

Religion and Faith in Focus

This report is focusing on employment, unemployment and qualifications of the different faith populations in Waltham Forest

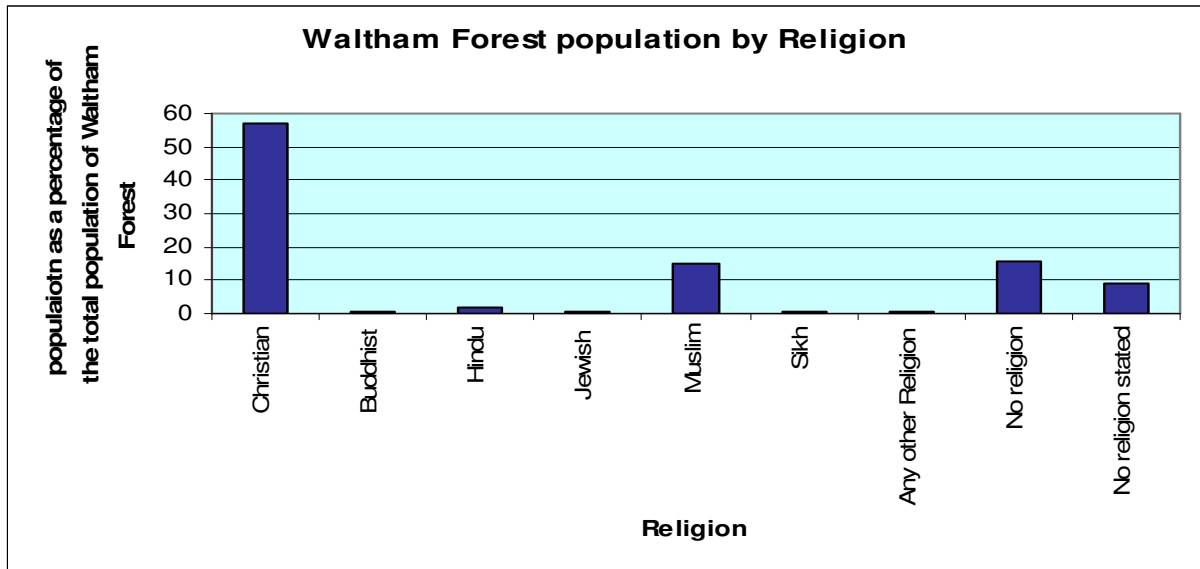
1. Summary

- There are issues when analysing religious data, as highlighted by the Religious Tolerance Group (www.religioustolerance.org/uk_rel.htm) and outlined in paragraph 8.2, therefore statistics here can only be taken as a rough guide
- It is important to note that religion is often linked to ethnicity and that any patterns found could be as a result of ethnicity rather than race, further research would have to be undertaken to establish whether this is the case.
- The majority of the Waltham Forest population is 'Christian' (56.8%), 'Muslim' and 'no religion' also have high representations (15.1% and 15.4%)
- The 'Muslim' faith has the highest representation of the 0-24 age range (33.8%) and the 'Jewish' faith has the highest rate of older followers from 65+ (26.1%). It is the younger age ranges (below 49) that are more likely to have no religion or not to have specified one
- The 'White', 'Black' and 'Mixed' ethnic groups have the highest number of Christians. 'Other Asian' and 'Indian' have the highest representation of Hindu residents (31.61% and 27.65). The 'Bangladeshi' and 'Pakistani' ethnic groups have the highest percentage of Muslim residents (with 92.94% and 92.33% of these ethnic groups being of the Muslim faith). 'Mixed White and African Black' and 'White British' ethnic groups have the highest percentage of no religion (26.74%, 15.03% and 21.04%)
- 'Buddhist', 'Hindu' and 'Muslim' faiths, and those with 'no religion stated' have the highest rates of unemployment (20.4%, 14.5%, 14.3% and 13.3% respectively), the 'Sikh', 'any other religion' and 'no religion' have the lowest unemployment rates (8.5%, 8.8% and 8.8% respectively). 'Christian' and 'Jewish' faiths have the highest rates of retired people (45.5% and 43.6%); 'any other religion', 'Buddhist' and 'Sikh' have the highest numbers of students (9.5%, 9.5% and 7.2%). The 'Muslim' and 'Buddhist' religions have the largest number of women involved in looking after the home/ family (39.5% and 34.9%)
- There is high employment rates for the 'Hindu', 'Muslim' and 'Sikh' residents in the wholesale, retail and repair sector (34.5%, 25.6% and 30% respectively). There are high rates of 'Muslim' and 'Buddhist' workers in the hotel and catering sector (14.6% and 8.5%), and of 'Jewish' and 'no religion' workers in the real estate, renting and business activities sector (both 18.7%)
- 'Jewish' and 'Hindu' religions have the highest representation in managerial occupations (20.8% and 20.1%); 'no religion stated', 'any other religion' and 'Buddhist' faiths have high representations of professional and technical occupations (38.4%, 43.1% and 40.7%)
- 'Muslim' and 'Sikh' workers have the highest representation of part-time employees (20.8% and 20.6%) and 'Muslim' and 'Hindu' faiths have the highest numbers of self-employed full-time workers (13.7% and 16.1%). 'No religion' and 'no religion stated' have the highest rates of full-time employee employment (76% and 75.1%), 'any other religion' and 'Jewish' faith have the highest rate of part-time self-employed workers (6.6% and 6.9% respectively)
- 'Muslim' and 'Sikh' religions have the highest rate of 'no qualification' attainment (26.1% and 18.1%), the 'Buddhist', 'any other religion' and 'no religion' have the highest numbers of people attaining level 4/5 (35%, 36.3% and 33.3%).

