

**Women's Employment Summit  
Evidence Paper  
2013 Update**

## Women's Employment Summit – Evidence Paper

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# 1 Introduction & Summary

## Introduction

The purpose of this paper is to give a broad overview of the evidence relating to women in employment. It brings together existing data and research, and highlights the key issues from these sources. It is not a compendium, but it is hoped it will be a useful aid to discussions. As far as possible, data shown relates to Scotland. Where non-Scottish data is used, this is clearly labelled in the text, charts and tables.

## Summary

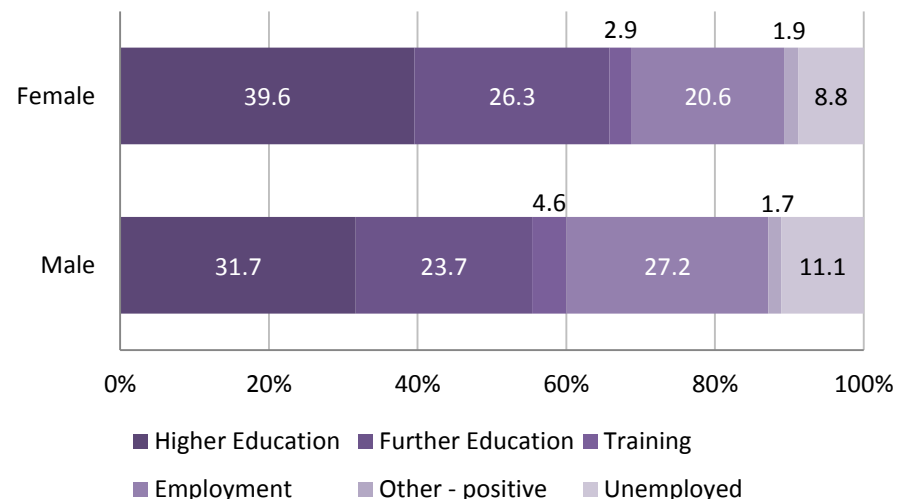
- **Women make different learning choices.** Women are more likely to stay on at school, and to go in to further and higher education.
- **Gender differences are strongly evident in subject choices** at school, in further and higher education, and in Modern Apprenticeships. Though more women are qualifying in traditionally male subjects within STEM (science, technology, engineering and mathematics).
- **Women consistently do well in education.** Women do better than men at all stages of education and across all attainment levels.
- **Women's educational performance is not reflected in longer term labour market outcomes.** Women are more highly qualified and more likely to move into positive destinations on leaving education. Early career earnings of young woman are similar to young men's. Yet the gender pay gap continues and there are few women in managerial and senior positions.
- **Part-time and flexible working opportunities are very important.** Balancing caring responsibilities with work means part-time and flexible working are essential for families. Achieving this balance can have negative consequences in terms of employment opportunities and career progression for women.
- **Occupational segregation by gender continues to be a strong feature of women's employment.** With women concentrated in administration, education and health sectors, and fewer women than men in management roles.
- **The public sector plays an important role in women's employment.** The public sector employs a greater proportion of working women than men in Scotland. Compared to the private sector, the gender pay gap is smaller, it offers more flexible working, higher levels of training and good pension provision. However, this also means women are more at risk of potential future reductions in employment in this sector.
- **Women's and men's employment patterns are different.** There are key transition points in a woman's life, such as starting a family or taking on caring duties for older relatives. These can have an impact on their labour market participation – potentially affecting an individual's availability to work to their full potential, limiting their employment opportunities and the labour market pool for business and enterprise.
- **The long term trends are positive.** There are increasing numbers of women in employment and the headline gender pay gap is decreasing.

## 2 Education & Learning

### Key Issues

- There are gender differences in terms of subject choices at school, in Modern Apprenticeships, and in Further and Higher Education.
- Girls consistently do better than boys at all stages of education and across attainment levels, and are more likely to move into a positive destination post-learning. However, this advantage is not maintained in the long-term.
- Education is not the only determinant of life chances.
- Women have lower employment rates across all qualification levels than men.

**Figure 2.1: School leaver destinations 2011/12, Scotland**



Source: Destination of Leavers from Scottish Schools: 2011/12 - Supplementary Data, SDS. The 'Other' category includes Voluntary work, Activity Agreement, and Unknown. The 'Unemployed' category includes who are unemployed and seeking or not seeking work.

### School choices

- The subject choices of girls and boys are very different, and are influenced by a range of factors including social and cultural values.
- School subjects in which more girls than boys have attained SCQF levels 3-5 qualifications upon leaving school include Administration, Home Economics, Drama and Biology<sup>1</sup>.
- Subjects where more boys had attained SCQF level 3 – 5 qualifications upon leaving school than girls include Physics, Physical Education, Graphic Communication and Computing Studies.
- More girls than boys stay on at school into S5 and S6. In 2012/13, the staying on rate for S5 was 88 per cent for girls and 84 per cent for boys, and for S6 was 63 per cent for girls and 56 per cent for boys<sup>2</sup>.
- Girls perform better at school than boys, at all levels in Scotland. Alongside gender, attainment can also be influenced by socio-economic background, family, social class of peers, school location, ethnicity, sexual orientation and teen parenthood.

### School leaver destinations

- A higher proportion of girls are consistently in positive destinations compared with boys (Figure 2.1).
- A lower proportion of girls compared to boys are unemployed.
- A higher proportion of girls than boys go into Further and Higher Education after leaving school in 2011/12, 66 per cent compared to 55 per cent. Boys are more likely to go straight into employment (27 per cent compared to 21 per cent), figures which remained virtually unchanged from 2010/11<sup>3</sup>.

## 2 Education & Learning

### Modern Apprenticeships

- More males take up Modern Apprenticeships than females (females are more likely to go into further education – see previous section on school leaver destinations). This has been a long-standing issue for apprenticeship programmes, though recent data suggests that the imbalance is decreasing – of all new starts in 2012/13, 57 per cent were male and 43 per cent were female, same as in 2011/12. In 2008/09 nearly three quarters (73 per cent) of all new starts were male<sup>4</sup>.
- However, among the apprentices studying (those currently in training) the picture is less balanced. In March 2013 only one third (33 per cent) of those in training were female, no change from 2011/12.
- There is strong segregation within frameworks (see Figure 2.2) - 73 per cent of female new starts were in business & administration; children's care, learning and development; hairdressing; health and social care; hospitality and retail. The greatest number of male new starts were in construction, freight logistics, engineering and hospitality.
- Pay levels reflect gender segregation in the wider labour market, where pay is likely to be lower in female dominated sectors such as hairdressing and retail, and higher in male dominated sectors such as engineering and construction.
- Satisfaction with Modern Apprenticeships among participants is generally high, with 70 per cent of all apprentices very satisfied with the course and a further 17 per cent satisfied.
- Two thirds of MA leavers report at least one of the following factors of career progression 6 months after completion: working at a higher level, for higher pay, and doing a job with more responsibilities.

- Modern Apprentices in construction, engineering and manufacturing sectors are more likely to report career progression. These sectors are also the most male dominated<sup>5</sup>.
- The gender segregation present across MAs reflects and reinforces wider occupational segregation issues. See also Section 3: Patterns of Employment – Occupational segregation.

**Figure 2.2: Modern Apprenticeship participation by gender and framework (those with >1,000 new starts) 2012/13**

MA Framework	% of Starts		% in Training		Achievements as % of leavers	
	Female	Male	Female	Male	Female	Male
Business and Administration	73	27	74	26	83	76
Children's Care, Learning & Development and Early Years <sup>1</sup>	97	3	97	3	90	93
Construction (all) <sup>2</sup>	2	98	2	98	82	78
Customer Service	58	42	60	40	78	15
Engineering	3	97	3	97	55	75
Food Manufacture	44	56	43	57	86	77
Freight Logistics	6	94	4	96	63	87
Hairdressing and Barbering	93	7	88	12	26	24
Health and Social Care	87	13	85	15	66	60
Hospitality	56	44	58	42	81	77
Management	49	51	46	54	84	81
Retail	59	41	60	40	75	71

<sup>1</sup> Consists of Early Years Care and Education (in transition) and Early Years Care and Education.

<sup>2</sup> Consists of Construction (in transition), and Construction: Building, Civil Engineering, Civil Engineering & Specialist, Craft operation, Specialist and Technical operations.

Source: SDS National Training Programme Statistics, 2013.

## 2 Education & Learning

### Subject choice at college/university

- Further and Higher Education subject choices made by women and men continue to show a gendered pattern.
- In Further Education, the subjects in which women formed the majority of enrolments in 2011/2012 are: Arts and Crafts (78 per cent); Healthcare/Medicine/Health and Safety (73 per cent); Family Care / Personal Development / Personal Care and Appearance (69 per cent); and Sales, Marketing and Distribution (67 per cent)<sup>6</sup>.
- For first-degree leavers of Scottish Higher Education Institutions in 2011/12, women dominate in: Subjects Allied to Medicine (85 per cent); Education (85 per cent); Veterinary Science (77 per cent); Languages (73 per cent); Biological Sciences (67 per cent); Social Studies (63 per cent); and Creative Arts and Design (63 per cent)<sup>7</sup>.

### Graduate destinations

On leaving Higher Education, women tend to perform better within the first 6 months than men, with fewer women reporting they are unemployed, at all levels of qualification (see Figure 2.3)<sup>8</sup>.

Figure 2.3: Scottish Graduate Destinations 2010/11

	Postgraduate			First Degree			Sub-Degree		
	All	Male	Female	All	Male	Female	All	Male	Female
Study/Training (%)	6.7	7.6	6.1	16.1	18.6	14.5	32.4	38.6	27.8
Employed within Scotland (%)	76.8	72.7	79.6	63.3	58.7	66.3	55.6	49.2	60.3
Employed elsewhere (%)	8.1	10.6	6.4	8.8	9.9	8.2	2.3	2.3	2.3
Believed unemployed (%)	3.9	4.7	3.4	6.3	8.2	5.1	5.0	6.1	4.1
Other (%)	4.4	4.3	4.4	5.4	4.6	5.9	4.8	3.8	5.5
Graduate level occupations* (UK, %)	78.3	76.3	79.6	50.6	48.9	51.8	32.8	28.4	36.1
Graduate level occupations* (Scotland, %)	69.2	64.7	72.2	41.5	38.5	43.4	29.8	26.0	32.6

Source: Early Destinations of Students Qualifying from Scottish Higher Education Institutions 2010-11, HESA data. \*Elias & Purcell Classifications<sup>10</sup>

- While the vast majority of Scottish domiciled students go on to study in Scottish Higher Education, female Scottish domiciled graduates are more likely than male graduates to be working in Scotland after completion of their course, while a greater proportion of male graduates find work elsewhere, are in further study or training, or believed to be unemployed.
- Employment destinations vary by gender. Across all industries, both female and male graduates are most likely to be in Professional occupations. Female graduates were more likely to be Associate Professionals or Administrators than their male contemporaries, who were more likely to be Managers or Senior Officials.
- Out of those first degree graduates in 2011/12 who moved into employment, more female graduates than male graduates were employed in a graduate level occupation in the UK – 52 per cent compared to 48 per cent, both up on last year's figures of 50 per cent and 46 per cent respectively<sup>9</sup>.

