



**Occupational Segregation in Argyll and Bute  
for Highlands and Islands Enterprise**

**Local Authority Annex  
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# 1 Occupational Segregation in Argyll and Bute

## 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, which will be used to inform future policy responses.

1.2 This report presents the findings and data relating to occupational segregation in Argyll and Bute. It accompanies the regional report which sets out the overall findings of the research, including detail on the causes and impacts of occupational segregation (which tend to be common across all areas), and policies and interventions that have previously been implemented.

## Occupational Segregation

1.3 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.<sup>1</sup>

1.4 Occupational segregation affects both men and women and is an issue that impacts upon equality<sup>2</sup> and social cohesion as well as economic performance<sup>3</sup>. 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.

1.5 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 Act<sup>4</sup> was enacted more than 45 years ago.

1.6 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 Outcomes<sup>5</sup>. Research undertaken by Close the Gap on gender equality in pay suggests that equalising gender employment could generate

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

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

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

<sup>4</sup> HM Government (1970) *Equal Pay Act*, Ch.41

<sup>5</sup> Scottish Government (2015) *Equality Outcomes and Mainstreaming Report 2015*

as much as 12% of UK GDP by 2025 – 12% of the Scottish economy at current figures is just over £17 billion.<sup>6</sup>

1.7 The Highlands and Islands study identifies those sectors and areas which are most affected by occupational segregation to help inform how initiatives should be targeted to make an impact.

## Data Use and Limitations

1.8 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.

1.9 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.

1.10 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 results 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 main 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.

## Report Structure

1.11 This report is structured as follows:

- Section 2 focuses on key population and labour market indicators, examining headline trends in participation and occupational segregation;
- Section 3 considers trends in skills and education and how these vary by gender;
- Section 4 sets out the overall levels of gender representation in the workforce, providing a benchmark that is used in the subsequent sections when examining segregation by occupation and sector;
- Section 5 sets out headline data on vertical segregation (where men and women typically work at different job levels or grades);
- Section 6 sets out headline data on horizontal segregation (where men and women are clustered into specific job types);
- Section 7 summarises the key messages of the research for Argyll and Bute.

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<sup>6</sup> Close the Gap (2016) *Gender Equality Pays*

## 2 Population and the Labour Market

### Introduction

2.1 This section provides an overview of how Argyll and Bute performs on key population and labour market indicators and how this varies by gender. The performance and gender profile is benchmarked against the national (Scottish) and regional (Highlands and Islands) average. 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 In population terms, Argyll and Bute is the third largest local authority in the Highlands and Islands, accounting for 18% of the total population. There is a 50:50 split between men and women, which largely aligns with the regional and national profile. It is the only local authority area in the Highlands and Islands which has experienced population decline over the past ten years (a decline of 3% compared to growth of 4% regionally and 5% nationally). This has reduced the size of the workforce available and increased recruitment challenges for employers.

Geography	Population	Change since 2005
<b>Scotland</b>	<b>5,347,600</b>	<b>5%</b>
<b>Highlands and Islands</b>	<b>487,600</b>	<b>4%</b>
<i>Argyll and Bute</i>	<i>87,700</i>	<i>-3%</i>

Source: Mid-Year Population Estimates.

### Labour Market Participation

2.3 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 employment<sup>7</sup> or who are unemployed<sup>8</sup>, 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.

2.4 As illustrated in Table 2.2, there are high levels of economic activity in Argyll and Bute (79.7%). While economic activity is slightly lower than the regional average (82.2%), it exceeds the national average (77.7%). This is also the case with the employment rate. In terms of unemployment, Argyll and Bute has slightly higher levels than the region as a whole, but remains below the national average.

Geography	Working Age Population (16-64)			
	Active	Employment	Unemployment	Inactive
<b>Scotland</b>	<b>77.7%</b>	<b>73.1%</b>	<b>5.9%</b>	<b>22.3%</b>
<b>Highlands and Islands</b>	<b>82.2%</b>	<b>79.1%</b>	<b>3.8%</b>	<b>17.8%</b>
<i>Argyll and Bute</i>	<i>79.7%</i>	<i>75.6%</i>	<i>5.1%</i>	<i>20.3%</i>

Source: Annual Population Survey.

<sup>7</sup> 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.

<sup>8</sup> 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.

## Employment

2.5 Table 2.3 shows that the employment rate is higher than the national average but lower than the regional average for both men and women. There is, however, evidence of a gender imbalance with higher levels of participation in employment amongst men. The extent of the imbalance in Argyll and Bute is in line with the national average (approximately 6.0 percentage points) and slightly lower than the gap at the regional level (7.5 percentage points).

Geography	Working Age (16-64) Employment Rate			Male Difference (%pt)
	Total	Female	Male	
<b>Scotland</b>	<b>73.1%</b>	<b>70.2%</b>	<b>76.2%</b>	<b>6.0</b>
<b>Highlands and Islands</b>	<b>79.1%</b>	<b>75.3%</b>	<b>82.8%</b>	<b>7.5</b>
<i>Argyll and Bute</i>	75.6%	72.7%	78.6%	5.9

Source: Annual Population Survey.

