



Response to the consultation on the Equally Safe draft delivery plan

June 2017

1.0 INTRODUCTION

Close the Gap works in Scotland on women's labour market participation. We work strategically with policymakers, employers and employees to influence and enable action that will address the causes of women's inequality at work.

We have welcomed *Equally Safe*, and in particular the explicit acknowledgement that preventing violence against women is dependent on reducing gender inequality in the broadest sense. The gender pay gap, and women's propensity to be carers, means that they experience higher levels of economic inequality. Economic inequality reduces women's financial independence, and restricts their choices in employment, and in their lives.

Close the Gap was very pleased to participate in the Equally Safe primary prevention workstream which identified ways of addressing the systematic inequality that women face, and the gendered attitudes and assumptions that causes male violence against women and girls.

The mainstreaming of gender equality into policies, programmes, services and budgets to distribute power and resources more equally between men and women is a necessary precursor to ending violence against women.

Our response predominantly focuses on sections of the draft delivery plan which relate to primary prevention.

2.0 GENERAL COMMENTS

Close the Gap is concerned that the draft delivery plan is substantially weakened and shortened compared with a previous draft discussed by the primary prevention working group. The primary prevention workstream, in particular, needs to be considerably strengthened if the delivery plan is to realise women's equality.

The vast majority of the actions set out under priority two (women and girls thrive as equal citizens: socially culturally, economically and politically) relate to work that is already being delivered by Scottish Government. Actions under priority one (Scottish society embraces equality and mutual respect, and rejects all forms of violence against women and girls) also relate to existing work currently being delivered by Scottish Government and other stakeholders. There are very few examples of new actions, developed through the Equally Safe delivery planning process.

Although specific issues around disabled women's, and black and minority ethnic women's experiences of violence against women are identified, the draft delivery plan is weak on intersectionality. The links to existing equality strategies such as the *Race Equality Framework* and *A Fairer Scotland for Disabled People* should therefore be strengthened.

Almost all of the actions are to be delivered by Scottish Government, with a lack of clarity around the role of key partners such as councils, NHS health boards, Police Scotland, Scottish Prison Service, Scottish Court Service, and other delivery bodies and agencies. Equally Safe aims to "*foster collaborative working between key partners in the public, private and third sectors*" to achieve its vision, and the draft delivery plan states that it will be "*delivered in a collaborative way*". Scottish Government being the main delivery body runs counter to the collaborative approach set out in the strategy, and to the requirement of public bodies to mainstream gender equality under the public sector equality duty. It is critical that all key partners and stakeholder organisations are engaged in the delivery of the action plan if it is to be successful. Not only because the delivery plan requires engagement with broad range of expertise to succeed, but also because resource allocation and accountability for *Equally Safe* needs to be visible beyond Scottish Government.

3.0 COMMENTS ON THE DELIVERY PLAN

3.1 Priority 1: Scottish society embraces equality and mutual respect, and rejects all forms of violence against women and girls.

Raising awareness and changing attitudes

Engage with the newly established Advisory Council on Women and Girls to explore issues around gender inequality and violence against women.

The advisory council was a pre-existing commitment of Scottish Government, the chair of which was announced in March 2017. The council's remit is to "raise awareness of gender issues, champion the rights of women and girls, and advocate for changes that can be made across society to deliver equality¹". It is unclear how the council will engage specifically on violence against women. There has been no further announcement on the membership of the group, in spite of the draft delivery plan stating that the group is expected to meet in Spring 2017. It is also unclear whether the group's membership will have competence around women's economic equality or violence against women.

Childhood

Work with the education system and key stakeholders to develop a holistic approach towards addressing gender stereotypes and norms in schools and education settings.

Gender norms and stereotypes are a significant barrier to young women and young men making non-traditional subject choices, and a key cause of occupational segregation, and the pay gap. Close the Gap's *Be What You Want*² work with education and careers, information, advice and guidance (CIAG) practitioners and policymakers, and with young people works to address gender stereotyping and occupational segregation. We therefore welcome this action, but are strongly of the view that the delivery partners need to be more specific. It is crucial that Education Scotland is listed as a delivery agency for this work, along with education authorities. The education policy landscape is very fragmented, and Close the Gap's experience of working with education stakeholders is that a lack of strategic leadership and accountability around gender segregation, and gender competence has erected a barrier to progress.