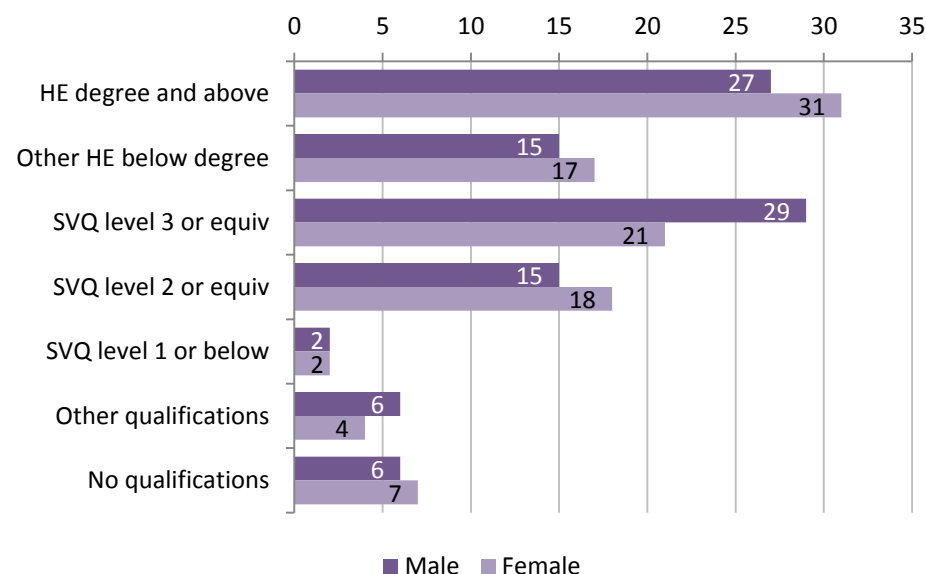
## 2 Education & Learning

### Qualification levels

- Nearly one third (31 per cent) of women in employment are qualified to SVQ Level 4 or above, compared with 27 per cent of men (see Figure 2.4).
- In general, there is a higher proportion of women in employment than men for every qualification level, except for SVQ Level 3, where there is a higher proportion of men than women (29 per cent for men, 21 per cent for women), and for Other qualifications (see Figure 2.4).

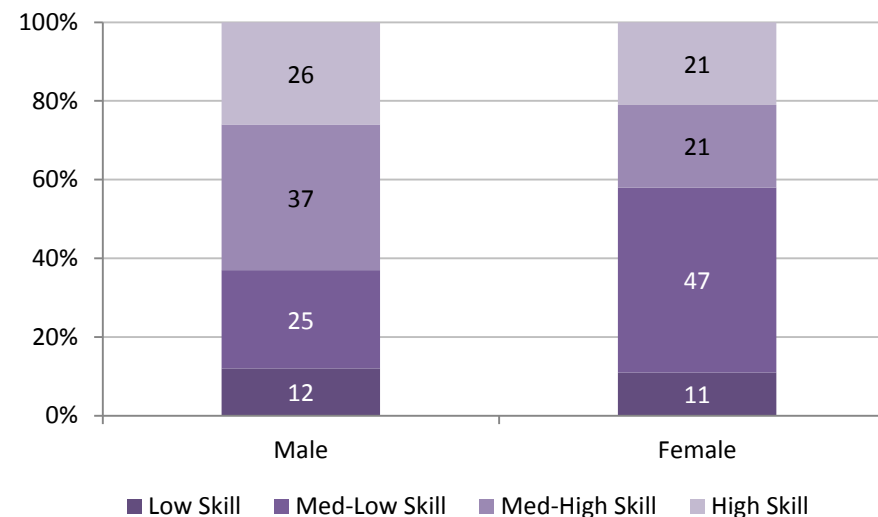
A slightly higher proportion of women compared to men have no qualifications in 2012.

**Figure 2.4: Qualifications of people in employment by gender, 16-64, 2012, Scotland, weighted percentages**



Source: Annual Population Survey (Jan-Dec 2012), ONS

**Figure 2.5: Occupational skill levels<sup>1</sup> of people in employment by gender, 16-64, 2012, weighted percentages**



Source: Annual Population Survey (Jan-Dec 2012), ONS

### Occupational skill levels

- Almost half (47 per cent) of all women in employment are employed in medium-low skilled occupations compared with only 25 per cent of men (see Figure 2.5).
- Over one fifth (21 per cent) of women are employed in high skill occupations compared with just over a quarter (26 per cent) of men.
- The proportion of women employed in high-skill occupations is lower than the proportion of men.
- A similar proportion of men and women are employed in low skill occupations.

<sup>1</sup> Note: The definition of occupational skill levels is provided in the glossary. Please note that this graph uses SOC 2000 occupational classification.

## 2 Education & Learning

### Employment rates by qualification

- Women have lower employment rates across all qualification levels than men (see Figure 2.6).
- The gap between male and female employment rates is lowest at the highest qualification levels (SVQ levels 4 and 5), between 3 and 5 percentage points. As the level of qualification drops, the gap increases to around 15 percentage points at SVQ level 1 or below.
- The gap for those with no qualifications is about 10 percentage points.

**Figure 2.6: Employment rate by gender and qualification level, 16-64, 2012, Scotland, weighted percentages**

	Male employment rate	Female employment rate	Employment gap: M-F (percentage points)
Other qualifications	75.5%	60.3%	15.2
No qualifications	46.4%	36.8%	9.7
SVQ level 1 or below	65.2%	49.8%	15.4
SVQ level 2 or equivalent	69.7%	61.6%	8.1
SVQ level 3 or equivalent	74.2%	68.3%	5.9
Other HE below degree	83.6%	74.6%	8.9
First degree	84.5%	81.2%	3.3
Higher degree	88.7%	83.9%	4.9
<b>All</b>	<b>74.7%</b>	<b>66.8%</b>	7.9%

Source: Annual Population Survey (Jan-Dec 2012), ONS. Employment rate is calculated as the number of those in employment divided by the sum of those in employment and those unemployed, using the ILO definition.



## 3 Patterns of Employment

### Key Issues

- Occupational segregation by gender continues to be a strong feature in women's employment, with women concentrated in administration, education and health sectors and with fewer women than men in management roles.
- The public sector is a key employer for women offering flexible working and high levels of training. However this also means women are more at risk of potential reductions in public sector employment.
- Flexibility is important as more women job-share and use flexitime.
- The majority of those working part-time are women. These jobs tend to be less highly skilled and lower paid.
- Women are better qualified/more highly skilled but this is not reflected in long-term employment outcomes.

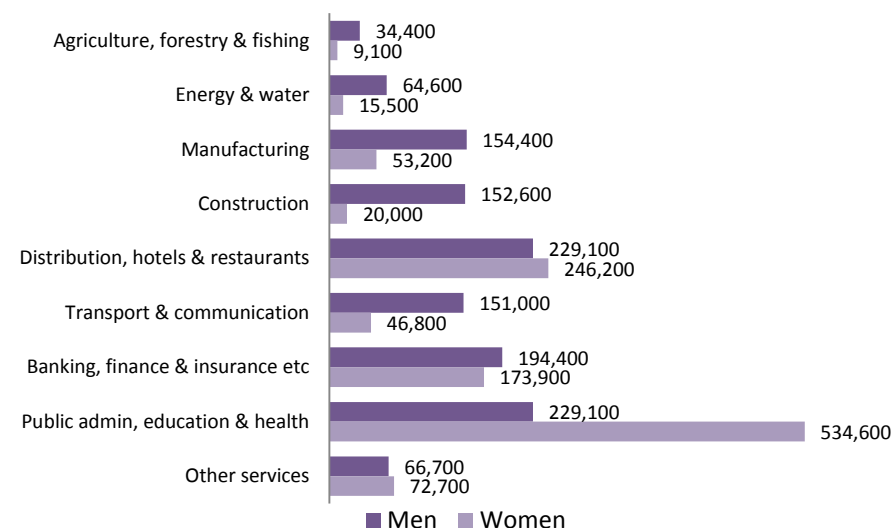
### Sectoral segregation

- Working women (aged 16+) in Scotland in 2012 are most likely to be found in Public Administration, Education and Health – 46 per cent are employed in these industries (the same as in 2011), which includes public, private and voluntary sector employers (see Figure 3.1 Male employment is more evenly distributed across industries – no one industry group employs more than one fifth of men.
- In terms of the split between public, private and voluntary sectors, over a third (36 per cent) of women in employment report they work the public sector, 59 per cent in the private sector and 5 per cent in the voluntary

sector. The equivalent figures for men are 18 per cent (public), 79 per cent (private) and 2 per cent (voluntary).

- There has been little change overall in terms of sectoral segregation over the last 9 years.

**Figure 3.1: Employment levels by gender and broad industry sector, 16+, 2012, Scotland**



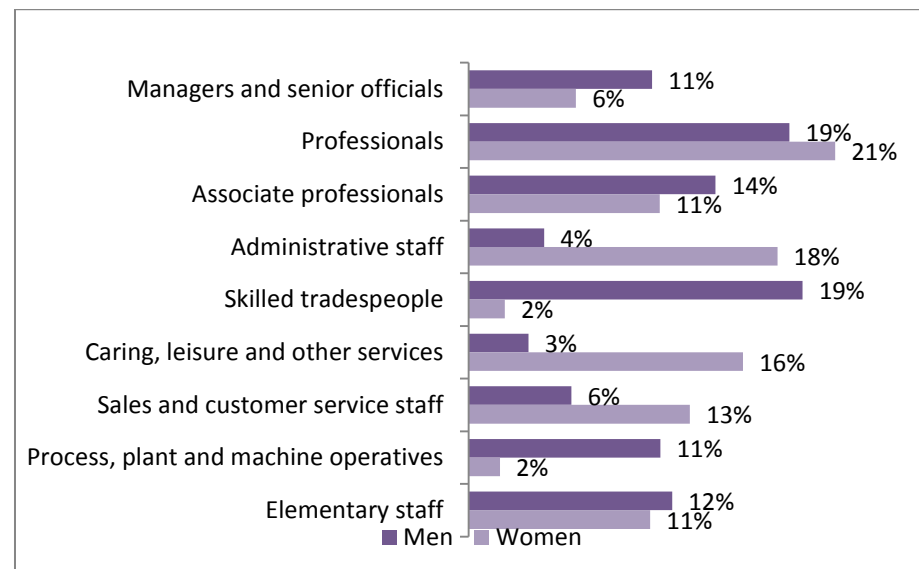
Source: Annual Population Survey (Jan-Dec 2012), ONS

### 3 Patterns of Employment

#### Occupational segregation

- Occupational segregation by gender refers to the inequality in distribution of women and men across different occupational categories and job roles.
- Occupational segregation can be ‘horizontal’ where women and men are clustered into specific job types.
- Women are most likely to be employed in Professional, Administrative and Caring, leisure and other services roles (see Figure 3.2). A much greater proportion of men than women are employed in the Skilled trades and in Process, plant and machine operative positions, and to a lesser extent, in the managerial and senior official roles. The top 5 female-dominated occupations in 2012 (where 75 per cent or more of people employed are female) include: Childcare and Related Personal Services, Secretarial and Related Occupations, Nursing and Midwifery Professionals, Hairdressers and Related Services and Therapy Professionals (APS, 2012).
- ‘Vertical’ occupational segregation relates to the clustering of women in lower positions and grades within organisations and their under-representation in Manager and Senior Official roles i.e. the ‘glass ceiling’ effect.
- The causes of occupational segregation are complex and include issues relating to gender stereotyping during education and career formation, inflexible work practices, and the under-valuing of roles and occupations associated with ‘women’s work’ i.e. cleaning, caring, administration.

