



# UNITED NATIONS INTERNATIONAL COVENANT ON ECONOMIC, SOCIAL, AND CULTURAL RIGHTS

## SHADOW REPORT

Sixth periodic report of the government of the United Kingdom  
on measures taken to give effect to ICESCR

Engender, Scotland • April, 2016

### Introduction

Engender is a women's organisation based in Scotland, working on a feminist and anti-sexist agenda. We aim to make visible the impact of sexism on women, men, children, society and our social, cultural, economic, and political development. We do this by making the causes and impact of women's inequality visible, promoting gender equality in policy and practice and increasing women's power and influence.

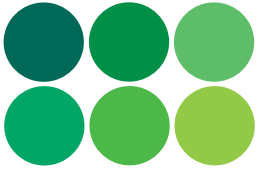
The period since the last examination of the UK by the Committee has seen a clear and stark diminution of women's rights across the four countries of the United Kingdom. This statement focuses on areas of persistent and significant inequality and breaches of women's economic, cultural, and social rights, within the Scottish context.

It is women who have borne the brunt of the impact of the austerity measures that have been the UK Government's response to the financial crisis and recession. It is women who have seen a withdrawal of essential public services, including refuges and support services. It is low-paid women and lone mothers who are shouldering the cost of "welfare reforms" that will push people further into poverty and homelessness. It is women's jobs that have been lost and will be lost as the UK Government relentlessly seeks to shrink the public sector. It is women's lives and experience that are missing from the analysis as the UK Government sets its economic policy.

### Economic, cultural, and social rights in Scotland: which Government has responsibility?

Scotland has separate and distinct judicial, education, and health systems from the rest of the UK; these have been further developed since the devolution of certain powers to Scotland in 1999. The effect of UK Government policy on women in Scotland is significant, and some important institutions and mechanisms exist at UK level, but there are also policy areas for which the Scottish Government must be held accountable.





Scotland's devolution settlement is complex and is currently being amended through the means of the Scotland Bill (2015), which is a piece of UK legislation. We will indicate throughout this document where proposed recommendations for action relate to the UK Government or Scottish Government.

## Article 2

### Refugee and asylum-seeking women: social security, employability, and work

Work by the Refugee Women's Strategy Group in Scotland has identified a range of barriers facing asylum seeking and refugee women in Scotland<sup>1</sup>. Most asylum-seeking people are not permitted to work, leading to an erosion of skills and confidence during the years in which their status remains uncertain. The small number who are given leave to work face administrative hurdles in getting National Insurance numbers and relevant employability support.

Women are particularly disadvantaged by delays in transferring from asylum support to social security benefits, as they are more likely to have dependent children. Once people seeking asylum are given leave to remain there can be significant problems in having their qualifications recognised in Scotland, and in accessing appropriate employability support.

#### RECOMMENDATIONS

- The UK Government should lift the proscription on asylum-seeking people working in the formal labour market.
- The Scottish Government should provide appropriate employability support to asylum-seeking people.

## Article 3

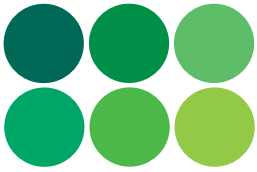
### Violence against women

Women in Scotland earn less than men, depend more on the shrinking pot of welfare benefits, and are more likely than men to be members of the swelling precariat.

The vulnerabilities of precariously employed women—including migrant workers, domestic workers, and women on zero-hours contracts—to sexual harassment and other forms of sexualised violence (including prostitution) are obvious. Women experiencing violence (and the men who perpetrate it) have always understood its intimate relationship to women's access to resources and the connection between income disparity and power. Domestic abuse is more likely to be found in households with a wider gap between male and



<sup>1</sup> Refugee Women's Strategy Group (2011) *The Struggle to Contribute: A report identifying the barriers to refugee women on their journey to employment in Scotland* Scottish Refugee Council



female earnings. Women who have experienced domestic abuse, when asked which interventions would be most effective and helpful, list childcare, housing, income support, and education and skills above refuges. Economic inequality restricts choices, reduces access to justice, and makes it impossible to “just leave,” whether the space being left is an exploitative workplace or that inhabited by a controlling abuser.

