

5 OCCUPATIONAL SEGREGATION: CEDAW report

In Scotland, Ministers have recently identified **occupational segregation** as a priority area for the advancement of equality of opportunity between men and women (in accordance with one of the Gender Equality Duty 'specific duties' in Scotland). Ministers have a duty to report on listed public bodies' progress in the priority areas by July 2010 and at least every three years thereafter.

What has the Scottish Government done to develop and implement this? The Scottish Government reported to the UN Committee on the following actions:

- The Scottish Government is currently taking forward the actions identified in the report of the cross-directorate group on occupational segregation, which was published in August 2009 (<http://sh45inta/Publications/2008/08/27101332/0>)
- The Scottish Government has commissioned *Close the Gap* to help with this work in the period to end March 2011. *Close the Gap* is a partnership project (other partners being Scottish Enterprise, Highland and Islands Enterprise, Equality and Human Rights Commission and the Scottish Trades Union Council) which raises awareness amongst employers and employees about the **gender pay gap** and its causes, (such as occupational segregation) and encourages and supports action to close the gap.
- Further, the Convention of Scottish Local Authorities (CoSLA) has advised that 26 out of the 32 Scottish Local Authorities have implemented Single Status Agreements, which aim to harmonise terms and conditions of service for manual and non manual employees, removing any unfairness in the pay and grading arrangements. The remaining 6 authorities are expected to do so within the next year.

Questions

1. **What else could the Scottish Government do/have done between 2008 and 2012?**
2. **What could UK Government do/have done between 2008 and 2012?**
3. **Any other comments?**