

Intersectional Evidence Review: Minority Ethnic Women's Experiences in Scotland



EQUALITY AND WELFARE

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1. Executive Summary

This Evidence Review explores the experiences of minority ethnic women living in Scotland as a route to examining the importance of intersectional analysis, plus the opportunities and challenges of taking an intersectional approach in data collection, analysis and reporting. This review is structured using the [National Performance Framework \(NPF\)](#) and [Scotland's Gender Equality Index \(GEI\)](#) to link in with wider work around equality outcome monitoring. This Review also refers to the [National Advisory Council on Women and Girls' \(NACWG\) 2020 Race Equality report](#) to highlight recent improvements to intersectional equality data for minority ethnic women.

This Evidence Review aims to answer the following twofold research questions:

1. According to evidence, where do women from minority ethnic backgrounds encounter inequitable outcomes and experiences, or barriers to accessing services?¹ And where are there gaps in evidence?
2. By undertaking this Evidence Review, what lessons can we learn about analysis and publication of intersectional evidence?

The inclusion criteria for eligible qualitative and quantitative data were:

- Scottish Government statistics that have data broken down by sex and ethnicity (either analysed individually or intersectionally) based on indicators or topic areas used by the NPF and GEI.
- Studies that focused on the experiences of minority ethnic women in Scotland and evidence based in the UK or other devolved nations, to expand understanding of key issues beyond limitations of Scottish evidence.

¹ Comparisons between ethnic groups have been made based on the data and evidence available at the time of this report.

- Studies published in the last five years, with consideration for earlier studies when more recent evidence was not available.
- Studies that provided an update to information included in the previous NACWG Race Equality publication in 2020.

Some considerations and limitations should be taken into account when reading this Review.

- The evidence reviewed for this report does not reflect all research conducted on this topic area and some information or data were not available for the publication of this review (for example, upcoming Scotland's 2022 Census publications).
- In some cases, statistics on individual minority ethnic groups were aggregated into a 'minority ethnic' group due to small sample sizes. This limits the extents to which analysis can capture the nuanced experiences of different ethnic groups, thereby masking key issues for particular groups.
- Limitations related to sampling and sample size may limit the detection of statistically significant differences between groups, where other qualitative evidence suggests differences do occur.
- Evidence gathered for this Evidence Review was variable and did not always allow for consistent intersectional comparisons across groups. Thus, some evidence draws on ethnicity data only, or gender and sex data only. In some areas, it is unclear what minority ethnic women experience specifically in comparison to minority ethnic men or white women and men.
- The focus of the evidence used in this Review is predominantly on women, but where possible, evidence on girls was also included.

The following evidence was found to provide some explanation of where women from minority ethnic backgrounds encounter inequitable outcomes and experiences, or barriers to services:

- Education statistics indicate that women/girls from minority ethnic groups may perform equally to, or better than, comparison groups in certain areas of primary and secondary education². Despite this, they are underrepresented in areas of education such as Science, Technology, Engineering, and Mathematics³.
- Evidence examined suggests that minority ethnic women earn less⁴ and face intersectional forms of discrimination and challenges to fair work and participation in the labour market⁵.
- Minority ethnic women are more likely to experience a double pay penalty when becoming a mother as they earn less than other comparative groups, including white women, in addition to being unable to work full-time or flexibly due to caring commitments, which further limits financial prosperity or freedom⁶.
- Some research suggests that minority ethnic women were more likely to experience financial hardships during the COVID-19 pandemic⁷ and the cost-of-living crisis⁸ when compared to other ethnic groups of the population⁹.
- Qualitative research highlighted that women from minority ethnic groups have negative experiences in accessing healthcare due to racial and sex

² Comparison group was all respondents who identified as white and female (including Scottish, Irish, Other British, Polish, Gypsy/Traveller, Roma, Showman/Showwoman, and any other white ethnic group) for those with highest qualification above SVQ level 4. Other non-intersectional evidence shows that a higher percentage of females (compared to males) and minority ethnic groups (compared to white Scottish and white non-Scottish groups) leave school with one or more qualification at SCQF Level 6.

³ Lack of representation of women and minority ethnic groups in Science, Technology, Engineering, and Mathematics (STEM) when compared to men and those from white ethnic groups.

⁴ Lower median hourly pay for employed minority ethnic women (compared to white women) and higher pay disparities for first-degree female graduates from 'non-white backgrounds (compared to females from white backgrounds and males from white and non-white backgrounds)

⁵ This includes higher rates of economic inactivity for black and minority ethnic groups and women (compared to white ethnic groups and men); lower employment rates for minority ethnic women (compared to minority ethnic men); increased likelihood of occupational segregation; and lack of representation or experience of discrimination in specific employment sectors such as teaching, STEM, and retail. Qualitative evidence referenced throughout the chapter indicates various experiences in employment for minority ethnic women.

⁶ Comparisons vary across ethnic groups.

⁷ Comparisons made to white men and women.

⁸ Minority ethnic women compared to respondents overall in survey for experiences of cost-of-living.

⁹ Including white ethnic groups but comparisons vary across this chapter.

microaggressions, discrimination, and lack of knowledge about health conditions presenting in or on people from minority ethnic backgrounds. However, evidence used in this report suggest other intersecting characteristics also have an influence, such as language, age, migrant status, religion and nationality, which highlights the layers of complexity when assessing the impact of ethnicity on health outcomes.

- Limited statistical evidence demonstrated no significant differences between minority ethnic women and white Scottish or British women¹⁰, when assessing for general mental health and wellbeing. However, qualitative evidence shows that minority ethnic women's' experience of discrimination and racism impacts mental wellbeing negatively.
- According to data, people from minority ethnic backgrounds may feel less connected to their community than white Scottish or British women and men. Minority ethnic women were also less represented in, and thus have less influence on, political and social decisions within society¹¹.
- Evidence in this report highlights that there are differences in experiences of violence and safety. Minority ethnic women are generally more likely to be targeted by harassment and discrimination than white Scottish/British women. Also, domestic abuse appears to include legal and social issues specific to some minority ethnic women.¹²

The following evidence gaps were identified across the topics explored for this Review:

- There were limited intersectional quantitative data in certain areas, such as Education and Health. Available data in these areas were only largely able to show ethnicity breakdowns, or gender and sex breakdowns only. This made it unclear what women from minority

¹⁰ The SHS asks respondents what their ethnic group is. In the survey the ethnic groups white Scottish and white other British are collected as two distinct ethnicity categories. The intersectional SHS analysis produced for this report aggregated these responses to create a white Scottish or British category.

¹¹ Comparisons between groups vary across this chapter.

¹² Specific minority ethnic groups are explored through evidence in this chapter.

ethnic backgrounds experience at a population level and limited comparisons with minority ethnic men or white women and men. However, it is important to note that understanding of key issues may still have been possible without both qualitative and quantitative evidence and not all possible intersectional data were available in time for this publication, such as Scotland's Census 2022 data and the Scottish Health Survey data.

- Some areas would benefit from more qualitative evidence, such as in Education and Community and Power, to provide more detailed understanding of experiences for minority ethnic women.
- Improvements to the availability of both qualitative and quantitative evidence in areas such as Poverty would be beneficial to understand key issues for minority ethnic women at population and local levels specifically.
- Some evidence acknowledged that additional intersecting characteristics may also have an influence, such as language, age, migrant status, religion and nationality and so results may not be based on intersections of sex and gender with ethnicity alone. These issues are important to consider and highlight the layers of complexities when assessing the impact of ethnicity and gender on equality outcomes

This Review made a number of conclusions which should be taken into account in relation to analysis and publication of intersectional evidence.

- **Explore what intersectional breakdowns may already be available:** Analysts were able to produce new intersectional analyses from existing statistical publications for this Review. Therefore, there may be an opportunity for Scottish Government statistical datasets to increase their publication of intersectional breakdowns where sample size allows.
- **Consider different approaches to data collection and research:** Consideration of adopting alternative strategies, such as sampling boosts in surveys or looking more widely at a range of existing

evidence, should be made to increase the representation among sample sizes and draw out key issues faced by particular groups.

- **Utilise both quantitative and qualitative evidence:** Often key issues for minority ethnic women were better understood using a mix of both qualitative and quantitative evidence together, thus strengthening the overall evidence-base and the narrative formed around topic areas.
- **Further considerations for analysts specifically:** key learnings were taken from evidence examined for this Review about how to set parameters and purpose when conducting intersectional research, analysis or evidence reviews. This includes what intersections to examine and why, what comparisons to make and why, assessing additional influences on results, using a range of evidence to understand key issues, and ensuring research and analysis is impactful.

Some of these points are already being explored in the [Equality Evidence Strategy 2023 – 2025](#), which outlines work related to improving equality and intersectional breakdowns within Scottish Government data and publications.

Overall, this Evidence Review provides an insight into the range of evidence currently available that has the ability to inform policy-making and public service design improvements to tackle inequality experienced by minority ethnic women. Although it was not a key focus of this Review, the evidence presented in all chapters highlight a number of data improvements that aid understanding of minority ethnic women's experiences since the [NACWG Race Equality report](#). However, this Review shows that more disaggregated and intersectional evidence (both qualitative and quantitative) would be beneficial in certain areas to understand key issues for women from specific minority ethnic groups.

2. Introduction

This Evidence Review explores the importance of considering intersectional qualitative and quantitative equalities evidence when aiming to understand differential experiences and outcomes. In doing so, it begins to address action 21 in the Scottish Government [Equality Evidence Strategy 2023-25](#):

‘Undertake research to synthesise available evidence on key structural intersectionalities, identify gaps and suggest ways in which evidence gaps can be captured through both qualitative and quantitative research’. The purpose of this report is to draw together new and existing intersectional evidence, with the topic of minority ethnic women’s experiences as the focus. It utilises research from Scottish Government, other public sector organisations, third sector organisations, and academia to highlight learnings in relation to analysis and publication of equalities data.

This Evidence Review assesses existing data available from indicators and outcomes set out in the [National Performance Framework \(NPF\)](#) and [Scotland’s Gender Equality Index \(GEI\)](#). The NPF and GEI are agreed frameworks by which national wellbeing and gender equality performance are currently being measured. The indicators from these frameworks were chosen to shape the structure of this publication and to link the findings of this report to wider equality outcome monitoring work happening across Scottish Government. By focusing on experiences of minority ethnic women, this report responds to stakeholders’ advice that a sex and gender focus on race equality requires systematic review of evidence to support the identification of and response towards structural inequalities experienced by this group in Scotland’s population.

This Evidence Review aims to answer the following research questions:

1. According to evidence, where do women from minority ethnic backgrounds encounter inequitable outcomes and experiences, or

barriers to accessing services?¹³ And where are there gaps in evidence?

2. By undertaking this Evidence Review, what lessons can we learn about analysis and publication of intersectional evidence?

Although not a key focus, the evidence included in this report also provides an update to some of the evidence set out in the [National Advisory Council on Women and Girls' \(NACWG\) 2020 Race Equality report](#).

2.1. Key Concepts

Intersectionality is a concept which helps to make sense of how people's experiences can be shaped by multiple interconnected social categories, and how these social categories interact with systems and structures of power that result in structural inequalities¹⁴. Intersectionality allows us to move beyond an assumption that experiences are homogenous across one equality group (e.g. not all disabled people have the same experience). An intersectional approach allows decision makers to develop specific policy that promotes equitable outcomes and experiences for those with intersecting equality characteristics. This report will focus on the importance of considering [intersectional characteristics to understand structural inequalities](#) and will complement existing publications and research from Scottish Government and external organisations on the relevant intersecting characteristics.

Ethnicity broadly defines the shared characteristics of a group which may encompass identity, race, ancestry, history, and culture. [Scottish Government guidance](#) states that the term 'Minority ethnic' is preferred over 'other ethnicities', 'ethnic minority' or 'Black, Asian, and Minority Ethnic (BAME)/Black and Minority Ethnic (BME)' as the latter terms imply

¹³ Comparisons between ethnic groups have been made based on the data and evidence available at the time of this report.

¹⁴ Please see linked publication for further details: [Footnotes - Using intersectionality to understand structural inequality in Scotland: evidence synthesis - gov.scot \(www.gov.scot\)](#)

homogeneity not reflective of the diversity of minority ethnic groups, focus on the 'non-whiteness' or the word 'ethnic', and do not include consideration of 'white' minority ethnic groups such as Irish, Polish, and Gypsy/Travellers.

[Based on Scottish Government guidance](#), the 'white' categories can include white Scottish, and white Other British, as well as Irish, Polish, Gypsy, Travellers, Roma, Showman/Showwoman, and other white ethnic groups. 'Minority ethnic groups' may include Mixed or multiple ethnic groups, Asian, Scottish Asian, or British Asian, African, Scottish African, or British African, Caribbean or Black, and other ethnic groups. Additionally, this may include white minority ethnic groups such as Irish, Polish, and Gypsy/Traveller.

