



Statistical evidence of patterns of women's and men's participation in the labour market indicates that over time the gap between men's and women's rates of participation has narrowed considerably and that women now make up half of the labour force in Scotland.

Despite such convergence in participation rates, there remain significant differences between women and men in patterns of labour market participation, in particular in the following respects:

- average working hours, and in particular mothers' and fathers' working hours;
- use of flexible forms of working;
- occupational distribution; and
- patterns of self-employment.

In the UK

- Women make up 47% of the workforce.
- 40% of these women work part-time (compared to 11% men).
- Women are found across 10 occupations.
- 20% are concentrated in admin and secretarial occupations.
- 15% of women compared to 2% of men are in personal services.
- 11% women are in sales and customer services compared to 2% men.
- Two thirds of men in retail are managers.¹

Much of the growth of women's employment in recent decades has been in these sectors. There is also segregation within these sectors – just under two thirds of the workforce in retail are women, however, there are more full time men and men in managerial positions in the sector. Women are concentrated in the low paid, part time jobs.

In Scotland, as elsewhere in the UK, women are far more likely to work in the public sector than men – with women representing 67% of employees in local government and 78% of NHS staff. In 2007 women were also 97% of the childcare and early years and education workforce including 98% of all classroom assistants.²

1. Office for National Statistics (2009) Economic and Labour Market Review
2. Occupational Segregation Working Group Report (2008) Scottish Government

- Only 26% of Scottish secondary head teachers are women.
- In Higher Education, only 10% of engineering and technology graduates are female.
- Only 10% of senior police officers are women.
- Women are more likely to work in the public sector (67% local government and 81% NHS).
- Only 24% CEO's in NHS are women.
- 97% of childcare and early years workforce are women.
- 98% of classroom assistants are women.
- 26% Scottish secondary head teachers are women.
- The percentage of modern apprentices who are women fell from 34% in 2005 to 16% in 2009.

Sources for statistics

Office of National Statistics www.statistics.gov.uk

For Scotland, visit the Scottish Government website and search under topics/statistics/labour market www.scotland.gov.uk