



**Occupational Segregation in Eilean Siar
for Highlands and Islands Enterprise**

**Local Authority Annex
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1 Occupational Segregation in Eilean Siar

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 Eilean Siar. 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.¹

1.4 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.

1.5 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 Act⁴ 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 Outcomes⁵. Research undertaken by Close the Gap on gender equality in pay suggests that equalising gender employment could generate

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*

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

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 Eilean Siar.

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

2 Population and the Labour Market

Introduction

2.1 This section provides an overview of how Eilean Siar 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, Eilean Siar is the fourth largest local authority in the Highlands and Islands, accounting for 6% of the total population. There is a 49:51 split between men and women in the population, which aligns with the regional and national profile. The local authority area has experienced relatively slow population growth over the past ten years, compared to faster growth at the regional and national level. This has kept the scale of the workforce available to employers relatively stable.

Geography	Population	Change since 2005
Scotland	5,347,600	5%
Highlands and Islands	487,600	4%
Eilean Siar	27,300	1%

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 employment⁷ or who are unemployed⁸, 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 relatively high levels of economic activity in Eilean Siar (81.4%) which exceed the national average (77.7%). The employment rate is above the national average, although it continues to be lower than the regional average, reflecting slightly higher levels of unemployment than regionally. Unemployment is, however, lower than the national average.

Geography	Working Age Population (16-64)			
	Economically Active	Employment	Unemployment	Inactive
Scotland	77.7%	73.1%	5.9%	22.3%
Highlands and Islands	82.2%	79.1%	3.8%	17.8%
Eilean Siar	81.4%	77.8%	4.4%	18.6%

Source: Annual Population Survey.

Employment

⁷ 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.

⁸ 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.

2.5 The employment rate is higher than the national average for both men and women, with Eilean Siar being the only local authority area in the region with higher levels of participation in employment amongst women than men. The extent of the segregation in Eilean Siar (1.7 percentage points in favour of women) is much smaller than the national average (6.0 percentage points in favour of men) and the gap at the regional level (7.5 percentage points).

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>Eilean Siar</i>	77.8%	78.7%	77.0%	-1.7

Source: Annual Population Survey.

Self-Employment

2.6 Self-employment rates are particularly high in Eilean Siar exceeding both the regional and national average. As set out in table 2.4, while self-employment rates for both men and women in the local authority area are above the regional and national averages, the rate is particularly high for men (14.1% of men are self-employed compared to 10.0% of women). Eilean Siar has a smaller gender gap in self-employment (4 percentage points) when compared to regionally and nationally (both 5 percentage points).

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>Eilean Siar</i>	12.1%	10.0%	14.1%	4.1

Source: Annual Population Survey.

Employment by Work Pattern

2.7 The balance between full time and part time working in Eilean Siar is different to the regional and national average, with Eilean Siar having the highest level of part time working of all local authority areas in the region (32%), and significantly higher than the national average (26%).

Geography	% of working age population in employment	
	Full Time	Part Time
Scotland	74%	26%
Highlands and Islands	71%	29%
<i>Eilean Siar</i>	68%	32%

Source: Annual Population Survey

2.8 Table 2.6 demonstrates that the proportion of men in full time jobs is broadly in line with the national and regional average, while the proportion of women is lower than both. As with the picture regionally and nationally, a much higher proportion of men work full time than women (87% vs 49%), while a much higher proportion of women work part time. The extent of the gender gap in full time and part time working is larger than both the regional and national average.

Table 2.6: 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%
<i>Eilean Siar</i>	49%	87%	68%	51%	13%	32%

Source: Annual Population Survey

Unemployment

2.9 In terms of unemployment, while the total rate in Eilean Siar (4.4%) is slightly above the regional average (3.8%), it is below the national level (5.9%). However, the unemployment rate in Eilean Siar for men is significantly higher than both the regional and national average. Although female unemployment rates in Eilean Siar are unknown, the regional trend is for unemployment to be more common amongst women, whereas nationally there tends to be higher levels of unemployment amongst men, also likely to be the case in Eilean Siar.