2. Population

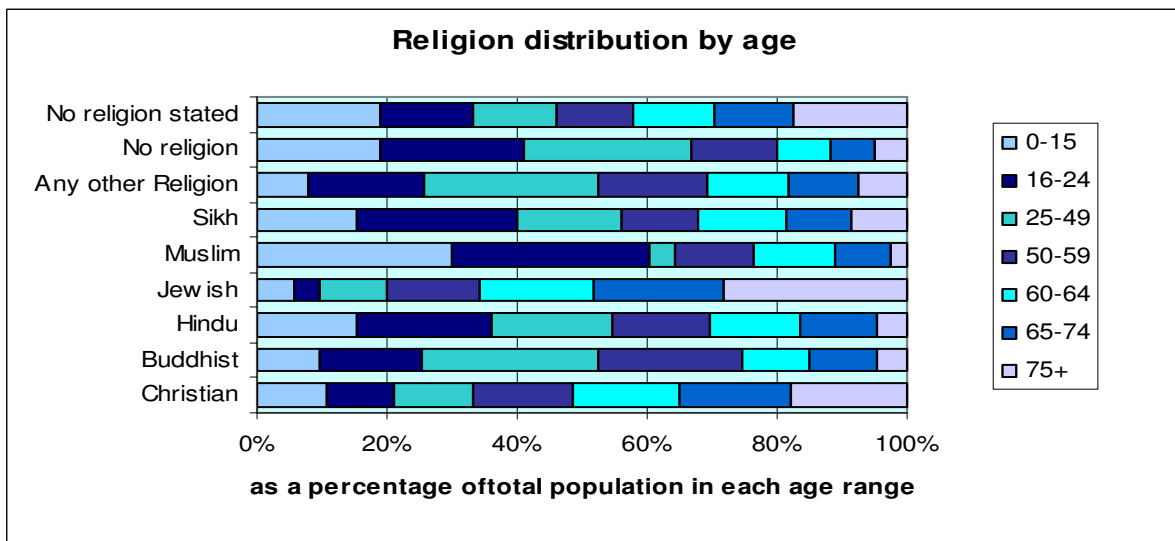
2.1 As graph 1 highlights the majority of the Waltham Forest population are 'Christian' (56.8%), both 'Muslim' and 'no religion' have high representation in Waltham Forest (15.1% and 15.4% respectively).

Graph 1 Source ONS crown copyright Census 2001



2.2 When we look at the distribution of the population by religion and age we see that in general it is the 45-49 age range that has the largest percentage representation of every religion. However three trends stand out. The Muslim religion has by far the highest representation in the 0-24 age range (33.8%). The Jewish faith by contrast has the highest rate of older followers from 65+ (26.1%). It is the younger age ranges (below 49) who are more likely to not have a religion or do not specify a religion.

