



Occupational segregation: A cradle to the labour market problem

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About Close the Gap

Scotland's expert
policy advocacy
organisation
working on
women's labour
market equality

Work with
policymakers,
employers and
unions

Influence and
enable action
that will tackle
gender pay gap

Operating since
2001



Girls' and young women's attainment

Girls outperforming boys at Higher and Advanced Higher level

In individual subjects, girls more likely to have a higher pass rate

Girls have higher pass rates for Advanced Higher Computer Science, Physics and Mathematics of Mechanics

So, what's the problem?



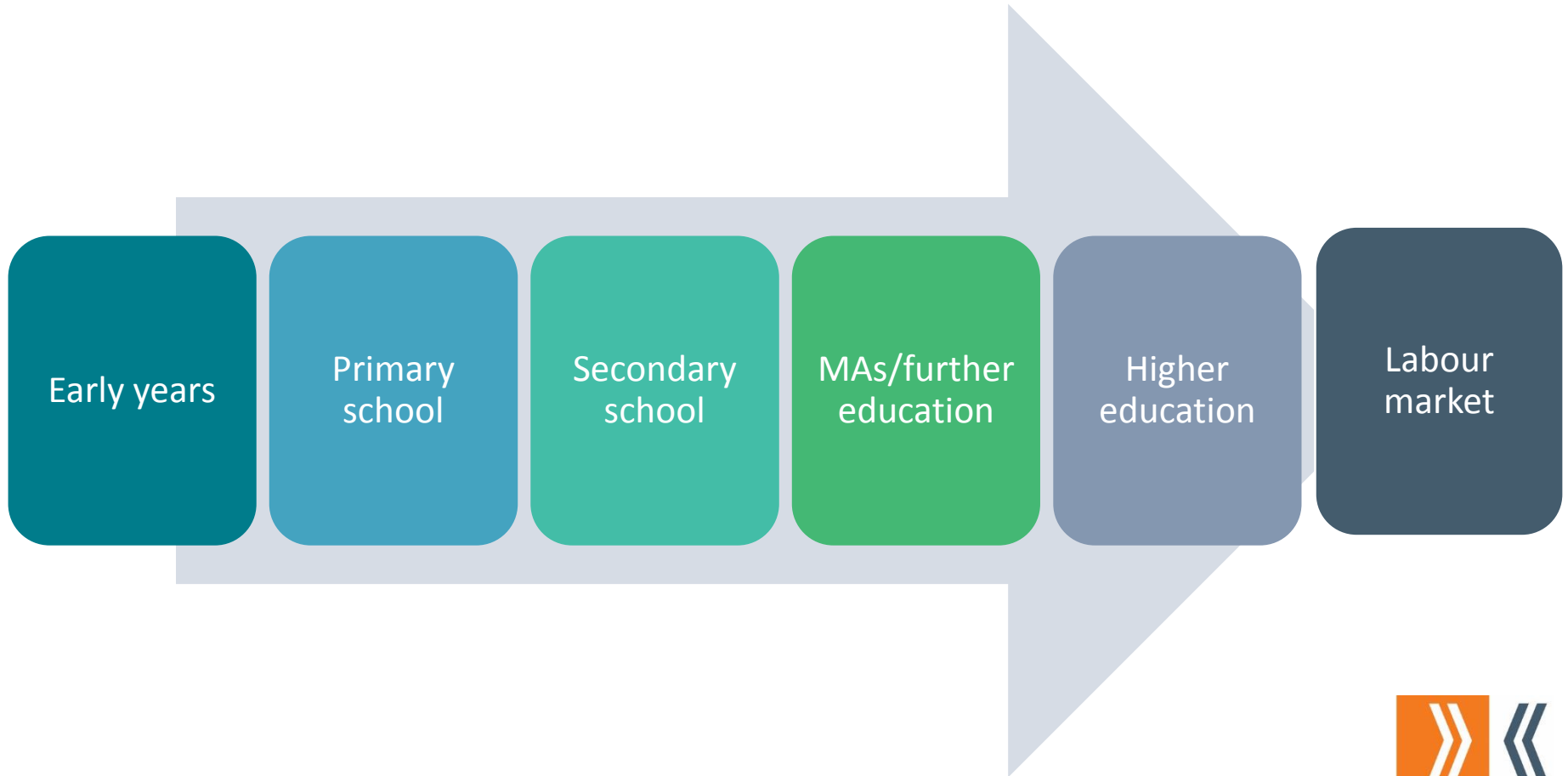
Gender segregation in Higher subject choice

