

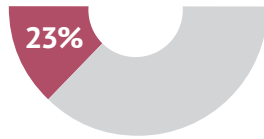
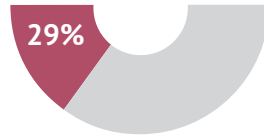
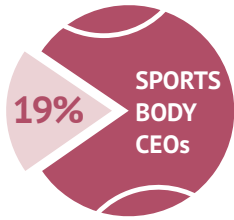
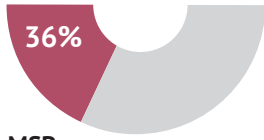
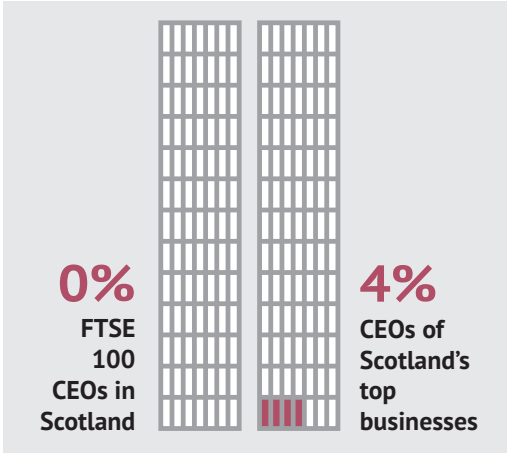
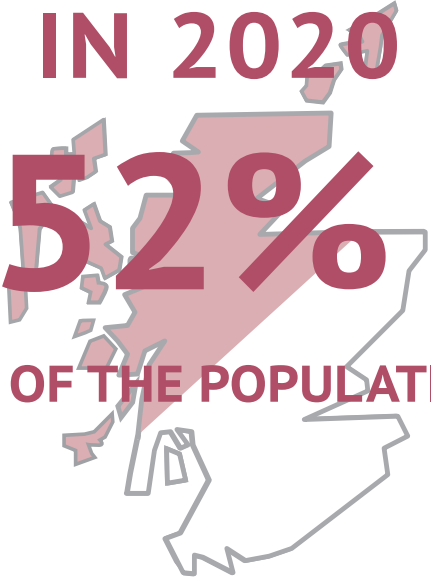


**SEX &
POWER
IN SCOTLAND 2020**

IN 2020 WOMEN ARE

52%

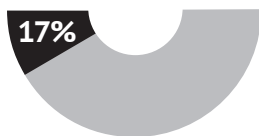
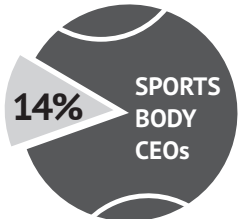
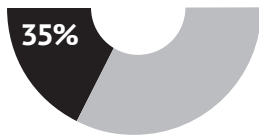
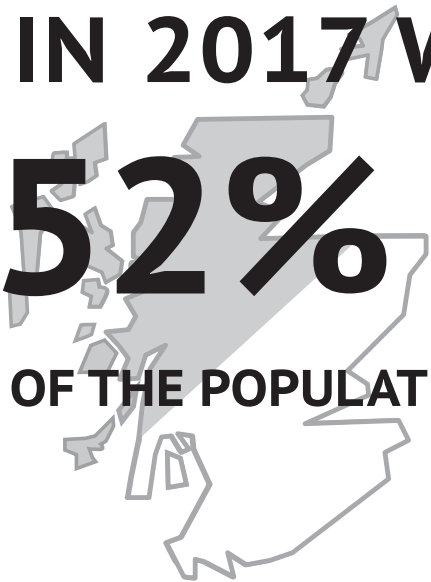
OF THE POPULATION



IN 2017 WOMEN WERE

52%

OF THE POPULATION



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WHAT IS SEX AND POWER IN SCOTLAND 2020?

This report sets out the extent of men's over-representation in positions of authority and influence in Scotland. It paints a bleak picture of unequal access to power, decision-making and participation throughout all areas of public life, which undermines gender equality in two key ways. Firstly, women are not able to participate fully in society and to exercise equal citizenship as men when they do not have the same access to opportunities. Secondly, women and men experience life very differently as a result of cultural gender roles and inequality, and therefore have diverse perspectives that must be heard in the public and private sector bodies that impact enormously on our society and on all of our lives.

This report compares the numbers of women in positions of power at the end of 2019 with those recorded at the end of 2016. The figures do not give much cause for celebration, with marginal gains in some sectors counterbalanced by certain sectors actually going backwards in terms of women's representation. Bucking this trend is politics, where efforts by Scottish Government, action by political parties, and pressure from the general public has seen significant gains. 50% of Cabinet Secretaries, the Scottish Parliament Corporate Body, and Scottish Members of the European Parliament are now women. While this does not mitigate the stasis in our local councils, in Westminster, or among special advisors, it shows that gains are possible where there is a commitment to change.

Statistics can only ever show part of a story, and this report simply counts the number of women and men employed in certain positions.¹ It does not count numbers of women of colour, of disabled women, of lesbian, bisexual or trans women, or any other data other than gender. We know, however, that women facing

¹ The Gender Representation on Public Boards methodology ensures that non-binary people are not counted as either men or women for the purposes of ensuring gender-balance. However, no public or private body has yet reported any non-binary people in senior leadership.

multiple discriminations are less likely to be promoted to positions of power, and are more likely to face discrimination and harassment in the workplace.

This report identifies 3115 positions of power in Scotland across our political institutions, public sector, media and cultural bodies, and corporate world. Women hold just 996 of these positions – less than a third of the total. This represents men’s sustained dominance across all of these domains; controlling the decisions which are made, the culture we consume, the criminal convictions we see, and the services we access.

HOW DID WE DO IT?

The list of organisations and positions identified in this report is not comprehensive, but is indicative of the current gendered balance of power and decision-making in Scotland. As ever, Scottish-level data is sometimes missing or difficult to find, and not all occupational categories included can be compared like for like in terms of organisational scale. The influence and reach of cultural production organisations, for instance, is sizeable and cannot be easily measured. Sample sizes are often small, but still indicate patterns within respective fields. We reference sources and the methodology used to define occupational categories in relevant sections throughout the report.