## Self-Employment

2.6 Self-employment rates are particularly high in Argyll and Bute exceeding both the regional and national averages. As set out in Table 2.4, while self-employment rates for men and women in Argyll and Bute are both above the regional and national average, the rate is particularly high for men (16.6% of men are self-employed compared to 7.8% of women). Argyll and Bute has one of greatest gender gaps in self-employment in the Highlands and Islands (8.8 percentage points compared to 5.4 and 5.1 percentage points regionally and nationally).

Geography	Self-Employment Rate (Dec 2015)			Male Difference (%pt)
	Total	Female	Male	
<b>Scotland</b>	<b>7.9%</b>	<b>5.4%</b>	<b>10.5%</b>	<b>5.1</b>
<b>Highlands and Islands</b>	<b>9.9%</b>	<b>7.2%</b>	<b>12.6%</b>	<b>5.4</b>
<i>Argyll and Bute</i>	12.2%	7.8%	16.6%	8.8

Source: Annual Population Survey.

## Employment by Work Pattern

2.7 The balance between full time and part time working in Argyll and Bute (74% and 26% respectively) is the same as the national profile. This is in contrast to most of the other local authority areas in the Highlands and Islands where there tends to be above average levels of part time working.

Geography	% of working age population in employment	
	Full Time	Part Time
<b>Scotland</b>	<b>74%</b>	<b>26%</b>
<b>Highlands and Islands</b>	<b>71%</b>	<b>29%</b>
<i>Argyll and Bute</i>	74%	26%

Source: Annual Population Survey (resident-based).

2.8 Table 2.6 demonstrates that the proportion of men and women in full time jobs is above the regional average but there are gender differences. A much higher proportion of men work full time than women (88% vs 60%), while a much higher proportion of women work part time (40% vs 12%). The extent of the gender gap in full time and part time working is similar to the national average and smaller than the regional average.

Geography	% of working age males and females in employment working full and part time					
	Full Time			Part Time		
	Female	Male	Total	Female	Male	Total
<b>Scotland</b>	<b>59%</b>	<b>88%</b>	<b>74%</b>	<b>41%</b>	<b>12%</b>	<b>26%</b>
<b>Highlands and Islands</b>	<b>54%</b>	<b>87%</b>	<b>71%</b>	<b>46%</b>	<b>13%</b>	<b>29%</b>
<i>Argyll and Bute</i>	60%	88%	74%	40%	12%	26%

Source: Annual Population Survey

### Unemployment

2.9 In terms of unemployment, the rate for both men (4.9%) and women (5.3%) in Argyll and Bute is higher than the regional average (3.4% and 4.2% respectively). When compared with the national average, while the unemployment rate in Argyll and Bute is low for men, it is average for women. In line with regional trends, unemployment is more common amongst women, although nationally, there tends to be higher levels of unemployment amongst men.

Geography	Total	Female	Male
<b>Scotland</b>	<b>5.9%</b>	<b>5.1%</b>	<b>6.7%</b>
<b>Highlands and Islands</b>	<b>3.8%</b>	<b>4.2%</b>	<b>3.4%</b>
<i>Argyll and Bute</i>	5.1%	5.3%	4.9%

Source: Annual Population Survey

### Inactivity

2.10 Table 2.8 shows that for both men and women, the inactivity rate in Argyll and Bute is lower than the national average but higher than for the Highlands and Islands as a whole. While there are higher levels of inactivity amongst women (23.3% vs 17.3% for men), the extent of the gender difference is lower than the regional and national averages.

Geography	Working Age Population Inactivity Rate			Female Difference (%pt)
	Total	Female	Male	
<b>Scotland</b>	<b>22.3%</b>	<b>26.0%</b>	<b>18.4%</b>	<b>7.6</b>
<b>Highlands and Islands</b>	<b>17.8%</b>	<b>21.4%</b>	<b>14.3%</b>	<b>7.1</b>
<i>Argyll and Bute</i>	20.3%	23.3%	17.3%	6.0

Source: Annual Population Survey

2.11 The most common reasons for being inactive in Argyll and Bute are being a student (28.1%), followed by long term sickness (22.2%), being retired (19.3%), and looking after family (11.6%). The area has higher levels of inactivity due to being a student (28.1% compared to 22.0%) or retired (19.3% compared to 17.9%) than regionally, while the proportion that are inactive due to long term sickness and looking after a family is lower (22.2% compared to 25.4% and 11.6% compared to 19.1% respectively).

2.12 In terms of differences by gender men are more likely to be inactive due to long term sickness (27.9%) and being a student (30.6%), in line with regional and national trends. The patterns for women in Argyll and Bute are more varied. The main reason for inactivity is being a student (26.2%) rather than looking after family as per the national and regional profile. This is followed by being retired (19.7%) or long term sickness (17.9%). Overall, the proportion of women who are inactive due to looking after family (16.4%) is the lowest of the six authorities, and significantly below the regional and national average (27.9% and 27.5% respectively).



