

# FACTS ABOUT WOMEN & MEN in *Scotland*



2006



Women. Men. Different. Equal.  
Equal Opportunities Commission Scotland

# Changes since the 1970s

## Then

55% of boys and 58% of girls achieved at least one grade A–C at Ordinary Grade.

Employment rates were nine in ten for men and less than six in ten for women of working age.

Fewer than half of married women with children worked.

The gap between women's and men's full-time hourly earnings was 31%.

Two-thirds of public administration and defence workers were men.

One in five managerial workers were women.

## Now

42% of boys and 53% of girls gain five or more grades 1–2 at Standard Grade.

Seven in ten women and eight in ten men of working age are in employment.

Two-thirds of mothers and 58% of mothers of under fives are in employment.

Women working full-time earn 12% less per hour than men.

There are equal numbers of women and men in the public administration and defence sector.

One in three managers and senior officials are women.

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 in Scotland 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 recognise 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.

Scottish-specific, 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. Data must 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 Scottish public sector must wake up to gender equality.

**Rowena Arshad**

Commissioner for Scotland, Equal Opportunities Commission

## Introduction

Welcome to the 2006 edition of Facts about women and men in Scotland. 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](http://www.eoc.org.uk)

**Karen Hurrell**

EOC Statistician

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## Contact details

Email the EOC at: [scotland@eoc.org.uk](mailto:scotland@eoc.org.uk)

Call our Helpline on: 0845 601 5901

Write to: **Equal Opportunities Commission**

St Stephens House, 279 Bath Street, Glasgow, G2 4JL

# Population

- The population of Scotland has decreased from a peak of 5.24 million in 1974 to 5.08 million in 2004. A sharp decline in the number of births has been an important factor.
- Another influence is migration which in recent years has produced a small increase in Scotland's population, although historically more people have moved out of Scotland than have moved in.
- There are 2.3 million households in Scotland, and one in six people live in a low income household. The population includes 444,000 families with dependent children headed by couples, 158,000 headed by a lone mother and 15,000 headed by a lone father. A fifth of the population lives in rural areas.

Sources: General Register Office for Scotland (GROS) (2005) *Scotland's population 2004*; GROS (2005) *Household estimates for Scotland by LA 1991–2005*; Scottish Executive (2006) *Scottish households below average income 2004/05*; GROS (2004) *Scotland's Census 2001*; Scottish Executive (2006) *Rural development: introduction*.

## Resident population 2004

Age group	Females		Males	
	thousands	%	thousands	%
Under 16	457	17	479	20
16 – 64	1,690	64	1,627	67
65 and over	486	18	341	14
All ages	2,632	100	2,446	100

Source: GROS (2005) *Mid-2004 population estimates Scotland*.

The population also includes an estimated:

- nearly a million disabled people<sup>1</sup>
- 100,000 people from ethnic minorities
- 95,000 belonging to a non-Christian religion

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

Sources: GROS (2004) *Scotland's Census 2001*.

# Education and training

- In 1975 58% of girls and 55% of boys achieved one or more grades A – C at Ordinary Grade by the time they left school, and 33% of girls and 37% of boys left school with no SCE qualifications. Now nearly half of school pupils, 53% of girls and 42% of boys, achieve five or more grades 1–2 at Standard Grade or equivalent qualifications.
- In 1974/75 18% of both girls and boys achieved three or more Highers, now 34% of girls and 26% of boys gain this level of qualification.

Sources: EOC (1997) *Education and Training in Scotland*; The Scottish Office (1998) *Scottish school leavers and their qualifications: 1986–87 to 1996–97*; Scottish Executive (2005) *SQA Examination results in Scottish Schools: 2004/05*.