**Figure 3.2: Occupation by gender, 16+, 2012, Scotland, weighted percentages**



Source: Annual Population Survey (Jan-Dec 2012), ONS

- When the distribution of employment by gender across industry and occupation is considered, it can be seen just how concentrated women’s employment is compared to men’s.
- Over 17 per cent of all women, compared to just about 7 per cent of all men are working in the professional occupations in the Public administration, education and health sector (see Figure 3.4).
- Looking at this industry-occupation group in more detail, 38 per cent of all the women employed within this group are Teaching and Educational Professionals, compared to 42 per cent of the men, 29 per cent are Nursing and Midwifery Professionals, compared to 8 per cent of the

### 3 Patterns of Employment

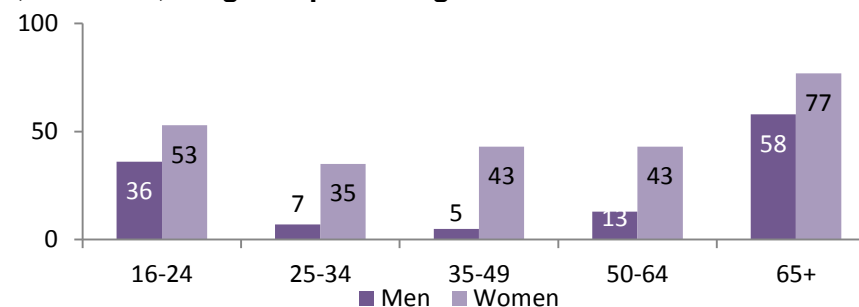
men, and 12 per cent are Health Professionals, compared to 16 per cent of the men (APS, 2012).

- In addition, there is a higher proportion of men compared to women employed as IT and Telecom, Engineering, and Natural and Social Science Professionals within this group (APS, 2012).

#### Part-time working

- There is considerable difference between male and female rates of part-time employment. On average, 43 per cent of all women in employment work part-time compared with only 12 per cent of men (APS, 2012).
- About a quarter (24 per cent) of women who did not want a full-time job reported the reason they work part-time was because suitable care services for children were not available or affordable. The equivalent figure for men is 8 per cent. (LFS 2013 Apr-Jun).
- Women employed in the Public admin, education and health and Distribution, hotels and restaurants sectors are most likely to be working part-time (accounting for almost three-quarters of all women working part-time).(APS Jan-Dec 2012)
- Part-time work is significant for women of all ages (see Figure 3.3).
- There has been little change in the proportion of women working part-time over the past 9 years, while for men there has been a slight increase. In the UK, the incidence of part-time work is higher than for the EU (17 and 28 country) average for both men and women (APSJan-Dec 2012, Eurostat).

**Figure 3.3: Proportion working part-time by age and gender, 16+, 2012, Scotland, weighted percentages**



Source: Annual Population Survey (Jan-Dec 2012), ONS

## 3 Patterns of Employment

### Flexible working

- Approximately 12 per cent of all women (aged 16+) in employment work flexi-time (around 118,000), where they can choose, within limits, the times they start and finish work (LFS 2013 Apr-Jun). About 6 per cent of working women have term-time working arrangements (around 57,000).
- Women account for almost all of people who job-share and for the majority of those on term-time working arrangements (80 per cent), whilst men make up the majority of people working a nine day fortnight and four and a half day week (all over 60 per cent) (LFS 2013 Apr-Jun).
- Over half (57 per cent) of all people working flexi-time are women.
- Most women with flexi-time are employed in the public sector (66 per cent). For those women with term-time working arrangements, the proportion employed in the public sector is even higher at around 78 per cent

### 3 Patterns of Employment

**Figure 3.4: Patterns of employment by industry and occupation combinations, by gender, aged 16+, 2012, Scotland, weighted percentages**

<b>Men</b>	Managers & senior officials	Professional	Assoc professional	Admin staff	Skilled tradespeople	Caring, leisure and other services	Sales and customer service staff	Process, plant & machine operatives	Elementary staff	<b>Row sum</b>
Agriculture, forestry & fishing	*	*	*	*	1.2	*	-	*	0.9	<b>2.7</b>
Energy & water	0.5	1.1	0.8	*	0.8	*	*	1.2	0.4	<b>5.1</b>
Manufacturing	1.3	1.6	1.5	0.4	3.6	*	*	2.4	1.2	<b>12.1</b>
Construction	1.0	1.4	0.7	*	6.9	*	*	1.0	0.8	<b>12.0</b>
Distribution, hotels & restaurants	3.3	0.5	0.9	0.5	3.3	*	4.1	1.4	3.8	<b>18.0</b>
Transport & communication	0.9	2.2	1.5	0.4	0.7	*	0.3	4.2	1.6	<b>11.8</b>
Banking, finance & insurance etc	1.9	4.2	2.9	1.2	1.4	0.4	0.9	0.3	2.0	<b>15.2</b>
Public admin, education & health	1.1	6.9	4.7	1.3	0.6	2.0	*	0.4	0.8	<b>18.0</b>
Other services	0.5	0.8	1.3	0.3	0.9	0.7	*	*	0.4	<b>5.2</b>
<b>Col sum</b>	<b>10.7</b>	<b>18.7</b>	<b>14.4</b>	<b>4.4</b>	<b>19.4</b>	<b>3.5</b>	<b>6.0</b>	<b>11.2</b>	<b>11.8</b>	<b>100.0</b>
<b>Women</b>	Managers & senior officials	Professional	Assoc professional	Admin staff	Skilled tradespeople	Caring, leisure and other services	Sales and customer service staff	Process, plant & machine operatives	Elementary staff	<b>Row sum</b>
Agriculture, forestry & fishing	*	*	*	*	*	*	-	*	0.3	<b>0.8</b>
Energy & water	*	*	*	0.4	*	*	*	*	*	<b>1.3</b>
Manufacturing	0.4	0.3	0.6	0.9	0.4	*	*	1.1	0.6	<b>4.5</b>
Construction	*	*	0.3	1.0	*	*	*	-	*	<b>1.7</b>
Distribution, hotels & restaurants	2.2	0.4	0.9	1.8	0.8	0.5	9.6	*	4.7	<b>21.0</b>
Transport & communication	0.3	0.5	0.5	0.9	*	0.3	0.6	0.3	0.4	<b>4.0</b>
Banking, finance & insurance etc	1.4	2.2	2.8	4.7	*	0.6	1.6	*	1.4	<b>14.8</b>
Public admin, education & health	1.2	17.1	4.7	6.9	0.4	12.4	0.3	*	2.6	<b>45.6</b>
Other services	0.5	0.4	1.0	1.2	*	2.2	*	*	0.6	<b>6.2</b>
<b>Col sum</b>	<b>6.3</b>	<b>21.3</b>	<b>11.1</b>	<b>18.0</b>	<b>2.1</b>	<b>16.0</b>	<b>12.9</b>	<b>1.8</b>	<b>10.6</b>	<b>100.0</b>

Source: Annual Population Survey (Jan-Dec 2012), ONS. Figures are weighted cell percentages

Notes: \* Estimate suppressed, proportion below 0.25%

- No data

## 4 Issues in Work

### Key Issues

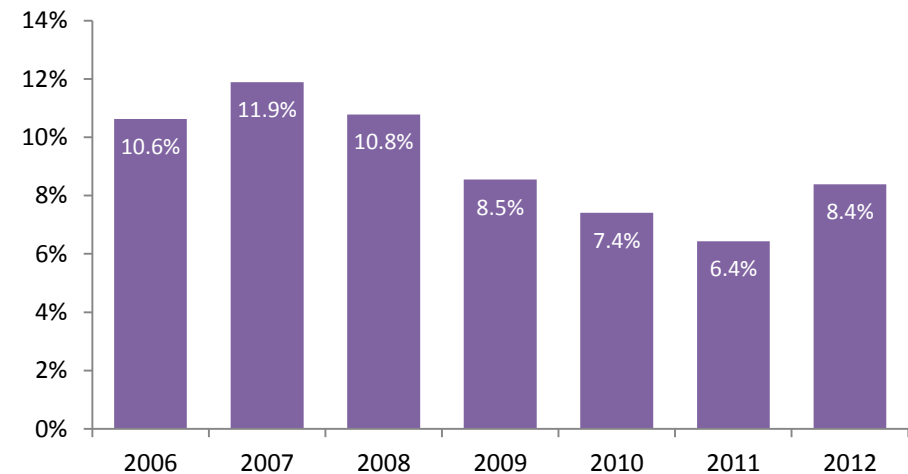
- Women can find themselves in part-time jobs for which they are overqualified.
- The pay gap is decreasing over time but its continued existence indicates that women are placed at a disadvantage in the labour market.
- Accessible, affordable and flexible childcare is fundamental to women's participation in work and training.
- Women continue to find it difficult to reach the top of their career ladder despite leaving the education system on the whole with better qualifications than men.

### Gender pay gap

- The headline pay gap is an indicator of systemic gender inequality in the labour market. However, the causes of the pay gap are complex and are related to occupational segregation, lack of flexible working practices and discrimination in pay and grading systems.
- The pay gap between men and women in full-time employment had been decreasing, but rose in 2012 (see Fig 4.1). Women also continue to be at a disadvantage in the labour market as a whole.
- In Scotland, women working full-time earned 8.4 per cent less per hour than men working full-time, based on median earnings, and 13.9 per cent less based on mean earnings.

