

2013

# Women's Labour Market Information (WLMI)

## List of resources by theme

This document contains a list of data sources, reports, articles, websites and other resources which provide information about different aspects of women's employment and experience of work.



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## Education and Learning

Education (includes primary, secondary and tertiary education participation and outcomes, the relationship between education and employment, underemployment, effects of education on earnings)

### National

Name	<b>Further Education Statistics (Scottish Funding Council)</b>
Year (latest)	2012
Frequency of updates	Annual
URL	<a href="http://www.sfc.ac.uk/statistics/further_education_statistics/infact_database/infact_database.aspx">http://www.sfc.ac.uk/statistics/further_education_statistics/infact_database/infact_database.aspx</a>
Description	Infact contains data on students and courses in further education colleges in Scotland for academic years 1998-99 to 2011 12. Please note that due to changes in the activity measurement method the definition of full-time changed from 2005-06 and is not comparable with previous years. Please also note that the value of a SUM decreased for FE full-time students, the SUMs value for FE full-time decreased from 21 to 20 SUMs in 2005-06.
Useful for	Includes data on FE colleges, level of study, enrolment statistics etc., and allows a breakdown by gender. The data can be explored online.
Limitations Notes	Online tool may require some familiarisation.
Key words	Further Education, vocational qualifications

Name	<b>Higher Education Statistics</b>
Year (latest)	2013
Frequency of updates	Various, frequent
URL	<a href="http://www.statistics.gov.uk/hub/children-education-skills/higher-education-and-adult-learning/higher-education-students/index.html">http://www.statistics.gov.uk/hub/children-education-skills/higher-education-and-adult-learning/higher-education-students/index.html</a>
Description	ONS UK National Statistics Publication Hub resources related to Higher Education Students, including destination of leavers and graduate earnings data.
Useful for	Statistics include access to finance for England, enrolments, graduates in the labour market and UK performance indicators.
Limitations Notes	Hard to find data which focuses on Scotland in the catalogue.
Key words	Higher Education indicators, graduate employment

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Name	<b>Higher Education Statistics Agency (HESA)</b>
Year (latest)	2013
Frequency of updates	Various, frequent
URL	<a href="http://www.hesa.ac.uk/">http://www.hesa.ac.uk/</a>
Description	Higher Education Statistics Agency provides data on graduates' destinations 6 months after graduation (DLHE) as well as data about HEI staff, financing etc. HESA data has information about Scotland and breaks down statistics by gender.
Useful for	Statistics include enrolments, graduates in the labour market and performance indicators.
Limitations	The DLHE asks graduates about their destinations only six months after graduation, however a longitudinal version of a small sub-sample of the DLHE is available.
Notes	
Key words	Higher Education indicators, graduate employment
Name	<b>Longitudinal Study of Young People in England (LSYPE)</b>
Year (latest)	2013
Frequency of updates	Annual longitudinal survey, running from 2004 to 2010
URL	<a href="http://www.ourchanginglives.net/previous_studies/lstype.aspx">http://www.ourchanginglives.net/previous_studies/lstype.aspx</a>
Description	The Longitudinal Study of Young People in England (LSYPE) provides data on young people's transition from teenage years to adulthood. Also known as Next Steps to its respondents, the study is managed by the Department for Education in collaboration with a number of other Government Departments including the Department for Business Innovation and Skills. Interviews began in 2004 with over 15,500 13-14 year olds in Year 9 (born between September 1989 and August 1990) in schools in England and their parents or carers. Interviews are now conducted annually.
Useful for	A rich longitudinal dataset dealing with gender, ethnicity, religion, as well as educational attainment, bullying, and leisure activities and school clubs. Allows to track pupils' attainment over time, in contrast to Scottish School Statistics and to PISA/TIMSS/PIRLS. Background data, such as socioeconomic status, parental occupation, free school meals entitlement are also available.
Limitations	Data for England only.
Notes	It is unclear whether there will be an additional wave to the LSYPE. The Department

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for Education is undertaking a second Longitudinal Study of Young People in England (known to respondents as "Our Future"). The new survey will interview around 13,000 young people and their parents or other responsible adult, and then interview as many as possible of that initial sample each year for the next 6 years - from age 13/14 to age 19/20, starting spring 2013. See [https://www.education.gov.uk/ilsype/workspaces/public/wiki/Publications for publications](https://www.education.gov.uk/ilsype/workspaces/public/wiki/Publications%20for%20publications).

Key words School education, England

Name **Modern Apprenticeship Statistics**

Year (latest) 2013

Frequency of updates Annual

URL <http://www.skillsdevelopmentscotland.co.uk/our-services/modern-apprenticeships/>

Description Modern Apprenticeships offer people aged over 16 the opportunity of paid employment combined with training at different levels. Employers benefit from a skilled and productive workforce, and from financial assistance for training through Skills Development Scotland. Statistics include breakdowns by age, gender, apprenticeship framework, and local authority, stating number of starts, number of leavers, those in training and the achievements.

Useful for The data are useful for looking at the gender distribution between different apprenticeship schemes.

Limitations Although a variety of data are available it is not possible to look at the gender distribution within a local authority. The data are presented in pdf format, which can make it difficult to work with.

Notes

Key words Modern apprenticeships, Scotland, Skills Development Scotland

Name **School Statistics (Scottish Government)**

Year (latest) 2013

Frequency of updates Various, frequent.

URL <http://www.scotland.gov.uk/Topics/Statistics/Browse/School-Education>

Description The Scottish Government provides statistics on school education in Scotland, including pupil and teacher information, and attainment and qualification results. It's possible to browse our Publications or Datasets lists directly for specific information, or use the High Level Trends to view a brief overview of some of our key statistics.

