

Occupational Segregation in the Highlands and Islands

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1 INTRODUCTION

Introduction

1.1 In April 2016, ekosgen was appointed by Highlands and Islands Enterprise (HIE) to explore the extent and nature of occupational segregation across the Highlands and Islands. The research took place between April and August 2016, examining patterns of occupational segregation across and within the region to identify barriers to equal participation in the economy. This report presents the findings of the research which will be used to inform future policy responses.

Occupational Segregation

1.2 Occupational segregation is the distribution and concentration of people across and within jobs, based on demographic characteristics, most often – and as is the focus of this research – gender. It manifests itself in a number of different ways, including the tendency for men and women to be distributed unequally across the range of industrial sectors and occupations (horizontal segregation), or at different levels/grades (vertical segregation). Concentration either horizontally or vertically is generally accepted to be an indicator of inequality.¹

1.3 Occupational segregation affects both men and women and is an issue that impacts upon equality² and social cohesion as well as economic performance³. It is widely recognised that occupational segregation is one of the barriers which prevents women and men from fulfilling their potential in the labour market, and which presents challenges for employers when sourcing the best people for their jobs. There are a range of factors and barriers at play, including: the inequality of caring (the responsibility of caring still largely rests on women); working environments and workplace cultures (in some industries favouring men and in others favouring women); the persistence of traditional values reinforcing gender stereotypes; inequality of terms and conditions for part time working, with an implicit bias that favours full time workers; and education choices – and systems – that repeat gender stereotypes in the skills pipeline.

1.4 Generally, women are more likely than men to be underemployed, work part time, and work in lower grades within an organisation or lower value sectors. This is in spite of the significant progress that has been made to increase female participation in the labour market. One of the most widely reported and most visible impacts of occupational segregation is the gender pay gap, which continues to persist despite the fact that the Equal Pay Act⁴ was enacted more than 45 years ago.

1.5 Promoting Inclusive Growth is a key priority in Scotland's Economic Strategy (SES). Gender equality is also a key feature, and ensuring 'women's position in the economy and in employment is improved in the long term and reflected more comprehensively in Scottish Government economic policy and strategies' is one of the Scottish Government's eight Equality Outcomes⁵. Research undertaken by Close the Gap on gender equality in pay suggests that equalising gender employment could generate as much as 12% of UK GDP by 2025 – 12% of the Scottish economy at current figures is just over £17 billion.⁶

1.6 This study identifies the sectors and areas which are most affected by occupational segregation to help inform how initiatives should be targeted to make an impact.

¹ e.g. Blackburn, R.M. and Jarman, J. (1997) Occupational Gender Segregation, *Social Research Update 16* (University of Surrey)

² e.g. Scottish Government (2015) *Maximising Economic Opportunities for Women in Scotland*

³ e.g. HM Government (2015) *The role and contribution of women in the Scottish economy*

⁴ HM Government (1970) *Equal Pay Act*, Ch.41

⁵ Scottish Government (2015) *Equality Outcomes and Mainstreaming Report 2015*

⁶ Close the Gap (2016) *Gender Equality Pays*

Approach

1.7 The report presents the findings of multiple strands of research including:

- **A literature review** of existing research, strategies and policies for the Highlands and Islands and Scotland.
- **Extensive analysis of data** available through standard datasets, including the Annual Population Survey and the Census and additional Annual Population Survey data (on growth sectors and occupations within sectors) that has been secured through specific requests to the Office for National Statistics;
- **Enquiry calls and in depth consultations** with 24 stakeholders, including representatives from national and local businesses and organisations⁷ (a list of the organisations consulted is included in Appendix A); and
- **A desk based review** of occupational segregation at the international level and how it has been tackled in both the international and national context.

1.8 Accompanying this report are individual reports for each of the six local authority areas, setting out the local detail of occupational segregation.

Data Use and Limitations

1.9 The most useful data source in relation to occupational segregation is the Annual Population Survey (APS), which breaks down data on a wide range of indicators by gender. This includes data on labour market participation, skills and employment for sectors and occupations, two of the key areas explored through the study. The data is updated on a quarterly basis, providing more up to date intelligence than annual surveys and the Census.

1.10 There are, however, widely recognised limitations to the APS, particularly in relation to smaller geographical areas such as the Highlands and Islands and its individual local authority areas. The limitations primarily relate to the survey based nature of the dataset and the small sample sizes within each of the Highlands and Islands local authority areas (reflecting the relative scale of the population and employment base). For example, the most recent APS data was based on a total sample of just under 4,500 for the whole Highlands and Islands region. While this offers confidence levels of +/- 1% (i.e. it is 95% certain that the actual figure will be within a range of 1% less than the estimate to 1% more than the estimate) reliability reduces further for smaller areas and breakdowns.

1.11 The limitations have been overcome by sense checking the data for Scotland, the Highlands and Islands and each local authority area against the results of the 2011 Census (which is one of the most robust datasets). While it is recognised that patterns may have changed over time, this approach allows us to identify any significant anomalies. We have also tested the results through the consultations and the review of existing literature. As set out in the remainder of the report, the findings of this study often reinforce previous research. The trends in the Highlands and Islands (and each of the local authorities) often align with broad national trends as would be expected. Each of these factors helps to provide further confidence in the research.

⁷ 9 enquiry calls, 11 stakeholder consultations, and 4 business consultations

Structure of the report

1.12 The report is structured as follows:

- Chapter 2 focuses on key population and labour market indicators, examining headline trends in participation and occupational segregation;
- Chapter 3 considers trends in skills and education and how these vary by gender;
- Chapter 4 sets out the overall levels of gender representation within the workforce, providing benchmarks that are used in the subsequent chapters when examining segregation by sector and by occupation;
- Chapter 5 sets out patterns relating to vertical segregation (where men and women typically work at different job levels or grades);
- Chapter 6 sets out patterns relating to horizontal segregation (where women and men are clustered into specific job types) and examines occupational trends by gender within sectors;
- Chapter 7 details the challenges and barriers that both influence and arise from occupational segregation;
- Chapter 8 reviews current policies and interventions targeted at addressing occupational segregation; and
- Chapter 9 sets out the conclusions on the extent and nature of occupational segregation within the Highlands and Islands and provides recommendations for how it can be addressed.

2 POPULATION AND LABOUR MARKET

Key Messages

- The Highlands and Islands has a population of 487,600 (9% of Scotland's total population) with a fairly even gender split. Across the Highlands and Islands, men and women account for an equal share of the working age population setting the benchmark for an equal workforce.
- Generally, there are high levels of labour market participation in the region, driven by high employment rates amongst both men and women in comparison to the national average. However, employment participation levels continue to be higher amongst men than women, with the gender imbalance slightly greater in the Highlands and Islands than nationally.
- Gender segregation in employment is an issue across most age groups in the Highlands and Islands (particularly those aged 50 – 64) and the extent of segregation is greater regionally than nationally across each age group. The only exception is young people (16-24 year olds), where there are higher levels of participation in employment amongst women than men, although the trend switches from age 25+, suggesting that women become disengaged from the labour market.
- There are high levels of self-employment in the Highlands and Islands and this remains more prevalent amongst men, although the gender gap has reduced over the last 10 years.
- Whilst there is a high female employment rate, women are much more likely to be employed part time, with 46% of women in employment in the Highlands and Islands working part time, compared to 41% of women across Scotland and 13% of men in the region. This is a key form of underemployment in the female population and is often linked with care responsibilities.
- Unemployment rates are generally low, falling below the national average for both men and women. In contrast to national trends, unemployment is higher amongst women than men in the Highlands and Islands. However, the gap between the male and female unemployment rate is smaller regionally. There are also higher levels of inactivity amongst women in the Highlands and Islands and nationally, though the gender gap has narrowed over the past 10 years.
- Average weekly earnings in the Highlands and Islands tend to be lower than the national average for both men and women. However, there is a clear gender pay gap, with earnings for men higher than for women. This mirrors the national trends, although the extent of the gap is greater in the Highlands and Islands. Despite the difference in earnings, hours worked in the Highlands and Islands are largely in line with the national average and while men tend to work longer hours, the uplift in wages is not proportionate, suggesting they earn more on a like for like basis than women.
- The gender gaps in employment, self-employment, part time working and average weekly earnings are evident in each local authority area, with the exception of the employment rate in Eilean Siar (which is higher for women than men). The extent of the gap varies on an indicator by indicator basis for each local authority, highlighting the complexity of trends and combination of factors that contribute to gender segregation. In the large majority of cases, the extent of the gap is in line with or higher than the national average.
- Overall, there remains a gender divide in terms of employment and pay levels in the Highlands and Islands and although this is not confined to the region, the gender gap is often wider at the regional than the national level. There is a continuing need to address this divide in order to fully allow both genders to make an increased contribution to the economy.

Introduction

2.1 This chapter provides an overview of how the Highlands and Islands and the individual local authority areas perform on key population and labour market indicators, and how this varies by gender. In particular, it examines the varying levels of participation of men and women in the workforce and how this is reflected in working patterns and pay.

Population

2.2 The population of the Highlands and Islands is approximately 487,600, accounting for 9% of the total population in Scotland. Highland is by far the most populous local authority area, accounting for almost half (48%) of the region's total population. This is followed by Moray which accounts for just under a fifth of the total population.

2.3 Over the decade to 2014, the population grew by 19,800 (+4%) which was largely in line with the average level of growth across Scotland (+5%). There have been significant sub-regional variations in population growth over this period. Growth was highest in Orkney and Highland (7%), and lowest in Eilean Siar (+1%). Argyll and Bute was the only local authority area which experienced population decline (-3%).

Table 2.1: Total Population (2014)		
Geography	Population	Change since 2005
Scotland	5,347,600	5%
Highlands and Islands	487,600	4%
Highland	233,100	7%
Moray	94,800	5%
Argyll and Bute	87,700	-3%
Eilean Siar	27,300	1%
Shetland	23,200	4%
Orkney	21,600	7%

Source: Mid-Year Population Estimates.

2.4 Migration trends have contributed to overall population trends. Almost 17,000 people migrated into one of the six local authorities in the Highlands and Islands in 2013-14 (including people that have moved between the Highlands and Islands' local authorities), just over 3% of the total population. This equated to a net migration of 400 people into the region. This was largely driven by a strong net population gain in Moray and Highland, whereas there were net losses in Argyll and Bute and Eilean Siar, while Shetland remained relatively stable.

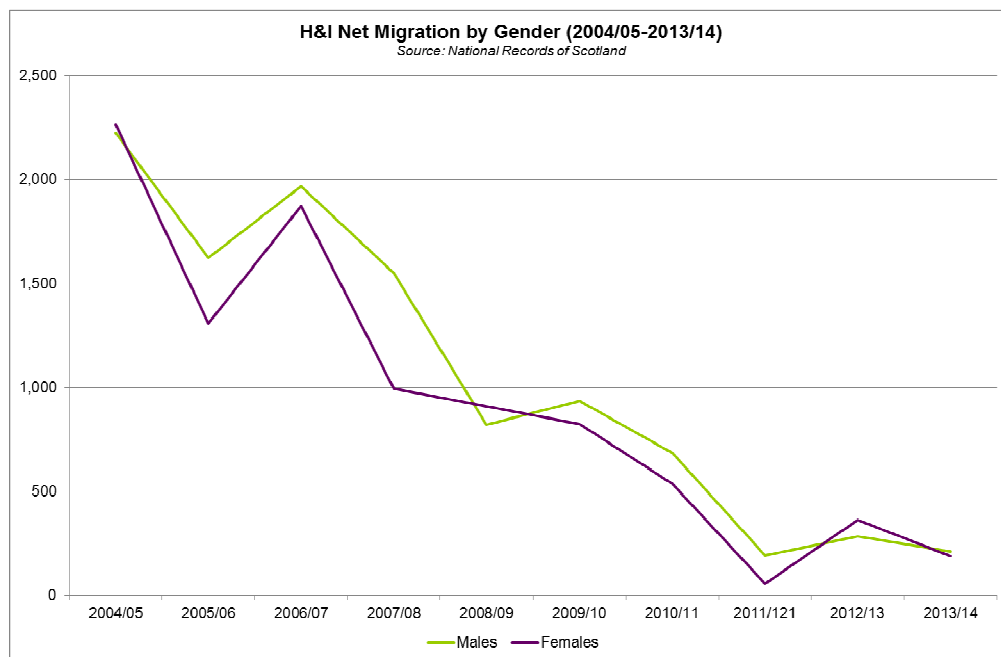
Table 2.2: Inward, Outward and Net Migration (2013-14)			
Geography	In migration	Out migration	Net migration
Highlands and Islands	16,750	16,350	400
Moray	3,481	3,024	457
Highland	7,243	7,004	239
Orkney	747	679	68
Shetland	675	679	-4
Eilean Siar	818	906	-88
Argyll and Bute	3,786	4,058	-272

Source: National Records of Scotland.

2.5 Net migration into the region as a whole, however, fell significantly over the decade to 2013-14, from a high of almost 4,500 in 2004-05 to a low of 248 in 2011-12, before rising slightly over the following two years.

2.6 The net migration of 400 people into the Highlands and Islands in 2013-14 was fairly evenly split by gender – 210 men and 190 women. However, in the ten years to 2013-14, there has tended to be a higher net migration of men into the region. Over the ten year period 2004-05 to 2013-14, 53% of the total net migration has been men and 47% women. In 2007-08, the proportion of net in migration accounted for by men was as high as 61%. This may have been partly driven by EU expansion in 2004.

Figure 2.1



Gender and Age

2.7 Overall, there is a fairly even gender split in the population. Some 51% of the Highlands and Islands population are women, 49% are men, in line with the national gender split. There is very little variation at the sub-regional level, with Shetland being the only local authority in 2014 where men accounted for more of the population (51%). There has been no significant change in the population gender split at the regional or local authority level over the last ten years.

Table 2.3: Gender Split (2014)		
Geography	Female	Male
Scotland	51%	49%
Highlands and Islands	51%	49%
Highland	51%	49%
Moray	51%	49%
Eilean Siar	51%	49%
Argyll and Bute	50%	50%
Orkney	50%	50%
Shetland	49%	51%

Source: Mid-Year Population Estimates.

2.8 In the Highlands and Islands, men and women account for an equal share of the working age population, although the gender balance varies within different age bands. For example, the share of the population accounted for by women is as high as 55% amongst those aged 65 and over. Nationally, women account for a slightly higher share of the working age population (51%).

Table 2.4: Population by Age and Gender (2014)				
Age	Highlands and Islands		Scotland	
	Female	Male	Female	Male
0-15	49%	51%	49%	51%
16-44	49%	51%	51%	49%
45-64	51%	49%	51%	49%
65 and over	55%	45%	56%	44%
Total	51%	49%	51%	49%
Working age population (16-64)	50%	50%	51%	49%

Source: Mid-Year Population Estimates.

Labour Market Participation

2.9 The labour market consists of people who are employed, as well as those defined as unemployed or economically inactive, who can be considered to be potential labour supply. Based on the definitions used by ONS, the economically active includes those who are in employment⁸ or who are unemployed⁹, while the remainder of the working age population are classed as economically inactive. There are many reasons why an individual may be inactive, for example, they might be studying, looking after family or long-term sick.

2.10 There are high levels of labour market participation in the Highlands and Islands. The region's economic activity rate (82.2%) is higher than the national average (77.7%), and has been consistently higher over the past ten years. This is driven by high levels of employment and low levels of unemployment.

Table 2.5: Labour Market Participation (Dec 2015)				
Geography	Working Age Population (16-64)			
	Active	Employment	Unemployment	Inactive
Scotland	77.7%	73.1%	5.9%	22.3%
Highlands and Islands	82.2%	79.1%	3.8%	17.8%
<i>Orkney</i>	<i>89.0%</i>	<i>86.8%</i>	<i>*</i>	<i>11.0%</i>
<i>Shetland</i>	<i>87.3%</i>	<i>87.3%</i>	<i>*</i>	<i>12.7%</i>
<i>Highland</i>	<i>84.1%</i>	<i>81.1%</i>	<i>3.6%</i>	<i>15.9%</i>
<i>Eilean Siar</i>	<i>81.4%</i>	<i>77.8%</i>	<i>4.4%</i>	<i>18.6%</i>
<i>Argyll and Bute</i>	<i>79.7%</i>	<i>75.6%</i>	<i>5.1%</i>	<i>20.3%</i>
<i>Moray</i>	<i>76.6%</i>	<i>73.3%</i>	<i>4.2%</i>	<i>23.4%</i>

Source: Annual Population Survey.

* Denotes that data is unavailable due to small sample sizes, although the data above and the claimant count indicate that unemployment is very low in both areas (and lower than all other Highland's and Islands Local Authorities)

2.11 The key sub-regional points are as follows:

- All but one of the local authority areas have activity rates above the national average, and the rate is particularly high in Orkney, Shetland and Highland. The exception is Moray which has the highest level of inactivity and the lowest level of employment across the Highlands and Islands.
- The employment rate is at least in line with the national average in all local authorities, and is again particularly high in Shetland, Orkney and Highland.

⁸ People who did some paid work in the reference week (whether as an employee or self-employed); those who had a job that they were temporarily away from (e.g., on holiday); those on government-supported training and employment programmes; and those doing unpaid family work.

⁹ Refers to people without a job who were available to start work in the two weeks following their interview and who had either looked for work in the four weeks prior to interview or were waiting to start a job they had already obtained.

- Argyll and Bute (5.1%), Eilean Siar (4.4%) and Moray (4.2%) have the highest levels of unemployment in the region, although all are below the national unemployment rate.

Employment by Gender

2.12 In 2015, the Highlands and Islands employment rate was 79.1%, compared to 73.1% nationally. The high employment rates in the region apply to both men (82.8% compared to 76.2% nationally) and women (75.3% vs 70.2%), with the rate for both genders exceeding the national average at the regional and local authority levels. The only exception is Moray where the employment rate for women is slightly below the national average and the lowest regionally. In Argyll and Bute, the employment rate for women is slightly lower than the regional average.

2.13 There is, however, evidence of gender segregation in the national workforce and, to a slightly greater extent, in the Highlands and Islands' workforce, demonstrating that even in areas with high levels of female participation, imbalances in the employment base persist. Both regionally and nationally, the employment rate is higher for working age men than women. The imbalance is slightly greater in the Highlands and Islands with the employment rate for men (82.8%) being almost eight percentage points higher than the rate for women (75.3%) (compared to six percentage points nationally).

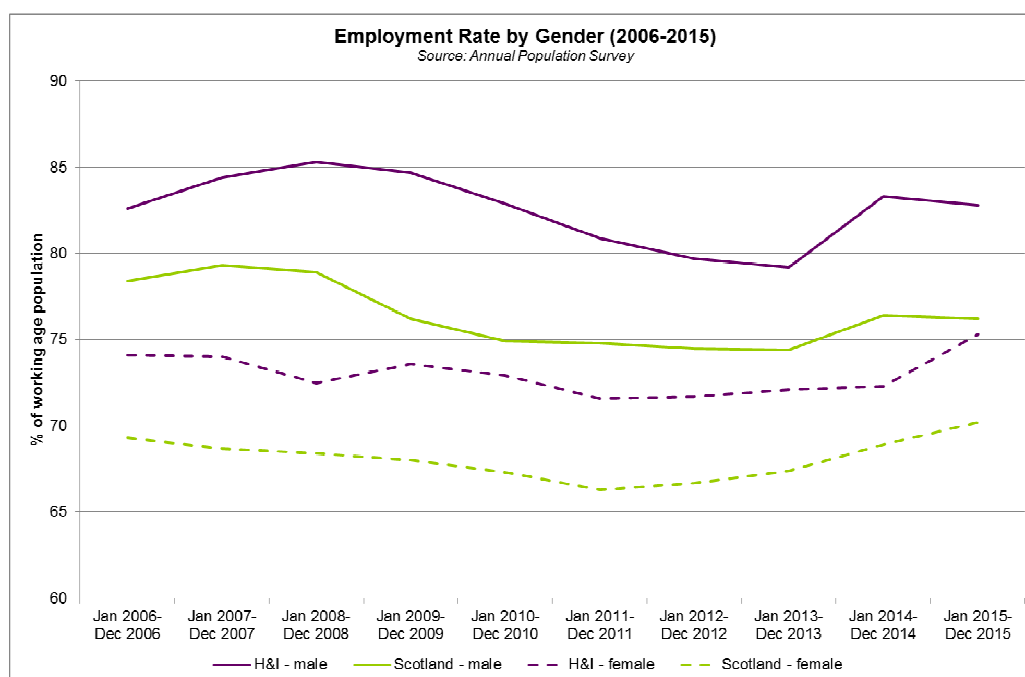
2.14 With the exception of Eilean Siar, the pattern is similar across all local authorities in the region. However, the extent of the segregation varies with the greatest gender gaps in participation in both Moray and Shetland (between 10 and 11 percentage points respectively). In Moray, the gap reflects a particularly low and below average female employment rate. In Shetland, the gap reflects the exceptionally high employment rate for men, with the rate for women also being significantly above the national and regional averages.

2.15 In contrast, there are slightly higher levels of participation amongst women rather than men in Eilean Siar (78.7% compared to 77.0%), a pattern which is unique to the area within the Highlands and Islands context.

Table 2.6: Employment by Gender (Dec 2015)				
Geography	Working Age (16-64) Employment Rate			Male Difference (%pt)
	Total	Female	Male	
Scotland	73.1%	70.2%	76.2%	6.0
Highlands and Islands	79.1%	75.3%	82.8%	7.5
<i>Highland</i>	<i>81.1%</i>	<i>77.2%</i>	<i>85.0%</i>	<i>7.8</i>
<i>Moray</i>	<i>73.3%</i>	<i>68.1%</i>	<i>78.5%</i>	<i>10.4</i>
<i>Eilean Siar</i>	<i>77.8%</i>	<i>78.7%</i>	<i>77.0%</i>	<i>-1.7</i>
<i>Argyll and Bute</i>	<i>75.6%</i>	<i>72.7%</i>	<i>78.6%</i>	<i>5.9</i>
<i>Orkney</i>	<i>86.8%</i>	<i>83.9%</i>	<i>89.5%</i>	<i>5.6</i>
<i>Shetland</i>	<i>87.3%</i>	<i>81.7%</i>	<i>92.5%</i>	<i>10.8</i>
Source: Annual Population Survey.				

2.16 Over the decade to 2015, the Highlands and Islands region consistently had higher rates of employment of men and women than nationally. During this period, the gender employment gap in the region was highest in 2008 (of nearly 13 percentage points), although it has narrowed in recent years to eight percentage points in 2015.

Figure 2.2



Employment by Age and Gender

2.17 As would be expected, employment rates are highest regionally and nationally amongst the core of the working age population (those aged 25-64), recognising that participation in education is still most prevalent amongst the 16-24 age group. The Highlands and Islands's above average employment rate applies to each age group. Employment rates by age have remained fairly constant in both the Highlands and Islands and Scotland over the last decade, with little variation.

2.18 Both regionally and nationally, imbalance in workforce representation is an issue across all age groups – employment rates are higher for men than women in most age groups, with the exception of those aged 16-24. Across the age groups with higher employment rates for men, the most significant difference is amongst those aged 50-64 both regionally and nationally, although the extent of the difference across each age group is greater in the Highlands and Islands than nationally.

2.19 In the case of those aged 16-24, the employment rate is higher for women both regionally and nationally, although the extent of the gap is slightly smaller in the Highlands and Islands.

Table 2.7: Employment Rate by Age and Gender (Dec 2015)						
Age	Highlands and Islands			Scotland		
	Total	Female	Male	Total	Female	Male
16-24	65.5%	67.4%	63.8%	56.2%	58.7%	53.8%
25-49	85.0%	80.5%	89.7%	81.7%	77.9%	85.7%
50-64	77.4%	71.6%	83.0%	68.6%	63.9%	73.7%
65+	12.1%	8.7%	16.5%	8.2%	5.7%	11.5%
Source: Annual Population Survey (resident-based)						

Self-Employment by Gender

2.20 There is a higher tendency for self-employment in the Highlands and Islands when compared to the national average (9.9% of the working age population are self-employed in the region, compared to 7.9% nationally) and this trend has been consistent over the last 10 years. The high levels of self-employment are

evident across all local authorities except Moray, where they are in line with the national average. Self-employment is particularly high in Orkney (12.4%), Argyll and Bute (12.2%) and Eilean Siar (12.1%).

2.21 The self-employment rates for both men and women in the Highlands and Islands exceed the national average and this also applies at most local authority areas. The only exceptions are Moray where the male self-employment rate is below the national average, and Shetland where self-employment of women falls short of the national average.

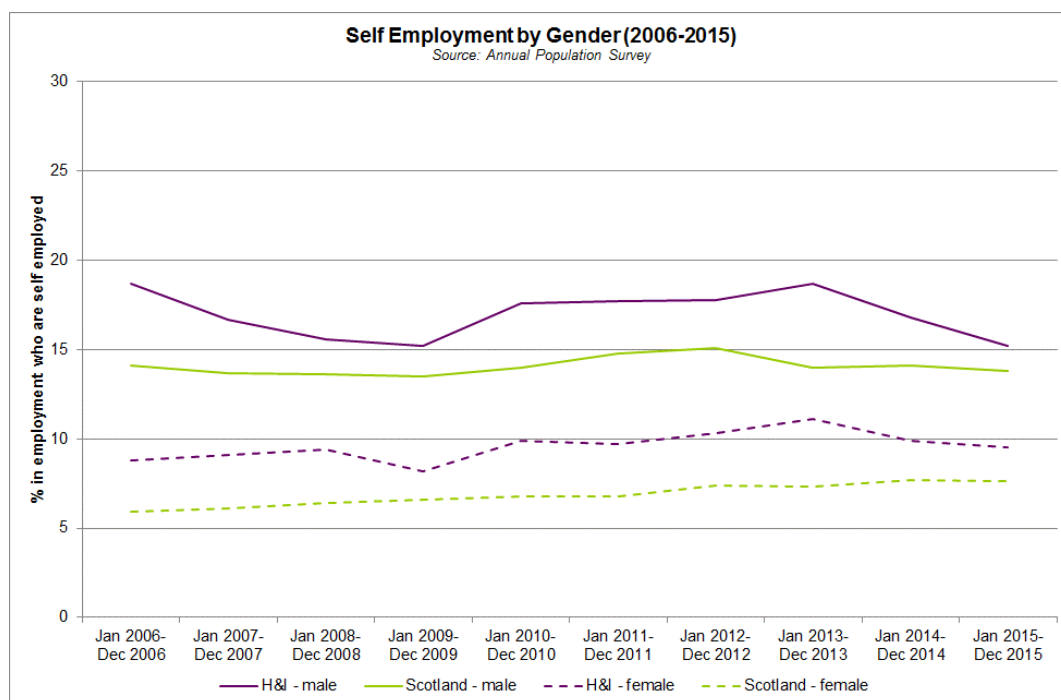
2.22 However, as with overall employment, there is evidence of a gender imbalance amongst those who are self-employed. Overall, self-employment is more prevalent amongst men than women nationally and regionally and the extent of the gap is similar for both geographies (approximately five percentage points). While this pattern is consistent across all local authority areas, the extent of the gap varies. The key differences to note are:

- The gap is greatest in Orkney, Argyll and Bute and Shetland, where the male self-employment rate is particularly high and results in between an eight and eleven percentage point gap with the female rate.
- The male self-employment rate is also particularly high in Eilean Siar, although the gap is less (4 percentage points) given the area also has the highest female self-employment which captures the high volume of self-employed female weavers for Harris Tweed mills.
- The gap is smallest in Moray (at less than percentage points). However, this reflects the below average male-self-employment rate rather than a high rate for females, which is in fact in line with the national average.

Table 2.8: Self Employment by Gender (Dec 2015) Working Age Population				
Geography	Self-Employment Rate (Dec 2015)			Male Difference (%pt)
	Total	Female	Male	
Scotland	7.9%	5.4%	10.5%	5.1
Highlands and Islands	9.9%	7.2%	12.6%	5.4
<i>Orkney</i>	<i>12.4%</i>	<i>7.6%</i>	<i>17.0%</i>	<i>9.4</i>
<i>Argyll and Bute</i>	<i>12.2%</i>	<i>7.8%</i>	<i>16.6%</i>	<i>8.8</i>
<i>Eilean Siar</i>	<i>12.1%</i>	<i>10.0%</i>	<i>14.1%</i>	<i>4.1</i>
<i>Highland</i>	<i>9.5%</i>	<i>7.0%</i>	<i>12.0%</i>	<i>5.0</i>
<i>Shetland</i>	<i>9.1%</i>	<i>3.5%</i>	<i>14.3%</i>	<i>10.8</i>
<i>Moray</i>	<i>7.9%</i>	<i>7.1%</i>	<i>8.7%</i>	<i>1.6</i>
Source: Annual Population Survey.				

2.23 Over the decade to 2015, rates of both male and female self-employment in the Highlands and Islands have consistently been higher than the average across Scotland. Whilst there remains a significant gender gap in self-employment, this has narrowed over the period, reducing by four percentage points in the Highlands and Islands and two percentage points nationally since 2006.

Figure 2.3



Employment by Work pattern and Gender

2.24 The high employment rates in the Highlands and Islands are driven by higher levels of part time working, (29% compared to 26% nationally), a trend that has been consistent over the last ten years. This is also the case in most local authority areas, with particularly high levels of part time working in Eilean Siar (32%), Highland (31%) and Orkney (30%). The two exceptions are Shetland and Argyll and Bute, where the balance between full and part time work is largely in line with the national average.

Table 2.9: Employment by Work Pattern (Dec 2015)		
Geography	% of working age population in employment	
	Full Time	Part Time
Scotland	74%	26%
Highlands and Islands	71%	29%
<i>Shetland</i>	<i>75%</i>	<i>25%</i>
<i>Argyll and Bute</i>	<i>74%</i>	<i>26%</i>
<i>Moray</i>	<i>73%</i>	<i>27%</i>
<i>Orkney</i>	<i>70%</i>	<i>30%</i>
<i>Highland</i>	<i>69%</i>	<i>31%</i>
<i>Eilean Siar</i>	<i>68%</i>	<i>32%</i>
Source: Annual Population Survey (resident-based)		

2.25 There are significant variances in the working patterns of men and women; a well-recognised factor that contributes to gender segregation. While there is a higher incidence of full time rather than part time employment for both genders, men are much more likely to work full time (with 88% of men in full time employment nationally compared to 59% of women) and women are much more likely to work part time (41% compared to 12% of men).

2.26 Part time working can, in some cases where the individual would prefer to be working full time, be classed as underemployment. It is widely acknowledged in literature on gender segregation that the incidence of underemployment amongst women is higher than amongst men, linked to caring responsibilities still largely falling to women. This is the most important factor behind higher levels of part time work amongst women¹⁰.

2.27 These typical patterns are evident in the Highlands and Islands, although the disparity between men and women in full time jobs is greater (with a 33 percentage point gap compared to 29 percentage points nationally). This reflects differences in women's working patterns in the region, with a higher proportion working part time than nationally (46% compared to 41%). This difference is also the driver for the higher levels of part time working in the regional economy overall.

Table 2.10: Employment by Work Pattern (Dec 2015)						
Geography	% of working age males and females in employment working full and part time					
	Full Time			Part Time		
	Female	Male	Total	Female	Male	Total
Scotland	59%	88%	74%	41%	12%	26%
Highlands and Islands	54%	87%	71%	46%	13%	29%
Shetland	57%	89%	75%	43%	11%	25%
Argyll and Bute	60%	88%	74%	40%	12%	26%
Moray	50%	91%	73%	50%	9%	27%
Highland	52%	85%	69%	48%	15%	31%
Orkney	59%	78%	70%	41%	22%	30%
Eilean Siar	49%	87%	68%	51%	13%	32%
Source: Annual Population Survey (resident-based)						

2.28 While the patterns at local authority levels largely reflect national and regional trends, the balance between full and part time working varies (as noted above) as does the gender balance. Key points to note include:

- In **Shetland** and **Argyll and Bute**, areas with relatively high levels of full time employment, the proportion of both men and women in full time jobs is above the regional average and the extent of the gender imbalance is similar to the national average.
- In **Moray**, where there are average levels of full time and part time employment, there is the most significant gender disparity. The proportion of men employed full time significantly exceeds the national average (91% vs 88% nationally), as does the proportion of women employed part time (50% vs 41%).
- In **Highland**, **Orkney**, and **Eilean Siar**, where there are higher levels of part time working patterns, the extent of the disparity by gender varies. In the case of Highland, there is a higher proportion of both men and women working part time when compared to the regional and national average, although this applies to women in particular and does not close the gender gap. In Eilean Siar, while the working patterns of men are in line with the regional and national average, there is a much higher level of part time working amongst women, which leads to a significant gender disparity. In Orkney, the proportion of women working full and part time is in line with the national average and

¹⁰ Scottish Government (2015) *Maximising Economic Opportunities for Women in Scotland*

there are particularly high levels of part time working amongst men (22% vs 12% nationally and 13% regionally), leading to the smallest gender gap across the local authorities.

2.29 Over the last 10 years in the Highlands and Islands and nationally, men have consistently had the highest levels of full time working, whilst levels of part time working have remained high amongst women. Male working patterns in the Highlands and Islands have been relatively closely aligned with the national average over the period, whilst there has been a greater disparity between female working patterns, with consistently higher levels of part time working in the Highlands and Islands than nationally.

