Data Management and Analysis Group

A Profile of Londoners by Language
An analysis of Labour Force Survey data on first language

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Contents

Summary of findings

This analysis profiles the demographic and labour market characteristics of Londoners who use a first language other than English in the home. In this report, these Londoners are referred to as *ESL (English as a Second Language)* Londoners.

Previous research has highlighted the importance of English language proficiency in affecting employment outcomes and social cohesion in Britain. However, there is a distinct lack of up to date quantitative data about the issue in London.

This preliminary analysis helps fill this gap by presenting what the Labour Force Survey (LFS) can provide in this important area. All LFS data quoted relate to Summer 2003 and refer to adults.

Headline estimates of Londoners by first language

- LFS estimates for 2003 suggest that almost one fifth (18 per cent) of adult[1] Londoners use a first language in the home other than English – over 1 million Londoners. It is likely that non-English speaking households are under-represented in the LFS sample, so this figure is likely to be an under-estimate of the size of the ESL population.

- LFS data on language relates to adults but other data are available about children which indicate that the proportion of ESL children is far higher than in the adult population. Data from schools[2] suggest that in 2003 around one third of school children in London had English as a second language.

Adult Londoners by language: A demographic profile

- ESL Londoners have a younger age profile than other Londoners. Almost one quarter (23 per cent) of all Londoners aged 16-34 have a first language other than English. The percentage declines to only 9 per cent for those aged 70 and over. The ESL population is fairly even balanced in terms of gender: 53 per cent are women.

- London is home to 42 per cent of the ESL adult population in the UK. This percentage rises to 48 per cent when the Welsh, Gaelic and Ulster Scots speakers are excluded from the UK ESL population.

- Of all regions, London has, by far, the highest proportion of ESL residents (18 per cent), six times higher than the rate in the rest of the UK (3 per cent). Within London, the percentage of ESL residents is higher in Inner London (23 per cent) than Outer London (15 per cent).

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[1] People aged 16 and over

[2] Local authority maintained schools collect data on the number of children 'believed to or known to have a first language other than English'.

- Forty-five per cent of all working age ESL Londoners are parents[3] compared with one third of those with English as a first language. Of all London's parents, around one quarter have English as a second language.

Language by ethnicity, country of birth and year of arrival
- The likelihood of speaking English in the home is closely associated with ethnicity. In general, Londoners from BME[4] groups (50 per cent) are far more likely than White Londoners (6 per cent) to speak a language other than English in the home.

- The majority of Bangladeshi (90 per cent) and Pakistani Londoners (74 per cent) use a language other than English in the home. While the proportion is lower for the Indian population it is still high relative to other groups at just under two thirds (63 per cent).

- Black Londoners are far more likely than Asian Londoners to cite English as their first language in the home, especially Black Caribbean Londoners, of whom the vast majority speak English as their first language (99 per cent). For Black African Londoners the picture is more diverse and 43 per cent are ESL Londoners.

- The vast majority of White British Londoners cite English as their first language (99 per cent) whereas the 'White other' group is more diverse and over one third (38 per cent) are ESL Londoners.

- The majority (91 per cent) of ESL Londoners were migrant Londoners (ie those born outside the UK). The ESL population mainly comprises residents from the rest of Europe (25 per cent), the Indian sub-continent (26 per cent) and Africa (21 per cent). Of London's entire adult migrant population, half cited English as their first language.

- Within the migrant population, those from BME groups are far more likely to be ESL Londoners (61 per cent) than those from White groups (34 per cent). Migrant Londoners from BME groups comprise two thirds of the ESL adult population.

- Nine per cent of London's ESL population were born in the UK and of these, most were from BME groups. Almost one in five UK-born BME Londoners use a first language other than English in the home (19 per cent).

- Recently arrived migrants are more likely to be ESL Londoners than older migrants. 20 per cent of migrants who arrived before 1965 were ESL Londoners compared with 60 per cent of those who arrived after 1985.

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[3] Parents are defined as adults with dependent children living with them in their family (where those adults are either the head or the partner of the head of the family unit).
[4] BME (Black and minority ethnic groups) refers to all ethnic groups except White ethnic groups.

- People who migrate to the UK at a younger age are far more likely to use English as a first language than those who arrive here when they are older. Of those adults who arrived in the UK when they were aged 50 or older, the majority (80 per cent) had English as their second language relative to one third (34 per cent) of those who arrived before they were aged fifteen.

Language and educational participation
- ESL Londoners, having a younger age profile, have high rates of educational participation and 14 per cent were in full-time education relative to 8 per cent of those with English as a first language. Around one third of all adult Londoners in full-time education have English as a second language (32 per cent).

- Of all ESL working age Londoners, 17 per cent said they had experienced language difficulties that had caused problems with their education. This percentage rose to 31 per cent for those with no qualifications.

Labour market position of working age Londoners by language
- The labour market profile of ESL Londoners is very different to those Londoners with English as a first language. In general ESL Londoners have far lower rates of economic activity and employment than other Londoners. In terms of the composition of the population, ESL Londoners comprise:

  - One fifth (20 per cent) of London's working age population.
  - 14 per cent of the employed population
  - 28 per cent of London's unemployed population.
  - One third (32 per cent) of the total workless population (ie all those unemployed or economically inactive)

- Of all working age ESL Londoners, just over half (52 per cent) were in employment compared with three quarters (74 per cent) of those with English as a first language. Employment rate differentials remain wide even when students are excluded (56 and 78 per cent). *From here on, all employment rates quoted exclude students.*

- The unemployment rate for ESL Londoners is 14 per cent, twice as high as the rate for those with English as a first language (7 per cent).

- Around one fifth (19 per cent) of working age ESL Londoners said they had experienced language difficulties that had caused problems in finding or keeping a job. This rose to one third for those with no qualifications.

Employment rates (excluding students) by language for key groups
- Within London's BME and migrant populations, employment rates[5] are very low for those with English as a second language. BME Londoners have an overall

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[5] All employment rates quoted from here on relate to the working age population and exclude full-time students.

employment rate of 63 per cent, but this falls to just 53 per cent for ESL BME Londoners relative to 72 per cent for BME Londoners with English as a first language.

- Similarly, for White Londoners, those with English as first language have a higher employment rate (79 per cent) than White ESL Londoners (64 per cent).

- Within the migrant population, those with English as a second language have an employment rate of 54 per cent, far lower than the rate for migrants whose first language is English (76 per cent).

- The employment rate for ESL women is very low at 44 per cent, far lower than the rate for women with English as a first language (71 per cent). For mothers[6] rates were lower still and only one third (32 per cent) of ESL mothers were in employment, little more than half the rate for those mothers with English as a first language (61 per cent). Of all mothers with English as a second language, around three quarters were BME Londoners born outside the UK.

- Fathers with English as a second language have a far lower employment rate (71 per cent) than those fathers with English as a first language (93 per cent).

- Consistent with the high rates of worklessness among ESL parents, ESL Londoners are over-represented in the workless parent population. While ESL Londoners comprise 25 per cent of all parents, they comprise 40 per cent of all London's workless parents[7] and only 18 per cent of the employed parent population.

Employment rates (excluding students) for ESL Londoners: London & UK
- London's overall employment rate (74 per cent) is significantly lower than the rate in the rest of the UK (78 per cent). For those with English as their first language, the employment rate is the same in and outside London (78 per cent). For ESL residents, on the other hand, the employment rate is lower for those in London (56 per cent) than for those outside London (61 per cent). These data thus emphasise the relatively poor outcomes of ESL Londoners and the important part these play in understanding the difference in rates of worklessness in and outside London.

Employment patterns and pay by first language
- Of all ESL men in work, 15 per cent work part-time, twice as high as the proportion of male workers (7 per cent) with English as a first language. The proportion of ESL women workers who work part-time is fairly close to those women with English as a first language (32 and 30 per cent).

- While ESL Londoners are broadly represented across all major occupational groups, they tend to be over-represented in lower paid occupations. 17 per cent work in

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[6] Defined here as women with dependent children
[7] This analysis relates to all working age parents.

elementary occupations[8] relative to 8 per cent of workers whose first language is English.

- ESL Londoners are under-represented in managerial, professional or technical occupations. 39 per cent of ESL workers are employed in such occupations relative to over half (53 per cent) of those workers with English as a first language.

- ESL workers are particularly over-represented in the hotels and restaurants sector where they make up almost half (47 per cent) of all Londoners employed in this sector. Of all ESL workers, 15 per cent are employed in this sector compared with 3 per cent of all workers with English as a first language.

- The average hourly pay rate for ESL employees is £8.67 an hour – less than two thirds of the rate for first language English speakers (£13.93 an hour). This is consistent with the concentrations of ESL workers in typically lower paid occupational groups.

Conclusions and further work

- This analysis has provided estimates of adult Londoners with English as a second language (ESL). These new data are important as previously information on language has only been available about London's children.

- It is recognised that the Labour Force Survey probably underestimate the exact size of the ESL population in London due to difficulties covering non-English speakers. However, these estimates remain the best available and the data provide good information on the composition and characteristics of ESL Londoners. The overall analysis is consistent with other research published, which has identified a strong association between language and labour market outcomes.

- This analysis is intended as a first step in exploring what is available. Useful next steps, to improve data provision in this area, might include; further analysis using the LFS data on language for 2006 which is due out Nov 2006; exploration of 2001 Census *Language Needs Indicator* (LNI) data which provides a proxy indicator for people who live in a household where a language other than English might be the first language spoken; and also further analysis of schools data on language.

- The GLA hopes to make progress in these areas in the coming year. These analyses will be reported in future Briefings.

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[8] Elementary occupations include jobs such as: kitchen and catering assistants, cleaners, bar and waiting staff, security guards.

1.   Introduction

Aims and context

This report examines data from the Labour Force Survey (LFS) about Londoners with a first language other than English. From here on, these Londoners are referred to as **ESL (English as a Second Language)** Londoners. Admittedly, the term ESL is simplistic as many Londoners whose first language is not English may well have a second language other than English, but it is commonly used and is adopted here for simplicity.

The key aims of the analysis are:
- To present and assess LFS estimates on first language.
- To profile the demographic characteristics of ESL Londoners.
- To compare the labour market profile of Londoners by first language.
- To quantify to what extent language is associated with poor labour market outcomes in London.

Previous research[9] has already confirmed the importance of English language proficiency in affecting employment outcomes and earnings in Britain. It has a major bearing on the Mayor's strategic work to tackle child poverty and worklessness, and to promote the integration of migrant communities including refugees. However, there is an absence of up to date quantitative data about the issue and importantly there is no data on the situation in London, where many second language speakers live.

This lack of hard data was identified in GLA research published in 2005 on *Country of Birth and Labour Market Outcomes in London*[10] which explored the diversity of outcomes within the migrant population in London. The report acknowledged that language was likely to be one of the key factors associated with the degree of labour market exclusion and disadvantage that some migrant groups face. The report recommended further research in this area.

This preliminary analysis follows on from that work and explores what the Labour Force Survey can provide in this important area.

Report structure

Section 2 provides background about the Labour Force Survey and discusses the issues surrounding the LFS question on language, reliability of estimates and interpretation of the data.

Section 3 presents headline estimates and provides a detailed demographic profile of Londoners by language. The profile includes analysis by region, age, gender, parenthood, ethnicity, country of birth, year of arrival and age at time of migration. Data on levels of educational participation and qualifications by language are also presented.