In relation to **sex and gender**, we have matched any language used in the original data source being referenced to ensure that sources are interpreted correctly throughout this report. However, it should be acknowledged that some people do not identify as man/male or woman/female, but official data collections still by and large use binary questions. Based on [Scottish Government guidance](#), a person's sex encompasses biological, legal, and self-defined aspects. Gender identity is defined as a personal, internal perception of oneself while gender relates to a time and culture specific social construction of a set of norms, roles and relationships governing the labels of masculinity and femininity.

This report acknowledges that the experiences of minority ethnic people are not homogenous, and that there will be a variety of experiences depending on the exact ethnicity and sex or gender background of individual persons, as well as other interacting circumstances. In this review, comparisons between ethnic groups have been made based on the data and evidence available at the time of publication. In some cases, due to limited evidence, comparisons may be made of aggregated ethnic categories 'minority ethnic' and 'white' or, where data and evidence allows, comparisons may be more specific to disaggregated ethnic groups with intersectional sex or gender, such as

Bangladeshi women in comparison to Bangladeshi men. Throughout this report we highlight how ethnic groups are aggregated in the different data sources through the use of footnotes, as these are not uniform across all data sources and this can have implications for analysis and comparisons.

3. Methodology

The first stage of this Evidence Review was to review the [NACWG Race Equality report on minority ethnic women's experiences](#), published in 2020.

This report was reviewed to understand key themes and topics of interest, data available at the time the report was written, and gaps previously identified. A scoping exercise was then conducted to understand what quantitative and qualitative evidence was currently available. Through this scoping, the team reviewed the availability of intersectional sex and ethnicity evidence across a range of sources.

The inclusion criteria for eligible qualitative and quantitative data were:

- Scottish Government statistics that have data broken down by sex and ethnicity (either separate or intersectional).
- Studies that focused on the experiences of minority ethnic women in Scotland and evidence based in the UK generally or other devolved nations to expand understanding of key issues beyond limitations of Scottish evidence.
- Studies published in the last five years, with consideration for earlier studies when more recent evidence was not available. This captured any published evidence prior to the 2020 NACWG Race Equality report to ensure that any missed sources were considered.
- Studies that provided an update to information included in the previous NACWG Race Equality report in 2020.

The statistical sources reviewed were based on indicators or domains used by the [National Performance Framework \(NPF\)](#) and [Gender Equality Index \(GEI\)](#).

The purpose of this was to link this report to wider equality outcome monitoring work happening across Scottish Government. The following datasets produced by the Scottish Government for NPF and GEI reporting,

using internal data and data from the Office for National Statistics (ONS), were reviewed:

- Scottish Labour Market Statistics which draw on surveys from the ONS
- Scottish Crime and Justice Survey (SCJS)
- Scottish Health Survey (SHeS)
- Scottish Household Survey (SHS)

Further information on data sources consulted can be found in [Annex 2](#).

3.1. Considerations about the Evidence

There are some considerations regarding the limitations of evidence, which influence how this report has been compiled. This sub-chapter provides an overview of these considerations:

- This Evidence Review is not intended to be fully comprehensive. Within the time and resources available to the team, this report aims to focus on capturing a general overview of issues against the GEI domains and NPF outcomes to map existing and new intersectional equality evidence that is monitored by Scottish Government. This means conclusions drawn throughout this report are based on the evidence reviewed, rather than all evidence available on the topic area.
- We have highlighted instances where information or data may exist, but it was not possible to gather in time for the publication of this review. For example, Scotland's Census 2022 data may have been useful in understanding the experiences of minority ethnic women, however at the time of this publication, the full dataset had not yet been published. In addition, we acknowledge that there are areas where we state that intersectional evidence is not available from certain datasets, which may be due to a number of reasons (such as small sample size), however often we do not know why and cannot make assumptions.

- This report is not intended to assess the availability of intersectional gender/sex and ethnicity breakdowns across all NPF indicators as some were not relevant for this publication.
- Where Scottish Government statistics have been included in this report, responses from minority ethnic respondents may have been aggregated to allow a large enough sample size to avoid the risk of identification of individuals as well as to achieve a higher degree of statistical reliability and suitable confidence intervals. While this allows data to be published, it unfortunately limits our understanding of the range and variety of experiences of women in disaggregated ethnic groups.
- Due to statistical survey collection methods and small sample sizes, there may be areas that show no significant difference for minority ethnic women compared to white women, minority ethnic men, and white men. However, this may be not reflective of reality and differences in experience and in these cases, we have looked to qualitative evidence to gain a deeper understanding of a particular topic area or issue.

The following section maps evidence and data on minority ethnic women in Scotland against indicators or domains relevant to the National Performance Framework (NPF) and Gender Equality Index (GEI).

4. Population

Capturing demographic population statistics is important to understand where to build a baseline understanding of the population. Scotland's Census 2022 data is the most up to date information on ethnicity intersecting with sex and age.

Scotland's Census 2022 [Ethnic group, national identity, language and religion report](#) revealed that the percentage of people who described themselves as having a minority ethnic background¹⁵ increased from 8.2% in 2011 to 12.9% in 2022. According to National Records of Scotland this increase was partly driven by people moving to Scotland from overseas. The largest increases were observed in the 'Other white' group with most people having a European heritage, followed by the 'Mixed or multiple ethnic' group, the 'African, Scottish African or British African' and the 'Polish' group. Breakdowns by sex and ethnicity of [Scotland's Census 2022](#) show that 6.7% of the total Scottish population are female with a minority ethnic background and 6.2% of the Scottish population are male with a minority ethnic background. Table 1 shows the proportion of Scotland's individual minority ethnic groups in 2022.

Table 1: Percentage of Scotland's population by minority ethnic group, 2022

Data Source: [Scotland's Census 2022](#)

Ethnic group	Percentage (%)
Other White	2.92
Polish	1.67
Pakistani, Scottish Pakistani or British Pakistani	1.34
Mixed or multiple ethnic group	1.12
African, Scottish African or British African	1.08
Irish	1.05
Indian, Scottish Indian or British Indian	0.97

¹⁵ The Census refers to all ethnic groups other than white Scottish and white British as a minority ethnic group. The Census 2022 also added the ethnic group options 'Roma' and 'Showman/Showwoman', which were not available in the Census 2011.

Chinese, Scottish Chinese or British Chinese	0.87
Other Asian	0.59
Other ethnic group	0.5
Arab, Scottish Arab or British Arab	0.41
Bangladeshi, Scottish Bangladeshi or British Bangladeshi	0.13
Caribbean or Black	0.12
Gypsy / Traveller	0.06
Roma	0.06
Showman / Showwoman	0.03

For comparison, the [population sizes](#) for all ‘white Scottish’ and ‘white other British’ ethnic groups were 77.7% and 9.4% respectively.

Analysis undertaken for this report found that most of Scotland’s minority ethnic population generally has a younger age profile than the white Scottish and white other British population (see Table 2). White Scottish and other white British ethnic groups have a higher proportion of people aged 65 and over compared to other ethnic groups, except for white Showperson and white Irish populations. For all other minority ethnic groups, the proportion of people under 15 outnumbered people aged 65 and over. This Review did not explore potential reasons for, or impact of, these age breakdowns among minority ethnic groups. There were no major differences of age profiles across sex for each of the ethnic groups.

Table 2: Comparison of population ages by ethnic groups in Scotland

Data Source: [Scotland's Census 2022](#)

Ethnic group	Aged below 15	Aged 15 to 64	Aged 65 and over
Mixed or multiple ethnic group	39%	58%	3%
African: Total	30%	69%	2%
Other ethnic groups: Total	23%	72%	5%
Asian, Asian Scottish or Asian British: Total	22%	73%	5%
White: White Polish	21%	77%	2%
White: Gypsy/ Traveller	19%	71%	10%
White: Roma	17%	79%	4%
Caribbean or Black: Total	17%	77%	6%
White: White Scottish	15%	63%	22%
White: Other White	11%	83%	6%
White: Showperson	10%	73%	18%
White: Other White British	8%	68%	24%
White: White Irish	5%	75%	21%

Further research drawing on the full Scotland Census 2022 data, once published, may be beneficial to understand these demographic trends for women and girls, and people generally in minority ethnic groups, in more detail. This may also increase understanding of required services and infrastructure to support specific needs.

5. Education

This chapter focuses on understanding minority ethnic women's access to and experiences in education through exploring evidence on student demographics, completion rates and performance, experiences in certain sectors of education, and trust and satisfaction in education.

5.1. Student Demographics

This sub-chapter examines demographics in education. A mix of quantitative and qualitative evidence was considered to understand demographic information and how this translates to service provision.

Based on [summary statistics for schools in Scotland](#), female minority ethnic pupils¹⁶ in primary, secondary and special schools made up 9% of all pupils (61,912 of 705,528) in 2023. Among the minority ethnic groups, 'white other' was the largest group (1.8% or 12,822 female pupils), followed by 'white Polish' (1.2% or 8,382 female pupils) and 'Asian Pakistani' (1.1% or 7,609 female pupils). The smallest ethnicity groups were 'Caribbean/Black other' (0.04% or 314 female pupils), 'Caribbean/Black Scottish/British' (0.07% or 514 female pupils), and 'white Gypsy/Traveller' (0.1% or 703 female pupils)¹⁷. Female white Scottish and white other British pupils (275,192) significantly outnumbered female minority ethnic pupils (61,912) in 2023. These statistics are not currently published by age so comparisons to Census 2022 demographic statistics cannot be made. These comparisons may be useful in order to, for example, assess if these student populations are fully

¹⁶ This is the sum of all female pupils with the following ethnicities: White Irish, White Polish, White Gypsy/Traveller, White Other, Mixed, Asian Indian, Asian Pakistani, Asian Bangladeshi, Asian Chinese, Asian Other, Caribbean/Black – Scottish/Black, Caribbean/Black – Other, African – Scottish/British, African – Other, Arab, and Other.

¹⁷ This Evidence Review recognises that attendance in schools among Gypsy/Traveller pupils is generally low. Please see [Improving educational outcomes for children and young people from travelling cultures: guidance](#) for more details.

representative of the appropriate proportion of the population (see section 4.1).

Skills Development Scotland data on Modern Apprenticeships (MAs) offers single characteristic breakdowns, but not intersectional. According to the [Skills Development Scotland Quarter 4 publication](#) (1st April 2023 – 31st March 2024), females represented 37.6% of all MA new starts, including all MA progressions, by the end of the quarter. This was 0.5 percentage points lower than the same point last year. However the publication suggests that this might be due to increase in starts to male-dominated areas such as Automotive and Engineering. In terms of ethnicity breakdown, the data shows there was an increase in the number of starts self-identifying as minority ethnic, but this only represented 4.5% of all MA starts in 2023/24 compared to 3.3% in 2022/23. As was the case in the evidence highlighted in the NACWG Race Equality report, these statistics highlight that both minority ethnic communities and women are underrepresented in MAs, however intersectional statistics is not available publicly.

While it is useful to see how many minority ethnic women and girls are enrolled in education, it would be valuable to consider qualitative evidence alongside the figures to deepen understanding of the experiences of these groups in education services. However, no intersectional evidence about the specific experiences of minority ethnic women/girls in Scottish primary and secondary schools or MA roles were found. More general information provides some useful insight. Specific to schools, [evidence indicates](#) that racism and racist bullying in school is a problem facing children from minority ethnic backgrounds across Scotland. This is unlikely to provide a full picture of the extent of the issue, particularly given [evidence published by CRER analysing local authority data](#), which suggests that there is generally an under-reporting and under-recording of racially motivated bullying within schools. For MAs, a

lack of intersectional data may reflect the underrepresentation of this group and, perhaps, a lack of research in this area generally.

5.2. Completion and Performance

This sub-chapter focuses on performance, completion of education and resulting qualifications.

Intersectional statistics on completion of education were not easily available among published evidence. Instead, intersectional statistics from the Scottish Surveys Core Questions¹⁸ (SSCQ) were produced to assess any differences in the highest qualifications held between equality groups. SSCQ data indicated that in 2022 there was a higher proportion of minority ethnic female¹⁹ respondents (57.1%) whose highest qualification was above SVQ level 4, compared to white female²⁰ (35.5%) and white male²¹ (34.4%) respondents. There was no statistically significant difference between the proportion of minority ethnic female and minority ethnic male²² respondents whose highest qualification held was above SVQ level 4 (57.1% and 56.4% respectively). At the same time, there was a higher proportion of white female and white male respondents whose highest qualification was held at SVQ level 4, SVQ level

¹⁸ The SSCQ is an annual Official Statistics publication which harmonises responses from the three major Scottish Government household surveys, namely the Scottish Household Survey, the Scottish Health Survey and the Scottish Crime and Justice Survey.

¹⁹ This includes respondents who identified as female and Mixed or Multiple Ethnic groups, Asian: Pakistani, Asian: Indian, Asian: Bangladeshi, Asian: Chinese, Asian: Any other Asian ethnic group, African, Caribbean or Black, Other Ethnic Groups: Arab, Other Ethnic Groups: Any other ethnic group.

²⁰ This includes respondents who identified as female and White: Scottish, White: Irish, White: Other British, White: Polish, White: Gypsy/Traveller, White: Roma, White: Showman/Showwoman, White: Any other white ethnic group.