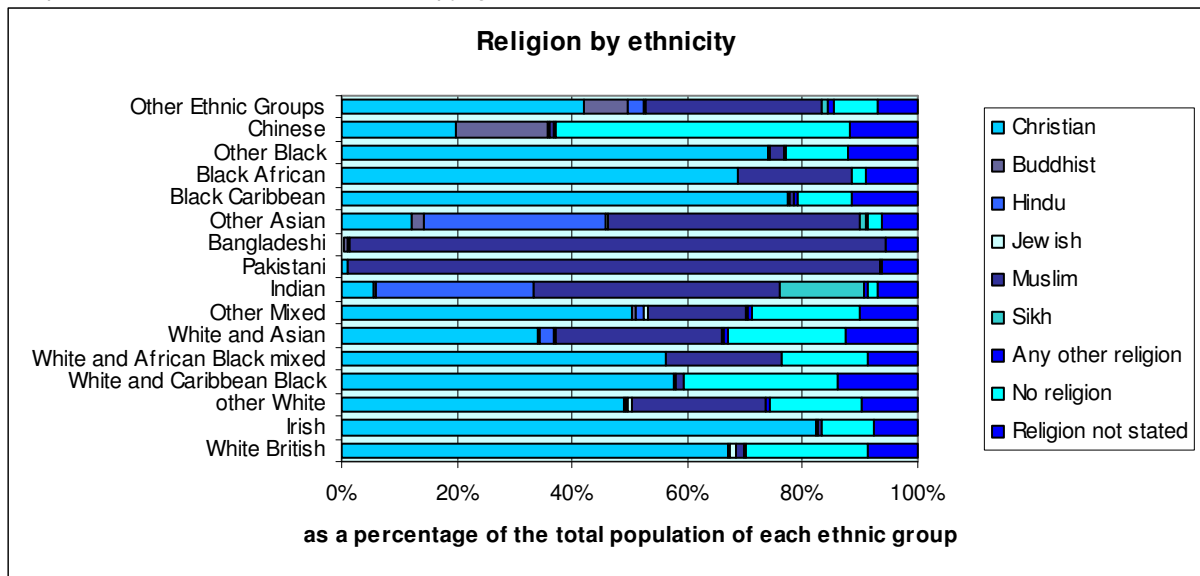
Graph 2 Source ONS crown copyright Census 2001



2.3 It is important to note that religion is often linked to ethnicity and that any patterns found could be as a result of ethnicity rather than race, further research would have to be undertaken to establish whether this is the case. Graph 3 shows the distribution of religion by ethnicity, as a percentage of the total population of each religion in Waltham Forest. Graph 3 shows that it is the 'White', 'Black' and 'Mixed' ethnic groups with the highest number of 'Christians'. 'Other' and 'Chinese' ethnic groups have the highest representation of 'Buddhists' in their ethnic groups (7.86% and 16.19%). 'Other Asian' and 'Indian' have the highest representation of 'Hindu' residents (31.61% and 27.65%),

and the 'Indian' ethnic group also has the highest representation of the 'Sikh' religion (14.51%). The 'Bangladeshi' and 'Pakistani' ethnic groups the highest percentage of 'Muslim' residents (with 92.94% and 92.33% of these ethnic groups being of the 'Muslim' faith), while the 'White British', 'Other White' and 'Other Mixed' have the highest numbers of 'Jewish' residents (1.02%, 0.94% and 0.66%). The 'Mixed White and Black Caribbean', 'Mixed White and African Black' and 'White British' ethnic groups have the highest percentage of 'no religion' (26.74%, 15.03% and 21.04%), and the 'Mixed White and Black Caribbean', 'Black Caribbean' and 'Other Black' ethnic groups have the highest numbers with 'no religion stated' (13.77%, 11.49% and 12.32%).