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[9] *Language Proficiency and Labour Market Performance of Immigrants in the UK,* Dustmann, C., Fabbri, F. (2002), University College London
[10] *Country of Birth and Labour Market Outcomes in London,* DMAG Briefing 2005/1, GLA

Section 4 examines the labour market position of Londoners by first language and focuses on analysis of employment rates and how these vary by language for different groups of Londoners. Data are also presented on those in work and their patterns of employment by occupation and sector, as well as average earnings by language.

Section 5 offers some conclusions and thoughts about further work.

2. The Labour Force Survey and issues surrounding language data

The Labour Force Survey

The data presented in this report are from the Labour Force Survey which is carried out by the Office for National Statistics (ONS). The LFS is one of the largest regular household surveys carried out in the UK and collects a wide range of data about the demographic and labour market characteristics of the population. Data on language comes from the quarterly LFS dataset which has a sample of around 11,000 adult Londoners[11].

LFS questions about language: caveats

Questions on first language in the home were piloted by ONS in 2002 and final questions were added to the Labour Force Survey dataset in 2003. The data are collected in the Summer quarter every third year and data are currently available from the Summer 2003 quarterly dataset.

The questions were designed to provide data for the Department for Education & Skills (DfES) who wanted to identify people who are struggling in education or the workplace because of poor English language skills. While the DfES is using 'first language other than English' as a proxy for poor English language proficiency, it is fully recognised that this may not be the case for many ESL Londoners who may be perfectly fluent in English.

Figure 1 The main language question on the Labour Force Survey, Summer quarter 2003 (asked of respondents aged 16 and over)

What is your first language at home?
English
Welsh
Gaelic
Ulster Scots/Ullans
Other

The LFS question on language asks: *What is your first language in the home?* Responses are coded to one of five categories: English, Welsh, Gaelic, Ulster Scots or Other. In the case of London, the vast majority who are not English fall into the 'Other category' and there is no further disaggregation.

In many senses the question is fairly crude as for those who say their first language is 'Other' the survey does not identify the particular language spoken. Also, it does not provide data on language proficiency or on the number of languages spoken. However, the ability to cross-reference this question against the wider suite of LFS questions enables the construction of a fairly comprehensive profile of ESL Londoners.

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[11] Language data was available for around 9,500 respondents.

Two follow up questions are also asked of ESL respondents to ascertain whether they have faced any difficulties in employment or education due to language.

How robust are the data?
In assessing how useful these data might be, the big 'unknown' is to what extent non-English speaking households are adequately represented in the LFS. While the LFS is generally regarded as a high quality survey and translation is offered for non-English speaking households, it is possible that communication difficulties faced by interviewers and respondents may well affect fieldwork and response rates. Indeed, response rates on the LFS are known to be lower in Inner London where many second language speakers live. ONS advise that while interpretation is offered, in practice, the number of interviews where interpretation services are used is very small relative to the number of interviews[12]. More usually, an attempt is made to get a family member or friend who can speak English to act as a interpreter, which of course, may affect the quality of information collected.

The other issue is coverage of residents living, working or studying here temporarily. To what extent these groups are included remains a grey area, so coverage is likely to be patchy. Even when temporary residents are surveyed and included, LFS estimates are grossed up using resident population estimates so final estimates may still under-represent these groups. It is possible these missed groups could include a higher proportion of ESL Londoners. ESL Londoners are also likely to be over-represented in groups who are difficult to survey for other reasons (eg those in multi-household accommodation).

For all these reasons, it is very likely that the LFS estimate relating to the overall size of the ESL population in London is an under-estimate.

Figure 2 LFS question on language: strengths and limitations

Strengths	Limitations
• LFS data fill a big gap in current data and enable estimates of the number of ESL adult Londoners. Importantly, the analysis also enables analysis of the composition and characteristics of the ESL population. • LFS topic coverage is good allowing language to be cross tabulated against a wide range of demographic and socio-economic indicators.	• Robustness of data is difficult to firmly validate against other sources. Possible bias in the data. **Non-English speaking households are likely to be under-represented in the LFS.** • Data are based on a sample so there are limits on how much detail can be derived about ESL Londoners from the LFS dataset. • The language indicator provides no detail about: which language spoken, number of languages spoken, proficiency, reading/writing skills.

[12] For example, Language Line services are only accessed by ONS interviewers 15-20 times per month, relative to around 20,000 household interviews per month across the UK (around 2,000 per month in London).

Reliability of data from the LFS and missing data

The LFS is a sample survey and all data drawn from the survey are estimates rather than precise measures and as such they all have a degree of sampling variability attached to them. This means that data need to be presented and interpreted with some care to ensure meaningful findings. For this report, three measures have been adopted to facilitate this:

- Where a particular statistic is based on a very small sample (ie under 50) and the overall population of interest is also small (under 100), data have been completely suppressed or disregarded.

- Where a particular statistic is based on a small sample of less than 100 (eg typically between 50 and 100) but where the overall population of interest is far larger, data are presented but are italicised and in brackets to emphasise the fact they are subject to larger confidence intervals.

- All key relationships highlighted are statistically significant (most are significant at the 99 per cent confidence interval).

Data on language are missing for around 9 per cent of London respondents so population numbers generated will under-represent the actual numbers (see page 7). For this reason and in view of the caveats mentioned earlier most of this report presents data in terms of percentages and the emphasis is on the composition of the population and relativities as opposed to estimated numbers or levels. All data are rounded to the nearest percentage point.

Appendix A provides more technical detail about the LFS and a glossary of key terms.

3. Londoners by first language: a demographic profile

Headline estimates: Londoners by first language in the home

Around 18 per cent of adult Londoners said their first language in the home was a language other than English – just over 1 million Londoners (Table 1). These respondents were coded to one of four sub-categories[13]: Welsh, Gaelic, Ulster Scots or Other, but in practice the vast majority of Londoners fell into the last category 'Other'.

Table 1 Adults by first language in the home, Greater London, 2003

	Number	% total	Sample size estimates based on
Total persons aged 16 and over (LFS estimate)	5,737,000	100	10,936
Missing data on language	500,000	9	*1,508*
Persons aged 16 and over	5,237,000	100	*9,428*
First language: English	4,285,000	82	*7,751*
First language: Not English (ESL)	953,000	18	*1,677*
Estimate of total number of ESL Londoners: applying 18.2% to the total adult population	*1,044,000*		

Source: Labour Force Survey, June-August 2003

Missing data on language and estimating the total number of ESL Londoners

Responses to the language questions were missing in nine percent of cases. Levels of missing data on the language question were relatively high which is partly due to the fact the question is only asked in one quarter. The Labour Force Survey is a panel survey where people are re-interviewed five times over five quarters. In most cases, when the interviewer is unable to re-interview someone on a particular quarter, responses may be imputed using data from the previous interview. However, as the language question is only asked in the Summer quarter (every three years) this is not possible, leading to a higher level of missing data than on more frequently asked LFS questions.

For this reason, to gain an estimate of the total number of Londoners whose first language was not English, the 18 per cent has been applied to the total LFS adult population[14] estimate of 5.7m, providing an estimate of over one million adult Londoners. This assumes, of course, that the characteristics of the non-respondents are broadly the same as those of the respondents[15].

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[13] Respondents who cited Welsh, Gaelic and Ulster Scots comprised less than 0.05% of the London sample so estimates were not available for these groups separately (due to their small numbers).

[14] LFS estimates exclude some adults living in communal establishments and refer to people whose main address is in the UK and exclude visitors and temporary residents.

[15] Analysis did show that the demographic and socio-economic characteristics of respondents and non-respondents were broadly similar. While there were slight differences in the profiles (eg non-respondents had a younger profile than respondents), these were not large enough to cause any significant bias in the overall results.

Age profile by language

ESL Londoners have a relatively young age profile. Of all ESL Londoners aged 16 and over, around one half (46 per cent) are aged under 35 compared with a third (34 per cent) of those with English as their first language. Figure 3 shows the proportion with English as a second language (ESL) by age group. While around 23 per cent of those aged 16-34 are ESL Londoners, the percentage declines to only 9 per cent for those over 70.

Of all working age Londoners, 20 per cent have a first language other than English.

Figure 3 Percentage whose first language is not English by age group, persons aged 16 and over, Greater London, 2003
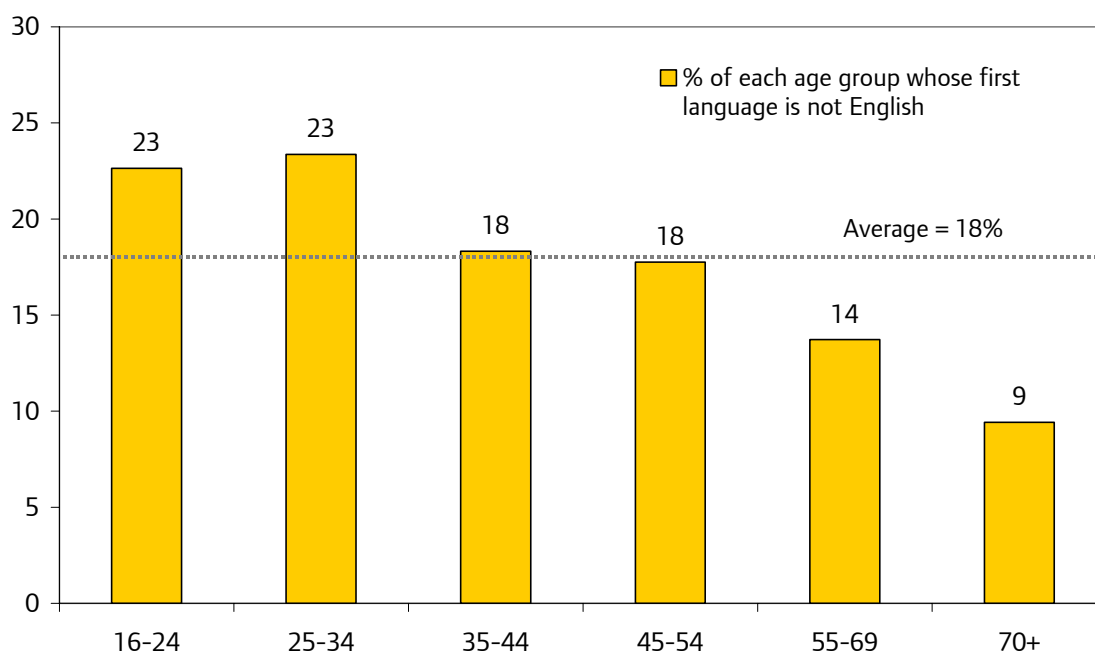
Source: Labour Force Survey, June-August 2003

First language of school children in London

While the Labour Force Survey does not collect language data about children, estimates are available from schools about children's first language. These indicate that the proportion of ESL children is far higher than in the adult population.

Local authority maintained schools collect data on the number of children 'believed to be or known to have a first language other than English'. In 2003, the data show that 35 per cent of primary school children and 32 per cent of secondary school children in London had a first language other than English[16].

While there is no comparable LFS estimate for children, LFS data presented by age do suggest a strong association between age and second language speakers which is broadly

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[16] *Statistics of schools in London, Key Facts 2001-2005,* DMAG Briefing 2005-41

consistent with the high levels of ESL children. However, relative to schools data, the LFS estimates do appear on the low side, though it is difficult to come to any firm conclusions without other data to validate the estimates.

First language by region
Figure 4 compares the proportion of ESL residents in London to other regions and countries in the UK. At 18 per cent, London has by far the highest proportion of ESL residents, with Wales the second highest at 10 per cent (most of whom cite Welsh as their first language). London's ESL population comprises 42 per cent of all ESL residents across the UK. This percentage rises to 48 per cent when the Welsh, Gaelic and Ulster Scots speakers are excluded from the ESL population.