2.30 Nonetheless, in the Highlands and Islands the gender gap in those working full (or in the case of the inverse, part time) has narrowed over the last decade by seven percentage points, outpacing the three percentage points progress made nationally over the period. Specifically, the gap has reduced from 40 percentage points in 2006 (where 92% of men worked full time compared to 52% of women, and 48% of women worked part time compared to 8% of men) to 33 percentage points in 2015 (where 87% of men work full time compared to 54% of women, and 46% of women work full time compared to 13% of men). See figure 2.4 and figure 2.5.

Figure 2.4

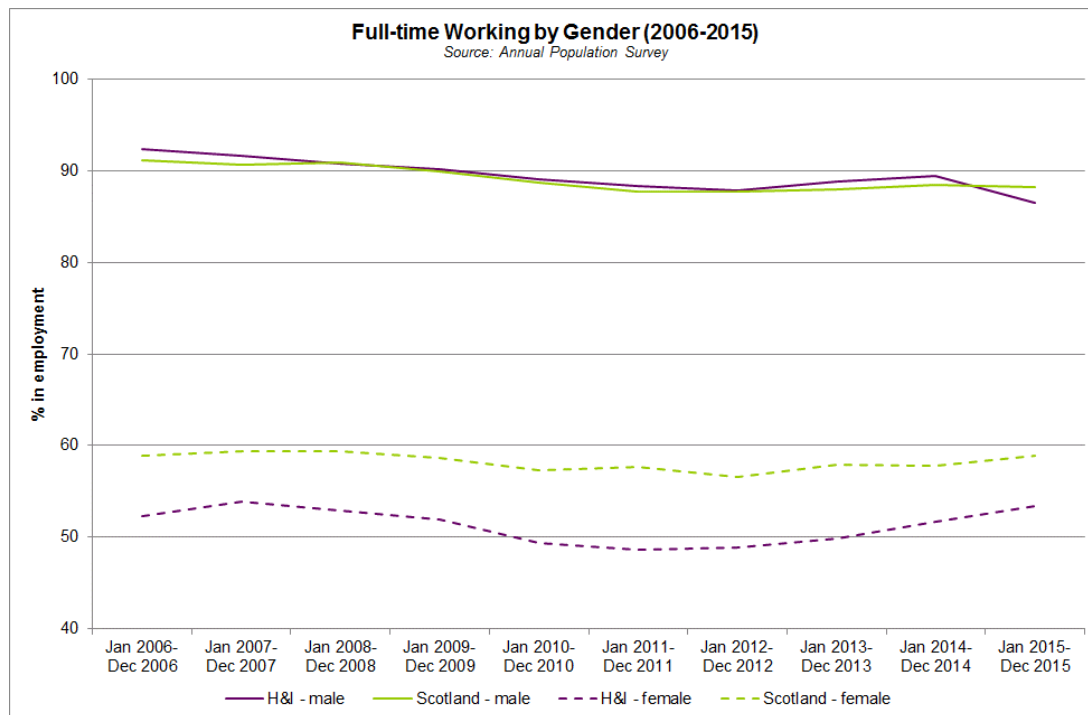
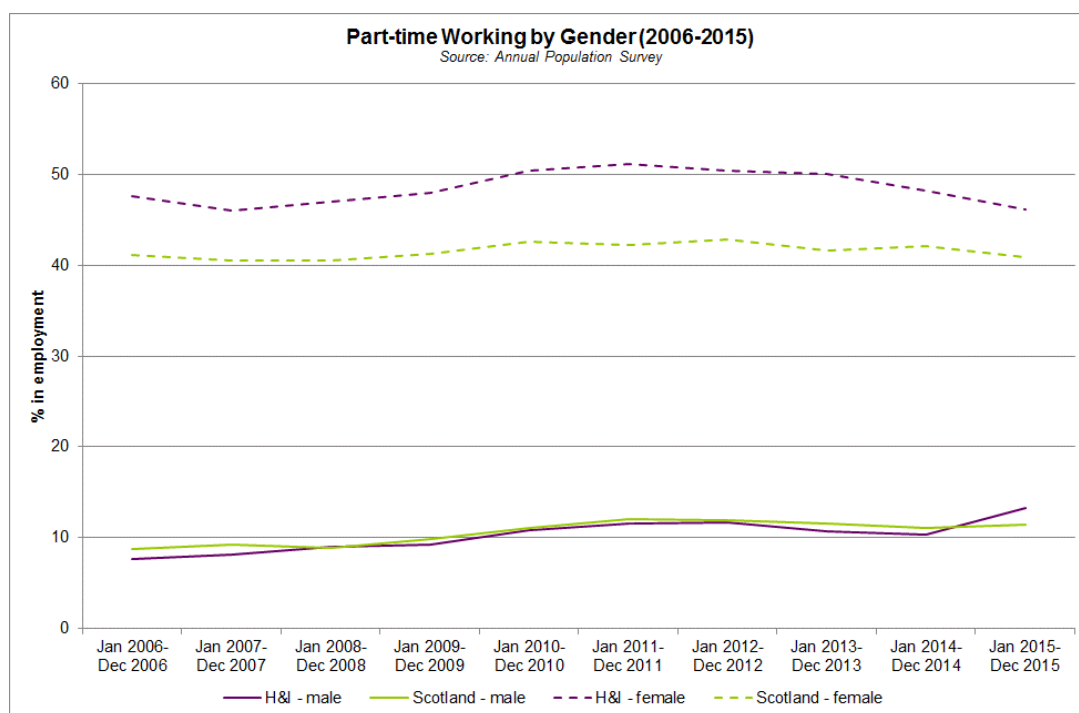


Figure 2.5



Unemployment by Gender

2.31 The low levels of unemployment in the Highlands and Islands apply to both men and women, with both below the national average. In the Highlands and Islands, unemployment is higher amongst women, which contrasts with the national average where it is higher amongst men. The gap between the unemployment rate for men and women is, however, lower in the Highlands and Islands.

2.32 While the data that is available for unemployment at the local authority level is more limited (reflecting the smaller cohort and corresponding smaller sample size), it highlights that patterns in unemployment by gender vary quite significantly across the geographies. While Argyll and Bute and Highland have higher levels of female unemployment, Moray and Eilean Siar have higher levels of male unemployment. In the case of Eilean Siar, the male unemployment rate is particularly high at 8.3%, exceeding both the regional and national averages.

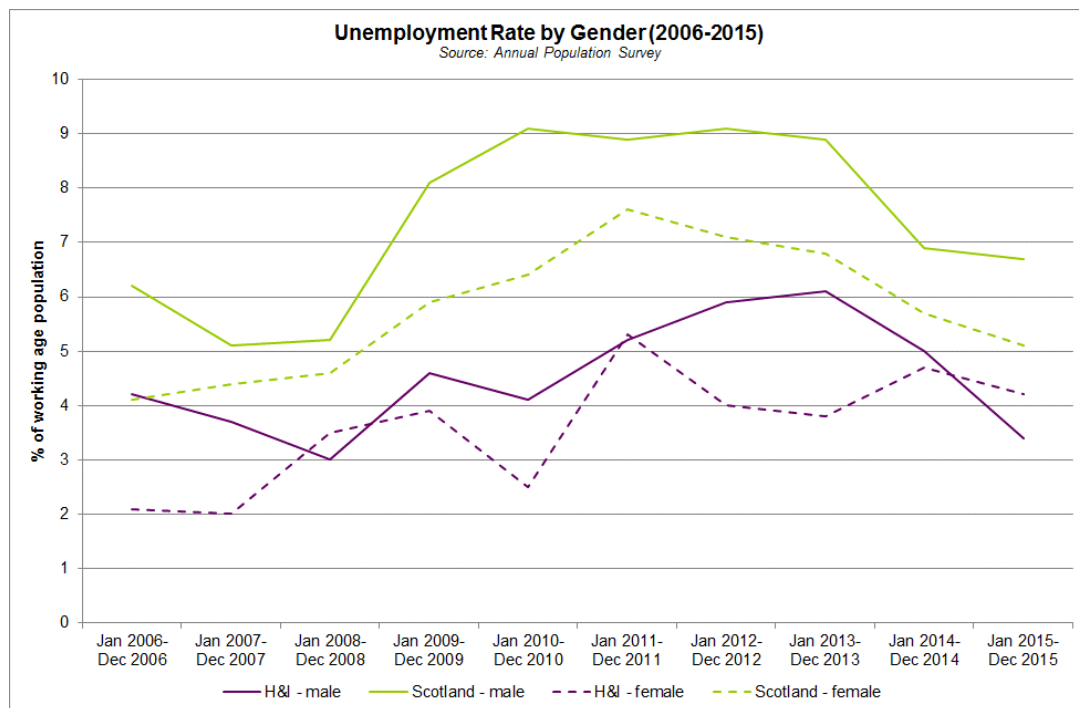
Table 2.11: Working Age Population Unemployment Rate (Dec 2015)			
Geography	Total	Female	Male
Scotland	5.9%	5.1%	6.7%
Highlands and Islands	3.8%	4.2%	3.4%
Argyll and Bute	5.1%	5.3%	4.9%
Eilean Siar	4.4%	*	8.3%
Moray	4.2%	3.4%	4.9%
Highland	3.6%	5.1%	2.2%
Shetland	*	*	*
Orkney	*	*	*

Source: Annual Population Survey.
 * Denotes that data is unavailable due to small sample sizes although the claimant count suggests that unemployment amongst women is low in Eilean Siar and that unemployment is very low amongst both men and women in Shetland and Orkney

2.33 Over the last decade, unemployment of both men and women has remained lower in the Highlands and Islands than nationally.

2.34 However in the Highlands and Islands, the gender gap in unemployment has been irregular over the period, with points in 2008, 2011 and 2014 when the unemployment rates for men and women in the area were closely aligned, whilst the largest gap of 2.3 percentage points occurred in 2013. Nationally, unemployment has been consistently higher amongst men than women.

Figure 2.6



Inactivity by Gender

2.35 The economically inactive are those who are not in employment or unemployed. There are many reasons why an individual may be inactive, for example, they might be studying, looking after family or long-term sick. There are low inactivity rates in the Highlands and Islands compared to nationally and this applies to both men and women. The inactivity rate for both genders is below the national average at the regional and local authority level with the exception of Moray where the female inactivity rate is slightly higher than the national average.

2.36 The inactivity trends do, however, reflect the existence of differences in workforce representation by men and women both nationally and regionally. Inactivity rates are higher for working age women than men, although the imbalance is similar at both the regional and national level (approximately seven percentage points).

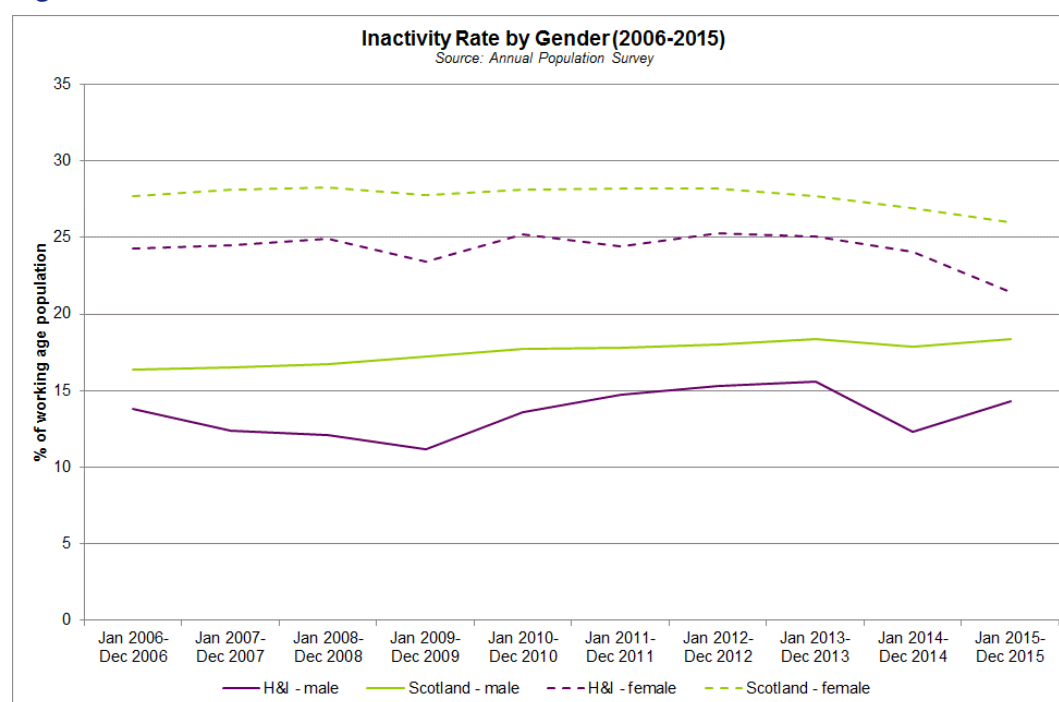
2.37 Across all local authorities, the pattern is similar with higher inactivity rates amongst working age women, although the extent of the difference varies. The greatest gender gaps occur in both Moray and Shetland (where there is a gap of between 12 and 11 percentage points respectively). In Moray, the gap reflects a particularly high and above average female inactivity rate. While in Shetland, the gap reflects the exceptionally low male inactivity rate, with the female inactivity rate also significantly below the national and regional average.

Table 2.12: Inactivity by Gender (Dec 2015)				
Geography	Working Age Population Inactivity Rate			Female Difference (% points)
	Total	Female	Male	
Scotland	22.3%	26.0%	18.4%	8
Highlands and Islands	17.8%	21.4%	14.3%	7
<i>Moray</i>	<i>23.4%</i>	<i>29.5%</i>	<i>17.5%</i>	12
<i>Argyll and Bute</i>	<i>20.3%</i>	<i>23.3%</i>	<i>17.3%</i>	6
<i>Eilean Siar</i>	<i>18.6%</i>	<i>21.3%</i>	<i>16.0%</i>	5
<i>Highland</i>	<i>15.9%</i>	<i>18.7%</i>	<i>13.0%</i>	6
<i>Shetland</i>	<i>12.7%</i>	<i>18.3%</i>	<i>7.5%</i>	11
<i>Orkney</i>	<i>11.0%</i>	<i>13.9%</i>	<i>8.3%</i>	6

Source: Annual Population Survey.

2.38 Economic inactivity has remained highest amongst women over the last 10 years, although inactivity in the Highlands and Islands has consistently been below the national average for both men and women. Whilst inactivity levels in the Highlands and Islands have varied over the period, the gender gap in inactivity has narrowed since 2006, reducing by 3.4 percentage points, largely in line with the change nationally.

Figure 2.7



2.39 Inactivity rates are highest regionally and nationally amongst young people aged 16-24 (where participation in education is prevalent) and amongst those aged over 65, (where there are high levels of retirement). The Highlands and Islands' below average inactivity rate applies to each age group and this is particularly the case for young people aged 16-24 and those aged 50-64.

2.40 Both regionally and nationally, there is a gender imbalance in inactivity across all age groups, except those aged 16-24 nationally. The inactivity rate is higher for women than men in most age groups, with the exception of those aged 16-24 in the Highlands and Islands where there are slightly higher levels of male inactivity. Across the age groups with higher female inactivity rates, the most significant difference is amongst those aged 50-64 both regionally and nationally (with a similar gap of approximately 11 percentage points).

Table 2.13: Inactivity Rate by Age and Gender (Dec 2015)						
Age	Highlands and Islands			Scotland		
	Total	Female	Male	Total	Female	Male
16-24	28.4%	27.2%	29.5%	34.4%	34.3%	34.4%
25-49	11.7%	15.6%	7.6%	14.3%	18.5%	9.9%
50-64	21.0%	26.7%	15.6%	28.5%	33.8%	22.9%
65+	87.8%	91.3%	83.3%	91.6%	94.3%	88.2%
Source: Annual Population Survey.						

2.41 There are a number of reasons for economic inactivity. The most common reason is being long term sick, followed by being a student, looking after family or being retired. Collectively, these four reasons account for almost 85% of cases of inactivity in the Highlands and Islands and 88% nationally. In the Highlands and Islands there are lower levels of inactivity accounted for by long term sickness and being a student and higher levels of inactivity linked to retirement when compared to the national average. Family commitments account for almost 20% of cases of inactivity both regionally and nationally.

2.42 The prevalence of these reasons varies by gender, providing an indication of some of the factors which contribute to and cause gender segregation. While men are more likely to be inactive due to long term sickness and being a student, women are, unsurprisingly, more likely to be inactive due to family commitments and this is the most common reason for female inactivity both regionally (27.9%) and nationally (27.5%). It is also the reason for inactivity that demonstrates the most significant gender gap and this gap is slightly greater in the Highlands and Islands than in Scotland as a whole (with a difference of 22 percentage points, compared to 20 nationally).

2.43 At the sub-regional level, the proportion of women who are inactive due to family commitments is particularly high in Shetland (62.1%) and Orkney (42.6%), although this is drawn from a much smaller sample size reflecting the size of the population and low levels of female inactivity. It is also higher than the regional average in Highland (29%), but significantly lower in Argyll and Bute (16%).

Table 2.14: Reasons for Inactivity Rate by Gender (Dec 2015)						
Age	Highlands and Islands			Scotland		
	Total	Female	Male	Total	Female	Male
Long-term sick	25.4%	19.4%	34.5%	27.0%	23.6%	32.0%
Student	22.0%	17.5%	28.8%	26.0%	20.5%	34.2%
Looking after family	19.1%	27.9%	6.0%	19.5%	27.5%	7.6%
Retired	17.9%	19.1%	16.2%	15.8%	17.6%	13.1%
Temporary sick	3.0%	2.2%	4.1%	2.5%	2.1%	3.1%
Discouraged	1.1%	1.2%	1.0%	0.4%	0.2%	0.6%
Other	11.4%	12.7%	9.4%	8.9%	8.6%	9.4%
Source: Annual Population Survey.						

Average Earnings

2.44 Across the Highlands and Islands average weekly earnings tend to be lower than the national average with the exception of Shetland and this generally applies to both men and women. The data highlights the gender pay gap amongst those working full time, a well-known impact of gender segregation in the workforce, with average weekly earnings higher amongst men than women nationally and in each of the Highlands and Islands local authorities. The extent of the gender pay gap is greater across each of the six local authorities than nationally, reaching as high as £122 per week in Moray where there is a 23% pay gap with women's earnings equivalent to 77% of men's earnings.

Table 2.15: Median Full Time Weekly Gross Earnings by Gender (Residence-Based) (2015)					
Geography	Total	Female	Male	Male difference	Percentage Pay Gap
Scotland	£527	£474	£561	+£87	15%
<i>Shetland</i>	<i>£592</i>	<i>£490</i>	<i>£604</i>	<i>+£114</i>	<i>19%</i>
<i>Orkney</i>	<i>£505</i>	<i>£448</i>	<i>*</i>	<i>n/a</i>	<i>n/a</i>
<i>Eilean Siar</i>	<i>£496</i>	<i>£446</i>	<i>£558</i>	<i>+£112</i>	<i>20%</i>
<i>Argyll and Bute</i>	<i>£496</i>	<i>£428</i>	<i>£535</i>	<i>+£107</i>	<i>20%</i>
<i>Moray</i>	<i>£491</i>	<i>£415</i>	<i>£537</i>	<i>+£122</i>	<i>23%</i>
<i>Highland</i>	<i>£489</i>	<i>£434</i>	<i>£530</i>	<i>+£96</i>	<i>18%</i>

Source: Annual Survey of Hours and Earnings.
 * Denotes that data is suppressed due to being statistically unreliable.
 The figures are based on median (rather than mean) earnings in line with Scottish Government's approach to measuring earnings. Median values provides a better indication of typical pay as they split the top 50 per cent from the bottom 50 per cent making it less likely for figures to be skewed by the relatively small number of very high earners.

Average Hours

2.45 Despite lower levels of earnings, the average weekly hours worked by full time workers in the Highlands and Islands is largely in line with the national average. Most local authorities have a similar total median hours worked as the national average, with the exception of Shetland where median hours are slightly higher (as are wages).

2.46 Men tend to work more hours per week than women and the difference is greatest in Highland, Shetland, Orkney and Moray. With the exception of Orkney and Eilean Siar, the average weekly hours worked by men exceeds the national average. Eilean Siar and Argyll and Bute are the only local authorities where median hours for women are above the national average.

2.47 While men tend to work more hours than women, which may partly explain the higher average earnings for men, the two differences are not proportionate. The difference between male and female earnings is greater than the difference in hours worked, suggesting other factors are at play.

Table 2.16: Median Full Time Weekly Hours worked by Gender (Residence-Based) (2015)				
Geography	Total	Female	Male	Male difference
Scotland	37.5	37.0	38.5	+1.5
<i>Shetland</i>	<i>38.7</i>	<i>37.0</i>	<i>39.9</i>	<i>+2.9</i>
<i>Highland</i>	<i>38.0</i>	<i>37.0</i>	<i>40.0</i>	<i>+3.0</i>
<i>Moray</i>	<i>38.0</i>	<i>36.9</i>	<i>39.4</i>	<i>+2.5</i>
<i>Eilean Siar</i>	<i>37.5</i>	<i>37.5</i>	<i>37.7</i>	<i>+0.2</i>
<i>Argyll and Bute</i>	<i>37.5</i>	<i>37.4</i>	<i>39.0</i>	<i>+1.6</i>
<i>Orkney</i>	<i>37.2</i>	<i>35.5</i>	<i>38.4</i>	<i>+2.9</i>

Source: Annual Survey of Hours and Earnings.
 * Denotes that data is suppressed due to being statistically unreliable.

3 SKILLS AND EDUCATION

Key Messages

- The working age population of the Highlands and Islands is less highly qualified than the national average, with a lower proportion holding qualifications at SVQ level 4 or above. Skills vary by gender, with a higher proportion of women holding higher level qualifications, whilst a higher proportion of men hold trade apprenticeships.
- The skills gender gap is more pronounced in the Highlands and Islands than nationally and is reflected in data on participation and attainment in education.
- Attainment of school leavers in the region tends to be largely in line with the national average, with higher levels of attainment amongst females at all levels.
- The proportion of school leavers entering positive destinations is marginally higher in the Highlands and Islands than nationally, with employment and Higher Education the most common destinations. Overall, females are most likely to enter a positive destination (regionally and nationally), although there are also variances by type of destination, with females most likely to enter Higher Education, and males more likely to enter employment.
- Participation in Modern Apprenticeships is skewed towards males, accounting for over two thirds of starts in 2014-15 in the Highlands and Islands. The divide is more pronounced in the region than nationally.
- There is a fairly even split between males and females in Further Education in the Highlands and Islands and nationally, although this varies between colleges depending on their specialisms.
- Females are highly represented in Higher Education, accounting for 59% of HE students nationally in 2014-15.
- Reflecting the national picture, there is a clear gender divide in terms of subjects and this is evident across Modern Apprenticeship Frameworks, Further and Higher Education. There are high levels of male participation in construction, engineering and energy, transport and manufacturing subjects, whilst females are more highly represented in subjects such as health and care, catering, leisure, arts and crafts, business and administration, performing arts, education, humanities, languages and literature. The subjects that females tend to study are often linked with lower value sectors. The subject patterns closely align with horizontal occupational segregation trends and varying representation of males and females by sector, demonstrating the strong connection between choices in education and subsequent career paths.
- Skills levels and participation in education and training and the extent of gender segregation within these varies by local authority within the Highlands and Islands (as discussed in this chapter).

Introduction

3.1 This chapter provides an overview of the skills levels of the working age population and how these vary by gender. It examines participation in Further and Higher Education by gender in the Highlands and Islands, identifying patterns in subject choices which are likely to influence longer term career choices and contribute to occupational segregation.

Skills of the Working Age Population

3.2 The working age population in the Highlands and Islands is less highly skilled than the national average (Table 3.1). Whilst the proportion of the population in the region holding any qualifications is similar, only 37.8% of the working age population are qualified to SVQ Level 4 or above, compared to 42.5% nationally.

3.3 The table shows that the Highlands and Islands has a higher proportion of residents with qualifications at SVQ Level 2 (17.3% vs 14.4%) in particular, but also at SVQ Level 3 and with trade apprenticeships.

Table 3.1: Working Age Population Qualifications (Dec 2015)		
Qualifications	H&I	Scotland
SVQ 4 and above	37.8%	42.5%
SVQ 3	15.7%	14.5%
Trade Apprenticeships	5.5%	4.4%
SVQ 2	17.3%	14.4%
SVQ 1	9.6%	9.2%
Other qualifications	5.7%	5.9%
No qualifications	8.4%	9.0%
Source: Annual Population Survey.		

3.4 Skills levels and qualifications in the region vary by gender, in particular for higher level skills (SVQ Level 4 and above) and trade apprenticeships. A greater proportion of women hold higher level qualifications than men (43.7% vs 32.0%), while a higher proportion of men have completed trade apprenticeships (10.1% vs 0.9%). This reflects the national trend but the gaps are more pronounced in the Highlands and Islands (Table 3.2).

3.5 The table illustrates that there is less variation by gender across the remaining qualifications. Generally, SVQ Level 3 and other qualifications are more common amongst men, while SVQ Level 1 and 2 are more common amongst women. A slightly higher proportion of men hold no qualifications (9.4% vs 7.3%), in contrast to the national pattern.

Table 3.2: Working Age Population Qualifications by Gender (Dec 2015)				
Qualifications	Highlands and Islands		Scotland	
	Female	Male	Female	Male
SVQ 4 and above	43.7%	32.0%	45.3%	39.6%
SVQ 3	14.7%	16.6%	13.0%	16.1%
Trade Apprenticeships	0.9%	10.1%	1.1%	7.9%
SVQ 2	19.2%	15.5%	15.9%	12.8%
SVQ 1	9.9%	9.3%	9.8%	8.6%
Other qualifications	4.3%	7.0%	5.3%	6.4%
No qualifications	7.3%	9.4%	9.5%	8.5%
Source: Annual Population Survey.				

3.6 Examining the skills levels of people in employment highlights the value of qualifications in accessing employment. While 8.4% of the working age population in the Highlands and Islands have no qualifications (Table 3.1), only 6.3% of those in employment have none. Table 3.3 shows that the prevalence of qualifications at SVQ 4 and above increases amongst employed people of working age (40.7% compared to 37.8% of the working age population). This is in line with the national picture (48.5% vs 42.5%). The pattern suggests that higher level qualifications (more common amongst women) are valued and increase the chances of employment.

Table 3.3: Qualifications of those in Employment by Gender (Dec 2015)						
Qualifications	Highlands and Islands			Scotland		
	Total	Female	Male	Total	Female	Male
SVQ 4 and above	40.7%	47.8%	34.3%	48.5%	52.5%	44.7%
SVQ 3	15.8%	14.6%	16.9%	14.4%	13.1%	15.6%
Trade Apprenticeships	6.0%	1.0%	10.5%	4.7%	0.9%	8.2%
SVQ 2	16.2%	17.7%	14.8%	13.0%	14.9%	11.2%
SVQ 1	9.2%	8.9%	9.4%	8.3%	8.6%	8.1%
Other qualifications	5.8%	4.0%	7.4%	5.6%	4.6%	6.6%
No qualifications	6.3%	5.9%	6.7%	5.5%	5.4%	5.5%
Source: Annual Population Survey.						

School Leaver Attainment and Destinations

3.7 The attainment levels of school leavers in the Highlands and Islands are set out in Table 3.4. It shows the levels according to the SCQF Qualifications Framework which describes the SCQF levels of SVQs 1-5¹¹ (for example SCQF level 4 is equal to SVQ level 1). The table shows that attainment levels are largely in line with the national average. While school leavers in the region tend to slightly underperform Scotland's overall attainment and attainment at SCQF Level 4, the region outperforms the national average at higher levels of attainment. However, in all cases the extent of the under or over performance tends to be within 1 percentage point of the national average and so not significant.

¹¹ <http://www.scqf.org.uk/framework-diagram/Framework.htm>

Table 3.4: Attainment of School Leavers (2014-15)						
Geography	Percentage of School Leavers by total qualifications achieved (+1 @SCQF...)					
	All Leavers	Level 3 or better	Level 4 or better	Level 5 or better	Level 6 or better	Level 7 or better
Scotland	52,491	97.9%	96.2%	85.2%	60.2%	18.8%
H&I	5,284	97.0%^	95.8%^	86.4%	60.2%	19.6%
Argyll and Bute	893	96.3%	95.0%	87.3%	62.3%	20.4%
Eilean Siar	269	98.1%	*	90.3%	65.1%	23.0%
Highland	2,538	97.0%	95.4%	85.1%	59.9%	18.2%
Moray	1,092	97.5%	96.7%	86.4%	57.9%	20.7%
Orkney	241	*	*	90.5%	58.5%	22.8%
Shetland	251	*	98.8%	88.0%	62.9%	19.9%
Source: Scottish Government – Attainment and Leaver Destination Supplementary Data 14-15. Information based on number of less than 5 have been suppressed (*) for quality and disclosure reasons. Please note, percentages for H&I are estimated based on the total leavers in the local authorities. ^ Please note, percentage calculated based on the total leaver population excluding local authorities where data has been suppressed						

3.8 Mirroring national trends, Table 3.5 illustrates that attainment levels are higher amongst women than men at all levels. The gap increases for higher levels of qualifications up until Level 7, when the gap narrows (although women's attainment remains higher).

3.9 While there are variations in attainment levels across local authority areas, generally women have higher levels of attainment at all qualification levels in each area. The main exception is Highland, where men's attainment is broadly equal to female attainment for Level 3 or better and Level 4 or better. This reflects lower than average levels of attainment amongst women in the area. The gender trends for higher level qualifications in Highland revert to higher levels of attainment by women.

3.10 The extent of the gap at each level varies across the local authorities, although generally, as with regional and national trends, the gap increases for higher levels of qualifications and narrows again at Level 7 (although women's attainment remains higher). There are three local authority areas (Moray, Orkney and Shetland), where the gender gap is particularly high for qualifications at Level 6 or better, which tends to result from a combination of women performing strongly against the national average, while men underperform. In Moray, men and women both underperform at Level 6 or better, although the extent of men's underperformance is greater. There is also a more significant gender gap in qualifications at Level 7 or better in Eilean Siar, where men and particularly women exceed national attainment levels. This drives the high levels of attainment at this level for the local authority as a whole.

Table 3.5: Attainment of School Leavers by Gender (2014-15)												
Geography	Percentage of School Leavers by total qualifications achieved (+1 @SCQF...)											
	All Leavers		Level 3 or better		Level 4 or better		Level 5 or better		Level 6 or better		Level 7 or better	
	F	M	F	M	F	M	F	M	F	M	F	M
Scotland	25,810	26,681	98.1	97.6	96.7	95.7	87.3	83.1	67.0	54.7	21.3	16.4
H&I	2,509	2,775	97.3^	96.9^	96.4	95.4^	88.4	84.6	66.6	54.2	23.7	16.0
Argyll and Bute	396	497	97.0	95.8	96.0	94.2	89.4	85.7	68.2	57.5	23.2	18.1
Eilean Siar	130	139	99.2	*	98.5	*	90.0	90.6	70.8	59.7	28.5	18.0
Highland	1,208	1,330	96.9	97.1	95.5	95.3	86.8	83.7	65.9	54.5	22.5	14.4
Moray	532	560	*	97.3	97.4	96.1	89.7	83.2	65.2	50.9	25.6	16.1
Orkney	103	138	98.1	*	96.1	*	91.3	89.9	71.8	48.6	23.3	22.5
Shetland	140	111	99.3	*	99.3	98.2	92.1	82.9	72.1	51.4	23.6	15.3
Source: Requested from the Scottish Government – Attainment and Leaver Destination Data 14-15. Information based on number of less than 5 have been suppressed (*) for quality and disclosure reasons. Please note, percentages for H&I are estimated based on the total leavers in the local authorities. ^ Please note, percentage calculated based on the total leaver population excluding local authorities where data has been suppressed												

3.11 As Table 3.6 shows, the proportion of school leavers entering positive destinations is marginally higher in the Highlands and Islands (93.1%) than Scotland (92.0%). The most common destinations are employment and Higher Education. A similar proportion of leavers enter each of these destinations regionally (34-35%), but nationally leavers are more likely to enter Higher Education (approx. 37%) than employment (just under 28%). Leavers across Scotland are also more likely to enter Further Education than leavers in the Highlands and Islands.

3.12 Across the local authorities, the proportion of school leavers entering positive destinations tends to either be in line with or exceed the national average. The only exception is Moray where just under 90% progress to positive destinations. The proportion is particularly high for Eilean Siar and Shetland where 96-97% enter a positive destination.

3.13 As with the regional and national trends, across all the local authorities the most common destinations are employment and Higher Education, with the proportion entering employment exceeding the national average in every area. The proportion of school leavers who enter Higher Education is in line with or exceeds the national average in Argyll and Bute, Eilean Siar and Moray but is below the national average in the remaining areas. In all areas the proportion entering Further Education is below the national average.

