

Women in Scotland's Economy (WiSE) briefing paper January 2013: Where are women in Scotland's labour market?

The recession and subsequent 'recovery' package has had a profound impact on employment in Scotland, particularly for women. Figure 1 shows fluctuating rates of economic activity for Scotland's women from a pre-recession high of almost 73% to the current level of just over 71%. The employment rate gives a clearer indicator of women's activity in Scotland's paid labour market and, as Figure 2 shows, women's unemployment has risen from just under 5% in the middle of 2007 to just over 7% in 2012.

Figure 1: Women's Economic Activity Rates Jul-Sep 2007 to Jul-Sep 2012

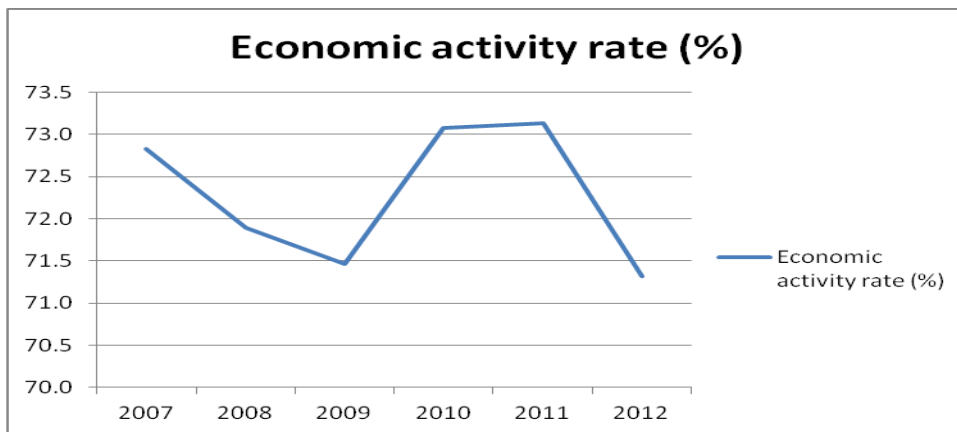
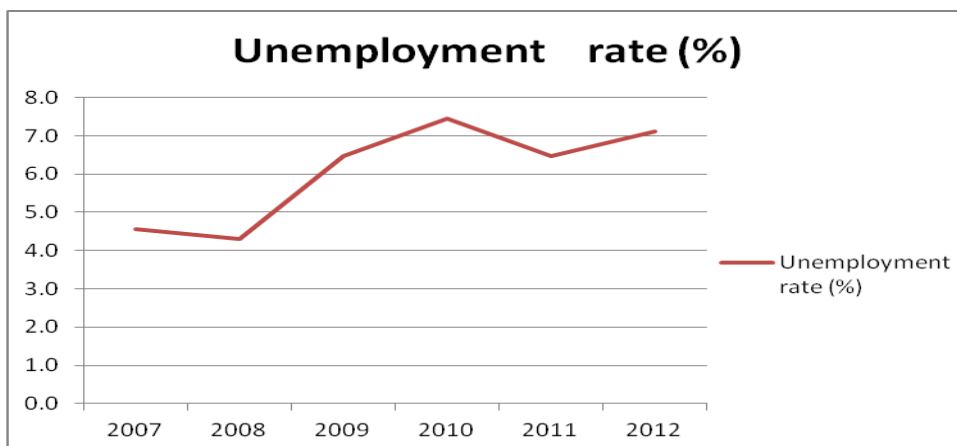


Figure 2: Women's unemployment rate Jul-Sep 2007 to Jul-Sep 2012



The impact of the recession is also apparent when analysing the nature of women's employment. As Figure 3 shows, the proportion of women working full time has decreased by around 45,000. Correspondingly, Figure 4 indicates a rise in female part time workers of around 20, 000. This trend indicates that women workers are either reducing their hours in current employment or cannot find full time work and are therefore 'underemployed'. Similarly, the number of women with second jobs initially increased in the early stages of the recession but has fallen overall by around

2000 since mid 2007 (Figure 5). Figure 6 shows that the number of women working in temporary employment has fallen since before the start of the economic recession by about 10, 000.