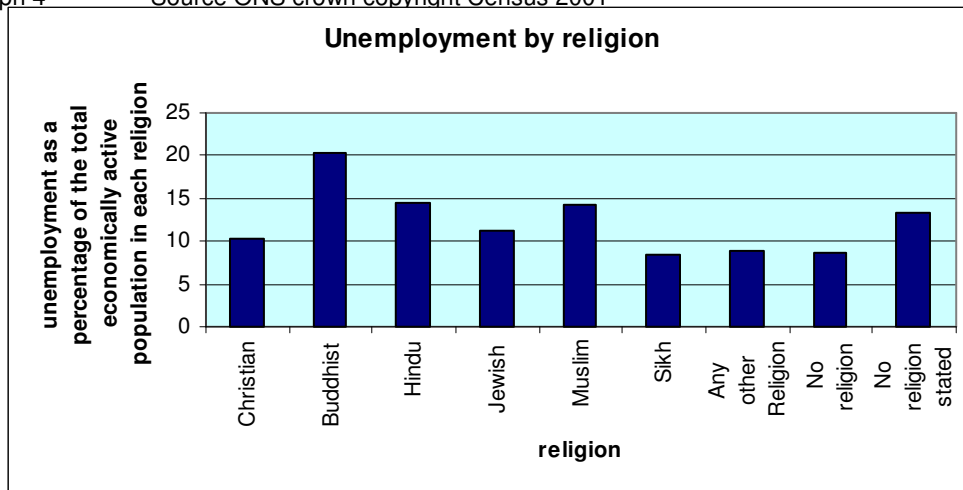
Graph 3 Source ONS crown copyright Census 2001



3. Unemployment

3.1 The unemployment rate does appear to vary with religion, but whether this is actually to do with religion or with race would need further study. The 'Buddhist', 'Hindu', 'Muslim' and those with 'no religion stated' have the highest rates of unemployment (20.4%, 14.5%, 14.3% and 13.3%) while the average for all religions is 10.98%. The 'Sikh', 'any other religion' and 'no religion' have the lowest unemployment rates (8.5%, 8.8% and 8.8% respectively).

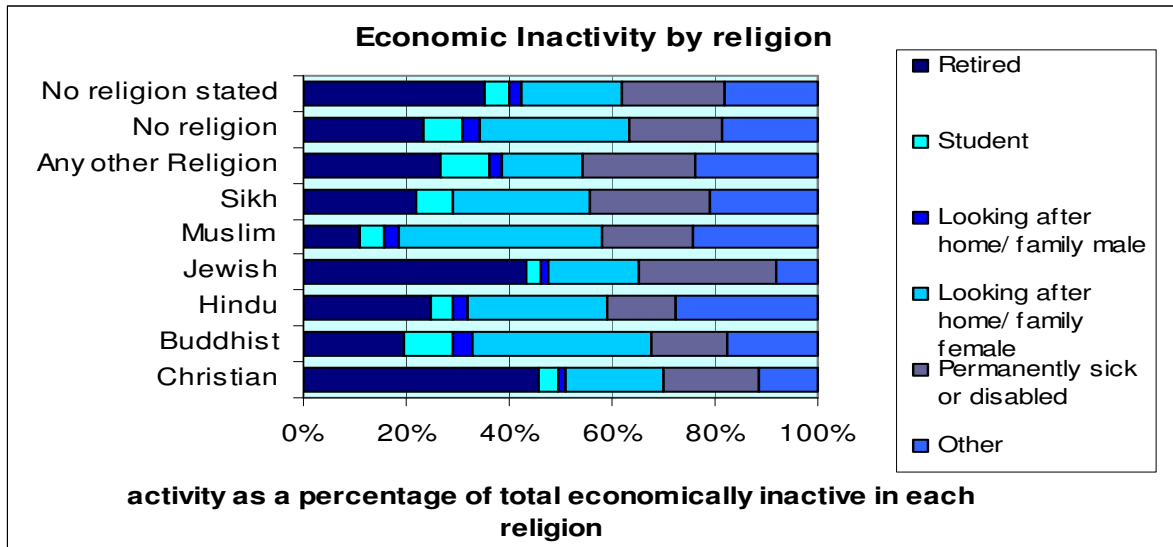
Graph 4 Source ONS crown copyright Census 2001



3.2 As graph 5 shows the activity of those not economically active varies with religion. The religions with the most retired people are the 'Christian' and 'Jewish' religions (45.5% and 43.6% respectively), this could be due to the older age of many with these religions. 'Any other religion', 'Buddhist' and 'Sikh' have the highest numbers of students (9.5%,

9.5% and 7.2% respectively). There are significantly less males involved in caring for the home or family than females across all the religions, however it is the 'Muslim' and 'Buddhist' religions that have the largest numbers of women involved in this role (39.5% and 34.9%). The 'Jewish' faith has the largest numbers of people who are permanently sick or disabled (26.7%); this again could be linked to the elderly age of many in this faith.