²¹ This includes respondents who identified as male and White: Scottish, White: Irish, White: Other British, White: Polish, White: Gypsy/Traveller, White: Roma, White: Showman/Showwoman, White: Any other white ethnic group.

²² This includes respondents who identified as male and Mixed or Multiple Ethnic groups, Asian: Pakistani, Asian: Indian, Asian: Bangladeshi, Asian: Chinese, Asian: Any other Asian ethnic group, African, Caribbean or Black, Other Ethnic Groups: Arab, Other Ethnic Groups: Any other ethnic group.

3, or SVQ level 1 or 2²³ when compared to minority ethnic female and minority ethnic male respondents.

All other statistics reviewed for this sub-chapter did not include intersecting results for female ethnic minority pupils and students/graduates. However evidence was able to point to sex or ethnicity specific trends, which offer helpful insights.

Statistics reviewed from published sources reveal outcome differences between female and male pupils and graduates. The [Achievement of Curriculum for Excellence Levels 2022/23 publication](#) provides information on the national performance of school pupils on literacy (reading, writing, listening and talking) as well as numeracy. This information covers Primary 1, Primary 4, Primary 7, and Secondary 3 pupils in publicly funded mainstream schools and special schools/units. It includes breakdowns for gender and breakdowns for ethnicity, but not intersectional breakdowns. In terms of gender, this publication shows that female pupils generally outperform male pupils in literacy at all stages as well as in numeracy at Primary 1, Primary 7, and Secondary 3. [Summary statistics published in 2024 for attainment and school leavers](#) shows that a higher percentage of females (69.7%) than males (61.8%) leave with 1 or more qualification at SCQF Level 6²⁴ or better. Specific to higher education, [OECD statistics](#) reveal that 59.7% of women compared to 56% of men aged 25 to 64 in 2022 held a higher education qualification. In terms of ethnicity, the [Achievement of Curriculum for Excellence Levels 2022/23 publication](#) also revealed differences for specific

²³ At SVQ level 4, 13.4% of white female respondents and 13.7% of white male respondents, 8.5% of minority ethnic female respondents and 9.8% of minority ethnic male respondents; at SVQ level 3, 15.4% of white female respondents and 17.3% of white male respondents, 11.3% of minority ethnic female respondents and 12.4% of minority ethnic male respondents; and at SVQ level 1 or 2, 17.5% of white female respondents and 18.9% of white male respondents, 9.5% of minority ethnic female respondents and 10.6% of minority ethnic male respondents.

²⁴ This could be a Scottish Higher, SVQ, foundation or modern apprenticeship, or work in the community or other workplace setting. More information can be found at the SCQF website: [Level 6 - Scottish Credit and Qualifications Framework \(scqf.org.uk\)](#)

minority ethnic groups. For example, in Primary 1, Primary 4, and Primary 7, pupils with an Asian Chinese background performed highest in numeracy compared to their peers. Additionally in Primary 1 pupils with a mixed or multiple ethnic, Asian Chinese, or Asian Indian background performed highest in literacy. The [summary statistics for attainment and school leavers](#) also show that the percentage of minority ethnic groups²⁵ leaving school with one or more qualification at SCQF Level 6 or better was higher than white Scottish and white non-Scottish groups. While we are lacking intersectional data, this evidence presented may give some insights into educational performance for female pupils from certain minority ethnic backgrounds.

As will be shown in the [Work chapter](#), it is important to note that known positive performance figures in education does not appear to translate into advantages in the labour market.

5.3. Science, Technology, Engineering, and Mathematics (STEM) Education

Barriers appear to exist for minority ethnic women in types of qualification that are often dominated by men and white ethnic groups, however lack of intersectional breakdowns limit the understanding of these issues. Science, technology, engineering, and mathematics (STEM) education has been explored for this sub-chapter, based on the previous NACWG Race Equality report.

[In 2022, Billy Wong and Meggie Copsey-Blake](#), academics at the University of Reading specialising in educational inequalities, published research examining how women from minority ethnic backgrounds navigate identity as

²⁵ This includes mixed or multiple ethnic groups, Asian – Indian, Pakistani, Chinese, and other, African/black/Caribbean and all other categories. Not disclosed/not known were the lowest percentage at 63.8%.

students in STEM education.²⁶ The authors highlight research that suggests STEM is often thought to be “male and masculine dominance” and that there is an “underrepresentation [of] minority ethnic women”, impacting their overall “sense of belonging” in STEM subject areas. Although this research was set in England and focuses on the in-depth experiences of only three women, the themes that the researchers highlight may be important to consider in a Scottish context. The researchers commented on their participants using pragmatism, staying persistent, and being aware of the precariousness of their future careers in STEM. These challenges are implicitly and explicitly impacted by sexism, racism, microaggressions and other forms of social inequalities or discrimination, which in turn impact perception of ability, self-worth, and identity attempting to remain in STEM careers. The authors argue that structural inequalities of gender and ethnicity must be “exposed and dismantled” and creation of a “diverse and inclusive curriculum and environment” via strategies and policies at “different levels and contexts” which will require support from senior staff at universities. These barriers to participating in STEM education extend to minority ethnic women entering STEM-related employment, which will be discussed [in the work chapter](#).

5.4. Trust and Satisfaction in Education

This sub-section examines trust in education as it may provide insights into how supportive and respectful learning environments are. Statistics explored for this sub-chapter were unable to detect any differences between minority ethnic women and white Scottish/British women.

²⁶ This study examines only three STEM undergraduate minority ethnic women in an English University across three years, therefore may not be representative of experiences across the UK or specifically in Scotland.

Intersectional analysis of SHS 2022 data conducted for this report shows that minority ethnic²⁷ women and white Scottish/British²⁸ women trusted the education system to a similar extent (67% and 69% respectively). In a separate question regarding satisfaction with local schools, less than half of minority ethnic women and white Scottish/British women were satisfied with local schools (46% for both groups). However, no qualitative evidence was found that explores reasons why trust and satisfaction were similar among these groups. Equally, the level of experience or contact those respondents had with schools and whether respondents had children in attendance, or were simply giving their opinion of local schools, is unknown. In addition, this information doesn't include what young children think of school services as the SHS only surveys people aged 16 and over.

²⁷ This includes White Irish, White Gypsy/Traveller, White Polish, White Roma, White Showwoman, White other, mixed or multiple ethnic groups, Asian Pakistani, Asian Indian, Asian Bangladeshi, Asian Chinese, Asian other, Arab, African, Caribbean or black, and any other ethnic group.

²⁸ The SHS asks respondents what their ethnic group is. In the survey the ethnic groups white Scottish and white other British are collected as two distinct ethnicity categories. The intersectional SHS analysis produced for this report aggregated these responses to create a white Scottish/British category.

Summary of evidence:

- Aside from intersectional sex and ethnicity student demographic data in primary and secondary education, intersectional data on completion and performance rates and representation in MAs and STEM were limited or not available.
- Limited qualitative evidence is available about the experiences of minority ethnic women and girls in Scottish schools and higher education contexts, as well as in specific educational areas such as STEM.
- Improving the availability of both quantitative and qualitative evidence together would enable a better understanding of minority ethnic women and girl's experiences, especially when relating educational outcomes and experiences to employment opportunities.

Based on this chapter, what lessons can we learn about analysis and publication of intersectional evidence?

- While we can draw on individual statistics on ethnicity and statistics on sex and gender to provide some insights into intersectional issues, this may not be a more sufficient alternative to fully understand educational inequalities faced by minority ethnic women

6. Work

In this chapter, we explore multiple dimensions of experiences in the labour market. This aids understanding of a range of different measures, such as if Scotland's workforce represents population demographics, and where groups of people might face barriers to accessing training and career progression, positive economic benefits, sustainable employment, the ability to work in a diverse environment or other dimensions of fair work. These visions are outlined in [the Fair Work Action Plan²⁹](#), which brings together Scottish Government's [Gender Pay Gap Strategy](#), and the new [Anti-Racist Employment Strategy](#).

For context, [Research from Close the Gap](#) published in 2019 highlighted key issues minority ethnic women³⁰ face in recruitment, education, training and development, pay, under-employment, workplace culture, and their caring responsibilities.³¹ This report links a number of statistics³², including employment rates and pay gaps, for minority ethnic women with their experiences and opportunities in the labour market. Close the Gap's survey found that women experience discrimination, racial prejudice and bias in nearly all areas mentioned above. Respondents to this research suggest that BME women may face barriers to feeling included in conversations that impact their pay and working conditions or other areas that impact collective agreement or perceived employee voice. These experiences differed between minority ethnic group, for example African women were more likely to report

²⁹ Also see: SG Fair Work Framework ([The Fair Work Framework - The Fair Work Convention](#)) and associated Fair Work Evidence Plan ([Fair Work action plan: evidence plan - gov.scot \(www.gov.scot\)](#))

³⁰ The report shows that 31% of respondents were Pakistani, 14% African, and 12% mixed background. Other race/ethnic group breakdowns can be found on page 44 of the Close the Gap report. This report drew from information gathered during focus groups (23 participants) and an online survey (127 participants) both sourced through Close the Gap networks, so may not be representative of all minority ethnic women in Scotland.

³¹ The research chose to focus on the experiences of minority ethnic women only, so did not compare these findings to that of white men, white women, or other minority ethnic men

³² Statistical sources and years vary across the Close the Gap publication.

experiencing these in relation to recruitment than the average response across all participants. Although the research was based on a small sample size³³, the findings give insight into the employment experiences of BME women in Scotland and how this might influence participation in the labour market. The publication also raises the importance of an intersectional approach to policy making in this space and will be referenced throughout this chapter.

6.1. Economic activity

Evidence exploring economic activity highlighted the importance of assessing a range of both quantitative and qualitative sources to fully understand minority ethnic women's participation in the labour market.

Demographic statistics highlight the differences in participation in the labour market in relation to inactivity and employment rates. According to the [Scotland's Labour Market: Protected Characteristics publication in 2024](#), both women and minority ethnic groups³⁴ have higher rates of economic inactivity³⁵ compared to men and white ethnic groups. The publication's dataset does not provide intersectional information on minority ethnic women.

The NPF indicator '[Gender balance in organisations](#)' examines minority ethnic women's and minority ethnic men's employment rates³⁶. In 2022, the gap between male and female employment rates for minority ethnic groups was 8.0 percentage points, showing that minority ethnic men have a higher employment rate than minority ethnic women. In comparison, this gap was

³³ 23 participants for focus groups and 127 respondents to an online survey.

³⁴ "Minority Ethnic" in this case describes all ethnic groups excluding those who self-identified as "White". "White" includes ethnic groups such as "White – Polish" and "White – Gypsy or Irish Traveller", however these groups may also suffer disadvantages in the labour market.

³⁵ Economic inactivity measures those who are neither in work, available for work or actively seeking work.

³⁶ Employment rates are based on people aged 16 to 64 years who did one hour or more of paid work per week and those who had a job that they were temporarily away from.

only 3.1 percentage points between white women and white men. While information about why this is the case is not collected through the ONS Annual Population Survey, qualitative research (explained below) begins to demonstrate barriers that minority ethnic women face in employment which may influence their participation in the labour market.

6.2. Pay

The reviewed evidence in this sub-chapter indicates that women from minority ethnic backgrounds generally earn less than women from white backgrounds.

[The Labour Market Statistics for Scotland by Ethnicity publication](#)³⁷ reports that in 2019 the median hourly pay for employed³⁸ minority ethnic³⁹ women was £9.66 and for employed white⁴⁰ women was £11.53, amounting to an ethnicity pay gap of 16.2%. Additionally, when considering only those with degrees from Scottish higher education institutes, the [Longitudinal Education Outcomes from Universities: 2019-20: Scotland publication](#) suggests that first-degree female graduates from Scottish higher education institutes from ‘non-white backgrounds’ earned less than females from ‘white backgrounds’ as well as male graduates from both ‘non-white backgrounds’ and ‘white backgrounds’, five years after graduation.

The Fair Work Framework flags the importance of the Real Living Wage and secure employment. Unfortunately, no information was available on the Real Living Wage in Scotland for minority ethnic women. In terms of security, an intersectional analysis of Scottish Labour Market statistics, which draws on the Office for National Statistics’ (ONS) Annual Population Survey, found no

³⁷ Found in supporting table 12.

³⁸ Employment measures the number of people who did at least one hour of paid work or had a job they were temporarily away from.

³⁹ This includes “Mixed or Multiple”; “Asian”; “African”; “Caribbean or Black”; “Arab”, and “Other ethnic groups”. It describes all ethnic groups excluding those who answered “White”.

⁴⁰ “White” includes ethnic groups such as “White – Polish” and “White – Gypsy or Irish Traveller”. These ethnic groups may also suffer labour market disadvantages.

statistically significant difference between the proportion of minority ethnic women⁴¹ and white women⁴² who were in contractually secure employment⁴³ in 2023. Despite this, other evidence suggests differences in economic activity among minority ethnic women and comparison groups.

Qualitative evidence related to the impact of pay inequality will be explored further in the [Poverty chapter](#).