Table 3.6: Destination of School Leavers (2014-15)						
Geography	Percentage of School Leavers by destination					
	Positive destinations	HE	FE	Training	Employment	Other
Scotland	92.0	36.8	23.4	2.7	27.8	1.3
H&I	93.1	34.2	20.8	1.6^	34.5	N/K
Argyll and Bute	92.7	36.5	17.7	2.3	34.6	1.6
Eilean Siar	96.6	36.7	15.4	1.9	40.1	2.5
Highland	94.0	32.7	21.5	1.8	35.8	2.2
Moray	89.7	36.1	22.3	1.3	29.2	0.8
Orkney	93.8	34.2	22.9	*	33.8	N/K
Shetland	96.4	30.7	21.1	*	39.4	N/K

Source: Scottish Government – Attainment and Leaver Destination Supplementary Data 14-15.
Information based on number of less than 5 have been suppressed (*) for quality and disclosure reasons.
Please note, percentages for H&I are estimated based on the total leavers in the local authorities.
N.K. For 'other,' too much suppressed data for Orkney and Shetland to be able to calculate.
^ Please note, percentage calculated based on the total leaver population excluding local authorities where data has been suppressed

3.14 Regionally and nationally, female school leavers are more likely to enter a positive destination than males and the gap is similar at both geographies (Table 3.7). The destinations vary by gender, with a higher proportion of women entering Higher Education whilst a higher proportion of men enter employment. The extent of the variations in progression to HE and employment are greater in the Highlands and Islands than nationally (a difference of 13 percentage points regionally compared to 10 nationally for Higher Education and a difference of 14 percentage points regionally for employment compared to 8 percentage points nationally). The trends of higher proportions of females entering Higher Education and higher proportions of males entering employment are also replicated in each area. The gap for both is greatest in Shetland and Eilean Siar.

3.15 The table also shows that women leaving school are more likely to enter a positive destination than men in each local authority area. Generally the extent of the gap is similar although it is most marked in Orkney, where a particularly high proportion of females enter positive destinations.

Table 3.7: Destination of School Leavers by Gender (2014-15)												
Geography	Percentage of School Leavers by destination											
	Positive destinations		HE		FE		Training		Employment		Other	
	F	M	F	M	F	M	F	M	F	M	F	M
Scotland	92.8	91.3	42.1	31.7	23.8	23.1	2.0	3.5	23.8	31.8	1.1	1.2
H&I	93.7	92.6	41.4	27.6	22.5^	19.4	1.0^	2.2^	27.4	40.9	1.4	N/K
Argyll and Bute	93.7	91.9	43.2	31.2	19.7	16.1	*	2.2	27.5	40.3	N/K	2.1
Eilean Siar	96.9	96.4	48.8	25.4	*	13.8	*	*	28.7	50.7	N/K	N/K
Highland	94.3	93.7	39.6	26.4	22.9	20.2	1.2	2.3	28.9	42.0	1.7	2.8
Moray	90.4	89.1	41.7	30.6	23.9	20.8	*	2	23.5	34.6	N/K	1.1
Orkney	95.1	92.7	43.7	27.0	*	21.9	0	*	26.2	39.4	N/K	N/K
Shetland	97.1	95.5	42.9	15.3	21.4	20.7	0	*	29.3	52.3	3.5	N/K

Source: Requested from the Scottish Government – Attainment and Leaver Destination Data 14-15.
Information based on number of less than 5 have been suppressed (*) for quality and disclosure reasons.
Please note, percentages for H&I are estimated based on the total leavers in the local authorities.
N.K. For 'other,' too much suppressed data for Eilean Siar and Orkney to be able to calculate. Too much suppressed data to calculate 'other' for females in Argyll and Bute and Moray and males in Eilean Siar and Shetland.
^ Please note, percentage calculated based on the total leaver population excluding local authorities where data has been suppressed

Participation in Modern Apprenticeships

3.16 Men are more likely to participate in Modern Apprenticeships (MAs) than women, with a more marked split in the Highlands and Islands than nationally. Over two thirds (68%) of the 2,335 MA starts in the Highlands and Islands in 2014-15 were men, compared to 60% across Scotland as a whole (Table 3.8).

3.17 Table 3.8 demonstrates that the prevalence of men in MA starts is common across all local authorities in the region. The difference is greatest in the three island communities, where approximately three quarters of MA starts during the period were men, and lowest in Argyll and Bute which is the only area where MA starts by gender is in line with Scotland.

Table 3.8: Total MA Starts by Gender (2014-15)			
Geography	Total	Female	Male
Scotland	25,245	40%	60%
Highlands and Islands	2,335	32%	68%
<i>Highland</i>	<i>1,270</i>	<i>33%</i>	<i>67%</i>
<i>Moray</i>	<i>455</i>	<i>28%</i>	<i>72%</i>
<i>Argyll and Bute</i>	<i>295</i>	<i>40%</i>	<i>60%</i>
<i>Shetland</i>	<i>140</i>	<i>21%</i>	<i>79%</i>
<i>Eilean Siar</i>	<i>110</i>	<i>26%</i>	<i>74%</i>
<i>Orkney</i>	<i>65</i>	<i>26%</i>	<i>74%</i>

Source: Skills Development Scotland.

3.18 Table 3.9 details the take up of MAs across different sectors, showing the considerable differences in take up by men and women across sectors. Both regionally and for Scotland, MA starts related to construction, engineering and energy, transport and logistics and automotive, are almost entirely by men.

Men also account for the majority (80-90%) of starts related to other services (including ICT professionals) and animal care, land and water.

3.19 In contrast, women are more highly represented in starts relating to sectors classed as lower value, including personal services (91%) and administration (84%); and to a lesser extent sport, health and social care; hospitality and tourism and retail and customer services.

3.20 The balance of males and females in the food and drink sector, although weighted towards men, is largely in line with the gender profile of total MA starts.

Table 3.9: MA Starts by Occupational Group and Gender (2014-15)						
Group	Highlands and Islands			Scotland		
	Total No.	Female	Male	Total No.	Female	Male
Occupational groups where males are highly represented						
Construction & Related	569	1%	99%	4,409	2%	98%
Engineering & Energy Related	207	6%	94%	1,704	4%	96%
Transport & Logistics	166	5%	95%	1,683	6%	94%
Automotive	113	0%	100%	1,118	3%	97%
Other Services (including ICT professional)	113	19%	81%	845	15%	85%
Animal Care, Land & Water based	81	11%	89%	394	16%	84%
Food & Drink	172	37%	63%	1,064	39%	61%
Occupational groups where females are highly represented						
Hospitality & Tourism	305	63%	37%	2,940	57%	43%
Sport, Health & Social Care	200	69%	31%	3,047	81%	19%
Retail & Customer Service	161	63%	37%	2,886	56%	44%
Administration & Related	103	84%	16%	2,451	71%	29%
Personal Services	57	91%	9%	965	93%	7%
Occupational groups where there is a low level of intake (less than 50)						
Management	40	65%	35%	829	49%	51%
Creative & Cultural Skills	29	31%	69%	319	41%	59%
Financial Services	16	69%	31%	502	59%	41%
Chemicals & Biotechnology Related	<5	100%	0%	65	25%	75%
Other Manufacture	0	-	-	26	15%	85%
Source: Skills Development Scotland.						

Participation in Further Education

3.21 Table 3.10 shows that there were 21,057 students studying in Further Education (FE) colleges in the Highlands and Islands in 2014-15. There is a fairly even split between females and males (51% and 49% respectively). The picture for the Highlands and Islands reflects the national split of FE students, however the gender split varies between the different colleges. While the profile of students is weighted towards women in Orkney, Moray, Argyll and particularly North Highland and Sabhal Mor Ostaig Colleges, there is a higher proportion of male students at Inverness, Shetland, West Highland and Lews Castle Colleges.

Table 3.10: FE Provision (Headcount) by Gender (2014-15)			
FE College	Highlands and Islands		
	Total	Female	Male
Inverness College	4,276	45%	55%
Orkney College	3,644	54%	46%
Moray College	3,411	54%	46%
Shetland College	2,150	40%	60%
North Highland College	2,012	62%	38%
West Highland College	1,727	47%	53%
Argyll College	1,639	60%	40%
Lewis Castle College (Eilean Siar)	1,439	42%	58%
Sabhal Mor Ostaig (Highland)	759	62%	38%
Total	21,057	51%	49%
Source: Scottish Funding Council.			

3.22 Table 3.11 shows that the age profile of FE students in the Highlands and Islands is older than the national profile. Female FE students in the region tend to be older than their male counterparts, mirroring the Scottish picture.

Table 3.11: FE Provision (Headcount) by Age and Gender (2014-15)						
Age	Highlands and Islands			Scotland		
	Total	Female	Male	Total	Female	Male
Under 16	14%	14%	14%	10%	10%	10%
16 to 19	27%	25%	28%	35%	31%	38%
20 to 24	11%	10%	12%	17%	15%	18%
25 and over	48%	51%	46%	39%	43%	34%
Total	100%	100%	100%	100%	100%	100%
Source: Scottish Funding Council.						

3.23 As with MAs, take up of FE provision by sector varies significantly by gender (Table 3.12). The differences tend to be greatest in male dominated subjects, suggesting that gender stereotyping remains most persistent in these subjects. In particular, men account for 94% of students studying engineering, and 93% in construction and nautical studies. Females are highly represented (although to a lesser extent) across a wider range of subjects. Focusing on those subjects where there is a high intake of above 500 students, females are highly represented on courses relating to hairdressing, beauty and complementary therapies (98%), languages (66%); care (62%); hospitality and tourism (60%); and computing and ICT (56%).

Table 3.12: FE Provision (Headcount) by Subject and Gender (2014-15)			
Subject	Highlands and Islands		
	Total	Female	Male
Subjects where males are highly represented			
Engineering	1,700	6%	94%
Construction	1,558	7%	93%
Nautical studies	719	7%	93%
Sport and Leisure	349	42%	58%
Subjects where females are highly represented			
Care	5,597	62%	38%
Computing and ICT	2,106	56%	44%
Hospitality and tourism	1,885	60%	40%
Languages and ESOL	1,285	66%	34%
Hairdressing, Beauty and Complementary Therapies	890	98%	2%
Business, management and administration	478	68%	32%
Art and design	396	77%	23%
Media	263	61%	39%
Social subjects	277	71%	29%
Performing arts	317	61%	39%
Education and training	351	70%	30%
Subjects where there is a more equal balance of males and females			
Special Programmes	1,163	46%	54%
Land-based industries	1,218	49%	51%
Science	602	49%	51%
Total	21,057	51%	49%
Source: Scottish Funding Council.			

Participation in Higher Education

3.24 There is a range of Higher Education Institutions (HEIs) operating in the Highlands and Islands: the University of the Highlands and Islands (UHI) (the region's main university which is a federation of 13 colleges and research institutions), Stirling University's Inverness and Stornoway Campuses and research facility at Machrihanish (MERL), Heriot Watt's facility ICIT based in Stromness in Orkney, Aberdeen's Medical Training Centre and Cromarty Marine Lab, and Robert Gordon University Clinical Pharmacy Masters courses as well as the Glasgow School of Art which has established an outreach facility in Forres.

3.25 Table 3.13 shows that, based on enrolments to UHI and Stirling University's Inverness and Stornoway Campuses, 8,499 students were participating in Higher Education in the Highlands of Islands in 2014-15. Women accounted for 59% of the total compared to 51% of the population. This reflects national trends where 58% of HE students are women.

Table 3.13: HE Provision (Enrolments) by Gender (2014-15)			
FE College	Highlands and Islands		
	Total	Female	Male
University of the Highlands and Islands	7,962	57%	43%
Stirling University (Inverness & Stornoway Campuses)	537	91%	9%
Total	8,499	59%	41%
Source: Scottish Funding Council.			

3.26 As with FE, the profile of HE students in the Highlands and Islands is older than nationally, and female students in the region are, on average, older than their male counterparts (Table 3.14). Age variations are much narrower at the Scottish level.

Table 3.14: HE Provision (Enrolments) by Age and Gender (2014-15)						
Age	Highlands and Islands			Scotland		
	Total	Female	Male	Total	Female	Male
Under 16	<1%	<1%	<1%	<1%	<1%	<1%
16-19	27%	23%	35%	24%	24%	24%
20-24	26%	24%	29%	40%	39%	40%
25 and over	47%	53%	37%	36%	37%	36%
Total	100%	100%	100%	100%	100%	100%
Source: Scottish Funding Council.						

3.27 As with MA and FE provision, there are significant differences in the take up of HE subjects by gender and the patterns in HE broadly reflect the subject patterns in FE and for MAs (Table 3.15). The HE subjects that are dominated by men include engineering (92%); computer science (75%); architecture, building and planning (80%); and technologies (91%). HE subjects that are dominated by women include those allied to medicine (93%); social studies (88%) and education (76%).

Table 3.15: HE Provision (Enrolments) by Subject and Gender (2014-15)			
Subject	Highlands and Islands		
	Total	Female	Male
Subjects where males are highly represented			
Engineering	897	8%	92%
Computer Science	413	25%	75%
Architecture, Building and Planning	260	20%	80%
Technologies	135	9%	91%
Subjects where females are highly represented			
Business and Administrative studies	1,579	66%	34%
Social studies	1,294	88%	12%
Subjects allied to Medicine	876	93%	7%
Biological Sciences	404	65%	35%
Education	459	76%	24%
Linguistics, Classics and related subjects	258	69%	31%
Subjects where there is more of a gender balance			
Creative Arts and Design	876	54%	46%
Historical and Philosophical studies	522	52%	48%
Veterinary Sciences, Agriculture and related subjects	253	51%	49%
Physical Sciences	230	54%	46%
Subjects where there is a low level of intake (less than 100)			
Mass Communications and Documentation	19	58%	42%
European Languages, Literature and related subjects	18	56%	44%
Medicine and Dentistry	<5	25%	75%
Law	<5	50%	50%
Total	5,878	61%	39%
Source: Scottish Funding Council.			

4 GENDER REPRESENTATION IN THE WORKFORCE

Key Messages

- Both regionally and nationally, there is an imbalance in the overall workforce towards males (relative to the gender split in the working age population). The imbalance in the region is slightly greater than across the national economy and it varies by local authority area.
- The areas which are most affected are Shetland, Orkney, Moray and Highland, while there is a more even gender balance in the workforce in Argyll and Bute and Eilean Siar.

Introduction

4.1 This brief chapter sets out the overall representation of men and women in the workforce compared to the gender balance in the working age population. Importantly, the gender balance in employment provides benchmarks that are used in the subsequent chapters when examining segregation by job type (horizontal segregation) and by level (vertical segregation).

Workforce Representation

4.2 In order to measure horizontal and vertical segregation, it is important to understand the extent to which there is an imbalance in the overall workforce and what an equal workforce would look like. Gender equality in the workforce would be reflected by the gender split matching that of the working age population and resulting in equal employment rates at all levels and job types. In the Highlands and Islands, there is an equal gender split between men and women in the working age population, setting the benchmark for a balanced workforce.

4.3 However, as the employment rates covered in Chapter 2 show, this is not the case and there continues to be a gender imbalance in favour of men (who account for 53% of employment in the Highlands and Islands compared to 50% of the working age population). This is slightly higher than the gap across Scotland as a whole and is a trend which is common across most local authority areas in the region. The main exceptions are Eilean Siar and Argyll and Bute, where there is little difference between the gender profile of the workforce and the working age population.

Table 4.1: Gender Split in Employment and Population				
Geography	Employment		Working Age Population	
	Female	Male	Female	Male
Scotland	49%	51%	51%	49%
Highlands and Islands	47%	53%	50%	50%
Local authority Areas where Males are Highly Represented in Employment				
Shetland	45%	55%	49%	51%
Orkney	46%	54%	50%	50%
Moray	46%	54%	50%	50%
Highland	47%	53%	51%	49%
Local authority Areas where there is a more even Gender Balance in Employment				
Argyll and Bute	48%	52%	49%	51%
Eilean Siar	49%	51%	50%	50%
Source: Annual Population Survey (resident-based) and Mid-Year Population Estimates. Proportions of females and males calculated on rounded figures.				

5 VERTICAL SEGREGATION

Key Messages

- The gender split in the overall workforce masks the existence of vertical segregation, with clear evidence that men and women are distributed unequally at different levels/grades.
- Men are more likely to work in the most senior and well paid occupations, while women tend to be more highly represented in less senior and lower paid occupations. This is the overall picture but there are of course nuances within this.
- Specifically, men are more highly represented than women in two of the three most senior and well paid occupations accounting for 65% of managers, directors and senior officials and 58% of associate professional and technical occupations. Women are, however, highly represented in professional occupations (accounting for 57% of those working in this occupational group). This suggests that some women may be facing a glass ceiling that is preventing them from entering and progressing into the most senior positions.
- There is evidence to suggest that the glass ceiling effect relating to managers, directors and senior official and associate professional and technical roles is greater in the Highlands and Islands than nationally, with an even higher representation of men in these roles regionally. This may indicate that women in the Highlands and Islands face additional or higher barriers to progress into some of the most senior occupations.
- In terms of the mid paid band, men are even more highly represented in the two most highly paid occupational categories, accounting for 90% of process, plant and machine operatives, and 87% of skilled trade occupations. In contrast, women dominate administrative and secretarial occupations (accounting for 80%) which are typically lower paid.
- Women are also highly represented in two of the three lowest paid occupational categories, accounting for 86% of caring, leisure and other service occupations and 59% of sales and customer service occupations. The gender profile for elementary occupations tends to be more balanced.
- Overall gender segregation is greatest within the mid and low pay bands and this is often linked to the types of jobs undertaken within each occupational category. Process, plant and machine operatives and skilled trades are the most affected occupations (weighted towards men) followed by caring, leisure; and administrative and secretarial (dominated by women).
- Occupation patterns match national patterns and align with previous research, but the extent of the segregation tends to be greater in the Highlands and Islands. This particularly applies to professional occupations (weighted towards women) and process, plant and machine operatives (weighted towards men).
- The gender occupation patterns are evident in each local authority, the only exceptions being sales and customer service and elementary occupations – two of the lowest paid occupations - where the gender which dominates varies by local authority. Again, the main difference at the local level relates to the extent of the gender gap which varies on an occupation by occupation basis, although in the majority of cases the gap at the local authority level is equal to or greater than the national average.
- Key points to note in terms of the varying extent at the local level are:
 - There is evidence that vertical segregation is most pronounced in Orkney, Shetland, Moray and Argyll and Bute. In these areas men account for an even higher share of the

most senior and highly paid roles as managers, directors and senior officials than both the regional and national averages and (as set out below) there are higher concentrations of women in lower paid occupations. In Shetland and Moray, there are also above average concentrations of men in associate professional and technical occupations.

- In all areas, women are more highly represented in professional occupations than nationally. Representation is particularly high in Shetland and Moray.
- Although, vertical segregation is less pronounced in Eilean Siar and Highland, men continue to dominate the most senior and typically higher paid positions.
- Within the mid and lower pay bands, typical gender patterns are even more stark than the regional average in some areas, resulting in higher concentrations of men in the highest paid occupations of the mid pay band (as process, plant and machine operatives). At the same time, there are higher concentrations of women in the lowest paid occupations (of the mid and low pay band such as administrative and secretarial and sales and customer service). In particular, this applies to Moray and Shetland, further reflecting the prominence of vertical segregation in these areas.
- The gender gap in all mid and lower pay band occupations in Eilean Siar is smaller than the regional and national averages, although traditional gender patterns persist.
- Highland drives the high representation of women in low paid caring and other service occupations within the Highlands and Islands (as the only area where women's share of the occupation exceeds the regional average). However, women also continue to dominate the occupation in all other areas.

Introduction

5.1 This chapter examines the nature and extent of vertical segregation. Vertical segregation is where men and women are distributed unequally at different levels/grades. For example, one gender may be more predominant at higher levels than the other. To understand the nature and extent of vertical segregation in the Highlands and Islands, analysis of the proportions of men and women in each of the standard occupational groups was undertaken with the median weekly full time earnings for each group providing a proxy for job level. The analysis allows us to identify trends in vertical segregation and provides an indication of the extent to which women continue to face a glass ceiling¹².

5.2 The chapter begins with an overview of the occupational categories and an analysis of how representation of men and women varies across all groups. It then goes on to explore each occupation/level in more detail, identifying differences by local authority and, where there are key messages, by age. Further data and analysis on vertical segregation by age is contained within Annex B. The chapter also considers how the gender balance in each occupation has changed over time (focusing on the ten year period between 2005 and 2015). It should be noted that while some of these changes may reflect efforts to achieve a more balanced workforce, there are also other factors at play, such as wider sector and industry trends and developments.

Occupational Categories and Job Levels

5.3 The standard occupational categories are set out in Table 5.1, ranked based on the national median weekly full time earnings (highest to lowest) for each group to provide an indication of the level of job. The

¹² An invisible upper limit, above which it is difficult or impossible for women to rise in the ranks. "Glass ceiling" is a metaphor for the hard-to-see informal barriers that keep women from getting promotions, pay raises and further opportunities.

occupational categories broadly fall into three pay bands (high, mid, and low), with the most senior positions falling within the highest pay band.

Table 5.1 Standard Occupational Group and Median Weekly Earnings		
Occupational Group	Coverage of Group	National Weekly Earnings*
Highest Pay Band		
Managers, directors and senior officials	<ul style="list-style-type: none"> Corporate managers and directors Other managers and directors (e.g. agriculture, health, hospitality, other services) 	£755
Professional	<ul style="list-style-type: none"> Science, research, engineering and technology Health Teaching and educational professionals Business, media and public service 	£678
Associate professional and technical	<ul style="list-style-type: none"> Science, engineering and technology Health and social care Protective service Culture, media and sports Business and public service 	£575
Mid Pay Band		
Skilled trades	<ul style="list-style-type: none"> Skilled agricultural and related Skilled metal, electrical and electronics Skilled construction and building Textiles, printing and other skilled trades 	£495
Process, plant and machine operatives	<ul style="list-style-type: none"> Process, plant and machine operatives Transport and mobile machine drivers 	£466
Administrative and secretarial	<ul style="list-style-type: none"> Administrative Secretarial and related 	£405
Low Pay Band		
Caring, leisure and other service	<ul style="list-style-type: none"> Caring personal service Leisure, travel and related personal service 	£360
Elementary ¹	<ul style="list-style-type: none"> Elementary trades Elementary administration and service 	£348
Sales and customer service	<ul style="list-style-type: none"> Sales Customer services 	£344
Source: ONS Standard Occupational Classifications and Annual Survey of Hours and Earnings *Median, Full Time – note that equivalent data is not available for the Highlands and Islands due to small sample sizes ¹ This major group covers occupations which require the knowledge and experience necessary to perform mostly routine tasks, often involving the use of simple hand-held tools and, in some cases, requiring a degree of physical effort. Most occupations in this major group do not require formal educational qualifications but will usually have an associated short period of formal experience-related training.		

Vertical segregation in the Highlands and Islands

5.4 In the Highlands and Islands, as in Scotland, there is clear evidence of vertical segregation. Table 5.2 demonstrates that men are more highly represented than women in two of the three most senior and well paid occupational groups. They account for 65% of managers, directors and senior officials, and 58% of associate professional & technical occupations. This suggests that women are facing the glass ceiling that is preventing them from entering and progressing into these positions. Women are, however, highly represented (although not to the same extent) in professional posts, accounting for 57% of that occupational group.

Table 5.2: Occupations by Gender, 2015					
Occupation	Highlands and Islands			Scotland	
	No.	% Females	% Males	% Females	% Males
Highest pay band					
Managers, directors and senior officials	20,600	36%	65%	37%	63%
Professional occupations	35,200	57%	43%	52%	48%
Associate professional and technical occupations	31,200	42%	58%	44%	56%
Mid pay band					
Skilled trades occupations	35,500	13%	87%	11%	89%
Process, plant and machine operatives	19,600	10%	90%	15%	85%
Administrative and secretarial occupations	28,200	80%	20%	78%	22%
Low pay band					
Caring, leisure and other service occupations	23,500	86%	14%	82%	18%
Elementary occupations	29,600	46%	54%	45%	55%
Sales and customer service occupations	20,200	59%	41%	62%	38%
Total	244,300	47%	53%	49%	51%
Source: Annual Population Survey, 2015 (Resident-based). Proportions of women and men calculated on rounded figures.					

5.5 There is an even higher representation of men in the two most highly paid occupational categories that fall within the mid pay band category. Men account for 90% of process, plant and machine operatives and 87% of skilled trade occupations. Conversely, women account for 80% of administrative and secretarial occupations which are typically lower paid.

5.6 Women are highly represented in two of the three lowest paid occupational categories, accounting for 86% of caring, leisure and other service occupations and 59% of sales and customer service occupations. The gender profile for elementary occupations tends to be more balanced.

5.7 The pattern in the Highlands and Islands is similar to the national pattern but the extent of the segregation is more pronounced in the region than in Scotland overall. The most significant differences with the national profile relate to professional occupations (highest pay band) where women are more highly represented and account for 57% of employees in the Highlands and Islands compared to 52% nationally; and process, plant and machine operatives (mid pay band) where men are highly represented, accounting for 90% of employees regionally compared to 85% nationally.

5.8 There are two exceptions, where the extent of the gender imbalance regionally is marginally lower than nationally. These are skilled trades (mid pay band- where men continue to be highly represented, accounting for 87% of people working in this occupation, compared to 89% nationally) and sales and customer service occupations (low pay band - where women continue to be highly represented but account for 59% of employees, compared to 62% nationally). The extent of the imbalance for elementary occupations is largely in line with the national average (with men accounting for 54% of employees compared to 55% nationally).

5.9 While the overall gender balance in the regional workforce has remained stable over the past 10 years (with men accounting for 53% and women 47%), there have been some shifts at the occupational level, including for those in the highest pay bands.

5.10 Between 2005 and 2015, the gender balance has altered for five occupations, while it has been reasonably stable in the remaining four occupations¹³ (with negligible changes of up to two percentage points).

5.11 In terms of the most senior and well paid positions, segregation has become more pronounced as follows:

- **Manager, director and senior official positions (highest pay band):** The prevalence of men in manager, director and senior official positions has increased by eight percentage points in the Highlands and Islands (from 57% to 65%).
- **Professional Occupations (highest pay band):** The dominance of women in professional occupations has emerged over the past ten years following a six percentage point increase in their share of these occupations (from 51% to 57%).

5.12 Segregation has, however, reduced in associate professional and technical occupations, with the dominance of men in these positions reducing by eight percentage points (from 66% to 58%). Whilst progress has been made with an increase in the representation of women in two of the highest paid occupational groups, the challenge for women entering the most senior and well paid positions (as managers, directors and senior officials) appears to have become more prominent, highlighting the continued existence of the glass ceiling effect

5.13 In the mid and low pay bands, the extent of segregation has decreased for sales and customer service occupations – the proportion accounted for by women has decreased by 15 percentage points regionally (from 74% to 59%). Segregation has also become less pronounced in administrative and secretarial occupations where women's share of these occupations decreased by six percentage points (from 86% to 80%). However, both of these occupational levels continue to be dominated by women.

Vertical Segregation in the Public Sector

5.14 The Equality and Mainstreaming Reports¹⁴ prepared by each local authority provide further evidence of vertical segregation in the region. This is focused on segregation across the public sector, which is a major employment sector in the Highlands and Islands accounting for approximately 61,200 employees (29% of total employees in the Highlands and Islands compared to 25% across Scotland as a whole)¹⁵.

5.15 Data in the reports show that in line with trends in the wider economy, women account for a low share of the most senior posts. In contrast, there are high proportions of women in jobs in the lowest pay grades, such as cleaning staff within Grade 1 and home carers in Grade 3, which reflect typical gender stereotypes.

5.16 In particular, the existence of vertical segregation is evidenced by the share of women in the most senior posts being disproportionate to their share of the public sector employment base (which varies from

¹³ Skilled trades; caring, leisure and other services; process, plant and machine operatives; and elementary

¹⁴ Each Local authority is required to prepare an Equality and Mainstreaming Reports, which outlines the progress they have made in integrating general equality into the day-to-day working of their organisation and the associated outcomes. The reports are part of the specific equalities duties for public authorities introduced by Scottish Ministers through regulations in May 2012. The specific duties underpin the general public sector equality duty which was created by the Equality Act 2010 and came into force in April 2011 covering age, disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief and sexual orientation.

¹⁵ This is based on the Business Register and Employment Survey: Public/Private 2015

70% to 77% across the local authority areas). This is highlighted by data on the top 2% and top 5% of earners which was provided by four local authority areas and shows that:

- **Top 5% of Earners:** women account for between 21% and 35% of the top 5% earners.
- **Top 2% of Earners:** women account for between 24% and 25% of the top 2% of earners.

5.17 Highland is the only area where the figures differ significantly with women accounting for 57% of employees in both the top 5% and 2% of earners. While this is significantly higher than in other local authority areas, women continue to be under represented in the most senior and well paid positions. The data also shows that the overall public sector figures are boosted by the inclusion of teaching, when these posts are excluded, women account for 46% of the top 5% of earners and 41% of the top 2%.

5.18 In several reports, links are made between the limited availability and uptake of flexible and part time posts at the most senior level and the underrepresentation of women in these posts. Specifically, an Equalities Community Survey conducted in Shetland in 2010, found that in some cases, respondents felt that if they wish to work part time or job share, there is less opportunity to progress to these senior roles.

5.19 While there is evidence of women progressing within the public sector more widely - the proportion of women receiving promotions is largely in line with, if not above, women's share of the sector (ranging from 69% to 86% across the three local authorities which provided this data) - this covers progression at all levels and masks issues at the most senior level.

5.20 Further details on the types of jobs that men and women undertake within the public sector is included in Chapter 6, which explores horizontal segregation.

Managers, directors and senior officials

5.21 Managers, directors and senior officials is the third smallest occupational category in the Highlands and Islands, accounting for 8% of all occupations. It is also typically the most senior and highly paid category¹⁶. Men are highly represented in these positions and account for almost two thirds of people working in this occupation (64%). The national level is 63%. This is indicative of a glass ceiling effect, whereby it is harder for women to progress into the most senior positions.

5.22 The high representation applies across all age groups, with the representation of men in the occupation generally increasing with age. The exception is those aged 16-24 years, where the split between men and women in the occupation is even.

By area

5.23 Table 5.3 shows that across all local authority areas, men are highly represented in manager, director and senior official occupations, although the level of representation varies. It is highest in Orkney and Shetland, where men account for 77% and 75% of those working in the occupations respectively. The representation of men in these positions is also above the regional and national average in Moray (68%) and Argyll and Bute (67%). The lowest representation of men is in Highland (59%) and Eilean Siar (61%) (both lower than the national average).

¹⁶ Managers, directors and senior officials tend to be the most senior and highly paid positions within each sector. However, not all managers, directors and senior officials will be the most highly paid positions within the economy. For example, professional occupations in health and education will be more highly paid than shop managers.

5.24 Across the Highlands and Islands as a whole, the representation of men has increased amongst managers, directors and senior officials from 57% in 2005 to 65% in 2015. The extent of the change has ranged from five percentage points in Argyll and Bute to eight percentage points in Highland. Representation in Shetland has remained constant since 2005.

Table 5.3: Managers, directors and senior officials by gender, 2015					
Area	Managers, directors and senior officials			All occupations	
	No.	% Females	% Males	% Females	% Males
Scotland	222,100	37%	63%	49%	51%
H&I	20,600	35%	65%	47%	53%
Orkney	1,300	-	77%	46%	54%
Shetland	800	-	75%	45%	55%
Moray	3,100	32%	68%	46%	54%
Argyll and Bute	4,600	33%	67%	48%	52%
Eilean Siar	1,800	39%	61%	49%	51%
Highland	9,100	41%	59%	47%	53%

Source: Annual Population Survey, 2015 (Resident-based). Proportions of females and males calculated on rounded figures. Some data not available due to small sample sizes.

Professional occupations

5.25 Professional occupations is the second largest occupational group in the Highlands and Islands, accounting for 14% of all occupations. On average, it is also the second most highly paid occupational group although this can vary between sectors. In relative terms there are fewer people working in professional occupations across the region compared to the national profile¹⁷.

5.26 Overall, women are highly represented, accounting for 57% of people in professional occupations in the Highlands and Islands, higher than the national average (52%).

By area

5.27 Table 5.4 illustrates that the regional trend in this occupation level is reflected in each of the local authority areas, with representation of women ranging from 55% in Highland and Orkney to 63% in Shetland. Across each area, the representation of women exceeds the national average.

5.28 Across the Highlands and Islands there has been an increase in the representation of women in professional occupations of six percentage points (from 51% to 57%) since 2005, with data on the age profile of those in professional occupations suggesting this has been driven by younger female entrants.

5.29 However trends in local areas vary considerably, with some experiencing an increase, and others a decrease. Where there has been an increase, it ranges from four percentage points (Moray) to 10 percentage points (Highland). Both Orkney and Eilean Siar have seen a contraction in women's representation in professional occupations of around five percentage points.

¹⁷ The occupation is underrepresented in the Highlands and Islands with a location quotient of 0.73. Location quotient are used to determine the representation of occupations and sectors in local economies against the national profile. A LQ of one indicates that employment in the occupation is equivalent to the national level, while an occupation with a LQ of more than one denotes a high level of representation. A LQ of less than one highlights that the occupation is under-represented.