## Average Earnings

2.13 As with most local authority areas in the Highlands and Islands, average earnings in Argyll and Bute are below the national average for both men and women. Average earnings for men are higher than for women and, as with all local authority areas, the extent of the gender pay gap is greater than the national average.

Geography	Total	Female	Male	Male difference	Percentage Pay Gap
<b>Scotland</b>	<b>£527</b>	<b>£474</b>	<b>£561</b>	<b>+£87</b>	<b>15%</b>
<i>Argyll and Bute</i>	<i>£496</i>	<i>£428</i>	<i>£535</i>	<i>+£107</i>	<i>20%</i>

Source: Annual Survey of Hours and Earnings.  
 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.  
 Note figures are not available at the regional level.

## Average Hours

2.14 Despite below average earnings, the average hours worked reflect the national average (Table 2.10). Men tend to work longer hours than women (in line with national trends), although the difference in hours worked between men and women is not proportionate to the difference in earnings locally and nationally. For example, while women in Argyll and Bute on average work 96% of the hours worked by men, average earnings for women are just 80% of average earnings for men, demonstrating the pay gap.

Geography	Total	Female	Male	Male difference
<b>Scotland</b>	<b>37.5</b>	<b>37.0</b>	<b>38.5</b>	<b>+1.5</b>
<i>Argyll and Bute</i>	<i>37.5</i>	<i>37.4</i>	<i>39.0</i>	<i>+1.6</i>

Source: Annual Survey of Hours and Earnings.  
 Note figures are not available at the regional level.

## 3 Skills and Education

### Introduction

3.1 This section provides an overview of the qualification levels of the working age population and gender variations in Argyll and Bute benchmarked against the regional and national average. It also presents headline information on the attainment and destination of school leavers and participation in Modern Apprenticeships and Further Education.

### Skills of the Working Age Population

3.2 Mirroring region-wide trends, the working age population in Argyll and Bute is less highly qualified than the national average (Table 3.1). Overall, the proportion of the working age population that holds qualifications is slightly lower in Argyll and Bute (90.1%) than regionally (91.6%) and nationally (91.0%).

3.3 In particular, only 39.3% hold qualifications at SVQ Level 4 and above compared to 42.5% nationally, although this is slightly higher than the regional average of 37.8%. Further, the proportion holding qualifications at SVQ Level 3 (13.6%) is lower than both the regional (15.7%) and national (14.5%) average.

3.4 The other main differences when compared to the national profile relate to the higher proportions of the working age population holding qualifications at SVQ Level 2.

	Argyll and Bute	Highlands and Islands	Scotland
SVQ 4 and above	39.3%	37.8%	42.5%
SVQ 3	13.6%	15.7%	14.5%
Trade Apprenticeships	5.2%	5.5%	4.4%
SVQ 2	17.1%	17.3%	14.4%
SVQ 1	7.0%	9.6%	9.2%
Other qualifications	7.9%	5.7%	5.9%
No qualifications	9.9%	8.4%	9.0%
Source: Annual Population Survey.			

3.5 Skills levels and qualifications vary by gender. In line with regional and national patterns, the two greatest differences in Argyll and Bute relate to higher level skills (at SVQ Level 4 and above) and trade apprenticeships. As illustrated in Table 3.2, while a greater proportion of women hold higher level qualifications (44.8% vs 33.7%), a higher proportion of men have completed a trade apprenticeship (9.3% vs 1.0%).

3.6 The extent of the gender gap in Argyll and Bute and the Highlands and Islands is greatest in relation to SQV 4, rather than apprenticeships as per the national profile. In the case of both qualifications, the gender gap is similar in Argyll and Bute and the region and greater than the national average.

Qualifications	Argyll and Bute		Highlands and Islands		Scotland	
	Female	Male	Female	Male	Female	Male
SVQ 4 and above	44.8%	33.7%	43.7%	32.0%	45.3%	39.6%
SVQ 3	13.3%	13.8%	14.7%	16.6%	13.0%	16.1%
Trade Apprenticeships	1.0%	9.3%	0.9%	10.1%	1.1%	7.9%
SVQ 2	17.8%	16.4%	19.2%	15.5%	15.9%	12.8%
SVQ 1	8.0%	6.0%	9.9%	9.3%	9.8%	8.6%
Other qualifications	5.6%	10.3%	4.3%	7.0%	5.3%	6.4%
No qualifications	9.4%	10.4%	7.3%	9.4%	9.5%	8.5%

Source: Annual Population Survey.

## Attainment and Destinations of School Leavers

3.7 The attainment levels of schools leavers in the Highlands and Islands are set out in Table 3.3. These are based on SCQF levels outlined in the Scottish Credit and Qualifications Framework (SCQF)<sup>9</sup> which shows the equivalent levels of mainstream Scottish qualifications including Scottish Qualifications Authority (SQA) qualifications, Higher Education Institutes (HEI) qualifications, Scottish Vocational Qualifications (SVQs) and Modern Apprenticeships (MAs).

