

FACTS ABOUT WOMEN & MEN in *Great Britain*



2006



Women. Men. Different. Equal.
Equal Opportunities Commission

Changes since the 1970s

Then

Only one in four of both boys and girls in England & Wales passed five O levels by the time they left school.

Nine out of ten men and six out of ten women of working age were in employment.

Around one in ten professionals were women.

The gap between women's and men's full-time hourly pay was 29%.

Two-thirds of workers in public administration were men and 55% of workers in the distribution sector were women.

Half of mothers with dependent children worked, including over a quarter of mothers of under fives.

There were only 27 women MPs or 4.3% of the UK Parliament.

Now

49% of boys and 59% of girls in the UK gain five high grade GCSEs or equivalent by age 16.

Employment rates are 79% for men and 70% for women of working age.

Women hold two-fifths of professional jobs.

Women earn on average 17% per hour less than men for full-time work.

The workforce in wholesale & retail is almost equally split between women & men, as is that in public administration & defence.

Two-thirds of mothers with dependent children work and 55% of those with children under five.

Women's representation in the UK Parliament has reached one in five.

Please see the following pages for further information on these topics, and references to the relevant sources.

Foreword



In April 2007 the biggest change to sex equality legislation since the Sex Discrimination Act will come into force – the Gender Equality Duty, which places an obligation on all public bodies to promote gender equality and eliminate discrimination. Public service providers will need to look at who uses their services, and ask, ‘What are the different needs of women and men, and how can we meet them?

Do our spending priorities reflect these different needs?’ Public sector employers will also need to consider their employment practices and the needs of all their staff, including those that identify as transgender or transsexual.

As well as marking a huge step towards true gender equality, the duty will lead to better public policy by requiring public bodies to recognize the implications of their policies for women and for men and encouraging a better user focus in service development. It should also generate employment practices that challenge occupational segregation and remove the barriers to women reaching their potential, such as a lack of flexible working.

Gender-disaggregated statistics will be central to this transformation of the public sector workplace, which is why many more are needed on a much broader range of topics. These data must also be made widely accessible, as the entire public sector will need to be able to make use of them. Statistics like those contained in this booklet help inform policy decisions which affect all of us, which is why it is so crucial for data to be viewed through the entire equality spectrum – decision-making must not take place in a narrow demographic window, it must involve the people it affects.

Producing gendered analyses of statistics and improving data collection in this area are essential for making sure the Gender Equality Duty fulfils its potential. Action is needed now – with less than a year to go before the duty comes into force the public sector must wake up to gender equality.

Jenny Watson

Chair, Equal Opportunities Commission

Introduction

Welcome to the 2006 edition of Facts about women and men in Great Britain. This year's booklet looks in particular at changes since the 1970s for women and men in terms of education, employment and public life.

Of course, this publication can contain only a selection of the statistics that are available to compare the situations of women and men. If you want further information, details of other sources can be found on the EOC website at: www.eoc.org.uk

Karen Hurrell

EOC Statistician

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Contact details

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Population

- In the last 30 years the population of Britain has grown from less than 55 million to 58 million. There are now one million more men and 0.6 million more women aged 65 or over than in the 1970s.
- There are 24 million households in Britain, and 7 million families with dependent children. These include 5.2 million families headed by couples, 1.6 million headed by a lone mother and 180,000 headed by a lone father.

Sources: ONS (2005) *Population Trends Winter 2005*; ONS (2005) *Focus on Families*.

Resident population 2004

Great Britain

Age group	Females		Males	
	thousands	%	thousands	%
Under 16	5,489	18	5,773	20
16–64	18,847	63	18,668	66
65 and over	5,353	18	3,994	14
All ages	29,690	100	28,435	100

Source: ONS (2005) *Mid-2004 population estimates, corrected December 2005*.

The population also includes an estimated:

- 10 million disabled people.¹
- 4.6 million people from ethnic minorities.
- 3.1 million belonging to a non-Christian religion.
- 2.3–3.2 million gay, lesbian or bisexual adults.

1. Reporting a limiting long-term illness or disability that restricts daily activities.

Sources: ONS (2004) *Census 2001 National report for England and Wales*; GROS (2004) *Scotland's Census 2001*; DTI (2004) *Final regulatory impact assessment: Civil Partnership Act 2004*.

Education and training

- In 1974/75 girls and boys achievements were almost identical. One in four school leavers in England and Wales passed at least five O levels, and one in three school leavers in Scotland achieved five or more 1–3 Ordinary Grade SCEs.
- There was also little gender difference in higher level qualifications. Just over one in eight school leavers in England and Wales gained two or more A levels and almost one in ten school leavers in Scotland passed five or more Highers.

Sources: CSO (1977) *Social Trends 1977*; EOC (1997) *Educational & vocational training in Scotland*.

Qualifications gained 2003/04

United Kingdom

	Girls %	Boys %
GCSEs and equivalent¹		
5+ grades A*–C	59.3	49.2
1–4 grades A*–C	22.2	23.1
Grades D–G only	15.0	22.4
No graded results	3.4	5.3
Total (thousands)	379.4	392.6
GCE A levels and equivalent²		
2+ passes	44.0	34.7
1 pass	3.2	3.2
1+ passes	47.2	37.9
Population aged 17 (thousands)	373.8	395.8

1. Pupils in their last year of compulsory education, Scotland equivalents to GCSE grades A*–C are Standard 1–3, Intermediate 2 A–C and Intermediate 1 A–B.
2. Pupils in schools and students in FE aged 16–18 in England, Wales and Northern Ireland, and pupils in Year S5/S6 in Scotland. Ages at start of the academic year.