Scotland’s recently introduced violence against women strategy, Equally Safe, explicitly links men’s violence with women’s economic inequality.

### RECOMMENDATIONS

- The Scottish Government should, as part of its primary prevention of violence against women, act to increase women’s economic equality and autonomy by tackling occupational segregation and the gender pay gap, and through its development of social security.
- The Scottish Government should commit to implement the Council of Europe treaty on preventing and combating violence against women and domestic violence (the Istanbul Convention).
- The UK Government should ratify the Council of Europe treaty on preventing and combating violence against women and domestic violence (the Istanbul Convention).

### Childcare

Women’s disproportionate responsibility for caring for children, sick and disabled people, and older people prevents them from participating in the formal labour market.

Scotland has some of the highest childcare costs in the UK, and the UK costs are already among the highest in the world.<sup>2</sup> Access to affordable childcare is a major barrier to women being able to work, study and train. A quarter of parents in severe poverty in Scotland have given up work, a third have turned down a job, and a quarter have not been able to take up education or training because of high childcare costs.<sup>3</sup> Less than one fifth (15%) of local authorities in Scotland have sufficient childcare for parents who work full-time, and less than one in ten (9%) local authorities have enough childcare for parents who work outside of normal hours.<sup>4</sup> Access is worse for disabled children, older children, or in rural areas.<sup>5</sup>

Moves by the Scottish Government to increase the number of free childcare hours for three to five year olds to 600 hours per year are welcome. However,

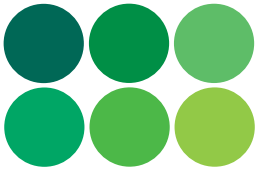
<sup>2</sup> Save the Children (2011) *Making Work Pay – The Childcare Trap*

<sup>3</sup> Ibid.

<sup>4</sup> Rutter, Jill (2015) *Childcare Costs Survey 2015*, Family and Childcare Trust

<sup>5</sup> The Daycare Trust and Children in Scotland (2011) *The Scottish Childcare Lottery*





this still only equates to the weekly equivalent of primary school hours. Women need wrap-around childcare to enable them to participate in the labour market equally, and train and study on an equal basis. It is also imperative that a rapid expansion of the childcare sector does not simply replicate the low pay that characterises the sector currently, but that workers within it receive at least a living wage.

#### RECOMMENDATION

- The Scottish Government should ensure that quality childcare is in place that meets the needs of families, including those headed by lone parents, and that working in the sector provides at least a living wage.

## Article 6

### Modern Apprenticeship programme

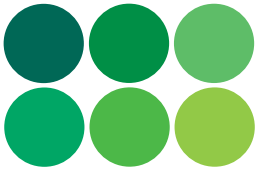
There is persistent and acute gendered occupational segregation in Scotland's Modern Apprenticeship intermediate skills programme, which is the major entry point into the labour market for young people not in further or higher education. Women are concentrated in stereotypically female frameworks such as early years care and education, social care and hairdressing, which attract low rates of pay and have poorer labour market outcomes. Men are clustered into frameworks such as engineering, construction and plumbing which have higher rates of pay and lead to better labour market outcomes. This stark segregation has not changed in the last ten years.

Occupation	% female 2005	% female 2010	% female 2015	% change
Construction	0.7	1.6	2	+1.3
Early Years Care and Education	98.5	97.9	100	-1.5
Engineering	2.4	2.6	4	+1.6
Plumbing	0.4	0.9	0.9	+0.5
ICT	49.7	20.7	15	-34.7

There are significant public spending implications for the Modern Apprenticeship programme, as male-dominated frameworks are on average longer in duration and therefore resource intensive, have lower turnover, and are associated better labour market outcomes. The average spend per male apprentice is 59% higher than for a female apprentice.<sup>6</sup>



<sup>6</sup> Sosenko and Netto (2013) *Scotland-focused analysis of statistical data on participation in apprenticeships in four UK countries*, Heriot Watt University



## RECOMMENDATION

- The Scottish Government must ensure that the delivery agency, Skills Development Scotland, is held accountable for the delivery of the modern apprenticeship equality plan and has sufficient resources to mainstream gender equality.