- Male full-time workers earn more on average than female full-time workers across every occupational group. The median pay gap varies from about 4 per cent for full-time employees in Personal Services occupations to around 28 per cent for Skilled Trades. Note that the Skilled Trades sector is one of the most male-dominated [see Figure 3.2]. In the Professional occupations, the full-time median pay gap was around 7 per cent. (ASHE 2012).

**Figure 4.1: Pay gap over time (median full-time hourly wages excluding overtime), Scotland**



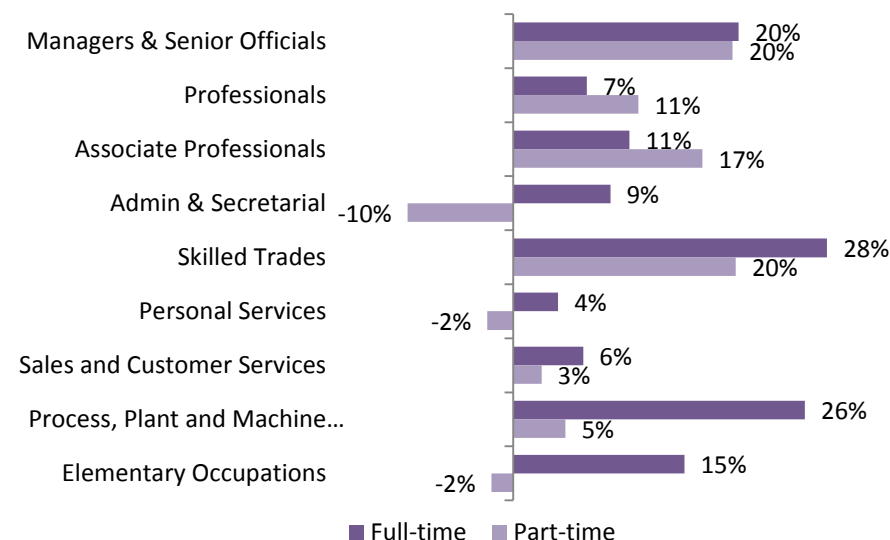
Source: ASHE 2006-2012

- For part-time employees, the story is more complicated. In Managerial, Professional, Associate Professional and Skilled Trades occupations the part-time median pay gap is between 10 and 20% per cent. However, for all other occupations, the gap is either very small (5 per cent or less) or is negative (women's median wage is greater than men's). This is illustrated in Figure 4.2.

## 4 Issues in Work

- The pay gap is greater in the private sector (27 per cent) than in the public sector (12 per cent) . This is mainly due to a larger gap in wages for full-time workers in the private sector, where the gap is 21 per cent. In comparison, the pay gap for part-time workers in the private sector is -2 per cent, indicating that the median female hourly earnings are higher than males for this group.
- Women in part-time work tend to have higher hourly earnings than part-time male workers in the younger age groups but this trend is reversed for older part-time workers. For full-time workers, women tend to have lower hourly earnings than men across all age groups.

**Figure 4.2: Full-time and part-time pay gap by occupation (median full-time hourly wages excluding overtime), 16-64, Scotland**



Source: ASHE 2012

### In-work poverty

- The relationship between gender and in-work poverty is complex because poverty rates are calculated at household level.
- For those households where there is a single woman with children, it is estimated that the in-work poverty rate is 6 per cent.<sup>10</sup> There are so few households with a single man with children, no robust figures for comparison can be produced.

### Underemployment – skills

- UK research found that when moving into part-time work, women find part-time jobs are often unavailable in their previous occupations, so they may take part-time jobs for which they are overqualified.
- UK research estimated that the probability of a woman being downwardly mobile when moving out of full-time work in to part-time work is about 50 per cent.
- However, there is some evidence to suggest that overall overqualification levels have fallen between 2006 and 2012.<sup>11</sup>
- This measure of overqualification typically looks at the match between the qualifications required for the job, and those possessed by the individual, and is sometimes referred to as ‘formal overqualification’.<sup>12</sup>
- Another measure of overqualification is the individual’s self-reported ‘fit’ to the job in terms of whether they are able to use their skills (‘real overqualification’) This information is available in specific surveys.<sup>13</sup> UK-wide research suggested that women were as likely to report ‘real overqualification’ as men.<sup>14</sup> Overall, UK-wide real overqualification rates have held steady at about 13 per cent from 1992 through to 2012.<sup>15</sup>

## 4 Issues in Work

### Underemployment – hours

- Underemployment can also be conceptualised as the individuals who work fewer hours than they would prefer to work and can provide an indication of underutilisation of labour.
- In 2012, there were 134,500 women in work and 108,900 men who were underemployed<sup>2</sup>. These numbers are an increase on the previous year, especially for women. (APS 2012). The number of underemployed workers in Scotland has increased by over 68,800, and the underemployment rate has increased by 3.0 percentage points since 2008.
- The underemployment rate for women and men has risen in recent years: In 2012, 11.5 per cent of women and 8.6 per cent of men were underemployed. Compared to 2011, these figures are slightly down for men, but up slightly for women, but both men and women have seen an increase in their underemployment rate since 2008 (up 2.5 percentage points for men and up 3.6 percentage points for women).

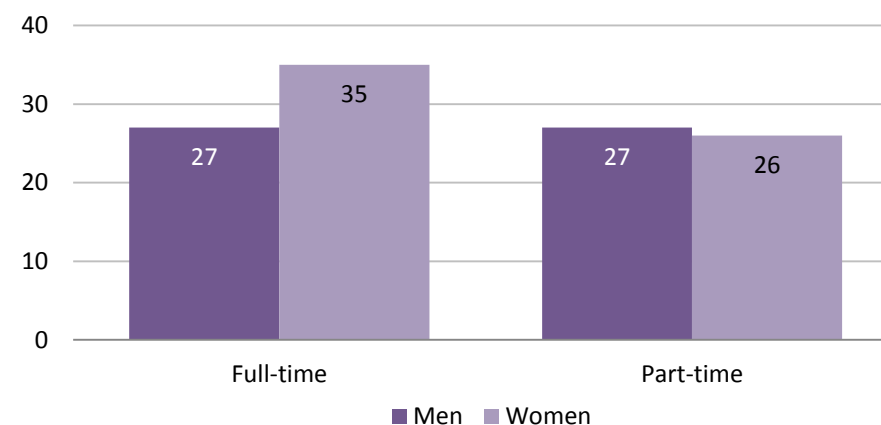
### In work training

- On average, a slightly higher proportion of female employees receive work related training than their male counterparts – 32 per cent compared with 27 per cent (APS, 2012).
- Women working part-time are less likely than women working full-time to receive training (see Figure 4.2) – 35 per cent working full-time received training compared with

27 per cent working part-time. There was no difference across full-time/part-time employment for men.

- The difference between men and women accessing training may be explained by greater numbers of women employed in the public sector. Public sector employers are much more likely to offer training than those in the private sector – 85 per cent compared with 56 per cent.

**Figure 4.2: Training received in last 3 months by gender and FT/PT status, 2012, 16-64, weighted percentages, Scotland**



Source: Annual Population Survey (Jan-Dec 2012), ONS

### Childcare

- Women are typically responsible for childcare and the informal care of relatives or friends which limits their labour market opportunities due to the barriers they face e.g. inflexible work practices.
- Statistics from the Annual Population Survey suggest a link between women's caring commitments and economic inactivity – 21 per cent of women classified as "economically inactive" responded that this was because

<sup>2</sup> Underemployment estimates cover those looking for, and available to work, additional hours in their existing role (at the same rate of pay), an additional job (to supplement their existing job) or a different job with more hours.



## 4 Issues in Work

they were “looking after the family, home” compared to only 4 per cent of men (APS 2012).

- The Growing Up in Scotland study provides key data about childcare. The most common use of childcare is to enable self/partner to work.
- Informal childcare is more commonly used than formal childcare. Overall the most commonly used form of childcare is care from a relative.
- Affordable, available childcare is important. A quarter (25 per cent) of households in Scotland who used childcare (either formal or informal) stated that affording the childcare they use is a key concern. Over half (55%) of unemployed respondents indicated they would prefer to work or study if they could afford good quality reliable and convenient childcare.
- In Scotland in 2010/11, just over half of parents (52%) of 10-month-old children said they were regularly using childcare. This represents a decrease in childcare use for children aged 10 months since 2005/06 (60%).<sup>16</sup>
- In 2013, the average nursery cost for a child under 2 has risen by 4.2 per cent to £106.38 per week for a part-time place (25 hours). A full-time place costs £11,000 for a year. Costs for over-2s have gone up even more – by 6.6 per cent to an average of £103.96 per week for a part-time place.<sup>17</sup>
- In contrast childcare costs for the under-fives have seen no increase in Scotland. This may be the result of new providers entering the market in Scotland in advance of childcare legislation to go through the Scottish Parliament in 2013.
- The steepest cost hikes are seen in childcare for older children – with 15 hours a week at an after-school club costing £49.67, a rise of 9 per cent. As well as having the fastest-rising costs, childcare around the school day is

also the hardest to find, with under a third of local authorities (31 per cent) reporting that they provide sufficient childcare for this group.

- Accessing the childcare (either formal or informal) they used was felt to be difficult by 12 per cent of households.

### Women in management

- Few women progress to senior management positions despite leaving the education system on the whole with better qualifications.
- On average, in OECD countries for which information is available, less than one-third of managers are women, with small variations across countries. The proportion of female managers is highest in France, Poland and the United States (35%). The proportion of women with managerial responsibilities is lowest in Luxembourg (21%).<sup>18</sup>
- The lack of women progressing into senior management indicates a loss to the labour market economy in terms of skills, knowledge and experience.
- OECD research shows that irrespective of family commitments, many women still find it very hard to reach the top of their career ladder, with inequalities rising with progression up the pay scale. Across the OECD, women earn on average 16 per cent less than men, but for top female earners, the gap is 21 per cent. See also Section 7: Transition Phases - Older Women, for further information.
- The average share of women on the top-level boards of the largest publicly listed companies around the EU stands at just 15.8 per cent in 2012. Women are also barely visible among the top business leaders of these companies – 97 per cent of company presidents (board) are men.<sup>19</sup>

## 4 Issues in Work

- The Equality and Human Rights Commission's (EHRC) *Sex and Power 2013 report for the UK (a Scottish version is not available for this year)*, shows that there have been slight increases compared to 2011 in 16 out of 25 occupational categories. However, most increases have been small, attributable to just one or two women joining senior posts. Compared to 2011, there was a drop in women's participation in five sectors – Editors of national newspapers; Chief executives of national sports bodies; Local authority council leaders, University vice chancellors; and the House of Lords.
- A range of research suggests there are many reasons why women's careers tend to stall – a lack of senior positions available on a part-time/flexible basis; the long-hours culture and 'presenteeism' (all of which disproportionately impact on women with caring responsibilities); traditional forms of business networking ('old boys' network) which can be difficult for women to access; informal recruitment based on networking; recruitment processes that favour experience and time served rather than skills and competence; discrimination based on age and gender; and the loss of promotional and training opportunities when on maternity leave.
- See also Section 9: International comparisons, for more information about how the proportion of women on corporate boards in the UK compares with the OECD.

