



The gender pay gap, and what it means for women's work, wages, and poverty

Anna Ritchie Allan, Close the Gap

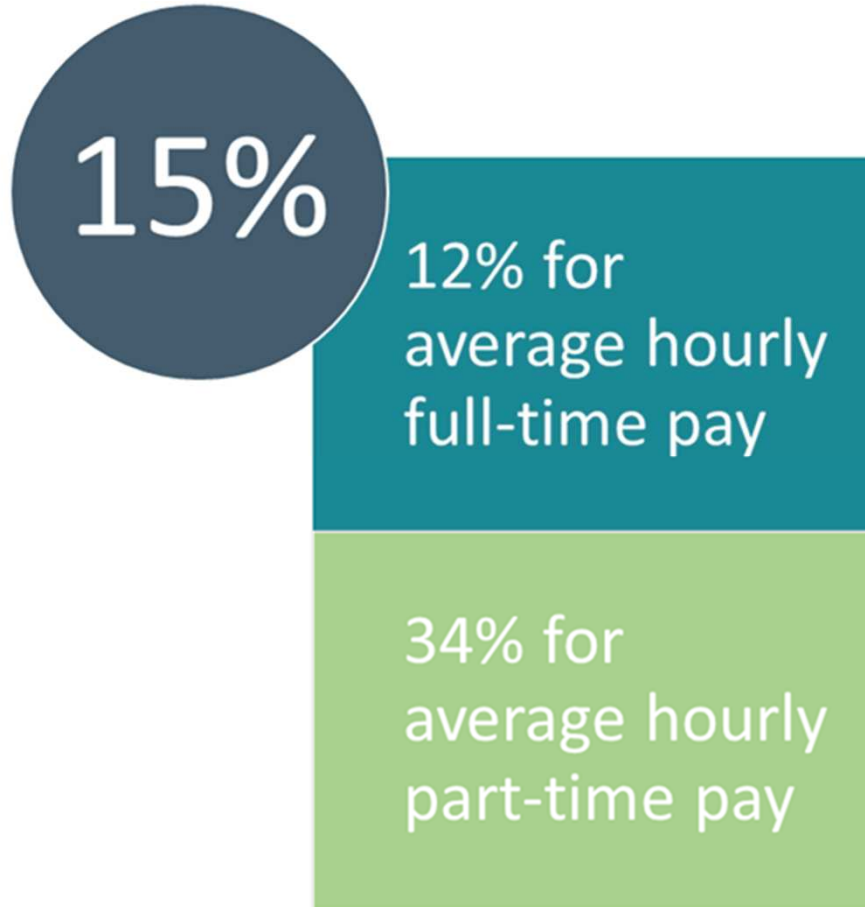
Public Health Information Network for Scotland 2016