## School leavers' qualifications 2004/05

Leavers from publicly-funded schools

Number & SCQF level	Girls		Boys	
	highest qual'n %	this level or better %	highest qual'n %	this level or better %
None at levels 3 – 7	3.8		4.9	
1 – 2 at level 3	0.9		1.5	
3 – 4 at level 3	0.3		0.6	
5+ at level 3	0.3	91.7	0.5	89.5
1 – 2 at level 4	5.1		7.0	
3 – 4 at level 4	5.9		7.7	
5+ at level 4	7.9	81.7	9.1	75.2
1 – 2 at level 5	13.5		16.5	
3 – 4 at level 5	7.4		7.9	
5+ at level 5	6.9	53.0	6.0	42.4
1 – 2 at level 6	13.5	48.1	12.0	38.3
3 – 4 at level 6	10.8	34.3	8.5	26.0
5+ at level 6	10.4	22.3	7.3	16.5
1 – 2 at level 7	12.3	13.3	9.3	10.5
3+ at level 7	1.0	1.0	1.2	1.2
<b>Total leavers (thousands)</b>	<b>28.4</b>		<b>28.9</b>	

Source: Scottish Executive (2006) *SQA attainment & school leaver qualifications in Scotland: 2004–05*.

Male pupils accounted for 79% of exclusions from schools.

Source: Scottish Executive (2006) Exclusions from schools 2004/05.

## Qualifications gained by subject 2004/05

Leavers from publicly-funded schools

	Girls		Boys	
	passes	% of leavers	passes	% of leavers
<b>SCQF levels 3 – 5</b>				
English	26,763	94	26,714	93
Mathematics	26,296	93	26,495	92
French	17,958	63	15,896	55
Biology	16,134	57	6,681	23
Chemistry	10,707	38	10,431	36
History	10,527	37	9,460	33
Art & design	12,655	45	7,185	25
Computing studies	6,915	24	12,198	42

### SCQF level 6

English	8,980	32	6,001	21
Mathematics	5,165	18	5,068	18
Chemistry	2,770	10	2,598	9
Physics	1,566	6	3,653	13
History	3,018	11	2,089	7
Biology	3,582	13	1,430	5
Art & design	3,627	13	1,265	4
Modern studies	3,099	11	1,754	6

<b>Total leavers</b>	<b>28,391</b>	<b>28,877</b>
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Source: Scottish Executive (2006) SQA attainment & school leaver qualifications in Scotland: 2004–05.

## Scottish Credit & Qualifications Framework (SCQF)

Level 7 – CSYS at A – C; Advanced Higher at A – C.

Level 6 – Higher at A – C.

Level 5 – Intermediate 2 at A – C; Standard grade at 1 – 2.

Level 4 – Intermediate 1 at A – C; Standard grade 3 – 4.

Level 3 – Access 3 cluster; Standard grade at 5 – 6.

- At levels 3 – 5 common subjects like English and Mathematics are taken by similar numbers of girls and boys. Other subjects are more gendered: 57% of girls and 23% of boys passed Biology, whilst 42% of boys and 24% of girls passed Computing studies.
- This changes at Higher grade (level 6) when, for example, more girls than boys take English and Biology and more boys than girls take Physics.

Source: Scottish Executive (2006) SQA attainment & school leaver qualifications in Scotland: 2004–05.

## Higher Education 2003/04

First degree undergraduates in HE institutions

Selected subject areas	Women		Men	
	students	% women	students	% men
Education	4,035	79	1,060	21
Biological sciences	8,375	68	3,970	32
Social studies	6,600	61	4,190	39
Law	2,795	63	1,675	37
Medicine & dentistry	3,150	59	2,160	41
Business & administration	9,945	56	7,675	44
Computer science	985	16	5,350	84
Engineering & technology	1,165	12	8,580	88
All subjects <sup>1</sup>	71,090	57	53,925	43

1. Including subject areas not listed separately above.

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

In HE only 12% of engineering and technology undergraduates are female.

Fewer than 1% of apprentices in construction and plumbing and less than 2% in engineering are women.