6.3. Occupational Segregation

As utilised in the [Gender Equality Index](#), occupational segregation is described as the unequal concentration of men and women in different kinds of jobs (horizontal segregation) and at different levels (vertical segregation).

Occupational segregation can occur at a number of stages in seeking and securing employment. Research by [Close the Gap, published in 2019](#),⁴⁴ for instance, found that some respondents (14%) agreed that employability support programmes can “funnel BME women into low-paid, gendered, precarious work, such as cleaning or retail, rather than actively disrupting occupational segregation and adopting a personalised approach to support”. In securing employment, a third of the survey respondents reported that their current job did not match their skill or qualification level. The research also found that minority ethnic women face barriers when trying to convert qualifications gained in other countries, which may provide one example of

⁴¹ "Minority Ethnic" includes "Mixed or Multiple"; "Asian"; "African"; "Caribbean or Black"; "Arab", and "Other ethnic groups". It describes all ethnic groups excluding those who answered "White" to the survey question.

⁴² "White" includes ethnic groups such as "White – Polish" and "White – Gypsy or Irish Traveller". These ethnic groups may also suffer labour market disadvantages.

⁴³ Contractually secure employment is defined as employees aged 16 and above who have a permanent contract. National Performance Framework indicator - [Measuring progress - Fair Work and Business | National Performance Framework](#)

⁴⁴ This survey refers to respondents as BME (Black and minority ethnic). In addition, this survey has a small sample size (23 self-selected participants for the focus group and 127 participants for an online survey disseminated through chosen networks) and is not representative of all BME women in Scotland.

why occupational segregation exists. According to the survey findings, 30% of respondents had qualifications from other countries but 73% of them had “not converted their qualification to the UK equivalent”. When asked why, 31% said that the process was too long, 26% said it was too complex, and 21% said it was too expensive. The report highlights that barriers to employment may also be related to a number of additional influences which are important to explore further, such as language barriers, migrant and refugee status, and caring responsibilities.

The Employer Skills Survey measures skills underutilisation as ‘the proportion of establishments with at least one employee with skills and qualifications more advanced than required in their current job’. Given this data is collected at establishment level, we cannot ascertain variations by equality characteristics.

6.4. Specific Employment Sectors

Research explored for this Evidence Review found that minority ethnic women may face racial discrimination in the workplace. Some studies, discussed below, provide more in-depth insight into minority ethnic women’s experiences in various specific employment sectors which tell us more about representation in these areas. This evidence does not cover all employment sectors, so the extent of applicability of the findings across all sectors is unclear, but it does show the importance of considering employment specific culture and representation of minority ethnic women.

Entrepreneurship and Small Businesses

An independent review commissioned by the Scottish Government, [Pathways: A New Approach for Women in Entrepreneurship](#), highlighted that between 2018 and 2021 there was both a gender and ethnic minority gap present in who was leading a company incorporation, with ‘ethnic female-led’ businesses

being the lowest represented.⁴⁵ Data on women's and minority ethnic persons' leadership in small businesses is available in the Small Business Survey Scotland, however intersectional breakdowns of business leadership were not available for this evidence review.

The [Small Business Survey Scotland 2022-23](#) found that only 22% of small and medium-sized enterprise (SME) employers in Scotland were women-led and a further 21% of SMEs were 'equally-led', with an equal number of men and women in the management team. Just 5% were Minority Ethnic Group (MEG)-led (defined as a business with the majority of the combined total number of owners, partners and directors being of an ethnic minority background).

Teaching

In relation to teaching, the most relevant statistics found were sourced from the College sector where, according to the [Scottish College Staffing Data \(2022-23\)](#), Black and minority ethnic (BME) staff made up 2.6% (361) of all headcounts in 2022-23. The proportion of BME female college teaching staff has decreased by 0.2pp in the past year to 2.2% in 2022-23. In contrast, the proportion of BME male teaching staff has increased by 0.1pp in the past year to 3.0.% in 2022-23.

Research conducted in Glasgow for the [Scottish Government strategy to increase and retain minority ethnic teachers](#) in all areas of education found that the main barriers to a career in teaching included difficulties to transfer training from other countries, racism from pupils and parents, language barriers where English was not a first language, and a lack of positive role models. [An update to this work](#) also highlighted the importance of

⁴⁵ Note: this report states that ethnicity is defined as 'ethnic-led' or non-ethnic led' and does not disclose the groups within these categories. The report suggests that "Further work is required to fully understand and interpret this data as it is a broad grouping and masks the experiences of different ethnic and cultural community groups."

representation of minority ethnic teachers in schools for minority ethnic children but also for all students more generally, who become more exposed to a diverse range of life experiences and perspectives. However, this work does not focus on intersectional issues for minority ethnic women specifically. [Qualitative research on the experiences of Black women teachers, conducted in England](#), may be indicative of barriers to teaching that may be experienced by minority ethnic women in Scotland.⁴⁶ This research platforms experiences of black educators who felt that due to their duality of being a black women, career progression was limited (when compared to white women, and both white and minority ethnic men); there was a need to take on additional work without formal recognition or pay uplifts (one example showed this was offered to a white colleague); they felt undervalued; and faced microaggressions. Although this may differ in comparison to Scotland and a number of other factors, this research highlights a potential requirement to understand further differences and experiences in education to provide the right support and opportunities for women from various minority ethnic groups.

Science, Technology, Engineering, and Mathematics

As mentioned in the Education chapter, research which focused on women who have worked or are working in Science, Technology, Engineering, and Mathematics (STEM), found that women from minority ethnic backgrounds face barriers and inequalities in relation to employment. [In 2019, intersectional research from Equate Scotland about Women in STEM in Scotland](#) found that women from BME backgrounds who participated in the research⁴⁷, faced:

- discrimination and harassment (60% of total participants including women from BME backgrounds);

⁴⁶ This research is drawn from a wider study of the experiences of ten Black women educators, however the cited paper in this report explores the personal stories of four Black women educators at different stages of their career. These women were recruited through mutual contacts to the researcher.

⁴⁷ 13 women in the focus groups and 411 in an online survey. Participants were advertised through a variety of different networks known to the researchers.

- not feeling confident in reporting experiences of exclusion or discrimination to their employers (51% of BME women vs 34% white women);
- not feeling that enough was being done to create inclusive workplaces or education institutions (81% of BME women vs 64% white women);
- feeling that efforts to support women in STEM were not fully inclusive of women who experienced multiple discriminations (60% BME women vs 55% white women).

In an [updated publication in 2023](#), Equate Scotland found that 68% of the 106 women and non-binary people who responded to the survey experienced some form of harassment or discrimination. The report noted that this percentage was relatively static across different ethnic groups, as well as other demographic factors. The importance of intersectional analysis in relation to STEM was raised in this report, highlighting that this is required to “provide[-] a more accurate picture of the STEM sectors than current labour market data have the capacity to provide”. However, intersectional breakdowns between race and gender were not explicitly included throughout the findings of the Equate report. This may have been due to the small number of respondents from minority ethnic backgrounds. Currently quantitative data on women’s STEM education and employment in Scotland is not available disaggregated by sex intersecting with ethnicity.

Retail

[Academic research, by Kele et al.](#), of women from various minority ethnic backgrounds working in retail in the UK conducted in 2018 found that intersections between gender, ethnicity and religion resulted in barriers to career progression and promotion.⁴⁸ Ethnicity and lack of cultural awareness

⁴⁸ The analysis for this research focuses on a small sample size (12 women) all working in one “large, British retail company” so may not be representative of all minority ethnic women working in retail across the UK or specifically in Scotland.

within the workplace played a part in the participants' understanding of their career progression and general experiences in retail. One participant shared their experience where their white-female counterpart was put forward for a managerial position over them despite perceived performance being the same. Another participant spoke about her colleague being given a promotion because they were Black, linking this to a "box-ticking" exercise for diversity. When analysing interviews from participants of this study, researchers found that there is a "customer expectation[-] about the identities and the social position of the employee" that results in discrimination against employees that do not fit this model. The researchers link to previous studies which suggest that there is an expectation that managers will be white men.

[Kele et al's research](#) notes that participants may not have been aware of gender as a contributing factor to their career progression below senior management positions as retail at these levels are female-dominated so may appear less obvious. However, "despite the feminized nature of retail... participants faced multiple career inequalities due to their intersectional positioning as minority-ethnic women". The researchers suggested interventions aimed to promote underrepresented groups, introducing training and awareness of intersectional experiences for staff, demonstrating support as an organisation outwardly for minority ethnic workers, and supporting employees by holding customers to account for racism through enhancing schemes such as "Service with Respect" or introducing stricter no tolerance policies.

The findings for specific employment sectors reflect the findings about workplace discrimination generally mentioned previously in this Evidence Review. The [2019 Close the Gap research](#) found that 42% of survey respondents (all minority ethnic women) reported experiencing "bullying, harassment or victimisation in the workplace because they are a BME

woman”.⁴⁹ Of these respondents, 52% said that they did not report these incidences and the top two reasons for this was that they “did not think their line manager would support them” and they “did not think it would make a difference”. Similarly, BME women in this study reported feeling as though they needed to “put on an act” to fit in, requiring “emotional labour whereby women must manipulate their actual [or perceived] feelings” to “be accepted and to cope with negative workplace culture”.

Some quantitative evidence for specific employment sectors was available, however intersectional data was often not available.

6.5. Inactivity due to caring

This sub-chapter will reference evidence that highlights inactivity due to caring responsibilities, such as looking after the home and/or family, has the potential to limit the capacity for women to participate in the labour market and causes compounding financial impacts when considering existing pay gaps.

Caring responsibilities, such as becoming a mother or looking after children, has a disproportionate financial impact on minority ethnic women. The motherhood pay penalty, where having a child/children and taking maternity breaks causes barriers to building a career, impacts a woman’s income and is the leading cause of the gender pay gap. According to the [2023 Fawcett Society report](#), “*For minority ethnic women, this motherhood pay penalty is compounded by existing ethnicity pay gaps and the intersection of gender-based and racial inequalities at work and throughout their career*”. As mentioned above, minority ethnic women experience wage disparities in comparison to white women and men across all ethnic groups and are more likely to face barriers to accessing and participating in paid work due to their traditional roles as carers and mothers, which will be discussed below.

Caring responsibilities, particularly childcare, can impact a woman's ability to enter the workforce. Further analysis for this Evidence Review of 2023 ONS Annual Population Survey data, of all 16 to 64 years people who were economically inactive who said it was due to 'Looking after Home and/or Family', 81.3% were women and 18.7% were men. This data was not available intersectionally, however, qualitative research sheds some light on the experiences of minority ethnic women specifically. According to the Scottish [Close the Gap research published in 2019⁵⁰](#), 44% of BME women who responded to the survey said that they had childcare responsibilities, 24% cared for an older or disabled person, and 62% of these respondents said that caring roles impacted their ability to do paid work. This research also outlines barriers for BME women to access support with caring. Of the BME women with childcare caring responsibilities, 59% said that they did not use paid-for childcare. The top two reasons for this were that formal, paid-for childcare was too expensive (40%), and respondents also reported a "lack of cultural diversity, specifically the under-representation [of] BME people among childcare staff, and a lack of cultural sensitivity in service delivery" which discouraged them from using paid-for childcare. Additionally, a lack of informal childcare (e.g. family and friends nearby) meant that some women did not have support in childcare duties, which also exacerbates feelings of loneliness and can lead to discrimination in the workplace when having to leave work for childcare duties. Participants in this research expressed a feeling that caring responsibilities and a lack of accessible support for caring caused barriers to education and employment.

Even if employment can be secured, caring responsibilities can limit the number of hours a person is able to work and thus, their earnings. Although not intersectional, the [Scottish Government Child Poverty in Minority Ethnic](#)

⁵⁰ Some limitations and considerations of this study were previously highlighted on page 22.

[Families report \(2019\)](#) highlights that minority ethnic families with children work fewer hours on average and have a lower rate of hourly pay compared to all households with children in Scotland (2015-2018 data). [The Fawcett Society analysis of the Labour Force Survey \(LFS\)](#) from 1992 to 2020, shows, when accounting for some variables⁵¹, motherhood reduces employment levels for women in the UK across most ethnic groups. However, this has the smallest impact on differences between white women when comparing women with and without children (5% difference), while the largest impact can be seen between the employment rates of women of a Pakistani/Bangladeshi heritage with and without children (17%). The Fawcett Society's report makes a number of recommendations in relation to widening access to support with caring, flexible working, pay gap reporting and specific actions to support black and minoritised working mothers.

⁵¹ Age, education, marital status, nativity, disability, and region.

Summary of evidence:

- A range of quantitative data was found to understand participation and inequitable outcomes in the labour market across a few work indicators for minority ethnic women.
- Qualitative research on certain areas, such as in specific employment sectors and the impact of caring responsibilities on participation in the labour market, indicates a good understanding of barriers specific to minority ethnic women.
- Increasing the availability of quantitative data alongside qualitative research for certain issues, such as occupational segregation, would be beneficial to understand the extent of the problem for minority ethnic women specifically.