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Useful for	The statistics include pupil numbers, class sizes, attainment and destinations of school leavers in Scotland, as well as other relevant variables. Links are also available to international datasets, such as PISA, TIMSS (Mathematics and Science) and PIRLS (Reading Literacy). A school Education Trends publication is available for download.
Limitations	Datasets with the schools data are not available for download, only secondary data analysis is possible.
Notes	Note that Scotland withdrew from TIMSS and PIRLS surveys in 2011.
Key words	School Statistics, Scotland

Name	<b>Scottish Survey of Literacy and Numeracy</b>
Year (latest)	2011/2012
Frequency of updates	Annual
URL	<a href="http://www.scotland.gov.uk/Topics/Statistics/Browse/School-Education/SSLN">http://www.scotland.gov.uk/Topics/Statistics/Browse/School-Education/SSLN</a>
Description	The Scottish Survey of Literacy and Numeracy (SSLN) is an annual sample survey which monitors national performance in literacy and numeracy in alternate years, for school pupils at P4, P7 and S2. Findings from the survey are also used to inform resources for practitioners to facilitate improvements in learning, teaching and assessment at classroom level. The survey takes place in May each year, alternating between numeracy (2011, 2013, 2015...) and literacy (2012, 2014...).
Useful for	The assessments used in the survey are a mix of written, online and interactive. The survey measures the wide range of knowledge, skills, capabilities and attitudes across learning identified in the Curriculum for Excellence experiences and outcomes. The assessments are designed to reflect the CfE requirements that pupils have achieved breadth, challenge and application of learning. The surveys give a breakdown of attainment by gender and by deprivation.
Limitations	At the moment, only the 2011 Numeracy and the 2012 Literacy survey results are available, but this will increase in the future.
Notes	Note that Scotland withdrew from TIMSS and PIRLS surveys in 2011.
Key words	

Name	<b>The labour market effects of qualifications with special reference to Scotland: an econometric analysis of Labour Force Survey data</b>
Year (latest)	2007
Frequency of	

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updates

URL <http://www.researchonline.org.uk/sds/search/download.do?ref=B20370>

Description This report aims to provide statistical estimates of the effects that individuals' educational qualifications have on their success in the labour market. By success, we mean earnings and employment. It is important to be able to estimate such effects because large amounts of public money are used to fund this investment – as well as increasing amounts of funding from the individuals concerned and, in the case of vocational training, costs that may be partly provided for by employers. Our particular focus here is to compare success in the Scottish labour market with success in the labour market of England and Wales.

Useful for Focus on the effects of qualifications on labour market outcomes specifically for Scotland. A range of qualifications - academic and vocational - are considered.

Limitations The authors use the LFS for Scottish data, which may limit the sample size. The authors use data from 1996-2005 inclusive, but note that tuition fee changes came into effect in 1998. The sample consists of working-age men and women over that time period.

Notes

Key words

### International

Name **OECD - Education at a Glance 2012 [currently known as OECD Education Statistics]**

Year (latest) 2012

Frequency of updates Annual

URL [http://www.oecd-ilibrary.org/education/education-at-a-glance-2012\\_eag-2012-en](http://www.oecd-ilibrary.org/education/education-at-a-glance-2012_eag-2012-en)

Description Featuring more than 140 charts, 230 tables, and 100 000 figures, Education at a Glance provides key information on the output of educational institutions; the impact of learning across countries; the financial and human resources invested in education; access, participation and progression in education, and the learning environment and organisation of schools.

Useful for Provides data on the structure, finances, and performance of the education systems in the OECD's 34 member countries, as well as a number of non-member G20 nations. In the 2012 edition, new indicators focus on: the global economic crisis and education expenditures; early childhood education systems; intergenerational mobility in higher education; the impact of education on macroeconomic outcomes, such as GDP; the specific factors influencing the level of education spending in different countries; career expectations; the teaching force and training requirements to enter the teaching profession; examinations and access to secondary and higher education. The spreadsheets used to create the tables and charts in Education at a Glance are available via the StatLinks provided throughout. The tables and charts, as well as the complete OECD Online Education Database, are freely available via the OECD Education website at [www.oecd.org/edu/eag2012](http://www.oecd.org/edu/eag2012).

Limitations Data available at the UK level only.

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Notes Links to previous editions available  
Key words OECD - Education at a Glance 2012, primary, secondary, tertiary education

Name **Programme for International Student Assessment (PISA) - OECD**

Year (latest) 1997-2009

Frequency of updates once every three years

<http://www.oecd.org/pisa> - home page

URL <http://www.oecd.org/pisa/pisaproducts/> - PISA data and guidance for use.

Description Launched in 1997 by the OECD, the Programme for International Student Assessment (PISA) is an international study which aims to evaluate education systems worldwide by testing the skills and knowledge of 15-year-old students. To date, students representing more than 70 countries and economies have participated in the assessment.

Useful for PISA is sponsored, governed, and coordinated by the OECD. PISA is unique because it develops tests which are not directly linked to the school curriculum and provides context through the background questionnaires which can help analysts interpret the results. The tests are designed to assess to what extent students at the end of compulsory education, can apply their knowledge to real-life situations and be equipped for full participation in society. PISA data provides governments with a powerful tool to shape their policy making.

Limitations It is not clear how a climb or a slip in the league tables should be interpreted.

Notes

Key words PISA, international comparison, school education

## Patterns of Employment

National labour market statistics (includes headline figures and information about the proportions of men and women in the economy (industry, occupation, full- or part-time))

Name	<b><a href="#">Annual Survey of Hours and Earnings, 2012 Provisional Results</a></b>
Year (latest)	2012
Frequency of updates	Annual
URL	<a href="http://www.ons.gov.uk/ons/dcp171778_286243.pdf">http://www.ons.gov.uk/ons/dcp171778_286243.pdf</a>
Description	<p>The Annual Survey of Hours and Earnings (ASHE) provides information about the levels, distribution and make-up of earnings and hours worked for employees in all industries and occupations. ASHE is based on a one per cent sample of employee jobs taken from HM Revenue &amp; Customs (HMRC) PAYE records.</p>
Useful for	<p>The ASHE tables contain UK data on earnings for employees by sex and full-time/part-time workers. Further breakdowns include by region, occupation, industry, region by occupation and age groups. These breakdowns are available for the following variables: gross weekly pay, weekly pay excluding overtime, basic pay including other pay, overtime pay, gross hourly pay, hourly pay excluding overtime, gross annual pay, annual incentive pay, total paid hours, basic paid hours and paid overtime hours. The earnings information presented relates to gross pay before tax, National Insurance or other deductions.</p>
Limitations	<p>ASHE does not cover the self-employed nor does it cover employees not paid during the reference period.</p>
Notes	
Key words	Hours, Earnings, UK, employment