Figure 3: Women full time workers Jul 2007-Jun 2012

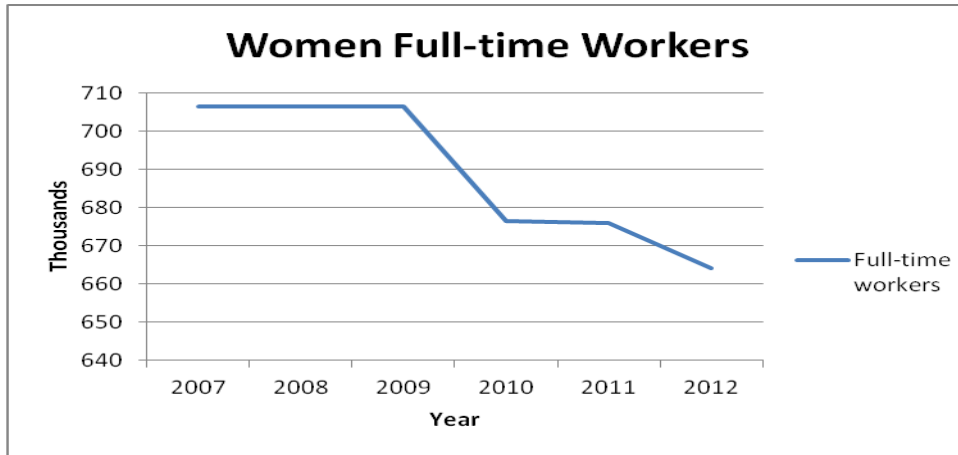


Figure 4: Women part time workers Jul 2007-Jun 2012

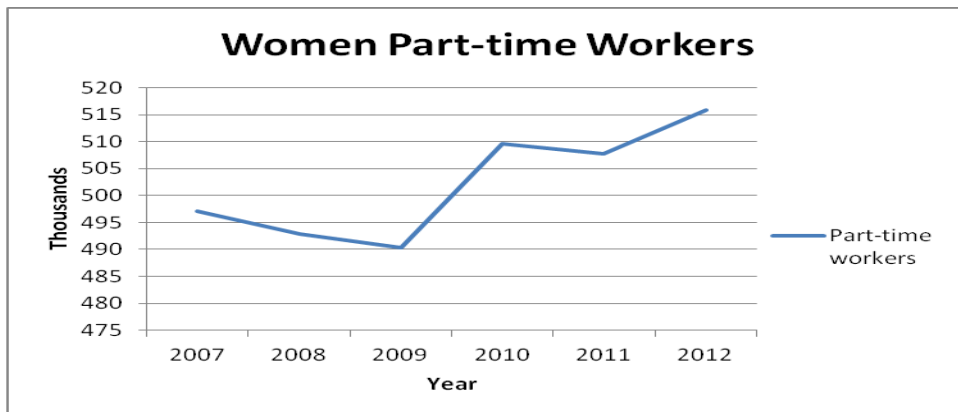


Figure 5: Women workers with second jobs Jul 2007-Jun 2012

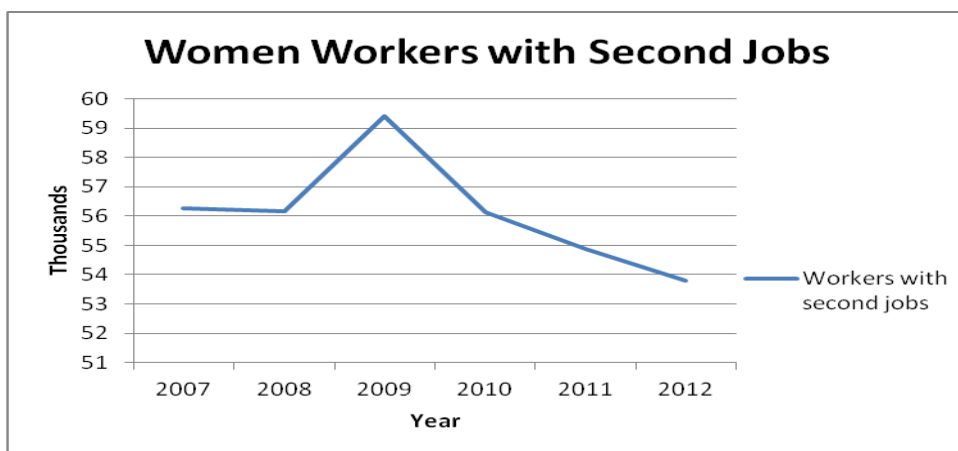
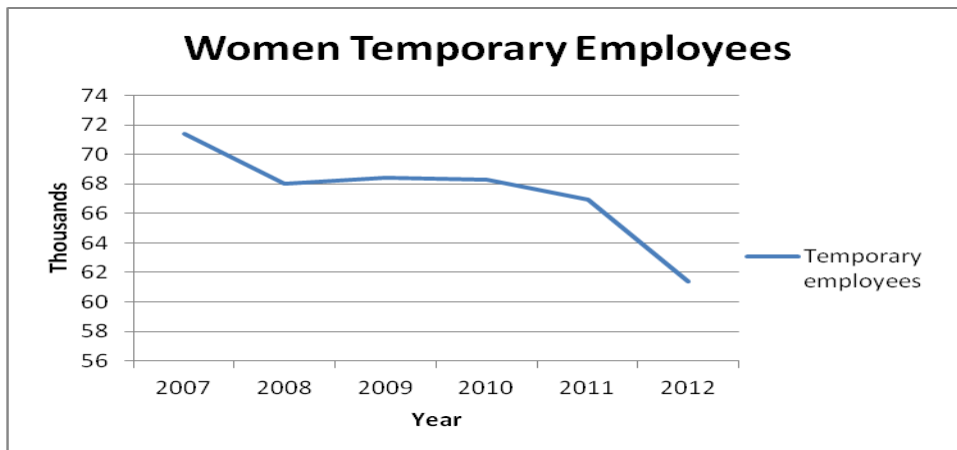