The pay gap in Scotland

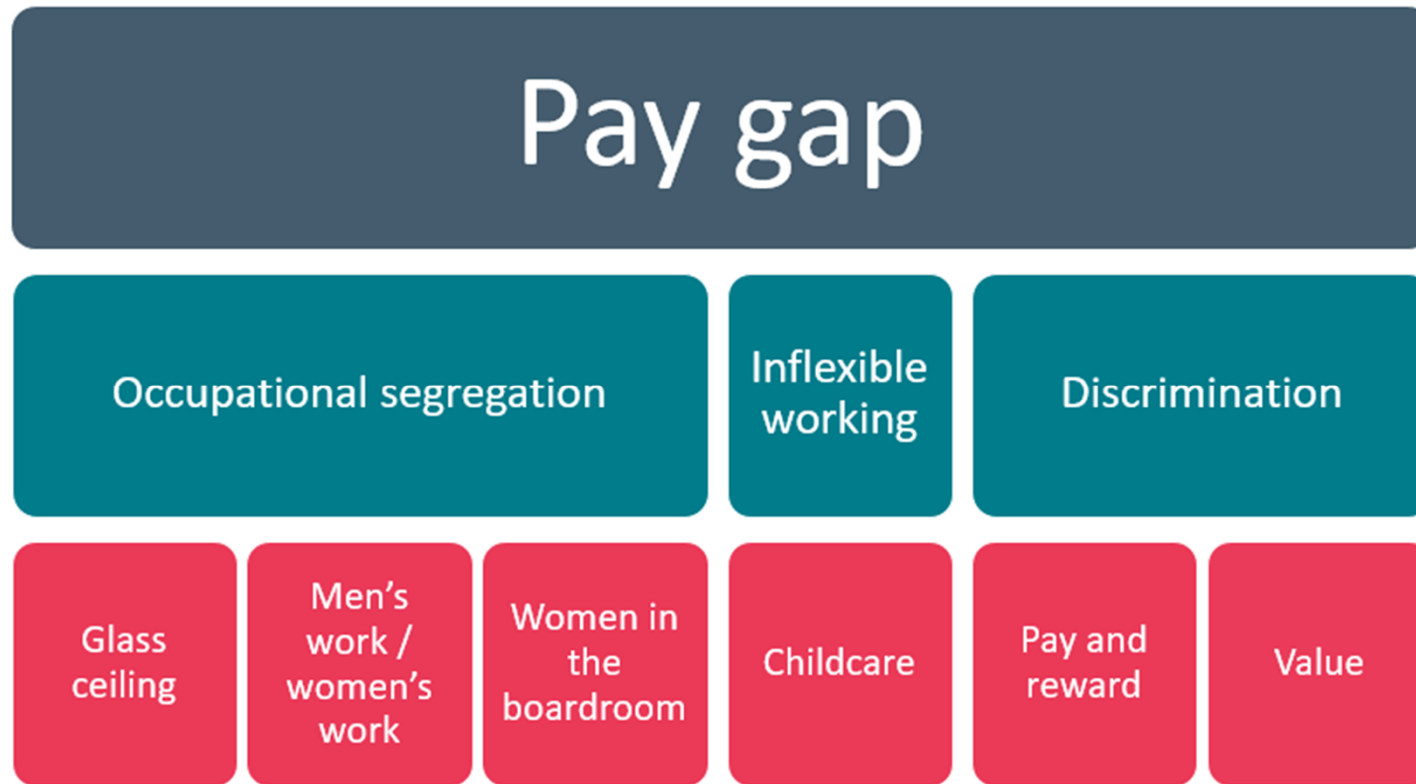
On average, for every £1 a man earns per hour a women earns 85p.



Source: Annual Survey of Hours and Earnings 2015



Indicators need stories





Occupational segregation in the Scottish labour market: Industry

Industry	% men	% women
Agriculture, forestry, and fishing	81	19
Energy and water	79	21
Manufacturing	74	26
Construction	86	14
Transport and communication	78	22
Public administration, education, and health	29	71

Source: Scottish Government Labour Market Statistics, 2015, Annual Population Survey (October 2014 – September 2015)



Occupational segregation in the Scottish labour market: Occupational groups

Occupational group	% men	% women
Administrative and secretarial	20	80
Caring, leisure and other service	18	82
Sales and customer service	36	64
Skilled trades	90	10
Process, plant, and machine operatives	88	12

Source: Scottish Government Labour Market Statistics (2015) Annual Population Survey (October 2014 – September 2015)



Unintended messaging?

Dress-Up Trunk
RRP ~~£50.00~~
Our Price
£30.00 Each

Mix & Match Up To

Dress-Up Trunk

(Kleeneze)





Unintended messaging?

Dress-Up Trunk

Mix and match up to 5 outfits with this dressing up set and trunk. Be a movie star, princess, model, bride, or belle of the ball for girls or you can be a cowboy, red indian, knight, pirate or a fireman for boys!

For children 3 years and over.

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MIX & MATCH UP TO 5 OUTFITS IN EACH TRUNK!