## 5 Women in Enterprise

### Key Issues

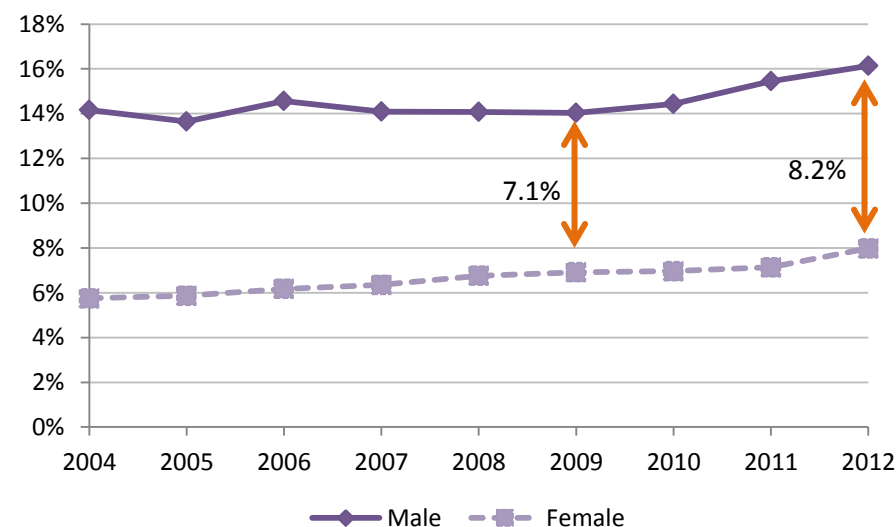
- Female self-employment has increased over recent years though women continue to be less likely to start up their own business than men, and those that do tend to do it on a smaller scale.
- Few small to medium-sized enterprise employers are led by women.
- Women-led SME employers tend to be smaller than average – nine out of ten (91 per cent) were micro-businesses compared with 83 per cent overall.

### Self-employment

- Over 94,000 women in Scotland are self-employed in 2012, which accounts for 31 per cent of all self-employed people. Female self-employment has increased from 66,300 in 2004, a rise of 42 per cent. The number of men who are self-employed also increased, by 14 per cent.
- Women's self-employment rate (self-employment as a proportion of those in employment) is around half of that for men - 8 per cent in 2012 compared with 16 per cent for men. See Figure 5.1.
- The gap between the male and female self-employment rate narrowed to 7.1 percentage points in 2009, but since then has widened to 8.3 percentage points in 2011. It is currently at 8.2 percentage points in 2012.
- Almost half (49 per cent) of all self-employed women work in either Public Administration, Education and Health, or Other Services, compared with 14 per cent of self-employed men.
- The female self-employment rate is lower in Scotland than in the UK as a whole (8.0 per cent compared with 9.3 per cent), although the UK figures are influenced by high rates

in London and the South. However, the gap between male and female self-employment rates is slightly narrower in Scotland – a difference of 8.1 percentage points compared with 9.2 percentage points across the UK.

**Figure 5.1: Self-employment rate by gender, 2004-2012, 16-64, Scotland**



Source: Annual Population Survey (Jan-Dec), ONS

- Self-employed women earn less than men – in the OECD the gap between the median incomes of men and women is between 30 to 40 per cent. A lack of management experience and less time devoted to the business were the main reasons suggested for this.
- Latest evidence from the SME Access to Finance Survey shows that over the three year period to 2012, a similar proportion female led-firms sought finance compared to male-led firms (44 per cent compared to 45 per cent).

## 5 Women in Enterprise

### Business ownership

- In the UK, 19 per cent of SME employers were women-led businesses (defined as controlled by a single woman, or having a management team of which a majority were women) in 2012. A further 23 per cent were led equally by men and women, meaning that overall, 42 per cent were at least 50 per cent female. These proportions were significantly higher than those seen in SBS 2010.
- Women-led businesses were most likely to be in certain sectors. In the UK, 22 per cent of SME employers in transport, retail and distribution were women-led, as were 39 per cent in other services. Compared to SBS 2010, the biggest increases in women-led businesses have come in these two sectors.<sup>20</sup>
- More small to medium-sized enterprise employers are owned by men, or led by a management team with a majority of men.
- In Scotland in 2012, 21 per cent of Scottish small to medium-sized enterprises were women-led compared to 22 per cent in 2007/08.
- A further 22 per cent of Scottish SMEs are equally led by men and women. This makes a total of 43 per cent of SME employers equally or majority led by women, no change from 2007/08.<sup>21</sup>
- Women-led SME employers tend to be smaller than average. In the UK, women-led businesses were more prevalent in micro (20 per cent) than in small (15 per cent) or medium-sized businesses (11 per cent). In Scotland, 91 per cent of women-led SME employers were micro-businesses, compared with 83 per cent overall.
- Evidence from the OECD shows that when women do start up their own business, they tend to do it on a smaller scale than men, in a limited range of sectors (higher

proportions of women enterprises in wholesale and retail trade, transportation and accommodation).<sup>22</sup>

### Entrepreneurship

- Entrepreneurship can be broadly defined as a type of self-employment, but a lot of the time the two concepts are conflated.
- Numerous approaches have attempted to differentiate entrepreneurs from the self-employed in general. Some of these approaches have focused on personality traits ('Who is an entrepreneur?') while others have undertaken a more behavioural approach ('How does an organisation come into existence?', i.e., what do entrepreneurs do?).<sup>11</sup>
- Although there is a degree of overlap between entrepreneurs, small-business owners, freelancers etc., definitions of entrepreneurial ventures frequently mention differences the emphasis on growth aspirations and innovation / creativity.
- In 2012, Women's Enterprise Scotland and the Hunter Centre for Entrepreneurship ran a survey of women-owned businesses in Scotland. There were 131 responses from women entrepreneurs, almost 9 out of 10 of whom aimed to grow their businesses over the next two years.
- Among the aspects mentioned which could be developed to help women business owners in Scotland included access to growth support, access to networks and mentoring.

### Support for women and men in enterprise

- According to UK-wide data from the Small Business Survey 2012, 6 per cent of all SMEs used a mentor over 2011-12 (5 per cent in Scotland). The incidence of using a mentor was higher in small and medium sized businesses

## 5 Women in Enterprise

(10-49 and 50-249 employees) than in micro businesses or those with no employees. Start-up SMEs aged between 0 and 1 years were the most interested in using a mentor (38 per cent compared to 21 per cent average).

- Respondents to the Small Business Survey, who were not necessarily business owners or leaders, reported different patterns of using mentors. Overall, women were more likely to have used and to be interested in mentors than men (9 and 23 per cent respectively compared to 5 and 20 per cent). However, when split by age, only 22 per cent of men aged 45 and over used or were interested in using mentors, compared to 36 per cent of men under 45.
- For women, the variation by age was less extreme, with older women being only slightly less likely to have used or to report being interested in using mentors than older women (32 per cent compared to 37 per cent).
- For those SMEs which did use a mentor, the most frequent advice sought was for business strategy, in almost 80 per cent of cases. The least frequent advice was for obtaining finance, in about 20 per cent of cases. Despite this, businesses using mentors were more aware of alternative sources of finance than those which did not, and were more likely to have sought finance in the previous year.
- SMEs with mentors reported being stronger across different tasks than the SME overall average, and were also more innovative in terms of new products and processes over the previous year.
- Of all SMEs, those which did use mentors reported higher employment, in the past and planned for in the next 12 months, and higher turnover than those that did not. SMEs using mentors also had higher previous growth and forecasted new growth than those that did not.

- A regression analysis showed that the most significant factors for using a mentor were having a formal business plan, planning to grow and being an exporter. For the likelihood of being interested in having a mentor, plans to grow over the next 2-3 years was the most significant factor.

### Access to finance

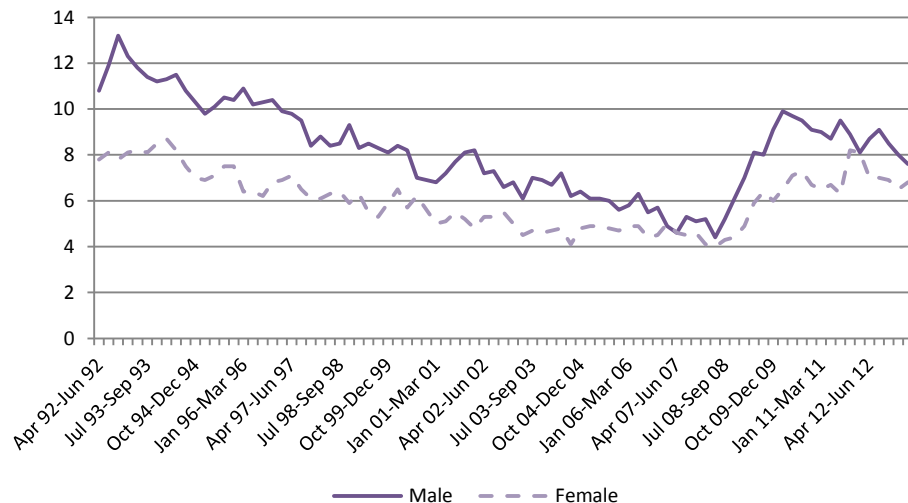
- In Scotland, 26% of businesses with growth ambition stated that it was 'likely' or 'very likely' that they would seek external finance to grow their business. Small businesses (43%) appeared to have a greater need for external finance to grow than micro (34%) or medium-sized (39%) businesses.
- Similarly, when asked to pick just one obstacle, the economy was stated to be the single biggest obstacle to success, with 46% of all businesses believing this to be the case. This was followed by regulation and taxation issues, for which 10% and 9% of all SME businesses respectively, said this was the single biggest obstacle to their business success. Access to finance was given as an obstacle in only 3 per cent of cases. However, this was more of an obstacle for Scottish start-ups, mentioned in 8 per cent of cases.<sup>23</sup>

## 6 Women not in Work

### Key Issues

- Women are more likely to economically inactive whilst men are more likely to be unemployed.
- Female unemployment peaked at the end of 2011 at 8.2 per cent.
- Among women, since 2008 unemployment has increased most amongst young women aged 16-24.
- 11.7 per cent of young women aged 16 -19 are NEET.
- 31 per cent of women unemployed have been unemployed for more than 12 months.
- The most frequent reason given for inactivity for

**Figure 6.1: Unemployment by gender, 1992 to 2013, Scotland**



Source: Labour Force Survey, ONS

### Unemployment

- As of April-June 2013, there were 88,000 women unemployed (rate of 6.8 per cent) compared to 109,000 men (unemployment rate of 7.6 per cent), both measures down on last year's figures.
- The 2008 recession had a far more immediate impact on men than women. Male unemployment rates peaked in Spring 2010 at 10.0 per cent and female unemployment rates peaked at the end of 2011 at 8.2 per cent.