Table 5.4: Professional occupations by gender, 2015					
Area	Professional occupations			All occupations	
	No.	% Females	% Males	% Females	% Males
Scotland	511,600	52%	48%	49%	51%
H&I	35,200	57%	43%	47%	53%
Shetland	1,900	63%	37%	45%	55%
Eilean Siar	2,400	56%	44%	49%	51%
Moray	6,200	58%	42%	46%	54%
Argyll and Bute	5,800	57%	43%	48%	52%
Highland	17,800	55%	45%	47%	53%
Orkney	1,100	55%	-	46%	54%
Source: Annual Population Survey, 2015 (Resident-based). Proportions of females and males calculated on rounded figures. Some data not available due to small sample sizes.					

Associate professional & technical occupations

5.30 Associate professional & technical occupations is the third largest occupation group in the Highlands and Islands accounting for 13% of all occupations. It is also the third most highly paid occupational group. Men are more highly represented regionally and nationally, which is again indicative of a glass ceiling effect for women. The extent of the segregation is marginally higher in the Highlands and Islands, with men constituting approximately 58% of those working in the occupation (compared to 56% nationally). The high representation of men applies across all age groups.

By area

5.31 As set out in table 5.5, this pattern is also evident at the sub-regional level, with men generally accounting for between 55% (Argyll and Bute) and 63% (Moray) of those working in this occupational group. Argyll and Bute is the only local authority area where the representation of men is slightly lower than the national average.

5.32 Across the region, the representation of men in associate professional & technical occupations has decreased by eight percentage points since 2005 from 66% to 58%. By local authority, this varies from a two or three percentage point decrease in Highland and Eilean Siar, to nine percentage points in both Argyll and Bute and Shetland, and 11 percentage points in Moray.

Table 5.5: Associate professional & technical occupations by gender, 2015					
Area	Associate professional & technical			All occupations	
	No.	% Females	% Males	% Females	% Males
Scotland	337,800	44%	56%	49%	51%
H&I	31,200	42%	58%	47%	53%
Moray	4,800	37%	63%	46%	54%
Eilean Siar	1,800	39%	61%	49%	51%
Shetland	1,800	39%	61%	45%	55%
Highland	15,400	40%	60%	47%	53%
Argyll and Bute	5,800	45%	55%	48%	52%
Orkney	1,500	-	-	46%	54%

Source: Annual Population Survey, 2015 (Resident-based). Proportions of females and males calculated on rounded figures. Some data not available due to small sample sizes.

Skilled trades occupations

5.33 Skilled trades is the largest occupational group in the Highlands and Islands, accounting for 15% of all occupations. It falls in the mid pay band, and on average, tends to be the most highly paid of the group. In relative terms there is a greater number of people working in skilled trades occupations regionally than nationally¹⁸. Men are very highly represented, accounting for 87% of people working in skilled trades regionally, marginally lower than men's share nationally (89%). Men are highly represented across all age groups in this occupation.

By area

5.34 There is some notable variation in gender segregation within skilled trades occupations at local levels, illustrated in Table 5.6. Shetland, Moray and Orkney have the highest representation of men in these occupations, accounting for 97%, 94% and 93% respectively. Men dominate to a lesser degree in Eilean Siar (81%) and Highland (84%), and men's representation in Argyll and Bute (87%) is also slightly lower than the national average. The lower levels of men in these occupations in Highland and Argyll and Bute, areas with the largest skilled trades workforce, help to balance segregation in the occupation at the regional level.

5.35 There has been little change in the representation of men in skilled trades occupations across the Highlands and Islands, with a one percentage point increase from 86% in 2005 to 87% in 2015. Locally, this ranged from three percentage points in Highland to 14 percentage points in Orkney. However, there was a decrease in Argyll and Bute and Eilean Siar over the same period, of two and 14 percentage points respectively.

¹⁸ The occupation is highly represented in the Highlands and Islands with a location quotient of 1.32. Location quotient are used to determine the representation of occupations and sectors in local economies against the national profile. A LQ of one indicates that employment in the occupation is equivalent to the national level, while an occupation with a LQ of more than one denotes a high level of representation. A LQ of less than one highlights that the occupation is under-represented.

Table 5.6: Skilled trades by gender, 2015					
Area	Skilled trades occupations			All occupations	
	No.	% Females	% Males	% Females	% Males
Scotland	284,200	11%	89%	49%	51%
H&I	35,500	13%	87%	47%	53%
Shetland	3,000	-	97%	45%	55%
Moray	7,000	-	94%	46%	54%
Orkney	1,500	-	93%	46%	54%
Argyll and Bute	5,300	13%	87%	48%	52%
Highland	17,000	16%	84%	47%	53%
Eilean Siar	1,600	-	81%	49%	51%

Source: Annual Population Survey, 2015 (Resident-based). Proportions of females and males calculated on rounded figures. Some data not available due to small sample sizes.

Process, plant and machine operatives

5.36 Process, plant and machine operatives is the smallest occupational group in the Highlands and Islands accounting for 8% of all occupations. It is one of three occupational categories which falls within the mid pay band and tends to be the second most highly paid of the group. There is a relatively large number of people working as process, plant and machine operatives across the regional economy compared with the national profile¹⁹.

5.37 Men dominate the occupation and their representation in the Highlands and Islands is more marked than in Scotland as a whole (90% compared to 85%). Men are highly represented across all age groups of those working as process, plant and machine operatives.

By area

5.38 Table 5.7 shows that almost all process, plant and machine operatives in Shetland are men. They are then most highly represented in these occupations in Highland and Orkney (both 92%). The lowest level of representation is in Eilean Siar (78%), where the men's share of employment in these occupations is 12 percentage points less than across the Highlands and Islands, and seven percentage points lower than in Scotland. This is as a result of a drop of 15 percentage points of men in the occupation in Eilean Siar over the last 10 years.

5.39 Across the Highlands and Islands, the representation of men in process, plant and machine operatives has remained largely unchanged, with a slight decrease of two percentage points since 2005 (from 92% to 90%). After Eilean Siar, the largest decrease has been in Orkney, (eight percentage points). In contrast, the representation of men in Moray and Shetland increased, by three and nine percentage points respectively.

¹⁹ The occupation is highly represented in the Highlands and Islands with a location quotient of 1.33. Location quotient are used to determine the representation of occupations and sectors in local economies against the national profile. A LQ of one indicates that employment in the occupation is equivalent to the national level, while an occupation with a LQ of more than one denotes a high level of representation. A LQ of less than one highlights that the occupation is under-represented.

Table 5.7: Process, plant and machine operatives by gender, 2015					
Area	Process, plant and machine operatives			All occupations	
	No.	% Females	% Males	% Females	% Males
Scotland	154,800	15%	85%	49%	51%
H&I	19,600	10%	90%	47%	53%
Shetland	700	-	100%	45%	55%
Highland	10,600	8%	92%	47%	53%
Orkney	1,300	-	92%	46%	54%
Moray	3,900	-	90%	46%	54%
Argyll and Bute	2,300	-	87%	48%	52%
Eilean Siar	900	-	78%	49%	51%
Source: Annual Population Survey, 2015 (Resident-based). Proportions of females and males calculated on rounded figures. Some data not available due to small sample sizes.					

Administrative and secretarial occupations

5.40 Administrative and secretarial occupations is the fifth largest occupational group, accounting for 12% of all occupations. It is one of three occupational categories falling in the mid pay band, and on average, tends to be the lowest paid of the group. Women dominate the administrative and secretarial roles, accounting for 80% of those working in these occupations. This is marginally higher than the proportion in Scotland. Women are highly represented amongst all the age groups.

By area

5.41 This pattern is repeated at local levels to varying degrees (Table 5.8). Orkney and Moray have the highest representation of women, comprising 85% and 83% of people working in these occupations respectively. The lowest representation of women is in Eilean Siar and Shetland (77% and 76% respectively); though they are still highly represented albeit it slightly below the national average.

5.42 Between 2005 and 2015, women's representation in administrative and secretarial occupations has decreased by six percentage points in the Highlands and Islands from 86% to 80%. Trends vary by local authority with the greatest shift being in Eilean Siar, which saw a decrease of 23 percentage points. There was also a large drop of almost 20 percentage points in Argyll and Bute. Highland and Moray saw a decline in women's dominance in line with the regional average, in Orkney and Shetland, the representation of women grew, 10 and 15 percentage points respectively.

Table 5.8: Administrative and secretarial occupations by gender, 2015					
Area	Administrative and secretarial occupations			All occupations	
	No.	% Females	% Males	% Females	% Males
Scotland	291,800	78%	22%	49%	51%
H&I	28,200	80%	20%	47%	53%
Orkney	1,300	85%	-	46%	54%
Moray	3,000	83%	-	46%	54%
Argyll and Bute	4,200	79%	21%	48%	52%
Highland	16,700	79%	21%	47%	53%
Eilean Siar	1,300	77%	-	49%	51%
Shetland	1,700	76%	-	45%	55%

Source: Annual Population Survey, 2015 (Resident-based). Proportions of females and males calculated on rounded figures. Some data not available due to small sample sizes.

Caring, leisure and other service occupations

5.43 At 10%, caring, leisure and other service occupations is the sixth largest occupational group in the Highlands and Islands. It is one of three occupational categories in the low pay band, although it tends to be the most highly paid of the three. There is clear gender imbalance, with women accounting for 86% of employees in these occupations. Women are also highly represented in each age group of those working in caring, leisure and other service occupations.

By area

5.44 Table 5.9 shows that women are highly represented in this occupational group across the Highlands and Islands, although to varying extents. The particularly high representation regionally is driven by Highland, the area with the largest number of people working in this occupational group, and where women's representation is 89%, above the regional average. In the other local authority areas, representation of women ranges from 84% in Moray to 73% in Orkney. Representation of women in Orkney, Shetland, and (to a lesser extent) Eilean Siar are below the national average, but women still dominate.

5.45 There has been little change in women's representation in caring, leisure and other service occupations in the Highlands and Islands since 2005, with a slight increase of two percentage points from 84% to 86%. There are, however, considerable local variations. Representation of women in Argyll and Bute and Highland increased by around five to six percentage points, but in Eilean Siar, Moray, Orkney and Shetland, it declined by between four to 11 percentage points.

Table 5.9: Caring, leisure and other service occupations gender, 2015					
Area	Caring, leisure and other service			All occupations	
	No.	% Females	% Males	% Females	% Males
Scotland	253,400	82%	18%	49%	51%
H&I	23,500	86%	14%	47%	53%
Highland	12,100	89%	11%	47%	53%
Moray	4,400	84%	16%	46%	54%
Argyll and Bute	2,900	81%	19%	48%	52%
Eilean Siar	1,600	81%	-	49%	51%
Shetland	1,400	79%	-	45%	55%
Orkney	1,100	73%	-	46%	54%
Source: Annual Population Survey, 2015 (Resident-based). Proportions of females and males calculated on rounded figures. Some data not available due to small sample sizes.					

Elementary occupations

5.46 Elementary occupations is the fourth largest occupational group in the Highlands and Islands accounting for 12% of all occupations. It is one of three occupational categories in the low pay band, and tends to be the second lowest paid in the group. It is less gender segregated than other occupational groups, although at around 55%, men still account for a slightly higher proportion of people working in this group. The extent of the imbalance is largely in line with the national average (where men account for 54% of elementary occupations). There are however sub-regional differences in the Highlands and Islands.

By area

5.47 As shown in table 5.10, in this occupational group, 57% of employees in Highland and 55% in Moray are men, whilst in Orkney the gender balance is equal. Elsewhere in the Highlands and Islands, women account for the greatest share of people working in elementary occupations, ranging from 51% in Argyll and Bute to 54% in Shetland.

5.48 There has been a little change in the representation of men in elementary occupations in the Highlands and Islands with a marginal increase of two percentage points since 2005 from 52% to 54% (two percentage points). Eilean Siar and Shetland have seen the largest increase of around 12 and six percentage points respectively over this time period. Whilst Argyll and Bute has seen no change, Orkney has experienced a decrease of three percentage points in the representation of men.

Table 5.10: Elementary occupations by gender, 2015					
Area	Elementary occupations			All occupations	
	No.	% Females	% Males	% Females	% Males
Scotland	288,400	45%	55%	49%	51%
H&I	29,600	46%	54%	47%	53%
Highland	12,900	43%	57%	47%	53%
Moray	6,300	45%	55%	46%	54%
Eilean Siar	1,500	50%	50%	49%	51%
Orkney	2,000	50%	50%	46%	54%
Argyll and Bute	5,700	51%	49%	48%	52%
Shetland	1,300	54%	46%	45%	55%

Source: Annual Population Survey, 2015 (Resident-based). Proportions of females and males calculated on rounded figures.

Sales and customer service occupations

5.49 Sales and customer service occupations is the second smallest occupational group in the Highlands and Islands accounting for 8% of all occupations. It is one of three occupational categories in the low pay band, and on average, tends to be the lowest paid of the group. It has above average levels of representation of women (59%) compared with the profile for all occupations. The extent of the imbalance is slightly lower in the Highlands and Islands than in Scotland. Women are highly represented in all age groups of those working in sales and customer service occupations.

By area

5.50 Table 5.11 illustrates that women's representation varies by local authority area. Moray and Shetland have the highest gender imbalance in the occupational group, with women accounting for 86% and 88% of employees respectively. Conversely, in Highland the representation of women is 47% - data suggest this has been driven by a 24 percentage point increase in men's representation in the occupational group since 2005. Across the Highlands and Islands, representation of women in sales and customer service occupations has decreased over the last 10 years, by 15 percentage points from 74% to 59%. This has been driven by changes in Highland and, to a lesser extent Argyll and Bute (where the representation of men increased by 12 percentage points).

Table 5.11: Sales and customer service occupations by gender, 2015					
Area	Sales and customer service occupations			All occupations	
	No.	% Females	% Males	% Females	% Males
Scotland	220,100	62%	38%	49%	51%
H&I	20,200	59%	41%	47%	53%
Shetland	800	88%	-	45%	55%
Moray	4,200	86%	14%	46%	54%
Argyll and Bute	2,800	64%	36%	48%	52%
Highland	11,100	47%	53%	47%	53%
Eilean Siar	600	-	-	49%	51%
Orkney	800	-	-	46%	54%

Source: Annual Population Survey, 2015 (Resident-based). Proportions of females and males calculated on rounded figures. Some data not available due to small sample sizes.

6 HORIZONTAL SEGREGATION

Key Messages

- The gender split in the overall workforce masks horizontal segregation, with evidence showing that men and women typically work in different types of jobs. The trends affect both genders with men and women highly represented in different sectors, including growth sectors, and in the different occupations within these. In some cases the gender split is very significant.
- There is a gender imbalance in terms of workforce representation in the majority of sectors with energy and water being most affected. This is followed by (in order) construction; transport and communication; agriculture and fishing; manufacturing; public administration, education and health; distribution; and other services. Financial, professional and business services is the most balanced.
- Specifically, men dominate five sectors: energy and water; construction; transport and storage; agriculture and fishing; and manufacturing, accounting for between 73% and 97% of those working in the sector. Men also account for a larger share of those working in growth sectors (61% compared to 53% of those in the overall economy).
- Women are dominant in three sectors, two of which tend to be lower value: public administration; health and education; distribution, hotels and restaurants; and other services accounting for between 56% and 71% of those working in the sector.
- While the extent of the imbalance is greater in the sectors where men are highly represented (and there are more sectors with high levels of men), the sectors where women are highly represented are larger in employment terms, helping to balance the overall gender split in the workforce. This does, however, suggest that women consider and/or are recruited to work in a narrower range of sectors.
- The sector trends align with those in previous research and match national trends. There are, however, cases where the extent of the imbalance is greater in the Highlands and Islands than nationally. This applies to energy and water; construction; and transport and communications where the representation of men is even higher than the national average; and distribution, hotels and restaurants which is more heavily weighted towards women than in Scotland as a whole. The overall imbalance towards men in the growth sectors is also greater than the national average.
- The gender patterns within sectors also apply at the local authority level, with the exception of other services where the gender balance varies from area to area. In each area, there are sectors where the extent of the gender gap is greater than the national (and often regional) average, although the sectors this applies to vary within each area. There are also sectors in each area where there is a greater gender balance. The areas which are most commonly affected by greater gender gaps are Shetland and Moray.
- There are clear patterns in the types of jobs that men and women work in within the sectors (which align with the findings in Chapter 5) and show that men are more likely to work in skilled trade occupations and roles as process, plant and machine operatives, while women are more likely to work in administrative and secretarial, caring, teaching, sales and customer service roles. In many cases, these roles reflect traditional views of what is 'men's work' and what is 'women's work'.
- These patterns are evident across all sectors (with the exception of sales and customer service roles in transport and storage; and financial, professional and business services, and also leisure and other service roles in transport and storage where men dominate these occupations rather than

women).

- Even within sectors with a high gender imbalance towards men or women, traditional occupational patterns persist. For example, where women work in sectors such as construction and manufacturing which are dominated by men, it is often in female gendered roles, such as administrative and sales positions and vice versa. There is also evidence of traditional occupational patterns in financial, professional and business services, despite the sector appearing more balanced in gender terms overall.
- Indeed, the occupations that are available in a sector are likely to influence its overall gender split. For example, skilled trade occupations and process, plant and machine operative roles are highly represented in sectors such as manufacturing, construction and transport and storage, while caring, teaching, sales and customer service roles are highly represented in education, health, and distribution, accommodation and food (i.e. sectors associated with retail and tourism).
- In terms of the gender balance in the senior occupational groupings, there is more variation within the sectors. As set out in Chapter 5, overall, men are more likely to work as manager, directors and senior officials and in associate professional and technical occupations, while women are more likely to work in professional occupations. However at the sector level, the following differences are evident:
 - Women have a higher share of manager, director and senior official positions than men in two of the three sectors where women are highly represented (public administration, health and education; and distribution, hotels and restaurants). This also applies to associate professional and technical positions in public administration, health and education; and other services. However, their share of these posts still tends to be much lower than their share of those working in the sector.
 - Men have an even higher share of manager, director and senior official; and associate professional and technical positions in the sectors which they dominate (manufacturing; transport and storage and construction).
 - While women have an even higher share of professional occupations in sectors which they dominate (public administration, education and health; and other services), men dominate these professions in all other sectors (manufacturing, transport and storage, construction and financial, professional and business services). Given the high concentration of professional occupations in public administration, education and health, it is the high representation of women in these roles in this sector, which drives their overall representation within the occupational group.
 - Despite financial, professional and business services appearing to have a more even gender balance overall, women continue to be underrepresented in the most senior positions and professional occupations, and tend to be more likely to work in lower paid positions.
- Overall this shows that women work in a narrower range of senior positions, concentrated in the sectors where they are highly represented. They also continue to be underrepresented in the most senior positions, even in sectors where they make up the majority of the workforce, a further indication of the glass ceiling effect highlighted in Chapter 5.

Introduction

6.1 This chapter examines the nature and extent of horizontal segregation, which is the tendency for men and women to be distributed unequally in different types of jobs. For example, one gender may be more likely to work in a certain type of job than the other. This is explored by analysing the representation of men and women in each sector, and in the standard occupational groupings within each sector – two of the main factors that will influence the nature of jobs.

6.2 It begins by providing an overview of the sectoral composition of the Highlands and Islands economy to outline the scale and the nature of employment opportunities, followed by analysis of how the representation of men and women varies by sector. The chapter then explores how the gender balance in each broad sector (where more detailed data is available) varies by occupation, local authority, and where relevant, age. Further data and analysis on horizontal segregation by age is contained within Annex C.

6.3 The chapter also considers how the gender balance in each sector has changed over time (focusing on the ten year period between 2005 and 2015). It should be noted that while some of these changes may reflect efforts to achieve a more balanced workforce, there are also other factors at play, including wider sector and industry trends and developments.

Sector Profile of the Economy

6.4 There are over 244,000 people in employment in the Highlands and Islands economy, accounting for 9% of those in employment nationally (in line with the region's share of the national population). As the most populous local authority, Highland accounts for approximately half of those in employment, followed by Moray and Argyll and Bute, which account for a further 18% and 16% respectively (see Table 6.1).

Table 6.1: Total Employment (2015)		
Geography	Employment	% of H&I
Scotland	2,577,300	-
Highlands and Islands	244,300	100%
Highland	122,900	50%
Moray	43,100	18%
Argyll and Bute	39,500	16%
Eilean Siar	13,500	6%
Shetland	13,200	5%
Orkney	12,100	5%

Source: Annual Population Survey.

6.5 Table 6.2 shows employment by sector in the Highlands and Islands as well as how this compares to the representation nationally (as denoted by the location quotients²⁰). This begins to provide an overview of the types of jobs that residents work in. Public administration, education and health is the largest employment sector (76,400 residents), followed by distribution, hotels and restaurants (46,600 residents). Collectively, these sectors account for approximately half of the residents in employment in the region.

6.6 Whilst a reasonably small sector in employment terms, agriculture and fishing is highly represented within Highlands and Islands, with employment levels over two and a half times the national average. It is also likely that the scale of the sector in the Highlands and Islands is under-estimated (as a result of approaches to data collection at the regional and local authority level). The 2015 Scottish Agriculture Census²¹ estimates that the number of employees (including occupiers and spouses, regular workforce and casual and seasonal labour) in the sector in the Highlands and Islands (excluding Moray, which is part of

²⁰ A LQ of one indicates that employment in the sector is equivalent to the national level, while a sector with a LQ of more than one denotes a high level of representation and specialisation. A LQ of less than one highlights that a sector is under-represented.

²¹ <http://www.gov.scot/Resource/0047/00478588.pdf>

Grampian) is 20,400, over double the employment figure in Table 6.2. Based on these figures, the sector would be the fifth largest employment sector.

6.7 Energy and water supply, construction and transport and communications are also important sectors in the Highlands and Islands relative to Scotland overall.

Table 6.2: H&I Employment by Sector (2015)			
Sector	No.	%	LQ²²
Public admin. education and health	76,400	31%	0.99
Distribution, hotels and restaurants	46,600	19%	1.04
Financial, professional and business	27,300	11%	0.70
Manufacturing	21,400	9%	1.02
Transport and communications	18,800	8%	1.06
Construction	18,100	7%	1.10
Other services	14,100	6%	0.97
Energy and water	11,000	5%	1.23
Agriculture and fishing	9,900	4%	2.66
Total	244,300	100%	1.00
Source: Annual Population Survey.			

Horizontal Segregation in the Highlands and Islands

6.8 There is evidence of horizontal segregation in both the regional and national economies, with clear differences in the types of jobs held by women and men. The extent of gender segregation varies significantly by job type / sector. It is important to note that the trends affect both genders. For example, while some sectors have a high representation of men, others have a high representation of women. This aligns with the findings of the Training and Employment Research Unit's (TERU) research on equalities in growth sectors²³ and is explored in detail in the following sections.

6.9 As shown in Table 6.3, men are highly represented in five sectors in the Highlands and Islands (manufacturing; agriculture and fishing; and particularly transport and communication; energy and water and construction), accounting for between 73% and 97% of those working in the sectors. In contrast women are highly represented in three sectors (other services; distribution, hotels and restaurants; and particularly public administration, education and health) accounting for between 56% and 71% of those working in the sector. The sector with the greatest gender balance in workforce representation is financial, professional and business services (although in line with overall employment trends, it is still slightly weighted towards men).

6.10 While the extent of imbalance is greater in sectors which are dominated by men (and there are more sectors that are dominated by men), the sectors where women are highly represented are larger in employment terms, helping to balance the overall gender split in the workforce. This does, however, suggest that women consider and/or are recruited to work in a narrower range of sectors.

²² A LQ of one indicates that employment in the sector is equivalent to the national level, while a sector with a LQ of more than one denotes a high level of representation and specialisation. A LQ of less than one highlights that a sector is under-represented.

²³ <http://eprints.gla.ac.uk/113002/>

Table 6.3: Employment gender split by sector, 2015

Sector	Highlands and Islands			Scotland	
	No.	% Females	% Males	% Females	% Males
Sectors with high levels of male representation					
Energy and water	11,000	3%	97%	19%	81%
Construction	18,100	7%	93%	14%	86%
Transport and communications	18,800	14%	86%	22%	78%
Agriculture and fishing	9,900	24%	76%	20%	80%
Manufacturing	21,400	27%	73%	26%	74%
Sectors with high levels of female representation					
Public admin. education and health	76,400	71%	29%	71%	29%
Distribution, hotels and restaurants	46,600	58%	42%	53%	47%
Other services	14,100	56%	44%	56%	44%
Sectors with a greater gender balance					
Financial, professional and business	27,300	48%	52%	47%	53%
Total	244,300	47%	53%	49%	51%
Source: Annual Population Survey, 2015 (Resident-based). Proportions of females and males calculated on rounded figures.					

6.11 The regional sectoral patterns generally reflect national patterns although there are sectors where the extent of the gender imbalance is greater in the Highlands and Islands than across Scotland as a whole.

6.12 Transport and communications, construction and energy and water have an even higher representation of men in the Highlands and Islands. The difference is greatest for the energy and water sector, (an employment specialism in the region), where men account for 97% of those working in the regional sector, compared to 81% nationally. Similarly, the representation and dominance of women in distribution, hotels and restaurants is higher in the Highlands and Islands (58%) than nationally (53%).

6.13 Agriculture and fishing is the only sector which has a more balanced gender split when compared to the national profile, although it is still dominated by men (who account for 76% of those working in the sector regionally compared to 80% nationally).

6.14 While the overall gender balance in the regional workforce has remained stable over the past 10 years (with men accounting for 53% and women 47%), there have been some shifts at the sector level which have altered the gender balance in some job types. In some cases, this has reduced the imbalance, while in others it has exacerbated the trend.

6.15 Specifically, the gender balance has altered for six sectors, while it has been reasonably stable in the remaining three sectors²⁴ (with negligible changes of up to two percentage points).

6.16 In terms of sectors where there is typically a high representation of men, between 2005 and 2015:

- The imbalance towards men in the agriculture and fishing has reduced by five percentage points (from 81% to 76%), although the sector continues to be dominated by men.
- The dominance of men in transport and communications; energy and manufacturing has continued to increase. In transport and communication, the share accounted for by men increased by nine percentage points (from 77% to 86%). In energy it increased by eight percentage points (from 89% to 97%) and manufacturing, three percentage points (from 70% to 73%).

²⁴ Construction; distribution, hotels and restaurants; and financial, professional and business services

6.17 In terms of sectors where there is typically a high representation of women, between 2005 and 2015:

- The imbalance has started to reduce in other services, with a four percentage point decrease in women's share of the sector (from 60% to 56%).
- The imbalance in public administration, education and health has increased by three percentage points (from 68% to 71%).

6.18 The following section considers key differences for each of the broad sectors in the Highlands and Islands, firstly by sub-sector (where relevant) and occupation, and then by area.

Sectors with a high representation of women

Public administration, education and health

6.19 Public administration, education and health is the largest sector, accounting for 31% (76,400) residents who are in employment. The employment levels in the sector are in line with the national average. It is important to note that the sector includes both public and private education and health provision.

6.20 The sector is dominated by women in both the Highlands and Islands and Scotland. Accounting for 70% of those working in the sector regionally and nationally, this is the highest representation of women of any sector.

6.21 The high representation of women is driven by the high proportions working in education, and, particularly, health, while there is more of a gender balance in public administration and defence. Specifically the data shows that for the Highlands and Islands:

- **Health:** 82% of those working in health are women, largely aligning with the national average (80%);
- **Education:** 78% of those working in education are women, which is eight percentage points higher than the national average (70%);
- **Public administration and defence:** There is a slightly higher proportion of men than women in public administration and defence (52% against 48%), although this contrasts with national patterns (48% men and 52% women). Nevertheless, the sub-sector has a much greater gender balance.

6.22 In terms of the age profile of the sector, women are highly represented in all age groups of those working in public administration, education and health in the Highlands and Islands and nationally. There is, however, a greater balance between men and women in the sector's workforce who are aged between 16-24 in the Highlands and Islands suggesting that more men have started to enter the sector in the region.

6.23 The Equality and Mainstreaming Reports prepared by each local authority provide further insight into gender segregation in the public parts of the sector. The attractiveness of the sector to women is reflected by the high proportion of applications received from women, which then translates into women dominating the sector. Data on applications received²⁵ showed that women accounted for between 60% and 69% of applications (in Argyll and Bute and Moray respectively).

6.24 One of the factors that is likely to contribute to the attractiveness of the public sector to women is the availability of part time employment opportunities (approximately 50% of opportunities in the sector are part time compared to 37% across the overall economy). As with the split in the overall workforce, women are more likely to work part time than men in the public sector. For example, 93% of part time council workers in Eilean Siar were women, whilst in Orkney, five times more women worked part time than men.

²⁵ Provided by four of the six local authorities

6.25 This predominance of part time working amongst women and the availability and take up of these jobs in lower pay grades (as noted in Chapter 5) is likely to be contribute to the gender pay gap which is evident in the public sector in each local authority area, with men earning more than women. The gap is, however, smaller in some professions, such as teaching, and overall wage inequality has been reducing year on year (based on varying timescales across the Local Authorities).

Differences by Occupation

6.26 The three largest occupational categories for those working in public administration, health and education are, professional (22,300); caring, leisure and other service (18,900); and associate professional and technical (13,600) occupations. Collectively these occupations account for 75% of those working in the sector and each of the groups is highly represented when compared to the occupational profile of the overall economy (where the three occupations collectively account for 37%). The representation of administrative and secretarial occupations – the fourth largest occupational category in the sector (9,000 / 12%) - is in line with the average for the overall economy.

6.27 In contrast, there tends to be fewer manager, directors and senior official (1,800 / 2%); skilled trades (2,700 / 4%); sales and customer service (400 / 1%); process, plant and machine operative (300 / 0%) and elementary occupations (4,600 / 6%).

6.28 As shown in Table 6.4, women tend to account for a higher share of most occupational categories within public administration, education and health, both regionally and nationally. Women are most highly represented in professional (accounting for 75% of those working in this occupation); administrative and secretarial (82%); caring, leisure and other service (92%); and sales and customer service (100%) occupations. In each of these occupations the representation of women tends to be higher in the Highlands and Islands than in the sector nationally. This is particularly the case for caring, leisure and other service (92% are women in Highlands and Islands compared to 84% nationally); and sales and customer service occupations (100% compared to 68%).

6.29 The two exceptions are skilled trades and process, plant and machine operatives which are typically dominated by men.

6.30 The Equality and Mainstreaming reports also provide evidence which shows that within the public parts of the sector, the positions which are most dominated by men are roadwork and refuse collection. Lorry drivers and janitors are also almost exclusively men in some areas, while the large majority of carers (home and social care) are women. Other roles where women are over represented include teaching, catering and cleaning. These roles align with typical gender stereotypes.

6.31 While women are more likely to work in manager, director and senior official positions within the sector than the economy as a whole (52% compared to 35%), they are considerably underrepresented in this senior category when you consider that they account for 71% of those working in the sector. The same applies to associate professional and technical occupations within the sector, contributing to vertical segregation (as outlined in Chapter 5) and the aforementioned gender pay gap.

Table 6.4: Employment gender split by occupation, public admin., education and health, 2015								
Occupation	Public admin., education and health				All Occupations			
	H&I		Scotland		H&I		Scotland	
	% Females	% Males	% Females	% Males	% Females	% Males	% Females	% Males
Managers, Directors And Senior Officials	52%	48%	53%	47%	35%	65%	37%	63%
Professional	75%	25%	72%	28%	57%	43%	52%	48%
Associate Professional And Technical	52%	48%	51%	49%	42%	58%	44%	56%
Skilled Trades Occupations	43%	57%	49%	51%	13%	87%	11%	89%
Process, Plant And Machine Operatives	0%	100%	9%	91%	10%	90%	15%	85%
Administrative And Secretarial	82%	18%	81%	19%	80%	20%	78%	22%
Caring, Leisure And Other Service	92%	8%	84%	16%	86%	14%	82%	18%
Elementary	56%	44%	67%	33%	46%	54%	45%	55%
Sales And Customer Service	100%	0%	68%	32%	59%	41%	62%	38%
Total	71%	29%	71%	29%	47%	53%	49%	51%
Source: Annual Population Survey, 2015 (Resident-based). Proportions of females and males calculated on rounded figures.								

Differences by Area

6.32 Women from each local authority area are highly represented in the public administration, health and education sector, although the extent of the representation varies. As shown in table 6.5, Orkney and Shetland have the highest levels of representation, with women accounting for 81% and 76% of those working in the sector respectively. Eilean Siar and Moray have the lowest representation of women (67% and 69% respectively), although this continues to be higher than women's share of the overall workforce in these areas.

Table 6.5: Employment gender split by area, public admin., education and health, 2015					
Area	Public admin., education and health			Total employment	
	No.	% Females	% Males	% Females	% Males
Scotland	810,300	71%	29%	49%	51%
H&I	76,400	71%	29%	47%	53%
Orkney	3,200	81%	19%	46%	54%
Shetland	4,100	76%	24%	45%	55%
Highland	39,700	71%	29%	47%	53%
Argyll and Bute	12,200	71%	29%	48%	52%
Moray	12,300	69%	31%	46%	54%
Eilean Siar	4,900	67%	33%	49%	51%
Source: Annual Population Survey, 2015 (Resident-based). Proportions of females and males calculated on rounded figures.					