Girls		Boys	
Art and design	81%	Computing science	83%
Health and food technology	82%	Physics	72%
Childcare and development	96%	Engineering science	90%
Psychology	76%		

Source: SQA (2019) *Attainment Statistics August 2019*

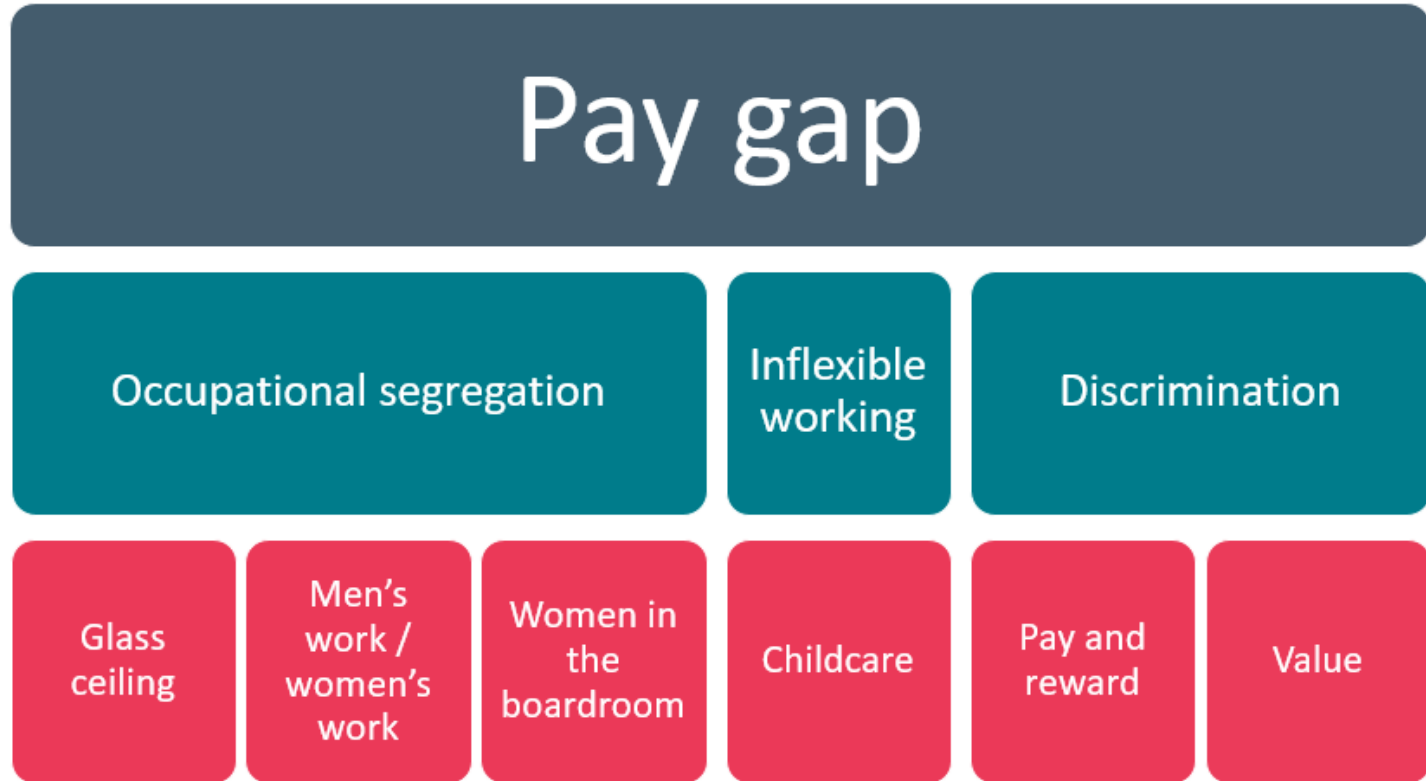


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Indicators need stories





The impact of gender stereotyping on girls



- 51% of girls aged 7-10 said gender stereotypes changed their behaviour and affects how much they participate in class.

Source: Girlguiding UK (2017)

- 71% of girls and young women aged 11-21 said they often or sometimes saw or heard teachers using gender stereotypes.