The information presented here is in line with the research in Engender’s Sex and Power 2017, which in itself built on the initial GB-wide Sex and Power series published by the Equality and Human Rights Commission between 2003-2011,² and work by the Counting Women Coalition. It should be noted that the information presented here was researched in September and October 2019. It represents a snapshot in time and a small number of personnel across the 3115 positions accounted for may have changed by the time of publication. The exception to this is the number of MPs, which has been updated to incorporate the results of the December 2019 snap General Election.

I ² And its predecessor the Equal Opportunities Commission.

WHAT DID WE FIND?

Women make up 52% of the Scottish population and should be equally represented across the spectrum of civic life. Yet, gender parity in public spheres is far from becoming reality. Of the 39 different spheres we researched, only 5 had achieved 50% women, and only 1 of these (the Scottish Government Strategic Board) exceeded it, with 11 women and 9 men.

Since 'Sex and Power 2017' was released, there has been progress in several spheres, including:

Government and Politics

- European Parliament
- Scottish Parliament, Scottish Parliament Strategic Board and Scottish Parliament Corporate Body
- Local Council Leaders and Committee Conveners

Public Sector

- Local Authority Chief Executives
- Health Service Board Chairs
- Senior Police Officers

Media and Culture

- Heads of National Broadcasters
- Heads of Production Companies

Caution must be taken with these figures though – despite showing increased women's representation, in most of these spheres, men still remain the dominant force. Certain sectors have shown little or no progress towards increasing their gender balance since 2017.

The following spheres have under 20% women:

- Heads of transport bodies
- Temporary Judges at the Supreme Court
- Trade Union Scottish Secretaries
- Chief executives of national sports bodies

In addition:

- There are 0 women as CEOs of Scottish-based FTSE 100 and 250 companies
- Only 2 women out of 50 head up top Scottish companies
- Scotland has only 1 woman as editor of a major national newspaper, 1 woman as political editor in a major newspaper, and 1 woman as head of a national broadcaster.

These figures show us that not enough change is happening, and not quickly enough, to redress the gender imbalance in Scotland's corridors of power. In most cases, the numbers of women have increased only very slightly, usually representing the difference of one or two changes in personnel, rather than a step-change in employment practices, organisational culture, or commitment to diversity.

SEX AND POWER: THE NUMBERS

PUBLIC SECTOR	% WOMEN 2017 SCOTLAND	% WOMEN 2020 SCOTLAND	
Heads of public bodies	28.4%	35.8%	↗
Local authority chief executives	40.6%	50.0%	↗
Scottish Government strategic board	66.6%	55.0%	↘
Senior civil service	45.0%	46.5%	↗
Heads of secondary schools	41.1%	42.9%	↗
Further education college principals	42.3%	40.7%	↘
University principals	26.3%	31.6%	↗
Health service chief executives	39.1%	30.4%	↘
Health service board chairs	19.0%	39.1%	↗
Health and social care joint integration boards	30.0%	40.0%	↗
Heads of transport bodies	6.25%	12.5%	↗
Judges at the supreme courts	29.4%	26.5%	↘
Temporary judges at the supreme courts	8.7%	17.7%	↗
Sheriffs principal	33.3%	33.3%	=
Sheriffs	23.3%	22.2%	↘
Senior police officers	6.7%	13.3%	↗
Trade Union General Secretaries	21.6%	27.0%	↗
Trade Union Scottish Secretaries	26.1%	17.4%	↘

BUSINESS	% WOMEN 2017 SCOTLAND	% WOMEN 2020 SCOTLAND	
CEOs of FTSE 100 and 250 companies	0.0%	0.0%	=
CEOs of Scotland's 'top businesses'	0.0%	4.0%	↗

SEX AND POWER: THE NUMBERS

POLITICAL INSTITUTIONS	% WOMEN 2017 SCOTLAND	% WOMEN 2020 SCOTLAND	
Members of the Scottish Parliament	34.9%	36.4%	↗
Scottish Parliament committee conveners	42.1%	47.1%	↗
Scottish Parliament corporate body	0.0%	50.0%	↗
Scottish Government Cabinet	44.4%	50.0%	↗
Scottish Government Ministers	41.7%	42.9%	↗
Special Advisors (SPADS)	33.3%	28.6%	↘
Local councillors	24.7%	29.1%	↗
Council leaders	15.6%	22.9%	↗
Local council committee conveners	18.7%	27.5%	↗
Local council civic heads	25.0%	25.0%	=
Members of the UK Parliament	33.9%	30.5%	↘
Members of the European Parliament	16.7%	50.0%	↗

MEDIA AND CULTURE	% WOMEN 2017 SCOTLAND	% WOMEN 2020 SCOTLAND	
Editors of major newspapers	0.0%	5.9%	↗
Political editors of major newspapers	8.3%	9.1%	↗
Heads of national broadcasters	0.0%	33.3%	↗
Directors of major museums and art galleries	19.0%	16.7%	↘
Directors of national arts and culture bodies	30.0%	22.2%	↘
Heads of production companies	0.0%	28.6%	↗
Chief Executives of national sports bodies	14.2%	19.1%	↗

Based on these statistics from 2020, there are 562 women 'missing' from positions of power in Scotland – the number needed to achieve 50% - with men's over-representation rate sitting at 68% overall.

POLITICAL INSTITUTIONS

Women in politics is one area where some progress has been made towards gender parity, both in numbers of women elected, and in recognition of the public call for 50% representation. Having democratic bodies which reflect the general population is vital in ensuring that decisions are made which take into consideration the diverse needs and experiences of all of Scotland's communities.

While we should recognise this progress, men remain vastly over-represented in politics, particularly at local government level.

129 MSPs

47 Women



82 Men



Scottish Parliament

Women make up just 36.4% of Scotland's MSPs, which would place Scotland 30th in the current global rankings.³ This represents a drop from 27th in 2016, and from a high of second place in 2003,⁴ when 39.5% of MSPs elected to the Scottish Parliament were women, showing that global progress towards parity in politics is outstripping Scotland.