## Article 7

### The gender pay gap

Scotland, like the UK, continues to have a persistent pay gap. The pay gap in Scotland is 15%.<sup>7</sup> The pay gap is caused by occupational segregation, where women and men do different types and levels of work; inflexible working practices which make it difficult for women with caring responsibilities to participate in the labour market, particularly at senior levels; and discrimination within pay systems.

### Think, Act, Report

In 2011, the UK Government implemented Think, Act, Report, a voluntary initiative to encourage private sector companies to address the gender pay gap. The initiative has been widely seen as a failure as only four companies published their pay gaps, and only two published information by grade which was the target of the scheme. Consequently, the UK Government is now consulting on mandatory pay gap reporting for companies with more than 250 employees. While the aim of the proposals is to be welcomed, they lack appropriate accountability mechanisms and are insufficiently robust to identify systemic discrimination.

### Public sector equality duty

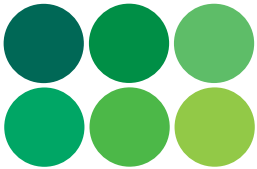
In Scotland, there are specific duties on listed public authorities which oblige them to publish their gender pay gaps and information on occupational segregation, and set equality outcomes under the public sector equality duty. While these regulations are to be welcomed, the performance of public authorities in relation to publishing information on gender and employment has been poor, with few taking action to address women's pay inequality.<sup>8</sup>

The CEDAW Committee expressed concerns in its concluding observations that consolidating the pre-existing race, gender, and disability equality duties into the public sector equality duty had reduced the visibility and focus on gender equality. We and other women's organisations in Scotland share those concerns.



<sup>7</sup> Close the Gap (2016) *Gender Pay Gap Statistics*

<sup>8</sup> Close the Gap (2014) *Monitoring Public Bodies' Compliance with the Public Sector Equality Duty*



## Access to justice: employment tribunal fees

The UK Government has also introduced employment tribunal fees for claimants of £1200, which has seen the number of equal pay claims and sex discrimination cases drop by 83% and 91% respectively, leaving many women unable to access justice after experiencing discrimination.

### RECOMMENDATIONS

- The Scottish Government should refresh the public sector equality duty to ensure that it is reducing gender inequality and advancing equality between women and men.
- The UK Government should remove fees for employment tribunals.
- The UK Government must ensure that companies that flout mandatory pay gap reporting requirements, or fail to tackle discriminatory pay systems, are held accountable.

## The Living Wage

In-work poverty is increasing in Scotland, and in the UK. In Scotland 52% of working age adults and 59% of children living in poverty were in households where at least one person is in work.<sup>9</sup> Almost a fifth of the Scottish workforce are paid below the living wage<sup>10</sup>, and 64% of these workers are women<sup>11</sup>. Women's employment in general is more precarious, and they are more likely to be informal, temporary and part-time work which are most at risk in times of recession and economic uncertainty. 40% of low-paid workers are women working part-time.

2.3% of workers in Scotland are on zero hours contracts, with women slightly more likely to be employed in this way than men.<sup>12</sup> This type of employment is increasing, leaving greater numbers of women without job security, and with no guarantee of an income each week. This, in turn, impacts severely on household budgets and contributes significantly to child poverty.

The UK Government pledged, in its most recent Budget, to introduce something it described as a "National Living Wage". This is not a Living Wage, and the proposed introductory level of £7.20 an hour is already substantially below the £7.85 Living Wage calculated for Scotland<sup>13</sup> and the rest of the UK outside London, and the £9.15 calculated for London by the Living Wage Foundation.