Source: Girlguiding (2017)



The impact on girls and young women

“Girls and boys have the same chance of being successful in their future jobs”

Age	Agree (%)
7-10 years	86
11-16 years	54
17-21 years	35

Source: *Girlguiding UK (2016) Girls' Attitudes Survey*



Sexual harassment in schools

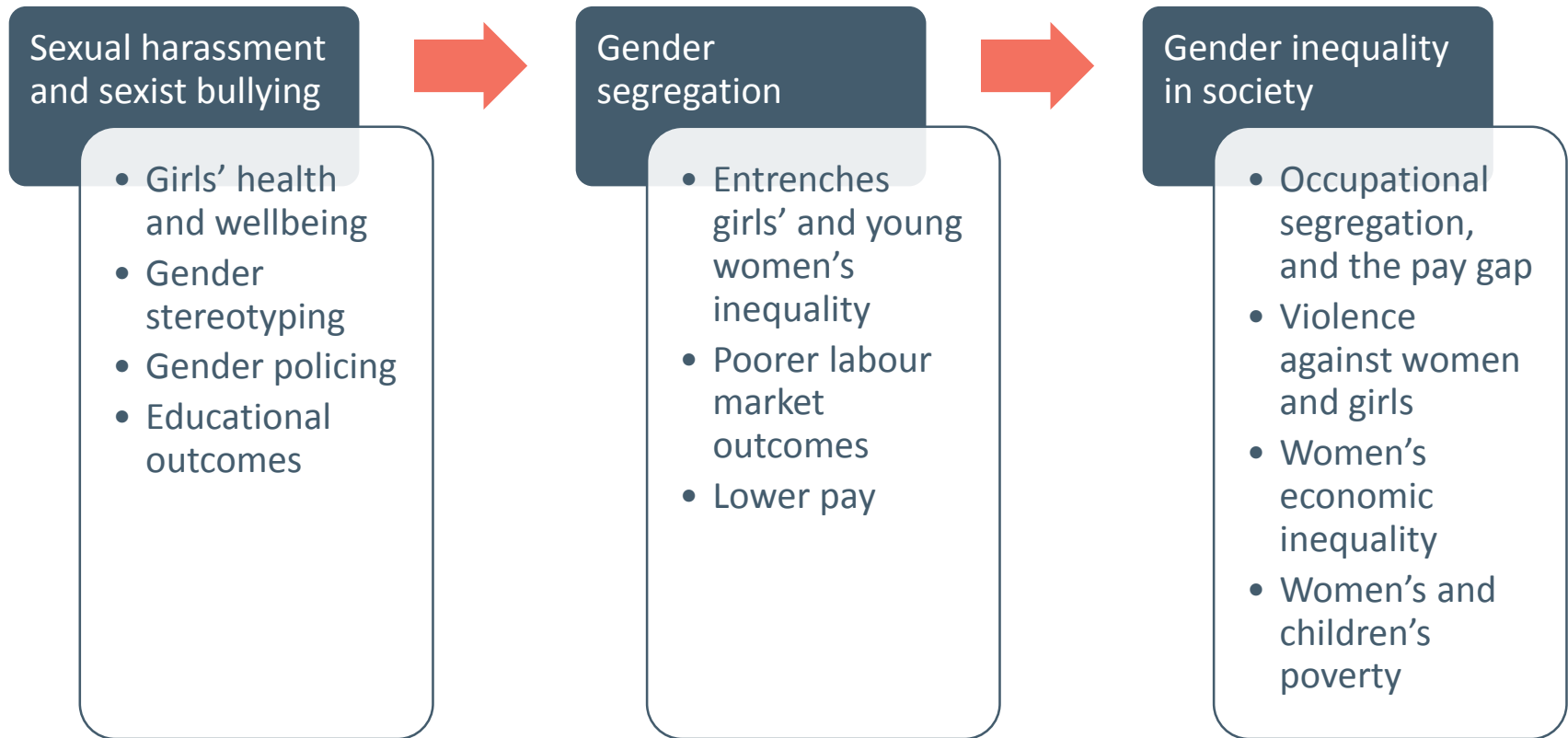
75% of girls and young women said anxiety about potentially experiencing sexual harassment affects their lives in some way.

25% of 11-16 years olds said concerns about sexual harassment made them consider whether or not to speak out in class.