3.8 The patterns in school leaver attainment in Argyll and Bute are similar to those across the Highlands and Islands. Overall levels of attainment are lower, with 96% of schools leavers having achieved qualifications at SCQF Level 3 or better compared to 98% nationally. Argyll and Bute does, however, outperform the national average in terms of higher levels of attainment (from level 5 upwards).

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
	Total	Total	Total	Total	Total	Total
<b>Scotland</b>	<b>52,491</b>	<b>97.9</b>	<b>96.2</b>	<b>85.2</b>	<b>60.2</b>	<b>18.8</b>
<b>Highlands and Islands</b>	<b>5,284</b>	<b>97.0<sup>^</sup></b>	<b>95.8<sup>^</sup></b>	<b>86.4</b>	<b>60.2</b>	<b>19.6</b>
<i>Argyll and Bute</i>	<i>893</i>	<i>96.3</i>	<i>95.0</i>	<i>87.3</i>	<i>62.3</i>	<i>20.4</i>

Source: Scottish Government – Attainment and Leaver Destination Supplementary Data 14/15.  
Please note, percentages for H&I are estimated based on the total leavers in each local authority.  
<sup>^</sup> Please note, percentage calculated based on the total leaver population excluding local authorities where data has been suppressed for quality and disclosure reasons.

3.9 These trends in attainment apply to both men and women within Argyll and Bute. However, as illustrated in Table 3.4, in line with the regional and national averages, attainment at all levels is higher amongst women than men. The gap increases for higher level qualifications and is similar locally, regionally and nationally.

<sup>9</sup> <http://www.scqf.org.uk/framework-diagram/Framework.htm>

Table 3.4: 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
<b>Scotland</b>	<b>25,810</b>	<b>26,681</b>	<b>98.1</b>	<b>97.6</b>	<b>96.7</b>	<b>95.7</b>	<b>87.3</b>	<b>83.1</b>	<b>67.0</b>	<b>54.7</b>	<b>21.3</b>	<b>16.4</b>
<b>Highlands and Islands</b>	<b>2,509</b>	<b>2,775</b>	<b>97.3<sup>^</sup></b>	<b>96.9<sup>^</sup></b>	<b>96.4</b>	<b>95.4<sup>^</sup></b>	<b>88.4</b>	<b>84.6</b>	<b>66.6</b>	<b>54.2</b>	<b>23.7</b>	<b>16.0</b>
<i>Argyll and Bute</i>	396	497	97.0	95.8	96.0	94.2	89.4	85.7	68.2	57.5	23.2	18.1

Source: Requested from the Scottish Government – Attainment and Leaver Destination Data 14/15.  
Please note, percentages for H&I are estimated based on the total leavers in each local authority.  
<sup>^</sup> Please note, percentage calculated based on the total leaver population excluding local authorities where data has been suppressed.

3.10 In terms of destinations, the proportion of school leavers progressing to positive destinations in Argyll and Bute (92.7%) is largely in line with the regional (93.1%) and national (92.0%) average. The most common destinations are Higher Education and employment.

3.11 The proportion of leavers in Argyll and Bute who enter higher education (36.5%) aligns with the national average (36.8%) and exceeds the region as a whole (34.2%). While in line with the regional average (34.5%), the proportion who enter employment (34.6%) is significantly above the national average (27.8%). In contrast, there are lower levels of progression into Further Education.

Table 3.5: Destination of School Leavers (2014/15)						
Geography	Percentage of School Leavers by destination					
	Positive destinations	HE	FE	Training	Employment	Other
	Total	Total	Total	Total	Total	Total
<b>Scotland</b>	<b>92.0</b>	<b>36.8</b>	<b>23.4</b>	<b>2.7</b>	<b>27.8</b>	<b>1.3</b>
<b>Highlands and Islands</b>	<b>93.1</b>	<b>34.2</b>	<b>20.8</b>	<b>1.6<sup>^</sup></b>	<b>34.5</b>	<b>N/K</b>
<i>Argyll and Bute</i>	92.7	36.5	17.7	2.3	34.6	1.6

Source: Scottish Government – Attainment and Leaver Destination Supplementary Data 14/15.  
Please note, percentages for H&I are estimated based on the total leavers in each local authority.  
N/K - For 'other,' too much suppressed data for Orkney Islands and Shetland Islands to be able to calculate for H&I.  
<sup>^</sup> Please note, percentage calculated based on the total leaver population excluding local authorities where data has been suppressed.

3.12 Across all geographies, women are more likely to enter a positive destination than men and the gap is similar locally, regionally and nationally. As set out in Table 3.6, the actual destination of leavers also varies by gender, particularly with regards to leavers progressing to the two most common destinations: Higher Education and employment. While a much higher proportion of women enter Higher Education than men (43.2% vs 31.2%), a much higher proportion of men enter employment (40.3% vs 27.5%).

3.13 The gender gap for these destinations is similar in Argyll and Bute and the Highlands and Islands (approximately 12-14 percentage points in favour of women progressing to Higher Education, and 13-14 percentage points in favour of men progressing to employment). However, in both cases, the gap is greater than the national average (10 percentage points and 8 percentage points respectively).