6.33 Across the Highlands and Islands, the representation of women in the sector has increased by three percentage points over the past 10 years (from 68% to 71%) . This varies by local authority from two

percentage points in Highland to ten percentage points in Moray and Orkney. However, Eilean Siar experienced a nine percentage point decrease in the representation of women.

Distribution, hotels and restaurants

6.34 Distribution, hotels and restaurants is the second largest sector in the Highlands and Islands, accounting for 19% (46,400) of those in employment. Employment levels in the sector are largely in line with the national average.

6.35 Women are highly represented in the distribution, hotels and restaurants sector in the Highlands and Islands, accounting for 58% of those working in the sector. The representation of women in the sector is higher than the national average (53%).

6.36 The high representation is driven by women accounting for an above average share in the two sub-sectors which constitute distribution, hotels and restaurants. These are wholesale and retail, and in particular, accommodation and food services. Specifically, the data shows that for the Highlands and Islands:

- **Wholesale and retail:** 53% of those working in the sector are women, which is slightly higher than the national average (50%);
- **Accommodation and food:** 64% of those working in the sector are women, national average (58%).

6.37 In terms of the age profile, women are highly represented in all age groups of those working in the distribution, hotels and restaurants sector, except those aged 65-74 (which is balanced 50:50).

Differences by Occupation

6.38 The two largest occupational groups for those working in distribution, hotels and restaurants are sales and customer service (13,800) and elementary (10,900) occupations. Both occupations are very highly represented, and collectively account for 54% of those working in the sector (compared to 20% across the wider economy).

6.39 The third largest category is managerial, director and senior official occupations (7,200), which are again highly represented in the sector (accounting for 16% of those working in the sector compared to 8% across the economy as a whole). However, on average these tend to be lower paid than equivalent positions in other sectors. There are also few professional and associate professional positions (1,200 / 3%) in the sector.

6.40 As shown in Table 6.6, the balance between men and women in each occupational category varies within the sector. Women tend to be more highly represented in sales and customer service and elementary occupations, as well as the smaller number of administrative and secretarial; and caring, leisure and other services occupations. In contrast, men are more highly represented in occupations classified as associate professional and technical; skilled trades and process, plant and machine operatives – all of which are smaller occupational groupings within the sector.

6.41 While these patterns apply both regionally and nationally, the extent of the imbalance varies and for most occupations is greater in the Highlands and Islands. The two exceptions are administrative and secretarial and skilled trade occupations.

6.42 There are also differences in the gender split within manager, director and senior official positions – while women account for a slightly higher share of these roles than men in the region (52% compared to 48%), the reverse applies nationally (45% women compared to 55% men).

6.43 Although women account for a higher share of manager, director and senior official positions in the sector than in the economy as a whole (52% compared to 35%), they are still slightly underrepresented in

the most senior positions when you take into account that women account for 58% of all occupations in the sector. The gap is, however, slightly smaller in the region than nationally.

Table 6.6: Employment gender split by occupation, distribution, hotels and restaurants, 2015								
Occupation	Distribution, hotels and restaurants				All Occupations			
	H&I		Scotland		H&I		Scotland	
	% Females	% Males	% Females	% Males	% Females	% Males	% Females	% Males
Managers, Directors And Senior Officials	52%	48%	45%	55%	35%	65%	37%	63%
Professional	*	*	38%	62%	57%	43%	52%	48%
Associate Professional And Technical	34%	66%	49%	51%	42%	58%	44%	56%
Skilled Trades Occupations	27%	73%	18%	82%	13%	87%	11%	89%
Process, Plant And Machine Operatives	0%	100%	19%	81%	10%	90%	15%	85%
Administrative And Secretarial	79%	21%	83%	17%	80%	20%	78%	22%
Caring, Leisure And Other Service	100%	0%	88%	12%	86%	14%	82%	18%
Elementary	58%	42%	55%	45%	46%	54%	45%	55%
Sales And Customer Service	69%	31%	65%	35%	59%	41%	62%	38%
Total	58%	42%	53%	47%	47%	53%	49%	51%
Source: Annual Population Survey, 2015 (Resident-based). Proportions of females and males calculated on rounded figures.								
* Data not available								

Differences by Area

6.44 As shown in Table 6.7, there is a high representation of women in distribution, hotels and restaurants in each of the local authorities, and as with the region as a whole, the difference is greater in each area than across the sector nationally. Across the local authorities there are small variations in the extent to which women are represented.

6.45 Argyll and Bute and Shetland have the greatest gender imbalance in the sector with women constituting 60% of those working in the sector. The distribution, hotels and restaurants sector in Eilean Siar has the lowest representation of women in the Highlands and Islands (55%), although this is still two percentage points above the national average.

Table 6.7: Employment gender split by area, distribution, hotels and restaurants, 2015					
Area	Distribution, hotels and restaurants			Total employment	
	No.	% Females	% Males	% Females	% Males
Scotland	473,800	53%	47%	49%	51%
H&I	46,600	58%	42%	47%	53%
Argyll and Bute	7,700	60%	40%	48%	52%
Shetland	2,100	60%	40%	45%	55%
Moray	8,500	59%	41%	46%	54%
Highland	24,000	57%	43%	47%	53%
Orkney	2,300	57%	43%	46%	54%
Eilean Siar	2,000	55%	45%	49%	51%
Source: Annual Population Survey, 2015 (Resident-based). Proportions of females and males calculated on rounded figures.					

6.46 Overall, representation of women in the sector across the Highlands and Islands has remained reasonably stable over the past 10 years, with just a two percentage point decrease from 60% in 2005 to 58% in 2015. Although, this varies by local authority. While there has been a decrease of between one and three percentage points in most parts of the Highlands and Islands, the decrease in Eilean Siar has been much higher (17 percentage points). Further, in Orkney and Shetland, there has been an increase of seven and three percentage points respectively.

Other services

6.47 Other services is the third smallest sector, accounting for 6% (14,100) of those in employment. Employment levels in the sector are largely in line with the national average. The sector includes the activities of membership organisations; repairs of computers and personal and household goods; and other personal service activities such as dry cleaning, hairdressing and physical wellbeing activities.

6.48 Women account for a higher share of those working in other services (56%) than men (44%) regionally and nationally. After banking, finance and insurance, it is the sector with the greatest gender balance.

6.49 In terms of age profile, women are highly represented amongst those aged up to 44 working in the sector, while the majority of those aged over 55 are men.

Differences by Occupation

6.50 The largest occupational groups for those working in other services are associate professional and technical (2,800); followed by administrative and secretarial (1,700); and caring, leisure and other service (1,600) occupations. Each of these categories are highly represented and collectively account for 60% of occupations in the sector, compared to 35% of occupations across the overall economy. In contrast, there are fewer elementary occupations and there are not any process; plant and machine operative or sales and customer service occupations.

6.51 As shown in Table 6.8, women are more highly represented than men in the majority of occupational categories within the other services sector in the Highlands and Islands. The only exceptions are manager, directors and senior officials and skilled trade occupations where men are more highly represented. These trends also apply in the national sector.

6.52 The high representation of men in the sector's managers, directors and senior officials is much greater in the Highlands and Islands than nationally (with men accounting for 68% of these posts in the region compared to 58% nationally). Further, within the region, the share of the sector's manager, director

and senior official positions which women account for (32%) is not only below their share of total employment in the sector (56%), it is also slightly lower than women's share of manager, director and senior official positions across the wider economy (35%).

6.53 In contrast, representation of women in the sector's professional (70%) and associate professional and technical (61%) occupations is higher than across the economy as a whole (57% and 42% respectively).

Table 6.8: Employment gender split by occupation, other services, 2015								
Occupation	Other services				All Occupations			
	H&I		Scotland		H&I		Scotland	
	% Females	% Males	% Females	% Males	% Females	% Males	% Females	% Males
Managers, Directors And Senior Officials	32%	68%	42%	58%	35%	65%	37%	63%
Professional	70%	30%	35%	65%	57%	43%	52%	48%
Associate Professional And Technical	61%	39%	52%	48%	42%	58%	44%	56%
Skilled Trades Occupations	0%	100%	12%	88%	13%	87%	11%	89%
Process, Plant And Machine Operatives	*	*	0%	100%	10%	90%	15%	85%
Administrative And Secretarial	71%	29%	75%	25%	80%	20%	78%	22%
Caring, Leisure And Other Service	69%	31%	78%	22%	86%	14%	82%	18%
Elementary	100%	0%	58%	42%	46%	54%	45%	55%
Sales And Customer Service	*	*	85%	15%	59%	41%	62%	38%
Total	56%	44%	56%	44%	47%	53%	49%	51%
Source: Annual Population Survey, 2015 (Resident-based). Proportions of females and males calculated on rounded figures. * Data not available								

Differences by Area

6.54 At a sub-regional level (where data is available), the extent to which women are highly represented varies, as shown in Table 6.9.

6.55 Women are most highly represented in Eilean Siar and Moray, accounting for 71% and 64% of those working in the sector respectively. In contrast, Argyll and Bute is the only area where the other services workforce is dominated by men (accounting for 59% of those working in the sector).

Table 6.9: Employment gender split by area, other services, 2015					
Area	Other services			Total employment	
	No.	% Females	% Males	% Females	% Males
Scotland	154,000	56%	44%	49%	51%
H&I	14,100	56%	44%	47%	53%
Eilean Siar	1,400	71%	-	49%	51%
Moray	2,500	64%	36%	46%	54%
Highland	6,600	55%	45%	47%	53%
Argyll and Bute	2,200	41%	59%	48%	52%
Orkney	800	-	-	46%	54%
Shetland	600	-	-	45%	55%
Source: Annual Population Survey, 2015 (Resident-based). Proportions of females and males calculated on rounded figures. Some data not available due to small sample sizes.					

6.56 Overall, there has been a four percentage point decrease in the representation of women in the sector in the last 10 years (from 60% to 56%). This has been as high as an 11 percentage point decrease in Highland.

Sectors with High Representation of Men

Manufacturing

6.57 Manufacturing is the fourth largest employment sector accounting for 9% (21,400) of those in employment in the Highlands and Islands.

6.58 The sector is heavily dominated by men both in the Highlands and Islands and in Scotland, with men accounting for approximately 73% of those working in the sector. Men are highly represented amongst all age groups working in manufacturing.

Differences by Occupation

6.59 The two largest occupational categories for those working in the manufacturing sector are process, plant and machine operatives (6,300) and skilled trades (5,600). Both occupations are highly represented and account for 56% of all occupations in the sector compared to 23% across the economy as a whole. In contrast, there are fewer professional; associate professional and technical; administrative and secretarial and sales and customer service occupations in relative terms.

6.60 As shown in Table 6.10, men are more highly represented than women in the majority of occupational categories within manufacturing. This includes manager, directors and senior officials; professional; associate professional and technical; skilled trades; process, plant and machine operative; and elementary occupations. These are all occupations where men are typically well represented, although their dominance in these groups within the manufacturing sector is even greater, reflecting their overall dominance in the sector.

6.61 Women account for all of the administrative and secretarial; and sales and customer services occupations within the regional manufacturing sector (compared to 71% and 61% respectively in the national manufacturing sector). The high representation of women in these roles in the sector was noted in research undertaken to map women's participation in manufacturing by the University of Strathclyde Scottish Centre

for Employment Research and Close the Gap. The research found that women were more highly represented in non sector-specific roles, such as administration, finance and HR²⁶.

6.62 Women are more highly represented within senior positions in the regional manufacturing sector than they are nationally. Specifically:

- Women account for 25% of manager, director and senior officials which is in line with their share of overall employment in the sector (27%) – this is unlike trends in other sectors (including sectors where women dominate), where the proportion of women in senior occupations is not representative of their share of the sector's workforce. The relatively strong representation of women in managerial roles in the manufacturing sector was also noted in the research by the University of Strathclyde Scottish Centre for Employment Research and Close the Gap²⁷. This may be linked to availability of senior positions within the non-manufacturing roles noted above (such as HR).
- Women account for 40% of the professional occupations within the regional sector and while men are still highly represented, their share of professional occupations (60%) is much lower than men's share of the overall manufacturing sector (73%).
- The representation of women within associate, professional and technical occupations in the regional manufacturing sector is lower than in the national manufacturing sector, although this may be a reflection of a higher proportion of women regionally progressing to the senior positions noted above.

6.63 While this shows more of a balance in senior positions, women continue to be underrepresented when compared to their representation within manager, director and senior official; and professional occupations across the wider economy.

²⁶ University of Strathclyde Scottish Centre for Employment Research/Close the Gap (2015) *Mapping of women's participation within the manufacturing cluster labour market in Scotland*, pp.30-31

²⁷ University of Strathclyde Scottish Centre for Employment Research/Close the Gap (2015) *Mapping of women's participation within the manufacturing cluster labour market in Scotland*, pp.30-31

Table 6.10: Employment gender split by occupation, manufacturing, 2015

Occupation	Manufacturing				All Occupations			
	H&I		Scotland		H&I		Scotland	
	% Females	% Males	% Females	% Males	% Females	% Males	% Females	% Males
Managers, Directors And Senior Officials	25%	75%	20%	80%	35%	65%	37%	63%
Professional	40%	60%	19%	81%	57%	43%	52%	48%
Associate Professional And Technical	22%	78%	30%	70%	42%	58%	44%	56%
Skilled Trades Occupations	9%	91%	11%	89%	13%	87%	11%	89%
Process, Plant And Machine Operatives	17%	83%	29%	71%	10%	90%	15%	85%
Administrative And Secretarial	100%	0%	71%	29%	80%	20%	78%	22%
Caring, Leisure And Other Service	*	*	100%	0%	86%	14%	82%	18%
Elementary	30%	70%	29%	71%	46%	54%	45%	55%
Sales And Customer Service	100%	0%	61%	39%	59%	41%	62%	38%
Total	27%	73%	26%	74%	47%	53%	49%	51%
Source: Annual Population Survey, 2015 (Resident-based). Proportions of females and males calculated on rounded figures.								
* Data not available								

Differences by Area

6.64 This high dominance of men is replicated at the sub-regional level in the Highlands and Islands, although the extent of the dominance varies. As shown in Table 6.11, Argyll and Bute has the highest imbalance, with men making up 79% of those working in manufacturing. Moray, the area with the second largest and most significant concentration of manufacturing employment in the Highlands and Islands, has the lowest representation of men. It is also the only local authority where the representation of men is below the national average.

Table 6.11: Employment gender split by area, manufacturing, 2015					
Area	Manufacturing			Total employment	
	No.	% Females	% Males	% Females	% Males
Scotland	220,700	26%	74%	49%	51%
H&I	21,400	27%	73%	47%	53%
Argyll and Bute	2,800	21%	79%	48%	52%
Highland	9,700	25%	75%	47%	53%
Orkney	1,200	-	75%	46%	54%
Moray	6,200	30%	70%	46%	54%
Eilean Siar	700	-	-	49%	51%
Shetland	800	-	-	45%	55%
Source: Annual Population Survey, 2015 (Resident-based). Proportions of females and males calculated on rounded figures. Some data not available due to small sample sizes.					

6.65 Across the Highlands and Islands, the dominance of men in the sector has increased by three percentage points over the last 10 years (from 70% to 73%). Argyll and Bute has seen the largest increase of seven percentage points, whilst Moray has seen a more modest two percentage point increase in the representation of men in the sector.

Transport and communications

6.66 Transport and communications is the fifth largest sector, accounting for 8% (18,800) of those in employment.

6.67 Men are very highly represented in the sector in the Highlands and Islands (accounting for 85% of those working in the sector compared to 78% nationally). This applies across all age groups.

6.68 The high representation of men is driven by men accounting for a high share of those working in information and communication and, in particular, transport and storage. The representation of men in both of these sub-sectors and particularly in transport and storage is even higher in the Highlands and Islands, contributing to the greater gender imbalance regionally. Specifically the data shows that for the Highlands and Islands:

- **Information and Communication:** 78% of those working in the sector are men, exceeding the national average (73%);
- **Transport and Storage:** 91% of those working in the sector are men, far exceeding the national average (80%).

Differences by Occupation

6.69 By far the largest occupational category for those working in transport and communications is process, plant and machine operatives (5,400) which account for almost a third of all occupations in the sector (compared to 8% across the economy as a whole). This is followed by associate professional and technical (2,900) and elementary occupations (2,600) which are also highly represented (collectively accounting for 32% of occupations in the sector compared to 25% across the economy).

6.70 The representation of the other two main occupational categories – professional occupations (2,400) and managers, directors and senior officials (1,200) is in line with the region wide average (21%). In contrast,

there are fewer administrative and secretarial; skilled trades; caring, leisure and other service; and sales and customer service occupations.

6.71 As shown in Table 6.12, men are highly represented in all but one of the transport and communication occupational categories within the Highlands and Islands – the only exception is the small administrative and secretarial category, where women are more highly represented. There is also more of a balance in elementary occupations (where men account for 75%). In all other occupational categories the extent of the imbalance is equal to or greater than it is across the regional transport and communication sector as a whole (86%). Indeed, five of the regional transport and communication sector occupations are completely accounted for by men – this applies to manager, director and senior officials; professional; skilled trades; leisure and other service; and sales and customer service.

6.72 The extent of the imbalance in most of the occupational groups regionally is greater than nationally, particularly in relation to senior positions.

Table 6.12: Employment gender split by occupation, transport and communication, 2015								
Occupation	Transport and communication				All Occupations			
	H&I		Scotland		H&I		Scotland	
	% Females	% Males	% Females	% Males	% Females	% Males	% Females	% Males
Managers, Directors And Senior Officials	0%	100%	25%	75%	35%	65%	37%	63%
Professional	0%	100%	18%	82%	57%	43%	52%	48%
Associate Professional And Technical	14%	86%	28%	72%	42%	58%	44%	56%
Skilled Trades Occupations	0%	100%	5%	95%	13%	87%	11%	89%
Process, Plant And Machine Operatives	3%	97%	7%	93%	10%	90%	15%	85%
Administrative And Secretarial	68%	32%	68%	32%	80%	20%	78%	22%
Caring, Leisure And Other Service	0%	100%	59%	41%	86%	14%	82%	18%
Elementary	25%	75%	17%	83%	46%	54%	45%	55%
Sales And Customer Service	0%	100%	52%	48%	59%	41%	62%	38%
Total	14%	86%	22%	78%	47%	53%	49%	51%
Source: Annual Population Survey, 2015 (Resident-based). Proportions of females and males calculated on rounded figures.								
* Data not available								

Differences by Area

6.73 Across the overall sector, the high representation of men is repeated at a sub-regional level, but to varying degrees, with men accounting for between 75% and 92% of those working in transport and communication in Eilean Siar and Highland respectively. As shown in Table 6.13, the high representation of men is driven by Highland, which has the largest transport and communication workforce. Eilean Siar and Shetland are the only local authority areas where the representation of men in the sector is slightly lower than the national average.

Table 6.13: Employment gender split by area, transport and communication, 2015					
Area	Transport and communication			Total employment	
	No.	% Females	% Males	% Females	% Males
Scotland	187,200	22%	78%	49%	51%
H&I	18,800	14%	86%	47%	53%
Highland	9,500	8%	92%	47%	53%
Moray	2,700	-	85%	46%	54%
Orkney	1,100	-	82%	46%	54%
Argyll and Bute	2,700	19%	78%	48%	52%
Shetland	1,300	-	77%	45%	55%
Eilean Siar	1,600	-	75%	49%	51%
Source: Annual Population Survey, 2015 (Resident-based). Proportions of females and males calculated on rounded figures. Some data not available due to small sample sizes.					

6.74 In the Highlands and Islands, there has been a nine percentage point increase in the representation of men in the sector since 2005 from 77% to 86%. This has been driven by large increases in Highland and Moray, of around 16 percentage points.

6.75 Conversely, there have been decreases in the representation of men in the sector in the island local authority areas – from around five percentage points in Orkney to fifteen percentage points in Shetland.

Construction

6.76 The construction sector is the sixth largest employment sector, accounting for 7% (18,100) of those in employment.

6.77 The sector exhibits a high degree of gender segregation, with a very high representation of men in both the Highlands and Islands and in Scotland. The gender imbalance is greater in the Highlands and Islands, with 93% of those working in construction accounted for by men compared to 86% nationally. Men are highly represented amongst all age groups of those working in construction.

Differences by Occupation

6.78 Skilled trades is by far the largest occupational category, accounting for 55% (9,700) of those working in construction compared to 15% across the economy as a whole. This is followed by process, plant and machine operatives (1,900), which are also highly represented and account for 11% of those in the sector compared to 8% region-wide. In contrast, there are fewer manager, director and senior officials; professional; associate professional; administrative and secretarial and elementary occupations in relative terms.

6.79 As would be expected in a sector where men are so highly represented, men dominate all but one of the construction occupational categories within the Highlands and Islands (see Table 6.14). Indeed, five occupational categories are completely accounted for by men– this applies to manager, director and senior officials; professional; skilled trades; process, plant and machine operatives, and elementary occupations.

6.80 The only exception is administrative and secretarial occupations where women fill all of the posts. There is also a relatively higher proportion of females in associate professional and technical occupations (accounting for 22% of the posts), although the occupation continues to be dominated by men. These are the only two occupational categories which women work in within the regional construction sector.

6.81 The extent of the imbalance in all of the construction occupational groups regionally is greater than in the sector nationally, particularly in relation to the most senior positions.

Table 6.14: Employment gender split by occupation, construction, 2015

Occupation	Construction				All Occupations			
	H&I		Scotland		H&I		Scotland	
	% Females	% Males	% Females	% Males	% Females	% Males	% Females	% Males
Managers, Directors And Senior Officials	0%	100%	18%	82%	35%	65%	37%	63%
Professional	0%	100%	16%	84%	57%	43%	52%	48%
Associate Professional And Technical	22%	78%	29%	71%	42%	58%	44%	56%
Skilled Trades Occupations	0%	100%	2%	98%	13%	87%	11%	89%
Process, Plant And Machine Operatives	0%	100%	3%	97%	10%	90%	15%	85%
Administrative And Secretarial	100%	0%	87%	13%	80%	20%	78%	22%
Caring, Leisure And Other Service	*	*	*	*	86%	14%	82%	18%
Elementary	0%	100%	5%	95%	46%	54%	45%	55%
Sales And Customer Service	*	*	45%	55%	59%	41%	62%	38%
Total	7%	93%	14%	86%	47%	53%	49%	51%
Source: Annual Population Survey, 2015 (Resident-based). Proportions of females and males calculated on rounded figures. * Data not available								

Differences by Area

6.82 As shown in Table 6.15, the dominance of men applies to each of the Highlands and Islands' local authority areas, but the extent to which men are represented varies somewhat. All of those working in construction from Eilean Siar and Shetland are men, while Moray has the lowest representation of men at 89%. This is, however, still higher than the national average for construction.

Table 6.15: Employment gender split by area, construction, 2015					
Area	Construction			Total employment	
	No.	% Females	% Males	% Females	% Males
Scotland	173,800	14%	86%	49%	51%
H&I	18,100	7%	93%	47%	53%
Shetland	1,300	-	100%	45%	55%
Eilean Siar	700	-	100%	49%	51%
Highland	8,300	-	94%	47%	53%
Argyll and Bute	3,200	-	94%	48%	52%
Orkney	1,000	-	90%	46%	54%
Moray	3,600	-	89%	46%	54%
Source: Annual Population Survey, 2015 (Resident-based). Proportions of females and males calculated on rounded figures. Some data not available due to small sample sizes.					

6.83 There has been little change over the last 10 years in terms of the representation of men in the construction sector. However, Orkney has experienced a 10 percentage point decrease in the representation, whilst there has been a seven percentage point increase in Argyll and Bute.

Energy and Water

6.84 Energy and water is the second smallest sector in the Highlands and Islands, accounting for 5% (11,000) of those in employment.

6.85 The sector is dominated by men, who account for 97% of those working in the sector compared to 81% nationally. Men are also highly represented amongst all age groups of those working in energy and water. It is the most segregated sector in the region, although as noted it is also one of the smallest in employment terms.

6.86 While limited information is available on renewable industries, there is research to suggest that although the sector remains dominated by men, there is less segregation than in the wider energy sector, with women accounting for just over a quarter of those working in renewables²⁸.

Differences by Occupation

6.87 The smaller scale of the energy workforce in the Highlands and Islands (relative to other sectors) and the particularly high representation of men limit the level of information that is available on the occupations by gender in energy and water. Based on 97% of those working in the sector being men, it can be assumed that they are overrepresented in all occupational categories in the Highlands and Islands. Wider research on energy and renewable energy suggests that there is considerable segregation, with the support structures not meeting the needs of women in the sector and being less likely to have policies and practices that support women to balance working and caring/families.²⁹

Differences by Area

6.88 As shown in table 6.16, the high representation of men in the sector is evident in each of the Highlands and Islands' local authorities (where data is available). The lowest representation of men in the sector is in Argyll and Bute, where they account for 90% of the workforce – still considerably higher than Scotland as a whole.

²⁸ Close the Gap (2015) *How women's networks and mentoring can address occupational segregation: What policymakers can learn from WiRES*

²⁹ Close the Gap (2015) *How women's networks and mentoring can address occupational segregation: What policymakers can learn from WiRES*

Table 6.16: Employment gender split by area, energy and water 2015					
Area	Energy and water			Total employment	
	No.	% Females	% Males	% Females	% Males
Scotland	94,100	19%	81%	49%	51%
H&I	11,000	-	97%	47%	53%
Moray	1,500	-	100%	46%	54%
Eilean Siar	600	-	100%	49%	51%
Highland	7,000	-	96%	47%	53%
Argyll and Bute	1,000	-	90%	48%	52%
Orkney	-	-	-	46%	54%
Shetland	-	-	-	45%	55%
Source: Annual Population Survey, 2015 (Resident-based). Proportions of females and males calculated on rounded figures. Some data not available due to small sample sizes.					

6.89 The high levels of representation in the Highlands and Islands have been driven by an eight percentage point increase in men's share of those working in the sector between 2005 and 2015 (from 89% to 97%). This varies by local authority from growth of approximately three percentage points in Argyll and Bute, to 11 percentage points in Highland. However, there was no change in Eilean Siar.

Agriculture and fishing

6.90 Agriculture and fishing workforce is dominated by men. However, with men accounting for 76% of those working in the sector regionally compared to 80% nationally, the extent of the imbalance in the Highlands and Islands is lower than nationally.

Differences by Occupation

6.91 The smaller scale of the agriculture and fishing workforce in the Highlands and Islands, that is captured through the APS (relative to other sectors), and the high representation of men in the sector, limit the level of information that is available on occupations by gender. Data that is available shows that women tend to be involved in administration, elementary and skilled trade occupations in the Highlands and Islands, while management/owner positions are all accounted for by men. A larger share of managers/owners are women in the national agricultural economy, although men continue to dominate.

Differences by Area

6.92 While men account for a larger share of those working in agriculture in each local authority area, the extent of the imbalance varies considerably as shown in Table 6.17. Men are most highly represented amongst those working in the sector from Argyll and Bute and Orkney (accounting for 90%), with the level of representation as low as 55% for Highland.

Table 6.17: Employment gender split by area, agriculture and fishing, 2015					
Area	Agriculture and fishing			Total employment	
	No.	% Females	% Males	% Females	% Males
Scotland	39,200	20%	80%	49%	51%
H&I	9,900	24%	76%	47%	53%
Argyll and Bute	2,000	-	90%	48%	52%
Orkney	1,000	-	90%	46%	54%
Shetland	1,500	-	87%	45%	55%
Moray	1,700	-	76%	46%	54%
Highland	3,100	45%	55%	47%	53%
Eilean Siar	~	-	-	49%	51%

Source: Annual Population Survey, 2015 (Resident-based). Proportions of females and males calculated on rounded figures. Some data not available due to small sample sizes.

6.93 Overall, the representation of men in the sector has decreased in the Highlands and Islands since 2005 by approximately five percentage points from 81% to 76% (driven by a decrease in Highland).

Sectors with a More Equal Representation of Men and Women

Financial, Professional and Business Services

6.94 The financial, professional and business services sector is the most balanced in terms of gender balance within the overall workforce. While there are marginally more men in the sector regionally and nationally, this largely aligns with the gender split in the overall regional and national workforce.

6.95 There is a slightly higher representation of men in all sub-sectors regionally, and in all but one sub-sector (financial services) nationally. Specifically, the data shows that for the Highlands and Islands:

- **Professional, scientific and technical activity:** 52% of those working in the sector are men, representing a smaller gender gap than in the national sector (where men account for 57% of those working in the sector).
- **Administration and support services:** 55% of those working in the sector are men, representing a slightly greater gender gap than in the national sector (where men account for 53% of those working in the sector).
- **Financial services:** 54% of those working in the sector are men, contrasting with higher representation of women (54%) in the national sub-sector.
- **Real Estate:** 51% of those working in the sector are men, representing a slightly smaller gender gap than in the national sector (where men account for 53% of the workforce).

6.96 The gender balance in the financial, professional and business services sector is split by age. Amongst younger age groups (up to 44 years old), women are more highly represented than men. For those aged over 45, it is men that are more highly represented.

Differences by Occupation

6.97 The two largest occupational groups for those working in financial, professional and business services are administrative and secretarial (5,700) and associate professional and technical (4,100). The two occupations are highly represented and collectively account for 41% of all occupations in the sector compared to 25% across the wider economy. Other large categories include elementary (3,700), managers,

directors and senior officials (2,600), professional occupations (2,500); and sales and customer service (2,200).

6.98 As shown in Table 6.18, while there is a more even gender split in the financial, professional and business services sector overall, horizontal and vertical segregation is still apparent with considerable differences in the gender balance across different occupations. In the region, men tend to be more highly represented in two of the most highly paid occupations (manager, director and senior official and professional) as well as skilled trades; sales and customer service and process operative occupations, while women are more highly represented in associate professional and technical; administration and secretarial; leisure and other services; and elementary occupations. This largely mirrors national trends, with the exception of associate professional and technical occupations and elementary occupations (where men are more highly represented nationally) and sales and customer service (where women are more highly represented nationally).

6.99 Where regional and national trends are similar, the imbalance generally tends to be greater in the Highlands and Islands (relating to both occupations which have a higher representation of men and also those with a higher representation of women, helping to balance the workforce overall).

6.100 In particular, men are more highly represented in manager, director and senior official positions within the sector regionally than nationally (accounting for 88% compared to 63% nationally).

6.101 In both cases, the share of the managers, directors and senior officials and professional occupations which are accounted for by women is much lower than women's share of the total financial, professional and business services workforce. While, as noted above, associate professional occupations in the region's sector are weighted towards women (rather than men, as per the national profile), this is likely to link to the significant gender gap and low representation of women in the region's most senior positions.

Table 6.18: Employment gender split by occupation, financial, professional and business services, 2015								
Occupation	Financial, professional and business services				All Occupations			
	H&I		Scotland		H&I		Scotland	
	% Females	% Males	% Females	% Males	% Females	% Males	% Females	% Males
Managers, Directors And Senior Officials	12%	88%	37%	63%	35%	65%	37%	63%
Professional	36%	64%	33%	67%	57%	43%	52%	48%
Associate Professional And Technical	56%	44%	48%	52%	42%	58%	44%	56%
Skilled Trades Occupations	0%	100%	8%	92%	13%	87%	11%	89%
Process, Plant And Machine Operatives	0%	100%	0%	100%	10%	90%	15%	85%
Administrative And Secretarial	83%	17%	74%	26%	80%	20%	78%	22%
Caring, Leisure And Other Service	100%	0%	69%	31%	86%	14%	82%	18%
Elementary	58%	42%	45%	55%	46%	54%	45%	55%
Sales And Customer Service	25%	75%	55%	45%	59%	41%	62%	38%
Total	48%	52%	48%	52%	47%	53%	49%	51%
Source: Annual Population Survey, 2015 (Resident-based). Proportions of females and males calculated on rounded figures. * Data not available								

Differences by Area

6.102 As shown in Table 6.19, there is variation in the pattern at a sub-regional level. Some areas, such as Eilean Siar, Moray and Shetland have a slightly higher representation of men (at around 55%). In Argyll and Bute and Highland – the two areas with the largest workforces in the sector – the gender split is more equal, with women's share of the sector exceeding both the regional and national average.

Table 6.19: Employment gender split by area, financial, professional and business services, 2015					
Area	Financial, professional and business services			Total employment	
	No	% Females	% Males	% Females	% Males
Scotland	410,000	47%	53%	49%	51%
H&I	27,300	48%	52%	47%	53%
Moray	3,900	44%	56%	46%	54%
Shetland	1,100	-	55%	45%	55%
Eilean Siar	1,100	-	55%	49%	51%
Highland	14,900	50%	50%	47%	53%
Argyll and Bute	5,600	51%	49%	48%	52%
Orkney	800	-	-	46%	54%
Source: Annual Population Survey, 2015 (Resident-based). Proportions of females and males calculated on rounded figures. Some data not available due to small sample sizes.					

6.103 Overall there has been little change in the representation of women in the financial, professional and business services sector over the past ten years. This varies by sub-region, and is as high as a six percentage point increase in Argyll and Bute.

What does this mean for Growth Sectors?