### Unemployment by age

- Young women in particular have experienced a large increase in unemployment, between 2008 and 2013, the unemployment rate for women aged 16-24 increased from 11.1 per cent to 17.8 per cent..
- Over the year to Jan-Dec 2012, the largest increase in the unemployment rate has been amongst older women aged 50-64. For those aged 16-24 and 25-34, however, the unemployment rate has actually decreased - see Figure 6.2.
- Over the same period, the unemployment rate for men, increased for all but the 50-64 age group. The unemployment rate was also higher for men than for women for every age group. (Source: APS Jan-Dec 2012)

## 6 Women not in Work

**Figure 6.2: Unemployment rates for women, Jan-Dec 2012, 16-64, Scotland**

Age group	Rate (%) 2013	Change on year (%pt)		Change since Apr-Jun 2008 (%pt)	
16-24	17.8%	-2.0	↓	6.6	↑
25-34	7.2%	-1.1	↓	1.5	↑
35-49	4.9%	0.3	↑	1.9	↑
50-64	3.8%	0.6	↑	1.8	↑

Source: Annual Population Survey, ONS

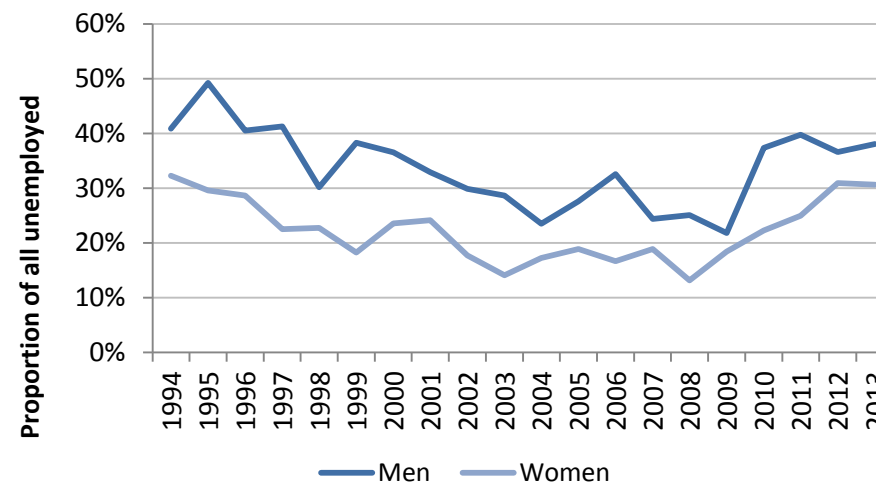
### Long-term unemployment

- 30.7 per cent of unemployed women have been unemployed for more than 12 months ('long-term unemployed'). This equates to 27,000 women in Scotland, down by 1,000 from last year. (LFS 2013 Apr-Jun)
- Female long-term unemployment has risen at a steady rate between 2008 and 2012 (increasing by 28 per cent over the year to Apr-Jun 2012 to around 28,000), but appears to have tailed off in 2013. The rise for long-term unemployment for males was sharper, but appears to have peaked in between 2010 and 2011.
- The current level of female long-term unemployment (just under 27,000 as of Apr-Jun 2013) is amongst the highest seen since comparable data was collected.

### Claimant Count

- There were 37,900 women on the claimant count in Scotland in October 2013, down from 44,600 in October 2012. Current levels are the lowest since October 2010. See Figure 6.4.

**Figure 6.3: Long-term unemployment\* by gender, 1994 to 2013, Scotland**



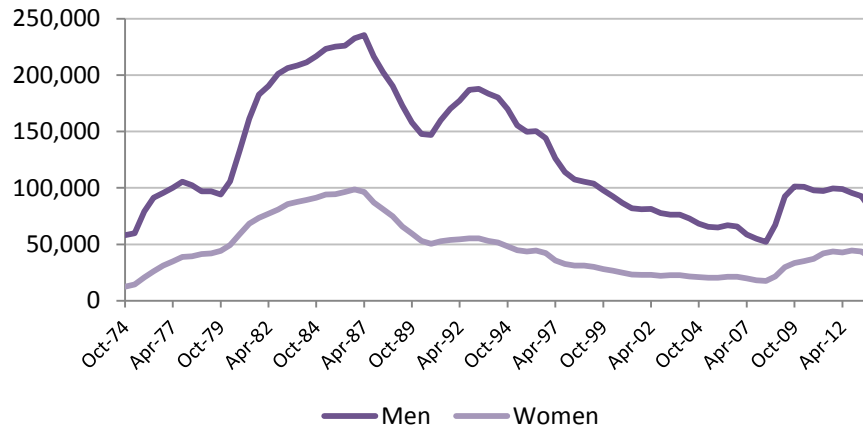
Source: Labour Force Survey, Apr-Jun quarters, not seasonally adjusted, ONS

\* - those unemployed for 12 months or longer.

- The number of women on the claimant count has increased by 22,900 since July 2008. This increase in the number of women claiming Job Seekers Allowance (JSA) is in part due to a change in the eligibility rules for Lone Parent Income Support (LPIS) which has resulted in fewer lone parents being able to claim LPIS. It will also be due to the economic slowdown reducing the number of jobs available.
- Between May 2008 and May 2013 the number of lone parents (both men and women) receiving Job Seekers Allowance increased from 375 to 12,315. This figure is up from the 9,455 in May 2012, despite the overall reduction of the number of the claimant count.

## 6 Women not in Work

**Figure 6.4: Claimant count by gender, 1974 to 2013, Scotland**



Source: Claimant Count, seasonally adjusted, ONS, Nomis

### Not in Education, Employment or Training (NEET)

- More males aged 16 to 19 are NEET than females. In 2012, 14,000 young women and 19,000 young men were NEET in Scotland (APS 2012).
- This represents 11.7 per cent of all young women aged 16 to 19, compared to 14.9 per cent of young men.
- There is a particularly high incidence of social isolation, depression and low confidence among those who are classed NEET.<sup>24</sup>
- Young people who are classed as NEET is an international problem. Rising youth unemployment, skills and training mismatches, as well as the state of the economy, are among some of the factors exacerbating the problem.<sup>25</sup>

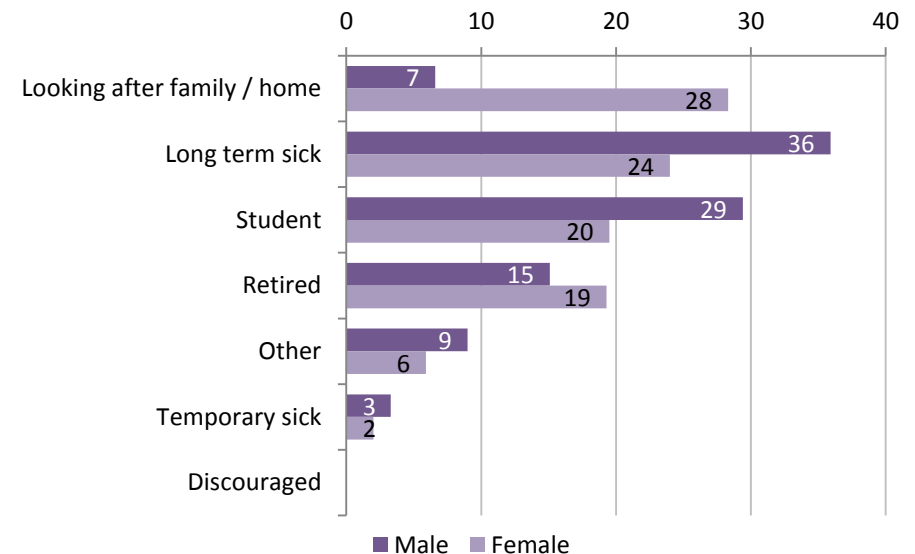
### Inactivity

- Women are more likely to be economically inactive than men. In April-June 2013 there were 461,000 compared to 288,000 economically inactive men, or 26.7 and 17.3 per

cent of the respective populations. These levels are slightly down on last year's figures. (LFS 2013 Apr-Jun, Seasonally adjusted, ONS)

- The most frequent reason given for inactivity for women is looking after family/home.
- Just under a quarter (24 per cent) of inactive women report they are long-term sick. This is much lower than for men (36 per cent). (APS Jan-Dec 2012, ONS)
- Over a quarter (28%) of women who are economically inactive want a job, but are not looking for a job. For men the figure is 32 per cent. (APS Jan-Dec 2012, ONS)

**Figure 6.5: Reasons for inactivity, 2012, 16-64, Scotland, percentages**



Source: APS, Jan-Dec 2012



## 7 Transition Phases

### Key Issues

- Starting a family can have negative long term consequences on women's labour market participation.
- Women returning from maternity leave and looking after young families are often seeking part-time work. This can mean leaving their chosen career to find part-time work which may be in low skilled employment with little training or prospects of progression.
- Limited high-skilled part-time opportunities means women may have to "downgrade" their employment to jobs where their skills are not fully used.
- The negative labour market effects of becoming a mother disproportionately affect lone parents.
- Older women are forming a growing proportion of the workforce but face challenges and issues arising from decisions made earlier in life.

### Families

- Starting a family can have several negative effects on the labour market prospects of women.
- Stereotypical expectations on the role of women within society is reflected in the workplace, where policies on flexible working, which are for both women and men rarely translate into an equitable split between women and men accessing flexible and part-time work after starting a family. [See section on Flexible working.]

- Taking time out to have a baby and care for a child impacts on both earnings at the time but also lifetime earnings as women lose out on experience, training and promotion opportunities.
- Many women who return to work do so on a part-time basis. This can have consequences as part-time work tends to be lower paid and lower skilled, and is more likely to be available in smaller, less unionised firms where there are fewer job prospects and where redundancy and job insecurity are more common.
- In order to take up part-time work, some women have to "downgrade" their employment as part-time work is not readily available in their chosen career. This often means they have to move employer, which presents a loss of knowledge, skills and expertise to the sector, and their experience and skills are not fully utilised.
- Moving in to low paid, low skilled employment after maternity leave rarely translates into higher skilled employment later in life and in some cases it becomes unsustainable to work part-time due to increasing childcare costs.