Political parties within Scotland have made concerted efforts to redress the over-representation of men among their elected representatives, with all but one of the major parties adopting some form of gender balancing mechanisms. The success of these practices will be seen with the results of the 2021 Holyrood election.

The Scottish Parliament does not have the legislative powers to introduce quotas for MSPs, but this was a key recommendation in the first report of the First Minister's Advisory Council on Women and Girls in 2018.⁵ Outwith legislative powers, the Parliament has shown commitment to increasing women's representation within its structures which is reflected in the increase of female Committee conveners and the gender balance of the Corporate Body. It should be noted, however, that the membership of the Corporate Body changes on a frequent basis, so the achievement of 50% women should not be seen as unmitigated progress.

It remains the case that no woman of colour, and no declared non-binary, transgender or intersex person has ever been elected to the Scottish Parliament, and representation of disabled MSPs remains woefully low.

	Women	Men	Total	% women
Members of the Scottish Parliament	47	82	129	36.4%
Committee conveners	8	9	17	47.1%
Corporate body	3	3	6	50.0%

Source: Scottish Parliament website

³ Inter-Parliamentary Union (2019) *Open Data Platform* IPU. Available at: <http://archive.ipu.org/wmn-e/arc/classif310503.htm>

⁴ Inter-Parliamentary Union (2003) *Women in National Parliaments Archive* IPU. Available at: <http://archive.ipu.org/wmn-e/arc/classif310503.htm>

⁵ First Minister's National Advisory Council on Women and Girls (2018) *First Report and Recommendations* Scottish Government

The Scottish Government

Women's representation across Scottish Government is testament to the importance of feminist leadership. The First Minister, the first woman to hold the position in Scotland, has continued to deliver gender balanced cabinets in line with her commitment to gender equality in government after her election in 2014.

This gender balance is not matched, however, within Special Advisors. The total number of SPADs has increased from 12 to 14, but the number of women employed has remained stable at 4, meaning that men now make up more than two thirds of those advising and assisting Ministers. While SPADs are not elected positions, their role is at the heart of government strategy and decision-making, and the over-representation of men is indicative of the need for a systemic approach to ensuring gender balance is visible at all levels of government.

	Women	Men	Total	% women
Scottish Government Cabinet	6	6	12	50.0%
Scottish Government Ministers	6	8	14	42.9%
Special Advisors (SPADS)	4	10	14	28.6%

Sources: Scottish Government website, Scottish Parliament website

Local authorities

The pace of change for women elected to local councils is glacial. At the 2017 elections, the number of female councillors increased by just 55 across the whole of Scotland, within a total of 1226 contested seats. Local councils are vital for women's equality, with local government delivering services which impact on women's daily lives including across education, public transport, leisure facilities, and social care. Local councillors play an important role in supporting people in their ward through case work, advocating for their residents in disputes, offering advice, and representing their views in various spheres. It is unacceptable that this is skewed towards a male perspective.

To have local councils dominated by men does a disservice to residents who deserve diverse representation. Comhairle nan Eilean Siar currently has no female councillors in the whole local authority, and 103 wards across Scotland saw no women elected – meaning that women living there are only represented by men. This may have implications not only on the decisions made by the council, but also on women's capacity to approach their local councillor. Gender inequality means that many women may be uncomfortable discussing their concerns with men, particular with regard to violence against women services, healthcare, and a wide range of other sensitive issues.

Additionally, standing in local government elections can often act as a springboard to standing for Holyrood, Westminster or European Union elections at a later stage, and so the lack of women being elected as local councillors can impact on women's representation at other levels of government.

Within local government structures, the picture looks a little brighter, although the progress made towards gender balance within council leaders and committee conveners still only brings them towards 30% - in line with the proportion of female councillors.

	Women	Men	Total	% women
Councillors	357	869	1226	29.1%
Council leaders	8	27	35	22.9%
Committee conveners	67	177	244	27.5%
Civic heads	8	24	32	25.0%

Sources: Local authority websites, COSLA website, Scotland's political guide 2017 (published by Holyrood)

UK and European Parliaments

Scotland achieved gender balance within its Members of European Parliament in 2019 with Nosheena Mobarik, who had been elected in a 2017 by-election, being joined by Sheila Ritchie and Aileen McLeod. In the latest European Parliament elections, all parties standing except for the Brexit Party and UKIP stood gender-balanced (or female majority) lists, although this aptly demonstrates the importance of not just having equal numbers of women and men standing, but also on paying attention to where they appear on the party list: the SNP returned 3 MEPs, with the first two being men.

Men's over-representation at Westminster has been chronic over the years, due to sexist norms and expectations, inflexible working practices that are incompatible with women's lives, and 'macho' political cultures that alienate women (and others). The number of women MPs only exceeded 10% in 1997 and hit 20% for the first time in 2005.⁶ In the 2019 General Election, only 31% of MPs returned to Westminster from Scottish constituencies were women.

	Women	Men	Total	% women
Scotland's MPs	18	41	59	30.5%
Scotland's MEPs	3	3	6	50.0%

Sources: UK Parliament website, European Parliament website

⁶ UK Political Info (2015) *Women MPs and Parliamentary candidates since 1945* UK Political Info. Available at www.ukpolitical.info/FemaleMPs.htm

PUBLIC SECTOR

The same logic and imperatives around women's political representation apply across the spectrum of public life. Women's perspectives and contributions are vital to the equitable delivery of our public services and structures, whether arms-length government bodies, the civil service, education and lifelong learning, health and social care, vital infrastructure like transport, justice and law enforcement, or collective workplace bargaining. International evidence suggests that lack of gendered power balance in the wider public domain ultimately has a major impact on equality of outcomes across government.⁷

⁷ Ford, Deanna, and P Rohini (2012) *World Development Report 2012 Background Paper: Gender quotas and female leadership* World Bank

University principals

6 Women **13 Men**



Public bodies

Public bodies carry out a range of operational, advisory, regulatory and specialist functions, with varying degrees of independence and funding from central government.⁸ These governance bodies set policy, deliver services, administer justice, and safeguard rights across a huge range of areas that impact on women's lives and gender equality, including social care, education, training, law enforcement, recourse to justice, housing, the environment, the arts, taxation, pensions and enterprise.