Graph 5 Source ONS crown copyright Census 2001

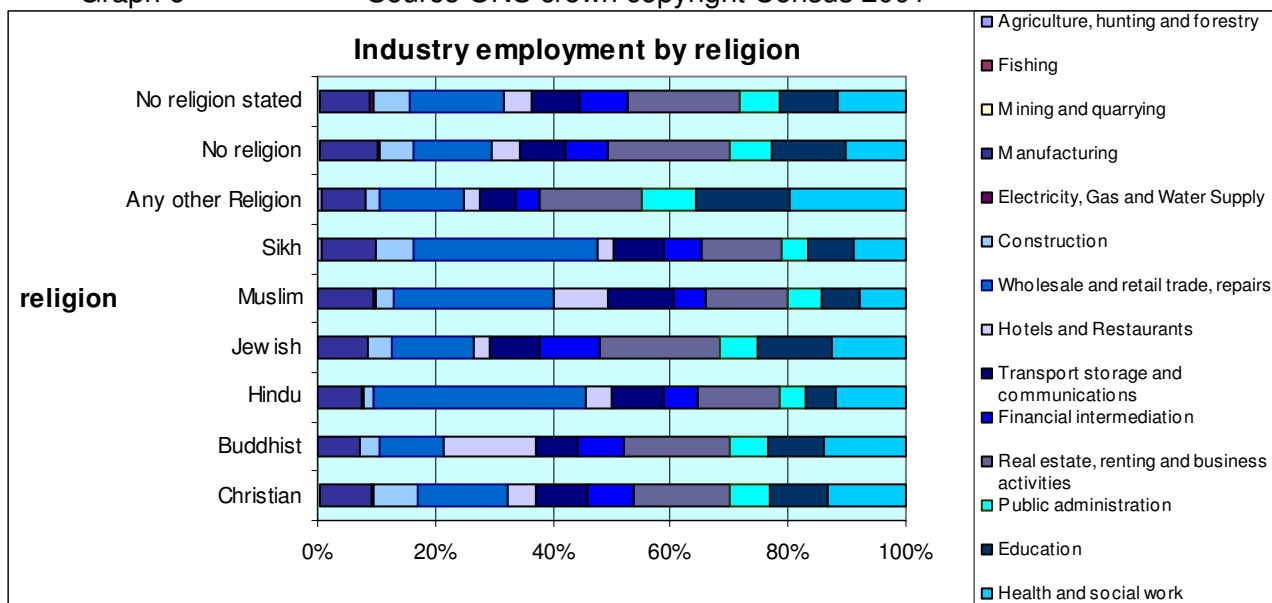


4. Employment

4.1 As graph 6 shows although the majority of industries employ similar percentages of each religion there are a few noticeable exceptions. The wholesale, retail and repair sector employs much higher percentages of 'Hindu', 'Muslim' and 'Sikh' residents than any other sector (34.5%, 25.6% and 30%), this is understandable as this sector employed the highest number of 'Asian' workers¹. The real estate, renting and business activities employs higher rates of 'Jewish' and 'no religion' (both 18.7%), the health and social work sector employs higher rates of 'any other religion' than any other sector (17.4%) and the hotel and catering sector employs high rates of 'Buddhist' and 'Muslim' (14.6% and 8.5%), this links in with the large numbers of 'Chinese' and 'Asian' workers employed in this sector. The construction industry has lower than many other sector employment of 'Buddhist', 'Hindu' and 'Muslim' religions (3%, 1.8% and 3% respectively).