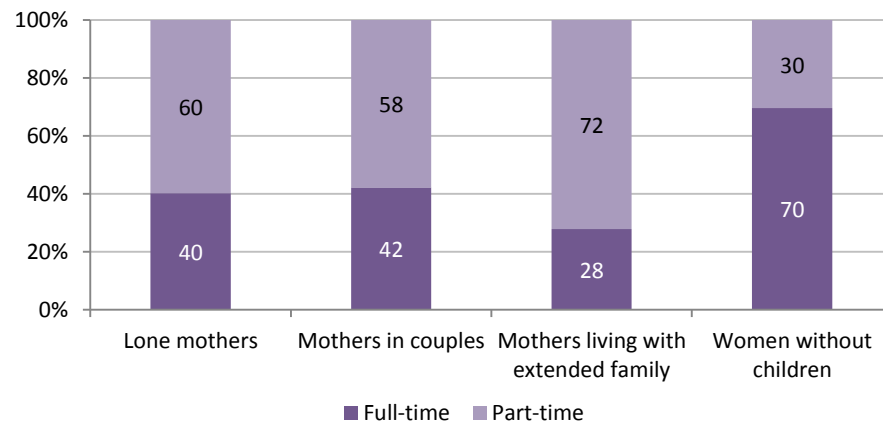
### Lone Parents

- The employment rate for female lone parents in Scotland during 2012 was 55 per cent.
- The negative labour market effects of becoming a mother affects lone mothers to a greater extent than women who are part of a couple.
- Lone mothers who are working are more likely than other mothers to be in part-time, low paid and low skill jobs.
- Work that fits around childcare is a key consideration. Lone parents often rely on informal childcare through family to make work affordable.

## 7 Transition Phases

- The number and ages of children are a determining factor in whether or not lone mothers work. Those with pre-school age children and those with three or more children are less likely to be working than those with fewer and older children.
- Lone mothers' employment rates are almost 20 percentage points lower than those for mothers in couples (who are either the head of the household unit or the spouse/partner of the head of the household unit) and 13 percentage points lower than women with no children.
- The proportion of lone mothers and mothers in couples who work part time are similar at around 43 per cent. Women without children are the only group to have a higher proportion working full-time rather than part-time (with 70 per cent having a full-time job).

**Figure 7.1: Proportions of women in employment by family type and full-time/part-time status, 2012, 16-64, Scotland**

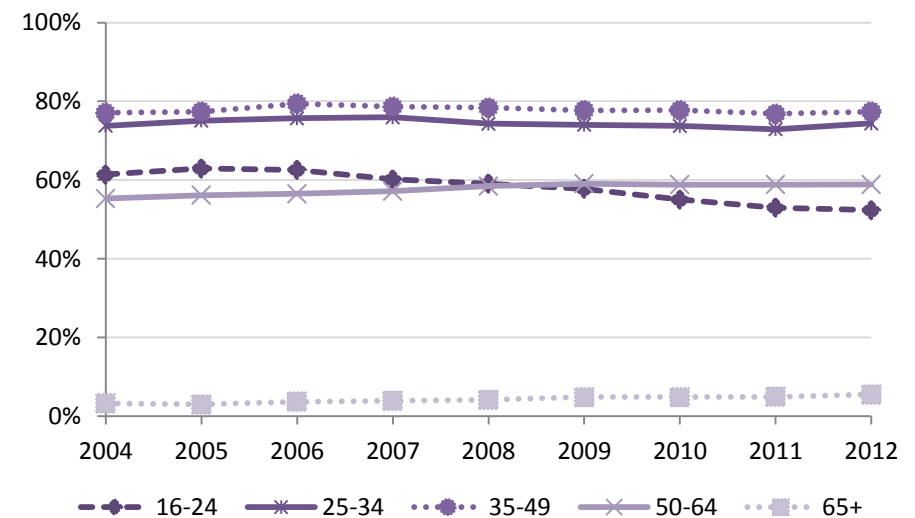


Source: Annual Population Survey, Jan-Dec 2012, ONS

### Older women

- Over the past year, women aged 50 to 64 in Scotland have shown a slight increase in their employment rate. A similar pattern was also seen across the UK.
- European evidence suggests that older female workers are forming a growing proportion of the workforce, and play a key part in volunteering and civic engagement.<sup>26</sup>
- In Scotland, the proportion of older women (aged 50+) has increased slowly since 2004, when 24 per cent of all employed women aged 16+ were aged over 50, to over 28 per cent in 2012. (APS Jan-Dec 2012) The number of people aged 65 and over has increased by 85,400 (11 per cent) since 2001 and now represents 17 per cent of the population (Scottish Census 2011).

**Figure 7.2: Employment rates for women by age group over time, Scotland, 16+, 2004-2012**



Source: Annual Population Survey, Jan-Dec, ONS

## 7 Transition Phases

- Older women, similar to younger women, tend to have more caring duties than men. They are often relied on to care for grandchildren or older relatives. These caring duties often restrict their availability to work, and as a consequence, limits their employment opportunities. However, caring responsibilities are slightly more evenly distributed between the sexes than childcare (see also Section 4 – Childcare).
- Evidence suggests occupation segregation continues as people age. Older women are more likely to earn less than older men; work part-time; have taken time out of the labour market to care for their families; have earned less than men overall and been employed in poorly paid occupations and industries.
- There has been a general upward trend in the proportion of older people, women in particular, living alone. There are 10.8 million people aged 65 or over in the UK (mid-2012), of which about 3.8 million live alone, 70 per cent of whom are women (mid-2010).<sup>27</sup>
- The large proportion of women working in the public sector improves women's overall levels of pension provision.

### **Retirement and pensions**

- The number of people across the UK working over the State Pension Age (SPA) is increasing.
- The majority of people working past SPA in the UK are women – 61 per cent, men account for 39 per cent.
- Of these, two thirds of the men work in high-skill employment whereas two thirds of the women work in low skill employment.
- For women, lower wages over a shorter contribution period due to taking time off for caring and earlier retirement, mean a lower pension. It is also often the case that more family friendly work limits the opportunity to access supplementary pension schemes thus limiting further the pensions of older women.

## 8 Labour Market Trends

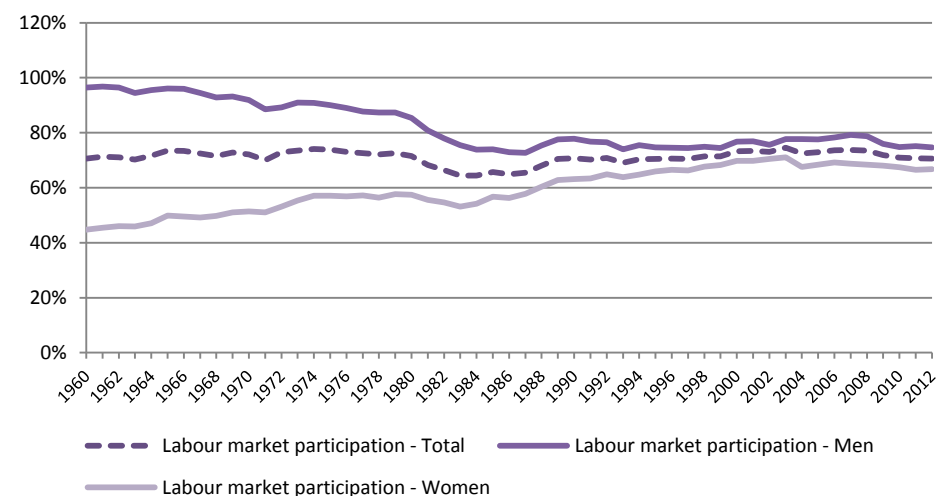
### Key Issues

- Nearly two thirds of women are in paid employment, compared with less than half 50 years ago. This increase is mainly from women moving from inactivity to employment.
- In more recent times, men have seen a larger reduction in employment than women.
- The continued slowdown in economic growth has implications for women as family friendly policies may be given a lower priority by employers, there may be increased competition from men and women who usually work full-time for part-time jobs, and the possibility of decreases in employment in the public sector.

### Long term trends

- There has been a huge change in women's labour market participation over the last 50 years. In the early 1960s in Scotland, around 45 per cent women were in paid employment, whereas in 2012, it was 66.8 per cent. Over the same period, male participation has fallen from over 95 per cent in the early 1960's to 74.6 per cent in 2012 (APS 2012 and ONS).
- However, at the time of writing, women's labour market participation in Scotland remains below its peak of 71.1 per cent in 2003.
- Over the last 20 years the number of women in employment has increased while the number of economically inactive women has decreased with unemployment remaining relatively stable, with increases in recent years. See Figure 8.2.

**Figure 8.1: Labour market participation rates of men and women, 1960-2012, Scotland, 16-64**



Source: LFS/APS, Office for National Statistics

**Figure 8.2: Women in employment, unemployment and economic inactivity, 1992 – 2012, Scotland, thousands, 16+**

## 8 Labour Market Trends



Source: LFS, Office for National Statistics

### The impact of the recession

- The slowdown in economic growth started to impact on the Scottish labour market in the middle of 2008, with employment levels starting to decline and rises in unemployment.
- Since 2008, the employment rates for both men and women have fallen but the fall in male employment has been far greater – since the second quarter of 2008 male employment has fallen by 3.1 percentage points, compared with 1.3 percentage points for women in 2013.
- The fall in employment during the recession, for both men and women, was driven by a decrease in the number full-time jobs. This may result in increased competition for

part-time jobs from both men and women who usually work full-time.

- There have been differences in the timing of the labour market impact. Men have experienced higher job losses to date, with unemployment rising sharply during the recession and in the early stages of the recovery. In contrast, female unemployment peaked in late 2011/early 2012. There is a possibility that women may be affected disproportionately if there are any reductions in employment in the public sector in the future.
- The recession and continued slowdown in economic growth has particular implications for women as work-life balance and diversity initiatives, as well as the right to request flexible working are likely to be given lower priority by employers.