Table 3.6: 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
<b>Scotland</b>	<b>92.8</b>	<b>91.3</b>	<b>42.1</b>	<b>31.7</b>	<b>23.8</b>	<b>23.1</b>	<b>2.0</b>	<b>3.5</b>	<b>23.8</b>	<b>31.8</b>	<b>1.1</b>	<b>1.2</b>
<b>Highlands and Islands</b>	<b>93.7</b>	<b>92.6</b>	<b>41.4</b>	<b>27.6</b>	<b>22.5<sup>^</sup></b>	<b>19.4</b>	<b>1.0<sup>^</sup></b>	<b>2.2<sup>^</sup></b>	<b>27.4</b>	<b>40.9</b>	<b>1.4</b>	<b>N/K</b>
<i>Argyll and Bute</i>	<i>93.7</i>	<i>91.9</i>	<i>43.2</i>	<i>31.2</i>	<i>19.7</i>	<i>16.1</i>	<i>*</i>	<i>2.2</i>	<i>27.5</i>	<i>40.3</i>	<i>N/K</i>	<i>2.1</i>

Source: Requested from the Scottish Government – Attainment and Leaver Destination Data 14/15.  
Please note, percentages for H&I are estimated based on the total leavers in each local authority.  
N/K - For 'other' for males, too much suppressed data for Eilean Siar and Orkney Islands to be able to calculate H&I. Too much suppressed data to calculate 'other' for females in Argyll and Bute.  
<sup>^</sup> Please note, percentage calculated based on the total leaver population excluding local authorities where data has been suppressed.

## Modern Apprenticeships

3.14 As set out in the skills profile of the working age population, men are more likely to undertake a trade apprenticeship than women. In terms of Modern Apprenticeships (MAs), in Argyll and Bute men account for 60% of starts which is in line with the national average. This is the smallest gender gap of the local authorities in the Highlands and Islands, with men accounting for 68% of all MA starts in the region as a whole.

Table 3.7: Total MA Starts by Gender (2014-15)			
Geography	Total	Female	Male
<b>Scotland</b>	<b>25,245</b>	<b>40%</b>	<b>60%</b>
<b>Highlands and Islands</b>	<b>2,335</b>	<b>32%</b>	<b>68%</b>
<i>Argyll and Bute</i>	<i>295</i>	<i>40%</i>	<i>60%</i>

Source: Skills Development Scotland.

3.15 While data is not available at the local level on the types of apprenticeships that men and women undertake, the regional data presented in the main report shows that there are considerable differences in take up across sectors by gender. Both regionally and for Scotland, MA starts related to construction, engineering and energy, transport and logistics and automotive, are almost entirely men. Men also account for the majority (80-90%) of starts related to other services (including ICT professionals) and animal care, land and water.

3.16 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 (69%); hospitality and tourism (63%) and retail and customer services (63%).

3.17 The balance of men and women in the food and drink sector, although weighted towards men (63%), is largely in line with the gender profile of total MA starts.

## Further Education

3.18 There were 21,057 students studying at Further Education (FE) colleges in the Highlands and Islands in 2014-15. There is a significantly higher representation of women studying FE at Argyll College than across all FE colleges in the Highlands and Islands and nationally where there is more even gender split.

FE College	Highlands and Islands		
	Total	Female	Male
<b>Scotland</b>	<b>260,079</b>	<b>51%</b>	<b>49%</b>
<b>Highlands and Islands</b>	<b>21,057</b>	<b>51%</b>	<b>49%</b>
Argyll College	1,639	60%	40%

Source: Scottish Funding Council.  
Highlands and Islands total includes those studying at Inverness College, Orkney College, Moray College, Shetland College, North Highland College, West Highland College, Argyll College, Lews Castle College and Sabhal Mor Ostaig

3.19 As with MAs, take up of FE provision by sector varies significantly by gender at the regional level (local data is not available). The differences tend to be greatest in subjects dominated by men, 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. Women 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, women 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%).

## Higher Education

3.20 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.

3.21 While data is not available on the number of students participating in HE in each local authority area, it is useful to consider the region-wide trends. 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.

3.22 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. 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%).

## 4 Gender Representation in the Workforce

### Introduction

4.1 This brief section 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 used in the subsequent chapters when examining segregation by level (vertical segregation) and by job type (horizontal 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 jobs types.

4.3 Argyll and Bute is one of two local authority areas in the region where there is almost an equal gender split between men and women in the working age population (i.e. 49% women and 51% men) and in the workforce (48% women and 52% men). This means that the gender gap in the workforce is smaller than the regional average. However, as set out in the following chapters, this hides significant variances in the gender profile of different jobs types and levels.

Geography	Employment		Working Age Population	
	Female	Male	Female	Male
<b>Scotland</b>	<b>49%</b>	<b>51%</b>	<b>51%</b>	<b>49%</b>
<b>Highlands and Islands</b>	<b>47%</b>	<b>53%</b>	<b>50%</b>	<b>50%</b>
<i>Argyll and Bute</i>	48%	52%	49%	51%

Source: Annual Population Survey and Mid-Year Population Estimates

## 5 Vertical Segregation

### Introduction

5.1 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 Argyll and Bute, the proportions of men and women in each of the standard occupational groups and the median weekly full time earnings for each group are analysed to provide 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 ceiling<sup>10</sup>.