Table 2.7: 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%
<i>Eilean Siar</i>	4.4%	*	8.3%

Source: Annual Population Survey.
* Denotes that data is unavailable due to small sample sizes.

Inactivity

2.10 The level of economic inactivity in Eilean Siar is below the national average, although it continues to be higher than the regional average. Table 2.8 shows that the inactivity rate for both men and women is below the national average. While there are higher levels of inactivity amongst women (21.3% vs 16.0% for men) the extent of the gender difference is lower than regionally and nationally.

Table 2.8: Inactivity by Gender (Dec 2015)

Geography	Working Age Population Inactivity Rate			Female Difference (%pt)
	Total	Female	Male	
Scotland	22.3%	26.0%	18.4%	7.6
Highlands and Islands	17.8%	21.4%	14.3%	7.1
<i>Eilean Siar</i>	18.6%	21.3%	16.0%	5.3

Source: Annual Population Survey.

2.11 The most common reasons for being inactive in Eilean Siar are being a student (33.0%), followed by being retired (23.4%), long term sickness (19.2%) and looking after family (11.3%). The area has higher levels of inactivity due to being a student (33.0% compared to 22.0%) or retired (23.4% compared to 17.9%) than regionally, while the proportion that are inactive due to long term sickness and looking after a family is lower (19.2% compared to 25.4% and 11.4% compared to 19.1% respectively.)

2.12 In terms of differences by gender, in line with regional and national trends, men are more likely to be inactive due to long term sickness (28.8%) and being a student (51.8%). The patterns for women in Eilean Siar are more varied. The main reason for inactivity is being retired (29.6%), this is followed by looking after a family (20.2%) or being a student (18.1%). Overall, the proportion of women who are

inactive due to being retired (29.6%) is the highest of the six authorities, and significantly higher than the regional and national average (19.1% and 17.6%).

Average Earnings

2.13 As with most local authority areas in the Highlands and Islands, total average earnings in Eilean Siar are below the national average, although this only applies for women as earnings for men are broadly in line with levels across Scotland. However, average earnings for men are much higher than for women, and the extent of the gender pay gap is much greater than the national average.

Geography	Total	Female	Male	Male difference	Percentage Pay Gap
Scotland	£527	£474	£561	+£87	15%
<i>Eilean Siar</i>	£496	£446	£558	+£112	20%

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 are in line with the national average (Table 2.10). Both men and women tend to work a similar amount of hours (contrary to national trends where men tend to work longer hours), and so the difference in hours worked between men and women is much smaller than the difference in earnings. For example, while women in Eilean Siar on average work 99% of the hours worked by men, average earnings for women equate to just 80% of average earnings for men, demonstrating the pay gap.

Geography	Total	Female	Male	Male difference
Scotland	37.5	37.0	38.5	+1.5
<i>Eilean Siar</i>	37.5	37.5	37.7	+0.2

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 Eilean Siar 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 The working age population of Eilean Siar is more highly qualified than both the regional and national average (Table 3.1), with a much lower proportion holding no qualifications (3.0%, compared to 8.4% in the Highlands and Islands overall and 9.0% across Scotland).

3.3 In particular, 45.2% hold qualifications at SVQ Level 4 and above compared to 42.5% nationally and 37.8% in the region. Similarly, the proportion holding qualifications at Level 3 (19.3%) is notably above both the regional (15.7%) and national average (14.5%).

Qualifications	Eilean Siar	Highlands and Islands	Scotland
SVQ 4 and above	45.2%	37.8%	42.5%
SVQ 3	19.3%	15.7%	14.5%
Trade Apprenticeships	4.9%	5.5%	4.4%
SVQ 2	13.3%	17.3%	14.4%
SVQ 1	6.7%	9.6%	9.2%
Other qualifications	7.7%	5.7%	5.9%
No qualifications	3.0%	8.4%	9.0%
Source: Annual Population Survey.			