Source: Department for Education and Skills (2005) *Education and training statistics for the United Kingdom 2005 edition*.

Now 49% of boys and 59% of girls gain five or more high grade GCSEs or equivalent by the end of compulsory education, and 35% of boys and 44% of girls gain two or more A levels or equivalent.

Source: Department for Education and Skills (2005) *Education and training statistics for the United Kingdom 2005 edition*.

Examination entries 2003/04

United Kingdom

	Girls		Boys	
	entries thous.	% of entries	entries thous.	% of entries
GCSE/SCE Standard grade¹				
French	188.4	54	162.6	46
English literature ²	295.4	52	274.4	48
Science double award	270.2	51	262.3	49
English	359.1	50	358.0	50
Mathematics	362.8	50	366.7	50
Design & technology	211.4	46	244.1	54
Information technology	49.8	41	71.1	59
Any subject	367.4	50	372.9	50
GCE A level/SCE Higher grade³				
English literature ²	34.7	71	14.2	29
Social studies ²	63.8	69	28.8	31
Modern languages	25.5	68	12.1	32
Biological sciences	36.0	62	22.4	38
History	25.7	51	24.5	49
Chemistry	22.6	51	22.1	49
Business studies	21.9	47	24.3	53
Mathematics	30.0	40	44.9	60
Computer studies	8.6	27	22.9	73
Physics	8.6	24	27.8	76

1. School pupils in their last year of compulsory education.

2. England & Wales only.

3. Students in schools & FE institutions aged 16 – 18 at the start of the academic year in England, Wales (not FE) and Northern Ireland, & by pupils in S5/S6 in Scotland.

Source: Department for Education and Skills (2005) *Education and Training Statistics for the UK 2005 edition*.

■ At age 16 many subjects are taken by similar numbers of girls and boys, but this changes at A level/Higher grade where, for example, 71% of students taking examinations in English literature are women and 76% of students taking physics are men.

Source: Department for Education and Skills (2005) *Education and Training Statistics for the UK 2005 edition*.

- More extreme segregation of young women and men is seen in apprenticeships. Over nine-tenths of hairdressing apprentices are women, whilst at least 98% of apprentices in construction, the motor industry and plumbing are men.

Source: Learning & Skills Council (2005) Apprenticeship data: Report 2 – Quarterly cumulative starts and in learning August 2004 to April 2005.

Apprenticeships 2004/05

Starts between August 2004 & April 2005

England

Selected sectors	Women		Men	
	Starts	%	Starts	%
Early years care & education	9,578	97	278	3
Hairdressing	11,792	91	1,114	9
Health and social care	5,929	87	851	13
Business administration	9,467	77	2,827	23
Customer service	7,082	69	3,164	31
Accountancy	2,110	63	1,239	37
Hospitality	6,620	52	6,215	48
Engineering	288	3	8,618	97
Automotive industry	187	2	9,820	98
Construction	156	1	13,173	99
Plumbing	44	1	4,577	99
Electrotechnical	41	1	5,241	99
All sectors ¹	65,194	46	77,099	54

1. Including sectors not listed separately.

Source: Learning & Skills Council (2005) Apprenticeship data: Report 2 – Quarterly cumulative starts and in learning August 2004 to April 2005.

- Subject segregation in FE and HE is almost as extreme. For example, in engineering and technology subjects 87% of FE students and 86% of HE students are male.

Sources: Learning and Skills Council (2005) Further education, work based learning for young people and adult and community learning – Learner numbers in England 2004/05, ILR/SFR08; Higher Education Statistics Agency (2005) Students in Higher Education Institutions 2003/04.

Further education 2004/05

Learners on LSC-funded FE provision

England

Area of learning	Women		Men	
	thousands	%	thousands	%
Hairdressing & beauty therapy	107	93	8	7
Health & social care	444	66	231	34
Business administration	237	64	134	36
English, languages & comms	159	63	92	37
Science & mathematics	91	62	57	38
ICT	447	60	302	40
Engineering, technology & manufacturing	21	13	137	87
Construction	6	5	104	95
All areas ¹	2,496	59	1,710	41

1. Including areas not listed separately above.

Source: Learning and Skills Council (2005) Further education, work based learning for young people and adult and community learning – Learner numbers in England 2004/05, ILR/SFR08.