Name	<b><a href="#">Patterns of Pay: Results from the Annual Survey of Hours and Earnings, 1997-2012</a></b>
Year (latest)	2013
Frequency of updates	Ad-hoc
URL	<a href="http://www.ons.gov.uk/ons/dcp171766_300035.pdf">http://www.ons.gov.uk/ons/dcp171766_300035.pdf</a>
Description	<p>The Annual Survey of Hours and Earnings (ASHE) is based on a sample of employee jobs drawn from HM Revenue and Customs (HMRC) Pay As You Earn (PAYE) records.</p>
Useful for	<p>Breakdown by gender, age, public/private sector as well as on industry and occupation on the key earnings and gender pay gap measures. Also provides an indication of the evolution of trends over time.</p>
Limitations	<p>ASHE does not cover the self-employed nor does it cover employees not paid during the reference period.</p>
Notes	

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Key words Hours, Earnings, UK, employment

Name **Annual Population Survey (APS)**

Year (latest) 2004-2012

Frequency of updates Annual

URL <http://www.nomisweb.co.uk/articles/554.aspx>  
<http://discover.ukdataservice.ac.uk/series/?sn=200002>

Description First conducted in 2004, the Annual Population Survey (APS) combines results from the Labour Force Survey (LFS) and the English, Welsh and Scottish LFS boosts. The survey provides enhanced data on key social and socio-economic variables. Datasets are produced quarterly, with each dataset containing 12 months of data. The data are available for Government Office Region (GOR) or through a special licence by local authority level. The survey asks 155,000 households and 360,000 people per dataset about their own circumstances and experiences regarding a range of subjects including housing, employment and education.

Useful for The APS improves the monitoring of key variables for a range of policy purposes between the censuses. It also provides local area information across the UK as part of the Neighbourhood Statistics Programme (NeSS). In addition to better local authority level data, the increased sample size available from the APS also facilitates better national estimates.

Limitations The APS does not provide any additional variables to the LFS. While it can be used to look at the people who are in employment, there is limited information about the nature of the work and about other workplace questions (e.g. flexible working).

Notes

Key words Hours, Earnings, UK, employment, labour force survey, annual population survey

Name **Quarterly Labour Force Survey (QLFS / LFS)**

Year (latest) 1992-present

Frequency of updates Quarterly

URL <http://discover.ukdataservice.ac.uk/series/?sn=2000026> then GN 33246, Quarterly Labour Force Survey, 1992-

Description The Labour Force Survey (LFS) is a unique source of information using international definitions of employment and unemployment and economic inactivity, together with a wide range of related topics such as occupation, training, hours of work and personal characteristics of household members aged 16 years and over. It is used to inform social, economic and employment policy. The LFS was first conducted biennially from 1973-1983. Between 1984 and 1991 the survey was carried out annually and consisted of a quarterly survey conducted throughout the year and a

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	<p>'boost' survey in the spring quarter (data were then collected seasonally). From 1992 quarterly data were made available, with a quarterly sample size approximately equivalent to that of the previous annual data. The survey then became known as the Quarterly Labour Force Survey (QLFS). From December 1994, data gathering for Northern Ireland moved to a full quarterly cycle to match the rest of the country, so the QLFS then covered the whole of the UK (though some additional annual Northern Ireland LFS datasets are also held at the UK Data Archive). Further information on the background to the QLFS may be found in the documentation.</p>
Useful for	<p>The LFS is one of the main surveys used for employment statistics in the UK. It is best used for finding out the employment and unemployment rates, the distribution of people by industry and occupation, by age, gender, ethnicity and qualifications. It also includes data on dependent children and the reasons for employment status.</p>
Limitations	<p>While it can be used to look at the people who are in employment, there is limited information about the nature of the work and about other workplace questions (e.g. flexible working).</p>
Notes	<p>The LFS consists of a 'core' set of questions which is present in every survey, and 'non-core' questions which vary between surveys.</p>
Key words	<p>Quarterly Labour Force Survey (QLFS)</p>
Name	<p><b><a href="#">Local Area Labour Markets in Scotland: Statistics from the Annual Population Survey 2011</a></b></p>
Year (latest)	<p>2012</p>
Frequency of updates	<p>Annual</p>
URL	<p><a href="http://www.scotland.gov.uk/Resource/0039/00396572.pdf">http://www.scotland.gov.uk/Resource/0039/00396572.pdf</a></p>
Description	<p>This is the ninth publication of the series. It aims to provide reliable and up-to-date headline information for local area labour markets and covers employment, underemployment, inactivity and youth participation in the labour market within Scotland and its local authorities. Results are provided for the calendar years (January to December) 2004 to 2011, based on the data released by the Office for National Statistics (ONS) on 21 June 2012. ONS have also released data for April 2011-March 2012 on the same day, and a summary of this release is provided in Annex G.</p>
Useful for	<p>Estimates for age and gender equalities groups are included in this publication. However, estimates for other equalities groups are not included. An analysis of labour market indicators for these groups is planned for autumn 2012, using the most current available APS dataset. See <a href="http://www.scotland.gov.uk/Topics/Statistics/Browse/Labour-Market/AnalyticalPapers/#Labour%20Market%20Briefing%20Papers">http://www.scotland.gov.uk/Topics/Statistics/Browse/Labour-Market/AnalyticalPapers/#Labour Market Briefing Papers</a> for more information.</p>

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Limitations	Results for unemployment are not included in this publication as the model based local authority estimates will not be available until 18 July 2012. These results will be included in July's #Labour Market Brief, which will be available for download from the Scottish Government's website: <a href="http://www.scotland.gov.uk/Topics/Statistics/Browse/Labour-Market/AnalyticalPapers/#Labour%20Market%20Briefing%20Papers">http://www.scotland.gov.uk/Topics/Statistics/Browse/Labour-Market/AnalyticalPapers/#Labour Market Briefing Papers</a>
Notes	
Key words	Scotland, employment, local area labour market, labour force survey, annual population survey

## Issues in work

### Gender pay gap

Gender pay gap (information relating to the causes, the statistics and the methodology for calculating the pay gap)