This action should explicitly be linked to the public sector equality duty.

Under the duty, public authorities such as Education Scotland, colleges, universities, and local authorities are obliged to advance gender equality. At present, this is not well done in the sector, and the duty may be a useful link to lever better practice from education stakeholders.

Develop a Skills Investment Plan for the Early Learning and Childcare sector which sets out the broad skillset within the workforce, identifies opportunities

¹ <https://news.gov.scot/news/womens-advisory-council-chair-announced>

² www.bewhatyouwant.org.uk

to widen the skillset and actions that will help tackle gender stereotypes within the sector.

The Skills Investment Plan has been published, and gender is at best a marginal consideration. Gender stereotyping and occupational segregation are not mentioned at all. The plan states that *“a targeted and focused approach is needed to dispel myths, and tackle negative perceptions and stereotypes associated with the sector”*³, and that *“more needs to be done to understand the barriers that exist to diversifying the workforce and pool of applicants”*.

There is no mention of the undervaluation of the skills of workers in the sector, nor of the undervaluation of the sector itself. The undervaluation of “women’s work” such as care, retail, cleaning and admin is an economy-wide issue, and is the reason that the early years sector attracts such low rates of pay. This was one of the key concerns of the Scottish Parliament Economy, Jobs and Fair Work Committee in the report of its inquiry into the gender pay gap⁴.

There are two actions related to reducing occupational segregation in the Skills Investment Plan: *“deliver a high profile recruitment campaign to attract a diverse workforce”*, and *“commission specific materials to attract under-represented groups”*. These actions lack specificity, and it is unclear when they will be delivered, and by which agencies.

The plan has no gender analysis, and it is difficult to see how it will lead to a reduction of the very stark occupational segregation evident in the sector.

The draft delivery plan assigns this action to Scottish Government, but it is Skills Development Scotland, as the national skills agency, that developed and delivered the Skills Investment Plan. Skills Development Scotland should be identified as a delivery agency around this action. It is also critical that Skills Development Scotland is accountable for mainstreaming gender in its outputs, including Skills Investment Plans, which is currently not done.

This action should be amended and requires Skills Development Scotland to use a gender-analysis, and gender-disaggregated data in developing Skills

³ Skills Development Scotland (2017) *Skills Investment Plan: Prospectus for Scotland’s early learning and childcare sector* <http://www.skillsdevelopmentscotland.co.uk/media/43127/early-learning-and-childcare-sip-digital.pdf> accessed June 2017

⁴ Scottish Parliament Economy, Jobs and Fair Work Committee (2017) *No Small Change: The economic potential of closing the gender pay gap* http://www.parliament.scot/S5_EconomyJobsFairWork/Reports/EJFWS052017R06.pdf accessed June 2017

Development Plans, Regional Skills Assessments, and other skills planning and intelligence outputs.

Provide more support for teachers on equality issues, following outcomes of the General Teaching Council Scotland review.

Close the Gap agrees that capacity needs to be built in teachers around equality. In particular, teachers require knowledge and capacity around gender stereotyping and occupational segregation, which are currently not included in initial teacher training. Close the Gap has delivered CPD for teachers and CIAG practitioners on gender stereotyping and occupational segregation as part of its *Be What You Want* project.

The action should be amended to ensure that gender is mainstreamed in initial teacher training and specific information on gender stereotyping, occupational segregation and violence against women is included. As GTCS has responsibility for the content of initial teacher training, responsibility for this action should be assigned to it, rather than Scottish Government as it currently is.

Workplace

This section of the draft workplan is particularly thin and narrowly focused. Aside from the action relating to Scottish Government's employment practice around violence against women, which itself is welcome, there is only one other action.

Gather examples of best practice and develop support, guidance and incentives for employers.