Higher education 2003/04

First degree undergraduates in HE institutions

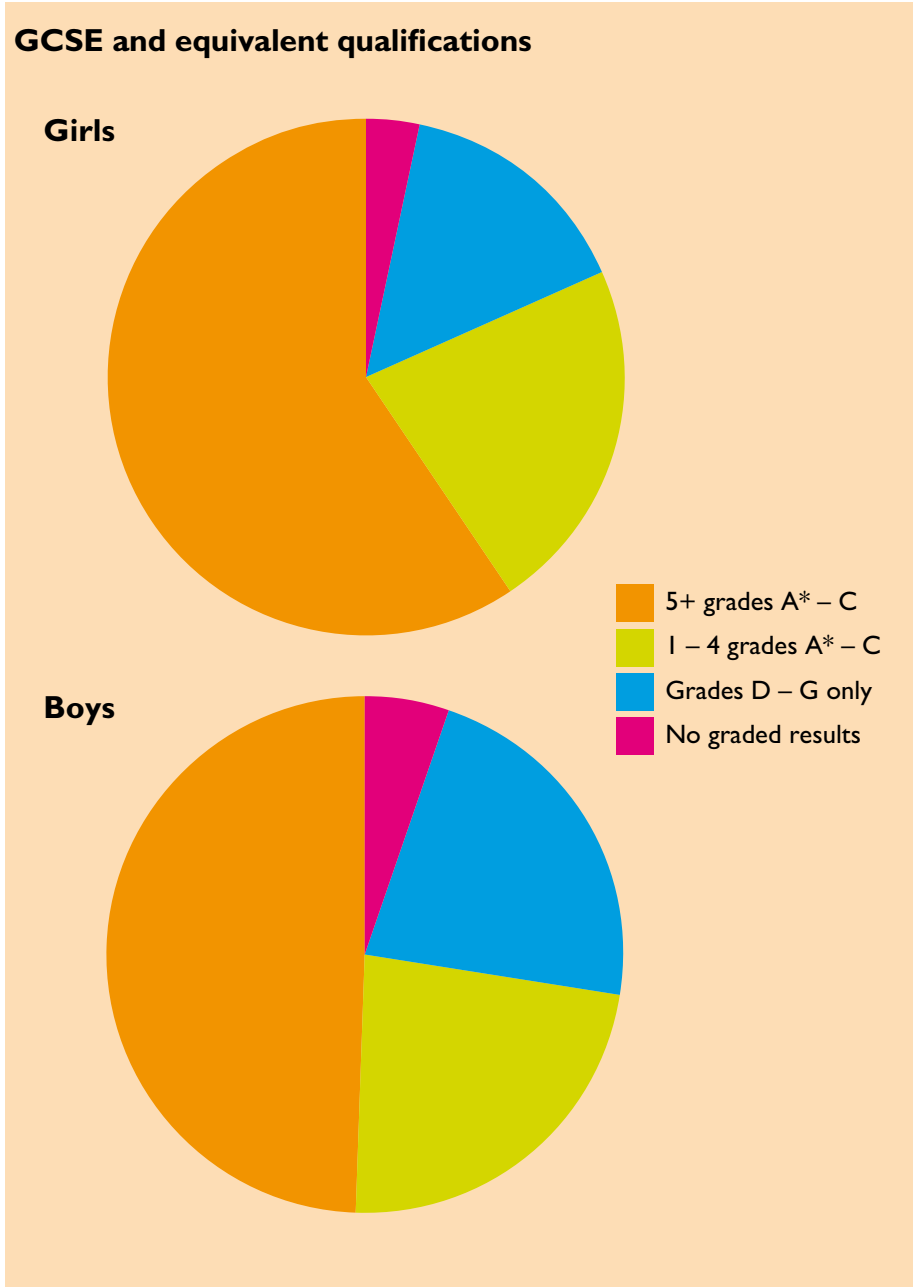
Great Britain

Selected subject areas	Women		Men	
	thousands	%	thousands	%
Education	33.3	82	7.3	18
Law	34.5	62	21.2	38
Social studies	64.0	59	44.5	41
Medicine & dentistry	20.4	58	14.6	42
Business & administration	74.5	51	72.4	49
Physical sciences	19.7	40	29.2	60
Mathematical sciences	8.7	39	13.6	61
Computer science	16.0	19	66.3	81
Engineering & technology	11.3	14	67.0	86
All subjects ¹	642.9	55	535.3	45

1. Including subject areas not listed separately above.

Source: Higher Education Statistics Agency (2005) Students in Higher Education Institutions 2003/04.

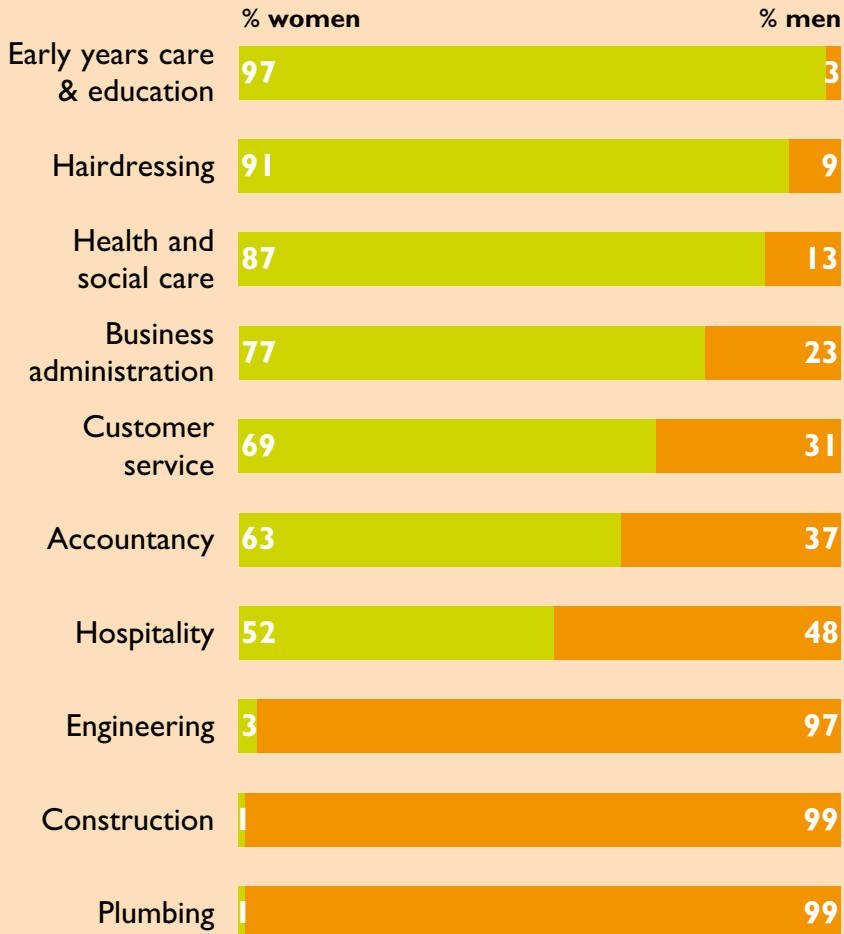
On average girls gain higher qualifications than boys...