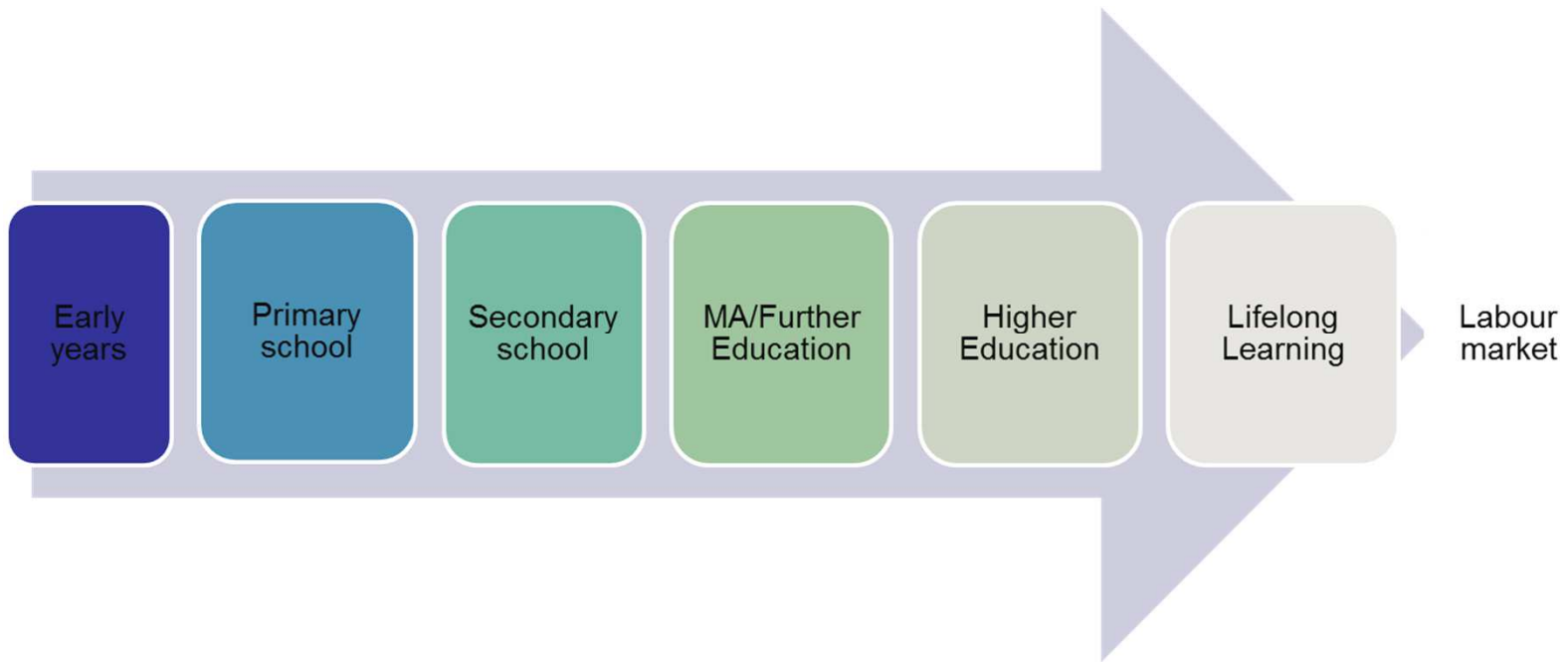
(Kleeneze)



Close the Gap



Education and skills





Women's employment: increasing precarity

- Concentrated in low-paid jobs and sectors.
- Women more likely to be in insecure, and temporary work.
- More women than men on zero hours contracts.
- Spending cuts disproportionately impact women working in the public sector.
 - Enforced reduction in hours, pay freezes, redundancies, flexible working request refusals



Women and poverty

- Two-thirds of low-paid workers are women, 40% of whom work part-time.
- Women have less income, access to resources, assets and financial independence than men.
- Gender impact of 'welfare reform'
 - 85% of £26bn of cuts have come from women's incomes.
- Women are twice as reliant on social security than men.



What is work?

Work	Leisure
Refuse collection	Doing the recycling
Being a chef	Cooking a meal for your family
Being a sewing machinist in a factory	Sewing clothes for your children and grandchildren
Farming a cash crop	Subsistence farming
Writing a letter as a private sector board member	Writing a letter as a third sector board member
Caring for patients in a hospital	Caring for your own child, sick family member, or older family member