This appears to be a watered down version of the an action that was in a previous draft delivery plan on developing an Equally Safe accreditation programme for public sector employers, which is discussed in section 3.1.1 below.

It is unclear how these good practice examples will be gathered and by which mechanism. Furthermore, there are very few good practice examples which could usefully be shared. Where the practice sharing approach has been taken for other strategies and initiatives, such as Scottish Business Pledge and Scottish National Equality Improvement Project, it has proven challenging to identify good practice, and has resulted in very underwhelming case studies, and ultimately created no change for women.

The action to “develop support, guidance and incentives for employers” is vague, and lacks specificity. The reference to “incentives” is especially unclear. It is very unlikely that the action set out in the draft delivery plan will lever improved employer practice around violence against women, nor realise women’s equality.

3.1.1 Actions missing from the draft delivery plan

a) Early years intervention

Close the Gap has a clear sense that early years interventions are crucial to creating attitudinal shifts around gender stereotyping and norms. Evidence shows that attitudes around gender roles, and girls’ and boys’ preferences and abilities are formed at a very early age. Close the Gap’s experience of working with children and young people as part of its *Be What You Want* schools work aligns with this. By the time young people are making subject choices they have very fixed ideas and gender and work, and about men’s and women’s places in the world, more generally. For this reason, it is imperative that any strategy aiming to influence societal attitudes around gender target children in the early years setting. However, there are no actions which specifically relate to early years.

There should be an **action which explicitly targets pre-school children, and building capacity in early years workers around gender stereotyping, occupational segregation and violence against women.** The vehicle for this could build upon Close the Gap’s *Be What You Want* schools work on gender stereotyping.

The *Children and Young People Improvement Collaborative* is a major Scottish Government initiative to “*make Scotland the best place to grow up*” by giving “*children the best start in life, build[ing] on child and family assets and tackl[ing] inequality so that every child gets equal opportunities to thrive, learn and succeed*”⁵. It is not possible to find a published equality impact assessment of the Children and Young People Improvement Collaborative online, and so it is unclear whether one has been delivered. There is no evidence that this major policy has considered gender, gender stereotyping, occupational segregation, violence against women, or girls’ or women’s inequality in its

⁵ Scottish Government website <http://www.gov.scot/Topics/People/Young-People/early-years/early-years-collaborative> accessed June 2017

design or delivery. It is very likely that it will therefore further entrench gender inequality.

There should be an **action which commits Scottish Government and its delivery partners to mainstream gender in the *Children and Young People Improvement Collaborative*.**

b) Public sector employer accreditation programme

Both the Primary Prevention and Capability and Capacity workstreams had recommended that an accreditation programme be included in the delivery plan.

As part of our *Think Business, Think Equality*⁶ work targeted at small and medium sized employers, Close the Gap undertook research with businesses which identified a demand for a gender equality accreditation programme. Close the Gap is working with Scottish Women's Aid and Engender to deliver gender-sensitive employability programmes for survivors of domestic abuse.⁷ Work to date on this project has identified a demand for tools and guidance for employers on domestic abuse. Close the Gap will be progressing this work while further developing the *Think Business, Think Equality* self-assessment tool for smaller employers.

The concept of the public sector accreditation programme has been developed by Equally Safe delivery partner, CoSLA, and key partners Engender, Zero Tolerance, along with Close the Gap following initial engagement with a group of public sector bodies. The scheme would enable public sector employers to:

- build capacity on violence against women policy and practice;
- improve their understanding of the “causal story” of violence against women;
- link Equally Safe delivery with work around other strategies and statutory obligations such as the gender and employment aspects of the public sector equality duty, *Developing the Young Workforce*, and the raising attainment agenda; and
- Meaningfully demonstrate commitment to ending violence against women by evidencing changes in policies and practice.

⁶ <http://www.thinkbusinessthinkequality.org.uk/>

⁷ Scottish Women's Aid website <http://www.scottishwomensaid.org.uk/node/7689> accessed June 2017

The draft delivery plan is **substantially weakened without the action on an employer accreditation programme, and this should be included again**. The public sector has the opportunity to be a leader on ending violence against women, by developing robust and effective policies and practice that create meaningful change for women and girls. The accreditation programme is the mechanism to make this happen.