Source: Department for Education and Skills (2005) Education and training statistics for the United Kingdom, 2005 edition.

...but vocational training can be highly segregated

Apprenticeship starts



Source: Learning and Skills Council (2005) Apprenticeship data: Report 2 – Quarterly cumulative starts and in learning August 2004 to April 2005.

Employment

Since 1975 men's employment has declined from around nine out of ten to eight out of ten (79%) for men of working age (16–64). At the same time women's employment has increased from around six out of ten to seven out of ten (70%) for women of working age (16–59).

Source: ONS (2005) Labour Market Statistics – Time Series Data.

Part-time and flexible working 2005

Employees aged 16–64
Great Britain

	Women		Men	
	thousands	%	thousands	%
Part-time	4,845	42	1,093	9
Flexitime	1,387	12	1,055	9
Annualised hours	514	4	524	4
Term-time working	888	8	162	1
Job share	150	1	16	*
Homeworking ¹	195	2	124	1
Any flexible arrangement	6,538	57	2,766	23

1. Working in own home or in same grounds/building.

* Less than 0.5%.

NB Employees with more than one flexible arrangement are included in each figure, but only once in the total.

Source: ONS (2005) Labour Force Survey Spring 2005 dataset.

- For women and men under the age of 65 employment rates are highest for the 25–44 age group. Three-quarters of women and nearly nine out of ten men aged 25–44 are in employment.
- Part-time work is the most common alternative working arrangement, used by 42% of women employees and 9% of men employees. Overall 57% of women employees and 23% of men employees use one or more of the following arrangements: part-time, flexitime, annualised hours, term-time working, job share and homeworking.

Source: ONS (2005) Labour Force Survey Spring 2005 dataset.

Employment by age 2005

People aged 16 or over

Great Britain

Women	In employment ¹		Employment rate	Unemp. rate
	% full-time	% part-time		
16–24	56	44	57	10.0
25–44	60	40	74	3.6
45–64	55	45	63	2.3
65 or over	18	82	4	–
All aged 16–64	58	42	67	4.1
Men				
16–24	72	28	60	13.4
25–44	96	4	88	3.9
45–64	91	9	77	3.3
65 or over	37	63	9	2.1*
All aged 16–64	91	9	79	5.1

1. Employees and self-employed.

– Not shown as based on small sample.

* High relative standard error, estimate may be unreliable.

Source: ONS (2005) Labour Force Survey Spring 2005 dataset.

Labour market definitions

In employment – people aged 16 and over who did some paid work in the reference week; those who had a job they were temporarily away from; those on government-supported training and employment programmes; and those doing unpaid work for their own or a family business.

ILO unemployed – counts as unemployed those aged 16 and over who are without a job, are available to start work in the next two weeks and have been seeking a job in the last four weeks, or are waiting to start a job already obtained. The unemployment rate is the number of ILO unemployed as a percentage of the employed plus ILO unemployed.

- Disabled women and men each have lower employment rates and higher unemployment rates than women and men who are not disabled. The difference in employment rates is largest for men: 52% of disabled men work compared with 85% of men who are not disabled, and 49% of disabled women work compared with 75% of women who are not disabled.
- Part-time employment is less common for ethnic minority women than white women, but proportionately more ethnic minority men than white men work part-time. Bangladeshi men have the highest part-time rates compared with other men, 39% of those in employment work part-time.
- Muslims form the largest group belonging to a non-Christian religion, and have the lowest employment rates of all religious groups. One in four (24%) Muslim women and three in five (58%) Muslim men aged 16–64 are in employment.

Source: ONS (2005) Labour Force Survey Spring 2005 dataset.

Employment by disability 2005

People of working age
Great Britain

	In employment		Employment rate	Unemp. rate
	% full-time	% part-time		
Women				
Disabled ¹	54	46	49	6.2
Not disabled	59	41	75	3.9
All of working age (16–59)	58	42	70	4.3
Men				
Disabled ¹	87	13	52	8.8
Not disabled	91	9	85	4.5
All of working age (16–64)	91	9	79	5.1

1. People with a current disability, including DDA disabled and work-limiting disabled.

Source: ONS (2005) Labour Force Survey Spring 2005 dataset.

