

WOMEN'S EMPLOYMENT SUMMIT UPDATE



When the Scottish Government and the STUC held the Women's Employment Summit in September 2012, discussion covered a wide range of areas. Since that time, a Ministerial Strategic Group on Women and Work has met regularly to consider actions underway and what more can be done at all levels to enable women to fulfil their potential in the labour market. While we know many issues still remain, progress is being made in a number of areas.

With over 68% of women in paid work today, in Scotland women are represented in every sector in the labour market and at every level. Women's contribution to the economy through unpaid work must also be recognised. In the run up to International Women's Day on 8th March, we wanted to update you on some of the work that has been undertaken since the Summit. We hope you find this useful. Please remember that this involves us all. If you have positive ideas for change, or resources to add, please let us know.

A handwritten signature in black ink, appearing to read 'Angela Constance'.

Angela Constance, Minister of Youth Employment

A handwritten signature in black ink, appearing to read 'Anne Douglas'.

Anne Douglas, STUC General Council

Flexible Working

- The Scottish Government has awarded £100,000 to Working Families to work in partnership with 'Parenting across Scotland' and 'Fathers Network Scotland' to promote a Family Friendly Scotland in employment.
- Activities include the development of a network of 'Employer Champions' to trial the 'Happy to Talk Flexible Working' strapline across a range of sectors. A number of stakeholder events promoting family friendly working will also be held and a 'Time Health and the Family' report will be published identifying what support is needed in Scotland from a working parent's point of view.

Occupational Segregation

- Careerwise – launched at the Summit – is a £250,000 fund being delivered through the Scottish Resource Centre for Women in Science, Engineering and Technology. Working collaboratively with employers, schools, colleges, universities and Skills Development Scotland, it will encourage and support young women into Science, Technology, Engineering and Maths learning and jobs.
- We held the "Women On Board: Quality through Diversity" event in November 2013, which helped to inform our newly established Public Bodies and Corporate Diversity Programme Board. The Board's remit is to increase the diversity of Scotland's

public and corporate boards and make Ministerial public appointments more diverse, reflecting more broadly the general population by 2017.

Childcare

- The Children and Young People Bill was passed by the Scottish Parliament on 19 February 2014. This will deliver increased and more flexible early learning and childcare of 600 hours per annum for 3 and 4 year olds; and, for around 15% of our most vulnerable 2 year olds from August 2014; which includes those from workless or job seeking households. This will be expanded to 27% of 2 year olds based on free school meal eligibility from August 2015.
- In support of this, we are investing £4 million in the development and expansion of the early years workforce over 2013/14 – 2014/15. In addition, professor Iram Siraj will lead a review of the early years workforce to ensure the development of the workforce matches the scale of our ambition while protecting quality of provision.
- There is a shared commitment to increase provision further in the longer term.

Women in Enterprise

- The Scottish Government facilitated a series of workshops, led by stakeholders, in order to address issues of importance to the gender gap in enterprise. These drew together businesswomen with support providers from across the public, private and third sectors.
- The output of these workshops is the 'Women In Enterprise' framework for action. This has built upon the lessons learned and committed partners from across the public, private and third sectors towards a series of actions to address the gender gap. Owned by all partners who participated in the workshops, this was launched by Cabinet Secretary John Swinney on 4 March.
<http://www.wescotland.co.uk/framework-and-action-plan-for-womens-enterprise>

Research and Analysis

- The women in employment research resources pages are now live at: <http://www.employabilityinscotland.com/key-clients/women-and-work/>
- The research resources include: an update of the evidence paper produced for the Women's Employment Summit; a guide to data sources; a list of support networks for women's employment issues; and, short evidence summaries on childcare, quotas for women on boards and unpaid work.

Training / Access to Skills

- We have commissioned the Bridges Project to develop vocational ESOL (English for Speakers of Other Languages) for women for whom English is not their first language. We hope the courses will be delivered in Dundee and Glasgow in the coming year.
- Through the Energy Skills Challenge Fund which offers 'transition training' to up-skill those with relevant transferable skills and experience, 2 of the 9 providers this year are specifically targeting women for their courses.

Find out more at <http://www.employabilityinscotland.com/>