3.2 Priority 2: Women and girls thrive as equal citizens - socially, culturally, economically and politically

Close the Gap has serious concerns that the actions set out under priority two are entirely inadequate to realise women's economic equality. *Equally Safe* explicitly acknowledges that preventing violence against women is dependent on reducing women's economic equality, and addressing wider gender inequality. However, there is a wide gap between the policy ambition of *Equally Safe* and the actions set out to achieve that ambition.

Understanding gender

Improve strategic consideration of equality implications of spend for gender and other protected characteristics within the annual equality budgeting process.

The budgeting process and spend allocation has a profound effect on women's lives, and it is therefore essential that gender is mainstreamed across all aspects of the process. Close the Gap agrees with Scottish Women's Budget Group⁸ and Engender⁹ that gender budget analysis should be undertaken by Scottish Government at all stages of the budget process.

To date, the development of equality analysis in the Scottish Budget process has been limited. While the publication of the Equality Budget Statement signals a positive engagement from Scottish Government, this has had limited impact on the budget process, as it currently sets out analysis of spending decisions that have already been made.¹⁰

⁸ Scottish Women's Budget Group website <http://www.swbg.org.uk/> accessed June 2017

⁹ Engender (2017) Submission to the budget process review consultation <https://www.engender.org.uk/content/publications/Engender-submission-to-the-Budget-Process-Review-Group-consultation.pdf> accessed June 2017

¹⁰ Ibid.

Close the Gap therefore welcomes the action to improve strategic consideration of gender in the budgeting process, but it lacks specificity, and it is unclear how this will be delivered.

Develop a programme of engagement with key parts of government to improve understanding of gender in policymaking.

Promote the use of the equality impact assessment at the local and national level to tackle inequality and discrimination across Scotland.

Close the Gap welcomes both of these actions. Mainstreaming and equality impact assessment are important methodologies for advancing women's equality, and neither are well used in Scotland¹¹. This is in spite of both being a requirement of the public sector equality duty, to which neither of the actions make reference.

Very often, laudable policy ambitions fail to be reflected in the design and delivery of programmes, and in spending priorities. This mismatch between ambition and delivery illustrates a chronic lack of gender mainstreaming. There is little evidence that the causes of women's economic inequality, and women's experiences of the labour market are being considered across Scottish Government policymaking in the areas that are integral to solving the problem.

Major Scottish Government strategies and policy are developed and delivered without undertaking an equality impact assessment. There is no equality impact assessment for the attainment work currently prioritised by Scottish Government, and also no impact assessment for the youth employment strategy, *Developing the Young Workforce*. There also does not seem to be an equality impact assessment undertaken for City Region Deals, which are intended to stimulate economic growth and support implementation of Scotland's economic strategy. Where gender equality has not been considered in the design and delivery of strategies and programmes, it is very likely that women's inequality will become further entrenched.

¹¹ Close the Gap (2015) *Making Progress? An assessment of compliance with the public sector equality duty* <https://www.closesthegap.org.uk/content/resources/Making-Progress---An-assessment-of-employers-compliance-with-PSED-November-2015.pdf>

The actions on mainstreaming and equality impact assessment should be explicitly linked to the public sector equality duty to enhance accountability and enable more joined up policymaking.

Parenting and childcare

Take forward a transformative programme to expand free early learning and childcare entitlement to 1140 hours per week by 2020, including piloting a deposit guarantee scheme for childcare places.

Access to quality, affordable childcare is the most immediate barrier to women being able to work, study and train, so this is to be welcomed. There is also a clear economic case for investing in early years education and childcare.¹² However, it is not enough; women need wrap-around childcare to enable them to participate in the labour market equally.

This action should be amended to develop a national system of quality universal childcare provision, free at the point of delivery and accessible to fit with all working patterns.

Establish a returners project so that parents who have had a career break can get help updating skills and knowledge.