Based on this chapter, what lessons can we learn about analysis and publication of intersectional evidence?

- There is a need to consider multiple data sources as statistical differences may not always provide the full picture. Often this can be filled by qualitative evidence, where research can delve deeper into a topic area for a specific group, however this is also limited in its ability to be applied at a population level.
- Where possible, research should closely examine the intersectional experiences of disaggregated minority ethnic groups, rather than assume that all those from minority ethnic backgrounds experience the same issues in the same areas.

7. Poverty

The previous chapter on [Work](#) gives us some indication of financial security and access to financial resources among minority ethnic women which impacts experiences of poverty. This chapter firstly focuses on general poverty statistics and then moves to examine two specific areas, COVID-19 and the cost-of-living crisis, which are impacted by and impact experiences of poverty for minority ethnic women.

7.1. Inequality of Poverty

It is important to note that the most poverty statistics are measured at a household level – as such all members of a household would be shown to record the same experience of being in poverty. Similarly, the ethnicity of the main respondent would be assumed to apply to all household members. The main respondent is usually the adult with the highest income.

Data shows that minority ethnic groups are more likely to experience poverty than white ethnic groups. According to [Scottish Government poverty statistics](#), “Over the five year period 2018-23, people from non-white minority ethnic groups were more likely to be in relative poverty⁵² after housing costs compared to those from the ‘White - British’ and ‘White - Other’ groups.⁵³ Within this, there is variation when comparing specific ethnic groups, for example relative poverty rates for those who identify as ‘Asian or Asian British’ (50%) or ‘Mixed, Black or Other’ (51%) were higher compared to ‘white British’ (18%). Additionally, [the Scottish Government 2019 focus report on Child Poverty in Minority Ethnic Families](#), showed that minority ethnic (non-white) children are more likely to be living in poverty (after housing costs) than other

⁵² A person is in relative poverty if their current household income is less than 60% of the current UK median.

⁵³ This data is based on the Department for Work and Pensions’ (DWP) Households Below Average Income dataset, which is produced from the Family Resources Survey (FRS).

(white) children in Scotland. Intersectional analysis was not possible for this publication⁵⁴, however other statistics explored below provide insight into how minority ethnic women feel they manage financially at a household level.

Intersectional analysis of the 2022 SHS data conducted for this Evidence Review examined self-perceptions of financial wellbeing of households. The results showed that there was no statistically significant difference between minority ethnic women⁵⁵ or white Scottish/British women and white Scottish/British men reporting that they were managing financially well⁵⁶. When comparing across sex and ethnic groups, the only statistically significant differences were found for households in which minority ethnic men are the highest income householders. They were the least likely group (when compared to minority ethnic women, white Scottish/British women, and white Scottish/British men) to say that they manage financially well (38% compared to 51%, 46% and 55% respectively). It is important to note that these statistics are based on survey respondents' self-perception of their financial wellbeing and not on their actual income. However, these statistics indicate that minority ethnic women along with white Scottish/British women and men feel more positive about their ability to manage financially in comparison to minority ethnic men in households where they are the highest income earner.

7.2. Socio-economic issues and COVID-19

This sub-chapter will examine socio-economic issues and COVID-19. No quantitative data was found for the experiences of minority ethnic women in Scotland during COVID-19, however two qualitative research publications were identified that provided insights.

⁵⁴ Data, including disaggregated data for different ethnic minority groups, is not available due to small sample sizes and methodological weighting required for large population surveys.

⁵⁵ This includes White Irish, White Gypsy/Traveller, White Polish, White Roma, White Showwoman, White other, mixed or multiple ethnic groups, Asian Pakistani, Asian Indian, Asian Bangladeshi, Asian Chinese, Asian other, Arab, African, Caribbean or black, and any other ethnic group.

⁵⁶ Respondents selected from responses 'managing well', 'getting by alright', and 'not managing well'.

In 2020, researchers from Glasgow University published a [report on the impact of the first COVID-19 lockdown on marginalised groups in Scotland](#) and included opinions of stakeholder organisations supporting people during COVID-19. The report highlighted that the pandemic worsened economic hardships, loss of employment, and raised concerns about access to food according to a BAME women’s community development group. A domestic abuse group working with refugees and those seeking asylum reported that there were “concerns about the lack of representation from BME led organisations [in Scottish Government emergency planning]”; highlighting that this lack of tailored information caused issues for people finding the correct support “in the same way as the general population”. It is not clear to what extent this was highlighted as an intersectional issue. Further exploration of data and evidence in this area may support more tailored approaches to policy planning in the future.

Research from [The Fawcett Society, Women’s Budget Group, Queen Mary University of London, and the London School of Economics](#) found that minority ethnic women were most likely to report that they were struggling during the COVID-19 pandemic while white men were least likely.⁵⁷ Minority ethnic women reported that they were struggling to cope with different demands on their time (45.4%) and feed their children (23.7%). Over half of minority ethnic women (51.4%) who were disabled or retired, responded that they were not sure where to turn to for help due to the COVID-19 pandemic, compared to 18.7% of white women. This research weighted their own survey results to match the current Labour Force Survey with various equality characteristics.

7.3. Cost of living

⁵⁷ Research based on online survey results from 3,280 respondents (448 BAME women, 401 BAME men, and 1,308 white women). The authors of this report then weighted the data to the current Labour Force Survey on age, gender, region, and education for each population, and conducted analysis.

A deterioration of economic conditions alongside a high rate of inflation in Scotland and the UK since early 2022 is now commonly referred to as the 'cost of living crisis'. Those living in low-income households with little or no savings have been impacted the most. This report found statistics exploring the impact of the cost-of-living crisis on minority ethnic groups generally, as well as qualitative research that highlights the experiences of minority ethnic women specifically.

[The Tackling Child Poverty focus report on the cost of living](#) highlighted that minority ethnic communities had higher rates of food insecurity in comparison to white communities and are more likely to be impacted by the rising costs of speciality or culturally appropriate foods. This information was not available intersectionally.

A [survey from the Scottish Women's Budget Group](#) focusing on the experiences of women during the cost-of-living crisis and rising costs generally across Scotland, highlights particular barriers faced by women from minority ethnic communities.⁵⁸ Minority ethnic women were more likely to struggle to manage childcare costs (60%) take on more debt (46%), struggle with food costs (42%), and in comparison to the figures for women across all ethnic groups responding to the survey (28%, 23%, and 37% respectively).⁵⁹ Women from minority ethnic communities responding to this survey also reported struggling with energy costs (44%), although this figure is slightly lower than the figure for all survey respondents (46%). As outlined in relation to COVID-19, this evidence highlights a disproportionately negative impact on

⁵⁸ In total, 871 women from all 32 local authorities in Scotland took part in SWBG Women's Survey from February to March 2023. Of these respondents, 3% were from minority ethnic communities and 2% from mixed or multiple ethnic groups. 58% of respondents were 'Scottish' and 28% 'British', however the research does not outline the ethnic grouping of these nationalities.

⁵⁹ Note that 3% of women who responded were from a minority ethnic community and 2% were from a mixed or multiple ethnic group. This small sample size must be kept in mind when reviewing the survey findings.

minority ethnic women and where support services may not be accessible or tailored to specific needs.

Summary of evidence:

- Scottish Government statistical publications on poverty and socio-economic issues highlighted individual ethnicity and individual sex and gender equality data which does give some indication of the experiences of minority ethnic women, however data was often limited in its ability to produce intersectional data due to data collection methods.
- Qualitative evidence referenced in this chapter provided specific insights on particular influences on poverty, such as COVID-19 and Cost-of-Living, which should be utilised especially as statistical data may not capture the full details.

Based on this chapter, what lessons can we learn about analysis and publication of intersectional evidence?

- Quantitative data collected does not always allow for clear intersectional analysis, particularly where collection methods are measured at a household level rather than individual respondents.
- Due to this, qualitative evidence is important to understand the specific experience of poverty for minority ethnic women, especially where statistical data may not be a wholly accurate representation.

8. Health

Evidence and data related to health finds that experiences and outcomes differ between ethnic groups. Evidence reviewed for this report also considers the presence of other intersecting characteristics, which highlights the layers of complexity when assessing the impact of ethnicity and gender or sex together.

8.1. Health Problems and Disability

This sub-chapter explores evidence related to health problems and disability, which may link to additional findings explored for this chapter generally.

The full Scotland Census 2022 dataset, including intersectional equality breakdowns, was not yet available at the time of publishing this Evidence Review and alternative sources, such as the Scottish Health Survey, were unable to produce intersectional breakdowns for this Evidence Review.

Instead, we looked to [analysis from the 2011 Census](#), which found a wide variation in rates of long-term limiting health problems or disability amongst women from different ethnic groups. Once Census 2022 results are published, future analysis could investigate if there are any updates in the trends identified in the 2011 Census or whether the data shows a similar picture. 'Bangladeshi', 'Pakistani' and 'Gypsy/Traveller' women recorded higher rates of 'health problems or disability' than the 'White Scottish' population. Differences were most pronounced with Gypsy/Traveller women being twice as likely to report a long-lasting health condition or disability than the 'white: Scottish' population. A similar trend emerged for self-determined 'poor general health', with Gypsy/Traveller women more than three and a half times likely to report they had poor general health than the 'White: Scottish' population. However, similar findings were found for Gypsy/Traveller men (in relation to

health problems and disability, and self-determined 'poor health'). In comparison, Pakistani and Bangladeshi women were more likely to have a health problem or disability or have self-reported 'poor general health' than men from these ethnic groups. The extent to which the identified differences are based on the intersectional experiences of sex and ethnicity, rather than just solely ethnicity, is unclear.

Further research that explores the use and access of health services (outlined in the sub-chapter below) may provide contextual understanding of how statistics of health problems and disability translate into experience.

8.2. Access to Services and Quality of Care

Access to services and quality of care are important to understand in the context of healthcare experiences. No intersectional quantitative evidence was found for this sub-section, however qualitative evidence provides insights that may not have been possible to explore in general population or quantitative surveys.

Although intersectional data, at the time of this publication, was not available, [results from the Health and Care Experience Survey](#) give some insights into people's experience of care received at their General Practices specifically. The results show that men and women had a similar likelihood of rating overall care received by their General Practice positively. Separately, respondents who described themselves as 'Asian, Asian Scottish, or Asian British', 'mixed or multiple ethnic groups' and other (including 'Caribbean or Black' and 'Other ethnic group') had a similar likelihood of rating overall care received by their General Practice positively, compared to 'white' respondents. Respondents from an 'African' background were more likely to rate overall care received positively than the 'white' respondents. However, interaction effects were not included in the analyses and therefore intersectional data is not available.

Qualitative evidence, outlined below, suggest that there is a difference in experience of care in the UK and in Scotland when considering intersecting characteristics.

IPSOS carried out research in 2022 which focused on the cultural beliefs and experiences of health care of women from a range of ages and backgrounds. Their research, [Hysterical Health: Unpacking the cultural beliefs that shape women's experiences](#), published findings that showed black women experience delayed diagnosis and negative experiences in healthcare, such as maternity care or pain management treatments, due to racial discrimination and assumptions. Similarly, [a 2023 Scottish Government evidence review and qualitative research project](#) found that minority ethnic women participants spoke of the lack of knowledge or experience about health conditions presenting in or on people from a variety of ethnic backgrounds other than white, resulting in unnecessary repeat appointments, delayed diagnosis, and feeling as though there was a “lack of care”. In addition, participants spoke of micro-aggressions, such as being spoken to negatively by healthcare professionals or being ignored, which participants attributed directly to racism. It is important to note here that the researchers found that these experiences also intersected with other characteristics, such as language, age, migrant status, religion and nationality.

8.3. Mental Health and Wellbeing

Scottish Government statistics analysed for this report on mental health suggest that there is little difference between minority ethnic women and other population groups. However, qualitative research portrays a different picture as it reveals how mental health is negatively impacted by racism and discrimination.

According to statistics produced for this report by the SSCQ, minority ethnic⁶⁰ and white⁶¹ females experienced similar average mental wellbeing according to the shortened Warwick-Edinburgh Mental Wellbeing Scale (WEMWBS)⁶². The scale runs from 7 to 35 and a higher score indicates a higher level of mental wellbeing. In 2022 the average score for minority ethnic females was 23.8 out of 35 and the average score for white females was 23.7 out of 35. This indicates no significant difference in average mental wellbeing across these groups, however other evidence suggests that women's experiences racial discrimination can contribute to or impact support received for poor mental health.

Although these statistics reveal no difference in average mental health generally, qualitative evidence indicates that racial discrimination can have an adverse impact on mental wellbeing for minority ethnic women which may suggest there are some differences. A 2023 Scottish Government evidence review and qualitative [research project exploring women's experiences and perceptions of health in Scotland](#) found that minority ethnic women experienced cultural, institutional and interpersonal based racism in healthcare and wider society. The three minority ethnic women who participated in this research described how racism outwith healthcare resulted in poorer mental health, specifically exclusion, isolation and exhaustion from "anticipating and expecting racism". Although these experiences are important to consider, they are not comparable to population-weighted level statistics due it's small sample sizes, therefore further research specifically focused on comparable experiences of mental health across ethnic groups and sex and gender may be required.