3.4 Skills levels and qualifications vary by gender. While a higher proportion of both men and women hold qualifications at SQV Level 3 and 4 than the regional and national profile, women are more likely than men to be qualified to Level 4, while men are more likely than women to be qualified to Level 3. The extent of the gender gap in Eilean Siar and the Highlands and Islands is greatest in relation to SVQ Level 4 and above, rather than apprenticeships as per the national profile.

Qualifications	Eilean Siar		Highlands and Islands		Scotland	
	Female	Male	Female	Male	Female	Male
SVQ 4 and above	50.9%	39.7%	43.7%	32.0%	45.3%	39.6%
SVQ 3	17.6%	20.9%	14.7%	16.6%	13.0%	16.1%
Trade Apprenticeships	*	8.6%	0.9%	10.1%	1.1%	7.9%
SVQ 2	17.1%	9.6%	19.2%	15.5%	15.9%	12.8%
SVQ 1	4.8%	8.5%	9.9%	9.3%	9.8%	8.6%
Other qualifications	5.1%	10.2%	4.3%	7.0%	5.3%	6.4%
No qualifications	3.3%	2.6%	7.3%	9.4%	9.5%	8.5%

Source: Annual Population Survey.
* Denotes that data is unavailable due to small sample sizes.

Attainment and Destinations of School Leavers

3.5 The attainment levels of school 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)⁹, which shows the equivalent levels of mainstream Scottish qualifications including Scottish Qualifications Authority (SQA) qualifications, Higher Education Institution (HEI) qualifications, Scottish Vocational Qualifications (SVQs) and Modern Apprenticeships (MAs).

3.6 School leaver attainment is higher in Eilean Siar than the Highlands and Islands at all levels for which data is available. Overall, 98.1% of school leavers have achieved SCQF Level 3 or better, in line with the Scottish average and slightly above the 97.0% in the region. From Level 5 or better, attainment in Eilean Siar far exceeds that of Scotland (and the Highlands and Islands).

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
Scotland	52,491	97.9	96.2	85.2	60.2	18.8
Highlands and Islands	5,284	97.0[^]	95.8[^]	86.4	60.2	19.6
<i>Eilean Siar</i>	269	98.1	*	90.3	65.1	23.0

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

3.7 These comparative trends in attainment apply to both men and women within Eilean Siar, where data is available. As illustrated in Table 3.4, attainment is higher amongst both men and women in Eilean Siar at all levels than it is regionally and nationally.

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

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

Table 3.4: Attainment of School Leavers by Gender (2014/15)

Highlands and Islands	2,509	2,775	97.3 [^]	96.9 [^]	96.4	95.4 [^]	88.4	84.6	66.6	54.2	23.7	16.0
<i>Eilean Siar</i>	130	139	99.2	*	98.5	*	90.0	90.6	70.8	59.7	28.5	18.0

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

3.8 In terms of destinations, the proportion of school leavers progressing to positive destinations in Eilean Siar (96.6%) is above the regional (93.1%) and national (92.0%) average. The most common destinations are Higher Education (HE) and employment.

3.9 The proportion of leavers in Eilean Siar who enter Higher Education (36.7%) aligns with the national average (36.8%) and exceeds the regional average (34.2%). The proportion who enter employment (40.1%) is significantly above both the national (27.8%) and regional (34.5%) average. In contrast, there are much lower levels of progression into Further Education (FE).

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
Scotland	92.0	36.8	23.4	2.7	27.8	1.3
Highlands and Islands	93.1	34.2	20.8	1.6 [^]	34.5	N/K
<i>Eilean Siar</i>	96.6	36.7	15.4	1.9	40.1	2.5

Source: Scottish Government – Attainment and Leaver Destination Supplementary Data 14/15.
* Information has been suppressed for quality and disclosure reasons.
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 and Shetland to be able to calculate for H&I.
[^] Please note, percentage calculated based on the total leaver population excluding local authorities where data has been suppressed.

3.10 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 (48.8% vs. 25.4%), men are more likely to enter employment (50.7% vs 28.7%).