Employment by ethnic group 2005

People aged 16–64

Great Britain

Women	In employment		Employment rate	Unemp. rate
	% full-time	% part-time		
White	57	43	69	3.7
Mixed	66	34	64	10.3
Indian	68	32	61	5.8
Pakistani	55	45	23	21.7
Bangladeshi	52*	48*	18	–
Black Caribbean	73	27	64	7.6
Black African	73	27	48	9.4
Chinese	74	26	55	–
All ethnic minorities ¹	68	32	50	9.1
All aged 16–64	58	42	67	4.1

Men	In employment		Employment rate	Unemp. rate
	% full-time	% part-time		
White	91	9	80	4.6
Mixed	85	15	63	9.9*
Indian	91	9	75	6.4
Pakistani	80	20	63	10.1
Bangladeshi	61	39	54	19.1
Black Caribbean	87	13	71	14.6
Black African	78	22	63	15.4
Chinese	82	18*	49	14.4*
All ethnic minorities ¹	84	16	66	10.7
All aged 16–64	91	9	79	5.1

1. All non-white groups, including those not listed separately.

* High relative standard error, estimate may be unreliable.

– Not shown as based on a small sample.

Source: ONS (2005) Labour Force Survey Spring 2005 dataset.

Overall 50% of ethnic minority women are in employment, but Pakistani and Bangladeshi women both have employment rates of less than a quarter.

Source: ONS (2005) Labour Force Survey Spring 2005 dataset.

Parents and carers

- In 1975 half of mothers with dependent children worked, and the employment rate of mothers of under fives was 28%. Latest figures show two-thirds of mothers and 55% of mothers of under fives in employment.
- White, Indian and black Caribbean mothers have the highest employment rates of between 65% and 70%. Pakistani and Bangladeshi mothers have the lowest employment rate at 15%.

Sources: OPCS (1990) General Household Survey 1988; ONS (2005) Labour Force Survey Spring 2005 dataset.

Parents' employment 2005

People aged 16–64

Great Britain

Women	In employment		Employment rate	Unemp. rate
	% full-time	% part-time		
All parents	42	58	67	4.4
– youngest 0–4	36	64	55	5.5
– youngest 5–10	39	61	71	4.8
– youngest 11–15	50	50	77	3.1
– youngest 16–18	56	44	79	3.2
No dependent children	67	33	67	4.0
All aged 16–64	57	43	67	4.1
Men				
All parents	96	4	90	2.8
– youngest 0–4	96	4	90	3.5
– youngest 5–10	96	4	90	2.5
– youngest 11–15	97	3	90	2.4
– youngest 16–18	95	5	88	1.8*
No dependent children	88	12	73	6.4
All aged 16–64	91	9	79	5.1

* High relative standard error, estimate may be unreliable.

Source: ONS (2005) Labour Force Survey Spring 2005 dataset.

There are 3.8 children aged under eight in England for every place with a childminder, in full day care or in out-of-school day care.

Source: Ofsted (2005) *Quarterly childcare statistics as at 30 September 2005*; ONS (2005) *Mid-2004 population estimates*.

Carers' employment 2003/04

People aged 16 and over, excluding those retired

United Kingdom

Women	In employment		Employment rate	Unemp. rate
	% full-time	% part-time		
Adult carers	54	46	65	4
All adults	61	39	72	4
Men				
Adult carers	89	11	72	5
All adults	92	8	80	4

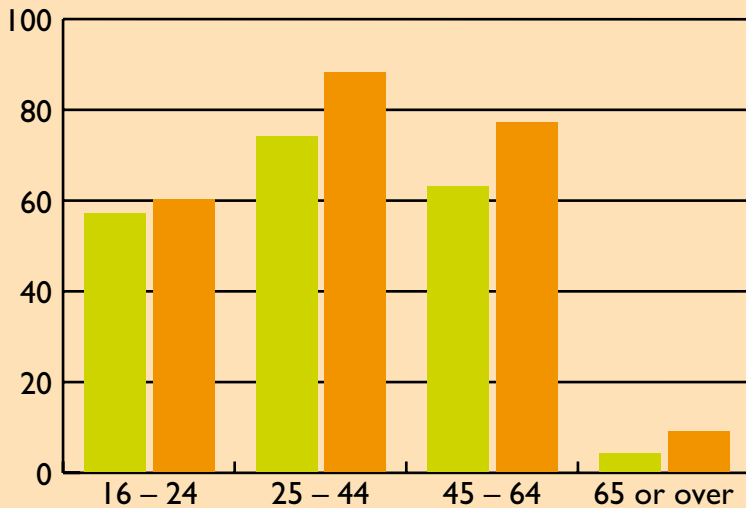
Source: Department for Work and Pensions (2005) *Family Resources Survey 2003-04*.

- The ageing of the British population is expected to produce more demands for informal caring. By 2026, more than 10% of the population is projected to be over 75 years old.
- This is likely to impact on employment as caring rates are highest between 45 and 64, although one in five carers are aged 65 or over.
- Excluding those who are retired, carers have lower employment rates than other adults. Two-thirds of women carers and less than three-quarters of men carers are in employment.

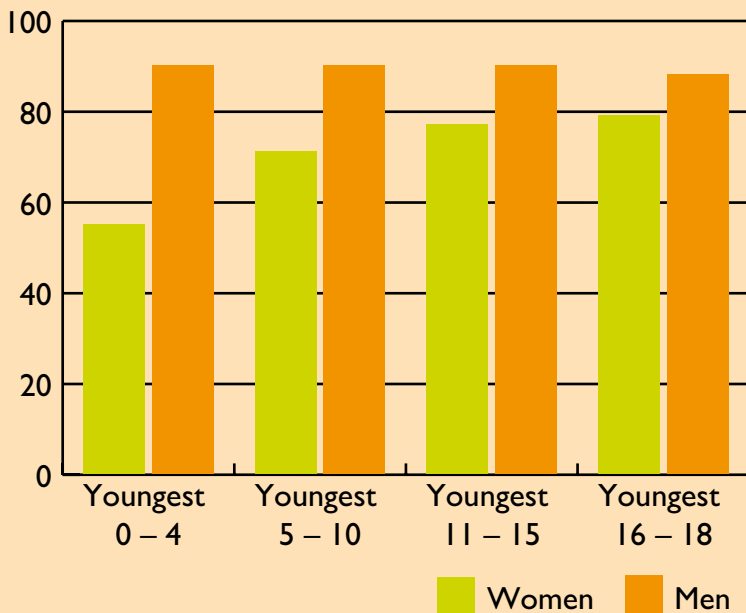
Sources: Government Actuaries Department (2005) *2004-based population projections by age at last birthday*; ONS (2006) *Focus on Health*; Department for Work and Pensions (2005) *Family Resources Survey 2003-04*.

