

## Race Equality Week 2025

**Race Equality Week shines a spotlight on the barriers that people from minoritised communities face in the workplace, and the actionable solutions needed to break them down.** These barriers lead to denied job opportunities, talent shortages, and unequal career progression. The impact starts long before people enter the workforce, with systemic inequalities through primary, secondary and tertiary education that echo throughout life. These result in financial disadvantage and poorer outcomes into retirement.

PPI's Deputy Director, Dr. Suzy Morrissey, recently spoke at the Work and Pensions Committee. Discussion at that session highlighted the urgent need to address the ethnic pensions gap and improve understanding of how ethnicity intersects with other characteristics. The PPI have over the years explored and analysed issues around gaps in ethnicity and personal finance data<sup>[1]</sup>, the impact of low and irregular private pension contributions, and the drivers of low pension income for certain population groups<sup>[2]</sup>. PPI's international comparisons research also highlights how employer contribution matching and consumer saving/spending patterns are influenced by cultural norms, which shape attitudes toward long-term saving and personal finance.<sup>[3]</sup>

Our award-winning Underpensioned series supports informed policymaking as it sheds light on both immediate and long-term impacts for under pensioned groups including ethnic minorities. PPI remains committed to conducting rigorous, evidence-based research on labour market inequalities, consumer journeys, and appropriate safety nets for minoritised communities as they age and prepare for retirement.

**We will endeavour to continue to close evidence gaps with comprehensive analysis and critical thinking on policy implications.**

[1] PPI Briefing Note Number 132 (2022). [The pensions policy impact of poor personal finance data on people from ethnic minority groups.](#)

[2] PPI Underpensioned series outputs can be found here: <https://www.pensionspolicyinstitute.org.uk/underpensioned/>

[3] PPI Report (2017). Consumer engagement: lessons from overseas. <https://www.pensionspolicyinstitute.org.uk/media/adfpyqbx/20170524-consumer-engagement-lessons-from-overseas-report.pdf>