In the three years since 'Sex and Power 2017' was released, the numbers of women heading public bodies has increased by 16 people, bringing the total percentage of women to just over 35%. In 2016, figures showed that 64% of the Scottish public sector were women, highlighting the vertical occupational segregation which is endemic across the public sector as shown in this report.

In 2019, the Scottish Parliament passed the Gender Representation on Public Boards (Scotland) Bill which sets the quota for women on public boards at 50%. This should begin to redress the overrepresentation of men in strategic positions on public bodies, but attention must be paid to diversity of board members. Unless boards include diverse groups of women, including disabled women, minority ethnic women, older women and women from a range of backgrounds and experiences, they cannot claim to be representative.

	Women	Men	Total	% women
Heads of public bodies	29	52	81	35.8%

Sources: Scottish Government website, websites of individual public bodies

⁸We account for 81 public bodies in this section of our report: all of those listed in the Scottish Government public bodies directory, apart from health boards and transport organisations (included later in this chapter), the National Galleries, National Museums, National Library, Creative Scotland, Historic Environment Scotland and sportscotland (included in later chapter on media and culture), plus three additional bodies identified in the Scottish Political Guide 2017 (General Teaching Council, Fire and Rescue Board and Police Scotland).

The civil service

The Scottish Government strategic board is the only sphere which features in this report which has exceeded 50% women. Paradoxically, this actually represents a drop in women's representation, from 66.7% in 2017, as a result of the creation of five new positions, four of which were filled by men. There has been an increase in both overall numbers of senior civil servants, and of women in senior civil service positions.

Local authority chief executive posts are one of the few spheres which have achieved 50% women's representation. While this is still not proportional to the wider local government workforce, an overwhelming 69% of which is comprised of women,⁹ it represents progress towards gender balance at senior levels in local authorities.

	Women	Men	Total	% women
Local authority chief executives	16	16	32	50.0%
Scottish Government strategic board	11	9	20	55.0%
Scottish Government senior civil service¹⁰	140	160	300	46.5%

Sources: local authority websites, Scottish Government website, Office for National Statistics

⁹ Source: Scottish Government public sector employment web tables, available at <https://www2.gov.scot/Topics/Statistics/Browse/Labour-Market/PublicSectorEmployment/PSEwebtables>

¹⁰ UK Cabinet Office (2019) *Civil Service Statistics 2019* UK Government. Available at <https://www.gov.uk/government/statistics/civil-service-statistics-2019>

Education

A similar story of vertical occupational segregation emerges across educational institutions. In Scotland's public sector, women are 64% of secondary school teachers but only 43% of head teachers.¹¹ This represents a gender gap of 21%, a decrease of only one per cent since 2017. In terms of further education, there has been a drop in the number women heading up colleges in Scotland since 2017, but an increase in university principals; in contrast to Sex & Power 2017 which saw the reverse.¹²

Meanwhile, female students face gendered barriers to accessing education and training, and participation in many disciplines and occupational fields is overwhelmingly divided along gender lines. This underscores the need for gender parity throughout senior positions in Scotland's further and higher education sectors.

Factors that have shaped these dynamics should be explored within work by Scottish Government to address occupational segregation in Scotland, and by educational bodies as they develop and report on their responsibilities under the Scottish specific duties of the public sector equality duty (PSED).

	Women	Men	Total	% women
Heads of secondary schools	146	194	340	42.9%
Further education college principals	11	16	27	40.7%
University principals	6	13	19	31.6%

Sources: Teacher Census 2018, Scotland's political guide 2018/19 (published by Holyrood), Universities Scotland

¹¹ Scottish Government (2019) *Teacher Census 2018 supplementary data* Scottish Government. Available at <https://www2.gov.scot/Topics/Statistics/Browse/School-Education/teachcenssuppdata/teasup2018>

¹² Holyrood (2016) *Scotland's political guide 2017* Holyrood Magazine

Health and social care

Health and social care services, and decisions over how they are run, have a major impact on women. Women have particular health needs, face particular health inequalities and experience particular barriers when accessing healthcare. As such, various intersecting equality issues compromise women's health and wellbeing. Women are also the majority of both older people and unpaid carers in Scotland. It is estimated that around 70% of unpaid carers are women, despite latest census statistics that put this figure at 59% in Scotland. This is because women are less likely to identify as carers for family members, as a result of social expectations that women will take on caring responsibilities.

There are fourteen NHS regional health boards and nine specialist health boards in Scotland.¹³ At present, 70% of these are led by male chief executives, despite the fact that only 23% of the overall NHS Scotland workforce are men,¹⁴ representing a stark gender gap between staff grades across the organisation. Efforts by Scottish Government and NHS Scotland to tackle occupational segregation across the health and social care sector must look at men's under-representation in caring professions, as well as barriers to career progression and leadership for women.

	Women	Men	Total	% women
Health service chief executives	7	16	23	30.4%
Health service board chairs	9	14	23	39.1%
Health and social care integration joint board chairs¹⁵	12	18	30	40.0%

Sources: Scottish Government website, Scotland's political guide 2018/19 (published by Holyrood)

¹³ Source: Scottish Government, available at: <http://www.gov.scot/Topics/Government/public-bodies/about/Bodies>

¹⁴ 109,500 women and 31,926 men were employed by the NHS as of December 2019. NHS Education for Scotland (2019) *NHS Scotland workforce (Quarter ending 30 September 2019)* Available at: <https://www.isdscotland.org/Health-Topics/Workforce/NES-Publication/2019-12-03-NHSScotland-Workforce-Summary.pdf>

¹⁵ There are 31 joint integration boards in Scotland but there is currently no chair for the Highland health and social care partnership.