Source: Girlguiding UK (2015) *Girls' attitudes survey 2015*

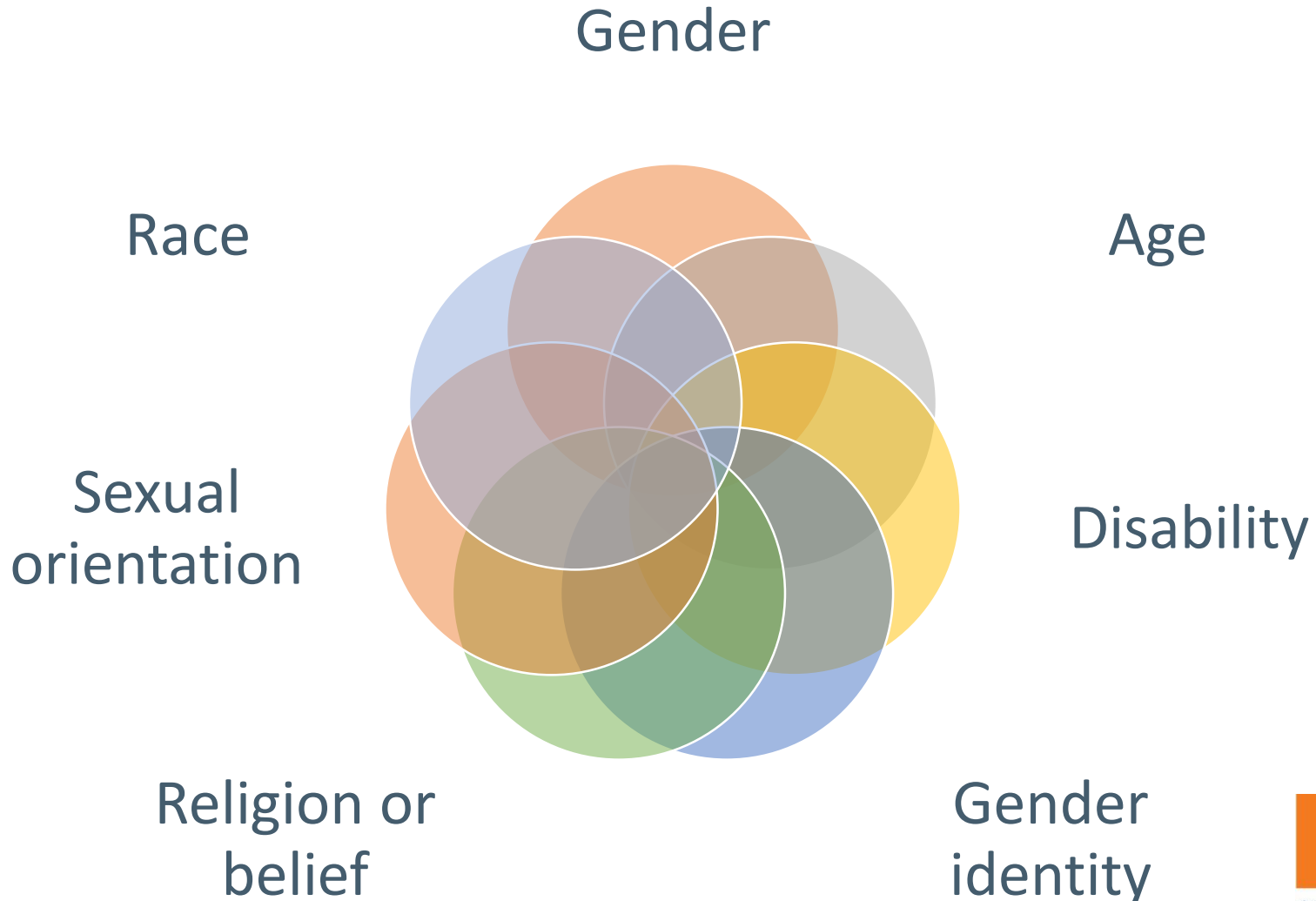


The impact of sexual harassment in schools





Intersectionality: Women's experiences vary





Still Not Visible: BME women's experiences of work

72% experienced racism, discrimination, racial prejudice and/or bias at work

Almost half (47%) when applying for a job, and 41% at interview

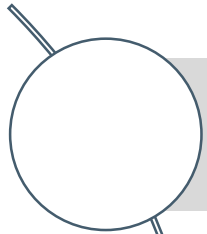
42% had experienced bullying, harassment or victimisation because they were a BME woman

Only 52% who had experienced racism, discrimination and/or harassment reported it to their employer

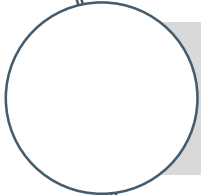
Only 23% satisfied with how their complaint was handled



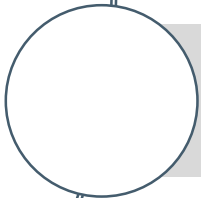
Disabled women and work



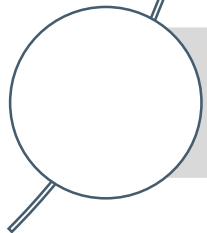
More likely to be underemployed, work part-time and be in low-paid jobs compared with non-disabled people.