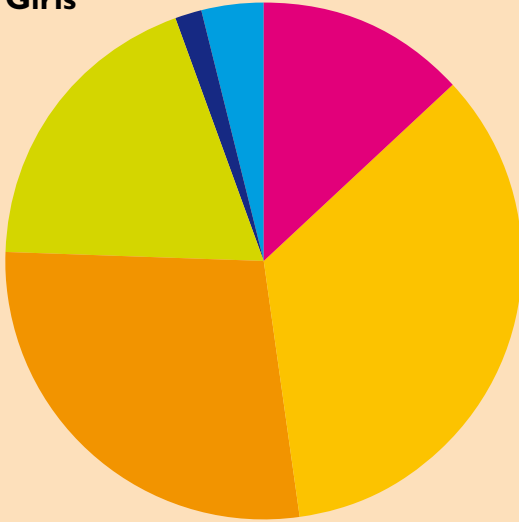
Only 1% of apprentices in early years care and education are men.

Source: Higher Education Statistics Agency (2005) Students in Higher Education Institutions 2003/04; Scottish Enterprise (2005) Modern Apprentices in training as at 31/3/05.

# Highest qualification of school leavers

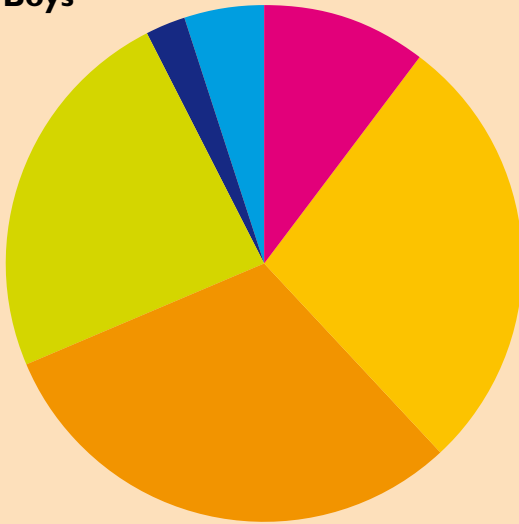
## SCQF levels

### Girls



- Below level 3
- Level 3
- Level 4
- Level 5
- Level 6
- Level 7

### Boys



Source: Scottish Executive (2006) *SQA attainment & school leaver qualifications in Scotland: 2004–05*.

# Employment

Employment rates have converged from 90% for men and 57% for women of working age in 1975 to 79% for men and 71% for women today.

Source: Scottish Executive (2005) Total employment and employment rate Scotland, 1960–2005.

## Employment by age 2005

People aged 16 or over

<b>Women</b>	<i>In employment<sup>1</sup></i>		<i>Employment rate</i>	<i>Unemp. rate</i>
	<i>% full-time</i>	<i>% part-time</i>		
16 – 24	56	44	60	11.7
25 – 44	61	39	76	5.4
45 – 64	60	40	62	2.0*
65 or over	–	–	3	–
<b>All aged 16 – 64</b>	<b>60</b>	<b>40</b>	<b>68</b>	<b>5.2</b>
<b>Men</b>				
16 – 24	70	30	63	15.8
25 – 44	96	4	86	5.0
45 – 64	93	7	76	3.6
65 or over	39	61	9	–
<b>All aged 16 – 64</b>	<b>91</b>	<b>9</b>	<b>78</b>	<b>6.3</b>

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.

■ For women and men employment rates are highest for the 25 – 44 age group. Three-quarters (76%) of women and seven-eighths (86%) of men aged 25 – 44 are in employment.

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

- Part-time work is the most common alternative working arrangement, used by 40% of women employees and 9% of men employees. Overall 55% of women employees and 22% 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.