Transport

Use of Scotland's transport systems is highly gendered. Women are the majority of public transport users, and the minority of drivers and cyclists.¹⁶ However, public transport is predominantly designed to serve commuters who work from 9-5pm on weekdays, with routes running between suburbs and urban centres in a radial fashion. These services benefit men more than women, who are more likely to need a range of 'orbital' transport routes that fit with unpaid caring roles and timetables that correspond with irregular or part-time working patterns. Lack of accessibility on public transport is another gender equality issue, affecting the mobility and isolation of women who care for young children and disabled people. Fears about safety also influence women's decisions around travel. Women cite public transport as a 'hotspot' for gendered abuse and sexual harassment, and raise concerns about poorly-staffed services and termini, and services that are not well connected, especially at night.¹⁷

However, management of Scotland's transport sector is overwhelmingly dominated by men. There are sixteen transport authorities, public companies and regional transport partnerships in Scotland. As with the transport sector more broadly, leadership of these organisations is overwhelmingly male-dominated. Only two of the sixteen bodies, the advisory non-departmental Mobility and Access Committee for Scotland (MACS), and Scottish Canals are led by a woman. This figure has doubled since 2017, but still represents a gender gap of 75%.

	Women	Men	Total	% women
Heads of transport bodies	2	14	16	12.5%

Source: Scotland's political guide 2018/19 (published by Holyrood), transport body websites

¹⁶ Transport Scotland (2016) *Transport and travel in Scotland 2015* Scottish Government. Available at <https://www.transport.gov.scot/publication/transport-and-travel-in-scotland-2015-27-september-2016/>

¹⁷ Engender 'Gender Matters' consultation.

Justice and law enforcement

Greater gender diversity is needed across Scotland's judiciary and police force to increase women's access to justice, and to tackle endemic violence against women. At least one in five women in Scotland will experience domestic abuse in her lifetime and an average of 3 rapes is reported per day. Even then this figure masks the incidence of sexual violence due to underreporting, which in turn reflects systemic gender inequality within the criminal justice system.¹⁸ Conviction rates are low for rape, domestic abuse, trafficking of women for sexual exploitation and female genital mutilation. Scotland has one of the highest rates of women's imprisonment in Northern Europe, and 70% of women on remand are later released without being given a custodial sentence.¹⁹ Little progress has been made towards implementing the 37 recommendations made in the 2012 Angiolini report on women's offending.²⁰

Scotland's most senior judicial office holders, Senators of the College of Justice, sit in the supreme civil court (the Court of Session) and the supreme criminal court (the High Court of Judiciary). At present, there are 34 of these judges, 26.5% of whom are women. This represents a decrease since 2017. The gender balance is even worse at temporary judge level, who are responsible for undertaking the permanent judges when needed, with only 3 women compared to 14 men. Meanwhile, sheriffs across 39 courts rule the majority of criminal and civil law court cases in Scotland, and 78% are men, again showing a decrease from 2017.

Only two of Scotland's senior police officers are women, and 70% of all police officer posts are currently held by men.²¹

	Women	Men	Total	% women
Judges at the supreme courts	9	25	34	26.5%
Temporary judges at the supreme courts	3	14	17	17.7%
Sheriffs principal	2	4	6	33.3%
Sheriffs	28	98	126	22.2%
Senior police officers	2	13	15	13.3%

Sources: Judiciary of Scotland website, Police Scotland website

¹⁸ Rape Crisis Scotland (2019) *Facts about sexual violence* Rape Crisis Scotland. Available at <https://www.rapecrisisscotland.org.uk/help-facts/>

¹⁹ Prison Reform Trust (2014) *Transforming Lives – Scotland: reducing women’s imprisonment* Prison Reform Trust

²⁰ Emma Trottier (2017) *Gender Matters in the Criminal Justice System: 5 years of progress?* On the Engender blog <https://www.engender.org.uk/news/blog/gender-matters-in-the-criminal-justice-system-5-years-of-progress/>

²¹ Police Scotland (2019) *Equality and diversity mainstreaming and outcomes progress report 2019* Police Scotland

Trade Unions

Although trade unions are not funded by government, or subject to public sector equality laws, they are a vital component of public life in Scotland. Unions undertake collective bargaining and provide support on a range of issues that are critical to women's equality. These include equal pay, discrimination on the grounds of sex, pregnancy or maternity, flexible working, precarious work, childcare provision, and equal recruitment practices. This is reflected in a 12% increase in women's membership of Scotland's largest union, Unison, since widespread cuts to public spending were instigated by the UK Government in 2010.²² Women are particularly affected by public sector cuts and attempts to restrict employment rights, including access to employment tribunals.

There are currently 37 unions representing Scottish workers that are affiliated to the Scottish Trades Union Congress (STUC), including four that operate only in Scotland.²³ At present only 27% of these are led by women. Of these 37 unions, 23 have Scottish secretaries, organisers or officials. At this level, women's representation sits at 17%, a drop of ten percentage points since 2017. Meanwhile, the average female membership of unions affiliated to the STUC sits at around 43%.²⁴

	Women	Men	Total	% women
TU General Secretaries	10	27	37	27.0%
Scottish Secretaries	4	19	23	17.4%

Sources: STUC website and individual union websites

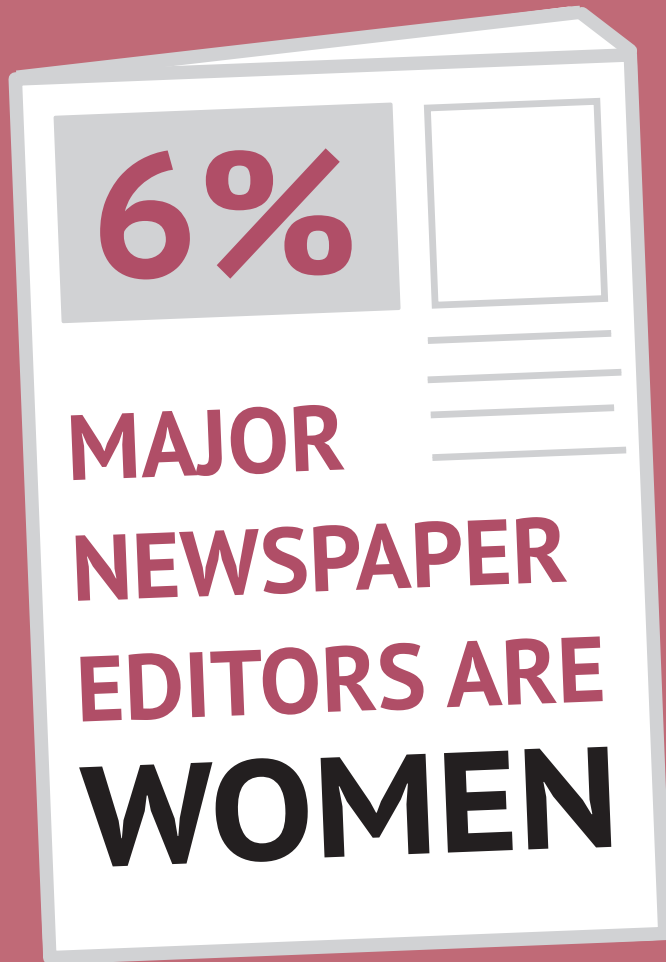
²² Scottish Trades Union Congress (2016) *Women's voices, women and work, Scotland 2016: women in the trade union movement in Scotland* STUC