Name	<b>Close the Gap</b>
Year (latest)	2013
Frequency of updates	Various, frequent
URL	<a href="http://www.closesthegap.org.uk/">http://www.closesthegap.org.uk/</a>
Description	<p>Close the Gap works across Scotland with employers and employees, to encourage and enable action to address the gender pay gap. Project partners include the Scottish Government, Scottish Enterprise, Highlands and Islands Enterprise, Skills Development Scotland, Equality and Human Rights Commission, and the Scottish Trades Union Congress.</p> <p>The project has been operating since 2001. The first phase of the project, which ran from 2002 until December 2005, was funded under the European Equal initiative. Since 2005 the project has received Scottish Government funding. Publications about the Scottish gender pay gap, resources for employers to tackle the gender pay gap. The Newsround section collects recent articles related to the gender pay gap and its causes, including pay discrimination and occupational segregation. Focuses on Scotland.</p>
Useful for	
Limitations	Raw data is not available, but all publications link to data sources used.
Notes	
Key words	Gender Pay Gaps, full-time, part-time

Name	<b>Gender Pay Gaps, Equality and Human Rights Commission Briefing paper 2, EHRC</b>
Year (latest)	2011
Frequency of updates	
URL	<a href="http://www.equalityhumanrights.com/uploaded_files/research/gender_pay_gap_briefing_paper2.pdf">http://www.equalityhumanrights.com/uploaded_files/research/gender_pay_gap_briefing_paper2.pdf</a>
Description	<p>This EHRC briefing paper seeks to present within a single, short, document the best available, and publicly accessible, recent statistical data in the United Kingdom (UK) relating to gender pay gaps. The paper looks at two gender pay gaps in particular: the full-time gender pay gap and the part-time women's pay gap. Female employees working full-time in the UK in 2010 earned 84.5% of the mean hourly earnings of men (excluding overtime) who worked full-time. The full-time gender pay gap in hourly earnings was 15.5% and was even wider in weekly than hourly earnings (21.5%). On average, men working full-time worked more hours per week</p>

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than women (40.4 compared with 37.4 hours). In addition, weekly overtime payments were three times higher for male than female full-timers. The full-time gender pay gap was even wider in annual than in weekly earnings at 26.1%. Women working part-time in the UK in 2010 earned 65.5% of the average (mean) hourly earnings of men who worked full-time. This meant that the part-time women's pay gap was 34.5%.

Useful for	Includes data on different pay gap measures (full-time gender pay gap, part-time women's pay gap, sometimes part-time men's pay gap), and selected detailed data on pay within occupations.
Limitations	Snapshot of the situation using ASHE 2010, and not updated since 2011. However, the methodology and 2011 situation may still be of use.
Notes	
Key words	Gender Pay Gaps, full-time, part-time

Name **[Why does the work women do pay less than the work men do? \(Perales, 2011\)](#)**

Year (latest) 2011

Frequency of updates

URL <http://ukdataservice.ac.uk/use-data/data-in-use/case-study/?id=62>

Description Why are women paid less than men? Does it have to do with their skills or with their gender? Does the gender-type of an occupation affect the wages of men and women? New research using data provided by UK Data Service answers these and other questions. See also: Occupational Feminization, Specialized Human Capital and Wages: Evidence from the British Labour Market (Perales, 2010): <https://www.iser.essex.ac.uk/publications/working-papers/iser/2010-31.pdf>

Useful for This study drew on data from three datasets: the first 18 waves of the #British Household Panel Study (1991-2009), the quarterly #LFS (1991-2008) and the #Skills Surveys (2001 and 2006). This research using UK Data Service data confirms that UK wages are indeed lower in occupations dominated by women than in occupations dominated by men. However, the study demonstrates that only some of this pay difference between male- and female-dominated occupations is explained by differences in skill specialisation between them.

Limitations Although the data is not generally disaggregated by region, region is used as a control in some of the regressions (includes dummy variable for Scotland).

Notes

Key words Gender pay gap, occupational segregation

## Underemployment

Measuring aspects of underemployment, including skills and hours.

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Name	<b>Skills and Employment Survey (SES)</b>
Year (latest)	2012
Frequency of updates	6th, since 1986; ad hoc
URL	<a href="http://www.cardiff.ac.uk/socsi/ses2012/">http://www.cardiff.ac.uk/socsi/ses2012/</a>
Description	<p>The Skills and Employment Survey 2012 (SES 2012) is a national study of people aged 20-65 who are in paid work. The survey focuses upon the work that people do and how working life has changed over time. The 2012 survey is the latest in a series of studies which began in 1986. A total of 3,200 employers took part in the 2012 survey. The survey was boosted for Wales via funding from WISERD and so a special series of reports on Wales has been produced. SES 2012 focuses on fear at work, skills and training at work, well-being and job control themes.</p>
Useful for	<p>The survey has specific and interesting questions focusing on job content, such as indicators of task discretion, teamwork and organisational participation (including having a say in how the work in the organisation is organised). The skills theme focused on qualifications required to do the jobs, trends in overqualification, and the supply and demand for graduates.</p>
Limitations	<p>A boost for Scotland was not carried out in 2012, but was done in 2006. The 2006 SES is available through the UKDS here: <a href="http://discover.ukdataservice.ac.uk/catalogue/?sn=6004">http://discover.ukdataservice.ac.uk/catalogue/?sn=6004</a></p>
Notes	
Key words	Skills, employment, matching

Name	<b>UK Commission Employer Skills Survey (ESS) 2011</b>
Year (latest)	2011
Frequency of updates	Annual
URL	<a href="http://employersurveys.ukces.org.uk/ess/ess11/default.aspx">http://employersurveys.ukces.org.uk/ess/ess11/default.aspx</a>
Description	<p>The UK Commission's Employer Skills Survey 2011 is the first UK-wide employer skills survey. It is therefore a successor not only to the National Employer Skills Survey in England (NESS) listed on this website, but also to the skills surveys carried out by the devolved administrations across the UK: the Scottish Employer Skills Survey (SESS), the Northern Ireland Skills Monitoring Survey (NISMS), and the Future Skills Wales Sector Skills Survey (FSW). Fieldwork for the core survey was undertaken between March and July 2011, and involved over 87,500 interviews, averaging around 24 minutes in length, of which 2,503 were in Scotland.</p>
Useful for	<p>The UKCES ESS report includes data for Scotland on the recruitment of education leavers into their first jobs, proportion of employers recruiting education leavers who felt they were poorly prepared for work, and the skills young recruits appear to lack. Comparisons between Scotland and other UK nations are made throughout the report. The UK Commission's Employer Skills Survey is the most comprehensive</p>

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analysis to date of the skills businesses need; the pressures they face in effectively managing their businesses and accessing or developing those skills; their responses to such difficulties; whether and how much they train and why they don't. The survey provides a wealth of data on these issues and, for the first time, we can investigate them on a consistent basis right across the UK labour market. The survey also provides the opportunity to examine special topics. This year, with growing youth unemployment, we will further analyse employers' experience of recruiting young people from education.

