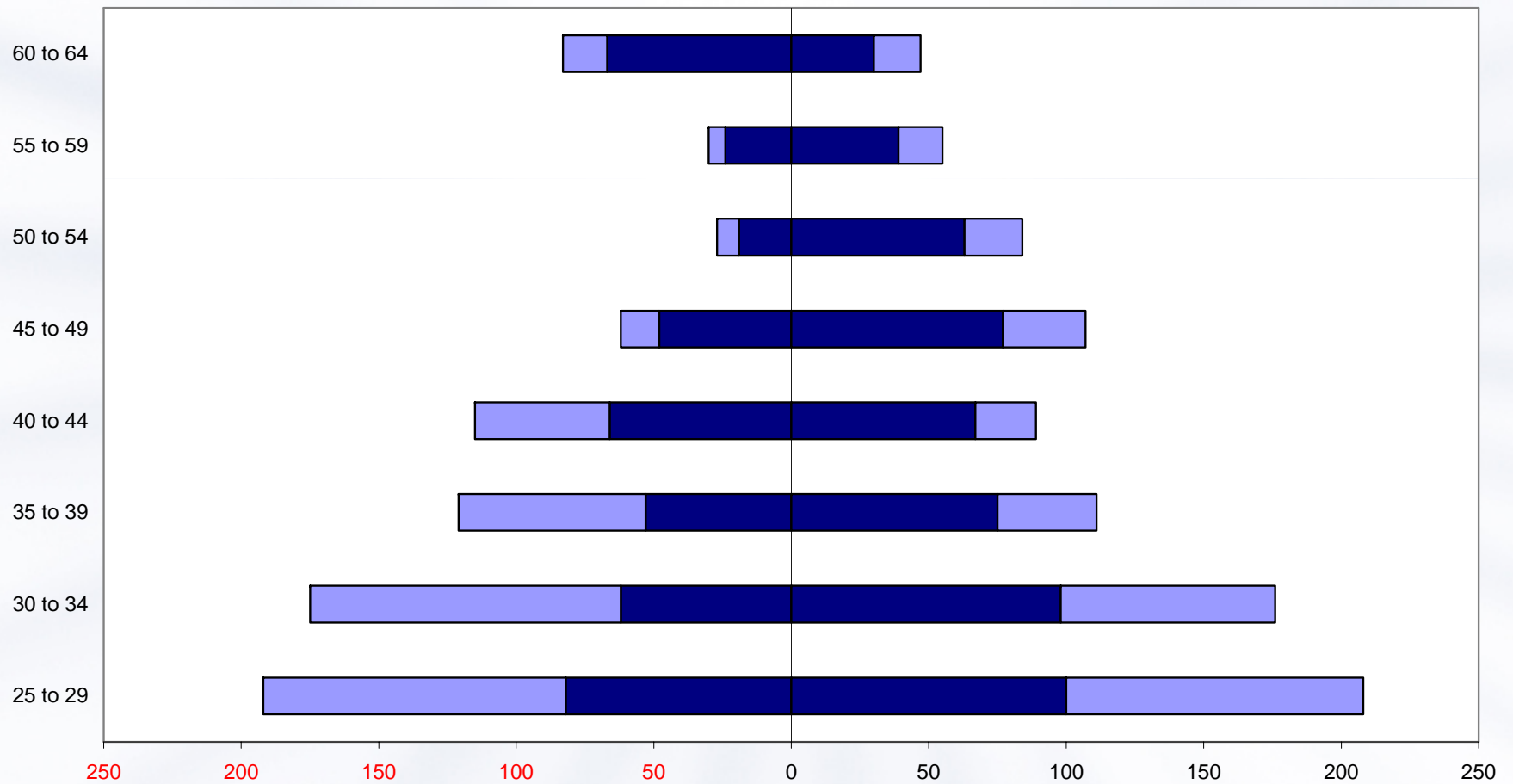
2001 Age



Demography and presence over time

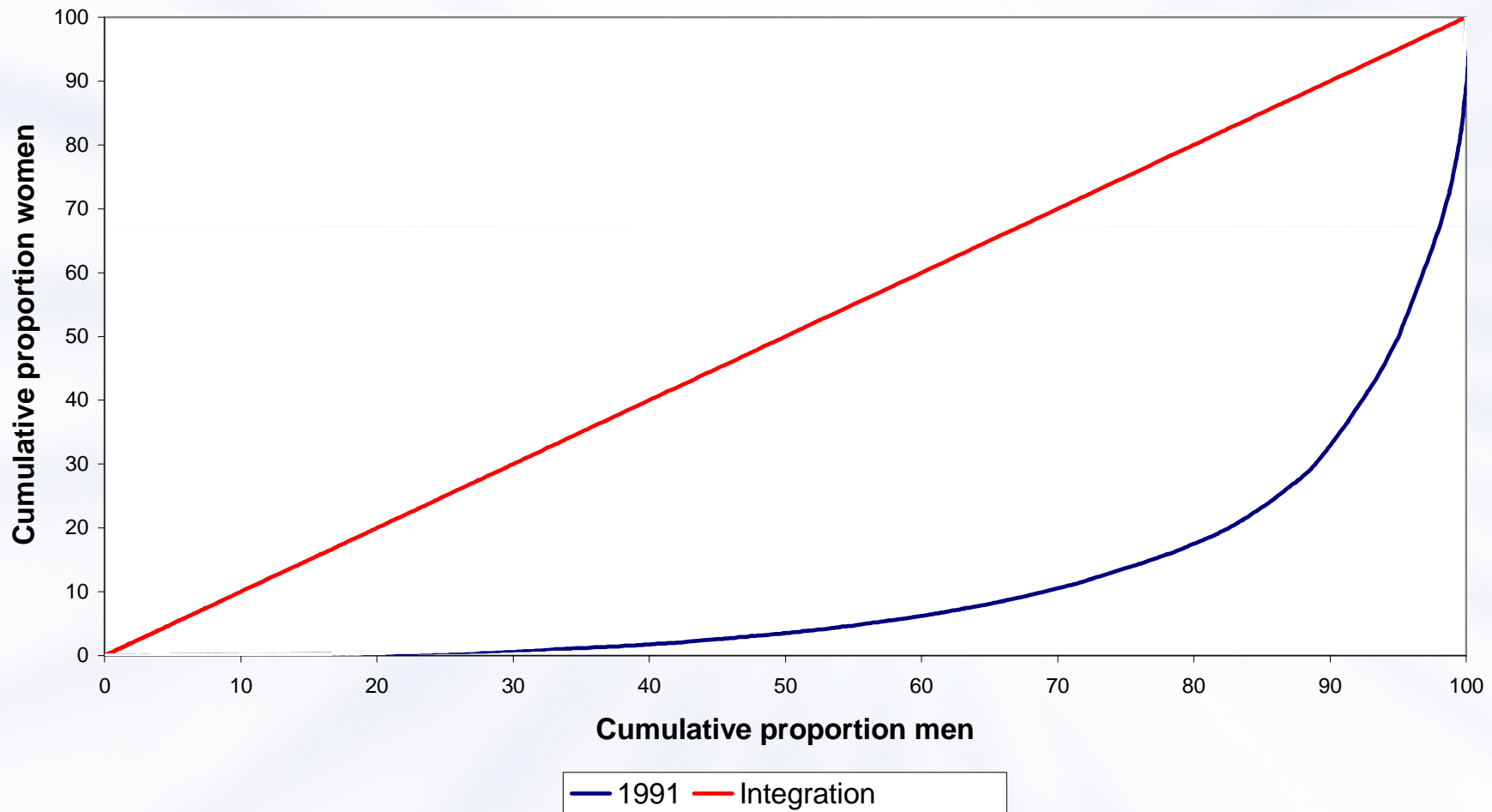
Bangladeshi people in the LS 2001 (1991)
Male/ Female

2001 Age

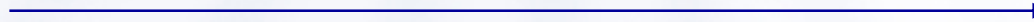


Measuring segregation: The Gini index

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.