Employment rates vary...

... by age

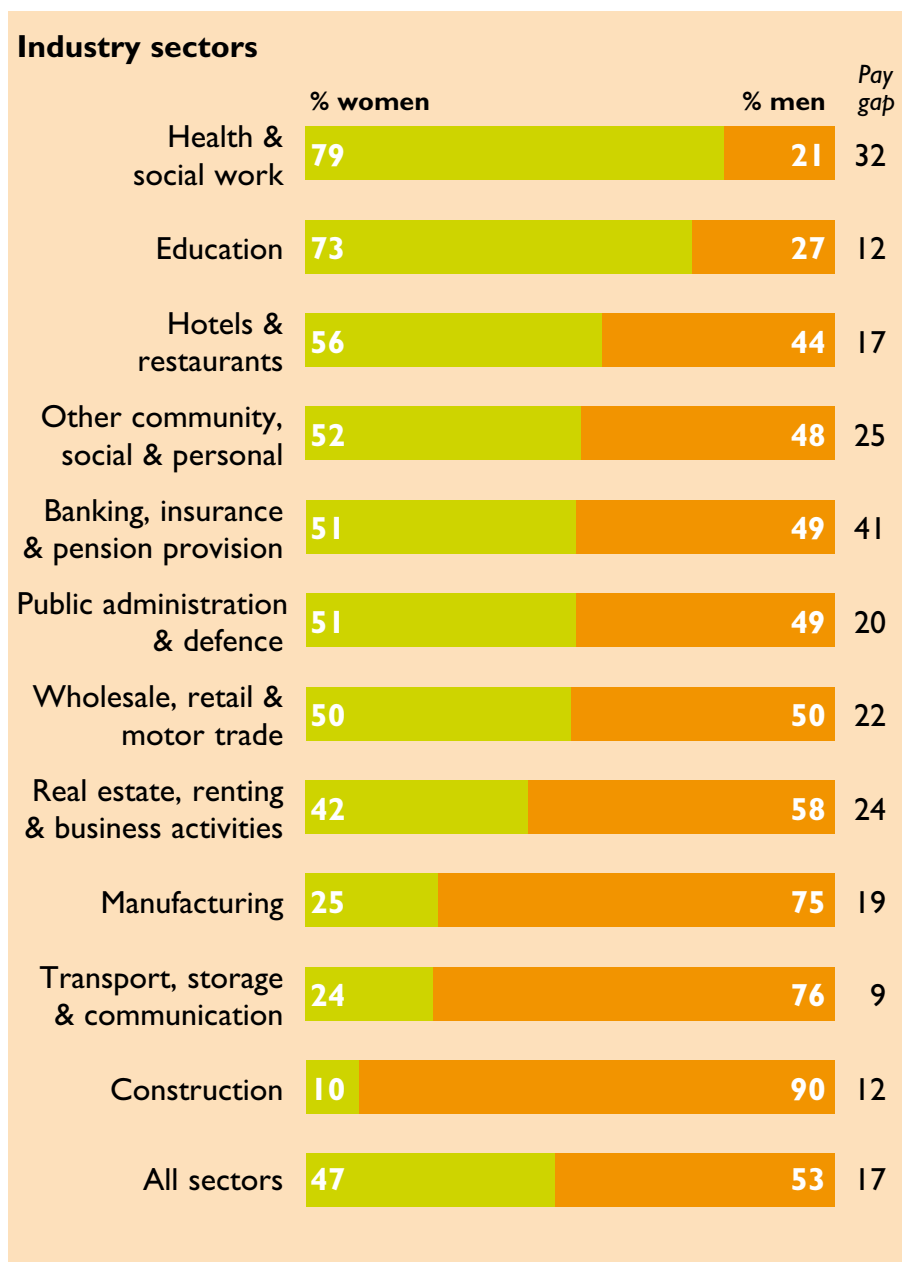


... and for women by age of children



Source: ONS (2005) Labour Force Survey Spring 2005 dataset.

Sectors employ different numbers of women and men, often in different jobs and with different rates of pay



Source: ONS (2005) Labour Force Survey Spring 2005 dataset; ONS (2005) Annual Survey of Hours and Earnings 2005.

Pay and income

- In 2005, average hourly earnings for women working full-time were £11.67, and for men were £14.08. This gave a full-time gender pay gap of 17.1%.
- Part-time women earned £8.68 on average, and comparing this figure with men's average full-time earnings of £14.08 gives a part-time gender pay gap of 38.4%.

Sources: ONS (2005) Annual Survey of Hours and Earnings 2005, revised December 2005.