<sup>9</sup> Scottish Government (2015) *Quarterly Poverty Briefing March 2015*  
<http://www.gov.scot/Resource/0047/00474300.pdf>

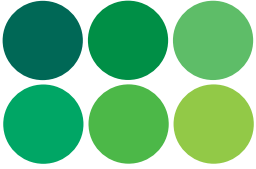
<sup>10</sup> The Living Wage Campaign campaigns for employers to pay a minimum hourly rate of £7.85, as opposed to the statutory National Minimum Wage of £6.50 per hour.

<sup>11</sup> KPMG (2014): *Structural Analysis of Hourly Wages and Current Trends in Household Finances*  
<https://www.kpmg.com/UK/en/IssuesAndInsights/ArticlesPublications/Documents/PDF/Latest%20News/living-wage-research-october-2014.pdf> accessed July 2015

<sup>12</sup> Office for National Statistics (2014) *Labour Force Survey*

<sup>13</sup> Scottish Trades Union Congress (8 July 2015) *Statement on Conservative Living Wage and Employment*  
<http://www.stuc.org.uk/news/1175/stuc-statement-on-conservative-living-wage-and-employment>





## RECOMMENDATIONS

- The UK Government should commit to uplifting the National Minimum Wage to the level of a Living Wage, as identified by the Living Wage Foundation or a similar body external to Government.
- The UK Government should restrict the use of zero hours contracts.

### Underrepresentation of women at senior levels

Women continue to face a range of gendered structural barriers to promotion, and are consequently significantly under-represented at senior and management levels across the labour market. In Scotland, women comprise just 35% of managers, directors and senior officials.<sup>14</sup> Although women make the majority of public sector workers, this is not reflected in senior positions within the sector. Only 28% of local authority chief executives, 36.4% of health board chief executives, and 30.9% of secondary school head teachers are women.<sup>15</sup>

Inflexible working practices, particularly in senior roles, mean that women experience difficulties balancing work with caring responsibilities. Unfair and biased recruitment practices, and lack of access to informal networking opportunities, also differentially impact women.

Women are also under-represented in the boardroom, accounting for only 36% of public board appointments and 21% of public board chairs.<sup>16</sup> The gender balance is worse in the private sector with only 24% of FTSE board directors, and just 8.6% of executive directors being women.<sup>17</sup>

The Scottish Government is currently exploring using new powers coming to it through the Scotland Bill, which will redefine the devolution settlement, to introduce temporary special measures to improve the gender balance of public sector boards in Scotland. Introducing temporary special measures to improve the gender balance of private sector boards is likely to remain reserved to the UK Government.

## RECOMMENDATIONS

- The Scottish Government should legislate to mandate equal gender representation on public sector boards using the new powers afforded to it by the Scotland Bill.

<sup>14</sup> Office for National Statistics (2014) *Annual Survey of Hours and Earnings Provisional Results* <http://www.ons.gov.uk/ons/publications/re-reference-tables.html?edition=tc%3A77-337425> accessed July 2015

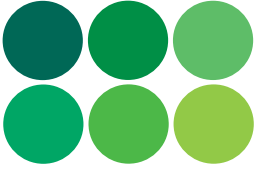
<sup>15</sup> Equality and Human Rights Commission (2011) *Sex and Power in Scotland*

<sup>16</sup> Scottish Government (2014) *Women on Board: Quality through diversity*

<sup>17</sup> Department for Business, Innovation and Skills (2015) *Women on Boards: Davies Review Annual Report 2015*







- The Scottish Government should act to ensure that its economic development agencies and Business Pledge are enabling all sectors of the economy to tackle the 'glass ceilings', which prevent women from progressing into more senior roles in their occupation or industry.

## Article 8

### Trades Union

Legislation introduced by the previous UK Government, and plans by the current Government has severely restricted, and will serve to further restrict, trade union activity in the UK. Changes that have already been implemented include:

- a cap on the proportion of the civil service pay bill that can be spent on trade union 'facility time'<sup>18</sup>;
- restrictions on the number of civil service union reps given full time release for trade union work; and
- prohibiting paid time off for union reps for union-related activities

The current UK Government has also announced plans to:

- Extend restrictions on paid time off and facility time to the local government sector in England, and across the private sector.
- Ending 'check-off'<sup>19</sup> arrangements in eight UK Government departments.