⁶⁰ This includes Mixed or Multiple Ethnic groups, Asian: Pakistani, Asian: Indian, Asian: Bangladeshi, Asian: Chinese, Asian: Any other Asian ethnic group, African, Caribbean or Black, Other Ethnic Groups: Arab, Other Ethnic Groups: Any other ethnic group.

⁶¹ This includes White: Scottish, White: Irish, White: Other British, White: Polish, White: Gypsy/Traveller, White: Roma, White: Showman/Showwoman, White: Any other white ethnic group.

⁶² More information on how the Scottish Surveys Core Questions uses the WEMWBS to measure mental health can be read here: [1.8 Mental Wellbeing Scoring - Scottish Surveys Core Questions 2022 - gov.scot \(www.gov.scot\)](#)

Evidence also suggests a difference when taking a more focused view of experiences of poor mental health. When considering detentions under the Mental Health Act, the [Mental Health Commission for Scotland found a complex picture for minority ethnic women](#). Analysis was undertaken of differences in whether an individual's detention was justified due to i) risk to self, ii) risk to other people, or iii) risk to self and other people. The report highlighted differences in detention due to being a risk towards 'self **and** others' for women from certain ethnic groups. The analysis found that black women (48.4%) and 'other ethnicity' women (43.6%) were detained more often for safety to 'self and others' in comparison to white Scottish women (33.8%). The report highlights reasons that this may be the case, such as age and socio-economic deprivation, but does not rule out racial bias as a contributing factor to detention.

Access to green and blue spaces

The NPF currently monitors people's access to green and blue spaces as access to these spaces results in better mental health and wellbeing.

Additional analysis of SHS results undertaken for this report on access to green and blue spaces, did not show any statistically significant differences between minority ethnic women and white Scottish/British women. In 2022, over half of minority ethnic women (65%) and white Scottish/British women (69%) lived within a 5-minute walk of their nearest green or blue space. There was a difference when comparing the access to green and blue spaces between minority ethnic women (65%) and white Scottish/British men (72%), with the latter being more likely to live within a 5-minute walk of a green or blue space. Further research would be required to understand if there is a link between this and comparative experiences of mental health.

Loneliness

Public health evidence indicates that [loneliness has a negative impact on health and wellbeing](#) and is monitored by the SHS data through one measure.

Additional analysis of SHS data found that in 2022 there was no statistically significant difference between minority ethnic women (25%) and white Scottish/British women (24%) who felt lonely some, most or all of the time in the last week. Findings from the [Evidence for Equality National Survey on Racism and Ethnic Inequality \(EVENS\) in a Time of Crisis](#) highlight that loneliness figures during the COVID-19 pandemic show a mixed picture across ethnic groups.⁶³ The research suggests that people from Gypsy/Traveller, Roma, Chinese and black African ethnic groups were less likely than the white British group to experience loneliness during COVID-19. In contrast, mixed white and black Caribbean, Any Other, and Arab ethnic groups were more likely to report an increase in loneliness during the COVID-19 pandemic. It was not possible to ascertain whether intersectional data specific to Scotland would be available in the EVENS dataset prior to publication, therefore further analysis be required to understand community connections, loneliness and mental health among minority ethnic women in Scotland.

⁶³ This study was based on Britain during the Covid-19 pandemic surveying 14,221 participants across a range of ethnic groups.

Summary of evidence:

- Limited statistical data was available exploring health outcomes of minority ethnic women, however this may be because the Scottish Health Survey and Scotland's Census 2022 data was not published at the time of this report.
- Only qualitative was found for minority ethnic women's experiences of quality and access to healthcare. This may reflect the ability of qualitative research to capture the nuanced experiences of minority ethnic women better than quantitative data.
- Mental health statistics analysed for this report suggest that minority ethnic women do not suffer poorer mental health than comparative groups, however there is evidence to suggest that they face additional issues of racial discrimination that impact experience of mental health.
- Evidence cited in this chapter suggests that other intersecting characteristics may influence health and wellbeing experiences and outcomes.

Based on this chapter, what lessons can we learn about analysis and publication of intersectional evidence?

- It is important to consider a wide range of both quantitative and qualitative evidence when assessing intersectional experiences of health and wellbeing, as one type of research may not provide the full picture. The difference in results and findings may vary across type of evidence for a number of reasons, such as the research questions asked, methodology, sample size, and respondents demographics.
- Other intersecting characteristics may also have an influence, such as language, age, migrant status, religion and nationality, which highlights the layers of complexity when assessing the impact of ethnicity and gender on equality outcomes.

9. Community and Power

This chapter examines the extent to which minority ethnic women are represented and able to meaningfully participate in decision-making positions within their neighbourhood and political and social spheres. This chapter draws on limited statistical evidence. Data limitations are partly due to lack of representation resulting in low sample sizes.

9.1. Neighbourhood

Understanding people's interactions within their neighbourhood, provides an indication of involvement within communities and access to support networks. This sub-chapter focuses primarily on SHS data which asks a series of questions about how respondents feel about living in their neighbourhoods. The data suggests that some results may be influenced by ethnicity, rather than there being a particularly strong intersectional impact of gender with ethnicity.

Intersectional analysis of the [SHS 2022 data](#) undertaken for this report showed that minority ethnic⁶⁴ women tended to be less connected to people in their neighbourhood compared to white Scottish/British women and Scottish/British men. When respondents were asked if they could rely on someone in their neighbourhood to help them if they were alone and needed help, 73% of minority ethnic women agreed compared to 90% of white Scottish/British women and 87% of white Scottish/British men. There was no significant difference between minority ethnic women and minority ethnic men (73% and 70% respectively), suggesting it may not be an experience impacted significantly by someone's intersectional characteristics, but instead possibly by ethnicity alone. Similarly, when respondents were asked if they

⁶⁴ This includes White Irish, White Gypsy/Traveller, White Polish, White Roma, White Showwoman, White other, mixed or multiple ethnic groups, Asian Pakistani, Asian Indian, Asian Bangladeshi, Asian Chinese, Asian other, Arab, African, Caribbean or black, and any other ethnic group.

could turn to friends or relatives in their neighbourhood for advice or support, 67% of minority ethnic women agreed while 84% of white Scottish/British women agreed and 81% of white Scottish/British men agreed. There was again no difference between minority ethnic women and minority ethnic men (67% for both).

It is also beneficial to understand how people feel about the benefits of their neighbourhood. Minority ethnic women were less likely to rate their neighbourhood as a very good place to live in comparison to white Scottish/British women and Scottish/British men (50% compared to 58% and 59%). There was no significant difference when comparing the proportion of minority ethnic women and men that rated their neighbourhood as a very good place to live (50% and 46%). Again these statistics suggest that this issue may not be intersectional, as both minority ethnic women and men are less likely to feel connected to their neighbourhood when compared with white Scottish/British women and Scottish/British men. These findings align with the analysis of a [Scottish Government report on social capital and community wellbeing in Scotland](#). The report highlighted that minority ethnic people had a lower sense of belonging than the national average, while white Scottish people had the highest sense of belonging in Scotland.

When minority ethnic women and white Scottish/British women were asked if they agree that there are places to meet up and socialise in their neighbourhood, survey responses did not show any statistically significant differences in experiences. Roughly half of both minority ethnic women and white Scottish/British women agreed or strongly agreed with the above statement (53% and 56% respectively). On the other hand, there was a difference between minority ethnic women and white Scottish/British men (53% compared to 59%). There was again no statistically significant difference between minority ethnic women and men (53% and 56% respectively). The survey does not provide further information about what exactly makes them

think their neighbourhood is a good place to live, is suitable for facilitating socialising, or whether respondents actually make use of these areas to meet others.

Finally, some differences were found when considering how respondents to the SHS think they would support their neighbours during an emergency. The majority of respondents regardless of gender or ethnicity agreed that in an emergency, such as a flood, they would offer to help people in their neighbourhood who might not be able to cope well, however there was a small statistically significant difference comparing responses of minority ethnic women and white Scottish/British women (88% and 92% respectively). There were no statistically significant differences found when comparing minority ethnic women and minority ethnic men. As above, the survey results do not provide any additional context to these statistics about why there might be a difference between groups, nor whether other factors, such as migrant or refugee status and language barriers, impacted their responses.

9.2. Political Power

Measures of political power examine the representation of persons across national and local political institutions in Scotland which allows us to assess whether there is a diverse range of influences on key decisions impacting the lives of everyone in the community. For this sub-chapter, statistics from Scottish Parliament were explored to understand representation across population groups. At the time of writing this report, there were no published statistics that capture the demographics of minority ethnic women in other political positions, such as Council leaders and Ministers.

After the most recent [Scottish Parliament Elections on 6 May 2021](#), 58 out of 129 Members of Parliament (MSPs) were female, of which two were from minority ethnic backgrounds. This was an improvement from [12 May 2020](#),

when no minority ethnic women were in Scottish Parliament. In comparison, 71 out of 129 MSPs on 6 May 2021 were male, of which four were from ethnic minority backgrounds. There is an underrepresentation of individuals from minority ethnic groups, especially for minority ethnic women in positions of political power in Scotland⁶⁵. Given this underrepresentation, the elected MSPs from minority ethnic backgrounds are also unlikely to represent every minority ethnic group in Scotland.

9.3. Social Power

Social power refers to one's ability to influence decision making in important and influential spheres in Scottish life, including the judiciary, media and sport⁶⁶. Social power can influence social debates, culture, and community initiatives. Looking into this evidence enables an insight into whether minority ethnic women are able to participate meaningfully in Scotland's social sphere, meaning that their unique experiences and perspectives are appreciated and able to shape their social environments.

This Evidence Review was able to identify some evidence relating to social power in Scottish Government data. Similar to the findings in the political power sub-chapter, in areas of larger social influence, representation of minority ethnic women is still low. [According to the Ethical Standards Commissioner](#), when reporting data from December 2022, 51.26% of board members of public bodies in Scotland were female, yet only 4.90% from black and minority ethnic groups. This is a slight improvement to the figures in the 2020 NACWG Race Equality report which showed that in 2018, 3% of board members were of a non-white ethnicity and 49% were female.

⁶⁵ Minority ethnic women made up 1.55% (2 of 129) of all Members of Scottish Parliament (as at 6 May 2021) and they made up 6.7% of Scotland's population in the Census 2022. Minority ethnic men made up 3.1% (4 of 129) of all Members of Scottish Parliament (as at 6 May 2021) and they made up 6.2% of Scotland's population in the Census 2022.

⁶⁶ This is an area outlined in the Gender Equality Index – Social sub-domain.

In contrast to poor representation, intersectional analysis of SHS 2022 results conducted for this report did not show any statistically significant differences across sex and ethnicity when respondents were asked if they agreed they could influence decisions affecting their local area. Across all adults surveyed only 18% agreed that they could influence decisions. The responses did not vary much when broken down by sex and ethnicity, with 18% of minority ethnic⁵⁷ women, 19% of minority ethnic men, 17% of white Scottish/British women, and 19% of white Scottish/British men agreeing with the statement. It would be beneficial to explore additional research which examines why the proportions of people feeling like they could influence decisions were low and if there are any notable differences among disaggregated minority ethnic groups.

Summary of evidence:

- Statistical data on experience in neighbourhoods suggest that there are limited differences between minority ethnic women and comparative groups, and that differences which were found may be based on ethnicity rather than sex and gender.
- Statistical data does show that minority ethnic women are underrepresented in political and social positions of power.
- No qualitative evidence was found that aids further understanding of experiences in neighbourhoods and perceived barriers to positions of power across Scotland for minority ethnic women.

Based on this chapter, what lessons can we learn about analysis and publication of intersectional evidence?

- It is important to consider multiple comparison groups with intersectional data to assess whether issues are intersectional or are more likely to be based on one equality characteristic alone.
- Unless there are very detailed quantitative surveys results available, we often do not learn much about the reasons behind statistically reported outcomes and experiences. Qualitative research and evidence may begin to fill this gap.

10. Experience of Safety and Violence Against Women and Girls

This chapter considers whether minority ethnic women experience safety, crime, discrimination, harassment, and gender-based violence differently to white Scottish or other British ethnic groups in Scotland. A mixture of qualitative and quantitative evidence has been reviewed for this chapter.

10.1. Experience of Safety

Intersectional statistics from the SCJS dataset from 2021-22, produced for this report, suggest that only about two thirds of both minority ethnic⁶⁷ women and white⁶⁸ women feel safe walking alone in their local area after dark (64.8% and 63.4% respectively). There is no statistically significant difference between these groups. There is, however, a large gap between genders in feelings of safety when walking alone in the dark, regardless of the ethnic background. This indicates that this is an experience shared largely by women as a whole, rather than it being an intersectional issue for minority ethnic women only (minority ethnic women feel 28.3 percentage points less safe than minority ethnic men and white women feel 26.2 percentage points less safe than white men).