## Part-time and flexible working 2005

Employees aged 16 – 64

	Women		Men	
	thousands	%	thousands	%
Part-time	427	40	94	9
Flexitime	129	12	94	9
Annualised hours	42	4	46	4
Term-time working	65	6	8*	1*
Job share	15	1	–	–
Any flexible arrangement <sup>1</sup>	583	55	237	22

1. Including homeworking, ie working in own home or in same grounds/building.

– Not shown as based on small sample.

\* High relative standard error, estimate may be unreliable.

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.

## 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 slightly larger for men: 48% of disabled men and 45% of disabled women work compared with 86% of men and 79% of women who are not disabled.

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

## Employment by disability 2005

People of working age

<b>Women</b>	In employment		Employment rate	Unemp. rate
	% full-time	% part-time		
Disabled <sup>1</sup>	57	43	45	8.9
Not disabled	61	39	79	4.8
All of working age (16–59)	61	39	72	5.4
<b>Men</b>				
Disabled <sup>1</sup>	90	10	48	8.0
Not disabled	91	9	86	6.0
All of working age (16–64)	91	9	78	6.3

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

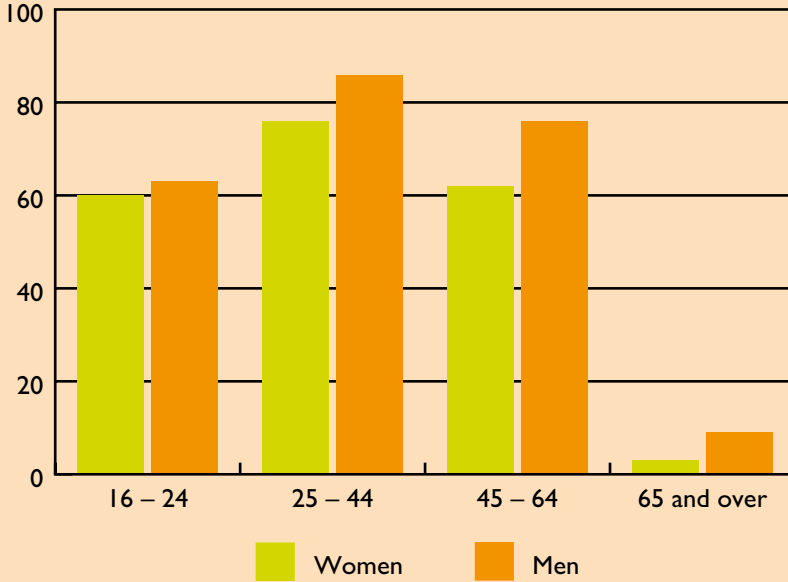
Source: ONS (2005) Labour Force Survey Spring 2005 dataset.

- Employment rates for ethnic minority women and men are lower than for white women and men respectively. Overall 52% of ethnic minority women and 63% of ethnic minority men are in employment.
- Members of a non-Christian religion have lower employment rates than both Christians and those with no religion: 55% of women and 71% of men aged 16–64 who belong to a non-Christian religion are in employment.

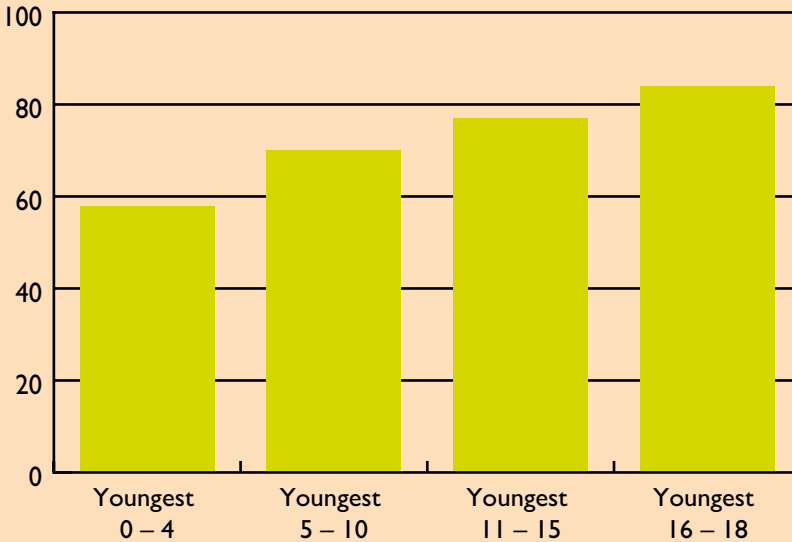
Source: ONS (2005) Labour Force Survey Spring 2005 dataset.