¹ refer to the Ethnicity in Focus 2004 by contacting Sam Weiss X6379

Graph 6 Source ONS crown copyright Census 2001



5. Occupations

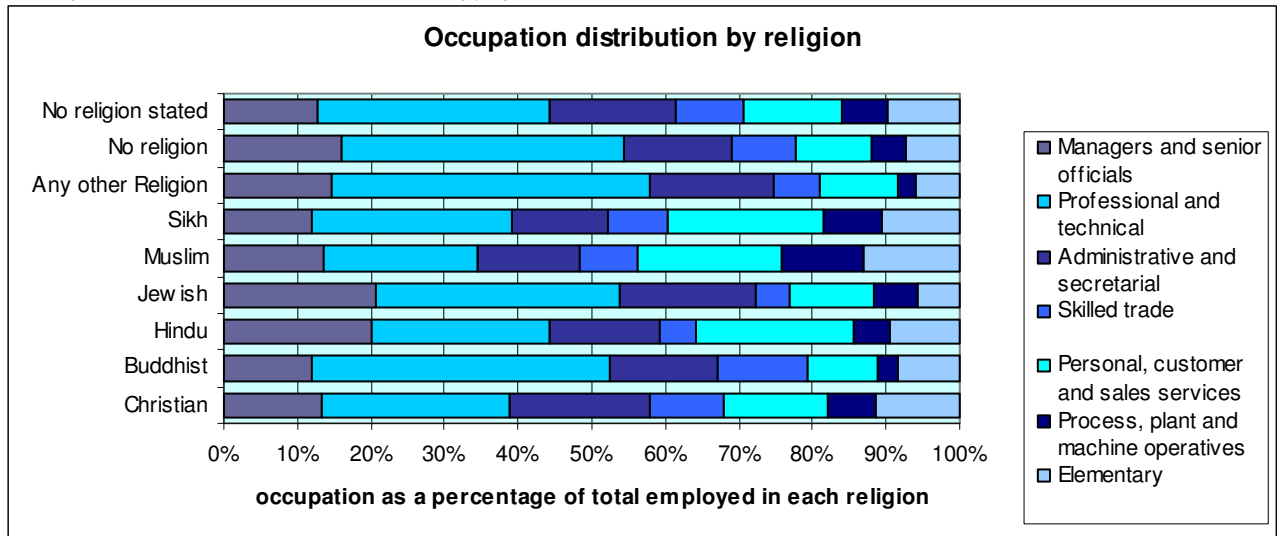
5.1 These figures are from the workplace population². As Graph 7 below highlights it is the professional and technical occupations that provide the most jobs. It is the 'Jewish' and 'Hindu' religions that have the highest rate of managers and senior officials (20.8% and 20.1% respectively), with the 'Sikh' and 'Buddhist' religions having the lowest representation at 12.2% and 12% respectively. 'No religion stated', 'any other religion' and 'Buddhist' religions have the highest representation in the professional and technical occupations (38.4%, 43.1% and 40.7% respectively), while the 'Muslim' and 'Hindu' religions have the lowest representation (20.8% and 24.2% respectively).

5.2 The 'Sikh' and 'Muslim' have the lowest representation in administrative and secretarial occupations (13.1% and 13.8%) whereas the 'Christian', 'no religion stated' and 'any other religion' have larger representation in this field (18.8%, 17.1% and 17% respectively). 12.1% of the 'Buddhist' population in Waltham Forest are employed in skilled trades, this is the highest representation, and the lowest representation is in the 'Hindu' and 'Jewish' religions (4.7% and 4.4% respectively). Personal, customer and sales services have high representation in the 'Hindu', 'Muslim' and 'Sikh' religions (21.7%, 19.5% and 21.5% respectively).

5.3 The 'Muslim' faith has a higher than other religions representation in the process, plant and machine operatives occupations with 11.2% and the 'Buddhist' faith has the lowest representation in this occupation with 2.6%. Finally the 'Christian' and 'Muslim' faiths have higher representation in the elementary occupations (11.3% and 13.1%) and the 'Jewish' faith has the lowest representation in this industry with 5.7%.

² The workplace population is the total number of jobs provided by the borough, therefore including residents who live and work in the borough, plus those who commute (inflow) from outside the borough to work in Waltham Forest