3.11 The gender gap for these destinations is notably greater in Eilean Siar than it is regionally and nationally (for example, 23 percentage points in favour of women progressing to Higher Education, compared to 14 regionally and 10 nationally, with a similar trend for employment in favour of men).

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
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
Highlands and Islands	93.7	92.6	41.4	27.6	22.5 [^]	19.4	1.0 [^]	2.2 [^]	27.4	40.9	1.4	N/K
<i>Eilean Siar</i>	96.9	96.4	48.8	25.4	*	13.8	*	*	28.7	50.7	N/K	N/K

Table 3.6: Destination of School Leavers by Gender (2014/15)

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 each local authority.
 N/K - too much suppressed data to be able to calculate 'other' for H&I and Eilean Siar.
 ^ Please note, percentage calculated based on the total leaver population excluding local authorities where data has been suppressed.

Modern Apprenticeships

3.12 As set out in the skills profile of the working age population, men are more likely to undertake a trade apprenticeship than women. In Eilean Siar, although from a low base, men account for 74% of modern apprenticeship starts which is above the regional (68%) and national (60%) average. This is the second largest gender gap (after Shetland) of the local authorities in the Highlands and Islands.

Table 3.7: Total MA Starts by Gender (2014/15)

Geography	Total	Female	Male
Scotland	25,245	40%	60%
Highlands and Islands	2,335	32%	68%
Eilean Siar	110	26%	74%

Source: Skills Development Scotland.

3.13 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.

3.14 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%).

3.15 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

3.16 There were 21,057 students studying at Further Education (FE) colleges in the Highlands and Islands in 2014/15. There is a notably higher representation of men studying FE in Eilean Siar (at Lews Castle College) than across all FE colleges regionally and nationally, where the balance is marginally in favour of women.

Table 3.8: FE Provision (Headcount) by Gender (2014/15)

Geography	Total	Female	Male
Scotland	260,079	51%	49%
Highlands and Islands	21,057	51%	49%
Eilean Siar	1,439	42%	58%

Source: Scottish Funding Council.
 Please note, FE provision in Eilean Siar is via Lews Castle College.
 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.

3.17 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

3.18 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.

3.19 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.

3.20 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 Eilean Siar 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. 50% women and 50% men) and in the workforce (49% women and 51% 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
Scotland	49%	51%	51%	49%
Highlands and Islands	47%	53%	50%	50%
<i>Eilean Siar</i>	49%	51%	50%	50%

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 Eilean Siar, 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 ceiling¹⁰.

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*
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

¹⁰ 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 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
¹This 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 Eilean Siar

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 Eilean Siar, they account for 61% of managers, directors and senior officials and 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, highly represented in professional posts, accounting for 56% of that occupational group.

Occupation	Eilean Siar			Highlands and Islands		Scotland	
	No.	% Females	% Males	% Females	% Males	% Females	% Males
Highest pay band							
Managers, directors and senior officials	1,800	39%	61%	36%	65%	37%	63%
Professional occupations	2,400	56%	44%	57%	43%	52%	48%
Associate professional and technical	1,800	39%	61%	42%	58%	44%	56%
Mid pay band							
Skilled trades occupations	1,600	*	81%	13%	87%	11%	89%
Process, plant and machine operatives	900	*	78%	10%	90%	15%	85%
Administrative and secretarial occupations	1,300	77%	*	80%	20%	78%	22%
Low Pay Band							
Caring, leisure and other service occupations	1,600	81%	*	86%	14%	82%	18%
Elementary occupations	1,500	50%	50%	46%	54%	45%	55%
Sales and customer service occupations	600	*	*	59%	41%	62%	38%
Total	13,500	49%	51%	47%	53%	49%	51%

Source: Annual Population Survey, 2015 (Resident-based). 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 Eilean Siar, men account for 81% of skilled trades occupations and 78% of process, plant and machine operatives. Conversely, women account for 77% of administrative and secretarial occupations which are typically lower paid. Women are also highly represented in caring, leisure and other service occupations (accounting for 81%), and although data

for sales and customer service occupations is not available for Eilean Siar, regionally women account for 59% of this group. These are two of the lowest paid categories. There is an even gender split in elementary occupations.