Scottish Government has announced funding of a returners project that it to be based on the model developed by Equate Scotland working with women returning to STEM sectors. The new programme is to be delivered in non-STEM sectors, such as finance¹³. However, the use of this model in other sectors is questionable as the evidence does not support the theory that retention is the key cause of the pay gap in non-STEM sectors. In the report of its inquiry into the gender pay gap, the Scottish Parliament Economy, Jobs and Fair Work Committee noted that it “recognises that different solutions are needed for different sectors, and that approaches to returners programmes should be tailored accordingly”¹⁴.

¹² Women in Scotland’s Economy research centre (2013) *The economic case for investing in high quality childcare and early years education* http://www.gcu.ac.uk/wise/media/gcalwebv2/theuniversity/centresprojects/wise/WiSE_briefing_Nov13.pdf accessed June 2017

¹³ Employability in Scotland website “Women returners” <http://www.employabilityinscotland.com/key-clients/women-and-work/women-returners/> accessed June 2017

¹⁴ Scottish Parliament Economy, Jobs and Fair Work Committee (2017) *No Small Change: The economic potential of closing the gender pay gap* http://www.parliament.scot/S5_EconomyJobsFairWork/Reports/EJFWS052017R06.pdf accessed June 2017

Scottish Government should review the methodology and the new returners project, and ensure that the model is appropriate for the target sector(s).

Women's economic inequality

Although the draft delivery plan explicitly connects narrowing the gender pay gap and reducing women's economic inequality to reducing violence against women, the actions set out in this section all relate to work already currently being delivered by Scottish Government. There are no new actions, in spite of the rich and productive discussions during the primary prevention working group.

Ensure that Developing the Young Workforce programme addresses issues of occupational segregation by gender, including addressing significant under-representation in the take-up of certain college courses and modern apprenticeships.

There are a range of agencies with delivery responsibility under *Developing the Young Workforce*, yet only Scottish Government is named as a delivery agency in this action. Education Scotland, Skills Development Scotland, Scottish Funding Council, colleges and higher education institutions, and local authorities all have a key role to play in delivering activity that will reduce occupational segregation, and should all be listed as such in any actions relating to Developing the Young Workforce.

Close the Gap is very concerned that progress is not being made on gender stereotyping and gender segregation under *Developing the Young Workforce*. No progress has been made on reducing occupational segregation in Modern Apprenticeships, and we are aware that some regional *Developing the Young Workforce* groups are prioritising non-equalities actions, and not implementing those which relate to gender.

***Developing the Young Workforce* delivery agencies including Education Scotland, Skills Development Scotland, Scottish Funding Council, colleges and Higher education institutions, and local authorities should be identified as such in the delivery plan to reinforce accountability.**

Through the development of a strategy, address gender stereotyping and improve gender balance in STEM at school to ensure a greater take-up of courses and apprenticeships by women and girls that are traditionally seen as male-dominated such as engineering, construction and digital.

Close the Gap welcomes this action, which aligns with our *Be What You Want* work in schools to address gender stereotyping and occupational segregation. We keenly await the publication of the strategy.

Under the labour market strategy, work with key stakeholders to understand issues of occupational segregation and how to ensure greater gender equality in the labour market.

Scotland's labour market strategy describes an ambition around "*continuing to tackle inequalities around pay gaps and occupational segregation in the labour market for women and other equality groups*"¹⁵. The actions set out to achieve this include providing short-term funding to Equate Scotland to deliver a small-scale women returners project, introducing legislation on gender balance on public boards, and the Partnership for Change initiative already being delivered in tandem with the Business Pledge. The strategy also includes plans to establish the Advisory Council on Women and Girls. While these initiatives are welcome, collectively they do not form a cohesive strategy to address the gender pay gap and occupational segregation. The Strategic Labour Market Group, which will oversee the implementation of the strategy, and is identified as the vehicle for the action in the draft deliver plan, has no gender and employment competence, and no competence around violence against women. Without this expertise, it is very difficult to see how the ambitions around reducing the pay gap and occupational segregation will be realised.

Tackle pregnancy and maternity discrimination in partnership with Equality and Human Rights Commission by establishing a working group whose remit includes creating guidelines for employers to ensure best practice, as well as improving access to guidance for pregnant women and new mothers.