### RECOMMENDATION

- Given that the UK Government plans will constrain individuals' right to withhold their labour, the UK Government should halt its plans to introduce these measures.

### Right to strike

Plans have been announced by the UK Government which will significantly restrict the right to take industrial action, including:

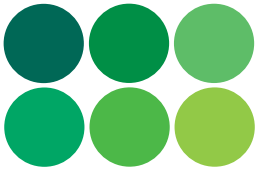
- a 50% turnout threshold in a ballot, and an additional 40% yes vote requirement in 'core public services' (health, education, transport and fire services);
- ending a ban on hiring temporary agency staff to cover strike action;
- imposing a three-month time limit after a ballot of strike action to take place; and
- further restrictions on picketing.



<sup>18</sup> 'Facility time' is the practice of allowing trade union reps time off to address union-related matters.

<sup>19</sup> 'Check-off' is where the employer collects and pays the trade union subscriptions of staff directly from salaries.





## RECOMMENDATION

- Given that the UK Government plans will constrain individuals' right to withhold their labour, the UK Government should halt its plans to introduce these measures.

## Article 9

### Social security

The social safety net is under intense pressure in the UK, and the dramatic reduction in social security budgets and familialisation of benefits is having a profoundly negative impact on women. Since 2010, 85% of cuts to benefits, tax credits, pay and pensions have been taken from women's incomes. Together with the Autumn Statement 2014 this amounts to £22 billion from a total £26 billion.<sup>20</sup> The UK Department for Work and Pensions has been asked to find an additional £15bn of cuts, since the UK Budget this summer, rather than the £12bn that was promised in the Conservative general election manifesto.

Current and planned cuts exacerbate women's pre-existing economic inequalities:

- Women are twice as dependent on social security as men, with 20% of women's income coming from the benefits and tax credit system, compared with 10% of men's.<sup>21</sup>
- Women have fewer financial assets and less access to occupational pensions than men and there are considerably more women than men in the lowest income decile in the UK.<sup>22</sup>
- 92% of lone parents are women, and women make up 95% of lone parents dependent on Income Support.<sup>23</sup>
- Women are at least 59% of unpaid carers in Scotland, 74% of Carer's Allowance claimants are women<sup>24</sup> and women are four times as likely to give up paid work due to multiple caring responsibilities.<sup>25</sup>
- The gender pay gap in Scotland, which is 15% for full-time work and 32% for part-time work,<sup>26</sup> signifies persistent and widespread differences in women's experience of the labour market.

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<sup>20</sup> Fawcett Society (2015) *Where's the Benefit? An Independent Inquiry into Women and Jobseeker's Allowance*

<sup>21</sup> The Fawcett Society (2006) *Who benefits? A gender analysis of the UK benefits and tax credit system*

<sup>22</sup> Women's Budget Group (2013) *The Impact on Women of Budget 2013: A budget for inequality and recession*

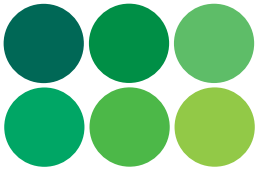
<sup>23</sup> Engender (2012) *Multiple Jeopardy: The impacts of the UK Government's proposed welfare reform on women in Scotland*

<sup>24</sup> Carers UK (2014) *Caring and Family Finances Inquiry*

<sup>25</sup> Carers UK (2012) *Sandwich Caring: Combining childcare with caring for older or disabled relatives*

<sup>26</sup> Office for National Statistics (2014) *Annual Survey of Hours and Earnings, 2014 Provisional Results*





The programme of “welfare reform”, and changes to the operating procedures of Job Centres which have seen social security recipients subjected to a regime of conditionality and sanctions, has resulted in higher levels of financial hardship and destitution for women. Specific features of “welfare reform” having this impact include:

- Replacing payments to individuals, including Child Benefit, which is usually paid to mothers in opposite-sex couple headed households, with a monthly household payment, which is likely to be paid to the male higher earner<sup>27</sup>. Universal Credit will increase the opportunity to create financial dependency, prevent women experiencing domestic abuse from leaving, thereby placing women and their children at increased risk. Research by Refuge found that 89% of the women they surveyed experienced financial abuse as part of their experience of domestic abuse.<sup>28</sup>
- Introducing a reduction in social security, colloquially referred to as the “bedroom tax” for households whose social housing contains “extra” bedrooms. This has been levied even when the “extra” room is a panic room created for a woman at risk of lethal violence from a former partner, when households that include disabled people require additional room for cumbersome or noisy medical equipment, and when grandparents or other extended family members provide respite childcare or care for older or disabled people.
- New Income Support rules require single mothers to take part in work-focussed interviews when their youngest child is one year old and women with children as young as two can be required to undertake mandatory work activity or face sanctions.<sup>29</sup> Current childcare provision is insufficient to meet the needs of all women who are categorised as ‘economically inactive’, which guarantees that women will not all be able to meet the requirements of the programme and will therefore be subject to sanction.
- Unpaid carers, around 60% of whom are women, save Scotland an estimated £10.3bn, or over a third of the national budget. However, Carer’s Allowance is set at the lowest rate for any income replacement benefit, and amounts to only 25% of the minimum wage. This reflects the value that the government places on carers, their contribution and therefore women’s work. Across the UK, £1bn will be cut from carers’ incomes between 2011 and 2018.<sup>30</sup> A low earning disregard within Carers Allowance can act as a financial disincentive to take up paid work where this is possible.<sup>31</sup> There



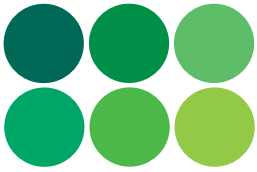
<sup>27</sup> Welfare Reform Committee (2015) *Women and social security Scottish Parliament: Edinburgh*

<sup>28</sup> Refuge (2008) *What’s yours is mine: The different forms of economic abuse and its impact on women and children experiencing domestic abuse*

<sup>29</sup> The Income Support (Work-related Activity) and Miscellaneous Amendments Regulations 2014

<sup>30</sup> Carers UK (2014) *Caring and Family Finances Inquiry: Carers struggling with alarming levels of hardship*

<sup>31</sup> Carers UK (2014) *State of Caring 2014*



are significant concerns that a change of status for carers following the implementation of personal independence payments (PIP) will see many unpaid carers falling into the sanctions regime.<sup>32</sup>

- The lowering of the “benefit cap”, which sets a maximum for household social security income, to £20,000 (with some exemptions) regardless of need, will affect women in Scotland. Thousands of carers are subject to the current benefit cap of £23,000, which was predicted to reduce household social income by £105 per week on average<sup>33</sup> and 49% of households that have been subjected to the benefits cap are headed by single parents with children under five (95% of single parents in receipt of income support are women).<sup>34</sup>
- Disabled women are amongst the very hardest hit by welfare reform. In addition to the direct loss of support in the shift to personal independence payments, many other benefit cuts will also have a disproportionate impact on disabled women, because they are much less likely to be in full-time employment than non-disabled people. The employment rate for non-disabled men is approaching 90%, for disabled women it is 40%.<sup>35</sup> Disabled men experience a pay gap of 11% compared with non-disabled men, but for disabled women, who are less likely to be in full-time employment, this is doubled at 22%.<sup>36</sup> Analysis suggests that claimants are simply being moved from Employment and Support Allowance (ESA), which replaced Incapacity Benefit, to the lower Jobseekers’ Allowance.<sup>37</sup> Once on JSA they are subject to the strict conditionality regime and sanctions and 20% of all JSA sanctions are falling on disabled people.<sup>38</sup> Access to employment is hugely limited for disabled women, due to discrimination, stigma and public attitudes.
- At present, employment programmes ignore occupational segregation when pairing jobseekers with mandatory work activity, serving to further entrench gender segregation and to perpetuate the gender pay gap.<sup>39</sup>
- The UK Summer Budget included other measures that will reduce social security income<sup>40</sup>, including:
  - Changes to taper rates in tax credits from 41% to 48% of gross income.