5.2 The section begins with an overview of the occupational categories and then sets out analysis of how representation of men and women varies.

### 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 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*
<b>Highest Pay Band</b>		
Managers, directors and senior officials	<ul style="list-style-type: none"> <li>Corporate managers and directors</li> <li>Other managers and directors (e.g. agriculture, health, hospitality, other services)</li> </ul>	£755
Professional	<ul style="list-style-type: none"> <li>Science, research, engineering and technology</li> <li>Health</li> <li>Teaching and educational professionals</li> <li>Business, media and public service</li> </ul>	£678
Associate professional & technical	<ul style="list-style-type: none"> <li>Science, engineering and technology</li> <li>Health and social care</li> <li>Protective service</li> <li>Culture, media and sports</li> <li>Business and public service</li> </ul>	£575
<b>Mid Pay Band</b>		
Skilled trades	<ul style="list-style-type: none"> <li>Skilled agricultural and related</li> <li>Skilled metal, electrical and electronics</li> <li>Skilled construction and building</li> <li>Textiles, printing and other skilled trades</li> </ul>	£495
Process, plant and machine operatives	<ul style="list-style-type: none"> <li>Process, plant and machine operatives</li> <li>Transport and mobile machine drivers</li> </ul>	£466
Administrative and secretarial	<ul style="list-style-type: none"> <li>Administrative</li> <li>Secretarial and related</li> </ul>	£405
<b>Low Pay Band</b>		
Caring, leisure and other service	<ul style="list-style-type: none"> <li>Caring personal service</li> <li>Leisure, travel and related personal service</li> </ul>	£360

<sup>10</sup> 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.



Elementary <sup>1</sup>	<ul style="list-style-type: none"> <li>Elementary trades</li> <li>Elementary administration and service</li> </ul>	£348
Sales and customer service	<ul style="list-style-type: none"> <li>Sales</li> <li>Customer services</li> </ul>	£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  
<sup>1</sup>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 Argyll and Bute

5.4 There is evidence of vertical segregation in the local, regional and national economies. Table 5.2 demonstrates that men are more highly represented than women in two of the three most senior and well paid occupational groups. In Argyll and Bute, they account for 67% of managers, directors and senior officials and 55% of associate, professional and technical occupations. This suggests that women are facing a glass ceiling effect that is preventing them from entering and progressing into these higher level positions. Women are, however, more highly represented in professional posts, accounting for 57% of that occupational group.

**Table 5.2: Employment gender split by occupation, 2015**

Occupation	Argyll and Bute			Highlands and Islands		Scotland	
	No.	% Females	% Males	% Females	% Males	% Females	% Males
<b>Highest pay band</b>							
Managers, directors and senior officials	4,600	33%	67%	36%	65%	37%	63%
Professional occupations	5,800	57%	43%	57%	43%	52%	48%
Associate prof & tech occupations	5,800	45%	55%	42%	58%	44%	56%
<b>Mid pay band</b>							
Skilled trades occupations	5,300	13%	87%	13%	87%	11%	89%
Process, plant and machine operatives	2,300	*	87%	10%	90%	15%	85%
Administrative and secretarial occupations	4,200	79%	21%	80%	20%	78%	22%
<b>Low Pay Band</b>							
Caring, leisure and other service occupations	2,900	81%	19%	86%	14%	82%	18%
Elementary occupations	5,700	51%	49%	46%	54%	45%	55%
Sales and customer service occupations	2,800	64%	36%	59%	41%	62%	38%
<b>Total</b>	<b>39,500</b>	<b>48%</b>	<b>52%</b>	<b>47%</b>	<b>53%</b>	<b>49%</b>	<b>51%</b>

Source: Annual Population Survey, 2015. Figures may not sum due to rounding.  
\* Data not available due to sample sizes.

5.5 There is an even greater representation of men in the two most highly paid occupational categories that fall within the mid pay band category. In Argyll and Bute, men account for 87% of skilled trades occupations and process, plant and machine operatives. Conversely, women account for 79% of administrative and secretarial occupations which are typically lower paid. Women are also more highly

represented in all of the lowest paid occupational categories accounting for 83% of caring, leisure and other service occupations, 64% of sales and customer service occupations and 51% of elementary occupations.

5.6 The pattern in Argyll and Bute is similar to the regional and national pattern, with just one exception - elementary occupations, where there are more women in the occupation than men in contrast to higher representation of men regionally and nationally. The extent of the segregation does, however, vary.