There was no statistically significant difference in whether minority ethnic women and white women thought that the crime rate in their local area has gone down or stayed up (71.6% and 73.3%, respectively) nor was there a difference in how confident these groups were that the criminal justice system treats everyone fairly, regardless of who they are (67.5% and 72%, respectively). However, there may be real differences that are not captured by

⁶⁷ This includes mixed or multiple ethnic group, Pakistani, Indian, Bangladeshi, Chinese, Other Asian, African, Caribbean or Black, Arab, Other Background.

⁶⁸ This includes White Scottish, White Other British, White Irish, Gypsy/Traveller, Polish, Roma, Showman/Showwoman, any Other White Ethnic Group.

these statistics. The SCJS randomly selects participants from across the entire population, but it is not entirely representative as the result of this design is that relatively few interviews are completed with respondents from a minority ethnic background each year. This means that there is a higher degree of uncertainty around estimates for minority ethnic groups and it is therefore less likely that any differences observed will be statistically significant. As a result, focused research would be required to shed light on this issue and to explore in more detail the differential experiences across intersections, beyond what is explained by some quantitative survey results.

10.2. Experiences of Crime, Discrimination and Harassment

In this sub-chapter a combination of evidence sources was reviewed, including records from Police Scotland and survey responses to the SCJS and SHS.

Based on intersectional analysis of the SCJS results undertaken for this report, in 2021 there was no statistically significant difference in the number of minority ethnic women⁶⁹ and white women⁷⁰ responding to the survey that had experienced a crime.

However, statistics from Police Scotland's records revealed that while men are more likely than women to be victims of crime in Scotland, a significant number of race aggravated hate crimes are targeted towards women. In 2020-21, [out of all race aggravated hate crimes recorded by the police in Scotland](#), 35% of victims were a single female or an all-female group. In comparison, 60% of victims were a single male or an all-male group, and 3% were a mixed female and male group. This report also notes that underreporting of hate

⁶⁹ This includes Any mixed or multiple ethnic group, Pakistani, Indian, Bangladeshi, Chinese, Other Asian, African, Caribbean or Black, Arab, Other Background.

⁷⁰ This includes White Scottish, White Other British, White Irish, Gypsy/Traveller, Polish, Roma, Showman/Showwoman, Any Other White Ethnic Group.

crime is likely among different groups in society, meaning they are more or less likely to report to the police that they have been the victim of a hate crime. For a broad example of this, the [Scottish Crime and Justice Survey \(SCJS\)](#) estimated that 29% of all crimes (as defined by the SCJS) were reported to the police in 2021-22. Therefore, the figures above may not be an accurate reflection of experiences of hate crime.

Additionally, according to intersectional statistics from the 2022 SHS analysed for this report, 18% of minority ethnic⁷¹ women reported that they personally had been unfairly treated or discriminated against in Scotland in the previous 12 months. Only 6% of white Scottish or British women reported this. When asked if they personally experienced harassment or abuse in Scotland in the previous 12 months, 12% of minority ethnic women and 4% of white Scottish or British women responded that they had. These statistics suggest that minority ethnic women may be more likely to experience crime, discrimination and harassment than white Scottish or British women, however these findings would benefit from further research to explore the experiences of disaggregated ethnic groups.

10.3. Experiences of Violence against Women and Girls (VAWG)

This sub-chapter relies on qualitative evidence to explore the experiences of VAWG for minority ethnic women due to limitations found in quantitative data reviewed.

Intersectional analysis of the SCJS dataset from 2018-2020 produced for this report indicated that there were no statistically significant differences in experiences of partner abuse, stalking or harassment, or more serious sexual assault between minority ethnic women and white women. In part this is due

⁷¹ This includes White Irish, White Gypsy/Traveller, White Polish, White Roma, White Showwoman, White other, mixed or multiple ethnic groups, Asian Pakistani, Asian Indian, Asian Bangladeshi, Asian Chinese, Asian other, Arab, African, Caribbean or black, and any other ethnic group.

to the fact that the sample size of respondents from minority ethnic backgrounds is relatively small. This means that there is a high level of uncertainty around estimates for these groups. As a result, should any differences between minority ethnic and white respondents exist, this would be more difficult to detect under the current methodology and sampling.

Looking at a support for women and girls who experience violence or abuse specifically, [research conducted by the Improvement Service in 2023](#), based on workshops with stakeholder organisations who work with minority ethnic women who have experienced VAWG, found that minority ethnic women face a number of barriers⁷². Stakeholder organisations spoke of situations where perpetrators use legislation around Female Genital Mutilation (FGM) to control their wives in abusive relationships (e.g. threaten to accuse women of carrying out FGM to keep them from leaving) and that there is a fear among minority ethnic women to engage with support services due to fears around immigration and asylum laws. The researchers also found that there is a lack of cultural awareness and sensitivity as well as a lack of trust in public services that should be supporting victims/survivors of violence and abuse. For example, the researchers found that Gypsy/Traveller women may not report abuse to specialist organisations for fear of their community finding out they were seeking help or that their children may be taken away from them. In addition, stakeholder organisations spoke about the lack of awareness among some communities, for example where marital rape may not be recognised due to being understood as “our duty as a wife” (Hermat Gryffe Women’s Aid), and more preventative community work is required to support specific groups and families. The research found that institutional racism, inequality and discrimination impacted the ability of minority ethnic women to access services and support, and the paper concluded by making a number of policy recommendations for the Scottish Equally Safe Strategy to improve support.

⁷² Not all findings are present in the discussion of this report.

10.4. Domestic Abuse

Domestic abuse is one form of gender-based violence that disproportionately affects women. This Evidence Review largely draws on qualitative evidence to understand the experiences of minority ethnic women in reporting domestic abuse. Limited quantitative research was available.

Several studies reviewed below highlighted how women with a minority ethnic background have experienced domestic abuse. A [systematic review of qualitative evidence \(from 2013-14\) on disclosure, help seeking and abuse impacting perception of self](#), highlighted legal and social issues relevant to minority ethnic women experiencing domestic violence and abuse in the UK. Across eight published papers focusing on the experiences of minority ethnic women, evidence showed a number of barriers preventing women from disclosing abuse. Some women felt that they could not report abuse as they had no access to public funds or had limited knowledge of legal entitlement due to their immigration status. Others felt that community influence, such as family dishonour or being shunned, prevented them from reporting abuse. Other factors included language barriers, misinterpretation and male interpreters, as well as unsupportive attitudes of staff within mainstream services based on stereotypes of minority ethnic women. One 2004 paper, cited in the review⁷³, specifically highlighted that for South Asian women, disclosure and help-seeking may lead to shame, feeling a loss of identity and dishonour in the community if they were to “walk away from their family” due to domestic violence and abuse. Another paper cited in Gill’s Review⁷⁴, showed that in some cases seeking help among minority ethnic women was deemed necessary for the safety of children and to prevent further escalation of abuse. While a few papers cited in this systematic review spoke about

⁷³ by Aisha Gill (see paper for details)

⁷⁴ Research papers by Sundari Anitha between 2008-2011

experiences of disaggregated minority ethnic groups, others generally focused on minority ethnic or BME groups. As such further information is required to understand any distinctions between experiences by women of different minority ethnicities.

[A report published in 2023 by AMINA](#), the Muslim Women's Resource Centre, highlighted that for some minority ethnic women domestic abuse comes at the hands of extended family members.⁷⁵ This was most apparent in South Asian Muslim communities and this type of violence included control and coercion over daughters-in-law's access to their own children, domestic servitude, and exploitation. This report highlighted that when certain minority ethnic women did try to report this type of domestic abuse, it was often not taken seriously by public services and, crucially, that legislation on domestic abuse focuses only on intimate or ex-partners. As mentioned above, this research highlights the need to understand the potential, and differing, cultural influences on minority ethnic women's experiences of violence which could feed into local and legislative support.

Research on [children living with domestic abuse published in 2023 by Skafida, Devaney, and Morrison](#) looked into how social inequalities in mother and child experiences impacted children's wellbeing in Scotland. Using logistic regression models this study found that the predicted probability of frequent maternal use of physical chastisement was more frequent with boys compared to girls aged 2-7, regardless of ethnicity. However, in homes where a language other than English was spoken at home (as a proxy measure for ethnicity) the predicted probability of maternal physical chastisement was

⁷⁵ This research is based on 13 interviews, 21 survey respondents and 59 workshop attendees – overall, 93 Muslim and BME women participants.

lowest for girls (19%) and highest for boys (42%).⁷⁶ Further information is required to understand the particular influences on these experiences.

Finally, it is accepted that domestic abuse can have an adverse impact on experiences of unemployment and poverty, leading to financial vulnerability. [A Scottish Government focused report on poverty and marginalised groups at risk of poverty](#) highlights the impact that domestic abuse can have on victims/survivors, including (but not limited to) job stability, the ability to keep employment due to trauma, risk of homelessness, and access to financial support and services. As discussed previously, participation in the labour market and experiences of poverty can already disproportionately impacts minority ethnic women, which may increase if there is domestic abuse within the home. Further understanding of research on the links between these issues is required.

Shortly before publication, [Scottish Government published an evidence review on Minoritised Ethnic Women's Experiences of Domestic Abuse and Barriers to Help-Seeking](#). The report covers more detailed analysis on this topic and findings align with the issues raised in the evidence referenced in this sub-chapter, including a requirement for further intersectional data and research to support policy development.

⁷⁶ According to the paper, predicted probabilities were calculated using logistic regression models. The authors explain that: "While [predicted probabilities] can be interpreted in a similar way to regular probabilities (i.e. as percentages or proportions), predicted probabilities are calculated from models which also take into account – i.e. they control statistically for – how other important factors may be affecting the outcome of interest. Examples of variables controlled for in these models include household income, maternal social class, age and education, ethnicity, number of children in the home, children's sex and more."

Summary of evidence:

- Statistical data on experience of safety showed that there may not be intersectional differences, but could be largely based on gender alone.
- Statistical data does suggest that minority ethnic women are more likely to experience crime, discrimination and harassment than white Scottish or British women, however underreporting of hate crime is likely so statistics may not be an accurate reflection of experiences.
- There is a good evidence base of qualitative research available to explore the experiences of violence and domestic abuse against minority ethnic women and girls.

Based on this chapter, what lessons can we learn about analysis and publication of intersectional evidence?

- It is important to consider multiple comparison groups with intersectional data to assess whether issues are intersectional or are more likely to be based on one equality characteristic alone.
- Focused research may be required to shed light on key issues and to explore in more detail the differential experiences across intersections, beyond what is explained by some quantitative survey results particularly where they may not be fully representative or underreporting may occur.

11. Conclusion

The purpose of this report is to draw together new and existing quantitative and qualitative evidence from Scottish Government, other public sector organisations, third sector organisations, and academia to highlight learnings in relation to analysis and publication of intersectional equalities data.

The findings below provide answers to the research questions underpinning this Evidence Review as well as outline the opportunities and challenges of working with intersectional data.

11.1. Research question one: According to evidence, where do women from minority ethnic backgrounds encounter inequitable outcomes and experiences, or barriers to accessing services? And where are there gaps in evidence?

The evidence, based on NPF and GEI indicators, examined demonstrated detailed information of where minority ethnic women's encounter inequitable outcomes and experiences, and barriers to accessing services across all topic areas explored in this report. Some evidence showed similar outcomes for minority ethnic women and comparative groups in certain areas such as early education, health and indicators that measure connections to local community. However, intersectional evidence did show inequitable outcomes and experiences in STEM; participation in the labour market; poverty in relation to COVID-19 and cost-of-living; access to health services and quality of care; political and social power; experience of discrimination, harassment, or unfair treatment; accessing support for Violence Against Women and Girls; and domestic abuse.

However, evidence based on NPF and GEI indicators gathered for this Evidence Review was variable and did not always allow for consistent

intersectional comparisons across groups. The following evidence gaps were identified across the topic areas:

- There were limited intersectional quantitative data in certain areas, such as Education and Health. Available data in these areas were only largely able to show ethnicity breakdowns, or gender and sex breakdowns only. This made it unclear what women from minority ethnic backgrounds experience at a population level and limited comparisons with minority ethnic men or white women and men.
- Some areas would benefit from more qualitative evidence, such as in Education and Community and Power, to provide more detailed understanding of experiences for minority ethnic women.
- Improvements to the availability of both qualitative and quantitative evidence in areas such as Poverty would be beneficial to understand key issues for minority ethnic women at population and local levels specifically.
- Some evidence acknowledged that additional intersecting characteristics may also have an influence, such as language, age, migrant status, religion and nationality and so results may not be based on intersections of sex and gender with ethnicity alone. These issues are important to consider and highlight the layers of complexities when assessing the impact of ethnicity and gender on equality outcomes.

It is important to note that not all intersectional data were available in time for this publication and may have influenced some of the evidence gaps outlined above. At the time of writing this report, some of Scotland's Census 2022 intersectional data was not yet available: demography and migration, housing, education, labour market and travel to work, health, disability and unpaid care statistics were still to be published, or to be made available for

crosstabulation⁷⁷. In addition, data from the Scottish Health Survey was not available for this report. This highlights the need to consider the detail provided by upcoming datasets and evidence to understand particular issues before commissioning research to fill potential intersectional data gaps. Further information about data sources can be found throughout this report and [Annex 2](#).