Within London, the proportion of ESL speakers is higher in Inner London (23 per cent) than in Outer London (15 per cent). There is likely to be further variation across London boroughs but LFS estimates are not available at this level.

Figure 4 Percentage (%) of residents with a first language other than English by region, 2003
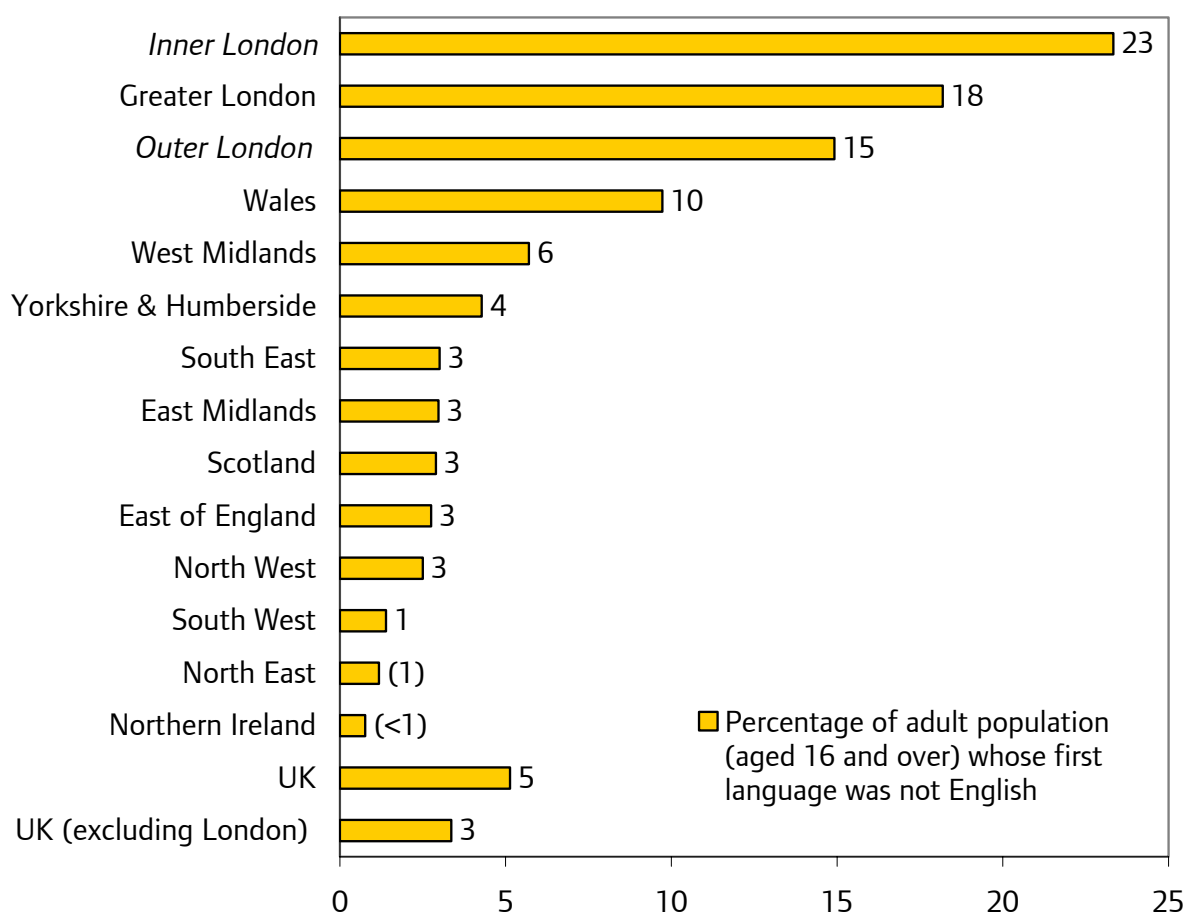
Region	Percentage
Inner London	23
Greater London	18
Outer London	15
Wales	10
West Midlands	6
Yorkshire & Humberside	4
South East	3
East Midlands	3
Scotland	3
East of England	3
North West	3
South West	1
North East	(1)
Northern Ireland	(<1)
UK	5
UK (excluding London)	3

Percentage of adult population (aged 16 and over) whose first language was not English

Source: Labour Force Survey, June–August 2003
Notes: Data rounded to nearest percentage point. Estimates for the North East and Northern Ireland are based on small samples (<100)

Gender and parenthood by language

The ESL population is fairly evenly balanced in terms of the percentages of men and women whose first language is not English (18 and 19 per cent). Women comprise 53 per cent of the ESL adult population and men 47 per cent.

Data have also been compared by gender and parenthood[17]. These relate to the working age population to help control for the difference in age profile by language.

ESL Londoners are more likely to be parents than those with English as a first language. 45 per cent of working age ESL Londoners are parents compared with one third of those with English as a first language. Of all London's working age parents, around one quarter have English as a second language. Of course, these patterns may be, in some part, reflecting differences in age profiles between both populations given the younger profile of the ESL population (sample size makes further analysis difficult).

Patterns are similar for both mothers and fathers, though in terms of composition women make up a slight larger proportion of parents with dependent children than men (due to higher rates of lone parenthood). This is the case for both language groups.

Table 2 Gender, parenthood & first language, persons working age, Greater London, 2003

	First language in the home					
	Percentage whose first language in home is:			Composition (percentage of total)		
	Total	English	Not English	Total	English	Not English
All persons working age	**100**	**80**	**20**	**100**	**100**	**100**
Male	100	81	19	52	52	49
Female	100	79	21	48	48	51
Parents	100	75	25	36	33	45
Male	100	74	26	16	14	20
Female	100	76	24	20	19	25
Not parents	100	83	17	64	67	55
Male	100	84	16	36	38	28
Female	100	82	18	28	29	26

Source: Labour Force Survey, June–August 2003

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[17] Parents are defined as adults with dependent children living with them in their family (where those adults are either the head or the partner of the head of the family unit).

Ethnicity and language

The likelihood of speaking English in the home is closely associated with ethnicity. In general, adult Londoners from BME[18] groups (50 per cent) are far more likely than White Londoners (6 per cent) to speak a language other than English in the home. Of course within both the BME and White population there is considerable diversity (Table 3).

Table 3 Ethnic group and first language in the home, Greater London residents aged 16 and over, 2003

| | First language in the home | | | | | |
| | Percentage of each ethnic group whose first language in home is: | | | Composition of populations by group (% total) | | |
Ethnic group	Total	English	Not English	Total	English	Not English
All groups	100	82	18	100	100	100
White groups	100	94	6	73	83	26
- White British	100	99	(1)	62	75	(4)
- Other White	100	62	38	11	8	22
BME groups	100	50	50	27	17	74
Asian	100	30	70	12	4	46
- Indian	100	37	63	6	3	22
- Pakistani	100	(26)	74	2	(<1)	7
- Bangladeshi	100	(10)	90	2	(<1)	10
- Other Asian	100	(30)	70	2	(<1)	8
Black	100	77	23	9	9	12
- Black Caribbean	100	99	(1)	4	5	(<1)
- Black African	100	57	43	5	3	11
- Other Black	**	**	**	**	**	**
Mixed groups	100	87	(13)	1	2	(1)
Chinese & other groups	100	38	62	5	2	16
- Chinese	**	**	**	**	**	**
- Other	100	38	62	4	2	12

Source: Labour Force Survey, June-August 2003
Notes: All data are survey estimates and are subject to a degree of sampling variability. Figures in (brackets) are based on small samples (<100) and are presented here for completeness (so should not be quoted in isolation). Some data are suppressed completely due to very poor reliability and are denoted by asterisks (**). Totals may not sum due to rounding.

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[18] BME (Black and minority ethnic groups) refers to all ethnic groups except White ethnic groups.

London's Asian population are the most likely to use English as a second language. The majority of Bangladeshi (90 per cent) and Pakistani Londoners (74 per cent) use a language other than English in the home. While the proportion is lower for the Indian population it is still relatively high compared with other groups at just under two thirds (63 per cent).

In contrast, Black Londoners are far more likely to cite English as their first language in the home. This is particularly the case for Black Caribbean Londoners, of whom the vast majority speak English as their first language (99 per cent). For Black African Londoners the picture is quite different and 43 per cent use English as second language. It was not possible to get a reliable estimate for Black Other due to small sample size, but the data indicate that the majority of this group speak English as their first language in the home.

In the case of White groups, the majority of White British Londoners cite English as their first language (99 per cent) whereas the 'White other' group is far more diverse and of this group less than two thirds (62 per cent) cite English as their first language. This reflects the diversity of this particular ethnic group which includes Irish, Australian and American Londoners alongside those from non-English speaking countries such as Turkey or Portugal.

Table 3 also shows the composition of the ESL population which considers both the population size of each group as well as propensity to speak English or other languages at home. Of all those adults with English as a second language, around one quarter (26 per cent) come from White ethnic groups and three quarters (74 per cent) come from BME groups. The Asian population comprises almost half (46 per cent) of the ESL population and the 'Other White' group over one fifth (23 per cent). Black Londoners comprise 12 per cent of the ESL population, with Black Africans accounting for 11 per cent.

First language by country of birth
Analysis by country of birth provides another dimension to help profile Londoners with English as second language (Figure 5 and 6). Countries have been grouped together to provide an adequate sample size for analysis.

The majority (91 per cent) of ESL Londoners were migrant Londoners (ie those born outside the UK). The ESL population mainly comprises residents from the rest of Europe (25 per cent), the Indian sub-continent (26 per cent) and Africa (21 per cent).

Of London's migrant (adult) population half cited English as a second language. Consistent with the data on ethnic group, those born in the Indian sub-continent[19] have one of the highest proportions of ESL Londoners (81 per cent). A high proportion (80 per cent) of those Londoners born in the non-EU[20] countries across Eastern and Western Europe have a first language other than English. In population terms, these groups mainly comprise Londoners from Turkey and countries within the former Yugoslavia and USSR. The profile of those from EU countries (excluding UK and Ireland) is far more diverse and just over half (53 per cent) of all Londoners born in these countries have English as a second language.

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[19] Bangladesh, India and Pakistan
[20] EU refers to the EU25 (the 25 countries who currently comprise the European Union).