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<sup>32</sup> The expected reduction of claimants and knock-on effect on carers will mean a shift into ‘work related activity groups.

<sup>33</sup> DWP (2012) *Benefit Cap (Housing Benefit) Regulation 2012: Impact assessment for the benefit cap*

<sup>34</sup> DWP (2015) *Benefit Cap Quarterly Statistics: GB households capped to May 2015*

<sup>35</sup> The Poverty Site <http://www.poverty.org.uk/45/index.shtml> (accessed 1/4/15)

<sup>36</sup> Inclusion Scotland (2013) *Women in work MSP briefing*

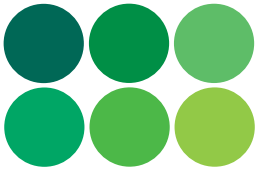
<sup>37</sup> Inclusion Scotland (2011) *Welfare reform briefing*

<sup>38</sup> Webster, David (2014) *Briefing: The JSA/ESA sanctions statistics release*

<sup>39</sup> Engender (2014) *Gender and ‘welfare reform’: A joint position paper*

<sup>40</sup> Engender (2015) *A gender edit of the UK Government Summer Budget 2015*





- Limit Child Element in tax credits and Universal Credit for third and subsequent children born or claimed for after 6 April 2017, unless the third child has been conceived as a result of rape, or is a twin or multiple birth. Consequential changes will be made in Housing Benefit from April 2017.
- Remove the Family Element in tax credits, the first child premium in Universal Credit and the Family Premium in Housing Benefit.
- Most working-age benefits will be frozen for four years from April 2016. This will apply to Job Seeker Allowance; Employment and Support Allowance; Income Support; Child Benefit; applicable amounts for Housing Benefit; and Local Housing Allowance Rates, with provision for high rent areas. The uprating freeze will extend to the Child Tax Credit and Working Tax Credit (excluding disability elements).

This complex package of reforms has not been comprehensively assessed to determine its impact on women. A cumulative impact assessment has not been carried out which would assess how welfare reform affects disabled, asylum-seeking, refugee, black and minority ethnic, and lesbian, bisexual, and trans women.

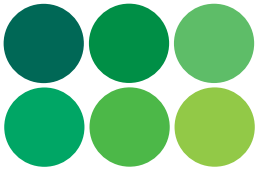
Anti-poverty, women's, and disabled people's organisations, among others, warn of starkly increasing poverty and income inequality, which will drive women's ill-health, including mental ill-health, and undermine women and children's standard of living.

A lack of gender-sensitive process, including a lack of gender budget analysis and adequate gender impact assessment, particularly at the UK level, is failing to make these gendered shortcomings apparent during policy development. There is a much weaker requirement to carry out equality impact assessment in England than in Wales or Scotland.

#### RECOMMENDATIONS

- The UK Government should establish adequate mechanisms to enable it to gender its budget and policy development processes.
- The Scottish Government should extend its current equality budget statement into a full gender budget analysis of the Scottish Budget.
- The Scottish Government should use its new powers to introduce individual payments of Universal Credit, instead of a single household payment.





## Article 10

### Protections for pregnant women and new mothers

The Equality and Human Rights Commission and the UK Department for Business, Innovation, and Skills (BIS) have carried out recent research into maternity discrimination. The initial findings from its survey of employers and mothers were<sup>41</sup>:

- One in nine mothers surveyed (11%) was dismissed, made compulsorily redundant, or treated so unfavourably they felt compelled to resign. If extrapolated to the working population, this may mean that 54,000 women leave their jobs each year as a result of pregnancy discrimination. This represents a significant increase from the findings of similar research carried out in 2005, which suggested that 30,000 women lost jobs as a result of pregnancy discrimination<sup>42</sup>.
- One in five mothers surveyed experienced negative comments or harassment related to their pregnancy.
- 10 per cent of mothers said their employer discouraged them from attending antenatal appointments.