Full-time & part-time earnings 2005

Mean earnings of employees on adult rates¹

United Kingdom

	Women	Men	Gender pay gap ² %
Hourly earnings (£ per hour)			
Full-time	11.67	14.08	17.1
Part-time	8.68	9.81	38.4 ³
Weekly earnings (£ per week)			
Full-time	436.1	569.0	23.4
Annual earnings (£k per year)			
Full-time	23.0	31.5	27.1

1. Hourly earnings exclude overtime. Total weekly earnings include basic, overtime, payment by results, shift pay etc. Annual earnings are for employees who have been with the same employer for at least a year.
2. 100 – (women's earnings as a percentage of men's full-time earnings).
3. The part-time gender pay gap is the difference between the average hourly earnings of part-time women and full-time men.

Source: ONS (2005) Annual Survey of Hours and Earnings 2005.

Since 1975 the full-time gender pay gap has decreased by 12pp¹ from 29.4%, and the part-time gender pay gap has decreased by 3pp from 41.6%.

1. pp = percentage points.

Sources: ONS (2005) Annual Survey of Hours and Earnings 2005, revised December 2005; Department of Employment (1975) New Earnings Survey 1975.

- Average full-time hourly earnings for Indian and white British men are relatively high, and so full-time gender pay gaps are large for these groups. Full-time earnings are mostly lower for both women and men in other ethnic groups. For example, there is no significant difference between average full-time hourly earnings of black Caribbean women and men.

Source: Platt, L (2006) *Forthcoming analysis of the ethnic pay gap for men and women.*

Individual income 2003/04

Mean total weekly income¹ of all people aged 16 & over

Great Britain

Economic activity status	Women £/week	Men £/week	Income gap,%²
Full-time employee	393	537	27
Part-time employee	200	265	25
Self-employed (FT)	391	522	25
Self-employed (PT)	332	479	31
Unemployed	62	56	-11
Retired	134	252	47
Student	73	75	3
Looking after family/home	88	–	–
Sick/disabled	124	138	10
Other	102	95	-7
All adults	227	408	44

1. All sources of income received by individuals are included.

2. $100 - (\text{women's income as a percentage of men's income})$.

– Estimate considered unreliable as based on a small sample.

Source: Women and Equality Unit (2005) *Individual incomes of men and women 1996/97 to 2003/04.*

- The income gap for all adults is 44%, and is widest in retirement, where women receive 47% lower weekly income than men. This is in a large part due to the effect on their pension of time out of the workforce raising children or working part-time. Whilst retired men get nearly half their income from non-state pensions, retired women get only a quarter of their income from this source.

Source: Women and Equality Unit (2005) *Individual incomes of men and women 1996/97 to 2003/04.*

Industries and sectors

- Some things haven't changed much: at least nine in ten workers in the construction sector were male in both 1972 and 2005. Similarly women predominated in health and educational services in 1972, and they form the majority of workers in these sectors today.
- Two sectors which have become close to balanced are public administration, which used to be male-dominated, and distribution, which used to be female-dominated.

Sources: CSO (1973) *Social Trends 1973*; ONS (2005) *Labour Force Survey Spring 2005 dataset*.

Employment by sector 2005

Employees and self-employed aged 16 and over

Great Britain

Industry sectors	Women		Men	
	thousands	%	thousands	%
Health & social work	2,638	79	703	21
Education	1,810	73	666	27
Hotels & restaurants	652	56	519	44
Banking, insurance & pension provision	592	51	567	49
Public administration & defence	963	51	933	49
Wholesale, retail & motor trade	2,088	50	2,067	50
Real estate, renting & business activities	1,330	42	1,824	58
Manufacturing	921	25	2,693	75
Transport, storage & communication	453	24	1,436	76
Construction	215	10	1,895	90
All sectors ¹	12,668	47	14,558	53

1. Including those not shown separately.

Source: ONS (2005) *Labour Force Survey Spring 2005 dataset*.

Full-time earnings by sector 2005

Mean hourly earnings of full-time employees on adult rates¹

United Kingdom

Industry sectors	Women £/hour	Men £/hour	Gender pay gap ² %
Banking, insurance & pension provision	13.98	23.86	41.4
Health & social work	11.54	17.03	32.2
Real estate, renting & business activities	12.70	16.66	23.8
Wholesale, retail & motor trade	9.02	11.54	21.8
Public administration & defence	11.62	14.44	19.5
Manufacturing	10.38	12.89	19.5
Hotels & restaurants	7.12	8.55	16.7
Construction	10.83	12.35	12.3
Education	13.87	15.68	11.5
Transport, storage & communication	11.02	12.09	8.9
Public sector	13.18	15.20	13.3
Private sector	10.65	13.75	22.5
All sectors ³	11.67	14.08	17.1

1. Hourly earnings excluding overtime.

2. $100 - (\text{women's full-time earnings as a percentage of men's full-time earnings})$.

3. Including sectors not shown separately.

Source: ONS (2005) *Annual Survey of Hours and Earnings 2005*.

The gender pay gap is widest at 41% in banking, insurance and pension provision.

The private sector has a full-time gender pay gap of 22.5%, compared with 13.3% in the public sector.

Source: ONS (2005) *Annual Survey of Hours and Earnings 2005*.

Occupational segregation

- In broad terms the differences between women's and men's jobs have declined dramatically since the 1970s, for example in professional jobs the percentage of women has increased from one in ten to 42%.
- However certain occupations are still mainly held by women or men, particularly in skill shortage areas. For example, fewer than 1% of people in plumbing occupations are women and only 2% of childcare workers are men.
- White women and ethnic minority women and men are particularly likely to be concentrated in low-paid jobs. Many Chinese and Bangladeshi men work as cooks or waiters, and care assistant is one of the most common jobs for white, Pakistani, black Caribbean and black African women.