# Employment rates vary...

## ... by age



## ... and for women by age of children



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

# Parents

- In 1981 fewer than half of married women with children worked, whilst now two-thirds of mothers and 58% of mothers of under fives are in employment.
- There are up to 185,000 places with childminders and pre-school centres, including nurseries, playgroups, crèches, breakfast and out of school clubs. This compares with approximately 263,000 under fives.

Sources: EOC (1985) *Women and men in Scotland: a statistical profile*; ONS (2005) *Labour Force Survey Spring 2005 dataset*; Scottish Executive (2005) *Pre-school and childcare statistics 2005*.

## Parents' employment 2005

People aged 16–64

<b>Women</b>	In employment		Employment rate	Unemp. rate
	% full-time	% part-time		
All parents	45	55	68	7.1
– youngest 0–4	35	65	58	9.7
– youngest 5–10	42	58	70	6.2*
– youngest 11–15	55	45	77	6.6*
– youngest 16–18	64	36	84	–
No dependent children	69	31	68	4.0
All aged 16–64	60	40	68	5.2
<b>Men</b>				
All parents	97	3	90	3.5
No dependent children	88	12	72	7.7
All aged 16–64	91	9	78	6.3

– Not shown as based on small sample.

\* High relative standard error, estimate may be unreliable.

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

# Pay and income

- In 2005, average hourly earnings for women working full-time were £11.37, and for men were £12.91. This gave a full-time gender pay gap of 11.9%.
- Part-time women earned £8.57 per hour on average, and comparing this figure with men's average full-time earnings of £12.91 gives a part-time gender pay gap of 33.6%.
- Since 1975 the full-time gender pay gap has decreased by 19pp<sup>1</sup> from 31%, and the part-time gender pay gap has decreased by 5pp from 39%.

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

## Full-time & part-time earnings 2005

Mean earnings of employees on adult rates<sup>1</sup>

	Women	Men	Gender pay gap <sup>2</sup> %
<b>Hourly earnings</b> (£ per hour)			
Full-time	11.37	12.91	11.9
Part-time	8.57	9.22	33.6 <sup>3</sup>
<b>Weekly earnings</b> (£ per week)			
Full-time	423.8	522.9	19.0
<b>Annual earnings</b> (£k per year)			
Full-time	21.5	27.8	22.5

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*, revised December 2005.

Average weekly income in Scotland 2001–2004 was £210 for women and £359 for men, giving a gender income gap of 42%.

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

# Industries and occupations

- In 1976 over half of women workers in Scotland were in the service sector, and this has now increased to over two-thirds. At the same time the percentage of men working in this sector has increased from a quarter to two-fifths.
- In 1976 around two-thirds of public administration and defence workers were men, but now there are equal numbers of women and men in this sector.
- Little has changed in the construction industry, with men making up 93% of workers in both 1976 and 2005.

Sources: Breitenbach, E (1982) *Women workers in Scotland*; ONS (2005) *Labour Force Survey Spring 2005 dataset*.