Although it was not a key focus, the findings of this Evidence Review highlight what data improvements there have been since the [NACWG Race Equality publication \(2020\)](#). New data and evidence were found for all areas of this report: Education, Work, Poverty, Health, Community and Power, and Safety and Violence Against Women and Girls. This demonstrates, there has been some improvement in available qualitative and quantitative evidence reporting generally on minority ethnic women's experiences in Scotland since 2020.

11.2. Research question two: By undertaking this Evidence Review, what lessons can we learn about analysis and publication of intersectional evidence?

Lesson 1: Explore what breakdowns are available. In the development of this Evidence Review, analysts were able to produce new intersectional analyses from existing datasets. With this in mind, it may be possible to extract intersectional data from current Scottish Government datasets and for statistical publications to increase their use of intersectional breakdowns in reporting. Where datasets allow, analysts should explore what intersectional breakdowns can be made available in their existing datasets, as part of their routine analysis and publication processes or explain what intersectional data may be available on request.

⁷⁷ The census outputs release schedule can be found here: [Census outputs schedule | Scotland's Census \(scotlandscensus.gov.uk\)](#), but alternatives should be considered as Census is only published every 10 years and is thus, not always a timely or reliable source for more immediate policymaking priorities.

Lesson 2: Consider different approaches. There are cases where producing intersectional data from existing UK and Scottish Government's population household datasets is not possible due to small sample sizes. As seen in this Evidence Review, analysts were unable to analyse and compare findings for individual ethnic groups without risking identification of survey participants or producing statistically unreliability results⁷⁸. Instead, there were a number of instances where data had been aggregated, bringing all minority ethnic groups into a single 'minority ethnic' group. For intersectional analysis, this is a significant challenge, because it limits understanding of nuanced experiences of the intersectional group being examined and masks key issues. Alternative methods to draw out key issues faced by particular groups should be considered. This may include improving data collection methods⁷⁹, and sampling boosts in surveys, or looking more widely at the quantitative and qualitative evidence that can be gathered and using existing evidence in a more meaningful way, such as evidence reviews.

Lesson 3: Utilise both quantitative and qualitative evidence. Using both quantitative and qualitative evidence is often considered important in research exploring inequalities, however considering and utilising both types of evidence is even more essential in intersectional research and analysis. As demonstrated throughout this Evidence Review, both quantitative and qualitative research must be considered due to the limitations of both which impact intersectional analysis specifically. In addition to the sample size issue discussed above, quantitative data sources do not often explain the reasons behind trends and cannot capture details of differing experiences/outcomes across groups, which are both often essential within intersectional analysis. This Review found that in many cases qualitative evidence was able to

⁷⁸ Small samples sizes can introduce sampling bias and reduce the level of confidence in estimates because the information available is less likely to be fully representative of the population it is trying to measure.

⁷⁹ UK Government has made recommendations about this specifically on ethnicity data. [Standards for ethnicity data - GOV.UK \(www.gov.uk\)](http://www.gov.uk) and [Aggregating to improve ethnicity data quality - GOV.UK \(www.gov.uk\)](http://www.gov.uk).

explore issues related to ethnic groups in detail, especially where no statistically significant differences were found between intersectional ethnic groups in quantitative data. However, qualitative research is also not without its own limitations. For instance, qualitative evidence usually only explores experiences of a small sample of participants, meaning results are unlikely to represent population groups fully and comparisons with other groups and across studies may be limited. Therefore, when undertaking intersectional research, analysts will need to be mindful of using both qualitative and quantitative sources of data and evidence to ensure a deep understanding of intersectional issues and triangulation of results.

Further considerations

Finally, key learnings were taken from evidence examined for this Review about how to set parameters and purpose when conducting intersectional research, analysis or evidence reviews. Analysts should consider:

- What intersectional characteristics to examine and why? This may be guided by engagement with external stakeholders, existing research, or may be to link in with wider outcoming monitoring frameworks, bring value to policymaking or support more finessed monitoring and evaluation of existing policies.
- What comparisons to make and why? This may be dependent on what additional data is available but it is important to know where issues are intersectional or may just be influenced by one characteristic alone. However, it should be noted that comparisons are not always required to understand that particular groups face inequitable outcomes or experiences, for example qualitative research on experiences of an intersectional group in a particular area.
- In addition to the main intersection you are examining, are there additional characteristics or factors influencing outcomes or experiences? For example, in multiple domains examined in this

Evidence Review, language and migrant status were suggested to be compounding the effects of the intersection being examined.

- Whether research results are representative of the most significant issues and inequalities particular intersectional groups face? Analysts may draw on the conclusions above and consider additional analysis of existing datasets, use of both qualitative and quantitative evidence, and sampling boosts.
- What the intended impact of conducting intersectional research and analysis is? Analysts may have produced intersectional analysis for the purposes of improving policymaking, therefore strengthening connections with relevant policy colleagues and stakeholders in this area to engage with the output is essential.

Findings from a [Scottish Government evidence synthesis on using intersectionality in analytical and policy processes](#) align well with these conclusions.

11.3. Future Work

The findings related to the experiences of Minority Ethnic Women will be disseminated to relevant policy teams, stakeholders and networks.

Ongoing work related to the actions outlined in the Equality Evidence Strategy 2023 – 2025 are driving progress to improving equality and intersectional breakdowns within Scottish Government data and publications. This includes updates to the Equality Evidence Finder website and exploring ways to automate processes to produce and present intersectional data and evidence. Important next steps will include sharing the lessons, set out above, with analysts across Scottish Government.

Furthermore, ongoing exploration of other approaches to putting intersectionality into practice, will enable best practices to be developed and support the wider agenda of embedding equality, inclusion and human rights considerations and practices.

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13. Annex 1: Glossary and Acronyms

Table 3: Glossary and Acronyms

BME/BAME	Black and minority ethnic/black and Asian minority ethnic. NOTE: In line with Scottish Government guidance , ‘Minority ethnic’ is preferred over terms such as ‘other ethnicities’, ‘ethnic minority’ or ‘BAME/BME’. This is because these terms can imply that minority ethnic individuals are a homogeneous group, or focus on the perceived ‘non-whiteness’ of the word ‘ethnic’, whereas several groups categorised as ‘White’ could be considered minority ethnic groups in certain contexts, including Irish, Polish and Gypsy/ Travellers.
Cost of Living	A deterioration of economic conditions alongside a high rate of inflation in Scotland and the UK since early 2022 is now commonly referred to as the ‘cost of living crisis’.
Ethnicity	There is no consensus about what constitutes an ‘ethnic group’. Research shows that it means different things to different people, which can depend on the context or situation, and understanding of the term evolves over time. It encompasses aspects of identity, race, ancestry, history, culture, and it is very diverse.
Equality Evidence Finder	The Equality Evidence Finder is an evidence dashboard maintained by the Scottish Government’s Equality Analysis Team and brings together the latest statistics and research for Scotland across different themes for age, disability, ethnicity, gender, religion, sexual orientation, socio-economic status and transgender status.
Equally Safe Strategy	The Equally Safe Strategy sets out a vision to address violence against women and girls
FGM	Female Genital Mutilation
Gender	Gender expression is a person’s outward presentation of their gender identity. Gender identity is a person’s innate sense of their own gender. [Wording sourced from the Scottish Government Non-Binary Equality Action Plan Appendix 2 – Glossary of Terms]
GEI	Gender Equality Index
Intersectionality	Intersectionality is a concept which helps to make sense of how people’s experiences can be shaped by multiple interconnected social categories, and how the

	interaction of these social categories with systems and structures of power result in inequality
LFS	Labour Force Survey
MA	Modern Apprenticeships
Minority Ethnicity	In line with Scottish Government guidance , ‘Minority ethnic’ is preferred over terms such as ‘other ethnicities’, ‘ethnic minority’ or ‘BAME/BME’. This is because these terms can imply that minority ethnic individuals are a homogeneous group, or focus on the perceived ‘non-whiteness’ of the word ‘ethnic’, whereas several groups categorised as ‘White’ could be considered minority ethnic groups in certain contexts, including Irish, Polish and Gypsy/ Travellers. Based on Scottish Government guidance , ‘Minority ethnic groups’ may include Mixed or multiple ethnic groups, Asian, Scottish Asian, or British Asian, African, Scottish African, or British African, Caribbean or Black, and other ethnic group. Additionally, this may include white minority ethnic groups such as Irish, Polish, and Gypsy Traveller. The White category can include White Scottish, and White Other British, as well as Irish, Polish, Gypsy, Traveller, Roma, Showman/Showman, and other White ethnic group.
NACWG	National Advisory Council on Women and Girls
OECD	Organisation for Economic Co-operation and Development
ONS	Office for National Statistics
Race	Definition of race present in the Equality Act 2010 is colour, ethnicity, nationality and citizenship.
STEM	Science, Technology, Engineering, and Mathematics
SSCQ	The Scottish Surveys Core Questions (SSCQ) is an annual Official Statistics publication which harmonises responses from the three major Scottish Government household surveys, namely the Scottish Household Survey, the Scottish Health Survey and the Scottish Crime and Justice Survey.
SCQF	Scottish Credit and Qualifications Framework
SME	Small and medium-sized enterprise
VAWG	Violence Against Women and Girls

14. Annex 2: Government Data Sources

The table below shows which Government and ONS data sources were reviewed for this report as well as which sources were able to provide intersectional data on sex and gender with ethnic grouping based on the National Performance Framework (NPF) and Gender Equality Index (GEI) indicators.

Table 4: Government Data Sources, Availability, and Indicators

Data source	Data availability	NPF indicators included in this report	NPF indicators not available	GEI Indicators included in this report	GEI indicators not available
Scotland's Census 2022	At the time of writing this report, ethnic group population size was available by sex and age.	No NPF indicators use this data source.	No NPF indicators use this data source.	No GEI indicators use this data source.	No GEI indicators use this data source.
Scottish Household Survey	Data was available upon request.	<ul style="list-style-type: none"> • Access to green and blue space • Influence over local decisions • Loneliness • Perceptions of local area • Places to interact 	All requested NPF indicators based on this data source were available upon request.	No GEI indicators were requested for this report.	No GEI indicators were requested for this report.

		<ul style="list-style-type: none"> Trust in public organisations 			
Scottish Crime and Justice Survey	Data was available upon request.	<ul style="list-style-type: none"> Crime victimisation Perceptions of local crime rate Access to justice 	All NPF indicators based on this data source were available upon request.	<ul style="list-style-type: none"> Feelings of safety Partner abuse Sexual assault Stalking or harassment 	All GEI indicators that were requested were available upon request.
Annual Population Survey, ONS	Data for the NPF indicator 'gender balance in organisations' was available on the NPF website. Other data was available upon request.	<ul style="list-style-type: none"> Contractually secure work Gender balance in organisations 	All requested NPF indicators based on this data source were available upon request.	No GEI indicators were requested for this report.	No GEI indicators were requested for this report.
Scottish Health Survey	Intersectional sex/gender and ethnicity data was not available at the time of producing this report due to the sample size of the survey and the small number of respondents in	Data not available.	<ul style="list-style-type: none"> Food insecurity Health risk behaviours Mental wellbeing Physical activity Healthy weight 	Data not available.	<ul style="list-style-type: none"> Health risk behaviours (current smoker, harmful drinking, low physical activity, obesity) Life satisfaction

	some ethnic groups. However, some results from this survey are included in the harmonised SSCQ statistics that were produced for this report.		<ul style="list-style-type: none"> • Child wellbeing & happiness 		<ul style="list-style-type: none"> • Mental wellbeing
Health and Care Experience survey	Intersectional sex/gender and ethnicity data was not available at the time of producing this report.	Data not available.	<ul style="list-style-type: none"> • Quality of care experience, at national level and broken down by age, sex, disability, ethnicity, religion, SIMD and urban/rural classification. 	Data not available.	<ul style="list-style-type: none"> • Quality of care experience • Unmet care needs
Small Business Survey Scotland	Intersectional sex/gender and ethnicity data was not available at the time of producing this report. While the survey asks if a	No NPF indicators use this data source.	No NPF indicators use this data source.	Data not available.	<ul style="list-style-type: none"> • Women-led small and medium sized enterprises

	<p>business is “women-led” and “MEG-led” (i.e. the demographic makes up the majority of the leadership team), these cannot be combined for intersectionality purposes. For example, a business with 5 directors – 2 white women, 1 MEG woman and 2 MEG men – is both “women-led” and “MEG-led”, but not “MEG woman-led”.</p>				
<p>Annual Survey of Hours and Earnings, ONS</p>	<p>Intersectional sex/gender and ethnicity data was not available at the time of producing this report because the survey did not</p>	<p>Data not available.</p>	<ul style="list-style-type: none"> • Employees on the living wage (proportion of employees earning less than the real living) 	<p>Data not available.</p>	<ul style="list-style-type: none"> • Median hourly pay, excluding overtime • Living Wage (% of employees earning the real Living

	collect data on ethnicity.		• Pay gap		Wage or more)
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