

## ANNEX D : USER CONSULTATION RESPONSE TEMPLATE

### Annex D: User Consultation Response Template

Interested parties are invited to respond using this template by the closing date (30<sup>th</sup> April 2010) or via e-mail or by post or using survey monkey as outlined in section 2 of this document:

E-mail: [labour-market.statistics@scotland.gsi.gov.uk](mailto:labour-market.statistics@scotland.gsi.gov.uk)

Post: The Scottish Government  
Labour Market Statistics  
Education Analytical Services  
5th Floor  
5 Atlantic Quay  
150 Broomielaw  
Glasgow G2 8LU

#### 1. Background

##### 1.1 Name and contact

<b>Name</b>	<b>Suzanne Motherwell</b>
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Please provide an e-mail address and/or telephone number so that we are able to contact you if we need to clarify any points.

<b>Telephone number</b>	<b>0141 337 8100</b>
<b>E-mail address</b>	<b>smotherwell@stuc.org.uk</b>

If you are representing a group or organisation, please provide details:

##### 1.2 Organisation represented (if applicable)

<b>Organisation name</b>	<b>Close the Gap</b>
<b>Organisation address</b>	<b>333 Woodlands Road Glasgow G3 6NG</b>

Type of organisation (this will assist us in monitoring the range of users the consultation has reached).

*Please tick one or more boxes  
(double click and change default value to checked)*

Central government	<input type="checkbox"/>	Academic institution	<input type="checkbox"/>
Local government	<input type="checkbox"/>	Voluntary organisation	<input type="checkbox"/>
Parliament	<input type="checkbox"/>	Media	<input type="checkbox"/>
NHS	<input type="checkbox"/>	Private organisation	<input type="checkbox"/>
Other public body	<input type="checkbox"/>	Private Individual	<input type="checkbox"/>
Higher/Further Education	<input type="checkbox"/>	Other	<input checked="" type="checkbox"/>

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### 2. Comments on proposals

Please use the template below to provide comments on the specific proposals.

#### 2.1 Proposal 1-2: Creation of high level PDF publication and public sector employment statistics web section

Would you be content with this approach to presentation of information?

*Please tick*

- Yes I would welcome this development
- I would have some concerns, please provide details below
- I prefer the publication in its current format

Please add further comments below:

In addition, Close the Gap would also welcome the inclusion of a gender analysis to PSE information (see further advice below).

Do you think any other areas of key analysis should be added to the high level PDF publication? (Other than what is suggested in the example statistical publication notice in Annex A) If so please provide further advice below:

Close the Gap is a partnership project that is working to close the gender pay gap. Our partnership represents a range of interests, and includes Scottish Government, Skills Development Scotland, Equality and Human Rights Commission Scotland, Scottish Enterprise, Highlands and Islands Enterprise and the Scottish Trades Union Congress.

The pay gap in Scotland is 12% when we compare men's average full-time hourly rate with women's average full-time hourly rate and 32% when we compare men's full-time hourly rate to women's part-time hourly rate. The key causes of the pay gap are occupational segregation, lack of flexible working and discrimination in pay and grading systems.

Close the Gap uses data to provide evidence which supports taking action on the causes of the pay gap to a range of public and private sector audiences. This includes women's access to and participation in the labour market across all economic sectors, and the nature of that participation.

This supports businesses and organisations to assess skills gaps, skills utilisation and segregation and at the same time tackle the pay gap.

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In 2007 the then Scottish Executive published 'A Gender Audit of Statistics: Comparing the Position of Women and men in Scotland.' The aim of which was to aid the commitment of the Government to mainstream equality and provide a baseline for the evaluation of the impact of the Gender Equality Duty which came into force the same year of the report's publication.

Gender disaggregated statistics are integral to the implementation of the Specific Duties in Scotland, where for example, public bodies must demonstrate what action they are taking to address the pay gap. Therefore, the collection and publication of data relating to the pay gap, employment patterns and grade are central to the business of public bodies.

We are keen to support the increase of access to gender disaggregated data for public and private sector users and would encourage the inclusion of a gender analysis to the high level PDF publication (Annex A).

An increase in the visibility of a robust gender analysis will not only support public bodies to meet their legislative obligations - benchmarked against the sector as a whole, but also demonstrate the value in mainstreaming equality as means to promote a fair and just society.

### **2.2 Proposal 1: High level PDF publication will focus mainly on changes in the last year and key points**

Would you be content with this presentation of information?

- Yes I would welcome this development
- I would be interested in the statistical publication notice containing commentary on the time series over a longer time period
- I prefer the publication in its current format

Please add further comments below:

No further comment.

### **2.3 Proposal 1: High Level PDF publication will focus mainly on presenting headcount information**

Would you be content with this presentation of information?

- Yes I am content with this approach
- I am more interested in FTE estimates compared with headcount

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Please add further comments below:

Close the Gap would be interested with headcount and FTE estimates. Having only FTE estimates would hide the numbers of women employed in the public sector.

### **2.4 Proposal 3: To implement seasonal adjustment to the Public Sector Employment Series**

*Please tick*

- I would welcome the seasonal adjustment of this series
- I think it is important to be able to measure change across the quarter as opposed to across the year. Therefore seasonal adjustment would be important.
- I have no view on this

Please add further comments below:

### **2.5 Proposal 4: Amendments to revisions policy**

*Please tick*

- I am content with the revisions as they are carried out currently
- I think any revisions should be implemented without delay as soon as we are sure about them
- I have no view on this

Please add further comments below:

## **3. Other questions in relation to the series**

### **3.1 Coverage**

Is there any other information you think should be included in this series or in this area of statistics?