Sources: CSO (1974) *Social Trends 1974*; ONS (2005) *Labour Force Survey Spring 2005 dataset*; ONS (2004) *Additional analysis from the 2001 Census*; Blackwell, L & Guinea Martin, D (2005) *Occupational segregation by sex and ethnicity in England and Wales, 1991 to 2001, Labour Market Trends December 2005*.

Employment by occupation 2005

Employees and self-employed aged 16 and over

Great Britain

Occupational groups	Women		Men	
	thousands	%	thousands	%
Personal service	1,767	84	339	16
Administrative & secretarial	2,750	81	653	19
Sales & customer service	1,479	69	677	31
Associate prof. & technical	1,898	50	1,911	50
Elementary	1,405	45	1,724	55
Professional	1,451	42	1,988	58
Managers & senior officials	1,393	34	2,679	66
Process, plant & machine ops	269	13	1,776	87
Skilled trades	247	8	2,798	92
All occupations ¹	12,668	47	14,558	53

1. Including those not classified by occupation.

Source: ONS (2005) *Labour Force Survey Spring 2005 dataset*.

Occupational segregation 2005

Employees on adult rates

United Kingdom

	Average pay, £ ¹	Employees		Thousands
		% women	% men	
High-paid jobs				
Directors & chief executives of major organisations	56.33	17	83	87
Medical practitioners	33.01	37	63	176
Financial managers & chartered secretaries	29.92	32	68	259
Solicitors & lawyers, judges & coroners	25.89	47	53	94
Management consultants, actuaries, economists & statisticians	24.10	30	70	84
ICT managers	23.94	21	79	163
Marketing & sales managers	22.68	29	71	513
Personnel, training & industrial relations managers	22.37	58	42	95
HE teaching professionals	21.83	41	59	132
Financial institution managers	21.02	43	57	149
Low-paid jobs				
Sports & leisure assistants	7.09	50	50	84
Receptionists	7.07	95	5	219
Packers, bottlers, canners & fillers	6.78	52	48	115
School midday assistants	6.24	96	4	114
Sales & retail assistants	6.16	72	28	1,170
Cleaners & domestics	6.04	76	24	590
Retail cashiers & check-out operators	5.85	67	33	221
Kitchen & catering assistants	5.74	73	27	376
Waiters & waitresses	5.50	74	26	133
Bar staff	5.43	60	40	176

1. Mean hourly pay (£) excluding overtime of all employees, full-time and part-time.

Source: ONS (2005) *Annual Survey of Hours and Earnings 2005*.

Public and political life

- Women's representation in the UK Parliament has increased from 27 women elected in October 1974, to 126 women MPs today. This is an increase from 4.3% to 19.5% of MPs.
- This contrasts markedly with the Scottish Parliament (40% women) and the National Assembly for Wales (50% women), where more equal representation has been achieved through positive action by some political parties.

Sources: House of Commons Information Office (2004) *Women in the House of Commons; UK Parliament (2006) Members of Parliament by gender: numbers, updated 10/2/06; The Scottish Parliament (2005) Female MSPs: Session 2; National Assembly for Wales (2005) Who? – Elected members.*

Members of Parliament 2006

United Kingdom

Political party	Women		Men	
	Number of MPs	% of party	Number of MPs	% of party
Conservative	17	9	179	91
Labour	96	27	257	73
Liberal Democrats	9	14	54	86
Other parties ¹	4	12	30	88
All parties	126	20	520	80

1. Includes Speaker & deputies.

Source: UK Parliament (2006) *Members of Parliament by gender: numbers, updated 10/2/06.*

There are only two ethnic minority women MPs at Westminster, and 13 men. All four Muslim MPs are men.

Source: BBC (2005) *Record number of new minority MPs, 10 May 2005.*

Public appointments 2005

United Kingdom

Selected departments	Women		Men	
	Number of appointees	% of dept.	Number of appointees	% of dept.
Education & skills	235	47	269	53
Home office	1,184	44	1,512	56
Health	1,993	43	2,672	57
Work & pensions	819	41	1,200	59
Trade & industry	1,069	34	2,110	66
Culture, media & sport	233	33	482	67
Constitutional affairs	1,232	31	2,778	69
Transport	65	28	169	72
Office of the Deputy Prime Minister	423	25	1,273	75
Ministry of defence	69	18	314	82
Environment, food & rural affairs	154	14	973	86
All departments ¹	7,756	35	14,385	65

1. Including departments not listed separately.

Source: Cabinet Office (2005) *Women appointed to Public Bodies as at March 31st 2005*.

In 'Sex and power: who runs Britain?' the EOC publishes an annual set of indicators showing women's representation in a range of areas, for example:

- Around three in ten headteachers in secondary schools and FE college principals are women, compared with only one in nine university vice chancellors.
- A quarter of Civil Service top management are women.
- Only 10% of senior police officers and 9% of the senior judiciary are women.
- Less than 1% of senior ranks in the armed forces are women.

Source: EOC (2006) *Sex and power: who runs Britain? 2006*.

Equal Opportunities Commission Helpline

Free, confidential and impartial advice and information on sex discrimination and equal pay

0845 601 5901

9am – 5pm Monday – Friday

Calls from BT landlines charged at local rates

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