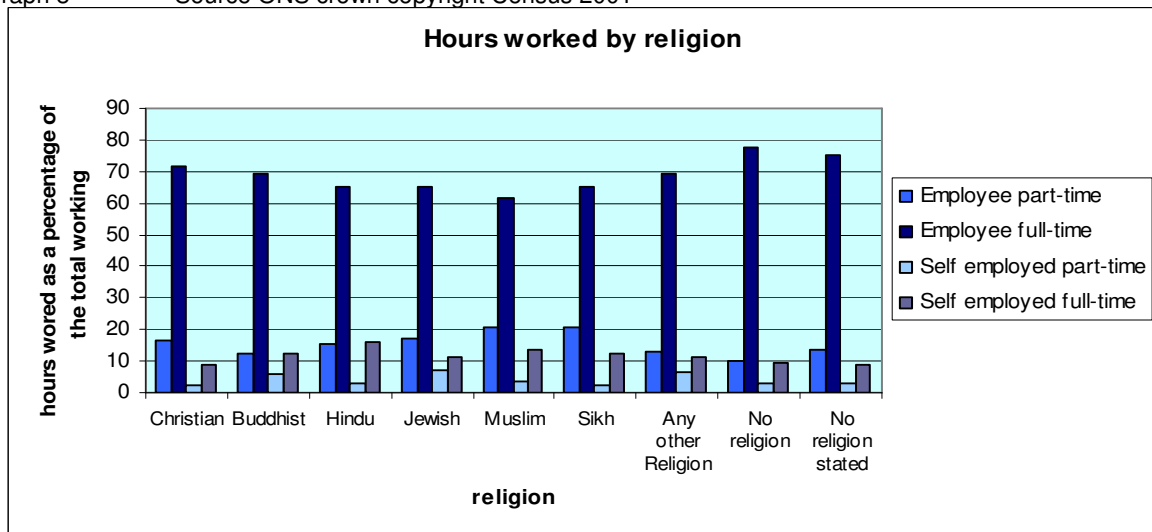
Graph 7 Source ONS crown copyright Census 2001



6. Hours worked

6.1 As graph 8 shows all the religions have the largest number of people employed as full-time employees (as apposed to self employed) which is those working over 30 hours per week. However, it is the 'Muslim' and 'Sikh' religions that have the largest number of part-time employees (20.8% and 20.6% respectively), the 'Muslim' and 'Hindu' faiths also have the highest rate of self-employed full-time workers (13.7% and 16.1%). By contrast it is 'no religion' and 'no religion stated' that have the highest rates of full-time employee employment (7.6% and 75.1% respectively). 'Any other religion' and the 'Jewish' religion have the highest rate of part-time self-employed workers (6.6% and 6.9% respectively).

Graph 8 Source ONS crown copyright Census 2001

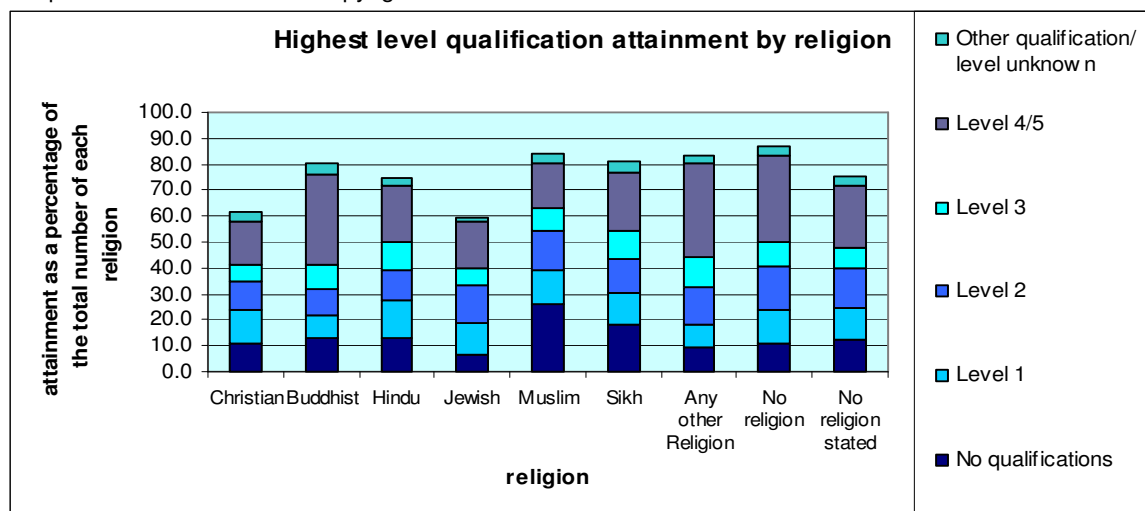


7. Qualifications

7.1 As graph 9 below highlights all religions, apart from the 'Muslim' faith, have Level 4/5³ as the qualification most achieved. The 'Muslim' and 'Sikh' faiths have the highest level of people with no qualifications (26.1% and 18.1% respectively). The 'Buddhist', 'any other religion' and 'no religion' have the highest numbers of people attaining level 4/5 (35%, 36.3% and 33.3% respectively). The 'Jewish' faith has the lowest numbers with no qualification attainment at 6.7%.