The remit of the pregnancy and maternity working group includes developing governance; reviewing and enhancing guidelines; ensuring employers, in particularly small to medium sized businesses, have more access to advice; and strengthening the advice pregnant women receive through NHS channels.¹⁶ Equality competence on the group is provided through the Equality and Human Rights Commission but there is no expertise on gender and employment, nor

¹⁵ Scottish Government (2016) *Scotland's Labour Market Strategy*

¹⁶ Scottish Government news release "New group to improve approach to pregnancy and maternity in the workplace", 4 December 2016, available at <https://beta.gov.scot/news/action-on-discrimination/> accessed June 2017

on influencing employer action on gender equality. The draft delivery plan notes that the group has agreed a programme of activity but it is unclear what is included in the programme, and how this will reduce pregnancy and maternity discrimination, and advance women's equality at work, and women's equality more broadly.

The plan notes that a review will take place in December 2018. **The action should be amended to require the group to publish an interim progress report in December 2017.** This will enable an interim evaluation of work delivered to date, and allow for any changes in methodology, design and delivery to be made, where required.

Ensure the successful bidders to deliver devolved employment services demonstrate clearly how they will deliver a service that is gendered in terms of understanding the needs of women seeking employment; and use levers at their disposal to encourage employers to consider flexible working approaches which enable more women to take up a broader range of opportunities.

This action is welcome, as existing employability programmes are not well gendered, and almost exclusively, except for a small number of examples, do not consider gender or the gendered barriers to the labour market in their design and delivery¹⁷.

It is crucial that the delivery bodies of the new employability programmes have gender competence. There is little evidence that consideration of the gendered barriers to the labour market, including occupational segregation, women's economic inequality and violence against women has been included in the design of the transitional services nor the bidding process for the 2018 services.

At present it is unclear what "levers" will be available to successful bidders to encourage employers to consider flexible working. Employers should also be required to consider other causes of women's inequality at work, such as occupational segregation. Gender-blind employability programmes that do not consider occupational segregation funnel women into low-paid, stereotypical

¹⁷ Close the Gap (2016) *Response to the Scottish Government consultation on social security in Scotland* <https://www.closesthegap.org.uk/content/resources/Close-the-Gap-response-to-social-security-consultation.pdf>

female-dominated jobs and sectors such as retail and care, which entrenches women's economic inequality. Employers should also be required to demonstrate capacity around violence against women, and how they support employees who have experienced domestic abuse.

This action should be strengthened to make reference to using public procurement as a lever for improved employment practice. In the report of its inquiry into the gender pay gap, the Scottish Parliament Economy, Jobs and Fair Work Committee acknowledged the opportunities procurement offers to enable employers to improve their gender and employment practice.¹⁸

Identify and promote practice that works in reducing employment inequality for minority ethnic women, including in career paths, recruitment, progression and retention.

Close the Gap welcomes this action, as it is essential that the lived experiences of different groups of women are taken into account when designing effective policy and programmes that will reduce gender inequality. The action mirrors work that Close the Gap is undertaking to gather Scottish-specific quantitative and qualitative data on black and minority women's experiences of employment.

3.2.1 Actions missing from Priority 2

There are a range of gaps in the draft delivery plan relating to salient aspects of primary prevention that should be addressed if women's equality is to be realised.

a) Unpaid work

The primary prevention working group, and gender advocates, had a strong sense that women's unpaid work is a primary cause and consequence of gender inequality, and restricts their ability to participate in the labour market equally. Women's care and reproductive labour enables the economy to function, yet is persistently and considerably undervalued, and not well

¹⁸ Scottish Parliament Economy, Jobs and Fair Work Committee (2017) *No Small Change: The economic potential of closing the gender pay gap*
http://www.parliament.scot/S5_EconomyJobsFairWork/Reports/EJFWS052017R06.pdf accessed June 2017

captured by mainstream economic models. The system of national accounts determines unpaid work to be “leisure”.