Figure 6: Women temporary employees Jul 2007 –Jun 2012



To summarise, women's employment levels have reduced in the wake of the economic crisis which began at the end of 2007; full time, part time and temporary jobs have all been lost by women and economic inactivity rates have risen correspondingly. A rise in the number of part time jobs against a fall in full time jobs indicates that women may be 'underemployed' in the stagnating economy. Women have not been directly affected by job losses as a result of decreased demand for goods and services but rather as a result of the public sector spending cuts that have been implemented as a response to the economic crisis. Given that more women than men work in the public sector, public sector spending restraint impacts much more on female employment than male. While men lost jobs in sectors that are 'cyclically sensitive' such as construction, when public spending cuts were introduced, it was women that were affected as public sector employees, particularly low paid public sector workers. Twice as many women than men work in the public sector in Scotland. Data indicates that from 2007 to 2012 there was a fall in the numbers of both men and women working in the public sector in Scotland; from 2007 to 2012 the proportion of women working in the public sector fell by 2.5% from 38.2% to 35.7% and for men the proportion fell by 1.3% from 19.7% to 18.4%.

Occupational segregation underpins the gendered patterns of job losses witnessed post-economic crisis. Horizontal occupational segregation refers to the dominance of one gender or the other in certain jobs and occupations that often reflect stereotypes about the skills and attributes associated with either gender: women in caring and men in construction, for example. Similarly, vertical segregation refers to the fact that men are more likely than women to be found higher up the management hierarchy of most organisations, even in those where females dominate the workforce overall such as teaching. Patterns of occupational segregation in Scotland have remained relatively static since the pre-recession period except in construction and manufacturing: Tables 1 show the levels of horizontal occupational segregation by gender in 2007 and 2012 in the Scottish economy. It is clear that certain industrial sectors of the Scottish economy are highly gender segregated and that women are under-represented as managers and senior officials when compared to their male counterparts and the recession appears to have reduced the proportion of women working in the manufacturing and construction sectors (see Table 1). In construction the female proportion of the workforce has fallen by 2.2% to only 11.5% from 2007 to

2012 and in manufacturing, the percentage of the workforce that is female has fallen from 25.5% to 25%, a fall of 0.5%.

Table 1: Horizontal Segregation 2007 & 2012 (SIC 2007)

Industry Sectors	2007	2007	2012	2012
	% Male	% Female	% Male	% Female
Agriculture & Forestry	83.0%	17.0%	79.6%	20.4%
Energy & Water	79.0%	21.0%	82.5%	17.5%
Manufacturing	74.5%	25.5%	75.0%	25.0%
Construction	86.3%	13.7%	88.5%	11.5%
Distribution, Hotels & Restaurants	46.0%	54.0%	47.6%	52.4%
Transport & Communications	78.2%	21.8%	76.7%	23.3%
Banking, Finance & Insurance	50.3%	49.7%	53.5%	46.5%
Public, Education & Health	29.3%	70.7%	30.0%	70.0%
Other Services	46.0%	54.0%	46.0%	54.0%

Table 2: Vertical Segregation 2007 & 2012

Occupational Group	2007	2007	2012	2012
	% Male	% Female	% Male	% Female
Managers, Directors & Senior Officials	10.5%	5.9%	10.1%	6.2%
Professional Occupations	16.8%	18.3%	17.6%	20.5%
Associate Prof & Tech. Occupations	13.6%	11.1%	14.5%	11.1%
Administrative & Secretarial	5.0%	19.8%	4.5%	17.9%
Skilled Trades	24.7%	2.0%	21.8%	2.1%