³ for level definitions see box 1

Graph 9 Source ONS crown copyright Census 2001



Box 1 Source ONS Census 2001 Crown Copyright

Level 1: 1+ 'O' level passes, 1+ CSE/GCSE any grades, NVQ level 1, Foundation GNVQ
Level 2: 5+ 'O' level passes, 5+ CSEs (grade 1) 5+ GCSEs (grades A-C), School Certificate, 1+'A' levels/ AS levels, NVQ level 2, Intermediate GNVQ
Level 3: 2+ 'A' levels, 4+ AS levels, Higher School certificate, NVQ level 3, Advanced GNVQ
Level 4/5: First degree, Higher degree, NVQ levels 4 and 5, HNC, HND, Qualified Teacher status, Qualified Medical Doctor, Qualified Dentist, Qualified Nurse, Midwife, Health Visitor

8. Additional information

8.1 Figures from the Independent Race and Refugee News Network⁴ and the Religious Tolerance Group⁵ support the findings in this report:

IRR figures on Religion by ethnic group (%)

| | Black Caribbean | African Asian | Indian | Pakistani | Bangladeshi |
|-----------|-----------------|---------------|--------|-----------|-------------|
| None | 28 | 2 | 5 | 2 | 1 |
| Hindu | 1 | 58 | 32 | ~ | 2 |
| Sikh | ~ | 19 | 50 | ~ | ~ |
| Muslim | 1 | 15 | 6 | 96 | 95 |
| Christian | 69 | 3 | 5 | ~ | 1 |
| Other | 3 | 3 | 2 | 2 | 1 |

Religious Tolerance Group ONS Census 2001 figures for England and Wales

| | Number in millions | Percentage |
|------------------|--------------------|------------|
| Christianity | 42.079 | 71.6 |
| No Religion | 9.1 | 15.5 |
| Refuse to answer | 4.29 | 7.3 |
| Islam | 1.59 | 2.7 |
| Hinduism | 0.559 | 1 |
| Sikhism | 0.336 | 0.6 |
| Judaism | 0.267 | 0.5 |
| Buddhism | 0.152 | 0.3 |
| Other | 0.179 | 0.3 |

These figures show the diversity of Waltham Forest with above England and Wales totals for all the major world religions (apart from Christianity).

⁴ for more information log on to www.irr.org.uk

⁵ www.religioustolerance.org/uk_rel.htm

8.2 The Religious Tolerance Group also highlights some of the issues when analysis the religion as self-certified in the census form:

- “Jedism” appears to be the fourth most popular religion in the UK (0.66% of the population). This refers to the spirituality expressed in the Star Wars films. Very few subjects who mark this ‘religion’ during the census are actually ‘jedi’. They probably intended their vote to be a statement about their opinion of religion, religious polls or the government census. Since the government does not recognise jedism as an actual religion the jedis were finally categorised together under the ‘no religion’ category.
- Professors Barry Kosmin and Stanley Waterman, of the Institute for Jewish Policy Research suggested that the total of Jews had been undercounted “Nationally 15.5% of the population stated that they had no religion and 7.3% did not answer the question, this alone suggests that the number of Jews is undercounted. This was not unexpected and, in fact, there are grounds for suggesting that Jews may be more reluctant than others to answer a voluntary question on religion in the census. For historical reasons, many older Jews of Central and Eastern Europe background are reluctant to co-operate with government-sponsored counts of Jews”
- The followers of some religions are reluctant to admit their identification. Vexen Crabtree wrote “at a London Satanist gathering I polled all the members present about what they had put on the 2001 Census, and half of them said they had put ‘no religion’, this is a significant under-representation”. Crabtree also suggested Wiccans and other Neopagans are probably under-represented as well

8.3 A report ‘Religion or belief in the workplace: a guide for employers and employees’⁶, describes Employment Equality (Religion or Belief) Regulations aimed at preventing discrimination and also lists the religious festivals of major religions. Available at www.acas.org.uk/publications/pdf/guide_religionB.pdf.

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⁶ IRS Employment Review 3rd September 2004