5.6 The pattern in Eilean Siar is similar to the regional and national pattern. The extent of the segregation does, however, vary.

5.7 The key points to note for Eilean Siar are:

- Eilean Siar has one of the lowest concentrations of men in the most senior and well paid positions as managers, directors and senior officials of the six local authority areas. It is one of two areas (with Highland), where men's share of these positions (61%) is lower than regionally (65%) and nationally (63%). Men do, however, continue to dominate these roles and there are higher concentrations of men in associate professional and technical occupations (61%), than regionally (58%) and nationally (56%).
- As for all local authority areas in the region, the representation of women in professional occupations (56%) exceeds the national (52%) average. Although, along with Orkney and Highland, Eilean Siar is one of three areas where women's share of professional occupations is slightly lower than the regional average (57%).
- Across the mid and low pay bands, the gender imbalance is below both the regional and national average for each occupational group, although the gender that dominates each role is still consistent with the general trends. In the mid pay band in particular, the imbalance is often amongst the lowest of the six local authority areas.
- Specifically, Eilean Siar has the lowest representation of men in skilled trades; and process, plant and machine operative roles (their share is 6 to 8 percentage points lower than the regional and national average for skilled trades and between 7 to 12 percentage points lower for process, plant and machine operatives). Similarly, the area has the second lowest representation of women in administration and secretarial occupations (with their share 1 to 3 percentage points lower than the regional and national average). However, each of these occupations continues to be dominated by one gender.
- In the low pay band, the representation of women in caring, leisure and other service occupations is 1 percentage point lower than the national average and 5 percentage points lower than the regional average. Elementary occupations have an equal gender balance, rather than being slightly weighted towards men as per the regional and national profile.

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 Eilean Siar, approximately 13,500 residents are in employment accounting for 6% of the regional workforce.

Geography	Employment
Scotland	2,577,300
Highlands and Islands	244,300
Eilean Siar	13,500

Source: Annual Population Survey.

6.4 Table 6.2 shows employment by sector in Eilean Siar as well as how this compares to the representation nationally (as denoted by the location quotients¹¹). This begins to provide an overview of the types of jobs residents work in. Public administration, education and health is the largest employment sector (4,900 residents), followed by distribution, hotels and restaurants (2,000 residents). Collectively, these sectors account for 51% of the area's residents who are in employment.

6.5 Transport and communications and other services¹² are highly represented in Eilean Siar, with employment levels over one and half times the national average. Public administration, education and health and utilities are also well represented. All other sectors and particularly manufacturing and financial, professional and business services are underrepresented.

Sector	No.	%	LQ
Public admin. education and health	4,900	36%	1.15
Distribution, hotels and restaurants	2,000	15%	0.81
Transport and communications	1,600	12%	1.63
Other services	1,400	10%	1.73
Financial, professional and business	1,100	8%	0.51
Manufacturing	700	5%	0.61
Construction	700	5%	0.77
Utilities	600	4%	1.22
Agriculture and fishing	*	*	*
Total	13,500	100%	1.0

¹¹ 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.

¹² 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

Table 6.2: Eilean Siar Employment by Sector (2015)

Source: Annual Population Survey

* Data not available due to sample sizes.

Horizontal Segregation in Eilean Siar

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 Sectors¹³.

6.7 As shown in Table 6.3, men are highly represented in three sectors in Eilean Siar¹⁴ (transport and communications and particularly construction; and energy and water), accounting for between 75% and 100% of those working in the sector. In contrast, women are highly represented in two sectors (public administration, education and health; and particularly other services) accounting for between 67% and 71% of those working in the sector. The sectors with the greatest balance are financial, professional and business services (slightly weighted towards men) and distribution, hotels and restaurants (slightly weighted towards women).