Limitations	<p>There is no specific information about gender, neither from the employee nor the employer perspective, however some statistics on flexible working and childcare are mentioned.</p>
Notes	<p>The Employer Skills Survey (ESS) looks at employers' processes of recruitment and retention problems, demand for skills, skills gaps, workforce development and training, and business strategy and structure. The ESS is interested in internal employer practices- how employers organise, train and recruit. Note that the size of the survey enables particularly detailed geographical analysis, for example, by Local Enterprise Partnership and Local Education Authority in England. Spreadsheet tables are available presenting data at this level. If you are interested in accessing this information, email <a href="mailto:employer.surveys@ukces.org.uk">employer.surveys@ukces.org.uk</a>. See also (report): <a href="http://www.ukces.org.uk/publications/employer-skills-survey-2011">http://www.ukces.org.uk/publications/employer-skills-survey-2011</a></p>
Key words	UK Commission Employer Skills Survey (ESS) 2011
Name	<b><a href="#">UK Commission's Employer Skills Survey 2011: Scotland Results</a></b>
Year (latest)	2011
Frequency of updates	Annual
URL	<a href="http://www.ukces.org.uk/assets/ukces/docs/publications/evidence-report-80-uk-ess11-scotland.pdf">http://www.ukces.org.uk/assets/ukces/docs/publications/evidence-report-80-uk-ess11-scotland.pdf</a>
Description	<p>The UK Commission's Employer Skills Survey 2011 is the key UK data source on employer demand for and investment in skills. This report focuses on the findings from the 2,500 interviews in Scotland which covered topics such as skill related recruitment difficulties, skills gaps, employer investment in training, product market strategy and the work-readiness of education leavers. Results are presented where possible by size and by sector.</p>
Useful for	<p>The content is similar to the #ESS 2011, but this report focuses on Scotland specifically. It also provides some comparison over time using the Scottish Employer Skills Survey series (see Notes).</p>
Limitations	<p>There is no specific information about women in the survey, neither from the employee nor the employer perspective; no statistics on flexible working or childcare.</p>
Notes	<p>The "Scottish Employer Skills Survey" series has been running in Scotland on an approximately biennial basis from 2002 to 2010. This report uses the surveys from</p>

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Key words 2006 onwards for time series comparison.  
UK Commission's Employer Skills Survey 2011: Scotland Results

### Childcare

Childcare (includes information about women's employment and dependent children, impact of career breaks on career progression, flexible working arrangements, government policies)

Name	<b>Growing up in Scotland (GUS)</b>
Year (latest)	2011
Frequency of updates	Annual
URL	<a href="http://discover.ukdataservice.ac.uk/catalogue?sn=5760">http://discover.ukdataservice.ac.uk/catalogue?sn=5760</a>
Description	<p>The Growing Up in Scotland (GUS) study is a large-scale longitudinal social survey which follows the lives of groups of Scotland's children from infancy through to their teens, and aims to provide important new information on young children and their families in Scotland. The study forms a central part of the Scottish Government's strategy for the long-term monitoring and evaluation of its policies for children, with a specific focus on the early years. Unlike other similar cohort studies, this survey has a specifically Scottish focus.</p>
Useful for	<p>The primary objective of GUS is to address a significant gap in the evidence base for early years policy monitoring and evaluation. The data collected will also serve wider policy research requirements for cross-sectional analysis of issues affecting children and young people. The study seeks both to describe the characteristics, circumstances and experiences of children in their early years (and their parents) in Scotland and to generate a better understanding of how children's start in life can shape their longer term prospects and development with particular reference to the role of early years service provision.</p>
Limitations	<p>While the survey is focused on Scotland and variables relating to childcare specifically, it also has a substantial section on employment. Not as useful for detailed employment data or for national comparisons between male and female employment statistics as the APS or the LFS. Very useful for connecting childcare and employment statistics.</p>
Notes	See also <a href="http://growingupinScotland.org.uk/">http://growingupinScotland.org.uk/</a>
Key words	Growing up in Scotland (GUS), childcare, employment statistics

Name	<b>Newborns and new schools: critical times in women's employment: DWP Report</b>
Year (latest)	2006
Frequency of updates	

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URL	<a href="http://statistics.dwp.gov.uk/asd/asd5/rports2005-2006/rrep308.pdf">http://statistics.dwp.gov.uk/asd/asd5/rports2005-2006/rrep308.pdf</a>
Description	This report investigates how and when differences in work behaviour between men and women develop, focusing on the evolution of the gender gaps immediately after childbirth and during the initial years of family development. The analysis presented here focuses on two crucial periods in family development: when a new baby arrives and when a child starts school. This study uses two data sources: the first 13 waves from the British Household Panel Survey (BHPS), covering the years 1991 to 2003, and the first five waves from the Families and Children Study (FACS), covering the years 1999 to 2003.
Useful for	A comprehensive and detailed analysis of the influence of children on women's and men's employment. This may be of interest to researchers who wish to look into the data on children and parental employment themselves, as well as for information about the way in which employment is affected. Note in particular the summary of the report and the conclusion chapter.
Limitations	While the data was recent in 2006, it may be somewhat out of date with respect to current policies. Despite this, the majority of the findings remain valid today for women's employment.
Notes	
Key words	Childcare, transition to work, child age

### Training

Training (proportion of employees who have attended training courses, usefulness of training for career development, provision and uptake of training)