Figure 5 Composition of the ESL population by country of birth, persons aged 16 and over, Greater London, 2003
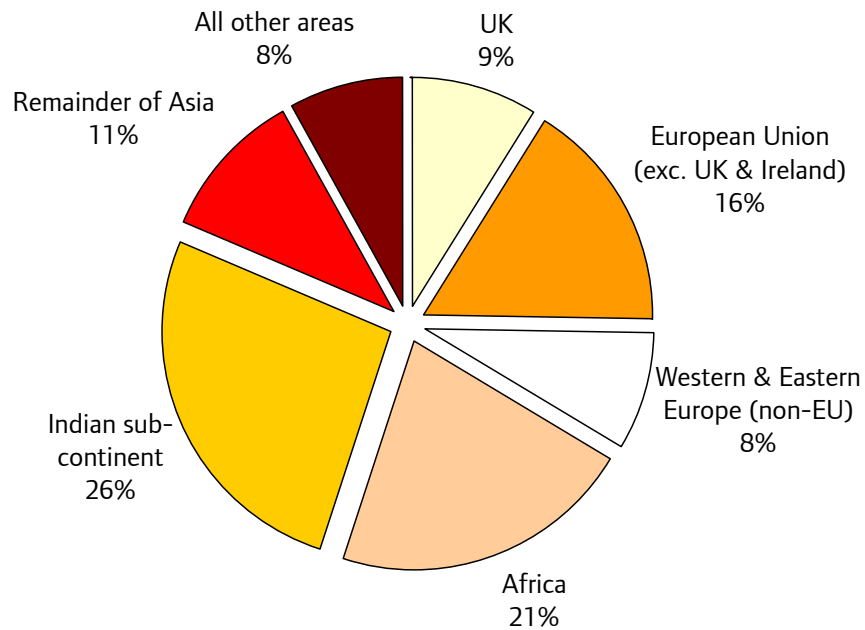
Source: Labour Force Survey, June-August 2003

Figure 6 Percentage of residents whose first language is not English by country of birth, persons aged 16 and over, Greater London, 2003
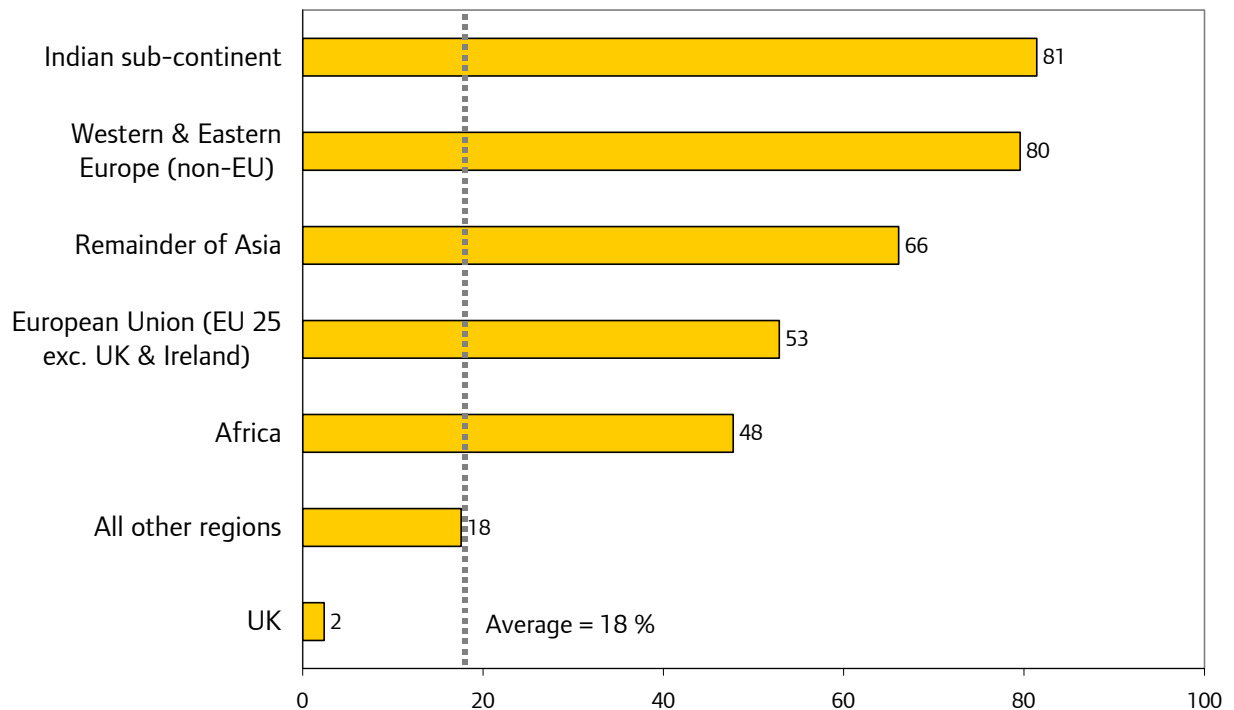
Source: Labour Force Survey, June-August 2003

Country of birth, ethnicity and first language

Table 4 brings data on country of birth, ethnicity and language together. While migrant[21] Londoners are far more likely than UK-born Londoners to speak a language other than English in the home, the proportion is highest for those migrants from BME groups.

One half of all Londoners born outside the UK use a first language other than English in the home, but those migrants from BME groups are far more likely to (61 per cent) than those from White groups (34 per cent). Migrant Londoners from BME groups comprise two thirds (66 per cent) of all ESL adult Londoners.

Table 4 Country of birth, ethnicity and first language in the home, Greater London residents aged 16 and over, 2003

| | Percentage of each group whose first language in home is: | | | First language in the home Composition of populations by group (percentage of total) | | |
Ethnic group and country of birth	Total	English	Not English	Total	English	Not English
Total	**100**	82	18	**100**	**100**	**100**
All UK-born	**100**	98	2	67	80	9
- White groups	**100**	100	*(<1)*	60	73	*(1)*
- BME groups	**100**	81	19	7	7	8
All born outside UK	**100**	50	50	33	20	91
- White groups	**100**	66	34	13	11	25
- BME groups	**100**	39	61	20	9	66

Source: Labour Force Survey, June-August 2003

Notes: All data are survey estimates and are subject to a degree of sampling variability. Figures in (italics and brackets) are based on very small samples (below 100) and are presented here for completeness, they should not be quoted in isolation.

Of all Londoners whose first language was not English, nine per cent were born in the UK and of these, most (87 per cent) were from BME groups. Almost one in five UK-born BME Londoners use a first language other English in the home.

First language of migrants by year of arrival and age at migration

The LFS asks those born outside the UK when they first arrived in the UK and Figure 7 shows how this relates to first language. Older migrants who arrived in 1965 or earlier are less likely than more recently arrived groups to have English as a second language and in fact the majority (80 per cent) of this group cite English as their first language. In contrast, of those who arrived after 1985, around 60 per cent had English as their second language.

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[21] Here, the term 'migrant' is used to refer to Londoners born outside the UK.

Figure 7 Percentage of adults whose first language is not English by year of arrival (those born outside UK), Greater London, 2003
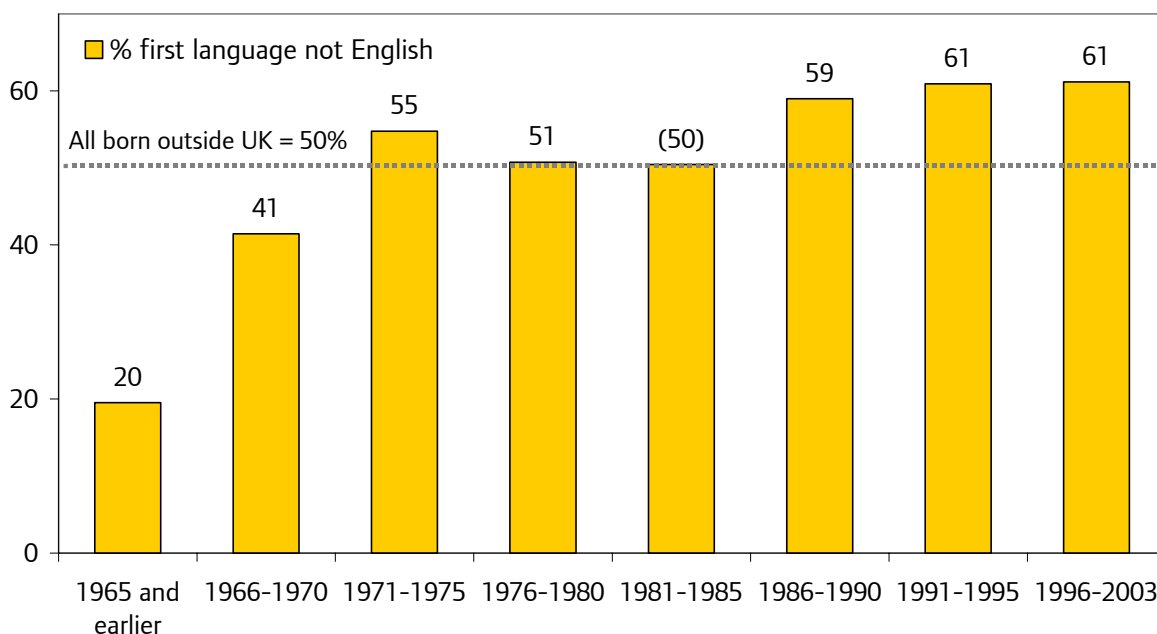
Source: Labour Force Survey, June–August 2003
Notes: Estimates based on small samples (<100) shown in brackets.

Figure 8 Percentage of adults whose first language is not English by their age at time of arrival in the UK (those born outside UK), Greater London, 2003
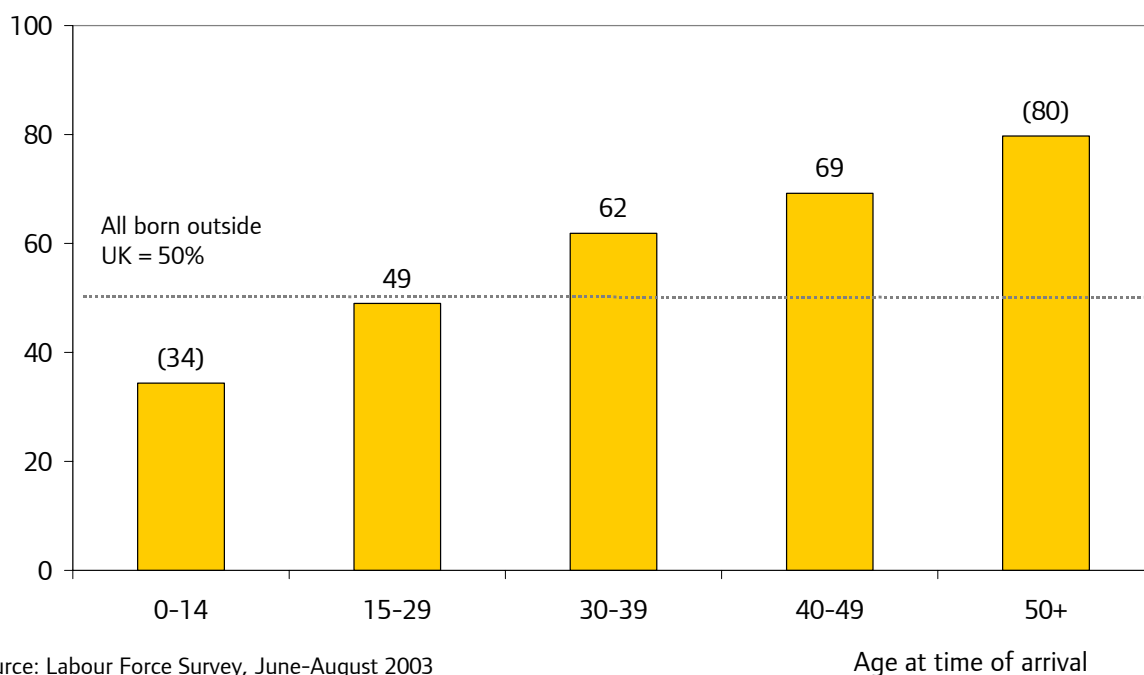
Source: Labour Force Survey, June–August 2003
Notes: Estimates based on small samples (<100) shown in brackets.

The data need careful interpretation. While it is possible that they may reflect the impact length of residence in the UK may have on English language skills it is also likely that they reflect migrant flows from different countries over time. For example many of London's older migrants are from countries like Ireland or Jamaica, both English speaking countries.

Another, and perhaps more useful, measure is the age migrants are when they arrive in the UK (Figure 8). These data clearly show that people who migrate to the UK at a younger age are far more likely to use English as a first language than those who arrive here when they are older. Of those adults who arrived in the UK when they were aged 50 or older, the majority (80 per cent) had English as their second language relative to only one third (34 per cent) of those who arrived before they were aged fifteen.