#### RECOMMENDATIONS

- The UK Government should act to ensure that women's legal protections with regard to maternity discrimination are realised.
- The UK Government should end the employment tribunal fee regime, to better enable access to justice.

## Article 13

### Gender segregation in schools

Gendered occupational segregation is evident along the skills pipeline, with assumptions made about the capabilities and interests of girls and boys from pre-school onwards. From a very early age, very fixed ideas based on gender stereotypes influence the choices that children and young people make in relation to subject and career choice.

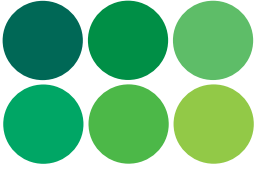
Many subjects still gender divided at secondary school level with young men studying technological studies (93%), graphic communication (71%) and physics (72%), and more young women studying home economics (92%), administration (77%), biology (64%) and art and design (82%).<sup>43</sup>



<sup>41</sup> IFF Research (2015) *Pregnancy and maternity related discrimination and disadvantage: First findings: Surveys of employers and mothers*

<sup>42</sup> Adams, L., McAndrew, F., and M. Winterbotham (2005) *Pregnancy discrimination at work: A survey of women* Equal Opportunities Commission: Manchester

<sup>43</sup> SQA (2014) *Annual Statistical Report* <http://www.sqa.org.uk/sqa/74829.html>



This gender segregation is replicated in the labour market, which is a major cause of the gender pay gap, contributes to women's and children's poverty, and restricts women's and men's choices.

#### RECOMMENDATION

- The Scottish Government and its agencies should act to ensure that gender segregation reduces in subject choices, that university teacher and lecturers are encouraged to build their equalities capacity, and that careers, information, advice and guidance includes approaches to tackle gender segregation and stereotyping about young men and women's capabilities, ambitions, and aspirations.

#### Gender segregation in further and higher education

Attitudes and assumptions based on gender stereotypes mean that young men and women are concentrated into different subject courses in further and higher education in Scotland. In further education colleges, women are clustered in art and design (72.4%), care (73.4%), hairdressing and beauty (96.6%), and languages (64.3%), while men are more likely to be found studying construction (92.0%), engineering (87.3%), nautical studies (93.7%), and land-based industries (68.3%).<sup>44</sup> In Scottish universities, more women than men study subjects allied to medicine (83.5%), social studies (80.1%), and languages (64.3%), while men dominate in mathematical and computing science (82.7%), engineering and technology (88.9%), and architecture (88.9%).<sup>45</sup>

This gender segregation is replicated in the labour market, which is a major cause of the gender pay gap, contributes to women's and children's poverty, and restricts women's and men's choices.

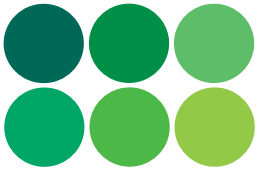
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<sup>44</sup> Equality Challenge Unit (2013) *Equality in Colleges in Scotland: statistical report 2013*  
<http://www.ecu.ac.uk/wp-content/uploads/external/equality-in-colleges-in-scotland-statistical-report-2013-print-version.pdf>

<sup>45</sup> Ibid



## The following civil society organisations support this shadow report:



### Close the Gap

Close the Gap is a national partnership initiative that works to encourage and enable action to address the gender pay gap.



### Equate Scotland

Equate Scotland is Scotland's expert in gender equality in science, technology, engineering, maths, and the built environment.



### Scottish Women's Aid

Scottish Women's Aid is the lead organisation in Scotland working towards the prevention of domestic abuse.



### Rape Crisis Scotland

The national office for the rape crisis movement in Scotland, and host of the Scottish Women's Rights Centre.



### Zero Tolerance

Zero Tolerance is a charity working to tackle the causes of men's violence against women.



### Scottish Women's Budget Group

The Scottish Women's Budget Group campaigns for gender budget analysis in the Scottish, and local authority, budgets.



### SCVO

The Scottish Council for Voluntary Organisations (SCVO) is the membership organisation for Scotland's charities, voluntary organisations and social enterprises.

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