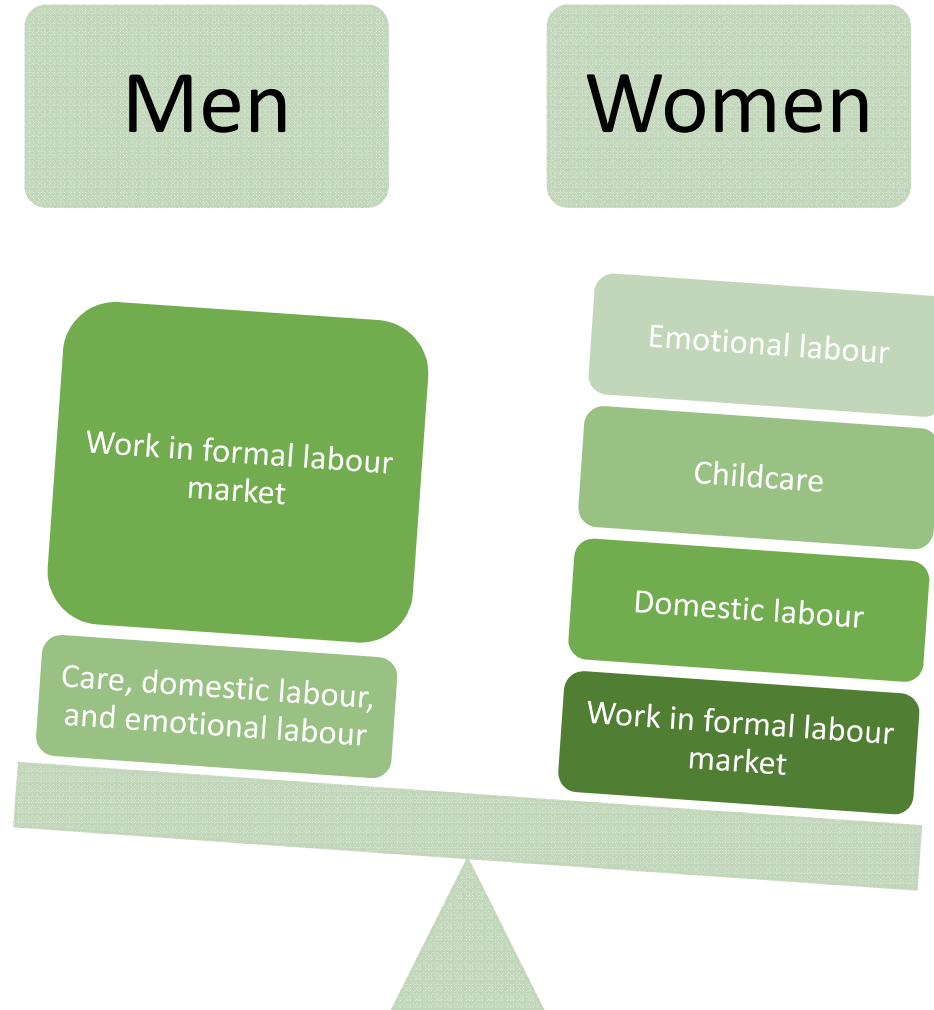


Women's unpaid work

- Unpaid labour in the home and in the community
- GDP doesn't count this work
- Informal childcare is worth £343bn to the economy, equivalent to 23% of GDP (ONS)
- One-third to a half of all valuable economic activity is not accounted for in traditional measures of economic performance i.e. GDP (OECD)



Half a revolution?



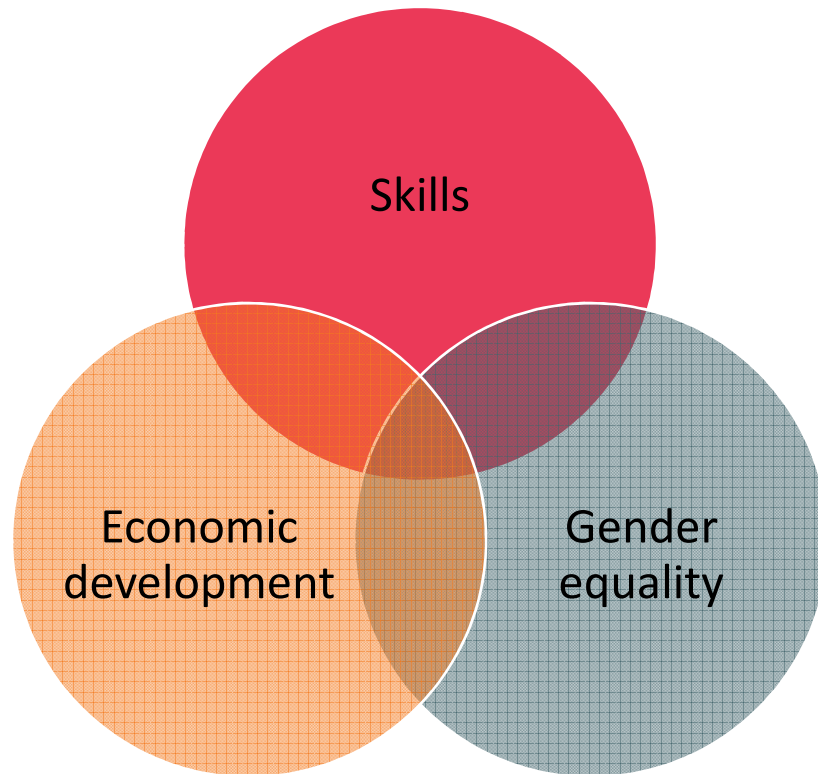


Why does it matter?

- ‘Women’s work’ isn’t valued, or counted
- Restricts women’s and men’s choices
- Impact on women’s incomes
 - women’s poverty, and child poverty
- Female pensioner poverty
- Impact on household budgets, and local economies
- Employers are missing out on women’s skills and talents.

The economic cost

- Occupational segregation
- Skills shortages
- Under-utilisation of women's skills
- Allocative inefficiency
- Drag on economic growth – worth £17bn to Scotland's economy (12% of GDP)





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