The value of unpaid childcare to the economy has been estimated to be £343bn¹⁹, while the value of informal adult care has tripled in 15 years, and is now worth £62bn to the economy²⁰. Women disproportionately shoulder the burden of care, doing the majority of childcare, and accounting for 62% of unpaid carers providing long-term care²¹.

A reduction in the unequal distribution of unpaid work will reduce occupational segregation, narrow the pay gap, and ultimately ensure power, decision-making and material resources are distributed more equally between men and women. In spite of the clear link between women’s unpaid work and gender inequality, there are no actions around this.

In 2014, work by the UK Office for National Statistics has shown that women in the UK do on average 60% more unpaid work than men. It further found that total unpaid work had a value of £1.01tn, equivalent to 56% of GDP. There is no Scottish-specific data on the value of unpaid work to Scotland’s economy.

There should be an action for Scottish Government to undertake a time use survey to identify the value of unpaid work to the economy.

b) The undervaluation of “women’s work”

The undervaluation of “women’s work” is an economy-wide issue, and a key cause of occupational segregation, and the gender pay gap. Work such as care, cleaning, retail and admin is low-paid and female-dominated because it is undervalued.

Economic development offers a significant opportunity to address occupational segregation, and the gender pay gap. The economic gains of equalising men’s and women’s employment are worth £17bn to Scotland’s economy.²² However, national economic development policy and strategic

¹⁹ Office for National Statistics (2010) *Household Satellite Accounts, Valuing Informal Childcare in the UK* http://webarchive.nationalarchives.gov.uk/20160105160709/http://www.ons.gov.uk/ons/dcp171766_300224.pdf

²⁰ Office for National Statistics (2010) *Household Satellite Accounts, Valuing Informal Adult Care in the UK* http://webarchive.nationalarchives.gov.uk/20160105160709/http://www.ons.gov.uk/ons/dcp171766_315820.pdf

²¹ Engender (2014) *Gender equality and Scotland’s constitutional futures*

²² Close the Gap (2016) *Gender Equality Pays* <https://www.closesthegap.org.uk/content/resources/Gender-Equality-Pays.pdf>

approaches to develop growth sectors and skills are not gendered. *Scotland's Economic Strategy* predominately focuses on male-dominated sectors such as energy and life sciences.

In its reports of the inquiry into the gender pay gap, the Scottish Parliament Economy, Jobs and Fair Work Committee, the committee concluded that the *“care sector including childcare and adult/elderly care is an undervalued but growing and central part of Scotland's economy”* and that *“the impact that improving pay in child, adult and elderly care would have not only on reducing the pay gap but on recruiting a more balanced workforce”*²³. The committee goes on to recommend that care be a Scottish Government priority sector.

An action should be included which commits Scottish Government to prioritising the care as a growth sector, with accountability for delivery assigned to the enterprise agencies.

4.0 WHAT ROLE COULD YOUR ORGANISATION HAVE IN CONTRIBUTING TO THIS DELIVERY PLAN?

Close the Gap could contribute to the delivery of Equally Safe in the following ways.

1. Become a member of the Strategic Labour Market Group, and provide gender and employment expertise to ensure that the labour market strategy advances women's labour market and economic equality.
2. Provide expertise on, and resources for teachers, CIAG practitioners, early years workers, and children and young people on gender stereotyping, occupational segregation, and the gender pay gap through our *Be What You Want* work.
3. Contribute to the delivery of the new STEM education and skills strategy through delivery of our *Be What You Want* schools work.
4. Provide expertise and resources and guidance for public sector employers on the gender and employment aspects of the public sector

²³ Scottish Parliament Economy, Jobs and Fair Work Committee (2017) *No Small Change: The economic potential of closing the gender pay gap*
http://www.parliament.scot/S5_EconomyJobsFairWork/Reports/EJFWS052017R06.pdf accessed June 2017

equality duty, including pay gap and occupational segregation reporting, gender mainstreaming and equality impact assessment.

5. Provide expertise on employer engagement strategies, and tools and guidance such as the *Think Business, Think Equality* online self-assessment tool. Close the Gap recently launched a new test on pregnancy and maternity discrimination.