6.104 The Scottish Government's Economic Strategy identifies 'growth sectors' where Scotland has a distinct comparative advantage; Food and drink; Sustainable tourism; Financial and business services; Creative industries; Energy (including renewables); and Life sciences. The Highlands and Islands has a slightly higher concentration of growth sector employment than the Scottish average. This is driven by high levels of employment in Sustainable tourism, Energy (including renewables) and, in particular, Food and drink where employment levels are more than twice as high as the national average. The remaining three growth sectors (Financial and business services, Creative industries, and Life sciences) are under-represented in the region.

Table 6.20: H&I Growth Sector Employment (2015)			
Sector	No.	%	LQ³⁰
Sustainable tourism	21,200	9%	1.20
Food and drink	14,300	6%	2.04
Energy (inc Renewables)	11,900	5%	1.22
Financial and business services	10,000	4%	0.78
Creative industries	8,700	4%	0.74
Life sciences	1,600	1%	0.69
Total	67,700	28%	1.10
Source: Annual Population Survey.			
Please note: figures have been rounded to the nearest 100.			

Growth Sectors

6.105 More limited data is available on occupational segregation within the growth sectors (linked to the detailed sector definitions that are used and the small sample sizes of the APS). Data from the Office for National Statistics shows that there is a greater gender imbalance within the growth sectors than across the economy as a whole, with men accounting for over 60% of those employed in the six growth sectors (compared to 53% in the overall economy).

6.106 Three of the six growth sectors drive the high representation of men - Food and drink, Life sciences and, particularly, Energy, where males account for over 97% of those working in the sector. Sustainable tourism and Finance and business services are the two growth sectors in which women account for a higher share (59% and 55% respectively), while there is a greater gender balance in Creative industries (although still slightly weighted towards males). In many cases, this aligns with the gendered sector patterns outlined above, for example, with men working in growth sectors where manufacturing activity is highly represented and women in growth sectors focused on the service economy.

6.107 It should be noted that the coverage of the Finance and business services growth sector differs from the broader financial, professional and business services sector, with the former excluding less relevant elements of business services (such as industrial cleaning) and activities where this is an overlap with other growth sectors (including architectural activities, photographic activities and advertising which are captured within creative industries, and engineering related scientific and technical consulting activities and

³⁰ A LQ of one indicates that employment in the sector is equivalent to the national level, while a sector with a LQ of more than one denotes a high level of representation and specialisation. A LQ of less than one highlights that a sector is under-represented.

environmental consulting which are part of the definition for the Energy sector)³¹. When the gender profiles of both sectors are compared, the exclusion of the above activities in the growth sector definition results in the representation of men in the sector reducing, and a switch towards women being most highly represented.

Table 6.21: Employment gender split by growth sector, 2015						
Sector	Highlands and Islands				Scotland	
	No. Employment	LQ	% Females	% Males	% Females	% Males
Sectors with a high level of male representation						
Energy	11,900	1.22	3%	97%	21%	79%
Food and drink	14,300	2.04	24%	76%	29%	71%
Life sciences	1,600	0.69	25%	75%	51%	49%
Sectors with a high level of female representation						
Sustainable tourism	21,200	1.20	59%	41%	54%	46%
Finance and business services	10,000	0.78	55%	45%	46%	54%
Sectors with a greater gender balance						
Creative industries	8,700	0.74	48%	52%	39%	61%
Total Growth Sectors	67,700	1.10	39%	61%	41%	59%
Total Employment	244,300	1.00	47%	53%	49%	51%
Source: Annual Population Survey, 2015 (Resident-based). Proportions of females and males calculated on rounded figures.						

6.108 Many of the characteristics of gender representation within the Highlands and Islands' growth sectors align with national trends, although with some notable differences in the degree of imbalance. For example, whilst food and drink and energy have higher representation of men regionally and nationally, the imbalance is greater in the Highlands and Islands. Similarly, the high representation of women in the sustainable tourism sector is greater in the Highlands and Islands. In contrast, the creative industries sector is more balanced in the region than nationally, where there is a much higher representation of men.

6.109 There are two main exceptions – life sciences and finance and business services, where the gender balance (towards men in Life sciences and towards women in finance and business services) contrasts with the national profile. In the case of life sciences, the trends vary quite significantly from previous research which has shown a much greater representation of females in the sector at the national level and should therefore be treated with caution (particularly when the small scale of the sector is taken into account).

6.110 While data is not available on the gender split by occupation within the growth sectors, the consistency of the trends in the broader sectors suggests that similar issues of horizontal and vertical segregation will also be evident in the growth sectors. This includes the underrepresentation of women in senior positions, and the persistence of traditional occupational patterns for both men and women (for example, with men dominating process, plant and machine operative roles, while women dominate administrative and secretarial occupations).

³¹ The activities of temporary employment agencies are also excluded recognising that, in addition to capturing the activities of those who work at the agency, this would also include those who are on the agency's book but could be working in any sector.

7 CAUSES, BARRIERS AND CHALLENGES

Key Messages

- The impacts of occupational segregation are far reaching and serious, falling on individuals, employers and the economy as a whole.
 - Impacts on individuals include more limited employment opportunities leading to underemployment which can adversely impact on income, job satisfaction and career progression. While it is recognised that gender segregation affects both men and women, it is often women who experience the negative consequences.
 - Segregation can mean that employers are recruiting from a more limited pool and may not reach the most suitable candidates to enable the organisation to maximise competitiveness and achieve its potential. They may also be under utilising the skills of some staff and by using these skills, business performance could be enhanced.
 - The impacts on the economy are reflected in lower levels of productivity and prosperity, linked to the gender pay gap, the under-utilisation of skills and a failure to maximise participation in employment. Ultimately this limits the overall competitiveness, scale and growth of local economies.
- No single factor causes occupational segregation, rather it is an interplay between a range of factors, including stereotyping of genders, sectors and roles and the educational choices made by men and women. What is unarguable is that segregation is the principal cause of the gender pay gap.
- Gender stereotypes influence behaviour and choices in relation to the subjects people choose to study, the sector they enter and the career they follow. They are hard to address because they become the norm and can be reinforced, both consciously and unconsciously by, for example, teachers, parents, peers and the media. Under-valuing roles typically perceived to be 'women's work' means that these roles often have lower status and lower pay.
- Workplace practice and culture can act as a barrier in some sectors, such as construction and 'gaming' in Digital ICT, with cultures which are unsympathetic to women, including long hours, macho behaviour and a 'job for the boys' culture.
- Women are more affected by underemployment than men, more frequently working in jobs that do not allow them to use their skills and abilities. This then flows through to them not achieving their full income potential. Again, there are a number of factors that lead to skills under-utilisation including lack of high quality employment opportunities, a lack of flexible working in higher value occupations, higher level jobs and in some sectors.
- Women are often the main care providers in households, resulting in time out of the labour market (which can be detrimental to career progression) and creating challenges around balancing work and domestic responsibilities. This leads many women to seek more flexible working.
- The lifestyle choices that people make or circumstances they are in can influence participation in employment, such as living in an attractive but remote area or being less willing or able to travel long distances to access work, limiting employment opportunities for some women.
- In addition to a complex set of causes and barriers there are a number of challenges which add to the task of addressing inequalities in the labour market. This includes the extent to which gender

attitudes and stereotypes are entrenched (arguably, particularly in rural areas); the supply of a suitably qualified workforce (with population decline and high employment rates compounding the issue in some areas and the availability of high quality jobs (which links back to the sectoral structure of the area's economy)).

- A key strand of tackling occupational segregation is to work with employers to support them to understand the negative impacts of segregation and the business benefits that will be accrued if they work towards and achieve a balanced workforce. Arguably, with a projected fall in the working age population, the need to recruit from the widest possible pool, retain valuable staff and use their skills to their full potential is greater than ever.

Introduction

7.1 This chapter draws out the causes and barriers associated with occupational segregation by gender and the challenges to achieving a gender-balanced workforce. It also looks at the impacts on individuals, organisations and the economy. It draws on the literature review and consultations with local and national stakeholders. Consultees covered local and national organisations for example, Close the Gap, Equate Scotland, the Scottish Government, Skills Development Scotland, all six local authorities in the Highlands and Islands and a small sample of employers. A full list is provided at Appendix A. The consultations covered their knowledge and understanding of occupational segregation nationally, locally and sub-regionally; the barriers and causes; the impacts on individuals, employers and the economy; policies, activities and initiatives aimed at addressing segregation and drivers for change.

7.2 Where we found evidence including anecdotal evidence, we draw out specific findings for the Highland and Islands. However, in the main, the barriers and causes are national and, as was pointed out by one consultee: *"it is a global issue and the causes are no different in Scotland"*.

7.3 There is no single factor that causes gender segregation, rather it is an interplay between a range of factors, such as stereotypes of genders, sectors and roles and the educational choices that men and women make. However, it is clear that segregation is the principal cause of the gender pay gap.

7.4 It is easy to jump to the conclusion that employers and educationalists are the cause of the barriers and by changing their attitudes and practices, occupational segregation by gender would reduce. However, it is much more complex and many of the barriers are on the supply side, with men and women making choices that channel them down particular career paths. Some of these choices are based on attitudes and perceptions of men and women but structural barriers can also constrain the choices they are able to make, particularly in rural areas where there might be a lack of accessible childcare, lack of training provision and poor transport links.

7.5 There are some sectors which are persistently dominated by women as well as ones that are dominated by men and this chapter considers the causes of segregation from both perspectives, as the same factors tend to apply to each.

Causes and barriers

Gender Stereotyping

7.6 Social attitudes, both explicit and implicit, stereotype the roles women and men, girls and boys have in our society and can be set at an early stage, for example, by the toys that children are given and the games and activities they are guided towards. These attitudes influence behaviour and choice relating to the range of subjects to study, sector to enter and career to follow, and can also limit career aspirations. They can be reinforced, both consciously and unconsciously, for example by teachers, parents, peers and the

media. Research by the Scottish Government's Rural Science and Analysis Unit also notes that more traditional values in rural areas, reinforce gender stereotypes³², which is likely to increase this barrier in the Highland and Islands. In the consultations, there was consensus that gender stereo-typing at an early age is the first step towards occupational segregation and so it is critical that it begins to be addressed at the very earliest point through childcare, early learning and the home learning environment.

7.7 Segregation is also driven by perceptions and assumptions about what is 'women's work' and what is 'men's work'. These traditional gender associations and stereotypes are prevalent in industries and roles such as construction, fishing and skilled trades (dominated by men), along with caring and secretarial roles which are dominated by women. In the consultations, there was anecdotal evidence provided by consultees that in communities in the Highlands and Islands where fish-catching is an important source of employment, gender stereotypes coupled with tradition and superstition mean that women are all but non-existent in the workforce. Even newer sectors can be influenced by gender stereotyping:- a key example is ICT Digital in which women are under-represented. The Employment Research Institute at Napier University has been undertaking research on gender occupation in this sector and the research findings will be published in due course.

7.8 There are, of course, cases where women choose to enter the most male dominated sectors, although often, as the data in Chapter 6 of this report and research undertaken to map women's participation in the manufacturing sector³³ shows, they often work in non-sector specific roles such as administration, human resources and finance roles. While there will be senior roles, linked to these business functions and tasks within each sector, gender stereotypes are then likely to have a knock on affect for vertical segregation, with the flexibility for women to work in different occupations within the sector being reduced.

7.9 The Commission for Developing Scotland's Young Workforce (also known as the Wood Commission) identified the persistence of gender stereotyping in education amongst students, advisers and mentors. A Centre for Employment Research and Close the Gap study in 2015³⁴ supported this by finding that early influences on children affect the industry they are likely to enter and the subject choices they make. For example, the study, which focused on the manufacturing sector, found that while females are more likely to study biology and chemistry and males are more likely to study physics, overall, females are less likely to choose STEM subjects than their male counterparts and this can limit their options to enter certain roles and sectors.

7.10 By definition, stereotypes are hard to address as they have become the social norm in many subjects and sectors and so are constantly being reinforced. Close the Gap's 'Be What You Want'³⁵ programme works in schools, with the aim of addressing occupational segregation by enabling young people to make informed decisions about subject and career choice and to broaden their outlook and encourage them to consider non-traditional jobs.

The Role of Influencers

7.11 Understandably, young people are influenced by a range of individuals both through formal channels, such as teachers and careers advisers, and through other channels such as family, carers, friends and the media. To make significant changes, it is necessary to work with these influencers to change their perceptions and attitudes. Whilst this is primarily an issue for young people, people of all ages are influenced

³² Scottish Government Rural Science and Analysis Unit (2015) *Review Of Equality Evidence In Rural Scotland*

³³ University of Strathclyde Scottish Centre for Employment Research/Close the Gap (2015) *Mapping of women's participation within the manufacturing cluster labour market in Scotland*, pp.30-31

³⁴ University of Strathclyde Scottish Centre for Employment Research/Close the Gap (2015) *Mapping of women's participation within the manufacturing cluster labour market in Scotland*

³⁵ www.bewhatyouwant.org.uk

by the attitudes and messages they receive from others, either consciously or sub-consciously. These messages are derived from social attitudes and gender stereotypes and, it is a vicious circle as the influences on adults serve to reinforce the stereotypes, affecting the messages they pass on to young people as well as affecting the roles and sectors they choose to work in, progress within, or, in the case of those who have had a break from the labour market, return to.

Workplace Practice and Culture

7.12 Some sectors are acknowledged to have cultures that are unsympathetic to women and arguably, some can be perceived as hostile. Factors that are frequently cited include long hours, macho behaviour and a 'jobs for the boys' culture. Particular sectors have a reputation for this, such as construction, STEM related sectors, and also, some parts of the ICT Digital sector such as gaming. The perceived or actual culture of sectors and organisations can be a barrier to women and men and result in and sustain segregation. Cultural barriers also apply to occupations that have a feminised culture, such as secretarial occupations and the care sector.

7.13 As noted during the consultations, these cultural factors can be so daunting that they prevent women from entering the sector (even in cases where they hold relevant degree qualifications) or re-entering the sector following a career break. They can also lead to women leaving the sector after a short spell in employment, due to perceptions about the ability to progress within the sector and also within specific organisations. Despite equalities legislation, covert and inherent bias remains an issue, often restricting career prospects and paths for women. This is a factor for both horizontal and vertical segregation.

7.14 Discretionary managerial practices for selecting, recruiting and promoting employees will often favour one gender over another and very often (though not exclusively) this is men. As an example, research by Close the Gap³⁶ into the representation of women in the renewable energy sector (an important sector in the Highlands and Islands), suggests that the recruitment practices of the start-up companies often relies on informal networking. This lack of established skills paths into and through the sector may disadvantage women who are less likely to be involved in the 'word of mouth' networks.

7.15 Cultural factors that relate to workplace attitudes also result in low levels of women in senior positions and, as found by a study by the Royal Society of Edinburgh³⁷, this is compounded by a lack of female role models. Of course, this links back to the overall levels of vertical segregation, which are driven by a whole host of other factors in addition to workplace practice and culture, such as working patterns, as detailed later in this chapter. The same report noted an apparent unwillingness or ability in STEM based sectors and professions to accommodate flexible and part time working.

7.16 There can be a lack of informal and peer support structures for women, particularly in industries and occupations traditionally dominated by men, but there are some initiatives designed to help to address the barriers which lead to horizontal and vertical segregation. An example of best practice in this area is the work of Equate Scotland, which focuses on supporting women in science, engineering, technology and the built environment. This includes offering female students who are studying these subjects the opportunity to connect with like-minded women studying similar subjects and to join networking events with professional women in their field. This links into their wider offer for students which includes work placement programme and careers advice and guidance as well as the holistic support offer for those employed in or returning to the sector.

³⁶ Close the Gap (2013) Fixing the Leaky Pipeline: Securing a Supply of Skills in Scotland's Renewable Energy Sector? Working Paper 7

³⁷ The Royal Society of Edinburgh (2012) Tapping all our talents: Women in science, technology, engineering and mathematics: a strategy for Scotland

Underemployment and Under-valuing of Women's Skills and Roles

7.17 Underemployment (where people are working in jobs that under-utilise their skills and abilities) occurs in three different but inter-locking ways: (i) hours of work, (ii) income from work, and (iii) skills used at work. It arises when there is a mismatch between the skills and/or the conditions of employment and the worker's abilities and/or work aspirations. It means that workers are not able to use the skills they have or, because of barriers such as lack of flexible working, cannot access employment that meets their abilities and income potential. The UKCES Employer Skills Survey shows that in the Highlands and Islands, 29% of employers report that they are under-utilising the skills of some workers³⁸.

7.18 Lack of availability of flexible working (covered in the following section) is recognised as one of the key factors that leads to underemployment, particularly where working flexibly tends to be restricted to lower skilled jobs. Whilst the level of part time working in the Highlands and Islands is higher than nationally (29% compared to 26%) and 46% of women in employment in the region work part time, this cannot necessarily be interpreted as good quality, flexible working opportunities. Sectors with relatively high levels of part time working in the Highlands and Islands are Retail, Accommodation and Food, Education, Health and Arts, Entertainment, Recreation and Other services, all of which have high levels of women in the workforce and tend to be lower paid and lower value sectors.

7.19 Another reason for underemployment is a lack of available, accessible good quality jobs that allow an employee to use their skills and work to their full potential. A report by Close the Gap³⁹ identifies that women are more affected by underemployment and job-downgrading (working below skill levels) and that labour market restructuring in the post-recession period has entrenched women's unequal position in the labour market in Scotland. A review of equalities evidence in rural Scotland⁴⁰ found that in rural areas women's contribution to the economy is often under-valued, as they will regularly undertake work that is under-paid or un-paid as "helper spouses" i.e. working in a family business.

7.20 Under-valuing roles and occupations that are perceived to be 'women's work' has a number of impacts. The lack of value means that 'women's' sectors and occupations tend to be lower status and lower paid for example, caring, personal services and administration and secretarial occupations. Where a job or sector is considered low status and where pay is low, men are less likely to want to enter it or be encouraged to do so by those who influence their perceptions and choices. It can have the same impact on women, who may decide not to enter a particular sector or remain in it if it is perceived to be lower status and lower paid. For example, recruitment and retention in care, in particular adult care, is a significant issue and, given the ageing population, is recognised as a "ticking time bomb".

7.21 The consultations also provided anecdotal feedback to suggest that where women are self-employed, they sometimes under-value their own skills and so do not market themselves effectively and under-charge for products and services.

Care Responsibilities and Working Patterns

7.22 Overwhelmingly women are the main care providers in households, caring for dependent children and also adults with care needs. This is reflected in the higher inactivity rates of working age women than men in all of the local authority areas in the Highlands and Islands, as reported in Chapter 2 of the report. There is evidence to suggest that this caring role is greater in traditional and rural communities, particularly where support services are more limited/disparate. In the consultations, it was noted that in more traditional and rural communities (the Western Isles was provided as an example), it is expected that elder care will be provided by the family, usually women. This is probably exacerbated by the fact that local adult care

³⁸ UKCES Employer Skills Survey 2015

³⁹ Close the Gap (2016) Gender Equality Pays

⁴⁰ Scottish Government (2015): Review of Equality Evidence in Rural Scotland

provision is likely to be limited and if a relative requires residential care, it may be some distance away which makes it a less attractive option.

7.23 There are two strands of this caring role that lead to gender segregation: (i) time out of the labour market; and (ii) balancing work and domestic responsibilities which drives many women to look for more flexible working. There is also the issue of access to childcare which is a cross cutting theme for both strands.

7.24 Time out of the labour market can be detrimental to the career progression of women and lead to vertical segregation. They can miss out on promotions, training and career development opportunities. In some sectors e.g. ICT and Digital, developments can move so fast that spending any time out of the workforce, for example on maternity or parental leave, can mean that skills and knowledge quickly become outdated and so the employee loses their 'currency'. The same is true for STEM occupations where rapid changes can make re-entry difficult after even a short career break⁴¹.

7.25 When you add to this the need or desire for part time and flexible working following maternity, then career progression can be severely constrained. For example, a study by the Royal Society of Edinburgh⁴² reported an apparent unwillingness or ability in STEM based sectors and professions to accommodate flexible and part time working. This can result in women becoming side-lined into occupational niches and it can hinder their progress into and within occupations, especially those that involve irregular, long working hours and a large workload. There is a long-established view that certain jobs, for example senior management posts, skilled manufacturing jobs and key service industry posts, are unsuited to part time and flexible working.

7.26 A report by the Scottish Government⁴³ states that accessing quality part time work is difficult and it tends to be most frequently available in lower skilled and therefore lower paid jobs. It goes on to report that 29% of professional women and 40% of those in intermediate roles downgrade when they move from full to part time employment. A report by the European Commission into gender segregation in the labour market⁴⁴ also noted that part time work in particular further restricts the choice of occupation that women make, most significantly for less qualified women. They then become stuck on a lower career track and their skills are under-utilised. These issues are particularly pertinent to the Highlands and Islands, where the incidence of part time working is higher, particularly amongst women. Specifically, 46% of women work part time in the region compared to 41% nationally and 13% of men in the region⁴⁵.

7.27 At 44%, a higher proportion of women of working age in the Highlands and Islands hold higher level qualifications (SVQ 4 and above) than men (32%). School leavers' attainment levels are higher for females than males and female school leavers in the Highlands and Islands are more likely than males to enter a positive destination. A higher proportion of female school leavers enter Higher Education whilst males are more likely than females to enter employment. It is therefore clear that women in the Highlands and Islands do not lack skills, rather, the question is whether they have the opportunities to use them to their full potential in the labour market.

7.28 Some sectors and, of course, some employers perform better than others in terms of helping employees balance their work and home lives. Flexible working is more common amongst employees in the public sector⁴⁶. Lack of flexible working is particularly prevalent in sectors dominated by men for example, in

⁴¹ *Ibid*

⁴² The Royal Society of Edinburgh (2012) Tapping all our talents: Women in science, technology, engineering and mathematics: a strategy for Scotland

⁴³ Scottish Government (2015): Maximising Economic Opportunities for Women in Scotland

⁴⁴ Gender Segregation in the labour market: Root causes, implications and policy responses in the EU. European Commission's Expert Group on Gender and Employment.

⁴⁵ Annual Population Survey (2015): see chapter 2 of this report for further details on part time working

⁴⁶ CIPD, Flexible Working Provision and Uptake May 2012

the Highlands and Islands only 9% of employees in the Construction sector work part time and the rate for Manufacturing is 12%. Arguably, this will be less likely to change until more women enter these sectors and are valued within them, but at the same time, fewer women are likely to enter and progress within them until there is more flexible working and the culture to support it. Even in companies (and sectors) with flexible working policies, the culture means that people are either overtly or implicitly dissuaded from actually taking them up and so it remains a barrier. More positively, in some professions in the UK, a focus on work life balance has led to successful opposition to the culture of long working hours, for example, amongst GPs⁴⁷.

7.29 Consultees noted that the lack of good quality, affordable and accessible childcare is a significant barrier to women's participation and progress in the labour market. It can be a particular issue in rural areas and isolated communities where there is more limited supply and group care e.g. nurseries, is less viable. Changing work patterns means that more people, including women, are working irregular and atypical hours but often childcare provision does not fit these patterns. Where it does, it can be more expensive to deliver and, therefore, fees are higher. Entitlement to free early learning and childcare for three year olds and some two year olds is set to increase but it does not necessarily offer the hours that parents need to work and train. If there is no wraparound care, then it does not adequately support parents with the main care responsibility (usually women) in employment.

Lifestyle Choices and Access to Employment

7.30 Close community ties and a desire to live in attractive but remote areas can also limit participation by women in employment. It was noted in the consultation, that lifestyle choices can often override aspirations, particularly amongst women who are less willing and/or able to travel long distances to access relevant opportunities. This can lead to women choosing not to work and/or engaging in a form of underemployment. The 2011 Census shows that women are more likely than men to use public transport and have less access to private transport. In rural areas, where public transport provision can be more limited, it can be a significant barrier to accessing employment and this is compounded where they need to incorporate getting to and from childcare into their working day. Access to transport, along with childcare were cited as particular issues for more remote parts of the Highlands and Islands.

Impacts of segregation

7.31 The impacts of segregation are far reaching and serious. The impacts fall on individuals, on employers and on the economy as a whole, each of which is discussed in turn below.

Individual

7.32 The impacts of the causes and barriers discussed in this section are that women, and indeed men, will not benefit from having the whole economy, i.e. every sector and posts at all levels, equally open to them. It will limit their employment options and they will not benefit from opportunities across the economy and in high growth sectors.

7.33 While gender segregation affects both men and women, it tends to be women who experience the negative consequences. As shown in chapters 5 and 6, women are often working in jobs and sectors that provide less secure, lower paid employment and that do not fully utilise their skills and capabilities which, as well as having an impact on income, can lead to reduced job satisfaction and career progression.

7.34 Vertical segregation and women's predominance in low paid sectors means that over their working life, they are likely to earn less than their potential and, for many, experience in-work poverty. It is important to remember the substantial evidence base showing the links between women's poverty and children's

⁴⁷ Gender Segregation in the labour market: Root causes, implications and policy responses in the EU. European Commission's Expert Group on Gender and Employment.

poverty⁴⁸ and how tackling poverty amongst women can be effective in lifting children out of poverty. By facing barriers to achieving their full income earning potential and having less favourable employee benefits, their post-retirement financial position and income will be lower.

7.35 The gender pay gap is one of the most widely reported indicators which captures the impacts on individuals and also needs to be considered within the context of average earnings in the region already being below the national average. As set out in Chapter 2, while men tend to be more highly paid than women regionally and nationally, the gender pay gap is greater in the Highlands and Islands. Addressing this gap is often a key objective of interventions designed to target occupational segregation. While progress has been made over the years, not least through the introduction of the Equal Pay Act (which is now captured through the Equality Act 2010⁴⁹), the statistics show that there is an ongoing need to address horizontal and vertical segregation to ensure that women are able to access opportunities in the most highly paid sectors and positions to help close the gap.

Employers

7.36 To be competitive, employers need to be able to recruit and promote staff with the skills, competencies and aptitudes that they need. Gender segregation means that many employers are recruiting and promoting from a more limited pool and therefore may not be getting the best individual or have the best skills mix to enable the organisation to achieve its potential.

7.37 They will not be harnessing the talent of women (and, in some sectors, men) and will not have a balanced gender mix across all levels, including senior management and across the range of roles and functions. A great deal has been written about how gender-balanced teams tend to be more innovative, more productive and businesses are more profitable. A study carried out by McKinsey and Company⁵⁰ explored the correlation between gender-balanced management teams and key performance indicators such as employee engagement, brand awareness, client retention and financial performance. It found that teams with a male–female ratio between 40 and 60 percent produce improved, more predictable and sustained results against these indicators.

Economy

7.38 Gender segregation also impacts the local, regional and national economy, reducing potential levels of productivity and prosperity. This culminates in the gender pay gap and the impact that segregation has on limiting competitiveness, growth and productivity within individual businesses and wider sectors. The latter results from a number of factors including an under-utilisation of skills and a failure to maximise participation in employment – both of which are factors linked to gender segregation. Addressing gender segregation could, therefore, help to tackle the long standing challenge of lower levels of productivity across the Highlands and Islands. As statistics show, the productivity of each of the local authority areas (expressed as the level of Gross Value Added generated per employee) is below the national average, ranging from £32,900 to £41,900, with the lowest levels being equivalent to just 76% of the national average (£43,100)⁵¹.

7.39 As noted in the introduction, research undertaken by Close the Gap on gender equality in pay suggests that equalising gender employment could generate as much as 12% of UK GDP by 2025. This translates to an additional £17 billion for the Scottish economy at current figures⁵² and the value will increase if the potential for further growth and productivity gains are factored in.

⁴⁸ Women's Budget Group: Women's and Children's Poverty: making the links

⁴⁹ <http://www.acas.org.uk/index.aspx?articleid=3017>

⁵⁰ McKinsey and Company, Gender Balance and the Link to Performance

⁵¹ Oxford Economics Forecasts (2014)

⁵² Close the Gap (2016) *Gender Equality Pays*

7.40 More widely, gender segregation limits tax revenues and the return on investment in, for example, skills initiatives. At the local level, there is also an incentive to increase the spending power of women, who tend to be in charge of household budgets and who are more likely to shop in the local area. Increasing spending power can help to boost the local economy.

Challenges to Addressing Segregation

7.41 Addressing occupational segregation is not, however, an easy task and the fact that the issue continues to persist despite intervention is testament to this. This is not to say that interventions are not working, rather that there is still work to do to further close gender gaps. This places an imperative on getting the right people into the right jobs.

7.42 In addition to the causes and barriers outlined above, there are a number of challenges which add to the task. This includes the availability of a suitably qualified workforce supply and high quality jobs.

Labour Supply

7.43 In the consultations, a limited labour supply in some areas (Argyll and Bute was provided as an example, where the population continues to decline) was cited as a challenge to addressing segregation. Based on anecdotal evidence, employers in these areas often experience recruitment difficulties and, in cases, receive a limited number of applications for advertised posts. Not only does this limit their ability to ensure that the skills requirements for the jobs are fulfilled, it also means that they may be less likely to consciously or unconsciously consider gender balance when they are recruiting, focusing on filling the positions from the candidates available.

7.44 While a declining population (and therefore reduced labour supply) is a factor driving this trend in areas within Argyll and Bute, in others it is linked to the already high employment rates. As set out in Chapter 2, employment rates across the Highlands and Islands exceed the national average for both men and women, reducing the pool of the working age population who are actively seeking employment. HIE's Young People attitudes and aspirations research explored young people's commitment to staying in the region to live and work, or to leave. The research showed that, with a degree of variation across local authority areas, 36% of young people (37% of females and 35% of males) are committed to staying in the Highlands and Islands. It also showed that there are now more positive perceptions about their reasons for doing so, for example it is less likely to be perceived as a lack of ambition and more likely to be seen as a commitment to quality of life. In the research, 11% of young people (13% of males and 11% of females) defined themselves as being reluctant leavers, believing that they had to leave due to a lack of local opportunities, pointing to the fact that they would stay if the opportunities were available⁵³.

7.45 Having said all of that, participation rates for young people aged 16-19 are high at 95.8% with only 1.7% not participating. The question is one of how young people can be supported to develop their skills and progress their career locally.

7.46 However, this should be balanced against the findings which show the high incidence of part time working and underemployment amongst women, which shifts the focus back on to ensuring that the right people are in the right jobs and that high quality opportunities are available.

7.47 Employers may be more likely to review and adjust their approach if they can be supported to have a greater understanding of how inequality in the labour market and occupational segregation by gender negatively impacts on businesses and on the economy as a whole. If they can see specifically that by addressing inequalities they will widen their recruitment pool, be able to use staff skills to their maximum

⁵³ Highlands and Islands Enterprise, Our Next Generation. Young People and the Highlands and Islands – Attitudes and Aspirations Research, June 2015.

potentials, retain productive staff, and address skills gaps and fill hard to fill vacancies, they may be much more likely to take the necessary steps.

The Availability of High Quality Opportunities

7.48 While promoting interest in and equal access to existing employment opportunities across all sectors and at all levels are important parts of addressing gender segregation, there is also a need to ensure that high quality employment opportunities, which allow women (and indeed men) to fully utilise their skills and capabilities, are available. Feedback through consultations highlighted cases where company cuts and/or reductions in public sector spending are resulting in the loss of some senior positions. This has the knock on effect of reducing the number of opportunities for progression and career development available for women, particularly in sectors dominated by women such as public administration, education and health.

7.49 The sectoral structure of the economy also has a role to play. As recognised by the Highlands and Island's 2015 Regional Skills Assessment⁵⁴, there is a high representation of lower value sectors, which typically have high concentrations of lower paid, and part time, jobs within the region, such as accommodation and food services. The prevalence of such opportunities and the underrepresentation of higher value employment opportunities compounds the issue of occupational segregation and creates further challenges when trying to address the gender imbalance. In addition to prioritising the creation of high value employment opportunities, it is also important to ensure that women are able to access and work in the higher value positions in all sectors (for example, while women account for a high proportion of the workforce in the finance, professional and technical services sector – a sector which is typically classed as higher value - they are more concentrated in lower level roles than men and the sector has a high gender pay gap).

⁵⁴ Highlands and Islands Skills Assessment, Skills Development Scotland, January 2016 (based on 2015 data)

8 POLICIES AND INTERVENTIONS

Key Messages

- Occupational segregation is an international issue, with research indicating that the causes and barriers of gender segregation in the Highlands and Islands and Scotland are the same as those faced in other countries.
- In both 2010 and 2012, the UK was within the top five countries on the EU's Gender Equality Index, which measures equality on six domains: work, money, knowledge, time, power and health. In both years, it underperformed against Finland, Cyprus, Denmark and particularly Sweden – all of which, with the exception of Cyprus, were also in the top five countries in 2005.
- Research suggests that few countries have a long standing history of policy interventions to tackle segregation, with the exception of Scandinavian countries, the UK, France, the Netherlands and Germany.
- Where policy interventions do exist they tend to focus on early intervention through education; training (both in the workplace and guidance through the education system); ensuring gender equality in job evaluation systems, the use of electronic tools in the workplace to monitor gender equality; legislation; and certification, for example, to increase the value of traditionally female skills. These intervention types also broadly apply in Scotland.
- Nationally, intervention comes in many forms, including formal projects that deliver training, mentoring, advice and guidance; events and summits; female sector networks; legislation and certification. There are initiatives and organisations that exist solely to tackle the issue of gender segregation, including Close the Gap, Women's Enterprise Scotland and Equate Scotland. Wrapping around this is research to explore the issue of occupational segregation (and inform policy responses) and ongoing activity to measure and monitor progress.
- The Scottish Business Pledge was also launched in May 2015 which is a mutual pledge between businesses and government to ensure that prosperity, fairness and opportunity develop in Scotland. This includes a pledge to make progress on diversity and gender balance.
- Multiple players are involved in developing and delivering the response, which is then targeted at a wide range of beneficiaries, including employers and individuals. The intervention for individuals includes the offer of support at different life stages, from early intervention during education to support when entering or re-entering the workforce and whilst in employment. While intervention tends to be targeted at a specific group or sector and may therefore be more relevant in certain geographies where the sector or group is more prevalent, they do not tend to focus solely on targeting specific geographies.
- The desk based review and consultations did not identify any specific policies or projects which are delivered to address occupational segregation in the Highlands and Islands. Most commonly, reference was made to the national intervention delivered through Close the Gap, Equate Scotland and Women's Enterprise Scotland and it was recognised that more widespread engagement in such initiatives would be helpful.