Name	<b>Women and Work Commission - general</b>
Year (latest)	up to Mar 2011
Frequency of updates	
URL	<a href="http://webarchive.nationalarchives.gov.uk/+/http://www.ukces.org.uk/ourwork/women-and-work">http://webarchive.nationalarchives.gov.uk/+/http://www.ukces.org.uk/ourwork/women-and-work</a>
Description	The Women & Work Sector Pathways initiative finished 31 March 2011. From 1 April 2011 any Women and Work projects which continue will be funded through the Employer Investment Fund. This page provides an overview of the Women and Work Sector Pathways initiative. This aimed to enable women to progress in traditionally male-dominated industries. In response to recommendations made in the report Women and Work - 'Shaping a Fairer Future', the government initially invested £10 million, matched by contributions from employers, to provide skills training, development and support for women in sectors where they are currently under-represented.
Useful for	The evaluations of the Pathways initiative may be useful for identifying literature, stakeholder interests and programme effectiveness, despite the fact that the Initiative concluded in 2011. A number of reports, focusing on the programme, and a number of case studies relating to a number of initiatives that were undertaken

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through the programme.

Limitations It is difficult to get an overall picture of the initiative in the context of the UK economy.

Notes

Key words

### Women in management

Name **Sex and Power 2013**

Year (latest) 2013

Frequency of updates Annual, with gaps

URL <http://www.fawcettsociety.org.uk/sex-and-power-2013-who-runs-britain/>

Description Sex and Power develops and presents an index of women in positions of power and influence.

Useful for The report examines the presence - or lack thereof - of women in politically powerful positions in politics and other spheres of public life in the UK today, including the police, the education sector, the arts and the world of finance. It then goes on to consider the implications of a country largely governed by men, and makes a series of recommendations for tackling the dearth of women in influential positions.

Limitations Data available at the UK level only.

Notes

Key words Women in positions of power, UK

Name **Sex and Power in Scotland 2011**

Year (latest) 2011

Frequency of updates ad-hoc

URL [http://www.equalityhumanrights.com/uploaded\\_files/Scotland/sex\\_and\\_power\\_scotland\\_2011.pdf](http://www.equalityhumanrights.com/uploaded_files/Scotland/sex_and_power_scotland_2011.pdf)

Description Sex and Power develops and presents an index of women in positions of power and influence. This report focuses on Scotland specifically.

Useful for 14 occupations were reviewed in Scotland, including local authority chief executives, senior police officers, university principals and health service chief executives. For Britain, 27 occupations were reviewed.

Limitations Scottish reports are updated irregularly compared to the main British report.

Notes

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Key words      Women in positions of power, Scotland

## Women in business and entrepreneurship

Name	<b>BIS Small Business Survey 2012: Businesses with no employees</b>
Year (latest)	2013
Frequency of updates	1-2 years
URL	<a href="https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/193548/bis-13-p180-small-business-survey-2012-businesses-with-no-employees.pdf">https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/193548/bis-13-p180-small-business-survey-2012-businesses-with-no-employees.pdf</a>
Description	This report contains the 955 enterprises without any employees who were part of the 5,723 enterprises in SBS 2012. The report is structured as the SME employers report, containing information about the business profile (including women-led businesses), performance, business capability, access to finance, obstacles and business support.
Useful for	Contains information on women-led businesses (controlled by a single woman or having a management team, a majority of whom are women). The report also looks at the women-led businesses by company age and by sector. Data tables are available. The findings for businesses with no employees are contrasted with those of SME employers.
Limitations	Breakdowns for Scotland are not always available. #Small Business Survey 2012: Scotland for details, but note that the Scottish report covers all SMEs - with and without employees.
Notes	
Key words	Small businesses, UK, self-employment

Name	<b>BIS Small Business Survey 2012: SME Employers</b>
Year (latest)	2013
Frequency of updates	1-2 years
URL	<a href="https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/193555/bis-13-p74-small-business-survey-2012-sme-employers.pdf">https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/193555/bis-13-p74-small-business-survey-2012-sme-employers.pdf</a>
Description	The survey interviewed 5,723 businesses, each employing fewer than 250 people, across the UK. This report excludes businesses with no employees (these data are available in a separate report). Interviews were undertaken between June and September 2012. The findings are compared with the 2010 Small Business Survey
Useful for	Breakdowns for key statistics by region are available. Contains information on women-led businesses (controlled by a single woman or having a management team, a majority of whom are women), see section 3. The report also looks at the women-led businesses by company age and by sector.
Limitations	Breakdowns for Scotland are not always available, but see the #Small Business Survey 2012: Scotland for details, but note that the Scottish report covers all SMEs - with and without employees.
Notes	

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Key words Small businesses, UK, self-employment

Name **BIS Small Business Survey 2010 Women-led businesses boost**

Year (latest) 2011

Frequency of updates 1-2 years

URL [https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/32221/11-1078-bis-small-business-survey-2010-women-led-businesses-boost.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/32221/11-1078-bis-small-business-survey-2010-women-led-businesses-boost.pdf)

Description This report sets out the key findings from the 2010 Small Business Survey (SBS) women-led businesses boost. Please note that the findings presented in this report relate to SME employers only (businesses with no employees have been excluded). This is consistent with the SBS 2010 reporting and reduces the overall sample size of the women-led dataset to 878.

Useful for Explicitly analyses the SBS 2010 women-led businesses sub-sample. Compares the results to SME employers as a whole.

Limitations Notes There must be more SBS out there - can find only a few.

Key words Small businesses, UK, self-employment

Name **Women's Enterprise Scotland: First Survey on Scottish Female Entrepreneurs**

Year (latest) 2012

Frequency of updates ad-hoc

URL <http://www.wescotland.co.uk/news/first-survey-on-scottish-female-entrepreneurs>

Description Detailed research on women-owned businesses in Scotland has not been undertaken since 2005. Given the current climate, small and medium-sized businesses are essential to economic recovery, and female-led enterprises will play a key role. This short survey was designed to give a snapshot of the current position and growth potential of these enterprises. It is a precursor to a larger, longitudinal Index of women-owned businesses in Scotland which will provide a consistent mapping of the progress and economic impact of our female entrepreneurs.

Useful for The survey was live for 10 days and garnered 131 responses from women entrepreneurs from all age ranges and all parts of Scotland. Questions include access to and helpfulness of business support, sources of and access to finance, business aspirations and respondents' profile (age, employee numbers, business location).