35% of disabled women paid below NLW, compared with 25% non-disabled men and 29% of non-disabled women.



Higher average pay gap: 22% compared with non-disabled men, and 11% compared with disabled men.



Disabled women twice as likely to experience domestic abuse.



How domestic abuse disrupts women's employment

Three-quarters of women targeted at work

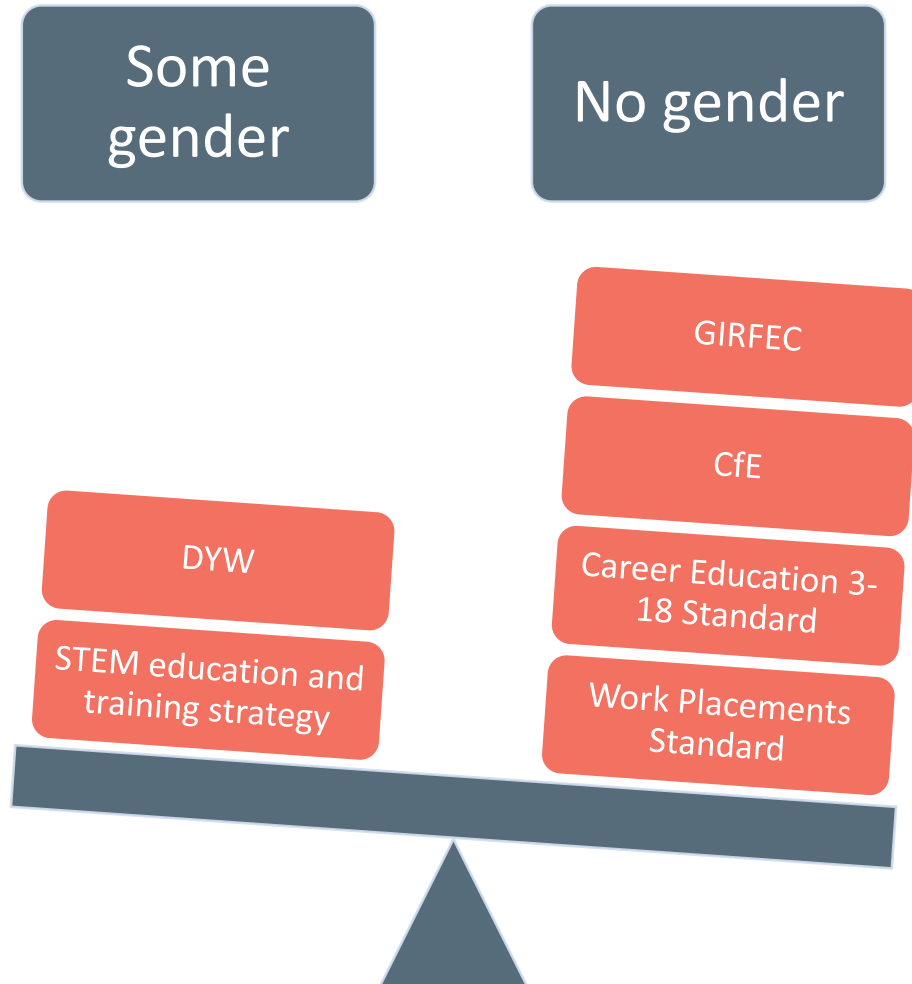
Prevents them from going to work, applying for a job or going for promotion

Prevents women from studying, or doing training

Reinforces occupational segregation, and the pay gap



Where is gender in education policy?





Why does it matter?

Restricts girls' and boys' and women's and men's choices

Young women acquiring more skills but these are not rewarded in the labour market

Women's incomes, women's poverty

Under-utilisation of women's skills

Employers missing out on female talent

Drag on economic growth, worth up to £17bn



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