Introduction

8.1 Occupational segregation in the workplace manifests itself in a number of different ways, and the scale and impact of these varies greatly in an international context. The key areas in which inequality exists in the workplace include different average pay levels for men and women (illustrated by the gender pay gap); participation in employment; the distribution of employees within different sectors; the relative seniority of employees (with men more likely than women to rise to senior management), and the extent to which this fairly reflects their skills, qualifications and experience.

8.2 While, arguably, there are few countries with a long-standing history of policy interventions to tackle occupational segregation, there are nevertheless a number of policies and interventions in place seeking to both maintain and improve gender equality in the workplace.⁵⁵ This section initially provides a background analysis of gender inequalities in the workplace in an international context, including an overview of cited best practice countries and those countries which perform less successfully and specific areas of policy intervention, with examples of where countries have implemented such an approach. This is followed by an overview of the approach to intervention in Scotland and the Highlands and Islands.

International Workplace Gender Inequalities

8.3 The European Commission has undertaken research regarding gender inequalities at the EU level. A key report was published in 2009, entitled *Gender Segregation in the Labour Market: Root causes, implications and policy responses in the EU*. This research suggests that despite some improvements in the gender gaps across EU countries, based on 'key employment indicators', much inequality still exists, with the gap 'still [being] halfway towards gender equality in the labour market.'⁵⁶ For example, research has consistently shown that 'women work in less valued jobs and sectors (health, education and welfare sectors), receive lower remuneration, and work part time more than men (women account for over 75% of part timers in the EU).' Seeking to address this, a target of 75% employment for both men and women is set for EU countries by 2020, with a particular focus on 'the labour market participation of older women, single parents, women with a disability, migrant women and women from ethnic minorities.'⁵⁷

8.4 The EU's Gender Equality Index provides a useful mechanism for measuring these inequalities. It is based on six domains: work, money, knowledge, time, power and health, recognising that different elements of life intersect. The work domain 'relates to the position of women and men in the European labour market,' particularly in terms of 'gender gaps in labour market participation, duration of working life, patterns of sectoral segregation and quality of work (measured through flexibility of working time and work intensity).'⁵⁸ The Index has highlighted consistently that 'women participate less, work fewer hours, and spend fewer years overall in work than men.'⁵⁹

8.5 In 2005, the average score for EU-28 states in the work domain was 61.1 (where 0 is complete gender inequality and 100 is total gender equality); this improved slightly to 62.2 in 2010 (although with increasing disparity between the highest and lowest scoring countries); before deteriorating slightly to 61.9 in 2012. Table 7.1 below shows the five highest and five lowest scoring countries in these years.

⁵⁵ European Commission (2009) *Gender Segregation in the labour market: Root causes, implications and policy responses in the EU*. Available online at: <http://ec.europa.eu/social/BlobServlet?docId=4028&langId=en>, p. 10

⁵⁶ <https://epthinktank.eu/2015/03/05/womens-labour-market-participation-in-europe/>

⁵⁷ *Ibid*

⁵⁸ European Institute for Gender Equality (2015) *Gender Equality Index 2015: Measuring Gender Equality in the European Union 2005-2012: Country Profiles*. Available online at: <http://eige.europa.eu/sites/default/files/documents/MH0215178ENN.pdf>, p.2

⁵⁹ <https://epthinktank.eu/2015/03/05/womens-labour-market-participation-in-europe/>

Table 7.1: The EU's Gender Equality Index: Work Domain from 2005-2012			
	2005	2010	2012
Five highest scoring countries	Sweden (73.6)	Sweden (80.6)	Sweden (81.0)
	Denmark (72.1)	Denmark (78.1)	Denmark (76.8)
	Austria (67.5)	Cyprus (77.6)	Cyprus (74.0)
	Finland (67.3)	Finland (73.0)	Finland (72.6)
	Greece (66.8)	UK (70.0)	UK (69.5)
Five lowest scoring countries	Malta (48.3)	Slovakia (53.2)	Slovakia (52.8)
	Croatia (52.0)	Czech Republic (54.5)	Hungary (53.6)
	Hungary (53.1)	Italy (53.5)	Italy (53.8)
	Slovakia (54.7)	Croatia (54.2)	Czech Republic (54.2)
	Spain (54.8)	= Poland (55.8) = Lithuania (55.8)	Poland (55.5)
Source: http://eige.europa.eu/sites/default/files/documents/MH0215178ENN.pdf , pp. 5-7.			

8.6 However, it is important to recognise the challenges in measuring inequalities, including the fact that results will depend very much on the metric used. As the OECD highlights with regards to gender equality more broadly, some of the key challenges include recognising that measurement will never be solely technical, and will reflect political priorities and decisions in terms of which indicators are used; insufficient data for particular indicators or countries; and an inability to understand 'why particular changes have happened.'⁶⁰ Therefore, despite the Czech Republic still faring poorly on the Gender Equality Index, research by the European Commission (2009) found that from 1997 to 2007, de-segregation was relatively faster in Austria, the Czech Republic, Denmark, Norway, Sweden and the UK, while Bulgaria, Ireland, Italy, Latvia, Romania and Spain all experienced an increase in segregation.⁶¹ With the exception of Romania, all of these countries also experienced an increase 'in female employment higher than the European average' during this time.⁶²

8.7 Outwith the EU, the OECD also collects data on gender equality in the workplace. Across the OECD, from 2000 to 2006, 'women [we]re more likely than men to be low paid in all countries,' except Hungary, although this may be due to less robust data in Hungary.⁶³ The greatest inequalities were in Korea, the Czech Republic, Germany and Japan, with women being over 'three times [more] at risk of being in low wage work than men.'⁶⁴ In contrast, New Zealand has been cited as performing well, with the OECD's comparison of the median hourly earnings of women and men in full time work finding that New Zealand has the lowest wage gap in the OECD, at 5.6%⁶⁵ (compared to an overall average of 15.5 across the OECD counties and 17.5 in the UK)⁶⁶. The factors influencing these trends include national 'wage settings systems' and the existence, and value, of a nation's minimum wage, as well as the ability of women to negotiate, depending on workplace culture.⁶⁷

⁶⁰ OECD (n.d.) *Gender Equality Indicators: What, why and how?* Available online at: <https://www.oecd.org/dac/gender-development/44952761.pdf>, pp. 3-4

⁶¹ European Commission (2009) *Gender Segregation in the labour market: Root causes, implications and policy responses in the EU*, p.7

⁶² *Ibid*

⁶³ <http://ilo.org/legacy/english/protection/travail/pdf/rdwpaper33a.pdf>, pp. 4-5

⁶⁴ *Ibid*

⁶⁵ <http://women.govt.nz/work-skills/income/gender-pay-gap>

⁶⁶ <http://www.oecd.org/gender/data/genderwagegap.htm>

⁶⁷ <http://ilo.org/legacy/english/protection/travail/pdf/rdwpaper33a.pdf>, p. 5

International Policy Interventions

8.8 Research suggests that few countries have a long-standing history of policy interventions to tackle occupational segregation, with the exception of the Scandinavian countries, the UK, France, the Netherlands and Germany.⁶⁸ Where policy interventions do exist, they tend to focus on the following key areas:

- early intervention through education;
- training, both in the workplace and counselling/ guidance through the education system;
- the use of electronic tools in the workplace to monitor gender equality in job evaluation systems;
- legislation, such as quotas on company boards; and
- certifications to increase the value of traditionally 'female' skills, such as caring.⁶⁹

8.9 The interventions can also be grouped as societal interventions and labour market interventions. As the European Commission explains, the key **societal interventions** adopted by Member States 'include events to raise awareness of gender segregation, educational programmes to counter stereotypes in school and in the media, and communication initiatives to fight stereotypes and spread information among the general public.'⁷⁰ **Labour market interventions** include 'training and the countering of skills and labour shortages... programmes to identify and oppose biases in job evaluation procedures, pay systems and other organisational practices concerning selection, recruitment, career ladders and job assignments.'⁷¹ These are discussed below.

Early Intervention

8.10 Early intervention policies have been implemented in the education system in countries such as Denmark, Finland, Germany, Iceland, the Netherlands and Sweden, seeking to tackle the 'root cause' of the problem and to promote greater gender equality. Such interventions may include 'educational programmes designed to positively encourage "atypical" choices among young boys and girls, and to promote new role models.'⁷² For example, in Denmark, interventions have sought to target 'the choice of education, of occupation or of trade,' while in Iceland, the Equal Opportunity Office was considering creating a new role for an individual to visit primary schools to educate young people about how behaviour is influenced by gender, and the subsequent impact on life chances and interaction in the workplace.⁷³ Further, from 2003-2007, Finland created a National Thematic Network for Desegregation in the Labour Market which sought to 'motivate children and young people to make choices atypical of their sex, and of training teachers and educational counsellors to advance gender equality via education.' Greece also implemented a range of initiatives seeking to 'mainstream gender equality in school curricula and encourage atypical choices among girls and boys.'⁷⁴ For example, the Government has provided 'initial training courses for girls entering fields of study where they are under-represented, vocational guidance and counselling, support during girls' school-to-work transition, and a richer supply of gender-related library material.'⁷⁵

⁶⁸ European Commission (2009) *Gender Segregation in the labour market: Root causes, implications and policy responses in the EU*, p. 10

⁶⁹ *Ibid.*, pp. 10-11

⁷⁰ *Ibid.*, p. 10

⁷¹ *Ibid.*, p. 10

⁷² *Ibid.*, p. 10

⁷³ *Ibid.*, p. 56

⁷⁴ *Ibid.*, p. 56

⁷⁵ *Ibid.*, p. 56

Workplace Training and Tools

8.11 As research by the European Commission highlights, the most common intervention to counter segregation at the European level is through training of employees to increase their skill levels and ‘counter segregation’; this is particularly common in Austria, Belgium, Finland, France, Germany, Greece, Norway, Portugal, Sweden and the UK⁷⁶. However, such approaches have been criticised on the grounds that training can ‘reinforce segregation, while specific provisions asked women, rarely men, to change.’⁷⁷ Further, countries such as the Netherlands and Norway have previously used software to ‘check whether actual wages comply with gender-neutral job evaluation procedures’.⁷⁸ In Norway, the government funded an assessment tool, developed in 2001, which aimed to decrease ‘the gender wage gap’ by allowing ‘the company to determine whether the actual rate for the job differs from that calculated by the programme.’⁷⁹

Legislation

8.12 At the EU level, legislation seeks to ensure equal pay; yet earnings gaps remain despite Member States’ institutional arrangements.⁸⁰ Such inequalities have been argued to remain ‘regardless of the overall level of female employment, welfare models or their own national histories of equality legislation.’⁸¹

8.13 A number of countries, such as Norway, Greece, Austria and Germany, have introduced legislation to seek to reduce inequality in the governance of organisations and subsequently throughout the overall running of the organisation.⁸² For example, Norway introduced legislation to ensure that Boards comprised a minimum of 40% females, while Greece introduced a minimum quota of 30% for state-owned companies.⁸³ More recently, in 2011, the Austrian Government introduced legislation that stipulated that the Boards of state-owned companies must be 25% female by 2013, rising to 35% by 2018.⁸⁴ Further, in Finland in 2015, the Government set a target for a minimum of 40% of women on company boards by 2020.⁸⁵

Certification

8.14 Finally, countries including France and Liechtenstein have used certifications to increase the visibility of ‘female skills,’ such as for home-care workers, in order to try and increase their perceived value.⁸⁶

National Policy Interventions

8.15 There is a clear overlap between the interventions implemented internationally and the approaches used in Scotland, with the broad categories remaining relevant. The intervention comes in many forms, including formal projects that deliver training, mentoring, advice and guidance; events and summits; female sector networks; legislation and certification. There are initiatives and organisations that exist solely to tackle

⁷⁶ *Ibid*, p. 10

⁷⁷ *Ibid*, p. 11

⁷⁸ *Ibid*, p. 11

⁷⁹ *Ibid*, p. 58

⁸⁰ Smith, M. (2012) Social Regulation and the Gender Pay Gap in the EU, *European Journal of Industrial Relations*, 18(4), pp. 365-380. Available online at : <https://hal.archives-ouvertes.fr/hal-00807533/document>, pp. 1-2

⁸¹ Vosko et al., (2009). Cited Smith, M. (2012) Social Regulation and the Gender Pay Gap in the EU, *European Journal of Industrial Relations*, 18(4), pp. 365-380. Available online at : <https://hal.archives-ouvertes.fr/hal-00807533/document>, pp. 1-2

⁸² European Commission (2009) *Gender Segregation in the labour market: Root causes, implications and policy responses in the EU*, p. 11

⁸³ *ibid*

⁸⁴ <https://www.paulhastings.com/genderparity/countries/austria.html>

⁸⁵ Lönnroos, L. T. (2015) *Finland: Study probes background to gender inequality in the boardroom*. Online at: <http://www.eurofound.europa.eu/observatories/eurwork/articles/working-conditions/finland-study-probes-background-to-gender-inequality-in-the-boardroom>

⁸⁶ European Commission (2009) *Gender Segregation in the labour market: Root causes, implications and policy responses in the EU*, p. 11

the issue of gender segregation. The practice of individual employers should also be acknowledged. Wrapping around this is research to explore the issue of occupational segregation (and inform policy responses) and ongoing activity to measure and monitor progress.

Legislation

8.16 Gender is one of nine protected characteristics covered by the **Equality Act 2010**⁸⁷ – the main Act which provides a legal framework to protect the rights of individuals and promotes a fair and more equal society, including in employment. Under the Act, it is unlawful to discriminate against people because of sex, age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, or sexual orientation. Organisations should have policies in place to ensure equal opportunity and prevent discrimination. Under the Equality Act, men and women in full-time or part-time employment have a right to equal pay, which means no less favourable pay, benefits and terms and conditions in their employment contracts where they are doing equal work.

8.17 Public sector employers, and private or voluntary organisations carrying out work on their behalf, have a legal **public sector equality duty**⁸⁸ (PSED) to eliminate discrimination, advance equality and foster good relations between people with different protected characteristics. The public sector equality duty was created by the Equality Act 2010, which came into force in April 2011. It applies in Scotland, England and Wales.

8.18 The public sector equality duty is in two parts – the ‘general duty’ to eliminate discrimination, advance equality and foster good relations and the specific equality duties introduced by Scottish Ministers in 2012 which require public bodies to demonstrate every two years, in an equality mainstreaming report, how they meet the general duty. This includes publishing:

- their gender pay gap
- patterns of both vertical and horizontal occupational segregation
- an equal pay statement (which from 2017 must also include disability and race as well as gender)

Key Organisations

8.19 As with international intervention, multiple players are involved in developing and delivering the response, which is then targeted at a wide range of beneficiaries, including employers and individuals. The intervention for individuals includes the offer of support at different life stages, from early intervention during education to support when entering or re-entering the workforce and whilst in employment.

8.20 Generally, the earliest stages of intervention in education are dealt with by the education system rather than by specific projects. This is currently focused on improving and ensuring that the information, advice and guidance pupils receive is consistently of high quality, gender neutral and that this, and the wider curriculum, reflects the needs of employers. One of the biggest areas that has been pushed by information, advice and guidance in schools in recent years is the STEM agenda, with a focus on encouraging women, in particular, to participate in STEM related subjects to create a greater gender balance in the workforce pipeline and address current and future skills gaps. Specific projects then come into play in Further Education and Higher Education, with organisations and projects that focus on gender equality engaging with students and graduates.

⁸⁷ <http://www.legislation.gov.uk/ukpga/2010/15/contents>

⁸⁸ <https://www.gov.uk/government/publications/public-sector-equality-duty>

8.21 There are three key organisations of particular relevance – Close the Gap, Women’s Enterprise Scotland and Equate Scotland, which exist to tackle issues associated with gender segregation:

- **Close the Gap:** A partnership project including the Scottish Government, Scottish Enterprise, Highlands and Islands Enterprise, Skills Development Scotland, the Equality and Human Rights Commission and the Scottish Trade Unions Congress (STUC), Close the Gap was launched in 2001 to help address women’s participation in the labour market in Scotland. Close the Gap works with employers, employees, trade unions and policymakers to enable and encourage action to address the causes of women’s inequality in the workplace. The partnership’s activities include: supporting private sector employers to identify barriers to women’s progression, and making changes that will enhance diversity at all levels, delivering training, providing advice and information to policy makers, working with trade unions to raise awareness of women’s inequality at work, information and signposting for individuals on support and advice for equal pay. Activities cover all sectors in Scotland, although the partnership has previously focused work on the renewable energy and financial services sectors. Close the Gap developed the Think Business Think Equality online self-assessment toolkit⁸⁹ for SMEs in Scotland to identify how they can benefit from improved gender diversity.
- **Women’s Enterprise Scotland (WES):** Founded in 2012, WES is a social enterprise and virtual business which aims to create a commercial culture where women-led business ownership is an attainable and achievable option for all women. The activities of WES include supporting women to start-up businesses; advising and educating external partners; being an advocate for gender-specific enterprise support; influencing policy makers; and championing women’s enterprise in the media and in society. WES launched the Scottish Framework and Action Plan for Women’s Enterprise in 2014 (see Women in Enterprise Action Framework below), and co-ordinates the Women in Enterprise Implementation Group which has ownership and responsibility for delivery of the Framework’s actions. The group meets tri-annually and is hosted by the Scottish Government.
- **Equate Scotland:** Established in 2006, Equate Scotland focuses on supporting women in science, engineering, technology and the built environment. Working alongside industry, academia, the Scottish Government and public bodies, Equate Scotland delivers training and support for women at each stage of their career (including students and those returning to the workforce); offers consultation, advice and training for industry; provides opportunities for female students to make links with industry and to connect with other female STEM students; and organises industry placements. This includes support for students, those in the workforce and those re-entering the workforce following a break.

8.22 The Scottish Business Pledge⁹⁰, a values-led partnership between Scottish Government and business was launched in May 2015. While this is not exclusively focused on gender, it is a mutual pledge to ensure that prosperity, fairness and opportunity develop in Scotland. There are nine elements to the pledge, one of which is ‘making progress on diversity and gender balance’. This element encourages businesses to sign up to the Partnership for Change⁹¹, a voluntary commitment by businesses to work towards a 50:50 gender split on their Board by 2020. As of July 2016, 279 businesses had signed up to the Pledge.

8.23 These examples highlight the direct links between the causes, barriers and impacts associated with gender segregation (such as gender stereotypes, workplace cultures and a lack of peer networks and female role models) and the aims and objectives of the intervention, as well as their links with patterns of sector

⁸⁹ <http://www.thinkbusinessstinequality.org.uk/>

⁹⁰ <https://scottishbusinesspledge.scot/>

⁹¹ <http://onescotland.org/equality-themes/5050-by-2020/sign-up-here/>

participation. While interventions tend to be targeted at a specific group or sector, they do not tend to target specific geographies. This is likely to reflect the fact that the nature of gender segregation and the causes and barriers are common in most areas, and rather it is the extent of each that varies.

8.24 Further case study examples of intervention at the national level are set out in the following sections.

Events and Summits

8.25 The first ever Scottish Women's Employment Summit⁹² took place in September 2012 in Edinburgh, hosted by the Scottish Government and Scotland's Trade Union Centre (STUC), with over 150 delegates attending. The Summit covered commissions on a number of themes including Occupational Segregation, Childcare, Women in Enterprise and Rural Issues. The partners identified short, medium and long term goals to be taken forward.

8.26 There were a number of impacts of this event:

- Firstly, the Strategic Group on Women and Work⁹³ (SGWW) was set up in October 2012 to take forward the actions and recommendations from the Summit. The group first met in March 2013, with the remit of maintaining a strategic overview of the Scottish Government's approach to tackling the barriers women face in entering and progressing in the labour market. The Group supported the Government in the development of an ambition statement including key priorities and actions with regards to women and work, and reports annually on progress achieved.
- The Cross-Directorate Working Group⁹⁴ was re-established in April 2013 as a result of the Summit, to act as the main vehicle for taking forward work to tackle occupational segregation, and to implement the recommendations of the Summit.
- A series of subsequent workshops were held on Networking and Mentoring (2012), Role-modelling (2013) and Markets and Finance (2013) – areas which were identified for intervention to boost enterprise amongst women. The workshop contributed to the introduction of the Framework and Action Plan for Women's Enterprise, which was launched in March 2014 and is coordinated by Women's Enterprise Scotland. The framework sets out actions relating to mentoring and networking, role models, access to markets and finance and gender specific support, for example through the Business Gateway, which are being taken forward by a range of organisations including Scottish Government, Women's Enterprise Scotland, Scottish Enterprise, Highlands and Islands Enterprise and private sector organisations such as the Royal Bank of Scotland.

8.27 In addition, £250,000 was announced to establish CareerWISE Scotland (the aforementioned Equate Scotland Initiative)⁹⁵ to address the need to support women into science and engineering by intensifying engagement with schools and businesses to encourage more women to consider careers in these industries.

Female Sector Networks

8.28 Two examples of female sector networks are the Association of Women in Property and Women in Renewable Energy Scotland which have been set up in recognition of the dominance of men in the construction and energy sectors.

⁹² <http://www.gov.scot/Topics/People/Equality/18500/OccSeg>

⁹³ <http://www.employabilityinscotland.com/key-clients/women-and-work/strategic-group-on-women-and-work/>

⁹⁴ <http://www.gov.scot/Topics/People/Equality/18500/OccSeg>

⁹⁵ <http://www.gov.scot/Topics/People/Equality/18500/OccSeg>

8.29 The Association of Women in Property (WiP)⁹⁶ is a forum for the property sector, covering a number of different disciplines such as architecture, engineering, planning and surveying. The forum has ten regional branches throughout the UK, with two in Scotland – Central Scotland and Northern Scotland. Each region reports to the National Steering Group. With women representing just 15% of the property and construction industry, WiP works with businesses and other industry organisations to help redress this balance. In recent years, WiP have contributed to the Lord Davies Report⁹⁷ and on the HS2 Growth Taskforce Report, the former which sought to grow the number of women in boardrooms.

8.30 The Forum has developed its own initiatives, including growing the cross-discipline mentoring programme, which establishes relationships between mentors and mentees in the same or similar fields. The programme is open to WiP members and begins with a training session where mentors and mentees are matched. The mentoring relationship is based on the mentee's objectives, with regular communication between both parties. Most mentoring relationships last around a year but many mentors and mentees keep in touch on a less formal or a specific need basis, when it becomes known as spot mentoring. WiP currently has an active talent pool with over 300 mentors/mentees in the UK.

8.31 Modelling itself on WiP, Women in Renewable Energy Scotland (WiRES) was launched in 2010 with help from Close the Gap. It is a membership organisation with over 500 members, and aims to provide a networking forum for female professionals, entrepreneurs and students considering, or already working in, the Scottish renewable energy industry. By encouraging the participation of an under-represented group in the workforce, the group aims to contribute to the establishment of a modern and diverse renewable energy sector still in its infancy. The group's activities include high profile keynote events, networking events, mentoring, practical site visits and information dissemination.

Research into Occupational Segregation

8.32 The WiSE (Women in Scotland's Economy) Research Centre is part of Glasgow Caledonian University's Institute for Society and Social Justice Research⁹⁸, and was established in October 2011, with a vision to '...demonstrate the importance of an understanding of feminist economics within... policy-making and in everyday life' and to 'highlight and challenge the gendered structure and practices of economics both within the discipline and in policy-making arenas'⁹⁹. The key activity of the Centre is to undertake research, and it runs an interdisciplinary research programme involving theoretical and empirical research on issues of economic equality and gender.

8.33 The team undertook a study into the segregation of women in training and work, focusing on Modern Apprenticeships (MAs), in Scotland. The study focussed on five of the most gender-segregated MA sectors, namely childcare, construction, plumbing, engineering and ICT. The research concluded that women were less likely than men to access MAs, particularly in the 16-19 year age group, and that when they did access MAs they were concentrated in female-associated sectors, such as care and services. Pay is considerably less in these jobs, suggesting that female MAs were not as valuable to employers. The research also found that public spending decisions sometimes served to reinforce existing patterns of gender inequality.

8.34 The research resulted in a number of key impacts, including:

- Data collected by Scottish Government (SG) on MAs being broken down by gender;

⁹⁶ <http://www.womeninproperty.org.uk/>

⁹⁷ <https://www.gov.uk/government/publications/women-on-boards-5-year-summary-davies-review>

⁹⁸ <https://www.gcu.ac.uk/issjr/researchimpact/impactcasestudies/reducingoccupationalegregation/>

⁹⁹ <http://www.gcu.ac.uk/wise/aboutus/>

- The provision of expert advice to parliamentary committees and government ministers;
- A partnership with Close the Gap, which secured an Economic and Social Research Council grant to develop a Gender Impact Analysis (GIA) tool – a new method of identifying public spending decisions which favour one gender over the other; and
- The SG setting up a working group on OS and making a commitment to tackle the issue.

8.35 The Centre regularly presents evidence to the SG, and activities are targeted at policymakers, equality practitioners, the business community and gender equality activists.

Framework and Action Plan for Women's Enterprise

8.36 The Framework and Action Plan for Women's Enterprise was launched in March 2014, following the Women's Employment Summit and thematic workshops in 2012 and 2013. The framework is co-ordinated by WES, and aims to increase the contribution of women's enterprise to the Scottish economy through a series of actions that relate to:

- Networking and Mentoring (e.g. ensuring that the needs of existing business women and aspiring female entrepreneurs, identified through the workshops and from wider review, are accounted for within the Scottish Government facilitated review of mentoring).
- Role Models (e.g. establish a role model initiative, recruiting a team of female and male business ambassadors from a range of backgrounds, business sectors and geographies).
- Markets and Finance (e.g. increasing the number of women angel-investors and equity investment in female-led businesses).
- Gender Specific Support (e.g. encouraging banks to focus on opportunities to develop their female customers' businesses and offering to provide training and awareness to frontline bank staff on issues faced by female-led businesses).
- Other (e.g. developing education and training opportunities to encourage women into enterprise)

Intervention in the Highlands and Islands

8.37 Local consultees recognise that gender segregation is an issue in the area and that this needs to be addressed. However, the findings of the desk based review and consultations suggest that local intervention to address occupational segregation is focused upon the Councils' stand-alone activities for the public sector that are delivered in response to their mainstreaming and equality monitoring. These activities (as outlined below) tend to be similar across areas within the Highlands and Islands and Scotland. The research did not identify any wider projects, policies or interventions which are focused upon a local geographical area or that were unique to the region.

8.38 Most commonly, reference was made to the national intervention delivered through Close the Gap, Equate Scotland and Women's Enterprise Scotland and, while it is recognised that more widespread engagement in such initiatives would be helpful, the consultations did not necessarily pinpoint any cases where they thought a specific local intervention was necessary. This perception at local level is arguably one of the challenges to effectively addressing occupational segregation.

8.39 The point about the levels of engagement in national initiatives was also highlighted by a consultee from one of the main support organisations, who noted that engagement from businesses and individuals in the Highlands and Islands tends to be low, linked to the need to travel further to attend events and training sessions which are often hosted in the Central Belt. Recognising that this is a widespread challenge (which

affects other parts of Scotland too), the organisation is keen to increase the online based support offer, for example, through an increased use of webinars, although this would have significant resource implications. It also points to a need to continue to raise awareness and ensure the buy in of local as well as regional and national partners.

8.40 More widely, there were cases where Councils referred to how gender was considered through their own internal processes (which meet the requirements of the Public Sector Equality Duty). For example, one council had undertaken a gender pay based review to ensure that pay raises and bonuses were not more common amongst men, and to ensure that pay scales were equal for men and women in similar roles and at similar levels. The same council was also working to adopt a values based approach to recruitment, which is based on prioritising individuals' attitudes and capabilities alongside relevant and recent experience, which is often considered as the most important factor. This approach is helpful in particular for women entering or re-entering the workforce and recognise that while they may not have the most recent experience, they are capable of fulfilling the job requirements. The use of psychometric testing to support this was suggested.

8.41 The equality and mainstreaming reports prepared by each local authority (again as part of the requirements of the Public Sector Equality Duty) provide further insight into actions that have been implemented by the Council's to address gender segregation within the public sector, and in particular the progression of women into senior posts. Many of these approaches could also be adopted by individual employers or sector based groups within the private sector. This may require advice and guidance from independent parties to guide activities. Examples include:

- Identifying female role models in job groups that are dominated by men and publishing their achievements in corporate communications;
- Reviewing and further promoting flexible working arrangements that support women to progress their careers. For example, where service delivery allows, advertising vacancies as "*suitable for flexible hours working hours up to 35 per week*" to encourage applications from candidates who wish to work on a part time basis;
- Reviewing job descriptions and person specifications to ensure that they include no gender bias;
- Research methods of advertising in non-traditional forums, and then trialling these methods and monitoring the outcomes
- Reviewing workplace facilities to ensure that both genders are adequately catered for;
- Identifying barriers to employment in significant areas of gender segregation, for example, through staff surveys;
- Creating and supporting an on-line learning resource for women within the public sector who are interested in preparing for supervisory and management roles;
- Improving existing "women into management" programmes;
- Reviewing pay by gender for all jobs (including those which are highest paid) with an aim of ensuring that all employees receive equal pay for work of equal value regardless of their gender;
- Monitoring the gender split on key indicators, such as the gender split of employees (compared with the local authority area), training undertaken, those in the highest paid 2% and 5% of earners; and
- Raising awareness of occupational segregation/wider equality amongst elected members, board members and the corporate/senior management teams through briefings, items and updates on the staff and public website, issuing diversity newsletters.

8.42 There are also cases where the mainstreaming reports highlight activities that the Councils have undertaken to integrate tackling occupational segregation into their service delivery (e.g. within schools) and through their work with communities and employers (often as part of wider equalities focused activities). Key examples include:

- Increasing the number of women supported through Business Gateway initiatives and other economic development projects (such as LEADER) to secure opportunities for women to work in a wider variety of growth sectors;
- Issuing an annual equality bulletin;
- Supporting events such as International Women's Day;
- Working with local childcare partners to help reduce childcare as a barrier for working women, including developing the capacity of providers, supporting sustainable models of childcare provisions, making council owned premises available to support out of school clubs and wrap around care; equalising childcare fees across local authority provision, encouraging employers to participate in the Childcare voucher scheme, promoting the use of childcare vouchers;
- Supporting role model programmes in schools and increasing involvement in career events; and
- Supporting schools to introduce girls to STEM.

9 Conclusions and recommendations

Introduction

9.1 This chapter sets out the conclusions of the research with a particular focus on the nature and extent of occupational segregation in the Highlands and Islands and the barriers to equal participation in line with the study objectives. It also sets out a series of recommendations, which primarily relate to addressing occupational segregation through a region wide approach which involves local partners.

Representation in the Workforce

9.2 Gender imbalance within the workforce persists; a key sign of underlying occupational segregation. Despite equal representation in the regional working age population, men continue to be more highly represented in the workforce overall than women. The extent of the imbalance varies by local authority. Areas with the greatest degree of imbalance towards men are Shetland, Orkney, Moray and Highland, while there is a more even gender split in the overall workforce in Argyll and Bute and Eilean Siar.

The Existence of Occupational Segregation

9.3 There is evidence that both vertical and horizontal segregation exist in the Highlands and Islands and across Scotland. The slight gender imbalance in the overall workforce hides the nature and extent of horizontal and vertical segregation, with evidence showing that men and women tend to be highly represented in different types of jobs and at different levels or grades. In some cases the gender split is very significant.

9.4 Generally the nature of the segregation, in terms of the types and levels of jobs in which men and women from the Highlands and Islands work, is similar to the national profile. Instead, it is the extent of the segregation which varies, and is most often higher in the region as a whole.

The Nature of Occupational Segregation

Vertical Segregation

9.5 Generally, men are more likely to work in the most senior and well paid occupations, while women tend to be more highly represented in less senior and lower paid ones. There is evidence of women and particularly those living in the Highlands and Islands, continuing to face the effects of the glass ceiling.

9.6 Specifically, men are more highly represented in two of the three most senior and well paid occupations (as managers, directors and senior officials and associate professional and technical). This suggests that there remain barriers that prevent women from entering and progressing within these senior jobs. Women are, however, highly represented in professional occupations.