## Employment by sector 2005

Employees and self-employed aged 16 and over

Industry sectors	Women		Men	
	thousands	%	thousands	%
Health & social work	264	77	77	23
Education	163	75	55	25
Wholesale, retail & motor trade	191	56	149	44
Hotels & restaurants	66	54	57	46
Banking, insurance & pension provision	62	52	57	48
Public administration & defence	89	50	89	50
Real estate, renting & business activities	90	45	112	55
Manufacturing	68	25	209	75
Transport, storage & communication	37	24	119	76
Construction	14	7	179	93
All sectors <sup>1</sup>	1,140	48	1,257	52

1. Including those not shown separately.

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

- In 1981 one in five managerial workers were women, whilst now one in three managers and senior officials are women.
- Women hold four-fifths of personal service and administrative and secretarial jobs, whilst nine-tenths of skilled tradespeople and process, plant and machine operators are men.

Sources: EOC (1985) *Women and men in Scotland: a statistical profile*; ONS (2005) *Labour Force Survey Spring 2005 dataset*.

## Employment by occupation 2005

Employees and self-employed aged 16 and over

Occupational groups	Women		Men	
	thousands	%	thousands	%
Personal service	161	83	34	17
Administrative & secretarial	247	82	56	18
Sales & customer service	145	68	69	32
Associate prof. & technical	170	50	170	50
Professional	143	48	158	52
Elementary	120	42	167	58
Managers & senior officials	108	36	192	64
Process, plant & machine ops	23	12	165	88
Skilled trades	22	8	247	92
All occupations <sup>1</sup>	1,140	48	1,257	52

1. Including those not classified by occupation.

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

Segregation is particularly high in some skill-shortage areas. A mere 0.4% of people in plumbing occupations are women, and only 2% of childcare workers are men.

Source: ONS (2004) *Additional analysis from the 2001 Census*.

# Public and political life

- Over the last 30 years, women MPs have increased from 4% to 20% of the UK Parliament.
- Out of 59 Scottish constituencies in the UK Parliament there are only eight women MPs (14%). The Labour party has seven women MPs, or 18%, whilst the remaining woman is a Liberal Democrat MP.
- The Office of the Commissioner for Public Appointments in Scotland opened in 2004. It regulates appointments to 106 bodies out of 141 NDPBs. Of the 249 appointments made during the Commissioner's first year (2004/05) 71% were male (176) and 29% were female (73).

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*; McIlwhan, Rosemarie (2006) *Review of Scottish public policy statistics*.

## Local authority councillors 2003

Scottish Councils

Political party	Women	Men
	% of party	% of party
Conservative	23	77
Labour	19	81
Liberal Democrats	33	67
SNP	25	75
Independent & other	15	85
All parties	22	78

Source: COSLA & Scottish Executive (2003) *Scotland's Councillors 2003*.

Women make up 39% of The Scottish Parliament.

Source: *The Scottish Parliament (2006) MSPs by party, 3 May 2006*.

- Out of 12 Ministers in the Scottish Parliament Cabinet, three are women.
- In the UK Cabinet, 27% of members are women, but of the four Cabinet members from Scottish Constituencies none are women.

Sources: *Scottish Executive (2006) Ministers Online*; *UK Parliament (2006) Directory of MPs, peers, offices and overseas delegations*.

## Members of the Scottish Parliament 2006

Political party	Women		Men	
	Number of MSPs	% of party	Number of MSPs	% of party
Conservative & Unionist	3	18	14	82
Green Party	2	29	5	71
Labour	28	56	22	44
Liberal Democrats	2	12	15	88
SNP	9	36	16	64
Scottish Socialists	4	67	2	33
Others <sup>1</sup>	2	29	5	71
<b>All parties</b>	<b>50</b>	<b>39</b>	<b>79</b>	<b>61</b>

1. Includes Presiding officer.

Source: *The Scottish Parliament (2006) MSPs by party, 3 May 2006*.

In 'Who runs Scotland?' the EOC looks at women's representation in senior positions in the public and private sector:

- 10% of senior police officers are women
- 18% of Scottish secondary headteachers are women
- 19% of Local Authority council leaders are women

Source: *EOC (2006) Who runs Scotland? 2006*.

## **Equal Opportunities Commission Helpline**

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