



"They talk about a glass ceiling [for women]. I talk about a [for BAME women] double glazed, triple glazed, black glass ceiling, which is even more difficult to break through"

TRIPLE GLAZED CEILING

**Barriers to Black, Asian and Minority Ethnic
(BAME) Women Participating in the Economy**

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Why looking at the barriers BAME women experience?

- We will not achieve equality unless it's been achieved for all
- An intersectional approach to equality is therefore key

Intersectionality

- *The way in which **power structures** based on factors such as gender, race, sexuality, disability, class, age and faith interact with each other and create inequalities...it's about understanding the way in which characteristics such as these **interact** and produce **unique experiences** and **disadvantages**. (GER, 2019)*

Methodology

Research aim:

- Better understand the intersectional elements of mainstream gender issues
- Demonstrate the experiences of BAME women in Wales
- Discuss the solutions to the barriers BAME women face
- Conclude policy recommendations

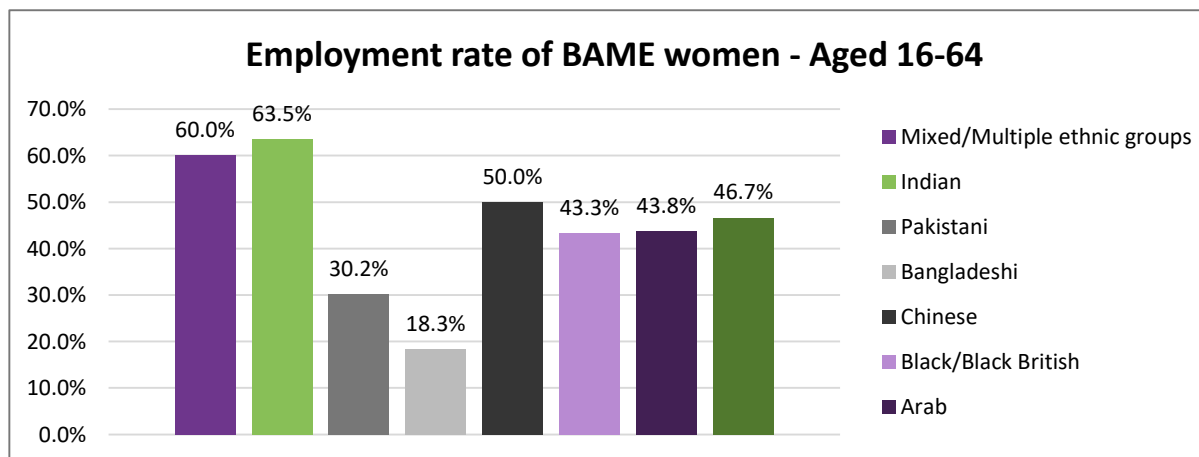
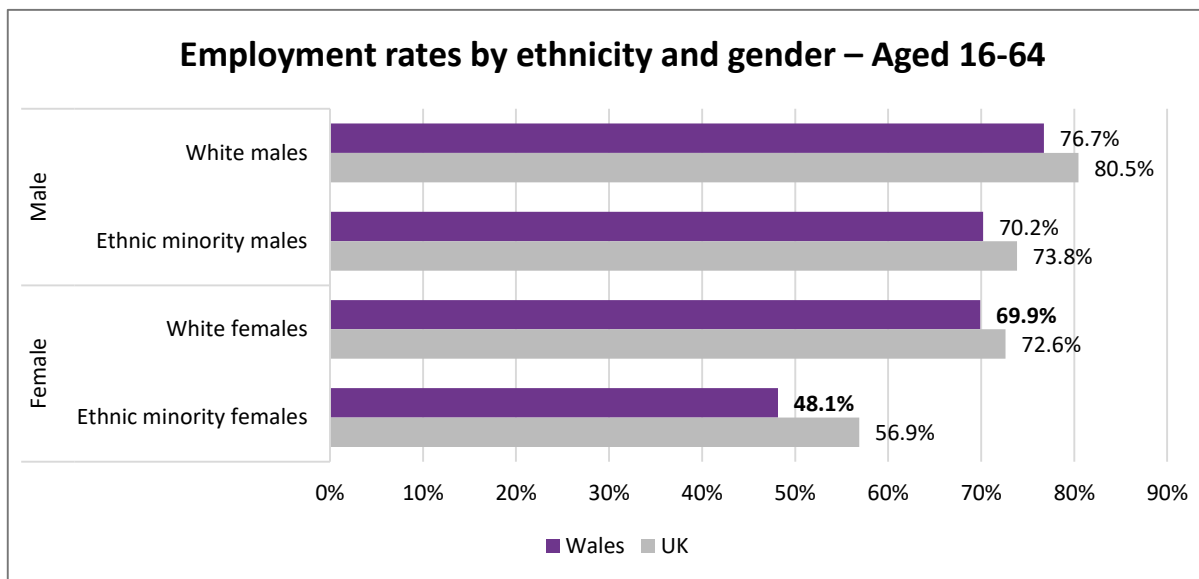
Research Questions:

What are the experiences of BAME women in accessing and progressing in work/the Welsh economy?

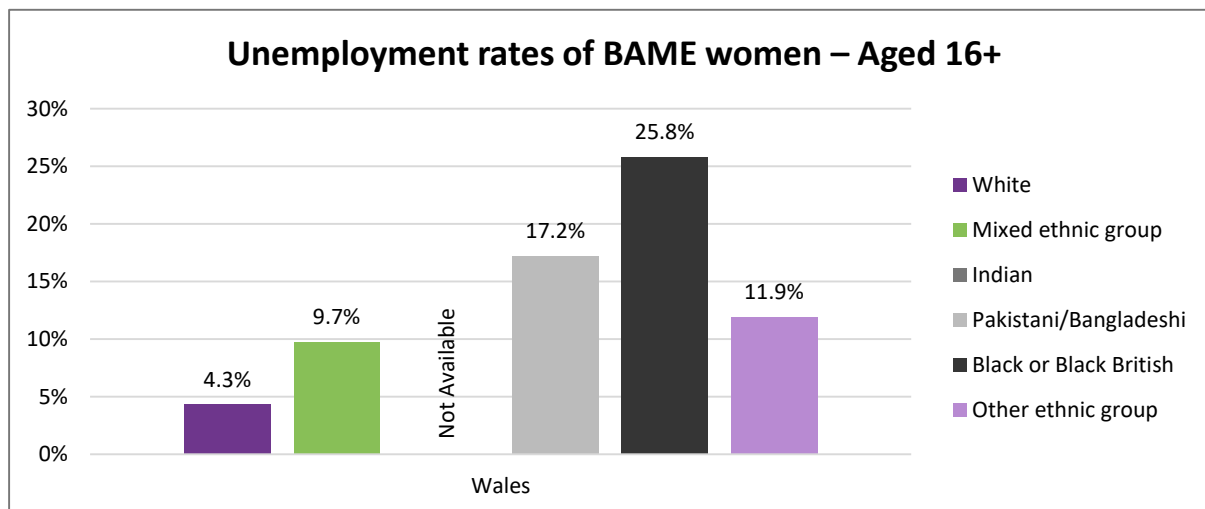
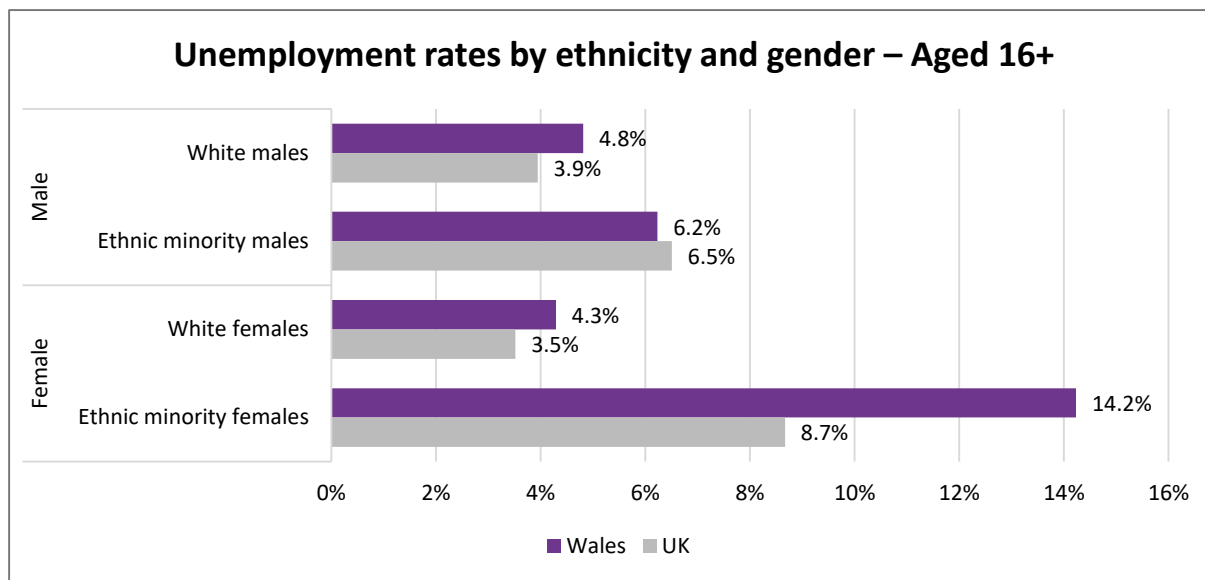
Methodology:

- Statistical analysis of existing data sets e.g. Annual Population Survey, Census
- Literature Review
- 18 semi-structured interviews with organisations working with BAME women in Wales
- Participatory observations and roundtables

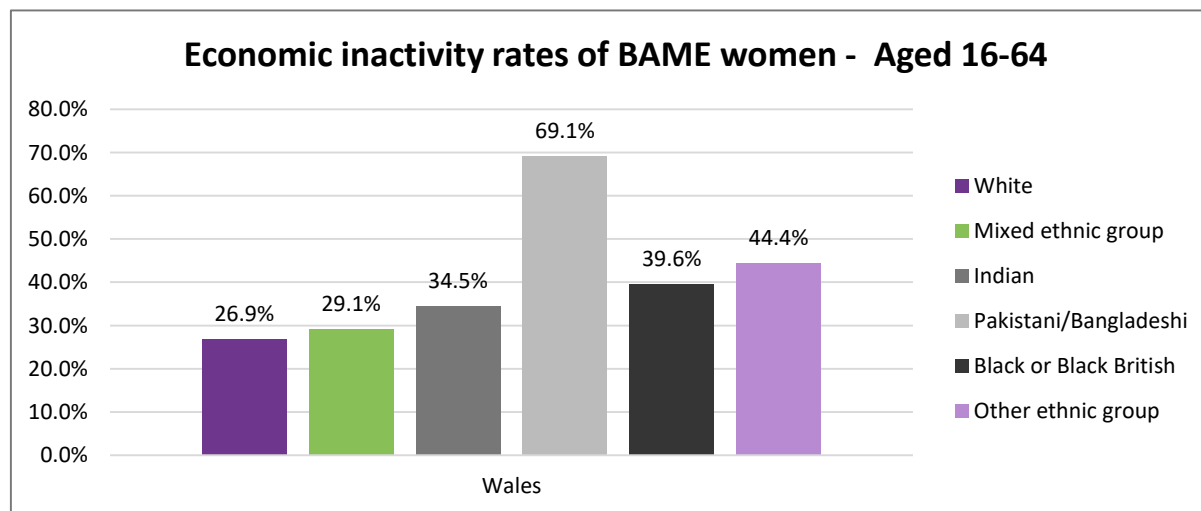
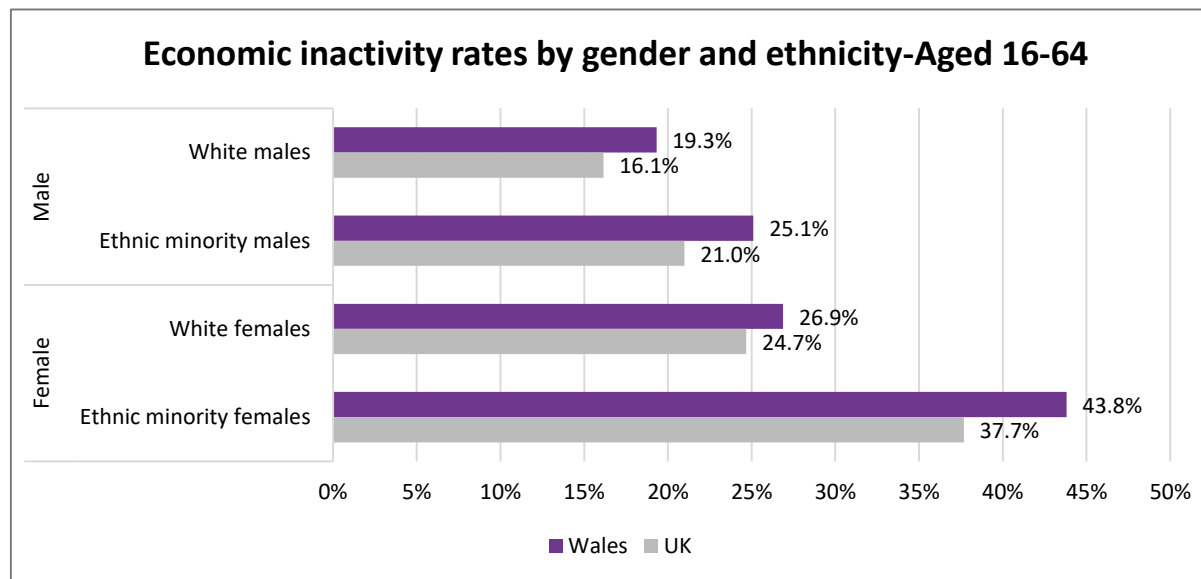
Inequality in the Welsh Economy