9.7 Men are also more highly represented in the mid pay band (working as process, plant and machine operatives and in skilled trade occupations), while women dominate administrative and secretarial occupations which are typically lower paid. The trend toward working in lower paid jobs is further highlighted by women being highly represented in caring, leisure and other service; and sales and customer service occupations - two of the lowest paid occupational categories.

9.8 The gender patterns in the low and mid pay bands tend to be evident across all sectors (as shown in the following horizontal segregation section), while patterns in the high pay band are more varied by sector (as shown in the following section on vertical segregation within sectors).

Horizontal Segregation

9.9 When examining the nature of horizontal segregation, the links with gender stereotypes, a key cause of the issue, quickly become apparent. In many cases, jobs are gendered based on traditional views of what is 'men's work' and what is 'women's work'. The jobs that are available within a sector are therefore likely to influence its overall gender split.

9.10 Men are more likely to work in energy, construction, transport, agriculture and manufacturing than women – sectors where there tends to be a high prevalence of skills trades occupations and roles such as process, plant and machine operatives. Men are also more likely than women to work in growth sectors, work full time, and be self-employed.

Table 9.1: Nature of Gender Segregation – Male Dominated Sectors and Occupations	
Sectors with High Male Representation	Occupations with High Male Representation
<ul style="list-style-type: none">• Energy and water• Construction• Transport and storage• Agriculture and fishing• Manufacturing	<ul style="list-style-type: none">• Process, plant and machine operatives• Skilled trades• Associate professionals and technical• Managers, directors and senior officials
Source: Annual Population Survey (resident-based).	

9.11 In contrast, women are more likely to work part time and work in education, health, retail and sectors associated with tourism, including accommodation and food. These are sectors where there is a high incidence of caring, teaching, sales and customer service roles. Women are also highly represented in administrative and secretarial occupations, which cut across all sectors.

Table 9.2: Nature of Gender Segregation – Female Dominated Sectors and Occupations	
Sectors with High Female Representation	Occupations with High Female Representation
<ul style="list-style-type: none">• Public administration, education and health• Distribution, accommodation and food• Other services	<ul style="list-style-type: none">• Caring, leisure and other service• Administrative and secretarial• Sales and customer service• Professional
Source: Annual Population Survey (resident-based).	

9.12 The occupational patterns are evident across all sectors, demonstrating that even in sectors where there is a high gender imbalance towards men or women, traditional occupational patterns persist. For example, where women work in sectors dominated by men, such as construction and manufacturing, it is very often in female gendered roles, such as administrative, sales and HR positions. There is also evidence of traditional occupational patterns in financial, professional and business services, despite the sector appearing more balanced in gender terms.

9.13 The existence of horizontal segregation is not restricted to the workforce, it begins before this with a clear gender divide in educational choices, which then go on to influence and determine career opportunities. For example, the preferences of men to work in manual roles is reflected in subject choices and they are also more likely to undertake Modern Apprenticeships. This highlights the importance of early intervention in tackling occupational segregation.

Vertical Segregation within Sectors

9.14 There is evidence of vertical segregation in all sectors, including financial, professional and business services which despite having a more even gender balance overall continues to have underlying trends of women being more likely to work in lower paid positions.

9.15 Focusing on the most senior positions, while the dominance of men and women in the three highest paid occupational groups varies from sector to sector, women tend to work in a narrower range of senior occupations and continue to be underrepresented in the most senior positions, even in sectors where they make up the majority of the workforce. This provides evidence of the glass ceiling effect.

9.16 Specifically, women account for a higher share of manager, directors and senior officials and/or associate professional and technical occupations than men in public administration, education and health; distribution, hotels and restaurants; and other services – sectors where women are highly represented. However, their share of these posts still tends to be much lower than their overall share of those working in the sector.

9.17 Further, while women are generally more likely to work in professional occupations than men, this is driven by their very high representation in professional occupations in public administration, education and health; and other services, while men dominate these professions in all other sectors.

The Combined Effects of Vertical and Horizontal Segregation

9.18 Occupational segregation affects both men and women; while some sectors and occupations have a high representation of men, others have a high representation of women. It is, however, recognised that it tends to be women who experience the negative consequences. This is demonstrated by one of the most widely recognised measures and tangible impacts of gender segregation – the gender pay gap.


9.19 On average, women earn less than men and although this is also a national issue, the gender pay gap is greater in the Highlands and Islands. The lower levels of pay are not only influenced by vertical segregation and the levels of jobs that women tend to work in, but also by horizontal segregation and the types of jobs they are employed in. This includes part time work as well as working in sectors and roles which are typically classed as lower value, and which are often undervalued, contributing to underemployment.

9.20 Underemployment is a major issue for women, manifesting itself in different ways and preventing women from reaching their full potential and delivering their maximum economic contribution. Despite women tending to be more highly qualified than men, they are more likely to work part time and work in positions which do not fully utilise their skills and capabilities. As set out above, women continue to be underrepresented in the most senior positions, even within sectors dominated by women - signs of a continuing glass ceiling effect.

The Extent of Occupational Segregation

9.21 The extent of the imbalance varies by sector and by occupation and is very significant in some cases as shown in Table 9.3. For example, in energy, men account for 97% of those employed in the sector in Highlands and Islands.

9.22 While the gender patterns in sectors and occupations generally follow the national profile, in most cases, the gender gap in the region's sectors and occupations is equal to or greater than the national average, including the overall gender split in growth sectors. This is indicative of higher levels of both vertical and horizontal segregation in the Highlands and Islands, increasing the scale and depth of the challenge in tackling the issue.

Table 9.3: Extent of Gender Representation within Sectors and Occupations		
	Sectors	Occupations
	Energy and Water: 97% males, gender gap greater than the national average and increasing	Process Plant and Machine Operatives: 90% male, gender gap greater than the national average
	Construction: 93% males, gender gap greater than the national average with no change in recent years	Skilled Trades: 87% males, gender gap smaller than the national average
	Transport and Communications: 86% male, gender gap greater than the national average and increasing	Caring, Leisure and Other Service: 86% females, gender gap greater than the national average
	Agriculture and Fishing: 76% males, gender gap smaller than the national average and reducing	Administrative and Secretarial: 80% female, gender gap greater than the national average
	Manufacturing: 73% male, gender gap equal to national average but increasing	Mangers, Directors and Senior Officials: 65% males, gender gap greater than the national average
	Public Admin, Education and Health: 73% female, gender gap equal to national average but increasing	Sales and Customer Service: 59% female, gender gap smaller than the national average
	Distribution, Hotels and Restaurants: 58% female, gender gap greater than the national average but reducing	Associate Professional and Technical: 58% male, gender gap greater than the national average
	Other Services: 56% female, gender gap equal to the national average and reducing	Professional: 57% females, gender gap greater than the national average
	Financial, Professional and Business Services: More of a gender balance (48% female, 52% male)	Elementary: More of a gender balance (46% female, 54% males)
Source: Annual Population Survey (resident-based).		

Occupational Segregation within Local Authority Areas

9.23 Accompanying this report are individual reports for each of the six local authority areas, setting out the local detail of occupational segregation. The evidence shows that there is horizontal and vertical segregation in each of the local authority areas. As with the region as a whole, the nature of the segregation in local authority areas is similar to the national profile, with the same types of jobs and levels/grades typically dominated by men or women. Whilst the pattern varies slightly between authorities, it adheres to the regional pattern overall and there is no one authority that stands out as requiring a specific intervention that is not required in another. That is not to say that there isn't a role for local partners to implement initiatives to tackle occupation segregation. Also, there are some areas where particular sectors provide significant employment; it may be that local interventions reflect this by focusing on these sectors where they will achieve the greatest impact. Overall, within a strategic, region-wide approach, different responses will be required to address occupational segregation to reflect the particular circumstances of each area for example the structure and characteristics of the local economy.

9.24 The main differences between authorities relates to the extent of the gender gap, although this tends to vary on a sector by sector and occupation by occupation basis within each area. This highlights the complexity of patterns of occupational segregation and the link between the sectors present in each area, their specific patterns of workforce representation and how that is then reflected in the overall picture of the area in terms of occupational segregation.

9.25 This is also reflected in key labour market statistics, where the gender gaps in employment, self-employment, part time working and average weekly earnings are evident in each local authority area¹⁰⁰, but the extent of the gap varies on an indicator by indicator basis. In the large majority of cases, the extent of the gap is in line with or greater than the national average, reinforcing the finding that occupational segregation is more prominent in the Highlands and Islands than across Scotland as a whole.

9.26 The most clearly defined differences at the local authority level relate to vertical segregation in the most senior and well paid positions, with evidence suggesting that this is most pronounced in Orkney,

¹⁰⁰ with the exception of the employment rate in Eilean Siar which is higher for women than men

Shetland, Moray, Argyll and Bute. There are also cases, particularly in Moray and Shetland, where typical gender patterns in the mid and lower pay bands are more stark than the regional average, resulting in higher concentrations of men in the higher end of the mid pay band, and of women in the lowest paid occupations.

9.27 In terms of horizontal segregation, the differences in the extent of the gaps by job type are much more varied – while in each area, there are sectors where the extent of the gap is greater than the national (and often regional) average, there are also sectors in each area where there is a greater gender balance. Shetland and Moray are most commonly affected by greater gender gaps (across a range of sectors and occupations) reflecting slightly stronger patterns of occupational segregation.

9.28 Overall, while the extent of segregation varies on a case by case basis, it is clear that the issue of occupational segregation exists in each of the areas. In all cases, there are significant vertical and horizontal gender gaps and regardless of whether this is greater than the regional or national average, further action is required in each area to achieve a greater gender balance in different types and levels of jobs. While occupational segregation can therefore be classed as a region-wide issue, solutions may vary depending on the nature of the local sector base.

Causes, Barriers and Challenges

9.29 The complexity of gender segregation is further highlighted by the wide range of underlying and interrelated causes, which combine to make addressing occupational segregation very challenging. No single factor causes gender segregation; rather it is an interplay between a range of factors including stereotypes of genders, roles and sectors, workplace practices and cultures, underemployment, undervaluing of female roles, caring responsibilities and working patterns.

9.30 It is important to note that responsibility for the existence of gender segregation does not simply sit with employers and educational institutions. It is much more complex, with the barriers and influences experienced by men and women in the workforce supply, impacting on the choices they make on their educational and career paths. Along with employers, parents, teachers, advisors and the media all have a role to play, adding to the complexity of finding a solution and addressing occupational segregation.

9.31 The causes and barriers of occupational segregation are not unique to the Highlands and Islands, or indeed to Scotland or the UK. There are, however, cases where more traditional industries and values, which are more common in rural areas, can serve to perpetuate the extent of gender stereotypes and occupational segregation. Access to childcare and transport can also be more difficult in more remote areas which impacts on the choices that people can make, most usually, the choices that women, as primary carers, can make.

Addressing Occupational Segregation

9.32 Addressing occupational segregation is not an easy task. The fact that it still exists despite a range of interventions over time is testament to this. That is not to say that interventions are not working and cannot work as there have definitely been improvements. Despite this, it is very clear that there remains significant scope for and indeed, need for activities and interventions to close gender gaps and achieve a truly balanced workforce across sectors, occupations and job levels.

9.33 Just as there is not a single cause, there is not a single or simple solution to occupational segregation. In Scotland, and internationally, intervention comes in many forms, including formal projects that deliver training, mentoring, advice and guidance; events and summits; female sector networks; legislation; and certification. There are initiatives and organisations that exist solely to tackle the issue of gender segregation, including Close the Gap, Women's Enterprise Scotland and Equate Scotland. Wrapping

around this is research to explore the issue of occupational segregation (and inform policy responses) and ongoing activity to measure and monitor progress.

9.34 The multiple causes, barriers and players involved means that occupational segregation is a shared challenge which requires a response from institutions, employers and individuals. As the findings of this study show, many of the influences which contribute to occupational segregation start at an early age and decisions that are made throughout education often influence and determine the career opportunities available. While this highlights the importance of early intervention, other influences occur once people are in employment and/or following breaks from employment, demonstrating that intervention is also needed to support those in or re-entering the workforce.

9.35 In designing interventions, it is important to recognise wider challenges, often associated with the local labour market and economy, which add to the task of addressing occupational segregation. In the case of the Highlands and Islands, this includes the extent to which gender attitudes and stereotypes are entrenched (particularly in rural areas and more traditional communities); the supply of a suitably qualified workforce (with population decline and high employment rates compounding the issue in some areas meaning that employers have a smaller pool to recruit from; and the availability of high quality jobs (which links back to the sectoral structure of the region's economy).

Recommendations

9.36 While those consulted through the study recognised that gender segregation is an issue in the region and that this needs to be addressed, they did not identify any local policies, projects or interventions aimed at dealing with the issue beyond those which are delivered through the local authorities as part of their public sector mainstreaming commitments (and which tend to be common across areas in the Highlands and Islands and Scotland). This aligns with the wider finding that intervention tends to be targeted at specific beneficiary groups or sectors rather than geographies.

9.37 The analysis of data and the information gathered through the consultations clearly demonstrates that segregation is an issue in every local authority area in the Highlands and Islands. Whilst there are some local differences in terms of the extent of gaps, the overall pattern is consistent. This points to the need for a region-wide strategic approach to addressing segregation rather than specific local activities and interventions. Having said that, the region-wide approach will require buy-in and involvement of partners in local areas with all relevant players taking ownership of the issue and being part of the solution. Also, in developing the actions flowing from this report, it may be that between areas, some interventions will differ in focus to reflect local circumstance, the profile of the business base and the particular workforce characteristics.

9.38 Going forward, an approach based on maximising the engagement of businesses and individuals from the Highlands and Islands with national interventions, combined with incorporating the issue of occupational segregation into existing regional activities with education, industry and the workforce, is likely to be most effective.

9.39 This leads to the following recommendations which all contribute towards balancing gender representation in the workforce and reducing the associated impacts, such as the gender pay gap and underemployment:

Recommendation 1: Within a regional framework, identify local and sectoral priorities and target support and intervention at localities, sectors and job types where there is a high degree of occupational segregation and also where there is potential to exploit opportunities.

9.40 A key priority is identifying relevant local and sectoral priorities to address gender imbalance in the Growth Sectors across the H&I to help meet the changing needs of businesses, sectors and the economy. This work would cover topics such as working patterns, earnings, age-related career paths (where qualified, skilled women exit the workforce) and under-employment. It will address both horizontal and vertical occupational segregation.

9.41 Based on the findings of this study, it is recommended that these priorities include:

- Supporting women who would like to progress into the most senior positions across all sectors including leadership positions and board membership (to help address vertical segregation which is even more pronounced in the Highlands and Islands);
- Achieving a greater gender balance in sectors with the strongest patterns of occupational segregation. This should take account of sector opportunities and future workforce requirements to ensure that greater gender balance supports sector growth and development. It includes opportunities to increase the contribution of women in STEM and ICT related careers at all levels and across job types, benefiting the workforce, employers, sectors and the regional economy;
- Working with sectors, businesses and individuals in areas where there are more acute cases of horizontal and vertical segregations. This includes addressing vertical segregation in Orkney, Shetland, Moray and Argyll and Bute, and sector imbalances in Shetland and Moray (the two areas which have the most marked gender gaps relative to regional and national averages).

Recommendation 2: Delivery of wider economic development activities and growth strategy to diversify the economy and create new, high value job opportunities.

9.42 The sector structure and availability of high quality jobs across the Highlands and Islands compounds the issue of gender segregation. There is a need to increase the number (and proportion) of higher value added jobs in the region and reduce the reliance on lower value added, lower paid, traditional sectors, such as accommodation and food services, where there are high levels of gender segregation. This should help ensure that there is a wide range of opportunities which support greater gender balance across all sectors.

Recommendation 3: Work with businesses in the Highlands and Islands to promote the economic and business benefits of workforce gender balance and how this can be achieved.

9.43 This should draw on current initiatives by national support agencies (such as Close the Gap's "Think Business Think Equality" SME toolkit and the Scottish Business Pledge) which provide guidance and support to businesses, as well as on good practice undertaken by local authorities as part of their public sector mainstreaming activity. This could include supporting businesses to review the gender balance in their current workforce, pay levels, recruitment activities and company policies, and helping them to adopt flexible working policies and practices as an effective way to help tackle inequalities in the workplace.

9.44 Underpinning this work is need to provide a clear articulation of the business benefits of a gender balanced workforce (e.g. workforce attraction and retention) and to use that to influence and support employers, partners and intermediaries.

Recommendation 4: Work with educational institutions and employers to help address gender stereotypes from an early age and ensure equality of access to opportunities throughout education and into employment.

9.45 Ensuring that there is access to the full range of learning and skills development opportunities, regardless of gender, encompasses a range of factors and activities related to accessibility and the removal of barriers. Some are gender specific and others are not for example, local availability; cost; perceptions and attitudes; and in some cases, culture of the learning environment for the particular subject. These can all impact on access and choice.

9.46 Improvement of Information, Advice and Guidance (IAG) that is provided to learners in schools, FE and HE is a key policy priority, recognising the impact that it has on subject choices and career development. Similarly, there is a continuing need to focus on promoting partnerships between educational institutions and industry to ensure that knowledge and skills developed in the classroom meet the current and future needs of employers. Local, regional and national agencies, with an understanding of the local economy and industry needs have a role to play in facilitating these relationships and providing local intelligence.

9.47 It is important to remember that gender neutrality in ensuring access (e.g. gender neutral language in promoting courses) does not necessarily result in equality of outcome or mean that the IAG received is the same. Interventions should be tailored to address any particular barriers as at this stage to reverse existing perceptions and gender stereotypes. This will help address both horizontal and vertical segregation and over time, the need to do this should decrease. However partners should not under estimate the time it will take to tackle occupational segregation and reach and sustain genuine equality.

Recommendation 5: Work with existing national partners and agency interventions to access expertise on the gender pay gap, female entrepreneurship and the STEM workforce.

9.48 There is an opportunity to work with national partners and agencies to access expertise on relevant topics, raise awareness of patterns of segregation in the Highlands and Islands, and to identify how HIE and partners can work together to address the pronounced levels of vertical and horizontal segregation and extend the reach of support for employers and men and women across the area.

9.49 Working together to increase participation in current interventions will be an important part of this with anecdotal evidence suggesting that the level of engagement between regional businesses and individuals with national gender focused partners, agencies and interventions is low. This could include working directly with employers and employer networks, organising events and support events at venues within the region, establishing local networks, and/or the use of online resources, such as webinars.

Recommendation 6: Partnership working to remove structural barriers.

9.50 Partners should work together to address structural barriers which contribute to lower levels of labour market participation and both horizontal and vertical segregation, such as lack of childcare, transport and access to training and learning. The effects of these barriers tend to be more pronounced in rural areas and can have an impact on lifetime career and earning patterns.

Appendix A: Consultee List

National Organisations
Close the Gap
Edinburgh Napier University
Equate Scotland
Highlands and Islands Enterprise
Skills Development Scotland (x3 consultations)
Scottish Government
Women's Enterprise Scotland
Local Organisations
Argyll and Bute Council
Comhairle nan Eilean Siar (x2 consultations)
Equal Shetland
Highland Council (x2 consultations)
Moray Council
Orkney Council (x2 consultations)
Shetland Council (x2 consultations)
Business Organisations
CS Wind UK Ltd
TOTAL
QinetiQ
Xanthella Ltd

Appendix B: Vertical Segregation by Age

Whilst this study focuses specifically on gender, it is interesting to look at the gender profile of each occupation varies by age.

Managers, Directors and Senior Officials

Table B.1 shows that men are highly represented in the majority of age groups in this occupation level. For those aged 25+, the representation of men in the occupation group increases with age, and is greatest for those aged 65-74. The exception is those aged 16-24, where the split between men and women in the occupation is even. This differs from the pattern in other age groups, and also from the national profile.

Table B.1: Managers, directors and senior officials by gender and age, 2011					
Age	Highlands and Islands			Scotland	
	No.	% Females	% Males	% Females	% Males
16-24	647	50%	50%	47%	53%
25-34	2,717	43%	57%	43%	57%
35-44	5,328	41%	59%	39%	61%
45-54	6,961	40%	60%	37%	63%
55-64	5,196	39%	61%	33%	67%
65-74	1,225	35%	65%	30%	70%
Total	22,074	41%	59%	38%	62%

Source: 2011 Census, ONS.

Professional Occupations

9.51 Table B.2 shows that women are highly represented in nearly all age groups in the Highlands and Islands as well as nationally. From the age of 55, the gender profile for professional occupations becomes more balanced and then amongst those aged 65-74, men are more highly represented.

Table B.2: Professional occupations by gender and age, 2011					
Age	Highlands and Islands			Scotland	
	No.	% Females	% Males	% Females	% Males
16-24	1,211	63%	37%	59%	41%
25-34	5,942	64%	36%	58%	42%
35-44	8,084	62%	38%	55%	45%
45-54	9,910	61%	39%	56%	44%
55-64	6,884	53%	47%	50%	50%
65-74	1,087	40%	60%	36%	64%
Total	33,118	59%	41%	55%	45%

Source: 2011 Census, ONS.

Associate Professional and Technical Occupations

9.52 As demonstrated by Table B.3, men dominate associate professional & technical occupations across all age groups. The extent of the imbalance is greater in the Highlands and Islands than for Scotland for

each age group and is most significant for the 16-24 age group. While the representation of men in the 25-54 age group is broadly in line with the overall pattern, it increases for people aged 55+.

Table B.3: Associate professional & technical occupations by gender and age, 2011					
Age	Highlands and Islands			Scotland	
	No.	% Females	% Males	% Females	% Males
16-24	3,205	24%	76%	39%	61%
25-34	6,521	37%	63%	46%	54%
35-44	7,630	39%	61%	44%	56%
45-54	7,004	38%	62%	42%	58%
55-64	4,012	33%	67%	36%	64%
65-74	674	30%	70%	31%	69%
Total	29,046	36%	64%	42%	58%

Source: 2011 Census, ONS.

Skilled Trades Occupations

9.53 Men are very highly represented in skilled trades occupations across all age groups. The dominance of men is greatest amongst the 16-24 and 25-34 age groups, decreasing slightly with age.

Table B.4: Skilled trades occupations by gender and age, 2011					
Age	Highlands and Islands			Scotland	
	No.	% Females	% Males	% Females	% Males
16-24	5,963	7%	93%	7%	93%
25-34	7,355	9%	91%	8%	92%
35-44	8,712	13%	87%	11%	89%
45-54	10,138	13%	87%	11%	89%
55-64	7,418	13%	87%	10%	90%
65-74	1,975	14%	86%	14%	86%
Total	41,561	11%	89%	10%	90%

Source: 2011 Census, ONS.

Process, plant and machine operatives

9.54 Men are highly represented across all age groups of process, plant and machine operatives, both nationally and regionally. The degree of representation is marginally stronger in the Highlands and Islands across all age groups than in Scotland, and it increases with age. The gender imbalance is less marked for the 16-24 age group, though men still dominate, accounting for 85%.

Table B.5: Process, plant and machine operatives by gender and age, 2011

Age	Highlands and Islands			Scotland	
	No.	% Females	% Males	% Females	% Males
16-24	1,322	15%	85%	15%	85%
25-34	3,364	11%	89%	13%	87%
35-44	4,673	10%	90%	12%	88%
45-54	5,576	10%	90%	13%	87%
55-64	4,331	8%	92%	9%	91%
65-74	976	8%	92%	9%	91%
Total	20,242	10%	90%	12%	88%

Source: 2011 Census, ONS.

Administrative and secretarial occupations

9.55 As shown in Table B.6, women have a high degree of representation across all age groups in administrative and secretarial occupations. It is particularly marked in the 25-54 age groups. There is a marginally higher representation of men aged 16-24 and 55+. With the exception of the 65-74 age group, the imbalance is greater in the Highlands and Islands than across Scotland.

Table B.6: Administrative and secretarial occupations by gender and age, 2011

Age	Highlands and Islands			Scotland	
	No.	% Females	% Males	% Females	% Males
16-24	1,942	82%	18%	73%	27%
25-34	3,799	86%	14%	75%	25%
35-44	5,315	89%	11%	82%	18%
45-54	6,335	87%	13%	83%	17%
55-64	4,365	80%	20%	79%	21%
65-74	744	76%	24%	76%	24%
Total	22,500	85%	15%	79%	21%

Source: 2011 Census, ONS.

Caring, leisure and other service occupations

9.56 Table B.7 shows that women are highly represented in all age groups of caring, leisure and other service occupations, and this is more marked in the Highlands and Islands than in Scotland. Representation of women in the occupational group decreases with age, in line with the national pattern.

Table B.7: Caring, leisure and other service occupations by gender and age, 2011					
Age	Highlands and Islands			Scotland	
	No.	% Females	% Males	% Females	% Males
16-24	3,316	85%	15%	83%	17%
25-34	4,279	87%	13%	82%	18%
35-44	5,779	87%	13%	83%	17%
45-54	6,785	85%	15%	83%	17%
55-64	4,360	80%	20%	78%	22%
65-74	710	77%	23%	75%	25%
Total	25,229	85%	15%	82%	18%
Source: 2011 Census, ONS.					

Elementary occupations

9.57 Table B.8 shows that for most age groups, men are more highly represented in elementary occupations. The pattern in the Highlands and Islands is similar to the Scottish pattern. Men are most highly represented in the 25-34 age group. Conversely, for the 45-54 and 65-74 age groups, women are marginally more represented.

Table B.8: Elementary occupations by gender and age, 2011					
Age	Highlands and Islands			Scotland	
	No.	% Females	% Males	% Females	% Males
16-24	6,106	48%	52%	48%	52%
25-34	5,069	43%	57%	40%	60%
35-44	5,335	49%	51%	46%	54%
45-54	6,165	51%	49%	51%	49%
55-64	4,644	49%	51%	48%	52%
65-74	1,088	51%	49%	51%	49%
Total	28,407	48%	52%	47%	53%
Source: 2011 Census, ONS.					

Sales and customer service occupations

9.58 Table B.9 shows that women are highly represented across all age groups in sales and customer service occupations in the Highlands and Islands, and also in Scotland, particularly for people aged 45-54. The degree of gender imbalance is greater in Highlands and Islands than nationally for all age groups. There is less of an imbalance in the 16 to 34 age group.

Table 5.20: Sales and customer service occupations by gender and age, 2011					
Age	Highlands and Islands			Scotland	
	No.	% Females	% Males	% Females	% Males
16-24	5,304	63%	37%	61%	39%
25-34	3,269	68%	32%	61%	39%
35-44	3,310	76%	24%	72%	28%
45-54	3,532	79%	21%	77%	23%
55-64	2,585	74%	26%	73%	27%
65-74	514	71%	29%	70%	30%
Total	18,514	71%	29%	67%	33%
Source: 2011 Census, ONS.					

Appendix C: Horizontal Segregation by Age

Public administration, health and education

As shown in Table C.1, women are highly represented in all age groups of the public administration, education and health workforce in the Highlands and Islands and nationally. There is, however, a greater balance between men and women in the sector's workforce who are aged between 16-24 in the Highlands and Islands, differing from the pattern in other age groups and the national profile.

Table C.1: Employment gender split by age group, public admin, health and education, 2011					
Age	Highlands and Islands			Scotland	
	No. Employment	% Females	% Males	% Females	% Males
16-24	5,766	59%	41%	69%	31%
25-34	12,761	68%	32%	71%	29%
35-44	18,496	70%	30%	71%	29%
45-54	22,108	72%	28%	72%	28%
55-64	14,099	68%	32%	68%	32%
65-74	2,009	62%	38%	61%	39%
Total	75,239	69%	31%	71%	29%

Source: 2011 Census, ONS.

Distribution, hotels and restaurants

9.59 As shown in Table C.2, for all age groups except 65-74 (which is balanced 50:50), women are more highly represented than men in the Distribution, hotels and restaurants sector in the Highlands and Islands.

Table C.2: Employment gender split by age, distribution, hotels and restaurants, 2011					
Age	Highlands and Islands			Scotland	
	No. Employment	% Females	% Males	% Females	% Males
16-24	11,172	55%	45%	54%	46%
25-34	9,735	52%	48%	48%	52%
35-44	10,379	57%	43%	53%	47%
45-54	11,435	59%	41%	56%	44%
55-64	8,459	54%	46%	52%	48%
65-74	2,029	50%	50%	49%	51%
Total	53,209	56%	44%	53%	47%

Source: 2011 Census, ONS.

Other Services

9.60 There is a notable age split in the gender balance of those working in other services. As shown in Table C3, women are highly represented in the workforce up to the 35-44 age group, accounting for two thirds of the workforce. For 45-54 year olds this drops 10 percentage points, and for those 55+, the majority of the workforce consists of men. The pattern broadly mirrors that at the national level.

Table C.3: Employment gender split by age, other services, 2011					
Age	Highlands and Islands			Scotland	
	No. Employment	% Females	% Males	% Females	% Males
16-24	1,826	63%	37%	61%	39%
25-34	1,989	62%	38%	60%	40%
35-44	2,359	66%	34%	62%	38%
45-54	2,432	56%	44%	58%	42%
55-64	1,953	47%	53%	51%	49%
65-74	522	42%	58%	45%	55%
Total	11,081	58%	42%	59%	41%
Source: 2011 Census, ONS.					

Manufacturing

9.61 Men are highly represented across all age groups of the manufacturing sector workforce in the Highlands and Islands, as shown in Table C.4. This is particularly the case amongst the sector's youngest workforce (aged 16-24) and also the oldest (aged 65-74), with more than three quarters accounted for by men in these age groups. This reflects the pattern at a national level.

Table C.4: Employment gender split by age, manufacturing, 2011					
Age	Highlands and Islands			Scotland	
	No. Employment	% Females	% Males	% Females	% Males
16-24	1,706	24%	76%	25%	75%
25-34	3,194	28%	72%	28%	72%
35-44	3,915	29%	71%	28%	72%
45-54	4,508	29%	71%	26%	74%
55-64	3,109	26%	74%	22%	78%
65-74	573	24%	76%	24%	76%
Total	17,005	27%	73%	26%	74%
Source: 2011 Census, ONS.					

Transport and Communications

9.62 As shown in Table C.5, men are highly represented in all age groups of the Transport and communication workforce in the Highlands and Islands, and in Scotland. The degree of gender imbalance increases with age, and the gender imbalance is particularly acute amongst the sector's workforce who are aged 55-74.

Table C.5: Employment gender split by age, transport and communications, 2011

Age	Highlands and Islands			Scotland	
	No. Employment	% Females	% Males	% Females	% Males
16-24	1,355	34%	66%	37%	63%
25-34	3,036	29%	71%	30%	70%
35-44	4,103	25%	75%	25%	75%
45-54	4,939	23%	77%	21%	79%
55-64	3,803	18%	82%	16%	84%
65-74	815	19%	81%	18%	82%
Total	18,051	24%	76%	24%	76%

Source: 2011 Census, ONS.

Construction

9.63 As shown in Table C.6, men are highly represented amongst all age groups of the construction workforce regionally and nationally.

Table C.6: Employment gender split by age, construction, 2011

Age	Highlands and Islands			Scotland	
	No. Employment	% Females	% Males	% Females	% Males
16-24	3,443	5%	95%	8%	92%
25-34	4,285	9%	91%	10%	90%
35-44	5,127	9%	91%	11%	89%
45-54	5,599	8%	92%	10%	90%
55-64	4,040	7%	93%	9%	91%
65-74	736	7%	93%	11%	89%
Total	23,230	8%	92%	10%	90%

Source: 2011 Census, ONS.

Agriculture, energy and water

9.64 As shown in Table C.7, the representation of men in Agriculture, energy and water is very high across all age groups.¹⁰¹ For those aged up to 54, there is higher representation of men than for Scotland as a whole. For those aged 65-74, there is a marginally lower representation of men, in line with the Scotland average, though still high.

¹⁰¹ For the 2011 Census data in Table 6.25, *Energy and water* employment data is only available grouped with that for *Agriculture and fishing*, dealt with below.

Table C.7 Employment gender split by age, agriculture, energy and water, 2015					
Age	Highlands and Islands			Scotland	
	No. Employment	% Females	% Males	% Females	% Males
16-24	1,453	-	91%	23%	77%
25-34	2,923	13%	87%	25%	75%
35-44	4,114	13%	87%	21%	79%
45-54	4,838	14%	86%	17%	83%
55-64	3,428	16%	84%	16%	84%
65-74	1,275	22%	78%	23%	77%
Total	18,031	14%	86%	20%	80%
Source: 2011 Census, ONS. Some data not available due to small or potentially disclosive numbers.					

Financial, professional and business services

9.65 As shown in table C.8 the gender balance in the financial, professional and business services sector is split by age. Amongst younger age groups up to 44 years old, women are more highly represented in the sector than men. For those aged 45-74, it is men that are more highly represented. This reflects the national profile, to a similar degree.

Table C.8: Employment gender split by age, financial, professional and business services, 2011					
Age	Highlands and Islands			Scotland	
	No. Employment	% Females	% Males	% Females	% Males
16-24	2,291	51%	49%	53%	47%
25-34	4,392	53%	47%	51%	49%
35-44	5,673	51%	49%	50%	50%
45-54	6,547	46%	54%	48%	52%
55-64	4,896	39%	61%	41%	59%
65-74	1,034	34%	66%	34%	66%
Total	24,845	47%	53%	49%	51%
Source: 2011 Census, ONS.					

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