²³ Scottish Society of Playwrights, Scottish Secondary Teachers' Association, Prison Officers' Association Scotland, Educational Institute of Scotland.

²⁴ STUC (2016) *Women's voices, women and work, Scotland 2016: women in the trade union movement in Scotland* STUC

MEDIA & CULTURE

Men's over-representation in positions of power across the media and creative industries is reflected in widespread stereotyping of women and lack of gender balance in print, on airwaves and on screen. The portrayal of women in media, popular culture and the arts is extremely limited, especially for disabled women, minority ethnic women, older women, lesbian, bisexual and transgender women, and other groups. Meanwhile, women's sport is overwhelmingly undervalued and underfunded when compared with men's sport, and the support girls receive to participate in sport and exercise is shaped by gendered norms. All of this points to the need for increased women's leadership across positions of power and influence in media, creative industries, the arts and sport.



Media

The media is one area where women's representation has increased, but again only by marginal amounts, representing personnel changes of one or two people. There is astonishing male dominance at the helm of Scotland's press, with all but one editors of major newspapers being men. This is repeated in both political editing and national broadcasters, both sectors with only one woman at the helm. The precarity of journalism as an industry mean these statistics change frequently, and in 2020 women are still more likely to be working as freelance journalists while men are in salaried and named posts.

The negative impact of the media on women and on gender equality is profound. Stereotyping of women and an overwhelming lack of gender balance across all media platforms is ubiquitous. In 2015, UK-wide analysis of print and broadcast news sources showed that 85% of academics (including teachers), 87% of businesspeople, 88% of media and creative industry professionals and 97% of spokespeople related to sport were men.²⁵ The Global Media Monitoring Project's snapshot analysis in spring 2020 will reveal if there has been any improvement in this area.

Women are more likely to be described in terms of their family status, and over three times as likely to be described as victims than men. Sexualised imagery of women and girls across media platforms reinforces sexist attitudes, shapes how women are valued, and has negative impacts on body image, self-worth and health. Women standing for political office are routinely subjected to sexism in the mainstream media, and the absence of quality reporting on gender issues sustains low awareness of women's inequality.

Recent analysis of Brexit coverage in Scotland undertaken on behalf of Gender Equal Media Scotland revealed that, in a key week for Brexit negotiations, only 28% of the 'experts' and 33% of the general public that appeared in the news were women.²⁶

	Women	Men	Total	% women
Editors of major newspapers	1	16	17	5.9%
Political editors of major newspapers	1	10	11	9.1%
Heads of national broadcasters	1	2	3	33.3%

Sources: newspaper websites and direct contact,²⁷ broadcaster websites²⁸

²⁵ Global Media Monitoring Project (2015) *Who makes the news?* GMMP. Available at http://cdn.agilitycms.com/who-makes-the-news/Imported/reports_2015/national/UK.pdf

²⁶ Melody House (2019) *Where are the women? Media analysis of gender representation in Brexit news* Gender Equal Media blog <https://www.genderequalmedia.scot/news/blog/where-are-the-women-media-analysis-of-gender-representation-in-brexit-news/>

²⁷ National newspapers and regional newspapers with circulation of over 50,000:
 Editors: Herald and Sunday Herald, National, Scotsman and Scotsman on Sunday, Daily Record, Scottish Daily Mail, Scottish Daily Express, Times Scotland, Telegraph Scotland, Scottish Sun, Courier, Press & Journal, Sunday Mail, Sunday National, Sun on Sunday, Sunday Post, Sunday Times Scotland, Scottish Sunday Express.
 Political editors: Herald, Scotsman and Scotland on Sunday, Daily Record (political editor and Westminster editor), Scottish Daily Mail, Scottish Daily Express, Times Scotland, Telegraph Scotland, Scottish Sun, Courier, Sunday Mail, Sunday Post.

²⁸ BBC Scotland, STV, BBC Radio Scotland.

The arts

Women’s leadership across the arts and creative industries is also crucial. Stereotyping and sexualisation of women routinely occurs in cultural production, and the lack of diversity where women are represented in the arts is a pervasive problem. To tackle this, barriers to women’s employment in media and creative industries must be addressed. These include long, inflexible and irregular hours, the need to travel and do unpaid work to gain experience, the costs and logistics of childcare, and limited parental rights for self-employed workers. Women report “endemic sexism” throughout recruitment and funding processes, including sexual harassment, bullying, gendered assumptions, a narrow range of roles for women, and a lack of support networks.²⁹

‘The arts’ is a broad sector, which incorporates screen, the performing arts, publishing, representation of Scottish cultural history, and other creative industries. As with other fields, it is relatively difficult to identify Scottish-level data in some areas and to establish scale and influence. We have focused on major art museums and galleries, national arts bodies and large production companies based in Scotland. These represent a large proportion of the cultural output we consume. The proportion of women heading up museums, art galleries and national arts and culture bodies has dropped since 2017.

Heads of production companies with 10 or more core staff, however, has seen a significant increase, with two out of seven now being women. While this is an improvement, it should still be noted that this still means there are more than double the number of men in these positions than there are women.