Unemployment rates by gender and ethnicity



Economic inactivity rates by gender and ethnicity



Barriers experienced by BAME women in the Welsh Economy

**Intersectional
Barriers**

**Bias,
Discrimination,
Racism**

**Language
Proficiency,
Lack of
Qualifications**

**Limited
Resources;
Access to Social
Networks**

**Cultural
Barriers**

**Confidence and
Lack of Role
Models**

**Workplace
Policies in
Practice –
Implementation
Gap**

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Barriers to develop and utilise skills...

- Lack of language proficiency, professional qualification and experience
- Difficulty in accessing training and under-utilisation of skills in the labour market

Language proficiency

Access to training and employment support programmes

Access to support to self-employment

Underutilisation of skills

Lack of skill recognition

Recommendations

For UK Government

1

Skills conversion and recognition procedures should be improved and simplified. Government should work with universities to do this, and ensure that support agencies like Job Centre Plus are able to advise about professional pathways correctly.

2

Job Centres should be adequately resourced and provided with ongoing training and professional development, particularly around unconscious bias and intersectionality.

3

Legislation regulating the status of asylum seekers should be revisited, and changes in their right to work should be considered.

Recommendations

For Welsh Government

- 1** Recognise the value of voluntary organisations providing informal support to BAME women and the significant impact they have. These services should receive sustainable funding.
- 2** Review the eligibility criteria for the new childcare offer to ensure it will deliver for BAME women who want to access and progress in work.
- 3** Increase the number and capacity of ESOL classes available across Wales particularly in high demand areas. These classes should be prioritised in community locations, accessible by public transport and where possible have childcare facilities so BAME women are able to attend.
- 4** Develop more community engagement to achieve accessible support programmes to BAME women.

Recommendations

For Businesses

- 1** Set diversity targets, across a range of levels, alongside a clear action plan. Develop clear equality and diversity policies, in conjunction with employees, which are keenly and consistently communicated in the workplace.
- 2** Equality & Diversity and Unconscious Bias training should be delivered widely to employees across the private sector, and this should be mandatory for those in public facing and senior roles, particularly those involved in recruitment.
- 3** Job advertisements and recruitment processes should be reviewed in order to become more attractive to diverse candidates.
- 4** Take steps to ensure diverse recruitment panels, and consider independent or external panel members where needed.
- 5** Mentoring and professional networks should consider how they can be more accessible to BAME women, and ensure opportunities are being promoted widely.



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<https://chwaraeteg.com/research/triple-glazed-ceiling/>



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