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*Please tick one or more options*

- More local authority information
- Information on employment in arms length organisations
- Information on public sector salaries
- Comparisons with other UK regions
- Comparisons with International countries
- other, please provide details below

**Please provide further details of why you think the options you have ticked above are important?**

**Information of employment in arms length companies would be welcome as a number of services which were traditionally provided by public bodies are now procured to private companies.**

For similar reasons in outlined in Section 2 a gender analysis of this information would also be beneficial. Close the Gap uses data to provide evidence which supports taking action on the causes of the pay gap to a range of public and private sector audiences.

This includes women's access to and participation in the labour market across all economic sectors, and the nature of that participation. This supports businesses and organisations to assess skills gaps, skills utilisation and segregation and at the same time tackle the pay gap.

In 2007 the then Scottish Executive published 'A Gender Audit of Statistics: Comparing the Position of Women and men in Scotland.' The aim of which was to aid the commitment of the Government to mainstream equality and provide a baseline for the evaluation of the impact of the Gender Equality Duty which came into force the same year of the report's publication.

Gender disaggregated statistics are integral to the implementation of the Specific Duties in Scotland, where for example, public bodies must demonstrate what action they are taking to address the pay gap. Therefore, the collection and publication of data relating to the pay gap, employment patterns and grade are central to the business of public bodies and can also act as a lever to mainstream equalities in arms length companies.

We are keen to support the increase of access to gender disaggregated data for private sector users and would encourage the inclusion of a gender analysis to information on arms length companies. For example, the construction sector is heavily gender segregated, but baseline evidence is regularly required to support the benefits to attracting more women to the sector.

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**Comparisons with other UK regions and international countries are important to contextualise public sector employment within a national and international framework, further aiding policy development.**

### **4. Any other comments**

Please use this space to provide any other comments on the proposed changes or any other changes you would like to see on public sector employment statistics in general.

Close the Gap is a partnership project that is working to close the gender pay gap. Our partnership represents a range of interests, and includes Scottish Government, Skills Development Scotland, Equality and Human Rights Commission Scotland, Scottish Enterprise, Highlands and Islands Enterprise and the Scottish Trades Union Congress.

The pay gap in Scotland is 12% when we compare men's average full-time hourly rate with women's average full-time hourly rate and 32% when we compare men's full-time hourly rate to women's part-time hourly rate. The key causes of the pay gap are occupational segregation, lack of flexible working and discrimination in pay and grading systems.

Close the Gap uses data to provide evidence which supports taking action on the causes of the pay gap to a range of public and private sector audiences. This includes women's access to and participation in the labour market across all economic sectors, and the nature of that participation. This supports businesses and organisations to assess skills gaps, skills utilisation and segregation and at the same time tackle the pay gap.

Close the Gap is also interested in using this information to influence policy development across all economic sectors in Scotland.

In 2007 the then Scottish Executive published 'A Gender Audit of Statistics: Comparing the Position of Women and men in Scotland.' The aim of which was to aid the commitment of the Government to mainstream equality and provide a baseline for the evaluation of the impact of the Gender Equality Duty which came into force the same year of the report's publication.

Gender disaggregated statistics are integral to the implementation of the Specific Duties in Scotland, where for example, public bodies must demonstrate what action they are taking to address the pay gap. Therefore, the collection and publication of data relating to the pay gap, employment patterns and grade are central to the business of public bodies. It also ensures the sectors can adequately monitor progress in relation to gender equality.

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We are keen to support the increase of access to gender disaggregated data for public and private sector users and would encourage the inclusion of a gender analysis to PSE information. It would also be beneficial to promote a gender analysis throughout the reporting of gender disaggregated data across a range of high level publications on a regular basis.

An increase in the visibility of a robust gender analysis will not only support public bodies to meet their legislative obligations - benchmarked against the sector as a whole, but also demonstrate the value in mainstreaming gender equality as means to promote a fair and just society.

### 5. Questions on use of Public Sector Employment Publication

#### 5.1 How often do you use the PSE publication?

*Please tick one box*

- |            |                                     |
|------------|-------------------------------------|
| Daily      | <input type="checkbox"/>            |
| Weekly     | <input type="checkbox"/>            |
| Monthly    | <input type="checkbox"/>            |
| Quarterly  | <input checked="" type="checkbox"/> |
| Yearly     | <input type="checkbox"/>            |
| Less often | <input type="checkbox"/>            |

#### 5.2 Time Series

What length of time series are you interested in

*Please tick*

- I mainly use the most recent year
- Data since 2007
- I am interested in changes over the last 10 years
- other, please advise below

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**5.2 Please number 1-12 the areas of PSE that are of particular interest to you in order of importance 1= 'most important' to 12= 'least important'. If an area is not of interest to you then please mark 0= 'not important'**

<b>Area</b>	<b>Importance</b>
Overall public sector employment	<b>2</b>
Devolved public sector employment estimates	<b>1</b>
Devolved civil service	<b>3</b>
Estimates of employment in local authorities	<b>4</b>
Teacher workforce headcount	<b>8</b>
Police and support services headcount	<b>10</b>
Social worker headcount	<b>9</b>
NHS headcount	<b>5</b>
Simplification tables A & B	<b>11</b>
Reserved public sector employment estimates	<b>6</b>
Reserved civil service estimates	<b>7</b>
Full-time equivalent employment estimates	<b>12</b>

**5.3 Please indicate the purpose for which you use the information in the PSE publication**

*Please tick one or more box*

- Monitoring Policy
- Briefing
- General Interest
- Policy Development
- Other (Please specify below)