	Women	Men	Total	% women
Directors of major museums and art galleries	3	15	18	16.7%
Directors of national arts and culture bodies	2	7	9	22.2%
Heads of production companies	2	5	7	28.6%

Sources: museum and gallery websites and direct contact,³⁰ Scottish Government website,³¹ Film Bang, production company websites and direct contact³²

²⁹ Engender roundtable discussion events February and November 2016; Creative Scotland (2016) *Equality, Diversity and Inclusion in the Screen Sector* Creative Scotland

³⁰ National Galleries of Scotland (including Scottish National Gallery, Scottish National Gallery of Modern Art, Scottish National Portrait Gallery) National Museums Scotland, National Library for Scotland, Glasgow School of Art, Kelvingrove, Riverside, GOMA, The Mitchell Library, The McManus: Dundee's Art Gallery and Museum, V&A Dundee, Dynamic Earth, Glasgow Science Centre, The Hunterian, Aberdeen Art Gallery and Museums, Edinburgh Museums and Gallery, Glasgow Museums, Inverness Museum and Art Gallery, Perth Museum and Art Gallery.

³¹ Scottish Ballet, Scottish Opera, National Theatre of Scotland, Royal Scottish National Orchestra, Scottish Chamber Orchestra, Creative Scotland, Museum Galleries Scotland, Historic Environment Scotland, National Records Scotland.

³² We have included production companies with 10 or more core staff in Scotland, as per company websites or phone calls. These are: STV Creative, 20/20 productions, IWC media, Metro Ecosse, Mallinson television productions, Purple TV, and Production Attic.

Sport

Women's sport is categorically undervalued and marginalised in Scotland, resulting in a lack of visibility that has an impact on women and girls' activity in schools and beyond. Girls withdraw from sport at a faster rate than boys, and teenage girls and women are significantly less likely to participate in recreational sport.³³ In turn, this has a negative impact on women's health and wellbeing. Many gendered barriers feed into this reality; male-dominated sporting cultures, sexual harassment and abuse in sports venues, lack of appropriate facilities, negative or limited experiences of PE, and related self-esteem and body issues result in girls and women dropping out of sport.³⁴ A recent report by the Scottish Women and Girls in Sport Advisory Board found that 22% of articles on women's sport included perceived sexualised content.³⁵ Systemic transphobia and racism in sport also have particular implications for transgender and minority ethnic women, and a lack of opportunities limits participation for disabled women and girls.

Scotland's qualification for the 2019 Women's World Cup led to a focus on football, and there has been some improvement in this field - BBC Alba broadcast all Scottish Women's National Team (SWNT) matches, Celtic FC Women are moving towards professional status, and the Scottish FA report a doubling of girls playing football since 2013.³⁶ Media analysis of the world cup period, however, revealed that the SWNT generated only 3% more media coverage during the World Cup period than the national men's team did, despite the fact that SWNT played two games more and they were competing in a World Cup.³⁷

Professional opportunities for women within all levels of sport are extremely restricted. Only 19% of CEO positions across Scotland's national governing bodies are held by women,³⁸ there is a large gender pay gap within elite sports, men are 83% of qualified sports coaches across the UK,³⁹ and even at community level investment in girls' sport is hugely unequal.⁴⁰ This represents a cycle of inequality that disincentivises women's participation and employment in sports sectors.

	Women	Men	Total	% women
Chief Executives of Scottish Governing Bodies of Sport	4	27	31	19.1%

Sources: sportscotland website and national body websites⁴¹

³³ 50% of 13-15 girls participate in sport as opposed to 69% of boys, and 45% of women as opposed to 57% of men. Scottish Government (2015) *Active Scotland outcomes: Indicator equality analysis* Scottish Government

³⁴ Department for Culture, Media and Sport (2014) *Interim report of the government's women and sport advisory board* UK Government

³⁵ Scottish Women and Girls in Sport Advisory Board (2019) *An evaluation of participation levels and media representation of girls and women in sport and physical activity in Scotland* Scottish Government <https://api.actify.org.uk/asset/ef7e637f-e365-40fc-87bf-4ff7c2f238f0>

³⁶ Andrew Jenkin (2019) *Scotland's biggest challenge this world cup might be the Scottish media* Gender Equal Media Scotland <https://www.genderequalmedia.scot/news/blog/scotlands-biggest-challenge-this-world-cup-might-be-the-scottish-media/>

³⁷ Andrew Jenkin (2019) *How transformational was the Women's World Cup for Scotland?* Gender Equal Media Scotland blog <https://www.genderequalmedia.scot/news/blog/how-transformational-was-the-womens-world-cup-for-scotland/>

³⁸ There are 57 Scottish Governing Bodies of Sport affiliated with the national umbrella body sportscotland; many of these are run by voluntary committees, and are active to varying degrees. For the purposes of this report, we have included those national bodies with 10 or more members of staff.

³⁹ Sport Scotland (2017) *'Positive coaching Scotland' equality impact assessment* sportscotland

