

SUBMISSION FROM MIDLOTHIAN COUNCIL

- Specific education initiatives aimed at addressing gender segregation in the labour market are that female school pupils have awareness sessions and visits from universities to consider careers in engineering/science etc and when work experience placements are organised females are encouraged in particular to consider male dominated sectors and vice versa.
- Guidance teachers also specifically encourage females to consider careers in science, engineering, technology and mathematics.
- All posts advertised within Midlothian are in line with equal opportunities regulations and as such an EQIA is carried out on all associated policies to minimise negative impact and maximise positive impact on gender and other protected characteristics.
- The Council is currently instigating a project called Mi-Future which is a no compulsory redundancy policy which will result in 'growing' the internal jobs market. One of the likely positive impacts is that females will be supported, encouraged and given the appropriate development to consider traditional blue collar roles. (This has been the case in other organisations who have operated such a scheme).

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