Caring, Leisure & Other Service	3.0%	16.5%	3.9%	16.2%
Sales & Customer Service	5.6%	12.4%	5.7%	13.0%
Process, Plant and Machine Operatives	12.4%	1.9%	11.2%	1.7%
Elementary Occupations	12.0%	11.7%	12.2%	10.7%

Table 2 shows levels of vertical segregation referring to the fact that men are more likely than women to occupy the highest levels of occupational hierarchies, for example, in 2012 just over 10% of men are managers, directors and senior officials compared to just over 6% of women. There has been little impact of the recession on patterns of vertical segregation.

The Scottish Modern Apprenticeship (MA) programme is a flagship training programme addressing intermediate skills, particularly for school leavers. The overall numbers of women in training represent 33% of the total in September 2012 and patterns of participation in are highly gender segregated. As Table 3 indicates, of the twelve most popular MA frameworks, eight are severely gender segregated (over 85% gender dominance) five of which are dominated by men (Engineering, Construction, Vehicle Maintenance and Repair, Freight Logistics and Plumbing) and two by women (Health and Social Care, Hairdressing and Hairdressing and Barbering). The Scottish MA programme commands considerable amounts of public funding and has benefitted from increased public investment as a response to the economic crisis. However, if occupational segregation in the programme is left unchecked, the programme is contributing, rather than challenging, occupational segregation in the wider labour market, reinforcing the gender pay gap and entrenching unequal labour market outcomes for women.

Table 3: Modern Apprentices 'in-training' September 2012

Framework	Total numbers in training	% female	% male
Engineering	3954	3%	97%
Construction	3828	1%	99%
Hospitality	3296	53%	47%
Health and Social Care	2291	86%	14%
Retail	1582	58%	43%

Management	1512	44%	56%
Hairdressing	1263	93%	7%
Vehicle Maintenance and Repair	1038	2%	98%
Food Manufacture	1006	39%	61%
Freight Logistics	923	5%	95%
Plumbing	880	2%	98%
Hairdressing and Barbering	569	92%	8%

Conclusions

Data reveals that patterns of job losses that occurred in the wake of the economic crisis were determined by horizontal occupational segregation by gender. The initial impact of the crisis was felt in male dominated industries such as construction, which are sensitive to the business cycle and, particularly, the contraction of the credit market. Women's concentration in the public sector sheltered them somewhat from job losses in the immediate period after the economic crisis beginning in late 2007. However, the UK government's response to economic crisis has been severe reductions in public spending which have meant that women have in fact been impacted more heavily than men as public sector workers, and as users of public services. The fact that women are less likely to have access to savings to 'cushion the blow' of job loss makes this even more concerning. There is also evidence that the numbers of women in full time work have fallen while the numbers of women working part time have increased which indicates a situation of possible 'underemployment' where women who want to work full time are unable to secure full time employment and settle for part time. This is likely to have a negative effect on women's income. Similarly, women's participation in the traditionally male sectors of construction and manufacturing has gone down by almost 5% since the pre-recession period. These sectors have incurred job losses as indicated but this may be some indication that women, who are very much in the minority in these sectors, lost their jobs at a faster rate for men. There is also evidence to suggest that occupational segregation and the subsequent negative impact this has on women and the economy as a whole is being reinforced by the Scottish Modern Apprenticeship Programme and a policy focus on capital investment programmes which has prioritised employment creation in male dominated sectors.

Possible Solutions

Workforce Issues and Occupational Segregation:

- Collective response involving all stakeholders in tackling occupational segregation in the wider sense. For example: improved careers advice;

quality work placements for school pupils; availability of data on pay and progression rates for all potential applicants to youth training programmes, proactive awareness raising campaigns on behalf of employers

Childcare:

- Provision of universal, quality childcare age 0-5 years and available, affordable after-school care for all

Cross-cutting Issues:

- Integrated tax and benefits system that prevents poverty and unemployment traps.
- Better availability of gender-disaggregated employment data at national and regional level.

The Women in Scotland's Economy (WiSE) Research Centre at Glasgow Caledonian University aims to promote and make visible women's contribution to Scotland's economy through high quality research, consultancy and knowledge transfer activities. Our work is of interest to everyone with an interest in women's position in, and contribution to, Scotland's economy including academics, policy makers, equality practitioners, the business community and gender equality activists.