⁴⁰ Research Scotland (2016) *Equality and sport research* sportscotland

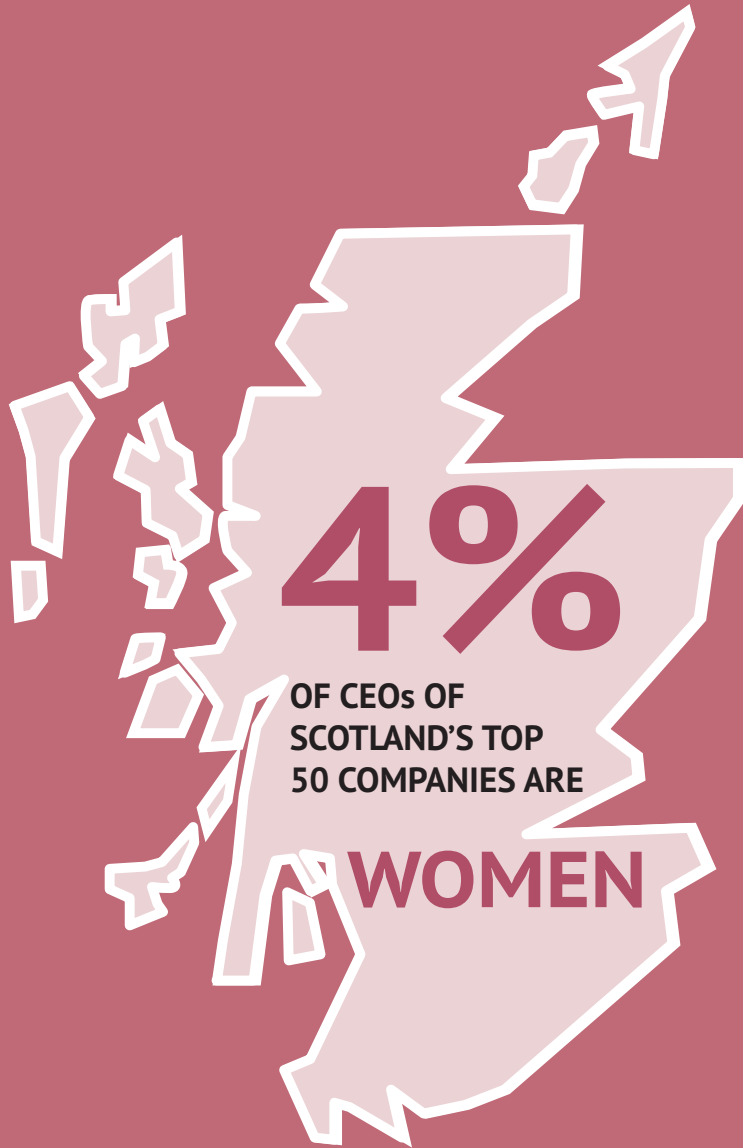
⁴¹ Scottish Athletics, Badminton Scotland, Basketball Scotland, Bowls Scotland, Scottish Canoe Association, Royal Calendonian Curling Club, Scottish Cycling, Disability Sport, Scottish Football Association, Scottish Golf, Scottish Gymnastics, Scottish Hockey, Judo Scotland, Netball Scotland, Scottish Orienteering, Scottish Rugby Union, Sailing (RYA Scotland), Scottish Squash, Scottish Swimming, Tennis Scotland, Triathlon Scotland.

BUSINESS

Progress towards women's leadership within the private sector has been extremely slow. This contributes to a vicious circle of gender inequality in the corporate sphere, as businesses continue to discriminate against women and provide very limited support in recognition of gendered realities. Systemic pregnancy and maternity discrimination,⁴² male-dominated working cultures and sexist norms, a lack of flexible working opportunities and quality part-time work, and onerous working models for senior staff are all barriers to women's career progression. This is despite the clear-cut business case for women's leadership. It is widely recognised that greater diversity across management and company boards improves organisational performance and access to resources.⁴³

⁴² The EHRC reports around 54,000 women are forced to give up their jobs annually in the UK, EHRC (2016) *Pregnancy and maternity-related discrimination in the workplace: recommendations for change* EHRC

⁴³ Scottish Government (2016) *Increasing representation of women on private sector boards in Scotland* Scottish Government



Business

Lack of gender sensitive working practices across the corporate sector is reflected in the staggering fact that only two of Scotland's 50 'top companies', as identified by Scottish Business Insider, are led by women.⁴⁴ This annual 'top 500' ranking is based on a number of performance indicators, and covers a range of companies that operate in Scotland. All of Scotland's fifteen largest businesses, as defined by trading prices on the London Stock Exchange (the FTSE index), have male chief executives.

One factor that contributes to this complete lack of diversity at the top of big business in Scotland is the parallel uniformity on private sector boards. None of the fifteen largest Scottish companies in the FTSE index have a woman chairperson, and seven have only one woman on their whole board of directors.

Another headline figure, indicative of barriers to equal opportunities for women in the private sector, is that only 21% of Scotland's 339,000 small and medium enterprises are led by women.⁴⁵ In order to break this male stranglehold on power throughout the business world in Scotland, employers must take undertake targeted action to tackle sexist corporate cultures that exclude and alienate women, and create structures and policies to enable women's career progression.

	Women	Men	Total	% women
CEOs of FTSE 100 and 250 companies	0	15	15	0.0%
CEOs of Scotland's 'top companies'	2	48	50	4.0%

Sources: London Stock Exchange website, Scottish Business Insider, company websites

⁴⁴ Scottish Business Insider (2019) Scottish Business Insider Top500 Index Scottish Business Insider <https://www.insider.co.uk/special-reports/scottish-business-insider-top500-index-13834015> (shows the top 25, subscription needed to access archives). Note that this methodology differs from Sex & Power 2017 which included the top 50 Scottish companies of the Business Insider's Top 500 which were registered in, or had their UK headquarters in Scotland

⁴⁵ Scotland Office (2015) *The role and contribution of women in the Scottish economy* UK Government

WHY DOES THIS MATTER?

This Sex and Power Scotland report is a snapshot of men's over-representation in positions of power and influence in Scotland in 2020. To the best of our knowledge, of 3115 positions researched, 2119 (or 68%) were held by men and 996 (or 32%) were held by women at the time of writing. This represents a marginal increase in women's representation of 4% since Sex and Power 2017 was published, but still represents 562 women who are 'missing' from leadership roles across politics, the public sector, media, culture, and business in Scotland. The occupational categories and methodologies that we have identified to present this picture are not comprehensive, but provide a clear illustration of the gender inequality in power and decision-making across a range of fields that are enormously influential in Scottish society.

While we have seen progress in some national policy areas relating to women's equality, from Scottish Government's Gender Pay Gap Action Plan, to the passing of the Domestic Abuse Act (Scotland), we are yet to see a marked improvement in the representation of women in positions of power and influence across Scotland. Whether in the debating chamber at Holyrood, local council committee rooms, schools and universities, health boards, courts of law, trade unions, museums, newspapers, sporting institutions, or big business, white men make the vast majority of decisions in the public realm in Scotland. The narrow perspective this affords does not represent or reflect the needs and desires of the Scottish population, and perpetuates inequality for women and other marginalised groups.

Tackling women's under-representation in positions of power fundamentally means tackling the barriers that exclude women from participation in all levels of politics and public life. Progress made in political arenas including the Scottish Government's gender balanced cabinet, and the election of a gender balanced group of Scottish MEPs in 2019 show that change is possible. To echo this in other sectors will require commitment, resources and strategic action from government, political parties, public bodies, and private sector employers.



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