Limitations Notes Does not compare women-owned business with men-owned businesses

Notes

Key words Women's entrepreneurship, Scotland



## **Women not in work**

Including unemployment (short- and long-term), Claimant count, NEET and those who are economically inactive.

For information on unemployment and other economic activity status, see section [Patterns of Employment](#), and the datasets about the national labour market statistics. For the economically inactive, see the section on

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Unpaid work.

Name	<b>Claimant Count</b>
Year (latest)	1996-present
Frequency of updates	Some of the sources are updated on a monthly basis
URL	<a href="http://www.nomisweb.co.uk">http://www.nomisweb.co.uk</a>
Description	The Claimant Count is measured by the JobCentre Plus administrative system. It measures the number of people claiming unemployment-related benefits. Since October 1996 this has been the number of people claiming Jobseeker's Allowance. It does not include people claiming other benefits.
Useful for	The Claimant Count is a widely used statistic which measures the amount of people receiving Job Seekers' Allowance, which is a proxy for the number of people who are unemployed and actively looking for work. See also: <a href="http://www.nomisweb.co.uk/articles/742.aspx">http://www.nomisweb.co.uk/articles/742.aspx</a>
Limitations	The Claimant Count can underestimate the unemployment rate as not all those who are unemployed claim benefits.
Notes	
Key words	Unemployment rate, claimant count

## Unpaid work

Unpaid work (includes estimates of unpaid care providers, approaches to quantifying unpaid work, valuing work, the contribution of unpaid work to the economy and other factors)

Name	<b>Census: The gender gap in unpaid care provision: is there an impact on health and economic position</b>
Year (latest)	Mar-13
Frequency of updates	
URL	<a href="http://www.ons.gov.uk/ons/rel/census/2011-census/detailed-characteristics-for-local-authorities-in-england-and-wales/rpt---unpaid-care.html">http://www.ons.gov.uk/ons/rel/census/2011-census/detailed-characteristics-for-local-authorities-in-england-and-wales/rpt---unpaid-care.html</a>
Description	This "short story" (overview) investigates the provision of unpaid care by males and females in England and Wales in 2011, and how this varied by age, general health status and economic activity.
Useful for	It is interesting to see how unpaid care is distributed between men and women, although it still falls more to women than to men.
Limitations	Statistics on themes related to women's employment are to be released.
Notes	
Key words	Unpaid care provision, health, economic activity

Name	<b>Inequality in the provision of unpaid care</b>
Year (latest)	2013
Frequency of updates	
URL	<a href="http://www.ons.gov.uk/ons/rel/census/2011-census/detailed-characteristics-for-local-authorities-in-england-and-wales/video-summary-unpaid-care.html">http://www.ons.gov.uk/ons/rel/census/2011-census/detailed-characteristics-for-local-authorities-in-england-and-wales/video-summary-unpaid-care.html</a>
Description	This is based on the 2011 Census. This short video considers the extent of provision of unpaid care work by women and by men, by age and whether they worked full or part time.
Useful for	Brief overview, accessible video format.
Limitations	May not be detailed enough for research work.
Notes	Transcript available
Key words	Inequality in the provision of unpaid care

Name	<b>Scottish welfare policies in an international context: childcare and unpaid carers</b>
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Year (latest)	2013
Frequency of updates	
URL	<a href="http://www.scvo.org.uk/wp-content/uploads/2013/07/Welfare-reform-Louise-Settle.pdf">http://www.scvo.org.uk/wp-content/uploads/2013/07/Welfare-reform-Louise-Settle.pdf</a>
Description	<p>This report looks at two topics that are fundamental to the debate on welfare; the lack of affordable, high quality childcare and the undervaluation of and the overreliance on unpaid carers. Childcare and unpaid care has been chosen because these topics are timely and have recently received attention from the government and media. More importantly, these issues have an enormous impact on people's wellbeing and ability to work, and have far-reaching consequences on all aspects of welfare policy.</p>
Useful for	<p>This report is useful for comparing policies and approaches to childcare between the Scandinavian countries and Scotland. It looks at nursery provision, after-school childcare and flexible work arrangements, among others. The report then considers informal care provision in an international context, and suggests that policy would be better provided if it addressed childcare and informal care holistically, joined up with employment rights and flexible work.</p>
Limitations	<p>Although the report mentions contextual cultural differences, it does not develop what these might be. The report is more of an overview than a detailed analysis.</p>
Notes	
Key words	Childcare and unpaid carers
Name	<b><a href="#">UK Voluntary Sector Workforce Almanac 2013</a></b>
Year (latest)	2013
Frequency of updates	Annual
URL	<a href="http://www.3rdsectorworkforce.org.uk/">http://www.3rdsectorworkforce.org.uk/</a>
Description	<p>The new UK Voluntary Sector Workforce Almanac 2013 is an easy-to-use and accessible website which draws upon a decade's worth of authoritative data to explore how the sector's workforce has changed. The fifteen themes within this website explore the main traits of voluntary sector employment, covering its size and characteristics, the nature of working conditions within the sector, and the levels of skills and training across the sector over the period 2001-2011.</p>
Useful for	<p>The Almanac includes information on how many people work in the voluntary sector, who they are and where they are located; What type of work is undertaken, what the working patterns are like, job security and pay; recruitment, training, skills and selected data on volunteering. All of the data are available in spreadsheet format to download.</p>
Limitations	<p>Data for previous years are not directly available. Scottish data are only available for the location of the voluntary sector workforce.</p>

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- Notes Other almanacs also available, with a greater or lesser availability of data. See <http://www.ncvo-vol.org.uk/policy-research/what-voluntary-sector/what-research-tells-us/civil-society-almanac-previous-editions> for more information.
- Key words UK Voluntary Sector Workforce Almanac 2013

## Transition phases

Including families, motherhood, lone parents, older women and retirement and pensions