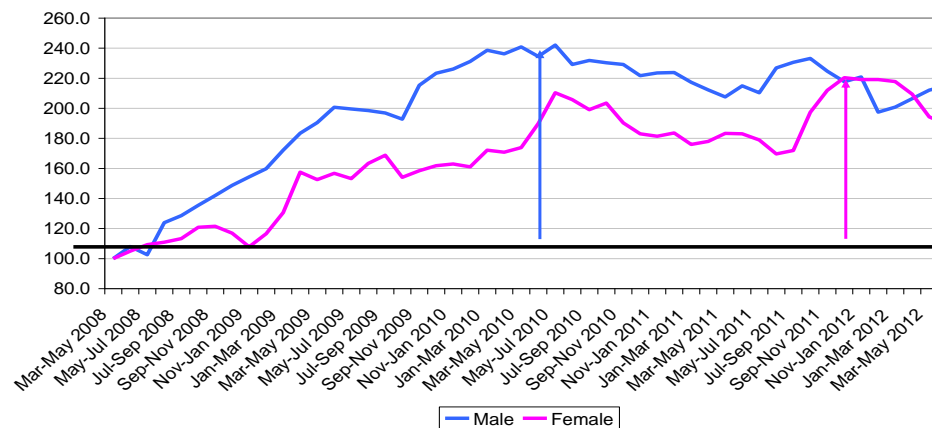
## 8 Labour Market Trends

**Figure 8.3: Employment, Unemployment and Inactivity Rates, 2008 – 2013, 16-64, Scotland**

		Scotland						
Gender		2013 Rate (%)	Change on quarter (% pt)		Change on year (% pt)		Change since 2008 (% pt)	
Employment Rate	People	72.1	0.3	↑	0.5	↑	-2.2	↓
	Men	76.2	0.1	↑	0.3	↑	-3.1	↓
	Women	68.2	0.5	↑	0.7	↑	-1.3	↓
Unemployment Rate	People	7.4	-0.1	↓	-0.6	↓	3.2	↑
	Men	7.8	-0.4	↓	-1.1	↓	3.3	↑
	Women	7.0	0.3	↑	-0.1	↓	3.0	↑
Inactivity Rate	People	22.1	-0.3	↓	-0.1	↓	-0.3	↓
	Men	17.3	0.3	↑	0.6	↑	0.4	↑
	Women	26.7	-0.8	↓	-0.7	↓	-0.9	↓

Source: Labour Force Survey, April to June Quarters, ONS

**Index of male and female unemployment level (Mar-May 2008 = 100)**



## 9 International Comparisons

### Key Issues

- Where international comparison data is available, this tends to be at a UK level rather than for Scotland.
- The picture for the UK is mixed with strong educational attainment but weaker representation of women in business and the political environment.
- Women in the UK lag behind other countries in terms of wage equality.

### OECD gender equality comparisons

Generally the UK does well achieving (see Figure 9.1):

- High levels of educational attainment;
- Above average labour force participation; and
- A significant proportion of children under 3 enrolled in formal childcare services.

The UK performs less well in relation to:

- The gender pay gap; and
- Board seats held by women;
- The number of female entrepreneurs; and
- Seats held in single or lower chambers of parliament

### World Economic Forum's Global Gender Gap Index

- The WEF Global Gender Gap 2012 report shows the rank and the score for countries' proximity to gender parity on selected measures comprising the Gender Gap Index (GGI) (see Figure 9.2). The GGI penalises countries which deviate from parity in terms of having fewer women, but neither penalises nor rewards deviations where there are more women than men.

**Figure 9.1 Key female outcomes, UK and OECD**

Key female outcomes, UK and OECD, 2013 / last available data	UK	OECD	Highest ranking country	Year
Graduation rates in tertiary type A degrees	57	47	Iceland 80	2010
Proportion of engineering, manufacturing and construction degrees awarded	23	27	Greece 41	2010
Employment/population ratio by sex, 15-64	75.5	59.7	Iceland 77.3	2011
Incidence of part-time employment (% of total employment)	39.3	25.3	Netherlands 60.5	2011
Unadjusted gender gap in median earnings for full-time employees	18.2	15.0*	New Zealand 4.2	2011
Average number of unpaid minutes of work per day**	273	277	Turkey 377	See notes
Average proportion of board seats held in companies	8.1	10.3	Norway 38	2009
Percentage of employed who are senior managers, by sex***	7.5	4.4	UK = Iceland 7.5	2011
Proportion of employed who are employers, by sex	1.5	2.3	Greece 4.1	2010
Proportion of seats held in single or lower chambers of parliament	22	25.2	Sweden 45	2011
Pre-school enrolment rates, children aged 3 to 5 year old	93.3	80	France 101.1	2010

\* Note that the OECD average data is the average of latest available data, a mix of 2010 and 2011 data

\*\* The years covered range from 1998-2010; the United Kingdom: 2000-01. See OECD Gender Data Browser notes for more information.

\*\*\* Legislators, senior officials and managers, corresponding to category 1 of the International Standard Classification of Occupations (ISCO), 2011

Source: OECD Gender Data Browser, 2013 / latest available

- According to the Global Gender Gap 2012 report, the top two ranked countries overall in terms of the gender gap are Iceland and Finland, Norway having slipped to 3rd place from 2011 (see Figure 9.2). The UK slipped from rank 16 in 2011 to rank 18 in 2012.

## 9 International Comparisons

- Although the UK has slipped in rank compared to previous years, its GGI score (not shown) has remained stable at 0.74, while other countries (such as Nicaragua, Luxembourg and Switzerland) have made gains.

**Figure 9.2 Global gender gap measures: UK, Iceland and Finland.**

	UK	Iceland	Finland
<b>Economic Participation and Opportunity</b>	33	27	14
Labour force participation	46	21	6
Wage equality for similar work (survey)	57	44	15
Estimated earned income (PPP US\$)	20	22	16
Legislators, senior officials and managers	36	41	61
Professional and technical workers	70	1	1
<b>Educational Attainment</b>	27	1	1
Literacy rate	1	1	1
Enrolment in primary education	69	1	1
Enrolment in secondary education	1	1	1
Enrolment in tertiary education	1	1	1
<b>Health and Survival</b>	93	98	1
Sex ratio at birth (female/male)	1	1	1
Healthy life expectancy	97	102	1
<b>Political Empowerment</b>	29	1	2
Women in parliament	51	7	3
Women in ministerial positions	60	1	1
Years with female head of state (last 50)	8	2	7

Source: World Economic Forum report "The Global Gender Gap 2012"

- The top four rankings have been held by the Nordic countries since 2006, but all of them with the exception of Sweden have improved their score. The main differences between the UK and the Nordic countries lie in the Political Empowerment sub-index.

- The WEF GGI has been critiqued for not taking other contextual information, such as a country's income, into account.

### UNDP Gender Inequality Index

- Another international index, the UNDP Gender Inequality Index (GII), can be viewed together with the Human Development Index indicators, which situates the GII within the economic development of the countries (see Figure 9.3).
- A lower score on the GII means the country is less unequal, in contrast to the GGI, where a higher score denotes greater parity.
- For 2012, the UK HDI was at 26 and the GII at 0.21, compared with the Netherlands with HDI 4 and GII at 0.05, and Norway, with HDI 1 and GII 0.07. According to the GII score, the UK has been gradually improving since 2000.

**Figure 9.3 The Human Development Index and the Gender Inequality Index: HDI top 10 and UK.**

HDI Rank	Country	GII Score (lower is less unequal)			
		2000	2005	2010	2012
1	Norway	0.105	0.083	0.076	0.065
2	Australia	0.158	0.139	0.136	0.115
3	United States	..	0.288	0.288	0.256
4	Netherlands	0.09	0.077	0.052	0.045
5	Germany	0.131	0.106	0.085	0.075
6	New Zealand	0.195	0.194	0.2	0.164
7	Ireland	0.204	0.195	0.174	0.121
8	Sweden	0.073	0.065	0.05	0.055
9	Switzerland	0.1	0.084	0.068	0.057
10	Japan	0.136	0.149	0.121	0.131
<b>26</b>	<b>UK</b>	<b>0.228</b>	<b>0.216</b>	<b>0.207</b>	<b>0.205</b>

Source: World Economic Forum report "The Global Gender Gap 2012"



## 9 International Comparisons

### International education

#### *PISA*

- PISA, the Programme for International Student Assessment, is the major international study of pupil performance in which Scotland participates. PISA assesses the performance of 15-year-old pupils in maths, reading and science. Data from the latest publication, PISA 2009, showed that:

For **reading** Scotland's performance was above the OECD average. Performance was similar to 2006, after falling in previous years.

For **maths** Scotland's performance was similar to the OECD average and to Scotland's performance in 2006.

- For **science** Scotland's performance was above the OECD average. Performance was similar to 2006.
- In general, the differences between girls' and boys' performance in Scotland was similar to that across the OECD, although the gap between boys and girls in reading was not as wide as the OECD average.
- Results from PISA 2012 are expected to be released in December 2013.

#### *OECD Education at a glance*

- The 2013 publication highlights that gender differences persist in educational attainment, employment rates and earnings. In OECD countries, younger women have higher attainment rates than younger men in upper secondary and tertiary education.
- Nonetheless, overall, adult men have higher attainment rates than adult women in upper secondary education. Despite the fact that a larger proportion of

women than men now have a tertiary education, women's employment rates and wages are lower than those of tertiary-educated men (see Indicators A5 and A6).

- The proportion of adults with no upper secondary education shrank by about 10 percentage points over the past decade.
- Even if tertiary attainment rates have increased in recent years, less than 35% of both men and women attain tertiary education.
- Among 30-34 year-olds, more than 40% of women have a tertiary education – surpassing the rate of men with that level of education by about 8 percentage points.

## 10 Glossary

**Economically active:** The economically active population are those who are either in employment or unemployed (actively seeking work).

**Economic activity rate:** The number of people who are in employment or unemployed expressed as a percentage of the relevant population.

**Economically inactive:** These people are not in employment but are not seeking work. Reasons for inactivity include sickness (temporary and long term), looking after family or home, student, retired, is not looking for work and believes there are no jobs available.

**Economic inactivity rate:** The number of economically inactive people expressed as a percentage of the relevant population.

**Employment rate:** The number of people in employment expressed as a percentage of the relevant population.

**Mothers living with extended family:** Comprises those mothers living in households where they are not the head of the household or the spouse/partner of the head of the household. The majority of this group are aged 16-24.

**NEET:** The proportion of 16-19 year olds who are not classed as a student, or in employment or participating in a government training programme.

**Occupational segregation (horizontal):** Where men and women are clustered into specific job types/

**Occupational segregation (vertical):** Where women are clustered in lower positions and grades within organisations and are under-represented in management roles.

**Occupational skill levels:** Are defined by the Office for National Statistics (ONS):

1. Low Skill (requires a general education, signalled via a satisfactory set of school leaving examinations);

2. Medium-Low Skill (requires knowledge provided via a good general education but will typically have a longer period of work-related training or work experience);

3. Medium-High Skill (requires a body of knowledge associated with a period of post-compulsory education but not necessarily to degree level); and

4. High Skill (requires a degree or equivalent period of relevant work experience).

**STEM:** Encompasses science, technology, engineering and mathematics.

**Underemployment (hours):** Includes all employed persons aged 16 and over who during the reference week were willing to work additional hours, meaning that they: wanted another job in addition to their current job(s); wanted another job with more hours instead of their current job(s); or wanted to increase the total number of hours worked in their current job(s).

**Unemployment:** The ILO definition of unemployment covers people who are: not in employment who: want a job; and have actively sought work in the previous 4 weeks; and are available to start work in the next fortnight. It also includes people who are out of work but have accepted a job which they are waiting to start in the next fortnight.

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