5.7 The key points to note for Argyll and Bute are:

- It is one of four local authority areas<sup>11</sup> where vertical segregation is most pronounced. Men account for an even higher share of the most senior and highly paid roles as managers, directors and senior officials (67%) than both the regional (65%) and national (63%) averages. As set out below, there are also higher concentrations of women in some of the lowest paid occupations (including elementary occupations) reinforcing this finding.
- As for all local authority areas in the region, the representation of women in professional occupations (57%) exceeds the national (52%) average.
- While Argyll and Bute is the only local authority area in the region where the representation of men in associate professional and technical roles (55%) is below the national average (56%), men continue to be more likely than women to work in these occupations.
- Across the mid and low pay bands, there are cases where the extent of the gender gap is around 1-2 percentage points greater than the national average (process, plant and machine operatives which is weighted towards men, and administrative and secretarial; and sales and customer service, which are weighted towards women).
- At the same time, there are also instances where the gap is slightly smaller (1-2 percentage points) than the national average (skilled trade occupations and caring, leisure and other services although one gender continues to dominate).
- In most cases, the extent of the gender gap for these mid and low pay occupations in Argyll and Bute is in line with or lower than the regional average. The exception is sales and customer services where women are more highly represented in this lowest paid occupation than both the regional and national average (64% compared to 59% and 62% respectively).

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<sup>11</sup> There is evidence that vertical segregation is most pronounced in the Orkney Islands, Shetland Islands, Moray, and Argyll and Bute

## 6 Horizontal Segregation

### Introduction

6.1 Horizontal segregation 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. In the regional report, 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 Based on the data that is available at the local authority level, this section focuses on the representation of men and women in each sector. The chapter begins by providing an overview of the scale and the nature of employment opportunities taken up by local residents.

### The Employment Base

6.3 In Argyll and Bute, approximately 39,500 residents are in employment, accounting for 16% of the regional workforce.

Geography	Employment
Scotland	2,577,300
Highlands and Islands	244,300
Argyll and Bute	39,500

Source: Annual Population Survey.

6.4 Table 6.2 shows employment by sector in Argyll and Bute as well as how this compares to the representation nationally (as denoted by the location quotients<sup>12</sup>). This begins to provide an overview of the types of jobs residents work in. Public administration, education and health is the largest employment sector (12,200 residents), followed by distribution, hotels and restaurants (7,700 residents). Collectively, these sectors account for 50% of the area's residents who are in employment.

6.5 Whilst a reasonably small sector in employment terms, agriculture and fishing is highly represented in Argyll and Bute, with employment levels over three times the national average. Construction is also well represented. Employment levels in public administration, health and education are in line with the national average and most other sectors are underrepresented. This includes financial, professional and business services; manufacturing; and utilities in particular.

Sector	No.	%	LQ
Public admin. education and health	12,200	31%	0.98
Distribution, hotels and restaurants	7,700	19%	1.06
Financial, professional and business	5,600	14%	0.89
Construction	3,200	8%	1.20
Manufacturing	2,800	7%	0.83
Transport and communications	2,700	7%	0.94
Other services	2,200	6%	0.93
Agriculture and fishing	2,000	5%	3.33
Utilities	1,000	3%	0.69
<b>Total</b>	<b>39,500</b>	<b>100%</b>	<b>1.0</b>

Source: Annual Population Survey.

<sup>12</sup> 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.

## Horizontal Segregation in Argyll and Bute

6.6 There is evidence of horizontal segregation in the local, 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 and 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 Sectors<sup>13</sup>.

6.7 As shown in Table 6.3, men are highly represented in six sectors in Argyll and Bute (manufacturing; transport and communications, other services<sup>14</sup> and particularly, agriculture and fishing; energy and water and construction), accounting for between 59% and 94% of those working in the sector. In contrast, women are highly represented in two sectors (distribution, hotels and restaurants; and particularly public administration, education and health) accounting for between 60% and 71% of those working in the sector. The sector with the greatest balance is financial, professional and business services.

**Table 6.3: Employment gender split by sector, 2015**

Sector	Argyll and Bute			Highlands and Islands		Scotland	
	No. Employment	% Females	% Males	% Females	% Males	% Females	% Males
Public admin. education and health	12,200	71%	29%	71%	29%	71%	29%
Distribution, hotels and restaurants	7,700	60%	40%	58%	42%	53%	47%
Financial, professional and business services	5,600	51%	49%	48%	52%	47%	53%
Manufacturing	2,800	21%	79%	27%	73%	26%	74%
Transport and communications	2,700	19%	78%	14%	86%	22%	78%
Construction	3,200	*	94%	7%	93%	14%	86%
Other services	2,200	41%	59%	56%	44%	56%	44%
Energy and water	1,000	*	90%	3%	97%	19%	81%
Agriculture and fishing	2,000	*	90%	24%	76%	20%	80%
<b>Total</b>	<b>39,500</b>	<b>48%</b>	<b>52%</b>	<b>47%</b>	<b>53%</b>	<b>49%</b>	<b>51%</b>

Source: Annual Population Survey, 2015 (Resident-based). Figures may not sum due to rounding.  
\* Data not available due to sample sizes.

6.8 These local sectoral patterns generally reflect regional and national patterns, with the exception of:

- Other services, which regionally and nationally tends to be a sector where women are more highly represented than men, Argyll and Bute is the only area in the Highlands and Islands where men dominate the sector.
- Financial, professional and business services where there is a slight imbalance towards women rather than men (as is the case regionally and nationally), although the sector continues to be one of the most balanced in gender terms.