Of all ESL migrants, 54 per cent arrived when they were aged between 15 and 29.

Educational participation by language
Around 9 per cent of all working age Londoners are in full-time education. Of this group, around one third have English as a second language (32 per cent).

The ESL population has a high proportion of full-time students mainly due to its younger age profile: 14 per cent of working age ESL Londoners were in full-time education relative to 8 per cent of those with English as a first language.

Table 5 First language by educational participation, persons working age, Greater London, 2003

| | Percentage of group whose first language in home is: | | | First language in the home Composition of population by group (% total) | | |
	Total	English	Not English	Total	English	Not English
All persons	**100**	80	20	**100**	**100**	**100**
In full-time education	**100**	68	32	9	8	14
In part-time education	**100**	77	23	7	6	8
Not in education	**100**	82	18	84	86	78

Source: Labour Force Survey, June-August 2003

Rates of part-time educational participation are also higher (8 per cent compared with 6 per cent). Just under one quarter (23 per cent) of all those in part-time education have English as a second language.

Qualifications level data by first language
LFS data suggests that ESL Londoners have a different qualification profile than those with English as a first language, but the issue of foreign qualifications makes 'like for like' comparisons very difficult. This is because, in the LFS, many foreign qualifications are coded under 'other qualifications' rather than the appropriate level of qualification.

Figure 9 presents data on working age adults. Full-time students who are still in the process of gaining qualifications have been excluded from the analysis.

One quarter (25 per cent) of all ESL Londoners (not in full-time education), have no qualifications, twice as high as those with English as a first language (12 per cent). ESL Londoners comprise one third (32 per cent) of all those with no qualifications. Thirty-seven percent of ESL Londoners have 'other qualifications' which includes those with foreign qualifications. It is not known what level these qualifications are.

The proportion of ESL Londoners with higher level qualifications (NVQ level 4 and above or equivalent) appears low at only 19 per cent relative to 36 per cent of English first language speakers but this is misleading as many people with foreign higher level qualifications may appear under 'Other'. In reality, the number of ESL Londoners with higher level qualifications is, in all likelihood, far higher.

Figure 9 Qualifications profile by first language, persons working age excluding those in full-time education, Greater London, 2003
(Qualifications relate to highest level held)
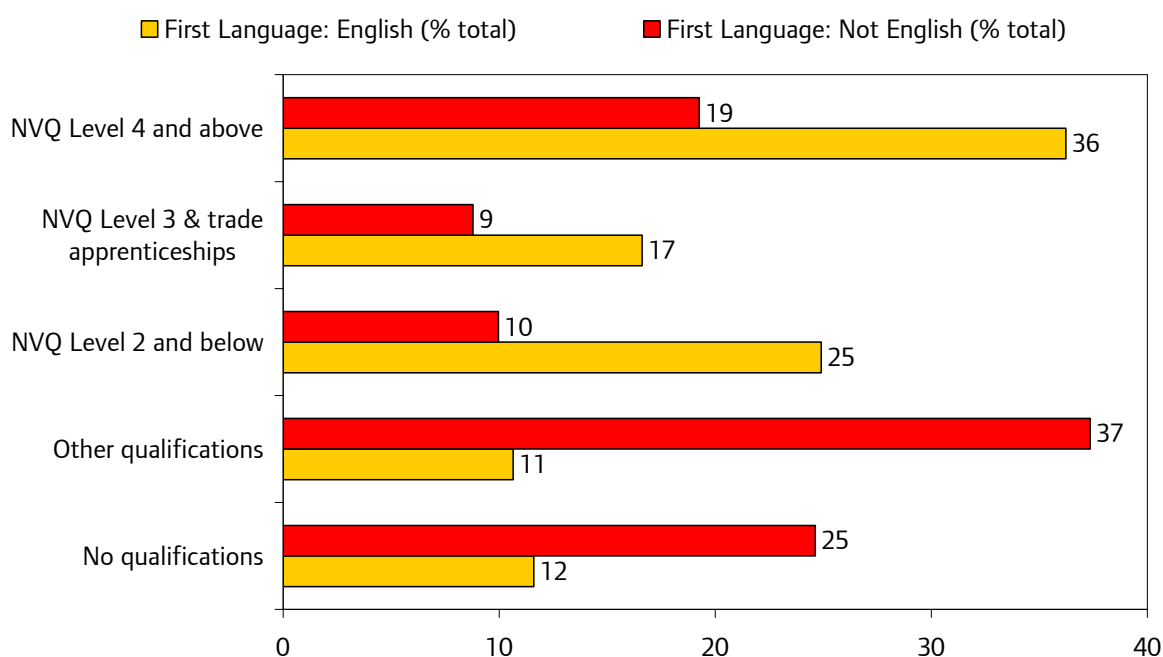
Source: Labour Force Survey, June-August 2003

Language difficulties in education
In the LFS, those whose first language is not English were also asked the question:
Have you ever experienced any language difficulties that have caused problems with your education?

In response to this, of all ESL Londoners of working age, 17 per cent answered yes. This percentage rose to 31 per cent for those with no qualifications.

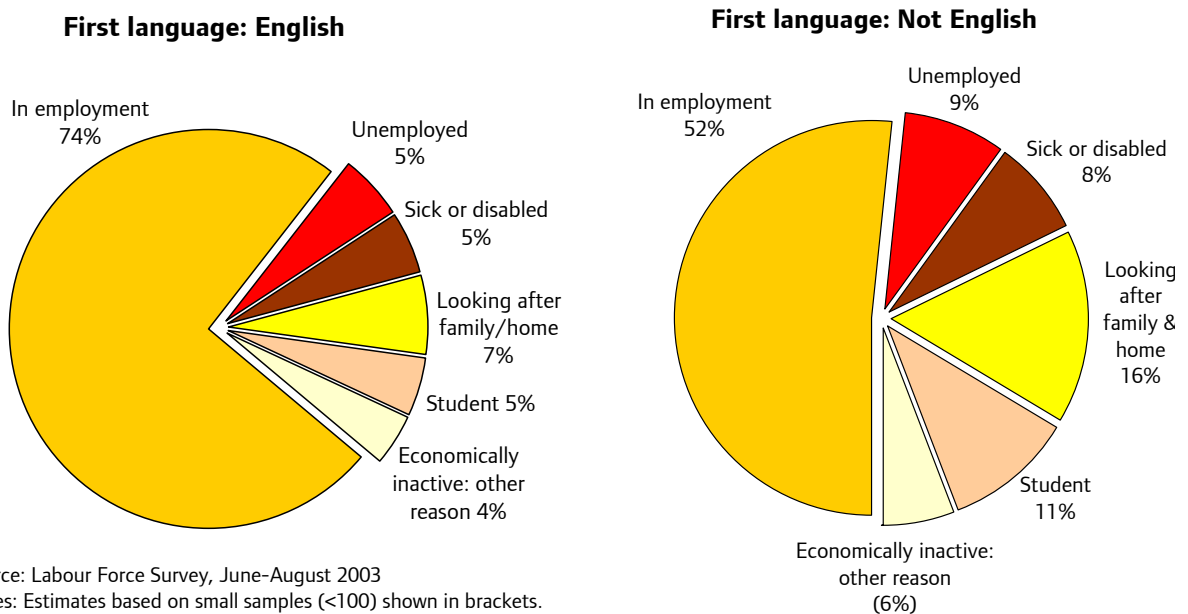## 4. Londoners by first language: A labour market profile

Previous research has found that English second language speakers face a range of barriers in accessing employment and training[22] and that lack of English fluency has a negative impact on both employment probabilities and likely earnings levels[23]. Language disadvantage has also been shown to contribute to the general labour market disadvantage that Britain's BME population faces in terms of higher rates of worklessness[24]. The analysis that follows is consistent with these findings and presents a similar picture of labour market disadvantage for ESL Londoners.

Labour market position by first language: overview
The labour market profile of ESL Londoners is very different to those Londoners with English as a first language and in general ESL Londoners have far lower rates of economic activity and employment.

In 2003, ESL Londoners comprised one fifth (20 per cent) of the working age population, an estimated 930,000 Londoners. Of this group, just over half of the working age ESL population were in employment (52 per cent) relative to three quarters of those with English as a first language (74 per cent).

Figure 10 Economic activity by first language, persons working age, Greater London, 2003

First language: English

In employment 74%
Unemployed 5%
Sick or disabled 5%
Looking after family/home 7%
Student 5%
Economically inactive: other reason 4%

First language: Not English

In employment 52%
Unemployed 9%
Sick or disabled 8%
Looking after family & home 16%
Student 11%
Economically inactive: other reason (6%)

Source: Labour Force Survey, June-August 2003
Notes: Estimates based on small samples (<100) shown in brackets.

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[22] *English Language as a barrier to employment, education and training,* Dr Philida Schellekens, DfES Research Brief March 2001
[23] *Language proficiency and labour market performance of immigrants in the UK*, C Dustmann, F Fabbri, Economic Journal, 2002, 113(489) p695
[24] *The Impact of language ability on employment and earnings of Britain's ethnic communities*, Economica, 2001 68(272) pp587-606

ESL Londoners are far more likely to be workless than other Londoners. The workless population comprises both those who are economically inactive and those who unemployed and seeking work. In terms of composition, ESL Londoners comprise 32 per cent of the workless population and 14 per cent of the employed (resident) population.

Those who are economically inactive include those looking after home or family, those in education, and those not in work due to sickness and disability. ESL Londoners are over-represented in all of these groups relative to those with English as a first language. ESL Londoners comprise one third (33 per cent) of London's economically inactive population.

Unemployment rates by first language
ESL Londoners comprise 28 per cent of London's unemployed[25] population. This group are distinct from economically inactive people not in work as they are actively seeking work. The unemployment rate[26] for ESL Londoners is 14 per cent, twice as high as the rate for those with English as a first language (7 per cent).

Table 6 Economic activity by first language, persons working age, Greater London, 2003

	First language (% totals)			
	Total	English	Not English	*% Not English*
All persons working age	**100**	**100**	**100**	*20*
Economically active	76	80	60	*16*
- In employment	70	74	52	*14*
- Unemployed	6	5	9	*28*
% unemployment rate	*8*	*7*	*14*	
Economically inactive	24	20	40	*33*
- Sick or disabled	5	5	8	*28*
- Looking after family/home	8	7	16	*37*
- Student	6	5	11	*36*
- Other reason	4	4	*(6)*	*25*
All workless (not in employment)	30	26	48	*32*

Source: Labour Force Survey, June-August 2003
Notes: Figures in italics and (brackets) are based on small samples (ie <100) and should not be quoted in isolation.
The economically active population = all those in work or those unemployed and seeking work.

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[25] Unemployment here refers to the ILO (International Labour Organisation) definition, which defines an unemployed person as someone who is out of work and who has actively looked for work in the last 4 weeks and is ready to start work in the next two weeks.
[26] The rate expresses the unemployed as a percentage of the labour force (ie the economically active population).

Employment rates by age and language

Within the working age population, employment rates tend to be lower for people in the younger and older age groups (Figure 11). For young people (aged 16-24) rates are lower partly due to higher rates of educational participation: 40 per cent of Londoners aged 16-24 are in full-time education and of these the majority (72 per cent) are not in paid employment. Employment rates also begin to tail off among the over 55s as people approach retirement age.

Figure 11 shows employment rates by age group by first language. While the patterns by age are similar the employment rate differential between the two groups remains very strong across all age groups. The group with the largest gap in rates is those aged 25-34 where the employment rate of those with English as a first language is 29 percentage points higher than the rate for ESL Londoners. This is consistent with the high proportion of ESL Londoners who take time out of the labour market to care for family (Table 6).