Table 6.3: Employment gender split by sector, 2015

Sector	Eilean Siar			Highlands and Islands		Scotland	
	No. Employment	% Females	% Males	% Females	% Males	% Females	% Males
Public admin. education and health	4,900	67%	33%	71%	29%	71%	29%
Distribution, hotels and restaurants	2,000	55%	45%	58%	42%	53%	47%
Transport and communications	1,600	*	75%	14%	86%	22%	78%
Other services	1,400	71%	*	56%	44%	56%	44%
Financial, professional and business services	1,100	*	55%	48%	52%	47%	53%
Manufacturing	700	*	*	27%	73%	26%	74%
Construction	700	*	100%	7%	93%	14%	86%
Energy and water	600	*	100%	3%	97%	19%	81%
Agriculture and fishing	*	*	*	24%	76%	20%	80%
Total	13,500	49%	51%	47%	53%	49%	51%

Source: Annual Population Survey. 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, although the extent of the sectoral imbalances in Eilean Siar vary when compared to the regional and/or national averages. In most cases (where data is available) the extent of the imbalance is above the national average and

¹³ <http://eprints.gla.ac.uk/113002/>

¹⁴ For which data is available. Note that data is missing for manufacturing and agriculture and fishing which are typically dominated by men

in some cases it exceeds the regional average. There are, however, also cases where the gender gaps are smaller.

6.9 In terms of sectors that are dominated by men:

- Construction and energy and water have an even higher representation of men in Eilean Siar when compared with the national sector profile (at 14 and 19 percentage points higher than the national average respectively). In both cases, Eilean Siar (along with Shetland for construction and Moray for energy and water) is one of two areas regionally where practically all of those working in these sectors are men.
- The extent of the imbalance towards men in Eilean Siar's transport and communication sector is 11 percentage points lower than the region as a whole and 3 percentage points lower than nationally. In particular, Eilean Siar has the lowest representation of men in the sector regionally and is one of two areas (with Shetland) where the representation is lower than the national average. However, men continue to dominate the sector.
- Whilst still one of the most balanced sectors overall in gender terms, there is a higher representation of men in financial, professional and business services than regionally (by 3 percentage points) and nationally (by 2 percentage points).

6.10 In terms of sectors that are dominated by women:

- Eilean Siar has the highest representation of women in other services of the six local authority areas. Women's share of the sector is 15 percentage points higher than regionally and nationally.
- In contrast, the representation of women in the public administration, education and health sector is the lowest of the six local authority areas. It is also lower than the national average (by 4 percentage points). However, women continue to dominate the sector.
- The representation of women in distribution, hotels and restaurants is also the lowest of the regional local authority areas (and is 3 percentage points lower than the regional average. Women's representation in the sector does, however, continue to exceed the national average (by 2 percentage points).

6.11 It should be noted that the sector trends only capture part of horizontal segregation in Eilean Siar. 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).

6.12 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'.

6.13 These patterns are evident across all sectors (with the exception of sales and customer service roles in transport and communications; and financial, professional and business services, and also leisure and other service roles in transport and communications where men dominate these occupations rather than women).

6.14 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.

6.15 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 Eilean Siar

7.1 Despite Eilean Siar 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 Eilean Siar 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 Eilean Siar. Vertical segregation is evidenced by the fact that men are more likely than women to be in the most senior positions, although it is less prominent in Eilean Siar than other parts of the region. While the gender imbalance across occupations within the mid and low pay bands is also lower than the regional and national average, the issue of vertical segregation remains pertinent.

7.4 Horizontal segregation is evidenced by men being more likely to work full time and work in sectors such as construction 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 Eilean Siar 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 gender gaps are 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 Eilean Siar (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 skilled 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 Eilean Siar is similar to the region as a whole and the national profile. In most sectors the imbalance is greater than the national average and in some cases it also exceeds the regional average, although this is very common across the Highlands and Islands local authority areas. This contrasts with patterns in occupations in Eilean Siar, where the imbalance tends to be lower than the national and regional average (especially across the low and mid pay bands). This means that Eilean Siar 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.