<sup>13</sup> <http://eprints.gla.ac.uk/113002/>

<sup>14</sup> Includes 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

6.9 There are also cases where the extent of the sectoral imbalances in Argyll and Bute vary when compared to regional and/or national patterns. In most cases the extent of the imbalance is in line with or above the national average and in some cases, it exceeds the regional average. There are, however, also cases where the gap is smaller (including the exceptions cited above).

6.10 In terms of sectors that are dominated by men:

- Manufacturing; construction; energy and water; and agriculture and fishing have an even higher representation of men in Argyll and Bute when compared with the national sector profile (at 5, 8, 9 and 10 percentage points higher than the national average respectively). With the exception of energy and water, the extent of the imbalance is also greater than the regional average. In particular, Argyll and Bute has the highest representation of men in manufacturing and, with Orkney, agriculture and fishing of the six local authorities.
- The extent of the imbalance towards men in Argyll and Bute's transport and storage sector is in line with the national average but around 8 percentage points lower than the region as a whole.

6.11 In terms of sectors that are dominated by women:

- The imbalance in public administration, education and health in Argyll and Bute is in line with the regional and national average.
- There is a greater imbalance towards women locally in the distribution, hotels and restaurants sector - Argyll and Bute (along with the Shetland Islands) has the greatest imbalance of the Highlands and Islands' local authority areas in this sector (with a difference of 20 percentage points compared to 16 regionally and 6 nationally).

6.12 It should be noted that the sector trends only capture part of horizontal segregation in Argyll and Bute. As set out in the regional report, there is further segregation within the sectors with clear patterns in terms of the types of jobs that men and women do (i.e. the occupations they work in within these sectors).

6.13 While this data is not available at the local level, the regional data shows that (in line with the findings in Section 5), 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'.

6.14 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).

6.15 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.

6.16 In terms of the more senior occupational categories, overall, women work in a narrower range of senior positions, concentrated in the sectors where they are highly represented (e.g. public administration, education and health). 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.

## 7 Key Messages

### Occupational Segregation in Argyll and Bute

7.1 Despite Argyll and Bute having a more even gender split in the workforce than the region as a whole, there is evidence that occupational segregation exists and is at least as prominent in the local area as it is nationally. 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.

7.2 Generally the nature of the segregation, in terms of the types and levels of jobs in which men and women from Argyll and Bute work is similar to the regional and national profiles (as with all local authority areas in the Highlands and Islands). Instead, it is the extent of the segregation which varies (on an occupation by occupation and sector by sector basis) within this region-wide pattern.

### Vertical and Horizontal Segregation

7.3 As section 5 and 6 show, there is clear evidence of both vertical and horizontal segregation in Argyll and Bute. Vertical segregation is evidenced by the fact that men are more likely than women to be in the most senior positions. The data also suggests that vertical segregation is more prominent in Argyll and Bute than across the region as a whole.

7.4 Horizontal segregation is evidenced by men being more likely to work full time and work in sectors such as construction, manufacturing and transport, while women are more likely to work part time and work in education, health, retail and sectors associated with tourism, such as accommodation and food. Men are also more likely than women to be self-employed. In many cases, these patterns link with traditional views of what is 'men's work' and what is 'women's work'. The extent of horizontal segregation in Argyll and Bute is typically in line with or above the national average, and there are cases where imbalances exceed the regional average. There are, however, also cases where the gap is smaller.

### The Pay Gap and Underemployment

7.5 Occupational segregation affects both men and 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.

7.6 On average, women earn less than men and although this is also a national issue, the gender pay gap is greater in Argyll and Bute (and the region as a whole). The lower levels of pay amongst women 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 in 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. This is in spite of women tending to be more highly qualified than men.

7.7 Underemployment (where an individual's skills are under-utilised in the workplace) 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.

## Conclusions

7.8 Overall, the nature of occupational segregation in Argyll and Bute is similar to the region as a whole and the national profile. In the majority of sectors and occupations the imbalance is greater than the national average, although this is very common across the Highlands and Islands local authority areas. While there are also cases where the imbalance in Argyll and Bute exceeds the regional average too, this also applies to some other local authority areas. This means that Argyll and Bute does not stand out as an area that has a much greater issue of occupational segregation than other parts of the Highlands and Islands, or as an area that requires a specific intervention to tackle a specific issue that is not required elsewhere.

7.9 Both vertical and horizontal occupational segregation are pronounced across the Highlands and Islands and, if men's and women's contributions to growing the economy are to be maximised, initiatives must be implemented to tackle occupational segregation. The significant gender gaps show that further action is required in each area to achieve a greater gender balance in different types and levels of jobs.

7.10 As set out in the regional report, there is a need for a region-wide strategic approach to address segregation and this will require buy-in and involvement of partners in local areas. To be successful, all relevant players must take ownership of the issue and of being part of the solution. Also, in developing the actions flowing from this research, 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. Further details on the recommended approach are provided in Chapter 9 of the regional report.