Employment rates have also been run excluding full-time students. Of all 16-24 year olds whose first language was not English, 37 per cent were in employment. Once students are excluded the employment rate increases to 51 per cent, still well below the rate for the non-student population with English as a first language (69 per cent).

In the case of the entire working age population the gap in employment rates remains wide even when students are excluded (a gap of 22 percentage points).

Figure 11 Employment rates by age, first language and student status, Greater London, 2003
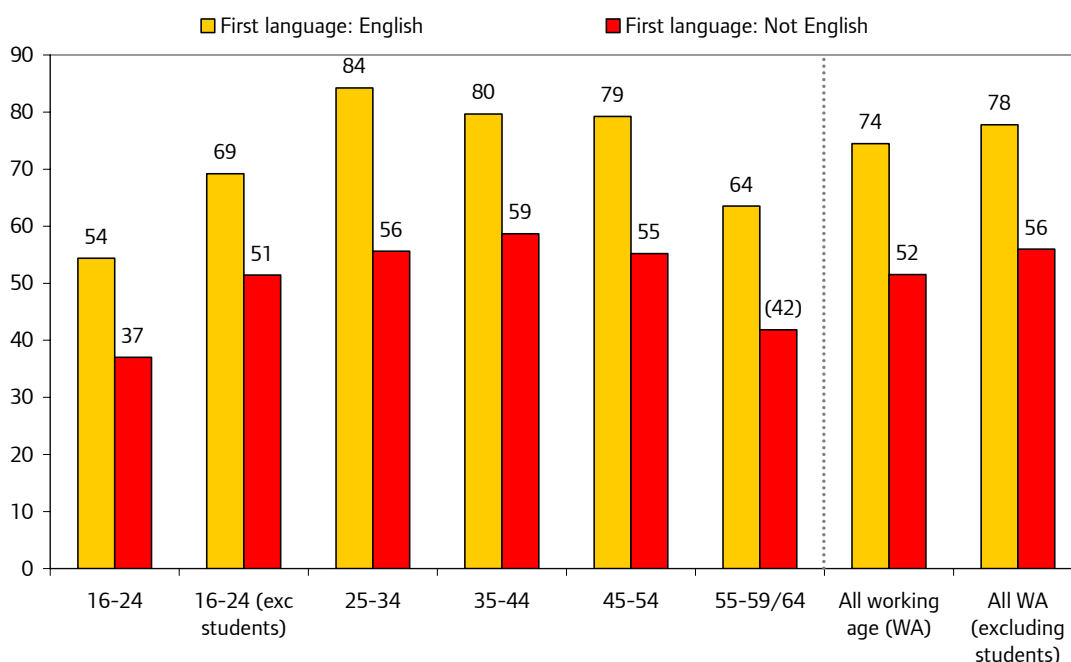
Source: Labour Force Survey, June-August 2003
Notes: Data rounded to nearest percentage point. Estimates based on small samples (<100) denoted by brackets.

Language difficulties in accessing employment
While the LFS does not directly explore barriers to employment in any detail, one question is asked of all those whose first language was not English regarding barriers and that is:

'Have you ever experienced any language difficulties that have caused problems in finding or keeping a job? '

In response to this, of all ESL Londoners of working age, almost one fifth (19 per cent) answered yes. This rose to one third for those with no qualifications.

It is difficult to disaggregate this group further due to small sample size, but it has been possible to explore how employment rates vary by language for different groups of Londoners in more detail. All analysis that follows excludes full-time students which controls for differences in educational participation between groups being compared.

Employment rates by language by ethnicity and country of birth
Table 7 shows employment rates (excluding students) for Londoners by first language, ethnicity and country of birth. Employment rates for London's BME and migrant populations are typically low relative to other groups but within both populations those with English as a second language have unusually low levels of labour market participation.

BME Londoners have an overall employment rate of 63 per cent, but this falls to just 53 per cent for ESL BME Londoners relative to 72 per cent for BME Londoners with English as a first language. The gap in employment rates between BME and White Londoners is most pronounced among those with English as a second language.

Table 7 Employment rates by first language, ethnicity and country of birth, persons working age excluding students, Greater London, Summer 2003

	First language in the home			Percentage point difference (E-NE)
	All	English	Not English	
Persons	**74**	**78**	**56**	22
White groups	78	79	64	15
BME groups	63	72	53	19
Born in UK	78	78	**	**
Born outside UK	65	76	54	22
Born outside UK: White groups	75	81	63	17
Born outside UK: BME groups	59	71	51	20

Source: Labour Force Survey, June–August 2003
Notes: Data are rounded to the nearest percentage point. All data are survey estimates and are subject to a degree of sampling variability.
** These statistics are suppressed due to very poor reliability.

For White Londoners, language is also important and those with English as first language have a higher employment rate (79 per cent) than White ESL Londoners (64 per cent).

Within the migrant population, those with English as a second language have an employment rate of 54 per cent, 22 percentage points lower than the rate for migrants whose first language is English (76 per cent).

Language is important for both White and BME migrants and in the case of both groups those ESL migrants have significantly lower employment rates than their English speaking counterparts. While the gap in rates by language is similar for both White and BME migrant populations, employment rates among BME migrants are generally lower than those of white migrants.

Of all groups, the employment rate is lowest for migrant BME Londoners with English as second language. Of this group, just over half (51 per cent) are in employment. In contrast, the group with the highest employment rate are White migrants whose first language is English (81 per cent).

These data disguise huge variation in circumstances within both the BME and migrant populations but the sample size precludes further disaggregation. Previous GLA research has explored the differences in employment rates among different migrant populations in some detail, using Census data. The analysis found that, in 2001, employment rates ranged from as low as 16 per cent for Londoners born in Somalia up to 86 per cent for those from Australia[27].

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[27] *Country of birth and labour market outcomes in London*, DMAG Briefing 2005/01. These employment rates relate to those aged 16-64 excluding students and are sourced from the 2001 Census.

Employment rates by gender, parenthood and first language

The employment rate (excluding full-time students) for working age women in London is 66 per cent, far lower than the male rate (81 per cent). For those women with English as a second language, the employment rate is very low at 44 per cent, far lower than the rate for women with English as a first language (71 per cent). The gap in rates due to first language is also evident among men but is less pronounced.

Table 8 Employment rates by gender and first language, persons working age excluding students, Greater London, Summer 2003

	First language in the home			Percentage point difference (E-NE)
	All	English	Not English	
Persons	**74**	**78**	**56**	22
Males	81	84	69	15
Females	66	71	44	27
Gender gap (percentage points)	*-15*	*-12*	*-25*	

Source: Labour Force Survey, June–August 2003

One of the main reasons women tend to have lower employment rates than men is because they are more likely than men to take time out of the labour market to care for children. While ESL women are more likely to be parents than women whose first language is English this does not explain the low employment rates for ESL women as the differentials remain the same when comparing mothers (Figure 12).

One third (32 per cent) of ESL mothers with dependent children were in employment, little more than half the rate (61 per cent) for those mothers with English as a first language. Of all mothers with English as a second language, around three quarters (74 per cent) were BME Londoners born outside the UK.

For those women without dependent children, employment rates are generally far higher but the gap between those with English as a first or second language remains wide (21 percentage points).

Employment rates of men are affected quite differently by family commitments. In general, fathers with dependent children have higher employment rates than those without children. Fathers with English as a second language have a far lower employment rate (71 per cent) than those with English as a first language (93 per cent). The employment rate is lower still for men without children (66 per cent).

For those Londoners without children, whose first language is English, the gender gap in employment rates is negligible and rates are around the same for both men and women (80 and 79 per cent). Whereas for ESL Londoners, the employment rate for women without children is lower than for their male counterparts (58 and 66 per cent).

Figure 12 Employment rates by gender, parenthood and first language, Greater London, 2003

Employment rates (%), persons working age, excluding full-time students
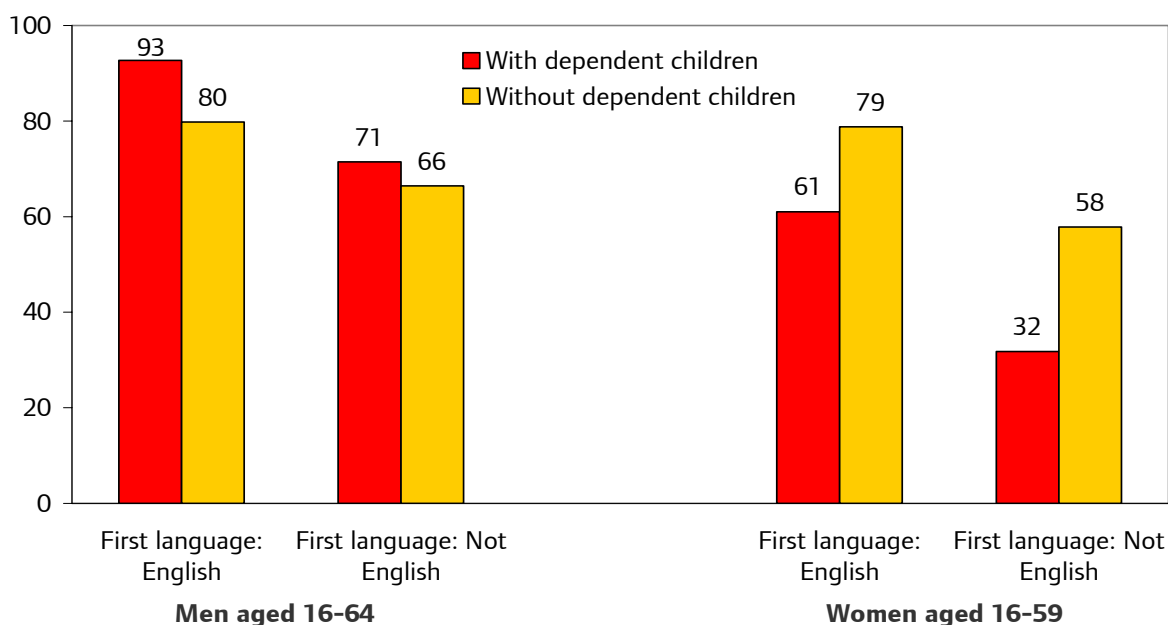
Source: Labour Force Survey, June-August 2003

Workless parents in London: Composition

Consistent with the high rates of worklessness among ESL parents, ESL Londoners are over-represented in the workless[28] parent population. While ESL Londoners comprise 25 per cent of all parents, they comprise 40 per cent of all London's workless parents[29] and only 18 per cent of the employed parent population.

Analysis by gender indicates that ESL men are particularly over-represented in the workless parent population. While ESL men comprise 26 per cent of all London's fathers, they comprise 59 per cent of all workless fathers and 21 per cent of all fathers in employment. *While this finding was based on a fairly small sample of workless fathers[30], the finding was statistically significant.*

ESL women are also over-represented among workless mothers but to a lesser extent. ESL women comprise 24 per cent of all London's mothers, 36 per cent of all workless mothers and 14 per cent of those mothers in employment.

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[28] Workless refers to all those not in employment (the unemployed and economically inactive populations.)
[29] This analysis relates to all working age parents including those who are students (this group is small in number).
[30] Based on a relatively small sample of 147 workless fathers of whom 85 were ESL fathers.

Part and full-time employment rates by first language
Rates of part-time working are associated with gender and parenthood, and rates are generally higher among women. Table 9 shows the part and full-time employment rates of women and men in London by language.