Name	<b>Mothers in the Labour Market (ONS report)</b>
Year (latest)	2011
Frequency of updates	
URL	<a href="http://www.ons.gov.uk/ons/dcp171776_234036.pdf">http://www.ons.gov.uk/ons/dcp171776_234036.pdf</a>
Description	This is a short overview of the employment of mothers in 2010. The main themes are the employment rates of women with and without children (1996-2010); percentage of mothers working full and part time; and employment rates for mothers who are part of a couple compared to single mothers.
Useful for	Brief, selective, but accessible overview.
Limitations	May not be detailed enough for research work.
Notes	Video summary available
Key words	Motherhood, employment, labour market
Name	<b>Family Resources Survey (FRS)</b>
Year (latest)	2011
Frequency of updates	Annual
URL	<a href="http://research.dwp.gov.uk/asd/frs/">http://research.dwp.gov.uk/asd/frs/</a>
Description	The Family Resources Survey (FRS) is a continuous survey that was launched in 1992 to meet the information requirements of Department for Work and Pensions (DWP) analysts. The survey aims to: support the monitoring of the social security programme; support the costing and modelling of changes to national insurance contributions and social security benefits; and provide better information for the forecasting of benefit expenditure.
Useful for	The survey includes ILO measures; Earnings Pensions; Travel to work; Health and ability to work The FRS Individual Income Series contains a selection of variables enabling detailed income comparisons by gender'. Can also be linked with the Households Below Average Income data (HBAI). The FRS is the UK's premier survey on incomes and is used to monitor DWP Impact Indicators on pensioner poverty and disability poverty. The full list of Impact Indicators is available at: <a href="http://www.dwp.gov.uk/docs/dwp-business-plan-2011-2015.pdf">http://www.dwp.gov.uk/docs/dwp-business-plan-2011-2015.pdf</a> .
Limitations	Specific weaknesses of using the FRS include: Benefit under-reporting. The Methodology chapter shows that the FRS is known to under-report benefit receipt. Income under-reporting. We rely on respondent recall of very detailed financial information across a comprehensive range of income sources. Some of these are

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Notes	hard for respondents to recall. For more information on incomes please refer to the <u>Households Below Annual Income (HBAI)</u> publication. Recent data from the FRS, which is linked with the HBAI, is available through the UKDS Safe Room only.
Key words	Income, expenditure, poverty
Name	<b>Households Below Annual Income (HBAI)</b>
Year (latest)	Jun-13
Frequency of updates	Annual
URL	<a href="http://statistics.dwp.gov.uk/asd/index.php?page=hbai">http://statistics.dwp.gov.uk/asd/index.php?page=hbai</a>
Description	HBAI is the key dataset for the analysis of income poverty and is treated as such by both researchers and the government. Its importance comes from the fact that the household income data it contains has been extensively reviewed and processed by government to ensure that it is properly comparable between households. This involves a process (called 'equivalisation') whereby household incomes are adjusted to reflect the fact that, to have the same standard of living, a family of four (for example) requires more money than a family of one but not four times as much. As well as extensive income data, HBAI also contain data about individuals' pay rates, working hours, tax credits, housing costs, etc, thus allowing complex analyses. Furthermore, data from HBAI can be linked with the data for the same individuals/households using the <u>Family Resources Survey (FRS)</u> on which it is based. Finally, despite its name, HBAI is actually a dataset which covers all levels of income, not just low income.
Useful for	As such, its uses are much wider than income poverty and cover the whole of the income distribution. Use of the HBAI datasets themselves, rather than the Department of Work and Pension's annual HBAI reports, is recommended because the government sometimes changes and re-publishes the datasets without re-publishing the reports.
Limitations	When analysing data for below the UK level, use of the datasets rather than the published reports becomes mandatory as the published reports only contain a very limited amount of information at this level. The problem is that HBAI is a difficult dataset to use and it is easy to make mistakes. The lack of documentation adds further difficulty.
Notes	
Key words	Households Below Annual Income (HBAI)

## International statistics

International statistics and reports on women in the labour market (includes Eurostat, ILO, World Bank, UN)

Name	<b>ILO Global Employment Trends for Women 2012</b>
Year (latest)	2012
Frequency of updates	Annual
URL	<a href="http://www.ilo.org/global/research/global-reports/global-employment-trends/WCMS_195447/lang--nl/index.htm">http://www.ilo.org/global/research/global-reports/global-employment-trends/WCMS_195447/lang--nl/index.htm</a>
Description	This report examines the conditions of women's engagement in the labour market, by estimating and analysing five key gaps, or gender differentials, between women and men which disadvantage women: in unemployment, in employment, in labour force participation, in vulnerability, and in sectoral and occupational segregation. Youth unemployment analysis is also available.
Useful for	The report highlights areas for policy action and provides useful data for international comparisons.
Limitations	Does not go into enough detail - just headline national statistics. Data not available directly from the source, however some indicators may be found at the ILO website. Data available at the UK level only.
Notes	
Key words	ILO, international comparisons

Name	<b>World Bank GenderStats</b>
Year (latest)	2013
Frequency of updates	Quarterly
URL	<a href="http://data.worldbank.org/data-catalog/gender-statistics">http://data.worldbank.org/data-catalog/gender-statistics</a>
Description	The Gender Statistics database provides indicators on key gender topics. Themes included are demographics, education, health, labour force, and political participation.
Useful for	The report highlights areas for policy action and provides useful data for international comparisons.
Limitations	Data available at the UK level only.
Notes	
Key words	World Bank, gender database

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Name	<b>The World's Women 2010: Trends and Statistics</b>
Year (latest)	2010
Frequency of updates	Every 5 years
URL	<a href="http://unstats.un.org/unsd/demographic/products/Worldswomen/WW2010pub.htm">http://unstats.un.org/unsd/demographic/products/Worldswomen/WW2010pub.htm</a>
Description	<p>The World's Women 2010: Trends and Statistics is the fifth issue of The World's Women and is being produced to coincide with the first-ever World's Statistics Day, 20.10.2010. The current issue highlights the differences in the status of women and men in eight areas – population and families, health, education, work, power and decision-making, violence against women, environment and poverty. Analyses are based mainly on statistics from international and national statistical sources.</p>
Useful for	<p>The World's Women 2010 shows that progress towards gender equality has been made in some areas, such as school enrolment, health and economic participation. At the same time the report shows that much more needs to be done to close the gender gap in critical areas such as power and decision-making and violence against women.</p>
Limitations	The gap between publications is quite long. Data available at the UK level only.
Notes	
Key words	Small businesses, UK, self-employment