

SUBMISSION FROM FALKIRK COUNCIL

Details of any specific education initiatives aimed at addressing gender segregation in the labour market – for instance, encouraging schoolgirls towards typically male-dominated sectors like science, engineering, technology and mathematics:

The Council recognises that subject choices for pupils can be gendered and Education Services ensures that any work experiences are not gender based and encouragement is given to consider all available options. It is recognised that the situation is complex and in some cases (home economics vs woodworking or biology vs physics) it could be argued that the subjects are perceived as being lower status because they are seen as female subjects, rather than that they demonstrate girls are choosing less “technical” subjects.

Equality outcomes have been developed in relation to improving employment opportunities for young people and associated actions relating to this will take into account gender segregation and how to address this.

Information on how your authority promotes equal pay and how your authority’s pay, broken down by gender, reflects that:

The Council is committed to the principle of equal pay for all employees and aims to eliminate any sex bias or any forms of discrimination in all pay structures and systems. Falkirk Council believes pay is one of the key factors affecting motivation and relationships at work and therefore considers it important to develop pay arrangements that reward employees fairly.

The Council works with Trade Unions to develop fair and non discriminatory pay and progression systems which are understood and accepted by employees and by Managers.

All aspects of the pay package will be reviewed and monitored regularly to ensure it delivers equal pay. Any pay inequalities identified which cannot be justified are reviewed to ensure compliance with equal pay legislation.

All jobs are evaluated using the appropriate national Job Evaluation Scheme and employees working with the scheme at local level are trained in job evaluation and discrimination.

Any good-practice examples from within your organisation relating to gender equalities.

Falkirk Council has a wide range of policies which support flexible working such as family leave, carers leave, part time, job share, homeworking, compressed working hours, voluntary reduced working and career breaks. These policies are available to all staff, however, it is recognised that they are taken up mainly by female employees.

Mary Pitcaithly
Chief Executive
Falkirk Council
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