The **part-time employment rate** (%) refers to the number of people working part-time expressed as a percentage of the population of working age. Similarly, the **full-time employment rate** (%) is the number working full-time as a percentage of the same population. Rates presented here exclude full-time students.

In 2003, the part-time employment rate in London (excluding students) was around 13 per cent and the full-time rate was 61 per cent. These rates sum to the overall employment rate of 74 per cent. The part-time employment rate for women is 20 per cent compared with 6 per cent for men.

The part-time employment rate for ESL Londoners is similar (12 per cent) to the rate for those whose first language is English (13 per cent) but the gap in full-time employment rate is very large (65 and 44 per cent). It is the low rate of full-time working that explains the generally lower rate of employment of ESL Londoners.

However, the aggregate data disguise quite distinct patterns among men and women. ESL men have a high propensity to work part-time (10 per cent) relative to other men (6 per cent). In terms of proportions of workers, of all ESL men in work 15 per cent work part-time, twice as high as the proportion of other male workers (7 per cent).

Table 9 Part and full-time employment rates by first language and gender, persons working age, excluding students, Greater London, 2003

	Employment rate (%)			% of all workers who are part-time
	Full-time	Part-time	All employed	
Persons	61	13	74	18
First language: English	65	13	78	17
First language: Not English	44	12	56	22
Males	75	6	81	8
First language: English	78	6	84	7
First language: Not English	58	(10)	69	(15)
Females	46	20	66	30
First language: English	50	22	71	30
First language: Not English	30	(14)	44	(32)

Source: Labour Force Survey, Summer 2003

Notes: All data are survey estimates and are subject to a degree of sampling variability. Figures in italics and (brackets) are based on small samples (ie 50-99) and should not be quoted in isolation.

Part-time employment rates of ESL women are lower (14 per cent) than those of women (22 per cent) whose first language is English, but this reflects generally lower levels of employment, as the proportion of all women workers who work part-time are similar for both language groups (30 and 32 per cent).

Employment rates by qualifications and first language

Qualifications are one of the key factors associated with employment rates. In general, as qualifications levels rise, so do employment rates and likely earnings levels. As section 4 explained, Labour Force Survey data are unable to measure the level of qualifications held for those with foreign qualifications. For this reason, employment rates are compared here for all those with or without qualifications by language (Figure 13).

The data show the strong impact of qualifications on employment for both language groups. In the case of ESL Londoners, the employment rate for those with qualifications (64 per cent) is more than twice as high as for those with no qualifications (30 per cent). For those with English as a first language, the pattern is similar but rates are generally far higher and the gap between the qualified and unqualified group is less pronounced (though still very wide).

Clearly, the data are fairly crude as they fail to pick up the impact of different qualifications level, but they are indicative and show that the employment rate gap persists by language whether people are qualified or not.

Figure 13 Employment rates by qualifications level and first language, Greater London, 2003

Employment rate (%), persons working age, excluding full-time students
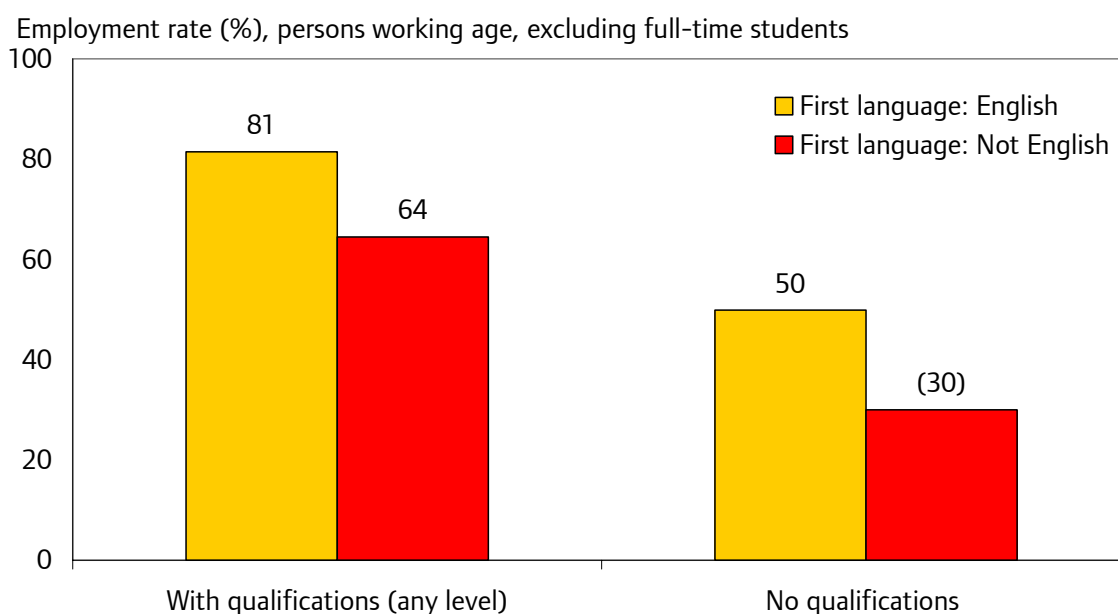
Source: Labour Force Survey, June-August 2003
Notes: Estimates based on small samples (ie between 50 and 99) are shown in brackets.

Employment rates by language: London and UK compared

Table 10 compares the employment rates of ESL residents and their English first language counterparts in and outside London.

London's overall employment rate (74 per cent) is significantly lower than the rate in the rest of the UK (78 per cent). For those with English as their first language, the employment rate is the same in and outside London (78 per cent). For ESL residents, on the other hand, the employment rate is lower for those in London (56 per cent) than for those outside London (61 per cent). This suggests that language may contribute in two ways to the London/UK employment rate differential:

- Firstly, through different composition of population, with the percentage of ESL residents - who have relatively low employment rates - much higher in London than elsewhere in the UK (see section 3)

- Secondly, through differences (as yet unexplained) between the outcomes of ESL residents in London and other UK regions. These might be due to differences in the way access to employment is affected by language skills in and outside London, or may reflect differences in the composition of the ESL population in London and the UK.

These data thus emphasise the relatively poor outcomes of ESL Londoners and the important part these play in understanding the difference in rates of worklessness in and outside London.

Within London, rates are lower for those living in Inner London than outer London for both language groups. In all areas, the employment rate of ESL residents remains very low relative to their English first language counterparts (a gap of between 17-22 percentage points).

Table 10 Employment rates by first language, persons working age (excluding students), Greater London and UK,2003

| | Employment rate (%), persons working age, excluding full-time students | | | | | Percentage point difference |
	Inner London	Outer London	Greater London	UK (excluding London)	UK	London - Rest UK
Persons	71	76	74	78	77	-4
First language: English	76	79	78	78	78	0
First language: Not English	54	58	56	61	59	-5
Percentage point difference (English-Not English)	*22*	*21*	*22*	*17*	*19*	

Source: Labour Force Survey, June–August 2003
Notes: Data rounded to the nearest percentage point.

Employment by occupation and industry sector

Table 11 compares the sort of jobs people do by language and profiles employment by occupation and industry sector. The key findings are:

- While ESL Londoners are broadly represented across all major occupational groups, they tend to be over-represented in lower paid occupations. Seventeen per cent work in elementary occupations relative to 8 per cent of workers whose first language is English. Elementary occupations are typically low paid and include jobs such as: kitchen and catering assistants, cleaners, bar and waiting staff, security guards.

- ESL Londoners are under-represented in managerial, professional or technical occupations (SOC 1-3[31]). Thirty-nine per cent of ESL workers are employed in such occupations relative to over half (53 per cent) of those workers with English as a first language.

- While ESL workers comprise 14 per cent of all Londoners in employment, they comprise 27 per cent of all those in elementary occupations and 26 per cent of all those employed in sales and customer service occupations.

- While ESL workers are fairly well represented in all industry sectors, they are particularly over-represented in the hotels and restaurants sector where they make up almost half (47 per cent) of all Londoners employed in this sector. Of all ESL workers, 15 per cent are employed in this sector compared with 3 per cent of all workers with English as a first language.

- The occupation and industry analysis was restricted to consideration of the whole ESL employed population and no further disaggregations were possible (eg by gender, ethnicity or country of birth) due to sample size. However, GLA research[32] based on Census data indicate that employment patterns of migrant workers vary hugely by country of origin. For example, in 2001, one third of Bangladeshi migrants (31 per cent) were employed in the hotel and restaurants sector compared with only 7 per cent of Pakistani migrant Londoners.

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[31] Standard Occupational Classification groups 1-3 (See Appendix A for more information)
[32] *Country of birth and labour market outcomes in London*, DMAG Briefing 2005/01

Table 11 Employment patterns by first language, persons aged 16 and over in employment, Greater London residents, 2003

| | First language in the home | | | | | |
| | Percentage of each group whose first language in home is: | | | Composition of populations by group (percentage of total) | | |
	Total	English	Not English	Total	English	Not English
All in employment	**100**	**86**	**14**	**100**	**100**	**100**
Occupation (SOC 2000)[33]						
1 Managers and senior officials	100	88	12	17	18	14
2 Professional occupations	100	89	(11)	16	16	(13)
3 Associate professional & technical	100	91	(9)	18	19	(11)
4 Administrative & secretarial	100	89	(11)	14	14	(10)
5 Skilled trades	100	82	(18)	8	8	(10)
6 Personal service occupations	100	87	(13)	6	6	(6)
7 Sales & customer service	100	74	(26)	7	6	(12)
8 Process, plant and machine operatives	100	83	(17)	5	5	(6)
9 Elementary occupations	100	73	27	9	8	17
Occupation groups 1-3	100	89	11	51	53	39
Occupation groups 4-9	100	82	18	49	47	61
Industry sector (SIC 1992)[34]						
A-F: Manufacturing, utilities & construction	100	88	(12)	15	15	(12)
G:Wholesale, retail & motor trade	100	79	21	14	13	20
H:Hotels & restaurants	100	53	47	4	3	15
I:Transport, storage & communication	100	89	(11)	8	8	(6)
J.K. Finance, business activities	100	88	12	25	26	21
L-N: Public admin, defence, education & health	100	90	10	25	26	18
O-Q:Community, social & personal and other	100	89	(11)	9	9	(7)

Source: Labour Force Survey, Summer 2003
Notes: All data are survey estimates and are subject to a degree of sampling variability. Figures in (brackets) are based on small samples (ie 40-100) and are presented here for completeness, they should not be quoted in isolation.

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[33] Standard Occupational Classification 2000
[34] Standard Industrial Classification 1992

Earnings by first language

Table 12 shows the gross average hourly earnings of employees in London by language. LFS earnings data are known to slightly to underestimate[35] the true level of earnings but are considered to be reasonably good at identifying broad earnings differentials between groups. Estimates are based on employees and exclude the self-employed.

The data show that earnings are strongly associated with language and the pay gap between Londoners by language is very wide. The average hourly pay rate for ESL employees is £8.67 an hour – less than two thirds of the rate for first language English speakers (£13.93 an hour). The pay gap ratio is similar for both weekly and hourly pay rates and for median[36] pay rates.

This is consistent with the concentrations of ESL workers in typically lower paid occupational groups.

