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.

15%

12% for average hourly full-time pay

34% for average hourly part-time pay

Source: Annual Survey of Hours and Earnings 2015
Indicators need stories

Pay gap

- Occupational segregation
- Inflexible working
- Discrimination

- Glass ceiling
- Men’s work / women’s work
- Women in the boardroom
- Childcare
- Pay and reward
- Value
### Occupational segregation in the Scottish labour market: Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>% men</th>
<th>% women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agriculture, forestry, and fishing</td>
<td>81</td>
<td>19</td>
</tr>
<tr>
<td>Energy and water</td>
<td>79</td>
<td>21</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>74</td>
<td>26</td>
</tr>
<tr>
<td>Construction</td>
<td>86</td>
<td>14</td>
</tr>
<tr>
<td>Transport and communication</td>
<td>78</td>
<td>22</td>
</tr>
<tr>
<td>Public administration, education, and health</td>
<td>29</td>
<td>71</td>
</tr>
</tbody>
</table>

Occupational segregation in the Scottish labour market: Occupational groups

<table>
<thead>
<tr>
<th>Occupational group</th>
<th>% men</th>
<th>% women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative and secretarial</td>
<td>20</td>
<td>80</td>
</tr>
<tr>
<td>Caring, leisure and other service</td>
<td>18</td>
<td>82</td>
</tr>
<tr>
<td>Sales and customer service</td>
<td>36</td>
<td>64</td>
</tr>
<tr>
<td>Skilled trades</td>
<td>90</td>
<td>10</td>
</tr>
<tr>
<td>Process, plant, and machine operatives</td>
<td>88</td>
<td>12</td>
</tr>
</tbody>
</table>

Unintended messaging?

(Kleeneze)
Unintended messaging?

(Kleeneze)
Education and skills

- Early years
- Primary school
- Secondary school
- MA/Further Education
- Higher Education
- Lifelong Learning

Labour market
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?

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

Men
- Work in formal labour market
- Care, domestic labour, and emotional labour

Women
- Emotional labour
- Childcare
- Domestic labour
- Work in formal labour market
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)
Anna Ritchie Allan
www.closethegap.org.uk
info@closethegap.org.uk
Twitter: @closethepaygap