Table 12 Gross hourly and weekly pay rates[1] of employees by first language, Greater London, 2003

	First language of employee			Pay gap
	All	English	Not English	Ratio[2]
Gross hourly pay - mean	£13.19	£13.93	£8.67	62
Gross hourly pay - median	£10.54	£11.33	£7.10	63
Gross weekly pay - mean	£491	£519	£321	62
Gross weekly pay - median	£400	£423	£269	64
Sample size (estimates are based on)	*1,312*	*1,136*	*176*	

Source: Labour Force Survey, Summer 2003
Notes:
1 - LFS data are known to under-estimate the level of earnings. Data relate to earnings of employees and exclude self-employed and exclude a small number of very high earners (ie those earning more than £100 per hour.
2 - Pay gap ratio = Expresses the pay rate for ESL employees as a percentage of the rate for those with English as a first language.

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[35] This effect is thought to arise from proxy responses, given by a respondent on behalf of others in the household.
[36] The median pay is the level of pay that half the population earns more than and half earn less than. Median pay rates are less affected by very high earners than a simple average (mean) so tend to be lower than the mean and provide a complementary measure of pay.

5.   Conclusions and further work

Conclusions
This analysis has provided estimates of adult Londoners with English as a second language (ESL). These new data are important as previously information on language has only been available about London's children.

It is recognised that the Labour Force Survey may underestimate the exact size of the ESL population in London due to difficulties covering non-English speakers. However, these estimates remain the best available and the data provide good information on the composition and characteristics of ESL Londoners.

The demographic profile of this group of Londoners is quite distinct. ESL Londoners are younger and more likely to be parents than their English first language counterparts. The ESL population is ethnically diverse and most were born outside the UK, mainly originating from Asia, Europe and Africa. Within the ESL migrant population, more recently arrived groups and those who arrived when they were older are the most likely to have English as a second language.

Analysis of employment data has found that ESL Londoners fare much less well in the labour market compared with Londoners whose first language is English. ESL Londoners have relatively low employment rates and high unemployment rates. Once in work, they tend to be over-represented in lower paid occupations and earn two thirds of the pay of those with English as a first language. Within the ESL population, certain groups appear to face particular difficulties in accessing the labour market, these include: women (especially mothers), migrants from BME groups and those with no qualifications.

The findings are consistent with other research, which has identified a strong association between language and employment outcomes.

Further work
This analysis is intended as a first step in exploring what is available in the area of language but is limited in two key respects. First, there is no suitable data against which to validate the LFS estimates and, second, the small sample size has precluded detailed analysis. Useful next steps, to improve data provision in this area, might include:

- Further analysis using the LFS
  LFS data on language for 2006 is due out Nov 2006. Further analysis could update and validate estimates from this report to see how consistent they are.

- Exploration of 2001 Census *Language Needs Indicator* (LNI) data for adults. LNI[37] data from the Census provides a proxy indicator for people who live in a household where a

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[37] The LNI indicator counts those who were: either born outside UK and whose Household Reference Person (HRP) was born outside the Irish Republic; USA or the 'Old Commonwealth' **or** those who were born in the UK and whose HRP was born outside UK, Irish Republic, USA or the 'Old Commonwealth'.

language other than English might be the first language spoken. However LNI data for adults is limited. The GLA are in the process of commissioning special Census tables for London to improve LNI estimates in this area.

- Exploration of schools data on language which in the future will include the actual language spoken[38], rather than simply 'not English'.

The GLA hopes to make progress in these areas in the coming year. These analyses will be reported in future Briefings.

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[38] This data collection will be optional and may not be collected by all schools.

Appendix: The Labour Force Survey: Technical note and glossary

The analysis is based on the quarterly Labour Force Survey (June-August 2003). The UK Labour Force Survey (LFS) is a large sample survey of households that provides a wide range of information about people's labour market activity.

The LFS is carried out by the Office for National Statistics (ONS) and is generally considered to be a well designed survey (ie stratified random sample). It has a panel survey design where respondents are interviewed more than once. It is rich in terms of topic coverage and the dataset itself is fairly flexible allowing for creative and tailored analysis.

The quarterly LFS dataset covers around 60,000 households. Each quarter's sample is made up of five "waves" of around 12,000 households. Each wave is interviewed in 5 successive quarters, such that in any one quarter, one wave will be receiving their first interview, one their second, and so on, with one receiving their fifth and last interview.

Reliability of data and 95% confidence intervals

As the LFS is a sample survey, all estimates are subject to sampling variability. As a rule, the smaller the estimate the greater the margin of error as a proportion of the estimate. For this analysis, the following procedures were adopted to ensure conclusions are based on adequate samples.

- Where a particular statistic is based on a very small sample (ie under 50) and the overall population of interest is also small (under 100), data have been completely suppressed or disregarded.

- Where a particular statistic is based on a small sample of less than 100 (eg typically between 50 and 100) but where the overall population of interest is far larger, data are presented but are italicised and in brackets to emphasise the fact they are subject to larger confidence intervals.

- All key relationships highlighted are statistically significant (most are significant at the 99 per cent confidence interval).

Grossing and population data for London

As the LFS is a sample survey, all data need to be grossed up and weighted to reflect the size and composition of the general population. Grossing factors take account of the composition of the local population by age and gender. LFS population estimates are often different to the latest official population estimates for London. This is because:

- ONS LFS datasets are often grossed up using the latest data at the time, which is quickly superseded, but their systems are unable to incorporate the latest revisions. This means the datasets available for analysis are weighted up using out of date population data (Note: ONS are currently revamping their systems to improve the timing).

- LFS data relate mainly to those living in private households and exclude many groups living in communal establishments who are usually included on official population estimates.

In the case of the 2003 dataset, this means that LFS population estimates presented here are low relative to more up to date demographic estimates.

Population estimates for London: persons aged 16 and over	
LFS 2003 population estimate (aged 16 and over)	5.737m
GLA population estimate (2003)	5.940m
GLA population estimate (2006)	6.071m

Notes: GLA estimates from the 2005 Round of Demographic Projections (Scenario 8.07)

Data on language are missing for around 9 per cent of London respondents so population numbers generated will under-represent the actual numbers. For this reason and in view of the caveats mentioned earlier most of this report presents data in terms of percentages and the emphasis is on the composition of the population and relativities as opposed to estimated numbers or levels. All data are rounded to the nearest percentage point.

Glossary of key LFS definitions

BME
Black and minority ethnic groups (BME) comprise all ethnic groups except White groups.

Dependent children
Children aged under 16 and those aged 16-18 who are never married and in full-time education

Economic activity
Economic activity is one of the key measures used in the LFS to describe the economic status of respondents. Economically active people are those aged over 16 who are either in employment or ILO unemployed (defined below). This group of people are those active in the labour force.

Economically inactive
People who are neither in employment nor unemployed (on the ILO measure). This group includes, for example, people who are either caring for their family or retired (as well as those aged under 16).

Employment
People aged 16 or over who did some paid work in the reference week (whether as an employee or self-employed); those who had a job that they were temporarily away from (eg on holiday); those on government supported training and employment programmes; and those doing unpaid family work (ie working in family business).

Employment rate (%)
The number of people in employment expressed as a percentage of the population in that age group. In this report most data are presented for the working age population and exclude full-time students.

Ethnic groups
Ethnic groups are defined using the National Statistics interim standard classification of ethnic groups. The final categories presented are broadly similar to those used in the 2001 Census (though there is no separate 'White Irish' category). The term BME (Black & minority ethnic groups) is used in this context to refer to all ethnic groups except White groups.

Family unit
A family unit comprises either:
- a single person
- a married or co-habiting couple on their own
- a married or co-habiting couple with children (never married who have no children of their own)
- lone parents with children (never married who have no children of their own)

Full-time / part-time employment rate (%)
LFS definitions of whether someone is working part-time or full-time are generally on the basis of self-assessment. People on government supported training and employment programmes who are at college in the survey reference week are classified, by convention as part-time.

The *full-time employment rate* is the number of people in full-time employment expressed as a percentage of the population (in the relevant age group). Similarly, the *part-time employment rate* is the number of people in part-time employment expressed as a percentage of the population (in the relevant age group).

Household
A household is defined as a single person or a group of people living at the same address that has the address as their only or main residence, and either share one main meal a day or share the living accommodation or both.

The **household reference person (HRP)** is the householder, i.e. the person who:
a) owns the household accommodation or
b) is legally responsible for the rent of the accommodation
c) has the household accommodation as an emolument or perquisite
d) has the household accommodation by virtue of some relationship to the owner who is a not a member of the household

If there are joint householders the HRP will be the one with the higher income. If the income is the same the eldest householder is taken.

Parents

In this report, parents are fathers and mothers who have one or more dependent children living with them or away at boarding school or university halls of residence. Adoptive and step-parents are included but foster parents and those who live in a separate household from their children are not. In this analysis, only parents of working age are covered.

Qualifications levels

Data on qualifications relates to the highest qualification held and is presented in terms of NVQ equivalent. These are:

NVQ 4 equivalent and above e.g. HND, degree, higher degree level

NVQ 3 equivalent: e.g. 2 or more A levels, advanced GNVQ, NVQ 3, 2 or more higher or advanced higher national qualifications (Scotland) or equivalent.

NVQ 2 equivalent: e.g. 5 or more GCSEs at grades A-C, intermediate GNVQ, NVQ 2, intermediate 2 national qualification (Scotland) or equivalent.

NVQ 1 equivalent: e.g. fewer than 5 GCSEs at grades A-C, foundation GNVQ, NVQ 1, intermediate 1 national qualification (Scotland) or equivalent.

Other qualifications: includes foreign qualifications and some professional qualifications.

No qualifications: No formal qualifications held

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Greek

Αν θέλετε να αποκτήσετε αντίγραφο του παρόντος εγγράφου στη δική σας γλώσσα, παρακαλείστε να επικοινωνήσετε τηλεφωνικά στον αριθμό αυτό ή ταχυδρομικά στην παρακάτω διεύθυνση.

Turkish

Bu belgenin kendi dilinizde hazırlanmış bir nüshasını edinmek için, lütfen aşağıdaki telefon numarasını arayınız veya adrese başvurunuz.

Punjabi

ਜੇ ਤੁਹਾਨੂੰ ਇਸ ਦਸਤਾਵੇਜ਼ ਦੀ ਕਾਪੀ ਤੁਹਾਡੀ ਆਪਣੀ ਭਾਸ਼ਾ ਵਿਚ ਚਾਹੀਦੀ ਹੈ, ਤਾਂ ਹੇਠ ਲਿਖੇ ਨੰਬਰ 'ਤੇ ਫ਼ੋਨ ਕਰੋ ਜਾਂ ਹੇਠ ਲਿਖੇ ਪਤੇ 'ਤੇ ਰਾਬਤਾ ਕਰੋ:

Hindi

यदि आप इस दस्तावेज की प्रति अपनी भाषा में चाहते हैं, तो कृपया निम्नलिखित नंबर पर फोन करें अथवा नीचे दिये गये पते पर संपर्क करें

Bengali

আপনি যদি আপনার ভাষায় এই দলিলের প্রতিলিপি (কপি) চান, তা হলে নীচের ফোন নম্বরে বা ঠিকানায় অনুগ্রহ করে যোগাযোগ করুন।

Urdu

اگر آپ اِس دستاویز کی نقل اپنی زبان میں چاہتے ہیں، تو براہ کرم نیچے دئے گئے نمبر پر فون کریں یا دیئے گئے پتے پر رابطہ کریں

Arabic

إذا أردت نسخة من هذه الوثيقة بلغتك، يرجى الاتصال برقم الهاتف أو مراسلة العنوان أدناه

Gujarati

જો તમને આ દસ્તાવેજની નકલ તમારી ભાષામાં જોઇતી હોય તો, કૃપા કરી આપેલ નંબર ઉપર ફોન કરો અથવા નીચેના સરનામે સંપર્ક સાધો.